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//Data Analysis for Cardinaels and Feichter 2021 - Main Experiment

use "C:\Users\***\Final Dataset JAR.dta", clear

//generate a variable for all Type A players
gen TypeA = (Type<4)

//Develop creativity variable; we also examine the alpha's for all ideas and the first 30 ideas each rater saw in the same order; two of the raters did not finish the entire rating sessions (Code 1407 and 1410; we leave them out of our data analysis); as raters evaluated ideas from the main experiment and the two rematching treatments reported in footnote XX together, we include all ideas submitted for these alphas
egen Raters = rownonmiss(R1404 R1412 R1403 R1408 R1401 R1406 R1402 R1411)
alpha  R1404 R1412 R1403 R1408 R1401 R1406 R1402 R1411, i
alpha  R1404 R1412 R1403 R1408 R1401 R1406 R1402 R1411 if Raters==8, i
egen creativity = rowmean(R1404 R1412 R1403 R1408 R1401 R1406 R1402 R1411)
gen NoIdeaReceived = (Idea1=="No idea submitted")
replace creativity = 0 if Idea1=="No idea submitted"
su creativity if NoIdeaReceived==0

*Perceives Stress Scale based on the 10-item perceived stress scale from Cohen et al. ([1983]) and Cohen and Williamson ([1988]); The answer scale was from 1 - never to 7 - very often; (PSS4 PSS5 PSS7 PSS8 are reverse coded items)
foreach x in PSS4 PSS5 PSS7 PSS8{
replace `x' = 8-`x'
}
egen PSS = rowmean(PSS1 PSS2 PSS3 PSS4 PSS5 PSS6 PSS7 PSS8 PSS9 PSS10)

*Gender //0 - men 1 - female
replace Gender = Gender-1

************************Analysis of Employee perspective******************************

**************Main Analysis*****************

//Table 1 - Descriptive statistic
table treatment Period if TypeA==1&Period>0&Rematching==0, c(m TimeSpent sd TimeSpent) col
table treatment Period if TypeA==1&Period>0&Rematching==0, c(m Stress1 sd Stress1) col
table treatment Period if TypeA==1&Period>0&Rematching==0, c(m creativity sd creativity freq) col


//Table 2 - Employee Perspective
//generate the group identifiers used for clustering the standard errors
xtset Code Period
bysort TypeA Period: gen a = _n if TypeA==0&Period==0
bysort Code: egen b = sum(a)
bysort SessionID Period Group: egen SupervisorID = sum(b)
drop a b
//generate the cortisol end measure (average of the measurement directly after the main part of experiment and 10 minutes later after finishing the PEQ) and correlation with perceived stress measure
egen CortEnd = rowmean(Cortisol2 Cortisol3)
//generate Time and Stress variables at the minimum level
su TimeSpent if TypeA==1&Rematching==0&Period>1, d
gen TimeSpentMin = TimeSpent-r(min)
su Stress1 if Type<4&Rematching==0&Period>1, d
gen StressMin = Stress1-r(min)
//generate dummy for identifying the user error
gen ForgetEnter1 = (Idea1=="No idea submitted"&TimeSpent>50)
bysort Code: egen ForgetEnterSum = sum(ForgetEnter1)
gen ForgetEnterMultiple = (ForgetEnterSum>2)
tabulate ForgetEnterMultiple Forced if Type<4&Rematching==0&Period==5, chi
//Regressions in Table 2
xtreg creativity Forced PSS  i.Period if Type<4&Period>1&Rematching==0&ForgetEnter1==0, cluster(SupervisorID)
xtreg TimeSpent Forced PSS i.Period if Type<4&Rematching==0&Period>1, cluster(SupervisorID)
xtreg Stress1 Forced PSS i.Period if Type<4&Rematching==0&Period>1, cluster(SupervisorID)
reg CortEnd Forced   Cortisol1 if Type<4&Period==5&Rematching==0&Gender==0
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xtreg creativity PSS c.StressMin##c.TimeSpentMin i.Period if Type<4&Period>1&Rematching==0&ForgetEnter1==0, cluster(SupervisorID)


************************Analysis of Supervisor perspective*****************************
************Main Analysis**********

//Table 3
//Reverse Code rating variables for ease of interpretation (0 is lowest, 2 is highest rating)
replace Rating = . if Rating==0
gen RatingRev = 3-Rating
//Regressions
xtreg RatingRev creativity Forced i.Period NoIdeaReceived if Type<4&Period>1&Rematching==0, cluster(SupervisorID)
xtreg RatingRev Forced##c.creativity NoIdeaReceived i.Period if Type<4&Period>1&Rematching==0, cluster(SupervisorID)
xtreg RatingRev c.creativity##c.Period NoIdeaReceived if Type<4&Period>1&Rematching==0&Forced==1, cluster(SupervisorID)
xtreg RatingRev c.creativity##c.Period NoIdeaReceived if Type<4&Period>1&Rematching==0&Forced==0, cluster(SupervisorID)

//Table 4
//generate WordLength variable
gen IdeaLength = strlen(Idea1)
gen IdeaWord = wordcount(Idea1)
gen WordLength = IdeaLength/IdeaWord
//Regressions
xtreg RatingRev c.creativity##Forced Forced##c.WordLength NoIdeaReceived i.Period if Type<4&Period>1&Rematching==0, cluster(SupervisorID)
xtreg RatingRev c.creativity##Forced Forced##c.FleschKincaid NoIdeaReceived i.Period if Type<4&Period>1&Rematching==0, cluster(SupervisorID)

//Table 5
//generate switch variable
sort Code Period
gen Switch = 0
replace Switch = 1 if Rating[_n]~=Rating[_n-1]&Period>1&Code[_n]==Code[_n-1]
bysort Code: egen SwitchSum = sum(Switch)
bysort SessionID Group: egen SwitchGroup = sum(SwitchSum)
replace SwitchGroup = SwitchGroup/6 //divide it by 6 as the previous SwitchGroup variable is the sum of all 5 rounds+preround observation per individual
//how many switches are justified
bysort SessionID Period Group: egen creativityGroupOrdinal = rank(creativity) if TypeA==1, track
sort Code Period
gen SwitchJust = 0
replace SwitchJust = 1 if creativityGroupOrdinal[_n]~=creativityGroupOrdinal[_n-1]&Period>1&Code[_n]==Code[_n-1]
bysort Code: egen SwitchJustSum = sum(SwitchJust)
bysort SessionID Group: egen SwitchJustGroup = sum(SwitchJustSum)
replace SwitchJustGroup = SwitchJustGroup/6
//generate Winner, Lagged Rating and Winner variable
sort Code Period
gen Winner = (Rating==1)
gen WinnerLag = Winner[_n-1] if TypeA==1&(Code[_n]==Code[_n-1])&Rematching==0
gen RatingRevLag = RatingRev[_n-1] if TypeA==1&(Code[_n]==Code[_n-1])&Rematching==0
//Regressions
reg SwitchGroup Forced if Type==4&Rematching==0&Period==5
reg SwitchGroup Forced##c.SwitchJustGroup if Type==4&Rematching==0&Period==5
xtreg RatingRev Forced##c.RatingRevLag creativity i.Period NoIdeaReceived if Type<4&Rematching==0&Period>1, cluster(SupervisorID)
xtreg Winner Forced##WinnerLag creativity i.Period NoIdeaReceived if Type<4&Rematching==0&Period>1, cluster(SupervisorID)
```