					Neither Agree nor Disagree/ Fair/ Neither			Do Not Know/
Response Type	Year	Item	ltem Text	Percent Positive %	Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	No Basis to Judge N
	2017	1	*I am given a real opportunity to improve my skills in my organization.	58.77%	20.31%	20.91%	507	N/A
Agree-disagree	2017	2	I have enough information to do my job well.	67.36%	12.74%	19.89%	508	N/A
Agree-disagree :	2017	3	I feel encouraged to come up with new and better ways of doing things.	61.73%	16.44%	21.83%	506	N/A
	2017	4	My work gives me a feeling of personal accomplishment.	69.78%	14.16%	16.06%	507	N/A
	2017 2017	5 6	I like the kind of work I do. I know what is expected of me on the job.	82.45%	10.05%	7.50%	502	N/A
	2017	7	When needed I am willing to put in the extra effort to get a job done.	74.46% 96.88%	13.60% 2.01%	11.95% 1.11%	506 506	N/A N/A
	2017	8	I am constantly looking for ways to do my job better.	89.21%	9.40%	1.39%	507	N/A
	2017	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	29.80%	18.21%	51.99%	506	1
Agree-disagree	2017	10	*My workload is reasonable.	63.68%	16.17%	20.15%	506	1
	2017	11	*My talents are used well in the workplace.	56.51%	15.35%	28.14%	500	3
	2017	12	*I know how my work relates to the agency's goals and priorities.	77.65%	11.86%	10.49%	501	2
	2017 2017	13	The work I do is important.  Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)	83.10%	10.52%	6.38%	502	3
Agree-uisagree	2017	14	allow employees to perform their jobs well.	81.48%	10.28%	8.25%	505	1
Agree-disagree	2017	15	My performance appraisal is a fair reflection of my performance.	71.41%	15.68%	12.90%	500	6
	2017	16	I am held accountable for achieving results.	79.78%	14.86%	5.36%	506	1
Agree-disagree	2017	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	66.09%	15.31%	18.60%	463	44
	2017	18	My training needs are assessed.	39.12%	25.42%	35.47%	502	5
Agree-disagree	2017	19	In my most recent performance appraisal, I understood what I had to do to be rated at different					
Agree disagree	2017	20	performance levels (for example, Fully Successful, Outstanding).	60.58%	19.27%	20.15%	498	10
	2017 2017	20	*The people I work with cooperate to get the job done.  My work unit is able to recruit people with the right skills.	76.70%	12.84%	10.47%	506	N/A
	2017	22	Promotions in my work unit are based on merit.	43.91% 34.05%	24.94% 25.86%	31.15% 40.09%	482 465	23 41
	2017	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	28.29%	30.32%	41.39%	425	81
Agree-disagree	2017	24	*In my work unit, differences in performance are recognized in a meaningful way.	24.44%	23.90%	51.66%	466	40
	2017	25	Awards in my work unit depend on how well employees perform their jobs.	33.92%	26.41%	39.67%	449	55
	2017	26	Employees in my work unit share job knowledge with each other.	72.79%	12.14%	15.06%	503	2
	2017 2017	27	The skill level in my work unit has improved in the past year.  How would you rate the overall quality of work done by your work unit?	56.27%	28.69%	15.03%	480	24
· ·	2017	28 29	*The workforce has the job-relevant knowledge and skills necessary to accomplish	85.02%	12.59%	2.39%	504	N/A
Agree disagree	2017	23	organizational goals.	68.65%	16.51%	14.84%	491	8
Agree-disagree	2017	30	Employees have a feeling of personal empowerment with respect to work processes.	41.44%	23.54%	35.02%	476	24
Agree-disagree	2017	31	Employees are recognized for providing high quality products and services.	45.20%	23.98%	30.82%	488	12
	2017	32	Creativity and innovation are rewarded.	35.19%	28.42%	36.40%	483	16
	2017	33	Pay raises depend on how well employees perform their jobs.	16.61%	19.33%	64.06%	479	21
Agree-disagree	2017	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).					
Agree-disagree	2017	35	Employees are protected from health and safety hazards on the job.	53.07% 85.07%	26.65% 11.55%	20.28%	450 482	47 17
	2017	36	My organization has prepared employees for potential security threats.	72.65%	17.11%	10.24%	482	17
	2017		Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	53.45%	20.73%	25.82%	446	53
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.	67.78%	18.12%	14.10%	435	63
	2017	39	My agency is successful at accomplishing its mission.	72.59%	19.72%	7.69%	483	14
	2017 2017	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.	62.30%	22.25%	15.44%	499	N/A
	2017	41	My supervisor supports my need to balance work and other life issues.	43.72% 90.12%	17.91% 3.96%	38.36% 5.92%	467 498	33
	2017	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	71.40%	15.65%	12.95%	498	0
Agree-disagree	2017	44	Discussions with my supervisor about my performance are worthwhile.	68.04%	15.65%	16.31%	491	5
	2017	45	My supervisor is committed to a workforce representative of all segments of society.	79.71%	13.49%	6.81%	431	65
	2017	46	My supervisor provides me with constructive suggestions to improve my job performance.	68.67%	13.78%	17.54%	497	2
	2017	47	Supervisors in my work unit support employee development.  My supervisor listers to what I have to say	68.12%	16.86%	15.02%	492	6
	2017 2017	48 49	My supervisor listens to what I have to say.  My supervisor treats me with respect.	85.84% 89.05%	7.72% 4.75%	6.45% 6.20%	499 499	N/A N/A
	2017	50	In the last six months, my supervisor has talked with me about my performance.	89.05% 87.14%	6.44%	6.43%	499	N/A N/A
	2017	51	I have trust and confidence in my supervisor.	74.71%	13.50%	11.79%	500	N/A
Good-poor	2017	52	Overall, how good a job do you feel is being done by your immediate supervisor?	78.84%	12.64%	8.52%	499	N/A
Agree-disagree :	2017	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	42.29%	24.60%	33.11%	484	13
Agree-disagree	2017	54	My organization's senior leaders maintain high standards of honesty and integrity.	55.80%	21.27%	22.93%	461	36
	2017	55	Supervisors work well with employees of different backgrounds.	68.54%	17.00%	14.46%	446	44
	2017	56	*Managers communicate the goals and priorities of the organization.	52.46%	19.53%	28.01%	490	5
Agree-disagree	2017	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	52.40%	21.95%	25.65%	440	53

Agree-disagree	2017	58	Managers promote communication among different work units (for example, about projects,					
			goals, needed resources).	46.32%	17.80%	35.88%	480	15
Agree-disagree	2017	59	Managers support collaboration across work units to accomplish work objectives.	49.90%	18.22%	31.88%	477	18
Good-poor	2017	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	62.559/	10 470/	10 000/	474	22
Agree-disagree	2017	61	I have a high level of respect for my organization's senior leaders.	62.55% 56.27%	18.47% 22.79%	18.98% 20.93%	492	22
Agree-disagree	2017	62	Senior leaders demonstrate support for Work/Life programs.	64.15%	18.11%	17.73%	458	38
Satisfied	2017	63	*How satisfied are you with your involvement in decisions that affect your work?					
-dissatisfied	2017	64	*Upus satisfied are you with the information you receive from management on whate sains an	53.57%	22.94%	23.49%	496	N/A
Satisfied -dissatisfied	2017	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	49.16%	20.03%	30.82%	496	N/A
Satisfied	2017	65	*How satisfied are you with the recognition you receive for doing a good job?	45.10%	20.0370	30.8270	430	14/7
-dissatisfied				47.04%	25.92%	27.04%	495	N/A
Satisfied	2017	66	How satisfied are you with the policies and practices of your senior leaders?					
-dissatisfied Satisfied	2017	67	How satisfied are you with your opportunity to get a better job in your organization?	39.93%	31.02%	29.04%	492	N/A
-dissatisfied	2017	07	now satisfied are you with your opportunity to get a better job in your organization:	24.98%	27.17%	47.86%	497	N/A
Satisfied	2017	68	How satisfied are you with the training you receive for your present job?	2 113070	27.1770	17.0070		147
-dissatisfied				39.11%	27.53%	33.36%	495	N/A
Satisfied -dissatisfied	2017	69	*Considering everything, how satisfied are you with your job?					
Satisfied	2017	70	Considering everything, how satisfied are you with your pay?	63.49%	18.53%	17.98%	493	N/A
-dissatisfied	2017	,,	considering over family, non-saturate are four man four pay.	45.84%	16.98%	37.18%	496	N/A
Satisfied	2017	71	*Considering everything, how satisfied are you with your organization?					
-dissatisfied				55.79%	24.34%	19.87%	494	N/A
Satisfied -dissatisfied	2017	79	How satisfied are you with the following Work/Life programs in your agency? Telework					
Satisfied	2017	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work	58.58%	13.53%	27.89%	382	3
-dissatisfied	2017	00	Schedules (AWS)	83.50%	7.19%	9.31%	261	2
Satisfied	2017	81	How satisfied are you with the following Work/Life programs in your agency? Health and					
-dissatisfied			Wellness Programs (for example, exercise, medical screening, quit smoking programs)	72.24%	23.00%	4.75%	77	5
Satisfied -dissatisfied	2017	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)					
Satisfied	2017	83	How satisfied are you with the following Work/Life programs in your agency? Child Care	70.24%	24.77%	4.99%	40	6
-dissatisfied			Programs (for example, daycare, parenting classes, parenting support groups)	55.36%	28.80%	15.84%	7	3
Satisfied	2017	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care					
-dissatisfied			Programs (for example, support groups, speakers)	56.86%	28.53%	14.61%	7	3
Agree-disagree Agree-disagree	2016	2	*I am given a real opportunity to improve my skills in my organization.  I have enough information to do my job well.	63.60%	16.68%	19.72%	502	N/A
Agree-disagree	2016	3	I feel encouraged to come up with new and better ways of doing things.	68.54% 60.03%	14.93% 17.71%	16.52% 22.26%	503 501	N/A N/A
Agree-disagree	2016	4	My work gives me a feeling of personal accomplishment.	69.25%	14.98%	15.78%	501	N/A
Agree-disagree	2016	5	I like the kind of work I do.	81.63%	11.13%	7.24%	494	N/A
Agree-disagree Agree-disagree	2016	6 7	I know what is expected of me on the job.  When needed I am willing to put in the extra effort to get a job done.	72.04%	13.22%	14.74%	498	N/A
Agree-disagree	2016	8	I am constantly looking for ways to do my job better.	97.38% 89.58%	1.92% 9.07%	0.70% 1.35%	504 503	N/A N/A
Agree-disagree	2016	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	28.44%	13.97%	57.59%	501	1
Agree-disagree	2016	10	*My workload is reasonable.	59.04%	15.74%	25.21%	503	C
Agree-disagree Agree-disagree	2016	11	*My talents are used well in the workplace.  *I know how my work relates to the agency's goals and priorities.	56.91%	13.81%	29.28%	495	
Agree-disagree	2016	13	The work I do is important.	75.84% 83.41%	12.76% 9.78%	11.40% 6.81%	498 491	3
Agree-disagree	2016	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)	03.11/0	3.7070	0.0170	.51	
			allow employees to perform their jobs well.	83.30%	6.88%	9.81%	502	1
Agree-disagree	2016	15	My performance appraisal is a fair reflection of my performance.	66.50%	19.19%	14.31%	478	25
Agree-disagree Agree-disagree	2016	16 17	I am held accountable for achieving results.  *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	75.79% 66.80%	15.50% 17.57%	8.71% 15.63%	494 462	39
Agree-disagree	2016	18	My training needs are assessed.	49.59%	21.35%	29.06%	498	5
Agree-disagree	2016	19	In my most recent performance appraisal, I understood what I had to do to be rated at different					
A 11	2046	- 20	performance levels (for example, Fully Successful, Outstanding).	56.78%	18.43%	24.79%	461	43
Agree-disagree Agree-disagree	2016	20	*The people I work with cooperate to get the job done.  My work unit is able to recruit people with the right skills.	76.88%	10.77%	12.35%	505	N/A
Agree-disagree	2016	22	Promotions in my work unit are based on merit.	51.73% 41.46%	21.08% 22.13%	27.19% 36.41%	496 455	45
Agree-disagree	2016	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	28.52%	29.90%	41.58%	429	71
Agree-disagree	2016	24	*In my work unit, differences in performance are recognized in a meaningful way.	24.43%	23.37%	52.20%	457	41
Agree-disagree Agree-disagree	2016	25 26	Awards in my work unit depend on how well employees perform their jobs.  Employees in my work unit share job knowledge with each other.	32.06%	26.67%	41.27%	429	69
Agree-disagree	2016	27	The skill level in my work unit share job knowledge with each other.  The skill level in my work unit has improved in the past year.	73.58% 58.58%	11.49% 27.84%	14.93% 13.58%	498 479	21
Good-poor	2016	28	How would you rate the overall quality of work done by your work unit?	85.55%	12.69%	1.76%	501	N/A
Agree-disagree	2016	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					
Agrae di	2046	20	organizational goals.	66.48%	16.31%	17.21%	482	10
Agree-disagree Agree-disagree	2016	30	Employees have a feeling of personal empowerment with respect to work processes.  Employees are recognized for providing high quality products and services.	40.74% 42.84%	20.66% 20.49%	38.60% 36.67%	480 479	16
Agree-disagree	2016	32	Creativity and innovation are rewarded.	36.89%	20.49%	40.26%	479	24
Agree-disagree	2016	33	Pay raises depend on how well employees perform their jobs.	19.73%	20.32%	59.95%	443	52
Agree-disagree	2016	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities					
Agree-disagree	2016	35	and women, training in awareness of diversity issues, mentoring).  Employees are protected from health and safety hazards on the job.	54.38%	25.58%	20.04%	435	57
Agree-disagree	2010	33	Employees are protected from nearth and safety flazalus off the Job.	85.11%	11.31%	3.58%	482	12

		- In				-	1
		My organization has prepared employees for potential security threats.  Arbitrary action, personal favoritism and coercion for partisan political purposes are not	69.88%	17.58%	12.54%	479	13
Agree disagree 2	2010	tolerated.	55.99%	20.41%	23.60%	443	50
Agree-disagree 2	2016	Prohibited Personnel Practices (for example, illegally discriminating for or against any					
		employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.					
	2046		70.68%	17.19%	12.13%	416	73
		My agency is successful at accomplishing its mission.  1 *I recommend my organization as a good place to work.	67.70%	19.77%	12.53%	489	6
		Trecomment my diganization 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.	63.02% 41.09%	19.85% 19.77%	17.13% 39.14%	495 456	N/A 39
		2 My supervisor supports my need to balance work and other life issues.	91.52%	4.20%	4.28%	492	3
Agree-disagree 2	2016	My supervisor provides me with opportunities to demonstrate my leadership skills.	72.10%	15.31%	12.59%	491	2
		Discussions with my supervisor about my performance are worthwhile.	68.93%	14.29%	16.78%	491	3
		My supervisor is committed to a workforce representative of all segments of society.	76.77%	17.25%	5.97%	440	53
		My supervisor provides me with constructive suggestions to improve my job performance.  Supervisors in my work unit support employee development.	65.06%	19.56%	15.38%	491	2
		My supervisor listens to what I have to say.	71.37% 85.74%	15.22% 7.64%	13.41% 6.61%	489 494	A N/A
		My supervisor treats me with respect.	88.57%	5.38%	6.04%	491	N/A
	2016	In the last six months, my supervisor has talked with me about my performance.	89.25%	4.93%	5.82%	494	N/A
Agree-disagree 2	2016	1 I have trust and confidence in my supervisor.	74.97%	12.45%	12.59%	493	N/A
		Overall, how good a job do you feel is being done by your immediate supervisor?	77.13%	13.97%	8.90%	493	N/A
Agree-disagree 2	2016	In my organization, senior leaders generate high levels of motivation and commitment in the					
Agrae disagrae	2016	workforce.	34.94%	23.05%	42.01%	483	8
		My organization's senior leaders maintain high standards of honesty and integrity.  Supervisors work well with employees of different backgrounds.	53.95% 61.08%	21.97% 23.24%	24.08% 15.69%	447 449	41
		*Managers communicate the goals and priorities of the organization.	51.21%	17.14%	31.65%	449	38 3
		Managers review and evaluate the organization's progress toward meeting its goals and	52.21/0	17.17/0	51.05/0	403	
		objectives.	51.09%	25.37%	23.54%	441	47
Agree-disagree 2	2016	Managers promote communication among different work units (for example, about projects,					
		goals, needed resources).	43.09%	19.82%	37.09%	479	10
		Managers support collaboration across work units to accomplish work objectives.	46.27%	19.82%	33.91%	477	10
Good-poor 2	2016	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	55.240/	22.440/	22.222/	475	
Agree-disagree 2	2016	1 I have a high level of respect for my organization's senior leaders.	55.34% 49.95%	22.44% 22.51%	22.22% 27.54%	475 486	14 4
		2 Senior leaders demonstrate support for Work/Life programs.	64.79%	18.28%	16.93%	457	34
Satisfied 2	2016	*How satisfied are you with your involvement in decisions that affect your work?					
-dissatisfied			49.67%	21.69%	28.64%	488	N/A
	2016	*How satisfied are you with the information you receive from management on what's going on					
-dissatisfied	2046	in your organization?	41.99%	23.15%	34.87%	490	N/A
Satisfied 2	2016	*How satisfied are you with the recognition you receive for doing a good job?	46.269/	22.270/	24 270/	40.4	
	2016	6 How satisfied are you with the policies and practices of your senior leaders?	46.26%	22.37%	31.37%	484	N/A
-dissatisfied		, , , , , , , , , , , , , , , , , , , ,	37.21%	29.33%	33.46%	488	N/A
Satisfied 2	2016	How satisfied are you with your opportunity to get a better job in your organization?					
-dissatisfied			26.43%	27.60%	45.97%	487	N/A
	2016	How satisfied are you with the training you receive for your present job?					
-dissatisfied	2016	9 *Considering everything, how satisfied are you with your job?	45.29%	26.27%	28.44%	486	N/A
Satisfied 2	2016	9 *Considering everything, how satisfied are you with your job?	60.059/	22.220/	17 620/	400	NI/A
	2016	Considering everything, how satisfied are you with your pay?	60.05%	22.32%	17.62%	490	N/A
-dissatisfied		,	42.89%	15.35%	41.76%	488	N/A
Satisfied 2	2016	*Considering everything, how satisfied are you with your organization?					.,,,
-dissatisfied			52.64%	22.16%	25.19%	483	N/A
	2016	How satisfied are you with the following Work/Life programs in your agency? Telework					
-dissatisfied	2016	A Harvard Color of the fall of	61.61%	9.05%	29.34%	367	3
Satisfied 2	2016	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	04.6337	0.0451	0.45-7		_
	2016	1 How satisfied are you with the following Work/Life programs in your agency? Health and	81.64%	8.91%	9.45%	248	4
-dissatisfied		Wellness Programs (for example, exercise, medical screening, quit smoking programs)	81.80%	12.83%	5.36%	64	5
		How satisfied are you with the following Work/Life programs in your agency? Employee	22.0070		2.5570	0-1	
	2016					48	5
	2016	Assistance Program (EAP)	66.19%	26.61%	7.20%	40	
Satisfied 2 -dissatisfied 2 Satisfied 2		How satisfied are you with the following Work/Life programs in your agency? Child Care	66.19%	26.61%	7.20%	40	
Satisfied 2 -dissatisfied 2 Satisfied 2 -dissatisfied 2	2016	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	66.19% 67.66%	26.61%	7.20%	3	3
Satisfied 2: -dissatisfied 2: -dissatisfied 2: -dissatisfied 2: Satisfied 2:	2016	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)  How satisfied are you with the following Work/Life programs in your agency? Elder Care	67.66%	32.34%	0.00%	3	3
Satisfied 2 -dissatisfied 2 -dissatisfied 2 -dissatisfied 2 Satisfied 2 -dissatisfied 2	2016	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)  How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	67.66% 55.89%	32.34% 36.71%	0.00% 7.41%	3	4
Satisfied 2: -dissatisfied 2: -dissatisfied 2: -dissatisfied 2: -dissatisfied 2: -dissatisfied 2.	2016	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)  How satisfied are you with the following Work/Life programs in your agency? Elder Care	67.66% 55.89% 58.00%	32.34% 36.71% 16.04%	0.00% 7.41% 25.96%	3 14 486	4 N/A
Satisfied 2 -dissatisfied 2 Satisfied 2 dissatisfied 2 Satisfied 2 Satisfied 2 dissatisfied 2 Agree-disagree 2 Agree-disagree 2	2016 2016 2015 2015	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)  How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)  *I am given a real opportunity to improve my skills in my organization.	67.66% 55.89%	32.34% 36.71%	0.00% 7.41%	3	4
Satisfied 2 -dissatisfied 2 -Agree-disagree 2 -Agree-disagree 2 -Agree-disagree 2 -Agree-disagree 2	2016 2016 2015 2015 2015 2015	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)  How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)  *I am given a real opportunity to improve my skills in my organization. I have enough information to do my job well.	67.66% 55.89% 58.00% 58.08%	32.34% 36.71% 16.04% 17.25%	0.00% 7.41% 25.96% 24.66%	3 14 486 483	4 N/A N/A
Satisfied 2 -dissatisfied 2 -Agree-disagree 2 -Agree-disagree 2 -Agree-disagree 2 -Agree-disagree 2 -Agree-disagree 2	2016 2016 2015 2015 2015 2015 2015	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)  How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)  *I am given a real opportunity to improve my skills in my organization.  I have enough information to do my job well.  I feel encouraged to come up with new and better ways of doing things.  My work gives me a feeling of personal accomplishment.  I like the kind of work I do.	55.89% 58.00% 58.08% 54.94% 64.86% 76.29%	32.34% 36.71% 16.04% 17.25% 13.40% 15.42% 12.71%	0.00% 7.41% 25.96% 24.66% 31.66% 19.72% 11.00%	14 486 483 478 485 483	4 N/A N/A N/A N/A
Satisfied 2 -dissatisfied 2 -dissatisfied 2 -dissatisfied 2 -dissatisfied 2 -dissatisfied 4 -dissatisfied 2 -dissatisfied 2 -dissatisfied 2 -dissatisfied 2 -Agree-disagree 2	2016 2016 2015 2015 2015 2015 2015 2015 2015	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)  How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)  *I am given a real opportunity to improve my skills in my organization.  I have enough information to do my job well.  I feel encouraged to come up with new and better ways of doing things.  My work gives me a feeling of personal accomplishment.  I like the kind of work I do.  I know what is expected of me on the job.	55.89% 58.00% 58.08% 54.94% 64.86% 76.29% 66.70%	32.34% 36.71% 16.04% 17.25% 13.40% 15.42% 12.71% 13.44%	7.41% 25.96% 24.66% 31.66% 19.72% 11.00% 19.87%	14 486 483 478 485 483 479	4 N/A N/A N/A N/A
Satisfied 2 -dissatisfied 2 -disagree 2	2016 2015 2015 2015 2015 2015 2015 2015 2015	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)  How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)  *I am given a real opportunity to improve my skills in my organization.  I have enough information to do my job well.  I feel encouraged to come up with new and better ways of doing things.  My work gives me a feeling of personal accomplishment.  I like the kind of work I do.  I know what is expected of me on the job.  When needed I am willing to put in the extra effort to get a job done.	67.66% 55.89% 58.00% 58.08% 54.94% 64.86% 76.29% 66.70% 95.56%	32.34%  36.71%  16.04%  17.25%  13.40%  15.42%  12.71%  13.44%  3.41%	7.41% 25.96% 24.66% 31.66% 19.72% 11.00% 19.87% 1.03%	3 14 486 483 478 485 483 479 487	4 N/A N/A N/A N/A N/A
Satisfied 2 -dissatisfied 2 -disedisagree 2	2016 2015 2015 2015 2015 2015 2015 2015 2015	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)  How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)  *I am given a real opportunity to improve my skills in my organization.  I have enough information to do my job well.  I feel encouraged to come up with new and better ways of doing things.  My work gives me a feeling of personal accomplishment.  I like the kind of work I do.  I know what is expected of me on the job.  When needed I am willing to put in the extra effort to get a job done.  I am constantly looking for ways to do my job better.	55.89% 58.00% 58.08% 54.94% 64.86% 76.29% 66.70% 95.56% 87.78%	32.34% 36.71% 16.04% 17.25% 13.40% 15.42% 12.71% 13.44% 3.41% 9.31%	7.41% 25.96% 24.66% 31.66% 19.72% 11.00% 19.87% 1.03% 2.91%	3 14 486 483 478 485 483 479 487	4 N/A N/A N/A N/A N/A N/A
Satisfied 2 -dissatisfied 2 -dise-disagree 2	2016 2016 2015 2015 2015 2015 2015 2015 2015 2015	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)  How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)  *I am given a real opportunity to improve my skills in my organization.  I have enough information to do my job well.  I feel encouraged to come up with new and better ways of doing things.  My work gives me a feeling of personal accomplishment.  I like the kind of work I do.  I know what is expected of me on the job.  When needed I am willing to put in the extra effort to get a job done.  I am constantly looking for ways to do my job better.	67.66% 55.89% 58.00% 58.08% 54.94% 64.86% 76.29% 66.70% 95.56%	32.34%  36.71%  16.04%  17.25%  13.40%  15.42%  12.71%  13.44%  3.41%	7.41% 25.96% 24.66% 31.66% 19.72% 11.00% 19.87% 1.03%	3 14 486 483 478 485 483 479 487	4 N/A N/A N/A N/A N/A
Satisfied 2 -dissatisfied 2 -dise-disagree 2	2016 2016 2015 2015 2015 2015 2015 2015 2015 2015	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)  How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)  *1 am given a real opportunity to improve my skills in my organization.  I have enough information to do my job well.  I feel encouraged to come up with new and better ways of doing things.  My work gives me a feeling of personal accomplishment.  I like the kind of work I do.  I know what is expected of me on the job.  When needed I am willing to put in the extra effort to get a job done.  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.	55.89% 58.00% 58.08% 54.94% 64.86% 76.29% 66.70% 95.56% 87.78% 22.20%	32.34%  36.71% 16.04% 17.25% 13.40% 15.42% 12.71% 13.44% 3.41% 9.31%	0.00%  7.41% 25.96% 24.66% 31.66% 19.72% 11.00% 19.87% 1.03% 2.91% 61.90%	3 14 486 483 478 485 483 479 487 487	4 N/A N/A N/A N/A N/A N/A N/A

Agree-disagree Agree-disagree	2015 2015	13 14	The work I do is important.  Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)	79.73%	13.04%	7.23%	480	1
			allow employees to perform their jobs well.	80.08%	10.84%	9.08%	481	1
Agree-disagree	2015	15	My performance appraisal is a fair reflection of my performance.	62.56%	17.19%	20.25%	468	12
Agree-disagree	2015	16	I am held accountable for achieving results.	73.31%	16.69%	10.00%	479	3
Agree-disagree	2015	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	61.52%	18.85%	19.63%	439	42
Agree-disagree	2015	18	My training needs are assessed.	39.01%	24.46%	36.52%	473	6
Agree-disagree	2015	19	In my most recent performance appraisal, I understood what I had to do to be rated at different					
			performance levels (for example, Fully Successful, Outstanding).	52.05%	19.69%	28.26%	466	19
Agree-disagree	2015	20	*The people I work with cooperate to get the job done.	74.13%	11.41%	14.45%	486	N/A
Agree-disagree	2015	21	My work unit is able to recruit people with the right skills.	50.51%	18.87%	30.61%	467	19
Agree-disagree	2015	22	Promotions in my work unit are based on merit.					
Agree-disagree		23	·	33.89%	23.70%	42.41%	453	34
	2015		In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	23.23%	29.08%	47.69%	409	77
Agree-disagree	2015	24	*In my work unit, differences in performance are recognized in a meaningful way.	21.78%	19.85%	58.37%	446	38
Agree-disagree	2015	25	Awards in my work unit depend on how well employees perform their jobs.	28.29%	25.01%	46.70%	432	53
Agree-disagree	2015	26	Employees in my work unit share job knowledge with each other.	69.07%	14.47%	16.46%	483	3
Agree-disagree	2015	27	The skill level in my work unit has improved in the past year.	53.62%	28.20%	18.19%	465	22
Good-poor	2015	28	How would you rate the overall quality of work done by your work unit?	83.34%	12.20%	4.46%	487	N/A
Agree-disagree	2015	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					
			organizational goals.	58.17%	17.88%	23.96%	470	11
Agree-disagree	2015	30	Employees have a feeling of personal empowerment with respect to work processes.	29.64%	22.96%	47.40%	472	9
Agree-disagree	2015	31	Employees are recognized for providing high quality products and services.	37.08%	21.97%	40.95%	465	17
Agree-disagree	2015	32	Creativity and innovation are rewarded.	30.41%	26.43%	43.16%	462	18
Agree-disagree	2015	33	Pay raises depend on how well employees perform their jobs.	14.00%	16.62%	69.38%	453	29
Agree-disagree	2015	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities	14.00/0	10.02/0	03.30/0	+33	23
. o. cc alsagree	_013	54	and women, training in awareness of diversity issues, mentoring).	40.40**	24.20-1	20.500		
Agraa dis	2015	25		49.10%	24.39%	26.51%	427	53
Agree-disagree	2015	35	Employees are protected from health and safety hazards on the job.	87.35%	8.22%	4.43%	460	19
Agree-disagree	2015	36	My organization has prepared employees for potential security threats.	63.54%	22.03%	14.43%	453	25
Agree-disagree	2015	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not					
			tolerated.	47.96%	24.54%	27.50%	426	53
Agree-disagree	2015	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any					
			employee/applicant, obstructing a person's right to compete for employment, knowingly					
			violating veterans' preference requirements) are not tolerated.	64.47%	17.74%	17.79%	420	60
Agree-disagree	2015	39	My agency is successful at accomplishing its mission.	60.60%	25.28%	14.12%	464	16
Agree-disagree	2015	40	*I recommend my organization as a good place to work.					
	2015			51.85%	21.57%	26.58%	480	N/A
Agree-disagree		41	*I believe the results of this survey will be used to make my agency a better place to work.	43.18%	17.35%	39.47%	438	45
Agree-disagree	2015	42	My supervisor supports my need to balance work and other life issues.	87.86%	6.03%	6.10%	480	2
Agree-disagree	2015	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	67.27%	14.55%	18.19%	476	3
Agree-disagree	2015	44	Discussions with my supervisor about my performance are worthwhile.	62.28%	15.27%	22.45%	478	4
Agree-disagree	2015	45	My supervisor is committed to a workforce representative of all segments of society.	72.57%	17.78%	9.65%	417	62
Agree-disagree	2015	46	My supervisor provides me with constructive suggestions to improve my job performance.	61.38%	18.69%	19.93%	478	2
Agree-disagree	2015	47	Supervisors in my work unit support employee development.	69.76%	13.10%	17.14%	473	7
Agree-disagree	2015	48	My supervisor listens to what I have to say.	80.57%	8.78%	10.65%	482	N/A
Agree-disagree	2015	49	My supervisor treats me with respect.	84.46%	8.18%	7.36%	480	N/A
Agree-disagree	2015	50	In the last six months, my supervisor has talked with me about my performance.	89.26%	5.27%	5.47%	480	N/A
Agree-disagree	2015	51	I have trust and confidence in my supervisor.	67.06%	17.75%	15.19%	480	N/A
Good-poor	2015	52	Overall, how good a job do you feel is being done by your immediate supervisor?	72.33%	19.12%	8.55%	480	N/A
Agree-disagree	2015	53	In my organization, senior leaders generate high levels of motivation and commitment in the	72.5570	1311270	0.5570		.,,,,
rigi ce disagi ce	2015	33	workforce.	24 500/	20.520/	47 700/	470	_
Agree disagree	2015	Ε4	My organization's senior leaders maintain high standards of honesty and integrity.	31.58%	20.62%	47.79%	470	7
Agree-disagree	2015	54	, ,	50.25%	23.13%	26.62%	438	38
Agree-disagree	2015	55	Supervisors work well with employees of different backgrounds.	59.33%	21.17%	19.51%	429	49
Agree-disagree	2015	56	*Managers communicate the goals and priorities of the organization.	41.22%	19.77%	39.01%	470	6
Agree-disagree	2015	57	Managers review and evaluate the organization's progress toward meeting its goals and					
			objectives.	42.48%	24.98%	32.55%	422	56
Agree-disagree	2015	58	Managers promote communication among different work units (for example, about projects,					
			goals, needed resources).	35.47%	19.36%	45.16%	465	15
Agree-disagree	2015	59	Managers support collaboration across work units to accomplish work objectives.	42.24%	20.20%	37.56%	459	17
Good-poor	2015	60	Overall, how good a job do you feel is being done by the manager directly above your					
'			immediate supervisor?	52.57%	20.70%	26.74%	464	15
Agree-disagree	2015	61	I have a high level of respect for my organization's senior leaders.	42.80%	23.55%	33.66%	472	7
	2015	62	Senior leaders demonstrate support for Work/Life programs.					
	2013	63	*How satisfied are you with your involvement in decisions that affect your work?	57.26%	22.06%	20.68%	433	47
Agree-disagree	2015		now satisfied are you with your involvement in decisions that affect your work:					
Satisfied	2015							N/A
Satisfied -dissatisfied				42.04%	23.00%	34.96%	479	
Satisfied -dissatisfied Satisfied	2015	64	*How satisfied are you with the information you receive from management on what's going on	42.04%	23.00%	34.96%	4/9	
Satisfied -dissatisfied			*How satisfied are you with the information you receive from management on what's going on in your organization?	42.04% 35.95%	23.00%	34.96% 43.96%	479	N/A
Satisfied -dissatisfied Satisfied								
Satisfied -dissatisfied Satisfied -dissatisfied	2015	64	in your organization?					N/A
Satisfied -dissatisfied Satisfied -dissatisfied Satisfied	2015	64	in your organization?	35.95%	20.10%	43.96%	479	
Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied -dissatisfied	2015	64 65	in your organization?  *How satisfied are you with the recognition you receive for doing a good job?	35.95% 38.85%	20.10%	43.96% 37.11%	479 477	N/A N/A
Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied -dissatisfied Satisfied -dissatisfied -dissatisfied	2015 2015 2015	64 65 66	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?	35.95%	20.10%	43.96%	479	N/A
Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied Satisfied	2015	64 65	in your organization?  *How satisfied are you with the recognition you receive for doing a good job?	35.95% 38.85% 28.61%	20.10% 24.04% 31.60%	43.96% 37.11% 39.79%	479 477 474	N/A N/A N/A
Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied -dissatisfied	2015 2015 2015 2015	64 65 66	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?	35.95% 38.85%	20.10%	43.96% 37.11%	479 477	N/A N/A
Satisfied -dissatisfied Satisfied Satisfied	2015 2015 2015	64 65 66	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?	35.95% 38.85% 28.61% 21.46%	20.10% 24.04% 31.60% 27.77%	43.96% 37.11% 39.79% 50.77%	479 477 474 480	N/A N/A N/A N/A
Satisfied -dissatisfied	2015 2015 2015 2015 2015	64 65 66 67 68	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?  How satisfied are you with the training you receive for your present job?	35.95% 38.85% 28.61%	20.10% 24.04% 31.60%	43.96% 37.11% 39.79%	479 477 474	N/A N/A N/A
Satisfied -dissatisfied Satisfied Satisfied	2015 2015 2015 2015	64 65 66	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?	35.95% 38.85% 28.61% 21.46%	20.10% 24.04% 31.60% 27.77%	43.96% 37.11% 39.79% 50.77%	479 477 474 480	N/A N/A N/A N/A

Satisfied -dissatisfied	2015	70	Considering everything, how satisfied are you with your pay?	33.60%	14.99%	51.40%	478	N/A
Satisfied -dissatisfied	2015	71	*Considering everything, how satisfied are you with your organization?	46.17%	21.84%	31.99%	477	N/A
Satisfied -dissatisfied	2015	79	How satisfied are you with the following Work/Life programs in your agency? Telework	65.00%	10.73%	24.27%	356	2
Satisfied -dissatisfied	2015	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	83.23%	7.19%	9.58%	268	6
Satisfied -dissatisfied	2015	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)	63.69%	26.20%	10.11%	58	3
Satisfied -dissatisfied	2015	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	70.06%	27.53%	2.41%	44	6
Satisfied -dissatisfied	2015	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)	49.05%	50.95%	0.00%	2	3
Satisfied -dissatisfied	2015	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	32.66%	67.34%	0.00%	9	6
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	50.40%	20.95%	28.65%	397	N/A
Agree-disagree	2014	2	I have enough information to do my job well.	54.22%	18.09%	27.69%	395	N/A
Agree-disagree	2014	3	I feel encouraged to come up with new and better ways of doing things.	47.15%	20.00%	32.85%	393	N/A
Agree-disagree	2014	4	My work gives me a feeling of personal accomplishment.	62.01%	13.48%	24.52%	395	N/A
Agree-disagree	2014	5	I like the kind of work I do.	71.93%	16.08%	11.99%	390	N/A
Agree-disagree	2014	6	I know what is expected of me on the job.					
Agree-disagree	2014	7	When needed I am willing to put in the extra effort to get a job done.	62.71%	17.09%	20.20%	394	N/A
Agree-disagree	2014	8	I am constantly looking for ways to do my job better.	95.27%	3.20%	1.53%	391	N/A
		9		86.46%	12.99%	0.55%	397	N/A
Agree-disagree	2014		I have sufficient resources (for example, people, materials, budget) to get my job done.	19.24%	11.93%	68.84%	395	2
Agree-disagree	2014	10	*My workload is reasonable.	43.77%	19.19%	37.04%	395	0
Agree-disagree	2014	11	*My talents are used well in the workplace.	43.04%	18.73%	38.23%	391	1
Agree-disagree	2014	12	*I know how my work relates to the agency's goals and priorities.	70.04%	15.21%	14.75%	395	2
Agree-disagree	2014	13	The work I do is important.	78.50%	13.68%	7.82%	389	3
Agree-disagree	2014	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)					
			allow employees to perform their jobs well.	83.80%	9.00%	7.20%	397	0
Agree-disagree	2014	15	My performance appraisal is a fair reflection of my performance.	61.65%	20.52%	17.83%	379	17
Agree-disagree	2014	16	I am held accountable for achieving results.	71.69%	17.48%	10.84%	393	4
Agree-disagree	2014	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	56.32%	24.88%	18.80%	339	56
Agree-disagree	2014	18	My training needs are assessed.	32.69%	24.51%	42.80%	391	6
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).	53.79%	16.95%	29.26%	375	21
Agree-disagree	2014	20	*The people I work with cooperate to get the job done.	71.73%	13.23%	15.04%	397	N/A
Agree-disagree	2014	21	My work unit is able to recruit people with the right skills.	32.98%	23.21%	43.81%	375	21
Agree-disagree	2014	22	Promotions in my work unit are based on merit.	30.03%	22.56%	47.41%	351	45
Agree-disagree	2014	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	20.29%	29.34%	50.37%	323	69
Agree-disagree	2014	24	*In my work unit, differences in performance are recognized in a meaningful way.	19.14%	20.31%	60.54%	353	41
Agree-disagree	2014	25	Awards in my work unit depend on how well employees perform their jobs.	25.88%	25.90%	48.22%	338	54
Agree-disagree	2014	26	Employees in my work unit share job knowledge with each other.	67.37%	14.71%	17.91%	392	2
Agree-disagree	2014	27	The skill level in my work unit has improved in the past year.	48.23%	29.15%	22.63%	377	17
Good-poor	2014	28	How would you rate the overall quality of work done by your work unit?	84.16%	12.09%	3.75%	396	N/A
Agree-disagree	2014	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish	04.1070	12.0570	3.7370	330	14/74
			organizational goals.	46.31%	22.07%	31.62%	376	13
Agree-disagree	2014	30	Employees have a feeling of personal empowerment with respect to work processes.	24.24%	21.95%	53.81%	377	13
Agree-disagree	2014	31	Employees are recognized for providing high quality products and services.	31.29%	26.64%	42.07%	381	9
Agree-disagree	2014	32	Creativity and innovation are rewarded.	24.03%	28.69%	47.29%	372	16
Agree-disagree	2014	33	Pay raises depend on how well employees perform their jobs.	12.25%	18.65%	69.10%	357	31
Agree-disagree	2014	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	49.44%	28.72%	21.84%	343	44
Agree-disagree	2014	35	Employees are protected from health and safety hazards on the job.	87.81%	9.73%	2.46%	378	13
Agree-disagree	2014	36	My organization has prepared employees for potential security threats.	65.60%	25.64%	8.76%	371	19
Agree-disagree	2014	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	41.58%	30.51%	27.90%	336	53
Agree-disagree	2014	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any	41.3670	30.3170	27.50%	330	33
Agree-disagree	2014	36	employee/applicant, obstructing a person's right to compete for employment, knowingly					
			violating veterans' preference requirements) are not tolerated.					
				63.58%	21.30%	15.13%	321	66
Agree-disagree	2014	39	My agency is successful at accomplishing its mission.	51.07%	31.05%	17.88%	377	12
Agree-disagree	2014	40	*I recommend my organization as a good place to work.	45.17%	32.33%	22.50%	391	N/A
Agree-disagree	2014	41	*I believe the results of this survey will be used to make my agency a better place to work.	33.78%	26.04%	40.18%	342	49
Agree-disagree	2014	42	My supervisor supports my need to balance work and other life issues.	87.63%	6.49%	5.88%	386	3
Agree-disagree	2014	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	65.60%	16.26%	18.14%	388	1
Agree-disagree	2014	44	Discussions with my supervisor about my performance are worthwhile.	61.27%	17.34%	21.39%	384	5
Agree-disagree	2014	45	My supervisor is committed to a workforce representative of all segments of society.	72.23%	20.10%	7.67%	332	54
Agree-disagree	2014	46	My supervisor provides me with constructive suggestions to improve my job performance.	57.92%	20.07%	22.01%	384	3
Agree-disagree	2014	47	Supervisors in my work unit support employee development.	63.19%	19.00%	17.81%	383	6
Agree-disagree	2014	48	My supervisor listens to what I have to say.	79.02%	9.91%	11.06%	389	N/A
Agree-disagree	2014	49	My supervisor treats me with respect.	82.49%	10.69%	6.82%	388	N/A
Agree-disagree	2014	50	In the last six months, my supervisor has talked with me about my performance.	85.82%	6.90%	7.28%	388	N/A
Agree-disagree	2014	51	I have trust and confidence in my supervisor.	66.82%	16.42%	16.76%	388	N/A
Good-poor	2014	52	Overall, how good a job do you feel is being done by your immediate supervisor?	70.67%	16.89%	12.44%	388	N/A
-								

Agree-disagree Agree-disagree	2014	54	workforce.	23.56%	22.70%	53.74%	378	9
Agree-disagree		54	Mr. construction to a state of an architecture to the standards of bounds and takends.					
			My organization's senior leaders maintain high standards of honesty and integrity.	42.65%	30.80%	26.55%	352	33
	2014	55	Supervisors work well with employees of different backgrounds.	57.44%	26.00%	16.56%	350	33
Agree-disagree	2014	56	*Managers communicate the goals and priorities of the organization.	36.43%	26.64%	36.94%	379	8
Agree-disagree	2014	57	Managers review and evaluate the organization's progress toward meeting its goals and					
			objectives.	34.92%	31.19%	33.90%	338	46
Agree-disagree	2014	58	Managers promote communication among different work units (for example, about projects,					
	2044		goals, needed resources).	33.72%	22.57%	43.71%	377	10
Agree-disagree	2014	59	Managers support collaboration across work units to accomplish work objectives.	37.98%	25.49%	36.54%	373	10
Good-poor	2014	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	52.420/	24.570/	25 240/	267	20
Agree-disagree	2014	61	I have a high level of respect for my organization's senior leaders.	52.12% 36.64%	21.57%	26.31%	367	20
Agree-disagree	2014	62	Senior leaders demonstrate support for Work/Life programs.	52.68%	26.78% 30.74%	36.58% 16.59%	381 357	31
Satisfied	2014	63	*How satisfied are you with your involvement in decisions that affect your work?	32.08%	30.7470	10.5570	337	31
-dissatisfied				41.10%	23.93%	34.97%	384	N/A
Satisfied	2014	64	*How satisfied are you with the information you receive from management on what's going on					
-dissatisfied			in your organization?	31.38%	24.59%	44.03%	382	N/A
Satisfied	2014	65	*How satisfied are you with the recognition you receive for doing a good job?					
-dissatisfied				30.95%	31.81%	37.24%	382	N/A
Satisfied	2014	66	How satisfied are you with the policies and practices of your senior leaders?					
-dissatisfied				27.39%	30.04%	42.57%	382	N/A
Satisfied	2014	67	How satisfied are you with your opportunity to get a better job in your organization?					
-dissatisfied				19.35%	23.37%	57.28%	383	N/A
Satisfied	2014	68	How satisfied are you with the training you receive for your present job?					
-dissatisfied	2044		***************************************	32.91%	26.60%	40.49%	382	N/A
Satisfied -dissatisfied	2014	69	*Considering everything, how satisfied are you with your job?					
Satisfied	2014	70	Considering everything, how satisfied are you with your pay?	49.66%	25.08%	25.26%	383	N/A
-dissatisfied	2014	70	Considering everything, now satisfied are you with your pay?	20.050/	10.110/	F2 049/	202	N1/A
Satisfied	2014	71	*Considering everything, how satisfied are you with your organization?	29.85%	18.11%	52.04%	383	N/A
-dissatisfied	201.	, -	considering everything, non-satisfied are you man you organization.	36.84%	28.60%	34.56%	384	N/A
Satisfied	2014	79	How satisfied are you with the following Work/Life programs in your agency? Telework	30.84%	28.00%	34.30%	304	IN/A
-dissatisfied			, , , , , , , , , , , , , , , , , , ,	66.68%	14.65%	18.67%	285	3
Satisfied	2014	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work	00.0070	14.0570	10.0770	203	
-dissatisfied			Schedules (AWS)	83.80%	9.55%	6.65%	216	2
Satisfied	2014	81	How satisfied are you with the following Work/Life programs in your agency? Health and					
-dissatisfied			Wellness Programs (for example, exercise, medical screening, quit smoking programs)	64.76%	30.86%	4.37%	61	5
Satisfied	2014	82	How satisfied are you with the following Work/Life programs in your agency? Employee					
-dissatisfied			Assistance Program (EAP)	76.60%	20.92%	2.48%	43	9
Satisfied	2014	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)	41.11%	58.89%	0.00%	4	2
Satisfied -dissatisfied	2014	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)					
	2013	1	*I am given a real opportunity to improve my skills in my organization.	39.90%	49.45%	10.64%	9	2
Agree-disagree Agree-disagree	2013	2	I have enough information to do my job well.	59.00% 62.02%	18.08% 18.92%	22.91% 19.06%	354 355	N/A N/A
Agree-disagree	2013	3	I feel encouraged to come up with new and better ways of doing things.	56.54%	18.80%	24.66%	349	N/A
Agree-disagree	2013	4	My work gives me a feeling of personal accomplishment.	65.81%	15.99%	18.20%	354	N/A
Agree-disagree	2013	5	I like the kind of work I do.	75.51%	16.05%	8.44%	349	N/A
Agree-disagree	2013	6	I know what is expected of me on the job.	71.37%	13.98%	14.66%	350	N/A
Agree-disagree	2013	7	When needed I am willing to put in the extra effort to get a job done.	95.59%	2.45%	1.96%	354	N/A
Agree-disagree	2013	8	I am constantly looking for ways to do my job better.	87.80%	9.89%	2.31%	355	N/A
Agree-disagree	2013	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	27.12%	18.07%	54.80%	354	0
Agree-disagree	2013	10	*My workload is reasonable.	54.95%	15.58%	29.47%	354	0
Agree-disagree	2013	11	*My talents are used well in the workplace.	50.72%	18.21%	31.07%	348	1
Agree-disagree Agree-disagree	2013	12	*I know how my work relates to the agency's goals and priorities.  The work I do is important.	79.82%	10.29%	9.89%	354	1
Agree-disagree Agree-disagree	2013	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)	81.94%	13.50%	4.56%	350	3
g. cc disugree	2013	1-7	allow employees to perform their jobs well.	85.06%	8.96%	5.98%	353	1
Agree-disagree	2013	15	My performance appraisal is a fair reflection of my performance.	69.30%	17.31%	13.39%	348	6
Agree-disagree	2013	16	I am held accountable for achieving results.	79.19%	15.83%	4.97%	349	3
Agree-disagree	2013	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	65.39%	18.37%	16.24%	326	27
Agree-disagree	2013	18	My training needs are assessed.	38.40%	24.72%	36.88%	345	9
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).	58.59%	18.58%	22.82%	345	10
Agree-disagree	2013	20	*The people I work with cooperate to get the job done.	73.30%	13.32%	13.38%	355	N/A
Agree-disagree	2013	21	My work unit is able to recruit people with the right skills.	45.89%	21.82%	32.29%	341	12
Agree-disagree	2013	22	Promotions in my work unit are based on merit.	31.04%	26.92%	42.04%	315	39
Agree-disagree	2013	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	24.23%	27.62%	48.15%	296	58
Agree-disagree Agree-disagree	2013	24 25	*In my work unit, differences in performance are recognized in a meaningful way.  Awards in my work unit depend on how well employees perform their jobs.	24.51%	24.65%	50.84%	324	31
Agree-disagree Agree-disagree	2013	26	Employees in my work unit share job knowledge with each other.	30.39% 72.02%	26.90% 14.45%	42.71% 13.53%	307 348	47 7
Agree-disagree	2013	27	The skill level in my work unit has improved in the past year.	51.36%	30.18%	13.53%	348	22
		28	How would you rate the overall quality of work done by your work unit?	84.19%	12.67%	3.13%	355	N/A
Good-poor	2013							
Good-poor Agree-disagree	2013	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish	04.1370	12.0770	3.1370	333	•

Agree disagree	2012	20	Employees have a feeling of paysonal empowerment with respect to work processes	1				
Agree-disagree	2013	30	Employees have a feeling of personal empowerment with respect to work processes.	39.43%	27.28%	33.29%	333	13
Agree-disagree	2013	31	Employees are recognized for providing high quality products and services.	44.75%	27.25%	28.00%	336	12
Agree-disagree	2013	32	Creativity and innovation are rewarded.	35.33%	29.52%	35.15%	329	19
Agree-disagree	2013	33	Pay raises depend on how well employees perform their jobs.	17.54%	26.77%	55.70%	310	33
Agree-disagree	2013	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities					
			and women, training in awareness of diversity issues, mentoring).	54.62%	28.41%	16.97%	307	40
Agree-disagree	2013	35	Employees are protected from health and safety hazards on the job.	90.40%	7.78%	1.82%	335	11
Agree-disagree	2013	36	My organization has prepared employees for potential security threats.	75.43%	16.81%	7.75%	333	14
Agree-disagree	2013	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not					
			tolerated.	55.07%	20.03%	24.90%	315	32
Agree-disagree	2013	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.	70.11%	18.18%	11.71%	310	37
Agree-disagree	2013	39	My agency is successful at accomplishing its mission.	69.34%	21.11%	9.55%	338	9
Agree-disagree	2013	40	*I recommend my organization as a good place to work.	63.61%	20.36%	16.02%	349	N/A
Agree-disagree	2013	41	*I believe the results of this survey will be used to make my agency a better place to work.	39.35%	24.21%	36.45%	297	52
Agree-disagree	2013	42	My supervisor supports my need to balance work and other life issues.	89.02%	5.18%	5.80%	348	2
Agree-disagree	2013	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	72.00%	15.90%	12.10%	346	2
Agree-disagree	2013	44	Discussions with my supervisor about my performance are worthwhile.	66.23%	17.81%	15.96%	342	4
Agree-disagree	2013	45	My supervisor is committed to a workforce representative of all segments of society.	71.18%	21.68%	7.14%	308	39
Agree-disagree	2013	46	My supervisor provides me with constructive suggestions to improve my job performance.	65.28%	19.37%	15.35%	347	1
Agree-disagree	2013	47	Supervisors in my work unit support employee development.	69.32%	14.72%	15.35%	341	5
Agree-disagree	2013	48	My supervisor listens to what I have to say.					
	2013	49		81.27%	8.45%	10.28%	348	N/A
Agree-disagree	2013	50	My supervisor treats me with respect.  In the last six months, my supervisor has talked with me about my performance.	87.49%	5.35%	7.16%	348	N/A
Agree-disagree			In the last six months, my supervisor has talked with me about my performance.  I have trust and confidence in my supervisor.	87.79%	6.55%	5.66%	347	N/A
Agree-disagree	2013	51	I have trust and confidence in my supervisor.	70.97%	16.06%	12.98%	346	N/A
Good-poor	2013	52	Overall, how good a job do you feel is being done by your immediate supervisor?	73.63%	16.95%	9.42%	346	N/A
Agree-disagree	2013	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
				35.86%	22.70%	41.44%	343	2
Agree-disagree	2013	54	My organization's senior leaders maintain high standards of honesty and integrity.	56.47%	23.31%	20.22%	326	19
Agree-disagree	2013	55	Supervisors work well with employees of different backgrounds.	65.64%	20.57%	13.79%	329	17
Agree-disagree	2013	56	*Managers communicate the goals and priorities of the organization.	53.76%	20.17%	26.07%	340	5
Agree-disagree	2013	57	Managers review and evaluate the organization's progress toward meeting its goals and					
			objectives.	53.36%	23.90%	22.74%	306	39
Agree-disagree	2013	58	Managers promote communication among different work units (for example, about projects,					
			goals, needed resources).	44.00%	22.22%	33.78%	335	10
Agree-disagree	2013	59	Managers support collaboration across work units to accomplish work objectives.	51.54%	20.76%	27.70%	337	8
Good-poor	2013	60	Overall, how good a job do you feel is being done by the manager directly above your					
			immediate supervisor?	55.78%	25.77%	18.45%	333	14
Agree-disagree	2013	61	I have a high level of respect for my organization's senior leaders.	51.43%	20.79%	27.78%	342	3
Agree-disagree	2013	62	Senior leaders demonstrate support for Work/Life programs.	57.09%	22.74%	20.17%	312	34
Satisfied	2013	63	*How satisfied are you with your involvement in decisions that affect your work?	01.0072				
-dissatisfied				48.30%	24.29%	27.42%	343	N/A
Satisfied	2013	64	*How satisfied are you with the information you receive from management on what's going on	40.5070	24.2370	27.42/0	3-3	14/74
-dissatisfied			in your organization?	42.32%	23.36%	34.33%	344	NI/A
Satisfied	2013	65	*How satisfied are you with the recognition you receive for doing a good job?	42.32/0	23.30%	34.33/0	344	N/A
-dissatisfied	2015	05	The statistica are you want the recognition you receive for doing a good job.	44.740/	26.740/	20.500/	242	N1/A
	2013	66	How satisfied are you with the policies and practices of your senior leaders?	44.71%	26.74%	28.56%	343	N/A
-dissatisfied	2013	00	Thow satisfied are you with the policies and practices of your semior leaders:					
Satisfied	2012		11	38.69%	28.68%	32.63%	343	N/A
-dissatisfied	2013	67	How satisfied are you with your opportunity to get a better job in your organization?					
				21.03%	29.84%	49.13%	343	N/A
Satisfied	2013	68	How satisfied are you with the training you receive for your present job?					
-dissatisfied				34.64%	29.21%	36.15%	342	N/A
Satisfied	2013	69	*Considering everything, how satisfied are you with your job?					
-dissatisfied				56.26%	23.60%	20.14%	343	N/A
Satisfied	2013	70	Considering everything, how satisfied are you with your pay?					
-dissatisfied				42.67%	22.05%	35.28%	344	N/A
Satisfied	2013	71	*Considering everything, how satisfied are you with your organization?					
-dissatisfied				54.52%	25.24%	20.24%	343	N/A
Satisfied	2013	79	How satisfied are you with the following Work/Life programs in your agency? Telework					
-dissatisfied				75.96%	10.12%	13.91%	257	6
Satisfied	2013	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work					
-dissatisfied			Schedules (AWS)	88.41%	5.61%	5.99%	197	2
Satisfied	2013	81	How satisfied are you with the following Work/Life programs in your agency? Health and	00.1170	3.0170	5.5570	137	
-dissatisfied			Wellness Programs (for example, exercise, medical screening, quit smoking programs)	73.94%	22.48%	3.58%	56	8
	2013	82	How satisfied are you with the following Work/Life programs in your agency? Employee	73.3470	22.46/0	3.3670	30	
		52	Assistance Program (EAP)	70.73%	24.64%	4.63%	43	5
Satisfied -dissatisfied			How satisfied are you with the following Work/Life programs in your agency? Child Care	70.73%	24.04%	4.03%	43	5
Satisfied -dissatisfied	2013	83						
Satisfied -dissatisfied Satisfied	2013	83	Programs (for example, daycare, parenting classes, parenting support groups)	40.2004	25.040/	25.044	ار	
Satisfied -dissatisfied Satisfied -dissatisfied			Programs (for example, daycare, parenting classes, parenting support groups)	48.39%	25.81%	25.81%	4	2
Satisfied -dissatisfied Satisfied -dissatisfied Satisfied	2013	83	How satisfied are you with the following Work/Life programs in your agency? Elder Care					
Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied -dissatisfied	2013	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	39.77%	41.06%	19.17%	10	5
Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied -dissatisfied Agree-disagree	2013	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)  *I am given a real opportunity to improve my skills in my organization.	39.77% 65.37%	41.06% 14.93%	19.17% 19.70%	10 352	5 N/A
Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied -dissatisfied Agree-disagree Agree-disagree	2013 2012 2012	84 1 2	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)  *I am given a real opportunity to improve my skills in my organization.  I have enough information to do my job well.	39.77% 65.37% 65.74%	41.06% 14.93% 17.86%	19.17% 19.70% 16.40%	10 352 352	5 N/A N/A
Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied dissatisfied Agree-disagree Agree-disagree Agree-disagree	2013 2012 2012 2012 2012	1 2 3	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)  *I am given a real opportunity to improve my skills in my organization. I have enough information to do my job well. I feel encouraged to come up with new and better ways of doing things.	39.77% 65.37% 65.74% 64.87%	41.06% 14.93% 17.86% 16.94%	19.17% 19.70% 16.40% 18.18%	10 352 352 350	5 N/A N/A N/A
Satisfied -dissatisfied Satisfied -dissatisfied Satisfied -dissatisfied -dissatisfied Agree-disagree Agree-disagree	2013 2012 2012	84 1 2	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)  *I am given a real opportunity to improve my skills in my organization.  I have enough information to do my job well.	39.77% 65.37% 65.74%	41.06% 14.93% 17.86%	19.17% 19.70% 16.40%	10 352 352	5 N/A N/A

Agree-disagree 2	2012			1				
-		6	I know what is expected of me on the job.	71.05%	15.90%	13.05%	349	N/A
	2012	7	When needed I am willing to put in the extra effort to get a job done.	98.59%	1.05%	0.36%	353	N/A
	2012	8	I am constantly looking for ways to do my job better.	93.18%	6.22%	0.60%	352	N/A
	2012	9	I have sufficient resources (for example, people, materials, budget) to get my job done.  *My workload is reasonable.	34.79%	18.96%	46.25%	351	0
	2012	11	*My talents are used well in the workplace.	56.87%	18.18%	24.95%	351	0
	2012	12	*I know how my work relates to the agency's goals and priorities.	57.47%	19.67%	22.86%	346	0
	2012	13	The work I do is important.	79.95%	13.01%	7.04%	349	3
	2012	14	·	86.02%	10.50%	3.48%	348	1
Agree-uisagree 2	2012	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	06.470/	7.040/	6.700/	252	
Agrae disagrae	2012	15		86.17%	7.04%	6.79%	352	0
	2012	15 16	My performance appraisal is a fair reflection of my performance.	73.18%	13.43%	13.40%	345	7
	2012	17	I am held accountable for achieving results.	83.85%	13.04%	3.11%	349	2
	2012	18	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.  *Mutraining people are assessed.	68.02%	21.61%	10.37%	319	32
	2012	19	My training needs are assessed.	40.27%	28.86%	30.87%	348	4
Agree-disagree 2	2012	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).					
Agrae disagrae	2012	20		58.13%	20.13%	21.74%	349	4
	2012	20	*The people I work with cooperate to get the job done.	80.84%	12.65%	6.51%	353	N/A
	2012	21	My work unit is able to recruit people with the right skills.	51.90%	25.37%	22.73%	345	
	2012	22	Promotions in my work unit are based on merit.	41.14%	31.22%	27.64%	316	36
	2012	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	32.18%	31.96%	35.87%	308	43
0	2012	24 25	*In my work unit, differences in performance are recognized in a meaningful way.  Awards in my work unit depend on how well employees perform their jobs.	29.36%	29.31%	41.32%	327	26
	2012		Employees in my work unit share job knowledge with each other.	42.37%	28.36%	29.26%	317	36
	2012	26		78.89%	11.30%	9.81%	353	0
	2012	27 28	The skill level in my work unit has improved in the past year.  How would you rate the overall quality of work done by your work unit?	67.83%	25.09%	7.09%	342	11
				89.90%	8.70%	1.40%	353	N/A
Agree-disagree 2	2012	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	45.				
				65.61%	19.08%	15.31%	339	11
	2012	30	Employees have a feeling of personal empowerment with respect to work processes.	48.52%	21.68%	29.80%	337	13
	2012	31	Employees are recognized for providing high quality products and services.	50.82%	23.37%	25.80%	342	7
	2012	32	Creativity and innovation are rewarded.	44.57%	25.82%	29.61%	338	11
	2012	33	Pay raises depend on how well employees perform their jobs.	28.40%	27.67%	43.93%	313	32
Agree-disagree 2	2012	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).					
	2042	25		61.20%	25.65%	13.15%	312	36
	2012	35	Employees are protected from health and safety hazards on the job.	88.27%	9.91%	1.82%	342	6
0	2012	36	My organization has prepared employees for potential security threats.	72.73%	20.09%	7.18%	337	12
Agree-disagree	2012	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not					
			tolerated.	62.51%	19.11%	18.38%	307	40
Agree-disagree 2	2012	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any					
			employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.					
				75.78%	15.98%	8.24%	310	37
	2012	39	My agency is successful at accomplishing its mission.	75.29%	16.66%	8.04%	341	6
0	2012	40	*I recommend my organization as a good place to work.	75.64%	17.13%	7.23%	349	N/A
	2012	41	*I believe the results of this survey will be used to make my agency a better place to work.	48.19%	28.65%	23.17%	305	44
	2012	42	My supervisor supports my need to balance work and other life issues.	87.49%	7.25%	5.27%	347	2
	2012	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	70.17%	16.14%	13.69%	349	0
	2012	44	Discussions with my supervisor about my performance are worthwhile.	65.52%	18.41%	16.06%	346	2
	2012	45	My supervisor is committed to a workforce representative of all segments of society.	71.64%	22.44%	5.91%	316	33
	2012	46	My supervisor provides me with constructive suggestions to improve my job performance.	62.12%	23.58%	14.31%	347	2
	2012		Supervisors in my work unit support employee development.	69.32%	17.02%	13.66%	346	3
	2012	48	My supervisor listens to what I have to say.	83.06%	9.64%	7.30%	349	N/A
	2012	49	My supervisor treats me with respect.	84.33%	9.44%	6.23%	349	N/A
	2012	50	In the last six months, my supervisor has talked with me about my performance.	89.41%	6.12%	4.47%	348	N/A
	2012	51	I have trust and confidence in my supervisor.	72.85%	14.49%	12.66%	349	N/A
	2012	52	Overall, how good a job do you feel is being done by your immediate supervisor?	74.53%	17.07%	8.41%	347	N/A
Agree-disagree 2	2012	53	In my organization, senior leaders generate high levels of motivation and commitment in the					
			workforce.	48.97%	23.98%	27.04%	341	6
	2012	54	My organization's senior leaders maintain high standards of honesty and integrity.	65.89%	20.53%	13.58%	336	12
	2012	55	Supervisors work well with employees of different backgrounds.	68.35%	22.20%	9.44%	334	13
	2012	56	*Managers communicate the goals and priorities of the organization.	56.08%	22.58%	21.34%	346	1
Agree-disagree 2	2012	57	Managers review and evaluate the organization's progress toward meeting its goals and					
			objectives.	58.50%	28.89%	12.61%	324	24
Agree-disagree 2	2012	58	Managers promote communication among different work units (for example, about projects,					
			goals, needed resources).	51.61%	21.76%	26.63%	339	8
	2012	59	Managers support collaboration across work units to accomplish work objectives.	57.26%	20.33%	22.41%	342	5
Good-poor	2012	60	Overall, how good a job do you feel is being done by the manager directly above your					
			immediate supervisor?	62.03%	24.24%	13.73%	339	8
	2012	61	I have a high level of respect for my organization's senior leaders.	62.04%	21.89%	16.07%	344	1
	2012	62	Senior leaders demonstrate support for Work/Life programs.	64.10%	22.76%	13.15%	325	22
	2012	63	*How satisfied are you with your involvement in decisions that affect your work?					
-dissatisfied				55.31%	22.67%	22.02%	345	N/A
	2012	64	*How satisfied are you with the information you receive from management on what's going on					
			in your organization?	48.97%	23.42%	27.62%	345	N/A
-dissatisfied		65	*How satisfied are you with the recognition you receive for doing a good job?					
Satisfied 2	2012	03					Į.	
	2012	03		53.84%	22.33%	23.82%	346	N/A
Satisfied 2 -dissatisfied	2012	66	How satisfied are you with the policies and practices of your senior leaders?	53.84%	22.33%	23.82%	346	N/A

Satisfied	2012	67	How satisfied are you with your opportunity to get a better job in your organization?					
-dissatisfied				31.54%	33.83%	34.63%	347	N/A
Satisfied	2012	68	How satisfied are you with the training you receive for your present job?					
-dissatisfied				46.84%	28.75%	24.41%	342	N/A
Satisfied	2012	69	*Considering everything, how satisfied are you with your job?					
-dissatisfied	2042			69.15%	20.40%	10.45%	342	N/A
Satisfied -dissatisfied	2012	70	Considering everything, how satisfied are you with your pay?					
Satisfied	2012	71	*Considering everything, how satisfied are you with your organization?	65.48%	15.95%	18.58%	346	N/A
-dissatisfied	2012	/1	Considering everything, now satisfied are you with your organization:	68.80%	18.64%	12.56%	344	N/A
Satisfied	2012	79	How satisfied are you with the following Work/Life programs in your agency? Telework	08.80%	18.04%	12.30%	344	IN/A
-dissatisfied			, , , , , , , , , , , , , , , , , , ,	71.67%	16.56%	11.77%	257	3
Satisfied	2012	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work	7 1.07 70	10.50%	1117770	237	
-dissatisfied			Schedules (AWS)	89.60%	6.11%	4.29%	201	5
Satisfied	2012	81	How satisfied are you with the following Work/Life programs in your agency? Health and					
-dissatisfied			Wellness Programs (for example, exercise, medical screening, quit smoking programs)	74.72%	20.45%	4.83%	72	3
Satisfied	2012	82	How satisfied are you with the following Work/Life programs in your agency? Employee					
-dissatisfied			Assistance Program (EAP)	72.69%	25.41%	1.89%	49	7
Satisfied	2012	83	How satisfied are you with the following Work/Life programs in your agency? Child Care					
-dissatisfied	2012	0.4	Programs (for example, daycare, parenting classes, parenting support groups)	82.42%	0.00%	17.58%	6	1
Satisfied -dissatisfied	2012	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)					_
	2011	1	*I am given a real opportunity to improve my skills in my organization.	61.46%	38.54%	0.00%	16	2 N/A
Agree-disagree Agree-disagree	2011	2	a m given a real opportunity to improve my skills in my organization.  I have enough information to do my job well.	70.16%	16.22%	13.62% 11.25%	385 387	N/A
Agree-disagree	2011	3	I feel encouraged to come up with new and better ways of doing things.	69.36% 65.36%	19.39% 18.96%	15.69%	387	N/A N/A
Agree-disagree	2011	4	My work gives me a feeling of personal accomplishment.	71.73%	17.09%	11.18%	387	N/A
Agree-disagree	2011	5	I like the kind of work I do.	80.49%	13.57%	5.94%	386	N/A
Agree-disagree	2011	6	I know what is expected of me on the job.	80.99%	11.05%	7.96%	384	N/A
Agree-disagree	2011	7	When needed I am willing to put in the extra effort to get a job done.	96.45%	2.57%	0.98%	386	N/A
Agree-disagree	2011	8	I am constantly looking for ways to do my job better.	91.31%	6.44%	2.25%	386	N/A
Agree-disagree	2011	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	35.38%	21.16%	43.45%	384	2
Agree-disagree	2011	10	*My workload is reasonable.	61.09%	19.06%	19.86%	387	0
Agree-disagree	2011	11	*My talents are used well in the workplace.	61.84%	18.32%	19.84%	385	0
Agree-disagree	2011	12	*I know how my work relates to the agency's goals and priorities.	85.29%	8.97%	5.74%	386	0
Agree-disagree	2011	13	The work I do is important.  Physical conditions (for example, pairs level, temperature, lighting, classifiers, in the workslass)	87.81%	7.62%	4.57%	385	2
Agree-disagree	2011	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	06 770/	0.450/	5.000/	205	
Agree-disagree	2011	15	My performance appraisal is a fair reflection of my performance.	86.77% 74.58%	8.15%	5.09%	385 367	0
Agree-disagree	2011	16	I am held accountable for achieving results.	84.61%	15.93% 11.85%	9.49% 3.53%	382	19 2
Agree-disagree	2011	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69.88%	21.09%	9.02%	355	29
Agree-disagree	2011	18	My training needs are assessed.	47.90%	25.83%	26.27%	377	9
Agree-disagree	2011	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).	64.54%	19.15%	16.31%	372	15
Agree-disagree	2011	20	*The people I work with cooperate to get the job done.	82.52%	8.54%	8.93%	376	N/A
Agree-disagree	2011	21	My work unit is able to recruit people with the right skills.	61.01%	18.86%	20.13%	379	8
Agree-disagree	2011	22	Promotions in my work unit are based on merit.	48.15%	30.21%	21.63%	346	41
Agree-disagree	2011	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	39.06%	33.11%	27.83%	325	60
Agree-disagree Agree-disagree	2011	24 25	*In my work unit, differences in performance are recognized in a meaningful way.  Awards in my work unit depend on how well employees perform their jobs.	35.80%	33.00%	31.20%	340	47
Agree-disagree	2011	26	Employees in my work unit share job knowledge with each other.	49.16% 76.56%	29.20% 12.19%	21.64% 11.25%	332 385	53 2
Agree-disagree	2011	27	The skill level in my work unit has improved in the past year.	71.55%	20.77%	7.68%	367	18
Good-poor	2011	28	How would you rate the overall quality of work done by your work unit?	88.89%	10.05%	1.07%	385	N/A
Agree-disagree	2011	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish					,
			organizational goals.	72.87%	16.80%	10.33%	377	6
Agree-disagree	2011	30	Employees have a feeling of personal empowerment with respect to work processes.	54.22%	24.30%	21.48%	373	11
Agree-disagree	2011	31	Employees are recognized for providing high quality products and services.	59.41%	24.47%	16.12%	372	13
Agree-disagree	2011	32	Creativity and innovation are rewarded.	49.92%	28.40%	21.68%	361	23
Agree-disagree	2011	33	Pay raises depend on how well employees perform their jobs.	41.94%	29.83%	28.23%	337	47
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).					
Agree-disagree	2011	35	Employees are protected from health and safety hazards on the job.	61.12%	26.33%	12.55%	344	40
Agree-disagree Agree-disagree	2011	36	My organization has prepared employees for potential security threats.	91.31% 81.00%	6.96% 14.05%	1.73% 4.95%	376 372	10
Agree-disagree	2011	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not	01.00%	14.0370	4.5370	3/2	10
			tolerated.	59.40%	26.08%	14.52%	344	38
Agree-disagree	2011	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any	33.1070	20.0070	1113270	311	
			employee/applicant, obstructing a person's right to compete for employment, knowingly					
			violating veterans' preference requirements) are not tolerated.	74.85%	17.65%	7.50%	333	52
Agree-disagree	2011	39	My agency is successful at accomplishing its mission.	80.59%	15.30%	4.10%	377	6
Agree-disagree	2011	40	*I recommend my organization as a good place to work.	78.71%	14.80%	6.49%	385	N/A
Agree-disagree	2011	41	*I believe the results of this survey will be used to make my agency a better place to work.	57.94%	25.52%	16.54%	342	42
Agree-disagree	2011	42	My supervisor supports my need to balance work and other life issues.	91.07%	5.34%	3.59%	380	4
Agree-disagree	2011	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	75.95%	12.36%	11.69%	383	
Agree-disagree	2011	44	Discussions with my supervisor about my performance are worthwhile.	71.85%	15.54%	12.61%	379	4
A 11	2000							47
Agree-disagree	2011	45	My supervisor is committed to a workforce representative of all segments of society.	76.39%	19.62%	3.99%	336	
Agree-disagree Agree-disagree Agree-disagree	2011 2011 2011	45 46 47	My supervisor is committed to a workforce representative or an segments of society.  My supervisor provides me with constructive suggestions to improve my job performance.  Supervisors in my work unit support employee development.	76.39% 69.57% 74.19%	19.62% 18.01% 15.59%	3.99% 12.42% 10.22%	336 381 381	2

Agree-disagree	2011	51	I have trust and confidence in my supervisor.	78.43%	12.20%	9.37%	379	N/A
Good-poor	2011	52	Overall, how good a job do you feel is being done by your immediate supervisor?					
Agree-disagree	2011	53		80.65%	13.11%	6.24%	383	N/A
Agree-uisagree	2011	33	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	56 770/	25.450/	47.700/	275	_
Agree-disagree	2011	54	My organization's senior leaders maintain high standards of honesty and integrity.	56.77%	25.45%	17.78%	375	7
Agree-disagree	2011	55	Supervisors work well with employees of different backgrounds.	70.99%	19.04%	9.97%	366	15
Agree-disagree	2011	56	*Managers communicate the goals and priorities of the organization.	73.89%	17.63%	8.49%	365	17 9
Agree-disagree	2011	57	Managers review and evaluate the organization's progress toward meeting its goals and	61.37%	21.84%	16.79%	373	9
Agree disagree	2011	3,	objectives.	62.669/	25 710/	10.639/	225	44
Agree-disagree	2011	58	Managers promote communication among different work units (for example, about projects,	63.66%	25.71%	10.63%	335	44
Agree-uisagree	2011	30	goals, needed resources).	F2 420/	22.020/	22.620/	265	47
Agree-disagree	2011	59	Managers support collaboration across work units to accomplish work objectives.	53.43%	23.93%	22.63%	365 360	17
Good-poor	2011	60	Overall, how good a job do you feel is being done by the manager directly above your	58.48%	22.86%	18.66%	300	19
Good poor	2011	00	immediate supervisor?	CO 100/	20.71%	11 110/	264	1.4
Agree-disagree	2011	61	I have a high level of respect for my organization's senior leaders.	68.18% 64.91%	20.71%	11.11% 12.68%	364 380	14 2
Agree-disagree	2011	62	Senior leaders demonstrate support for Work/Life programs.	69.68%	24.27%	6.05%	353	30
Satisfied	2011	63	*How satisfied are you with your involvement in decisions that affect your work?	03.0870	24.2770	0.0370	333	30
-dissatisfied	2011	05	The House are you will you mit femere in decisions did career you how.	60.03%	23.89%	16.08%	382	NI/A
Satisfied	2011	64	*How satisfied are you with the information you receive from management on what's going on	00.0370	23.83/6	10.06/6	302	N/A
-dissatisfied	2011	٠.	in your organization?	51.76%	25.61%	22.63%	382	NI/A
Satisfied	2011	65	*How satisfied are you with the recognition you receive for doing a good job?	31.70%	25.01%	22.03%	302	N/A
-dissatisfied	2011	05	The water and you with the recognition you receive for doing a good job.	C1 000/	22.00%	45 200/	200	N1/A
Satisfied	2011	66	How satisfied are you with the policies and practices of your senior leaders?	61.80%	22.90%	15.30%	380	N/A
-dissatisfied	2011	00	now satisfied are you with the policies and practices of your senior leaders?	50.460/	20.700/	47.049/	270	
Satisfied	2011	67	How satisfied are you with your appartunity to get a better job in your arganization?	53.46%	28.70%	17.84%	378	N/A
-dissatisfied	2011	67	How satisfied are you with your opportunity to get a better job in your organization?					
	2011		11	35.27%	37.41%	27.31%	381	N/A
Satisfied -dissatisfied	2011	68	How satisfied are you with the training you receive for your present job?					
	2011		***************************************	49.80%	30.40%	19.80%	381	N/A
Satisfied -dissatisfied	2011	69	*Considering everything, how satisfied are you with your job?					
				77.50%	12.70%	9.80%	381	N/A
Satisfied -dissatisfied	2011	70	Considering everything, how satisfied are you with your pay?					
	2044		***************************************	72.07%	16.76%	11.17%	382	N/A
Satisfied	2011	71	*Considering everything, how satisfied are you with your organization?					
-dissatisfied				72.76%	17.90%	9.35%	381	N/A
Satisfied -dissatisfied	2011	79	How satisfied are you with the following Work/Life programs in your agency? Telework					
				78.04%	11.43%	10.52%	259	3
Satisfied	2011	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work					
-dissatisfied			Schedules (AWS)	90.95%	4.61%	4.44%	221	2
Satisfied -dissatisfied	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)					
				75.05%	22.08%	2.87%	88	2
Satisfied -dissatisfied	2011	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)					
	2044		- ' '	80.64%	19.36%	0.00%	41	2
Satisfied -dissatisfied	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)					
	2044			53.97%	46.03%	0.00%	9	0
Satisfied -dissatisfied	2011	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)					
	2040			61.54%	38.46%	0.00%	13	1
Agree-disagree	2010	1	*I am given a real opportunity to improve my skills in my organization.	70.78%	16.29%	12.93%	301	N/A
Agree-disagree	2010	2	I have enough information to do my job well.	75.89%	13.73%	10.37%	301	N/A
Agree-disagree	2010	3	I feel encouraged to come up with new and better ways of doing things.  My work gives me a feeling of personal accomplishment.	68.58%	17.56%	13.86%	299	N/A
Agree-disagree Agree-disagree	2010	5	I like the kind of work I do.	75.67%	16.43%	7.91%	301	N/A
Agree-disagree	2010	6	I know what is expected of me on the job.	82.17%	14.77%	3.06%	301	N/A
Agree-disagree	2010	7	When needed I am willing to put in the extra effort to get a job done.	79.89% 96.20%	11.15%	8.96% 1.91%	300 301	N/A
Agree-disagree	2010	8	I am constantly looking for ways to do my job better.		1.89%			N/A
, ibi cc-uisagi ee	2010	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	90.68% 57.83%	8.29%	1.03%	301	N/A
Agree-disagree	2010		I I I I I I I I I I I I I I I I	37.63%	15.46% 14.76%	26.71% 17.33%	300 298	1
Agree-disagree Agree-disagree	2010 2010		*My workload is reasonable.	67 010/		17.33%	298	2
Agree-disagree	2010	10	*My workload is reasonable.  *My talents are used well in the workplace	67.91%		16 560/		
Agree-disagree Agree-disagree	2010 2010	10 11	*My talents are used well in the workplace.	64.24%	19.20%	16.56%		
Agree-disagree Agree-disagree Agree-disagree	2010 2010 2010	10 11 12	*My talents are used well in the workplace. *I know how my work relates to the agency's goals and priorities.	64.24% 83.14%	19.20% 12.73%	4.13%	298	3
Agree-disagree Agree-disagree Agree-disagree Agree-disagree	2010 2010 2010 2010	10 11 12 13	*My talents are used well in the workplace.  *I know how my work relates to the agency's goals and priorities.  The work I do is important.	64.24%	19.20%			
Agree-disagree Agree-disagree Agree-disagree	2010 2010 2010	10 11 12	*My talents are used well in the workplace.  *I know how my work relates to the agency's goals and priorities.  The work I do is important.  Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace)	64.24% 83.14% 89.75%	19.20% 12.73% 9.10%	4.13% 1.15%	298 294	3
Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree	2010 2010 2010 2010	10 11 12 13 14	*My talents are used well in the workplace.  *I know how my work relates to the agency's goals and priorities.  The work I do is important.  Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	64.24% 83.14% 89.75% 88.19%	19.20% 12.73% 9.10% 7.32%	4.13% 1.15% 4.48%	298 294 300	3 1 0
Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree	2010 2010 2010 2010 2010 2010	10 11 12 13 14	*My talents are used well in the workplace.  *I know how my work relates to the agency's goals and priorities.  The work I do is important.  Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  My performance appraisal is a fair reflection of my performance.	64.24% 83.14% 89.75% 88.19% 75.07%	19.20% 12.73% 9.10% 7.32% 16.01%	4.13% 1.15% 4.48% 8.92%	298 294 300 296	3 1 0 3
Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree	2010 2010 2010 2010 2010 2010 2010	10 11 12 13 14 15 16	*My talents are used well in the workplace.  *I know how my work relates to the agency's goals and priorities.  The work I do is important.  Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  My performance appraisal is a fair reflection of my performance.  I am held accountable for achieving results.	64.24% 83.14% 89.75% 88.19% 75.07% 83.89%	19.20% 12.73% 9.10% 7.32% 16.01% 13.66%	4.13% 1.15% 4.48% 8.92% 2.46%	298 294 300 296 299	3 1 0 3 1
Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree Agree-disagree	2010 2010 2010 2010 2010 2010	10 11 12 13 14	*My talents are used well in the workplace.  *I know how my work relates to the agency's goals and priorities.  The work I do is important.  Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  My performance appraisal is a fair reflection of my performance.	64.24% 83.14% 89.75% 88.19% 75.07% 83.89% 67.56%	19.20% 12.73% 9.10% 7.32% 16.01% 13.66% 24.00%	4.13% 1.15% 4.48% 8.92% 2.46% 8.44%	298 294 300 296 299 272	3 1 0 3 1 26
Agree-disagree	2010 2010 2010 2010 2010 2010 2010 2010	10 11 12 13 14 15 16 17	*My talents are used well in the workplace.  *I know how my work relates to the agency's goals and priorities.  The work I do is important.  Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  My performance appraisal is a fair reflection of my performance.  I am held accountable for achieving results.  *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.  My training needs are assessed.	64.24% 83.14% 89.75% 88.19% 75.07% 83.89%	19.20% 12.73% 9.10% 7.32% 16.01% 13.66%	4.13% 1.15% 4.48% 8.92% 2.46%	298 294 300 296 299	3 1 0 3 1
Agree-disagree	2010 2010 2010 2010 2010 2010 2010 2010	10 11 12 13 14 15 16 17	*My talents are used well in the workplace.  *I know how my work relates to the agency's goals and priorities.  The work I do is important.  Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  My performance appraisal is a fair reflection of my performance.  I am held accountable for achieving results.  *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	64.24% 83.14% 89.75% 88.19% 75.07% 83.89% 67.56% 53.82%	19.20% 12.73% 9.10% 7.32% 16.01% 13.66% 24.00% 25.86%	4.13% 1.15% 4.48% 8.92% 2.46% 8.44% 20.32%	298 294 300 296 299 272 292	3 1 0 3 1 26 8
Agree-disagree	2010 2010 2010 2010 2010 2010 2010 2010	10 11 12 13 14 15 16 17	*My talents are used well in the workplace.  *I know how my work relates to the agency's goals and priorities.  The work I do is important.  Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  My performance appraisal is a fair reflection of my performance.  I am held accountable for achieving results.  *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.  My training needs are assessed.  In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	64.24% 83.14% 89.75% 88.19% 75.07% 83.89% 67.56% 53.82%	19.20% 12.73% 9.10% 7.32% 16.01% 13.66% 24.00% 25.86%	4.13% 1.15% 4.48% 8.92% 2.46% 8.44% 20.32%	298 294 300 296 299 272 292	3 1 0 3 1 26 8
Agree-disagree	2010 2010 2010 2010 2010 2010 2010 2010	10 11 12 13 14 15 16 17 18	*My talents are used well in the workplace.  *I know how my work relates to the agency's goals and priorities.  The work I do is important.  Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  My performance appraisal is a fair reflection of my performance.  I am held accountable for achieving results.  *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.  My training needs are assessed.  In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).  *The people I work with cooperate to get the job done.	64.24% 83.14% 89.75% 88.19% 75.07% 83.89% 67.56% 53.82% 69.33% 79.18%	19.20% 12.73% 9.10% 7.32% 16.01% 13.66% 24.00% 25.86% 16.56% 13.82%	4.13% 1.15% 4.48% 8.92% 2.46% 8.44% 20.32% 14.11% 7.00%	298 294 300 296 299 272 292 299 287	3 1 0 3 1 26 8 2 N/A
Agree-disagree	2010 2010 2010 2010 2010 2010 2010 2010	10 11 12 13 14 15 16 17 18 19	*My talents are used well in the workplace.  *I know how my work relates to the agency's goals and priorities.  The work I do is important.  Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  My performance appraisal is a fair reflection of my performance.  I am held accountable for achieving results.  *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.  My training needs are assessed.  In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	64.24% 83.14% 89.75% 88.19% 75.07% 83.89% 67.56% 53.82% 69.33% 79.18% 76.24%	19.20% 12.73% 9.10% 7.32% 16.01% 13.66% 24.00% 25.86% 16.56% 13.82% 16.85%	4.13% 1.15% 4.48% 8.92% 2.46% 8.44% 20.32% 14.11% 7.00% 6.91%	298 294 300 296 299 272 292 299 287 291	3 1 0 3 1 26 8 8 2 N/A
Agree-disagree	2010 2010 2010 2010 2010 2010 2010 2010	10 11 12 13 14 15 16 17 18 19	*My talents are used well in the workplace.  *I know how my work relates to the agency's goals and priorities.  The work I do is important.  Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  My performance appraisal is a fair reflection of my performance.  I am held accountable for achieving results.  *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.  My training needs are assessed.  In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).  *The people I work with cooperate to get the job done.  My work unit is able to recruit people with the right skills.	64.24% 83.14% 89.75% 88.19% 75.07% 83.89% 67.56% 53.82% 69.33% 79.18% 76.24% 46.74%	19.20% 12.73% 9.10% 7.32% 16.01% 13.66% 24.00% 25.86% 16.56% 13.82% 16.85% 31.25%	4.13% 1.15% 4.48% 8.92% 2.46% 8.44% 20.32% 14.11% 7.00% 6.91% 22.00%	298 294 300 296 299 272 292 299 287 291 279	3 1 1 0 3 3 1 1 26 8 8 2 N/A 9 21
Agree-disagree	2010 2010 2010 2010 2010 2010 2010 2010	10 11 12 13 14 15 16 17 18 19	*My talents are used well in the workplace.  *I know how my work relates to the agency's goals and priorities.  The work I do is important.  Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  My performance appraisal is a fair reflection of my performance.  I am held accountable for achieving results.  *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.  My training needs are assessed.  In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).  *The people I work with cooperate to get the job done.  My work unit is able to recruit people with the right skills.  Promotions in my work unit are based on merit.	64.24% 83.14% 89.75% 88.19% 75.07% 83.89% 67.56% 53.82% 69.33% 79.18% 76.24%	19.20% 12.73% 9.10% 7.32% 16.01% 13.66% 24.00% 25.86% 16.56% 13.82% 16.85%	4.13% 1.15% 4.48% 8.92% 2.46% 8.44% 20.32% 14.11% 7.00% 6.91%	298 294 300 296 299 272 292 299 287 291	3 1 0 3 1 26 8 2 N/A 9

Agreed-designed   2016   27     Continued and present works from process of the	. "	1 2040	20	le					
Section   1985	Agree-disagree	2010	26	Employees in my work unit share job knowledge with each other.	75.55%	13.82%	10.64%	297	1
Progression   1985   2012   2012   100									
Control designed   200					92.02%	6.88%	1.10%	298	N/A
Author dispared 2016   38   Company of the company	Agree-disagree	2010	29						
Area de lagre 200   200   21   Area de lagre 200   201									
Agricological   1970   30   1971   1971   1972									
Agrending   1971   37   Agrending   1971   38   Agrending   1971   38   Agrending   27   38   Agrending   28   39   Agrending   28   Agrending									
Ages-dataped 200 3 1				·					
September   Sept					47.27%	24.90%	27.83%	282	10
Age of datapase   2010   35	Agree-disagree	2010	34						
Age of stagres   200		2040	25	· · · · ·					
Agene disease   2010   30   Anthres action, personal devotation and correction for participan political purposes an inci- incincular properties of the properties of the complete for program any employed pulsars, which the properties of the complete for program any employed pulsars, which care a person for the complete for program any employed pulsars, which care a person for the complete for program any employed pulsars, which care a person for the complete for program any employed pulsars, which care a person for the complete for program any employed pulsars and the program and the	-								
1					81.21%	13.29%	5.50%	286	6
Agene-disagree   Colin   September   Colin   September   Colin   September   Colin   September   Septe	Agree-disagree	2010	3/						
					56.45%	27.90%	15.64%	260	32
Agene diagnee of the process of the	Agree-disagree	2010	38						
Agree Capture   1970   19   19   19   19   19   19   19   1									
## Agree-dispace   2010   50   11   11   12   12   13   13   13   13									32
Agree-diagone 200 4.1   Telesce the results of 150 survey will be used to make my agrees a better piece to work.   20.45   20.505   22.0   22.									
Agree-disagree 200 42 May supervisor support far meted to blance work and other life issues. \$8,50% 72.79 \$8,50% 202 2 Agree-disagree 200 45 May supervisor particles for entire states with several production to the state of th									
Agree designer 2010 45 by supervisor provides me with apportunities to demonstrate my leadership solids. 72.995 14.066 11.055 20 3 agree designer college 2010 45 by supervisors for my spectimes and sour extractions. 72.024 11.0275 12.055 26 29 agree designer college 2010 45 by supervisors is committed to a southerce regressions for improve my bip denomance. 20.996 11.0275 12.055 26 29 agree designer college 2010 47 spectiments in my south was tracticed as green designer. 2010 47 spectiments in my south was supervisor expectitions from the property of the south regree designer. 2010 47 spectiments are supervisors of the south regree of the property of the south regree of the sou									1
Agree-disager 2010 44									
Agree disagree  200 45 Agree disagree  301 45 Agree disagree  302 45 Agree disagree  303 47 Agree disagree  303 47 Agree disagree  303 48 Agree disagree  303 49 Agree disagree  303 49 Agree disagree  303 49 Agree disagree  303 40 Agree disagree  303 51 Agree disagree  303 52 Agree disagree  304 53 Agree disagree  305 53 Agree disagree  306 55 Agree disagree  307 55 Agree disagree  308 55 Agree disagree  309 55									
Agene disagree   2010   46   Was querylator provides in evilth Constitution's seggestions to Improve my job performance.   17,798   13,65%   12,56%   234   24,66%									1
Agene designer   2010   27   Agene designer   2010   48   Agene designer   2010   51   Agene designer   2010   51   Agene designer   2010   51   Agene designer   2010   51   Agene designer   2010   52   Agene designer   2010   53   Agene designer   2010   54   Agene designer   2010   55   Agene designer   2010   2010   2010   2010									
Agene disagree   2010   54   79   49   54   57   57   58   59   79   79   79   79   79   79   79									
Agree disagree   2010   69   My supervisor treasts ne with respect.   86,514   4,134   4,284   229   NyA Agree disagree   2010   50   In the last is months, my supervisor   72,4696   16,15%   9,311   729   NyA Agree disagree   2010   50   In the last is months, my supervisor   72,600   20   12,75%   6,283   23   NyA Agree disagree   2010   50   My organization, senior leaders generate high teeds of motivation and commitment in the work with the international policy of the properties of the pro									
Agree disagree   2010   50   10 the least at months. my supervisor has talked with me about my performance.   38,784   3,434   4,584   3,24   7,27   1,74									
Agree disagree 2 2010 51   1 have trust and confidence in my supervior.  6 20 0 971   1 have trust and confidence in my supervior.  7 20 0 972   20 0 973   20 0 974	-								
Good-goon   2010   32   Overall, how pool a) lod of you feel is being often be you immediate supervisor?   80,20%   22,27%   6,83%   293   N/A									
Agree-disagree   2010   53   may organization, semior leaders generate high levels of motivation and commitment in the workforce.   52,55%   26,03%   31,42%   380   3   3,42%   3,42%   380   3   3,42%   380   3   3,42%   380   3   3,42%   380   3   3,42%   380   3   3,42%   380   3   3,42%   380   3   3,42%   380   3   3,42%   380   3   3,42%   380   3   3,42%   380   3,42%   380   3,42%   380   3,42%   380   3,42%   380   3,42%   380   3,42%   380   3,42%   380   3,42%   380   3,42%   380   3,42%   380   3,42%   380   3,42%   380   3,42%   380   3,42%   3,42%   380   3,42%   380   3,42%   380   3,42%   380   3,42%   3,42%   380   3,42%   380   3,42%   380   3,42%   380   3,42%   3,42%   380   3,42%   380   3,42%   380   3,42%   380   3,42%   3,42%   380   3,42%   380   3,42%   380   3,42%   380   3,42%   3,42%   380   3,42%   380   3,42%   380   3,42%   380   3,42%   3,42%   380   3,42%   380   3,42%   380   3,42%   380   3,42%   3,42%   380   3,42%   380   3,42%   380   3,42%   380   3,42%   3,42%   380   3,42%   3,42%   3,42%   3,42%   3,42%   3,42%   3,4	-			· ·					
workforce					80.20%	12.97%	6.83%	293	N/A
Agree disagree   2010   54   2010   54   2010   55   2	Agree-disagree	2010	53						
Agree disagree   2010   55   Supervisors work well well employees of different backgrounds.   7,1469   20.84%   7,70%   224   19   4,7266   3,846   3,266   3,		2040							
Agree disagree 2010 56 Managers communicate the goals and optionities of the organization of contents									
Agree-disagree 2010 5 So Managers review and evaluate the organization's progress toward meeting its goals and 5 Society 5 Society 5 Society 5 Society 6 Soc	-								
objectives. Objectives. 62.62% 26.87% 10.52% 270 244 Agree-disagree 2010 58 Managers promote communication among different work units (for example, about projects, goals, needed resources). 51.21% 27.62% 21.17% 285 9 Agree-disagree 2010 59 Managers support collaboration across work units to accomplish work objectives. 54.79% 26.04% 19.17% 278 11 10.04% 278 11 10.0					61.71%	25.80%	12.49%	290	3
Agree-disagree 2010 59 Managers promote communication among different work units (for example, about projects, gods), needed resources).  50 Managers support collaboration across work units to accomplish work objectives.  51 21% 27.62½ 21.17% 285 9 Agree-disagree 2010 50 Managers support collaboration across work units to accomplish work objectives.  51 21% 27.62½ 21.17% 285 9 Agree-disagree 2010 60 Overall, how good alpo do you feel is being done by the manager directly above your immediate supervisor?  60 199% 20.35% 10.46% 277 15. 60 199% 20.35% 10.46% 277 15. 60 199% 20.35% 10.46% 277 15. 60 199% 20.35% 10.46% 277 15. 60 199% 20.35% 10.46% 277 15. 60 199% 20.35% 10.46% 277 15. 60 199% 20.35% 10.46% 277 15. 60 199% 20.35% 10.46% 277 15. 60 199% 20.35% 10.46% 277 15. 60 199% 20.35% 10.46% 277 15. 60 199% 20.35% 10.46% 277 15. 60 199% 20.35% 10.46% 277 15. 60 199% 20.35% 10.46% 277 15. 60 199% 20.35% 10.46% 277 15. 60 199% 20.35% 10.46% 20.35% 10.46% 277 15. 60 199% 20.35% 10.46%	Agree-disagree	2010	57						
Solid   Soli					62.62%	26.87%	10.52%	270	24
Agree-disagree 2010 59 Managers support collaboration across work units to accomplish work objectives. \$4,79% 26,04% 19,17% 26,0 19,17% 26,0 19,17% 278 11,17% 26,0 19,17% 278 11,17% 278 11,17% 279 1	Agree-disagree	2010	58						
Section   Cool poor   Cool poor   Cool   C									
Immediate supervisor?   16   1   10   10   10   10   10   10					54.79%	26.04%	19.17%	278	11
Agree-disagree 2010 61 I have a high level of respect for my organization's senior leaders. 61.47% 23.37% 15.16% 288 2 Agree-disagree 2010 62 Senior leaders demonstrate support for Work/Life programs. 68.44% 24.75% 8.41% 280 13 Agree-disagree 2010 63 How satisfied are you with the information your receive from management on what's going on in your organization? 52.19% 23.47% 24,34% 293 N/A Satisfied 2010 64 How satisfied are you with the recognition you receive from management on what's going on in your organization? 52.19% 23.47% 24,34% 293 N/A Satisfied 2010 65 How satisfied are you with the policies and practices of your senior leaders? 61.55% 23.10% 15.35% 25.5 N/A Satisfied 2010 66 How satisfied are you with the policies and practices of your senior leaders? 61.55% 23.10% 15.35% 26.66% N/A Satisfied 2010 67 How satisfied are you with the policies and practices of your senior leaders? 61.55% 23.10% 15.35% 25.5 N/A Satisfied 2010 67 How satisfied are you with the programs in your organization? 61.55% 23.10% 15.35% 29.5 N/A Satisfied 2010 68 How satisfied are you with the training you receive for your present job? 61.55% 25.20% 16.18% 293 N/A Satisfied 2010 69 "Considering everything, how satisfied are you with your job? 77.38% 17.23% 5.39% 293 N/A Satisfied 2010 70 Considering everything, how satisfied are you with your pay? 77.38% 17.23% 5.39% 293 N/A Satisfied 2010 70 Considering everything, how satisfied are you with your organization? 78.87% 15.20% 5.83% 294 N/A Satisfied 2010 70 How satisfied are you with the following Work/Life programs in your agency? Telework 79.5 How satisfied are you with the following Work/Life programs in your agency? Pelework 79.5 How satisfied are you with the following Work/Life programs in your agency? Relath and Wellness Programs (for example, exercise, medical screening, qult smoking programs) 2 0 0 0 Satisfied 2010 81 How satisfied are you with the following Work/Life programs in your agency? Relath and Wellness Programs (for example, davare, parenting support gro	Good-poor	2010	60						
Agree disagree   2010   62   Senior leaders demonstrate support for Work/Life programs.   66,84%   24,75%   8,41%   280   13   281stified   2010   63   4thow satisfied are you with your involvement in decisions that affect your work?   55,73%   26,66%   17,61%   292   N/A   Satisfied   2010   64   4thow satisfied are you with the information you receive from management on what's going on dissatisfied   55,73%   26,66%   17,61%   292   N/A   24,34%   293   N/A   24,				·					
Setisfied   2010   63   *How satisfied are you with your involvement in decisions that affect your work?   55.73%   26.66%   17.61%   292   N/A									
					66.84%	24.75%	8.41%	280	13
Satisfied 2010 64 *How satisfied are you with the information you receive from management on what's going on in your organization? 52.19% 23.47% 24.34% 293 N/A Satisfied 2010 65 *How satisfied are you with the recognition you receive for doing a good job? 61.55% 23.10% 15.35% 295 N/A Satisfied 2010 66 How satisfied are you with the policies and practices of your senior leaders? 49.54% 31.65% 18.80% 294 N/A Satisfied 2010 67 How satisfied are you with your opportunity to get a better job in your organization? 41.94% 31.65% 18.80% 294 N/A Satisfied 2010 68 How satisfied are you with the training you receive for your present job? 41.94% 31.95% 26.11% 293 N/A Satisfied 2010 69 *Considering everything, how satisfied are you with your job? 58.66% 25.22% 16.18% 293 N/A Satisfied 2010 69 *Considering everything, how satisfied are you with your pay? 58.545fied 2010 70 Considering everything, how satisfied are you with your pay? 58.545fied 2010 70 Considering everything, how satisfied are you with your pay? 58.545fied 2010 70 Considering everything, how satisfied are you with your pay? 58.545fied 2010 70 Considering everything, how satisfied are you with your pay? 58.545fied 2010 70 Considering everything, how satisfied are you with your pay? 58.545fied 2010 70 Considering everything, how satisfied are you with your pay? 58.545fied 2010 70 How satisfied are you with the following Work/Life programs in your agency? Telework 25.545fied 2010 70 How satisfied are you with the following Work/Life programs in your agency? Alternative Work 25.545fied 2010 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) 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		2010	63	Thow satisfied are you with your involvement in decisions that affect your work?					
In your organization					55.73%	26.66%	17.61%	292	N/A
Satisfied dissatisfied 2010 65 *How satisfied are you with the recognition you receive for doing a good job? 61.55% 23.10% 15.35% 295 N/A Satisfied 2010 66 How satisfied are you with the policies and practices of your senior leaders? 49.54% 31.65% 18.80% 294 N/A Satisfied 2010 67 How satisfied are you with your opportunity to get a better job in your organization? 41.94% 31.95% 26.11% 293 N/A Satisfied 2010 68 How satisfied are you with the training you receive for your present job? 58.60% 25.22% 16.18% 293 N/A Satisfied 2010 69 *Considering everything, how satisfied are you with your job? 77.38% 17.23% 5.39% 293 N/A Satisfied 2010 69 *Considering everything, how satisfied are you with your pay? 78.87% 15.20% 5.83% 294 N/A Satisfied 2010 70 Considering everything, how satisfied are you with your organization? 78.97% 15.20% 5.83% 294 N/A Satisfied 2010 70 How satisfied are you with your organization? 79 How satisfied are you with the following Work/Life programs in your agency? Telework 79.9 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Satisfied 2010 80 How satisfied are you with the following Work/Life programs in your agency? Health and 4classatisfied 2010 81 How satisfied are you with the following Work/Life programs in your agency? Health and 4classatisfied 2010 81 How satisfied are you with the following Work/Life programs in your agency? Pemployee Assistance Programs (for example, exercise, medical screening, quit smoking programs)		2010	64						
Additional   Company   C				, ,	52.19%	23.47%	24.34%	293	N/A
Satisfied dissatisfied 2010 66 How satisfied are you with the policies and practices of your senior leaders?  49.54% 31.65% 18.80% 294 N/A Satisfied 2010 67 How satisfied are you with your opportunity to get a better job in your organization?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 68 How satisfied are you with the training you receive for your present job?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 69 *Considering everything, how satisfied are you with your job?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 70 Considering everything, how satisfied are you with your pay?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 70 Considering everything, how satisfied are you with your pay?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 70 Considering everything, how satisfied are you with your pay?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 70 Considering everything, how satisfied are you with your pay?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 70 Considering everything, how satisfied are you with your pay?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 70 Considering everything, how satisfied are you with your pay?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 70 Considering everything, how satisfied are you with your pay?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 70 Considering everything, how satisfied are you with your pay?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 70 Considering everything, how satisfied are you with your pay?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 70 Considering everything, how satisfied are you with the following Work/Life programs in your agency? Telework  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 80 How satisfied are you with the following Work/Life programs in your agency? Health and Work/Life programs in		2010	65	*How satisfied are you with the recognition you receive for doing a good job?					
Agastisfied   Company   Agastisfied   Company   Agastisfied are you with your opportunity to get a better job in your organization?   Agastisfied   Agasti					61.55%	23.10%	15.35%	295	N/A
Satisfied 2010 67 How satisfied are you with your opportunity to get a better job in your organization?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 68 How satisfied are you with the training you receive for your present job?  58.60% 25.22% 16.18% 293 N/A Satisfied 2010 69 *Considering everything, how satisfied are you with your pap?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 70 Considering everything, how satisfied are you with your pap?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 70 Considering everything, how satisfied are you with your pap?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 70 Considering everything, how satisfied are you with your pap?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 70 Considering everything, how satisfied are you with your pap?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 71 *Considering everything, how satisfied are you with your pap?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 71 *Considering everything, how satisfied are you with your pap?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 71 *Considering everything, how satisfied are you with your pap?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 71 *Considering everything, how satisfied are you with your pap?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 71 *Considering everything, how satisfied are you with your pap?  41.94% 31.95% 26.11% 293 N/A Satisfied 2010 72 *Considering everything, how satisfied are you with the following Work/Life programs in your agency? Telework  41.94% 31.95% 26.11% 293 N/A  41.94% 31.95% 26.11% 293		2010	66	How satisfied are you with the policies and practices of your senior leaders?					
-dissatisfied 2010 68 How satisfied are you with the training you receive for your present job?  -dissatisfied 2010 69 *Considering everything, how satisfied are you with your job?  -dissatisfied 2010 70 Considering everything, how satisfied are you with your pap?  -dissatisfied 2010 71 *Considering everything, how satisfied are you with your organization?  -dissatisfied 2010 71 *Considering everything, how satisfied are you with your organization?  -dissatisfied 2010 71 *Considering everything, how satisfied are you with your organization?  -dissatisfied 2010 79 How satisfied are you with the following Work/Life programs in your agency? Pleework  -dissatisfied 2010 80 How satisfied are you with the following Work/Life programs in your agency? Pleatht and Wellness Programs (for example, exercise, medical screening, quit smoking programs)  -author and the following Work/Life programs in your agency? Employee  -dissatisfied 2010 82 How satisfied are you with the following Work/Life programs in your agency? Employee  -dissatisfied 2010 83 How satisfied are you with the following Work/Life programs in your agency? Employee  -dissatisfied 2010 82 How satisfied are you with the following Work/Life programs in your agency? Employee  -dissatisfied 2010 83 How satisfied are you with the following Work/Life programs in your agency? Employee  -dissatisfied 2010 84 How satisfied are you with the following Work/Life programs in your agency? Employee  -dissatisfied 2010 84 How satisfied are you with the following Work/Life programs in your agency? Employee  -dissatisfied 2010 84 How satisfied are you with the following Work/Life programs in your agency? Employee  -dissatisfied 2010 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care		L			49.54%	31.65%	18.80%	294	N/A
Satisfied 2010 68 How satisfied are you with the training you receive for your present job?  58.60% 25.22% 16.18% 293 N/A  58.60% 25.22% 2	Satisfied	2010	67	How satisfied are you with your opportunity to get a better job in your organization?					
Astisfied 2010 69 *Considering everything, how satisfied are you with your pay?  Astisfied 2010 70 Considering everything, how satisfied are you with your pay?  Astisfied 2010 71 *Considering everything, how satisfied are you with your organization?  Astisfied 2010 71 *Considering everything, how satisfied are you with your organization?  Astisfied 2010 71 *Considering everything, how satisfied are you with your organization?  Astisfied 2010 79 How satisfied are you with the following Work/Life programs in your agency? Telework  Astisfied 2010 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)  Satisfied 2010 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)  Astisfied 2010 82 How satisfied are you with the following Work/Life programs in your agency? Employee  Assistance Program (EAP)  Satisfied 2010 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 2010 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care  Description (for example, daycare, parenting classes, parenting support groups)  As the wastisfied are you with the following Work/Life programs in your agency? Elder Care  Description (for example, daycare, parenting classes, parenting support groups)  As the wastisfied are you with the following Work/Life programs in your agency? Elder Care  Description (for example, daycare, parenting classes, parenting support groups)  As the wastisfied are you with the following Work/Life programs in your agency? Elder Care  Description (for example, daycare, parenting classes, parenting support groups)		<u> </u>			41.94%	31.95%	26.11%	293	N/A
Satisfied 2010 69 *Considering everything, how satisfied are you with your job?  77.38% 17.23% 5.39% 293 N/A  Satisfied 2010 70 Considering everything, how satisfied are you with your pay?  dissatisfied 2010 71 *Considering everything, how satisfied are you with your organization?  dissatisfied 2010 79 How satisfied are you with the following Work/Life programs in your agency? Telework  Satisfied 2010 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)  Satisfied 2010 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 2010 82 How satisfied are you with the following Work/Life programs in your agency? Employee  Assistance Programs (EAP)  Satisfied 2010 83 How satisfied are you with the following Work/Life programs in your agency? Employee  Assistance Programs (EAP)  Satisfied 2010 84 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 2010 84 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	2010	68	How satisfied are you with the training you receive for your present job?					
Actisatisfied 2010 70 Considering everything, how satisfied are you with your pay?  -dissatisfied 2010 71 *Considering everything, how satisfied are you with your organization?  -dissatisfied 2010 71 *Considering everything, how satisfied are you with your organization?  -dissatisfied 2010 79 How satisfied are you with the following Work/Life programs in your agency? Telework	-dissatisfied				58.60%	25.22%	16.18%	293	N/A
Satisfied 2010 70 Considering everything, how satisfied are you with your pay?  78.97% 15.20% 5.83% 294 N/A  Satisfied 2010 71 *Considering everything, how satisfied are you with your organization?  78.97% 15.20% 5.83% 294 N/A  Satisfied 2010 79 How satisfied are you with the following Work/Life programs in your agency? Telework	Satisfied	2010	69	*Considering everything, how satisfied are you with your job?					
Actisfied 2010 71 *Considering everything, how satisfied are you with your organization?  73.91% 19.17% 6.92% 292 N/A  Satisfied 2010 79 How satisfied are you with the following Work/Life programs in your agency? Telework					77.38%	17.23%	5.39%	293	N/A
Satisfied 2010 71 *Considering everything, how satisfied are you with your organization?  73.91% 19.17% 6.92% 292 N/A  Satisfied 2010 79 How satisfied are you with the following Work/Life programs in your agency? Telework	Satisfied	2010	70	Considering everything, how satisfied are you with your pay?					
Assistified 2010 79 How satisfied are you with the following Work/Life programs in your agency? Telework 2010 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) 2010 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) 2010 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) 2010 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) 2010 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 85 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 85 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 86 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 87 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 88 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 88 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 88 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 88 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 88 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 88 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 88 How satisfied 2010 88 How satis	-dissatisfied				78.97%	15.20%	5.83%	294	N/A
Satisfied 2010 79 How satisfied are you with the following Work/Life programs in your agency? Telework	Satisfied	2010	71	*Considering everything, how satisfied are you with your organization?					
-dissatisfied 2010 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) 0 0 0  Satisfied 2010 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) 0 0 0  Satisfied 2010 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) 0 0  Satisfied 2010 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) 0 0  Satisfied 2010 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 85 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 85 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 86 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 87 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 88 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 88 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 88 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 88 How satisfied are you with the following Work/Life programs in your agency? Elder Care 2010 81 How satisfied 2010 81 How sa	-dissatisfied				73.91%	19.17%	6.92%	292	N/A
Satisfied 2010 80 How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	Satisfied	2010	79	How satisfied are you with the following Work/Life programs in your agency? Telework					
Schedules (AWS)  Schedules (AWS)  Schedules (AWS)  Satisfied  2010 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  2010 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)  Satisfied  2010 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  2010 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care  Work of the work of the work of the programs in your agency? Elder Care	-dissatisfied							0	0
Satisfied 2010 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	2010	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work					
Wellness Programs (for example, exercise, medical screening, quit smoking programs)  Satisfied 2010 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)  Satisfied 2010 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 2010 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care  Description of the work of the work of the programs in your agency? Elder Care	-dissatisfied			Schedules (AWS)				0	0
Satisfied 2010 82 How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	Satisfied	2010	81						
Assistance Program (EAP)  Satisfied  2010 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)  2010 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care  Description of the programs (for example, support groups and programs in your agency? Elder Care	-dissatisfied			Wellness Programs (for example, exercise, medical screening, quit smoking programs)				0	0
Satisfied 2010 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	2010	82	How satisfied are you with the following Work/Life programs in your agency? Employee					
Satisfied 2010 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)	-dissatisfied			Assistance Program (EAP)				0	0
-dissatisfied Programs (for example, daycare, parenting classes, parenting support groups)	Satisfied	2010	83	How satisfied are you with the following Work/Life programs in your agency? Child Care					
Satisfied 2010 84 How satisfied are you with the following Work/Life programs in your agency? Elder Care  Description of the company of the c	-dissatisfied							0	0
discretisfied Programs (for example support groups and care)	Satisfied	2010	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care					
								n	n
		•							

- \* 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.

The rows above do not include results for any item or year when there were fewer than 10 completed surveys.