Screen 1:

**General Instructions**

This is an experiment in decision making. You will be paid in cash for your participation at the end of the experiment. Different participants may earn different amounts. What you earn depends on your decisions and the decisions of others.

The experiment will take place through computer terminals at which you are seated. If you have any questions during the instruction round, raise your hand and a monitor will come by to answer your question. If any difficulties arise after the experiment has begun, raise your hand, and someone will assist you.

Click “Next”

{{Next button}}

Screen 2:

**General Instructions**

This experiment consists of three parts.

In the first two parts you will be asked to make some decisions. You may earn some money depending on your decisions and the decision of others. Your earnings for each part are determined separately. In the last part you will be asked to answer some simple questions. All your responses are confidential and will only be used for research purposes and will never be linked to your name.

At the end of the instructions, we will ask you some comprehension questions. If you fail any of them, you will not receive any payment.

In the next page, you will read the instructions for Part I of the experiment.

Click “Next” to proceed.

{{Next button}}

Screen 3 :

**Part I. Production stage**

In this part, you will be matched randomly with other two players.

First, you will be matched with a randomly selected participant in the experiment to play the role of workers.

Your group of two workers will be matched with another player who will play the role of manager. In particular, the manager will be randomly selected from a pool of actual managers with practical experience in business settings.

You and the other worker will have to make four decisions, one for each of the **four tasks** that you have to perform simultaneously in this stage of the game.

For each task, you will have 20 points to allocate between a group account and your private account.

**Group account:** All points allocated to the group account will produce a benefit for you, the worker you are matched with, and your group manager. In particular, the total sum of points allocated to the group account, by you and the other worker, will be **doubled by the experimenter**. Then the total amount will be divided between you, the other worker, and the manager according to some percentages.

**Private account:** The points that you decide not to allocate to the group account will remain for you.

In other words, your final earnings are determined by the following formula:

Final points = Points in your Private account + Your Percentage \* 2 \* (Total sum of points in the group account)

Example 1: you and the other worker in your group allocate to the group account 10 points each (and remain the other 10 points in your private account), the total sum of points in the group account is 20 points. If, for example, both you and the matched worker gets 40% of the group account, while your manager gets the remaining 20%.

Your final earnings are:

* Earnings from your Private account: 20 – 10 = 10 points
* Earnings from Group account: 40% of 2 \* (20 points) = 16 points
* Total: 26 points

According to the same reasoning, your matched worker gets a total of 26 points (10 from Private account and 16 from Group account), and your manager gets the 20% of the points in the group account (8 points).

Example 2: you decide to allocate all the 20 points to the group account, while the other worker in your group allocate nothing to the group account (0 points). If, for example, both you and the matched worker gets 40% of the group account, while your manager gets the remaining 20%.

Your final earnings are:

* Earnings from your Private account: 20 – 20 = 0 points
* Earnings from Group account: 40% of 2 \* (20 points) = 16 points
* Total: 16 points

Using the same reasoning, your matched worker gets a total of 36 points (20 from Private account + 16 from Group account), and the manager gets a total of 8 points (20% of points in the Group account).

Example 3: you and your matched worker decide to allocate all the 20 points to the group account. If, for example, both you and the matched worker gets 40% of the group account, while your manager gets the remaining 20%.

Your final earnings are:

* Earnings from your Private account: 20 – 20 = 0 points
* Earnings from Group account: 40% \* 2 \* (40 points) = 32 points
* Total: 32 points

Using the same reasoning, your matched worker gets a total of 32 points (0 from Private account + 32 from Group account), and the manager gets a total of 16 points (20% of Group account).

Note: In each task you may get a different percentage. The corresponding percentage is indicated on the top row of the corresponding task. The rest of the total production will be divided between the other worker and the manager, but you will not be informed about what percentage each one of them will receive.

Screen 4 :

The screenshot below is the decision page you will see in the Production stage.

{{ screenshot }}

Une image contenant texte, capture d’écran, Police, nombre

Description générée automatiquement

In the first line you have “your percentage in the group account distribution” for each task.

In the second line, you have to decide how much points of your 20 points you want to allocate to the group account for each task.

Screen 5:

Une image contenant texte, Police, capture d’écran, algèbre

Description générée automatiquement

Question 1:

How many parts does the experiment consist of?

1. One

2. Two

3. Three

4. Four

Question 2: With how many participants are you matched with in Part I of the study?

1. 1 worker
2. **1 worker and 1 manager**
3. 1 manager
4. No one

Question 3: If you and your matched worker decide to allocate all the 0 points to the group account, what are your final earnings? Assume that both you and the matched worker gets 40% of the group account, while your manager gets the remaining 20%.

1. 17 points
2. 0 points
3. **20 points**
4. 40 points

Question 4: You will know the percentage of your matched worker and manager:

1. True
2. **False**

Screen 6:

Click here to make your decisions for Part I.

Une image contenant texte, capture d’écran, Police, nombre

Description générée automatiquement

Screen 6b

Results from Part I:

Une image contenant texte, capture d’écran, Police, nombre

Description générée automatiquement

Not yet included \*\*\* I would include another 3 lines:

Points in the group account to share (6+1)\*2

Points in the group account to share (6+1)\*2\*0,5

Points in the private account 14

I think it could help to the participants but it is not realy necessary.

Screen 7:

**PART II. Negotiation-Production game**

In this part of the experiment, you will have to make similar decisions as in Part I. However, in this part, **you will have to negotiate first** with the other **worker** in your group the **percentage** that each one of you will earn from the total production.

XXX suggestion: insert here timing (see screen 11)

The negotiation of percentage is called the Negotiation Stage.

Click “Next” to read the instructions for this stage.

Next button

Screen 8:

**Description of the Negotiation stage**

The Negotiation stage is played before the Production stage, and in this stage, you will negotiate on the percentages that determine **your part** of the total points allocated to the group account in each of the four tasks seen in the Production stage.

You and your group member can choose among several possible alternatives indicating some percentages.

**Agreement and resolution:** If the worker you are paired with and you reach an agreement on all the alternatives across the four tasks within the given time, your agreement will be implemented. That is, the percentages you agreed upon will be used to determine your group earnings.

In case no agreement is reached within the given time, the percentages that will determine your earnings will be chosen by the manager.

Screen 9:

The screenshot below is the page you will see in the Negotiation stage.

Une image contenant texte, capture d’écran, nombre, logiciel

Description générée automatiquement{{ screenshot }}

**How to indicate your preferred choice:** In the negotiation table, you will see the current choice of your group member, represented by a user icon in the column “Other”. To select your preferred percentage alternative, you must toggle the button in the column “My choice”.

When the header of a column is grey, it indicates that no agreement is yet reached for that given task (for example, Task 1 in the screenshot). If a header turns green, it indicates that both you and your paired worker agree on the alternative to choose.

Note: you will only be able to see your percentages and not those of your paired worker.

You have the possibility to chat with the other worker in your group using the chat box. Any rude, racist, or disclosing of your identity risks immediate expulsion with no payoff.

You and the worker you are paired with have 2 minutes for this stage.

Screen 10:

**Resolution of disagreements.**

In the case that you and the other worker do not reach an agreement about how to divide the total production for each task, a decision will be made to determine the percentages for both workers for each task.

[Manager treatment] In particular, the manager you are paired with will decide the percentage of the total production that each worker will obtain from each task. The manager will not have access to the proposal you and the other worker made in the negotiation stage or the messages that you exchanged in the chat.

[Algo treatment] In particular, An algorithm designed to mimic the decisions made by actual managers will decide the percentage of the total production that each worker will obtain from each task. The algorithm will not have access to the proposal you and the other worker made in the negotiation stage or the messages that you exchanged in the chat.

The remaining part of the production task not assigned to any worker will be kept by the manager.

Screen 11:

A typical period of the Negotiation-Production game is made of 2 stages:

1. Negotiation stage: First, you and the other worker will negotiate the percentage each one of you (and the manager) will get from each of the four production tasks.
2. Production stage: Second, you and the other worker will have to allocate 20 points between a group account and your private account for each of the four tasks. This is the same game as that played in Part I.

After the production task has been completed, the period is over and earnings will be calculated. You will not be informed at this time of your total earnings for the corresponding period.

You will play three repetitions (periods) of the negotiation-production game. In each round, you will be matched with different workers and managers. None of you will be able to see the decisions or earnings from previous rounds.

**YET TO BE PLACED SOMEWHERE but not for pilot: Points and conversion rate:** At the end of the experiment, you will receive an overview of your cumulative earnings across all periods. Your earned points will be exchanged for actual money (50 points = 1€). ~~In addition to your point-based earnings, you will also receive a participation flat fee of 1.5€.~~ Your total earnings will be sent to you via Lydia.

Screen 11b

Comprehension quiz:

Question 1: In the Negotiation-Production game, you and the worker will go through:

**A negotiation stage first and then a production stage**

A production stage and then a negotiation stage

Two production stages and then a negotiation stage

A negotiation stage only

Question 2: How many repetitions (periods) will you play in the Negotiation-Production?

1 2 **3** 4

Question 3: In the Negotiation Stage, how can percentages be determined for the Production Stage?

The manager decides the percentages always.

Workers selects their own percentages individually without any agreement.

Percentages are predetermined and cannot be changed.

If workers agree on a possible alternative, those percentages will be implemented.

Question 4: What happens if you and your group member do not reach an agreement during the Negotiation Stage?

The percentages will be predetermined by an algorithm that mimics managers decisions. {if algo treatment = correct}

The manager will decide the percentages. {if manager treatment = correct}

Both workers will be expelled from the experiment.

Participants will have to restart the negotiation.

Question 5: What is considered as an agreement in the Negotiation Stage?

1. That you and your group member decide the same alternative for all tasks
2. That you and your group member decide the same percentage for all tasks
3. That you and your group member agree on the same alternative in at least one task
4. That the manager will decide for you and your group member.

Screen 12:

Include some comprehension questions here.

Andrea: need to define new questions here.

Screen 13:

This is the first round of the negotiation-production game.

Screen 14:

Negotiation task

Screen 15:

Emotion questionnaire?

Screen 16:

Production task

Then repeat screens 13 to 16 twice, for rounds 2 and 3.

Screen 25:

PART III

In this part you will be asked to answer some socio demographic questions and tests.

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