

FEDERAL LABOR RELATIONS AUTHORITY

2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		38	35	8	9	0	90	NA
	%	81.77	42.05	39.73	8.70	9.53	0.00	100.00	
2. I have enough information to do my job well.	N		43	37	7	2	1	90	NA
	%	88.76	47.16	41.60	7.99	2.19	1.05	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		32	29	12	13	3	89	NA
	%	69.16	36.00	33.15	13.31	14.12	3.41	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		38	34	9	3	5	89	NA
	%	81.07	42.18	38.89	10.03	3.25	5.64	100.00	
*5. I like the kind of work I do.	N		47	26	13	4	0	90	NA
	%	81.60	52.03	29.57	14.16	4.24	0.00	100.00	
6. I know what is expected of me on the job.	N		48	35	3	1	1	88	NA
	%	94.19	54.39	39.80	3.65	1.06	1.11	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		67	22	0	0	0	89	NA
	%	100.00	75.03	24.97	0.00	0.00	0.00	100.00	
8. I am constantly looking for ways to do my job better.	N		46	37	6	0	0	89	NA
	%	93.59	51.86	41.74	6.41	0.00	0.00	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		21	40	4	19	6	90	0
	%	68.89	23.82	45.06	4.34	20.09	6.68	100.00	
*10. My workload is reasonable.	N		18	30	11	19	12	90	0
	%	53.33	20.33	33.00	12.97	20.43	13.27	100.00	
*11. My talents are used well in the workplace.	N		34	25	13	9	4	85	0
	%	69.99	39.77	30.22	15.24	10.18	4.59	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		53	33	2	1	1	90	0
	%	95.80	58.60	37.20	2.09	1.03	1.08	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

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

Sample or Census: Census

Number of surveys completed: 90

Number of surveys administered: 109

Response Rate: 82.6%

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*13. The work I do is important.	N		44	38	6	1	0	89	0
	%	92.41	49.25	43.16	6.47	1.12	0.00	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		46	35	2	4	2	89	0
	%	91.49	51.40	40.08	2.15	4.14	2.22	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		35	30	9	7	4	85	4
	%	76.15	40.18	35.97	10.49	8.30	5.07	100.00	
16. I am held accountable for achieving results.	N		50	37	2	1	0	90	0
	%	96.93	55.09	41.84	2.09	0.99	0.00	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		39	21	21	1	4	86	4
	%	69.20	44.74	24.46	24.61	1.15	5.04	100.00	
*18. My training needs are assessed.	N		30	36	12	6	5	89	1
	%	74.63	33.58	41.05	13.29	6.64	5.43	100.00	
*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).	N		38	32	6	4	4	84	6
	%	83.23	44.73	38.50	7.39	4.61	4.77	100.00	
*20. The people I work with cooperate to get the job done.	N		39	39	7	4	1	90	NA
	%	86.93	43.73	43.20	7.76	4.23	1.08	100.00	
*21. My work unit is able to recruit people with the right skills.	N		27	44	11	5	1	88	2
	%	80.45	31.05	49.40	12.93	5.49	1.13	100.00	
*22. Promotions in my work unit are based on merit.	N		22	30	18	7	4	81	9
	%	64.43	26.95	37.48	22.05	8.03	5.49	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		23	24	17	8	6	78	11
	%	61.08	29.91	31.17	21.33	10.23	7.37	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		23	31	17	11	3	85	5
	%	64.25	27.03	37.23	19.45	12.83	3.47	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		27	26	19	8	3	83	6
	%	64.29	32.38	31.91	22.26	9.95	3.50	100.00	
26. Employees in my work unit share job knowledge with each other.	N		42	38	5	4	0	89	1
	%	90.04	47.47	42.57	5.59	4.38	0.00	100.00	
27. The skill level in my work unit has improved in the past year.	N		28	44	14	1	1	88	2
	%	82.17	31.73	50.45	15.68	1.02	1.12	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		59	23	8	0	0	90	NA
	%	91.21	65.82	25.39	8.79	0.00	0.00	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		36	44	5	2	1	88	2
	%	90.67	40.07	50.60	6.02	2.20	1.11	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		21	31	14	13	7	86	4
	%	61.11	24.52	36.59	16.63	14.38	7.88	100.00	
31. Employees are recognized for providing high quality products and services.	N		23	41	9	8	5	86	3
	%	74.41	26.42	47.99	10.50	9.50	5.59	100.00	
*32. Creativity and innovation are rewarded.	N		18	27	15	22	6	88	2
	%	52.09	20.54	31.55	16.71	24.68	6.52	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		12	26	18	22	7	85	5
	%	45.49	14.00	31.49	21.18	25.50	7.83	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		19	40	11	8	3	81	9
	%	72.69	22.94	49.75	14.10	9.77	3.45	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		36	41	3	4	1	85	4
	%	90.24	41.14	49.09	3.82	4.84	1.11	100.00	
*36. My organization has prepared employees for potential security threats.	N		22	44	11	6	2	85	2
	%	77.87	25.63	52.24	12.74	7.12	2.27	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		24	33	14	5	4	80	8
	%	71.76	28.93	42.84	17.05	6.05	5.14	100.00	
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.	N		31	33	12	1	2	79	11
	%	80.82	37.93	42.89	15.49	1.24	2.45	100.00	
39. My agency is successful at accomplishing its mission.	N		40	39	9	1	0	89	0
	%	89.03	44.43	44.60	9.92	1.04	0.00	100.00	
40. I recommend my organization as a good place to work.	N		41	32	10	5	2	90	NA
	%	80.55	45.10	35.45	11.47	5.78	2.19	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		39	23	16	4	2	84	6
	%	73.34	46.05	27.29	19.57	4.74	2.35	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		47	30	6	1	5	89	0
	%	86.06	51.96	34.10	6.58	1.44	5.92	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		40	27	12	7	4	90	0
	%	74.74	44.39	30.35	12.77	7.74	4.76	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		38	28	13	5	4	88	0
	%	75.06	42.95	32.11	14.64	5.40	4.89	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		36	25	12	3	2	78	11
	%	78.05	46.06	31.99	14.90	4.11	2.94	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		38	28	13	6	5	90	0
	%	73.76	42.41	31.35	14.11	6.27	5.87	100.00	
*47. Supervisors in my work unit support employee development.	N		44	25	12	4	3	88	1
	%	78.14	49.89	28.25	13.69	4.42	3.75	100.00	
48. My supervisor listens to what I have to say.	N		53	23	5	6	2	89	NA
	%	85.06	58.79	26.27	6.03	6.49	2.41	100.00	
49. My supervisor treats me with respect.	N		54	21	4	4	5	88	NA
	%	84.89	60.64	24.26	4.46	4.71	5.93	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		49	36	2	1	1	89	NA
	%	95.59	54.54	41.05	2.25	1.06	1.09	100.00	
*51. I have trust and confidence in my supervisor.	N		50	17	11	5	6	89	NA
	%	74.79	55.53	19.26	12.45	5.40	7.37	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		50	23	12	2	2	89	NA
	%	81.92	56.51	25.41	13.27	2.39	2.41	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		30	39	9	6	5	89	0
	%	77.26	33.72	43.54	10.47	6.88	5.39	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		38	36	7	5	3	89	0
	%	82.73	42.23	40.50	8.17	5.90	3.20	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		32	35	11	2	2	82	7
	%	80.80	38.90	41.90	14.23	2.36	2.61	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		35	43	6	0	3	87	0
	%	89.53	40.01	49.52	7.19	0.00	3.28	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		35	41	8	0	2	86	2
	%	88.05	40.51	47.54	9.53	0.00	2.42	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		28	32	12	9	5	86	3
	%	69.59	32.59	37.00	14.49	10.10	5.82	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		27	34	13	5	4	83	5
	%	73.48	32.19	41.29	15.82	5.86	4.84	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		44	28	10	2	4	88	1
	%	81.60	49.21	32.39	11.59	2.24	4.57	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		36	39	7	3	3	88	0
	%	85.10	40.60	44.50	7.94	3.72	3.24	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		41	31	7	5	3	87	2
	%	82.60	46.98	35.63	7.99	6.06	3.34	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		31	24	13	18	3	89	NA
	%	62.06	35.65	26.41	15.04	19.67	3.23	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		33	33	12	9	2	89	NA
	%	73.91	36.75	37.16	14.16	9.78	2.16	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		25	32	12	14	5	88	NA
	%	64.54	28.40	36.14	13.85	15.94	5.67	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		25	34	17	6	5	87	NA
	%	67.53	28.52	39.01	19.83	7.07	5.57	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		22	23	21	14	9	89	NA
	%	50.73	25.13	25.60	23.23	16.07	9.97	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		30	38	12	7	2	89	NA
	%	76.88	33.73	43.15	13.38	7.64	2.10	100.00	
*69. Considering everything, how satisfied are you with your job?	N		37	33	6	10	1	87	NA
	%	80.36	42.61	37.75	6.66	11.83	1.14	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		20	46	13	8	2	89	NA
	%	73.59	22.56	51.04	15.14	9.09	2.17	100.00	
71. Considering everything, how satisfied are you with your organization?	N		31	40	8	7	3	89	NA
	%	79.53	34.56	44.97	8.96	8.24	3.27	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	76	83.62
Yes, I was notified that I was not eligible to telework.	8	10.27
No, I was not notified of my telework eligibility.	3	3.55
Not sure if I was notified of my telework eligibility.	2	2.56
Total	89	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	2	2.35
I telework 1 or 2 days per week.	24	26.40
I telework, but no more than 1 or 2 days per month.	5	5.73
I telework very infrequently, on an unscheduled or short-term basis.	34	38.06
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	4	4.41
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1	1.12
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	8	10.22
I do not telework because I choose not to telework.	10	11.69
Total	88	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	46	53.14
No	31	33.98
Not available to me	11	12.88
Total	88	100.00

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)		N	%
Yes		32	37.44
No		43	47.10
Not available to me		14	15.46
Total		89	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)		N	%
Yes		17	20.57
No		69	78.28
Not available to me		1	1.15
Total		87	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)		N	%
Yes		4	4.71
No		55	61.88
Not available to me		30	33.42
Total		89	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)		N	%
Yes		5	6.00
No		54	60.75
Not available to me		30	33.25
Total		89	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		37	24	4	0	1	66	0
	%	92.37	55.81	36.56	6.13	0.00	1.50	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		29	18	0	0	0	47	0
	%	100.00	60.88	39.12	0.00	0.00	0.00	100.00	
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)	N		17	10	3	1	0	31	1
	%	87.51	54.76	32.75	9.75	2.74	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		9	6	2	0	0	17	2
	%	88.73	52.76	35.97	11.27	0.00	0.00	100.00	
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)	N		4	0	0	0	0	4	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		5	0	0	0	0	5	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	100.00	

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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Where do you work?		N	%
	Headquarters	44	49.44
	Field	45	50.56
	Total	89	100.00

*What is your supervisory status?		N	%
	Non-Supervisor	56	63.64
	Team Leader	5	5.68
	Supervisor	13	14.77
	Manager	3	3.41
	Senior Leader	11	12.50
	Total	88	100.00

*Are you:		N	%
	Male	36	42.86
	Female	48	57.14
	Total	84	100.00

*Are you Hispanic or Latino?		N	%
	Yes	4	4.88
	No	78	95.12
	Total	82	100.00

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*Please select the racial category or categories with which you most closely identify.

	N	%
American Indian or Alaska Native	0	0.00
Asian	0	0.00
Black or African American	21	25.61
Native Hawaiian or Other Pacific Islander	1	1.22
White	57	69.51
Two or more races	3	3.66
Total	82	100.00

What is the highest degree or level of education you have completed?

	N	%
Less than High School	0	0.00
High School Diploma/GED or equivalent	0	0.00
Trade or Technical Certificate	0	0.00
Some College (no degree)	8	9.52
Associate's Degree (e.g., AA, AS)	3	3.57
Bachelor's Degree (e.g., BA, BS)	11	13.10
Master's Degree (e.g., MA, MS, MBA)	7	8.33
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	55	65.48
Total	84	100.00

Survey Administration Period: May 6, 2014 to June 13, 2014

Percentages are weighted to represent the Agency's population.

* AES prescribed items

Sample or Census: Census

Number of surveys completed: 90

Number of surveys administered: 109

Response Rate: 82.6%

**FEDERAL LABOR RELATIONS AUTHORITY
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What is your pay category/grade?	N	%
Federal Wage System	0	0.00
GS 1-6	0	0.00
GS 7-12	19	22.89
GS 13-15	50	60.24
Senior Executive Service	10	12.05
Senior Level (SL) or Scientific or Professional (ST)	0	0.00
Other	4	4.82
Total	83	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	3	3.66
1 to 3 years	6	7.32
4 to 5 years	10	12.20
6 to 10 years	5	6.10
11 to 14 years	8	9.76
15 to 20 years	12	14.63
More than 20 years	38	46.34
Total	82	100.00

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How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	4	4.76
1 to 3 years	7	8.33
4 to 5 years	17	20.24
6 to 10 years	4	4.76
11 to 20 years	23	27.38
More than 20 years	29	34.52
Total	84	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	59	68.60
Yes, to retire	5	5.81
Yes, to take another job within the Federal Government	14	16.28
Yes, to take another job outside the Federal Government	2	2.33
Yes, other	6	6.98
Total	86	100.00

I am planning to retire:	N	%
Within one year	2	2.35
Between one and three years	14	16.47
Between three and five years	3	3.53
Five or more years	66	77.65
Total	85	100.00

Survey Administration Period: May 6, 2014 to June 13, 2014
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Sample or Census: Census
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2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

Self-Identify as:	N	%
Heterosexual or Straight	67	82.72
Gay, Lesbian, Bisexual, or Transgender	8	9.88
I prefer not to say	6	7.41
Total	81	100.00

What is your US military service status?	N	%
No Prior Military Service	77	92.77
Currently in National Guard or Reserves	3	3.61
Retired	1	1.20
Separated or Discharged	2	2.41
Total	83	100.00

Are you an individual with a disability?	N	%
Yes	7	8.33
No	77	91.67
Total	84	100.00

What is your age group?	N	%
25 and under	0	0.00
26-29	3	3.33
30-39	19	21.11
40-49	24	26.67
50-59	28	31.11
60 or older	16	17.78
Total	90	100.00

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Sample or Census: Census
Number of surveys completed: 90
Number of surveys administered: 109
Response Rate: 82.6%