

Data Dictionary

Citation: Abel, M., & Buchman, D. (2024). The effect of manager gender and performance feedback: Experimental evidence from India. *Economic Development and Cultural Change*, 73(1), 307-338.

The data was collected on Mechanical Turk using Cloud Research.

Variable Name	Variable Label	Description & Coding
IDENTIFIERS & SURVEY METADATA		
responseid	Respondent ID (anonymous)	Unique anonymous identifier for each gig worker (respondent).
recordeddate	Survey date and time	Date and time at which the survey response was recorded.
quit_d	Worker quit task before completion	Binary indicator equal to 1 if the worker quit the task before completion; 0 otherwise.
EXPERIMENTAL TREATMENTS		
mgr_fem	Manager assigned female name	Dummy variable equals 1 if the manager was assigned a female name, 0 if male.
mgr_low	Manager assigned low-caste name	Dummy variable equal to 1 if the manager was assigned a low-caste last name; 0 otherwise.
managerfirstname	Manager first name	First name displayed for the manager during the task (string variable).
feedback_d	Received feedback	Feedback treatment. Dummy variable equal to 1 if the worker received any performance feedback (positive or negative); 0 otherwise.
aboveaverage	Above-average feedback	Feedback valence. Dummy variable equal to 1 if the worker received positive (“above average”) feedback; 0 if feedback was negative (“below average”).
time_feedback	Time spent reading feedback (seconds)	Number of seconds the worker spent on the screen displaying the feedback message.

WORKER COVARIATES (DEMOGRAPHICS)		
female	Worker identifies as female	Binary indicator equal to 1 if the worker identifies as female; 0 otherwise.
male	Worker identifies as male	Binary indicator equal to 1 if the worker identifies as male; 0 otherwise.
age	Age (years)	Worker's age in years.
educ_num	Education level (numeric code)	Numeric code indicating the highest level of education completed by the worker. Primary; Matric; College; University
state	Respondent state	Indian state in which the worker is located (string variable).
caste_low	Worker is lower caste (SC/ST/OBC)	Binary indicator equal to 1 if the worker belongs to a scheduled caste, scheduled tribe, or OBC; 0 otherwise.
caste_up	Worker is upper caste (general)	Binary indicator equal to 1 if the worker belongs to a general/upper caste; 0 otherwise.
prior_low	Prior low-caste manager	Binary indicator equal to 1 if the worker reports having had a low-caste manager in the past; 0 otherwise.
prior_low_effec	Effectiveness of prior low-caste managers (0-4)	Worker's reported effectiveness of prior low-caste managers, measured on a scale from 0 (not effective) to 4 (very effective).
prior_up	Prior upper-caste manager	Binary indicator equal to 1 if the worker reports having had an upper-caste manager in the past; 0 otherwise.
prior_up_effec	Effectiveness of prior upper-caste managers (0-4)	Worker's reported effectiveness of prior upper-caste managers, measured on a scale from 0 (not effective) to 4 (very effective).
OUTCOMES: EFFORT & PERFORMANCE		

scorepart1	Baseline effort: receipts transcribed (pre-feedback)	Baseline effort measure. Number of receipts transcribed in the first (pre-feedback) stage.
scorepart2	Post-feedback effort: receipts transcribed	Post-treatment effort measure. Number of receipts transcribed in the second (post-feedback) stage.
voluntary_d	Completed voluntary task	Binary indicator equal to 1 if the worker chose to complete the optional voluntary task; 0 otherwise.
b_legible	Baseline: legible receipts transcribed	Number of receipts deemed legible and transcribed during the baseline stage.
e_legible	Endline: legible receipts transcribed (post-feedback)	Number of receipts deemed legible and transcribed during the endline (post-feedback) stage.
b_time	Baseline: time on receipts	Time spent working on receipt transcription during the baseline stage.
e_time	Endline: time on receipts (post-feedback)	Time spent working on receipt transcription during the endline (post-feedback) stage.
b_add_d	Baseline: additional data quality metric (add_d)	Baseline additional data quality metric related to receipt details.
e_add_d	Endline: additional data quality metric (add_d)	Endline additional data quality metric related to receipt details.
OUTCOMES: ATTITUDES & BELIEFS		
work_future	Interest in future work for this manager	Binary indicator equal to 1 if the worker is willing to work for this manager again in the future; 0 otherwise.
minwage	Reservation wage to work for this manager	Reservation wage: minimum wage the worker would require to work for this manager again.

e_satisfied	Task satisfaction (0=Strongly disagree, 6=Strongly agree)	Worker satisfaction with the task and the manager is assessed using a seven-point Likert scale: 0 = strongly disagree, 1 = disagree, 2 = somewhat disagree, 3 = neither agree nor disagree, 4 = somewhat agree, 5 = agree, and 6 = strongly agree.
e_important	Task importance (0=Strongly disagree, 6=Strongly agree)	Worker's perceived importance of the task is assessed using a seven-point Likert scale: 0 = strongly disagree, 1 = disagree, 2 = somewhat disagree, 3 = neither agree nor disagree, 4 = somewhat agree, 5 = agree, and 6 = strongly agree.
e_fb_accurate	Feedback accuracy (0=Strongly disagree, 6=Strongly agree)	Perceived accuracy of the feedback received is assessed using a seven-point Likert scale: 0 = strongly disagree, 1 = disagree, 2 = somewhat disagree, 3 = neither agree nor disagree, 4 = somewhat agree, 5 = agree, and 6 = strongly agree.
e_fb_appropriate	Feedback appropriateness (0=Strongly disagree, 6=Strongly agree)	Perceived appropriateness of the feedback received is assessed using a seven-point Likert scale: 0 = strongly disagree, 1 = disagree, 2 = somewhat disagree, 3 = neither agree nor disagree, 4 = somewhat agree, 5 = agree, and 6 = strongly agree.
MANAGER PERCEPTIONS		
p_mgrcaste	Perceived manager caste (open-ended)	Worker's open-ended guess of the manager's caste (string variable).
p_mgrlow	Perceived manager as low caste	Binary indicator equal to 1 if the worker perceived the manager as low caste; 0 otherwise.
p_mgrup	Perceived manager as upper caste	Binary indicator equal to 1 if the worker perceived the manager as upper caste; 0 otherwise.
p_mgrlocation	Perceived manager location (open-ended)	Worker's open-ended guess of the manager's geographic location (string variable).
p_loc_num	Perceived manager location	Categorical variable indicating perceived manager location (-1 = Southern India, 0 = Other area, 1 = Northern India, 2=Unclear).

p_mgrededu	Perceived manager education (open-ended)	Worker's open-ended guess of the manager's education level (string variable).
p_mgrededu_num	Perceived manager education (0=Primary to 3=University)	Numeric scale of perceived manager education level, ranging from 0 (Primary) to 3 (University).
p_mgrunfair	Perceived unfair treatment by manager	Binary indicator equal to 1 if the worker believes the manager treated them unfairly; 0 otherwise.
p_unfair_caste	Unfair treatment attributed to caste	Binary indicator equal to 1 if perceived unfair treatment is attributed to caste bias; 0 otherwise.
p_unfair_gender	Unfair treatment attributed to gender	Binary indicator equal to 1 if perceived unfair treatment is attributed to gender bias; 0 otherwise.
GENDER & CASTE OPINIONS		
gen_reserv	Support for gender reservations (1-5)	Support for gender-based reservation policies is assessed using a five-point Likert scale: 1 = strongly disagree, 2 = somewhat disagree, 3 = neither agree nor disagree, 4 = somewhat agree, and 5 = strongly agree.
gen_work	Prefer same-gender manager (1-5)	Preference for working with a manager of the same gender is assessed using a five-point Likert scale: 1 = strongly disagree, 2 = somewhat disagree, 3 = neither agree nor disagree, 4 = somewhat agree, and 5 = strongly agree.
gen_embar	Embarrassed under female manager (1-5)	Agreement that working under a female manager is embarrassing is assessed using a five-point Likert scale: 1 = strongly disagree, 2 = somewhat disagree, 3 = neither agree nor disagree, 4 = somewhat agree, and 5 = strongly agree.
gen_qualif	Women lack management qualifications (1-5)	Agreement that women generally lack qualifications for management is assessed using a five-point Likert scale: 1 = strongly disagree, 2 = somewhat disagree, 3 = neither agree nor disagree, 4 = somewhat agree, and 5 = strongly agree.

gen_home	Women belong at home (1-5)	Agreement with the statement that women belong at home is assessed using a five-point Likert scale: 1 = strongly disagree, 2 = somewhat disagree, 3 = neither agree nor disagree, 4 = somewhat agree, and 5 = strongly agree.
cas_reserv	Support for caste reservations (1-5)	Support for caste-based reservation policies is assessed using a five-point Likert scale: 1 = strongly disagree, 2 = somewhat disagree, 3 = neither agree nor disagree, 4 = somewhat agree, and 5 = strongly agree.
cas_work	Prefer same-caste manager (1-5)	Preference for working with a manager of the same caste is assessed using a five-point Likert scale: 1 = strongly disagree, 2 = somewhat disagree, 3 = neither agree nor disagree, 4 = somewhat agree, and 5 = strongly agree.
cas_embar	Embarrassed under low-caste manager (1-5)	Agreement that working under a low-caste manager is embarrassing is assessed using a five-point Likert scale: 1 = strongly disagree, 2 = somewhat disagree, 3 = neither agree nor disagree, 4 = somewhat agree, and 5 = strongly agree.
cas_qualif	Low-caste people lack qualifications (1-5)	Agreement that low-caste individuals generally lack qualifications for management is assessed using a five-point Likert scale: 1 = strongly disagree, 2 = somewhat disagree, 3 = neither agree nor disagree, 4 = somewhat agree, and 5 = strongly agree.