

DEPARTMENT OF HOMELAND SECURITY
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/18/2010 to 3/26/2010)

		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	57.6	1,842	4,432	1,720	1,600	578	10,172	NA
	%		14.7	42.8	18.3	17.5	6.7	100.0	
2. I have enough information to do my job well.	N	66.1	1,576	5,265	1,578	1,366	383	10,168	NA
	%		14.0	52.1	16.2	13.7	4.0	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N	47.9	1,963	3,606	1,858	1,805	894	10,126	NA
	%		14.3	33.5	20.6	20.1	11.4	100.0	
*4. My work gives me a feeling of personal accomplishment.	N	67.3	2,814	4,356	1,483	978	530	10,161	NA
	%		23.7	43.6	15.9	10.6	6.1	100.0	
*5. I like the kind of work I do.	N	84.4	4,188	4,423	967	382	190	10,150	NA
	%		40.5	43.9	9.9	3.6	2.1	100.0	
6. I know what is expected of me on the job.	N	77.6	2,892	4,781	1,239	870	347	10,129	NA
	%		28.8	48.8	11.7	7.5	3.3	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N	95.6	6,762	3,054	218	70	51	10,155	NA
	%		62.3	33.2	2.8	0.9	0.7	100.0	
8. I am constantly looking for ways to do my job better.	N	89.4	5,216	4,061	698	134	50	10,159	NA
	%		48.2	41.2	8.0	1.8	0.8	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	44.2	949	3,554	1,692	2,422	1,495	10,112	49
	%		9.0	35.2	18.3	22.8	14.7	100.0	
*10. My workload is reasonable.	N	62.3	1,029	4,894	1,625	1,610	981	10,139	28
	%		10.8	51.5	16.2	12.9	8.6	100.0	
*11. My talents are used well in the workplace.	N	51.0	1,464	4,077	1,645	1,632	1,227	10,045	85
	%		11.9	39.1	18.2	17.3	13.5	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N	80.4	3,055	5,222	1,003	506	308	10,094	56
	%		26.6	53.8	10.7	5.2	3.6	100.0	
*13. The work I do is important.	N	91.1	5,508	3,664	579	172	129	10,052	43
	%		55.4	35.8	5.7	1.8	1.4	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	61.8	2,418	4,228	1,393	1,218	854	10,111	54
	%		21.6	40.2	15.6	13.0	9.6	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N	65.2	2,475	4,341	1,409	905	851	9,981	178
	%		20.9	44.3	15.3	9.6	9.9	100.0	
16. I am held accountable for achieving results.	N	77.6	3,014	5,232	1,228	402	226	10,102	44
	%		25.0	52.7	14.7	4.6	3.1	100.0	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Sample

Number in Population: 20,534

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		2,242	3,575	1,842	984	1,084	9,727	407
	%	55.2	18.0	37.2	21.5	10.9	12.4	100.0	
*18. My training needs are assessed.	N		1,214	3,755	2,226	1,697	1,064	9,956	138
	%	50.3	10.9	39.3	22.3	16.5	10.9	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		2,371	4,424	1,401	995	779	9,970	187
	%	66.8	20.8	46.0	16.2	9.3	7.7	100.0	
*20. The people I work with cooperate to get the job done.	N		2,258	5,074	1,269	972	300	9,873	NA
	%	71.2	19.7	51.5	13.9	10.8	4.0	100.0	
*21. My work unit is able to recruit people with the right skills.	N		837	3,414	2,571	1,936	1,088	9,846	315
	%	39.1	6.7	32.4	27.9	20.5	12.5	100.0	
*22. Promotions in my work unit are based on merit.	N		875	2,579	2,429	1,834	1,926	9,643	518
	%	27.9	6.0	21.9	26.3	20.3	25.5	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		657	2,682	2,329	2,045	1,854	9,567	589
	%	28.8	4.6	24.1	24.0	23.4	23.9	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		736	3,040	2,483	2,004	1,495	9,758	392
	%	33.5	5.6	27.9	25.3	22.1	19.1	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		1,051	3,313	2,157	1,588	1,534	9,643	501
	%	37.9	7.6	30.4	23.1	18.3	20.6	100.0	
26. Employees in my work unit share job knowledge with each other.	N		1,994	5,263	1,447	813	560	10,077	57
	%	69.6	17.2	52.4	15.7	8.4	6.2	100.0	
27. The skill level in my work unit has improved in the past year.	N		1,615	4,143	2,471	908	650	9,787	324
	%	55.5	13.8	41.7	26.3	9.9	8.3	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		4,046	4,207	1,497	287	106	10,143	NA
	%	76.8	33.7	43.1	18.1	3.5	1.6	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		1,294	5,598	1,621	1,005	385	9,903	107
	%	68.4	11.4	57.1	17.6	9.7	4.3	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
*30. Employees have a feeling of personal empowerment with respect to work processes.	N	41.7	853	3,545	2,333	2,007	1,076	9,814	187
	%		7.3	34.4	24.3	21.7	12.3	100.0	
31. Employees are recognized for providing high quality products and services.	N	42.7	1,166	3,809	2,149	1,738	982	9,844	164
	%		8.4	34.3	24.0	20.4	12.9	100.0	
*32. Creativity and innovation are rewarded.	N	33.9	1,016	2,939	2,584	1,897	1,295	9,731	265
	%		7.3	26.6	26.5	22.9	16.7	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N	21.8	538	1,806	2,608	2,453	2,035	9,440	542
	%		4.7	17.1	26.9	25.2	26.2	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N	54.3	1,450	3,977	2,508	782	673	9,390	607
	%		13.1	41.2	29.1	8.2	8.4	100.0	
*35. Employees are protected from health and safety hazards on the job.	N	63.2	1,817	5,207	1,528	760	535	9,847	128
	%		13.8	49.4	18.2	10.3	8.3	100.0	
*36. My organization has prepared employees for potential security threats.	N	66.4	1,835	5,079	1,571	897	501	9,883	100
	%		15.9	50.5	16.8	10.2	6.7	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	40.9	1,413	3,161	2,118	1,349	1,499	9,540	440
	%		10.8	30.1	24.7	15.7	18.7	100.0	
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	59.7	2,196	3,827	1,786	629	857	9,295	675
	%		18.7	41.0	22.2	7.3	10.8	100.0	
39. My agency is successful at accomplishing its mission.	N	70.6	2,106	5,073	1,630	601	342	9,752	141
	%		18.4	52.3	18.2	6.5	4.7	100.0	
40. I recommend my organization as a good place to work.	N	62.7	2,443	3,895	1,972	1,090	584	9,984	NA
	%		22.0	40.8	20.3	10.7	6.3	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N	45.7	1,351	2,757	2,471	1,345	1,241	9,165	834
	%		15.0	30.7	24.7	14.4	15.2	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N	70.4	3,125	4,271	1,249	696	549	9,890	59
	%		27.1	43.4	14.7	8.2	6.6	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N	61.9	2,640	4,016	1,570	975	699	9,900	45
	%		20.6	41.3	19.2	10.8	8.1	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N	59.1	2,309	3,718	1,911	1,049	789	9,776	154
	%		19.5	39.7	21.6	10.9	8.3	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		2,377	3,742	2,145	495	502	9,261	667
	%	62.0	21.2	40.8	25.5	6.4	6.1	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		2,180	3,795	1,927	1,142	810	9,854	72
	%	58.8	19.5	39.2	20.8	12.4	8.0	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		2,427	4,005	1,780	830	733	9,775	138
	%	60.6	19.9	40.8	21.0	10.0	8.4	100.0	
48. My supervisor/team leader listens to what I have to say.	N		3,318	4,178	1,262	779	405	9,942	NA
	%	72.6	28.2	44.4	14.7	8.3	4.4	100.0	
49. My supervisor/team leader treats me with respect.	N		3,811	4,104	1,064	576	375	9,930	NA
	%	78.4	33.4	45.0	12.0	6.1	3.5	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		2,913	4,547	1,081	967	419	9,927	NA
	%	73.4	25.0	48.5	11.8	10.4	4.3	100.0	
*51. I have trust and confidence in my supervisor.	N		3,173	3,342	1,650	952	789	9,906	NA
	%	63.9	28.0	35.9	18.1	10.2	7.8	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		3,546	3,178	1,904	731	572	9,931	NA
	%	66.2	32.4	33.8	20.2	8.1	5.5	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		998	3,084	2,341	1,994	1,384	9,801	81
	%	37.8	8.3	29.5	24.2	21.8	16.2	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		1,689	3,597	2,013	1,147	1,138	9,584	292
	%	51.1	14.4	36.7	21.8	13.0	14.2	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		1,673	4,404	1,954	825	708	9,564	307
	%	58.7	14.4	44.3	22.2	9.4	9.7	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		1,460	4,409	1,784	1,262	871	9,786	77
	%	56.9	12.4	44.5	19.2	13.7	10.3	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		1,359	4,063	2,107	1,039	734	9,302	550
	%	54.0	12.0	42.0	24.8	11.5	9.7	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	46.8	1,211 10.0	3,688 36.8	2,027 23.1	1,522 16.1	1,153 14.0	9,601 100.0	259
59. Managers support collaboration across work units to accomplish work objectives.	N %	49.7	1,293 10.9	3,856 38.8	2,053 23.7	1,306 14.1	1,006 12.6	9,514 100.0	282
		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 %	50.7	1,978 16.6	3,273 34.1	2,331 25.4	1,031 11.8	974 12.1	9,587 100.0	266
		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 %	50.7	1,951 17.9	3,190 32.8	2,085 21.8	1,276 13.5	1,197 13.9	9,699 100.0	70
62. Senior leaders demonstrate support for Work/Life programs.	N %	47.2	1,636 14.8	3,289 32.5	2,281 26.4	1,015 12.0	1,054 14.4	9,275 100.0	563
		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 %	47.3	1,367 10.5	3,720 36.7	2,155 24.5	1,891 20.0	715 8.2	9,848 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	44.1	1,125 9.1	3,521 35.0	2,221 24.0	2,109 22.4	873 9.5	9,849 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	45.3	1,523 12.1	3,500 33.2	2,182 23.1	1,729 19.7	917 11.9	9,851 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	39.5	1,023 8.7	3,189 30.8	2,552 26.5	2,021 21.7	1,055 12.3	9,840 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	38.0	1,057 8.9	2,915 29.1	2,680 26.7	1,794 19.2	1,387 16.1	9,833 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	53.6	1,331 12.3	3,976 41.3	2,199 22.0	1,541 15.9	787 8.5	9,834 100.0	NA

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*69. Considering everything, how satisfied are you with your job?	N		2,250	4,398	1,640	1,028	514	9,830	NA
	%	66.7	20.7	46.0	17.4	10.1	5.7	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		2,308	4,450	1,413	1,116	553	9,840	NA
	%	63.5	20.0	43.5	15.1	13.6	7.8	100	
71. Considering everything, how satisfied are you with your organization?	N		1,658	4,078	1,953	1,378	764	9,831	NA
	%	56.1	15.1	41.0	21.0	14.2	8.7	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		552	1,219	4,414	425	1,861	1,074	9,545
	%	18.4	4.2	6.6	62.4	3.8	14.6	8.3	
		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		690	1,216	2,089	732	630	5,357	4,375
	%	26.4	7.6	18.8	50.4	11.6	11.6	100.0	
74. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?	N		1,772	2,187	1,636	607	651	6,853	2,910
	%	48.1	19.1	29.0	29.3	10.5	12.2	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		911	2,300	2,251	969	874	7,305	2,461
	%	39.2	10.0	29.2	31.4	13.8	15.7	100	
76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?	N		947	2,363	2,399	277	295	6,281	3,493
	%	49.8	12.6	37.1	39.0	4.8	6.4	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		185	420	2,215	339	546	3,705	6,056
	%	15.2	4.1	11.1	56.6	9.4	18.8	100	
78. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?	N		149	389	2,310	284	371	3,503	6,231
	%	15.5	3.9	11.6	62.6	8.1	13.8	100	

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79. Where do you work?	N	%
Headquarters	2,938	30.2
Field	6,778	69.8
Total	9,716	100.0

*80. What is your supervisory status?	N	%
Non-Supervisor	4,670	47.6
Team Leader	1,447	14.8
Supervisor	2,293	23.4
Manager	1,141	11.6
Executive	251	2.6
Total	9,802	100

*81. Are you:	N	%
Male	6,111	62.5
Female	3,667	37.5
Total	9,778	100.0

*82. Are you Hispanic or Latino?	N	%
Yes	1,189	12.2
No	8,522	87.8
Total	9,711	100.0

*83. Please select the racial category or categories with which you most closely identify (mark as many as apply.)	N	%
American Indian or Alaska Native	100	1.1
Asian	386	4.1
Black or African American	1,425	15.1
Native Hawaiian or Other Pacific Islander	87	0.9
White	7,132	75.7
Two or more races	290	3.1
Total	9,420	100

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84. What is your age group?	N	%
25 and under	170	1.8
26-29	459	4.7
30-39	1,926	19.8
40-49	3,205	33.0
50-59	3,016	31.1
60 or older	930	9.6
Total	9,706	100

85. What is your pay category/grade?	N	%
Federal Wage System	294	3.0
GS 1-6	234	2.4
GS 7-12	3,476	35.7
GS 13-15	4,183	42.9
Senior Executive Service	215	2.2
Senior Leader (SL) or Scientific or Professional (ST)	25	0.3
Other	1,323	13.6
Total	9,750	100.0

86. How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	174	1.8
1 to 3 years	1,484	15.3
4 to 5 years	843	8.7
6 to 10 years	2,855	29.5
11 to 14 years	1,021	10.5
15 to 20 years	1,056	10.9
More than 20 years	2,260	23.3
Total	9,693	100.0

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2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/18/2010 to 3/26/2010)

87. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	282	2.9
1 to 3 years	2,282	23.4
4 to 5 years	1,251	12.8
6 to 10 years	3,302	33.9
11 to 20 years	1,545	15.9
More than 20 years	1,074	11.0
Total	9,736	100

88. Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	6,589	67.4
Yes, to retire	427	4.4
Yes, to take another job within the Federal Government	2,229	22.8
Yes, to take another job outside the Federal Government	209	2.1
Yes, other	322	3.3
Total	9,776	100

89. I am planning to retire:

	N	%
Within one year	236	2.4
Between one and three years	795	8.2
Between three and five years	965	10.0
Five or more years	7,673	79.4
Total	9,669	100