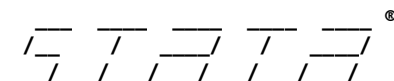


User: EXP_DoFile_Run



Stata 19.0
MP-Parallel Edition

Statistics and Data Science

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Emory

Notes:

1. Unicode is supported; see [help unicode advice](#).
2. More than 2 billion observations are allowed; see [help obs advice](#).
3. Maximum number of variables is set to 5,000 but can be increased;
see [help set maxvar](#).
4. New update available; type [-update all-](#)

```
1 . doedit "C:\Users\mfeinb6\OneDrive - Emory\1 - Working Files\003 Training\EXP_1_Analysis_vf.do"
2 . do "C:\Users\mfeinb6\AppData\Local\Temp\STD5bf0_000000.tmp"
3 . *****
4 . // Data Cleaning and Variable Definitions
5 . *****
6 . if 1 == 1 {
7 .
8 . // set working directory
9 . cd "/Users/mfeinb6/Dropbox/Chan_Feinberg_Wiernsperger/Data Collection/Raw Data Files"
   C:\Users\mfeinb6\Dropbox\Chan_Feinberg_Wiernsperger\Data Collection\Raw Data Files
10 . clear all
11 .
12 . // Raw Data
13 . import excel "LIONESS Results - CFW24_COND1_Rematch (6) 20240414_2028.xlsx", sheet("decisions") firstrow clear
   (172 vars, 6 obs)
14 . save "File_1.dta", replace
   file File_1.dta saved
15 . import excel "LIONESS Results - CFW24_COND1_Rematch (9) 20240412_1921.xlsx", sheet("decisions") firstrow clear
   (173 vars, 29 obs)
16 . save "File_2.dta", replace
   file File_2.dta saved
17 . import excel "LIONESS Results - CFW24_COND1_Rematch (9) 20240412_2058.xlsx", sheet("decisions") firstrow clear
   (173 vars, 9 obs)
18 . save "File_3.dta", replace
   file File_3.dta saved
19 . import excel "LIONESS Results - CFW24_COND1_Rematch (9) 20240415_1615.xlsx", sheet("decisions") firstrow clear
   (173 vars, 10 obs)
```

```

20 . save "File_4.dta", replace
   file File_4.dta saved
21 . import excel "LIONESS Results - CFW24_COND1_Rematch (9) 20240415_1821.xlsx", sheet("decisions") firstrow clear
   (173 vars, 10 obs)
22 . save "File_5.dta", replace
   file File_5.dta saved
23 . import excel "LIONESS Results - CFW24_COND1_Rematch (9) 20240415_1954.xlsx", sheet("decisions") firstrow clear
   (173 vars, 10 obs)
24 . save "File_6.dta", replace
   file File_6.dta saved
25 . import excel "LIONESS Results - CFW24_COND1_Rematch (9) 20240415_2119.xlsx", sheet("decisions") firstrow clear
   (173 vars, 9 obs)
26 . save "File_7.dta", replace
   file File_7.dta saved
27 . import excel "LIONESS Results - CFW24_COND1_Rematch (9) 20240419_1612.xlsx", sheet("decisions") firstrow clear
   (173 vars, 9 obs)
28 . save "File_8.dta", replace
   file File_8.dta saved
29 . import excel "LIONESS Results - CFW24_COND1_Rematch (9) 20240419_1734.xlsx", sheet("decisions") firstrow clear
   (173 vars, 9 obs)
30 . save "File_9.dta", replace
   file File_9.dta saved
31 . import excel "LIONESS Results - CFW24_COND1_Rematch (9) 20240419_1917.xlsx", sheet("decisions") firstrow clear
   (173 vars, 9 obs)
32 . save "File_10.dta", replace
   file File_10.dta saved
33 . import excel "LIONESS Results - CFW24_COND1_Rematch (9) 20240419_2049.xlsx", sheet("decisions") firstrow clear
   (173 vars, 9 obs)
34 . save "File_11.dta", replace
   file File_11.dta saved
35 . import excel "LIONESS Results - CFW24_COND2_Rematch (6) 20240415_1614.xlsx", sheet("decisions") firstrow clear
   (173 vars, 6 obs)
36 . save "File_12.dta", replace
   file File_12.dta saved
37 . import excel "LIONESS Results - CFW24_COND2_Rematch (6) 20240415_2120.xlsx", sheet("decisions") firstrow clear
   (173 vars, 12 obs)
38 . save "File_13.dta", replace
   file File_13.dta saved
39 . import excel "LIONESS Results - CFW24_COND2_Rematch (6) 20240419_1735.xlsx", sheet("decisions") firstrow clear
   (173 vars, 6 obs)
40 . save "File_14.dta", replace
   file File_14.dta saved
41 . import excel "LIONESS Results - CFW24_COND2_Rematch (9) 20240412_1920.xlsx", sheet("decisions") firstrow clear
   (173 vars, 27 obs)
42 . save "File_15.dta", replace
   file File_15.dta saved
43 . import excel "LIONESS Results - CFW24_COND2_Rematch (9) 20240412_2059.xlsx", sheet("decisions") firstrow clear
   (173 vars, 9 obs)
44 . save "File_16.dta", replace
   file File_16.dta saved
45 . import excel "LIONESS Results - CFW24_COND2_Rematch (9) 20240415_1822.xlsx", sheet("decisions") firstrow clear
   (173 vars, 10 obs)
46 . save "File_17.dta", replace
   file File_17.dta saved

```

```

47 . import excel "LIONESS Results - CFW24_COND2_Rematch (9) 20240415_1957.xlsx", sheet("decisions") firstrow clear
    (173 vars, 9 obs)
48 . save "File_18.dta", replace
    file File_18.dta saved
49 . import excel "LIONESS Results - CFW24_COND2_Rematch (9) 20240419_1614.xlsx", sheet("decisions") firstrow clear
    (173 vars, 9 obs)
50 . save "File_19.dta", replace
    file File_19.dta saved
51 . import excel "LIONESS Results - CFW24_COND2_Rematch (9) 20240419_2035.xlsx", sheet("decisions") firstrow clear
    (173 vars, 9 obs)
52 . save "File_20.dta", replace
    file File_20.dta saved
53 .
54 . // Combine all datasets from the different sessions
55 . use "File_1.dta", clear
56 . append using "File_2.dta" "File_3.dta" "File_4.dta" "File_5.dta" "File_6.dta" "File_7.dta" "File_8.dta" "File_9.dta"
    > "File_10.dta" "File_11.dta" "File_12.dta" "File_13.dta" "File_14.dta" "File_15.dta" "File_16.dta" "File_17.dta" "File_18.dta" "File_19.dta"
    > force
    (variable name was str12, now str17 to accommodate using data's values)
    (variable email was str27, now str29 to accommodate using data's values)
    (variable UTEID was str7, now str8 to accommodate using data's values)
    (variable time_RoleAssignment1 was byte, now int to accommodate using data's values)
    (variable time_DecisionsRevealedampTr was byte, now int to accommodate using data's values)
    (variable FM was byte, now int to accommodate using data's values)
    (variable name was str17, now str18 to accommodate using data's values)
    (variable time_GeneralInstructions was byte, now int to accommodate using data's values)
    (variable time_LanguageMix was byte, now int to accommodate using data's values)
    (variable FN was byte, now int to accommodate using data's values)
    (variable FP was byte, now int to accommodate using data's values)
    (variable ER was byte, now int to accommodate using data's values)
    (variable time_ThankYouExit was byte, now int to accommodate using data's values)
    (variable name was str18, now str19 to accommodate using data's values)
    (variable time_EmployeeTask was byte, now int to accommodate using data's values)
    (variable time_EmployeesPayoff was byte, now int to accommodate using data's values)
    (variable n_attempts was byte, now int to accommodate using data's values)
    (variable n_penalties was byte, now int to accommodate using data's values)
    (variable name was str19, now str30 to accommodate using data's values)
    (variable time_MgrChoiceampTime was byte, now int to accommodate using data's values)
    (variable time_ExtraTask3 was byte, now int to accommodate using data's values)
    (variable time_GeneralRules was byte, now int to accommodate using data's values)
    (variable email was str29, now str31 to accommodate using data's values)
    (variable time_P3FeedbackQ1 was byte, now int to accommodate using data's values)
    (variable P3_pay was byte, now int to accommodate using data's values)
57 . save "Full_Data_Exp1.dta", replace
    file Full_Data_Exp1.dta saved
58 .
59 . // Drop incomplete responses
60 . drop if cond_role == .
    (21 observations deleted)
61 . drop if pay == .
    (9 observations deleted)
62 .
63 . // Drop all unnecessary parameters and comprehension checks

```

```

64 . drop kc1 kc2 kc3 kc4 kc5 kc6 kc7 kc8 E1 E2 E3 E4 E5 E6 E7 E8 G1 G2 G3 G4 G5 G6 G7 G8 time_StatementofConsent time_
> Instructions time_EmployeeTask time_LanguageMix time_FeedbackonQuiz time_Hints time_CountingZerosTask time_Manager
> f time_ManagersPayoff time_TimelineofSession time_KnowledgeCheck time_Lobby time_RoleAssignment1 time_MixSelection
> ime_P1FeedbackQ1 time_MgrChoiceampTime time_DecisionsRevealedampTr time_Quiz2 time_Loading time_ExtraTask1 time_Fu
> e_P1PayoffInfo time_RoleAssignment2 time_MixSelection2 time_Quiz3 time_Wait2 time_P2FeedbackQ1 time_MgrChoiceampTi
> ing_1 time_ExtraTask2 time_FunFacts_1 time_WaitAgain_1 time_P2PayoffInfo time_RoleAssignment3 time_MixSelection3 t
> _P3FeedbackQ1 time_Quiz6 time_ExtraTask3 time_P3PayoffInfo time_PEQ1of3 time_PEQ2of3 time_PEQ3of3 time_Demographic
> ankYouExit time1 time2 Q2_Effort n_current groupNr period name email UTEID MoreThan600 n_correct n_attempts n_pena
> FN FO FP
65 .
66 . // Generate ID for participant
67 . sort source playerNr
68 . egen ID = group(source playerNr)
69 .
70 . // Consistent naming
71 . rename rand rand1
72 . rename train train1
73 .
74 . // Defining roles: manager and employees
75 .
76 . generate role = ""
(186 missing values generated)
77 . replace role = "manager" if cond_role == 13 | cond_role == 23
variable role was str1 now str7
(62 real changes made)
78 . replace role = "employee" if cond_role == 11 | cond_role == 12 | cond_role == 21 | cond_role == 22
variable role was str7 now str8
(124 real changes made)
79 .
80 . generate manager = 0
81 . replace manager = 1 if role == "manager"
(62 real changes made)
82 .
83 . generate employee = 0
84 . replace employee = 1 if role == "employee"
(124 real changes made)
85 .
86 . generate employee_type = ""
(186 missing values generated)
87 . replace employee_type = "A" if cond_role == 11 | cond_role == 21
(62 real changes made)
88 . replace employee_type = "B" if cond_role == 12 | cond_role == 22
(62 real changes made)
89 .
90 . // Manipulated IV: Job/Task Choice vs. No Job/Task Choice
91 .
92 . generate treatment = ""
(186 missing values generated)
93 . replace treatment = "random" if cond == 1
variable treatment was str1 now str6
(96 real changes made)
94 . replace treatment = "choice" if cond == 2
(90 real changes made)

```

```

95 .
96 . generate random = 0
97 . replace random = 1 if cond == 1
    (96 real changes made)
98 .
99 . generate choice = 0
100 . replace choice = 1 if cond == 2
    (90 real changes made)
101 .
102 . // Rename period-specific variables
103 .
104 . rename Period1_team team1
105 . rename P1Q1_Score Q1score1
106 . rename P1Q1_best Q1best1
107 . rename P1Q1_pay Q1pay1
108 . rename timer_train1 timetrain1
109 . rename timer_notrain1 timenotrain1
110 . rename ExtraTimeRd1 extratime1
111 . rename n_correct_rd1 correct1
112 . rename P1Q2_Score Q2score1
113 . rename P1Q2_best Q2best1
114 . rename P1Q2_pay Q2pay1
115 . rename P1_pay payment1
116 . rename Q1_MixChoice qmix1
117 .
118 . rename Period2_team team2
119 . rename P2Q1_Score Q1score2
120 . rename P2Q1_best Q1best2
121 . rename P2Q1_pay Q1pay2
122 . rename timer_train2 timetrain2
123 . rename timer_notrain2 timenotrain2
124 . rename ExtraTimeRd2 extratime2
125 . rename n_correct_rd2 correct2
126 . rename P2Q2_Score Q2score2
127 . rename P2Q2_best Q2best2
128 . rename P2Q2_pay Q2pay2
129 . rename P2_pay payment2
130 . rename Q2_MixChoice qmix2
131 .
132 . rename Period3_team team3
133 . rename P3Q1_Score Q1score3
134 . rename P3Q1_best Q1best3
135 . rename P3Q1_pay Q1pay3
136 . rename timer_train3 timetrain3
137 . rename timer_notrain3 timenotrain3
138 . rename ExtraTimeRd3 extratime3
139 . rename n_correct_rd3 correct3
140 . rename P3Q2_Score Q2score3
141 . rename P3Q2_best Q2best3
142 . rename P3Q2_pay Q2pay3
143 . rename P3_pay payment3
144 . rename Q3_MixChoice qmix3
145 .

```

```

146 . // Reshape Dataset to Long Form
147 . reshape long team rand Q1score Q1best Q1pay timetrain timenotrain train extratime correct Q2score Q2best Q2pay pay
> )
(j = 1 2 3)

```

Data	Wide	->	Long
Number of observations	186	->	558
Number of variables	85	->	56
j variable (3 values)		->	period
xij variables:			
team1 team2 team3		->	team
rand1 rand2 rand3		->	rand
Q1score1 Q1score2 Q1score3		->	Q1score
Q1best1 Q1best2 Q1best3		->	Q1best
Q1pay1 Q1pay2 Q1pay3		->	Q1pay
timetrain1 timetrain2 timetrain3		->	timetrain
timenotrain1 timenotrain2 timenotrain3		->	timenotrain
train1 train2 train3		->	train
extratime1 extratime2 extratime3		->	extratime
correct1 correct2 correct3		->	correct
Q2score1 Q2score2 Q2score3		->	Q2score
Q2best1 Q2best2 Q2best3		->	Q2best
Q2pay1 Q2pay2 Q2pay3		->	Q2pay
payment1 payment2 payment3		->	payment
qmix1 qmix2 qmix3		->	qmix

```

148 .
149 .
150 . // Manager's Training Assignment Decision & Employee Performance
151 .
152 . generate training_allocation = ""
(558 missing values generated)
153 . replace training_allocation = "best_performer" if train == 1
variable training_allocation was str1 now str14
(204 real changes made)
154 . replace training_allocation = "worst_performer" if train == 2
variable training_allocation was str14 now str15
(354 real changes made)
155 .
156 . generate train_best = 0
157 . replace train_best = 1 if training_allocation == "best_performer"
(204 real changes made)
158 .
159 . generate train_worst = 0
160 . replace train_worst = 1 if training_allocation == "worst_performer"
(354 real changes made)
161 .
162 . generate better_employee = "" if employee == 1
(558 missing values generated)
163 . replace better_employee = "A" if Q1best == 11 & employee == 1
(190 real changes made)
164 . replace better_employee = "B" if Q1best == 12 & employee == 1
(182 real changes made)

```

```

165 .
166 . generate best_performer = 0 if employee == 1
    (186 missing values generated)
167 . replace best_performer = 1 if better_employee == employee_type & employee == 1
    (186 real changes made)
168 .
169 . generate worst_performer = 0 if employee == 1
    (186 missing values generated)
170 . replace worst_performer = 1 if best_performer == 0
    (186 real changes made)
171 .
172 . generate received_training = 0 if employee == 1
    (186 missing values generated)
173 . replace received_training = 1 if train_best == 1 & best_performer == 1
    (68 real changes made)
174 . replace received_training = 1 if train_worst == 1 & worst_performer == 1
    (118 real changes made)
175 .
176 . * Control Variable for Language Mix
177 . generate language_mix = .
    (558 missing values generated)
178 . replace language_mix = rand if treatment == "random" & employee == 1
    (192 real changes made)
179 . replace language_mix = qmix if treatment == "choice" & employee == 1
    (180 real changes made)
180 .
181 . * Demographics: gender, age, family_income, parents_education, German, English
182 . ttest Age, by(treatment), if period == 1 & Gender < 3 & employee == 1

```

Two-sample t test with equal variances

Variable	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
choice	59	19.71186	.1919643	1.474506	19.32761	20.09612
random	63	19.71429	.1206497	.9576276	19.47311	19.95546
Combined	122	19.71311	.111328	1.229658	19.49271	19.93352
diff		-.0024213	.2237019		-.4453355	.4404929

diff = mean(choice) - mean(random)

t = -0.0108

H0: diff = 0

Degrees of freedom = 120

Ha: diff < 0

Ha: diff != 0

Ha: diff > 0

Pr(T < t) = 0.4957

Pr(|T| > |t|) = 0.9914

Pr(T > t) = 0.5043

```

183 . ttest Gender, by(treatment), if period == 1 & Gender < 3 & employee == 1

```

Two-sample t test with equal variances

Variable	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
choice	59	1.508475	.0656438	.5042195	1.377074	1.639875
random	63	1.603175	.0621334	.4931689	1.478972	1.727378
Combined	122	1.557377	.0451543	.4987452	1.467982	1.646772
diff		-.0947	.09032		-.2735274	.0841274

diff = mean(choice) - mean(random)

t = -1.0485

H0: diff = 0

Degrees of freedom = 120

Ha: diff < 0

Ha: diff != 0

Ha: diff > 0

Pr(T < t) = 0.1483

Pr(|T| > |t|) = 0.2965

Pr(T > t) = 0.8517

184 . ttest FamilyIncome, by(treatment), if period == 1 & Gender < 3 & employee == 1

Two-sample t test with equal variances

Variable	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
choice	59	3.983051	.2222192	1.706898	3.538231	4.427871
random	63	4.238095	.205797	1.633463	3.826713	4.649478
Combined	122	4.114754	.1509563	1.667367	3.815896	4.413612
diff		-.2550444	.3024361		-.8538469	.3437581

diff = mean(choice) - mean(random) t = -0.8433
H0: diff = 0 Degrees of freedom = 120

Ha: diff < 0 Ha: diff != 0 Ha: diff > 0
Pr(T < t) = 0.2004 Pr(|T| > |t|) = 0.4007 Pr(T > t) = 0.7996

185 . ttest ParentsEducation, by(treatment), if period == 1 & Gender < 3 & employee == 1

Two-sample t test with equal variances

Variable	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
choice	59	4.59322	.1587477	1.219365	4.275452	4.910988
random	63	4.666667	.1567724	1.244342	4.353283	4.98005
Combined	122	4.631148	.1111583	1.227783	4.41108	4.851215
diff		-.0734463	.2232604		-.5154863	.3685937

diff = mean(choice) - mean(random) t = -0.3290
H0: diff = 0 Degrees of freedom = 120

Ha: diff < 0 Ha: diff != 0 Ha: diff > 0
Pr(T < t) = 0.3714 Pr(|T| > |t|) = 0.7428 Pr(T > t) = 0.6286

186 . ttest English, by(treatment), if period == 1 & Gender < 3 & employee == 1

Two-sample t test with equal variances

Variable	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
choice	59	1.084746	.0365692	.2808936	1.011544	1.157947
random	63	1.174603	.0482127	.3826766	1.078227	1.270979
Combined	122	1.131148	.0306874	.3389537	1.070394	1.191901
diff		-.0898574	.0611152		-.2108612	.0311464

diff = mean(choice) - mean(random) t = -1.4703
H0: diff = 0 Degrees of freedom = 120

Ha: diff < 0 Ha: diff != 0 Ha: diff > 0
Pr(T < t) = 0.0720 Pr(|T| > |t|) = 0.1441 Pr(T > t) = 0.9280

```

187 .
188 . // Dependent Variables
189 . * Employees Output Produced (Tables Correctly Counted)
190 . generate employee_output = 0 if employee == 1
    (186 missing values generated)
191 . replace employee_output = correct if employee == 1
    (359 real changes made)
192 .
193 . generate employee_intensity = 0 if employee == 1
    (186 missing values generated)
194 . replace employee_intensity = employee_output / (extratime / 60)
    (359 real changes made)
195 . }

196 .
    end of do-file

197 . do "C:\Users\mfeinb6\AppData\Local\Temp\STD5bf0_000001.tmp"

198 . *****
199 . // Data Analysis - Main Analysis
200 . *****
201 . *****
202 . // Data Analysis - Tables Counted Correctly
203 . *****
204 . if 1 == 1 {
205 .
206 . // TABLE 1 - Reciprocity to Training Decision
207 .
208 . * Descriptive Statistics
209 . table received_training, stat(mean employee_output), if employee == 1

```

	Mean
received_training	
0	10.82796
1	14.6129
Total	12.72043

```

210 . table received_training, stat(sd employee_output), if employee == 1

```

	Standard deviation
received_training	
0	6.155856
1	5.577042
Total	6.164179

```

211 . table received_training, stat(n employee_output), if employee == 1

```

	Number of nonmissing values
received_training	
0	186
1	186
Total	372

```

212 .
213 . * OLS Regressions
214 . reg employee_output received_training if employee == 1, vce(cluster ID)

```

```

Linear regression              Number of obs   =      372
                               F(1, 123)       =      27.11
                               Prob > F        =      0.0000
                               R-squared       =      0.0945
                               Root MSE    =      5.8736

```

(Std. err. adjusted for 124 clusters in ID)

employee_output	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
received_training	3.784946	.7269582	5.21	0.000	2.345977	5.223915
_cons	10.82796	.5985844	18.09	0.000	9.643096	12.01282

```

215 .
216 .
217 . // TABLE 2 - Behavior of Employees not getting the Training
218 .
219 . * Descriptive Statistics
220 . table best_performer choice if received_training == 0 & employee == 1, stat (mean employee_output)

```

	choice		Total
	0	1	
best_performer			
0	8.756757	10.93548	9.75
1	11.47458	11.42373	11.44915
Total	10.42708	11.25556	10.82796

```

221 . table best_performer choice if received_training == 0 & employee == 1, stat (sd employee_output)

```

	choice		Total
	0	1	
best_performer			
0	6.121027	6.521429	6.353692
1	6.176585	5.825637	5.978019
Total	6.265603	6.042102	6.155856

```

222 . table best_performer choice if received_training == 0 & employee == 1, stat (n employee_output)

```

	choice		Total
	0	1	
best_performer			
0	37	31	68
1	59	59	118
Total	96	90	186

```

223 .
224 .
225 . * OLS Regressions
226 . generate best_choice = best_performer * choice
    (186 missing values generated)
227 .
228 . reg employee_output best_performer choice best_choice if received_training == 0 & employee == 1, vce(cluster ID)

```

```

Linear regression               Number of obs   =      186
                               F(3, 109)         =      1.59
                               Prob > F           =     0.1952
                               R-squared           =     0.0292
                               Root MSE        =     6.1151

```

(Std. err. adjusted for 110 clusters in ID)

employee_out~t	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	2.71782	1.331289	2.04	0.044	.0792476	5.356391
choice	2.178727	1.686103	1.29	0.199	-1.163073	5.520528
best_choice	-2.229575	2.089718	-1.07	0.288	-6.371327	1.912178
_cons	8.756757	1.174557	7.46	0.000	6.428823	11.08469

```

229 . est store reg_9
230 .
231 . * Effect of choice when best_performer = 0
232 . lincom choice

```

(1) choice = 0

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	2.178727	1.686103	1.29	0.199	-1.163073	5.520528

```

233 .
234 . * Effect of choice when best_performer = 1
235 . lincom choice + best_choice

```

(1) choice + best_choice = 0

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-.0508475	1.466421	-0.03	0.972	-2.957246	2.855551

```

236 .
237 . * Effect of best_performer when choice = 0
238 . lincom best_performer

```

(1) best_performer = 0

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	2.71782	1.331289	2.04	0.044	.0792476	5.356391

```

239 .
240 . * Effect of best_performer when choice = 1
241 . lincom best_performer + best_choice

```

```
( 1) best_performer + best_choice = 0
```

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.4882449	1.610773	0.30	0.762	-2.704255	3.680745

```

242 .
243 . reg employee_output best_performer choice best_choice Q1score Q2score i.period i.English i.German i.language_mix i
> & employee == 1, vce(cluster ID)

```

```

Linear regression                               Number of obs   =       186
                                                F(10, 109)        =       0.98
                                                Prob > F           =     0.4682
                                                R-squared          =     0.0481
                                                Root MSE          =     6.1751

```

(Std. err. adjusted for 110 clusters in ID)

employee_out~t	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	3.180118	1.599058	1.99	0.049	.0108363	6.3494
choice	2.604494	1.8048	1.44	0.152	-.9725606	6.18155
best_choice	-2.699311	2.177963	-1.24	0.218	-7.015962	1.617341
Q1score	-.0429973	.3866757	-0.11	0.912	-.8093761	.7233814
Q2score	.2236183	.312618	0.72	0.476	-.3959803	.843217
period						
2	1.150077	.909051	1.27	0.209	-.6516329	2.951786
3	.9368774	1.06622	0.88	0.382	-1.176336	3.050091
2.English	-1.233341	1.643783	-0.75	0.455	-4.491265	2.024584
2.German	-.9968336	3.029017	-0.33	0.743	-7.000246	5.006579
2.language_mix	.868719	1.357838	0.64	0.524	-1.822472	3.55991
_cons	7.168604	5.246473	1.37	0.175	-3.229734	17.56694

```

244 . est store reg_10
245 .
246 . * Effect of choice when best_performer = 0
247 . lincom choice

```

```
( 1) choice = 0
```

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	2.604494	1.8048	1.44	0.152	-.9725606	6.18155

```

248 .
249 . * Effect of choice when best_performer = 1
250 . lincom choice + best_choice

```

```
( 1) choice + best_choice = 0
```

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-.0948161	1.622204	-0.06	0.953	-3.309971	3.120339

```

251 .
252 . * Effect of best_performer when choice = 0
253 . lincom best_performer

```

```
( 1) best_performer = 0
```

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	3.180118	1.599058	1.99	0.049	.0108363	6.3494

```

254 .
255 . * Effect of best_performer when choice = 1
256 . lincom best_performer + best_choice

```

```
( 1) best_performer + best_choice = 0
```

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.4808076	1.64503	0.29	0.771	-2.779589	3.741204

```

257 .
258 . outreg2 [reg_9 reg_10] using "output/reg_NoTraining_Output.doc", replace alpha(0.02, 0.10, 0.2) sdec(2) bdec(3) e(
> i.period i.English i.German i.language_mix)
    output/reg_NoTraining_Output.doc
    dir : seeout

```

```

259 .
260 .
261 . // TABLE 3 - Behavior of Employees who get the Training
262 .
263 . * Descriptive Statistics
264 . table best_performer choice if received_training == 1 & employee == 1, stat (mean employee_output)

```

	choice		Total
	0	1	
best_performer			
0	12.84746	15.16949	14.00847
1	16.18919	15.03226	15.66176
Total	14.13542	15.12222	14.6129

265 . table best_performer choice if received_training == 1 & employee == 1, stat (sd employee_output)

	choice		Total
	0	1	
best_performer			
0	5.944611	5.822526	5.973583
1	4.806465	4.498028	4.670039
Total	5.744782	5.377497	5.577042

266 . table best_performer choice if received_training == 1 & employee == 1, stat (n employee_output)

	choice		Total
	0	1	
best_performer			
0	59	59	118
1	37	31	68
Total	96	90	186

267 .

268 .

269 . * OLS Regressions

270 . reg employee_output best_performer choice best_choice if received_training == 1 & employee == 1, vce(cluster ID)

Linear regression	Number of obs	=	186
	F(3, 106)	=	2.84
	Prob > F	=	0.0415
	R-squared	=	0.0521
	Root MSE	=	5.4745

(Std. err. adjusted for 107 clusters in ID)

employee_out~t	Robust		t	P> t	[95% conf. interval]	
	Coefficient	std. err.				
best_performer	3.341732	1.148266	2.91	0.004	1.065183	5.618281
choice	2.322034	1.389462	1.67	0.098	-.4327093	5.076777
best_choice	-3.478965	1.775642	-1.96	0.053	-6.999348	.0414176
_cons	12.84746	.9998025	12.85	0.000	10.86525	14.82966

271 . est store reg_11

272 .

273 . * Effect of choice when best_performer = 0

274 . lincom choice

(1) choice = 0

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	2.322034	1.389462	1.67	0.098	-.4327093	5.076777

```

275 .
276 . * Effect of choice when best_performer = 1
277 . lincom choice + best_choice

```

(1) choice + best_choice = 0

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-1.156931	1.246072	-0.93	0.355	-3.62739	1.313528

```

278 .
279 . * Effect of best_performer when choice = 0
280 . lincom best_performer

```

(1) best_performer = 0

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	3.341732	1.148266	2.91	0.004	1.065183	5.618281

```

281 .
282 . * Effect of best_performer when choice = 1
283 . lincom best_performer + best_choice

```

(1) best_performer + best_choice = 0

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-.1372335	1.354396	-0.10	0.919	-2.822456	2.547989

```

284 .
285 . reg employee_output best_performer choice best_choice Q1score Q2score i.period i.English i.German i.language_mix i
> & employee == 1, vce(cluster ID)

```

Linear regression	Number of obs	=	186
	F(10, 106)	=	8.79
	Prob > F	=	0.0000
	R-squared	=	0.1227
	Root MSE	=	5.3708

(Std. err. adjusted for 107 clusters in ID)

employee_out~t	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	3.734774	1.286827	2.90	0.005	1.183514	6.286034
choice	2.120788	1.549219	1.37	0.174	-.9506895	5.192266
best_choice	-3.504974	1.756709	-2.00	0.049	-6.987821	-.0221267
Q1score	-.3326681	.3846162	-0.86	0.389	-1.095207	.429871
Q2score	.5856484	.3367673	1.74	0.085	-.0820255	1.253322
period						
2	.6918059	.9254919	0.75	0.456	-1.143072	2.526684
3	.7041968	1.182451	0.60	0.553	-1.640126	3.04852
2.English	1.689737	1.440843	1.17	0.244	-1.166875	4.546349
2.German	-8.006324	1.408421	-5.68	0.000	-10.79866	-5.213992
2.language_mix	-.021584	1.182584	-0.02	0.985	-2.366171	2.323003
_cons	17.14867	4.782847	3.59	0.001	7.666208	26.63113

```

286 . est store reg_12
287 .
288 . * Effect of choice when best_performer = 0
289 . lincom choice

```

```
( 1) choice = 0
```

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	2.120788	1.549219	1.37	0.174	-.9506895	5.192266

```

290 .
291 . * Effect of choice when best_performer = 1
292 . lincom choice + best_choice

```

```
( 1) choice + best_choice = 0
```

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-1.384186	1.318559	-1.05	0.296	-3.998357	1.229985

```

293 .
294 . * Effect of best_performer when choice = 0
295 . lincom best_performer

```

```
( 1) best_performer = 0
```

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	3.734774	1.286827	2.90	0.005	1.183514	6.286034

```

296 .
297 . * Effect of best_performer when choice = 1
298 . lincom best_performer + best_choice

```

```
( 1) best_performer + best_choice = 0
```

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.2298	1.24889	0.18	0.854	-2.246245	2.705845

```

299 .
300 . outreg2 [reg_11 reg_12] using "output/reg_Training_Output.doc", replace alpha(0.02, 0.10, 0.2) sdec(2) bdec(3) e(r
> .period i.English i.German i.language_mix)
    output/reg_Training_Output.doc
    dir : seeout
301 .
302 .
303 . // Table 4: Manager's Perspective

```

```

304 .
305 . generate training_to_high = 0 if manager == 1
    (372 missing values generated)
306 . replace training_to_high = 1 if training_allocation == "best_performer" & manager == 1
    (68 real changes made)
307 .
308 . generate training_to_low = 0 if manager == 1
    (372 missing values generated)
309 . replace training_to_low = 1 if training_allocation == "worst_performer" & manager == 1
    (118 real changes made)
310 .
311 . ttest training_to_low == 0.5 if choice == 0

```

One-sample t test

Variable	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
traini~w	96	.6145833	.0499337	.4892484	.5154524	.7137143

mean = mean(training_to_low) t = **2.2947**
H0: mean = **0.5** Degrees of freedom = **95**

Ha: mean < **0.5** Ha: mean != **0.5** Ha: mean > **0.5**
Pr(T < t) = **0.9880** Pr(|T| > |t|) = **0.0240** Pr(T > t) = **0.0120**

```

312 . ttest training_to_low == 0.5 if choice == 1

```

One-sample t test

Variable	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
traini~w	90	.6555556	.0503697	.4778489	.555472	.7556391

mean = mean(training_to_low) t = **3.0883**
H0: mean = **0.5** Degrees of freedom = **89**

Ha: mean < **0.5** Ha: mean != **0.5** Ha: mean > **0.5**
Pr(T < t) = **0.9987** Pr(|T| > |t|) = **0.0027** Pr(T > t) = **0.0013**

```

313 .
314 . * Panel A - Manager's Training Allocation Decision
315 . table treatment training_allocation if manager == 1

```

	training_allocation		Total
	best_performer	worst_performer	
treatment			
choice	31	59	90
random	37	59	96
Total	68	118	186

```

316 . tabulate training_to_high if manager == 1

```

training_to_high	Freq.	Percent	Cum.
0	118	63.44	63.44
1	68	36.56	100.00
Total	186	100.00	

317 . tabulate training_to_low if manager == 1

training_to_low	Freq.	Percent	Cum.
0	68	36.56	36.56
1	118	63.44	100.00
Total	186	100.00	

318 .

319 .

320 . * Panel B - Employees' Hypothetical Training Allocation Decision

321 .

322 . generate emp_training_to_high = 0 if employee == 1
(186 missing values generated)

323 . replace emp_training_to_high = 1 if Employee4 == 2
(123 real changes made)

324 .

325 . generate emp_training_to_low = 0 if employee == 1
(186 missing values generated)

326 . replace emp_training_to_low = 1 if Employee4 == 1
(249 real changes made)

327 .

328 . table treatment emp_training_to_high if period == 1

	emp_training_to_high		
	0	1	Total
treatment			
choice	37	23	60
random	46	18	64
Total	83	41	124

329 . ttest emp_training_to_high == emp_training_to_low if period == 1

Paired t test

Variable	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
emp_tr~h	124	.3306452	.0424186	.472354	.2466801	.4146103
emp_tr~w	124	.6693548	.0424186	.472354	.5853897	.7533199
diff	124	-.3387097	.0848373	.944708	-.5066399	-.1707795

mean(diff) = mean(emp_training_t~h - emp_training_t~w) t = -3.9925
H0: mean(diff) = 0 Degrees of freedom = 123

Ha: mean(diff) < 0 Ha: mean(diff) != 0 Ha: mean(diff) > 0
Pr(T < t) = 0.0001 Pr(|T| > |t|) = 0.0001 Pr(T > t) = 0.9999

330 . reg emp_training_to_low cond if period == 1

Source	SS	df	MS	Number of obs	=	124
Model	.322715054	1	.322715054	F(1, 122)	=	1.45
Residual	27.1208333	122	.222301913	Prob > F	=	0.2306
				R-squared	=	0.0118
				Adj R-squared	=	0.0037
Total	27.4435484	123	.22311828	Root MSE	=	.47149

emp_traini~w	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
cond	-.1020833	.084726	-1.20	0.231	-.269807	.0656403
_cons	.8208333	.1326609	6.19	0.000	.5582179	1.083449

331 .

332 . ttest emp_training_to_high == emp_training_to_low if period == 1 & cond == 1

Paired t test

Variable	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
emp_tr~h	64	.28125	.0566454	.4531635	.1680531	.3944469
emp_tr~w	64	.71875	.0566454	.4531635	.6055531	.8319469
diff	64	-.4375	.1132909	.906327	-.6638937	-.2111063

mean(diff) = mean(emp_training_t~h - emp_training_t~w) t = **-3.8617**
H0: mean(diff) = 0 Degrees of freedom = **63**

Ha: mean(diff) < 0 Ha: mean(diff) != 0 Ha: mean(diff) > 0
Pr(T < t) = **0.0001** Pr(|T| > |t|) = **0.0003** Pr(T > t) = **0.9999**

333 . ttest emp_training_to_high == emp_training_to_low if period == 1 & cond == 2

Paired t test

Variable	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
emp_tr~h	60	.3833333	.0632976	.4903014	.256675	.5099916
emp_tr~w	60	.6166667	.0632976	.4903014	.4900084	.743325
diff	60	-.2333333	.1265953	.9806028	-.4866499	.0199832

mean(diff) = mean(emp_training_t~h - emp_training_t~w) t = **-1.8431**
H0: mean(diff) = 0 Degrees of freedom = **59**

Ha: mean(diff) < 0 Ha: mean(diff) != 0 Ha: mean(diff) > 0
Pr(T < t) = **0.0352** Pr(|T| > |t|) = **0.0703** Pr(T > t) = **0.9648**

334 .

335 . }

336 .

337 . // Table 5: Supplemental Analysis on Employee Quiz Performance

338 . if 1 == 1 {

339 . * Panel A: Employees' Performance on Quiz 1

340 .

341 . sum Q1score if choice == 0 & language_mix == 1 & employee == 1

Variable	Obs	Mean	Std. dev.	Min	Max
Q1score	96	8.385417	1.324822	5	11

342 . sum Q1score if choice == 0 & language_mix == 2 & employee == 1

Variable	Obs	Mean	Std. dev.	Min	Max
Q1score	96	6.59375	1.612961	4	11

343 . sum Q1score if choice == 1 & language_mix == 1 & employee == 1

Variable	Obs	Mean	Std. dev.	Min	Max
Q1score	172	8.075581	1.498571	0	11

344 . sum Q1score if choice == 1 & language_mix == 2 & employee == 1

Variable	Obs	Mean	Std. dev.	Min	Max
Q1score	8	8.125	1.726888	5	10

345 .

346 . ttest Q1score, by(choice), if language_mix == 1 & employee == 1

Two-sample t test with equal variances

Group	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
0	96	8.385417	.1352141	1.324822	8.116983	8.653851
1	172	8.075581	.114265	1.498571	7.85003	8.301133
Combined	268	8.186567	.0882016	1.443923	8.012908	8.360226
diff		.3098353	.1833187		-.051105	.6707755

diff = mean(0) - mean(1)

t = 1.6901

H0: diff = 0

Degrees of freedom = 266

Ha: diff < 0

Ha: diff != 0

Ha: diff > 0

Pr(T < t) = 0.9539

Pr(|T| > |t|) = 0.0922

Pr(T > t) = 0.0461

347 . ttest Q1score, by(choice), if language_mix == 2 & employee == 1

Two-sample t test with equal variances

Group	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
0	96	6.59375	.1646222	1.612961	6.266934	6.920566
1	8	8.125	.6105472	1.726888	6.681285	9.568715
Combined	104	6.711538	.1632115	1.664437	6.387847	7.03523
diff		-1.53125	.5965251		-2.714455	-.3480454

diff = mean(0) - mean(1)

t = -2.5670

H0: diff = 0

Degrees of freedom = 102

Ha: diff < 0

Ha: diff != 0

Ha: diff > 0

Pr(T < t) = 0.0059

Pr(|T| > |t|) = 0.0117

Pr(T > t) = 0.9941

348 . ttest Q1score, by(choice), if employee == 1

Two-sample t test with equal variances

Group	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
0	192	7.489583	.1244511	1.724446	7.244108	7.735058
1	180	8.077778	.112103	1.504019	7.856564	8.298991
Combined	372	7.774194	.0853359	1.645898	7.606391	7.941996
diff		-.5881944	.1682347		-.9190106	-.2573783

diff = mean(0) - mean(1)

t = -3.4963

H0: diff = 0

Degrees of freedom = 370

Ha: diff < 0 Ha: diff != 0 Ha: diff > 0
 Pr(T < t) = 0.0003 Pr(|T| > |t|) = 0.0005 Pr(T > t) = 0.9997

349 .
 350 . * Panel B: Employees' Performance on Quiz 2
 351 .
 352 . * No Choice / Low Control
 353 . ttest Q2score, by(received_training), if best_performer == 0 & choice == 0 & employee == 1

Two-sample t test with equal variances

Group	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
0	37	7.648649	.2745901	1.670266	7.091754	8.205543
1	59	8.898305	.2211691	1.698832	8.455587	9.341023
Combined	96	8.416667	.1823739	1.786892	8.054609	8.778725
diff		-1.249656	.3539714		-1.952475	-.5468379

diff = mean(0) - mean(1) t = -3.5304
 H0: diff = 0 Degrees of freedom = 94

Ha: diff < 0 Ha: diff != 0 Ha: diff > 0
 Pr(T < t) = 0.0003 Pr(|T| > |t|) = 0.0006 Pr(T > t) = 0.9997

354 . ttest Q2score, by(received_training), if best_performer == 1 & choice == 0 & employee == 1

Two-sample t test with equal variances

Group	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
0	59	7.983051	.2399244	1.842894	7.50279	8.463312
1	37	9.135135	.2798599	1.702321	8.567553	9.702717
Combined	96	8.427083	.1906503	1.867984	8.048595	8.805572
diff		-1.152084	.3754479		-1.897545	-.4066236

diff = mean(0) - mean(1) t = -3.0686
 H0: diff = 0 Degrees of freedom = 94

Ha: diff < 0 Ha: diff != 0 Ha: diff > 0
 Pr(T < t) = 0.0014 Pr(|T| > |t|) = 0.0028 Pr(T > t) = 0.9986

355 . ttest Q2score, by(received_training), if choice == 0 & employee == 1

Two-sample t test with equal variances

Group	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
0	96	7.854167	.1813565	1.776923	7.494129	8.214205
1	96	8.989583	.1730118	1.695162	8.646112	9.333055
Combined	192	8.421875	.1315712	1.823104	8.162356	8.681394
diff		-1.135417	.2506456		-1.629822	-.6410111

diff = mean(0) - mean(1) t = -4.5300
 H0: diff = 0 Degrees of freedom = 190

Ha: diff < 0 Ha: diff != 0 Ha: diff > 0
 Pr(T < t) = 0.0000 Pr(|T| > |t|) = 0.0000 Pr(T > t) = 1.0000

```

356 .
357 .      * Choice / High Control
358 . ttest Q2score, by(received_training), if best_performer == 0 & choice == 1 & employee == 1

```

Two-sample t test with equal variances

Group	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
0	31	8.16129	.3504123	1.951013	7.445653	8.876928
1	59	9.288136	.1964781	1.509177	8.894842	9.681429
Combined	90	8.9	.1843096	1.748515	8.533781	9.266219
diff		-1.126845	.3711087		-1.864346	-.3893448

```

diff = mean(0) - mean(1)                                t = -3.0364
H0: diff = 0                                             Degrees of freedom = 88

```

```

Ha: diff < 0                Ha: diff != 0                Ha: diff > 0
Pr(T < t) = 0.0016          Pr(|T| > |t|) = 0.0031        Pr(T > t) = 0.9984

```

```

359 . ttest Q2score, by(received_training), if best_performer == 1 & choice == 1 & employee == 1

```

Two-sample t test with equal variances

Group	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
0	59	8.186441	.1880015	1.444067	7.810115	8.562767
1	31	9.258065	.3039798	1.692488	8.637255	9.878874
Combined	90	8.555556	.1695342	1.608343	8.218695	8.892416
diff		-1.071624	.3401239		-1.747549	-.395699

```

diff = mean(0) - mean(1)                                t = -3.1507
H0: diff = 0                                             Degrees of freedom = 88

```

```

Ha: diff < 0                Ha: diff != 0                Ha: diff > 0
Pr(T < t) = 0.0011          Pr(|T| > |t|) = 0.0022        Pr(T > t) = 0.9989

```

```

360 . ttest Q2score, by(received_training), if choice == 1 & employee == 1

```

Two-sample t test with equal variances

Group	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
0	90	8.177778	.171341	1.625484	7.837327	8.518229
1	90	9.277778	.1649937	1.565268	8.949939	9.605617
Combined	180	8.727778	.1255233	1.684071	8.480082	8.975473
diff		-1.1	.2378669		-1.569402	-.630598

```

diff = mean(0) - mean(1)                                t = -4.6244
H0: diff = 0                                             Degrees of freedom = 178

```

```

Ha: diff < 0                Ha: diff != 0                Ha: diff > 0
Pr(T < t) = 0.0000          Pr(|T| > |t|) = 0.0000        Pr(T > t) = 1.0000

```

```

361 .
362 .      * Overall
363 . ttest Q2score, by(received_training), if best_performer == 0 & employee == 1

```

Two-sample t test with equal variances

Group	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
0	68	7.882353	.2192747	1.808185	7.444679	8.320027
1	118	9.09322	.1483832	1.611854	8.799355	9.387085
Combined	186	8.650538	.1305305	1.780199	8.393018	8.908057
diff		-1.210867	.2566946		-1.717311	-.7044241

diff = mean(0) - mean(1) t = -4.7172
H0: diff = 0 Degrees of freedom = 184

Ha: diff < 0 Ha: diff != 0 Ha: diff > 0
Pr(T < t) = 0.0000 Pr(|T| > |t|) = 0.0000 Pr(T > t) = 1.0000
364 . ttest Q2score, by(received_training), if best_performer == 1 & employee == 1

Two-sample t test with equal variances

Group	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
0	118	8.084746	.1520426	1.651605	7.783633	8.385858
1	68	9.191176	.2044902	1.686269	8.783012	9.599341
Combined	186	8.489247	.1278529	1.743681	8.23701	8.741484
diff		-1.106431	.2533935		-1.606361	-.6065004

diff = mean(0) - mean(1) t = -4.3665
H0: diff = 0 Degrees of freedom = 184

Ha: diff < 0 Ha: diff != 0 Ha: diff > 0
Pr(T < t) = 0.0000 Pr(|T| > |t|) = 0.0000 Pr(T > t) = 1.0000
365 . ttest Q2score, by(received_training), if employee == 1

Two-sample t test with equal variances

Group	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
0	186	8.010753	.1252697	1.70845	7.763612	8.257893
1	186	9.129032	.1199272	1.635589	8.892431	9.365633
Combined	372	8.569892	.0913301	1.76151	8.390303	8.749482
diff		-1.11828	.1734215		-1.459295	-.7772641

diff = mean(0) - mean(1) t = -6.4483
H0: diff = 0 Degrees of freedom = 370

Ha: diff < 0 Ha: diff != 0 Ha: diff > 0
Pr(T < t) = 0.0000 Pr(|T| > |t|) = 0.0000 Pr(T > t) = 1.0000

```

366 .
367 . * Panel C: Employees' Chance of Winning Quiz 2
368 . generate best_Q2_performer = .
    (558 missing values generated)
369 . replace best_Q2_performer = 1 if Q2pay == 75
    (186 real changes made)
370 . replace best_Q2_performer = 0 if Q2pay == 0
    (186 real changes made)
371 .
372 . ttest best_Q2_performer, by(received_training), if best_performer == 0 & employee == 1

```

Two-sample t test with equal variances

Group	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
0	68	.2058824	.0493986	.4073512	.1072823	.3044824
1	118	.7033898	.0422278	.458711	.6197599	.7870197
Combined	186	.5215054	.0367267	.5008856	.4490483	.5939624
diff		-.4975075	.0670976		-.629887	-.3651279

```

diff = mean(0) - mean(1)                                t = -7.4147
H0: diff = 0                                             Degrees of freedom = 184

```

```

Ha: diff < 0                Ha: diff != 0                Ha: diff > 0
Pr(T < t) = 0.0000          Pr(|T| > |t|) = 0.0000          Pr(T > t) = 1.0000

```

```

373 . ttest best_Q2_performer, by(received_training), if best_performer == 1 & employee == 1

```

Two-sample t test with equal variances

Group	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
0	118	.2966102	.0422278	.458711	.2129803	.3802401
1	68	.7941176	.0493986	.4073512	.6955176	.8927177
Combined	186	.4784946	.0367267	.5008856	.4060376	.5509517
diff		-.4975075	.0670976		-.629887	-.3651279

```

diff = mean(0) - mean(1)                                t = -7.4147
H0: diff = 0                                             Degrees of freedom = 184

```

```

Ha: diff < 0                Ha: diff != 0                Ha: diff > 0
Pr(T < t) = 0.0000          Pr(|T| > |t|) = 0.0000          Pr(T > t) = 1.0000

```

```

374 . ttest best_Q2_performer, by(received_training), if employee == 1

```

Two-sample t test with equal variances

Group	Obs	Mean	Std. err.	Std. dev.	[95% conf. interval]	
0	186	.2634409	.0323862	.4416884	.1995472	.3273346
1	186	.7365591	.0323862	.4416884	.6726654	.8004528
Combined	372	.5	.0259587	.5006734	.4489553	.5510447
diff		-.4731183	.045801		-.5631811	-.3830555

```

diff = mean(0) - mean(1)                                t = -10.3299
H0: diff = 0                                             Degrees of freedom = 370

```

```

Ha: diff < 0                Ha: diff != 0                Ha: diff > 0
Pr(T < t) = 0.0000          Pr(|T| > |t|) = 0.0000          Pr(T > t) = 1.0000

```

```

375 .
376 . }

377 .
378 . *****
379 . // Main Analysis - Effort Duration
380 . *****
381 . if 1 == 1 {
382 .
383 . * change to long format
384 . egen IDperiod = group(ID period), label
385 . gen DurationE0 = timenotrain
    (186 missing values generated)
386 . gen DurationE1 = timetrain
    (186 missing values generated)
387 .
388 . reshape long DurationE, i(IDperiod) j(get_training)
    (j = 0 1)

```

Data	Wide	->	Long
Number of observations	558	->	1,116
Number of variables	79	->	79
j variable (2 values)		->	get_training
xij variables:	DurationE0 DurationE1	->	DurationE

```

389 .
390 . generate work_longer = .
    (1,116 missing values generated)
391 . replace work_longer = 1 if DurationE > 0 & !missing(DurationE)
    (571 real changes made)
392 . replace work_longer = 0 if DurationE == 0
    (173 real changes made)
393 .
394 .
395 . // TABLE 1 - Employee Reciprocity to Training Decision
396 .
397 . * Descriptives
398 . table get_training, stat(mean work_longer), if employee == 1

```

	Mean
get_training 0	.5887097
1	.9462366
Total	.7674731

```

399 . table get_training, stat(sd work_longer), if employee == 1

```

	Standard deviation
get_training 0	.4927304
1	.2258541
Total	.4227272

```
400 . table get_training, stat(n work_longer), if employee == 1
```

	Number of nonmissing values
get_training	
0	372
1	372
Total	744

```
401 .
```

```
402 . table get_training, stat(mean DurationE), if employee == 1
```

	Mean
get_training	
0	42.13172
1	83.53495
Total	62.83333

```
403 . table get_training, stat(sd DurationE), if employee == 1
```

	Standard deviation
get_training	
0	44.11913
1	29.36096
Total	42.79632

```
404 . table get_training, stat(n DurationE), if employee == 1
```

	Number of nonmissing values
get_training	
0	372
1	372
Total	744

```
405 .
```

```
406 . * OLS Regressions
```

```
407 . reg work_longer get_training if employee == 1, vce(cluster ID)
```

Linear regression	Number of obs	=	744
	F(1, 123)	=	83.30
	Prob > F	=	0.0000
	R-squared	=	0.1791
	Root MSE	=	.38327

(Std. err. adjusted for 124 clusters in ID)

work_longer	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
get_training	.3575269	.039172	9.13	0.000	.2799883	.4350655
_cons	.5887097	.0387856	15.18	0.000	.5119359	.6654834

```
408 . reg DurationE get_training if employee == 1, vce(cluster ID)
```

```
Linear regression                Number of obs   =      744
                                F(1, 123)        =     109.10
                                Prob > F          =     0.0000
                                R-squared          =     0.2343
                                Root MSE       =     37.474
```

(Std. err. adjusted for 124 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
get_training	41.40323	3.963879	10.45	0.000	33.55697	49.24948
_cons	42.13172	3.488894	12.08	0.000	35.22567	49.03777

```
409 .
410 .
411 . // TABLE 2 - Behavior of Employees not getting the Training:
412 .
413 . * Descriptive Statistics
414 . table best_performer choice if get_training == 0 & employee == 1, stat (mean work_longer)
```

	choice		Total
	0	1	
best_performer			
0	.53125	.6222222	.5752688
1	.6979167	.5	.6021505
Total	.6145833	.5611111	.5887097

```
415 . table best_performer choice if get_training == 0 & employee == 1, stat (sd work_longer)
```

	choice		Total
	0	1	
best_performer			
0	.501642	.4875478	.4956363
1	.4615715	.5028011	.4907751
Total	.487966	.4976356	.4927304

```
416 . table best_performer choice if get_training == 0 & employee == 1, stat (n work_longer)
```

	choice		Total
	0	1	
best_performer			
0	96	90	186
1	96	90	186
Total	192	180	372

```
417 .
418 . table best_performer choice if get_training == 0 & employee == 1, stat (mean DurationE)
```

	choice		Total
	0	1	
best_performer			
0	33.97917	47.72222	40.62903
1	49.69792	37.16667	43.63441
Total	41.83854	42.44444	42.13172

```
419 . table best_performer choice if get_training == 0 & employee == 1, stat (sd DurationE)
```

	choice		Total
	0	1	
best_performer			
0	42.65109	44.77886	44.11578
1	44.06529	43.64083	44.1902
Total	43.96226	44.40635	44.11913

```
420 . table best_performer choice if get_training == 0 & employee == 1, stat (n DurationE)
```

	choice		Total
	0	1	
best_performer			
0	96	90	186
1	96	90	186
Total	192	180	372

```
421 .
422 . * OLS Regressions
423 . reg work_longer best_performer choice best_choice if get_training == 0 & employee == 1, vce(cluster ID)
```

Linear regression	Number of obs	=	372
	F(3, 123)	=	2.96
	Prob > F	=	0.0349
	R-squared	=	0.0252
	Root MSE	=	.48846

(Std. err. adjusted for 124 clusters in ID)

work_longer	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	.1666667	.0760765	2.19	0.030	.0160778	.3172555
choice	.0909722	.0959792	0.95	0.345	-.0990127	.2809571
best_choice	-.2888889	.1028181	-2.81	0.006	-.492411	-.0853668
_cons	.53125	.0710822	7.47	0.000	.3905472	.6719528

(Std. err. adjusted for 124 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	14.68264	8.136151	1.80	0.074	-1.422375	30.78765
choice	13.79262	9.197453	1.50	0.136	-4.413171	31.99842
best_choice	-26.92442	10.28158	-2.62	0.010	-47.27618	-6.57265
Q1score	.8635674	2.034834	0.42	0.672	-3.164262	4.891397
Q2score	-.8452623	1.594126	-0.53	0.597	-4.000737	2.310212
period						
2	-4.859167	4.454423	-1.09	0.277	-13.67642	3.958091
3	-1.084231	5.265024	-0.21	0.837	-11.50602	9.337562
2.English	-3.315796	11.33676	-0.29	0.770	-25.75621	19.12462
2.German	-8.368729	20.10501	-0.42	0.678	-48.16537	31.42791
2.language_mix	1.38435	6.438013	0.22	0.830	-11.3593	14.128
_cons	45.37575	30.63009	1.48	0.141	-15.25464	106.0061

```

430 . est store reg_4
431 .
432 . outreg2 [reg_1 reg_2 reg_3 reg_4] using "output/reg_NoTraining_Duration.doc", replace alpha(0.02, 0.1, 0.2) sdec(2)
> ore Q2score i.period i.English i.German i.language_mix)
output/reg_NoTraining_Duration.doc
dir : seeout
433 .
434 . * margins, dydx(best_performer) at(choice=(0 1))
435 . * margins, dydx(choice) at(best_performer=(0 1))
436 .
437 .
438 . // TABLE 3 - Behavior of Employees who get the Training
439 .
440 . * Descriptive Statistics
441 . table best_performer choice if get_training == 1 & employee == 1, stat (mean work_longer)

```

	choice		
	0	1	Total
best_performer			
0	.9166667	.9333333	.9247312
1	.96875	.9666667	.9677419
Total	.9427083	.95	.9462366

```

442 . table best_performer choice if get_training == 1 & employee == 1, stat (sd work_longer)

```

	choice		
	0	1	Total
best_performer			
0	.2778363	.2508413	.2645367
1	.174906	.1805111	.1771616
Total	.2330067	.2185529	.2258541

443 . table best_performer choice if get_training == 1 & employee == 1, stat (n work_longer)

	choice		
	0	1	Total
best_performer			
0	96	90	186
1	96	90	186
Total	192	180	372

444 .

445 . table best_performer choice if get_training == 1 & employee == 1, stat (mean DurationE)

	choice		
	0	1	Total
best_performer			
0	76.82292	79.44444	78.0914
1	86.92708	91.16667	88.97849
Total	81.875	85.30556	83.53495

446 . table best_performer choice if get_training == 1 & employee == 1, stat (sd DurationE)

	choice		
	0	1	Total
best_performer			
0	34.00557	31.1344	32.58647
1	26.56046	22.36131	24.64405
Total	30.84966	27.66098	29.36096

447 . table best_performer choice if get_training == 1 & employee == 1, stat (n DurationE)

	choice		
	0	1	Total
best_performer			
0	96	90	186
1	96	90	186
Total	192	180	372

448 .

449 . * OLS Regressions

450 . reg work_longer best_performer choice best_choice if get_training == 1 & employee == 1, vce(cluster ID)

Linear regression	Number of obs	=	372
	F(3, 123)	=	0.98
	Prob > F	=	0.4046
	R-squared	=	0.0098
	Root MSE	=	.22566

(Std. err. adjusted for 124 clusters in ID)

work_longer	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	.0520833	.034382	1.51	0.132	-.0159737	.1201404
choice	.0166667	.0458476	0.36	0.717	-.0740859	.1074192
best_choice	-.01875	.054025	-0.35	0.729	-.1256891	.0881891
_cons	.9166667	.031553	29.05	0.000	.8542095	.9791239

451 . est store reg_5

452 . reg work_longer best_performer choice best_choice Q1score Q2score i.period i.English i.German i.language_mix if ge
> e == 1, vce(cluster ID)

Linear regression

Number of obs = 372
 F(10, 123) = 1.24
 Prob > F = 0.2718
 R-squared = 0.0305
 Root MSE = .22545

(Std. err. adjusted for 124 clusters in ID)

work_longer	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	.0864794	.0394292	2.19	0.030	.0084317	.164527
choice	.0403995	.0500258	0.81	0.421	-.0586234	.1394225
best_choice	-.0298476	.0519337	-0.57	0.567	-.1326471	.0729519
Q1score	-.0163356	.0115852	-1.41	0.161	-.0392679	.0065966
Q2score	.0050809	.0069372	0.73	0.465	-.0086509	.0188127
period						
2	-.001961	.0229939	-0.09	0.932	-.047476	.043554
3	-.0226258	.0289037	-0.78	0.435	-.0798389	.0345872
2.English	-.0262192	.0570755	-0.46	0.647	-.1391967	.0867582
2.German	-.0462348	.0344573	-1.34	0.182	-.114441	.0219713
2.language_mix	.0314474	.0335915	0.94	0.351	-.035045	.0979398
_cons	1.022238	.1123361	9.10	0.000	.7998757	1.2446

453 . est store reg_6

454 . reg DurationE best_performer choice best_choice if get_training == 1 & employee == 1, vce(cluster ID)

Linear regression

Number of obs = 372
 F(3, 123) = 3.96
 Prob > F = 0.0098
 R-squared = 0.0381
 Root MSE = 28.914

(Std. err. adjusted for 124 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	10.10417	4.575583	2.21	0.029	1.04708	19.16125
choice	2.621528	6.205901	0.42	0.673	-9.662673	14.90573
best_choice	1.618056	6.670186	0.24	0.809	-11.58517	14.82128
_cons	76.82292	4.442017	17.29	0.000	68.03022	85.61562

```

455 . est store reg_7
456 . reg DurationE best_performer choice best_choice Q1score Q2score i.period i.English i.German i.language_mix if get_
> == 1, vce(cluster ID)

```

```

Linear regression              Number of obs   =       372
                              F(10, 123)      =       2.25
                              Prob > F         =     0.0190
                              R-squared        =     0.0562
                              Root MSE     =     28.917

```

(Std. err. adjusted for 124 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	14.86884	5.173309	2.87	0.005	4.628589	25.10908
choice	5.998033	7.486532	0.80	0.425	-8.821098	20.81716
best_choice	.1340405	6.794109	0.02	0.984	-13.31448	13.58256
Q1score	-2.212288	1.370288	-1.61	0.109	-4.92469	.5001132
Q2score	1.554137	.9503807	1.64	0.105	-.3270833	3.435357
period						
2	2.61438	2.975043	0.88	0.381	-3.274536	8.503295
3	1.391031	3.39609	0.41	0.683	-5.331321	8.113382
2.English	2.172	6.965214	0.31	0.756	-11.61521	15.95921
2.German	-7.633037	7.896191	-0.97	0.336	-23.26306	7.996989
2.language_mix	4.465308	5.505968	0.81	0.419	-6.433419	15.36403
_cons	81.61289	17.73618	4.60	0.000	46.5052	116.7206

```

457 . est store reg_8
458 .
459 . outreg2 [reg_5 reg_6 reg_7 reg_8] using "output/reg_Training_Duration.doc", replace alpha(0.02, 0.1, 0.2) sdec(2)
> e Q2score i.period i.English i.German i.language_mix)
output/reg_Training_Duration.doc
dir : seeout
460 .
461 . }

462 .
463 .
464 . // FIGURE 2
465 . * Graph of Performance Distribution on Quiz 1
466 . if 1 == 1 {
467 . gen performer_label = "Higher Performer" if best_performer == 1 & employee == 1
(744 missing values generated)
468 . replace performer_label = "Lower Performer" if best_performer == 0 & employee == 1
(372 real changes made)
469 .
470 . preserve
471 .
472 . contract Q1score performer_label
473 . list Q1score performer_label _freq if Q1score != .

```

	Q1score	performer_label	_freq
1.	0		4
2.	0	Lower Performer	2
3.	4		14
4.	4	Higher Performer	2
5.	4	Lower Performer	16
6.	5		38
7.	5	Higher Performer	8
8.	5	Lower Performer	46
9.	6		72
10.	6	Higher Performer	16
11.	6	Lower Performer	64
12.	7		88
13.	7	Higher Performer	50
14.	7	Lower Performer	88
15.	8		88
16.	8	Higher Performer	108
17.	8	Lower Performer	92
18.	9		46
19.	9	Higher Performer	94
20.	9	Lower Performer	56
21.	10		16
22.	10	Higher Performer	68
23.	10	Lower Performer	8
24.	11		6
25.	11	Higher Performer	26

```

474 .
475 .
476 . twoway ///
> (connected _freq Q1score if performer_label == "Higher Performer", ///
>   sort ///
>   lcolor(blue) ///
>   lpattern(solid) ///
>   lwidth(thick) ///
>   mcolor(blue) ///
>   msymbol(circle)) ///
> (connected _freq Q1score if performer_label == "Lower Performer", ///
>   sort ///
>   lcolor(red) ///
>   lpattern(dash) ///
>   lwidth(thick) ///
>   mcolor(red) ///
>   msymbol(circle)) ///
> , ///
> title("Distribution of Quiz 1 Performance") ///
> xtitle("Number of Correctly Answered Questions on Quiz 1") ///
> xlabel(0(1)12) ///
> ylabel(0(10)60, angle(horizontal)) ///
> ytitle("Number of Participants") ///
> legend(label(1 "Higher Performer") label(2 "Lower Performer") position(6))

```

```

477 .
478 . restore
479 .
480 . }

481 .
482 .
483 . * Graph of Performance Distribution on Quiz 2
484 . if 1 == 1 {
485 . gen training_label = "No Training" if received_training == 0 & employee == 1
(744 missing values generated)
486 . replace training_label = "Received Training" if received_training == 1 & employee == 1
variable training_label was str11 now str17
(372 real changes made)
487 .
488 . preserve
489 .
490 . contract Q2score training_label
491 . list Q2score training_label _freq if Q2score != .

```

	Q2score	training_label	_freq
1.	1	No Training	2
2.	2		2
3.	3		8
4.	3	No Training	2
5.	4		8
6.	4	No Training	6
7.	4	Received Training	2
8.	5		28
9.	5	No Training	16
10.	5	Received Training	4
11.	6		62
12.	6	No Training	38
13.	6	Received Training	18
14.	7		96
15.	7	No Training	58
16.	7	Received Training	32
17.	8		94
18.	8	No Training	110
19.	8	Received Training	68
20.	9		54
21.	9	No Training	74
22.	9	Received Training	86
23.	10		14
24.	10	No Training	40
25.	10	Received Training	98
26.	11		4
27.	11	No Training	24
28.	11	Received Training	30
29.	12		2
30.	12	No Training	2
31.	12	Received Training	34

```

492 .
493 .
494 . twoway ///
    > (connected _freq Q2score if training_label == "Received Training", ///
    >     sort ///
    >     lcolor(green) ///
    >     lpattern(solid) ///
    >     lwidth(thick) ///
    >     mcolor(green) ///
    >     msymbol(circle)) ///
    > (connected _freq Q2score if training_label == "No Training", ///
    >     sort ///
    >     lcolor(orange) ///
    >     lpattern(dash) ///
    >     lwidth(thick) ///
    >     mcolor(orange) ///
    >     msymbol(circle)) ///
    > , ///
    > title("Distribution of Quiz 2 Performance") ///
    > xtitle("Number of Correctly Answered Questions on Quiz 2") ///
    > xlabel(0(1)12) ///
    > ylabel(0(10)60, angle(horizontal)) ///
    > ytitle("Number of Participants") ///
    > legend(label(1 "Received Training") label(2 "No Training") position(6))
495 .
496 . restore
497 .
498 . }

499 .
    end of do-file

500 .

```

```

> title("Distribution of Quiz 2 Performance") ///
> xtitle("Number of Correctly Answered Questions on Quiz 2") ///
> xlabel(0(1)12) ///
> ylabel(0(10)60, angle(horizontal)) ///
> ytitle("Number of Participants") ///
> legend(label(1 "Received Training") label(2 "No Training") position(6))
39 .
40 . restore
41 .
42 . }

43 .
    end of do-file

44 . do "C:\Users\mfeinb6\AppData\Local\Temp\STD5bf0_000002.tmp"

45 .
46 . *****
47 . // Data Analysis - Appendix C
48 . *****
49 . if 1 == 1 {
50 .
51 . // Reviewer 1 Additional Analysis Questions
52 . // COMMENT 1: Differences in Effort Duration for Employees who chose to work overtime
53 .
54 . * Table C1: Panel A on Descriptives
55 . table get_training, stat(mean DurationE), if employee == 1 & work_longer == 1

```

	Mean
get_training	
0	71.56621
1	88.28125
Total	81.8704

```

56 . table get_training, stat(sd DurationE), if employee == 1 & work_longer == 1

```

	Standard deviation
get_training	
0	34.58959
1	22.15814
Total	28.742

```

57 . table get_training, stat(n DurationE), if employee == 1 & work_longer == 1

```

	Number of nonmissing values
get_training	
0	219
1	352
Total	571

```

58 .
59 . * Table C1: Panel B on OLS Regressions
60 . reg DurationE get_training if employee == 1 & work_longer ==1, vce(cluster ID)

```

```

Linear regression               Number of obs   =      571
                               F(1, 122)        =      26.29
                               Prob > F          =      0.0000
                               R-squared         =      0.0801
                               Root MSE      =      27.591

```

(Std. err. adjusted for 123 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
get_training	16.71504	3.25977	5.13	0.000	10.262	23.16808
_cons	71.56621	3.471189	20.62	0.000	64.69465	78.43777

```

61 .
62 . * Table C2: Panel A on Descriptives
63 . table best_performer choice if get_training == 0 & work_longer == 1, stat (mean DurationE)

```

	choice		Total
	0	1	
best_performer			
0	63.96078	76.69643	70.62617
1	71.20896	74.33333	72.46429
Total	68.07627	75.64356	71.56621

```

64 . table best_performer choice if get_training == 0 & work_longer == 1, stat (sd DurationE)

```

	choice		Total
	0	1	
best_performer			
0	38.73394	31.33799	35.46976
1	35.213	32.044	33.86245
Total	36.79166	31.51716	34.58959

```

65 . table best_performer choice if get_training == 0 & work_longer == 1, stat (n DurationE)

```

	choice		Total
	0	1	
best_performer			
0	51	56	107
1	67	45	112
Total	118	101	219

```

66 .
67 . * Table C2: Panel B on OLS Regressions
68 .
69 . reg DurationE best_performer choice best_choice if get_training == 0 & work_longer == 1, vce(cluster ID)

```

```

Linear regression              Number of obs   =      219
                              F(3, 88)         =      0.63
                              Prob > F          =     0.5974
                              R-squared         =     0.0183
                              Root MSE      =     34.51

```

(Std. err. adjusted for 89 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	7.248171	8.754356	0.83	0.410	-10.14927	24.64561
choice	12.73564	9.295099	1.37	0.174	-5.736411	31.2077
best_choice	-9.611266	11.1965	-0.86	0.393	-31.86196	12.63943
_cons	63.96078	7.392472	8.65	0.000	49.2698	78.65177

```

70 . est store reg_13
71 . reg DurationE best_performer choice best_choice Q1score i.period i.English i.German i.language_mix if get_training
    > vce(cluster ID)

```

```

Linear regression              Number of obs   =      219
                              F(9, 88)         =      1.72
                              Prob > F          =     0.0971
                              R-squared         =     0.0432
                              Root MSE      =     34.555

```

(Std. err. adjusted for 89 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	8.283291	9.93698	0.83	0.407	-11.46437	28.03095
choice	10.87935	11.6112	0.94	0.351	-12.19547	33.95417
best_choice	-8.53896	11.78731	-0.72	0.471	-31.96376	14.88584
Q1score	-1.191874	1.700581	-0.70	0.485	-4.571422	2.187673
period						
2	4.597999	3.819826	1.20	0.232	-2.993103	12.1891
3	12.558	4.698014	2.67	0.009	3.221687	21.89432
2.English	3.393912	12.79179	0.27	0.791	-22.02709	28.81491
2.German	-19.54527	11.5474	-1.69	0.094	-42.4933	3.40276
2.language_mix	-3.303823	7.573862	-0.44	0.664	-18.35528	11.74764
_cons	87.60174	21.68188	4.04	0.000	44.51357	130.6899

```

72 . est store reg_14
73 .
74 . outreg2 [reg_13 reg_14] using "output/reg_NoTraining_Duration_SupAnal.doc", replace alpha(0.02, 0.10, 0.2) sdec(2)
    > re i.period i.English i.German i.language_mix)
    output/reg_NoTraining_Duration_SupAnal.doc
    dir : seeout

```

```
75 .
76 . reg DurationE best_performer##choice if get_training == 0 & work_longer == 1, vce(cluster ID)
```

```
Linear regression                Number of obs   =      219
                                F(3, 88)        =      0.63
                                Prob > F         =     0.5974
                                R-squared         =     0.0183
                                Root MSE      =     34.51
```

(Std. err. adjusted for 89 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
1.best_performer	7.248171	8.754356	0.83	0.410	-10.14927	24.64561
1.choice	12.73564	9.295099	1.37	0.174	-5.736411	31.2077
best_performer#choice						
1 1	-9.611266	11.1965	-0.86	0.393	-31.86196	12.63943
_cons	63.96078	7.392472	8.65	0.000	49.2698	78.65177

```
77 . margins, dydx(best_performer) at(choice=(0 1))
```

```
Conditional marginal effects      Number of obs = 219
Model VCE: Robust
```

```
Expression: Linear prediction, predict()
dy/dx wrt: 1.best_performer
1._at: choice = 0
2._at: choice = 1
```

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.best_performer	(base outcome)					
1.best_performer						
_at						
1	7.248171	8.754356	0.83	0.410	-10.14927	24.64561
2	-2.363095	6.980176	-0.34	0.736	-16.23473	11.50854

Note: dy/dx for factor levels is the discrete change from the base level.

```
78 . margins, dydx(choice) at(best_performer=(0 1))
```

```
Conditional marginal effects      Number of obs = 219
Model VCE: Robust
```

```
Expression: Linear prediction, predict()
dy/dx wrt: 1.choice
1._at: best_performer = 0
2._at: best_performer = 1
```

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.choice	(base outcome)					
1.choice						
_at						
1	12.73564	9.295099	1.37	0.174	-5.736411	31.2077
2	3.124378	8.544437	0.37	0.715	-13.8559	20.10465

Note: dy/dx for factor levels is the discrete change from the base level.

79 .

80 . reg DurationE best_performer##choice Q1score i.period i.English i.German i.language_mix if get_training == 0 & wor
> r ID)

Linear regression	Number of obs	=	219
	F(9, 88)	=	1.72
	Prob > F	=	0.0971
	R-squared	=	0.0432
	Root MSE	=	34.555

(Std. err. adjusted for 89 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
1.best_performer	8.283291	9.93698	0.83	0.407	-11.46437	28.03095
1.choice	10.87935	11.6112	0.94	0.351	-12.19547	33.95417
best_performer#choice						
1 1	-8.53896	11.78731	-0.72	0.471	-31.96376	14.88584
Q1score	-1.191874	1.700581	-0.70	0.485	-4.571422	2.187673
period						
2	4.597999	3.819826	1.20	0.232	-2.993103	12.1891
3	12.558	4.698014	2.67	0.009	3.221687	21.89432
2.English	3.393912	12.79179	0.27	0.791	-22.02709	28.81491
2.German	-19.54527	11.5474	-1.69	0.094	-42.4933	3.40276
2.language_mix	-3.303823	7.573862	-0.44	0.664	-18.35528	11.74764
_cons	87.60174	21.68188	4.04	0.000	44.51357	130.6899

81 . margins, dydx(best_performer) at(choice=(0 1))

Average marginal effects

Number of obs = **219**

Model VCE: **Robust**

Expression: **Linear prediction, predict()**

dy/dx wrt: **1.best_performer**

1._at: choice = **0**

2._at: choice = **1**

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.best_performer	(base outcome)					
1.best_performer						
_at						
1	8.283291	9.93698	0.83	0.407	-11.46437	28.03095
2	-.2556684	7.414258	-0.03	0.973	-14.98995	14.47861

Note: dy/dx for factor levels is the discrete change from the base level.

82 . margins, dydx(choice) at(best_performer=(0 1))

Average marginal effects

Number of obs = **219**

Model VCE: **Robust**

Expression: **Linear prediction, predict()**

dy/dx wrt: **1.choice**

1._at: best_performer = **0**

2._at: best_performer = **1**

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.choice	(base outcome)					
1.choice						
_at						
1	10.87935	11.6112	0.94	0.351	-12.19547	33.95417
2	2.34039	8.977145	0.26	0.795	-15.4998	20.18058

Note: dy/dx for factor levels is the discrete change from the base level.

83 .

84 . * Table C3: Panel A on Descriptive Statistics

85 .

86 . table best_performer choice if get_training == 1 & work_longer == 1, stat (mean DurationE)

	choice		
	0	1	Total
best_performer			
0	83.80682	85.11905	84.44767
1	89.73118	94.31034	91.94444
Total	86.85083	89.79532	88.28125

87 . table best_performer choice if get_training == 1 & work_longer == 1, stat (sd DurationE)

	choice		
	0	1	Total
best_performer			
0	25.89761	23.46461	24.67597
1	21.77411	14.74931	18.80055
Total	23.98552	20.00262	22.15814

```
88 . table best_performer choice if get_training == 1 & work_longer == 1, stat (n DurationE)
```

	choice		
	0	1	Total
best_performer			
0	88	84	172
1	93	87	180
Total	181	171	352

```
89 .
90 . * Table C3: Panel C on OLS Regressions
91 .
92 . reg DurationE best_performer choice best_choice if get_training == 1 & work_longer == 1, vce(cluster ID)
```

```
Linear regression                                Number of obs   =      352
                                                F(3, 122)       =      4.90
                                                Prob > F        =     0.0030
                                                R-squared       =     0.0346
                                                Root MSE       =     21.865
```

(Std. err. adjusted for 123 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	5.924365	4.142903	1.43	0.155	-2.276925	14.12565
choice	1.312229	5.289645	0.25	0.804	-9.15915	11.78361
best_choice	3.266933	5.187654	0.63	0.530	-7.002546	13.53641
_cons	83.80682	3.965857	21.13	0.000	75.95601	91.65763

```
93 . est store reg_13
94 . reg DurationE best_performer choice best_choice Q1score i.period i.English i.German i.language_mix if get_training
> vce(cluster ID)
```

```
Linear regression                                Number of obs   =      352
                                                F(9, 122)       =      2.28
                                                Prob > F        =     0.0215
                                                R-squared       =     0.0472
                                                Root MSE       =     21.911
```

(Std. err. adjusted for 123 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	7.004389	4.854708	1.44	0.152	-2.60599	16.61477
choice	2.317522	7.204038	0.32	0.748	-11.94359	16.57864
best_choice	2.715095	5.792566	0.47	0.640	-8.751867	14.18206
Q1score	-.5854329	1.082467	-0.54	0.590	-2.728284	1.557418
period						
2	3.123487	2.13866	1.46	0.147	-1.110203	7.357177
3	5.146815	2.468438	2.09	0.039	.2602959	10.03333
2.English	4.304129	5.336014	0.81	0.421	-6.259043	14.8673
2.German	-4.204491	7.515284	-0.56	0.577	-19.08175	10.67276
2.language_mix	.6898172	5.160157	0.13	0.894	-9.525229	10.90486
_cons	88.04795	14.34634	6.14	0.000	59.64794	116.448

```

95 . est store reg_14
96 .
97 . outreg2 [reg_13 reg_14] using "output/reg_Training_Duration_SupAnal.doc", replace alpha(0.02, 0.10, 0.2) sdec(2) b
  > i.period i.English i.German i.language_mix)
  output/reg_Training_Duration_SupAnal.doc
  dir : seeout
98 .
99 . reg DurationE best_performer##choice if get_training == 1 & work_longer == 1, vce(cluster ID)

```

```

Linear regression                                Number of obs   =       352
                                                F(3, 122)       =       4.90
                                                Prob > F        =     0.0030
                                                R-squared       =     0.0346
                                                Root MSE       =    21.865

```

(Std. err. adjusted for 123 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
1.best_performer	5.924365	4.142903	1.43	0.155	-2.276925	14.12565
1.choice	1.312229	5.289645	0.25	0.804	-9.15915	11.78361
best_performer#choice						
1 1	3.266933	5.187654	0.63	0.530	-7.002546	13.53641
_cons	83.80682	3.965857	21.13	0.000	75.95601	91.65763

```
100 . margins, dydx(best_performer) at(choice=(0 1))
```

Conditional marginal effects
Model VCE: **Robust**

Number of obs = 352

Expression: **Linear prediction, predict()**
dy/dx wrt: **1.best_performer**
1._at: choice = 0
2._at: choice = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.best_performer	(base outcome)					
1.best_performer						
_at						
1	5.924365	4.142903	1.43	0.155	-2.276925	14.12565
2	9.191297	3.122196	2.94	0.004	3.010598	15.372

Note: dy/dx for factor levels is the discrete change from the base level.

```
101 . margins, dydx(choice) at(best_performer=(0 1))
```

Conditional marginal effects
Model VCE: **Robust**

Number of obs = 352

Expression: **Linear prediction, predict()**
dy/dx wrt: **1.choice**
1._at: best_performer = 0
2._at: best_performer = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.choice	(base outcome)					
1.choice						
_at						
1	1.312229	5.289645	0.25	0.804	-9.15915	11.78361
2	4.579162	3.322551	1.38	0.171	-1.998159	11.15648

Note: dy/dx for factor levels is the discrete change from the base level.

102 .

103 . reg DurationE best_performer##choice Q1score i.period i.English i.German i.language_mix if get_training == 1 & wor
> r ID)

Linear regression	Number of obs	=	352
	F(9, 122)	=	2.28
	Prob > F	=	0.0215
	R-squared	=	0.0472
	Root MSE	=	21.911

(Std. err. adjusted for 123 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
1.best_performer	7.004389	4.854708	1.44	0.152	-2.60599	16.61477
1.choice	2.317522	7.204038	0.32	0.748	-11.94359	16.57864
best_performer#choice						
1 1	2.715095	5.792566	0.47	0.640	-8.751867	14.18206
Q1score	-.5854329	1.082467	-0.54	0.590	-2.728284	1.557418
period						
2	3.123487	2.13866	1.46	0.147	-1.110203	7.357177
3	5.146815	2.468438	2.09	0.039	.2602959	10.03333
2.English	4.304129	5.336014	0.81	0.421	-6.259043	14.8673
2.German	-4.204491	7.515284	-0.56	0.577	-19.08175	10.67276
2.language_mix	.6898172	5.160157	0.13	0.894	-9.525229	10.90486
_cons	88.04795	14.34634	6.14	0.000	59.64794	116.448

104 . margins, dydx(best_performer) at(choice=(0 1))

Average marginal effects

Number of obs = 352

Model VCE: **Robust**

Expression: **Linear prediction, predict()**

dy/dx wrt: **1.best_performer**

1._at: choice = **0**

2._at: choice = **1**

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.best_performer	(base outcome)					
1.best_performer						
_at						
1	7.004389	4.854708	1.44	0.152	-2.60599	16.61477
2	9.719484	3.458331	2.81	0.006	2.873372	16.5656

Note: dy/dx for factor levels is the discrete change from the base level.

105 . margins, dydx(choice) at(best_performer=(0 1))

Average marginal effects

Number of obs = 352

Model VCE: Robust

Expression: Linear prediction, predict()

dy/dx wrt: 1.choice

1._at: best_performer = 0

2._at: best_performer = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.choice	(base outcome)					
1.choice						
_at						
1	2.317522	7.204038	0.32	0.748	-11.94359	16.57864
2	5.032617	4.068402	1.24	0.218	-3.021191	13.08643

Note: dy/dx for factor levels is the discrete change from the base level.

106 .

107 . // COMMENT 2: Three-Way Interaction

108 .

109 . * Table C4

110 . generate best_training = best_performer * get_training

(372 missing values generated)

111 . generate choice_training = choice * get_training

112 . generate best_choice_training = best_performer * choice * get_training

(372 missing values generated)

113 .

114 . reg work_longer best_performer choice get_training best_choice best_training choice_training best_choice_training,

Linear regression

Number of obs = 744

F(7, 123) = 14.64

Prob > F = 0.0000

R-squared = 0.1976

Root MSE = .38047

(Std. err. adjusted for 124 clusters in ID)

	Robust					
work_longer	Coefficient	std. err.	t	P> t	[95% conf. interval]	
best_performer	.1666667	.0761278	2.19	0.030	.0159764	.317357
choice	.0909722	.0960438	0.95	0.345	-.0991407	.2810851
get_training	.3854167	.0772146	4.99	0.000	.2325751	.5382582
best_choice	-.2888889	.1028873	-2.81	0.006	-.4925481	-.0852297
best_training	-.1145833	.0828512	-1.38	0.169	-.2785821	.0494155
choice_training	-.0743056	.1028252	-0.72	0.471	-.2778417	.1292306
best_choice_training	.2701389	.1101485	2.45	0.016	.0521067	.488171
_cons	.53125	.07113	7.47	0.000	.3904524	.6720476

```

115 . est store reg_21
116 . reg work_longer best_performer choice get_training best_choice best_training choice_training best_choice_training
    > h i.German i.language_mix, vce(cluster ID)

```

```

Linear regression              Number of obs   =       744
                              F(13, 123)       =       8.84
                              Prob > F         =       0.0000
                              R-squared        =       0.2063
                              Root MSE     =       .37995

```

(Std. err. adjusted for 124 clusters in ID)

work_longer	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	.174016	.0812579	2.14	0.034	.0131709	.3348611
choice	.1126342	.0976601	1.15	0.251	-.080678	.3059464
get_training	.3854167	.0775312	4.97	0.000	.2319483	.538885
best_choice	-.2996098	.1039432	-2.88	0.005	-.5053589	-.0938606
best_training	-.1145833	.0831909	-1.38	0.171	-.2792547	.050088
choice_training	-.0743056	.1032469	-0.72	0.473	-.2786764	.1300653
best_choice_training	.2701389	.1106002	2.44	0.016	.0512126	.4890652
Q1score	.003175	.013911	0.23	0.820	-.0243609	.0307109
period						
2	-.057899	.028389	-2.04	0.044	-.1140933	-.0017047
3	-.0756456	.0325897	-2.32	0.022	-.140155	-.0111363
2.English	-.0486298	.0709765	-0.69	0.495	-.1891234	.0918639
2.German	-.0023341	.0952367	-0.02	0.980	-.1908494	.1861812
2.language_mix	.047812	.0372188	1.28	0.201	-.0258604	.1214844
_cons	.5350973	.1675207	3.19	0.002	.2035004	.8666942

```

117 . est store reg_22
118 . reg DurationE best_performer choice get_training best_choice best_training choice_training best_choice_training, v

```

```

Linear regression              Number of obs   =       744
                              F(7, 123)       =      22.94
                              Prob > F         =       0.0000
                              R-squared        =       0.2557
                              Root MSE     =      37.097

```

(Std. err. adjusted for 124 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	15.71875	7.493253	2.10	0.038	.8863147	30.55119
choice	13.74306	8.456635	1.63	0.107	-2.996336	30.48245
get_training	42.84375	7.301032	5.87	0.000	28.3918	57.2957
best_choice	-26.27431	10.08705	-2.60	0.010	-46.241	-6.30761
best_training	-5.614583	7.856031	-0.71	0.476	-21.16512	9.935949
choice_training	-11.12153	9.99336	-1.11	0.268	-30.90277	8.659715
best_choice_training	27.89236	10.53376	2.65	0.009	7.041427	48.74329
_cons	33.97917	5.869361	5.79	0.000	22.36113	45.59721

```

119 . est store reg_23
120 . reg DurationE best_performer choice get_training best_choice best_training choice_training best_choice_training Q1
    > i.German i.language_mix, vce(cluster ID)

```

```

Linear regression              Number of obs   =       744
                              F(13, 123)       =       13.06
                              Prob > F         =       0.0000
                              R-squared        =       0.2582
                              Root MSE     =       37.187

```

(Std. err. adjusted for 124 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	17.37581	7.818083	2.22	0.028	1.900399	32.85123
choice	15.3382	8.905631	1.72	0.088	-2.289949	32.96635
get_training	42.84375	7.330975	5.84	0.000	28.33253	57.35497
best_choice	-27.35356	10.16665	-2.69	0.008	-47.47782	-7.229296
best_training	-5.614583	7.88825	-0.71	0.478	-21.22889	9.999724
choice_training	-11.12153	10.03434	-1.11	0.270	-30.9839	8.740842
best_choice_training	27.89236	10.57696	2.64	0.009	6.955914	48.82881
Q1score	-.6087488	1.345244	-0.45	0.652	-3.271577	2.05408
period						
2	-1.02382	2.974054	-0.34	0.731	-6.910777	4.863138
3	.6805819	3.188806	0.21	0.831	-5.631464	6.992628
2.English	-.6370875	6.978725	-0.09	0.927	-14.45104	13.17687
2.German	-8.252017	13.3035	-0.62	0.536	-34.58548	18.08144
2.language_mix	2.537227	4.469665	0.57	0.571	-6.3102	11.38465
_cons	44.91723	19.35461	2.32	0.022	6.605962	83.22849

```

121 . est store reg_24
122 .
123 . outreg2 [reg_21 reg_22 reg_23 reg_24] using "output/Three_Way_Reg_Duration.doc", replace alpha(0.02, 0.10, 0.2) sd
    > Q1score i.period i.English i.German i.language_mix)
    output/Three_Way_Reg_Duration.doc
    dir : seeout
124 .
125 . // Reviewer 2 Additional Analysis for Comment 3 on Tournament Incentives
126 .
127 . * Table C5 & C6 Panel A
128 . // MEDIAN-SPLIT OLS Regressions - NO TRAINING
129 .
130 . reg work_longer best_performer choice best_choice if get_training == 0 & Q1score < 8, vce(cluster ID)

```

```

Linear regression              Number of obs   =       146
                              F(3, 92)       =       0.06
                              Prob > F         =       0.9785
                              R-squared        =       0.0017
                              Root MSE     =       .5018

```

(Std. err. adjusted for 93 clusters in ID)

work_longer	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	.0011765	.1193358	0.01	0.992	-.2358348	.2381877
choice	.0411765	.1225829	0.34	0.738	-.2022837	.2846366
best_choice	-.0627149	.1960936	-0.32	0.750	-.4521738	.3267439
_cons	.5588235	.0777573	7.19	0.000	.4043908	.7132562

```
131 . est store below_1
132 . reg work_longer best_performer choice best_choice if get_training == 0 & Q1score > 7, vce(cluster ID)
```

```
Linear regression                Number of obs   =      226
                                F(3, 112)         =       3.83
                                Prob > F           =     0.0118
                                R-squared          =     0.0552
                                Root MSE       =     .48009
```

(Std. err. adjusted for 113 clusters in ID)

work_longer	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	.2821932	.1208384	2.34	0.021	.0427673	.521619
choice	.1757143	.135287	1.30	0.197	-.0923397	.4437682
best_choice	-.4286867	.1455032	-2.95	0.004	-.7169826	-.1403907
_cons	.4642857	.11454	4.05	0.000	.2373393	.6912321

```
133 . est store above_1
134 . reg DurationE best_performer choice best_choice if get_training == 0 & Q1score < 8, vce(cluster ID)
```

```
Linear regression                Number of obs   =      146
                                F(3, 92)         =       0.60
                                Prob > F           =     0.6185
                                R-squared          =     0.0171
                                Root MSE       =     43.564
```

(Std. err. adjusted for 93 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	-3.092353	9.81572	-0.32	0.753	-22.58722	16.40251
choice	11.61765	10.5984	1.10	0.276	-9.431694	32.66699
best_choice	-1.580724	16.93032	-0.09	0.926	-35.20581	32.04436
_cons	36.13235	6.511651	5.55	0.000	23.19965	49.06505

```
135 . est store below_2
136 . reg DurationE best_performer choice best_choice if get_training == 0 & Q1score > 7, vce(cluster ID)
```

```
Linear regression                Number of obs   =      226
                                F(3, 112)         =       3.09
                                Prob > F           =     0.0300
                                R-squared          =     0.0480
                                Root MSE       =     43.742
```

(Std. err. adjusted for 113 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	26.81338	10.28324	2.61	0.010	6.438453	47.18831
choice	18.95	11.17899	1.70	0.093	-3.19974	41.09974
best_choice	-38.34455	13.03923	-2.94	0.004	-64.18012	-12.50898
_cons	28.75	8.75252	3.28	0.001	11.408	46.092

```

137 . est store above_2
138 .
139 . outreg2 [below_1 above_1 below_2 above_2] using "output/reg_NoTraining_Duration_MEDIAN.doc", replace alpha(0.02, 0
> e(r2)
output/reg_NoTraining_Duration_MEDIAN.doc
dir : seeout

```

```

140 .
141 . reg work_longer best_performer##choice if get_training == 0 & Q1score < 8, vce(cluster ID)

```

```

Linear regression                                Number of obs   =      146
                                                F(3, 92)        =      0.06
                                                Prob > F         =     0.9785
                                                R-squared        =     0.0017
                                                Root MSE        =     .5018

```

(Std. err. adjusted for 93 clusters in ID)

work_longer	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
1.best_performer	.0011765	.1193358	0.01	0.992	-.2358348	.2381877
1.choice	.0411765	.1225829	0.34	0.738	-.2022837	.2846366
best_performer#choice						
1 1	-.0627149	.1960936	-0.32	0.750	-.4521738	.3267439
_cons	.5588235	.0777573	7.19	0.000	.4043908	.7132562

```

142 . margins, dydx(best_performer) at(choice=(0 1))

```

Conditional marginal effects
Model VCE: **Robust**

Number of obs = 146

Expression: **Linear prediction, predict()**
dy/dx wrt: **1.best_performer**
1._at: choice = 0
2._at: choice = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.best_performer	(base outcome)					
1.best_performer						
_at						
1	.0011765	.1193358	0.01	0.992	-.2358348	.2381877
2	-.0615385	.155601	-0.40	0.693	-.3705755	.2474986

Note: dy/dx for factor levels is the discrete change from the base level.

```

143 . margins, dydx(choice) at(best_performer=(0 1))

```

Conditional marginal effects
Model VCE: **Robust**

Number of obs = 146

Expression: **Linear prediction, predict()**
dy/dx wrt: **1.choice**
1._at: best_performer = 0
2._at: best_performer = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.choice	(base outcome)					
1.choice						
_at						
1	.0411765	.1225829	0.34	0.738	-.2022837	.2846366
2	-.0215385	.1665301	-0.13	0.897	-.3522815	.3092046

Note: dy/dx for factor levels is the discrete change from the base level.

```
144 .
145 . reg work_longer best_performer##choice if get_training == 0 & Q1score > 7, vce(cluster ID)
```

```
Linear regression                                Number of obs   =      226
                                                F(3, 112)       =      3.83
                                                Prob > F        =     0.0118
                                                R-squared       =     0.0552
                                                Root MSE       =     .48009
```

(Std. err. adjusted for 113 clusters in ID)

		Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
work_longer							
1.best_performer		.2821932	.1208384	2.34	0.021	.0427673	.521619
1.choice		.1757143	.135287	1.30	0.197	-.0923397	.4437682
best_performer#choice							
1 1		-.4286867	.1455032	-2.95	0.004	-.7169826	-.1403907
_cons		.4642857	.11454	4.05	0.000	.2373393	.6912321

```
146 . margins, dydx(best_performer) at(choice=(0 1))
```

Conditional marginal effects
Model VCE: **Robust**

Number of obs = 226

Expression: **Linear prediction, predict()**
dy/dx wrt: **1.best_performer**
1._at: choice = 0
2._at: choice = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.best_performer	(base outcome)					
1.best_performer						
_at						
1	.2821932	.1208384	2.34	0.021	.0427673	.521619
2	-.1464935	.081051	-1.81	0.073	-.3070856	.0140986

Note: dy/dx for factor levels is the discrete change from the base level.

147 . margins, dydx(choice) at(best_performer=(0 1))

Conditional marginal effects
Model VCE: **Robust**

Number of obs = **226**

Expression: **Linear prediction, predict()**

dy/dx wrt: **1.choice**

1._at: best_performer = **0**

2._at: best_performer = **1**

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.choice	(base outcome)					
1.choice						
_at						
1	.1757143	.135287	1.30	0.197	-.0923397	.4437682
2	-.2529724	.0921154	-2.75	0.007	-.4354873	-.0704574

Note: dy/dx for factor levels is the discrete change from the base level.

148 .

149 . reg DurationE best_performer##choice if get_training == 0 & Q1score < 8, vce(cluster ID)

Linear regression

Number of obs = **146**
F(3, 92) = **0.60**
Prob > F = **0.6185**
R-squared = **0.0171**
Root MSE = **43.564**

(Std. err. adjusted for 93 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
1.best_performer	-3.092353	9.81572	-0.32	0.753	-22.58722	16.40251
1.choice	11.61765	10.5984	1.10	0.276	-9.431694	32.66699
best_performer#choice						
1 1	-1.580724	16.93032	-0.09	0.926	-35.20581	32.04436
_cons	36.13235	6.511651	5.55	0.000	23.19965	49.06505

150 . margins, dydx(best_performer) at(choice=(0 1))

Conditional marginal effects
Model VCE: **Robust**

Number of obs = **146**

Expression: **Linear prediction, predict()**

dy/dx wrt: **1.best_performer**

1._at: choice = **0**

2._at: choice = **1**

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.best_performer	(base outcome)					
1.best_performer						
_at						
1	-3.092353	9.81572	-0.32	0.753	-22.58722	16.40251
2	-4.673077	13.79447	-0.34	0.736	-32.07009	22.72393

Note: dy/dx for factor levels is the discrete change from the base level.

151 . margins, dydx(choice) at(best_performer=(0 1))

Conditional marginal effects

Number of obs = 146

Model VCE: Robust

Expression: Linear prediction, predict()

dy/dx wrt: 1.choice

1._at: best_performer = 0

2._at: best_performer = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.choice	(base outcome)					
1.choice						
_at						
1	11.61765	10.5984	1.10	0.276	-9.431694	32.66699
2	10.03692	14.54381	0.69	0.492	-18.84835	38.92219

Note: dy/dx for factor levels is the discrete change from the base level.

152 .

153 . reg DurationE best_performer##choice if get_training == 0 & Q1score > 7, vce(cluster ID)

Linear regression

Number of obs = 226

F(3, 112) = 3.09

Prob > F = 0.0300

R-squared = 0.0480

Root MSE = 43.742

(Std. err. adjusted for 113 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
1.best_performer	26.81338	10.28324	2.61	0.010	6.438453	47.18831
1.choice	18.95	11.17899	1.70	0.093	-3.19974	41.09974
best_performer#choice						
1 1	-38.34455	13.03923	-2.94	0.004	-64.18012	-12.50898
_cons	28.75	8.75252	3.28	0.001	11.408	46.092

154 . margins, dydx(best_performer) at(choice=(0 1))

Conditional marginal effects
Model VCE: Robust

Number of obs = 226

Expression: Linear prediction, predict()

dy/dx wrt: 1.best_performer

1._at: choice = 0

2._at: choice = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.best_performer	(base outcome)					
1.best_performer						
_at						
1	26.81338	10.28324	2.61	0.010	6.438453	47.18831
2	-11.53117	8.017265	-1.44	0.153	-27.41635	4.354014

Note: dy/dx for factor levels is the discrete change from the base level.

155 . margins, dydx(choice) at(best_performer=(0 1))

Conditional marginal effects
Model VCE: Robust

Number of obs = 226

Expression: Linear prediction, predict()

dy/dx wrt: 1.choice

1._at: best_performer = 0

2._at: best_performer = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.choice	(base outcome)					
1.choice						
_at						
1	18.95	11.17899	1.70	0.093	-3.19974	41.09974
2	-19.39455	9.262208	-2.09	0.039	-37.74643	-1.042671

Note: dy/dx for factor levels is the discrete change from the base level.

156 .

157 . * Table C5 & C6 Panel B

158 . // MEDIAN-SPLIT OLS Regressions - TRAINING RECEIVED

159 .

160 . reg work_longer best_performer choice best_choice if get_training == 1 & Q1score < 8, vce(cluster ID)

Linear regression

Number of obs	=	146
<u>F(2, 92)</u>	=	.
Prob > F	=	.
R-squared	=	0.0093
Root MSE	=	.20035

(Std. err. adjusted for 93 clusters in ID)

work_longer	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	.0188235	.0503346	0.37	0.709	-.0811454	.1187925
choice	.0338235	.0378434	0.89	0.374	-.0413368	.1089839
best_choice	.0061765	.0560286	0.11	0.912	-.1051012	.1174541
_cons	.9411765	.0287489	32.74	0.000	.8840786	.9982743

161 . est store below_3

162 . reg work_longer best_performer choice best_choice if get_training == 1 & Q1score > 7, vce(cluster ID)

Linear regression	Number of obs	=	226
	F(3, 112)	=	1.66
	Prob > F	=	0.1798
	R-squared	=	0.0287
	Root MSE	=	.2397

(Std. err. adjusted for 113 clusters in ID)

work_longer	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	.1146881	.0717776	1.60	0.113	-.02753	.2569063
choice	.0428571	.0945338	0.45	0.651	-.1444495	.2301638
best_choice	-.0536492	.0920618	-0.58	0.561	-.2360579	.1287596
_cons	.8571429	.0802595	10.68	0.000	.6981189	1.016167

163 . est store above_3

164 . reg DurationE best_performer choice best_choice if get_training == 1 & Q1score < 8, vce(cluster ID)

Linear regression	Number of obs	=	146
	F(3, 92)	=	4.51
	Prob > F	=	0.0054
	R-squared	=	0.0274
	Root MSE	=	29.015

(Std. err. adjusted for 93 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	4.314706	6.760616	0.64	0.525	-9.112461	17.74187
choice	2.889706	6.549203	0.44	0.660	-10.11758	15.89699
best_choice	10.23337	8.73252	1.17	0.244	-7.110167	27.57691
_cons	79.48529	4.587695	17.33	0.000	70.37374	88.59685

165 . est store below_4

166 . reg DurationE best_performer choice best_choice if get_training == 1 & Q1score > 7, vce(cluster ID)

Linear regression	Number of obs	=	226
	F(3, 112)	=	3.25
	Prob > F	=	0.0247
	R-squared	=	0.0595
	Root MSE	=	28.867

(Std. err. adjusted for 113 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	17.67103	7.97448	2.22	0.029	1.870616	33.47144
choice	6.742857	10.1532	0.66	0.508	-13.37441	26.86012
best_choice	-4.576221	9.974397	-0.46	0.647	-24.33921	15.18677
_cons	70.35714	8.638421	8.14	0.000	53.24122	87.47307

167 . est store above_4

168 .

169 . outreg2 [below_3 above_3 below_4 above_4] using "output/reg_Training_Duration_MEDIAN.doc", replace alpha(0.02, 0.1
> (r2)

output/reg_Training_Duration_MEDIAN.doc

dir : seeout

170 .

171 . reg work_longer best_performer##choice if get_training == 1 & Q1score < 8, vce(cluster ID)

Linear regression

Number of obs	=	146
F(2, 92)	=	.
Prob > F	=	.
R-squared	=	0.0093
Root MSE	=	.20035

(Std. err. adjusted for 93 clusters in ID)

work_longer	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
1.best_performer	.0188235	.0503346	0.37	0.709	-.0811454	.1187925
1.choice	.0338235	.0378434	0.89	0.374	-.0413368	.1089839
best_performer#choice						
1 1	.0061765	.0560286	0.11	0.912	-.1051012	.1174541
_cons	.9411765	.0287489	32.74	0.000	.8840786	.9982743

172 . margins, dydx(best_performer) at(choice=(0 1))

Conditional marginal effects

Number of obs = 146

Model VCE: Robust

Expression: Linear prediction, predict()

dy/dx wrt: 1.best_performer

1._at: choice = 0

2._at: choice = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.best_performer	(base outcome)					
1.best_performer						
_at						
1	.0188235	.0503346	0.37	0.709	-.0811454	.1187925
2	.025	.0246095	1.02	0.312	-.0238765	.0738765

Note: dy/dx for factor levels is the discrete change from the base level.

173 . margins, dydx(choice) at(best_performer=(0 1))

Conditional marginal effects
Model VCE: **Robust**

Number of obs = **146**

Expression: **Linear prediction, predict()**

dy/dx wrt: **1.choice**

1._at: best_performer = 0

2._at: best_performer = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.choice	(base outcome)					
1.choice						
_at						
1	.0338235	.0378434	0.89	0.374	-.0413368	.1089839
2	.04	.0400169	1.00	0.320	-.0394771	.1194771

Note: dy/dx for factor levels is the discrete change from the base level.

174 .

175 . reg work_longer best_performer##choice if get_training == 1 & Q1score > 7, vce(cluster ID)

Linear regression

Number of obs = **226**
F(3, 112) = **1.66**
Prob > F = **0.1798**
R-squared = **0.0287**
Root MSE = **.2397**

(Std. err. adjusted for **113** clusters in ID)

work_longer	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
1.best_performer	.1146881	.0717776	1.60	0.113	-.02753	.2569063
1.choice	.0428571	.0945338	0.45	0.651	-.1444495	.2301638
best_performer#choice						
1 1	-.0536492	.0920618	-0.58	0.561	-.2360579	.1287596
_cons	.8571429	.0802595	10.68	0.000	.6981189	1.016167

176 . margins, dydx(best_performer) at(choice=(0 1))

Conditional marginal effects
Model VCE: **Robust**

Number of obs = **226**

Expression: **Linear prediction, predict()**

dy/dx wrt: **1.best_performer**

1._at: choice = 0

2._at: choice = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.best_performer	(base outcome)					
1.best_performer						
_at						
1	.1146881	.0717776	1.60	0.113	-.02753	.2569063
2	.061039	.0576486	1.06	0.292	-.0531843	.1752622

Note: dy/dx for factor levels is the discrete change from the base level.

177 . margins, dydx(choice) at(best_performer=(0 1))

Conditional marginal effects

Number of obs = **226**

Model VCE: **Robust**

Expression: **Linear prediction, predict()**

dy/dx wrt: **1.choice**

1._at: best_performer = **0**

2._at: best_performer = **1**

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.choice	(base outcome)					
1.choice						
_at						
1	.0428571	.0945338	0.45	0.651	-.1444495	.2301638
2	-.010792	.0349903	-0.31	0.758	-.0801208	.0585367

Note: dy/dx for factor levels is the discrete change from the base level.

178 .

179 . reg DurationE best_performer##choice if get_training == 1 & Q1score < 8, vce(cluster ID)

Linear regression

Number of obs = **146**

F(3, 92) = **4.51**

Prob > F = **0.0054**

R-squared = **0.0274**

Root MSE = **29.015**

(Std. err. adjusted for 93 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
1.best_performer	4.314706	6.760616	0.64	0.525	-9.112461	17.74187
1.choice	2.889706	6.549203	0.44	0.660	-10.11758	15.89699
best_performer#choice						
1 1	10.23337	8.73252	1.17	0.244	-7.110167	27.57691
_cons	79.48529	4.587695	17.33	0.000	70.37374	88.59685

180 . margins, dydx(best_performer) at(choice=(0 1))

Conditional marginal effects
Model VCE: Robust

Number of obs = 146

Expression: Linear prediction, predict()
dy/dx wrt: 1.best_performer
1._at: choice = 0
2._at: choice = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.best_performer	(base outcome)					
1.best_performer						
_at						
1	4.314706	6.760616	0.64	0.525	-9.112461	17.74187
2	14.54808	5.527294	2.63	0.010	3.570395	25.52576

Note: dy/dx for factor levels is the discrete change from the base level.

181 . margins, dydx(choice) at(best_performer=(0 1))

Conditional marginal effects
Model VCE: Robust

Number of obs = 146

Expression: Linear prediction, predict()
dy/dx wrt: 1.choice
1._at: best_performer = 0
2._at: best_performer = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.choice	(base outcome)					
1.choice						
_at						
1	2.889706	6.549203	0.44	0.660	-10.11758	15.89699
2	13.12308	6.646831	1.97	0.051	-.0781028	26.32426

Note: dy/dx for factor levels is the discrete change from the base level.

182 .

183 . reg DurationE best_performer##choice if get_training == 1 & Q1score > 7, vce(cluster ID)

Linear regression

Number of obs = 226
F(3, 112) = 3.25
Prob > F = 0.0247
R-squared = 0.0595
Root MSE = 28.867

(Std. err. adjusted for 113 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
1.best_performer	17.67103	7.97448	2.22	0.029	1.870616	33.47144
1.choice	6.742857	10.1532	0.66	0.508	-13.37441	26.86012
best_performer#choice						
1 1	-4.576221	9.974397	-0.46	0.647	-24.33921	15.18677
_cons	70.35714	8.638421	8.14	0.000	53.24122	87.47307

```
184 . margins, dydx(best_performer) at(choice=(0 1))
```

Conditional marginal effects
Model VCE: **Robust**

Number of obs = 226

Expression: **Linear prediction, predict()**
dy/dx wrt: **1.best_performer**
1._at: choice = 0
2._at: choice = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.best_performer	(base outcome)					
1.best_performer						
_at						
1	17.67103	7.97448	2.22	0.029	1.870616	33.47144
2	13.09481	5.991349	2.19	0.031	1.223715	24.9659

Note: dy/dx for factor levels is the discrete change from the base level.

```
185 . margins, dydx(choice) at(best_performer=(0 1))
```

Conditional marginal effects
Model VCE: **Robust**

Number of obs = 226

Expression: **Linear prediction, predict()**
dy/dx wrt: **1.choice**
1._at: best_performer = 0
2._at: best_performer = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.choice	(base outcome)					
1.choice						
_at						
1	6.742857	10.1532	0.66	0.508	-13.37441	26.86012
2	2.166636	4.69709	0.46	0.645	-7.140045	11.47332

Note: dy/dx for factor levels is the discrete change from the base level.

```
186 .
```

```
187 . }
```

```
188 .
```

```
189 . // Output Produced
```

```
190 . if 1 == 1 {
```

```
191 .
```

```
192 . // Reviewer 1 Additional Analysis Questions
```

```

193 .
194 . * Table C4
195 . // COMMENT 2: Three-Way Interaction
196 .
197 . * generate best_training = best_performer * received_training
198 . * generate choice_training = choice * received_training
199 . * generate best_choice_training = best_performer * choice * received_training
200 .
201 . reg employee_output best_performer choice received_training best_choice best_training choice_training best_choice_

```

```

Linear regression              Number of obs   =      744
                              F(5, 123)         =      .
                              Prob > F           =      .
                              R-squared          =      0.1293
                              Root MSE       =      5.7752

```

(Std. err. adjusted for 124 clusters in ID)

employee_output	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	2.977713	.9171973	3.25	0.002	1.162177	4.793249
choice	2.269199	1.17009	1.94	0.055	-.046922	4.585321
received_training	4.175475	.700838	5.96	0.000	2.788209	5.56274
best_choice	-2.723121	1.480221	-1.84	0.068	-5.653129	.2068868
best_training	3.87e-14	.	.	.	.	.
choice_training	1.83e-14	6.16e-08	0.00	1.000	-1.22e-07	1.22e-07
best_choice_training	-7.61e-14	7.95e-08	-0.00	1.000	-1.57e-07	1.57e-07
_cons	8.704656	.9179461	9.48	0.000	6.887638	10.52167

```

202 . est store reg_25
203 . reg employee_output best_performer choice received_training best_choice best_training choice_training best_choice_
> i.English i.German i.language_mix, vce(cluster ID)

```

```

Linear regression              Number of obs   =      744
                              F(11, 123)        =      .
                              Prob > F           =      .
                              R-squared          =      0.1471
                              Root MSE       =      5.7395

```

(Std. err. adjusted for 124 clusters in ID)

employee_output	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	3.120447	1.048098	2.98	0.004	1.045802	5.195092
choice	2.122075	1.242526	1.71	0.090	-.337429	4.581579
received_training	4.205971	.7020767	5.99	0.000	2.816254	5.595689
best_choice	-2.836484	1.491539	-1.90	0.060	-5.788895	.1159266
best_training	4.03e-14	3.44e-08	0.00	1.000	-6.81e-08	6.81e-08
choice_training	1.70e-14	.	.	.	.	.
best_choice_training	-7.69e-14	3.44e-08	-0.00	1.000	-6.81e-08	6.81e-08
Q1score	-.1114658	.2739573	-0.41	0.685	-.6537474	.4308159
period						
2	1.156812	.5324812	2.17	0.032	.1027985	2.210826
3	1.515588	.5843077	2.59	0.011	.3589865	2.672189
2.English	.0411072	1.297103	0.03	0.975	-2.526428	2.608642
2.German	-3.983355	2.753671	-1.45	0.151	-9.434077	1.467367
2.language_mix	-.1605872	.8342254	-0.19	0.848	-1.811885	1.490711
_cons	12.61866	3.721361	3.39	0.001	5.25245	19.98486

```

204 . est store reg_26
205 .
206 . outreg2 [reg_25 reg_26] using "output/Three_Way_Reg_Tables.doc", replace alpha(0.02, 0.10, 0.2) sdec(2) bdec(3) e(
> i.English i.German i.language_mix)
    output/Three_Way_Reg_Tables.doc
    dir : seeout
207 .
208 . // Reviewer 2 Additional Analysis for Comment 3 on Tournament Incentives
209 .
210 . * Table C5 & C6 Panel A
211 . // MEDIAN-SPLIT OLS Regressions - NO TRAINING
212 .
213 . reg employee_output best_performer choice best_choice if received_training == 0 & Q1score < 8, vce(cluster ID)

```

```

Linear regression              Number of obs   =      118
                              F(3, 49)         =      0.01
                              Prob > F          =     0.9983
                              R-squared         =     0.0005
                              Root MSE      =     5.2613

```

(Std. err. adjusted for 50 clusters in ID)

employee_out~t	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	.1111111	1.677481	0.07	0.947	-3.259914	3.482136
choice	.0444444	2.341592	0.02	0.985	-4.66116	4.750049
best_choice	-.4253968	3.109223	-0.14	0.892	-6.673615	5.822821
_cons	9.555556	1.051826	9.08	0.000	7.441832	11.66928

```

214 . est store below_5
215 . reg employee_output best_performer choice best_choice if received_training == 0 & Q1score > 7, vce(cluster ID)

```

```

Linear regression              Number of obs   =      254
                              F(3, 85)         =      1.75
                              Prob > F          =     0.1627
                              R-squared         =     0.0486
                              Root MSE      =     6.3472

```

(Std. err. adjusted for 86 clusters in ID)

employee_out~t	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	5.490909	2.397391	2.29	0.024	.7242539	10.25756
choice	4.971429	2.777928	1.79	0.077	-.5518365	10.49469
best_choice	-5.350799	2.979604	-1.80	0.076	-11.27505	.5734526
_cons	6.6	2.441972	2.70	0.008	1.744705	11.45529

```

216 . est store above_5
217 .
218 . outreg2 [below_5 above_5] using "output/reg_NoTraining_Output_MEDIAN.doc", replace alpha(0.02, 0.10, 0.2) sdec(2)
    output/reg_NoTraining_Output_MEDIAN.doc
    dir : seeout

```

219 .

220 . reg employee_output best_performer##choice if received_training == 0 & Q1score < 8, vce(cluster ID)

Linear regression	Number of obs	=	118
	F(3, 49)	=	0.01
	Prob > F	=	0.9983
	R-squared	=	0.0005
	Root MSE	=	5.2613

(Std. err. adjusted for 50 clusters in ID)

employee_output	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
1.best_performer	.1111111	1.677481	0.07	0.947	-3.259914	3.482136
1.choice	.0444444	2.341592	0.02	0.985	-4.66116	4.750049
best_performer#choice						
1 1	-.4253968	3.109223	-0.14	0.892	-6.673615	5.822821
_cons	9.555556	1.051826	9.08	0.000	7.441832	11.66928

221 . margins, dydx(best_performer) at(choice=(0 1))

Conditional marginal effects
Model VCE: Robust

Number of obs = 118

Expression: Linear prediction, predict()
dy/dx wrt: 1.best_performer
1._at: choice = 0
2._at: choice = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.best_performer	(base outcome)					
1.best_performer						
_at						
1	.1111111	1.677481	0.07	0.947	-3.259914	3.482136
2	-.3142857	2.617886	-0.12	0.905	-5.575124	4.946553

Note: dy/dx for factor levels is the discrete change from the base level.

222 . margins, dydx(choice) at(best_performer=(0 1))

Conditional marginal effects
Model VCE: Robust

Number of obs = 118

Expression: Linear prediction, predict()
dy/dx wrt: 1.choice
1._at: best_performer = 0
2._at: best_performer = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.choice	(base outcome)					
1.choice						
_at						
1	.0444444	2.341592	0.02	0.985	-4.66116	4.750049
2	-.3809524	2.114917	-0.18	0.858	-4.631037	3.869132

Note: dy/dx for factor levels is the discrete change from the base level.

223 .

224 . reg employee_output best_performer##choice if received_training == 0 & Q1score > 7, vce(cluster ID)

Linear regression

Number of obs = 254
F(3, 85) = 1.75
Prob > F = 0.1627
R-squared = 0.0486
Root MSE = 6.3472

(Std. err. adjusted for 86 clusters in ID)

employee_output	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
1.best_performer	5.490909	2.397391	2.29	0.024	.7242539	10.25756
1.choice	4.971429	2.777928	1.79	0.077	-.5518365	10.49469
best_performer#choice						
1 1	-5.350799	2.979604	-1.80	0.076	-11.27505	.5734526
_cons	6.6	2.441972	2.70	0.008	1.744705	11.45529

225 . margins, dydx(best_performer) at(choice=(0 1))

Conditional marginal effects
Model VCE: Robust

Number of obs = 254

Expression: Linear prediction, predict()

dy/dx wrt: 1.best_performer

1._at: choice = 0

2._at: choice = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.best_performer	(base outcome)					
1.best_performer						
_at						
1	5.490909	2.397391	2.29	0.024	.7242539	10.25756
2	.1401099	1.769339	0.08	0.937	-3.37781	3.658029

Note: dy/dx for factor levels is the discrete change from the base level.

226 . margins, dydx(choice) at(best_performer=(0 1))

Conditional marginal effects
Model VCE: **Robust**

Number of obs = **254**

Expression: **Linear prediction, predict()**

dy/dx wrt: **1.choice**

1._at: best_performer = **0**

2._at: best_performer = **1**

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.choice	(base outcome)					
1.choice						
_at						
1	4.971429	2.777928	1.79	0.077	-.5518365	10.49469
2	-.3793706	1.5817	-0.24	0.811	-3.524215	2.765474

Note: dy/dx for factor levels is the discrete change from the base level.

227 .

228 . * Table C5 & C6 Panel B

229 . // MEDIAN-SPLIT OLS Regressions - TRAINING RECEIVED

230 .

231 . reg employee_output best_performer choice best_choice if received_training == 1 & Q1score < 8, vce(cluster ID)

Linear regression

Number of obs = **174**
F(3, 67) = **2.79**
Prob > F = **0.0473**
R-squared = **0.0657**
Root MSE = **5.2392**

(Std. err. adjusted for **68** clusters in ID)

employee_out~t	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	4.160976	1.579024	2.64	0.010	1.009231	7.312721
choice	1.660976	1.486486	1.12	0.268	-1.306062	4.628014
best_choice	-3.260976	2.228431	-1.46	0.148	-7.708942	1.18699
_cons	12.43902	1.015083	12.25	0.000	10.41291	14.46514

232 . est store below_6

233 . reg employee_output best_performer choice best_choice if received_training == 1 & Q1score > 7, vce(cluster ID)

Linear regression

Number of obs = **198**
F(3, 73) = **0.59**
Prob > F = **0.6233**
R-squared = **0.0269**
Root MSE = **5.5861**

(Std. err. adjusted for **74** clusters in ID)

employee_out~t	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	2.259259	2.005855	1.13	0.264	-1.738404	6.256923
choice	2.498084	2.257542	1.11	0.272	-2.00119	6.997358
best_choice	-3.495121	2.658538	-1.31	0.193	-8.79358	1.803337
_cons	13.77778	1.82041	7.57	0.000	10.14971	17.40585

```

234 . est store above_6
235 .
236 . outreg2 [below_6 above_6] using "output/reg_Training_Output_MEDIAN.doc", replace alpha(0.02, 0.10, 0.2) sdec(2) bd
    output/reg_Training_Output_MEDIAN.doc
    dir : seeout
237 .
238 . reg employee_output best_performer##choice if received_training == 1 & Q1score < 8, vce(cluster ID)

```

```

Linear regression
Number of obs      =      174
F(3, 67)           =      2.79
Prob > F           =     0.0473
R-squared          =     0.0657
Root MSE          =     5.2392

```

(Std. err. adjusted for 68 clusters in ID)

employee_output	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
1.best_performer	4.160976	1.579024	2.64	0.010	1.009231	7.312721
1.choice	1.660976	1.486486	1.12	0.268	-1.306062	4.628014
best_performer#choice						
1 1	-3.260976	2.228431	-1.46	0.148	-7.708942	1.18699
_cons	12.43902	1.015083	12.25	0.000	10.41291	14.46514

```
239 . margins, dydx(best_performer) at(choice=(0 1))
```

Conditional marginal effects
Model VCE: **Robust**

Number of obs = **174**

Expression: **Linear prediction, predict()**
dy/dx wrt: **1.best_performer**
1._at: choice = **0**
2._at: choice = **1**

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.best_performer	(base outcome)					
1.best_performer						
_at						
1	4.160976	1.579024	2.64	0.010	1.009231	7.312721
2	.9	1.572446	0.57	0.569	-2.238615	4.038615

Note: dy/dx for factor levels is the discrete change from the base level.

```
240 . margins, dydx(choice) at(best_performer=(0 1))
```

Conditional marginal effects
Model VCE: **Robust**

Number of obs = **174**

Expression: **Linear prediction, predict()**
dy/dx wrt: **1.choice**
1._at: best_performer = **0**
2._at: best_performer = **1**

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.choice	(base outcome)					
1.choice						
_at						
1	1.660976	1.486486	1.12	0.268	-1.306062	4.628014
2	-1.6	1.934113	-0.83	0.411	-5.460506	2.260506

Note: dy/dx for factor levels is the discrete change from the base level.

```
241 .
242 . reg employee_output best_performer##choice if received_training == 1 & Q1score > 7, vce(cluster ID)
```

```
Linear regression                                Number of obs   =      198
                                                F(3, 73)        =      0.59
                                                Prob > F         =     0.6233
                                                R-squared        =     0.0269
                                                Root MSE        =     5.5861
```

(Std. err. adjusted for 74 clusters in ID)

employee_output	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
1.best_performer	2.259259	2.005855	1.13	0.264	-1.738404	6.256923
1.choice	2.498084	2.257542	1.11	0.272	-2.00119	6.997358
best_performer#choice						
1 1	-3.495121	2.658538	-1.31	0.193	-8.79358	1.803337
_cons	13.77778	1.82041	7.57	0.000	10.14971	17.40585

```
243 . margins, dydx(best_performer) at(choice=(0 1))
```

Conditional marginal effects
Model VCE: **Robust**

Number of obs = 198

Expression: **Linear prediction, predict()**
dy/dx wrt: **1.best_performer**
1._at: choice = 0
2._at: choice = 1

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.best_performer	(base outcome)					
1.best_performer						
_at						
1	2.259259	2.005855	1.13	0.264	-1.738404	6.256923
2	-1.235862	1.744812	-0.71	0.481	-4.713268	2.241544

Note: dy/dx for factor levels is the discrete change from the base level.

```
244 . margins, dydx(choice) at(best_performer=(0 1))
```

Conditional marginal effects
Model VCE: **Robust**

Number of obs = **198**

Expression: **Linear prediction, predict()**

dy/dx wrt: **1.choice**

1._at: best_performer = **0**

2._at: best_performer = **1**

	Delta-method					
	dy/dx	std. err.	t	P> t	[95% conf. interval]	
0.choice	(base outcome)					
1.choice						
_at						
1	2.498084	2.257542	1.11	0.272	-2.00119	6.997358
2	-.997037	1.469709	-0.68	0.500	-3.926162	1.932088

Note: dy/dx for factor levels is the discrete change from the base level.

```
245 .
```

```
246 . }
```

```
247 .
```

```
248 .
```

end of do-file

```
249 .
```