## Accepted Manuscript

Title: Social Dilemmas in the Laboratory and in the Field

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PII: S0167-2681(16)30019-1

DOI: http://dx.doi.org/doi:10.1016/j.jebo.2016.03.006

Reference: JEBO 3762

To appear in: Journal of Economic Behavior & Organization

JOURNAL OF Economic Behavior &

Received date: 1-4-2014 Revised date: 9-3-2016 Accepted date: 15-3-2016

Please cite this article as: Florian Englmaier, Georg Gebhardt, Social Dilemmas in the Laboratory and in the Field, <![CDATA[Journal of Economic Behavior and Organization]]> (2016), http://dx.doi.org/10.1016/j.jebo.2016.03.006

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### ACCEPTED MANUSCRIPT

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#### Highlights:

• We combine a laboratory public good experiment with a field experiment.

- The three field treatments differ only with respect to the presence of a social dilemma structure.
- In the social dilemma treatment, subjects who contribute little in the laboratory provide less effort.
- Selecting subjects according to laboratory contribution increases productivity as much as selecting on ability.
- The correlation between laboratory and field disappears in two control treatments.

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