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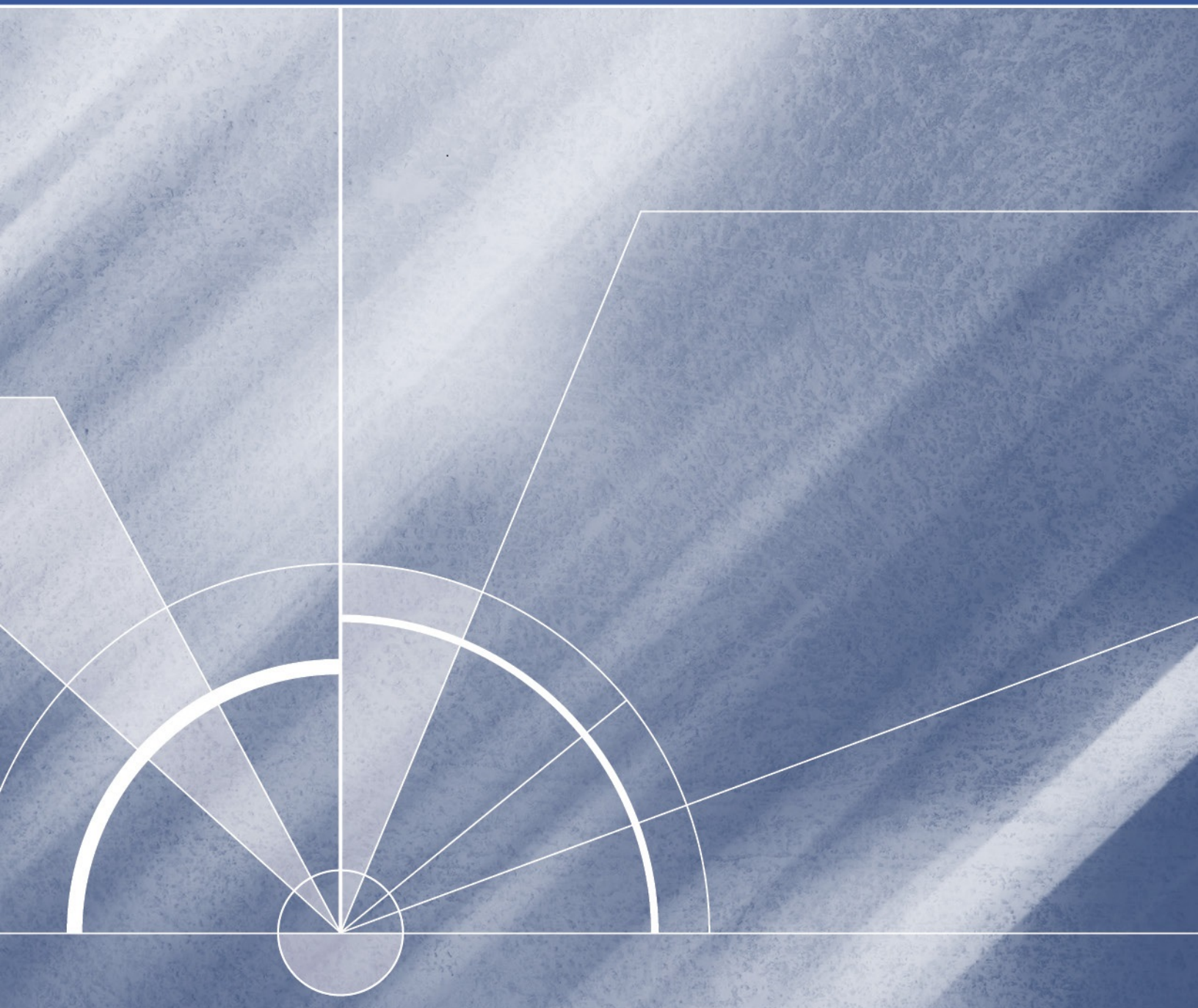
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2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

2nd Level
Subagency
Report

Department of Justice
WILDLIFE & MARINE RESOURCE SEC





Department of Justice
WILDLIFE & MARINE RESOURCE SEC
2nd 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 Justice	16,126	35.1%
ENVIRONMT AND NATURL RESOUR DV	303	60.0%
WILDLIFE & MARINE RESOURCE SEC	19	63.3%

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

100.0%	I have enough information to do my job well. (Q.2)
100.0%	I know what is expected of me on the job. (Q.6)
100.0%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
100.0%	I know how my work relates to the agency's goals and priorities. (Q.12)
100.0%	The people I work with cooperate to get the job done. (Q.20)
100.0%	How would you rate the overall quality of work done by your work unit? (Q.28)
100.0%	My supervisor supports my need to balance work and other life issues. (Q.42)
100.0%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
95.2%	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q.29)
95.1%	I am constantly looking for ways to do my job better. (Q.8)

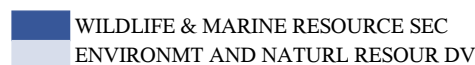
Highest Percent Negative

37.2%	Pay raises depend on how well employees perform their jobs. (Q.33)
27.6%	How satisfied are you with the policies and practices of your senior leaders? (Q.66)
24.2%	I have a high level of respect for my organization's senior leaders. (Q.61)
24.0%	Considering everything, how satisfied are you with your pay? (Q.70)
23.9%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
18.9%	Promotions in my work unit are based on merit. (Q.22)
18.6%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
18.0%	Considering everything, how satisfied are you with your organization? (Q.71)
17.9%	Employees are recognized for providing high quality products and services. (Q.31)
17.9%	How satisfied are you with the recognition you receive for doing a good job? (Q.65)

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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 (ENVIRONMT AND NATURL RESOUR DV) 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.

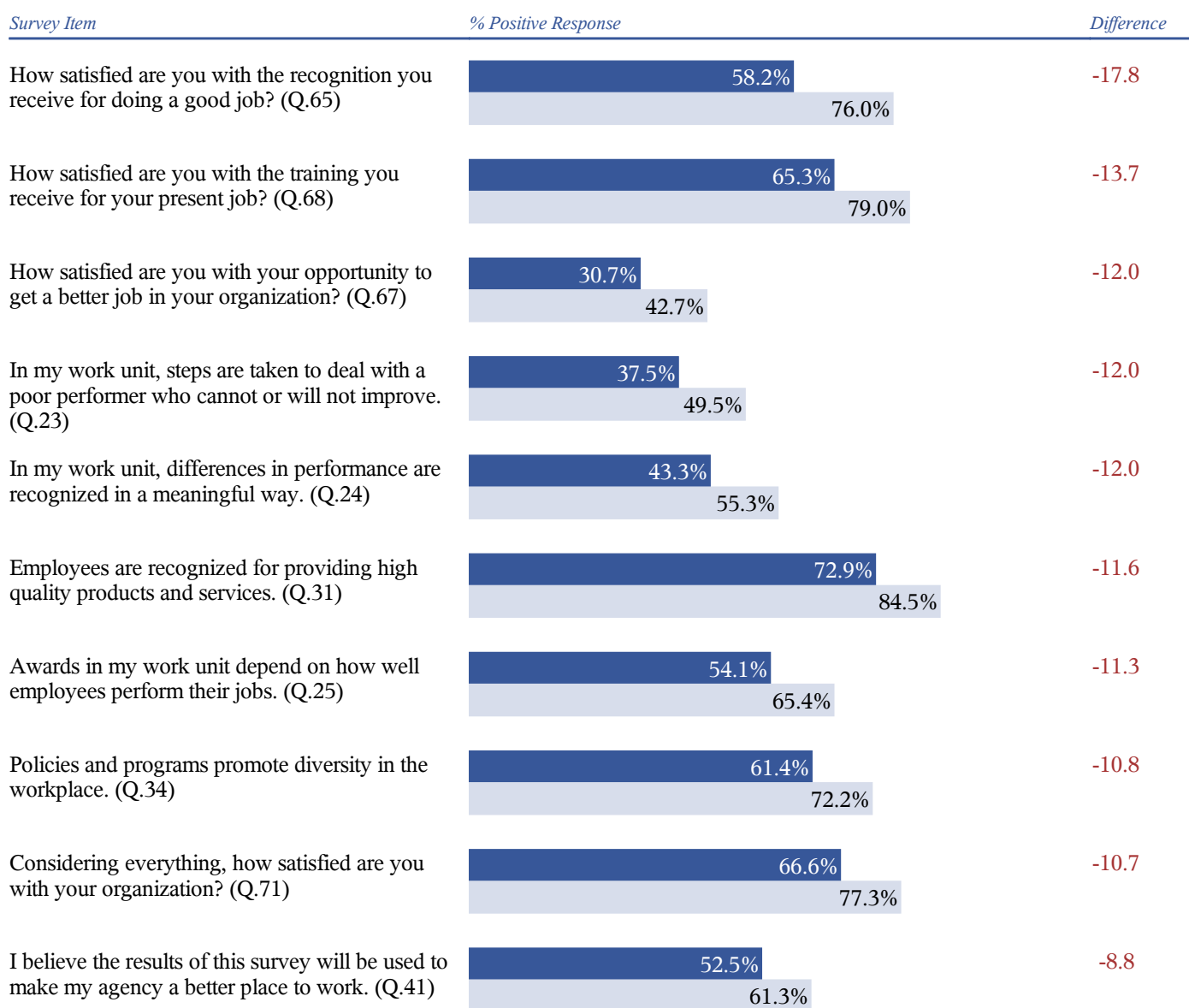
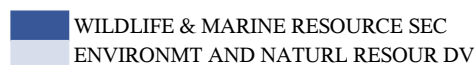


<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
I have sufficient resources to get my job done. (Q.9)	83.9%	60.3%	+23.6
How satisfied are you with your involvement in decisions that affect your work? (Q.63)	94.9%	73.3%	+21.6
Managers support collaboration across work units to accomplish work objectives. (Q.59)	93.8%	76.7%	+17.1
Managers communicate the goals and priorities of the organization. (Q.56)	93.8%	78.1%	+15.7
I feel encouraged to come up with new and better ways of doing things. (Q.3)	89.6%	74.3%	+15.3
Senior leaders demonstrate support for Work/Life programs. (Q.62)	75.0%	60.0%	+15.0
Employees have a feeling of personal empowerment with respect to work processes. (Q.30)	87.5%	74.2%	+13.3
My workload is reasonable. (Q.10)	88.7%	76.0%	+12.7
Managers promote communication among different work units. (Q.58)	86.8%	74.4%	+12.4
Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (Q.60)	93.8%	81.7%	+12.1

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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 (ENVIRONMT AND NATURL RESOUR DV) 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.



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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 Justice	16,093	63.7%	16.6%	19.7%
ENVIRONMT AND NATURL RESOUR DV	303	89.0%	6.4%	4.7%
WILDLIFE & MARINE RESOURCE SEC	19	89.9%	10.1%	0.0%

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 Justice	16,058	74.6%	13.3%	12.1%
ENVIRONMT AND NATURL RESOUR DV	298	89.8%	6.0%	4.2%
WILDLIFE & MARINE RESOURCE SEC	19	100.0%	0.0%	0.0%

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 Justice	15,957	58.7%	18.0%	23.3%
ENVIRONMT AND NATURL RESOUR DV	298	74.3%	17.1%	8.6%
WILDLIFE & MARINE RESOURCE SEC	18	89.6%	10.4%	0.0%

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 Justice	16,052	71.7%	14.1%	14.3%
ENVIRONMT AND NATURL RESOUR DV	301	89.3%	6.8%	4.0%
WILDLIFE & MARINE RESOURCE SEC	19	88.2%	11.8%	0.0%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Department of Justice	15,987	82.9%	10.9%	6.2%
ENVIRONMT AND NATURL RESOUR DV	302	90.8%	6.8%	2.4%
WILDLIFE & MARINE RESOURCE SEC	18	92.7%	7.3%	0.0%

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My Work Experience (continued)

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 Justice	15,989	83.3%	9.2%	7.5%
ENVIRONMT AND NATURL RESOUR DV	302	91.3%	4.6%	4.1%
WILDLIFE & MARINE RESOURCE SEC	19	100.0%	0.0%	0.0%

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 Justice	16,024	96.2%	2.3%	1.5%
ENVIRONMT AND NATURL RESOUR DV	303	97.5%	2.1%	0.4%
WILDLIFE & MARINE RESOURCE SEC	19	100.0%	0.0%	0.0%

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 Justice	16,053	91.3%	7.0%	1.7%
ENVIRONMT AND NATURL RESOUR DV	302	93.6%	6.4%	0.0%
WILDLIFE & MARINE RESOURCE SEC	19	95.1%	4.9%	0.0%

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 Justice	16,057	47.3%	16.1%	36.6%	26
ENVIRONMT AND NATURL RESOUR DV	303	60.3%	14.7%	25.0%	0
WILDLIFE & MARINE RESOURCE SEC	19	83.9%	4.8%	11.3%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Department of Justice	16,022	64.3%	15.5%	20.1%	18
ENVIRONMT AND NATURL RESOUR DV	303	76.0%	11.1%	12.9%	0
WILDLIFE & MARINE RESOURCE SEC	19	88.7%	5.1%	6.2%	0

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My Work Experience (continued)

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 Justice	15,807	59.3%	17.0%	23.7%	54
ENVIRONMT AND NATURL RESOUR DV	299	73.5%	14.7%	11.8%	0
WILDLIFE & MARINE RESOURCE SEC	19	77.9%	17.0%	5.1%	0

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 Justice	15,960	83.8%	9.4%	6.7%	44
ENVIRONMT AND NATURL RESOUR DV	298	89.4%	5.8%	4.7%	2
WILDLIFE & MARINE RESOURCE SEC	19	100.0%	0.0%	0.0%	0

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 Justice	15,922	88.6%	7.5%	3.8%	34
ENVIRONMT AND NATURL RESOUR DV	302	93.9%	4.5%	1.6%	0
WILDLIFE & MARINE RESOURCE SEC	19	88.2%	11.8%	0.0%	0

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 Justice	15,994	70.2%	13.9%	15.9%	47
ENVIRONMT AND NATURL RESOUR DV	300	83.8%	10.7%	5.5%	1
WILDLIFE & MARINE RESOURCE SEC	19	90.1%	5.1%	4.8%	0

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 Justice	15,862	72.9%	12.9%	14.2%	207
ENVIRONMT AND NATURL RESOUR DV	299	91.9%	3.7%	4.3%	4
WILDLIFE & MARINE RESOURCE SEC	19	83.3%	0.0%	16.7%	0

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My Work Experience (continued)

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 Justice	15,941	80.5%	12.1%	7.4%	55
ENVIRONMT AND NATURL RESOUR DV	302	88.1%	9.2%	2.7%	0
WILDLIFE & MARINE RESOURCE SEC	19	89.2%	5.8%	5.1%	0

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 Justice	15,375	63.9%	16.8%	19.3%	636
ENVIRONMT AND NATURL RESOUR DV	285	82.5%	10.3%	7.2%	18
WILDLIFE & MARINE RESOURCE SEC	17	85.2%	14.8%	0.0%	2

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Department of Justice	15,881	53.9%	22.3%	23.9%	151
ENVIRONMT AND NATURL RESOUR DV	302	73.4%	17.7%	8.9%	1
WILDLIFE & MARINE RESOURCE SEC	18	75.6%	19.1%	5.4%	1

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 Justice	15,700	74.4%	10.7%	15.0%	394
ENVIRONMT AND NATURL RESOUR DV	292	86.8%	8.8%	4.4%	11
WILDLIFE & MARINE RESOURCE SEC	18	79.3%	9.7%	11.0%	1

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 Justice	16,079	73.6%	12.9%	13.6%
ENVIRONMT AND NATURL RESOUR DV	302	92.6%	5.1%	2.3%
WILDLIFE & MARINE RESOURCE SEC	19	100.0%	0.0%	0.0%

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My Work Unit (continued)

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 Justice	15,541	44.2%	25.9%	29.9%	539
ENVIRONMT AND NATURL RESOUR DV	299	72.8%	14.6%	12.5%	4
WILDLIFE & MARINE RESOURCE SEC	19	78.3%	21.7%	0.0%	0

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 Justice	15,066	34.5%	27.9%	37.6%	977
ENVIRONMT AND NATURL RESOUR DV	287	67.1%	20.8%	12.0%	16
WILDLIFE & MARINE RESOURCE SEC	17	73.3%	7.7%	18.9%	2

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 Justice	14,685	28.7%	26.7%	44.7%	1,340
ENVIRONMT AND NATURL RESOUR DV	266	49.5%	30.2%	20.3%	36
WILDLIFE & MARINE RESOURCE SEC	13	37.5%	38.5%	23.9%	6

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 Justice	15,123	36.1%	27.8%	36.1%	899
ENVIRONMT AND NATURL RESOUR DV	284	55.3%	27.4%	17.3%	18
WILDLIFE & MARINE RESOURCE SEC	15	43.3%	43.2%	13.5%	4

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 Justice	14,900	41.6%	24.1%	34.2%	1,109
ENVIRONMT AND NATURL RESOUR DV	293	65.4%	21.9%	12.7%	9
WILDLIFE & MARINE RESOURCE SEC	18	54.1%	33.7%	12.2%	1

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My Work Unit (continued)

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 Justice	15,956	73.4%	14.9%	11.7%	70
ENVIRONMT AND NATURL RESOUR DV	302	95.2%	3.6%	1.1%	0
WILDLIFE & MARINE RESOURCE SEC	19	89.7%	5.3%	5.1%	0

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 Justice	15,388	54.1%	28.9%	17.1%	645
ENVIRONMT AND NATURL RESOUR DV	287	65.7%	28.0%	6.3%	14
WILDLIFE & MARINE RESOURCE SEC	17	63.0%	37.0%	0.0%	2

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 Justice	16,040	83.1%	13.4%	3.5%
ENVIRONMT AND NATURL RESOUR DV	303	97.2%	2.4%	0.4%
WILDLIFE & MARINE RESOURCE SEC	19	100.0%	0.0%	0.0%

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 Justice	15,420	73.5%	16.2%	10.3%	197
ENVIRONMT AND NATURL RESOUR DV	299	93.0%	6.0%	1.0%	2
WILDLIFE & MARINE RESOURCE SEC	19	95.2%	4.8%	0.0%	0

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 Justice	15,213	48.8%	25.7%	25.5%	401
ENVIRONMT AND NATURL RESOUR DV	297	74.2%	13.6%	12.2%	6
WILDLIFE & MARINE RESOURCE SEC	18	87.5%	12.5%	0.0%	1

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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 Justice	15,247	50.6%	23.4%	26.0%	326
ENVIRONMT AND NATURL RESOUR DV	299	84.5%	8.6%	6.9%	2
WILDLIFE & MARINE RESOURCE SEC	19	72.9%	9.2%	17.9%	0

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Department of Justice	15,047	40.3%	28.8%	30.9%	509
ENVIRONMT AND NATURL RESOUR DV	292	64.3%	26.1%	9.6%	9
WILDLIFE & MARINE RESOURCE SEC	19	62.2%	37.8%	0.0%	0

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 Justice	14,454	22.5%	27.8%	49.7%	1,104
ENVIRONMT AND NATURL RESOUR DV	283	27.4%	29.6%	43.0%	20
WILDLIFE & MARINE RESOURCE SEC	17	21.5%	41.4%	37.2%	2

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 Justice	14,574	62.0%	25.6%	12.4%	1,024
ENVIRONMT AND NATURL RESOUR DV	287	72.2%	16.4%	11.4%	14
WILDLIFE & MARINE RESOURCE SEC	19	61.4%	32.4%	6.2%	0

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 Justice	15,379	73.8%	15.0%	11.2%	241
ENVIRONMT AND NATURL RESOUR DV	295	90.0%	8.9%	1.2%	8
WILDLIFE & MARINE RESOURCE SEC	18	89.6%	5.4%	5.1%	1

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My Agency (continued)

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 Justice	15,384	76.5%	13.7%	9.8%	162
ENVIRONMT AND NATURL RESOUR DV	297	85.8%	10.4%	3.8%	3
WILDLIFE & MARINE RESOURCE SEC	19	94.2%	0.0%	5.8%	0

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 Justice	14,779	50.4%	22.0%	27.6%	759
ENVIRONMT AND NATURL RESOUR DV	279	76.4%	14.0%	9.7%	22
WILDLIFE & MARINE RESOURCE SEC	18	82.1%	12.5%	5.4%	1

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 Justice	14,315	68.1%	18.3%	13.6%	1,211
ENVIRONMT AND NATURL RESOUR DV	281	89.5%	8.5%	1.9%	22
WILDLIFE & MARINE RESOURCE SEC	18	94.8%	5.2%	0.0%	1

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 Justice	15,380	80.1%	14.0%	5.9%	204
ENVIRONMT AND NATURL RESOUR DV	299	93.5%	4.1%	2.4%	3
WILDLIFE & MARINE RESOURCE SEC	19	88.2%	11.8%	0.0%	0

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 Justice	15,563	71.1%	17.4%	11.5%
ENVIRONMT AND NATURL RESOUR DV	302	85.2%	9.3%	5.5%
WILDLIFE & MARINE RESOURCE SEC	19	82.0%	11.8%	6.2%

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My Agency (continued)

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 Justice	14,166	38.0%	28.5%	33.5%	1,427
ENVIRONMT AND NATURL RESOUR DV	272	61.3%	19.6%	19.1%	31
WILDLIFE & MARINE RESOURCE SEC	16	52.5%	47.5%	0.0%	3

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 Justice	15,459	80.4%	9.9%	9.7%	76
ENVIRONMT AND NATURL RESOUR DV	303	92.6%	4.5%	2.9%	0
WILDLIFE & MARINE RESOURCE SEC	19	100.0%	0.0%	0.0%	0

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 Justice	15,425	67.7%	17.0%	15.3%	75
ENVIRONMT AND NATURL RESOUR DV	303	82.5%	9.1%	8.5%	0
WILDLIFE & MARINE RESOURCE SEC	19	77.7%	15.3%	7.0%	0

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 Justice	15,278	65.2%	17.5%	17.3%	171
ENVIRONMT AND NATURL RESOUR DV	297	83.0%	10.0%	7.0%	4
WILDLIFE & MARINE RESOURCE SEC	19	76.0%	10.8%	13.2%	0

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 Justice	14,365	68.7%	21.6%	9.7%	1,107
ENVIRONMT AND NATURL RESOUR DV	282	85.0%	12.1%	2.9%	20
WILDLIFE & MARINE RESOURCE SEC	19	83.5%	16.5%	0.0%	0

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My Supervisor (continued)

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 Justice	15,399	65.0%	18.1%	16.9%	84
ENVIRONMT AND NATURL RESOUR DV	298	81.5%	10.7%	7.8%	2
WILDLIFE & MARINE RESOURCE SEC	19	86.8%	7.0%	6.2%	0

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 Justice	15,288	68.0%	17.1%	15.0%	203
ENVIRONMT AND NATURL RESOUR DV	299	86.8%	8.9%	4.3%	3
WILDLIFE & MARINE RESOURCE SEC	19	86.8%	13.2%	0.0%	0

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 Justice	15,486	77.2%	11.7%	11.1%
ENVIRONMT AND NATURL RESOUR DV	301	92.6%	4.6%	2.8%
WILDLIFE & MARINE RESOURCE SEC	19	93.0%	7.0%	0.0%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Department of Justice	15,455	82.8%	9.2%	8.1%
ENVIRONMT AND NATURL RESOUR DV	300	93.7%	3.3%	3.0%
WILDLIFE & MARINE RESOURCE SEC	18	94.7%	5.3%	0.0%

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 Justice	15,444	79.3%	9.4%	11.3%
ENVIRONMT AND NATURL RESOUR DV	298	91.3%	5.5%	3.2%
WILDLIFE & MARINE RESOURCE SEC	19	100.0%	0.0%	0.0%

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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Department of Justice	15,454	69.7%	15.2%	15.1%
ENVIRONMT AND NATURL RESOUR DV	300	87.6%	7.7%	4.6%
WILDLIFE & MARINE RESOURCE SEC	19	81.8%	12.0%	6.2%

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 Justice	15,472	72.5%	15.9%	11.5%
ENVIRONMT AND NATURL RESOUR DV	303	90.3%	6.2%	3.4%
WILDLIFE & MARINE RESOURCE SEC	19	81.8%	12.0%	6.2%

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 Justice	14,936	46.7%	23.9%	29.4%	370
ENVIRONMT AND NATURL RESOUR DV	295	45.8%	23.9%	30.3%	7
WILDLIFE & MARINE RESOURCE SEC	19	45.8%	37.7%	16.5%	0

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 Justice	14,478	57.9%	21.0%	21.0%	788
ENVIRONMT AND NATURL RESOUR DV	288	59.4%	22.3%	18.3%	13
WILDLIFE & MARINE RESOURCE SEC	19	67.6%	22.1%	10.3%	0

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 Justice	14,530	69.0%	19.1%	11.8%	678
ENVIRONMT AND NATURL RESOUR DV	288	81.6%	14.0%	4.4%	12
WILDLIFE & MARINE RESOURCE SEC	19	89.8%	4.8%	5.4%	0

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Leadership (continued)

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 Justice	14,961	63.3%	19.3%	17.4%	256
ENVIRONMT AND NATURL RESOUR DV	298	78.1%	11.9%	10.1%	3
WILDLIFE & MARINE RESOURCE SEC	19	93.8%	6.2%	0.0%	0

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 Justice	14,011	63.0%	22.2%	14.8%	1,179
ENVIRONMT AND NATURL RESOUR DV	282	77.9%	15.7%	6.4%	16
WILDLIFE & MARINE RESOURCE SEC	19	82.0%	18.0%	0.0%	0

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 Justice	14,609	56.2%	21.3%	22.5%	602
ENVIRONMT AND NATURL RESOUR DV	291	74.4%	16.1%	9.5%	10
WILDLIFE & MARINE RESOURCE SEC	19	86.8%	13.2%	0.0%	0

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 Justice	14,619	58.7%	22.1%	19.1%	602
ENVIRONMT AND NATURL RESOUR DV	294	76.7%	15.5%	7.8%	7
WILDLIFE & MARINE RESOURCE SEC	19	93.8%	6.2%	0.0%	0

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 Justice	14,415	61.0%	21.3%	17.7%	782
ENVIRONMT AND NATURL RESOUR DV	295	81.7%	13.1%	5.2%	6
WILDLIFE & MARINE RESOURCE SEC	19	93.8%	0.0%	6.2%	0

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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 Justice	14,960	59.3%	20.9%	19.8%	248
ENVIRONMT AND NATURL RESOUR DV	293	51.1%	23.3%	25.6%	7
WILDLIFE & MARINE RESOURCE SEC	18	60.2%	15.6%	24.2%	1

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 Justice	13,694	57.6%	25.1%	17.3%	1,510
ENVIRONMT AND NATURL RESOUR DV	238	60.0%	29.5%	10.5%	63
WILDLIFE & MARINE RESOURCE SEC	16	75.0%	25.0%	0.0%	3

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 Justice	15,087	53.3%	22.3%	24.4%
ENVIRONMT AND NATURL RESOUR DV	299	73.3%	14.4%	12.3%
WILDLIFE & MARINE RESOURCE SEC	19	94.9%	5.1%	0.0%

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 Justice	15,068	50.3%	23.0%	26.7%
ENVIRONMT AND NATURL RESOUR DV	300	70.2%	19.8%	10.0%
WILDLIFE & MARINE RESOURCE SEC	19	77.2%	16.6%	6.2%

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 Justice	15,049	51.6%	23.2%	25.1%
ENVIRONMT AND NATURL RESOUR DV	299	76.0%	14.8%	9.1%
WILDLIFE & MARINE RESOURCE SEC	19	58.2%	24.0%	17.9%

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My Satisfaction (continued)

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 Justice	15,029	49.0%	27.6%	23.4%
ENVIRONMT AND NATURL RESOUR DV	300	43.4%	27.3%	29.4%
WILDLIFE & MARINE RESOURCE SEC	19	43.7%	28.7%	27.6%

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 Justice	15,041	40.1%	26.1%	33.9%
ENVIRONMT AND NATURL RESOUR DV	299	42.7%	36.2%	21.1%
WILDLIFE & MARINE RESOURCE SEC	19	30.7%	50.7%	18.6%

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 Justice	15,037	53.1%	23.4%	23.5%
ENVIRONMT AND NATURL RESOUR DV	296	79.0%	14.3%	6.7%
WILDLIFE & MARINE RESOURCE SEC	19	65.3%	23.4%	11.3%

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 Justice	15,044	70.7%	15.8%	13.6%
ENVIRONMT AND NATURL RESOUR DV	300	81.9%	11.9%	6.3%
WILDLIFE & MARINE RESOURCE SEC	19	76.9%	9.9%	13.2%

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 Justice	15,043	63.1%	15.2%	21.8%
ENVIRONMT AND NATURL RESOUR DV	297	57.3%	18.5%	24.2%
WILDLIFE & MARINE RESOURCE SEC	19	58.2%	17.9%	24.0%

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My Satisfaction (continued)

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 Justice	15,055	65.4%	18.2%	16.4%
ENVIRONMT AND NATURL RESOUR DV	299	77.3%	13.3%	9.4%
WILDLIFE & MARINE RESOURCE SEC	19	66.6%	15.4%	18.0%

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 Justice	14,970	15.0%	25.0%	47.1%	12.9%
ENVIRONMT AND NATURL RESOUR DV	293	77.6%	13.5%	4.4%	4.5%
WILDLIFE & MARINE RESOURCE SEC	19	73.3%	14.7%	5.1%	7.0%

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 Justice	14,827	1.1%	4.9%	1.7%	5.4%
ENVIRONMT AND NATURL RESOUR DV	299	0.0%	23.8%	11.3%	39.5%
WILDLIFE & MARINE RESOURCE SEC	19	0.0%	48.0%	10.3%	9.7%

(continued)

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Work/Life (continued)

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

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Department of Justice	14,827	58.9%	5.0%	14.5%	8.6%
ENVIRONMT AND NATURL RESOUR DV	299	5.3%	2.1%	5.5%	12.6%
WILDLIFE & MARINE RESOURCE SEC	19	9.8%	7.0%	5.1%	10.1%

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 Justice	14,970	25.3%	48.2%	26.5%
ENVIRONMT AND NATURL RESOUR DV	298	10.6%	54.0%	35.4%
WILDLIFE & MARINE RESOURCE SEC	19	12.2%	40.0%	47.8%

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 Justice	14,946	27.2%	59.9%	12.9%
ENVIRONMT AND NATURL RESOUR DV	297	19.6%	74.3%	6.1%
WILDLIFE & MARINE RESOURCE SEC	19	27.4%	56.6%	16.0%

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 Justice	14,887	22.3%	75.7%	2.1%
ENVIRONMT AND NATURL RESOUR DV	294	2.2%	93.3%	4.5%
WILDLIFE & MARINE RESOURCE SEC	19	16.1%	83.9%	0.0%

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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
Governmentwide	464,201	3.4%	79.8%	16.8%
Department of Justice	14,949	2.5%	73.2%	24.2%
ENVIRONMT AND NATURL RESOUR DV	297	2.5%	86.3%	11.2%
WILDLIFE & MARINE RESOURCE SEC	19	6.2%	71.8%	22.0%

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 Justice	14,927	1.8%	74.9%	23.3%
ENVIRONMT AND NATURL RESOUR DV	297	0.6%	91.3%	8.1%
WILDLIFE & MARINE RESOURCE SEC	19	0.0%	94.6%	5.4%

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 Justice	4,019	70.8%	15.9%	13.3%	286
ENVIRONMT AND NATURL RESOUR DV	217	79.2%	11.0%	9.8%	7
WILDLIFE & MARINE RESOURCE SEC	13	92.0%	8.0%	0.0%	0

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Department of Justice	3,872	86.3%	9.6%	4.1%	96
ENVIRONMT AND NATURL RESOUR DV	33	91.4%	8.6%	0.0%	0
WILDLIFE & MARINE RESOURCE SEC	2	100.0%	0.0%	0.0%	0

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

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Work/Life (continued)

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 Justice	4,101	74.0%	21.4%	4.6%	295
ENVIRONMT AND NATURL RESOUR DV	58	85.6%	12.4%	1.9%	2
WILDLIFE & MARINE RESOURCE SEC	5	81.5%	18.5%	0.0%	0

**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 Justice	2,590	80.9%	14.6%	4.4%	275
ENVIRONMT AND NATURL RESOUR DV	7	57.8%	42.2%	0.0%	4
WILDLIFE & MARINE RESOURCE SEC	2	48.7%	51.3%	0.0%	1

**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 Justice	293	69.5%	27.2%	3.3%	148
ENVIRONMT AND NATURL RESOUR DV	7	87.7%	12.3%	0.0%	1
WILDLIFE & MARINE RESOURCE SEC	1	100.0%	0.0%	0.0%	0

**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 Justice	243	67.2%	31.0%	1.8%	163
ENVIRONMT AND NATURL RESOUR DV	3	0.0%	100.0%	0.0%	1
WILDLIFE & MARINE RESOURCE SEC	0	--	--	--	0

**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	15	78.9%
Field	4	21.1%

What is your supervisory status?

	N	%
Non-Supervisor	14	73.7%
Team Leader	2	10.5%
Supervisor	2	10.5%
Manager	1	5.3%
Senior Leader	0	0.0%

Are you:

	N	%
Male	7	36.8%
Female	12	63.2%

Are you Hispanic or Latino?

	N	%
Yes	2	10.5%
No	17	89.5%

Race

	N	%
American Indian or Alaska Native	0	0.0%
Asian	1	5.6%
Black or African American	2	11.1%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	14	77.8%
Two or more races	1	5.6%

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	0	0.0%
Trade or Technical Certificate	0	0.0%
Some College (no degree)	0	0.0%
Associate's Degree (e.g., AA, AS)	0	0.0%
Bachelor's Degree (e.g., BA, BS)	2	10.5%
Master's Degree (e.g., MA, MS, MBA)	0	0.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	17	89.5%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	3	15.8%
GS 13-15	15	78.9%
Senior Executive Service	1	5.3%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

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

	N	%
Less than 1 year	0	0.0%
1 to 3 years	3	15.8%
4 to 5 years	4	21.1%
6 to 10 years	5	26.3%
11 to 14 years	3	15.8%
15 to 20 years	2	10.5%
More than 20 years	2	10.5%

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	0	0.0%
1 to 3 years	7	36.8%
4 to 5 years	2	10.5%
6 to 10 years	3	15.8%
11 to 20 years	5	26.3%
More than 20 years	2	10.5%

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

	N	%
No	13	68.4%
Yes, to retire	0	0.0%
Yes, to take another job within the Federal Government	2	10.5%
Yes, to take another job outside the Federal Government	4	21.1%
Yes, other	0	0.0%

I am planning to retire:

	N	%
Within one year	0	0.0%
Between one and three years	0	0.0%
Between three and five years	0	0.0%
Five or more years	19	100.0%

What is your US military service status?

	N	%
No Prior Military Service	18	94.7%
Currently in National Guard or Reserves	0	0.0%
Retired	0	0.0%
Separated or Discharged	1	5.3%

Note: Percentages for demographic questions are unweighted.

Department of Justice
WILDLIFE & MARINE RESOURCE SEC
2nd Level Subagency Report

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	2	10.5%
No	17	89.5%

What is your age group?

	N	%
25 and under	0	0.0%
26-29	1	5.3%
30-39	9	47.4%
40-49	8	42.1%
50-59	1	5.3%
60 or older	0	0.0%

Note: Percentages for demographic questions are unweighted.