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2016


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

Agency
Trend
Report

Broadcasting Board of Governors



Broadcasting Board of Governors

Trend Report

This 2016 Federal Employee Viewpoint Survey Report provides trend results for your department or agency.

Response Summary

	Surveys Completed
2016 Governmentwide	407,789
2016 Broadcasting Board of Governors	904
2015 Broadcasting Board of Governors	1,102
2014 Broadcasting Board of Governors	1,051
2013 Broadcasting Board of Governors	1,156
2012 Broadcasting Board of Governors	829
2011 Broadcasting Board of Governors	1,089
2010 Broadcasting Board of Governors	986

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" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "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.

The last column indicates whether or not there was a statistically significant increase, decrease, or no change in positive percentages from the previous year. Statistical significance indicates that the differences from year to year are not due to random chance. Arrows slanting up indicate a statistically significant increase, and arrows slanting down indicate a statistically significant decrease. Horizontal arrows indicate the change was not statistically significant. For example, in the row with the 2016 results, if the arrow was slanting up ↗, there was a significant increase in positive percentages from 2015 to 2016. Please keep in mind that with large sample sizes, even small differences may show statistical significance.

Note: The report tables that follow do not include results for any year listed in the Response Summary table (above) that had fewer than 10 completed surveys. If there were fewer than 30 respondents for a given year, the column showing the 'Difference from previous year' will show '--' to signify that no test was performed due to small sample size. Items 72 to 78 are on a different response scale and are not included in the significance testing. 2010 response percentages are shown to provide context for the significance test from 2011.

Broadcasting Board of Governors Trend Report

My Work Experience

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,992	62.6%	16.3%	21.1%	
2016 Broadcasting Board of Governors	903	52.7%	18.3%	29.0%	→
2015 Broadcasting Board of Governors	1,100	53.4%	18.6%	27.9%	→
2014 Broadcasting Board of Governors	1,048	52.2%	20.5%	27.2%	↘
2013 Broadcasting Board of Governors	1,151	54.9%	19.2%	25.9%	→
2012 Broadcasting Board of Governors	827	53.8%	18.2%	27.9%	↘
2011 Broadcasting Board of Governors	1,087	56.8%	19.4%	23.8%	↗
2010 Broadcasting Board of Governors	981	51.5%	19.4%	29.1%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,152	70.2%	14.7%	15.1%	
2016 Broadcasting Board of Governors	891	59.5%	14.6%	25.9%	→
2015 Broadcasting Board of Governors	1,081	61.4%	17.1%	21.6%	→
2014 Broadcasting Board of Governors	1,045	61.0%	17.2%	21.7%	↘
2013 Broadcasting Board of Governors	1,140	64.6%	16.8%	18.6%	↗
2012 Broadcasting Board of Governors	822	59.9%	17.6%	22.5%	↘
2011 Broadcasting Board of Governors	1,087	66.3%	16.3%	17.4%	↗
2010 Broadcasting Board of Governors	984	61.5%	18.4%	20.1%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,408	57.7%	18.0%	24.3%	
2016 Broadcasting Board of Governors	886	49.6%	19.2%	31.1%	→
2015 Broadcasting Board of Governors	1,079	50.8%	17.3%	31.9%	→
2014 Broadcasting Board of Governors	1,030	50.2%	20.0%	29.8%	→
2013 Broadcasting Board of Governors	1,127	51.1%	19.8%	29.2%	→
2012 Broadcasting Board of Governors	822	51.0%	17.6%	31.4%	→
2011 Broadcasting Board of Governors	1,086	51.6%	20.4%	28.0%	→
2010 Broadcasting Board of Governors	977	48.8%	20.5%	30.8%	

Broadcasting Board of Governors Trend Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,402	71.6%	14.3%	14.1%	
2016 Broadcasting Board of Governors	889	66.8%	16.9%	16.3%	↘
2015 Broadcasting Board of Governors	1,087	72.6%	12.4%	15.1%	↗
2014 Broadcasting Board of Governors	1,040	69.1%	15.5%	15.3%	↘
2013 Broadcasting Board of Governors	1,138	71.6%	14.3%	14.1%	↗
2012 Broadcasting Board of Governors	824	68.0%	15.5%	16.5%	→
2011 Broadcasting Board of Governors	1,085	70.2%	14.4%	15.4%	→
2010 Broadcasting Board of Governors	982	68.6%	16.1%	15.3%	

5. I like the kind of work I do.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,675	83.2%	10.8%	6.1%	
2016 Broadcasting Board of Governors	887	84.5%	9.0%	6.5%	↘
2015 Broadcasting Board of Governors	1,083	86.4%	8.0%	5.6%	→
2014 Broadcasting Board of Governors	1,022	86.2%	8.7%	5.1%	↘
2013 Broadcasting Board of Governors	1,132	87.8%	7.4%	4.7%	↗
2012 Broadcasting Board of Governors	820	85.3%	8.7%	6.0%	→
2011 Broadcasting Board of Governors	1,087	86.7%	9.1%	4.1%	→
2010 Broadcasting Board of Governors	977	87.2%	8.5%	4.2%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	402,718	79.4%	11.0%	9.6%	
2016 Broadcasting Board of Governors	887	73.2%	10.7%	16.0%	↘
2015 Broadcasting Board of Governors	1,077	75.7%	12.6%	11.6%	→
2014 Broadcasting Board of Governors	1,035	75.6%	13.1%	11.3%	↘
2013 Broadcasting Board of Governors	1,130	78.4%	10.4%	11.2%	↗
2012 Broadcasting Board of Governors	817	72.0%	13.2%	14.7%	↘
2011 Broadcasting Board of Governors	1,081	75.7%	12.5%	11.8%	→
2010 Broadcasting Board of Governors	978	77.4%	12.5%	10.1%	

Broadcasting Board of Governors Trend Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,739	95.7%	2.7%	1.6%	
2016 Broadcasting Board of Governors	896	94.4%	2.4%	3.2%	↘
2015 Broadcasting Board of Governors	1,087	96.4%	1.8%	1.8%	→
2014 Broadcasting Board of Governors	1,043	95.9%	2.2%	1.9%	→
2013 Broadcasting Board of Governors	1,149	96.3%	2.2%	1.5%	→
2012 Broadcasting Board of Governors	823	95.2%	2.9%	1.9%	↘
2011 Broadcasting Board of Governors	1,088	96.6%	1.7%	1.7%	→
2010 Broadcasting Board of Governors	981	96.9%	2.3%	0.9%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	405,416	90.9%	7.2%	1.8%	
2016 Broadcasting Board of Governors	899	91.1%	6.2%	2.7%	→
2015 Broadcasting Board of Governors	1,096	91.1%	7.3%	1.6%	→
2014 Broadcasting Board of Governors	1,049	89.7%	7.9%	2.3%	↘
2013 Broadcasting Board of Governors	1,150	92.2%	6.2%	1.6%	→
2012 Broadcasting Board of Governors	825	91.7%	6.6%	1.7%	→
2011 Broadcasting Board of Governors	1,083	92.1%	6.3%	1.6%	↗
2010 Broadcasting Board of Governors	981	90.3%	8.5%	1.2%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	405,568	46.6%	16.0%	37.5%	922	
2016 Broadcasting Board of Governors	888	36.5%	16.9%	46.6%	7	→
2015 Broadcasting Board of Governors	1,089	35.3%	19.0%	45.6%	10	↗
2014 Broadcasting Board of Governors	1,041	29.6%	20.9%	49.5%	5	↘
2013 Broadcasting Board of Governors	1,147	35.1%	18.7%	46.2%	3	→
2012 Broadcasting Board of Governors	821	33.6%	17.5%	48.9%	4	↘
2011 Broadcasting Board of Governors	1,080	38.3%	18.9%	42.8%	5	→
2010 Broadcasting Board of Governors	975	39.3%	19.2%	41.5%	7	

Broadcasting Board of Governors Trend Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,398	57.5%	16.2%	26.3%	693	
2016 Broadcasting Board of Governors	888	57.3%	17.7%	25.0%	4	→
2015 Broadcasting Board of Governors	1,087	58.5%	17.9%	23.6%	11	→
2014 Broadcasting Board of Governors	1,037	56.6%	18.7%	24.7%	2	↘
2013 Broadcasting Board of Governors	1,142	59.3%	18.0%	22.7%	3	→
2012 Broadcasting Board of Governors	824	57.3%	19.7%	23.0%	2	↘
2011 Broadcasting Board of Governors	1,077	63.3%	18.1%	18.6%	8	→
2010 Broadcasting Board of Governors	979	64.1%	16.8%	19.1%	6	

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	394,751	58.4%	16.5%	25.1%	1,759	
2016 Broadcasting Board of Governors	868	50.9%	16.8%	32.3%	8	→
2015 Broadcasting Board of Governors	1,054	53.2%	15.6%	31.1%	7	↗
2014 Broadcasting Board of Governors	1,009	51.0%	18.7%	30.3%	5	↘
2013 Broadcasting Board of Governors	1,101	54.7%	18.8%	26.5%	9	↗
2012 Broadcasting Board of Governors	804	49.3%	17.8%	32.9%	6	↘
2011 Broadcasting Board of Governors	1,066	52.9%	17.2%	29.9%	17	↗
2010 Broadcasting Board of Governors	970	49.3%	17.3%	33.4%	13	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,835	83.1%	9.9%	7.0%	1,337	
2016 Broadcasting Board of Governors	880	75.0%	10.7%	14.2%	12	→
2015 Broadcasting Board of Governors	1,076	76.5%	11.1%	12.4%	10	→
2014 Broadcasting Board of Governors	1,034	76.5%	12.4%	11.0%	5	↘
2013 Broadcasting Board of Governors	1,124	79.2%	9.7%	11.1%	10	↗
2012 Broadcasting Board of Governors	818	74.6%	11.8%	13.6%	8	↘
2011 Broadcasting Board of Governors	1,074	79.5%	10.5%	10.0%	10	↗
2010 Broadcasting Board of Governors	972	76.6%	12.8%	10.5%	11	

Broadcasting Board of Governors Trend Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,340	90.3%	6.6%	3.2%	1,152	
2016 Broadcasting Board of Governors	878	87.4%	6.5%	6.0%	6	→
2015 Broadcasting Board of Governors	1,064	88.1%	7.9%	3.9%	10	↘
2014 Broadcasting Board of Governors	1,022	90.1%	6.3%	3.6%	6	→
2013 Broadcasting Board of Governors	1,128	89.8%	6.8%	3.4%	8	↗
2012 Broadcasting Board of Governors	817	86.1%	8.8%	5.1%	5	↘
2011 Broadcasting Board of Governors	1,070	88.6%	8.3%	3.1%	10	→
2010 Broadcasting Board of Governors	964	88.1%	8.0%	3.9%	11	

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	Difference from previous year
2016 Governmentwide	403,735	65.7%	14.0%	20.3%	1,775	
2016 Broadcasting Board of Governors	879	48.3%	16.9%	34.8%	12	↘
2015 Broadcasting Board of Governors	1,084	50.8%	18.8%	30.3%	9	↗
2014 Broadcasting Board of Governors	1,033	47.7%	17.9%	34.4%	9	↘
2013 Broadcasting Board of Governors	1,133	52.1%	18.2%	29.7%	12	↘
2012 Broadcasting Board of Governors	820	55.3%	17.3%	27.4%	4	→
2011 Broadcasting Board of Governors	1,071	55.7%	18.4%	25.9%	17	↗
2010 Broadcasting Board of Governors	977	52.0%	18.8%	29.2%	6	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,544	69.6%	14.3%	16.2%	6,003	
2016 Broadcasting Board of Governors	847	59.8%	21.7%	18.5%	43	↘
2015 Broadcasting Board of Governors	1,035	64.0%	20.7%	15.3%	60	→
2014 Broadcasting Board of Governors	1,006	61.7%	22.3%	15.9%	38	→
2013 Broadcasting Board of Governors	1,090	62.9%	20.1%	17.0%	56	↘
2012 Broadcasting Board of Governors	794	67.3%	18.2%	14.5%	32	→
2011 Broadcasting Board of Governors	1,024	68.4%	17.7%	13.9%	58	→
2010 Broadcasting Board of Governors	938	66.1%	17.8%	16.2%	43	

Broadcasting Board of Governors Trend Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,229	81.6%	12.1%	6.3%	1,953	
2016 Broadcasting Board of Governors	875	70.3%	17.5%	12.2%	16	→
2015 Broadcasting Board of Governors	1,076	71.9%	16.7%	11.4%	14	→
2014 Broadcasting Board of Governors	1,033	73.1%	18.2%	8.7%	6	→
2013 Broadcasting Board of Governors	1,130	74.6%	16.1%	9.3%	11	↗
2012 Broadcasting Board of Governors	814	71.8%	18.5%	9.6%	8	↘
2011 Broadcasting Board of Governors	1,056	77.5%	14.2%	8.3%	23	↗
2010 Broadcasting Board of Governors	965	72.7%	17.7%	9.6%	16	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	386,924	62.1%	18.1%	19.8%	17,784	
2016 Broadcasting Board of Governors	842	45.9%	22.7%	31.4%	55	→
2015 Broadcasting Board of Governors	1,025	47.4%	24.2%	28.4%	62	↗
2014 Broadcasting Board of Governors	993	45.2%	25.2%	29.6%	47	→
2013 Broadcasting Board of Governors	1,078	46.7%	25.1%	28.2%	63	→
2012 Broadcasting Board of Governors	779	44.1%	25.3%	30.6%	43	↘
2011 Broadcasting Board of Governors	1,024	48.5%	24.2%	27.4%	58	→
2010 Broadcasting Board of Governors	905	45.9%	24.5%	29.6%	75	

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	401,073	52.9%	22.9%	24.2%	4,002	
2016 Broadcasting Board of Governors	867	41.2%	25.9%	32.9%	28	→
2015 Broadcasting Board of Governors	1,067	40.4%	26.6%	33.0%	24	↗
2014 Broadcasting Board of Governors	1,015	34.6%	28.6%	36.8%	24	↘
2013 Broadcasting Board of Governors	1,119	39.1%	27.2%	33.7%	24	→
2012 Broadcasting Board of Governors	808	41.8%	24.0%	34.2%	14	→
2011 Broadcasting Board of Governors	1,045	42.9%	28.2%	28.9%	33	↗
2010 Broadcasting Board of Governors	960	35.5%	28.8%	35.7%	21	

Broadcasting Board of Governors Trend Report

My Work Experience (continued)

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	Difference from previous year
2016 Governmentwide	396,712	69.0%	13.6%	17.3%	10,380	
2016 Broadcasting Board of Governors	803	59.0%	21.1%	19.9%	99	→
2015 Broadcasting Board of Governors	934	59.4%	22.0%	18.6%	166	→
2014 Broadcasting Board of Governors	905	58.6%	24.2%	17.2%	142	↘
2013 Broadcasting Board of Governors	1,006	62.7%	20.9%	16.4%	148	→
2012 Broadcasting Board of Governors	738	60.3%	22.1%	17.6%	91	→
2011 Broadcasting Board of Governors	978	62.2%	23.7%	14.1%	106	→
2010 Broadcasting Board of Governors	884	61.6%	21.3%	17.1%	95	

My Work Unit

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,886	73.3%	13.5%	13.2%	
2016 Broadcasting Board of Governors	899	70.6%	17.4%	12.0%	→
2015 Broadcasting Board of Governors	1,097	72.1%	15.2%	12.7%	→
2014 Broadcasting Board of Governors	1,047	70.0%	16.0%	14.0%	→
2013 Broadcasting Board of Governors	1,153	70.1%	16.1%	13.9%	→
2012 Broadcasting Board of Governors	821	69.5%	16.5%	13.9%	→
2011 Broadcasting Board of Governors	1,052	70.6%	17.2%	12.2%	→
2010 Broadcasting Board of Governors	930	68.4%	17.0%	14.6%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,412	42.6%	25.2%	32.2%	14,370	
2016 Broadcasting Board of Governors	866	35.7%	24.8%	39.5%	29	→
2015 Broadcasting Board of Governors	1,062	35.3%	25.8%	38.9%	32	↗
2014 Broadcasting Board of Governors	1,023	32.6%	25.9%	41.4%	24	→
2013 Broadcasting Board of Governors	1,114	34.6%	25.5%	39.9%	38	→
2012 Broadcasting Board of Governors	799	34.8%	26.6%	38.6%	29	↘
2011 Broadcasting Board of Governors	1,053	38.5%	27.3%	34.2%	33	→
2010 Broadcasting Board of Governors	952	35.3%	27.0%	37.7%	33	

Broadcasting Board of Governors Trend Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,444	34.5%	27.6%	38.0%	27,943	
2016 Broadcasting Board of Governors	850	30.3%	25.4%	44.3%	40	→
2015 Broadcasting Board of Governors	1,036	29.4%	25.3%	45.3%	54	→
2014 Broadcasting Board of Governors	975	28.2%	24.9%	47.0%	66	→
2013 Broadcasting Board of Governors	1,080	28.5%	28.4%	43.1%	68	→
2012 Broadcasting Board of Governors	780	28.1%	27.7%	44.2%	46	→
2011 Broadcasting Board of Governors	1,011	30.0%	29.1%	40.9%	73	↗
2010 Broadcasting Board of Governors	914	26.7%	28.4%	45.0%	71	

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	Difference from previous year
2016 Governmentwide	363,758	29.3%	27.1%	43.6%	41,216	
2016 Broadcasting Board of Governors	846	27.1%	29.0%	43.9%	50	→
2015 Broadcasting Board of Governors	1,007	26.3%	26.9%	46.8%	83	↗
2014 Broadcasting Board of Governors	978	23.8%	28.3%	47.8%	59	→
2013 Broadcasting Board of Governors	1,060	25.3%	27.5%	47.3%	76	→
2012 Broadcasting Board of Governors	779	26.6%	25.6%	47.7%	42	→
2011 Broadcasting Board of Governors	1,011	25.3%	30.2%	44.5%	73	→
2010 Broadcasting Board of Governors	912	23.8%	27.7%	48.5%	73	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,352	34.0%	27.9%	38.1%	25,041	
2016 Broadcasting Board of Governors	864	33.5%	25.8%	40.7%	31	↗
2015 Broadcasting Board of Governors	1,044	29.6%	25.5%	44.9%	50	↗
2014 Broadcasting Board of Governors	1,008	26.2%	26.7%	47.1%	37	↘
2013 Broadcasting Board of Governors	1,091	29.5%	25.7%	44.8%	51	→
2012 Broadcasting Board of Governors	801	29.9%	24.1%	46.0%	25	→
2011 Broadcasting Board of Governors	1,034	29.6%	29.2%	41.2%	50	→
2010 Broadcasting Board of Governors	934	27.8%	25.2%	47.0%	47	

Broadcasting Board of Governors Trend Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,070	41.4%	24.9%	33.8%	28,546	
2016 Broadcasting Board of Governors	858	39.1%	23.1%	37.7%	38	↗
2015 Broadcasting Board of Governors	1,030	33.4%	25.3%	41.3%	63	↗
2014 Broadcasting Board of Governors	997	30.9%	26.3%	42.8%	47	↘
2013 Broadcasting Board of Governors	1,090	33.8%	24.3%	42.0%	58	↘
2012 Broadcasting Board of Governors	792	36.3%	23.2%	40.6%	34	→
2011 Broadcasting Board of Governors	1,026	36.5%	27.9%	35.6%	60	→
2010 Broadcasting Board of Governors	930	34.2%	23.9%	41.9%	53	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,664	73.3%	13.8%	12.9%	1,739	
2016 Broadcasting Board of Governors	889	62.8%	17.7%	19.5%	5	↘
2015 Broadcasting Board of Governors	1,082	67.0%	15.1%	17.9%	8	↗
2014 Broadcasting Board of Governors	1,035	64.0%	16.9%	19.0%	9	→
2013 Broadcasting Board of Governors	1,142	64.6%	17.8%	17.6%	8	↗
2012 Broadcasting Board of Governors	812	60.5%	21.3%	18.1%	11	→
2011 Broadcasting Board of Governors	1,073	63.2%	20.1%	16.7%	6	↗
2010 Broadcasting Board of Governors	972	59.2%	20.8%	20.0%	9	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,303	54.2%	28.2%	17.6%	16,713	
2016 Broadcasting Board of Governors	873	52.5%	26.1%	21.4%	24	→
2015 Broadcasting Board of Governors	1,054	51.3%	26.1%	22.6%	41	↗
2014 Broadcasting Board of Governors	1,021	48.0%	30.3%	21.7%	24	↘
2013 Broadcasting Board of Governors	1,107	54.1%	26.0%	19.9%	39	→
2012 Broadcasting Board of Governors	806	52.2%	27.9%	19.9%	20	→
2011 Broadcasting Board of Governors	1,039	54.9%	27.3%	17.8%	36	↗
2010 Broadcasting Board of Governors	934	46.1%	30.5%	23.4%	43	

Broadcasting Board of Governors Trend Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,077	82.3%	14.1%	3.6%	
2016 Broadcasting Board of Governors	901	72.8%	18.5%	8.7%	→
2015 Broadcasting Board of Governors	1,098	74.5%	17.6%	7.9%	→
2014 Broadcasting Board of Governors	1,050	74.7%	17.5%	7.8%	↘
2013 Broadcasting Board of Governors	1,152	76.6%	17.4%	6.0%	↗
2012 Broadcasting Board of Governors	825	72.4%	20.3%	7.3%	→
2011 Broadcasting Board of Governors	1,081	73.7%	19.6%	6.7%	→
2010 Broadcasting Board of Governors	983	72.6%	20.3%	7.1%	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,750	69.4%	17.3%	13.3%	6,753	
2016 Broadcasting Board of Governors	868	53.2%	22.5%	24.3%	24	→
2015 Broadcasting Board of Governors	1,068	55.2%	22.2%	22.6%	19	↗
2014 Broadcasting Board of Governors	1,015	53.0%	24.2%	22.8%	23	→
2013 Broadcasting Board of Governors	1,119	54.9%	23.2%	22.0%	22	→
2012 Broadcasting Board of Governors	795	52.8%	22.6%	24.6%	14	↘
2011 Broadcasting Board of Governors	1,068	59.1%	22.7%	18.2%	13	↗
2010 Broadcasting Board of Governors	950	55.6%	20.4%	24.1%	25	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,805	44.8%	24.6%	30.6%	9,449	
2016 Broadcasting Board of Governors	862	33.3%	27.3%	39.4%	26	↘
2015 Broadcasting Board of Governors	1,053	35.7%	25.0%	39.2%	32	↗
2014 Broadcasting Board of Governors	1,012	33.0%	25.9%	41.1%	31	→
2013 Broadcasting Board of Governors	1,104	34.6%	27.3%	38.1%	34	→
2012 Broadcasting Board of Governors	793	32.7%	26.1%	41.2%	18	↘
2011 Broadcasting Board of Governors	1,054	38.2%	27.7%	34.1%	25	↗
2010 Broadcasting Board of Governors	945	32.8%	30.0%	37.2%	32	

Broadcasting Board of Governors Trend Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,973	48.0%	23.1%	28.9%	8,551	
2016 Broadcasting Board of Governors	871	40.2%	23.6%	36.3%	15	↗
2015 Broadcasting Board of Governors	1,061	37.4%	24.5%	38.0%	26	↗
2014 Broadcasting Board of Governors	1,012	33.8%	24.6%	41.5%	23	↘
2013 Broadcasting Board of Governors	1,111	40.5%	21.9%	37.6%	25	→
2012 Broadcasting Board of Governors	788	39.9%	22.0%	38.1%	18	→
2011 Broadcasting Board of Governors	1,056	42.7%	24.3%	33.0%	21	↗
2010 Broadcasting Board of Governors	956	38.7%	22.1%	39.3%	19	

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	385,387	38.4%	28.3%	33.3%	13,365	
2016 Broadcasting Board of Governors	854	34.6%	26.4%	39.0%	26	↗
2015 Broadcasting Board of Governors	1,056	31.3%	26.4%	42.3%	30	↗
2014 Broadcasting Board of Governors	1,016	28.5%	28.4%	43.1%	23	→
2013 Broadcasting Board of Governors	1,102	30.1%	27.2%	42.7%	31	→
2012 Broadcasting Board of Governors	784	31.9%	27.4%	40.6%	23	→
2011 Broadcasting Board of Governors	1,048	33.8%	30.3%	35.9%	29	↗
2010 Broadcasting Board of Governors	942	30.3%	26.2%	43.6%	31	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,966	22.3%	26.9%	50.7%	29,028	
2016 Broadcasting Board of Governors	813	20.0%	25.8%	54.2%	69	↗
2015 Broadcasting Board of Governors	1,001	17.4%	24.8%	57.8%	75	↗
2014 Broadcasting Board of Governors	974	14.6%	26.0%	59.3%	56	→
2013 Broadcasting Board of Governors	1,065	15.4%	24.4%	60.2%	71	→
2012 Broadcasting Board of Governors	757	15.9%	26.2%	57.9%	50	→
2011 Broadcasting Board of Governors	1,001	17.4%	30.0%	52.7%	78	→
2010 Broadcasting Board of Governors	905	16.4%	27.0%	56.5%	69	

Broadcasting Board of Governors Trend 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	Difference from previous year
2016 Governmentwide	370,140	57.8%	27.4%	14.8%	29,591	
2016 Broadcasting Board of Governors	817	48.4%	32.4%	19.2%	69	→
2015 Broadcasting Board of Governors	1,007	46.2%	34.0%	19.8%	75	→
2014 Broadcasting Board of Governors	966	46.5%	35.0%	18.6%	74	↘
2013 Broadcasting Board of Governors	1,046	49.1%	32.6%	18.3%	98	→
2012 Broadcasting Board of Governors	740	49.7%	29.8%	20.4%	67	→
2011 Broadcasting Board of Governors	993	47.7%	36.5%	15.8%	86	→
2010 Broadcasting Board of Governors	882	45.0%	34.2%	20.8%	90	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,340	76.0%	13.3%	10.7%	6,278	
2016 Broadcasting Board of Governors	849	54.3%	22.6%	23.0%	33	↘
2015 Broadcasting Board of Governors	1,056	57.2%	23.0%	19.9%	32	↗
2014 Broadcasting Board of Governors	1,013	54.5%	24.0%	21.5%	31	↘
2013 Broadcasting Board of Governors	1,107	59.5%	21.6%	18.9%	32	→
2012 Broadcasting Board of Governors	775	58.1%	25.1%	16.8%	36	→
2011 Broadcasting Board of Governors	1,047	59.1%	25.0%	15.9%	34	↗
2010 Broadcasting Board of Governors	930	54.2%	25.5%	20.3%	43	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,948	77.2%	13.3%	9.5%	4,677	
2016 Broadcasting Board of Governors	845	53.6%	23.3%	23.1%	38	↘
2015 Broadcasting Board of Governors	1,056	60.6%	22.3%	17.1%	27	↗
2014 Broadcasting Board of Governors	1,005	55.1%	26.1%	18.8%	33	↘
2013 Broadcasting Board of Governors	1,096	60.3%	22.5%	17.2%	43	↗
2012 Broadcasting Board of Governors	774	52.8%	27.1%	20.1%	34	→
2011 Broadcasting Board of Governors	1,025	52.3%	28.9%	18.8%	49	↗
2010 Broadcasting Board of Governors	925	48.4%	29.5%	22.2%	48	

Broadcasting Board of Governors Trend Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	375,254	53.1%	21.8%	25.1%	23,720	
2016 Broadcasting Board of Governors	838	40.6%	21.8%	37.6%	50	→
2015 Broadcasting Board of Governors	1,025	38.1%	23.7%	38.3%	57	↗
2014 Broadcasting Board of Governors	982	35.5%	27.1%	37.5%	61	↘
2013 Broadcasting Board of Governors	1,075	38.0%	25.2%	36.8%	61	→
2012 Broadcasting Board of Governors	759	39.0%	24.9%	36.0%	48	→
2011 Broadcasting Board of Governors	1,024	39.3%	27.4%	33.3%	55	→
2010 Broadcasting Board of Governors	905	36.8%	25.5%	37.7%	69	

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	Difference from previous year
2016 Governmentwide	361,746	66.7%	18.9%	14.4%	35,073	
2016 Broadcasting Board of Governors	788	51.8%	24.7%	23.5%	88	→
2015 Broadcasting Board of Governors	961	52.3%	25.6%	22.2%	115	→
2014 Broadcasting Board of Governors	935	50.1%	27.0%	22.9%	99	↘
2013 Broadcasting Board of Governors	1,013	52.4%	26.0%	21.6%	119	→
2012 Broadcasting Board of Governors	730	52.0%	25.8%	22.2%	78	→
2011 Broadcasting Board of Governors	960	53.7%	26.5%	19.7%	108	↗
2010 Broadcasting Board of Governors	870	49.2%	25.5%	25.2%	103	

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,488	74.0%	17.2%	8.8%	7,188	
2016 Broadcasting Board of Governors	850	56.3%	23.1%	20.5%	35	→
2015 Broadcasting Board of Governors	1,051	58.5%	22.2%	19.4%	35	↗
2014 Broadcasting Board of Governors	1,008	54.1%	24.8%	21.1%	36	→
2013 Broadcasting Board of Governors	1,100	56.4%	24.6%	19.0%	42	→
2012 Broadcasting Board of Governors	781	55.1%	25.0%	19.9%	30	↘
2011 Broadcasting Board of Governors	1,031	59.6%	25.7%	14.7%	40	↗
2010 Broadcasting Board of Governors	916	55.4%	25.4%	19.2%	38	

Broadcasting Board of Governors Trend Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	400,013	64.0%	20.1%	15.8%	
2016 Broadcasting Board of Governors	891	44.0%	24.9%	31.2%	→
2015 Broadcasting Board of Governors	1,088	44.8%	26.1%	29.1%	↗
2014 Broadcasting Board of Governors	1,043	40.1%	28.2%	31.8%	↘
2013 Broadcasting Board of Governors	1,145	46.4%	27.7%	25.9%	→
2012 Broadcasting Board of Governors	810	46.2%	24.5%	29.3%	↘
2011 Broadcasting Board of Governors	1,072	49.8%	26.7%	23.5%	→
2010 Broadcasting Board of Governors	968	49.2%	25.0%	25.8%	

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	Difference from previous year
2016 Governmentwide	370,195	40.9%	26.8%	32.3%	30,395	
2016 Broadcasting Board of Governors	829	47.3%	20.9%	31.7%	63	→
2015 Broadcasting Board of Governors	1,008	49.3%	21.2%	29.5%	82	↗
2014 Broadcasting Board of Governors	965	44.0%	24.4%	31.6%	79	↘
2013 Broadcasting Board of Governors	1,043	48.3%	24.5%	27.2%	106	→
2012 Broadcasting Board of Governors	735	47.6%	20.8%	31.6%	76	↘
2011 Broadcasting Board of Governors	1,003	52.3%	21.8%	25.9%	77	→
2010 Broadcasting Board of Governors	880	50.2%	21.9%	27.9%	95	

My Supervisor

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	397,533	78.3%	10.8%	10.9%	2,147	
2016 Broadcasting Board of Governors	879	73.0%	15.3%	11.7%	7	→
2015 Broadcasting Board of Governors	1,077	75.2%	13.2%	11.6%	11	→
2014 Broadcasting Board of Governors	1,033	73.7%	13.2%	13.1%	6	→
2013 Broadcasting Board of Governors	1,125	73.9%	12.3%	13.9%	19	→
2012 Broadcasting Board of Governors	794	72.4%	14.7%	13.0%	10	→
2011 Broadcasting Board of Governors	1,064	74.6%	15.0%	10.4%	14	→
2010 Broadcasting Board of Governors	960	72.7%	14.8%	12.5%	15	

Broadcasting Board of Governors Trend Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	396,644	66.2%	16.9%	17.0%	2,033	
2016 Broadcasting Board of Governors	882	55.7%	20.4%	23.9%	6	→
2015 Broadcasting Board of Governors	1,079	57.2%	19.6%	23.2%	8	↗
2014 Broadcasting Board of Governors	1,030	54.8%	20.2%	24.9%	5	↘
2013 Broadcasting Board of Governors	1,131	57.7%	20.1%	22.2%	12	→
2012 Broadcasting Board of Governors	796	56.7%	19.9%	23.5%	8	→
2011 Broadcasting Board of Governors	1,074	58.0%	20.6%	21.4%	4	→
2010 Broadcasting Board of Governors	959	56.5%	20.6%	22.9%	12	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	391,835	63.4%	18.2%	18.4%	4,496	
2016 Broadcasting Board of Governors	849	57.0%	20.9%	22.1%	26	↘
2015 Broadcasting Board of Governors	1,046	59.6%	19.4%	21.0%	32	↗
2014 Broadcasting Board of Governors	1,008	55.7%	23.2%	21.1%	19	→
2013 Broadcasting Board of Governors	1,102	57.3%	21.9%	20.8%	29	→
2012 Broadcasting Board of Governors	786	56.4%	21.5%	22.1%	18	→
2011 Broadcasting Board of Governors	1,050	56.3%	22.5%	21.2%	29	→
2010 Broadcasting Board of Governors	952	55.0%	19.8%	25.2%	23	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	365,376	67.8%	21.7%	10.5%	32,531	
2016 Broadcasting Board of Governors	790	61.0%	24.7%	14.3%	89	→
2015 Broadcasting Board of Governors	997	59.9%	26.0%	14.0%	85	→
2014 Broadcasting Board of Governors	953	58.2%	27.8%	13.9%	77	→
2013 Broadcasting Board of Governors	1,052	58.3%	28.7%	13.0%	86	→
2012 Broadcasting Board of Governors	735	57.6%	28.3%	14.1%	65	→
2011 Broadcasting Board of Governors	987	57.5%	30.3%	12.2%	86	→
2010 Broadcasting Board of Governors	894	55.3%	29.4%	15.3%	80	

Broadcasting Board of Governors Trend Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	395,581	62.5%	19.1%	18.5%	2,285	
2016 Broadcasting Board of Governors	875	52.7%	23.1%	24.2%	10	↘
2015 Broadcasting Board of Governors	1,067	56.2%	21.9%	21.9%	11	↗
2014 Broadcasting Board of Governors	1,025	51.7%	26.3%	22.0%	8	↘
2013 Broadcasting Board of Governors	1,118	54.0%	23.4%	22.5%	10	→
2012 Broadcasting Board of Governors	791	53.2%	22.2%	24.6%	9	→
2011 Broadcasting Board of Governors	1,060	52.9%	24.1%	23.0%	14	→
2010 Broadcasting Board of Governors	949	52.7%	22.2%	25.1%	18	

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,465	65.6%	17.8%	16.6%	6,120	
2016 Broadcasting Board of Governors	866	53.8%	21.6%	24.6%	20	→
2015 Broadcasting Board of Governors	1,057	56.0%	21.2%	22.8%	25	→
2014 Broadcasting Board of Governors	1,020	53.9%	23.0%	23.1%	17	→
2013 Broadcasting Board of Governors	1,122	55.7%	22.3%	22.1%	18	→
2012 Broadcasting Board of Governors	788	55.8%	19.7%	24.6%	14	→
2011 Broadcasting Board of Governors	1,056	56.2%	22.7%	21.1%	15	↗
2010 Broadcasting Board of Governors	951	53.2%	23.1%	23.7%	21	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	398,731	76.1%	12.1%	11.8%		
2016 Broadcasting Board of Governors	883	68.3%	15.2%	16.5%		↘
2015 Broadcasting Board of Governors	1,086	71.3%	13.7%	15.0%		↗
2014 Broadcasting Board of Governors	1,039	69.1%	14.4%	16.5%		→
2013 Broadcasting Board of Governors	1,141	69.9%	14.9%	15.2%		→
2012 Broadcasting Board of Governors	803	68.0%	16.3%	15.7%		→
2011 Broadcasting Board of Governors	1,073	68.3%	16.3%	15.5%		→
2010 Broadcasting Board of Governors	974	68.7%	14.9%	16.4%		

Broadcasting Board of Governors Trend Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,483	81.3%	10.0%	8.7%	
2016 Broadcasting Board of Governors	884	72.8%	15.2%	12.0%	↘
2015 Broadcasting Board of Governors	1,078	77.0%	12.8%	10.2%	↗
2014 Broadcasting Board of Governors	1,031	74.5%	13.2%	12.3%	→
2013 Broadcasting Board of Governors	1,142	75.8%	12.6%	11.6%	→
2012 Broadcasting Board of Governors	801	74.5%	12.9%	12.5%	→
2011 Broadcasting Board of Governors	1,070	75.1%	13.6%	11.3%	→
2010 Broadcasting Board of Governors	973	75.0%	12.0%	13.0%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,581	77.6%	10.0%	12.4%	
2016 Broadcasting Board of Governors	884	65.2%	13.5%	21.3%	→
2015 Broadcasting Board of Governors	1,082	65.3%	14.3%	20.4%	↗
2014 Broadcasting Board of Governors	1,028	62.3%	16.8%	20.9%	↘
2013 Broadcasting Board of Governors	1,133	65.4%	14.5%	20.1%	↗
2012 Broadcasting Board of Governors	800	62.4%	16.5%	21.2%	→
2011 Broadcasting Board of Governors	1,078	62.9%	15.4%	21.7%	→
2010 Broadcasting Board of Governors	972	62.7%	14.9%	22.4%	

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,003	67.4%	16.0%	16.6%	
2016 Broadcasting Board of Governors	881	56.9%	19.5%	23.6%	↘
2015 Broadcasting Board of Governors	1,080	59.7%	20.2%	20.1%	↗
2014 Broadcasting Board of Governors	1,033	57.3%	21.0%	21.7%	↘
2013 Broadcasting Board of Governors	1,139	59.8%	19.8%	20.4%	→
2012 Broadcasting Board of Governors	801	58.3%	17.2%	24.5%	→
2011 Broadcasting Board of Governors	1,068	57.1%	21.4%	21.5%	→
2010 Broadcasting Board of Governors	968	55.2%	20.7%	24.0%	

Broadcasting Board of Governors Trend Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,213	70.5%	17.4%	12.1%	
2016 Broadcasting Board of Governors	885	60.7%	20.2%	19.2%	→
2015 Broadcasting Board of Governors	1,084	62.0%	21.4%	16.6%	→
2014 Broadcasting Board of Governors	1,037	60.8%	21.4%	17.7%	→
2013 Broadcasting Board of Governors	1,137	60.6%	22.4%	17.0%	→
2012 Broadcasting Board of Governors	802	60.1%	19.4%	20.4%	→
2011 Broadcasting Board of Governors	1,073	60.3%	23.2%	16.5%	→
2010 Broadcasting Board of Governors	972	58.5%	22.1%	19.4%	

Leadership

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	388,819	40.9%	24.1%	35.0%	7,594	
2016 Broadcasting Board of Governors	861	33.4%	23.3%	43.4%	20	→
2015 Broadcasting Board of Governors	1,056	34.3%	23.2%	42.6%	25	↗
2014 Broadcasting Board of Governors	1,018	29.5%	26.4%	44.2%	19	↘
2013 Broadcasting Board of Governors	1,120	32.4%	26.4%	41.2%	18	→
2012 Broadcasting Board of Governors	782	32.0%	22.8%	45.2%	17	→
2011 Broadcasting Board of Governors	1,048	32.9%	27.6%	39.5%	21	→
2010 Broadcasting Board of Governors	936	30.8%	25.4%	43.8%	30	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	372,029	51.8%	24.0%	24.3%	23,730	
2016 Broadcasting Board of Governors	800	39.7%	27.9%	32.4%	80	→
2015 Broadcasting Board of Governors	1,017	37.5%	27.6%	34.9%	64	→
2014 Broadcasting Board of Governors	968	37.0%	29.3%	33.7%	66	↘
2013 Broadcasting Board of Governors	1,085	41.8%	26.4%	31.8%	51	→
2012 Broadcasting Board of Governors	757	40.4%	24.9%	34.7%	41	→
2011 Broadcasting Board of Governors	1,017	41.4%	29.3%	29.3%	50	→
2010 Broadcasting Board of Governors	898	40.9%	25.3%	33.7%	68	

Broadcasting Board of Governors Trend Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,225	64.0%	22.0%	13.9%	25,081	
2016 Broadcasting Board of Governors	803	51.1%	26.1%	22.8%	71	→
2015 Broadcasting Board of Governors	991	52.4%	25.8%	21.8%	82	↗
2014 Broadcasting Board of Governors	983	49.6%	28.0%	22.3%	48	→
2013 Broadcasting Board of Governors	1,072	51.5%	29.1%	19.3%	62	→
2012 Broadcasting Board of Governors	745	54.5%	24.6%	21.0%	51	→
2011 Broadcasting Board of Governors	1,020	54.9%	26.6%	18.6%	47	↗
2010 Broadcasting Board of Governors	909	51.3%	27.0%	21.8%	59	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,027	60.3%	20.1%	19.6%	5,145	
2016 Broadcasting Board of Governors	866	44.8%	21.4%	33.8%	12	→
2015 Broadcasting Board of Governors	1,048	46.4%	22.2%	31.4%	26	↗
2014 Broadcasting Board of Governors	1,020	43.5%	24.8%	31.7%	12	↘
2013 Broadcasting Board of Governors	1,116	46.7%	25.0%	28.3%	17	↗
2012 Broadcasting Board of Governors	787	43.3%	23.2%	33.4%	11	→
2011 Broadcasting Board of Governors	1,055	45.9%	24.8%	29.3%	15	→
2010 Broadcasting Board of Governors	940	44.8%	23.3%	31.9%	27	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	367,493	60.1%	23.5%	16.4%	26,319	
2016 Broadcasting Board of Governors	815	43.0%	26.6%	30.4%	63	→
2015 Broadcasting Board of Governors	986	43.8%	28.1%	28.1%	87	↗
2014 Broadcasting Board of Governors	957	39.5%	31.8%	28.7%	73	↘
2013 Broadcasting Board of Governors	1,063	45.6%	28.8%	25.5%	68	→
2012 Broadcasting Board of Governors	741	44.1%	26.0%	29.8%	55	→
2011 Broadcasting Board of Governors	994	45.7%	28.3%	26.0%	75	↗
2010 Broadcasting Board of Governors	872	41.3%	29.8%	28.9%	94	

Broadcasting Board of Governors Trend Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	381,145	52.0%	22.5%	25.5%	13,697	
2016 Broadcasting Board of Governors	846	41.2%	23.0%	35.8%	31	→
2015 Broadcasting Board of Governors	1,039	41.2%	24.1%	34.7%	41	↗
2014 Broadcasting Board of Governors	996	38.8%	28.7%	32.5%	39	↘
2013 Broadcasting Board of Governors	1,111	42.5%	24.2%	33.3%	24	→
2012 Broadcasting Board of Governors	767	40.0%	22.3%	37.8%	28	→
2011 Broadcasting Board of Governors	1,031	42.4%	25.5%	32.1%	37	↗
2010 Broadcasting Board of Governors	914	37.9%	26.0%	36.1%	49	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,902	55.7%	22.4%	21.8%	14,062	
2016 Broadcasting Board of Governors	844	45.2%	24.0%	30.8%	37	→
2015 Broadcasting Board of Governors	1,029	45.0%	24.7%	30.3%	50	→
2014 Broadcasting Board of Governors	995	43.2%	27.4%	29.4%	36	↘
2013 Broadcasting Board of Governors	1,101	47.3%	25.3%	27.4%	33	→
2012 Broadcasting Board of Governors	765	44.9%	23.5%	31.6%	32	→
2011 Broadcasting Board of Governors	1,025	47.3%	26.9%	25.8%	35	↗
2010 Broadcasting Board of Governors	904	42.2%	27.2%	30.6%	44	

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	Difference from previous year
2016 Governmentwide	373,425	57.9%	23.3%	18.9%	21,965	
2016 Broadcasting Board of Governors	837	47.1%	24.3%	28.6%	46	↘
2015 Broadcasting Board of Governors	1,023	50.5%	23.8%	25.7%	61	↗
2014 Broadcasting Board of Governors	977	46.3%	28.6%	25.1%	56	↘
2013 Broadcasting Board of Governors	1,079	49.2%	25.9%	24.9%	57	→
2012 Broadcasting Board of Governors	763	48.7%	22.8%	28.5%	34	→
2011 Broadcasting Board of Governors	1,027	48.1%	27.0%	24.8%	44	↗
2010 Broadcasting Board of Governors	912	44.0%	26.1%	29.9%	53	

Broadcasting Board of Governors Trend Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,254	53.1%	23.5%	23.4%	5,078	
2016 Broadcasting Board of Governors	857	43.6%	25.4%	31.0%	24	→
2015 Broadcasting Board of Governors	1,070	44.6%	22.8%	32.6%	14	↗
2014 Broadcasting Board of Governors	1,021	39.5%	27.6%	32.8%	16	↘
2013 Broadcasting Board of Governors	1,125	45.8%	23.4%	30.8%	10	→
2012 Broadcasting Board of Governors	788	43.0%	22.7%	34.3%	7	→
2011 Broadcasting Board of Governors	1,052	45.7%	26.7%	27.7%	15	→
2010 Broadcasting Board of Governors	946	43.1%	25.2%	31.7%	18	

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

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	363,124	55.1%	25.8%	19.1%	32,433	
2016 Broadcasting Board of Governors	782	50.8%	27.8%	21.5%	99	↘
2015 Broadcasting Board of Governors	978	55.1%	24.7%	20.2%	103	↗
2014 Broadcasting Board of Governors	938	47.5%	30.7%	21.8%	100	→
2013 Broadcasting Board of Governors	1,031	48.4%	30.3%	21.3%	107	↗
2012 Broadcasting Board of Governors	697	42.7%	32.4%	24.9%	95	→
2011 Broadcasting Board of Governors	947	45.2%	32.0%	22.8%	117	→
2010 Broadcasting Board of Governors	825	43.2%	33.3%	23.5%	141	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	394,068	50.7%	22.7%	26.6%	
2016 Broadcasting Board of Governors	881	42.4%	23.2%	34.4%	→
2015 Broadcasting Board of Governors	1,079	42.5%	22.9%	34.6%	↗
2014 Broadcasting Board of Governors	1,034	38.6%	24.7%	36.7%	↘
2013 Broadcasting Board of Governors	1,136	45.4%	21.6%	33.0%	↗
2012 Broadcasting Board of Governors	793	40.0%	23.5%	36.5%	↘
2011 Broadcasting Board of Governors	1,067	45.8%	21.5%	32.7%	↗
2010 Broadcasting Board of Governors	966	40.8%	22.8%	36.4%	

Broadcasting Board of Governors Trend 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	Difference from previous year
2016 Governmentwide	393,156	48.0%	23.5%	28.5%	
2016 Broadcasting Board of Governors	874	38.3%	25.1%	36.6%	↘
2015 Broadcasting Board of Governors	1,074	42.2%	22.2%	35.6%	↗
2014 Broadcasting Board of Governors	1,033	36.7%	24.2%	39.1%	↘
2013 Broadcasting Board of Governors	1,132	39.0%	25.5%	35.5%	→
2012 Broadcasting Board of Governors	794	36.6%	22.6%	40.8%	→
2011 Broadcasting Board of Governors	1,067	39.5%	24.1%	36.4%	↗
2010 Broadcasting Board of Governors	967	34.5%	24.9%	40.6%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,389	47.5%	23.8%	28.7%	
2016 Broadcasting Board of Governors	870	42.0%	24.1%	33.9%	→
2015 Broadcasting Board of Governors	1,074	40.5%	22.3%	37.2%	↗
2014 Broadcasting Board of Governors	1,024	35.8%	24.2%	40.0%	↘
2013 Broadcasting Board of Governors	1,127	41.8%	22.7%	35.5%	→
2012 Broadcasting Board of Governors	793	42.0%	20.5%	37.5%	→
2011 Broadcasting Board of Governors	1,068	43.7%	24.2%	32.1%	→
2010 Broadcasting Board of Governors	965	40.6%	22.8%	36.6%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,440	42.5%	29.3%	28.3%	
2016 Broadcasting Board of Governors	873	35.8%	26.9%	37.2%	↗
2015 Broadcasting Board of Governors	1,079	33.1%	29.6%	37.4%	↗
2014 Broadcasting Board of Governors	1,033	28.9%	31.2%	39.9%	↘
2013 Broadcasting Board of Governors	1,120	32.8%	30.2%	36.9%	→
2012 Broadcasting Board of Governors	792	31.9%	24.7%	43.4%	→
2011 Broadcasting Board of Governors	1,061	34.4%	29.7%	35.8%	↗
2010 Broadcasting Board of Governors	964	31.5%	28.8%	39.7%	

Broadcasting Board of Governors Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,739	35.9%	27.3%	36.8%	
2016 Broadcasting Board of Governors	872	30.3%	27.0%	42.8%	→
2015 Broadcasting Board of Governors	1,071	29.3%	29.5%	41.2%	↗
2014 Broadcasting Board of Governors	1,025	24.9%	30.3%	44.8%	→
2013 Broadcasting Board of Governors	1,125	26.9%	31.4%	41.7%	→
2012 Broadcasting Board of Governors	786	25.6%	31.1%	43.3%	↘
2011 Broadcasting Board of Governors	1,062	29.6%	30.7%	39.7%	→
2010 Broadcasting Board of Governors	964	28.2%	28.9%	42.9%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,659	52.5%	23.5%	23.9%	
2016 Broadcasting Board of Governors	871	41.5%	28.0%	30.5%	→
2015 Broadcasting Board of Governors	1,076	42.6%	29.3%	28.1%	↗
2014 Broadcasting Board of Governors	1,024	39.6%	29.9%	30.6%	↘
2013 Broadcasting Board of Governors	1,126	44.7%	28.2%	27.1%	→
2012 Broadcasting Board of Governors	790	45.0%	25.7%	29.3%	→
2011 Broadcasting Board of Governors	1,065	46.2%	31.0%	22.8%	↗
2010 Broadcasting Board of Governors	963	42.3%	30.7%	26.9%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,826	66.2%	17.4%	16.4%	
2016 Broadcasting Board of Governors	873	60.6%	19.3%	20.1%	→
2015 Broadcasting Board of Governors	1,071	61.8%	19.8%	18.5%	↗
2014 Broadcasting Board of Governors	1,024	59.1%	20.6%	20.2%	↘
2013 Broadcasting Board of Governors	1,127	64.3%	18.6%	17.1%	↗
2012 Broadcasting Board of Governors	787	59.8%	18.7%	21.5%	↘
2011 Broadcasting Board of Governors	1,059	63.4%	19.0%	17.6%	↗
2010 Broadcasting Board of Governors	962	59.4%	19.6%	21.0%	

Broadcasting Board of Governors Trend Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,242	58.2%	16.9%	24.9%	
2016 Broadcasting Board of Governors	875	59.8%	19.7%	20.5%	↗
2015 Broadcasting Board of Governors	1,078	56.9%	19.5%	23.7%	→
2014 Broadcasting Board of Governors	1,021	56.7%	19.8%	23.5%	→
2013 Broadcasting Board of Governors	1,131	57.2%	19.0%	23.8%	↘
2012 Broadcasting Board of Governors	789	60.6%	18.3%	21.1%	↘
2011 Broadcasting Board of Governors	1,069	64.6%	18.8%	16.6%	→
2010 Broadcasting Board of Governors	966	65.2%	16.9%	18.0%	

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

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,451	56.9%	21.4%	21.7%	
2016 Broadcasting Board of Governors	877	47.1%	21.2%	31.8%	→
2015 Broadcasting Board of Governors	1,080	46.1%	22.3%	31.6%	↗
2014 Broadcasting Board of Governors	1,030	42.2%	26.1%	31.7%	↘
2013 Broadcasting Board of Governors	1,132	47.3%	24.4%	28.3%	↗
2012 Broadcasting Board of Governors	788	43.9%	22.2%	33.9%	↘
2011 Broadcasting Board of Governors	1,060	52.1%	21.7%	26.2%	↗
2010 Broadcasting Board of Governors	965	45.4%	24.2%	30.5%	

Work/Life

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
2016 Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
2016 Broadcasting Board of Governors	872	53.8%	14.5%	22.2%	9.5%
2015 Broadcasting Board of Governors	1,078	48.5%	13.6%	27.0%	10.9%
2014 Broadcasting Board of Governors	1,024	43.1%	13.0%	34.4%	9.4%
2013 Broadcasting Board of Governors	--	--	--	--	--
2012 Broadcasting Board of Governors	--	--	--	--	--
2011 Broadcasting Board of Governors	--	--	--	--	--
2010 Broadcasting Board of Governors	--	--	--	--	--

*This item was added to the survey in 2014. It is on a different response scale and is not included in the significance testing.

Broadcasting Board of Governors Trend Report

Work/Life (continued)

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

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2016 Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%
2016 Broadcasting Board of Governors	868	3.3%	18.9%	4.0%	15.5%
2015 Broadcasting Board of Governors	1,067	2.6%	17.1%	4.6%	13.5%
2014 Broadcasting Board of Governors	1,016	1.9%	14.5%	3.9%	13.0%
2013 Broadcasting Board of Governors	1,117	1.2%	12.3%	4.5%	12.9%
2012 Broadcasting Board of Governors	778	0.5%	11.9%	5.3%	12.2%
2011 Broadcasting Board of Governors	1,038	1.0%	10.5%	6.8%	11.1%
2010 Broadcasting Board of Governors	--	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

(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
2016 Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
2016 Broadcasting Board of Governors	868	25.9%	6.3%	13.3%	12.8%
2015 Broadcasting Board of Governors	1,067	25.3%	7.3%	14.4%	15.2%
2014 Broadcasting Board of Governors	1,016	28.2%	6.4%	19.2%	12.8%
2013 Broadcasting Board of Governors	1,117	28.3%	8.7%	19.8%	12.4%
2012 Broadcasting Board of Governors	778	30.0%	6.5%	19.6%	14.0%
2011 Broadcasting Board of Governors	1,038	28.1%	9.3%	20.6%	12.7%
2010 Broadcasting Board of Governors	--	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

Broadcasting Board of Governors Trend Report

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	391,178	33.4%	45.8%	20.8%
2016 Broadcasting Board of Governors	869	14.6%	58.4%	27.0%
2015 Broadcasting Board of Governors	1,071	16.9%	59.3%	23.8%
2014 Broadcasting Board of Governors	1,019	18.9%	53.4%	27.8%
2013 Broadcasting Board of Governors	1,122	15.2%	58.3%	26.5%
2012 Broadcasting Board of Governors	782	14.8%	57.3%	27.9%
2011 Broadcasting Board of Governors	1,060	14.9%	59.7%	25.4%
2010 Broadcasting Board of Governors	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	390,233	26.8%	61.0%	12.1%
2016 Broadcasting Board of Governors	866	14.7%	71.0%	14.3%
2015 Broadcasting Board of Governors	1,065	20.7%	69.3%	10.0%
2014 Broadcasting Board of Governors	1,006	25.2%	62.6%	12.2%
2013 Broadcasting Board of Governors	1,116	25.8%	64.8%	9.5%
2012 Broadcasting Board of Governors	780	10.5%	72.3%	17.2%
2011 Broadcasting Board of Governors	1,060	9.9%	70.5%	19.7%
2010 Broadcasting Board of Governors	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	387,376	13.6%	81.0%	5.3%
2016 Broadcasting Board of Governors	866	5.3%	81.4%	13.3%
2015 Broadcasting Board of Governors	1,046	6.9%	82.3%	10.8%
2014 Broadcasting Board of Governors	1,001	6.4%	78.7%	14.9%
2013 Broadcasting Board of Governors	1,107	6.9%	81.3%	11.8%
2012 Broadcasting Board of Governors	776	5.0%	79.7%	15.3%
2011 Broadcasting Board of Governors	1,057	3.3%	77.8%	18.9%
2010 Broadcasting Board of Governors	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

Broadcasting Board of Governors Trend Report

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	390,848	3.7%	79.1%	17.2%
2016 Broadcasting Board of Governors	867	0.8%	79.3%	19.8%
2015 Broadcasting Board of Governors	1,069	1.4%	78.6%	19.9%
2014 Broadcasting Board of Governors	1,012	1.6%	75.8%	22.6%
2013 Broadcasting Board of Governors	1,124	1.6%	80.0%	18.4%
2012 Broadcasting Board of Governors	784	1.1%	77.9%	21.0%
2011 Broadcasting Board of Governors	1,057	0.7%	77.2%	22.1%
2010 Broadcasting Board of Governors	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

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
2016 Governmentwide	391,248	2.3%	80.4%	17.2%
2016 Broadcasting Board of Governors	867	1.5%	80.2%	18.3%
2015 Broadcasting Board of Governors	1,074	1.5%	80.0%	18.5%
2014 Broadcasting Board of Governors	1,021	2.1%	76.1%	21.8%
2013 Broadcasting Board of Governors	1,130	1.4%	80.8%	17.8%
2012 Broadcasting Board of Governors	785	1.7%	76.7%	21.6%
2011 Broadcasting Board of Governors	1,060	0.5%	77.3%	22.2%
2010 Broadcasting Board of Governors	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	204,775	78.9%	12.0%	9.1%	6,007	
2016 Broadcasting Board of Governors	359	73.8%	13.9%	12.3%	17	→
2015 Broadcasting Board of Governors	402	74.1%	16.6%	9.3%	18	→
2014 Broadcasting Board of Governors	341	72.6%	14.4%	13.0%	25	→
2013 Broadcasting Board of Governors	345	70.4%	14.6%	14.9%	22	→
2012 Broadcasting Board of Governors	246	72.6%	18.4%	9.0%	19	→
2011 Broadcasting Board of Governors	323	69.7%	18.7%	11.6%	33	--
2010 Broadcasting Board of Governors	--	--	--	--	--	--

**This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.*

Broadcasting Board of Governors Trend Report

Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	148,859	89.7%	7.0%	3.3%	3,222	
2016 Broadcasting Board of Governors	124	87.7%	9.6%	2.6%	7	→
2015 Broadcasting Board of Governors	180	83.0%	14.2%	2.8%	13	→
2014 Broadcasting Board of Governors	195	81.5%	13.8%	4.7%	17	→
2013 Broadcasting Board of Governors	160	78.8%	14.8%	6.4%	27	→
2012 Broadcasting Board of Governors	123	77.1%	16.2%	6.7%	11	→
2011 Broadcasting Board of Governors	162	77.4%	18.7%	3.8%	7	--
2010 Broadcasting Board of Governors	--	--	--	--	--	

*This item was added to the survey in 2011. 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	Difference from previous year
2016 Governmentwide	102,282	80.5%	15.7%	3.8%	7,335	
2016 Broadcasting Board of Governors	117	70.6%	15.8%	13.6%	21	→
2015 Broadcasting Board of Governors	206	74.6%	21.0%	4.3%	25	→
2014 Broadcasting Board of Governors	260	75.9%	22.1%	2.0%	24	↘
2013 Broadcasting Board of Governors	286	82.1%	15.8%	2.1%	29	↗
2012 Broadcasting Board of Governors	78	54.5%	35.9%	9.5%	20	→
2011 Broadcasting Board of Governors	93	64.0%	29.9%	6.1%	16	--
2010 Broadcasting Board of Governors	--	--	--	--	--	

*This item was added to the survey in 2011. 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	Difference from previous year
2016 Governmentwide	51,991	75.5%	20.1%	4.4%	8,067	
2016 Broadcasting Board of Governors	40	75.2%	17.6%	7.2%	16	→
2015 Broadcasting Board of Governors	66	65.6%	31.5%	2.9%	39	→
2014 Broadcasting Board of Governors	70	69.6%	21.4%	9.0%	27	→
2013 Broadcasting Board of Governors	78	70.6%	27.1%	2.3%	28	→
2012 Broadcasting Board of Governors	41	61.9%	32.7%	5.5%	17	→
2011 Broadcasting Board of Governors	30	56.0%	44.0%	0.0%	12	--
2010 Broadcasting Board of Governors	--	--	--	--	--	

*This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.

Broadcasting Board of Governors Trend 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	Difference from previous year
2016 Governmentwide	10,701	72.2%	23.5%	4.3%	4,380	
2016 Broadcasting Board of Governors	9	45.4%	54.6%	0.0%	9	--
2015 Broadcasting Board of Governors	20	64.1%	30.8%	5.2%	10	--
2014 Broadcasting Board of Governors	24	37.7%	62.3%	0.0%	13	--
2013 Broadcasting Board of Governors	19	39.9%	55.6%	4.6%	12	--
2012 Broadcasting Board of Governors	7	40.8%	59.2%	0.0%	11	--
2011 Broadcasting Board of Governors	9	32.9%	67.1%	0.0%	7	--
2010 Broadcasting Board of Governors	--	--	--	--	--	

**This item was added to the survey in 2011. 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	Difference from previous year
2016 Governmentwide	7,399	67.6%	30.2%	2.2%	3,730	
2016 Broadcasting Board of Governors	15	51.9%	42.1%	6.0%	9	--
2015 Broadcasting Board of Governors	19	72.5%	22.0%	5.5%	7	--
2014 Broadcasting Board of Governors	23	59.5%	35.1%	5.4%	10	--
2013 Broadcasting Board of Governors	16	50.8%	37.6%	11.6%	7	--
2012 Broadcasting Board of Governors	12	46.0%	54.0%	0.0%	10	--
2011 Broadcasting Board of Governors	5	19.8%	80.2%	0.0%	6	--
2010 Broadcasting Board of Governors	--	--	--	--	--	

**This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.*

Broadcasting Board of Governors *Trend Report*

Demographic Questions

Where do you work?

	N	%
Headquarters	809	92.9%
Field	62	7.1%

What is your supervisory status?

	N	%
Non-Supervisor	536	61.6%
Team Leader	108	12.4%
Supervisor	149	17.1%
Manager	63	7.2%
Senior Leader	14	1.6%

Are you:

	N	%
Male	519	59.9%
Female	347	40.1%

Are you Hispanic or Latino?

	N	%
Yes	70	8.2%
No	788	91.8%

Race

	N	%
American Indian or Alaska Native	5	0.6%
Asian	162	19.3%
Black or African American	175	20.9%
Native Hawaiian or Other Pacific Islander	3	0.4%
White	478	57.0%
Two or more races	16	1.9%

Broadcasting Board of Governors *Trend Report*

Demographic Questions (continued)

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

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	35	4.0%
Trade or Technical Certificate	19	2.2%
Some College (no degree)	111	12.8%
Associate's Degree (e.g., AA, AS)	52	6.0%
Bachelor's Degree (e.g., BA, BS)	317	36.6%
Master's Degree (e.g., MA, MS, MBA)	297	34.3%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	35	4.0%

What is your pay category/grade?

	N	%
Federal Wage System	23	2.6%
GS 1-6	5	0.6%
GS 7-12	397	45.7%
GS 13-15	426	49.1%
Senior Executive Service	7	0.8%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	10	1.2%

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

	N	%
Less than 1 year	17	2.0%
1 to 3 years	42	4.8%
4 to 5 years	43	5.0%
6 to 10 years	221	25.5%
11 to 14 years	116	13.4%
15 to 20 years	128	14.7%
More than 20 years	301	34.7%

Broadcasting Board of Governors *Trend 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	13	1.5%
1 to 3 years	58	6.7%
4 to 5 years	50	5.8%
6 to 10 years	240	27.9%
11 to 20 years	253	29.4%
More than 20 years	247	28.7%

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

	N	%
No	629	72.7%
Yes, to retire	46	5.3%
Yes, to take another job within the Federal Government	117	13.5%
Yes, to take another job outside the Federal Government	34	3.9%
Yes, other	39	4.5%

I am planning to retire:

	N	%
Within one year	29	3.4%
Between one and three years	94	11.0%
Between three and five years	96	11.2%
Five or more years	637	74.4%

Self-Identify as:

	N	%
Heterosexual or Straight	697	84.0%
Gay, Lesbian, Bisexual, or Transgender	25	3.0%
I prefer not to say	108	13.0%

What is your US military service status?

	N	%
No Prior Military Service	769	89.6%
Currently in National Guard or Reserves	3	0.3%
Retired	21	2.4%
Separated or Discharged	65	7.6%

Broadcasting Board of Governors

Trend Report

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	47	5.4%
No	817	94.6%

What is your age group?

	N	%
25 and under	1	0.1%
26-29	12	1.3%
30-39	104	11.5%
40-49	217	24.0%
50-59	335	37.1%
60 or older	235	26.0%