



**Table A2: Perceived justice of one's own net earnings, by response scale.**

	Mean	SD	Min	P25	P50	P75	Max	N
<b>Share of fairly paid<sup>a</sup></b>								
Yes/no scale	.50							1310
11-point scale	.43							1249
$\Delta$	.07***							
$\chi^2(1)$	13.44							
p	<.001							
<b>Just earnings<sup>b</sup></b>								
<i>Observed</i>								
Yes/no scale	2138.79	1108.23	250	1500	2000	2600	7000	613
11-point scale	2154.13	1629.11	250	1500	2000	2600	7000	667
$\Delta$	-15.34							
t(1278)	-.25							
p	.81							
<i>Hybrid</i>								
Yes/no scale	1973.09	1175.70	100	1148	1900	2500	7000	1200
11-point scale	1986.19	1804.15	100	1140	1900	2500	7000	1150
$\Delta$	-13.10							
t(2348)	-.27							
p	.79							
<b>Justice evaluation J<sup>*b</sup></b>								
Yes/no scale	-.15	.22	-2.30	-.24	0	0	.22	1182
11-point scale	-.16	.26	-2.53	-.26	-.11	0	2.46	1131
$\Delta$	.01							
t(2311)	1.20							
p	.23							

Data: SOEP-IS 2016. <sup>a</sup>  $\chi^2$ -test. <sup>b</sup> Two-tailed t-tests. \*  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

**Table A3: Perceived justice of one's own gross earnings, by response scale.**

	Mean	SD	Min	P25	P50	P75	Max	N
<b>Share of fairly paid<sup>a</sup></b>								
Yes/no scale	.58							1314
11-point scale	.50							1248
$\Delta$	.08***							
$\chi^2(1)$	17.46							
p	<.001							
<b>Just earnings<sup>b</sup></b>								
<i>Observed</i>								
Yes/no scale	2908.77	1662.70	250	1850	2700	3500	10000	512
11-point scale	2971.14	1629.11	250	2000	2800	3800	9000	579
$\Delta$	-62.37							
t(1089)	-.63							
p	.53							
<i>Hybrid</i>								
Yes/no scale	2883.03	1885.95	100	1500	2700	3800	10000	1190
11-point scale	2869.66	1804.15	100	1600	2700	3900	10000	1131
$\Delta$	13.37							
t(2319)	.17							
p	.86							
<b>Justice evaluation J<sup>*b</sup></b>								
Yes/no scale	-.125	.225	-2.708	-.203	0	0	.397	1172
11-point scale	-.137	.252	-2.708	-.205	0	0	.405	1111
$\Delta$	.012							
t(2281)	1.23							
p	.22							

Data: SOEP-IS 2016. <sup>a</sup>  $\chi^2$ -test. <sup>b</sup> Two-tailed t-tests. \*  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

**Table A4: Associations of justice of earnings with related earnings evaluations, by response scale.**

	Yes/No		11-point		$\Delta$	
	Margin	SE	Margin	SE	$\chi^2$	<i>p</i>
<i>Appropriateness of earnings</i>						
<i>(N = 790)</i>						
Strongly Disagree	.07*	(.03)	.03***	(.02)	1.76	.18
Disagree	.35***	(.04)	.18***	(.04)	8.55	<.01
Agree	.95***	(.02)	.81***	(.04)	12.52	<.001
Strongly Agree	.97***	(.02)	.93***	(.03)	1.14	.23
<i>Earnings satisfaction</i>						
<i>(N = 2557)</i>						
(0) Completely dissatisfied	.06***	(.01)	.08***	(.02)	1.14	.29
(1)	.09***	(.02)	.11***	(.02)	.70	.40
(2)	.13***	(.02)	.15***	(.02)	.26	.61
(3)	.20***	(.02)	.20***	(.02)	.00	.98
(4)	.28***	(.02)	.26***	(.02)	.52	.47
(5)	.39***	(.02)	.33***	(.02)	3.71	.05
(6)	.50***	(.02)	.42***	(.02)	14.09	<.001
(7)	.62***	(.01)	.50***	(.01)	30.51	<.001
(8)	.72***	(.02)	.59***	(.02)	34.93	<.001
(9)	.80***	(.02)	.67***	(.02)	29.41	<.001
(10) Completely satisfied	.89***	(.01)	.74***	(.02)	23.20	<.001

Data: SOEP-IS 2016. Predicted probabilities following logit regression, where the justice evaluation (0 = unjust, 1 = just) was regressed on the appropriateness of earnings [earnings satisfaction], a dummy indicating the experimental condition (0 = yes/no, 1 = 11-pt), and their interaction. N (appropriateness of earnings) = 790,  $R^2$  (appropriateness of earnings) = .50. N (earnings satisfaction) = 2557,  $R^2$  (earnings satisfaction) = .10. As the single-item measure on the appropriateness of earnings was only fielded in a subsample of the SOEP-IS the number of observations for this analysis decreased compared to the full sample. \*  $p < .10$ , \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$