Report : Perform now?! - The effect of imposed payment schemes on workers performance

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evaluation : B-

This experimental paper is about the impact of fixed or variable payment scheme on workers’ performances. As usual in the literature about experiments in personal economics, authors use a real effort task prior to implementing fixed or variable payment scheme, that could be exogenously determined or endogenously chosen by each participant. The last phase is for eliciting individual preferences.

Authors find that the most productive participants select more often this payment scheme. The effects of individual characteristic on the choice of the payment scheme are for most of them non-significant, which surprises me a little bit. An interesting result is that, when people are faced to payment schemes that do not match their individual preferences, they perform lower. Even if I do not know very well this piece of literature in EE, the novelty of this experimental paper seems to me quite limited, reducing to the possibility of comparing exogenous and endogenous choice of payment scheme. As a minor remark, I do not see any statistical test, and the results are based on descriptive statistics and on regression analysis. I have therefore some difficulties to assess the robustness of this results.