

Office of the Chief Human Capital Officer

2007 DHS Employee Survey Results

Engaging the Workforce

Office of the Inspector General



Homeland
Security



Department of Homeland Security: 2007 Annual Employee Survey (AES)

Component-Level Results
(Office of Inspector General)

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2007 DEPARTMENT OF HOMELAND SECURITY ANNUAL EMPLOYEE SURVEY: SURVEY BACKGROUND

SURVEY OBJECTIVE

The 2007 DHS Annual Employee Survey (AES) was conducted to collect data on DHS employees' perceptions of workforce management, organizational accomplishments, agency goals, leadership, and communication. DHS agency managers will use the findings to help sharpen policies for improving our agency performance.

QUESTIONNAIRE CONTENT

The survey included a total of 78 items/subitems – 45 OPM prescribed items (40 survey questions and 5 demographic items), 5 additional demographic questions, and 28 DHS agency-specific items.

DATA COLLECTION

Method. The survey sample included a total of 141,425 DHS employees across the 13 organizational components. The survey was administered electronically from October 26 through December 21, 2007. The sample was designed to ensure representative survey results would be reported by component and supervisory status (i.e., non-supervisory, supervisors and managers, and executives) as well as for the overall DHS workforce.

Response Rate. A total of 65,753 of 141,160 eligible employees responded to the survey, for a DHS-wide response rate of 47%.

REPORTED DATA

The percentages presented in report tables are weighted data that are representative of the survey population of the DHS workforce. Data collected from DHS AES respondents were weighted to produce survey estimates that accurately represented the DHS population. This process did not change any answers; rather, it adjusted for over- and under-represented groups of respondents.

SURVEY ITEMS AND RESPONSE CHOICES

Three 5-point Likert-type response scales were used in the survey: (a) Strongly Agree, Agree, Neither Agree nor Disagree, Disagree, Strongly Disagree; (b) Very Satisfied, Satisfied, Neither Satisfied nor Dissatisfied, Dissatisfied, Very Dissatisfied; and (c) Very Good, Good, Fair, Poor, Very Poor. For questions 6 through 31 of the survey, respondents had the additional option of answering Do Not Know or No Basis to Judge.

The tables throughout the remaining sections of this report contain the percentages of positive, neutral, and negative perceptions for each survey item (all percentages in this document have been rounded to whole numbers). For most items, Positive, Neutral, and Negative were defined as follows:

Percent Positive: the combined percentages of respondents (DHS agency-wide or specific component level) who answered *Strongly Agree* or *Agree*, or *Very Satisfied* or *Satisfied*, or *Very Good* or *Good*, depending on the response categories used for the item.

Percent Neutral: the percentage of respondents choosing the middle response option in the 5-point scale (*Neither Agree Nor Disagree*, *Neither Satisfied Nor Dissatisfied*, *Fair*).

Percent Negative: the combined percentages of respondents answering *Strongly Disagree* or *Disagree*, or *Very Dissatisfied* or *Dissatisfied*, depending on the response categories used for the item.

Survey Response Categories					
Positive		Neutral	Negative		Don't Know/ No Basis to Judge
Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Don't Know
Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied	No Basis to Judge
Very Good	Good	Fair	Poor	Very Poor	NA

HCAAF INDEX-LEVEL PERCENT POSITIVE RESPONSE

Thirty-nine items were combined to form the four Human Capital Assessment and Accountability Framework (HCAAF) Indices. The index scores were calculated for each component and DHS overall by averaging the percent positive response on the items within an index. For example, for a 4-item index, if the item-level percent positive responses were 50 percent, 45 percent, 30 percent, and 35 percent, the component's HCAAF-level percent positive response would be the average of these four percentages or $(50\% + 45\% + 30\% + 35\%)/4 = 40\%$ positive.

COMPARING YOUR SURVEY RESULTS

Statistical significant differences between percentages. You may be interested in determining the statistical significance of differences between your component organization and DHS overall. Statistical significance is influenced by sample sizes, so that as the number of observations in comparison groups gets larger, small differences in scores will end up being statistically significant. While a 1 percent difference between percent positive scores might be statistically significant (that is, not due to chance), the difference is not likely to be meaningful or important, and nonsignificant differences are not always trivial.

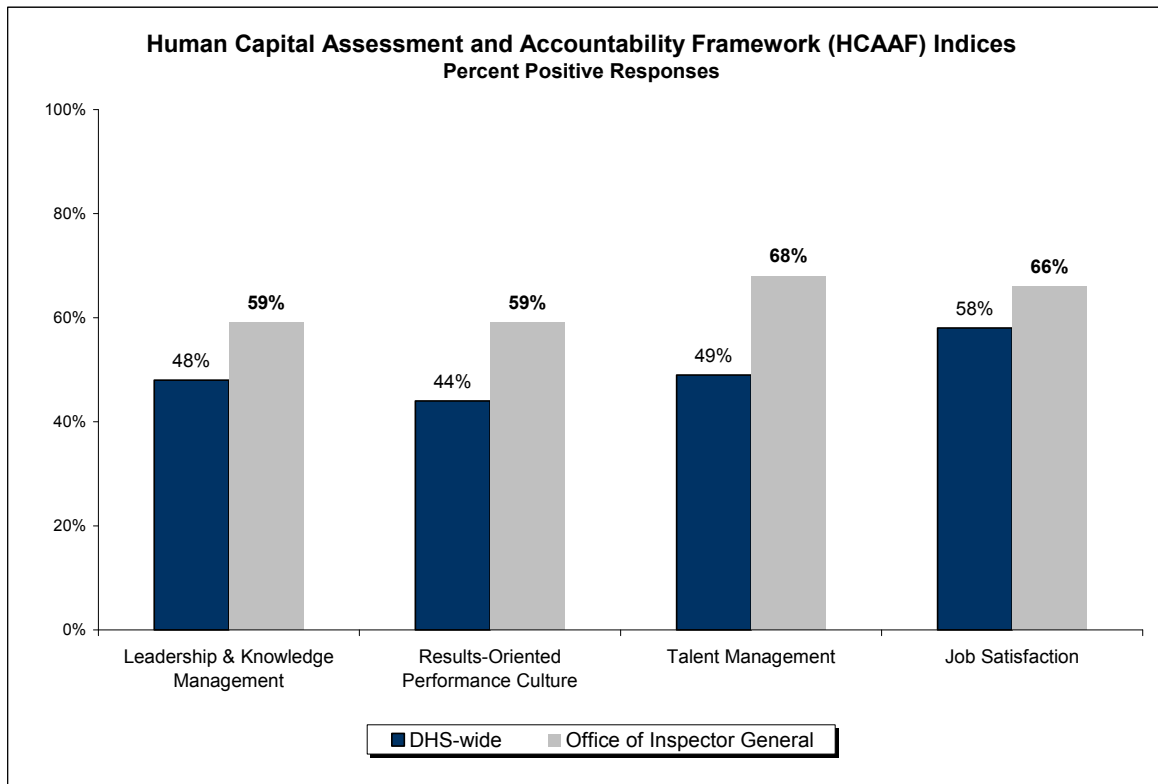
It is often useful to apply rules of thumb to determine the “notable” and “meaningful” results especially when comparing your 2007 DHS AES results to 2004 and 2006 Federal Human Capital Survey benchmark results. Therefore, we recommend the following guidelines:

- 5 percentage points.** A difference of 5 percentage points or more is notable (e.g., increased by 5 percentage points from 2006 to 2007 or a difference of 5 percentage points or more between subcomponent results).
- Strengths.** Survey items that are 65 percent or more positive are considered an area of strength.
- Challenges.** Survey items that are 35 percent or more negative are areas of weaknesses.
- Neutral.** Responses that are 30 percent or more neutral may indicate opportunities for more communication.

HUMAN CAPITAL ASSESSMENT AND ACCOUNTABILITY FRAMEWORK

The **Office of Inspector General** serves as an independent and objective inspection, audit, and investigative body to promote effectiveness, efficiency, and economy in the Department of Homeland Security's programs and operations, and to prevent and detect fraud, abuse, mismanagement, and waste in such programs and operations.

This graph shows your 2007 component results compared with DHS agency-wide results for the four HCAAF Indices. The HCAAF indices are: Leadership and Knowledge Management, Results-Oriented Performance Culture, Talent Management, and Job Satisfaction.



Leadership & Knowledge Management: the extent our employees hold leadership in high regards; this index captures both overall as well as specific aspects of leadership. (See survey items: 5, 22, 24, 25, 26, 27, 29, 30, 31, 50, 54a, and 58)

Results-Oriented Performance Culture: the extent employees believe DHS culture promotes improvements in process, products and services, and organizational outcomes. (See survey items: 1, 8, 10, 14, 15, 16, 18, 19, 20, 21, 23, 28, and 53)

Talent Management: the extent our employees believe DHS has the talent required to accomplish our organizational goals. (See survey items: 2, 6, 7, 11, 12, 13, and 55)

Job Satisfaction: the extent our employees are satisfied with their jobs (See survey items: 3, 4, 9, 51, 52, 56, and 57)

TREND ANALYSIS

This is a summary of employee responses to the 2007 DHS Annual Employee Survey. Question-level results have been calculated for your component organization and compared to your results for the 2004 and 2006 Federal Human Capital Surveys. These trend data are presented in this report according to the question order in the survey. As shown in the table below, the results have been grouped into Positive, Neutral, Negative, and Don't Know (Do Not Know/No Basis to Judge) categories (as applicable); NA indicates data were not available for comparison.

<i>1. The people I work with cooperate to get the job done.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	84.0	6.9	9.2
2006 FHCS	83.2	9.6	7.3
2004 FHCS	NA	NA	NA

<i>2. I am given a real opportunity to improve my skills in my organization.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	71.4	14.4	14.2
2006 FHCS	73.7	12.2	14.2
2004 FHCS	NA	NA	NA

<i>3. My work gives me a feeling of personal accomplishment.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	77.0	10.1	12.9
2006 FHCS	73.0	13.0	14.0
2004 FHCS	NA	NA	NA

<i>4. I like the kind of work I do.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	84.8	7.3	7.9
2006 FHCS	85.2	9.9	5.0
2004 FHCS	NA	NA	NA

<i>5. I have trust and confidence in my supervisor.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	65.8	14.9	19.4
2006 FHCS	66.6	14.4	19.0
2004 FHCS	NA	NA	NA

<i>6. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	71.5	14.9	13.2	0.3
2006 FHCS	76.8	11.6	10.7	0.9
2004 FHCS	NA	NA	NA	NA

<i>7. My work unit is able to recruit people with the right skills.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	58.7	18.9	21.2	1.3
2006 FHCS	56.9	20.4	18.9	3.8
2004 FHCS	NA	NA	NA	NA

<i>8. I know how my work relates to the agency's goals and priorities.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	86.1	6.8	6.2	0.8
2006 FHCS	80.1	10.5	8.6	0.9
2004 FHCS	NA	NA	NA	NA

<i>9. The work I do is important.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	87.7	8.3	3.7	0.2
2006 FHCS	84.4	10.7	4.4	0.6
2004 FHCS	NA	NA	NA	NA

<i>10. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	78.7	9.7	11.6	0.0
2006 FHCS	88.2	6.5	5.3	0.0
2004 FHCS	NA	NA	NA	NA

<i>11. Supervisors/team leaders in my work unit support employee development.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	75.6	10.4	13.7	0.3
2006 FHCS	72.7	14.0	12.7	0.6
2004 FHCS	NA	NA	NA	NA

<i>12. My talents are used well in the workplace.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	66.4	12.6	20.7	0.3
2006 FHCS	65.2	15.6	18.6	0.6
2004 FHCS	NA	NA	NA	NA

<i>13. My training needs are assessed.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	69.1	15.1	15.3	0.5
2006 FHCS	64.2	18.7	17.2	0.0
2004 FHCS	NA	NA	NA	NA

<i>14. Promotions in my work unit are based on merit.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	45.5	18.0	30.8	5.7
2006 FHCS	42.8	23.3	26.2	7.7
2004 FHCS	NA	NA	NA	NA

<i>15. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	30.7	29.4	30.6	9.3
2006 FHCS	33.0	26.2	31.5	9.3
2004 FHCS	NA	NA	NA	NA

<i>16. Creativity and innovation are rewarded.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	50.6	21.2	24.8	3.5
2006 FHCS	43.0	27.3	26.1	3.7
2004 FHCS	NA	NA	NA	NA

<i>17. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	65.4	12.3	17.5	4.8
2006 FHCS	NA	NA	NA	NA
2004 FHCS	NA	NA	NA	NA

<i>18. In my work unit, differences in performance are recognized in a meaningful way.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	44.7	19.1	31.4	4.8
2006 FHCS	37.7	21.8	35.1	5.4
2004 FHCS	NA	NA	NA	NA

<i>19. Pay raises depend on how well employees perform their jobs.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	24.2	28.2	39.4	8.3
2006 FHCS	24.4	28.1	36.8	10.7
2004 FHCS	NA	NA	NA	NA

<i>20. My performance appraisal is a fair reflection of my performance.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	68.9	11.5	14.1	5.5
2006 FHCS	67.0	15.9	13.9	3.2
2004 FHCS	NA	NA	NA	NA

<i>21. Discussions with my supervisor/team leader about my performance are worthwhile.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	61.3	17.7	18.9	2.1
2006 FHCS	60.3	17.3	21.3	1.2
2004 FHCS	NA	NA	NA	NA

<i>22. Managers/supervisors/team leaders work well with employees of different backgrounds.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	70.3	15.3	12.4	2.0
2006 FHCS	65.6	18.2	13.3	3.0
2004 FHCS	NA	NA	NA	NA

<i>23. My supervisor supports my need to balance work and family issues.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	82.5	8.5	6.6	2.5
2006 FHCS	83.7	9.7	6.3	0.3
2004 FHCS	NA	NA	NA	NA

<i>24. I have a high level of respect for my organization's senior leaders.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	56.8	19.2	24.0	0.0
2006 FHCS	52.0	23.6	24.0	0.5
2004 FHCS	NA	NA	NA	NA

<i>25. In my organization, leaders generate high levels of motivation and commitment in the workforce.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	44.0	22.7	33.0	0.3
2006 FHCS	40.4	26.8	32.3	0.6
2004 FHCS	NA	NA	NA	NA

<i>26. Managers review and evaluate the organization's progress toward meeting its goals and objectives.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	49.0	23.0	19.7	8.2
2006 FHCS	51.2	25.5	17.6	5.7
2004 FHCS	NA	NA	NA	NA

<i>27. Employees are protected from health and safety hazards on the job.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	79.6	10.9	9.5	0.0
2006 FHCS	80.3	13.8	4.6	1.4
2004 FHCS	NA	NA	NA	NA

<i>28. Employees have a feeling of personal empowerment with respect to work processes.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	54.1	21.4	22.7	1.8
2006 FHCS	44.9	28.8	23.6	2.7
2004 FHCS	NA	NA	NA	NA

<i>29. My workload is reasonable.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	69.4	11.6	19.0	0.0
2006 FHCS	62.3	17.1	19.9	0.7
2004 FHCS	NA	NA	NA	NA

<i>30. Managers communicate the goals and priorities of the organization.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	60.5	15.5	23.5	0.5
2006 FHCS	55.6	21.2	22.7	0.6
2004 FHCS	NA	NA	NA	NA

<i>31. My organization has prepared employees for potential security threats.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	59.1	20.7	18.0	2.2
2006 FHCS	63.4	19.7	14.5	2.5
2004 FHCS	NA	NA	NA	NA

<i>32. My job matches the roles and responsibilities for which I was hired.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	78.2	7.6	14.2
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>33. My supervisor provides me with constructive suggestions to improve my job performance.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	62.0	15.3	22.7
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>34. Employees are rewarded for providing high quality products and services to their customers.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	51.6	23.0	25.4	0.0
2006 FHCS	52.0	19.2	26.3	2.6
2004 FHCS	NA	NA	NA	NA

<i>35. I am held accountable for achieving results.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	82.0	12.4	5.6	NA
2006 FHCS	80.0	12.2	6.2	1.5
2004 FHCS	NA	NA	NA	NA

<i>36. Awards in my work unit depend on how well employees perform their jobs.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	47.5	25.0	27.4	NA
2006 FHCS	44.9	18.1	28.4	8.6
2004 FHCS	NA	NA	NA	NA

<i>37. Employees receive timely information about employee development programs and opportunities.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	62.4	17.2	20.4
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>38. I know how to contact EEO Representatives in my component (For purposes of this question - Equal Employment Opportunity (EEO) representatives are EEO Counselors and Special Emphasis Program Managers).</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	63.6	19.8	16.5
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>39. Discrimination is not tolerated in my workplace.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	69.1	18.7	12.2
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>40. I would recommend DHS as a place to work.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	59.5	23.2	17.3
2006 FHCS	62.6	18.5	18.8
2004 FHCS	NA	NA	NA

<i>41. Sexual harassment is not tolerated in my workplace.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	79.5	16.0	4.5
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>42a. In the past year I have seen improvement in the following area: Communication.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	51.5	23.2	25.4
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>42b. In the past year I have seen improvement in the following area: Leadership.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	42.8	26.8	30.5
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>42c. In the past year I have seen improvement in the following area: Performance (i.e. appraisal, dealing with poor performers, etc.).</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	35.0	35.3	29.8
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>42d. In the past year I have seen improvement in the following area: Recognition and Awards.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	43.0	30.4	26.6
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>42e. In the past year I have seen improvement in the following area: Resources (i.e. people, equipment, supplies).</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	46.7	22.1	31.2
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>42f. In the past year I have seen improvement in the following area: Supervision.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	47.3	29.0	23.7
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>42g. In the past year I have seen improvement in the following area: Training.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	55.4	30.0	14.7
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>42h. In the past year I have seen improvement in the following area: Work Life Programs (i.e. Telework, alternative work schedules, access to Employee Assistance Programs).</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	61.4	23.5	15.1
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>42i. In the past year I have seen improvement in the following area: Work Space (i.e. facilities, lighting, ventilation).</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	44.3	35.2	20.4
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>43. My organization supports my participation in volunteer activities.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	42.2	50.3	7.5
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>44. Instructions on how to do my job such as Standard Operating Procedures are available to me.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	66.9	18.3	14.9
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>45. Turnover of personnel has affected my work unit's ability to achieve objectives.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	39.1	26.6	34.3
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>46. I receive the weekly DHS Today newsletter.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	92.8	4.7	2.5
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>47. I read most of the news in DHS Today.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	54.2	23.2	22.7
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>48. I regularly access the DHS Online Intranet.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	51.2	22.0	26.9
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

49. From the following list, indicate which employee communication topic is most important to you and which is least important to you:

See page 47 for results.

<i>50. How satisfied are you with the information you receive from management on what's going on in your organization?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	46.5	24.2	29.3
2006 FHCS	43.3	22.7	34.1
2004 FHCS	NA	NA	NA

<i>51. How satisfied are you with your involvement in decisions that affect your work?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	46.5	21.3	32.2
2006 FHCS	53.7	23.5	22.8
2004 FHCS	NA	NA	NA

<i>52. How satisfied are you with your opportunity to get a better job in your organization?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	34.8	31.9	33.2
2006 FHCS	36.5	32.4	31.2
2004 FHCS	NA	NA	NA

<i>53. How satisfied are you with the recognition you receive for doing a good job?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	53.4	20.4	26.3
2006 FHCS	54.1	18.6	27.4
2004 FHCS	NA	NA	NA

<i>54a. How satisfied are you with the policies and practices of your senior leaders?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	45.9	24.4	29.7
2006 FHCS	40.8	32.5	26.7
2004 FHCS	NA	NA	NA

<i>54b. How satisfied are you with the policies and practices of senior leadership in your component?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	48.7	21.5	29.8
2006 FHCS	NA	NA	NA
2004 FHCS	NA	NA	NA

<i>55. How satisfied are you with the training you receive for your present job?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	67.8	18.1	14.1
2006 FHCS	71.8	15.6	12.6
2004 FHCS	NA	NA	NA

<i>56. Considering everything, how satisfied are you with your job?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	66.5	17.2	16.3
2006 FHCS	71.4	14.7	14.0
2004 FHCS	NA	NA	NA

<i>57. Considering everything, how satisfied are you with your pay?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	65.6	15.0	19.3
2006 FHCS	73.7	14.6	11.7
2004 FHCS	NA	NA	NA

<i>58. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	66.3	19.5	14.2
2006 FHCS	67.6	22.0	10.4
2004 FHCS	NA	NA	NA

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Subcomponent Comparisons

The following table presents the number of employees that participated in the 2007 DHS Employee Survey for each subcomponent. These counts will vary slightly for each survey item since employees were given the option of skipping any item on the survey.

Office of...	N	Office of...	N	Office of...	N
THE INSPECTOR GENERAL	336	Assistant IG, Inspections - Field Office	2	Deputy IG, Emergency Management Oversight - Headquarters	8
Assistant IG, Investigation - Headquarters	8	Assistant IG, Audits - Headquarters	44	Deputy IG, Emergency Management Oversight - Field Office	30
Assistant IG, Investigation - Field Office	101	Assistant IG, Audits - Field Office	56	Counsel to the IG - Headquarters	6
Assistant IG, Administration - Headquarters	26	Assistant IG, Information Technology - Audits - Headquarters	25	Missing, no subcomponent indicated	7
Assistant IG, Inspections - Headquarters	23				

This section of the report is a summary of employee responses to the 2007 DHS Annual Employee Survey. Question-level results have been calculated for each of your subcomponent organizations. They are presented in this report according to the question order in the survey and have been grouped into Positive, Neutral, Negative, and Do Not Know/No Basis to Judge (as applicable) categories; NR indicates results that are not reported due to insufficient sample size (less than 10 employees).

<i>1. The people I work with cooperate to get the job done.</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	77.4	11.8	10.8
Office of Inspector General	84.0	6.9	9.2
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	88.0	5.0	6.9
Assistant IG, Administration - Headquarters	76.6	14.2	9.3
Assistant IG, Inspections - Headquarters	71.4	4.0	24.6
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	84.6	9.4	6.1
Assistant IG, Audits - Field Office	88.8	6.5	4.7
Assistant IG, Information Technology - Audits - Headquarters	85.2	7.6	7.2
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	78.4	14.6	7.0
Counsel to the IG - Headquarters	NR	NR	NR

<i>2. I am given a real opportunity to improve my skills in my organization.</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	50.5	20.3	29.1
Office of Inspector General	71.4	14.4	14.2
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	76.8	12.3	10.9
Assistant IG, Administration - Headquarters	63.1	23.4	13.6
Assistant IG, Inspections - Headquarters	71.7	8.4	19.8
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	65.9	15.9	18.1
Assistant IG, Audits - Field Office	68.3	20.0	11.7
Assistant IG, Information Technology - Audits - Headquarters	76.3	19.3	4.4
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	64.9	8.7	26.3
Counsel to the IG - Headquarters	NR	NR	NR

<i>3. My work gives me a feeling of personal accomplishment.</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	64.5	16.8	18.6
Office of Inspector General	77.0	10.1	12.9
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	85.1	6.4	8.7
Assistant IG, Administration - Headquarters	74.6	11.8	13.7
Assistant IG, Inspections - Headquarters	72.5	4.0	23.5
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	68.8	12.2	19.0
Assistant IG, Audits - Field Office	69.4	22.6	8.0
Assistant IG, Information Technology - Audits - Headquarters	80.4	19.6	0.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	75.0	0.0	25.0
Counsel to the IG - Headquarters	NR	NR	NR

4. I like the kind of work I do.	Percent		
	Positive	Neutral	Negative
DHS-wide	80.0	12.6	7.4
Office of Inspector General	84.8	7.3	7.9
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	92.1	3.0	4.9
Assistant IG, Administration - Headquarters	79.7	7.8	12.6
Assistant IG, Inspections - Headquarters	75.8	13.4	10.8
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	72.4	11.2	16.4
Assistant IG, Audits - Field Office	86.2	10.6	3.2
Assistant IG, Information Technology - Audits - Headquarters	79.7	16.6	3.7
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	87.6	6.2	6.1
Counsel to the IG - Headquarters	NR	NR	NR

5. I have trust and confidence in my supervisor.	Percent		
	Positive	Neutral	Negative
DHS-wide	58.3	18.8	22.9
Office of Inspector General	65.8	14.9	19.4
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	79.1	9.1	11.8
Assistant IG, Administration - Headquarters	73.3	9.9	16.9
Assistant IG, Inspections - Headquarters	47.6	24.7	27.7
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	55.4	21.3	23.3
Assistant IG, Audits - Field Office	65.2	20.4	14.4
Assistant IG, Information Technology - Audits - Headquarters	62.7	18.8	18.5
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	39.9	14.0	46.2
Counsel to the IG - Headquarters	NR	NR	NR

6. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	63.0	17.2	19.1	0.6
Office of Inspector General	71.5	14.9	13.2	0.3
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	86.8	8.4	3.8	0.9
Assistant IG, Administration - Headquarters	61.7	18.9	19.3	0.0
Assistant IG, Inspections - Headquarters	60.4	11.9	27.8	0.0
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	63.1	16.0	20.9	0.0
Assistant IG, Audits - Field Office	64.5	25.1	10.4	0.0
Assistant IG, Information Technology - Audits - Headquarters	68.0	28.3	3.6	0.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	54.6	20.0	25.5	0.0
Counsel to the IG - Headquarters	NR	NR	NR	NR

7. My work unit is able to recruit people with the right skills.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	36.5	29.2	31.5	2.8
Office of Inspector General	58.7	18.9	21.2	1.3
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	72.7	12.7	13.6	1.0
Assistant IG, Administration - Headquarters	55.9	32.0	12.0	0.0
Assistant IG, Inspections - Headquarters	67.4	7.9	19.8	4.8
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	56.0	13.1	31.0	0.0
Assistant IG, Audits - Field Office	55.5	23.1	21.4	0.0
Assistant IG, Information Technology - Audits - Headquarters	66.2	11.3	22.4	0.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	27.8	39.6	28.4	4.2
Counsel to the IG - Headquarters	NR	NR	NR	NR

8. I know how my work relates to the agency's goals and priorities.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	80.0	11.0	8.4	0.6
Office of Inspector General	86.1	6.8	6.2	0.8
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	89.5	6.8	2.8	0.9
Assistant IG, Administration - Headquarters	84.3	11.4	4.4	0.0
Assistant IG, Inspections - Headquarters	77.3	4.0	18.8	0.0
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	88.2	4.3	7.5	0.0
Assistant IG, Audits - Field Office	83.7	9.8	4.8	1.6
Assistant IG, Information Technology - Audits - Headquarters	89.3	3.3	3.3	4.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	80.9	7.0	12.1	0.0
Counsel to the IG - Headquarters	NR	NR	NR	NR

9. The work I do is important.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	90.5	5.9	3.3	0.3
Office of Inspector General	87.7	8.3	3.7	0.2
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	94.5	4.6	0.9	0.0
Assistant IG, Administration - Headquarters	81.3	13.6	5.1	0.0
Assistant IG, Inspections - Headquarters	86.2	4.0	9.9	0.0
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	82.5	9.9	5.7	1.9
Assistant IG, Audits - Field Office	83.2	15.2	1.6	0.0
Assistant IG, Information Technology - Audits - Headquarters	87.7	12.2	0.0	0.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	84.8	6.5	8.7	0.0
Counsel to the IG - Headquarters	NR	NR	NR	NR

<i>10. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	55.9	15.2	28.0	0.7
Office of Inspector General	78.7	9.7	11.6	0.0
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	86.0	6.8	7.1	0.0
Assistant IG, Administration - Headquarters	68.2	14.8	17.1	0.0
Assistant IG, Inspections - Headquarters	74.2	13.9	11.9	0.0
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	61.9	12.7	25.5	0.0
Assistant IG, Audits - Field Office	87.2	11.2	1.6	0.0
Assistant IG, Information Technology - Audits - Headquarters	70.5	11.4	18.1	0.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	86.1	6.4	7.4	0.0
Counsel to the IG - Headquarters	NR	NR	NR	NR

<i>11. Supervisors/team leaders in my work unit support employee development.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	51.2	20.1	27.3	1.3
Office of Inspector General	75.6	10.4	13.7	0.3
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	84.9	8.1	6.9	0.0
Assistant IG, Administration - Headquarters	74.1	8.4	17.4	0.0
Assistant IG, Inspections - Headquarters	77.3	8.0	14.8	0.0
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	68.9	15.2	16.0	0.0
Assistant IG, Audits - Field Office	75.2	14.6	10.3	0.0
Assistant IG, Information Technology - Audits - Headquarters	79.9	3.7	16.4	0.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	54.0	10.8	35.1	0.0
Counsel to the IG - Headquarters	NR	NR	NR	NR

<i>12. My talents are used well in the workplace.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	51.5	18.8	28.6	1.0
Office of Inspector General	66.4	12.6	20.7	0.3
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	74.6	12.8	12.6	0.0
Assistant IG, Administration - Headquarters	59.4	15.3	25.3	0.0
Assistant IG, Inspections - Headquarters	68.6	7.9	23.6	0.0
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	59.4	6.7	33.9	0.0
Assistant IG, Audits - Field Office	64.7	17.6	17.7	0.0
Assistant IG, Information Technology - Audits - Headquarters	62.0	18.8	19.3	0.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	59.5	10.0	30.4	0.0
Counsel to the IG - Headquarters	NR	NR	NR	NR

<i>13. My training needs are assessed.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	44.7	23.6	30.3	1.3
Office of Inspector General	69.1	15.1	15.3	0.5
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	79.5	11.4	9.2	0.0
Assistant IG, Administration - Headquarters	49.5	26.9	23.6	0.0
Assistant IG, Inspections - Headquarters	60.7	15.9	18.7	4.8
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	63.9	20.7	13.6	1.9
Assistant IG, Audits - Field Office	72.5	15.4	12.0	0.0
Assistant IG, Information Technology - Audits - Headquarters	73.3	17.7	9.0	0.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	55.5	12.5	31.9	0.0
Counsel to the IG - Headquarters	NR	NR	NR	NR

<i>14. Promotions in my work unit are based on merit.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	25.1	24.5	45.2	5.1
Office of Inspector General	45.5	18.0	30.8	5.7
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	55.1	13.8	28.0	3.1
Assistant IG, Administration - Headquarters	25.5	40.7	33.8	0.0
Assistant IG, Inspections - Headquarters	48.5	15.9	35.7	0.0
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	42.1	19.4	27.7	10.7
Assistant IG, Audits - Field Office	36.2	20.7	35.6	7.5
Assistant IG, Information Technology - Audits - Headquarters	48.7	23.1	16.6	11.7
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	33.3	17.8	44.7	4.2
Counsel to the IG - Headquarters	NR	NR	NR	NR

<i>15. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	25.5	23.4	45.8	5.4
Office of Inspector General	30.7	29.4	30.6	9.3
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	46.9	30.3	18.8	4.1
Assistant IG, Administration - Headquarters	14.7	40.2	38.3	6.9
Assistant IG, Inspections - Headquarters	26.5	16.2	35.5	21.8
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	18.8	27.7	34.5	19.0
Assistant IG, Audits - Field Office	23.4	43.3	27.7	5.5
Assistant IG, Information Technology - Audits - Headquarters	18.9	22.4	33.6	25.1
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	28.5	11.3	46.4	13.8
Counsel to the IG - Headquarters	NR	NR	NR	NR

16. Creativity and innovation are rewarded.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	29.1	26.1	41.6	3.2
Office of Inspector General	50.6	21.2	24.8	3.5
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	68.2	12.6	18.0	1.2
Assistant IG, Administration - Headquarters	39.0	31.9	25.7	3.4
Assistant IG, Inspections - Headquarters	47.2	21.0	26.7	5.1
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	48.0	23.8	26.4	1.9
Assistant IG, Audits - Field Office	35.9	31.1	29.0	3.9
Assistant IG, Information Technology - Audits - Headquarters	40.4	22.8	21.8	14.9
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	26.7	31.8	37.3	4.2
Counsel to the IG - Headquarters	NR	NR	NR	NR

17. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	61.6	15.0	18.0	5.4
Office of Inspector General	65.4	12.3	17.5	4.8
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	82.4	8.7	6.9	1.9
Assistant IG, Administration - Headquarters	44.2	15.3	26.6	13.9
Assistant IG, Inspections - Headquarters	55.6	9.9	34.6	0.0
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	50.7	13.4	24.5	11.4
Assistant IG, Audits - Field Office	59.2	22.5	18.2	0.0
Assistant IG, Information Technology - Audits - Headquarters	72.0	6.9	10.5	10.6
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	50.0	3.1	42.6	4.4
Counsel to the IG - Headquarters	NR	NR	NR	NR

18. In my work unit, differences in performance are recognized in a meaningful way.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	28.5	27.0	41.6	2.9
Office of Inspector General	44.7	19.1	31.4	4.8
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	62.9	19.3	17.7	0.0
Assistant IG, Administration - Headquarters	36.5	17.3	35.0	11.3
Assistant IG, Inspections - Headquarters	27.9	17.1	45.8	9.2
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	33.9	26.1	36.2	3.8
Assistant IG, Audits - Field Office	38.2	23.5	33.9	4.5
Assistant IG, Information Technology - Audits - Headquarters	49.1	6.9	33.7	10.3
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	20.0	18.9	52.6	8.6
Counsel to the IG - Headquarters	NR	NR	NR	NR

19. Pay raises depend on how well employees perform their jobs.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	17.6	23.0	54.5	4.8
Office of Inspector General	24.2	28.2	39.4	8.3
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	26.7	38.2	32.2	2.9
Assistant IG, Administration - Headquarters	19.8	18.7	50.3	11.3
Assistant IG, Inspections - Headquarters	13.0	23.7	54.1	9.2
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	24.8	23.2	36.7	15.2
Assistant IG, Audits - Field Office	24.1	27.4	41.1	7.3
Assistant IG, Information Technology - Audits - Headquarters	18.3	26.7	40.6	14.3
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	12.4	24.6	51.3	11.7
Counsel to the IG - Headquarters	NR	NR	NR	NR

20. My performance appraisal is a fair reflection of my performance.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	52.3	20.3	24.2	3.2
Office of Inspector General	68.9	11.5	14.1	5.5
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	79.6	7.9	11.5	1.0
Assistant IG, Administration - Headquarters	48.9	23.3	9.6	18.2
Assistant IG, Inspections - Headquarters	67.6	12.5	19.9	0.0
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	63.6	11.4	17.1	8.0
Assistant IG, Audits - Field Office	61.5	16.3	18.0	4.3
Assistant IG, Information Technology - Audits - Headquarters	75.8	18.3	0.0	6.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	59.9	6.9	21.2	12.0
Counsel to the IG - Headquarters	NR	NR	NR	NR

21. Discussions with my supervisor/team leader about my performance are worthwhile.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	49.9	24.2	23.8	2.2
Office of Inspector General	61.3	17.7	18.9	2.1
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	75.1	10.4	14.4	0.0
Assistant IG, Administration - Headquarters	50.5	20.6	22.1	6.9
Assistant IG, Inspections - Headquarters	62.6	8.3	23.8	5.3
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	52.5	26.1	19.5	1.9
Assistant IG, Audits - Field Office	62.2	25.8	12.0	0.0
Assistant IG, Information Technology - Audits - Headquarters	59.6	26.4	3.6	10.3
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	44.3	14.4	41.2	0.0
Counsel to the IG - Headquarters	NR	NR	NR	NR

22. <i>Managers/supervisors/team leaders work well with employees of different backgrounds.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	52.8	22.2	23.0	2.0
Office of Inspector General	70.3	15.3	12.4	2.0
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	82.2	12.1	5.7	0.0
Assistant IG, Administration - Headquarters	57.7	28.7	13.7	0.0
Assistant IG, Inspections - Headquarters	48.8	25.4	16.4	9.5
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	76.0	18.2	4.0	1.9
Assistant IG, Audits - Field Office	74.1	10.3	15.6	0.0
Assistant IG, Information Technology - Audits - Headquarters	66.0	21.8	12.2	0.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	48.0	6.9	37.6	7.5
Counsel to the IG - Headquarters	NR	NR	NR	NR

23. <i>My supervisor supports my need to balance work and family issues.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	62.2	17.9	18.3	1.6
Office of Inspector General	82.5	8.5	6.6	2.5
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	87.4	8.0	3.6	1.0
Assistant IG, Administration - Headquarters	85.1	6.5	8.4	0.0
Assistant IG, Inspections - Headquarters	81.2	0.0	4.2	14.6
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	85.2	8.1	0.0	6.7
Assistant IG, Audits - Field Office	86.5	7.2	4.7	1.6
Assistant IG, Information Technology - Audits - Headquarters	77.2	11.3	8.0	3.6
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	81.1	8.4	10.4	0.0
Counsel to the IG - Headquarters	NR	NR	NR	NR

24. I have a high level of respect for my organization's senior leaders.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	42.3	22.4	34.5	0.8
Office of Inspector General	56.8	19.2	24.0	0.0
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	61.7	18.5	19.8	0.0
Assistant IG, Administration - Headquarters	52.5	15.2	32.3	0.0
Assistant IG, Inspections - Headquarters	54.2	17.6	28.2	0.0
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	62.6	13.9	23.5	0.0
Assistant IG, Audits - Field Office	46.1	31.2	22.6	0.0
Assistant IG, Information Technology - Audits - Headquarters	70.5	18.2	11.3	0.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	42.9	17.1	40.0	0.0
Counsel to the IG - Headquarters	NR	NR	NR	NR

25. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	29.2	24.8	45.1	0.9
Office of Inspector General	44.0	22.7	33.0	0.3
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	57.8	18.2	24.0	0.0
Assistant IG, Administration - Headquarters	27.6	32.6	39.8	0.0
Assistant IG, Inspections - Headquarters	37.1	21.3	41.7	0.0
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	35.1	23.4	41.5	0.0
Assistant IG, Audits - Field Office	40.5	31.9	27.5	0.0
Assistant IG, Information Technology - Audits - Headquarters	51.3	24.0	24.6	0.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	14.7	30.4	51.8	3.1
Counsel to the IG - Headquarters	NR	NR	NR	NR

26. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	38.4	28.2	24.8	8.7
Office of Inspector General	49.0	23.0	19.7	8.2
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	58.5	24.6	12.6	4.4
Assistant IG, Administration - Headquarters	30.4	33.7	28.0	8.0
Assistant IG, Inspections - Headquarters	51.3	9.2	25.0	14.5
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	43.0	18.1	26.8	12.1
Assistant IG, Audits - Field Office	41.8	29.8	17.7	10.7
Assistant IG, Information Technology - Audits - Headquarters	65.0	22.4	7.7	5.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	26.4	22.9	43.5	7.2
Counsel to the IG - Headquarters	NR	NR	NR	NR

27. Employees are protected from health and safety hazards on the job.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	54.8	19.6	24.4	1.2
Office of Inspector General	79.6	10.9	9.5	0.0
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	85.6	10.0	4.4	0.0
Assistant IG, Administration - Headquarters	70.7	8.4	20.9	0.0
Assistant IG, Inspections - Headquarters	85.5	9.2	5.3	0.0
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	59.0	10.5	30.6	0.0
Assistant IG, Audits - Field Office	78.5	14.8	6.8	0.0
Assistant IG, Information Technology - Audits - Headquarters	81.9	7.8	10.4	0.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	83.3	12.6	4.2	0.0
Counsel to the IG - Headquarters	NR	NR	NR	NR

28. <i>Employees have a feeling of personal empowerment with respect to work processes.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	32.5	27.0	38.4	2.0
Office of Inspector General	54.1	21.4	22.7	1.8
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	75.2	16.6	7.2	0.9
Assistant IG, Administration - Headquarters	31.5	36.9	31.6	0.0
Assistant IG, Inspections - Headquarters	32.1	17.1	50.9	0.0
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	35.3	33.1	25.0	6.6
Assistant IG, Audits - Field Office	47.8	22.4	29.8	0.0
Assistant IG, Information Technology - Audits - Headquarters	59.0	32.8	8.2	0.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	37.3	13.2	45.4	4.2
Counsel to the IG - Headquarters	NR	NR	NR	NR

29. <i>My workload is reasonable.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	61.5	16.1	22.0	0.4
Office of Inspector General	69.4	11.6	19.0	0.0
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	71.8	7.8	20.3	0.0
Assistant IG, Administration - Headquarters	41.7	17.9	40.4	0.0
Assistant IG, Inspections - Headquarters	66.4	12.9	20.8	0.0
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	76.5	10.5	13.0	0.0
Assistant IG, Audits - Field Office	78.2	14.5	7.2	0.0
Assistant IG, Information Technology - Audits - Headquarters	67.6	4.9	27.5	0.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	77.8	9.3	12.9	0.0
Counsel to the IG - Headquarters	NR	NR	NR	NR

<i>30. Managers communicate the goals and priorities of the organization.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	48.2	21.9	28.8	1.0
Office of Inspector General	60.5	15.5	23.5	0.5
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	72.7	13.0	14.2	0.0
Assistant IG, Administration - Headquarters	47.0	32.9	20.0	0.0
Assistant IG, Inspections - Headquarters	36.3	26.3	37.4	0.0
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	53.2	7.7	37.2	1.9
Assistant IG, Audits - Field Office	66.5	16.3	17.2	0.0
Assistant IG, Information Technology - Audits - Headquarters	73.1	11.9	15.0	0.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	41.1	13.6	42.4	3.1
Counsel to the IG - Headquarters	NR	NR	NR	NR

<i>31. My organization has prepared employees for potential security threats.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	56.5	20.0	22.3	1.3
Office of Inspector General	59.1	20.7	18.0	2.2
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	68.4	20.1	11.5	0.0
Assistant IG, Administration - Headquarters	51.4	22.2	19.8	6.6
Assistant IG, Inspections - Headquarters	46.5	23.4	30.0	0.0
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	59.6	18.9	18.9	2.5
Assistant IG, Audits - Field Office	56.7	32.2	9.0	2.2
Assistant IG, Information Technology - Audits - Headquarters	58.3	3.7	30.4	7.6
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	39.3	22.7	31.5	6.5
Counsel to the IG - Headquarters	NR	NR	NR	NR

32. My job matches the roles and responsibilities for which I was hired.	Percent		
	Positive	Neutral	Negative
DHS-wide	69.4	13.2	17.4
Office of Inspector General	78.2	7.6	14.2
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	91.1	3.6	5.2
Assistant IG, Administration - Headquarters	60.2	15.6	24.2
Assistant IG, Inspections - Headquarters	70.6	4.4	25.0
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	59.9	14.9	25.2
Assistant IG, Audits - Field Office	82.8	8.5	8.7
Assistant IG, Information Technology - Audits - Headquarters	83.1	0.0	16.9
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	62.9	15.6	21.6
Counsel to the IG - Headquarters	NR	NR	NR

33. My supervisor provides me with constructive suggestions to improve my job performance.	Percent		
	Positive	Neutral	Negative
DHS-wide	50.5	24.9	24.5
Office of Inspector General	62.0	15.3	22.7
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	71.7	15.4	12.9
Assistant IG, Administration - Headquarters	55.0	32.1	12.9
Assistant IG, Inspections - Headquarters	47.2	9.4	43.4
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	47.1	15.8	37.1
Assistant IG, Audits - Field Office	66.2	20.9	13.0
Assistant IG, Information Technology - Audits - Headquarters	76.6	3.6	19.8
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	45.9	15.1	38.9
Counsel to the IG - Headquarters	NR	NR	NR

34. <i>Employees are rewarded for providing high quality products and services to their customers.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	27.5	29.6	42.9	0.0
Office of Inspector General	51.6	23.0	25.4	0.0
Assistant IG, Investigation - Headquarters	NR	NR	NR	NR
Assistant IG, Investigation - Field Office	64.3	18.6	17.0	0.0
Assistant IG, Administration - Headquarters	40.0	26.3	33.8	0.0
Assistant IG, Inspections - Headquarters	51.2	12.3	36.6	0.0
Assistant IG, Inspections - Field Office	NR	NR	NR	NR
Assistant IG, Audits - Headquarters	52.6	14.5	32.8	0.0
Assistant IG, Audits - Field Office	47.2	35.0	17.8	0.0
Assistant IG, Information Technology - Audits - Headquarters	64.6	18.9	16.5	0.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	19.9	30.6	49.6	0.0
Counsel to the IG - Headquarters	NR	NR	NR	NR

35. <i>I am held accountable for achieving results.</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	69.3	20.0	10.7
Office of Inspector General	82.0	12.4	5.6
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	84.6	11.9	3.5
Assistant IG, Administration - Headquarters	76.9	15.3	7.9
Assistant IG, Inspections - Headquarters	77.3	16.5	6.2
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	81.8	14.4	3.8
Assistant IG, Audits - Field Office	75.4	18.6	5.9
Assistant IG, Information Technology - Audits - Headquarters	93.4	6.6	0.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	83.3	2.8	13.8
Counsel to the IG - Headquarters	NR	NR	NR

36. Awards in my work unit depend on how well employees perform their jobs.	Percent		
	Positive	Neutral	Negative
DHS-wide	31.4	26.3	42.2
Office of Inspector General	47.5	25.0	27.4
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	59.7	19.4	21.0
Assistant IG, Administration - Headquarters	37.4	26.1	36.6
Assistant IG, Inspections - Headquarters	41.6	21.8	36.5
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	53.5	23.9	22.7
Assistant IG, Audits - Field Office	42.7	29.1	28.3
Assistant IG, Information Technology - Audits - Headquarters	43.2	41.9	14.9
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	26.8	27.5	45.7
Counsel to the IG - Headquarters	NR	NR	NR

37. Employees receive timely information about employee development programs and opportunities.	Percent		
	Positive	Neutral	Negative
DHS-wide	39.4	25.3	35.3
Office of Inspector General	62.4	17.2	20.4
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	66.7	17.4	16.0
Assistant IG, Administration - Headquarters	62.0	14.1	24.0
Assistant IG, Inspections - Headquarters	47.9	19.8	32.3
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	64.3	13.4	22.3
Assistant IG, Audits - Field Office	61.4	15.0	23.6
Assistant IG, Information Technology - Audits - Headquarters	75.3	16.6	8.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	39.7	27.3	33.0
Counsel to the IG - Headquarters	NR	NR	NR

38. I know how to contact EEO Representatives in my component (For purposes of this question -- Equal Employment Opportunity (EEO) representatives are EEO Counselors and Special Emphasis Program Managers).	Percent		
	Positive	Neutral	Negative
DHS-wide	67.3	15.3	17.4
Office of Inspector General	63.6	19.8	16.5
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	70.5	15.8	13.7
Assistant IG, Administration - Headquarters	55.6	17.7	26.7
Assistant IG, Inspections - Headquarters	61.8	12.4	25.7
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	62.4	24.2	13.3
Assistant IG, Audits - Field Office	56.1	21.3	22.7
Assistant IG, Information Technology - Audits - Headquarters	54.9	25.2	19.9
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	61.4	28.8	9.8
Counsel to the IG - Headquarters	NR	NR	NR

39. Discrimination is not tolerated in my workplace.	Percent		
	Positive	Neutral	Negative
DHS-wide	65.9	18.3	15.8
Office of Inspector General	69.1	18.7	12.2
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	82.5	11.4	6.0
Assistant IG, Administration - Headquarters	53.4	29.0	17.7
Assistant IG, Inspections - Headquarters	70.6	24.6	4.9
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	60.7	25.0	14.4
Assistant IG, Audits - Field Office	62.7	21.7	15.5
Assistant IG, Information Technology - Audits - Headquarters	52.2	32.7	15.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	60.4	20.0	19.5
Counsel to the IG - Headquarters	NR	NR	NR

40. I would recommend DHS as a place to work.	Percent		
	Positive	Neutral	Negative
DHS-wide	54.1	24.4	21.5
Office of Inspector General	59.5	23.2	17.3
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	73.8	19.0	7.2
Assistant IG, Administration - Headquarters	29.8	45.2	25.0
Assistant IG, Inspections - Headquarters	47.2	20.2	32.6
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	49.5	29.3	21.2
Assistant IG, Audits - Field Office	57.4	26.0	16.7
Assistant IG, Information Technology - Audits - Headquarters	74.9	14.2	10.9
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	47.6	23.3	29.1
Counsel to the IG - Headquarters	NR	NR	NR

41. Sexual harassment is not tolerated in my workplace.	Percent		
	Positive	Neutral	Negative
DHS-wide	76.5	14.8	8.7
Office of Inspector General	79.5	16.0	4.5
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	90.2	8.0	1.8
Assistant IG, Administration - Headquarters	66.6	29.0	4.4
Assistant IG, Inspections - Headquarters	75.4	19.5	5.1
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	76.8	18.9	4.3
Assistant IG, Audits - Field Office	71.3	22.3	6.4
Assistant IG, Information Technology - Audits - Headquarters	75.3	20.3	4.4
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	66.1	19.2	14.6
Counsel to the IG - Headquarters	NR	NR	NR

<i>42a. In the past year I have seen improvement in the following area: Communication.</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	39.6	27.0	33.4
Office of Inspector General	51.5	23.2	25.4
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	54.8	26.4	18.9
Assistant IG, Administration - Headquarters	23.0	37.1	40.0
Assistant IG, Inspections - Headquarters	67.5	4.8	27.8
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	37.1	24.2	38.7
Assistant IG, Audits - Field Office	57.4	24.2	18.3
Assistant IG, Information Technology - Audits - Headquarters	67.4	20.9	11.7
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	49.9	17.7	32.3
Counsel to the IG - Headquarters	NR	NR	NR

<i>42b. In the past year I have seen improvement in the following area: Leadership.</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	34.4	26.5	39.0
Office of Inspector General	42.8	26.8	30.5
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	51.7	22.7	25.7
Assistant IG, Administration - Headquarters	36.2	31.3	32.5
Assistant IG, Inspections - Headquarters	39.6	20.7	39.7
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	31.2	29.5	39.1
Assistant IG, Audits - Field Office	37.7	34.3	28.1
Assistant IG, Information Technology - Audits - Headquarters	61.3	27.7	10.9
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	24.4	22.1	53.5
Counsel to the IG - Headquarters	NR	NR	NR

42c. In the past year I have seen improvement in the following area: Performance (i.e. appraisal, dealing with poor performers, etc.).	Percent		
	Positive	Neutral	Negative
DHS-wide	27.4	31.1	41.6
Office of Inspector General	35.0	35.3	29.8
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	47.1	29.6	23.3
Assistant IG, Administration - Headquarters	15.0	50.7	34.3
Assistant IG, Inspections - Headquarters	35.6	20.8	43.6
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	23.5	44.7	31.8
Assistant IG, Audits - Field Office	35.9	41.5	22.5
Assistant IG, Information Technology - Audits - Headquarters	36.5	33.7	29.8
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	20.3	32.9	46.8
Counsel to the IG - Headquarters	NR	NR	NR

42d. In the past year I have seen improvement in the following area: Recognition and Awards.	Percent		
	Positive	Neutral	Negative
DHS-wide	27.5	29.7	42.8
Office of Inspector General	43.0	30.4	26.6
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	46.7	33.3	20.0
Assistant IG, Administration - Headquarters	40.6	33.3	26.1
Assistant IG, Inspections - Headquarters	47.6	24.6	27.8
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	39.2	32.2	28.5
Assistant IG, Audits - Field Office	54.3	22.9	22.8
Assistant IG, Information Technology - Audits - Headquarters	40.2	48.2	11.7
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	20.1	22.3	57.6
Counsel to the IG - Headquarters	NR	NR	NR

42e. In the past year I have seen improvement in the following area: Resources (i.e. people, equipment, supplies).	Percent		
	Positive	Neutral	Negative
DHS-wide	37.4	25.0	37.6
Office of Inspector General	46.7	22.1	31.2
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	51.2	21.3	27.5
Assistant IG, Administration - Headquarters	35.1	28.8	36.1
Assistant IG, Inspections - Headquarters	46.8	16.7	36.6
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	30.9	27.4	41.7
Assistant IG, Audits - Field Office	60.6	20.5	19.0
Assistant IG, Information Technology - Audits - Headquarters	51.8	22.1	26.2
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	37.0	22.8	40.1
Counsel to the IG - Headquarters	NR	NR	NR

42f. In the past year I have seen improvement in the following area: Supervision.	Percent		
	Positive	Neutral	Negative
DHS-wide	36.2	29.9	34.0
Office of Inspector General	47.3	29.0	23.7
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	64.7	16.4	18.9
Assistant IG, Administration - Headquarters	38.2	37.8	24.1
Assistant IG, Inspections - Headquarters	26.6	30.1	43.3
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	24.3	46.8	28.9
Assistant IG, Audits - Field Office	46.4	37.1	16.6
Assistant IG, Information Technology - Audits - Headquarters	56.1	39.6	4.4
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	39.9	17.9	42.1
Counsel to the IG - Headquarters	NR	NR	NR

42g. In the past year I have seen improvement in the following area: Training.	Percent		
	Positive	Neutral	Negative
DHS-wide	42.1	27.0	30.9
Office of Inspector General	55.4	30.0	14.7
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	66.2	24.3	9.4
Assistant IG, Administration - Headquarters	42.3	40.7	16.9
Assistant IG, Inspections - Headquarters	48.3	37.0	14.8
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	48.9	36.4	14.8
Assistant IG, Audits - Field Office	57.1	31.0	11.9
Assistant IG, Information Technology - Audits - Headquarters	54.0	35.4	10.6
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	47.7	24.3	28.0
Counsel to the IG - Headquarters	NR	NR	NR

42h. In the past year I have seen improvement in the following area: Work Life Programs (i.e. Telework, alternative work schedules, access to Employee Assistance Programs).	Percent		
	Positive	Neutral	Negative
DHS-wide	28.5	34.8	36.7
Office of Inspector General	61.4	23.5	15.1
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	50.0	32.4	17.6
Assistant IG, Administration - Headquarters	60.9	11.1	28.0
Assistant IG, Inspections - Headquarters	73.0	14.3	12.8
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	61.8	29.5	8.7
Assistant IG, Audits - Field Office	70.5	20.5	8.9
Assistant IG, Information Technology - Audits - Headquarters	70.9	17.5	11.7
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	84.6	7.0	8.4
Counsel to the IG - Headquarters	NR	NR	NR

42i. In the past year I have seen improvement in the following area: Work Space (i.e. facilities, lighting, ventilation).	Percent		
	Positive	Neutral	Negative
DHS-wide	35.3	29.6	35.1
Office of Inspector General	44.3	35.2	20.4
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	55.1	31.2	13.7
Assistant IG, Administration - Headquarters	33.1	31.8	35.2
Assistant IG, Inspections - Headquarters	32.9	45.6	21.5
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	24.5	45.8	29.7
Assistant IG, Audits - Field Office	47.4	36.3	16.4
Assistant IG, Information Technology - Audits - Headquarters	41.1	35.0	23.9
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	47.9	37.9	14.2
Counsel to the IG - Headquarters	NR	NR	NR

43. My organization supports my participation in volunteer activities.	Percent		
	Positive	Neutral	Negative
DHS-wide	35.6	47.0	17.4
Office of Inspector General	42.2	50.3	7.5
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	42.5	53.6	3.9
Assistant IG, Administration - Headquarters	54.2	37.4	8.4
Assistant IG, Inspections - Headquarters	31.8	53.8	14.4
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	50.0	44.2	5.9
Assistant IG, Audits - Field Office	38.6	53.7	7.7
Assistant IG, Information Technology - Audits - Headquarters	70.2	21.8	8.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	20.8	63.9	15.2
Counsel to the IG - Headquarters	NR	NR	NR

44. Instructions on how to do my job such as Standard Operating Procedures are available to me.	Percent		
	Positive	Neutral	Negative
DHS-wide	69.5	15.3	15.2
Office of Inspector General	66.9	18.3	14.9
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	77.2	17.9	4.9
Assistant IG, Administration - Headquarters	43.1	19.8	37.1
Assistant IG, Inspections - Headquarters	58.2	18.3	23.5
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	62.7	17.7	19.6
Assistant IG, Audits - Field Office	75.9	15.5	8.6
Assistant IG, Information Technology - Audits - Headquarters	55.1	24.8	20.1
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	55.7	14.6	29.7
Counsel to the IG - Headquarters	NR	NR	NR

45. Turnover of personnel has affected my work unit's ability to achieve objectives.	Percent		
	Positive	Neutral	Negative
DHS-wide	53.3	26.6	20.1
Office of Inspector General	39.1	26.6	34.3
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	21.9	27.9	50.2
Assistant IG, Administration - Headquarters	46.1	29.9	24.1
Assistant IG, Inspections - Headquarters	77.3	9.4	13.3
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	67.9	16.6	15.4
Assistant IG, Audits - Field Office	33.4	35.4	31.3
Assistant IG, Information Technology - Audits - Headquarters	37.1	27.5	35.5
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	25.8	30.1	44.1
Counsel to the IG - Headquarters	NR	NR	NR

<i>46. I receive the weekly DHS Today newsletter.</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	73.1	12.0	14.8
Office of Inspector General	92.8	4.7	2.5
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	90.7	5.3	4.0
Assistant IG, Administration - Headquarters	95.6	0.0	4.4
Assistant IG, Inspections - Headquarters	100.0	0.0	0.0
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	100.0	0.0	0.0
Assistant IG, Audits - Field Office	92.7	7.2	0.0
Assistant IG, Information Technology - Audits - Headquarters	96.3	0.0	3.6
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	90.7	6.5	2.8
Counsel to the IG - Headquarters	NR	NR	NR

<i>47. I read most of the news in DHS Today.</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	46.0	23.6	30.4
Office of Inspector General	54.2	23.2	22.7
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	45.0	26.3	28.7
Assistant IG, Administration - Headquarters	38.5	33.8	27.8
Assistant IG, Inspections - Headquarters	64.9	13.6	21.6
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	61.3	15.9	22.7
Assistant IG, Audits - Field Office	65.9	25.3	8.9
Assistant IG, Information Technology - Audits - Headquarters	67.9	8.2	23.9
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	63.9	23.0	13.2
Counsel to the IG - Headquarters	NR	NR	NR

48. I regularly access the DHS Online Intranet.	Percent		
	Positive	Neutral	Negative
DHS-wide	49.7	21.4	28.8
Office of Inspector General	51.2	22.0	26.9
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	38.4	24.0	37.5
Assistant IG, Administration - Headquarters	41.8	28.9	29.4
Assistant IG, Inspections - Headquarters	72.3	13.2	14.5
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	68.8	24.6	6.5
Assistant IG, Audits - Field Office	63.7	13.8	22.5
Assistant IG, Information Technology - Audits - Headquarters	80.0	9.1	10.9
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	38.6	30.5	30.9
Counsel to the IG - Headquarters	NR	NR	NR

49. From the following list, indicate which employee communication topic is most important to you and which is least important to you:	Percent	
	Most	Least
Office of Inspector General		
Operations news	49.0	3.7
Policy news	27.1	5.8
Secretary news	4.9	28.9
Human Interest news	4.4	51.5
Human Resources news	14.5	10.1

*These results are reported at the component level only.

50. How satisfied are you with the information you receive from management on what's going on in your organization?	Percent		
	Positive	Neutral	Negative
DHS-wide	38.0	25.4	36.6
Office of Inspector General	46.5	24.2	29.3
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	47.9	24.2	27.9
Assistant IG, Administration - Headquarters	42.0	21.9	36.1
Assistant IG, Inspections - Headquarters	39.3	28.2	32.5
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	43.1	23.3	33.6
Assistant IG, Audits - Field Office	43.0	26.6	30.4
Assistant IG, Information Technology - Audits - Headquarters	71.8	24.6	3.6
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	41.0	20.8	38.2
Counsel to the IG - Headquarters	NR	NR	NR

51. How satisfied are you with your involvement in decisions that affect your work?	Percent		
	Positive	Neutral	Negative
DHS-wide	31.6	24.6	43.7
Office of Inspector General	46.5	21.3	32.2
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	56.5	21.7	21.8
Assistant IG, Administration - Headquarters	41.7	17.9	40.4
Assistant IG, Inspections - Headquarters	43.3	4.3	52.4
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	35.1	26.9	38.0
Assistant IG, Audits - Field Office	41.1	25.0	33.9
Assistant IG, Information Technology - Audits - Headquarters	57.3	23.5	19.3
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	36.0	15.7	48.3
Counsel to the IG - Headquarters	NR	NR	NR

52. How satisfied are you with your opportunity to get a better job in your organization?	Percent		
	Positive	Neutral	Negative
DHS-wide	30.2	26.3	43.5
Office of Inspector General	34.8	31.9	33.2
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	40.9	31.3	27.9
Assistant IG, Administration - Headquarters	26.7	33.5	39.8
Assistant IG, Inspections - Headquarters	30.1	38.2	31.7
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	36.8	24.2	39.0
Assistant IG, Audits - Field Office	35.9	32.1	32.0
Assistant IG, Information Technology - Audits - Headquarters	43.6	33.2	23.1
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	14.0	33.7	52.3
Counsel to the IG - Headquarters	NR	NR	NR

53. How satisfied are you with the recognition you receive for doing a good job?	Percent		
	Positive	Neutral	Negative
DHS-wide	35.2	23.5	41.3
Office of Inspector General	53.4	20.4	26.3
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	66.1	16.2	17.6
Assistant IG, Administration - Headquarters	45.9	16.4	37.7
Assistant IG, Inspections - Headquarters	50.4	21.0	28.6
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	52.1	18.1	29.8
Assistant IG, Audits - Field Office	42.8	35.5	21.7
Assistant IG, Information Technology - Audits - Headquarters	49.9	31.1	18.9
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	35.6	16.3	48.1
Counsel to the IG - Headquarters	NR	NR	NR

<i>54a. How satisfied are you with the policies and practices of your senior leaders?</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	31.3	26.8	41.8
Office of Inspector General	45.9	24.4	29.7
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	53.8	24.2	21.9
Assistant IG, Administration - Headquarters	32.2	28.7	39.1
Assistant IG, Inspections - Headquarters	39.3	29.0	31.7
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	37.1	19.7	43.2
Assistant IG, Audits - Field Office	43.0	24.9	32.2
Assistant IG, Information Technology - Audits - Headquarters	57.6	30.8	11.7
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	31.4	23.2	45.4
Counsel to the IG - Headquarters	NR	NR	NR

<i>54b. How satisfied are you with the policies and practices of senior leadership in your component?</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	34.8	27.1	38.0
Office of Inspector General	48.7	21.5	29.8
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	57.1	24.8	18.1
Assistant IG, Administration - Headquarters	34.1	26.8	39.2
Assistant IG, Inspections - Headquarters	43.3	25.0	31.7
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	42.8	13.1	44.1
Assistant IG, Audits - Field Office	49.1	19.3	31.5
Assistant IG, Information Technology - Audits - Headquarters	53.4	28.0	18.6
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	25.7	23.8	50.4
Counsel to the IG - Headquarters	NR	NR	NR

55. How satisfied are you with the training you receive for your present job?	Percent		
	Positive	Neutral	Negative
DHS-wide	48.4	23.6	28.0
Office of Inspector General	67.8	18.1	14.1
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	76.0	16.2	7.8
Assistant IG, Administration - Headquarters	48.9	27.5	23.7
Assistant IG, Inspections - Headquarters	50.3	28.1	21.6
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	69.1	10.7	20.2
Assistant IG, Audits - Field Office	77.7	12.8	9.5
Assistant IG, Information Technology - Audits - Headquarters	75.1	21.7	3.3
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	61.3	15.2	23.5
Counsel to the IG - Headquarters	NR	NR	NR

56. Considering everything, how satisfied are you with your job?	Percent		
	Positive	Neutral	Negative
DHS-wide	56.8	20.5	22.8
Office of Inspector General	66.5	17.2	16.3
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	81.9	10.2	7.8
Assistant IG, Administration - Headquarters	53.3	23.3	23.5
Assistant IG, Inspections - Headquarters	51.2	16.2	32.6
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	57.6	12.3	30.1
Assistant IG, Audits - Field Office	65.8	21.6	12.7
Assistant IG, Information Technology - Audits - Headquarters	67.4	28.6	4.0
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	50.4	27.7	21.9
Counsel to the IG - Headquarters	NR	NR	NR

<i>57. Considering everything, how satisfied are you with your pay?</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	49.4	19.1	31.6
Office of Inspector General	65.6	15.0	19.3
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	67.5	8.7	23.8
Assistant IG, Administration - Headquarters	43.4	26.7	29.8
Assistant IG, Inspections - Headquarters	68.3	19.0	12.7
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	59.0	9.6	31.4
Assistant IG, Audits - Field Office	73.0	22.3	4.7
Assistant IG, Information Technology - Audits - Headquarters	72.2	23.5	4.4
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	61.9	28.3	9.8
Counsel to the IG - Headquarters	NR	NR	NR

<i>58. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	59.3	22.6	18.0
Office of Inspector General	66.3	19.5	14.2
Assistant IG, Investigation - Headquarters	NR	NR	NR
Assistant IG, Investigation - Field Office	77.1	12.1	10.7
Assistant IG, Administration - Headquarters	61.6	21.5	17.0
Assistant IG, Inspections - Headquarters	55.6	20.9	23.5
Assistant IG, Inspections - Field Office	NR	NR	NR
Assistant IG, Audits - Headquarters	59.0	22.3	18.7
Assistant IG, Audits - Field Office	67.7	29.1	3.2
Assistant IG, Information Technology - Audits - Headquarters	73.5	18.9	7.7
Deputy IG, Emergency Management Oversight - Headquarters	NR	NR	NR
Deputy IG, Emergency Management Oversight - Field Office	46.1	25.1	28.9
Counsel to the IG - Headquarters	NR	NR	NR

Demographic Characteristics

The following tables present demographic information on the participating employees. The first three tables display the supervisory status, gender, and ethnicity of responding employees. The fourth table shows the racial categories selected by employees to describe themselves. Percentages may not sum to 100 percent since employees were able to select from more than one racial category. Other demographics include employees' occupational group, work status, and work location.

<i>59. What is your supervisory status?</i>	% of Respondents
Non-supervisor	55.8
Team leader	17.6
Supervisor	14.0
Manager	10.1
Executive	2.4

<i>60. Are you:</i>	% of Respondents
Male	57.7
Female	42.3

<i>61. Are you Hispanic or Latino?</i>	% of Respondents
Yes	17.6
No	82.4

<i>62. Please select the racial category or categories with which you most closely identify (select one or more)</i>	% of Respondents
White	73.2
Black or African American	14.0
Native Hawaiian or other Pacific Islander	0.3
Asian	6.5
American Indian or Alaska Native	2.1
Two or more races (Not Hispanic or Latino)	1.5

<i>63. What is your component organization?</i>	% of Respondents
Results from this question are used to break out employee responses for each component-specific report.	

<i>64. What is your occupational group?</i>	<i>% of Respondents</i>
Human Resources Management Group - 0200 Series	1.5
General Administrative, Clerical, and Office Services Group - 0300 Series	23.7
Accounting and Budget Group - 0500 Series	27.9
Legal and Kindred Group - 0900 Series	1.8
Mathematics and Statistics Group - 1500 Series	0.3
Equipment, Facilities, and Services Group - 1600 Series	0.3
Investigation Group - 1800 Series	29.4
Information Technology Group - 2200 Series	3.9
Other (Job Title not found in any category above)	11.1

<i>65. Please indicate your work status:</i>	<i>% of Respondents</i>
Full time	99.4
Part time	0.6

<i>66. Do you work in the...</i>	<i>% of Respondents</i>
United States	
Location not indicated	3.0
Arizona	1.5
California	10.1
District of Columbia	42.7
Florida	5.1
Georgia	4.8
Illinois	4.5
Louisiana	0.6
Massachusetts	2.1
Maryland	0.3
Michigan	0.9
New Jersey	5.4
New York	0.3
Pennsylvania	0.6
Texas	13.7
Virginia	1.8
Washington	1.2
U.S. Territories	
Puerto Rico	1.5