

# **U.S. Office of Government Ethics (OGE)**

## **2011 Annual Employee Survey Results**

### **SUMMARY OF RESULTS**

OGE's 2011 Annual Employee Survey results exceed the Government-wide FedView survey positive ratings in all four of the Human Capital Assessment and Accountability Framework (HCAAF) indices: Leadership and Knowledge Management, Results-Oriented Performance Culture, Talent Management, and Job Satisfaction. In particular, the results show an improvement in the Leadership and Knowledge Management index, which was below the Government-wide index in 2010. Additionally, the results of the survey show significant increase overall in comparison to last year's results. Figure 1 shows OGE's 2011 HCAAF indices in comparison to the Government-wide results and OGE's 2010 results. Tables 1-8 provide detailed numbers on results and comparisons.

#### Strengths

OGE's results show strength in each of the areas of the survey. In comparison to Government-wide results, employees are generally positive about their work experiences, work unit, the agency, their supervisor/team leader, leadership, and their work-life balance. Additionally, positive responses for the following items increased 10 or more percent in comparison to OGE's 2010 results:

- My talents are used well in the workplace. (Increased 14 percent). (Q5).
- I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. (Increased 19 percent). (Q.10).
- The people I work with cooperate to get the job done. (Increased 12 percent). (Q.14).
- My work unit is able to recruit people with the right skills. (Increased 16 percent). (Q.15).
- Promotions in my work unit are based on merit. (Increased 14 percent). (Q.16).
- In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Increased 16% percent). (Q.17).
- In my work unit, differences in performance are recognized in a meaningful way. (Increased 22 percent). (Q.18).
- In my organization, leaders generate high levels of motivation and commitment in the workforce. (Increased 15 percent). (Q.32).
- My organization's leaders maintain high standards of honesty and integrity. (Increased 10 percent). (Q.33).
- My agency's senior executives communicate the importance of adhering to ethical standards. (Increased 12 percent). (Q.38).
- How satisfied are you with your involvement in decisions that affect your work? (Increased 10 percent). (Q.39).
- How satisfied are you with the telework program at OGE? (Increased 25 percent). (Q.48).

## Weaknesses

While the Leadership and Knowledge Management index increased, there are two elements within that index that are 10 percent or more below the Government-wide mark:

- My organization has prepared employees for potential security threats. (22 percent below Government-wide results). (Q.25)
- Managers communicate the goals and priorities of the organization. (13 percent below Government-wide results). (Q.35)

## SURVEY METHODOLOGY

- 1. How the survey was conducted:** The survey was distributed, completed, and submitted electronically during the administration period of October, 25 2011 through November 9, 2011. The survey was delivered to all 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 74 OGE employees. Of the 74 employees surveyed, the agency received 50 responses, giving a response rate of 68%. The number of responses to individual questions ranged from 47 to 50.
- 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). Additionally, OGE included two FedView survey questions on teleworking. 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 results were calculated 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

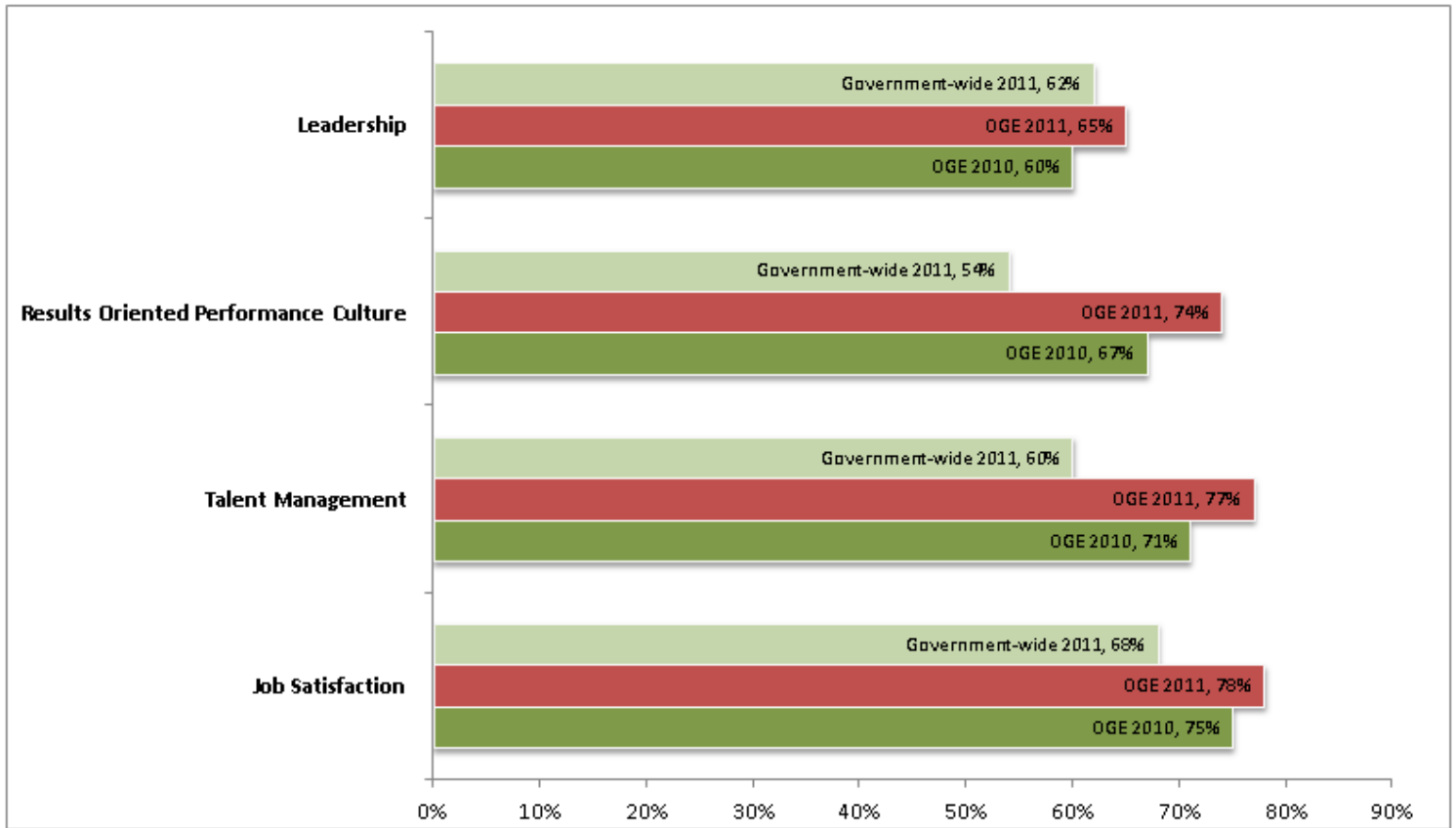


Table 1. Item Results for the Leadership and Knowledge Management Index (Government-wide Comparison)

Survey Question	2011 OGE	2011 Government-wide	OGE/Government-wide Comparison
	Positive	Positive	Difference in % Positive
4. My workload is reasonable.	69%	59%	10%
24. Employees are protected from health and safety hazards on the job.	94%	78%	16%
25. My organization has prepared employees for potential security threats.	56%	78%	-22%
30. I have trust and confidence in my supervisor.	80%	67%	13%
31. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	82%	69%	13%
32. In my organization, leaders generate high levels of motivation and commitment in the workforce.	58%	45%	13%
34. Managers/supervisors/team leaders work well with employees of different backgrounds.	67%	65%	2%
35. Managers communicate the goals and priorities of the organization.	51%	64%	-13%
36. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	58%	64%	-6%
37. I have a high level of respect for my organization's senior leaders.	61%	57%	4%
40. How satisfied are you with the information you receive from management on what's going on in your organization?	49%	51%	-2%
42. How satisfied are you with the policies and practices of your senior leaders?	51%	46%	5%

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

Government-wide 2011: 62%

OGE 2011: 65%

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

Survey Question	2011 OGE	2011 Government-wide	OGE/Government-wide Comparison
	Positive	Positive	Difference in % Positive
6. I know how my work relates to the agency's goals and priorities.	94%	85%	9%
8. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	96%	67%	29%
9. My performance appraisal is a fair reflection of my performance.	91%	70%	21%
14. The people I work with cooperate to get the job done.	82%	75%	7%
16. Promotions in my work unit are based on merit.	67%	36%	31%
17. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	52%	31%	21%
18. In my work unit, differences in performance are recognized in a meaningful way.	63%	36%	27%
21. Employees have a feeling of personal empowerment with respect to work processes.	63%	48%	15%
22. Creativity and innovation are rewarded.	72%	41%	31%
23. Pay raises depend on how well employees perform their jobs.	45%	24%	21%
27. My supervisor supports my need to balance work and family issues.	90%	77%	13%
28. Discussions with my supervisor/team leader about my performance are worthwhile.	78%	63%	15%
41. How satisfied are you with the recognition you receive for doing a good job?	66%	51%	15%

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

Government-wide 2011: 54%

OGE 2011: 74%

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

Survey Question	2011 OGE	2011 Government-wide	OGE/Government-wide Comparison
	Positive	Positive	Difference in % Positive
1. I am given a real opportunity to improve my skills in my organization.	78%	65%	13%
5. My talents are used well in the workplace.	81%	61%	20%
11. My training needs are assessed.	66%	54%	12%
15. My work unit is able to recruit people with the right skills.	76%	46%	30%
20. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	83%	73%	10%
29. Supervisors/team leaders in my work unit support employee development.	80%	67%	13%
44. How satisfied are you with the training you receive for your present job?	72%	55%	17%

**Talent Management Index** (average of category positive results)

Government-wide 2011: 60%

OGE 2011: 77%

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

Survey Question	2011 OGE	2011 Government-wide	OGE/Government-wide Comparison
	Positive	Positive	Difference in % Positive
2. My work gives me a feeling of personal accomplishment.	86%	74%	12%
3. I like the kind of work I do.	94%	85%	9%
7. The work I do is important.	94%	92%	2%
39. How satisfied are you with your involvement in decisions that affect your work?	74%	53%	21%
43. How satisfied are you with your opportunity to get a better job in your organization?	50%	40%	10%
45. Considering everything, how satisfied are you with your job?	81%	71%	10%
46. Considering everything, how satisfied are you with your pay?	70%	63%	7%

**Job Satisfaction Index** (average of category positive results)

Government-wide 2011: 68%

OGE 2011: 78%

Table 5. Item Results for the Leadership and Knowledge Management Index (OGE 2010/2011 Comparison)

Survey Question	2011 OGE	2010 OGE	OGE Comparison (2010/2011)
	Positive	2010 OGE Positive	Change in % Positive
4. My workload is reasonable.	69%	73%	-4%
24. Employees are protected from health and safety hazards on the job.	94%	91%	3%
25. My organization has prepared employees for potential security threats.	56%	62%	-6%
30. I have trust and confidence in my supervisor.	80%	72%	8%
31. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	82%	74%	8%
32. In my organization, leaders generate high levels of motivation and commitment in the workforce.	58%	43%	15%
34. Managers/supervisors/team leaders work well with employees of different backgrounds.	67%	60%	7%
35. Managers communicate the goals and priorities of the organization.	51%	43%	8%
36. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	58%	56%	2%
37. I have a high level of respect for my organization's senior leaders.	61%	55%	6%
40. How satisfied are you with the information you receive from management on what's going on in your organization?	49%	41%	8%
42. How satisfied are you with the policies and practices of your senior leaders?	51%	52%	-1%

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

OGE 2011: 65%

OGE 2010: 60%



Table 6. Item Results for the Results-Oriented Performance Culture Index (OGE 2010/2011 Comparison)

Survey Question	2011 OGE	2010 OGE	OGE Comparison (2010/2011)
	Positive	2010 OGE Positive	Change in % Positive
6. I know how my work relates to the agency's goals and priorities.	94%	88%	6%
8. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	96%	91%	5%
9. My performance appraisal is a fair reflection of my performance.	91%	93%	-2%
14. The people I work with cooperate to get the job done.	82%	70%	12%
16. Promotions in my work unit are based on merit.	67%	53%	14%
17. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	52%	36%	16%
18. In my work unit, differences in performance are recognized in a meaningful way.	63%	41%	22%
21. Employees have a feeling of personal empowerment with respect to work processes.	63%	60%	3%
22. Creativity and innovation are rewarded.	72%	67%	5%
23. Pay raises depend on how well employees perform their jobs.	45%	38%	7%
27. My supervisor supports my need to balance work and family issues.	90%	89%	1%
28. Discussions with my supervisor/team leader about my performance are worthwhile.	78%	79%	-1%
41. How satisfied are you with the recognition you receive for doing a good job?	66%	65%	1%

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

OGE 2011: 74%

OGE 2010: 67%

Table 7. Item Results for the Talent Management Index (OGE 2010/2011 Comparison)

Survey Question	2011 OGE	2010 OGE	OGE Comparison (2010/2011)
	Positive	2010 OGE Positive	Change in % Positive
1. I am given a real opportunity to improve my skills in my organization.	78%	80%	-2%
5. My talents are used well in the workplace.	81%	67%	14%
11. My training needs are assessed.	66%	58%	8%
15. My work unit is able to recruit people with the right skills.	76%	60%	16%
20. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	83%	77%	6%
29. Supervisors/team leaders in my work unit support employee development.	80%	84%	-4%
44. How satisfied are you with the training you receive for your present job?	72%	74%	-2%

**Talent Management Index** (average of category positive results)

OGE 2011: 77%

OGE 2010: 71%

Table 8. Item Results for the Job Satisfaction Index (OGE 2010/2011 Comparison)

Survey Question	2011 OGE	2010 OGE	OGE Comparison (2010/2011)
	Positive	2010 OGE Positive	Change in % Positive
2. My work gives me a feeling of personal accomplishment.	86%	77%	9%
3. I like the kind of work I do.	94%	95%	-1%
7. The work I do is important.	94%	91%	3%
39. How satisfied are you with your involvement in decisions that affect your work?	74%	64%	10%
43. How satisfied are you with your opportunity to get a better job in your organization?	50%	41%	9%
45. Considering everything, how satisfied are you with your job?	81%	77%	4%
46. Considering everything, how satisfied are you with your pay?	70%	77%	-7%

**Job Satisfaction Index** (average of category positive results)

OGE 2011: 78%

OGE 2010: 75%

Table 9. Item Results for the Ethics- Related Questions

Survey Question	2011 OGE			2011 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.	67%	16%	16%	63%	20%	18%	4%
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).	96%	2%	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.	88%	4%	8%	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.	90%	6%	4%	OGE developed question; not asked in Government-wide survey			Not applicable
33. My organization's leaders maintain high standards of honesty and integrity.	66%	13%	21%	57%	23%	20%	9%
38. My agency's senior executives communicate the importance of adhering to ethical standards.	70%	15%	15%	OGE developed question; not asked in Government-wide survey			Not applicable

## Appendix 1. OGE Results: Full 2010/2011 Comparison

Survey Question	2011 OGE			2010 OGE	OGE Comparison (2010/2011)
	Positive	Neutral	Negative	2010 OGE Positive	Change in % Positive
1. I am given a real opportunity to improve my skills in my organization.	78%	6%	16%	80%	-2%
2. My work gives me a feeling of personal accomplishment.	86%	4%	10%	77%	9%
3. I like the kind of work I do.	94%	4%	2%	95%	-1%
4. My workload is reasonable.	69%	12%	18%	73%	-4%
5. My talents are used well in the workplace.	81%	2%	17%	67%	14%
6. I know how my work relates to the agency's goals and priorities.	94%	2%	4%	88%	6%
7. The work I do is important.	94%	6%	0%	91%	3%
8. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	96%	2%	2%	91%	5%
9. My performance appraisal is a fair reflection of my performance.	91%	4%	4%	93%	-2%
10. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	67%	16%	16%	48%	19%
11. My training needs are assessed.	66%	20%	14%	58%	8%
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%	11%	9%	80%	0%
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).	96%	2%	2%	93%	3%
14. The people I work with cooperate to get the job done.	82%	8%	10%	70%	12%
15. My work unit is able to recruit people with the right skills.	76%	10%	14%	60%	16%
16. Promotions in my work unit are based on merit.	67%	14%	19%	53%	14%
17. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	52%	21%	26%	36%	16%
18. In my work unit, differences in performance are recognized in a meaningful way.	63%	9%	28%	41%	22%
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.	88%	4%	8%	80%	8%
20. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	83%	13%	4%	77%	6%
21. Employees have a feeling of personal empowerment with respect to work processes.	63%	13%	24%	60%	3%
22. Creativity and innovation are rewarded.	72%	6%	21%	67%	5%

Survey Question	2011 OGE			2010 OGE	OGE Comparison (2010/2011)
	Positive	Neutral	Negative		
23. Pay raises depend on how well employees perform their jobs.	45%	20%	35%	38%	7%
24. Employees are protected from health and safety hazards on the job.	94%	4%	2%	91%	3%
25. My organization has prepared employees for potential security threats.	56%	29%	15%	62%	-6%
26. I know whom to contact in my agency when I need advice on ethics issues.	90%	6%	4%	89%	1%
27. My supervisor supports my need to balance work and family issues.	90%	0%	10%	89%	1%
28. Discussions with my supervisor/team leader about my performance are worthwhile.	78%	2%	20%	79%	-1%
29. Supervisors/team leaders in my work unit support employee development.	80%	4%	16%	84%	-4%
30. I have trust and confidence in my supervisor.	80%	4%	16%	72%	8%
31. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	82%	4%	14%	74%	8%
32. In my organization, leaders generate high levels of motivation and commitment in the workforce.	58%	15%	27%	43%	15%
33. My organization's leaders maintain high standards of honesty and integrity.	66%	13%	21%	56%	10%
34. Managers/supervisors/team leaders work well with employees of different backgrounds.	67%	8%	25%	60%	7%
35. Managers communicate the goals and priorities of the organization.	51%	13%	36%	43%	8%
36. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	58%	19%	23%	56%	2%
37. I have a high level of respect for my organization's senior leaders.	61%	12%	27%	55%	6%
38. My agency's senior executives communicate the importance of adhering to ethical standards.	70%	15%	15%	58%	12%
39. How satisfied are you with your involvement in decisions that affect your work?	74%	2%	25%	64%	10%
40. How satisfied are you with the information you receive from management on what's going on in your organization?	49%	20%	31%	41%	8%
41. How satisfied are you with the recognition you receive for doing a good job?	66%	12%	22%	65%	1%
42. How satisfied are you with the policies and practices of your senior leaders?	51%	22%	27%	52%	-1%
43. How satisfied are you with your opportunity to get a better job in your organization?	50%	34%	16%	41%	9%
44. How satisfied are you with the training you receive for your present job?	72%	12%	16%	74%	-2%
45. Considering everything, how satisfied are you with your job?	81%	6%	13%	77%	4%
46. Considering everything, how satisfied are you with your pay?	70%	22%	8%	77%	-7%
47. Please select the response below that best describes your teleworking situation.	No positive/neutral/negative scale			No positive/neutral/negative scale	No positive/neutral/negative scale

Survey Question	2011 OGE			2010 OGE	OGE Comparison (2010/2011)
	Positive	Neutral	Negative	2010 OGE Positive	Change in % Positive
48. How satisfied are you with the telework program at OGE?	63%	14%	23%	38%	25%

## Appendix 2. OGE 2011 Survey Responses<sup>1</sup>

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Do Not Know</b>	<b>No Basis to Judge</b>	<b>Total # of Responses</b>
<b>My Work Experiences</b>								
1. I am given a real opportunity to improve my skills in my organization.	38% (19)	40% (20)	6% (3)	14% (7)	2% (1)	N/A	N/A	50
2. My work gives me a feeling of personal accomplishment.	44% (22)	42% (21)	4% (2)	8% (4)	2% (1)	N/A	N/A	50
3. I like the kind of work I do.	46% (22)	48% (23)	4% (2)	2% (1)	0% (0)	N/A	N/A	48
4. My workload is reasonable.	20% (10)	49% (24)	12% (6)	6% (3)	12% (6)	1	N/A	50
5. My talents are used well in the workplace.	29% (14)	52% (25)	2% (1)	6% (3)	10% (5)	0	N/A	48
6. I know how my work relates to the agency's goals and priorities.	47% (23)	47% (23)	2% (1)	2% (1)	2% (1)	0	N/A	49
7. The work I do is important.	53% (26)	41% (20)	6% (3)	0% (0)	0% (0)	1	N/A	50
8. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	53% (25)	43% (20)	2% (1)	2% (1)	0% (0)	1	N/A	48
9. My performance appraisal is a fair reflection of my performance.	43% (20)	49% (23)	4% (2)	0% (0)	4% (2)	3	N/A	50
10. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	49% (21)	19% (8)	16% (7)	2% (1)	14% (6)	5	N/A	48
11. My training needs are assessed.	30% (15)	36% (18)	20% (10)	8% (4)	6% (3)	0	N/A	50
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).	38% (17)	42% (19)	11% (5)	4% (2)	4% (2)	N/A	3	48
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% (36)	24% (12)	2% (1)	2% (1)	0% (0)	N/A	N/A	50

<sup>1</sup> 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).



	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Do Not Know</b>	<b>No Basis to Judge</b>	<b>Total # of Responses</b>
<b>My Work Unit</b>								
14. The people I work with cooperate to get the job done.	34% (17)	48% (24)	8% (4)	2% (1)	8% (4)	N/A	N/A	50
15. My work unit is able to recruit people with the right skills.	36% (18)	40% (20)	10% (5)	10% (5)	4% (2)	0	N/A	50
16. Promotions in my work unit are based on merit.	35% (15)	33% (14)	14% (6)	7% (3)	12% (5)	6	N/A	49
17. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	26% (11)	26% (11)	21% (9)	14% (6)	12% (5)	7	N/A	49
18. In my work unit, differences in performance are recognized in a meaningful way.	30% (13)	33% (14)	9% (4)	19% (8)	9% (4)	6	N/A	49
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.	62% (31)	26% (13)	4% (2)	4% (2)	4% (2)	N/A	N/A	50
<b>My Agency</b>								
20. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	44% (21)	40% (19)	13% (6)	2% (1)	2% (1)	2	N/A	50
21. Employees have a feeling of personal empowerment with respect to work processes.	28% (13)	35% (16)	13% (6)	9% (4)	15% (7)	3	N/A	49
22. Creativity and innovation are rewarded.	34% (16)	38% (18)	6% (3)	13% (6)	9% (4)	2	N/A	49
23. Pay raises depend on how well employees perform their jobs.	15% (6)	30% (12)	20% (8)	18% (7)	18% (7)	7	N/A	47
24. Employees are protected from health and safety hazards on the job.	41% (20)	53% (26)	4% (2)	2% (1)	0% (0)	1	N/A	50
25. My organization has prepared employees for potential security threats.	21% (10)	35% (17)	29% (14)	13% (6)	2% (1)	2	N/A	50
26. I know whom to contact in my agency when I need advice on ethics issues.	62% (31)	28% (14)	6% (3)	4% (2)	0% (0)	N/A	N/A	50
<b>My Supervisor/Team Leader</b>								
27. My supervisor supports my need to balance work and family issues.	62% (31)	28% (14)	0% (0)	6% (3)	4% (2)	0	N/A	50
28. Discussions with my supervisor/team leader about my performance are worthwhile.	45% (22)	33% (16)	2% (1)	10% (5)	10% (5)	0	N/A	49

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Do Not Know</b>	<b>No Basis to Judge</b>	<b>Total # of Responses</b>
29. Supervisors/team leaders in my work unit support employee development.	48% (24)	32% (16)	4% (2)	8% (4)	8% (4)	0	N/A	50
30. I have trust and confidence in my supervisor.	49% (24)	31% (15)	4% (2)	4% (2)	12% (6)	N/A	N/A	49
	<b>Very Good</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>	<b>Very Poor</b>			<b>Total # of Responses</b>
31. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	50% (25)	32% (16)	4% (2)	6% (3)	8% (4)	N/A	N/A	50
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Do Not Know</b>	<b>No Basis to Judge</b>	<b>Total # of Responses</b>
<b>Leadership</b>								
32. In my organization, leaders generate high levels of motivation and commitment in the workforce.	29% (14)	29% (14)	15% (7)	10% (5)	17% (8)	2	N/A	50
33. My organization's leaders maintain high standards of honesty and integrity.	40% (19)	26% (12)	13% (6)	4% (2)	17% (8)	2	N/A	49
34. Managers/supervisors/team leaders work well with employees of different backgrounds.	40% (19)	27% (13)	8% (4)	8% (4)	17% (8)	2	N/A	50
35. Managers communicate the goals and priorities of the organization.	28% (13)	23% (11)	13% (6)	19% (9)	17% (8)	1	N/A	48
36. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	30% (13)	28% (12)	19% (8)	16% (7)	7% (3)	5	N/A	48
37. I have a high level of respect for my organization's senior leaders.	31% (15)	31% (15)	12% (6)	6% (3)	20% (10)	0	N/A	49
38. My agency's senior executives communicate the importance of adhering to ethical standards.	43% (20)	28% (13)	15% (7)	4% (2)	11% (5)	3	N/A	50
39. How satisfied are you with your involvement in decisions that affect your work?	31% (15)	43% (21)	2% (1)	8% (4)	16% (8)	N/A	N/A	49

40. How satisfied are you with the information you receive from management on what's going on in your organization?	33% (16)	16% (8)	20% (10)	12% (6)	18% (9)	N/A	N/A	49
41. How satisfied are you with the recognition you receive for doing a good job?	40% (20)	26% (13)	12% (6)	10% (5)	12% (6)	N/A	N/A	50
42. How satisfied are you with the policies and practices of your senior leaders?	25% (12)	27% (13)	22% (11)	10% (5)	16% (8)	N/A	N/A	49
43. How satisfied are you with your opportunity to get a better job in your organization.	30% (15)	20% (10)	34% (17)	10% (5)	6% (3)	N/A	N/A	50
44. How satisfied are you with the training you receive for your present job?	30% (15)	42% (21)	12% (6)	10% (5)	6% (3)	N/A	N/A	50
45. Considering everything, how satisfied are you with your job?	38% (18)	44% (21)	6% (3)	8% (4)	4% (2)	N/A	N/A	48
46. Considering everything, how satisfied are you with your pay?	32% (16)	38% (19)	22% (11)	8% (4)	0% (0)	N/A	N/A	50

**Work/Life**

47. Please select the response below that best describes your teleworking situation.	<b>% Selected</b>	<b># of Responses</b>
I telework...		
a) on a regular basis (at least one entire work day a week).	20%	10
b) infrequently (less than one entire work day a week)	18%	9
I do not telework because I...		
c) have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel)	2%	1
d) have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	4%	2
e) am not allowed to, even though I have the kind of job where I can telework.	4%	2
f) choose not to telework.	52%	26
<b>Total # of Responses</b>		50

	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neither Satisfied Nor Dissatisfied</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>No Basis to Judge</b>	<b>Total # of Responses</b>
48. How satisfied are you with the telework program at OGE?	26% (9)	37% (13)	14% (5)	20% (7)	3% (1)	15	50

