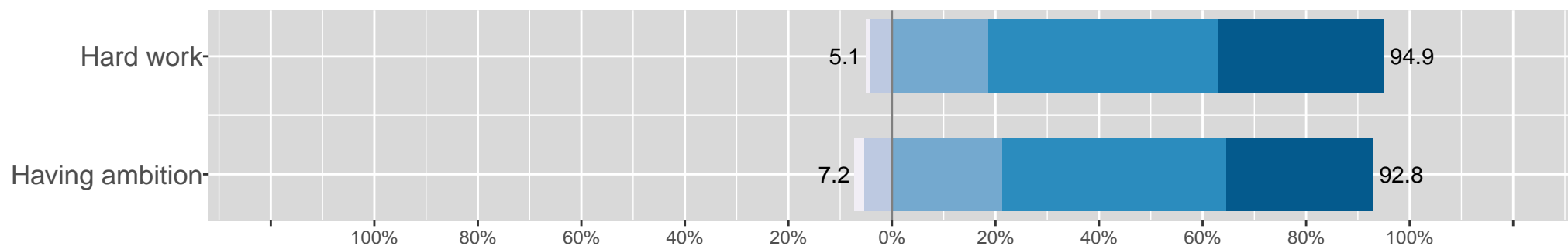
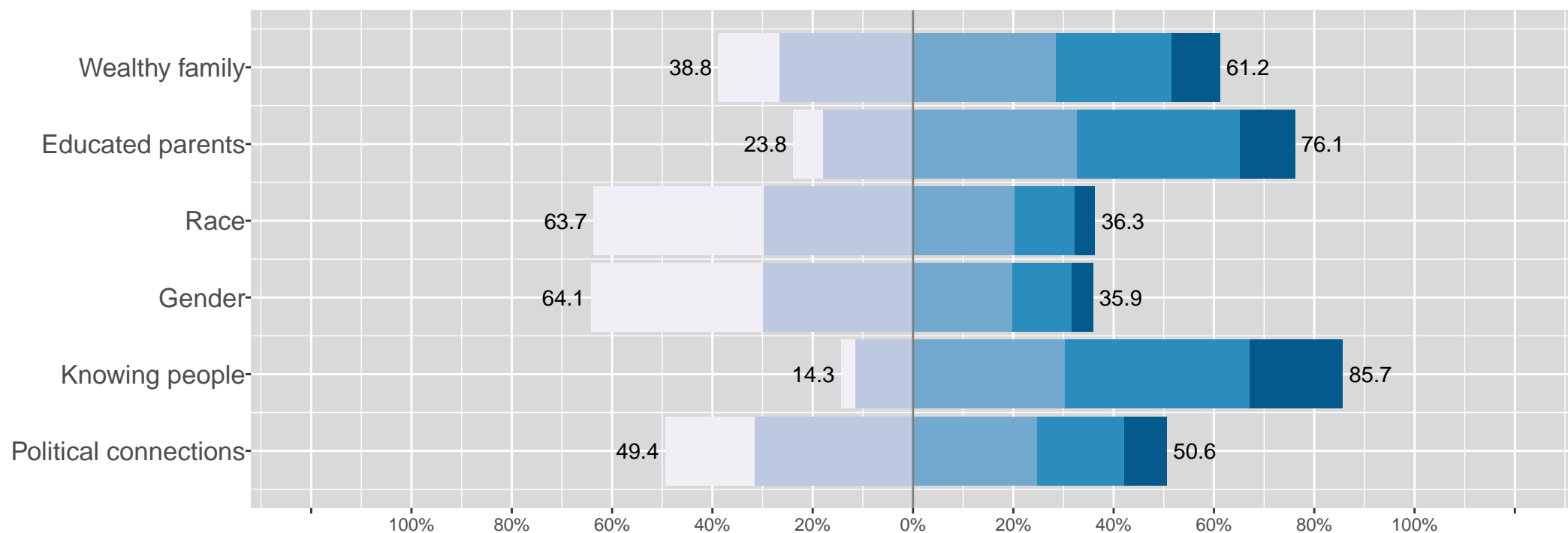


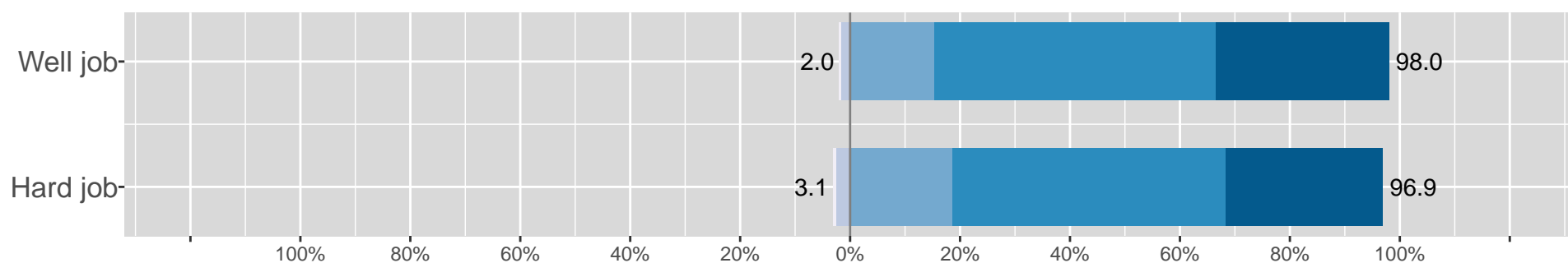
a. Perception meritocratic



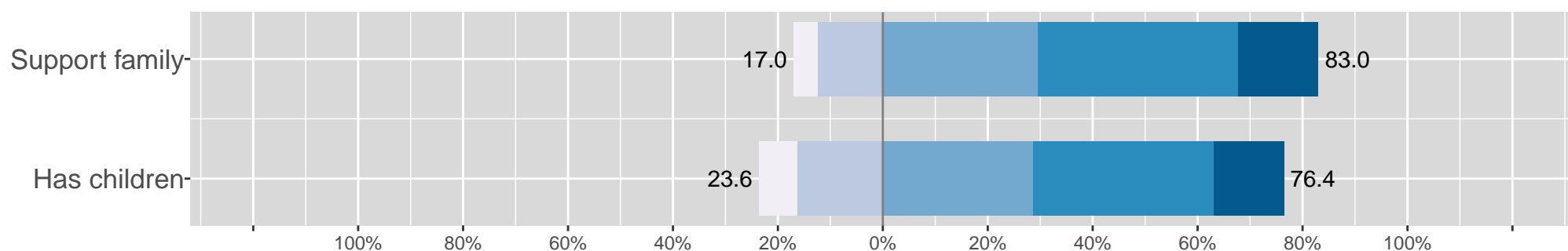
b. Perception Non-meritocratic



c. Preference meritocratic



d. Preference Non-meritocratic



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