

FEDERAL LABOR RELATIONS AUTHORITY
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/9/2010 to 3/19/2010)

		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N %	67.7	20 24.0	35 43.6	12 14.9	10 12.4	4 5.0	81 100.0	NA
2. I have enough information to do my job well.	N %	83.7	23 27.5	45 56.2	5 7.1	5 6.3	2 2.9	80 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	59.8	22 26.8	27 33.0	14 19.3	13 15.8	4 5.0	80 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	78.8	30 35.5	34 43.3	6 7.6	6 7.4	5 6.1	81 100.0	NA
*5. I like the kind of work I do.	N %	85.7	34 40.2	36 45.5	5 6.4	5 6.4	1 1.5	81 100.0	NA
6. I know what is expected of me on the job.	N %	90.3	34 40.3	39 49.9	4 4.8	2 2.3	2 2.7	81 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	99.0	59 72.3	21 26.7	1 1.0	0 0.0	0 0.0	81 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	83.8	47 56.4	22 27.4	10 13.5	1 1.5	1 1.2	81 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	49.7	9 11.3	33 38.4	9 11.5	19 24.2	11 14.6	81 100.0	0
*10. My workload is reasonable.	N %	56.0	6 6.6	40 49.4	7 8.5	15 21.1	11 14.4	79 100.0	0
*11. My talents are used well in the workplace.	N %	62.2	22 27.2	29 35.0	12 16.5	10 11.5	7 9.7	80 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	90.1	33 38.4	41 51.6	3 5.0	2 2.3	2 2.7	81 100.0	0
*13. The work I do is important.	N %	91.2	35 41.8	37 49.5	5 6.1	1 1.4	1 1.3	79 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	86.6	28 33.8	42 52.8	9 10.9	1 1.2	1 1.4	81 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	83.7	28 35.1	37 48.6	9 11.1	2 2.8	2 2.5	78 100.0	1
16. I am held accountable for achieving results.	N %	90.3	28 33.9	45 56.4	7 8.1	1 1.5	0 0.0	81 100.0	0

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number in Population: 101

Percentages are weighted to represent the Agency's population.

FEDERAL LABOR RELATIONS AUTHORITY
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/9/2010 to 3/19/2010)

		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		27	20	16	5	5	73	8
	%	64.7	35.8	28.9	21.6	6.5	7.2	100.0	
*18. My training needs are assessed.	N		10	28	22	11	7	78	1
	%	46.2	12.9	33.3	30.7	14.1	9.0	100.0	
*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		22	36	8	5	1	72	8
	%	78.2	28.6	49.6	13.2	7.3	1.4	100.0	
*20. The people I work with cooperate to get the job done.	N		33	30	8	5	1	77	NA
	%	81.5	41.1	40.5	10.2	6.7	1.6	100.0	
*21. My work unit is able to recruit people with the right skills.	N		9	26	16	15	9	75	5
	%	44.9	11.0	33.9	21.8	20.7	12.5	100.0	
*22. Promotions in my work unit are based on merit.	N		13	18	15	10	10	66	13
	%	48.7	17.7	31.0	22.0	14.4	14.9	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		6	21	18	16	5	66	14
	%	41.3	8.4	32.9	27.3	23.4	8.0	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		13	23	18	10	9	73	8
	%	50.7	16.8	33.9	24.4	12.7	12.2	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		19	25	11	11	7	73	8
	%	60.7	25.4	35.3	15.0	14.2	10.1	100.0	
26. Employees in my work unit share job knowledge with each other.	N		36	30	7	6	2	81	0
	%	81.6	43.8	37.9	8.1	7.9	2.4	100.0	
27. The skill level in my work unit has improved in the past year.	N		17	26	24	5	2	74	6
	%	58.0	22.6	35.4	32.2	7.0	2.8	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		54	21	5	0	0	80	NA
	%	93.9	67.7	26.2	6.1	0.0	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		25	44	8	2	2	81	0
	%	84.5	30.5	54.0	10.2	2.6	2.6	100.0	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number in Population: 101

Percentages are weighted to represent the Agency's population.

FEDERAL LABOR RELATIONS AUTHORITY
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/9/2010 to 3/19/2010)

		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	58.7	19 24.4	26 34.3	12 14.9	15 21.1	4 5.3	76 100.0	5
31. Employees are recognized for providing high quality products and services.	N %	69.0	18 22.2	36 46.8	12 14.8	10 12.3	3 3.9	79 100.0	2
*32. Creativity and innovation are rewarded.	N %	45.6	14 18.0	21 27.6	20 27.1	15 19.6	6 7.7	76 100.0	4
*33. Pay raises depend on how well employees perform their jobs.	N %	31.8	8 10.7	15 21.1	22 31.9	16 22.4	10 14.0	71 100.0	9
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	49.4	12 18.2	21 31.2	18 25.8	8 13.0	8 11.8	67 100.0	13
*35. Employees are protected from health and safety hazards on the job.	N %	78.7	20 26.1	39 52.6	14 16.5	2 2.4	2 2.4	77 100.0	2
*36. My organization has prepared employees for potential security threats.	N %	64.3	16 20.7	31 43.5	18 23.7	7 9.6	2 2.4	74 100.0	5
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	56.0	20 26.7	21 29.4	17 21.9	8 10.6	9 11.6	75 100.0	5
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 %	69.4	26 35.0	25 34.4	17 22.9	2 2.7	4 5.1	74 100.0	5
39. My agency is successful at accomplishing its mission.	N %	74.2	19 23.2	38 51.0	13 16.5	5 6.6	2 2.7	77 100.0	1
40. I recommend my organization as a good place to work.	N %	62.9	23 27.5	27 35.3	16 18.8	12 14.4	3 3.9	81 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	67.3	21 29.3	26 38.0	13 18.1	6 8.8	4 5.8	70 100.0	11
*42. My supervisor supports my need to balance work and other life issues.	N %	85.3	40 48.8	28 36.5	4 4.0	3 3.8	5 6.9	80 100.0	1
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	69.4	32 39.6	23 29.8	10 11.6	10 12.6	5 6.4	80 100.0	1
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	68.2	33 40.7	21 27.5	11 14.0	10 12.4	4 5.4	79 100.0	2

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number in Population: 101

Percentages are weighted to represent the Agency's population.

FEDERAL LABOR RELATIONS AUTHORITY
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/9/2010 to 3/19/2010)

		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		20	28	14	3	5	70	10
	%	68.6	28.3	40.2	19.5	4.5	7.5	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		26	26	14	10	3	79	1
	%	65.1	32.1	33.0	17.9	12.8	4.2	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		28	31	9	5	4	77	1
	%	75.7	35.0	40.7	12.3	6.4	5.5	100.0	
48. My supervisor/team leader listens to what I have to say.	N		34	25	11	7	3	80	NA
	%	73.8	41.4	32.3	13.6	8.6	4.0	100.0	
49. My supervisor/team leader treats me with respect.	N		42	21	9	2	6	80	NA
	%	78.9	51.1	27.8	10.9	2.4	7.8	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		27	35	6	9	3	80	NA
	%	78.1	33.1	45.0	6.6	11.7	3.6	100.0	
*51. I have trust and confidence in my supervisor.	N		33	20	16	5	6	80	NA
	%	66.2	40.0	26.2	19.4	6.8	7.6	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		38	20	13	4	5	80	NA
	%	72.4	47.1	25.3	16.4	4.8	6.5	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		23	30	15	3	6	77	2
	%	67.5	28.8	38.7	20.6	3.8	8.1	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		29	31	6	6	2	74	5
	%	82.0	38.3	43.7	7.9	7.5	2.6	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		25	27	14	4	2	72	7
	%	73.6	33.8	39.8	18.0	5.7	2.7	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		22	41	9	3	3	78	1
	%	79.8	27.4	52.4	12.6	3.5	4.0	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		23	37	10	1	4	75	4
	%	78.9	29.8	49.1	14.4	1.3	5.5	100.0	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number in Population: 101

Percentages are weighted to represent the Agency's population.

FEDERAL LABOR RELATIONS AUTHORITY
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/9/2010 to 3/19/2010)

		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	71.4	22 29.1	32 42.3	12 16.0	5 6.1	5 6.5	76 100.0	3
59. Managers support collaboration across work units to accomplish work objectives.	N %	78.0	22 29.0	37 49.0	11 14.3	1 1.2	5 6.5	76 100.0	3
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	80.0	32 41.9	27 38.1	6 7.9	4 5.2	5 6.9	74 100.0	4
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	77.4	35 43.4	25 34.0	10 12.4	3 3.7	5 6.5	78 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	76.5	33 42.9	26 33.7	12 16.6	1 1.5	4 5.4	76 100.0	3
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	52.8	24 29.2	19 23.6	17 22.4	13 17.0	6 7.8	79 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	67.3	21 26.1	33 41.2	11 14.7	10 11.8	5 6.2	80 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	67.7	24 29.4	30 38.3	10 11.8	11 14.0	5 6.4	80 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	66.2	22 27.1	31 39.1	16 21.3	6 7.3	4 5.2	79 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	31.1	12 14.8	13 16.2	23 31.6	16 19.9	13 17.4	77 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	57.0	17 20.9	30 36.0	14 18.2	15 19.4	4 5.4	80 100.0	NA

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number in Population: 101

Percentages are weighted to represent the Agency's population.

FEDERAL LABOR RELATIONS AUTHORITY
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/9/2010 to 3/19/2010)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		29	30	9	8	3	79	NA
	%	75.2	34.7	40.4	10.9	9.9	4.0	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		31	31	8	6	4	80	NA
	%	78.1	37.6	40.5	9.1	8.1	4.6	100	
71. Considering everything, how satisfied are you with your organization?	N		27	28	14	7	3	79	NA
	%	70.6	32.6	38.0	17.1	8.3	4.0	100	
		Percent Positive	Telework on regular basis	Telework infrequently	No telework: physical presence required	No telework: technical issues	No telework: not allowed though ok for job type	No telework: personal choice	Item Response Total**
72. Please select the response below that BEST describes your teleworking situation.	N		9	18	12	3	7	26	75
	%	13.4	11.8	23.1	15.6	4.0	9.4	36.1	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
73. How satisfied are you with the following Work/Life programs in your agency... Telework?	N		19	22	19	3	1	64	15
	%	64.7	30.5	34.2	29.5	4.3	1.4	100.0	
74. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?	N		33	24	7	3	1	68	10
	%	84.3	49.7	34.6	10.4	4.0	1.3	100.0	
75. 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		10	18	20	6	3	57	22
	%	46.8	16.7	30.0	36.1	11.6	5.6	100	
76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?	N		7	16	17	4	0	44	34
	%	50.6	16.1	34.4	40.8	8.7	0.0	100	
77. 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		3	4	19	2	0	28	51
	%	22.4	10.0	12.4	69.9	7.7	0.0	100	
78. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?	N		2	5	17	5	0	29	49
	%	21.1	6.1	15.0	61.9	17.0	0.0	100	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number in Population: 101

Percentages are weighted to represent the Agency's population.