Note: Two different studies (referred to here as the “Nonwhite sample” and the “White sample”) were published, with identical parameters except that the prescreening settings were different.

Settings for Recruitment through Prolific

Study title:

Study of Job Preferences

Description:

We are inviting you to participate in a research study on preferences for various job designs. If you decide to participate in this study, you will be asked to respond to several survey questions.

After starting the survey, you may choose to stop at any time. If you decide to stop the survey part way through, we will delete any data we collected from you. However, you will only be paid if you complete all of the questions. We do not expect that the survey questions we ask will pose any specific risks or discomforts to you.

If you complete the survey, we plan to confirm your completion of the study in Prolific within 24 hours so that you can receive your payment in a timely manner. If you decide after completing the survey that you wish for us to delete the data you have provided to us, we will do so as long as you contact us prior to our confirming your completion of the study in Prolific; you will not receive payment if you opt to have your responses deleted from our dataset.

This study may help inform researchers about what kinds of jobs people are most interested in and how organizations can effectively hire employees.

Results from this study will be shared with others, but your identity will not be associated with your responses. Specifically, after deleting any information (Prolific IDs) linking individuals to responses, the anonymous survey response data will be shared with others.

If you have any questions about this research project, please feel free to contact Dr. Nathan Favero at 303-269-1959 or favero@american.edu. Questions or concerns about your rights as a research participant should be directed to the Institutional Review Board for Protection of Human Subjects in Research (IRB) at American University at 202-885-3447 or by email at irb@american.edu.

Which devices should participants use to take your study?

All options (mobile, tablet, desktop) were selected.

How many participants are you looking to recruit?

750

Location

USA

Study distribution

Standard sample (distribute your study to available participants)

Prescreen participants

- **Nonwhite sample**: Ethnicity (Simplified) restricted to Black, Asian, Mixed, Other
- **White sample**: Ethnicity (Simplified) restricted to White

How long do you estimate it will take each participant to complete your study?

8 minutes

How much do you want to pay them?

$1.00

PfP: Conjoint Experiment

Survey Flow

WebService: GET - http://nathanfavero.com/conjoint/PFP%20v4.0_strong.php - Fire and Forget

EmbeddedData
- **PROLIFIC_PIDValue will be set from Panel or URL.**
- **STUDY_IDValue will be set from Panel or URL.**
- **SESSION_IDValue will be set from Panel or URL.**

Standard: Informed Consent (2 Questions)

Branch: New Branch
- **If**
  - **If Study of Job Designs We are inviting you to participate in a research study on preferences for... I do not agree Is Selected**

EndSurvey: Advanced

Standard: Conjoint Experiment (15 Questions)
Standard: Survey Questions (4 Questions)
Standard: Socioeconomics (12 Questions)

Page Break

Start of Block: Informed Consent

IC
Study of Job Designs

We are inviting you to participate in a research study on preferences for various job designs.

If you decide to participate in this study, you will be asked to respond to various survey questions and to read some brief information about a city government job.

Completing this survey should take about **5-10 minutes**. If you finish the survey with valid responses, you will receive **$1.00**.

Your responses are confidential. There is always some risk that others will intercept your responses when you provide information on the Internet, but we will employ standard measures to ensure confidentiality. Results from this study will be shared with others, but your identity will not be associated with your responses. Specifically, we will destroy any information (Prolific IDs) linking individuals to responses. After deleting these individual identifiers, the anonymous survey response data will be shared with others.

Your involvement in the study is voluntary, and you may choose not to participate or to stop at any time. However, you will only be paid if you complete all of the questions. We do not expect that the survey questions we ask will pose any specific risks or discomforts to you.

The results of this study may help inform experts considering how to best design public sector jobs.

If you have any questions about this research project, please feel free to contact Dr. Nathan Favero at 303-269-1959 or favero@american.edu. Questions or concerns about your rights as a research participant should be directed to the Institutional Review Board for Protection of Human Subjects in Research (IRB) at American University at 202-885-3447 or by email at irb@american.edu.

By completing the following survey, you are agreeing to participate in this research project. Participants must be 18 years of age or older. If you wish, please feel free to print and keep a copy of this page for your records.

Thank you for participating in this study.

Dr. Nathan Favero

Principal Investigator
Assistant Professor, Department of Public Administration & Policy
School of Public Affairs, American University
303-269-1959
favero@american.edu

Giving of Consent

I have read the information above, and I understand what is being requested of me as a participant in this study. I freely consent to participate. I certify that I am at least 18 years of age.

- ○ I agree (4)
- ○ I do not agree (5)

ProlificID Please enter your Prolific ID here:

_____

End of Block: Informed Consent

Start of Block: Conjoint Experiment

TimeSpent Timing
First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

Intro Over the next few pages, you will be presented with a job choice task involving three scenarios. In each scenario, we ask you to consider two alternative jobs and then tell us about your personal job preferences. The two jobs differ in terms of specific job arrangements, but they relate to the same city government position.

The text below provides basic information about this city government position. The text is adapted from a real-life job posting. We have hidden the name of the city originally posting the job.

Please read the text carefully.

BasicVignette body { background-color: #92a8d1; } **COMMUNITY ACTIVITY WORKER**

The City of ABC's Department of Parks, Recreation and Neighborhood Services (PRNS) is looking to employ a Community Activity Worker.

About the Department

PRNS is proud to be "Building Community through Fun" through innovative, creative, and excellent programs and services. Our mission is to build healthy communities through people, parks, and programs. PRNS is a steady force in our community-advancing education, health, and social connections. We meet the diverse needs of our community across the lifespan by connecting people to places and people to people.

PRNS creates and activates thriving places where people live, work, play, and learn, which include 30 community centers, 100 parks, over 30 miles of trails, programs and services that touch the lives of individuals and families in our community.

Position

PRNS is recruiting to fill the Community Activity Worker position to support the following program: **Project HOPE**.

About Project HOPE

Project HOPE is a community empowerment program that focuses on educating the residents on how to work in partnership with the City to coordinate and mobilize resources that will help address ongoing neighborhood/community issues such as crime, poverty, and blight. The program's goal is to develop sustainable neighborhood associations that can best advocate for their community.

Page Break

TimeScenario1 Timing
First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

Scenario1 Job Choice Scenario #1 (out of 3)

Please continue to think about the position of Community Activity Worker.

Below are two jobs — A and B — describing more specific details about the Community Activity Worker position. Based on this information, please indicate which of the two jobs you would personally prefer?

Job A **Job B** **Total pay**:
Expected pay (including bonuses), compared to similar jobs elsewhere ${e://Field/F-1-1-1} ${e://Field/F-1-2-1} **Performance bonuses**:
How much of the expected pay is bonuses that depend on performance ${e://Field/F-1-1-2} ${e://Field/F-1-2-2} **Job performance evaluation**:
How your performance is measured ${e://Field/F-1-1-3} ${e://Field/F-1-2-3} **Current community involvement**:
Current participation levels for the program ${e://Field/F-1-1-4} ${e://Field/F-1-2-4}
Community income:
Average income in target community ${e://Field/F-1-1-5} ${e://Field/F-1-2-5}
Community demographics:
Racial/ethnic makeup of neighborhoods ${e://Field/F-1-1-6} ${e://Field/F-1-2-6}
Overtime work:
How often you will work extra evening hours ${e://Field/F-1-1-7} ${e://Field/F-1-2-7}
Key job task:
Most important job qualification ${e://Field/F-1-1-8} ${e://Field/F-1-2-8}

Scenario1Choice Which of the two jobs would you personally prefer?

- ○ Job A (1)
- ○ Job B (2)

Scenario1Job12 To what extent do jobs A and B reflect your ideal job arrangement?

	Definitely not ideal 1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	Definitely ideal 7 (7)
Job A (1)	○	○	○	○	○	○	○
Job B (2)	○	○	○	○	○	○	○

Page Break

TimeScenario2 Timing
First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

Scenario2 Job Choice Scenario #2 (out of 3)

Here is a new pair of job arrangements describing specific details about the Community Activity Worker position. As before, please read the text and indicate your personal job preference.

Job A Job B **Total pay**:
Expected pay (including bonuses), compared to similar jobs elsewhere ${e://Field/F-2-1-1} ${e://Field/F-2-2-1} **Performance bonuses**:
How much of the expected pay is bonuses that depend on performance ${e://Field/F-2-1-2} ${e://Field/F-2-2-2} **Job performance evaluation**:
How your performance is measured ${e://Field/F-2-1-3} ${e://Field/F-2-2-3} **Current community involvement**:
Current participation levels for the program ${e://Field/F-2-1-4} ${e://Field/F-2-2-4} **Community income**:
Average income in target community ${e://Field/F-2-1-5} ${e://Field/F-2-2-5} **Community demographics**:
Racial/ethnic makeup of neighborhoods ${e://Field/F-2-1-6} ${e://Field/F-2-2-6} **Overtime work**:
How often you will work extra evening hours ${e://Field/F-2-1-7} ${e://Field/F-2-2-7} **Key job task**:
Most important job qualification ${e://Field/F-2-1-8} ${e://Field/F-2-2-8}

Scenario2Choice Which of the two jobs would you personally prefer?

- ○ Job A (1)
- ○ Job B (2)

Scenario2Job12 To what extent do jobs A and B reflect your ideal job arrangement?

	Definitely not ideal 1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	Definitely ideal 7 (7)
Job A (1)	○	○	○	○	○	○	○
Job B (2)	○	○	○	○	○	○	○

Page Break

TimeScenario3 Timing
First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

Scenario3 Job Choice Scenario #3 (out of 3)

Here is a new pair of job arrangements describing more specific details about the Community Activity Worker position. Please read the text and indicate your personal job preference.

Job A Job B **Total pay**:
Expected pay (including bonuses), compared to similar jobs elsewhere ${e://Field/F-3-1-1} ${e://Field/F-3-2-1} **Performance bonuses**:
How much of the expected pay is bonuses that depend on performance ${e://Field/F-3-1-2} ${e://Field/F-3-2-2} **Job performance evaluation**:
How your performance is measured ${e://Field/F-3-1-3} ${e://Field/F-3-2-3} **Current community involvement**:
Current participation levels for the program ${e://Field/F-3-1-4} ${e://Field/F-3-2-4} **Community income**:
Average income in target community ${e://Field/F-3-1-5} ${e://Field/F-3-2-5} **Community demographics**:
Racial/ethnic makeup of neighborhoods ${e://Field/F-3-1-6} ${e://Field/F-3-2-6} **Overtime work**:
How often you will work extra evening hours ${e://Field/F-3-1-7} ${e://Field/F-3-2-7} **Key job task**:
Most important job qualification ${e://Field/F-3-1-8} ${e://Field/F-3-2-8}

Scenario3Choice Which of the two jobs would you personally prefer?

- ○ Job A (1)
- ○ Job B (2)

Scenario3Job12 To what extent do jobs A and B reflect your ideal job arrangement?

	Definitely not ideal 1 (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	Definitely ideal 7 (7)
Job A (1)	○	○	○	○	○	○	○
Job B (2)	○	○	○	○	○	○	○

Page Break

End of Block: Conjoint Experiment

Start of Block: Survey Questions

GeneralRisk Are you generally a person who is fully prepared to take risks or do you try to avoid taking risks?
Please tick a box on the scale, where the value 0 means: ‘unwilling to take risks’ and the value 10 means: ‘fully prepared to take risk’.

- Unwilling to take risks 0 (0)
- 1 (1)
- 2 (2)
- 3 (3)
- 4 (4)
- 5 (5)
- 6 (6)
- 7 (7)
- 8 (8)
- 9 (9)
- Fully prepared to take risk 10 (10)

Page Break

LotteryRisk Suppose in a lottery game, the possibility to win 1,000 dollars is 10%, then how much would you pay at most to buy a lottery ticket?

_____

Page Break

AMERICAN UNIVERSITY
WASHINGTON, DC

SelfEfficacy Please check your answer below.

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
I will be able to achieve most of the goals that I set for myself. (1)	○	○	○	○	○
When facing difficult tasks, I am certain that I will accomplish them. (2)	○	○	○	○	○
In general, I think that I can obtain outcomes that are important to me. (3)	○	○	○	○	○
I believe I can succeed at most any endeavor to which I set my mind. (4)	○	○	○	○	○
I will be able to successfully overcome many challenges. (5)	○	○	○	○	○
I am confident that I can perform effectively on many different tasks. (6)	○	○	○	○	○

Compared to other people, I can do most tasks very well. (7)	○	○	○	○	○
Even when things are tough, I can perform quite well. (8)	○	○	○	○	○

Page Break

PSM Please check your answer below.

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
Meaningful public service is very important to me. (1)	○	○	○	○	○
I am often reminded by daily events about how dependent we are on one another. (2)	○	○	○	○	○
Making a difference in society means more to me than personal achievements. (3)	○	○	○	○	○
I am prepared to make enormous sacrifices for the good of society. (4)	○	○	○	○	○
I am not afraid to go to bat for the rights of others even if it means I will be ridiculed. (5)	○	○	○	○	○
This is an attention check; please click “Disagree.” (6)	○	○	○	○	○

Page Break

End of Block: Survey Questions

Start of Block: Socioeconomics

*

Age What is your age?

_____

Page Break

Gender What is your gender?

- Male (1)
- Female (2)
- Non-binary (3)
- Prefer not to answer (4)

Page Break

Education What is your highest degree or level of school you have completed?

- ○ Less than a high school diploma (1)
- ○ High school degree or equivalent (2)
- ○ Some college, no degree (3)
- ○ Associate degree (4)
- ○ Bachelor's degree (5)
- ○ Master's degree (6)
- ○ Professional degree (7)
- ○ Doctorate (8)

Page Break

State In what state do you currently reside?

▼ Alabama (1) ... Virgin Islands (56)

Page Break

Employment What is your employment status?

- Employed (1)
- Self-employed (2)
- Unemployed (3)
- Student (4)
- Retired (5)
- Homemaker (6)
- Unable to work (7)
- Other (8)

Page Break

Display This Question:

If Employment = 1

Sector1 Which sector are you working in?

- **For-profit** company or organization (1)
- **Non-profit** organization (including tax-exempt and charitable organizations) (2)
- **Local government** (for example: city or county school district) (3)
- **State government** (including state colleges/universities) (4)
- **Active duty** U.S. Armed Forces or Commissioned Corps (5)
- **Federal government** civilian employee (6)
- Other (7) _____

Display This Question:

If Employment = 4

Sector2 Which sector are you most interested in for your future job?

- **For-profit** company or organization (1)
- **Non-profit** organization (including tax-exempt and charitable organizations) (2)
- **Local government** (for example: city or county school district) (3)
- **State government** (including state colleges/universities) (4)
- **Active duty** U.S. Armed Forces or Commissioned Corps (5)
- **Federal government** civilian employee (6)
- Other (7) _____

Page Break

Display This Question:

If Employment != 1

And Employment != 4

PublicSector Have you ever worked for a government employer?

- Yes, I have worked for government before (including active military duty) (1)
- No, I have never worked for government (2)
- Don't know (3)

Page Break

Income What is your annual household income?

- ○ $0-$19,999 (1)
- ○ $20,000-$39,999 (2)
- ○ $40,000-$59,999 (3)
- ○ $60,000-$79,999 (4)
- ○ $80,000-$99,999 (5)
- ○ $100,000 or more (6)
- ○ Prefer not to answer (7)

Page Break

Party What is your preferred political party?

- ○ Republican (1)
- ○ Democratic (2)
- ○ Other (3) _____

Page Break

Race What is your race or ethnicity? (Select all that apply)

- [ ] White (1)
- [ ] Black or African American (2)
- [ ] Hispanic, Latino, or Spanish (3)
- [ ] Asian (4)
- [ ] American Indian or Alaska Native (5)
- [ ] Native Hawaiian or Pacific Islander (6)
- [ ] Middle Eastern or North African (7)
- [ ] Other (8)
- [ ] Prefer not to answer (9)

Page Break

Honesty How carefully did you read the job arrangement options? (Your answer does not affect your payment. Please answer honestly.)

- Not at all carefully (1)
- Not very carefully (2)
- Somewhat carefully (3)
- Very carefully (4)

End of Block: Socioeconomics