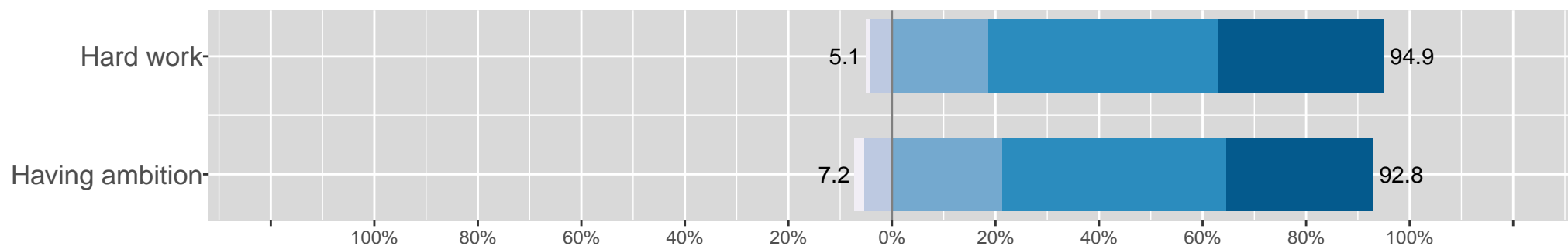
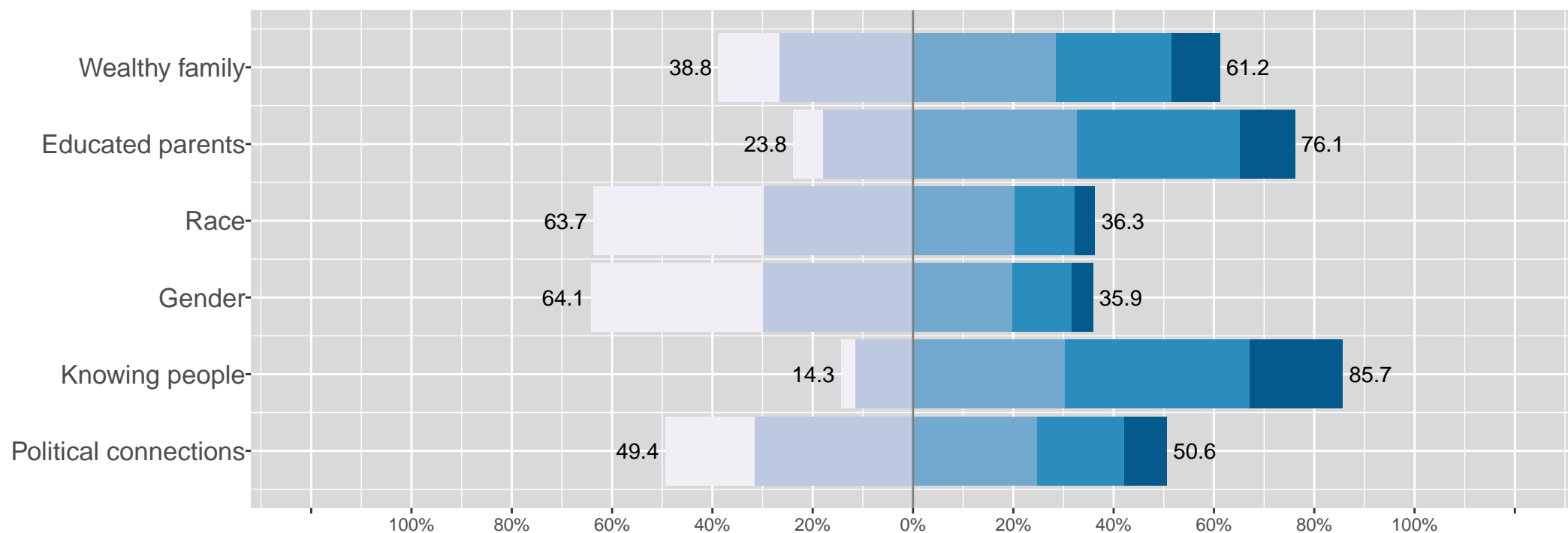


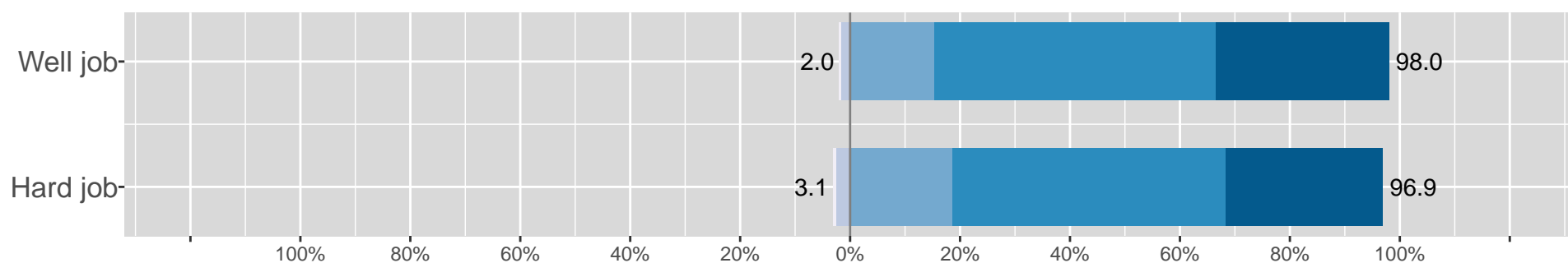
a. Perception meritocratic



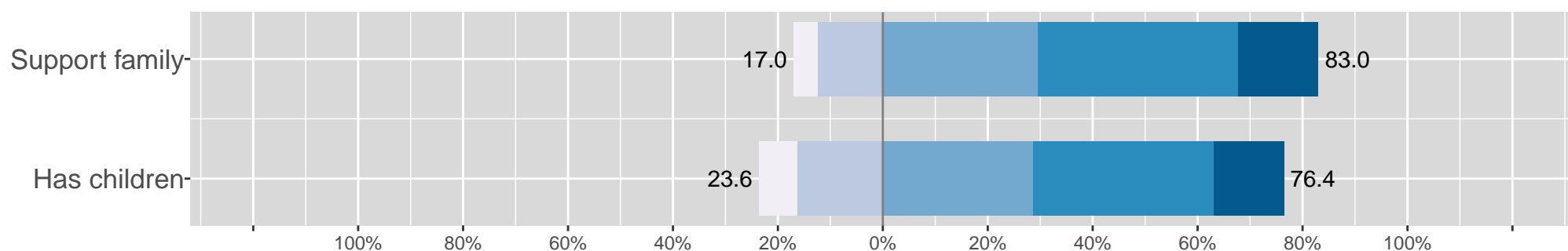
b. Perception Non-meritocratic



c. Preference meritocratic



d. Preference Non-meritocratic



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