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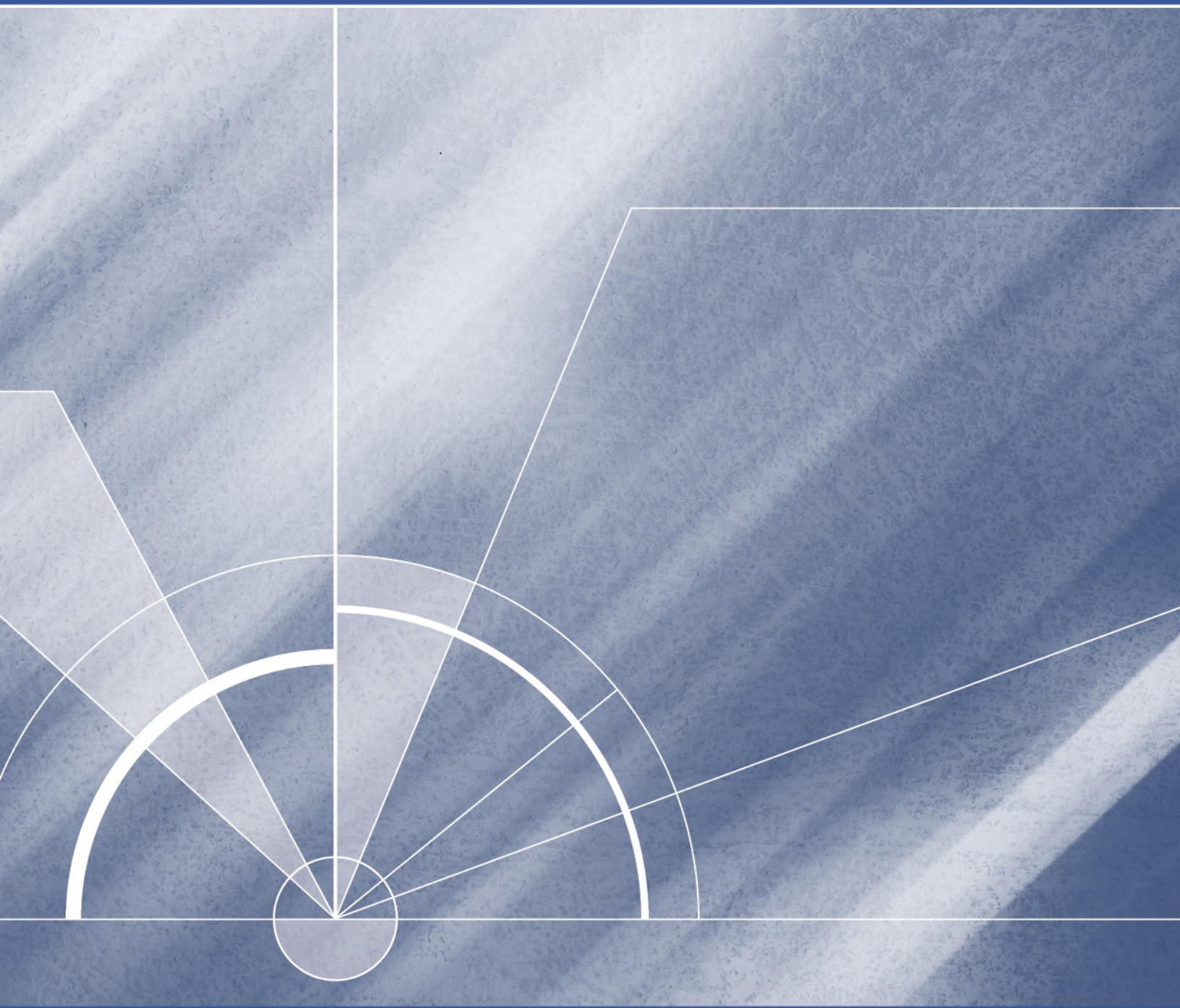
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2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Report

Department of Labor
Office of the Inspector General





Department of Labor
Office of the 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 Labor	8,837	59.8%
Office of the Inspector General	219	66.6%

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

- 94.2% When needed I am willing to put in the extra effort to get a job done. (Q.7)
- 86.7% I am constantly looking for ways to do my job better. (Q.8)
- 86.5% How would you rate the overall quality of work done by your work unit? (Q.28)
- 85.9% I am held accountable for achieving results. (Q.16)
- 84.9% The work I do is important. (Q.13)
- 84.5% My supervisor treats me with respect. (Q.49)
- 84.3% I like the kind of work I do. (Q.5)
- 84.3% My supervisor supports my need to balance work and other life issues. (Q.42)
- 83.7% In the last six months, my supervisor has talked with me about my performance. (Q.50)
- 82.4% Employees are protected from health and safety hazards on the job. (Q.35)

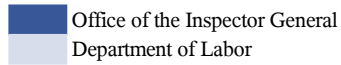
Highest Percent Negative

- 37.0% Pay raises depend on how well employees perform their jobs. (Q.33)
- 36.8% I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
- 34.4% In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
- 32.9% In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
- 31.5% Employees have a feeling of personal empowerment with respect to work processes. (Q.30)
- 31.1% My work unit is able to recruit people with the right skills. (Q.21)
- 29.9% Promotions in my work unit are based on merit. (Q.22)
- 29.6% How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
- 29.0% In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
- 28.6% Awards in my work unit depend on how well employees perform their jobs. (Q.25)

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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 Labor) 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.

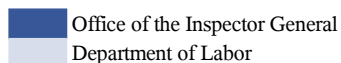


<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
My workload is reasonable. (Q.10)	<div style="display: flex; justify-content: space-between;"> <div style="width: 61.4%; background-color: #d9e1f2; border: 1px solid #000;"></div> <div style="width: 19.3%; background-color: #1f4e79; color: white; text-align: center; padding: 2px;">70.7%</div> </div>	+9.3
Considering everything, how satisfied are you with your pay? (Q.70)	<div style="display: flex; justify-content: space-between;"> <div style="width: 66.3%; background-color: #d9e1f2; border: 1px solid #000;"></div> <div style="width: 9.3%; background-color: #1f4e79; color: white; text-align: center; padding: 2px;">75.6%</div> </div>	+9.3
Senior leaders demonstrate support for Work/Life programs. (Q.62)	<div style="display: flex; justify-content: space-between;"> <div style="width: 67.1%; background-color: #d9e1f2; border: 1px solid #000;"></div> <div style="width: 7.5%; background-color: #1f4e79; color: white; text-align: center; padding: 2px;">74.6%</div> </div>	+7.5
How satisfied are you with the recognition you receive for doing a good job? (Q.65)	<div style="display: flex; justify-content: space-between;"> <div style="width: 55.4%; background-color: #d9e1f2; border: 1px solid #000;"></div> <div style="width: 7.1%; background-color: #1f4e79; color: white; text-align: center; padding: 2px;">62.5%</div> </div>	+7.1
My training needs are assessed. (Q.18)	<div style="display: flex; justify-content: space-between;"> <div style="width: 52.5%; background-color: #d9e1f2; border: 1px solid #000;"></div> <div style="width: 6.9%; background-color: #1f4e79; color: white; text-align: center; padding: 2px;">59.4%</div> </div>	+6.9
How satisfied are you with your opportunity to get a better job in your organization? (Q.67)	<div style="display: flex; justify-content: space-between;"> <div style="width: 37.9%; background-color: #d9e1f2; border: 1px solid #000;"></div> <div style="width: 6.2%; background-color: #1f4e79; color: white; text-align: center; padding: 2px;">44.1%</div> </div>	+6.2
Pay raises depend on how well employees perform their jobs. (Q.33)	<div style="display: flex; justify-content: space-between;"> <div style="width: 30.3%; background-color: #d9e1f2; border: 1px solid #000;"></div> <div style="width: 6.2%; background-color: #1f4e79; color: white; text-align: center; padding: 2px;">36.5%</div> </div>	+6.2
How satisfied are you with the policies and practices of your senior leaders? (Q.66)	<div style="display: flex; justify-content: space-between;"> <div style="width: 48.5%; background-color: #d9e1f2; border: 1px solid #000;"></div> <div style="width: 5.2%; background-color: #1f4e79; color: white; text-align: center; padding: 2px;">53.7%</div> </div>	+5.2
Promotions in my work unit are based on merit. (Q.22)	<div style="display: flex; justify-content: space-between;"> <div style="width: 43.4%; background-color: #d9e1f2; border: 1px solid #000;"></div> <div style="width: 5.1%; background-color: #1f4e79; color: white; text-align: center; padding: 2px;">48.5%</div> </div>	+5.1
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: 36.4%; background-color: #d9e1f2; border: 1px solid #000;"></div> <div style="width: 5.0%; background-color: #1f4e79; color: white; text-align: center; padding: 2px;">41.4%</div> </div>	+5.0

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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 Labor) 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.



<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
I know how my work relates to the agency's goals and priorities. (Q.12)	80.5%	87.3%	-6.8
The work I do is important. (Q.13)	84.9%	91.7%	-6.8
Employees in my work unit share job knowledge with each other. (Q.26)	72.8%	79.5%	-6.7
Managers review and evaluate the organization's progress toward meeting its goals and objectives. (Q.57)	66.4%	72.4%	-6.0
The skill level in my work unit has improved in the past year. (Q.27)	54.6%	60.4%	-5.8
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Q.37)	53.9%	58.8%	-4.9
My agency is successful at accomplishing its mission. (Q.39)	76.9%	81.5%	-4.6
In the last six months, my supervisor has talked with me about my performance. (Q.50)	83.7%	87.7%	-4.0
I recommend my organization as a good place to work. (Q.40)	64.7%	68.5%	-3.8
The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q.29)	71.7%	75.0%	-3.3

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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 Labor	8,819	63.6%	16.7%	19.7%
Office of the Inspector General	218	65.3%	16.4%	18.4%

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 Labor	8,783	72.3%	13.6%	14.1%
Office of the Inspector General	218	75.2%	9.7%	15.0%

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 Labor	8,750	59.3%	17.8%	22.9%
Office of the Inspector General	215	61.5%	15.5%	23.1%

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 Labor	8,783	75.8%	13.1%	11.2%
Office of the Inspector General	218	73.5%	9.4%	17.2%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Department of Labor	8,760	84.5%	10.0%	5.5%
Office of the Inspector General	216	84.3%	7.8%	7.8%

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 Labor	8,748	79.6%	10.5%	9.9%
Office of the Inspector General	216	78.9%	11.1%	10.0%

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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 Labor	8,784	96.3%	2.4%	1.3%
Office of the Inspector General	217	94.2%	3.1%	2.7%

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 Labor	8,783	89.6%	8.3%	2.1%
Office of the Inspector General	219	86.7%	10.2%	3.1%

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 Labor	8,794	46.9%	15.9%	37.1%	18
Office of the Inspector General	219	51.8%	11.4%	36.8%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Department of Labor	8,780	61.4%	15.2%	23.5%	8
Office of the Inspector General	217	70.7%	10.3%	19.0%	1

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 Labor	8,672	60.7%	16.3%	23.0%	25
Office of the Inspector General	218	62.6%	11.9%	25.5%	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 Labor	8,753	87.3%	7.3%	5.4%	16
Office of the Inspector General	217	80.5%	9.4%	10.1%	0

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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 Labor	8,725	91.7%	5.7%	2.6%	12
Office of the Inspector General	217	84.9%	6.7%	8.4%	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 Labor	8,737	71.8%	13.3%	14.9%	54
Office of the Inspector General	218	72.1%	12.9%	15.0%	1

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 Labor	8,680	71.2%	13.0%	15.9%	111
Office of the Inspector General	218	75.6%	12.8%	11.6%	1

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 Labor	8,736	87.6%	8.5%	3.9%	35
Office of the Inspector General	218	85.9%	6.7%	7.5%	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 Labor	8,308	65.7%	17.4%	16.8%	460
Office of the Inspector General	211	67.4%	14.5%	18.1%	7

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Department of Labor	8,703	52.5%	22.5%	25.0%	85
Office of the Inspector General	218	59.4%	15.0%	25.6%	1

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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 Labor	8,643	71.2%	12.3%	16.5%	173
Office of the Inspector General	215	75.9%	8.6%	15.5%	3

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 Labor	8,811	78.5%	11.5%	10.1%
Office of the Inspector General	219	79.6%	7.1%	13.2%

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 Labor	8,384	45.9%	24.9%	29.2%	433
Office of the Inspector General	208	47.6%	21.3%	31.1%	10

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 Labor	8,146	43.4%	26.2%	30.4%	645
Office of the Inspector General	207	48.5%	21.6%	29.9%	10

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 Labor	7,784	36.4%	29.5%	34.2%	1,006
Office of the Inspector General	207	41.4%	25.7%	32.9%	11

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 Labor	8,233	40.1%	28.0%	31.9%	561
Office of the Inspector General	212	43.8%	27.2%	29.0%	7

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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 Labor	8,060	47.9%	24.5%	27.5%	711
Office of the Inspector General	210	49.1%	22.3%	28.6%	6

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 Labor	8,728	79.5%	10.7%	9.8%	45
Office of the Inspector General	218	72.8%	13.9%	13.4%	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 Labor	8,412	60.4%	25.9%	13.7%	387
Office of the Inspector General	213	54.6%	29.2%	16.2%	6

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 Labor	8,798	86.7%	11.0%	2.3%
Office of the Inspector General	218	86.5%	7.5%	6.0%

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 Labor	8,552	75.0%	15.3%	9.7%	141
Office of the Inspector General	211	71.7%	13.8%	14.5%	4

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 Labor	8,442	51.5%	22.6%	25.9%	260
Office of the Inspector General	212	49.9%	18.6%	31.5%	6

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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 Labor	8,478	55.2%	20.5%	24.3%	208
Office of the Inspector General	217	56.5%	17.0%	26.6%	1

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Department of Labor	8,360	42.8%	27.4%	29.7%	322
Office of the Inspector General	215	46.3%	25.4%	28.3%	4

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 Labor	7,997	30.3%	29.5%	40.2%	673
Office of the Inspector General	206	36.5%	26.5%	37.0%	13

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 Labor	8,011	60.8%	24.6%	14.7%	676
Office of the Inspector General	207	62.0%	18.5%	19.5%	12

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 Labor	8,565	80.8%	11.6%	7.7%	131
Office of the Inspector General	211	82.4%	12.8%	4.8%	6

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 Labor	8,563	77.5%	13.4%	9.1%	106
Office of the Inspector General	217	74.2%	13.9%	11.9%	1

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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 Labor	8,095	58.8%	19.5%	21.7%	579
Office of the Inspector General	210	53.9%	21.5%	24.6%	8

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 Labor	7,838	70.3%	16.9%	12.8%	809
Office of the Inspector General	210	67.4%	15.8%	16.8%	8

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 Labor	8,533	81.5%	12.9%	5.6%	149
Office of the Inspector General	217	76.9%	10.9%	12.2%	2

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 Labor	8,689	68.5%	17.6%	13.9%
Office of the Inspector General	219	64.7%	16.2%	19.1%

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 Labor	8,017	49.4%	24.8%	25.8%	693
Office of the Inspector General	213	54.2%	20.7%	25.0%	5

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 Labor	8,645	84.8%	7.1%	8.1%	45
Office of the Inspector General	216	84.3%	10.2%	5.5%	0

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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 Labor	8,626	69.4%	15.6%	14.9%	48
Office of the Inspector General	216	69.5%	12.5%	17.9%	1

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 Labor	8,572	70.9%	13.4%	15.7%	77
Office of the Inspector General	216	69.8%	12.6%	17.6%	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 Labor	7,950	74.3%	17.0%	8.7%	707
Office of the Inspector General	209	78.2%	12.6%	9.3%	8

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 Labor	8,618	70.3%	15.3%	14.5%	39
Office of the Inspector General	217	68.9%	14.8%	16.4%	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 Labor	8,525	69.9%	15.6%	14.5%	138
Office of the Inspector General	215	71.9%	16.0%	12.1%	2

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 Labor	8,682	80.1%	9.7%	10.2%
Office of the Inspector General	217	78.3%	10.3%	11.4%

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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 Labor	8,658	83.4%	8.7%	7.8%
Office of the Inspector General	217	84.5%	7.2%	8.3%

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 Labor	8,651	87.7%	6.3%	6.0%
Office of the Inspector General	214	83.7%	7.9%	8.5%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Department of Labor	8,668	73.0%	12.9%	14.2%
Office of the Inspector General	216	76.3%	9.6%	14.1%

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 Labor	8,664	76.1%	14.1%	9.9%
Office of the Inspector General	217	77.7%	11.4%	10.9%

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 Labor	8,341	47.4%	23.9%	28.7%	296
Office of the Inspector General	215	46.9%	18.8%	34.4%	1

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 Labor	8,003	57.9%	22.5%	19.6%	630
Office of the Inspector General	212	59.3%	18.3%	22.5%	4

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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 Labor	8,151	70.7%	16.8%	12.5%	439
Office of the Inspector General	208	67.5%	18.7%	13.8%	8

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 Labor	8,490	69.6%	16.0%	14.4%	90
Office of the Inspector General	213	69.3%	12.7%	17.9%	1

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 Labor	8,106	72.4%	16.7%	10.9%	474
Office of the Inspector General	205	66.4%	16.9%	16.7%	8

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 Labor	8,321	59.8%	19.3%	20.9%	281
Office of the Inspector General	212	60.3%	16.4%	23.3%	3

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 Labor	8,314	62.3%	19.2%	18.5%	292
Office of the Inspector General	211	60.1%	17.0%	22.8%	4

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 Labor	8,188	64.6%	19.6%	15.8%	425
Office of the Inspector General	211	63.6%	20.0%	16.4%	4

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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 Labor	8,371	59.3%	22.1%	18.7%	235
Office of the Inspector General	213	59.4%	19.3%	21.4%	0

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 Labor	7,847	67.1%	19.8%	13.1%	769
Office of the Inspector General	206	74.6%	14.2%	11.2%	6

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 Labor	8,608	57.0%	21.2%	21.8%
Office of the Inspector General	215	56.9%	18.7%	24.4%

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 Labor	8,594	55.1%	21.0%	23.9%
Office of the Inspector General	214	56.2%	19.8%	24.1%

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 Labor	8,586	55.4%	21.6%	23.0%
Office of the Inspector General	215	62.5%	16.1%	21.3%

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 Labor	8,575	48.5%	28.6%	22.9%
Office of the Inspector General	214	53.7%	20.0%	26.3%

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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 Labor	8,581	37.9%	29.0%	33.0%
Office of the Inspector General	214	44.1%	26.4%	29.6%

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 Labor	8,571	53.5%	22.6%	23.9%
Office of the Inspector General	213	57.8%	21.8%	20.4%

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 Labor	8,581	70.9%	15.4%	13.7%
Office of the Inspector General	215	69.9%	13.5%	16.6%

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 Labor	8,591	66.3%	16.1%	17.6%
Office of the Inspector General	214	75.6%	10.5%	13.9%

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 Labor	8,593	65.3%	18.6%	16.1%
Office of the Inspector General	213	65.4%	16.2%	18.5%

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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 Labor	8,546	83.7%	7.0%	5.3%	4.0%
Office of the Inspector General	213	95.9%	2.7%	1.0%	0.4%

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 Labor	8,565	9.4%	34.7%	9.2%	20.3%
Office of the Inspector General	215	21.3%	25.6%	11.1%	27.3%

(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 Labor	8,565	7.6%	1.5%	5.6%	11.7%
Office of the Inspector General	215	2.3%	1.0%	2.7%	8.7%

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 Labor	8,564	23.0%	70.5%	6.5%
Office of the Inspector General	214	28.3%	54.9%	16.8%

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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 Labor	8,543	22.0%	72.1%	5.9%
Office of the Inspector General	214	61.0%	37.8%	1.2%

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 Labor	8,515	14.9%	83.0%	2.1%
Office of the Inspector General	211	11.2%	87.9%	0.9%

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 Labor	8,521	4.0%	88.7%	7.3%
Office of the Inspector General	210	1.7%	90.0%	8.3%

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 Labor	8,537	2.4%	90.8%	6.9%
Office of the Inspector General	212	1.2%	89.6%	9.2%

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 Labor	6,336	85.5%	8.3%	6.2%	100
Office of the Inspector General	182	85.4%	6.7%	7.9%	0

**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 Labor	1,858	92.1%	5.8%	2.1%	60
Office of the Inspector General	54	93.9%	3.1%	3.0%	1

*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 Labor	1,778	82.6%	14.0%	3.4%	135
Office of the Inspector General	126	90.9%	8.4%	0.7%	4

*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 Labor	1,204	83.6%	13.5%	2.8%	116
Office of the Inspector General	20	75.2%	24.8%	0.0%	5

*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 Labor	305	81.5%	15.9%	2.6%	92
Office of the Inspector General	5	54.1%	21.3%	24.6%	4

*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 Labor	159	79.1%	19.7%	1.2%	92
Office of the Inspector General	2	100.0%	0.0%	0.0%	4

*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	69	32.7%
Field	142	67.3%

What is your supervisory status?

	N	%
Non-Supervisor	131	62.7%
Team Leader	18	8.6%
Supervisor	34	16.3%
Manager	20	9.6%
Senior Leader	6	2.9%

Are you:

	N	%
Male	124	61.7%
Female	77	38.3%

Are you Hispanic or Latino?

	N	%
Yes	13	6.6%
No	185	93.4%

Race

	N	%
American Indian or Alaska Native	1	0.5%
Asian	8	4.3%
Black or African American	40	21.4%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	134	71.7%
Two or more races	4	2.1%

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	3	1.5%
Trade or Technical Certificate	0	0.0%
Some College (no degree)	12	5.9%
Associate's Degree (e.g., AA, AS)	3	1.5%
Bachelor's Degree (e.g., BA, BS)	108	52.7%
Master's Degree (e.g., MA, MS, MBA)	68	33.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	11	5.4%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	25	12.2%
GS 13-15	176	85.9%
Senior Executive Service	4	2.0%
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	1	0.5%
1 to 3 years	3	1.4%
4 to 5 years	6	2.9%
6 to 10 years	39	18.8%
11 to 14 years	27	13.0%
15 to 20 years	50	24.0%
More than 20 years	82	39.4%

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	1	0.5%
1 to 3 years	29	14.1%
4 to 5 years	9	4.4%
6 to 10 years	49	23.8%
11 to 20 years	69	33.5%
More than 20 years	49	23.8%

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

	N	%
No	145	68.7%
Yes, to retire	15	7.1%
Yes, to take another job within the Federal Government	43	20.4%
Yes, to take another job outside the Federal Government	5	2.4%
Yes, other	3	1.4%

I am planning to retire:

	N	%
Within one year	9	4.3%
Between one and three years	30	14.3%
Between three and five years	24	11.4%
Five or more years	147	70.0%

Self-Identify as:

	N	%
Heterosexual or Straight	167	84.3%
Gay, Lesbian, Bisexual, or Transgender	4	2.0%
I prefer not to say	27	13.6%

What is your US military service status?

	N	%
No Prior Military Service	154	75.5%
Currently in National Guard or Reserves	5	2.5%
Retired	12	5.9%
Separated or Discharged	33	16.2%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	26	12.6%
No	180	87.4%

What is your age group?

	N	%
25 and under	1	0.5%
26-29	5	2.3%
30-39	53	24.2%
40-49	75	34.2%
50-59	65	29.7%
60 or older	20	9.1%

Note: Percentages for demographic questions are unweighted.