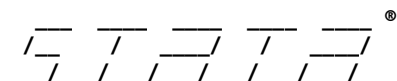


User: EXP_DoFile_Run



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_3_Analysis_vf.do"
2 . do "C:\Users\mfeinb6\AppData\Local\Temp\STD11c0_000000.tmp"
3 . // EXPERIMENT 3 - Scenario-Based Study on Employee Training and Compensation Contracts
4 .
5 .
6 . *****
7 . // Data Cleaning and Variable Definitions
8 . *****
9 . // set working directory
10 . use "C:\Users\mfeinb6\OneDrive - Emory\1 - Working Files\003 Training\EXP_3_Data.dta"
11 .
12 . // set working directory
13 . * cd "/Users/mw2278/Desktop/Data_Training/Experiment_3"
14 . * clear all
15 .
16 . // Raw Data from Texas
17 . * import excel "Data_Qualtrics_Exp_3.xlsx", sheet("Sheet0") firstrow clear
18 . * save "File_Exp_3.dta", replace
19 .
20 . drop if Prolific_ID == ""
    (0 observations deleted)
21 . drop if Progress != 100
    (0 observations deleted)
22 .
```

```

23 . // Manipulation Checks
24 . if 1 == 0 {
25 . drop if Man_Check_1 == 1 & Control == "Low"
26 . drop if Man_Check_1 == 2 & Control == "High"
27 . drop if Man_Check_2 == 1 & Control == "Low"
28 . drop if Man_Check_2 == 2 & Control == "High"
29 . drop if Man_Check_3 == 1 & Comp != "Promotion"
30 . drop if Man_Check_3 == 2 & Comp != "Relative"
31 . drop if Man_Check_3 == 3 & Comp != "Target"
32 . drop if Man_Check_3 == 4 & Comp != "Piece"
33 . drop if Man_Check_3 == 5 & Comp != "Fixed"
34 . }

35 .
36 . keep Training_Decision Fairness_Lower_Per Fairness_Higher_Per Age Gender Man_Exp Man_Years Man_Check_1 Man_Check_2

37 .
38 .
39 . // Create Dummies for IVs
40 . generate high_control = 0

41 . replace high_control = 1 if Control == "High"
    (257 real changes made)

42 .
43 . generate fixed_pay = 0

44 . replace fixed_pay = 1 if Comp == "Fixed"
    (110 real changes made)

45 . generate piece_rate = 0

46 . replace piece_rate = 1 if Comp == "Piece"
    (93 real changes made)

47 . generate target_pay = 0

48 . replace target_pay = 1 if Comp == "Target"
    (100 real changes made)

49 . generate relative_pay = 0

50 . replace relative_pay = 1 if Comp == "Relative"
    (96 real changes made)

51 . generate promotion = 0

52 . replace promotion = 1 if Comp == "Promotion"
    (102 real changes made)

53 .
54 . gen pay_cond = .
    (501 missing values generated)

```

```

55 . replace pay_cond = 1 if promotion    == 1
    (102 real changes made)

56 . replace pay_cond = 2 if relative_pay == 1
    (96 real changes made)

57 . replace pay_cond = 3 if target_pay   == 1
    (100 real changes made)

58 . replace pay_cond = 4 if piece_rate   == 1
    (93 real changes made)

59 . replace pay_cond = 5 if fixed_pay     == 1
    (110 real changes made)

60 .
61 . label define pay_cond_lbl ///
    >   1 "promotion" ///
    >   2 "relative_pay" ///
    >   3 "target_pay" ///
    >   4 "piece_rate" ///
    >   5 "fixed_pay"

62 . label values pay_cond pay_cond_lbl

63 .
64 . // Creat DV
65 . generate chose_high_perf = .
    (501 missing values generated)

66 . replace chose_high_perf = 1 if Training_Decision == 2
    (143 real changes made)

67 . replace chose_high_perf = 0 if Training_Decision == 1
    (358 real changes made)

68 .
69 .
70 . *****
71 . // Table E1 Panel A - Training Allocation Decision
72 . *****
73 .
74 . table pay_cond high_control, stat(mean chose_high_perf)

```

	high_control		Total
	0	1	
pay_cond			
promotion	.2340426	.4	.3235294
relative_pay	.2962963	.3095238	.3020833
target_pay	.2826087	.3148148	.3
piece_rate	.2195122	.3269231	.2795699
fixed_pay	.1607143	.2962963	.2272727
Total	.2377049	.3307393	.2854291

```
75 . table pay_cond high_control, stat(sd chose_high_perf)
```

	high_control		Total
	0	1	
pay_cond			
promotion	.4279763	.4944132	.470133
relative_pay	.4609109	.4679011	.4615715
target_pay	.4552432	.4688031	.4605662
piece_rate	.4190582	.4736655	.4512204
fixed_pay	.370591	.4609109	.4209882
Total	.4265524	.4713974	.45207

```
76 . table pay_cond high_control, stat(n chose_high_perf)
```

	high_control		
	0	1	Total
pay_cond			
promotion	47	55	102
relative_pay	54	42	96
target_pay	46	54	100
piece_rate	41	52	93
fixed_pay	56	54	110
Total	244	257	501

```
77 .
```

```
78 . reg chose_high_perf i.high_control##i1.pay_cond, vce(robust)
```

Linear regression	Number of obs	=	501
	F(9, 491)	=	1.27
	Prob > F	=	0.2486
	R-squared	=	0.0202
	Root MSE	=	.45155

chose_high_perf	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
1.high_control	.1659574	.0913475	1.82	0.070	-.0135229	.3454378
pay_cond						
relative_pay	.0622537	.0884969	0.70	0.482	-.1116256	.2361331
target_pay	.0485661	.0915917	0.53	0.596	-.1313939	.2285262
piece_rate	-.0145304	.0903087	-0.16	0.872	-.1919696	.1629089
fixed_pay	-.0733283	.0796843	-0.92	0.358	-.2298925	.083236
high_control#pay_cond						
1#relative_pay	-.1527299	.1321983	-1.16	0.249	-.4124741	.1070143
1#target_pay	-.1337513	.1300672	-1.03	0.304	-.3893083	.1218056
1#piece_rate	-.0585466	.1300999	-0.45	0.653	-.3141678	.1970747
1#fixed_pay	-.0303754	.1214164	-0.25	0.803	-.2689352	.2081843
_cons	.2340426	.0623848	3.75	0.000	.1114684	.3566167

```

79 .
80 . * Effect in promotion
81 . lincom _b[1.high_control]

```

```
( 1) 1.high_control = 0
```

chose_high~f	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.1659574	.0913475	1.82	0.070	-.0135229	.3454378

```

82 .
83 . * Effect in relative_pay
84 . lincom _b[1.high_control] + _b[1.high_control#2.pay_cond]

```

```
( 1) 1.high_control + 1.high_control#2.pay_cond = 0
```

chose_high~f	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.0132275	.0955616	0.14	0.890	-.1745326	.2009876

```

85 .
86 . * Effect in target_pay
87 . lincom _b[1.high_control] + _b[1.high_control#3.pay_cond]

```

```
( 1) 1.high_control + 1.high_control#3.pay_cond = 0
```

chose_high~f	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.0322061	.092591	0.35	0.728	-.1497174	.2141296

```

88 .
89 . * Effect in piece_rate
90 . lincom _b[1.high_control] + _b[1.high_control#4.pay_cond]

```

```
( 1) 1.high_control + 1.high_control#4.pay_cond = 0
```

chose_high~f	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.1074109	.092637	1.16	0.247	-.0746029	.2894247

```

91 .
92 . * Effect in fixed_pay
93 . lincom _b[1.high_control] + _b[1.high_control#5.pay_cond]

```

```
( 1) 1.high_control + 1.high_control#5.pay_cond = 0
```

chose_high~f	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.135582	.0799847	1.70	0.091	-.0215726	.2927366

```

94 .
95 .
96 . // All pairwise differences between the five effects
97 .
98 . * relative_pay vs promotion
99 . lincom _b[1.high_control#2.pay_cond]

```

```
( 1) 1.high_control#2.pay_cond = 0
```

chose_high~f	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-.1527299	.1321983	-1.16	0.249	-.4124741	.1070143

```

100 .
101 . * target_pay vs promotion
102 . lincom _b[1.high_control#3.pay_cond]

```

```
( 1) 1.high_control#3.pay_cond = 0
```

chose_high~f	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-.1337513	.1300672	-1.03	0.304	-.3893083	.1218056

```

103 .
104 . * piece_rate vs promotion
105 . lincom _b[1.high_control#4.pay_cond]

```

```
( 1) 1.high_control#4.pay_cond = 0
```

chose_high~f	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-.0585466	.1300999	-0.45	0.653	-.3141678	.1970747

```

106 .
107 . * fixed_pay vs promotion
108 . lincom _b[1.high_control#5.pay_cond]

```

```
( 1) 1.high_control#5.pay_cond = 0
```

chose_high~f	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-.0303754	.1214164	-0.25	0.803	-.2689352	.2081843

```

109 .
110 . * target_pay vs relative_pay

```

```
111 . lincom _b[1.high_control#3.pay_cond] - _b[1.high_control#2.pay_cond]
```

```
( 1) - 1.high_control#2.pay_cond + 1.high_control#3.pay_cond = 0
```

chose_high~f	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.0189786	.1330606	0.14	0.887	-.2424598	.280417

```
112 .
```

```
113 . * piece_rate vs relative_pay
```

```
114 . lincom _b[1.high_control#4.pay_cond] - _b[1.high_control#2.pay_cond]
```

```
( 1) - 1.high_control#2.pay_cond + 1.high_control#4.pay_cond = 0
```

chose_high~f	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.0941834	.1330926	0.71	0.479	-.1673178	.3556846

```
115 .
```

```
116 . * fixed_pay vs relative_pay
```

```
117 . lincom _b[1.high_control#5.pay_cond] - _b[1.high_control#2.pay_cond]
```

```
( 1) - 1.high_control#2.pay_cond + 1.high_control#5.pay_cond = 0
```

chose_high~f	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.1223545	.1246177	0.98	0.327	-.1224953	.3672043

```
118 .
```

```
119 . * piece_rate vs target_pay
```

```
120 . lincom _b[1.high_control#4.pay_cond] - _b[1.high_control#3.pay_cond]
```

```
( 1) - 1.high_control#3.pay_cond + 1.high_control#4.pay_cond = 0
```

chose_high~f	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.0752048	.130976	0.57	0.566	-.1821378	.3325473

```
121 .
```

```
122 . * fixed_pay vs target_pay
```

```
123 . lincom _b[1.high_control#5.pay_cond] - _b[1.high_control#3.pay_cond]
```

```
( 1) - 1.high_control#3.pay_cond + 1.high_control#5.pay_cond = 0
```

chose_high~f	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.1033759	.1223546	0.84	0.399	-.1370274	.3437792

```

124 .
125 . * fixed_pay vs piece_rate
126 . lincom _b[1.high_control#5.pay_cond] - _b[1.high_control#4.pay_cond]

```

(1) - 1.high_control#4.pay_cond + 1.high_control#5.pay_cond = 0

chose_high~f	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.0281711	.1223894	0.23	0.818	-.2123005	.2686427

```

127 .
128 .
129 . *****
130 . // Table E1 - Panel B: Fairness of Training to Higher Performer
131 . *****
132 .
133 . table pay_cond high_control, stat(mean Fairness_Higher_Per)

```

	high_control		Total
	0	1	
pay_cond			
promotion	3.808511	4.818182	4.352941
relative_pay	3.981481	4.047619	4.010417
target_pay	4.195652	4.462963	4.34
piece_rate	4.512195	4.980769	4.774194
fixed_pay	3.928571	4.37037	4.145455
Total	4.065574	4.55642	4.317365

```

134 . table pay_cond high_control, stat(sd Fairness_Higher_Per)

```

	high_control		Total
	0	1	
pay_cond			
promotion	1.702151	1.552667	1.692424
relative_pay	1.595876	1.560994	1.57276
target_pay	1.293051	1.690294	1.519037
piece_rate	1.18579	1.393126	1.319824
fixed_pay	1.487611	1.37767	1.445248
Total	1.483726	1.540383	1.531365

```

135 .
136 . reg Fairness_Higher_Per i.high_control##i1.pay_cond, vce(robust)

```

Linear regression	Number of obs	=	501
	F(9, 491)	=	3.45
	Prob > F	=	0.0004
	R-squared	=	0.0597
	Root MSE	=	1.4985

Fairness_Higher_Per	Coefficient	Robust std. err.	t	P> t	[95% conf. interval]	
1.high_control	1.009671	.3247677	3.11	0.002	.3715653	1.647777
pay_cond						
relative_pay	.1729708	.3298408	0.52	0.600	-.4751027	.8210444
target_pay	.3871415	.3127997	1.24	0.216	-.2274496	1.001733
piece_rate	.7036845	.3093578	2.27	0.023	.095856	1.311513
fixed_pay	.1200608	.3180639	0.38	0.706	-.5048735	.7449951
high_control#pay_cond						
1#relative_pay	-.9435336	.458798	-2.06	0.040	-1.844983	-.0420841
1#target_pay	-.7423604	.4412963	-1.68	0.093	-1.609423	.1247017
1#piece_rate	-.5410971	.420672	-1.29	0.199	-1.367636	.2854423
1#fixed_pay	-.5678722	.424589	-1.34	0.182	-1.402108	.2663633
_cons	3.808511	.2481174	15.35	0.000	3.321008	4.296013

```

137 .
138 . * Effect in promotion
139 . lincom _b[1.high_control]

```

(1) 1.high_control = 0

Fairness_H~r	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	1.009671	.3247677	3.11	0.002	.3715653	1.647777

```

140 .
141 . * Effect in relative_pay
142 . lincom _b[1.high_control] + _b[1.high_control#2.pay_cond]

```

(1) 1.high_control + 1.high_control#2.pay_cond = 0

Fairness_H~r	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.0661376	.3240703	0.20	0.838	-.570598	.7028732

```

143 .
144 . * Effect in target_pay
145 . lincom _b[1.high_control] + _b[1.high_control#3.pay_cond]

```

(1) 1.high_control + 1.high_control#3.pay_cond = 0

Fairness_H~r	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.2673108	.2987781	0.89	0.371	-.3197307	.8543522

```

146 .
147 . * Effect in piece_rate
148 . lincom _b[1.high_control] + _b[1.high_control#4.pay_cond]

```

```
( 1) 1.high_control + 1.high_control#4.pay_cond = 0
```

Fairness_H~r	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.4685741	.2673778	1.75	0.080	-.0567717	.9939199

```

149 .
150 . * Effect in fixed_pay
151 . lincom _b[1.high_control] + _b[1.high_control#5.pay_cond]

```

```
( 1) 1.high_control + 1.high_control#5.pay_cond = 0
```

Fairness_H~r	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.4417989	.2734991	1.62	0.107	-.0955741	.979172

```

152 .
153 .
154 . // All pairwise differences between the five effects
155 .
156 . * relative_pay vs promotion
157 . lincom _b[1.high_control#2.pay_cond]

```

```
( 1) 1.high_control#2.pay_cond = 0
```

Fairness_H~r	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-.9435336	.458798	-2.06	0.040	-1.844983	-.0420841

```

158 .
159 . * target_pay vs promotion
160 . lincom _b[1.high_control#3.pay_cond]

```

```
( 1) 1.high_control#3.pay_cond = 0
```

Fairness_H~r	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-.7423604	.4412963	-1.68	0.093	-1.609423	.1247017

```

161 .
162 . * piece_rate vs promotion

```

```
163 . lincom _b[1.high_control#4.pay_cond]
```

```
( 1) 1.high_control#4.pay_cond = 0
```

Fairness_H~r	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-.5410971	.420672	-1.29	0.199	-1.367636	.2854423

```
164 .
```

```
165 . * fixed_pay vs promotion
```

```
166 . lincom _b[1.high_control#5.pay_cond]
```

```
( 1) 1.high_control#5.pay_cond = 0
```

Fairness_H~r	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-.5678722	.424589	-1.34	0.182	-1.402108	.2663633

```
167 .
```

```
168 . * target_pay vs relative_pay
```

```
169 . lincom _b[1.high_control#3.pay_cond] - _b[1.high_control#2.pay_cond]
```

```
( 1) - 1.high_control#2.pay_cond + 1.high_control#3.pay_cond = 0
```

Fairness_H~r	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.2011732	.4407833	0.46	0.648	-.664881	1.067227

```
170 .
```

```
171 . * piece_rate vs relative_pay
```

```
172 . lincom _b[1.high_control#4.pay_cond] - _b[1.high_control#2.pay_cond]
```

```
( 1) - 1.high_control#2.pay_cond + 1.high_control#4.pay_cond = 0
```

Fairness_H~r	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.4024365	.4201338	0.96	0.339	-.4230454	1.227918

```
173 .
```

```
174 . * fixed_pay vs relative_pay
```

```
175 . lincom _b[1.high_control#5.pay_cond] - _b[1.high_control#2.pay_cond]
```

```
( 1) - 1.high_control#2.pay_cond + 1.high_control#5.pay_cond = 0
```

Fairness_H~r	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.3756614	.4240558	0.89	0.376	-.4575265	1.208849

```

176 .
177 . * piece_rate vs target_pay
178 . lincom _b[1.high_control#4.pay_cond] - _b[1.high_control#3.pay_cond]

```

(1) - 1.high_control#3.pay_cond + 1.high_control#4.pay_cond = 0

Fairness_H~r	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.2012633	.4009479	0.50	0.616	-.5865221	.9890487

```

179 .
180 . * fixed_pay vs target_pay
181 . lincom _b[1.high_control#5.pay_cond] - _b[1.high_control#3.pay_cond]

```

(1) - 1.high_control#3.pay_cond + 1.high_control#5.pay_cond = 0

Fairness_H~r	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	.1744882	.4050557	0.43	0.667	-.6213683	.9703446

```

182 .
183 . * fixed_pay vs piece_rate
184 . lincom _b[1.high_control#5.pay_cond] - _b[1.high_control#4.pay_cond]

```

(1) - 1.high_control#4.pay_cond + 1.high_control#5.pay_cond = 0

Fairness_H~r	Coefficient	Std. err.	t	P> t	[95% conf. interval]	
(1)	-.0267752	.3824822	-0.07	0.944	-.778279	.7247287

```

185 .
    end of do-file

```

```

186 .

```