

# FEDERAL LABOR RELATIONS AUTHORITY

## 2015 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		41	44	6	6	1	98	NA
	%	86.81	41.23	45.57	6.02	6.17	1.00	100.00	
2. I have enough information to do my job well.	N		49	40	5	3	0	97	NA
	%	91.57	50.05	41.52	5.18	3.24	0.00	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		33	32	10	14	7	96	NA
	%	67.45	33.62	33.84	10.71	14.56	7.27	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		46	35	7	4	2	94	NA
	%	86.11	48.44	37.66	7.50	4.26	2.13	100.00	
*5. I like the kind of work I do.	N		53	34	4	4	1	96	NA
	%	90.65	54.76	35.89	4.14	4.17	1.04	100.00	
6. I know what is expected of me on the job.	N		50	36	5	4	2	97	NA
	%	88.71	51.40	37.30	5.05	4.17	2.07	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		79	18	1	0	0	98	NA
	%	98.98	80.53	18.45	1.02	0.00	0.00	100.00	
8. I am constantly looking for ways to do my job better.	N		61	29	6	1	0	97	NA
	%	92.84	62.82	30.02	6.12	1.04	0.00	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		22	48	8	17	3	98	0
	%	71.38	22.50	48.89	8.13	17.40	3.09	100.00	
*10. My workload is reasonable.	N		24	51	7	11	5	98	0
	%	76.42	24.46	51.96	7.38	10.93	5.26	100.00	
*11. My talents are used well in the workplace.	N		41	37	10	4	5	97	0
	%	80.37	41.81	38.56	10.44	4.04	5.15	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		61	31	3	2	1	98	0
	%	93.85	62.34	31.51	3.04	2.07	1.04	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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\* AES prescribed items

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Sample or Census: Census

Number of surveys completed: 98

Number of surveys administered: 117

Response Rate: 83.8%

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*13. The work I do is important.	N		61	27	4	4	0	96	0
	%	91.72	63.49	28.23	4.11	4.17	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		54	37	2	2	2	97	0
	%	93.59	55.17	38.42	2.20	2.07	2.15	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		35	38	8	6	5	92	6
	%	79.30	37.49	41.81	8.79	6.54	5.37	100.00	
16. I am held accountable for achieving results.	N		51	44	2	0	0	97	0
	%	97.96	52.10	45.86	2.04	0.00	0.00	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		47	27	11	2	2	89	9
	%	82.90	51.81	31.09	12.55	2.28	2.27	100.00	
*18. My training needs are assessed.	N		33	39	18	6	0	96	2
	%	74.92	33.76	41.16	18.87	6.21	0.00	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		43	26	6	8	6	89	9
	%	77.67	48.20	29.47	6.57	9.08	6.67	100.00	
*20. The people I work with cooperate to get the job done.	N		52	37	3	5	1	98	NA
	%	90.70	53.00	37.70	3.17	5.13	1.00	100.00	
*21. My work unit is able to recruit people with the right skills.	N		31	47	9	5	2	94	4
	%	82.57	32.56	50.01	10.06	5.23	2.14	100.00	
*22. Promotions in my work unit are based on merit.	N		29	39	15	4	0	87	10
	%	77.78	32.49	45.29	17.61	4.61	0.00	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		19	36	18	7	4	84	14
	%	65.01	22.09	42.92	21.79	8.45	4.75	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		23	44	11	8	2	88	10
	%	75.79	25.58	50.21	12.82	9.12	2.28	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		30	39	12	4	2	87	11
	%	78.98	33.74	45.24	14.09	4.61	2.33	100.00	
26. Employees in my work unit share job knowledge with each other.	N		52	41	3	0	1	97	0
	%	95.80	53.55	42.25	3.15	0.00	1.05	100.00	
27. The skill level in my work unit has improved in the past year.	N		43	35	13	1	2	94	3
	%	82.97	45.24	37.73	13.81	1.07	2.16	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		61	35	2	0	0	98	NA
	%	97.96	61.91	36.05	2.04	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		40	52	2	2	1	97	0
	%	94.66	40.96	53.70	2.22	2.07	1.05	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		26	39	12	10	5	92	4
	%	70.77	28.04	42.74	13.10	10.64	5.50	100.00	
31. Employees are recognized for providing high quality products and services.	N		36	40	7	7	3	93	3
	%	81.60	38.13	43.47	7.69	7.44	3.27	100.00	
*32. Creativity and innovation are rewarded.	N		23	35	18	10	8	94	3
	%	61.72	24.13	37.60	19.26	10.58	8.44	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		15	30	23	10	6	84	13
	%	53.12	17.32	35.80	27.73	12.00	7.14	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		29	44	10	4	3	90	6
	%	81.00	31.46	49.53	11.31	4.35	3.34	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		45	45	6	0	0	96	1
	%	93.58	46.13	47.45	6.42	0.00	0.00	100.00	
*36. My organization has prepared employees for potential security threats.	N		33	47	9	4	1	94	3
	%	84.84	34.44	50.41	9.87	4.14	1.15	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		28	45	10	5	3	91	6
	%	79.53	29.74	49.79	11.54	5.57	3.36	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		45	39	6	0	2	92	5
	%	91.10	48.03	43.06	6.70	0.00	2.20	100.00	
39. My agency is successful at accomplishing its mission.	N		49	41	4	1	1	96	1
	%	93.68	50.45	43.23	4.23	1.04	1.05	100.00	
40. I recommend my organization as a good place to work.	N		53	30	10	2	2	97	NA
	%	85.36	54.12	31.23	10.51	2.06	2.07	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		51	30	9	3	1	94	3
	%	85.95	53.87	32.08	9.75	3.22	1.07	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		61	27	5	2	2	97	0
	%	90.51	62.54	27.98	5.31	2.11	2.07	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		44	36	10	5	1	96	1
	%	83.24	45.40	37.84	10.47	5.24	1.04	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		43	36	7	7	3	96	0
	%	82.34	44.42	37.92	7.36	7.17	3.13	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		41	31	14	0	2	88	9
	%	81.51	46.05	35.46	16.21	0.00	2.28	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		41	37	7	9	3	97	0
	%	80.59	42.01	38.58	7.21	9.09	3.12	100.00	
*47. Supervisors in my work unit support employee development.	N		53	37	4	1	1	96	0
	%	93.87	54.88	39.00	4.03	1.05	1.04	100.00	
48. My supervisor listens to what I have to say.	N		59	23	9	3	2	96	NA
	%	85.34	61.17	24.17	9.49	3.07	2.09	100.00	
49. My supervisor treats me with respect.	N		63	19	7	5	1	95	NA
	%	86.21	66.03	20.18	7.36	5.38	1.05	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		57	31	3	4	0	95	NA
	%	92.77	59.92	32.85	3.10	4.13	0.00	100.00	
*51. I have trust and confidence in my supervisor.	N		56	23	9	4	3	95	NA
	%	83.18	58.71	24.47	9.59	4.06	3.17	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		57	26	10	2	2	97	NA
	%	85.48	58.49	26.98	10.50	1.96	2.07	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		35	46	6	6	1	94	3
	%	85.95	36.80	49.15	6.54	6.44	1.07	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		48	33	11	3	0	95	2
	%	85.11	50.33	34.78	11.71	3.18	0.00	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		40	37	12	2	1	92	5
	%	83.31	43.35	39.96	13.40	2.20	1.09	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		46	42	5	1	1	95	1
	%	92.48	47.70	44.78	5.40	1.05	1.08	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		46	42	4	0	1	93	3
	%	94.44	48.70	45.73	4.46	0.00	1.10	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		32	41	14	5	2	94	2
	%	77.50	33.17	44.33	15.08	5.25	2.18	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		31	42	14	4	3	94	3
	%	77.69	32.30	45.38	14.99	4.19	3.14	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		55	25	10	4	1	95	2
	%	83.72	57.34	26.38	10.99	4.24	1.05	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		52	31	9	5	0	97	0
	%	85.44	53.29	32.14	9.45	5.11	0.00	100.00	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
62. Senior leaders demonstrate support for Work/Life programs.	N		51	40	5	0	1	97	0
	%	93.82	52.26	41.55	5.15	0.00	1.04	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		32	40	13	12	0	97	NA
	%	73.73	32.35	41.38	13.93	12.34	0.00	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		34	48	9	6	0	97	NA
	%	84.40	34.26	50.14	9.51	6.08	0.00	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		31	45	10	11	0	97	NA
	%	78.41	31.37	47.04	10.42	11.17	0.00	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		31	44	16	5	0	96	NA
	%	77.91	31.57	46.34	16.85	5.24	0.00	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		25	35	20	11	5	96	NA
	%	61.70	25.14	36.56	21.42	11.71	5.17	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		31	48	12	4	1	96	NA
	%	82.29	32.04	50.25	12.51	4.15	1.05	100.00	
*69. Considering everything, how satisfied are you with your job?	N		41	44	3	5	3	96	NA
	%	88.50	42.07	46.42	3.14	5.21	3.16	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		30	48	7	8	4	97	NA
	%	80.19	30.52	49.66	7.33	8.33	4.15	100.00	
71. Considering everything, how satisfied are you with your organization?	N		43	40	8	5	1	97	NA
	%	85.44	43.51	41.94	8.23	5.29	1.04	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.	89	91.67
Yes, I was notified that I was not eligible to telework.	6	6.26
No, I was not notified of my telework eligibility.	0	0.00
Not sure if I was notified of my telework eligibility.	2	2.07
<b>Total</b>	<b>97</b>	<b>100.00</b>

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	0	0.00
I telework 1 or 2 days per week.	32	33.77
I telework, but no more than 1 or 2 days per month.	13	13.42
I telework very infrequently, on an unscheduled or short-term basis.	32	33.02
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	3	3.20
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	0	0.00
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.	4	4.24
I do not telework because I choose not to telework.	12	12.35
<b>Total</b>	<b>96</b>	<b>100.00</b>

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	52	54.79
No	37	38.96
Not available to me	6	6.25
<b>Total</b>	<b>95</b>	<b>100.00</b>

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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		38	39.51
No		53	54.26
Not available to me		6	6.23
Total		97	100.00
76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)		N	%
Yes		18	19.19
No		77	79.74
Not available to me		1	1.07
Total		96	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		3	3.17
No		72	75.27
Not available to me		21	21.57
Total		96	100.00
78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)		N	%
Yes		3	2.98
No		74	77.37
Not available to me		19	19.65
Total		96	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		44	29	4	0	1	78	0
	%	93.74	56.17	37.58	4.97	0.00	1.28	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		39	13	1	0	0	53	1
	%	98.11	73.81	24.31	1.89	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	17	1	1	0	36	2
	%	94.49	47.51	46.98	2.82	2.69	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		10	5	1	0	0	16	3
	%	93.26	61.65	31.61	6.74	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		1	0	0	0	0	1	3
	%	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		2	1	0	0	0	3	1
	%	100.00	67.10	32.90	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	49	51.58
	Field	46	48.42
	Total	95	100.00

*What is your supervisory status?		N	%
	Non-Supervisor	65	68.42
	Team Leader	3	3.16
	Supervisor	11	11.58
	Manager	6	6.32
	Senior Leader	10	10.53
	Total	95	100.00

*Are you:		N	%
	Male	43	46.24
	Female	50	53.76
	Total	93	100.00

*Are you Hispanic or Latino?		N	%
	Yes	6	6.38
	No	88	93.62
	Total	94	100.00

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Percentages for demographic questions are unweighted.

\* AES prescribed items

Sample or Census: Census

Number of surveys completed: 98

Number of surveys administered: 117

Response Rate: 83.8%

# FEDERAL LABOR RELATIONS AUTHORITY

## 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

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

	N	%
American Indian or Alaska Native	0	0.00
Asian	2	2.27
Black or African American	18	20.45
Native Hawaiian or Other Pacific Islander	1	1.14
White	65	73.86
Two or more races	2	2.27
<b>Total</b>	<b>88</b>	<b>100.00</b>

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	1	1.06
Trade or Technical Certificate	1	1.06
Some College (no degree)	5	5.32
Associate's Degree (e.g., AA, AS)	2	2.13
Bachelor's Degree (e.g., BA, BS)	6	6.38
Master's Degree (e.g., MA, MS, MBA)	10	10.64
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	69	73.40
<b>Total</b>	<b>94</b>	<b>100.00</b>

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

\* AES prescribed items

Sample or Census: Census

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# FEDERAL LABOR RELATIONS AUTHORITY

## 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

What is your pay category/grade?	N	%
Federal Wage System	0	0.00
GS 1-6	0	0.00
GS 7-12	24	25.81
GS 13-15	57	61.29
Senior Executive Service	10	10.75
Senior Level (SL) or Scientific or Professional (ST)	0	0.00
Other	2	2.15
<b>Total</b>	<b>93</b>	<b>100.00</b>

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	6	6.45
1 to 3 years	12	12.90
4 to 5 years	13	13.98
6 to 10 years	10	10.75
11 to 14 years	9	9.68
15 to 20 years	11	11.83
More than 20 years	32	34.41
<b>Total</b>	<b>93</b>	<b>100.00</b>

Survey Administration Period: May 4, 2015 to June 12, 2015

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# FEDERAL LABOR RELATIONS AUTHORITY

## 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	9	9.68
1 to 3 years	15	16.13
4 to 5 years	17	18.28
6 to 10 years	11	11.83
11 to 20 years	17	18.28
More than 20 years	24	25.81
<b>Total</b>	<b>93</b>	<b>100.00</b>

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	68	71.58
Yes, to retire	4	4.21
Yes, to take another job within the Federal Government	14	14.74
Yes, to take another job outside the Federal Government	6	6.32
Yes, other	3	3.16
<b>Total</b>	<b>95</b>	<b>100.00</b>

I am planning to retire:	N	%
Within one year	3	3.13
Between one and three years	5	5.21
Between three and five years	7	7.29
Five or more years	81	84.38
<b>Total</b>	<b>96</b>	<b>100.00</b>

Survey Administration Period: May 4, 2015 to June 12, 2015  
Percentages for demographic questions are unweighted.

Sample or Census: Census  
Number of surveys completed: 98  
Number of surveys administered: 117  
Response Rate: 83.8%

# FEDERAL LABOR RELATIONS AUTHORITY

## 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

Self-Identify as:	N	%
Heterosexual or Straight	75	85.23
Gay, Lesbian, Bisexual, or Transgender	7	7.95
I prefer not to say	6	6.82
Total	88	100.00

What is your US military service status?	N	%
No Prior Military Service	86	92.47
Currently in National Guard or Reserves	2	2.15
Retired	1	1.08
Separated or Discharged	4	4.30
Total	93	100.00

Are you an individual with a disability?	N	%
Yes	6	6.45
No	87	93.55
Total	93	100.00

What is your age group?	N	%
25 and under	1	1.02
26-29	4	4.08
30-39	33	33.67
40-49	23	23.47
50-59	23	23.47
60 or older	14	14.29
Total	98	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

Sample or Census: Census

Number of surveys completed: 98

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Response Rate: 83.8%