

## Rankings Study 7: Bonus Percentile Moderation (#216257)

### Author(s)

This pre-registration is currently anonymous to enable blind peer-review.  
It has 3 authors.

### Pre-registered on:

2025/03/06 18:15 (PT)

### 1) Have any data been collected for this study already?

No, no data have been collected for this study yet.

### 2) What's the main question being asked or hypothesis being tested in this study?

We predict that participants who see how two employees are ranked within their teams in absolute terms will be more inclined to grant a bonus to an employee ranked in a shorter list (i.e., ranked 2nd in a team of 8) than to an employee ranked in a longer list (i.e., ranked 4th in a team of 16).

We also predict that participants presented with the percentile ranking of these two employees (i.e., 25%) will be less inclined to give the short list employee the bonus compared to participants presented with the absolute ranking.

### 3) Describe the key dependent variable(s) specifying how they will be measured.

A binary choice between giving a bonus to the long list employee (coded as 0) and the short list employee (coded as 1).  
We will counterbalance the order in which the employees will be described.

### 4) How many and which conditions will participants be assigned to?

Participants will be randomly assigned to one of two conditions:

Absolute rank condition. Participants will see the two employees' rankings in absolute terms (2nd and 4th in their respective teams).

Percentile rank condition. Participants will see the two employees' rankings in percentiles (25% for both employees).

### 5) Specify exactly which analyses you will conduct to examine the main question/hypothesis.

Prediction 1: Within the absolute rank condition, we will conduct a one-sample proportion test (a chi-square or z-test) comparing the distribution of participants' choices to a 50/50 distribution, collapsing across display orders.

Prediction 2: We will conduct a chi-square test to compare the choice distribution in the two ranking conditions, collapsing across display orders.

### 6) Describe exactly how outliers will be defined and handled, and your precise rule(s) for excluding observations.

We will include all completed unique survey responses in the analysis. We will not include any incomplete surveys in the analysis.

### 7) How many observations will be collected or what will determine sample size? No need to justify decision, but be precise about exactly how the number will be determined.

We will sample 800 participants on Prolific, prescreened to have people management responsibilities in their work.

### 8) Anything else you would like to pre-register? (e.g., secondary analyses, variables collected for exploratory purposes, unusual analyses planned?)

We will also test the choice distribution within the percentile ranking condition.

We will also ask participants to evaluate the quality of the two employees and their teams (two 6-point scales), and conduct exploratory analysis.