

# National Oceanic and Atmospheric Administration

## 2010 Federal Employee Viewpoint Survey: Subagency Report

### Response Summary

	Surveys Completed
Governmentwide	263,475
Department of Commerce	14,956
<b>National Oceanic and Atmospheric Administration</b>	<b>5,240</b>

This 2010 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. The results include Positive, Neutral, and Negative response percentages for each survey item. For each of the three response scales used in the survey, two responses were categorized as “Positive” (*Strongly Agree* and *Agree*, *Very Satisfied* and *Satisfied*, *Very Good* and *Good*), one response as “Neutral” (*Neither Agree nor Disagree*, *Neither Satisfied nor Dissatisfied*, *Fair*), two responses as “Negative” (*Disagree* and *Strongly Disagree*, *Dissatisfied* and *Very Dissatisfied*, *Poor* and *Very Poor*), and one response as “DNK” or “NBJ” (*Do Not Know* or *No Basis to Judge*). Respondents counted in the DNK/NBJ column are not included in the calculation of the Positive, Neutral and Negative percents.

### My Work Experiences

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

	N	Positive	Neutral	Negative
Governmentwide	262,929	65.9%	15.9%	18.2%
Department of Commerce	14,929	69.6%	15.3%	15.1%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,230</b>	<b>69.7%</b>	<b>14.6%</b>	<b>15.8%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	262,810	72.9%	14.1%	13.0%
Department of Commerce	14,915	75.9%	13.0%	11.1%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,222</b>	<b>74.1%</b>	<b>14.1%</b>	<b>11.8%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	262,091	59.9%	18.3%	21.8%
Department of Commerce	14,879	60.4%	19.7%	19.8%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,207</b>	<b>66.4%</b>	<b>16.2%</b>	<b>17.4%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	262,828	74.7%	13.5%	11.9%
Department of Commerce	14,926	74.3%	14.4%	11.3%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,230</b>	<b>76.3%</b>	<b>13.2%</b>	<b>10.5%</b>

5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
Governmentwide	262,447	85.6%	9.6%	4.8%
Department of Commerce	14,892	82.8%	11.6%	5.5%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,218</b>	<b>86.6%</b>	<b>8.8%</b>	<b>4.6%</b>

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## Subagency Report

### My Work Experiences

<i>6. I know what is expected of me on the job.</i>	N	Positive	Neutral	Negative	
Governmentwide	262,073	80.8%	10.8%	8.4%	
Department of Commerce	14,875	82.9%	9.7%	7.4%	
<b>National Oceanic and Atmospheric Administration</b>	<b>5,204</b>	<b>80.9%</b>	<b>11.1%</b>	<b>8.0%</b>	
<i>7. When needed I am willing to put in the extra effort to get a job done.</i>	N	Positive	Neutral	Negative	
Governmentwide	262,614	96.7%	2.2%	1.0%	
Department of Commerce	14,913	96.9%	2.3%	0.8%	
<b>National Oceanic and Atmospheric Administration</b>	<b>5,225</b>	<b>97.9%</b>	<b>1.6%</b>	<b>0.5%</b>	
<i>8. I am constantly looking for ways to do my job better.</i>	N	Positive	Neutral	Negative	
Governmentwide	262,544	91.7%	6.9%	1.5%	
Department of Commerce	14,905	89.9%	8.6%	1.5%	
<b>National Oceanic and Atmospheric Administration</b>	<b>5,221</b>	<b>91.0%</b>	<b>7.9%</b>	<b>1.1%</b>	
<i>9. I have sufficient resources (for example, people, materials, budget) to get my job done.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	261,850	50.1%	16.5%	33.3%	850
Department of Commerce	14,875	54.5%	17.1%	28.4%	43
<b>National Oceanic and Atmospheric Administration</b>	<b>5,208</b>	<b>46.0%</b>	<b>18.7%</b>	<b>35.3%</b>	<b>12</b>
<i>10. My workload is reasonable.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	262,264	59.1%	16.4%	24.4%	612
Department of Commerce	14,876	57.7%	17.7%	24.6%	39
<b>National Oceanic and Atmospheric Administration</b>	<b>5,217</b>	<b>60.3%</b>	<b>16.9%</b>	<b>22.8%</b>	<b>12</b>
<i>11. My talents are used well in the workplace.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	260,171	60.4%	16.8%	22.8%	1,613
Department of Commerce	14,760	60.6%	17.9%	21.5%	103
<b>National Oceanic and Atmospheric Administration</b>	<b>5,173</b>	<b>62.2%</b>	<b>15.2%</b>	<b>22.5%</b>	<b>27</b>
<i>12. I know how my work relates to the agency's goals and priorities.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	261,561	84.4%	10.0%	5.6%	1,097
Department of Commerce	14,860	85.1%	9.2%	5.7%	51
<b>National Oceanic and Atmospheric Administration</b>	<b>5,207</b>	<b>82.4%</b>	<b>10.7%</b>	<b>6.9%</b>	<b>16</b>

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## Subagency Report

### My Work Experiences

<i>13. The work I do is important.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	260,289	92.2%	5.7%	2.1%	788
Department of Commerce	14,754	90.0%	7.5%	2.5%	56
<b>National Oceanic and Atmospheric Administration</b>	<b>5,173</b>	<b>90.3%</b>	<b>7.4%</b>	<b>2.2%</b>	<b>15</b>
<hr/>					
<i>14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	261,756	67.0%	14.5%	18.4%	1,032
Department of Commerce	14,848	72.6%	13.3%	14.1%	73
<b>National Oceanic and Atmospheric Administration</b>	<b>5,209</b>	<b>69.3%</b>	<b>14.5%</b>	<b>16.2%</b>	<b>21</b>
<hr/>					
<i>15. My performance appraisal is a fair reflection of my performance.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	259,202	68.4%	14.5%	17.1%	3,296
Department of Commerce	14,785	70.5%	14.3%	15.2%	107
<b>National Oceanic and Atmospheric Administration</b>	<b>5,172</b>	<b>69.9%</b>	<b>14.8%</b>	<b>15.2%</b>	<b>47</b>
<hr/>					
<i>16. I am held accountable for achieving results.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	261,232	84.0%	11.3%	4.8%	1,132
Department of Commerce	14,827	85.1%	10.4%	4.6%	57
<b>National Oceanic and Atmospheric Administration</b>	<b>5,193</b>	<b>80.3%</b>	<b>13.2%</b>	<b>6.5%</b>	<b>27</b>
<hr/>					
<i>17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	249,856	61.6%	19.6%	18.8%	12,270
Department of Commerce	13,839	60.6%	23.0%	16.4%	1,035
<b>National Oceanic and Atmospheric Administration</b>	<b>4,876</b>	<b>60.4%</b>	<b>21.2%</b>	<b>18.5%</b>	<b>335</b>
<hr/>					
<i>18. My training needs are assessed.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	257,637	53.8%	23.5%	22.8%	3,506
Department of Commerce	14,592	49.5%	26.0%	24.5%	213
<b>National Oceanic and Atmospheric Administration</b>	<b>5,120</b>	<b>46.1%</b>	<b>25.8%</b>	<b>28.1%</b>	<b>65</b>
<hr/>					
<i>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).</i>	N	Positive	Neutral	Negative	NBJ
Governmentwide	258,886	67.8%	14.0%	18.2%	3,813
Department of Commerce	14,726	68.1%	14.4%	17.5%	172
<b>National Oceanic and Atmospheric Administration</b>	<b>5,092</b>	<b>61.9%</b>	<b>18.1%</b>	<b>20.0%</b>	<b>126</b>

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## Subagency Report

### My Work Unit

<i>20. The people I work with cooperate to get the job done.</i>	N	Positive	Neutral	Negative
Governmentwide	256,068	74.7%	13.2%	12.1%
Department of Commerce	14,437	76.6%	14.0%	9.5%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,076</b>	<b>77.1%</b>	<b>13.3%</b>	<b>9.6%</b>

<i>21. My work unit is able to recruit people with the right skills.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	254,002	45.8%	26.9%	27.3%	8,804
Department of Commerce	14,250	53.1%	26.0%	20.9%	656
<b>National Oceanic and Atmospheric Administration</b>	<b>5,020</b>	<b>52.8%</b>	<b>23.9%</b>	<b>23.3%</b>	<b>199</b>

<i>22. Promotions in my work unit are based on merit.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	247,778	35.4%	28.4%	36.2%	14,914
Department of Commerce	14,114	52.2%	23.6%	24.2%	792
<b>National Oceanic and Atmospheric Administration</b>	<b>4,900</b>	<b>45.0%</b>	<b>27.2%</b>	<b>27.9%</b>	<b>318</b>

<i>23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	241,373	30.8%	27.5%	41.7%	21,290
Department of Commerce	13,375	38.4%	27.9%	33.7%	1,524
<b>National Oceanic and Atmospheric Administration</b>	<b>4,741</b>	<b>27.1%</b>	<b>29.3%</b>	<b>43.6%</b>	<b>481</b>

<i>24. In my work unit, differences in performance are recognized in a meaningful way.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	249,067	36.2%	28.7%	35.1%	13,517
Department of Commerce	13,951	43.5%	28.2%	28.3%	955
<b>National Oceanic and Atmospheric Administration</b>	<b>4,910</b>	<b>39.3%</b>	<b>28.5%</b>	<b>32.2%</b>	<b>315</b>

<i>25. Awards in my work unit depend on how well employees perform their jobs.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	248,800	43.5%	24.1%	32.3%	13,526
Department of Commerce	14,181	56.3%	20.7%	22.9%	706
<b>National Oceanic and Atmospheric Administration</b>	<b>4,939</b>	<b>50.5%</b>	<b>23.0%</b>	<b>26.5%</b>	<b>279</b>

<i>26. Employees in my work unit share job knowledge with each other.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	260,780	73.1%	14.5%	12.4%	1,480
Department of Commerce	14,793	72.9%	14.8%	12.3%	88
<b>National Oceanic and Atmospheric Administration</b>	<b>5,171</b>	<b>71.5%</b>	<b>15.7%</b>	<b>12.8%</b>	<b>41</b>

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## *Subagency Report*

### My Work Unit

<i>27. The skill level in my work unit has improved in the past year?</i>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	252,402	55.7%	28.0%	16.4%	9,299
Department of Commerce	14,139	57.4%	29.4%	13.2%	700
<b>National Oceanic and Atmospheric Administration</b>	<b>5,001</b>	<b>54.5%</b>	<b>30.7%</b>	<b>14.7%</b>	<b>199</b>

<i>28. How would you rate the overall quality of work done by your work unit?</i>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
Governmentwide	262,311	82.2%	14.8%	3.0%
Department of Commerce	14,875	86.1%	11.4%	2.5%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,211</b>	<b>85.2%</b>	<b>12.2%</b>	<b>2.6%</b>

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## Subagency Report

### My Agency

<i>29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	255,156	72.5%	16.9%	10.6%	4,104
Department of Commerce	14,362	75.7%	15.4%	8.9%	265
<b>National Oceanic and Atmospheric Administration</b>	<b>5,058</b>	<b>74.1%</b>	<b>16.0%</b>	<b>9.9%</b>	<b>86</b>
<i>30. Employees have a feeling of personal empowerment with respect to work processes.</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	253,074	47.6%	26.0%	26.5%	6,181
Department of Commerce	14,181	51.2%	25.4%	23.4%	436
<b>National Oceanic and Atmospheric Administration</b>	<b>4,998</b>	<b>49.6%</b>	<b>26.1%</b>	<b>24.3%</b>	<b>142</b>
<i>31. Employees are recognized for providing high quality products and services.</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	254,607	51.1%	23.4%	25.5%	4,674
Department of Commerce	14,366	58.8%	21.0%	20.2%	265
<b>National Oceanic and Atmospheric Administration</b>	<b>5,050</b>	<b>60.1%</b>	<b>20.5%</b>	<b>19.5%</b>	<b>92</b>
<i>32. Creativity and innovation are rewarded.</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	251,507	41.1%	28.9%	30.0%	7,479
Department of Commerce	14,153	46.0%	27.8%	26.2%	466
<b>National Oceanic and Atmospheric Administration</b>	<b>4,998</b>	<b>52.4%</b>	<b>24.4%</b>	<b>23.2%</b>	<b>138</b>
<i>33. Pay raises depend on how well employees perform their jobs.</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	244,075	26.3%	28.9%	44.9%	14,814
Department of Commerce	13,886	41.5%	25.8%	32.7%	716
<b>National Oceanic and Atmospheric Administration</b>	<b>4,825</b>	<b>33.2%</b>	<b>27.4%</b>	<b>39.4%</b>	<b>308</b>
<i>34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	242,918	58.0%	28.0%	14.0%	16,123
Department of Commerce	13,453	62.1%	26.0%	11.9%	1,160
<b>National Oceanic and Atmospheric Administration</b>	<b>4,809</b>	<b>58.3%</b>	<b>27.5%</b>	<b>14.2%</b>	<b>325</b>
<i>35. Employees are protected from health and safety hazards on the job.</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	255,119	76.4%	13.7%	9.9%	3,676
Department of Commerce	14,336	83.0%	11.5%	5.5%	264
<b>National Oceanic and Atmospheric Administration</b>	<b>5,079</b>	<b>83.9%</b>	<b>10.2%</b>	<b>5.9%</b>	<b>46</b>

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## Subagency Report

### My Agency

36. <i>My organization has prepared employees for potential security threats.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	254,534	76.3%	14.8%	8.9%	4,197
Department of Commerce	14,412	79.4%	14.0%	6.6%	196
<b>National Oceanic and Atmospheric Administration</b>	<b>5,076</b>	<b>74.7%</b>	<b>16.7%</b>	<b>8.6%</b>	<b>62</b>

37. <i>Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	244,525	51.3%	24.5%	24.2%	14,196
Department of Commerce	13,464	59.3%	22.9%	17.9%	1,127
<b>National Oceanic and Atmospheric Administration</b>	<b>4,783</b>	<b>58.9%</b>	<b>22.0%</b>	<b>19.1%</b>	<b>346</b>

38. <i>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.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	239,180	65.7%	20.3%	13.9%	19,348
Department of Commerce	13,140	72.0%	17.9%	10.1%	1,459
<b>National Oceanic and Atmospheric Administration</b>	<b>4,648</b>	<b>71.9%</b>	<b>17.1%</b>	<b>11.0%</b>	<b>480</b>

39. <i>My agency is successful at accomplishing its mission.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	252,313	77.6%	15.6%	6.8%	4,142
Department of Commerce	14,186	78.2%	15.4%	6.4%	272
<b>National Oceanic and Atmospheric Administration</b>	<b>5,002</b>	<b>79.4%</b>	<b>14.7%</b>	<b>5.9%</b>	<b>59</b>

40. <i>I recommend my organization as a good place to work.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	258,700	69.7%	18.8%	11.5%	
Department of Commerce	14,574	73.8%	16.6%	9.6%	
<b>National Oceanic and Atmospheric Administration</b>	<b>5,121</b>	<b>75.0%</b>	<b>15.7%</b>	<b>9.3%</b>	

41. <i>I believe the results of this survey will be used to make my agency a better place to work.</i>	N	Positive	Neutral	Negative	DNK
Governmentwide	235,857	44.5%	29.8%	25.7%	23,296
Department of Commerce	13,229	45.9%	30.2%	23.8%	1,396
<b>National Oceanic and Atmospheric Administration</b>	<b>4,619</b>	<b>37.3%</b>	<b>33.9%</b>	<b>28.8%</b>	<b>516</b>

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## Subagency Report

### My Supervisor/Team Leader

42. <i>My supervisor supports my need to balance work and other life issues.</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	256,654	76.2%	12.8%	11.0%	1,745
Department of Commerce	14,447	81.1%	10.8%	8.0%	111
<b>National Oceanic and Atmospheric Administration</b>	<b>5,069</b>	<b>80.4%</b>	<b>10.5%</b>	<b>9.1%</b>	<b>35</b>
43. <i>My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	256,966	66.0%	17.7%	16.3%	1,253
Department of Commerce	14,450	67.2%	18.6%	14.2%	103
<b>National Oceanic and Atmospheric Administration</b>	<b>5,078</b>	<b>69.4%</b>	<b>16.3%</b>	<b>14.3%</b>	<b>24</b>
44. <i>Discussions with my supervisor/team leader about my performance are worthwhile.</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	255,217	62.4%	19.2%	18.3%	2,809
Department of Commerce	14,415	66.3%	18.1%	15.6%	127
<b>National Oceanic and Atmospheric Administration</b>	<b>5,070</b>	<b>63.9%</b>	<b>18.8%</b>	<b>17.3%</b>	<b>35</b>
45. <i>My supervisor/team leader is committed to a workforce representative of all segments of society.</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	238,137	65.3%	24.0%	10.7%	19,679
Department of Commerce	13,057	68.3%	23.6%	8.1%	1,469
<b>National Oceanic and Atmospheric Administration</b>	<b>4,571</b>	<b>65.3%</b>	<b>24.9%</b>	<b>9.9%</b>	<b>528</b>
46. <i>My supervisor/team leader provides me with constructive suggestions to improve my job performance.</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	256,318	60.9%	20.7%	18.4%	1,456
Department of Commerce	14,463	64.0%	19.4%	16.6%	60
<b>National Oceanic and Atmospheric Administration</b>	<b>5,073</b>	<b>59.3%</b>	<b>21.9%</b>	<b>18.8%</b>	<b>21</b>
47. <i>Supervisors/team leaders in my work unit support employee development.</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	254,400	65.9%	18.6%	15.5%	3,158
Department of Commerce	14,304	71.0%	16.9%	12.0%	196
<b>National Oceanic and Atmospheric Administration</b>	<b>5,028</b>	<b>69.0%</b>	<b>17.4%</b>	<b>13.6%</b>	<b>57</b>
48. <i>My supervisor/team leader listens to what I have to say.</i>					
		<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
Governmentwide		258,139	74.8%	13.2%	12.0%
Department of Commerce		14,554	79.6%	11.3%	9.1%
<b>National Oceanic and Atmospheric Administration</b>		<b>5,105</b>	<b>77.6%</b>	<b>12.2%</b>	<b>10.2%</b>

# National Oceanic and Atmospheric Administration

## Subagency Report

### My Supervisor/Team Leader

<i>49. My supervisor/team leader treats me with respect.</i>	N	Positive	Neutral	Negative
Governmentwide	258,058	79.9%	10.7%	9.3%
Department of Commerce	14,547	83.1%	9.6%	7.2%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,099</b>	<b>81.2%</b>	<b>10.5%</b>	<b>8.4%</b>

<i>50. In the last six months, my supervisor/team leader has talked with me about my performance.</i>	N	Positive	Neutral	Negative
Governmentwide	257,683	76.4%	10.9%	12.7%
Department of Commerce	14,514	85.4%	7.6%	7.0%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,098</b>	<b>84.4%</b>	<b>7.7%</b>	<b>7.9%</b>

<i>51. I have trust and confidence in my supervisor.</i>	N	Positive	Neutral	Negative
Governmentwide	256,935	66.5%	17.1%	16.3%
Department of Commerce	14,487	70.9%	15.2%	13.8%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,081</b>	<b>67.7%</b>	<b>16.8%</b>	<b>15.5%</b>

<i>52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?</i>	N	Positive	Neutral	Negative
Governmentwide	257,701	68.4%	19.1%	12.5%
Department of Commerce	14,527	73.2%	16.6%	10.1%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,095</b>	<b>69.3%</b>	<b>18.8%</b>	<b>11.9%</b>

# National Oceanic and Atmospheric Administration

## Subagency Report

### Leadership

53. <i>In my organization, leaders generate high levels of motivation and commitment in the workforce.</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	253,406	44.5%	27.0%	28.5%	2,944
Department of Commerce	14,188	46.1%	27.6%	26.3%	234
<b>National Oceanic and Atmospheric Administration</b>	<b>5,009</b>	<b>42.2%</b>	<b>28.0%</b>	<b>29.8%</b>	<b>65</b>
54. <i>My organization's leaders maintain high standards of honesty and integrity.</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	247,681	55.7%	23.7%	20.6%	8,613
Department of Commerce	13,683	59.1%	24.3%	16.7%	732
<b>National Oceanic and Atmospheric Administration</b>	<b>4,841</b>	<b>56.9%</b>	<b>24.8%</b>	<b>18.4%</b>	<b>223</b>
55. <i>Managers/supervisors/team leaders work well with employees of different backgrounds.</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	246,242	63.5%	22.5%	13.9%	9,918
Department of Commerce	13,602	68.1%	20.4%	11.5%	812
<b>National Oceanic and Atmospheric Administration</b>	<b>4,785</b>	<b>65.8%</b>	<b>21.3%</b>	<b>12.9%</b>	<b>283</b>
56. <i>Managers communicate the goals and priorities of the organization.</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	253,737	64.2%	19.9%	16.0%	2,293
Department of Commerce	14,231	65.5%	19.2%	15.3%	175
<b>National Oceanic and Atmospheric Administration</b>	<b>5,014</b>	<b>59.6%</b>	<b>21.5%</b>	<b>19.0%</b>	<b>52</b>
57. <i>Managers review and evaluate the organization's progress toward meeting its goals and objectives.</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	242,010	63.5%	23.2%	13.3%	13,560
Department of Commerce	13,533	66.4%	21.6%	12.0%	858
<b>National Oceanic and Atmospheric Administration</b>	<b>4,724</b>	<b>59.9%</b>	<b>24.4%</b>	<b>15.6%</b>	<b>337</b>
58. <i>Managers promote communication among different work units (for example, about projects, goals, needed resources).</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	249,252	54.5%	23.2%	22.3%	6,513
Department of Commerce	13,875	54.6%	23.6%	21.7%	521
<b>National Oceanic and Atmospheric Administration</b>	<b>4,913</b>	<b>50.8%</b>	<b>24.4%</b>	<b>24.9%</b>	<b>145</b>
59. <i>Managers support collaboration across work units to accomplish work objectives.</i>					
	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	247,307	57.5%	23.4%	19.1%	6,760
Department of Commerce	13,728	58.5%	23.2%	18.3%	522
<b>National Oceanic and Atmospheric Administration</b>	<b>4,870</b>	<b>57.6%</b>	<b>23.2%</b>	<b>19.2%</b>	<b>138</b>

# National Oceanic and Atmospheric Administration

## *Subagency Report*

### Leadership

<i>60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?</i>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	246,566	57.3%	25.1%	17.6%	9,176
Department of Commerce	13,629	60.0%	24.7%	15.3%	775
<b>National Oceanic and Atmospheric Administration</b>	<b>4,837</b>	<b>54.7%</b>	<b>27.1%</b>	<b>18.1%</b>	<b>231</b>

  

<i>61. I have a high level of respect for my organization's senior leaders.</i>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	250,987	55.6%	22.8%	21.5%	2,468
Department of Commerce	14,072	56.4%	24.6%	19.0%	226
<b>National Oceanic and Atmospheric Administration</b>	<b>4,937</b>	<b>49.7%</b>	<b>26.9%</b>	<b>23.4%</b>	<b>69</b>

  

<i>62. Senior leaders demonstrate support for Work/Life programs.</i>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	233,907	54.7%	26.9%	18.4%	21,420
Department of Commerce	12,819	58.3%	27.6%	14.1%	1,574
<b>National Oceanic and Atmospheric Administration</b>	<b>4,395</b>	<b>51.5%</b>	<b>31.0%</b>	<b>17.6%</b>	<b>663</b>

# National Oceanic and Atmospheric Administration

## Subagency Report

### My Satisfaction

<i>63. How satisfied are you with your involvement in decisions that affect your work?</i>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
Governmentwide	255,655	54.8%	23.0%	22.2%
Department of Commerce	14,375	56.1%	23.3%	20.6%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,058</b>	<b>55.6%</b>	<b>22.3%</b>	<b>22.0%</b>

  

<i>64. How satisfied are you with the information you receive from management on what's going on in your organization?</i>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
Governmentwide	255,641	51.0%	23.3%	25.7%
Department of Commerce	14,366	52.4%	24.2%	23.3%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,058</b>	<b>47.9%</b>	<b>26.0%</b>	<b>26.1%</b>

  

<i>65. How satisfied are you with the recognition you receive for doing a good job?</i>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
Governmentwide	255,513	52.2%	21.8%	26.0%
Department of Commerce	14,366	57.4%	21.8%	20.8%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,056</b>	<b>56.7%</b>	<b>21.6%</b>	<b>21.8%</b>

  

<i>66. How satisfied are you with the policies and practices of your senior leaders?</i>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
Governmentwide	255,336	45.1%	28.8%	26.2%
Department of Commerce	14,355	46.6%	30.3%	23.1%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,055</b>	<b>41.5%</b>	<b>31.8%</b>	<b>26.8%</b>

  

<i>67. How satisfied are you with your opportunity to get a better job in your organization?</i>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
Governmentwide	255,249	41.7%	27.0%	31.3%
Department of Commerce	14,362	42.8%	30.0%	27.1%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,055</b>	<b>38.9%</b>	<b>31.0%</b>	<b>30.1%</b>

  

<i>68. How satisfied are you with the training you receive for your present job?</i>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
Governmentwide	255,351	55.8%	22.8%	21.4%
Department of Commerce	14,357	56.8%	23.4%	19.8%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,050</b>	<b>53.0%</b>	<b>24.5%</b>	<b>22.5%</b>

  

<i>69. Considering everything, how satisfied are you with your job?</i>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
Governmentwide	255,243	71.5%	16.4%	12.1%
Department of Commerce	14,353	72.8%	15.6%	11.6%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,055</b>	<b>73.1%</b>	<b>15.0%</b>	<b>11.9%</b>

# National Oceanic and Atmospheric Administration

## *Subagency Report*

### My Satisfaction

<i>70. Considering everything, how satisfied are you with your pay?</i>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
Governmentwide	255,390	65.8%	15.7%	18.5%
Department of Commerce	14,371	71.5%	14.4%	14.1%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,058</b>	<b>74.1%</b>	<b>12.9%</b>	<b>13.0%</b>

<i>71. Considering everything, how satisfied are you with your organization?</i>	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
Governmentwide	255,060	62.4%	20.8%	16.7%
Department of Commerce	14,351	66.5%	19.4%	14.1%
<b>National Oceanic and Atmospheric Administration</b>	<b>5,052</b>	<b>64.6%</b>	<b>19.9%</b>	<b>15.5%</b>

# National Oceanic and Atmospheric Administration Subagency Report

## Work/Life

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

	N	Telework on a Regular Basis	Telework Infrequently	Do Not Telework, Must Be Physically Present	Do Not Telework, Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	247,268	9.7%	11.6%	36.1%	7.3%	23.0%	12.3%
Department of Commerce	13,999	20.7%	19.1%	13.9%	7.1%	20.9%	18.3%
<b>National Oceanic and Atmospheric Administration</b>	<b>4,937</b>	<b>9.9%</b>	<b>22.6%</b>	<b>22.3%</b>	<b>8.0%</b>	<b>18.5%</b>	<b>18.6%</b>

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,843	35.4%	41.8%	22.8%	80,124
Department of Commerce	10,667	57.2%	23.8%	19.0%	3,593
<b>National Oceanic and Atmospheric Administration</b>	<b>3,545</b>	<b>48.0%</b>	<b>27.5%</b>	<b>24.5%</b>	<b>1,484</b>

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	204,698	59.5%	24.8%	15.6%	49,250
Department of Commerce	12,482	79.7%	12.8%	7.4%	1,828
<b>National Oceanic and Atmospheric Administration</b>	<b>4,119</b>	<b>68.8%</b>	<b>18.1%</b>	<b>13.1%</b>	<b>923</b>

*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	Positive	Neutral	Negative	NBJ
Governmentwide	201,710	51.2%	31.2%	17.5%	52,428
Department of Commerce	11,199	63.0%	26.5%	10.6%	3,114
<b>National Oceanic and Atmospheric Administration</b>	<b>3,789</b>	<b>49.5%</b>	<b>31.3%</b>	<b>19.1%</b>	<b>1,249</b>

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	154,266	48.1%	43.1%	8.8%	99,806
Department of Commerce	8,043	53.1%	40.9%	5.9%	6,269
<b>National Oceanic and Atmospheric Administration</b>	<b>2,746</b>	<b>46.8%</b>	<b>45.4%</b>	<b>7.8%</b>	<b>2,294</b>

*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	Positive	Neutral	Negative	NBJ
Governmentwide	99,582	23.1%	60.0%	16.9%	154,397
Department of Commerce	5,629	29.6%	56.4%	14.0%	8,673
<b>National Oceanic and Atmospheric Administration</b>	<b>1,835</b>	<b>16.6%</b>	<b>59.3%</b>	<b>24.1%</b>	<b>3,204</b>

# National Oceanic and Atmospheric Administration

## *Subagency Report*

### Work/Life

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>NBJ</b>
Governmentwide	94,393	19.9%	66.7%	13.4%	159,106
Department of Commerce	5,172	23.7%	66.4%	9.9%	9,107
<b>National Oceanic and Atmospheric Administration</b>	<b>1,665</b>	<b>13.5%</b>	<b>68.8%</b>	<b>17.6%</b>	<b>3,362</b>

# National Oceanic and Atmospheric Administration *Subagency Report*

## Demographic Questions

<i>79. Where do you work?</i>		
	<i>N</i>	<i>%</i>
Headquarters	1,287	25.7%
Field	3,719	74.3%
<i>80. What is your supervisory status?</i>		
	<i>N</i>	<i>%</i>
Non-Supervisor	3,015	59.8%
Team Leader	1,209	24.0%
Supervisor	549	10.9%
Manager	225	4.5%
Executive	45	0.9%
<i>81. Are you:</i>		
	<i>N</i>	<i>%</i>
Male	3,269	65.2%
Female	1,746	34.8%
<i>82. Are you Hispanic or Latino</i>		
	<i>N</i>	<i>%</i>
Yes	204	4.1%
No	4,767	95.9%
<i>83. Race</i>		
	<i>N</i>	<i>%</i>
American Indian or Alaska Native	54	1.1%
Asian	236	4.9%
Black or African American	394	8.1%
Native Hawaiian or Other Pacific Islander	35	0.7%
White	4,032	82.9%
Two or more races (Not Hispanic or Latino)	111	2.3%
<i>84. What is your age group?</i>		
	<i>N</i>	<i>%</i>
25 and under	47	0.9%
26-29	161	3.2%
30-39	837	16.9%
40-49	1,541	31.0%
50-59	1,775	35.8%
60 or older	604	12.2%

# National Oceanic and Atmospheric Administration *Subagency Report*

## Demographic Questions

85. <i>What is your pay category/grade?</i>	<i>N</i>	<i>%</i>
Federal Wage System	138	2.8%
GS 1-6	96	1.9%
GS 7-12	2,059	41.1%
GS 13-15	2,172	43.4%
Senior Executive Service	34	0.7%
Senior Level (SL) or Scientific or Professional (ST)	16	0.3%
Other	492	9.8%
86. <i>How long have you been with the Federal Government (excluding military service)?</i>	<i>N</i>	<i>%</i>
Less than 1 year	62	1.2%
1 to 3 years	448	9.0%
4 to 5 years	297	6.0%
6 to 10 years	816	16.4%
11 to 14 years	487	9.8%
15 to 20 years	911	18.3%
More than 20 years	1,944	39.2%
87. <i>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</i>	<i>N</i>	<i>%</i>
Less than 1 year	70	1.4%
1 to 3 years	676	13.5%
4 to 5 years	411	8.2%
6 to 10 years	1,011	20.2%
11 to 20 years	1,429	28.6%
More than 20 years	1,403	28.1%
88. <i>Are you considering leaving your organization within the next year, and if so, why?</i>	<i>N</i>	<i>%</i>
No	3,623	72.2%
Yes, to retire	296	5.9%
Yes, to take another job within the Federal Government	828	16.5%
Yes, to take another job outside the Federal Government	96	1.9%
Other	174	3.5%

# National Oceanic and Atmospheric Administration

## *Subagency Report*

### Demographic Questions

<i>89. I am planning to retire.</i>	<i>N</i>	<i>%</i>
Within one year	183	3.7%
Between one and three years	476	9.5%
Between three and five years	500	10.0%
Five or more years	3,830	76.8%