Office Politics: When Do Employers Recruit their Workers into Politics?
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Motivation
Employers are recruiting workers into politics, for instance, by encouraging workers to support particular candidates, issues, and parties.

Research Questions
• How many firms are recruiting their workers into politics?
  How many workers receive such messages?
• When and why do firms recruit their workers into politics?

The Theory
Whether workers respond to managers’ political requests depends on the balance of economic bargaining power between managers and employees
With less bargaining power, workers will be more likely to respond to employer message to keep their jobs
As a result, managers will mobilize more frequently when they have more bargaining power relative to employees

The Data
• No existing national surveys of employer political recruitment in the United States (e.g. not on ANES; GSS), so fielded original surveys of firms and workers

Worker Survey Data
• 25% of employees in the worker survey reported some mobilization
• 47% of contacted employees reported that they changed their behaviors and attitudes in response to the messages they received

Firm Survey Data
• 46% of managers in the firm survey reported some mobilization

Testing Economic Bargaining Power
• Use unemployment as a measure of economic bargaining power; greater unemployment should lower worker bargaining power and raise firm bargaining power

Unemployment and Firm Mobilization
• Logistic regression, controls for regulatory burden, company size, other political activities, ownership, union presence, and NAICS sector; cluster SEs by sector

Unemployment and Worker Responses
• Logistic regression, controls for union membership, education, ideological alignment, age, gender, race, ethnicity, occupation, industry, frequency of employer messages, region and firm size; cluster SEs by state