

# Decision Processes Colloquia

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**Monday, December 8, 2014**

Where: 265 JMHH

When: 12:00 – 1:15 pm

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## **Do-gooders and Go-getters: Career incentives, Selection and Performance in Health Services Delivery**

**ABSTRACT:** We collaborate with the Government of Zambia to experimentally vary the salience of career vs. social benefits of a newly created health worker position when recruiting agents nationally. We study how career incentives affect who selects into public health jobs and, through selection, their performance while in service. We follow the entire first cohort from application to performance in the field and measure impacts at every stage. We find that making career incentives salient attracts more qualified applicants with stronger career ambitions without displacing pro-social preferences, which are high in both treatments. Health workers attracted by career incentives are more effective at delivering health services and are equally likely to remain in their posts over the course of 18 months. Career incentives, far from selecting the "wrong" types, attract talented workers who deliver health services effectively.