

2011 Federal Employee Viewpoint Survey

Empowering Employees

inspiring change

Department of Transportation
AGENCY RESULTS

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



1. Interpretation of results:

The 2011 Employee Viewpoint Survey (EVS) provides an opportunity for Department of Transportation (DOT) employees to contribute to shaping DOT's culture and work environment. By gathering information about how employees regard their work experience at DOT, the Department hopes to design management best practices and work environments that better suit employee needs, while ensuring positive organizational outcomes.

After last year's survey, DOT was recognized as one of the most improved agencies in the federal government, and the 2011 EVS results continued to reflect some modest increases in positive response rates. Generally, in areas where DOT has historically performed well it continued to do so, and the same can be said for survey items where the Department tends to perform more negatively. DOT's actions taken based on previous survey results have had a positive impact and the significant increase in survey scores in 2010 were maintained in 2011. For the past two years, DOT's goals have been to achieve five percent average increases on the annual employee survey prescribed items in Leadership and Performance Culture by the 2011 EVS administration, using 2008 survey results as a baseline for comparison. The 2011 EVS reflect that DOT has partially achieved our goals, with a seven percent increase in Leadership and a three point average increase in Performance Culture. Although DOT fell short of achieving its goal in Performance Culture by two percentage points, the Department did see a modest increase in this index over 2010.

Overall, Department-wide 2011 EVS results reveal a trend of incremental improvements since 2008. However, these results also illustrate that DOT still has considerable work to do to increase the favorability in employees' perceptions of the workplace, and particularly in the areas of Leadership and Performance Culture. As such, DOT will continue to engage in action planning that will concentrate on discovering the root causes of employees' perceptions in the areas where DOT is lacking and develop strategies to increase favorable perceptions, while maintaining progress in areas of the survey where the Department has performed well historically.

Strengths

The top five areas showing the highest positive responses include: *"When needed I am willing to put in the extra effort to get the job done"* (96 percent positive); *"The work I do is important"* (92 percent positive); *"I am constantly looking for ways to do my job better"* (88 percent positive); *"I like the kind of work I do"* (87 percent positive); and *"In the last six months, my supervisor/team leader has talked with me about my performance"* (83 percent positive).

Challenges

The areas with the five highest negative responses included: *"Pay raises depend on how well employees perform their jobs"* (61 percent negative); *"In my work unit, steps are taken to deal with a poor performer who cannot or will not improve"* (48 percent negative); *"Promotions in my work unit are based on merit"* (44 percent negative); *"In my work unit, differences in performance are recognized in a meaningful way"* (42 percent negative); and *"Awards in my work unit depend on how well employees*

perform their jobs" (39 percent negative). Positive response rates on these items remained virtually the same when compared to the 2010 EVS.

Notable Increases and Decreases

Differences of five percentage points or more are considered notable. Compared to 2010 survey results, this most recent survey showed five items with notable increases: *"How satisfied are you with the following Work/Life Program? Telework"* (45 percent positive, up eight percentage points from 2010); *"Managers review and evaluate the organization's progress toward meeting its goals and objectives"* (58 percent positive, up five percentage points from 2010); *"My organization has prepared employees for potential security threats"* (75 percent positive, up five percentage points from 2010); *"My performance appraisal is a fair reflection of my performance"* (65 percent positive, up five percentage points from 2010); and *"Managers/supervisors/team leaders work well with employees of different backgrounds"* (61 percent positive, up five percentage points from 2010). Only one survey item reflected a notable decrease: *"I have sufficient resources (for example, people, materials, budget) to get my job done"* (44 percent positive, down five percentage points from 2010).

Human Capital Assessment and Accountability Framework (HCAAF) Rankings

When comparing 2010 and 2011 Human Capital Assessment and Accountability Framework (HCAAF) rankings, DOT showed improvement in three of the four HCAAF indices. Out of the 37 largest federal agencies, the Office of Personnel Management ranked DOT: 30th in Leadership & Knowledge Management (up from 33rd in 2010); 33rd in Results-Oriented Performance Culture (up from 34th in 2010); and 15th in Job Satisfaction (up from 20th in 2010). DOT's ranking in Talent Management was 27th (down from 25th in 2010). However, all indices have trended upward since the administration of the 2008 Federal Human Capital Survey.

2. How the survey was conducted:

The survey was conducted online and in paper form from April 14 until May 31, 2011. For online respondents, an invitation to participate in the survey was sent via e-mail to the agency employees selected in the sample. The invitation included a hyperlink to the survey web site, which was connected to a unique identification number to ensure confidentiality of survey responses. Paper surveys were mailed to Federal Aviation Administration Air Traffic Controllers selected in the sample.

3. Description of sample:

The population of employees sampled for survey participation consisted of all full-time, permanent, non-seasonal employees who were onboard at DOT approximately six months prior to the launch of the survey. A representative random sample of these employees was selected from the Federal Aviation Administration and the Federal Highway Administration, while a census of employees was selected at all other DOT Operating Administrations and Departmental Offices (excluding the Surface Transportation Board, which is surveyed separately among other small, independent agencies). Further, the survey sample was stratified by supervisory status and organizational membership (i.e., an employee of the

Federal Aviation Administration or an employee of any other DOT Operating Administration or Departmental Office, excluding the Surface Transportation Board). Supervisor and non-supervisory employees were separately sampled to allow later analyses of differences between these two groups. A total of 14,835 employees were selected for survey participation, including supervisors, managers, and executives. DOT had approximately 56,896 permanent employees at the time the sample was drawn.

The responses to the questions are weighted according to the number of respondents compared to the actual population proportions for supervisory and non-supervisory employees as provided in the Central Personnel Data File. They are also weighted for membership in agency organization. Weighting 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.

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

Of the total agency sample of 14,835 employees, 10,203 responded for an overall agency response rate of 68.8 percent. The sample included executives, supervisory, and non-supervisory employees. The respondents are representative of DOT's employee population in both demographics and organization membership.

5. Survey Items and Response Choices:

See the following pages.

DEPARTMENT OF TRANSPORTATION
2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period April 14, 2011 to May 31, 2011)

		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		2,021	4,761	1,641	1,292	468	10,183	NA
	%	60.6	15.1	45.5	18.1	15.2	6.0	100.0	
2. I have enough information to do my job well.	N		1,817	5,555	1,524	1,048	237	10,181	NA
	%	70.4	14.6	55.8	14.1	12.8	2.6	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		2,191	4,030	1,885	1,414	666	10,186	NA
	%	50.8	14.7	36.1	20.4	18.9	9.9	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		3,247	4,440	1,325	778	379	10,169	NA
	%	74.9	28.9	45.9	13.4	7.8	4.0	100.0	
*5. I like the kind of work I do.	N		4,463	4,350	923	292	147	10,175	NA
	%	87.2	44.5	42.8	8.3	3.0	1.5	100.0	
6. I know what is expected of me on the job.	N		3,114	4,974	1,181	632	246	10,147	NA
	%	80.1	29.6	50.5	11.4	6.5	2.1	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		6,821	3,080	184	57	39	10,181	NA
	%	95.9	62.8	33.1	2.9	0.8	0.4	100.0	
8. I am constantly looking for ways to do my job better.	N		4,971	4,331	717	108	40	10,167	NA
	%	88.2	43.6	44.6	8.9	2.0	0.9	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		1,024	3,802	1,861	2,235	1,219	10,141	34
	%	44.3	8.5	35.8	19.9	24.2	11.6	100.0	
*10. My workload is reasonable.	N		1,106	4,952	1,696	1,544	847	10,145	28
	%	63.3	11.0	52.4	17.5	12.3	6.9	100.0	
*11. My talents are used well in the workplace.	N		1,747	4,454	1,634	1,373	859	10,067	76
	%	59.2	15.1	44.1	17.9	13.5	9.4	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		3,390	5,243	925	352	218	10,128	40
	%	79.9	27.1	52.8	11.6	5.5	3.0	100.0	
*13. The work I do is important.	N		5,283	3,975	619	140	86	10,103	33
	%	92.3	55.0	37.3	5.5	1.4	0.9	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		2,556	4,611	1,383	1,006	555	10,111	66
	%	63.6	19.6	44.0	15.0	13.9	7.4	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		2,372	4,472	1,596	851	664	9,955	210
	%	65.3	19.4	46.0	16.7	10.1	7.9	100.0	
16. I am held accountable for achieving results.	N		3,129	5,495	1,032	296	143	10,095	55
	%	80.3	25.4	55.0	12.4	4.6	2.7	100.0	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Sample

Number of Employees Selected: 14,835

Percentages are weighted to represent the Agency's population.

DEPARTMENT OF TRANSPORTATION
2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period April 14, 2011 to May 31, 2011)

		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		2,584	3,650	1,824	808	816	9,682	485
	%	58.5	21.8	36.7	20.7	11.5	9.2	100.0	
*18. My training needs are assessed.	N		1,315	4,069	2,346	1,411	819	9,960	143
	%	51.1	11.1	40.0	24.2	16.5	8.2	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		2,088	4,269	1,699	1,104	771	9,931	232
	%	60.6	17.2	43.4	17.9	12.3	9.2	100.0	
*20. The people I work with cooperate to get the job done.	N		2,432	4,974	1,256	735	207	9,604	NA
	%	74.9	22.5	52.4	13.7	8.8	2.6	100.0	
*21. My work unit is able to recruit people with the right skills.	N		982	3,647	2,501	1,767	931	9,828	350
	%	37.6	6.1	31.5	27.7	22.0	12.7	100.0	
*22. Promotions in my work unit are based on merit.	N		1,019	2,869	2,663	1,578	1,450	9,579	586
	%	29.4	6.1	23.3	26.7	20.6	23.3	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		648	2,527	2,637	1,916	1,678	9,406	774
	%	26.5	3.7	22.8	25.0	24.4	24.1	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		790	3,020	2,725	1,889	1,269	9,693	483
	%	29.3	4.5	24.8	28.7	25.4	16.5	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		1,133	3,407	2,283	1,462	1,289	9,574	599
	%	36.3	7.4	28.9	24.9	19.2	19.7	100.0	
26. Employees in my work unit share job knowledge with each other.	N		2,402	5,198	1,392	698	426	10,116	50
	%	76.8	21.5	55.2	14.1	5.5	3.7	100.0	
27. The skill level in my work unit has improved in the past year.	N		1,623	4,039	2,700	899	525	9,786	348
	%	48.9	12.3	36.6	28.5	13.2	9.4	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		4,209	4,306	1,366	185	75	10,141	NA
	%	78.1	33.3	44.8	17.9	3.0	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		1,652	5,773	1,517	779	200	9,921	135
	%	70.8	13.0	57.8	16.5	10.4	2.3	100.0	

*AES prescribed items

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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
*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	41.5	1,091 7.0	3,883 34.4	2,481 27.6	1,715 22.3	686 8.6	9,856 100.0	217
31. Employees are recognized for providing high quality products and services.	N %	41.1	1,355 8.4	4,104 32.8	2,240 26.2	1,522 20.5	682 12.1	9,903 100.0	174
*32. Creativity and innovation are rewarded.	N %	31.5	1,120 6.5	3,164 25.0	2,800 30.2	1,729 23.9	942 14.4	9,755 100.0	294
*33. Pay raises depend on how well employees perform their jobs.	N %	16.8	501 3.1	1,910 13.8	2,749 22.6	2,297 28.5	1,991 32.1	9,448 100.0	623
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	55.5	1,575 14.8	4,091 40.7	2,538 31.2	627 7.2	555 6.2	9,386 100.0	673
*35. Employees are protected from health and safety hazards on the job.	N %	73.7	2,429 18.8	5,586 54.8	1,271 14.7	435 7.4	220 4.3	9,941 100.0	124
*36. My organization has prepared employees for potential security threats.	N %	74.6	2,148 17.6	5,571 57.0	1,425 16.0	537 6.9	234 2.5	9,915 100.0	119
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	51.3	1,708 13.5	3,618 37.8	2,140 22.7	1,049 14.4	991 11.5	9,506 100.0	537
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 %	68.4	2,483 23.1	4,013 45.3	1,699 19.6	488 6.6	561 5.5	9,244 100.0	786
39. My agency is successful at accomplishing its mission.	N %	74.5	2,633 20.3	5,375 54.2	1,335 15.7	388 7.5	168 2.4	9,899 100.0	126
40. I recommend my organization as a good place to work.	N %	62.2	2,752 20.4	4,206 41.9	1,860 21.3	844 11.4	369 5.1	10,031 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	39.4	1,451 10.5	3,067 28.9	2,653 27.3	1,219 17.0	988 16.3	9,378 100.0	688
*42. My supervisor supports my need to balance work and other life issues.	N %	75.2	3,774 30.9	4,270 44.3	1,069 13.1	493 6.6	383 5.0	9,989 100.0	56
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	62.8	3,040 22.6	3,937 40.2	1,597 20.1	855 11.4	559 5.7	9,988 100.0	43
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	60.3	2,647 21.3	3,811 39.0	1,788 20.0	984 11.5	692 8.3	9,922 100.0	106

*AES prescribed items

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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
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N	64.3	2,649	3,697	2,054	417	382	9,199	798
	%		23.7	40.6	26.0	5.1	4.7	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N	61.2	2,392	3,999	1,918	1,048	611	9,968	55
	%		18.7	42.6	20.2	11.7	6.8	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N	64.1	2,717	4,174	1,657	757	567	9,872	125
	%		20.9	43.2	18.5	10.2	7.2	100.0	
48. My supervisor/team leader listens to what I have to say.	N	74.6	3,660	4,137	1,154	727	333	10,011	NA
	%		30.9	43.7	13.5	7.7	4.1	100.0	
49. My supervisor/team leader treats me with respect.	N	81.5	4,227	3,980	975	507	327	10,016	NA
	%		37.3	44.2	10.3	4.7	3.5	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N	83.1	3,552	4,744	825	670	231	10,022	NA
	%		33.3	49.7	6.7	7.5	2.8	100.0	
*51. I have trust and confidence in my supervisor.	N	65.3	3,571	3,355	1,514	866	686	9,992	NA
	%		30.1	35.1	16.3	9.4	9.1	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	66.7	3,936	3,169	1,748	675	477	10,005	NA
	%		33.8	32.9	19.3	7.9	6.1	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	35.8	1,174	3,479	2,504	1,736	979	9,872	104
	%		7.1	28.6	26.2	23.2	14.8	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N	47.1	1,856	3,779	2,178	1,011	828	9,652	320
	%		12.5	34.7	24.7	15.9	12.3	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N	61.1	1,892	4,526	2,033	689	466	9,606	363
	%		16.6	44.5	23.8	9.8	5.2	100.0	
*56. Managers communicate the goals and priorities of the organization.	N	60.2	1,754	4,831	1,846	923	512	9,866	92
	%		13.1	47.2	20.3	13.2	6.3	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N	58.2	1,714	4,614	2,010	734	394	9,466	486
	%		13.6	44.6	25.1	11.7	5.0	100.0	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

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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
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		1,582	4,124	2,059	1,215	733	9,713	220
	%	50.3	12.5	37.8	24.1	16.5	9.1	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		1,757	4,303	1,979	1,007	623	9,669	231
	%	54.0	13.3	40.7	23.5	13.9	8.6	100.0	
		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		2,322	3,503	2,223	846	708	9,602	324
	%	52.4	18.6	33.8	25.8	12.0	9.7	100.0	
		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		2,110	3,432	2,173	1,227	908	9,850	90
	%	45.0	14.9	30.2	23.3	18.1	13.5	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		1,811	3,421	2,355	861	695	9,143	790
	%	45.3	13.5	31.7	28.0	15.1	11.6	100.0	
		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		1,555	4,072	2,213	1,645	453	9,938	NA
	%	47.2	11.3	35.9	25.0	21.1	6.7	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		1,337	4,076	2,320	1,682	517	9,932	NA
	%	44.8	9.0	35.7	26.2	20.4	8.6	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		1,619	3,708	2,242	1,632	735	9,936	NA
	%	43.3	11.0	32.3	25.7	19.8	11.2	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		1,094	3,465	2,789	1,831	745	9,924	NA
	%	34.6	6.7	28.0	29.1	23.6	12.6	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		1,146	2,889	2,854	1,851	1,193	9,933	NA
	%	34.8	8.2	26.6	29.1	21.5	14.5	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		1,433	4,050	2,380	1,437	628	9,928	NA
	%	53.5	12.8	40.7	23.2	16.2	7.1	100.0	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Sample

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Percentages are weighted to represent the Agency's population.

Surveys Completed: 10,203

Response Rate: 68.8%

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		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		2,608	4,643	1,481	858	327	9,917	NA
	%	70.8	22.5	48.3	14.5	11.1	3.6	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		2,114	4,391	1,621	1,267	542	9,935	NA
	%	66.1	22.8	43.3	15.0	12.1	6.8	100.0	
71. Considering everything, how satisfied are you with your organization?	N		1,855	4,414	1,976	1,233	445	9,923	NA
	%	52.6	12.5	40.1	22.7	17.8	6.8	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).								N	%
	Yes							6,771	39.2
	No							2,887	57.7
	Not sure							262	3.1
	Total							9,920	100.0

73. Please select the response below that BEST describes your current teleworking situation:								N	%
	I telework 3 or more days per week.							473	1.6
	I telework 1 or 2 days per week.							1,337	6.6
	I telework, but no more than 1 or 2 days per month.							1,325	6.5
	I telework very infrequently, on an unscheduled or short-term basis.							2,064	12.5
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).							1,578	40.7
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.							350	5.4
	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.							1,493	16.8
	I do not telework because I choose not to telework.							1,216	10.0
	Total							9,836	100.0

*AES prescribed items
Sample or Census: Sample
Number of Employees Selected: 14,835

Percentages are weighted to represent the Agency's population.
Surveys Completed: 10,203
Response Rate: 68.8%

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74. Do you participate in the following Work/Life programs?
Alternative Work Schedules (AWS)

	N	%
Yes	5,661	50.2
No	3,420	36.2
Not available to me	845	13.6
Total	9,926	100.0

75. Do you participate in the following Work/Life programs? Health
and Wellness Programs (for example, exercise, medical screening,
quit smoking programs)

	N	%
Yes	2,265	16.5
No	6,094	64.7
Not available to me	1,531	18.8
Total	9,890	100.0

76. Do you participate in the following Work/Life programs?
Employee Assistance Program (EAP)

	N	%
Yes	1,286	12.8
No	8,268	83.4
Not available to me	314	3.9
Total	9,868	100.0

77. Do you participate in the following Work/Life programs? Child
Care Programs (for example, daycare, parenting classes, parenting
support groups)

	N	%
Yes	222	2.6
No	8,054	77.4
Not available to me	1,578	20.0
Total	9,854	100.0

78. Do you participate in the following Work/Life programs? Elder
Care Programs (for example, support groups, speakers)

	N	%
Yes	180	1.2
No	8,131	78.9
Not available to me	1,529	19.9
Total	9,840	100.0

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		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 %	45.2	2,059 18.9	2,457 26.4	1,709 30.9	782 12.2	581 11.7	7,588 100.0	2,325
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	67.3	3,044 29.7	3,115 37.6	1,279 18.1	371 7.7	276 6.9	8,085 100.0	1,782
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 %	37.2	863 10.0	1,839 27.2	2,145 41.4	464 11.9	360 9.5	5,671 100.0	4,211
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	39.7	623 10.3	1,401 29.4	2,331 52.4	146 4.0	80 3.9	4,581 100.0	5,318
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 %	18.9	198 5.8	425 13.1	2,072 65.1	138 4.3	192 11.7	3,025 100.0	6,855
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	15.5	157 3.1	408 12.4	2,128 74.5	102 3.4	113 6.6	2,908 100.0	6,955

** Sum of responses excluding DNK/NBJ
Sample or Census: Sample
Number of Employees Selected: 14,835

Percentages are weighted to represent the Agency's population.
Surveys Completed: 10,203
Response Rate: 68.8%

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85. Where do you work?	N	%
Headquarters	3,356	34.1
Field	6,483	65.9
Total	9,839	100.0

*86. What is your supervisory status?	N	%
Non-Supervisor	6,323	64.0
Team Leader	1,183	12.0
Supervisor	1,390	14.1
Manager	687	6.9
Executive	302	3.1
Total	9,885	100.0

*87. Are you:	N	%
Male	6,479	66.1
Female	3,326	33.9
Total	9,805	100.0

*88. Are you Hispanic or Latino?	N	%
Yes	798	8.2
No	8,944	91.8
Total	9,742	100.0

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	110	1.2
Asian	409	4.3
Black or African American	1,441	15.2
Native Hawaiian or Other Pacific Islander	48	0.5
White	7,133	75.4
Two or more races	313	3.3
Total	9,454	100.0

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90. What is your age group?	N	%
25 and under	96	1.0
26-29	268	2.8
30-39	1,283	13.2
40-49	2,978	30.6
50-59	3,589	36.8
60 or older	1,527	15.7
Total	9,741	100.0

91. What is your pay category/grade?	N	%
Federal Wage System	278	2.8
GS 1-6	177	1.8
GS 7-12	2,597	26.6
GS 13-15	5,023	51.4
Senior Executive Service	274	2.8
Senior Level (SL) or Scientific or Professional (ST)	38	0.4
Other	1,391	14.2
Total	9,778	100.0

92. How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	195	2.0
1 to 3 years	1,124	11.5
4 to 5 years	764	7.8
6 to 10 years	1,700	17.4
11 to 14 years	1,071	10.9
15 to 20 years	1,144	11.7
More than 20 years	3,795	38.8
Total	9,793	100.0

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

	N	%
Less than 1 year	286	2.9
1 to 3 years	1,563	16.0
4 to 5 years	989	10.1
6 to 10 years	1,958	20.0
11 to 20 years	2,342	23.9
More than 20 years	2,648	27.1
Total	9,786	100.0

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

	N	%
No	7,023	71.6
Yes, to retire	668	6.8
Yes, to take another job within the Federal Government	1,495	15.3
Yes, to take another job outside the Federal Government	298	3.0
Yes, other	319	3.3
Total	9,803	100.0

95. I am planning to retire:

	N	%
Within one year	385	3.9
Between one and three years	1,144	11.7
Between three and five years	1,124	11.5
Five or more years	7,099	72.8
Total	9,752	100.0



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