

General Instructions:

Thank you for your participation in this experiment. All of the procedures used will be exactly as they are described in these instructions. The experiment should last approximately 20 minutes, and must be completed in one sitting. Before beginning, please remove any distractions that may affect your ability to complete the experiment. Others may be completing the experiment at a later time, so please do not discuss the experiment with anyone. During the experiment, you will not be able to go "back" to previous screens.

Each participant is guaranteed to receive at least \$1.00 as a participation fee. As explained below, you will have the opportunity to earn additional compensation (which will be between approximately \$1.50 and \$5.00) during the experiment. Your total earnings, including the \$1.00 participation fee, will be paid to you via your Amazon Mechanical Turk account. **As long as you complete all parts of the experiment, your work will be “approved” on Mechanical Turk, regardless of the decisions you make during the experiment.**

To protect your identity, we have randomly assigned you a participant number. This number will be used to collect information about what you do during the experiment, and will be used to pay you at the end of the experiment.

In this experiment, you will work on a task and make a decision as a member of a group made up of three individuals, all of whom are participants in this experiment. While you will complete the experiment as a member of a group, you do not need to communicate with other members of your group at any time, and you will be able to advance through the experiment at your own pace. The decisions made by other group members cannot decrease your total compensation for this experiment, nor can your decisions decrease the total compensation of others.

There will be three parts to the experiment:

1. Instructions and a brief quiz to check your understanding of these instructions.
2. The work and decision making tasks, described in more detail below, that you will complete to earn additional compensation.
3. A post-task questionnaire.

Task Instructions & Compensation:

During the experiment, you will be grouped with two other individuals who are also completing this experiment. As mentioned earlier, you will not communicate with these other individuals during the experiment.

After reviewing the remainder of these instructions, you will first work on a letter-number decoding task for a period of up to six minutes. An on-screen timer will be provided so that you know how much time remains as you work on this task. The other members of your group will also complete this task, though none of you will view each other's work on this task during or after the experiment.

After completing the work task just described, you and the two other members of your group will each have 50 tokens, and will make a decision about how you would like to use those tokens. As described below, your compensation for this task will depend on how you, and the other members of your group, decide to use your tokens. However, you will not learn the decisions of your group members – nor will they learn your decisions – until after the end of the experiment.

For this decision making task, you can use your tokens in the following ways, in any proportion that you would like:

Option #1 – Keep tokens. For each token you keep, you will receive \$0.06.

Option #2 – Contribute tokens to a group pot. For each token contributed, the group pot will receive \$0.09 (which is \$0.03 per group member – see below).

After determining the value of the group pot based on the total number of tokens that you and your other group members have contributed, each member of your group will receive an **equal split** (1/3) of the group pot, regardless of how many tokens they contributed to the group pot. As a reminder, no group member will communicate with any other member of the group at any time, nor will any group member learn of other group members' decisions until after the experiment has ended.

For illustrative purposes, consider the following compensation examples:

1. A participant keeps their 50 tokens. The participant's other two group members both keep all 50 of their tokens as well. The participant's compensation for this task is therefore calculated as follows:

Tokens kept	(50 tokens x \$0.06)	= \$3.00
Share of the group pot	(0 tokens x \$0.09 / 3 group members)	= \$0.00
Participant's compensation		= \$3.00

2. A participant keeps 25 tokens and contributes 25 tokens to the group pot. The participant's other two group members contribute a total of 50 tokens to the group pot. The participant's compensation for this task is therefore calculated as follows:

Tokens kept	(25 tokens x \$0.06)	= \$1.50
Share of the group pot	(75 tokens x \$0.09 / 3 group members)	= \$2.25
Participant's compensation		= \$3.75

3. A participant contributes 50 tokens to the group pot. The participant's other two group members contribute a total of 100 tokens to the group pot. The participant's compensation is therefore calculated as follows:

Tokens kept	(0 tokens x \$0.06)	= \$0.00
<u>Share of the group pot</u>	<u>(150 tokens x \$0.09 / 3 group members)</u>	<u>= \$4.50</u>
Participant's compensation		= \$4.50

Your total compensation for the experiment will include your compensation for the task just described, as well as compensation from the results of a separate decision you will make that will be described later, and your \$1.00 participation fee.

Group Information:



For the duration of the experiment, assume you are a member of a group named **Group Nulliset**. You have been a member of Group Nulliset for the past year, having been assigned to the group as part of a company-wide reorganization. As part of the reorganization process, you were asked for your group preferences based on your past experiences as a member of the company, and Group Nulliset was your third choice due primarily to your lack of interest in the group's functional purpose.

Group Nulliset does perform multiple tasks within the company, but none that you believe allow you to make use of your current skillset. From the time you joined Group Nulliset, you have felt that your contributions and opinions are not highly valued or respected by management. In addition, the group's manager tends to micro-manage group members, delegating tasks but describing how each task should be completed and following up to make sure it is completed in exactly that manner. Excessive group member turnover in the past year – which does not seem concerning to the group's manager – has caused a backlog of work, requiring you to maintain long work hours, usually in excess of 55 hours per week.

Group Nulliset team members are not permitted to work remotely at any time, and must commute to the company's annex facility, a converted warehouse that is 45+ minutes from your home (considering traffic). The projects you work on are often cancelled or changed mid-way through completion, and most of them seem to have no clear link to company-wide goals. The company's CEO has made it clear that the types of work Group Nulliset performs are a "necessary evil," and has mentioned several times in company-wide communication that the performance of groups involved in such tasks has been unsatisfactory.