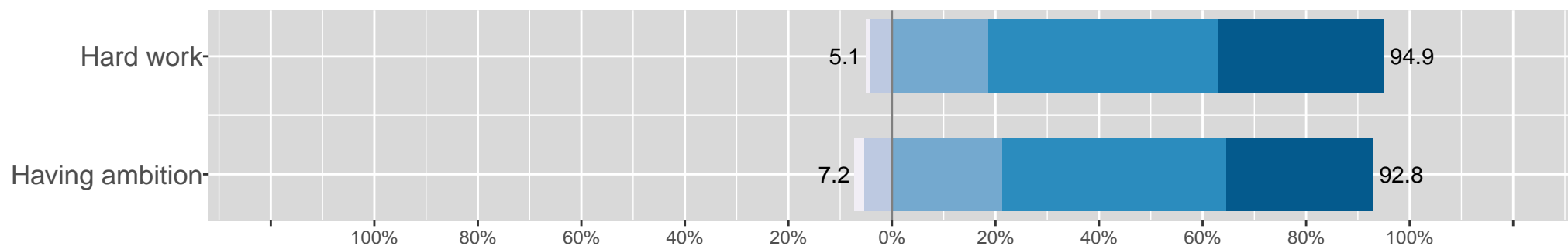
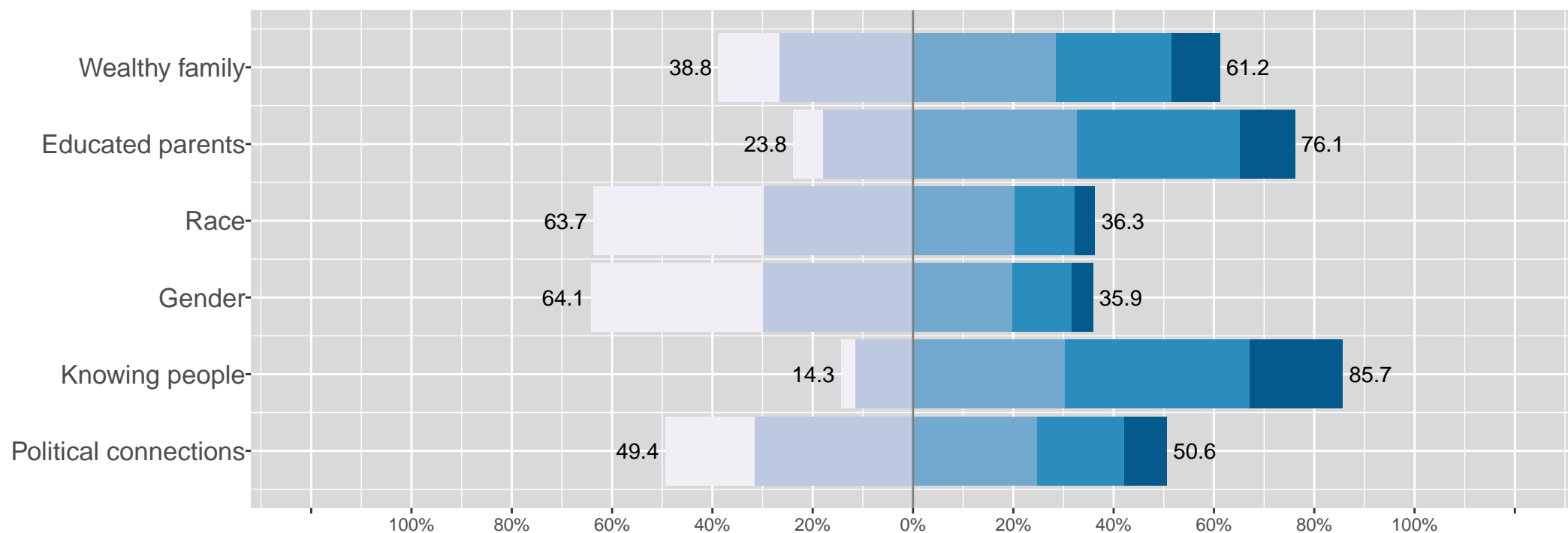


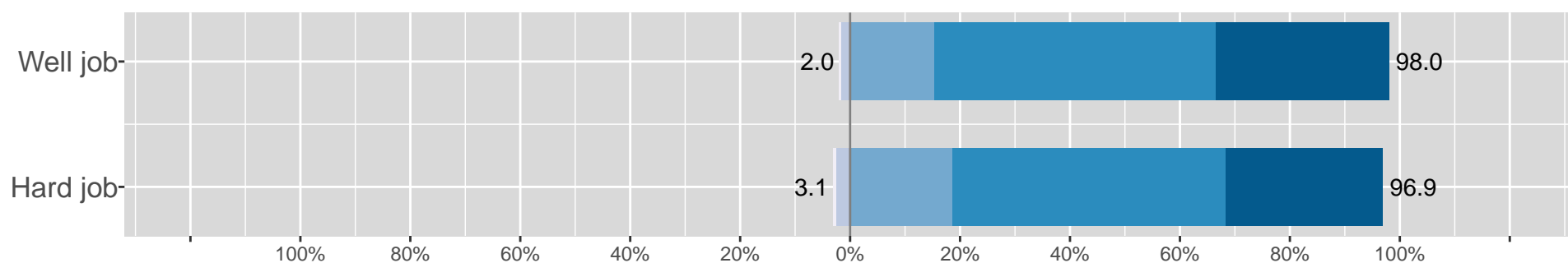
### a. Perception meritocratic



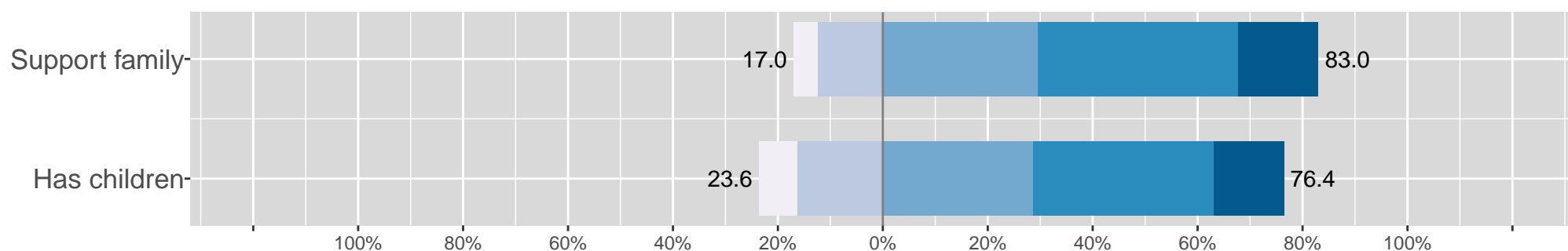
### b. Perception Non-meritocratic



### c. Preference meritocratic



### d. Preference Non-meritocratic



Not important at all Not very important Fairly important Very important Essential