2019

Office of Personnel Management (7) Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

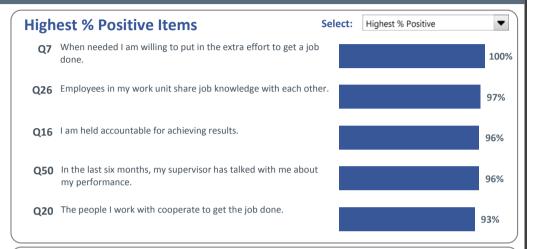
Inter-American Foundation

FIELD PERIOD	May 23 - July 5, 2019
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS	27
NUMBER OF SURVEYS	32
RESPONSE RATE	84.4%

items identified as strengths (65% positive or

items identified as challenges (35% negative or higher)







2019

Office of Personnel Management ((1)) Federal Employee Vlewpoint Survey

Empowering Employees. Inspiring Change.



Annual Emplo	oyee Survey (AES) Report						Inter-American Foundation
	_		2016	2017	2018	2019	Percentage Point Change
Select: Largest Incr	reases since 2018	Q57 Managers review and evaluate the organization's progress toward meeting its goals and objectives.	62%	66%	60%	86%	+26
	Increases in nt Positive	Q17 I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	49%	60%	43%	67%	+24
	ce 2018	Q24 In my work unit, differences in performance are recognized in a meaningful way.	39%	43%	38%	60%	+22
41	tems increased ince 2018	Q18 My training needs are assessed.	42%	32%	44%	60%	+16
		Q49 My supervisor treats me with respect.	81%	80%	69%	83%	+14
			2016	2017	2018	2019	Percentage Point Change
Select: Largest Dec	creases since 2018	Q36 My organization has prepared employees for potential security threats.	87%	82%	85%	62%	-23
	Decreases in nt Positive	Q3 I feel encouraged to come up with new and better ways of doing things.	70%	60%	69%	50%	-19
	ce 2018	Q69 Considering everything, how satisfied are you with your job?	71%	82%	75%	60%	-15
26 de	tems lecreased since	Q22 Promotions in my work unit are based on merit.	49%	44%	63%	50%	-13
20	2018	Q5 like the kind of work do.	82%	83%	93%	81%	-12

Response Type	Item	ltem 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.	71.0%	27.9%	43.1%	4.2%	20.7%	4.1%	24.8%	8	12	1	5	1	27	N/A
Agree-disagree	2	I have enough information to do my job well.	56.4%	21.6%	34.8%	20.7%	22.9%	0.0%	22.9%	6	10	5	6	0	27	
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	50.2%	24.4%	25.8%	12.4%	33.1%	4.2%	37.4%	7		3	8	1	27	
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	79.2%	40.2%	39.1%	16.7%	4.1%	0.0%	4.1%	11		4		0		
Agree-disagree	5	I like the kind of work I do.	81.0%	52.5%	28.5%	19.0%	0.0%	0.0%	0.0%	14		5				
Agree-disagree	6	I know what is expected of me on the job.														
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	71.6%	31.4%	40.2%	24.2%	4.2%	0.0%	4.2%	9	11	6		-		
Agree-disagree	8	I am constantly looking for ways to do my job better.	100.0%	64.4%	35.6%	0.0%	0.0%	0.0%	0.0%	17		0			27	
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	91.6%	44.3%	47.2%	8.4%	0.0%	0.0%	0.0%	12	13	2	0	0	27	N/A
Agree-disagree	10	*My workload is reasonable.	50.8%	14.1% 4.2%	36.7%	29.8%	6.9%	12.5% 32.7%	19.4%	4	10	5	5	3	27	
Agree-disagree	11	*My talents are used well in the workplace.	55.6%	18.0%	37.6%	12.4%	23.7%	8.3%	50.8% 32.0%	5	11	3	6	8	27	
Agree-disagree	12	*I know how my work relates to the agency's goals.	84.6%	52.1%	32.5%	11.3%	4.2%	0.0%	4.2%	14	9	3	1	0	27	
Agree-disagree	13	The work I do is important.	88.9%	52.1%	36.7%	11.1%	0.0%	0.0%	0.0%	14	10	3	0	0	27	0
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.														
Agree-disagree	15	My performance appraisal is a fair reflection of	62.3%	40.0%	22.3%	15.4%	15.2%	7.1%	22.3%	11	6	4	4	2	27	0
Agree-disagree	16	my performance. I am held accountable for achieving results.	69.8%	28.4%	41.4%	8.5%	21.6%	0.0%	21.6%	8	11	2	5	0	26	1
		_	95.9%	45.1%	50.8%	0.0%	4.1%	0.0%	4.1%	12	14	0	1	0	27	0
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	66.8%	30.1%	36.7%	12.3%	4.2%	16.7%	20.8%	8	11	3	1	А	27	0
Agree-disagree	18	My training needs are assessed.	60.2%	15.9%	44.3%	18.2%	21.6%	0.0%	21.6%	4	12	5		0		

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	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	19 In my most recent performance appraisal, I														
, g	understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	75.1%	28.4%	46.6%	16.4%	8.5%	0.0%	8.5%	8	12	4	2	0	26	1
Agree-disagree	20 *The people I work with cooperate to get the job	75.170	201170	10.070	20.170	0.570	0.070	0.570	Ü	12					
0	done.	93.0%	60.1%	32.8%	4.2%	2.9%	0.0%	2.9%	16	9	1	1	0	27	N/A
Agree-disagree	21 My work unit is able to recruit people with the	33.070	00.170	32.070	4.270	2.370	0.070	2.570	10				0	27	IN/A
rigi ce disagi ce	right skills.	70.4%	18.8%	51.6%	8.6%	16.7%	4.3%	21.0%	5	14	2	4	1	26	1
Agree-disagree	22 Promotions in my work unit are based on merit.	70.476	10.070	31.076	8.076	10.776	4.370	21.076	,	14		4	1	20	1
1.8. 22 2.028. 22		49.6%	16.6%	33.1%	18.0%	23.3%	9.1%	32.4%	4	9	4	5	,	24	2
Agree-disagree	23 In my work unit, steps are taken to deal with a	49.076	10.076	33.170	16.076	23.370	3.176	32.4/0	- 4	3		3		24	3
1.8. 22 2.028. 22	poor performer who cannot or will not improve.														
		60.4%	13.9%	46.6%	34.6%	0.0%	4.9%	4.9%	3	12	7	0	1	23	4
Agree-disagree	24 *In my work unit, differences in performance are recognized in a meaningful way.	00.470	13.570	40.070	34.070	0.070	4.570	4.376	3	12	,	0	1	23	4
		59.8%	7.2%	52.6%	13.4%	26.8%	0.0%	26.8%	2	14	3	6	0	25	2
Agree-disagree	25 Awards in my work unit depend on how well	33.670	7.270	32.070	13.470	20.070	0.070	20.070		14			0	23	
	employees perform their jobs.	74.2%	21.0%	53.2%	21.2%	0.0%	4.6%	4.6%	5	14	5	0	1	25	2
Agree-disagree	26 Employees in my work unit share job knowledge	7275	221070	33.270	22.270	0.070		11070					_		_
	with each other.	97.1%	49.1%	48.1%	0.0%	0.0%	2.9%	2.9%	13	13	0	0	1	27	0
Agree-disagree	27 The skill level in my work unit has improved in the			10.27	0.0,1	0.0,1							_		
	past year.	60.9%	27.5%	33.3%	35.0%	4.1%	0.0%	4.1%	8	9	9	1	0	27	0
Good-poor	28 How would you rate the overall quality of work														
	done by your work unit?	91.7%	38.3%	53.4%	8.3%	0.0%	0.0%	0.0%	11	14	2	0	0	27	N/A
Agree-disagree	29 *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational														
	goals.	87.6%	56.2%	31.3%	0.0%	12.4%	0.0%	12.4%	15	9	0	3	0	27	0
Agree-disagree	30 Employees have a feeling of personal														
	empowerment with respect to work processes.														
		46.1%	4.1%	42.0%	17.8%	15.4%	20.8%	36.1%	1	12	5	4	5	27	0
Agree-disagree	31 Employees are recognized for providing high quality products and services.	75.5%	17.4%	58.1%	11.4%	8.6%	4.4%	13.0%	5	15	3	2	1	26	1
Agree-disagree	32 Creativity and innovation are rewarded.														
		49.4%	19.4%	30.0%	20.1%	13.1%	17.4%	30.5%	5	9	5	3	4	26	0
Agree-disagree	33 Pay raises depend on how well employees														
	perform their jobs.	42.6%	14.1%	28.5%	34.9%	3.3%	19.3%	22.6%	3	7	8	1	4	23	4
Agree-disagree	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).														
		53.3%	20.2%	33.0%	27.3%	15.3%	4.2%	19.5%	5	10	7	4	1	27	0

Response			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	Agree/ Good/ Satisfied	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Disagree/ Poor/ Dissatisfied	Strongly Disagree/ Very Poor/ Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
Туре	Item	Item Text	%	%	%	%	%	%	%	N	N	N	N	N	N	N
Agree-disagree	35	Employees are protected from health and safety														
		hazards on the job.	80.1%	44.5%	35.6%	19.9%	0.0%	0.0%	0.0%	12	10	5	0	0	27	0
Agree-disagree	36	My organization has prepared employees for potential security threats.														
			62.2%	16.2%	46.0%	26.6%	11.1%	0.0%	11.1%	4	13	7	3	0	27	0
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.														
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.	75.0%	27.9%	47.1%	16.6%	4.2%	4.2%	8.4%	7	14	4	1	1	27	0
			74.0%	38.5%	35.5%	21.6%	0.0%	4.4%	4.4%	10	10	5	0	1	26	. 1
Agree-disagree	39	My agency is successful at accomplishing its mission.	87.6%	50.5%	37.2%	4.1%	8.3%	0.0%	8.3%	14	10	1			27	
Agree-disagree	40	*I recommend my organization as a good place to work.	66.8%	35.2%	31.6%	12.3%	20.9%	0.0%	20.9%	10	9	3		0	27	
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.														
			57.5%	15.7%	41.8%	14.7%	7.0%	20.8%	27.8%	4	12	4	2	5	27	0
Agree-disagree		My supervisor supports my need to balance work and other life issues.	82.8%	46.0%	36.8%	4.3%	4.3%	8.6%	12.9%	13	9	1	1	2	26	0
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	70.20/	42.00/	25.40/	0.00/	0.60	4.20/	12.00/	42	0	2			20	
Agree-disagree	44	Discussions with my supervisor about my	78.3%	43.0%	35.4%	8.8%	8.6%	4.3%	12.9%	12	9	2	2	1	26	
Agree disagree		performance are worthwhile.	69.8%	38.8%	31.0%	12.9%	8.6%	8.7%	17.3%	11	8	3	2	2	26	0
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.														
		1	60.1%	38.9%	21.2%	35.4%	0.0%	4.5%	4.5%	11	5	8	0	1	25	1
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.														
			58.2%	31.9%	26.3%	20.2%	12.9%	8.7%	21.6%	9	7	5	3	2	26	0
Agree-disagree	47	Supervisors in my work unit support employee development.	69.7%	34.4%	35.3%	17.4%	8.6%	4.3%	12.9%	10	9	4	2	1	26	i 0
Agree-disagree	48	My supervisor listens to what I have to say.														
			74.0%	43.0%	31.0%	8.7%	12.9%	4.4%	17.3%	12	8	2	3	1	26	N/A
Agree-disagree	49	My supervisor treats me with respect.	82.7%	47.5%	35.2%	4.3%	8.6%	4.4%	13.0%	13	9	1	2	1	26	s N/A

	1															
Response	No. or		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	Agree/ Good/ Satisfied	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Disagree/ Poor/ Dissatisfied	Strongly Disagree/ Very Poor/ Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
Type Agree-disagree	Item	Item Text In the last six months, my supervisor has talked	%	%	%	%	%	%	%	N	N	N	N	N	N	N
Agree-disagree	50	with me about my performance.	05.70/	60.20/	25 50/	0.00/	0.00/	4.20/	4.20/	16					26	21/4
Agree-disagree	51	I have trust and confidence in my supervisor.	95.7%	60.2% 38.0%	35.5% 27.4%	8.7%	0.0%	4.3% 8.7%	4.3%	16	7	2		1	26	
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	65.4%						26.0%					2		
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	64.5%	49.0%	15.5%	26.5%	0.0%	8.9%	8.9%	13	4	6		2	25	
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	61.0%	10.0%	51.1%	8.7%	17.3%	13.0%	30.3%	3	14	2		3	26	
Agree-disagree	55	Supervisors work well with employees of different	65.4%	29.8%	35.6%	13.1%	12.9%	8.7%	21.6%	8	10	3	3	2	26	0
S. S. S. S. S. S.		backgrounds.	65.1%	32.1%	33.0%	12.5%	13.5%	8.9%	22.4%	8	9	3	3	2	25	1
Agree-disagree	56	*Managers communicate the goals of the organization.	79.7%	23.8%	56.0%	11.6%	4.3%	4.3%	8.6%	6	15	3	1	1	26	0
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	85.9%	11.7%	74.2%	0.0%	9.4%	4.7%	14.1%	3	18	0	2	1	24	. 2
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).														
			58.8%	14.8%	44.0%	15.2%	12.9%	13.1%	26.0%	4	12	4	3	3	26	0
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.														
Good-poor	60	Overall, how good a job do you feel is being done	62.4%	16.2%	46.3%	15.9%	21.7%	0.0%	21.7%	4	13	4	5	0	26	0
Cood pool		by the manager directly above your immediate supervisor?	76.7%	42.9%	33.9%	9.4%	4.6%	9.3%	13.9%	11	8	2	1	2	24	1
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	65.4%	24.7%	40.7%	17.3%	13.0%	4.3%	17.3%	7	11	4		1	26	0
Agree-disagree	62	Senior leaders demonstrate support for Work-Life programs.	78.4%	39.8%	38.6%	13.0%	8.6%	0.0%	8.6%	11	10	3	2	0	26	
Satisfied- dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?														
			54.6%	24.9%	29.7%	19.5%	26.0%	0.0%	26.0%	7	8	5	6	0	26	N/A
Satisfied- dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?														
			67.7%	31.5%	36.1%	15.7%	12.2%	4.3%	16.6%	9	9	4	3	1	26	N/A

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
Satisfied- dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?														
uissatisiieu		receive for doing a good job:	70.5%	24.5%	46.0%	20.9%	8.6%	0.0%	8.6%	7	12	5	2	0	26	N/A
Satisfied- dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	70.570	24.570	40.070	20.370	0.070	0.070	0.070	,	12	3			20	14/7
0.11.6			47.1%	14.2%	32.9%	24.0%	24.5%	4.3%	28.9%	4	9	6	6	1	26	N/A
Satisfied- dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?														
Satisfied-	68	How satisfied are you with the training you	21.5%	11.4%	10.2%	39.3%	26.2%	12.9%	39.1%	3	3	10	7	3	26	N/A
dissatisfied		receive for your present job?														
			37.7%	14.4%	23.3%	42.1%	15.9%	4.3%	20.2%	4	6	11	4	1	26	N/A
Satisfied- dissatisfied	69	*Considering everything, how satisfied are you with your job?														
C .: C .	70		60.1%	21.8%	38.4%	26.9%	8.7%	4.3%	13.0%	6	10	7	2	1	26	N/A
Satisfied- dissatisfied	70	Considering everything, how satisfied are you with your pay?														
Catiofied	71	*Considering everything how satisfied are you	64.3%	10.4%	53.9%	22.8%	8.7%	4.3%	12.9%	3	14	6	2	1	26	N/A
Satisfied- dissatisfied	71	*Considering everything, how satisfied are you with your organization?														
			69.7%	29.8%	39.9%	8.5%	17.5%	4.3%	21.7%	8	11	2	4	1	26	N/A

^{*} AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

 $[\]ensuremath{^{**}}$ Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

72. Currently, in my work unit poor performers usually:	N	%
Remain in the work unit and improve their performance over time	3	11.2%
Remain in the work unit and continue to underperform	4	15.9%
Leave the work unit - removed or transferred	7	30.9%
Leave the work unit - quit	4	17.3%
There are no poor performers in my work unit	6	24.7%
Item Response Total	24	100.0%
Do not know	2	
Total	26	100.0%

Percentages are weighted to represent the Agency's population.

73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status? The shutdown had no impact to a more than the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status?	N 1	
The shutdown had no impact on my working/pay status I did not work and did not receive pay until after the lapse ended	22	
I worked some of the shutdown but did not receive pay until after the lapse ended	22	
I worked for the entirety of the shutdown but did not receive pay until after the lapse ended	0	
Other, not listed above	1	
Total	26	
74. How was your everyday work impacted during (if you worked) or after the partial government shutdown?	N	9
It had no impact	2	7.59
A slightly negative impact	3	12.2
A moderately negative impact	11	44.6
A very negative impact	4	15.0
An extremely negative impact	5	20.7
Total	25	100.0
if the response to item 74 was "It had no impact", item 75 was skipped.		
75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply)	N	9
Unmanageable workload	13	57.3
Missed deadlines	20	86.9
Unrecoverable loss of work	10	44.2
Reduced customer service	7	32.9
Delayed work	22	95.2
Reduced work quality	12	56.7
Cutback of critical work	10	42.9
Time lost in restarting work	17	72.4
Unmet statutory requirements	3	12.4
Other	3	12.8
Total (percents will add to more than 100% because respondents could choose more than one response option)	23	
76. Are you looking for another job because of the partial government shutdown?	N	
I am looking for another job specifically because of the shutdown	0	0.0
I am looking for another job, but the shutdown is only one of the reasons	4	13.3
I am looking for another job, but the shutdown had <u>no influence</u> on that decision	2	8.6
I am <u>not I</u> ooking for another job currently	20	78.1
Total	26	100.0
77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.	N	
Strongly Agree	12	
Agree	10	
Neither Agree nor Disagree	3	
Disagree	1	
Strongly Disagree	0	
Item Response Total	26	
No support required	0	
Total	26	100.0

Percentages are weighted to represent the Agency's population.

	2019		2018	
78. Please select the response below that BEST describes your current teleworking schedule.	N	%	N	%
I telework very infrequently, on an unscheduled or short-term basis	5	16.6%	2	7.2%
I telework, but only about 1 or 2 days per month	5	18.1%	7	23.9%
I telework 1 or 2 days per week	11	45.1%	18	61.5%
I telework 3 or 4 days per week	2	8.7%	0	0.0%
I telework every work day	1	2.8%	0	0.0%
I do not telework because I have to be physically present on the job	0	0.0%	0	0.0%
I do not telework because of technical issues that prevent me from teleworking	0	0.0%	0	0.0%
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	0	0.0%	0	0.0%
I do not telework because I choose not to telework	2	8.7%	2	7.4%
Total	26	100.0%	29	100.0%

		2019		2018				
79. How satisfied are you with the Telework program in your agency?	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %		
Very Satisfied	8	30.9%	29.5%	12	41.9%	40.5%		
Satisfied	13	54.9%	52.3%	12	44.0%	42.5%		
Neither Satisfied nor Dissatisfied	0	0.0%	0.0%	2	6.6%	6.4%		
Dissatisfied	1	4.7%	4.5%	2	7.4%	7.1%		
Very Dissatisfied	2	9.5%	9.1%	0	0.0%	0.0%		
Item Response Total	24	100.0%	95.4%	28	100.0%	96.4%		
I choose not to participate in this program	1		4.6%	1		3.6%		
This program is not available to me	0		0.0%	0		0.0%		
I am unaware of this program	0		0.0%	0		0.0%		
Total	25	100.0%	100.0%	29	100.0%	100.0%		

80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all	2019	
that apply):	N	%
Alternative Work Schedules	10	36.5%
Health and Wellness Programs	3	10.4%
Employee Assistance Program – EAP	5	20.3%
Child Care Programs	2	8.7%
Elder Care Programs	0	0.0%
None listed above	13	50.6%
Total (percents will add to more than 100% because respondents could choose more than one response option)	26	
No. 70: Annual Property of the Control of the Contr		

		2019			2018	
81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	5	33.4%	18.7%	10	49.3%	34.2%
Satisfied	8	51.1%	28.6%	6	30.3%	21.0%
Neither Satisfied nor Dissatisfied	1	7.8%	4.3%	3	15.2%	10.5%
Dissatisfied	0	0.0%	0.0%	1	5.1%	3.6%
Very Dissatisfied	1	7.8%	4.3%	0	0.0%	0.0%
Item Response Total	15	100.0%	56.0%	20	100.0%	69.4%
I choose not to participate in these programs	7		26.6%	5		16.9%
These programs are not available to me	3		13.1%	1		3.7%
I am unaware of these programs	1		4.3%	3		10.1%
Total	26	100.0%	100.0%	29	100.0%	100.0%

		2019			2018	
82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	2	16.4%	8.4%	1	4.6%	3.7%
Satisfied	3	20.5%	10.4%	12	52.9%	42.3%
Neither Satisfied nor Dissatisfied	5	37.4%	19.1%	7	28.9%	23.1%
Dissatisfied	3	25.6%	13.0%	2	9.0%	7.2%
Very Dissatisfied	0	0.0%	0.0%	1	4.6%	3.7%
Item Response Total	13	100.0%	50.9%	23	100.0%	80.0%
I choose not to participate in these programs	6		20.1%	0		0.0%
These programs are not available to me	5		21.0%	1		2.8%
I am unaware of these programs	2		8.0%	5	-	17.2%
Total	26	100.0%	100.0%	29	100.0%	100.0%

		2019			2018	
3. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	2	13.6%	8.7%	2	8.2%	7.1%
Satisfied	8	47.9%	30.7%	15	59.1%	50.9%
Neither Satisfied nor Dissatisfied	6	38.6%	24.7%	7	28.4%	24.5%
Dissatisfied	0	0.0%	0.0%	0	0.0%	0.0%
Very Dissatisfied	0	0.0%	0.0%	1	4.2%	3.7%
Item Response Total	16	100.0%	64.1%	25	100.0%	86.2%
I choose not to participate in these programs	10		35.9%	1		3.6%
These programs are not available to me	0		0.0%	0		0.0%
I am unaware of these programs	0		0.0%	3		10.3%
Total	26	100.0%	100.0%	29	100.0%	100.0%

		2019				
84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	0	0.0%	0.0%	2	14.1%	7.3%
Satisfied	3	27.9%	13.1%	8	51.4%	26.8%
Neither Satisfied nor Dissatisfied	9	72.1%	33.8%	5	34.5%	18.0%
Dissatisfied	0	0.0%	0.0%	0	0.0%	0.0%
Very Dissatisfied	0	0.0%	0.0%	0	0.0%	0.0%
Item Response Total	12	100.0%	46.9%	15	100.0%	52.2%
I choose not to participate in these programs	13		48.8%	6		22.0%
These programs are not available to me	0		0.0%	2		7.7%
I am unaware of these programs	1		4.3%	5		18.1%
Total	26	100.0%	100.0%	28	100.0%	100.0%

		2019		2018			
85. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %	
Very Satisfied	0	0.0%	0.0%	1	8.2%	3.7%	
Satisfied	1	14.1%	4.3%	5	36.3%	16.2%	
Neither Satisfied nor Dissatisfied	7	85.9%	26.4%	6	47.5%	21.2%	
Dissatisfied	0	0.0%	0.0%	1	8.0%	3.6%	
Very Dissatisfied	0	0.0%	0.0%	0	0.0%	0.0%	
Item Response Total	8	100.0%	30.8%	13	100.0%	44.7%	
I choose not to participate in these programs	14		53.2%	6		21.0%	
These programs are not available to me	1		4.4%	4		13.4%	
I am unaware of these programs	3		11.6%	6		21.0%	
Total	26	100.0%	100.0%	29	100.0%	100.0%	

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any item or year when there were fewer than 4 completed surveys.

Response	Voor	lton	han Tau	Percent Positive	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Percent Negative	Item Response Total**	Do Not Know/ No Basis to Judge
Type Agree-disagree	Year 2019	Item 1	Item Text *I am given a real opportunity to improve my skills in my organization.	% 71.0%	% 4.2%	% 24.8%	N 27	N N/A
Agree-disagree	2019	2	I have enough information to do my job well.	56.4%	20.7%	22.9%	27	N/A
Agree-disagree	2019	3	I feel encouraged to come up with new and better ways of doing things.	50.2%	12.4%	37.4%	27	N/A
Agree-disagree	2019	4	My work gives me a feeling of personal accomplishment.	79.2%	16.7%	4.1%	27	N/A
Agree-disagree	2019	5	I like the kind of work I do.	81.0%	19.0%	0.0%	27	N/A
Agree-disagree Agree-disagree	2019	7	I know what is expected of me on the job. When needed I am willing to put in the extra effort to get a job done.	71.6% 100.0%	24.2% 0.0%	4.2% 0.0%	27 27	N/A N/A
Agree-disagree	2019	8	I am constantly looking for ways to do my job better.	91.6%	8.4%	0.0%	27	N/A
Agree-disagree	2019	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	50.8%	29.8%	19.4%	27	0
Agree-disagree	2019	10	*My workload is reasonable.	31.0%	18.2%	50.8%	27	0
Agree-disagree	2019	11	*My talents are used well in the workplace.	55.6%	12.4%	32.0%	27	0
Agree-disagree	2019	12	*I know how my work relates to the agency's goals.	84.6%	11.3%	4.2%	27	0
Agree-disagree	2019	13	The work I do is important.	88.9%	11.1%	0.0%	27	0
Agree-disagree	2019	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	C2 20/	15 40/	22.20/	27	0
Agree-disagree	2019	15	My performance appraisal is a fair reflection of my performance.	62.3% 69.8%	15.4% 8.5%	22.3% 21.6%	26	0
Agree-disagree	2019	16	I am held accountable for achieving results.	95.9%	0.0%	4.1%	27	0
Agree-disagree	2019	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	66.8%	12.3%	20.8%	27	0
Agree-disagree	2019	18	My training needs are assessed.	60.2%	18.2%	21.6%	26	1
Agree-disagree	2019	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).	75.1%	16.4%	8.5%	26	1
Agree-disagree	2019	20	*The people I work with cooperate to get the job done.	93.0%	4.2%	2.9%	27	N/A
Agree-disagree Agree-disagree	2019	22	My work unit is able to recruit people with the right skills. Promotions in my work unit are based on merit.	70.4% 49.6%	8.6% 18.0%	21.0% 32.4%	26 24	3
Agree-disagree	2019	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	60.4%	34.6%	4.9%	23	4
Agree-disagree	2019	24	*In my work unit, differences in performance are recognized in a meaningful way.	59.8%	13.4%	26.8%	25	2
Agree-disagree	2019	25	Awards in my work unit depend on how well employees perform their jobs.	74.2%	21.2%	4.6%	25	2
Agree-disagree	2019	26	Employees in my work unit share job knowledge with each other.	97.1%	0.0%	2.9%	27	0
Agree-disagree	2019	27	The skill level in my work unit has improved in the past year.	60.9%	35.0%	4.1%	27	0
Good-poor Agree-disagree	2019	28 29	How would you rate the overall quality of work done by your work unit? *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	91.7%	8.3%	0.0%	27	N/A
Agree-disagree	2013	23	iny work unit has the journelevant knowledge and skills necessary to accomplish organizational goals.	87.6%	0.0%	12.4%	27	0
Agree-disagree	2019	30	Employees have a feeling of personal empowerment with respect to work processes.	46.1%	17.8%	36.1%	27	0
Agree-disagree	2019	31	Employees are recognized for providing high quality products and services.	75.5%	11.4%	13.0%	26	1
Agree-disagree	2019	32	Creativity and innovation are rewarded.	49.4%	20.1%	30.5%	26	0
Agree-disagree	2019	33	Pay raises depend on how well employees perform their jobs.	42.6%	34.9%	22.6%	23	4
Agree-disagree	2019	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).					
Agroo disagroo	2019	25	· · · · · ·	53.3%	27.3%	19.5%	27	0
Agree-disagree Agree-disagree	2019	35 36	Employees are protected from health and safety hazards on the job. My organization has prepared employees for potential security threats.	80.1% 62.2%	19.9% 26.6%	0.0% 11.1%	27 27	0
Agree-disagree	2019	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	02.276	20.076	11.170		
				75.0%	16.6%	8.4%	27	0
Agree-disagree	2019	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.	74.00/	24.50		9.5	
Agree-disagree	2019	39	My agency is successful at accomplishing its mission.	74.0% 87.6%	21.6% 4.1%	4.4% 8.3%	26 27	0
Agree-disagree	2019	40	*I recommend my organization as a good place to work.	66.8%	12.3%	20.9%	27	N/A
Agree-disagree	2019	41	*I believe the results of this survey will be used to make my agency a better place to work.	57.5%	14.7%	27.8%	27	0
Agree-disagree	2019	42	My supervisor supports my need to balance work and other life issues.	82.8%	4.3%	12.9%	26	0
Agree-disagree	2019	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	78.3%	8.8%	12.9%	26	0
Agree-disagree	2019	44	Discussions with my supervisor about my performance are worthwhile.	69.8%	12.9%	17.3%	26	0
Agree-disagree Agree-disagree	2019	45 46	My supervisor is committed to a workforce representative of all segments of society. My supervisor provides me with constructive suggestions to improve my job performance.	60.1%	35.4%	4.5%	25 26	1 0
Agree-disagree	2019	46	Supervisors in my work unit support employee development.	58.2% 69.7%	20.2% 17.4%	21.6% 12.9%	26 26	0
Agree-disagree	2019	48	My supervisor listens to what I have to say.	74.0%	8.7%	17.3%	26	N/A
Agree-disagree	2019	49	My supervisor treats me with respect.	82.7%	4.3%	13.0%	26	N/A
Agree-disagree	2019	50	In the last six months, my supervisor has talked with me about my performance.	95.7%	0.0%	4.3%	26	N/A
Agree-disagree	2019	51	I have trust and confidence in my supervisor.	65.4%	8.7%	26.0%	26	N/A
Good-poor	2019	52	Overall, how good a job do you feel is being done by your immediate supervisor?	64.5%	26.5%	8.9%	25	N/A
Agree-disagree	2019	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	64.004	0.707	20.224		_
Agree-disagree	2019	54	My organization's senior leaders maintain high standards of honesty and integrity.	61.0% 65.4%	8.7% 13.1%	30.3% 21.6%	26 26	0
Agree-disagree	2019	55	Supervisors work well with employees of different backgrounds.	65.4%	13.1%	21.6%	25	1
Agree-disagree	2019	56	*Managers communicate the goals of the organization.	79.7%	11.6%	8.6%	26	0
Agree-disagree	2019	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	85.9%	0.0%	14.1%	24	2
Agree-disagree	2019	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
	25:			58.8%	15.2%	26.0%	26	0
Agree-disagree	2019	59	Managers support collaboration across work units to accomplish work objectives.	62.4%	15.9%	21.7%	26	0
Good-poor	2019	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	76.7%	9.4%	13.9%	34	1
Agree-disagree	2019	61	I have a high level of respect for my organization's senior leaders.	65.4%	9.4% 17.3%	13.9%	24 26	0

				Percent	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor	Percent	Item Response	Do Not Know/ No Basis to
Response	.,		" <u>-</u> .	Positive	Dissatisfied	Negative	Total**	Judge
Type Agree-disagree	Year 2019	Item 62	Item Text Senior leaders demonstrate support for Work-Life programs.	% 78.4%	% 13.0%	% 8.6%	N 26	N O
Satisfied-	2019	63	*How satisfied are you with your involvement in decisions that affect your work?	70.470	15.070	0.070	20	
dissatisfied				54.6%	19.5%	26.0%	26	N/A
Satisfied- dissatisfied	2019	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	67.7%	15.7%	16.6%	26	N/A
Satisfied- dissatisfied	2019	65	*How satisfied are you with the recognition you receive for doing a good job?	70.5%	20.9%	8.6%	26	N/A
Satisfied- dissatisfied	2019	66	How satisfied are you with the policies and practices of your senior leaders?	47.1%	24.0%	28.9%	26	N/A
Satisfied- dissatisfied	2019	67	How satisfied are you with your opportunity to get a better job in your organization?	21.5%	39.3%	39.1%	26	N/A
Satisfied- dissatisfied	2019	68	How satisfied are you with the training you receive for your present job?	37.7%	42.1%	20.2%	26	N/A
Satisfied- dissatisfied	2019	69	*Considering everything, how satisfied are you with your job?	60.1%	26.9%	13.0%	26	N/A
Satisfied- dissatisfied	2019	70	Considering everything, how satisfied are you with your pay?	64.3%	22.8%	12.9%	26	
Satisfied- dissatisfied	2019	71	*Considering everything, how satisfied are you with your organization?	69.7%	8.5%	21.7%	26	
Agree-disagree	2018	1	*I am given a real opportunity to improve my skills in my organization.	64.6%	14.2%	21.7%	29	N/A
Agree-disagree	2018	2	I have enough information to do my job well.	58.3%	10.2%	31.5%	29	N/A
Agree-disagree	2018	3	I feel encouraged to come up with new and better ways of doing things.	69.0%	12.8%	18.1%	29	N/A
Agree-disagree	2018	4	My work gives me a feeling of personal accomplishment.	77.9%	18.5%	3.7%	29	N/A
Agree-disagree Agree-disagree	2018	5 6	I like the kind of work I do. I know what is expected of me on the job.	92.8% 71.7%	7.2%	0.0% 7.3%	29 29	N/A N/A
Agree-disagree	2018	7	When needed I am willing to put in the extra effort to get a job done.	88.9%	11.1%	0.0%	29	N/A N/A
Agree-disagree	2018	8	I am constantly looking for ways to do my job better.	92.6%	7.4%	0.0%	29	N/A
Agree-disagree	2018	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	47.4%	21.5%	31.1%	29	0
Agree-disagree	2018	10	*My workload is reasonable.	38.1%	16.6%	45.3%	29	0
Agree-disagree	2018	11	*My talents are used well in the workplace.	48.2%	26.4%	25.4%	29	
Agree-disagree	2018	12	*I know how my work relates to the agency's goals. The work I do is important.	93.5%	6.5%	0.0%	29	
Agree-disagree Agree-disagree	2018	13	The work I do is important. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	96.3%	3.7%	17.8%	29	0
Agree-disagree	2018	15	My performance appraisal is a fair reflection of my performance.	67.2%	10.3%	22.5%	28	1
Agree-disagree	2018	16	I am held accountable for achieving results.	86.2%	6.4%	7.4%	29	0
Agree-disagree	2018	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	42.6%	16.9%	40.4%	28	1
Agree-disagree	2018	18	My training needs are assessed.	43.6%	28.0%	28.4%	28	1
Agree-disagree	2018	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).	68.9%	17.2%	13.9%	29	0
Agree-disagree	2018	20	*The people I work with cooperate to get the job done.	96.4%	0.0%	3.6%	29	
Agree-disagree	2018	21	My work unit is able to recruit people with the right skills. Promotions in my work unit are based on merit.	71.4%	9.7%	18.9%	28	
Agree-disagree Agree-disagree	2018	22	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	62.8% 54.7%	19.5% 11.3%	17.7% 33.9%	24 24	5 4
Agree-disagree	2018	24	*In my work unit, differences in performance are recognized in a meaningful way.	38.0%	24.1%	37.9%	26	
Agree-disagree	2018	25	Awards in my work unit depend on how well employees perform their jobs.	61.3%	22.3%	16.4%	26	-
Agree-disagree	2018	26	Employees in my work unit share job knowledge with each other.	89.1%	7.2%	3.7%	29	
Agree-disagree	2018	27	The skill level in my work unit has improved in the past year.	50.5%	41.8%	7.7%	28	1
Good-poor Agree-disagree	2018 2018	28	How would you rate the overall quality of work done by your work unit? *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85.2%	14.8%	0.0%	29	N/A
Agree-disagree	2010	30	Employees have a feeling of personal empowerment with respect to work processes.	85.2%	7.4%	7.4%	29	0
Agree-disagree Agree-disagree	2018	30 31	Employees have a reeling of personal empowerment with respect to work processes. Employees are recognized for providing high quality products and services.	36.6% 68.7%	24.1% 13.1%	39.3% 18.2%	28 28	1
Agree-disagree	2018	32	Creativity and innovation are rewarded.	48.8%	17.1%	34.1%	28	2
Agree-disagree	2018	33	Pay raises depend on how well employees perform their jobs.	43.5%	32.1%	24.3%	26	-
Agree-disagree	2018	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	60.5%	22.6%	16.9%	25	4
Agree-disagree	2018	35	Employees are protected from health and safety hazards on the job.	83.4%	6.5%	10.1%	29	0
Agree-disagree	2018	36	My organization has prepared employees for potential security threats.	85.3%	10.8%	3.8%	27	2
Agree-disagree	2018	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a	72.4%	2.8%	24.7%	29	0
Agree-disagree	2018	38	Pronibited 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.	70.404	7.00	40.004		
Agree-disagree	2018	39	My agency is successful at accomplishing its mission.	73.4% 89.9%	7.8% 10.1%	18.8%	27 29	0
Agree-disagree	2018	40	*I recommend my organization as a good place to work.	68.9%	20.0%	11.1%	29	
Agree-disagree	2018	41	*I believe the results of this survey will be used to make my agency a better place to work.	61.1%	17.1%	21.8%	28	1
Agree-disagree	2018	42	My supervisor supports my need to balance work and other life issues.	79.2%	13.5%	7.4%	29	0
Agree-disagree	2018	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	65.1%	20.2%	14.8%	29	0
Agree-disagree	2018	44	Discussions with my supervisor about my performance are worthwhile.	57.8%	25.4%	16.8%	29	0
Agree-disagree	2018	45	My supervisor is committed to a workforce representative of all segments of society.	66.4%	10.1%	23.5%	27	2

Neither	
Response Type Vear Rem Percent Surfied nor Percent Percent Surfied nor Percent S	
Response Type Year Nem	
Response Type Vear Item Percent Satisfied or Percent	Do Not
Property Variety Var	Know/ No
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Agree-disagree 2017 1 *I am given a real opportunity to improve my skills in my organization. 68.6% 11.7% 19.7% 3 Agree-disagree 2017 2 I have enough information to do my job well. 59.4% 20.3% 20.3% 3	
Agree-disagree 2017 3 I feel encouraged to come up with new and better ways of doing things. 60.0% 23.1% 16.8% 3	1
Agree-disagree 2017 4 My work gives me a feeling of personal accomplishment. 79.8% 6.2% 14.0% 3	
Agree-disagree 2017 5 I like the kind of work I do. 82.6% 9.0% 8.4% 3	1
Agree-disagree 2017 6 I know what is expected of me on the job. 66.0% 23.0% 11.0% 3 Agree-disagree 2017 7 When needed I am willing to put in the extra effort to get a job done. 93.9% 6.1% 0.0% 3	
Agree-disagree 2017 8 Tam constantly looking for ways to do my job better. 94.3% 5.7% 0.0% 3	
Agree-disagree 2017 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 42.3% 8.4% 49.3% 3	1
Agree-disagree 2017 10 *My workload is reasonable. 26.1% 23.1% 50.7% 3	1
Agree-disagree 2017 11 *My talents are used well in the workplace. 53.7% 17.1% 29.2% 3 Agree-disagree 2017 12 *I know how my work relates to the agency's goals and priorities. 85.1% 9.4% 5.5% 3	1
Agree-disagree 2017 13 The work I do is important. 88.2% 8.9% 2.9% 3	
Agree-disagree 2017 14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform	
their jobs well. 61.0% 13.9% 25.1% 3 Agree-disagree 2017 15 My performance appraisal is a fair reflection of my performance. 62.0% 24.0% 14.0% 3	1
Agree-disagree 2017 15 My performance appraisal is a fair reflection of my performance. 62.0% 24.0% 14.0% 3 Agree-disagree 2017 16 I am held accountable for achieving results. 82.0% 15.3% 2.7% 3	1
Agree-disagree 2017 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 59.6% 25.4% 15.0% 3	1
Agree-disagree 2017 18 My training needs are assessed. 31.6% 31.8% 36.6% 3	0
Agree-disagree 2017 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). 66.5% 12.3% 21.3%	
Agree-disagree 2017 20 *The people I work with cooperate to get the job done. 91.5% 5.7% 2.8% 3	1
Agree-disagree 2017 21 My work unit is able to recruit people with the right skills. 84.8% 3.5% 11.7% 3	
Agree-disagree 2017 22 Promotions in my work unit are based on merit. 43.6% 35.2% 21.2% 3	1
Agree-disagree 2017 23 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. 53.7% 16.1% 30.2% 2 Agree-disagree 2017 24 In my work unit, differences in performance are recognized in a meaningful way. 42.7% 22.2% 35.1% 2	1
Agree-disagree 2017 25 Awards in my work unit depend on how well employees perform their jobs. 42.7% 22.2% 35.1% 2	1
Agree-disagree 2017 26 Employees in my work unit share job knowledge with each other. 86.0% 8.5% 5.6% 3	1
Agree-disagree 2017 27 The skill level in my work unit has improved in the past year. 72.8% 24.2% 3.0% 3	1
Good-poor 2017 28 How would you rate the overall quality of work done by your work unit? 88.0% 12.0% 0.0% 3 Agree-disagree 2017 29 *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A
Receiving the workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. 85.3% 5.9% 8.8% 3	0
Agree-disagree 2017 30 Employees have a feeling of personal empowerment with respect to work processes. 49.6% 29.5% 20.8% 3	1

Response				Percent Positive	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Percent Negative	Item Response Total**	Do Not Know/ No Basis to Judge
Type	Year	Item	ltem Text	%	%	%	N	N
Agree-disagree	2017		Employees are recognized for providing high quality products and services.	63.4%	21.6%	15.0%	33	0
Agree-disagree	2017		Creativity and innovation are rewarded.	53.5%	21.8%	24.7%	32	2
Agree-disagree Agree-disagree	2017		Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in	26.9%	35.1%	38.0%	26	7
Agree-uisagree	2017		awareness of diversity issues, mentoring).	48.2%	28.0%	23.8%	29	4
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	85.1%	11.8%	3.1%	33	1
Agree-disagree	2017	36	My organization has prepared employees for potential security threats.	81.9%	8.9%	9.1%	33	1
Agree-disagree	2017	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.					
Agree-disagree	2017		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.	76.6%	11.8%	6.2%	34	2
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.	88.1%	5.9%	6.0%	33	1
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	82.5%	2.9%	14.5%	34	N/A
Agree-disagree	2017	41	*I believe the results of this survey will be used to make my agency a better place to work.	68.9%	21.8%	9.3%	32	2
Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.	79.9%	11.5%	8.6%	34	0
Agree-disagree	2017		My supervisor provides me with opportunities to demonstrate my leadership skills. Discussions with my supervisor about my performance are werthwhile.	71.0%	8.7%	20.2%	34	0
Agree-disagree Agree-disagree	2017		Discussions with my supervisor about my performance are worthwhile. My supervisor is committed to a workforce representative of all segments of society.	65.1%	17.3%	17.5%	34	3
Agree-disagree	2017		My supervisor provides me with constructive suggestions to improve my job performance.	68.4% 62.1%	19.0% 20.5%	12.6% 17.5%	34	0
Agree-disagree	2017	47	Supervisors in my work unit support employee development.	70.8%	14.5%	14.7%	34	0
Agree-disagree	2017	48	My supervisor listens to what I have to say.	71.0%	11.7%	17.3%	34	N/A
Agree-disagree	2017	49	My supervisor treats me with respect.	79.8%	11.8%	8.4%	34	N/A
Agree-disagree	2017		In the last six months, my supervisor has talked with me about my performance.	100.0%	0.0%	0.0%	34	N/A
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	68.3%	17.2%	14.5%	34	N/A
Good-poor	2017	52 53	Overall, how good a job do you feel is being done by your immediate supervisor?	68.2%	20.2%	11.6%	34	N/A
Agree-disagree	2017	33	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	47.00/	14.7%	27.00/	24	0
Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	47.6% 64.2%	26.9%	37.8% 8.8%	34	1
Agree-disagree	2017	55	Supervisors work well with employees of different backgrounds.	62.0%	26.5%	11.5%	34	0
Agree-disagree	2017	56	*Managers communicate the goals and priorities of the organization.	63.8%	14.8%	21.4%	33	0
Agree-disagree	2017	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	65.9%	21.6%	12.5%	32	1
Agree-disagree	2017	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	47.4%	31.9%	20.7%	34	0
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	64.6%	20.5%	14.9%	34	0
Good-poor	2017	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	61.7%	25.5%	12.8%	31	3
Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	59.3%	26.1%	14.5%	34	0
Agree-disagree	2017	62	Senior leaders demonstrate support for Work-Life programs.	82.1%	15.0%	2.9%	33	1
Satisfied- dissatisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?					
Satisfied-	2017	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	56.5%	17.1%	26.4%	34	N/A
dissatisfied Satisfied-	2017	65	*How satisfied are you with the recognition you receive for doing a good job?	76.6%	8.9%	14.5%	34	N/A
dissatisfied Satisfied-	2017	66	How satisfied are you with the policies and practices of your senior leaders?	52.8%	29.8%	17.5%	34	N/A
dissatisfied Satisfied-	2017	67	How satisfied are you with your opportunity to get a better job in your organization?	49.9%	32.9%	17.1%	34	N/A
dissatisfied Satisfied-	2017		How satisfied are you with the training you receive for your present job?	23.6%	27.0%	49.4%	34	N/A
dissatisfied	2017			47.5%	29.3%	23.2%	34	N/A
Satisfied- dissatisfied		69	*Considering everything, how satisfied are you with your job?	82.1%	5.9%	11.9%	33	N/A
Satisfied- dissatisfied	2017	70	Considering everything, how satisfied are you with your pay?	53.4%	23.7%	22.9%	34	N/A
Satisfied- dissatisfied	2017	71	*Considering everything, how satisfied are you with your organization?	82.5%	8.7%	8.8%	34	N/A
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	64.5%	10.1%	25.4%	29	N/A
Agree-disagree	2016 2016	3	I have enough information to do my job well. I feel encouraged to come up with new and better ways of doing things.	64.0%	11.1%	24.9%	29	N/A
Agree-disagree Agree-disagree	2016		I reel encouraged to come up with new and better ways or doing things. My work gives me a feeling of personal accomplishment.	69.6% 75.2%	7.0% 9.7%	23.4% 15.1%	29 29	N/A N/A
Agree-disagree	2016	5	I like the kind of work I do.	82.5%	13.4%	4.1%	29	N/A N/A
Agree-disagree	2016	6	I know what is expected of me on the job.	65.0%	18.5%	16.5%	29	N/A
Agree-disagree	2016	7	When needed I am willing to put in the extra effort to get a job done.	92.8%	7.2%	0.0%	29	N/A
Agree-disagree	2016	8	I am constantly looking for ways to do my job better.	88.7%	11.3%	0.0%	29	N/A
Agree-disagree	2016	9	I have sufficient resources (for example, people, materials, budget) to get my job done. *My workload is resonable.	35.8%	13.0%	51.1%	28	0
Agree-disagree Agree-disagree	2016 2016	10	*My workload is reasonable. *My talents are used well in the workplace.	31.4% 52.7%	7.6% 17.4%	61.1% 29.9%	28 28	0
Agree-disagree	2016	12	*I know how my work relates to the agency's goals and priorities.	71.1%	6.0%	23.0%	28	0
Agree-disagree	2016	13	The work I do is important.	92.5%	4.3%	3.2%	28	0

Response				Percent Positive	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Percent Negative	Item Response Total**	Do Not Know/ No Basis to Judge
Туре	Year	Item	Item Text	%	%	%	N	N
Agree-disagree	2016	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform					
	2015		their jobs well.	59.9%	12.9%	27.2%	28	
Agree-disagree	2016	15 16	My performance appraisal is a fair reflection of my performance. I am held accountable for achieving results.	75.0%	10.4%	14.6%	28	
Agree-disagree Agree-disagree	2016 2016	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	73.3% 48.9%	18.6% 22.3%	8.1% 28.8%	26 27	
Agree-disagree	2016	18	My training needs are assessed.	41.5%	15.4%	43.1%	28	
Agree-disagree	2016	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for	11.570	13.170	13.170		Ĭ
			example, Fully Successful, Outstanding).	72.3%	13.5%	14.2%	29	0
Agree-disagree	2016	20	*The people I work with cooperate to get the job done.	61.4%	26.0%	12.6%	29	
Agree-disagree	2016	21	My work unit is able to recruit people with the right skills.	59.2%	12.2%	28.5%	28	1
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	49.1%	26.1%	24.8%	26	3
Agree-disagree	2016	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	52.8%	16.6%	30.5%	27	2
Agree-disagree	2016	24	*In my work unit, differences in performance are recognized in a meaningful way.	38.5%	22.5%	38.9%	28	
Agree-disagree	2016	25	Awards in my work unit depend on how well employees perform their jobs.	43.0%	32.1%	24.9%	28	
Agree-disagree	2016	26	Employees in my work unit share job knowledge with each other. The skill loved in my work unit has improved in the past year.	71.8%	14.1%	14.0%	29	
Agree-disagree Good-poor	2016 2016	27	The skill level in my work unit has improved in the past year. How would you rate the overall quality of work done by your work unit?	53.0%	28.7%	18.3%	29	
Agree-disagree	2016	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	83.5%	8.3%	8.3%	29	N/A
	2010			61.3%	10.2%	28.5%	28	0
Agree-disagree	2016	30	Employees have a feeling of personal empowerment with respect to work processes.	28.6%	23.9%	47.4%	28	
Agree-disagree	2016	31	Employees are recognized for providing high quality products and services.	41.8%	23.7%	34.4%	28	
Agree-disagree	2016	32	Creativity and innovation are rewarded.	49.3%	14.9%	35.9%	29	
Agree-disagree	2016	33	Pay raises depend on how well employees perform their jobs.	33.1%	22.9%	43.9%	26	
Agree-disagree	2016	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in					
			awareness of diversity issues, mentoring).	53.1%	22.0%	24.9%	28	0
Agree-disagree	2016	35	Employees are protected from health and safety hazards on the job.	86.7%	10.1%	3.2%	28	1
Agree-disagree	2016	36	My organization has prepared employees for potential security threats.	86.7%	5.8%	7.5%	28	0
Agree-disagree	2016	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.					
				59.7%	11.2%	29.2%	28	1
Agree-disagree	2016		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.	61 10/	22.29/	16 70/	27	1
Agree-disagree	2016	39	My agency is successful at accomplishing its mission.	61.1% 82.7%	22.2% 5.9%	16.7% 11.3%	27 29	
Agree-disagree	2016	40	*I recommend my organization as a good place to work.	64.7%	22.9%	12.4%	29	
Agree-disagree	2016	41	*I believe the results of this survey will be used to make my agency a better place to work.	56.5%	20.6%	22.9%	28	
Agree-disagree	2016	42	My supervisor supports my need to balance work and other life issues.	66.0%	13.4%	20.6%	29	
Agree-disagree	2016	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	68.1%	13.7%	18.2%	29	0
Agree-disagree	2016	44	Discussions with my supervisor about my performance are worthwhile.	60.8%	18.7%	20.5%	28	0
Agree-disagree	2016	45	My supervisor is committed to a workforce representative of all segments of society.	67.9%	13.9%	18.2%	29	0
Agree-disagree	2016	46	My supervisor provides me with constructive suggestions to improve my job performance.	60.4%	14.1%	25.5%	28	0
Agree-disagree	2016	47	Supervisors in my work unit support employee development.	60.4%	14.2%	25.4%	29	
Agree-disagree	2016		My supervisor listens to what I have to say.	61.7%	17.3%	21.0%	29	
Agree-disagree	2016	49	My supervisor treats me with respect.	80.6%	11.1%	8.3%	29	
Agree-disagree	2016 2016	50	In the last six months, my supervisor has talked with me about my performance.	89.9%	3.1%	7.0%	29	
Agree-disagree Good-poor	2016	51 52	I have trust and confidence in my supervisor. Overall, how good a job do you feel is being done by your immediate supervisor?	52.0%	17.0%	31.0%	29 28	
Agree-disagree	2016	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	54.6%	15.9%	29.5%	28	N/A
		-		22.6%	26.5%	50.8%	29	n
Agree-disagree	2016	54	My organization's senior leaders maintain high standards of honesty and integrity.	47.5%	34.4%	18.2%	29	
Agree-disagree	2016	55	Supervisors work well with employees of different backgrounds.	55.3%	15.6%	29.0%	29	
Agree-disagree	2016	56	*Managers communicate the goals and priorities of the organization.	43.0%	24.5%	32.5%	28	0
Agree-disagree	2016	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.					
Agree-disagree	2016	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	62.0%	11.7%	26.2%	28	1
				50.6%	25.7%	23.7%	29	
Agree-disagree	2016	59	Managers support collaboration across work units to accomplish work objectives.	57.5%	30.7%	11.8%	28	0
Good-poor	2016	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					_
Agroo disector	2016	C1	Lhave a high lavel of cornect for my organization's series leaders	33.8%	38.1%	28.1%	27	
Agree-disagree Agree-disagree	2016 2016	61 62	I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs.	33.6%	41.6%	24.8%	29	
Satisfied-	2016	63	*How satisfied are you with your involvement in decisions that affect your work?	70.7%	18.8%	10.5%	28	1
dissatisfied			· · · · · · · · · · · · · · · · · · ·	55.1%	15.9%	29.0%	29	N/A
Satisfied-	2016	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	33.176	13.576	29.076	23	IN/A
dissatisfied			,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,	49.9%	18.2%	31.9%	29	N/A
Satisfied-	2016	65	*How satisfied are you with the recognition you receive for doing a good job?	.5.570	_0,0	22.370		
dissatisfied				55.0%	21.7%	23.3%	29	N/A
Satisfied-	2016	66	How satisfied are you with the policies and practices of your senior leaders?					,
dissatisfied				38.9%	25.7%	35.4%	29	N/A
Satisfied-	2016	67	How satisfied are you with your opportunity to get a better job in your organization?					
dissatisfied	1			21.6%	22.5%	55.9%	28	N/A

					Neither			
					Agree nor			Do Not
					Disagree/ Fair/ Neither		Item	Do Not Know/ No
				Percent	Satisfied nor	Percent	Response	Basis to
Response	V		No. Total	Positive	Dissatisfied	Negative	Total**	Judge
Type Satisfied-	Year 2016	Item 68	Item Text How satisfied are you with the training you receive for your present job?	%	<u></u> %	%	N	N
dissatisfied	2010	00	Total satisfied the four mantife training you receive for your present job.	40.8%	25.7%	33.5%	29	N/A
Satisfied-	2016	69	*Considering everything, how satisfied are you with your job?					
dissatisfied				70.5%	14.1%	15.3%	28	N/A
Satisfied-	2016	70	Considering everything, how satisfied are you with your pay?					
dissatisfied				63.2%	2.7%	34.1%	29	N/A
Satisfied- dissatisfied	2016	71	*Considering everything, how satisfied are you with your organization?					
	2015	1	*I are diver a goal amount with the improve any skille in any aggregation	65.5%	19.0%	15.5%	29	N/A
Agree-disagree Agree-disagree	2015	2	*I am given a real opportunity to improve my skills in my organization. I have enough information to do my job well.	56.0% 59.3%	15.2% 15.2%	28.8% 25.5%	33	N/A N/A
Agree-disagree	2015	3	I feel encouraged to come up with new and better ways of doing things.	58.4%	12.2%	29.3%	33	N/A N/A
Agree-disagree	2015	4	My work gives me a feeling of personal accomplishment.	66.1%	11.4%	22.6%	33	N/A
Agree-disagree	2015	5	I like the kind of work I do.	78.1%	9.1%	12.8%	31	N/A
Agree-disagree	2015	6	I know what is expected of me on the job.	62.7%	9.1%	28.2%	33	N/A
Agree-disagree	2015	7	When needed I am willing to put in the extra effort to get a job done.	93.7%	3.4%	2.9%	33	N/A
Agree-disagree	2015	8	I am constantly looking for ways to do my job better.	87.0%	6.8%	6.3%	33	N/A
Agree-disagree	2015	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	27.9%	15.4%	56.7%	33	0
Agree-disagree	2015	10	*My workload is reasonable. *My talents are used well in the workplace.	33.6%	9.9%	56.5%	32	0
Agree-disagree Agree-disagree	2015	11	*I know how my work relates to the agency's goals and priorities.	57.5%	16.3% 6.8%	26.2%	32	0
Agree-disagree	2015	13	The work I do is important.	77.4% 89.8%	3.6%	15.8% 6.6%	31	0
Agree-disagree	2015	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform	03.070	3.070	0.070	- 51	
			their jobs well.	61.2%	15.4%	23.3%	33	0
Agree-disagree	2015	15	My performance appraisal is a fair reflection of my performance.	59.9%	12.4%	27.7%	33	0
Agree-disagree	2015	16	I am held accountable for achieving results.	71.8%	15.8%	12.4%	33	0
Agree-disagree	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	39.1%	23.6%	37.4%	31	2
Agree-disagree	2015		My training needs are assessed.	38.0%	14.3%	47.7%	32	1
Agree-disagree	2015	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).					
Agree-disagree	2015	20	*The people I work with cooperate to get the job done.	61.2%	20.0%	18.8%	32	1
Agree-disagree	2015	21	My work unit is able to recruit people with the right skills.	57.5% 36.0%	18.1% 23.4%	24.4% 40.6%	33	N/A 0
Agree-disagree	2015	22	Promotions in my work unit are based on merit.	32.3%	28.2%	39.5%	32	1
Agree-disagree	2015	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	20.7%	24.9%	54.5%	32	1
Agree-disagree	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	28.4%	29.5%	42.1%	32	0
Agree-disagree	2015	25	Awards in my work unit depend on how well employees perform their jobs.	52.6%	12.6%	34.8%	30	3
Agree-disagree	2015		Employees in my work unit share job knowledge with each other.	69.3%	15.4%	15.2%	33	0
Agree-disagree	2015	27	The skill level in my work unit has improved in the past year.	45.4%	25.9%	28.7%	32	1
Good-poor Agree-disagree	2015	28 29	How would you rate the overall quality of work done by your work unit? *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	68.5%	15.7%	15.8%	33	N/A
Agree-uisagree	2013	23	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	45.6%	27.8%	26.7%	33	0
Agree-disagree	2015	30	Employees have a feeling of personal empowerment with respect to work processes.	30.2%	23.3%	46.5%	33	0
Agree-disagree	2015	31	Employees are recognized for providing high quality products and services.	49.7%	16.3%	34.0%	33	0
Agree-disagree	2015	32	Creativity and innovation are rewarded.	38.8%	23.8%	37.4%	33	0
Agree-disagree	2015	33	Pay raises depend on how well employees perform their jobs.	34.0%	9.8%	56.2%	29	4
Agree-disagree	2015	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).					
A di	2045	25	* * *	43.5%	30.1%	26.4%	31	1
Agree-disagree Agree-disagree	2015	35 36	Employees are protected from health and safety hazards on the job. My organization has prepared employees for potential security threats.	69.2% 55.1%	27.6% 29.2%	3.2% 15.7%	30 32	3
Agree-disagree	2015		Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	33.170	23.270	13.770	32	
				46.8%	26.6%	26.6%	31	2
Agree-disagree	2015	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.					
				42.4%	33.6%	23.9%	31	2
Agree-disagree	2015	39	My agency is successful at accomplishing its mission.	61.3%	29.3%	9.4%	32	1
Agree-disagree	2015	40	*I recommend my organization as a good place to work.	49.8%	25.4%	24.9%	33	N/A
Agree-disagree	2015	41	*I believe the results of this survey will be used to make my agency a better place to work. My supervisor supports my need to balance work and other life issues.	37.7%	32.2%	30.1%	31	2
Agree-disagree Agree-disagree	2015	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	71.8% 61.5%	15.7% 9.6%	12.5% 28.8%	33	0
Agree-disagree	2015	44	Discussions with my supervisor about my performance are worthwhile.	56.5%	21.4%	22.1%	33	0
Agree-disagree	2015	45	My supervisor is committed to a workforce representative of all segments of society.	67.3%	6.4%	26.4%	32	1
Agree-disagree	2015	46	My supervisor provides me with constructive suggestions to improve my job performance.	57.5%	14.7%	27.8%	33	0
Agree-disagree	2015	47	Supervisors in my work unit support employee development.	49.6%	15.8%	34.6%	33	0
Agree-disagree	2015	48	My supervisor listens to what I have to say.	65.0%	12.9%	22.1%	33	N/A
Agree-disagree	2015	49	My supervisor treats me with respect.	71.7%	6.2%	22.1%	33	N/A
Agree-disagree	2015	50 51	In the last six months, my supervisor has talked with me about my performance.	90.9%	2.9%	6.2%	33	
Agree-disagree Good-poor	2015	52	I have trust and confidence in my supervisor. Overall, how good a job do you feel is being done by your immediate supervisor?	50.1% 54.7%	23.8%	26.1% 22.1%	32	N/A N/A
2002 poor	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	34.770	43.3/0	22.170	33	IN/A
Agree-disagree			, 5 ,				l	1
Agree-disagree	2013			21.0%	34.7%	44.3%	31	11
Agree-disagree Agree-disagree	2015	54	My organization's senior leaders maintain high standards of honesty and integrity.	21.0% 45.7%	34.7% 22.9%	44.3% 31.5%	31 30	2
		54 55	My organization's senior leaders maintain high standards of honesty and integrity. Supervisors work well with employees of different backgrounds.					1 2 1

		ı						
Response				Percent Positive	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Percent Negative	Item Response Total**	Do Not Know/ No Basis to Judge
Type	Year 2015	Item	Item Text	%	%	%	N	N
Agree-disagree	2015	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	40.4%	24.9%	34.7%	30	2
Agree-disagree	2015	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
Agree-disagree	2015	59	Managers support collaboration across work units to accomplish work objectives.	52.5% 56.4%	23.1% 15.9%	24.4% 27.7%	33	0
Good-poor	2015	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	36.5%	32.4%	31.2%	33	0
Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.	42.6%	23.0%	34.4%	33	0
Agree-disagree	2015	62	Senior leaders demonstrate support for Work-Life programs.	51.7%	27.2%	21.1%	32	1
Satisfied-	2015	63	*How satisfied are you with your involvement in decisions that affect your work?					
dissatisfied Satisfied-	2015	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	52.5%	16.4%	31.2%	33	N/A
dissatisfied	2013	04	Thow saustied are you with the information you receive noin management on what 3 going on in your organization:	40.8%	29.3%	29.8%	32	N/A
Satisfied- dissatisfied	2015	65	*How satisfied are you with the recognition you receive for doing a good job?					
Satisfied-	2015	66	How satisfied are you with the policies and practices of your senior leaders?	39.5%	22.6%	37.9%	33	N/A
dissatisfied				36.7%	16.9%	46.4%	33	N/A
Satisfied- dissatisfied	2015	67	How satisfied are you with your opportunity to get a better job in your organization?	26.3%	20.1%	53.6%	33	N/A
Satisfied- dissatisfied	2015	68	How satisfied are you with the training you receive for your present job?	38.8%	20.0%	41.3%	33	N/A
Satisfied-	2015	69	*Considering everything, how satisfied are you with your job?	30.0/0	20.0%	41.5/0		IN/A
dissatisfied Satisfied-	2015	70	Considering everything, how satisfied are you with your pay?	59.4%	18.5%	22.1%	33	N/A
dissatisfied	2015	71	*Cancidaring aroundhing have estimated any requirements	54.9%	7.0%	38.1%	32	N/A
Satisfied- dissatisfied	2015	71	*Considering everything, how satisfied are you with your organization?	50.3%	21.4%	28.2%	33	N/A
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	49.5%	16.6%	33.9%	36	N/A
Agree-disagree	2014	2	I have enough information to do my job well.	50.4%	17.2%	32.4%	36	N/A
Agree-disagree	2014	3	I feel encouraged to come up with new and better ways of doing things.	42.2%	12.1%	45.7%	36	N/A
Agree-disagree Agree-disagree	2014	5	My work gives me a feeling of personal accomplishment. I like the kind of work I do.	63.3% 83.2%	17.0% 8.0%	19.7% 8.8%	36 36	N/A N/A
Agree-disagree	2014	6	I know what is expected of me on the job.	54.9%	11.3%	33.8%	36	N/A
Agree-disagree	2014	7	When needed I am willing to put in the extra effort to get a job done.	87.7%	3.1%	9.3%	36	N/A
Agree-disagree	2014	8	I am constantly looking for ways to do my job better.	79.9%	17.4%	2.7%	35	N/A
Agree-disagree	2014	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	26.3%	5.0%	68.8%	36	0
Agree-disagree Agree-disagree	2014	10	*My workload is reasonable. *My talents are used well in the workplace.	27.7% 50.5%	17.6% 8.3%	54.7% 41.2%	36 35	0
Agree-disagree	2014	12	*I know how my work relates to the agency's goals and priorities.	74.7%	2.6%	22.8%	36	0
Agree-disagree	2014	13	The work I do is important.	78.6%	6.6%	14.7%	36	0
Agree-disagree	2014	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	47.4%	19.3%	33.4%	36	0
Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.	44.0%	27.0%	29.0%	36	0
Agree-disagree	2014	16	I am held accountable for achieving results.	69.7%	12.7%	17.6%	35	1
Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	35.3%	15.5%	49.2%	34	2
Agree-disagree Agree-disagree	2014	18 19	My training needs are assessed. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for	8.0%	30.5%	61.5%	34	1
			example, Fully Successful, Outstanding).	50.8%	11.5%	37.7%	36	0
Agree-disagree	2014	20	*The people I work with cooperate to get the job done.	52.6%	24.6%	22.8%	36	N/A
Agree-disagree	2014	21	My work unit is able to recruit people with the right skills.	32.1%	15.4%	52.6%	36	0
Agree-disagree Agree-disagree	2014	22	Promotions in my work unit are based on merit. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	22.7% 17.2%	20.6%	56.7% 56.0%	33 34	1
Agree-disagree	2014	24	*In my work unit, differences in performance are recognized in a meaningful way.	17.2%	24.1%	58.7%	34	2
Agree-disagree	2014	25	Awards in my work unit depend on how well employees perform their jobs.	34.7%	19.2%	46.2%	35	1
Agree-disagree	2014	26	Employees in my work unit share job knowledge with each other.	54.8%	17.1%	28.2%	36	0
Agree-disagree Good-poor	2014	27 28	The skill level in my work unit has improved in the past year. How would you rate the overall quality of work done by your work unit?	31.9% 63.3%	27.6% 22.4%	40.5% 14.3%	35 36	N/A
Agree-disagree	2014	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	05.5/6	22.4/6	14.5/0	30	IN/A
A 1'	2011	25		46.2%	21.6%	32.2%	36	0
Agree-disagree	2014	30	Employees have a feeling of personal empowerment with respect to work processes. Employees are recognized for providing high quality products and services.	19.4%	20.2%	60.4%	36	0
Agree-disagree Agree-disagree	2014	32	Employees are recognized for providing high quality products and services. Creativity and innovation are rewarded.	39.1% 31.0%	19.2% 26.8%	41.7% 42.3%	36 36	0
Agree-disagree	2014	33	Pay raises depend on how well employees perform their jobs.	9.1%	20.6%	70.3%	33	3
Agree-disagree	2014	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	2	20.00	25.00		
Agree-disagree	2014	35	Employees are protected from health and safety hazards on the job.	34.1% 61.8%	30.0% 22.0%	35.9% 16.2%	34 36	0
Agree-disagree	2014	36	My organization has prepared employees for potential security threats.	44.9%	25.0%	30.1%	36	0
Agree-disagree	2014	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	22.00/	21.20/	26.00/	22	
	1	Ь		32.0%	31.2%	36.8%	33	2

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Agen editing to 2014 38 Proceedings 2014 38 Proceedings 2014 38 Proceedings 2014 39 Proceedings 2014 31 39 Proceedings 2014 31 31 31 31 31 31 31	-	Year	Item	ltem Text	Positive	Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Negative	Response Total**	Know/ No Basis to Judge
Agric diagnale 2014 40 we assert to accomplishing to mission	Agree-disagree		38						
Agriculture 1942 39				person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.					
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Agriculture 1965 241 41 Protection of the cause of the cause of the cause of make any agriculture in a development of the cause of the cau									1
2006 2016 2017 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018 2018									
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Agree disagree 2014 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 32.95					30.4%	22.5%	47.1%	36	0
Agree-disagree 2014 98 Managers promote communication among different work units (or example, about projects, goals, needed resources). Agree-disagree 2014 90 Managers support collaboration across work units to accomplish work objectives. Agree-disagree 2014 00 Oward movement of except the lang does by the manager directly above your immediate supervisor? 24.85 0.35 0.5 0.5 0.5 0.5 0.5 0.5 0.5 0.5 0.5 0.	Agree-disagree	2014	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.					
Agree disagree 2 2014 99 Managers support collaboration across work units to accomplish work objectives. 40.5% 22.4% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.2% 37.	Agroo disagroo	2014	EO	Managers promote communication among different work units (for example, about projects, goals, peopled recourses)	26.9%	23.5%	49.6%	35	1
Agree disagree Old 59 book analyses support collaboration across work units to accomplish work objectives. Old 50 book and of the properties of the properti	Agree-uisagree	2014	36	managers promote communication among unrerent work units for example, about projects, goals, needed resources).	20 70/	16 00/	44.49/	25	. 0
Score Scor	Agree-disagree	2014	59	Managers support collaboration across work units to accomplish work objectives.					1
Agree-disagree 2014 61, have a high level of respect for my organization's senior leaders. 38,8% 18,7% 42,5% 36 62,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6%	Good-poor				10.570	22.170	37.270	- 33	
Agree-disagree 2014 61, have a high level of respect for my organization's senior leaders. 38,8% 18,7% 42,5% 36 62,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6% 63,6%	·				24.4%	40.1%	35.5%	34	. 0
Satisfied disastified 2014 63 How satisfied are you with your involvement in decisions that affect your work? 48.9% 12.2% 39.0% 35 N/F Satisfied 2014 64 How satisfied are you with the information you receive from management on what's going on in your organization? 20.6% 29.9% 45.5% 36 N/F Satisfied 2014 65 How satisfied are you with the recognition you receive for doing a good jub? 45.5% 36 N/F Satisfied 2014 66 How satisfied are you with the policies and practices of your senior leaders? 21.9% 29.3% 48.8% 36 N/F Satisfied 2014 67 How satisfied are you with your organization? 21.8% 29.3% 48.8% 36 N/F Satisfied 2014 67 How satisfied are you with your organization? 21.8% 29.3% 48.8% 36 N/F Satisfied 2014 68 How satisfied are you with the training your receive for your present job? 28.3% 27.1% 47.7% 67.3% 36 N/F Satisfied 2014 69 Considering everything, how satisfied are you with your pay? 20.1% 20.1% 30.7% 36 N/F Satisfied 2014 69 Considering everything, how satisfied are you with your pay? 20.1% 30.7% 36 N/F Satisfied 2014 70 Considering everything, how satisfied are you with your pay? 32.7% 22.2% 45.0% 30.0% 30.7% 36 N/F Satisfied 2014 71 Considering everything, how satisfied are you with your pay? 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7% 32.7%	Agree-disagree	2014	61	I have a high level of respect for my organization's senior leaders.					
dissatisfied dissatisfied dissatisfied 2014 64 **How satisfied are you with the information you receive from management on what's going on in your organization?	Agree-disagree	2014	62	Senior leaders demonstrate support for Work-Life programs.	50.8%	21.1%	28.0%	36	0
Satisfied- disastified- 2014 68 disastified- disastified- disastified- 2014 69 'Considering everything, how satisfied are you with your poportunity to get a better job in your organization? 2015 40 'Considering everything, how satisfied are you with your pay? disastified- 2014 70 Considering everything, how satisfied are you with your pay? 32.7% 22.2% 45.0% 36 N/I Satisfied- 2014 70 Considering everything, how satisfied are you with your pay? 32.7% 22.2% 45.0% 36 N/I Agree-disagree 2013 1 ** an given a real opportunity to improve my skills in my organization? 40.96 ** 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5% 30.5%	Satisfied-	2014	63	*How satisfied are you with your involvement in decisions that affect your work?					
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Satisfied disastified 2014 65 *How satisfied are you with the recognition you receive for doing a good job? 44.1% 27.6% 28.3% 36 N// Satisfied disastified 2014 66 How satisfied are you with the policies and practices of your senior leaders? 21.9% 29.3% 48.8% 36 N// Satisfied disastified 2014 67 How satisfied are you with your opportunity to get a better job in your organization? 18.0% 14.7% 67.3% 36 N// Satisfied disastified 2014 68 How satisfied are you with the training you receive for your present job? 28.3% 27.1% 44.7% 36 N// Satisfied disastified 2014 69 *Considering everything, how satisfied are you with your pap? 49.1% 20.1% 30.7% 36 N// Satisfied disastified 2014 69 *Considering everything, how satisfied are you with your pap? 32.7% 22.2% 45.0% 36 N// Satisfied disastified 2014 70 20.1% 20.1% 20.1% 30.7% 36 N// Satisfied disastified 2014 70 20.1% 20.1% 30.7% 36 N// Satisfied disastified 2014 70 20.1% 20.1% 30.7% 36 N// Satisfied disastified 2014 70 20.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 70.1% 7		2014	64	*How satisfied are you with the information you receive from management on what's going on in your organization?					
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Satisfied disastified activated and practices of your senior leaders? 21 9% 29 3% 48 8% 36 N/s 22 3% 48 8% 36 N/s 21 9% 29 3% 48 8% 36 N/s 21 9% 29 3% 48 8% 36 N/s 22 3% 48 8%	dissatisfied	2014	05	Thow satisfied are you with the recognition you receive for doing a good job:	44.19/	27.69/	20 20/	26	N/A
dissatisfied 2014 67 How satisfied are you with your opportunity to get a better job in your organization? Satisfied- 3014 68 How satisfied are you with the training you receive for your present job? Satisfied- 3014 69 "Considering everything, how satisfied are you with your job? Satisfied- 3014 69 "Considering everything, how satisfied are you with your job? Satisfied- 3014 69 "Considering everything, how satisfied are you with your pay? Satisfied- 3014 69 "Considering everything, how satisfied are you with your pay? Satisfied- 3014 70 Considering everything, how satisfied are you with your organization? Satisfied- 3014 71 "Considering everything, how satisfied are you with your organization? Satisfied- 3014 71 "Considering everything, how satisfied are you with your organization? Satisfied- 3014 71 "I will your your your your your your your your		2014	66	How satisfied are you with the policies and practices of your senior leaders?	44.1/0	27.0%	20.576	30	IN/A
Satisfied-	dissatisfied				21.9%	29.3%	48.8%	36	N/A
Satisfied- dissatisfied- 2014 70 Considering everything, how satisfied are you with your pay? dissatisfied- dissatisfied- dissatisfied- dissatisfied- 2014 71 *Considering everything, how satisfied are you with your pay? dissatisfied- dissatisfied- dissatisfied- 2014 71 *Considering everything, how satisfied are you with your organization? dissatisfied- dissatisfied- dissatisfied- 2014 71 *Considering everything, how satisfied are you with your organization? dissatisfied- dissatisfied- dissatisfied- 2013 1 *I	Satisfied-	2014	67	How satisfied are you with your opportunity to get a better job in your organization?					
dissatisfied 2014 69 *Considering everything, how satisfied are you with your job? Satisfied 35 **Satisfied 4015 **Satisfied	dissatisfied				18.0%	14.7%	67.3%	36	N/A
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their jobs well. 43.7% 8.3% 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48.0% 34 00 48				·	83.0%	8.5%	8.5%	33	0
Agree-disagree 2013 15 My performance appraisal is a fair reflection of my performance. 51.0% 7.7% 41.3% 34 CA Agree-disagree 2013 16 I am held accountable for achieving results. 77.5% 13.4% 9.1% 33 12 Agree-disagree 2013 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 34.3% 5.6% 60.1% 34 CA Agree-disagree 2013 18 My training needs are assessed. 14.9% 29.8% 55.3% 34 CA Agree-disagree 2013 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). 53.5% 23.1% 23.4% 32 11	Agree-disagree	2013	14						
Agree-disagree 2013 16 I am held accountable for achieving results. 77.5% 13.4% 9.1% 33 14 Agree-disagree 2013 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 34.3% 5.6% 60.1% 34 00 00 00 00 00 00 00 00 00 00 00 00 00	Agroo disastra	2012	15	·					1
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Agree-disagree 2013 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). 53.5% 23.1% 23.4% 32									1
example, Fully Successful, Outstanding). 53.5% 23.1% 23.4% 32 1				· · ·			2.370	"	ا ا
				example, Fully Successful, Outstanding).	53.5%	23.1%	23.4%	32	1
	Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	61.1%	21.1%	17.8%	34	N/A

					Neither Agree nor Disagree/ Fair/ Neither		ltem	Do Not Know/ No
Response				Percent Positive	Satisfied nor Dissatisfied	Percent Negative	Response Total**	Basis to Judge
	Year	Item	ltem Text	%	%	%	N	N
	2013	21	My work unit is able to recruit people with the right skills.	34.6%	21.5%	43.9%	33	0
	2013		Promotions in my work unit are based on merit.	22.1%	23.6%	54.3%	29	5
	2013		In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	16.2%	11.7%	72.1%	28	5
	2013	24	*In my work unit, differences in performance are recognized in a meaningful way. Awards in my work unit depend on how well employees perform their jobs.	20.7%	18.6%	60.7%	32	2
	2013	26	Awards in my work unit depend on how well employees perform their jobs. Employees in my work unit share job knowledge with each other.	44.9% 73.7%	14.3% 6.2%	40.8% 20.1%	30	4
	2013		The skill level in my work unit has improved in the past year.	37.4%	27.5%	35.0%	33	1
	2013	28	How would you rate the overall quality of work done by your work unit?	71.5%	19.7%	8.8%	34	N/A
Agree-disagree	2013	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	44.3%	16.4%	39.3%	33	1
Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.	12.2%	20.4%	67.4%	33	1
	2013	31	Employees are recognized for providing high quality products and services.	31.6%	27.6%	40.9%	34	0
	2013	32	Creativity and innovation are rewarded.	37.4%	16.8%	45.9%	32	2
	2013		Pay raises depend on how well employees perform their jobs.	16.9%	20.4%	62.7%	28	5
Agree-disagree	2013	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	AC 20/	17.00/	26.20/		_
Agree-disagree	2013	35	Employees are protected from health and safety hazards on the job.	46.2% 63.2%	17.6% 11.0%	36.2% 25.8%	34	0
	2013		My organization has prepared employees for potential security threats.	40.8%	23.0%	36.2%	30	2
	2013		Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	43.0%	14.5%	42.5%	32	
Agree-disagree	2013		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.		2.10,1			_
				44.8%	11.1%	44.1%	32	2
Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	66.6%	18.6%	14.9%	31	2
	2013	40	*I recommend my organization as a good place to work.	32.6%	36.4%	31.0%	34	N/A
	2013	41	*I believe the results of this survey will be used to make my agency a better place to work.	39.1%	20.0%	40.9%	32	2
	2013 2013	42	My supervisor supports my need to balance work and other life issues. My supervisor provides me with opportunities to demonstrate my leadership skills.	80.4%	8.2%	11.4%	34	0
	2013		Discussions with my supervisor about my performance are worthwhile.	56.3% 49.3%	15.5% 20.4%	28.2% 30.3%	33	1
	2013		My supervisor is committed to a workforce representative of all segments of society.	59.2%	23.2%	17.6%	32	2
	2013	46	My supervisor provides me with constructive suggestions to improve my job performance.	52.0%	20.8%	27.1%	34	0
	2013	47	Supervisors in my work unit support employee development.	41.5%	30.1%	28.5%	34	0
	2013	48	My supervisor listens to what I have to say.	57.3%	17.2%	25.5%	34	N/A
	2013	49	My supervisor treats me with respect.	63.3%	13.9%	22.9%	34	N/A
	2013	50 51	In the last six months, my supervisor has talked with me about my performance. I have trust and confidence in my supervisor.	64.3% 52.1%	12.4% 8.1%	23.3% 39.8%	34 34	N/A
	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	43.2%	32.5%	24.3%	34	
	2013		In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	10.2,1	02.071			,
				18.2%	17.6%	64.2%	33	1
	2013		My organization's senior leaders maintain high standards of honesty and integrity.	25.6%	22.0%	52.4%	33	1
	2013	55	Supervisors work well with employees of different backgrounds.	35.5%	22.5%	42.0%	31	0
	2013 2013	56 57	*Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	42.2%	20.2%	37.6%	33	1
	2013		Managers promote communication among different work units (for example, about projects, goals, needed resources).	34.1%	24.3%	41.6%	32	2
, ig. cc alsagree	2015	30	managers promote communication among american norwaling for example, about projects, goods, needed resources,	44.9%	16.4%	38.6%	33	1
Agree-disagree	2013	59	Managers support collaboration across work units to accomplish work objectives.	39.8%	26.2%	34.1%	34	0
Good-poor	2013	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
	20:			25.6%	41.2%	33.2%	31	3
	2013	61	I have a high level of respect for my organization's senior leaders.	25.4%	28.9%	45.7%	34	0
	2013	62 63	Senior leaders demonstrate support for Work-Life programs. *How satisfied are you with your involvement in decisions that affect your work?	46.0%	26.3%	27.7%	31	3
dissatisfied	2013	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	27.6%	32.5%	39.9%	33	N/A
dissatisfied	2013	65	*How satisfied are you with the recognition you receive for doing a good job?	37.7%	29.1%	33.2%	33	N/A
dissatisfied	2013		How satisfied are you with the policies and practices of your senior leaders?	40.9%	18.4%	40.7%	33	N/A
dissatisfied	2013		How satisfied are you with your opportunity to get a better job in your organization?	25.0%	29.5%	45.5%	34	N/A
dissatisfied	2013		How satisfied are you with the training you receive for your present job?	17.5%	20.6%	61.9%	34	N/A
dissatisfied	2013	69	*Considering everything, how satisfied are you with your job?	27.3%	28.2%	44.5%	34	N/A
dissatisfied	2013	70	Considering everything, how satisfied are you with your pay?	34.3%	25.1%	40.6%	33	N/A
dissatisfied	2013	71	*Considering everything, how satisfied are you with your pay: *Considering everything, how satisfied are you with your organization?	27.5%	29.7%	42.8%	34	N/A
dissatisfied	2013		*I am given a real opportunity to improve my skills in my organization.	30.4%	36.3%	33.3%	34	
		1		24.5%	28.6%	46.9%	24	N/A
Agree-disagree	2012	2	I have enough information to do my job well.	46.4%	20.8%	32.8%	24	N/A

Response				Percent Positive	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Percent Negative	Item Response Total**	Do Not Know/ No Basis to Judge
Type	Year	Item	Item Text	%	%	%	N	N
Agree-disagree	2012	3	I feel encouraged to come up with new and better ways of doing things.	32.1%	21.3%	46.6%	24	N/A
Agree-disagree	2012	5	My work gives me a feeling of personal accomplishment. I like the kind of work I do.	59.0%	27.7%	13.3%	24	N/A
Agree-disagree Agree-disagree	2012	6	I know what is expected of me on the job.	75.6% 66.7%	11.9% 7.8%	12.5% 25.6%	24	N/A N/A
Agree-disagree	2012	7	When needed I am willing to put in the extra effort to get a job done.	91.3%	0.0%	8.7%	24	N/A
Agree-disagree	2012	8	I am constantly looking for ways to do my job better.	83.4%	7.9%	8.7%	24	N/A
Agree-disagree	2012	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	16.9%	20.0%	63.1%	24	0
Agree-disagree	2012	10	*My workload is reasonable.	33.1%	8.9%	58.1%	24	0
Agree-disagree	2012	11	*My talents are used well in the workplace.	29.2%	26.2%	44.6%	23	0
Agree-disagree	2012	12	*I know how my work relates to the agency's goals and priorities.	68.7%	9.5%	21.8%	23	1
Agree-disagree	2012	13	The work I do is important.	78.4%	13.8%	7.8%	24	0
Agree-disagree	2012	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform					
			their jobs well.	44.9%	12.2%	42.9%	24	0
Agree-disagree	2012	15	My performance appraisal is a fair reflection of my performance.	36.8%	20.1%	43.1%	24	0
Agree-disagree	2012	16	I am held accountable for achieving results.	69.4%	5.0%	25.6%	24	0
Agree-disagree	2012	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	39.6%	13.9%	46.5%	22	2
Agree-disagree	2012		My training needs are assessed.	11.9%	12.2%	75.9%	23	1
Agree-disagree	2012	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).					
A	2042	20		36.3%	29.0%	34.6%	24	0
Agree-disagree	2012	20	*The people I work with cooperate to get the job done.	66.6%	21.9%	11.4%	24	N/A
Agree-disagree	2012	21	My work unit is able to recruit people with the right skills.	29.4%	26.1%	44.5%	24	0
Agree-disagree Agree-disagree	2012	23	Promotions in my work unit are based on merit. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	9.2%	43.2%	47.6%	21	2
Agree-disagree	2012	24	*In my work unit, differences in performance are recognized in a meaningful way.	27.4%	33.4% 24.4%	42.0% 48.2%	22	3
Agree-disagree	2012	25	Awards in my work unit depend on how well employees perform their jobs.	28.5%	25.3%	46.2%	20	4
Agree-disagree	2012	26	Employees in my work unit share job knowledge with each other.	74.7%	12.8%	12.5%	24	0
Agree-disagree	2012	27	The skill level in my work unit has improved in the past year.	29.4%	32.7%	37.9%	23	1
Good-poor	2012	28	How would you rate the overall quality of work done by your work unit?	53.8%	38.6%	7.5%	24	N/A
Agree-disagree	2012	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
				47.4%	20.7%	31.9%	24	0
Agree-disagree	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	20.3%	20.9%	58.8%	24	0
Agree-disagree	2012	31	Employees are recognized for providing high quality products and services.	28.4%	24.6%	47.0%	24	0
Agree-disagree	2012	32	Creativity and innovation are rewarded.	11.5%	41.5%	47.0%	24	0
Agree-disagree	2012		Pay raises depend on how well employees perform their jobs.	14.6%	29.7%	55.7%	20	4
Agree-disagree	2012	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in					
			awareness of diversity issues, mentoring).	41.7%	27.9%	30.3%	22	2
Agree-disagree	2012	35	Employees are protected from health and safety hazards on the job.	53.2%	25.6%	21.3%	23	1
Agree-disagree	2012		My organization has prepared employees for potential security threats.	52.8%	8.2%	39.0%	23	1
Agree-disagree	2012	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.					
Agree-disagree	2012		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.	53.7%	27.0%	19.4%	20	4
				46.6%	23.4%	30.0%	21	3
Agree-disagree	2012		My agency is successful at accomplishing its mission.	62.0%	26.6%	11.4%	24	0
Agree-disagree	2012	40	*I recommend my organization as a good place to work.	41.7%	24.5%	33.7%	24	
Agree-disagree	2012	41	*I believe the results of this survey will be used to make my agency a better place to work. Mususpension supports my pool to halone work and other life issues.	42.5%	17.4%	40.1%	23	
Agree-disagree	2012	42	My supervisor supports my need to balance work and other life issues. My supervisor provides me with opportunities to demonstrate my leadership skills.	54.8%	17.0%	28.2%	24	0
Agree-disagree Agree-disagree	2012		Discussions with my supervisor about my performance are worthwhile.	31.7%	25.4%	42.9%	24	0
Agree-disagree	2012		My supervisor is committed to a workforce representative of all segments of society.	33.0% 36.8%	22.0% 34.6%	45.1% 28.6%	23	3
Agree-disagree	2012		My supervisor provides me with constructive suggestions to improve my job performance.	35.4%	8.0%	56.5%	21	0
Agree-disagree	2012	47	Supervisors in my work unit support employee development.	24.9%	35.8%	39.3%	23	
Agree-disagree	2012	48	My supervisor listens to what I have to say.	57.5%	13.8%	28.8%	24	N/A
Agree-disagree	2012	49	My supervisor treats me with respect.	46.2%	29.4%	24.5%	24	
Agree-disagree	2012	50	In the last six months, my supervisor has talked with me about my performance.	72.9%	5.0%	22.1%	24	N/A
Agree-disagree	2012	51	I have trust and confidence in my supervisor.	32.3%	24.7%	43.0%	24	N/A
Good-poor	2012	52	Overall, how good a job do you feel is being done by your immediate supervisor?	28.4%	32.1%	39.5%	24	N/A
Agree-disagree	2012	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
				32.9%	16.7%	50.4%	24	0
Agree-disagree	2012	54	My organization's senior leaders maintain high standards of honesty and integrity.	42.8%	25.8%	31.3%	23	1
Agree-disagree	2012	55	Supervisors work well with employees of different backgrounds.	46.6%	27.4%	26.0%	23	0
Agree-disagree	2012	56	*Managers communicate the goals and priorities of the organization.	50.1%	20.7%	29.2%	24	0
Agree-disagree	2012	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.					
Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	41.4%	22.3%	36.3%	22	2
Agree disagree				61.4%	17.0%	21.6%	24	0
	2012	F.C.						
Agree-disagree Good-poor	2012	59 60	Managers support collaboration across work units to accomplish work objectives. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	65.7%	4.7%	29.6%	24	0
Agree-disagree Good-poor	2012	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	44.8%	33.5%	21.7%	24	0
Agree-disagree		60						0

Response Type	Year	Item	ltem Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Satisfied- dissatisfied	2012	63	*How satisfied are you with your involvement in decisions that affect your work?	25.9%	37.1%	37.0%	22	N/A
Satisfied-	2012	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	25.9%	37.1%	37.0%		N/A
dissatisfied				64.5%	13.0%	22.6%	23	N/A
Satisfied-	2012	65	*How satisfied are you with the recognition you receive for doing a good job?					
dissatisfied				37.4%	31.4%	31.1%	23	N/A
Satisfied-	2012	66	How satisfied are you with the policies and practices of your senior leaders?					
dissatisfied				29.7%	25.4%	44.9%	23	N/A
Satisfied- dissatisfied	2012	67	How satisfied are you with your opportunity to get a better job in your organization?					
				12.0%	34.8%	53.2%	23	N/A
Satisfied- dissatisfied	2012	68	How satisfied are you with the training you receive for your present job?					
	2012			20.1%	25.7%	54.2%	23	N/A
Satisfied- dissatisfied	2012	69	*Considering everything, how satisfied are you with your job?	38.2%	25.9%	35.9%	22	NI/A
Satisfied-	2012	70	Considering everything, how satisfied are you with your pay?	38.2%	25.9%	33.9%	23	N/A
dissatisfied	2312	.0	considering every family, non-second are journal jour pay.	58.5%	8.5%	33.0%	22	N/A
Satisfied-	2012	71	*Considering everything, how satisfied are you with your organization?	22.570	2.370	22.070		.,,,,
dissatisfied				39.6%	25.9%	34.6%	23	N/A

^{*} AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any item or year when there were fewer than 4 completed surveys.

^{**} Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Agency-Specific Questions

1. My agency has built a more unified team over the last year.

	# of	
	Respondents	Percent
	2019	2019
Strongly Agree	5	18.2%
Agree	12	47.0%
Neither Agree nor Disagree	3	12.9%
Disagree	4	17.3%
Strongly Disagree	1	4.6%
Do Not Know	1	
Total	26	100.0%

Note: "Do Not Know" responses are not included in percentage calculations.

2. My satisfaction working at my agency has increased over the last year.

	# of	
	Respondents	Percent
	2019	2019
Strongly Agree	4	13.0%
Agree	10	35.6%
Neither Agree nor Disagree	6	25.4%
Disagree	2	8.6%
Strongly Disagree	4	17.4%
Do Not Know	0	
Total	26	100.0%

Note: "Do Not Know" responses are not included in percentage calculations.

3. My agency is heading in the right direction.

	# of	
	Respondents	Percent
	2019	2019
Strongly Agree	7	25.2%

Agency-Specific Questions

Agree	12	44.5%
Neither Agree nor Disagree	5	21.6%
Disagree	1	4.3%
Strongly Disagree	1	4.3%
Do Not Know	0	
Total	26	100.0%

Note: "Do Not Know" responses are not included in percentage calculations.

4. My work unit has built a more unified team over the last year.

	# of		
	Respondents	Percent	
	2019	2019	
Strongly Agree	5	18.4%	
Agree	10	37.4%	
Neither Agree nor Disagree	5	20.2%	
Disagree	5	19.6%	
Strongly Disagree	1	4.4%	
Do Not Know	0		
Total	26	100.0%	

Note: "Do Not Know" responses are not included in percentage calculations.

5. During the next year, I think management's priority should be:

	# of	
	Respondents	Percent
_	2019	2019
Expanding professional development opportunities, including temporary		
cross-office assignments	7	24.8%
Updating agency policies and procedures	6	25.9%
Promoting activities designed to improve interpersonal		
communications/office culture	13	49.4%
Strengthening anti-retaliation/anti-harassment programs	0	0.0%
Total	26	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

R:\Employee Surveys\2019 Employee Viewpoint Survey\2019_OPM_FEVS_AES_Inter_American_FoundationASI

Agency-Specific Questions					
Source: 2019 OPM Federal Employee Viewpoint Survey					

Office of Personnel Management Federal Employee Viewpoint Survey 2019 Item Change Summary

2019 Item Text and Response Options	2018 Item Text and Response Options
(72) Currently, in my work unit poor performers usually: Remain in the work unit and improve their performance over time Remain in the work unit and continue to underperform Leave the work unit - removed or transferred Leave the work unit - quit There are no poor performers in my work unit Do not know	Not in 2018 OPM FEVS
(73) Which of the following best describes the impact of the partial government shutdown (December 22, 2018 – January 25, 2019) on your working/pay status? • The shutdown had no impact on my working/pay status • I did not work and did not receive pay until after the lapse ended • I worked some of the shutdown but did not receive pay until after the lapse ended • I worked for the entirety of the shutdown but did not receive pay until after the lapse ended • Other, not listed above	Not in 2018 OPM FEVS
 (74) How was your everyday work impacted during (if you worked) or after the partial government shutdown? It had no impact A slightly negative impact A moderately negative impact A very negative impact An extremely negative impact 	Not in 2018 OPM FEVS
(75) In what ways did the partial government shutdown negatively affect your work? (Check all that apply) • Unmanageable workload • Missed deadlines • Unrecoverable loss of work • Reduced customer service • Delayed work • Reduced work quality • Cutback of critical work • Time lost in restarting work • Unmet statutory requirements • Other	Not in 2018 OPM FEVS
(76) Are you looking for another job because of the partial government shutdown? • I am looking for another job <u>specifically</u> because of the shutdown • I am looking for another job, but the shutdown is <u>only one</u> of the reasons • I am looking for another job, but the shutdown had <u>no influence</u> on that decision • I am <u>not</u> looking for another job currently	Not in 2018 OPM FEVS
(77) My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown. • Strongly Agree • Agree • Neither Agree nor Disagree • Disagree • Strongly Disagree • No support required	Not in 2018 OPM FEVS
(79) How satisfied are you with the Telework program in your agency? • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • I choose not to participate in this program • This program is not available to me • I am unaware of this program	(73) How satisfied are you with the following Work/Life programs in your agency? Telework • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • I choose not to participate in these programs • These programs are not available to me • I am unaware of these programs
(80) Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply): • Alternative Work Schedules (for example, compressed work schedule, flexible work schedule) • Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, Health and wellness fair) • Employee Assistance Program – EAP (for example, short-term counseling, referral services, legal services, information services) • Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) • Elder Care Programs (for example, elder/adult care, support groups, resources) • None listed above	Not in 2018 OPM FEVS

Office of Personnel Management Federal Employee Viewpoint Survey 2019 Item Change Summary

2019 Item Text and Response Options	2018 Item Text and Response Options
(81-85) How satisfied are you with the following Work-Life programs in your agency?	(73-78) How satisfied are you with the following Work/Life programs in your agency?
(81) Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)	(74) Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)
(83) Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, information services) (84) Child Care Programs (for example, child care center, parenting classes and support	(76) Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services) (77) Child Care Programs (for example, child care center, parenting classes and support
groups, back-up care, subsidy, flexible spending account)	groups, back-up care, flexible spending account)
(85) Elder Care Programs (for example, elder/adult care, support groups, resources)	(78) Elder Care Programs (for example, elder/adult care, support groups, speakers)
 Very satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied I choose not to participate in these programs These programs are not available to me I am unaware of these programs 	Very satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied Very Dissatisfied Ichoose not to participate in these programs These programs are not available to me I am unaware of these programs
 (87) What is your supervisory status? Senior Leader: You are the head of a department/agency or a member of the immediate leadership team responsible for directing the policies and priorities of the department/agency. May hold either a political or career appointment, and typically is a member of the Senior Executive Service or equivalent. Manager: You are in a management position and supervise one or more supervisors. Supervisor: You are a first-line supervisor who is responsible for employees' performance appraisals and leave approval. Team Leader: You are not an official supervisor; you provide employees with day-to-day guidance in work projects, but do not have supervisory responsibilities or conduct performance appraisals. Non-Supervisor: You do not supervise other employees. 	 (80) What is your supervisory status? Non-Supervisor: You do not supervise other employees. Team Leader: You are not an official supervisor; you provide employees with day-to-day guidance in work projects, but do not have supervisory responsibilities or conduct performance appraisals. Supervisor: You are a first-line supervisor who is responsible for employees' performance appraisals and leave approval. Manager: You are in a management position and supervise one or more supervisors. Senior Leader: You are the head of a department/agency or a member of the immediate leadership team responsible for directing the policies and priorities of the department/agency. May hold either a political or career appointment, and typically is a member of the Senior Executive Service or equivalent.
(91) How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)? • Less than 1 year • 1 to 3 years • 4 to 5 years • 6 to 10 years • 11 to 14 years • 15 to 20 years • More than 20 years	(87) How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)? • Less than 1 year • 1 to 3 years • 4 to 5 years • 6 to 10 years • 11 to 20 years • More than 20 years
(94) Are you of Hispanic, Latino, or Spanish origin?YesNo	(82) Are you Hispanic or Latino? • Yes • No