

DEPARTMENT OF AGRICULTURE
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/24/2010 to 3/26/2010)

		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		2,442	6,308	2,377	2,082	680	13,889	NA
	%	63.6	17.3	46.3	16.9	15.0	4.5	100.0	
2. I have enough information to do my job well.	N		2,096	7,448	2,181	1,773	384	13,882	NA
	%	67.5	14.2	53.3	16.9	13.1	2.5	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		2,475	5,329	2,796	2,355	889	13,844	NA
	%	55.7	16.2	39.5	20.0	18.1	6.2	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		3,765	6,401	2,044	1,144	525	13,879	NA
	%	71.8	26.2	45.6	15.4	8.8	4.0	100.0	
*5. I like the kind of work I do.	N		5,436	6,363	1,432	476	161	13,868	NA
	%	85.2	40.3	44.9	10.2	3.6	1.0	100.0	
6. I know what is expected of me on the job.	N		3,800	7,129	1,662	948	321	13,860	NA
	%	76.9	26.1	50.7	13.2	7.9	2.1	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		8,962	4,586	227	56	47	13,878	NA
	%	97.1	62.8	34.3	1.9	0.6	0.4	100.0	
8. I am constantly looking for ways to do my job better.	N		6,337	6,318	1,070	111	36	13,872	NA
	%	90.9	44.7	46.2	8.1	0.8	0.3	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		1,242	5,046	2,315	3,315	1,903	13,821	53
	%	44.5	8.7	35.8	16.7	23.8	14.9	100.0	
*10. My workload is reasonable.	N		1,160	6,482	2,296	2,528	1,388	13,854	27
	%	54.4	8.1	46.4	17.1	17.7	10.8	100.0	
*11. My talents are used well in the workplace.	N		1,949	6,229	2,442	2,009	1,118	13,747	81
	%	58.0	13.0	45.0	17.9	15.6	8.6	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		3,810	7,819	1,440	507	245	13,821	51
	%	82.8	25.3	57.5	11.0	4.3	1.9	100.0	
*13. The work I do is important.	N		6,615	5,901	948	198	107	13,769	29
	%	90.1	46.5	43.6	7.4	1.5	1.0	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		2,895	6,454	2,122	1,590	762	13,823	51
	%	68.4	20.5	47.9	15.6	11.0	5.0	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		2,709	6,303	2,176	1,518	1,019	13,725	136
	%	64.9	17.7	47.2	16.5	10.8	7.7	100.0	
16. I am held accountable for achieving results.	N		3,730	7,999	1,471	402	201	13,803	57
	%	83.5	24.0	59.5	10.9	3.8	1.8	100.0	

*AES prescribed items

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		2,442	5,182	2,849	1,475	1,328	13,276	575
	%	56.4	16.6	39.9	21.4	11.9	10.2	100.0	
*18. My training needs are assessed.	N		1,251	5,274	3,451	2,346	1,286	13,608	195
	%	50.1	9.0	41.2	24.7	16.6	8.6	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		2,558	6,186	2,058	1,796	1,134	13,732	138
	%	62.9	17.6	45.3	15.8	13.7	7.7	100.0	
*20. The people I work with cooperate to get the job done.	N		3,099	7,006	1,796	1,279	361	13,541	NA
	%	73.7	21.7	52.0	14.0	9.6	2.7	100.0	
*21. My work unit is able to recruit people with the right skills.	N		899	4,694	3,760	2,703	1,332	13,388	494
	%	39.3	5.4	33.8	29.8	20.9	10.1	100.0	
*22. Promotions in my work unit are based on merit.	N		1,019	4,017	3,748	2,443	1,965	13,192	684
	%	33.6	5.7	28.0	30.1	20.7	15.5	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		634	3,398	3,474	2,890	2,630	13,026	853
	%	26.0	3.6	22.4	28.6	23.4	22.0	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		753	3,912	3,803	2,900	1,911	13,279	589
	%	31.0	4.6	26.4	31.3	23.3	14.5	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		1,235	4,685	3,091	2,370	1,900	13,281	559
	%	41.0	7.6	33.4	25.0	19.4	14.6	100.0	
26. Employees in my work unit share job knowledge with each other.	N		2,618	7,342	1,994	1,090	753	13,797	54
	%	71.7	18.4	53.2	15.4	7.8	5.1	100.0	
27. The skill level in my work unit has improved in the past year.	N		1,652	5,439	4,120	1,469	798	13,478	357
	%	49.5	11.0	38.6	32.1	12.2	6.2	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		5,475	6,200	1,840	261	79	13,855	NA
	%	82.3	36.9	45.4	14.7	2.2	0.7	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		1,599	7,773	2,506	1,301	333	13,512	227
	%	67.9	10.9	57.0	19.2	10.3	2.6	100.0	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N		922	4,960	3,696	2,775	1,083	13,436	308
	%	41.0	5.7	35.3	27.4	22.0	9.5	100.0	
31. Employees are recognized for providing high quality products and services.	N		1,291	5,387	3,329	2,434	1,082	13,523	226
	%	47.3	8.2	39.0	25.4	18.7	8.7	100.0	
*32. Creativity and innovation are rewarded.	N		1,043	4,024	4,083	2,862	1,379	13,391	343
	%	35.5	6.7	28.8	31.1	22.4	11.0	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		516	2,539	3,956	3,749	2,363	13,123	597
	%	20.5	3.5	17.0	29.9	29.6	19.9	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		2,274	6,310	3,085	905	670	13,244	498
	%	64.4	17.0	47.5	23.7	6.9	5.0	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		2,735	7,803	1,883	813	355	13,589	135
	%	78.6	19.8	58.8	13.3	5.8	2.3	100.0	
*36. My organization has prepared employees for potential security threats.	N		2,209	7,651	2,310	1,005	370	13,545	170
	%	71.3	15.5	55.8	17.8	8.0	2.9	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		2,070	5,072	3,044	1,569	1,326	13,081	641
	%	53.7	14.6	39.1	24.1	12.4	9.8	100.0	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		3,072	6,002	2,229	814	792	12,909	795
	%	69.8	21.9	48.0	17.3	6.8	6.0	100.0	
39. My agency is successful at accomplishing its mission.	N		2,746	7,409	2,281	611	308	13,355	247
	%	70.7	16.8	53.9	19.5	6.8	3.0	100.0	
40. I recommend my organization as a good place to work.	N		3,332	5,899	2,758	1,225	515	13,729	NA
	%	65.8	22.3	43.5	20.8	10.1	3.3	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		1,480	3,742	4,014	1,940	1,322	12,498	1,247
	%	40.1	11.0	29.1	31.8	17.1	11.0	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		4,579	6,141	1,551	746	591	13,608	107
	%	79.3	33.5	45.8	10.8	5.6	4.3	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		3,384	5,797	2,370	1,329	761	13,641	56
	%	66.2	23.3	42.9	18.0	10.0	5.8	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		2,807	5,414	2,806	1,520	1,003	13,550	150
	%	60.5	20.0	40.4	21.0	11.2	7.3	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		3,103	5,697	2,961	615	509	12,885	796
	%	66.9	22.2	44.7	24.2	4.9	4.0	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		2,527	5,484	3,078	1,604	928	13,621	68
	%	58.4	17.2	41.2	22.8	12.0	6.8	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		2,946	5,980	2,572	1,188	831	13,517	162
	%	65.8	21.3	44.5	19.1	9.0	6.1	100.0	
48. My supervisor/team leader listens to what I have to say.	N		4,413	5,965	1,764	1,037	515	13,694	NA
	%	75.7	31.4	44.3	12.5	7.7	4.1	100.0	
49. My supervisor/team leader treats me with respect.	N		5,221	5,782	1,466	743	489	13,701	NA
	%	80.2	37.5	42.7	10.5	5.7	3.6	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		3,943	6,876	1,226	1,182	445	13,672	NA
	%	79.8	27.4	52.3	8.6	8.2	3.4	100.0	
*51. I have trust and confidence in my supervisor.	N		4,235	4,722	2,377	1,285	1,018	13,637	NA
	%	65.8	30.2	35.5	17.4	8.9	7.9	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		4,743	4,491	2,742	963	733	13,672	NA
	%	67.0	34.3	32.6	20.2	7.3	5.5	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		994	4,338	4,001	2,746	1,415	13,494	154
	%	36.3	6.5	29.7	30.0	22.0	11.8	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		1,837	5,321	3,389	1,512	1,109	13,168	478
	%	52.3	12.3	40.0	26.9	12.0	8.8	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		1,918	6,540	3,043	1,014	657	13,172	456
	%	62.0	13.3	48.7	24.8	8.1	5.1	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		1,717	6,807	2,846	1,412	714	13,496	131
	%	59.7	11.1	48.6	22.8	11.8	5.7	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		1,640	6,408	3,087	1,185	568	12,888	721
	%	59.8	11.3	48.5	25.5	10.1	4.7	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	50.3	1,362 9.4	5,498 40.9	3,212 25.1	2,033 16.1	1,124 8.5	13,229 100.0	388
59. Managers support collaboration across work units to accomplish work objectives.	N %	55.2	1,565 11.2	5,780 44.1	3,174 24.9	1,664 12.5	965 7.4	13,148 100.0	387
		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 %	54.3	2,281 16.2	4,951 38.0	3,592 27.9	1,276 10.2	953 7.7	13,053 100.0	569
		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 %	47.1	2,112 13.3	4,615 33.8	3,552 27.3	1,857 15.3	1,229 10.3	13,365 100.0	148
62. Senior leaders demonstrate support for Work/Life programs.	N %	50.6	1,712 12.2	4,591 38.4	3,798 31.6	1,245 10.5	881 7.4	12,227 100.0	1,359
		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 %	52.1	1,643 10.7	5,655 41.4	3,159 23.2	2,478 19.1	671 5.6	13,606 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	44.2	1,241 7.7	5,053 36.4	3,440 26.5	2,896 21.7	985 7.7	13,615 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	50.3	1,866 12.8	5,067 37.5	3,128 23.1	2,422 18.2	1,113 8.5	13,596 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	36.1	1,012 6.1	4,390 30.1	4,328 32.7	2,792 22.8	1,067 8.3	13,589 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	40.8	1,271 8.1	4,327 32.6	3,957 28.9	2,479 18.5	1,571 11.8	13,605 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	53.1	1,587 12.1	5,337 41.0	3,359 23.7	2,298 16.6	1,014 6.6	13,595 100.0	NA

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*69. Considering everything, how satisfied are you with your job?	N		2,950	6,544	2,304	1,316	476	13,590	NA
	%	69.1	20.8	48.3	17.0	10.6	3.3	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		2,924	6,560	2,040	1,521	552	13,597	NA
	%	67.2	18.3	48.9	16.4	11.9	4.5	100	
71. Considering everything, how satisfied are you with your organization?	N		1,991	6,047	3,013	1,861	676	13,588	NA
	%	56.5	13.0	43.5	22.3	15.8	5.4	100	
		Percent Positive	Telework on regular basis	Telework infrequently	No telework: physical presence required	No telework: technical issues	No telework: not allowed though ok for job type	No telework: personal choice	Item Response Total**
72. Please select the response below that BEST describes your teleworking situation.	N		1,440	1,653	3,225	930	3,781	2,189	13,218
	%	32.7	8.7	13.8	27.7	7.6	25.1	17.1	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
73. How satisfied are you with the following Work/Life programs in your agency... Telework?	N		1,218	2,059	3,272	1,283	943	8,775	4,699
	%	33.8	11.5	22.3	41.7	14.6	9.9	100.0	
74. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?	N		3,634	4,797	1,894	543	356	11,224	2,303
	%	73.5	30.7	42.9	18.7	4.5	3.3	100.0	
75. How satisfied are you with the following Work/Life programs in your agency... Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)?	N		1,316	3,194	3,401	1,288	798	9,997	3,557
	%	51.7	16.7	35.1	30.6	11.3	6.4	100	
76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?	N		1,080	3,394	3,767	391	219	8,851	4,697
	%	50.9	12.3	38.5	42.0	4.8	2.4	100	
77. How satisfied are you with the following Work/Life programs in your agency... Child Care Programs (for example, daycare, parenting classes, parenting support groups)?	N		249	649	3,506	473	397	5,274	8,266
	%	16.3	4.4	11.9	65.5	10.1	8.1	100	
78. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?	N		219	652	3,652	426	331	5,280	8,232
	%	15.5	3.7	11.8	69.3	8.5	6.7	100	

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79. Where do you work?	N	%
Headquarters	3,896	29.0
Field	9,559	71.0
Total	13,455	100.0

*80. What is your supervisory status?	N	%
Non-Supervisor	7,254	53.5
Team Leader	1,604	11.8
Supervisor	3,028	22.3
Manager	1,473	10.9
Executive	202	1.5
Total	13,561	100

*81. Are you:	N	%
Male	6,846	50.6
Female	6,677	49.4
Total	13,523	100.0

*82. Are you Hispanic or Latino?	N	%
Yes	786	5.9
No	12,648	94.1
Total	13,434	100.0

*83. Please select the racial category or categories with which you most closely identify (mark as many as apply.)	N	%
American Indian or Alaska Native	192	1.5
Asian	369	2.8
Black or African American	1,756	13.3
Native Hawaiian or Other Pacific Islander	49	0.4
White	10,484	79.5
Two or more races	345	2.6
Total	13,195	100

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84. What is your age group?	N	%
25 and under	170	1.3
26-29	454	3.4
30-39	1,703	12.7
40-49	3,755	27.9
50-59	5,725	42.5
60 or older	1,650	12.3
Total	13,457	100

85. What is your pay category/grade?	N	%
Federal Wage System	110	0.8
GS 1-6	590	4.4
GS 7-12	8,416	62.2
GS 13-15	4,042	29.9
Senior Executive Service	166	1.2
Senior Leader (SL) or Scientific or Professional (ST)	20	0.1
Other	177	1.3
Total	13,521	100.0

86. How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	109	0.8
1 to 3 years	990	7.4
4 to 5 years	688	5.1
6 to 10 years	1,986	14.8
11 to 14 years	1,131	8.4
15 to 20 years	1,849	13.8
More than 20 years	6,681	49.7
Total	13,434	100.0

DEPARTMENT OF AGRICULTURE
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/24/2010 to 3/26/2010)

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

	N	%
Less than 1 year	177	1.3
1 to 3 years	1,515	11.2
4 to 5 years	990	7.4
6 to 10 years	2,326	17.3
11 to 20 years	3,010	22.3
More than 20 years	5,451	40.5
Total	13,469	100

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

	N	%
No	9,768	72.2
Yes, to retire	964	7.1
Yes, to take another job within the Federal Government	2,043	15.1
Yes, to take another job outside the Federal Government	329	2.4
Yes, other	425	3.1
Total	13,529	100

89. I am planning to retire:

	N	%
Within one year	574	4.3
Between one and three years	1,659	12.4
Between three and five years	1,704	12.7
Five or more years	9,456	70.6
Total	13,393	100