

DEPARTMENT OF TRANSPORTATION
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/1/2010 to 3/26/2010)

		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	63.2	2,072	4,405	1,394	1,305	418	9,594	NA
	%		17.6	45.6	15.8	15.0	6.0	100.0	
2. I have enough information to do my job well.	N	70.7	1,726	5,151	1,394	1,094	232	9,597	NA
	%		15.5	55.3	15.1	10.9	3.3	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N	49.2	2,091	3,625	1,794	1,403	670	9,583	NA
	%		15.4	33.8	20.4	18.8	11.6	100.0	
*4. My work gives me a feeling of personal accomplishment.	N	75.3	3,007	4,213	1,249	771	356	9,596	NA
	%		30.1	45.2	12.7	8.2	3.8	100.0	
*5. I like the kind of work I do.	N	88.7	4,172	4,123	858	300	126	9,579	NA
	%		47.2	41.5	7.5	2.8	1.0	100.0	
6. I know what is expected of me on the job.	N	80.1	2,875	4,699	1,053	705	244	9,576	NA
	%		29.2	50.9	10.4	6.6	3.0	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N	95.5	6,367	2,960	175	52	39	9,593	NA
	%		62.5	33.1	2.4	1.1	0.9	100.0	
8. I am constantly looking for ways to do my job better.	N	87.0	4,675	4,083	694	93	47	9,592	NA
	%		41.4	45.6	10.0	2.0	0.9	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	49.1	987	3,847	1,651	2,068	1,011	9,564	33
	%		9.8	39.4	19.0	20.9	10.9	100.0	
*10. My workload is reasonable.	N	62.9	983	4,706	1,595	1,501	800	9,585	18
	%		10.7	52.2	16.9	13.2	7.1	100.0	
*11. My talents are used well in the workplace.	N	59.8	1,619	4,221	1,477	1,343	850	9,510	52
	%		14.6	45.2	17.5	13.6	9.1	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N	77.0	2,978	5,018	947	400	210	9,553	42
	%		25.7	51.3	12.1	7.2	3.7	100.0	
*13. The work I do is important.	N	93.2	4,969	3,762	564	138	74	9,507	26
	%		56.5	36.8	5.0	1.2	0.6	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	61.7	2,343	4,226	1,290	1,099	595	9,553	43
	%		19.0	42.7	14.8	14.9	8.6	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N	60.5	2,263	4,114	1,506	877	701	9,461	134
	%		18.4	42.1	18.1	11.5	9.9	100.0	
16. I am held accountable for achieving results.	N	79.5	2,885	5,183	1,021	296	158	9,543	51
	%		26.3	53.2	13.5	4.7	2.4	100.0	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Sample

Number in Population: 14,436

Percentages are weighted to represent the Agency's population.

DEPARTMENT OF TRANSPORTATION
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/1/2010 to 3/26/2010)

		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		2,262	3,429	1,721	843	860	9,115	462
	%	55.4	19.5	36.0	19.0	13.4	12.1	100.0	
*18. My training needs are assessed.	N		1,283	3,710	2,168	1,433	812	9,406	134
	%	48.7	11.4	37.3	24.4	16.8	10.0	100.0	
*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		1,967	3,894	1,581	1,181	787	9,410	181
	%	56.7	16.4	40.3	17.4	14.6	11.3	100.0	
*20. The people I work with cooperate to get the job done.	N		2,454	4,818	1,108	751	230	9,361	NA
	%	75.8	24.2	51.6	12.7	8.6	2.9	100.0	
*21. My work unit is able to recruit people with the right skills.	N		939	3,463	2,358	1,674	840	9,274	326
	%	38.7	7.7	31.0	27.3	21.6	12.4	100.0	
*22. Promotions in my work unit are based on merit.	N		966	2,690	2,410	1,579	1,379	9,024	571
	%	29.8	7.5	22.3	25.4	21.0	23.7	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		547	2,358	2,450	1,933	1,529	8,817	776
	%	26.9	4.7	22.2	24.2	25.5	23.4	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		759	2,874	2,469	1,849	1,180	9,131	463
	%	28.9	5.2	23.7	28.2	25.2	17.6	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		1,108	3,366	2,015	1,441	1,234	9,164	426
	%	37.6	7.8	29.7	22.5	20.5	19.5	100.0	
26. Employees in my work unit share job knowledge with each other.	N		2,145	4,905	1,328	730	423	9,531	58
	%	75.7	21.2	54.4	13.8	6.9	3.6	100.0	
27. The skill level in my work unit has improved in the past year.	N		1,519	3,748	2,487	966	510	9,230	324
	%	47.5	13.6	33.9	27.0	14.8	10.7	100.0	
		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		4,221	3,904	1,226	178	58	9,587	NA
	%	80.1	37.0	43.1	16.5	2.4	1.0	100.0	
		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		1,503	5,389	1,484	761	219	9,356	159
	%	69.3	14.6	54.7	16.9	10.3	3.6	100.0	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Sample

Number in Population: 14,436

Percentages are weighted to represent the Agency's population.

DEPARTMENT OF TRANSPORTATION
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/1/2010 to 3/26/2010)

		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		996	3,622	2,265	1,685	758	9,326	193
	%	41.6	7.9	33.7	25.4	22.1	10.9	100.0	
31. Employees are recognized for providing high quality products and services.	N		1,321	3,800	2,091	1,444	707	9,363	149
	%	43.7	9.7	33.9	22.5	21.0	12.9	100.0	
*32. Creativity and innovation are rewarded.	N		1,083	2,974	2,503	1,742	971	9,273	235
	%	31.7	7.6	24.1	27.1	25.3	15.8	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		580	1,961	2,530	2,238	1,668	8,977	526
	%	20.2	4.3	15.9	22.9	29.0	28.0	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		1,440	3,830	2,337	693	564	8,864	650
	%	52.6	14.6	38.0	30.2	8.8	8.4	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		2,187	5,197	1,177	520	292	9,373	136
	%	71.8	19.0	52.8	14.0	8.7	5.5	100.0	
*36. My organization has prepared employees for potential security threats.	N		1,696	4,995	1,635	719	294	9,339	155
	%	70.1	15.0	55.1	17.6	8.6	3.7	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		1,627	3,309	2,049	1,006	938	8,929	567
	%	50.3	13.3	37.0	23.6	12.8	13.3	100.0	
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		2,284	3,736	1,621	529	554	8,724	764
	%	66.7	21.5	45.2	19.7	7.0	6.6	100.0	
39. My agency is successful at accomplishing its mission.	N		2,320	4,990	1,381	388	192	9,271	146
	%	71.5	19.7	51.8	18.2	6.5	3.8	100.0	
40. I recommend my organization as a good place to work.	N		2,800	3,718	1,720	821	433	9,492	NA
	%	62.7	22.9	39.8	18.8	11.2	7.2	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		1,357	2,813	2,458	1,217	987	8,832	685
	%	37.0	10.7	26.3	27.3	17.7	18.1	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		3,479	4,104	996	459	404	9,442	55
	%	74.2	31.8	42.4	12.4	7.2	6.3	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		2,774	3,668	1,570	879	565	9,456	43
	%	59.4	22.3	37.2	21.2	11.6	7.7	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		2,398	3,578	1,703	962	751	9,392	98
	%	58.3	21.2	37.1	18.2	12.6	10.9	100.0	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Sample

Number in Population: 14,436

Percentages are weighted to represent the Agency's population.

DEPARTMENT OF TRANSPORTATION
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/1/2010 to 3/26/2010)

		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N	62.0	2,436	3,530	1,927	422	385	8,700	784
	%		23.3	38.7	25.7	6.3	6.0	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N	58.2	2,147	3,715	1,886	1,016	664	9,428	52
	%		19.3	38.9	20.7	12.3	8.8	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N	62.5	2,526	3,930	1,592	724	606	9,378	106
	%		22.3	40.1	18.1	10.2	9.2	100.0	
48. My supervisor/team leader listens to what I have to say.	N	73.4	3,394	3,928	1,150	677	356	9,505	NA
	%		29.6	43.9	12.5	7.5	6.6	100.0	
49. My supervisor/team leader treats me with respect.	N	79.4	3,897	3,875	893	496	336	9,497	NA
	%		35.7	43.7	10.2	6.1	4.4	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N	80.8	3,231	4,592	821	596	252	9,492	NA
	%		31.0	49.9	8.8	6.5	3.9	100.0	
*51. I have trust and confidence in my supervisor.	N	63.7	3,201	3,171	1,544	831	719	9,466	NA
	%		28.9	34.9	16.4	9.7	10.1	100.0	
		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/team leader?	N	65.2	3,633	2,937	1,734	696	488	9,488	NA
	%		32.9	32.3	18.7	9.2	6.8	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N	33.7	1,027	3,146	2,381	1,773	1,021	9,348	96
	%		7.7	26.0	25.2	24.5	16.6	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N	44.6	1,623	3,452	2,093	1,095	874	9,137	309
	%		12.3	32.3	23.7	16.4	15.2	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N	56.5	1,647	4,236	1,943	738	518	9,082	348
	%		13.9	42.6	23.2	11.9	8.3	100.0	
*56. Managers communicate the goals and priorities of the organization.	N	56.5	1,607	4,473	1,776	989	525	9,370	73
	%		12.7	43.8	21.4	13.4	8.7	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N	53.3	1,570	4,210	1,936	794	430	8,940	474
	%		13.2	40.1	27.2	11.3	8.1	100.0	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Sample

Number in Population: 14,436

Percentages are weighted to represent the Agency's population.

DEPARTMENT OF TRANSPORTATION
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/1/2010 to 3/26/2010)

		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	45.9	1,391 11.0	3,763 34.9	1,982 23.5	1,327 17.8	762 12.9	9,225 100.0	208
59. Managers support collaboration across work units to accomplish work objectives.	N %	50.3	1,532 12.2	3,911 38.0	1,937 23.6	1,061 13.7	681 12.3	9,122 100.0	257
		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/team leader?	N %	48.7	2,053 16.8	3,201 31.9	2,193 25.8	890 11.2	769 14.3	9,106 100.0	329
		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 %	42.6	1,857 14.0	3,094 28.6	2,135 22.9	1,198 17.7	966 16.8	9,250 100.0	98
62. Senior leaders demonstrate support for Work/Life programs.	N %	43.5	1,555 12.6	3,143 30.9	2,294 30.4	853 12.9	663 13.3	8,508 100.0	906
		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 %	49.1	1,564 12.2	3,812 37.0	2,020 21.9	1,502 20.2	530 8.8	9,428 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	44.2	1,302 9.2	3,672 35.0	2,116 25.0	1,729 21.3	611 9.5	9,430 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	46.3	1,707 13.0	3,451 33.3	2,005 23.0	1,478 18.4	784 12.4	9,425 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	34.3	1,053 7.3	3,113 26.9	2,717 29.4	1,734 23.4	801 13.0	9,418 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	37.9	1,153 8.9	2,820 29.0	2,581 28.9	1,735 20.0	1,133 13.2	9,422 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	54.7	1,486 14.4	3,773 40.3	2,154 21.5	1,399 16.4	613 7.5	9,425 100.0	NA

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Sample

Number in Population: 14,436

Percentages are weighted to represent the Agency's population.

DEPARTMENT OF TRANSPORTATION
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/1/2010 to 3/26/2010)

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		2,528	4,271	1,445	831	333	9,408	NA
	%	71.2	24.3	46.9	15.1	10.3	3.5	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		2,367	4,282	1,320	1,019	439	9,427	NA
	%	67.0	24.5	42.5	13.0	13.4	6.6	100	
71. Considering everything, how satisfied are you with your organization?	N		1,775	4,043	1,888	1,165	541	9,412	NA
	%	53.0	13.3	39.8	22.2	15.5	9.3	100	
		Percent Positive	Telework on regular basis	Telework infrequently	No telework: physical presence required	No telework: technical issues	No telework: not allowed though ok for job type	No telework: personal choice	Item Response Total**
72. Please select the response below that BEST describes your teleworking situation.	N		1,462	2,319	1,683	392	1,955	1,376	9,187
	%	26.5	6.8	13.0	43.1	5.0	21.5	10.6	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
73. How satisfied are you with the following Work/Life programs in your agency... Telework?	N		1,764	2,071	1,762	841	691	7,129	2,246
	%	36.9	15.9	21.0	35.3	14.4	13.5	100.0	
74. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?	N		3,147	3,216	1,157	479	354	8,353	1,035
	%	64.8	28.6	36.2	17.9	9.2	8.1	100.0	
75. 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		1,216	2,438	2,184	803	626	7,267	2,132
	%	38.5	10.8	27.7	30.9	14.6	16.0	100	
76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?	N		866	2,004	2,353	228	178	5,629	3,763
	%	43.5	11.9	31.6	45.6	5.5	5.4	100	
77. 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		300	569	2,300	248	282	3,699	5,696
	%	20.2	6.0	14.2	55.6	9.9	14.4	100	
78. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?	N		260	545	2,376	180	203	3,564	5,825
	%	16.8	5.1	11.7	63.9	6.8	12.4	100	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Sample

Number in Population: 14,436

Percentages are weighted to represent the Agency's population.

DEPARTMENT OF TRANSPORTATION
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/1/2010 to 3/26/2010)

79. Where do you work?	N	%
Headquarters	3,149	33.8
Field	6,167	66.2
Total	9,316	100.0

*80. What is your supervisory status?	N	%
Non-Supervisor	5,945	63.4
Team Leader	1,179	12.6
Supervisor	1,360	14.5
Manager	610	6.5
Executive	287	3.1
Total	9,381	100

*81. Are you:	N	%
Male	6,142	65.9
Female	3,180	34.1
Total	9,322	100.0

*82. Are you Hispanic or Latino?	N	%
Yes	748	8.1
No	8,484	91.9
Total	9,232	100.0

*83. Please select the racial category or categories with which you most closely identify (mark as many as apply.)	N	%
American Indian or Alaska Native	108	1.2
Asian	392	4.4
Black or African American	1,425	15.9
Native Hawaiian or Other Pacific Islander	32	0.4
White	6,736	75.3
Two or more races	247	2.8
Total	8,940	100

DEPARTMENT OF TRANSPORTATION
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/1/2010 to 3/26/2010)

84. What is your age group?	N	%
25 and under	66	0.7
26-29	276	3.0
30-39	1,150	12.4
40-49	2,902	31.4
50-59	3,443	37.3
60 or older	1,405	15.2
Total	9,242	100

85. What is your pay category/grade?	N	%
Federal Wage System	246	2.7
GS 1-6	166	1.8
GS 7-12	2,453	26.5
GS 13-15	4,703	50.7
Senior Executive Service	271	2.9
Senior Leader (SL) or Scientific or Professional (ST)	32	0.3
Other	1,398	15.1
Total	9,269	100.0

86. How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	139	1.5
1 to 3 years	1,057	11.4
4 to 5 years	623	6.7
6 to 10 years	1,515	16.4
11 to 14 years	963	10.4
15 to 20 years	1,239	13.4
More than 20 years	3,704	40.1
Total	9,240	100.0

DEPARTMENT OF TRANSPORTATION
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/1/2010 to 3/26/2010)

87. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	197	2.1
1 to 3 years	1,505	16.2
4 to 5 years	819	8.8
6 to 10 years	1,864	20.1
11 to 20 years	2,394	25.8
More than 20 years	2,510	27.0
Total	9,289	100

88. Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	6,791	72.8
Yes, to retire	568	6.1
Yes, to take another job within the Federal Government	1,517	16.3
Yes, to take another job outside the Federal Government	166	1.8
Yes, other	283	3.0
Total	9,325	100

89. I am planning to retire:

	N	%
Within one year	301	3.3
Between one and three years	1,114	12.1
Between three and five years	1,153	12.5
Five or more years	6,662	72.2
Total	9,230	100