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| **Managerial Decision Type** | | **Decision-maker Type** | | | |
| **Measures** | **Human** | **Algorithm** |  |
| Tasks that require mechanical skills | a. Work Assignment | Fairness | 6.03 (SE=.15) | 5.57 (SE=.15) |  |
| Trust | 5.13 (SE=.14) | 5.21 (SE=.14) |  |
| Emotion | 4.63(SE=.12) | 4.70 (SE=.12) |  |
| b. Work Scheduling | Fairness | 5.71 (SE=.15) | 4.97 (SE=.16) |  |
| Trust | 5.18 (SE=.15) | 4.31 (SE=.15) |  |
| Emotion | 4.86 (SE=.13) | 4.15 (SE=.13) |  |
| Tasks that require human skills | c. Hiring | Fairness | 6.17 (SE=.17) | 4.37 (SE=.17) |  |
| Trust | 5.48 (SE=.17) | 3.93 (SE=.17) |  |
| Emotion | 4.62 (SE=.16) | 3.69 (SE=.16) |  |
| d. Work Evaluation | Fairness | 6.08 (SE=.19) | 3.86 (SE=.18) |  |
| Trust | 4.94 (SE=.19) | 3.16 (SE=.19) |  |
| Emotion | 4.51 (SE=.15) | 3.28 (SE=.14) |  |

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| **Managerial Decision Type** | | **Decision-maker Type** | | | |
| **Measures** | **Human decision based on algorithmic analysis** | **Algorithmic decision (whose rule is monitored by a human)** | **Algorithmic decision based on both human and algorithmic analyses** |
| Tasks that require mechanical skills | a. Work Assignment | Fairness | 5.92 (SE=.15) | 5.76 (SE=.17) | 5.79 (SE=.16) |
| Trust | 5.35 (SE=.14) | 5.50 (SE=.15) | 5.52 (SE=.14) |
| Emotion | 4.76 (SE=.13) | 4.41 (SE=.14) | 4.65 (SE=.13) |
| b. Work Scheduling | Fairness | 5.41 (SE=.16) | 5.19 (SE=.17) | 5.77(SE=.19) |
| Trust | 4.76 (SE=.15) | 4.66 (SE=.17) | 5.18 (SE=.19) |
| Emotion | 4.47 (SE=.13) | 4.21 (SE=.14) | 4.77 (SE=.16) |
| Tasks that require human skills | c. Hiring | Fairness | 4.89 (SE=.19) | 4.98 (SE=.19) | 5.04 (SE=.20) |
| Trust | 4.67 (SE=.18) | 4.60 (SE=.19) | 4.48 (SE=.20) |
| Emotion | 3.94 (SE=.17) | 3.93 (SE=.18) | 4.01 (SE=.19) |
| d. Work Evaluation | Fairness | 3.77 (SE=.19) | 4.28 (SE=.19) | 3.96 (SE=.21) |
| Trust | 3.38 (SE=.20) | 3.63 (SE=.19) | 3.62 (SE=.22) |
| Emotion | 3.32 (SE=.15) | 3.49 (SE=.15) | 3.69 (SE=.17) |

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| **Managerial Decision Type** | | **Decision-maker Type** | | | | | |
| **Measures** | **Algorithm** | **Human decision based on algorithmic analysis** | **Algorithmic decision (whose rule is monitored by a human)** | **Algorithmic decision based on both human and algorithmic analyses** | **Human** |
| Tasks ordered from involving least to most human skill | a. Work Assignment | Fairness | 5.57 (SE=.15) | 5.92 (SE=.15) | 5.76 (SE=.17) | 5.79 (SE=.16) | 6.03 (SE=.15) |
| Trust | 5.21 (SE=.14) | 5.35 (SE=.14) | 5.50 (SE=.15) | 5.52 (SE=.14) | 5.13 (SE=.14) |
| Emotion | 4.70 (SE=.12) | 4.76 (SE=.13) | 4.41 (SE=.14) | 4.65 (SE=.13) | 4.63(SE=.12) |
| b. Work Scheduling | Fairness | 4.97 (SE=.16) | 5.41 (SE=.16) | 5.19 (SE=.17) \*H | 5.77(SE=.19) \*A | 5.71 (SE=.15) |
| Trust | 4.31 (SE=.15) | 4.76 (SE=.15) | 4.66 (SE=.17) \*H | 5.18 (SE=.19) \*A | 5.18 (SE=.15) |
| Emotion | 4.15 (SE=.13) | 4.47 (SE=.13) \*H | 4.21 (SE=.14) \*H | 4.77 (SE=.16) | 4.86 (SE=.13) |
| c. Hiring | Fairness | 4.37 (SE=.17) | 4.89 (SE=.19) \*A, \*H | 4.98 (SE=.19) \*A, \*H | 5.04 (SE=.20) \*A, \*H | 6.17 (SE=.17) |
| Trust | 3.93 (SE=.17) | 4.67 (SE=.18) \*A, \*H | 4.60 (SE=.19) \*A, \*H | 4.48 (SE=.20) \*A, \*H | 5.48 (SE=.17) |
| Emotion | 3.69 (SE=.16) | 3.94 (SE=.17) \*H | 3.93 (SE=.18) \*H | 4.01 (SE=.19) \*H | 4.62 (SE=.16) |
| d. Work Evaluation | Fairness | 3.86 (SE=.18) | 3.77 (SE=.19) \*H | 4.28 (SE=.19) \*H | 3.96 (SE=.21) \*H | 6.08 (SE=.19) |
| Trust | 3.16 (SE=.19) | 3.38 (SE=.20) \*H | 3.63 (SE=.19) \*A, \*H | 3.62 (SE=.22) \*A, \*H | 4.94 (SE=.19) |
| Emotion | 3.28 (SE=.14) | 3.32 (SE=.15) \*H | 3.49 (SE=.15) \*H | 3.69 (SE=.17) \*A, \*H | 4.51 (SE=.15) |