

5HDO (IIHFWV RI 7REDFFR  
5HFODVVLILFDWLRQ RQ &RU

0XHOOHU 1LFKRODV ),1

,Q WKLV SDSHU , VHHN WR H[SORUH WKH FDXVDO HIIHF  
LQQRYDWLRQ OHYHOV 8VLQJ WREDFFR FRQWURO DQG WRE  
DQDO\VLV HIIHFWV RI ZRUN IORZ GLV FRQWLQXLW\ RQ FRU  
D FRPELQDWLRQ RI DQDO\VLV IURP VPRNH IUHH ODZV SDVV  
UHFODVVLILFDWLRQ OHJLVODWLRQ LQ ZRUN IORZ FRQV  
HQRJHQRXV WR QLFRWLQH FRQVXPSWLRQ DV WKH QLFRWL  
GRHV QRW VKDUH LQ WKH VDPH KHDOWK HIIHFWV DQG FKHF  
WREDFFR 7R WKLV HIIHFW GLVHQWDQJOLQJ ZRUN IORZ GL  
WKH HIIHFWV WKHVH OHJLVODWLYH H[RJHQRXV VKRFNV KDV  
SUR[LHV IRU FRUSRUDWH LQQRYDWLRQ ,Q WKH DJJUHJDWH  
GHFUHDVLQJ WUHQG DWWULEXWHG WR WKH GHFUHDVH LQ C  
VWXG\ VXFK DV FXOWXUDO JHQHUDWLRQDO HIIHFWV DQG  
FDQ EH FDXVDOO\ DVVRFLDWHG ZLWK WKH DQG OHJ  
DJJUHJDWH LQFUHDVLQJ WUHQG H[RJHQRXV WIRW\KLVWULEX  
WHFKQRORJLFDQ HGXFDWLRQDO H[SHULHQFH HIIHFWV D  
EH FDXVDOO\ DVVRFLDWHG ZLWK WKH DQG OHJLVOD  
WKUHH SKDVHV 3KDVH RQH LV WKH SUH WUHQG OHDGLQJ X  
VPRNH IUHH ODZV WREDFFR RQO\ ZHUH LPSOHPHQWHG LQ  
JURZWK OHDGLQJ XS WR D VXGGHQ VLJQLILFDQW LQFUHDV  
VPRNH IUHH ODZ LPSOHPHQWDWLRQ 7KLV GLVFRQWLQXLW\  
KHDOWK HIIHFWV DQG FKHPLFDQ PHQWDO VXSSUHVVDQWV  
3KDVH WZR LV EHWZHHQ WKH OHJLVODWLYH VKRFNV 7KLV  
VKLIW IURP WUDGLWLRQDO WREDFFR FRQVXPSWLRQ PHWKR  
YDSRUL]HUV ZKHUHE\ WKLV GHPRJUDSKLF VKLIW VHWV XS  
UHFODVVLILFDWLRQ RI WREDFFR DOWHUQDWLYHV (OHFWUF  
KDELWV DV WUDGLWLRQDO WREDFFR XVHUV ZKLFK LV NH\ L  
UHFODVVLILFDWLRQ RI HOHFWURQLF YDSRUL]HUV 7KH  
HOHFWURQLF YDSRUL]HUV XQGHU WKH XPEUHOOD RI WKH W  
FRQWUROOHG LQ WKH ZRUNSODFH LQ WKH VDPH PDQQHU W  
3KDVH WKUHH VKRZV DQRWKHU GLVFRQWLQXRXV MXPS LQ F  
GLUHFWO\ WLHG WR ZRUN IORZ GLVFRQWLQXLW\ VHSDUDWH  
ODZV ,Q WKLV ILQDO SKDVH WKH HIIHFWV RI ZRUN IORZ G  
EH D FDXVDO IDFWRU PHDVXUHV RI SDWHQW DQG SDWHQW  
WKRXVDOG ZRUNHUV