

**NATIONAL LABOR RELATIONS BOARD
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		211	386	133	116	52	898	NA
	%	65.91	22.47	43.44	15.21	13.12	5.76	100.00	
2. I have enough information to do my job well.	N		216	477	91	88	23	895	NA
	%	77.37	23.19	54.18	10.22	9.88	2.53	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		149	248	188	202	102	889	NA
	%	43.38	15.59	27.79	21.75	23.25	11.62	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		323	388	100	53	29	893	NA
	%	79.49	35.11	44.38	11.40	5.94	3.17	100.00	
*5. I like the kind of work I do.	N		402	380	75	24	10	891	NA
	%	87.61	44.38	43.23	8.52	2.78	1.09	100.00	
6. I know what is expected of me on the job.	N		291	427	80	78	17	893	NA
	%	80.03	31.23	48.80	9.18	8.89	1.89	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		643	230	17	2	4	896	NA
	%	97.52	71.02	26.50	1.81	0.22	0.45	100.00	
8. I am constantly looking for ways to do my job better.	N		414	379	88	13	5	899	NA
	%	88.03	45.32	42.71	9.88	1.51	0.58	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		112	337	110	212	127	898	3
	%	49.10	11.63	37.46	12.13	24.38	14.38	100.00	
*10. My workload is reasonable.	N		130	408	143	135	77	893	1
	%	59.37	13.63	45.74	16.75	15.26	8.62	100.00	
*11. My talents are used well in the workplace.	N		187	358	114	121	81	861	2
	%	62.72	20.57	42.14	13.53	14.35	9.40	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		382	421	51	22	15	891	2
	%	90.27	41.69	48.58	5.81	2.34	1.58	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015

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* AES prescribed items

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

Sample or Census: Census

Number of surveys completed: 902

Number of surveys administered: 1,426

Response Rate: 63.3%

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*13. The work I do is important.	N		504	316	47	11	8	886	2
	%	92.33	55.94	36.39	5.47	1.27	0.93	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		223	399	113	107	52	894	4
	%	69.51	24.92	44.59	12.67	12.01	5.81	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		213	372	116	100	58	859	36
	%	66.97	23.30	43.67	14.07	11.95	7.01	100.00	
16. I am held accountable for achieving results.	N		269	462	109	29	13	882	9
	%	82.15	29.14	53.01	12.90	3.49	1.46	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		231	268	173	80	71	823	69
	%	59.53	26.73	32.80	21.33	10.02	9.12	100.00	
*18. My training needs are assessed.	N		110	231	210	218	106	875	20
	%	38.64	12.06	26.59	24.33	24.88	12.14	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		191	268	135	135	110	839	63
	%	53.09	21.26	31.83	16.31	16.75	13.86	100.00	
*20. The people I work with cooperate to get the job done.	N		288	415	100	77	20	900	NA
	%	77.50	31.07	46.43	11.51	8.74	2.26	100.00	
*21. My work unit is able to recruit people with the right skills.	N		119	303	196	158	77	853	47
	%	47.75	12.93	34.82	23.84	19.35	9.05	100.00	
*22. Promotions in my work unit are based on merit.	N		119	238	206	141	116	820	74
	%	42.16	13.50	28.66	25.42	17.93	14.50	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		48	145	208	205	171	777	120
	%	23.64	5.85	17.79	26.61	27.01	22.73	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		67	188	198	221	149	823	74
	%	29.67	7.70	21.97	24.06	27.69	18.58	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		111	238	183	145	137	814	83
	%	41.50	12.63	28.87	22.50	18.67	17.32	100.00	
26. Employees in my work unit share job knowledge with each other.	N		311	421	80	55	22	889	10
	%	82.30	34.58	47.72	8.99	6.28	2.42	100.00	
27. The skill level in my work unit has improved in the past year.	N		155	308	233	77	46	819	78
	%	55.76	18.03	37.72	29.06	9.62	5.56	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		470	344	70	7	4	895	NA
	%	90.71	51.21	39.51	8.08	0.82	0.39	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		219	484	98	57	15	873	14
	%	80.43	24.29	56.14	11.57	6.48	1.52	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		82	248	197	215	117	859	33
	%	37.71	9.24	28.47	23.43	25.33	13.52	100.00	
31. Employees are recognized for providing high quality products and services.	N		115	326	157	166	104	868	23
	%	49.99	12.67	37.32	18.54	19.40	12.07	100.00	
*32. Creativity and innovation are rewarded.	N		72	200	210	218	159	859	31
	%	30.45	8.02	22.42	24.81	25.68	19.07	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		39	121	237	217	193	807	79
	%	18.80	4.51	14.29	29.71	27.41	24.07	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		163	343	169	93	72	840	55
	%	59.97	18.84	41.13	20.27	11.08	8.68	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		213	439	139	57	15	863	29
	%	74.95	24.13	50.83	16.41	6.89	1.75	100.00	
*36. My organization has prepared employees for potential security threats.	N		164	444	149	71	39	867	26
	%	70.26	18.71	51.55	16.78	8.36	4.60	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		173	262	166	107	122	830	62
	%	51.83	20.08	31.76	20.12	13.16	14.89	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		229	305	136	40	59	769	113
	%	69.22	29.20	40.02	17.65	5.30	7.83	100.00	
39. My agency is successful at accomplishing its mission.	N		236	464	121	40	12	873	20
	%	80.22	26.70	53.52	13.86	4.62	1.29	100.00	
40. I recommend my organization as a good place to work.	N		219	358	181	89	48	895	NA
	%	64.54	23.87	40.68	20.18	10.06	5.22	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		132	222	166	155	136	811	84
	%	43.05	15.72	27.33	20.59	19.55	16.81	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		370	349	78	49	42	888	3
	%	80.51	40.21	40.30	8.76	5.60	5.14	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		267	293	149	104	67	880	8
	%	62.68	29.08	33.60	17.58	11.86	7.88	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		246	303	161	99	61	870	18
	%	62.05	27.51	34.54	18.89	11.67	7.39	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		272	297	148	32	50	799	90
	%	70.18	32.84	37.34	19.00	4.10	6.72	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		240	331	147	98	69	885	3
	%	63.63	26.26	37.37	16.70	11.64	8.04	100.00	
*47. Supervisors in my work unit support employee development.	N		253	328	138	80	77	876	14
	%	65.14	27.54	37.60	16.44	9.43	8.98	100.00	
48. My supervisor listens to what I have to say.	N		375	326	96	59	36	892	NA
	%	77.97	40.96	37.01	11.08	6.67	4.28	100.00	
49. My supervisor treats me with respect.	N		415	327	74	39	36	891	NA
	%	82.78	45.45	37.34	8.46	4.48	4.28	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		289	345	112	107	36	889	NA
	%	70.88	31.70	39.18	12.56	12.35	4.20	100.00	
*51. I have trust and confidence in my supervisor.	N		349	280	129	68	62	888	NA
	%	69.99	38.33	31.66	15.03	7.64	7.33	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		421	243	141	49	33	887	NA
	%	74.02	45.98	28.04	16.55	5.57	3.86	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		139	221	179	169	157	865	14
	%	40.78	15.27	25.51	20.77	20.25	18.20	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		205	314	162	65	74	820	54
	%	63.17	24.08	39.09	19.91	7.72	9.19	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		193	357	143	66	60	819	61
	%	66.50	22.79	43.71	17.73	8.31	7.46	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		167	393	138	104	62	864	15
	%	64.77	18.68	46.09	16.03	12.02	7.18	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		151	347	161	72	48	779	95
	%	63.59	18.76	44.82	20.80	9.51	6.11	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		136	283	178	143	104	844	35
	%	49.07	15.76	33.31	21.32	17.39	12.22	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		144	299	163	137	98	841	39
	%	52.16	16.58	35.58	19.45	16.69	11.70	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		274	273	184	72	46	849	27
	%	63.66	31.01	32.65	22.31	8.84	5.19	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		228	303	166	98	73	868	8
	%	60.85	25.48	35.37	19.48	11.40	8.27	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		230	285	163	90	54	822	54
	%	62.46	27.10	35.36	19.46	11.31	6.77	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		154	318	168	167	68	875	NA
	%	53.08	16.57	36.51	19.63	19.43	7.86	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		134	304	188	186	60	872	NA
	%	49.41	14.67	34.74	22.37	21.45	6.78	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		166	282	166	163	94	871	NA
	%	50.55	18.06	32.49	19.39	19.06	11.00	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		123	278	213	172	84	870	NA
	%	45.37	13.34	32.03	24.76	20.17	9.70	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		106	210	245	162	148	871	NA
	%	35.38	11.55	23.82	28.59	18.67	17.36	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		110	297	228	156	79	870	NA
	%	46.51	12.15	34.37	26.26	18.12	9.11	100.00	
*69. Considering everything, how satisfied are you with your job?	N		237	369	146	80	41	873	NA
	%	69.14	26.12	43.03	16.85	9.24	4.77	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		152	347	121	161	94	875	NA
	%	57.41	16.97	40.43	13.62	18.12	10.85	100.00	
71. Considering everything, how satisfied are you with your organization?	N		175	368	171	110	48	872	NA
	%	62.14	19.20	42.94	19.83	12.53	5.50	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.	657	74.61
Yes, I was notified that I was not eligible to telework.	67	7.85
No, I was not notified of my telework eligibility.	101	11.98
Not sure if I was notified of my telework eligibility.	48	5.57
Total	873	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	57	6.24
I telework 1 or 2 days per week.	303	34.63
I telework, but no more than 1 or 2 days per month.	60	7.25
I telework very infrequently, on an unscheduled or short-term basis.	134	14.96
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	37	4.17
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	19	2.56
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.	82	10.11
I do not telework because I choose not to telework.	173	20.09
Total	865	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	442	52.89
No	355	39.38
Not available to me	66	7.73
Total	863	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	220	24.91
No	564	65.65
Not available to me	80	9.44
Total	864	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	75	9.22
No	761	88.47
Not available to me	19	2.31
Total	855	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	15	1.78
No	677	78.55
Not available to me	173	19.68
Total	865	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	5	0.53
No	671	78.51
Not available to me	186	20.95
Total	862	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		215	220	55	41	12	543	16
	%	80.01	39.12	40.89	10.28	7.45	2.26	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		199	197	24	13	3	436	6
	%	90.79	44.99	45.80	5.57	2.95	0.69	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		48	108	45	6	3	210	18
	%	74.33	21.99	52.34	21.07	3.17	1.43	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		25	31	8	3	1	68	25
	%	82.18	37.43	44.76	12.13	4.37	1.31	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		6	4	4	1	0	15	7
	%	64.57	38.08	26.49	29.47	5.96	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	2	2	0	0	6	8
	%	64.59	30.56	34.03	35.41	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	295	33.87
Field	576	66.13
Total	871	100.00

*What is your supervisory status?	N	%
Non-Supervisor	595	68.95
Team Leader	28	3.24
Supervisor	130	15.06
Manager	80	9.27
Senior Leader	30	3.48
Total	863	100.00

*Are you:	N	%
Male	303	35.86
Female	542	64.14
Total	845	100.00

*Are you Hispanic or Latino?	N	%
Yes	80	9.57
No	756	90.43
Total	836	100.00

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Percentages for demographic questions are unweighted.

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**NATIONAL LABOR RELATIONS BOARD
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	39	4.88
Black or African American	167	20.90
Native Hawaiian or Other Pacific Islander	5	0.63
White	559	69.96
Two or more races	29	3.63
Total	799	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	42	4.95
Trade or Technical Certificate	17	2.00
Some College (no degree)	79	9.32
Associate's Degree (e.g., AA, AS)	38	4.48
Bachelor's Degree (e.g., BA, BS)	102	12.03
Master's Degree (e.g., MA, MS, MBA)	125	14.74
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	445	52.48
Total	848	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages for demographic questions are unweighted.

* AES prescribed items

Sample or Census: Census

Number of surveys completed: 902

Number of surveys administered: 1,426

Response Rate: 63.3%

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What is your pay category/grade?	N	%
Federal Wage System	3	0.35
GS 1-6	58	6.78
GS 7-12	199	23.27
GS 13-15	533	62.34
Senior Executive Service	36	4.21
Senior Level (SL) or Scientific or Professional (ST)	0	0.00
Other	26	3.04
Total	855	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	19	2.24
1 to 3 years	59	6.95
4 to 5 years	91	10.72
6 to 10 years	93	10.95
11 to 14 years	104	12.25
15 to 20 years	122	14.37
More than 20 years	361	42.52
Total	849	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	36	4.25
1 to 3 years	89	10.51
4 to 5 years	100	11.81
6 to 10 years	95	11.22
11 to 20 years	230	27.15
More than 20 years	297	35.06
Total	847	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	616	71.79
Yes, to retire	51	5.94
Yes, to take another job within the Federal Government	104	12.12
Yes, to take another job outside the Federal Government	38	4.43
Yes, other	49	5.71
Total	858	100.00

I am planning to retire:	N	%
Within one year	26	3.09
Between one and three years	101	12.00
Between three and five years	89	10.57
Five or more years	626	74.35
Total	842	100.00

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Self-Identify as:	N	%
Heterosexual or Straight	671	82.43
Gay, Lesbian, Bisexual, or Transgender	43	5.28
I prefer not to say	100	12.29
Total	814	100.00

What is your US military service status?	N	%
No Prior Military Service	757	90.33
Currently in National Guard or Reserves	2	0.24
Retired	16	1.91
Separated or Discharged	63	7.52
Total	838	100.00

Are you an individual with a disability?	N	%
Yes	84	9.95
No	760	90.05
Total	844	100.00

What is your age group?	N	%
25 and under	9	1.00
26-29	42	4.66
30-39	201	22.28
40-49	209	23.17
50-59	260	28.82
60 or older	181	20.07
Total	902	100.00

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