((1)) Federal Employee Vlewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

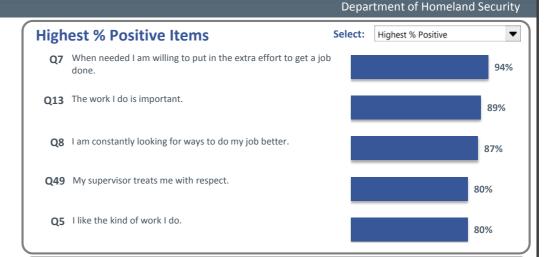
FIELD PERIOD	May 11 - June 22, 2017
SAMPLE OR CENSUS	SAMPLE
NUMBER OF SURVEYS	47,414
NUMBER OF SURVEYS	96,776
RESPONSE RATE	49.0%
MESI ONSE MATE	43.070

16

items identified as strengths (65% positive or

items identified as **challenges** (35% negative or higher)







((•)) Federal Employee Vlewpoint Survey

Empowering Employees. Inspiring Change.

DISABILITY STATUS



Annual Employee Survey (AES) Report

Department of Homeland Security

GENDER

37% Female

17% Hispanic/Latino

HISPANIC/LATINO

14% with a disability

Gay, Lesbian, Bisexual, or Transgender

SEXUAL ORIENTATION / GENDER

LOCATION

28% Headquarters

MILITARY SERVICE

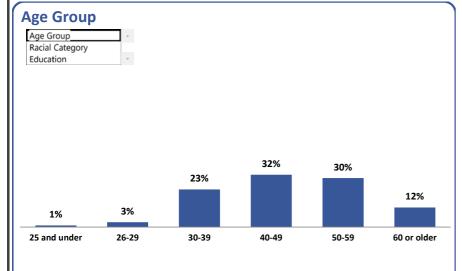
36% Served

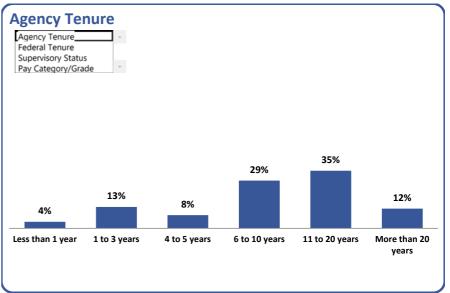
RETIREMENT

23% within next five years

PLAN TO LEAVE

35% within the next year





2017

(•)) Federal Employee Vlewpoint Survey



Annual Employee Survey (AES) Repor	t					Department of Homeland Security
		2014	2015	2016	2017	Percentage Point Change
Select: Largest Increases since 2016 ▼	Q39 My agency is successful at accomplishing its mission.	63%	60%	61%	69%	+8
Largest Increases in Percent Positive	Q71 Considering everything, how satisfied are you with your organization?	42%	39%	42%	50%	+8
since 2016	Q40 I recommend my organization as a good place to work.	48%	46%	49%	56%	+7
71 items increased since 2016	Q55 Supervisors work well with employees of different backgrounds.	56%	55%	57%	64%	+7
311100 2020	Q17 I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	52%	50%	51%	57%	+6
Select: Largest Decreases since 2016 ▼	No trending data available	2014	2015	2016	2017	Percentage Point Change
Largest Decreases in Percent Positive	No trending data available					
since 2016	No trending data available					
items decreased since	No trending data available					-
2016	No trending data available					

Empowering Employees. Inspiring Change.

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	1	*I am given a real opportunity to improve my skills in my organization.	54.72%	16.13%	38.60%	17.71%	17.69%	9.88%	27.57%	9,296	18,677	7,784	7,546	4,026	47,329	N/A
Agree	2	I have enough information to do my job	34.72%	10.15%	36.00%	17.71%	17.09%	9.00%	27.57%	9,290	10,077	7,764	7,340	4,026	47,329	N/A
-disagree Agree	3	well. I feel encouraged to come up with new	63.88%	15.41%	48.48%	16.67%	13.94%	5.51%	19.45%	8,067	22,750	7,442	6,483	2,476	47,218	N/A
-disagree	4	and better ways of doing things. My work gives me a feeling of personal	47.16%	16.59%	30.58%	19.42%	19.67%	13.74%	33.42%	9,777	15,427	8,278	8,086	5,400	46,968	N/A
Agree -disagree	4	accomplishment.	63.21%	24.43%	38.78%	17.13%	11.19%	8.46%	19.65%	13,277	18,587	7,201	4,635	3,411	47,111	N/A
Agree -disagree	5	I like the kind of work I do.	80.02%	37.33%	42.69%	12.92%	4.22%	2.83%	7.06%	18,681	19,730	5,389	1,983	1,257	47,040	N/A
Agree -disagree	6	I know what is expected of me on the job.														
Agree	7	When needed I am willing to put in the	78.25%	30.21%	48.04%	10.98%	7.01%	3.76%	10.77%	14,282	22,068	5,281	3,538	1,839	47,008	N/A
-disagree Agree	8	extra effort to get a job done. I am constantly looking for ways to do	94.35%	61.58%	32.77%	3.30%	1.09%	1.26%	2.35%	30,762	14,230	1,252	423	491	47,158	N/A
-disagree		my job better.	87.49%	47.35%	40.14%	9.51%	1.80%	1.20%	3.00%	23,698	18,533	3,807	700	472	47,210	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	39.71%	9.17%	30.54%	15.97%	24.34%	19.98%	44.32%	4,838	14,881	6,922	11,506	9,022	47,169	115
Agree -disagree	10	*My workload is reasonable.	57.420/	44 400/	45 000/	46.240/	45.240/	40.050/	25 250/	5.753		7.422	7.440	5.444		
Agree	11	*My talents are used well in the	57.43%	11.40%	46.03%	16.31%	15.31%	10.95%	26.26%	5,753	21,391	7,433	7,418	5,114	47,109	64
-disagree Agree	12	workplace. *I know how my work relates to the	49.71%	13.76%	35.95%	18.24%	16.98%	15.08%	32.06%	7,495	17,644	7,746	7,343	6,209	46,437	236
-disagree Agree	13	agency's goals and priorities. The work I do is important.	79.31%	28.39%	50.91%	11.12%	5.23%	4.34%	9.57%	14,815	23,279	4,777	2,286	1,748	46,905	141
-disagree		·	89.44%	52.16%	37.27%	6.59%	1.97%	2.00%	3.97%	24,162	17,518	3,143	994	922	46,739	123
Agree -disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.														
Agree	15	My performance appraisal is a fair	59.32%	20.98%	38.34%	15.45%	13.57%	11.66%	25.23%	11,541	19,327	6,409	5,490	4,241	47,008	187
-disagree	16	reflection of my performance. I am held accountable for achieving	64.08%	23.23%	40.85%	15.63%	9.65%	10.64%	20.29%	12,947	19,570	6,598	3,795	3,751	46,661	536
Agree -disagree	10	results.	74.33%	26.18%	48.16%	15.02%	6.08%	4.56%	10.64%	14,137	22,778	6,001	2,301	1,612	46,829	212
Agree -disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	56.62%	22.15%	34.47%	19.14%	10.89%	13.34%	24.23%	11,728	15,528	8,053	4,525	5,538	45,372	1,693
Agree -disagree	18	My training needs are assessed.														
Agree -disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	48.67%	12.77%	35.91%	23.01%	16.37%	11.94%	28.31%	6,725	16,191	10,508	7,779	5,500	46,703	473
Agree	20	*The people I work with cooperate to	67.41%	26.48%	40.93%	14.77%	9.98%	7.84%	17.82%	13,819	18,564	6,305	4,249	3,261	46,198	1,152
-disagree Agree	21	get the job done. My work unit is able to recruit people	71.09%	24.45%	46.65%	14.18%	10.09%	4.64%	14.73%	13,588	21,576	5,847	4,378	1,906	47,295	N/A
-disagree		with the right skills.	35.46%	7.63%	27.83%	26.52%	21.98%	16.04%	38.02%	4,364	13,956	11,439	9,635	6,605	45,999	1,327
Agree -disagree	22	Promotions in my work unit are based on merit.	25.76%	6.63%	19.13%	25.34%	20.26%	28.64%	48.90%	4,128	10,132	11,392	8,378	10,785	44,815	2,366
Agree -disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	25.76%	5.43%	20.33%	23.98%	22.63%	27.63%	50.26%	3,016	9,776	10,845	9,477	10,854	43,968	3,205
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	29.35%	6.56%	22.79%	25.78%	22.50%	22.38%	44.87%	3,878		11,473	9,580	8,760	45,318	1,872
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.														
Agree	26	Employees in my work unit share job	36.15%	8.89%	27.26%	23.21%	18.32%	22.32%	40.64%	5,052	13,463	10,284	7,394	8,549	44,742	2,323
-disagree Agree	27	knowledge with each other. The skill level in my work unit has	72.44%	20.91%	51.53%	14.42%	7.25%	5.89%	13.13%	11,411	23,478	6,152	3,390	2,609	47,040	130
-disagree		improved in the past year.	50.22%	15.46%	34.76%	29.09%	11.40%	9.28%	20.68%	8,219	16,616	12,445	4,774	3,759	45,813	1,420
Good -poor	28	How would you rate the overall quality of work done by your work unit?	77.29%	35.07%	42.22%	17.70%	3.35%	1.66%	5.01%	19,316	19,147	6,838	1,300	604	47,205	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.			51.64%	18.21%	11.25%	5.38%	16.62%				5,076			
Agree -disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	65.16%	13.52%						6,979	23,727	7,883		2,258	45,923	521
Agree	31	Employees are recognized for providing	37.21%	8.33%	28.88%	25.17%	22.88%	14.74%	37.62%	4,692	14,378	10,907	9,738	5,820	45,535	881
-disagree Agree	32	high quality products and services. Creativity and innovation are rewarded.	39.56%	9.67%	29.89%	23.40%	21.50%	15.55%	37.04%	5,680	15,354	9,984	8,608	5,960	45,586	761
-disagree		,	31.92%	8.41%	23.51%	26.55%	22.79%	18.74%	41.53%	4,948	12,064	11,680	9,208	7,157	45,057	1,178

Agree -disagree	Pay raises depend on how well employees perform their jobs.	18.88%	4.62%	14.26%	23.67%	24.68%	32.76%	57.44%	2,403	6,346	11,197	11,040	12,617	43,603	2,617
Agree	34 Policies and programs promote	10.00%	110270	1112070	23.0770	2 110070	32.7070	3711170	2,103	0,510	11,137	11,010	12,017	15,005	2,01
-disagree	diversity in the workplace (for example, recruiting minorities and women,														
	training in awareness of diversity issues, mentoring).														
Agroo	o,	51.34%	14.26%	37.08%	30.45%	8.31%	9.90%	18.21%	7,071	16,148	12,375	3,381	3,671	42,646	3,717
Agree -disagree	35 Employees are protected from health and safety hazards on the job.	61.91%	16.16%	45.75%	17.75%	11.04%	9.30%	20.34%	9,469	22,679	7,138	3,619	2,817	45,722	639
Agree -disagree	36 My organization has prepared employees for potential security														
-uisagi ee	threats.	68.04%	17.25%	50.80%	16.33%	8.75%	6.87%	15.62%	9,308	23,596	6,854	3,594	2,489	45,841	364
Agree	37 Arbitrary action, personal favoritism								.,	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	.,		,		
-disagree	and coercion for partisan political purposes are not tolerated.	41.41%	12.66%	28.75%	23.20%	15.79%	19.60%	35.39%	7,023	13,563	9,723	6,276	7,465	44,050	2,237
Agree	38 Prohibited Personnel Practices (for	41.4170	12.00%	20.7570	25.20%	13.73%	15.00%	33.3370	7,023	13,303	3,723	0,270	7,403	44,030	2,23
-disagree	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.														
	not tolerated.	60.64%	21.06%	39.58%	22.35%	6.93%	10.08%	17.01%	10,291	16,794	8,480	2,749	3,914	42,228	3,884
Agree -disagree	39 My agency is successful at accomplishing its mission.	C0 010/	10.540/	EO 270/	10.500/	C C20/	F 050/	11 000/	10.020	22.225	7,000	2.751	1 000	45.700	505
Agree	40 *I recommend my organization as a	68.81%	18.54%	50.27%	19.50%	6.63%	5.05%	11.68%	10,028	23,225	7,909	2,751	1,880	45,793	587
-disagree Agree	good place to work. 41 *I believe the results of this survey will	55.73%	17.78%	37.95%	21.85%	13.41%	9.02%	22.42%	9,846	17,713	9,375	5,690	3,689	46,313	N/A
-disagree	be used to make my agency a better														
•	place to work.	39.03%	14.63%	24.40%	23.31%	16.95%	20.70%	37.65%	6,565	11,040	10,082	7,287	8,043	43,017	3,330
Agree -disagree	42 My supervisor supports my need to balance work and other life issues.	71.71%	33.19%	38.52%	12.67%	7.56%	8.06%	15.62%	18,209	17,264	4,710	2,812	3,013	46,008	218
Agree	43 My supervisor provides me with								.,	,	,			.,	
-disagree	opportunities to demonstrate my leadership skills.	62.72%	26.49%	36.23%	18.29%	10.17%	8.82%	18.99%	14,226	16,050	7,444	4,440	3,784	45,944	195
Agree	44 Discussions with my supervisor about										.,	7,		,	
-disagree Agree	my performance are worthwhile. 45 My supervisor is committed to a	60.75%	25.52%	35.23%	19.10%	10.22%	9.93%	20.15%	13,371	15,517	7,886	4,530	4,233	45,537	412
-disagree	workforce representative of all														
Agree	segments of society. 46 My supervisor provides me with	63.36%	27.20%	36.16%	24.53%	4.97%	7.15%	12.12%	13,575	14,970	9,376	1,960	2,665	42,546	3,500
-disagree	constructive suggestions to improve my														
Agree	job performance. 47 Supervisors in my work unit support	61.08%	24.41%	36.68%	19.28%	10.40%	9.24%	19.64%	12,715	16,121	8,350	4,610	4,026	45,822	200
-disagree	employee development.	60.16%	24.39%	35.76%	19.65%	10.04%	10.15%	20.20%	13,149	16,160	8,065	4,076	4,098	45,548	546
Agree -disagree	48 My supervisor listens to what I have to say.	74 100/	22.200/	40.82%	12.66%	8.04%	5.13%	12 170/	17 426	17.670	F 225	2 402	2 275	46 106	N1//
Agree	49 My supervisor treats me with respect.	74.18%	33.36%	40.82%	12.00%	8.04%	5.13%	13.17%	17,426	17,678	5,235	3,492	2,275	46,106	N/A
-disagree	50 In the last six months, my supervisor	80.24%	39.07%	41.17%	10.63%	4.91%	4.21%	9.12%	19,948	17,454	4,438	2,229	1,919	45,988	N/A
Agree -disagree	has talked with me about my														
Agroo	performance.	76.55%	32.35%	44.20%	10.75%	8.29%	4.41%	12.70%	16,921	19,606	4,317	3,404	1,755	46,003	N/A
Agree -disagree	51 I have trust and confidence in my supervisor.	66.01%	32.58%	33.43%	16.96%	8.76%	8.27%	17.03%	16,874	14,442	7,025	3,918	3,767	46,026	N/A
Good -poor	52 Overall, how good a job do you feel is being done by your immediate														
poor	supervisor?	68.88%	37.86%	31.02%	18.63%	6.86%	5.63%	12.49%	18,938	13,616	7,833	3,064	2,610	46,061	N/A
Agree -disagree	53 In my organization, senior leaders generate high levels of motivation and								·				•		
-uisagi ee	commitment in the workforce.	33.26%	9.62%	23.65%	22.10%	20.48%	24.15%	44.63%	5,345	11,714	10,096	8,667	9,060	44,882	941
Agree -disagree	54 My organization's senior leaders maintain high standards of honesty and								·				•		
-uisagi ee	integrity.	44.22%	14.01%	30.21%	24.53%	12.16%	19.10%	31.26%	7,211	13,751	10,268	4,937	6,859	43,026	2,725
Agree	55 Supervisors work well with employees														
-disagree Agree	of different backgrounds. 56 *Managers communicate the goals and	63.64%	18.62%	45.03%	21.07%	7.03%	8.26%	15.29%	9,409	19,702	8,647	2,879	3,175	43,812	1,693
-disagree	priorities of the organization.	51.74%	13.09%	38.66%	20.40%	14.17%	13.70%	27.86%	7,124	18,123	8,739	5,910	5,093	44,989	573
Agree -disagree	57 Managers review and evaluate the organization's progress toward meeting														
	its goals and objectives.	50.24%	13.26%	36.98%	25.10%	12.18%	12.48%	24.66%	6,851	16,609	9,894	4,686	4,306	42,346	3,197
Agree -disagree	58 Managers promote communication among different work units (for														
	example, about projects, goals, needed resources).														
Agree	59 Managers support collaboration across	43.93%	11.95%	31.98%	22.53%	16.53%	17.01%	33.54%	6,575	15,066	9,241	6,922	6,363	44,167	1,444
-disagree	work units to accomplish work														
Good	objectives.	47.45%	12.98%	34.46%	22.90%	14.22%	15.43%	29.66%	7,109	16,071	9,368	5,858	5,720	44,126	1,480
Good -poor	60 Overall, how good a job do you feel is being done by the manager directly														
A	above your immediate supervisor?	51.28%	20.83%	30.45%	24.71%	11.86%	12.15%	24.01%	10,785	13,728	9,932	4,525	4,717	43,687	1,978
Agree -disagree	61 I have a high level of respect for my organization's senior leaders.	46.17%	17.30%	28.87%	23.79%	13.93%	16.11%	30.04%	8,995	13,595	10,314	5,912	6,185	45,001	665
Agree	62 Senior leaders demonstrate support for Work/Life programs.														
-disagree		43.93%	15.52%	28.40%	26.40%	13.13%	16.55%	29.67%	8,126	13,255	10,389	4,748	5,308	41,826	3,850

Satisfied -dissatisfi ed	63	*How satisfied are you with your involvement in decisions that affect your work?	43.49%	11.99%	31.50%	24.41%	21.44%	10.65%	32.09%	6,700	15,275	10,153	9,073	4,280	45,481	N/A
Satisfied -dissatisfi ed	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	40.64%	10.03%	30.62%	23.75%	23.04%	12.57%	35.61%	5,722	14,935	10,060	9,690	4,980	45,387	N/A
Satisfied -dissatisfi ed	65	*How satisfied are you with the recognition you receive for doing a good job?	42.02%	11.99%	30.02%	24.04%	20.23%	13.72%	33.95%	6,893	14,664	10,349	8,158	5,303	45,367	N/A
Satisfied -dissatisfi ed	66	How satisfied are you with the policies and practices of your senior leaders?	35.68%	9.13%	26.55%	28.28%	21.31%	14.72%	36.03%	5,164	13,015	12,584	8,813	5,735	45,311	N/A
Satisfied -dissatisfi ed	67	How satisfied are you with your opportunity to get a better job in your organization?	32.23%	9.06%	23.16%	26.03%	21.73%	20.00%	41.74%	5,000	10,994	11,892	9,296	8,172	45,351	N/A
Satisfied -dissatisfi ed	68	How satisfied are you with the training you receive for your present job?	49.13%	12.22%	36.92%	22.33%	17.48%	11.05%	28.53%	6,269	16,541	10,021	7,804	4,711	45,346	N/A
Satisfied -dissatisfi ed	69	*Considering everything, how satisfied are you with your job?	60.67%	18.43%	42.25%	19.03%	12.95%	7.34%	20.30%	9,705	19,344	7,835	5,450	3,009	45,343	N/A
Satisfied -dissatisfi ed	70	Considering everything, how satisfied are you with your pay?	54.87%	17.56%	37.30%	16.08%	16.96%	12.09%	29.05%	9,693	18,750	6,713	6,366	3,859	45,381	N/A
Satisfied -dissatisfi ed	71	*Considering everything, how satisfied are you with your organization?	49.75%	13.29%	36.47%	21.93%	17.53%	10.79%	28.32%	7,401	17,435	9,268	7,039	4,268	45,411	N/A
Satisfied -dissatisfi ed	79	How satisfied are you with the following Work/Life programs in your agency? Telework	76.08%	39.02%	37.06%	12.24%	7.74%	3.95%	11.68%	6,428	6,174	1,824	1,319	617	16,362	477
Satisfied -dissatisfi ed	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	87.19%	48.21%	38.97%	8.11%	3.03%	1.68%	4.71%	7,916	5,864	941	378	181	15,280	268
Satisfied -dissatisfi ed	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	76.95%	25.48%	51.47%	17.54%	4.05%	1.45%	5.50%	3,643	6,159	1,902	401	134	12,239	835
Satisfied -dissatisfi ed	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	75.15%	26.32%	48.83%	19.82%	3.10%	1.43%	5.03%	2,137	3,349	1,228	217	116	7,047	885
Satisfied -dissatisfi ed	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	61.65%	28.17%	33.48%	31.68%	3.24%	3.43%	6.67%	253	230	206	21	15	725	421
Satisfied -dissatisfi ed	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	60.06%	29.71%	30.35%	35.21%	3.71%	1.03%	4.74%	231	196	218	17	8	670	434

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

^{**} Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'
The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

Work Life-Telework

72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	19,431	27.29%
Yes, I was notified that I was not eligible to telework.	10,775	24.00%
No, I was not notified of my telework eligibility.	11,276	36.60%
Not sure if I was notified of my telework eligibility.	3,695	12.10%
Total	45,177	100.00%
73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	2,628	4.08%
I telework 1 or 2 days per week.	6,919	9.13%
I telework, but no more than 1 or 2 days per month.	2,277	3.09%
I telework very infrequently.	4,757	6.71%
I do not telework because I have to be physically present on the		
job.	18,814	56.11%
I do not telework because I have technical issues.	739	1.46%
I do not telework because I did not receive approval to do so.	4,707	11.06%
I do not telework because I choose not to telework.	4,259	8.35%
Total	·	100.00%
74. Do you participate in the following Work/Life programs? Alternative Work Schedules	N	%
Yes	15,565	27.85%
No	18,416	
Not available to me	11,225	
Total	·	100.00%
	.5,255	200.0070
75. Do you participate in the following Work/Life programs? Health and Wellness Programs	N	%
Yes	12,947	27.45%
No	26,506	57.57%
Not available to me	5,691	14.98%
Total	45,144	100.00%
76. Do you participate in the following Work/Life programs? Employee Assistance Program	N	%
Yes	7,584	17.93%
No	36,093	78.13%
Not available to me	1,285	3.94%
Total	44,962	100.00%
77. Do you participate in the following Work/Life programs? Child Care Programs	N	%
Yes	886	2.08%
No	34,499	73.33%
Not available to me	9,754	24.60%
Total	45,139	100.00%
78. Do you participate in the following Work/Life programs? Elder Care Programs	N	%
Yes	788	1.78%
No	35,184	74.90%
	9,092	23.32%
Not available to me		

Demographics

Where do you work?	N	%
Headquarters	12,666	28.11%
Field	32,385	71.89%
Total	45,051	100.00%
What is your supervisory status?	N	%
Non-Supervisor	28,507	63.20%
Team Leader	5,373	11.91%
Supervisor	6,955	15.42%
Manager	3,565	7.90%
Senior Leader	704	1.56%
Total	45,104	100.00%
Are you:	N	%
Male	28,269	63.36%
Female	16,350	36.64%
Total	44,619	100.00%
Are you Hispanic or Latino?	N	%
Yes	7,339	16.60%
No	36,867	83.40%
Total	44,206	100.00%
Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	445	1.04%
Asian	1,940	4.52%
Black or African American	5,519	12.85%
Native Hawaiian or Other Pacific Islander	394	0.92%
White	32,649	76.00%
Two or more races	2,013	4.69%
Total	42,960	100.00%
What is the highest degree or level of education you have completed?	N	%
Less than High School	24	0.05%
High School Diploma/GED or equivalent	2,337	5.22%
Trade or Technical Certificate	916	2.05%
Some College (no degree)	8,882	19.85%
Associate's Degree (e.g., AA, AS)	3,911	8.74%
Bachelor's Degree (e.g., BA, BS)	16,611	37.12%
Master's Degree (e.g., MA, MS, MBA)	9,200	20.56%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	2,869	6.41%
Total	44,750	100.00%
What is your pay category/grade?	N	%
Federal Wage System	1,142	2.55%
GS 1-6	811	1.81%
GS 7-12	16,394	36.55%
GS 13-15	21,177	47.21%
Senior Executive Service	489	1.09%
Senior Level (SL) or Scientific or Professional (ST)	59	0.13%
Other	4,786	10.67%
Total	44,858	100.00%

Demographics

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	808	1.80%
1 to 3 years	3,365	
4 to 5 years	2,745	6.10%
6 to 10 years	11,767	
11 to 14 years	8,643	
15 to 20 years	8,461	
More than 20 years	9,175	
Total	· · · · · · · · · · · · · · · · · · ·	100.00%
Total	44,504	100.00%
How long have you been with your current agency (for example, Department of Justice, Environmental		
Protection Agency)?	N	
Less than 1 year	1,572	3.50%
1 to 3 years	5,702	
4 to 5 years	3,596	8.01%
6 to 10 years	13,171	
11 to 20 years	15,573	
More than 20 years	5,281	
Total	44,895	100.00%
Are you considering leaving your organization within the next year, and if so, why?	N	%
No	29,152	64.94%
Yes, to retire	2,347	
Yes, to take another job within the Federal Government	9,669	
Yes, to take another job outside the Federal Government	1,549	3.45%
Yes, other	2,173	4.84%
Total	44,890	100.00%
I am planning to retire:	N	%
Within one year	1,404	
Between one and three years	3,951	8.83%
Between three and five years	4,876	
Five or more years	34,504	
Total		100.00%
Self-Identify as:	N	
Heterosexual or Straight	36,183	
Gay, Lesbian, Bisexual, or Transgender	1,254	2.93%
I prefer not to say	5,424	
Total	42,861	100.00%
What is your US military service status?	N	%
No Prior Military Service	28,280	63.56%
Currently in National Guard or Reserves	906	2.04%
Retired	5,923	13.31%
Separated or Discharged	9,386	21.09%
Total	44,495	100.00%
	N	%
Are you an individual with a disability?		
	6 100	
Are you an individual with a disability? Yes No	6,100 38,385	86.29%

Demographics

What is your age group?	N	%
25 and under	392	0.83%
26-29	1,306	2.75%
30-39	10,709	22.59%
40-49	15,237	32.14%
50-59	14,273	30.10%
60 or older	5,497	11.59%
Total	47,414	100.00%

 $\label{percentages} \mbox{ Percentages for demographic questions are unweighted. }$

Response Type	Year	ltem	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
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	54.72%	17.71%	27.57%	47,329	N/A
Agree-disagree	2017	2	I have enough information to do my job well.	63.88%	16.67%	19.45%	47,218	N/A
Agree-disagree	2017	3	I feel encouraged to come up with new and better ways of doing things.	47.16%	19.42%	33.42%	46,968	N/A
Agree-disagree	2017	4	My work gives me a feeling of personal accomplishment.	63.21%	17.13%	19.65%	47,111	N/A
Agree-disagree	2017	5	I like the kind of work I do.	80.02%	12.92%	7.06%	47,040	N/A
Agree-disagree	2017	6	I know what is expected of me on the job.	78.25%	10.98%	10.77%	47,008	N/A
Agree-disagree	2017	7	When needed I am willing to put in the extra effort to get a job done.	94.35%	3.30%	2.35%	47,158	N/A
Agree-disagree	2017	8	I am constantly looking for ways to do my job better.	87.49%	9.51%	3.00%	47,210	N/A
Agree-disagree	2017	9	I have sufficient resources (for example, people, materials, budget) to get my job done. *My workload is reasonable.	39.71%	15.97%	44.32%	47,169	115
Agree-disagree Agree-disagree	2017	11	*My talents are used well in the workplace.	57.43%	16.31%	26.26%	47,109	64
Agree-disagree	2017	12	*I know how my work relates to the agency's goals and priorities.	49.71%	18.24%	32.06%	46,437	236
Agree-disagree	2017	13	The work I do is important.	79.31% 89.44%	11.12% 6.59%	9.57% 3.97%	46,905 46,739	141
Agree-disagree	2017	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)	05.4470	0.35%	3.57/0	40,733	123
			allow employees to perform their jobs well.	59.32%	15.45%	25.23%	47,008	187
Agree-disagree	2017	15	My performance appraisal is a fair reflection of my performance.	64.08%	15.63%	20.29%	46,661	536
Agree-disagree	2017	16	I am held accountable for achieving results.	74.33%	15.02%	10.64%	46,829	212
Agree-disagree	2017	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	56.62%	19.14%	24.23%	45,372	1,693
Agree-disagree	2017	18	My training needs are assessed.	48.67%	23.01%	28.31%	46,703	473
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).	67.41%	14.77%	17.82%	46,198	1,152
Agree-disagree	2017	20	*The people I work with cooperate to get the job done.	71.09%	14.18%	14.73%	47,295	N/A
Agree-disagree	2017	21	My work unit is able to recruit people with the right skills.	35.46%	26.52%	38.02%	45,999	1,327
Agree-disagree	2017	22	Promotions in my work unit are based on merit.	25.76%	25.34%	48.90%	44,815	2,366
Agree-disagree	2017	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	25.76%	23.98%	50.26%	43,968	3,205
Agree-disagree	2017	24	*In my work unit, differences in performance are recognized in a meaningful way.	29.35%	25.78%	44.87%	45,318	1,872
Agree-disagree	2017	25	Awards in my work unit depend on how well employees perform their jobs.	36.15%	23.21%	40.64%	44,742	2,323
Agree-disagree Agree-disagree	2017	26 27	Employees in my work unit share job knowledge with each other. The skill level in my work unit has improved in the past year.	72.44%	14.42%	13.13%	47,040	130
Good-poor	2017	28	How would you rate the overall quality of work done by your work unit?	50.22% 77.29%	29.09% 17.70%	20.68% 5.01%	45,813 47,205	1,420 N/A
Agree-disagree	2017	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
Agroo disagroo	2017	30	-	65.16%	18.21%	16.62%	45,923	521
Agree-disagree Agree-disagree	2017	31	Employees have a feeling of personal empowerment with respect to work processes. Employees are recognized for providing high quality products and services.	37.21%	25.17%	37.62%	45,535	881
Agree-disagree	2017	32	Creativity and innovation are rewarded.	39.56% 31.92%	23.40% 26.55%	37.04% 41.53%	45,586 45,057	761 1,178
Agree-disagree	2017	33	Pay raises depend on how well employees perform their jobs.	18.88%	23.67%	57.44%	43,603	2,617
Agree-disagree	2017	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities	10.0070	25.0770	3711170	.5,005	2,017
			and women, training in awareness of diversity issues, mentoring).	51.34%	30.45%	18.21%	42,646	3,717
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	61.91%	17.75%	20.34%	45,722	639
Agree-disagree	2017	36	My organization has prepared employees for potential security threats.	68.04%	16.33%	15.62%	45,841	364
Agree-disagree	2017	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	41.41%	23.20%	35.39%	44,050	2,237
Agree-disagree	2017	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.	60.64%	22.35%	17.01%	42,228	3,884
Agree-disagree	2017	39	My agency is successful at accomplishing its mission.	68.81%	19.50%	11.68%	45,793	587
Agree-disagree	2017	40	*I recommend my organization as a good place to work.	55.73%	21.85%	22.42%	46,313	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.	39.03%	23.31%	37.65%	43,017	3,330
Agree-disagree	2017	42	My supervisor supports my need to balance work and other life issues.	71.71%	12.67%	15.62%	46,008	218
Agree-disagree	2017	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	62.72%	18.29%	18.99%	45,944	195
Agree-disagree	2017	44	Discussions with my supervisor about my performance are worthwhile.	60.75%	19.10%	20.15%	45,537	412
Agree-disagree	2017	45	My supervisor is committed to a workforce representative of all segments of society.	63.36%	24.53%	12.12%	42,546	3,500
Agree-disagree	2017	46	My supervisor provides me with constructive suggestions to improve my job performance.	61.08%	19.28%	19.64%	45,822	200
Agree-disagree	2017	47	Supervisors in my work unit support employee development.	60.16%	19.65%	20.20%	45,548	546
Agree-disagree Agree-disagree	2017	48 49	My supervisor listens to what I have to say.	74.18%	12.66%	13.17%	46,106	N/A
Agree-disagree	2017	50	My supervisor treats me with respect. In the last six months, my supervisor has talked with me about my performance.	80.24% 76.55%	10.63% 10.75%	9.12% 12.70%	45,988 46,003	N/A N/A
Agree-disagree	2017	51	I have trust and confidence in my supervisor.	66.01%	16.96%	17.03%	46,003	N/A N/A
Good-poor	2017	52	Overall, how good a job do you feel is being done by your immediate supervisor?	68.88%	18.63%	12.49%	46,026	N/A N/A
Agree-disagree	2017	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.		22.10%	44.63%	44,882	941
Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	33.26% 44.22%	24.53%	31.26%	43,026	2,725
Agree-disagree	2017	55	Supervisors work well with employees of different backgrounds.	63.64%	24.55%	15.29%	43,026	1,693
Agree-disagree	2017	56	*Managers communicate the goals and priorities of the organization.	51.74%	20.40%	27.86%	44,989	573
Agree-disagree	2017	57	Managers review and evaluate the organization's progress toward meeting its goals and				,555	3.0
			objectives.	50.24%	25.10%	24.66%	42,346	3,197

Agree-disagree	2017	58	Managers promote communication among different work units (for example, about projects,				İ	
			goals, needed resources).	43.93%	22.53%	33.54%	44,167	1,444
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	47.45%	22.90%	29.66%	44,126	1,480
Good-poor	2017	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	51.28%	24.71%	24.01%	43,687	1,978
Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	46.17%	23.79%	30.04%	45,001	665
Agree-disagree	2017	62	Senior leaders demonstrate support for Work/Life programs.	43.93%	26.40%	29.67%	41,826	3,850
Satisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?					
-dissatisfied Satisfied	2017	64	*How satisfied are you with the information you receive from management on what's going on	43.49%	24.41%	32.09%	45,481	N/A
-dissatisfied	2017	04	in your organization?	40.64%	23.75%	35.61%	45,387	N/A
Satisfied	2017	65	*How satisfied are you with the recognition you receive for doing a good job?	40.0476	23.73/0	33.01/6	43,367	IN/A
-dissatisfied				42.02%	24.04%	33.95%	45,367	N/A
Satisfied	2017	66	How satisfied are you with the policies and practices of your senior leaders?					
-dissatisfied Satisfied	2017	C7	Here was first and the second state of the sec	35.68%	28.28%	36.03%	45,311	N/A
-dissatisfied	2017	67	How satisfied are you with your opportunity to get a better job in your organization?	32.23%	26.03%	41.74%	45,354	N/A
Satisfied	2017	68	How satisfied are you with the training you receive for your present job?	32.23/0	20.0370	41.7470	43,334	IN/A
-dissatisfied				49.13%	22.33%	28.53%	45,346	N/A
Satisfied	2017	69	*Considering everything, how satisfied are you with your job?					
-dissatisfied Satisfied	2017	70	Considering eventhing how esticfied are you with your pay?	60.67%	19.03%	20.30%	45,343	N/A
-dissatisfied	2017	70	Considering everything, how satisfied are you with your pay?	F4 979/	16 000/	29.05%	4F 201	NI/A
Satisfied	2017	71	*Considering everything, how satisfied are you with your organization?	54.87%	16.08%	29.05%	45,381	N/A
-dissatisfied				49.75%	21.93%	28.32%	45,411	N/A
Satisfied	2017	79	How satisfied are you with the following Work/Life programs in your agency? Telework					
-dissatisfied	2047			76.08%	12.24%	11.68%	16,362	477
Satisfied -dissatisfied	2017	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	07.100/	0.110/	4.710/	45 200	200
Satisfied	2017	81	How satisfied are you with the following Work/Life programs in your agency? Health and	87.19%	8.11%	4.71%	15,280	268
-dissatisfied			Wellness Programs (for example, exercise, medical screening, quit smoking programs)	76.95%	17.54%	5.50%	12,239	835
Satisfied	2017	82	How satisfied are you with the following Work/Life programs in your agency? Employee					
-dissatisfied			Assistance Program (EAP)	75.15%	19.82%	5.03%	7,047	885
Satisfied -dissatisfied	2017	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)					
Satisfied	2017	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care	61.65%	31.68%	6.67%	725	421
-dissatisfied			Programs (for example, support groups, speakers)	60.06%	35.21%	4.74%	670	434
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	50.36%	17.68%	31.96%	46,913	N/A
Agree-disagree	2016	2	I have enough information to do my job well.	61.31%	16.59%	22.11%	46,616	N/A
Agree-disagree Agree-disagree	2016 2016	3	I feel encouraged to come up with new and better ways of doing things. My work gives me a feeling of personal accomplishment.	42.85%	18.82%	38.33%	46,131	N/A N/A
Agree-disagree	2016	5	I like the kind of work I do.	59.58% 78.24%	16.82% 13.16%	23.60% 8.61%	46,541 46,204	N/A
Agree-disagree	2016	6	I know what is expected of me on the job.	75.48%	11.85%	12.67%	46,421	N/A
Agree-disagree	2016	7	When needed I am willing to put in the extra effort to get a job done.	93.33%	3.67%	3.00%	46,642	N/A
Agree-disagree Agree-disagree	2016 2016	8	I am constantly looking for ways to do my job better.	86.07%	10.10%	3.83%	46,736	N/A
Agree-disagree	2016	10	I have sufficient resources (for example, people, materials, budget) to get my job done. *My workload is reasonable.	37.44% 52.77%	14.67% 16.69%	47.89% 30.55%	46,712 46,457	121 110
Agree-disagree	2016	11	*My talents are used well in the workplace.	46.16%	18.19%	35.64%	45,478	268
Agree-disagree	2016	12	*I know how my work relates to the agency's goals and priorities.	75.27%	11.86%	12.88%	46,308	230
Agree-disagree	2016	13	The work I do is important.	86.83%	7.39%	5.77%	45,925	191
Agree-disagree	2016	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	E0 100/	14.030/	26.000/	46 526	200
Agree-disagree	2016	15	My performance appraisal is a fair reflection of my performance.	58.18% 59.58%	14.93% 15.43%	26.89% 24.99%	46,526 46,184	208 534
Agree-disagree	2016	16	I am held accountable for achieving results.	71.31%	16.65%	12.03%	46,354	251
Agree-disagree	2016	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	51.39%	19.91%	28.70%	44,936	1,715
Agree-disagree Agree-disagree	2016 2016	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	44.70%	23.86%	31.44%	46,176	529
Agree-uisagree	2016	19	performance levels (for example, Fully Successful, Outstanding).	63.14%	15.08%	21.78%	45,681	1,231
Agree-disagree	2016	20	*The people I work with cooperate to get the job done.	68.52%	14.93%	16.55%	46,881	1,231 N/A
Agree-disagree	2016	21	My work unit is able to recruit people with the right skills.	31.85%	26.95%	41.20%	45,480	1,408
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	23.04%	23.14%	53.83%	44,319	2,311
Agree-disagree	2016 2016	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. *In my work unit, differences in performance are recognized in a meaningful way.	22.82%	22.31%	54.87%	43,778	2,902
Agree-disagree Agree-disagree	2016	25	Awards in my work unit depend on how well employees perform their jobs.	25.67% 31.00%	23.96% 22.34%	50.37% 46.66%	44,955 44,342	1,777 2,288
Agree-disagree	2016	26	Employees in my work unit share job knowledge with each other.	70.47%	14.89%	14.63%	46,527	170
Agree-disagree	2016	27	The skill level in my work unit has improved in the past year.	46.60%	29.87%	23.53%	45,366	1,422
Good-poor	2016	28	How would you rate the overall quality of work done by your work unit?	74.66%	19.13%	6.22%	46,795	N/A
Agree-disagree	2016	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	63.050/	10 520/	10.4397	4E CO2	F44
Agree-disagree	2016	30	Employees have a feeling of personal empowerment with respect to work processes.	62.05% 31.42%	18.52% 24.43%	19.43% 44.15%	45,602 45,306	544 857
Agree-disagree	2016	31	Employees are recognized for providing high quality products and services.	33.96%	22.62%	43.42%	45,287	783
Agree-disagree	2016	32	Creativity and innovation are rewarded.	27.06%	25.51%	47.43%	44,765	1,186
Agree-disagree	2016	33	Pay raises depend on how well employees perform their jobs.	14.48%	21.39%	64.13%	43,449	2,421
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).	48.73%	31.52%	19.75%	42,171	3,901
	1			73.73/0	J1.J2/0	13.73/0	44,1/1	3,501

Agree-disagree 2016 Agree-disagree 2016 Agree-disagree 2016 Agree-disagree 2016 Agree-disagree 2016 Agree-disagree 2016)16 3)16 3	My organization has prepared employees for potential security threats.	59.31% 64.27%	17.88% 17.08%	22.82% 18.65%	45,397 45,513	635 394
Agree-disagree 2016 Agree-disagree 2016 Agree-disagree 2016 Agree-disagree 2016	16 3	Arbitrary action, personal favoritism and coercion for partisan political purposes are not	04.2770	17.0070	10.0370	43,313	337
Agree-disagree 2016 Agree-disagree 2016	116 3	tolorated					
Agree-disagree 2016 Agree-disagree 2016	116 3	toler ated.	36.92%	23.88%	39.20%	43,610	2,362
Agree-disagree 2016		Prohibited Personnel Practices (for example, illegally discriminating for or against any				.,	
Agree-disagree 2016		employee/applicant, obstructing a person's right to compete for employment, knowingly					
Agree-disagree 2016		violating veterans' preference requirements) are not tolerated.	57.43%	23.06%	19.51%	41,461	4,231
Agree-disagree 2016	16 3	My agency is successful at accomplishing its mission.	60.78%	20.57%	18.64%	45,379	706
			48.65%	22.90%	28.46%	46,077	N/A
Agree-disagree 2016			35.30%	22.40%	42.29%	42,768	3,364
Agree-disagree 2016			68.72%	13.06%	18.21%	45,772	255
Agree-disagree 2016			59.86%	18.35%	21.79%	45,723	195
Agree-disagree 2016			56.58%	19.89%	23.53%	45,115	473
Agree-disagree 2016		My supervisor is committed to a workforce representative of all segments of society.	59.48%	25.97%	14.55%	41,927	3,891
Agree-disagree 2016		· · ·	57.13%	20.18%	22.69%	45,552	229
Agree-disagree 2016		Supervisors in my work unit support employee development.	55.80%	20.67%	23.53%	45,288	597
Agree-disagree 2016			71.35%	14.13%	14.52%	45,930	N/A
Agree-disagree 2016		· · ·	78.33%	11.47%	10.20%	45,774	N/A
Agree-disagree 2016			74.40%	11.21%	14.39%	45,764	N/A
Agree-disagree 2016			62.45%	17.71%	19.85%	45,823	N/A
Good-poor 2016		· · ·	65.49%	20.31%	14.19%	45,867	N/A
Agree-disagree 2016		In my organization, senior leaders generate high levels of motivation and commitment in the	03.4370	20.5170	14.1570	43,007	14/74
		workforce.	27.85%	20.06%	52.09%	45,051	641
Agree-disagree 2016	16 5	My organization's senior leaders maintain high standards of honesty and integrity.	39.32%	23.03%	37.65%	43,219	2,395
Agree-disagree 2016			57.17%	23.62%	19.21%	42,918	2,394
Agree-disagree 2016			47.40%	21.44%	31.15%	44,861	541
Agree-disagree 2016		Managers review and evaluate the organization's progress toward meeting its goals and	47.40%	21.44%	31.13%	44,801	541
Agree disagree 2010	10 3	objectives.	45.040/	26 400/	20 500/	44.005	2.504
Agree-disagree 2016	16 5		45.01%	26.49%	28.50%	41,905	3,501
Agree-disagree 2016	10 3	goals, needed resources).					
A di 2014	11.0	,	38.20%	22.98%	38.82%	43,880	1,629
Agree-disagree 2016			41.93%	23.66%	34.41%	43,860	1,681
Good-poor 2016	16 6	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
1 201	46 6	·	46.90%	25.51%	27.59%	43,505	2,052
Agree-disagree 2016			40.39%	23.57%	36.04%	45,120	439
Agree-disagree 2016		- · · · · · · · · · · · · · · · · · · ·	39.70%	27.09%	33.21%	41,729	3,843
Satisfied 2016	16 6	*How satisfied are you with your involvement in decisions that affect your work?					
-dissatisfied			39.14%	24.22%	36.64%	45,390	N/A
Satisfied 2016	16 6						
-dissatisfied		in your organization?	36.80%	23.26%	39.93%	45,302	N/A
Satisfied 2016	16 6	*How satisfied are you with the recognition you receive for doing a good job?					
-dissatisfied			36.67%	24.20%	39.13%	45,219	N/A
Satisfied 2016	16 6	How satisfied are you with the policies and practices of your senior leaders?					
-dissatisfied			30.31%	27.02%	42.67%	45,236	N/A
Satisfied 2016	16 6	How satisfied are you with your opportunity to get a better job in your organization?					
-dissatisfied			28.56%	25.58%	45.86%	45,242	N/A
Satisfied 2016	16 6	How satisfied are you with the training you receive for your present job?					
-dissatisfied			46.22%	23.45%	30.32%	45,262	N/A
Satisfied 2016	16 6	*Considering everything, how satisfied are you with your job?					
-dissatisfied			54.69%	20.36%	24.96%	45,248	N/A
Satisfied 2016	16 7	Considering everything, how satisfied are you with your pay?					
-dissatisfied			51.39%	15.73%	32.88%	45,349	N/A
Satisfied 2016	16 7	*Considering everything, how satisfied are you with your organization?	0 - 100 / 1		02.0070	,	,
-dissatisfied			42.04%	22.16%	35.81%	45,345	N/A
Satisfied 2016	16 7	How satisfied are you with the following Work/Life programs in your agency? Telework	5 ,,0		22.32/0	.5,5 .5	,,,,
-dissatisfied			74.25%	12.80%	12.94%	14,627	571
Satisfied 2016	16 8	How satisfied are you with the following Work/Life programs in your agency? Alternative Work	74.2370	12.00%	12.54/0	14,027	
-dissatisfied		Schedules (AWS)	85.97%	8.92%	5.11%	14,366	344
Satisfied 2016	16 8	How satisfied are you with the following Work/Life programs in your agency? Health and	85.5770	8.5270	3.1170	14,300	
-dissatisfied		Wellness Programs (for example, exercise, medical screening, quit smoking programs)	72.020/	10.270/	C 000/	12.675	1.046
Satisfied 2016	16 8		73.82%	19.37%	6.80%	12,675	1,046
-dissatisfied	10 0	Assistance Program (EAP)					
Satisfied 2016	16 8		71.86%	22.44%	5.70%	7,019	1,127
-dissatisfied	10 0	Programs (for example, daycare, parenting classes, parenting support groups)					
	46 0		58.81%	33.07%	8.11%	727	497
Satisfied 2016 -dissatisfied	16 8	, , , , , , , , , , , , , , , , , , , ,					
	4.5	Programs (for example, support groups, speakers)	59.92%	34.67%	5.41%	649	421
Agree-disagree 2015		*I am given a real opportunity to improve my skills in my organization.	46.33%	18.86%	34.81%	42,999	N/A
Agree-disagree 2015		I have enough information to do my job well.	59.46%	17.58%	22.96%	42,975	N/A
Agree-disagree 2015		I feel encouraged to come up with new and better ways of doing things.	39.43%	18.56%	42.00%	42,911	N/A
Agree-disagree 2015		My work gives me a feeling of personal accomplishment.	55.97%	17.40%	26.63%	42,922	N/A
Agree-disagree 2015		I like the kind of work I do.	76.35%	13.73%	9.92%	42,891	N/A
Agree-disagree 2015		I know what is expected of me on the job.	73.02%	12.67%	14.31%	42,780	N/A
Agree-disagree 2015		When needed I am willing to put in the extra effort to get a job done.	92.60%	3.94%	3.46%	42,945	N/A
Agree-disagree 2015		I am constantly looking for ways to do my job better.	84.91%	10.66%	4.43%	42,891	N/A
Agree-disagree 2015		I have sufficient resources (for example, people, materials, budget) to get my job done.	36.96%	15.48%	47.55%	42,826	168
Agree-disagree 2015	15 1	*My workload is reasonable.	54.61%	17.19%	28.20%	42,783	118

Agree-disagree 20 Agree-disagree 20 Agree-disagree 20 Agree-disagree 20	2015	11	***					
Agree-disagree 20 Agree-disagree 20 Agree-disagree 20		11	*My talents are used well in the workplace.	43.25%	18.03%	38.73%	42,376	369
Agree-disagree 20 Agree-disagree 20		12	*I know how my work relates to the agency's goals and priorities.	72.49%	12.61%	14.90%	42,537	273
Agree-disagree 20		13	The work I do is important.	84.55%	8.33%	7.12%	42,602	226
	2015	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)					
			allow employees to perform their jobs well.	57.48%	15.61%	26.91%	42,672	247
Agree-disagree 20	2015	15	My performance appraisal is a fair reflection of my performance.	58.11%	16.48%	25.41%	42,372	574
Agree disagree 20	2015	16	I am held accountable for achieving results.	69.77%	16.98%	13.26%	42,542	297
Agree-disagree 20	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	50.18%	20.01%	29.81%	41,186	1,687
		18	My training needs are assessed.	42.20%	24.05%	33.75%	42,262	596
		19	In my most recent performance appraisal, I understood what I had to do to be rated at different	42.2070	24.03/0	33.7370	42,202	330
Agree disagree 20	2013	13	performance levels (for example, Fully Successful, Outstanding).					
	2045	20		60.99%	16.04%	22.97%	41,909	1,097
		20	*The people I work with cooperate to get the job done.	65.74%	15.55%	18.71%	42,977	N/A
		21	My work unit is able to recruit people with the right skills.	30.03%	27.18%	42.80%	41,687	1,321
-		22	Promotions in my work unit are based on merit.	20.11%	23.06%	56.83%	41,003	1,919
Agree-disagree 20	2015	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	20.37%	22.12%	57.51%	40,527	2,416
Agree-disagree 20	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	23.40%	23.86%	52.74%	41,459	1,484
Agree-disagree 20	2015	25	Awards in my work unit depend on how well employees perform their jobs.	28.53%	22.00%	49.47%	40,985	1,908
Agree-disagree 20	2015	26	Employees in my work unit share job knowledge with each other.	67.75%	15.53%	16.72%	42,761	142
Agree-disagree 20	2015	27	The skill level in my work unit has improved in the past year.	43.68%	30.87%	25.45%	41,689	1,213
-		28	How would you rate the overall quality of work done by your work unit?	72.77%	20.57%	6.66%	42,900	N/A
		29	*The workforce has the job-relevant knowledge and skills necessary to accomplish	72.7770	20.5770	0.0070	42,300	IN/A
Agree disagree 20	2013	23	organizational goals.					
				61.18%	19.11%	19.71%	41,653	524
		30	Employees have a feeling of personal empowerment with respect to work processes.	28.59%	24.74%	46.67%	41,501	696
		31	Employees are recognized for providing high quality products and services.	30.66%	23.32%	46.02%	41,486	660
		32	Creativity and innovation are rewarded.	23.80%	25.25%	50.95%	41,051	999
Agree-disagree 20	2015	33	Pay raises depend on how well employees perform their jobs.	14.10%	20.80%	65.10%	40,085	2,013
Agree-disagree 20	2015	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities					
			and women, training in awareness of diversity issues, mentoring).	45.87%	31.44%	22.68%	38,513	3,599
Agree-disagree 20	2015	35	Employees are protected from health and safety hazards on the job.	58.74%	17.95%	23.31%	41,572	585
		36	My organization has prepared employees for potential security threats.					
		37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not	62.87%	17.44%	19.69%	41,604	405
Agree-disagree 20	2015	3/	tolerated.					
				33.84%	23.47%	42.69%	40,030	2,063
Agree-disagree 20	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.	55.12%	23.26%	21.62%	38,153	3,874
Agree-disagree 20	2015	39	My agency is successful at accomplishing its mission.	59.85%	20.83%	19.33%	41,397	668
Agree-disagree 20	2015	40	*I recommend my organization as a good place to work.	45.78%	24.21%	30.01%	42,097	N/A
		41	*I believe the results of this survey will be used to make my agency a better place to work.	32.09%	22.80%	45.11%	38,920	3,199
		42	My supervisor supports my need to balance work and other life issues.	66.97%	14.40%	18.63%	41,792	225
		43	My supervisor provides me with opportunities to demonstrate my leadership skills.					
-		44		57.37%	18.75%	23.88%	41,811	152
-			Discussions with my supervisor about my performance are worthwhile.	54.09%	20.79%	25.13%	41,458	452
		45	My supervisor is committed to a workforce representative of all segments of society.	56.74%	27.32%	15.94%	38,314	3,550
		46	My supervisor provides me with constructive suggestions to improve my job performance.	54.63%	20.77%	24.60%	41,707	182
-		47	Supervisors in my work unit support employee development.	52.60%	21.79%	25.61%	41,372	516
	2015	48	My supervisor listens to what I have to say.	70.02%	14.16%	15.82%	41,919	N/A
Agree-disagree 20	2015	49	My supervisor treats me with respect.	77.10%	11.75%	11.15%	41,869	N/A
Agree-disagree 20	2015	50	In the last six months, my supervisor has talked with me about my performance.	73.85%	10.92%	15.23%	41,855	N/A
Agree-disagree 20	2015	51	I have trust and confidence in my supervisor.	59.81%	18.62%	21.57%	41,860	N/A
Good-poor 20	2015	52	Overall, how good a job do you feel is being done by your immediate supervisor?	63.30%	21.14%	15.56%	41,887	N/A
A di 26	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the				,	,
Agree-disagree 120			workforce.	25 200/				
Agree-disagree 20	2015			25.30%		E 4 270/	41 120	525
	/UID	54			20.43%	54.27%	41,128	525
Agree-disagree 20			My organization's senior leaders maintain high standards of honesty and integrity.	36.85%	23.71%	39.44%	39,519	2,103
Agree-disagree 20 Agree-disagree 20	2015	55	Supervisors work well with employees of different backgrounds.	36.85% 54.67%	23.71% 24.24%	39.44% 21.09%	39,519 39,417	2,103 2,117
Agree-disagree 20 Agree-disagree 20 Agree-disagree 20	2015 2015	56	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization.	36.85%	23.71%	39.44%	39,519	2,103
Agree-disagree 20 Agree-disagree 20 Agree-disagree 20	2015 2015		Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and	36.85% 54.67%	23.71% 24.24%	39.44% 21.09%	39,519 39,417	2,103 2,117
Agree-disagree 20 Agree-disagree 20 Agree-disagree 20	2015 2015	56	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization.	36.85% 54.67%	23.71% 24.24%	39.44% 21.09%	39,519 39,417	2,103 2,117
Agree-disagree 20 Agree-disagree 20 Agree-disagree 20 Agree-disagree 20	2015 2015 2015	56	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and	36.85% 54.67% 44.48%	23.71% 24.24% 21.99%	39.44% 21.09% 33.54%	39,519 39,417 40,988	2,103 2,117 493
Agree-disagree 20 Agree-disagree 20 Agree-disagree 20 Agree-disagree 20	2015 2015 2015	56 57	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	36.85% 54.67% 44.48% 41.86%	23.71% 24.24% 21.99% 27.42%	39.44% 21.09% 33.54% 30.72%	39,519 39,417 40,988 38,324	2,103 2,117 493 3,165
Agree-disagree 20 Agree-disagree 20 Agree-disagree 20 Agree-disagree 20 Agree-disagree 20	2015 2015 2015 2015	56 57 58	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources).	36.85% 54.67% 44.48% 41.86% 35.71%	23.71% 24.24% 21.99% 27.42% 23.39%	39.44% 21.09% 33.54% 30.72% 40.90%	39,519 39,417 40,988 38,324 40,055	2,103 2,117 493 3,165 1,469
Agree-disagree 20	2015 2015 2015 2015 2015	56 57 58 59	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). Managers support collaboration across work units to accomplish work objectives.	36.85% 54.67% 44.48% 41.86%	23.71% 24.24% 21.99% 27.42%	39.44% 21.09% 33.54% 30.72%	39,519 39,417 40,988 38,324	2,103 2,117 493 3,165
Agree-disagree 20	2015 2015 2015 2015 2015	56 57 58 59	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). 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	36.85% 54.67% 44.48% 41.86% 35.71% 39.05%	23.71% 24.24% 21.99% 27.42% 23.39% 24.79%	39.44% 21.09% 33.54% 30.72% 40.90% 36.16%	39,519 39,417 40,988 38,324 40,055 39,913	2,103 2,117 493 3,165 1,469 1,548
Agree-disagree 20	2015 2015 2015 2015 2015 2015 2015	56 57 58 59 60	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). 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?	36.85% 54.67% 44.48% 41.86% 35.71% 39.05%	23.71% 24.24% 21.99% 27.42% 23.39% 24.79%	39.44% 21.09% 33.54% 30.72% 40.90% 36.16%	39,519 39,417 40,988 38,324 40,055 39,913	2,103 2,117 493 3,165 1,469 1,548
Agree-disagree 20	2015 20	56 57 58 59 60	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). 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? I have a high level of respect for my organization's senior leaders.	36.85% 54.67% 44.48% 41.86% 35.71% 39.05% 44.70% 38.11%	23.71% 24.24% 21.99% 27.42% 23.39% 24.79% 26.59% 24.02%	39.44% 21.09% 33.54% 30.72% 40.90% 36.16% 28.71% 37.87%	39,519 39,417 40,988 38,324 40,055 39,913 39,671 41,075	2,103 2,117 493 3,165 1,469 1,548 1,837 462
Agree-disagree 20	2015 20	56 57 58 59 60 61 62	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). 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? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs.	36.85% 54.67% 44.48% 41.86% 35.71% 39.05%	23.71% 24.24% 21.99% 27.42% 23.39% 24.79%	39.44% 21.09% 33.54% 30.72% 40.90% 36.16%	39,519 39,417 40,988 38,324 40,055 39,913	2,103 2,117 493 3,165 1,469 1,548
Agree-disagree 20 Satisfied 20	2015 2015 2015 2015 2015 2015 2015 2015	56 57 58 59 60	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). 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? I have a high level of respect for my organization's senior leaders.	36.85% 54.67% 44.48% 41.86% 35.71% 39.05% 44.70% 38.11%	23.71% 24.24% 21.99% 27.42% 23.39% 24.79% 26.59% 24.02%	39.44% 21.09% 33.54% 30.72% 40.90% 36.16% 28.71% 37.87%	39,519 39,417 40,988 38,324 40,055 39,913 39,671 41,075	2,103 2,117 493 3,165 1,469 1,548 1,837 462
Agree-disagree 20	2015 20	56 57 58 59 60 61 62	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). 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? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs.	36.85% 54.67% 44.48% 41.86% 35.71% 39.05% 44.70% 38.11%	23.71% 24.24% 21.99% 27.42% 23.39% 24.79% 26.59% 24.02%	39.44% 21.09% 33.54% 30.72% 40.90% 36.16% 28.71% 37.87%	39,519 39,417 40,988 38,324 40,055 39,913 39,671 41,075	2,103 2,117 493 3,165 1,469 1,548 1,837 462
Agree-disagree 20 Agree-disagr	2015 20	56 57 58 59 60 61 62	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). 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? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs.	36.85% 54.67% 44.48% 41.86% 35.71% 39.05% 44.70% 38.11% 37.08%	23.71% 24.24% 21.99% 27.42% 23.39% 24.79% 26.59% 24.02% 28.49%	39.44% 21.09% 33.54% 30.72% 40.90% 36.16% 28.71% 37.87% 34.43%	39,519 39,417 40,988 38,324 40,055 39,913 39,671 41,075 37,698	2,103 2,117 493 3,165 1,469 1,548 1,837 462 3,828
Agree-disagree 20 Agree-disagr	2015 20	56 57 58 59 60 61 62 63	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). 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? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work?	36.85% 54.67% 44.48% 41.86% 35.71% 39.05% 44.70% 38.11% 37.08%	23.71% 24.24% 21.99% 27.42% 23.39% 24.79% 26.59% 24.02% 28.49%	39.44% 21.09% 33.54% 30.72% 40.90% 36.16% 28.71% 37.87% 34.43%	39,519 39,417 40,988 38,324 40,055 39,913 39,671 41,075 37,698	2,103 2,117 493 3,165 1,469 1,548 1,837 462 3,828 N/A
Agree-disagree 20 Agree-disagr	2015 20	56 57 58 59 60 61 62 63	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). 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? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization?	36.85% 54.67% 44.48% 41.86% 35.71% 39.05% 44.70% 38.11% 37.08%	23.71% 24.24% 21.99% 27.42% 23.39% 24.79% 26.59% 24.02% 28.49%	39.44% 21.09% 33.54% 30.72% 40.90% 36.16% 28.71% 37.87% 34.43%	39,519 39,417 40,988 38,324 40,055 39,913 39,671 41,075 37,698	2,103 2,117 493 3,165 1,469 1,548 1,837 462 3,828
Agree-disagree 20 Agree-disagr	2015 20	56 57 58 59 60 61 62 63	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). 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? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on	36.85% 54.67% 44.48% 41.86% 35.71% 39.05% 44.70% 38.11% 37.08% 36.82%	23.71% 24.24% 21.99% 27.42% 23.39% 24.79% 26.59% 24.02% 28.49% 24.80%	39.44% 21.09% 33.54% 30.72% 40.90% 36.16% 28.71% 37.87% 34.43% 38.38% 42.26%	39,519 39,417 40,988 38,324 40,055 39,913 39,671 41,075 37,698 41,358 41,341	2,103 2,117 493 3,165 1,469 1,548 1,837 462 3,828 N/A
Agree-disagree 20 Agree-disagr	2015 20	56 57 58 59 60 61 62 63 64	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). 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? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job?	36.85% 54.67% 44.48% 41.86% 35.71% 39.05% 44.70% 38.11% 37.08%	23.71% 24.24% 21.99% 27.42% 23.39% 24.79% 26.59% 24.02% 28.49%	39.44% 21.09% 33.54% 30.72% 40.90% 36.16% 28.71% 37.87% 34.43%	39,519 39,417 40,988 38,324 40,055 39,913 39,671 41,075 37,698	2,103 2,117 493 3,165 1,469 1,548 1,837 462 3,828 N/A
Agree-disagree 20 Agree-disagr	2015 20	56 57 58 59 60 61 62 63	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). 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? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization?	36.85% 54.67% 44.48% 41.86% 35.71% 39.05% 44.70% 38.11% 36.82% 34.09%	23.71% 24.24% 21.99% 27.42% 23.39% 24.79% 26.59% 24.02% 28.49% 24.80% 23.65%	39.44% 21.09% 33.54% 30.72% 40.90% 36.16% 28.71% 37.87% 34.43% 38.38% 42.26%	39,519 39,417 40,988 38,324 40,055 39,913 39,671 41,075 37,698 41,358 41,341 41,300	2,103 2,117 493 3,165 1,469 1,548 1,837 462 3,828 N/A N/A
Agree-disagree 20 Agree-disagr	2015 2015 2015 2015 2015 2015 2015 2015	56 57 58 59 60 61 62 63 64 65	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). 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? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders?	36.85% 54.67% 44.48% 41.86% 35.71% 39.05% 44.70% 38.11% 37.08% 36.82%	23.71% 24.24% 21.99% 27.42% 23.39% 24.79% 26.59% 24.02% 28.49% 24.80%	39.44% 21.09% 33.54% 30.72% 40.90% 36.16% 28.71% 37.87% 34.43% 38.38% 42.26%	39,519 39,417 40,988 38,324 40,055 39,913 39,671 41,075 37,698 41,358 41,341	2,103 2,117 493 3,165 1,469 1,548 1,837 462 3,828 N/A
Agree-disagree 20 Agree-disagr	2015 2015 2015 2015 2015 2015 2015 2015	56 57 58 59 60 61 62 63 64	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). 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? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job?	36.85% 54.67% 44.48% 41.86% 35.71% 39.05% 44.70% 38.11% 36.82% 34.09%	23.71% 24.24% 21.99% 27.42% 23.39% 24.79% 26.59% 24.02% 28.49% 24.80% 23.65%	39.44% 21.09% 33.54% 30.72% 40.90% 36.16% 28.71% 37.87% 34.43% 38.38% 42.26%	39,519 39,417 40,988 38,324 40,055 39,913 39,671 41,075 37,698 41,358 41,341 41,300	2,103 2,117 493 3,165 1,469 1,548 1,837 462 3,828 N/A N/A
Agree-disagree 20 Agree-disagr	2015 2015 2015 2015 2015 2015 2015 2015	56 57 58 59 60 61 62 63 64 65	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). 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? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders?	36.85% 54.67% 44.48% 41.86% 35.71% 39.05% 44.70% 38.11% 36.82% 34.09%	23.71% 24.24% 21.99% 27.42% 23.39% 24.79% 26.59% 24.02% 28.49% 24.80% 23.65%	39.44% 21.09% 33.54% 30.72% 40.90% 36.16% 28.71% 37.87% 34.43% 38.38% 42.26%	39,519 39,417 40,988 38,324 40,055 39,913 39,671 41,075 37,698 41,358 41,341 41,300	2,103 2,117 493 3,165 1,469 1,548 1,837 462 3,828 N/A N/A
Agree-disagree 20 Agree-disagr	2015 2015 2015 2015 2015 2015 2015 2015	56 57 58 59 60 61 62 63 64 65	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). 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? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders?	36.85% 54.67% 44.48% 41.86% 35.71% 39.05% 44.70% 38.11% 37.08% 36.82% 34.09% 34.10%	23.71% 24.24% 21.99% 27.42% 23.39% 24.79% 26.59% 24.02% 28.49% 24.80% 23.65% 23.75%	39.44% 21.09% 33.54% 30.72% 40.90% 36.16% 28.71% 37.87% 34.43% 38.38% 42.26% 42.15%	39,519 39,417 40,988 38,324 40,055 39,913 39,671 41,075 37,698 41,358 41,341 41,300	2,103 2,117 493 3,165 1,469 1,548 1,837 462 3,828 N/A N/A
Agree-disagree 20 Agree-disagr	2015 2015 2015 2015 2015 2015 2015 2015	56 57 58 59 60 61 62 63 64 65 66	Supervisors work well with employees of different backgrounds. *Managers communicate the goals and priorities of the organization. Managers review and evaluate the organization's progress toward meeting its goals and objectives. Managers promote communication among different work units (for example, about projects, goals, needed resources). 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? I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs. *How satisfied are you with your involvement in decisions that affect your work? *How satisfied are you with the information you receive from management on what's going on in your organization? *How satisfied are you with the recognition you receive for doing a good job? How satisfied are you with the policies and practices of your senior leaders? How satisfied are you with your opportunity to get a better job in your organization?	36.85% 54.67% 44.48% 41.86% 35.71% 39.05% 44.70% 38.11% 37.08% 36.82% 34.09% 34.10%	23.71% 24.24% 21.99% 27.42% 23.39% 24.79% 26.59% 24.02% 28.49% 24.80% 23.65% 23.75%	39.44% 21.09% 33.54% 30.72% 40.90% 36.16% 28.71% 37.87% 34.43% 38.38% 42.26% 42.15%	39,519 39,417 40,988 38,324 40,055 39,913 39,671 41,075 37,698 41,358 41,341 41,300	2,103 2,117 493 3,165 1,469 1,548 1,837 462 3,828 N/A N/A

Satisfied	2015	69	*Considering everything, how satisfied are you with your job?					
-dissatisfied	2013	05	Considering everything, now saushed are you with your job:	52.10%	20.61%	27.29%	41,254	N/A
Satisfied	2015	70	Considering everything, how satisfied are you with your pay?	32.10/0	20.01/0	27.23/0	41,234	14/7
-dissatisfied				49.59%	16.37%	34.04%	41,274	N/A
Satisfied	2015	71	*Considering everything, how satisfied are you with your organization?					
-dissatisfied				39.39%	22.67%	37.95%	41,273	N/A
Satisfied	2015	79	How satisfied are you with the following Work/Life programs in your agency? Telework					
-dissatisfied				73.24%	14.05%	12.71%	11,673	593
Satisfied -dissatisfied	2015	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)					
Satisfied	2015	81	How satisfied are you with the following Work/Life programs in your agency? Health and	85.77%	8.83%	5.40%	12,662	224
-dissatisfied	2013	01	Wellness Programs (for example, exercise, medical screening, quit smoking programs)	72.57%	21.08%	6.35%	10,379	666
Satisfied	2015	82	How satisfied are you with the following Work/Life programs in your agency? Employee	72.3770	21.08%	0.3370	10,375	000
-dissatisfied			Assistance Program (EAP)	73.31%	21.24%	5.46%	5,712	584
Satisfied	2015	83	How satisfied are you with the following Work/Life programs in your agency? Child Care				-,	
-dissatisfied			Programs (for example, daycare, parenting classes, parenting support groups)	56.66%	36.51%	6.83%	491	317
Satisfied	2015	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care					
-dissatisfied			Programs (for example, support groups, speakers)	56.89%	37.66%	5.45%	464	339
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	46.76%	18.41%	34.83%	42,719	N/A
Agree-disagree	2014	3	I have enough information to do my job well. I feel encouraged to come up with new and better ways of doing things.	60.91%	17.22%	21.87%	42,347	N/A
Agree-disagree	2014	4	My work gives me a feeling of personal accomplishment.	40.28%	19.26%	40.46%	41,998	N/A
Agree-disagree				57.51%	17.07%	25.42%	42,363	N/A
Agree-disagree	2014	5	I like the kind of work I do.	77.15%	13.64%	9.21%	41,926	N/A
Agree-disagree	2014	6	I know what is expected of me on the job.	74.64%	12.44%	12.91%	42,273	N/A
Agree-disagree	2014	7	When needed I am willing to put in the extra effort to get a job done.	93.60%	3.68%	2.72%	42,402	N/A
Agree-disagree	2014	8	I am constantly looking for ways to do my job better.	86.13%	10.19%	3.68%	42,622	N/A
Agree-disagree	2014	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	37.05%	16.04%	46.91%	42,572	120
Agree-disagree	2014	10	*My workload is reasonable.	54.99%	17.22%	27.79%	42,358	108
Agree-disagree	2014	11	*My talents are used well in the workplace.	43.44%	18.24%	38.32%	41,105	326
Agree-disagree	2014	12	*I know how my work relates to the agency's goals and priorities.	74.74%	12.00%	13.25%	42,185	257
Agree-disagree	2014	13	The work I do is important.	85.85%	8.01%	6.15%	41,814	199
Agree-disagree	2014	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.					
				59.47%	15.15%	25.37%	42,435	190
Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.	60.49%	16.47%	23.04%	42,040	523
Agree-disagree	2014	16	I am held accountable for achieving results.	71.94%	16.15%	11.91%	42,254	255
Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	51.79%	19.78%	28.43%	40,982	1,540
Agree-disagree	2014	18	My training needs are assessed.	41.84%	23.88%	34.28%	42,024	524
Agree-disagree	2014	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).					
				63.47%	15.85%	20.68%	41,642	1,055
Agree-disagree	2014	20	*The people I work with cooperate to get the job done.	66.33%	15.67%	18.00%	42,672	N/A
Agree-disagree	2014	21	My work unit is able to recruit people with the right skills.	30.73%	27.53%	41.74%	41,279	1,415
Agree-disagree	2014	22	Promotions in my work unit are based on merit.	20.70%	23.70%	55.60%	40,374	2,112
Agree-disagree	2014	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	22.51%	21.53%	55.96%	40,164	2,340
Agree-disagree	2014	24	*In my work unit, differences in performance are recognized in a meaningful way.	24.03%	23.88%	52.09%	41,144	1,448
Agree-disagree	2014	25	Awards in my work unit depend on how well employees perform their jobs.	28.23%	22.94%	48.83%	40,531	1,970
Agree-disagree	2014	26	Employees in my work unit share job knowledge with each other.	68.90%	15.42%	15.68%	42,477	127
Agree-disagree	2014	27	The skill level in my work unit has improved in the past year.	45.07%	30.77%	24.15%	41,557	1,048
Good-poor	2014	28	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	73.77%	20.31%	5.92%	42,534	N/A
Agree-disagree	2014	29	organizational goals.					
Agran di	2011	20		62.59%	18.92%	18.48%	41,140	536
Agree-disagree	2014	30	Employees have a feeling of personal empowerment with respect to work processes.	30.31%	24.60%	45.09%	40,948	747
Agree-disagree	2014	31	Employees are recognized for providing high quality products and services.	32.14%	23.05%	44.81%	40,953	635
Agree-disagree	2014	32	Creativity and innovation are rewarded.	24.44%	26.04%	49.52%	40,592	921
Agree-disagree Agree-disagree	2014	34	Pay raises depend on how well employees perform their jobs. Policies and programs promote diversity in the workplace (for example, recruiting minorities	13.57%	21.46%	64.97%	39,267	2,128
ngi ee-uisagi ee	2014	54	and women, training in awareness of diversity issues, mentoring).	47	24.555	20.5557	2= 22-	
Agree-disagree	2014	25		47.72%	31.66%	20.62%	37,965	3,646
Agree-disagree Agree-disagree	2014	35 36	Employees are protected from health and safety hazards on the job. My organization has prepared employees for potential security threats.	61.09%	17.77%	21.14%	41,008	560
Agree-uisagree	2014	30		65.58%	17.13%	17.29%	41,150	372
	2014	27						
Agree-disagree	2014	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	25.070/	22.200/	40.720/	20.526	2 000
Agree-disagree			tolerated.	35.97%	23.30%	40.72%	39,536	2,008
	2014	37	tolerated. Prohibited Personnel Practices (for example, illegally discriminating for or against any	35.97%	23.30%	40.72%	39,536	2,008
Agree-disagree			tolerated.					
Agree-disagree Agree-disagree	2014	38	tolerated. 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.	56.87%	23.60%	19.53%	37,422	3,851
Agree-disagree Agree-disagree Agree-disagree	2014	38	tolerated. 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. My agency is successful at accomplishing its mission.	56.87% 62.85%	23.60% 20.50%	19.53% 16.64%	37,422 40,857	3,851 693
Agree-disagree Agree-disagree Agree-disagree Agree-disagree	2014 2014 2014	38 39 40	tolerated. 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. My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work.	56.87% 62.85% 48.06%	23.60% 20.50% 24.57%	19.53% 16.64% 27.37%	37,422 40,857 41,534	3,851 693 N/A
Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree	2014 2014 2014 2014	38 39 40 41	tolerated. 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. My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work. *I believe the results of this survey will be used to make my agency a better place to work.	56.87% 62.85% 48.06% 34.62%	23.60% 20.50% 24.57% 24.19%	19.53% 16.64% 27.37% 41.18%	37,422 40,857 41,534 38,245	3,851 693 N/ <i>F</i> 3,282
Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree	2014 2014 2014 2014 2014	38 39 40 41 42	tolerated. 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. My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work. *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.	56.87% 62.85% 48.06% 34.62% 67.70%	23.60% 20.50% 24.57% 24.19% 14.31%	19.53% 16.64% 27.37% 41.18% 17.99%	37,422 40,857 41,534 38,245 41,114	3,85 69: N/# 3,28: 260
Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree	2014 2014 2014 2014 2014 2014	39 40 41 42 43	tolerated. 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. My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work. *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. My supervisor provides me with opportunities to demonstrate my leadership skills.	56.87% 62.85% 48.06% 34.62% 67.70% 57.28%	23.60% 20.50% 24.57% 24.19% 14.31% 19.07%	19.53% 16.64% 27.37% 41.18% 17.99% 23.65%	37,422 40,857 41,534 38,245 41,114 41,096	3,85 69 N// 3,28 260 189
Agree-disagree	2014 2014 2014 2014 2014 2014 2014	39 40 41 42 43 44	tolerated. 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. My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work. *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. My supervisor provides me with opportunities to demonstrate my leadership skills. Discussions with my supervisor about my performance are worthwhile.	56.87% 62.85% 48.06% 34.62% 67.70% 57.28% 54.98%	23.60% 20.50% 24.57% 24.19% 14.31% 19.07% 20.87%	19.53% 16.64% 27.37% 41.18% 17.99% 23.65% 24.15%	37,422 40,857 41,534 38,245 41,114 41,096 40,599	3,85 69 N// 3,28 260 189
Agree-disagree	2014 2014 2014 2014 2014 2014 2014 2014	38 39 40 41 42 43 44 45	tolerated. 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. My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work. *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. My supervisor provides me with opportunities to demonstrate my leadership skills. Discussions with my supervisor about my performance are worthwhile. My supervisor is committed to a workforce representative of all segments of society.	56.87% 62.85% 48.06% 34.62% 67.70% 57.28% 54.98% 57.90%	23.60% 20.50% 24.57% 24.19% 14.31% 19.07% 20.87% 27.19%	19.53% 16.64% 27.37% 41.18% 17.99% 23.65% 24.15% 14.92%	37,422 40,857 41,534 38,245 41,114 41,096 40,599 37,740	3,85 69: N// 3,28: 260 18: 44: 3,520
Agree-disagree	2014 2014 2014 2014 2014 2014 2014 2014	38 39 40 41 42 43 44 45 46	tolerated. 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. My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work. *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. My supervisor provides me with opportunities to demonstrate my leadership skills. Discussions with my supervisor about my performance are worthwhile. 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.	56.87% 62.85% 48.06% 34.62% 67.70% 57.28% 54.98% 57.90% 55.01%	23.60% 20.50% 24.57% 24.19% 14.31% 19.07% 20.87% 27.19% 21.36%	19.53% 16.64% 27.37% 41.18% 17.99% 23.65% 24.15% 14.92% 23.64%	37,422 40,857 41,534 38,245 41,114 41,096 40,599 37,740 41,010	3,852 693 N/A 3,283 266 189 442 3,520
Agree-disagree	2014 2014 2014 2014 2014 2014 2014 2014	39 40 41 42 43 44 45 46 47	tolerated. 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. My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work. *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. My supervisor provides me with opportunities to demonstrate my leadership skills. Discussions with my supervisor about my performance are worthwhile. 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. Supervisors in my work unit support employee development.	56.87% 62.85% 48.06% 34.62% 67.70% 57.28% 54.98% 57.90% 55.01% 52.72%	23.60% 20.50% 24.57% 24.19% 14.31% 19.07% 20.87% 27.19% 21.36% 21.74%	19.53% 16.64% 27.37% 41.18% 17.99% 23.65% 24.15% 14.92% 23.64% 25.54%	37,422 40,857 41,534 38,245 41,114 41,096 40,599 37,740 41,010 40,680	3,852 693 N// 3,283 266 188 444 3,520 199
Agree-disagree	2014 2014 2014 2014 2014 2014 2014 2014	38 39 40 41 42 43 44 45 46 47 48	tolerated. 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. My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work. *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. My supervisor provides me with opportunities to demonstrate my leadership skills. Discussions with my supervisor about my performance are worthwhile. 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. Supervisors in my work unit support employee development. My supervisor listens to what I have to say.	56.87% 62.85% 48.06% 34.62% 67.70% 57.28% 54.98% 57.90% 55.01% 69.46%	23.60% 20.50% 24.57% 24.19% 14.31% 19.07% 20.87% 27.19% 21.36% 21.74% 14.79%	19.53% 16.64% 27.37% 41.18% 17.99% 23.65% 24.15% 14.92% 23.64% 25.54% 15.75%	37,422 40,857 41,534 38,245 41,114 41,096 40,599 37,740 41,010 40,680 41,248	3,852 693 N/A 3,282 266 185 442 3,520 194 563 N/A
Agree-disagree	2014 2014 2014 2014 2014 2014 2014 2014	39 40 41 42 43 44 45 46 47	tolerated. 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. My agency is successful at accomplishing its mission. *I recommend my organization as a good place to work. *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. My supervisor provides me with opportunities to demonstrate my leadership skills. Discussions with my supervisor about my performance are worthwhile. 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. Supervisors in my work unit support employee development.	56.87% 62.85% 48.06% 34.62% 67.70% 57.28% 54.98% 57.90% 55.01% 52.72%	23.60% 20.50% 24.57% 24.19% 14.31% 19.07% 20.87% 27.19% 21.36% 21.74%	19.53% 16.64% 27.37% 41.18% 17.99% 23.65% 24.15% 14.92% 23.64% 25.54%	37,422 40,857 41,534 38,245 41,114 41,096 40,599 37,740 41,010 40,680	3,852 693 N// 3,283 266 188 444 3,520 199

Agree-disagree	2014	51	I have trust and confidence in my supervisor.	FO 220/	40.430/	24.540/	44.462	21/2
Good-poor	2014	52	Overall, how good a job do you feel is being done by your immediate supervisor?	59.33% 63.11%	19.13% 21.36%	21.54% 15.53%	41,163 41,174	N/A N/A
Agree-disagree	2014	53	In my organization, senior leaders generate high levels of motivation and commitment in the	03.11%	21.50%	15.55%	41,174	IN/A
, g			workforce.	25.94%	20.24%	53.82%	40,322	494
Agree-disagree	2014	54	My organization's senior leaders maintain high standards of honesty and integrity.	39.11%	23.49%	37.40%	38,657	2,097
Agree-disagree	2014	55	Supervisors work well with employees of different backgrounds.	56.34%	24.18%	19.49%	38,484	1,946
Agree-disagree	2014	56	*Managers communicate the goals and priorities of the organization.	46.01%	21.26%	32.73%	40,130	466
Agree-disagree	2014	57	Managers review and evaluate the organization's progress toward meeting its goals and					
			objectives.	43.92%	27.14%	28.94%	37,499	3,098
Agree-disagree	2014	58	Managers promote communication among different work units (for example, about projects,					
			goals, needed resources).	36.89%	23.07%	40.04%	39,293	1,367
Agree-disagree	2014	59	Managers support collaboration across work units to accomplish work objectives.	40.49%	24.51%	35.00%	39,247	1,397
Good-poor	2014	60	Overall, how good a job do you feel is being done by the manager directly above your					
			immediate supervisor?	45.30%	25.63%	29.07%	38,804	1,829
Agree-disagree	2014	61	I have a high level of respect for my organization's senior leaders.	38.44%	24.15%	37.41%	40,221	389
Agree-disagree Satisfied	2014	62	Senior leaders demonstrate support for Work/Life programs.	38.77%	28.58%	32.65%	36,829	3,773
-dissatisfied	2014	63	*How satisfied are you with your involvement in decisions that affect your work?	27 200/	25.020/	27.700/	40 205	
Satisfied	2014	64	*How satisfied are you with the information you receive from management on what's going on	37.28%	25.03%	37.70%	40,305	N/A
-dissatisfied	2014	04	in your organization?	34.42%	23.52%	42.06%	40,206	N/A
Satisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?	34.42/0	23.32/0	42.00%	40,200	IN/A
-dissatisfied				34.51%	23.98%	41.51%	40,071	N/A
Satisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?	3 113270	25.5070	12.0270	10,071	.,,,,
-dissatisfied				28.46%	27.06%	44.47%	40,134	N/A
Satisfied	2014	67	How satisfied are you with your opportunity to get a better job in your organization?				,	,
-dissatisfied				25.29%	24.22%	50.49%	40,131	N/A
Satisfied	2014	68	How satisfied are you with the training you receive for your present job?				-,-	•
-dissatisfied				43.57%	23.57%	32.87%	40,136	N/A
Satisfied	2014	69	*Considering everything, how satisfied are you with your job?					
-dissatisfied				53.10%	20.94%	25.96%	40,110	N/A
Satisfied	2014	70	Considering everything, how satisfied are you with your pay?					
-dissatisfied				51.10%	16.39%	32.51%	40,192	N/A
Satisfied	2014	71	*Considering everything, how satisfied are you with your organization?					
-dissatisfied				41.69%	23.15%	35.16%	40,203	N/A
Satisfied	2014	79	w satisfied are you with the following Work/Life programs in your agency? Telework					
-dissatisfied				70.60%	16.05%	13.34%	10,858	692
Satisfied	2014	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work					
-dissatisfied	2011	04	Schedules (AWS)	85.51%	8.86%	5.64%	12,168	316
Satisfied -dissatisfied	2014	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)					
Satisfied	2014	02		72.55%	21.30%	6.15%	10,388	955
-dissatisfied	2014	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	74 200/	22.250/	F 270/	6 224	4.446
Satisfied	2014	83	How satisfied are you with the following Work/Life programs in your agency? Child Care	71.28%	23.35%	5.37%	6,334	1,146
-dissatisfied	201.	05	Programs (for example, daycare, parenting classes, parenting support groups)	63.29%	29.87%	6.85%	704	433
Satisfied	2014	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care	03.29%	29.87%	0.85%	704	455
-dissatisfied	-		Programs (for example, support groups, speakers)	64.02%	30.38%	5.60%	637	392
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	48.41%	19.38%	32.20%	39,021	N/A
Agree-disagree	2013	2	I have enough information to do my job well.	63.08%	16.55%	20.37%	38,726	N/A
Agree-disagree	2013	3	I feel encouraged to come up with new and better ways of doing things.	41.46%	20.34%	38.19%	38,416	N/A
Agree-disagree	2013	4	My work gives me a feeling of personal accomplishment.	60.22%	17.27%	22.51%	38,744	N/A
Agree-disagree	2013	5	I like the kind of work I do.	79.53%	12.32%	8.15%	38,390	N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	76.26%	11.67%	12.07%	38,650	N/A
Agree-disagree	2013	7	When needed I am willing to put in the extra effort to get a job done.	94.13%	3.57%	2.30%	38,781	N/A
Agree-disagree	2013	8	I am constantly looking for ways to do my job better. I have sufficient resources (for example, people, materials, budget) to get my job done.	87.26%	9.66%	3.08%	38,955	N/A
Agree-disagree Agree-disagree	2013	9	I have sufficient resources (for example, people, materials, budget) to get my job done. *My workload is reasonable.	37.20%	15.64%	47.16%	38,908	112
Agree-disagree	2013	11	*My talents are used well in the workplace.	57.95% 45.74%	17.20% 18.32%	24.85% 35.94%	38,710 37,691	55 264
Agree-disagree	2013	12	*I know how my work relates to the agency's goals and priorities.	77.01%	11.44%	11.55%	38,641	183
Agree-disagree	2013	13	The work I do is important.	87.74%	7.34%	4.92%	38,305	152
Agree-disagree	2013	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)	.,.			,	
			allow employees to perform their jobs well.	60.02%	15.38%	24.60%	38,829	159
Agree-disagree	2013	15	My performance appraisal is a fair reflection of my performance.	62.43%	17.35%	20.21%	38,368	543
Agree-disagree	2013	16	I am held accountable for achieving results.	73.18%	16.03%	10.79%	38,621	215
Agree-disagree	2013	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	52.66%	20.13%	27.21%	37,508	1,343
Agree-disagree	2013	18	My training needs are assessed.	43.04%	24.58%	32.38%	38,481	435
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).					
A !!	2010	20		65.83%	15.93%	18.24%	38,025	1,007
Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	67.04%	15.98%	16.98%	38,987	N/A
Agree-disagree Agree-disagree	2013	21	My work unit is able to recruit people with the right skills. Promotions in my work unit are based on merit.	32.00%	28.72%	39.29%	37,845	1,178
Agree-disagree	2013	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	21.59% 23.72%	25.41% 22.54%	53.00% 53.74%	36,947 36,742	1,894 2,116
Agree-disagree	2013	24	*In my work unit, differences in performance are recognized in a meaningful way.	25.21%	25.75%	49.04%	35,742	1,335
Agree-disagree	2013	25	Awards in my work unit depend on how well employees perform their jobs.	30.03%	24.11%	45.86%	37,034	1,783
Agree-disagree	2013	26	Employees in my work unit share job knowledge with each other.	68.31%	15.93%	15.76%	38,778	135
Agree-disagree	2013	27	The skill level in my work unit has improved in the past year.	47.83%	30.26%	21.91%	37,890	1,030
=			<u> </u>				2.,030	_,030

gere designer 20 1 20 Camprison have been selected processed empowement with respect to early processed. 1209 1, 2,130 1	· .	2013 2013	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	75.30%	19.53%	5.17%	38,878	N/A
See Colleger 2013 31	Agree-uisagree	2013	23	· · · · · · · · · · · · · · · · · · ·	64.71%	18.89%	16.40%	37,681	421
Sepandaging 2013 20	Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.	32.93%	25.03%	42.04%	37,434	663
Proceedings	Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	34.86%	24.30%	40.84%		623
Page-daily 201 30 10 10 10 10 10 10	Agree-disagree	2013	32	Creativity and innovation are rewarded.	26.03%	27.36%	46.62%	36,978	940
Page-designed 10, 10, 10, 10, 10, 10, 10, 10, 10, 10,	Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	13.04%	22.99%	63.97%	35,748	2,078
291 37 Project-deport 291 37 Project-deport 31 Project-deport 3	Agree-disagree	2013	34						
Agree classified 1932 35				and women, training in awareness of diversity issues, mentoring).	48.86%	32.12%	19.02%	35,053	2,966
Proceedings	Agree-disagree	2013	35	Employees are protected from health and safety hazards on the job.	62.13%	18.32%	19.56%	37,453	473
Agree-dispace 1.00	Agree-disagree	2013	36	My organization has prepared employees for potential security threats.	66.80%	16.98%	16.22%	37,607	322
Agriculture 1922 30 Professionary 1922 30 Professionary 1922 30 1922	Agree-disagree	2013	37						
				tolerated.	37.45%	24.28%	38.27%	36,227	1,738
Agree diagnee	Agree-disagree	2013	38						
Agree diagnee 201 15 22,000 22,									
Agen designed 301 40 Incommonded my aggination as a good place to work. 5,000 26,21% 23,95% 32,95%				violating veterans: preference requirements) are not tolerated.	58.50%	22.96%	18.54%	34,583	3,235
Agen designed 2010 41 Nation of the count of this survey will be used to make any agency a batter plant to work. 80,00% 34,60% 33,30% 32,00%	Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	65.60%	19.66%	14.74%	37,366	580
Age-of-diagree 2015 32 by Speciment reports by speciment reports from year of to balance work and share fire tissue. 42,075 11,060 32,000 22,500 23,500 22,500 23,500 22,500 23,500 22,500 23,500 24,500 23,500 24,500 24,500 24,500 24,500 24,500 24,500 24,500 24,500 24,500 24,500 24,500 24,500<	Agree-disagree	2013	40	*I recommend my organization as a good place to work.	51.90%	24.21%	23.89%	37,980	N/A
Agene designer 2013 40 per specific provides in the with cognotratifies to connectate my sederating patts. \$5,000 per 1,116 per 2014 11 per 2014 per 2014 11 per 2014	Agree-disagree		41	*I believe the results of this survey will be used to make my agency a better place to work.	36.02%	24.85%	39.13%	34,846	3,133
Age-ed-dagagee 2013 44 Socialises with not performance are worthwhile, age-dagagee 2013 46 Socialises with not performance are worthwhile, age-dagagee 2013 46 Socialises with not performance are worthwhile, age-dagagee 2013 46 Socialises with not performance are worthwhile, age-dagagee 2013 46 Socialises with not performance are worthwhile, age-dagagee 2013 46 Socialises are under controlled and an advanced dagagee 2013 46 Socialises are under controlled and an advanced dagagee 2013 47 Socialises are under controlled and an advanced dagagee 2013 47 Socialises are under controlled and an advanced dagagee 2013 47 Socialises are under controlled and an advanced dagagee 2013 47 Socialises are under controlled and an advanced dagagee 2013 57 Socialises are under controlled and an advanced dagagee 2013 59 Socialises are under controlled and an advanced dagagee 2013 59 Socialises are under controlled and an advanced dagagee 2013 59 Socialises are under controlled and an advanced dagagee 2013 59 Socialises are under controlled and an advanced dagagee 2013 59 Socialises are under controlled and an advanced dagagee 2013 59 Socialises are under controlled and an advanced dagagee 2013 59 Socialises are under controlled and an advanced dagagee 2013 59 Socialises are under controlled and advanced dagagee 2013 59 Socialises are under controlled and advanced dagagee 2013 59 Socialises are under controlled and advanced dagagee 2013 59 Socialises are under controlled and advanced dagagee 2013 59 Socialises are under controlled and advanced dagagee 2013 59 Socialises are under controlled and advanced dagagee 2013 59 Socialises are under controlled and advanced dagagee 2013 59 Socialises are under controlled and advanced dagage 2013 59 Socialises are under controlled and advanced dagagee 2013 59 Socialises are under controlled and advanced dagagee 2013 59 Socialises are under controlled and advanced dagagee 2013 59 Socialises are under controlled and advanced dagagee 20				My supervisor supports my need to balance work and other life issues.	69.07%	14.66%	16.26%	37,561	234
Agene-disagree 2013 45 by speemiors is committed to a workforce representative of all segments of society. Agene-disagree 2013 47 by speemiors is committed to a workforce representative of all segments of society. Agene-disagree 2013 47 by speemiors in my sork to tal support of promotes new with construction aggnetics of tempore way for performance. 55,596, 21,986, 73,096, 73,096, 14,484, 12,398, 17,200, 17,200, 14,484, 12,398, 17,200, 17,					58.07%	19.35%	22.57%	37,593	139
Agree-disagee 2013 46 by supervisor prooder me with construction supposed enformance. \$5.598 21.86% 23.88 37.200 1446 Agree-disagee 2013 46 by supervisor literates to what Investo is sp. 4 speech disagee. \$1.500 145 by supervisor literates to what Investo is sp. 4 speech disagee. \$1.500 145 by supervisor literates to what Investo is sp. 4 s					55.26%	21.81%	22.93%	37,198	
Agree-Gaugere 2013 67 Agree-Agree Agree Collegere 2013 69 Agree-Agree Collegere 2013 69 Agree-Agree-Agree Collegere 2013 69 Agree-Ag									
Agree disagree 2013 540									
Agree disagree 2013 59 59 59 59 59 59 59 5									
Agree disagree 2013 10 stree least its months, my supervisor has balled with me about my performance. 74,089 11.78% 14.24% 37.555 N/M Parker disagree 0.000 10 stree least its months, my supervisor 100 street 10 stree									
Agree disagree 2013 9.1 1.9									
Scord price 2013 12 20 20 20 20 20 20 20									
Agree disagree 2012 52 Many organizations, senior leaders generate high levels of motivation and commitment in the workforces with control of the properties of the properties of the properties and integrity. 44,55% 22,64% 32,80% 36,09% 1,020 1,				·					
workforce					62.62%	21.97%	15.41%	37,592	N/A
Agree disagree 2013 54 For grantization's somet leaders maintain leght standards of nonesty and integrity. 25.00% 25.00	Agree-uisagree	2013	55						
Agree-disagree 2013 55 Supervisors work veel with employees of different backgrounds. 54,4479. 24,6576. 20,959. 35,590. 1,354 Agree-disagree 2013 55 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 47,389. 27,1496. 28,0776. 29,076. 2	Agroo disagroo	2012	E /						
Agree disagree 2013 50 Managers communicate the goals and priorities of the organization. Agree disagree 2013 50 Managers communicate the goals and priorities of the organization of progress toward meeting its goals and objectives. Agree disagree 2013 50 Managers promote communication among different work units (for example, about projects, goals, meeting dissources). Agree disagree 2013 50 Managers support collaboration across work units to accomplish work objectives. Adaptive disagree 2013 50 Managers support collaboration across work units to accomplish work objectives. Adaptive disagree 2013 60 Managers support collaboration across work units to accomplish work objectives. Adaptive disagree 2013 60 Managers support collaboration across work units to accomplish work objectives. Adaptive disagree 2013 60 Managers support collaboration across work units to accomplish work objectives. Agree disagree 2013 61 Inkews a table level of respect for my organization's senior leaders. Agree disagree 2013 61 Inkews a table level of respect for my organization's senior leaders. Agree disagree 2013 62 Inkews a table level of respect for my organization's senior leaders. Agree disagree 2013 63 How satisfied are you with the information you receive from management on what's going on a your organization'? Adaptive disagree 2013 65 How satisfied are you with the information you receive from disagree 2013 65 How satisfied are you with the policies and practices of your senior leaders? Adaptive disagraed 2013 66 How satisfied are you with the policies and practices of your senior leaders? Adaptive disagraed 2013 66 How satisfied are you with the policies and practices of your senior leaders? Adaptive disagraed 2013 67 How satisfied are you with the policies and practices of your senior leaders? Adaptive disagraed 2013 67 How satisfied are you with the policies and practices of your senior leaders? Adaptive disagraed 2013 67 How satisfied are you with the policies and practices of your senior leaders? Adaptive d									
Agree disagree 2013 57 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 47,38% 27,14% 25,47% 34,587 2,366 2,366 2,366 2,366 2,367 2,366 2,368 2,368 2,368 2,368 2,368 36,18% 35,252 1,090 2,000									
objectives. A 7.38% 27.14% 25.47% 34.587 2.366 Agree-disagree 2013 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). Agree-disagree 2013 59 Managers support communication among different work units (for example, about projects, goals, needed resources). Agree-disagree 2013 50 Managers support collaboration across work units to accomplish work objectives. Agree-disagree 2013 60 Cerebia have good a job do you feel is being done by the manager directly above your immediate supervisor? Agree-disagree 2013 61 This has high level of respect for my organization's senior leaders. Agree-disagree 2013 62 Senior leaders demonstrate support for Work/fulle programs. Agree-disagree 2013 63 Senior leaders demonstrate support for Work/fulle programs. Agree-disagree 2013 63 Senior leaders demonstrate support for Work/fulle programs and affect your work?					30.33%	21.41%	26.07%	30,720	290
Agree-disagree 2013 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). Agree-disagree 2013 59 Managers support collaboration across work units to accomplish work objectives. 44.09% 24.65% 31.25% 35.493 1,142 (Good-poor 2013) 60 Morall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 47.05% 25.50% 26.45% 35.495 1,466 (Agree-disagree 2013) 61 Have a high level of respect for my organization's senior leaders. 47.05% 25.50% 26.45% 35.495 1,466 (Agree-disagree 2013) 61 Have a high level of respect for my organization's senior leaders. 48.20% 24.65% 35.495 1,466 (Agree-disagree 2013) 61 Have a high level of respect for my organization's senior leaders. 48.20% 25.50% 36.45% 36.565 31.50% 33.629 3.119 3.1	Agree-disagree	2013	37		47 200/	27 149/	25 470/	24 507	2 266
golls, needed resources). 39,84% 23,98% 36,18% 35,92\$ 1,000 Agreed disagree 2013 59 Managers support collaboration across work units to accomplish work objectives. 41,000 24,65% 31,25% 35,843 1,142 (God-poor 2013 60 Ownell, how good a job do you feel is being done by the manager directly above your immediate supervisor? 47,05% 26,50% 35,935 1,466 Agree-disagree 2013 61 Investigate a lipic level of respect for my organization's senior leaders. 41,83% 25,51% 34,65% 31,55% 36,565 31,55% 31,65% 31,55% 31,65% 31,	Agree-disagree	2013	58		47.36/0	27.14/0	23.47/0	34,367	2,300
Agree disagree 2013 69 Managers support collaboration across work units to accomplish work objectives. 44,10% 24,65% 31,25% 35,643 1,1426 Cood-poor 2013 60 Overall, how good job do you feel is being done by the manager directly above your 47,05% 26,50% 26,45% 35,495 1,466 Agree-disagree 2013 61 I have a high level of respect for my organization? 41,33% 23,51% 36,66% 36,656 315 Agree-disagree 3013 62 Senior leaders support for Work/Life programs. 41,31% 28,55% 30,14% 38,229 3,110 Statisfied 2013 62 Senior leaders support for Work/Life programs. 41,31% 28,55% 30,14% 38,229 3,110 Statisfied 2013 62 Senior leaders support for Work/Life programs. 41,31% 28,55% 30,14% 38,229 3,110 Statisfied 2013 63 **Now satisfied are you with your involvement in decisions that affect your work? 38,37% 25,86% 35,37% 36,683 N/A Statisfied 2013 65 **Now satisfied are you with the recognition your receive from management on what's going on in your organization? 36,86% 23,15% 39,99% 36,696 N/A Statisfied 2013 66 **Now satisfied are you with the recognition your seelve for doing a good job? 40,8415fied 2013 67 **Now satisfied are you with the training your receive for your senior leaders? 31,07% 27,25% 41,51% 36,482 N/A Statisfied 2013 67 **Now satisfied are you with the training your receive for your present job? 41,53% 25,97% 46,68% 36,490 N/A Statisfied 2013 69 **Considering everything, how satisfied are you with your pop? 41,53% 25,55% 36,514 N/A Statisfied 2013 69 **Considering everything, how satisfied are you with your pop? 41,53% 23,53% 36,514 N/A Statisfied 2013 79 **Now satisfied are you with the programs in your agency? Telework 41,53% 23,65% 20,65% 31,26% 36,562 N/A Statisfied 2013 79 **Now satisfied are you with the following Work/Life programs in your agency? Telework 41,53% 21,65% 20,65% 31,26% 36,562 N/A Statisfied 2013 79 **Now satisfied are you with the following Work/Life programs in your agency? Telework 41,53% 21,65% 20,65% 31,26% 30,65% 31,26% 31,26% 31,26% 31,26% 31,26% 31,26% 31,26% 31,26% 31,26% 31,26% 31,26% 31,	rigi ce disagree	2013	50		20.949/	22.000/	26 100/	25.025	1 000
Cook of poor 2013 60 Owerall, how good a job do you feel is being done by the manager directly above your membrane supervisor? 47,05% 26,50% 26,45% 35,499 1,466 Agree disagree 2013 61 I have a high level of respect for my organization's senior leaders. 41,83% 23,51% 34,66% 36,556 315 32,516 32,5	Agree-disagree	2013	59						
Immediate supervisor? 47.0% 26.50% 26.45% 35,40% 1,466 Agree-disagree 2013 61 Have a high level of respect for my organization's senior leaders. 41.83% 23.51% 33.62% 36.68%					44.10/0	24.03%	31.23/0	33,643	1,142
Agree disagree 2013 61 Thew a high level of respect for my organization's senior leaders. 41.83% 23.51% 34.66% 35.65% 31.19 2013 62 Senior leaders demonstrate support for Work/Life programs. 41.81% 26.55% 30.14% 33.829 3.119 2013 63 "How satisfied are you with your involvement in decisions that affect your work?	Cood poor	2013	00		47 OE%	26 50%	26 45%	2E 40E	1 166
Agree disagree 2013 62 Senior leaders demonstrate support for Work/Life programs. 41.31% 28.55% 30.14% 33.829 3.119	Agree-disagree	2013	61	I have a high level of respect for my organization's senior leaders.					
Satisfied 2013 63 *How satisfied are you with your involvement in decisions that affect your work? dissatisfied 2013 64 *How satisfied are you with the information you receive from management on what's going on in your organization? 36.86% 23.15% 39.99% 36.596 N/A Satisfied 2013 65 *How satisfied are you with the policies and practices of your senior leaders? dissatisfied 2013 66 How satisfied are you with the policies and practices of your senior leaders? 31.07% 27.42% 41.51% 36.482 N/A Satisfied 2013 66 How satisfied are you with your opportunity to get a better job in your organization? 2013 68 How satisfied are you with the training you receive for your present job? 44.93% 23.51% 31.56% 36.521 N/A Satisfied 2013 68 How satisfied are you with your opportunity to get a better job in your organization? 44.93% 23.51% 31.56% 36.521 N/A Satisfied 2013 69 *Considering everything, how satisfied are you with your job? 45.83tisfied 2013 69 *Considering everything, how satisfied are you with your pay? 45.83tisfied 2013 70 Considering everything, how satisfied are you with your organization? 45.83tisfied 2013 71 *Considering everything, how satisfied are you with your organization? 45.83tisfied 2013 70 How satisfied are you with the following Work/Life programs in your agency? Pleework 45.83tisfied 2013 80 How satisfied are you with the following Work/Life programs in your agency? Pleework 45.83tisfied 2013 81 How satisfied are you with the following Work/Life programs in your agency? Pleatht and Williams Programs (for example, exercise, medical screening, quit smoking programs) 40.83tisfied 2013 81 How satisfied are you with the following Work/Life programs in your agency? Pleatht and Williams Programs (for example, exercise, medical screening, quit smoking programs) 53.62% 50.00% 5.750 973 53.53tisfied 2013 81 How satisfied are you with the following Work/Life programs in your agency? Eleder Care Programs (for example, daycare, parenting classes, parenting support groups) 50.63% 50.64% 50.64% 50.65%									
					12.0270	20.5570	30.1.70	55,525	3,113
Satisfied disastisfied 2013 of How satisfied are you with the information you receive from management on what's going on indisastisfied 2013 of How satisfied are you with the recognition you receive for doing a good job? Astisfied 2013 of How satisfied are you with the policies and practices of your senior leaders? Addisastisfied 2013 of How satisfied are you with the policies and practices of your senior leaders? Adisastisfied 2013 of How satisfied are you with the policies and practices of your senior leaders? Adisastisfied 2013 of How satisfied are you with your opportunity to get a better job in your organization? Astisfied 2013 of How satisfied are you with your opportunity to get a better job in your organization? Adisastisfied 2013 of How satisfied are you with the training you receive for your present job? Adisastisfied 2013 of How satisfied are you with the training you receive for your present job? Adisastisfied 2013 of How satisfied are you with your job? Adisastisfied 2013 of Considering everything, how satisfied are you with your pay? Adisastisfied 2013 of Considering everything, how satisfied are you with your pay? Adisastisfied 2013 of Considering everything, how satisfied are you with your organization? Adisastisfied 2013 of How satisfied are you with the following Work/Life programs in your agency? Telework Adisastisfied 2013 of How satisfied are you with the following Work/Life programs in your agency? Alternative Work Satisfied 2013 of How satisfied are you with the following Work/Life programs in your agency? Pemployee Adisastisfied 2013 of How satisfied are you with the following Work/Life programs in your agency? Pemployee Adisastisfied 2013 of How satisfied are you with the following Work/Life programs in your agency? Employee Adisastisfied 2013 of How satisfied are you with the following Work/Life programs in your agency? Employee Adisastisfied 2013 of How satisfied are you with the following Work/Life programs in your agency? Employee Adisastisfied 2013 of How satisfi	-dissatisfied				38 77%	25.86%	35 37%	36 683	N/A
Satisfied 2013 65 *How satisfied are you with the recognition you receive for doing a good job?	Satisfied	2013	64	*How satisfied are you with the information you receive from management on what's going on	30.770	25.0070	33.3770	30,003	,,,
Satisfied 2013 65 "How satisfied are you with the recognition your receive for doing a good job?	-dissatisfied			in your organization?	36.86%	23.15%	39.99%	36,596	N/A
Satisfied dissatisfied 2013 66 How satisfied are you with the policies and practices of your senior leaders? 31.07% 27.42% 41.51% 36,482 N/A 5atisfied are you with the policies and practices of your senior leaders? 31.07% 27.42% 41.51% 36,482 N/A 5atisfied are you with your opportunity to get a better job in your organization? 31.07% 27.35% 25.97% 46.68% 36,490 N/A 5atisfied 2013 68 How satisfied are you with the training you receive for your present job? 44.93% 23.51% 31.56% 36,521 N/A 5atisfied 2013 69 *Considering everything, how satisfied are you with your job? 45.5845fied 2013 70 Considering everything, how satisfied are you with your pay? 45.5845fied 2013 70 Considering everything, how satisfied are you with your organization? 45.5845fied 2013 71 *Considering everything, how satisfied are you with your organization? 46.5845fied 2013 79 How satisfied are you with the following Work/Life programs in your agency? Telework 46.5845fied 2013 79 How satisfied are you with the following Work/Life programs in your agency? Alternative Work 55.585% 9.22% 4.91% 10,927 276 56.585 8.96 9.22	Satisfied	2013	65	*How satisfied are you with the recognition you receive for doing a good job?					,
Satisfied disastisfied 2013 66 How satisfied are you with the policies and practices of your senior leaders? 31.07% 27.42% 41.51% 36.482 N/A 36.481 N/A 3	-dissatisfied				37.13%	25.08%	37.79%	36.498	N/A
Satisfied 2013 67 How satisfied are you with your opportunity to get a better job in your organization? 27.35% 25.97% 46.68% 36,490 N/A 28.23.51% 31.56% 36,521 N/A 28.24.68% 36,521 N/A 28.25.50% 32.46% 3	Satisfied	2013	66	How satisfied are you with the policies and practices of your senior leaders?				00,100	,
Satisfied disastisfied 2013 67 How satisfied are you with your opportunity to get a better job in your organization? 27.35% 25.97% 46.68% 36.490 N/A 34.516 All How satisfied are you with the training you receive for your present job? 44.93% 23.51% 31.56% 36.521 N/A 34.516 All How satisfied are you with the training you receive for your present job? 44.93% 23.51% 31.56% 36.521 N/A 34.516 All How satisfied are you with your job? 45.516 All How satisfied are you with your job? 45.516 All How satisfied are you with your par? 55.89% 20.87% 23.25% 36.514 N/A 34.516 All How satisfied are you with your par? 50.63% 16.90% 32.47% 36.562 N/A 34.516 All How satisfied are you with your organization? 44.49% 23.06% 32.46% 36.584 N/A 34.516 All How satisfied are you with the following Work/Life programs in your agency? Pleiework 45.516 All How satisfied are you with the following Work/Life programs in your agency? Alternative Work 55.526 All How satisfied are you with the following Work/Life programs in your agency? Pleath and 45.516 All How satisfied are you with the following Work/Life programs in your agency? Pleath and 45.516 All How satisfied are you with the following Work/Life programs in your agency? Pleath and 45.516 All How satisfied are you with the following Work/Life programs in your agency? Pleath and 45.516 All How satisfied are you with the following Work/Life programs in your agency? Pleath and 45.516 All How satisfied are you with the following Work/Life programs in your agency? Pleath and 45.516 All How satisfied are you with the following Work/Life programs in your agency? Pleath and 45.516 All How satisfied are you with the following Work/Life programs in your agency? Employe Assistance Program (EAP) Assistance Programs in your agency? Elder Care Programs (for example, daycare, parenting classes, parenting support groups) 60.98% 36.47% 2.55% 645 372 All How satisfied are you with the	-dissatisfied				31.07%	27.42%	41.51%	36.482	N/A
Satisfied 2013 68 How satisfied are you with the training you receive for your present job? 44.93% 23.51% 31.56% 36,521 N/A Satisfied 2013 69 *Considering everything, how satisfied are you with your job?	Satisfied	2013	67	How satisfied are you with your opportunity to get a better job in your organization?				,	
Satisfied dissatisfied 2013 68 How satisfied are you with the training you receive for your present job? dissatisfied 2013 69 *Considering everything, how satisfied are you with your job? 55.89% 20.87% 23.25% 36,514 N/A Satisfied 2013 70 Considering everything, how satisfied are you with your pay? dissatisfied 2013 71 *Considering everything, how satisfied are you with your organization? dissatisfied 2013 71 *Considering everything, how satisfied are you with your organization? dissatisfied 2013 79 How satisfied are you with the following Work/Life programs in your agency? Telework dissatisfied 2013 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) Satisfied 2013 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) Satisfied 2013 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) Satisfied 2013 83 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, exercise, medical screening, quit smoking programs) Satisfied 2013 81 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) Satisfied 2013 81 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) 60.98% 36.47% 2.55% 645 372 Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	-dissatisfied				27.35%	25.97%	46.68%	36.490	N/A
Satisfied 2013 69 *Considering everything, how satisfied are you with your job? 55.89% 20.87% 23.25% 36.514 N/A Satisfied 2013 70 Considering everything, how satisfied are you with your organization? 50.63% 16.90% 32.47% 36.562 N/A Satisfied 2013 71 *Considering everything, how satisfied are you with your organization? 44.49% 23.06% 32.46% 36.584 N/A Satisfied 2013 71 *Considering everything, how satisfied are you with the following Work/Life programs in your agency? Telework 69.90% 17.24% 12.86% 8,962 733 Satisfied 2013 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) Schedules (AWS) 85.87% 9.22% 4.91% 10.927 276 Satisfied 2013 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) 73.62% 20.26% 6.12% 8,887 840 Satisfied 2013 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) Programs (For example, ayeare, parenting classes, parenting support groups) 60.98% 36.47% 2.55% 645 372 Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 60.47% 37.09% 2.44% 590 315	Satisfied	2013	68	How satisfied are you with the training you receive for your present job?				,	
Satisfied 2013 69 *Considering everything, how satisfied are you with your job? 55.89% 20.87% 23.25% 36.514 N/A	-dissatisfied				44.93%	23.51%	31.56%	36,521	N/A
Satisfied 2013 70 Considering everything, how satisfied are you with your pay? Satisfied 2013 71 *Considering everything, how satisfied are you with your organization? Satisfied 2013 71 *Considering everything, how satisfied are you with your organization? Satisfied 2013 71 *Considering everything, how satisfied are you with the following Work/Life programs in your agency? Telework Satisfied 2013 79 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Satisfied 2013 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) Satisfied 2013 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) Satisfied 2013 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Programs (for example, daycare, parenting classes, parenting support groups) Satisfied 2013 83 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	Satisfied	2013	69	*Considering everything, how satisfied are you with your job?				,	
Satisfied dissatisfied 2013 70 Considering everything, how satisfied are you with your pay? 2013 71 *Considering everything, how satisfied are you with your organization? 44.49% 23.06% 32.47% 36,562 N/A 36,584 N/A 36,90% 17.24% 12.86% 8,962 733 37.32% 22.6% 6.12% 8,867 840 37.32% 20.26% 6.12% 8,887 840 38.40 Wellness Programs (for example, exercise, medical screening, quit smoking programs) 38.4 How satisfied are you with the following Work/Life programs in your agency? Employee Asistance Program (EAP) 38.35tance Program (EAP) 38.35tance Program (EAP) 38.35tance Program (EAP) 38.35tance Program (FAP) 38.35tance Program (FAP) 38.35tance Program (FAP) 38.35tance Program (FAP) 39.35tance Programs (for example, daycare, parenting classes, parenting support groups) 39.35tance Programs (for example, daycare, parenting classes, parenting support groups) 30.98 36.47% 2.55% 645 372 372 373 374 375 375 376 377 378 379 379 379 370 370 370 370 370	-dissatisfied				55.89%	20.87%	23.25%	36,514	N/A
Satisfied 2013 71 *Considering everything, how satisfied are you with your organization? 44.49% 23.06% 32.46% 36,584 N/A Satisfied 2013 79 How satisfied are you with the following Work/Life programs in your agency? Telework 69.90% 17.24% 12.86% 8,962 733 Satisfied 2013 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) Satisfied 2013 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) Satisfied 2013 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) Satisfied 2013 83 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 60.47% 37.09% 2.44% 590 315	Satisfied	2013	70	Considering everything, how satisfied are you with your pay?				,	
Satisfied dissatisfied 2013 71 *Considering everything, how satisfied are you with your organization? 44.49% 23.06% 32.46% 36,584 N/A Satisfied 2013 79 How satisfied are you with the following Work/Life programs in your agency? Telework 69.90% 17.24% 12.86% 8,962 733 Satisfied 2013 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) Satisfied 2013 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) Satisfied 2013 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) Satisfied 2013 83 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 60.47% 37.09% 2.44% 590 315	-dissatisfied				50.63%	16.90%	32.47%	36,562	N/A
Satisfied 2013 79 How satisfied are you with the following Work/Life programs in your agency? Telework 69.90% 17.24% 12.86% 8,962 733 Satisfied 2013 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) Satisfied 2013 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) Satisfied 2013 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) Satisfied 2013 83 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 41.39	Satisfied	2013	71	*Considering everything, how satisfied are you with your organization?				,	
Satisfied 2013 79 How satisfied are you with the following Work/Life programs in your agency? Telework 69.90% 17.24% 12.86% 8,962 733 Satisfied 2013 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) 85.87% 9.22% 4.91% 10,927 276 Satisfied 2013 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) 73.62% 20.26% 6.12% 8,887 840 Satisfied 2013 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) 73.32% 21.68% 5.00% 5,750 973 Satisfied 2013 83 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) 60.98% 36.47% 2.55% 645 372 Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 60.47% 37.09% 2.44% 590 315	-dissatisfied				44.49%	23.06%	32.46%	36,584	N/A
Satisfied 2013 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) 85.87% 9.22% 4.91% 10,927 276 Satisfied 2013 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) 73.62% 20.26% 6.12% 8,887 840 Satisfied 2013 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) 73.32% 21.68% 5.00% 5,750 973 Satisfied 2013 83 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) 60.98% 36.47% 2.55% 645 372 Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 60.47% 37.09% 2.44% 590 315	Satisfied	2013	79	How satisfied are you with the following Work/Life programs in your agency? Telework				,	
Satisfied 2013 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) 85.87% 9.22% 4.91% 10,927 276 Satisfied 2013 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) 73.62% 20.26% 6.12% 8,887 840 Satisfied 2013 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) 73.32% 21.68% 5.00% 5,750 973 Satisfied 2013 83 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) 60.98% 36.47% 2.55% 645 372 Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 60.47% 37.09% 2.44% 590 315	-dissatisfied				69.90%	17.24%	12.86%	8.962	733
Satisfied 2013 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) Satisfied 2013 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) Satisfied 2013 83 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, daycare, parenting Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 60.47% 37.09% 2.44% 590 315	Satisfied	2013	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work				.,	
Satisfied 2013 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) Satisfied 2013 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) Satisfied 2013 83 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 60.98% 36.47% 2.55% 645 372	-dissatisfied			Schedules (AWS)	85.87%	9.22%	4.91%	10,927	276
Satisfied 2013 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) 73.32% 21.68% 5.00% 5,750 973 Satisfied 2013 83 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) 60.98% 36.47% 2.55% 645 372 Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 60.47% 37.09% 2.44% 590 315	Satisfied	2013	81	How satisfied are you with the following Work/Life programs in your agency? Health and				,	
Satisfied 2013 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) 73.32% 21.68% 5.00% 5,750 973 Satisfied 2013 83 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) 60.98% 36.47% 2.55% 645 372 Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 60.47% 37.09% 2.44% 590 315	-dissatisfied			Wellness Programs (for example, exercise, medical screening, quit smoking programs)	73.62%	20.26%	6.12%	8.887	840
Satisfied 2013 83 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting support groups) 60.98% 36.47% 2.55% 645 372 Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 60.47% 37.09% 2.44% 590 315	Satisfied	2013	82	How satisfied are you with the following Work/Life programs in your agency? Employee		,-		-,	2.0
Satisfied 2013 83 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) 60.98% 36.47% 2.55% 645 372 Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 60.47% 37.09% 2.44% 590 315	-dissatisfied			Assistance Program (EAP)	73.32%	21.68%	5.00%	5,750	973
Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care -dissatisfied Programs (for example, support groups, speakers) 60.47% 37.09% 2.44% 590 315	Satisfied	2013	83	How satisfied are you with the following Work/Life programs in your agency? Child Care					
Satisfied 2013 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 60.47% 37.09% 2.44% 590 315	-dissatisfied			Programs (for example, daycare, parenting classes, parenting support groups)	60.98%	36.47%	2.55%	645	372
00.47% 37.05% 2.44% 350 313	Satisfied	2013	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care		. ,-			
	-dissatisfied			Programs (for example, support groups, speakers)	60.47%	37.09%	2.44%	590	315
ABIC GIOLOGIC ESTE 1 1 am given a real opportunity to improve my skins in my organization.	Agree-disagree	2012	1	*I am given a real opportunity to improve my skills in my organization.	52.17%	18.16%	29.67%	82,061	N/A

Agent degree 1972 2 1 Incompany to come up with the search defends when it is search of the part of the	Agree-disagree	2012	2	I have enough information to do my job well.	64.269/	16 419/	10.220/	91 002	NI/A
Speech Segret 1972 5 1972 1973 1					64.36%	16.41%	19.23%	81,902	N/A
Agricultury 201 2 1 The Charles and State 1.00	-								
Agree-diagree 730 6 Novel worked and a report of all man in the plan 2,734 1,105 1,007									
Agreed cologney 70									
Speed-agent 2019 2									
Ages designed 121 9 Note controlled processing personal, materials, budgets to get my lab done. 9,195 1,105 2,006 8,777 2,100 2,000 1,10	-								
Agree-dispace 732 10 My control networker 10 10 My control networker 1									
Agreen dispace 10,2 13 1 1 1 1 1 1 1 1									
Agree diagraps				·					
Agence diagnee									
Agend-diagned 2012 34 Mary Principal conditions for example, inches level, temporative, joining, clearings in the workplaced 302 31 38 34 34 34 34 34 34 34					79.03%	11.42%	9.55%	81,304	
Part				·	90.02%	6.31%	3.68%	81,381	239
Ausen disagre 202 32 5 6 6 6 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	Agree-disagree	2012	14						
Agen contagened 2012 35 Month and contamination for an activation of any law, in the or regulation without their of registrat. 55,556 \$1,533.4 \$1,508.6 2,605.6 2,607.2 Agen collegates 2012 38 May a sample content of any law, in the or regulation without their of registrat. 4,505.6 2,607.2 2,605.6 2,607.2 1,016.6 2,507.2 3,000.6 6,605.2 1,016.6 2,000.6 6,605.2 1,016.6 2,000.6 6,605.2 1,016.6 2,000.6 6,605.2 1,016.6 2,000.6 6,605.2 1,016.6 2,000.6 6,605.2 1,016.6 1,000.6 </td <td></td> <td></td> <td></td> <td>allow employees to perform their jobs well.</td> <td>60.77%</td> <td>14.42%</td> <td>24.80%</td> <td>81,581</td> <td>436</td>				allow employees to perform their jobs well.	60.77%	14.42%	24.80%	81,581	436
Agen designed 2010 17 Can decisione a surgestant ownthan flow of the for disputation. 50.50% 20.50% <	Agree-disagree	2012	15	My performance appraisal is a fair reflection of my performance.	63.59%	15.68%	20.73%	80,823	1,151
Age-of-diagone 2001 15 Age-of-diagone 0.55 24,00% 39,48% 80,622 30,05 Age-of-diagone 0.00 10 70	Agree-disagree	2012	16	I am held accountable for achieving results.	75.51%	15.31%	9.18%	81,261	513
Age-of-diagree 2012 19 may most record performance appaicable, Lunderforce what I had to do to be raised at different performance in the property in the policy in the property in the policy in t	Agree-disagree	2012	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	54.02%	20.35%	25.63%	79,064	2,677
Agree disagree 2012 20	Agree-disagree	2012	18	My training needs are assessed.	45.50%	24.00%	30.49%	80,852	1,016
Agene disagene 2012 20 7 m/s specially under with with cooperant to get the pith dome. 32.94 32.95	Agree-disagree	2012	19	In my most recent performance appraisal, I understood what I had to do to be rated at different					
Agene disagere 2012 20 br. Reposition with with english stables 66,83% 10,09% 12,09% 8,00% NA Agene disagere 2012 22 br. Agenetication in my yourk under an interaction in my yourk under an interaction in my yourk under a beared on mont. 23,00% 20,00% 79,00% 79,777 3,20% 3,20% 2,20% 2,20% 79,777 3,20% 3,20% 2,20% 2,20% 79,00% 79,777 3,20% 3,20% 3,20% 2,20% 2,21% 3,10% 3,20% 2,20% 2,20% 2,20% 7,20% 7,20% 2,20% <td></td> <td></td> <td></td> <td>performance levels (for example, Fully Successful, Outstanding).</td> <td>66.42%</td> <td>15.40%</td> <td>18.18%</td> <td>79.900</td> <td>2.196</td>				performance levels (for example, Fully Successful, Outstanding).	66.42%	15.40%	18.18%	79.900	2.196
Agene disagree 2012 21 by work unit a able to record prople with the right skills. 3,200 28,896 35,200 28,896 79,277 2,505 App. 2012 2,505 App. 2015 2,505 3,505 79,273 2,505 App. 2012 2,505 2,505 5,505 5,505 79,273 3,250 App. 2012 2,505 2,50	Agree-disagree	2012	20	*The people I work with cooperate to get the job done.					
Agene disagene 2012 20 2 20 1 197 Promoted in my work in the and based on ment. 2,889 20,00% 2009 30,00% 70,003 30,305 70,000 30,300 30,300 70,300 30,300 70,300 30,300 70,300 30,300 7	Agree-disagree	2012	21	My work unit is able to recruit people with the right skills.					
Aque edisagre 201 20 20 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		2012	22						
Agree disagree 2012 24				·					
Agree disagree 2012 25 Assamation in my work und trained and how well employees perform their pibo. 33,26% 23,25% 21,25% 81,25% 76,562 3,201 Agree disagree 2017 26 Fernage training in my work und that improved in the past year. 50,25% 28,25% 20,55% 28,25% 76,663 22,25% Agree disagree 2012 27 The workforch path tells be flow-relevant knowledge and skills necessary to accomptible 60,00% 12,27% 15,73% 79,887 82 Agree disagree 2012 30 30 30 30 30 30 30 30 30 32,75% 82 Agree disagree 2012 30									
Agene disagree 2012 7.6 page disagree 68.88 page disagree 15.83 page disagree 3.29 page disagree 3.29 page disagree 2.29 page disagree 3.29 page disagree 3.27 page disagree 3.29 page disagree 3.20 page disagree									
Agene disagree 2012 PM 27 Me skill lived in my work and has improved in the past year. 50,000 DOIS 20,20% BO 2016 20,00% BO 2006 30,00% BO 2016									
Social Social Conference 2012 23 39 Now would your rate the overall quality of work fone by your work wite? 7,22% 18,69% 11,09% 15,79% 7,25% 7,2									
Agree disagree 2012 32 32 32 32 33 34 34 3									
Agree disagree 2012 30 Agreed disagree 2012 31 Agreed disagree 2012 32 Agreed disagree 2012 35 Agreed disagree 2012 36 Agreed disagree 2012 37 Agreed disagree 2012 38 Agreed disagree 2012 39 Agreed disagree 2012 31 Agreed disagree 2012 32 Agreed disagree 2012 31 Agreed disagree 2012 32 Agreed disagree 2012 33 Agreed disagree 2012 34 Agreed disagree 2012 35 Agreed disagree 2012 36 Agreed disagree 2012 36 Agreed disagree 2012 37 Agreed					76.22%	18.69%	5.10%	81,895	N/A
Agree-disagree 2012 30 Papilyses have a feeling of personal empowerment with respect to work processes. 34,57% 55,51% 35,52%	Agree-uisagree	2012	29						
Agree diagree 2012 31 Complayees are recognized for providing light quality products and services. 3,8 months		2042	20	-					
Agree diagree 2012 32 Creativity and innovation are revorated. 48,989 22,89% 23,88% 78,809 3,828 Agree diagree 2012 39 Parkies depend on how well employees perform their jobs. 16,62% 24,65% 58,78% 76,405 3,98% Agree diagree 2012 30 Parkies and programs prompted diversity in the workplace (for example, recruiting minorities and diversity of the programs of the pr									
Agree disagree 2012 33 Par raises depend on how well employees perform their jobs. 39.958 24.65% 58.74% 76,405 3.958 24.65% 2									
Agree disagree 2012 35 Employees are protected from health and safety hazards on the job. 6,810 41,929 12,935 585 Agree disagree 2012 35 Employees are protected from health and safety hazards on the job. 6,810 41,929 12,935 585 Agree disagree 2012 37 Abstract protection of the prot									
and women, Training in awareness of diversity issues, mentoring). Serpioles 2012 35 Employee are protected from health and safety hazards on the job. Agree disagree 2012 35 My organization has prepared employees for potential security threats. Agree disagree 2012 36 My organization has prepared employees for potential security threats. Agree disagree 2012 37 Arbitrary action, personal flavorities and cross-coin for partisan political jurposes are not decided. Agree-disagree 2012 38 Prohibited Personale Practices (for example, lilegally discriminating for or against any employment, and the property violating veterants preference requirements) are not tolerated. Agree-disagree 2012 39 My agency is successful at accomplishing its mission. Agree-disagree 2012 40 Trecommend my organization as a good place to work. Agree-disagree 2012 40 Trecommend my organization as a good place to work. Agree-disagree 2012 41 Trecommend my organization as a good place to work. Agree-disagree 2012 41 Trecommend my organization as a good place to work. Agree-disagree 2012 41 Trecommend my organization as a good place to work. Agree-disagree 2012 42 Trecommend my organization as a good place to work. Agree-disagree 2012 43 My supervisor provides me with orportunities to demonstrate my leadership skills. 59.89% 11.29% 12.52% 79.595 33.537 Agree-disagree 2012 41 September 2012 41 Septem					16.62%	24.65%	58.74%	76,405	3,958
Agree-disagree 2012 35 Polyboyees are protected from health and safety hazards on the job. 61915 18.00 18.00 18.00 79.602 853 Agree-disagree 2012 37 Architecture of the protection of the prote	Agree-disagree	2012	34						
Agree disagree 2012 37 Agree disagree 2012 37 Agree disagree 2012 37 Agree disagree 2012 38 Agree disagree 2012 38 Agree disagree 2012 39 Agree disagree 2012 30 Agree disagree				and women, training in awareness of diversity issues, mentoring).	51.00%	31.04%	17.97%	74,764	5,810
Agree-disagree 2012 37 Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. 38.44% 77,086 3.405 Agree-disagree 2012 38 Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to complete for employment, knowingly visiting veteranty preference requirementally are not tolerated. 59.50% 22.54% 17.97% 73.564 6,655 Agree-disagree 2012 39 My agency is successful at accomplishing its mission. 68.47% 19.53% 12.01% 79.374 1,119 Agree-disagree 2012 41 ** I believe the results of this survey will be used to make my agency a better place to work. 42.48% 25.55% 13.196% 77,434 7,151 Agree-disagree 2012 42 ** My supervisor youpports my need to balance work and other life issues. 68.97% 14.28% 16.75% 79,833 35.7 Agree-disagree 2012 43 ** U supervisor provides me with opportunities to demonstrate my leadership skills. 59.49% 18.99% 11.52% 79.956 33.196 Agree-disagree 2012 45 ** My supervisor provides me with opportunities to demonstrate my leadership skills. 59.49% 18.99% 11.52% 79.956 33.196 Agree-disagree 2012 45 ** My supervisor provides me with constructive suggestions to improve my job performance. 57.62% 20.69% 21.69% 79.312 75.874 Agree-disagree 2012 45 ** My supervisor provides me with constructive suggestions to improve my job performance. 57.38% 21.011% 12.161% 79.828 354 Agree-disagree 2012 46 ** My supervisor irestins to what I have to say. 69.86% 18.89% 19.48% 80.010 N/A Agree-disagree 2012 47 ** My supervisor provides me with constructive suggestions to improve my job performance. 57.38% 21.011% 12.161% 79.828 354 Agree-disagree 2012 48 ** My supervisor irestins to what I have to say. 69.86% 18.89% 19.48% 80.010 N/A Agree-disagree 2012 50 ** My supervisor provides me with constructive suggestions to improve my job performance. 76.59% 10.21% 12.75% 80.007 N/A Agree-disagree 2012 51 ** My supervisor provides me with respect. 76.55% 12.58% 12.58% 80.007 N/A Agree-disagree 20	Agree-disagree		35	Employees are protected from health and safety hazards on the job.	61.91%	18.20%	19.89%	79,692	853
Agree-disagree 2012 39 Agree-disagree 2012 40 **Troubleted Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterant's preference requirements) are not tolerated. \$95.00 \$2.2.54% \$17.97% \$7.3.54 6.655 6.65	Agree-disagree	2012	36	My organization has prepared employees for potential security threats.	68.66%	16.49%	14.85%	79,825	585
Agree-disagree 2012 3 Prohibited Personnel Practices (for example, Illegally discriminating for or against any employee/applicant, obstructing a persons right to compete for employment, knowingly violating veterals preference requirements are not tolerated. 59.50% 22.54% 17.97% 73,564 6,655 Agree-disagree 2012 39 My agency is successful at accomplishing its mission. 68.47% 19.53% 12.61% 79,374 1,119 Agree-disagree 2012 41 **Ibelieve the results of this survey will be used to make my agency a better place to work. 68.61% 22.56% 20.66% 80.559 N/A Agree-disagree 2012 42 My supervisor supports my need to balance work and other life issues. 68.97% 14.28% 16.75% 79,833 537 Agree-disagree 2012 43 My supervisor supports my need to balance work and other life issues. 68.97% 14.28% 16.75% 79,833 537 Agree-disagree 2012 43 My supervisor provides me with opportunities to demonstrate my leadership skills. 59.49% 18.89% 21.52% 79,959 330 Agree-disagree 2012 45 My supervisor supports my need for a supervisor support smy new for manace are worthwhile. 57.62% 20.69% 21.69% 79,312 78,328 78,338 79,349 20.69% 21.69% 79,312 78,328 78,338 79,349 20.69% 21.69% 79,312 78,328 78,338 79,349 20.69% 21.69% 79,312 79,328 78,338 79,349 20.69% 21.69% 79,312 78,349	Agree-disagree	2012	37						
employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements are not tolerated. 59.50% 22.54% 19.53% 12.01% 79,364 6,665 Agree-disagree 2012 40 "recommend my organization as a good place to work. Agree-disagree 2012 40 "recommend my organization as a good place to work. Agree-disagree 2012 41 believe the results of this survey will be used to make my agency a better place to work. Agree-disagree 2012 42 My supervisor supports my need to balance work and other life issues. 68.37% 14.28% 16.55% 79,383 357 Agree-disagree 2012 43 My supervisor provides me with opportunities to demonstrate my leadership skills. 59.64% 18.99% 12.52% 79,959 33 36,742% 14.28% 16.55% 79,959 33 36,742% 14.28% 16.25% 79,959 33 36,742% 14.28% 16.25% 79,959 33 36,742% 14.28% 16.25% 79,959 33 36,742% 14.28% 16.25% 79,959 33 36,742% 14.28% 16.25% 79,959 32 36,742% 14.28% 16.25% 79,959 32 36,742% 14.28% 16.25% 79,959 32 36,742% 14.28% 16.25% 79,959 32 36,742% 14.28% 16.25% 79,959 32 36,742% 14.28% 16.25% 79,959 32 36,742% 14.28% 16.25% 79,959 32 36,742% 14.28% 16.25% 79,959 32 36,742% 14.28% 16.25% 79,959 32 36,742% 14.28% 16.2				tolerated.	38.44%	23.92%	37.64%	77,086	3,405
volating veterans' preference requirements) are not tolerated. 59.50% 22.54% 17.97% 73.564 6.655	Agree-disagree	2012	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any					
Agree-disagree 2012 39 My agency is successful at accomplishing its mission. 68.47% 19.53% 12.01% 79.374 11.01% 79									
Agree-disagree 2012 39 My agency is successful at accomplishing its mission. 68.47% 10.53% 12.01% 79,374 1,119 Agree-disagree 2012 40 *1 recommend my organization as a good place to work. 42.48% 25.55% 22.63% 20.086% 80,55% N/A Agree-disagree 2012 41 *1 believe the results of this survey will be used to make my agency a better place to work. 42.48% 25.55% 31.96% 73,434 7,15 Agree-disagree 2012 43 My supervisor provides me with oponturities to demonstrate my leadership skills. 59.49% 11.99% 12.52% 79,939 35.7 Agree-disagree 2012 45 My supervisor provides me with constructive suggestions to improve my job performance. 57.38% 21.01% 74.15% 79,939 35.7 Agree-disagree 2012 45 My supervisor provides me with constructive suggestions to improve my job performance. 57.38% 21.01% 14.15% 79,312 78.5 Agree-disagree 2012 47 My supervisor provides me with constructive suggestions to improve my job performance.				violating veterans' preference requirements) are not tolerated.	59.50%	22.54%	17.97%	73,564	6.655
Agree-disagree 2012 40 1 recommend my organization as a good place to work. 56.51% 22.63% 20.86% 80,559 N/A Agree-disagree 2012 41 1 believe the results of this survey will be used to make my agency a better place to work. 42.48% 22.55% 31.96% 73.434 7.151 Agree-disagree 2012 43 My supervisor supports my need to balance work and other life issues. 68.97% 14.28% 16.75% 79.933 330 Agree-disagree 2012 43 My supervisor provides me with opportunities to demonstrate my leadership skills. 59.49% 11.25% 20.69% 79.9312 785 Agree-disagree 2012 45 My supervisor in work unit support my performance are worthwhile. 57.62% 20.69% 79.9312 785 Agree-disagree 2012 46 My supervisor in work unit support my children my supervisor provides me with constructive suggestions to improve my job performance. 57.38% 21.01% 21.61% 79.828 354 Agree-disagree 2012 48 My supervisor provides me with constructive suggestions to improve my job performance. 57.69%	Agree-disagree	2012	39	My agency is successful at accomplishing its mission.					
Agree-disagree 2012 41 "1 believe the results of this survey will be used to make my agency a better place to work. 42.48% 25.55% 31.96% 73,434 7,151 Agree-disagree 2012 42 My supervisor supports my need to balance work and other life issues. 68.97% 14.28% 16.75% 79.933 537 Agree-disagree 2012 43 My supervisor provides me with opportunites to demonstrate my leadership skills. 59.49% 18.99% 21.52% 79.959 330 Agree-disagree 2012 44 Discussions with my supervisor about my performance are worthwhile. 57.62% 20.69% 21.69% 79.312 785 Agree-disagree 2012 45 My supervisor provides me with constructive suggestions to improve my job performance. 57.38% 21.01% 21.61% 79.828 354 Agree-disagree 2012 47 Supervisors in my work unit support employee development. 57.17% 20.82% 22.01% 79.9271 854 Agree-disagree 2012 48 My supervisor breats me with respect. 69.86% 14.84% 15.30% 80.152 N/A Agree-disagree 2012 48 My supervisor treats me with respect. 76.15% 12.58% 11.27% 30.067 N/A Agree-disagree 2012 48 My supervisor treats me with respect. 76.15% 12.58% 11.27% 30.067 N/A Agree-disagree 2012 50 In the last six months, my supervisor has talked with me about my performance. 76.79% 10.71% 12.50% 80.025 N/A Agree-disagree 2012 50 In the last six months, my supervisor has talked with me about my performance. 76.79% 10.71% 12.50% 80.025 N/A Agree-disagree 2012 50 Overall, how good a job do you feel is being done by your immediate supervisor? 63.76% 21.99% 14.84% 79.973 N/A Agree-disagree 2012 55 Supervisors work well with employees of different backgrounds. 55.80% 23.29% 23.93% 77.305 2.051 Agree-disagree 2012 55 Managers promote communicate the organization. 55.26% 26.66% 23.27% 29.80% 77.305 2.051 Agree-disagree 2012 55 Managers promote communicate the organization. 55.80% 23.27% 29.80% 77.305 2.051 Agree-disagree 2012 55 Managers promote communicate the organization is progress toward meeting its goals and objectives. 46.07% 23.27% 33.88% 76.703 2.513 Agree-disagree 2012 57 Managers review and evaluate the organization's progress tow	Agree-disagree	2012	40						
Agree-disagree 2012 42 My supervisor supports my need to balance work and other life issues. 48 Agree-disagree 2012 43 My supervisor provides me with opportunities to demonstrate my leadership skills. 59,49% 19,99% 21,52% 79,959 330 Agree-disagree 2012 44 My supervisor provides me with opportunities to demonstrate my leadership skills. 59,49% 19,99% 21,52% 79,959 330 Agree-disagree 2012 45 My supervisor is committed to a workforce representative of all segments of society. 58,45% 27,40% 14,15% 74,243 5,873 Agree-disagree 2012 45 My supervisor is committed to a workforce representative of all segments of society. 48,45% 27,40% 14,15% 74,243 5,873 Agree-disagree 2012 45 My supervisor is mmy work unit support employee development. 57,17% 20,82% 22,01% 79,721 854 Agree-disagree 2012 47 Supervisor is mmy work unit support employee development. 57,17% 20,82% 22,01% 79,721 854 Agree-disagree 2012 48 My supervisor is mmy work unit support employee development. 57,17% 20,82% 22,01% 79,721 854 Agree-disagree 2012 48 My supervisor it may be unit to support employee development. 57,17% 20,82% 22,01% 79,721 854 Agree-disagree 2012 48 My supervisor treats me with respect. 76,15% 12,58% 11,27% 80,067 N/A Agree-disagree 2012 50 In the last six months, my supervisor has talked with me about my performance. 76,75% 10,71% 12,58% 11,27% 80,067 N/A Agree-disagree 2012 50 In the last six months, my supervisor. 61,84% 18,68% 19,48% 80,010 N/A 20,000-2012 52 Overall, how good a job do you feel is being done by your immediate supervisor? 63,76% 21,39% 14,84% 79,973 N/A 20,000-2012 52 Overall, how good a job do you feel is being done by your immediate supervisor? 63,76% 21,39% 14,84% 79,973 N/A 20,000-2012 52 Overall, how good a job do you feel is being done by done of the organization. 53,22% 20,86% 23,25% 27,888 5,326 Agree-disagree 2012 55 My and agers promote communication among different backgrounds. 53,26% 20,66% 23,27% 23,88% 76,073 2,534 Agree-disagree 2012 55 My anagers review and evaluate the organization's progress toward mee									
Agree-disagree 2012 43 My supervisor provides me with opportunities to demonstrate my leadership skills. 59,49% 18,99% 21,52% 79,999 330 Agree-disagree 2012 44 Discussions with my supervisor about my performance are worthwhile. 57,62% 20,69% 21,69% 79,312 78,587 Agree-disagree 2012 45 Discussions with my supervisor about my performance are worthwhile. 57,62% 20,69% 21,69% 79,312 78,587 Agree-disagree 2012 46 My supervisor is committed to a workforce representative of all segments of society. 58,45% 27,40% 41,15% 79,228 354 Agree-disagree 2012 47 Supervisors in my work unit support employee development. 57,17% 20,82% 22,01% 79,271 854 Agree-disagree 2012 48 My supervisor listens to what I have to say. 69,88% 14,84% 15,30% 80,152 MyA Agree-disagree 2012 49 My supervisor iterats me with respect. 76,15% 12,58% 11,27% 80,067 N/A Agree-disagree 2012 50 In the last six months, my supervisor has talked with me about my performance. 76,79% 10,71% 12,50% 80,055 N/A Agree-disagree 2012 51 Il have trust and confidence in my supervisor. 61,84% 18,68% 19,48% 80,010 N/A Agree-disagree 2012 51 Il have trust and confidence in my supervisor. 61,84% 18,68% 19,48% 80,010 N/A Agree-disagree 2012 51 Il have trust and confidence in my supervisor. 63,76% 21,39% 14,84% 79,973 N/A Agree-disagree 2012 51 Il have trust and confidence in my supervisor. 63,76% 21,39% 14,84% 79,973 N/A Agree-disagree 2012 51 My organization, senior leaders generate high levels of motivation and commitment in the workforce. 2012 54 My organization, senior leaders maintain high standards of honesty and integrity. 46,93% 23,27% 29,80% 77,305 2,051 Agree-disagree 2012 54 My organization senior leaders maintain high standards of honesty and integrity. 46,93% 23,27% 29,80% 77,305 2,051 Agree-disagree 2012 54 My organization senior leaders maintain high standards of honesty and integrity. 46,93% 23,22% 29,80% 77,305 2,051 Agree-disagree 2012 55 Managers review and evaluate the organization of the organization. 51,226 51 Managers review and evaluate the organization									
Agree-disagree 2012 44 Discussions with my supervisor about my performance are worthwhile. 57,62% 20,69% 21,69% 79,312 78, Agree-disagree 2012 45 My supervisor is committed to a workforce representative of all segments of society. 58,45% 27,40% 14,15% 74,243 5,873 Agree-disagree 2012 47 My supervisor provides me with constructive suggestions to improve my job performance. 57,37% 20,82% 22,01% 79,271 854 Agree-disagree 2012 48 My supervisor listens to what I have to say. 69,88% 14,84% 15,30% 80,152 N/A Agree-disagree 2012 49 My supervisor listens to what I have to say. 69,88% 14,84% 15,30% 80,152 N/A Agree-disagree 2012 49 My supervisor reats me with respect. 76,15% 11,25% 11,27% 80,067 N/A Agree-disagree 2012 50 In the last six months, my supervisor has talked with me about my performance. 76,79% 10,71% 12,50% 80,025 N/A Agree-disagree 2012 51 I have trust and confidence in my supervisor. 61,84% 18,68% 19,48% 80,010 N/A Agree-disagree 2012 51 I have trust and confidence in my supervisor. 61,84% 18,68% 19,48% 80,010 N/A Agree-disagree 2012 53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. 32,90% 23,93% 43,17% 78,882 512 Agree-disagree 2012 55 Supervisors work well with employees of different backgrounds. 55,80% 23,66% 20,54% 76,528 2,654 Agree-disagree 2012 55 Supervisors work well with employees of different backgrounds. 55,80% 23,66% 20,54% 76,528 2,654 Agree-disagree 2012 56 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 50,12% 26,65% 23,22% 73,788 5,326 Agree-disagree 2012 57 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 50,12% 26,65% 23,22% 73,788 5,326 Agree-disagree 2012 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 42,00% 23,27% 23,80% 76,033 2,694 60,000 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 49,15% 25,88% 24,9									
Agree-disagree 2012 45 My supervisor is committed to a workforce representative of all segments of society.									
Agree-disagree 2012 46 My supervisor provides me with constructive suggestions to improve my job performance. 57.38% 21.01% 21.61% 79,828 354 Agree-disagree 2012 47 Supervisors in my work unit support employee development. 57.17% 20.82% 22.01% 79,271 854 Agree-disagree 2012 48 My supervisor listens to what I have to say. Agree-disagree 2012 49 My supervisor listens to what I have to say. Agree-disagree 2012 49 My supervisor treats me with respect. 76.15% 12.58% 11.27% 80,067 N/A Agree-disagree 2012 50 In the last six months, my supervisor has talked with me about my performance. 76.79% 10.71% 12.59% 80,025 N/A Agree-disagree 2012 51 I have trust and confidence in my supervisor. 61.84% 18.66% 19.48% 79,973 N/A Agree-disagree 2012 52 Overall, how good a job do you feel is being done by your immediate supervisor? 63.76% 21.39% 14.84% 79,973 N/A Agree-disagree 2012 53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. 32.90% 23.93% 43.17% 78,882 512 Agree-disagree 2012 55 My organization's senior leaders maintain high standards of honesty and integrity. 46.93% 23.27% 29.80% 77,505 2,051 Agree-disagree 2012 55 My organization's senior leaders maintain high standards of honesty and integrity. 46.93% 23.27% 29.80% 76,503 2,051 Agree-disagree 2012 55 Managers communicate the goals and priorities of the organization. 53.22% 20.89% 25.89% 78,468 726 Agree-disagree 2012 55 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 50.12% 26.65% 23.22% 33.88% 76,703 2,513 Agree-disagree 2012 58 Managers support collaboration across work units to accomplish work objectives. 42.40% 23.72% 33.88% 76,703 2,513 Agree-disagree 2012 59 Managers support collaboration across work units to accomplish work objectives. 42.40% 23.72% 33.88% 76,703 2,513 Agree-disagree 2012 50 Each of the programization's senior leaders. 42.99% 28.56% 28.45% 75,999 3,213 Agree-disagree 2012 50 Each of the programization's senior leaders. 42.99% 28.56% 28.56% 28.56									
Agree-disagree 2012 47 Supervisors in my work unit support employee development. 57.17% 20.82% 22.01% 79.271 854 Agree-disagree 2012 48 My supervisor listens to what I have to say. 69.86% 14.84% 15.30% 80,152 N/A Agree-disagree 2012 50 In the last six months, my supervisor has talked with me about my performance. 76.79% 10.71% 12.50% 80.025 N/A Agree-disagree 2012 51 In the last six months, my supervisor has talked with me about my performance. 76.79% 10.71% 12.50% 80.025 N/A Agree-disagree 2012 52 Overall, how good a job do you feel is being done by your immediate supervisor? 61.84% 18.68% 19.48% 80.010 N/A Agree-disagree 2012 53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. 32.99% 23.93% 43.17% 78.882 512 Agree-disagree 2012 54 My organization's senior leaders maintain high standards of honesty and integrity. 46.93% 23.27% 29.80% 77,305 2.051 Agree-disagree 2012 55 Supervisors work well with employees of different backgrounds. 55.80% 23.66% 20.54% 76.528 2.664 Agree-disagree 2012 55 Managers communicate the goals and priorities of the organization. 55.80% 23.65% 23.22% 73,788 5.326 Agree-disagree 2012 55 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 46.07% 24.40% 23.22% 33.88% 76,703 2.513 Agree-disagree 2012 59 Managers support collaboration across work units (for example, about projects, goals, needed resources). 42.40% 23.22% 33.88% 76,703 2.513 Agree-disagree 2012 59 Managers support collaboration across work units to accomplish work objectives. 46.07% 24.40% 29.53% 76.373 2.694 Good-poor 2012 60 Overall, how good a job doy ou feel is being done by the manager directly above your immediate supervisor? 49.15% 25.88% 24.97% 75.969 3.213 Agree-disagree 2012 61 In the last six months, my work in the decisions that affect your work?									
Agree-disagree 2012 48 My supervisor listens to what I have to say. 4 Agree-disagree 2012 49 My supervisor treats me with respect. 76.15% 12.58% 11.27% 80.067 N/A Agree-disagree 2012 50 in the last six months, my supervisor has talked with me about my performance. 76.79% 10.71% 12.50% 80.025 N/A Agree-disagree 2012 51 have trust and confidence in my supervisor. 61.84% 18.68% 19.48% 80.010 N/A Good-poor 2012 52 Overall, how good a job do you feel is being done by your immediate supervisor? 63.76% 21.39% 14.84% 79,973 N/A Agree-disagree 2012 53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. 32.00% 23.93% 43.17% 78,882 512 Agree-disagree 2012 54 My organization's senior leaders maintain high standards of honesty and integrity. 46.93% 23.27% 29.80% 77,305 2.051 Agree-disagree 2012 55 Supervisors work well with employees of different backgrounds. 55.80% 23.66% 20.54% 76,528 2.664 Agree-disagree 2012 56 Managers communicate the goals and priorities of the organization. 53.22% 20.89% 25.89% 78,468 726 Agree-disagree 2012 57 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 50.12% 26.65% 23.22% 73,788 5,326 Agree-disagree 2012 59 Managers promote communication among different work units (for example, about projects, goals, needed resources). 42.40% 23.72% 33.88% 76,703 2.513 Agree-disagree 2012 59 Managers support collaboration across work units to accomplish work objectives. 46.07% 24.40% 29.53% 76,373 2.594 Good-poor 2012 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 49.15% 25.88% 24.97% 75.969 3.213 Agree-disagree 2012 61 I have a high level of respect for my organization's senior leaders. 46.02% 23.45% 30.32% 78,478 72.251 6.678 23.258 23.259 2									
Agree-disagree 2012 49 My supervisor treats me with respect. 76.15% 12.58% 11.27% 80,067 N/A Agree-disagree 2012 50 In the last six months, my supervisor has talked with me about my performance. 76.79% 10.71% 12.50% 80,025 N/A Agree-disagree 2012 51 In the last six months, my supervisor. 61.84% 18.68% 19.48% 80,010 N/A Garee-disagree 2012 52 Overall, how good a job do you feel is being done by your immediate supervisor? 63.76% 21.39% 14.84% 79,973 N/A Agree-disagree 2012 53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. 32.90% 23.93% 43.17% 78,882 512 Agree-disagree 2012 54 My organization's senior leaders maintain high standards of honesty and integrity. 46.93% 23.27% 29.80% 77,305 2,051 Agree-disagree 2012 55 Supervisors work well with employees of different backgrounds. 55.80% 23.66% 20.54% 76,528 2,664 Agree-disagree 2012 56 "Managers communicate the goals and priorities of the organization. 53.22% 20.89% 25.89% 78,468 726 Agree-disagree 2012 57 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 50.12% 26.65% 23.22% 73,788 5,326 Agree-disagree 2012 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 42.40% 23.72% 33.88% 76,703 2,513 Agree-disagree 2012 59 Managers support collaboration across work units to accomplish work objectives. 46.07% 24.40% 29.53% 76,373 2,694 Good-poor 2012 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 49.15% 25.88% 24.97% 75,969 3,213 Agree-disagree 2012 61 In ave a high level of respect for my organization's senior leaders. 46.22% 23.45% 30.33% 78,478 72.25 Agree-disagree 2012 62 Senior leaders demonstrate support for Work/Life programs. 42.99% 28.56% 28.45% 72.251 6,878 Satisfied 2012 63 *How satisfied are you with your involvement in decisions that affect your work?									
Agree-disagree 2012 50 In the last six months, my supervisor has talked with me about my performance. 76.79% 10.71% 12.50% 80.025 N/A Agree-disagree 2012 51 I have trust and confidence in my supervisor. 61.84% 18.68% 19.48% 80,010 N/A Good-poor 2012 52 Overall, how good a job do you feel is being done by your immediate supervisor? 63.76% 21.39% 14.84% 79,973 N/A Agree-disagree 2012 53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. 32.90% 23.93% 43.17% 78.882 512 Agree-disagree 2012 54 My organization's senior leaders maintain high standards of honesty and integrity. 46.93% 23.27% 29.80% 77,305 2,051 Agree-disagree 2012 55 Supervisors work well with employees of different backgrounds. 55.80% 23.66% 20.54% 76,528 2,664 Agree-disagree 2012 56 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 50.12%									
Agree-disagree 2012 51 I have trust and confidence in my supervisor. 61.84% 18.68% 19.48% 80,010 N/A Good-poor 2012 52 Overall, how good a job do you feel is being done by your immediate supervisor? 63.76% 21.39% 14.84% 79,973 N/A Agree-disagree 2012 53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. 32.90% 23.93% 43.17% 78,882 512 Agree-disagree 2012 54 My organization's senior leaders maintain high standards of honesty and integrity. 46.93% 23.27% 29.80% 77,305 2,051 Agree-disagree 2012 55 Supervisors work well with employees of different backgrounds. 55.80% 23.66% 20.54% 76,528 2,664 Agree-disagree 2012 56 "Managers communicate the goals and priorities of the organization. 53.22% 20.89% 25.89% 78,468 726 Agree-disagree 2012 57 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 50.12% 26.65% 23.22% 73,788 5,326 Agree-disagree 2012 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 42.40% 23.72% 33.88% 76,703 2,513 Agree-disagree 2012 59 Managers support collaboration across work units to accomplish work objectives. 46.07% 24.40% 29.53% 76,373 2,694 Good-poor 2012 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 49.15% 25.88% 24.97% 75,969 3,213 Agree-disagree 2012 61 I have a high level of respect for my organization's senior leaders. 46.22% 23.45% 30.32% 78,478 722 Agree-disagree 2012 62 Senior leaders demonstrate support for Work/Life programs. 42.99% 28.56% 28.45% 72,251 6,878 Satisfied 2012 63 "How satisfied are you with your involvement in decisions that affect your work?									
Good-poor 2012 52 Overall, how good a job do you feel is being done by your immediate supervisor? 63.76% 21.39% 14.84% 79,973 N/A Agree-disagree 2012 53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. 32.90% 23.93% 43.17% 78,882 512 Agree-disagree 2012 54 My organization's senior leaders maintain high standards of honesty and integrity. 46,93% 23.27% 29.80% 77,305 2,051 Agree-disagree 2012 55 Supervisors work well with employees of different backgrounds. 55.80% 23.66% 20.54% 76,528 2,664 Agree-disagree 2012 56 "Managers communicate the goals and priorities of the organization. 53.22% 20.89% 25.89% 78,468 726 Agree-disagree 2012 57 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 50.12% 26.65% 23.22% 73,788 5,326 Agree-disagree 2012 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 42.40% 23.72% 33.88% 76,703 2,513 Agree-disagree 2012 59 Managers support collaboration across work units to accomplish work objectives. 46.00% 24.40% 29.53% 76,373 2,694 Good-poor 2012 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 49.15% 25.88% 24.97% 75,969 3,213 Agree-disagree 2012 61 I have a high level of respect for my organization's senior leaders. 46.22% 23.45% 30.32% 78,478 722 Agree-disagree 2012 62 Senior leaders demonstrate support for Work/Life programs. 42.99% 28.56% 28.45% 72,251 6,878 Satisfied 2012 63 *How satisfied are you with your involvement in decisions that affect your work?									
Agree-disagree 2012 53 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. 32.90% 23.93% 43.17% 78,882 512 Agree-disagree 2012 54 My organization's senior leaders maintain high standards of honesty and integrity. 46.93% 23.27% 29.80% 77,305 2,051 Agree-disagree 2012 55 Supervisors work well with employees of different backgrounds. 55.80% 23.66% 20.54% 76,528 2,664 Agree-disagree 2012 56 *Managers communicate the goals and priorities of the organization. 53.22% 20.89% 25.89% 78,468 726 Agree-disagree 2012 57 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 50.12% 26.65% 23.22% 73,788 5,326 Agree-disagree 2012 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 42.40% 23.72% 33.88% 76,703 2,513 Agree-disagree 2012 59 Managers support collaboration across work units to accomplish work objectives. 46.07% 24.40% 29.53% 76,373 2,694 Good-poor 2012 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 49.15% 25.88% 24.97% 75,969 3,213 Agree-disagree 2012 61 I have a high level of respect for my organization's senior leaders. 42.99% 28.56% 28.45% 72,251 6,878 Satisfied 2012 63 *How satisfied are you with your involvement in decisions that affect your work?									
Workforce. 32.90% 23.93% 43.17% 78,882 512					63.76%	21.39%	14.84%	79,973	N/A
Agree-disagree 2012 54 My organization's senior leaders maintain high standards of honesty and integrity. Agree-disagree 2012 55 Supervisors work well with employees of different backgrounds. Agree-disagree 2012 56 *Managers communicate the goals and priorities of the organization. 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). Agree-disagree 2012 59 Managers support collaboration across work units to accomplish work objectives. 42.40% 23.72% 33.88% 76,703 2,513 Agree-disagree 2012 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? Agree-disagree 2012 61 I have a high level of respect for my organization's senior leaders. Agree-disagree 2012 63 *How satisfied are you with your involvement in decisions that affect your work?	Agree-disagree	2012	53						
Agree-disagree 2012 55 Supervisors work well with employees of different backgrounds. 55.80% 23.66% 20.54% 76,528 2,664 Agree-disagree 2012 56 *Managers communicate the goals and priorities of the organization. 53.22% 20.89% 25.89% 78,468 726 Agree-disagree 2012 57 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 50.12% 26.65% 23.22% 73,788 5,326 Agree-disagree 2012 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 42.40% 23.72% 33.88% 76,703 2,513 Agree-disagree 2012 59 Managers support collaboration across work units to accomplish work objectives. 46.07% 24.40% 29.53% 76,373 2,694 Good-poor 2012 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 49.15% 25.88% 24.97% 75,969 3,213 Agree-disagree 2012 61 I have a high level of respect for my organization's senior leaders. 46.22% 23.45% 30.32% 78,478 722 Agree-disagree 2012 62 Senior leaders demonstrate support for Work/Life programs. 42.99% 28.56% 28.45% 72,251 6,878 Satisfied 2012 63 *How satisfied are you with your involvement in decisions that affect your work?									
Agree-disagree 2012 56 *Managers communicate the goals and priorities of the organization. 53.22% 20.89% 25.89% 78,468 726 Agree-disagree 2012 57 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 50.12% 26.65% 23.22% 73,788 5,326 Agree-disagree 2012 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 42.40% 23.72% 33.88% 76,703 2,513 Agree-disagree 2012 59 Managers support collaboration across work units to accomplish work objectives. 46.07% 24.40% 29.53% 76,373 2,694 Good-poor 2012 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 49.15% 25.88% 24.97% 75,969 3,213 Agree-disagree 2012 61 I have a high level of respect for my organization's senior leaders. 46.22% 23.45% 30.32% 78,478 722 Agree-disagree 2012 62 Senior leaders demonstrate support for Work/Life programs. 42.99% 28.56% 28.45% 72,251 6,878 Satisfied 2012 63 *How satisfied are you with your involvement in decisions that affect your work?					46.93%	23.27%	29.80%	77,305	2,051
Agree-disagree 2012 57 Managers review and evaluate the organization's progress toward meeting its goals and objectives. 50.12% 26.65% 23.22% 73,788 5,326 Agree-disagree 2012 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 42.40% 23.72% 33.88% 76,703 2,513 Agree-disagree 2012 59 Managers support collaboration across work units to accomplish work objectives. 46.07% 24.40% 29.53% 76,373 2,694 Good-poor 2012 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 49.15% 25.88% 24.97% 75,969 3,213 Agree-disagree 2012 61 I have a high level of respect for my organization's senior leaders. 46.22% 23.45% 30.32% 78,478 722 Agree-disagree 2012 62 Senior leaders demonstrate support for Work/Life programs. 42.99% 28.56% 28.45% 72,251 6,878 Satisfied 2012 63 *How satisfied are you with your involvement in decisions that affect your work?					55.80%	23.66%	20.54%	76,528	2,664
Objectives. Solicy 26.65% 23.22% 73,788 5,326 Agree-disagree 2012 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 42.40% 23.72% 33.88% 76,703 2,513 Agree-disagree 2012 59 Managers support collaboration across work units to accomplish work objectives. 46.07% 24.40% 29.53% 76,373 2,694 Good-poor 2012 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 49.15% 25.88% 24.97% 75,969 3,213 Agree-disagree 2012 61 I have a high level of respect for my organization's senior leaders. 46.22% 23.45% 30.32% 78,478 722 Agree-disagree 2012 62 Senior leaders demonstrate support for Work/Life programs. 42.99% 28.56% 28.45% 72,251 6,878 Satisfied 2012 63 *How satisfied are you with your involvement in decisions that affect your work?					53.22%	20.89%	25.89%	78,468	726
Agree-disagree 2012 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 42.40% 23.72% 33.88% 76,703 2,513 Agree-disagree 2012 59 Managers support collaboration across work units to accomplish work objectives. 46.07% 24.40% 29.53% 76,373 2,694 Good-poor 2012 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 49.15% 25.88% 24.97% 75,969 3,213 Agree-disagree 2012 61 I have a high level of respect for my organization's senior leaders. 46.22% 23.45% 30.32% 78,478 722 Agree-disagree 2012 62 Senior leaders demonstrate support for Work/Life programs. 42.99% 28.56% 28.45% 72,251 6,878 Satisfied 2012 63 *How satisfied are you with your involvement in decisions that affect your work?	Agree-disagree	2012	57						
goals, needed resources). 42.40% 23.72% 33.88% 76,703 2,513 Agree-disagree 2012 59 Managers support collaboration across work units to accomplish work objectives. 46.07% 24.40% 29.53% 76,373 2,694 Good-poor 2012 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 49.15% 25.88% 24.97% 75,969 3,213 Agree-disagree 2012 61 I have a high level of respect for my organization's senior leaders. 46.22% 23.45% 30.32% 78,478 722 Agree-disagree 2012 62 Senior leaders demonstrate support for Work/Life programs. 42.99% 28.56% 28.45% 72,251 6,878 Satisfied 2012 63 *How satisfied are you with your involvement in decisions that affect your work? 42.40% 23.72% 33.88% 76,703 2,513 46.07% 24.40% 29.53% 76,373 2,694 49.15% 25.88% 24.97% 75,969 3,213 49.15				objectives.	50.12%	26.65%	23.22%	73,788	5,326
Agree-disagree 2012 59 Managers support collaboration across work units to accomplish work objectives. 46.07% 24.40% 29.53% 76,373 2,694 Good-poor 2012 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 49.15% 25.88% 24.97% 75,969 3,213 Agree-disagree 2012 61 I have a high level of respect for my organization's senior leaders. 46.22% 23.45% 30.32% 78,478 722 Agree-disagree 2012 62 Senior leaders demonstrate support for Work/Life programs. 42.99% 28.56% 28.45% 72,251 6,878 Satisfied 2012 63 *How satisfied are you with your involvement in decisions that affect your work?	Agree-disagree	2012	58	Managers promote communication among different work units (for example, about projects,					
Agree-disagree 2012 59 Managers support collaboration across work units to accomplish work objectives. 46.07% 24.40% 29.53% 76,373 2,694 Good-poor 2012 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 49.15% 25.88% 24.97% 75,969 3,213 Agree-disagree 2012 61 I have a high level of respect for my organization's senior leaders. 46.22% 23.45% 30.32% 78,478 722 Agree-disagree 2012 62 Senior leaders demonstrate support for Work/Life programs. 42.99% 28.56% 28.45% 72,251 6,878 Satisfied 2012 63 *How satisfied are you with your involvement in decisions that affect your work?				goals, needed resources).	42.40%	23.72%	33.88%	76,703	2,513
Good-poor 2012 60 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 49.15% 25.88% 24.97% 75,969 3,213 Agree-disagree 2012 61 I have a high level of respect for my organization's senior leaders. 46.22% 23.45% 30.32% 78,478 722 Agree-disagree 2012 62 Senior leaders demonstrate support for Work/Life programs. 42.99% 28.56% 28.45% 72,251 6,878 Satisfied 2012 63 *How satisfied are you with your involvement in decisions that affect your work?	Agree-disagree	2012	59	Managers support collaboration across work units to accomplish work objectives.					
immediate supervisor? 49.15% 25.88% 24.97% 75,969 3,213 Agree-disagree 2012 61 I have a high level of respect for my organization's senior leaders. 46.22% 23.45% 30.32% 78,478 722 Agree-disagree 2012 62 Senior leaders demonstrate support for Work/Life programs. 42.99% 28.56% 28.45% 72,251 6,878 Agree-disagree 2012 63 *How satisfied are you with your involvement in decisions that affect your work? 49.15% 25.88% 24.97% 75,969 3,213 Agree-disagree 2012 62 Senior leaders demonstrate support for Work/Life programs. 42.99% 28.56% 28.45% 72,251 6,878 Agree-disagree 2012 63 *How satisfied are you with your involvement in decisions that affect your work? 49.15% 46.22% 23.45% 30.32% 78,478 722 Agree-disagree 2012 63 *How satisfied are you with your involvement in decisions that affect your work? 49.15%		2012	60	Overall, how good a job do you feel is being done by the manager directly above your					
Agree-disagree 2012 61 I have a high level of respect for my organization's senior leaders. 46.22% 23.45% 30.32% 78,478 722 Agree-disagree 2012 62 Senior leaders demonstrate support for Work/Life programs. 42.99% 28.56% 28.45% 72,251 6,878 Satisfied 2012 63 *How satisfied are you with your involvement in decisions that affect your work?					49 15%	25 88%	24 97%	75 969	3 213
Agree-disagree 2012 62 Senior leaders demonstrate support for Work/Life programs. 42.99% 28.56% 28.45% 72,251 6,878 Satisfied 2012 63 *How satisfied are you with your involvement in decisions that affect your work?	Agree-disagree	2012	61	I have a high level of respect for my organization's senior leaders.					
Satisfied 2012 63 *How satisfied are you with your involvement in decisions that affect your work?									
dissatisfied				· · · · · · · · · · · · · · · · · · ·	72.33/0	20.30/0	20.43/0	12,231	0,076
				and the state of t	42.4404	25.0004	22.470/	70 700	h; / h
					42.44%	25.08%	52.4/%	/8,/66	N/A

Instantion Ins	N/A
Sestatified 2012 62 How satisfied are you with the policies and practices of your sensor leaders? 34.72% 27.76% 37.52% 78,525 Statisfied 2012 62 How satisfied are you with your opportunity to get a better job in your organization? 31.03% 20.19% 42.78% 78,525 Statisfied 2012 63 How satisfied are you with the training you receive for your present job? 48,34% 22.57% 20.09% 78,535 Statisfied 2012 63 How satisfied are you with your poly? 48,34% 22.57% 20.09% 78,635 Statisfied 2012 63 Considering everything, how satisfied are you with your poly? 60.52% 10.40% 20.09% 78,635 Statisfied 2012 70 Considering everything, how satisfied are you with your pay? 58,035 58,035 22.39% 27.37% 78,550 58,035 58,035 59,035	N/// N/// N/// N/// N/// N/// N/// N//
Statisfied 2012 64 How satisfied are you with the policies and practices of your senior leaders? 34.72% 27.76% 37.52% 78.525	N/// N/// N/// N/// N/// N/// N/// N//
Satisfied 2012 67 How satisfied are you with your opportunity to get a better job in your organization? 31.09% 26.19% 42.78% 78.526	N/// N/// N/// N/// N/// N/// N/// N//
Satisfied 2012 68 Now satisfied are you with the training you receive for your present job? 48,84% 22,57% 29,10% 78,530	N/// N/// N/// N/// N/// N/// N/// N//
Statisfied 2012 68 How satisfied are you with the training your receive for your present job? 28,36% 22,57% 29,00% 78,351 20,351	N/// N/// N/// N/// N/// N/// N/// N//
Satisfied 2012 69 Considering everything, how satisfied are you with your job? 60.53% 19.40% 20.09% 78,A85	N/// N/// N/// N/// N/// N/// 1,623 70: 653: N/// N/// N/// N/// N/// N/// N/// N/
Statisfied	N// N// 2,493 641 1,744 1,623 70 653 N// N// N// N// N// N// N// N// N// N/
Satisfied 2012 70 Considering everything, how satisfied are you with your pay?	N// N// 2,493 641 1,744 1,623 70 653 N// N// N// N// N// N// N// N// N// N/
Satisfied 2012 71 Considering everything, how satisfied are you with your organization? 50.02% 22.39% 27.58% 78.595 78.5	N/A 2,499 644 1,744 1,629 70 655 N/A N/A N/A N/A N/A N/A N/A N/A 44
Statisfied 2012 20 20 20 20 20 20	2,493 641 1,744 1,623 70 65. N// N// N// N// N// N// N// N// N// N/
Satisfied 2012 79 Now satisfied are you with the following Work/Life programs in your agency? Reternative Work 5.2 91% 23.09% 13.99% 12.664	2,493 641 1,744 1,623 70 65. N// N// N// N// N// N// N// N// N// N/
Satisfied 2012 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) Schedules (AWS) Schedules (AWS) Schedules (AWS) Satisfied 2012 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) 73,94% 20,63% 5,43% 17,993 Satisfied 2012 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Programs (For example, alwares, panering classes, panering support groups) 64,17% 31,69% 4,15% 1,314 Satisfied 2012 83 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, alwares, panering classes, panering support groups) 64,17% 31,69% 4,15% 1,314 Satisfied 2012 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 65,83% 30,97% 3,20% 1,173 3,40% 4,15% 1,314 3,40% 4,15% 1,314 3,40% 4,15% 1,314 3,40% 4,15% 1,314 3,40% 4,15% 1,314 3,40% 4,15% 1,314 3,40% 4,15% 1,314 3,40% 4,15% 1,314 3,40% 4,15% 1,314 3,40% 4,15% 1,314 3,40% 4,15	644 1,744 1,624 70 655 N// N// N// N// N// N// N// N// N// N
Schedules (AWS) Schedules (AWS) Schedules (AWS) Schedules (AWS) Satisfied 2012 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) 73,94% 20,63% 5,43% 17,993 Satisfied 2012 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) Assistance Programs (for example, exercise, medical screening, quit smoking programs) 73,73% 21,63% 4,64% 12,591 Satisfied How satisfied are you with the following Work/Life programs in your agency? Elder Care Frograms (for example, support groups, speakers) Satisfied Programs (for example, support groups, speakers) Satisfied Satisfied Satisfied Programs (for example, support groups, speakers) Satisfied	1,744 1,625 70: 65: N/,
Satisfied 2012 81 Now satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) 73,94% 20,63% 5,43% 17,993 Satisfied 2012 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Programs (faP) 73,73% 21,63% 4,64% 12,591 Satisfied 2012 83 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) 64,17% 31,69% 4,15% 1,314 Satisfied 2012 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 65,83% 30,97% 3,20% 1,173 Agree-disagree 2011 1 *I am given a real opportunity to improve my skills in my organization. 56,05% 18,53% 23,42% 15,484 Agree-disagree 2011 2 I have enough information to do my job well. 674,55% 16,35% 16,21% 15,481 Agree-disagree 2011 3 I feel encouraged to come up with new and better ways of doing things. 46,21% 21,10% 32,69% 15,492 Agree-disagree 2011 5 I like the kind of work 1 do. 84,06% 10,26% 56,66% 15,492 Agree-disagree 2011 5 I like the kind of work 1 do. 84,06% 10,26% 56,66% 15,493 Agree-disagree 2011 7 When needed I am willing to put in the extra effort to get a job done. 96,05% 2,59% 13,647 Agree-disagree 2011 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 41,31% 18,85% 39,84% 15,198 Agree-disagree 2011 10 *My workload is reasonable. 49,44% 18,85% 13,94% 15,498 Agree-disagree 2011 11 *My workload is reasonable. 49,44% 18,85% 13,94% 15,188 Agree-disagree 2011 12 *I know how my work relates to the agency's goals and priorities. 49,49% 17,40% 16,20% 15,389 Agree-disagree 2011 13 *	1,744 1,625 70: 65: N/,
Satisfied 2012 82	1,623 700 655 N// N// N// N// N// N// N// N// N// 1,623
Assistance Program (EAP) Assistance Program (EAP) 73.73% 21.63% 4.64% 12,591	70: 65: N/, N/, N/, N/, N/, N/,
dissatisfied 2012	65: N/, N/, N/, N/, N/, N/, N/,
Satisfied 2012 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 65.83% 30.97% 3.20% 1,173 Agree-disagree 2011 1 ** I am given a real opportunity to improve my skills in my organization. 56.05% 18.53% 25.42% 15,484 Agree-disagree 2011 2 ** I have enough information to do my job well. 67.45% 16.35% 16.21% 15,481 Agree-disagree 2011 3 ** I feel encouraged to come up with new and better ways of doing things. 46.21% 21.10% 32.69% 15,469 Agree-disagree 2011 4 My work gives me a feeling of personal accomplishment. 65.89% 17.40% 16.72% 15,472 Agree-disagree 2011 5 ** I like the kind of work I do. 84.08% 10.26% 5.66% 15,449 Agree-disagree 2011 6 ** I know what is expected of me on the job. 78.09% 11.61% 10.31% 15,428 Agree-disagree 2011 7 When needed I am willing to put in the extra effort to get a job done. 96.05% 2.59% 1.36% 15,467 Agree-disagree 2011 8 ** I am constantly looking for ways to do my job better. 89.82% 8.21% 1.97% 15,441 Agree-disagree 2011 9 ** I have sufficient resources (for example, people, materials, budget) to get my job done. 41.131% 18.85% 39.84% 15,419 Agree-disagree 2011 11 ** My talents are used well in the workplace. 49.74% 18.86% 31.40% 15,289 Agree-disagree 2011 11 ** My talents are used well in the workplace. 49.74% 18.86% 31.40% 15,289 Agree-disagree 2011 12 ** I know how my work relates to the agency's goals and priorities. 81.17% 11.07% 7.76% 15,389 Agree-disagree 2011 12 ** I know how my work relates to the agency's goals and priorities. 81.17% 11.07% 7.76% 15,389 Agree-disagree 2011 15 My performance appraisal is a fair reflection of my performance. 65.46% 15.80% 18.73% 15,383 Agree-disagree 2011 15 My performance appraisal is a fair reflection of my performance. 65.46% 15.80% 18.73% 15,383 Agree-disagree 2011 16 I m held accountable for achieving results. 77.66% 14.45% 7.90% 15,339 Agree-disagree 2011 17 ** I can discose a suspected violation of any law, rule or regulation without fear of repris	65: N/, N/, N/, N/, N/, N/, N/,
-dissatisfied Programs (for example, support groups, speakers) 65.83% 30.97% 3.20% 1,173 Agree-disagree 2011 1 *lam given a real opportunity to improve my skills in my organization. 56.05% 18.53% 25.42% 15,484 Agree-disagree 2011 2 I have enough information to do my job well. 67.45% 16.35% 16.21% 15,481 Agree-disagree 2011 3 Ifeel encouraged to come up with new and better ways of doing things. 46.21% 21.10% 32.69% 15,469 Agree-disagree 2011 4 My work gives me a feeling of personal accomplishment. 65.89% 17.40% 16.72% 15,472 Agree-disagree 2011 5 I like the kind of work I do. 84.08% 10.26% 5.66% 15,449 Agree-disagree 2011 6 I know what is expected of me on the job. 78.09% 11.61% 10.31% 15,428 Agree-disagree 2011 7 When needed I am willing to put in the extra effort to get a job done. 98.05% 2.59% 13.6% 15,449 <	N// N// N// N// N// N// N// N// N// 4
Agree-disagree 2011 2 I have enough information to do my job well. 67.45% 16.35% 16.21% 15,481 Agree-disagree 2011 3 I feel encouraged to come up with new and better ways of doing things. 46.21% 21.10% 32.69% 15,469 Agree-disagree 2011 4 My work gives me a feeling of personal accomplishment. 65.89% 17.40% 16.72% 15,472 15,	N// N// N// N// N// N// N//
Agree-disagree 2011 3 I feel encouraged to come up with new and better ways of doing things. 46.21% 21.10% 32.69% 15,469 Agree-disagree 2011 4 My work gives me a feeling of personal accomplishment. 65.89% 17.40% 16.72% 15,472 Agree-disagree 2011 5 I like the kind of work I do. 84.08% 10.26% 5.66% 15,449 Agree-disagree 2011 6 I know what is expected of me on the job. 78.09% 11.61% 10.31% 15,449 Agree-disagree 2011 7 When needed I am willing to put in the extra effort to get a job done. 96.05% 2.59% 1.36% 15,469 Agree-disagree 2011 8 I am constantly looking for ways to do my job better. 89.82% 8.21% 1.97% 15,441 Agree-disagree 2011 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 41.31% 18.85% 39.84% 15,419 Agree-disagree 2011 10 *My workload is reasonable. 49.74% 18.86% 11.36%	N// N// N// N// N// N//
Agree-disagree 2011 4 My work gives me a feeling of personal accomplishment. 65.89% 17.40% 16.72% 15,472 Agree-disagree 2011 5 I like the kind of work I do. 84.08% 10.26% 5.66% 15,449 Agree-disagree 2011 6 I know what is expected of me on the job. 78.09% 11.61% 10.31% 15,428 Agree-disagree 2011 7 When needed I am willing to put in the extra effort to get a job done. 96.05% 2.59% 1.36% 15,467 Agree-disagree 2011 8 I am constantly looking for ways to do my job better. 89.82% 8.21% 1.97% 15,441 Agree-disagree 2011 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 41.31% 18.85% 39.84% 15,419 Agree-disagree 2011 10 *My workload is reasonable. 60.58% 17.37% 22.05% 15,419 Agree-disagree 2011 11 *My talents are used well in the workplace. 49.74% 18.86% 31.40% 15,289 Agree-disagree 2011 12 *I know how my work relates to the agency's goals and priorities. 81.17% 11.07% 7.76% 15,389 Agree-disagree 2011 13 The work I do is important. 91.37% 5.74% 2.88% 15,384 Agree-disagree 2011 14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. 62.02% 14.95% 23.03% 15,383 Agree-disagree 2011 15 My performance appraisal is a fair reflection of my performance. 65.46% 15.80% 18.73% 15,185 Agree-disagree 2011 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 56.46% 20.14% 23.40% 14,950 Agree-disagree 2011 18 My training needs are assessed. 47.26% 24.97% 27.77% 15,146 Agree-disagree 2011 19 In my most recent performance appraisal, I understood what I had to do to be rated at different	N// N// N// N// N//
Agree-disagree 2011 5 I like the kind of work I do. 84,08% 10,26% 5,66% 15,449 Agree-disagree 2011 6 I know what is expected of me on the job. 78,09% 11,61% 10,31% 15,428 Agree-disagree 2011 7 When needed I am willing to put in the extra effort to get a job done. 96,05% 2,59% 1,36% 15,467 Agree-disagree 2011 8 I am constantly looking for ways to do my job better. 89,82% 8,21% 1,97% 15,441 Agree-disagree 2011 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 41,31% 18,85% 39,84% 15,419 Agree-disagree 2011 10 *My workload is reasonable. 60,58% 17,37% 22,05% 15,419 Agree-disagree 2011 11 *My talents are used well in the workplace. 49,74% 18,86% 31,40% 15,289 Agree-disagree 2011 12 *I know how my work relates to the agency's goals and priorities. 81,17% 11,07% 7,76% 15,389 Agree-disagree 2011 13 The work I do	N// N// N// N// 59
Agree-disagree 2011 6 I know what is expected of me on the job. 78.09% 11.61% 10.31% 15,428 Agree-disagree 2011 7 When needed I am willing to put in the extra effort to get a job done. 96.05% 2.59% 1.36% 15,467 Agree-disagree 2011 8 I am constantly looking for ways to do my job better. 89.82% 8.21% 1.97% 15,441 Agree-disagree 2011 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 41.31% 18.85% 39.84% 15,419 Agree-disagree 2011 10 *My workload is reasonable. 60.58% 17.37% 22.05% 15,419 Agree-disagree 2011 11 *My talents are used well in the workplace. 49.74% 18.86% 31.40% 15,289 Agree-disagree 2011 11 *Now how my work relates to the agency's goals and priorities. 81.17% 11.07% 7.76% 15,389 Agree-disagree 2011 13 The work I do is important. 91.37% 5.74% 2.88% 15,384 Agree-disagree 2011 14 Physical conditions	N/A N/A N/A 5:
Agree-disagree 2011 7 When needed I am willing to put in the extra effort to get a job done. 96.05% 2.59% 1.36% 15,467 Agree-disagree 2011 8 I am constantly looking for ways to do my job better. 89.82% 8.21% 1.97% 15,441 Agree-disagree 2011 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 41.31% 18.85% 39.84% 15,419 Agree-disagree 2011 10 *My workload is reasonable. 60.58% 17.37% 22.05% 15,419 Agree-disagree 2011 11 *My talents are used well in the workplace. 49.74% 18.86% 31.40% 15,289 Agree-disagree 2011 12 *I know how my work relates to the agency's goals and priorities. 81.17% 11.07% 7.76% 15,389 Agree-disagree 2011 13 The work I do is important. 91.37% 5.74% 2.88% 15,384 Agree-disagree 2011 13 The work I do is important. 91.37% 5.74% 2.88% 15,383 Agree-disagree 2011 15 My performance appraisal is a f	N/A N/A 59
Agree-disagree 2011 8 lam constantly looking for ways to do my job better. 89,82% 8,21% 1,97% 15,441 Agree-disagree 2011 9 l have sufficient resources (for example, people, materials, budget) to get my job done. 41,31% 18,85% 39,84% 15,419 Agree-disagree 2011 10 *My workload is reasonable. 60,58% 17,37% 22,05% 15,419 Agree-disagree 2011 11 *My talents are used well in the workplace. 49,74% 18,86% 31,40% 15,289 Agree-disagree 2011 12 *I know how my work relates to the agency's goals and priorities. 81,17% 11,07% 7,76% 15,389 Agree-disagree 2011 13 The work I do is important. 91,37% 5,74% 2,88% 15,384 Agree-disagree 2011 14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. 62,02% 14,95% 23,03% 15,383 Agree-disagree 2011 15 My performance appraisal is a fair reflection of my performance. 65,46% 15,80% 18,73% 15,185 Agree-disagree 2011 16 I am held accountable for achieving results. <td>N// 59</td>	N// 59
Agree-disagree 2011 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 41.31% 18.85% 39.84% 15,419 Agree-disagree 2011 10 *My workload is reasonable. 60.58% 17.37% 22.05% 15,419 Agree-disagree 2011 11 *My talents are used well in the workplace. 49.74% 18.86% 31.40% 15,289 Agree-disagree 2011 12 *I know how my work relates to the agency's goals and priorities. 81.17% 11.07% 7.76% 15,389 Agree-disagree 2011 13 The work I do is important. 91.37% 5.74% 2.88% 15,384 Agree-disagree 2011 14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. 62.02% 14.95% 23.03% 15,383 Agree-disagree 2011 15 My performance appraisal is a fair reflection of my performance. 65.46% 15.80% 18.73% 15,185 Agree-disagree 2011 16 I am held accountable for achieving results. 77.66% 14.45% 7.90% 15,339	59 48
Agree-disagree 2011 10 *My workload is reasonable. 60.58% 17.37% 22.05% 15,419 Agree-disagree 2011 11 *My talents are used well in the workplace. 49.74% 18.86% 31.40% 15,289 Agree-disagree 2011 12 *I know how my work relates to the agency's goals and priorities. 81.17% 11.07% 7.76% 15,389 Agree-disagree 2011 13 The work I do is important. 91.37% 5.74% 2.88% 15,384 Agree-disagree 2011 14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. 62.02% 14.95% 23.03% 15,383 Agree-disagree 2011 15 My performance appraisal is a fair reflection of my performance. 65.46% 15.80% 18.73% 15,185 Agree-disagree 2011 16 I am held accountable for achieving results. 77.66% 14.45% 7.90% 15,339 Agree-disagree 2011 17 *1 can disclose a suspected violation of any law, rule or regulation without fear of repris	4
Agree-disagree 2011 11 *My talents are used well in the workplace. 49,74% 18,86% 31,40% 15,289 Agree-disagree 2011 12 *I know how my work relates to the agency's goals and priorities. 81,17% 11,07% 7,76% 15,389 Agree-disagree 2011 13 The work I do is important. 91,37% 5,74% 2,88% 15,384 Agree-disagree 2011 14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. 62,02% 14,95% 23,03% 15,383 Agree-disagree 2011 15 My performance appraisal is a fair reflection of my performance. 65,46% 15,80% 18,73% 15,185 Agree-disagree 2011 16 I am held accountable for achieving results. 77,66% 14,45% 7,90% 15,339 Agree-disagree 2011 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 56,46% 20,14% 23,40% 14,950 Agree-disagree 2011 18 My training needs are as	
Agree-disagree 2011 12 *I know how my work relates to the agency's goals and priorities. 81.17% 11.07% 7.76% 15,389 Agree-disagree 2011 13 The work I do is important. 91.37% 5.74% 2.88% 15,384 Agree-disagree 2011 14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. 62.02% 14.95% 23.03% 15,383 Agree-disagree 2011 15 My performance appraisal is a fair reflection of my performance. 65.46% 15.80% 18.73% 15,185 Agree-disagree 2011 16 I am held accountable for achieving results. 77.66% 14.45% 7.90% 15,339 Agree-disagree 2011 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 56.46% 20.14% 23.40% 14,950 Agree-disagree 2011 18 My training needs are assessed. 47.26% 24.97% 27.77% 15,146 Agree-disagree 2011 19 In my most recent performance apprai	
Agree-disagree 2011 13 The work I do is important. Agree-disagree 2011 14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. Agree-disagree 2011 15 My performance appraisal is a fair reflection of my performance. 65.46% 15.80% 18.73% 15,185 Agree-disagree 2011 16 I am held accountable for achieving results. 77.66% 14.45% 7.90% 15,339 Agree-disagree 2011 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 56.46% 20.14% 23.40% 14,950 Agree-disagree 2011 18 My training needs are assessed. 47.26% 24.97% 27.77% 15,146 Agree-disagree 2011 19 In my most recent performance appraisal, I understood what I had to do to be rated at different	138
Agree-disagree 2011 14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. 62.02% 14.95% 23.03% 15,383 Agree-disagree 2011 15 My performance appraisal is a fair reflection of my performance. 65.46% 15.80% 18.73% 15,185 Agree-disagree 2011 16 I am held accountable for achieving results. 77.66% 14.45% 7.90% 15,339 Agree-disagree 2011 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 56.46% 20.14% 23.40% 14,950 Agree-disagree 2011 18 My training needs are assessed. 47.26% 24.97% 27.77% 15,146 Agree-disagree 2011 19 In my most recent performance appraisal, I understood what I had to do to be rated at different	2
Agree-disagree 2011 15 My performance appraisal is a fair reflection of my performance. 65.46% 15.80% 18.73% 15,185 Agree-disagree 2011 16 I am held accountable for achieving results. 77.66% 14.45% 7.90% 15,339 Agree-disagree 2011 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 56.46% 20.14% 23.40% 14,950 Agree-disagree 2011 18 My training needs are assessed. 47.26% 24.97% 27.77% 15,146 Agree-disagree 2011 19 In my most recent performance appraisal, I understood what I had to do to be rated at different 20.14% 24.97% 27.77% 15,146	
Agree-disagree 2011 16 I am held accountable for achieving results. 77.66% 14.45% 7.90% 15,339 Agree-disagree 2011 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 56.46% 20.14% 23.40% 14,950 Agree-disagree 2011 18 My training needs are assessed. 47.26% 24.97% 27.77% 15,146 Agree-disagree 2011 19 In my most recent performance appraisal, I understood what I had to do to be rated at different 24.97% 27.77% 15,146	8
Agree-disagree 2011 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 56.46% 20.14% 23.40% 14,950 Agree-disagree 2011 18 My training needs are assessed. 47.26% 24.97% 27.77% 15,146 Agree-disagree 2011 19 In my most recent performance appraisal, I understood what I had to do to be rated at different	27
Agree-disagree 2011 18 My training needs are assessed. 47.26% 24.97% 27.77% 15,146 Agree-disagree 2011 19 In my most recent performance appraisal, I understood what I had to do to be rated at different	84
Agree-disagree 2011 19 In my most recent performance appraisal, I understood what I had to do to be rated at different	508
portormance lough (for example Fully Cuscossful Outstanding)	21:
performance levels (for example, Fully Successful, Outstanding).	
00.21% 10.00% 15.70% 13,105	29
Agree-disagree 2011 20 *The people I work with cooperate to get the job done. 70.33% 15.57% 14.10% 14,891	N/A
Agree-disagree 2011 21 My work unit is able to recruit people with the right skills. 37.49% 30.90% 31.61% 15,062	41
Agree-disagree 2011 22 Promotions in my work unit are based on merit. 26.37% 27.96% 45.67% 14,815 Agree-disagree 2011 23 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. 26.79% 25.09% 48.13% 14.696	654
	768
	51!
	678
Agree-disagree 2011 26 Employees in my work unit share job knowledge with each other. 70.16% 16.23% 13.60% 15,363 Agree-disagree 2011 27 The skill level in my work unit has improved in the past year. 54.31% 27.98% 17.71% 14,971	42
Good-poor 2011 28 How would you rate the overall quality of work done by your work unit? 76.38% 18.75% 4.87% 15,429	N/A
Agree-disagree 2011 29 *The workforce has the job-relevant knowledge and skills necessary to accomplish	14//
organizational goals. 68.95% 18.01% 13.03% 14,939	140
Agree-disagree 2011 30 Employees have a feeling of personal empowerment with respect to work processes. 39.62% 27.47% 32.91% 14,835	25
Agree-disagree 2011 31 Employees are recognized for providing high quality products and services. 41.08% 26.03% 32.89% 14,879	22
Agree-disagree 2011 32 Creativity and innovation are rewarded. 32.25% 28.44% 39.31% 14,715	33
Agree-disagree 2011 33 Pay raises depend on how well employees perform their jobs. 19.07% 27.17% 53.76% 14,312	760
Agree-disagree 2011 34 Policies and programs promote diversity in the workplace (for example, recruiting minorities	
and women, training in awareness of diversity issues, mentoring). 53.96% 30.18% 15.86% 14,195	87
Agree-disagree 2011 35 Employees are protected from health and safety hazards on the job. 63.65% 18.45% 17.90% 14,865	19
Agree-disagree 2011 36 My organization has prepared employees for potential security threats. 69.65% 16.45% 13.90% 14,917	
Agree-disagree 2011 37 Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. 40.76% 24.46% 34.78% 14,412	10
Agree-disagree 2011 38 Prohibited Personnel Practices (for example, illegally discriminating for or against any	10
employee/applicant, obstructing a person's right to compete for employment, knowingly	
violating veterans' preference requirements) are not tolerated. 61.56% 22.25% 16.18% 13,970	10
Agree-disagree 2011 39 My agency is successful at accomplishing its mission. 71.99% 18.06% 9.94% 14,851	63:
Agree-disagree 2011 40 *I recommend my organization as a good place to work. 61.85% 21.81% 16.34% 15,026	10

Agree-Burguer 2011 20 30 30 30 30 30 40 40 4	Agree-disagree	2011	41	*I believe the results of this survey will be used to make my agency a better place to work.	45.16%	27.02%	27.82%	13,918	1,123
Age									85
Agree-dispage 201 64 Dispassion with they supervised about the preference on extraction. 936,55 23,495 193,895 147,77	-			* * * * * * * * * * * * * * * * * * * *					46
Agree-designed 2011 45 May personate for connection of an administration of all arguments of acciding. 36,988 7,127.00 1,127									167
Agene distages 201 84 My appersion prevaleme meet the contractive suggestions to imprace my pile performance. 34,985 21,225 31,900 13,900									898
Agree disagree 201 29 Agree disagree 201 29 Agree disagree 201									63
Agenc disagence 2011 50 Agency control received to make 1 hours to support the second process of the s									150
Agence disagrage 201 54									N/A
Agence disagrage 2011 50 Non-control of the control of the									N/A
Agree diagree 2011 51 Agree diagree 2012 52 Agree diagree 2013 52 Agree diagree 2013 52 Agree diagree 2013 53 Agree diagree 2013 54 Agree diagree 2013 55	-								N/A
Code part 2011 57 Committee 2011 57 Committee 2011 57 Committee 2011 57 Committee 2011 58 Committee 2011 58 Committee 2011 59 Comm	-								N/A
Aprec disagree 2012 52 52 53 53 53 53 53 5	-			·					N/A
Agrice diagrams 201 54 May agrication's serior leaders maintain high Standards of Forests and Integrity. 10,000 25					00.0370	15.0470	14.2770	14,073	14/7-
Agree designed 2011 54 by Overgreaterion's serior leaders manion in physical and an activation of the control of t					26 E20/	25 12%	20 25%	1/1 571	87
Agree disagree 2011 55 Agree disagree 2011 57 Agree disagree 2011 58 Agree disagree 2011 59 Agree disagree	Agree-disagree	2011	54	My organization's senior leaders maintain high standards of honesty and integrity					330
Agree changer 2011 56 Managers communicates the goals and priorities of the organization of prospect sourd manning sit goals and 2,500 20,500 32,500									364
Margaers enterior and evolute the organization's progress forward meeting its goals and subjectives. 55.65% 30.59% 13.83%									104
Agree-disagree					33.07/6	21.03/6	22.00/0	14,313	104
Agree-diagrage 2011 25 Managers promote communication among offerent work units for example, about projects, 43.50% 24.53% 30.12% 14.228	rigiree disagree	2011	٥,		F2 669/	26 500/	10.749/	12 020	700
position received or resources 45.55% 2.55% 30.12% 14.289	Agree-disagree	2011	58		53.00%	26.59%	19.74%	13,838	786
Secretary Secr	Agree disagree	2011	50		45.250/	24.520/	20.420/	44 200	227
Secretary Consideration	Agroo disagroo	2011	EO						337
Immediate supervisor					48.69%	25.05%	26.26%	14,185	344
Agree-disagree 2011 6. Agree-disagree 2011 7. Agree-	Good-poor	2011	60						
Agree-diagrage 2011 62 Sentofe feaders demonstrate support for Work/Life programs. 46.33% 27.29% 26.38% 13.685 Statisfied disstatisfied 2011 63 How satisfied are you with your involvement in decisions that affect your work? 46.68% 26.13% 29.21% 14.483 disstatisfied 2011 64 How satisfied are you with the information you receive from management on what's gaing on in your organization? 42.86% 24.74% 32.40% 14.473 24.585 24.74% 32.40% 14.473 24.585 24.74% 32.40% 14.473 24.585 24.74% 32.40% 14.473 24.585 24.74% 32.40% 14.473 24.585 24.74% 32.40% 14.473 24.585 24.74% 32.40% 14.473 24.585 24.74% 32.40% 14.473 24.585 24.74% 32.40% 14.473 24.585 24.74% 32.40% 14.473 24.585 24.74% 32.40% 14.473 24.585 24.74% 32.40% 14.473 24.585 24.74% 32.40% 14.473 24.585 24.74% 32.40% 14.473 24.585 24.74% 32.40% 24.75% 24.585 24.74% 32.40% 24.75	A di	2011	C1	·					351
Statisfied	-								93
Statisfied 2011 64 How satisfied are you with the information you receive from management on what's going on in your organization? 22.86% 24.76% 32.40% 14,483 32.86% 24.76% 32.40% 14,473 32.86% 24.76% 32.40% 14,473 32.86% 24.76% 32.40% 14,473 32.86% 24.76% 32.40% 14,473 32.86% 24.76% 32.20% 14,473 32.86% 24.76% 32.20% 14,473 32.86% 32.20% 14,473 32.86% 32.20% 14,473 32.86% 32.20% 14,460 32.86% 32.20% 14,460 32.86% 32.20% 32.20% 14,460 32.86% 32.20%				.,	46.33%	27.29%	26.38%	13,685	901
Satisfied 2011 64 **Thor statisfied are you with the information you receive from management on what's going on a your organization? 42,86% 24,74% 32,40% 34,473 34,473 34,473 34,876 32,276 34,460 34,473 34,876 34,286 34,460 34,286 34,2		2011	63	*How satisfied are you with your involvement in decisions that affect your work?					
In your Organization? 14,678 24,746 32,406 14,479 14,4					44.66%	26.13%	29.21%	14,483	N/A
Satisfied 2011 65 *How satisfied are you with the recognition you receive for doing a good job? 42,86% 24,85% 32,22% 14,460 42,86% 24,85% 32,22% 14,460 43,865 43,86% 44,86% 43,86% 44,86		2011	64						
classatified					42.86%	24.74%	32.40%	14,473	N/A
Satisfied 2011 66 How satisfied are you with the policies and practices of your senior leaders? 37.07% 28.25% 34.68% 14.444		2011	65	*How satisfied are you with the recognition you receive for doing a good job?					
Satisfied	-dissatisfied				42.86%	24.92%	32.22%	14,460	N/A
Satisfied 2011 61 68 69 69 14,450		2011	66	How satisfied are you with the policies and practices of your senior leaders?					
Statisfied Statisfied Statisfied 2011 68 How satisfied are you with the training you receive for your present job? Statisfied 35.14% 27.94% 36.92% 14,450 36.82% 14,440 36.818616d 36.82% 36.12% 3	-dissatisfied				37.07%	28.25%	34.68%	14,444	N/A
Satisfied 2011 68 How satisfied are you with the training you receive for your present job? 50.67% 23.21% 26.12% 14.440		2011	67	How satisfied are you with your opportunity to get a better job in your organization?					
Satisfied Considering everything, how satisfied are you with your job? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your pay? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with your organization? Considering everything, how satisfied are you with the following Work/Life programs in your agency? Telework Considering everything, how satisfied are you with the following Work/Life programs in your agency? Telework Considering Consid	-dissatisfied				35.14%	27.94%	36.92%	14,450	N/A
Satisfied 2011 69 *Considering everything, how satisfied are you with your job? 65.13% 19.42% 15.44% 14.428 15.44% 14.428 15.44% 14.428 16.57% 15.90% 22.53% 14.433 16.58% 19.42% 15.44% 14.428 16.57% 15.90% 22.53% 14.439 16.58% 19.42% 15.44% 14.428 16.57% 15.90% 22.53% 14.439 16.58% 16.57% 15.90% 22.53% 14.439 16.58% 16.57% 15.90% 22.53% 14.439 16.58% 16.57% 16.	Satisfied	2011	68	How satisfied are you with the training you receive for your present job?					
Satisfied 2011 70 Considering everything, how satisfied are you with your pay? 15.44% 14.428 15.44% 14.428 15.44% 14.428 15.44% 14.428 15.44% 14.428 15.44% 14.428 15.44% 14.428 15.44% 14.428 15.44% 14.428 15.44% 14.428 15.44% 14.428 15.44% 14.428 15.44% 14.428 15.44% 14.428 15.44% 14.428 15.44% 14.429 15.44% 15.44% 14.429 15.44% 15.44% 14.429 15.44% 15.44% 14.429 15.44% 15.44% 14.429 15.44% 15.4	-dissatisfied				50.67%	23.21%	26.12%	14,440	N/A
Satisfied 2011 70 Considering everything, how satisfied are you with your pay? - dissatisfied 2011 71 *Considering everything, how satisfied are you with your organization? - dissatisfied 2011 71 *Considering everything, how satisfied are you with your organization? - dissatisfied 2011 79 *How satisfied are you with the following Work/Life programs in your agency? Telework - dissatisfied 2011 80 *How satisfied are you with the following Work/Life programs in your agency? Alternative Work - dissatisfied 2011 80 *How satisfied are you with the following Work/Life programs in your agency? Alternative Work - dissatisfied 2011 80 *How satisfied are you with the following Work/Life programs in your agency? Health and * Wellness Programs (for example, exercise, medical screening, quit smoking programs) - Satisfied 2011 81 *How satisfied are you with the following Work/Life programs in your agency? Flephove - Satisfied 2011 82 *How satisfied are you with the following Work/Life programs in your agency? Flephove - Satisfied 2011 83 *How satisfied are you with the following Work/Life programs in your agency? Child Care - Programs (for example, advacre, parenting classes, parenting support groups) - Satisfied 2011 83 *How satisfied are you with the following Work/Life programs in your agency? Elder Care - Programs (for example, daycare, parenting classes, parenting support groups) - Satisfied 2011 84 *How satisfied are you with the following Work/Life programs in your agency? Elder Care - Programs (for example, daycare, parenting classes, parenting support groups) - Satisfied 2011 81 *How satisfied are you with the following Work/Life programs in your agency? Elder Care - Programs (for example, advacre, parenting classes, parenting support groups) - Satisfied 2011 81 *How satisfied are you with the following Work/Life programs in your agency? Elder Care - Programs (for example, support groups, speakers) - Agree-disagree 2010 1 1 *I am given a real opportunity to improve my skills in my organization. -	Satisfied	2011	69	*Considering everything, how satisfied are you with your job?					
Satisfied 2011 71 *Considering everything, how satisfied are you with your organization? 55.55% 15.90% 22.53% 14,433 14,429 14,429 14,429 14,429 15,535 15,29% 14,429 14,429 15,535 15,29% 14,429 15,535 15,29% 14,429 15,535 15,29% 14,429 15,535 15,29% 15,	-dissatisfied				65.13%	19.42%	15.44%	14,428	N/A
Satisfied 2011 79	Satisfied	2011	70	Considering everything, how satisfied are you with your pay?					
Satisfied 2011 71 *Considering everything, how satisfied are you with the following Work/Life programs in your agency? Telework 61.12% 23.58% 15.29% 2.973	-dissatisfied				61.57%	15.90%	22.53%	14,433	N/A
Satisfied 2011 79 How satisfied are you with the following Work/Life programs in your agency? Telework 61.12% 23.58% 15.29% 2,973	Satisfied	2011	71	*Considering everything, how satisfied are you with your organization?				,	
Satisfied 2011 79 How satisfied are you with the following Work/Life programs in your agency? Telework 61.12% 23.58% 15.29% 2,973	-dissatisfied				55.55%	21.58%	22.87%	14.429	N/A
Satisfied 2011 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work 85.90% 8.49% 5.61% 3,782	Satisfied	2011	79	How satisfied are you with the following Work/Life programs in your agency? Telework				,	,
Satisfied dissatisfied 2011 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) 85.90% 8.49% 5.61% 3,782 3435564 2011 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) 75.36% 19.08% 5.57% 3,405 3435564 2011 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) 74.69% 20.32% 4.99% 2,067 2015 4015 4015 4015 4015 4015 4015 4015 4	-dissatisfied				61.12%	23.58%	15.29%	2.973	375
Schedules (AWS) Schedules	Satisfied	2011	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work	01.1270	23.3370	15.2570	2,373	373
Satisfied 2011 81 How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) 75,36% 19,08% 5,57% 3,405 Satisfied 2011 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) 74,69% 20,32% 4,99% 2,067 Satisfied 2011 83 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) 58,49% 34,89% 6,62% 206 Satisfied 2011 84 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, support groups) 58,49% 34,65% 5,06% 195 Agree-disagree 2010 1 *I am given a real opportunity to improve my skills in my organization. 57,55% 18,30% 24,12% 10,172 Agree-disagree 2010 2 I have enough information to do my job well. 66,08% 16,23% 17,70% 10,168 Agree-disagree 2010 3 I feel encouraged to come up with new and better ways of doing things. 47,89% 20,64% 31,47% 10,126 Agree-disagree 2010 4 My work gives me a feeling of personal accomplishment. 67,32% 15,91% 16,77% 10,161 Agree-disagree 2010 5 I like the kind of work I do. 84,36% 9,87% 5,76% 10,150 Agree-disagree 2010 6 I know what is expected of me on the job. 77,59% 11,67% 10,155 Agree-disagree 2010 7 When needed I am willing to put in the extra effort to get a job done. 95,56% 2,27% 1,67% 10,155 Agree-disagree 2010 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 44,23% 18,29% 37,48% 10,112 Agree-disagree 2010 10 *My workload is reasonable. 44,23% 18,29% 37,48% 10,1049 Agree-disagree 2010 12 *I know how my work relates to the agency's goals and priorities. 50,05% 18,20% 30,05%					85 90%	8 40%	5 61%	3 782	65
Additional Wellness Programs (for example, exercise, medical screening, quit smoking programs) 75,36% 19,08% 5,57% 3,405	Satisfied	2011	81	How satisfied are you with the following Work/Life programs in your agency? Health and	83.3070	8.4370	3.0170	3,762	- 03
Satisfied 2011 82 How satisfied are you with the following Work/Life programs in your agency? Employee 74.69% 20.32% 4.99% 2,067					75 26%	10.09%	E E 70/	2 405	206
Assistance Program (EAP) 2,067		2011	82		75.30%	19.08%	3.37%	3,403	200
Satisfied 2011 83 How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) 58,49% 34,89% 6.62% 206 Satisfied 2011 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 60,29% 34,65% 5,06% 195 Agree-disagree 2010 1 *I *I am given a real opportunity to improve my skills in my organization. 575,88% 18,30% 24,12% 10,172 Agree-disagree 2010 2 I have enough information to do my job well. 66,08% 16,23% 17,70% 10,168 Agree-disagree 2010 3 I feel encouraged to come up with new and better ways of doing things. 47,89% 20,64% 31,47% 10,126 Agree-disagree 2010 4 My work gives me a feeling of personal accomplishment. 67,32% 15,91% 16,77% 10,161 Agree-disagree 2010 5 I like the kind of work I do. 88,36% 9,87% 5,76% 10,150 Agree-disagree 2010 6 I know what is expected of me on the job. 77,59% 11,67% 10,75% 10,155 Agree-disagree 2010 7 When needed I am willing to put in the extra effort to get a job done. 95,56% 2,77% 16,75% 10,159 Agree-disagree 2010 8 I am constantly looking for ways to do my job better. 89,39% 8,03% 2,58% 10,159 Agree-disagree 2010 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 44,23% 18,29% 37,48% 10,112 Agree-disagree 2010 10 *My workload is reasonable. 62,32% 16,17% 21,51% 10,139 Agree-disagree 2010 11 *My tarlets are used well in the workplace. 50,95% 18,20% 30,85% 10,045 Agree-disagree 2010 12 *I know how my work relates to the agency's goals and priorities. 80,43% 10,74% 8,84% 10,094 Agree-disagree 2010 13 The work I do is important.		2011	02		74.600/	20.220/	4.000/	2.067	470
Programs (for example, daycare, parenting classes, parenting support groups) 58,49% 34,89% 6.62% 206		2011	83		74.69%	20.32%	4.99%	2,067	179
Satisfied 2011 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) 60.29% 34.65% 5.06% 195 34.65% 5.06% 195 34.65% 5.06% 195 34.65% 34		-011	55		E9 400/	24 000/	6 620/	300	440
-dissatisfied Programs (for example, support groups, speakers) 60.29% 34.65% 5.06% 195 Agree-disagree 2010 1 *I am given a real opportunity to improve my skills in my organization. 57.58% 18.30% 24.12% 10,172 Agree-disagree 2010 2 I have enough information to do my job well. 66.08% 16.23% 17.70% 10,168 Agree-disagree 2010 3 I feel encouraged to come up with new and better ways of doing things. 47.89% 20.64% 31.47% 10,126 Agree-disagree 2010 4 My work gives me a feeling of personal accomplishment. 67.32% 15.91% 16.77% 10,161 Agree-disagree 2010 5 I like the kind of work I do. 84.36% 9.87% 5.76% 10,150 Agree-disagree 2010 6 I know what is expected of me on the job. 77.59% 11.67% 10,159 Agree-disagree 2010 7 When needed I am willing to put in the extra effort to get a job done. 95.56% 2.77% 1.67% 10,155 Agree-disagree		2011	84		58.49%	34.89%	6.62%	206	113
Agree-disagree 2010 1 *l am given a real opportunity to improve my skills in my organization. 57.58% 18.30% 24.12% 10,172 Agree-disagree 2010 2 I have enough information to do my job well. 66.08% 16.23% 17.70% 10,168 Agree-disagree 2010 3 I feel encouraged to come up with new and better ways of doing things. 47.89% 20.64% 31.47% 10,126 Agree-disagree 2010 4 My work gives me a feeling of personal accomplishment. 67.32% 15.91% 16.77% 10,161 Agree-disagree 2010 5 I like the kind of work I do. 84.36% 9.87% 5.76% 10,150 Agree-disagree 2010 6 I know what is expected of me on the job. 77.59% 11.67% 10,149 Agree-disagree 2010 7 When needed I am willing to put in the extra effort to get a job done. 95.56% 2.77% 1.67% 10,155 Agree-disagree 2010 8 I am constantly looking for ways to do my job better. 89.39% 8.03% 2.58% 10,159 Agree-disagree 2010 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 44.23% 18.29% 37.48% 10,112 Agree-disagree 2010 10 *My workload is reasonable. 62.32% 16.17% 21.51% 10,139 Agree-disagree 2010 11 *My talents are used well in the workplace. 50.95% 18.20% 30.85% 10,045 Agree-disagree 2010 12 *I know how my work relates to the agency's goals and priorities. 91.12% 5.68% 3.20% 10,052		2011	04		66.55	2 - 2			
Agree-disagree 2010 2 I have enough information to do my job well. 66.08% 16.23% 17.70% 10,168 Agree-disagree 2010 3 I feel encouraged to come up with new and better ways of doing things. 47.89% 20.64% 31.47% 10,126 Agree-disagree 2010 4 My work gives me a feeling of personal accomplishment. 67.32% 15.91% 16.77% 10,161 Agree-disagree 2010 5 I like the kind of work I do. 84.36% 9.87% 5.76% 10,150 Agree-disagree 2010 6 I know what is expected of me on the job. 77.59% 11.67% 10,149 10,129 Agree-disagree 2010 7 When needed I am willing to put in the extra effort to get a job done. 95.56% 2.77% 1.67% 10,155 Agree-disagree 2010 8 I am constantly looking for ways to do my job better. 89.39% 8.03% 2.58% 10,159 Agree-disagree 2010 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 44.23% 18.29% 37.48% 10,112 Agree-disagree 2010 10		2010	-						125
Agree-disagree 2010 3 I feel encouraged to come up with new and better ways of doing things. 47.89% 20.64% 31.47% 10,126 Agree-disagree 2010 4 My work gives me a feeling of personal accomplishment. 67.32% 15.91% 16.77% 10,161 Agree-disagree 2010 5 I like the kind of work I do. 84.36% 9.87% 5.76% 10,150 Agree-disagree 2010 6 I know what is expected of me on the job. 77.59% 11.67% 10.74% 10,129 Agree-disagree 2010 7 When needed I am willing to put in the extra effort to get a job done. 95.56% 2.77% 1.67% 10,155 Agree-disagree 2010 8 I am constantly looking for ways to do my job better. 89.39% 8.03% 2.58% 10,159 Agree-disagree 2010 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 44.23% 18.29% 37.48% 10,112 Agree-disagree 2010 10 *My workload is reasonable. 62.32% 16.17% 21.51% 10,139 Agree-disagree 2010 11									N/A
Agree-disagree 2010 4 My work gives me a feeling of personal accomplishment. 67.32% 15.91% 16.77% 10,161 Agree-disagree 2010 5 I like the kind of work I do. 84.36% 9.87% 5.76% 10,150 Agree-disagree 2010 6 I know what is expected of me on the job. 77.59% 11.67% 10,74% 10,129 Agree-disagree 2010 7 When needed I am willing to put in the extra effort to get a job done. 95.56% 2.77% 1.67% 10,155 Agree-disagree 2010 8 I am constantly looking for ways to do my job better. 89.39% 8.03% 2.58% 10,159 Agree-disagree 2010 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 44.23% 18.29% 37.48% 10,112 Agree-disagree 2010 10 *My workload is reasonable. 62.32% 16.17% 21.51% 10,139 Agree-disagree 2010 11 *My talents are used well in the workplace. 50.95% 18.20% 30.85% 10,045 Agree-disagree 2010 12 *I know how my work relate									N/A
Agree-disagree 2010 5 I like the kind of work I do. 84.36% 9.87% 5.76% 10,150 Agree-disagree 2010 6 I know what is expected of me on the job. 77.59% 11.67% 10,74% 10,129 Agree-disagree 2010 7 When needed I am willing to put in the extra effort to get a job done. 95.56% 2.77% 1.67% 10,155 Agree-disagree 2010 8 I am constantly looking for ways to do my job better. 89.39% 8.03% 2.58% 10,159 Agree-disagree 2010 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 44.23% 18.29% 37.48% 10,112 Agree-disagree 2010 10 *My workload is reasonable. 62.32% 16.17% 21.51% 10,139 Agree-disagree 2010 11 *My talents are used well in the workplace. 50.95% 18.20% 30.85% 10,045 Agree-disagree 2010 12 *I know how my work relates to the agency's goals and priorities. 80.43% 10.74% 8.84% 10,094 Agree-disagree 2010 13 The work I do i				, , ,					N/A
Agree-disagree 2010 6 I know what is expected of me on the job. 77.59% 11.67% 10.74% 10,129 Agree-disagree 2010 7 When needed I am willing to put in the extra effort to get a job done. 95.56% 2.77% 1.67% 10,155 Agree-disagree 2010 8 I am constantly looking for ways to do my job better. 89.39% 8.03% 2.58% 10,159 Agree-disagree 2010 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 44.23% 18.29% 37.48% 10,112 Agree-disagree 2010 10 *My workload is reasonable. 62.32% 16.17% 21.51% 10,139 Agree-disagree 2010 11 *My talents are used well in the workplace. 50.95% 18.20% 30.85% 10,045 Agree-disagree 2010 12 *I know how my work relates to the agency's goals and priorities. 80.43% 10.74% 8.84% 10,094 Agree-disagree 2010 13 The work I do is important. 91.12% 5.68% 3.20% 10,052<									N/A
Agree-disagree 2010 7 When needed I am willing to put in the extra effort to get a job done. 95.56% 2.77% 1.67% 10,155 Agree-disagree 2010 8 I am constantly looking for ways to do my job better. 89.39% 8.03% 2.58% 10,159 Agree-disagree 2010 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 44.23% 18.29% 37.48% 10,112 Agree-disagree 2010 10 *My workload is reasonable. 62.32% 16.17% 21.51% 10,139 Agree-disagree 2010 11 *My talents are used well in the workplace. 50.95% 18.20% 30.85% 10,045 Agree-disagree 2010 12 *I know how my work relates to the agency's goals and priorities. 80.43% 10.74% 8.84% 10,094 Agree-disagree 2010 13 The work I do is important. 91.12% 5.68% 3.20% 10,052									N/A
Agree-disagree 2010 8 I am constantly looking for ways to do my job better. 89.39% 8.03% 2.58% 10,159 Agree-disagree 2010 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 44.23% 18.29% 37.48% 10,112 Agree-disagree 2010 10 *My workload is reasonable. 62.32% 16.17% 21.51% 10,139 Agree-disagree 2010 11 *My talents are used well in the workplace. 50.95% 18.20% 30.85% 10,045 Agree-disagree 2010 12 *I know how my work relates to the agency's goals and priorities. 80.43% 10.74% 8.84% 10,094 Agree-disagree 2010 13 The work I do is important. 91.12% 5.68% 3.20% 10,052									N/A
Agree-disagree 2010 9 I have sufficient resources (for example, people, materials, budget) to get my job done. 44.23% 18.29% 37.48% 10,112 Agree-disagree 2010 10 *My workload is reasonable. 62.32% 16.17% 21.51% 10,139 Agree-disagree 2010 11 *My talents are used well in the workplace. 50.95% 18.20% 30.85% 10,045 Agree-disagree 2010 12 *I know how my work relates to the agency's goals and priorities. 80.43% 10.74% 8.84% 10,094 Agree-disagree 2010 13 The work I do is important. 91.12% 5.68% 3.20% 10,052									N/A
Agree-disagree 2010 10 *My workload is reasonable. 62.32% 16.17% 21.51% 10,139 Agree-disagree 2010 11 *My talents are used well in the workplace. 50.95% 18.20% 30.85% 10,045 Agree-disagree 2010 12 *I know how my work relates to the agency's goals and priorities. 80.43% 10.74% 8.84% 10,094 Agree-disagree 2010 13 The work I do is important. 91.12% 5.68% 3.20% 10,052									N/A
Agree-disagree 2010 11 *My talents are used well in the workplace. 50.95% 18.20% 30.85% 10,045 Agree-disagree 2010 12 *I know how my work relates to the agency's goals and priorities. 80.43% 10.74% 8.84% 10,094 Agree-disagree 2010 13 The work I do is important. 91.12% 5.68% 3.20% 10,052									49
Agree-disagree 2010 12 *I know how my work relates to the agency's goals and priorities. 80.43% 10.74% 8.84% 10,094 Agree-disagree 2010 13 The work I do is important. 91.12% 5.68% 3.20% 10,052									28
Agree-disagree 2010 13 The work I do is important. 91.12% 5.68% 3.20% 10,052									85
									56
Agree-disagree 2010 14 Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)	-			·	91.12%	5.68%	3.20%	10,052	43
	Agree-disagree	2010	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)					
allow employees to perform their jobs well. 61.79% 15.61% 22.60% 10,111					61.79%	15.61%	22.60%	10,111	54
Agree-disagree 2010 15 My performance appraisal is a fair reflection of my performance. 65.22% 15.29% 19.49% 9,981	Agree-disagree				65.22%	15.29%	19.49%	9,981	178
Agree-disagree 2010 16 I am held accountable for achieving results. 77.64% 14.66% 7.70% 10,102				-	77.64%	14.66%	7.70%	10,102	44
Agree-disagree 2010 17 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 55.23% 21.48% 23.30% 9,727				· · · · · · · · · · · · · · · · · · ·	55.23%	21.48%	23.30%	9,727	407
Agree-disagree 2010 18 My training needs are assessed. 50.26% 22.35% 27.39% 9,956	Agree-disagree	2010	18	My training needs are assessed.	50.26%	22.35%	27.39%	9,956	138

Agree-disagree	2010	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).	66.85%	16.22%	16.93%	9,970	187
Agree-disagree	2010	20	*The people I work with cooperate to get the job done.	71.24%	13.95%	14.81%	9,873	N/A
Agree-disagree	2010	21	My work unit is able to recruit people with the right skills.	39.14%	27.86%	33.00%	9,846	315
Agree-disagree Agree-disagree	2010	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.	27.94%	26.28%	45.77%	9,643	518
Agree-disagree	2010	24	*In my work unit, differences in performance are recognized in a meaningful way.	28.79% 33.49%	23.97% 25.26%	47.24% 41.24%	9,567 9,758	589 392
Agree-disagree	2010	25	Awards in my work unit depend on how well employees perform their jobs.	37.95%	23.13%	38.92%	9,643	501
Agree-disagree	2010	26	Employees in my work unit share job knowledge with each other.	69.63%	15.71%	14.66%	10,077	57
Agree-disagree	2010	27	The skill level in my work unit has improved in the past year.	55.46%	26.33%	18.21%	9,787	324
Good-poor	2010	28	How would you rate the overall quality of work done by your work unit?	76.80%	18.10%	5.10%	10,143	N/A
Agree-disagree	2010	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					
			organizational goals.	68.43%	17.57%	13.99%	9,903	107
Agree-disagree	2010	30	Employees have a feeling of personal empowerment with respect to work processes.	41.70%	24.33%	33.97%	9,814	187
Agree-disagree Agree-disagree	2010	31 32	Employees are recognized for providing high quality products and services. Creativity and innovation are rewarded.	42.73% 33.93%	24.04%	33.22% 39.55%	9,844 9,731	164 265
Agree-disagree	2010	33	Pay raises depend on how well employees perform their jobs.	21.77%	26.86%	51.37%	9,731	542
Agree-disagree	2010	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities	21.7770	20.00%	31.3770	3,440	342
			and women, training in awareness of diversity issues, mentoring).	54.32%	29.10%	16.57%	9,390	607
Agree-disagree	2010	35	Employees are protected from health and safety hazards on the job.	63.19%	18.23%	18.58%	9,847	128
Agree-disagree	2010	36	My organization has prepared employees for potential security threats.	66.39%	16.76%	16.85%	9,883	100
Agree-disagree	2010	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not					
			tolerated.	40.92%	24.71%	34.37%	9,540	440
Agree-disagree	2010	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.					
				59.72%	22.18%	18.10%	9,295	675
Agree-disagree	2010	39	My agency is successful at accomplishing its mission.	70.64%	18.21%	11.16%	9,752	141
Agree-disagree Agree-disagree	2010	40	*I recommend my organization as a good place to work. *I believe the results of this survey will be used to make my agency a better place to work.	62.72%	20.30%	16.99%	9,984	N/A
Agree-disagree	2010	42	My supervisor supports my need to balance work and other life issues.	45.69% 70.42%	24.71% 14.75%	29.61% 14.84%	9,165 9,890	834 59
Agree-disagree	2010	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	61.94%	19.18%	18.88%	9,900	45
Agree-disagree	2010	44	Discussions with my supervisor about my performance are worthwhile.	59.14%	21.63%	19.23%	9,776	154
Agree-disagree	2010	45	My supervisor is committed to a workforce representative of all segments of society.	62.02%	25.46%	12.53%	9,261	667
Agree-disagree	2010	46	My supervisor provides me with constructive suggestions to improve my job performance.	58.78%	20.76%	20.45%	9,854	72
Agree-disagree	2010	47	Supervisors in my work unit support employee development.	60.64%	21.02%	18.33%	9,775	138
Agree-disagree	2010	48	My supervisor listens to what I have to say.	72.61%	14.66%	12.73%	9,942	N/A
Agree-disagree	2010	49	My supervisor treats me with respect.	78.37%	12.01%	9.61%	9,930	N/A
Agree-disagree	2010	50	In the last six months, my supervisor has talked with me about my performance.	73.44%	11.85%	14.72%	9,927	N/A
Agree-disagree	2010	51	I have trust and confidence in my supervisor.	63.89%	18.13%	17.98%	9,906	N/A
Good-poor Agree-disagree	2010	52 53	Overall, how good a job do you feel is being done by your immediate supervisor? In my organization, senior leaders generate high levels of motivation and commitment in the	66.21%	20.19%	13.60%	9,931	N/A
Agree-disagree	2010	33	workforce.	37.81%	24 199/	38.01%	9,801	81
Agree-disagree	2010	54	My organization's senior leaders maintain high standards of honesty and integrity.	51.10%	24.18%	27.11%	9,584	292
Agree-disagree	2010	55	Supervisors work well with employees of different backgrounds.	58.72%	22.21%	19.07%	9,564	307
Agree-disagree	2010	56	*Managers communicate the goals and priorities of the organization.	56.87%	19.17%	23.96%	9,786	77
Agree-disagree	2010	57	Managers review and evaluate the organization's progress toward meeting its goals and					
			objectives.	54.02%	24.77%	21.21%	9,302	550
Agree-disagree	2010	58	Managers promote communication among different work units (for example, about projects,					
			goals, needed resources).	46.78%	23.06%	30.16%	9,601	259
Agree-disagree	2010	59	Managers support collaboration across work units to accomplish work objectives.	49.68%	23.67%	26.66%	9,514	282
Good-poor	2010	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
A	2010	C1	·	50.68%	25.43%	23.90%	9,587	266
Agree-disagree Agree-disagree	2010	61 62	I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work/Life programs.	50.72%	21.84%	27.44%	9,699	70
Satisfied	2010	63	*How satisfied are you with your involvement in decisions that affect your work?	47.24%	26.42%	26.34%	9,275	563
-dissatisfied			, ,	47.27%	24.46%	28.27%	9,848	N/A
Satisfied	2010	64	*How satisfied are you with the information you receive from management on what's going on	47.2770	24.40%	20.2770	3,040	14/74
-dissatisfied			in your organization?	44.08%	23.98%	31.94%	9,849	N/A
Satisfied	2010	65	*How satisfied are you with the recognition you receive for doing a good job?				-,-	
-dissatisfied				45.31%	23.06%	31.63%	9,851	N/A
Satisfied	2010	66	How satisfied are you with the policies and practices of your senior leaders?					
-dissatisfied				39.50%	26.51%	34.00%	9,840	N/A
Satisfied	2010	67	How satisfied are you with your opportunity to get a better job in your organization?					
-dissatisfied	221			37.98%	26.73%	35.29%	9,833	N/A
Satisfied -dissatisfied	2010	68	How satisfied are you with the training you receive for your present job?					
	2010		***************************************	53.60%	21.98%	24.42%	9,834	N/A
Satisfied -dissatisfied	2010	69	*Considering everything, how satisfied are you with your job?					
Satisfied	2010	70	Considering everything, how satisfied are you with your pay?	66.66%	17.45%	15.90%	9,830	N/A
-dissatisfied	2010	70	Considering everyuning, now sausneu are you with your pay:	62.4007	15 1307	24 4007	0.040	
Satisfied	2010	71	*Considering everything, how satisfied are you with your organization?	63.48%	15.12%	21.40%	9,840	N/A
-dissatisfied	2010	, 1	2	56.11%	21.00%	22.89%	9,831	N/A
Satisfied	2010	79	How satisfied are you with the following Work/Life programs in your agency? Telework	50.11%	21.00%	22.0370	7,031	IN/A
-dissatisfied							0	0

Satisfied -dissatisfied	2010	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	 	 0	0
Satisfied -dissatisfied	2010	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	 	 0	0
Satisfied -dissatisfied	2010	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	 	 0	0
Satisfied -dissatisfied	2010	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	 	 0	0
Satisfied -dissatisfied	2010	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	 	 0	0

^{*} 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 10 completed surveys.

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

72. Have you been notified whether or not you are eligible to telework? Number of respondents	2017 45,177	2016 45,178	2015 41,131	2014 40,033	2013	2012	2011
Yes, I was notified that I was eligible to telework.	27.29%	24.85%	22.74%	21.56%			
Yes, I was notified that I was not eligible to telework.	24.00%	22.60%	21.94%	20.50%			
No, I was not notified of my telework eligibility.	36.60%	39.90%	42.27%	44.65%			
Not sure if I was notified of my telework eligibility.	12.10%	12.65%	13.05%	13.29%			
Total	100.00%	100.00%	100.00%	100.00%			
73. Please select the response below that BEST describes							
your current teleworking situation.	2017	2016	2015	2014	2013	2012	201
Number of respondents	45,100	44,944	40,791	39,540	35,903	76,202	14,10
I telework 3 or more days per week.	4.08%	3.21%	2.46%	1.95%	1.45%	1.29%	1.02
I telework 1 or 2 days per week.	9.13%	8.23%	7.51%	6.71%	6.06%	4.36%	2.92
I telework, but no more than 1 or 2 days per month.	3.09%	3.01%	2.66%	2.81%	2.89%	2.66%	1.79
I telework very infrequently.	6.71%	6.36%	6.01%	6.30%	6.09%	5.89%	6.47
I do not telework because I have to be physically present on							
the job.	56.11%	57.57%	57.92%	57.81%	56.64%	58.37%	60.3
I do not telework because I have technical issues.	1.46%	1.54%	1.78%	2.02%	2.31%	2.49%	2.77
I do not telework because I did not receive approval to do so.	11.06%	12.22%	13.61%	14.15%	15.94%	16.39%	17.11
I do not telework because I choose not to telework.	8.35%	7.85%	8.04%	8.25%	8.61%	8.56%	7.53
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.0
74. Do you participate in the following Work/Life programs?							
Alternative Work Schedules	2017	2016	2015	2014	2013	2012	201
Number of respondents	45,206	45,081	41,201	39,901	36,310	78,276	14,3
Yes	27.85%	26.59%	24.98%	25.39%	23.64%	22.61%	22.3
No	41.19%	39.99%	43.29%	40.32%	42.01%	43.42%	46.1
Not available to me	30.97%	33.43%	31.72%	34.29%	34.35%	33.97%	31.5
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.0
75. Do you participate in the following Work/Life programs?	2017	2016	2015	2014	2012	2012	201
Health and Wellness Programs	2017	2016	2015	2014	2013	2012	201
Number of respondents Yes	45,144 27.45%	44,881 27.48%	41,148 23.58%	39,710 24.52%	36,124 23.05%	77,992 23.57%	14,3° 22.28
No.		56.93%	59.95%	57.48%		58.55%	59.92
	57.57%				58.48%		
Not available to me Total	14.98% 100.00%	15.59% 100.00%	16.47% 100.00%	17.99% 100.00%	18.47% 100.00%	17.89% 100.00%	17.80 100.0
Tutel	100.0070	100.00%	100.0070	100.00%	100.00%	100.00%	100.0
76. Do you participate in the following Work/Life programs?	2047	2016	2015	2014	2042	2012	201
Employee Assistance Program	2017	2016	2015	2014	2013	2012	201
Number of respondents	44,962	44,594	41,087	39,455	35,916	78,038	14,3
Yes	17.93%	17.67%	15.31%	17.93%	17.54%	17.39%	15.5
No	78.13%	78.44%	80.94%	77.89%	77.71%	78.16%	80.19
Not available to me Total	3.94% 100.00%	3.89% 100.00%	3.75% 100.00%	4.18% 100.00%	4.76% 100.00%	4.45% 100.00%	4.30
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.0
77. Do you participate in the following Work/Life programs?							
Child Care Programs	2017	2016	2015	2014	2013	2012	201
Number of respondents	45,139	45,045	41,065	39,902	36,337	78,274	14,3
Yes	2.08%	2.15%	1.49%	2.32%	2.18%	2.18%	1.65
No	73.33%	72.51%	73.88%	72.41%	72.70%	74.12%	75.68
		25.35%	24.63%	25.26%	25.13%	23.71%	22.6
Not available to me	24.60%		100.00%	100.00%	100.00%	100.00%	100.0
	100.00%	100.00%					
Not available to me Total 78. Do you participate in the following Work/Life programs?	100.00%			2014	2012	2012	201
Not available to me Total 78. Do you participate in the following Work/Life programs? Elder Care Programs	100.00% 2017	2016	2015	2014	2013	2012	
Not available to me Total 78. Do you participate in the following Work/Life programs? Elder Care Programs Number of respondents	100.00% 2017 45,064	2016 45,103	2015 41,010	39,910	36,385	78,252	14,3
Not available to me Total 78. Do you participate in the following Work/Life programs? Elder Care Programs Number of respondents Yes	2017 45,064 1.78%	2016 45,103 1.79%	2015 41,010 1.27%	39,910 2.08%	36,385 1.90%	78,252 1.82%	14,3 1.49
Not available to me Total 78. Do you participate in the following Work/Life programs? Elder Care Programs Number of respondents Yes No	2017 45,064 1.78% 74.90%	2016 45,103 1.79% 74.30%	2015 41,010 1.27% 75.42%	39,910 2.08% 74.10%	36,385 1.90% 74.34%	78,252 1.82% 75.76%	14,3 1.49 77.3
Not available to me Total 78. Do you participate in the following Work/Life programs? Elder Care Programs Number of respondents Yes	2017 45,064 1.78%	2016 45,103 1.79% 74.30% 23.91%	2015 41,010 1.27%	39,910 2.08% 74.10% 23.82%	36,385 1.90% 74.34% 23.75%	78,252 1.82% 75.76% 22.42%	14,3 1.49 77.33 21.19

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 10 completed surveys.

Program/Area of Emphasis

Are you a Transportation Security Administration (TSA) employee?

		# of						
		Respondent	ts			Percent		
	2017	2016	2015	2014	2017	2016	2015	2014
TSA Employee	8151	8081	8435	7858	18.1%	18.0%	20.6%	19.8%
Non-TSA Employee	36890	36904	32471	31776	81.9%	82.0%	79.4%	80.2%
Total	45041	44985	40906	39634	100.0%	100.0%	100.0%	100.0%

Within Transportation Security Administration (TSA), where do you work?

		# of Respondent	ts					
	2017	2016	2015	2014	2017	2016	2015	2014
HQ Staff - Non-OLE/FAMS Employee	1923	1680	1292	1275	23.8%	21.1%	15.5%	16.4%
Office of Law Enforcement/Federal Air Marshal Service	600	569	545	453	7.4%	7.2%	6.5%	5.8%
FSD Staff	1001	979	990	1092	12.4%	12.3%	11.9%	14.1%
Screening Workforce	4550	4730	5520	4931	56.4%	59.4%	66.1%	63.6%
Total	8074	7958	8347	7751	100.0%	100.0%	100.0%	100.0%

Agency-Specific Questions

1. Think about your ideal workplace. Which of these conditions would make it a great place to work (select up to

	# of	
	Respondents	Percent
_	2017	2017
Employees receive frequent performance feedback from supervisors	5683	12.9%
Individual employee performance is recognized	17022	40.9%
Employees are given a voice in decision-making	15089	34.1%
Employees have a good work-life balance	24078	51.9%
Leaders have good people skills	20236	44.6%
Employees have the training to do their jobs effectively	13551	30.4%
Leaders clearly communicate the mission and priorities	12495	24.8%
Employees all understand how their individual jobs contribute to the mission	6593	13.8%
Employees receive training to advance their careers	14509	34.5%
Total	129256	

2. Looking at the list above, the conditions I indicated as important are true of my current workplace.

	# of	
	Respondents	Percent
	2017	2017
Strongly Agree	8907	20.1%
Agree	13435	27.9%
Neither Agree nor Disagree	7640	16.4%
Disagree	8991	20.3%
Strongly Disagree	6010	15.3%
Total	44983	100.0%

3. What attributes or behaviors characterize a great leader (select up 3)?

	# of Respondents	Percent
	2017	2017
Keeps employees informed about important decisions that affect the		
organization	12408	26.6%
Clearly communicates the organization's priorities	8537	16.9%
Provides motivation to meet our challenges	7516	18.2%
Understands what we face on the job	10406	24.8%
Has functional expertise in the mission area(s) they oversee	11904	27.3%
Focuses on results	1729	3.4%
Has the credibility – I can trust what the leader says	21720	46.0%
Is inspiring	4237	9.2%

Has great people skills	10210	23.3%
Holds subordinate leaders accountable	7534	16.9%
Open to employee input and feedback	12012	26.3%
Knows the individual employees in their workforce	3250	7.8%
Ensures their employees have the resources they need to get their work done	17264	37.5%
Visits employees in their place of work to learn about conditions on the		
ground	4682	12.5%
Total	133409	

4. Looking at the list above, supervisors in my organization demonstrate the behaviors I indicated as important.

	# of	
	Respondents	Percent
	2017	2017
Strongly Agree	7255	14.1%
Agree	15635	33.4%
Neither Agree nor Disagree	9019	21.5%
Disagree	7916	18.7%
Strongly Disagree	5041	12.3%
Total	44866	100.0%

5. Looking at the list above, executive leaders in my organization demonstrate the behaviors I indicated as important.

	# of		
	Respondents	Percent	
	2017	2017	
Strongly Agree	4724	8.8%	
Agree	11589	23.6%	
Neither Agree nor Disagree	12060	27.0%	
Disagree	9614	22.9%	
Strongly Disagree	6799	17.6%	
Total	44786	100.0%	

6. Looking at the list above, senior leaders of the department demonstrate the behaviors I indicated as important.

	# of	
	Respondents	Percent
	2017	2017
Strongly Agree	4588	8.7%
Agree	11286	23.1%
Neither Agree nor Disagree	13346	29.5%
Disagree	9021	21.2%
Strongly Disagree	6612	17.4%
Total	44853	100.0%

For all tables on this worksheet:

 $\label{thm:percentages} \mbox{ Percentages are weighted to represent the Agency's population, unless otherwise noted.}$

Source: Federal Employee Viewpoint Survey