

U.S. Office of Government Ethics (OGE)

2010 Annual Employee Survey Results

Summary of Results

OGE's 2010 Annual Employee Survey results exceed the Government-wide Survey positive ratings results in three out of the four Human Capital Assessment and Accountability Framework (HCAAF) indices: Job Satisfaction, Talent Management, and Results-Oriented Performance Culture. However, the results of the survey show significant decrease in overall employee satisfaction over last year's results. All four indices decreased from 2009 levels. Notably, the Leadership and Knowledge Management Index dropped 13%, to below the Government-wide results. *See Figure 1 and Tables 1-8.*

Strengths

Employee confidence about performance management increased from the 2009 results.

- 18% increase in the belief that the performance appraisal is a fair reflection of employee performance. (Q.9)
- 12% increase in understanding what had to be done to be rated at different performance levels during the most recent performance appraisal. (Q.12)
- 6% increase in belief that discussions with supervisor/team leader about performance are worthwhile. (Q.28)

Satisfaction with work increased from the 2009 results.

- 95% like the kind of work they do (a 7% increase). (Q.3)
- 91% think the work they do is important (a 6% increase). (Q.7)
- 84% agreed that supervisors/team leaders in their work unit support employee development (a 6% increase) and 89% think that their supervisor supports employees' need to balance work and family issues (a 4% increase). (Qs. 29, 27)

Challenges

Favorability towards Agency leadership decreased from the 2009 results.

- 43% believe that managers communicate the goals and priorities of the organization and 41% are satisfied with the information received from management on what's going on in the organization (a 30% and 29% decrease respectively). (Qs. 35, 40)
- 43% agree that leaders generate high levels of motivation and commitment in the workforce (a 17% decrease). (Q.32)
- 55% of employees have a high level of respect for the organization's senior leaders (a 15% decrease). (Q.37)
- 72% have trust and confidence in their supervisor (a 13% decrease). (Q.30)
- 52% are satisfied with the policies and practices of senior leaders (a 13% decrease) (Q.42)

SURVEY METHODOLOGY

1. **How the survey was conducted:** The survey was distributed, completed, and submitted electronically during the administration period of September 9, 2010 through September 23, 2010. The survey was delivered to all full-time, permanent OGE employees (excluding contractor employees).
2. **Description of sample:** Not applicable.
3. **Number of employees surveyed, number of responses, and representativeness of respondents:** The survey was delivered to 72 full-time, permanent OGE employees. Of the 72 employees surveyed, the agency received 44 responses, giving a response rate of 61%. The number of responses to individual questions ranged from 41 to 44.
4. **Survey items and response choices:** The survey consisted of all 40 questions prescribed in the Office of Personnel Management (OPM) regulations (5 CFR part 250 subpart C). Demographic questions, which were optional for agencies with less than 800 employees according to OPM regulations, were not included. OGE also included six pilot ethics-related questions in its survey (*See Table 9*). Two of the six questions (questions 10 and 33) were taken from OPM's FedView survey. The four remaining questions were developed by OGE (questions 13, 19, 26, and 38). All survey items, response choices, response percentages, and response frequencies appear in Appendix 2. The percentages do not always total 100% and individual percentages do not always total summations (i.e., positive, neutral, negative) due to rounding. The 2010 results were calculated and the 2009 results recalculated to exclude the Do Not Know/No Basis to Judge responses in computing percentages in order to make them comparable to OPM's FedView survey.

Figure 1. HCAAF Indices- Positive Responses

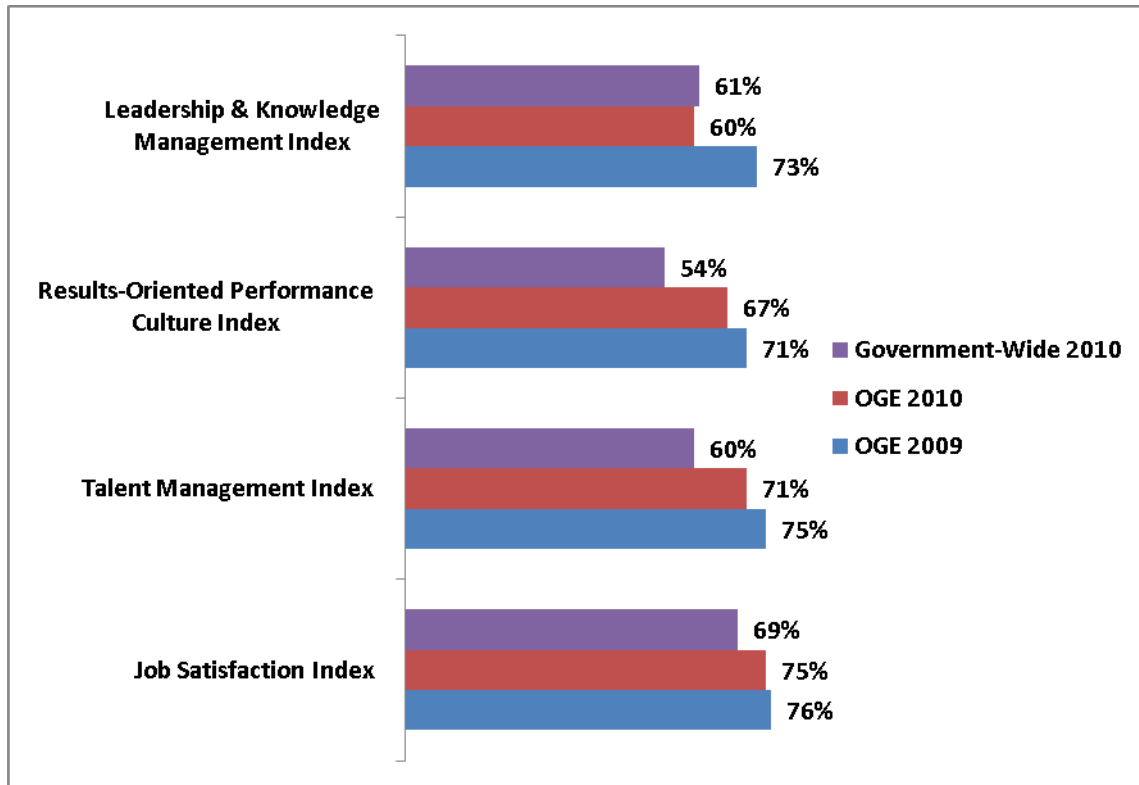


Table 1. Item Results for the Leadership and Knowledge Management Index (Government-wide Comparison)

Survey Question	2010 OGE			2010 Government-wide			OGE/Government-wide Comparison
	Positive	Neutral	Negative	Positive	Neutral	Negative	Difference in % Positive
4. My workload is reasonable.	73%	14%	14%	59%	16%	25%	14%
24. Employees are protected from health and safety hazards on the job.	91%	7%	2%	76%	14%	10%	15%
25. My organization has prepared employees for potential security threats.	62%	19%	19%	76%	15%	9%	-14%
30. I have trust and confidence in my supervisor.	72%	16%	12%	67%	17%	16%	5%
31. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	74%	14%	12%	68%	19%	13%	6%
32. In my organization, leaders generate high levels of motivation and commitment in the workforce.	43%	23%	34%	44%	27%	29%	-1%
34. Managers/supervisors/team leaders work well with employees of different backgrounds.	60%	13%	28%	64%	23%	13%	-4%
35. Managers communicate the goals and priorities of the organization.	43%	16%	41%	64%	20%	16%	-21%
36. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	56%	20%	24%	64%	23%	13%	-8%
37. I have a high level of respect for my organization's senior leaders.	55%	14%	32%	56%	23%	21%	-1%
40. How satisfied are you with the information you receive from management on what's going on in your organization?	41%	20%	39%	51%	23%	26%	-10%
42. How satisfied are you with the policies and practices of your senior leaders?	52%	16%	32%	45%	29%	26%	7%

Leadership & Knowledge Management Index (average of category positive results)

Government-wide: 61%

OGE 2010: 60%

Table 2. Item Results for the Results-Oriented Performance Culture Index (Government-wide Comparison)

Survey Question	2010 OGE			2010 Government-wide			OGE/Government-wide Comparison
	Positive	Neutral	Negative	Positive	Neutral	Negative	Difference in % Positive
6. I know how my work relates to the agency's goals and priorities.	88%	2%	9%	84%	10%	6%	4%
8. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	91%	7%	2%	67%	15%	18%	24%
9. My performance appraisal is a fair reflection of my performance.	93%	2%	5%	68%	15%	17%	25%
14. The people I work with cooperate to get the job done.	70%	16%	14%	75%	13%	12%	-5%
16. Promotions in my work unit are based on merit.	53%	28%	19%	35%	28%	37%	18%
17. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	36%	28%	36%	31%	28%	41%	5%
18. In my work unit, differences in performance are recognized in a meaningful way.	41%	31%	28%	36%	29%	35%	5%
21. Employees have a feeling of personal empowerment with respect to work processes.	60%	14%	26%	48%	26%	26%	12%
22. Creativity and innovation are rewarded.	67%	14%	19%	41%	29%	30%	26%
23. Pay raises depend on how well employees perform their jobs.	38%	25%	35%	26%	29%	45%	12%
27. My supervisor supports my need to balance work and family issues.	89%	2%	9%	76%	13%	11%	13%
28. Discussions with my supervisor/team leader about my performance are worthwhile.	79%	14%	7%	62%	19%	19%	17%
41. How satisfied are you with the recognition you receive for doing a good job?	65%	9%	26%	52%	22%	26%	13%

Results-Oriented Performance Culture Index (average of category positive results)

Government-wide: 54%

OGE 2010: 67%

Table 3. Item Results for the Talent Management Index (Government-wide Comparison)

Survey Question	2010 OGE			2010 Government-wide			OGE/Government-wide Comparison
	Positive	Neutral	Negative	Positive	Neutral	Negative	Difference in % Positive
1. I am given a real opportunity to improve my skills in my organization.	80%	9%	11%	66%	16%	18%	14%
5. My talents are used well in the workplace.	67%	7%	26%	60%	17%	23%	7%
11. My training needs are assessed.	58%	23%	20%	54%	24%	22%	4%
15. My work unit is able to recruit people with the right skills.	60%	23%	16%	46%	27%	27%	14%
20. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	77%	16%	7%	72%	17%	11%	5%
29. Supervisors/team leaders in my work unit support employee development.	84%	9%	7%	66%	19%	15%	18%
44. How satisfied are you with the training you receive for your present job?	74%	9%	16%	56%	23%	21%	18%

Results-Oriented Talent Management Index (average of category positive results)

Government-wide: 60%

OGE 2010: 71%

Table 4. Item Results for the Job Satisfaction Index (Government-wide Comparison)

Survey Question	2010 OGE			2010 Government-wide			OGE/Government-wide Comparison
	Positive	Neutral	Negative	Positive	Neutral	Negative	Difference in % Positive
2. My work gives me a feeling of personal accomplishment.	77%	9%	14%	75%	14%	11%	2%
3. I like the kind of work I do.	95%	5%	0%	86%	10%	4%	9%
7. The work I do is important.	91%	7%	2%	92%	6%	2%	-1%
39. How satisfied are you with your involvement in decisions that affect your work?	64%	16%	20%	55%	23%	22%	9%
43. How satisfied are you with your opportunity to get a better job in your organization?	41%	36%	23%	42%	27%	31%	-1%
45. Considering everything, how satisfied are you with your job?	77%	16%	7%	72%	16%	12%	5%
46. Considering everything, how satisfied are you with your pay?	77%	11%	11%	66%	16%	18%	11%

Results-Oriented Job Satisfaction Index (average of category positive results)

Government-wide: 69%

OGE 2010: 75%

Table 5. Item Results for the Leadership and Knowledge Management Index (OGE 2009/2010 Comparison)

Survey Question	2010 OGE			2009 OGE	OGE Comparison (2009/2010)
	Positive	Neutral	Negative	2009 OGE Positive	Change in % Positive
4. My workload is reasonable.	73%	14%	14%	85%	-12%
24. Employees are protected from health and safety hazards on the job.	91%	7%	2%	90%	1%
25. My organization has prepared employees for potential security threats.	62%	19%	19%	65%	-3%
30. I have trust and confidence in my supervisor.	72%	16%	12%	85%	-13%
31. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	74%	14%	12%	83%	-9%
32. In my organization, leaders generate high levels of motivation and commitment in the workforce.	43%	23%	34%	60%	-17%
34. Managers/supervisors/team leaders work well with employees of different backgrounds.	60%	13%	28%	67%	-7%
35. Managers communicate the goals and priorities of the organization.	43%	16%	41%	73%	-30%
36. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	56%	20%	24%	64%	-8%
37. I have a high level of respect for my organization's senior leaders.	55%	14%	32%	70%	-15%
40. How satisfied are you with the information you receive from management on what's going on in your organization?	41%	20%	39%	70%	-29%
42. How satisfied are you with the policies and practices of your senior leaders?	52%	16%	32%	65%	-13%

Leadership & Knowledge Management Index (average of category positive results)

OGE 2010: 60%

OGE 2009: 73%

Table 6. Item Results for the Results-Oriented Performance Culture Index (OGE 2009/2010 Comparison)

Survey Question	2010 OGE			2009 OGE	OGE Comparison (2009/2010)
	Positive	Neutral	Negative	2009 OGE Positive	Change in % Positive
6. I know how my work relates to the agency's goals and priorities.	88%	2%	9%	93%	-5%
8. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	91%	7%	2%	92%	-1%
9. My performance appraisal is a fair reflection of my performance.	93%	2%	5%	75%	18%
14. The people I work with cooperate to get the job done.	70%	16%	14%	90%	-20%
16. Promotions in my work unit are based on merit.	53%	28%	19%	58%	-5%
17. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	36%	28%	36%	33%	3%
18. In my work unit, differences in performance are recognized in a meaningful way.	41%	31%	28%	53%	-12%
21. Employees have a feeling of personal empowerment with respect to work processes.	60%	14%	26%	65%	-5%
22. Creativity and innovation are rewarded.	67%	14%	19%	88%	-21%
23. Pay raises depend on how well employees perform their jobs.	38%	25%	35%	40%	-2%
27. My supervisor supports my need to balance work and family issues.	89%	2%	9%	85%	4%
28. Discussions with my supervisor/team leader about my performance are worthwhile.	79%	14%	7%	73%	6%
41. How satisfied are you with the recognition you receive for doing a good job?	65%	9%	26%	74%	-9%

Results-Oriented Performance Culture Index (average of category positive results)

OGE 2010: 67%

OGE 2009: 71%

Table 7. Item Results for the Talent Management Index (OGE 2009/2010 Comparison)

Survey Question	2010 OGE			2009 OGE	OGE Comparison (2009/2010)
	Positive	Neutral	Negative	2009 OGE Positive	Change in % Positive
1. I am given a real opportunity to improve my skills in my organization.	80%	9%	11%	83%	-3%
5. My talents are used well in the workplace.	67%	7%	26%	74%	-7%
11. My training needs are assessed.	58%	23%	20%	58%	0%
15. My work unit is able to recruit people with the right skills.	60%	23%	16%	68%	-8%
20. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	77%	16%	7%	88%	-11%
29. Supervisors/team leaders in my work unit support employee development.	84%	9%	7%	78%	6%
44. How satisfied are you with the training you receive for your present job?	74%	9%	16%	75%	-1%

Results-Oriented Talent Management Index (average of category positive results)

OGE 2010: 71%

OGE 2009: 75%

Table 8. Item Results for the Job Satisfaction Index (OGE 2009/2010 Comparison)

Survey Question	2010 OGE			2009 OGE	OGE Comparison (2009/2010)
	Positive	Neutral	Negative	2009 OGE Positive	Change in % Positive
2. My work gives me a feeling of personal accomplishment.	77%	9%	14%	83%	-6%
3. I like the kind of work I do.	95%	5%	0%	88%	7%
7. The work I do is important.	91%	7%	2%	85%	6%
39. How satisfied are you with your involvement in decisions that affect your work?	64%	16%	20%	63%	1%
43. How satisfied are you with your opportunity to get a better job in your organization?	41%	36%	23%	46%	-5%
45. Considering everything, how satisfied are you with your job?	77%	16%	7%	85%	-8%
46. Considering everything, how satisfied are you with your pay?	77%	11%	11%	83%	-6%

Results-Oriented Job Satisfaction Index (average of category positive results)

OGE 2010: 75%

OGE 2009: 76%

Table 9. Item Results for the Ethics- Related Questions

Survey Question	2010 OGE			2010 Government-wide			OGE/Government-wide Comparison
	Positive	Neutral	Negative	Positive	Neutral	Negative	Difference in % Positive
10. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	44%	26%	23%	62%	20%	19%	-18%
13. I am familiar with the Standards of Ethical Conduct for Federal employees (for example, rules on giving and accepting gifts to and from other Federal employees and to and from contractors, using government credit cards for personal purposes).	93%	5%	2%	OGE developed question; not asked in Government-wide survey			Not applicable
19. If I thought an action raised a serious ethical concern, I would bring the matter to the attention of my supervisor, my agency ethics official, or other appropriate source.	80%	11%	9%	OGE developed question; not asked in Government-wide survey			Not applicable
26. I know whom to contact in my agency when I need advice on ethics issues.	89%	5%	7%	OGE developed question; not asked in Government-wide survey			Not applicable
33. My organization's leaders maintain high standards of honesty and integrity.	56%	19%	26%	56%	24%	21%	0%
38. My agency's senior executives communicate the importance of adhering to ethical standards.	58%	19%	23%	OGE developed question; not asked in Government-wide survey			Not applicable

Appendix 1. OGE Results: Full 2009/2010 Comparison

Survey Question	2010 OGE			2009 OGE	OGE Comparison (2009/2010)
	Positive	Neutral	Negative	2009 OGE Positive	Change in % Positive
1. I am given a real opportunity to improve my skills in my organization.	80%	9%	11%	83%	-3%
2. My work gives me a feeling of personal accomplishment.	77%	9%	14%	83%	-6%
3. I like the kind of work I do.	95%	5%	0%	88%	7%
4. My workload is reasonable.	73%	14%	14%	85%	-12%
5. My talents are used well in the workplace.	67%	7%	26%	74%	-7%
6. I know how my work relates to the agency's goals and priorities.	88%	2%	9%	93%	-5%
7. The work I do is important.	91%	7%	2%	85%	6%
8. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	91%	7%	2%	92%	-1%
9. My performance appraisal is a fair reflection of my performance.	93%	2%	5%	75%	18%
10. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	48%	28%	25%	Not asked in 2009	N/A
11. My training needs are assessed.	58%	23%	20%	58%	0%
12. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	80%	10%	10%	68%	12%
13. I am familiar with the Standards of Ethical Conduct for Federal employees (for example, rules on giving and accepting gifts to and from other Federal employees and to and from contractors, using government credit cards for personal purposes).	93%	5%	2%	Not asked in 2009	N/A
14. The people I work with cooperate to get the job done.	70%	16%	14%	90%	-20%
15. My work unit is able to recruit people with the right skills.	60%	23%	16%	68%	-8%
16. Promotions in my work unit are based on merit.	53%	28%	19%	58%	-5%
17. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	36%	28%	36%	33%	3%
18. In my work unit, differences in performance are recognized in a meaningful way.	41%	31%	28%	53%	-12%
19. If I thought an action raised a serious ethical concern, I would bring the matter to the attention of my supervisor, my agency ethics official, or other appropriate source.	80%	11%	9%	Not asked in 2009	N/A
20. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	77%	16%	7%	88%	-11%
21. Employees have a feeling of personal empowerment with respect to work processes.	60%	14%	26%	65%	-5%

Survey Question	2010 OGE			2009 OGE	OGE Comparison (2009/2010)
	Positive	Neutral	Negative	2009 OGE Positive	Change in % Positive
22. Creativity and innovation are rewarded.	67%	14%	19%	88%	-21%
23. Pay raises depend on how well employees perform their jobs.	38%	25%	35%	40%	-2%
24. Employees are protected from health and safety hazards on the job.	91%	7%	2%	90%	1%
25. My organization has prepared employees for potential security threats.	62%	19%	19%	65%	-3%
26. I know whom to contact in my agency when I need advice on ethics issues.	89%	5%	7%	Not asked in 2009	N/A
27. My supervisor supports my need to balance work and family issues.	89%	2%	9%	85%	4%
28. Discussions with my supervisor/team leader about my performance are worthwhile.	79%	14%	7%	73%	6%
29. Supervisors/team leaders in my work unit support employee development.	84%	9%	7%	78%	6%
30. I have trust and confidence in my supervisor.	72%	16%	12%	85%	-13%
31. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	74%	14%	12%	83%	-9%
32. In my organization, leaders generate high levels of motivation and commitment in the workforce.	43%	23%	34%	60%	-17%
33. My organization's leaders maintain high standards of honesty and integrity.	56%	19%	26%	Not asked in 2009	N/A
34. Managers/supervisors/team leaders work well with employees of different backgrounds.	60%	13%	28%	67%	-7%
35. Managers communicate the goals and priorities of the organization.	43%	16%	41%	73%	-30%
36. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	56%	20%	24%	64%	-8%
37. I have a high level of respect for my organization's senior leaders.	55%	14%	32%	70%	-15%
38. My agency's senior executives communicate the importance of adhering to ethical standards.	58%	19%	23%	N/A	N/A
39. How satisfied are you with your involvement in decisions that affect your work?	64%	16%	20%	63%	1%
40. How satisfied are you with the information you receive from management on what's going on in your organization?	41%	20%	39%	70%	-29%
41. How satisfied are you with the recognition you receive for doing a good job?	65%	9%	26%	74%	-9%
42. How satisfied are you with the policies and practices of your senior leaders?	52%	16%	32%	65%	-13%
43. How satisfied are you with your opportunity to get a better job in your organization?	41%	36%	23%	46%	-5%
44. How satisfied are you with the training you receive for your present job?	74%	9%	16%	75%	-1%
45. Considering everything, how satisfied are you with your job?	77%	16%	7%	85%	-8%
46. Considering everything, how satisfied are you with your pay?	77%	11%	11%	83%	-6%
47. Please select the response below that best describes your teleworking situation.	No positive/neutral/negative scale			Not asked in 2009	N/A

Survey Question	2010 OGE			2009 OGE	OGE Comparison (2009/2010)
	Positive	Neutral	Negative	2009 OGE Positive	Change in % Positive
48. How satisfied are you with the telework program at OGE?	38%	38%	25%	Not asked in 2009	N/A

Appendix 2. OGE 2010 Survey Responses¹

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know	No Basis to Judge	Total # of Responses
My Work Experiences								
1. I am given a real opportunity to improve my skills in my organization.	41% (18)	39% (17)	9% (4)	7% (3)	5% (2)			44
2. My work gives me a feeling of personal accomplishment.	41% (18)	36% (16)	9% (4)	9% (4)	5% (2)			44
3. I like the kind of work I do.	40% (17)	55% (23)	5% (2)	0% (0)	0% (0)			42
4. My workload is reasonable.	25% (11)	48% (21)	14% (6)	9% (4)	5% (2)	0		44
5. My talents are used well in the workplace.	23% (10)	44% (19)	7% (3)	16% (7)	9% (4)	0		43
6. I know how my work relates to the agency's goals and priorities.	44% (19)	44% (19)	2% (1)	5% (2)	5% (2)	0		43
7. The work I do is important.	51% (22)	40% (17)	7% (3)	2% (1)	0% (0)	0		43
8. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	40% (17)	51% (22)	7% (3)	2% (1)	0% (0)	0		43
9. My performance appraisal is a fair reflection of my performance.	51% (21)	41% (17)	2% (1)	2% (1)	2% (1)	0		41
10. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	25% (10)	23% (9)	28% (11)	10% (4)	15% (6)	3		43
11. My training needs are assessed.	13% (5)	45% (18)	23% (9)	13% (5)	8% (3)	1		41
12. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	43% (17)	38% (15)	10% (4)	0% (0)	10% (4)		2	42
13. I am familiar with the Standards of Ethical Conduct for Federal employees (for example, rules on giving and accepting gifts to and from other Federal employees and to and from contractors, using government credit cards for personal purposes).	72% (31)	21% (9)	5% (2)	0% (0)	2% (1)			43

¹ Note: No Basis to Judge and Do Not Know responses are not included in percentages. For each response choice, the number in parenthesis represents the number of respondents (frequency).

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know	No Basis to Judge	Total # of Responses
My Work Unit								
14. The people I work with cooperate to get the job done.	20% (9)	50% (22)	16% (7)	11% (5)	2% (1)			44
15. My work unit is able to recruit people with the right skills.	26% (11)	35% (15)	23% (10)	12% (5)	5% (2)	1		44
16. Promotions in my work unit are based on merit.	30% (13)	23% (10)	28% (12)	9% (4)	9% (4)	1		44
17. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	17% (6)	19% (7)	28% (10)	22% (8)	14% (5)	8		44
18. In my work unit, differences in performance are recognized in a meaningful way.	23% (9)	18% (7)	31% (12)	15% (6)	13% (5)	4		43
19. If I thought an action raised a serious ethical concern, I would bring the matter to the attention of my supervisor, my agency ethics official, or other appropriate source.	34% (15)	45% (20)	11% (5)	7% (3)	2% (1)			44
My Agency								
20. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	34% (15)	43% (19)	16% (7)	2% (1)	5% (2)	0		44
21. Employees have a feeling of personal empowerment with respect to work processes.	17% (7)	43% (18)	14% (6)	17% (7)	10% (4)	2		44
22. Creativity and innovation are rewarded.	24% (10)	43% (18)	14% (6)	7% (3)	12% (5)	2		44
23. Pay raises depend on how well employees perform their jobs.	13% (5)	25% (10)	25% (11)	18% (7)	18% (7)	4		44
24. Employees are protected from health and safety hazards on the job.	44% (19)	47% (20)	7% (3)	0% (0)	2% (1)	0		43
25. My organization has prepared employees for potential security threats.	14% (6)	48% (20)	19% (8)	19% (8)	0% (0)	1		43
26. I know whom to contact in my agency when I need advice on ethics issues.	57% (25)	32% (14)	5% (2)	7% (3)	0% (0)			44
My Supervisor/Team Leader								
27. My supervisor supports my need to balance work and family issues.	50% (22)	39% (17)	2% (1)	2% (1)	7% (3)	0		44
28. Discussions with my supervisor/team leader about my performance are worthwhile.	40% (17)	40% (17)	14% (6)	2% (1)	5% (2)	1		44

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know	No Basis to Judge	Total # of Responses
29. Supervisors/team leaders in my work unit support employee development.	44% (19)	40% (17)	9% (4)	2% (1)	5% (2)	1		44
								43
30. I have trust and confidence in my supervisor.	33% (14)	40% (17)	16% (7)	5% (2)	7% (3)			
	Very Good	Good	Fair	Poor	Very Poor			Total # of Responses
31. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	42% (18)	33% (14)	14% (6)	2% (1)	9% (4)			43
	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know	No Basis to Judge	Total # of Responses
Leadership								
32. In my organization, leaders generate high levels of motivation and commitment in the workforce.	18% (8)	25% (11)	23% (10)	14% (6)	20% (9)	0		44
33. My organization's leaders maintain high standards of honesty and integrity.	35% (15)	21% (9)	19% (8)	14% (6)	12% (5)	0		43
34. Managers/supervisors/team leaders work well with employees of different backgrounds.	28% (11)	33% (13)	13% (5)	18% (7)	10% (4)	4		44
35. Managers communicate the goals and priorities of the organization.	23% (10)	20% (9)	16% (7)	25% (11)	16% (7)	0		44
36. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	17% (7)	39% (16)	20% (8)	12% (5)	12% (5)	2		43
37. I have a high level of respect for my organization's senior leaders.	18% (8)	36% (16)	14% (6)	11% (5)	20% (9)	0		44
38. My agency's senior executives communicate the importance of adhering to ethical standards.	35% (15)	23% (10)	19% (8)	7% (3)	16% (7)	1		44

	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied	Total # of Responses
39. How satisfied are you with your involvement in decisions that affect your work?	30% (13)	34% (15)	16% (7)	9% (4)	11% (5)	44
40. How satisfied are you with the information you receive from management on what's going on in your organization?	14% (6)	27% (12)	20% (9)	25% (11)	14% (6)	44
41. How satisfied are you with the recognition you receive for doing a good job?	37% (16)	28% (12)	9% (4)	14% (6)	12% (5)	43
42. How satisfied are you with the policies and practices of your senior leaders?	14% (6)	39% (17)	16% (7)	18% (8)	14% (6)	44
43. How satisfied are you with your opportunity to get a better job in your organization.	11% (5)	30% (13)	36% (16)	7% (3)	16% (7)	44
44. How satisfied are you with the training you receive for your present job?	26% (11)	49% (21)	9% (4)	12% (5)	5% (2)	43
45. Considering everything, how satisfied are you with your job?	32% (14)	45% (20)	16% (7)	2% (1)	5% (2)	44
46. Considering everything, how satisfied are you with your pay?	39% (17)	39% (17)	11% (5)	7% (3)	5% (2)	44

Work/Life

47. Please select the response below that best describes your teleworking situation.	% Selected	# of Responses
I telework...		
a) on a regular basis (at least one entire work day a week).	15%	6
b) infrequently (less than one entire work day a week)	7%	3
I do not telework because I...		
c) have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel)	10%	4
d) have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	10%	4
e) am not allowed to, even though I have the kind of job where I can telework.	22%	9
f) choose not to telework.	37%	15
Total # of Responses		41

	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied	No Basis to Judge	Total # of Responses
48. How satisfied are you with the telework program at OGE?	16% (5)	22% (7)	38% (12)	19% (6)	6% (2)	12	44