

## Decision Processes Colloquium

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### **“The currency of reciprocity—gift exchange in the workplace”**

What determines reciprocity in employment relations? We conducted a controlled field experiment and tested the extent to which cash and non-monetary gifts affect workers' productivity. Our main finding is that the nature of the gift, not its monetary value, determines the prevalence of reciprocal reactions. A gift in-kind results in a significant and substantial increase in workers' productivity. An equivalent cash gift, on the other hand, is largely ineffective – even though an additional experiment showed that workers would strongly favor the gift's cash equivalent.