

If research-firm partnerships are such a good idea, why don't we see more?

Even though we might agree on the questions, a successful partnership requires agreement on objectives and methods, and clear expectations on both sides

Own goals

- “Prove” that a policy works
- Show off report with prestigious university logo
- Test our theories
- Impress colleagues and editors

Methods

- Randomise? Why do you want to do things at random?
- Randomise? Isn't that unfair?
- If we can see that something works why do we have to wait 6 months/one year?

Methods

- Randomise? Why do you want to do things at random?
- Randomise? Isn't that unfair?
- If we can see that something works why do we have to wait 6 months/one year?
- Other methods
 - Before and after
 - Event study
 - Adopters vs non adopters
- Often fairer than the alternative
- People do not adjust instantaneously

Expectations

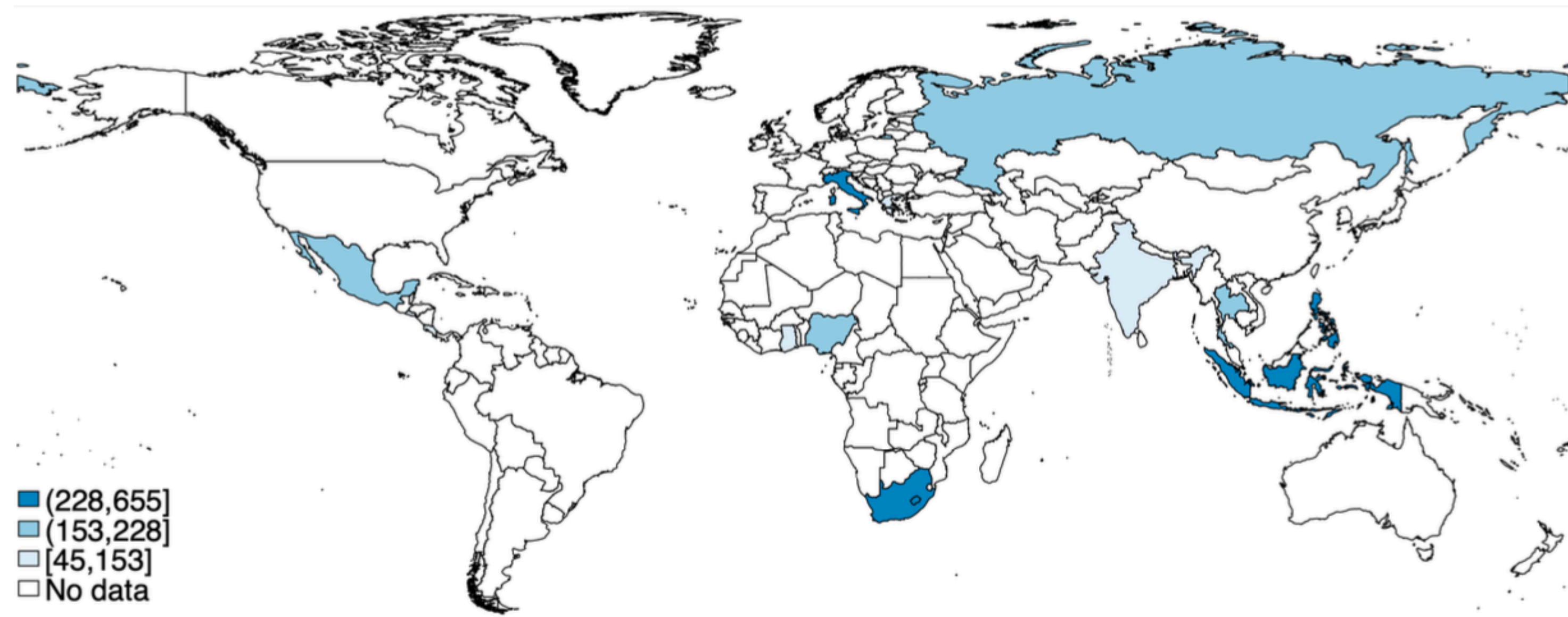
- A yes/no answer
- A flattering answer
- Anything in less than 6 months
- Undivided attention
- Fast replies
- Level of obsession to match

Ethics

- No compensation
- No harm

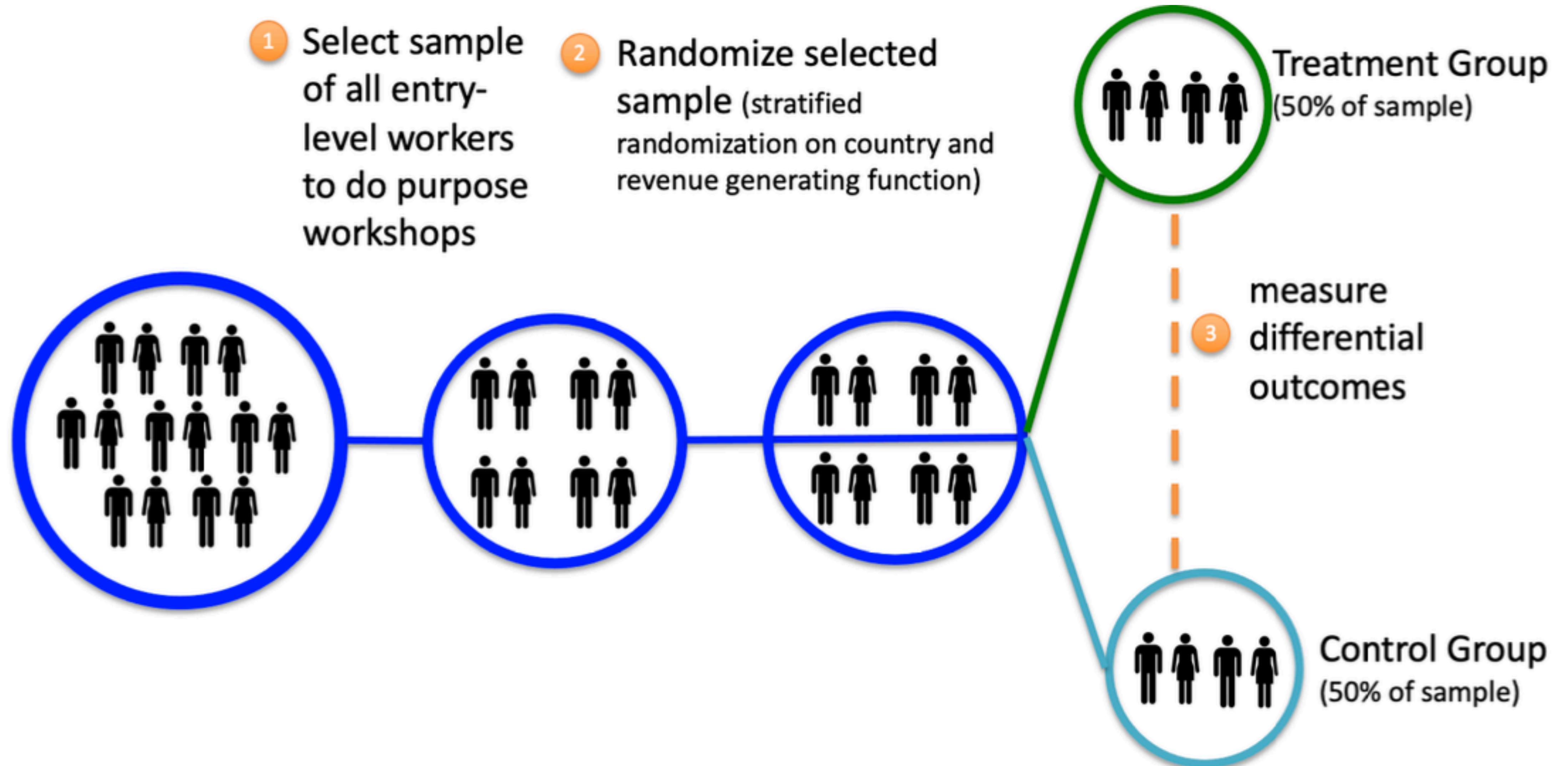
Key ingredients

Ingredient 1: a large sample



.4 countries: CRI, SLV, GHA, GRC, IND, IDN, ITA, MEX, NGA, PHL, RUS, SGP, ZAF, THA

2. Research design



3 join together many data sources

<i>Variable</i>	<i>Source</i>
Motivation, team collaboration, SWB	Our survey
Exit, lateral job change, promotion	Global HR records
Performance score, pay	Global HR records
Sales measures ¹	Local HR records

Findings

Pay, well-being and performance go up

1/2

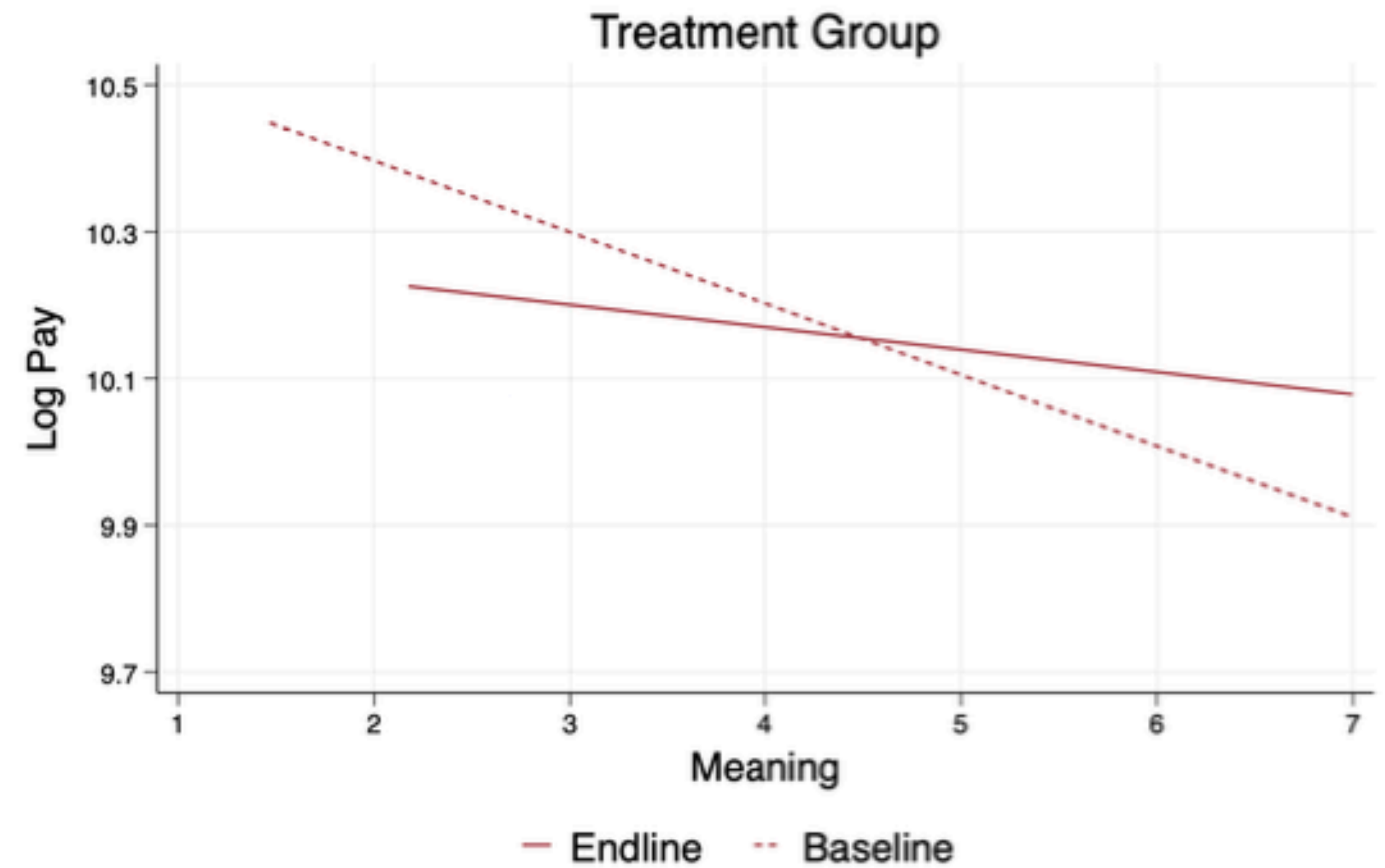
- Because lowest performers exit

1/2

- Because those who stay behave differently

Meaning at work goes up

The trade-off btw
Money and Meaning
disappears



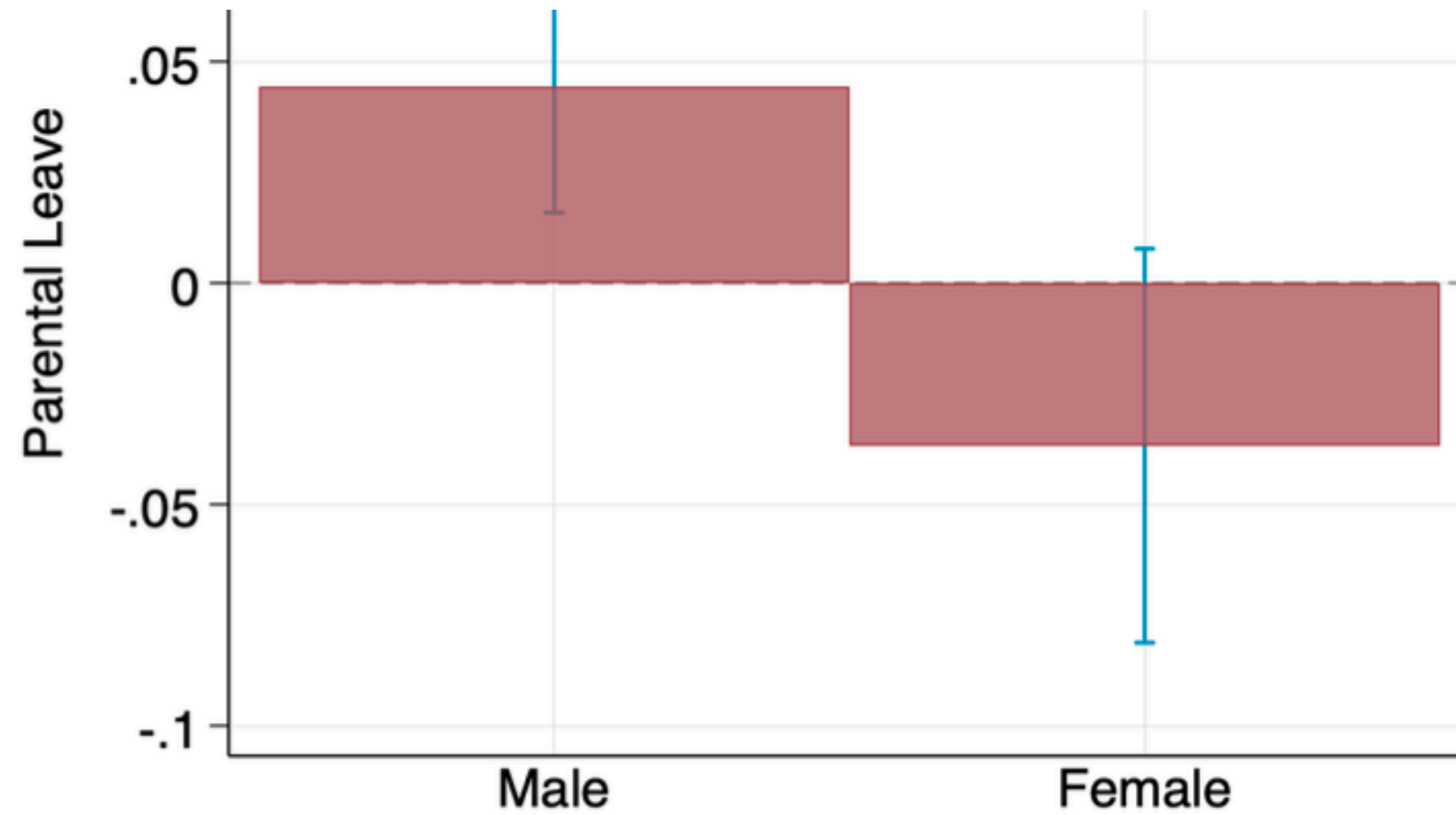
men

give up wage growth to increase meaning

women

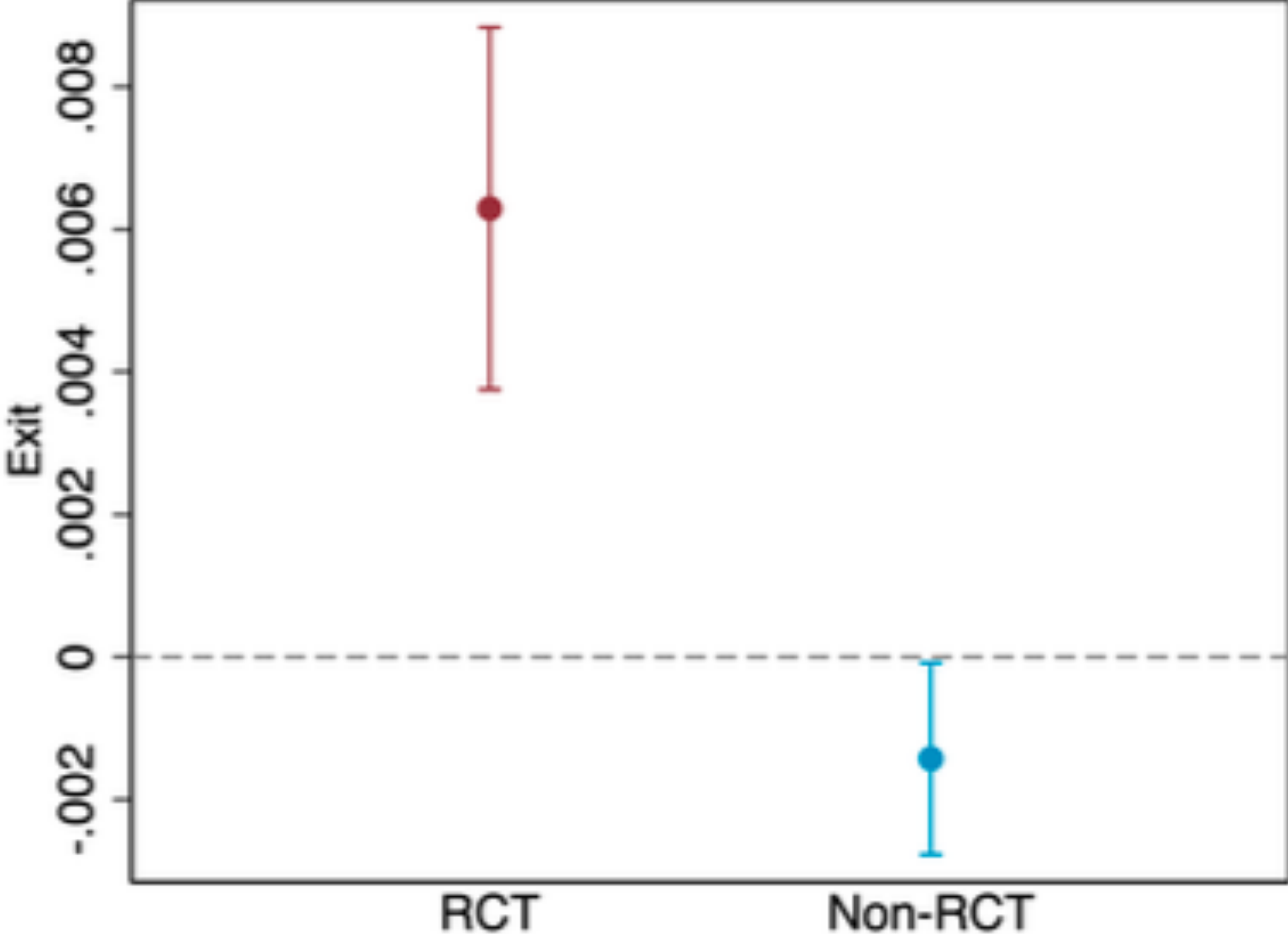
give up meaning to increase wage growth

Men take more parental leave, women take less



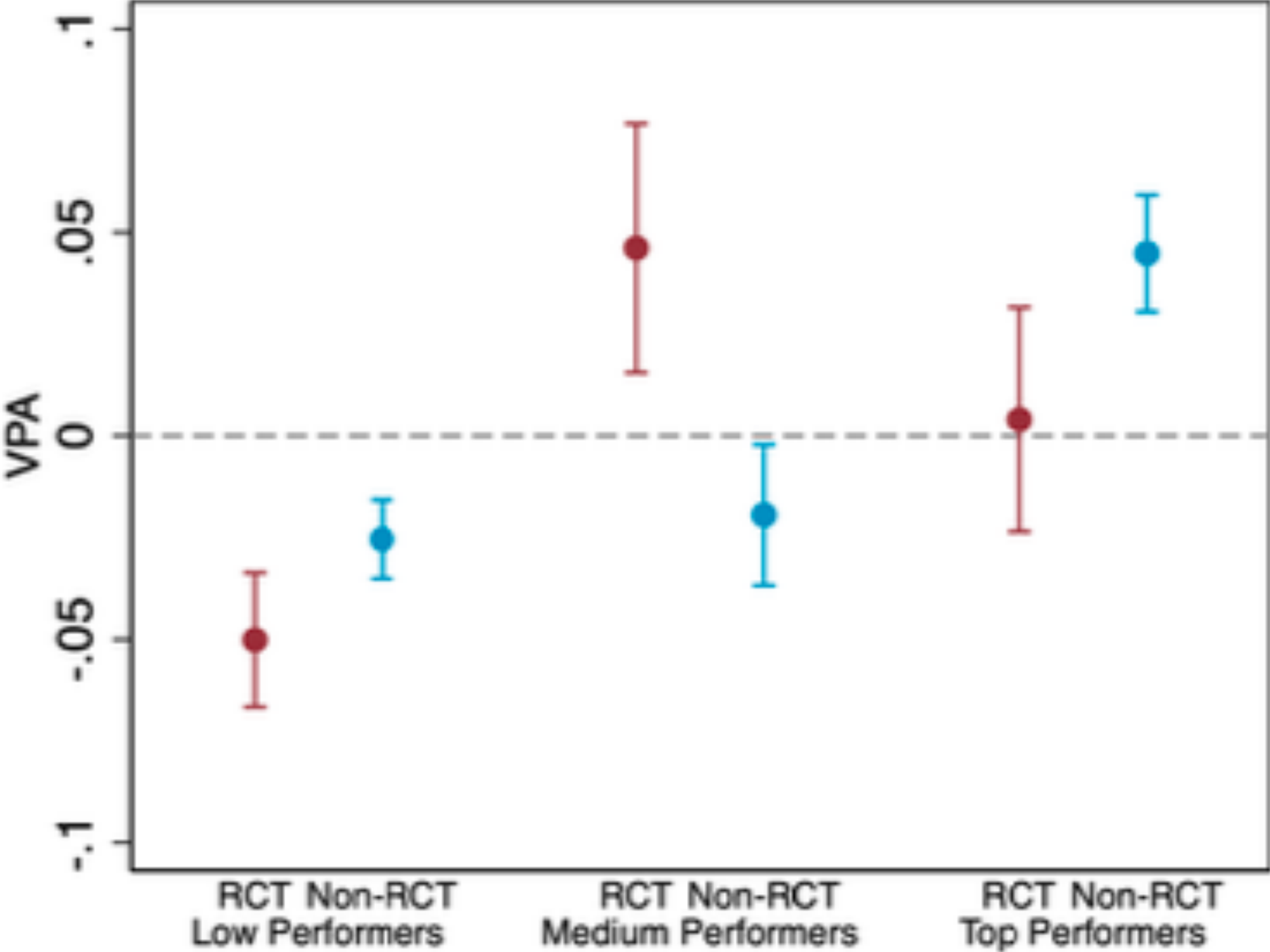
Was it worth it?

**comparing early adopters
and non-adopters tells a
different story**



(a) Exit

comparing early adopters
and non-adopters tells a
different story



(c) Perf. Score