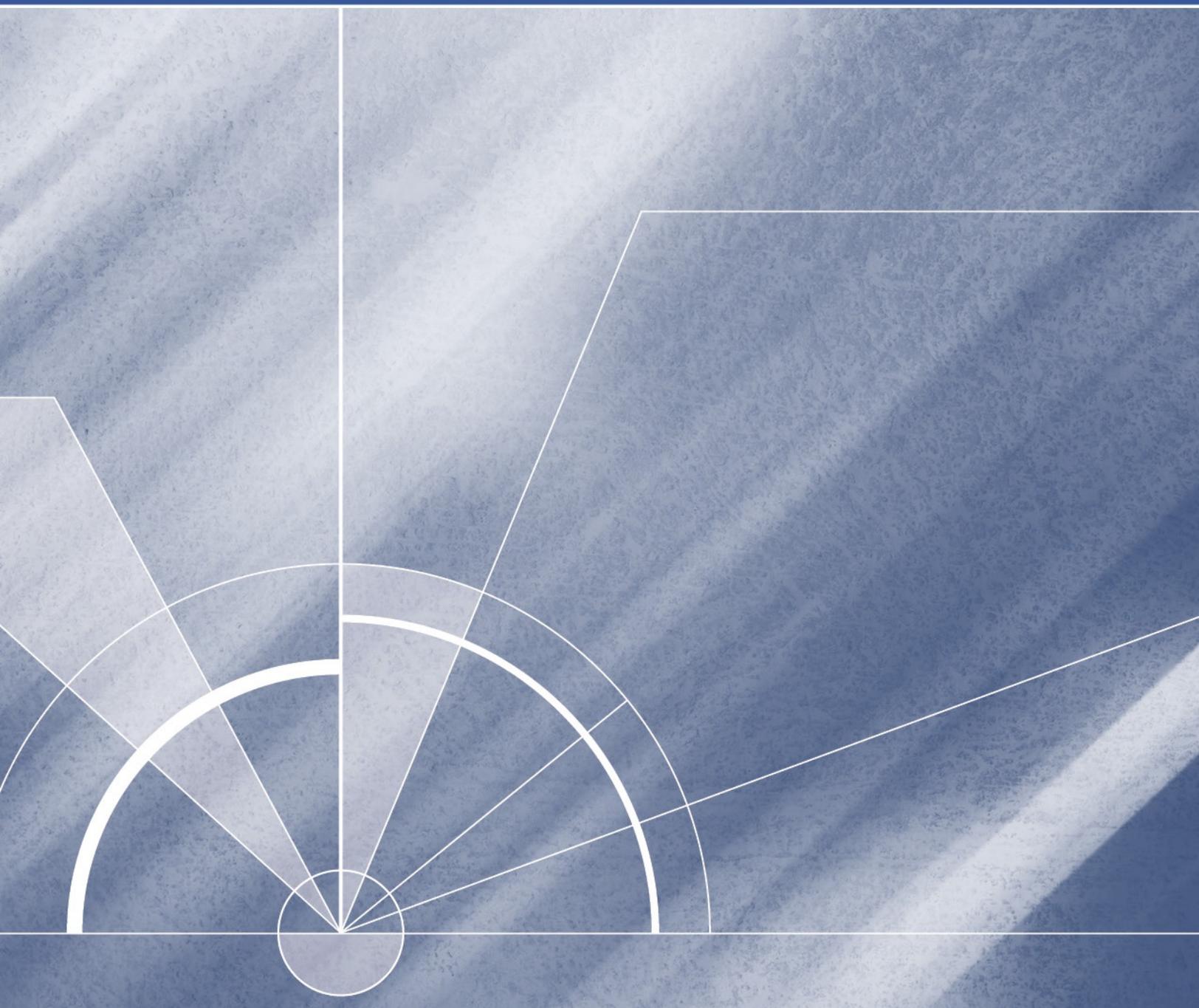


2018


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 2018 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	598,003	40.6%
Department of Agriculture	43,352	55.1%
Departmental Administration - ASA	779	53.9%
Farm Production and Conservation	14,557	70.2%
Food Safety	4,226	47.4%
Food, Nutrition and Consumer Services	943	61.4%
HQ Office	1,375	54.4%
Marketing & Regulatory Programs	4,357	52.8%
Natural Resources and Environment	9,857	42.3%
Research, Education and Economics	4,367	64.1%
Rural Development	2,602	57.1%
Trade and Foreign Agricultural Affairs	289	49.6%

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, 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*, or *Unaware of Programs* 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.

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My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	593,452	65.8%	15.5%	18.7%
Department of Agriculture	42,999	64.2%	17.2%	18.5%
Departmental Administration - ASA	768	55.5%	19.8%	24.7%
Farm Production and Conservation	14,470	64.7%	19.1%	16.2%
Food Safety	4,167	67.3%	16.1%	16.6%
Food, Nutrition and Consumer Services	935	65.8%	15.5%	18.7%
HQ Office	1,358	58.4%	17.1%	24.5%
Marketing & Regulatory Programs	4,322	65.0%	16.6%	18.4%
Natural Resources and Environment	9,777	64.3%	15.8%	20.0%
Research, Education and Economics	4,332	67.1%	16.7%	16.2%
Rural Development	2,583	55.1%	20.4%	24.5%
Trade and Foreign Agricultural Affairs	287	68.6%	15.9%	15.5%

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

	N	Positive	Neutral	Negative
Governmentwide	594,618	71.3%	14.4%	14.3%
Department of Agriculture	43,091	67.4%	16.6%	16.0%
Departmental Administration - ASA	775	64.5%	15.2%	20.3%
Farm Production and Conservation	14,482	62.9%	19.8%	17.3%
Food Safety	4,194	75.8%	13.4%	10.8%
Food, Nutrition and Consumer Services	931	66.3%	16.2%	17.5%
HQ Office	1,366	65.9%	15.3%	18.8%
Marketing & Regulatory Programs	4,330	73.1%	14.0%	13.0%
Natural Resources and Environment	9,791	65.7%	16.8%	17.5%
Research, Education and Economics	4,346	74.3%	13.4%	12.4%
Rural Development	2,587	61.8%	18.5%	19.7%
Trade and Foreign Agricultural Affairs	289	68.4%	15.5%	16.2%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	592,301	60.8%	17.5%	21.7%
Department of Agriculture	42,875	58.8%	19.4%	21.7%
Departmental Administration - ASA	776	60.4%	16.5%	23.1%
Farm Production and Conservation	14,402	55.4%	22.5%	22.1%
Food Safety	4,162	54.5%	23.4%	22.1%
Food, Nutrition and Consumer Services	930	65.3%	17.4%	17.3%
HQ Office	1,355	58.8%	16.1%	25.1%
Marketing & Regulatory Programs	4,313	61.0%	18.6%	20.4%
Natural Resources and Environment	9,759	59.8%	17.0%	23.2%
Research, Education and Economics	4,325	67.4%	16.0%	16.5%
Rural Development	2,566	57.9%	20.3%	21.7%
Trade and Foreign Agricultural Affairs	287	60.6%	17.8%	21.6%

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

	N	Positive	Neutral	Negative
Governmentwide	595,361	71.7%	14.6%	13.7%
Department of Agriculture	43,152	72.4%	14.9%	12.7%
Departmental Administration - ASA	777	68.6%	14.8%	16.6%
Farm Production and Conservation	14,505	73.8%	15.5%	10.7%
Food Safety	4,203	74.7%	14.3%	11.0%
Food, Nutrition and Consumer Services	936	72.8%	14.6%	12.6%
HQ Office	1,366	68.2%	16.5%	15.3%
Marketing & Regulatory Programs	4,332	72.3%	14.6%	13.1%
Natural Resources and Environment	9,815	69.5%	15.2%	15.3%
Research, Education and Economics	4,345	76.5%	12.7%	10.8%
Rural Development	2,587	74.2%	14.1%	11.7%
Trade and Foreign Agricultural Affairs	286	75.2%	14.9%	9.9%

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My Work Experience (continued)

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	594,820	82.8%	11.2%	6.0%
Department of Agriculture	43,124	84.8%	10.4%	4.9%
Departmental Administration - ASA	776	82.1%	11.9%	6.0%
Farm Production and Conservation	14,500	85.7%	10.1%	4.2%
Food Safety	4,190	85.7%	10.0%	4.2%
Food, Nutrition and Consumer Services	940	83.2%	11.0%	5.7%
HQ Office	1,360	80.4%	12.5%	7.1%
Marketing & Regulatory Programs	4,333	84.7%	10.5%	4.8%
Natural Resources and Environment	9,808	84.1%	10.3%	5.6%
Research, Education and Economics	4,347	86.4%	9.6%	4.0%
Rural Development	2,583	83.7%	11.5%	4.9%
Trade and Foreign Agricultural Affairs	287	81.9%	12.0%	6.1%

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

	N	Positive	Neutral	Negative
Governmentwide	594,967	80.3%	10.7%	9.0%
Department of Agriculture	43,135	79.2%	11.7%	9.1%
Departmental Administration - ASA	776	74.6%	12.7%	12.7%
Farm Production and Conservation	14,483	80.8%	11.9%	7.4%
Food Safety	4,210	85.7%	8.5%	5.8%
Food, Nutrition and Consumer Services	939	78.6%	9.5%	12.0%
HQ Office	1,361	78.9%	9.5%	11.6%
Marketing & Regulatory Programs	4,338	80.4%	10.3%	9.3%
Natural Resources and Environment	9,806	74.8%	13.9%	11.3%
Research, Education and Economics	4,354	82.1%	10.3%	7.7%
Rural Development	2,582	76.9%	13.1%	10.0%
Trade and Foreign Agricultural Affairs	286	77.1%	13.1%	9.7%

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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	595,789	95.7%	2.8%	1.5%
Department of Agriculture	43,204	95.7%	2.7%	1.6%
Departmental Administration - ASA	778	93.3%	3.6%	3.1%
Farm Production and Conservation	14,516	96.8%	2.0%	1.1%
Food Safety	4,210	96.2%	2.6%	1.2%
Food, Nutrition and Consumer Services	936	96.3%	1.6%	2.1%
HQ Office	1,366	95.5%	2.5%	2.0%
Marketing & Regulatory Programs	4,340	95.4%	2.9%	1.7%
Natural Resources and Environment	9,823	94.6%	3.5%	1.9%
Research, Education and Economics	4,352	96.1%	2.4%	1.5%
Rural Development	2,594	95.8%	2.6%	1.6%
Trade and Foreign Agricultural Affairs	289	97.0%	2.5%	0.5%

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

	N	Positive	Neutral	Negative
Governmentwide	596,179	91.0%	7.3%	1.7%
Department of Agriculture	43,236	90.8%	7.7%	1.5%
Departmental Administration - ASA	775	91.3%	7.5%	1.2%
Farm Production and Conservation	14,533	91.1%	7.6%	1.2%
Food Safety	4,213	89.9%	8.7%	1.4%
Food, Nutrition and Consumer Services	939	91.0%	7.1%	2.0%
HQ Office	1,367	90.2%	7.6%	2.2%
Marketing & Regulatory Programs	4,346	90.3%	7.8%	1.8%
Natural Resources and Environment	9,829	90.9%	7.5%	1.7%
Research, Education and Economics	4,350	90.3%	8.2%	1.5%
Rural Development	2,595	91.4%	7.2%	1.4%
Trade and Foreign Agricultural Affairs	289	94.1%	5.4%	0.5%

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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	591,167	47.4%	16.0%	36.6%	1,282
Department of Agriculture	42,876	40.2%	16.4%	43.4%	53
Departmental Administration - ASA	774	41.1%	16.0%	42.9%	0
Farm Production and Conservation	14,446	37.8%	17.9%	44.3%	13
Food Safety	4,138	60.9%	16.2%	22.9%	13
Food, Nutrition and Consumer Services	932	50.8%	15.8%	33.3%	0
HQ Office	1,358	43.8%	16.2%	40.0%	2
Marketing & Regulatory Programs	4,307	52.4%	15.9%	31.7%	6
Natural Resources and Environment	9,739	28.8%	15.5%	55.7%	12
Research, Education and Economics	4,325	44.4%	17.0%	38.6%	4
Rural Development	2,572	34.2%	15.3%	50.6%	3
Trade and Foreign Agricultural Affairs	285	44.5%	16.3%	39.1%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,960	58.9%	16.0%	25.1%	962
Department of Agriculture	42,983	50.1%	17.5%	32.5%	57
Departmental Administration - ASA	771	50.5%	17.5%	32.0%	1
Farm Production and Conservation	14,428	47.0%	18.6%	34.4%	14
Food Safety	4,183	68.1%	15.1%	16.8%	3
Food, Nutrition and Consumer Services	937	54.4%	16.7%	28.9%	1
HQ Office	1,367	59.6%	13.1%	27.3%	0
Marketing & Regulatory Programs	4,324	60.3%	16.3%	23.4%	10
Natural Resources and Environment	9,777	39.9%	18.4%	41.7%	13
Research, Education and Economics	4,332	57.4%	17.1%	25.6%	9
Rural Development	2,577	43.8%	17.3%	38.9%	5
Trade and Foreign Agricultural Affairs	287	53.0%	18.5%	28.5%	1

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,043	60.3%	16.6%	23.1%	2,392
Department of Agriculture	42,608	60.3%	17.7%	22.0%	131
Departmental Administration - ASA	760	58.6%	17.8%	23.6%	3
Farm Production and Conservation	14,350	63.6%	19.2%	17.3%	27
Food Safety	4,142	63.2%	18.2%	18.6%	12
Food, Nutrition and Consumer Services	921	55.5%	17.2%	27.3%	4
HQ Office	1,347	58.2%	15.2%	26.6%	10
Marketing & Regulatory Programs	4,276	59.9%	17.1%	23.1%	25
Natural Resources and Environment	9,677	56.4%	17.4%	26.2%	27
Research, Education and Economics	4,294	63.8%	16.0%	20.2%	17
Rural Development	2,558	58.3%	17.2%	24.6%	5
Trade and Foreign Agricultural Affairs	283	58.3%	14.3%	27.3%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,215	84.9%	9.1%	6.1%	1,706
Department of Agriculture	43,025	84.6%	9.7%	5.7%	108
Departmental Administration - ASA	772	80.2%	10.2%	9.6%	4
Farm Production and Conservation	14,470	86.2%	9.6%	4.2%	28
Food Safety	4,191	90.0%	6.8%	3.2%	6
Food, Nutrition and Consumer Services	931	86.8%	7.8%	5.4%	2
HQ Office	1,359	84.5%	9.2%	6.4%	4
Marketing & Regulatory Programs	4,315	85.3%	8.9%	5.7%	15
Natural Resources and Environment	9,776	80.7%	11.5%	7.9%	28
Research, Education and Economics	4,338	85.7%	8.9%	5.3%	14
Rural Development	2,584	84.2%	9.4%	6.5%	7
Trade and Foreign Agricultural Affairs	289	85.5%	8.6%	6.0%	0

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,152	90.0%	6.8%	3.1%	1,432
Department of Agriculture	42,986	90.2%	7.0%	2.8%	105
Departmental Administration - ASA	773	87.7%	7.4%	4.9%	3
Farm Production and Conservation	14,450	90.7%	6.8%	2.5%	24
Food Safety	4,181	94.5%	4.2%	1.3%	9
Food, Nutrition and Consumer Services	930	90.9%	5.5%	3.6%	2
HQ Office	1,355	88.2%	8.1%	3.7%	5
Marketing & Regulatory Programs	4,319	90.0%	7.2%	2.8%	14
Natural Resources and Environment	9,775	88.6%	7.9%	3.4%	25
Research, Education and Economics	4,334	88.9%	8.2%	2.9%	14
Rural Development	2,580	91.5%	6.2%	2.3%	9
Trade and Foreign Agricultural Affairs	289	88.7%	8.6%	2.7%	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	593,484	66.4%	14.2%	19.4%	2,668
Department of Agriculture	43,081	66.6%	15.0%	18.4%	146
Departmental Administration - ASA	773	63.5%	15.9%	20.6%	3
Farm Production and Conservation	14,503	70.2%	13.6%	16.1%	22
Food Safety	4,195	67.8%	17.2%	15.0%	13
Food, Nutrition and Consumer Services	926	60.8%	15.5%	23.8%	11
HQ Office	1,357	55.2%	12.6%	32.2%	12
Marketing & Regulatory Programs	4,312	69.6%	14.1%	16.3%	29
Natural Resources and Environment	9,800	64.2%	16.4%	19.4%	32
Research, Education and Economics	4,345	69.5%	13.9%	16.6%	10
Rural Development	2,582	59.5%	13.8%	26.7%	14
Trade and Foreign Agricultural Affairs	288	57.8%	17.6%	24.6%	0

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,120	71.2%	14.3%	14.5%	7,286
Department of Agriculture	42,885	69.1%	14.9%	16.0%	276
Departmental Administration - ASA	768	71.3%	14.5%	14.2%	7
Farm Production and Conservation	14,440	71.7%	15.1%	13.1%	62
Food Safety	4,163	69.9%	14.9%	15.3%	36
Food, Nutrition and Consumer Services	926	70.8%	14.4%	14.8%	7
HQ Office	1,359	67.6%	14.0%	18.4%	9
Marketing & Regulatory Programs	4,304	68.5%	14.5%	17.0%	36
Natural Resources and Environment	9,733	65.7%	15.6%	18.7%	84
Research, Education and Economics	4,326	72.8%	13.2%	13.9%	20
Rural Development	2,582	68.3%	15.5%	16.2%	11
Trade and Foreign Agricultural Affairs	284	64.0%	13.9%	22.2%	4

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,755	83.0%	11.4%	5.6%	2,295
Department of Agriculture	43,010	84.1%	11.2%	4.7%	136
Departmental Administration - ASA	771	87.4%	9.5%	3.1%	5
Farm Production and Conservation	14,462	87.0%	9.7%	3.3%	37
Food Safety	4,188	85.0%	11.0%	4.0%	17
Food, Nutrition and Consumer Services	934	87.3%	8.8%	3.8%	3
HQ Office	1,357	86.6%	9.1%	4.3%	4
Marketing & Regulatory Programs	4,319	83.6%	11.2%	5.2%	18
Natural Resources and Environment	9,782	79.4%	13.8%	6.8%	29
Research, Education and Economics	4,326	87.1%	9.7%	3.2%	15
Rural Development	2,584	86.0%	10.0%	4.0%	6
Trade and Foreign Agricultural Affairs	287	77.6%	13.9%	8.5%	2

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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	572,729	66.1%	16.9%	17.0%	22,712
Department of Agriculture	41,659	60.9%	19.1%	20.0%	1,502
Departmental Administration - ASA	744	56.5%	22.8%	20.8%	35
Farm Production and Conservation	14,088	64.3%	20.0%	15.7%	404
Food Safety	4,101	68.4%	16.7%	14.9%	90
Food, Nutrition and Consumer Services	893	62.9%	19.0%	18.1%	41
HQ Office	1,287	57.0%	18.7%	24.2%	80
Marketing & Regulatory Programs	4,152	62.1%	18.7%	19.2%	181
Natural Resources and Environment	9,528	55.6%	18.3%	26.2%	305
Research, Education and Economics	4,094	63.1%	20.3%	16.7%	251
Rural Development	2,509	56.1%	21.6%	22.3%	91
Trade and Foreign Agricultural Affairs	263	60.0%	16.4%	23.7%	24

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,634	55.3%	22.5%	22.3%	5,274
Department of Agriculture	42,912	53.3%	24.0%	22.7%	300
Departmental Administration - ASA	772	49.2%	23.8%	27.0%	6
Farm Production and Conservation	14,440	55.2%	24.8%	20.1%	77
Food Safety	4,166	61.0%	23.0%	16.0%	34
Food, Nutrition and Consumer Services	929	50.7%	22.5%	26.8%	7
HQ Office	1,352	50.2%	21.8%	28.0%	18
Marketing & Regulatory Programs	4,304	55.4%	23.7%	20.9%	40
Natural Resources and Environment	9,769	49.9%	23.0%	27.2%	57
Research, Education and Economics	4,309	54.5%	25.9%	19.5%	49
Rural Development	2,583	45.6%	26.8%	27.6%	11
Trade and Foreign Agricultural Affairs	288	50.4%	21.7%	27.9%	1

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	584,495	71.2%	13.3%	15.5%	12,078
Department of Agriculture	42,905	69.8%	13.0%	17.1%	346
Departmental Administration - ASA	766	73.3%	11.6%	15.1%	12
Farm Production and Conservation	14,446	71.2%	13.5%	15.4%	90
Food Safety	4,172	75.1%	11.9%	12.9%	32
Food, Nutrition and Consumer Services	932	74.5%	10.9%	14.6%	6
HQ Office	1,346	63.9%	12.6%	23.5%	20
Marketing & Regulatory Programs	4,317	69.2%	12.7%	18.1%	29
Natural Resources and Environment	9,736	66.4%	13.7%	19.8%	98
Research, Education and Economics	4,329	71.8%	12.3%	15.9%	32
Rural Development	2,576	70.8%	12.7%	16.4%	24
Trade and Foreign Agricultural Affairs	285	57.1%	16.2%	26.7%	3

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	596,010	76.3%	12.5%	11.2%
Department of Agriculture	43,167	76.2%	12.8%	10.9%
Departmental Administration - ASA	775	75.3%	13.8%	10.9%
Farm Production and Conservation	14,511	81.5%	10.4%	8.1%
Food Safety	4,191	71.9%	15.6%	12.5%
Food, Nutrition and Consumer Services	941	78.2%	12.1%	9.7%
HQ Office	1,369	76.4%	11.5%	12.1%
Marketing & Regulatory Programs	4,334	76.9%	12.3%	10.8%
Natural Resources and Environment	9,819	73.2%	14.2%	12.6%
Research, Education and Economics	4,346	78.4%	12.2%	9.4%
Rural Development	2,592	71.1%	14.6%	14.3%
Trade and Foreign Agricultural Affairs	289	76.2%	11.5%	12.3%

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	575,379	42.1%	25.9%	32.1%	20,045
Department of Agriculture	41,920	31.2%	26.8%	42.0%	1,230
Departmental Administration - ASA	752	41.3%	24.6%	34.2%	23
Farm Production and Conservation	14,102	30.0%	29.1%	40.9%	401
Food Safety	4,026	37.7%	33.6%	28.8%	161
Food, Nutrition and Consumer Services	892	36.8%	24.7%	38.5%	43
HQ Office	1,294	32.8%	24.2%	43.0%	73
Marketing & Regulatory Programs	4,215	39.2%	26.5%	34.2%	124
Natural Resources and Environment	9,652	27.6%	23.8%	48.6%	162
Research, Education and Economics	4,218	31.7%	24.9%	43.4%	134
Rural Development	2,491	20.3%	26.2%	53.5%	100
Trade and Foreign Agricultural Affairs	278	42.8%	19.2%	38.0%	9

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	556,796	37.5%	28.3%	34.3%	37,646
Department of Agriculture	40,788	33.9%	30.2%	35.9%	2,314
Departmental Administration - ASA	714	33.3%	32.3%	34.4%	62
Farm Production and Conservation	13,872	35.0%	30.6%	34.4%	612
Food Safety	3,969	39.3%	32.5%	28.2%	229
Food, Nutrition and Consumer Services	851	41.5%	29.1%	29.4%	87
HQ Office	1,271	32.7%	28.8%	38.5%	95
Marketing & Regulatory Programs	4,038	34.7%	29.5%	35.8%	293
Natural Resources and Environment	9,264	28.5%	30.2%	41.4%	531
Research, Education and Economics	4,101	42.9%	27.3%	29.8%	237
Rural Development	2,439	28.3%	31.6%	40.1%	151
Trade and Foreign Agricultural Affairs	269	37.7%	24.7%	37.6%	17

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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	538,448	32.4%	28.2%	39.4%	56,413
Department of Agriculture	39,922	28.2%	28.9%	42.9%	3,214
Departmental Administration - ASA	694	32.8%	31.0%	36.2%	82
Farm Production and Conservation	13,615	30.9%	30.9%	38.2%	872
Food Safety	3,926	32.7%	30.8%	36.6%	272
Food, Nutrition and Consumer Services	828	35.2%	26.7%	38.1%	113
HQ Office	1,216	30.0%	26.4%	43.6%	151
Marketing & Regulatory Programs	3,970	32.8%	27.6%	39.6%	364
Natural Resources and Environment	9,106	20.8%	26.8%	52.3%	714
Research, Education and Economics	3,914	33.1%	29.9%	37.1%	426
Rural Development	2,386	24.2%	28.9%	46.9%	198
Trade and Foreign Agricultural Affairs	267	33.5%	25.4%	41.0%	22

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	561,187	37.6%	28.5%	33.9%	34,106
Department of Agriculture	41,095	32.8%	30.5%	36.7%	2,075
Departmental Administration - ASA	721	36.8%	31.4%	31.8%	55
Farm Production and Conservation	13,945	36.0%	31.9%	32.1%	545
Food Safety	4,017	38.6%	30.6%	30.8%	190
Food, Nutrition and Consumer Services	878	38.4%	30.2%	31.5%	61
HQ Office	1,283	31.2%	26.6%	42.2%	85
Marketing & Regulatory Programs	4,110	36.7%	29.3%	34.0%	228
Natural Resources and Environment	9,307	25.6%	29.4%	45.0%	519
Research, Education and Economics	4,106	37.7%	31.1%	31.1%	240
Rural Development	2,451	26.9%	32.1%	41.0%	141
Trade and Foreign Agricultural Affairs	277	34.2%	27.4%	38.3%	11

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	557,999	46.1%	24.7%	29.2%	37,127
Department of Agriculture	40,860	43.2%	25.8%	31.0%	2,276
Departmental Administration - ASA	728	48.3%	24.3%	27.4%	48
Farm Production and Conservation	13,900	48.0%	25.4%	26.6%	585
Food Safety	4,005	45.0%	27.8%	27.1%	203
Food, Nutrition and Consumer Services	868	50.7%	24.0%	25.3%	70
HQ Office	1,270	39.0%	24.7%	36.3%	95
Marketing & Regulatory Programs	4,083	47.0%	24.0%	29.0%	256
Natural Resources and Environment	9,238	35.8%	25.9%	38.2%	571
Research, Education and Economics	4,113	49.3%	25.4%	25.3%	229
Rural Development	2,388	36.3%	28.1%	35.5%	198
Trade and Foreign Agricultural Affairs	267	50.0%	24.4%	25.6%	21

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,011	75.7%	12.9%	11.4%	2,454
Department of Agriculture	43,009	75.5%	13.4%	11.1%	171
Departmental Administration - ASA	771	74.3%	13.3%	12.5%	5
Farm Production and Conservation	14,481	81.2%	11.1%	7.7%	25
Food Safety	4,178	73.0%	15.2%	11.8%	31
Food, Nutrition and Consumer Services	936	74.0%	12.5%	13.6%	3
HQ Office	1,360	71.2%	13.4%	15.4%	7
Marketing & Regulatory Programs	4,313	75.7%	13.2%	11.1%	23
Natural Resources and Environment	9,779	73.0%	14.5%	12.6%	41
Research, Education and Economics	4,320	74.4%	14.5%	11.1%	28
Rural Development	2,582	71.7%	14.3%	14.0%	8
Trade and Foreign Agricultural Affairs	289	75.4%	12.5%	12.2%	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	573,295	56.5%	27.6%	16.0%	21,143
Department of Agriculture	42,033	53.4%	29.2%	17.4%	1,091
Departmental Administration - ASA	748	54.8%	27.2%	17.9%	24
Farm Production and Conservation	14,284	61.5%	26.4%	12.1%	213
Food Safety	4,026	55.1%	30.0%	14.9%	154
Food, Nutrition and Consumer Services	917	60.4%	25.6%	14.0%	22
HQ Office	1,316	51.1%	27.4%	21.5%	45
Marketing & Regulatory Programs	4,201	54.7%	29.2%	16.1%	137
Natural Resources and Environment	9,551	45.6%	31.5%	23.0%	259
Research, Education and Economics	4,186	50.2%	32.5%	17.4%	161
Rural Development	2,530	52.7%	27.8%	19.5%	63
Trade and Foreign Agricultural Affairs	274	53.7%	28.9%	17.3%	13

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

	N	Positive	Neutral	Negative
Governmentwide	594,870	83.7%	13.2%	3.1%
Department of Agriculture	43,178	84.1%	13.0%	2.8%
Departmental Administration - ASA	778	85.5%	12.2%	2.3%
Farm Production and Conservation	14,524	89.2%	9.4%	1.3%
Food Safety	4,203	80.1%	15.9%	4.0%
Food, Nutrition and Consumer Services	938	87.0%	10.2%	2.7%
HQ Office	1,369	87.2%	10.4%	2.4%
Marketing & Regulatory Programs	4,337	86.4%	11.3%	2.4%
Natural Resources and Environment	9,809	79.0%	16.9%	4.2%
Research, Education and Economics	4,344	87.3%	10.5%	2.2%
Rural Development	2,587	83.3%	14.2%	2.5%
Trade and Foreign Agricultural Affairs	289	85.7%	10.8%	3.5%

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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	590,167	80.1%	12.2%	7.7%	4,925
Department of Agriculture	42,869	79.0%	13.1%	7.9%	310
Departmental Administration - ASA	774	78.6%	12.3%	9.0%	4
Farm Production and Conservation	14,466	82.4%	11.6%	6.0%	58
Food Safety	4,163	79.2%	14.2%	6.6%	36
Food, Nutrition and Consumer Services	936	80.5%	10.8%	8.7%	5
HQ Office	1,358	78.3%	13.0%	8.6%	9
Marketing & Regulatory Programs	4,293	83.1%	11.2%	5.7%	43
Natural Resources and Environment	9,736	74.2%	14.9%	11.0%	75
Research, Education and Economics	4,293	82.1%	11.8%	6.1%	56
Rural Development	2,563	76.5%	14.2%	9.3%	23
Trade and Foreign Agricultural Affairs	287	77.1%	13.3%	9.6%	1

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	574,941	48.6%	24.1%	27.3%	12,568
Department of Agriculture	41,868	43.6%	26.5%	30.0%	845
Departmental Administration - ASA	754	43.5%	26.0%	30.5%	9
Farm Production and Conservation	14,217	46.6%	27.2%	26.2%	204
Food Safety	4,066	51.4%	27.5%	21.0%	101
Food, Nutrition and Consumer Services	897	47.0%	22.6%	30.4%	29
HQ Office	1,315	38.5%	24.4%	37.0%	35
Marketing & Regulatory Programs	4,193	46.6%	24.8%	28.5%	95
Natural Resources and Environment	9,483	37.0%	26.5%	36.5%	183
Research, Education and Economics	4,172	46.1%	25.9%	28.0%	129
Rural Development	2,496	39.7%	28.4%	32.0%	55
Trade and Foreign Agricultural Affairs	275	40.3%	22.5%	37.2%	5

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	576,931	52.9%	21.6%	25.4%	10,616
Department of Agriculture	42,003	46.5%	24.7%	28.8%	714
Departmental Administration - ASA	750	49.7%	22.1%	28.2%	12
Farm Production and Conservation	14,221	48.1%	26.0%	25.8%	180
Food Safety	4,070	48.4%	27.0%	24.6%	101
Food, Nutrition and Consumer Services	906	55.3%	21.3%	23.4%	20
HQ Office	1,324	44.0%	22.2%	33.8%	25
Marketing & Regulatory Programs	4,218	51.5%	21.9%	26.6%	77
Natural Resources and Environment	9,522	41.5%	24.5%	34.0%	148
Research, Education and Economics	4,217	51.7%	24.0%	24.3%	89
Rural Development	2,495	40.0%	25.1%	34.9%	59
Trade and Foreign Agricultural Affairs	280	52.2%	19.4%	28.4%	3

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	567,767	42.6%	28.0%	29.4%	17,382
Department of Agriculture	41,479	35.8%	31.3%	32.8%	1,059
Departmental Administration - ASA	734	38.0%	30.1%	31.9%	20
Farm Production and Conservation	14,058	34.4%	34.0%	31.6%	293
Food Safety	4,019	37.1%	33.0%	29.9%	133
Food, Nutrition and Consumer Services	892	47.7%	25.7%	26.6%	32
HQ Office	1,299	35.7%	27.5%	36.8%	46
Marketing & Regulatory Programs	4,146	41.4%	28.4%	30.2%	115
Natural Resources and Environment	9,412	32.1%	31.0%	36.9%	212
Research, Education and Economics	4,186	46.1%	27.6%	26.3%	118
Rural Development	2,459	29.0%	33.2%	37.8%	85
Trade and Foreign Agricultural Affairs	274	36.2%	25.8%	38.1%	5

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	546,809	26.5%	29.0%	44.6%	40,162
Department of Agriculture	40,426	20.5%	29.0%	50.5%	2,235
Departmental Administration - ASA	707	25.0%	31.5%	43.6%	57
Farm Production and Conservation	13,886	24.2%	30.5%	45.3%	516
Food Safety	3,966	23.7%	30.8%	45.5%	190
Food, Nutrition and Consumer Services	837	25.2%	34.0%	40.8%	88
HQ Office	1,254	23.0%	26.7%	50.3%	87
Marketing & Regulatory Programs	3,971	20.6%	29.5%	49.9%	307
Natural Resources and Environment	9,106	11.9%	26.5%	61.7%	552
Research, Education and Economics	4,052	31.6%	28.8%	39.5%	255
Rural Development	2,381	18.5%	29.7%	51.8%	168
Trade and Foreign Agricultural Affairs	266	21.9%	32.6%	45.5%	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	544,654	58.2%	27.5%	14.3%	42,678
Department of Agriculture	40,921	60.6%	26.0%	13.4%	1,799
Departmental Administration - ASA	706	52.5%	28.4%	19.1%	58
Farm Production and Conservation	13,948	66.9%	24.8%	8.3%	470
Food Safety	4,001	64.7%	24.9%	10.4%	173
Food, Nutrition and Consumer Services	888	67.7%	19.1%	13.3%	38
HQ Office	1,264	54.3%	25.6%	20.1%	86
Marketing & Regulatory Programs	4,073	60.9%	25.0%	14.1%	214
Natural Resources and Environment	9,288	53.6%	28.5%	17.9%	371
Research, Education and Economics	4,110	66.9%	22.7%	10.4%	199
Rural Development	2,380	52.4%	29.5%	18.1%	171
Trade and Foreign Agricultural Affairs	263	55.6%	26.1%	18.3%	19

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,210	77.1%	13.0%	9.9%	8,065
Department of Agriculture	42,370	76.1%	13.9%	10.0%	419
Departmental Administration - ASA	739	71.2%	16.7%	12.1%	25
Farm Production and Conservation	14,360	80.9%	12.1%	7.0%	81
Food Safety	4,148	69.2%	17.5%	13.3%	29
Food, Nutrition and Consumer Services	908	74.1%	15.6%	10.3%	23
HQ Office	1,310	61.3%	18.5%	20.1%	40
Marketing & Regulatory Programs	4,245	77.6%	13.2%	9.3%	49
Natural Resources and Environment	9,612	76.7%	13.9%	9.5%	65
Research, Education and Economics	4,258	82.4%	10.6%	7.0%	55
Rural Development	2,523	63.2%	17.8%	19.0%	36
Trade and Foreign Agricultural Affairs	267	69.8%	15.3%	14.9%	16

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,765	79.7%	12.4%	7.9%	5,675
Department of Agriculture	42,240	73.1%	16.2%	10.7%	412
Departmental Administration - ASA	751	70.7%	15.9%	13.4%	13
Farm Production and Conservation	14,312	77.7%	14.2%	8.1%	84
Food Safety	4,125	75.8%	16.0%	8.3%	38
Food, Nutrition and Consumer Services	916	82.1%	10.5%	7.4%	7
HQ Office	1,326	72.4%	16.0%	11.6%	20
Marketing & Regulatory Programs	4,227	75.8%	14.7%	9.6%	51
Natural Resources and Environment	9,537	66.4%	19.1%	14.5%	108
Research, Education and Economics	4,251	76.5%	14.8%	8.7%	53
Rural Development	2,519	69.1%	18.1%	12.8%	33
Trade and Foreign Agricultural Affairs	276	77.2%	14.2%	8.6%	5

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	555,270	55.8%	21.6%	22.7%	32,366
Department of Agriculture	40,609	55.3%	22.7%	21.9%	2,140
Departmental Administration - ASA	703	51.6%	23.4%	25.0%	61
Farm Production and Conservation	13,901	63.3%	20.9%	15.7%	522
Food Safety	4,002	58.6%	22.3%	19.2%	169
Food, Nutrition and Consumer Services	860	53.8%	21.6%	24.6%	65
HQ Office	1,264	43.5%	24.8%	31.7%	87
Marketing & Regulatory Programs	4,017	54.0%	22.4%	23.6%	272
Natural Resources and Environment	9,152	48.1%	24.7%	27.2%	523
Research, Education and Economics	4,042	62.2%	21.2%	16.6%	270
Rural Development	2,405	49.4%	24.5%	26.1%	152
Trade and Foreign Agricultural Affairs	263	49.0%	19.6%	31.4%	19

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	537,812	69.8%	17.8%	12.3%	48,230
Department of Agriculture	39,808	69.9%	17.9%	12.2%	2,826
Departmental Administration - ASA	686	61.7%	22.7%	15.6%	76
Farm Production and Conservation	13,688	78.2%	14.8%	7.0%	706
Food Safety	3,913	70.7%	18.4%	10.9%	253
Food, Nutrition and Consumer Services	829	66.5%	15.7%	17.8%	96
HQ Office	1,208	56.4%	21.8%	21.8%	140
Marketing & Regulatory Programs	3,927	69.1%	18.4%	12.6%	346
Natural Resources and Environment	9,002	63.7%	19.6%	16.6%	641
Research, Education and Economics	3,976	75.7%	16.0%	8.3%	318
Rural Development	2,330	65.1%	21.3%	13.5%	219
Trade and Foreign Agricultural Affairs	249	66.1%	15.5%	18.3%	31

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	578,380	77.1%	15.5%	7.3%	9,212
Department of Agriculture	42,028	72.1%	19.0%	8.9%	725
Departmental Administration - ASA	741	72.3%	19.4%	8.2%	22
Farm Production and Conservation	14,269	77.6%	16.8%	5.6%	153
Food Safety	4,122	77.6%	15.8%	6.6%	49
Food, Nutrition and Consumer Services	913	81.8%	13.0%	5.3%	15
HQ Office	1,311	73.4%	18.3%	8.4%	41
Marketing & Regulatory Programs	4,214	78.4%	15.1%	6.5%	78
Natural Resources and Environment	9,500	59.4%	25.0%	15.6%	177
Research, Education and Economics	4,184	78.8%	16.3%	4.9%	129
Rural Development	2,496	73.5%	18.6%	7.9%	56
Trade and Foreign Agricultural Affairs	278	80.2%	14.7%	5.1%	5

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

	N	Positive	Neutral	Negative
Governmentwide	587,300	66.3%	19.2%	14.5%
Department of Agriculture	42,747	62.2%	21.4%	16.4%
Departmental Administration - ASA	766	52.4%	22.6%	25.0%
Farm Production and Conservation	14,433	68.6%	19.1%	12.2%
Food Safety	4,166	69.8%	18.2%	12.0%
Food, Nutrition and Consumer Services	931	62.7%	20.8%	16.5%
HQ Office	1,349	51.9%	23.8%	24.3%
Marketing & Regulatory Programs	4,287	62.2%	21.8%	16.0%
Natural Resources and Environment	9,663	56.9%	23.2%	19.8%
Research, Education and Economics	4,312	62.6%	21.1%	16.3%
Rural Development	2,558	52.5%	26.8%	20.7%
Trade and Foreign Agricultural Affairs	282	58.8%	23.1%	18.2%

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	544,742	41.0%	27.6%	31.4%	42,737
Department of Agriculture	39,692	37.0%	29.0%	34.0%	3,061
Departmental Administration - ASA	712	36.5%	26.5%	37.0%	55
Farm Production and Conservation	13,508	41.9%	30.0%	28.2%	927
Food Safety	3,863	49.5%	27.7%	22.8%	301
Food, Nutrition and Consumer Services	865	41.2%	25.5%	33.3%	66
HQ Office	1,242	38.4%	23.0%	38.6%	109
Marketing & Regulatory Programs	3,995	41.1%	26.0%	32.9%	296
Natural Resources and Environment	8,913	25.3%	30.3%	44.5%	748
Research, Education and Economics	3,969	38.9%	29.7%	31.4%	342
Rural Development	2,364	36.5%	30.4%	33.0%	195
Trade and Foreign Agricultural Affairs	261	35.9%	33.4%	30.8%	22

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,867	81.4%	9.5%	9.1%	2,968
Department of Agriculture	42,453	82.9%	8.9%	8.2%	183
Departmental Administration - ASA	761	79.3%	10.3%	10.4%	6
Farm Production and Conservation	14,367	87.8%	7.0%	5.2%	43
Food Safety	4,134	76.0%	13.0%	11.0%	21
Food, Nutrition and Consumer Services	929	85.4%	7.2%	7.3%	1
HQ Office	1,335	79.2%	9.6%	11.3%	6
Marketing & Regulatory Programs	4,244	82.3%	9.0%	8.7%	27
Natural Resources and Environment	9,590	81.7%	8.9%	9.4%	38
Research, Education and Economics	4,273	84.9%	8.6%	6.5%	27
Rural Development	2,539	81.1%	9.1%	9.8%	12
Trade and Foreign Agricultural Affairs	281	81.6%	9.2%	9.2%	2

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,607	69.7%	15.7%	14.6%	2,971
Department of Agriculture	42,426	71.1%	16.0%	12.9%	176
Departmental Administration - ASA	760	72.6%	14.5%	12.9%	5
Farm Production and Conservation	14,353	74.0%	15.8%	10.1%	51
Food Safety	4,132	68.2%	18.9%	12.9%	20
Food, Nutrition and Consumer Services	926	73.8%	12.6%	13.6%	2
HQ Office	1,339	67.3%	16.1%	16.6%	5
Marketing & Regulatory Programs	4,251	70.6%	16.2%	13.2%	22
Natural Resources and Environment	9,576	70.2%	14.9%	14.9%	40
Research, Education and Economics	4,282	71.7%	16.0%	12.3%	14
Rural Development	2,528	68.5%	18.3%	13.2%	14
Trade and Foreign Agricultural Affairs	279	70.9%	16.4%	12.7%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	579,577	66.9%	16.9%	16.2%	5,597
Department of Agriculture	42,367	67.4%	16.8%	15.8%	231
Departmental Administration - ASA	761	69.9%	15.3%	14.8%	6
Farm Production and Conservation	14,334	69.2%	17.2%	13.6%	59
Food Safety	4,125	70.8%	16.4%	12.8%	22
Food, Nutrition and Consumer Services	925	70.8%	13.5%	15.7%	3
HQ Office	1,335	64.1%	17.0%	18.9%	9
Marketing & Regulatory Programs	4,247	68.0%	16.4%	15.6%	26
Natural Resources and Environment	9,550	63.4%	17.6%	19.0%	69
Research, Education and Economics	4,279	70.4%	15.3%	14.2%	17
Rural Development	2,530	67.2%	16.6%	16.2%	18
Trade and Foreign Agricultural Affairs	281	59.3%	19.3%	21.4%	2

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	541,790	70.9%	20.2%	8.9%	43,452
Department of Agriculture	40,150	73.3%	19.3%	7.4%	2,453
Departmental Administration - ASA	715	71.9%	19.8%	8.4%	49
Farm Production and Conservation	13,827	76.3%	18.1%	5.7%	570
Food Safety	3,901	72.6%	19.9%	7.5%	249
Food, Nutrition and Consumer Services	864	78.2%	13.3%	8.5%	63
HQ Office	1,233	68.6%	20.9%	10.4%	111
Marketing & Regulatory Programs	3,969	73.4%	19.3%	7.3%	304
Natural Resources and Environment	8,940	70.4%	20.7%	9.0%	684
Research, Education and Economics	4,044	76.2%	17.6%	6.2%	249
Rural Development	2,397	71.9%	20.5%	7.6%	153
Trade and Foreign Agricultural Affairs	260	70.3%	18.4%	11.3%	21

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,583	65.8%	18.0%	16.1%	3,047
Department of Agriculture	42,476	65.9%	18.9%	15.2%	163
Departmental Administration - ASA	761	67.8%	16.8%	15.4%	3
Farm Production and Conservation	14,364	69.1%	18.0%	13.0%	42
Food Safety	4,141	70.6%	17.1%	12.3%	15
Food, Nutrition and Consumer Services	925	68.5%	15.1%	16.4%	4
HQ Office	1,340	64.0%	19.1%	16.9%	4
Marketing & Regulatory Programs	4,256	67.1%	18.2%	14.7%	20
Natural Resources and Environment	9,574	60.0%	20.9%	19.0%	49
Research, Education and Economics	4,295	68.1%	19.0%	12.9%	11
Rural Development	2,537	66.1%	19.5%	14.4%	15
Trade and Foreign Agricultural Affairs	283	58.2%	20.0%	21.7%	0

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	577,503	69.6%	16.3%	14.1%	8,068
Department of Agriculture	42,104	70.4%	17.0%	12.6%	518
Departmental Administration - ASA	751	70.4%	15.7%	13.9%	10
Farm Production and Conservation	14,285	74.8%	15.9%	9.3%	111
Food Safety	4,093	69.0%	18.6%	12.4%	59
Food, Nutrition and Consumer Services	914	73.9%	14.3%	11.8%	15
HQ Office	1,324	63.6%	19.0%	17.4%	21
Marketing & Regulatory Programs	4,217	70.4%	16.1%	13.5%	59
Natural Resources and Environment	9,503	67.9%	17.3%	14.8%	125
Research, Education and Economics	4,223	70.3%	17.6%	12.1%	79
Rural Development	2,515	68.2%	18.1%	13.7%	35
Trade and Foreign Agricultural Affairs	279	71.1%	16.4%	12.5%	4

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

	N	Positive	Neutral	Negative
Governmentwide	584,389	78.8%	10.9%	10.3%
Department of Agriculture	42,521	79.6%	10.9%	9.5%
Departmental Administration - ASA	761	79.4%	10.1%	10.5%
Farm Production and Conservation	14,378	81.4%	10.8%	7.8%
Food Safety	4,136	80.1%	11.1%	8.9%
Food, Nutrition and Consumer Services	926	80.7%	9.9%	9.4%
HQ Office	1,337	78.1%	10.0%	11.9%
Marketing & Regulatory Programs	4,263	79.9%	10.8%	9.3%
Natural Resources and Environment	9,596	77.7%	11.2%	11.1%
Research, Education and Economics	4,302	81.1%	10.5%	8.4%
Rural Development	2,541	78.2%	11.5%	10.3%
Trade and Foreign Agricultural Affairs	281	74.5%	13.3%	12.2%

Department of Agriculture 1st Level Subagency Comparison Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	584,328	83.7%	8.8%	7.5%
Department of Agriculture	42,514	84.0%	9.0%	6.9%
Departmental Administration - ASA	760	82.7%	9.7%	7.6%
Farm Production and Conservation	14,379	85.7%	8.8%	5.5%
Food Safety	4,141	84.8%	8.9%	6.3%
Food, Nutrition and Consumer Services	926	85.0%	7.5%	7.4%
HQ Office	1,335	83.0%	8.8%	8.2%
Marketing & Regulatory Programs	4,258	84.9%	8.3%	6.8%
Natural Resources and Environment	9,592	81.9%	9.6%	8.4%
Research, Education and Economics	4,302	85.1%	8.2%	6.8%
Rural Development	2,540	82.9%	10.4%	6.7%
Trade and Foreign Agricultural Affairs	281	81.7%	9.8%	8.5%

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

	N	Positive	Neutral	Negative
Governmentwide	584,446	81.3%	8.8%	9.9%
Department of Agriculture	42,521	86.8%	6.7%	6.4%
Departmental Administration - ASA	762	88.0%	5.8%	6.2%
Farm Production and Conservation	14,379	87.7%	6.6%	5.8%
Food Safety	4,140	87.1%	7.8%	5.1%
Food, Nutrition and Consumer Services	922	91.8%	4.2%	4.0%
HQ Office	1,336	87.5%	6.5%	6.0%
Marketing & Regulatory Programs	4,260	89.1%	6.1%	4.8%
Natural Resources and Environment	9,601	83.7%	7.4%	8.9%
Research, Education and Economics	4,300	90.8%	4.9%	4.3%
Rural Development	2,541	86.3%	6.9%	6.7%
Trade and Foreign Agricultural Affairs	280	83.3%	4.4%	12.3%

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	584,288	70.9%	14.8%	14.3%
Department of Agriculture	42,509	70.6%	15.3%	14.1%
Departmental Administration - ASA	762	69.6%	14.5%	15.9%
Farm Production and Conservation	14,378	73.4%	15.1%	11.5%
Food Safety	4,140	72.4%	14.5%	13.1%
Food, Nutrition and Consumer Services	923	71.9%	13.4%	14.7%
HQ Office	1,335	66.6%	15.6%	17.8%
Marketing & Regulatory Programs	4,263	71.7%	14.8%	13.5%
Natural Resources and Environment	9,595	67.2%	15.9%	16.9%
Research, Education and Economics	4,296	73.6%	14.7%	11.7%
Rural Development	2,537	68.4%	17.3%	14.4%
Trade and Foreign Agricultural Affairs	280	63.9%	15.4%	20.8%

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

	N	Positive	Neutral	Negative
Governmentwide	583,956	73.2%	16.3%	10.5%
Department of Agriculture	42,526	72.9%	16.8%	10.3%
Departmental Administration - ASA	764	71.6%	16.8%	11.6%
Farm Production and Conservation	14,381	75.3%	16.2%	8.5%
Food Safety	4,139	75.2%	15.2%	9.6%
Food, Nutrition and Consumer Services	925	75.8%	13.8%	10.4%
HQ Office	1,338	71.1%	17.2%	11.6%
Marketing & Regulatory Programs	4,267	74.1%	16.1%	9.9%
Natural Resources and Environment	9,596	68.8%	18.9%	12.2%
Research, Education and Economics	4,297	76.8%	14.6%	8.6%
Rural Development	2,538	71.2%	17.4%	11.4%
Trade and Foreign Agricultural Affairs	281	68.1%	17.0%	14.8%

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	567,230	43.8%	24.4%	31.8%	13,636
Department of Agriculture	41,183	34.7%	27.3%	38.0%	1,154
Departmental Administration - ASA	750	40.5%	21.9%	37.6%	13
Farm Production and Conservation	13,954	38.7%	29.6%	31.6%	368
Food Safety	3,919	43.4%	28.9%	27.7%	197
Food, Nutrition and Consumer Services	901	42.5%	22.5%	35.1%	19
HQ Office	1,301	32.8%	22.3%	44.9%	26
Marketing & Regulatory Programs	4,110	38.3%	25.1%	36.6%	123
Natural Resources and Environment	9,367	25.2%	26.1%	48.7%	181
Research, Education and Economics	4,139	37.4%	29.2%	33.4%	155
Rural Development	2,471	33.7%	27.7%	38.6%	65
Trade and Foreign Agricultural Affairs	271	36.8%	26.4%	36.9%	7

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	544,502	55.2%	23.5%	21.3%	36,194
Department of Agriculture	39,193	44.5%	29.1%	26.4%	3,104
Departmental Administration - ASA	692	47.7%	28.0%	24.3%	70
Farm Production and Conservation	13,296	50.8%	31.0%	18.3%	1,019
Food Safety	3,734	50.5%	30.5%	19.0%	377
Food, Nutrition and Consumer Services	866	47.9%	25.6%	26.5%	53
HQ Office	1,229	42.5%	25.9%	31.6%	96
Marketing & Regulatory Programs	3,878	47.5%	27.8%	24.8%	351
Natural Resources and Environment	9,001	33.4%	27.7%	38.9%	536
Research, Education and Economics	3,888	52.1%	29.4%	18.5%	402
Rural Development	2,348	44.4%	30.2%	25.4%	185
Trade and Foreign Agricultural Affairs	261	41.0%	29.6%	29.3%	15

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	550,669	69.5%	19.0%	11.5%	27,951
Department of Agriculture	40,059	67.7%	21.6%	10.7%	2,084
Departmental Administration - ASA	707	66.6%	22.1%	11.2%	48
Farm Production and Conservation	13,645	72.8%	20.0%	7.2%	624
Food Safety	3,926	70.8%	19.7%	9.5%	175
Food, Nutrition and Consumer Services	867	70.9%	18.2%	10.9%	47
HQ Office	1,251	61.7%	21.4%	16.8%	76
Marketing & Regulatory Programs	3,955	69.0%	20.2%	10.9%	253
Natural Resources and Environment	9,008	61.2%	24.9%	14.0%	484
Research, Education and Economics	4,049	71.7%	19.5%	8.8%	227
Rural Development	2,389	65.9%	22.4%	11.7%	135
Trade and Foreign Agricultural Affairs	262	57.8%	28.0%	14.1%	15

56. Managers communicate the goals of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	571,368	63.5%	19.2%	17.2%	8,104
Department of Agriculture	41,505	61.7%	21.5%	16.8%	705
Departmental Administration - ASA	751	62.4%	17.0%	20.6%	7
Farm Production and Conservation	14,084	66.0%	21.2%	12.9%	199
Food Safety	3,999	67.5%	20.1%	12.3%	113
Food, Nutrition and Consumer Services	911	70.1%	16.0%	13.8%	7
HQ Office	1,310	55.4%	22.7%	22.0%	20
Marketing & Regulatory Programs	4,139	62.2%	20.8%	17.0%	87
Natural Resources and Environment	9,403	55.4%	23.1%	21.6%	105
Research, Education and Economics	4,171	62.4%	22.0%	15.6%	105
Rural Development	2,463	61.7%	20.6%	17.7%	61
Trade and Foreign Agricultural Affairs	274	52.5%	25.4%	22.0%	1

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	543,193	62.7%	22.5%	14.8%	37,034
Department of Agriculture	39,451	59.9%	25.3%	14.9%	2,835
Departmental Administration - ASA	713	58.3%	23.4%	18.3%	50
Farm Production and Conservation	13,690	66.3%	23.5%	10.2%	622
Food Safety	3,758	63.1%	25.5%	11.4%	358
Food, Nutrition and Consumer Services	867	68.5%	20.6%	10.8%	52
HQ Office	1,202	54.5%	25.0%	20.5%	124
Marketing & Regulatory Programs	3,858	60.4%	24.4%	15.2%	374
Natural Resources and Environment	8,842	51.9%	27.8%	20.3%	685
Research, Education and Economics	3,898	62.1%	24.8%	13.1%	389
Rural Development	2,370	60.5%	24.9%	14.6%	158
Trade and Foreign Agricultural Affairs	253	51.8%	25.5%	22.7%	23

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	560,913	56.2%	21.3%	22.5%	19,879
Department of Agriculture	40,816	53.1%	23.6%	23.3%	1,516
Departmental Administration - ASA	739	52.6%	20.3%	27.0%	19
Farm Production and Conservation	13,945	58.5%	23.2%	18.3%	391
Food Safety	3,849	55.2%	25.6%	19.2%	265
Food, Nutrition and Consumer Services	893	60.6%	17.6%	21.8%	25
HQ Office	1,284	46.3%	21.7%	32.0%	45
Marketing & Regulatory Programs	4,072	52.7%	23.1%	24.2%	167
Natural Resources and Environment	9,275	48.1%	24.0%	27.9%	262
Research, Education and Economics	4,049	53.5%	24.1%	22.4%	241
Rural Development	2,440	51.5%	24.1%	24.5%	94
Trade and Foreign Agricultural Affairs	270	46.4%	23.2%	30.3%	7

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	557,064	59.9%	21.1%	19.0%	19,964
Department of Agriculture	40,601	58.1%	23.1%	18.8%	1,503
Departmental Administration - ASA	734	55.5%	22.2%	22.2%	20
Farm Production and Conservation	13,901	63.0%	22.5%	14.5%	367
Food Safety	3,796	56.6%	26.0%	17.3%	286
Food, Nutrition and Consumer Services	897	62.7%	18.6%	18.7%	20
HQ Office	1,260	51.5%	20.4%	28.1%	50
Marketing & Regulatory Programs	4,037	57.7%	23.0%	19.3%	174
Natural Resources and Environment	9,246	55.5%	22.8%	21.6%	256
Research, Education and Economics	4,045	60.2%	23.1%	16.7%	219
Rural Development	2,415	52.6%	25.6%	21.8%	104
Trade and Foreign Agricultural Affairs	270	51.7%	21.1%	27.1%	7

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	548,557	61.5%	22.1%	16.4%	31,186
Department of Agriculture	39,912	57.9%	24.7%	17.5%	2,349
Departmental Administration - ASA	711	60.5%	23.5%	16.0%	49
Farm Production and Conservation	13,691	62.3%	24.3%	13.4%	632
Food Safety	3,775	64.7%	20.8%	14.5%	344
Food, Nutrition and Consumer Services	874	65.6%	18.0%	16.4%	42
HQ Office	1,252	54.6%	23.7%	21.7%	74
Marketing & Regulatory Programs	3,945	59.8%	22.1%	18.1%	278
Natural Resources and Environment	9,087	49.9%	27.7%	22.3%	420
Research, Education and Economics	4,002	61.5%	23.3%	15.2%	278
Rural Development	2,311	54.3%	27.2%	18.4%	219
Trade and Foreign Agricultural Affairs	264	52.0%	30.5%	17.5%	13

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	570,532	56.4%	23.1%	20.5%	8,837
Department of Agriculture	41,402	46.9%	27.3%	25.8%	836
Departmental Administration - ASA	748	46.6%	26.5%	26.9%	13
Farm Production and Conservation	13,981	52.8%	27.1%	20.1%	328
Food Safety	4,020	60.1%	23.8%	16.1%	92
Food, Nutrition and Consumer Services	911	51.0%	24.4%	24.7%	6
HQ Office	1,314	44.2%	25.1%	30.6%	11
Marketing & Regulatory Programs	4,140	49.7%	25.0%	25.3%	84
Natural Resources and Environment	9,358	34.7%	29.4%	35.9%	144
Research, Education and Economics	4,183	50.4%	28.0%	21.6%	102
Rural Development	2,474	46.7%	29.3%	24.0%	53
Trade and Foreign Agricultural Affairs	273	42.6%	31.7%	25.7%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	530,819	57.8%	24.9%	17.3%	48,407
Department of Agriculture	38,895	48.3%	27.1%	24.7%	3,322
Departmental Administration - ASA	720	40.0%	18.6%	41.4%	39
Farm Production and Conservation	13,140	52.6%	28.4%	19.0%	1,156
Food Safety	3,684	50.0%	29.3%	20.7%	430
Food, Nutrition and Consumer Services	867	50.9%	18.6%	30.4%	50
HQ Office	1,259	43.4%	23.8%	32.8%	62
Marketing & Regulatory Programs	3,829	47.0%	26.0%	27.0%	394
Natural Resources and Environment	8,921	45.0%	27.5%	27.5%	580
Research, Education and Economics	3,843	53.0%	26.1%	20.9%	440
Rural Development	2,373	42.8%	26.3%	30.9%	154
Trade and Foreign Agricultural Affairs	259	40.7%	21.4%	37.9%	17

Department of Agriculture

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My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	577,168	54.1%	22.2%	23.7%
Department of Agriculture	42,086	50.1%	23.9%	26.0%
Departmental Administration - ASA	758	45.6%	24.7%	29.7%
Farm Production and Conservation	14,277	52.5%	25.2%	22.3%
Food Safety	4,087	55.6%	23.2%	21.1%
Food, Nutrition and Consumer Services	916	48.9%	23.8%	27.3%
HQ Office	1,320	46.6%	21.5%	31.9%
Marketing & Regulatory Programs	4,205	51.3%	23.1%	25.6%
Natural Resources and Environment	9,464	45.7%	23.7%	30.6%
Research, Education and Economics	4,270	55.0%	22.3%	22.8%
Rural Development	2,516	43.9%	26.0%	30.1%
Trade and Foreign Agricultural Affairs	273	48.7%	24.2%	27.1%

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	577,134	51.0%	22.9%	26.1%
Department of Agriculture	42,089	44.7%	25.2%	30.1%
Departmental Administration - ASA	757	44.7%	24.8%	30.5%
Farm Production and Conservation	14,281	44.8%	26.2%	29.1%
Food Safety	4,087	54.8%	23.8%	21.4%
Food, Nutrition and Consumer Services	913	50.5%	21.1%	28.4%
HQ Office	1,322	41.6%	21.2%	37.2%
Marketing & Regulatory Programs	4,209	47.4%	24.4%	28.2%
Natural Resources and Environment	9,457	40.2%	25.9%	33.9%
Research, Education and Economics	4,270	47.2%	26.4%	26.3%
Rural Development	2,521	37.5%	23.5%	39.0%
Trade and Foreign Agricultural Affairs	272	51.4%	20.9%	27.7%

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	576,832	52.1%	23.0%	24.9%
Department of Agriculture	42,058	49.4%	24.6%	26.1%
Departmental Administration - ASA	758	48.8%	24.2%	27.0%
Farm Production and Conservation	14,278	50.8%	26.0%	23.2%
Food Safety	4,091	54.4%	22.2%	23.4%
Food, Nutrition and Consumer Services	913	57.0%	22.6%	20.4%
HQ Office	1,322	47.5%	23.9%	28.5%
Marketing & Regulatory Programs	4,205	52.1%	23.3%	24.6%
Natural Resources and Environment	9,441	44.4%	24.8%	30.8%
Research, Education and Economics	4,265	53.9%	24.0%	22.0%
Rural Development	2,513	44.7%	25.6%	29.7%
Trade and Foreign Agricultural Affairs	272	47.9%	23.6%	28.5%

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

	N	Positive	Neutral	Negative
Governmentwide	576,502	45.7%	29.0%	25.3%
Department of Agriculture	42,063	35.9%	31.9%	32.2%
Departmental Administration - ASA	757	34.1%	27.0%	39.0%
Farm Production and Conservation	14,269	38.7%	34.5%	26.8%
Food Safety	4,090	47.5%	30.8%	21.7%
Food, Nutrition and Consumer Services	916	38.9%	27.9%	33.1%
HQ Office	1,320	34.2%	25.7%	40.1%
Marketing & Regulatory Programs	4,211	39.1%	29.1%	31.8%
Natural Resources and Environment	9,449	27.4%	31.8%	40.8%
Research, Education and Economics	4,262	39.4%	33.2%	27.5%
Rural Development	2,516	32.3%	31.9%	35.8%
Trade and Foreign Agricultural Affairs	273	35.4%	30.4%	34.2%

Department of Agriculture 1st Level Subagency Comparison Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	576,188	38.4%	27.6%	34.1%
Department of Agriculture	42,008	36.3%	28.9%	34.8%
Departmental Administration - ASA	758	30.0%	31.8%	38.1%
Farm Production and Conservation	14,252	37.0%	30.6%	32.4%
Food Safety	4,083	50.1%	25.7%	24.2%
Food, Nutrition and Consumer Services	910	31.6%	29.9%	38.5%
HQ Office	1,322	29.1%	28.9%	42.0%
Marketing & Regulatory Programs	4,205	34.2%	28.2%	37.5%
Natural Resources and Environment	9,435	35.6%	27.9%	36.5%
Research, Education and Economics	4,259	31.8%	31.3%	36.9%
Rural Development	2,512	27.3%	29.0%	43.7%
Trade and Foreign Agricultural Affairs	272	35.8%	27.1%	37.1%

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

	N	Positive	Neutral	Negative
Governmentwide	576,705	55.7%	22.7%	21.6%
Department of Agriculture	42,064	54.2%	23.5%	22.2%
Departmental Administration - ASA	757	46.4%	26.1%	27.4%
Farm Production and Conservation	14,252	52.7%	25.1%	22.3%
Food Safety	4,096	63.9%	19.3%	16.8%
Food, Nutrition and Consumer Services	917	51.1%	22.9%	26.0%
HQ Office	1,326	49.3%	23.2%	27.6%
Marketing & Regulatory Programs	4,209	58.6%	22.6%	18.8%
Natural Resources and Environment	9,453	53.0%	23.1%	24.0%
Research, Education and Economics	4,264	55.6%	26.0%	18.4%
Rural Development	2,518	44.7%	25.1%	30.2%
Trade and Foreign Agricultural Affairs	272	57.7%	20.8%	21.4%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	576,774	68.3%	16.8%	14.9%
Department of Agriculture	42,079	66.7%	18.0%	15.3%
Departmental Administration - ASA	758	60.2%	19.9%	19.8%
Farm Production and Conservation	14,278	69.7%	17.8%	12.5%
Food Safety	4,091	73.4%	14.6%	12.0%
Food, Nutrition and Consumer Services	917	66.6%	15.2%	18.3%
HQ Office	1,324	60.1%	20.6%	19.3%
Marketing & Regulatory Programs	4,208	66.6%	19.0%	14.5%
Natural Resources and Environment	9,452	62.6%	18.8%	18.5%
Research, Education and Economics	4,268	68.9%	16.9%	14.3%
Rural Development	2,512	63.0%	20.3%	16.7%
Trade and Foreign Agricultural Affairs	271	65.4%	19.7%	14.9%

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

	N	Positive	Neutral	Negative
Governmentwide	576,483	62.6%	16.5%	20.9%
Department of Agriculture	42,067	59.5%	17.9%	22.6%
Departmental Administration - ASA	757	61.3%	19.8%	18.8%
Farm Production and Conservation	14,279	61.5%	17.8%	20.7%
Food Safety	4,090	64.1%	17.7%	18.2%
Food, Nutrition and Consumer Services	917	67.8%	16.6%	15.5%
HQ Office	1,322	65.6%	15.6%	18.8%
Marketing & Regulatory Programs	4,208	59.3%	17.5%	23.2%
Natural Resources and Environment	9,449	55.0%	18.3%	26.7%
Research, Education and Economics	4,259	58.3%	17.9%	23.8%
Rural Development	2,513	59.4%	18.5%	22.1%
Trade and Foreign Agricultural Affairs	273	60.8%	20.2%	19.0%

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	574,352	60.4%	20.6%	19.1%
Department of Agriculture	41,901	54.9%	22.6%	22.5%
Departmental Administration - ASA	755	51.1%	22.2%	26.7%
Farm Production and Conservation	14,245	60.0%	22.3%	17.6%
Food Safety	4,049	64.8%	19.4%	15.8%
Food, Nutrition and Consumer Services	910	58.3%	19.2%	22.4%
HQ Office	1,309	48.0%	21.5%	30.5%
Marketing & Regulatory Programs	4,196	57.2%	21.6%	21.1%
Natural Resources and Environment	9,414	47.1%	24.2%	28.7%
Research, Education and Economics	4,241	55.8%	23.4%	20.8%
Rural Development	2,512	50.0%	24.3%	25.7%
Trade and Foreign Agricultural Affairs	270	56.5%	22.3%	21.2%

Work/Life

72. 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	574,372	14.9%	5.9%	15.2%	4.6%	2.0%
Department of Agriculture	41,875	21.8%	9.2%	15.3%	2.5%	1.8%
Departmental Administration - ASA	756	21.5%	16.8%	36.5%	1.3%	4.1%
Farm Production and Conservation	14,214	18.7%	6.0%	7.1%	1.1%	0.4%
Food Safety	4,043	7.6%	6.3%	6.1%	0.4%	1.6%
Food, Nutrition and Consumer Services	909	15.4%	9.1%	39.7%	17.5%	8.3%
HQ Office	1,319	12.1%	12.6%	31.2%	19.9%	5.3%
Marketing & Regulatory Programs	4,173	18.2%	10.2%	23.9%	2.3%	4.6%
Natural Resources and Environment	9,423	32.7%	10.1%	15.0%	2.6%	1.7%
Research, Education and Economics	4,254	21.9%	10.8%	20.9%	0.6%	0.2%
Rural Development	2,513	21.1%	15.8%	22.8%	1.4%	1.9%
Trade and Foreign Agricultural Affairs	271	29.6%	10.3%	30.2%	1.5%	2.1%

(continued)

Department of Agriculture 1st Level Subagency Comparison Report

Work/Life (continued)

72. 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	574,372	28.6%	3.9%	13.2%	11.6%
Department of Agriculture	41,875	23.2%	2.6%	6.8%	16.9%
Departmental Administration - ASA	756	3.4%	0.9%	4.3%	11.0%
Farm Production and Conservation	14,214	23.6%	4.9%	12.0%	26.3%
Food Safety	4,043	65.5%	1.0%	5.0%	6.5%
Food, Nutrition and Consumer Services	909	1.1%	0.3%	2.0%	6.5%
HQ Office	1,319	2.4%	0.7%	6.2%	9.6%
Marketing & Regulatory Programs	4,173	23.1%	1.9%	4.7%	11.1%
Natural Resources and Environment	9,423	18.0%	1.8%	4.6%	13.6%
Research, Education and Economics	4,254	17.3%	3.0%	3.4%	21.8%
Rural Development	2,513	2.2%	1.7%	9.1%	23.9%
Trade and Foreign Agricultural Affairs	271	6.9%	0.5%	5.7%	13.1%

73. How satisfied are you with the following Work/Life programs in your agency? Telework

					Choose Not to Participate	Not Available to Me	Unaware of Programs
	N	Positive	Neutral	Negative			
Governmentwide	369,986	62.0%	22.6%	15.4%	37,643	143,877	14,641
Department of Agriculture	27,560	38.0%	25.4%	36.6%	4,609	8,583	486
Departmental Administration - ASA	687	28.2%	14.8%	57.0%	42	17	2
Farm Production and Conservation	7,697	31.7%	33.5%	34.8%	2,280	3,951	118
Food Safety	1,433	31.6%	36.3%	32.1%	91	2,231	248
Food, Nutrition and Consumer Services	834	68.7%	9.2%	22.1%	35	12	0
HQ Office	1,170	53.2%	11.7%	35.2%	53	57	4
Marketing & Regulatory Programs	3,134	34.7%	23.8%	41.5%	276	684	36
Natural Resources and Environment	7,343	42.4%	24.0%	33.5%	788	1,022	53
Research, Education and Economics	3,087	31.8%	26.2%	42.0%	682	428	18
Rural Development	1,947	36.1%	19.0%	44.9%	336	168	7
Trade and Foreign Agricultural Affairs	228	45.4%	15.5%	39.1%	26	13	0

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Work/Life (continued)

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	415,309	76.6%	15.1%	8.3%	59,915	78,301	14,950
Department of Agriculture	34,837	81.0%	12.4%	6.5%	2,133	3,799	718
Departmental Administration - ASA	619	60.1%	17.2%	22.7%	51	71	8
Farm Production and Conservation	12,926	87.4%	8.6%	4.0%	685	355	130
Food Safety	1,636	61.3%	28.6%	10.1%	71	2,050	255
Food, Nutrition and Consumer Services	853	88.6%	6.1%	5.3%	45	4	0
HQ Office	1,073	74.4%	11.0%	14.7%	121	106	6
Marketing & Regulatory Programs	3,307	70.2%	19.8%	10.0%	258	495	87
Natural Resources and Environment	8,660	85.5%	9.7%	4.8%	207	345	97
Research, Education and Economics	3,281	71.6%	19.0%	9.4%	515	297	117
Rural Development	2,271	82.3%	11.3%	6.5%	142	59	17
Trade and Foreign Agricultural Affairs	211	74.4%	15.3%	10.3%	38	17	1

75. 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	456,532	65.3%	24.4%	10.3%	43,322	42,843	31,923
Department of Agriculture	28,636	60.5%	27.2%	12.3%	2,442	7,059	3,799
Departmental Administration - ASA	513	41.7%	33.7%	24.6%	53	128	61
Farm Production and Conservation	7,794	43.2%	37.8%	19.0%	800	3,557	2,081
Food Safety	1,731	43.3%	41.0%	15.7%	158	1,545	614
Food, Nutrition and Consumer Services	796	71.6%	22.0%	6.4%	47	55	15
HQ Office	1,045	65.9%	24.7%	9.5%	95	103	74
Marketing & Regulatory Programs	3,023	55.8%	31.3%	12.9%	280	609	280
Natural Resources and Environment	8,693	75.8%	16.5%	7.7%	422	186	137
Research, Education and Economics	3,342	59.3%	28.7%	12.0%	387	303	227
Rural Development	1,491	47.1%	36.6%	16.3%	157	568	294
Trade and Foreign Agricultural Affairs	208	69.9%	22.8%	7.3%	43	5	16

Department of Agriculture 1st Level Subagency Comparison Report

Work/Life (continued)

76. 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	383,295	52.7%	41.2%	6.1%	130,354	12,016	49,569
Department of Agriculture	29,676	49.0%	44.5%	6.5%	8,395	894	3,025
Departmental Administration - ASA	534	44.1%	47.6%	8.2%	138	20	64
Farm Production and Conservation	9,541	44.9%	50.2%	5.0%	3,067	372	1,281
Food Safety	2,976	48.2%	46.2%	5.6%	629	173	295
Food, Nutrition and Consumer Services	660	57.4%	37.4%	5.2%	198	9	44
HQ Office	883	50.5%	42.5%	7.0%	292	21	124
Marketing & Regulatory Programs	2,955	50.1%	43.4%	6.5%	809	125	307
Natural Resources and Environment	7,467	53.6%	38.8%	7.7%	1,631	43	289
Research, Education and Economics	2,812	45.1%	47.7%	7.3%	1,046	64	333
Rural Development	1,703	44.7%	49.2%	6.2%	493	62	257
Trade and Foreign Agricultural Affairs	145	44.4%	49.5%	6.1%	92	5	31

77. 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, flexible spending account)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	238,481	34.3%	57.5%	8.2%	184,554	75,622	76,697
Department of Agriculture	17,058	27.8%	63.0%	9.2%	10,692	8,012	6,251
Departmental Administration - ASA	347	27.0%	60.9%	12.2%	197	100	110
Farm Production and Conservation	5,987	30.1%	63.0%	6.9%	3,330	2,985	1,964
Food Safety	1,475	28.5%	64.4%	7.1%	739	1,116	736
Food, Nutrition and Consumer Services	400	33.1%	58.2%	8.8%	261	126	126
HQ Office	544	28.8%	62.4%	8.7%	324	202	250
Marketing & Regulatory Programs	1,745	27.2%	64.8%	7.9%	1,266	669	519
Natural Resources and Environment	3,729	25.8%	61.5%	12.7%	2,508	1,680	1,531
Research, Education and Economics	1,749	28.2%	62.4%	9.4%	1,363	602	545
Rural Development	974	24.3%	67.8%	7.9%	598	512	431
Trade and Foreign Agricultural Affairs	108	24.5%	65.4%	10.1%	106	20	39

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Work/Life (continued)

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	199,899	25.3%	68.2%	6.5%	175,184	69,762	130,111
Department of Agriculture	14,982	20.1%	71.9%	8.1%	10,453	7,230	9,318
Departmental Administration - ASA	313	22.5%	65.3%	12.2%	182	96	163
Farm Production and Conservation	5,234	20.8%	72.5%	6.7%	3,394	2,711	2,918
Food Safety	1,382	24.5%	68.4%	7.0%	727	1,023	933
Food, Nutrition and Consumer Services	334	23.8%	69.5%	6.7%	261	102	217
HQ Office	485	18.7%	70.9%	10.4%	279	193	363
Marketing & Regulatory Programs	1,557	19.8%	73.2%	6.9%	1,240	570	830
Natural Resources and Environment	3,201	17.6%	72.7%	9.8%	2,446	1,474	2,313
Research, Education and Economics	1,509	21.7%	70.4%	8.0%	1,285	545	917
Rural Development	880	17.0%	73.9%	9.0%	538	499	596
Trade and Foreign Agricultural Affairs	87	16.3%	81.0%	2.7%	101	17	68

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Demographic Questions

Where do you work?

	%
Headquarters	25.6%
Field	74.4%

What is your supervisory status?

	%
Non-Supervisor	63.7%
Team Leader	9.9%
Supervisor	20.0%
Manager	5.7%
Senior Leader	0.7%

Are you:

	%
Male	48.1%
Female	51.9%

Are you Hispanic or Latino?

	%
Yes	7.1%
No	92.9%

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

	%
American Indian or Alaska Native	1.8%
Asian	2.6%
Black or African American	9.5%
Native Hawaiian or Other Pacific Islander	0.4%
White	82.1%
Two or more races	3.6%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture

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Demographic Questions (continued)

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

	%
Less than High School	0.1%
High School Diploma/GED or equivalent	6.3%
Trade or Technical Certificate	2.3%
Some College (no degree)	13.8%
Associate's Degree (e.g., AA, AS)	7.9%
Bachelor's Degree (e.g., BA, BS)	41.7%
Master's Degree (e.g., MA, MS, MBA)	19.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	9.0%

What is your pay category/grade?

	%
Federal Wage System	0.9%
GS 1-6	5.0%
GS 7-12	69.1%
GS 13-15	22.5%
Senior Executive Service	0.5%
Senior Level (SL) or Scientific or Professional (ST)	0.1%
Other	1.8%

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

	%
Less than 1 year	0.4%
1 to 3 years	9.4%
4 to 5 years	4.5%
6 to 10 years	16.6%
11 to 14 years	13.0%
15 to 20 years	18.1%
More than 20 years	37.9%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture

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Demographic Questions (continued)

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

	%
Less than 1 year	0.7%
1 to 3 years	14.1%
4 to 5 years	6.1%
6 to 10 years	17.7%
11 to 20 years	29.6%
More than 20 years	31.8%

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

	%
No	68.5%
Yes, to retire	8.0%
Yes, to take another job within the Federal Government	13.3%
Yes, to take another job outside the Federal Government	5.1%
Yes, other	5.2%

I am planning to retire:

	%
Within one year	4.8%
Between one and three years	12.4%
Between three and five years	12.0%
Five or more years	70.8%

Are you transgender?

	%
Yes	0.4%
No	99.6%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture 1st Level Subagency Comparison Report

Demographic Questions (continued)

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

	%
Straight, that is not gay or lesbian	95.0%
Gay or Lesbian	1.7%
Bisexual	1.1%
Something else	2.2%

What is your US military service status?

	%
No Prior Military Service	85.9%
Currently in National Guard or Reserves	0.6%
Retired	3.8%
Separated or Discharged	9.7%

Are you an individual with a disability?

	%
Yes	11.5%
No	88.5%

What is your age group?

	%
25 and under	1.5%
26-29	3.4%
30-39	18.8%
40-49	24.1%
50-59	35.6%
60 or older	16.7%

Note: Percentages for demographic questions are unweighted.