

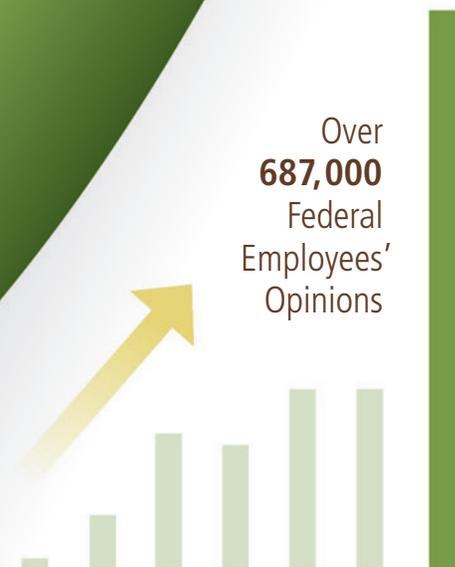
2012

Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

INTER-AMERICAN FOUNDATION
AGENCY RESULTS

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT



Over
687,000
Federal
Employees'
Opinions

**INTER-AMERICAN FOUNDATION
2012 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		2	4	7	7	4	24	NA
	%	24.5	7.1	17.5	28.6	30.2	16.6	100.0	
2. I have enough information to do my job well.	N		1	10	5	5	3	24	NA
	%	46.4	3.4	43.0	20.8	20.6	12.2	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		4	4	5	7	4	24	NA
	%	32.1	15.7	16.4	21.3	30.0	16.6	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		5	9	7	1	2	24	NA
	%	59.0	20.9	38.1	27.7	5.0	8.3	100.0	
*5. I like the kind of work I do.	N		12	6	3	2	1	24	NA
	%	75.6	50.6	25.0	11.9	8.9	3.7	100.0	
6. I know what is expected of me on the job.	N		6	10	2	4	2	24	NA
	%	66.7	25.0	41.6	7.8	18.0	7.5	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		13	9	0	0	2	24	NA
	%	91.3	53.4	38.0	0.0	0.0	8.7	100.0	
8. I am constantly looking for ways to do my job better.	N		9	11	2	1	1	24	NA
	%	83.4	37.8	45.6	7.9	5.0	3.7	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		1	3	5	10	5	24	0
	%	16.9	3.4	13.5	20.0	42.5	20.6	100.0	
*10. My workload is reasonable.	N		1	7	2	7	7	24	0
	%	33.1	3.4	29.7	8.9	30.0	28.1	100.0	
*11. My talents are used well in the workplace.	N		3	4	6	4	6	23	0
	%	29.2	12.0	17.3	26.2	18.1	26.5	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		8	8	2	2	3	23	1
	%	68.7	35.2	33.4	9.5	8.7	13.1	100.0	
*13. The work I do is important.	N		13	6	3	1	1	24	0
	%	78.4	54.7	23.7	13.8	4.1	3.7	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		2	9	3	3	7	24	0
	%	44.9	7.1	37.8	12.2	13.7	29.3	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		5	4	5	7	3	24	0
	%	36.8	20.7	16.1	20.1	30.6	12.5	100.0	
16. I am held accountable for achieving results.	N		6	11	1	4	2	24	0
	%	69.4	24.2	45.2	5.0	17.3	8.3	100.0	

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Sample or Census: Census

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		4	5	3	4	6	22	2
	%	39.6	15.8	23.8	13.9	18.6	27.9	100.0	
*18. My training needs are assessed.	N		0	3	3	8	9	23	1
	%	11.9	0.0	11.9	12.2	36.9	39.0	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, Fully Successful, Outstanding).	N		4	5	7	4	4	24	0
	%	36.3	15.8	20.5	29.0	17.4	17.2	100.0	
*20. The people I work with cooperate to get the job done.	N		4	12	5	2	1	24	NA
	%	66.6	16.1	50.5	21.9	7.7	3.7	100.0	
*21. My work unit is able to recruit people with the right skills.	N		4	3	6	8	3	24	0
	%	29.4	16.3	13.1	26.1	32.5	12.0	100.0	
*22. Promotions in my work unit are based on merit.	N		1	1	9	4	6	21	3
	%	9.2	3.9	5.3	43.2	18.4	29.3	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		1	5	7	4	5	22	2
	%	24.7	3.7	20.9	33.4	18.8	23.1	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		1	5	5	5	5	21	3
	%	27.4	3.9	23.5	24.4	24.6	23.6	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		2	4	5	4	5	20	4
	%	28.5	9.1	19.5	25.3	21.5	24.7	100.0	
26. Employees in my work unit share job knowledge with each other.	N		3	15	3	1	2	24	0
	%	74.7	11.9	62.8	12.8	5.0	7.5	100.0	
27. The skill level in my work unit has improved in the past year.	N		4	3	7	6	3	23	1
	%	29.4	16.6	12.7	32.7	26.1	11.9	100.0	
		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		7	6	9	1	1	24	NA
	%	53.8	29.1	24.7	38.6	3.8	3.7	100.0	
		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		3	8	5	5	3	24	0
	%	47.4	12.5	35.0	20.7	19.9	12.0	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		1	4	5	6	8	24	0
	%	20.3	3.4	16.9	20.9	26.4	32.4	100.0	
31. Employees are recognized for providing high quality products and services.	N		2	5	6	4	7	24	0
	%	28.4	7.1	21.3	24.6	18.4	28.5	100.0	
*32. Creativity and innovation are rewarded.	N		3	0	10	6	5	24	0
	%	11.5	11.5	0.0	41.5	27.3	19.7	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		1	2	6	4	7	20	4
	%	14.6	4.1	10.5	29.7	20.5	35.2	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		3	6	6	2	5	22	2
	%	41.7	13.8	28.0	27.9	9.3	21.0	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		8	4	6	2	3	23	1
	%	53.2	34.9	18.3	25.6	9.3	12.0	100.0	
*36. My organization has prepared employees for potential security threats.	N		5	7	2	5	4	23	1
	%	52.8	20.8	32.1	8.2	23.2	15.8	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		4	7	5	2	2	20	4
	%	53.7	19.1	34.6	27.0	10.3	9.1	100.0	
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		5	5	5	4	2	21	3
	%	46.6	22.6	23.9	23.4	20.0	10.0	100.0	
39. My agency is successful at accomplishing its mission.	N		3	12	6	1	2	24	0
	%	62.0	12.6	49.4	26.6	3.9	7.5	100.0	
40. I recommend my organization as a good place to work.	N		3	7	6	6	2	24	NA
	%	41.7	11.5	30.2	24.5	26.2	7.5	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		6	4	4	5	4	23	1
	%	42.5	24.9	17.5	17.4	22.6	17.5	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		3	10	4	6	1	24	0
	%	54.8	13.3	41.5	17.0	24.5	3.7	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		3	5	6	8	2	24	0
	%	31.7	11.5	20.2	25.4	35.4	7.5	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		2	6	5	5	5	23	0
	%	33.0	8.2	24.8	22.0	23.2	21.9	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		3	5	7	4	2	21	3
	%	36.8	13.2	23.6	34.6	19.0	9.5	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		2	7	2	8	5	24	0
	%	35.4	7.8	27.6	8.0	35.6	21.0	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		2	4	8	7	2	23	1
	%	24.9	8.1	16.8	35.8	30.3	9.0	100.0	
48. My supervisor/team leader listens to what I have to say.	N		4	10	3	5	2	24	NA
	%	57.5	15.4	42.1	13.8	21.0	7.7	100.0	
49. My supervisor/team leader treats me with respect.	N		4	7	7	6	0	24	NA
	%	46.2	15.4	30.8	29.4	24.5	0.0	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		4	14	1	4	1	24	NA
	%	72.9	15.4	57.6	5.0	17.4	4.7	100.0	
*51. I have trust and confidence in my supervisor.	N		3	5	6	7	3	24	NA
	%	32.3	11.5	20.8	24.7	29.5	13.6	100.0	
		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		2	5	8	6	3	24	NA
	%	28.4	7.8	20.6	32.1	27.0	12.5	100.0	
		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		2	6	4	7	5	24	0
	%	32.9	7.8	25.1	16.7	30.6	19.7	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		4	6	6	4	3	23	1
	%	42.8	16.8	26.1	25.8	18.8	12.6	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		3	8	6	2	4	23	0
	%	46.6	13.1	33.5	27.4	9.5	16.5	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		5	7	5	4	3	24	0
	%	50.1	21.2	28.9	20.7	17.2	12.0	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		2	7	5	6	2	22	2
	%	41.4	8.7	32.7	22.3	28.0	8.3	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		3	12	4	3	2	24	0
	%	61.4	12.3	49.2	17.0	14.0	7.5	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		3	13	1	5	2	24	0
	%	65.7	12.3	53.4	4.7	22.1	7.5	100.0	
		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		2	9	8	0	5	24	0
	%	44.8	7.8	37.0	33.5	0.0	21.7	100.0	
		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		4	5	6	4	5	24	0
	%	36.6	16.1	20.4	26.1	16.5	20.8	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		0	7	7	6	4	24	0
	%	27.5	0.0	27.5	29.9	25.9	16.6	100.0	
		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		2	4	8	2	6	22	NA
	%	25.9	8.5	17.4	37.1	9.3	27.7	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		5	10	3	2	3	23	NA
	%	64.5	21.8	42.7	13.0	10.1	12.4	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		3	6	7	4	3	23	NA
	%	37.4	12.0	25.4	31.4	18.1	13.0	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		3	4	6	6	4	23	NA
	%	29.7	12.0	17.7	25.4	27.3	17.6	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		1	2	8	4	8	23	NA
	%	12.0	4.6	7.4	34.8	18.5	34.7	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		0	5	6	6	6	23	NA
	%	20.1	0.0	20.1	25.7	27.8	26.5	100.0	

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		5	4	6	5	3	23	NA
	%	38.2	21.7	16.5	25.9	24.0	11.9	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		5	8	2	5	2	22	NA
	%	58.5	21.2	37.3	8.5	23.9	9.1	100.0	
71. Considering everything, how satisfied are you with your organization?	N		4	5	6	4	4	23	NA
	%	39.6	17.9	21.7	25.9	17.9	16.7	100.0	

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	16	65.8
No	5	22.0
Not sure	3	12.2
Total	24	100.0

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

	N	%
I telework 3 or more days per week.	0	0.0
I telework 1 or 2 days per week.	0	0.0
I telework, but no more than 1 or 2 days per month.	4	16.2
I telework very infrequently, on an unscheduled or short-term basis.	5	20.6
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	2	8.2
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	8	34.6
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.	0	0.0
I do not telework because I choose not to telework.	5	20.4
Total	24	100.0

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INTER-AMERICAN FOUNDATION 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

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

	N	%
Yes	1	3.4
No	14	58.7
Not available to me	9	37.9
Total	24	100.0

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

	N	%
Yes	0	0.0
No	17	71.6
Not available to me	7	28.4
Total	24	100.0

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

	N	%
Yes	3	11.4
No	16	68.1
Not available to me	5	20.5
Total	24	100.0

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

	N	%
Yes	0	0.0
No	17	71.6
Not available to me	7	28.4
Total	24	100.0

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

	N	%
Yes	0	0.0
No	17	71.6
Not available to me	7	28.4
Total	24	100.0

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	21.3	0 0.0	2 21.3	3 33.1	0 0.0	4 45.6	9 100.0	0
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	100.0	0 0.0	1 100.0	0 0.0	0 0.0	0 0.0	1 100.0	0
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 %	---	0 ---	0 ---	0 ---	0 ---	0 ---	0 ---	0
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	100.0	0 0.0	3 100.0	0 0.0	0 0.0	0 0.0	3 100.0	0
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 ---	0
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 ---	0

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

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United States
Office of Personnel Management
Planning and Policy Analysis

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