1. **HASSET Keywords:** Motivation and Manufacturing Industries
2. Methodology Summary:

The population is the entire manufacturing group of a US company. Data come from the badge clock in clock out record files that are automatically recorded every time the employees used their badge. The HR manager receives these files automatically. There is no sampling because all 39 workers that badge in and out are taken. For each day, there are data for all 39 employees. Data collected are punctuality, the number of minutes worked, and ESD safety checks. The data format has been modified to be compatible with the tool used to analyze the data. The poster intervention occurred on Day 16.

1. **Codebook/ Dictionary**

**Gender:** (Column B) Indicates whether the employee is male or female.

**Age:** (Column C) Indicatesthe age of the employee.

**Day:** (Column D**)** Refers to the day the data were collected. Data are collected from day one through day 40. For each day we have data from all 39 employees. Day 21(July 16th) is the first day that the posters appeared.

**Punctuality:** (Column E) A worker is allowed to clock in before 7 am. The punctuality number is defined in minutes and is negative if the worker arrived earlier and positive if they arrived late. For example, if the punctuality number is -44, it means that the employee arrived to work 44 minutes before 7 am.

**Absent:** (Column F)There is a 1 on the column when the employee is absent on that day. This includes absences that were non-planned or non-justified. A blank space in the Absent column means that the person was present at work.

**Number of minutes worked:** (Column G) The number of minutes worked is calculated in minutes by the differences between clock out time and clock in time, from the same data source used to get the Punctuality data. Here, the number of minutes worked serves as a proxy for productivity.

**Safety Check:** (Column H) Electrostatic Discharge (ESD) describes a charge that humans accumulate when they touch something and the electric charge moves to cause a sudden electric shock when the object is touched. Precautions against ESD must be taken to avoid damaging the electronic boards. The ESD safety is a yes-no check. It is collected through the badge and it is a yes if the employee does the safety check and no otherwise.