

Wages and tasks.

Expected payoff of the employer is

$$\frac{h}{40} \times w^c + \left(1 - \frac{h}{40}\right) w^{nc} - \frac{R^2}{2} \text{ if he works } h \text{ hours.}$$

He accepts to work if

$$\frac{h}{40} \times w^c + \left(1 - \frac{h}{40}\right) w^{nc} - \frac{R^2}{2} \geq 0$$

and he chooses R^* that maximizes his payoff.

$$\max_h \frac{h}{40} \times w^c + \left(1 - \frac{h}{40}\right) w^{nc} - \frac{R^2}{2}$$

$$\frac{1}{40} [w^c - w^{nc}] = R^*$$

To generate $R^* = 20$ it is necessary to choose w^c and w^{nc} such that

$$\frac{1}{40} [w^c - w^{nc}] = 20 \quad (1)$$

$$\frac{20}{40} \times w^c + \left(1 - \frac{20}{40}\right) w^{nc} - \frac{(20)^2}{2} \geq 0 \quad (2)$$

$$\Rightarrow w^c = 800 + w^{nc} \quad (1')$$

$$\left. \begin{array}{l} w^c = 800 + w^{nc} \\ w^{nc} + 200 \geq 0 \end{array} \right\} \quad (2')$$

Choose $w^{nc} = 200$ and $w^c = 600$ is the best for the employer.