



Tufts
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Labor
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SEM Brief 2: Training

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10 June 2020

Main conclusion: Better Work does not appear to affect a worker's perception of the adequacy of the amount of training they have received. The perception of the amount of training is affected by personality traits and working conditions. Growth mindset, resilience and internal locus of control predict a perception that they have received the training that they need. Workers who feel represented at work, are comfortable asking for help when they need it and feel that promotion is based on ability are also more likely to feel that they are receiving adequate training. Workers who feel dehumanized at work are less likely to feel that there is adequate training. While Better Work affects the channels that affect perceptions of training, the effect is not strong enough to produce a reduced form treatment effect on training perceptions.

1. Training

Training is measured by two items. We first ask workers whether the on-the-job training is applicable to their job and then whether the training meets their needs. We first estimate a simple reduced form equation to determine whether workers in Better Work factories are more likely to feel that they have the training that they need. Results are reported in Table 2.1. The Better Work treatment variable is not statistically significant.

2. Personality Traits

We next turn to a theory about whether worker personality traits might explain perceptions of training. Results are reported in Table 2.2. Personality traits are extremely important for perceptions of training. Growth mindset (Change_Behavior, $b=0.0390$; Develop Ability, $b=0.0392$), ability to manage challenges ($b=0.0612$), one measure of resilience (Bounce_Back, $b=0.0797$) and internal locus of control ($b=0.0514$) significantly predict a belief that training is appropriate. However, note again, that the Better Work treatment variable is not statistically significant.

3. Simultaneous Equation Modeling

Finally, we turn to whether personality traits and conditions of work affect perceptions of training. Results are presented in the Figure 2.1.

As in the theoretical model, personality traits are a strong predictor of perceptions of training. Growth mindset (Develop_Ability, $b=0.0470$), internal locus of control (Change Behavior, $b=0.0232$, two measures of resilience (Manage Challenges, $b=0.0609$; Bounce Back, $b=0.0369$) predict a perception that training is relevant and adequate.

Working conditions are also important for a perception of training. Workers who feel dehumanized ($b=-0.0631$) are less likely to feel that training is adequate. Workers who have access to formal representation ($b=0.156$), can get help when they need it ($b=0.0798$) and do not face discrimination in promotions ($b=0.0443$) are more likely to report that training is adequate.

Better Work operates on several of these variables including representation ($b=0.0836$) and help (0.0939). However, the impact of Better Work through these channels was not strong enough to produce a reduced form treatment effect.

Data Construction

Training (a= 0.6779) 5-point agree scale

Applicable_Training Overall, the on-the-job training I receive is applicable to my job.

Training_Needs Overall, the training I receive on the job meets my needs.

Personality Characteristics 5-point agree scale

IntelligenceR You can learn new things, but you can't really change your basic intelligence.

ResilienceR (a=0.7198)

Stressful_Events I have a hard time making it through stressful events.

Setbacks I tend to take a long time to get over set-backs in my life.

Change_Behavior I can change my life by changing my behavior.

Manage_Challenges I am able to successfully manage the challenges in my life.

Develop_Ability You can always greatly develop your ability

Bounce_Back I tend to bounce back quickly after hard times.

ControlR In the last month, how often have you felt that you were unable to control the important things in your life?

Dehumanization (a= 0.7523) 5-point common scale

Unimportant How often do you feel small or unimportant after talking to your supervisor?

Angry How often do you feel angry or frustrated after talking to your supervisor?

Unappreciated How often do you feel unimportant or unappreciated in the factory?

Embarrassed How often do you feel embarrassed or humiliated at work?

Representation (a= 0.6703) Binary

Union Are you a member of union?

Factory_Union Which of the following do you have in your factory? Union

Factory_Bargaining Which of the following do you have in your factory? A collective bargaining agreement

Factory_Committee Which of the following do you have in your factory? Worker-manager committee

Help (a= 0.8239) 5-point comfort scale

Supervisor_Help If you have a complaint or concern about work, how comfortable would you feel seeking help from Your supervisor

Coworker_Help If you have a complaint or concern about work, how comfortable would you feel seeking help from A co-worker

HR_Help If you have a complaint or concern about work, how comfortable would you feel seeking help from HR

Trade_Union_Help If you have a complaint or concern about work, how comfortable would you feel seeking help from The trade union

Committee_Help If you have a complaint or concern about work, how comfortable would you feel seeking help from A worker-manager committee

ComplaintBox_Help If you have a complaint or concern about work, how comfortable would you feel seeking help from Suggestion/Complaint box

Work Stress (a= 0.6676) 5-point common scale

Dizzy In the last three months, how often have you felt dizzy or fainted at work?

Ache In the last three months, how often are you bothered by headache; backache or suffered from muscle stiffness?

Injured In the last three months, how often have you been injured because of your work?

Worry I often worry about finishing everything I have to do.

Fatigue I feel fatigued when I get up in the morning and have to face another day on the job.

Frustrated I feel frustrated by my job.

Work Abuse (a= 0.7634) 5-point agree scale

Supervisor_Yell A supervisor yells at a worker to work faster or for making a mistake.

Thirsty You are thirsty at work

Hungry You are hungry at work

Obstacle_Promotion You faced an unfair obstacle getting promoted

Unfair You were unfairly assigned to a particular job

Hot_Cold Your factory is uncomfortably hot or cold

Verbal Abuse Norm 5-point agree scale

Acceptable_Yell In this factory, it's seen as acceptable for supervisors or managers to yell at workers who make mistakes or need to work faster.

Promotion Nondiscrimination 5-point agree scale

Promotion_Performance Promotions in my work unit are based on performance.

Health Support Binary

Maternity_Leave Does your factory provide paid maternity leave?

Maternity_Accommodation Are pregnant women offered accommodation such as a sitting, being away from strong chemical smells, shorter work hours.

Vaccination_Help My Factory helps me to get vaccinations for my children.

Demographic Controls

Age

Factory_Experience

i.Position

i.Education

Female

i.Married

Work_Experience

changed_jobs

Factory Characteristics

Factories_Nearby Are there other factories nearby where you could get another job?

Vietnam

bw_factory

Time Control

endline

Figure 2.1 Training SEM

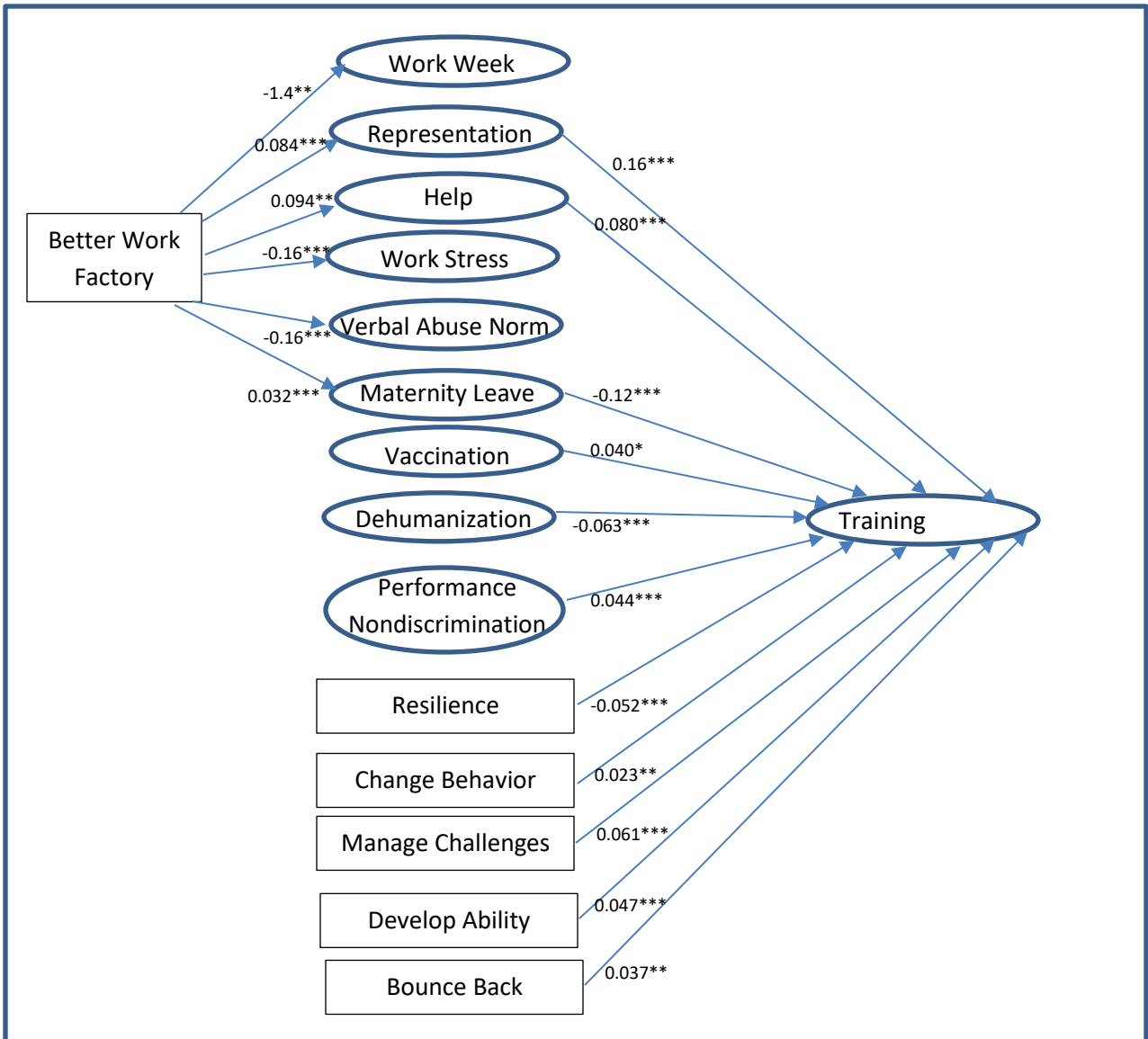


Table 2.1 Reduced Form Treatment Effect on Training

VARIABLES	Training
bw_factory	0.0186 (0.0168)
Constant	3.787*** (0.158)
Observations	5,927
Number of uniqueID	3,506
Random Effects Panel Estimator	
Demographic, Country, Time Controls	
Standard errors in parentheses	
*** p<0.01, ** p<0.05, * p<0.1	

Table 2.2 Training Theoretical Model

VARIABLES	(1) Training
ResilienceR	-0.0112 (0.00826)
Change_Behavior	0.0390*** (0.00879)
Manage_Challenges	0.0612*** (0.0111)
IntelligenceR	0.00635 (0.00716)
Develop_Ability	0.0392*** (0.00980)
Bounce_Back	0.0797*** (0.0108)
ControlR	0.0514*** (0.00762)
bw_factory	0.0158 (0.0169)
Constant	2.800*** (0.173)
Observations	5,595
Number of uniqueID	3,392
Random Effects Panel Estimator	
Demographic, Country, Time Controls	
Standard errors in parentheses	
*** p<0.01, ** p<0.05, * p<0.1	