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Perceived Productivity and the Choice of Flexible Work Arrangements: Evidence from a Randomized Experiment

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11:00–12:30**

**WYL314, 3/F, Dorothy Y. L. Wong
Building, Lingnan University**



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BIOGRAPHY

Prof. Xinzheng SHI is a professor of economics at the School of Economics at Peking University. He conducts research in labor economics and development economics. He has published papers in journals such as *JEEA*, *Restat*, *JPubE*, *JDE*, *JEEM*. He is now serving as an associate editor of *EDCC*, *Economic Science* (in Chinese) and *China Journal of Economics* (in Chinese).

ABSTRACT

We conduct a randomized experiment to investigate whether job seekers have a perception of their work performance in flexible work arrangements and whether providing information regarding work performance can improve their preference for flexible work arrangements. We find that job seekers have a clear perception of their work performance in flexible schedule work arrangements but not in flexible workplaces or a combination of both. We further find that providing information on work performance in flexible work arrangements can increase job seekers' probability of choosing such arrangements. The impact is stronger among less experienced job seekers and applicants to positions requiring less face-to-face communication. Finally, structural estimates show that information interventions shape preferences by significantly updating beliefs about productivity under flexible work arrangements.