

## DoD FEVS AES 2016

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	64.00%	21.59%	42.41%	15.93%	13.98%	6.09%	20.06%	13,339	24,869	9,107	7,839	3,366	58,520	N/A
Agree -disagree	2	I have enough information to do my job well.	70.93%	20.06%	50.87%	14.81%	11.00%	3.27%	14.26%	12,438	29,600	8,086	6,167	1,861	58,152	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	60.62%	23.10%	37.52%	17.53%	14.22%	7.63%	21.85%	14,353	21,869	9,547	7,869	4,079	57,717	N/A
Agree -disagree	4	*My work gives me a feeling of personal accomplishment.	70.74%	28.33%	42.40%	15.12%	9.11%	5.04%	14.14%	17,244	24,495	8,311	5,330	2,790	58,170	N/A
Agree -disagree	5	*I like the kind of work I do.	82.63%	39.00%	43.63%	11.27%	4.27%	1.84%	6.11%	23,172	25,010	6,130	2,403	1,070	57,785	N/A
Agree -disagree	6	I know what is expected of me on the job.	77.94%	30.64%	47.30%	11.85%	7.18%	3.03%	10.21%	18,557	26,995	6,567	4,106	1,755	57,980	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	95.81%	62.58%	33.22%	2.68%	0.81%	0.70%	1.51%	37,328	18,582	1,434	443	411	58,198	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	91.56%	49.22%	42.34%	6.73%	1.13%	0.58%	1.71%	29,357	24,352	3,673	595	316	58,293	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	46.66%	11.14%	35.52%	16.50%	22.94%	13.90%	36.84%	6,874	21,125	9,117	13,217	7,969	58,302	141
Agree -disagree	10	*My workload is reasonable.	59.29%	12.21%	47.08%	16.23%	15.82%	8.67%	24.49%	7,412	27,125	8,923	9,362	5,201	58,023	106
Agree -disagree	11	*My talents are used well in the workplace.	59.55%	17.78%	41.77%	16.19%	14.49%	9.77%	24.26%	10,924	23,967	8,717	7,980	5,206	56,794	281
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	83.03%	31.60%	51.42%	10.02%	4.39%	2.56%	6.96%	19,541	29,162	5,395	2,416	1,408	57,922	187
Agree -disagree	13	*The work I do is important.	89.25%	47.08%	42.17%	7.42%	2.00%	1.34%	3.33%	27,469	23,782	4,164	1,191	776	57,382	164
Agree -disagree	14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	65.33%	22.13%	43.20%	14.21%	12.89%	7.57%	20.46%	13,762	25,478	7,734	7,120	4,063	58,157	167
Agree -disagree	15	*My performance appraisal is a fair reflection of my performance.	72.39%	28.12%	44.27%	14.60%	7.09%	5.92%	13.01%	17,183	25,255	7,676	3,872	3,088	57,074	1,223
Agree -disagree	16	I am held accountable for achieving results.	81.92%	30.68%	51.24%	11.96%	4.00%	2.13%	6.13%	18,904	29,633	6,301	1,965	1,053	57,856	251
Agree -disagree	17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	64.98%	27.44%	37.54%	16.87%	8.71%	9.45%	18.16%	16,770	21,033	8,867	4,684	4,958	56,312	1,875

## DoD FEVS AES 2016

Agree -disagree	18	*My training needs are assessed.	53.03%	15.16%	37.87%	23.00%	14.85%	9.11%	23.97%	9,530	21,976	12,674	8,543	4,995	57,718	544
Agree -disagree	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).	68.61%	28.49%	40.12%	14.53%	9.99%	6.87%	16.86%	17,283	22,425	7,889	5,331	3,637	56,565	1,970
Agree -disagree	20	*The people I work with cooperate to get the job done.	74.28%	27.09%	47.19%	13.30%	8.90%	3.52%	12.42%	16,954	27,308	7,302	5,041	1,910	58,515	N/A
Agree -disagree	21	*My work unit is able to recruit people with the right skills.	41.70%	8.35%	33.35%	25.64%	20.91%	11.76%	32.66%	5,228	19,846	14,051	11,399	6,155	56,679	1,830
Agree -disagree	22	*Promotions in my work unit are based on merit.	34.37%	8.64%	25.73%	28.17%	18.40%	19.06%	37.46%	5,391	14,569	15,301	9,653	9,533	54,447	3,711
Agree -disagree	23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	28.59%	5.90%	22.70%	28.12%	22.19%	21.09%	43.29%	3,671	13,417	14,804	11,534	10,111	53,537	4,711
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	34.22%	7.34%	26.88%	28.64%	21.05%	16.09%	37.14%	4,681	15,915	15,488	11,159	8,141	55,384	2,896
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	41.57%	10.08%	31.49%	25.27%	16.47%	16.69%	33.16%	6,291	18,155	13,395	8,779	8,326	54,946	3,252
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	71.69%	21.42%	50.27%	14.66%	8.15%	5.50%	13.64%	13,351	29,035	8,063	4,610	2,954	58,013	256
Agree -disagree	27	The skill level in my work unit has improved in the past year.	53.53%	15.71%	37.83%	28.38%	10.99%	7.09%	18.08%	9,485	21,427	15,704	6,154	3,677	56,447	1,905
Good -poor	28	How would you rate the overall quality of work done by your work unit?	82.34%	39.69%	42.65%	14.32%	2.39%	0.94%	3.34%	24,224	24,509	7,865	1,259	510	58,367	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	69.92%	15.20%	54.71%	17.21%	9.56%	3.32%	12.87%	9,286	31,193	9,100	5,268	1,774	56,621	711
Agree -disagree	30	*Employees have a feeling of personal empowerment with respect to work processes.	47.17%	10.49%	36.68%	24.76%	18.90%	9.17%	28.07%	6,540	21,249	13,225	10,212	4,917	56,143	1,115
Agree -disagree	31	Employees are recognized for providing high quality products and services.	50.09%	12.42%	37.68%	23.33%	16.65%	9.93%	26.58%	7,793	21,803	12,521	8,893	5,086	56,096	1,060
Agree -disagree	32	*Creativity and innovation are rewarded.	40.24%	10.59%	29.65%	28.86%	18.79%	12.12%	30.91%	6,564	17,094	15,657	9,819	6,123	55,257	1,790
Agree -disagree	33	*Pay raises depend on how well employees perform their jobs.	22.25%	5.38%	16.87%	28.18%	24.89%	24.67%	49.57%	3,105	9,106	15,199	13,189	12,463	53,062	3,933
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	57.95%	16.84%	41.12%	27.85%	7.29%	6.90%	14.20%	9,470	21,908	14,424	3,654	3,371	52,827	4,327
Agree -disagree	35	*Employees are protected from health and safety hazards on the job.	80.53%	25.97%	54.56%	11.54%	4.93%	3.01%	7.93%	15,522	30,772	6,213	2,559	1,521	56,587	574

## DoD FEVS AES 2016

Agree -disagree	36	*My organization has prepared employees for potential security threats.	84.16%	27.42%	56.75%	10.38%	3.37%	2.09%	5.46%	16,078	31,908	5,583	1,942	1,108	56,619	402
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	54.38%	18.75%	35.63%	21.97%	11.50%	12.14%	23.64%	11,400	20,049	11,146	5,743	5,876	54,214	2,873
Agree -disagree	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.	68.05%	26.36%	41.69%	18.18%	6.23%	7.54%	13.77%	15,112	22,028	8,734	3,001	3,504	52,379	4,368
Agree -disagree	39	My agency is successful at accomplishing its mission.	79.25%	24.55%	54.69%	14.76%	4.00%	1.99%	5.99%	14,823	30,373	7,891	2,278	1,012	56,377	788
Agree -disagree	40	I recommend my organization as a good place to work.	63.52%	22.23%	41.29%	21.14%	9.88%	5.46%	15.34%	13,421	23,348	11,636	5,684	3,101	57,190	N/A
Agree -disagree	41	I believe the results of this survey will be used to make my agency a better place to work.	36.40%	12.29%	24.11%	29.42%	18.33%	15.85%	34.17%	6,920	13,115	15,040	9,324	7,802	52,201	5,071
Agree -disagree	42	*My supervisor supports my need to balance work and other life issues.	79.86%	39.09%	40.77%	10.76%	4.82%	4.56%	9.38%	23,476	22,806	5,590	2,592	2,332	56,796	323
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	66.96%	29.48%	37.48%	16.84%	9.21%	6.99%	16.20%	18,070	20,941	8,968	4,972	3,691	56,642	300
Agree -disagree	44	*Discussions with my supervisor about my performance are worthwhile.	62.30%	27.24%	35.07%	19.39%	9.87%	8.44%	18.30%	16,311	19,653	10,175	5,225	4,420	55,784	831
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	67.72%	30.20%	37.51%	22.34%	4.67%	5.28%	9.95%	17,038	19,651	11,016	2,261	2,530	52,496	4,376
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	61.31%	25.44%	35.86%	19.95%	10.62%	8.13%	18.74%	15,349	20,244	10,844	5,792	4,278	56,507	376
Agree -disagree	47	*Supervisors in my work unit support employee development.	65.67%	27.22%	38.45%	18.26%	8.58%	7.49%	16.08%	16,360	21,690	9,706	4,517	3,858	56,131	817
Agree -disagree	48	My supervisor listens to what I have to say.	76.36%	36.46%	39.90%	12.36%	7.05%	4.23%	11.28%	22,018	22,202	6,574	3,902	2,236	56,932	N/A
Agree -disagree	49	My supervisor treats me with respect.	81.33%	42.13%	39.20%	10.16%	4.64%	3.87%	8.50%	25,050	21,646	5,426	2,634	2,046	56,802	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	73.96%	32.47%	41.48%	11.27%	9.87%	4.90%	14.77%	19,651	23,000	6,046	5,488	2,618	56,803	N/A
Agree -disagree	51	*I have trust and confidence in my supervisor.	67.75%	34.98%	32.77%	16.00%	8.17%	8.08%	16.26%	21,048	18,340	8,551	4,586	4,304	56,829	N/A
Good -poor	52	*Overall, how good a job do you feel is being done by your immediate supervisor?	70.30%	39.54%	30.75%	17.45%	6.94%	5.31%	12.25%	23,534	17,291	9,441	3,710	2,907	56,883	N/A

## DoD FEVS AES 2016

Agree -disagree	53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	43.50%	12.13%	31.38%	24.39%	18.36%	13.75%	32.11%	7,703	18,050	13,055	9,828	7,002	55,638	922
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	55.64%	18.63%	37.02%	22.83%	10.29%	11.23%	21.52%	11,244	20,424	11,663	5,199	5,341	53,871	2,600
Agree -disagree	55	*Supervisors work well with employees of different backgrounds.	66.14%	19.89%	46.25%	21.10%	6.86%	5.90%	12.76%	11,732	24,896	10,539	3,467	2,828	53,462	2,635
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	59.63%	15.49%	44.14%	20.71%	11.70%	7.96%	19.65%	9,659	24,889	10,854	6,030	4,028	55,460	771
Agree -disagree	57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	60.28%	15.75%	44.52%	23.89%	9.32%	6.51%	15.83%	9,312	23,875	11,845	4,543	3,129	52,704	3,476
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	53.68%	14.56%	39.12%	22.57%	13.84%	9.91%	23.75%	8,944	21,676	11,706	7,202	5,041	54,569	1,740
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	57.80%	15.88%	41.92%	22.52%	11.10%	8.58%	19.68%	9,668	23,096	11,633	5,745	4,360	54,502	1,833
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	59.33%	23.92%	35.41%	23.21%	9.23%	8.23%	17.47%	14,081	19,032	11,844	4,654	4,074	53,685	2,734
Agree -disagree	61	*I have a high level of respect for my organization's senior leaders.	56.01%	21.77%	34.24%	23.09%	11.54%	9.35%	20.89%	13,260	19,313	12,254	6,243	4,734	55,804	572
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	58.44%	21.29%	37.15%	24.85%	9.15%	7.56%	16.71%	12,394	20,200	12,097	4,458	3,463	52,612	3,822
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	53.29%	15.32%	37.97%	22.75%	17.33%	6.63%	23.97%	9,504	21,537	12,126	9,464	3,560	56,191	N/A
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	48.48%	12.62%	35.85%	23.86%	19.55%	8.11%	27.66%	7,985	20,625	12,618	10,521	4,289	56,038	N/A
Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	47.53%	14.26%	33.27%	25.18%	17.17%	10.11%	27.28%	9,092	19,092	13,395	9,183	5,157	55,919	N/A
Satisfied -dissatisfied	66	*How satisfied are you with the policies and practices of your senior leaders?	44.95%	11.39%	33.56%	29.14%	16.91%	9.00%	25.91%	7,398	19,389	15,510	9,108	4,541	55,946	N/A
Satisfied -dissatisfied	67	*How satisfied are you with your opportunity to get a better job in your organization?	34.62%	9.97%	24.65%	27.59%	20.69%	17.10%	37.79%	6,139	13,539	15,550	11,514	9,293	56,035	N/A
Satisfied -dissatisfied	68	*How satisfied are you with the training you receive for your present job?	51.51%	13.77%	37.74%	24.28%	15.71%	8.50%	24.21%	8,553	21,388	13,213	8,436	4,373	55,963	N/A

DoD FEVS AES 2016

Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	66.33%	21.33%	44.99%	17.52%	10.91%	5.24%	16.15%	12,716	25,030	9,448	5,960	2,848	56,002	N/A
Satisfied -dissatisfied	70	*Considering everything, how satisfied are you with your pay?	60.10%	16.47%	43.64%	17.42%	14.93%	7.55%	22.48%	9,821	24,796	9,401	8,123	3,916	56,057	N/A
Satisfied -dissatisfied	71	Considering everything, how satisfied are you with your organization?	56.89%	15.59%	41.31%	22.05%	13.95%	7.11%	21.06%	9,692	23,320	11,834	7,467	3,784	56,097	N/A
Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	72.91%	31.57%	41.34%	14.95%	8.71%	3.44%	12.14%	6,044	7,249	2,427	1,444	583	17,747	974
Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	90.19%	48.29%	41.90%	6.49%	2.40%	0.91%	3.31%	10,581	8,674	1,260	472	170	21,157	419
Satisfied -dissatisfied	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)	83.55%	34.64%	48.90%	13.09%	2.43%	0.93%	3.36%	6,356	8,883	2,200	420	148	18,007	1,103
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	73.70%	25.54%	48.15%	22.53%	2.29%	1.49%	3.77%	1,423	2,546	1,171	109	70	5,319	1,335
Satisfied -dissatisfied	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)	75.21%	34.74%	40.46%	20.98%	2.47%	1.34%	3.82%	753	854	451	56	26	2,140	729
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	64.56%	31.31%	33.26%	33.76%	1.15%	0.53%	1.67%	283	304	284	14	7	892	602

5 prescribed items  
excluding 'Do Not Know' and 'No Basis to Judge'  
d only includes items 1-71.  
l to represent the Agency's population.