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Nota di contenuto	The cultural aspects of MINT recruitment; Table of Contents; List of Figures; List of Abbreviations; 1. Introduction; 2. Literature review; 2.1 Culture; 2.1.1 Definitions and concepts of culture; 2.1.2 The 5D model of Hofstede; 2.2 The skills shortage; 2.2.1 Definitions; 2.2.2 The skills shortage in the short- term view; 2.2.3 The skills shortage in the long-term view; 2.3 Research questions; 2.3.1 H 1:Expectations about the occurrences of MAS, UAI, IDV and LTO; 2.3.2 RQ 1: How can employers take the survey results into account concerning their recruitment? 3. Methodology of the underlying survey3.1 Subjects; 3.2 Procedures; 3.3 Data treatment; 3.3.1 Allocation of questionnaire components to Hofstede's cultural dimensions; 3.3.2 Calculation of the dimensions' scores; 4. Results; 4.1 Scores of the single questionnaire items; 4.2 The occurrence of Hofstede's cultural dimensions; 4.2.1 MAS; 4.2.2 UAI; 4.2.3 IDV; 4.2.4 LTO; 4.2.5 Comparison of German national macroculture and MINT students' microculture; 5. Discussion; 5.1 Benefits that employers should offer to MINT graduates; 5.1.1 Work-life balance; 5.1.2 Job security; 5.1.3 Diversified tasks 5.2 Less important attracting factors in MINT recruitment5.2.1 Online presence; 5.2.2 Working abroad; 5.2.3 Monetary and non- monetary reward; 5.3 Important factors in the recruitment of female MINT graduates; 5.3.1 Corporate responsibility for environment and society; 5.3.2 Ethically problematic business areas; 5.3.3 Personal contact persons along the recruitment process; 6. Limitations; 6.1 Limitations

of external validity due to the database; 6.2 Limitations of internal validity; 6.2.1 Limitations due to the methodology of data ascertainment  
6.2.2 Limitations due to the methodology of data treatment  
6.3 Other limitations; 7. Outlook; 8. References; 9. Appendix A: Questionnaire used for the underlying survey; 10. Appendix B: Results table of the underlying survey; 11. Appendix C: Visualization of the single questionnaire items' scores

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## Sommario/riassunto

This study is based upon the assumption that in case of a shrinking workforce supply in the scope of a possible skills shortage, employers would have to adjust their offers in order to attract job candidates. Although, this topic already is being paid widespread public and scholar attention, this book is the first to include cultural aspects into the discussion. The book's focus is on the German labor market. However, it contains findings which are generally applicable. As in Germany the public debate is focused on the MINT sector, the scope of the examination is limited to exactly this pa

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