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Hiring and Beliefs through Experiences: Attitudes towards multiple minorities (#107386)

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1) Have any data been collected for this study already?
No, no data have been collected for this study yet.

2) What's the main question being asked or hypothesis being tested in this study?
I am conducting an online experiment to investigate:
1. Whether a policy that forces employers to hire workers from one specific minority group affects beliefs and hiring of members of such group when the hiring constraint is lifted.
2. Whether such policy affects bias, beliefs about, and hiring of workers from another minority group when there is freedom in hiring.
3. Whether an employer's previous experiences with workers from one minority group affects beliefs about and hiring of workers from another minority group.
4. Whether experiences with workers from one specific minority group shape social preferences towards members of each of the three groups.

3) Describe the key dependent variable(s) specifying how they will be measured.
I designed an online experiment, where respondents play either the role of workers and solve a mathematical quiz for ten minutes, or play the role of employers and make hiring decisions. First, workers are assigned into three different groups following race or ethnicity, such that all groups have the same average productivity but differ in size. For the rest of this pre-registration, I will call the three groups A (majority group), B (minority group), and C (minority group), respectively. White/Caucasian Americans belong to the majority, while Hispanic/Latinos and Black/African Americans are the two minorities. Before hiring, employers are given the mean productivity of the majority. Then, employers make hiring decisions over 20 periods, divided into two parts, of 10 periods each one.

Before the first hire and at the end of each part, employers state their beliefs about productivity of the workers from groups B and C. Finally, employers engage in an allocation game between a pair of randomly chosen members from the three groups.

My primary dependent variables are:
1. Hiring decisions of minority vs. majority group workers in the first and second parts.
2. Employers' beliefs about the average productivity of members of minority groups.
3. Employers' social preferences over individuals from different groups.

4) How many and which conditions will participants be assigned to?
I randomly assign the employers to one of six treatment conditions below:
- T1 & T2: Employers are forced to hire only from group B in the first part but have to choose between a worker of average productivity from group A and a randomly selected worker from group B in the second sequence.
- T3 & T4: Employers are forced to hire only from group B in the first part but have to choose between a worker of average productivity from A and a randomly selected worker from group C in the second part.
- T5 & T6: Employers choose between hiring a worker of average productivity from group A or a randomly selected worker from group B in the first part, and between a worker of average productivity from group A or a randomly selected worker from group C in the second part.

T1, T3, and T5 feature Hispanic/Latinos as group B and Black/African Americans as group C.
T2, T4, and T6 feature Black/African Americans as group B and Hispanic/Latinos as group C.

5) Specify exactly which analyses you will conduct to examine the main question/hypothesis.
In order to address my first three research questions, I will conduct regression analyses on the likelihood of hiring a minority group in the first and second parts, as well as beliefs and biases regarding average group productivities. My primary explanatory variables will be dummies indicating good or bad past experiences with a minority group, treatment dummies, and interaction between such dummies and good/bad experience dummies. Specifications investigating effects on beliefs will also include beliefs measured at the beginning of the first part.

In order to address the fourth research question, I will conduct regression analyses on both the extensive and the intensive margin: the likelihood of allocating a positive amount to an individual from one specific group, and the amount allocated. This specification will include treatment dummies and good/bad experience dummies, as before.

6) Describe exactly how outliers will be defined and handled, and your precise rule(s) for excluding observations.

I do not expect to exclude any survey respondents, with the exception of subjects failing comprehension questions and attention checks.

7) How many observations will be collected or what will determine sample size? No need to justify decision, but be precise about exactly how the number will be determined.

Guided by previous studies of similar nature, I expect the sample to be made of 250 workers and 1200 employers, i.e., 150 employers per treatment. However, initial pilots with approximately 50 employers per treatment would allow me to perform power calculations and determine the exact sample size.

8) Anything else you would like to pre-register? (e.g., secondary analyses, variables collected for exploratory purposes, unusual analyses planned?)

As of the writing of this pre-registration, the single author of this pre-registration was the only author involved in this research project

The survey includes questions about demographic characteristics, risk and time preferences, and social desirability bias. The survey generated variables will be used as control variables. Secondary analyses will explore heterogeneous effects of the treatments by these including gender, wealth, political affiliation, immigration background, all of which are characteristics that previous research has found to be relevant in defining racial biases and prejudice.