

2014

Federal Employee Viewpoint Survey Results

Employees Influencing Change

**National Oceanic and Atmospheric
Administration**

1st Level Subagency Report

United States Office of
Personnel Management

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

Response Summary

	Surveys Completed
Governmentwide	392,752
Department of Commerce	9,892
National Oceanic and Atmospheric Administration	2,212

This 2014 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	391,977	59.1%	17.4%	23.5%
Department of Commerce	9,876	68.6%	15.7%	15.7%
National Oceanic and Atmospheric Administration	2,208	63.8%	16.7%	19.5%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	388,077	69.2%	15.2%	15.6%
Department of Commerce	9,811	74.6%	12.5%	12.9%
National Oceanic and Atmospheric Administration	2,195	68.6%	15.8%	15.6%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	385,690	55.2%	19.0%	25.8%
Department of Commerce	9,736	60.1%	20.2%	19.7%
National Oceanic and Atmospheric Administration	2,166	62.8%	17.3%	19.9%

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

My Work Experience (continued)

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	389,314	69.6%	15.0%	15.4%
Department of Commerce	9,804	76.1%	13.0%	10.9%
National Oceanic and Atmospheric Administration	2,189	75.3%	13.0%	11.7%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	384,679	82.2%	11.3%	6.5%
Department of Commerce	9,736	83.4%	11.2%	5.3%
National Oceanic and Atmospheric Administration	2,176	84.7%	10.0%	5.3%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	387,941	78.8%	11.5%	9.7%
Department of Commerce	9,787	83.3%	9.7%	7.0%
National Oceanic and Atmospheric Administration	2,186	78.4%	14.0%	7.6%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	389,516	95.6%	2.8%	1.6%
Department of Commerce	9,829	96.7%	2.3%	1.1%
National Oceanic and Atmospheric Administration	2,192	97.3%	1.9%	0.8%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	390,789	90.2%	7.9%	1.9%
Department of Commerce	9,851	90.6%	7.6%	1.7%
National Oceanic and Atmospheric Administration	2,200	90.6%	7.8%	1.6%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,739	44.8%	16.5%	38.7%	935
Department of Commerce	9,844	54.1%	15.0%	30.9%	22
National Oceanic and Atmospheric Administration	2,205	36.2%	18.2%	45.7%	3

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,209	56.5%	16.7%	26.8%	720
Department of Commerce	9,770	58.7%	18.3%	23.0%	11
National Oceanic and Atmospheric Administration	2,187	53.8%	19.3%	26.8%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,178	56.5%	17.2%	26.3%	1,880
Department of Commerce	9,570	62.0%	17.5%	20.5%	40
National Oceanic and Atmospheric Administration	2,156	57.0%	18.7%	24.3%	3

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,298	81.9%	10.7%	7.4%	1,540
Department of Commerce	9,792	86.2%	8.5%	5.3%	31
National Oceanic and Atmospheric Administration	2,182	81.1%	11.8%	7.1%	10

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	384,209	89.6%	7.1%	3.3%	1,147
Department of Commerce	9,679	90.3%	7.0%	2.7%	30
National Oceanic and Atmospheric Administration	2,153	90.0%	7.1%	2.9%	9

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,314	65.6%	14.3%	20.1%	1,736
Department of Commerce	9,728	74.0%	14.4%	11.6%	109
National Oceanic and Atmospheric Administration	2,193	69.6%	14.7%	15.7%	5

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,888	68.2%	14.9%	16.9%	4,845
Department of Commerce	9,763	71.9%	13.7%	14.3%	83
National Oceanic and Atmospheric Administration	2,190	67.9%	16.5%	15.6%	11

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	387,980	81.1%	12.5%	6.4%	1,810
Department of Commerce	9,775	85.0%	10.2%	4.8%	36
National Oceanic and Atmospheric Administration	2,190	76.8%	15.2%	8.0%	4

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,094	60.3%	19.3%	20.4%	16,950
Department of Commerce	9,145	63.6%	20.6%	15.8%	662
National Oceanic and Atmospheric Administration	2,045	60.8%	20.1%	19.1%	147

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,903	49.6%	23.8%	26.5%	4,288
Department of Commerce	9,712	53.5%	23.2%	23.4%	122
National Oceanic and Atmospheric Administration	2,185	39.7%	25.0%	35.3%	15

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	Positive	Neutral	Negative	NBJ
Governmentwide	382,953	67.5%	14.6%	18.0%	8,987
Department of Commerce	9,684	70.5%	13.6%	15.9%	187
National Oceanic and Atmospheric Administration	2,131	59.5%	19.0%	21.4%	80

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	391,426	72.1%	14.2%	13.8%
Department of Commerce	9,859	78.5%	12.4%	9.1%
National Oceanic and Atmospheric Administration	2,208	77.3%	12.4%	10.4%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,727	40.6%	26.4%	33.0%	14,985
Department of Commerce	9,375	51.8%	24.4%	23.8%	487
National Oceanic and Atmospheric Administration	2,138	43.3%	24.5%	32.2%	72

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,631	32.0%	28.7%	39.3%	26,462
Department of Commerce	9,144	52.4%	23.9%	23.7%	669
National Oceanic and Atmospheric Administration	2,027	39.9%	30.2%	29.8%	166

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,178	28.2%	26.9%	44.9%	35,600
Department of Commerce	8,635	41.8%	27.2%	31.0%	1,190
National Oceanic and Atmospheric Administration	1,982	25.7%	30.7%	43.6%	217

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,267	31.5%	28.4%	40.1%	22,310
Department of Commerce	9,111	43.6%	28.0%	28.4%	727
National Oceanic and Atmospheric Administration	2,063	35.3%	29.6%	35.1%	145

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,099	38.0%	25.7%	36.3%	25,833
Department of Commerce	9,142	56.0%	21.4%	22.6%	672
National Oceanic and Atmospheric Administration	2,032	44.9%	26.3%	28.8%	169

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,041	71.9%	14.6%	13.5%	1,704
Department of Commerce	9,776	75.0%	13.6%	11.4%	53
National Oceanic and Atmospheric Administration	2,190	73.9%	13.9%	12.3%	10

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,813	50.8%	30.2%	19.0%	15,161
Department of Commerce	9,298	56.0%	30.0%	13.9%	549
National Oceanic and Atmospheric Administration	2,130	48.1%	33.8%	18.1%	78

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	390,716	81.8%	14.6%	3.6%
Department of Commerce	9,852	88.1%	9.8%	2.2%
National Oceanic and Atmospheric Administration	2,210	86.2%	11.1%	2.7%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,647	68.5%	18.3%	13.2%	7,045
Department of Commerce	9,495	76.1%	14.4%	9.6%	249
National Oceanic and Atmospheric Administration	2,133	69.8%	17.1%	13.1%	51

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,805	41.9%	25.7%	32.4%	8,728
Department of Commerce	9,458	52.1%	24.3%	23.6%	291
National Oceanic and Atmospheric Administration	2,141	42.4%	29.0%	28.6%	45

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,902	44.6%	24.2%	31.2%	7,530
Department of Commerce	9,508	57.7%	21.4%	20.8%	211
National Oceanic and Atmospheric Administration	2,139	52.9%	24.9%	22.2%	40

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,008	34.8%	29.5%	35.7%	12,026
Department of Commerce	9,372	44.7%	30.1%	25.2%	351
National Oceanic and Atmospheric Administration	2,106	44.9%	29.5%	25.6%	69

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,757	19.6%	26.5%	54.0%	25,095
Department of Commerce	9,040	41.5%	25.0%	33.5%	648
National Oceanic and Atmospheric Administration	1,994	25.9%	30.8%	43.3%	178

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,225	55.5%	29.2%	15.4%	29,633
Department of Commerce	8,854	63.8%	26.1%	10.1%	888
National Oceanic and Atmospheric Administration	1,988	51.4%	33.4%	15.2%	198

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,670	76.0%	13.7%	10.4%	5,777
Department of Commerce	9,515	81.4%	12.2%	6.4%	211
National Oceanic and Atmospheric Administration	2,158	83.6%	11.2%	5.2%	26

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,944	76.0%	14.4%	9.6%	5,237
Department of Commerce	9,545	79.9%	13.5%	6.6%	180
National Oceanic and Atmospheric Administration	2,134	73.5%	18.3%	8.2%	43

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,372	50.3%	23.1%	26.5%	21,762
Department of Commerce	8,936	63.3%	20.5%	16.2%	764
National Oceanic and Atmospheric Administration	2,017	59.4%	22.2%	18.4%	158

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	Positive	Neutral	Negative	DNK
Governmentwide	347,433	65.2%	20.2%	14.6%	33,840
Department of Commerce	8,591	75.3%	16.3%	8.4%	1,077
National Oceanic and Atmospheric Administration	1,929	73.7%	16.6%	9.7%	245

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,864	73.0%	18.2%	8.8%	7,407
Department of Commerce	9,525	82.3%	13.0%	4.7%	200
National Oceanic and Atmospheric Administration	2,154	79.2%	14.7%	6.1%	32

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	383,760	62.1%	21.6%	16.4%
Department of Commerce	9,752	73.8%	15.8%	10.4%
National Oceanic and Atmospheric Administration	2,184	68.3%	18.4%	13.3%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	350,655	38.1%	28.5%	33.4%	33,370
Department of Commerce	8,899	51.0%	26.0%	23.0%	864
National Oceanic and Atmospheric Administration	1,989	33.0%	33.8%	33.2%	200

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,621	77.3%	11.5%	11.2%	2,306
Department of Commerce	9,694	83.6%	9.3%	7.1%	49
National Oceanic and Atmospheric Administration	2,170	82.6%	9.6%	7.8%	10

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,066	64.3%	17.9%	17.8%	2,012
Department of Commerce	9,663	68.8%	18.1%	13.1%	60
National Oceanic and Atmospheric Administration	2,171	68.3%	16.9%	14.8%	8

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,309	61.6%	19.2%	19.2%	4,317
Department of Commerce	9,596	69.8%	15.9%	14.4%	74
National Oceanic and Atmospheric Administration	2,143	64.0%	17.5%	18.4%	13

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,672	66.2%	23.1%	10.7%	31,868
Department of Commerce	8,723	72.8%	20.9%	6.3%	977
National Oceanic and Atmospheric Administration	1,936	67.2%	24.7%	8.0%	234

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,197	60.5%	20.4%	19.1%	2,159
Department of Commerce	9,666	69.0%	16.7%	14.3%	40
National Oceanic and Atmospheric Administration	2,165	61.2%	20.9%	17.9%	9

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,678	63.1%	19.3%	17.6%	6,028
Department of Commerce	9,572	71.7%	16.3%	12.1%	146
National Oceanic and Atmospheric Administration	2,153	65.9%	19.1%	15.0%	24

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	381,761	75.0%	12.7%	12.2%
Department of Commerce	9,718	82.0%	10.1%	8.0%
National Oceanic and Atmospheric Administration	2,177	78.7%	11.7%	9.6%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	380,603	80.2%	10.6%	9.2%
Department of Commerce	9,695	85.4%	8.1%	6.5%
National Oceanic and Atmospheric Administration	2,169	82.3%	9.9%	7.8%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	380,812	77.3%	10.3%	12.4%
Department of Commerce	9,698	89.1%	6.2%	4.7%
National Oceanic and Atmospheric Administration	2,169	89.1%	6.5%	4.4%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	380,967	65.4%	17.2%	17.4%
Department of Commerce	9,700	72.9%	14.4%	12.7%
National Oceanic and Atmospheric Administration	2,175	66.4%	17.5%	16.1%

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	381,129	68.9%	18.6%	12.5%
Department of Commerce	9,714	76.7%	15.0%	8.3%
National Oceanic and Atmospheric Administration	2,180	70.5%	19.0%	10.5%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,179	37.5%	25.2%	37.3%	6,901
Department of Commerce	9,446	45.4%	25.0%	29.5%	231
National Oceanic and Atmospheric Administration	2,134	32.2%	27.8%	40.0%	36

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,007	49.5%	25.5%	25.0%	22,553
Department of Commerce	8,901	58.8%	24.8%	16.4%	775
National Oceanic and Atmospheric Administration	2,015	49.3%	27.7%	23.0%	156

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,441	63.1%	22.9%	14.0%	21,209
Department of Commerce	8,909	70.9%	20.2%	8.9%	699
National Oceanic and Atmospheric Administration	1,982	63.7%	25.2%	11.2%	171

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,472	58.2%	21.5%	20.3%	4,914
Department of Commerce	9,479	66.5%	18.6%	14.8%	147
National Oceanic and Atmospheric Administration	2,133	54.8%	23.9%	21.3%	26

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	351,864	58.0%	25.2%	16.8%	25,427
Department of Commerce	8,982	67.5%	20.9%	11.6%	664
National Oceanic and Atmospheric Administration	2,023	54.0%	27.4%	18.6%	140

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,473	49.9%	23.9%	26.2%	13,214
Department of Commerce	9,243	56.2%	22.0%	21.9%	416
National Oceanic and Atmospheric Administration	2,103	47.3%	24.9%	27.8%	65

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,241	53.5%	24.0%	22.5%	13,338
Department of Commerce	9,263	60.7%	21.8%	17.6%	391
National Oceanic and Atmospheric Administration	2,104	55.3%	23.9%	20.7%	62

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	355,344	56.0%	24.5%	19.4%	22,457
Department of Commerce	8,953	63.9%	22.9%	13.2%	711
National Oceanic and Atmospheric Administration	2,044	53.5%	29.4%	17.1%	121

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,771	50.1%	25.1%	24.9%	5,069
Department of Commerce	9,489	56.8%	24.5%	18.6%	185
National Oceanic and Atmospheric Administration	2,142	45.1%	28.9%	26.0%	26

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	342,150	52.3%	28.3%	19.4%	35,524
Department of Commerce	8,620	63.0%	25.5%	11.5%	1,049
National Oceanic and Atmospheric Administration	1,866	51.6%	33.9%	14.5%	300

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	375,988	48.4%	24.0%	27.6%
Department of Commerce	9,651	55.2%	22.4%	22.4%
National Oceanic and Atmospheric Administration	2,159	51.7%	22.7%	25.6%

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

My Satisfaction (continued)

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	375,120	45.6%	24.5%	29.9%
Department of Commerce	9,621	53.0%	22.2%	24.8%
National Oceanic and Atmospheric Administration	2,156	42.1%	26.0%	31.9%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	373,823	44.6%	24.5%	31.0%
Department of Commerce	9,593	56.3%	22.0%	21.7%
National Oceanic and Atmospheric Administration	2,149	49.8%	24.8%	25.4%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	374,396	39.6%	30.4%	30.0%
Department of Commerce	9,618	47.2%	30.0%	22.9%
National Oceanic and Atmospheric Administration	2,152	35.9%	33.1%	31.0%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	374,391	33.1%	28.1%	38.8%
Department of Commerce	9,612	41.8%	29.7%	28.5%
National Oceanic and Atmospheric Administration	2,150	30.6%	33.0%	36.4%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	374,483	49.8%	24.3%	25.9%
Department of Commerce	9,602	58.9%	22.0%	19.1%
National Oceanic and Atmospheric Administration	2,151	44.8%	27.3%	27.9%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	374,286	64.1%	18.6%	17.3%
Department of Commerce	9,625	72.0%	15.7%	12.3%
National Oceanic and Atmospheric Administration	2,158	66.2%	18.8%	15.0%

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	374,805	55.8%	17.9%	26.3%
Department of Commerce	9,638	64.6%	15.9%	19.5%
National Oceanic and Atmospheric Administration	2,160	65.4%	15.8%	18.7%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	375,127	54.5%	22.8%	22.7%
Department of Commerce	9,634	65.4%	19.3%	15.4%
National Oceanic and Atmospheric Administration	2,158	56.5%	23.8%	19.7%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Yes, Notified Eligible	Yes, Notified Not Eligible	No, Not Notified	Not Sure Notified
Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
Department of Commerce	9,595	73.2%	8.1%	11.9%	6.9%
National Oceanic and Atmospheric Administration	2,150	65.9%	10.6%	16.6%	6.9%

73. Please select the response below that BEST describes your current teleworking situation.

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	368,971	4.0%	10.3%	4.4%	10.9%
Department of Commerce	9,544	19.1%	22.6%	8.2%	16.5%
National Oceanic and Atmospheric Administration	2,155	2.4%	17.0%	8.4%	27.4%

(continued)

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	368,971	32.1%	5.2%	20.3%	12.9%
Department of Commerce	9,544	8.9%	3.2%	8.8%	12.6%
National Oceanic and Atmospheric Administration	2,155	16.6%	4.9%	9.5%	13.8%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	Alternative Work Schedules (AWS)			
	N	Yes	No	Not Available To Me
Governmentwide	372,726	33.0%	45.2%	21.8%
Department of Commerce	9,608	52.2%	37.5%	10.4%
National Oceanic and Atmospheric Administration	2,155	41.2%	48.5%	10.3%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	Health and Wellness Programs			
	N	Yes	No	Not Available To Me
Governmentwide	371,495	28.0%	59.9%	12.2%
Department of Commerce	9,583	26.6%	63.1%	10.3%
National Oceanic and Atmospheric Administration	2,145	23.6%	65.5%	10.9%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	Employee Assistance Program (EAP)			
	N	Yes	No	Not Available To Me
Governmentwide	368,151	14.3%	80.3%	5.4%
Department of Commerce	9,484	12.3%	82.3%	5.4%
National Oceanic and Atmospheric Administration	2,134	12.7%	85.5%	1.8%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	Child Care Programs			
	N	Yes	No	Not Available To Me
Governmentwide	372,753	3.9%	78.7%	17.4%
Department of Commerce	9,591	3.8%	82.7%	13.5%
National Oceanic and Atmospheric Administration	2,153	2.2%	81.6%	16.1%

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	373,277	2.5%	79.8%	17.7%
Department of Commerce	9,596	3.1%	83.1%	13.8%
National Oceanic and Atmospheric Administration	2,151	1.6%	82.9%	15.5%

79. How satisfied are you with the following Work/Life programs in your agency? Telework*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	167,341	76.6%	14.0%	9.5%	7,571
Department of Commerce	6,484	86.7%	8.5%	4.9%	207
National Oceanic and Atmospheric Administration	1,332	80.2%	12.2%	7.6%	26

*The results for this item only include employees who indicated that they participated in this program.

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	138,977	89.1%	7.5%	3.4%	3,202
Department of Commerce	5,116	94.4%	3.8%	1.8%	55
National Oceanic and Atmospheric Administration	841	90.1%	6.3%	3.5%	8

*The results for this item only include employees who indicated that they participated in this program.

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	Positive	Neutral	Negative	NBJ
Governmentwide	100,599	79.5%	16.7%	3.8%	7,562
Department of Commerce	2,561	88.3%	10.5%	1.2%	135
National Oceanic and Atmospheric Administration	465	83.7%	14.6%	1.7%	26

*The results for this item only include employees who indicated that they participated in this program.

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	52,178	74.1%	21.6%	4.3%	8,882
Department of Commerce	1,097	79.5%	16.8%	3.7%	169
National Oceanic and Atmospheric Administration	260	73.7%	22.2%	4.1%	31

*The results for this item only include employees who indicated that they participated in this program.

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

Work/Life (continued)

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	Positive	Neutral	Negative	NBJ
Governmentwide	10,509	71.7%	23.9%	4.4%	4,356
Department of Commerce	355	76.3%	21.4%	2.2%	102
National Oceanic and Atmospheric Administration	48	56.8%	39.3%	3.9%	18

**The results for this item only include employees who indicated that they participated in this program.*

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	7,385	67.6%	29.5%	2.9%	3,459
Department of Commerce	298	73.2%	26.3%	0.5%	85
National Oceanic and Atmospheric Administration	34	57.3%	42.7%	0.0%	17

**The results for this item only include employees who indicated that they participated in this program.*

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

Demographic Questions

Where do you work?

	N	%
Headquarters	767	35.7%
Field	1,383	64.3%

What is your supervisory status?

	N	%
Non-Supervisor	1,247	57.9%
Team Leader	471	21.9%
Supervisor	255	11.8%
Manager	110	5.1%
Senior Leader	69	3.2%

Are you:

	N	%
Male	1,310	61.6%
Female	815	38.4%

Are you Hispanic or Latino?

	N	%
Yes	89	4.2%
No	2,033	95.8%

Race

	N	%
American Indian or Alaska Native	5	0.2%
Asian	95	4.6%
Black or African American	148	7.2%
Native Hawaiian or Other Pacific Islander	19	0.9%
White	1,737	84.4%
Two or more races (Not Hispanic or Latino)	53	2.6%

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

Demographic Questions (continued)

What is the highest degree or level of education you have completed?

	N	%
Less than High School	1	0.0%
High School Diploma/GED or equivalent	34	1.6%
Trade or Technical Certificate	30	1.4%
Some College (no degree)	193	9.0%
Associate's Degree (e.g., AA, AS)	96	4.5%
Bachelor's Degree (e.g., BA, BS)	692	32.3%
Master's Degree (e.g., MA, MS, MBA)	752	35.1%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	346	16.1%

What is your pay category/grade?

	N	%
Federal Wage System	51	2.4%
GS 1-6	22	1.0%
GS 7-12	726	33.9%
GS 13-15	1,059	49.5%
Senior Executive Service	62	2.9%
Senior Level (SL) or Scientific or Professional (ST)	12	0.6%
Other	209	9.8%

How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	6	0.3%
1 to 3 years	121	5.6%
4 to 5 years	177	8.3%
6 to 10 years	371	17.3%
11 to 14 years	316	14.8%
15 to 20 years	333	15.5%
More than 20 years	818	38.2%

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

Demographic Questions (continued)

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

	N	%
Less than 1 year	14	0.7%
1 to 3 years	204	9.5%
4 to 5 years	228	10.6%
6 to 10 years	415	19.4%
11 to 20 years	652	30.4%
More than 20 years	631	29.4%

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

	N	%
No	1,469	68.6%
Yes, to retire	126	5.9%
Yes, to take another job within the Federal Government	371	17.3%
Yes, to take another job outside the Federal Government	83	3.9%
Yes, other	92	4.3%

I am planning to retire:

	N	%
Within one year	82	3.8%
Between one and three years	187	8.8%
Between three and five years	197	9.2%
Five or more years	1,666	78.1%

Self-Identify as:

	N	%
Heterosexual or Straight	1,666	83.1%
Gay, Lesbian, Bisexual, or Transgender	86	4.3%
I prefer not to say	253	12.6%

What is your US military service status?

	N	%
No Prior Military Service	1,680	79.1%
Currently in National Guard or Reserves	12	0.6%
Retired	149	7.0%
Separated or Discharged	282	13.3%

Department of Commerce
National Oceanic and Atmospheric Administration
1st Level Subagency Report

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	162	7.6%
No	1,967	92.4%

What is your age group?

	N	%
25 and under	16	0.7%
26-29	52	2.4%
30-39	368	16.6%
40-49	642	29.0%
50-59	822	37.2%
60 or older	312	14.1%