

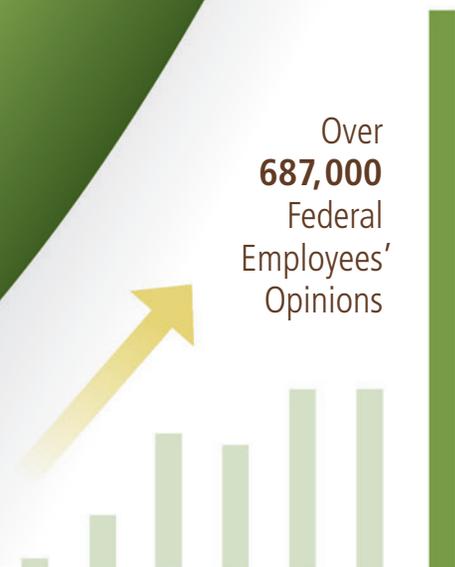
# 2012

## Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

DEPARTMENT OF AGRICULTURE  
AGENCY RESULTS

UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT



Over  
**687,000**  
Federal  
Employees'  
Opinions

**DEPARTMENT OF AGRICULTURE  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		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		6,757	19,315	7,565	6,651	2,220	42,508	NA
	%	61.1	16.0	45.1	17.8	15.7	5.4	100.0	
2. I have enough information to do my job well.	N		6,003	22,771	6,996	5,393	1,239	42,402	NA
	%	68.1	14.5	53.6	16.4	12.6	2.9	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		6,913	16,408	8,941	7,136	2,855	42,253	NA
	%	55.4	16.6	38.7	21.0	16.7	6.9	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		10,620	19,688	6,470	3,862	1,758	42,398	NA
	%	71.4	25.3	46.1	15.3	9.1	4.2	100.0	
*5. I like the kind of work I do.	N		16,077	19,829	4,323	1,468	574	42,271	NA
	%	85.0	38.3	46.6	10.2	3.4	1.4	100.0	
6. I know what is expected of me on the job.	N		11,059	22,102	5,108	3,014	948	42,231	NA
	%	78.7	26.6	52.1	12.0	7.1	2.3	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		25,378	15,695	943	244	152	42,412	NA
	%	96.8	60.0	36.8	2.2	0.6	0.4	100.0	
8. I am constantly looking for ways to do my job better.	N		18,180	20,320	3,397	395	134	42,426	NA
	%	90.8	43.2	47.6	8.0	0.9	0.3	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		3,006	13,969	7,077	11,387	6,965	42,404	88
	%	40.4	7.3	33.0	16.7	26.6	16.3	100.0	
*10. My workload is reasonable.	N		3,053	18,842	7,348	8,430	4,624	42,297	62
	%	52.3	7.5	44.8	17.4	19.6	10.7	100.0	
*11. My talents are used well in the workplace.	N		5,145	19,105	7,450	6,458	3,552	41,710	156
	%	58.0	12.5	45.5	17.9	15.5	8.6	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		10,342	24,018	4,903	2,063	905	42,231	150
	%	81.3	24.8	56.5	11.6	4.9	2.2	100.0	
*13. The work I do is important.	N		18,724	19,052	3,265	742	416	42,199	96
	%	89.5	44.7	44.8	7.7	1.8	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		8,494	20,522	6,494	4,509	2,301	42,320	135
	%	68.7	20.4	48.4	15.3	10.5	5.4	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		7,951	20,226	6,659	4,414	2,909	42,159	293
	%	66.9	19.2	47.7	15.7	10.4	7.0	100.0	
16. I am held accountable for achieving results.	N		10,230	24,830	4,997	1,515	662	42,234	149
	%	82.9	24.5	58.5	11.9	3.6	1.6	100.0	

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		7,316	16,172	8,718	4,605	4,025	40,836	1,533
	%	57.5	18.1	39.4	21.3	11.2	9.9	100.0	
*18. My training needs are assessed.	N		3,941	16,893	10,449	7,032	3,710	42,025	340
	%	49.3	9.5	39.9	24.9	16.8	9.0	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		7,904	18,850	6,514	5,601	3,109	41,978	511
	%	64.0	19.2	44.8	15.5	13.2	7.4	100.0	
*20. The people I work with cooperate to get the job done.	N		10,113	20,968	6,091	3,940	1,292	42,404	NA
	%	73.1	23.8	49.3	14.5	9.3	3.1	100.0	
*21. My work unit is able to recruit people with the right skills.	N		1,944	12,359	11,681	9,845	5,325	41,154	1,327
	%	35.0	4.9	30.1	28.3	23.7	13.0	100.0	
*22. Promotions in my work unit are based on merit.	N		2,115	10,677	12,101	8,592	6,718	40,203	2,165
	%	31.9	5.4	26.5	30.0	21.2	16.9	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		1,365	8,536	11,087	10,091	8,648	39,727	2,656
	%	25.0	3.5	21.4	28.1	25.2	21.8	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		1,638	10,388	12,746	9,859	6,028	40,659	1,726
	%	29.6	4.1	25.5	31.3	24.1	15.0	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		2,754	13,192	10,622	7,844	6,181	40,593	1,806
	%	39.3	6.9	32.4	26.1	19.2	15.4	100.0	
26. Employees in my work unit share job knowledge with each other.	N		7,422	22,870	6,422	3,565	1,964	42,243	164
	%	71.4	17.6	53.8	15.4	8.5	4.7	100.0	
27. The skill level in my work unit has improved in the past year.	N		4,567	15,472	13,314	5,071	2,817	41,241	1,168
	%	48.4	11.1	37.3	32.3	12.3	7.0	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		16,292	18,814	6,047	953	283	42,389	NA
	%	82.6	38.5	44.1	14.4	2.3	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		4,278	22,881	8,222	4,457	1,269	41,107	602
	%	66.4	10.7	55.7	19.9	10.7	3.1	100.0	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N		2,370	13,839	11,448	9,461	3,738	40,856	840
	%	40.0	6.0	34.0	27.9	23.0	9.2	100.0	
31. Employees are recognized for providing high quality products and services.	N		3,048	15,063	11,019	8,246	3,637	41,013	649
	%	44.2	7.6	36.7	26.8	20.0	8.9	100.0	
*32. Creativity and innovation are rewarded.	N		2,441	11,088	13,182	9,269	4,595	40,575	1,008
	%	33.6	6.2	27.5	32.3	22.7	11.4	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		1,135	5,716	11,308	11,997	9,552	39,708	1,875
	%	17.6	3.0	14.6	28.5	29.9	24.1	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		7,060	18,622	9,733	2,696	2,226	40,337	1,325
	%	63.3	17.5	45.8	24.2	6.8	5.7	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		7,984	24,554	5,560	2,247	1,041	41,386	300
	%	78.5	19.5	59.0	13.5	5.5	2.6	100.0	
*36. My organization has prepared employees for potential security threats.	N		5,954	23,269	7,559	3,064	1,203	41,049	530
	%	71.0	14.7	56.4	18.4	7.5	3.0	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		5,618	15,556	9,599	4,813	4,152	39,738	1,880
	%	53.1	14.2	38.9	24.3	12.1	10.6	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		8,163	18,086	7,367	2,632	2,776	39,024	2,488
	%	66.9	20.9	46.0	19.0	6.8	7.2	100.0	
39. My agency is successful at accomplishing its mission.	N		6,595	21,763	8,360	2,806	1,291	40,815	772
	%	69.4	16.3	53.1	20.5	6.9	3.2	100.0	
40. I recommend my organization as a good place to work.	N		7,813	18,432	9,107	4,530	1,707	41,589	NA
	%	62.9	18.9	44.0	22.0	10.9	4.2	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		3,884	9,894	12,186	7,189	4,513	37,666	3,952
	%	36.8	10.6	26.2	32.1	19.0	12.1	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		14,724	18,846	4,228	2,003	1,479	41,280	201
	%	81.1	35.7	45.5	10.4	4.9	3.7	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		9,801	18,116	7,243	3,868	2,252	41,280	161
	%	67.3	23.7	43.6	17.7	9.5	5.6	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		9,020	16,896	7,869	4,432	2,884	41,101	278
	%	63.0	22.0	41.0	19.2	10.8	7.1	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		9,312	17,227	9,080	1,806	1,497	38,922	2,457
	%	67.9	24.0	43.9	23.5	4.7	4.0	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		8,062	17,057	8,834	4,685	2,609	41,247	144
	%	60.8	19.6	41.2	21.4	11.3	6.4	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		9,043	18,290	7,665	3,544	2,410	40,952	399
	%	66.4	22.1	44.3	18.9	8.7	6.0	100.0	
48. My supervisor/team leader listens to what I have to say.	N		12,823	18,834	5,068	3,118	1,481	41,324	NA
	%	76.5	31.0	45.4	12.3	7.6	3.7	100.0	
49. My supervisor/team leader treats me with respect.	N		15,220	18,213	4,200	2,215	1,419	41,267	NA
	%	80.9	36.9	44.0	10.2	5.4	3.5	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		13,007	22,037	3,027	2,311	886	41,268	NA
	%	84.9	31.6	53.3	7.3	5.6	2.2	100.0	
*51. I have trust and confidence in my supervisor.	N		12,988	14,631	7,034	3,641	2,933	41,227	NA
	%	66.8	31.4	35.4	17.1	8.8	7.2	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		14,740	13,810	7,813	2,883	1,978	41,224	NA
	%	69.1	35.6	33.4	19.0	7.0	4.9	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		2,595	11,895	11,706	9,437	4,755	40,388	398
	%	35.9	6.5	29.4	28.9	23.3	11.9	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		4,679	15,014	10,524	5,399	3,823	39,439	1,309
	%	49.9	12.0	37.9	26.6	13.7	9.8	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		5,439	19,232	9,511	3,026	1,980	39,188	1,517
	%	62.6	14.0	48.6	24.3	7.8	5.2	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		4,395	19,158	9,065	5,013	2,717	40,348	351
	%	58.1	11.0	47.1	22.6	12.5	6.8	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		4,120	18,098	10,149	4,014	2,048	38,429	2,187
	%	57.4	10.7	46.7	26.6	10.5	5.4	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		3,759	16,054	9,726	6,356	3,723	39,618	1,062
	%	49.9	9.6	40.3	24.6	16.0	9.5	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		4,521	17,529	9,524	4,927	2,999	39,500	1,110
	%	55.7	11.5	44.2	24.2	12.5	7.7	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		7,107	14,082	10,380	4,092	3,071	38,732	1,863
	%	54.6	18.4	36.2	26.8	10.6	8.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		5,565	12,703	10,791	6,659	4,414	40,132	471
	%	45.7	14.1	31.6	26.8	16.5	11.1	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		5,138	14,813	11,129	3,606	2,334	37,020	3,526
	%	54.0	14.0	39.9	30.0	9.7	6.4	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		4,003	15,714	10,005	8,247	2,310	40,279	NA
	%	49.0	10.1	39.0	24.7	20.4	5.8	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		2,987	13,703	10,413	9,699	3,435	40,237	NA
	%	41.7	7.5	34.1	25.8	24.0	8.6	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		4,376	14,573	9,892	7,852	3,467	40,160	NA
	%	47.2	11.0	36.2	24.6	19.5	8.7	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		2,451	11,424	12,981	9,259	4,008	40,123	NA
	%	34.8	6.2	28.5	32.3	22.9	10.1	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		2,987	11,380	11,766	8,458	5,566	40,157	NA
	%	35.4	7.5	28.0	29.2	21.2	14.1	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		4,007	15,827	9,853	7,238	3,231	40,156	NA
	%	49.3	10.1	39.2	24.5	18.0	8.2	100.0	

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		7,623	19,240	7,253	4,396	1,625	40,137	NA
	%	66.8	19.1	47.8	18.1	11.0	4.1	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		5,616	18,071	7,228	6,625	2,611	40,151	NA
	%	58.6	13.9	44.7	18.1	16.6	6.7	100.0	
71. Considering everything, how satisfied are you with your organization?	N		4,517	16,709	9,512	6,720	2,695	40,153	NA
	%	52.8	11.3	41.4	23.7	16.8	6.8	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
<b>Yes</b>	26,171	65.9
<b>No</b>	11,675	28.5
<b>Not sure</b>	2,286	5.6
<b>Total</b>	40,132	100.0

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
<b>I telework 3 or more days per week.</b>	1,250	3.1
<b>I telework 1 or 2 days per week.</b>	4,519	11.6
<b>I telework, but no more than 1 or 2 days per month.</b>	2,311	5.9
<b>I telework very infrequently, on an unscheduled or short-term basis.</b>	6,839	17.1
<b>I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).</b>	9,461	24.0
<b>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.</b>	2,611	6.4
<b>I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.</b>	4,819	12.1
<b>I do not telework because I choose not to telework.</b>	7,765	19.6
<b>Total</b>	39,575	100.0

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

	N	%
<b>Yes</b>	17,406	43.2
<b>No</b>	16,872	42.8
<b>Not available to me</b>	5,621	14.0
<b>Total</b>	39,899	100.0

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

	N	%
<b>Yes</b>	12,582	31.9
<b>No</b>	21,168	53.3
<b>Not available to me</b>	6,150	14.8
<b>Total</b>	39,900	100.0

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

	N	%
<b>Yes</b>	7,800	19.4
<b>No</b>	30,747	77.3
<b>Not available to me</b>	1,283	3.2
<b>Total</b>	39,830	100.0

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

	N	%
<b>Yes</b>	669	1.8
<b>No</b>	30,166	75.7
<b>Not available to me</b>	9,154	22.5
<b>Total</b>	39,989	100.0

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

	N	%
<b>Yes</b>	660	1.7
<b>No</b>	30,379	76.4
<b>Not available to me</b>	8,915	21.9
<b>Total</b>	39,954	100.0

**DEPARTMENT OF AGRICULTURE  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	72.9	4,397 30.1	6,221 42.8	2,646 18.2	960 6.6	345 2.4	14,569 100.0	941
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	90.9	7,493 43.7	8,073 47.2	1,181 7.0	255 1.5	91 0.6	17,093 100.0	386
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	82.4	3,828 31.0	6,258 51.4	1,730 14.3	317 2.6	75 0.6	12,208 100.0	580
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	77.6	1,797 24.1	3,997 53.6	1,344 18.1	236 3.2	78 1.1	7,452 100.0	648
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	62.8	119 21.0	237 41.8	190 32.9	15 2.6	9 1.7	570 100.0	299
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	64.8	126 22.3	240 42.5	192 33.7	6 1.1	2 0.4	566 100.0	322

Survey Administration Period: May 1, 2012 to June 12, 2012

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

Percentages are weighted to represent the Agency's population.

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

Sample or Census: Census

Number of surveys completed: 42,569

Number of surveys administered: 74,981

Response Rate: 56.8%

**DEPARTMENT OF AGRICULTURE  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

85. Where do you work?

	N	%
Headquarters	10,778	27.1
Field	29,048	72.9
<b>Total</b>	<b>39,826</b>	<b>100.0</b>

\*86. What is your supervisory status?

	N	%
Non-Supervisor	23,980	60.0
Team Leader	4,761	11.9
Supervisor	8,000	20.0
Manager	2,943	7.4
Executive	256	0.6
<b>Total</b>	<b>39,940</b>	<b>100.0</b>

\*87. Are you:

	N	%
Male	20,790	52.5
Female	18,802	47.5
<b>Total</b>	<b>39,592</b>	<b>100.0</b>

\*88. Are you Hispanic or Latino?

	N	%
Yes	2,786	7.1
No	36,438	92.9
<b>Total</b>	<b>39,224</b>	<b>100.0</b>

\*89. Please select the racial category or categories with which you most closely identify.

	N	%
American Indian or Alaska Native	812	2.1
Asian	953	2.5
Black or African American	3,805	9.9
Native Hawaiian or Other Pacific Islander	147	0.4
White	31,283	81.5
Two or more races	1,380	3.6
<b>Total</b>	<b>38,380</b>	<b>100.0</b>

**DEPARTMENT OF AGRICULTURE  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

90. What is your age group?

	N	%
<b>25 and under</b>	553	1.4
<b>26-29</b>	1,461	3.7
<b>30-39</b>	6,427	16.3
<b>40-49</b>	10,184	25.8
<b>50-59</b>	15,778	40.0
<b>60 or older</b>	5,066	12.8
<b>Total</b>	39,469	100.0

91. What is your pay category/grade?

	N	%
<b>Federal Wage System</b>	486	1.2
<b>GS 1-6</b>	2,588	6.5
<b>GS 7-12</b>	27,987	70.2
<b>GS 13-15</b>	7,874	19.8
<b>Senior Executive Service</b>	183	0.5
<b>Senior Level (SL) or Scientific or Professional (ST)</b>	45	0.1
<b>Other</b>	685	1.7
<b>Total</b>	39,848	100.0

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

	N	%
<b>Less than 1 year</b>	289	0.7
<b>1 to 3 years</b>	3,630	9.1
<b>4 to 5 years</b>	2,536	6.4
<b>6 to 10 years</b>	6,614	16.6
<b>11 to 14 years</b>	4,835	12.1
<b>15 to 20 years</b>	4,514	11.3
<b>More than 20 years</b>	17,437	43.8
<b>Total</b>	39,855	100.0

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

	N	%
<b>Less than 1 year</b>	514	1.3
<b>1 to 3 years</b>	5,059	12.7
<b>4 to 5 years</b>	3,169	8.0
<b>6 to 10 years</b>	7,477	18.8
<b>11 to 20 years</b>	8,882	22.3
<b>More than 20 years</b>	14,655	36.9
<b>Total</b>	39,756	100.0

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

	N	%
<b>No</b>	28,392	71.3
<b>Yes, to retire</b>	2,791	7.0
<b>Yes, to take another job within the Federal Government</b>	5,183	13.0
<b>Yes, to take another job outside the Federal Government</b>	1,679	4.2
<b>Yes, other</b>	1,751	4.4
<b>Total</b>	39,796	100.0

95. I am planning to retire:

	N	%
<b>Within one year</b>	1,524	3.9
<b>Between one and three years</b>	4,572	11.6
<b>Between three and five years</b>	4,521	11.5
<b>Five or more years</b>	28,699	73.0
<b>Total</b>	39,316	100.0

**DEPARTMENT OF AGRICULTURE  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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96. Self-Identify as:	N	%
Heterosexual or Straight	32,191	85.6
Gay, Lesbian, Bisexual, or Transgender	899	2.4
I prefer not to say	4,536	12.1
<b>Total</b>	<b>37,626</b>	<b>100.0</b>

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Yes	5,785	14.6
No	33,856	85.4
<b>Total</b>	<b>39,641</b>	<b>100.0</b>

98. Are you an individual with a disability?	N	%
Yes	3,792	9.6
No	35,708	90.4
<b>Total</b>	<b>39,500</b>	<b>100.0</b>



United States  
Office of Personnel Management  
Planning and Policy Analysis

1900 E Street, NW  
Washington, DC 20415

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