SEM Brief 2: Training

Ana Antolin
Laura Babbitt
Drusilla Brown
Le Dang Trung

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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 the 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

Better Work Factory

-0.094*** -0.16*** -0.16***
0.032**** -0.12***
0.044****

Training

Work Week
Representation
Help
Work Stress
Verbal Abuse Norm
Maternity Leave
Vaccination
Dehumanization
Performance
Nondiscrimination

Resilience
Change Behavior
Manage Challenges
Develop Ability
Bounce Back

0.084***
0.094***
-0.16***
0.032****
-0.063***
-0.044****

0.16***
0.080***
0.040*
-0.063***
0.044****
-0.052***

0.047***
0.061***
0.037**
### Table 2.1 Reduced Form Treatment Effect on Training

<table>
<thead>
<tr>
<th>VARIABLES</th>
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<tr>
<td>bw_factory</td>
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<td>Constant</td>
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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

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<td>(0.00879)</td>
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<tr>
<td>Manage_Challenges</td>
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<td>Develop_Ability</td>
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<td>Bounce_Back</td>
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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