

Table A.5d: First-Year Treatment Effects: Experimental versus Observational Estimates

	(1)	(2)	(3)	(4)	(5)	(6)
	Experimental (IV)			Observational (OLS)		
Outcome Variable	No Controls	Strata FEs	Post- Lasso	No Controls	Strata FEs	Post- Lasso
B. Employment and Productivity [survey]						
Any sick days in past year [survey]	0.007 (0.027) <i>N</i> =3,565	N/A N/A N/A	N/A N/A N/A	0.004 (0.021) <i>N</i> =2,409	N/A N/A N/A	N/A N/A N/A
Worked 50+ hours/week [survey]	-0.006 (0.020) <i>N</i> =3,566	N/A N/A N/A	N/A N/A N/A	-0.037** (0.016) <i>N</i> =2,409	N/A N/A N/A	N/A N/A N/A
Very satisfied with job [survey]	-0.038 (0.027) <i>N</i> =3,564	N/A N/A N/A	N/A N/A N/A	-0.017 (0.021) <i>N</i> =2,407	N/A N/A N/A	N/A N/A N/A
Very or somewhat satisfied with job [survey]	-0.006 (0.020) <i>N</i> =3,564	N/A N/A N/A	N/A N/A N/A	0.003 (0.016) <i>N</i> =2,407	N/A N/A N/A	N/A N/A N/A
Management priority on health/safety [survey]	0.087*** (0.023) <i>N</i> =3,566	N/A N/A N/A	N/A N/A N/A	-0.004 (0.017) <i>N</i> =2,410	N/A N/A N/A	N/A N/A N/A
Happier at work than last year [survey]	0.014 (0.027) <i>N</i> =3,562	N/A N/A N/A	N/A N/A N/A	0.022 (0.021) <i>N</i> =2,408	N/A N/A N/A	N/A N/A N/A
Presenteeism [survey]	-0.035 (0.397) <i>N</i> =3,567	N/A N/A N/A	N/A N/A N/A	-0.378 (0.312) <i>N</i> =2,410	N/A N/A N/A	N/A N/A N/A
Feel very productive at work [survey]	-0.027 (0.027) <i>N</i> =3,567	N/A N/A N/A	N/A N/A N/A	-0.040* (0.021) <i>N</i> =2,410	N/A N/A N/A	N/A N/A N/A
Received promotion [survey]	0.012 (0.027) <i>N</i> =3,562	N/A N/A N/A	N/A N/A N/A	0.032 (0.021) <i>N</i> =2,408	N/A N/A N/A	N/A N/A N/A
Job search very likely [survey]	0.047** (0.018) <i>N</i> =3,561	N/A N/A N/A	N/A N/A N/A	-0.011 (0.015) <i>N</i> =2,406	N/A N/A N/A	N/A N/A N/A
Job search somewhat/very likely [survey]	0.028 (0.026) <i>N</i> =3,561	N/A N/A N/A	N/A N/A N/A	-0.030 (0.021) <i>N</i> =2,406	N/A N/A N/A	N/A N/A N/A

Notes: This table replicates Appendix Table A.5d from Jones, Molitor, and Reif (QJE 2019) using public-use data. N/A indicates a censored value.