

Informed Consent Document

Title of Study: Decision Making in an Online Labor Market

Investigators: Sher Afghan Asad, Joydeep Bhattacharya

This brief screener is a part of a research project at Iowa State University. You will receive \$0.05 for completing the screener, which will be used to see if you are eligible for the full study. Individuals who qualify will be immediately invited to participate in a 15-minute study for a participation bonus of \$1 plus any earned bonus. If you do not qualify for participation based on this screening questionnaire, all the information collected from you will be destroyed.

Description of Procedures

To be considered for participation in the study, you will have to answer few demographic questions and upload a picture of your hand using your web-camera. **In the next screen, your browser will ask permission to access your web-camera which you must accept.** Once you have filled out the survey and submitted the picture, you may be immediately invited to participate in the full study. In the full study, you will be randomly matched with another participant/worker on MTurk. You and your randomly matched participant will make decisions about bonuses for each other and one of you will work on a simple task that will affect your and your matched participant's earnings. The experiment will last for either 5 minutes or 15 minutes depending on your role in the experiment. Depending on your role in the study, you might be asked to write a number on a small piece of paper (like a Post-it), and use your webcam to upload a picture of that piece of paper. This picture of the number you wrote on a Post-it may be shown to your matched participant partner. The picture of your hand (which you will upload at the time of screener survey) will only be used by researchers and will not be shown to other participants. You will be given more information about the structure of the study in the instructions.

Risks or Discomforts

There are no foreseeable risks currently in participating in the study.

Benefits

If you decide to participate in this study, there are no direct benefits to you. It is hoped that the information gained in this study will benefit the field of economics by providing more insight into the process of how decisions are made in the labor markets.

Costs and Compensation

You will not bear any costs from participating in this study. If you participate you will spend no longer than 5 or 15 minutes depending on your role. Participants will earn \$1 for participating in the experiment and a bonus amount depending on the decisions in the experiment. Your final compensation will vary depending on your and your randomly matched participant's choices. You will need to complete a form to receive payment.

Participant Rights

Participating in this study is completely voluntary. You may choose not to take part in the study or to stop participating at any time, for any reason, without penalty or negative consequences. If you have any questions about the rights of research subjects or research-related injury, please contact the IRB Administrator, 515-294-4566, IRB@iastate.edu, or Director, 515-294-3115, Office for Responsible Research, Iowa State University, Ames, Iowa 50011.

Confidentiality

This consent form, any other documents and uploaded picture will be kept confidential to the extent permitted by applicable laws and regulations and will not be made publicly available. However, federal government regulatory agencies, auditing departments of Iowa State University, and the Institutional Review Board (a committee that reviews and approves human subject research studies) may inspect and/or copy study records for quality assurance and data analysis. These records may contain private information. This experiment is approved by the Institutional Review Board at Iowa State University (ISU IRB: 18-201-00 Approved Date: 07/18/2018 Expiration Date: 07/17/2020). It is assured that the confidentiality of your data, your uploaded picture, and the choices that you make in the study will be strictly maintained. To ensure confidentiality to the extent permitted by law, the following measures will be taken: Data will be stored on a secure computer or department server under password protection. Your identifiable information will be separated from your decisions in the experiment. When we report results, we will group responses in aggregate; individual responses will not be shared. Please be aware that any work performed on Amazon MTurk can potentially be linked to information about you on your Amazon profile. We will not be accessing any information about you that you may have put on your Amazon public profile page. We will store your MTurk worker ID separately from the other information you provide to us.

Future Use of Data

De-identified information collected about you during this study may be shared with other researchers or used for future research studies. We may also get your uploaded picture rated on different factors. We will not obtain additional informed consent from you before sharing the de-identified data or getting your picture evaluated for different characteristics..

Questions

You are encouraged to ask questions at any time during this study. For further information about the study, contact Sher Afghan Asad at 515-735-6309 or saasad@iastate.edu or Joydeep Bhattacharya at joydeep@iastate.edu.

Consent and Authorization Provisions

By checking the box below you acknowledge, that you voluntarily agree to participate in this study, that the study has been explained to you, that you have been given the time to read the document, and that your questions have been satisfactorily answered. You may print a copy of this informed consent document for your records.

☐ *I acknowledge that I have read the material above and I agree to participate in the study.*

If you don't agree with this consent document, then close this form and return the HIT.

Next

Enter your information

Please enter the following information.

MTurk Worker ID:

Gender you closely identify with:

- ☐ Male
- ☐ Female
- ☐ Prefer not to answer
- ☐ Other

Race you closely identify with:

- ☐ American Indian or Alaskan Native
- ☐ Asian (including East and South Asia)
- ☐ Black or African-American
- ☐ Hispanic or Latino
- ☐ Native Hawaiian or other Pacific Islander
- ☐ White or Caucasian
- ☐ Prefer not to answer
- ☐ Other

How old are you:

- ☐ Under 18
- ☐ 18-24
- ☐ 25-30
- ☐ 31-40
- ☐ 41-50
- ☐ 51-64
- ☐ 65 or over
- ☐ Prefer not to answer

Highest education level reached:

- ☐ Less than high school
- ☐ High School or equivalent
- ☐ Vocational/Technical School
- ☐ Some College
- ☐ College Graduate
- ☐ Master's Degree
- ☐ Doctoral Degree
- ☐ Professional Degree
- ☐ Prefer not to answer
- ☐ Other

Take a photo of the back of your hand (as shown in the sample picture) using your web-camera. **You must allow this page to access the web-camera in your browser.** Make sure your face is NOT shown in the picture.



Sample Picture

You may take multiple photos, click next only when you are satisfied with the picture shown on the right/bottom.



Take photo!

If your camera does not launch even after you have allowed this page to access web-cam, you should update your browser.

Next

Qualified

Congratulations! You meet the criteria to participate in the full study.

This study will take up to 15 minutes, pay a bonus of 1 dollar plus additional amount depending on your decisions in the study.

Make sure that you are not distracted for the next 15 minutes. When you are ready, click the following link to begin.

[Begin Study.](#)

Instructions

You have 7 minutes maximum to read these instructions. If you finish early, you may proceed to the next page. Time remaining: 6:56

Welcome! Please read the following instructions very carefully.

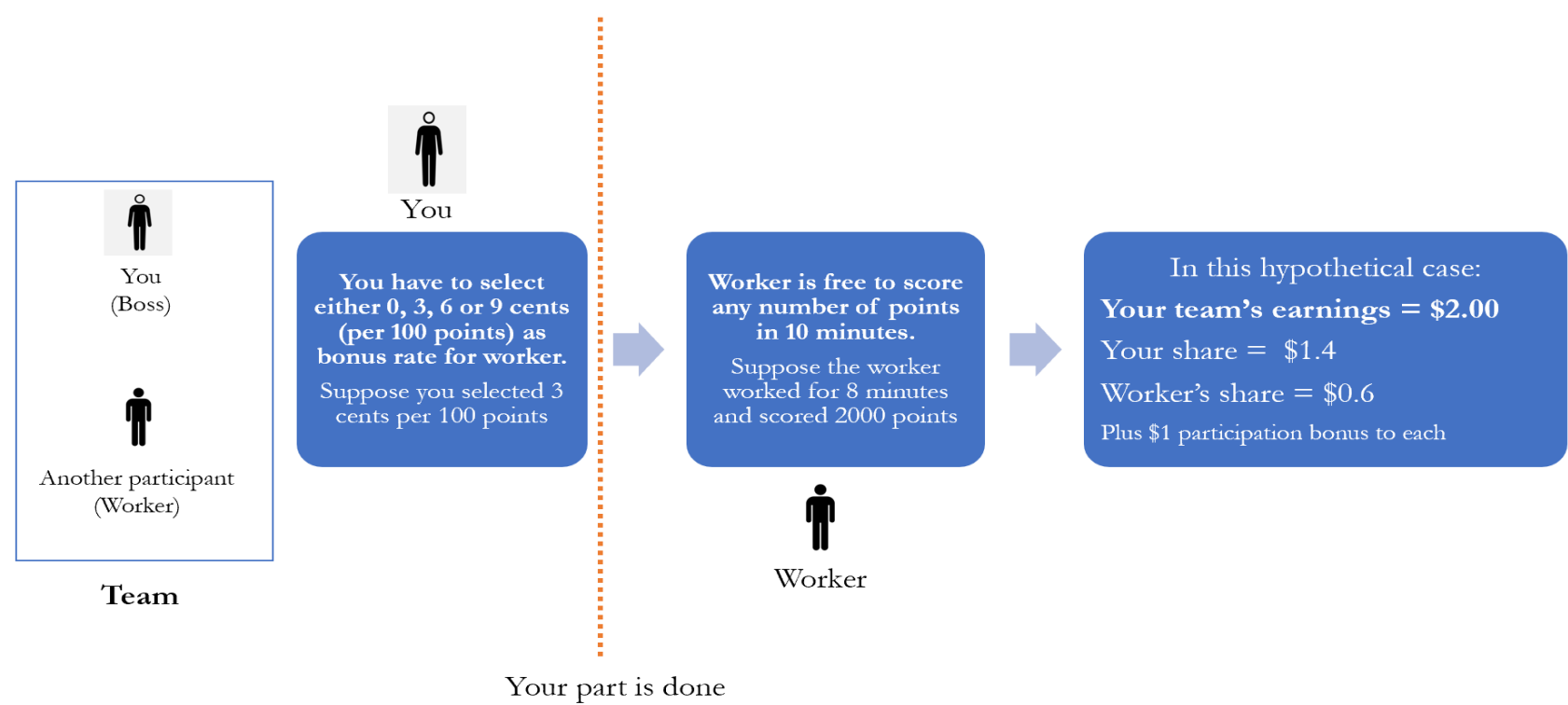
In this study, you and another participant have been matched together to form a two-member team - think of yourself as the boss and your team member as the worker. Your team member/worker will work on a button-pressing task (to be described on the next page) for upto 10 minutes. Each of you will earn \$1 simply for participating in this study. You may each earn additional bonus amounts based on the decisions you and your worker take. Your respective earnings will be transferred to your accounts within 24 hours.

Once the button-pressing task begins, your team will earn \$0.10 for every 100 points your worker will score. However, before the worker starts the task, you have to decide how much of these \$0.10 you want to split between yourself and your worker. The amount you select for the worker will serve as his/her bonus rate for the task. Specifically, out of the 10 cents per 100 points that your team will receive, you can choose to give 0, 3, 6 or 9 cents to your worker, keeping the rest for yourself. Of course, the bigger the bonus rate you choose for your worker, the less your own bonus will be. On the other hand, you would want to try and incentivize your worker to score as many points as possible.

Your worker will not know your identity and will only see the bonus rate selected by you before starting to work on the task.

To summarize, all you will need to do is select a bonus rate for your worker who will observe what you have chosen before starting work on the button-pressing task. Bonus payments will be determined once your worker has finished working on the task.

Here is one EXAMPLE of what can happen in the experiment.



Here is an illustrative calculator for practice which you can use to calculate hypothetical earned bonuses. To do that, first select a bonus rate for the worker (0, 3, 6 or 9 cents per 100 points). Next enter the number of points you **imagine** the worker will score. The calculator will show you the earned bonus amounts for you and your worker. Of course, these bonuses are hypothetical since you don't know how many points the worker will actually score. This calculator will remain accessible to you at the time you will be making your decision about the bonuses.

Bonus Calculator

Bonus rate for worker (per 100 points scored)	\$ <input type="text" value="Select here"/>
Your bonus rate (per 100 points scored)	\$ <input type="text" value="Auto Calculated"/>
Points scored by worker	<input type="text" value="Your guess"/>
Your bonus amount	\$ <input type="text" value="Auto Calculated"/>
Worker's bonus amount	\$ <input type="text" value="Auto Calculated"/>

On the next screen, you will see a description of the button-pressing task that the worker will be working on. You can always access these instructions by clicking "View Instructions" in the next pages.

Click next to continue.

Description of Button-Pressing Task

You have 2 minutes maximum to read this page. If you finish early, you may proceed to the next page. Time remaining: **1:58**

View Instructions

Here is the description of the button-pressing task that your worker will see. On the next screen, you will get a chance to familiarize yourself with the same task but only for a limited time of 30 seconds.

Description of the Task for Worker:

The object of the task is to alternately press the "a" and "b" buttons on the keyboard as quickly as possible for 10 minutes. Every time you successfully press the "a" and then the "b" button, you will score a point. Note that points will only be scored when you alternate button pushes: just pressing the "a" or the "b" button without alternating between the two will not result in points. Buttons must be pressed by hand only (key-bindings or automated button-pushing programs/scripts cannot be used) or the task will not be approved. Feel free to score as many points as you can.

Start the practice button-pressing task

Task

Time left to complete this page: **0:29**

Press 'a' then 'b'

Points: 0

Next

Control Questions

You have 7 minutes maximum to answer these questions. If you finish early, you may proceed to the next page. Time remaining: **6:58**

[View Instructions](#)

You must answer the following questions correctly before you can proceed with the study. Feel free to refer again to the instructions by clicking the above button.

MTurk Worker ID:

1. As the boss, what are you supposed to do in this experiment?

- ☐ Work on a task for 10 minutes.
- ☐ Select a bonus rate for a team-member/worker who will work on a task.
- ☐ Select a bonus rate and work on a task.

2. As a boss you will be selecting a bonus rate for your worker from among 4 different options. What is the lowest bonus rate (in cents per 100 points) that you can select?

3. Similarly, what is the maximum bonus rate (in cents per 100 points) that you can select for your worker ?

4. The more points your worker scores, the higher is your and your worker's earning for any positive bonus rate you chose.

-----▼

5. Higher bonus rate for your worker means lower bonus rate for you.

-----▼

The next screen will ask you to select a bonus rate for your team member. Click next when you are ready.

[Next](#)

Select bonus rate

You have 3 minutes maximum on this page. If you finish early, you may proceed to the next page. Time remaining: **2:57**

[View Instructions](#)

As explained before, your team will earn \$0.10 for every 100 points scored by your worker. You, **as boss**, can choose to transfer either \$0.00, \$0.03, \$0.06 or \$0.09 to your worker. Please choose how much you want to transfer. Feel free to use the calculator given below.

-----▼

How many points do you expect your worker to score in 10 minutes? You will be paid extra 5 cents if your guess is within the range of 100 points of the actual points scored.

Bonus Calculator

Bonus rate for worker (per 100 points scored)	\$ <div>Select here ▼</div>
Your bonus rate (per 100 points scored)	\$Auto Calculated
Points scored by worker	Your guess
Your bonus amount	\$Auto Calculated
Worker's bonus amount	\$Auto Calculated

[Next](#)

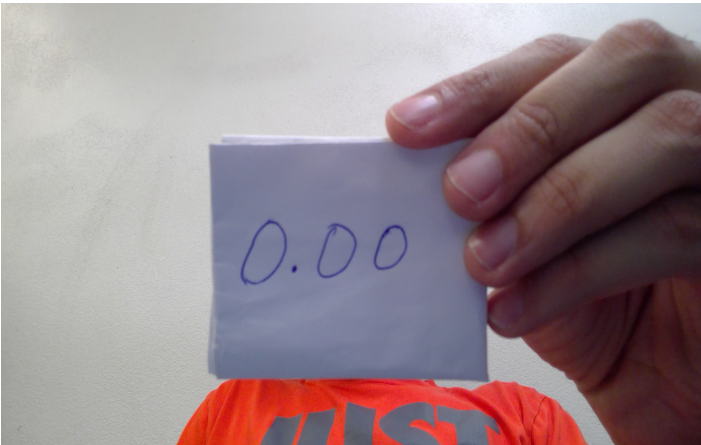
Take a photograph

You have 5 minutes maximum on this page. If you finish early, you may proceed to the next page. Time remaining: **4:55**

You selected \$0.00 per 100 points for your worker. Write this amount on a small (Post-it) piece of paper and take a picture of it using your webcam as shown below in the sample picture. Make sure you follow these guidelines when taking a photo. **Your HIT may not be approved if one or more of these guidelines are not followed.** This photo may be shown to your worker before he/she starts the task.

- 1. The written amount must be clearly visible.
- 2. Your face (or face of any other person) must NOT be visible.
- 3. Try to avoid showing any jewelry/watches/tattoos/markings etc.
- 4. You MUST show part of your hand.
- 5. Use a plain background, if possible.
- 6. Do NOT write anything on the paper other than the amount you choose to transfer to your worker.

Here is a sample picture for a hypothetical choice of \$0.00.



Sample Picture \$0.00

Click "Take Photo" to take a picture. If the picture shown on the right/below appears to you to not meet one or more of the above guidelines, you may retake the photo by clicking "Take Photo" again. Only click Next once you are satisfied with the picture. **Remember your HIT may not be approved if one or more of the above guidelines are not followed.**



Take photo!

Next

Feedback

Thank you for participating in this study, your bonus amount will be determined after your worker has finished working on the task. Please note that any bonus payment must be approved before they are given. Your bonus amount (if any) will be paid in 24 hours.

Did you have any questions, concerns or comments about this study? If so, enter them here. :

On the next screen, you will be given a survey code that you must enter into the textbox on Mechanical Turk to get paid.

Next

Survey Code

Your survey completion code is **3a9rie7e**

Above is a unique code that is tied to the completion of your specific survey. Please enter this code into the textbox on Mechanical Turk to get approved for this task and receive compensation.

Instructions

Welcome! Please read the following instructions very carefully.

In this study, you and another participant have been matched together to form a two-member team - think of yourself as the worker and your team member as your boss. You, as worker, will work on a button-pressing task (to be described below) for upto 10 minutes. Both you and your boss will earn \$1 simply for participating in this study. You may each earn additional bonus amounts based on the decisions you and your boss take. Your respective earnings will be transferred to your accounts within 24 hours.

Once you start working on the button-pressing task, your team will earn \$0.10 for every 100 points you score. However, before you start the task, your boss will decide and announce how he/she will split the \$0.10 between you and him/her. Your share (out of \$0.10) will be your bonus rate for working on the task. Of course, the bigger the bonus rate your boss chooses for you, the less his/her own bonus will be.

Specifically, your boss must select a bonus rate of either 0, 3, 6 or 9 cents for every 100 points scored by you. For example, if your boss chose 3 cents per 100 points for you, he/she will keep 7 cents for himself/herself.

The point at which your boss decided the bonus rate for you, he/she did not know anything about your identity. He/she will observe the points scored by you once you have finished working on the task.

To summarize, your boss has selected a bonus rate of either 0, 3, 6 or 9 cents for every 100 points scored by you on a button-pressing task. On the next screen, you will see the bonus rate selected and you will then work on the task for upto 10 minutes. Bonus payments will be determined once you have finished working on the task.

Description of the Task:

The object of the task is to alternately press the "a" and "b" buttons on the keyboard as quickly as possible for 10 minutes. Every time you successfully press the "a" and then the "b" button, you will receive a point. Note that points will only be rewarded when you alternate button pushes: just pressing the "a" or the "b" button without alternating between the two will not result in points. Buttons must be pressed by hand only (key-bindings or automated button-pushing programs/scripts cannot be used) or the task will not be approved. Feel free to score as many points as you can.

Below is an example of how the task will work. Try pressing "a" and "b" alternately to score points. Below we have limited the maximum number of points you can score to 30 as this is just practice, but the actual task will not have a point limit. In the actual task, you will have 10 minutes to score as many points as you can. You may stop anytime before the 10-minute mark is up. Of course, the longer you work on the task, the more points you will score.

Press 'a' then 'b'

Points: 0

Make sure you understand the instructions before proceeding. The next screen will ask you questions to test your understanding of the experiment.

Next

Control Questions

[View Instructions](#)

Answer the following questions correctly before you can proceed with the experiment. Feel free to refer again to the instructions by clicking the button above.

MTurk Worker ID:

1. What are you supposed to do in this experiment?

- ☐ Work on a task for 10 minutes.
- ☐ Select a bonus rate for a team-member/worker who will work on a task.
- ☐ Select a bonus rate and work on a task.

2. Who selects the bonus rate for you?

-----▼

3. Your boss selects a bonus rate for you from among 4 different choices. What is the lowest bonus rate (in cents per 100 points) that he/she can select?

4. Similarly, what is the maximum bonus rate (in cents per 100 points)?

5. The more points you score, the higher is your and your boss's earnings for any positive bonus rate:

-----▼

6. Higher bonus rate for you means lower bonus rate for your boss.

-----▼

[Next](#)

Bonus Rate

Just for a moment, imagine yourself as the boss. What bonus rate do you think you would choose for your worker?

▼

Before you see the bonus rate chosen by your boss, please select your best guess of what your boss would have chosen. This will not have any affect on the rate which has already been chosen by your boss. **You will be paid extra 5 cents if your guess is correct.:**

▼

View the selected bonus rate

Bonus Rate

Just for a moment, imagine yourself as the boss. What bonus rate do you think you would choose for your worker?:

\$0.06

Before you see the bonus rate chosen by your boss, please select your best guess of what your boss would have chosen. This will not have any affect on the rate which has already been chosen by your boss. You will be paid extra 5 cents if your guess is correct.

\$0.00

Your boss has chosen a bonus of **\$0.00 per 100 points** for you;

Next

Bonus Rate

Just for a moment, imagine yourself as the boss. What bonus rate do you think you would choose for your worker?:

\$0.06

Before you see the bonus rate chosen by your boss, please select your best guess of what your boss would have chosen. This will not have any affect on the rate which has already been chosen by your boss. You will be paid extra 5 cents if your guess is correct.

\$0.00

Your boss has chosen a bonus of **\$0.00 per 100 points** for you;

Now, when you are ready click next to start working on the button-pressing task for next 10 minutes. You are free to score as many points as you can. The timer will start when you click the button below.

Start the button-pressing task

Task

You have 10 minutes maximum to work on the task. Time remaining: 9:59

Press 'a' then 'b'

Points: 0

Your bonus payout: \$1 +

Your boss's bonus payout: \$1 +

Your boss has chosen a bonus of \$0.00/100 points for you and \$0.10/100 points for himself/herself.

Next

Fair Bonus

What, in your opinion, would have been a fair bonus rate for you/worker?

▼

Next

Feedback

Thank you for participating in this experiment, Here is the summary of what happened in the experiment.

Bonus rate = \$0.00 per 100 points scored

Points = 0

Your bonus payout = \$1.05

Your boss's bonus payout = \$1.00

Please note that any bonus payment must be approved before they are given. Your bonus amount (if any) will be paid in 24 hours.

Did you have any questions, concerns or comments about this study? If so, enter them here.:

On the next screen, you will be given a survey code that you must enter into the textbox on Mechanical Turk to get paid.

Next

Survey Code

Your survey completion code is **nixe475v**

Above is a unique code that is tied to the completion of your specific survey. Please enter this code into the textbox on Mechanical Turk to get approved for this task and receive compensation.