2012

Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

NATIONAL ENDOWMENT FOR THE HUMANITIES

AGENCY RESULTS

Over 687,000 Federal Employees' Opinions

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my	N		26	50	18	5	1	100	NA
organization.	%	76.5	26.1	50.3	17.6	4.9	1.0	100.0	
I have enough information to do my job well.	N		29	60	6	4	0	99	NA
2. Thave enough information to do my job well.	%	90.1	28.8	61.3	6.0	3.9	0.0	100.0	
3. I feel encouraged to come up with new and better ways of doing	N		30	41	17	7	3	98	NA
things.	%	72.3	31.0	41.3	17.9	7.0	2.8	100.0	
*4 Microsoft situation of parameters and account	N		38	48	11	2	1	100	NA
*4. My work gives me a feeling of personal accomplishment.	%	85.7	38.1	47.6	11.4	1.9	1.0	100.0	
*5. I like the kind of work I do.	N		44	44	9	1	1	99	NA
"5. I like the kind of work I do.	%	88.8	44.5	44.3	9.3	0.9	1.0	100.0	
O Therework at its assessment of the control in the	N		37	53	9	0	0	99	NA
6. I know what is expected of me on the job.	%	90.9	36.9	54.0	9.1	0.0	0.0	100.0	
7. When needed I am willing to put in the extra effort to get a job	N		69	29	1	1	0	100	NA
done.	%	97.9	68.2	29.7	1.2	0.9	0.0	100.0	
	N		48	44	7	1	0	100	NA
8. I am constantly looking for ways to do my job better.	%	91.7	47.6	44.2	7.3	0.9	0.0	100.0	
9. I have sufficient resources (for example, people, materials,	N		15	45	19	13	8	100	0
budget) to get my job done.	%	60.3	15.5	44.8	19.1	13.1	7.5	100.0	
***	N		19	57	11	6	6	99	0
*10. My workload is reasonable.	%	77.0	19.4	57.6	11.0	6.1	5.9	100.0	
	N		22	48	13	11	2	96	2
*11. My talents are used well in the workplace.	%	73.2	23.8	49.4	13.8	11.1	1.9	100.0	
	N		37	55	4	1	2	99	1
*12. I know how my work relates to the agency's goals and priorities.	%	93.2	37.3	56.0	4.1	0.8	1.9	100.0	
	N		45	43	8	1	0	97	0
*13. The work I do is important.	%	90.2	45.8	44.3	8.9	0.9	0.0	100.0	
*14. Physical conditions (for example, noise level, temperature,	N		4	29	18	31	17	99	1
lighting, cleanliness in the workplace) allow employees to perform their jobs well.	%	34.3	4.1	30.2	17.8	31.2	16.7	100.0	
*45 M	N		36	45	9	5	3	98	1
*15. My performance appraisal is a fair reflection of my performance.	%	82.3	36.6	45.7	9.3	5.1	3.3	100.0	
	N		33	55	11	0	0	99	0
16. I am held accountable for achieving results.	%	88.5	32.9	55.6	11.5	0.0	0.0	100.0	

Survey Administration Period: April 4, 2012 to May 16, 2012

Percentages are weighted to represent the Agency's population.

Sample or Census: Census

Number of surveys completed: 100

Number of surveys administered: 141

^{*} AES prescribed items

^{**} Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Positive Very Good Good Fair Poor Very Poor Total 28. How would you rate the overall quality of work done by your work unit? N 99.1 71.0 28.0 0.9 0.0 0.0 100.0 Neither Agree nor Strongly Response		Item Response Total**	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Percent Positive		
*18. My training needs are assessed. **N **In 10 **In	9	91	4	4	17	38	28		N	17. I can disclose a suspected violation of any law, rule or regulation
**18. My training needs are assessed. **19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). **20. The people I work with cooperate to get the job done. **21. My work unit is able to recruit people with the right skills. **3. P3. P3. P3. P3. P3. P3. P3. P3. P3. P		100.0	4.4	4.4	18.5	42.0	30.8	72.7	%	without fear of reprisal.
**************************************	3	97	4	18	30	35	10			*19. My training people are accessed
to do to be rated at different performance levels (for example, Fully Successful, Outstanding). **20. The people I work with cooperate to get the job done. **N 92.1 50.2 41.8 5.0 2.9 0.0 100.0 **21. My work unit is able to recruit people with the right skills. **N 14 56 15 10 0 95 **22. Promotions in my work unit are based on merit. **N 60.7 13.2 47.5 29.1 9.0 1.1 100.0 **23. In my work unit, steps are taken to deal with a poor performer who N 9 29 30 9 1 1.6 100.0 **24. In my work unit, steps are taken to deal with a poor performer who N 9 29 30 9 1 78 20.0 **25. Awards in my work unit, differences in performance are recognized in a meaningful way. **26. Awards in my work unit depend on how well employees perform N 69.3 17.8 51.5 22.0 6.4 2.3 100.0 **26. Employees in my work unit share job knowledge with each other: **N 83.4 34.7 48.7 10.6 5.1 1.0 100.0 **27. The skill level in my work unit has improved in the past year: **Percent** **Percent** **Percent** **Percent** **Percent** **Percent** **Percent** **Percent** **Strongly** **Neither** **Response Strongly** **Response Strongly** **Strongly** **Strongly** **Strongly** **Strongly** **Strongly** **Jone 10.0 10.0 0 99 10.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.		100.0	3.9	18.9	29.8	37.0	10.4	47.4	%	•
Fully Successful, Outstanding). *20. The people I work with cooperate to get the job done. **N	3	95	3	8	10	44	30		N	
*20. The people I work with cooperate to get the job done. **92.1		100.0	3.1	8.4	10.6	47.1	30.8	77.9	%	
*21. My work unit is able to recruit people with the right skills. N 73.9 150.0 58.9 15.9 10.0 0.0 100.0 *22. Promotions in my work unit are based on merit. N 60.7 13.2 111 40 25 8 11. 85 10 0.0 9.0 11. 100.0 *23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. N 49.0 12.2 136.8 16.1 10.0 100.0 *24. In my work unit, differences in performance are recognized in a meaningful way. Shards in my work unit depend on how well employees perform N 69.3 17.8 50.0 2.9 0.0 10.0 100.0 100.0 *25 8 1 1 85 1 1 85 1 8 1 85 1 80 1 1 1 100.0 100.0 11 1	NA	99	0	3	5	41	50		N	*00 The grands have doubtle account to grat the field days
*21. My work unit is able to recruit people with the right skills. **73.9** 15.0** 58.9** 15.9** 10.2** 0.0** 100.0** **22. Promotions in my work unit are based on merit. **23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. **24. In my work unit, differences in performance are recognized in a meaningful way. **25. Awards in my work unit depend on how well employees perform N **58.1** 16.1** 42.0 **26. Employees in my work unit share job knowledge with each other. **74.6** 20.8** 53.8** 16.1 **74.6** 20.8** 53.8** 16.1 **74.6** 20.8** 53.8** 16.1 **74.6** 20.8** 53.8** 16.1 **74.6** 20.8** 53.8** 16.1 **74.6** 20.8** 53.8** 16.1 **74.6** 20.8** 53.8** 16.1 **74.6** 20.8** 53.8** 16.1 **74.6** 20.9** 20.0** 20.0** 20.0 **74.6** 20.8** 53.8** 16.1 **74.6		100.0	0.0	2.9	5.0	41.8	50.2	92.1	%	20. The people I work with cooperate to get the job done.
*22. Promotions in my work unit are based on merit. **22. Promotions in my work unit are based on merit. **23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. **24. In my work unit, differences in performance are recognized in a meaningful way. **25. Awards in my work unit depend on how well employees perform their jobs. **26. Employees in my work unit share job knowledge with each other. **27. The skill level in my work unit has improved in the past year. **28. How would you rate the overall quality of work done by your work unit? **28. How would you rate the overall quality of work done by your work unit? **29. 10. 0 25. 28. 30. 99 1 7. 70. 28.0 0.9 0.0 0.0 0.0 0.0 100.0	3	95	0	10	15	56	14		N	*94. My work unit is able to recruit nearly with the right skills
**22. Promotions in my work unit are based on merit. **3. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. **3. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. **4. In my work unit, differences in performance are recognized in a meaningful way. **5. Awards in my work unit depend on how well employees perform their jobs. **5. Awards in my work unit depend on how well employees perform their jobs. **6. Employees in my work unit share job knowledge with each other. **7. The skill level in my work unit has improved in the past year. **8. Awards in my work unit has improved in the past year. **8. Awards in my work unit share job knowledge with each other. **8. Awards in my work unit share job knowledge with each other. **8. Awards in my work unit share job knowledge with each other. **8. Awards in my work unit share job knowledge with each other. **8. Awards in my work unit share job knowledge with each other. **8. Awards in my work unit share job knowledge with each other. **9. Awards in my work unit share job knowledge with each other. **9. Awards in my work unit share job knowledge with each other. **9. Awards in my work unit share job knowledge with each other. **9. Awards in my work unit share job knowledge with each other. **9. Awards in my work unit share job knowledge with each other. **9. Awards in my work unit share job knowledge with each other. **9. Awards in my work unit share job knowledge with each other. **9. Awards in my work unit share job knowledge with each other. **9. Awards in my work unit share job knowledge with each other. **9. Awards in my work unit share job knowledge with each other. **9. Awards in my work unit share job knowledge with each other. **9. Awards in my work unit share job knowledge with each other. **9. Awards in my work unit share job knowledge with each other. **9. Awards in my work unit share job knowledge with each other. **9. Awards in my work unit sh		100.0	0.0	10.2	15.9	58.9	15.0	73.9	%	21. My work unit is able to recruit people with the right skills.
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. *24. In my work unit, differences in performance are recognized in a meaningful way. *25. Awards in my work unit depend on how well employees perform their jobs. *26. Employees in my work unit share job knowledge with each other. *27. The skill level in my work unit has improved in the past year. *28. How would you rate the overall quality of work done by your work unit? *28. How would you rate the overall quality of work done by your work unit? *29. 13. 29. 30. 9 *1. 100.0 *29. 30. 9 *29. 30. 9 *1. 100.0 *29. 30. 9 *1. 78 *20. 12. 2 *3. 88 *42. 10. 0 *20. 6. 2 *20. 90 *48. 71. 0 *50. 15 *8. 1 *93. 100.0 *100.0 *29. 100.0 *20. 10	15	85	1	8	25	40	11		N	*22 Promotions in my work unit are based on morit
cannot or will not improve. % 49.0 12.2 36.8 38.4 11.6 1.0 100.0 *24. In my work unit, differences in performance are recognized in a meaningful way. N 14 37 22 12 3 88 25. Awards in my work unit depend on how well employees perform their jobs. N 16 46 20 6 2 90 26. Employees in my work unit share job knowledge with each other. N 34 48 10 5 1 98 27. The skill level in my work unit has improved in the past year. N 19 50 15 8 1 93 28. How would you rate the overall quality of work done by your work unit? N 74.6 20.8 53.8 16.1 8.4 1.0 100.0 28. How would you rate the overall quality of work done by your work unit? N 71 27 1 0 0 99 28. How would you rate the overall quality of work done by your work unit? N 71 27 1 0 0 0 0 100.0 28. How would you rate the overall quality of work done by your work unit? N 7		100.0	1.1	9.0	29.1	47.5	13.2	60.7	%	22. Promotions in my work unit are based on ment.
*24. In my work unit, differences in performance are recognized in a meaningful way. *24. In my work unit, differences in performance are recognized in a meaningful way. *25. Awards in my work unit depend on how well employees perform their jobs. *26. Employees in my work unit share job knowledge with each other. *27. The skill level in my work unit has improved in the past year. *28. How would you rate the overall quality of work done by your work unit? *28. How would you rate the overall quality of work done by your work unit? *29. **In my work unit, differences in performance are recognized in a **N** *30. **14** *37. **22** *12. **13** *30. **100.0* *40. **2.3** *100.0* *50. **10.0* *50.	22	78	1	9	30	29	9		N	
meaningful way. % 58.1 16.1 42.0 25.2 13.4 3.3 100.0 25. Awards in my work unit depend on how well employees perform their jobs. N 16 46 20 6 2 90 26. Employees in my work unit share job knowledge with each other. N 34 48 10 5 1 98 27. The skill level in my work unit has improved in the past year. N 19 50 15 8 1 93 27. The skill level in my work unit has improved in the past year. N 74.6 20.8 53.8 16.1 8.4 1.0 100.0 28. How would you rate the overall quality of work done by your work unit? N 71 27 1 0 0 99 28. How would you rate the overall quality of work done by your work unit? N 71 27 1 0 0 99 28. How would you rate the overall quality of work done by your work unit? N 71 27 1 0 0.0 0.0 100.0		100.0	1.0	11.6	38.4	36.8	12.2	49.0	%	
25. Awards in my work unit depend on how well employees perform their jobs. 26. Employees in my work unit share job knowledge with each other. 27. The skill level in my work unit has improved in the past year. 28. How would you rate the overall quality of work done by your work unit? 28. How would you rate the overall quality of work done by your work work unit? 29. Awards in my work unit depend on how well employees perform N	12	88	3	12	22	37	14		N	*24. In my work unit, differences in performance are recognized in a
their jobs.		100.0	3.3	13.4	25.2	42.0	16.1	58.1	%	meaningful way.
26. Employees in my work unit share job knowledge with each other. N	10	90	2	6	20	46	16		N	25. Awards in my work unit depend on how well employees perform
26. Employees in my work unit share job knowledge with each other. 83.4 34.7 48.7 10.6 5.1 1.0 100.0		100.0	2.3	6.4	22.0	51.5	17.8	69.3	%	their jobs.
27. The skill level in my work unit has improved in the past year. N	2	98	1	5	10	48	34		N	26. Employees in my work unit chare ish knowledge with each other
27. The skill level in my work unit has improved in the past year. When the past year is a skill level in my work unit has improved in the past year. When the past year is a skill level in my work unit has improved in the past year. When the past year is a skill level in my work unit has improved in the past year. When the past year is a skill level in my work unit has improved in the past year. When the past year is a skill level in my work unit has improved in the past year. When the past year is a skill level in my work unit has improved in the past year. When the past year is a skill level in my work unit has improved in the past year. When the past year is a skill level in my work unit has improved in the past year. When the past year is a skill level in my work unit has improved in the past year. When the past year is a skill level in my work unit has improved in the past year. When the past year is a skill level in my work in the past year. When the past year is a skill level in my work in the past year. When the past year is a skill level in my work in the past year. When the past year is a skill level in my work in the past year. When the past year is a skill level in my work in the past year. When the past year is a skill level in my work in the past year. When the past year is a skill level in my work in the past year. When the past year is a skill level in the past year. When the past year is a skill level in the past year. When the past year is a skill level in the past year. When the past year is a skill level in the past year. When the past year is a skill level in the past year. When the past year is a skill level in the past year. When the past year is a skill level in the past year. When the past year is a skill level in the past year. When the past year is a skill level in the past year. When the past year is a skill level in the past year. When the past year is a skill level in the past year. When the past year is a skill level in the past year. When the past ye		100.0	1.0	5.1	10.6	48.7	34.7	83.4	%	26. Employees in my work unit share job knowledge with each other.
Percent Positive Percent Pos	7	93	1	8	15	50	19		N	O7. The abilities of in many world world have insuranced in the most year
Percent Positive Very Good Good Fair Poor Very Poor Total 28. How would you rate the overall quality of work done by your work unit? N 99.1 71.0 28.0 0.9 0.0 0.0 100.0 Neither Agree nor Strongly Response		100.0	1.0	8.4	16.1	53.8	20.8	74.6	%	27. The skill level in my work unit has improved in the past year.
unit? % 99.1 71.0 28.0 0.9 0.0 0.0 100.0 Percent Strongly Reither Item Percent Strongly Response		Response	Very Poor	Poor	Fair	Good	Very Good			
Percent Strongly Agree nor Strongly Response	NA	99	0	0	1	27	71		N	28. How would you rate the overall quality of work done by your work
Percent Strongly Agree nor Strongly Response		100.0	0.0	0.0	0.9	28.0	71.0	99.1	%	unit?
1 Oslato Agree Plaugree Plaugree Folding		Item Response Total**	Strongly Disagree	Disagree		Agree	Strongly Agree	Percent Positive		
*29. The workforce has the job-relevant knowledge and skills N 33 54 6 3 0 96	3	96	0	3	6	54	33		N	,
necessary to accomplish organizational goals. % 90.8 33.6 57.2 6.4 2.8 0.0 100.0		100.0	0.0	2.8	6.4	57.2	33.6	90.8	%	necessary to accomplish organizational goals.

Survey Administration Period: April 4, 2012 to May 16, 2012

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^{*} AES prescribed items

^{**} Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect	N		16	43	22	8	2	91	8
to work processes.	%	65.4	17.0	48.4	24.0	8.4	2.2	100.0	
31. Employees are recognized for providing high quality products and	N		27	41	17	5	2	92	7
services.	%	74.6	29.2	45.4	18.2	5.1	2.1	100.0	
*22. Creativity and innovation are rewarded	N		17	39	20	9	3	88	10
*32. Creativity and innovation are rewarded.	%	64.2	18.7	45.5	22.4	10.2	3.1	100.0	
*22. Day raises demand on heavy will appellate as manfages their inha-	N		10	30	24	13	6	83	16
*33. Pay raises depend on how well employees perform their jobs.	%	48.8	12.3	36.5	29.0	15.1	7.2	100.0	
34. Policies and programs promote diversity in the workplace (for	N		14	36	28	6	3	87	11
example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	%	57.0	15.6	41.3	32.0	7.2	3.8	100.0	
*35. Employees are protected from health and safety hazards on the	N		13	37	25	15	3	93	6
job.	%	54.9	13.7	41.1	26.2	15.7	3.2	100.0	
*36. My organization has prepared employees for potential security	N		12	45	23	10	5	95	4
threats.	%	60.1	12.3	47.8	24.7	10.4	4.8	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan	N		23	42	17	4	4	90	8
political purposes are not tolerated.	%	72.7	25.6	47.2	18.8	4.1	4.3	100.0	
38. Prohibited Personnel Practices (for example, illegally	N		32	44	10	2	1	89	10
discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	%	85.3	36.1	49.2	11.3	2.1	1.3	100.0	
	N		45	46	4	0	1	96	3
39. My agency is successful at accomplishing its mission.	%	94.6	46.3	48.3	4.3	0.0	1.0	100.0	
10.1	N		44	38	12	4	1	99	NA
40. I recommend my organization as a good place to work.	%	82.3	44.2	38.1	12.7	4.0	1.0	100.0	
41. I believe the results of this survey will be used to make my agency	N		18	27	31	9	5	90	9
a better place to work.	%	50.5	20.7	29.8	34.7	9.7	5.1	100.0	
*42. My supervisor supports my need to balance work and other life	N		56	35	6	1	1	99	0
issues.	%	91.4	56.4	35.0	6.4	1.1	1.2	100.0	
43. My supervisor/team leader provides me with opportunities to	N		36	33	21	8	1	99	0
demonstrate my leadership skills.	%	69.3	36.6	32.7	21.4	8.2	1.2	100.0	
*44. Discussions with my supervisor/team leader about my	N		31	41	19	4	2	97	0
performance are worthwhile.	%	74.2	31.9	42.3	19.2	4.2	2.4	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce	N		36	31	21	3	0	91	8
representative of all segments of society.	%	73.2	39.7	33.5	23.5	3.3	0.0	100.0	
46. My supervisor/team leader provides me with constructive	N		24	41	25	8	1	99	0
suggestions to improve my job performance.	%	65.8	24.6	41.3	24.5	8.5	1.2	100.0	
*47. Supervisors/team leaders in my work unit support employee	N		37	40	17	2	1	97	2
development.	%	79.3	38.1	41.2	17.5	1.9	1.2	100.0	
48. My supervisor/team leader listens to what I have to say.	N		48	40	9	0	1	98	NA
46. My supervisor/team leader listens to what i have to say.	%	89.5	48.9	40.6	9.3	0.0	1.2	100.0	
49. My supervisor/team leader treats me with respect.	N		55	37	5	0	1	98	NA
49. My Supervisor/team leader treats the with respect.	%	93.8	55.8	38.1	5.0	0.0	1.2	100.0	
50. In the last six months, my supervisor/team leader has talked with	N		37	35	13	12	1	98	NA
me about my performance.	%	74.1	37.8	36.4	12.7	12.0	1.2	100.0	
*51. I have trust and confidence in my cupanticar	N		48	36	11	1	2	98	NA
*51. I have trust and confidence in my supervisor.	%	85.3	48.6	36.7	11.3	1.0	2.4	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your	N		Very Good	Good	Fair 7	Poor 0	Very Poor	Response	No Basis to
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %							Response Total	No Basis to Judge
immediate supervisor/team leader?		Positive	60 60.2 Strongly Agree	30 31.4 Agree	7 7.2 Neither Agree nor Disagree	0	1	Response Total 98 100.0 Item Response Total**	No Basis to Judge
immediate supervisor/team leader? *53. In my organization, leaders generate high levels of motivation and		91.6 Percent	60 60.2 Strongly Agree	30 31.4 Agree 37	7 7.2 Neither Agree nor Disagree	0 0.0	1 1.2 Strongly	Response Total 98 100.0 Item Response Total**	No Basis to Judge NA Do Not Know/ No Basis to
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	%	91.6 Percent	60 60.2 Strongly Agree	30 31.4 Agree	7 7.2 Neither Agree nor Disagree 26 28.6	0 0.0 Disagree	1 1.2 Strongly Disagree	Response Total 98 100.0 Item Response Total** 94 100.0	No Basis to Judge NA Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and	% N % N	91.6 Percent Positive	60 60.2 Strongly Agree	30 31.4 Agree 37	7 7.2 Neither Agree nor Disagree	0 0.0 Disagree 9 8.9 5	1 1.2 Strongly Disagree 3 2.9 2	Response Total 98 100.0 Item Response Total** 94 100.0 92	No Basis to Judge NA Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and integrity.	% N % N	91.6 Percent Positive	60 60.2 Strongly Agree 19 20.0	30 31.4 Agree 37 39.6 38 42.1	7 7.2 Neither Agree nor Disagree 26 28.6 16 17.6	0 0.0 Disagree 9 8.9 5 5.2	1 1.2 Strongly Disagree 3 2.9 2 2.0	Response	No Basis to Judge NA Do Not Know/ No Basis to Judge 4
 *53. In my organization, leaders generate high levels of motivation and commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and integrity. *55. Managers/supervisors/team leaders work well with employees of 	% N % N %	91.6 Percent Positive	60 60.2 Strongly Agree 19 20.0 31 33.0 25	30 31.4 Agree 37 39.6 38	7 7.2 Neither Agree nor Disagree 26 28.6 16	0 0.0 Disagree 9 8.9 5 5.2	1 1.2 Strongly Disagree 3 2.9 2 2.0 2	Response Total 98 100.0 Item Response Total** 94 100.0 92 100.0 87	No Basis to Judge NA Do Not Know/ No Basis to Judge 4
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and integrity. *55. Managers/supervisors/team leaders work well with employees of different backgrounds.	% N % N	91.6 Percent Positive	60 60.2 Strongly Agree 19 20.0 31 33.0 25 27.6	30 31.4 Agree 37 39.6 38 42.1 40 46.8	7 7.2 Neither Agree nor Disagree 26 28.6 16 17.6 18 21.0	0 0.0 Disagree 9 8.9 5 5.2 2	1 1.2 Strongly Disagree 3 2.9 2 2.0	Response Total 98 100.0 Item Response Total** 94 100.0 92 100.0 87 100.0	No Basis to Judge NA Do Not Know/ No Basis to Judge 4 6
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and integrity. *55. Managers/supervisors/team leaders work well with employees of different backgrounds. *56. Managers communicate the goals and priorities of the	% N % N %	91.6 Percent Positive 59.7 75.1	60 60.2 Strongly Agree 19 20.0 31 33.0 25 27.6 26	30 31.4 Agree 37 39.6 38 42.1 40 46.8 45	7 7.2 Neither Agree nor Disagree 26 28.6 16 17.6 18 21.0 12	0 0.0 Disagree 9 8.9 5 5.2	1 1.2 Strongly Disagree 3 2.9 2 2.0 2 2.2 2	Response Total 98 100.0 Item Response Total** 94 100.0 92 100.0 87 100.0 92	No Basis to Judge NA Do Not Know/ No Basis to Judge 4
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and integrity. *55. Managers/supervisors/team leaders work well with employees of different backgrounds. *56. Managers communicate the goals and priorities of the organization.	% N % N % N	91.6 Percent Positive 59.7 75.1	60 60.2 Strongly Agree 19 20.0 31 33.0 25 27.6	30 31.4 Agree 37 39.6 38 42.1 40 46.8	7 7.2 Neither Agree nor Disagree 26 28.6 16 17.6 18 21.0	0 0.0 Disagree 9 8.9 5 5.2 2	1 1.2 Strongly Disagree 3 2.9 2 2.0 2 2.2	Response Total 98 100.0 Item Response Total** 94 100.0 92 100.0 87 100.0 92 100.0	No Basis to Judge NA Do Not Know/ No Basis to Judge 4 6
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and integrity. *55. Managers/supervisors/team leaders work well with employees of different backgrounds. *56. Managers communicate the goals and priorities of the	% N % N % N % N	91.6 Percent Positive 59.7 75.1 74.4	60 60.2 Strongly Agree 19 20.0 31 33.0 25 27.6 26	30 31.4 Agree 37 39.6 38 42.1 40 46.8 45	7 7.2 Neither Agree nor Disagree 26 28.6 16 17.6 18 21.0 12	0 0.0 Disagree 9 8.9 5 5.2 2 2.4	1 1.2 Strongly Disagree 3 2.9 2 2.0 2 2.2 2	Response Total 98 100.0 Item Response Total** 94 100.0 92 100.0 87 100.0 92	No Basis to Judge NA Do Not Know/ No Basis to Judge 4 6

Survey Administration Period: April 4, 2012 to May 16, 2012

Percentages are weighted to represent the Agency's population.

Sample or Census: Census

Number of surveys completed: 100

Number of surveys administered: 141

^{*} AES prescribed items

 $^{^{\}star\star}$ Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for	N		16	33	22	17	3	91	6
example, about projects, goals, needed resources).	%	54.5	17.4	37.1	24.1	18.1	3.2	100.0	
59. Managers support collaboration across work units to accomplish	N		18	38	17	11	5	89	9
work objectives.	%	63.4	20.1	43.3	19.2	12.3	5.1	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager	N		39	33	14	1	2	89	9
directly above your immediate supervisor/team leader?	%	81.3	42.4	38.9	15.6	0.9	2.2	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		29	37	16	7	4	93	3
or. Thave a high level of respect for thy organization's senior leaders.	%	71.2	30.1	41.1	17.6	7.1	4.1	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		24	41	17	2	0	84	14
oz. Senior leaders demonstrate support for Work/Life programs.	%	78.3	27.6	50.7	19.7	2.1	0.0	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that	N		21	44	21	9	2	97	NA
affect your work?	%	67.3	21.7	45.6	21.5	9.0	2.2	100.0	
*64. How satisfied are you with the information you receive from	N		11	45	19	18	3	96	NA
management on what's going on in your organization?	%	58.2	11.8	46.4	20.0	18.6	3.1	100.0	
*65. How satisfied are you with the recognition you receive for doing a	N		31	38	22	2	3	96	NA
good job?	%	71.4	31.5	39.9	23.1	2.2	3.4	100.0	
*66. How satisfied are you with the policies and practices of your	N		20	39	25	7	5	96	NA
senior leaders?	%	61.4	20.0	41.4	26.9	6.8	4.9	100.0	
*67. How satisfied are you with your opportunity to get a better job in	N		9	22	40	16	10	97	NA
your organization?	%	32.2	9.3	22.9	41.3	16.0	10.4	100.0	
*68. How satisfied are you with the training you receive for your	N		18	38	36	2	3	97	NA
present job?	%	57.8	17.9	39.9	37.1	2.0	3.1	100.0	

Survey Administration Period: April 4, 2012 to May 16, 2012

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Sample or Census: Census

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^{**} Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		35	45	14	1	2	97	NA
os. Considering everything, now satisfied are you with your job:	%	82.5	35.3	47.2	14.4	1.0	2.1	100.0	
*70. Considering even thing, how estisfied are you with your nav?	N		29	42	14	10	1	96	NA
*70. Considering everything, how satisfied are you with your pay?	%	73.0	29.1	43.9	15.2	10.6	1.2	100.0	
71. Considering everything, how satisfied are you with your	N		33	46	11	5	2	97	NA
organization?	%	81.4	32.9	48.6	11.7	4.9	2.0	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

Yes	74	75.4
No	19	20.4
Not sure	4	4.2
Total	97	100.0

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
I telework 3 or more days per week.	0	0.0
I telework 1 or 2 days per week.	27	28.5
I telework, but no more than 1 or 2 days per month.	5	4.9
I telework very infrequently, on an unscheduled or short-term basis.	27	28.0
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	10	10.8
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	4	4.5
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	4	4.1
I do not telework because I choose not to telework.	17	19.2
Total	94	100.0

Survey Administration Period: April 4, 2012 to May 16, 2012 Percentages are weighted to represent the Agency's population.

* AES prescribed items

Sample or Census: Census

Number of surveys completed: 100 Number of surveys administered: 141

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74. Do you participate in the following Work/Life programs? Alterna Work Schedules (AWS)		N	%
	Yes	39	40.1
	No	51	52.7
	Not available to me	7	7.2
	Total	97	100.0
Do you participate in the following Work/Life programs? Health Wellness Programs (for example, exercise, medical screening,			
smoking programs)		N	%
	Yes	23	24.6
	No	66	67.4
	Not available to me	8	8.0
	Total	97	100.
76. Do you participate in the following Work/Life programs? Employ Assistance Program (EAP)	yee	N	%
	Yes	9	10.3
	No	83	85.6
	Not available to me	4	4.1
	Total	96	100.0
 Do you participate in the following Work/Life programs? Child C Programs (for example, daycare, parenting classes, parenting groups) 		N	%
9.04607	Yes	2	2.3
	No	65	67.2
	Not available to me	30	30.5
	Total	97	100.0
8. Do you participate in the following Work/Life programs? Elder C	Care		
Programs (for example, support groups, speakers)		N	%
	Yes	6	6.6
	No	69	71.0
	Not available to me	22	22.4
	Total	97	100.0

Survey Administration Period: April 4, 2012 to May 16, 2012 Percentages are weighted to represent the Agency's population. Sample or Census: Census Number of surveys completed: 100 Number of surveys administered: 141 Response Rate: 70.9%

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		22	23	9	3	0	57	5
	%	79.7	38.8	41.0	15.2	5.1	0.0	100.0	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		24	13	1	0	0	38	0
	%	97.5	61.1	36.3	2.5	0.0	0.0	100.0	
81. How satisfied are you with the following Work/Life programs in	N		7	12	2	0	0	21	2
your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	%	90.9	33.3	57.6	9.1	0.0	0.0	100.0	
82. How satisfied are you with the following Work/Life programs in	N		2	4	3	0	0	9	1
your agency? Employee Assistance Program (EAP)	%	66.6	23.3	43.3	33.4	0.0	0.0	100.0	
83. How satisfied are you with the following Work/Life programs in	N		0	1	0	0	0	1	1
your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	%	100.0	0.0	100.0	0.0	0.0	0.0	100.0	
84. How satisfied are you with the following Work/Life programs in	N		4	1	0	0	0	5	1
your agency? Elder Care Programs (for example, support groups, speakers)	%	100.0	78.6	21.4	0.0	0.0	0.0	100.0	

Percentages are weighted to represent the Agency's population.

Sample or Census: Census

Survey Administration Period: April 4, 2012 to May 16, 2012

The work/life satisfaction results only include employees who indicated that they participated in the program.

^{**} Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

85. Where do you work?		N	%
	Headquarters	93	97.9
	Field	2	2.1
	Total	95	100.0
86. What is your supervisory status?		N	%
	Non-Supervisor	63	64.9
	Team Leader	12	12.4
	Supervisor	7	7.2
	Manager	8	8.2
	Executive	7	7.2
	Total	97	100.0
87. Are you:		N	%
`	Male	37	38.1
	Female	60	61.9
	Total	97	100.0
*88. Are you Hispanic or Latino?		N	%
	Yes	2	2.1
	No	94	97.9
	Total	96	100.0
*89. Please select the racial category or categories with which you most			
closely identify.		N	%
	American Indian or Alaska Native	0	0.0
	Asian	7	7.4
	Black or African American	17	18.1
	Native Hawaiian or Other Pacific Islander	0	0.0
	White	69	73.4
	Two or more races	1	1.1
	Total	94	100.0

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Survey Administration Period: April 4, 2012 to May 16, 2012

Sample or Census: Census
Number of surveys completed: 100
Number of surveys administered: 141

^{*} AES prescribed items

90. What is your age group?		N	%
	25 and under	0	0.0
	26-29	0	0.0
	30-39	15	16.0
	40-49	22	23.4
	50-59	32	34.0
	60 or older	25	26.6
	Total	94	100.0
What is your pay category/grade?		N	%
	Federal Wage System	0	0.0
	GS 1-6	1	1.0
	GS 7-12	32	33.3
	GS 13-15	56	58.3
	Senior Executive Service	7	7.3
	Senior Level (SL) or Scientific or Professional (ST)	0	0.0
	Other	0	0.0
	Total	96	100.0
How long have you been with the Federal Government (excluding military service)?		N	%
	Less than 1 year	0	0.0
	1 to 3 years	16	16.7
	4 to 5 years	13	13.5
	6 to 10 years	8	8.3
	11 to 14 years	6	6.3
		9	9.4
	15 to 20 years	3	Ð. 4
	15 to 20 years More than 20 years	44	45.8

Survey Administration Period: April 4, 2012 to May 16, 2012

Sample or Census: Census Number of surveys completed: 100 Number of surveys administered: 141 Response Rate: 70.9%

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 How long have you been with your current agency Department of Justice, Environmental Protection in 		N	%
	Less than 1 year	0	0.0
	1 to 3 years	20	20.8
	4 to 5 years	13	13.5
	6 to 10 years	8	8.3
	11 to 20 years	22	22.9
	More than 20 years	33	34.4
	Total	96	100.0
94. Are you considering leaving your organization with if so, why?	nin the next year, and	N	%
	No	73	76.8
	Yes, to retire	13	13.7
	Yes, to take another job within the Federal Government	6	6.3
	Yes, to take another job outside the Federal Government	1	1.1
	Yes, other	^	2.1
	res, other	2	۷.۱
	Total	95	
95. I am planning to retire:	<u> </u>		100.0
95. I am planning to retire:	<u> </u>	95	100.0
95. I am planning to retire:	Total	95 N	100.0 %
95. I am planning to retire:	Total Within one year	95 N	100.0 % 9.7
95. I am planning to retire:	Total Within one year Between one and three years	95 N 9 15	9.7 16.1

96. Self-Identify as:		N	%
	Heterosexual or Straight	69	78.4
	Gay, Lesbian, Bisexual, or Transgender	8	9.1
	I prefer not to say	11	12.5
	Total	88	100.0
97. Have you ever served on Active Duty in the US Armed Forces (Air			
Force, Army, Coast Guard, Marine Corps or Navy)?		N	%
	Yes	4	4.2
	No	92	95.8
	Total	96	100.0
98. Are you an individual with a disability?		N	%
	Yes	4	4.2
	No	92	95.8
	Total	96	100.0



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