

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 Responses 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		Compared to 2008 Data
	2008	2010	
			
(1) I am given a real opportunity to improve my skills in my organization.			
Governmentwide	64.00%	65.9%	
Agency Overall	62.20%	67.5%	
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 doing things.			
Governmentwide	60.70%	59.9%	
Agency Overall	60.80%	62.1%	
Office of Surface Mining, Reclamation and Enforcement	61.40%	65.9%	
(4) My work gives me a feeling of personal accomplishment.			
Governmentwide	73.40%	74.7%	
Agency Overall	73.00%	75.5%	
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%	
Agency Overall	New Question	97.3%	
Office of Surface Mining, Reclamation and Enforcement	New Question	96.0%	

(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, people, materials, 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.		
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 priorities.		
Governmentwide	83.90%	84.4%
Agency Overall	82.50%	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, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.		
Governmentwide	67.20%	67.0%
Agency Overall	68.40%	68.1%
Office of Surface Mining, Reclamation and Enforcement	74.00%	74.4%



(15) My performance appraisal is a fair reflection of my performance.		
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 regulation without fear of reprisal.		
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.		
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 I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).		
Governmentwide	64.30%	67.8%
Agency Overall	64.00%	67.1%
Office of Surface Mining, Reclamation and Enforcement	68.30%	71.6%
(20) The people I work with cooperate to get the job done.		
Governmentwide	83.90%	74.7%
Agency Overall	81.40%	72.6%
Office of Surface Mining, Reclamation and Enforcement	82.40%	77.5%
(21) My work unit is able to recruit people with the right skills.		
Governmentwide	44.90%	45.8%
Agency Overall	42.00%	43.1%
Office of Surface Mining, Reclamation and Enforcement	46.70%	49.2%
(22) Promotions in my work unit are based on merit.		
Governmentwide	35.20%	35.4%
Agency Overall	35.60%	37.8%
Office of Surface Mining, Reclamation and Enforcement	40.80%	46.2%
(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.		
Governmentwide	29.60%	30.8%
Agency Overall	27.20%	28.9%
Office of Surface Mining, Reclamation and Enforcement	25.80%	32.0%



(24) In my work unit, differences in performance are recognized in a meaningful way.		
Governmentwide	31.40%	36.2%
Agency Overall	29.30%	36.7%
Office of Surface Mining, Reclamation and Enforcement	36.30%	44.1%
(25) Awards in my work unit depend on how well employees perform their jobs.		
Governmentwide	41.40%	43.5%
Agency Overall	43.90%	48.6%
Office of Surface Mining, Reclamation and Enforcement	48.40%	52.0%
(26) Employees in my work unit share job knowledge with each other.		
Governmentwide	75.40%	73.1%
Agency Overall	72.10%	70.3%
Office of Surface Mining, Reclamation and Enforcement	70.40%	72.9%
(27) The skill level in my work unit has improved in the past year.		
Governmentwide	52.70%	55.7%
Agency Overall	48.30%	53.7%
Office of Surface Mining, Reclamation and Enforcement	47.60%	54.8%
(28) How would you rate the overall quality of work done by your work unit.		
Governmentwide	83.40%	82.2%
Agency Overall	82.00%	82.6%
Office of Surface Mining, Reclamation and Enforcement	79.90%	85.7%
(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.		
Governmentwide	73.80%	72.5%
Agency Overall	71.70%	70.0%
Office of Surface Mining, Reclamation and Enforcement	75.00%	80.0%
(30) Employees have a feeling of personal empowerment with respect to work processes.		
Governmentwide	43.80%	47.6%
Agency Overall	42.00%	45.5%
Office of Surface Mining, Reclamation and Enforcement	47.80%	57.7%
(31) Employees are recognized for providing high quality products and services.		
Governmentwide	46.10%	51.1%
Agency Overall	45.60%	52.6%
Office of Surface Mining, Reclamation and Enforcement	56.90%	62.6%
(32) Creativity and innovation are rewarded.		
Governmentwide	40.00%	41.1%
Agency Overall	40.10%	41.9%
Office of Surface Mining, Reclamation and Enforcement	46.30%	56.5%



(33) Pay raises depend on how well employees perform their jobs.		
Governmentwide	25.60%	26.3%
Agency Overall	21.90%	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	59.70%	58.0%
Agency Overall	55.70%	54.2%
Office of Surface Mining, Reclamation and Enforcement	69.90%	69.4%
(35) Employees are protected from health and safety hazards on the job.		
Governmentwide	76.20%	76.4%
Agency Overall	76.90%	77.9%
Office of Surface Mining, Reclamation and Enforcement	87.00%	85.4%
(36) My organization has prepared employees for potential security threats.		
Governmentwide	74.10%	76.3%
Agency Overall	62.90%	63.4%
Office of Surface Mining, Reclamation and Enforcement	76.30%	76.2%
(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.		
Governmentwide	47.70%	51.3%
Agency Overall	46.90%	51.5%
Office of Surface Mining, Reclamation and Enforcement	49.70%	63.1%
(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	60.10%	65.7%
Agency Overall	60.00%	66.1%
Office of Surface Mining, Reclamation and Enforcement	59.90%	76.1%
(39) My agency is successful at accomplishing its mission.		
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%
Office of Surface Mining, Reclamation and Enforcement	New Question	41.2%



(42) My supervisor supports my need to balance work and other 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 opportunities to demonstrate my leadership skills.		
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 performance 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 representative of all segments of society.		
Governmentwide	56.80%	65.3%
Agency Overall	52.90%	63.0%
Office of Surface Mining, Reclamation and Enforcement	60.50%	75.2%
(46) My supervisor/team leader provides me with constructive suggestion to improve my job performance.		
Governmentwide	58.30%	60.9%
Agency Overall	53.80%	57.7%
Office of Surface Mining, Reclamation and Enforcement	58.50%	66.9%
(47) Supervisors/team leaders in my work unit support employee development.		
Governmentwide	64.50%	65.9%
Agency Overall	63.80%	66.0%
Office of Surface Mining, Reclamation and Enforcement	66.10%	72.3%
(48) My supervisor/team leader listens to what I have to say.		
Governmentwide	New Question	74.8%
Agency Overall	New Question	74.9%
Office of Surface Mining, Reclamation and Enforcement	New Question	81.9%
(49) My supervisor/team leader treats me with respect.		
Governmentwide	New Question	79.9%
Agency Overall	New Question	78.5%
Office of Surface Mining, Reclamation and Enforcement	New Question	86.2%
(50) In the last six months, my supervisor/team leader has talked with me about my performance.		
Governmentwide	New Question	76.4%
Agency Overall	New Question	79.4%
Office of Surface Mining, Reclamation and Enforcement	New Question	83.7%



(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 your immediate supervisor/team leader.		
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 organization, leaders generate high levels of motivation and commitment in the workforce.		
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 honesty 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 employees of different backgrounds.		
Governmentwide	65.20%	63.5%
Agency Overall	61.60%	59.0%
Office of Surface Mining, Reclamation and Enforcement	67.20%	68.9%
(56) Managers communicate the goals and priorities of the organization.		
Governmentwide	59.70%	64.2%
Agency Overall	51.80%	55.4%
Office of Surface Mining, Reclamation and Enforcement	64.90%	66.9%
(57) Managers review and evaluate the organization's progress toward meeting its goals and objectives.		
Governmentwide	57.50%	63.5%
Agency Overall	48.50%	54.5%
Office of Surface Mining, Reclamation and Enforcement	65.50%	70.4%
(58) Managers promote communication among different work units (for example, about projects, goals, needed resources).		
Governmentwide	54.50%	54.5%
Agency Overall	51.00%	48.8%
Office of Surface Mining, Reclamation and Enforcement	57.30%	60.8%
(59) Managers support collaboration across work units to accomplish work objectives.		
Governmentwide	New Question	57.5%
Agency Overall	New Question	54.2%
Office of Surface Mining, Reclamation and Enforcement	New Question	63.4%



(60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?		
Governmentwide	New Question	57.3%
Agency Overall	New Question	52.5%
Office of Surface Mining, Reclamation and Enforcement	New Question	55.3%
(61) I have a high level of respect for my organization's senior 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 programs.		
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 decisions that affect your work?		
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 from management on what's going on in your organization?		
Governmentwide	48.10%	51.0%
Agency Overall	43.20%	46.7%
Office of Surface Mining, Reclamation and Enforcement	50.00%	53.8%
(65) How satisfied are you with the recognition you receive for doing a good job?		
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 better 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 your 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 job?		
Governmentwide	68.50%	71.5%
Agency Overall	66.60%	70.6%
Office of Surface Mining, Reclamation and Enforcement	69.80%	73.4%



(70) Considering everything, how satisfied are you with your pay?		
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 organization?		
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 programs 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 programs in your agency... Alternative Work Schedules (AWS)?		
Governmentwide	46.90%	59.5%
Agency Overall	58.80%	70.2%
Office of Surface Mining, Reclamation and Enforcement	76.50%	79.3%
(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)?		
Governmentwide	New Question	51.2%
Agency Overall	New Question	49.1%
Office of Surface Mining, Reclamation and Enforcement	New Question	59.3%
(76) How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?		
Governmentwide	New Question	48.1%
Agency Overall	New Question	49.9%
Office of Surface Mining, Reclamation and Enforcement	New Question	56.4%
(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)?		
Governmentwide	New Question	23.1%
Agency Overall	New Question	13.7%
Office of Surface Mining, Reclamation and Enforcement	New Question	11.4%
(78) How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?		
Governmentwide	New Question	19.9%
Agency Overall	New Question	12.7%
Office of Surface Mining, Reclamation and Enforcement	New Question	15.4%



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 other life issues.	76.2%	79.3%	82.3%

More Positive Responses than both Gov-wide and DOI

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 your teleworking situation.	28.5%	28.3%	23.2%	Telework on a regular basis
(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 compete for employment, knowingly violating veterans' preference	16.2 Point 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 agency...Telework?"	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