Demographic Stickiness Mechanism Study 010521 (#55376)

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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?
People will be more likely to hire woman candidates to replace a departing group member when the departing member is a woman than when the departing member’s demographic identity is unspecified.

This effect will be mediated by desire to preserve the status quo.

3) Describe the key dependent variable(s) specifying how they will be measured.
Whether the participant chooses a woman candidate (1 if yes, 0 if no). Each participant will choose between a White man, a Black man, and a White woman for promotion to a group.

4) How many and which conditions will participants be assigned to?
Participants will be assigned to one of two conditions: replacing woman or replacing unknown employee. In the replacing woman condition, participants are shown a photo of a woman and told that she recently decided to leave the group and needs to be replaced. In the replacing unknown employee condition, participants are simply told that an employee recently decided to leave the group and needs to be replaced. In both conditions, participants are then shown the rest of the group, which includes 2 White men, 2 White women, and a Black man, before making their promotion decision.

We will measure our mediation construct with three items. We will average the three items to create our construct. Participants will respond to the three items on a 1 (Strongly disagree) to 7 (Strongly agree) scale. The three items are:
"I prioritized promoting someone who would retain the original group dynamic."
"I attempted to make a promotion decision that wouldn’t change the group too drastically."
"I tried to choose someone who would fulfill a similar role as the departing group member."

5) Specify exactly which analyses you will conduct to examine the main question/hypothesis.
We will conduct a proportions test comparing the proportion of women hired in the replacing woman condition to the proportion of women hired in the replacing unknown employee condition.

To test our second hypothesis (mediation) we will use a Sobel-Goodman mediation test to assess significance of the indirect effect, and run a mediation analysis with 10000 bootstrap replicates.

6) Describe exactly how outliers will be defined and handled, and your precise rule(s) for excluding observations.
None

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 collect 800 participants

8) Anything else you would like to pre-register? (e.g., secondary analyses, variables collected for exploratory purposes, unusual analyses planned?)
None