Elections (Trump) Effect

Major funding from

workplacebullying.org

Copyright 2017, Workplace Bullying Institute, LLC, All rights reserved
ELECTIONS (TRUMP) EFFECT

46% believe the brutish 2016 election campaigns negatively impact the workplace

The U.S. is unique among nations in the world when it comes to electing its political leaders. Candidates for the highest office, the President, spend nearly two years campaigning for the four-year post. The run-up to the election of November 2016 for President and members of Congress began in 2015. Media coverage was amplified by three major cable networks devoted nearly entirely to political campaigning. The role of social media online also drove the themes during the seemingly endless two years.

The saturation coverage magnified flaws in candidates. There was an unprecedented amount of rancor among candidates on the Republican side. Veteran Republican candidates seemed to coalesce into an anti-Trump coalition. Over the two years, Donald Trump showed a willingness to behave in a non-normative manner. There were several episodes during which his personal vulgarity was exposed. However, he paid no political penalty for these foibles. His shortcomings, read by most as evidence of bullying with a narcissistic flair, encouraged his supporters.

Pundits and commenters lamented the coarsening of political campaigns. Before the election, with nearly two years exposure to bullying and disrespect exhibited at the highest level, school bullying researchers noted the increase in aggression among school age children.

Ultimately, Trump was rewarded, not sanctioned, for his conduct. He had modeled bullying and given license for others to forego norms of interpersonal civility and kindness.

This survey question, asked the entire sample [N = 1,008] to opine about whether the American workplace had been influenced by the two-year bombardment of bullying messages manifested during the long electoral campaign.

Wording of the Question: How did the presidential and congressional elections of 2016 affect relationships in American workplaces?

Table 13.

<table>
<thead>
<tr>
<th>Response Options</th>
<th>Proportion</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Relations improved</td>
<td>.1888</td>
<td>19%</td>
</tr>
<tr>
<td>No effect – relations remain good overall</td>
<td>.1954</td>
<td>20%</td>
</tr>
<tr>
<td>No effect – relations remain poor overall</td>
<td>.1582</td>
<td>16%</td>
</tr>
<tr>
<td>Relations worsened</td>
<td>.4561</td>
<td>46%</td>
</tr>
</tbody>
</table>
We eliminated the “not sure” respondents [N = 752] to calculate the above percentages. Of those respondents who had an opinion, as Table 13 shows, 46% of Americans say that the brutish campaigns leading to the 2016 election did negatively impact the workplace.

Combining the two “no effect” response classes with the “improved” and the “worsened” responses suggests that 61% of Americans think that the current state of relationships among workers is bad.

American society at the time of this survey is politically polarized. Zogby Analytics provides WBI with several demographic measures of the survey sample. One variable is the respondents’ self-described political affiliation. The Trump effect seems dependent on that affiliation. Republicans perceive the election as positive for the workplace as negative. Whereas Democrats see little improvement and mostly decline in interpersonal relations as the result of the election.

Table 14.

<table>
<thead>
<tr>
<th></th>
<th>Improved</th>
<th>Worsened</th>
</tr>
</thead>
<tbody>
<tr>
<td>Republican</td>
<td>34%</td>
<td>35%</td>
</tr>
<tr>
<td>Democrat</td>
<td>6%</td>
<td>59%</td>
</tr>
<tr>
<td>Independent</td>
<td>16%</td>
<td>41%</td>
</tr>
</tbody>
</table>
ABOUT MAPE – MAJOR SPONSOR OF THE SURVEY

MAPE is a public-sector labor union which promotes the welfare and advances the interests of its members while acting as their exclusive representative concerning terms and conditions of employment.

Members are probation officers analysts, scientists, foresters psychologists, zoologists and so much more. MAPE members work in all segments of state government to provide Minnesotans with the vital services they need. MAPE is proud to contribute to the high quality of life in Minnesota!

mape.org

ABOUT WBI

The Workplace Bullying Institute is the first and still the only U.S. organization dedicated to the eradication of workplace bullying that combines help for individuals, research, books, public education, training for professionals-unions-employers, legislative advocacy, and consulting solutions for organizations. The founders, Dr. Ruth and Dr. Gary Namie, began their work in Benicia California in mid-1997. WBI is once again located in the San Francisco Bay Area.

The 2017 WBI U.S. Workplace Bullying Survey is the fourth national scientific survey done by WBI. Additional WBI studies can be found at the WBI website.

workplacebullying.org

v. 060617