Responses to OPM Employee Survey

More Positive Responses than both Gov-wide and DOI and Best DOI Bureau Score

More Positive Responses than both Gov-wide and DOI

Less or Equal Positive Responses than Gov-wide but more Positive Responses than DOI

Less or Equal Positive Responses than DOI but more Positive Reponses than Gov-wide

Less or Equal Positive Responses than both Gov-wide and DOI

Green Up Arrow indicates increase over 2008 data of 10+ pts

Blue Up Arrow indicates increase over 2008 data

Blue Down Arrow indicates decrease over 2008 data

Blue Equal Sign indicates no change compared with 2008 data

	Positive Responses	i	Compared t 2008 Data
	2008	2010	2000 Data
(1) I am given a real opportunity to improve my skills in my	organization.		1
Governmentwide	64.00%	65.9%	
Agency Overall	62.20%	67.5%	4
Office of Surface Mining, Reclamation and Enforcement	66.70%	71.0%	
(2) I have enough information to do my job well.			
Governmentwide	73.40%	72.9%	
Agency Overall	69.60%	70.6%	
Office of Surface Mining, Reclamation and Enforcement	74.80%	79.2%	_
(3) I feel encouraged to come up with new and better ways of	I		
Governmentwide	60.70%	59.9%	
Agency Overall	60.80%	62.1%	1
Office of Surface Mining, Reclamation and Enforcement	61.40%	65.9%	
(4) My work gives me a feeling of personal accomplishment	<u> </u>		
Governmentwide	73.40%	74.7%	
Agency Overall	73.00%	75.5%	4
Office of Surface Mining, Reclamation and Enforcement	69.00%	74.3%	
(5) I like the kind of work I do.			
Governmentwide	83.80%	85.6%	
Agency Overall	85.40%	87.7%	
Office of Surface Mining, Reclamation and Enforcement	81.80%	85.4%	
6) I know what is expected of me on the job.			
Governmentwide	New Question	80.8%	
Agency Overall	New Question	78.1%	
Office of Surface Mining, Reclamation and Enforcement	New Question	81.8%	
(7) When needed I am will to put in the extra effort to get a	job done.		
Governmentwide	New Question	96.7%	1
Agency Overall	New Question	97.3%	
Office of Surface Mining, Reclamation and Enforcement	New Question	96.0%	ĺ

(8) I am constantly looking for ways to do my job better.		
Governmentwide	New Question	91.7%
Agency Overall	New Question	91.6%
Office of Surface Mining, Reclamation and Enforcement	New Question	89.6%
(9) I have sufficient resources (for example, peope, materia	als, budget) to get my job done.	
Governmentwide	51.20%	50.1%
Agency Overall	43.10%	44.6%
Office of Surface Mining, Reclamation and Enforcement	60.50%	55.2%
(10) My workload is reasonable.	<u>'</u>	
Governmentwide	60.00%	59.1%
Agency Overall	50.60%	50.8%
Office of Surface Mining, Reclamation and Enforcement	66.00%	59.6%
(11) My talents are used well in the workplace.		
Governmentwide	62.30%	60.4%
Agency Overall	60.10%	60.3%
Office of Surface Mining, Reclamation and Enforcement	62.30%	65.4%
(12) I know how my work relates to the agency's goals and p		0.4.40/
Governmentwide	83.90% 82.50%	84.4%
Agency Overall		83.0%
Office of Surface Mining, Reclamation and Enforcement	86.00%	85.4%
	•	
(13) The work I do is important.		
Governmentwide	90.80%	92.2%
Agency Overall	89.80%	91.2%
Office of Surface Mining, Reclamation and Enforcement	89.60%	89.2%
(14) Physical conditions (for exampls, noise level, temperat	ure, lighting, cleanliness in the works	olace) allow
employees to perform their jobs well.	3 3	´
Governmentwide	67.20%	67.0%
Covernmentwide		
Agency Overall	68.40%	68.1%

(15) My performance appraisal is a fair reflection of my performa		
Governmentwide	63.20%	68.4%
Agency Overall	59.90%	66.9%
Office of Surface Mining, Reclamation and Enforcement	65.20%	75.3%
(16) I am held accountable for achieving results.	•	
Governmentwide	81.80%	84.0%
Agency Overall	81.40%	83.4%
Office of Surface Mining, Reclamation and Enforcement	88.00%	89.1%
(17) I can disclose a suspected violation of any law, rules or regul		
Governmentwide	50.50%	61.6%
Agency Overall	46.30%	56.6%
Office of Surface Mining, Reclamation and Enforcement	48.00%	65.7%
(18) My training needs are assessed.	l l	
Governmentwide	53.40%	53.8%
Agency Overall	46.70%	48.4%
Office of Surface Mining, Reclamation and Enforcement	53.60%	59.0%
(19) In my most recent performance appraisal, I understood what		
		ent
performance levels (for example, Fully Successful, Outstanding).		
performance levels (for example, Fully Successful, Outstanding). Governmentwide	64.30%	67.8%
performance levels (for example, Fully Successful, Outstanding). Governmentwide Agency Overall	64.30% 64.00%	67.8% 67.1%
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(24) In my work unit, differences in performance are recognized in a	* .	
Governmentwide	31.40% 36.3	
Agency Overall	29.30% 36.	
Office of Surface Mining, Reclamation and Enforcement	36.30% 44.	1%
(OE) Asserted in mass secret smit demand on beautiful employees northwest		
(25) Awards in my work unit depend on how well employees perform		E 9/
Governmentwide	41.40% 43.4 43.90% 48.4	
Agency Overall Office of Surface Mining Regionation and Enforcement		
Office of Surface Mining, Reclamation and Enforcement	48.40% 52.0	J%
(26) Employees in my work unit share job knowledge with each other		
Governmentwide	75.40% 73.	<mark>1%</mark>
Agency Overall	72.10% 70.3	3% 1
Office of Surface Mining, Reclamation and Enforcement	70.40% 72.9	<mark>9%</mark>
	L	
(27) The skill level in my work unit has improved in the past year.	F0.700/	70/
Governmentwide	52.70% 55.	
Agency Overall	48.30% 53.	
Office of Surface Mining, Reclamation and Enforcement	47.60% 54.	<mark>8%</mark>
(28) How would you rate the overall quality of work done by your wor	l	
Governmentwide	83.40% 82.3	20/
Agency Overall	82.00% 82.	
Office of Surface Mining, Reclamation and Enforcement	79.90% 85.	
Office of Surface Willing, Reclamation and Enforcement	79.90%	1 70
(29) The workforce has the job-relevant knowledge and skills necess	ary to accomplish organizational goals	
Governmentwide	73.80% 72.	
Agency Overall	71.70% 70.0	
Office of Surface Mining, Reclamation and Enforcement	75.00% 80.	
	<u>_</u>	
(30) Employees have a feeling of personal empowerment with respe-		
Governmentwide	43.80% 47.	
Agency Overall	42.00% 45.	
Office of Surface Mining, Reclamation and Enforcement	47.80% 57.	7%
(31) Employees are recognized for providing high quality products ar		
Governmentwide	46.10% 51.	
Agency Overall	45.60% 52.	
Office of Surface Mining, Reclamation and Enforcement	56.90% 62.	6%
(32) Creativity amd innovation are rewarded.		
Governmentwide	40.00% 41.	1%
Agency Overall	40.10% 41.	
Office of Surface Mining, Reclamation and Enforcement	46.30% 56.	
<u> </u>		

Governmentwide Agency Overall 21.99% 23.7% Office of Surface Mining, Reclamation and Enforcement 31.90% 31.5% (34) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity of issues, mentoring). Governmentwide Agency Overall (35) Employees are protected from health and safety hazards on the job. Governmentwide Agency Overall (36) My organization has prepared employees for potential security threats. Agency Overall (36) My organization has prepared employees for potential security threats. Agency Overall (37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. Governmentwide Agency Overall (37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. Governmentwide Agency Overall (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. Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (39) 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. Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement New Question 77.6% Agency Overall Office of Surface Mining, Reclamation and Enforcement New Question 78.4% Office of Surface Mining, Reclamation and Enforcement New Question 78.4% Office of Surface Mining, Reclamation and Enforcement New Question 78.4% Office of Surface Mining, Reclamation and Enforcement New Question 78.4% Office of Surface Mining, Reclamation and Enforcement New Question New Question 44.5% Office of Surface Mining, Reclamation and Enforcement New Question New Question 42.5%	(33) Pay raises depend on how well employees perform the	ir jobs.	
Agency Overall Office of Surface Mining, Reclamation and Enforcement 31.90% 31.5% (34) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity of issues, mentoring). Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (35) Employees are protected from health and safety hazards on the job. Governmentwide Agency Overall (36) My organization has prepared employees for potential security threats. Governmentwide Agency Overall (36) My organization has prepared employees for potential security threats. Governmentwide Agency Overall (37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. Governmentwide Agency Overall (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. Governmentwide Agency Overall (39) 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. Governmentwide Agency Overall (39) My agency is successful at accomplishing its mission. Governmentwide New Question 77, 8% Agency Overall New Question 78, 8% Agency Overall Office of Surface Mining, Reclamation and Enforcement New Question 78, 8% Agency Overall Office of Surface Mining, Reclamation and Enforcement New Question 78, 8% Agency Overall New Question 78, 9% Agency Overall New Question 89, 9% Agency Overall New Question			26.3%
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Governmentwide New Question 77.6% Agency Overall New Question 72.4% Office of Surface Mining, Reclamation and Enforcement New Question 78.4% (40) I reccoment my organization as a good place to work. Governmentwide 65.50% 69.7% Agency Overall 63.70% 69.3% Office of Surface Mining, Reclamation and Enforcement 61.90% 70.0% (41) I believe the results of this survey will be used to make my agency a better place to work. Governmentwide New Question 44.5% Agency Overall New Question 38.3%			
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UTTICE OF SUFFACE MINING, RECIAMATION and Enforcement New Question 41.2%			
	Office of Surface Mining, Reclamation and Enforcement	INEW Question	41.2%

	her life issues.	
Governmentwide	75.30%	76.2%
Agency Overall	78.60%	79.3%
Office of Surface Mining, Reclamation and Enforcement	85.90%	82.3%
43) My supervisor/team leader provides me with opportunitie	es to demonstrate my leadership sk	ills.
Governmentwide	60.60%	66.0%
Agency Overall	58.90%	66.9%
Office of Surface Mining, Reclamation and Enforcement	60.80%	69.8%
44) Discussions with my supervisor/team leader about my pe	erformance are worthwhile.	
Governmentwide	56.20%	62.4%
Agency Overall	54.30%	61.9%
Office of Surface Mining, Reclamation and Enforcement	57.80%	69.9%
(45) My supervisor/team leader is committed to a workforce i	representative of all segments of so	cietv.
Governmentwide	56.80%	65.3%
Agency Overall	52.90%	63.0%
Office of Surface Mining, Reclamation and Enforcement	60.50%	75.2%
Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement	58.30% 53.80% 58.50%	60.9% 57.7% 66.9%
(47) Supervisors/team leaders in my work unit support emplo	ovee development	
• , , ,		
Governmentwide	64.50%	65.9%
	·	65.9% 66.0%
Agency Overall	64.50%	
Agency Overall Office of Surface Mining, Reclamation and Enforcement	64.50% 63.80% 66.10%	66.0%
Agency Overall Office of Surface Mining, Reclamation and Enforcement (48) My supervisor/team leader listens to what I have to say.	64.50% 63.80% 66.10%	66.0% 72.3%
Agency Overall Office of Surface Mining, Reclamation and Enforcement (48) My supervisor/team leader listens to what I have to say. Governmentwide	64.50% 63.80% 66.10% New Question	66.0% 72.3% 74.8%
Agency Overall Office of Surface Mining, Reclamation and Enforcement (48) My supervisor/team leader listens to what I have to say. Governmentwide Agency Overall	64.50% 63.80% 66.10%	66.0% 72.3%
Agency Overall Office of Surface Mining, Reclamation and Enforcement (48) My supervisor/team leader listens to what I have to say. Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement	64.50% 63.80% 66.10% New Question New Question	66.0% 72.3% 74.8% 74.9%
Agency Overall Office of Surface Mining, Reclamation and Enforcement (48) My supervisor/team leader listens to what I have to say. Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (49) My supervisor/team leader treats me with respect.	New Question New Question New Question	74.8% 74.9% 81.9%
Agency Overall Office of Surface Mining, Reclamation and Enforcement (48) My supervisor/team leader listens to what I have to say. Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (49) My supervisor/team leader treats me with respect. Governmentwide	New Question New Question New Question New Question New Question	74.8% 74.9% 81.9%
Agency Overall Office of Surface Mining, Reclamation and Enforcement (48) My supervisor/team leader listens to what I have to say. Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (49) My supervisor/team leader treats me with respect. Governmentwide Agency Overall	New Question New Question New Question	74.8% 74.9% 81.9%
Agency Overall Office of Surface Mining, Reclamation and Enforcement (48) My supervisor/team leader listens to what I have to say. Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (49) My supervisor/team leader treats me with respect. Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement Office of Surface Mining, Reclamation and Enforcement	New Question	74.8% 74.8% 74.9% 81.9% 79.9% 78.5% 86.2%
Agency Overall Office of Surface Mining, Reclamation and Enforcement (48) My supervisor/team leader listens to what I have to say. Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (49) My supervisor/team leader treats me with respect. Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (50) In the last six months, my supervisor/team leader has ta	New Question New	74.8% 74.8% 74.9% 81.9% 79.9% 78.5% 86.2%
Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (48) My supervisor/team leader listens to what I have to say. Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (49) My supervisor/team leader treats me with respect. Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (50) In the last six months, my supervisor/team leader has ta Governmentwide Agency Overall	New Question	74.8% 74.8% 74.9% 81.9% 79.9% 78.5% 86.2%















(51) I have trust and confidence in my supervisor.		
Governmentwide	64.20%	66.5%
Agency Overall	61.50%	65.5%
Office of Surface Mining, Reclamation and Enforcement	69.00%	70.4%
(52) Overall, how good a job do you feel is being done by you		
Governmentwide	66.20%	68.4%
Agency Overall	62.90%	66.8%
Office of Surface Mining, Reclamation and Enforcement	67.00%	74.4%
(53) In my organiztion, leaders generate high levels of moti	vation and commitment in the workfo	rce.
Governmentwide	39.90%	44.5%
Agency Overall	31.80%	39.0%
Office of Surface Mining, Reclamation and Enforcement	37.00%	43.6%
(54) My organization's leaders maintain high standards of h	onesty and integrity.	
Governmentwide	49.50%	55.7%
Agency Overall	43.20%	52.7%
Office of Surface Mining, Reclamation and Enforcement	48.60%	60.0%
(55) Managers/supervisors/team leaders work well with emp		00 50/
Governmentwide	65.20%	63.5%
Agency Overall	61.60%	59.0%
Office of Surface Mining, Reclamation and Enforcement	67.20%	68.9%
(FC) Managara communicate the goals and priorities of the	organization	
(56) Managers communicate the goals and priorities of the		C4 00/
Governmentwide	59.70% 51.80%	64.2%
Agency Overall Office of Surface Mining, Reclamation and Enforcement	64.90%	55.4%
Office of Surface Milling, Reclamation and Emolcement	64.90%	66.9%
(57) Managers review and evaluate the organization's progr		
Governmentwide	57.50%	63.5%
Governmentwide Agency Overall	57.50% 48.50%	63.5% 54.5%
Governmentwide	57.50%	63.5% 54.5%
Governmentwide Agency Overall	57.50% 48.50% 65.50%	63.5% 54.5% 70.4%
Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (58) Managers promote communication among different wo needed resources).	57.50% 48.50% 65.50%	63.5% 54.5% 70.4%
Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement	57.50% 48.50% 65.50%	63.5% 54.5% 70.4% goals,
Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (58) Managers promote communication among different wo needed resources).	57.50% 48.50% 65.50% ork units (for example, about projects,	63.5% 54.5% 70.4% goals,
Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (58) Managers promote communication among different wo needed resources). Governmentwide	57.50% 48.50% 65.50% ork units (for example, about projects,	63.5% 54.5% 70.4% goals,
Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (58) Managers promote communication among different wo needed resources). Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement	57.50% 48.50% 65.50% ork units (for example, about projects, 54.50% 51.00% 57.30%	63.5% 54.5% 70.4% goals, 54.5% 48.8%
Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (58) Managers promote communication among different wo needed resources). Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (59) Managers support collaboration across work units to ac	57.50% 48.50% 65.50% ork units (for example, about projects, 54.50% 51.00% 57.30% ccomplish work objectives.	63.5% 54.5% 70.4% goals, 54.5% 48.8% 60.8%
Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (58) Managers promote communication among different wo needed resources). Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (59) Managers support collaboration across work units to ac Governmentwide	57.50% 48.50% 65.50% ork units (for example, about projects, 54.50% 51.00% 57.30% ccomplish work objectives. New Question	63.5% 54.5% 70.4% goals, 54.5% 48.8% 60.8%
Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (58) Managers promote communication among different wo needed resources). Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (59) Managers support collaboration across work units to account of the surface of Surface Mining of Surface Min	57.50% 48.50% 65.50% ork units (for example, about projects, 54.50% 51.00% 57.30% ccomplish work objectives.	63.5% 54.5% 70.4% goals, 54.5% 48.8%

(60) Overall, how good a job do you feel is being done by th supervisor/team leader?	ne manager directly above your imm	ediate
Governmentwide	New Question	57.3%
Agency Overall	New Question	52.5%
Office of Surface Mining, Reclamation and Enforcement	New Question	55.3%
Office of Surface Willing, Neclamation and Emolecment	New Question	33.376
(61) I have a high level of respect for my organization's sen	ior leaders.	
Governmentwide	51.80%	55.6%
Agency Overall	42.80%	49.1%
Office of Surface Mining, Reclamation and Enforcement	46.70%	51.5%
(62) Senior leaders demonstrate support for Work/Life prog	rams.	
Governmentwide	New Question	54.7%
Agency Overall	New Question	50.5%
Office of Surface Mining, Reclamation and Enforcement	New Question	55.2%
(63) How satisfied are you with your involvement in decision		F.4.00/
Governmentwide	53.40%	54.8%
Agency Overall	52.70%	54.2%
Office of Surface Mining, Reclamation and Enforcement	61.30%	61.9%
(64) How satisfied are you with the information you receive organization?	from management on what's going o	on in your
Governmentwide	48.10%	51.0%
	43.20%	
Agency Overall Office of Surface Mining Reglemation and Enforcement	50.00%	46.7%
Office of Surface Mining, Reclamation and Enforcement	50.00%	53.8%
(65) How satisfied are you with the recognition you receive		
Governmentwide	50.30%	52.2%
Agency Overall	48.00%	53.0%
Office of Surface Mining, Reclamation and Enforcement	56.40%	62.9%
(66) How satisfied are you with the policies and practises of	your senior leaders?	
Governmentwide	42.30%	45.1%
Agency Overall	35.50%	39.8%
Office of Surface Mining, Reclamation and Enforcement	41.70%	43.4%
(67) How satisfied are you with your opportunity to get a bet	ter job in your organization?	
Governmentwide	39.00%	41.7%
Agency Overall	36.30%	40.0%
Office of Surface Mining, Reclamation and Enforcement	36.30%	41.7%
(68) How satisfied are you with the training you receive for y	/our present job?	
Governmentwide	55.30%	55.8%
Agency Overall	52.50%	54.2%
Office of Surface Mining, Reclamation and Enforcement	63.10%	62.4%
(69) Considering everything, how satisfied are you with your	r job?	
Governmentwide	68.50%	71.5%
Agency Overall	66.60%	70.6%
Office of Surface Mining, Reclamation and Enforcement	69.80%	73.4%
555 5. Sanass mining, residing and Emorsonion	30.0070	10.170

(70) Considering everything, how satisfied are you with your		
Governmentwide	60.40%	65.8%
Agency Overall	61.30%	67.2%
Office of Surface Mining, Reclamation and Enforcement	70.10%	73.4%
(71) Considering everything, how satisfied are you with your		
Governmentwide	57.50%	62.4%
Agency Overall	54.70%	61.3%
Office of Surface Mining, Reclamation and Enforcement	57.50%	64.5%
(72) Please select the response below that BEST describes	your teleworking situation.	
Governmentwide	New Question	28.5%
Agency Overall	New Question	28.3%
Office of Surface Mining, Reclamation and Enforcement	New Question	23.2%
(73) How satisfied are you with the following Work/Life progr	ams in your agency Telework?	
Governmentwide	22.60%	35.4%
Agency Overall	21.30%	35.4%
Office of Surface Mining, Reclamation and Enforcement	25.90%	37.9%
(74) How satisfied are you with the following Work/Life progr	ams in your agency Alternative W	ork
Schedules (AWS)?	, ,	
Governmentwide	46.90%	59.5%
Agency Overall	58.80%	70.2%
Office of Surface Mining, Reclamation and Enforcement	=0 =00/	
The or Juliace Minning, Reciamation and Emolecine	76.50%	79.3%
	<u>'</u>	
(75) How satisfied are you with the following Work/Life programs (for example, exercise, medical screening, quit sn	ms in your agency Health and We	
(75) How satified are you with the following Work/Life progra	ms in your agency Health and We	
(75) How satified are you with the following Work/Life programs (for example, exercise, medical screening, quit sn Governmentwide	ims in your agency Health and Wenoking programs)?	ellness
(75) How satified are you with the following Work/Life programs (for example, exercise, medical screening, quit sn	Ims in your agency Health and Wenoking programs)? New Question	ellness 51.2%
(75) How satified are you with the following Work/Life programs (for example, exercise, medical screening, quit sn Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement	Ims in your agency Health and Wenoking programs)? New Question New Question New Question	51.2% 49.1% 59.3%
(75) How satified are you with the following Work/Life programs (for example, exercise, medical screening, quit sn Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement	Ims in your agency Health and Wenoking programs)? New Question New Question New Question	51.2% 49.1% 59.3%
(75) How satified are you with the following Work/Life programs (for example, exercise, medical screening, quit sn Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (76) How satisfied are you with the following Work/Life programs.	Ims in your agency Health and Wenoking programs)? New Question New Question New Question	51.2% 49.1% 59.3%
(75) How satified are you with the following Work/Life program Programs (for example, exercise, medical screening, quit sn Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (76) How satisfied are you with the following Work/Life program (EAP)?	Ims in your agency Health and Wenoking programs)? New Question New Question New Question ams in your agency Employee Asserted	51.2% 49.1% 59.3% sistance
(75) How satified are you with the following Work/Life program Programs (for example, exercise, medical screening, quit sn Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (76) How satisfied are you with the following Work/Life program (EAP)? Governmentwide	Ims in your agency Health and Wenoking programs)? New Question New Question New Question ams in your agency Employee Assembly	51.2% 49.1% 59.3% sistance 48.1%
(75) How satified are you with the following Work/Life programs (for example, exercise, medical screening, quit sn Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (76) How satisfied are you with the following Work/Life program (EAP)? Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement	Ims in your agency Health and Webnoking programs)? New Question New Question New Question ams in your agency Employee Assembly Company	51.2% 49.1% 59.3% sistance 48.1% 49.9% 56.4%
(75) How satisfied are you with the following Work/Life programs (for example, exercise, medical screening, quit sn Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (76) How satisfied are you with the following Work/Life program (EAP)? Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (77) How satisfied are you with the following Work/Life program (Total Control Co	Ims in your agency Health and Webstern (New Question New Question N	51.2% 49.1% 59.3% sistance 48.1% 49.9% 56.4%
(75) How satified are you with the following Work/Life programs (for example, exercise, medical screening, quit sn Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (76) How satisfied are you with the following Work/Life program (EAP)? Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (77) How satisfied are you with the following Work/Life progrexample, daycare, parenting classes, parenting support grou	Ims in your agency Health and Webooking programs)? New Question New Question New Question The programs in your agency Employee Assembly Programs in your agency Employee Assembly Programs in your agency Child Care Programs in your agency	51.2% 49.1% 59.3% sistance 48.1% 49.9% 56.4%
(75) How satified are you with the following Work/Life programs (for example, exercise, medical screening, quit sn Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (76) How satisfied are you with the following Work/Life program (EAP)? Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (77) How satisfied are you with the following Work/Life program (Agency Overall) (77) How satisfied are you with the following Work/Life program (Agency Overall) Governmentwide	Ims in your agency Health and Webooking programs)? New Question New Question New Question Important in your agency Employee Assembly in your agency Employee Assembly in your agency Child Care Props)? New Question	51.2% 49.1% 59.3% sistance 48.1% 49.9% 56.4% ograms (for
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(75) How satisfied are you with the following Work/Life programs (for example, exercise, medical screening, quit sn Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (76) How satisfied are you with the following Work/Life program (EAP)? Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (77) How satisfied are you with the following Work/Life program example, daycare, parenting classes, parenting support ground Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement	Ims in your agency Health and Webooking programs)? New Question New Question New Question The programs in your agency Employee Assembly in your agency Employee Assembly in your agency Child Care Programs in your agency Child Care Programs in your agency Child Care Programs in your agency New Question New Question New Question New Question New Question	51.2% 49.1% 59.3% sistance 48.1% 49.9% 56.4% ograms (for 23.1% 13.7% 11.4%
(75) How satisfied are you with the following Work/Life program Programs (for example, exercise, medical screening, quit sn Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (76) How satisfied are you with the following Work/Life program (EAP)? Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (77) How satisfied are you with the following Work/Life program example, daycare, parenting classes, parenting support ground Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (78) How satisfied are you with the following Work/Life programs of Surface Mining, Reclamation and Enforcement	Ims in your agency Health and Webooking programs)? New Question New Question New Question The programs in your agency Employee Assembly in your agency Employee Assembly in your agency Child Care Programs in your agency Child Care Programs in your agency Child Care Programs in your agency New Question New Question New Question New Question New Question	51.2% 49.1% 59.3% sistance 48.1% 49.9% 56.4% ograms (for 23.1% 13.7% 11.4%
(75) How satisfied are you with the following Work/Life program Programs (for example, exercise, medical screening, quit sn Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (76) How satisfied are you with the following Work/Life program (EAP)? Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (77) How satisfied are you with the following Work/Life program example, daycare, parenting classes, parenting support group Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (78) How satisfied are you with the following Work/Life programs are support groups, speakers)?	Ims in your agency Health and Webooking programs)? New Question New Question New Question The programs in your agency Employee Assembly in your agency Child Care Programs in your agency Elder Care Programs in your agency	51.2% 49.1% 59.3% sistance 48.1% 49.9% 56.4% ograms (for 23.1% 13.7% 11.4% ograms (for
(75) How satisfied are you with the following Work/Life program Programs (for example, exercise, medical screening, quit sn Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (76) How satisfied are you with the following Work/Life program (EAP)? Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (77) How satisfied are you with the following Work/Life program example, daycare, parenting classes, parenting support ground Governmentwide Agency Overall Office of Surface Mining, Reclamation and Enforcement (78) How satisfied are you with the following Work/Life programs of Surface Mining, Reclamation and Enforcement	Ims in your agency Health and Webooking programs)? New Question New Question New Question The programs in your agency Employee Assembly in your agency Employee Assembly in your agency Child Care Programs in your agency Child Care Programs in your agency Child Care Programs in your agency New Question New Question New Question New Question New Question	51.2% 49.1% 59.3% sistance 48.1% 49.9% 56.4% ograms (for 23.1% 13.7% 11.4%

2010 FEVS - OSM (10 Highest Scoring Questions)

	Governmentwide	DOI Overall	OSM
(7) When needed I am will to put in the extra effort to get a job done.	96.7%	97.3%	96.0%
(8) I am constantly looking for ways to do my job better.	91.7%	91.6%	89.6%
(13) The work I do is important.	92.2%	91.2%	89.2%
(16) I am held accountable for achieving results.	84.0%	83.4%	89.1%
(49) My supervisor/team leader treats me with respect.	79.9%	78.5%	86.2%
(28) How would you rate the overall quality of work done by your work unit.	82.2%	82.6%	85.7%
(5) I like the kind of work I do.	85.6%	87.7%	85.4%
(35) Employees are protected from health and safety hazards on the job.	76.4%	77.9%	85.4%
(50) In the last six months, my supervisor/team leader has talked with me about my performance.	76.4%	79.4%	83.7%
(42) My supervisor supports my need to balance work and			

79.3%

76.2%

More Positive Responses than both Gov-wide and DOI

other life issues.

Less Positive Responses than both Gov-wide and DOI

2010 FEVS - OSM (10 lowest scoring questions)

	Governmentwide	DOI Overall	OSM	
(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)?	23.10%	13.70%	11.40%	
(78) How satisfied are you with the following Work/Life programs in your agency Elder Care Programs (for example, support groups, speakers)?	19.90%	12.70%	15.40%	
(72) Please select the response below that BEST describes	20 50/	20.20/	22.20/	Tolowork on a regular basi
your teleworking situation.	28.5%	28.3%	23.2%	Telework on a regular basi
(33) Pay raises depend on how well employees perform their jobs.	26.3%	23.7%	31.5%	
(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	30.8%	28.9%	32.0%	
(73) How satisfied are you with the following Work/Life programs in your agency Telework?	35.4%	35.4%	37.9%	
(41) I believe the results of this survey will be used to make my agency a better place to work.	44.5%	38.3%	41.2%	
(67) How satisfied are you with your opportunity to get a better job in your organization?	41.7%	40.0%	41.7%	
(66) How satisfied are you with the policies and practises of your senior leaders?	45.1%	39.8%	43.4%	
(24) In my work unit, differences in performance are recognized in a meaningful way.	36.2%	36.7%	44.1%	

^{*}Questions are arranged by order in which they appear on the survey.

More Positive Responses than both Gov-wide and DOI

More Positive than DOI but Less than or equal to Gov-Wide

Less Positive Responses than both Gov-wide and DOI

The following are OSM questions with the most significant increase:

(17) "I can disclose a suspected violation of any law, rules or regulation without fear of reprisal"	17.7 Point Increase
(38) "Prohibited Personnel Practises (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to	16.2 Point
compete for employment, knowingly violating veterans' preference	Increase
(45) "My supervisor/team leader is committed to a workforce representative of all segments of society"	14.7 Point Increase
(37) "Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated"	13.4 Point Increase
(44) "Discussions with my supervisor/team leader about my performance are worthwhile"	12.1 Point Increase
(73) "How satisfied are you with the following Work/Life programs in your agencyTelework?"	12 Point Increase
(54) "My organization's leaders maintain high standards of honesty and integrity"	11.4 Point Increase
(32) "Creativity and innovation are rewarded"	10.2 Point Increase
(15) "My performance appraisal is a fair reflection of my performance"	10.1 Point Increase
(30) "Employees have a feeling of personal empowerment with respect to work processes"	9.9 Point Increase

The following are OSM questions with the most significant decrease:

(10) "My workload is reasonable"	6.4 Point Decrease
(9) "I have sufficient resources (for example, people, materials, budget) to get my job done"	5.3 Point Decrease
(20) The people I work with cooperate to get the job done.	4.9 Point Decrease
(42) My supervisor supports my need to balance work and other life issues.	3.6 Point Decrease
(35) Employees are protected from health and safety hazards on the job.	1.6 Point Decrease
(68) How satisfied are you with the training you receive for your present job?	0.7 Point Decrease
(12) I know how my work relates to the agency's goals and priorities.	0.6 Point Decrease
(34) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity of issues, mentoring).	0.5 Point Decrease
(13) The work I do is important.	0.4 Point Decrease
(14) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	0.4 Point Decrease