

**OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		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		9	15	4	0	1	29	NA
	%	82.57	30.98	51.59	13.93	0.00	3.50	100.00	
2. I have enough information to do my job well.	N		12	16	0	0	0	28	NA
	%	100.00	42.26	57.74	0.00	0.00	0.00	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		8	17	2	0	1	28	NA
	%	89.14	28.37	60.77	7.24	0.00	3.62	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		13	14	0	2	0	29	NA
	%	92.99	44.73	48.26	0.00	7.01	0.00	100.00	
*5. I like the kind of work I do.	N		17	11	0	1	0	29	NA
	%	96.50	58.31	38.19	0.00	3.50	0.00	100.00	
6. I know what is expected of me on the job.	N		14	13	0	2	0	29	NA
	%	92.99	47.88	45.11	0.00	7.01	0.00	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		17	11	0	0	0	28	NA
	%	100.00	60.42	39.58	0.00	0.00	0.00	100.00	
8. I am constantly looking for ways to do my job better.	N		13	13	2	0	0	28	NA
	%	92.76	46.18	46.58	7.24	0.00	0.00	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		10	13	1	4	1	29	0
	%	79.03	34.11	44.92	3.51	13.96	3.50	100.00	
*10. My workload is reasonable.	N		10	14	3	1	0	28	0
	%	85.49	35.31	50.17	10.89	3.63	0.00	100.00	
*11. My talents are used well in the workplace.	N		11	13	2	2	1	29	0
	%	82.57	37.99	44.58	6.92	7.01	3.50	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		14	14	0	1	0	29	0
	%	96.50	47.98	48.52	0.00	3.50	0.00	100.00	
*13. The work I do is important.	N		17	10	1	0	1	29	0
	%	92.99	58.40	34.59	3.51	0.00	3.50	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		14	11	4	0	0	29	0
	%	86.17	47.98	38.19	13.83	0.00	0.00	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		11	15	2	1	0	29	0
	%	89.49	37.81	51.68	7.01	3.51	0.00	100.00	
16. I am held accountable for achieving results.	N		10	17	2	0	0	29	0
	%	92.99	34.46	58.53	7.01	0.00	0.00	100.00	

Survey Administration Period: April 23, 2013 to June 7, 2013

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Sample or Census: Census

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		8	15	4	0	1	28	1
	%	81.84	28.11	53.73	14.53	0.00	3.63	100.00	
*18. My training needs are assessed.	N		2	18	5	3	1	29	0
	%	68.46	6.92	61.54	17.53	10.51	3.51	100.00	
*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		10	13	4	2	0	29	0
	%	79.32	34.33	44.99	13.67	7.01	0.00	100.00	
*20. The people I work with cooperate to get the job done.	N		7	15	4	2	0	28	NA
	%	78.51	25.05	53.46	14.23	7.26	0.00	100.00	
*21. My work unit is able to recruit people with the right skills.	N		3	8	14	1	0	26	2
	%	42.07	11.19	30.88	54.14	3.79	0.00	100.00	
*22. Promotions in my work unit are based on merit.	N		4	8	9	5	0	26	3
	%	45.64	15.28	30.37	34.88	19.48	0.00	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		5	7	9	6	1	28	1
	%	42.33	17.64	24.69	32.50	21.54	3.63	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		4	11	9	3	2	29	0
	%	51.33	13.58	37.75	31.30	10.36	7.01	100.00	
25. Awards in my work unit depend on how well employees perform their jobs.	N		6	11	6	2	2	27	2
	%	62.60	21.94	40.66	22.42	7.44	7.54	100.00	
26. Employees in my work unit share job knowledge with each other.	N		5	13	7	3	1	29	0
	%	61.54	17.02	44.51	24.53	10.42	3.51	100.00	
27. The skill level in my work unit has improved in the past year.	N		5	15	8	1	0	29	0
	%	68.64	16.93	51.71	27.95	3.41	0.00	100.00	
		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		15	10	3	0	0	28	NA
	%	89.11	53.30	35.81	10.89	0.00	0.00	100.00	
		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		9	16	1	3	0	29	0
	%	85.98	30.60	55.38	3.51	10.51	0.00	100.00	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N		6	15	5	1	2	29	0
	%	72.11	20.18	51.93	17.37	3.51	7.01	100.00	
31. Employees are recognized for providing high quality products and services.	N		9	10	5	3	2	29	0
	%	65.10	30.77	34.34	17.37	10.52	7.01	100.00	
*32. Creativity and innovation are rewarded.	N		5	11	9	2	2	29	0
	%	54.68	16.99	37.69	31.30	7.01	7.01	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		4	5	10	4	3	26	2
	%	34.38	15.14	19.24	38.43	15.53	11.66	100.00	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		4	11	11	1	1	28	1
	%	53.22	14.07	39.15	39.51	3.63	3.63	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		10	13	6	0	0	29	0
	%	79.15	34.05	45.11	20.85	0.00	0.00	100.00	
*36. My organization has prepared employees for potential security threats.	N		8	15	4	2	0	29	0
	%	79.15	27.39	51.77	13.83	7.01	0.00	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		8	9	8	2	1	28	1
	%	60.30	28.18	32.12	28.81	7.26	3.63	100.00	
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		8	16	3	0	2	29	0
	%	82.57	27.13	55.44	10.42	0.00	7.01	100.00	
39. My agency is successful at accomplishing its mission.	N		11	12	5	0	1	29	0
	%	78.97	37.43	41.54	17.53	0.00	3.50	100.00	
40. I recommend my organization as a good place to work.	N		14	12	2	0	1	29	NA
	%	89.49	47.79	41.69	7.01	0.00	3.50	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		14	10	1	2	2	29	0
	%	82.57	47.79	34.78	3.41	7.01	7.01	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		13	11	3	2	0	29	0
	%	82.66	44.47	38.19	10.33	7.01	0.00	100.00	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		8	15	4	1	1	29	0
	%	79.15	27.04	52.12	13.84	3.51	3.50	100.00	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		6	14	7	1	1	29	0
	%	68.64	20.44	48.20	24.35	3.51	3.50	100.00	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		7	13	7	2	0	29	0
	%	68.64	23.68	44.95	24.35	7.01	0.00	100.00	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		5	18	4	2	0	29	0
	%	79.15	17.37	61.78	13.84	7.01	0.00	100.00	
*47. Supervisors/team leaders in my work unit support employee development.	N		8	14	5	0	2	29	0
	%	75.65	27.39	48.26	17.34	0.00	7.01	100.00	
48. My supervisor/team leader listens to what I have to say.	N		11	13	2	3	0	29	NA
	%	82.48	37.81	44.67	7.01	10.51	0.00	100.00	
49. My supervisor/team leader treats me with respect.	N		10	15	0	1	2	28	NA
	%	89.10	35.65	53.46	0.00	3.63	7.26	100.00	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		6	11	8	3	1	29	NA
	%	58.47	20.34	38.13	27.60	10.42	3.51	100.00	
*51. I have trust and confidence in my supervisor.	N		11	12	3	1	2	29	NA
	%	78.97	37.90	41.07	10.52	3.51	7.01	100.00	
		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		14	11	2	1	1	29	NA
	%	85.98	47.98	38.01	7.01	3.51	3.50	100.00	
		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		6	13	5	2	3	29	0
	%	65.23	20.09	45.14	17.34	6.92	10.51	100.00	
54. My organization's leaders maintain high standards of honesty and integrity.	N		6	15	4	2	2	29	0
	%	72.14	20.56	51.59	13.84	7.01	7.01	100.00	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		8	12	6	2	1	29	0
	%	68.55	27.13	41.42	20.94	7.01	3.51	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		8	13	2	2	3	28	0
	%	74.69	28.15	46.54	7.16	7.26	10.89	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		8	13	4	3	1	29	0
	%	72.14	27.13	45.02	13.84	10.51	3.51	100.00	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		6	13	6	3	1	29	0
	%	65.04	20.44	44.61	20.94	10.51	3.51	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		8	14	4	2	1	29	0
	%	75.47	27.35	48.11	14.02	7.01	3.51	100.00	
		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		11	11	4	1	2	29	0
	%	75.65	37.96	37.69	13.93	3.41	7.01	100.00	
		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		9	15	2	1	2	29	0
	%	82.48	30.89	51.59	7.01	3.51	7.01	100.00	
62. Senior leaders demonstrate support for Work/Life programs.	N		9	14	3	0	2	28	1
	%	81.93	32.01	49.92	10.80	0.00	7.26	100.00	
		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		9	15	3	2	0	29	NA
	%	82.48	30.63	51.84	10.52	7.01	0.00	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		7	14	6	2	0	29	NA
	%	72.24	24.06	48.17	20.76	7.01	0.00	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		7	12	6	2	1	28	NA
	%	67.63	24.82	42.81	21.49	7.26	3.63	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		7	15	3	2	2	29	NA
	%	75.65	23.97	51.68	10.33	7.01	7.01	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		4	13	10	1	1	29	NA
	%	58.34	13.58	44.76	34.75	3.41	3.50	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		7	11	7	4	0	29	NA
	%	61.51	24.03	37.47	24.54	13.96	0.00	100.00	

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*69. Considering everything, how satisfied are you with your job?	N		15	13	0	0	1	29	NA
	%	96.50	51.39	45.11	0.00	0.00	3.50	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		14	9	3	2	1	29	NA
	%	79.25	47.98	31.27	10.24	7.01	3.50	100.00	
71. Considering everything, how satisfied are you with your organization?	N		12	12	3	0	1	28	NA
	%	85.47	42.55	42.92	10.90	0.00	3.63	100.00	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
Yes	7	23.72
No	17	58.85
Not sure	5	17.43
Total	29	100.00

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

	N	%
I telework 3 or more days per week.	1	3.16
I telework 1 or 2 days per week.	0	0.00
I telework, but no more than 1 or 2 days per month.	0	0.00
I telework very infrequently, on an unscheduled or short-term basis.	4	13.81
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	5	17.43
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	2	7.01
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.	8	27.58
I do not telework because I choose not to telework.	9	31.01
Total	29	100.00

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

	N	%
Yes	8	27.32
No	13	44.97
Not available to me	8	27.70
Total	29	100.00

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

	N	%
Yes	19	68.24
No	8	28.22
Not available to me	1	3.54
Total	28	100.00

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

	N	%
Yes	12	41.54
No	14	48.13
Not available to me	3	10.33
Total	29	100.00

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

	N	%
Yes	1	3.41
No	20	69.14
Not available to me	8	27.45
Total	29	100.00

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

	N	%
Yes	1	3.41
No	20	69.14
Not available to me	8	27.45
Total	29	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	100.00	1 23.45	3 76.55	0 0.00	0 0.00	0 0.00	4 100.00	1
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	100.00	4 79.91	1 20.09	0 0.00	0 0.00	0 0.00	5 100.00	2
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 %	88.77	6 33.03	10 55.75	2 11.23	0 0.00	0 0.00	18 100.00	2
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	80.07	4 40.38	4 39.69	2 19.93	0 0.00	0 0.00	10 100.00	2
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 %	---	0 ---	0 ---	0 ---	0 ---	0 ---	0 ---	1
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	---	0 ---	0 ---	0 ---	0 ---	0 ---	0 ---	1

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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