

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

Component-Level Results
(Under Secretary Science & Technology)

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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 polices 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.

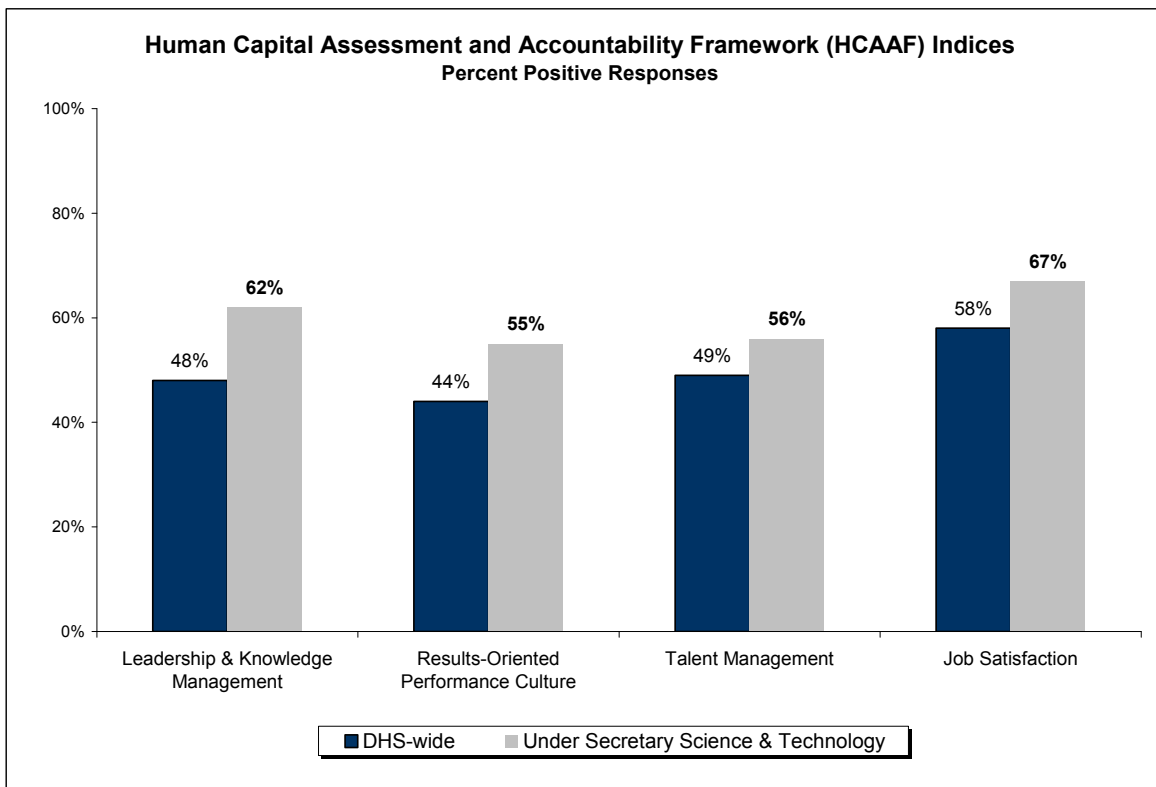
It is often useful to apply rules of thumb to determine the “notable” and “meaningful” results especially when comparing your 2007 DHS AES results to 2004 and 2006 Federal Human Capital Survey benchmark results. Therefore, we recommend the following guidelines:

- 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 **Science and Technology Directorate**, in partnership with the private sector, national laboratories, universities, and other government agencies (domestic and foreign), helps push the innovation envelope and drive development and the use of high technology in support of homeland security.

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	80.9	11.8	7.2
2006 FHCS	70.4	12.5	17.1
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	60.6	21.6	17.9
2006 FHCS	42.8	14.0	43.2
2004 FHCS	NA	NA	NA

<i>3. My work gives me a feeling of personal accomplishment.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	77.7	9.3	13.0
2006 FHCS	57.3	16.4	26.3
2004 FHCS	NA	NA	NA

<i>4. I like the kind of work I do.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	88.7	7.3	3.9
2006 FHCS	77.9	11.3	10.9
2004 FHCS	NA	NA	NA

<i>5. I have trust and confidence in my supervisor.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	68.3	14.9	16.7
2006 FHCS	57.8	16.8	25.5
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	59.6	16.6	23.2	0.6
2006 FHCS	50.6	13.8	35.7	0.0
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	45.9	17.1	35.7	1.3
2006 FHCS	29.8	17.8	46.9	5.5
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	82.0	7.5	10.5	0.0
2006 FHCS	71.5	10.2	13.2	5.1
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	88.2	7.9	3.9	0.0
2006 FHCS	84.4	9.2	4.6	1.8
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	71.5	12.4	16.1	0.0
2006 FHCS	70.6	8.7	19.7	1.0
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	64.5	18.9	16.0	0.6
2006 FHCS	63.9	14.5	20.5	1.1
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	14.9	18.7	0.0
2006 FHCS	45.5	20.8	28.3	5.5
2004 FHCS	NA	NA	NA	NA

<i>13. My training needs are assessed.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	45.3	29.6	23.0	2.0
2006 FHCS	22.1	22.2	53.1	2.6
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	37.5	24.4	25.5	12.7
2006 FHCS	20.5	25.8	36.2	17.5
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	27.1	28.0	30.5	14.3
2006 FHCS	20.6	17.9	44.8	16.8
2004 FHCS	NA	NA	NA	NA

<i>16. Creativity and innovation are rewarded.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	50.8	24.5	21.0	3.6
2006 FHCS	20.1	26.4	48.3	5.3
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	10.5	13.7	10.3
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	39.4	21.2	28.3	11.2
2006 FHCS	22.4	24.5	46.2	6.9
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	25.6	26.0	33.0	15.3
2006 FHCS	16.8	25.8	41.8	15.6
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	55.3	22.4	12.1	10.1
2006 FHCS	54.4	20.2	13.7	11.7
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	57.4	21.9	15.9	4.7
2006 FHCS	47.3	30.8	17.7	4.2
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	65.6	19.0	13.6	1.8
2006 FHCS	65.5	13.0	20.7	0.8
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	81.1	10.7	6.4	1.7
2006 FHCS	71.7	16.5	11.8	0.0
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	54.6	19.2	25.7	0.6
2006 FHCS	38.9	13.1	46.8	1.2
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	48.7	24.3	26.4	0.6
2006 FHCS	27.0	26.0	45.8	1.2
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	57.5	25.7	14.0	2.8
2006 FHCS	36.9	23.3	35.3	4.5
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	82.9	11.9	4.1	1.1
2006 FHCS	76.8	11.6	9.5	2.1
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	54.6	15.8	27.9	1.7
2006 FHCS	33.1	17.8	46.7	2.4
2004 FHCS	NA	NA	NA	NA

<i>29. My workload is reasonable.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
2007 DHS AES	61.1	11.5	26.9	0.6
2006 FHCS	39.5	21.8	36.7	2.0
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	60.7	18.3	21.0	0.0
2006 FHCS	44.3	15.8	39.9	0.0
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	68.9	20.5	8.3	2.4
2006 FHCS	63.4	16.4	20.2	0.0
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	71.6	10.3	18.2
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	59.2	19.4	21.5
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	50.0	25.1	24.8	0.0
2006 FHCS	28.2	22.3	45.7	3.7
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	77.8	13.7	8.4	NA
2006 FHCS	74.2	16.4	7.3	2.1
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	44.5	29.1	26.4	NA
2006 FHCS	27.8	26.5	35.8	9.8
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	54.0	24.3	21.7
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	52.5	14.5	33.1
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	79.7	13.3	7.0
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	48.9	26.0	25.1
2006 FHCS	33.6	15.1	51.3
2004 FHCS	NA	NA	NA

<i>41. Sexual harassment is not tolerated in my workplace.</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	82.4	13.3	4.3
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	53.4	24.7	21.9
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	55.6	21.5	22.9
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	34.7	34.7	30.7
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	46.5	29.7	23.8
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	43.2	25.2	31.6
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	51.6	27.9	20.6
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	49.5	29.7	20.8
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	43.3	36.3	20.5
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	38.0	41.8	20.3
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	37.0	58.7	4.3
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	50.1	29.7	20.2
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	36.1	24.5	39.5
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	91.9	4.7	3.4
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	55.1	16.9	28.0
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	41.0	20.5	38.4
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 33 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	52.9	20.3	26.8
2006 FHCS	30.0	9.4	60.7
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	54.6	15.8	29.6
2006 FHCS	40.2	12.6	47.2
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	30.3	42.3	27.4
2006 FHCS	22.8	25.6	51.6
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	54.2	22.3	23.5
2006 FHCS	33.4	24.9	41.7
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	49.4	21.7	28.9
2006 FHCS	27.2	19.7	53.0
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	59.0	16.2	24.8
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	49.4	28.3	22.3
2006 FHCS	27.2	29.5	43.3
2004 FHCS	NA	NA	NA

<i>56. Considering everything, how satisfied are you with your job?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	68.9	12.6	18.6
2006 FHCS	39.2	15.8	45.0
2004 FHCS	NA	NA	NA

<i>57. Considering everything, how satisfied are you with your pay?</i>	Percent		
	Positive	Neutral	Negative
2007 DHS AES	60.3	20.7	19.0
2006 FHCS	48.6	23.3	28.1
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	73.1	17.1	9.9
2006 FHCS	59.4	16.8	23.8
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
Under Secretary Science & Technology	162	Plum Island Animal Disease Center (PIADC)	20
Environmental Measurements Lab (EML)	19	Transportation Security Lab (TSL)	28
National Bioforensics Analysis and Countermeasures Center (NBACC)	8	Missing, no subcomponent indicated	87

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
Under Secretary Science & Technology	80.9	11.8	7.2
Environmental Measurements Lab (EML)	74.6	25.4	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	68.7	11.0	20.3
Transportation Security Lab (TSL)	76.3	20.7	3.1

<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
Under Secretary Science & Technology	60.6	21.6	17.9
Environmental Measurements Lab (EML)	36.9	35.3	27.8
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	55.5	26.7	17.8
Transportation Security Lab (TSL)	53.8	23.1	23.1

3. My work gives me a feeling of personal accomplishment.	Percent		
	Positive	Neutral	Negative
DHS-wide	64.5	16.8	18.6
Under Secretary Science & Technology	77.7	9.3	13.0
Environmental Measurements Lab (EML)	52.3	15.5	32.3
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	80.7	4.5	14.9
Transportation Security Lab (TSL)	67.8	7.6	24.6

4. I like the kind of work I do.	Percent		
	Positive	Neutral	Negative
DHS-wide	80.0	12.6	7.4
Under Secretary Science & Technology	88.7	7.3	3.9
Environmental Measurements Lab (EML)	74.2	20.6	5.3
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	100.0	0.0	0.0
Transportation Security Lab (TSL)	82.1	11.7	6.3

5. I have trust and confidence in my supervisor.	Percent		
	Positive	Neutral	Negative
DHS-wide	58.3	18.8	22.9
Under Secretary Science & Technology	68.3	14.9	16.7
Environmental Measurements Lab (EML)	72.3	5.4	22.4
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	62.0	13.7	24.2
Transportation Security Lab (TSL)	37.0	33.8	29.1

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
Under Secretary Science & Technology	59.6	16.6	23.2	0.6
Environmental Measurements Lab (EML)	32.2	20.4	42.1	5.4
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	63.0	21.5	15.6	0.0
Transportation Security Lab (TSL)	60.6	18.6	20.7	0.0

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
Under Secretary Science & Technology	45.9	17.1	35.7	1.3
Environmental Measurements Lab (EML)	7.4	4.7	83.7	4.3
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	45.5	9.8	44.6	0.0
Transportation Security Lab (TSL)	19.4	20.9	55.4	4.3

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
Under Secretary Science & Technology	82.0	7.5	10.5	0.0
Environmental Measurements Lab (EML)	64.7	14.5	20.8	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	84.2	0.0	15.8	0.0
Transportation Security Lab (TSL)	64.2	19.2	16.6	0.0

9. The work I do is important.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	90.5	5.9	3.3	0.3
Under Secretary Science & Technology	88.2	7.9	3.9	0.0
Environmental Measurements Lab (EML)	64.7	15.2	20.1	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	100.0	0.0	0.0	0.0
Transportation Security Lab (TSL)	84.0	13.3	2.8	0.0

10. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	55.9	15.2	28.0	0.7
Under Secretary Science & Technology	71.5	12.4	16.1	0.0
Environmental Measurements Lab (EML)	54.6	29.4	16.0	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	55.9	15.6	28.5	0.0
Transportation Security Lab (TSL)	63.4	18.7	17.9	0.0

<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
Under Secretary Science & Technology	64.5	18.9	16.0	0.6
Environmental Measurements Lab (EML)	51.6	10.2	38.3	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	71.2	4.5	24.4	0.0
Transportation Security Lab (TSL)	46.0	38.7	15.4	0.0

<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
Under Secretary Science & Technology	66.4	14.9	18.7	0.0
Environmental Measurements Lab (EML)	47.5	14.7	37.7	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	66.7	15.5	17.9	0.0
Transportation Security Lab (TSL)	66.0	10.0	24.0	0.0

<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
Under Secretary Science & Technology	45.3	29.6	23.0	2.0
Environmental Measurements Lab (EML)	24.1	42.8	33.1	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	45.4	14.3	35.2	5.0
Transportation Security Lab (TSL)	48.8	32.6	18.6	0.0

<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
Under Secretary Science & Technology	37.5	24.4	25.5	12.7
Environmental Measurements Lab (EML)	40.3	32.9	21.7	5.2
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	35.0	19.0	40.4	5.6
Transportation Security Lab (TSL)	16.9	18.2	57.1	7.8

15. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	25.5	23.4	45.8	5.4
Under Secretary Science & Technology	27.1	28.0	30.5	14.3
Environmental Measurements Lab (EML)	22.3	24.7	41.1	11.8
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	17.0	38.5	38.9	5.6
Transportation Security Lab (TSL)	11.4	19.8	61.0	7.8

16. Creativity and innovation are rewarded.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	29.1	26.1	41.6	3.2
Under Secretary Science & Technology	50.8	24.5	21.0	3.6
Environmental Measurements Lab (EML)	35.6	37.4	27.0	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	66.9	19.8	13.3	0.0
Transportation Security Lab (TSL)	24.0	42.8	30.0	3.3

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
Under Secretary Science & Technology	65.4	10.5	13.7	10.3
Environmental Measurements Lab (EML)	61.4	23.8	10.6	4.3
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	70.3	4.5	25.2	0.0
Transportation Security Lab (TSL)	83.6	10.9	2.8	2.8

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
Under Secretary Science & Technology	39.4	21.2	28.3	11.2
Environmental Measurements Lab (EML)	50.0	22.2	27.8	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	45.7	19.5	22.8	11.9
Transportation Security Lab (TSL)	24.0	19.4	52.3	4.3

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
Under Secretary Science & Technology	25.6	26.0	33.0	15.3
Environmental Measurements Lab (EML)	31.2	43.4	25.4	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	30.4	15.1	44.2	10.4
Transportation Security Lab (TSL)	13.3	20.4	58.5	7.8

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
Under Secretary Science & Technology	55.3	22.4	12.1	10.1
Environmental Measurements Lab (EML)	64.9	23.4	11.7	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	60.8	9.8	23.9	5.6
Transportation Security Lab (TSL)	44.7	42.4	12.9	0.0

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
Under Secretary Science & Technology	57.4	21.9	15.9	4.7
Environmental Measurements Lab (EML)	60.3	22.8	17.0	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	61.9	18.4	19.8	0.0
Transportation Security Lab (TSL)	46.1	31.4	19.0	3.5

22. Managers/supervisors/team leaders work well with employees of different backgrounds.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	52.8	22.2	23.0	2.0
Under Secretary Science & Technology	65.6	19.0	13.6	1.8
Environmental Measurements Lab (EML)	45.3	27.5	21.9	5.3
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	63.8	9.0	27.2	0.0
Transportation Security Lab (TSL)	57.3	26.3	12.9	3.5

23. My supervisor supports my need to balance work and family issues.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	62.2	17.9	18.3	1.6
Under Secretary Science & Technology	81.1	10.7	6.4	1.7
Environmental Measurements Lab (EML)	78.6	10.6	5.4	5.3
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	85.9	4.8	9.3	0.0
Transportation Security Lab (TSL)	78.3	16.1	5.6	0.0

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
Under Secretary Science & Technology	54.6	19.2	25.7	0.6
Environmental Measurements Lab (EML)	45.8	27.1	27.2	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	65.2	14.6	20.2	0.0
Transportation Security Lab (TSL)	23.9	16.7	56.1	3.3

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
Under Secretary Science & Technology	48.7	24.3	26.4	0.6
Environmental Measurements Lab (EML)	29.6	33.3	37.1	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	49.2	20.1	30.7	0.0
Transportation Security Lab (TSL)	16.8	36.5	43.3	3.3

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
Under Secretary Science & Technology	57.5	25.7	14.0	2.8
Environmental Measurements Lab (EML)	40.2	28.0	31.8	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	56.4	25.7	17.9	0.0
Transportation Security Lab (TSL)	36.6	29.1	28.1	6.3

27. <i>Employees are protected from health and safety hazards on the job.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	54.8	19.6	24.4	1.2
Under Secretary Science & Technology	82.9	11.9	4.1	1.1
Environmental Measurements Lab (EML)	87.8	12.2	0.0	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	68.2	20.7	11.2	0.0
Transportation Security Lab (TSL)	81.6	15.6	2.8	0.0

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
Under Secretary Science & Technology	54.6	15.8	27.9	1.7
Environmental Measurements Lab (EML)	26.8	32.0	41.2	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	49.9	18.6	31.4	0.0
Transportation Security Lab (TSL)	39.5	18.8	41.7	0.0

29. <i>My workload is reasonable.</i>	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	61.5	16.1	22.0	0.4
Under Secretary Science & Technology	61.1	11.5	26.9	0.6
Environmental Measurements Lab (EML)	59.2	15.3	25.5	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	56.9	10.8	32.3	0.0
Transportation Security Lab (TSL)	51.6	14.0	31.2	3.3

30. <i>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
Under Secretary Science & Technology	60.7	18.3	21.0	0.0
Environmental Measurements Lab (EML)	42.0	20.3	37.8	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	50.6	18.0	31.3	0.0
Transportation Security Lab (TSL)	51.3	21.0	27.6	0.0

31. My organization has prepared employees for potential security threats.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	56.5	20.0	22.3	1.3
Under Secretary Science & Technology	68.9	20.5	8.3	2.4
Environmental Measurements Lab (EML)	72.1	22.6	0.0	5.3
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	75.7	19.5	4.8	0.0
Transportation Security Lab (TSL)	69.6	23.8	6.6	0.0

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
Under Secretary Science & Technology	71.6	10.3	18.2
Environmental Measurements Lab (EML)	49.2	19.5	31.2
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	69.8	4.8	25.5
Transportation Security Lab (TSL)	56.9	11.5	31.6

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
Under Secretary Science & Technology	59.2	19.4	21.5
Environmental Measurements Lab (EML)	55.5	22.2	22.4
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	55.3	20.5	24.2
Transportation Security Lab (TSL)	46.2	26.3	27.6

34. Employees are rewarded for providing high quality products and services to their customers.	Percent			
	Positive	Neutral	Negative	Don't Know
DHS-wide	27.5	29.6	42.9	0.0
Under Secretary Science & Technology	50.0	25.1	24.8	0.0
Environmental Measurements Lab (EML)	34.9	42.7	22.4	0.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	45.5	25.6	28.9	0.0
Transportation Security Lab (TSL)	27.0	19.4	53.6	0.0

35. I am held accountable for achieving results.	Percent		
	Positive	Neutral	Negative
DHS-wide	69.3	20.0	10.7
Under Secretary Science & Technology	77.8	13.7	8.4
Environmental Measurements Lab (EML)	55.7	32.5	11.7
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	85.7	4.5	9.8
Transportation Security Lab (TSL)	64.7	22.3	13.0

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
Under Secretary Science & Technology	44.5	29.1	26.4
Environmental Measurements Lab (EML)	37.2	34.6	28.2
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	32.6	37.6	29.8
Transportation Security Lab (TSL)	31.5	22.4	46.0

37. Employees receive timely information about employee development programs and opportunities.	Percent		
	Positive	Neutral	Negative
DHS-wide	39.4	25.3	35.3
Under Secretary Science & Technology	54.0	24.3	21.7
Environmental Measurements Lab (EML)	29.1	33.0	38.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	40.6	23.7	35.8
Transportation Security Lab (TSL)	25.7	45.0	29.3

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
Under Secretary Science & Technology	52.5	14.5	33.1
Environmental Measurements Lab (EML)	54.7	20.0	25.3
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	35.8	19.1	45.1
Transportation Security Lab (TSL)	40.1	23.6	36.3

39. Discrimination is not tolerated in my workplace.	Percent		
	Positive	Neutral	Negative
DHS-wide	65.9	18.3	15.8
Under Secretary Science & Technology	79.7	13.3	7.0
Environmental Measurements Lab (EML)	83.7	11.2	5.1
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	59.6	23.9	16.5
Transportation Security Lab (TSL)	72.7	11.6	15.8

40. I would recommend DHS as a place to work.	Percent		
	Positive	Neutral	Negative
DHS-wide	54.1	24.4	21.5
Under Secretary Science & Technology	48.9	26.0	25.1
Environmental Measurements Lab (EML)	22.2	30.1	47.7
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	54.9	26.1	18.9
Transportation Security Lab (TSL)	23.5	37.7	38.7

41. Sexual harassment is not tolerated in my workplace.	Percent		
	Positive	Neutral	Negative
DHS-wide	76.5	14.8	8.7
Under Secretary Science & Technology	82.4	13.3	4.3
Environmental Measurements Lab (EML)	73.9	20.8	5.3
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	88.8	11.1	0.0
Transportation Security Lab (TSL)	84.0	10.1	5.9

42a. In the past year I have seen improvement in the following area: Communication.	Percent		
	Positive	Neutral	Negative
DHS-wide	39.6	27.0	33.4
Under Secretary Science & Technology	53.4	24.7	21.9
Environmental Measurements Lab (EML)	37.4	34.1	28.6
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	59.7	24.6	15.6
Transportation Security Lab (TSL)	30.9	21.3	47.8

<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
Under Secretary Science & Technology	55.6	21.5	22.9
Environmental Measurements Lab (EML)	40.4	27.3	32.4
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	73.8	12.4	13.9
Transportation Security Lab (TSL)	20.4	27.1	52.5

<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
DHS-wide	27.4	31.1	41.6
Under Secretary Science & Technology	34.7	34.7	30.7
Environmental Measurements Lab (EML)	20.3	52.2	27.6
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	41.8	19.3	38.9
Transportation Security Lab (TSL)	17.1	28.2	54.7

<i>42d. In the past year I have seen improvement in the following area: Recognition and Awards.</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	27.5	29.7	42.8
Under Secretary Science & Technology	46.5	29.7	23.8
Environmental Measurements Lab (EML)	24.5	48.5	27.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	31.5	44.3	24.2
Transportation Security Lab (TSL)	24.0	8.8	67.2

<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
DHS-wide	37.4	25.0	37.6
Under Secretary Science & Technology	43.2	25.2	31.6
Environmental Measurements Lab (EML)	4.3	22.0	73.7
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	47.2	23.7	29.1
Transportation Security Lab (TSL)	29.9	21.2	48.8

<i>42f. In the past year I have seen improvement in the following area: Supervision.</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	36.2	29.9	34.0
Under Secretary Science & Technology	51.6	27.9	20.6
Environmental Measurements Lab (EML)	35.0	27.4	37.8
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	78.3	6.0	15.7
Transportation Security Lab (TSL)	28.3	39.6	32.1

<i>42g. In the past year I have seen improvement in the following area: Training.</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	42.1	27.0	30.9
Under Secretary Science & Technology	49.5	29.7	20.8
Environmental Measurements Lab (EML)	16.1	29.7	54.3
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	43.5	24.3	32.2
Transportation Security Lab (TSL)	31.6	46.2	22.2

<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
DHS-wide	28.5	34.8	36.7
Under Secretary Science & Technology	43.3	36.3	20.5
Environmental Measurements Lab (EML)	41.6	47.8	10.6
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	49.1	30.5	20.4
Transportation Security Lab (TSL)	24.6	50.6	24.8

<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
DHS-wide	35.3	29.6	35.1
Under Secretary Science & Technology	38.0	41.8	20.3
Environmental Measurements Lab (EML)	25.1	48.3	26.5
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	52.6	20.4	27.0
Transportation Security Lab (TSL)	25.6	45.6	28.8

43. My organization supports my participation in volunteer activities.	Percent		
	Positive	Neutral	Negative
DHS-wide	35.6	47.0	17.4
Under Secretary Science & Technology	37.0	58.7	4.3
Environmental Measurements Lab (EML)	27.6	67.5	4.9
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	45.0	45.8	9.2
Transportation Security Lab (TSL)	22.1	75.1	2.8

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
Under Secretary Science & Technology	50.1	29.7	20.2
Environmental Measurements Lab (EML)	47.4	47.3	5.3
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	46.1	21.3	32.7
Transportation Security Lab (TSL)	45.1	25.9	28.9

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
Under Secretary Science & Technology	36.1	24.5	39.5
Environmental Measurements Lab (EML)	51.4	37.9	10.7
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	62.2	17.8	20.0
Transportation Security Lab (TSL)	34.8	11.0	54.2

46. I receive the weekly DHS Today newsletter.	Percent		
	Positive	Neutral	Negative
DHS-wide	73.1	12.0	14.8
Under Secretary Science & Technology	91.9	4.7	3.4
Environmental Measurements Lab (EML)	95.2	0.0	4.8
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	95.2	0.0	4.8
Transportation Security Lab (TSL)	86.7	10.5	2.8

47. I read most of the news in DHS Today.	Percent		
	Positive	Neutral	Negative
DHS-wide	46.0	23.6	30.4
Under Secretary Science & Technology	55.1	16.9	28.0
Environmental Measurements Lab (EML)	55.3	10.0	34.6
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	53.3	14.8	31.9
Transportation Security Lab (TSL)	57.3	29.7	13.0

48. I regularly access the DHS Online Intranet.	Percent		
	Positive	Neutral	Negative
DHS-wide	49.7	21.4	28.8
Under Secretary Science & Technology	41.0	20.5	38.4
Environmental Measurements Lab (EML)	32.8	37.1	30.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	31.5	9.8	58.6
Transportation Security Lab (TSL)	39.5	27.4	33.1

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
Under Secretary Science & Technology		
Operations news	35.9	8.5
Policy news	26.2	7.3
Secretary news	8.0	12.7
Human Interest news	4.5	61.0
Human Resources news	25.3	10.5

*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
Under Secretary Science & Technology	52.9	20.3	26.8
Environmental Measurements Lab (EML)	42.0	30.3	27.7
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	46.8	32.9	20.2
Transportation Security Lab (TSL)	34.6	22.1	43.4

<i>51. How satisfied are you with your involvement in decisions that affect your work?</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	31.6	24.6	43.7
Under Secretary Science & Technology	54.6	15.8	29.6
Environmental Measurements Lab (EML)	52.3	10.0	37.7
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	62.1	4.6	33.4
Transportation Security Lab (TSL)	38.8	28.2	33.0

<i>52. How satisfied are you with your opportunity to get a better job in your organization?</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	30.2	26.3	43.5
Under Secretary Science & Technology	30.3	42.3	27.4
Environmental Measurements Lab (EML)	17.0	39.5	43.5
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	35.4	24.7	39.9
Transportation Security Lab (TSL)	20.4	36.9	42.6

<i>53. How satisfied are you with the recognition you receive for doing a good job?</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	35.2	23.5	41.3
Under Secretary Science & Technology	54.2	22.3	23.5
Environmental Measurements Lab (EML)	60.1	22.6	17.2
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	59.7	16.4	23.9
Transportation Security Lab (TSL)	24.0	26.0	50.0

<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
Under Secretary Science & Technology	49.4	21.7	28.9
Environmental Measurements Lab (EML)	19.1	43.9	37.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	60.1	8.7	31.3
Transportation Security Lab (TSL)	20.4	24.6	55.0

<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
Under Secretary Science & Technology	59.0	16.2	24.8
Environmental Measurements Lab (EML)	52.7	24.4	22.8
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	60.1	19.6	20.2
Transportation Security Lab (TSL)	32.8	20.4	46.7

<i>55. How satisfied are you with the training you receive for your present job?</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	48.4	23.6	28.0
Under Secretary Science & Technology	49.4	28.3	22.3
Environmental Measurements Lab (EML)	29.0	33.1	37.9
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	50.3	18.4	31.3
Transportation Security Lab (TSL)	47.7	32.6	19.8

<i>56. Considering everything, how satisfied are you with your job?</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	56.8	20.5	22.8
Under Secretary Science & Technology	68.9	12.6	18.6
Environmental Measurements Lab (EML)	52.2	10.2	37.5
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	70.9	10.0	19.1
Transportation Security Lab (TSL)	42.1	31.2	26.6

<i>57. Considering everything, how satisfied are you with your pay?</i>	Percent		
	Positive	Neutral	Negative
DHS-wide	49.4	19.1	31.6
Under Secretary Science & Technology	60.3	20.7	19.0
Environmental Measurements Lab (EML)	47.0	47.8	5.3
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	51.2	19.0	29.8
Transportation Security Lab (TSL)	41.1	25.1	33.7

58. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	Percent		
	Positive	Neutral	Negative
DHS-wide	59.3	22.6	18.0
Under Secretary Science & Technology	73.1	17.1	9.9
Environmental Measurements Lab (EML)	70.3	12.7	17.0
National Bioforensics Analysis and Countermeasures Center (NBACC)	NR	NR	NR
Plum Island Animal Disease Center (PIADC)	75.8	10.5	13.8
Transportation Security Lab (TSL)	52.4	31.1	16.6

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	47.5
Team leader	29.0
Supervisor	10.5
Manager	4.3
Executive	8.6

<i>60. Are you:</i>	% of Respondents
Male	66.7
Female	33.3

<i>61. Are you Hispanic or Latino?</i>	% of Respondents
Yes	3.8
No	96.2

<i>62. Please select the racial category or categories with which you most closely identify (select one or more)</i>	% of Respondents
White	82.7
Black or African American	11.1
Native Hawaiian or other Pacific Islander	1.2
Asian	5.6
American Indian or Alaska Native	1.2
Two or more races (Not Hispanic or Latino)	1.2

<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>
General Administrative, Clerical, and Office Services Group - 0300 Series	20.0
Natural Resources Management and Biological Sciences Group - 0400 Series	6.3
Accounting and Budget Group - 0500 Series	5.6
Medical, Hospital, Dental, and Public Health Group - 0600 Series	2.5
Engineering and Architecture Group - 0800 Series	20.0
Information and Arts Group - 1000 Series	0.6
Business and Industry Group - 1100 Series	2.5
Physical Sciences Group - 1300 Series	13.8
Library and Archives Group - 1400 Series	0.6
Mathematics and Statistics Group - 1500 Series	3.8
Equipment, Facilities, and Services Group - 1600 Series	1.3
Investigation Group - 1800 Series	0.6
Supply Group - 2000 Series	0.6
Information Technology Group - 2200 Series	6.3
Unique Occupations Group - 0000 Series	0.6
Other (Job Title not found in any category above)	15.0

<i>65. Please indicate your work status:</i>	<i>% of Respondents</i>
Full time	98.8
Part time	1.2

<i>66. Do you work in the...</i>	<i>% of Respondents</i>
United States	
Location not indicated	0.6
California	0.6
District of Columbia	52.2
Florida	0.6
Georgia	0.6
Maryland	1.2
New Jersey	16.8
New York	23.6
Virginia	3.7