

Reasons for Differences in Companies' Training Performance in Europe – A new Approach for an Explanatory Framework

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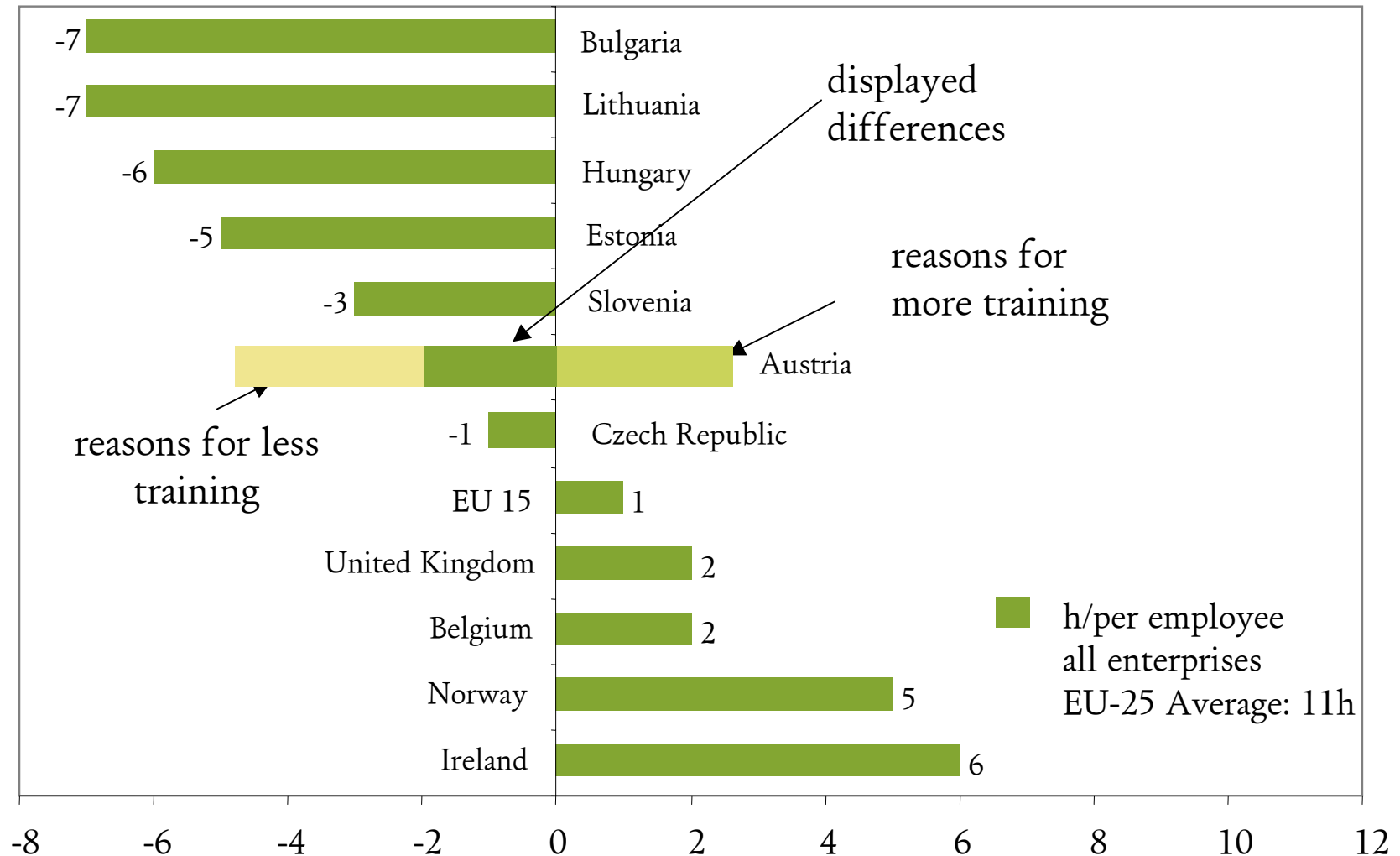
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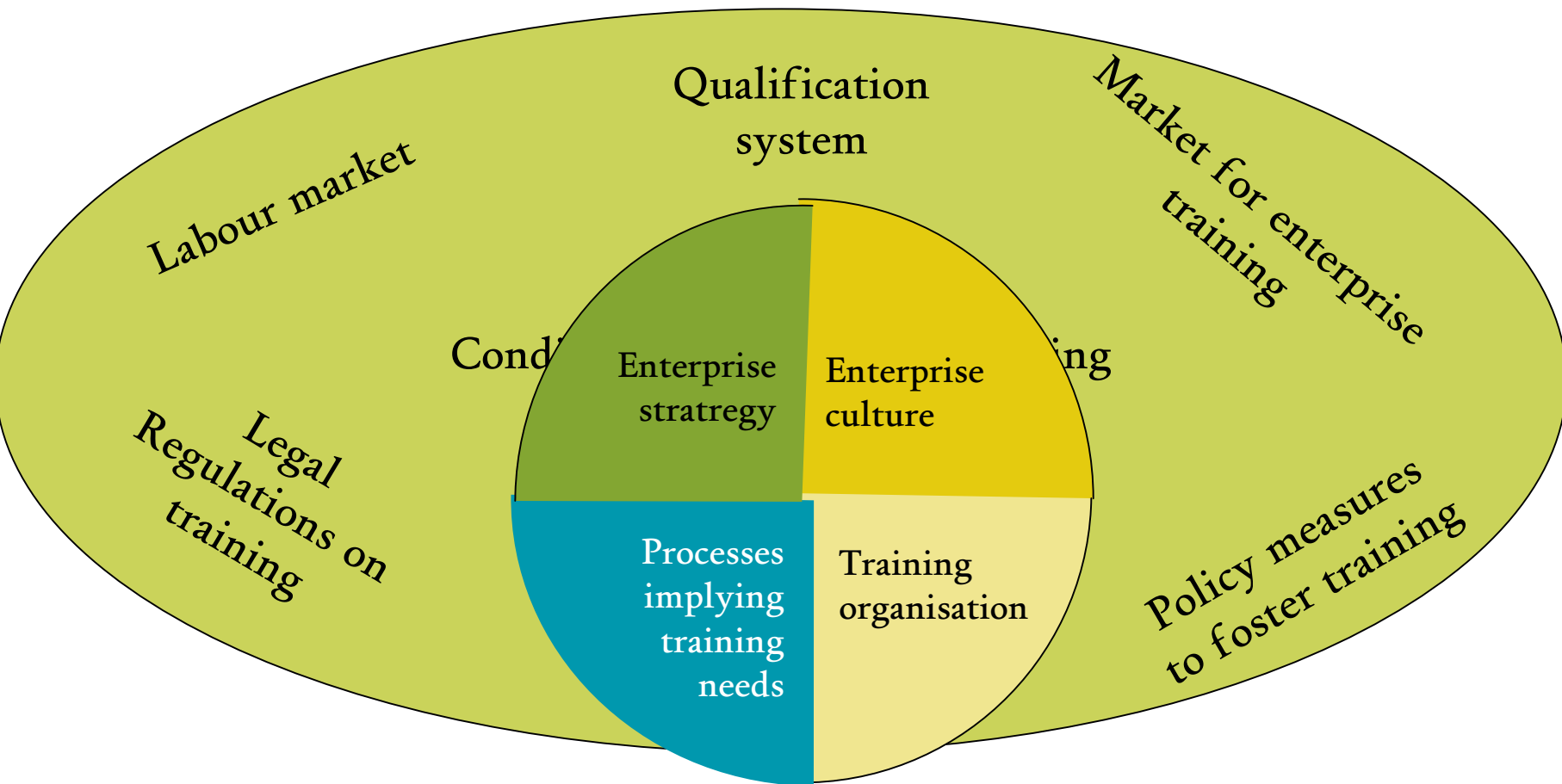
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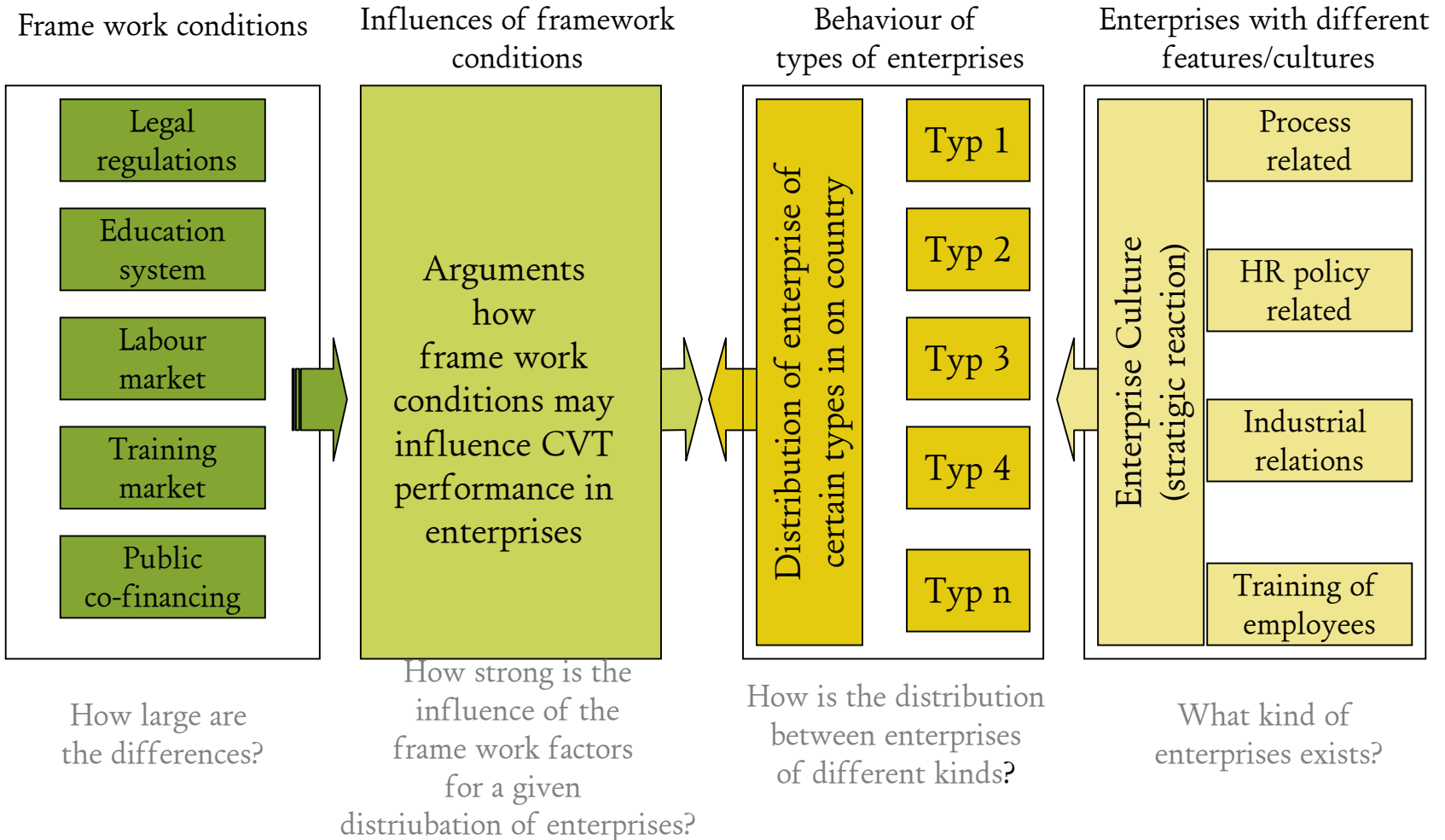
Volume of training in enterprises



Explanatory framework on training performance of enterprises



Frame work conditions and enterprise types



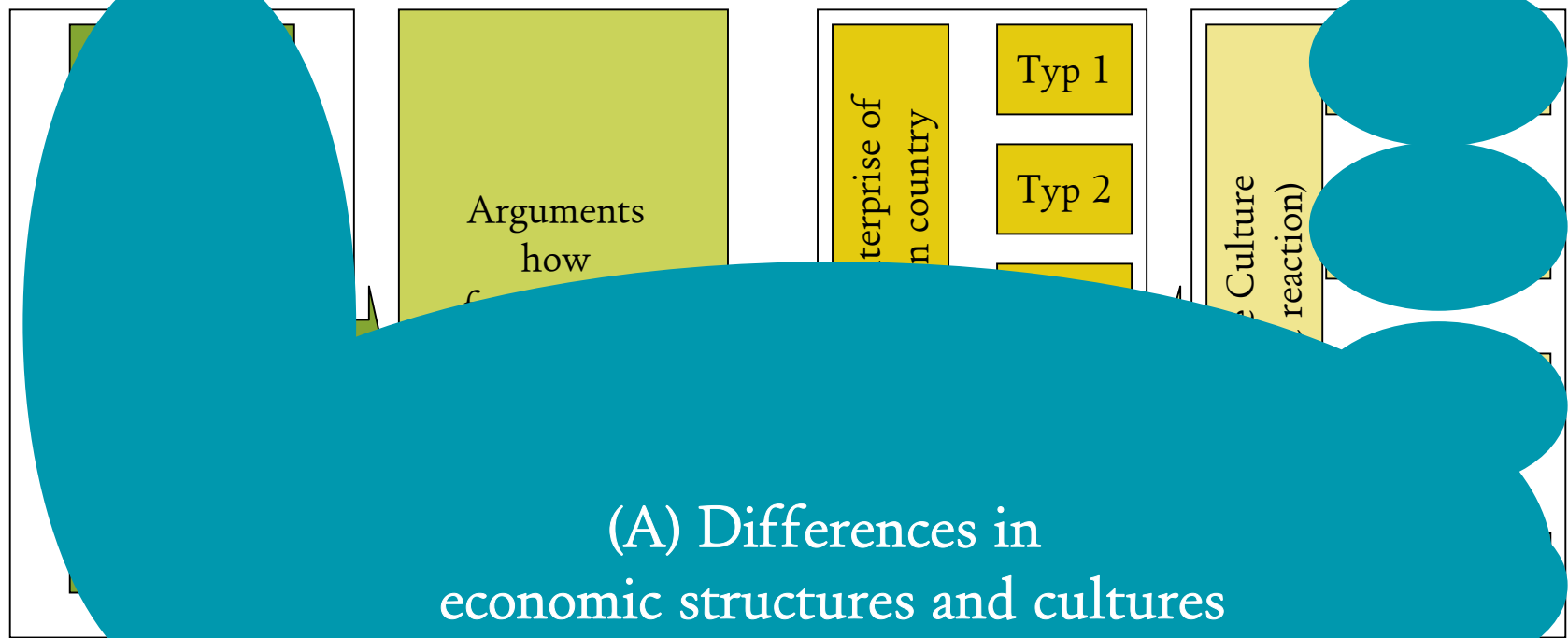
Identifying Indicators and Data sources

B. Frame work conditions

Influences of framework conditions

Behaviour of types of enterprises

C. Enterprises with different features/cultures



How large is the difference?

distrib.

exists?

Assessment of reasons for differences

General Level	Main Indicators / Subindicators	qualitative assessment	Quantitative estimates for the partner Countries in h of training per employee						
			A	CZ	DE	D	F	I	LIT
(A) Structural differences between economies	Sector structure	Strong	-	+6	-6	<u>K</u>	-8	-	+5
	Distribution of large/small enterprises	Weak							
	General economic power	Strong							
	Short-time economic development								
(B) Framework Factors	Legal framework								
	Education System								
	Labour Market								
	Training Market								
	Public co-financing								
(C) Enterprise Factors	Proceses								
	HR culture								
	Industrial relations								
	Individual learners								
	Strategy and culture								