

Fixed Pay for Output or Time? Implications for Work Speed and Quality

JAR Data Policy Disclosure

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1. *A description of which author(s) handled the data and conducted the analyses.*

Both authors were involved in the collection and analysis of the data. All data pertaining to the study is stored centrally and available to both authors.

2. *A detailed description of how the raw data were obtained or generated, including data sources, the specific date(s) on which data were downloaded or obtained, and the instrument used to generate the data (e.g., for surveys or experiments). We recommend that more than one author is able to vouch for the stated source of the raw data.*

Initial submission

Amazon Mechanical Turk (MTurk) workers were used as experimental participants. A “HIT” was posted on the platform and participants completed the experiment through Qualtrics. The data collected was downloaded directly from Qualtrics. All participants in our first experiment who completed the experiment did so on July 29, 2019. The data was downloaded from Qualtrics on August 29, 2019. All participants in our second experiment who completed the experiment did so on May 25, 2021. The data was downloaded from Qualtrics on June 4, 2021.

Both authors vouch for the stated source of the raw data.

The instrument used for each experiment is provided in the Online Appendix.

First resubmission

The laboratory experiment was conducted in collaboration with the Wharton Behavioral Lab using participants recruited by them. The data collected was downloaded directly from Qualtrics. Participants who completed the laboratory experiment did so over the period February 14, 2023 through April 7, 2023. The data was downloaded from Qualtrics on April 24, 2023.

Second resubmission

Prolific workers were used as experimental participants. The data collected was downloaded directly from Qualtrics. Participants who completed the Prolific experiment did so on February 7, 2025. The data was downloaded from Qualtrics on February 12, 2025.

3. *If the data are obtained from an organization on a proprietary basis, the authors should privately provide the editors with contact information for a representative of the organization who can confirm data were obtained by the authors. The editors would not make this information publicly available. The authors should also provide information to the editors about the data sharing agreement with the organization (e.g., non-disclosure agreement, any restrictions imposed by the organization on the authors with respect to publishing certain results).*

No data were obtained from an organization on a proprietary basis.

4. *A complete description of the steps necessary to collect and process the data used in the final analyses reported in the paper. For experimental and survey papers, we require information about the instructions and instruments used to generate the data, subject eligibility and/or selection, as well as any exclusion criteria. The full set of instructions and instruments can be provided in the online appendix.*

We provide experiment details and instruments in the Online Appendix.

We detail how we arrived at our final samples in Section 3.4 of the paper.

For subject eligibility, we used standard screening for MTurkers – an approval rate of 99% and at least 1,000 HITs completed.

5. *After downloading or obtaining the raw data, all manipulations of the data should be done via computer programs. The code for these manipulations should be included in the code submitted upon acceptance (see below). No manipulations of raw data can take place manually or outside the computer code provided. If compliance with this requirement is not feasible, the authors need to explain and disclose any manipulations of the raw data (e.g., manually created variables or file conversions). When feasible, we also encourage the authors to share the code that downloads the data.*

Manipulations of the data were done in R (preliminary processing) and Stata (everything else). Any edits made to the underlying excel files (e.g., removing “test” rows) are documented in the Stata programs.

6. *The computer programs (i.e., code) used to (1) convert the raw data into the final dataset used in the analysis, (2) to execute the statistical or econometric analysis, and (3) to generate the tables or to produce the output used in constructing tables of the manuscript. A brief description that enables other researchers to understand and run the code should be provided. The purpose of this requirement is to facilitate replication and to help other researchers understand in detail how the raw data were processed, the final sample was formed, variables were defined, outliers were treated, and which commands were used in the analysis, etc. This code or programming is in most circumstances not proprietary. However, we recognize that some parts of the code or data generation process may be proprietary, including from the authors’ perspective. Therefore, instead of disclosing the proprietary portion of the code or program, researchers can provide a detailed step-by- step description of the code or the relevant parts of the code such that it enables other researchers to arrive at the same results that*

the authors obtained and presented in their manuscript. In such cases, the authors should inform the editors upon initial submission, so that the editors can consider an exemption allowing the step-by-step description. Whenever feasible, authors are required to provide the identifiers (e.g., CIK, CUSIP) for their final sample.

All computer programs (i.e., code) are provided, and all steps are annotated. After executing the Stata code (which output the log files), any participant identifiers were removed to preserve the anonymity of participants.

7. *A comprehensive log file that shows the execution of the entire code. This log file should cover all the steps that convert the raw data into a final dataset and the execution of all statistical and econometric analyses presented in the tables of the manuscript. The portion of the log file that shows proprietary code or data may be masked. In this case, the reader should be referred to the step-by-step description provided as per the requirements in Item 6.*

Comprehensive log files are provided for the STATA programs (preliminary processing was conducted in R – we provide the relevant programs). Any participant identifiers were removed from the log files; no other changes were made.

8. *An assurance that the data and programs will be maintained by at least one author (usually the corresponding author) for at least six years, consistent with National Science Foundation guidelines.*

The authors will maintain the data and programs for at least six years.