

Results for Alternative Worker-performance Measures

Table A1: Mean Effort Costs as a Function of Offered Wages, Public-wage Regime

Type-1 Worker's Wage (lab \$)		Type-2 Worker's Wage (lab \$)				
		0	1	2	3	4
0	Worker 1 cost	0.002	0.023	0.016	0.037	0.034
	Worker 2 cost	0.004	0.067	0.216	0.348	0.300
	N	50	30	25	27	26
1	Worker 1 cost	0.118	0.085	0.070	0.071	
	Worker 2 cost	0.045	0.074	0.194	0.334	
	N	11	91	105	59	
2	Worker 1 cost	0.310	0.229	0.209		
	Worker 2 cost	0.000	0.100	0.175		
	N	10	7	106		
3	Worker 1 cost	0.600	0.257			
	Worker 2 cost	0.000	0.000			
	N	1	7			

Table A2: Mean Output (Revenue) Levels as a Function of Offered Wages, Public-wage Regime

Type-1 Worker's Wage (lab \$)		Type-2 Worker's Wage (lab \$)				
		0	1	2	3	4
0	Worker 1 output	0.038	0.230	0.304	0.348	0.200
	Worker 2 output	0.112	1.347	3.048	3.370	3.208
	N	50	30	25	27	26
1	Worker 1 output	1.163	1.160	1.157	0.895	
	Worker 2 output	0.891	1.362	2.789	3.746	
	N	11	91	105	59	
2	Worker 1 output	1.770	1.729	1.622		
	Worker 2 output	0.000	1.600	2.643		
	N	10	7	106		
3	Worker 1 output	2.700	1.486			
	Worker 2 output	0.000	0.000			
	N	1	7			

Table A3: Regression Estimates of the Effects of Wages on Type-1 Workers' Effort Costs and Revenue Produced, Public-Wage Regime (N=825)

	Cost of Effort		Revenue Produced	
	(1)	(2)	(3)	(4)
Worker 1 wage	.094 (.014)		.696 (.090)	
Worker 1 wage =1		.046 (.015)		.754 (.161)
Worker 1 wage =2		.185 (.031)		1.299 (.208)
Worker 1 wage =3		.249 (.090)		1.258 (.425)
Relative wage (own minus co-worker's)	.003 (.007)		-.006 (.043)	
Relative Wage x (Own wage is less than co-worker's)		.001 (.007)		.035 (.058)
Period and worker effects?	No	Yes	No	Yes

Table A4: Regression Estimates of the Effects of Wages on Type-2 Workers' Effort Costs and Revenue Produced, Public-wage Regime (N=825)

	Cost of Effort		Revenue Produced	
	(1)	(2)	(3)	(4)
Worker 2 wage	.091 (.016)		1.130 (.136)	
Worker 2 wage =1		.014 (.025)		.817 (.304)
Worker 2 wage =2		.132 (.029)		2.159 (.321)
Worker 2 wage =3		.260 (.040)		2.997 (.410)
Worker 2 wage =4		.282 (.059)		3.067 (.561)
Relative wage (own minus co-worker's)	.008 (.010)		-.115 (.108)	
Relative Wage x (Own wage is less than co-worker's)		-.007 (.015)		.108 (.181)
Period and worker effects?	No	Yes	No	Yes