Online Appendix A. Supplementary Tables and Figures

Locus of Control and Investment in Training

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This supplementary appendix contains additional information to the following chapters in the paper:

- Chapter 3.2: Table A.1 contains the descriptives of full set of control variables.

- Chapter 3.3: Figure A.1 shows the loading plots of the factor analyses and the distribution of the continuous standardized locus of control index for the years 1999 and 2005.

- Chapter 4.2: Table A.2 contains the full estimation results corresponding to Table 3 in the paper.

- Chapter 4.3: Table A.3 and A.4 contain the full estimation results corresponding to Tables 4 and 5 in the paper.

- Chapter 4.4: Tables A.5, A.6 and A.7 present additional robustness results.

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A   Supplementary Tables and Figures

Table A.1: Summary Statistics of Explanatory Variables

	(1) No Training	(2) General Training	(3) Specific Training
Observations[a]	9,038	1,925	1,081
Share of estimation sample[a]	0.74	0.16	0.09
Locus of Control[b,c]	4.40	4.59***	4.45**
Locus of Control (std.)[c]	-0.06	0.23***	0.04***
Wage Expectations[c,d]	14.74	22.44***	15.36
Share with Expectation of 0%	0.58	0.48***	0.60
Realized Gross Wage (per hour) in $t+1$ (in €)[c,e]	14.86	18.71***	17.70***
Socio-Economic Variables			
Age[c]	42.57	41.43***	43.02
Female	0.48	0.46*	0.44**
Married	0.71	0.69**	0.72
Number of Children[c]	0.67	0.70	0.61**
Disabled	0.06	0.05**	0.06
German Nationality	0.90	0.97***	0.96***
Owner of House/Dwelling	0.52	0.57***	0.59***
No School Degree	0.02	0.00***	0.00***
Lower/Intermediate School Degree	0.76	0.57***	0.63***
Highschool Degree	0.22	0.43***	0.37***
No Vocational Training	0.27	0.27	0.24**
Apprenticeship	0.47	0.38***	0.38***
Vocational School	0.26	0.34***	0.38***
University Degree	0.19	0.38***	0.37***
Work Experience (FT + PT) (in years)[c]	20.02	18.70***	20.51
Unemployment Experience (in years)[c]	0.63	0.37***	0.33***
Real Net HH income last month of 2 years ago (in 1000 €)[c]	2.98	3.30***	3.26***
Regional Information			
East Germany	0.26	0.28	0.34***
South Germany	0.28	0.25***	0.21***
North Germany	0.11	0.11	0.11
City States	0.05	0.06***	0.06*
Unemployment Rate[c]	9.57	9.59	10.26***
GDP[c]	27.67	28.44***	27.04**
Job-Specific Characteristics			
White-collar Worker	0.53	0.75***	0.66***
Blue-collar Worker	0.41	0.13***	0.16***
Member Tradeunion	0.19	0.21*	0.27***
Member Tradeassiocation	0.06	0.13***	0.10***
High Occupational Autonomy	0.20	0.44***	0.36***
Manager	0.14	0.32***	0.22***
Tenure (in years)[c]	11.22	11.59	14.13***
Contract - Permanent	0.88	0.91***	0.91***
Contract - Temporary	0.06	0.05	0.04**
Contract - Other	0.06	0.04***	0.05**
Managers (ISCO88)	0.04	0.09***	0.05
Professionals (ISCO88)	0.13	0.28***	0.27***
Technicians and associate professionals (ISCO88)	0.21	0.32***	0.32***
Clerical support workers (ISCO88)	0.13	0.09***	0.12
Service and sales workers (ISCO88)	0.11	0.08***	0.08***
Skilled agricultural, forestry and fishery workers (ISCO88)	0.01	0.00	0.01
Craft and related trades workers (ISCO88)	0.17	0.10***	0.09***
Plant and machine operators, and assemblers (ISCO88)	0.11	0.03***	0.04***
Firm-Specific Characteristics			
Small Firmsize	0.57	0.46***	0.37***
Medium Firmsize	0.22	0.24**	0.26***
Large Firmsize	0.21	0.29***	0.37***
NACE - Manufacturing	0.12	0.13	0.10**
NACE - Agriculture	0.01	0.01**	0.02*
NACE - Mining, Quarrying, Energy, Water	0.01	0.02**	0.03***
NACE - Chemicals/Pulp/Paper	0.07	0.04***	0.04***
NACE - Construction	0.07	0.04***	0.03***
NACE - Iron/Steel	0.06	0.04***	0.03***
NACE - Textile/Apparel	0.01	0.00***	0.00***
NACE - Wholesale/Retail	0.14	0.07***	0.06***

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Table A.1: Summary Statistics of Explanatory Variables (Continued)

	(1)	(2)	(3)
NACE - Transportation/Communication	0.06	0.04***	0.06
NACE - Public Service	0.26	0.42***	0.45***
NACE - Financials/Private Services	0.12	0.13	0.12
Personality Characterstics			
Big Five Factor Openness[c]	4.42	4.68***	4.56***
Big Five Factor Conscientiousness[c]	6.05	6.04	5.92***
Big Five Factor Extraversion[c]	4.81	4.99***	4.86
Big Five Factor Agreeableness[c]	5.43	5.43	5.30***
Big Five Factor Neuroticism[c]	3.92	3.74***	3.87

Source: Socio-Economic Panel (SOEP), data for years 1999 - 2008, version 33, SOEP, 2017, doi:10.5684/soep.v33, own calculations.

* $p \leq 0.1$, ** $p \leq 0.05$, *** $p \leq 0.01$.

Notes: Table shows mean values of explanatory variables by training status. Result of mean comparison tests are indicated by asterisks. The test compared non-training participants to specific and general training participants. The summary statistics in columns (2) and (3) refer to those people who exclusively participate in general or specific training.

[a] The number of non-training, general and specific training participants does not add up to the estimation sample size as 159 people participate in general and specific training which are excluded from the descriptives. The share of people who participate in both types of training is 0.01

[b] The locus of control index in the descriptives table is the average sum over all internal and reversed external items.

[c] Denotes continuous variable.

[d] Wage expectations refer to the perceived likeliness of receiving a pay raise above the rate negotiated by the union of staff in general in the next two years.

[e] The number of observations for non-training participants are 8,345, for general training 1,827, for specific training 1,030, and for both 153.

Table A.2: Logit Estimation Results: Participation in Training, General Training, Specific Training

	(1) Training	(2) General Training	(3) Specific Training
Locus of Control (std.)	0.014***	0.017***	-0.001
	(0.004)	(0.004)	(0.003)
Age	-0.004***	-0.004***	-0.000
	(0.001)	(0.001)	(0.001)
Female	-0.022**	-0.008	-0.015**
	(0.010)	(0.009)	(0.007)
Married	0.006	-0.003	0.006
	(0.010)	(0.009)	(0.007)
Number of Children	-0.001	0.003	-0.003
	(0.005)	(0.004)	(0.004)
Disabled	-0.014	-0.008	-0.014
	(0.018)	(0.015)	(0.013)
German Nationality	0.070***	0.065***	0.020
	(0.021)	(0.019)	(0.015)
Owner of House/Dwelling	0.008	0.004	0.001
	(0.009)	(0.008)	(0.006)
School Degree (Ref.: Low/Intermed. School)			
No Degree	-0.089	-0.076	-0.044
	(0.067)	(0.081)	(0.044)
Highschool Degree	0.013	0.016	-0.003
	(0.012)	(0.010)	(0.008)
Vocational Education (Ref.: None)			
Apprenticeship	0.061***	0.036***	0.031***
	(0.012)	(0.011)	(0.009)
Vocational School	0.082***	0.046***	0.039***
	(0.013)	(0.011)	(0.009)
University or College Degree	0.044***	0.016	0.031***
	(0.014)	(0.012)	(0.009)
Work Experience (FT + PT)	0.001	0.001	-0.001
	(0.001)	(0.001)	(0.001)
Unemployment Experience	-0.004	0.000	-0.004
	(0.004)	(0.003)	(0.003)
Real Net HH income last month of 2 years ago (in 1000 €)	-0.007**	-0.003	-0.003
	(0.003)	(0.003)	(0.002)
Region (Ref.: West Germany)			

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Table A.2: Logit Estimation Results: Participation in Training, General Training, Specific Training (Continued)

	(1)	(2)	(3)
East Germany	0.029	0.015	0.017
	(0.020)	(0.017)	(0.014)
South Germany	-0.024*	-0.014	-0.013
	(0.013)	(0.011)	(0.009)
North Germany	-0.007	-0.002	-0.001
	(0.015)	(0.013)	(0.010)
City States	0.009	0.014	-0.007
	(0.020)	(0.017)	(0.014)
Unemployment Rate in Region	-0.001	-0.002	0.000
	(0.002)	(0.002)	(0.002)
GDP in 1,000 €in Regions	0.000	0.001	-0.000
	(0.001)	(0.001)	(0.001)
Dummy for year 2000	-0.037***	-0.027***	-0.030***
	(0.010)	(0.009)	(0.008)
Dummy for year 2004	-0.034***	-0.022**	-0.015**
	(0.011)	(0.009)	(0.008)
Occupation Position (Ref.: Civil Servant)			
White-collar Worker	-0.064***	0.004	-0.046***
	(0.022)	(0.018)	(0.014)
Blue-collar Worker	-0.219***	-0.127***	-0.099***
	(0.026)	(0.023)	(0.017)
Member Trade Union	0.035***	0.015	0.016**
	(0.011)	(0.009)	(0.007)
Member Trade Association	0.039***	0.043***	-0.001
	(0.014)	(0.012)	(0.010)
High Occupational Autonomy	0.045**	0.064***	-0.011
	(0.021)	(0.018)	(0.014)
Manager	0.003	-0.010	0.001
	(0.022)	(0.018)	(0.015)
Tenure	0.000	-0.001	0.001**
	(0.001)	(0.001)	(0.000)
Contract Type (Ref.: Temporary)			
Permanent	0.046**	0.031**	0.011
	(0.018)	(0.016)	(0.013)
Other	-0.023	-0.012	-0.011
	(0.026)	(0.023)	(0.018)
ISCO88 (Ref.: Menial Job)			
Managers	0.199***	0.160***	0.078***
	(0.031)	(0.030)	(0.023)
Professionals	0.199***	0.148***	0.097***
	(0.029)	(0.029)	(0.021)
Technicians and associate professionals	0.202***	0.153***	0.089***
	(0.027)	(0.027)	(0.020)
Clerical support workers	0.140***	0.092***	0.084***
	(0.028)	(0.028)	(0.021)
Service and sales workers	0.156***	0.117***	0.072***
	(0.028)	(0.029)	(0.021)
Skilled agricultural, forestry and fishery workers	0.186***	0.180***	0.046
	(0.071)	(0.067)	(0.051)
Craft and related trades workers	0.204***	0.170***	0.080***
	(0.028)	(0.028)	(0.021)
Plant and machine operators, and assemblers	0.102***	0.079**	0.039
	(0.033)	(0.032)	(0.024)
Firm Size (Ref.: Large)			
Small	-0.070***	-0.023***	-0.057***
	(0.010)	(0.009)	(0.007)
Medium	-0.024**	-0.006	-0.022***
	(0.011)	(0.010)	(0.007)
NACE Industry (Ref.: Other)			
Manufacturing	0.043**	0.044***	-0.001
	(0.019)	(0.017)	(0.014)
Agriculture	0.088*	-0.026	0.090**
	(0.052)	(0.046)	(0.036)
Mining, Quarring, Energy, Water	0.096***	0.050	0.047**
	(0.034)	(0.030)	(0.022)
Chemicals/Pulp/Paper	-0.001	-0.002	-0.007
	(0.025)	(0.022)	(0.018)
Construction	-0.017	-0.001	-0.033

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Table A.2: Logit Estimation Results: Participation in Training, General Training, Specific Training (Continued)

	(1)	(2)	(3)
	(0.025)	(0.022)	(0.020)
Iron/Steel	-0.007	0.004	-0.014
	(0.025)	(0.022)	(0.019)
Textile/Apparel	-0.179**	-0.101	-0.153*
	(0.075)	(0.063)	(0.088)
Wholesale/Retail	-0.060***	-0.041**	-0.036**
	(0.021)	(0.019)	(0.016)
Transportation/Communication	0.017	0.014	-0.001
	(0.024)	(0.022)	(0.017)
Public Service	0.055***	0.040***	0.017
	(0.017)	(0.015)	(0.013)
Financials/Private Services	0.039**	0.027	0.004
	(0.019)	(0.017)	(0.014)
Big Five Factor Openness	0.011***	0.009***	0.001
	(0.004)	(0.004)	(0.003)
Big Five Factor Conscientiousness	-0.004	0.003	-0.008**
	(0.005)	(0.005)	(0.004)
Big Five Factor Extraversion	0.009**	0.009**	0.001
	(0.004)	(0.004)	(0.003)
Big Five Factor Agreeableness	-0.006	0.001	-0.007**
	(0.005)	(0.004)	(0.003)
Big Five Factor Neuroticism	-0.001	-0.002	0.000
	(0.004)	(0.003)	(0.003)
Observations	12,203	12,203	12,203
$\overline{R^2}$	0.136	0.116	0.095

Notes: * $p \leq 0.1$, ** $p \leq 0.05$, *** $p \leq 0.01$. Standard errors are in parentheses and clustered on person-level.

Table A.3: OLS Estimation Results: Pay Rise Expectations, controlling for General and Specific Training

	(1)	(2)	(3)	(4)	(5)
Locus of Control (std.)	1.094***	1.112***	0.227	0.011	-0.183
	(0.273)	(0.274)	(0.263)	(0.258)	(0.268)
General Training	6.787***	6.812***	4.166***	3.299***	3.158***
	(0.703)	(0.700)	(0.677)	(0.660)	(0.658)
Specific Training	0.425	0.922	-0.500	0.247	0.163
	(0.803)	(0.794)	(0.776)	(0.760)	(0.757)
General Training * Locus of Control (std.)	2.456***	2.166***	2.344***	2.196***	2.154***
	(0.786)	(0.775)	(0.726)	(0.696)	(0.694)
Specific Training * Locus of Control (std.)	0.213	0.074	0.192	0.327	0.252
	(0.850)	(0.839)	(0.808)	(0.797)	(0.795)
Region (Ref.: West Germany)					
East Germany		0.873	1.165	-0.032	0.205
		(1.151)	(1.106)	(1.081)	(1.082)
South Germany		-1.550*	-1.810**	-2.102***	-2.201***
		(0.821)	(0.766)	(0.730)	(0.729)
North Germany		-2.267**	-2.984***	-3.258***	-3.221***
		(0.931)	(0.893)	(0.844)	(0.840)
City States		1.756	1.231	1.602	1.610
		(1.346)	(1.259)	(1.218)	(1.210)
Unemployment Rate in Region		-0.641***	-0.678***	-0.649***	-0.682***
		(0.130)	(0.124)	(0.121)	(0.121)
GDP in 1,000 €in Regions		0.168***	0.128***	0.035	0.037
		(0.046)	(0.043)	(0.042)	(0.042)
Dummy for year 2000		4.894***	3.728***	3.122***	3.318***
		(0.630)	(0.614)	(0.608)	(0.608)
Dummy for year 2004		1.572**	0.872	0.203	0.375
		(0.632)	(0.613)	(0.598)	(0.598)
Age			-0.593***	-0.587***	-0.566***
			(0.059)	(0.058)	(0.057)
Female			-6.076***	-6.007***	-5.845***
			(0.506)	(0.582)	(0.596)
Married			-1.752***	-1.554***	-1.421**

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Table A.3: OLS Estimation Results: Pay Rise Expectations, controlling for General and Specific Training (Continued)

	(1)	(2)	(3)	(4)	(5)
			(0.603)	(0.583)	(0.583)
Number of Children			-0.227	-0.387	-0.347
			(0.305)	(0.294)	(0.292)
Disabled			-2.180**	-1.592*	-1.397
			(0.895)	(0.861)	(0.859)
German Nationality			2.517***	1.480*	1.645*
			(0.913)	(0.879)	(0.878)
Owner of House/Dwelling			0.165	0.272	0.326
			(0.511)	(0.498)	(0.495)
School Degree (Ref.: Low/Intermed. School)					
No Degree			-2.451	-1.659	-1.401
			(1.495)	(1.550)	(1.560)
Highschool Degree			5.631***	3.151***	3.133***
			(0.814)	(0.815)	(0.813)
Vocational Education (Ref.: None)					
Apprenticeship			1.717**	0.626	0.477
			(0.693)	(0.685)	(0.681)
Vocational School			-0.333	-0.118	-0.305
			(0.713)	(0.719)	(0.716)
University or College Degree			2.170***	-0.218	-0.234
			(0.827)	(0.858)	(0.854)
Work Experience (FT + PT)			-0.036	0.063	0.054
			(0.053)	(0.054)	(0.054)
Unemployment Experience			0.067	-0.074	-0.057
			(0.150)	(0.155)	(0.155)
Real Net HH income last month of 2 years ago (in 1000 €)			0.865***	0.625***	0.573***
			(0.196)	(0.192)	(0.191)
Occupation Position (Ref.: Civil Servant)					
White-collar Worker				7.212***	7.373***
				(1.348)	(1.341)
Blue-collar Worker				5.608***	5.943***
				(1.507)	(1.497)
Member Trade Union				-0.979*	-1.124*
				(0.588)	(0.586)
Member Trade Association				-0.327	-0.459
				(0.999)	(0.994)
High Occupational Autonomy				3.651***	3.530**
				(1.401)	(1.393)
Manager				3.945***	3.869***
				(1.506)	(1.499)
Tenure				-0.212***	-0.207***
				(0.030)	(0.029)
Contract Type (Ref.: Temporary)					
Permanent				2.805***	2.805***
				(0.998)	(0.996)
Other				1.997	1.957
				(1.281)	(1.276)
ISCO88 (Ref.: Menial Job)					
Managers				5.747***	5.392***
				(1.550)	(1.544)
Professionals				2.932**	2.860**
				(1.268)	(1.264)
Technicians and associate professionals				3.189***	3.125***
				(0.993)	(0.991)
Clerical support workers				2.684**	2.613**
				(1.084)	(1.080)
Service and sales workers				1.154	1.071
				(0.990)	(0.987)
Skilled agricultural, forestry and fishery workers				-0.559	-0.535
				(2.460)	(2.407)
Craft and related trades workers				-1.157	-1.223
				(0.962)	(0.961)
Plant and machine operators, and assemblers				-2.433**	-2.454**
				(1.027)	(1.024)
Firm Size (Ref.: Large)					
Small				-0.767	-0.675
				(0.635)	(0.633)
Medium				-0.746	-0.700

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Table A.3: OLS Estimation Results: Pay Rise Expectations, controlling for General and Specific Training (Continued)

	(1)	(2)	(3)	(4)	(5)
				(0.686)	(0.684)
NACE Industry (Ref.: Other)					
Manufacturing				3.579***	3.599***
				(1.064)	(1.061)
Agriculture				-0.978	-0.753
				(2.008)	(1.969)
Mining, Quarring, Energy, Water				2.741	2.649
				(2.015)	(2.034)
Chemicals/Pulp/Paper				3.781***	3.768***
				(1.211)	(1.210)
Construction				3.001**	2.774**
				(1.265)	(1.265)
Iron/Steel				1.693	1.697
				(1.276)	(1.275)
Textile/Apparel				3.771*	3.852*
				(2.105)	(2.096)
Wholesale/Retail				1.383	1.452
				(1.032)	(1.027)
Transportation/Communication				0.993	0.937
				(1.347)	(1.349)
Public Service				-2.158**	-2.101**
				(0.916)	(0.912)
Financials/Private Services				4.575***	4.525***
				(1.097)	(1.093)
Big Five Factor Openness					0.556**
					(0.218)
Big Five Factor Conscientiousness					-0.063
					(0.314)
Big Five Factor Extraversion					0.792***
					(0.236)
Big Five Factor Agreeableness					-0.960***
					(0.271)
Big Five Factor Neuroticism					-0.615***
					(0.218)
Const.	14.813***	14.738***	39.871***	34.290***	35.082***
	(0.279)	(1.922)	(2.651)	(3.260)	(4.004)
Observations	12,203	12,203	12,203	12,203	12,203
$\overline{R}^2$	0.017	0.036	0.124	0.169	0.173

Source: Socio-Economic Panel (SOEP), data for years 1999 - 2008, version 33, SOEP, 2017, doi:10.5684/soep.v33, own calculations.
Notes: * $p \leq 0.1$, ** $p \leq 0.05$, *** $p \leq 0.01$. Standard errors are in parentheses and clustered on person-level.

Table A.4: OLS Estimation Results: Gross Log Hourly Wage ($t+1$), controlling for General and Specific Training

	(1)	(2)	(3)	(4)	(5)
Locus of Control (std.)	0.061***	0.062***	0.024***	0.013***	0.013***
	(0.006)	(0.006)	(0.005)	(0.004)	(0.004)
General Training	0.207***	0.205***	0.117***	0.045***	0.045***
	(0.012)	(0.012)	(0.010)	(0.009)	(0.009)
Specific Training	0.186***	0.200***	0.104***	0.036***	0.036***
	(0.013)	(0.013)	(0.011)	(0.010)	(0.010)
General Training * Locus of Control (std.)	0.014	0.002	-0.004	-0.003	-0.003
	(0.013)	(0.013)	(0.011)	(0.009)	(0.009)
Specific Training * Locus of Control (std.)	-0.015	-0.022	-0.007	-0.012	-0.013
	(0.015)	(0.014)	(0.012)	(0.010)	(0.010)
Region (Ref.: West Germany)					
East Germany		-0.181***	-0.199***	-0.170***	-0.171***
		(0.026)	(0.021)	(0.018)	(0.018)
South Germany		0.001	-0.007	-0.000	-0.002
		(0.016)	(0.013)	(0.011)	(0.011)
North Germany		0.020	0.009	0.007	0.006
		(0.019)	(0.015)	(0.013)	(0.013)
City States		0.058**	0.101***	0.080***	0.081***
		(0.026)	(0.022)	(0.018)	(0.018)
(Table continues on the next page)					

Table A.4: OLS Estimation Results: Gross Log Hourly Wage ($t+1$), controlling for General and Specific Training (Continued)

	(1)	(2)	(3)	(4)	(5)
Unemployment Rate in Region		-0.001	-0.004*	-0.004*	-0.004*
		(0.003)	(0.002)	(0.002)	(0.002)
GDP in 1,000 €in Regions		0.008***	0.004***	0.003***	0.003***
		(0.001)	(0.001)	(0.001)	(0.001)
Dummy for year 2000		0.045***	0.078***	0.072***	0.071***
		(0.011)	(0.010)	(0.009)	(0.009)
Dummy for year 2004		0.070***	0.087***	0.078***	0.078***
		(0.012)	(0.010)	(0.009)	(0.009)
Age			-0.007***	-0.004***	-0.004***
			(0.001)	(0.001)	(0.001)
Female			-0.202***	-0.157***	-0.153***
			(0.009)	(0.009)	(0.010)
Married			-0.039***	-0.011	-0.010
			(0.011)	(0.009)	(0.009)
Number of Children			0.031***	0.026***	0.026***
			(0.005)	(0.004)	(0.004)
Disabled			-0.017	-0.038*	-0.037*
			(0.022)	(0.020)	(0.019)
German Nationality			0.006	-0.005	-0.005
			(0.016)	(0.014)	(0.014)
Owner of House/Dwelling			0.015*	0.003	0.002
			(0.009)	(0.008)	(0.008)
School Degree (Ref.: Low/Intermed. School)					
No Degree			-0.167***	-0.114**	-0.115**
			(0.057)	(0.050)	(0.050)
Highschool Degree			0.179***	0.076***	0.075***
			(0.014)	(0.012)	(0.012)
Vocational Education (Ref.: None)					
Apprenticeship			0.030**	0.025**	0.025**
			(0.013)	(0.011)	(0.011)
Vocational School			0.055***	0.017	0.017
			(0.014)	(0.012)	(0.012)
University or College Degree			0.227***	0.089***	0.090***
			(0.015)	(0.013)	(0.013)
Work Experience (FT + PT)			0.014***	0.007***	0.007***
			(0.001)	(0.001)	(0.001)
Unemployment Experience			-0.042***	-0.018***	-0.018***
			(0.004)	(0.004)	(0.004)
Real Net HH income last month of 2 years ago (in 1000 €)			0.072***	0.049***	0.048***
			(0.005)	(0.004)	(0.004)
Occupation Position (Ref.: Civil Servant)					
White-collar Worker				0.031	0.032
				(0.021)	(0.021)
Blue-collar Worker				-0.043*	-0.043*
				(0.022)	(0.022)
Member Trade Union				0.039***	0.039***
				(0.008)	(0.008)
Member Trade Association				0.027**	0.027**
				(0.013)	(0.013)
High Occupational Autonomy				0.080***	0.081***
				(0.020)	(0.020)
Manager				0.099***	0.097***
				(0.021)	(0.021)
Tenure				0.005***	0.005***
				(0.000)	(0.000)
Contract Type (Ref.: Temporary)					
Permanent				0.104***	0.104***
				(0.019)	(0.019)
Other				-0.100***	-0.101***
				(0.029)	(0.029)
ISCO88 (Ref.: Menial Job)					
Managers				0.255***	0.256***
				(0.024)	(0.024)
Professionals				0.274***	0.274***
				(0.021)	(0.021)
Technicians and associate professionals				0.231***	0.232***
				(0.018)	(0.018)
Clerical support workers				0.163***	0.164***

(Table continues on the next page)

Table A.4: OLS Estimation Results: Gross Log Hourly Wage ($t+1$), controlling for General and Specific Training (Continued)

	(1)	(2)	(3)	(4)	(5)
				(0.020)	(0.020)
Service and sales workers				0.001	0.001
				(0.020)	(0.020)
Skilled agricultural, forestry and fishery workers				0.101	0.107
				(0.076)	(0.076)
Craft and related trades workers				0.140***	0.139***
				(0.018)	(0.018)
Plant and machine operators, and assemblers				0.101***	0.101***
				(0.019)	(0.019)
Firm Size (Ref.: Large)					
Small				-0.155***	-0.155***
				(0.009)	(0.009)
Medium				-0.037***	-0.037***
				(0.009)	(0.009)
NACE Industry (Ref.: Other)					
Manufacturing				0.096***	0.096***
				(0.016)	(0.016)
Agriculture				-0.137***	-0.141***
				(0.050)	(0.050)
Mining, Quarring, Energy, Water				0.123***	0.123***
				(0.030)	(0.030)
Chemicals/Pulp/Paper				0.108***	0.107***
				(0.018)	(0.018)
Construction				0.033*	0.032*
				(0.019)	(0.019)
Iron/Steel				0.113***	0.113***
				(0.019)	(0.019)
Textile/Apparel				-0.006	-0.004
				(0.039)	(0.040)
Wholesale/Retail				-0.050***	-0.050***
				(0.017)	(0.017)
Transportation/Communication				-0.009	-0.009
				(0.021)	(0.021)
Public Service				0.051***	0.051***
				(0.015)	(0.015)
Financials/Private Services				0.025	0.025
				(0.018)	(0.018)
Big Five Factor Openness					-0.001
					(0.004)
Big Five Factor Conscientiousness					0.004
					(0.005)
Big Five Factor Extraversion					-0.005
					(0.004)
Big Five Factor Agreeableness					-0.008*
					(0.004)
Big Five Factor Neuroticism					-0.004
					(0.003)
Const.	2.589***	2.385***	2.314***	2.194***	2.257***
	(0.007)	(0.039)	(0.048)	(0.052)	(0.062)
Observations	11,355	11,355	11,355	11,355	11,355
$\overline{R}^2$	0.060	0.134	0.409	0.539	0.540

Notes: * $p \leq 0.1$, ** $p \leq 0.05$, *** $p \leq 0.01$. Standard errors are in parentheses and clustered on person-level.

Table A.5: Logit Estimation Results: Training "Not at All Worth it" on LoC (std.) (Marginal Effects)

	(1)	(2)	(3)
	Full Sample	General Training	Specific Training
Locus of Control (std.)	0.002	-0.003	0.013
	(0.006)	(0.007)	(0.012)
General Training	-0.074***		
	(0.012)		
Control variables			
Locus of Control	✓	✓	✓
year, regional	✓	✓	✓
socio-demographics	✓	✓	✓
job, firm	✓	✓	✓
Big Five	✓	✓	✓
Observations	2,999	1,921	1,078

Source: Socio-Economic Panel (SOEP), data for years 1999 - 2008, version 33, SOEP, 2017, doi:10.5684/soep.v33, own calculations.

Notes: Standard errors are in parentheses and clustered on person-level. * $p \leq$ 0.1, ** $p \leq 0.05$, *** $p \leq 0.01$.

The dependent variable is equal to 1 if the training was "not worth it at all". It is equal to 0 if training was "very much worth it", "a little worth it" or individuals "do not know yet". The number of observations is slightly lower than before because seven individuals did not answer this question. Column (1) considers all individuals who participated in either general or specific training. Column (2) only considers individuals who participated in general training. Column (3) only considers individuals who participated in specific training. Individuals who participated in both general and specific training within one cross-section are excluded from the regression.

Table A.6: OLS Estimation Results: Course Characterstics on LoC (Dummy Median)

	(1)	(2)
Dependent Variable: Course Characteristics	General Training	Specific Training
Total course duration (weeks)[b]	-0.104	-0.760
	(0.777)	(0.466)
Hours of Instruction every week	-0.576	1.027
	(0.644)	(0.701)
What was the purpose of this instruction?		
Introduction to a new job	-0.002	0.011
	(0.010)	(0.012)
Qualification for professional advancement	-0.010	-0.040*
	(0.020)	(0.021)
Adjustment to new demands in current job	0.006	0.025
	(0.020)	(0.026)
Other	0.020	0.014
	(0.014)	(0.023)
Did the course take place during working hours		
During Working Time	0.016	0.025
	(0.021)	(0.025)
Some Of Both	-0.001	-0.040**
	(0.016)	(0.018)
Outside Working Time	-0.017	0.017
	(0.018)	(0.021)
Did you receive a participation certificate?	0.027	0.012
	(0.019)	(0.028)
Who held the course:		
Employer	0.028	-0.027
	(0.023)	(0.028)
Private Institute	-0.007	0.009
	(0.019)	(0.018)
Did you receive financial support from your employer?		
Yes, From The Employer	-0.009	0.009
	(0.021)	(0.025)
Yes, From another Source	-0.001	0.013
	(0.011)	(0.010)
Dummy for no own Costs	-0.014	0.022
	(0.018)	(0.018)
Own Costs	-21.797	-2.932
	(21.062)	(12.508)
Looking back, was this further education worth it for you professionally?		
Very Much	-0.009	0.045*
	(0.024)	(0.024)
A Little	-0.008	-0.027
	(0.023)	(0.030)
Not At All	0.010	0.021
	(0.012)	(0.022)
Do Not Know Yet	0.007	-0.038**
	(0.014)	(0.018)
Control Variables		
Locus of Control	✓	✓
year, regional	✓	✓
socio-demographics	✓	✓
job, firm	✓	✓
Big Five	✓	✓
Observations[a]	1,925	1,081

Source: Socio-Economic Panel (SOEP), data for years 1999 - 2008, version 33, SOEP, 2017, doi:10.5684/soep.v33, own calculations.

Notes: * $p \leq 0.1$, ** $p \leq 0.05$, *** $p \leq 0.01$.

Locus of Control was split at the median. The Table reports the coefficients of the locus of control dummy taken from regressions in which the presented survey question is the dependent variable and the individual characteristics (as in the main analysis) are controlled for. There is not enough variation in the variables "Correspondence Course" and "Purpose - Retraining for a different profession or job" to conduct a regression analysis.

[a] The number of observations of the presented survey question vary slightly due to item non-response. Individuals who participated in both general and specific training are excluded.

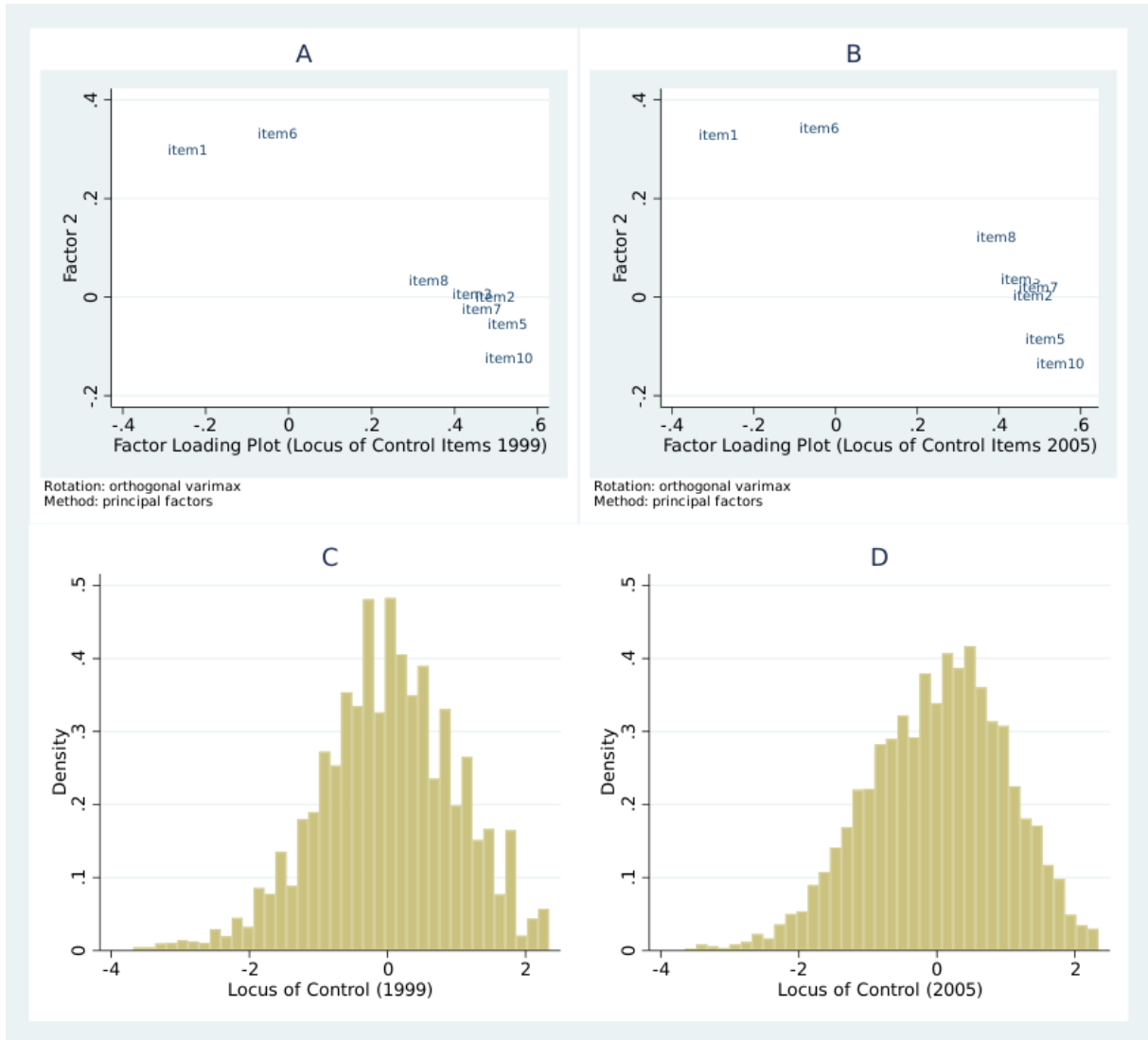[b] Own calculation, based on information of the length (days, weeks, months) of each course.

Table A.7: OLS Estimation Results: Participation in Training on LoC (Dummy Median)

	(1)	(2)	(3)	(4)	(5)
B. General Training					
Locus of Control (Dummy Median)	0.0683***	0.0660***	0.0414***	0.0285***	0.0226***
	(0.0072)	(0.0072)	(0.0071)	(0.0069)	(0.0071)
R^2	0.0082	0.0137	0.0562	0.0916	0.0936
Control Variables					
Locus of Control	✓	✓	✓	✓	✓
year, regional		✓	✓	✓	✓
socio-demographics			✓	✓	✓
job, firm				✓	✓
Big Five					✓
Observations	12,203	12,203	12,203	12,203	12,203

Source: Socio-Economic Panel (SOEP), data for years 1999-2008, version 33, SOEP, 2017, doi:10.5684/soep.v33, own calculations.

Notes: Standard errors are in parentheses and clustered on person-level. * $p \leq 0.1$, ** $p \leq 0.05$, *** $p \leq 0.01$.

Figure A.1: Locus of Control: Factor Analysis and Distribution

Notes: Figure 2 A. (B.) shows the loading plot of a factor analysis of the locus of control items of the year 1999 (2005). We identify items 1 and 6 as loading on Factor 2 (interpretable as internal factor) and items 2, 3, 5, 7, 8, 10 as loading on Factor 1 (interpretable as external factor). Item 4 and 9 are not loading on any of the two factors and were therefore neglected in the analysis.
Figure 2 C. and *2 D.* show the distribution of the continuous standardized locus of control index for the years 1999 and 2005, which is calculated by firstly reversing all external items and secondly by extracting a single factor by running a factor analysis for each year. Hence, higher scores reflect higher internality and lower scores reflect higher externality. The original item scale of the year 1999 was reversed (in order of higher scores reflecting higher internality) and was recoded in order to match the locus of control scale of the year 2005. The recoding is as follows: 2 to 3, 3 to 5 and 4 to 7.