



The July 2019 SAP/AP-NORC Center Poll

Conducted by The Associated Press-NORC Center for Public Affairs Research
With funding from SAP

*Interviews: 7/25-30/2019
1,000 employees*

Margin of error: +/- 4.2 percentage points at the 95% confidence level among full-time and part-time employed adults

NOTE: All results show percentages among all respondents, unless otherwise labeled.

SAP1. When you decided to take your current job, how important was each of the following?

[GRID ITEMS RANDOMIZED]

AP-NORC/SAP 07/25-30/2019	Top NET	Extremely important	Very important	Moderately important	Bot NET	Not very important	Not at all important	DONT KNOW	SKP/REF
The compensation including salary and benefits	82	47	35	15	3	2	1	-	*
The ability to balance work and personal life	80	42	38	15	4	3	1	-	*
Whether there are diversity and inclusion policies	38	17	21	30	32	18	14	-	*
Equal opportunities for advancement and raises	67	32	35	23	10	7	3	-	*

N = 1,000

SAP2. Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?

[GRID ITEMS RANDOMIZED]

AP-NORC/SAP 07/25-30/2019	More advantages	Fewer advantages	About as many advantages	DONT KNOW	SKP/REF
Women	15	34	51	-	*
Men	41	9	49	-	*
White people	39	8	53	-	*
African American people	11	38	50	*	*
Hispanic people	12	35	53	*	1
Asian people	13	21	65	1	1
Younger people	30	21	48	*	1
Older people	6	54	39	*	*
People with disabilities	5	56	38	1	*
People who are lesbian, gay, bisexual or transgender	9	28	63	*	*

N = 1,000

SAP3. In the past 2 years, has your employer done any of the following?

[GRID ITEMS RANDOMIZED]

AP-NORC/SAP 07/25-30/2019	Yes	No	DONT KNOW	SKP/REF
Instituted new policies about harassment in the workplace	37	42	20	*
Instituted new training on harassment in the workplace	42	40	18	*
Instituted new training on diversity in the workplace	37	41	22	*
Instituted new policies to ensure equality in salary, hiring practices, and promotions to leadership positions	25	46	28	*

N = 1,000

SAP4. Based on your experiences, do you think each of the following has had a positive effect, a negative effect, or neither positive nor negative effect in your workplace?

[GRID ITEMS RANDOMIZED]

AP-NORC/SAP 07/25-30/2019	Top NET	Very positive	Somewhat positive	Neither positive nor negative	Bot NET	Somewhat negative	Very negative	DONT KNOW	SKP/REF
New policies about harassment in the workplace (N=380)	57	26	31	38	5	4	1	-	*
New training on harassment in the workplace (N=446)	56	22	34	39	4	3	1	*	1
New training on diversity in the workplace (N=388)	61	25	36	35	4	3	1	-	*
New policies to ensure equality in salary, hiring practices, and promotions to leadership positions (N=249)	66	35	31	25	8	7	1	*	*

SAP5. In the next few years, do you think attention to sexual misconduct in the workplace is more likely to increase, stay the same or decrease?

AP-NORC/SAP 07/25-30/2019	
Top NET	43
Increase a lot	15
Increase a little	28
Stay the same	40
Bot NET	16
Decrease a little	12
Decrease a lot	4
DONT KNOW	*
SKIPPED/REFUSED	1

N = 1,000

SAP6. As a result of recent high-profile sexual misconduct cases, do you think things will change [fill item] for the better, for the worse, or won't there be much difference?

[GRID ITEMS RANDOMIZED]

AP-NORC/SAP 07/25-30/2019	Top NET	A lot of change for the better	Some change for the better	Not much difference	Bot NET	Some change for the worse	A lot of change for the worse	DONT KNOW	SKP/REF
For female employees in this country generally	53	11	42	37	8	6	2	*	2
For male employees in this country generally	21	6	15	57	21	17	3	*	1
For gay and lesbian employees in this country generally	48	10	38	41	9	6	3	*	2
For transgender employees in this country generally	43	9	33	44	12	8	3	*	1
At your workplace	27	6	21	67	4	3	1	*	2
For you personally	19	5	14	73	6	5	1	*	1

N = 1,000

SAP7. As a result of recent emphasis on racial and ethnic diversity, do you think things will change [fill item] for the better, for the worse, or won't there be much difference?

[GRID ITEMS RANDOMIZED]

AP-NORC/SAP 07/25-30/2019	Top NET	A lot of change for the better	Some change for the better	Not much difference	Bot NET	Some change for the worse	A lot of change for the worse	DONT KNOW	SKP/REF
For white employees in this country generally	22	9	13	61	17	13	4	-	1
For African American employees in this country generally	43	7	36	48	8	7	2	-	1
For Hispanic employees in this country generally	35	6	30	48	15	12	4	*	1
For Asian employees in this country generally	28	4	24	64	7	4	2	*	1
At your workplace	26	6	20	66	6	5	1	-	1
For you personally	19	6	13	71	9	6	3	-	1

N = 1,000

SAP8. Do you have a favorable or unfavorable, opinion of the MeToo Movement?

AP-NORC/SAP 07/25-30/2019	
Top NET	45
Strongly favorable	20
Somewhat favorable	24
Bot NET	27
Somewhat unfavorable	17
Strongly unfavorable	10
Don't know enough to have an opinion	28
SKIPPED/REFUSED	1

N = 1,000

SAP9. In the past year, have you done any of the following, or not?

[GRID ITEMS RANDOMIZED]

AP-NORC/SAP 07/25-30/2019	Yes	No	DONT KNOW	SKP/REF
Talked with coworkers about sexual misconduct in the workplace	31	68	-	*
Changed how you interacted with coworkers	32	67	*	1
Received training on diversity in the workplace	44	56	-	1
Received training on harassment in the workplace	51	49	-	*

N = 1,000

SAP10. Have you personally been the victim of sexual misconduct at work or not?

AP-NORC/SAP 07/25-30/2019	
Yes	14
No	85
DONT KNOW	-
SKIPPED/REFUSED	*

N = 1,000

SAP11. What level or position do you have within the company or organization where you work?

AP-NORC/SAP 07/25-30/2019	
Entry level	24
Mid-level	55
Senior level	17
Executive level	3
DONT KNOW	*
SKIPPED/REFUSED	*

N = 1,000

SAP12. How many employees do you supervise as a part of your current job?

AP-NORC/SAP 07/25-30/2019	
None	54
1 to 5	22
6 to 10	12
11 to 15	4
16 to 25	2
More than 25	6
DONT KNOW	*
SKIPPED/REFUSED	*

N = 1,000

PID1. Do you consider yourself a Democrat, a Republican, an Independent or none of these?

AP-NORC/SAP 07/25-30/2019	
Democrat	34
Republican	26
Independent	23
None of these	16
DONT KNOW	-
SKIPPED/REFUSED	1

N = 1,000

PIDA. Do you consider yourself a strong or moderate Democrat?

AP-NORC/SAP 07/25-30/2019	
Strong Democrat	49
Moderate Democrat	51
DONT KNOW	-
SKIPPED/REFUSED	*

N = 369

PIDB. Do you consider yourself a strong or moderate Republican?

AP-NORC/SAP 07/25-30/2019	
Strong Republican	33
Moderate Republican	67
DONT KNOW	-
SKIPPED/REFUSED	-

N = 253

PARTY7. Party identification combined.

AP-NORC/SAP 07/25-30/2019	
Strong Democrat	17
Moderate Democrat	17
Lean Democrat	11
Don't Lean/Independent/None	17
Lean Republican	11
Moderate Republican	17
Strong Republican	8
Unknown	1

N = 1,000

GENDER. Respondent gender

AP-NORC/SAP 07/25-30/2019	
Unknown	-
Male	52
Female	48

N = 1,000

MARITAL. Marital Status

AP-NORC/SAP 07/25-30/2019	
Married	49
Widowed	2
Divorced	10
Separated	2
Never married	25
Living with partner	11

N = 1,000

RACETH. Race/ethnicity

AP-NORC/SAP 07/25-30/2019	
White, non-Hispanic	62
African American, non-Hispanic	12
Hispanic	17
Other	9
DONT KNOW	-
SKIPPED/REFUSED	-

N = 1,000

HHINCOME. Household income

AP-NORC/SAP 07/25-30/2019	
Under \$10,000	4
\$10,000 to under \$20,000	4
\$20,000 to under \$30,000	10
\$30,000 to under \$40,000	12
\$40,000 to under \$50,000	8
\$50,000 to under \$75,000	21
\$75,000 to under \$100,000	17
\$100,000 to under \$150,000	16
\$150,000 or more	9
DONT KNOW	-
SKIPPED/REFUSED	-

N = 1,000

EDUC4. 4-level education

AP-NORC/SAP 07/25-30/2019	
No HS diploma	7
HS graduate or equivalent	26
Some college	28
BA or above	40

N = 1,000

Study Methodology

This survey was conducted by The Associated Press-NORC Center for Public Affairs Research with funding from SAP.

Data were collected using the AmeriSpeak Omnibus®, a monthly multi-client survey using NORC's probability-based panel designed to be representative of the U.S. household population. The survey was part of a larger study that included questions about other topics not included in this report. During the initial recruitment phase of the panel, randomly selected U.S. households were sampled with a known, non-zero probability of selection from the NORC National Sample Frame and then contacted by U.S. mail, email, telephone, and field interviewers (face-to-face). The panel provides sample coverage of approximately 97 percent of the U.S. household population. Those excluded from the sample include people with P.O. Box only addresses, some addresses not listed in the USPS Delivery Sequence File, and some newly constructed dwellings.

Interviews for this survey were conducted between July 25 and 30, 2019, with full time or part-time employed adults age 18 and over representing the 50 states and the District of Columbia. Self-employed adults were not included in the survey. Panel members were randomly drawn from AmeriSpeak and screened using data provided by respondents when they were originally recruited, and 1,000 completed the survey -948 via the web and 52 via telephone. Interviews were conducted in English. The final stage completion rate is 20.7 percent, the weighted household panel response rate is 30.3 percent, and the weighted household panel retention rate is 85.4 percent, for a cumulative response rate of 5.4 percent. The overall margin of sampling error is +/-4.2 percentage points at the 95 percent confidence level, including the design effect. The margin of sampling error may be higher for subgroups.

Once the sample has been selected and fielded, and all the study data have been collected and made final, a poststratification process is used to adjust for any survey nonresponse as well as any noncoverage or under and oversampling resulting from the study specific sample design.

Poststratification variables included age, gender, census division, race/ethnicity, and education. Weighting variables were obtained from the 2018 Current Population Survey. The weighted data reflect the U.S. population of full-time and part-time employed adults age 18 and over.

For more information, email info@apnorc.org.