

2014

Federal Employee Viewpoint Survey Results

Employees Influencing Change

Department of Transportation
Agency Management Report

United States Office of
Personnel Management

1. Interpretation of results

The Federal Employee Viewpoint Survey (FEVS), administered by the Office of Personnel Management (OPM), provides an opportunity for Department of Transportation (DOT) employees to influence change by providing feedback about their working conditions, leadership, and other aspects of DOT. A brief summary of the DOT results from the 2014 FEVS and responses to each survey question are provided below.

Strengths

Responses that are 65 percent or more positive are considered strengths. The top five areas showing the highest positive responses in 2014 are: “*When needed I am willing to put in the extra effort to get the job done*” (95 percent positive); “*I am constantly looking for ways to do my job better*” (89 percent positive); “*The work I do is important*” (91 percent positive); “*I like the kind of work I do*” (86 percent positive); and “*In the last six months, my supervisor/team leader has talked with me about my performance*” (85 percent positive).

Challenges

Responses that are 35 percent or more negative are considered challenges. Again, as in 2014, employees have the same top negative perceptions as they did in 2013. The top five highest negative responses included: “*Pay raises depend on how well employees perform their jobs*” (60 percent negative); “*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve*” (46 percent negative); “*In my work unit, differences in performance are recognized in a meaningful way*” (42 percent negative); “*Promotions in my work unit are based on merit*” (41 percent negative); and “*Awards in my work unit depend on how well employees perform their jobs*” (39 percent negative). Notably, with the exception of “*Awards in my work unit depend on how well employees perform their jobs*,” which remained unchanged, each of these negative perceptions were lower by 1 or 2 percentage points. Nevertheless, the results on these survey items reflect some of the challenges that still remain at DOT.

Notable Increases and Decreases

Differences of five percentage points or more are considered notable. DOT had no responses that increased by 5 percentage points or more in 2014. However, there was one notable decrease: “*How satisfied are you with the recognition you receive for doing a good job?*” which decreased from 48 percent in 2013 to 43 percent. Last year, the greatest decrease was in satisfaction with pay, “*Considering everything, how satisfied are you with your pay?*” which decreased from 66 percent in 2012 to 60 percent in 2013. This year, that item decreased to 59 percent.

Employee Engagement Index

OPM’s employee engagement index measures conditions (leadership, opportunity to use skills, etc.) likely to lead to employee engagement such as passion, commitment, and involvement. Out

of 37 Departments/large agencies, DOT is ranked 22nd on this index.

Despite showing improvement since 2010 when DOT's employee engagement index was 61 percent, DOT 2014 employee engagement index fell to 64 percent from 65 percent in 2013. Nevertheless, DOT's score is above the government average of 63 percent.

With the exception of leaders lead, the other 2 indices that make up the employee engagement index, supervisors and intrinsic work experiences, remains a strength at 74 percent (unchanged from last year) and 68 percent (down 1 percent from last year), respectively. Leaders lead remains a challenge at 49 percent down from 52 percent last year.

Human Capital Assessment and Accountability Framework (HCAAF) Index

The HCAAF index measures different aspects of human capital management related to organizational effectiveness. The indices making up the HCAAF index are leadership and knowledge management, results-oriented performance culture, talent management, and job satisfaction. Below are the DOT's HCAAF results since 2010.

	2010	2011	2012	2013	2014
Leadership & Knowledge Mgmt	55%	57%	59%	60%	59%
Gov avg Leadership	61%	62%	60%	59%	58%
Performance Culture	49%	49%	51%	51%	51%
Gov avg Performance Culture	54%	54%	52%	51%	51%
Talent Management	57%	57%	59%	57%	57%
Gov avg Talent	60%	60%	59%	56%	55%
Job Satisfaction	69%	68%	69%	67%	65%
Gov avg Job Satisfaction	69%	68%	66%	64%	63%

In 2014, out of the 37 largest agencies, DOT is ranked 23rd in Leadership & Knowledge Management (down from 17th in 2013); 23rd in results oriented performance culture (down from 22nd in 2013); 20th in talent Management (down from 22nd in 2013); and 18th in job satisfaction (down from 9th in 2013).

2. How the survey was conducted

The survey was conducted online from May 5 through June 13, 2014. OPM sent emails to employees to participate in the survey to approximately 45 percent of DOT employees who were randomly selected. The emails contained a hyperlink to the survey website, which was connected to a unique identification number to ensure confidentiality of survey responses.

3. Description of sample

The population of employees sampled for survey participation consisted of full-time and part-time, permanent, non-seasonal employees who were onboard at DOT since October 31, 2013. 24,147 DOT employees were selected for survey participation, including supervisors, managers, and executives. The sample included employees from all DOT sub-components, except the Surface Transportation Board. (The Surface Transportation Board was surveyed separately among other small, independent Federal agencies.) The survey sample was stratified by supervisory status and organizational membership. Also, supervisor and non-supervisory employees were sampled separately to allow for later analyses of differences between these two groups.

4. Number of employees surveyed, number responded, and representativeness of respondents

Of the total agency sample of 24,147 employees, 11,673 responded for an overall agency response rate of 49.4 percent. The respondents were representative of DOT's employee population in both demographics and organization membership. Employees' responses to the questions were weighted to produce survey estimates that accurately represent the survey population as provided in OPM's Central Personnel Data File. Data weighting took into account the variable probabilities of selection across sample domains, nonresponse, and known demographic characteristics of the survey population. Weighting also eliminates over or under representation of a group in the survey results that may be a consequence of the sampling strategy or differential response rates.

5. Survey Items and Response Choices

See the following pages.

		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		2,315	5,061	1,873	1,745	650	11,644	NA
	%	61.53	17.11	44.43	17.03	15.45	5.99	100.00	
2. I have enough information to do my job well.	N		2,086	5,999	1,719	1,352	361	11,517	NA
	%	68.33	15.87	52.47	15.67	12.59	3.41	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		2,543	4,220	2,062	1,729	904	11,458	NA
	%	55.69	18.83	36.86	19.35	16.51	8.44	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		3,323	5,029	1,646	1,022	543	11,563	NA
	%	70.61	26.36	44.25	15.07	9.35	4.97	100.00	
*5. I like the kind of work I do.	N		4,463	5,073	1,230	418	200	11,384	NA
	%	83.33	37.65	45.68	11.49	3.37	1.81	100.00	
6. I know what is expected of me on the job.	N		3,391	5,626	1,366	778	354	11,515	NA
	%	77.63	27.92	49.71	12.22	7.00	3.15	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		7,459	3,703	245	100	81	11,588	NA
	%	95.39	63.07	32.32	2.37	1.37	0.87	100.00	
8. I am constantly looking for ways to do my job better.	N		5,483	5,052	869	137	68	11,609	NA
	%	89.98	46.51	43.46	8.05	1.39	0.58	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		1,162	4,241	2,057	2,739	1,414	11,613	32
	%	43.73	8.94	34.79	18.41	25.10	12.77	100.00	
*10. My workload is reasonable.	N		1,218	5,606	1,919	1,851	966	11,560	13
	%	60.53	10.32	50.21	16.72	14.95	7.80	100.00	
*11. My talents are used well in the workplace.	N		1,827	4,700	1,851	1,691	1,109	11,178	46
	%	57.28	14.46	42.82	16.64	16.09	9.98	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		3,486	6,009	1,252	540	273	11,560	46
	%	81.10	27.51	53.59	11.06	5.34	2.50	100.00	

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

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* AES prescribed items

Number of surveys administered: 23,624

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

Response Rate: 49.4%

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*13. The work I do is important.	N		5,317	4,810	869	246	162	11,404	40
	%	89.27	47.57	41.71	7.35	2.02	1.35	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		2,965	5,463	1,503	1,095	565	11,591	33
	%	70.96	23.71	47.25	13.87	9.69	5.48	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		2,688	5,002	2,006	987	772	11,455	166
	%	65.88	22.39	43.49	18.32	8.54	7.26	100.00	
16. I am held accountable for achieving results.	N		3,341	6,077	1,443	431	252	11,544	53
	%	78.47	26.52	51.95	13.52	4.90	3.12	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		3,020	4,159	1,950	945	972	11,046	551
	%	63.78	26.03	37.75	17.57	9.31	9.33	100.00	
*18. My training needs are assessed.	N		1,551	4,411	2,563	1,830	1,129	11,484	112
	%	51.08	12.91	38.17	22.80	16.22	9.90	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		2,318	4,304	2,099	1,512	983	11,216	427
	%	58.11	20.42	37.69	19.27	13.58	9.04	100.00	
*20. The people I work with cooperate to get the job done.	N		3,335	5,636	1,453	906	314	11,644	NA
	%	75.82	27.19	48.63	12.90	8.34	2.94	100.00	
*21. My work unit is able to recruit people with the right skills.	N		1,070	4,097	2,676	2,190	1,150	11,183	459
	%	40.90	7.77	33.13	25.24	21.55	12.31	100.00	
*22. Promotions in my work unit are based on merit.	N		1,066	2,857	2,946	1,970	1,898	10,737	833
	%	31.38	7.39	24.00	27.35	19.51	21.75	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		694	2,530	2,940	2,268	2,073	10,505	1,095
	%	27.05	5.10	21.95	26.48	22.98	23.48	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		833	2,979	3,021	2,355	1,762	10,950	677
	%	30.40	5.86	24.54	27.16	23.33	19.11	100.00	

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25.	Awards in my work unit depend on how well employees perform their jobs.	N	1,109	3,256	2,741	1,848	1,793	10,747	847
		%	34.89	7.85	27.04	26.52	18.17	20.43	100.00
26.	Employees in my work unit share job knowledge with each other.	N	2,789	5,938	1,500	844	500	11,571	46
		%	76.25	22.78	53.47	12.79	6.91	4.05	100.00
27.	The skill level in my work unit has improved in the past year.	N	1,667	4,253	3,328	1,241	709	11,198	430
		%	49.93	13.01	36.92	30.05	12.06	7.96	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	4,947	4,842	1,511	245	78	11,623	NA
		%	82.19	38.93	43.27	14.56	2.49	0.75	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	1,772	6,359	1,858	1,005	328	11,322	186
		%	70.56	13.95	56.61	16.80	9.50	3.14	100.00
*30.	Employees have a feeling of personal empowerment with respect to work processes.	N	1,153	4,116	2,838	2,120	992	11,219	274
		%	44.76	8.57	36.19	26.40	19.68	9.15	100.00
31.	Employees are recognized for providing high quality products and services.	N	1,343	4,146	2,650	1,971	1,115	11,225	236
		%	42.87	9.36	33.51	24.54	20.37	12.22	100.00
*32.	Creativity and innovation are rewarded.	N	1,130	3,236	3,157	2,172	1,385	11,080	383
		%	33.95	7.66	26.29	28.79	22.55	14.72	100.00
*33.	Pay raises depend on how well employees perform their jobs.	N	554	1,686	2,807	2,780	2,826	10,653	756
		%	16.84	3.87	12.97	23.58	26.19	33.39	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		1,812	4,380	2,859	710	718	10,479	998
		%	56.10	15.43	40.67	29.21	6.85	7.84	100.00	
*35.	Employees are protected from health and safety hazards on the job.	N		2,944	6,468	1,234	376	247	11,269	196
		%	82.02	24.51	57.51	10.72	4.27	2.99	100.00	
*36.	My organization has prepared employees for potential security threats.	N		2,413	6,346	1,671	585	281	11,296	165
		%	76.11	19.30	56.82	15.16	5.84	2.89	100.00	
37.	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		2,101	4,016	2,342	1,158	1,165	10,782	672
		%	54.84	17.05	37.79	22.34	11.33	11.49	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	N		2,894	4,515	1,763	564	656	10,392	1,015
		%	70.38	25.81	44.57	17.56	5.56	6.51	100.00	
39.	My agency is successful at accomplishing its mission.	N		2,722	6,145	1,735	460	202	11,264	201
		%	77.69	21.01	56.68	15.87	4.57	1.86	100.00	
40.	I recommend my organization as a good place to work.	N		2,916	4,831	2,152	1,081	502	11,482	NA
		%	66.39	22.34	44.05	19.23	9.79	4.59	100.00	
41.	I believe the results of this survey will be used to make my agency a better place to work.	N		1,680	3,164	2,853	1,709	1,206	10,612	881
		%	40.00	12.37	27.64	27.70	18.37	13.93	100.00	
*42.	My supervisor supports my need to balance work and other life issues.	N		4,920	4,577	1,046	439	421	11,403	65
		%	81.81	40.71	41.10	9.76	4.14	4.29	100.00	
43.	My supervisor provides me with opportunities to demonstrate my leadership skills.	N		3,604	4,178	1,863	1,057	693	11,395	53
		%	66.64	29.10	37.54	17.64	9.18	6.55	100.00	
*44.	Discussions with my supervisor about my performance are worthwhile.	N		3,157	4,056	2,060	1,125	859	11,257	104
		%	63.05	26.44	36.60	18.61	9.99	8.35	100.00	

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45.	My supervisor is committed to a workforce representative of all segments of society.	N		3,356	4,013	2,119	395	442	10,325	1,114
		%	69.46	30.42	39.04	21.49	4.14	4.91	100.00	
46.	My supervisor provides me with constructive suggestions to improve my job performance.	N		2,945	4,241	2,259	1,166	749	11,360	66
		%	63.16	24.48	38.68	19.61	10.00	7.24	100.00	
*47.	Supervisors in my work unit support employee development.	N		3,184	4,412	1,937	910	754	11,197	223
		%	65.94	26.10	39.83	18.20	8.80	7.06	100.00	
48.	My supervisor listens to what I have to say.	N		4,423	4,664	1,254	718	377	11,436	NA
		%	79.04	37.30	41.74	10.73	6.79	3.45	100.00	
49.	My supervisor treats me with respect.	N		5,129	4,407	983	527	360	11,406	NA
		%	83.84	43.79	40.04	8.38	4.73	3.05	100.00	
50.	In the last six months, my supervisor has talked with me about my performance.	N		4,361	5,286	872	641	264	11,424	NA
		%	84.87	37.61	47.25	7.38	5.42	2.34	100.00	
*51.	I have trust and confidence in my supervisor.	N		4,172	3,735	1,779	975	765	11,426	NA
		%	68.86	34.97	33.89	15.58	8.79	6.77	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		4,614	3,555	2,035	678	538	11,420	NA
		%	70.82	39.09	31.74	17.65	5.90	5.62	100.00	

			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, senior leaders generate high levels of motivation and commitment in the workforce.	N		1,293	3,327	2,743	2,237	1,563	11,163	208
		%	35.51	8.88	26.64	25.96	22.14	16.39	100.00	
54.	My organization's senior leaders maintain high standards of honesty and integrity.	N		1,885	3,758	2,642	1,223	1,156	10,664	696
		%	46.76	13.57	33.19	27.66	12.97	12.62	100.00	
*55.	Supervisors work well with employees of different backgrounds.	N		2,088	5,095	2,240	671	553	10,647	609
		%	65.98	17.26	48.72	21.99	6.65	5.38	100.00	
*56.	Managers communicate the goals and priorities of the organization.	N		1,863	5,255	2,189	1,177	735	11,219	119
		%	59.99	14.43	45.56	20.25	11.52	8.24	100.00	
*57.	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		1,831	4,997	2,360	866	561	10,615	701
		%	60.18	14.71	45.47	23.80	9.34	6.69	100.00	
58.	Managers promote communication among different work units (for example, about projects, goals, needed)	N		1,705	4,523	2,313	1,498	965	11,004	325
		%	53.96	13.28	40.69	21.50	14.36	10.17	100.00	
59.	Managers support collaboration across work units to accomplish work objectives.	N		1,955	4,815	2,264	1,172	845	11,051	300
		%	59.58	15.74	43.84	20.52	10.87	9.03	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		2,713	3,726	2,470	983	865	10,757	599
		%	55.87	21.30	34.57	24.70	10.31	9.12	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		2,215	3,689	2,711	1,514	1,085	11,214	138
		%	46.98	16.37	30.61	27.00	15.17	10.86	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		2,166	3,936	2,617	868	593	10,180	1,161
	%	54.14	16.94	37.20	28.14	10.38	7.35	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		1,760	4,381	2,511	1,966	691	11,309	NA
	%	51.54	13.11	38.43	22.86	18.95	6.66	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		1,590	4,352	2,583	1,986	768	11,279	NA
	%	48.34	11.21	37.12	24.76	19.41	7.50	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		1,635	3,713	2,756	2,074	1,067	11,245	NA
	%	43.47	12.32	31.15	25.17	20.10	11.26	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		1,242	3,522	3,423	2,059	1,022	11,268	NA
	%	36.88	8.40	28.48	32.51	20.17	10.45	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		1,170	2,975	3,172	2,242	1,690	11,249	NA
	%	35.02	9.07	25.95	27.79	20.64	16.55	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		1,532	4,237	2,672	1,855	981	11,277	NA
	%	50.44	12.08	38.36	24.18	16.62	8.75	100.00	
*69. Considering everything, how satisfied are you with your job?	N		2,560	5,131	1,961	1,127	486	11,265	NA
	%	67.18	21.17	46.02	17.88	10.44	4.50	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		2,066	4,739	1,852	1,729	890	11,276	NA
	%	59.10	18.11	40.99	16.17	15.55	9.18	100.00	
71. Considering everything, how satisfied are you with your organization?	N		1,905	4,752	2,387	1,532	699	11,275	NA
	%	55.22	13.53	41.70	23.24	14.82	6.72	100.00	

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Percentages are weighted to represent the Agency's population.

Number of surveys completed: 11,673

* AES prescribed items

Number of surveys administered: 23,624

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

Response Rate: 49.4%

72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	9,056	60.24
Yes, I was notified that I was not eligible to telework.	1,204	20.54
No, I was not notified of my telework eligibility.	679	13.85
Not sure if I was notified of my telework eligibility.	330	5.37
Total	11,269	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	439	3.52
I telework 1 or 2 days per week.	2,315	15.17
I telework, but no more than 1 or 2 days per month.	1,852	10.77
I telework very infrequently, on an unscheduled or short-term basis.	2,955	18.38
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel)	1,174	24.75
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	279	3.73
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.	836	10.95
I do not telework because I choose not to telework.	1,419	12.72
Total	11,269	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	7,051	59.26
No	3,314	30.14
Not available to me	854	10.59
Total	11,219	100.00

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

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Sample or Census: Sample

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Number of surveys administered: 23,624

Response Rate: 49.4%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N	%
Yes	2,498	18.60
No	7,013	62.35
Not available to me	1,697	19.05
Total	11,208	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	1,701	14.54
No	9,101	81.75
Not available to me	281	3.70
Total	11,083	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	369	3.63
No	9,165	77.53
Not available to me	1,714	18.84
Total	11,248	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, sup	N	%
Yes	294	2.14
No	9,338	80.57
Not available to me	1,619	17.30
Total	11,251	100.00

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Sample or Census: Sample
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 Number of surveys administered: 23,624
 Response Rate: 49.4%

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		2,666	3,093	913	535	220	7,427	119
	%	77.49	35.86	41.62	12.50	6.98	3.03	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		3,382	3,028	338	181	59	6,988	71
	%	90.42	45.28	45.14	5.64	2.84	1.11	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		746	1,242	356	48	15	2,407	168
	%	80.84	28.69	52.15	15.73	1.90	1.53	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		500	829	265	35	7	1,636	265
	%	80.66	27.01	53.65	17.06	2.03	0.25	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		111	125	56	8	3	303	117
	%	79.68	36.06	43.62	14.04	3.91	2.37	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		72	93	68	4	4	241	100
	%	59.15	23.88	35.26	36.74	1.71	2.40	100.00	

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

Sample or Census: Sample

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

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

Response Rate: 49.4%

Where do you work?	N	%
Headquarters	3,860	34.40
Field	7,361	65.60
Total	11,221	100.00

*What is your supervisory status?	N	%
Non-Supervisor	7,649	68.12
Team Leader	1,305	11.62
Supervisor	1,295	11.53
Manager	718	6.39
Senior Leader	262	2.33
Total	11,229	100.00

*Are you:	N	%
Male	7,136	64.45
Female	3,936	35.55
Total	11,072	100.00

*Are you Hispanic or Latino?	N	%
Yes	810	7.41
No	10,114	92.59
Total	10,924	100.00

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

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Sample or Census: Sample

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Number of surveys administered: 23,624

Response Rate: 49.4%

*Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	130	1.23
Asian	459	4.33
Black or African American	1,432	13.51
Native Hawaiian or Other Pacific Islander	55	0.52
White	8,125	76.66
Two or more races	398	3.76
Total	10,599	100.00

What is the highest degree or level of education you have completed?	N	%
Less than High School	6	0.05
High School Diploma/GED or equivalent	408	3.67
Trade or Technical Certificate	339	3.05
Some College (no degree)	1,867	16.81
Associate's Degree (e.g., AA, AS)	1,042	9.38
Bachelor's Degree (e.g., BA, BS)	4,130	37.18
Master's Degree (e.g., MA, MS, MBA)	2,668	24.02
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	648	5.83
Total	11,108	100.00

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* AES prescribed items

Number of surveys administered: 23,624

Response Rate: 49.4%

What is your pay category/grade?	N	%
Federal Wage System	424	3.81
GS 1-6	183	1.64
GS 7-12	2,045	18.38
GS 13-15	6,071	54.56
Senior Executive Service	262	2.35
Senior Level (SL) or Scientific or Professional (ST)	33	0.30
Other	2,110	18.96
Total	11,128	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	61	0.55
1 to 3 years	900	8.07
4 to 5 years	1,177	10.56
6 to 10 years	2,103	18.86
11 to 14 years	1,508	13.53
15 to 20 years	1,411	12.66
More than 20 years	3,988	35.77
Total	11,148	100.00

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

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Number of surveys administered: 23,624

Response Rate: 49.4%

How long have you been with your current agency (for example, Department of Justice, Environmental Protec	N	%
Less than 1 year	132	1.19
1 to 3 years	1,376	12.37
4 to 5 years	1,418	12.75
6 to 10 years	2,366	21.27
11 to 20 years	3,029	27.23
More than 20 years	2,802	25.19
Total	11,123	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	7,594	68.27
Yes, to retire	773	6.95
Yes, to take another job within the Federal Government	1,777	15.97
Yes, to take another job outside the Federal Government	476	4.28
Yes, other	504	4.53
Total	11,124	100.00

I am planning to retire:	N	%
Within one year	503	4.55
Between one and three years	1,201	10.86
Between three and five years	1,349	12.19
Five or more years	8,011	72.41
Total	11,064	100.00

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Sample or Census: Sample

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Response Rate: 49.4%

Self-Identify as:	N	%
Heterosexual or Straight	8,861	83.88
Gay, Lesbian, Bisexual, or Transgender	261	2.47
I prefer not to say	1,442	13.65
Total	10,564	100.00

What is your US military service status?	N	%
No Prior Military Service	7,274	66.04
Currently in National Guard or Reserves	160	1.45
Retired	1,298	11.79
Separated or Discharged	2,282	20.72
Total	11,014	100.00

Are you an individual with a disability?	N	%
Yes	1,359	12.34
No	9,658	87.66
Total	11,017	100.00

What is your age group?	N	%
25 and under	57	0.49
26-29	264	2.26
30-39	1,476	12.64
40-49	3,016	25.84
50-59	4,773	40.89
60 or older	2,087	17.88
Total	11,673	100.00

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