

2011 Employee Viewpoint Survey Results for the U.S. Department of Labor

You may have read a recent headline titled: “The Best Places to Work in the Federal Government” or something similar. This is referring to an annual survey conducted by the U.S. Office of Personnel Management (OPM) known as the Employee Viewpoint Survey (EVS). In 2011, the EVS was conducted from May 4, 2011 to May 31, 2011. In the Department of Labor, a random sample of 14,900 employees was selected. Of this sample, a total of 7,482 employees from the Department participated, for a response rate of 50.2%. We thank those Department employees who took the time to participate in the EVS. More information about the EVS can be found at <http://www.fedview.opm.gov/>.

Interpretation of Results - Overall:

The 2011 EVS features questions divided into the following seven (7) categories. Overall, the Department’s performance tracked that of the federal government as a whole. You can see how DOL compares to the Federal government averages and DOL trends by reviewing the attached file.

DOL scored high on questions related to employees looking for ways to do a better job and being accountable for achieving results, while scoring low in areas regarding how poor performance is managed. A notable improvement was seen in the favorable response rate from 2010’s EVS regarding supervisors talking with employees about performance. DOL scored 84%, an increase of 4% in this area. Moreover, DOL considerably surpassed the rest of government with regard to administering the telework program. The Department is generally pleased with the favorable responses and improvements that have been accomplished, but we are aware that challenges remain. Below is a summary of the Department’s results in the seven categories noted above.

The Seven Categories:

1. Personal Work Experience

DOL showed positive responses and steady improvements in several areas related to personal work experience. For example, 72% of employees positively agreed with the statement: “My work gives me a feeling of personal accomplishment” (question #4). Further, 82% of employees like the kind of work they do (question #5), while 97% of employees said they are “willing to put in the extra effort to get a job done” (question #7). However, like the rest of the Federal government, the Department saw a decline in positive responses, from 44% to 40%, to the statement in question #9: “I have sufficient resources to get my job done.”

2. Work Unit Experiences

The Department’s ability to recruit the right people with the right skills (question # 21), and recognize and reward performance (questions #24 and #25) saw a decline in positive responses. The federal government as a whole also showed declines or remained steady in these areas. With regard to questions related to work unit skill level and knowledge sharing (questions #26

and 27), however, the Department showed positive responses, with an increase in favorable responses over the 2010 EVS.

3. Agency

We are very pleased to see improvements in favorable responses to questions regarding policies and programs that promote diversity (question #34), protect employees from safety and health hazards (question #35) and support non-tolerance of prohibited personnel practices (question #38). Further, question #39 showed an increase in employees' perception that the Department is successful at accomplishing its mission. However, the Department, like other Federal agencies, did not show improvement regarding recommending the Department as a good place to work (question #40).

4. Experiences with Supervisor/Team Leader

The Department excelled in the section of supervisors communicating with employees about performance. With 84.4% of employees responding favorably, the Department far surpassed the government-wide response of 76.9%. We also saw slight improvements of positive responses to questions on how employees perceive their supervisors' willingness to provide constructive suggestions to improve job performance (question #46), provide employee development (question #47) and listen to what they have to say (question #48).

5. Agency Leadership

With 70% of the questions in this section showing steady improvement and no decline in positive responses, the Department is pleased that our valued employees recognize the efforts being made by agency leadership to continuously explore new and meaningful ways to support programs and activities that increase satisfaction in the workplace.

6. Job Satisfaction

The Department saw significant shifts in overall responses in this section. Question #65, "How satisfied are you with the recognition you receive for doing a good job" dropped from 53.3% in 2010 to 49.6% in 2011's EVS. Government-wide favorable responses also declined in this area dropping from 52.2% in 2010 to 50.7% in 2011. Also similar to government-wide responses, employee responses to question #70 regarding satisfaction with pay saw a notable decline, moving from 70.3% favorable response in 2010 to 62.7% in 2011.

7. Work/Life

Employees' positive responses to work/life programs such as Alternative Work Schedule (question #80) and Health and Wellness (question # 75) showed a small participation rate. However, the Department showed an increase in favorable responses regarding senior leadership demonstrating support for work/life programs (question #62), compared to 2010. Moreover, we are very pleased to report the favorable response rate with the telework program (question #73). The Department out-performed the government-wide average by over 20% in this area.

Department of Labor

2011 Federal Employee Viewpoint Survey: Trend Report

Response Summary

	Surveys Completed
2011 Governmentwide	266,376
2011 Department of Labor	7,482
2010 Department of Labor	4,273
2008 Department of Labor	4,110
2006 Department of Labor	4,538

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,945	65.1%	16.5%	18.4%
2011 Department of Labor	7,466	56.1%	18.5%	25.4%
2010 Department of Labor	4,266	58.0%	17.6%	24.4%
2008 Department of Labor	4,110	57.8%	19.3%	22.9%
2006 Department of Labor	4,538	58.0%	20.2%	21.8%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,839	73.2%	14.3%	12.5%
2011 Department of Labor	7,465	67.9%	15.6%	16.5%
2010 Department of Labor	4,257	67.5%	15.8%	16.7%
2008 Department of Labor	4,110	70.4%	15.5%	14.0%
2006 Department of Labor	4,538	72.3%	14.5%	13.1%

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My Work Experience (continued)

3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,764	59.4%	18.7%	21.9%
2011 Department of Labor	7,466	50.4%	21.0%	28.7%
2010 Department of Labor	4,248	52.5%	19.7%	27.8%
2008 Department of Labor	4,110	56.6%	19.4%	23.9%
2006 Department of Labor	4,538	55.5%	21.3%	23.3%

4. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,768	73.9%	14.1%	12.0%
2011 Department of Labor	7,466	72.0%	14.6%	13.5%
2010 Department of Labor	4,265	71.8%	14.0%	14.2%
2008 Department of Labor	4,110	72.4%	14.3%	13.3%
2006 Department of Labor	4,538	72.1%	15.2%	12.7%

5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,594	85.0%	10.1%	4.9%
2011 Department of Labor	7,462	82.0%	11.8%	6.1%
2010 Department of Labor	4,255	82.9%	11.2%	6.0%
2008 Department of Labor	4,110	81.9%	11.9%	6.2%
2006 Department of Labor	4,538	82.1%	11.8%	6.1%

6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,012	80.2%	11.3%	8.5%
2011 Department of Labor	7,441	76.1%	12.6%	11.3%
2010 Department of Labor	4,252	77.0%	11.7%	11.3%
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,711	96.9%	2.2%	0.9%
2011 Department of Labor	7,464	97.1%	1.9%	0.9%
2010 Department of Labor	4,258	96.9%	1.7%	1.4%
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

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My Work Experience (continued)

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2011 Governmentwide	265,389	91.8%	6.9%	1.3%
2011 Department of Labor	7,458	89.4%	8.9%	1.8%
2010 Department of Labor	4,256	88.4%	9.5%	2.1%
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,984	47.8%	18.1%	34.1%	883
2011 Department of Labor	7,438	39.9%	17.7%	42.4%	31
2010 Department of Labor	4,243	44.4%	18.1%	37.5%	16
2008 Department of Labor	4,075	46.4%	18.1%	35.5%	35
2006 Department of Labor	4,484	47.8%	17.5%	34.7%	54

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	265,001	59.0%	17.0%	24.0%	717
2011 Department of Labor	7,435	55.6%	17.0%	27.4%	23
2010 Department of Labor	4,250	56.0%	16.6%	27.4%	14
2008 Department of Labor	4,089	59.0%	16.4%	24.6%	21
2006 Department of Labor	4,512	58.5%	17.1%	24.4%	26

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
2011 Department of Labor	7,352	55.7%	17.7%	26.6%	70
2010 Department of Labor	4,214	57.0%	16.3%	26.7%	29
2008 Department of Labor	4,071	60.0%	17.3%	22.7%	39
2006 Department of Labor	4,499	60.6%	18.1%	21.3%	39

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
2011 Department of Labor	7,434	84.9%	9.4%	5.7%	19
2010 Department of Labor	4,236	83.6%	9.6%	6.8%	16
2008 Department of Labor	4,092	87.1%	8.3%	4.6%	18
2006 Department of Labor	4,521	84.8%	10.3%	4.9%	17

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,040	91.8%	6.0%	2.3%	753
2011 Department of Labor	7,435	91.1%	6.5%	2.4%	10
2010 Department of Labor	4,220	90.4%	6.8%	2.8%	10
2008 Department of Labor	4,099	90.0%	7.1%	2.8%	11
2006 Department of Labor	4,525	91.1%	6.1%	2.7%	13

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
2011 Department of Labor	7,416	69.1%	13.7%	17.3%	42
2010 Department of Labor	4,246	70.0%	13.8%	16.3%	18
2008 Department of Labor	4,089	72.0%	13.3%	14.7%	21
2006 Department of Labor	4,512	73.7%	12.9%	13.4%	26

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
2011 Department of Labor	7,332	65.6%	15.1%	19.3%	133
2010 Department of Labor	4,207	66.2%	13.6%	20.2%	46
2008 Department of Labor	4,046	64.2%	16.2%	19.6%	64
2006 Department of Labor	4,480	63.4%	17.8%	18.8%	58

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
2011 Department of Labor	7,402	86.3%	9.9%	3.8%	38
2010 Department of Labor	4,243	85.9%	10.0%	4.0%	16
2008 Department of Labor	4,084	85.4%	11.1%	3.5%	26
2006 Department of Labor	4,511	84.7%	11.2%	4.1%	27

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My Work Experience (continued)

17. *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
2011 Department of Labor	7,048	59.1%	21.2%	19.7%	400
2010 Department of Labor	4,032	57.5%	22.0%	20.4%	225
2008 Department of Labor	3,697	51.6%	25.7%	22.6%	413
2006 Department of Labor	4,067	52.6%	26.0%	21.4%	471

18. *My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
2011 Department of Labor	7,271	42.2%	27.1%	30.7%	140
2010 Department of Labor	4,151	42.4%	26.4%	31.2%	80
2008 Department of Labor	4,031	44.2%	28.0%	27.7%	79
2006 Department of Labor	4,440	44.6%	28.1%	27.3%	98

19. *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
2011 Department of Labor	7,341	65.9%	14.5%	19.6%	106
2010 Department of Labor	4,209	65.8%	13.9%	20.3%	56
2008 Department of Labor	4,021	67.0%	15.3%	17.7%	89
2006 Department of Labor	--	--	--	--	--

My Work Unit

20. *The people I work with cooperate to get the job done.*

	N	Positive	Neutral	Negative
2011 Governmentwide	255,715	74.6%	13.9%	11.5%
2011 Department of Labor	7,147	75.2%	13.3%	11.5%
2010 Department of Labor	4,151	75.8%	12.6%	11.6%
2008 Department of Labor	4,110	83.5%	8.5%	7.9%
2006 Department of Labor	4,538	84.7%	8.1%	7.1%

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My Work Unit (continued)

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
2011 Department of Labor	7,101	42.7%	28.2%	29.0%	359
2010 Department of Labor	4,091	45.9%	27.5%	26.6%	167
2008 Department of Labor	3,959	46.9%	28.4%	24.7%	151
2006 Department of Labor	4,358	46.9%	29.8%	23.3%	180

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
2011 Department of Labor	6,970	38.6%	27.7%	33.7%	483
2010 Department of Labor	4,031	39.2%	26.3%	34.5%	229
2008 Department of Labor	3,940	42.1%	25.1%	32.8%	170
2006 Department of Labor	4,357	43.0%	25.4%	31.6%	181

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
2011 Department of Labor	6,735	33.3%	29.4%	37.3%	725
2010 Department of Labor	3,882	32.7%	28.8%	38.4%	375
2008 Department of Labor	3,811	36.6%	28.1%	35.2%	299
2006 Department of Labor	4,210	35.1%	30.6%	34.2%	328

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
2011 Department of Labor	7,017	33.4%	29.7%	36.9%	430
2010 Department of Labor	4,039	36.0%	28.8%	35.2%	217
2008 Department of Labor	3,913	34.2%	30.1%	35.7%	197
2006 Department of Labor	4,331	34.7%	31.6%	33.7%	207

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
2011 Department of Labor	6,939	43.1%	26.6%	30.3%	501
2010 Department of Labor	4,015	46.1%	24.0%	29.9%	237
2008 Department of Labor	3,930	47.9%	23.7%	28.4%	180
2006 Department of Labor	4,364	46.5%	24.0%	29.5%	174

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My Work Unit (continued)

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
2011 Department of Labor	7,415	75.3%	12.3%	12.4%	34
2010 Department of Labor	4,227	74.9%	12.1%	12.9%	25
2008 Department of Labor	4,091	77.7%	10.3%	12.0%	19
2006 Department of Labor	4,522	76.4%	12.4%	11.1%	16

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
2011 Department of Labor	7,108	56.5%	28.2%	15.3%	314
2010 Department of Labor	4,082	54.6%	28.8%	16.6%	159
2008 Department of Labor	4,007	52.8%	29.6%	17.6%	103
2006 Department of Labor	4,411	52.5%	29.8%	17.6%	127

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
2011 Governmentwide	265,011	82.2%	14.7%	3.0%
2011 Department of Labor	7,438	83.7%	13.3%	3.0%
2010 Department of Labor	4,258	84.2%	12.9%	2.9%
2008 Department of Labor	4,110	83.6%	13.2%	3.2%
2006 Department of Labor	4,538	84.3%	12.8%	2.9%

My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
2011 Department of Labor	7,191	72.0%	16.8%	11.2%	128
2010 Department of Labor	4,131	71.5%	17.7%	10.8%	72
2008 Department of Labor	4,074	75.9%	13.7%	10.5%	36
2006 Department of Labor	4,501	75.1%	14.5%	10.3%	37

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My Agency (continued)

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
2011 Department of Labor	7,142	44.3%	25.2%	30.5%	187
2010 Department of Labor	4,079	43.2%	25.8%	31.0%	131
2008 Department of Labor	4,004	44.6%	28.2%	27.1%	106
2006 Department of Labor	4,428	43.3%	28.9%	27.9%	110

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
2011 Department of Labor	7,186	48.0%	25.0%	27.0%	148
2010 Department of Labor	4,126	50.5%	23.6%	26.0%	83
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
2011 Department of Labor	7,077	34.2%	30.3%	35.4%	227
2010 Department of Labor	4,086	36.4%	29.2%	34.4%	124
2008 Department of Labor	4,027	38.5%	28.9%	32.6%	83
2006 Department of Labor	4,430	39.2%	28.9%	31.9%	108

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
2011 Department of Labor	6,851	25.4%	31.2%	43.4%	475
2010 Department of Labor	3,960	28.1%	30.4%	41.5%	240
2008 Department of Labor	3,916	30.7%	30.1%	39.2%	194
2006 Department of Labor	4,330	30.2%	30.1%	39.7%	208

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My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
2011 Department of Labor	6,778	53.9%	28.2%	17.9%	553
2010 Department of Labor	3,899	51.7%	29.6%	18.8%	304
2008 Department of Labor	3,811	56.9%	26.2%	16.9%	299
2006 Department of Labor	4,231	56.7%	26.7%	16.6%	307

35. *Employees are protected from health and safety hazards on the job.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
2011 Department of Labor	7,241	79.4%	12.9%	7.7%	87
2010 Department of Labor	4,140	77.6%	13.1%	9.4%	56
2008 Department of Labor	4,069	78.4%	13.1%	8.5%	41
2006 Department of Labor	4,492	79.1%	12.5%	8.3%	46

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
2011 Department of Labor	7,201	76.3%	15.4%	8.2%	95
2010 Department of Labor	4,140	75.8%	15.1%	9.2%	55
2008 Department of Labor	4,041	74.4%	16.9%	8.7%	69
2006 Department of Labor	4,453	70.6%	17.9%	11.4%	85

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
2011 Department of Labor	6,890	51.3%	22.6%	26.0%	427
2010 Department of Labor	3,948	51.1%	22.4%	26.5%	251
2008 Department of Labor	3,775	51.2%	24.2%	24.7%	335
2006 Department of Labor	4,167	51.1%	25.5%	23.5%	371

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My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
2011 Department of Labor	6,626	65.2%	19.6%	15.1%	675
2010 Department of Labor	3,850	63.2%	19.1%	17.8%	349
2008 Department of Labor	3,667	65.1%	20.2%	14.6%	443
2006 Department of Labor	4,090	65.7%	21.1%	13.2%	448

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
2011 Department of Labor	7,182	77.9%	15.8%	6.3%	124
2010 Department of Labor	4,098	77.1%	14.7%	8.2%	63
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2011 Governmentwide	260,072	68.9%	19.5%	11.6%
2011 Department of Labor	7,298	62.6%	21.0%	16.3%
2010 Department of Labor	4,206	64.3%	20.3%	15.3%
2008 Department of Labor	4,110	63.5%	19.1%	17.4%
2006 Department of Labor	4,538	62.6%	21.1%	16.3%

41. *I believe the results of this survey will be used to make my agency a better place to work.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
2011 Department of Labor	6,525	42.2%	31.4%	26.4%	796
2010 Department of Labor	3,715	42.2%	32.2%	25.7%	488
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

Department of Labor

Trend Report

My Supervisor/Team Leader

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
2011 Department of Labor	7,219	77.9%	11.8%	10.3%	61
2010 Department of Labor	4,165	77.3%	12.7%	10.0%	30
2008 Department of Labor	4,074	78.5%	11.5%	10.0%	36
2006 Department of Labor	4,500	81.1%	11.1%	7.7%	38

43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
2011 Department of Labor	7,242	63.4%	18.6%	18.0%	36
2010 Department of Labor	4,175	63.3%	19.6%	17.2%	23
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
2011 Department of Labor	7,203	62.6%	19.1%	18.4%	71
2010 Department of Labor	4,159	61.0%	19.7%	19.3%	33
2008 Department of Labor	4,057	57.9%	20.1%	22.0%	53
2006 Department of Labor	4,487	58.8%	20.6%	20.6%	51

45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
2011 Department of Labor	6,677	64.8%	24.7%	10.5%	587
2010 Department of Labor	3,847	63.6%	25.0%	11.4%	336
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
2011 Department of Labor	7,229	62.1%	19.9%	18.0%	40
2010 Department of Labor	4,167	61.3%	19.7%	18.9%	25
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

Department of Labor *Trend Report*

My Supervisor/Team Leader (continued)

47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
2011 Department of Labor	7,154	63.0%	19.3%	17.6%	100
2010 Department of Labor	4,129	62.6%	19.0%	18.4%	58
2008 Department of Labor	4,075	63.2%	18.8%	18.0%	35
2006 Department of Labor	4,498	64.3%	18.8%	16.9%	40

48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,503	75.2%	13.4%	11.4%
2011 Department of Labor	7,264	75.3%	12.8%	11.9%
2010 Department of Labor	4,181	74.7%	13.2%	12.1%
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,213	80.2%	11.4%	8.5%
2011 Department of Labor	7,259	79.2%	11.1%	9.7%
2010 Department of Labor	4,181	79.3%	10.1%	10.6%
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2011 Governmentwide	258,363	76.9%	10.6%	12.5%
2011 Department of Labor	7,272	84.4%	7.3%	8.3%
2010 Department of Labor	4,179	80.1%	9.0%	10.9%
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2011 Governmentwide	257,365	67.2%	17.1%	15.7%
2011 Department of Labor	7,221	65.7%	17.3%	17.0%
2010 Department of Labor	4,163	65.1%	17.0%	17.9%
2008 Department of Labor	4,110	64.1%	16.3%	19.6%
2006 Department of Labor	4,538	65.2%	17.3%	17.5%

Department of Labor

Trend Report

My Supervisor/Team Leader (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	N	Positive	Neutral	Negative
2011 Governmentwide	258,024	69.3%	18.8%	11.9%
2011 Department of Labor	7,252	69.1%	18.1%	12.8%
2010 Department of Labor	4,179	69.1%	17.7%	13.2%
2008 Department of Labor	4,110	67.4%	19.0%	13.6%
2006 Department of Labor	4,538	68.5%	19.5%	12.0%

Leadership

53. In my organization, leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
2011 Department of Labor	7,128	40.3%	26.3%	33.4%	85
2010 Department of Labor	4,119	41.2%	26.5%	32.4%	43
2008 Department of Labor	4,071	37.5%	28.7%	33.8%	39
2006 Department of Labor	4,494	38.6%	28.4%	33.0%	44

54. My organization's leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
2011 Department of Labor	6,963	54.5%	23.3%	22.2%	246
2010 Department of Labor	4,004	53.5%	24.4%	22.1%	157
2008 Department of Labor	3,953	50.5%	25.2%	24.3%	157
2006 Department of Labor	4,363	51.3%	26.9%	21.8%	175

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
2011 Department of Labor	6,920	62.8%	20.8%	16.4%	288
2010 Department of Labor	3,996	61.3%	22.4%	16.3%	166
2008 Department of Labor	3,992	65.5%	19.3%	15.2%	118
2006 Department of Labor	4,379	64.6%	20.3%	15.1%	159

Department of Labor *Trend Report*

Leadership (continued)

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
2011 Department of Labor	7,146	66.3%	18.2%	15.5%	53
2010 Department of Labor	4,135	66.1%	18.2%	15.7%	25
2008 Department of Labor	4,086	65.6%	17.3%	17.1%	24
2006 Department of Labor	4,499	64.7%	19.5%	15.8%	39

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
2011 Department of Labor	6,848	70.4%	18.6%	11.0%	343
2010 Department of Labor	3,950	69.3%	19.7%	11.1%	191
2008 Department of Labor	3,919	69.9%	18.4%	11.6%	191
2006 Department of Labor	4,358	67.9%	20.9%	11.2%	180

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
2011 Department of Labor	7,018	51.1%	22.6%	26.2%	165
2010 Department of Labor	4,061	52.3%	21.4%	26.3%	94
2008 Department of Labor	4,015	54.0%	23.1%	22.9%	95
2006 Department of Labor	4,442	55.1%	21.9%	23.0%	96

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
2011 Department of Labor	6,971	54.2%	23.2%	22.5%	199
2010 Department of Labor	4,028	55.1%	22.1%	22.9%	102
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
2011 Department of Labor	6,913	56.4%	24.4%	19.2%	254
2010 Department of Labor	4,015	56.4%	23.5%	20.1%	133
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

Department of Labor

Trend Report

Leadership (continued)

61. *I have a high level of respect for my organization's senior leaders.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
2011 Department of Labor	7,116	54.0%	22.4%	23.6%	71
2010 Department of Labor	4,078	54.0%	22.5%	23.5%	41
2008 Department of Labor	4,086	50.4%	22.7%	26.9%	24
2006 Department of Labor	4,516	50.9%	24.0%	25.1%	22

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
2011 Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
2011 Department of Labor	6,539	53.0%	28.1%	18.9%	631
2010 Department of Labor	3,750	51.3%	27.7%	21.0%	393
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

My Satisfaction

63. *How satisfied are you with your involvement in decisions that affect your work?*

	N	Positive	Neutral	Negative
2011 Governmentwide	254,203	53.4%	23.9%	22.8%
2011 Department of Labor	7,169	50.0%	25.0%	25.0%
2010 Department of Labor	4,148	51.8%	23.5%	24.7%
2008 Department of Labor	4,110	53.6%	22.3%	24.2%
2006 Department of Labor	4,538	52.4%	22.9%	24.8%

64. *How satisfied are you with the information you receive from management on what's going on in your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	254,125	50.7%	24.6%	24.7%
2011 Department of Labor	7,167	46.9%	24.5%	28.6%
2010 Department of Labor	4,146	47.5%	24.1%	28.4%
2008 Department of Labor	4,110	49.0%	23.1%	28.0%
2006 Department of Labor	4,538	47.9%	24.4%	27.7%

Department of Labor *Trend Report*

My Satisfaction (continued)

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
2011 Governmentwide	254,057	50.7%	23.9%	25.4%
2011 Department of Labor	7,151	49.6%	24.1%	26.4%
2010 Department of Labor	4,141	53.3%	21.4%	25.3%
2008 Department of Labor	4,110	52.1%	21.1%	26.8%
2006 Department of Labor	4,538	52.1%	21.0%	26.9%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
2011 Governmentwide	253,587	45.6%	29.2%	25.3%
2011 Department of Labor	7,143	41.9%	28.7%	29.4%
2010 Department of Labor	4,144	43.1%	29.0%	27.9%
2008 Department of Labor	4,110	41.9%	28.0%	30.1%
2006 Department of Labor	4,538	40.6%	30.4%	29.0%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
2011 Governmentwide	253,853	39.7%	28.4%	31.9%
2011 Department of Labor	7,164	34.7%	29.9%	35.5%
2010 Department of Labor	4,137	36.5%	29.3%	34.2%
2008 Department of Labor	4,110	36.1%	30.8%	33.2%
2006 Department of Labor	4,538	36.2%	29.6%	34.2%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
2011 Governmentwide	253,771	54.9%	23.6%	21.5%
2011 Department of Labor	7,157	44.7%	25.7%	29.5%
2010 Department of Labor	4,136	46.8%	24.2%	29.0%
2008 Department of Labor	4,110	48.2%	25.3%	26.6%
2006 Department of Labor	4,538	49.2%	26.5%	24.3%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
2011 Governmentwide	253,348	70.7%	16.7%	12.5%
2011 Department of Labor	7,150	66.5%	17.7%	15.8%
2010 Department of Labor	4,142	68.7%	15.7%	15.7%
2008 Department of Labor	4,110	68.8%	15.4%	15.8%
2006 Department of Labor	4,538	67.5%	17.2%	15.3%

Department of Labor *Trend Report*

My Satisfaction (continued)

70. *Considering everything, how satisfied are you with your pay?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,704	62.5%	17.1%	20.4%
2011 Department of Labor	7,155	62.7%	16.8%	20.5%
2010 Department of Labor	4,139	70.3%	15.1%	14.6%
2008 Department of Labor	4,110	66.3%	16.6%	17.1%
2006 Department of Labor	4,538	66.4%	16.9%	16.6%

71. *Considering everything, how satisfied are you with your organization?*

	N	Positive	Neutral	Negative
2011 Governmentwide	253,622	62.3%	20.9%	16.8%
2011 Department of Labor	7,155	59.2%	20.7%	20.1%
2010 Department of Labor	4,134	60.3%	20.1%	19.6%
2008 Department of Labor	4,110	58.7%	20.5%	20.8%
2006 Department of Labor	4,538	57.1%	22.6%	20.3%

Work/Life

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

	N	Yes	No	Not Sure
2011 Governmentwide	253,632	27.2%	67.3%	5.5%
2011 Department of Labor	7,148	53.5%	40.0%	6.5%
2010 Department of Labor	--	--	--	--
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2011 Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
2011 Department of Labor	7,074	3.4%	12.4%	7.4%	21.2%
2010 Department of Labor	--	--	--	--	--
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

(continued)

Department of Labor *Trend Report*

Work/Life (continued)

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

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2011 Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
2011 Department of Labor	7,074	13.3%	5.1%	24.3%	12.8%
2010 Department of Labor	--	--	--	--	--
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2011 Governmentwide	251,340	32.7%	46.9%	20.3%
2011 Department of Labor	7,112	28.4%	55.5%	16.0%
2010 Department of Labor	--	--	--	--
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,755	29.0%	59.3%	11.8%
2011 Department of Labor	7,121	25.5%	66.4%	8.1%
2010 Department of Labor	--	--	--	--
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,174	12.7%	81.3%	6.0%
2011 Department of Labor	7,102	13.8%	83.1%	3.1%
2010 Department of Labor	--	--	--	--
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

Department of Labor *Trend Report*

Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2011 Governmentwide	250,015	3.1%	80.5%	16.3%
2011 Department of Labor	7,086	3.0%	86.9%	10.2%
2010 Department of Labor	--	--	--	--
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2011 Governmentwide	249,620	1.9%	81.1%	17.0%
2011 Department of Labor	7,076	2.0%	87.8%	10.2%
2010 Department of Labor	--	--	--	--
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
2011 Department of Labor	4,999	49.3%	25.4%	25.4%	2,127
2010 Department of Labor	3,235	42.0%	29.0%	29.0%	884
2008 Department of Labor	2,850	44.6%	26.3%	29.1%	1,260
2006 Department of Labor	2,973	42.1%	30.4%	27.5%	1,565

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
2011 Department of Labor	3,880	56.6%	32.0%	11.4%	3,213
2010 Department of Labor	3,032	63.9%	24.7%	11.3%	1,084
2008 Department of Labor	3,303	69.4%	17.8%	12.8%	807
2006 Department of Labor	3,640	67.8%	19.4%	12.8%	898

Department of Labor *Trend Report*

Work/Life (continued)

81. *How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
2011 Department of Labor	3,904	50.3%	39.3%	10.4%	3,194
2010 Department of Labor	3,213	53.0%	32.6%	14.3%	909
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
2011 Department of Labor	3,051	45.1%	51.0%	3.9%	4,070
2010 Department of Labor	2,439	50.4%	43.8%	5.8%	1,682
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
2011 Department of Labor	2,006	22.9%	69.0%	8.1%	5,110
2010 Department of Labor	1,629	25.5%	64.7%	9.8%	2,493
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
2011 Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
2011 Department of Labor	1,885	17.7%	76.1%	6.1%	5,217
2010 Department of Labor	1,572	20.5%	70.5%	9.0%	2,549
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

Department of Labor

Trend Report

Demographic Questions

85. Where do you work?

	<i>N</i>	<i>%</i>
Headquarters	2,557	36.2%
Field	4,513	63.8%

86. What is your supervisory status?

	<i>N</i>	<i>%</i>
Non-Supervisor	5,099	71.6%
Team Leader	645	9.1%
Supervisor	891	12.5%
Manager	398	5.6%
Executive	88	1.2%

87. Are you:

	<i>N</i>	<i>%</i>
Male	3,522	49.8%
Female	3,556	50.2%

88. Are you Hispanic or Latino?

	<i>N</i>	<i>%</i>
Yes	664	9.5%
No	6,351	90.5%

89. Race

	<i>N</i>	<i>%</i>
American Indian or Alaska Native	42	0.6%
Asian	302	4.4%
Black or African American	1,317	19.4%
Native Hawaiian or Other Pacific Islander	35	0.5%
White	4,887	71.8%
Two or more races (Not Hispanic or Latino)	222	3.3%

Department of Labor

Trend Report

Demographic Questions

90. What is your age group?

	<i>N</i>	<i>%</i>
25 and under	157	2.2%
26-29	303	4.3%
30-39	1,197	17.0%
40-49	1,896	27.0%
50-59	2,374	33.8%
60 or older	1,107	15.7%

91. What is your pay category/grade?

	<i>N</i>	<i>%</i>
Federal Wage System	4	0.1%
GS 1-6	361	5.1%
GS 7-12	3,965	56.0%
GS 13-15	2,645	37.3%
Senior Executive Service	65	0.9%
Senior Level (SL) or Scientific or Professional (ST)	7	0.1%
Other	36	0.5%

92. How long have you been with the Federal Government (excluding military service)?

	<i>N</i>	<i>%</i>
Less than 1 year	220	3.1%
1 to 3 years	1,018	14.4%
4 to 5 years	667	9.5%
6 to 10 years	1,071	15.2%
11 to 14 years	827	11.7%
15 to 20 years	744	10.6%
More than 20 years	2,499	35.5%

93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	<i>N</i>	<i>%</i>
Less than 1 year	288	4.1%
1 to 3 years	1,355	19.2%
4 to 5 years	784	11.1%
6 to 10 years	1,301	18.4%
11 to 20 years	1,578	22.3%
More than 20 years	1,757	24.9%

Department of Labor

Trend Report

Demographic Questions

94. Are you considering leaving your organization within the next year, and if so, why?

	<i>N</i>	<i>%</i>
No	4,741	67.1%
Yes, to retire	464	6.6%
Yes, to take another job within the Federal Government	1,286	18.2%
Yes, to take another job outside the Federal Government	308	4.4%
Yes, other	269	3.8%

95. I am planning to retire:

	<i>N</i>	<i>%</i>
Within one year	266	3.8%
Between one and three years	733	10.5%
Between three and five years	726	10.4%
Five or more years	5,255	75.3%