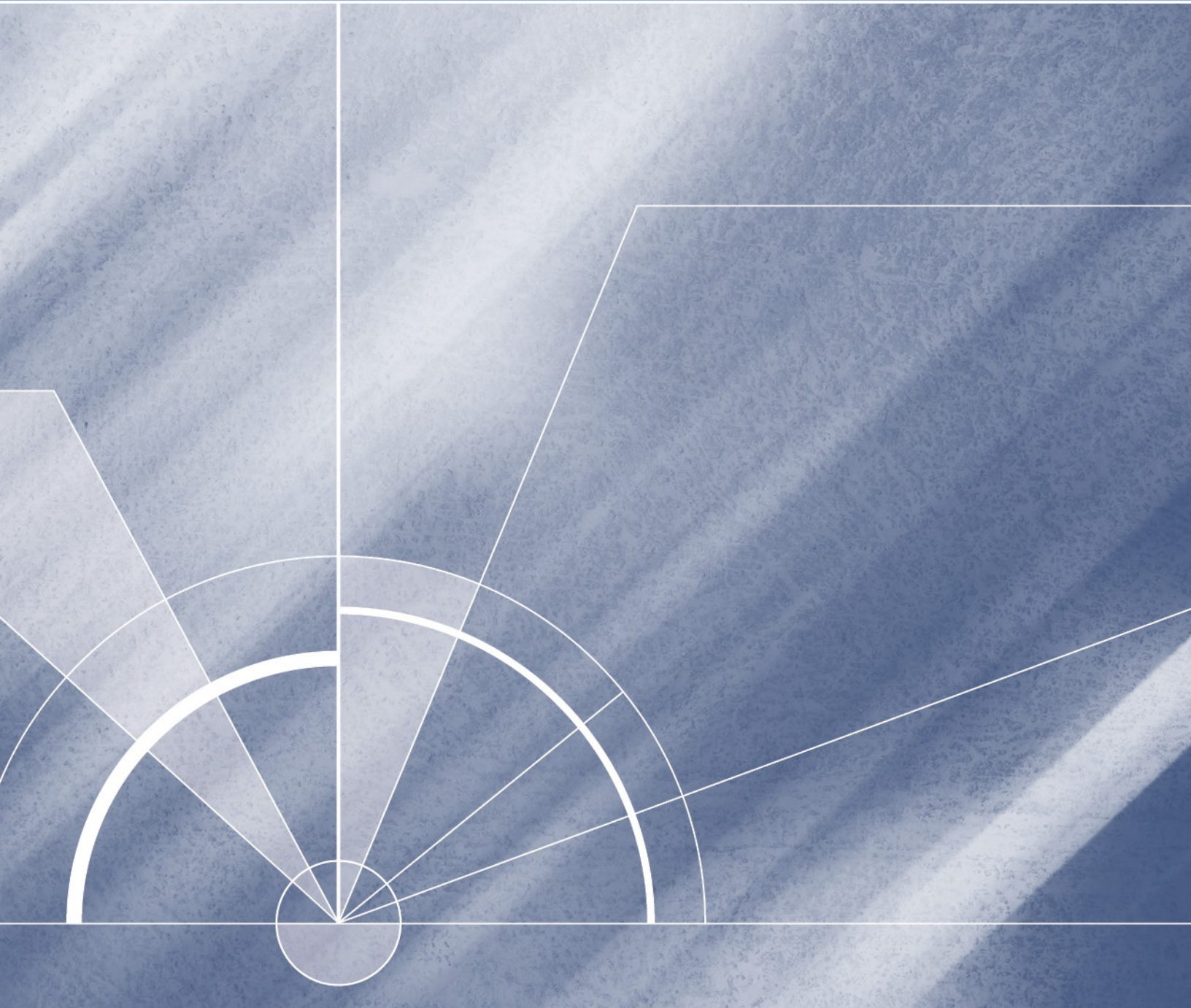


2019

Office of Personnel Management 
Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Comparison
Report

Department of Agriculture



Department of Agriculture

1st Level Subagency Comparison Report

This 2019 OPM Federal Employee Viewpoint Survey Report provides summary results for your subagencies, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Governmentwide	615,395	42.6%
Department of Agriculture	36,529	50.7%
Departmental Administration - ASA	630	47.2%
Farm Production and Conservation	12,016	60.9%
Food Nutrition and Consumer Services	787	57.5%
Food Safety	1,420	59.4%
Headquarters Agencies	1,065	46.4%
Marketing and Regulatory Programs	3,418	43.9%
Natural Resources and Environment	8,890	39.6%
Research, Education, and Economics	4,002	64.1%
Rural Development (Agencies 07, 15, & 32)	2,308	56.0%
Trade and Foreign Agricultural Affairs	256	46.0%

Your Data

A Microsoft® Excel® file containing your results is embedded in this document. To access the workbook, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)*, *No Basis to Judge (NBJ)*, *Choose Not to Participate*, *Not Available to Me*, *Unaware of Programs*, or *No Support Required* responses, where applicable, is listed separately.

Note: Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

Department of Agriculture

1st Level Subagency Comparison Report

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	611,219	67.2%	15.0%	17.8%
Department of Agriculture	36,284	63.7%	17.3%	18.9%
Departmental Administration - ASA	627	59.1%	17.8%	23.1%
Farm Production and Conservation	11,952	64.1%	18.8%	17.1%
Food Nutrition and Consumer Services	786	62.5%	16.7%	20.8%
Food Safety	1,408	64.3%	17.4%	18.3%
Headquarters Agencies	1,050	58.1%	16.0%	25.9%
Marketing and Regulatory Programs	3,391	63.7%	15.9%	20.3%
Natural Resources and Environment	8,829	64.0%	15.9%	20.1%
Research, Education, and Economics	3,973	67.4%	16.5%	16.1%
Rural Development (Agencies 07, 15, & 32)	2,298	54.7%	21.5%	23.7%
Trade and Foreign Agricultural Affairs	255	65.1%	16.2%	18.7%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	611,571	71.7%	14.2%	14.1%
Department of Agriculture	36,244	65.3%	17.5%	17.2%
Departmental Administration - ASA	623	65.9%	16.9%	17.2%
Farm Production and Conservation	11,924	60.7%	19.8%	19.5%
Food Nutrition and Consumer Services	782	67.8%	15.5%	16.7%
Food Safety	1,410	71.4%	16.1%	12.5%
Headquarters Agencies	1,056	67.7%	14.8%	17.5%
Marketing and Regulatory Programs	3,393	70.5%	14.6%	14.9%
Natural Resources and Environment	8,817	62.9%	18.0%	19.1%
Research, Education, and Economics	3,975	73.6%	14.0%	12.3%
Rural Development (Agencies 07, 15, & 32)	2,292	59.4%	19.4%	21.3%
Trade and Foreign Agricultural Affairs	253	56.4%	17.9%	25.7%

Department of Agriculture 1st Level Subagency Comparison Report

My Work Experience (continued)

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	609,335	61.8%	17.2%	21.0%
Department of Agriculture	36,116	57.7%	19.8%	22.6%
Departmental Administration - ASA	623	63.5%	17.7%	18.8%
Farm Production and Conservation	11,873	54.0%	23.1%	22.9%
Food Nutrition and Consumer Services	780	62.9%	17.1%	20.0%
Food Safety	1,406	55.1%	21.7%	23.3%
Headquarters Agencies	1,057	59.8%	16.6%	23.6%
Marketing and Regulatory Programs	3,385	58.2%	17.7%	24.1%
Natural Resources and Environment	8,792	58.4%	17.4%	24.2%
Research, Education, and Economics	3,964	67.5%	16.2%	16.2%
Rural Development (Agencies 07, 15, & 32)	2,279	57.0%	20.0%	23.1%
Trade and Foreign Agricultural Affairs	253	50.1%	18.2%	31.7%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	612,601	72.1%	14.5%	13.4%
Department of Agriculture	36,331	72.0%	14.9%	13.2%
Departmental Administration - ASA	627	67.2%	17.7%	15.1%
Farm Production and Conservation	11,939	73.4%	15.0%	11.6%
Food Nutrition and Consumer Services	787	73.1%	13.9%	12.9%
Food Safety	1,410	70.6%	15.2%	14.2%
Headquarters Agencies	1,060	69.8%	16.0%	14.3%
Marketing and Regulatory Programs	3,399	69.9%	16.3%	13.8%
Natural Resources and Environment	8,854	68.9%	15.2%	15.8%
Research, Education, and Economics	3,979	77.1%	12.6%	10.3%
Rural Development (Agencies 07, 15, & 32)	2,295	73.4%	14.1%	12.5%
Trade and Foreign Agricultural Affairs	252	71.6%	13.8%	14.6%

Department of Agriculture 1st Level Subagency Comparison Report

My Work Experience (continued)

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	612,232	82.7%	11.2%	6.1%
Department of Agriculture	36,335	84.2%	10.5%	5.2%
Departmental Administration - ASA	629	81.1%	13.6%	5.2%
Farm Production and Conservation	11,963	85.2%	10.0%	4.7%
Food Nutrition and Consumer Services	783	81.8%	11.2%	7.0%
Food Safety	1,410	79.5%	13.0%	7.5%
Headquarters Agencies	1,060	80.3%	12.1%	7.6%
Marketing and Regulatory Programs	3,398	83.4%	11.4%	5.2%
Natural Resources and Environment	8,845	83.7%	10.6%	5.6%
Research, Education, and Economics	3,977	87.0%	9.0%	4.0%
Rural Development (Agencies 07, 15, & 32)	2,296	81.7%	12.4%	5.9%
Trade and Foreign Agricultural Affairs	255	80.6%	9.3%	10.1%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	612,111	80.6%	10.6%	8.8%
Department of Agriculture	36,351	77.9%	12.1%	10.0%
Departmental Administration - ASA	628	77.8%	10.3%	11.8%
Farm Production and Conservation	11,962	78.7%	12.6%	8.8%
Food Nutrition and Consumer Services	781	77.6%	12.6%	9.8%
Food Safety	1,408	80.4%	11.1%	8.5%
Headquarters Agencies	1,062	78.7%	10.2%	11.1%
Marketing and Regulatory Programs	3,409	77.5%	11.2%	11.3%
Natural Resources and Environment	8,847	74.2%	13.8%	12.0%
Research, Education, and Economics	3,982	82.3%	9.7%	8.0%
Rural Development (Agencies 07, 15, & 32)	2,296	75.7%	13.5%	10.8%
Trade and Foreign Agricultural Affairs	255	70.4%	15.3%	14.4%

Department of Agriculture 1st Level Subagency Comparison Report

My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	612,974	95.6%	2.9%	1.6%
Department of Agriculture	36,394	95.4%	3.0%	1.7%
Departmental Administration - ASA	628	94.6%	3.0%	2.4%
Farm Production and Conservation	11,973	96.6%	2.4%	1.0%
Food Nutrition and Consumer Services	783	95.4%	3.0%	1.6%
Food Safety	1,412	95.1%	2.9%	2.0%
Headquarters Agencies	1,060	95.6%	2.0%	2.4%
Marketing and Regulatory Programs	3,409	94.9%	3.0%	2.1%
Natural Resources and Environment	8,855	94.2%	3.7%	2.1%
Research, Education, and Economics	3,988	95.7%	2.7%	1.5%
Rural Development (Agencies 07, 15, & 32)	2,306	95.9%	2.7%	1.5%
Trade and Foreign Agricultural Affairs	256	94.6%	3.4%	1.9%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	613,544	90.9%	7.3%	1.8%
Department of Agriculture	36,428	90.5%	7.8%	1.7%
Departmental Administration - ASA	627	92.3%	5.6%	2.1%
Farm Production and Conservation	11,985	91.5%	7.3%	1.2%
Food Nutrition and Consumer Services	785	89.3%	8.8%	1.9%
Food Safety	1,413	89.3%	8.4%	2.4%
Headquarters Agencies	1,059	90.0%	7.5%	2.5%
Marketing and Regulatory Programs	3,411	89.2%	8.7%	2.1%
Natural Resources and Environment	8,871	90.6%	7.6%	1.8%
Research, Education, and Economics	3,993	90.4%	8.0%	1.5%
Rural Development (Agencies 07, 15, & 32)	2,304	91.1%	7.1%	1.8%
Trade and Foreign Agricultural Affairs	253	88.5%	8.2%	3.3%

Department of Agriculture 1st Level Subagency Comparison Report

My Work Experience (continued)

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	608,706	48.9%	15.7%	35.3%	1,283
Department of Agriculture	36,145	40.3%	15.7%	43.9%	58
Departmental Administration - ASA	626	46.1%	16.2%	37.7%	0
Farm Production and Conservation	11,926	39.0%	17.8%	43.3%	12
Food Nutrition and Consumer Services	779	50.1%	14.2%	35.8%	2
Food Safety	1,398	51.6%	15.7%	32.8%	5
Headquarters Agencies	1,050	47.2%	14.5%	38.3%	2
Marketing and Regulatory Programs	3,374	52.2%	14.9%	32.9%	10
Natural Resources and Environment	8,789	28.3%	14.1%	57.6%	16
Research, Education, and Economics	3,964	44.5%	16.5%	39.0%	1
Rural Development (Agencies 07, 15, & 32)	2,282	35.9%	15.2%	48.9%	4
Trade and Foreign Agricultural Affairs	253	37.7%	18.2%	44.1%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	609,883	59.2%	15.8%	24.9%	1,025
Department of Agriculture	36,199	48.7%	17.6%	33.7%	52
Departmental Administration - ASA	622	55.6%	15.3%	29.1%	0
Farm Production and Conservation	11,918	46.0%	18.6%	35.3%	21
Food Nutrition and Consumer Services	780	55.5%	14.5%	30.0%	0
Food Safety	1,405	58.2%	17.9%	23.9%	3
Headquarters Agencies	1,055	56.6%	15.8%	27.6%	2
Marketing and Regulatory Programs	3,384	56.1%	17.3%	26.7%	5
Natural Resources and Environment	8,803	39.8%	18.1%	42.2%	15
Research, Education, and Economics	3,969	55.4%	17.0%	27.6%	2
Rural Development (Agencies 07, 15, & 32)	2,287	43.9%	17.4%	38.7%	2
Trade and Foreign Agricultural Affairs	254	47.0%	20.1%	33.0%	1

Department of Agriculture 1st Level Subagency Comparison Report

My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,029	61.1%	16.4%	22.5%	2,511
Department of Agriculture	35,892	59.4%	17.8%	22.9%	108
Departmental Administration - ASA	621	59.4%	16.9%	23.8%	1
Farm Production and Conservation	11,836	62.1%	19.1%	18.8%	21
Food Nutrition and Consumer Services	771	56.9%	15.5%	27.6%	4
Food Safety	1,398	57.7%	17.6%	24.7%	4
Headquarters Agencies	1,042	56.1%	17.0%	26.8%	4
Marketing and Regulatory Programs	3,344	58.3%	15.7%	25.9%	21
Natural Resources and Environment	8,713	56.2%	17.4%	26.4%	37
Research, Education, and Economics	3,946	62.5%	16.1%	21.4%	9
Rural Development (Agencies 07, 15, & 32)	2,270	56.4%	19.0%	24.6%	2
Trade and Foreign Agricultural Affairs	254	53.5%	14.0%	32.5%	1

12. I know how my work relates to the agency's goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,249	85.1%	9.0%	6.0%	1,793
Department of Agriculture	36,247	83.2%	10.3%	6.6%	89
Departmental Administration - ASA	623	82.1%	10.8%	7.1%	3
Farm Production and Conservation	11,933	84.8%	10.1%	5.1%	29
Food Nutrition and Consumer Services	786	86.8%	7.9%	5.3%	0
Food Safety	1,408	89.7%	6.7%	3.5%	1
Headquarters Agencies	1,053	82.9%	8.4%	8.7%	5
Marketing and Regulatory Programs	3,384	83.3%	9.7%	7.0%	11
Natural Resources and Environment	8,815	79.2%	12.1%	8.7%	26
Research, Education, and Economics	3,974	84.2%	9.5%	6.2%	6
Rural Development (Agencies 07, 15, & 32)	2,296	83.2%	10.0%	6.8%	3
Trade and Foreign Agricultural Affairs	256	83.3%	5.5%	11.2%	0

Department of Agriculture 1st Level Subagency Comparison Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,355	90.0%	6.8%	3.2%	1,426
Department of Agriculture	36,241	89.8%	7.1%	3.1%	77
Departmental Administration - ASA	624	89.0%	8.0%	3.0%	1
Farm Production and Conservation	11,938	90.7%	6.7%	2.6%	23
Food Nutrition and Consumer Services	783	89.8%	7.4%	2.8%	0
Food Safety	1,409	91.8%	5.8%	2.5%	2
Headquarters Agencies	1,054	88.6%	6.9%	4.5%	4
Marketing and Regulatory Programs	3,388	88.9%	7.4%	3.7%	7
Natural Resources and Environment	8,824	88.5%	7.7%	3.8%	19
Research, Education, and Economics	3,967	88.2%	8.8%	3.0%	11
Rural Development (Agencies 07, 15, & 32)	2,283	90.8%	7.1%	2.1%	7
Trade and Foreign Agricultural Affairs	255	88.7%	6.8%	4.5%	0

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,747	66.4%	14.0%	19.5%	2,784
Department of Agriculture	36,263	65.8%	15.4%	18.9%	149
Departmental Administration - ASA	624	64.7%	17.1%	18.2%	4
Farm Production and Conservation	11,958	69.2%	13.9%	16.9%	26
Food Nutrition and Consumer Services	776	60.7%	17.3%	21.9%	9
Food Safety	1,408	59.1%	17.8%	23.1%	6
Headquarters Agencies	1,054	57.6%	13.0%	29.4%	4
Marketing and Regulatory Programs	3,376	70.2%	15.3%	14.4%	31
Natural Resources and Environment	8,822	62.5%	16.5%	21.0%	36
Research, Education, and Economics	3,988	68.0%	14.5%	17.6%	2
Rural Development (Agencies 07, 15, & 32)	2,284	58.4%	15.2%	26.4%	19
Trade and Foreign Agricultural Affairs	252	59.7%	12.4%	28.0%	3

Department of Agriculture 1st Level Subagency Comparison Report

My Work Experience (continued)

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,420	71.2%	13.8%	14.9%	7,312
Department of Agriculture	36,067	66.2%	16.3%	17.6%	323
Departmental Administration - ASA	622	71.7%	14.2%	14.1%	5
Farm Production and Conservation	11,910	69.6%	15.8%	14.6%	73
Food Nutrition and Consumer Services	776	62.4%	13.8%	23.8%	7
Food Safety	1,386	72.2%	13.9%	13.8%	27
Headquarters Agencies	1,054	69.0%	13.2%	17.7%	9
Marketing and Regulatory Programs	3,371	59.9%	16.8%	23.3%	33
Natural Resources and Environment	8,739	63.5%	17.2%	19.3%	116
Research, Education, and Economics	3,961	68.1%	16.1%	15.8%	20
Rural Development (Agencies 07, 15, & 32)	2,283	65.6%	16.1%	18.2%	14
Trade and Foreign Agricultural Affairs	251	57.2%	17.9%	24.9%	5

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	609,583	83.1%	11.3%	5.6%	2,493
Department of Agriculture	36,223	83.1%	11.7%	5.1%	145
Departmental Administration - ASA	620	86.5%	10.3%	3.2%	2
Farm Production and Conservation	11,927	86.0%	10.3%	3.7%	39
Food Nutrition and Consumer Services	781	87.5%	8.3%	4.1%	2
Food Safety	1,406	86.2%	9.8%	3.9%	8
Headquarters Agencies	1,057	84.9%	9.3%	5.8%	6
Marketing and Regulatory Programs	3,383	81.8%	12.5%	5.8%	17
Natural Resources and Environment	8,816	78.7%	13.9%	7.4%	43
Research, Education, and Economics	3,973	87.8%	8.8%	3.4%	13
Rural Development (Agencies 07, 15, & 32)	2,292	84.6%	11.2%	4.2%	6
Trade and Foreign Agricultural Affairs	253	72.9%	15.2%	12.0%	2

Department of Agriculture 1st Level Subagency Comparison Report

My Work Experience (continued)

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,502	67.2%	16.6%	16.2%	23,195
Department of Agriculture	34,967	60.3%	19.5%	20.3%	1,412
Departmental Administration - ASA	577	60.5%	21.1%	18.4%	48
Farm Production and Conservation	11,619	62.9%	20.2%	16.9%	364
Food Nutrition and Consumer Services	747	61.0%	18.2%	20.9%	39
Food Safety	1,370	64.7%	17.6%	17.7%	46
Headquarters Agencies	1,002	55.6%	18.5%	25.9%	58
Marketing and Regulatory Programs	3,232	60.4%	18.9%	20.6%	171
Natural Resources and Environment	8,520	55.5%	19.5%	25.0%	330
Research, Education, and Economics	3,761	62.1%	20.1%	17.8%	216
Rural Development (Agencies 07, 15, & 32)	2,208	57.9%	21.3%	20.8%	92
Trade and Foreign Agricultural Affairs	237	49.4%	22.0%	28.6%	19

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	607,831	56.5%	22.0%	21.4%	5,336
Department of Agriculture	36,121	51.7%	24.7%	23.5%	274
Departmental Administration - ASA	619	48.4%	23.7%	27.9%	7
Farm Production and Conservation	11,926	54.3%	25.4%	20.4%	63
Food Nutrition and Consumer Services	778	46.1%	23.1%	30.7%	5
Food Safety	1,403	53.8%	23.6%	22.6%	8
Headquarters Agencies	1,048	48.0%	22.1%	29.8%	12
Marketing and Regulatory Programs	3,378	51.3%	24.8%	23.9%	28
Natural Resources and Environment	8,797	48.9%	23.7%	27.4%	73
Research, Education, and Economics	3,942	53.7%	26.6%	19.6%	37
Rural Development (Agencies 07, 15, & 32)	2,282	44.9%	26.6%	28.4%	20
Trade and Foreign Agricultural Affairs	253	42.8%	20.0%	37.2%	3

Department of Agriculture 1st Level Subagency Comparison Report

My Work Experience (continued)

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	Positive	Neutral	Negative	NBJ
Governmentwide	601,212	72.0%	12.7%	15.3%	11,466
Department of Agriculture	35,993	69.5%	13.6%	16.9%	391
Departmental Administration - ASA	616	77.0%	10.6%	12.4%	8
Farm Production and Conservation	11,872	70.8%	13.8%	15.4%	111
Food Nutrition and Consumer Services	779	66.9%	12.6%	20.5%	7
Food Safety	1,379	74.9%	11.0%	14.1%	31
Headquarters Agencies	1,050	70.8%	10.9%	18.3%	8
Marketing and Regulatory Programs	3,376	65.5%	14.4%	20.1%	27
Natural Resources and Environment	8,720	66.7%	14.2%	19.2%	128
Research, Education, and Economics	3,959	72.6%	12.8%	14.6%	35
Rural Development (Agencies 07, 15, & 32)	2,281	71.5%	13.0%	15.5%	19
Trade and Foreign Agricultural Affairs	248	55.9%	12.6%	31.5%	6

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	611,209	77.3%	12.1%	10.6%
Department of Agriculture	36,270	77.2%	12.3%	10.6%
Departmental Administration - ASA	622	80.3%	9.7%	10.0%
Farm Production and Conservation	11,948	81.3%	10.4%	8.3%
Food Nutrition and Consumer Services	781	76.4%	11.8%	11.7%
Food Safety	1,406	77.3%	13.2%	9.5%
Headquarters Agencies	1,056	77.9%	10.1%	12.0%
Marketing and Regulatory Programs	3,396	77.0%	12.8%	10.2%
Natural Resources and Environment	8,820	74.2%	13.2%	12.6%
Research, Education, and Economics	3,980	79.9%	11.1%	9.0%
Rural Development (Agencies 07, 15, & 32)	2,290	73.7%	13.8%	12.5%
Trade and Foreign Agricultural Affairs	253	69.9%	18.3%	11.8%

Department of Agriculture 1st Level Subagency Comparison Report

My Work Unit (continued)

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,463	43.9%	25.2%	30.8%	20,037
Department of Agriculture	34,990	32.4%	26.1%	41.5%	1,063
Departmental Administration - ASA	586	42.9%	28.7%	28.4%	32
Farm Production and Conservation	11,543	32.6%	28.7%	38.6%	350
Food Nutrition and Consumer Services	751	34.3%	26.8%	38.8%	26
Food Safety	1,354	41.9%	27.6%	30.5%	45
Headquarters Agencies	998	32.9%	22.4%	44.7%	39
Marketing and Regulatory Programs	3,272	38.1%	24.7%	37.2%	98
Natural Resources and Environment	8,601	27.7%	22.9%	49.4%	163
Research, Education, and Economics	3,831	34.6%	24.9%	40.6%	124
Rural Development (Agencies 07, 15, & 32)	2,189	26.0%	26.0%	48.0%	87
Trade and Foreign Agricultural Affairs	247	40.2%	24.2%	35.6%	2

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	568,300	39.2%	27.7%	33.1%	38,099
Department of Agriculture	33,931	34.3%	29.4%	36.3%	2,018
Departmental Administration - ASA	557	35.2%	33.2%	31.6%	54
Farm Production and Conservation	11,270	35.1%	30.6%	34.3%	578
Food Nutrition and Consumer Services	708	40.5%	25.9%	33.6%	67
Food Safety	1,306	42.5%	28.4%	29.2%	88
Headquarters Agencies	977	32.3%	26.4%	41.3%	65
Marketing and Regulatory Programs	3,139	33.9%	28.8%	37.3%	224
Natural Resources and Environment	8,234	28.8%	29.2%	42.0%	510
Research, Education, and Economics	3,752	44.2%	26.6%	29.2%	207
Rural Development (Agencies 07, 15, & 32)	2,145	33.1%	28.4%	38.5%	117
Trade and Foreign Agricultural Affairs	239	38.4%	24.3%	37.3%	9

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My Work Unit (continued)

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	548,546	33.7%	28.1%	38.2%	58,203
Department of Agriculture	33,229	28.4%	29.3%	42.3%	2,801
Departmental Administration - ASA	565	34.6%	29.0%	36.3%	47
Farm Production and Conservation	11,073	30.5%	31.1%	38.4%	804
Food Nutrition and Consumer Services	686	34.9%	28.2%	36.8%	93
Food Safety	1,296	38.4%	26.2%	35.4%	103
Headquarters Agencies	932	27.3%	29.0%	43.7%	103
Marketing and Regulatory Programs	3,058	32.8%	27.2%	40.0%	311
Natural Resources and Environment	8,145	22.0%	26.7%	51.3%	625
Research, Education, and Economics	3,574	34.2%	31.1%	34.6%	386
Rural Development (Agencies 07, 15, & 32)	2,087	24.3%	30.0%	45.7%	182
Trade and Foreign Agricultural Affairs	229	29.8%	23.9%	46.3%	20

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	571,950	39.2%	28.0%	32.8%	35,377
Department of Agriculture	34,198	32.7%	30.3%	37.1%	1,861
Departmental Administration - ASA	577	40.5%	29.4%	30.0%	39
Farm Production and Conservation	11,364	35.1%	32.5%	32.4%	526
Food Nutrition and Consumer Services	726	36.1%	29.7%	34.2%	54
Food Safety	1,335	39.9%	27.6%	32.5%	60
Headquarters Agencies	972	30.9%	26.6%	42.6%	71
Marketing and Regulatory Programs	3,189	34.8%	28.2%	37.0%	184
Natural Resources and Environment	8,301	26.4%	28.5%	45.0%	465
Research, Education, and Economics	3,742	39.5%	28.8%	31.7%	219
Rural Development (Agencies 07, 15, & 32)	2,135	28.7%	32.8%	38.5%	137
Trade and Foreign Agricultural Affairs	235	32.8%	23.5%	43.7%	14

Department of Agriculture 1st Level Subagency Comparison Report

My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	568,785	47.8%	24.3%	28.0%	38,317
Department of Agriculture	33,916	42.4%	26.2%	31.4%	2,134
Departmental Administration - ASA	579	52.0%	24.8%	23.2%	39
Farm Production and Conservation	11,271	45.4%	27.0%	27.6%	611
Food Nutrition and Consumer Services	725	47.1%	23.3%	29.6%	55
Food Safety	1,320	45.1%	26.9%	28.0%	72
Headquarters Agencies	981	38.6%	25.5%	36.0%	62
Marketing and Regulatory Programs	3,158	45.1%	22.5%	32.4%	217
Natural Resources and Environment	8,184	35.8%	26.5%	37.7%	570
Research, Education, and Economics	3,750	49.9%	23.8%	26.3%	218
Rural Development (Agencies 07, 15, & 32)	2,110	39.7%	29.1%	31.1%	163
Trade and Foreign Agricultural Affairs	230	42.0%	23.4%	34.6%	21

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,075	76.9%	12.4%	10.6%	2,503
Department of Agriculture	35,927	75.9%	13.4%	10.7%	152
Departmental Administration - ASA	617	74.6%	13.6%	11.9%	1
Farm Production and Conservation	11,868	81.1%	10.6%	8.3%	33
Food Nutrition and Consumer Services	776	75.4%	11.2%	13.4%	4
Food Safety	1,388	77.7%	11.5%	10.8%	6
Headquarters Agencies	1,040	74.9%	11.4%	13.7%	5
Marketing and Regulatory Programs	3,358	74.7%	13.6%	11.8%	18
Natural Resources and Environment	8,730	73.5%	14.9%	11.6%	32
Research, Education, and Economics	3,935	76.2%	13.9%	9.9%	27
Rural Development (Agencies 07, 15, & 32)	2,267	72.7%	14.2%	13.1%	9
Trade and Foreign Agricultural Affairs	251	72.3%	16.7%	11.0%	0

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My Work Unit (continued)

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	584,115	57.6%	27.0%	15.4%	22,586
Department of Agriculture	34,962	52.4%	29.5%	18.0%	1,092
Departmental Administration - ASA	603	55.0%	29.1%	15.9%	15
Farm Production and Conservation	11,614	60.2%	26.8%	13.0%	272
Food Nutrition and Consumer Services	758	54.4%	26.9%	18.7%	22
Food Safety	1,352	58.6%	26.4%	14.9%	44
Headquarters Agencies	992	49.3%	30.1%	20.6%	49
Marketing and Regulatory Programs	3,260	52.2%	28.1%	19.8%	112
Natural Resources and Environment	8,496	44.2%	32.3%	23.5%	279
Research, Education, and Economics	3,785	51.6%	30.9%	17.5%	170
Rural Development (Agencies 07, 15, & 32)	2,227	51.7%	30.5%	17.7%	42
Trade and Foreign Agricultural Affairs	242	55.8%	25.3%	18.9%	9

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	606,946	84.0%	12.9%	3.1%
Department of Agriculture	36,052	83.3%	13.6%	3.0%
Departmental Administration - ASA	615	88.2%	10.3%	1.4%
Farm Production and Conservation	11,895	88.2%	10.4%	1.4%
Food Nutrition and Consumer Services	777	87.3%	9.6%	3.1%
Food Safety	1,399	85.2%	13.2%	1.6%
Headquarters Agencies	1,041	86.7%	11.4%	1.9%
Marketing and Regulatory Programs	3,370	84.7%	12.4%	2.9%
Natural Resources and Environment	8,755	77.7%	17.7%	4.6%
Research, Education, and Economics	3,964	86.9%	10.5%	2.6%
Rural Development (Agencies 07, 15, & 32)	2,272	82.9%	14.2%	2.9%
Trade and Foreign Agricultural Affairs	248	82.1%	14.9%	3.0%

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My Work Unit (continued)

29. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	602,007	80.6%	11.9%	7.5%	5,196
Department of Agriculture	35,785	78.4%	13.1%	8.6%	281
Departmental Administration - ASA	609	81.3%	11.0%	7.7%	7
Farm Production and Conservation	11,846	81.4%	11.7%	6.9%	50
Food Nutrition and Consumer Services	770	80.4%	11.1%	8.5%	7
Food Safety	1,393	83.1%	11.2%	5.7%	6
Headquarters Agencies	1,033	79.9%	11.0%	9.1%	8
Marketing and Regulatory Programs	3,343	81.1%	11.6%	7.3%	30
Natural Resources and Environment	8,683	73.6%	14.8%	11.6%	77
Research, Education, and Economics	3,913	82.4%	10.9%	6.7%	57
Rural Development (Agencies 07, 15, & 32)	2,250	73.0%	16.9%	10.1%	16
Trade and Foreign Agricultural Affairs	249	76.4%	15.0%	8.6%	0

My Agency

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	585,857	49.8%	23.7%	26.4%	12,699
Department of Agriculture	34,901	42.6%	26.2%	31.2%	707
Departmental Administration - ASA	596	49.0%	22.5%	28.6%	5
Farm Production and Conservation	11,627	44.9%	27.5%	27.6%	155
Food Nutrition and Consumer Services	750	44.1%	22.6%	33.4%	18
Food Safety	1,359	46.4%	26.9%	26.7%	27
Headquarters Agencies	1,001	40.3%	24.1%	35.7%	24
Marketing and Regulatory Programs	3,245	45.2%	25.4%	29.3%	75
Natural Resources and Environment	8,438	36.3%	25.6%	38.1%	187
Research, Education, and Economics	3,812	45.9%	25.0%	29.1%	118
Rural Development (Agencies 07, 15, & 32)	2,187	40.5%	26.2%	33.3%	53
Trade and Foreign Agricultural Affairs	242	35.0%	23.8%	41.2%	3

Department of Agriculture 1st Level Subagency Comparison Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,391	54.4%	21.2%	24.5%	11,018
Department of Agriculture	34,934	45.1%	25.3%	29.6%	642
Departmental Administration - ASA	595	53.2%	23.1%	23.7%	7
Farm Production and Conservation	11,597	45.6%	26.5%	28.0%	175
Food Nutrition and Consumer Services	746	53.2%	20.6%	26.2%	19
Food Safety	1,357	50.4%	22.9%	26.7%	27
Headquarters Agencies	996	47.1%	21.3%	31.6%	27
Marketing and Regulatory Programs	3,257	48.9%	22.3%	28.8%	54
Natural Resources and Environment	8,447	40.4%	25.4%	34.3%	156
Research, Education, and Economics	3,854	52.2%	23.1%	24.7%	77
Rural Development (Agencies 07, 15, & 32)	2,193	40.1%	28.3%	31.5%	50
Trade and Foreign Agricultural Affairs	243	45.5%	23.8%	30.6%	3

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	577,843	44.3%	27.4%	28.2%	17,984
Department of Agriculture	34,489	35.1%	31.7%	33.2%	944
Departmental Administration - ASA	586	41.7%	31.8%	26.4%	14
Farm Production and Conservation	11,459	33.0%	34.4%	32.6%	262
Food Nutrition and Consumer Services	744	41.6%	27.0%	31.3%	20
Food Safety	1,346	38.6%	28.9%	32.5%	37
Headquarters Agencies	995	38.2%	27.0%	34.8%	32
Marketing and Regulatory Programs	3,216	39.4%	28.6%	32.0%	82
Natural Resources and Environment	8,330	31.4%	31.2%	37.4%	245
Research, Education, and Economics	3,806	46.7%	27.4%	25.9%	104
Rural Development (Agencies 07, 15, & 32)	2,150	31.0%	34.3%	34.6%	73
Trade and Foreign Agricultural Affairs	241	32.2%	24.7%	43.2%	4

Department of Agriculture 1st Level Subagency Comparison Report

My Agency (continued)

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,080	27.8%	28.7%	43.5%	40,868
Department of Agriculture	33,610	20.4%	28.6%	51.0%	1,925
Departmental Administration - ASA	562	23.1%	33.3%	43.6%	44
Farm Production and Conservation	11,227	24.2%	29.8%	46.1%	529
Food Nutrition and Consumer Services	689	21.4%	32.6%	46.1%	73
Food Safety	1,307	27.9%	29.1%	43.0%	74
Headquarters Agencies	962	20.5%	30.1%	49.4%	64
Marketing and Regulatory Programs	3,104	19.9%	28.6%	51.5%	208
Natural Resources and Environment	8,104	12.1%	25.5%	62.4%	494
Research, Education, and Economics	3,713	32.8%	29.2%	38.0%	214
Rural Development (Agencies 07, 15, & 32)	2,107	20.7%	29.9%	49.4%	130
Trade and Foreign Agricultural Affairs	229	16.3%	30.3%	53.4%	15

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,893	58.7%	27.2%	14.2%	44,578
Department of Agriculture	33,942	59.1%	26.4%	14.5%	1,654
Departmental Administration - ASA	555	51.2%	30.2%	18.7%	51
Farm Production and Conservation	11,329	64.8%	25.6%	9.6%	452
Food Nutrition and Consumer Services	725	64.3%	20.8%	14.9%	38
Food Safety	1,322	64.7%	22.5%	12.7%	62
Headquarters Agencies	954	50.3%	26.2%	23.5%	70
Marketing and Regulatory Programs	3,119	59.0%	25.3%	15.7%	195
Natural Resources and Environment	8,256	52.9%	28.1%	19.1%	355
Research, Education, and Economics	3,743	66.8%	22.5%	10.6%	188
Rural Development (Agencies 07, 15, & 32)	2,095	51.7%	30.4%	17.9%	146
Trade and Foreign Agricultural Affairs	232	48.1%	25.4%	26.5%	14

Department of Agriculture 1st Level Subagency Comparison Report

My Agency (continued)

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,760	76.7%	13.0%	10.4%	8,514
Department of Agriculture	35,265	74.0%	14.5%	11.5%	393
Departmental Administration - ASA	578	64.7%	19.1%	16.1%	27
Farm Production and Conservation	11,703	79.0%	12.8%	8.1%	89
Food Nutrition and Consumer Services	742	73.5%	15.7%	10.8%	23
Food Safety	1,366	70.3%	16.2%	13.5%	23
Headquarters Agencies	998	59.3%	19.0%	21.7%	28
Marketing and Regulatory Programs	3,261	75.7%	14.7%	9.6%	62
Natural Resources and Environment	8,565	74.4%	14.4%	11.3%	63
Research, Education, and Economics	3,908	80.4%	11.8%	7.8%	31
Rural Development (Agencies 07, 15, & 32)	2,214	57.7%	16.1%	26.2%	32
Trade and Foreign Agricultural Affairs	235	58.9%	20.5%	20.6%	11

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	591,468	79.9%	12.2%	7.9%	5,683
Department of Agriculture	35,152	71.4%	17.2%	11.4%	361
Departmental Administration - ASA	594	72.9%	15.9%	11.2%	10
Farm Production and Conservation	11,686	76.0%	15.1%	8.9%	73
Food Nutrition and Consumer Services	751	83.1%	11.0%	5.9%	9
Food Safety	1,368	71.4%	17.7%	10.9%	18
Headquarters Agencies	998	71.8%	15.6%	12.5%	20
Marketing and Regulatory Programs	3,256	72.8%	16.7%	10.5%	57
Natural Resources and Environment	8,495	64.3%	20.3%	15.4%	94
Research, Education, and Economics	3,867	76.0%	15.5%	8.5%	50
Rural Development (Agencies 07, 15, & 32)	2,223	67.2%	17.8%	15.0%	13
Trade and Foreign Agricultural Affairs	240	69.9%	18.5%	11.7%	6

Department of Agriculture 1st Level Subagency Comparison Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	566,071	56.2%	21.2%	22.5%	32,457
Department of Agriculture	33,824	53.9%	23.2%	22.8%	1,777
Departmental Administration - ASA	565	55.7%	24.9%	19.4%	37
Farm Production and Conservation	11,307	60.9%	21.7%	17.5%	471
Food Nutrition and Consumer Services	707	52.3%	21.2%	26.5%	54
Food Safety	1,325	59.5%	18.6%	21.9%	62
Headquarters Agencies	971	42.5%	21.7%	35.8%	53
Marketing and Regulatory Programs	3,118	52.4%	22.1%	25.4%	204
Natural Resources and Environment	8,162	46.6%	25.6%	27.8%	451
Research, Education, and Economics	3,684	62.1%	20.9%	17.1%	250
Rural Development (Agencies 07, 15, & 32)	2,115	49.3%	25.5%	25.2%	124
Trade and Foreign Agricultural Affairs	235	43.5%	19.5%	37.0%	10

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	Positive	Neutral	Negative	DNK
Governmentwide	548,380	70.3%	17.5%	12.1%	48,839
Department of Agriculture	33,125	68.9%	18.3%	12.8%	2,425
Departmental Administration - ASA	536	69.5%	19.0%	11.5%	63
Farm Production and Conservation	11,183	76.1%	15.7%	8.2%	597
Food Nutrition and Consumer Services	670	63.9%	20.3%	15.8%	95
Food Safety	1,305	73.8%	13.4%	12.8%	78
Headquarters Agencies	912	57.0%	20.8%	22.2%	110
Marketing and Regulatory Programs	3,016	67.8%	17.6%	14.6%	298
Natural Resources and Environment	8,028	63.1%	20.1%	16.8%	570
Research, Education, and Economics	3,617	75.6%	15.5%	8.9%	314
Rural Development (Agencies 07, 15, & 32)	2,062	63.3%	22.7%	14.0%	173
Trade and Foreign Agricultural Affairs	221	53.7%	23.8%	22.5%	22

Department of Agriculture 1st Level Subagency Comparison Report

My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,036	77.3%	15.2%	7.4%	9,565
Department of Agriculture	34,915	69.5%	19.8%	10.7%	710
Departmental Administration - ASA	590	78.1%	15.4%	6.5%	16
Farm Production and Conservation	11,593	76.0%	17.1%	6.9%	199
Food Nutrition and Consumer Services	750	79.9%	13.5%	6.7%	15
Food Safety	1,374	82.1%	13.6%	4.3%	11
Headquarters Agencies	998	71.6%	17.4%	11.0%	24
Marketing and Regulatory Programs	3,243	75.1%	17.2%	7.7%	76
Natural Resources and Environment	8,458	55.6%	25.5%	19.0%	163
Research, Education, and Economics	3,795	77.0%	16.7%	6.3%	135
Rural Development (Agencies 07, 15, & 32)	2,195	71.1%	20.4%	8.5%	47
Trade and Foreign Agricultural Affairs	242	75.2%	15.1%	9.7%	4

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	598,080	66.8%	18.8%	14.4%
Department of Agriculture	35,594	60.6%	21.4%	18.0%
Departmental Administration - ASA	600	57.7%	21.2%	21.1%
Farm Production and Conservation	11,782	67.2%	19.2%	13.6%
Food Nutrition and Consumer Services	764	58.2%	23.0%	18.8%
Food Safety	1,382	61.2%	21.8%	16.9%
Headquarters Agencies	1,026	52.0%	23.0%	25.0%
Marketing and Regulatory Programs	3,316	61.7%	20.2%	18.1%
Natural Resources and Environment	8,613	53.3%	24.0%	22.6%
Research, Education, and Economics	3,935	60.4%	21.4%	18.2%
Rural Development (Agencies 07, 15, & 32)	2,242	54.2%	24.2%	21.6%
Trade and Foreign Agricultural Affairs	246	51.7%	24.6%	23.6%

Department of Agriculture 1st Level Subagency Comparison Report

My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	556,743	41.3%	26.9%	31.7%	41,714
Department of Agriculture	33,190	33.7%	28.3%	38.0%	2,425
Departmental Administration - ASA	565	34.5%	28.5%	37.0%	36
Farm Production and Conservation	11,042	37.7%	30.0%	32.2%	746
Food Nutrition and Consumer Services	717	38.0%	26.6%	35.4%	48
Food Safety	1,311	42.8%	26.2%	31.0%	75
Headquarters Agencies	957	33.3%	25.4%	41.3%	69
Marketing and Regulatory Programs	3,100	37.3%	25.5%	37.2%	218
Natural Resources and Environment	7,943	23.3%	27.9%	48.8%	671
Research, Education, and Economics	3,659	35.1%	28.8%	36.0%	279
Rural Development (Agencies 07, 15, & 32)	2,078	33.6%	28.6%	37.8%	163
Trade and Foreign Agricultural Affairs	233	32.9%	26.4%	40.7%	13

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,388	82.1%	9.0%	8.9%	2,930
Department of Agriculture	35,331	83.9%	8.4%	7.7%	164
Departmental Administration - ASA	598	84.0%	7.5%	8.5%	2
Farm Production and Conservation	11,704	87.8%	6.8%	5.4%	50
Food Nutrition and Consumer Services	761	84.5%	6.2%	9.4%	3
Food Safety	1,375	78.6%	10.9%	10.5%	9
Headquarters Agencies	1,014	80.7%	8.7%	10.6%	4
Marketing and Regulatory Programs	3,291	81.2%	10.0%	8.9%	22
Natural Resources and Environment	8,551	83.4%	8.3%	8.3%	27
Research, Education, and Economics	3,898	86.8%	7.6%	5.6%	26
Rural Development (Agencies 07, 15, & 32)	2,219	82.9%	9.7%	7.4%	10
Trade and Foreign Agricultural Affairs	242	78.6%	8.3%	13.1%	2

Department of Agriculture 1st Level Subagency Comparison Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,721	70.9%	15.1%	14.0%	3,093
Department of Agriculture	35,287	71.4%	15.7%	12.9%	176
Departmental Administration - ASA	600	72.3%	14.8%	12.9%	1
Farm Production and Conservation	11,690	73.7%	15.5%	10.7%	54
Food Nutrition and Consumer Services	756	72.1%	13.6%	14.2%	6
Food Safety	1,378	73.2%	12.9%	13.9%	6
Headquarters Agencies	1,013	67.1%	15.9%	17.0%	5
Marketing and Regulatory Programs	3,284	68.5%	16.5%	15.0%	25
Natural Resources and Environment	8,540	71.2%	14.9%	13.9%	31
Research, Education, and Economics	3,898	73.5%	15.0%	11.5%	22
Rural Development (Agencies 07, 15, & 32)	2,210	68.1%	18.5%	13.4%	13
Trade and Foreign Agricultural Affairs	244	70.9%	10.6%	18.4%	0

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,625	68.1%	16.2%	15.7%	5,679
Department of Agriculture	35,124	66.8%	17.4%	15.9%	288
Departmental Administration - ASA	595	71.3%	15.0%	13.8%	4
Farm Production and Conservation	11,642	68.4%	17.8%	13.7%	96
Food Nutrition and Consumer Services	757	67.9%	13.7%	18.4%	6
Food Safety	1,366	69.5%	15.2%	15.3%	13
Headquarters Agencies	1,005	63.0%	19.0%	18.0%	12
Marketing and Regulatory Programs	3,281	64.0%	17.6%	18.4%	25
Natural Resources and Environment	8,484	63.8%	17.9%	18.3%	70
Research, Education, and Economics	3,889	71.4%	15.1%	13.5%	26
Rural Development (Agencies 07, 15, & 32)	2,191	66.7%	17.7%	15.6%	24
Trade and Foreign Agricultural Affairs	240	51.5%	19.3%	29.2%	4

Department of Agriculture 1st Level Subagency Comparison Report

My Supervisor (continued)

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	552,306	71.9%	19.5%	8.6%	43,178
Department of Agriculture	33,262	72.6%	19.8%	7.6%	2,194
Departmental Administration - ASA	556	75.1%	17.9%	7.1%	44
Farm Production and Conservation	11,218	75.8%	18.3%	5.9%	523
Food Nutrition and Consumer Services	717	74.4%	16.4%	9.1%	47
Food Safety	1,283	73.8%	18.8%	7.4%	100
Headquarters Agencies	939	65.5%	23.0%	11.5%	79
Marketing and Regulatory Programs	3,053	72.4%	18.7%	8.9%	251
Natural Resources and Environment	7,928	69.4%	22.0%	8.6%	640
Research, Education, and Economics	3,667	76.6%	17.5%	5.9%	257
Rural Development (Agencies 07, 15, & 32)	2,083	70.8%	21.1%	8.1%	141
Trade and Foreign Agricultural Affairs	231	66.9%	19.6%	13.6%	13

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,663	67.1%	17.3%	15.6%	3,241
Department of Agriculture	35,270	65.4%	19.1%	15.5%	204
Departmental Administration - ASA	599	71.4%	14.9%	13.7%	2
Farm Production and Conservation	11,687	68.5%	18.3%	13.2%	59
Food Nutrition and Consumer Services	752	66.4%	15.0%	18.6%	11
Food Safety	1,375	69.6%	16.8%	13.6%	10
Headquarters Agencies	1,012	63.3%	17.3%	19.4%	9
Marketing and Regulatory Programs	3,288	64.1%	19.0%	16.9%	19
Natural Resources and Environment	8,527	60.5%	20.7%	18.7%	47
Research, Education, and Economics	3,901	68.9%	18.7%	12.3%	25
Rural Development (Agencies 07, 15, & 32)	2,207	64.5%	20.1%	15.4%	16
Trade and Foreign Agricultural Affairs	242	52.3%	21.2%	26.5%	1

Department of Agriculture 1st Level Subagency Comparison Report

My Supervisor (continued)

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,801	71.0%	15.6%	13.4%	8,065
Department of Agriculture	34,980	70.8%	17.0%	12.2%	488
Departmental Administration - ASA	590	71.1%	16.9%	12.0%	9
Farm Production and Conservation	11,635	74.2%	16.4%	9.5%	113
Food Nutrition and Consumer Services	750	72.2%	14.0%	13.8%	13
Food Safety	1,362	71.8%	14.4%	13.8%	18
Headquarters Agencies	1,010	65.0%	18.3%	16.7%	10
Marketing and Regulatory Programs	3,258	68.8%	16.6%	14.5%	47
Natural Resources and Environment	8,458	69.9%	16.8%	13.4%	117
Research, Education, and Economics	3,842	70.7%	18.6%	10.8%	81
Rural Development (Agencies 07, 15, & 32)	2,191	66.2%	19.3%	14.6%	34
Trade and Foreign Agricultural Affairs	241	66.7%	14.2%	19.1%	3

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	594,429	79.6%	10.5%	9.9%
Department of Agriculture	35,363	79.3%	11.2%	9.5%
Departmental Administration - ASA	598	79.4%	9.9%	10.6%
Farm Production and Conservation	11,729	80.9%	11.1%	8.0%
Food Nutrition and Consumer Services	761	80.9%	8.8%	10.3%
Food Safety	1,377	79.8%	10.3%	9.9%
Headquarters Agencies	1,012	75.0%	12.5%	12.5%
Marketing and Regulatory Programs	3,294	78.3%	11.5%	10.2%
Natural Resources and Environment	8,542	78.0%	11.2%	10.8%
Research, Education, and Economics	3,924	81.4%	10.5%	8.0%
Rural Development (Agencies 07, 15, & 32)	2,216	78.9%	11.5%	9.6%
Trade and Foreign Agricultural Affairs	241	71.7%	14.4%	13.9%

Department of Agriculture 1st Level Subagency Comparison Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	594,280	84.3%	8.5%	7.1%
Department of Agriculture	35,345	83.9%	9.0%	7.1%
Departmental Administration - ASA	599	82.8%	9.4%	7.8%
Farm Production and Conservation	11,723	85.3%	8.7%	6.0%
Food Nutrition and Consumer Services	759	84.2%	7.5%	8.3%
Food Safety	1,380	83.6%	9.1%	7.3%
Headquarters Agencies	1,016	80.5%	9.9%	9.6%
Marketing and Regulatory Programs	3,289	82.6%	9.5%	7.9%
Natural Resources and Environment	8,536	83.2%	9.0%	7.8%
Research, Education, and Economics	3,922	85.3%	8.9%	5.8%
Rural Development (Agencies 07, 15, & 32)	2,213	83.2%	9.8%	7.0%
Trade and Foreign Agricultural Affairs	241	78.2%	10.6%	11.2%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	594,433	82.0%	8.6%	9.4%
Department of Agriculture	35,358	85.5%	7.3%	7.3%
Departmental Administration - ASA	600	86.6%	6.1%	7.3%
Farm Production and Conservation	11,731	87.5%	6.4%	6.1%
Food Nutrition and Consumer Services	759	87.5%	7.8%	4.7%
Food Safety	1,377	85.4%	7.8%	6.8%
Headquarters Agencies	1,017	84.6%	6.3%	9.2%
Marketing and Regulatory Programs	3,295	86.1%	7.3%	6.6%
Natural Resources and Environment	8,537	82.4%	7.9%	9.7%
Research, Education, and Economics	3,918	90.5%	5.5%	4.0%
Rural Development (Agencies 07, 15, & 32)	2,216	84.3%	8.1%	7.7%
Trade and Foreign Agricultural Affairs	240	83.8%	5.9%	10.3%

Department of Agriculture 1st Level Subagency Comparison Report

My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	594,262	72.0%	14.2%	13.8%
Department of Agriculture	35,353	70.7%	15.4%	13.9%
Departmental Administration - ASA	599	71.6%	14.0%	14.4%
Farm Production and Conservation	11,723	72.8%	15.2%	12.0%
Food Nutrition and Consumer Services	757	71.1%	13.4%	15.4%
Food Safety	1,377	71.5%	14.5%	14.0%
Headquarters Agencies	1,016	64.7%	16.0%	19.3%
Marketing and Regulatory Programs	3,294	70.0%	15.1%	14.9%
Natural Resources and Environment	8,540	68.5%	15.3%	16.2%
Research, Education, and Economics	3,922	74.6%	14.5%	10.9%
Rural Development (Agencies 07, 15, & 32)	2,215	68.8%	17.9%	13.3%
Trade and Foreign Agricultural Affairs	240	57.1%	22.3%	20.6%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	594,144	74.1%	15.8%	10.1%
Department of Agriculture	35,354	72.9%	16.8%	10.3%
Departmental Administration - ASA	599	73.9%	15.4%	10.7%
Farm Production and Conservation	11,720	74.8%	16.4%	8.8%
Food Nutrition and Consumer Services	760	72.7%	16.2%	11.1%
Food Safety	1,376	73.2%	17.3%	9.5%
Headquarters Agencies	1,015	69.5%	18.5%	11.9%
Marketing and Regulatory Programs	3,290	72.6%	16.4%	11.0%
Natural Resources and Environment	8,541	69.7%	18.1%	12.2%
Research, Education, and Economics	3,920	78.0%	13.9%	8.1%
Rural Development (Agencies 07, 15, & 32)	2,214	71.7%	18.2%	10.1%
Trade and Foreign Agricultural Affairs	242	58.0%	27.4%	14.6%

Department of Agriculture 1st Level Subagency Comparison Report

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	576,889	45.0%	24.0%	31.1%	13,376
Department of Agriculture	34,159	34.0%	26.4%	39.6%	1,010
Departmental Administration - ASA	584	42.5%	23.8%	33.7%	12
Farm Production and Conservation	11,328	37.3%	28.4%	34.3%	340
Food Nutrition and Consumer Services	742	43.0%	19.8%	37.2%	14
Food Safety	1,310	41.0%	26.0%	33.0%	55
Headquarters Agencies	992	31.6%	23.3%	45.1%	20
Marketing and Regulatory Programs	3,183	37.9%	24.2%	37.9%	88
Natural Resources and Environment	8,323	25.1%	25.0%	49.9%	173
Research, Education, and Economics	3,750	36.9%	26.6%	36.5%	144
Rural Development (Agencies 07, 15, & 32)	2,144	33.3%	26.6%	40.0%	60
Trade and Foreign Agricultural Affairs	238	38.0%	21.6%	40.4%	3

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,779	56.1%	23.1%	20.8%	36,043
Department of Agriculture	32,386	44.8%	28.4%	26.7%	2,730
Departmental Administration - ASA	544	51.4%	25.2%	23.5%	49
Farm Production and Conservation	10,763	49.6%	29.9%	20.5%	886
Food Nutrition and Consumer Services	718	51.2%	22.1%	26.8%	38
Food Safety	1,248	51.2%	26.4%	22.4%	117
Headquarters Agencies	953	41.7%	24.0%	34.3%	58
Marketing and Regulatory Programs	3,000	48.1%	25.4%	26.5%	267
Natural Resources and Environment	7,891	35.6%	28.8%	35.6%	590
Research, Education, and Economics	3,516	52.0%	26.8%	21.2%	379
Rural Development (Agencies 07, 15, & 32)	2,034	43.5%	30.1%	26.5%	162
Trade and Foreign Agricultural Affairs	231	43.1%	24.8%	32.1%	9

Department of Agriculture 1st Level Subagency Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	558,822	70.2%	18.6%	11.2%	28,605
Department of Agriculture	33,043	67.2%	21.6%	11.2%	1,898
Departmental Administration - ASA	549	69.0%	20.9%	10.1%	41
Farm Production and Conservation	10,994	71.3%	20.5%	8.1%	601
Food Nutrition and Consumer Services	717	69.7%	18.1%	12.3%	35
Food Safety	1,302	70.9%	18.3%	10.8%	55
Headquarters Agencies	942	58.4%	23.1%	18.5%	63
Marketing and Regulatory Programs	3,045	67.9%	20.2%	11.9%	203
Natural Resources and Environment	7,966	62.6%	23.8%	13.6%	464
Research, Education, and Economics	3,661	72.4%	18.5%	9.1%	221
Rural Development (Agencies 07, 15, & 32)	2,065	64.2%	23.5%	12.3%	116
Trade and Foreign Agricultural Affairs	230	57.6%	20.7%	21.7%	11

56. Managers communicate the goals of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,748	64.6%	18.6%	16.8%	7,863
Department of Agriculture	34,425	60.7%	21.3%	18.0%	598
Departmental Administration - ASA	588	62.3%	17.4%	20.3%	7
Farm Production and Conservation	11,460	63.9%	20.9%	15.2%	163
Food Nutrition and Consumer Services	738	68.1%	16.3%	15.6%	11
Food Safety	1,348	71.5%	15.7%	12.8%	15
Headquarters Agencies	984	54.4%	19.6%	26.0%	24
Marketing and Regulatory Programs	3,204	60.9%	20.3%	18.7%	55
Natural Resources and Environment	8,351	56.3%	22.4%	21.4%	102
Research, Education, and Economics	3,788	61.4%	21.9%	16.7%	108
Rural Development (Agencies 07, 15, & 32)	2,144	57.6%	20.7%	21.7%	40
Trade and Foreign Agricultural Affairs	235	56.9%	21.8%	21.3%	3

Department of Agriculture 1st Level Subagency Comparison Report

Leadership (continued)

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,057	63.9%	21.6%	14.5%	36,249
Department of Agriculture	32,719	58.9%	25.2%	15.9%	2,390
Departmental Administration - ASA	552	60.5%	23.4%	16.1%	43
Farm Production and Conservation	11,053	64.6%	23.0%	12.4%	589
Food Nutrition and Consumer Services	702	65.7%	20.9%	13.4%	50
Food Safety	1,278	67.1%	21.8%	11.2%	89
Headquarters Agencies	918	53.4%	25.0%	21.6%	85
Marketing and Regulatory Programs	2,992	58.4%	25.0%	16.6%	277
Natural Resources and Environment	7,888	52.9%	26.6%	20.5%	590
Research, Education, and Economics	3,548	61.6%	24.6%	13.8%	349
Rural Development (Agencies 07, 15, & 32)	2,068	56.7%	26.9%	16.4%	133
Trade and Foreign Agricultural Affairs	228	45.5%	30.9%	23.6%	13

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	570,161	57.7%	20.5%	21.8%	19,711
Department of Agriculture	33,890	52.6%	23.4%	24.0%	1,246
Departmental Administration - ASA	575	55.6%	18.9%	25.5%	21
Farm Production and Conservation	11,316	57.4%	22.4%	20.3%	333
Food Nutrition and Consumer Services	740	53.9%	20.7%	25.4%	14
Food Safety	1,308	59.6%	19.0%	21.4%	56
Headquarters Agencies	972	48.7%	19.8%	31.5%	39
Marketing and Regulatory Programs	3,140	51.3%	23.5%	25.2%	133
Natural Resources and Environment	8,252	48.7%	23.7%	27.6%	233
Research, Education, and Economics	3,689	53.9%	23.5%	22.6%	205
Rural Development (Agencies 07, 15, & 32)	2,134	47.9%	24.0%	28.1%	69
Trade and Foreign Agricultural Affairs	239	45.4%	25.9%	28.6%	1

Department of Agriculture 1st Level Subagency Comparison Report

Leadership (continued)

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	566,154	61.3%	20.3%	18.4%	20,010
Department of Agriculture	33,705	57.9%	22.8%	19.3%	1,268
Departmental Administration - ASA	575	59.5%	17.8%	22.7%	21
Farm Production and Conservation	11,271	62.0%	21.6%	16.4%	325
Food Nutrition and Consumer Services	736	57.7%	19.8%	22.5%	17
Food Safety	1,306	61.6%	20.0%	18.4%	48
Headquarters Agencies	966	52.5%	20.0%	27.5%	40
Marketing and Regulatory Programs	3,100	56.4%	22.7%	20.9%	156
Natural Resources and Environment	8,202	56.2%	23.1%	20.7%	246
Research, Education, and Economics	3,672	61.2%	21.8%	17.0%	204
Rural Development (Agencies 07, 15, & 32)	2,126	51.4%	24.1%	24.4%	68
Trade and Foreign Agricultural Affairs	237	50.3%	23.6%	26.1%	1

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,336	62.5%	21.4%	16.1%	31,586
Department of Agriculture	33,137	57.1%	24.9%	18.0%	1,958
Departmental Administration - ASA	562	65.6%	19.7%	14.7%	30
Farm Production and Conservation	11,105	59.7%	25.1%	15.2%	548
Food Nutrition and Consumer Services	711	62.1%	22.0%	15.9%	39
Food Safety	1,277	66.8%	19.6%	13.6%	89
Headquarters Agencies	951	52.1%	22.2%	25.7%	51
Marketing and Regulatory Programs	3,054	57.1%	22.5%	20.3%	213
Natural Resources and Environment	8,119	51.1%	28.0%	20.9%	354
Research, Education, and Economics	3,629	62.6%	22.8%	14.6%	266
Rural Development (Agencies 07, 15, & 32)	2,008	54.7%	25.2%	20.0%	193
Trade and Foreign Agricultural Affairs	234	43.5%	31.2%	25.3%	6

Department of Agriculture 1st Level Subagency Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	579,632	57.2%	22.6%	20.2%	8,840
Department of Agriculture	34,420	46.0%	26.7%	27.4%	648
Departmental Administration - ASA	583	53.5%	21.9%	24.6%	6
Farm Production and Conservation	11,427	50.3%	27.3%	22.4%	227
Food Nutrition and Consumer Services	741	50.1%	24.1%	25.8%	6
Food Safety	1,340	55.2%	25.4%	19.3%	21
Headquarters Agencies	989	45.2%	21.6%	33.2%	16
Marketing and Regulatory Programs	3,191	49.1%	22.9%	28.0%	73
Natural Resources and Environment	8,347	35.5%	28.2%	36.2%	123
Research, Education, and Economics	3,807	48.7%	26.3%	25.0%	87
Rural Development (Agencies 07, 15, & 32)	2,150	44.9%	29.7%	25.4%	43
Trade and Foreign Agricultural Affairs	238	44.0%	26.1%	29.9%	2

62. Senior leaders demonstrate support for Work-Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	541,505	58.8%	24.0%	17.2%	46,639
Department of Agriculture	32,019	49.8%	27.9%	22.3%	3,015
Departmental Administration - ASA	555	46.6%	22.9%	30.5%	34
Farm Production and Conservation	10,606	52.4%	29.4%	18.2%	1,025
Food Nutrition and Consumer Services	712	55.1%	20.8%	24.2%	38
Food Safety	1,243	48.6%	26.2%	25.1%	118
Headquarters Agencies	945	45.6%	23.7%	30.7%	55
Marketing and Regulatory Programs	2,910	47.0%	26.7%	26.3%	350
Natural Resources and Environment	7,929	48.7%	26.7%	24.6%	538
Research, Education, and Economics	3,440	52.6%	28.4%	19.0%	450
Rural Development (Agencies 07, 15, & 32)	2,021	46.9%	29.5%	23.6%	171
Trade and Foreign Agricultural Affairs	224	38.4%	20.7%	40.9%	15

Department of Agriculture

1st Level Subagency Comparison Report

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	585,087	54.8%	21.9%	23.3%
Department of Agriculture	34,853	49.3%	24.0%	26.7%
Departmental Administration - ASA	588	51.7%	23.2%	25.1%
Farm Production and Conservation	11,591	51.2%	25.8%	23.1%
Food Nutrition and Consumer Services	743	51.3%	19.8%	28.9%
Food Safety	1,352	49.5%	24.8%	25.7%
Headquarters Agencies	1,001	45.8%	22.4%	31.8%
Marketing and Regulatory Programs	3,237	49.8%	23.0%	27.2%
Natural Resources and Environment	8,412	45.1%	22.9%	32.0%
Research, Education, and Economics	3,868	53.2%	22.5%	24.4%
Rural Development (Agencies 07, 15, & 32)	2,185	44.9%	26.1%	29.0%
Trade and Foreign Agricultural Affairs	236	41.0%	25.1%	33.9%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	584,983	52.3%	22.4%	25.3%
Department of Agriculture	34,846	43.3%	25.3%	31.3%
Departmental Administration - ASA	588	51.1%	23.0%	25.9%
Farm Production and Conservation	11,588	42.0%	26.3%	31.7%
Food Nutrition and Consumer Services	746	46.9%	24.5%	28.7%
Food Safety	1,352	51.2%	25.1%	23.7%
Headquarters Agencies	1,004	40.0%	19.7%	40.3%
Marketing and Regulatory Programs	3,237	46.4%	24.3%	29.2%
Natural Resources and Environment	8,394	39.6%	26.4%	34.1%
Research, Education, and Economics	3,872	45.6%	25.9%	28.5%
Rural Development (Agencies 07, 15, & 32)	2,189	37.4%	21.4%	41.3%
Trade and Foreign Agricultural Affairs	236	41.5%	22.3%	36.2%

Department of Agriculture 1st Level Subagency Comparison Report

My Satisfaction (continued)

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	584,700	53.4%	22.5%	24.1%
Department of Agriculture	34,844	48.1%	25.5%	26.5%
Departmental Administration - ASA	589	53.6%	24.6%	21.9%
Farm Production and Conservation	11,586	48.8%	27.5%	23.7%
Food Nutrition and Consumer Services	744	52.5%	22.8%	24.7%
Food Safety	1,352	52.4%	22.3%	25.3%
Headquarters Agencies	1,003	49.8%	22.0%	28.3%
Marketing and Regulatory Programs	3,237	47.8%	24.1%	28.1%
Natural Resources and Environment	8,394	43.6%	25.5%	30.9%
Research, Education, and Economics	3,876	53.8%	23.0%	23.2%
Rural Development (Agencies 07, 15, & 32)	2,186	47.9%	27.5%	24.6%
Trade and Foreign Agricultural Affairs	237	40.0%	26.8%	33.3%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	584,390	46.8%	28.4%	24.8%
Department of Agriculture	34,831	35.2%	31.8%	33.0%
Departmental Administration - ASA	588	39.8%	29.2%	31.0%
Farm Production and Conservation	11,583	37.7%	33.8%	28.4%
Food Nutrition and Consumer Services	745	39.6%	26.5%	33.9%
Food Safety	1,350	43.0%	33.0%	24.0%
Headquarters Agencies	1,005	34.4%	24.8%	40.8%
Marketing and Regulatory Programs	3,237	37.6%	29.9%	32.5%
Natural Resources and Environment	8,389	27.3%	31.4%	41.3%
Research, Education, and Economics	3,873	38.1%	31.8%	30.0%
Rural Development (Agencies 07, 15, & 32)	2,183	33.2%	32.9%	33.9%
Trade and Foreign Agricultural Affairs	236	31.7%	28.8%	39.5%

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My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	584,169	40.7%	27.0%	32.3%
Department of Agriculture	34,829	37.7%	28.3%	34.0%
Departmental Administration - ASA	589	31.2%	31.1%	37.7%
Farm Production and Conservation	11,589	39.6%	29.1%	31.3%
Food Nutrition and Consumer Services	743	32.1%	26.4%	41.5%
Food Safety	1,346	42.0%	27.6%	30.4%
Headquarters Agencies	1,003	29.3%	28.7%	42.0%
Marketing and Regulatory Programs	3,243	35.5%	25.7%	38.8%
Natural Resources and Environment	8,387	36.5%	27.5%	36.0%
Research, Education, and Economics	3,874	31.8%	32.3%	35.9%
Rural Development (Agencies 07, 15, & 32)	2,179	34.2%	29.0%	36.8%
Trade and Foreign Agricultural Affairs	236	29.3%	27.2%	43.5%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	584,592	56.7%	22.3%	21.1%
Department of Agriculture	34,823	53.2%	24.2%	22.6%
Departmental Administration - ASA	585	49.1%	24.9%	26.0%
Farm Production and Conservation	11,583	51.7%	24.7%	23.6%
Food Nutrition and Consumer Services	744	51.2%	24.4%	24.4%
Food Safety	1,352	55.0%	23.0%	22.0%
Headquarters Agencies	1,003	47.7%	25.5%	26.8%
Marketing and Regulatory Programs	3,235	55.9%	24.0%	20.1%
Natural Resources and Environment	8,388	53.0%	23.5%	23.6%
Research, Education, and Economics	3,877	54.6%	26.9%	18.5%
Rural Development (Agencies 07, 15, & 32)	2,184	42.3%	26.7%	30.9%
Trade and Foreign Agricultural Affairs	237	52.4%	22.3%	25.3%

Department of Agriculture 1st Level Subagency Comparison Report

My Satisfaction (continued)

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	584,624	68.6%	16.5%	14.9%
Department of Agriculture	34,816	65.5%	18.0%	16.4%
Departmental Administration - ASA	586	64.1%	16.7%	19.2%
Farm Production and Conservation	11,585	68.0%	18.5%	13.5%
Food Nutrition and Consumer Services	748	62.6%	19.5%	17.9%
Food Safety	1,352	65.1%	18.9%	16.0%
Headquarters Agencies	1,000	60.9%	18.9%	20.2%
Marketing and Regulatory Programs	3,227	65.7%	17.1%	17.2%
Natural Resources and Environment	8,384	61.3%	19.0%	19.8%
Research, Education, and Economics	3,877	66.9%	17.5%	15.5%
Rural Development (Agencies 07, 15, & 32)	2,183	63.1%	19.6%	17.3%
Trade and Foreign Agricultural Affairs	236	59.9%	14.6%	25.6%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	584,219	63.3%	16.2%	20.5%
Department of Agriculture	34,809	59.7%	17.5%	22.8%
Departmental Administration - ASA	586	67.1%	17.6%	15.3%
Farm Production and Conservation	11,591	61.5%	18.2%	20.3%
Food Nutrition and Consumer Services	746	71.0%	14.2%	14.8%
Food Safety	1,351	65.2%	15.7%	19.0%
Headquarters Agencies	1,002	67.3%	16.3%	16.4%
Marketing and Regulatory Programs	3,236	60.5%	16.7%	22.8%
Natural Resources and Environment	8,375	53.9%	17.4%	28.7%
Research, Education, and Economics	3,871	59.2%	17.3%	23.5%
Rural Development (Agencies 07, 15, & 32)	2,182	63.0%	17.0%	19.9%
Trade and Foreign Agricultural Affairs	236	60.9%	18.1%	21.0%

Department of Agriculture

1st Level Subagency Comparison Report

My Satisfaction (continued)

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	581,919	61.0%	20.1%	18.9%
Department of Agriculture	34,711	52.9%	22.6%	24.5%
Departmental Administration - ASA	582	58.2%	19.2%	22.5%
Farm Production and Conservation	11,579	58.1%	22.6%	19.2%
Food Nutrition and Consumer Services	742	54.7%	21.8%	23.4%
Food Safety	1,338	58.2%	22.7%	19.0%
Headquarters Agencies	991	47.3%	21.1%	31.6%
Marketing and Regulatory Programs	3,230	55.1%	21.8%	23.1%
Natural Resources and Environment	8,363	44.2%	23.1%	32.7%
Research, Education, and Economics	3,857	53.0%	24.2%	22.8%
Rural Development (Agencies 07, 15, & 32)	2,179	50.7%	23.0%	26.3%
Trade and Foreign Agricultural Affairs	234	45.6%	20.1%	34.3%

Performance

72. Currently, in my work unit poor performers usually:

	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-perform	Leave Work Unit - Removed or Transferred	Leave Work Unit - Quit	No Poor Performers In Work Unit	Do Not Know
Governmentwide	461,560	17.1%	55.5%	8.1%	2.1%	17.1%	123,151
Department of Agriculture	28,247	15.1%	58.0%	6.3%	2.1%	18.6%	6,620
Departmental Administration - ASA	468	18.4%	51.0%	6.5%	2.6%	21.5%	119
Farm Production and Conservation	9,577	15.5%	51.3%	4.5%	2.1%	26.5%	2,021
Food Nutrition and Consumer Services	568	18.2%	50.9%	5.7%	2.9%	22.4%	177
Food Safety	1,134	20.7%	50.9%	12.6%	0.8%	15.0%	219
Headquarters Agencies	799	15.2%	53.7%	6.7%	2.4%	22.0%	201
Marketing and Regulatory Programs	2,602	17.1%	54.6%	8.1%	2.6%	17.7%	638
Natural Resources and Environment	7,040	10.7%	69.5%	7.3%	2.0%	10.5%	1,363
Research, Education, and Economics	3,002	19.1%	51.5%	5.6%	2.9%	20.9%	884
Rural Development (Agencies 07, 15, & 32)	1,710	15.5%	59.2%	4.1%	1.4%	19.8%	474
Trade and Foreign Agricultural Affairs	197	11.1%	63.2%	8.4%	3.6%	13.7%	40

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Partial Government Shutdown

73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status?

	N	No Impact On Working/Pay Status	No Work And No Pay Until After Shutdown	Worked Some But No Pay Until After Shutdown	Worked Entire Shutdown But No Pay Until After	Other
Governmentwide	583,875	53.7%	18.2%	6.7%	17.3%	4.1%
Department of Agriculture	34,832	20.1%	42.9%	20.5%	12.5%	4.1%
Departmental Administration - ASA	586	3.2%	73.9%	13.8%	6.4%	2.7%
Farm Production and Conservation	11,593	44.0%	19.4%	31.1%	1.4%	4.1%
Food Nutrition and Consumer Services	741	6.0%	83.8%	4.8%	2.3%	3.0%
Food Safety	1,354	4.5%	22.4%	11.5%	59.4%	2.3%
Headquarters Agencies	996	11.2%	68.8%	10.6%	6.7%	2.7%
Marketing and Regulatory Programs	3,245	38.3%	33.7%	10.9%	7.9%	9.2%
Natural Resources and Environment	8,382	6.8%	55.9%	26.0%	7.9%	3.4%
Research, Education, and Economics	3,884	6.2%	69.7%	15.6%	5.2%	3.3%
Rural Development (Agencies 07, 15, & 32)	2,181	5.8%	86.0%	4.7%	1.3%	2.2%
Trade and Foreign Agricultural Affairs	237	3.6%	73.4%	9.3%	11.1%	2.6%

74. How was your everyday work impacted during (if you worked) or after the partial government shutdown?

	N	No Impact	Slightly Negative Impact	Moderately Negative Impact	Very Negative Impact	Extremely Negative Impact
Governmentwide	576,262	44.9%	16.0%	16.7%	12.1%	10.3%
Department of Agriculture	34,021	16.4%	16.2%	26.6%	22.8%	17.9%
Departmental Administration - ASA	564	11.4%	15.2%	28.9%	22.9%	21.6%
Farm Production and Conservation	11,433	18.2%	21.5%	28.1%	19.6%	12.5%
Food Nutrition and Consumer Services	707	12.4%	12.5%	29.0%	24.4%	21.7%
Food Safety	1,342	15.9%	16.2%	25.4%	20.6%	21.9%
Headquarters Agencies	968	16.6%	16.9%	27.7%	20.1%	18.6%
Marketing and Regulatory Programs	3,158	25.5%	16.4%	24.0%	19.9%	14.1%
Natural Resources and Environment	8,142	11.7%	12.9%	27.4%	27.0%	20.9%
Research, Education, and Economics	3,777	9.1%	13.3%	28.3%	27.3%	22.0%
Rural Development (Agencies 07, 15, & 32)	2,072	12.6%	15.7%	27.1%	22.2%	22.3%
Trade and Foreign Agricultural Affairs	228	8.6%	11.1%	26.3%	31.8%	22.2%

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Partial Government Shutdown (continued)

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply)

	N	Unmanage-able Workload	Missed Deadlines	Unrecover-able Loss of Work	Reduced Customer Service	Delayed Work
Governmentwide	324,309	29.6%	45.8%	20.7%	47.9%	66.7%
Department of Agriculture	28,445	42.1%	63.4%	31.8%	61.6%	78.3%
Departmental Administration - ASA	499	47.7%	78.4%	33.9%	59.8%	84.5%
Farm Production and Conservation	9,304	34.4%	58.5%	18.4%	74.2%	78.4%
Food Nutrition and Consumer Services	618	52.0%	80.8%	30.1%	64.2%	86.8%
Food Safety	1,103	34.3%	38.2%	16.0%	50.0%	55.5%
Headquarters Agencies	806	41.8%	63.6%	22.2%	47.5%	86.8%
Marketing and Regulatory Programs	2,394	36.9%	60.1%	27.7%	68.6%	77.5%
Natural Resources and Environment	7,201	52.4%	73.9%	48.5%	61.7%	86.1%
Research, Education, and Economics	3,431	42.7%	68.3%	43.9%	38.6%	87.4%
Rural Development (Agencies 07, 15, & 32)	1,799	54.8%	79.0%	28.5%	76.3%	87.0%
Trade and Foreign Agricultural Affairs	208	45.5%	81.2%	48.1%	71.5%	84.6%

If the response to item 74 was "It had no impact", item 75 was skipped.

(continued)

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply) (continued)

	N	Reduced Work Quality	Cutback Of Critical Work	Time Lost Restarting Work	Unmet Statutory Requirements	Other
Governmentwide	324,309	31.9%	25.4%	42.0%	12.4%	27.3%
Department of Agriculture	28,445	36.6%	29.2%	56.7%	15.6%	20.0%
Departmental Administration - ASA	499	34.5%	27.3%	72.7%	21.3%	14.2%
Farm Production and Conservation	9,304	30.5%	21.2%	44.6%	15.0%	17.2%
Food Nutrition and Consumer Services	618	34.2%	30.8%	70.4%	22.2%	10.6%
Food Safety	1,103	35.8%	22.8%	33.5%	10.1%	35.2%
Headquarters Agencies	806	26.7%	22.2%	63.0%	20.8%	13.2%
Marketing and Regulatory Programs	2,394	36.0%	31.8%	52.3%	14.3%	22.9%
Natural Resources and Environment	7,201	44.6%	39.8%	72.0%	17.1%	18.2%
Research, Education, and Economics	3,431	35.1%	33.3%	69.9%	9.9%	14.3%
Rural Development (Agencies 07, 15, & 32)	1,799	36.3%	21.3%	60.9%	25.8%	10.7%
Trade and Foreign Agricultural Affairs	208	42.4%	47.4%	69.2%	15.4%	15.0%

If the response to item 74 was "It had no impact", item 75 was skipped.

Department of Agriculture 1st Level Subagency Comparison Report

Partial Government Shutdown (continued)

76. Are you looking for another job because of the partial government shutdown?

	N	Looking Specifically Because Of Shutdown	Looking But Shutdown Is Only One Of The Reasons	Looking But Shutdown Had No Influence	Not Looking Currently
Governmentwide	579,912	1.5%	8.0%	19.8%	70.7%
Department of Agriculture	34,582	1.8%	11.5%	15.2%	71.5%
Departmental Administration - ASA	584	3.9%	14.1%	19.7%	62.2%
Farm Production and Conservation	11,514	0.9%	7.6%	12.7%	78.8%
Food Nutrition and Consumer Services	737	2.1%	17.0%	17.0%	64.0%
Food Safety	1,345	3.2%	13.5%	16.5%	66.8%
Headquarters Agencies	990	1.6%	11.4%	17.0%	70.0%
Marketing and Regulatory Programs	3,211	1.8%	11.5%	19.7%	67.0%
Natural Resources and Environment	8,334	2.1%	15.1%	18.0%	64.8%
Research, Education, and Economics	3,851	2.2%	13.6%	12.4%	71.9%
Rural Development (Agencies 07, 15, & 32)	2,161	1.3%	10.7%	16.2%	71.8%
Trade and Foreign Agricultural Affairs	233	1.6%	13.4%	27.9%	57.1%

77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.

	N	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Support Required
Governmentwide	464,251	23.9%	40.3%	22.0%	7.7%	6.1%	117,730
Department of Agriculture	33,364	16.4%	39.6%	23.0%	12.1%	9.0%	1,365
Departmental Administration - ASA	564	15.0%	28.2%	25.7%	14.3%	16.9%	22
Farm Production and Conservation	10,983	14.8%	43.9%	22.5%	11.4%	7.5%	563
Food Nutrition and Consumer Services	729	21.6%	38.7%	21.6%	11.4%	6.6%	16
Food Safety	1,331	19.6%	40.0%	20.5%	12.4%	7.5%	21
Headquarters Agencies	965	23.1%	37.0%	21.0%	9.8%	9.1%	32
Marketing and Regulatory Programs	3,009	18.2%	37.1%	22.8%	12.2%	9.7%	221
Natural Resources and Environment	8,133	15.7%	39.9%	22.8%	12.5%	9.2%	232
Research, Education, and Economics	3,759	15.2%	39.1%	24.6%	11.8%	9.3%	113
Rural Development (Agencies 07, 15, & 32)	2,068	12.3%	34.1%	26.1%	15.4%	12.1%	102
Trade and Foreign Agricultural Affairs	229	17.6%	35.7%	20.8%	15.0%	10.9%	6

Department of Agriculture

1st Level Subagency Comparison Report

Work-Life

78. Please select the response below that BEST describes your current teleworking schedule.

	Telework					
	N	Very Infrequently	Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Governmentwide	579,351	14.5%	5.9%	15.9%	5.2%	2.0%
Department of Agriculture	34,498	21.4%	9.2%	14.9%	2.4%	2.1%
Departmental Administration - ASA	583	21.6%	14.3%	37.3%	0.9%	5.1%
Farm Production and Conservation	11,449	18.0%	6.4%	7.3%	1.3%	0.4%
Food Nutrition and Consumer Services	733	14.3%	7.8%	43.0%	17.3%	8.8%
Food Safety	1,342	17.8%	19.0%	16.5%	1.2%	1.4%
Headquarters Agencies	986	13.6%	19.1%	30.5%	12.6%	6.7%
Marketing and Regulatory Programs	3,192	18.1%	9.1%	24.2%	2.6%	6.0%
Natural Resources and Environment	8,351	31.7%	10.4%	14.6%	1.5%	1.8%
Research, Education, and Economics	3,864	21.7%	11.1%	20.3%	0.7%	0.3%
Rural Development (Agencies 07, 15, & 32)	2,155	21.2%	11.9%	18.4%	8.0%	3.5%
Trade and Foreign Agricultural Affairs	235	23.8%	13.2%	29.4%	1.5%	1.1%

(continued)

78. Please select the response below that BEST describes your current teleworking schedule. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Approved To Telework	Choose Not To Telework
Governmentwide	579,351	27.0%	3.5%	13.5%	12.5%
Department of Agriculture	34,498	21.6%	2.9%	8.0%	17.4%
Departmental Administration - ASA	583	2.8%	1.2%	3.8%	12.9%
Farm Production and Conservation	11,449	21.3%	5.8%	15.0%	24.6%
Food Nutrition and Consumer Services	733	0.7%	0.1%	2.5%	5.5%
Food Safety	1,342	31.7%	0.8%	4.7%	6.9%
Headquarters Agencies	986	1.3%	0.8%	4.1%	11.4%
Marketing and Regulatory Programs	3,192	21.4%	1.6%	5.9%	11.2%
Natural Resources and Environment	8,351	18.0%	1.7%	5.5%	14.7%
Research, Education, and Economics	3,864	15.6%	3.6%	3.9%	22.8%
Rural Development (Agencies 07, 15, & 32)	2,155	1.6%	2.3%	8.9%	24.1%
Trade and Foreign Agricultural Affairs	235	3.7%	0.5%	8.2%	18.6%

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Work-Life (continued)

79. How satisfied are you with the Telework program in your agency?

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	380,622	60.1%	20.8%	19.1%	32,942	144,715	22,910
Department of Agriculture	23,719	34.2%	26.0%	39.8%	3,334	7,011	557
Departmental Administration - ASA	542	25.0%	17.7%	57.3%	35	9	0
Farm Production and Conservation	6,413	28.3%	31.9%	39.8%	1,529	3,337	233
Food Nutrition and Consumer Services	711	68.9%	9.4%	21.7%	21	6	0
Food Safety	871	29.9%	21.0%	49.1%	48	401	28
Headquarters Agencies	920	47.8%	15.2%	37.0%	46	24	3
Marketing and Regulatory Programs	2,509	30.9%	22.9%	46.2%	180	488	37
Natural Resources and Environment	6,732	34.8%	26.9%	38.3%	630	951	51
Research, Education, and Economics	2,822	30.7%	26.5%	42.8%	574	437	21
Rural Development (Agencies 07, 15, & 32)	1,808	43.8%	21.1%	35.2%	236	104	13
Trade and Foreign Agricultural Affairs	213	36.6%	15.0%	48.3%	15	8	0

80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):

	N	Alternative Work Schedules	Health and Wellness Programs	Employee Assistance Program - EAP	Child Care Programs	Elder Care Programs	None Listed
Governmentwide	577,815	45.1%	27.7%	7.0%	3.2%	0.4%	39.5%
Department of Agriculture	34,462	61.5%	28.2%	8.7%	2.5%	0.3%	29.1%
Departmental Administration - ASA	580	50.4%	10.2%	6.2%	1.2%	0.2%	42.4%
Farm Production and Conservation	11,464	71.5%	9.8%	5.2%	3.5%	0.2%	24.7%
Food Nutrition and Consumer Services	741	82.3%	44.0%	10.9%	3.6%	0.5%	12.3%
Food Safety	1,338	57.2%	12.3%	12.7%	1.7%	0.4%	34.7%
Headquarters Agencies	987	59.2%	29.2%	5.6%	2.0%	0.4%	25.9%
Marketing and Regulatory Programs	3,188	48.9%	21.7%	8.7%	2.6%	0.8%	39.7%
Natural Resources and Environment	8,345	74.2%	57.5%	12.6%	2.5%	0.3%	13.6%
Research, Education, and Economics	3,827	38.5%	26.0%	6.3%	2.3%	0.1%	46.3%
Rural Development (Agencies 07, 15, & 32)	2,155	74.6%	13.8%	7.0%	1.3%	0.2%	21.0%
Trade and Foreign Agricultural Affairs	233	52.5%	27.9%	4.9%	2.7%	0.9%	34.8%

Department of Agriculture 1st Level Subagency Comparison Report

Work-Life (continued)

81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	410,019	77.9%	15.2%	6.9%	71,628	75,146	22,071
Department of Agriculture	28,653	83.5%	11.6%	4.8%	2,443	2,643	804
Departmental Administration - ASA	448	69.0%	14.9%	16.0%	50	74	11
Farm Production and Conservation	10,398	88.1%	8.3%	3.6%	675	257	167
Food Nutrition and Consumer Services	700	89.6%	6.0%	4.4%	37	3	1
Food Safety	923	77.6%	14.2%	8.2%	69	312	40
Headquarters Agencies	804	75.1%	12.5%	12.4%	108	66	12
Marketing and Regulatory Programs	2,425	75.9%	17.2%	6.9%	345	313	121
Natural Resources and Environment	7,758	87.4%	9.1%	3.5%	212	289	81
Research, Education, and Economics	2,714	73.8%	19.5%	6.7%	681	275	173
Rural Development (Agencies 07, 15, & 32)	1,985	86.5%	9.3%	4.2%	111	55	14
Trade and Foreign Agricultural Affairs	171	76.3%	13.3%	10.4%	45	14	5

82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	387,606	65.8%	26.8%	7.4%	98,937	44,796	45,335
Department of Agriculture	19,652	62.9%	29.2%	7.9%	5,077	5,889	3,760
Departmental Administration - ASA	281	48.4%	40.8%	10.9%	103	118	75
Farm Production and Conservation	4,441	41.9%	45.8%	12.3%	1,865	3,048	2,047
Food Nutrition and Consumer Services	563	73.6%	22.4%	4.0%	107	44	24
Food Safety	554	51.0%	39.4%	9.6%	224	371	180
Headquarters Agencies	649	71.0%	23.7%	5.4%	171	94	72
Marketing and Regulatory Programs	1,909	58.0%	33.2%	8.8%	540	464	285
Natural Resources and Environment	7,202	76.0%	18.0%	6.0%	725	246	166
Research, Education, and Economics	2,445	60.9%	30.8%	8.3%	700	384	300
Rural Development (Agencies 07, 15, & 32)	986	50.0%	41.6%	8.3%	357	498	305
Trade and Foreign Agricultural Affairs	149	63.3%	27.0%	9.7%	58	13	14

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Work-Life (continued)

83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, information services)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	282,014	45.4%	49.0%	5.7%	221,222	15,633	56,971
Department of Agriculture	17,983	43.4%	50.4%	6.3%	12,858	807	2,684
Departmental Administration - ASA	326	41.5%	55.1%	3.4%	189	17	50
Farm Production and Conservation	5,291	36.4%	58.5%	5.1%	4,555	350	1,219
Food Nutrition and Consumer Services	397	51.3%	43.9%	4.8%	302	7	32
Food Safety	769	49.9%	44.8%	5.3%	461	26	72
Headquarters Agencies	461	44.0%	52.4%	3.6%	414	15	93
Marketing and Regulatory Programs	1,700	45.6%	48.6%	5.8%	1,164	79	248
Natural Resources and Environment	5,241	47.6%	44.3%	8.1%	2,725	64	253
Research, Education, and Economics	1,792	39.0%	54.4%	6.7%	1,608	91	332
Rural Development (Agencies 07, 15, & 32)	1,102	38.3%	56.9%	4.9%	779	51	215
Trade and Foreign Agricultural Affairs	85	43.1%	46.3%	10.6%	116	9	26

84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	190,221	31.2%	62.6%	6.2%	248,558	65,987	70,671
Department of Agriculture	10,153	25.5%	68.4%	6.1%	13,312	6,310	4,545
Departmental Administration - ASA	195	25.9%	70.5%	3.6%	223	89	75
Farm Production and Conservation	3,363	27.7%	67.8%	4.5%	4,154	2,244	1,655
Food Nutrition and Consumer Services	228	28.1%	62.9%	9.0%	310	109	91
Food Safety	380	28.5%	68.4%	3.1%	542	249	159
Headquarters Agencies	273	29.0%	66.6%	4.4%	382	181	146
Marketing and Regulatory Programs	1,010	26.1%	67.9%	6.0%	1,350	444	382
Natural Resources and Environment	2,416	23.6%	67.7%	8.7%	3,335	1,555	967
Research, Education, and Economics	1,145	24.0%	69.1%	6.9%	1,655	585	441
Rural Development (Agencies 07, 15, & 32)	634	20.5%	74.6%	4.9%	757	432	325
Trade and Foreign Agricultural Affairs	73	28.6%	57.8%	13.6%	124	13	26

Department of Agriculture 1st Level Subagency Comparison Report

Work-Life (continued)

85. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	158,590	21.6%	74.1%	4.3%	244,230	59,125	111,402
Department of Agriculture	8,741	16.5%	78.9%	4.6%	13,240	5,608	6,633
Departmental Administration - ASA	179	20.5%	77.0%	2.4%	203	76	122
Farm Production and Conservation	2,804	14.4%	82.1%	3.5%	4,239	2,052	2,289
Food Nutrition and Consumer Services	178	18.6%	76.1%	5.4%	319	94	147
Food Safety	342	24.7%	72.5%	2.9%	558	217	210
Headquarters Agencies	227	18.7%	76.1%	5.2%	364	166	222
Marketing and Regulatory Programs	905	18.0%	77.3%	4.7%	1,354	363	550
Natural Resources and Environment	2,096	15.1%	79.0%	5.8%	3,316	1,348	1,502
Research, Education, and Economics	969	15.5%	79.0%	5.5%	1,607	495	738
Rural Development (Agencies 07, 15, & 32)	555	13.2%	82.0%	4.7%	697	413	474
Trade and Foreign Agricultural Affairs	54	24.9%	64.8%	10.3%	116	14	50

Department of Agriculture

1st Level Subagency Comparison Report

My Employment Demographics

Where do you work?

	%
Headquarters	24.9%
Field	75.1%

What is your supervisory status?

	%
Senior Leader	0.9%
Manager	7.0%
Supervisor	20.2%
Team Leader	11.8%
Non-Supervisor	60.1%

What is your pay category/grade?

	%
Federal Wage System	0.9%
GS 1-6	4.7%
GS 7-12	68.2%
GS 13-15	23.5%
Senior Executive Service	0.5%
Senior Level (SL) or Scientific or Professional (ST)	0.2%
Other	2.0%

What is your US military service status?

	%
No Prior Military Service	86.2%
Currently in National Guard or Reserves	0.5%
Retired	3.7%
Separated or Discharged	9.6%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture

1st Level Subagency Comparison Report

My Employment Demographics (continued)

How long have you been with the Federal Government (excluding military service)?

	%
Less than 1 year	1.2%
1 to 3 years	6.6%
4 to 5 years	6.6%
6 to 10 years	14.9%
11 to 14 years	14.0%
15 to 20 years	19.6%
More than 20 years	37.2%

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

	%
Less than 1 year	2.2%
1 to 3 years	9.8%
4 to 5 years	9.1%
6 to 10 years	15.9%
11 to 14 years	13.8%
15 to 20 years	18.4%
More than 20 years	30.8%

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

	%
No	66.0%
Yes, to retire	8.1%
Yes, to take another job within the Federal Government	15.0%
Yes, to take another job outside the Federal Government	5.8%
Yes, other	5.1%

I am planning to retire:

	%
Within one year	5.2%
Between one and three years	12.7%
Between three and five years	11.9%
Five or more years	70.3%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture

1st Level Subagency Comparison Report

My Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	7.4%
No	92.6%

Please select the racial category or categories with which you most closely identify.

	%
White	83.1%
Black or African American	8.6%
All other races	8.3%

What is your age group?

	%
29 years and under	4.8%
30-39 years old	18.7%
40-49 years old	24.3%
50-59 years old	34.7%
60 years or older	17.4%

What is the highest degree or level of education you have completed?

	%
Less than High School/ High School Diploma/ GED	5.6%
Certification/ Some College/ Associate's Degree	23.2%
Bachelor's Degree	41.9%
Advanced Degrees (Post Bachelor's Degree)	29.3%

Are you an individual with a disability?

	%
Yes	10.9%
No	89.1%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.

Department of Agriculture

1st Level Subagency Comparison Report

My Personal Demographics (continued)

Are you:

	%
Male	48.7%
Female	51.3%

Are you transgender?

	%
Yes	0.3%
No	99.7%

Which one of the following do you consider yourself to be?

	%
Straight, that is not gay or lesbian	94.8%
Gay or Lesbian	1.8%
Bisexual	1.2%
Something else	2.2%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.