

**NATIONAL LABOR RELATIONS BOARD
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		123	294	124	105	49	695	NA
	%	60.32	17.95	42.37	17.91	14.66	7.11	100.00	
2. I have enough information to do my job well.	N		131	372	93	69	20	685	NA
	%	73.77	19.51	54.26	13.07	10.41	2.76	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		104	187	125	170	101	687	NA
	%	42.02	15.24	26.78	18.14	24.67	15.18	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		203	295	101	61	28	688	NA
	%	72.40	29.64	42.76	14.36	8.84	4.40	100.00	
*5. I like the kind of work I do.	N		250	323	73	29	7	682	NA
	%	84.15	37.25	46.90	10.74	3.96	1.14	100.00	
6. I know what is expected of me on the job.	N		178	350	76	60	22	686	NA
	%	76.82	27.19	49.63	11.08	9.03	3.07	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		445	220	16	7	4	692	NA
	%	95.89	64.15	31.74	2.29	1.19	0.62	100.00	
8. I am constantly looking for ways to do my job better.	N		291	281	96	20	3	691	NA
	%	83.36	42.19	41.16	13.25	2.91	0.49	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		68	258	114	170	86	696	0
	%	46.24	9.91	36.33	16.35	25.09	12.32	100.00	
*10. My workload is reasonable.	N		71	340	118	103	58	690	0
	%	59.53	10.66	48.87	16.72	14.96	8.79	100.00	
*11. My talents are used well in the workplace.	N		107	278	113	110	67	675	3
	%	57.40	16.56	40.84	16.72	16.20	9.68	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		247	343	64	24	12	690	1
	%	85.95	35.87	50.08	9.06	3.13	1.86	100.00	

Survey Administration Period: April 29, 2014 to June 6, 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: 696

Number of surveys administered: 1,446

Response Rate: 48.1%

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*13. The work I do is important.	N		353	269	42	19	4	687	1
	%	90.46	51.58	38.88	6.11	2.85	0.58	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		145	342	94	76	37	694	1
	%	70.32	21.72	48.60	13.84	10.57	5.26	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		152	318	101	66	41	678	15
	%	68.54	22.93	45.60	15.33	10.09	6.04	100.00	
16. I am held accountable for achieving results.	N		192	367	92	29	8	688	6
	%	81.52	27.78	53.74	13.36	3.90	1.22	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		136	232	147	69	54	638	55
	%	57.55	21.49	36.06	22.95	10.81	8.69	100.00	
*18. My training needs are assessed.	N		62	181	178	175	78	674	18
	%	36.73	9.35	27.38	26.40	25.73	11.14	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		143	222	107	128	67	667	28
	%	53.93	21.77	32.16	16.10	19.77	10.20	100.00	
*20. The people I work with cooperate to get the job done.	N		191	318	91	67	25	692	NA
	%	72.88	27.36	45.52	13.08	10.03	4.01	100.00	
*21. My work unit is able to recruit people with the right skills.	N		89	232	143	126	58	648	47
	%	48.39	13.11	35.29	22.43	20.27	8.90	100.00	
*22. Promotions in my work unit are based on merit.	N		85	175	158	124	96	638	52
	%	40.62	13.14	27.48	24.95	19.45	14.98	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		41	113	159	164	125	602	87
	%	25.71	6.77	18.94	26.12	27.14	21.02	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		37	144	163	178	110	632	60
	%	28.73	5.87	22.86	25.66	27.94	17.67	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		61	203	121	141	98	624	61
	%	42.25	9.96	32.29	19.41	22.42	15.91	100.00	
26. Employees in my work unit share job knowledge with each other.	N		196	354	75	42	24	691	3
	%	79.43	28.21	51.22	10.81	6.26	3.50	100.00	
27. The skill level in my work unit has improved in the past year.	N		87	221	217	82	36	643	48
	%	47.52	13.02	34.50	33.91	13.09	5.48	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		336	282	66	4	3	691	NA
	%	89.13	48.41	40.72	9.81	0.58	0.48	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		143	397	85	31	16	672	10
	%	80.59	21.26	59.33	12.46	4.57	2.38	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		50	183	133	192	103	661	20
	%	35.56	7.86	27.70	20.29	28.75	15.40	100.00	
31. Employees are recognized for providing high quality products and services.	N		69	221	143	153	80	666	12
	%	43.49	10.32	33.17	21.77	22.95	11.79	100.00	
*32. Creativity and innovation are rewarded.	N		47	133	159	187	130	656	23
	%	27.06	7.29	19.77	25.06	27.95	19.93	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		33	101	144	197	159	634	46
	%	21.71	5.38	16.33	22.23	30.74	25.32	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		103	237	152	78	64	634	47
	%	53.38	16.40	36.98	24.36	12.40	9.86	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		130	360	114	34	15	653	25
	%	74.95	20.36	54.59	17.60	5.08	2.37	100.00	
*36. My organization has prepared employees for potential security threats.	N		95	367	119	58	18	657	18
	%	70.88	14.70	56.19	17.84	8.64	2.64	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		103	212	130	95	93	633	46
	%	49.88	16.70	33.18	20.48	14.94	14.70	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		138	256	109	39	44	586	88
	%	67.17	23.80	43.36	18.59	6.72	7.52	100.00	
39. My agency is successful at accomplishing its mission.	N		137	358	121	41	18	675	6
	%	73.36	20.71	52.65	17.54	6.35	2.75	100.00	
40. I recommend my organization as a good place to work.	N		117	268	162	82	50	679	NA
	%	57.75	17.70	40.06	23.37	11.90	6.97	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		70	140	139	136	111	596	83
	%	36.09	12.07	24.03	23.34	22.48	18.09	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		266	271	74	30	34	675	5
	%	78.97	38.65	40.32	11.00	4.52	5.52	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		176	221	127	94	56	674	4
	%	59.23	25.90	33.33	18.80	13.69	8.28	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		159	244	125	70	60	658	14
	%	61.29	24.85	36.44	18.93	10.31	9.48	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		181	216	135	28	33	593	84
	%	66.36	30.97	35.39	22.99	4.81	5.84	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		156	251	123	80	62	672	3
	%	60.53	23.45	37.08	18.28	11.45	9.74	100.00	
*47. Supervisors in my work unit support employee development.	N		159	262	125	61	57	664	11
	%	63.08	24.13	38.95	18.75	9.36	8.81	100.00	
48. My supervisor listens to what I have to say.	N		251	272	71	49	34	677	NA
	%	76.05	37.23	38.82	11.01	7.21	5.73	100.00	
49. My supervisor treats me with respect.	N		296	248	59	44	29	676	NA
	%	79.91	44.05	35.86	8.93	6.44	4.72	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		188	255	87	106	42	678	NA
	%	64.94	27.53	37.41	13.26	15.19	6.61	100.00	
*51. I have trust and confidence in my supervisor.	N		226	227	100	64	57	674	NA
	%	66.85	34.03	32.82	15.00	9.27	8.88	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		285	207	102	42	39	675	NA
	%	72.63	41.68	30.95	14.54	6.60	6.23	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		72	140	165	159	121	657	11
	%	32.75	11.03	21.72	25.23	23.86	18.16	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		111	223	154	67	59	614	53
	%	54.49	18.42	36.07	25.24	10.62	9.65	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		113	276	123	60	42	614	49
	%	63.92	18.61	45.31	19.56	9.65	6.88	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		96	316	128	71	47	658	12
	%	63.09	14.99	48.10	18.80	10.87	7.24	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		91	262	144	58	41	596	75
	%	59.10	15.26	43.83	24.43	9.82	6.65	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		75	201	143	130	81	630	40
	%	43.89	12.29	31.60	23.08	20.03	12.99	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		83	225	132	121	72	633	32
	%	49.03	13.43	35.60	21.15	18.04	11.79	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		161	213	145	67	43	629	37
	%	59.79	25.41	34.38	22.72	10.75	6.74	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		123	227	149	96	68	663	5
	%	53.41	19.17	34.24	22.58	14.16	9.85	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		126	226	134	91	50	627	41
	%	56.01	20.21	35.80	20.89	15.06	8.05	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		93	223	142	157	50	665	NA
	%	48.18	14.58	33.60	21.14	23.23	7.46	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		73	212	172	153	50	660	NA
	%	44.26	11.64	32.62	26.01	22.72	7.01	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		98	222	130	138	73	661	NA
	%	49.02	15.71	33.31	19.32	20.83	10.83	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		73	195	180	142	67	657	NA
	%	41.34	11.42	29.92	26.95	21.39	10.33	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		70	150	183	129	128	660	NA
	%	33.65	11.16	22.49	27.72	19.30	19.34	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		72	223	177	126	61	659	NA
	%	45.49	10.98	34.50	26.64	18.68	9.20	100.00	
*69. Considering everything, how satisfied are you with your job?	N		127	294	111	84	44	660	NA
	%	64.22	19.98	44.24	16.42	12.90	6.45	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		108	253	97	127	77	662	NA
	%	53.91	16.80	37.11	15.36	18.58	12.15	100.00	
71. Considering everything, how satisfied are you with your organization?	N		93	269	150	105	44	661	NA
	%	55.43	14.70	40.72	22.36	15.91	6.30	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.	493	74.18
Yes, I was notified that I was not eligible to telework.	47	7.11
No, I was not notified of my telework eligibility.	83	12.61
Not sure if I was notified of my telework eligibility.	39	6.10
Total	662	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	37	5.45
I telework 1 or 2 days per week.	200	30.16
I telework, but no more than 1 or 2 days per month.	51	7.95
I telework very infrequently, on an unscheduled or short-term basis.	95	14.21
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	34	5.19
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	23	3.79
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.	56	8.75
I do not telework because I choose not to telework.	160	24.50
Total	656	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	357	54.87
No	260	38.42
Not available to me	41	6.71
Total	658	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	167	24.61
No	436	66.42
Not available to me	54	8.97
Total	657	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	66	9.92
No	567	87.40
Not available to me	16	2.68
Total	649	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	13	2.14
No	492	76.11
Not available to me	151	21.75
Total	656	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	11	1.66
No	490	75.64
Not available to me	156	22.70
Total	657	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		119	178	40	32	10	379	9
	%	79.33	32.11	47.23	9.73	8.59	2.35	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		138	172	20	12	5	347	6
	%	88.86	39.64	49.22	5.97	3.58	1.59	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		42	79	28	3	1	153	17
	%	79.62	26.78	52.85	17.34	2.05	0.98	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		20	28	12	2	2	64	14
	%	74.85	30.86	43.99	19.53	2.60	3.01	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		5	2	2	0	1	10	6
	%	71.54	46.56	24.98	19.19	0.00	9.27	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		1	1	4	0	0	6	9
	%	30.56	9.79	20.77	69.44	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	231	35.00
Field	429	65.00
Total	660	100.00

*What is your supervisory status?	N	%
Non-Supervisor	452	68.48
Team Leader	31	4.70
Supervisor	98	14.85
Manager	57	8.64
Senior Leader	22	3.33
Total	660	100.00

*Are you:	N	%
Male	222	34.05
Female	430	65.95
Total	652	100.00

*Are you Hispanic or Latino?	N	%
Yes	61	9.37
No	590	90.63
Total	651	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	1	0.16
Asian	21	3.36
Black or African American	130	20.80
Native Hawaiian or Other Pacific Islander	3	0.48
White	451	72.16
Two or more races	19	3.04
Total	625	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	39	5.94
Trade or Technical Certificate	12	1.83
Some College (no degree)	72	10.96
Associate's Degree (e.g., AA, AS)	29	4.41
Bachelor's Degree (e.g., BA, BS)	80	12.18
Master's Degree (e.g., MA, MS, MBA)	97	14.76
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	328	49.92
Total	657	100.00

Survey Administration Period: April 29, 2014 to June 6, 2014
 Percentages are weighted to represent the Agency's population.
 * AES prescribed items

Sample or Census: Census
 Number of surveys completed: 696
 Number of surveys administered: 1,446
 Response Rate: 48.1%

**NATIONAL LABOR RELATIONS BOARD
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What is your pay category/grade?	N	%
Federal Wage System	3	0.46
GS 1-6	53	8.07
GS 7-12	158	24.05
GS 13-15	406	61.80
Senior Executive Service	27	4.11
Senior Level (SL) or Scientific or Professional (ST)	0	0.00
Other	10	1.52
Total	657	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	2	0.31
1 to 3 years	62	9.47
4 to 5 years	54	8.24
6 to 10 years	79	12.06
11 to 14 years	103	15.73
15 to 20 years	73	11.15
More than 20 years	282	43.05
Total	655	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	8	1.23
1 to 3 years	93	14.24
4 to 5 years	56	8.58
6 to 10 years	74	11.33
11 to 20 years	180	27.57
More than 20 years	242	37.06
Total	653	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	447	68.35
Yes, to retire	52	7.95
Yes, to take another job within the Federal Government	92	14.07
Yes, to take another job outside the Federal Government	33	5.05
Yes, other	30	4.59
Total	654	100.00

I am planning to retire:	N	%
Within one year	26	3.99
Between one and three years	75	11.50
Between three and five years	75	11.50
Five or more years	476	73.01
Total	652	100.00

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NATIONAL LABOR RELATIONS BOARD 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

Self-Identify as:	N	%
Heterosexual or Straight	546	86.26
Gay, Lesbian, Bisexual, or Transgender	34	5.37
I prefer not to say	53	8.37
Total	633	100.00

What is your US military service status?	N	%
No Prior Military Service	587	90.31
Currently in National Guard or Reserves	2	0.31
Retired	17	2.62
Separated or Discharged	44	6.77
Total	650	100.00

Are you an individual with a disability?	N	%
Yes	64	9.82
No	588	90.18
Total	652	100.00

What is your age group?	N	%
25 and under	5	0.72
26-29	47	6.75
30-39	140	20.11
40-49	160	22.99
50-59	212	30.46
60 or older	132	18.97
Total	696	100.00

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Sample or Census: Census
Number of surveys completed: 696
Number of surveys administered: 1,446
Response Rate: 48.1%