# 2012

## Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

NATIONAL INDIAN GAMING COMMISSION

**AGENCY RESULTS** 

Over 687,000 Federal Employees' Opinions

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT

		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	N		7	25	15	12	6	65	NA
organization.	%	50.4	10.5	39.9	23.1	17.1	9.4	100.0	
I have enough information to do my job well.	N		6	35	8	10	6	65	NA
2. Thave enough information to do my job well.	%	62.6	9.3	53.3	13.7	14.5	9.3	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		7	16	18	14	10	65	NA
	%	36.4	10.5	25.9	27.8	21.0	14.8	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		12	28	14	7	2	63	NA
	%	63.1	18.9	44.2	23.2	10.0	3.7	100.0	
*5. I like the kind of work I do.	N		29	26	6	3	0	64	NA
	%	87.0	45.7	41.3	8.8	4.1	0.0	100.0	
6. I know what is expected of me on the job.	N		12	28	8	11	5	64	NA
	%	63.1	19.4	43.7	12.9	16.4	7.7	100.0	
<ol><li>When needed I am willing to put in the extra effort to get a job done.</li></ol>	N		49	16	0	0	0	65	NA
	%	100.0	75.0	25.0	0.0	0.0	0.0	100.0	
	N		28	31	6	0	0	65	NA
8. I am constantly looking for ways to do my job better.	%	89.2	42.0	47.2	10.8	0.0	0.0	100.0	
9. I have sufficient resources (for example, people, materials,	N		7	38	4	8	8	65	0
budget) to get my job done.	%	70.3	10.7	59.6	5.8	12.2	11.7	100.0	
*40 Manualization and the	N		8	43	3	4	6	64	0
*10. My workload is reasonable.	%	80.6	13.3	67.3	4.1	6.4	8.9	100.0	
*44. Marketenke are used well in the weather as	N		5	24	13	7	14	63	1
*11. My talents are used well in the workplace.	%	47.8	8.3	39.5	20.4	10.4	21.3	100.0	
***	N		11	28	13	6	7	65	0
*12. I know how my work relates to the agency's goals and priorities.	%	60.9	17.5	43.3	19.3	9.4	10.5	100.0	
#40. The county I do to the manufact	N		23	28	11	0	3	65	0
*13. The work I do is important.	%	78.0	35.9	42.2	16.7	0.0	5.3	100.0	
*14. Physical conditions (for example, noise level, temperature,	N		15	42	2	2	4	65	0
lighting, cleanliness in the workplace) allow employees to perform their jobs well.	%	87.8	23.4	64.4	3.4	3.1	5.8	100.0	
*15. My performance appraisal is a fair reflection of my residence	N		16	32	8	4	2	62	2
*15. My performance appraisal is a fair reflection of my performance.	%	77.7	26.5	51.2	12.1	6.9	3.3	100.0	
40. Laws hold accountable for achieving recolls	N		15	33	14	1	1	64	1
16. I am held accountable for achieving results.	%	76.1	22.9	53.2	21.1	1.4	1.4	100.0	

Survey Administration Period: April 4, 2012 to May 16, 2012

Percentages are weighted to represent the Agency's population.

Sample or Census: Census

Number of surveys completed: 65

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<sup>\*</sup> AES prescribed items

<sup>\*\*</sup> Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

		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	N		9	20	13	9	8	59	4
without fear of reprisal.	%	48.9	15.6	33.2	23.4	14.6	13.1	100.0	
*18. My training needs are assessed.	N		2	20	20	14	8	64	1
, ,	%	34.2	2.7	31.4	30.8	22.3	12.8	100.0	
*19. In my most recent performance appraisal, I understood what I had	N		9	27	13	6	4	59	6
to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	%	61.8	16.7	45.2	21.3	9.4	7.5	100.0	
+00. The constal to admit the constant to get the link does	N		15	36	7	6	1	65	NA
*20. The people I work with cooperate to get the job done.	%	79.1	23.4	55.6	10.5	9.0	1.4	100.0	
My work unit is able to recruit people with the right skills.	N		3	20	21	11	7	62	3
	%	36.7	4.5	32.2	34.8	16.2	12.2	100.0	
*20. Decreations in many world with one based on manife	N		4	13	22	9	9	57	8
22. Promotions in my work unit are based on merit.	%	28.2	6.5	21.7	42.2	14.7	14.9	100.0	
<ol> <li>In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</li> </ol>	N		2	10	21	15	7	55	10
	%	20.5	3.3	17.2	39.8	28.2	11.6	100.0	
*24. In my work unit, differences in performance are recognized in a	N		2	11	21	18	6	58	7
meaningful way.	%	21.6	3.3	18.3	38.1	31.1	9.2	100.0	
25. Awards in my work unit depend on how well employees perform	N		6	12	20	11	6	55	10
their jobs.	%	32.2	10.7	21.5	35.9	21.4	10.5	100.0	
26. Employees in my work unit share job knowledge with each other.	N		12	31	15	4	3	65	0
26. Employees in my work unit share job knowledge with each other.	%	66.2	18.7	47.5	22.2	6.5	5.1	100.0	
27. The skill level in my work unit has improved in the past year.	N		6	20	25	8	3	62	3
27. The skill level in my work unit has improved in the past year.	%	41.5	9.7	31.8	40.2	14.0	4.3	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	N		29	21	12	1	1	64	NA
unit?	%	77.7	43.7	34.0	18.6	1.4	2.3	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	N		10	32	8	7	2	59	3
necessary to accomplish organizational goals.	%	72.6	15.4	57.1	13.0	10.2	4.2	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
<ol> <li>Employees have a feeling of personal empowerment with respect to work processes.</li> </ol>	N		2	11	22	11	15	61	1
	%	21.4	3.3	18.1	38.7	16.3	23.6	100.0	
31. Employees are recognized for providing high quality products and	N		4	14	20	10	9	57	5
services.	%	32.3	6.9	25.5	35.2	17.1	15.5	100.0	
22. Creativity and innovation are rewarded	N		2	9	17	16	11	55	7
*32. Creativity and innovation are rewarded.	%	19.7	3.6	16.1	31.0	30.1	19.2	100.0	
*22. Day naises demand on heavy vall anable years manfermed their inte-	N		2	10	15	16	12	55	7
*33. Pay raises depend on how well employees perform their jobs.	%	21.6	3.8	17.8	28.7	27.9	21.8	100.0	
34. Policies and programs promote diversity in the workplace (for	N		5	18	22	5	7	57	4
example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	%	40.6	7.8	32.7	38.7	8.4	12.3	100.0	
*35. Employees are protected from health and safety hazards on the	N		7	37	13	1	1	59	3
job.	%	74.7	11.4	63.3	21.9	1.9	1.5	100.0	
66. My organization has prepared employees for potential security	N		8	32	10	5	3	58	4
threats.	%	66.9	13.0	53.9	17.7	10.2	5.3	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan	N		5	17	17	6	8	53	8
political purposes are not tolerated.	%	40.4	8.7	31.7	33.4	11.6	14.7	100.0	
38. Prohibited Personnel Practices (for example, illegally	N		3	19	21	4	6	53	9
discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	%	40.3	5.4	34.9	41.7	7.6	10.4	100.0	
	N		3	26	15	10	7	61	1
39. My agency is successful at accomplishing its mission.	%	47.4	4.8	42.6	25.0	16.7	11.0	100.0	
	N		8	18	22	10	4	62	NA
40. I recommend my organization as a good place to work.	%	41.7	13.1	28.6	35.1	17.1	6.0	100.0	
41. I believe the results of this survey will be used to make my agency	N		5	10	16	15	11	57	5
a better place to work.	%	26.7	8.9	17.8	26.9	26.5	19.8	100.0	
*42. My supervisor supports my need to balance work and other life	N		20	30	6	3	3	62	0
issues.	%	80.9	32.5	48.5	10.4	4.5	4.2	100.0	
43. My supervisor/team leader provides me with opportunities to	N		14	23	14	5	6	62	0
demonstrate my leadership skills.	%	60.2	22.7	37.5	22.7	8.4	8.8	100.0	
*44. Discussions with my supervisor/team leader about my	N		10	20	16	8	4	58	2
performance are worthwhile.	%	52.5	17.4	35.2	27.7	14.0	5.8	100.0	

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		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	N		9	19	20	2	4	54	8
representative of all segments of society.	%	53.3	17.2	36.1	35.6	4.7	6.4	100.0	
46. My supervisor/team leader provides me with constructive	N		11	18	18	8	7	62	0
suggestions to improve my job performance.	%	47.9	17.4	30.4	27.4	14.6	10.1	100.0	
47. Supervisors/team leaders in my work unit support employee	N		8	28	9	9	6	60	2
development.	%	61.4	13.3	48.2	14.4	15.2	9.0	100.0	
48. My supervisor/team leader listens to what I have to say.	N		19	19	12	6	6	62	NA
46. My supervisor/team leader listens to what i have to say.	%	61.2	31.1	30.1	20.4	9.7	8.7	100.0	
49. My supervisor/team leader treats me with respect.	N		17	27	11	2	5	62	NA
49. My supervisor/team leader treats the with respect.	%	72.0	27.4	44.5	18.2	2.7	7.1	100.0	
50. In the last six months, my supervisor/team leader has talked with	N		11	24	11	13	3	62	NA
me about my performance.	%	58.0	18.4	39.6	16.3	21.6	4.0	100.0	
*51. I have trust and confidence in my supervisor.	N		14	20	15	7	6	62	NA
	%	56.0	22.5	33.5	24.5	11.0	8.6	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	N		Very Good	Good 23	Fair 13	Poor 5	Very Poor	Response	No Basis to
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N %						-	Response Total	No Basis to Judge
immediate supervisor/team leader?		Positive	16	23	13 20.9 Neither Agree nor Disagree	5	5	Response Total  62 100.0  Item Response Total**	No Basis to Judge
immediate supervisor/team leader?  *53. In my organization, leaders generate high levels of motivation and		Positive 64.6 Percent	16 24.7 Strongly Agree	23 39.9	13 20.9 Neither Agree nor Disagree	5 7.6	5 6.9 <b>Strongly</b>	Response Total  62 100.0  Item Response Total**	No Basis to Judge  NA  Do Not Know/ No Basis to
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	%	Positive 64.6 Percent	16 24.7 Strongly Agree	23 39.9 <b>Agree</b>	13 20.9 Neither Agree nor Disagree	5 7.6 Disagree	5 6.9 Strongly Disagree	Response Total  62 100.0  Item Response Total**  61 100.0	No Basis to Judge  NA  Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.  54. My organization's leaders maintain high standards of honesty and	% N	Positive 64.6  Percent Positive	16 24.7 Strongly Agree	23 39.9 <b>Agree</b> 9	13 20.9 Neither Agree nor Disagree	5 7.6 <b>Disagree</b>	5 6.9 Strongly Disagree	Response Total  62 100.0  Item Response Total**	No Basis to Judge  NA  Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.  54. My organization's leaders maintain high standards of honesty and integrity.	% N %	Positive 64.6  Percent Positive	16 24.7 Strongly Agree 4 6.3	23 39.9 <b>Agree</b> 9 14.7	13 20.9  Neither Agree nor Disagree  22 36.1	5 7.6 <b>Disagree</b> 11 19.4	5 6.9 Strongly Disagree 15 23.5	Response Total  62 100.0  Item Response Total**  61 100.0	No Basis to Judge  NA  Do Not Know/ No Basis to Judge  0
<ul> <li>*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.</li> <li>54. My organization's leaders maintain high standards of honesty and integrity.</li> <li>*55. Managers/supervisors/team leaders work well with employees of</li> </ul>	% N % N	Positive 64.6 Percent Positive	16 24.7 Strongly Agree 4 6.3 7	23 39.9 <b>Agree</b> 9 14.7	13 20.9  Neither Agree nor Disagree  22 36.1 22	5 7.6 <b>Disagree</b> 11 19.4 4	5 6.9 Strongly Disagree 15 23.5 10	Response	No Basis to Judge  NA  Do Not Know/ No Basis to Judge  0
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.  54. My organization's leaders maintain high standards of honesty and integrity.  *55. Managers/supervisors/team leaders work well with employees of different backgrounds.	% N % N	Positive 64.6 Percent Positive	16 24.7 Strongly Agree 4 6.3 7 12.7	23 39.9 <b>Agree</b> 9 14.7 14 24.8	13 20.9 Neither Agree nor Disagree 22 36.1 22 38.3	5 7.6 <b>Disagree</b> 11 19.4 4 7.8	5 6.9 Strongly Disagree 15 23.5 10 16.4	Response	No Basis to Judge  NA  Do Not Know/ No Basis to Judge  0  4
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.  54. My organization's leaders maintain high standards of honesty and integrity.  *55. Managers/supervisors/team leaders work well with employees of different backgrounds.  *56. Managers communicate the goals and priorities of the	% N % N %	Positive 64.6 Percent Positive 20.9 37.4	16 24.7 Strongly Agree 4 6.3 7 12.7 5	23 39.9 Agree 9 14.7 14 24.8 23	13 20.9 Neither Agree nor Disagree 22 36.1 22 38.3	5 7.6 <b>Disagree</b> 11 19.4 4 7.8 4	5 6.9 Strongly Disagree 15 23.5 10 16.4 11	Response Total  62 100.0  Item Response Total**  61 100.0  57 100.0  55	No Basis to Judge  NA  Do Not Know/ No Basis to Judge  0  4
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.  54. My organization's leaders maintain high standards of honesty and integrity.  *55. Managers/supervisors/team leaders work well with employees of different backgrounds.	% N % N % N	Positive 64.6 Percent Positive 20.9 37.4	16 24.7 Strongly Agree 4 6.3 7 12.7 5 9.0	23 39.9 Agree  9 14.7 14 24.8 23 42.0	13 20.9 Neither Agree nor Disagree 22 36.1 22 38.3 12 21.8	5 7.6 <b>Disagree</b> 11 19.4 4 7.8 4 8.8	5 6.9 Strongly Disagree 15 23.5 10 16.4 11 18.4	Response Total  62 100.0  Item Response Total**  61 100.0 57 100.0 55 100.0	No Basis to Judge  NA  Do Not Know/ No Basis to Judge  0  4
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.  54. My organization's leaders maintain high standards of honesty and integrity.  *55. Managers/supervisors/team leaders work well with employees of different backgrounds.  *56. Managers communicate the goals and priorities of the	% N % N % N	Positive 64.6 Percent Positive 20.9 37.4 51.0	16 24.7 Strongly Agree 4 6.3 7 12.7 5 9.0	23 39.9 Agree  9 14.7 14 24.8 23 42.0 17	13 20.9 Neither Agree nor Disagree 22 36.1 22 38.3 12 21.8	5 7.6 <b>Disagree</b> 11 19.4 4 7.8 4 8.8 6	5 6.9 Strongly Disagree 15 23.5 10 16.4 11 18.4 11	Response Total  62 100.0  Item Response Total**  61 100.0 57 100.0 55 100.0 60	No Basis to Judge  NA  Do Not Know/ No Basis to Judge  0  4

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		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	N		5	10	19	11	13	58	3
example, about projects, goals, needed resources).	%	24.6	8.1	16.5	35.3	19.3	20.8	100.0	
59. Managers support collaboration across work units to accomplish	N		6	14	16	6	14	56	5
work objectives.	%	34.8	9.9	24.9	29.9	10.9	24.4	100.0	
		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	N		9	14	15	8	10	56	5
directly above your immediate supervisor/team leader?	%	40.9	15.6	25.2	26.9	14.5	17.8	100.0	
		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		7	17	14	10	11	59	2
	%	40.7	12.3	28.4	24.5	17.0	17.9	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		9	19	15	4	5	52	9
oz. Ocinor leaders demonstrate support for vvolvene programs.	%	53.4	16.5	36.9	30.9	7.1	8.7	100.0	
		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	N		6	18	18	13	6	61	NA
affect your work?	%	40.3	9.3	31.0	31.0	19.2	9.6	100.0	
*64. How satisfied are you with the information you receive from	N		7	11	16	15	12	61	NA
management on what's going on in your organization?	%	28.0	11.0	17.0	28.2	26.0	17.7	100.0	
*65. How satisfied are you with the recognition you receive for doing a	N		3	23	16	14	5	61	NA
good job?	%	42.2	4.8	37.4	25.7	24.0	8.0	100.0	
*66. How satisfied are you with the policies and practices of your	N		4	17	18	10	12	61	NA
senior leaders?	%	33.4	6.2	27.2	31.9	16.0	18.7	100.0	
*67. How satisfied are you with your opportunity to get a better job in	N		1	16	18	16	10	61	NA
your organization?	%	27.1	1.6	25.5	28.9	27.7	16.3	100.0	
*68. How satisfied are you with the training you receive for your	N		4	22	21	10	4	61	NA
present job?	%	39.7	5.9	33.8	36.8	17.5	6.0	100.0	

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		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		7	32	12	7	3	61	NA
09. Considering everything, now satisfied are you with your job!	%	62.9	11.6	51.4	20.5	12.1	4.4	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		11	27	8	13	2	61	NA
70. Considering everything, now satisfied are you with your pay?	%	63.1	18.6	44.4	12.3	21.4	3.2	100.0	
71. Considering everything, how satisfied are you with your	N		7	20	16	11	7	61	NA
organization?	%	44.4	11.5	32.9	27.2	17.4	11.0	100.0	

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).

Yes	54	87.8
No	4	6.4
Not sure	3	5.9
Total	61	100.0

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

	N	%
I telework 3 or more days per week.	10	16.5
I telework 1 or 2 days per week.	14	22.9
I telework, but no more than 1 or 2 days per month.	5	8.2
I telework very infrequently, on an unscheduled or short-term basis.	17	26.1
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	4	6.5
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1	1.7
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	6	10.3
I do not telework because I choose not to telework.	4	7.8
Total	61	100.0

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%

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74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)		N	%
Tronk Concounce (1 tro)	Yes	37	60.7
	No	22	37.7
	Not available to me	1	1.5
	Total	60	100.0
<ol> <li>Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</li> </ol>		N	%
	Yes	5	8.3
	No	24	40.1
	Not available to me	32	51.6
	Total	61	100.
Do you participate in the following Work/Life programs? Employee     Assistance Program (EAP)		N	%
	Yes	8	13.1
	No	51	83.3
	Not available to me	2	3.5
	Total	61	100.
<ol> <li>Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting supp groups)</li> </ol>		N	%
	Yes	2	3.4
	No	32	52.3
	Not available to me	27	44.3
	Total	61	100.
Do you participate in the following Work/Life programs? Elder Care     Programs (for example, support groups, speakers)		N	%
	Yes	0	0.0
	No	37	60.9
	Not available to me	24	39.1
	Total	61	100.

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in	N		21	17	3	2	0	43	2
your agency? Telework	%	89.4	46.8	42.6	6.2	4.4	0.0	100.0	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		18	17	1	0	1	37	1
	%	93.1	46.4	46.7	4.4	0.0	2.5	100.0	
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		0	3	0	0	0	3	2
	%	100.0	0.0	100.0	0.0	0.0	0.0	100.0	
82. How satisfied are you with the following Work/Life programs in	N		3	2	1	0	0	6	2
your agency? Employee Assistance Program (EAP)	%	81.3	46.7	34.6	18.7	0.0	0.0	100.0	
83. How satisfied are you with the following Work/Life programs in	N		0	2	0	0	0	2	0
your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	%	100.0	0.0	100.0	0.0	0.0	0.0	100.0	
84. How satisfied are you with the following Work/Life programs in	N		0	0	0	0	0	0	0
your agency? Elder Care Programs (for example, support groups, speakers)	%								

Percentages are weighted to represent the Agency's population.

Sample or Census: Census

Survey Administration Period: April 4, 2012 to May 16, 2012

The work/life satisfaction results only include employees who indicated that they participated in the program.

 $<sup>^{\</sup>star\star}$  Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'



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