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Article

Does Meaning Make Teams Work?

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Online-Appendix zu

„Does Meaning Make Teams Work?“

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Welcome to the experiment!

You are now taking part in an economic experiment. If you read the following instructions carefully, depending on your decisions, **you can earn a considerable amount of money**. It is therefore very important that you read these instructions thoroughly.

The instructions you are reading are solely for your private information. **It is prohibited to communicate** with the other participants during the experiment.

In this experiment, **you are going to undertake a project as part of a team**. The description of your project is on the next page. Please read the instructions carefully before moving to the subsequent page.

The experiment will last approximately 15 minutes.

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Figure 1: Welcome Screen

Introduction

Instructions

You will be a member of a **group of 4 people**. Throughout the game, you will decide with the same three people simultaneously. Each member has to decide on the division of **€20.00**. You can put these **€20.00** on a **private account**, or you can **invest** them fully or partially into a project. Each Euro you do not invest in the project will automatically be transferred to your private account.

Your Private Account

For each Euro you put on your private account, you will earn exactly €1. For example, if you put €20.00 on your private account (which implies that you do not invest anything into the project), you will earn exactly €20.00 from the private account. If you put €6 into the private account, you will receive an income of €6 from the private account. Nobody earns something from your private account, except you.

Investment in Project

From the amount you invest in the project, each group member will get the same earning. Of course, you will also get an earning from the tokens the other group members invest in the project. In each round, all contributions will be collected in a common pool. **The total amount in the pool is multiplied by a factor of 1.6.** Finally, this increased amount will be **equally split** among you and your team members. The calculation of your earnings is as follows:

$$Earnings = \frac{1}{4} \sum Contribution_i * 1.6$$

Your payment from the project depends on your payoff, which equals your earnings from the project plus the amount your private account. The calculation of your payoff is as follows:

$$Payoff = 20 - Contribution_i + Earnings$$

The experiment takes **10 rounds**. At the end of the experiment, the system will select one round randomly, and this round will decide your payment. **Each round has an equal likelihood to become payment relevant. For example, if the system selects round 5 randomly and your payoff is €20.00, you will receive €20.00.**

There will be a summary at the end of each round, including others' contributions and your payoff. Finally, there will be a short questionnaire.

Example

Player	You	Player 1	Player 2	Player 3	Total
Contribution	€10	€8	€12	€10	€40
Total earnings of your team:				€40 x 1.6 = €64	
Your earnings:				€64 / 4 = €16	
Your payoff:				€20 - €10 + €16 = €26	

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Figure 2: Instructions

Project Details

In this project, you and your team have the opportunity to collect donations for non-governmental organizations. The donation amount depends on the contribution of your team. **The more you contribute to the common pool, the more donation you can collect, creating greater social impact.** The experimenter will finance the donation. Therefore it **does not imply any cost** to you and your team.

The donation amount is **40% of the total contribution** of your team. Below you find the scope and activities of five organizations. Please read the descriptions and select one of them as your partner organization to donate.

If team members select different organizations as donation partner, total donation will be distributed among those organizations proportionally.

WWF

The World Wide Fund for Nature is an international non-governmental organization that works in the field of wilderness preservation and the reduction of human impact on the environment. Its current work is organized around these six areas: food, climate, freshwater, wildlife, forests, and oceans.



UNICEF

UNICEF is a UN agency providing humanitarian and developmental aid to children worldwide. Its activities include providing immunizations and disease prevention, administering treatment for children and mothers with HIV, enhancing childhood and maternal nutrition, improving sanitation, promoting education, and providing emergency relief in response to disasters.



Tafel Germany

Tafel is a non-profit aid organization that distributes food that is no longer used in the economic cycle and would otherwise be destroyed to the needy or give it away for a small fee. In Germany, one-third of the needy are children and young people.



UN High Commissioner for Refugees

United Nations High Commissioner for Refugees is a UN agency mandated to aid and protect refugees, forcibly displaced communities, and stateless people and assist in their voluntary repatriation, local integration, or resettlement to a third country.



Amnesty International

Amnesty International is a non-governmental organization focused on human rights. Amnesty draws attention to human rights abuses and campaigns for compliance with international laws and standards. It works to mobilize public opinion to generate pressure on governments where abuse takes place.



Which organization do you choose to donate?

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Figure 3: Meaningful Work Treatment: Donation Mechanism

Evaluate

On the previous page, you were informed about the project that you will conduct as a team. Based on the given information, please evaluate the following sentence.

I think this project is meaningful.

☐ Strongly Agree ☐ Agree ☐ Somewhat Agree ☐ Neutral ☐ Somewhat Disagree ☐ Disagree ☐ Strongly Disagree

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Figure 4: Manipulation Check

Contribute

You are informed about the project details. Please decide how much to contribute to the project.

How much do you contribute to the project (from 0 to 20)?

 

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Figure 5: Decision Phase

Results

Please find the results of this round below.

Player	You	Player 1	Player 2	Player 3	Total
Contribution	€7.00	€8.00	€11.00	€8.00	€34.00
Total earnings of your team:				€54.40	
Your earnings:				€13.60	
Your payoff:				€26.60	

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Figure 6: Result Screen for Control Group

Results

Please find the results of this round below.

Player	You	Player 1	Player 2	Player 3	Total
Contribution	€10.00	€9.00	€8.00	€8.00	€35.00

Total earnings of your team:	€56.00
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Your earnings:	€14.00
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Your payoff:	€24.00
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Donation collected:	€14.00
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Figure 7: Result Screen for Treatment Group

Evaluate

Below you see sentences regarding personal preferences for different work aspects. Please evaluate each statement for you and your expectancy from your career.

	Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree
I want to have a meaningful career.	☐	☐	☐	☐	☐	☐	☐
I want to understand how my work contributes to my life's meaning.	☐	☐	☐	☐	☐	☐	☐
I want to have a good sense of what makes my job meaningful.	☐	☐	☐	☐	☐	☐	☐
I want to have work that has a satisfying purpose.	☐	☐	☐	☐	☐	☐	☐
I view the work as contributing to my personal growth.	☐	☐	☐	☐	☐	☐	☐
My work should help me better understand myself.	☐	☐	☐	☐	☐	☐	☐
My work should help me make sense of the world around me.	☐	☐	☐	☐	☐	☐	☐
I don't mind if my work makes no difference to the world.	☐	☐	☐	☐	☐	☐	☐
My work should make a positive difference in the world.	☐	☐	☐	☐	☐	☐	☐
The work I do should serve a greater purpose.	☐	☐	☐	☐	☐	☐	☐

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Figure 8: Work and Meaning Inventory Questionnaire

Please fill the form below.

What is your birth year?

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What is your gender?

----- ▾

What is your nationality?

----- ▾

What is your total work experience to date in full years?

Do you have any further comments regarding the experiment?

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Figure 9: Survey