

Wage Transparency and Performance: A Real-Effort Experiment

Online appendix

A Instructions

Below we show the instructions translated from German for the first and second task in treatment Piece rate wages/Public information (High-wage workers). Instructions for the other treatments were formulated in a similar way.

Instructions for task 1

Welcome! You can earn money in this experiment during the next hour. From now on, please do not communicate with the other participants. If you have a question about the experiment, please raise your hand! We will come over to you to answer your question. If you break this rule, we will have to exclude you from the experiment and all payments.

You will receive two working tasks today. The wages for both tasks will be paid out at the end of the experiment.

All subjects were assigned either to group A or to group B. The group assignment remains constant in both tasks. You belong to group A. One participant of group B will be assigned to you.

The following instructions refer to the first task. You will receive the instructions for the second task after the first task is over.

Task 1

You find a staple with copies of questionnaires on the desk in front of you. These questionnaires were filled in by the participants in a recent class-room experiment. The data from the questionnaires are required in electronic form for analysis at our institute. Your task is to fill in the data into the input mask on your screen. The data will be written automatically into an Excel-spreadsheet.

The participants in the classroom experiment had to answer 15 questions. These questions were labeled 1, 2, 3, 4, 5, 1.o, 1.u, 2.o, 2.u, 3.o, 3.u, 4.o, 4.u, 5.o and 5.u. For each question, the participants had to give estimates in percent. The following screen-shot shows the input mask for the data entry.

First, please copy **the number on the upper right side** on each questionnaire and write it into the field ‘Number’ on the screen. Then, fill in **only the left column** of the percentage values from the questionnaires, i.e. the numbers for the categories ‘up’ and ‘left’, into the corresponding fields on the screen. You do not need to fill in the %-sign. Please note that you cannot fill in commas into the fields on the screen. Instead, you have to use decimal points according to the English syntax. After you have filled in the values, press the OK-button. The data is then transferred and written into the Excel-spreadsheet. Then go on with the next questionnaire.

FIGURE 1: INPUT MASK

The screenshot shows a software interface for data entry. At the top, it says 'Bearbeitete Formulare: 0'. Below this is a grid of 15 input fields arranged in two rows. The first row has 10 fields labeled 'Nummer', '1 oben', '2 oben', '3 oben', '4 oben', '5 oben', '1 o links', '1 u links', '2 o links', and '2 u links'. The second row has 5 fields labeled '3 o links', '3 u links', '4 o links', '4 u links', and '5 u links'. Each field contains a numerical value. At the bottom right of the grid is a red 'OK' button.

Nummer	1 oben	2 oben	3 oben	4 oben	5 oben	1 o links	1 u links	2 o links	2 u links	3 o links	3 u links	4 o links	4 u links	5 u links
12345	50	80	30	40	20	32	29	59	50	45	33	89	90	100

You have 20 minutes time for the data input. The remaining time is displayed on the screen. You receive an amount of **0.20 Euro** for each questionnaire completely filled in in task 1.

The participant of group B assigned to you works on the same set of questionnaires as you do, and receives the same amount of **0.20 Euro** for each questionnaire completely filled in. During later data validation entries are compared and, if necessary, corrected.

Instructions for task 2

Task 2

For task 2 you receive a new staple of questionnaires. These questionnaires contain data of other participants from the same classroom experiment. These data are also to be transferred in the same way as in task 1. Again, you have 20 minutes time for the data input.

You receive an amount of **0.32 Euro** for each completely filled in questionnaire in task 2.

The same participant of group B as in task 1 is assigned to you and works again on the same questionnaires as you. The participant of group B receives an amount of **0.08 Euro** for each questionnaire completely filled in in task 2.