

DEPARTMENT OF HEALTH AND HUMAN SERVICES
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/23/2010 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	67.2	5,855	11,285	3,750	3,269	1,379	25,538	NA
	%		22.8	44.4	14.8	12.7	5.3	100.0	
2. I have enough information to do my job well.	N	72.7	4,953	13,458	3,605	2,720	791	25,527	NA
	%		19.6	53.1	14.1	10.3	3.0	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N	62.5	5,952	9,943	4,379	3,536	1,648	25,458	NA
	%		23.1	39.4	17.4	13.8	6.3	100.0	
*4. My work gives me a feeling of personal accomplishment.	N	75.4	8,050	11,128	3,332	2,007	1,011	25,528	NA
	%		31.6	43.8	13.1	7.7	3.8	100.0	
*5. I like the kind of work I do.	N	85.4	10,526	11,108	2,503	958	399	25,494	NA
	%		42.0	43.4	9.7	3.5	1.4	100.0	
6. I know what is expected of me on the job.	N	80.5	7,955	12,294	2,746	1,745	693	25,433	NA
	%		32.0	48.4	10.5	6.5	2.5	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N	97.4	17,132	7,729	430	108	98	25,497	NA
	%		66.6	30.8	1.8	0.4	0.4	100.0	
8. I am constantly looking for ways to do my job better.	N	92.1	12,777	10,666	1,764	187	95	25,489	NA
	%		50.1	42.0	6.8	0.7	0.4	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	53.2	3,256	10,185	4,168	5,091	2,715	25,415	95
	%		13.0	40.3	16.6	19.7	10.5	100.0	
*10. My workload is reasonable.	N	60.2	2,947	12,189	4,021	4,116	2,198	25,471	61
	%		11.8	48.4	15.8	15.7	8.3	100.0	
*11. My talents are used well in the workplace.	N	61.2	4,389	10,886	4,009	3,576	2,388	25,248	156
	%		17.7	43.5	16.0	13.8	9.0	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N	84.9	8,110	13,404	2,383	938	560	25,395	114
	%		32.1	52.9	9.4	3.5	2.1	100.0	
*13. The work I do is important.	N	91.6	12,825	10,218	1,615	366	259	25,283	84
	%		51.5	40.1	6.1	1.3	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	71.1	6,591	11,368	3,253	2,810	1,398	25,420	86
	%		26.3	44.8	12.7	10.8	5.4	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N	68.7	6,832	10,433	3,352	2,449	2,133	25,199	291
	%		27.1	41.7	13.4	9.5	8.3	100.0	
16. I am held accountable for achieving results.	N	85.2	8,028	13,618	2,588	732	368	25,334	135
	%		31.5	53.8	10.4	2.9	1.5	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		5,149	8,710	5,195	2,338	2,547	23,939	1,513
	%	57.7	21.1	36.5	21.8	9.8	10.7	100.0	
*18. My training needs are assessed.	N		3,261	9,379	5,816	4,077	2,445	24,978	382
	%	51.0	13.1	37.9	23.5	15.9	9.6	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		6,488	10,164	3,426	2,882	2,259	25,219	281
	%	66.7	26.0	40.7	13.6	11.0	8.6	100.0	
*20. The people I work with cooperate to get the job done.	N		6,186	12,101	3,390	2,381	736	24,794	NA
	%	73.2	24.6	48.6	14.1	9.7	3.1	100.0	
*21. My work unit is able to recruit people with the right skills.	N		2,656	9,721	5,993	4,073	2,219	24,662	863
	%	50.1	10.7	39.4	24.6	16.4	9.0	100.0	
*22. Promotions in my work unit are based on merit.	N		2,529	7,226	6,325	3,837	3,664	23,581	1,933
	%	41.2	10.5	30.7	27.3	16.2	15.3	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		1,486	5,871	6,426	4,821	4,321	22,925	2,585
	%	32.3	6.4	25.9	28.2	20.7	18.7	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		1,877	7,086	6,545	4,869	3,533	23,910	1,599
	%	37.5	7.7	29.8	27.6	20.2	14.6	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		2,831	8,151	5,461	3,859	3,459	23,761	1,699
	%	46.1	11.9	34.3	23.2	16.1	14.5	100.0	
26. Employees in my work unit share job knowledge with each other.	N		5,293	12,228	3,830	2,335	1,597	25,283	186
	%	68.9	20.6	48.3	15.5	9.3	6.4	100.0	
27. The skill level in my work unit has improved in the past year.	N		3,954	9,870	6,693	2,339	1,471	24,327	1,063
	%	57.2	16.2	40.9	27.5	9.4	6.0	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		11,238	9,975	3,448	592	230	25,483	NA
	%	82.7	43.4	39.3	13.9	2.4	0.9	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		3,787	13,919	4,160	2,023	647	24,536	583
	%	72.3	15.4	56.9	17.1	8.0	2.6	100.0	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N	48.2	2,267	9,383	6,147	4,398	2,175	24,370	750
	%		9.3	38.9	25.5	17.6	8.7	100.0	
31. Employees are recognized for providing high quality products and services.	N	52.4	3,087	9,883	5,498	3,890	2,177	24,535	589
	%		12.4	40.0	22.7	15.9	8.9	100.0	
*32. Creativity and innovation are rewarded.	N	42.8	2,650	7,795	6,640	4,333	2,693	24,111	982
	%		10.8	32.0	28.0	18.1	11.2	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N	32.4	1,644	5,740	6,748	5,380	3,655	23,167	1,922
	%		7.2	25.1	29.2	22.8	15.5	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	57.7	3,591	10,045	6,230	1,912	1,605	23,383	1,711
	%		15.0	42.7	27.0	8.4	6.9	100.0	
*35. Employees are protected from health and safety hazards on the job.	N	78.5	5,714	13,576	3,427	1,183	631	24,531	546
	%		23.1	55.4	13.9	4.8	2.7	100.0	
*36. My organization has prepared employees for potential security threats.	N	67.6	4,033	12,351	4,927	2,082	902	24,295	778
	%		16.6	51.0	20.3	8.4	3.7	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	51.1	3,697	8,318	5,490	2,871	2,961	23,337	1,728
	%		15.6	35.6	23.8	12.4	12.7	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	63.6	4,898	9,627	4,693	1,544	1,904	22,666	2,390
	%		21.2	42.4	21.0	6.9	8.5	100.0	
39. My agency is successful at accomplishing its mission.	N	73.9	5,264	12,809	4,420	1,135	663	24,291	570
	%		21.4	52.5	18.5	4.8	2.8	100.0	
40. I recommend my organization as a good place to work.	N	68.7	7,107	10,027	4,881	2,025	1,020	25,060	NA
	%		28.3	40.4	19.6	7.9	3.9	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N	50.7	3,839	7,527	6,438	2,889	2,082	22,775	2,336
	%		17.4	33.3	28.1	12.4	8.9	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N	77.1	9,263	10,081	2,764	1,389	1,358	24,855	164
	%		36.4	40.6	11.5	5.8	5.6	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N	66.5	7,218	9,415	3,978	2,415	1,836	24,862	140
	%		28.4	38.1	16.4	9.7	7.4	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N	62.7	6,449	9,104	4,414	2,642	2,135	24,744	241
	%		25.6	37.1	18.1	10.6	8.5	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		6,346	8,846	5,189	1,267	1,353	23,001	1,952
	%	65.4	27.0	38.4	22.9	5.7	6.0	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		5,778	9,295	4,878	2,802	2,059	24,812	142
	%	60.7	23.0	37.7	19.9	11.2	8.2	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		6,600	9,866	4,258	1,989	1,855	24,568	347
	%	66.5	26.4	40.1	17.7	8.2	7.6	100.0	
48. My supervisor/team leader listens to what I have to say.	N		9,054	9,709	3,276	1,825	1,122	24,986	NA
	%	74.5	35.6	38.9	13.5	7.5	4.5	100.0	
49. My supervisor/team leader treats me with respect.	N		10,220	9,440	2,804	1,458	1,074	24,996	NA
	%	78.2	40.2	38.0	11.6	5.9	4.3	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		8,885	11,770	2,122	1,438	725	24,940	NA
	%	82.3	35.0	47.3	8.9	5.9	2.9	100.0	
*51. I have trust and confidence in my supervisor.	N		8,524	7,762	4,278	2,275	2,039	24,878	NA
	%	65.2	33.8	31.3	17.5	9.1	8.2	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		9,705	7,260	4,617	1,818	1,536	24,936	NA
	%	67.5	38.5	29.1	18.8	7.4	6.2	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		2,829	8,517	6,156	4,220	2,668	24,390	368
	%	46.6	11.5	35.2	25.4	17.2	10.8	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		4,110	9,164	5,537	2,570	2,334	23,715	1,048
	%	55.7	17.0	38.8	23.5	11.0	9.7	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		4,237	10,607	5,124	2,113	1,595	23,676	1,071
	%	62.1	17.6	44.5	22.0	9.1	6.8	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		3,655	11,359	5,039	2,661	1,691	24,405	333
	%	61.1	14.7	46.4	21.0	11.0	7.0	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		3,504	10,556	5,528	2,166	1,395	23,149	1,532
	%	60.5	14.9	45.6	24.0	9.4	6.1	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	54.1	3,298 13.5	9,714 40.6	5,347 22.5	3,335 13.9	2,289 9.5	23,983 100.0	726
59. Managers support collaboration across work units to accomplish work objectives.	N %	58.2	3,744 15.4	10,200 42.8	5,226 22.3	2,719 11.4	1,926 8.1	23,815 100.0	719
		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 %	56.8	5,408 22.4	8,171 34.4	5,736 24.6	2,237 9.7	2,124 9.0	23,676 100.0	1,025
		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 %	56.4	5,112 21.2	8,427 35.1	5,667 23.5	2,718 11.1	2,195 9.0	24,119 100.0	307
62. Senior leaders demonstrate support for Work/Life programs.	N %	56.1	4,205 18.6	8,478 37.5	5,962 26.9	2,086 9.2	1,748 7.8	22,479 100.0	2,190
		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 %	55.6	3,676 14.7	10,028 40.9	5,487 22.5	4,095 16.3	1,421 5.6	24,707 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	49.1	2,913 11.6	9,269 37.4	5,956 24.4	4,780 19.3	1,787 7.2	24,705 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	53.6	4,428 17.5	8,929 36.0	5,102 21.1	4,098 16.7	2,132 8.7	24,689 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	45.5	2,704 10.9	8,490 34.6	7,250 29.4	4,247 17.2	1,983 8.0	24,674 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	41.0	2,780 11.2	7,190 29.7	7,309 29.8	4,462 17.8	2,915 11.4	24,656 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	55.2	3,732 15.1	9,829 40.0	5,937 24.1	3,458 13.8	1,719 6.9	24,675 100.0	NA

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*69. Considering everything, how satisfied are you with your job?	N		6,227	11,112	4,050	2,178	1,096	24,663	NA
	%	70.7	25.4	45.3	16.5	8.6	4.3	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		5,862	11,087	3,794	2,811	1,116	24,670	NA
	%	67.6	23.0	44.6	15.9	11.8	4.7	100	
71. Considering everything, how satisfied are you with your organization?	N		4,634	10,831	5,006	2,830	1,322	24,623	NA
	%	62.7	18.7	44.0	20.6	11.4	5.3	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		5,429	5,108	3,651	1,271	4,236	4,152	23,847
	%	23.4	22.1	20.3	17.1	5.5	17.9	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		4,546	5,794	4,866	2,021	1,396	18,623	5,809
	%	54.4	23.6	30.8	27.6	10.6	7.4	100.0	
74. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?	N		5,726	6,994	3,938	1,200	924	18,782	5,719
	%	66.4	29.3	37.1	21.8	6.6	5.2	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		3,802	7,717	5,311	1,567	951	19,348	5,181
	%	58.7	18.9	39.8	27.8	8.3	5.2	100	
76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?	N		2,153	5,112	5,806	623	506	14,200	10,327
	%	50.3	14.5	35.8	41.4	4.6	3.7	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		926	1,847	5,522	746	770	9,811	14,712
	%	27.4	8.9	18.5	56.2	8.1	8.3	100	
78. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?	N		716	1,758	5,737	592	511	9,314	15,130
	%	26.2	7.4	18.8	61.2	6.7	5.9	100	

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79. Where do you work?	N	%
Headquarters	13,223	54.6
Field	10,994	45.4
Total	24,217	100.0

*80. What is your supervisory status?	N	%
Non-Supervisor	16,462	67.1
Team Leader	3,686	15.0
Supervisor	2,838	11.6
Manager	1,199	4.9
Executive	335	1.4
Total	24,520	100

*81. Are you:	N	%
Male	8,162	33.3
Female	16,370	66.7
Total	24,532	100.0

*82. Are you Hispanic or Latino?	N	%
Yes	1,236	5.1
No	23,131	94.9
Total	24,367	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	3,523	14.8
Asian	1,563	6.5
Black or African American	4,536	19.0
Native Hawaiian or Other Pacific Islander	82	0.3
White	13,513	56.6
Two or more races	647	2.7
Total	23,864	100

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84. What is your age group?	N	%
25 and under	289	1.2
26-29	782	3.2
30-39	4,214	17.3
40-49	7,081	29.1
50-59	8,540	35.1
60 or older	3,434	14.1
Total	24,340	100

85. What is your pay category/grade?	N	%
Federal Wage System	403	1.6
GS 1-6	1,954	8.0
GS 7-12	9,287	38.0
GS 13-15	12,371	50.6
Senior Executive Service	194	0.8
Senior Leader (SL) or Scientific or Professional (ST)	77	0.3
Other	166	0.7
Total	24,452	100.0

86. How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	390	1.6
1 to 3 years	3,155	13.0
4 to 5 years	1,959	8.1
6 to 10 years	4,797	19.7
11 to 14 years	2,635	10.8
15 to 20 years	3,626	14.9
More than 20 years	7,742	31.9
Total	24,304	100.0

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

	N	%
Less than 1 year	618	2.5
1 to 3 years	4,503	18.5
4 to 5 years	2,537	10.4
6 to 10 years	5,488	22.6
11 to 20 years	6,171	25.4
More than 20 years	4,986	20.5
Total	24,303	100

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

	N	%
No	17,336	70.8
Yes, to retire	1,157	4.7
Yes, to take another job within the Federal Government	4,553	18.6
Yes, to take another job outside the Federal Government	570	2.3
Yes, other	874	3.6
Total	24,490	100

89. I am planning to retire:

	N	%
Within one year	644	2.7
Between one and three years	2,225	9.3
Between three and five years	2,475	10.3
Five or more years	18,677	77.8
Total	24,021	100