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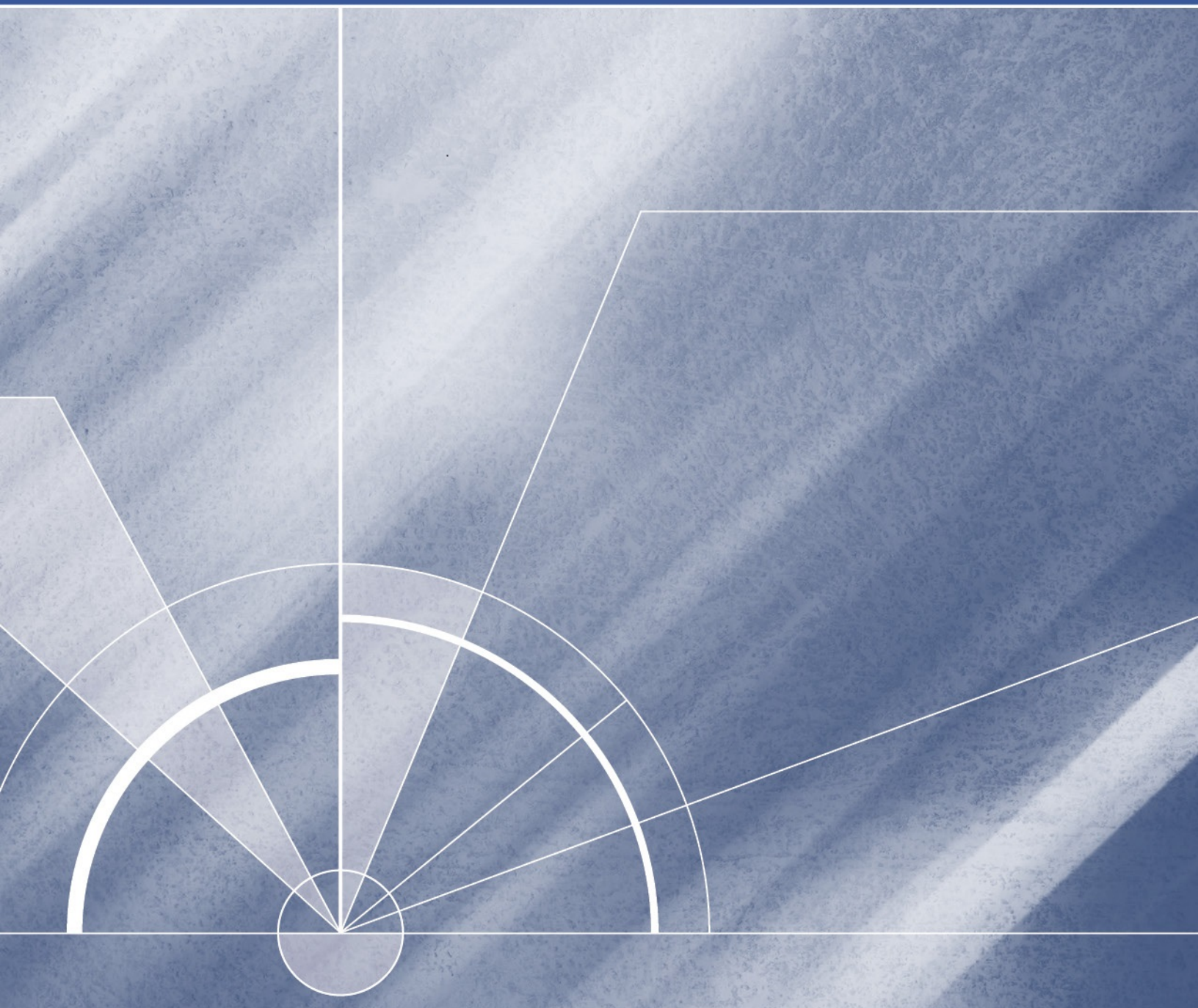
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2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Report

Department of the Treasury
INTERNAL REVENUE SERVICE





Department of the Treasury

INTERNAL REVENUE SERVICE

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 the Treasury	46,368	58.1%
INTERNAL REVENUE SERVICE	35,315	55.2%

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

- 93.9% When needed I am willing to put in the extra effort to get a job done. (Q.7)
- 88.9% The work I do is important. (Q.13)
- 88.0% I am constantly looking for ways to do my job better. (Q.8)
- 85.7% How would you rate the overall quality of work done by your work unit? (Q.28)
- 84.7% My supervisor treats me with respect. (Q.49)
- 84.4% My supervisor supports my need to balance work and other life issues. (Q.42)
- 84.3% I am held accountable for achieving results. (Q.16)
- 82.5% I know what is expected of me on the job. (Q.6)
- 82.4% In the last six months, my supervisor has talked with me about my performance. (Q.50)
- 81.9% I know how my work relates to the agency's goals and priorities. (Q.12)

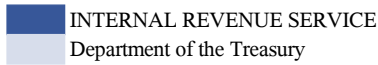
Highest Percent Negative

- 46.7% Pay raises depend on how well employees perform their jobs. (Q.33)
- 41.6% How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
- 41.5% I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
- 40.2% My work unit is able to recruit people with the right skills. (Q.21)
- 37.7% I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
- 35.6% Promotions in my work unit are based on merit. (Q.22)
- 35.2% Employees have a feeling of personal empowerment with respect to work processes. (Q.30)
- 34.4% In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
- 34.2% In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
- 33.3% Creativity and innovation are rewarded. (Q.32)

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Leading & Trailing Your Comparison Group

The figure below allows you to see where your subagency results are higher and lower than your comparison group (Department of the Treasury) 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 differ from the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 10.

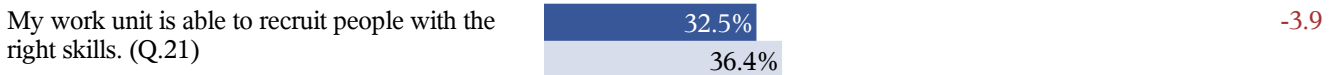


<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
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Leading Your Comparison Group

You have no items in this category

Trailing Your Comparison Group



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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 the Treasury	46,269	62.5%	16.3%	21.2%
INTERNAL REVENUE SERVICE	35,238	59.7%	17.3%	23.0%

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 the Treasury	46,104	70.8%	13.8%	15.4%
INTERNAL REVENUE SERVICE	35,100	69.7%	14.3%	16.1%

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 the Treasury	45,925	57.7%	19.0%	23.3%
INTERNAL REVENUE SERVICE	34,962	56.0%	19.5%	24.5%

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 the Treasury	46,103	70.5%	15.2%	14.3%
INTERNAL REVENUE SERVICE	35,117	69.7%	15.5%	14.8%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Department of the Treasury	45,896	79.8%	12.7%	7.5%
INTERNAL REVENUE SERVICE	34,936	78.9%	13.2%	7.9%

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 the Treasury	45,867	82.3%	9.3%	8.4%
INTERNAL REVENUE SERVICE	34,916	82.5%	9.1%	8.4%

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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 the Treasury	46,065	94.3%	3.6%	2.1%
INTERNAL REVENUE SERVICE	35,064	93.9%	3.8%	2.3%

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 the Treasury	46,078	88.3%	9.3%	2.4%
INTERNAL REVENUE SERVICE	35,074	88.0%	9.5%	2.4%

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 the Treasury	46,097	44.9%	16.0%	39.2%	132
INTERNAL REVENUE SERVICE	35,101	42.3%	16.2%	41.5%	110

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Department of the Treasury	45,972	59.7%	15.9%	24.4%	111
INTERNAL REVENUE SERVICE	34,996	58.4%	16.0%	25.6%	93

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 the Treasury	45,258	58.3%	17.7%	24.0%	245
INTERNAL REVENUE SERVICE	34,428	56.9%	18.1%	25.0%	200

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 the Treasury	45,822	82.3%	10.5%	7.1%	210
INTERNAL REVENUE SERVICE	34,875	81.9%	10.8%	7.3%	169

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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 the Treasury	45,593	88.8%	7.6%	3.6%	163
INTERNAL REVENUE SERVICE	34,715	88.9%	7.5%	3.6%	124

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 the Treasury	45,812	66.6%	14.2%	19.3%	293
INTERNAL REVENUE SERVICE	34,836	64.6%	14.5%	20.9%	266

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 the Treasury	45,781	75.7%	11.4%	12.9%	390
INTERNAL REVENUE SERVICE	34,897	76.5%	11.0%	12.5%	264

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 the Treasury	45,736	84.5%	11.1%	4.4%	243
INTERNAL REVENUE SERVICE	34,801	84.3%	11.4%	4.3%	195

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 the Treasury	43,850	67.7%	17.4%	14.8%	2,097
INTERNAL REVENUE SERVICE	33,409	66.8%	17.9%	15.3%	1,561

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Department of the Treasury	45,515	52.8%	23.1%	24.1%	516
INTERNAL REVENUE SERVICE	34,614	50.0%	24.1%	25.8%	433

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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 the Treasury	45,358	76.4%	11.1%	12.5%	916
INTERNAL REVENUE SERVICE	34,526	77.6%	10.7%	11.7%	716

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 the Treasury	46,222	78.2%	11.2%	10.6%
INTERNAL REVENUE SERVICE	35,206	77.4%	11.4%	11.3%

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 the Treasury	43,661	36.4%	26.3%	37.3%	2,551
INTERNAL REVENUE SERVICE	32,997	32.5%	27.3%	40.2%	2,193

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 the Treasury	42,365	37.1%	28.8%	34.1%	3,669
INTERNAL REVENUE SERVICE	32,148	35.1%	29.3%	35.6%	2,890

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 the Treasury	39,404	36.4%	29.4%	34.2%	6,667
INTERNAL REVENUE SERVICE	29,721	36.0%	29.6%	34.4%	5,359

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 the Treasury	41,889	38.6%	29.8%	31.5%	4,164
INTERNAL REVENUE SERVICE	31,715	37.5%	30.5%	32.0%	3,353

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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 the Treasury	42,111	49.3%	24.4%	26.3%	3,842
INTERNAL REVENUE SERVICE	31,903	48.5%	24.8%	26.7%	3,072

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 the Treasury	45,856	81.0%	10.0%	9.0%	211
INTERNAL REVENUE SERVICE	34,910	81.3%	9.9%	8.9%	167

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 the Treasury	43,312	57.0%	27.6%	15.4%	2,799
INTERNAL REVENUE SERVICE	32,746	55.7%	28.3%	16.0%	2,371

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 the Treasury	46,137	86.2%	11.1%	2.7%
INTERNAL REVENUE SERVICE	35,116	85.7%	11.5%	2.9%

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 the Treasury	44,474	66.5%	18.3%	15.2%	1,116
INTERNAL REVENUE SERVICE	33,743	64.2%	19.3%	16.5%	934

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 the Treasury	44,196	42.9%	24.1%	33.0%	1,355
INTERNAL REVENUE SERVICE	33,601	40.6%	24.2%	35.2%	1,053

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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 the Treasury	44,144	51.3%	22.1%	26.5%	1,402
INTERNAL REVENUE SERVICE	33,505	49.2%	22.6%	28.2%	1,137

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Department of the Treasury	43,293	39.7%	28.7%	31.6%	2,148
INTERNAL REVENUE SERVICE	32,785	37.6%	29.1%	33.3%	1,775

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 the Treasury	42,300	26.0%	28.7%	45.3%	3,065
INTERNAL REVENUE SERVICE	32,228	24.6%	28.7%	46.7%	2,270

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 the Treasury	41,183	58.3%	27.7%	14.1%	4,310
INTERNAL REVENUE SERVICE	31,055	56.6%	28.8%	14.5%	3,539

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 the Treasury	44,752	75.4%	14.2%	10.4%	838
INTERNAL REVENUE SERVICE	34,020	73.7%	14.9%	11.4%	663

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 the Treasury	44,925	80.3%	12.3%	7.5%	494
INTERNAL REVENUE SERVICE	34,173	79.8%	12.5%	7.8%	367

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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 the Treasury	42,319	58.7%	21.1%	20.3%	3,097
INTERNAL REVENUE SERVICE	32,120	58.0%	21.3%	20.7%	2,430

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 the Treasury	40,634	69.1%	19.3%	11.6%	4,606
INTERNAL REVENUE SERVICE	30,723	67.9%	20.2%	11.8%	3,664

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 the Treasury	44,140	72.0%	18.7%	9.3%	1,322
INTERNAL REVENUE SERVICE	33,447	69.6%	20.1%	10.3%	1,120

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 the Treasury	45,567	64.8%	19.7%	15.5%
INTERNAL REVENUE SERVICE	34,651	62.4%	20.9%	16.7%

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 the Treasury	42,817	38.9%	25.5%	35.6%	2,856
INTERNAL REVENUE SERVICE	32,542	36.5%	25.8%	37.7%	2,201

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 the Treasury	45,286	84.9%	7.6%	7.5%	282
INTERNAL REVENUE SERVICE	34,428	84.4%	7.8%	7.8%	235

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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 the Treasury	45,199	72.5%	14.7%	12.7%	299
INTERNAL REVENUE SERVICE	34,333	72.0%	15.1%	13.0%	264

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 the Treasury	44,869	71.9%	14.6%	13.5%	480
INTERNAL REVENUE SERVICE	34,075	71.7%	14.7%	13.5%	404

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 the Treasury	41,555	75.1%	17.3%	7.6%	3,764
INTERNAL REVENUE SERVICE	31,522	74.6%	17.6%	7.8%	2,923

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 the Treasury	45,015	71.4%	15.3%	13.3%	279
INTERNAL REVENUE SERVICE	34,193	71.1%	15.5%	13.4%	236

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 the Treasury	44,594	72.8%	14.5%	12.7%	835
INTERNAL REVENUE SERVICE	33,834	71.5%	15.1%	13.4%	721

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 the Treasury	45,511	81.0%	9.4%	9.6%
INTERNAL REVENUE SERVICE	34,602	80.5%	9.6%	9.9%

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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 the Treasury	45,360	85.1%	7.7%	7.2%
INTERNAL REVENUE SERVICE	34,486	84.7%	7.8%	7.5%

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 the Treasury	45,334	83.5%	8.3%	8.2%
INTERNAL REVENUE SERVICE	34,460	82.4%	8.9%	8.7%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Department of the Treasury	45,405	73.7%	13.7%	12.6%
INTERNAL REVENUE SERVICE	34,522	73.1%	14.0%	13.0%

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 the Treasury	45,430	78.0%	13.3%	8.6%
INTERNAL REVENUE SERVICE	34,532	77.8%	13.4%	8.8%

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 the Treasury	43,785	41.8%	25.3%	32.9%	1,434
INTERNAL REVENUE SERVICE	33,224	40.1%	25.6%	34.2%	1,140

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 the Treasury	41,160	52.1%	26.6%	21.3%	3,960
INTERNAL REVENUE SERVICE	31,029	49.9%	28.1%	22.0%	3,252

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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 the Treasury	41,809	68.8%	19.7%	11.5%	3,126
INTERNAL REVENUE SERVICE	31,540	67.4%	20.6%	12.1%	2,590

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 the Treasury	44,205	69.5%	16.8%	13.8%	756
INTERNAL REVENUE SERVICE	33,531	69.5%	16.9%	13.6%	627

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 the Treasury	41,929	68.8%	19.9%	11.3%	2,942
INTERNAL REVENUE SERVICE	31,781	68.6%	20.1%	11.3%	2,302

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 the Treasury	42,775	58.7%	20.9%	20.4%	2,200
INTERNAL REVENUE SERVICE	32,316	57.8%	21.4%	20.8%	1,846

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 the Treasury	42,661	60.7%	20.7%	18.5%	2,370
INTERNAL REVENUE SERVICE	32,169	59.5%	21.4%	19.1%	2,040

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 the Treasury	41,453	64.3%	21.1%	14.6%	3,672
INTERNAL REVENUE SERVICE	31,214	63.2%	21.8%	15.0%	3,079

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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 the Treasury	44,053	53.5%	25.3%	21.3%	1,052
INTERNAL REVENUE SERVICE	33,429	51.7%	26.3%	22.0%	846

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 the Treasury	39,978	58.8%	25.7%	15.5%	5,125
INTERNAL REVENUE SERVICE	29,986	56.5%	27.1%	16.3%	4,293

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 the Treasury	45,022	50.0%	23.8%	26.2%
INTERNAL REVENUE SERVICE	34,199	47.9%	24.4%	27.7%

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 the Treasury	44,940	53.4%	22.4%	24.3%
INTERNAL REVENUE SERVICE	34,131	51.9%	22.9%	25.2%

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 the Treasury	44,843	54.8%	21.5%	23.7%
INTERNAL REVENUE SERVICE	34,046	53.5%	22.0%	24.4%

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 the Treasury	44,815	42.9%	31.3%	25.8%
INTERNAL REVENUE SERVICE	34,043	40.8%	32.3%	26.9%

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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 the Treasury	44,872	34.9%	25.9%	39.2%
INTERNAL REVENUE SERVICE	34,077	32.5%	25.9%	41.6%

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 the Treasury	44,861	51.8%	22.7%	25.5%
INTERNAL REVENUE SERVICE	34,086	48.9%	23.3%	27.8%

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 the Treasury	44,880	68.1%	17.3%	14.7%
INTERNAL REVENUE SERVICE	34,090	66.7%	18.0%	15.3%

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 the Treasury	44,896	58.5%	16.3%	25.2%
INTERNAL REVENUE SERVICE	34,102	56.4%	16.6%	27.0%

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 the Treasury	44,906	58.7%	21.8%	19.5%
INTERNAL REVENUE SERVICE	34,106	56.2%	23.0%	20.8%

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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 the Treasury	44,725	67.5%	11.9%	16.0%	4.6%
INTERNAL REVENUE SERVICE	33,994	65.1%	12.0%	18.2%	4.7%

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

	N	Telework			Infrequently
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Department of the Treasury	44,384	25.2%	19.7%	7.7%	10.8%
INTERNAL REVENUE SERVICE	33,631	28.8%	18.6%	6.2%	7.9%

(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 the Treasury	44,384	9.7%	3.9%	15.2%	7.7%
INTERNAL REVENUE SERVICE	33,631	8.8%	4.5%	17.8%	7.5%

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 the Treasury	44,768	40.9%	50.5%	8.6%
INTERNAL REVENUE SERVICE	33,998	39.6%	52.1%	8.3%

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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 the Treasury	44,563	21.5%	69.0%	9.5%
INTERNAL REVENUE SERVICE	33,818	20.3%	70.0%	9.7%

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 the Treasury	44,447	16.9%	79.6%	3.5%
INTERNAL REVENUE SERVICE	33,742	17.9%	78.8%	3.3%

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 the Treasury	44,522	2.1%	82.8%	15.1%
INTERNAL REVENUE SERVICE	33,805	2.0%	83.0%	15.1%

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 the Treasury	44,620	2.0%	83.1%	14.9%
INTERNAL REVENUE SERVICE	33,890	1.9%	83.1%	15.0%

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 the Treasury	28,537	89.9%	5.6%	4.5%	647
INTERNAL REVENUE SERVICE	20,876	91.3%	4.9%	3.8%	561

**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 the Treasury	17,974	93.9%	3.8%	2.2%	297
INTERNAL REVENUE SERVICE	13,093	93.7%	3.9%	2.4%	231

*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 the Treasury	9,135	83.3%	14.0%	2.7%	777
INTERNAL REVENUE SERVICE	6,465	82.7%	14.6%	2.7%	609

*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 the Treasury	7,048	83.9%	13.3%	2.8%	667
INTERNAL REVENUE SERVICE	5,785	84.2%	13.0%	2.8%	492

*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 the Treasury	879	64.7%	31.4%	3.9%	542
INTERNAL REVENUE SERVICE	624	63.3%	33.1%	3.7%	425

*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 the Treasury	845	66.8%	30.2%	3.1%	465
INTERNAL REVENUE SERVICE	594	66.4%	31.2%	2.4%	341

*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	9,172	28.1%
Field	23,451	71.9%

What is your supervisory status?

	N	%
Non-Supervisor	25,438	75.4%
Team Leader	2,906	8.6%
Supervisor	3,568	10.6%
Manager	1,305	3.9%
Senior Leader	513	1.5%

Are you:

	N	%
Male	12,418	38.1%
Female	20,175	61.9%

Are you Hispanic or Latino?

	N	%
Yes	3,382	10.5%
No	28,711	89.5%

Race

	N	%
American Indian or Alaska Native	352	1.1%
Asian	1,677	5.5%
Black or African American	6,435	21.0%
Native Hawaiian or Other Pacific Islander	149	0.5%
White	20,764	67.7%
Two or more races	1,289	4.2%

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	51	0.2%
High School Diploma/GED or equivalent	2,766	8.4%
Trade or Technical Certificate	803	2.4%
Some College (no degree)	6,919	21.0%
Associate's Degree (e.g., AA, AS)	2,655	8.0%
Bachelor's Degree (e.g., BA, BS)	13,334	40.4%
Master's Degree (e.g., MA, MS, MBA)	5,552	16.8%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	904	2.7%

What is your pay category/grade?

	N	%
Federal Wage System	75	0.2%
GS 1-6	2,581	7.7%
GS 7-12	16,491	49.5%
GS 13-15	11,806	35.4%
Senior Executive Service	175	0.5%
Senior Level (SL) or Scientific or Professional (ST)	87	0.3%
Other	2,098	6.3%

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

	N	%
Less than 1 year	169	0.5%
1 to 3 years	472	1.4%
4 to 5 years	760	2.3%
6 to 10 years	7,617	22.8%
11 to 14 years	4,107	12.3%
15 to 20 years	4,917	14.7%
More than 20 years	15,377	46.0%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	365	1.1%
1 to 3 years	874	2.6%
4 to 5 years	1,209	3.6%
6 to 10 years	8,649	26.1%
11 to 20 years	8,967	27.0%
More than 20 years	13,129	39.6%

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

	N	%
No	24,413	73.2%
Yes, to retire	3,267	9.8%
Yes, to take another job within the Federal Government	3,488	10.5%
Yes, to take another job outside the Federal Government	911	2.7%
Yes, other	1,262	3.8%

I am planning to retire:

	N	%
Within one year	1,917	5.8%
Between one and three years	5,036	15.2%
Between three and five years	4,793	14.5%
Five or more years	21,313	64.5%

Self-Identify as:

	N	%
Heterosexual or Straight	25,337	81.4%
Gay, Lesbian, Bisexual, or Transgender	974	3.1%
I prefer not to say	4,824	15.5%

What is your US military service status?

	N	%
No Prior Military Service	28,688	88.1%
Currently in National Guard or Reserves	96	0.3%
Retired	919	2.8%
Separated or Discharged	2,861	8.8%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	3,996	12.2%
No	28,775	87.8%

What is your age group?

	N	%
25 and under	29	0.1%
26-29	320	0.9%
30-39	4,720	13.4%
40-49	7,577	21.5%
50-59	15,350	43.5%
60 or older	7,319	20.7%

Note: Percentages for demographic questions are unweighted.