

	Year 1			Year 2		
	(1) Total	(2) Current	(3) Arrears	(4) Total	(5) Current	(6) Arrears
<i>Panel A: Main Treatment</i>						
Any treatment	0.091*** (0.028)	0.073*** (0.027)	0.152** (0.069)	0.094*** (0.031)	0.091*** (0.032)	0.113 (0.083)
<i>Panel B: Subtreatments</i>						
Revenue	0.118*** (0.035)	0.109*** (0.034)	0.134 (0.099)	0.129*** (0.043)	0.152*** (0.044)	0.005 (0.133)
Revenue Plus	0.080 (0.053)	0.086* (0.052)	0.072 (0.110)	0.093** (0.045)	0.081* (0.049)	0.175 (0.114)
Flexible Bonus	0.071* (0.038)	0.024 (0.035)	0.243** (0.098)	0.056 (0.041)	0.035 (0.042)	0.148 (0.108)
N	481	481	481	482	482	479
Mean of control group	15.671	15.379	14.030	15.745	15.518	13.915
Rev. vs. Multitasking p.	0.323	0.193	0.830	0.233	0.049	0.262
Objective vs. Subjective p.	0.530	0.090	0.212	0.220	0.084	0.634
Equality of Schemes	0.562	0.143	0.433	0.359	0.086	0.527
Joint significance	0.004	0.010	0.073	0.012	0.005	0.305

Notes: This table presents results on the impact of the performance pay schemes on revenue-based outcomes. We use instrumental variables regressions, where treatment status is instrumented with randomization results. The unit of observation is a circle, as defined at the time of randomization. Outcome variable is log revenue collection as of the end of the fiscal year, for total revenue (Columns 1 and 4), current year revenue (Columns 2 and 5), and collections against arrears (columns 3 and 6). Specification follows Equation 5.3 of the main text, and includes stratum fixed effects. 'Any treatment' in Panel A includes the 3 subtreatments in Panel B. The Information treatment is included in the control group. We report p-values from tests of equality of coefficients as follows: Rev. vs. Multitasking tests for equality between Revenue and the average of Revenue Plus and Flexible Bonus; Objective vs. Subjective tests for equality of the average of Revenue and Revenue Plus against Flexible Bonus; Equality of Schemes tests whether all coefficients are equal; and Joint significance tests joint null that all coefficients are equal to 0. Robust standard errors in parentheses. Standard errors are clustered by a robust partition of circles, i.e. the group of circles such that all circles that merged or split with each other are included within the same partition. * p<0.10, ** p<0.05, *** p<0.01