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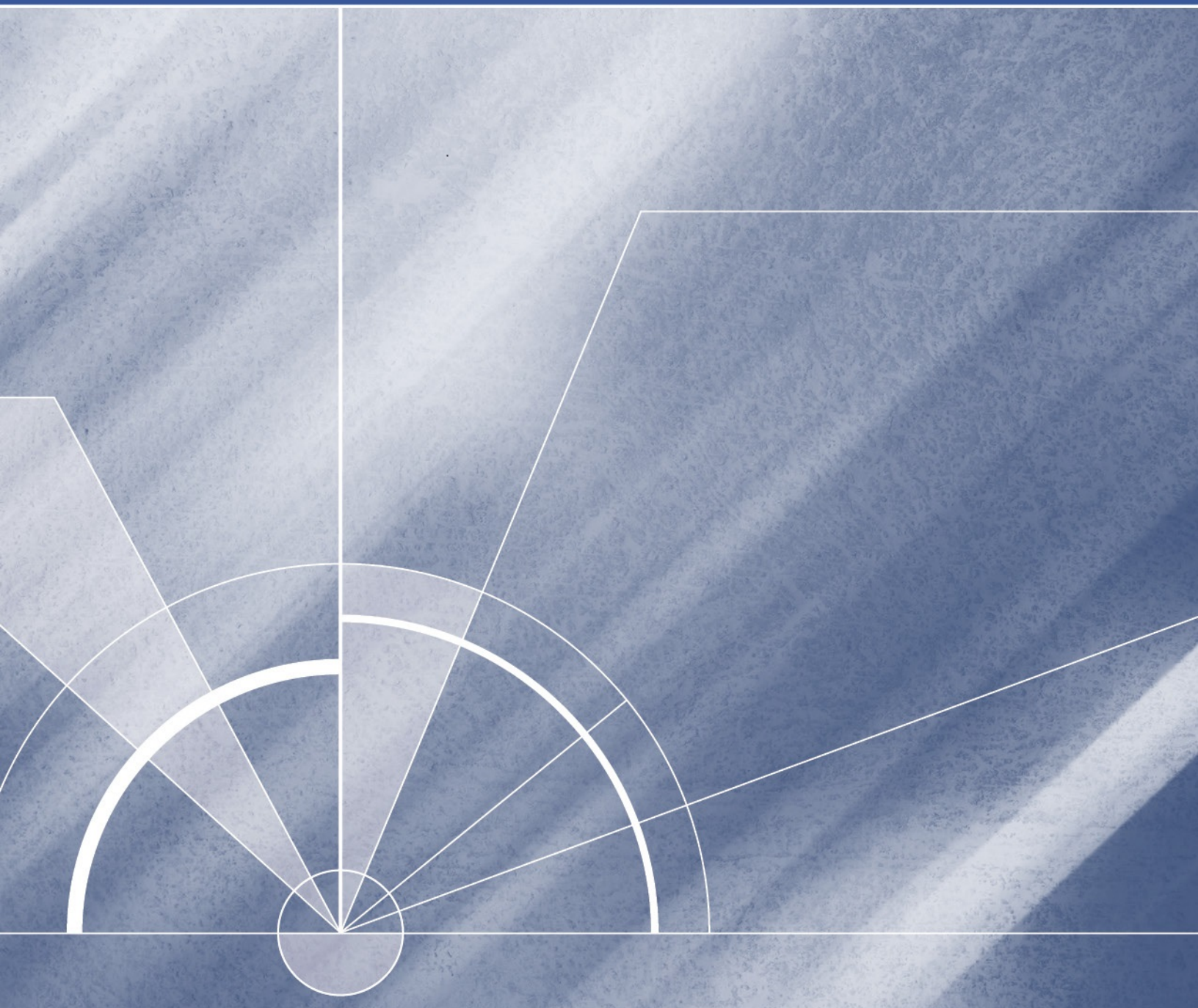
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2017

  
**Federal Employee Viewpoint Survey**  
*Empowering Employees. Inspiring Change.*

1st Level  
Subagency  
Report

Department of Commerce  
Office of Inspector General





# Department of Commerce Office of Inspector General *1st Level Subagency Report*

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

## Response Summary

	Surveys Completed	Response Rate
Governmentwide	486,105	45.5%
Department of Commerce	10,480	53.8%
<b>Office of Inspector General</b>	<b>64</b>	<b>77.1%</b>

### Your Data

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

### Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group.

These sections provide high level information on how your subagency is doing.

### Main Report Results

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.

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**Top 10 Positive & Negative Items**

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

***Highest Percent Positive***

- 94.8% When needed I am willing to put in the extra effort to get a job done. (Q.7)
- 92.5% In the last six months, my supervisor has talked with me about my performance. (Q.50)
- 90.9% I am constantly looking for ways to do my job better. (Q.8)
- 88.9% I am held accountable for achieving results. (Q.16)
- 88.8% My supervisor treats me with respect. (Q.49)
- 87.0% How would you rate the overall quality of work done by your work unit? (Q.28)
- 85.2% My supervisor supports my need to balance work and other life issues. (Q.42)
- 83.4% I know how my work relates to the agency's goals and priorities. (Q.12)
- 82.6% The work I do is important. (Q.13)
- 82.5% Employees are protected from health and safety hazards on the job. (Q.35)

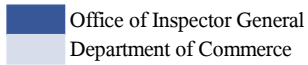
***Highest Percent Negative***

- 48.4% I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
- 45.1% In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
- 40.9% Employees have a feeling of personal empowerment with respect to work processes. (Q.30)
- 36.5% How satisfied are you with the policies and practices of your senior leaders? (Q.66)
- 35.8% I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
- 35.3% My work unit is able to recruit people with the right skills. (Q.21)
- 35.3% How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
- 33.9% I have a high level of respect for my organization's senior leaders. (Q.61)
- 33.8% I recommend my organization as a good place to work. (Q.40)
- 33.7% Pay raises depend on how well employees perform their jobs. (Q.33)

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**Leading Your Comparison Group**

The figure below allows you to see where your subagency results are higher than your comparison group (Department of Commerce) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. An '\*' in % Positive Response represents a percentage less than 10.

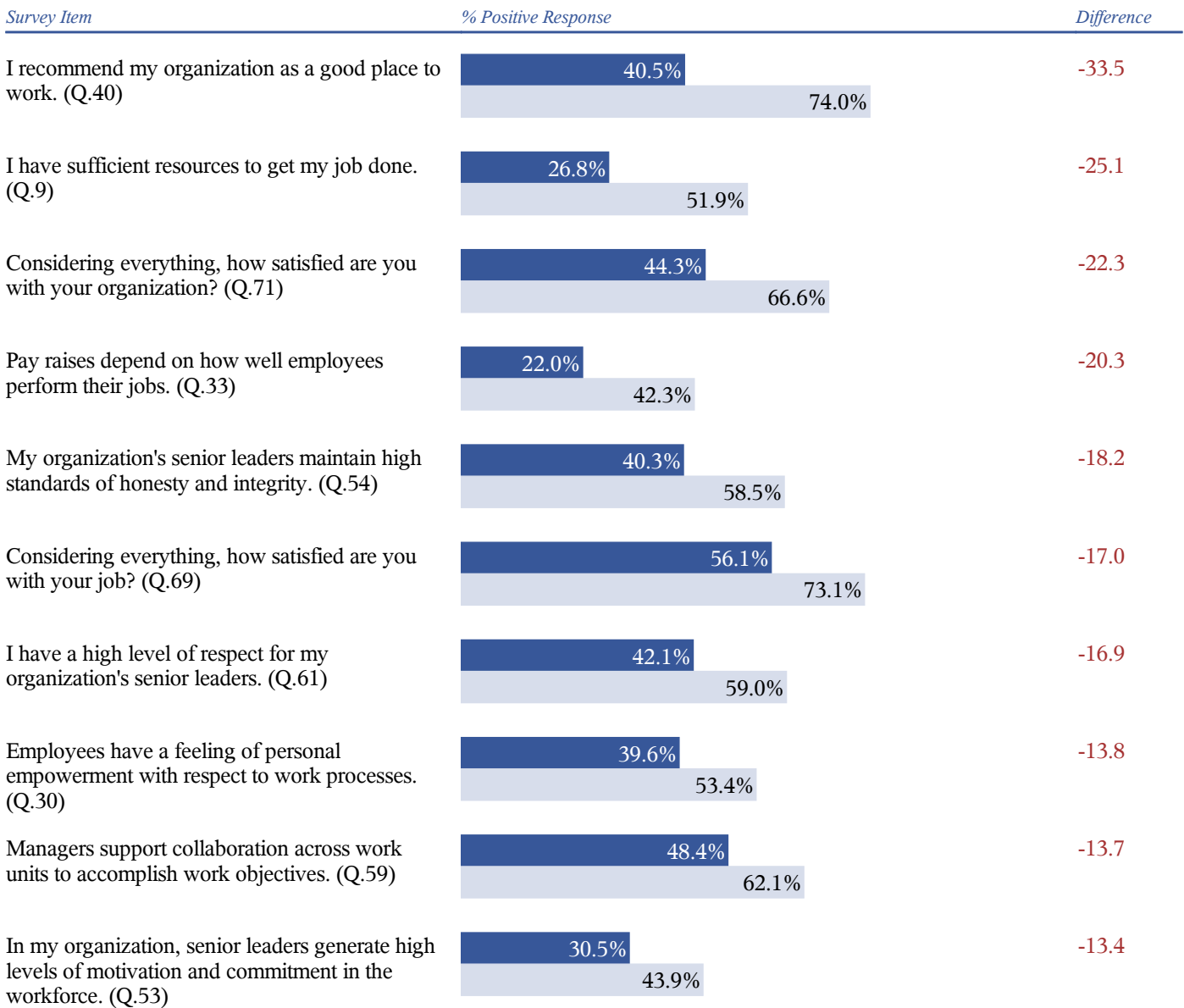
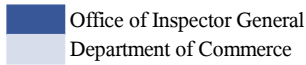


<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
Considering everything, how satisfied are you with your pay? (Q.70)	<div style="display: flex; justify-content: space-between;"> <div style="width: 60%;"></div> <div style="width: 35%; text-align: right;">73.2%</div> </div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div style="width: 60%;"></div> <div style="width: 35%; text-align: right;">66.3%</div> </div>	+6.9
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)	<div style="display: flex; justify-content: space-between;"> <div style="width: 60%;"></div> <div style="width: 35%; text-align: right;">47.9%</div> </div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div style="width: 60%;"></div> <div style="width: 35%; text-align: right;">42.2%</div> </div>	+5.7
My workload is reasonable. (Q.10)	<div style="display: flex; justify-content: space-between;"> <div style="width: 60%;"></div> <div style="width: 35%; text-align: right;">58.6%</div> </div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div style="width: 60%;"></div> <div style="width: 35%; text-align: right;">53.8%</div> </div>	+4.8
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. (Q.17)	<div style="display: flex; justify-content: space-between;"> <div style="width: 60%;"></div> <div style="width: 35%; text-align: right;">71.2%</div> </div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div style="width: 60%;"></div> <div style="width: 35%; text-align: right;">67.4%</div> </div>	+3.8
My supervisor is committed to a workforce representative of all segments of society. (Q.45)	<div style="display: flex; justify-content: space-between;"> <div style="width: 60%;"></div> <div style="width: 35%; text-align: right;">78.9%</div> </div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div style="width: 60%;"></div> <div style="width: 35%; text-align: right;">75.2%</div> </div>	+3.7

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**Trailing Your Comparison Group**

The figure below allows you to see where your subagency results are lower than your comparison group (Department of Commerce) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. An '\*' in % Positive Response represents a percentage less than 10.



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## My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Department of Commerce	10,462	71.1%	15.2%	13.8%
<b>Office of Inspector General</b>	<b>64</b>	<b>72.3%</b>	<b>11.4%</b>	<b>16.3%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Department of Commerce	10,438	75.0%	12.6%	12.4%
<b>Office of Inspector General</b>	<b>63</b>	<b>71.4%</b>	<b>12.0%</b>	<b>16.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Department of Commerce	10,378	60.4%	20.1%	19.5%
<b>Office of Inspector General</b>	<b>63</b>	<b>60.8%</b>	<b>19.0%</b>	<b>20.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Department of Commerce	10,430	75.3%	14.3%	10.4%
<b>Office of Inspector General</b>	<b>64</b>	<b>66.8%</b>	<b>18.4%</b>	<b>14.8%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Department of Commerce	10,407	83.3%	11.7%	5.0%
<b>Office of Inspector General</b>	<b>64</b>	<b>79.3%</b>	<b>15.7%</b>	<b>5.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Department of Commerce	10,393	83.9%	9.3%	6.9%
<b>Office of Inspector General</b>	<b>63</b>	<b>80.6%</b>	<b>13.6%</b>	<b>5.9%</b>

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**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
Governmentwide	483,257	95.8%	2.7%	1.5%
Department of Commerce	10,409	96.3%	2.5%	1.2%
<b>Office of Inspector General</b>	<b>62</b>	<b>94.8%</b>	<b>5.2%</b>	<b>0.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Department of Commerce	10,413	90.1%	8.1%	1.8%
<b>Office of Inspector General</b>	<b>64</b>	<b>90.9%</b>	<b>9.1%</b>	<b>0.0%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Department of Commerce	10,435	51.9%	16.8%	31.3%	18
<b>Office of Inspector General</b>	<b>64</b>	<b>26.8%</b>	<b>24.9%</b>	<b>48.4%</b>	<b>0</b>

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Department of Commerce	10,418	53.8%	18.4%	27.8%	11
<b>Office of Inspector General</b>	<b>64</b>	<b>58.6%</b>	<b>24.2%</b>	<b>17.2%</b>	<b>0</b>

**11. My talents are used well in the workplace.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Department of Commerce	10,299	62.5%	18.1%	19.4%	37
<b>Office of Inspector General</b>	<b>63</b>	<b>59.2%</b>	<b>16.9%</b>	<b>23.9%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Department of Commerce	10,395	86.5%	8.7%	4.8%	20
<b>Office of Inspector General</b>	<b>64</b>	<b>83.4%</b>	<b>7.8%</b>	<b>8.8%</b>	<b>0</b>



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**My Work Experience (continued)**

**13. The work I do is important.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Department of Commerce	10,332	90.8%	6.6%	2.5%	19
<b>Office of Inspector General</b>	<b>63</b>	<b>82.6%</b>	<b>10.1%</b>	<b>7.3%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Department of Commerce	10,294	73.6%	14.1%	12.3%	131
<b>Office of Inspector General</b>	<b>62</b>	<b>70.9%</b>	<b>14.7%</b>	<b>14.4%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Department of Commerce	10,278	73.3%	14.0%	12.8%	150
<b>Office of Inspector General</b>	<b>63</b>	<b>75.8%</b>	<b>14.3%</b>	<b>9.9%</b>	<b>1</b>

**16. I am held accountable for achieving results.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Department of Commerce	10,349	86.8%	9.2%	4.0%	36
<b>Office of Inspector General</b>	<b>62</b>	<b>88.9%</b>	<b>6.1%</b>	<b>5.0%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Department of Commerce	9,744	67.4%	18.5%	14.1%	672
<b>Office of Inspector General</b>	<b>64</b>	<b>71.2%</b>	<b>15.0%</b>	<b>13.9%</b>	<b>0</b>

**18. My training needs are assessed.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Department of Commerce	10,316	56.1%	23.6%	20.3%	111
<b>Office of Inspector General</b>	<b>64</b>	<b>47.8%</b>	<b>26.7%</b>	<b>25.5%</b>	<b>0</b>

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**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
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Department of Commerce	10,212	72.9%	13.4%	13.6%	253
<b>Office of Inspector General</b>	<b>62</b>	<b>72.4%</b>	<b>10.7%</b>	<b>17.0%</b>	<b>2</b>

**My Work Unit**

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

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Department of Commerce	10,466	79.9%	11.4%	8.7%
<b>Office of Inspector General</b>	<b>64</b>	<b>77.4%</b>	<b>6.5%</b>	<b>16.1%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Department of Commerce	9,930	50.2%	24.9%	24.9%	527
<b>Office of Inspector General</b>	<b>63</b>	<b>46.6%</b>	<b>18.2%</b>	<b>35.3%</b>	<b>1</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Department of Commerce	9,593	53.6%	24.4%	22.0%	815
<b>Office of Inspector General</b>	<b>61</b>	<b>43.2%</b>	<b>35.7%</b>	<b>21.0%</b>	<b>3</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Department of Commerce	8,950	42.2%	28.4%	29.4%	1,476
<b>Office of Inspector General</b>	<b>58</b>	<b>47.9%</b>	<b>31.1%</b>	<b>21.0%</b>	<b>5</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Department of Commerce	9,548	44.9%	27.9%	27.2%	877
<b>Office of Inspector General</b>	<b>59</b>	<b>44.2%</b>	<b>30.3%</b>	<b>25.5%</b>	<b>4</b>

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**My Work Unit (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Department of Commerce	9,631	57.6%	22.6%	19.8%	777
<b>Office of Inspector General</b>	<b>61</b>	<b>55.4%</b>	<b>24.7%</b>	<b>19.9%</b>	<b>3</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Department of Commerce	10,388	77.4%	12.6%	10.0%	43
<b>Office of Inspector General</b>	<b>63</b>	<b>69.6%</b>	<b>18.0%</b>	<b>12.5%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Department of Commerce	9,827	60.6%	27.6%	11.8%	619
<b>Office of Inspector General</b>	<b>63</b>	<b>54.0%</b>	<b>27.3%</b>	<b>18.7%</b>	<b>1</b>

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

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Department of Commerce	10,444	88.6%	9.7%	1.8%
<b>Office of Inspector General</b>	<b>64</b>	<b>87.0%</b>	<b>10.0%</b>	<b>2.9%</b>

**My Agency**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Department of Commerce	10,141	75.9%	15.4%	8.7%	183
<b>Office of Inspector General</b>	<b>63</b>	<b>62.6%</b>	<b>21.9%</b>	<b>15.5%</b>	<b>1</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Department of Commerce	9,991	53.4%	24.0%	22.6%	322
<b>Office of Inspector General</b>	<b>64</b>	<b>39.6%</b>	<b>19.5%</b>	<b>40.9%</b>	<b>0</b>

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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Department of Commerce	10,092	59.0%	20.6%	20.5%	201
<b>Office of Inspector General</b>	<b>60</b>	<b>51.6%</b>	<b>24.2%</b>	<b>24.2%</b>	<b>3</b>

**32. Creativity and innovation are rewarded.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Department of Commerce	9,967	45.8%	28.8%	25.4%	331
<b>Office of Inspector General</b>	<b>62</b>	<b>37.4%</b>	<b>32.2%</b>	<b>30.4%</b>	<b>1</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Department of Commerce	9,499	42.3%	25.6%	32.1%	770
<b>Office of Inspector General</b>	<b>58</b>	<b>22.0%</b>	<b>44.3%</b>	<b>33.7%</b>	<b>6</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Department of Commerce	9,444	65.1%	23.3%	11.6%	868
<b>Office of Inspector General</b>	<b>60</b>	<b>54.3%</b>	<b>27.4%</b>	<b>18.3%</b>	<b>4</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Department of Commerce	10,034	81.8%	11.7%	6.5%	277
<b>Office of Inspector General</b>	<b>61</b>	<b>82.5%</b>	<b>13.4%</b>	<b>4.1%</b>	<b>2</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Department of Commerce	10,142	79.2%	13.8%	7.0%	148
<b>Office of Inspector General</b>	<b>63</b>	<b>78.0%</b>	<b>13.7%</b>	<b>8.4%</b>	<b>1</b>

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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Department of Commerce	9,474	64.5%	20.7%	14.8%	825
<b>Office of Inspector General</b>	<b>60</b>	<b>60.6%</b>	<b>24.5%</b>	<b>14.9%</b>	<b>4</b>

**38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Department of Commerce	9,264	76.7%	15.1%	8.3%	1,005
<b>Office of Inspector General</b>	<b>60</b>	<b>66.2%</b>	<b>20.5%</b>	<b>13.3%</b>	<b>4</b>

**39. My agency is successful at accomplishing its mission.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Department of Commerce	10,114	82.7%	13.1%	4.2%	179
<b>Office of Inspector General</b>	<b>64</b>	<b>74.8%</b>	<b>16.2%</b>	<b>9.1%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Department of Commerce	10,298	74.0%	16.0%	10.0%
<b>Office of Inspector General</b>	<b>64</b>	<b>40.5%</b>	<b>25.7%</b>	<b>33.8%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Department of Commerce	9,551	51.2%	25.1%	23.7%	775
<b>Office of Inspector General</b>	<b>63</b>	<b>42.5%</b>	<b>21.7%</b>	<b>35.8%</b>	<b>1</b>

**My Supervisor**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Department of Commerce	10,250	85.3%	8.3%	6.4%	47
<b>Office of Inspector General</b>	<b>64</b>	<b>85.2%</b>	<b>7.3%</b>	<b>7.5%</b>	<b>0</b>

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**My Supervisor** (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Department of Commerce	10,221	70.3%	16.9%	12.8%	61
<b>Office of Inspector General</b>	<b>64</b>	<b>72.7%</b>	<b>14.2%</b>	<b>13.1%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Department of Commerce	10,195	72.1%	15.2%	12.7%	70
<b>Office of Inspector General</b>	<b>64</b>	<b>71.8%</b>	<b>12.1%</b>	<b>16.1%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Department of Commerce	9,276	75.2%	18.6%	6.2%	980
<b>Office of Inspector General</b>	<b>62</b>	<b>78.9%</b>	<b>16.2%</b>	<b>4.9%</b>	<b>2</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Department of Commerce	10,215	71.0%	15.8%	13.2%	40
<b>Office of Inspector General</b>	<b>64</b>	<b>71.8%</b>	<b>15.4%</b>	<b>12.9%</b>	<b>0</b>

**47. Supervisors in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Department of Commerce	10,115	75.4%	14.3%	10.3%	150
<b>Office of Inspector General</b>	<b>63</b>	<b>73.2%</b>	<b>14.4%</b>	<b>12.4%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Department of Commerce	10,283	83.8%	8.5%	7.7%
<b>Office of Inspector General</b>	<b>64</b>	<b>73.9%</b>	<b>12.6%</b>	<b>13.6%</b>

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**My Supervisor** (continued)

**49. My supervisor treats me with respect.**

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Department of Commerce	10,272	87.6%	6.7%	5.7%
<b>Office of Inspector General</b>	<b>64</b>	<b>88.8%</b>	<b>3.9%</b>	<b>7.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Department of Commerce	10,260	90.2%	5.2%	4.6%
<b>Office of Inspector General</b>	<b>64</b>	<b>92.5%</b>	<b>3.8%</b>	<b>3.8%</b>

**51. I have trust and confidence in my supervisor.**

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Department of Commerce	10,274	76.4%	13.0%	10.5%
<b>Office of Inspector General</b>	<b>64</b>	<b>70.3%</b>	<b>10.1%</b>	<b>19.5%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Department of Commerce	10,281	78.7%	13.8%	7.5%
<b>Office of Inspector General</b>	<b>64</b>	<b>69.3%</b>	<b>14.0%</b>	<b>16.6%</b>

**Leadership**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Department of Commerce	9,904	43.9%	27.1%	29.0%	328
<b>Office of Inspector General</b>	<b>62</b>	<b>30.5%</b>	<b>24.4%</b>	<b>45.1%</b>	<b>1</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Department of Commerce	9,369	58.5%	25.5%	15.9%	847
<b>Office of Inspector General</b>	<b>62</b>	<b>40.3%</b>	<b>26.5%</b>	<b>33.2%</b>	<b>2</b>

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**Leadership (continued)**

**55. Supervisors work well with employees of different backgrounds.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Department of Commerce	9,523	74.4%	16.6%	9.0%	653
<b>Office of Inspector General</b>	<b>61</b>	<b>64.7%</b>	<b>24.2%</b>	<b>11.1%</b>	<b>3</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Department of Commerce	9,982	65.8%	19.5%	14.7%	197
<b>Office of Inspector General</b>	<b>62</b>	<b>59.3%</b>	<b>18.6%</b>	<b>22.0%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Department of Commerce	9,427	68.3%	20.3%	11.4%	752
<b>Office of Inspector General</b>	<b>64</b>	<b>56.7%</b>	<b>19.0%</b>	<b>24.3%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Department of Commerce	9,691	57.5%	22.5%	20.0%	492
<b>Office of Inspector General</b>	<b>64</b>	<b>44.9%</b>	<b>27.2%</b>	<b>28.0%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Department of Commerce	9,686	62.1%	21.0%	17.0%	504
<b>Office of Inspector General</b>	<b>63</b>	<b>48.4%</b>	<b>26.8%</b>	<b>24.8%</b>	<b>1</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Department of Commerce	9,415	65.3%	21.6%	13.2%	787
<b>Office of Inspector General</b>	<b>63</b>	<b>59.7%</b>	<b>17.3%</b>	<b>22.9%</b>	<b>1</b>



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**Leadership** (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Department of Commerce	9,961	59.0%	23.2%	17.9%	245
<b>Office of Inspector General</b>	<b>64</b>	<b>42.1%</b>	<b>24.0%</b>	<b>33.9%</b>	<b>0</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Department of Commerce	9,262	64.7%	22.2%	13.1%	948
<b>Office of Inspector General</b>	<b>62</b>	<b>52.1%</b>	<b>28.2%</b>	<b>19.7%</b>	<b>2</b>

**My Satisfaction**

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

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Department of Commerce	10,176	55.3%	21.9%	22.8%
<b>Office of Inspector General</b>	<b>63</b>	<b>46.4%</b>	<b>24.5%</b>	<b>29.1%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Department of Commerce	10,173	52.8%	22.6%	24.7%
<b>Office of Inspector General</b>	<b>64</b>	<b>51.7%</b>	<b>17.2%</b>	<b>31.1%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Department of Commerce	10,159	57.8%	22.0%	20.2%
<b>Office of Inspector General</b>	<b>63</b>	<b>50.7%</b>	<b>33.2%</b>	<b>16.1%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Department of Commerce	10,142	46.5%	30.7%	22.9%
<b>Office of Inspector General</b>	<b>63</b>	<b>35.1%</b>	<b>28.4%</b>	<b>36.5%</b>

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**My Satisfaction** (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Department of Commerce	10,156	41.1%	30.1%	28.8%
<b>Office of Inspector General</b>	<b>64</b>	<b>30.5%</b>	<b>34.2%</b>	<b>35.3%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Department of Commerce	10,151	59.9%	22.1%	18.0%
<b>Office of Inspector General</b>	<b>62</b>	<b>55.0%</b>	<b>14.1%</b>	<b>30.9%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Department of Commerce	10,157	73.1%	15.3%	11.7%
<b>Office of Inspector General</b>	<b>64</b>	<b>56.1%</b>	<b>24.5%</b>	<b>19.4%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Department of Commerce	10,164	66.3%	16.0%	17.7%
<b>Office of Inspector General</b>	<b>64</b>	<b>73.2%</b>	<b>12.1%</b>	<b>14.7%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Department of Commerce	10,156	66.6%	19.0%	14.4%
<b>Office of Inspector General</b>	<b>64</b>	<b>44.3%</b>	<b>22.7%</b>	<b>33.1%</b>

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**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
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Department of Commerce	10,113	79.9%	7.0%	7.7%	5.4%
<b>Office of Inspector General</b>	<b>64</b>	<b>97.5%</b>	<b>2.5%</b>	<b>0.0%</b>	<b>0.0%</b>

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Department of Commerce	10,136	24.0%	28.7%	6.6%	15.5%
<b>Office of Inspector General</b>	<b>63</b>	<b>2.7%</b>	<b>56.8%</b>	<b>8.3%</b>	<b>24.0%</b>

(continued)

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

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Department of Commerce	10,136	8.0%	2.0%	5.5%	9.7%
<b>Office of Inspector General</b>	<b>63</b>	<b>0.0%</b>	<b>0.0%</b>	<b>2.5%</b>	<b>5.7%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Department of Commerce	10,135	53.1%	37.2%	9.7%
<b>Office of Inspector General</b>	<b>64</b>	<b>37.3%</b>	<b>59.8%</b>	<b>2.9%</b>

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**Work/Life (continued)**

**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
Governmentwide	464,589	26.4%	61.9%	11.7%
Department of Commerce	10,128	22.9%	66.5%	10.6%
<b>Office of Inspector General</b>	<b>64</b>	<b>14.0%</b>	<b>65.2%</b>	<b>20.8%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Department of Commerce	10,099	11.7%	82.8%	5.5%
<b>Office of Inspector General</b>	<b>64</b>	<b>4.8%</b>	<b>89.7%</b>	<b>5.5%</b>

**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
Governmentwide	464,201	3.4%	79.8%	16.8%
Department of Commerce	10,115	2.8%	82.9%	14.4%
<b>Office of Inspector General</b>	<b>64</b>	<b>1.2%</b>	<b>86.0%</b>	<b>12.8%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Department of Commerce	10,114	1.9%	83.5%	14.6%
<b>Office of Inspector General</b>	<b>63</b>	<b>0.0%</b>	<b>80.2%</b>	<b>19.8%</b>

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Department of Commerce	7,915	88.4%	6.8%	4.8%	138
<b>Office of Inspector General</b>	<b>59</b>	<b>69.5%</b>	<b>8.7%</b>	<b>21.8%</b>	<b>0</b>

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

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**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
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Department of Commerce	5,510	93.9%	4.1%	1.9%	67
<b>Office of Inspector General</b>	<b>26</b>	<b>87.5%</b>	<b>6.6%</b>	<b>5.9%</b>	<b>0</b>

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

**81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Department of Commerce	2,296	85.7%	12.7%	1.6%	146
<b>Office of Inspector General</b>	<b>10</b>	<b>71.4%</b>	<b>28.6%</b>	<b>0.0%</b>	<b>1</b>

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Department of Commerce	1,059	79.6%	17.6%	2.8%	147
<b>Office of Inspector General</b>	<b>2</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>1</b>

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

**83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Department of Commerce	286	79.8%	18.3%	1.9%	106
<b>Office of Inspector General</b>	<b>0</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>1</b>

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Department of Commerce	186	71.5%	28.2%	0.3%	110
<b>Office of Inspector General</b>	<b>0</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>1</b>

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

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**Demographic Questions**

***Where do you work?***

	N	%
Headquarters	43	69.4%
Field	19	30.6%

***What is your supervisory status?***

	N	%
Non-Supervisor	32	51.6%
Team Leader	6	9.7%
Supervisor	14	22.6%
Manager	7	11.3%
Senior Leader	3	4.8%

***Are you:***

	N	%
Male	30	50.0%
Female	30	50.0%

***Are you Hispanic or Latino?***

	N	%
Yes	4	7.0%
No	53	93.0%

***Race***

	N	%
American Indian or Alaska Native	1	1.9%
Asian	8	15.4%
Black or African American	12	23.1%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	29	55.8%
Two or more races	2	3.8%

Note: Percentages for demographic questions are unweighted.

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**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	1	1.8%
Trade or Technical Certificate	0	0.0%
Some College (no degree)	3	5.3%
Associate's Degree (e.g., AA, AS)	0	0.0%
Bachelor's Degree (e.g., BA, BS)	19	33.3%
Master's Degree (e.g., MA, MS, MBA)	25	43.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	9	15.8%

***What is your pay category/grade?***

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	6	10.3%
GS 13-15	48	82.8%
Senior Executive Service	3	5.2%
Senior Level (SL) or Scientific or Professional (ST)	1	1.7%
Other	0	0.0%

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

	N	%
Less than 1 year	1	1.7%
1 to 3 years	7	11.9%
4 to 5 years	5	8.5%
6 to 10 years	20	33.9%
11 to 14 years	4	6.8%
15 to 20 years	9	15.3%
More than 20 years	13	22.0%

Note: Percentages for demographic questions are unweighted.

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**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	3	5.1%
1 to 3 years	19	32.2%
4 to 5 years	4	6.8%
6 to 10 years	19	32.2%
11 to 20 years	7	11.9%
More than 20 years	7	11.9%

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

	N	%
No	28	48.3%
Yes, to retire	2	3.4%
Yes, to take another job within the Federal Government	23	39.7%
Yes, to take another job outside the Federal Government	3	5.2%
Yes, other	2	3.4%

***I am planning to retire:***

	N	%
Within one year	0	0.0%
Between one and three years	7	12.3%
Between three and five years	6	10.5%
Five or more years	44	77.2%

***Self-Identify as:***

	N	%
Heterosexual or Straight	42	75.0%
Gay, Lesbian, Bisexual, or Transgender	0	0.0%
I prefer not to say	14	25.0%

***What is your US military service status?***

	N	%
No Prior Military Service	47	82.5%
Currently in National Guard or Reserves	1	1.8%
Retired	5	8.8%
Separated or Discharged	4	7.0%

Note: Percentages for demographic questions are unweighted.



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Demographic Questions (continued)

*Are you an individual with a disability?*

	N	%
Yes	0	0.0%
No	57	100.0%

*What is your age group?*

	N	%
25 and under	1	1.6%
26-29	3	4.7%
30-39	15	23.4%
40-49	21	32.8%
50-59	18	28.1%
60 or older	6	9.4%

Note: Percentages for demographic questions are unweighted.