

“The Demotivating Effects of Communicating a Social-Political Stance: Field Experimental Evidence from an Online Labor Market Platform”
Online Appendix

This online Appendix briefly describes prior versions of the experiment described in the titled paper, which were omitted from the manuscript at the recommendation of the review team. In what follows, the design and results for each of three experiments are described (one on AMT, one on Upwork, and another on AMT). I also outline the reason for omission from the main manuscript at the bottom of each experiment’s writeup.

1. Experiment 1 on Amazon Mechanical Turk

1.1. Design

Acting as a firm, I advertised a data-gathering HIT on AMT for payment of \$1.00.¹ The payment amount, nature of the job, and description were, by design, constructed to be typical of other AMT jobs. Only U.S.-based workers with a HIT approval rate of at least 90 were eligible for the job.² Hired workers were taken to an external survey site to complete the HIT. Workers were given detailed instructions for the job, which consisted of gathering 10 data points from a website and completing a short survey. Workers were given a sample data-entry question and were instructed to enter an answer for feedback. They were informed that their answer was being processed, and received an additional message corresponding to one of three randomly assigned conditions.³ The *Employer Supports Trump’s Stance on Climate Change* group received information that the company would be releasing a statement supporting President Trump’s decision to withdraw from the Paris Agreement, and that the CEO agrees with President Trump’s view on climate change; (2) an *Employer Denounces Trump’s Stance on Climate Change* group received information that the company would be releasing a statement denouncing President Trump’s decision to withdraw from the Paris Agreement, and that the CEO does not agree with President Trump’s view on climate change; and (3) a *Control* group received generic information about the employer (that we would be changing our AMT requester name, at the recommendation of our CEO) (see Figure 1 for the exact messages).⁴

¹ The job description was titled “Gather 10 data points from website and complete short survey.” The study took place in December 2017. The fictitious name of the firm is available from the author upon request. IRB approval was obtained.

² A HIT approval rate of 90 is a common cutoff to ensure the work is of good quality.

³ We are processing your answer. Click on “continue” after the button appears at the bottom right of this page. This should take approximately 15 seconds. Thank you for your patience.

⁴ The conditions were designed to be similar in length, and all reference the CEO by design.

**Figure 1: Messages, Per Condition
Experiment 1 (AMT)**

Control Group	Treatment Group A: Employer Denounces Trump's Climate Change Policy	Treatment Group B: Employer Supports Trump's Climate Change Policy
In the meantime, we would like to let you know that we will be changing our MTurk requester name next month to {ommitted} at the recommendation of our CEO.	In the meantime, we would like to let you know that we will be releasing a statement denouncing President Trump's decision to withdraw from the Paris Agreement. The CEO of this organization does not agree with President Trump's view on climate change.	In the meantime, we would like to let you know that we will be releasing a statement supporting President Trump's decision to withdraw from the Paris Agreement. The CEO of this organization agrees with President Trump's view on climate change.

Workers received feedback about whether their answer to the sample question was correct and what the correct answer was. Workers were prompted to enter the 10 required data-entry points, and then were asked if they were willing to complete additional data-entry points, which were optional and not required for payment. Those willing were provided 30 more data-entry queries and could provide answers to none, some, or all of them. Workers were then surveyed to gather information on demographic and other characteristics, including their perceptions about Trump’s climate change policy. They were paid at the end of the job.

1.2. Sample

Nine hundred and fifty-three U.S.-based workers on AMT started the job. 29 observations were dropped due to repeat IP addresses, suggesting that a worker may have participated in the experiment more than once; and 36 due to taking 5 minutes or less to complete the entire study. 25 individuals who did not complete the HIT exited after the random assignment of conditions.⁵ The resulting sample size is 863 workers.

Table 1 presents summary statistics for workers in the sample, by condition. Approximately half of the workers were female, the mean age was 35 years, and just over half of the workers had a college degree. Approximately 80 percent of the workers answered that the reason they complete HITs on AMT is for the money earned from these HITs, as opposed to it being a productive use of free time or fun. This suggests that, although the payment amount received on AMT is low, the money earned on these HITs is important and relevant for these workers. There were no statistically significant differences ($p > 0.10$) between the mean characteristics listed in Table 1 for the treatment and control groups, except for HIT

⁵ Number of workers who completed the entire job was 303 for the control group, 289 for the treatment group whose employer supported Trump’s climate change policy, and 295 for the treatment group whose employer denounced Trump’s climate change policy. Fisher’s exact p-values that the likelihood of finishing for treatment groups was statistically different from that of the control: $p=0.581$ and $p=0.104$, respectively.

approval rate and the primary reason workers complete work on AMT, suggesting that randomization was successful and that selection bias due to observables is minimal.⁶

**Table 1: Sample Characteristics, by Condition (Randomization Balance)
Experiment 1 (AMT)**

	Control	Employer Denounces Trump's CC Policy	Employer Supports Trump's CC Policy
<i>Demographic Characteristics</i>			
Female (Y=1, N=0)	0.55 (0.50)	0.54 (0.50) [0.91]	0.61 (0.49) [0.13]
College degree (Y=1, N=0)	0.57 (0.50)	0.56 (0.50) [0.86]	0.58 (0.49) [0.74]
Age	34.42 (9.81)	34.54 (10.85) [0.89]	35.54 (11.57) [0.21]
Income (<\$50K=1, \$50-\$80K = 2, >\$80K=3)	1.65 (0.77)	1.72 (0.78) [0.25]	1.72 (0.81) [0.28]
<i>AMT Characteristics</i>			
HIT Approval Rate	96.42 (20.29)	98.02 (16.37) [0.30]	97.63 (17.57) [0.44]
HITs Per Week (<10=1; 10-49=2; 50-100=3; >100=4)	2.69 (0.97)	2.66 (0.95) [0.78]	2.58 (1.02) [0.21]
Primary Reason work on MTurk (Y=1, N=0):			
"The money I earn on MTurk is my primary source of income."	0.19 (0.39)	0.13 (0.33) [0.06]	0.16 (0.37) [0.41]
"The money I earn on MTurk is not my primary source of income, but the main reason I complete HITs on MTurk."	0.55 (0.50)	0.68 (0.47) [0.001]	0.60 (0.49) [0.21]
"It is a productive use of my free time."	0.23 (0.42)	0.17 (0.37) [0.07]	0.22 (0.42) [0.93]
"It is fun."	0.04 (0.19)	0.02 (0.16) [0.39]	0.01 (0.12) [0.08]
Disagreement with Trump's Climate Change Policy (7 Point Likert Scale)	5.54 (1.72)	5.58 (1.79) [0.81]	5.36 (1.98) [0.26]
N	297	283	283

Standard deviation reported in parentheses. P-value of the null that the difference of means between the treatment and control group equals 0 is reported in brackets. Based on independent sample t-tests. Statistically different characteristics for the treatment groups from those of the control group noted in bold.

⁶ Primary reason for completing work on AMT is thus included in regression analyses reported in the Results section.

1.3. Measures

Dependent Variable. *Number of Optional Data Points Completed* is the number of optional data points (out of 30) that the worker completed.

Independent Variables. *Employer Supports Trump's CC Policy* is a variable coded 1 if the worker received information that the employer agrees with Trump's stance on climate change, and 0 otherwise. *Employer Denounces Trump's CC Policy* is a variable coded 1 if the worker received information that the employer disagrees with Trump's stance on climate change, and 0 otherwise.

To examine how taking a stance on a social-political issue that an employee agrees with, or disagrees with, influences extra work completed (compared to not taking a stance, i.e., the control group), I use employees' self-reported agreement or disagreement with President Trump's climate change policy, namely, their response to "Do you agree with President Trump's current stance on climate change?", measured on a 7-point Likert scale. Their options were (1) strongly agree, (2) agree, (3) somewhat agree, (4) neither agree nor disagree, (5) somewhat disagree, (6) disagree, and (7) strongly disagree. *Employee Agrees with Company* is coded 1 for individuals in Treatment Group A (employer denounces policy) whose response to whether they agree with Trump's climate change policy was "strongly disagree," "disagree," or "somewhat disagree," and individuals in Treatment Group B (employer supports policy) whose response to whether they agree with Trump's climate change policy was "strongly agree," "agree," or "somewhat agree." *Employee Agrees with Company* is coded 0 for those in the control group. *Employee Disagrees with Company* is equal to 1 for individuals in Treatment Group B (employer supports policy) whose response to whether they agree with Trump's climate change policy was "strongly disagree," "disagree," or "somewhat disagree," and individuals in Treatment Group A (employer denounces policy) whose response to whether they agree with Trump's climate change policy was "strongly agree," "agree," or "somewhat agree." *Employee Disagrees with Company* is coded 0 for those in the control group. Those in the treatment groups who were indifferent about the policy and answered, "neither agree nor disagree," or who indicated "I don't know what this is," are coded as missing. Table 2 shows the distribution of opinions by condition and the above-described variable categorizations.

Table 2: Distribution of Worker Opinions by Condition & Agree/Disagree Variable Construction Experiment 1 (AMT)

Control Condition							
Employee "Strongly Agrees" with Trump's CC Policy	Employee "Agrees" with Trump's CC Policy	Employee "Somewhat Agrees" with Trump's CC Policy	Employee "Neither Agrees Nor Disagrees" with Trump's CC Policy	Employee "Somewhat Disagrees" with Trump's CC Policy	Employee "Disagrees" with Trump's CC Policy	Employee "Strongly Disagrees" with Trump's CC Policy	"I don't know what this is."
7	13	18	51	23	41	134	10

Company Supports Trump's CC Policy Condition							
Employee Agrees with Company Stance			Employee "Neither Agrees Nor Disagrees" with Trump's CC Policy	Employee Disagrees with Company Stance			
Employee "Strongly Agrees" with Trump's CC Policy	Employee "Agrees" with Trump's CC Policy	Employee "Somewhat Agrees" with Trump's CC Policy	Employee "Neither Agrees Nor Disagrees" with Trump's CC Policy	Employee "Somewhat Disagrees" with Trump's CC Policy	Employee "Disagrees" with Trump's CC Policy	Employee "Strongly Disagrees" with Trump's CC Policy	"I don't know what this is."
14	19	23	37	17	26	134	13

Company Denounces Trump's CC Policy Condition							
Employee Disagrees with Company Stance			Employee "Neither Agrees Nor Disagrees" with Trump's CC Policy	Employee Agrees with Company Stance			
Employee "Strongly Agrees" with Trump's CC Policy	Employee "Agrees" with Trump's CC Policy	Employee "Somewhat Agrees" with Trump's CC Policy	Employee "Neither Agrees Nor Disagrees" with Trump's CC Policy	Employee "Somewhat Disagrees" with Trump's CC Policy	Employee "Disagrees" with Trump's CC Policy	Employee "Strongly Disagrees" with Trump's CC Policy	"I don't know what this is."
6	22	10	44	14	43	134	10

Employee Agrees with Trump's CC indicates whether the employee agrees or disagrees with Trump's climate change policy, and is equal to 1 if the employee's response was that they "strongly agree," "agree," or "somewhat agree," equal to 0 if their response was "strongly disagree," "disagree," or "somewhat disagree," and coded as missing if they answered that they "might or might not" agree with the policy or if they indicated "I don't know what this is." This variable is used as an interaction variable with each treatment condition.

Control Variables. Control variables include demographic control variables, and AMT experience and performance control variables. *HIT Approval Rate* is a proxy for prior AMT performance and can take the values 90 to 100. *HITs Per Week* is a proxy for prior AMT experience and is an ordinal variable with the following values: 1 if the worker completed less than 10 HITs per week in the past month, 2 if the worker completed 10 to 49, 3 if the worker completed 50 to 100, and 4 if the worker complete more than 100. *Income Bracket* is a categorical variable equal to 1 if annual household incomes are less than \$50,000, 2 if \$50,000-\$80,000, and 3 if greater than \$80,000. *Female* is a dummy variable equal to 1 if the worker is female and 0 if the worker is male. *College Degree* is a dummy variable equal to 1 if the worker has at least a bachelor's degree and 0 otherwise. *Age* is a continuous variable.

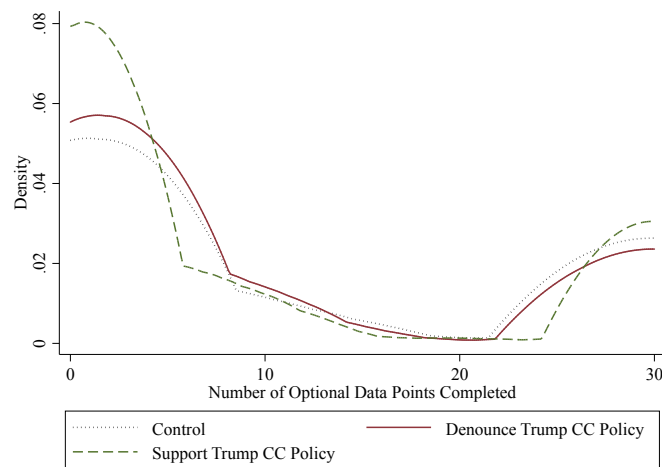
Workers were asked to indicate their agreement on a 7-point Likert scale with the statements: "I feel that this employer shares my same values and beliefs" and "I identify with this employer" at the end of the survey. Workers' responses to these questions (as continuous variables) are used to test whether these mechanisms explain the effect of disagreement or agreement with the social-political stance on willingness to complete extra work.

1.4. Results

1.4.1. Effect of Taking a Stance on Worker Motivation

Figure 2a presents the kernel density estimations for *Number of Optional Data Points Completed* for the control and treatment groups; Figure 2b presents the kernel density estimations of *Number of Optional Data Points Completed* for 1) the control group that received no information about the company's stance, 2) the group that received information about the company's stance and agreed with the stance, and 3) the group that received information about the company's stance and disagreed with the stance.

**Figure 2a: Kernel Densities of Number of Optional Data Points Completed, by Condition
Experiment 1 (AMT)**



**Figure 2b: Kernel Densities of Number of Optional Data Points Completed, by Employee Agreement (or Disagreement) with Employer Stance
Experiment 1 (AMT)**

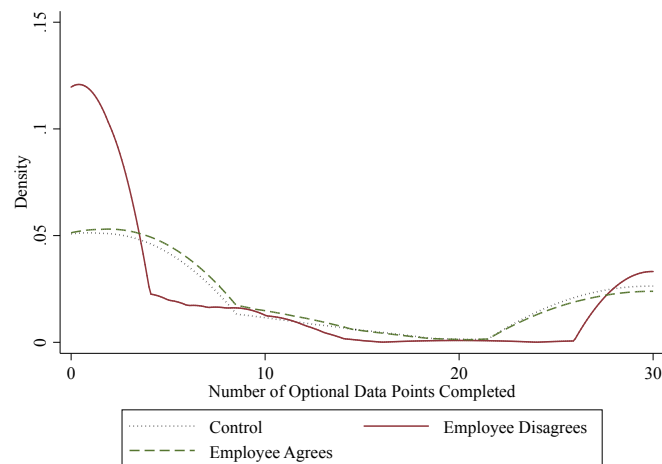


Table 3 reports means by condition, as well as agreement with, and disagreement with, the employer stance groups. This shows that workers who were told that the company supports Trump’s climate change policy completed less optional work compared to the control, a relationship that holds with the inclusion of control variables (shown in Table 4, Model 2: $B=-2.0$, $p<0.10$). Women completed more optional data points than men ($p<0.01$), while individuals with a college degree and who work on MTurk for the money put forth less extra effort ($p<0.10$).

**Table 3: Mean Number of Optional Data Points Completed
Experiment 1 (AMT)**

Entire Sample (1)	Control (2)	Company		Employee Agrees with Company Stance (5)	Employee Disagrees with Company Stance (6)
		Denounces Trump CC Policy (3)	Company Supports Trump CC Policy (4)		
9.47 (12.75) N = 863	10.51 (13.23) N = 297	9.31 (12.58) N = 283	8.53* (12.37) N = 283	9.90 (12.72) N = 247	6.78*** (11.34) N = 215

Note: Standard deviations in parentheses. * $p<0.10$, ** $p<0.05$, *** $p<0.01$ indicates statistically significant difference from Control group.

**Table 4: OLS Regression Results
Effect of Communicating Social-Political Stance on Optional Data Points Completed
Experiment 1 (AMT)**

	(1)	(2)
Company Supports Trump's CC	-1.978 [*] (1.063)	-2.042 [†] (1.052)
Company Denounces Trump's CC	-1.194 (1.072)	-0.817 (1.058)
"The money I earn on MTurk is my primary source of income."		0.069 (3.046)
"The money I earn on MTurk is not my primary source of income, but the main reason I complete HITs on MTurk."		-4.932 [†] (2.811)
"It is a productive use of my free time."		-3.398 (2.905)
Female		3.382 ^{***} (0.858)
College		-1.640 [†] (0.925)
Age		0.016 (0.037)
Income Bracket		0.124 (0.568)
HITs per week		-0.609 (0.457)
HIT Approval Rate		0.028 (0.023)
Constant	10.508 ^{***} (0.768)	11.257 ^{***} (4.129)
R-Squared	0.004	0.050
N	863	863

Robust standard errors are reported in parentheses. * $p<0.10$, ** $p<0.05$, *** $p<0.01$.

An examination of the means reported in Table 3 furthermore shows that individuals who disagreed with the stance communicated by their employer completed less extra work than the control group who received no information about the company stance, while those who agreed with the stance completed a statistically equivalent amount of extra work compared to the control. Table 5 shows that these relationships are also robust to the inclusion of control variables shown to be predictive of willingness to put forth extra effort (Models 3 and 4). Completing 3.7 data points less than the control group on average, employees whose employers took a stance with which they disagreed completed about 35 percent less extra work compared to employees whose employers did not take a stance on an issue. Based on the payment of \$1.00 for the 10 required data entries, this represents 37% of the base rate.

Table 5: OLS Regression Results
Effect of Employee Agreement with Stance on Optional Data Points Completed
Experiment 1 (AMT)

	(1)	(2)	(3)	(4)
Employee Agrees with Company Stance	-0.610 (1.116)		-0.198 (1.115)	
Employee Disagrees with Company Stance		-3.732*** (1.090)		-3.467*** (1.078)
"The money I earn on MTurk is not my primary source of income, but the main reason I complete HITs on MTurk."			-2.979** (1.170)	-2.893** (1.138)
Female			3.183*** (1.108)	4.487*** (1.095)
College			-1.092 (1.128)	-0.997 (1.127)
Constant	10.508*** (0.768)	10.508*** (0.768)	11.035*** (1.268)	10.222*** (1.270)
R-Squared	0.0005	0.0007	0.0282	0.0651
N	544	512	544	512

Robust standard errors are reported in parentheses. *p<0.10, **p<0.05, ***p<0.01. Baseline is the Control group (who received no information about company stance on the issue of climate change). The control variables included in these regressions are those which were shown to be predictive of optional data points completed (i.e., whose effects were statistically significant in Table 4).

A comparison of the average means across conditions, by employee climate change stance (reported in Table 6) shows that the vast majority of the individuals who agree with the company stance are coming from the treatment condition in which the employee is told that the company denounces Trump's climate change policy, while the vast majority who disagree with the company stance are coming from the treatment condition in which the employee is told that the company supports Trump's climate change policy. In section 4.4.2, I will leverage this fact to use a 2SLS approach to examine the mechanism driving the demotivating effect on effort of communicating a stance with which employees disagree. That is, I use the random assignment of the treatment condition of the employer communicating support of Trump's climate change policy as an instrumental variable (IV) for disagreement with the company's stance to demonstrate mediation of the perception of a lack of shared values and beliefs and lack of identification with the employer as driving the demotivating effect on extra work completed.

Table 6: OLS Regression Results
Effect of Employee Agreement with Stance on Optional Data Points Completed
Experiment 1 (AMT)

Company Denounces Trump CC Policy & Employee Agrees w/ Stance (1)	Company Denounces Trump CC Policy & Employee Neutral @ Stance (2)	Company Denounces Trump CC Policy & Employee Disagrees w/ Stance (3)	Company Supports Trump CC Policy & Employee Agrees w/ Stance (4)	Company Supports Trump CC Policy & Employee Neutral @ Stance (5)	Company Supports Trump CC Policy & Employee Disagrees w/ Stance (6)
9.14 (12.39) N = 191	10.5 (13.13) N = 44	7.82 (12.56) N = 38	12.48 (13.60) N = 56	11.81 (13.93) N = 37	6.55 (11.09) N = 177

Note: Standard deviations in parentheses. Those indicating "I don't know what this is" with respect to policy are not included.

Table 7 presents OLS regressions representing the effect on extra effort of treatment conditions interacted with employee opinion about Trump's climate change policy. Models 1 (without controls) and 2 (with controls) show that when the employee disagrees with Trump's climate change policy, the company communicating that it will support Trump's climate change policy results in fewer optional data entries completed than when the company does not communicate a stance (i.e. the control group) ($B = -3.5$, $p < 0.01$ without controls, $B = -3.5$, $p < 0.01$ with controls). When the employee disagrees with Trump's climate change policy, the company denouncing the policy results in workers completing a statistically equivalent amount of extra work compared to the control group. This is consistent with Table 5, which showed a demotivational effect of communicating a stance with which employees disagree and no motivational effect of communicating a stance with which employees agree. The interaction variables' coefficients are in the direction we would expect. Workers who support Trump's climate change program do more extra work in response to a communication treatment that the company supports the program (versus no communication about a stance) than those who disagree with Trump's climate change program ($B = 5.95$, $p < 0.10$ without controls, $B = 5.97$, $p < 0.05$ with controls). Likewise, workers who disagree with Trump's climate change program complete directionally less (but not statistically significant) amount of extra work in response to a communication treatment that the company supports the program (versus no communication about a stance) ($B = -1.3$, $p > 0.10$ without controls, $B = -0.94$, $p > 0.10$ with controls).

Table 7: OLS Regression Results
Effect of Treatment Conditions Interacted with Employee Policy Opinion
Experiment 1 (AMT)

	(1)	(2)
Company Supports Trump's CC	-3.472*** (1.249)	-3.450*** (1.233)
Company Denounces Trump's CC Policy	-0.884 (1.292)	-0.576 (1.291)
Employee Supports Trump's CC Policy	-0.025 (2.346)	0.166 (2.301)
Company Supports Trump's CC)* (Employee Supports Trump's CC Policy)	5.954* (3.078)	5.972** (3.037)
(Company Denounces Trump's CC Policy)* (Employee Supports Trump's CC Policy)	-1.3 (3.223)	-0.938 (3.146)
"The money I earn on MTurk is not my primary source of income, but the main reason I complete HITs on MTurk."		-2.796*** (1.002)
Female		2.850*** (0.942)
College		-1.329 (0.969)
Constant	10.025*** (0.929)	10.871*** (1.299)
R-Squared	0.0187	0.0451
N	698	698

Robust standard errors are reported in parentheses. *p<0.10, **p<0.05, ***p<0.01. The control variables included in these regressions are those which were shown to be predictive of optional data points completed (i.e., whose effects were statistically significant in Table 4.

1.5. Addressing Potential Social Desirability Bias in Reported Climate Change Opinions

Because workers were asked to indicate their agreement with Trump's climate change policy at the end of the study (and thus, after random assignment of conditions), this could theoretically have caused workers to under-report their disagreement with their employer or over-report their agreement with their employer due to social desirability bias. An examination of the well-randomized balance of disagreement with Trump's climate change policy responses in each of the treatment, compared to the control groups (Table 1, p>0.10) indicates that this was unlikely to be an issue in this sample.

Nonetheless, to further examine whether social desirability bias may have caused workers to misreport their true opinions about climate change, or whether such bias would affect the results, I offered a job to all workers who were still registered on AMT five months after the original study under the cover of a different employer⁷ and paid them \$1.00 to fill out a survey about their opinions about and use of AMT, other online labor markets, and opinions about numerous social-political issues (including issues such as

⁷ i.e., a different MTurk employer name, with a different account than that of the main job.

President Trump's and various senators' and other political figures' stances on gun control and immigration, in addition to Trump's policy on climate change). Of the 863 workers in the original sample, 493 were hired to complete this survey. In Table 8, a comparison of their opinions about President Trump's Climate Change policy reported in the original study with those reported in the follow-up study to a different employer (to whom they would have no incentive to misreport) five months later further supports that there was likely no social desirability bias in the original sample. The mean difference in opinion between the two time periods was very small across the entire sample (an increase of 0.21 on a 7-Point Likert Scale measuring disagreement with the policy, indicating a slight increase in disagreement with Trump's climate change policy over the timeframe). The difference in opinion between the two time periods does not vary across conditions in a way that would imply social desirability bias was present in the first study. For workers in the Employer Denounces Trump's Climate Change policy condition, the mean follow-up opinion is statistically equivalent to the initial follow-up opinion, though the change in opinion over time is statistically different from that of the control group. For workers in the control and Employer Supports Trump's Climate Change Policy groups, the change over time was statistically equivalent ($p > 0.10$) in the control and treatment groups, and positive in direction (indicating an increase in disagreement with the policy).

**Table 8: Assessing Potential Social Desirability Bias:
Workers' Self-Reported Opinions about Climate Change Policy, Original vs. Follow-up
Experiment 1 (AMT)**

	Control			Employer Denounces Trump's Climate Change Policy			Employer Supports Trump's Climate Change Policy		
	Original Response(Full)	Original Response (Only If Answered Follow-Up Survey)	Follow-up Survey Response	Original Response(Full)	Original Response (Only If Answered Follow-Up Survey)	Follow-up Survey Response	Original Response(Full)	Original Response (Only If Answered Follow-Up Survey)	Follow-up Survey Response
Mean Employee Disagreement about Trump's CC Policy	5.58 (1.71)	5.62 (1.79)	5.90*** (1.68)	5.58 (1.81)	5.5 (1.85)	5.52 (1.89)	5.33 (1.98)	5.65 (1.89)	5.97*** (1.59)
N	275	149	149	259	145	145	258	140	140
Mean Difference in Opinion between T and T+1 (Only if Answered Follow-Up Survey)		0.28 (0.09)			0.02** (1.20)			0.32 (1.10)	
N		149			145			140	

Standard deviations reported in parentheses. *p<0.10, **p<0.05, ***p<0.01 on mean employee disagreement indicates a statistically significant difference between the Original and Follow-up responses for a given condition. *p<0.10, **p<0.05, ***p<0.01 on mean difference between T and T+1 indicates a statistically significant change between time periods for the treatment groups compared to the control group

This indicates that misreporting of attitudes was unlikely to have been induced within the experiment. However, I further check the robustness of the results by limiting the sample to those workers for whom I have opinion data gathered in the second survey. With this smaller sample, I again find a demotivational effect of taking a stance that the company disagrees with, and no motivational effect (statistically equivalent to the control) of taking a stance that the employee agrees with, as is shown below. See Table 9 below.

Table 9: OLS Regression Using Post-hoc Climate Change Opinions, to Ensure Main Results Not Driven by Social Desirability Bias

	(1)	(2)	(3)	(4)
Employee Agrees with Company Stance	-1.672 (1.572)		-1.212 (1.570)	
Employee Disagrees with Company Stance		-3.471** (1.434)		-3.103** (1.408)
"The money I earn on MTurk is not my primary source of income, but the main reason I complete HITs on MTurk."			-3.653** (1.626)	-4.166*** (1.478)
Female			5.801*** (1.553)	5.437*** (1.418)
College			-0.421 (1.566)	-1.534 (1.438)
Constant	10.714*** (1.066)	10.714*** (1.066)	9.670*** (1.628)	10.823*** (1.625)
R-Squared	0.0041	0.0189	0.0656	0.0879
N	271	306	271	306

Robust standard errors are reported in parentheses. *p<0.10, **p<0.05, ***p<0.01. Baseline is the Control group (who received no information about company stance on the issue of climate change). Individuals in the treatment (company stance) groups who neither agreed nor disagreed with the stance are coded as missing. The control variables included in these regressions are those which were shown to be predictive of optional data points completed (i.e., whose effects were statistically significant in Table 4).

1.6. Rationale for Excluding this Experiment from the Manuscript

At the recommendation of reviewers, this initial experiment was omitted from the final manuscript given the potential issue of social desirability bias, which is addressed by the design of the study included in the paper.

2. Experiment 2 on Upwork

I ran a complementary study on Upwork with a similar design as that administered on AMT to increase generalizability of, and bring additional robustness to, the findings of the first study. I used a different type of job to elicit willingness to complete extra work, namely a translation job, which is a common job on Upwork, and the job was designed to be typical of the Upwork setting. As a result, I did not ask many follow-up questions during the optional post-job survey since doing so is less common on Upwork than on AMT. The findings from this Upwork study support those of the AMT study.

2.1. Design

Acting as a hiring firm, I advertised three translation jobs on Upwork: Translation from English to Spanish, Translation from English to German, and Translation from English to Mandarin.⁸ The job was to translate one page of text from English to the indicated language, corresponding to 567 words of translation, for payment of \$10. Each job description indicated that the employer was looking to translate numerous documents of multiple pages each and was looking to hire numerous Upworkers to get the job done relatively quickly. Interested applicants submitted a proposal on the Upwork website. All workers who submitted complete proposals and were willing to accept the offered payment amount for the job (i.e., bid amounts of \$10 or lower) were hired. After being hired, all workers received a message via the Upwork communication portal that included their instructions for the job, namely to translate the first page of a document from English to the non-English language. It was noted that if they were willing to translate more than the first page of the attached document (the total document was 10 pages), this would be helpful for the employer, but that doing so was not required to receive full payment, nor would it influence their feedback ratings.⁹ Thought they were not aware of this, all workers received the same document to translate.

The workers were randomly assigned to one of three conditions and, according to their condition, received additional information along with their job instructions.¹⁰ The three conditions were (1) a *Company Supports Trump's Climate Change Policy* condition that received information that the company would be releasing a statement supporting President Trump's decision to withdraw from the Paris Agreement, and that the CEO agrees with President Trump's view on climate change; (2) a *Company Denounces Trump's Climate Change Policy* condition that received information that the company would be releasing a statement denouncing President Trump's decision to withdraw from the Paris Agreement, and that the CEO does not agree with President Trump's view on climate change; and (3) a *Control* condition that received generic information about the employer (that the company would be changing its name, and that the CEO decided to add the ending "Incorporated" to the company name). See Figure 3 for the messages corresponding to each condition.

⁸ The study took place August 2017- February 2018. The name of the fictitious firm is available from the author upon request.

⁹ All workers received these job instructions: "Attached is the document we would like for you to translate from English to {language}. You are only required to translate the first page of this document from English to {language}, though if you are willing to translate more than the first page of the attached document, that would be helpful for us. The more pages that we can translate as rapidly (and accurately) as possible, the more satisfied our client will be. We would appreciate any additional sentences or paragraphs translated beyond the required first page (approx. 500 words), but please note that it is not required to receive full payment for your services (and will not influence your feedback rating, nor the likelihood of hiring your services again in the future, which we will base on the required work we are hiring you for). Please send us your final product within a week from today. If you need a time extension on the deadline, let us know."

¹⁰ Random assignment was implemented using a random number generator in Excel, where each of the three conditions was assigned a corresponding number.

**Figure 3: Messages, Per Condition
Experiment 2 (Upwork)**

Control Group	Treatment Group A: Employer Denounces Trump's Climate Change Policy	Treatment Group B: Employer Supports Trump's Climate Change Policy
Also, though not directly relevant for your work with us, we wanted to let you know that our company will be changing its name in the near future. The CEO of this organization has decided to add the ending "Incorporated" to our company name.	Also, though not directly relevant for your work with us, we wanted to let you know that our company will be releasing a statement denouncing President Trump's decision to withdraw from the Paris Agreement and his continued lack of leadership on the issue of climate change. The CEO of this organization does not agree with President Trump's view on climate change.	Also, though not directly relevant for your work with us, we wanted to let you know that our company will be releasing a statement supporting President Trump's decision to withdraw from the Paris Agreement and his continued leadership on the issue of climate change. The CEO of this organization agrees with President Trump's view on climate change.

Workers completed the job on a rolling basis and submitted their final work product (the translated document) via Upwork within one week of being hired. Upon completion of the job, all workers were paid and rated through the Upwork system.¹¹ After the job was closed, workers were asked to complete an optional survey to provide the employer additional information about the pool of Upwork workers.

2.2. Sample and Randomization Balance

Two hundred and twenty-six proposals were submitted for the translation jobs, and 185 of those, who met the qualifications, were offered the job.¹² Seventeen hired workers dropped out of the job after random assignment of conditions. The resulting sample size is 168. The follow-up survey after completion of the job was optional, and 128 of the 168 who completed the job answered the optional survey questions after the job was completed.

Table 10 reports summary statistics for the sample, by condition. There were no statistically significant differences between the mean characteristics listed in Table 10 for the treatment and control groups except for location, and disagreement about President Trump's climate change policy. Based on Upwork metrics, workers on average charged \$14.47 per hour, completed about 16 previous Upwork jobs, and bid on average \$9.53 for the job.¹³ The majority of workers came from Latin and South America, followed by Spain, the United States, and then other regions. Based on self-reported data gathered from the optional survey, 60 percent of the workers are women, and 61 percent have a bachelor's degree or higher. On average, workers disagreed with President Trump's stance on climate change (average 5-point Likert

¹¹ All received the highest rating.

¹² All applicants who submitted a relevant cover letter and were willing to accept the \$10 original offer for the job (i.e., bid \$10 or less) were hired.

¹³ Though the job was a fixed price at \$10, some individuals bid lower amounts, presumably to increase their chances of being hired.

scale response to “Do you agree with President Trump’s current stance on climate change” was 4.25, between 4= “probably not” and 5= “definitely not”).

**Table 10: Sample Characteristics, by Condition (Randomization Balance)
Experiment 2 (Upwork)**

	<i>Control</i>	<i>Employer Denounces Trump's CC Policy</i>	<i>Employer Supports Trump's CC Policy</i>
Demographic Characteristics			
Female (Y=1, N=0)	0.68 (0.47)	0.57 (0.50) [0.32]	0.56 (0.50) [0.31]
College (Y=1, N=0)	0.63 (0.49)	0.61 (0.49) [0.89]	0.62 (0.49) [0.95]
Age	38.98 (9.30)	36.89 (7.51) [0.23]	36 (9.01) [0.17]
Income (\$50k=1, \$50k-\$80k = 2, >\$80k=3)	1.25 (0.59)	1.11 (0.42) [0.18]	1.15 (0.44) [0.40]
From Latin & South America (Y=1, N=0)	0.69 (0.47)	0.92 (0.27) [0.01]	0.80 (0.40) [0.19]
From Spain (Y=1, N=0)	0.15 (0.36)	0.02 (0.13) [0.01]	0.02 (0.14) [0.02]
From United States (Y=1, N=0)	0.13 (0.34)	0.03 (0.18) [0.05]	0.10 (0.30) [0.64]
From Other Region (Y=1, N=0)	0.00 (0.00)	0.00 (0.00) [1.00]	0.04 (0.20) [0.14]
Upwork Characteristics			
Number of Past Upwork Jobs	23.43 (68.32)	10.90 (36.47) [0.22]	15.60 (50.80) [0.52]
Money Earned on Upwork (\$)	2429.54 (8171.04)	6935.95 (50754.91) [0.53]	1635.02 (6095.02) [0.59]
Hourly Rate	15.82 (9.00)	13.74 (8.97) [0.22]	13.92 (7.67) [0.26]
Bid Amount	9.75 (0.94)	9.37 (1.45) [0.10]	9.50 (1.40) [0.29]
Primary Reason do Upwork Jobs (Y=1, N=0):			
"The money I earn on Upwork is my primary source of income."	0.20 (0.41)	0.11 (0.32) [0.24]	0.24 (0.43) [0.72]
"The money I earn on Upwork is not my primary source of income, but the main reason I work as a freelancer."	0.60 (0.50)	0.56 (0.50) [0.67]	0.56 (0.50) [0.73]
"It is a productive use of my free time."	0.20 (0.41)	0.33 (0.48) [0.16]	0.18 (0.39) [0.80]
"It is fun."	0.00 (0.00)	0.00 (0.00) [1.00]	0.03 (0.17) [0.28]
Disagree with Trump's Climate Change Policy (5 Point Likert Scale)	4.23 (0.97)	4.76 (0.62) [0.00]	3.36 (1.47) [0.01]
N for Characteristics Obtained from Upwork Proposal	54	64	47
N for Characteristics Obtained from Optional Survey	40	54	34

Standard deviation reported in parentheses. P-value of the null that the difference of means between the treatment group and the control group equals 0 is reported in brackets. Based on independent sample t-tests. Statistically different characteristics noted in bold. Characteristics obtained from Upwork account include female, region, and all Upwork characteristics except for reason do Upwork jobs. The sample sizes for the Upwork characteristics vary slightly across characteristics due to aspects of worker profiles being restricted for a few individuals.

2.3. Measures

Dependent Variable. *Number of Optional Words Translated* is the number of unrequired extra words that were translated (i.e., the number of words translated above the required first page of words), a

proxy for employee motivation and willingness to complete extra work for the employer. Given that the outcome I am interested in capturing is motivation and willingness to put forth extra effort for the employer, I also wanted to capture cases where the employee did less than the required amount of work; in cases where the individual translated less than the required number of words (567), *Number of Optional Words Translated* is coded as a negative number equal to the number below the required number of words translated. The reported results are robust to the coding of these cases as 0 optional words, rather than a negative number of optional words.

Independent Variables. *Employer Supports Trump's CC Policy* is a variable coded 1 if the worker received information that the employer agrees with Trump's stance on climate change, and 0 otherwise. *Employer Denounces Trump's CC Policy* is a variable coded 1 if the worker received information that the employer disagrees with Trump's stance on climate change, and 0 otherwise. The *Control Group* is 1 if the worker received a generic message with no information about the employer's stance.

In addition to examining the aggregate effect of taking a stance across all workers, I particularly wanted to examine how taking a stance on a social-political issue that an employee agrees with, or disagrees with, influences extra work completed (compared to not taking a stance, i.e., the control group). To determine whether or not the employee agrees with the stance taken by the employer, I used employees' self-reported disagreement with President Trump's climate change policy ("Do you agree with President Trump's current stance on climate change?" measured on a 5-point Likert scale).¹⁴ Their options were (1) definitely yes, (2) probably yes, (3) might or might not, (4) probably no, and (5) definitely no. *Employee Agrees with Company Stance* is equal to 1 for individuals in Treatment Group A (employer denounces policy) whose response to whether they agree with Trump's climate change policy was "probably not" or "definitely not," and individuals in Treatment Group B (employer supports policy) whose response to whether they agree with Trump's climate change policy was "definitely yes" or "probably yes." *Employee Agrees with Company Stance* is equal to 0 for individuals in the control group (who received no information about their employer's stance). *Employee Disagrees with Company Stance* is equal to 1 for individuals in Treatment Group B (employer supports policy) whose response to whether they agree with Trump's climate change policy was "probably not" or "definitely not" and individuals in Treatment Group A (employer denounces policy) whose response to whether they agree with Trump's climate change policy was "definitely yes" or "probably yes."¹ *Employee Disagrees with Company Stance* is equal to 0 for the control group. Those in the treatment groups who were indifferent about the policy and answered that they "might

¹⁴ This study uses a 5-point scale rather than a 7-point scale to reduce the perceived effort required by the Upworkers to complete the survey and increase the likelihood that they would complete the survey (as it was optional, unlike in the AMT experiment). 5-point scales rather than 7-point scales were used in all of the opinions questions included in the Upwork survey. The language used in the response options for this question is also simpler than that used in the AMT study since the workers were not limited to US-based workers.

or might not” agree with the policy or who indicated “I don’t know what this is” are coded as missing. See Table 11 for the distribution of worker opinions and groupings of opinions for the variable construction.

Table 11: Distribution of Worker Opinions by Condition & Agree/Disagree Variable Construction Experiment 2 (Upwork)

Control Condition

Employee responded "Definitely Yes" to agreement with Trump's CC Policy	Employee responded "Probably Yes" to agreement with Trump's CC Policy	Employee responded "Might or Might Not" to agreement with Trump's CC Policy	Employee responded "Probably Not" to agreement with Trump's CC Policy	Employee responded "Definitely Not" to agreement with Trump's CC Policy	"I don't know what this is."
0	2	7	7	19	5

Company Supports Trump's CC Policy Condition

Employee Agrees with Company Stance		Employee Disagrees with Company Stance			
Employee responded "Definitely Yes" to agreement with Trump's CC Policy	Employee responded "Probably Yes" to agreement with Trump's CC Policy	Employee responded "Might or Might Not" to agreement with Trump's CC Policy	Employee responded "Probably Not" to agreement with Trump's CC Policy	Employee responded "Definitely Not" to agreement with Trump's CC Policy	"I don't know what this is."
3	7	5	3	10	6

Company Denounces Trump's CC Policy Conditon

Employee Disagrees with Company Stance		Employee Agrees with Company Stance			
Employee responded "Definitely Yes" to agreement with Trump's CC Policy	Employee responded "Probably Yes" to agreement with Trump's CC Policy	Employee responded "Might or Might Not" to agreement with Trump's CC Policy	Employee responded "Probably Not" to agreement with Trump's CC Policy	Employee responded "Definitely Not" to agreement with Trump's CC Policy	"I don't know what this is."
0	1	2	5	42	4

Employee Agrees with Trump’s CC indicates whether the employee agrees or disagrees with Trump’s climate change policy, and is equal to 1 if the employee’s response to whether they agree with Trump’s climate change policy was “probably yes” or “definitely yes,” equal to 0 if their response was “probably not” or definitely not, and coded as missing if they answered that they “might or might not” agree with the policy or if they indicated “I don’t know what this is.” This variable is used as an interaction variable with each treatment condition.

Control Variables. Control variables which could intuitively influence a worker’s willingness to complete extra work beyond what is included in the job contract were constructed from information self-reported by the applicants (income, gender, education, reason for completing work on Upwork) and from the Upwork proposal submissions (all other characteristics). *Female* is a dummy variable. *College Degree* is a binary variable equal to 1 if the employee has at least a bachelor's degree. *Bid Amount* is a continuous variable indicating the amount bid, and thus paid, for the job. *Hourly rate* is a continuous variable for the hourly rate that the employee generally charges on Upwork. *# Past Upwork Jobs* equals the number of jobs the employee has completed on Upwork, including the current job. *Income Bracket*, an ordinal variable

with the following values: 1 if household income in the previous year was less than \$50,000, 2 if between \$50,000 and \$79,999, 3 if \$80,000 or above. *From South and Latin America* and *From Spain* are binary variables equal to 1 if the individual’s proposal indicates he/she resides in that region, and 0 otherwise. Mandarin Translation and German Translation are binary variables equal to 1 if the worker completed the translation in Mandarin, and in German, respectively, and 0 otherwise (the third translation language was Spanish).

2.4. Results

Figure 4a presents the kernel density estimations for *Number of Optional Words Translated* for the control and treatment groups. Figure 4b presents the kernel density estimations of *Number of Optional Words Translated* for 1) the control group that received no information about the company’s stance, 2) the group that received information about the company’s stance and agreed with that stance, and 3) the group that received information about the company’s stance and disagreed with that stance. The means for each of the groups included in Figures 4a or 4b are reported in Table 12. Table 12 reflects a lower mean number of optional words translated when employees disagree with the company’s stance. When the employee agrees with the company stance, the number of optional words translated is statistically equivalent to that of the control group.

Figure 4a: Kernel Densities of Number of Optional Words Translated, by Condition Experiment 2 (Upwork)

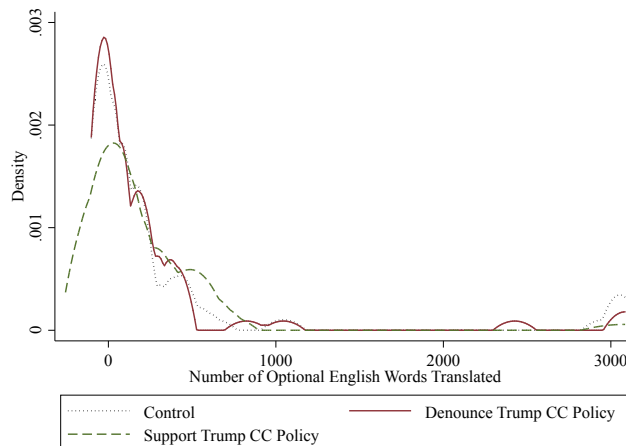


Figure 4b: Kernel Densities of Number of Optional Words Translated, by Employee Agreement (or Disagreement) with Employer Stance Experiment 2 (Upwork)

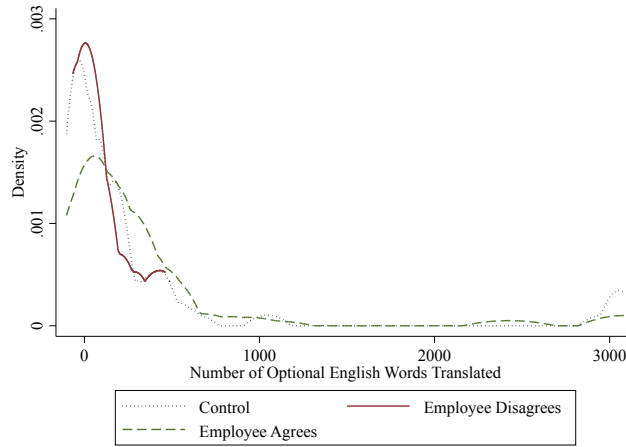


Table 12: Mean Number of Optional Words Translated Experiment 2 (Upwork)

Entire Sample (1)	Control (2)	Company Denounces Trump CC Policy (3)	Company Supports Trump CC Policy (4)	Employee Agrees with Company Stance (5)	Employee Disagrees with Company Stance (6)
257 (650) N = 168	335 (806) N = 54	240 (627) N = 64	196 (473) N = 50	314 (654) N = 57	66** (172) N = 14

Note: Standard deviations in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$ indicates statistically significant difference from Control group. N's for Control, Company Denounces Policy, and Company Support Policy do not add up to those shown in Table 11 because employee stance was derived from an optional survey (that not all workers completed). This table reflects all individuals who completed the job.

Table 13 reports OLS regression results examining the effect of each of the treatment conditions on number of unrequired words translated, with Model 2 including control variables that could affect employee effort included in Model 2. Here, we see that, with the inclusion of controls, communicating to employees that the company supports Trump’s climate change policy has a negative effect on number of optional words translated ($B=-367$, $p<0.05$) compared to the control group. Model 2 also demonstrates that individuals who translated the job in Mandarin completed less optional translations on average, and those from South and Latin America completed more optional translation on average.

Table 13: OLS Regression Results
Effect of Communicating Social-Political Stance on Optional Words Translated
Experiment 2 (Upwork)

	(1)	(2)
Company Supports Trump's CC	-138.876 (128.325)	-367.027** (180.347)
Company Denounces Trump's CC	-94.306 (134.797)	-286.557 (193.261)
From South and Latin America		322.108* (193.766)
From Spain		-202.716 (167.590)
From Other Region		94.642 (198.927)
Income Bracket		276.457 (237.274)
Female		-67.532 (137.293)
College		163.703 (130.254)
Bid Amount		35.652 (35.599)
Hourly Rate		-10.176 (10.320)
Number of Past UpworkJobs		-1.466 (0.997)
Mandarin Translation		-341.594*** (114.209)
German Translation		228.287 (377.683)
Constant	334.556*** (109.578)	-258.128 (388.064)
R-Squared	0.0075	0.1386
N	168	122

Robust standard errors are reported in parentheses. * $p<0.10$, ** $p<0.05$, *** $p<0.01$.

Table 14 reports OLS regression results examining the effect of taking a stance the employee agrees (or disagrees) with compared to not taking a stance (i.e., the control group) on the number of unrequired

words translated. Columns 1 and 2 demonstrate that when the employer took a stance on the issue of climate change and the employee agreed with that stance, the number of optional words translated was not statistically different from that of the control group wherein the employer did not take a stance on the issue ($p>0.10$). In Columns 3 and 4, we see that when the employer took a stance on an issue that was in disagreement with the employee’s stance on the issue, the effect on number of optional words translated was negative ($p<0.05$). Translating an average of 268 less optional words compared to the control group, employees whose employers took a stance that they disagreed with completed 80 percent fewer optional translated words compared to employees whose employers did not take a stance (the control group). Based on the payment of \$10 for the 500 required words of translation, this represents about half of the base rate, equivalent in value to about \$5.

Table 14: OLS Regression Results
Effect of Employee Agreement with Stance on Optional Words Translated
Experiment 2 (Upwork)

	(1)	(2)	(3)	(4)
Employee Agrees with Company Stance	-20.591 (139.677)	-155.614 (164.520)		
Employee Disagrees with Company Stance			-268.413** (119.092)	-394.946** (167.332)
Mandarin Translation		-437.895*** (112.188)		-435.563*** (148.104)
From South and Latin America		258.159** (128.789)		300.277* (150.949)
Constant	334.556*** (109.587)	295.525*** (77.058)	334.556*** (110.228)	265.932*** (76.416)
R-Squared	0.0002	0.0755	0.0225	0.1230
N	111	111	68	68

Robust standard errors are reported in parentheses. * $p<0.10$, ** $p<0.05$, *** $p<0.01$. Baseline is the Control group (who received no information about company stance on the issue of climate change). The control variables included in these regressions are those which were shown to be predictive of optional words completed (i.e., whose effects were statistically significant in Table 13).

An examination of the average means of number of optional words translated, by condition and agreement with the employer’s stance (reported in Table 15), shows that the population was skewed in its agreement or disagreement with the conditions, similar to the first AMT study; almost all of the *Employee Disagrees with Stance* are included in the condition informed that their employer supports Trump’s climate change program, and the majority of the *Employee Agrees with Stance* are coming from those in the condition informed that their employer disagrees with Trump’s climate change program.

Table 15: Mean Optional Words Translated, by Worker Agreement with Treatment Conditions Experiment 2 (Upwork)

Company Denounces Trump CC Policy & Employee Agrees w/ Stance (1)	Company Denounces Trump CC Policy & Employee Neutral @ Stance (2)	Company Denounces Trump CC Policy & Employee Disagrees w/ Stance (3)	Company Supports Trump CC Policy & Employee Agrees w/ Stance (4)	Company Supports Trump CC Policy & Employee Neutral @ Stance (5)	Company Supports Trump CC Policy & Employee Disagrees w/ Stance (6)
321 (714) N = 47	0 (0) N= 2	0 (0) N = 1	281 (219) N = 10	390 (295) N = 5	71 (178) N = 13

Note: Standard deviations in parentheses. N's do not add up to those shown in Table 10 because employee stance was derived from an optional survey (that not all workers completed).

An analysis of the interaction of each treatment condition with employee stance on the climate change policy in question is shown in Table 16. This reflects that when the employee disagrees with Trump’s climate change policy, the company communicating that it will support Trump’s climate change policy results in directionally fewer optional translations than when the company does not communicate a stance (i.e. the control group) (B= -256, p<0.15 without controls, B= -299, p<0.15 with inclusion of the control variables shown to be predictive of optional work). When the employee disagrees with Trump’s climate change policy, the company denouncing the policy results in workers completing directionally fewer optional translations. The interaction variables’ coefficients are in the direction we would expect. Workers who support Trump’s climate change program do more extra work in response to a communication treatment that the company supports the program (versus no communication about a stance) than those who disagree with Trump’s climate change program (B=495, p<0.05 without controls, B=384, p<0.05 with controls). Workers who disagree with Trump’s climate change program complete directionally (but not a statistically significant difference of) less extra work in response to a communication treatment that the company supports the program (versus no communication about a stance).

Table 16: OLS Regression Results
Effect of Treatment Conditions Interacted with Employee Policy Opinion
Experiment 2 (Upwork)

	(1)	(2)
Company Supports Trump's CC	-255.692 ⁺ (168.492)	-298.560 ⁺ (189.711)
Employee Supports Trump's CC	-285.423 ⁺ (180.557)	-168.881 (154.599)
Company Supports Trump's CC * Employee Supports Trump's CC	495.392 ^{**} (199.045)	383.754 ^{**} (172.126)
Company Denounces Trump's CC	-5.987 (193.132)	-67.872 (212.980)
Company Denounces Trump's CC * Employee Supports Trump's CC	-35.513 (209.565)	-203.886 (195.595)
Mandarin Translation		-297.006 ^{***} (88.569)
From South and Latin America		163.510 (129.997)
Constant	326.923 ^{**} (161.195)	277.129 ^{**} (113.104)
R-Squared	0.0214	0.0566
N	99	99

Robust standard errors are reported in parentheses. ⁺p<0.15, ^{*}p<0.10, ^{**}p<0.05, ^{***}p<0.01 The control variables included in these regressions are those which were shown to be predictive of optional words completed (i.e., whose effects were statistically significant in Table 13).

2.5. Examining Potential Social Desirability Bias in Reported Climate Change Opinions

Given the importance of the job appearing to be like any other Upwork job to elicit revealed preferences and behavior of workers, I did not first ask workers' stance on Trump's climate change policy before telling them that of their employer (randomly assigned); for those who had a contrary stance on the issue, it would have seemed unrealistic for an Upwork employer to then tell them about a contrary stance. As a result, workers were asked to indicate their agreement with Trump's climate change policy after the completion of the job (and thus, after random assignment of conditions). It is thus possible that workers had the incentive to under-report their disagreement with their employer, and to over-report their agreement with their employer, on the policy. They were asked to fill out the optional survey *after* they were paid in full for completion of their job and rated for the job and were explicitly told at the beginning of the survey that their answers would not affect their likelihood of working with the employer in the future to mitigate this likelihood. Nonetheless, the unequal balance of climate change positions in the treatment, compared to the control groups (Table 10), suggests that there was likely social desirability bias present in responses about workers' opinions about Trump's climate change policy.

To examine this possibility in more detail, the below Table 17 reports mean worker characteristics by agree and disagree with the employer stance and compares these to the those of the control group. Those who agreed with the company stance were more likely to self-report lower income (p<0.10), to charge a

lower hourly rate ($p < 0.10$), and to bid a lower amount on the job ($p < 0.10$) compared to the control group. This suggests that those workers who need the job more were more likely to state that they agreed with the company stance than those who do not. This is consistent with research that has pointed out a potential downside to the trend of employers influencing their employees' involvement in politics and viewing the mobilization of their own workers as an important strategy for influencing politics – that because of the economic power employers have over workers, workers may face pressure to respond to managers' political requests even if they do not agree with them (Hertel-Fernandez 2016, 2017).¹⁵ Indeed, it appears that workers with the least economic power were those who were more likely to report that they agree with their employers' social-political stances in this study. This table also reflects that individuals from Spain were less likely to report that they agree with their employer's stance, and individuals from Latin and South America were more likely to report that they agree with their employer's stance.

¹⁵ Hertel-Fernandez A (2016) How employers recruit their workers into politics—And why political scientists should care. *Perspectives on Politics* 14(2):410–421.
Hertel-Fernandez A (2017) American employers as political machines. *The Journal of Politics* 79(1):105–117.

**Table 17: Mean Worker Characteristics, Assessing Social Desirability Bias
Experiment 2 (Upwork)**

	<i>Control</i>	<i>Employee Agrees with Company Stance</i>	<i>Employee Disagrees with Company Stance</i>
<i>Demographic Characteristics</i>			
Female (Y=1, N=0)	0.68 (0.47)	0.53 (0.50) [0.15]	0.50 (0.52) [0.25]
College (Y=1, N=0)	0.63 (0.49)	0.60 (0.49) [0.78]	0.57 (0.51) [0.73]
Age	38.98 (9.30)	36.77 (7.87) [0.21]	35.57 (5.39) [0.20]
Income (\$50k=1, \$50k-\$80k = 2, >\$80k=3)	1.25 (0.59)	1.07 (0.32) [0.06]	1.36 (0.74) [0.59]
From Latin & South America (Y=1, N=0)	0.69 (0.47)	0.91 (0.29) [0.00]	0.86 (0.36) [0.21]
From Spain (Y=1, N=0)	0.15 (0.36)	0.00 (0.00) [0.00]	0.00 (0.00) [0.13]
From United States (Y=1, N=0)	0.13 (0.34)	0.05 (0.23) [0.16]	0.00 (0.00) [0.16]
From Other Region (Y=1, N=0)	0.00 (0.00)	0.00 (0.00) [1.00]	0.07 (0.27) [0.05]
<i>Upwork Characteristics</i>			
Number of Past Upwork Jobs	23.43 (68.32)	10.53 (38.75) [0.23]	5.38 (6.21) [0.35]
Money Earned on Upwork (\$)	2429.54 (8171.04)	7686.67 (54397.82) [0.49]	487.69 (843.26) [0.40]
Hourly Rate	15.82 (9.00)	12.65 (8.25) [0.06]	14.71 (10.08) [0.70]
Bid Amount	9.75 (0.94)	9.36 (1.39) [0.09]	8.93 (2.13) [0.03]
Primary Reason do Upwork Jobs (Y=1, N=0):			
"The money I earn on Upwork is my primary source of income."	0.20 (0.41)	0.14 (0.35) [0.44]	0.21 (0.43) [0.91]
"The money I earn on Upwork is not my primary source of income, but the main reason I work as a freelancer."	0.60 (0.50)	0.56 (0.50) [0.71]	0.57 (0.51) [0.85]
"It is a productive use of my free time."	0.20 (0.41)	0.28 (0.45) [0.37]	0.21 (0.43) [0.91]
"It is fun."	0.00 (0.00)	0.02 (0.13) [0.41]	0.00 (0.00) [1.00]
Agree with Trump's Climate Change Policy (Y=1, N=0)	0.07 (0.26)	0.18 (0.38) [0.20]	0.07 (0.27) [1.00]
Disagree with Trump's Climate Change Policy (5 Point Likert Scale)	4.23 (0.97)	4.33 (1.27) [0.68]	4.57 (0.85) [0.26]
N for Characteristics Obtained from Upwork Proposal	54	57	14
N for Characteristics Obtained from Optional Survey	40	57	14

Standard deviation reported in parentheses. P-value of the null that the difference of means between the agree with company or disagree with company groups and the control group equals 0 is reported in brackets. Based on independent sample t-tests. Statistically different characteristics noted in bold. Characteristics obtained from Upwork account include female, region, and all Upwork characteristics except for reason do Upwork jobs. The sample sizes for the Upwork characteristics vary slightly across characteristics due to aspects of worker profiles being restricted for a few individuals.

I furthermore offered a translation job to all (52) workers who were still registered on Upwork three to six months after the original study under the cover of a different employer, after which I asked them to complete an optional survey about their experience with Upwork, opinions about Upwork, and opinions on numerous social-political issues (including issues such as President Trump's and various senators' and other

political figures' stances on gun control and immigration, in addition to Trump's policy on climate change). Forty workers were hired for this subsequent job, and 37 of them filled out the optional survey (however, only 31 answered all of the questions; workers could opt out of answering any questions in the optional survey). Table 18 compares their opinions about President Trump's Climate Change policy reported in the original study with those reported in the follow-up study to a different employer (to whom they would have no incentive to misreport). The mean difference in opinion between the two time periods was small (a decrease of 0.33 on a 5-Point Likert Scale measuring disagreement with the policy, indicating a slight decrease in disagreement with Trump's climate change policy over the timeframe). The changes in opinion across the control, employer denounces Trump's Climate Change policy, and employer Supports Trump's Climate Change policy are statistically equivalent ($p > 0.10$). There was a statistically significant difference between the original and follow-up survey responses among those in the Employer Denounces Trump group in a direction that would suggest social desirability bias may indeed have been present for those in the Employer Denounces Trump's Climate Change Policy treatment group.

Taken together, these follow-up analyses suggest that there was likely some social desirability bias in workers' self-reported opinions about the issue of climate change towards the direction of that of their employers, which would imply that the results presented in this Upwork study may be overstated. This likely explains the difference in magnitude of effects between the first AMT study (a 35% decrease when the employee disagrees with the employer stance versus the control) and this Upwork study (an 80% decrease when the employee disagrees with the employer stance versus the control). If only those who very strongly disagree with the employer are coded as disagreeing in the Upwork study, we would indeed expect to observe a stronger demotivational effect on extra effort put forth.

Table 18: Assessing Potential Social Desirability Bias: Workers Self-Reported Opinions about Climate Change Policy, Original vs. Follow-up Experiment 2 (Upwork)

	Full Sample			Control			Employer Denounces Trump's			Employer Supports Trump's		
	Original Response (Full)	Original Response (Only If Answered Follow-Up Survey)	Follow-up Survey Response	Original Response (Full)	Original Response (Only If Answered Follow-Up Survey)	Follow-up Survey Response	Original Response (Full)	Original Response (Only If Answered Follow-Up Survey)	Follow-up Survey Response	Original Response (Full)	Original Response (Only If Answered Follow-Up Survey)	Follow-up Survey Response
Mean Employee Disagreement about Trump's CC Policy	4.25 (1.14)	4.25 (1.11)	4.06 (1.12)	4.23 (0.97)	3.4 (1.14)	3.33 (1.03)	4.76 (0.62)	4.83 (0.39)	3.92** (1.32)	3.36 (1.47)	3.86 (1.46)	4.55 (0.69)
N	113	24	31	35	5	6	50	12	13	28	7	11
Mean Difference in Opinion between T and T+1 (If Answered Both Original and Follow-Up Survey)	-0.33 (1.34)			0 (0.71)			-1.00 (1.35)			0.57 (1.13)		
N	24			5			12			7		

Standard deviations reported in parentheses. *p<0.10, **p<0.05, ***p<0.01 on mean employee disagreement indicates a statistically significant difference between the Original and Follow-up responses for a given condition. *p<0.10, **p<0.05, ***p<0.01 on mean difference between T and T+1 indicates a statistically significant change between time periods for the treatment groups compared to the control group. Workers were not required to answer the survey questions, and different subsets of workers did/did not answer during the original study and the follow-up survey, which is the reason for the discrepancy in sample sizes, and the reason that the mean difference reported cannot be obtained from subtracting the mean follow-up response from the mean original response.

2.6. Rationale for Excluding this Experiment from the Manuscript

Given that this Upwork experiment was indeed likely biased due to social desirability of responses, it was excluded from the manuscript at the recommendation of the review team

3. Experiment 3 (Amazon Mechanical Turk): The Effect of Communicating a Stance Without Reference to a Politically Polarizing Figure

The treatment language used to describe the employer's social-political stance in the first two field experiments included reference to President Trump. This is quite characteristic of many firms' communication about social-political stances in practice, as much communication in recent years has been made in response to and/or directly reference an action or stance of President Trump. For example, Goldman Sachs CEO Lloyd Blankfein directly referenced Trump's decision to leave the Paris agreement, tweeting: "Today's decision is a setback for the environment and for the US's leadership position in the world." The CEO of Johnson & Johnson, Alex Gorsky, stated after the 2017 Charlottesville attack that "The President's most recent statements equating those who are motivated by race-based hate with those who stand up against hatred is unacceptable and has changed our decision to participate in the White House Manufacturing Council."¹⁶ Indeed, direct or implied reference to President Trump has become common in recent communication about social-political stances.

To help inform whether employers are better off referencing or not referencing President Trump in their communications about such stances, I ran a third field experiment on AMT. This field experiment was similar to that of the first AMT experiment but varied whether treatment conditions included language about President Trump. It also ensured no social desirability bias in employees' climate change opinion responses by surveying workers first and then, under the cover of a different employer, hiring them two weeks later to complete the same job as that of the first AMT experiment and assigning them to social-political stance treatments during that job (and thus, two weeks after capturing their climate change opinions under the cover of a different employer). Random assignment to conditions was stratified by workers' previously-disclosed opinions about climate change.

3.1. Design

I advertised a survey completion HIT on AMT for payment of \$1.00. 2000 workers were hired to complete this survey, which included questions about their opinions about AMT as well as numerous policy issues, including gun control, immigration, and climate change. These same 2000 workers were contacted 2 weeks later by a different employer and informed that they pre-qualified for a data-entry HIT.¹⁷ About half (1053) of the surveyed 2000 workers completed the data entry job. This data entry job was similar to that of Study 1, with a few notable exceptions. First, random assignment of conditions was stratified by worker opinions on climate change. That is, workers were grouped into pro-climate change, neutral about

¹⁶ Sources: <http://thehill.com/policy/finance/346876-ceos-revolt-against-trump-over-charlottesville>, <http://money.cnn.com/2017/08/14/investing/ceos-turn-on-trump-frazier/index.html?iid=hp-stack-dom>.

¹⁷ This field experiment was conducted in April 2018. Names of the fictitious employers are available from the author upon request.

climate change, and anti-climate change categories based on their responses to the pre-job survey two weeks earlier, and random assignment of conditions was stratified within each of these groups. Second, workers were not asked opinion questions at the end of the job (since they were asked for demographic and opinion questions during the initial survey). Third, this study had four, instead of two, treatment conditions.

In this field experiment, workers were randomly assigned to one of four treatment conditions, plus a control. (1) An *Employer Stance Climate Change is Important_Trump* group received information that the company thought the issue of climate change is important and the communication included language about President Trump; (2) an *Employer Stance Climate Change is Important_No Trump* group received information that the company thought the issue of climate change is important and the communication did not include language about President Trump; (3) an *Employer Stance Climate Change Not Important_Trump* group received information that the company thought the issue of climate change is not important and the communication included language about President Trump; (4) an *Employer Stance Climate Change Not Important_No Trump* group received information that the company thought the issue of climate change is not important and the communication did not include language about President Trump; and (5) a *Control* group received generic information about the employer. (See Figure 5 for the exact messages).

**Figure 5: Messages, Per Condition
Experiment 3 (AMT)**

Control Group	Treatment Group A: Employer Stance CC is Important_Trump	Treatment Group B: Employer Stance CC is Important_No Trump	Treatment Group C: Employer Stance CC Not Important_Trump	Treatment Group D: Employer Stance CC Not Important_No Trump
In the meantime, we would like to let you know that we will be changing our MTurk requester name next month to (omitted) at the recommendation of our CEO.	In the meantime, we would like to let you know that we will be releasing a statement denouncing President Trump's decision to withdraw from the Paris Agreement and denouncing his stance on climate change. The CEO of this organization does not support President Trump's view on climate change.	In the meantime, we would like to let you know that we will be releasing a statement denouncing the withdrawal of the United States from the Paris Agreement. The CEO of this organization believes that climate change is an important issue, and thinks that the issue of climate change requires immediate political action.	In the meantime, we would like to let you know that we will be releasing a statement supporting President Trump's decision to withdraw from the Paris Agreement and supporting his stance on climate change. The CEO of this organization supports President Trump's view on climate change.	In the meantime, we would like to let you know that we will be releasing a statement supporting the withdrawal of the United States from the Paris Agreement. The CEO of this organization does not believe that climate change is an important issue, and does not think that the issue of climate change requires immediate political action.

3.2. Sample and Randomization Balance

Thirty-seven individuals did not complete the job. Fifteen observations were dropped due to taking less than 2 minutes to complete the initial survey, and 2 observations were dropped due to repeat IP addresses, suggesting that they may have taken the study more than once. The resulting sample size is 980 workers.

Table 19 presents summary statistics for workers in the sample, by condition. There were no statistically significant differences ($p > 0.10$) between the mean characteristics listed in Table 19 for the treatment and control groups, except for age, number of HITs per week, and HIT approval rate. This suggests that randomization was successful and that selection bias due to observables is minimal.

**Table 19: Worker Characteristics, by Condition (Randomization Balance)
Experiment 3 (AMT)**

	<i>Control</i>	<i>Employer Stance Climate Change Not Important_Trump</i>	<i>Employer Stance Climate Change Not Important_No Trump</i>	<i>Employer Stance Climate Change Is Important_Trump</i>	<i>Employer Stance Climate Change Is Important_No Trump</i>
Demographic Characteristics					
Female (Y=1, N=0)	0.55 (0.50)	0.62 (0.49) [0.15]	0.49 (0.50) [0.26]	0.54 (0.50) [0.96]	0.60 (0.49) [0.30]
College (Y=1, N=0)	0.59 (0.49)	0.54 (0.50) [0.35]	0.59 (0.49) [0.96]	0.59 (0.49) [0.97]	0.61 (0.49) [0.76]
Age	34.22 (9.61)	37.03 (12.77) [0.02]	37.06 (11.62) [0.009]	37.12 (12.00) [0.009]	37.01 (12.10) [0.01]
Income (\$50k=1, \$50k-\$80k = 2, >\$80k=3)	1.81 (0.80)	1.86 (0.83) [0.56]	1.81 (0.82) [0.91]	1.91 (0.84) [0.24]	1.85 (0.81) [0.63]
AMT Characteristics					
HIT Approval Rate	98.69 (9.68)	98.02 (12.31) [0.55]	95.76 (19.20) [0.06]	97.74 (13.98) [0.43]	98.40 (11.95) [0.79]
HITs per week	2.92 (0.85)	2.88 (0.91) [0.62]	2.73 (0.90) [0.03]	2.93 (0.94) [0.91]	2.78 (0.89) [0.10]
Primary Reason complete HITs on MTurk (Y=1, N=0):					
"The money I earn on MTurk is my primary source of income."	0.13 (0.34)	0.15 (0.36) [0.69]	0.11 (0.31) [0.47]	0.14 (0.35) [0.87]	0.14 (0.34) [0.93]
"The money I earn on MTurk is not my primary source of income, but the main reason I work as a freelancer."	0.41 (0.49)	0.38 (0.49) [0.53]	0.34 (0.47) [0.17]	0.37 (0.48) [0.43]	0.45 (0.50) [0.43]
"It is a productive use of my free time."	0.43 (0.50)	0.43 (0.50) [0.99]	0.50 (0.50) [0.18]	0.46 (0.50) [0.58]	0.36 (0.48) [0.15]
"It is fun."	0.03 (0.17)	0.05 (0.21) [0.40]	0.06 (0.23) [0.24]	0.04 (0.19) [0.77]	0.06 (0.24) [0.18]
Believe that Climate Change Is an Important Issue (7 Point Index)	5.36 (1.57)	5.49 (1.57) [0.41]	5.33 (1.56) [0.87]	5.31 (1.45) [0.74]	5.38 (1.72) [0.92]
Disagreement with Trump's Climate Change Policy (5 Point Likert Scale)	4.09 (1.25)	4.10 (1.22) [0.94]	4.04 (1.25) [0.68]	4.07 (1.13) [0.85]	4.05 (1.29) [0.74]
N	194	189	200	193	204

Standard deviations reported in parentheses. P-value of the null that the difference of means between the treatment group and control group equals 0 is reported in brackets. Based on independent sample t-tests. Statistically different characteristics noted in bold.

3.3. Measure

Dependent Variable. *Number of Optional Data Points Completed* is the number of optional data points (out of 30) that the worker completed and is the same as that used in Study 1.

Independent Variables. *Employer Stance CC is Important_Trump* is coded 1 if the worker received information that the employer believes climate change is important and that information included language about President Trump, and 0 otherwise. Likewise, the following are binary variables which correspond to the four other randomly assigned conditions (equal to 1 if the worker was assigned to that condition, and 0 otherwise): *Employer Stance CC is Important_No Trump*; *Employer Stance CC Not Important_Trump*; *Employer Stance CC Not Important_No Trump*; and *Control*.

Moderators. To examine whether workers agreed or disagreed with the social-political stance treatments, I use workers' self-reported opinions about the importance of climate change (relevant for the treatment effect of communicating a stance without reference to Trump), and whether or not they agree with Trump's climate change policy specifically (relevant for the treatment effect of communicating a stance with reference to Trump), during the pre-job survey. Two opinion measures of relevance are constructed. The first is their perception of Trump's CC Policy, based on their response to the question "Do you agree with President Trump's current stance on climate change?" (5 point-Likert scale measuring *Employee Disagreement with Trump CC Policy*). The second, *Employee Believes Climate Change is Important*, is constructed based on their responses to how much they agree or disagree with three statements related to the importance of climate change (see footnote for exact statements), which were averaged to create a single *Employee Believes Climate Change is Important* variable.¹⁸ None of these statements reference President Trump, by construction. Using the *Employee Disagreement with Trump CC Policy* opinion variable, the variables *Employee Agrees with Stance_Trump* and *Employee Disagrees with Stance_Trump* are constructed. Using the *Employee Believe Climate Change is Important* index, the variables *Employee Agrees with Stance_no Trump* and *Employee Disagrees with Stance_no Trump* are constructed.

Employee Agrees with Company Stance_Trump is coded 1 for individuals in the Climate Change is Important (Referencing Trump) condition whose response to whether they agree with Trump's climate change policy was "strongly disagree," or "disagree," and individuals in the Climate Change is Not

¹⁸ The responses to three statements were averaged to conduct an index to represent whether the worker believes that climate change is an important issue (1=does not believe climate change is important; 7 = does believe climate change is important. Workers were asked to indicate their agreement with the following statements using 7-Point Likert scale responses where 1=strongly agree and 7=strongly disagree: (1) "Climate change is a pressing issue, and it is critical that we slow down and mitigate the effects of climate change." (reverse-coded) (2) "I think there are assumptions made that because the climate is warming, that that necessarily is a bad thing. Do we really know what the ideal surface temperature should be in the year 2100, in the year 2018? That is fairly arrogant, for us to think we know exactly what it should be in 2100." --Scott Pruitt, Head of the Environmental Protection Agency" (3) "...Climate change is real – and we need to fight it with everything we have." -- Elizabeth Warren" (reverse-coded).

Important (Referencing Trump) condition whose response to whether they agree with Trump’s climate change policy was “strongly agree,” or “agree.” *Employee Agrees with Company Stance_Trump* is coded 0 for those in the control group. *Employee Disagrees with Company Stance_Trump* is equal to 1 for individuals in the Climate Change is Important (Referencing Trump) condition whose response to whether they agree with Trump’s climate change policy was “strongly agree” or “agree,” and individuals in the Climate Change is not Important (Referencing Trump) condition whose response to whether they agree with Trump’s climate change policy was “strongly disagree,” or “disagree.” *Employee Disagrees with Company Stance_Trump* is coded 0 for those in the control group. Those in the treatment groups who were indifferent about the policy and answered “neither agree nor disagree,” or who indicated “I don’t know what this is,” are coded as missing.

The *Employee Agrees with Company Stance_No Trump* and *Employee Disagrees with Company Stance_No Trump* are constructed in the same way, using the treatment conditions that do not reference Trump and the *Employee Believes Climate Change is Important* index variable. See Table 20 for the distribution of worker opinions and corresponding variables.

Table 20: Distribution of Worker Opinions by Condition & Agree/Disagree Variable Construction Experiment 3 (AMT)

Control Condition					
Employee "Strongly Agrees" with Trump's CC Policy	Employee "Agrees" with Trump's CC Policy	Employee "Neither Agrees Nor Disagrees" with Trump's CC Policy	Employee "Disagrees" with Trump's CC Policy	Employee "Strongly Disagrees" with Trump's CC Policy	I don't know what this is."
10	20	23	50	111	0
Employee Believes Climate Change is Not Important (1<=Index<=3)		Neutral about Climate Change (3<Index<5)	Employee Believes Climate Change is Important (5<=Index<=7)		
20		42	132		

Climate Change is Important (Referencing Trump) Condition					
Employee Disagrees w/ Stance_Trump			Employee Agrees w/ Stance_Trump		
Employee "Strongly Agrees" with Trump's CC Policy	Employee "Agrees" with Trump's CC Policy	Employee "Neither Agrees Nor Disagrees" with Trump's CC Policy	Employee "Disagrees" with Trump's CC Policy	Employee "Strongly Disagrees" with Trump's CC Policy	I don't know what this is."
3	25	21	46	93	5

One worker did not answer this opinion question

Climate Change is not Important (Referencing Trump) Condition					
Employee Agrees w/ Stance_Trump			Employee Disagrees w/ Stance_Trump		
Employee "Strongly Agrees" with Trump's CC Policy	Employee "Agrees" with Trump's CC Policy	Employee "Neither Agrees Nor Disagrees" with Trump's CC Policy	Employee "Disagrees" with Trump's CC Policy	Employee "Strongly Disagrees" with Trump's CC Policy	I don't know what this is."
10	16	20	38	101	4

Climate Change is Not Important (not Referencing Trump) Condition		
Employee Agrees w/ Stance_no Trump		Employee Disagrees w/ Stance_no Trump
Employee Believes Climate Change is Not Important (1<=Index<=3)	Neutral about Climate Change (3<Index<5)	Employee Believes Climate Change is Important (5<=Index<=7)
24	37	139

Climate Change is Important (not Referencing Trump) Condition		
Employee Disagrees w/ Stance_no Trump		Employee Agrees w/ Stance_no Trump
Employee Believes Climate Change is Not Important (1<=Index<=3)	Neutral about Climate Change (3<Index<=5)	Employee Believes Climate Change is Important (5<=Index<=7)
32	31	141

Employee Believes CC Important_Trump indicates whether the employee agrees or disagrees with Trump’s climate change policy, and is equal to 1 if the employee’s response was that they “strongly disagree” or “disagree” with Trump’s policy (and thus, believe climate change is important), equal to 0 if their response was “strongly agree” or “agree” with Trump’s policy (and thus, believe climate change is not important), and coded as missing if they answered that they “might or might not” agree with the policy or if they indicated “I don’t know what this is.” *Employee Believes CC is Important_No Trump* indicates whether the employee believes that climate change is important generally, equal to 1 if the employee believes it is important, equal to 0 if the employee does not believe it is important, and coded as missing if they are neutral. These opinion variables are used as interaction variables with the corresponding treatment conditions.

Control Variables. *Voted for Donald Trump* is a binary variable equal to 1 if the worker voted for Donald Trump in the most recent US election, and 0 otherwise. *Voted for Hillary Clinton*, *Voted for Third Party Option*, *Did Not Vote*, and *Prefer Not to Answer Who Voted For* are all binary variables constructed in the same manner. All other control variables for this study are the same as those from AMT Study 1.

3.4. Results

Figure 6a presents the kernel density estimations for *Number of Optional Data Points* by condition, and Figure 6b presents kernel density estimations by agreement or disagreement with the stance (versus control). The means for each of the groups included in Figures 6a or 6b are reported in Table 21.

Figure 6a: Kernel Densities of Number of Optional Data Points Completed, by Condition Experiment 3 (AMT)

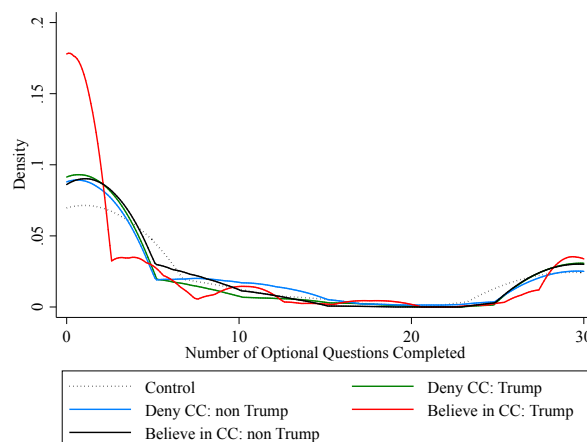


Figure 6b: Kernel Densities of Number of Optional Data Points Completed, by Employee Agreement (or Disagreement) with Employer Stance Experiment 3 (AMT)

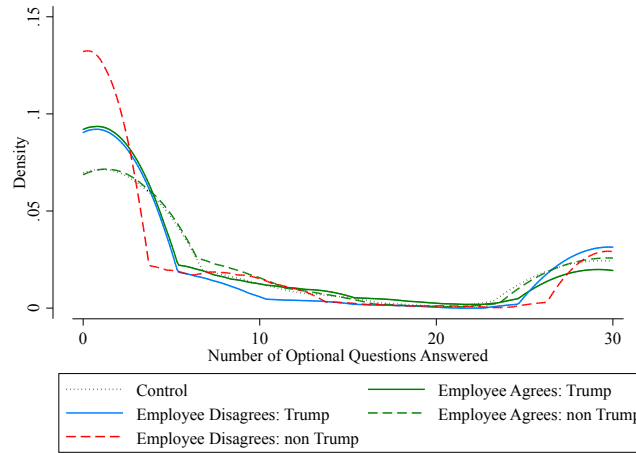


Table 21: Mean Number of Optional Data Points Completed Experiment 3 (AMT)

Entire Sample (1)	Control (2)	Employer Stance CC is Important		Employer Stance CC is Not Important	
		CC is Important_Trump (3)	No Trump (4)	Not Important_Trump (5)	No Trump (6)
7.44 (11.47) N= 980	8.23 (11.94) N= 194	6.01* (10.40) N= 193	7.82 (11.68) N= 204	7.72 (12.05) N= 189	7.42 (11.20) N= 200

Note: Standard deviations in parentheses. *p<0.10, **p<0.05, ***p<0.01 indicates statistically significant difference from Control group.

Employee Agrees w/ Employer Stance_Trump (7)	Employee Agrees w/ Employer Stance_No Trump (8)	Employee Disagrees w/ Employer Stance_Trump (9)	Employee Disagrees w/ Employer Stance_No Trump (10)
6.35 (10.45) N= 165	8.59 (11.94) N= 165	7.81 (12.25) N= 167	6.09* (10.61) N= 171

Note: Standard deviations in parentheses. *p<0.10, **p<0.05, ***p<0.01 indicates statistically significant difference from Control group.

Table 22 presents OLS regression results. It shows that workers who were told that the company believes that climate change is important, including reference to President Trump in the language, completed 2.2 fewer optional data points than the control group ($p < 0.10$ in Model 1), and that this relationship holds with the inclusion of control variables ($B = 2.4$, $p < 0.05$ in Model 2). Model 2 also shows that individuals with a college degree completed less extra work, while older individuals, those who completed more HITs in the past, and those who voted for a third-party option in the most recent US presidential election, completed more.

Table 22: OLS Regression Results: Effect of Communicating Social-Political Stance on Optional Data Points Completed. Experiment 3 (AMT)

	(1)	(2)
Company Stance CC Not Important_Trump	-0.507 (1.226)	-0.707 (1.232)
Company Stance CC Not Important_No Trump	-0.812 (1.167)	-0.889 (1.192)
Company Stance CC Important_Trump	-2.216 [*] (1.138)	-2.410 ^{**} (1.143)
Company Stance CC Important_No Trump	-0.403 (1.185)	-0.352 (1.196)
Female		0.864 (0.755)
College		-1.517 [*] (0.802)
Age		0.069 ^{**} (0.033)
Income Bracket		0.285 (0.468)
HITs per week		0.759 [†] (0.431)
HIT Approval Rate		-0.041 (0.032)
"The money I earn on MTurk is not my primary source of income, but the main reason I complete HITs on MTurk."		-0.613 (1.240)
"It is a productive use of my free time."		0.342 (1.273)
"It is fun."		0.184 (2.052)
Voted for Hilary Clinton		1.011 (0.939)
Voted for Third Party Option		3.083 ^{**} (1.388)
Did Not Vote		0.345 (1.118)
Prefer Not to Answer Who Voted For		1.960 (2.828)
Constant	8.227 ^{***} (0.857)	6.715 [†] (4.049)
R-Squared	0.0043	0.0255
N	980	980

Robust standard errors are reported in parentheses. ^{*}p<0.10, ^{**}p<0.05, ^{***}p<0.01.

Table 23 shows that when employees disagreed with their employer’s stance and no language was included about President Trump in the communication, workers completed 26% less extra work compared to the control (B=-2.1, p<0.10 with and without inclusion of controls). Based on the payment of \$1.00 for the 10 required data entries, this represents about one fifth of the base rate. This suggests that the demotivating effect of communicating a social-political stance that employees disagree with persists even when the communication does not include reference to President Trump. When the employee disagreed with the employer stance and that stance did include reference to President Trump, the effect on extra work completed, though directionally negative, was not statistically significantly different from zero. The demotivating effect was thus greater when the communication about a stance with which employees disagree did not include reference to President Trump than when it did. This could be in part because, at the time this third study was implemented, more time had passed from when President Trump’s stance on climate change was featured prominently in the news. When the employee agreed with the stance of the employer, the effect on extra work completed was directionally negative but not statistically significantly different from that of the control, whether the language included reference to President Trump or did not.

Table 23: OLS Regression Results
Effect of Employee Agreement with Stance on Optional Data Points Completed
Experiment 3 (AMT)

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Employee Agrees with Company Stance_ Trump	-1.881 (1.182)				-1.998 (1.196)			
Employee Disagrees with Company Stance_ Trump		-0.412 (1.278)				-0.845 (1.299)		
Employee Agrees with Company Stance_ No Trump			0.361 (1.265)				0.528 (1.338)	
Employee Disagrees with Company Stance_ No Trump				-2.133* (1.181)				-2.111* (1.212)
College					-0.384 (1.269)	-2.216 (1.364)	-1.357 (1.351)	-1.958 (1.292)
Age					0.060 (0.056)	0.052 (0.061)	0.001 (0.062)	-0.001 (0.052)
HITs per week					0.017 (0.676)	0.208 (0.722)	0.643 (0.739)	0.426 (0.688)
Voted for Hilary Clinton					2.275 (1.514)	3.156* (1.699)	0.441 (1.770)	2.344 (1.530)
Voted for Third Party Option					3.394 (2.138)	0.881 (2.113)	1.901 (2.326)	1.199 (1.949)
Did Not Vote					0.611 (1.773)	0.910 (1.977)	-0.877 (2.072)	1.075 (1.787)
Prefer Not to Answer Who Voted For					-0.381 (4.216)	-6.091*** (1.732)	-0.259 (5.224)	5.076 (4.394)
Constant	8.227*** (0.858)	8.227*** (0.858)	8.227*** (0.858)	8.227*** (0.858)	4.746 (3.333)	5.583 (3.607)	6.813* (3.655)	6.724** (3.386)
R-Squared	0.0069	0.0003	0.0002	0.0088	0.0220	0.0270	0.0086	0.0247
N	359	361	359	365	359	361	359	365

Robust standard errors are reported in parentheses. *p<0.10, **p<0.05, ***p<0.01. Baseline is the Control group (who received no information about company stance on the issue of climate change). The control variables included in these regressions are those which were shown to be predictive of optional data points completed (i.e., whose effects were statistically significant in Table 22).

Table 24 reflects interactions of the treatment conditions with employee opinions about climate change. Models 2 and 4 show that when employees believe that climate change is not important and their employer takes a stance that climate change is important (and does not reference Trump), they complete less optional work ($B=-4.5$, $p<0.15$ without controls and $B=-5.0$, $p<0.10$ with controls).

Table 24: OLS Regression Results
Effect of Treatment Conditions Interacted with Employee Opinion about Climate Change
Experiment 3 (AMT)

	(1)	(2)	(3)	(4)
Company Stance CC Not Important _Trump	-1.318 (2.819)		-1.679 (2.840)	
Employee Believes CC Important_Trump	1.684 (2.308)		1.535 (2.557)	
(Company Stance CC Not Important _Trump)* (Employee Believes CC Important_Trump)	1.068 (3.186)		1.205 (3.221)	
Company Stance CC is Important _Trump	-1.862 (2.837)		-1.810 (2.932)	
(Company Stance CC Not Important _Trump)* (Employee Believes CC Important_Trump)	-0.273 (3.150)		-0.580 (3.260)	
Company Stance CC Not Important _No Trump		1.567 (3.715)		1.510 (3.688)
Employee Believes CC is Important_No Trump		0.180 (2.875)		1.515 (3.073)
(Company Stance CC Not Important _No Trump)* (Employee Believes CC is Important_No Trump)		-3.800 (3.975)		-3.355 (3.955)
CompanyStance CC is Important_No Trump		-4.475+ (3.091)		-5.024* (3.029)
(CompanyStance CC is Important_No Trump)* (Employee Believes CC is Important_No Trump)		4.014 (3.419)		4.953+ (3.386)
College			-0.810 (1.119)	-0.713 (1.147)
Age			0.090* (0.048)	0.013 (0.046)
HITs per week			0.446 (0.567)	1.223** (0.598)
Voted for Hilary Clinton			0.907 (1.621)	-2.404 (1.954)
Voted for Third Party Option			1.873 (2.011)	-0.070 (2.297)
Did Not Vote			-0.835 (1.711)	-2.717 (1.983)
Prefer Not to Answer Who Voted For			-3.243 (3.158)	3.956 (4.549)
Constant	6.933*** (2.064)	8.600*** (2.669)	2.693 (3.498)	5.445 (3.866)
R-Squared	0.0102	0.0146	0.0282	0.0362
N	503	488	503	488

Robust standard errors are reported in parentheses. + $p<0.15$, * $p<0.10$, ** $p<0.05$, *** $p<0.01$. The control variables included in these regressions are those which were shown to be predictive of optional words completed (i.e., whose effects were statistically significant in Table 22).

2.6. Rationale for Excluding this Experiment from the Manuscript

The review team had concerns about generalizability from the Amazon Mechanical Turk setting, which led me to utilize a similar design to that described above but in the Upwork setting to improve generalizability of the results.