

2008 Annual Employee Survey Results for The Office of Navajo and Hopi Indian Relocation

Surveys Returned: 37

Surveys Sent: 44

Response Rate 84%

| Prescribed Questions: Personal Work Experiences | | | | | | | | |
|---|-------------|-----------------------|--------------|----------------|-----------------|--------------------------|--|--------------|
| Item Text | | Strongly Agree | Agree | Neither | Disagree | Strongly Disagree | | Total |
| 1. The people I work with cooperate to get the job done. | Frequencies | 13 | 18 | 5 | 0 | 1 | | 37 |
| | Percentages | 35.1% | 48.7% | 13.5% | 0.0% | 2.7% | | 100.0% |
| 2. I am given a real opportunity to improve my skills in my organization. | Frequencies | 18 | 12 | 5 | 2 | 0 | | 37 |
| | Percentages | 48.6% | 32.5% | 13.5% | 5.4% | 0.0% | | 100.0% |
| 3. My work gives me a feeling of personal accomplishment. | Frequencies | 19 | 18 | 0 | 0 | 0 | | 37 |
| | Percentages | 51.3% | 48.7% | 0.0% | 0.0% | 0.0% | | 100.0% |
| 4. I like the kind of work I do. | Frequencies | 23 | 13 | 1 | 0 | 0 | | 37 |
| | Percentages | 62.1% | 35.2% | 2.7% | 0.0% | 0.0% | | 100.0% |
| 5. I have trust and confidence in my supervisor. | Frequencies | 16 | 16 | 3 | 0 | 2 | | 37 |
| | Percentages | 43.2% | 43.3% | 8.1% | 0.0% | 5.4% | | 100.0% |
| 6. Overall how good a job do you feel is being done by your immediate supervisor/team leader? | Frequencies | 15 | 17 | 3 | 0 | 2 | | 37 |
| | Percentages | 40.5% | 46.0% | 8.1% | 0.0% | 5.4% | | 100.0% |

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| Recruitment, Development & Retention | | | | | | | | |
|---|-------------|-----------------------|--------------|----------------|-----------------|--------------------------|--------------------|--------------|
| Item Text | | Strongly Agree | Agree | Neither | Disagree | Strongly Disagree | Do Not Know | Total |
| 7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. | Frequencies | 11 | 21 | 4 | 0 | 1 | 0 | 37 |
| | Percentages | 29.7% | 56.8% | 10.8% | 0.0% | 2.7% | 0.0% | 100.0% |
| 8. My work unit is able to recruit people with the right skills. | Frequencies | 9 | 15 | 11 | 0 | 0 | 2 | 37 |
| | Percentages | 24.3% | 40.6% | 29.7% | 0.0% | 0.0% | 5.4% | 100.0% |
| 9. I know how my work relates to the agency's goals and priorities. | Frequencies | 19 | 16 | 1 | 0 | 0 | 1 | 37 |
| | Percentages | 51.3% | 43.3% | 2.7% | 0.0% | 0.0% | 2.7% | 100.0% |
| 10. The work I do is important. | Frequencies | 26 | 9 | 1 | 0 | 0 | 1 | 37 |
| | Percentages | 70.2% | 24.4% | 2.7% | 0.0% | 0.0% | 2.7% | 100.0% |
| 11. Physical conditions (noise, temperature, lighting, cleanliness) allow employees to perform their jobs well. | Frequencies | 17 | 16 | 2 | 2 | 0 | 0 | 37 |
| | Percentages | 45.9% | 43.3% | 5.4% | 5.4% | 0.0% | 0.0% | 100.0% |
| 12. Supervisors/team leaders in my work unit support employee development. | Frequencies | 14 | 15 | 4 | 1 | 2 | 1 | 37 |
| | Percentages | 37.8% | 40.6% | 10.8% | 2.7% | 5.4% | 2.7% | 100.0% |
| 13. My talents are used well in the workplace. | Frequencies | 17 | 14 | 4 | 1 | 0 | 1 | 37 |
| | Percentages | 45.9% | 37.9% | 10.8% | 2.7% | 0.0% | 2.7% | 100.0% |
| 14. My training needs are assessed. | Frequencies | 5 | 20 | 6 | 3 | 3 | 0 | 37 |
| | Percentages | 13.5% | 54.1% | 16.2% | 8.1% | 8.1% | 0.0% | 100.0% |

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| Prescribed Questions: Performance Culture | | | | | | | | |
|---|-------------|-----------------------|--------------|----------------|-----------------|--------------------------|--------------------------|--------------|
| Item Text | | Strongly Agree | Agree | Neither | Disagree | Strongly Disagree | Do Not Know | Total |
| 15. Promotions in my work unit are based on merit. | Frequencies | 5 | 11 | 14 | 1 | 2 | 4 | 37 |
| | Percentages | 13.5% | 29.8% | 37.8% | 2.7% | 5.4% | 10.8% | 100.0% |
| 16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | Frequencies | 4 | 10 | 15 | 4 | 2 | 2 | 37 |
| | Percentages | 10.8% | 27.1% | 40.5% | 10.8% | 5.4% | 5.4% | 100.0% |
| 17. Creativity and innovation are rewarded. | Frequencies | 5 | 14 | 12 | 3 | 2 | 1 | 37 |
| | Percentages | 13.5% | 37.9% | 32.4% | 8.1% | 5.4% | 2.7% | 100.0% |
| Item Text | | Strongly Agree | Agree | Neither | Disagree | Strongly Disagree | No Basis to Judge | |
| 18. In my most recent appraisal, I understood what I had to do to be rated at different performance levels. | Frequencies | 12 | 16 | 7 | 2 | 0 | 0 | 37 |
| | Percentages | 32.4% | 43.3% | 18.9% | 5.4% | 0.0% | 0.0% | 100.0% |
| Item Text | | Strongly Agree | Agree | Neither | Disagree | Strongly Disagree | Do Not Know | Total |
| 19. In my work unit, differences in performance are recognized in a meaningful way. | Frequencies | 4 | 13 | 10 | 5 | 2 | 3 | 37 |
| | Percentages | 10.8% | 35.2% | 27.0% | 13.5% | 5.4% | 8.1% | 100.0% |
| 20. Pay raises depend on how well employees perform their jobs. | Frequencies | 6 | 11 | 7 | 7 | 2 | 4 | 37 |
| | Percentages | 16.2% | 29.8% | 18.9% | 18.9% | 5.4% | 10.8% | 100.0% |
| 21. My performance appraisal is a fair reflection of my performance. | Frequencies | 11 | 15 | 6 | 3 | 1 | 1 | 37 |
| | Percentages | 29.7% | 40.6% | 16.2% | 8.1% | 2.7% | 2.7% | 100.0% |
| 22. Discussions with my supervisor/team leader about my performance are worthwhile. | Frequencies | 8 | 18 | 6 | 2 | 2 | 1 | 37 |
| | Percentages | 21.6% | 48.7% | 16.2% | 5.4% | 5.4% | 2.7% | 100.0% |
| 23. Managers/supervisors/team leaders work well with employees of different backgrounds. | Frequencies | 7 | 18 | 7 | 2 | 2 | 1 | 37 |
| | Percentages | 18.9% | 48.7% | 18.9% | 5.4% | 5.4% | 2.7% | 100.0% |
| 24. My supervisor supports my need to balance work and family issues. | Frequencies | 14 | 19 | 2 | 1 | 0 | 1 | 37 |
| | Percentages | 37.8% | 51.4% | 5.4% | 2.7% | 0.0% | 2.7% | 100.0% |

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| Prescribed Questions: Leadership | | | | | | | | |
|---|-------------|-----------------------|--------------|----------------|-----------------|--------------------------|--------------------|--------------|
| Item Text | | Strongly Agree | Agree | Neither | Disagree | Strongly Disagree | Do Not Know | Total |
| 25. I have a high level of respect for my organization's senior leaders. | Frequencies | 16 | 16 | 3 | 1 | 1 | 0 | 37 |
| | Percentages | 43.2% | 43.3% | 8.1% | 2.7% | 2.7% | 0.0% | 100.0% |
| 26. In my organization, leaders generate high levels of motivation and commitment in the workforce. | Frequencies | 7 | 17 | 6 | 2 | 3 | 2 | 37 |
| | Percentages | 18.9% | 46.0% | 16.2% | 5.4% | 8.1% | 5.4% | 100.0% |
| 27. Managers review and evaluate the organization's progress toward meeting its goals and objectives. | Frequencies | 11 | 17 | 4 | 1 | 2 | 2 | 37 |
| | Percentages | 29.7% | 46.0% | 10.8% | 2.7% | 5.4% | 5.4% | 100.0% |
| 28. Employees are protected from health and safety hazards on the job. | Frequencies | 12 | 22 | 2 | 1 | 0 | 0 | 37 |
| | Percentages | 32.4% | 59.5% | 5.4% | 2.7% | 0.0% | 0.0% | 100.0% |
| 29. Employees have a feeling of personal empowerment and ownership of work processes. | Frequencies | 6 | 19 | 8 | 1 | 1 | 2 | 37 |
| | Percentages | 16.2% | 51.4% | 21.6% | 2.7% | 2.7% | 5.4% | 100.0% |
| 30. My workload is reasonable. | Frequencies | 5 | 25 | 5 | 1 | 0 | 1 | 37 |
| | Percentages | 13.5% | 67.6% | 13.5% | 2.7% | 0.0% | 2.7% | 100.0% |
| 31. Managers communicate the goals and priorities of the organization. | Frequencies | 8 | 21 | 2 | 1 | 3 | 2 | 37 |
| | Percentages | 21.6% | 56.8% | 5.4% | 2.7% | 8.1% | 5.4% | 100.0% |
| 32. My organization has prepared employees for potential security threats. | Frequencies | 5 | 16 | 7 | 5 | 1 | 3 | 37 |
| | Percentages | 13.5% | 43.3% | 18.9% | 13.5% | 2.7% | 8.1% | 100.0% |

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| Prescribed Questions: Job Satisfaction | | | | | | | | |
|--|-------------|-----------------------|------------------|----------------|----------------------|---------------------------|--|--------------|
| Item Text | | Very Satisfied | Satisfied | Neither | Dis-satisfied | Very Dis-satisfied | | Total |
| 33. How satisfied are you with information you receive from mgmt. on what's going on in your organization? | Frequencies | 13 | 18 | 4 | 0 | 2 | | 37 |
| | Percentages | 35.1% | 48.7% | 10.8% | 0.0% | 5.4% | | 100.0% |
| 34. How satisfied are you with your involvement in decisions that affect your work? | Frequencies | 13 | 19 | 2 | 2 | 1 | | 37 |
| | Percentages | 35.1% | 51.4% | 5.4% | 5.4% | 2.7% | | 100.0% |
| 35. How satisfied are you with your opportunity to get a better job in your organization? | Frequencies | 8 | 14 | 12 | 3 | 0 | | 37 |
| | Percentages | 21.6% | 37.9% | 32.4% | 8.1% | 0.0% | | 100.0% |
| 36. How satisfied are you with the recognition you receive for doing a good job? | Frequencies | 10 | 14 | 9 | 3 | 1 | | 37 |
| | Percentages | 27.0% | 37.9% | 24.3% | 8.1% | 2.7% | | 100.0% |
| 37. How satisfied are you with the policies and practices of your senior leaders? | Frequencies | 8 | 17 | 8 | 1 | 3 | | 37 |
| | Percentages | 21.6% | 46.0% | 21.6% | 2.7% | 8.1% | | 100.0% |
| 38. How satisfied are you with the training you receive for your present job? | Frequencies | 12 | 18 | 7 | 0 | 0 | | 37 |
| | Percentages | 32.4% | 48.7% | 18.9% | 0.0% | 0.0% | | 100.0% |
| 39. Considering everything, how satisfied are you with your job? | Frequencies | 22 | 14 | 1 | 0 | 0 | | 37 |
| | Percentages | 59.4% | 37.9% | 2.7% | 0.0% | 0.0% | | 100.0% |
| 40. Considering everything, how satisfied are you with your pay? | Frequencies | 20 | 15 | 2 | 0 | 0 | | 37 |
| | Percentages | 54.0% | 40.6% | 5.4% | 0.0% | 0.0% | | 100.0% |