

## Assignment 4

1. The study by Glover, Pallais, and Pariente (2017) investigates the impact of managerial bias on minority job performance in French grocery stores, using a quasi-experimental design. It finds that managerial bias negatively affects minority workers' performance, as evidenced by increased absenteeism, reduced time at work, slower scanning speed, and longer time between customers. This relationship is attributed to biased managers interacting less with minority employees, leading to decreased effort from these workers.
2. The research design of the paper uses quasi-experimental methods, specifically a difference-in-differences approach, to identify the causal impact of managerial bias on minority worker performance. This approach is one of the econometric tools discussed in the "Mastering Econometrics" series, which includes regression analysis, instrumental variables, and difference-in-differences among others. By comparing changes in performance of minority workers across biased and unbiased managers to those of majority workers, the authors effectively isolate the impact of bias from other potential confounding factors. Additionally, using regression methods, they identified the impact of the independent variables (biased managers) into the dependent variables (performance).
3. Despite the robust design, potential threats to inference could include measurement errors in the implicit association test (IAT) used to determine managerial bias since the managers could infer that the test was designed to measure their attitudes towards minorities. Additionally, other potential threats to inference could be that the poor performance of minorities could be caused by other factors such as distance to the store and others. Factor related with the implementation could have led to wrong conclusions such as the assumption of random scheduling of workers to managers. If the scheduling was influenced by unobserved factors related to worker performance, this could bias the results.
4. Regarding patent examiners at the USPTO, one causal hypothesis to test could be the impact of workload and performance metrics on examiner attrition. Specifically, it could be hypothesized that examiners who face higher quotas or stricter performance evaluations are more likely to leave the USPTO, potentially due to increased stress and job dissatisfaction. This hypothesis aligns with broader labor market theories suggesting that job characteristics, including workload and performance evaluation methods, can significantly impact employee retention.