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| Title | Piece Rates, Fixed Wages and Incentives: Evidence from a Field Experiment |
| Authors | Shearer |
| Journal | Review of Economic Studies (2004) 71, 513-534 |
| Year etc. | 2004 |
| Research question | How do workers react to incentives about their wage? |
| Country | Canada |
| Sample size | 120 (60 assigned fixed wage, and the others assigned piece rate) |
| Unit of obs. | Individual per day |
| Time range |  |
| Identification strategy | Experiment: select nine male planters of the firm, and randomly allocate them to plant under fixed wages and piece rate day by day.  Dependent variable: Productivity of worker  Independent variable: Random assignment of the wage types |
| Findings | PR wage increase the average productivity  Workers adjust their effort to changing condition when PR is assigned  Differences in plant conditions affect the size of the effect (the possible perception errors)  Impact of PR also differs from person to person |
| Contribution (novel points) | Conduct RCT by experiment for workers Incentive effect |
| Note/Remark |  |