

2008 Annual Employee Survey Results for The Office of Navajo and Hopi Indian Relocation
 Surveys Returned: 37

Surveys Sent: 44

Response Rate 84%

Prescribed Questions: Personal Work Experiences								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree		Total
1. The people I work with cooperate to get the job done.	Frequencies	13	18	5	0	1		37
	Percentages	35.1%	48.7%	13.5%	0.0%	2.7%		100.0%
2. I am given a real opportunity to improve my skills in my organization.	Frequencies	18	12	5	2	0		37
	Percentages	48.6%	32.5%	13.5%	5.4%	0.0%		100.0%
3. My work gives me a feeling of personal accomplishment.	Frequencies	19	18	0	0	0		37
	Percentages	51.3%	48.7%	0.0%	0.0%	0.0%		100.0%
4. I like the kind of work I do.	Frequencies	23	13	1	0	0		37
	Percentages	62.1%	35.2%	2.7%	0.0%	0.0%		100.0%
5. I have trust and confidence in my supervisor.	Frequencies	16	16	3	0	2		37
	Percentages	43.2%	43.3%	8.1%	0.0%	5.4%		100.0%
6. Overall how good a job do you feel is being done by your immediate supervisor/team leader?	Frequencies	15	17	3	0	2		37
	Percentages	40.5%	46.0%	8.1%	0.0%	5.4%		100.0%

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Recruitment, Development & Retention								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Frequencies	11	21	4	0	1	0	37
	Percentages	29.7%	56.8%	10.8%	0.0%	2.7%	0.0%	100.0%
8. My work unit is able to recruit people with the right skills.	Frequencies	9	15	11	0	0	2	37
	Percentages	24.3%	40.6%	29.7%	0.0%	0.0%	5.4%	100.0%
9. I know how my work relates to the agency's goals and priorities.	Frequencies	19	16	1	0	0	1	37
	Percentages	51.3%	43.3%	2.7%	0.0%	0.0%	2.7%	100.0%
10. The work I do is important.	Frequencies	26	9	1	0	0	1	37
	Percentages	70.2%	24.4%	2.7%	0.0%	0.0%	2.7%	100.0%
11. Physical conditions (noise, temperature, lighting, cleanliness) allow employees to perform their jobs well.	Frequencies	17	16	2	2	0	0	37
	Percentages	45.9%	43.3%	5.4%	5.4%	0.0%	0.0%	100.0%
12. Supervisors/team leaders in my work unit support employee development.	Frequencies	14	15	4	1	2	1	37
	Percentages	37.8%	40.6%	10.8%	2.7%	5.4%	2.7%	100.0%
13. My talents are used well in the workplace.	Frequencies	17	14	4	1	0	1	37
	Percentages	45.9%	37.9%	10.8%	2.7%	0.0%	2.7%	100.0%
14. My training needs are assessed.	Frequencies	5	20	6	3	3	0	37
	Percentages	13.5%	54.1%	16.2%	8.1%	8.1%	0.0%	100.0%

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Prescribed Questions: Performance Culture								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
15. Promotions in my work unit are based on merit.	Frequencies	5	11	14	1	2	4	37
	Percentages	13.5%	29.8%	37.8%	2.7%	5.4%	10.8%	100.0%
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Frequencies	4	10	15	4	2	2	37
	Percentages	10.8%	27.1%	40.5%	10.8%	5.4%	5.4%	100.0%
17. Creativity and innovation are rewarded.	Frequencies	5	14	12	3	2	1	37
	Percentages	13.5%	37.9%	32.4%	8.1%	5.4%	2.7%	100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	No Basis to Judge	
18. In my most recent appraisal, I understood what I had to do to be rated at different performance levels.	Frequencies	12	16	7	2	0	0	37
	Percentages	32.4%	43.3%	18.9%	5.4%	0.0%	0.0%	100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
19. In my work unit, differences in performance are recognized in a meaningful way.	Frequencies	4	13	10	5	2	3	37
	Percentages	10.8%	35.2%	27.0%	13.5%	5.4%	8.1%	100.0%
20. Pay raises depend on how well employees perform their jobs.	Frequencies	6	11	7	7	2	4	37
	Percentages	16.2%	29.8%	18.9%	18.9%	5.4%	10.8%	100.0%
21. My performance appraisal is a fair reflection of my performance.	Frequencies	11	15	6	3	1	1	37
	Percentages	29.7%	40.6%	16.2%	8.1%	2.7%	2.7%	100.0%
22. Discussions with my supervisor/team leader about my performance are worthwhile.	Frequencies	8	18	6	2	2	1	37
	Percentages	21.6%	48.7%	16.2%	5.4%	5.4%	2.7%	100.0%
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	Frequencies	7	18	7	2	2	1	37
	Percentages	18.9%	48.7%	18.9%	5.4%	5.4%	2.7%	100.0%
24. My supervisor supports my need to balance work and family issues.	Frequencies	14	19	2	1	0	1	37
	Percentages	37.8%	51.4%	5.4%	2.7%	0.0%	2.7%	100.0%

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Prescribed Questions: Leadership								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
25. I have a high level of respect for my organization's senior leaders.	Frequencies	16	16	3	1	1	0	37
	Percentages	43.2%	43.3%	8.1%	2.7%	2.7%	0.0%	100.0%
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Frequencies	7	17	6	2	3	2	37
	Percentages	18.9%	46.0%	16.2%	5.4%	8.1%	5.4%	100.0%
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Frequencies	11	17	4	1	2	2	37
	Percentages	29.7%	46.0%	10.8%	2.7%	5.4%	5.4%	100.0%
28. Employees are protected from health and safety hazards on the job.	Frequencies	12	22	2	1	0	0	37
	Percentages	32.4%	59.5%	5.4%	2.7%	0.0%	0.0%	100.0%
29. Employees have a feeling of personal empowerment and ownership of work processes.	Frequencies	6	19	8	1	1	2	37
	Percentages	16.2%	51.4%	21.6%	2.7%	2.7%	5.4%	100.0%
30. My workload is reasonable.	Frequencies	5	25	5	1	0	1	37
	Percentages	13.5%	67.6%	13.5%	2.7%	0.0%	2.7%	100.0%
31. Managers communicate the goals and priorities of the organization.	Frequencies	8	21	2	1	3	2	37
	Percentages	21.6%	56.8%	5.4%	2.7%	8.1%	5.4%	100.0%
32. My organization has prepared employees for potential security threats.	Frequencies	5	16	7	5	1	3	37
	Percentages	13.5%	43.3%	18.9%	13.5%	2.7%	8.1%	100.0%

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Prescribed Questions: Job Satisfaction								
Item Text		Very Satisfied	Satisfied	Neither	Dis-satisfied	Very Dis-satisfied		Total
33. How satisfied are you with information you receive from mgmt. on what's going on in your organization?	Frequencies	13	18	4	0	2		37
	Percentages	35.1%	48.7%	10.8%	0.0%	5.4%		100.0%
34. How satisfied are you with your involvement in decisions that affect your work?	Frequencies	13	19	2	2	1		37
	Percentages	35.1%	51.4%	5.4%	5.4%	2.7%		100.0%
35. How satisfied are you with your opportunity to get a better job in your organization?	Frequencies	8	14	12	3	0		37
	Percentages	21.6%	37.9%	32.4%	8.1%	0.0%		100.0%
36. How satisfied are you with the recognition you receive for doing a good job?	Frequencies	10	14	9	3	1		37
	Percentages	27.0%	37.9%	24.3%	8.1%	2.7%		100.0%
37. How satisfied are you with the policies and practices of your senior leaders?	Frequencies	8	17	8	1	3		37
	Percentages	21.6%	46.0%	21.6%	2.7%	8.1%		100.0%
38. How satisfied are you with the training you receive for your present job?	Frequencies	12	18	7	0	0		37
	Percentages	32.4%	48.7%	18.9%	0.0%	0.0%		100.0%
39. Considering everything, how satisfied are you with your job?	Frequencies	22	14	1	0	0		37
	Percentages	59.4%	37.9%	2.7%	0.0%	0.0%		100.0%
40. Considering everything, how satisfied are you with your pay?	Frequencies	20	15	2	0	0		37
	Percentages	54.0%	40.6%	5.4%	0.0%	0.0%		100.0%