

Raw Data – Variable Dictionary

Paper: “Use and Design of Peer Evaluations for Bonus Allocations”
by Manuel Grieder and Karl Schuhmacher

<u>Variable Names</u>	<u>Description</u>
playernr	Number assigned to a given participant (i.e., a player number is generated each time the webpage is loaded in the lab)
groupnr	Number assigned to a given team
subjectnr	Number assigned to a given role in a team (1: Employee A, 2: Employee B, 3: Employee C, 4: Manager)
period	Number of Round (1: data collected before / in Round 1, 2 – 8: data collected in the respective Round, 9: data collected after Round 8)
rolename	Participant’s role in the study
allotreatment	Treatment dummy variable capturing the use of peer evaluations (0: allocation by manager, 1: allocation by team)
allotreatmentname	Corresponding name of treatment variable for use (0: Manager Allocation, 1: Team Allocation)
proptreatment	Treatment dummy variable capturing design of peer evaluations (0: self-including, 1: self-excluding)
proptreatmentname	Corresponding name of treatment variable for design (0: Self-Including, 1: Self-Excluding)
contribution	A given employee participant’s contribution in a given round, ranging from 0 to 40 (in multiples of two)
teamoutput	Team output generated by a given participant’s team
proposala	A given employee participant’s proposed bonus for employee A in a given round.
proposalb	A given employee participant’s proposed bonus for employee B in a given round.
proposalc	A given employee participant’s proposed bonus for employee C in a given round.
finalbonusa	Bonus allocated to employee A in a given round.
finalbonusb	Bonus allocated to employee B in a given round.
finalbonusc	Bonus allocated to employee C in a given round.
earningsround	A given participant’s earnings in a given round.
peqfactorcontribution	Open-ended PEQ, asking for the factors considered when employee participants decided about their contributions

peqfactorsproposal	Open-ended PEQ, asking for the factors considered when employee participants provided their allocation proposals
peqfactorsallocation	Open-ended PEQ, asking for the factors considered when manager participants decided about their bonus allocations
peqproceduralfairness1 - 4	Four PEQs that capture perceptions about procedural fairness (on Screen PEQ-2)
peqdistributivefairness1 - 4	Four PEQs that capture perceptions about distributive fairness (on Screen PEQ-2)
peqcontribution1 - 2	Two PEQs that capture perceptions about contribution decisions (on Screen PEQ-3)
peqproposal1 - 5	Five PEQs that capture perceptions about proposal allocations (on Screen PEQ-3)
peqfinalallocation1 - 3	Three PEQs that capture perceptions about the bonus allocations (on Screen PEQ-3)
peqteamliking1 - 9	Nine PEQs capturing participants' perceptions about their team (on Screen PEQ-4)
peqpreferencemodel1 - 7	Seven PEQs that capture participants' perceptions about general attitudes and behaviors (on Screen PEQ-5)
age	Participant's self-reported age
gender	Participant's self-reported gender (0: Female, 1: Male, 2: Other)
language	Participant's primary language (0: English, 1: Spanish, 2: Other)
gradestatus	Participant's grade level (0: Freshman, 1: Sophomore, 2: Junior, 3: Senior, 4: Graduate)
fathereducation	Participant's father highest level of education
mothereducation	Participant's mother highest level of education
time_*	Time spent on each of the 21 screens in the experiment

Note: Variables with * refer to all variables that start with the letters noted before the asterisk.