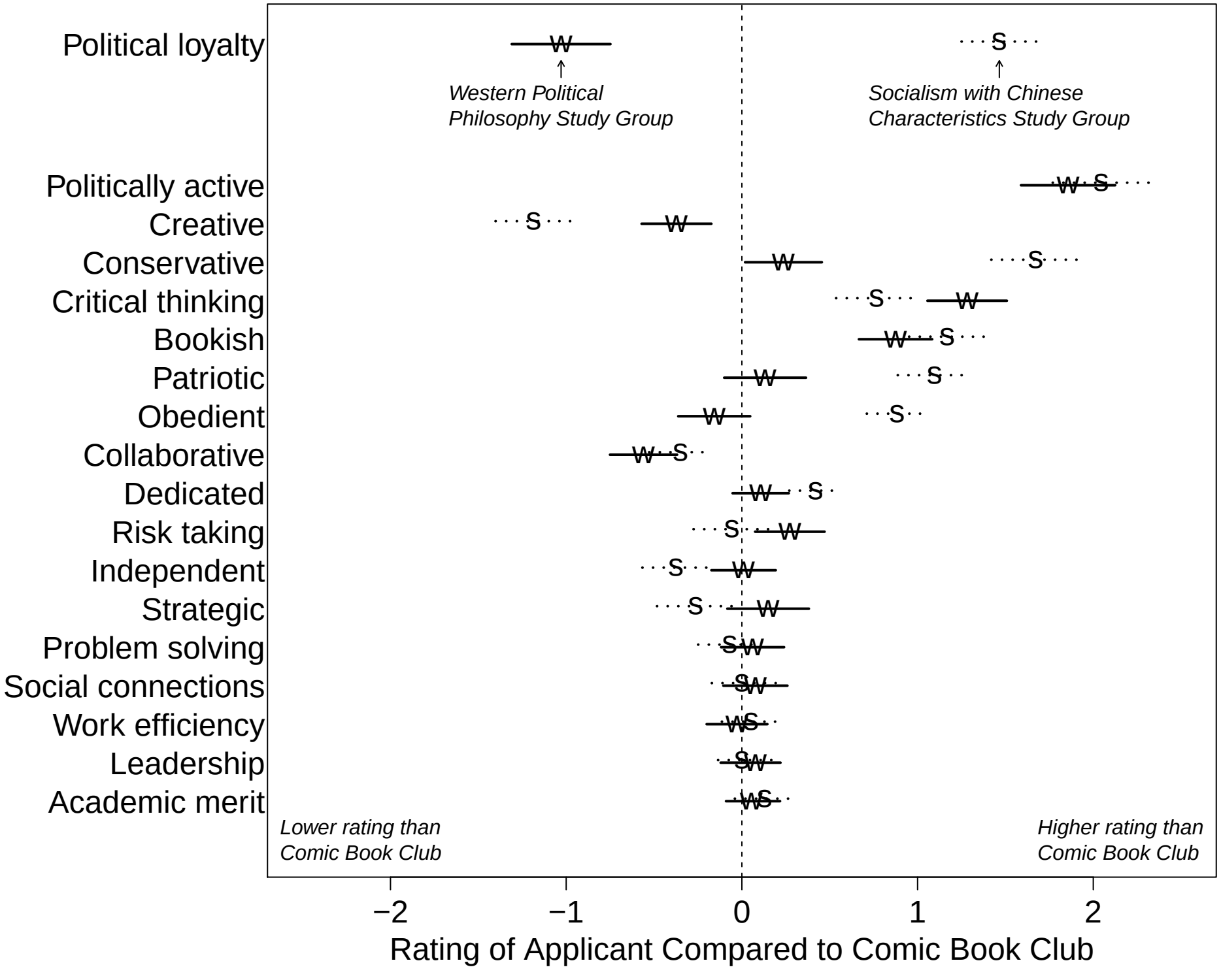
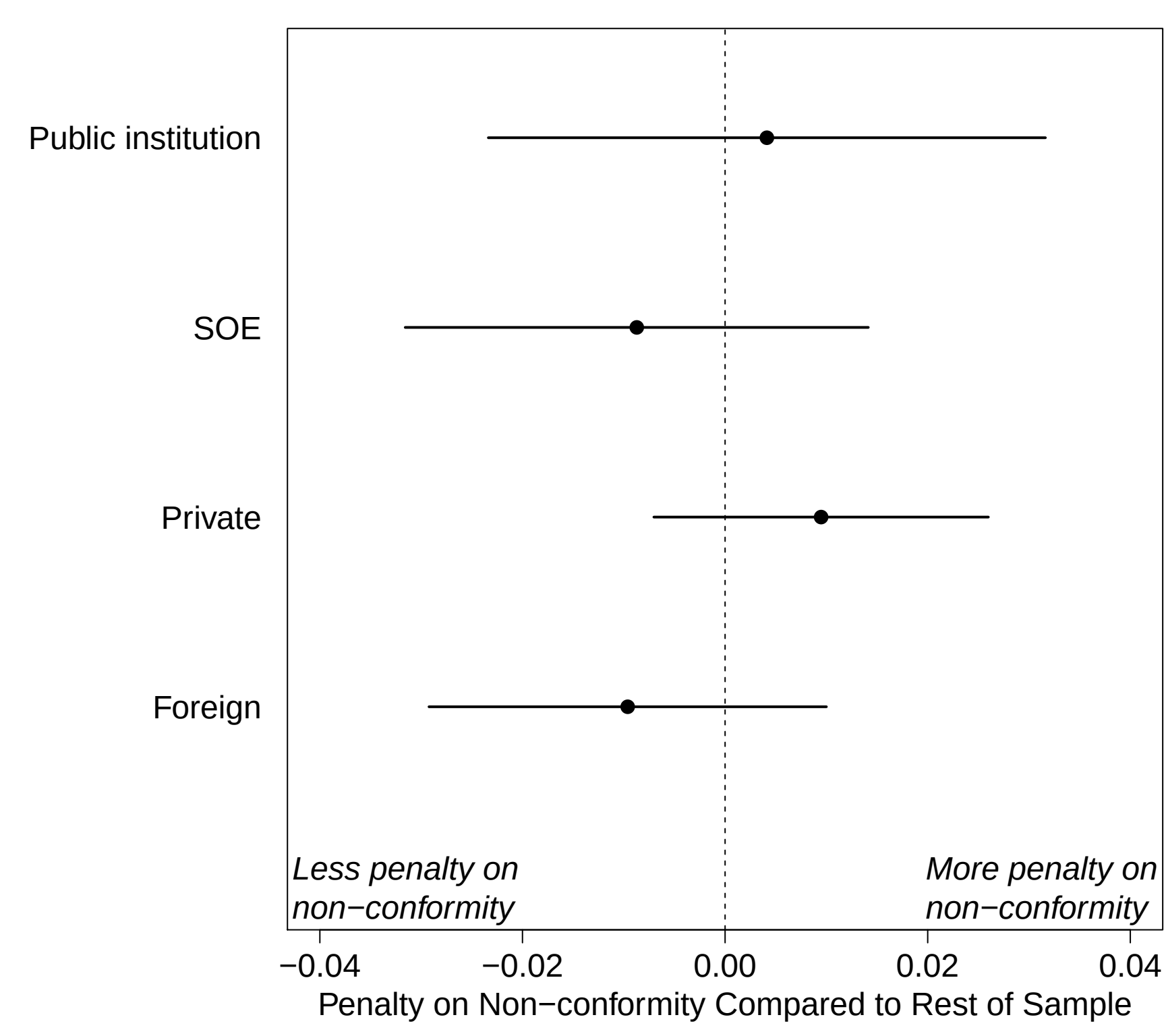
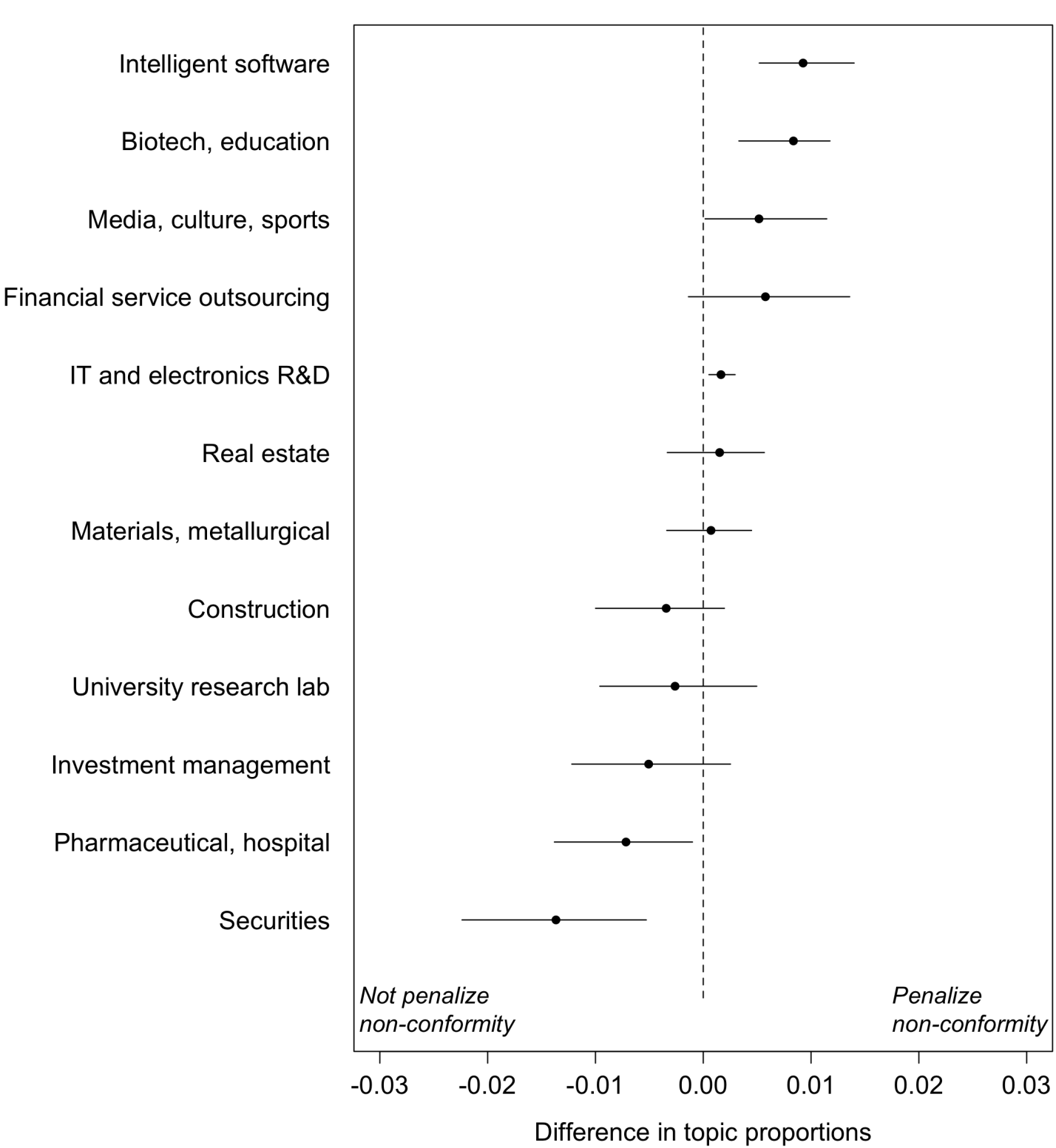
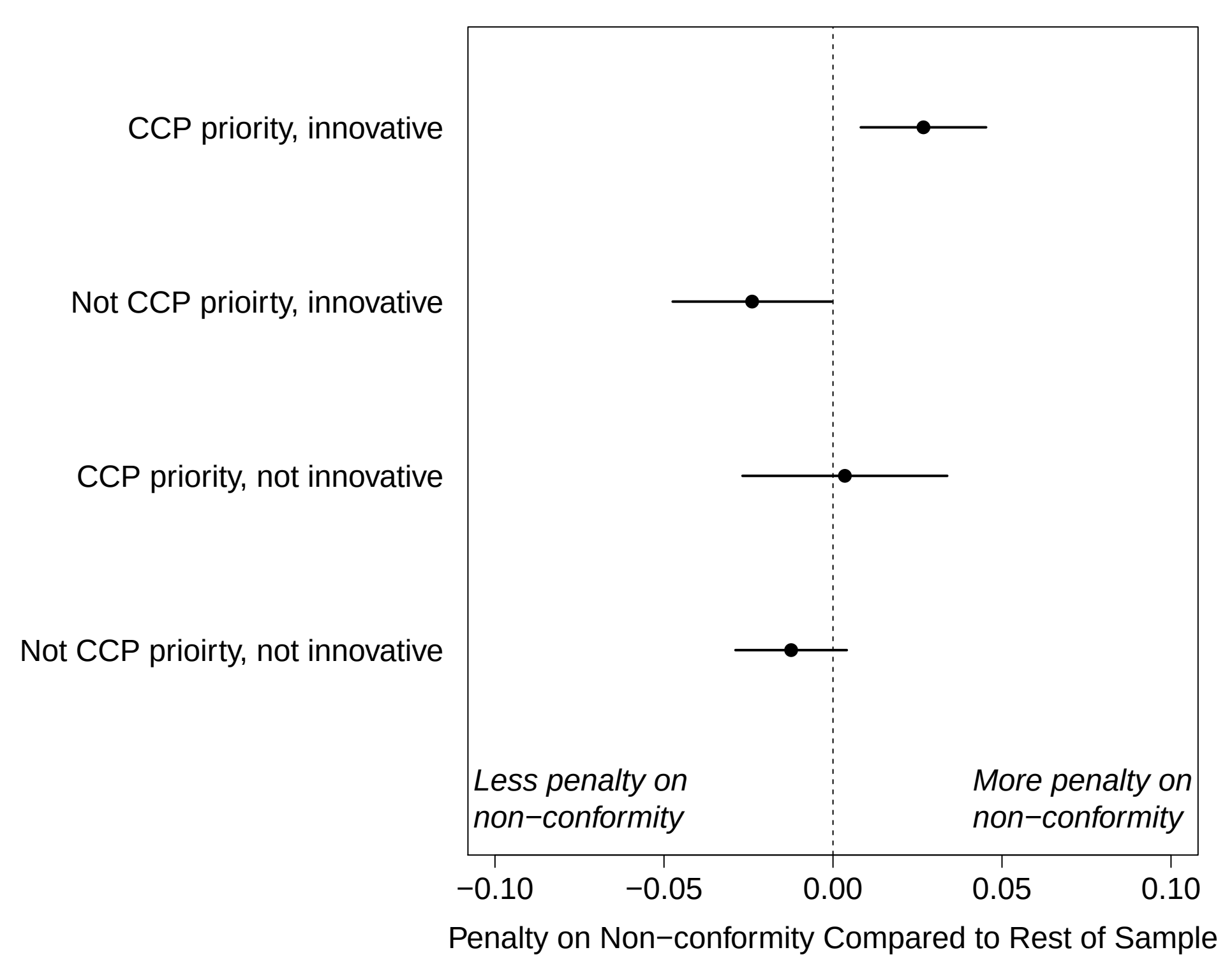

Political loyalty
Western Political Philosophy Study Group
Socialism with Chinese Characteristics Study Group
Politically active
Creative
Conservative
Critical thinking
Bookish
Patriotic
Obedient
Collaborative
Dedicated
Risk taking
Independent
Strategic
Problem solving
Social connections
Work efficiency
Leadership
Academic merit
Lower rating than Comic Book Club
Higher rating than Comic Book Club
−2
−1
0
1
2
Rating of Applicant Compared to Comic Book Club


Public institution
SOE
Private
Foreign
Less penalty on non−conformity
More penalty on non−conformity
−0.04
−0.02
0.00
0.02
0.04
Penalty on Non−conformity Compared to Rest of Sample


Intelligent software
Biotech, education
Media, culture, sports
Financial service outsourcing
IT and electronics R&D
Real estate
Materials, metallurgical
Construction
University research lab
Investment management
Pharmaceutical, hospital
Securities
Not penalize non-conformity
Penalize non-conformity
-0.03
-0.02
-0.01
0.00
0.01
0.02
0.03
Difference in topic proportions


CCP priority, innovative
Not CCP prioirty, innovative
CCP priority, not innovative
Not CCP prioirty, not innovative
Less penalty on non−conformity
More penalty on non−conformity
−0.10
−0.05
0.00
0.05
0.10
Penalty on Non−conformity Compared to Rest of Sample