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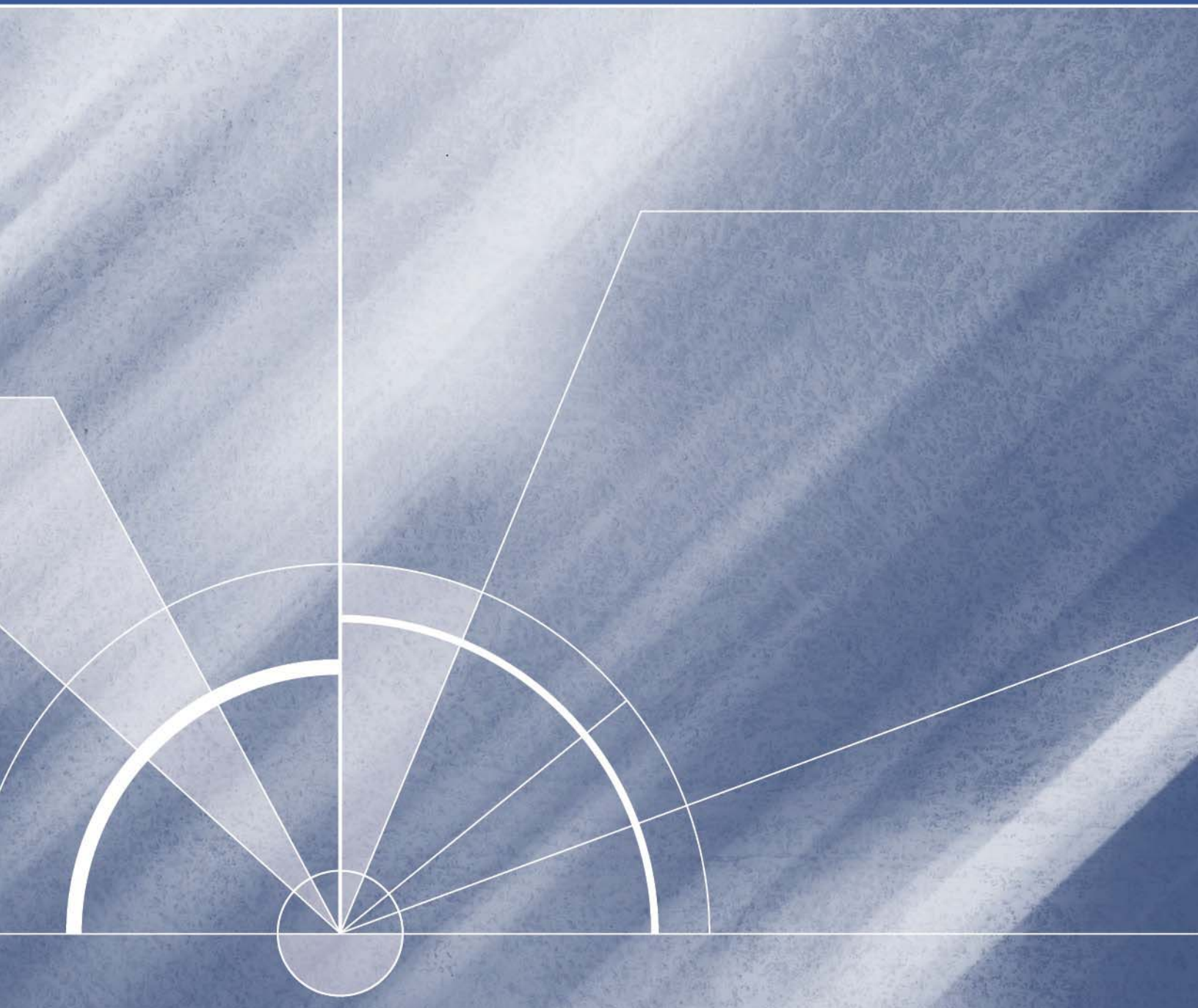
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2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Report

Department of Transportation
OIG



Department of Transportation
OIG
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 Transportation	16,835	55.6%
OIG	211	71.8%

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

- 97.0% When needed I am willing to put in the extra effort to get a job done. (Q.7)
- 94.5% My supervisor supports my need to balance work and other life issues. (Q.42)
- 94.2% How would you rate the overall quality of work done by your work unit? (Q.28)
- 93.1% I know how my work relates to the agency's goals and priorities. (Q.12)
- 93.0% The work I do is important. (Q.13)
- 93.0% My agency is successful at accomplishing its mission. (Q.39)
- 92.1% My supervisor treats me with respect. (Q.49)
- 90.3% My supervisor listens to what I have to say. (Q.48)
- 90.2% I am constantly looking for ways to do my job better. (Q.8)
- 89.9% I know what is expected of me on the job. (Q.6)

Highest Percent Negative

- 25.5% Pay raises depend on how well employees perform their jobs. (Q.33)
- 23.7% In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
- 23.1% Awards in my work unit depend on how well employees perform their jobs. (Q.25)
- 21.9% In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
- 21.0% I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
- 19.8% Promotions in my work unit are based on merit. (Q.22)
- 17.5% How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
- 15.8% My work unit is able to recruit people with the right skills. (Q.21)
- 15.7% Creativity and innovation are rewarded. (Q.32)
- 14.8% 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). (Q.19)

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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 Transportation) 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.



Survey Item	% Positive Response		Difference
I believe the results of this survey will be used to make my agency a better place to work. (Q.41)	75.7%	43.3%	+32.4
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)	72.1%	41.4%	+30.7
Senior leaders demonstrate support for Work/Life programs. (Q.62)	88.0%	58.7%	+29.3
How satisfied are you with the information you receive from management on what's going on in your organization? (Q.64)	83.1%	53.9%	+29.2
How satisfied are you with the policies and practices of your senior leaders? (Q.66)	71.3%	44.1%	+27.2
I have a high level of respect for my organization's senior leaders. (Q.61)	79.1%	54.4%	+24.7
Promotions in my work unit are based on merit. (Q.22)	57.5%	34.7%	+22.8
My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)	75.4%	53.2%	+22.2
How satisfied are you with the training you receive for your present job? (Q.68)	77.0%	55.9%	+21.1
Considering everything, how satisfied are you with your organization? (Q.71)	84.1%	63.8%	+20.3

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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 Transportation) 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.

 **OIG**
Department of Transportation

<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
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You have no items in this category

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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 Transportation	16,809	67.6%	14.9%	17.5%
OIG	211	87.5%	6.7%	5.8%

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 Transportation	16,754	73.1%	13.8%	13.1%
OIG	211	87.3%	5.7%	6.9%

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 Transportation	16,689	60.6%	18.4%	21.0%
OIG	211	75.3%	13.2%	11.5%

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 Transportation	16,745	75.3%	13.3%	11.4%
OIG	211	83.2%	11.1%	5.8%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Department of Transportation	16,687	86.1%	9.3%	4.7%
OIG	211	84.9%	11.4%	3.6%

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 Transportation	16,652	81.9%	10.2%	7.8%
OIG	209	89.9%	5.5%	4.6%

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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 Transportation	16,737	96.3%	2.2%	1.5%
OIG	211	97.0%	1.3%	1.8%

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 Transportation	16,738	91.3%	6.9%	1.8%
OIG	210	90.2%	6.9%	2.8%

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 Transportation	16,754	49.4%	17.1%	33.6%	36
OIG	211	65.9%	13.1%	21.0%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Department of Transportation	16,717	63.8%	16.0%	20.2%	26
OIG	211	73.5%	14.9%	11.6%	0

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 Transportation	16,478	64.0%	15.4%	20.5%	62
OIG	207	77.0%	13.5%	9.5%	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 Transportation	16,672	85.0%	9.0%	6.0%	49
OIG	211	93.1%	4.7%	2.2%	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 Transportation	16,616	91.4%	5.8%	2.8%	40
OIG	209	93.0%	5.6%	1.3%	1

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 Transportation	16,689	74.0%	12.1%	13.9%	52
OIG	211	79.7%	10.8%	9.4%	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 Transportation	16,450	71.5%	15.6%	12.9%	322
OIG	202	76.8%	10.8%	12.4%	7

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 Transportation	16,631	82.6%	11.1%	6.3%	82
OIG	210	89.6%	8.2%	2.2%	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 Transportation	16,029	70.1%	15.7%	14.3%	681
OIG	200	80.5%	10.7%	8.8%	10

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Department of Transportation	16,620	57.8%	21.7%	20.5%	143
OIG	209	74.0%	13.6%	12.4%	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 Transportation	16,147	64.4%	17.0%	18.6%	655
OIG	197	74.3%	10.9%	14.8%	13

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 Transportation	16,797	79.4%	11.6%	9.0%
OIG	209	89.8%	6.6%	3.6%

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 Transportation	16,247	42.4%	25.1%	32.5%	546
OIG	206	61.4%	22.8%	15.8%	5

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 Transportation	15,513	34.7%	28.5%	36.8%	1,245
OIG	203	57.5%	22.7%	19.8%	8

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 Transportation	15,049	29.7%	28.5%	41.8%	1,696
OIG	174	42.9%	33.4%	23.7%	36

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 Transportation	15,713	34.9%	29.3%	35.9%	1,042
OIG	189	52.4%	25.7%	21.9%	20

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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 Transportation	15,474	43.2%	25.6%	31.2%	1,227
OIG	197	58.5%	18.4%	23.1%	10

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 Transportation	16,682	79.3%	11.9%	8.8%	55
OIG	211	80.9%	11.4%	7.7%	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 Transportation	16,166	57.1%	26.8%	16.1%	594
OIG	194	66.3%	22.5%	11.2%	16

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	484,120	83.4%	13.4%	3.2%	
Department of Transportation	16,777	86.1%	11.4%	2.5%	
OIG	211	94.2%	5.5%	0.3%	

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 Transportation	16,339	74.8%	14.2%	11.1%	238
OIG	210	88.4%	8.3%	3.3%	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 Transportation	16,222	52.4%	23.9%	23.7%	358
OIG	204	70.6%	17.9%	11.5%	2

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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 Transportation	16,200	51.2%	23.4%	25.4%	352
OIG	206	70.9%	17.7%	11.4%	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 Transportation	15,970	39.8%	29.8%	30.5%	570
OIG	206	58.9%	25.4%	15.7%	3

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 Transportation	15,265	22.3%	24.8%	52.9%	1,245
OIG	193	41.6%	32.9%	25.5%	16

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 Transportation	15,243	58.5%	28.5%	13.0%	1,327
OIG	202	74.4%	17.9%	7.7%	8

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 Transportation	16,367	83.5%	10.1%	6.4%	216
OIG	206	87.9%	10.5%	1.6%	4

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 Transportation	16,356	80.8%	12.4%	6.8%	156
OIG	204	89.0%	9.4%	1.6%	4

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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 Transportation	15,657	60.8%	20.6%	18.6%	870
OIG	195	72.0%	15.9%	12.1%	12

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 Transportation	15,207	74.4%	15.9%	9.7%	1,264
OIG	189	77.8%	16.8%	5.4%	18

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 Transportation	16,320	82.4%	12.5%	5.1%	225
OIG	210	93.0%	6.2%	0.8%	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 Transportation	16,556	72.1%	16.6%	11.2%
OIG	209	86.7%	10.1%	3.2%

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 Transportation	15,404	43.3%	27.2%	29.5%	1,192
OIG	206	75.7%	13.7%	10.6%	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 Transportation	16,511	83.7%	8.2%	8.0%	54
OIG	210	94.5%	4.0%	1.5%	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 Transportation	16,450	70.8%	15.1%	14.1%	73
OIG	210	86.1%	8.2%	5.7%	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 Transportation	16,327	67.7%	16.7%	15.6%	153
OIG	205	81.4%	10.5%	8.2%	4

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 Transportation	15,174	72.6%	19.9%	7.5%	1,299
OIG	191	86.5%	11.5%	2.0%	19

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 Transportation	16,432	67.3%	18.0%	14.6%	71
OIG	208	82.0%	10.4%	7.5%	2

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 Transportation	16,316	69.6%	16.1%	14.3%	209
OIG	208	86.8%	10.7%	2.5%	1

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 Transportation	16,530	81.7%	9.2%	9.1%
OIG	211	90.3%	7.3%	2.4%

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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 Transportation	16,477	86.0%	7.4%	6.6%
OIG	210	92.1%	5.5%	2.4%

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 Transportation	16,487	85.4%	7.4%	7.3%
OIG	211	85.9%	6.5%	7.6%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Department of Transportation	16,497	73.6%	13.1%	13.2%
OIG	210	83.2%	12.0%	4.8%

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 Transportation	16,513	75.5%	15.0%	9.5%
OIG	211	85.5%	10.8%	3.8%

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 Transportation	16,025	41.4%	26.4%	32.3%	418
OIG	208	72.1%	18.4%	9.5%	2

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 Transportation	15,261	53.2%	26.2%	20.7%	1,143
OIG	205	75.4%	13.1%	11.5%	5

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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 Transportation	15,672	72.1%	17.8%	10.2%	680
OIG	201	77.9%	14.4%	7.6%	5

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 Transportation	16,175	64.3%	19.2%	16.4%	170
OIG	210	81.4%	13.1%	5.5%	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 Transportation	15,334	65.2%	21.7%	13.1%	976
OIG	194	82.8%	11.7%	5.5%	11

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 Transportation	15,903	59.6%	19.9%	20.5%	454
OIG	201	74.0%	15.8%	10.2%	9

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 Transportation	15,941	65.1%	18.6%	16.3%	439
OIG	206	73.8%	18.2%	8.1%	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 Transportation	15,524	62.6%	21.3%	16.1%	866
OIG	203	81.9%	14.0%	4.1%	5

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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 Transportation	16,161	54.4%	24.8%	20.8%	232
OIG	208	79.1%	12.3%	8.6%	2

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 Transportation	14,901	58.7%	26.3%	15.0%	1,512
OIG	206	88.0%	8.2%	3.8%	4

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 Transportation	16,372	57.1%	21.6%	21.3%
OIG	208	75.0%	17.3%	7.7%

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 Transportation	16,345	53.9%	22.1%	23.9%
OIG	209	83.1%	11.3%	5.6%

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 Transportation	16,316	51.7%	23.8%	24.5%
OIG	209	69.9%	19.9%	10.2%

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 Transportation	16,295	44.1%	31.7%	24.2%
OIG	207	71.3%	19.5%	9.2%

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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 Transportation	16,322	40.5%	27.3%	32.2%
OIG	209	56.5%	26.0%	17.5%

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 Transportation	16,309	55.9%	22.2%	21.8%
OIG	210	77.0%	9.2%	13.8%

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 Transportation	16,334	74.2%	13.7%	12.1%
OIG	210	82.4%	12.7%	4.9%

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 Transportation	16,335	63.7%	14.9%	21.3%
OIG	209	75.9%	13.7%	10.5%

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 Transportation	16,332	63.8%	19.6%	16.6%
OIG	209	84.1%	11.8%	4.1%

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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 Transportation	16,281	64.1%	17.5%	13.0%	5.3%
OIG	208	98.7%	0.8%	0.5%	0.0%

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 Transportation	16,320	7.0%	22.8%	10.5%	15.2%
OIG	210	10.6%	65.0%	8.4%	12.5%

(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 Transportation	16,320	24.3%	2.3%	8.0%	9.9%
OIG	210	1.3%	0.0%	0.0%	2.2%

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 Transportation	16,284	60.7%	30.9%	8.3%
OIG	208	59.3%	23.3%	17.4%

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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 Transportation	16,261	18.5%	66.0%	15.5%
OIG	206	42.5%	51.2%	6.3%

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 Transportation	16,185	14.5%	81.9%	3.6%
OIG	205	10.5%	86.6%	2.8%

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 Transportation	16,245	2.9%	78.9%	18.2%
OIG	206	2.2%	79.2%	18.6%

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 Transportation	16,244	1.8%	81.0%	17.2%
OIG	207	6.1%	78.1%	15.8%

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 Transportation	11,857	82.7%	9.7%	7.6%	133
OIG	199	91.8%	3.8%	4.4%	2

**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 Transportation	10,307	91.8%	5.3%	2.9%	95
OIG	137	97.6%	2.4%	0.0%	2

*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 Transportation	3,164	80.0%	17.0%	2.9%	254
OIG	74	95.0%	5.0%	0.0%	6

*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 Transportation	2,332	80.8%	16.8%	2.4%	271
OIG	19	71.0%	29.0%	0.0%	8

*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 Transportation	395	69.5%	26.9%	3.6%	190
OIG	2	100.0%	0.0%	0.0%	7

*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 Transportation	335	68.4%	30.1%	1.5%	169
OIG	7	85.7%	14.3%	0.0%	8

*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	143	69.1%
Field	64	30.9%

What is your supervisory status?

	N	%
Non-Supervisor	110	52.6%
Team Leader	26	12.4%
Supervisor	40	19.1%
Manager	20	9.6%
Senior Leader	13	6.2%

Are you:

	N	%
Male	109	53.4%
Female	95	46.6%

Are you Hispanic or Latino?

	N	%
Yes	12	5.9%
No	193	94.1%

Race

	N	%
American Indian or Alaska Native	0	0.0%
Asian	12	6.0%
Black or African American	47	23.5%
Native Hawaiian or Other Pacific Islander	1	0.5%
White	131	65.5%
Two or more races	9	4.5%

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	0.5%
Trade or Technical Certificate	1	0.5%
Some College (no degree)	12	5.8%
Associate's Degree (e.g., AA, AS)	1	0.5%
Bachelor's Degree (e.g., BA, BS)	83	40.1%
Master's Degree (e.g., MA, MS, MBA)	93	44.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	16	7.7%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	45	22.0%
GS 13-15	147	71.7%
Senior Executive Service	12	5.9%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	1	0.5%

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

	N	%
Less than 1 year	2	1.0%
1 to 3 years	24	11.5%
4 to 5 years	6	2.9%
6 to 10 years	46	22.0%
11 to 14 years	28	13.4%
15 to 20 years	41	19.6%
More than 20 years	62	29.7%

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	10	4.9%
1 to 3 years	49	23.8%
4 to 5 years	5	2.4%
6 to 10 years	55	26.7%
11 to 20 years	57	27.7%
More than 20 years	30	14.6%

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

	N	%
No	161	78.9%
Yes, to retire	4	2.0%
Yes, to take another job within the Federal Government	31	15.2%
Yes, to take another job outside the Federal Government	2	1.0%
Yes, other	6	2.9%

I am planning to retire:

	N	%
Within one year	3	1.5%
Between one and three years	11	5.3%
Between three and five years	20	9.7%
Five or more years	172	83.5%

Self-Identify as:

	N	%
Heterosexual or Straight	156	78.8%
Gay, Lesbian, Bisexual, or Transgender	13	6.6%
I prefer not to say	29	14.6%

What is your US military service status?

	N	%
No Prior Military Service	172	83.9%
Currently in National Guard or Reserves	0	0.0%
Retired	11	5.4%
Separated or Discharged	22	10.7%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	20	9.7%
No	187	90.3%

What is your age group?

	N	%
25 and under	3	1.4%
26-29	12	5.7%
30-39	50	23.7%
40-49	67	31.8%
50-59	60	28.4%
60 or older	19	9.0%

Note: Percentages for demographic questions are unweighted.