Text

We regress the value added per employee on: management, logarithm of investment on research, development and innovation, education variable, and logarithm of investment on information and communications technology.

Note:

We use the Bloom (2019) methodology: “Questions 3, 4 and 5 are scored at 0 if missing, which typically arises

from firms reporting “no performance indicators” to question 2 and skipping to question 6. The rationale for

this is that firms with no performance indicators have no managerial or nonmanagerialreview of performance

indicators, and have no performance display boards.

# Appendix

The following graphs use data from Technology, Innovation and Development Survey (EDIT, acronym in Spanish) for Colombia 2017-2018 and manufacturing sector, with special emphasis on the Management and Organizational Practices questions. The EDIT includes 3 extra questions(Largest shareholder, Manager, gender) to the 16 that Bloom (2019)^[Bloom, Nicholas, Erik Brynjolfsson, Lucia Foster, Ron Jarmin, Megha Patnaik, Itay Saporta Eksten, and John Van Reenen.2019. What Drives Differences in Management Practices?. American Economic Review 2019, 109(5): 1648–1683] analyzes, for a total of 19 questions. The first three questions are:

Let's analyze Management and Organizational Practices Survey - MOPS questions. The 16 questions traditionally analyzed are: non-incentives (MOPS questions 1–8: monitoring and targets) and incentives (MOPS questions 9–16: bonus, promotion, and reassignment/dismissal practices).

On management questions, we use the Bloom (2019) methodology: questions 3, 4 and 5 are scored at 0 if missing, which typically arises from firms reporting no performance indicators to question 2. The rationale for this is that firms with no performance, indicators have no review and boards of performance indicators. Questions with multiple possible responses, the average value was used.