

# Ranking – Within percentile moderation

[consent redacted for anonymity]

\*Employee names and rank information order counterbalanced; for simplicity, we present just one of the orders below.

Imagine that you are a manager at a large company. One of your responsibilities is to allocate bonuses to employees.

You need to decide which of two employees who work in different teams, Dave and James, will get a bonus.

To inform your decision, you talk with the employees' respective supervisors. They describe the employees similarly: generally good workers, even if not the best within their teams.

You ask the supervisors how these two employees do relative to their co-workers within their respective teams. Specifically, you ask them to tell you how many employees overall work in the team, and how they would rank these specific employees.

The table summarizes the supervisors' answers:

*Absolute ranking condition:*

Employee name	Number of employees in the team	Employee rank
Dave	8	2
James	16	4

*Percentile ranking condition:*

Employee name	Number of employees in the team	Employee rank
Dave	8	25%
James	16	25%

**Which employee would you give the bonus to?**

☐ Dave

☐ James

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What would you expect about the quality of the two employees?

- ☐ Dave is better (1)
  - ☐ (2)
  - ☐ (3)
  - ☐ (4)
  - ☐ (5)
  - ☐ James is better (6)
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What would you expect about the overall quality of the two teams the employees belong to?

- ☐ The small team is better (1)
- ☐ (2)
- ☐ (3)
- ☐ (4)
- ☐ (5)
- ☐ The large team is better (6)

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What is your age?

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What is your gender

- ☐ Male (1)
- ☐ Female (2)
- ☐ Non-binary / third gender / other (3)

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Do you have any comments?

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