

**OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION  
2014 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	13	6	2	1	31	NA
	%	71.39	28.74	42.66	18.05	7.38	3.18	100.00	
2. I have enough information to do my job well.	N		12	13	2	0	0	27	NA
	%	91.47	45.14	46.33	8.53	0.00	0.00	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		10	14	6	0	0	30	NA
	%	81.23	33.32	47.91	18.77	0.00	0.00	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		9	18	2	0	0	29	NA
	%	93.36	30.62	62.74	6.64	0.00	0.00	100.00	
*5. I like the kind of work I do.	N		15	11	2	0	0	28	NA
	%	93.26	54.24	39.02	6.74	0.00	0.00	100.00	
6. I know what is expected of me on the job.	N		17	11	0	0	0	28	NA
	%	100.00	59.91	40.09	0.00	0.00	0.00	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		19	9	2	1	0	31	NA
	%	90.92	62.31	28.61	6.02	3.07	0.00	100.00	
8. I am constantly looking for ways to do my job better.	N		15	13	1	0	0	29	NA
	%	96.74	53.13	43.61	3.26	0.00	0.00	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		7	11	7	3	3	31	0
	%	57.79	21.57	36.22	24.10	8.78	9.32	100.00	
*10. My workload is reasonable.	N		8	15	4	3	0	30	0
	%	77.97	26.94	51.03	12.43	9.60	0.00	100.00	
*11. My talents are used well in the workplace.	N		12	13	3	1	0	29	0
	%	85.49	41.81	43.68	11.13	3.38	0.00	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		14	13	2	0	1	30	0
	%	90.63	47.04	43.59	6.21	0.00	3.16	100.00	

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Sample or Census: Census

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*13. The work I do is important.	N		14	14	2	0	0	30	0
	%	93.79	48.20	45.60	6.21	0.00	0.00	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		12	14	4	0	0	30	0
	%	86.18	37.52	48.66	13.82	0.00	0.00	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		10	18	2	1	0	31	0
	%	90.81	31.69	59.12	6.13	3.07	0.00	100.00	
16. I am held accountable for achieving results.	N		7	19	2	0	1	29	0
	%	90.45	23.99	66.45	6.29	0.00	3.27	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		6	15	8	0	1	30	1
	%	71.73	18.92	52.80	25.11	0.00	3.17	100.00	
*18. My training needs are assessed.	N		4	11	11	4	0	30	0
	%	51.29	12.68	38.61	36.05	12.66	0.00	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		9	16	3	1	1	30	1
	%	84.07	30.86	53.21	9.49	3.16	3.28	100.00	
*20. The people I work with cooperate to get the job done.	N		8	14	5	1	1	29	NA
	%	76.77	29.22	47.55	16.60	3.31	3.31	100.00	
*21. My work unit is able to recruit people with the right skills.	N		4	12	10	4	1	31	0
	%	54.33	12.29	42.04	30.33	12.26	3.08	100.00	
*22. Promotions in my work unit are based on merit.	N		4	9	12	4	1	30	0
	%	45.24	12.65	32.60	38.95	12.53	3.28	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		5	6	13	6	1	31	0
	%	36.30	15.21	21.09	42.54	18.09	3.07	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		4	9	12	3	1	29	0
	%	47.99	13.08	34.91	39.04	9.70	3.27	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		7	7	11	3	2	30	0
	%	49.75	24.95	24.80	34.44	9.37	6.44	100.00	
26. Employees in my work unit share job knowledge with each other.	N		6	15	5	3	1	30	0
	%	69.93	20.38	49.55	17.31	9.60	3.16	100.00	
27. The skill level in my work unit has improved in the past year.	N		7	11	10	1	2	31	0
	%	58.77	22.55	36.22	31.92	3.07	6.24	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	11	5	0	0	31	NA
	%	84.90	51.23	33.67	15.10	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		11	13	4	2	1	31	0
	%	78.43	37.75	40.68	12.26	6.24	3.07	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		9	14	4	2	1	30	0
	%	77.86	31.40	46.46	12.53	6.44	3.16	100.00	
31. Employees are recognized for providing high quality products and services.	N		6	10	9	4	2	31	0
	%	52.74	19.79	32.95	27.39	13.63	6.24	100.00	
*32. Creativity and innovation are rewarded.	N		6	5	13	4	2	30	0
	%	36.07	20.50	15.58	43.43	14.06	6.44	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		4	2	13	9	2	30	0
	%	20.24	12.63	7.60	44.03	29.30	6.43	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		4	9	14	2	1	30	0
	%	46.62	12.73	33.88	43.89	6.33	3.16	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		9	18	4	0	0	31	0
	%	86.38	27.42	58.96	13.62	0.00	0.00	100.00	
*36. My organization has prepared employees for potential security threats.	N		8	16	4	1	1	30	0
	%	79.62	25.12	54.50	13.94	3.28	3.16	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		6	13	7	2	2	30	0
	%	62.58	18.97	43.61	24.66	6.33	6.44	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		6	14	7	1	1	29	0
	%	69.34	21.17	48.17	24.01	3.38	3.27	100.00	
39. My agency is successful at accomplishing its mission.	N		10	16	3	1	1	31	0
	%	83.20	33.21	49.99	10.67	3.07	3.07	100.00	
40. I recommend my organization as a good place to work.	N		11	16	3	0	1	31	NA
	%	87.63	36.15	51.48	9.20	0.00	3.18	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		8	13	6	3	1	31	0
	%	68.12	25.89	42.24	19.79	8.91	3.18	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		13	14	4	0	0	31	0
	%	86.46	43.77	42.69	13.54	0.00	0.00	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		13	8	4	3	1	29	0
	%	72.42	46.50	25.92	13.06	11.13	3.38	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		10	11	7	3	0	31	0
	%	68.06	31.76	36.30	21.49	10.45	0.00	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		9	11	6	3	1	30	0
	%	66.94	31.13	35.81	20.42	9.37	3.28	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		10	12	6	3	0	31	0
	%	71.02	33.09	37.92	18.54	10.45	0.00	100.00	
*47. Supervisors in my work unit support employee development.	N		10	10	5	3	0	28	0
	%	71.54	36.52	35.02	16.94	11.52	0.00	100.00	
48. My supervisor listens to what I have to say.	N		13	13	5	0	0	31	NA
	%	83.39	42.29	41.10	16.61	0.00	0.00	100.00	
49. My supervisor treats me with respect.	N		13	11	3	1	0	28	NA
	%	85.09	46.57	38.51	11.54	3.38	0.00	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		7	11	10	3	0	31	NA
	%	58.75	22.92	35.84	32.05	9.20	0.00	100.00	
*51. I have trust and confidence in my supervisor.	N		12	12	2	2	1	29	NA
	%	82.29	41.84	40.45	6.57	7.87	3.27	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?	N		13	9	6	3	0	31	NA
	%	71.02	41.04	29.97	18.43	10.56	0.00	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		6	12	9	3	1	31	0
	%	60.40	19.84	40.57	27.63	8.90	3.07	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		8	14	5	1	2	30	0
	%	74.80	28.23	46.57	15.71	3.16	6.33	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		8	12	8	2	1	31	0
	%	65.22	27.38	37.84	25.59	6.13	3.07	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		8	12	7	2	1	30	0
	%	66.82	28.23	38.59	23.69	6.33	3.16	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		9	12	7	1	1	30	0
	%	69.98	31.08	38.90	23.69	3.16	3.16	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		9	10	6	4	1	30	0
	%	63.96	31.40	32.56	20.42	12.46	3.16	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		9	12	6	3	1	31	0
	%	69.50	30.44	39.06	18.43	9.01	3.07	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?	N		8	12	5	1	1	27	4
	%	73.48	29.80	43.68	19.31	3.67	3.54	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	11	7	2	2	31	0
	%	66.24	28.62	37.61	21.39	6.24	6.13	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		9	16	5	0	1	31	0
	%	81.61	28.78	52.83	15.33	0.00	3.07	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		11	16	3	1	0	31	NA
	%	86.26	37.62	48.64	9.31	4.43	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		9	16	4	1	0	30	NA
	%	82.63	32.49	50.14	14.09	3.28	0.00	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		9	9	10	2	1	31	NA
	%	57.51	29.98	27.52	33.19	6.13	3.18	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		9	15	3	2	1	30	NA
	%	80.99	29.68	51.32	9.40	6.33	3.28	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		5	10	14	1	1	31	NA
	%	49.87	16.69	33.19	43.88	3.07	3.18	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		6	11	11	1	1	30	NA
	%	57.69	19.06	38.63	34.70	4.57	3.04	100.00	
*69. Considering everything, how satisfied are you with your job?	N		13	16	1	1	0	31	NA
	%	93.76	43.64	50.12	3.07	3.18	0.00	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		13	7	5	4	1	30	NA
	%	67.19	45.14	22.05	15.70	13.83	3.28	100.00	
71. Considering everything, how satisfied are you with your organization?	N		12	12	5	2	0	31	NA
	%	78.53	39.21	39.32	15.23	6.24	0.00	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	3	9.68
Yes, I was notified that I was not eligible to telework.	2	7.74
No, I was not notified of my telework eligibility.	19	62.66
Not sure if I was notified of my telework eligibility.	6	19.93
<b>Total</b>	<b>30</b>	<b>100.00</b>

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	2	8.29
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.	2	6.55
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	5	18.27
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	4	15.01
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.	9	31.76
I do not telework because I choose not to telework.	6	20.13
<b>Total</b>	<b>28</b>	<b>100.00</b>

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	8	26.39
No	13	45.45
Not available to me	9	28.17
<b>Total</b>	<b>30</b>	<b>100.00</b>

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## 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

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	61.45
No		10	35.50
Not available to me		1	3.04
Total		30	100.00
76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)		N	%
Yes		10	32.65
No		14	48.49
Not available to me		6	18.85
Total		30	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		0	0.00
No		16	54.63
Not available to me		14	45.37
Total		30	100.00
78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)		N	%
Yes		0	0.00
No		18	62.36
Not available to me		12	37.64
Total		30	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		1	1	2	0	0	4	3
	%	55.24	23.07	32.16	44.76	0.00	0.00	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		3	3	1	0	0	7	1
	%	86.96	40.14	46.81	13.04	0.00	0.00	100.00	
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		8	10	0	0	0	18	2
	%	100.00	43.28	56.72	0.00	0.00	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		4	3	2	1	0	10	0
	%	66.60	37.54	29.06	23.72	9.69	0.00	100.00	
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	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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