

OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/9/2010 to 3/19/2010)

		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 %	82.3	13 35.1	17 47.2	4 11.2	2 6.5	0 0.0	36 100.0	NA
2. I have enough information to do my job well.	N %	89.6	16 43.5	16 46.1	3 8.2	1 2.2	0 0.0	36 100.0	NA
3. I feel encouraged to come up with new and better ways of doing things.	N %	83.0	14 38.9	16 44.1	4 12.6	2 4.3	0 0.0	36 100.0	NA
*4. My work gives me a feeling of personal accomplishment.	N %	93.6	16 41.2	17 52.4	3 6.4	0 0.0	0 0.0	36 100.0	NA
*5. I like the kind of work I do.	N %	90.0	16 43.0	17 47.0	3 10.0	0 0.0	0 0.0	36 100.0	NA
6. I know what is expected of me on the job.	N %	100.0	20 53.9	16 46.1	0 0.0	0 0.0	0 0.0	36 100.0	NA
7. When needed I am willing to put in the extra effort to get a job done.	N %	100.0	21 54.1	15 45.9	0 0.0	0 0.0	0 0.0	36 100.0	NA
8. I am constantly looking for ways to do my job better.	N %	90.6	15 37.9	18 52.7	2 7.2	1 2.2	0 0.0	36 100.0	NA
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N %	79.6	14 37.4	15 42.2	3 8.3	3 10.1	1 2.1	36 100.0	0
*10. My workload is reasonable.	N %	81.0	11 30.2	17 50.8	4 12.6	3 6.4	0 0.0	35 100.0	0
*11. My talents are used well in the workplace.	N %	76.8	14 37.2	14 39.6	6 17.2	2 6.0	0 0.0	36 100.0	0
*12. I know how my work relates to the agency's goals and priorities.	N %	92.1	18 47.3	16 44.7	2 7.9	0 0.0	0 0.0	36 100.0	0
*13. The work I do is important.	N %	95.2	21 55.3	13 40.0	1 2.7	1 2.1	0 0.0	36 100.0	0
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	86.5	18 46.4	14 40.0	4 13.5	0 0.0	0 0.0	36 100.0	0
*15. My performance appraisal is a fair reflection of my performance.	N %	76.8	15 40.8	12 36.0	8 21.1	1 2.1	0 0.0	36 100.0	0
16. I am held accountable for achieving results.	N %	82.2	15 39.7	15 42.6	5 15.6	1 2.2	0 0.0	36 100.0	0

*AES prescribed items

** Sum of responses excluding DNK/NBJ

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		10	14	8	2	2	36	0
	%	66.5	26.8	39.7	23.9	4.7	4.9	100.0	
*18. My training needs are assessed.	N		9	11	7	6	2	35	0
	%	58.3	26.3	32.1	19.3	17.6	4.8	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		12	19	4	0	1	36	0
	%	86.1	32.8	53.3	11.8	0.0	2.1	100.0	
*20. The people I work with cooperate to get the job done.	N		14	14	2	2	2	34	NA
	%	84.0	40.2	43.8	6.9	4.6	4.5	100.0	
*21. My work unit is able to recruit people with the right skills.	N		4	15	10	2	2	33	3
	%	56.8	11.6	45.1	32.4	5.9	5.0	100.0	
*22. Promotions in my work unit are based on merit.	N		7	8	11	4	4	34	2
	%	44.5	21.2	23.3	34.4	11.0	10.2	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		3	13	8	6	3	33	3
	%	50.1	8.5	41.6	21.3	20.4	8.2	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		6	11	12	2	3	34	2
	%	52.4	17.4	35.0	35.9	4.6	7.2	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		4	14	9	5	2	34	2
	%	52.9	11.6	41.3	27.6	13.9	5.7	100.0	
26. Employees in my work unit share job knowledge with each other.	N		6	20	5	3	2	36	0
	%	73.1	16.6	56.5	15.1	6.8	5.0	100.0	
27. The skill level in my work unit has improved in the past year.	N		7	21	6	0	1	35	1
	%	79.9	17.7	62.2	18.0	0.0	2.1	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		18	14	4	0	0	36	NA
	%	89.7	48.1	41.6	10.3	0.0	0.0	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		8	20	5	2	0	35	1
	%	79.8	21.3	58.4	15.9	4.3	0.0	100.0	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	64.5	5 13.2	18 51.4	10 31.1	0 0.0	2 4.3	35 100.0	1
31. Employees are recognized for providing high quality products and services.	N %	65.6	9 25.8	13 39.9	4 10.8	7 18.5	2 5.0	35 100.0	1
*32. Creativity and innovation are rewarded.	N %	57.2	7 19.1	12 38.1	9 24.4	6 15.8	1 2.6	35 100.0	1
*33. Pay raises depend on how well employees perform their jobs.	N %	39.0	5 13.1	8 25.8	12 37.3	5 12.1	4 11.6	34 100.0	2
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	44.8	5 14.7	11 30.1	17 52.2	1 3.0	0 0.0	34 100.0	2
*35. Employees are protected from health and safety hazards on the job.	N %	72.5	13 36.6	13 35.9	7 22.3	2 5.2	0 0.0	35 100.0	1
*36. My organization has prepared employees for potential security threats.	N %	66.9	8 21.9	16 45.0	6 19.3	4 10.9	1 3.0	35 100.0	1
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	65.9	9 27.6	13 38.2	6 16.4	4 12.4	2 5.3	34 100.0	2
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 %	74.7	11 30.8	15 44.0	6 20.0	1 2.3	1 3.0	34 100.0	2
39. My agency is successful at accomplishing its mission.	N %	80.2	12 30.7	16 49.5	4 13.2	2 4.4	1 2.1	35 100.0	1
40. I recommend my organization as a good place to work.	N %	88.2	12 30.0	20 58.2	2 7.5	2 4.3	0 0.0	36 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	62.4	6 16.8	16 45.6	10 29.3	2 4.1	2 4.2	36 100.0	0
*42. My supervisor supports my need to balance work and other life issues.	N %	84.9	10 28.1	19 56.7	5 15.1	0 0.0	0 0.0	34 100.0	2
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	76.1	12 35.7	14 40.4	7 19.7	1 4.2	0 0.0	34 100.0	1
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	78.7	9 24.2	19 54.5	6 15.2	2 6.1	0 0.0	36 100.0	0

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N	75.8	7	18	8	0	1	34	2
	%		19.6	56.2	21.9	0.0	2.3	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N	68.9	7	18	9	2	0	36	0
	%		19.0	49.9	24.9	6.1	0.0	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N	73.3	7	19	8	0	1	35	0
	%		19.2	54.1	24.6	0.0	2.1	100.0	
48. My supervisor/team leader listens to what I have to say.	N	87.9	12	20	4	0	0	36	NA
	%		32.2	55.6	12.1	0.0	0.0	100.0	
49. My supervisor/team leader treats me with respect.	N	81.7	13	17	3	3	0	36	NA
	%		35.1	46.6	8.7	9.6	0.0	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N	67.4	7	18	10	1	0	36	NA
	%		19.8	47.6	29.7	2.8	0.0	100.0	
*51. I have trust and confidence in my supervisor.	N	83.1	10	20	5	1	0	36	NA
	%		26.1	57.0	14.8	2.2	0.0	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	77.0	13	15	7	0	1	36	NA
	%		34.6	42.4	20.9	0.0	2.2	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	53.1	6	13	11	4	2	36	0
	%		15.9	37.2	33.3	9.3	4.2	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N	69.5	8	16	8	3	1	36	0
	%		21.8	47.7	21.2	7.2	2.2	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N	58.3	8	13	10	3	2	36	0
	%		21.1	37.2	28.4	8.3	5.0	100.0	
*56. Managers communicate the goals and priorities of the organization.	N	72.8	10	15	4	4	2	35	1
	%		26.5	46.3	13.3	8.8	5.1	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N	80.2	10	18	4	1	2	35	1
	%		26.5	53.7	12.5	2.1	5.1	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 %	77.5	6 16.3	20 61.1	5 11.7	2 5.8	2 5.1	35 100.0	1
59. Managers support collaboration across work units to accomplish work objectives.	N %	77.2	7 18.5	19 58.7	5 11.8	2 5.8	2 5.1	35 100.0	1
		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 %	77.6	12 34.4	15 43.2	6 17.3	1 2.9	1 2.2	35 100.0	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 %	81.7	12 34.1	17 47.6	6 16.1	0 0.0	1 2.2	36 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	74.9	9 25.7	17 49.2	8 22.9	0 0.0	1 2.2	35 100.0	1
		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 %	79.6	12 31.3	17 48.3	5 14.3	2 6.1	0 0.0	36 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	70.8	8 21.1	18 49.7	7 22.1	2 5.0	1 2.2	36 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	63.7	8 21.2	15 42.6	11 30.1	1 4.0	1 2.2	36 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	78.6	10 27.6	18 50.9	5 12.9	2 6.4	1 2.2	36 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	64.1	8 21.4	15 42.7	8 22.6	5 13.3	0 0.0	36 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	58.3	8 21.2	14 37.1	8 24.4	6 17.3	0 0.0	36 100.0	NA

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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		14	17	4	1	0	36	NA
	%	87.1	35.6	51.5	10.8	2.1	0.0	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		15	13	3	5	0	36	NA
	%	76.3	40.7	35.6	11.9	11.8	0.0	100	
71. Considering everything, how satisfied are you with your organization?	N		14	15	7	0	0	36	NA
	%	83.5	37.4	46.1	16.5	0.0	0.0	100	
		Percent Positive	Telework on regular basis	Telework infrequently	No telework: physical presence required	No telework: technical issues	No telework: not allowed though ok for job type	No telework: personal choice	Item Response Total**
72. Please select the response below that BEST describes your teleworking situation.	N		6	1	12	1	7	7	34
	%	21.2	16.9	3.1	37.3	2.4	18.7	21.6	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
73. How satisfied are you with the following Work/Life programs in your agency... Telework?	N		3	4	11	2	1	21	15
	%	32.6	12.6	20.0	55.1	8.7	3.6	100.0	
74. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?	N		8	11	7	2	0	28	8
	%	67.4	28.7	38.7	27.2	5.4	0.0	100.0	
75. 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		13	11	9	0	0	33	3
	%	66.3	37.6	28.7	33.7	0.0	0.0	100	
76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?	N		4	16	10	0	0	30	6
	%	61.9	12.3	49.6	38.1	0.0	0.0	100	
77. 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	3	13	1	1	18	18
	%	18.2	0.0	18.2	72.9	4.5	4.3	100	
78. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?	N		0	2	15	1	1	19	17
	%	12.1	0.0	12.1	79.5	4.3	4.1	100	

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