

# Taking the Pulse

## Pension Benefit Guaranty Corporation Federal Employee Viewpoint Survey<sup>1</sup> and Trend Report for 2012

### We Survey Everybody

At PBGC we care what **all** our people think, so to find out how they feel about working here, we ask every one of them to take the Federal Employee Viewpoint survey. We use their responses to measure our progress against the Human Capital Assessment and Accountability Framework's four indices:

- leadership and knowledge management,
- results-oriented performance culture,
- talent management, and
- job satisfaction.

### A Workforce Eager to Excel

We ranked among the top ten federal agencies in the talent *management* index. Our employees responded very positively to questions in the "My Work Experiences" section, answering positively 90% or more of the time for many statements, including:

- "When needed I am willing to put in the extra effort to get a job done,"
- "I am constantly looking for ways to do my job better," and
- "The work I do is important."

Our employees scored us at 67% in the *Employee Engagement* index, higher than most government agencies. This index measures an employee's passion and commitment for, and involvement with, his or her job.

### Support, Respect, Balance

Our people also expressed satisfaction with the relationship they have with their immediate supervisors and team leaders. Their feedback showed that they believe their supervisors and team leaders:

- communicate with them about their performance,
- treat them with respect, and
- provide the support needed to balance work and other life issues.

### A Commitment to Continual Improvement

At PBGC, we recognize the importance of offering employees the chance to work and grow using their unique talents and strengths to do work that matters, in a culture of outstanding performance and effective leadership. While some scores have declined over the last year, others have improved. We will use the 2012 FedView results to shore up weak areas, and continue to work toward a model work environment that supports effective human capital practices.

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<sup>1</sup> The Office of Personnel Management (OPM) requires agencies to conduct an annual survey of their employees; and provides a list of questions that must appear in each agency's employee survey.

Below is a compilation of the 2012 Federal Employee Viewpoint Survey (FedView) survey questions and responses. Nearly 65% of employees participated in the survey. We include the 2011 results for comparison. This summary displays responses by *Positive*, *Neutral*, *Negative*, and where applicable, *Do Not Know* or *No Basis to Judge* responses, which are groupings from the more detailed options available to survey responders. For example, **Positive** represents responses of Strongly Agree and Agree; Very Satisfied and Satisfied; and Very Good and Good. **Neutral** represents responses of Neither Agree nor Disagree; Neither Satisfied nor Dissatisfied; and Fair. **Negative** represents responses of Disagree and Strongly Disagree; Dissatisfied and Very Dissatisfied; and Poor and Very Poor.

## My Work Experiences

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	72.4%	14.4%	13.2%
2011 FedView Results	77.9%	10.7%	11.4%

### 02. I have enough information to do my job well.

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	72.5%	13.3%	14.2%
2011 FedView Results	74.9%	11.6%	13.5%

### 03. I feel encouraged to come up with new and better ways of doing things.

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	64.4%	15.4%	20.2%
2011 FedView Results	68.8%	14.0%	17.2%

### 04. My work gives me a feeling of personal accomplishment.

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	74.2%	13.5%	12.4%
2011 FedView Results	76.9%	13.3%	9.9%

### 05. I like the kind of work I do.

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	82.0%	12.6%	5.4%
2011 FedView Results	82.5%	10.7%	6.8%

### 06. I know what is expected of me on the job.

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	77.6%	11.2%	11.1%
2011 FedView Results	76.8%	12.7%	10.4%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	95.0%	3.4%	1.6%
2011 FedView Results	96.2%	3.2%	0.6%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	90.2%	8.4%	1.4%
2011 FedView Results	92.2%	6.3%	1.5%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	59.0%	14.8%	26.2%

2011 FedView Results	62.0%	13.4%	24.6%
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**10. My workload is reasonable.**

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	58.4%	17.9%	23.8%
2011 FedView Results	59.7%	15.3%	25.0%

**11. My talents are used well in the workplace.**

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	58.8%	18.8%	22.5%
2011 FedView Results	62.2%	17.4%	20.4%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	88.8%	7.6%	3.6%
2011 FedView Results	90.2%	5.9%	3.8%

**13. The work I do is important.**

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	92.0%	5.7%	2.2%
2011 FedView Results	91.2%	6.3%	2.5%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	84.7%	8.1%	7.2%
2011 FedView Results	84.8%	8.9%	6.3%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	61.5%	14.1%	24.4%
2011 FedView Results	73.5%	12.0%	14.6%

**16. I am held accountable for achieving results.**

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	86.4%	10.0%	3.6%
2011 FedView Results	90.8%	7.7%	1.5%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	56.8%	23.5%	19.6%
2011 FedView Results	59.5%	21.7%	18.8%

**18. My training needs are assessed.**

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	52.4%	23.6%	24.0%
2011 FedView Results	57.4%	22.3%	20.2%

**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).**

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	64.8%	14.2%	21.0%
2011 FedView Results	71.4%	12.9%	15.7%

## **My Work Unit**

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	74.0%	14.8%	11.2%
2011 FedView Results	75.3%	12.0%	12.6%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	56.8%	20.5%	22.7%
2011 FedView Results	57.9%	23.1%	19.1%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	44.1%	27.4%	33.8%
2011 FedView Results	47.2%	27.3%	25.6%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	37.6%	28.1%	34.3%
2011 FedView Results	37.9%	30.2%	31.9%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	38.8%	27.4%	33.8%
2011 FedView Results	46.0%	27.0%	27.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	45.5%	27.1%	27.4%
2011 FedView Results	53.9%	21.0%	25.1%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	76.5%	12.3%	11.2%
2011 FedView Results	72.8%	13.0%	14.2%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	60.6%	25.6%	13.8%
2011 FedView Results	62.5%	25.5%	11.9%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	84.0%	14.1%	1.9%
2011 FedView Results	83.1%	14.1%	2.7%

## **My Agency**

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	68.7%	17.1%	14.1%
2011 FedView Results	73.0%	15.6%	11.4%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	44.2%	25.3%	30.5%
2011 FedView Results	50.7%	26.4%	23.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	51.5%	23.8%	24.8%
2011 FedView Results	60.2%	21.8%	18.0%

### **32. Creativity and innovation are rewarded.**

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	40.9%	29.9%	29.2%
2011 FedView Results	47.2%	27.4%	25.4%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	26.2%	29.3%	44.5%
2011 FedView Results	29.5%	31.6%	38.9%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	64.6%	22.6%	12.8%
2011 FedView Results	70.1%	18.6%	11.3%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	87.4%	8.8%	3.8%
2011 FedView Results	88.1%	9.6%	2.3%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	82.7%	13.2%	4.1%
2011 FedView Results	81.9%	13.6%	4.4%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	53.2%	19.7%	27.1%
2011 FedView Results	51.5%	22.4%	26.1%

### **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.**

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	67.3%	19.1%	13.6%

2011 FedView Results	64.4%	21.3%	14.3%
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**39. My agency is successful at accomplishing its mission.**

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	79.7%	13.5%	6.7%
2011 FedView Results	83.7%	11.3%	5.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	69.1%	18.6%	12.3%
2011 FedView Results	70.1%	20.1%	9.8%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	50.4%	22.4%	27.2%
2011 FedView Results	54.0%	23.3%	22.7%

## **My Supervisor/Team Leader**

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	83.5%	8.7%	7.9%
2011 FedView Results	81.9%	7.5%	10.6%

**43. Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.**

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	70.2%	15.4%	14.4%
2011 FedView Results	72.6%	13.1%	14.3%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	66.1%	14.5%	19.4%
2011 FedView Results	68.4%	14.7%	16.9%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	69.2%	20.2%	10.6%
2011 FedView Results	72.5%	19.6%	7.9%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	64.3%	17.9%	17.8%
2011 FedView Results	67.1%	15.5%	17.4%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	71.5%	15.9%	12.6%
2011 FedView Results	76.1%	11.3%	12.7%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	77.2%	13.1%	9.6%
2011 FedView Results	79.4%	9.6%	11.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	78.5%	11.6%	9.9%
2011 FedView Results	82.3%	8.8%	9.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	88.6%	6.8%	4.5%
2011 FedView Results	86.9%	7.1%	6.0%

**51. I have trust and confidence in my supervisor.**

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	65.7%	16.8%	17.6%
2011 FedView Results	68.0%	16.8%	15.2%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	67.9%	20.6%	11.5%
2011 FedView Results	73.2%	16.4%	10.4%

## Leadership

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	45.8%	24.4%	29.9%
2011 FedView Results	48.8%	25.2%	26.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	55.8%	23.1%	21.1%
2011 FedView Results	54.0%	23.2%	22.8%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	67.1%	21.0%	11.9%
2011 FedView Results	67.8%	20.1%	12.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	67.9%	17.1%	15.0%
2011 FedView Results	68.9%	15.5%	15.6%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	67.5%	20.5%	12.0%
2011 FedView Results	67.7%	17.1%	15.2%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	60.3%	20.8%	18.9%
2011 FedView Results	59.7%	18.7%	21.5%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	62.6%	19.9%	17.5%
2011 FedView Results	64.5%	17.0%	18.5%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	63.2%	21.7%	15.1%
2011 FedView Results	63.7%	21.0%	15.2%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	52.7%	22.2%	25.2%
2011 FedView Results	52.2%	27.0%	20.8%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Do Not Know</b>
2012 FedView Results	61.6%	23.7%	14.8%	
2011 FedView Results	61.6%	23.3%	15.0%	-



## My Satisfaction

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	59.7%	20.15	20.2%
2011 FedView Results	58.9%	21.3%	19.8%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	54.3%	21.2%	24.5%
2011 FedView Results	56.9%	19.1%	24.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	52.8%	22.0%	25.1%
2011 FedView Results	61.6%	17.7%	20.8%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	44.5%	27.2%	28.3%
2011 FedView Results	46.5%	27.6%	25.9%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	36.5%	31.1%	32.4%
2011 FedView Results	39.7%	30.2%	30.1%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	59.1%	23.9%	17.0%
2011 FedView Results	67.4%	18.7%	13.9%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	66.3%	20.2%	13.4%
2011 FedView Results	72.1%	14.7%	13.2%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	55.8%	20.3%	23.8%
2011 FedView Results	60.9%	15.5%	23.7%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	61.8%	21.4%	16.9%
2011 FedView Results	66.5%	17.1%	16.4%

## Work/Life

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

	<b>2012 Results</b>	<b>2011 Results</b>
Yes	93.9%	76.6%
No	4.2%	18.2%
Not Sure	1.8%	5.2%

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

	<b>2012 Results</b>	<b>2011 Results</b>
I telework 3 or more days per week.	1.7%	5.4%
I telework 1 or 2 days per week.	45.0%	31.8%
I telework, but no more than 1 or 2 days per month.	14.0%	13.4%
I telework very infrequently, on an unscheduled or short-term basis.	20.6%	23.6%
I telework on a regular basis (at least one entire work day a week).	-	-
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	0.9%	2.5%
I telework infrequently (less than one entire work day a week).	-	-
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1.0%	2.8%
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.	-	7.4%
I do not telework because I choose not to telework.	12.2%	13.1%
I <u>do not</u> telework because I am not allowed to, even though I have the kind of job where I can telework.	4.6%	-

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

	<b>2012 Results</b>	<b>2011 Results</b>
Yes	37.8%	33.4%
No	58.1%	62.5%
Not Sure	4.1%	4.1%

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

	<b>2012 Results</b>	<b>2011 Results</b>
Yes	43.5%	38.4%
No	54.9%	60.8%
Not Sure	1.6%	0.8%

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

	<b>2012 Results</b>	<b>2011 Results</b>
Yes	8.9%	8.4%
No	88.2%	90.2%
Not Sure	2.9%	1.4%

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

	<b>2012 Results</b>	<b>2011 Results</b>
Yes	2.2%	2.7%
No	86.6%	86.8%
Not Sure	11.2%	10.4%

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

	<b>2012 Results</b>	<b>2011 Results</b>
Yes	2.6%	0.8%
No	86.3%	90.0%
Not Sure	11.1%	9.3%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	80.8%	12.9%	6.3%
2011 FedView Results	62.6%	18.6%	6.7%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	92.3%	6.7%	1.0%
2011 FedView Results	65.9%	25.2%	9.0%

**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)?**

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	89.1%	7.5%	3.4%
2011 FedView Results	71.4%	25.0%	3.7%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	85.0%	13.3%	1.7%
2011 FedView Results	40.5%	53.8%	5.7%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	85.2%	14.8%	0.0%
2011 FedView Results	15.9%	71.4%	12.7%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2012 FedView Results	67.4%	32.6%	0.0%
2011 FedView Results	11.4%	81.7%	6.9%

## Demographics

### 85. Where do you work?

	Headquarters	Field
2012 FedView Results	99.5%	0.5%
2011 FedView Results	99.2%	0.8%

### 86. What is your supervisory status?

	Non-Supervisor	Team Leader	Supervisor	Manager	Executive
2012 FedView Results	72.6%	8.8%	10.0%	5.8%	2.7%
2011 FedView Results	68.8%	10.2%	10.3%	6.5%	4.2%

### 87. Are you:

	Male	Female
2012 FedView Results	43.9%	56.1%
2011 FedView Results	42.9%	57.1%

### 88. Are you Hispanic or Latino?

	Yes	No
2012 FedView Results	5.0%	95.0%
2011 FedView Results	4.5%	95.5%

### 89. Are you:

	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	Two or more races
2012 FedView Results	0.6%	8.7%	34.5%	0.4%	52.8%	3.1%
2011 FedView Results	0.4%	6.8%	37.4%	0.0%	52.5%	3.0%

### 90. What is your age group?

	25 and under	26 - 29	30 - 39	40 - 49	50 - 59	60 or older
2012 FedView Results	3.9%	4.3%	15.2%	30.7%	32.4%	13.5%
2011 FedView Results	2.2%	4.3%	18.9%	27.1%	35.0%	12.6%

**91. What is your pay category/grade?**

	<b>Federal Wage System</b>	<b>GS 1-6</b>	<b>GS 7-12</b>	<b>GS 13-15</b>	<b>Senior Executive Service</b>	<b>Senior Level (SL) or Scientific or Professional (ST)</b>	<b>Other</b>
2012 FedView Results	0.0%	0.6%	27.3%	67.6%	0.0%	3.9%	0.7%
2011 FedView Results	0.0%	1.0%	30.0%	63.3%	0.2%	5.3%	0.2%

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

	<b>Less than 1 year</b>	<b>1 to 3 years</b>	<b>4 to 5 years</b>	<b>6 to 10 years</b>	<b>11 to 14 years</b>	<b>15 to 20 years</b>	<b>More than 20 years</b>
2012 FedView Results	1.7%	13.4%	7.9%	19.5%	14.0%	16.0%	27.6%
2011 FedView Results	3.8%	8.0%	12.0%	18.4%	11.4%	18.4%	28.0%

**93. How long have you been with your current agency?**

	<b>Less than 1 year</b>	<b>1 to 3 years</b>	<b>4 to 5 years</b>	<b>6 to 10 years</b>	<b>11 to 20 years</b>	<b>More than 20 years</b>
2012 FedView Results	2.6%	19.8%	12.0%	20.1%	27.4%	18.1%
2011 FedView Results	5.3%	18.8%	12.9%	17.1%	29.6%	16.3%

**94. Are you considering leaving your organization within the next year?**

	<b>No</b>	<b>Yes, to retire</b>	<b>Yes, to take another job in the Federal Government</b>	<b>Yes, to take another job outside the Federal Government</b>	<b>Yes, other</b>
2012 FedView Results	64.1%	5.7%	20.1%	4.6%	5.4%
2011 FedView Results	68.1%	4.5%	19.6%	3.7%	4.1%

**95. I am planning to retire:**

	<b>Within one year</b>	<b>Between one and three years</b>	<b>Between three and five years</b>	<b>Five or more years</b>
2012 FedView Results	4.2%	8.7%	7.5%	79.6%
2011 FedView Results	3.4%	7.9%	9.9%	78.9%