Empowering Employees. Inspiring Change.

1st Level Subagency Report

Department of Defense
United States Department of the Army



Department of Defense United States Department of the Army

1st Level Subagency Report

This 2016 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Governmentwide	407,789	45.8%
Department of Defense	58,630	26.1%
United States Department of the Army	17,086	24.9%

New for 2016

An embedded Microsoft® Excel® file containing your results. 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.

Two new sections –**Top 10 Positive & Negative Items** and **Leading & Trailing Your Comparison Group.** These sections provide high level information on how your subagency is doing.

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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

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Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

Highest Percent Positive

Highest Percent Negative

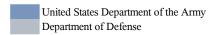
95.9%	When needed I am willing to put in the extra effort to get a job done. (Q.7)	50.0%	Pay raises depend on how well employees perform their jobs. (Q.33)
92.0%	I am constantly looking for ways to do my job better. (Q.8)	45.5%	In my work unit, steps are taken to deal with a poor performer who cannot or will not
89.6%	The work I do is important. (Q.13)		improve. (Q.23)
83.9%	I like the kind of work I do. (Q.5)	40.3%	How satisfied are you with your opportunity to get a better job in your organization?
82.4%	My organization has prepared employees for		(Q.67)
02.170	potential security threats. (Q.36)	40.0%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
82.2%	I know how my work relates to the agency's goals and priorities. (Q.12)		Promotions in my work unit are based on
	I am held accountable for achieving results.	39.3%	merit. (Q.22)
81.6%	(Q.16)		I have sufficient resources (for example,
81.3%	How would you rate the overall quality of work done by your work unit? (Q.28)	36.7%	people, materials, budget) to get my job done. (Q.9)
79.8%	Employees are protected from health and safety hazards on the job. (Q.35)	36.6%	Awards in my work unit depend on how well employees perform their jobs. (Q.25)
79.8%	My supervisor treats me with respect. (Q.49)	36.0%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
		33.9%	My work unit is able to recruit people with the right skills. (Q.21)
		33.9%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)

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Leading & Trailing Your Comparison Group

The figure below allows you to see where your subagency results are higher and lower than your comparison group (Department of Defense) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that differ from the average, only the 10 items with the greatest differences are shown.



Survey Item	% Positive Response	Difference
Leading Your Comparison Group		
In my most recent performance appraisal, I	72.9%	+4.3
understood what I had to do to be rated at different performance levels. (Q.19)	68.6%	
Trailing Your Comparison Group		
Senior leaders demonstrate support for	55.1%	-3.3
Work/Life programs. (Q.62)	58.4%	
Employees in my work unit share job knowledge	68.7%	-3.0
with each other. (Q.26)	71.7%	3.0

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My Work Experience

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	N	Positive	Neutral	Negative
Governmentwide	406,992	62.6%	16.3%	21.1%
Department of Defense	58,520	64.0%	15.9%	20.1%
United States Department of the Army	17,054	62.0%	15.9%	22.0%

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

	N	Positive	Neutral	Negative
Governmentwide	404,152	70.2%	14.7%	15.1%
Department of Defense	58,152	70.9%	14.8%	14.3%
United States Department of the Army	16,927	71.3%	14.3%	14.4%

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

	N	Positive	Neutral	Negative
Governmentwide	401,408	57.7%	18.0%	24.3%
Department of Defense	57,717	60.6%	17.5%	21.8%
United States Department of the Army	16,829	59.2%	17.7%	23.1%

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

	N	Positive	Neutral	Negative
Governmentwide	404,402	71.6%	14.3%	14.1%
Department of Defense	58,170	70.7%	15.1%	14.1%
United States Department of the Army	16,941	71.1%	15.0%	14.0%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	401,675	83.2%	10.8%	6.1%
Department of Defense	57,785	82.6%	11.3%	6.1%
United States Department of the Army	16,835	83.9%	10.3%	5.8%

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

	N	Positive	Neutral	Negative
Governmentwide	402,718	79.4%	11.0%	9.6%
Department of Defense	57,980	77.9%	11.8%	10.2%
United States Department of the Army	16,899	78.0%	11.5%	10.5%

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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	404,739	95.7%	2.7%	1.6%	
Department of Defense	58,198	95.8%	2.7%	1.5%	
United States Department of the Army	16,953	95.9%	2.5%	1.6%	

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

	N	Positive	Neutral	Negative
Governmentwide	405,416	90.9%	7.2%	1.8%
Department of Defense	58,293	91.6%	6.7%	1.7%
United States Department of the Army	16,992	92.0%	6.4%	1.6%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	405,568	46.6%	16.0%	37.5%	922
Department of Defense	58,302	46.7%	16.5%	36.8%	141
United States Department of the Army	16,998	47.3%	16.0%	36.7%	37

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,398	57.5%	16.2%	26.3%	693
Department of Defense	58,023	59.3%	16.2%	24.5%	106
United States Department of the Army	16,879	58.3%	16.0%	25.7%	41

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	394,751	58.4%	16.5%	25.1%	1,759
Department of Defense	56,794	59.5%	16.2%	24.3%	281
United States Department of the Army	16,519	58.9%	15.9%	25.2%	90

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,835	83.1%	9.9%	7.0%	1,337
Department of Defense	57,922	83.0%	10.0%	7.0%	187
United States Department of the Army	16,882	82.2%	10.5%	7.3%	48

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,340	90.3%	6.6%	3.2%	1,152
Department of Defense	57,382	89.2%	7.4%	3.3%	164
United States Department of the Army	16,723	89.6%	7.1%	3.3%	51

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	403,735	65.7%	14.0%	20.3%	1,775
Department of Defense	58,157	65.3%	14.2%	20.5%	167
United States Department of the Army	16,924	68.2%	13.2%	18.6%	49

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,544	69.6%	14.3%	16.2%	6,003
Department of Defense	57,074	72.4%	14.6%	13.0%	1,223
United States Department of the Army	16,622	74.9%	12.9%	12.2%	373

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,229	81.6%	12.1%	6.3%	1,953
Department of Defense	57,856	81.9%	12.0%	6.1%	251
United States Department of the Army	16,835	81.6%	11.9%	6.5%	83

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	386,924	62.1%	18.1%	19.8%	17,784
Department of Defense	56,312	65.0%	16.9%	18.2%	1,875
United States Department of the Army	16,414	63.8%	16.4%	19.8%	527

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,073	52.9%	22.9%	24.2%	4,002
Department of Defense	57,718	53.0%	23.0%	24.0%	544
United States Department of the Army	16,797	51.8%	22.5%	25.7%	168

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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	396,712	69.0%	13.6%	17.3%	10,380
Department of Defense	56,565	68.6%	14.5%	16.9%	1,970
United States Department of the Army	16,536	72.9%	12.0%	15.1%	523

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	406,886	73.3%	13.5%	13.2%
Department of Defense	58,515	74.3%	13.3%	12.4%
United States Department of the Army	17,046	72.7%	13.8%	13.5%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,412	42.6%	25.2%	32.2%	14,370
Department of Defense	56,679	41.7%	25.6%	32.7%	1,830
United States Department of the Army	16,555	40.4%	25.7%	33.9%	496

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,444	34.5%	27.6%	38.0%	27,943
Department of Defense	54,447	34.4%	28.2%	37.5%	3,711
United States Department of the Army	15,887	33.0%	27.7%	39.3%	1,057

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	363,758	29.3%	27.1%	43.6%	41,216
Department of Defense	53,537	28.6%	28.1%	43.3%	4,711
United States Department of the Army	15,695	27.3%	27.2%	45.5%	1,289

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,352	34.0%	27.9%	38.1%	25,041
Department of Defense	55,384	34.2%	28.6%	37.1%	2,896
United States Department of the Army	16,179	32.8%	27.2%	40.0%	810

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,070	41.4%	24.9%	33.8%	28,546
Department of Defense	54,946	41.6%	25.3%	33.2%	3,252
United States Department of the Army	16,019	39.0%	24.4%	36.6%	946

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,664	73.3%	13.8%	12.9%	1,739
Department of Defense	58,013	71.7%	14.7%	13.6%	256
United States Department of the Army	16,888	68.7%	15.5%	15.7%	81

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,303	54.2%	28.2%	17.6%	16,713
Department of Defense	56,447	53.5%	28.4%	18.1%	1,905
United States Department of the Army	16,442	51.1%	29.1%	19.7%	558

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

	N	Positive	Neutral	Negative
Governmentwide	406,077	82.3%	14.1%	3.6%
Department of Defense	58,367	82.3%	14.3%	3.3%
United States Department of the Army	17,008	81.3%	15.1%	3.6%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,750	69.4%	17.3%	13.3%	6,753
Department of Defense	56,621	69.9%	17.2%	12.9%	711
United States Department of the Army	16,551	70.5%	16.4%	13.2%	211

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,805	44.8%	24.6%	30.6%	9,449
Department of Defense	56,143	47.2%	24.8%	28.1%	1,115
United States Department of the Army	16,402	46.4%	24.9%	28.7%	328

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,973	48.0%	23.1%	28.9%	8,551
Department of Defense	56,096	50.1%	23.3%	26.6%	1,060
United States Department of the Army	16,408	47.8%	22.8%	29.4%	298

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,387	38.4%	28.3%	33.3%	13,365
Department of Defense	55,257	40.2%	28.9%	30.9%	1,790
United States Department of the Army	16,198	37.9%	28.7%	33.3%	487

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,966	22.3%	26.9%	50.7%	29,028
Department of Defense	53,062	22.3%	28.2%	49.6%	3,933
United States Department of the Army	15,536	22.3%	27.7%	50.0%	1,119

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	370,140	57.8%	27.4%	14.8%	29,591
Department of Defense	52,827	58.0%	27.8%	14.2%	4,327
United States Department of the Army	15,515	55.7%	28.0%	16.3%	1,203

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,340	76.0%	13.3%	10.7%	6,278
Department of Defense	56,587	80.5%	11.5%	7.9%	574
United States Department of the Army	16,552	79.8%	11.8%	8.4%	157

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,948	77.2%	13.3%	9.5%	4,677
Department of Defense	56,619	84.2%	10.4%	5.5%	402
United States Department of the Army	16,550	82.4%	11.6%	6.0%	123

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,254	53.1%	21.8%	25.1%	23,720
Department of Defense	54,214	54.4%	22.0%	23.6%	2,873
United States Department of the Army	15,841	52.5%	22.1%	25.5%	852

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	361,746	66.7%	18.9%	14.4%	35,073
Department of Defense	52,379	68.0%	18.2%	13.8%	4,368
United States Department of the Army	15,382	65.8%	18.5%	15.7%	1,207

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,488	74.0%	17.2%	8.8%	7,188
Department of Defense	56,377	79.2%	14.8%	6.0%	788
United States Department of the Army	16,510	78.3%	15.0%	6.7%	209

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

	N	Positive	Neutral	Negative
Governmentwide	400,013	64.0%	20.1%	15.8%
Department of Defense	57,190	63.5%	21.1%	15.3%
United States Department of the Army	16,705	61.2%	21.6%	17.1%

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	370,195	40.9%	26.8%	32.3%	30,395
Department of Defense	52,201	36.4%	29.4%	34.2%	5,071
United States Department of the Army	15,254	35.0%	29.0%	36.0%	1,498

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	397,533	78.3%	10.8%	10.9%	2,147
Department of Defense	56,796	79.9%	10.8%	9.4%	323
United States Department of the Army	16,609	78.1%	11.3%	10.6%	83

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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	396,644	66.2%	16.9%	17.0%	2,033
Department of Defense	56,642	67.0%	16.8%	16.2%	300
United States Department of the Army	16,563	64.6%	17.0%	18.4%	77

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	391,835	63.4%	18.2%	18.4%	4,496
Department of Defense	55,784	62.3%	19.4%	18.3%	831
United States Department of the Army	16,328	60.1%	19.7%	20.2%	217

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	365,376	67.8%	21.7%	10.5%	32,531
Department of Defense	52,496	67.7%	22.3%	9.9%	4,376
United States Department of the Army	15,418	65.4%	23.1%	11.5%	1,197

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	395,581	62.5%	19.1%	18.5%	2,285
Department of Defense	56,507	61.3%	19.9%	18.7%	376
United States Department of the Army	16,533	59.1%	20.3%	20.6%	87

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,465	65.6%	17.8%	16.6%	6,120
Department of Defense	56,131	65.7%	18.3%	16.1%	817
United States Department of the Army	16,436	63.7%	18.2%	18.1%	212

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

	N	Positive	Neutral	Negative
Governmentwide	398,731	76.1%	12.1%	11.8%
Department of Defense	56,932	76.4%	12.4%	11.3%
United States Department of the Army	16,645	74.3%	13.0%	12.7%

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My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	397,483	81.3%	10.0%	8.7%
Department of Defense	56,802	81.3%	10.2%	8.5%
United States Department of the Army	16,614	79.8%	10.8%	9.4%

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

		N	Positive	Neutral	Negative
overnmentwide	39	97,581	77.6%	10.0%	12.4%
Department of Defense	5	56,803	74.0%	11.3%	14.8%
United States Department of the Army	1	16,610	72.5%	10.8%	16.7%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	398,003	67.4%	16.0%	16.6%
Department of Defense	56,829	67.7%	16.0%	16.3%
United States Department of the Army	16,613	64.8%	16.7%	18.4%

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

	N	Positive	Neutral	Negative
Governmentwide	398,213	70.5%	17.4%	12.1%
Department of Defense	56,883	70.3%	17.4%	12.3%
United States Department of the Army	16,629	67.5%	18.8%	13.7%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,819	40.9%	24.1%	35.0%	7,594
Department of Defense	55,638	43.5%	24.4%	32.1%	922
United States Department of the Army	16,301	42.3%	23.8%	33.9%	260

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,029	51.8%	24.0%	24.3%	23,730
Department of Defense	53,871	55.6%	22.8%	21.5%	2,600
United States Department of the Army	15,836	53.4%	23.3%	23.3%	697

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Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,225	64.0%	22.0%	13.9%	25,081
Department of Defense	53,462	66.1%	21.1%	12.8%	2,635
United States Department of the Army	15,628	63.8%	21.5%	14.7%	763

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,027	60.3%	20.1%	19.6%	5,145
Department of Defense	55,460	59.6%	20.7%	19.7%	771
United States Department of the Army	16,240	57.6%	21.3%	21.1%	210

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	367,493	60.1%	23.5%	16.4%	26,319
Department of Defense	52,704	60.3%	23.9%	15.8%	3,476
United States Department of the Army	15,460	58.4%	24.3%	17.2%	978

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	381,145	52.0%	22.5%	25.5%	13,697
Department of Defense	54,569	53.7%	22.6%	23.8%	1,740
United States Department of the Army	15,993	52.0%	22.6%	25.4%	477

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,902	55.7%	22.4%	21.8%	14,062
Department of Defense	54,502	57.8%	22.5%	19.7%	1,833
United States Department of the Army	15,993	56.1%	22.7%	21.2%	484

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	373,425	57.9%	23.3%	18.9%	21,965
Department of Defense	53,685	59.3%	23.2%	17.5%	2,734
United States Department of the Army	15,746	57.3%	23.6%	19.0%	765

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,254	53.1%	23.5%	23.4%	5,078
Department of Defense	55,804	56.0%	23.1%	20.9%	572
United States Department of the Army	16,344	54.1%	23.1%	22.8%	151

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	363,124	55.1%	25.8%	19.1%	32,433
Department of Defense	52,612	58.4%	24.9%	16.7%	3,822
United States Department of the Army	15,168	55.1%	25.8%	19.1%	1,350

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	394,068	50.7%	22.7%	26.6%
Department of Defense	56,191	53.3%	22.7%	24.0%
United States Department of the Army	16,450	51.0%	22.9%	26.1%

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	393,156	48.0%	23.5%	28.5%
Department of Defense	56,038	48.5%	23.9%	27.7%
United States Department of the Army	16,395	46.4%	23.3%	30.3%

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

	N	Positive	Neutral	Negative
Governmentwide	392,389	47.5%	23.8%	28.7%
Department of Defense	55,919	47.5%	25.2%	27.3%
United States Department of the Army	16,370	45.8%	25.1%	29.2%

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

	N	Positive	Neutral	Negative
Governmentwide	392,440	42.5%	29.3%	28.3%
Department of Defense	55,946	45.0%	29.1%	25.9%
United States Department of the Army	16,382	43.6%	28.6%	27.8%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	392,739	35.9%	27.3%	36.8%
Department of Defense	56,035	34.6%	27.6%	37.8%
United States Department of the Army	16,419	32.1%	27.6%	40.3%

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

		N Positive	Neutral	Negative
Governmentwide	392,65	52.5%	23.5%	23.9%
Department of Defense	55,96	3 51.5%	24.3%	24.2%
United States Department of the Army	16,39	50.4%	24.4%	25.1%

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

	1	Positive	Neutral	Negative
Governmentwide	392,826	66.2%	17.4%	16.4%
Department of Defense	56,002	66.3%	17.5%	16.2%
United States Department of the Army	16,409	64.8%	17.8%	17.4%

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

	N	Positive	Neutral	Negative
rnmentwide	393,242	58.2%	16.9%	24.9%
ment of Defense	56,057	60.1%	17.4%	22.5%
ted States Department of the Army	16,417	59.3%	17.3%	23.4%

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

	N	Positive	Neutral	Negative
Governmentwide	393,451	56.9%	21.4%	21.7%
Department of Defense	56,097	56.9%	22.0%	21.1%
United States Department of the Army	16,415	55.0%	21.9%	23.1%

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Work/Life

72. Have you been notified whether or not you are eligible to telework?

			Notified		
	N	Notified eligible	not eligible	Not notified	Not sure notified
Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
Department of Defense	55,979	35.1%	21.7%	34.6%	8.6%
United States Department of the Army	16,376	27.4%	22.8%	40.9%	8.9%

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

		Telework					
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently		
Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%		
Department of Defense	55,473	2.0%	7.7%	4.0%	14.1%		
United States Department of the Army	16,220	0.9%	4.8%	3.2%	12.4%		
					(continued)		

73. Please select the response below that BEST describes your current teleworking situation. (continued)

			Do Not	Telework	
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
mentwide	389,999	30.4%	4.2%	19.2%	12.2%
ment of Defense	55,473	26.6%	6.2%	24.7%	14.7%
d States Department of the Army	16,220	29.6%	4.8%	29.3%	14.9%

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

	N	Yes	No	Not Available To Me
Governmentwide	391,178	33.4%	45.8%	20.8%
Department of Defense	55,827	38.1%	42.1%	19.8%
United States Department of the Army	16,336	35.2%	42.1%	22.6%

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Work/Life (continued)

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

	N	Yes	No	Not Available To Me
Governmentwide	390,233	26.8%	61.0%	12.1%
Department of Defense	55,713	32.0%	56.1%	11.9%
United States Department of the Army	16,314	23.1%	61.4%	15.5%

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

	N	Yes	No	Not Available To Me
Governmentwide	387,376	13.6%	81.0%	5.3%
Department of Defense	55,203	11.0%	82.2%	6.8%
United States Department of the Army	16,183	11.1%	80.5%	8.4%

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

	N	Yes	No	Not Available To Me
Governmentwide	390,848	3.7%	79.1%	17.2%
Department of Defense	55,757	5.3%	80.8%	13.9%
United States Department of the Army	16,311	6.2%	77.7%	16.1%

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

	N	Yes	No	Not Available To Me
Governmentwide	391,248	2.3%	80.4%	17.2%
Department of Defense	55,768	2.3%	82.0%	15.7%
United States Department of the Army	16,309	2.3%	79.3%	18.4%

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	204,775	78.9%	12.0%	9.1%	6,007
Department of Defense	17,747	72.9%	15.0%	12.1%	974
United States Department of the Army	3,910	67.6%	18.2%	14.2%	331

^{*}The results for this item only include employees who indicated that they participated in this program.

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Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	148,859	89.7%	7.0%	3.3%	3,222
Department of Defense	21,157	90.2%	6.5%	3.3%	419
United States Department of the Army	5,363	89.2%	6.9%	3.9%	132

^{*}The results for this item only include employees who indicated that they participated in this program.

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	Positive	Neutral	Negative	NBJ
Governmentwide	102,282	80.5%	15.7%	3.8%	7,335
Department of Defense	18,007	83.5%	13.1%	3.4%	1,103
United States Department of the Army	3,460	78.2%	17.3%	4.5%	306

^{*}The results for this item only include employees who indicated that they participated in this program.

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	51,991	75.5%	20.1%	4.4%	8,067
Department of Defense	5,319	73.7%	22.5%	3.8%	1,335
United States Department of the Army	1,557	72.0%	22.8%	5.3%	377

^{*}The results for this item only include employees who indicated that they participated in this program.

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	Positive	Neutral	Negative	NBJ
Governmentwide	10,701	72.2%	23.5%	4.3%	4,380
Department of Defense	2,140	75.2%	21.0%	3.8%	729
United States Department of the Army	740	76.5%	20.4%	3.0%	227

^{*}The results for this item only include employees who indicated that they participated in this program.

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	7,399	67.6%	30.2%	2.2%	3,730
Department of Defense	892	64.6%	33.8%	1.7%	602
United States Department of the Army	269	64.4%	34.0%	1.5%	180

^{*}The results for this item only include employees who indicated that they participated in this program.

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Demographic Questions

Where do you work?		
	N	%
Headquarters	8.712	53.8%

Field 7,478 46.2%

What is your supervisory status?

	\mathbf{N}	%
Non-Supervisor	9,898	60.6%
eam Leader	2,721	16.7%
pervisor	2,428	14.9%
ager	931	5.7%
Leader	352	2.2%

Are you:

	N	%
Male	10,042	62.0%
Female	6.145	38.0%

Are you Hispanic or Latino?

	N	%	
Yes	1,364	8.5%	
No	14,711	91.5%	

Race

	N	%
American Indian or Alaska Native	164	1.0%
Asian	589	3.8%
Black or African American	2,467	15.7%
Native Hawaiian or Other Pacific Islander	145	0.9%
White	11,618	74.0%
Two or more races	720	4.6%

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Demographic Questions (continued)

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

	N	%
Less than High School	8	0.0%
High School Diploma/GED or equivalent	548	3.4%
Trade or Technical Certificate	343	2.1%
Some College (no degree)	2,663	16.3%
Associate's Degree (e.g., AA, AS)	1,696	10.4%
Bachelor's Degree (e.g., BA, BS)	5,477	33.6%
Master's Degree (e.g., MA, MS, MBA)	4,830	29.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	723	4.4%

What is your pay category/grade?

	N	%
Federal Wage System	654	4.0%
GS 1-6	1,028	6.3%
GS 7-12	8,967	55.1%
GS 13-15	5,172	31.8%
Senior Executive Service	139	0.9%
Senior Level (SL) or Scientific or Professional (ST)	11	0.1%
Other	292	1.8%

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

	N	%
Less than 1 year	269	1.6%
1 to 3 years	1,203	7.4%
4 to 5 years	1,432	8.8%
to 10 years	4,883	29.9%
11 to 14 years	2,557	15.7%
15 to 20 years	1,730	10.6%
More than 20 years	4,239	26.0%

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Demographic Questions (continued)

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

	N	%
Less than 1 year	848	5.2%
1 to 3 years	2,353	14.4%
4 to 5 years	1,968	12.1%
6 to 10 years	5,158	31.7%
11 to 20 years	3,418	21.0%
More than 20 years	2,546	15.6%

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

	N	%	
No	9,127	56.0%	
Yes, to retire	1,020	6.3%	
Yes, to take another job within the Federal Government	4,612	28.3%	
Yes, to take another job outside the Federal Government	533	3.3%	
Yes, other	1,009	6.2%	

I am planning to retire:

	N	%
Within one year	620	3.8%
Between one and three years	1,676	10.3%
Between three and five years	2,032	12.5%
Five or more years	11,894	73.3%

Self-Identify as:

	N	%
Heterosexual or Straight	13,560	87.2%
Gay, Lesbian, Bisexual, or Transgender	244	1.6%
I prefer not to say	1,751	11.3%

What is your US military service status?

	N	%
No Prior Military Service	7,022	43.4%
Currently in National Guard or Reserves	709	4.4%
Retired	5,295	32.7%
Separated or Discharged	3,168	19.6%

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Demographic Questions (continued)

Are vou	an individu	al with a	disability?
Are vou	an muruuu	u wun u	uisuviiiiv?

re you an marriada wan a disability.		
	N	%
Yes	3,872	23.9%
No	12,341	76.1%
That is your age group?		
	N	%
25 and under	85	0.5%
26-29	346	2.0%
30-39	2,446	14.3%
40-49	4,113	24.1%
50-59	7,329	42.9%
60 or older	2,767	16.2%