

```

1 . do "/Users/mw2278/Library/CloudStorage/Dropbox/Chan_Feinberg_Wiernsperger/Paper/JAR_R4_Final_ACCEPTED_Version/Replication_Files/EXP_2_Analysis_vf.do"
2 . *****
3 . // Data Cleaning and Variable Definitions
4 . *****
5 . if 1 == 1 {
6 .
7 . // set working directory
8 . cd "/Users/mw2278/Desktop/Data_Training/Experiment_2"
   /Users/mw2278/Desktop/Data_Training/Experiment_2
9 . clear all
10 .
11 . // Raw Data from Texas
12 . import excel "session1_cond1.xlsx", sheet("decisions") firstrow clear
   (186 vars, 9 obs)
13 . save "File_1.dta", replace
   file File_1.dta saved
14 . import excel "session1_cond2.xlsx", sheet("decisions") firstrow clear
   (186 vars, 9 obs)
15 . save "File_2.dta", replace
   file File_2.dta saved
16 . import excel "session2_cond1.xlsx", sheet("decisions") firstrow clear
   (186 vars, 14 obs)
17 . save "File_3.dta", replace
   file File_3.dta saved
18 . import excel "session2_cond2.xlsx", sheet("decisions") firstrow clear
   (186 vars, 8 obs)
19 . save "File_4.dta", replace
   file File_4.dta saved
20 .
21 . import excel "session3_cond2.xlsx", sheet("decisions") firstrow clear
   (186 vars, 9 obs)
22 . save "File_5.dta", replace
   file File_5.dta saved
23 . import excel "session5_cond1.xlsx", sheet("decisions") firstrow clear
   (186 vars, 10 obs)
24 . save "File_6.dta", replace
   file File_6.dta saved
25 . import excel "session5_cond2_PEQ_ERROR.xlsx", sheet("decisions") firstrow clear
   (182 vars, 7 obs)
26 . save "File_7.dta", replace
   file File_7.dta saved
27 .
28 . import excel "session6_cond1.xlsx", sheet("decisions") firstrow clear
   (186 vars, 6 obs)
29 . save "File_8.dta", replace
   file File_8.dta saved
30 . import excel "session6_cond2.xlsx", sheet("decisions") firstrow clear
   (186 vars, 6 obs)
31 . save "File_9.dta", replace
   file File_9.dta saved
32 . import excel "session7_cond1.xlsx", sheet("decisions") firstrow clear
   (186 vars, 9 obs)
33 . save "File_10.dta", replace
   file File_10.dta saved
34 . import excel "session7_cond2.xlsx", sheet("decisions") firstrow clear
   (186 vars, 6 obs)
35 . save "File_11.dta", replace
   file File_11.dta saved
36 .
37 . // Raw Data from Texas - 2 Sessions where Server crash (included for full transparency)
38 . import excel "session4_cond1_ERROR.xlsx", sheet("decisions") firstrow clear
   (182 vars, 9 obs)
39 . save "File_0a.dta", replace
   file File_0a.dta saved
40 . import excel "session4_cond2_ERROR.xlsx", sheet("decisions") firstrow clear
   (182 vars, 6 obs)
41 . save "File_0b.dta", replace
   file File_0b.dta saved
42 .
43 . // Raw Data from Cornell
44 . import excel "Session_1_Cornell.xlsx", sheet("decisions") firstrow clear
   (184 vars, 11 obs)
45 . save "File_12.dta", replace
   file File_12.dta saved
46 . import excel "Session_2_Cornell_A.xlsx", sheet("decisions") firstrow clear
   (185 vars, 10 obs)
47 . save "File_13.dta", replace
   file File_13.dta saved
48 . import excel "Session_2_Cornell_B.xlsx", sheet("decisions") firstrow clear
   (185 vars, 12 obs)
49 . save "File_14.dta", replace
   file File_14.dta saved
50 . import excel "Session_3_Cornell_A.xlsx", sheet("decisions") firstrow clear
   (185 vars, 6 obs)
51 . save "File_15.dta", replace
   file File_15.dta saved
52 . import excel "Session_3_Cornell_B.xlsx", sheet("decisions") firstrow clear

```

```

(184 vars, 9 obs)
53 . save "File_16.dta", replace
file File_16.dta saved
54 . import excel "Session_4_Cornell_A.xlsx", sheet("decisions") firstrow clear
(185 vars, 9 obs)
55 . save "File_17.dta", replace
file File_17.dta saved
56 . import excel "Session_4_Cornell_B.xlsx", sheet("decisions") firstrow clear
(185 vars, 6 obs)
57 . save "File_18.dta", replace
file File_18.dta saved
58 . import excel "Session_5_Cornell_A.xlsx", sheet("decisions") firstrow clear
(185 vars, 6 obs)
59 . save "File_19.dta", replace
file File_19.dta saved
60 . import excel "Session_5_Cornell_B.xlsx", sheet("decisions") firstrow clear
(185 vars, 9 obs)
61 . save "File_20.dta", replace
file File_20.dta saved
62 . import excel "Session_6_Cornell_A.xlsx", sheet("decisions") firstrow clear
(185 vars, 6 obs)
63 . save "File_21.dta", replace
file File_21.dta saved
64 . import excel "Session_6_Cornell_B.xlsx", sheet("decisions") firstrow clear
(185 vars, 9 obs)
65 . save "File_22.dta", replace
file File_22.dta saved
66 . import excel "Session_7_Cornell.xlsx", sheet("decisions") firstrow clear
(185 vars, 12 obs)
67 . save "File_23.dta", replace
file File_23.dta saved
68 .
69 . // Combine all datasets from the different sessions
70 . use "File_1.dta", clear
71 . append using "File_0a.dta" "File_0b.dta" "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" "File_20.dta" "File_21.dta" "File_22.dta" "File_23.dta", ge
> n(source) force
(note: variable name was byte in the using data, but will be str28 now)
(note: variable email was byte in the using data, but will be str28 now)
(note: variable UTEID was byte in the using data, but will be str8 now)
(note: variable name was byte in the using data, but will be str28 now)
(note: variable email was byte in the using data, but will be str28 now)
(note: variable UTEID was byte in the using data, but will be str8 now)
(variable time_GeneralInstructions was byte, now int to accommodate using data's values)
(variable email was str28, now str51 to accommodate using data's values)
(variable time_CountingZerosTask was byte, now int to accommodate using data's values)
(variable time_EmployeesPayoff was byte, now int to accommodate using data's values)
(variable time_DecisionsRevealedampTr was byte, now int to accommodate using data's values)
(variable GD was byte, now int to accommodate using data's values)
(variable time_EmployeeTask was byte, now int to accommodate using data's values)
(variable time_Hints was byte, now int to accommodate using data's values)
(variable time_Quiz6 was byte, now int to accommodate using data's values)
(variable time_ThankYouExit was byte, now int to accommodate using data's values)
(note: variable name was byte in the using data, but will be str28 now)
(note: variable email was byte in the using data, but will be str51 now)
(note: variable UTEID was byte in the using data, but will be str8 now)
(variable time_ManagersPayoff was byte, now int to accommodate using data's values)
(variable time_ExtraTask3 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 time_StatementofConsent was byte, now int to accommodate using data's values)
(variable time_MgrChoiceampTime was byte, now int to accommodate using data's values)
(variable FF was byte, now int to accommodate using data's values)
(variable ID was str16, now str18 to accommodate using data's values)
(variable FY was byte, now int to accommodate using data's values)
(variable GB was byte, now int to accommodate using data's values)
(variable time_LanguageMix was byte, now int to accommodate using data's values)
(variable FD was byte, now int to accommodate using data's values)
(variable time_RoleAssignment1 was byte, now int to accommodate using data's values)
(variable time_Wait3 was byte, now int to accommodate using data's values)
(variable name was str28, now str51 to accommodate using data's values)
(variable ID was str18, now str61 to accommodate using data's values)
72 . save "Full_Data_Exp2.dta", replace
file Full_Data_Exp2.dta saved
73 .
74 . // Generate School Identifier
75 . generate school = .
(213 missing values generated)
76 . replace school = 1 if source <= 12
(108 real changes made)
77 . replace school = 2 if source >= 13
(105 real changes made)
78 . label define schoollbl 1 "Texas" 2 "Cornell"
79 . label values school schoollbl
80 .
81 . // Drop incomplete responses
82 . drop if cond_role == .
(12 observations deleted)
83 .

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```

84 . // Drop all unnecessary parameters and comprehension checks
85 . drop q1p1 q2p1 q1p2 q2p2 q1p3 q2p3 p1_quiz p2_quiz p3_quiz 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_Gene
> ralRules time_GeneralInstructions time_EmployeeTask time_LanguageMix time_FeedbackonQuiz time_Hints time_CountingZerosTask time_ManagersTask time_EmployeesPayoff time_Manag
> ersPayoff time_TimelineofSession time_KnowledgeCheck time_Lobby time_RoleAssignment1 time_MixSelection1 time_Quiz1 time_Wait1 time_P1FeedbackQ1 time_MgrChoiceampTime time_D
> ecisionsRevealedampTr time_Quiz2 time_Loading time_ExtraTask1 time_FunFacts time_WaitAgain time_P1PayoffInfo time_RoleAssignment2 time_MixSelection2 time_Quiz3 time_Wait2 t
> ime_P2FeedbackQ1 time_MgrChoiceampTime_1 FF time_Quiz4 time_Loading_1 time_ExtraTask2 time_FunFacts_1 time_WaitAgain_1 time_P2PayoffInfo time_RoleAssignment3 time_MixSelect
> ion3 time_Quiz5 time_Wait3 time_P3FeedbackQ1 time_Quiz6 time_ExtraTask3 time_P3PayoffInfo time_PEQ1of3 time_PEQ2of3 time_PEQ3of3 time_Demographics time_PayResults time_Than
> kYouExit GA GB GC GD time1 time2 Q2_Effort n_current groupNr period name email UTEID MoreThan600 n_correct n_attempts n_penalties score ID FD FY FZ extra_credit consent
86 .
87 . // Generate ID for participant
88 . sort source playerNr
89 . egen ID = group(source playerNr)
90 .
91 . // Consistent naming
92 . rename rand rand1
93 . rename train train1
94 .
95 . // Defining roles: manager and employees
96 .
97 . generate role = ""
(201 missing values generated)
98 . replace role = "manager" if cond_role == 13 | cond_role == 23
variable role was str1 now str7
(67 real changes made)
99 . replace role = "employee" if cond_role == 11 | cond_role == 12 | cond_role == 21 | cond_role == 22
variable role was str7 now str8
(134 real changes made)
100 .
101 . generate manager = 0
102 . replace manager = 1 if role == "manager"
(67 real changes made)
103 .
104 . generate employee = 0
105 . replace employee = 1 if role == "employee"
(134 real changes made)
106 .
107 . generate employee_type = ""
(201 missing values generated)
108 . replace employee_type = "A" if cond_role == 11 | cond_role == 21
(67 real changes made)
109 . replace employee_type = "B" if cond_role == 12 | cond_role == 22
(67 real changes made)
110 .
111 . // Manipulated IV: Job/Task Choice vs. No Job/Task Choice
112 .
113 . generate treatment = ""
(201 missing values generated)
114 . replace treatment = "random" if cond == 1
variable treatment was str1 now str6
(102 real changes made)
115 . replace treatment = "choice" if cond == 2
(99 real changes made)
116 .
117 . generate random = 0
118 . replace random = 1 if cond == 1
(102 real changes made)
119 .
120 . generate choice = 0
121 . replace choice = 1 if cond == 2
(99 real changes made)
122 .
123 . // Rename period-specific variables
124 .
125 . rename Period1_team team1
126 . rename rand1 rand1
(all newnames==oldnames)
127 . rename P1Q1_Score Q1score1
128 . rename P1Q1_best Q1best1
129 . rename P1Q1_pay Q1pay1
130 . rename timer_train1 timetrain1
131 . rename timer_notrain1 timenotrain1
132 . rename train1 train1
(all newnames==oldnames)
133 . rename ExtraTimeRd1 extratime1
134 . rename n_correct_rd1 correct1
135 . rename P1Q2_Score Q2score1
136 . rename P1Q2_best Q2best1
137 . rename P1Q2_pay Q2pay1
138 . rename P1_pay payment1
139 . rename Q1_MixChoice qmix1
140 .
141 . rename Period2_team team2
142 . rename rand2 rand2
(all newnames==oldnames)
143 . rename P2Q1_Score Q1score2
144 . rename P2Q1_best Q1best2
145 . rename P2Q1_pay Q1pay2
146 . rename timer_train2 timetrain2
147 . rename timer_notrain2 timenotrain2

```

```

148 . rename train2 train2
      (all newnames==oldnames)
149 . rename ExtraTimeRd2 extratime2
150 . rename n_correct_rd2 correct2
151 . rename P2Q2_Score Q2score2
152 . rename P2Q2_best Q2best2
153 . rename P2Q2_pay Q2pay2
154 . rename P2_pay payment2
155 . rename Q2_MixChoice qmix2
156 .
157 . rename Period3_team team3
158 . rename rand3 rand3
      (all newnames==oldnames)
159 . rename P3Q1_Score Q1score3
160 . rename P3Q1_best Q1best3
161 . rename P3Q1_pay Q1pay3
162 . rename timer_train3 timetrain3
163 . rename timer_notrain3 timenotrain3
164 . rename train3 train3
      (all newnames==oldnames)
165 . rename ExtraTimeRd3 extratime3
166 . rename n_correct_rd3 correct3
167 . rename P3Q2_Score Q2score3
168 . rename P3Q2_best Q2best3
169 . rename P3Q2_pay Q2pay3
170 . rename P3_pay payment3
171 . rename Q3_MixChoice qmix3
172 .
173 . // Reshape Dataset to Long Form
174 . reshape long team rand Q1score Q1best Q1pay timetrain timenotrain train extratime correct Q2score Q2best Q2pay payment qmix, i(ID) j(period)
      (j = 1 2 3)

```

Data	Wide	->	Long
Number of observations	201	->	603
Number of variables	90	->	61
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

```

175 .
176 . // Manager's Training Assignment Decision & Employee Performance
177 .
178 . generate training_allocation = ""
      (603 missing values generated)
179 . replace training_allocation = "best_performer" if train == 1
      variable training_allocation was str1 now str14
      (183 real changes made)
180 . replace training_allocation = "worst_performer" if train == 2
      variable training_allocation was str14 now str15
      (396 real changes made)
181 .
182 . generate train_best = 0
183 . replace train_best = 1 if training_allocation == "best_performer"
      (183 real changes made)
184 . generate train_worst = 0
185 . replace train_worst = 1 if training_allocation == "worst_performer"
      (396 real changes made)
186 .
187 . generate better_employee = "" if employee == 1
      (603 missing values generated)
188 . replace better_employee = "A" if Q1best == 11 & employee == 1
      (171 real changes made)
189 . replace better_employee = "B" if Q1best == 12 & employee == 1
      (214 real changes made)
190 .
191 . generate best_performer = 0 if employee == 1
      (201 missing values generated)
192 . replace best_performer = 1 if better_employee == employee_type & employee == 1
      (192 real changes made)
193 .
194 . generate worst_performer = 0 if employee == 1
      (201 missing values generated)
195 . replace worst_performer = 1 if best_performer == 0
      (210 real changes made)

```

```
196 .
197 . generate received_training = 0 if employee == 1
    (201 missing values generated)
198 . replace received_training = 1 if train_best == 1 & best_performer == 1
    (61 real changes made)
199 . replace received_training = 1 if train_worst == 1 & worst_performer == 1
    (133 real changes made)
200 .
201 . * Control Variable for Language Mix
202 .
203 . generate language_mix = .
    (603 missing values generated)
204 . replace language_mix = rand if treatment == "random" & employee == 1
    (194 real changes made)
205 . replace language_mix = qmix if treatment == "choice" & employee == 1
    (194 real changes made)
206 .
207 . // Dependent Variables
208 .
209 . * Employees Output Produced (Tables Correctly Counted)
210 .
211 . generate employee_output = 0 if employee == 1
    (201 missing values generated)
212 . replace employee_output = correct if employee == 1
    (392 real changes made, 25 to missing)
213 . generate employee_intensity = 0 if employee == 1
    (201 missing values generated)
214 . replace employee_intensity = employee_output / (extratime / 60)
    (392 real changes made, 25 to missing)
215 .
216 . }

217 .
218 . *****
219 . // Data Analysis - Tables Counted Correctly
220 . *****
221 . if 1 == 1 {
222 .
223 . // TABLE 1 - Reciprocity to Training Decision
224 .
225 . * Descriptive Statistics
226 . table received_training, stat(mean employee_output), if employee == 1
```

	Mean
received_training	
0	10.32632
1	13.48663
Total	11.8939

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

	Standard deviation
received_training	
0	5.268338
1	4.894981
Total	5.320513

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

	Number of nonmissing values
received_training	
0	190
1	187
Total	377

```
229 .
230 . * OLS Regressions
231 . reg employee_output received_training if employee == 1, vce(cluster ID)
```

Linear regression		Number of obs	=	377	
		F(1, 132)	=	30.75	
		Prob > F	=	0.0000	
		R-squared	=	0.0884	
		Root MSE	=	5.0866	
(Std. err. adjusted for 133 clusters in ID)					
employee_output	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]
received_training	3.160315	.5698854	5.55	0.000	2.033026 4.287605
_cons	10.32632	.4868002	21.21	0.000	9.363377 11.28925

```
232 .
233 . // TABLE 2 - Behavior of Employees not getting the Training
234 .
235 . * Descriptive Statistics
236 . table best_performer choice if received_training == 0 & employee == 1, stat (mean employee_output)
```

	choice		Total
	0	1	
best_performer			
0	9.37037	10.72727	10.11667
1	10.32353	10.53226	10.42308
Total	10.05263	10.6	10.32632

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

	choice		Total
	0	1	
best_performer			
0	5.054687	5.524224	5.317358
1	5.720978	4.755386	5.263396
Total	5.530127	5.007229	5.268338

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

	choice		Total
	0	1	
best_performer			
0	27	33	60
1	68	62	130
Total	95	95	190

```
239 .
240 . * OLS Regressions
241 . generate best_choice = best_performer * choice
      (201 missing values generated)
242 .
243 . reg employee_output best_performer choice best_choice if received_training == 0 & employee == 1, vce(cluster ID)
```

Linear regression

Number of obs

=

190

F(3, 112)

=

0.33

Prob > F

=

0.8033

R-squared

=

0.0062

Root MSE

=

5.2941

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

employee_out~t	Robust		t	P> t	[95% conf. interval]	
	Coefficient	std. err.				
best_performer	.953159	1.269839	0.75	0.454	-1.562864	3.469183
choice	1.356902	1.55508	0.87	0.385	-1.724288	4.438093
best_choice	-1.148174	1.767631	-0.65	0.517	-4.650509	2.354161
_cons	9.37037	1.090948	8.59	0.000	7.208796	11.53194

```
244 . est store reg_9
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)	1.356902	1.55508	0.87	0.385	-1.724288	4.438093

```
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)	.2087287	1.114981	0.19	0.852	-2.000463	2.417921

```
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)	.953159	1.269839	0.75	0.454	-1.562864	3.469183

```
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)	-.1950147	1.229646	-0.16	0.874	-2.6314	2.241371

```
257 .
258 . reg employee_output best_performer choice best_choice Q1score Q2score i.period i.English i.German i.language_mix i.school if received_training == 0 & employee == 1, vce(cluster ID)
```

```
Linear regression               Number of obs   =       176
                               F(11, 101)       =       1.34
                               Prob > F         =     0.2142
                               R-squared        =     0.0570
                               Root MSE     =     5.347
```

(Std. err. adjusted for 102 clusters in ID)

employee_out~t	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	1.839538	1.342259	1.37	0.174	-.8231439	4.502219
choice	2.121681	1.635882	1.30	0.198	-1.123468	5.36683
best_choice	-1.42519	1.777451	-0.80	0.425	-4.951174	2.100794
Q1score	-.3191822	.3257281	-0.98	0.329	-.9653391	.3269747
Q2score	-.1176672	.2639229	-0.45	0.657	-.6412191	.4058848
period						
2	.4142911	.7646661	0.54	0.589	-1.102601	1.931183
3	1.421386	.8225387	1.73	0.087	-.2103095	3.053082
2.English	-.0609228	1.105845	-0.06	0.956	-2.254622	2.132776
2.German	2.344822	1.518329	1.54	0.126	-.6671331	5.356778
2.language_mix	-.0918837	1.188578	-0.08	0.939	-2.449703	2.265936
school						
Cornell	-1.973589	1.085394	-1.82	0.072	-4.126718	.1795399
_cons	10.30342	3.371614	3.06	0.003	3.615046	16.9918

```
259 . est store reg_10
260 .
261 . * Effect of choice when best_performer = 0
262 . lincom choice
```

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

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	2.121681	1.635882	1.30	0.198	-1.123468	5.36683

```
263 .
264 . * Effect of choice when best_performer = 1
265 . lincom choice + best_choice
```

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

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.6964917	1.354708	0.51	0.608	-1.990885	3.383869

```
266 .
267 . * Effect of best_performer when choice = 0
268 . lincom best_performer
```

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

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	1.839538	1.342259	1.37	0.174	-.8231439	4.502219

```
269 .
270 . * Effect of best_performer when choice = 1
271 . lincom best_performer + best_choice
```

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

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.4143479	1.332143	0.31	0.756	-2.228265	3.056961

```

272 .
273 . outreg2 [reg_9 reg_10] using "output/reg_NoTraining_Output.doc", replace alpha(0.02, 0.10, 0.2) sdec(2) bdec(3) e(r2) drop(Q1score Q2score i.period i.English i.German i.lan
> guage_mix i.school)
output/reg_NoTraining_Output.doc
dir : seeout
274 .
275 . // TABLE 3 - Behavior of Employees who get the Training
276 .
277 . * Descriptive Statistics
278 . table best_performer choice if received_training == 1 & employee == 1, stat (mean employee_output)

```

	choice		Total
	0	1	
best_performer			
0	13.05882	14.05	13.52344
1	14.42308	12.60606	13.40678
Total	13.43617	13.53763	13.48663

```

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

```

	choice		Total
	0	1	
best_performer			
0	5.648622	4.42805	5.117463
1	4.021672	4.602577	4.414391
Total	5.264118	4.519425	4.894981

```

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

```

	choice		Total
	0	1	
best_performer			
0	68	60	128
1	26	33	59
Total	94	93	187

```

281 .
282 . * OLS Regressions
283 . reg employee_output best_performer choice best_choice if received_training == 1 & employee == 1, vce(cluster ID)

```

```

Linear regression              Number of obs   =      187
                              F(3, 108)         =      1.42
                              Prob > F           =     0.2413
                              R-squared          =     0.0179
                              Root MSE       =     4.8905

```

(Std. err. adjusted for 109 clusters in ID)

employee_out~t	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	1.364253	1.014369	1.34	0.181	-.6464027	3.374909
choice	.9911765	1.012723	0.98	0.330	-1.016217	2.99857
best_choice	-2.808193	1.372024	-2.05	0.043	-5.527783	-.0886027
_cons	13.05882	.8022274	16.28	0.000	11.46867	14.64898

```

284 . est store reg_11
285 .
286 . * Effect of choice when best_performer = 0
287 . lincom choice

```

(1) choice = 0

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.9911765	1.012723	0.98	0.330	-1.016217	2.99857

```

288 .
289 . * Effect of choice when best_performer = 1
290 . lincom choice + best_choice

```

(1) choice + best_choice = 0

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-1.817016	1.212397	-1.50	0.137	-4.220198	.5861654

```

291 .
292 . * Effect of best_performer when choice = 0
293 . lincom best_performer

( 1) best_performer = 0

employee_o~t      Coefficient   Std. err.      t    P>|t|     [95% conf. interval]
+-----+-----+
(1)              1.364253      1.014369      1.34   0.181     -1.6464027    3.374909

294 .
295 . * Effect of best_performer when choice = 1
296 . lincom best_performer + best_choice

( 1) best_performer + best_choice = 0

employee_o~t      Coefficient   Std. err.      t    P>|t|     [95% conf. interval]
+-----+-----+
(1)             -1.443939      .9238535     -1.56   0.121     -3.275177     .3872985

297 .
298 . reg employee_output best_performer choice best_choice Q1score Q2score i.period i.English i.German i.language_mix i.school if received_training == 1 & employee == 1, vce(clu
> ster ID)

```

```

Linear regression               Number of obs   =       175
                               F(11, 98)        =       2.31
                               Prob > F          =     0.0146
                               R-squared          =     0.1087
                               Root MSE       =     4.7985

```

(Std. err. adjusted for 99 clusters in ID)

employee_out~t	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	.5983217	1.12271	0.53	0.595	-1.62966	2.826303
choice	-.3039852	1.515811	-0.20	0.841	-3.312062	2.704092
best_choice	-1.992227	1.516209	-1.31	0.192	-5.001094	1.01664
Q1score	.2600957	.2706324	0.96	0.339	-.2769655	.7971569
Q2score	.0082324	.2805778	0.03	0.977	-.5485651	.5650299
period						
2	1.445076	.7118369	2.03	0.045	.0324584	2.857693
3	.9656706	.8783191	1.10	0.274	-.7773249	2.708666
2.English	2.164523	.9499811	2.28	0.025	.2793162	4.049729
2.German	.1456446	1.151685	0.13	0.900	-2.139837	2.431126
2.language_mix	-1.474907	1.444704	-1.02	0.310	-4.341874	1.392061
school						
Cornell	-2.446225	1.029968	-2.38	0.019	-4.490164	-.4022868
_cons	12.11378	4.212466	2.88	0.005	3.754281	20.47328

```

299 . est store reg_12
300 .
301 . * Effect of choice when best_performer = 0
302 . lincom choice

```

(1) choice = 0

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-.3039852	1.515811	-0.20	0.841	-3.312062	2.704092

```

303 .
304 . * Effect of choice when best_performer = 1
305 . lincom choice + best_choice

```

(1) choice + best_choice = 0

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-2.296212	1.282577	-1.79	0.076	-4.841444	.2490206

```

306 .
307 . * Effect of best_performer when choice = 0
308 . lincom best_performer

```

(1) best_performer = 0

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.5983217	1.12271	0.53	0.595	-1.62966	2.826303

```

309 .
310 . * Effect of best_performer when choice = 1
311 . lincom best_performer + best_choice

      ( 1)  best_performer + best_choice = 0

```

employee_o~t	Coefficient	Std. err.	t	P> t	[95% conf. interval]
(1)	-1.393905	1.065706	-1.31	0.194	-3.508763 .7209534

```

312 .
313 . outreg2 [reg_11 reg_12] using "output/reg_Training_Output.doc", replace alpha(0.02, 0.10, 0.2) sdec(2) bdec(3) e(r2) drop(Q1score Q2score i.period i.English i.German i.lang
> uage_mix i.school)
      output/reg_Training_Output.doc
      dir : seeout
314 .
315 . // Table 4: Manager's Perspective
316 .
317 . generate training_to_high = 0 if manager == 1
      (402 missing values generated)
318 . replace training_to_high = 1 if training_allocation == "best_performer" & manager == 1
      (61 real changes made)
319 .
320 . generate training_to_low = 0 if manager == 1
      (402 missing values generated)
321 . replace training_to_low = 1 if training_allocation == "worst_performer" & manager == 1
      (132 real changes made)
322 .
323 . 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	102	.6764706	.0465501	.470133	.5841277 .7688135

```

      mean = mean(training_to_low)          t = 3.7910
H0: mean = 0.5          Degrees of freedom = 101

      Ha: mean < 0.5          Ha: mean != 0.5          Ha: mean > 0.5
Pr(T < t) = 0.9999          Pr(|T| > |t|) = 0.0003          Pr(T > t) = 0.0001
324 . 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	99	.6363636	.048593	.4834938	.5399325 .7327948

```

      mean = mean(training_to_low)          t = 2.8062
H0: mean = 0.5          Degrees of freedom = 98

      Ha: mean < 0.5          Ha: mean != 0.5          Ha: mean > 0.5
Pr(T < t) = 0.9970          Pr(|T| > |t|) = 0.0060          Pr(T > t) = 0.0030
325 .
326 . * Panel A - Manager's Training Allocation Decision
327 . table treatment training_allocation if manager == 1

```

	training_allocation		
	best_performer	worst_performer	Total
treatment			
choice	34	63	97
random	27	69	96
Total	61	132	193

```

328 . tabulate training_to_high if manager == 1

```

training_to_high	Freq.	Percent	Cum.
0	140	69.65	69.65
1	61	30.35	100.00
Total	201	100.00	

```

329 . tabulate training_to_low if manager == 1

```

training_to_low	Freq.	Percent	Cum.
0	69	34.33	34.33
1	132	65.67	100.00
Total	201	100.00	

```

330 .
331 . }

```

```

358 . *****
359 . // Data Analysis - Effort Duration
360 . *****
361 . if 1 == 1 {
362 .
363 . * change to long format
364 . egen IDperiod = group(ID period), label
365 . gen DurationE0 = timenotrain
    (218 missing values generated)
366 . gen DurationE1 = timetrain
    (218 missing values generated)
367 .
368 . reshape long DurationE, i(IDperiod) j(get_training)
    (j = 0 1)

```

Data	Wide	->	Long
Number of observations	603	->	1,206
Number of variables	74	->	74
j variable (2 values)		->	get_training
xij variables:			
	DurationE0	DurationE1	-> DurationE

```

369 .
370 . generate work_longer = .
    (1,206 missing values generated)
371 . replace work_longer = 1 if DurationE > 0 & !missing(DurationE)
    (569 real changes made)
372 . replace work_longer = 0 if DurationE == 0
    (201 real changes made)
373 .
374 .
375 . // TABLE 1 - Employee Reciprocity to Training Decision
376 .
377 . * Descriptives
378 . table get_training, stat(mean work_longer), if employee == 1

```

	Mean
get_training	
0	.6025974
1	.8753247
Total	.738961

```

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

```

	Standard deviation
get_training	
0	.4899973
1	.3307803
Total	.4394866

```

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

```

	Number of nonmissing values
get_training	
0	385
1	385
Total	770

```

381 .
382 . table get_training, stat(mean DurationE), if employee == 1

```

	Mean
get_training	
0	39.74805
1	70.90649
Total	55.32727

```

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

```

	Standard deviation
get_training	
0	42.18068
1	37.52599
Total	42.83293

```

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

```

	Number of nonmissing values
get_training	
0	385
1	385
Total	770

```
385 .
386 . * OLS Regressions
387 . reg work_longer get_training if employee == 1, vce(cluster ID)
```

Linear regression

Number of obs	=	770
F(1, 133)	=	52.91
Prob > F	=	0.0000
R-squared	=	0.0964
Root MSE	=	.41804

(Std. err. adjusted for 134 clusters in ID)

work_longer	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
get_training	.2727273	.0374935	7.27	0.000	.1985665	.346888
_cons	.6025974	.038154	15.79	0.000	.5271302	.6780646

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

Linear regression

Number of obs	=	770
F(1, 133)	=	76.69
Prob > F	=	0.0000
R-squared	=	0.1325
Root MSE	=	39.921

(Std. err. adjusted for 134 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
get_training	31.15844	3.558085	8.76	0.000	24.12069	38.1962
_cons	39.74805	3.26193	12.19	0.000	33.29608	46.20002

```
389 .
390 .
391 . // TABLE 2 - Behavior of Employees not getting the Training:
392 .
393 . * Descriptive Statistics
394 . table best_performer choice if get_training == 0 & employee == 1, stat (mean work_longer)
```

	choice		
	0	1	Total
best_performer			
0	.5729167	.5979381	.5854922
1	.6	.6391753	.6197917
Total	.5863874	.6185567	.6025974

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

	choice		
	0	1	Total
best_performer			
0	.4972512	.4928614	.4939181
1	.4924969	.4827346	.486707
Total	.493775	.4869978	.4899973

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

	choice		
	0	1	Total
best_performer			
0	96	97	193
1	95	97	192
Total	191	194	385

```
397 .
398 . table best_performer choice if get_training == 0 & employee == 1, stat (mean DurationE)
```

	choice		
	0	1	Total
best_performer			
0	35.10417	43.48454	39.31606
1	35.42105	44.84536	40.18229

```
Total      35.26178  44.16495  39.74805
399 . table best_performer choice if get_training == 0 & employee == 1, stat (sd DurationE)
```

	choice		
	0	1	Total
best_performer			
0	40.53341	44.27897	42.55448
1	42.70547	40.79403	41.90832
Total	41.51847	42.46722	42.18068

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

	choice		
	0	1	Total
best_performer			
0	96	97	193
1	95	97	192
Total	191	194	385

```
401 .
402 . * OLS Regressions
403 . generate best_choice = best_performer * choice
      (402 missing values generated)
404 . reg work_longer best_performer choice best_choice if get_training == 0 & employee == 1, vce(cluster ID)
```

Linear regression		Number of obs	=	385		
		F(3, 133)	=	0.21		
		Prob > F	=	0.8901		
		R-squared	=	0.0024		
		Root MSE	=	.49134		
(Std. err. adjusted for 134 clusters in ID)						
work_longer	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	.0270833	.0761459	0.36	0.723	-.1235303	.177697
choice	.0250215	.0957973	0.26	0.794	-.1644619	.2145048
best_choice	.0141538	.1054526	0.13	0.893	-.1944274	.2227349
_cons	.5729167	.0687329	8.34	0.000	.4369656	.7088678

```
405 . est store reg_1
406 .
407 . * Effect of choice when best_performer = 0
408 . lincom choice
```

(1) choice = 0

work_longer	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.0250215	.0957973	0.26	0.794	-.1644619	.2145048

```
409 .
410 . * Effect of choice when best_performer = 1
411 . lincom choice + best_choice
```

(1) choice + best_choice = 0

work_longer	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.0391753	.0899215	0.44	0.664	-.138686	.2170365

```
412 .
413 . * Effect of best_performer when choice = 0
414 . lincom best_performer
```

(1) best_performer = 0

work_longer	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.0270833	.0761459	0.36	0.723	-.1235303	.177697

```
415 .
416 . * Effect of best_performer when choice = 1
417 . lincom best_performer + best_choice
```

(1) best_performer + best_choice = 0

work_longer	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
-------------	-------------	-----------	---	------	----------------------	--

```

(1) | .0412371 .0729524 0.57 0.573 --.1030599 .1855341
418 .
419 . reg work_longer best_performer choice best_choice Q1score Q2score i.period i.English i.German i.language_mix i.school if get_training == 0 & employee == 1, vce(cluster ID)

```

```

Linear regression              Number of obs   =       351
                              F(11, 116)       =       1.08
                              Prob > F         =     0.3829
                              R-squared        =     0.0176
                              Root MSE     =     .49066

```

(Std. err. adjusted for 117 clusters in ID)

work_longer	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	.0437479	.0902982	0.48	0.629	-.135099	.2225948
choice	.0607553	.1168274	0.52	0.604	-.1706361	.2921467
best_choice	-.0069222	.113949	-0.06	0.952	-.2326125	.2187682
Q1score	-.0030682	.0243426	-0.13	0.900	-.0512818	.0451454
Q2score	.0098523	.0191432	0.51	0.608	-.0280631	.0477678
period						
2	-.0820827	.032919	-2.49	0.014	-.147283	-.0168825
3	-.1133685	.0532013	-2.13	0.035	-.2187403	-.0079967
2.English	.034562	.0973161	0.36	0.723	-.1581848	.2273088
2.German	-.0033592	.0762931	-0.04	0.965	-.1544672	.1477488
2.language_mix	-.0235632	.0809381	-0.29	0.771	-.1838714	.1367449
school						
Cornell	-.0180684	.085808	-0.21	0.834	-.188022	.1518852
_cons	.5815122	.2795676	2.08	0.040	.0277934	1.135231

```

420 . est store reg_2
421 .
422 . * Effect of choice when best_performer = 0
423 . lincom choice

```

(1) choice = 0

work_longer	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.0607553	.1168274	0.52	0.604	-.1706361	.2921467

```

424 .
425 . * Effect of choice when best_performer = 1
426 . lincom choice + best_choice

```

(1) choice + best_choice = 0

work_longer	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.0538331	.0996494	0.54	0.590	-.143535	.2512012

```

427 .
428 . * Effect of best_performer when choice = 0
429 . lincom best_performer

```

(1) best_performer = 0

work_longer	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.0437479	.0902982	0.48	0.629	-.135099	.2225948

```

430 .
431 . * Effect of best_performer when choice = 1
432 . lincom best_performer + best_choice

```

(1) best_performer + best_choice = 0

work_longer	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.0368257	.0846285	0.44	0.664	-.1307916	.204443

```

433 .
434 . reg DurationE best_performer choice best_choice if get_training == 0 & employee == 1, vce(cluster ID)

```

```

Linear regression              Number of obs   =       385
                              F(3, 133)       =       0.67
                              Prob > F         =     0.5717
                              R-squared        =     0.0113
                              Root MSE     =     42.106

```

(Std. err. adjusted for 134 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	.316886	5.840632	0.05	0.957	-11.23566	11.86943
choice	8.380369	8.025571	1.04	0.298	-7.493898	24.25464
best_choice	1.043939	8.743021	0.12	0.905	-16.24942	18.3373
_cons	35.10417	5.244533	6.69	0.000	24.73068	45.47765

```
435 . est store reg_3
```

```
436 .
```

```
437 . * Effect of choice when best_performer = 0
```

```
438 . lincom choice
```

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

DurationE	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	8.380369	8.025571	1.04	0.298	-7.493898	24.25464

```
439 .
```

```
440 . * Effect of choice when best_performer = 1
```

```
441 . lincom choice + best_choice
```

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

DurationE	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	9.424308	7.618064	1.24	0.218	-5.643927	24.49254

```
442 .
```

```
443 . * Effect of best_performer when choice = 0
```

```
444 . lincom best_performer
```

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

DurationE	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.316886	5.840632	0.05	0.957	-11.23566	11.86943

```
445 .
```

```
446 . * Effect of best_performer when choice = 1
```

```
447 . lincom best_performer + best_choice
```

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

DurationE	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	1.360825	6.505954	0.21	0.835	-11.5077	14.22935

```
448 .
```

```
449 . reg DurationE best_performer choice best_choice Q1score Q2score i.period i.English i.German i.language_mix i.school if get_training == 0 & employee == 1, vce(cluster ID)
```

Linear regression	Number of obs	=	351
	F(11, 116)	=	1.12
	Prob > F	=	0.3529
	R-squared	=	0.0353
	Root MSE	=	42.178

(Std. err. adjusted for 117 clusters in ID)

DurationE	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	1.079755	7.116	0.15	0.880	-13.01438	15.17389
choice	13.57884	9.739376	1.39	0.166	-5.71122	32.8689
best_choice	-1.287996	9.511863	-0.14	0.893	-20.12744	17.55145
Q1score	.6117918	2.121516	0.29	0.774	-3.590138	4.813722
Q2score	.3589789	1.584233	0.23	0.821	-2.778794	3.496752
period						
2	-3.623821	3.012109	-1.20	0.231	-9.589682	2.34204
3	-9.205339	4.704524	-1.96	0.053	-18.52324	.1125643
2.English	1.703671	8.317787	0.20	0.838	-14.77076	18.1781
2.German	5.775806	11.72652	0.49	0.623	-17.45005	29.00166
2.language_mix	.8261965	7.376035	0.11	0.911	-13.78297	15.43536
school						
Cornell	-5.717124	7.115133	-0.80	0.423	-19.80954	8.375294
_cons	27.28126	28.47131	0.96	0.340	-29.10975	83.67228

```
450 . est store reg_4
```

```
451 .
```

```
452 . * Effect of choice when best_performer = 0
```

```
453 . lincom choice
      ( 1) choice = 0

```

DurationE	Coefficient	Std. err.	t	P> t	[95% conf. interval]
(1)	13.57884	9.739376	1.39	0.166	-5.71122 32.8689

```
454 .
455 . * Effect of choice when best_performer = 1
456 . lincom choice + best_choice
      ( 1) choice + best_choice = 0

```

DurationE	Coefficient	Std. err.	t	P> t	[95% conf. interval]
(1)	12.29085	8.57759	1.43	0.155	-4.698152 29.27985

```
457 .
458 . * Effect of best_performer when choice = 0
459 . lincom best_performer
      ( 1) best_performer = 0

```

DurationE	Coefficient	Std. err.	t	P> t	[95% conf. interval]
(1)	1.079755	7.116	0.15	0.880	-13.01438 15.17389

```
460 .
461 . * Effect of best_performer when choice = 1
462 . lincom best_performer + best_choice
      ( 1) best_performer + best_choice = 0

```

DurationE	Coefficient	Std. err.	t	P> t	[95% conf. interval]
(1)	-2.2082403	7.695969	-0.03	0.978	-15.45108 15.0346

```
463 .
464 . 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) bdec(3) e(r2) drop(Q1score Q2score i.period i.English i.
> German i.language_mix)
      output/reg_NoTraining_Duration.doc
      dir : seeout
465 .
466 .
467 . // TABLE 3 - Behavior of Employees who get the Training
468 .
469 . * Descriptive Statistics
470 . table best_performer choice if get_training == 1 & employee == 1, stat (mean work_longer)

```

	choice		Total
	0	1	
best_performer			
0	.8645833	.9072165	.8860104
1	.8631579	.8659794	.8645833
Total	.8638743	.8865979	.8753247

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

```

	choice		Total
	0	1	
best_performer			
0	.3439642	.291636	.3186252
1	.3455038	.3424442	.3430626
Total	.3438232	.317904	.3307803

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

```

	choice		Total
	0	1	
best_performer			
0	96	97	193
1	95	97	192
Total	191	194	385

```
473 .
474 . table best_performer choice if get_training == 1 & employee == 1, stat (mean DurationE)

```

	choice		Total
	0	1	
best_performer			
0			
1			
Total			

	choice		Total
	0	1	
best_performer			
0	70.90625	75.26804	73.09845
1	66.76842	70.59794	68.70313
Total	68.84817	72.93299	70.90649

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

	choice		Total
	0	1	
best_performer			
0	37.72451	35.62435	36.65358
1	40.25542	36.5019	38.35219
Total	38.95629	36.04834	37.52599

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

	choice		Total
	0	1	
best_performer			
0	96	97	193
1	95	97	192
Total	191	194	385

477 .
478 . * OLS Regressions
479 . reg work_longer best_performer choice best_choice if get_training == 1 & employee == 1, vce(cluster ID)

Linear regression		Number of obs	=	385		
		F(3, 133)	=	0.39		
		Prob > F	=	0.7609		
		R-squared	=	0.0031		
		Root MSE	=	.33156		
(Std. err. adjusted for 134 clusters in ID)						
work_longer	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	-.0014254	.0485676	-0.03	0.977	-.0974902	.0946393
choice	.0426332	.0548442	0.78	0.438	-.0658465	.1511128
best_choice	-.0398117	.0683962	-0.58	0.562	-.1750968	.0954734
_cons	.8645833	.0425586	20.32	0.000	.780404	.9487627

480 . est store reg_5
481 .
482 . * Effect of choice when best_performer = 0
483 . lincom choice

(1) choice = 0

work_longer	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.0426332	.0548442	0.78	0.438	-.0658465	.1511128

484 .
485 . * Effect of choice when best_performer = 1
486 . lincom choice + best_choice

(1) choice + best_choice = 0

work_longer	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.0028215	.0611138	0.05	0.963	-.1180592	.1237022

487 .
488 . * Effect of best_performer when choice = 0
489 . lincom best_performer

(1) best_performer = 0

work_longer	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-.0014254	.0485676	-0.03	0.977	-.0974902	.0946393

490 .
491 . * Effect of best_performer when choice = 1
492 . lincom best_performer + best_choice

(1) best_performer + best_choice = 0

work_longer	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-.0412371	.0481585	-0.86	0.393	-.1364927	.0540184

```

493 .
494 . reg work_longer best_performer choice best_choice Q1score Q2score i.period i.English i.German i.language_mix i.school if get_training == 1 & employee == 1, vce(cluster ID)

```

```

Linear regression              Number of obs   =       351
                              F(11, 116)       =       2.03
                              Prob > F         =     0.0315
                              R-squared         =     0.0258
                              Root MSE      =     0.32258

```

(Std. err. adjusted for 117 clusters in ID)

work_longer	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
best_performer	-.0032043	.0536271	-0.06	0.952	-.1094195	.103011
choice	.0024764	.0617791	0.04	0.968	-.1198849	.1248376
best_choice	.0135005	.0663532	0.20	0.839	-.1179204	.1449214
Q1score	-.0084384	.0120659	-0.70	0.486	-.0323364	.0154596
Q2score	.0124758	.0119858	1.04	0.300	-.0112637	.0362152
period						
2	.0036181	.0282126	0.13	0.898	-.0522605	.0594967
3	-.0350704	.0409523	-0.86	0.394	-.1161815	.0460407
2.English	.0800343	.0498307	1.61	0.111	-.0186616	.1787303
2.German	-.0787888	.0377677	-2.09	0.039	-.1535925	-.0039851
2.language_mix	-.0469266	.0474577	-0.99	0.325	-.1409227	.0470694
school						
Cornell	-.016825	.0533385	-0.32	0.753	-.1224686	.0888186
_cons	.9263543	.1698591	5.45	0.000	.589927	1.262782

```

495 . est store reg_6
496 .
497 . * Effect of choice when best_performer = 0
498 . lincom choice

```

(1) choice = 0

work_longer	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.0024764	.0617791	0.04	0.968	-.1198849	.1248376

```

499 .
500 . * Effect of choice when best_performer = 1
501 . lincom choice + best_choice

```

(1) choice + best_choice = 0

work_longer	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.0159769	.0625183	0.26	0.799	-.1078484	.1398022

```

502 .
503 . * Effect of best_performer when choice = 0
504 . lincom best_performer

```

(1) best_performer = 0

work_longer	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-.0032043	.0536271	-0.06	0.952	-.1094195	.103011

```

505 .
506 . * Effect of best_performer when choice = 1
507 . lincom best_performer + best_choice

```

(1) best_performer + best_choice = 0

work_longer	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.0102963	.049453	0.21	0.835	-.0876516	.1082442

```

508 .
509 . reg DurationE best_performer choice best_choice if get_training == 1 & employee == 1, vce(cluster ID)

```

```

Linear regression              Number of obs   =       385
                              F(3, 133)       =       0.63
                              Prob > F         =     0.5982

```

8/9/26, 10:12

```
525 . est store reg_8
```

```
526 .
```

```
527 . * Effect of choice when best_performer = 0
```

```
528 . lincom choice
```

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

DurationE	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	2.104147	7.595436	0.28	0.782	-12.93957	17.14787

```
529 .
```

```
530 . * Effect of choice when best_performer = 1
```

```
531 . lincom choice + best_choice
```

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

DurationE	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	8.89027	7.480224	1.19	0.237	-5.925256	23.7058

```
532 .
```

```
533 . * Effect of best_performer when choice = 0
```

```
534 . lincom best_performer
```

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

DurationE	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-7.13781	6.114358	-1.17	0.245	-19.24807	4.972446

```
535 .
```

```
536 . * Effect of best_performer when choice = 1
```

```
537 . lincom best_performer + best_choice
```

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

DurationE	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-.3516865	6.35368	-0.06	0.956	-12.93595	12.23258

```
538 .
```

```
539 . 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) bdec(3) e(r2) drop(Q1score Q2score i.period i.English i.Ge
> rman i.language_mix)
output/reg_Training_Duration.doc
dir : seeout
```

```
540 .
```

```
541 . }
```

```
542 .
```

```
543 .
```

```
544 .
```

```
545 .
```

```
546 .
```

```
end of do-file
```

```
547 .
```