			2004****				
	MSPB 2004 Federal Human Capital Survey Results		Percent Positive	Neither Agree nor Disagree	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 %	82	10	8	132.0	
2		N	02	10	0	132.0	
	I have enough information to do my job well.	%	89	7	4		
3.	I feel encouraged to come up with new and better ways of doing	N	70	11	10	132.0	
	things.	% N	70	11	18	132.0	
*4.	My work gives me a feeling of personal accomplishment.	%	82	12	6		
*5.	I like the kind of work I do.	N				132.0	
		% N	86	11	3	122.0	
6.	I know what is expected of me on the job.	N %				132.0	
7.	When needed I am willing to put in the extra effort to get a job	N				132.0	
	done.	%					
8.	I am constantly looking for ways to do my job better.	N				132.0	
		%					
9.	I have sufficient resources (for example, people, materials, budget) to get my job done.	N	100	13	17	131	1
	to get my job done.	% N	76.8	10.1	13.1	100.0 132.0	
*10.	My workload is reasonable.	%	67	15	18	132.0	0
*11	My talents are used well in the workplace.	N	98	20	13	131	3
*11.		%	74.7	15.2	10.1	100.0	
*12.	I know how my work relates to the agency's goals and priorities.	N				132.0	
		% N	97	2	1	122.0	0
*13.	The work I do is important.	- N %				132.0	
			90	8	2		0
*14.	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	114	12	4	129	3
		70	87.8	9.2	3.1	100.0	
*1.5	•	N	103	9	13	125	7
*15.	My performance appraisal is a fair reflection of my performance.	%	82.1	7.4	10.5	100.0	
16.	I am held accountable for achieving results.	N	115	11	5		1
	<del>-</del>	% N	87.9	8.1	4.0	100.0	0
1/.	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N	71 58.1	26 21.5	25 20.4	123 100.0	9
*10	•	N	84	15	30	129	3
	My training needs are assessed.	%	65.3	11.2	23.5	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,	N %				132.0	
		N				132.0	
*20.	The people I work with cooperate to get the job done.	%	92	6	1		
*21.	My work unit is able to recruit people with the right skills.	N	104	15	11	129	3
		% N	80.6 78	11.2 25	8.2	100.0 125	7
*22.	Promotions in my work unit are based on merit.	%	62.1	20.0	17.9	100.0	/
*23.	In my work unit, steps are taken to deal with a poor performer who	N	65	34	21	120	12
	cannot or will not improve.	%	53.8	28.6	17.6	100.0	
*24.	In my work unit, differences in performance are recognized in a meaningful way.	N %	54.9	26 22.0	28	120 100.0	12
25.	Awards in my work unit depend on how well employees perform	N	83	22.0	22.1	125	7
	their jobs.	%	66.3	15.8	17.9	100.0	

26   Employees in my work unit share job knowledge with each other.   N   %   89   7   4   40   16   129   100.00							122.0	
27. The skill level in my work unit has improved in the past year.   N   74   40   16   129	26.	Employees in my work unit share job knowledge with each other.	<u>N</u>	90	7	1	132.0	0
27, The skill level in my work unth his improved in the past year.	$\vdash$				40	16	120	3
28. How would you rate the overall quality of work done by your work   N	27.	The skill level in my work unit has improved in the past year.						3
unit?   wit?   %   95   3   2	20	How would you got the averall quality of work done by your work		37.1	30.0	12.2		
292   The workforce has the job-relevant knowledge and skills necessary   N   121   7   4   132	20.			05	3	2	132.0	
The properties of the processes   Section	*20						132	1
### Biologues have a feeling of personal empowerment with respect to work processors.  ### Biologues are recognized for providing high quality products and to the services.  ### Biologues are recognized for providing high quality products and to the services.  ### Biologues are recognized for providing high quality products and to the services.  ### Biologues are recognized for providing high quality products and to the services.  ### Biologues are recognized for providing high quality products and to the services.  ### Biologues are recognized for providing high quality products and to the services.  ### Biologues are recognized for providing high quality products and to the services.  ### Biologues are recognized for providing high quality products and to the services.  ### Biologues are recognized for providing high quality products and to the services.  ### Biologues are recognized for providing high quality products and to the services.  ### Biologues are recognized for providing high quality products and to the services.  ### Biologues are recognized for providing high quality products and to the services.  ### Biologues are recognized for providing high quality products and to the services.  ### Biologues are recognized for provides and provides and provides and programs promote diversity in the work place (for example, recruiting minorities and women, training in awareness.  ### Biologues are protected from health and safety hazards on the job.  ### Biologues are protected from health and safety hazards on the job.  ### Biologues are protected from health and safety hazards on the job.  ### Biologues are protected from health and safety hazards on the job.  ### Biologues are protected from health and safety hazards on the job.  ### Biologues are protected from health and safety hazards on the job.  ### Biologues are protected from health and safety hazards on the job.  ### Biologues are protected from health and safety hazards on the job.  ### Biologues are protected from health and safety hazards on th	29.	· · · · · · · · · · · · · · · · · · ·			•	-		1
1.	*30							4
Employees are recognized for providing high quality products and services.   N   65.3   13.7   21.1   100.0								
### services.    \$\frac{9}{0}   65.3   13.7   21.1   100.0     \$\text{N}   63   29   32   124     \$\frac{9}{0}   51.1   23.4   25.5   100.0     \$\text{93.}   Pay raises depend on how well employees perform their jobs.   \$\frac{9}{0}   51.1   23.4   25.5   100.0     \$\text{33.}   Pay raises depend on how well employees perform their jobs.   \$\frac{9}{0}   123.0     \$\text{34.}   Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness   \$\frac{9}{0}   \$\frac{8}{0}   \$\frac{3}{3}   \$\frac{100.0}{0}   \$\frac{9}{0}   \$\frac{8}{3}   \$\frac{10.4}{0.3}   \$\frac{6.3}{3}   \$\frac{100.0}{0.0}   \$\frac{9}{0}   \$\frac{8}{3}   \$\frac{10.4}{0.3}   \$\frac{6.3}{3}   \$\frac{100.0}{0.0}   \$\frac{9}{0}   \$\frac{8}{3}   \$\frac{10.4}{0.3}   \$\frac{6.3}{3}   \$\frac{100.0}{0.0}   \$\frac{9}{0}   \$\frac{8}{3}   \$\frac{10.4}{3}   \$\frac{6.3}{3}   \$\frac{100.0}{0.0}   \$\frac{9}{0}   \$\frac{8}{3}   \$\frac{10.4}{3}   \$\frac{6.3}{3}   \$\frac{100.0}{0.0}   \$\frac{9}{0}   \$\frac{8}{3}   \$\frac{10.4}{3}   \$\frac{6.3}{3}   \$\frac{100.0}{0.0}   \$\frac{9}{0}   \$\frac{132.0}{3}   \$\frac{9}{0}   \$\frac{132.0}{3}   \$\frac{9}{0}   \$\frac{132.0}{3}   \$\frac{9}{0}   \$\frac{132.0}{3}   \$\frac{9}{0}   \$\frac{132.0}{3}   \$\frac{9}{0}   \$\frac{132.0}{3}   \$\frac{9}{0}   \$\frac{10.0}{3}   \$\frac{9}{0}   \$\frac{12.9}{3}   \$\frac{19.4}{3}   \$\frac{10.0}{3}   \$\frac{9}{0}   \$\frac{12.9}{3}   \$\frac{19.4}{3}   \$\frac{10.0}{3}   \$\frac{9}{0}   \$\frac{12.9}{3}   \$\frac{19.4}{3}   \$\frac{10.0}{3}   \$\frac{9}{0}   \$\frac{9}{0}   \$\frac{12.9}{3}   \$\frac{19.4}{3}   \$\frac{10.0}{3}   \$\frac{9}{0}   \$\frac{12.9}{3}   \$\frac{19.4}{3}   \$\frac{10.0}{3}   \$\frac{9}{0}   \$\frac{12.9}{3}   \$\frac{19.4}{3}   \$\frac{10.0}{3}   \$\frac{9}{0}   \$\frac{9}{0}   \$\frac{10.0}{3}   \$\frac{9}{0}   \$\frac{12.9}{3}   \$\frac{19.4}{3}   \$\frac{10.0}{3}   \$\frac{9}{0}   \$\frac{10.0}{3}   \$\frac{9}{0}   \$\frac{10.0}{3}   \$\frac{9}{0}   \$\frac{10.0}{3}   \$\frac{9}{0}   \$\frac{10.0}{3}   \$\frac{9}{0}   \$\frac{9}{0}   \$\frac								7
### S2   Creativity and innovation are rewarded.   N   63   29   32   124				_		-	_	,
### 32. Creativity and innovation are rewarded.  ### 33. Pay raises depend on how well employees perform their jobs.  ### 34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness  ### 35. Employees are protected from health and safety hazards on the job.  ### 35. Employees are protected from health and safety hazards on the job.  ### 36. My organization has prepared employees for potential security interasts.  ### 37. Arbitrary action, personal favoritism and coercion for partisan in the political purposes are not tolerated.  ### 37. Arbitrary action, personal favoritism and coercion for partisan in the political purposes are not tolerated.  ### 37. Arbitrary action, personal favoritism and coercion for partisan in the political purposes are not tolerated.  ### 38. In the political purposes are not tolerated.  ### 38. In the political purposes are not tolerated.  ### 38. Prohibited Personnel Practices (for example, illegally in the political purposes are not tolerated.  ### 39. My agency is successful at accomplishing its mission.  ### 39. My agency is successful at accomplishing its mission.  ### 40. I recommend my organization as a good place to work.  ### 41. I believe the results of this survey will be used to make my agency in a better place to work.  ### 42. My supervisor wiports my need to balance work and other life in susses.  ### 43. My supervisor wiports my need to balance work and other life in susses.  ### 44. Discussions with my supervisor/team leader provides me with opportunities to in the political my accomplished in the political may be political my be politica		services.						7
33. Pay raises depend on how well employees perform their jobs.   N	*32.	Creativity and innovation are rewarded.						,
## Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness				31.1	23.4	23.3		
Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness   96   83.3   10.4   6.3   100.0	*33.	Pay raises depend on how well employees perform their jobs.					132.0	
example, recruiting minorities and women, training in awareness  ***85. Employees are protected from health and safety hazards on the job.  **36. My organization has prepared employees for potential security  **N**  **10. My organization has prepared employees for potential security  **N**  **13. Arbitrary action, personal favoritism and coercion for partisan  political purposes are not tolerated.  **37. Arbitrary action, personal favoritism and coercion for partisan  political purposes are not tolerated.  **38. Prohibited Personnel Practices (for example, illegally  **N**  **88. 12 3 3  **13. 10. 19.4 100.0  **13. 10. 19.4 100.0  **38. Prohibited Personnel Practices (for example, illegally  sidiscriminating for or against any employee/applicant, obstructing a 10 security of	3/1	Policies and programs promote diversity in the workplace (for		106	13	8	127	4
#35. Employees are protected from health and safety hazards on the job.  #36. My organization has prepared employees for potential security Notherats.  #37. Arbitrary action, personal favoritism and coercion for partisan Notherats.  #38. My organization has prepared employees for potential security Notherats.  #37. Arbitrary action, personal favoritism and coercion for partisan Notherats.  #38. 16 24 123	54.				_	_		
*35. Employees are protected from health and safety hazards on the job.  *36. My organization has prepared employees for potential security hreats.  37. Arbitrary action, personal favoritism and coercion for partisan N 83 16 24 123 political purposes are not tolerated.  38. Prohibited Personnel Practices (for example, illegally N 98 13 12 123 discriminating for or against any employee/applicant, obstructing a % 79.6 10.8 9.7 100.0  39. My agency is successful at accomplishing its mission.  40. I recommend my organization as a good place to work.  41. I believe the results of this survey will be used to make my agency a better place to work.  42. My supervisor supports my need to balance work and other life N 112 12 7 131 issues.  43. My supervisor/team leader provides me with opportunities to N 90 20 22 132 demonstrate my leadership skills.  44. Discussions with my supervisor/team leader about my performance are worthwhile.  45. My supervisor/team leader is committed to a workforce N 96 16.6 18.2 20.2 100.0  46. My supervisor/team leader is committed to a workforce N 94 25 8 127 representative of all segments of society.  46. My supervisor/team leader provides me with constructive N 94 25 8 127 representative of all segments of society.  47. Supervisor/team leader provides me with constructive N 94 25 8 127 representative of all segments of society.  48. My supervisor/team leader is my work unit support employee N 112 7 11 129 development.  48. My supervisor/team leader treats me with respect.  49. My supervisor/team leader treats me with respect.  50. In the last six months, my supervisor/team leader has talked with N 132.0 meabout my performance.  51. I have trust and confidence in my supervisor.  52. Overall, how good a job do you feel is being done by your N 120 memediate supervisor/team leader?  53. The variation of the provides in the provisor of the provides of the provisor of t		example, recruiting ininorities and women, training in awareness		03.3	10.4	0.5		
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threats.    37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.   N   83   16   24   123     18. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a   N   98   13   12   123     19. My agency is successful at accomplishing its mission.   N	33.	Employees are protected from health and safety hazards on the job.	70	85	12	3		0
threats.	*36	My organization has prepared employees for potential security	N	0.0	12	3	132.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.   %   67.7   12.9   19.4   100.0     38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a   %   79.6   10.8   9.7   100.0     39. My agency is successful at accomplishing its mission.   N				82	13	5	132.0	0
political purposes are not tolerated.   %   67.7   12.9   19.4   100.0				_		_	123	11
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a	57.	•					_	- 11
discriminating for or against any employee/applicant, obstructing a   %   79.6   10.8   9.7   100.0     39. My agency is successful at accomplishing its mission.   N	38							9
39. My agency is successful at accomplishing its mission.   N   132.0	50.				_		_	
39. My agency is successful at accomplishing its mission.   66				77.0	10.0	2.7		
40. I recommend my organization as a good place to work.   N	39.						102.0	
40.   Trecommend my organization as a good place to work.							132.0	
41. I believe the results of this survey will be used to make my agency a better place to work.   132.0	40.	I recommend my organization as a good place to work.		77	13	10	102.0	
a better place to work.   %	41.	I believe the results of this survey will be used to make my agency					132.0	
*42. My supervisor supports my need to balance work and other life issues.       N       112       12       7       131         43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.       N       90       20       22       132         *44. Discussions with my supervisor/team leader about my performance are worthwhile.       N       88.0       15.0       17.0       100.0         45. My supervisor/team leader is committed to a workforce representative of all segments of society.       N       94       25       8       127         46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.       N       94       25       8       127         *47. Supervisors/team leaders in my work unit support employee development.       N       112       7       11       129         48. My supervisor/team leader listens to what I have to say.       N       N       132.0         49. My supervisor/team leader treats me with respect.       N       N       132.0         50. In the last six months, my supervisor/team leader has talked with me about my performance.       N       N       132.0         *51. I have trust and confidence in my supervisor.       N       N       132.0         *52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader? <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>								
issues.   %   85.9   9.1   5.1   100.0				112	12	7	131	1
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.   N   90   20   22   132				85.9	9.1	5.1		
demonstrate my leadership skills.	43.							1
*44. Discussions with my supervisor/team leader about my performance are worthwhile.       N       81       24       26       131         45. My supervisor/team leader is committed to a workforce representative of all segments of society.       N       94       25       8       127         46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.       N       19.8       6.3       100.0         *47. Supervisors/team leaders in my work unit support employee development.       N       112       7       11       129         48. My supervisor/team leader listens to what I have to say.       N       86.7       5.1       8.2       100.0         49. My supervisor/team leader treats me with respect.       N       N       132.0         50. In the last six months, my supervisor/team leader has talked with me about my performance.       N       132.0         *51. I have trust and confidence in my supervisor.       N       132.0         *52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?       N       132.0				68.0		17.0	100.0	
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45. My supervisor/team leader is committed to a workforce representative of all segments of society.   W   74.0   19.8   6.3   100.0     46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.   W   132.0     *47. Supervisors/team leaders in my work unit support employee development.   W   112   7   11   129     48. My supervisor/team leader listens to what I have to say.   W   132.0     49. My supervisor/team leader treats me with respect.   N   132.0     50. In the last six months, my supervisor/team leader has talked with me about my performance.   W   132.0     *51. I have trust and confidence in my supervisor.   N   132.0     *52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?   N   132.0     63. I to the last six months, my supervisor.   N   132.0     64. My supervisor/team leader treats me with respect.   N   132.0     75. I have trust and confidence in my supervisor.   N   132.0     76. I to the last six months, my supervisor/team leader has talked with me about my performance.   N   132.0     76. I to the last six months, my supervisor/team leader has talked with me about my performance.   N   132.0     76. I to the last six months, my supervisor/team leader has talked with me about my performance.   N   132.0     76. I to the last six months, my supervisor/team leader has talked with me about my performance.   N   132.0     76. I to the last six months, my supervisor/team leader has talked with me about my performance.   N   132.0     77. I have trust and confidence in my supervisor.   N   132.0     78. I have trust and confidence in my supervisor.   N   132.0     78. I have trust and confidence in my supervisor.   N   132.0     78. I have trust and confidence in my supervisor.   N   132.0     78. I have trust and confidence in my supervisor.   N   132.0     78. I have trust and confidence in my supervisor.   N   132.0     78. I have trust and confidence in my supervisor.   N   132.0     78. I have trust and				61.6	18.2	20.2	100.0	
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development.  48. My supervisor/team leader listens to what I have to say.  49. My supervisor/team leader treats me with respect.  50. In the last six months, my supervisor/team leader has talked with me about my performance.  *51. I have trust and confidence in my supervisor.  *52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *53. I have trust and confidence in my supervisor.  *54. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *55. I have trust and confidence in my supervisor.  *56. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *57. I have trust and confidence in my supervisor.  *58. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	*47.	Supervisors/team leaders in my work unit support employee	N	112	7	11	129	3
48. My supervisor/team leader listens to what I have to say.  49. My supervisor/team leader treats me with respect.  50. In the last six months, my supervisor/team leader has talked with me about my performance.  *51. I have trust and confidence in my supervisor.  *52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  N 132.0				86.7	5.1	8.2	100.0	
48. My supervisor/team leader listens to what I have to say.  49. My supervisor/team leader treats me with respect.  50. In the last six months, my supervisor/team leader has talked with me about my performance.  *51. I have trust and confidence in my supervisor.  *52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *53. The provided Have trust and confidence in my supervisor.  *54. Overall, how good a job do you feel is being done by your mediate supervisor/team leader?  *55. The provided Have trust and confidence in my supervisor.  *57. Overall, how good a job do you feel is being done by your mediate supervisor/team leader?  *58. The provided Have trust and confidence in my supervisor.  *59. The provided Have trust and confidence in my supervisor.  *51. The provided Have trust and confidence in my supervisor.  *51. The provided Have trust and confidence in my supervisor.  *52. Overall, how good a job do you feel is being done by your mediate supervisor/team leader?  *50. The provided Have trust and confidence in my supervisor.  *51. The provided Have trust and confidence in my supervisor.  *52. The provided Have trust and confidence in my supervisor.  *53. The provided Have trust and confidence in my supervisor.	40	•	N				132.0	
49. My supervisor/team leader treats me with respect.  50. In the last six months, my supervisor/team leader has talked with me about my performance.  *51. I have trust and confidence in my supervisor.  *52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *53. I have trust and confidence in my supervisor.  *54. Overall, how good a job do you feel is being done by your mediate supervisor/team leader?  *55. Overall, how good a job do you feel is being done by your mediate supervisor/team leader?  *57. Overall, how good a job do you feel is being done by your mediate supervisor/team leader?	48.	Iviy supervisor/team leader listens to what I have to say.						
49. My supervisor/team leader treats me with respect.  50. In the last six months, my supervisor/team leader has talked with me about my performance.  *51. I have trust and confidence in my supervisor.  *52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *53. I have trust and confidence in my supervisor.  *54. Overall, how good a job do you feel is being done by your mediate supervisor/team leader?  *55. Overall, how good a job do you feel is being done by your mediate supervisor/team leader?  *57. Overall, how good a job do you feel is being done by your mediate supervisor/team leader?	40	My symposisce/team leader to-to	N				132.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.  *51. I have trust and confidence in my supervisor.  *52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  N 132.0  N 132.0  N 132.0  N 132.0	49.	iviy supervisor/team leader treats me with respect.						
me about my performance.  *51. I have trust and confidence in my supervisor.  *52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *53. The double of the following supervisor.  *54. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *55. The double of the following supervisor.  *56. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  *57. The double of the following supervisor.  *58. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	50.	In the last six months, my supervisor/team leader has talked with	N				132.0	
*51. I have trust and confidence in my supervisor.    N	L l		%					
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?  N 132.0  % 73 17 10	*E 1		N				132.0	
immediate supervisor/team leader? % 73 17 10	"31.	i nave trust and confidence in my supervisor.	%					
immediate supervisor/team leader? % 73 17 10	*52.	Overall, how good a job do you feel is being done by your	N				132.0	
			%	73	17	10		
							132	1
commitment in the workforce.								
54. My organization's leaders maintain high standards of honesty and N 62 38 21 121								11

	ı. , .,	0/	£1.1	21.5	17.4	100.0	
	integrity.	%	51.1	31.5	17.4	100.0	4
*55.	Managers/supervisors/team leaders work well with employees of	N	102	13	12	127	4
	different backgrounds.	%	80.2	10.4	9.4	100.0	
*56.	Managers communicate the goals and priorities of the	N				132.0	
	organization.	%	75	13	12		0
*57.	Managers review and evaluate the organization's progress toward	N	99	22	7	128	4
	meeting its goals and objectives.	%	77.3	17.5	5.2	100.0	
58.	Managers promote communication among different work units (for	N	78	28	22	128	3
	example, about projects, goals, needed resources).	%	60.8	21.6	17.5	100.0	
59.	Managers support collaboration across work units to accomplish	N				132.0	
	work objectives.	%					
60.	Overall, how good a job do you feel is being done by the manager	N					
	directly above your immediate supervisor/team leader?	%					
	I have a high level of respect for my organization's senior leaders.	N	55	37	37	129	3
*61.		%	42.9	28.6	28.6	100.0	
	Senior leaders demonstrate support for Work/Life programs.	N	12.7				
62.		%					
*63	How satisfied are you with your involvement in decisions that	N					
05.	affect your work?	%	63	21	16		
*64	How satisfied are you with the information you receive from	N	03	21	10		
04.	management on what's going on in your organization?	%	54	22	24		
*65	How satisfied are you with the recognition you receive for doing a	N	34	22	24		
1.03.		%	70	13	17		
*((	good job?		70	13	17		
*00.	How satisfied are you with the policies and practices of your senior	N %	40	25	25		
* 67	leaders?		40	35	25		
*67.	How satisfied are you with your opportunity to get a better job in	N	20	41	20		
1.50	your organization?	%	30	41	29		
*68.	How satisfied are you with the training you receive for your	N					
	present job?	%	76	20	4		
*69.	Considering everything, how satisfied are you with your job?	N					
		%	81	9	10		
*70	Considering everything, how satisfied are you with your pay?	N					
		%	67	13	20		
71.	Considering everything, how satisfied are you with your	N					
	organization?	%	73	17	10		

<sup>\*--</sup>OPM-weighted data, DKs had already been calculated out

<sup>\*\*--</sup>MSPB data, unweighted, DKs calculated out from frequencies

<sup>\*\*\*--</sup>OPM data, unweighted (original data was weighted), DKs calculated out from frequencies

<sup>\*\*\*\*--</sup>MSPB data, unweighted, DK was not an option on survey

<sup>\*\*\*\*\*-</sup>OPM data, weighting unknown, DKs caluclated out from percentages (not provided frequencies)