

OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION

About this report

Part of delivering a world-class Federal workforce is acknowledging that our employees are our greatest asset. It is for this reason that we focus on employee perceptions regarding critical areas of their work lives: areas which drive employee satisfaction, commitment, and ultimately retention in the workforce.

This report highlights your agency's areas of strengths and challenges, identifies areas of progress and opportunities for improvement. Your agency's 2011 results are compared with both the 2011 Governmentwide results and your agency's 2010 survey results. These results allow agency leaders and employees to reflect on past accomplishments while setting priorities for the future.

WHO RESPONDED

ONHIR 78% response rate GOVERNMENTWIDE 49% response rate

STRENGTHS AND CHALLENGES

STRENGTHS CHALLENGES GOVERNMENTWIDE

Your agency's 5 highest % positive and % negative ratings, including the 2011 Governmentwide percentage for comparison.

7. When needed I am willing to put in the extra effort to get a job done.	100%	97%	24. In my work unit, differences in performance are recognized in a meaningful way.	17%	34%
12. I know how my work relates to the agency's goals and priorities.	100%	85%	33. Pay raises depend on how well employees perform their jobs.	16%	47%
13. The work I do is important.	100%	92%	25. Awards in my work unit depend on how well employees perform their jobs.	16%	31%
6. I know what is expected of me on the job.	98%	80%	37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	12%	24%
5. I like the kind of work I do.	98%	85%	26. Employees in my work unit share job knowledge with each other.	11%	12%

INCREASES AND DECREASES

INCREASE DECREASE

Up to 5 items with positive ratings that increased or decreased at least 5 percentage points from 2010 to 2011.

	2010	2011	Diff.		2010	2011	Diff.
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	45%	76%	+31	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)	18%	0%	-18
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	50%	77%	+27	80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	67%	54%	-13
18. My training needs are assessed.	58%	85%	+27	82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	62%	54%	-8
53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	53%	79%	+26	70. Considering everything, how satisfied are you with your pay?	76%	70%	-6
36. My organization has prepared employees for potential security threats.	67%	91%	+24	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).	86%	81%	-5

HUMAN CAPITAL ASSESSMENT AND ACCOUNTABILITY FRAMEWORK (HCAAF)

The HCAAF indices provide consistent metrics for measuring progress toward HCAAF objectives. Here are your agency results compared with the Governmentwide results.



LEADERSHIP & KNOWLEDGE MANAGEMENT



RESULTS-ORIENTED PERFORMANCE CULTURE



TALENT MANAGEMENT

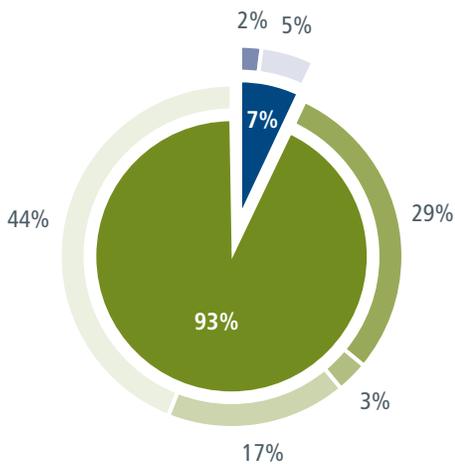


JOB SATISFACTION



TELEWORK

ONHIR



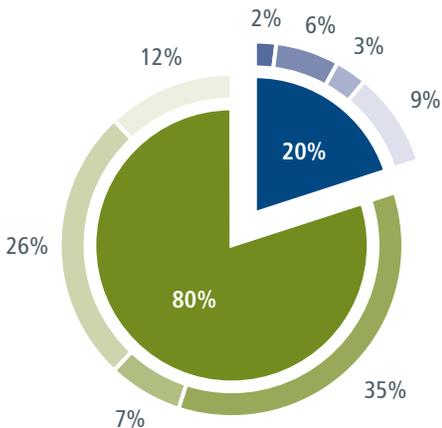
TELEWORK

- I telework 3 or more days per week.
- I telework 1 or 2 days per week.
- I telework, but no more than 1 or 2 days per month.
- I telework very infrequently, on an unscheduled or short-term basis.

DO NOT TELEWORK

- I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).
- I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.
- I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.
- I do not telework because I choose not to telework.

GOVERNMENTWIDE



Note: The sum of percentages may not add to 100 due to rounding.



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