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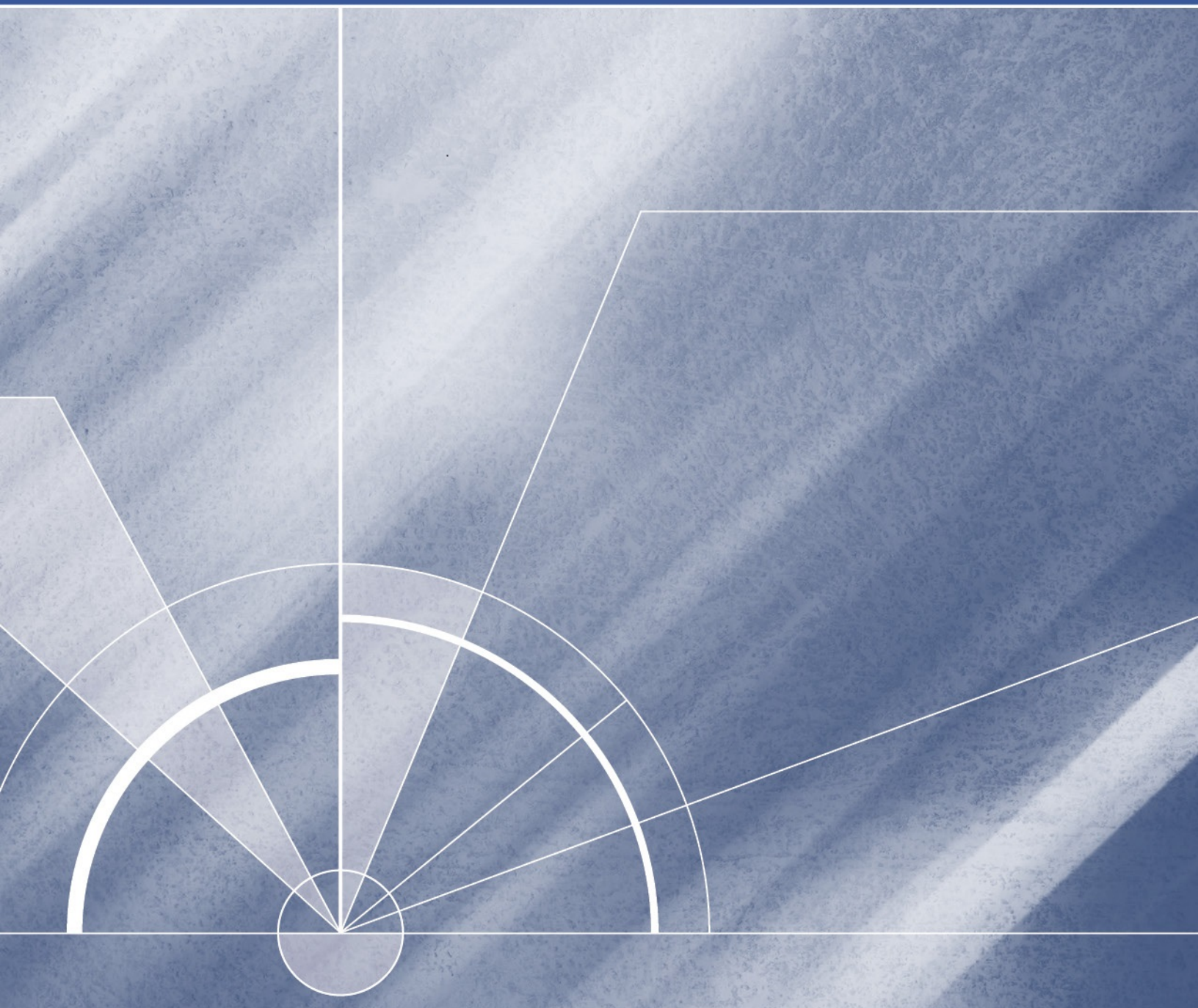
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2017

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

1st Level  
Subagency  
Comparison  
Report

National Archives and Records Administration





# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

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

### Response Summary

	Surveys Completed	Response Rate
Governmentwide	486,105	45.5%
<b>National Archives and Records Administration</b>	<b>1,861</b>	<b>67.6%</b>
AGENCY SERVICES	770	62.1%
CHIEF OPERATING OFFICER	25	100.0%
OFFICE OF THE FEDERAL REGISTER	36	70.6%
OFFICE OF HUMAN CAPITAL	45	81.8%
INFORMATION SERVICES	62	59.6%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	308	73.2%
THE ARCHIVIST OF THE UNITED STATES	40	74.1%
RESEARCH SERVICES	381	69.3%
OFFICE OF INNOVATION	40	71.4%
Office of the Chief of Staff	27	90.0%
Office of the Chief Acquisition Officer	14	77.8%
Office of the Chief Financial Officer	15	51.7%
OFFICE OF THE CHIEF OF MANAGEMENT AND ADMINISTRATION	<10	--
BUSINESS SUPPORT SERVICES	88	83.0%

### 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.

### 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.

*Note:* Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### 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%
<b>National Archives and Records Administration</b>	<b>1,859</b>	<b>66.6%</b>	<b>14.9%</b>	<b>18.4%</b>
AGENCY SERVICES	769	65.4%	14.9%	19.7%
CHIEF OPERATING OFFICER	25	68.2%	7.9%	23.9%
OFFICE OF THE FEDERAL REGISTER	36	67.2%	16.3%	16.6%
OFFICE OF HUMAN CAPITAL	45	52.1%	19.6%	28.3%
INFORMATION SERVICES	62	57.9%	10.8%	31.4%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	308	66.5%	15.9%	17.6%
THE ARCHIVIST OF THE UNITED STATES	40	85.5%	14.5%	0.0%
RESEARCH SERVICES	380	67.3%	15.4%	17.2%
OFFICE OF INNOVATION	40	66.9%	17.7%	15.3%
Office of the Chief of Staff	27	73.2%	15.2%	11.6%
Office of the Chief Acquisition Officer	14	78.8%	21.2%	0.0%
Office of the Chief Financial Officer	15	83.8%	5.2%	11.0%
BUSINESS SUPPORT SERVICES	88	74.6%	13.4%	12.0%

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

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
<b>National Archives and Records Administration</b>	<b>1,852</b>	<b>71.9%</b>	<b>12.0%</b>	<b>16.0%</b>
AGENCY SERVICES	767	71.6%	12.7%	15.7%
CHIEF OPERATING OFFICER	25	63.2%	8.3%	28.6%
OFFICE OF THE FEDERAL REGISTER	36	72.1%	8.3%	19.7%
OFFICE OF HUMAN CAPITAL	45	54.3%	16.7%	29.0%
INFORMATION SERVICES	62	54.2%	16.0%	29.9%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	305	73.0%	10.7%	16.3%
THE ARCHIVIST OF THE UNITED STATES	40	90.2%	4.9%	4.9%
RESEARCH SERVICES	381	71.3%	12.3%	16.4%
OFFICE OF INNOVATION	39	72.1%	17.8%	10.1%
Office of the Chief of Staff	27	68.8%	21.7%	9.6%
Office of the Chief Acquisition Officer	14	100.0%	0.0%	0.0%
Office of the Chief Financial Officer	15	94.8%	5.2%	0.0%
BUSINESS SUPPORT SERVICES	86	85.5%	6.6%	7.9%

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### My Work Experience (continued)

#### *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%
<b>National Archives and Records Administration</b>	<b>1,844</b>	<b>64.8%</b>	<b>15.5%</b>	<b>19.7%</b>
AGENCY SERVICES	762	61.5%	18.2%	20.3%
CHIEF OPERATING OFFICER	25	76.4%	11.3%	12.2%
OFFICE OF THE FEDERAL REGISTER	36	61.2%	24.6%	14.2%
OFFICE OF HUMAN CAPITAL	45	56.2%	6.3%	37.5%
INFORMATION SERVICES	61	53.6%	22.5%	23.8%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	306	70.1%	10.9%	19.0%
THE ARCHIVIST OF THE UNITED STATES	40	95.1%	4.9%	0.0%
RESEARCH SERVICES	378	63.8%	15.6%	20.5%
OFFICE OF INNOVATION	40	75.6%	10.1%	14.2%
Office of the Chief of Staff	25	64.1%	6.9%	28.9%
Office of the Chief Acquisition Officer	14	85.5%	7.1%	7.4%
Office of the Chief Financial Officer	15	78.0%	0.0%	22.0%
BUSINESS SUPPORT SERVICES	87	72.1%	14.1%	13.7%

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

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
<b>National Archives and Records Administration</b>	<b>1,848</b>	<b>77.8%</b>	<b>11.9%</b>	<b>10.3%</b>
AGENCY SERVICES	763	74.3%	15.0%	10.7%
CHIEF OPERATING OFFICER	24	69.4%	17.1%	13.5%
OFFICE OF THE FEDERAL REGISTER	35	82.8%	8.5%	8.7%
OFFICE OF HUMAN CAPITAL	45	81.1%	8.6%	10.3%
INFORMATION SERVICES	61	64.4%	14.7%	20.9%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	307	86.2%	6.9%	6.9%
THE ARCHIVIST OF THE UNITED STATES	40	90.2%	4.9%	4.9%
RESEARCH SERVICES	380	77.6%	11.1%	11.3%
OFFICE OF INNOVATION	39	76.1%	9.6%	14.3%
Office of the Chief of Staff	27	89.9%	6.7%	3.4%
Office of the Chief Acquisition Officer	14	100.0%	0.0%	0.0%
Office of the Chief Financial Officer	15	89.0%	5.2%	5.8%
BUSINESS SUPPORT SERVICES	88	81.1%	10.4%	8.5%

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
<b>National Archives and Records Administration</b>	<b>1,845</b>	<b>82.4%</b>	<b>11.5%</b>	<b>6.1%</b>
AGENCY SERVICES	760	78.7%	14.4%	6.9%
CHIEF OPERATING OFFICER	24	69.6%	17.0%	13.4%
OFFICE OF THE FEDERAL REGISTER	36	77.9%	10.8%	11.4%
OFFICE OF HUMAN CAPITAL	45	97.9%	2.1%	0.0%
INFORMATION SERVICES	62	73.0%	12.3%	14.7%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	307	90.2%	7.1%	2.7%
THE ARCHIVIST OF THE UNITED STATES	40	92.7%	7.3%	0.0%
RESEARCH SERVICES	378	81.5%	11.1%	7.4%
OFFICE OF INNOVATION	39	87.6%	8.1%	4.3%
Office of the Chief of Staff	27	96.6%	0.0%	3.4%
Office of the Chief Acquisition Officer	14	100.0%	0.0%	0.0%
Office of the Chief Financial Officer	15	94.2%	5.8%	0.0%
BUSINESS SUPPORT SERVICES	88	88.0%	8.8%	3.2%

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

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
<b>National Archives and Records Administration</b>	<b>1,843</b>	<b>82.3%</b>	<b>9.1%</b>	<b>8.6%</b>
AGENCY SERVICES	758	85.9%	7.6%	6.6%
CHIEF OPERATING OFFICER	25	79.5%	8.3%	12.2%
OFFICE OF THE FEDERAL REGISTER	36	94.3%	5.7%	0.0%
OFFICE OF HUMAN CAPITAL	45	62.2%	13.4%	24.4%
INFORMATION SERVICES	61	48.2%	26.4%	25.4%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	306	82.8%	7.0%	10.1%
THE ARCHIVIST OF THE UNITED STATES	40	97.6%	2.4%	0.0%
RESEARCH SERVICES	378	79.0%	10.6%	10.3%
OFFICE OF INNOVATION	40	76.7%	17.1%	6.2%
Office of the Chief of Staff	27	69.8%	21.7%	8.5%
Office of the Chief Acquisition Officer	14	92.6%	0.0%	7.4%
Office of the Chief Financial Officer	15	89.0%	11.0%	0.0%
BUSINESS SUPPORT SERVICES	88	92.3%	4.3%	3.5%

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### 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%
<b>National Archives and Records Administration</b>	<b>1,849</b>	<b>95.0%</b>	<b>3.6%</b>	<b>1.5%</b>
AGENCY SERVICES	766	94.3%	3.9%	1.8%
CHIEF OPERATING OFFICER	24	91.4%	0.0%	8.6%
OFFICE OF THE FEDERAL REGISTER	36	94.3%	5.7%	0.0%
OFFICE OF HUMAN CAPITAL	44	95.2%	4.8%	0.0%
INFORMATION SERVICES	61	95.4%	4.6%	0.0%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	305	97.0%	2.7%	0.3%
THE ARCHIVIST OF THE UNITED STATES	40	97.6%	2.4%	0.0%
RESEARCH SERVICES	380	94.1%	3.8%	2.2%
OFFICE OF INNOVATION	40	97.9%	2.1%	0.0%
Office of the Chief of Staff	27	93.2%	3.4%	3.4%
Office of the Chief Acquisition Officer	14	100.0%	0.0%	0.0%
Office of the Chief Financial Officer	15	100.0%	0.0%	0.0%
BUSINESS SUPPORT SERVICES	87	96.3%	2.4%	1.3%

#### **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%
<b>National Archives and Records Administration</b>	<b>1,857</b>	<b>90.8%</b>	<b>7.2%</b>	<b>2.0%</b>
AGENCY SERVICES	769	89.5%	8.0%	2.5%
CHIEF OPERATING OFFICER	25	88.3%	3.4%	8.3%
OFFICE OF THE FEDERAL REGISTER	36	86.3%	10.9%	2.8%
OFFICE OF HUMAN CAPITAL	45	92.4%	7.6%	0.0%
INFORMATION SERVICES	62	92.0%	8.0%	0.0%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	306	94.6%	5.0%	0.4%
THE ARCHIVIST OF THE UNITED STATES	40	97.6%	2.4%	0.0%
RESEARCH SERVICES	380	89.2%	8.0%	2.9%
OFFICE OF INNOVATION	40	94.2%	3.7%	2.1%
Office of the Chief of Staff	27	96.6%	0.0%	3.4%
Office of the Chief Acquisition Officer	14	92.6%	7.4%	0.0%
Office of the Chief Financial Officer	15	100.0%	0.0%	0.0%
BUSINESS SUPPORT SERVICES	88	91.9%	6.8%	1.3%

# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

#### 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
<b>National Archives and Records Administration</b>	<b>1,852</b>	<b>46.3%</b>	<b>15.9%</b>	<b>37.9%</b>	<b>4</b>
AGENCY SERVICES	764	49.7%	15.6%	34.7%	2
CHIEF OPERATING OFFICER	25	60.4%	19.8%	19.8%	0
OFFICE OF THE FEDERAL REGISTER	36	58.8%	8.4%	32.7%	0
OFFICE OF HUMAN CAPITAL	45	25.6%	18.3%	56.1%	0
INFORMATION SERVICES	62	25.2%	19.8%	55.0%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	307	40.1%	15.4%	44.5%	0
THE ARCHIVIST OF THE UNITED STATES	39	64.4%	8.0%	27.6%	1
RESEARCH SERVICES	380	40.6%	18.2%	41.2%	1
OFFICE OF INNOVATION	40	32.5%	19.3%	48.2%	0
Office of the Chief of Staff	27	34.4%	13.3%	52.3%	0
Office of the Chief Acquisition Officer	14	56.8%	15.7%	27.5%	0
Office of the Chief Financial Officer	15	78.0%	5.8%	16.2%	0
BUSINESS SUPPORT SERVICES	88	70.0%	11.0%	19.0%	0

#### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
<b>National Archives and Records Administration</b>	<b>1,844</b>	<b>60.7%</b>	<b>15.8%</b>	<b>23.5%</b>	<b>4</b>
AGENCY SERVICES	762	61.1%	15.6%	23.2%	1
CHIEF OPERATING OFFICER	25	72.3%	15.9%	11.9%	0
OFFICE OF THE FEDERAL REGISTER	35	54.0%	17.7%	28.4%	0
OFFICE OF HUMAN CAPITAL	45	42.8%	8.2%	49.0%	0
INFORMATION SERVICES	62	42.3%	18.6%	39.1%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	304	59.1%	16.1%	24.9%	2
THE ARCHIVIST OF THE UNITED STATES	39	72.0%	15.3%	12.7%	1
RESEARCH SERVICES	380	63.3%	17.3%	19.4%	0
OFFICE OF INNOVATION	40	48.6%	25.5%	25.9%	0
Office of the Chief of Staff	26	50.2%	10.3%	39.4%	0
Office of the Chief Acquisition Officer	14	72.5%	12.8%	14.7%	0
Office of the Chief Financial Officer	15	68.3%	15.5%	16.2%	0
BUSINESS SUPPORT SERVICES	87	74.8%	8.2%	17.0%	0



# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
<b>National Archives and Records Administration</b>	<b>1,813</b>	<b>59.2%</b>	<b>16.0%</b>	<b>24.8%</b>	<b>7</b>
AGENCY SERVICES	748	54.4%	20.3%	25.4%	4
CHIEF OPERATING OFFICER	24	53.7%	24.7%	21.6%	0
OFFICE OF THE FEDERAL REGISTER	36	53.1%	16.1%	30.8%	0
OFFICE OF HUMAN CAPITAL	44	50.0%	13.7%	36.2%	0
INFORMATION SERVICES	61	50.0%	13.6%	36.4%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	301	70.1%	9.7%	20.1%	2
THE ARCHIVIST OF THE UNITED STATES	38	89.7%	2.6%	7.7%	1
RESEARCH SERVICES	372	57.2%	14.3%	28.6%	0
OFFICE OF INNOVATION	40	67.7%	14.7%	17.6%	0
Office of the Chief of Staff	27	63.4%	18.6%	18.0%	0
Office of the Chief Acquisition Officer	14	85.3%	7.4%	7.4%	0
Office of the Chief Financial Officer	14	82.0%	0.0%	18.0%	0
BUSINESS SUPPORT SERVICES	84	70.2%	12.1%	17.7%	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
<b>National Archives and Records Administration</b>	<b>1,841</b>	<b>84.1%</b>	<b>9.5%</b>	<b>6.4%</b>	<b>7</b>
AGENCY SERVICES	757	85.7%	8.4%	5.9%	5
CHIEF OPERATING OFFICER	24	78.9%	12.5%	8.6%	0
OFFICE OF THE FEDERAL REGISTER	36	83.2%	11.1%	5.7%	0
OFFICE OF HUMAN CAPITAL	45	84.0%	6.8%	9.2%	0
INFORMATION SERVICES	61	79.6%	13.1%	7.3%	1
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	307	81.3%	12.0%	6.8%	0
THE ARCHIVIST OF THE UNITED STATES	39	92.3%	7.7%	0.0%	1
RESEARCH SERVICES	379	81.5%	10.2%	8.3%	0
OFFICE OF INNOVATION	40	83.9%	8.1%	8.0%	0
Office of the Chief of Staff	27	86.8%	9.8%	3.4%	0
Office of the Chief Acquisition Officer	14	100.0%	0.0%	0.0%	0
Office of the Chief Financial Officer	15	83.8%	11.0%	5.2%	0
BUSINESS SUPPORT SERVICES	87	91.0%	6.9%	2.1%	0

# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### 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
<b>National Archives and Records Administration</b>	<b>1,838</b>	<b>91.3%</b>	<b>5.7%</b>	<b>3.0%</b>	<b>4</b>
AGENCY SERVICES	762	91.2%	5.9%	2.8%	0
CHIEF OPERATING OFFICER	25	87.1%	9.1%	3.8%	0
OFFICE OF THE FEDERAL REGISTER	36	91.5%	8.5%	0.0%	0
OFFICE OF HUMAN CAPITAL	43	95.6%	2.2%	2.2%	0
INFORMATION SERVICES	62	87.5%	8.3%	4.2%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	302	94.7%	2.7%	2.6%	2
THE ARCHIVIST OF THE UNITED STATES	38	94.9%	5.1%	0.0%	1
RESEARCH SERVICES	379	88.1%	7.9%	4.0%	1
OFFICE OF INNOVATION	40	93.6%	2.3%	4.1%	0
Office of the Chief of Staff	27	96.6%	0.0%	3.4%	0
Office of the Chief Acquisition Officer	13	100.0%	0.0%	0.0%	0
Office of the Chief Financial Officer	15	94.2%	0.0%	5.8%	0
BUSINESS SUPPORT SERVICES	86	94.1%	3.6%	2.4%	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
<b>National Archives and Records Administration</b>	<b>1,844</b>	<b>73.5%</b>	<b>12.4%</b>	<b>14.2%</b>	<b>5</b>
AGENCY SERVICES	763	65.9%	14.9%	19.2%	3
CHIEF OPERATING OFFICER	25	91.7%	8.3%	0.0%	0
OFFICE OF THE FEDERAL REGISTER	35	57.0%	11.7%	31.3%	0
OFFICE OF HUMAN CAPITAL	44	76.1%	16.7%	7.2%	0
INFORMATION SERVICES	61	74.9%	13.4%	11.7%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	307	82.1%	9.9%	8.0%	0
THE ARCHIVIST OF THE UNITED STATES	39	97.2%	2.8%	0.0%	1
RESEARCH SERVICES	378	74.6%	12.2%	13.1%	0
OFFICE OF INNOVATION	39	78.0%	9.8%	12.2%	1
Office of the Chief of Staff	26	96.8%	0.0%	3.2%	0
Office of the Chief Acquisition Officer	14	93.3%	6.7%	0.0%	0
Office of the Chief Financial Officer	15	89.0%	5.8%	5.2%	0
BUSINESS SUPPORT SERVICES	88	93.5%	3.5%	3.1%	0

# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

#### 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
<b>National Archives and Records Administration</b>	<b>1,836</b>	<b>75.6%</b>	<b>9.7%</b>	<b>14.7%</b>	<b>15</b>
AGENCY SERVICES	761	73.1%	10.6%	16.3%	4
CHIEF OPERATING OFFICER	25	75.2%	8.3%	16.5%	0
OFFICE OF THE FEDERAL REGISTER	34	91.2%	3.0%	5.8%	2
OFFICE OF HUMAN CAPITAL	43	52.2%	6.5%	41.4%	2
INFORMATION SERVICES	61	51.2%	16.3%	32.5%	1
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	305	80.2%	8.3%	11.4%	1
THE ARCHIVIST OF THE UNITED STATES	39	94.7%	2.5%	2.8%	1
RESEARCH SERVICES	376	78.4%	10.5%	11.1%	4
OFFICE OF INNOVATION	40	75.5%	4.4%	20.1%	0
Office of the Chief of Staff	26	69.2%	18.9%	11.9%	0
Office of the Chief Acquisition Officer	14	85.3%	0.0%	14.7%	0
Office of the Chief Financial Officer	15	83.2%	11.0%	5.8%	0
BUSINESS SUPPORT SERVICES	87	86.5%	6.6%	6.8%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
<b>National Archives and Records Administration</b>	<b>1,827</b>	<b>86.0%</b>	<b>9.0%</b>	<b>5.1%</b>	<b>9</b>
AGENCY SERVICES	756	85.3%	9.5%	5.2%	1
CHIEF OPERATING OFFICER	25	87.3%	8.9%	3.8%	0
OFFICE OF THE FEDERAL REGISTER	35	83.0%	8.5%	8.5%	1
OFFICE OF HUMAN CAPITAL	45	88.6%	9.6%	1.8%	0
INFORMATION SERVICES	60	82.7%	9.0%	8.3%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	303	88.5%	8.0%	3.5%	3
THE ARCHIVIST OF THE UNITED STATES	39	97.5%	2.5%	0.0%	1
RESEARCH SERVICES	373	83.5%	9.6%	6.9%	2
OFFICE OF INNOVATION	40	88.1%	7.8%	4.1%	0
Office of the Chief of Staff	26	79.7%	16.8%	3.5%	0
Office of the Chief Acquisition Officer	14	92.6%	7.4%	0.0%	0
Office of the Chief Financial Officer	15	83.8%	11.0%	5.2%	0
BUSINESS SUPPORT SERVICES	87	94.4%	4.3%	1.3%	0

# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### My Work Experience (continued)

**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
<b>National Archives and Records Administration</b>	<b>1,752</b>	<b>66.8%</b>	<b>16.8%</b>	<b>16.4%</b>	<b>94</b>
AGENCY SERVICES	728	62.6%	19.1%	18.3%	31
CHIEF OPERATING OFFICER	24	73.2%	18.2%	8.6%	0
OFFICE OF THE FEDERAL REGISTER	33	72.9%	21.2%	5.9%	3
OFFICE OF HUMAN CAPITAL	43	41.3%	13.3%	45.4%	2
INFORMATION SERVICES	57	52.7%	21.0%	26.3%	5
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	293	74.8%	12.5%	12.8%	14
THE ARCHIVIST OF THE UNITED STATES	38	92.4%	5.0%	2.6%	2
RESEARCH SERVICES	346	69.8%	15.3%	14.9%	34
OFFICE OF INNOVATION	39	65.5%	19.9%	14.5%	1
Office of the Chief of Staff	25	52.7%	23.0%	24.3%	1
Office of the Chief Acquisition Officer	14	71.1%	14.2%	14.7%	0
Office of the Chief Financial Officer	15	78.6%	15.7%	5.8%	0
BUSINESS SUPPORT SERVICES	88	77.4%	13.7%	8.9%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
<b>National Archives and Records Administration</b>	<b>1,828</b>	<b>55.8%</b>	<b>23.6%</b>	<b>20.6%</b>	<b>19</b>
AGENCY SERVICES	751	57.9%	24.7%	17.4%	10
CHIEF OPERATING OFFICER	25	68.2%	20.0%	11.9%	0
OFFICE OF THE FEDERAL REGISTER	36	44.4%	30.5%	25.1%	0
OFFICE OF HUMAN CAPITAL	44	25.1%	41.5%	33.4%	1
INFORMATION SERVICES	62	43.8%	14.9%	41.3%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	303	51.4%	23.3%	25.3%	2
THE ARCHIVIST OF THE UNITED STATES	39	74.3%	17.9%	7.8%	1
RESEARCH SERVICES	375	55.0%	21.6%	23.4%	4
OFFICE OF INNOVATION	40	48.8%	27.8%	23.3%	0
Office of the Chief of Staff	27	53.5%	26.8%	19.7%	0
Office of the Chief Acquisition Officer	14	69.9%	30.1%	0.0%	0
Office of the Chief Financial Officer	15	62.5%	26.0%	11.5%	0
BUSINESS SUPPORT SERVICES	87	75.4%	13.4%	11.1%	1

# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### 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
<b>National Archives and Records Administration</b>	<b>1,835</b>	<b>77.6%</b>	<b>8.9%</b>	<b>13.5%</b>	<b>25</b>
AGENCY SERVICES	762	80.0%	8.7%	11.3%	8
CHIEF OPERATING OFFICER	24	74.3%	13.4%	12.3%	1
OFFICE OF THE FEDERAL REGISTER	35	76.8%	11.7%	11.4%	1
OFFICE OF HUMAN CAPITAL	43	57.1%	8.9%	34.0%	2
INFORMATION SERVICES	62	56.2%	9.9%	33.9%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	303	78.5%	9.9%	11.6%	4
THE ARCHIVIST OF THE UNITED STATES	38	91.8%	2.8%	5.4%	2
RESEARCH SERVICES	375	75.5%	8.4%	16.1%	6
OFFICE OF INNOVATION	40	69.6%	9.9%	20.5%	0
Office of the Chief of Staff	27	70.7%	17.7%	11.6%	0
Office of the Chief Acquisition Officer	14	92.9%	7.1%	0.0%	0
Office of the Chief Financial Officer	15	83.8%	5.2%	11.0%	0
BUSINESS SUPPORT SERVICES	88	85.7%	7.8%	6.5%	0

### 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%
<b>National Archives and Records Administration</b>	<b>1,858</b>	<b>78.4%</b>	<b>11.4%</b>	<b>10.2%</b>
AGENCY SERVICES	768	75.9%	12.4%	11.7%
CHIEF OPERATING OFFICER	25	75.4%	20.0%	4.6%
OFFICE OF THE FEDERAL REGISTER	36	85.6%	5.9%	8.5%
OFFICE OF HUMAN CAPITAL	45	69.3%	17.3%	13.4%
INFORMATION SERVICES	62	73.4%	9.2%	17.4%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	307	81.3%	11.0%	7.7%
THE ARCHIVIST OF THE UNITED STATES	40	92.8%	4.8%	2.4%
RESEARCH SERVICES	381	80.6%	10.6%	8.8%
OFFICE OF INNOVATION	40	80.3%	6.4%	13.3%
Office of the Chief of Staff	27	83.4%	16.6%	0.0%
Office of the Chief Acquisition Officer	14	86.2%	13.8%	0.0%
Office of the Chief Financial Officer	15	94.8%	0.0%	5.2%
BUSINESS SUPPORT SERVICES	88	78.7%	10.8%	10.5%

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
<b>National Archives and Records Administration</b>	<b>1,788</b>	<b>42.9%</b>	<b>24.8%</b>	<b>32.3%</b>	<b>69</b>
AGENCY SERVICES	742	41.8%	25.8%	32.4%	25
CHIEF OPERATING OFFICER	22	55.1%	27.7%	17.2%	3
OFFICE OF THE FEDERAL REGISTER	35	45.3%	26.1%	28.7%	1
OFFICE OF HUMAN CAPITAL	43	33.0%	23.0%	43.9%	2
INFORMATION SERVICES	62	39.8%	23.3%	36.9%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	298	37.1%	23.8%	39.0%	10
THE ARCHIVIST OF THE UNITED STATES	39	74.3%	10.3%	15.4%	1
RESEARCH SERVICES	363	43.5%	24.5%	32.0%	17
OFFICE OF INNOVATION	39	46.8%	14.6%	38.6%	1
Office of the Chief of Staff	26	54.1%	24.1%	21.8%	1
Office of the Chief Acquisition Officer	14	44.9%	28.2%	26.8%	0
Office of the Chief Financial Officer	13	76.7%	16.8%	6.5%	2
BUSINESS SUPPORT SERVICES	83	52.0%	31.5%	16.5%	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
<b>National Archives and Records Administration</b>	<b>1,706</b>	<b>41.8%</b>	<b>25.3%</b>	<b>32.9%</b>	<b>143</b>
AGENCY SERVICES	714	38.2%	25.4%	36.4%	50
CHIEF OPERATING OFFICER	23	51.9%	21.3%	26.9%	2
OFFICE OF THE FEDERAL REGISTER	32	55.4%	25.6%	19.0%	4
OFFICE OF HUMAN CAPITAL	44	42.4%	21.2%	36.4%	1
INFORMATION SERVICES	53	35.2%	23.7%	41.1%	9
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	278	41.2%	26.9%	31.9%	28
THE ARCHIVIST OF THE UNITED STATES	37	78.7%	16.0%	5.3%	2
RESEARCH SERVICES	346	41.4%	25.3%	33.4%	33
OFFICE OF INNOVATION	36	36.8%	35.4%	27.8%	4
Office of the Chief of Staff	24	39.5%	30.1%	30.4%	2
Office of the Chief Acquisition Officer	13	40.4%	44.7%	14.8%	1
Office of the Chief Financial Officer	12	86.9%	13.1%	0.0%	3
BUSINESS SUPPORT SERVICES	85	56.3%	20.7%	23.0%	3

# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### My Work Unit (continued)

**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
<b>National Archives and Records Administration</b>	<b>1,654</b>	<b>39.5%</b>	<b>27.0%</b>	<b>33.5%</b>	<b>194</b>
AGENCY SERVICES	697	44.6%	24.4%	31.0%	64
CHIEF OPERATING OFFICER	21	41.3%	44.4%	14.3%	4
OFFICE OF THE FEDERAL REGISTER	31	38.2%	25.7%	36.1%	5
OFFICE OF HUMAN CAPITAL	43	39.5%	32.4%	28.1%	2
INFORMATION SERVICES	53	24.8%	27.0%	48.2%	8
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	273	35.8%	29.1%	35.1%	34
THE ARCHIVIST OF THE UNITED STATES	32	59.4%	31.1%	9.5%	8
RESEARCH SERVICES	337	26.8%	29.7%	43.6%	44
OFFICE OF INNOVATION	33	36.5%	30.3%	33.2%	7
Office of the Chief of Staff	22	28.6%	34.2%	37.2%	3
Office of the Chief Acquisition Officer	14	43.6%	27.8%	28.5%	0
Office of the Chief Financial Officer	11	78.3%	15.1%	6.7%	4
BUSINESS SUPPORT SERVICES	79	56.0%	28.0%	16.1%	9

**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
<b>National Archives and Records Administration</b>	<b>1,729</b>	<b>44.1%</b>	<b>26.3%</b>	<b>29.6%</b>	<b>124</b>
AGENCY SERVICES	732	47.9%	24.6%	27.5%	33
CHIEF OPERATING OFFICER	22	58.4%	29.0%	12.6%	3
OFFICE OF THE FEDERAL REGISTER	32	36.8%	31.7%	31.5%	4
OFFICE OF HUMAN CAPITAL	42	35.0%	20.5%	44.5%	3
INFORMATION SERVICES	59	31.0%	22.5%	46.5%	3
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	284	45.0%	25.1%	29.9%	23
THE ARCHIVIST OF THE UNITED STATES	38	57.6%	29.0%	13.4%	2
RESEARCH SERVICES	344	35.2%	29.8%	35.0%	36
OFFICE OF INNOVATION	35	32.9%	30.3%	36.8%	5
Office of the Chief of Staff	24	32.6%	31.4%	36.1%	2
Office of the Chief Acquisition Officer	14	41.7%	51.2%	7.1%	0
Office of the Chief Financial Officer	12	80.6%	6.2%	13.1%	3
BUSINESS SUPPORT SERVICES	82	53.5%	32.0%	14.6%	6

# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### 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
<b>National Archives and Records Administration</b>	<b>1,741</b>	<b>56.4%</b>	<b>19.6%</b>	<b>24.0%</b>	<b>105</b>
AGENCY SERVICES	737	60.8%	16.4%	22.8%	23
CHIEF OPERATING OFFICER	22	63.7%	22.9%	13.3%	3
OFFICE OF THE FEDERAL REGISTER	33	66.3%	24.6%	9.1%	3
OFFICE OF HUMAN CAPITAL	43	37.7%	25.9%	36.4%	2
INFORMATION SERVICES	57	38.4%	22.1%	39.5%	5
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	291	53.9%	22.8%	23.3%	16
THE ARCHIVIST OF THE UNITED STATES	37	81.4%	5.3%	13.3%	2
RESEARCH SERVICES	348	46.5%	25.5%	28.0%	31
OFFICE OF INNOVATION	35	52.6%	15.0%	32.4%	5
Office of the Chief of Staff	21	50.1%	13.0%	36.9%	5
Office of the Chief Acquisition Officer	13	69.9%	14.5%	15.6%	1
Office of the Chief Financial Officer	10	84.9%	7.9%	7.2%	5
BUSINESS SUPPORT SERVICES	85	68.4%	18.9%	12.7%	3

**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
<b>National Archives and Records Administration</b>	<b>1,844</b>	<b>78.6%</b>	<b>9.6%</b>	<b>11.8%</b>	<b>6</b>
AGENCY SERVICES	761	77.1%	10.0%	12.9%	1
CHIEF OPERATING OFFICER	25	76.4%	11.9%	11.7%	0
OFFICE OF THE FEDERAL REGISTER	36	88.6%	0.0%	11.4%	0
OFFICE OF HUMAN CAPITAL	45	80.9%	8.3%	10.8%	0
INFORMATION SERVICES	62	71.1%	9.6%	19.3%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	307	80.6%	8.5%	10.9%	0
THE ARCHIVIST OF THE UNITED STATES	38	100.0%	0.0%	0.0%	1
RESEARCH SERVICES	378	80.4%	8.9%	10.7%	2
OFFICE OF INNOVATION	40	73.4%	18.6%	8.0%	0
Office of the Chief of Staff	27	80.2%	3.4%	16.4%	0
Office of the Chief Acquisition Officer	14	58.0%	7.1%	34.9%	0
Office of the Chief Financial Officer	14	84.1%	10.3%	5.5%	1
BUSINESS SUPPORT SERVICES	88	75.5%	17.8%	6.7%	0



# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### My Work Unit (continued)

**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
<b>National Archives and Records Administration</b>	<b>1,788</b>	<b>62.7%</b>	<b>24.1%</b>	<b>13.1%</b>	<b>67</b>
AGENCY SERVICES	745	62.5%	23.9%	13.6%	23
CHIEF OPERATING OFFICER	25	64.0%	28.4%	7.6%	0
OFFICE OF THE FEDERAL REGISTER	34	70.8%	17.4%	11.8%	2
OFFICE OF HUMAN CAPITAL	44	43.9%	27.3%	28.8%	1
INFORMATION SERVICES	60	45.9%	31.7%	22.4%	2
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	296	65.0%	25.5%	9.5%	9
THE ARCHIVIST OF THE UNITED STATES	38	87.3%	10.2%	2.6%	2
RESEARCH SERVICES	359	62.1%	23.1%	14.8%	22
OFFICE OF INNOVATION	39	68.2%	15.9%	15.9%	1
Office of the Chief of Staff	25	63.4%	32.9%	3.6%	1
Office of the Chief Acquisition Officer	14	59.6%	40.4%	0.0%	0
Office of the Chief Financial Officer	15	77.2%	22.8%	0.0%	0
BUSINESS SUPPORT SERVICES	85	66.9%	24.8%	8.3%	3

**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%
<b>National Archives and Records Administration</b>	<b>1,859</b>	<b>88.1%</b>	<b>9.2%</b>	<b>2.6%</b>
AGENCY SERVICES	768	86.7%	10.2%	3.1%
CHIEF OPERATING OFFICER	25	89.3%	10.7%	0.0%
OFFICE OF THE FEDERAL REGISTER	36	91.7%	8.3%	0.0%
OFFICE OF HUMAN CAPITAL	45	82.9%	13.3%	3.8%
INFORMATION SERVICES	62	74.6%	20.5%	4.9%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	308	91.9%	6.7%	1.4%
THE ARCHIVIST OF THE UNITED STATES	40	100.0%	0.0%	0.0%
RESEARCH SERVICES	381	87.5%	9.5%	2.9%
OFFICE OF INNOVATION	40	88.6%	7.8%	3.6%
Office of the Chief of Staff	27	100.0%	0.0%	0.0%
Office of the Chief Acquisition Officer	14	93.3%	6.7%	0.0%
Office of the Chief Financial Officer	15	100.0%	0.0%	0.0%
BUSINESS SUPPORT SERVICES	88	96.3%	2.4%	1.3%

# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### 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
<b>National Archives and Records Administration</b>	<b>1,803</b>	<b>71.2%</b>	<b>16.2%</b>	<b>12.6%</b>	<b>35</b>
AGENCY SERVICES	743	69.2%	17.5%	13.3%	15
CHIEF OPERATING OFFICER	25	75.8%	24.2%	0.0%	0
OFFICE OF THE FEDERAL REGISTER	35	71.6%	14.0%	14.4%	1
OFFICE OF HUMAN CAPITAL	44	56.8%	23.1%	20.1%	1
INFORMATION SERVICES	60	57.9%	17.1%	25.0%	1
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	299	77.1%	13.4%	9.5%	6
THE ARCHIVIST OF THE UNITED STATES	37	81.0%	10.8%	8.2%	3
RESEARCH SERVICES	373	70.7%	17.2%	12.0%	6
OFFICE OF INNOVATION	39	70.8%	10.4%	18.8%	1
Office of the Chief of Staff	25	69.0%	23.6%	7.4%	0
Office of the Chief Acquisition Officer	13	92.8%	7.2%	0.0%	0
Office of the Chief Financial Officer	15	94.2%	0.0%	5.8%	0
BUSINESS SUPPORT SERVICES	85	80.1%	11.6%	8.2%	1

**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
<b>National Archives and Records Administration</b>	<b>1,787</b>	<b>49.4%</b>	<b>23.3%</b>	<b>27.3%</b>	<b>51</b>
AGENCY SERVICES	742	47.6%	24.8%	27.7%	16
CHIEF OPERATING OFFICER	23	59.8%	27.4%	12.8%	2
OFFICE OF THE FEDERAL REGISTER	34	46.7%	26.4%	26.8%	2
OFFICE OF HUMAN CAPITAL	44	20.9%	26.3%	52.8%	1
INFORMATION SERVICES	59	35.7%	19.7%	44.6%	2
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	300	54.1%	21.6%	24.3%	5
THE ARCHIVIST OF THE UNITED STATES	35	65.4%	25.9%	8.7%	5
RESEARCH SERVICES	364	48.7%	23.4%	28.0%	13
OFFICE OF INNOVATION	38	53.8%	13.8%	32.3%	2
Office of the Chief of Staff	25	49.4%	12.9%	37.7%	0
Office of the Chief Acquisition Officer	14	62.8%	37.2%	0.0%	0
Office of the Chief Financial Officer	14	72.5%	15.9%	11.7%	1
BUSINESS SUPPORT SERVICES	85	63.9%	18.5%	17.6%	2

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### 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
<b>National Archives and Records Administration</b>	<b>1,807</b>	<b>60.5%</b>	<b>17.7%</b>	<b>21.9%</b>	<b>24</b>
AGENCY SERVICES	748	62.3%	16.9%	20.8%	8
CHIEF OPERATING OFFICER	25	69.4%	18.9%	11.7%	0
OFFICE OF THE FEDERAL REGISTER	36	60.8%	19.5%	19.7%	0
OFFICE OF HUMAN CAPITAL	44	41.0%	18.5%	40.5%	1
INFORMATION SERVICES	61	41.9%	25.8%	32.3%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	297	60.8%	17.4%	21.8%	5
THE ARCHIVIST OF THE UNITED STATES	38	76.2%	8.0%	15.8%	2
RESEARCH SERVICES	369	55.3%	20.7%	23.9%	6
OFFICE OF INNOVATION	40	66.2%	15.9%	17.8%	0
Office of the Chief of Staff	25	64.8%	17.4%	17.8%	0
Office of the Chief Acquisition Officer	14	72.2%	27.8%	0.0%	0
Office of the Chief Financial Officer	15	78.0%	5.8%	16.2%	0
BUSINESS SUPPORT SERVICES	85	70.8%	10.2%	18.9%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
<b>National Archives and Records Administration</b>	<b>1,771</b>	<b>46.6%</b>	<b>24.6%</b>	<b>28.8%</b>	<b>55</b>
AGENCY SERVICES	726	45.8%	26.6%	27.7%	24
CHIEF OPERATING OFFICER	24	53.1%	26.2%	20.7%	1
OFFICE OF THE FEDERAL REGISTER	33	47.9%	36.8%	15.2%	3
OFFICE OF HUMAN CAPITAL	44	27.5%	32.1%	40.4%	1
INFORMATION SERVICES	59	39.8%	21.9%	38.3%	2
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	298	48.3%	23.0%	28.7%	5
THE ARCHIVIST OF THE UNITED STATES	35	65.8%	17.1%	17.1%	3
RESEARCH SERVICES	370	42.9%	23.2%	33.9%	7
OFFICE OF INNOVATION	39	53.1%	18.6%	28.4%	1
Office of the Chief of Staff	23	56.7%	16.2%	27.2%	2
Office of the Chief Acquisition Officer	14	64.8%	35.2%	0.0%	0
Office of the Chief Financial Officer	15	56.7%	21.3%	22.0%	0
BUSINESS SUPPORT SERVICES	81	61.0%	18.3%	20.6%	6

# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### My Agency (continued)

#### 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
<b>National Archives and Records Administration</b>	<b>1,702</b>	<b>28.8%</b>	<b>28.6%</b>	<b>42.6%</b>	<b>127</b>
AGENCY SERVICES	716	29.9%	26.3%	43.7%	35
CHIEF OPERATING OFFICER	23	38.8%	35.1%	26.1%	2
OFFICE OF THE FEDERAL REGISTER	31	31.8%	35.7%	32.5%	5
OFFICE OF HUMAN CAPITAL	43	26.0%	32.6%	41.3%	2
INFORMATION SERVICES	56	16.0%	32.0%	52.1%	5
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	281	26.5%	29.5%	44.0%	21
THE ARCHIVIST OF THE UNITED STATES	36	41.2%	35.9%	22.8%	4
RESEARCH SERVICES	340	23.3%	32.0%	44.8%	38
OFFICE OF INNOVATION	35	18.6%	40.7%	40.7%	5
Office of the Chief of Staff	23	42.4%	23.4%	34.2%	3
Office of the Chief Acquisition Officer	14	52.0%	26.8%	21.2%	0
Office of the Chief Financial Officer	13	45.3%	29.6%	25.2%	1
BUSINESS SUPPORT SERVICES	82	46.9%	18.3%	34.8%	5

#### 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
<b>National Archives and Records Administration</b>	<b>1,704</b>	<b>59.7%</b>	<b>25.0%</b>	<b>15.3%</b>	<b>129</b>
AGENCY SERVICES	712	59.8%	23.5%	16.8%	43
CHIEF OPERATING OFFICER	23	82.1%	13.1%	4.8%	2
OFFICE OF THE FEDERAL REGISTER	28	60.1%	10.9%	29.0%	8
OFFICE OF HUMAN CAPITAL	42	56.9%	25.7%	17.4%	3
INFORMATION SERVICES	59	61.5%	24.4%	14.1%	2
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	276	54.5%	30.3%	15.3%	29
THE ARCHIVIST OF THE UNITED STATES	37	78.2%	16.2%	5.6%	2
RESEARCH SERVICES	347	54.2%	30.4%	15.4%	28
OFFICE OF INNOVATION	37	72.5%	19.2%	8.4%	3
Office of the Chief of Staff	25	59.8%	33.3%	6.9%	1
Office of the Chief Acquisition Officer	13	68.1%	14.9%	17.0%	1
Office of the Chief Financial Officer	12	86.8%	13.2%	0.0%	3
BUSINESS SUPPORT SERVICES	84	77.8%	11.4%	10.7%	3

# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### My Agency (continued)

#### 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
<b>National Archives and Records Administration</b>	<b>1,809</b>	<b>78.8%</b>	<b>12.1%</b>	<b>9.1%</b>	<b>29</b>
AGENCY SERVICES	747	73.0%	15.1%	11.8%	11
CHIEF OPERATING OFFICER	25	88.3%	7.9%	3.8%	0
OFFICE OF THE FEDERAL REGISTER	33	75.7%	12.2%	12.2%	3
OFFICE OF HUMAN CAPITAL	44	90.3%	3.9%	5.9%	1
INFORMATION SERVICES	58	83.3%	12.0%	4.7%	3
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	301	88.2%	9.8%	2.0%	3
THE ARCHIVIST OF THE UNITED STATES	39	89.7%	10.3%	0.0%	1
RESEARCH SERVICES	375	75.2%	12.9%	11.9%	3
OFFICE OF INNOVATION	38	89.7%	0.0%	10.3%	2
Office of the Chief of Staff	26	86.4%	13.6%	0.0%	0
Office of the Chief Acquisition Officer	14	100.0%	0.0%	0.0%	0
Office of the Chief Financial Officer	14	94.5%	0.0%	5.5%	1
BUSINESS SUPPORT SERVICES	85	93.1%	1.0%	5.9%	1

#### 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
<b>National Archives and Records Administration</b>	<b>1,807</b>	<b>83.7%</b>	<b>10.1%</b>	<b>6.2%</b>	<b>21</b>
AGENCY SERVICES	744	80.4%	12.4%	7.2%	8
CHIEF OPERATING OFFICER	24	87.4%	4.7%	8.0%	0
OFFICE OF THE FEDERAL REGISTER	33	72.6%	5.9%	21.5%	2
OFFICE OF HUMAN CAPITAL	44	81.8%	10.1%	8.1%	1
INFORMATION SERVICES	61	85.6%	9.8%	4.6%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	303	89.7%	6.3%	4.0%	1
THE ARCHIVIST OF THE UNITED STATES	39	92.2%	7.8%	0.0%	1
RESEARCH SERVICES	368	82.9%	10.6%	6.5%	7
OFFICE OF INNOVATION	40	83.7%	12.7%	3.6%	0
Office of the Chief of Staff	26	86.6%	13.4%	0.0%	0
Office of the Chief Acquisition Officer	14	100.0%	0.0%	0.0%	0
Office of the Chief Financial Officer	14	94.5%	5.5%	0.0%	1
BUSINESS SUPPORT SERVICES	87	93.2%	1.4%	5.4%	0

# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### 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
<b>National Archives and Records Administration</b>	<b>1,738</b>	<b>56.1%</b>	<b>20.3%</b>	<b>23.6%</b>	<b>97</b>
AGENCY SERVICES	728	51.6%	19.8%	28.7%	29
CHIEF OPERATING OFFICER	23	78.8%	12.7%	8.6%	2
OFFICE OF THE FEDERAL REGISTER	33	66.7%	14.9%	18.3%	3
OFFICE OF HUMAN CAPITAL	42	29.8%	30.0%	40.2%	3
INFORMATION SERVICES	58	45.8%	28.7%	25.5%	3
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	289	66.0%	17.7%	16.3%	16
THE ARCHIVIST OF THE UNITED STATES	36	80.7%	13.6%	5.7%	3
RESEARCH SERVICES	351	55.2%	23.5%	21.3%	25
OFFICE OF INNOVATION	36	63.0%	13.7%	23.3%	4
Office of the Chief of Staff	26	53.5%	27.2%	19.3%	1
Office of the Chief Acquisition Officer	14	34.6%	36.9%	28.5%	0
Office of the Chief Financial Officer	11	86.6%	13.4%	0.0%	3
BUSINESS SUPPORT SERVICES	81	70.0%	16.4%	13.6%	5

**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
<b>National Archives and Records Administration</b>	<b>1,663</b>	<b>69.9%</b>	<b>17.3%</b>	<b>12.8%</b>	<b>161</b>
AGENCY SERVICES	695	63.4%	19.9%	16.7%	55
CHIEF OPERATING OFFICER	22	82.2%	13.9%	3.9%	3
OFFICE OF THE FEDERAL REGISTER	30	79.9%	13.3%	6.8%	6
OFFICE OF HUMAN CAPITAL	43	43.0%	30.1%	26.9%	2
INFORMATION SERVICES	56	65.6%	17.0%	17.4%	5
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	271	81.0%	14.6%	4.4%	29
THE ARCHIVIST OF THE UNITED STATES	37	84.0%	10.6%	5.5%	3
RESEARCH SERVICES	335	72.3%	16.2%	11.5%	40
OFFICE OF INNOVATION	37	78.9%	10.3%	10.8%	3
Office of the Chief of Staff	24	71.8%	20.4%	7.8%	2
Office of the Chief Acquisition Officer	14	55.7%	29.8%	14.5%	0
Office of the Chief Financial Officer	11	93.3%	6.7%	0.0%	4
BUSINESS SUPPORT SERVICES	80	84.6%	6.9%	8.5%	7

# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### My Agency (continued)

#### 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
<b>National Archives and Records Administration</b>	<b>1,785</b>	<b>73.0%</b>	<b>16.5%</b>	<b>10.6%</b>	<b>48</b>
AGENCY SERVICES	736	72.1%	17.3%	10.6%	22
CHIEF OPERATING OFFICER	22	77.6%	22.4%	0.0%	3
OFFICE OF THE FEDERAL REGISTER	35	83.0%	14.4%	2.7%	1
OFFICE OF HUMAN CAPITAL	43	69.7%	23.7%	6.6%	2
INFORMATION SERVICES	61	60.6%	23.5%	15.9%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	297	70.6%	18.7%	10.7%	4
THE ARCHIVIST OF THE UNITED STATES	37	86.3%	5.5%	8.2%	1
RESEARCH SERVICES	365	71.8%	15.3%	12.9%	12
OFFICE OF INNOVATION	38	83.5%	6.5%	10.0%	2
Office of the Chief of Staff	27	73.8%	22.8%	3.4%	0
Office of the Chief Acquisition Officer	14	86.2%	13.8%	0.0%	0
Office of the Chief Financial Officer	15	89.0%	5.2%	5.8%	0
BUSINESS SUPPORT SERVICES	85	88.1%	6.0%	6.0%	1

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

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
<b>National Archives and Records Administration</b>	<b>1,839</b>	<b>61.4%</b>	<b>19.1%</b>	<b>19.4%</b>
AGENCY SERVICES	760	60.1%	18.1%	21.8%
CHIEF OPERATING OFFICER	25	75.2%	17.5%	7.2%
OFFICE OF THE FEDERAL REGISTER	36	55.7%	27.5%	16.8%
OFFICE OF HUMAN CAPITAL	45	28.3%	20.7%	50.9%
INFORMATION SERVICES	61	49.9%	22.0%	28.0%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	303	64.3%	19.1%	16.6%
THE ARCHIVIST OF THE UNITED STATES	38	84.6%	12.8%	2.6%
RESEARCH SERVICES	379	60.9%	22.4%	16.8%
OFFICE OF INNOVATION	40	61.5%	17.2%	21.3%
Office of the Chief of Staff	26	60.4%	24.2%	15.4%
Office of the Chief Acquisition Officer	14	78.5%	14.5%	7.1%
Office of the Chief Financial Officer	15	83.2%	11.0%	5.8%
BUSINESS SUPPORT SERVICES	87	76.5%	13.4%	10.1%

# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
<b>National Archives and Records Administration</b>	<b>1,745</b>	<b>47.6%</b>	<b>22.8%</b>	<b>29.6%</b>	<b>97</b>
AGENCY SERVICES	723	49.1%	22.7%	28.2%	37
CHIEF OPERATING OFFICER	25	58.9%	25.6%	15.5%	0
OFFICE OF THE FEDERAL REGISTER	32	40.7%	21.7%	37.7%	4
OFFICE OF HUMAN CAPITAL	44	42.6%	22.3%	35.1%	1
INFORMATION SERVICES	56	51.2%	18.2%	30.6%	5
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	286	39.5%	23.1%	37.4%	18
THE ARCHIVIST OF THE UNITED STATES	38	74.1%	10.2%	15.7%	1
RESEARCH SERVICES	353	43.3%	25.2%	31.5%	26
OFFICE OF INNOVATION	39	53.9%	23.5%	22.6%	1
Office of the Chief of Staff	25	32.8%	40.1%	27.2%	2
Office of the Chief Acquisition Officer	14	56.4%	20.8%	22.8%	0
Office of the Chief Financial Officer	15	67.7%	21.3%	11.0%	0
BUSINESS SUPPORT SERVICES	85	57.7%	20.3%	22.0%	2

### 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
<b>National Archives and Records Administration</b>	<b>1,828</b>	<b>85.8%</b>	<b>7.8%</b>	<b>6.5%</b>	<b>9</b>
AGENCY SERVICES	754	83.0%	9.3%	7.7%	4
CHIEF OPERATING OFFICER	25	96.2%	0.0%	3.8%	0
OFFICE OF THE FEDERAL REGISTER	35	88.6%	5.6%	5.9%	1
OFFICE OF HUMAN CAPITAL	45	72.4%	12.8%	14.7%	0
INFORMATION SERVICES	61	78.0%	8.3%	13.7%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	302	91.9%	5.1%	3.0%	1
THE ARCHIVIST OF THE UNITED STATES	39	100.0%	0.0%	0.0%	0
RESEARCH SERVICES	376	85.1%	8.8%	6.1%	2
OFFICE OF INNOVATION	40	84.7%	7.6%	7.8%	0
Office of the Chief of Staff	27	91.5%	5.1%	3.4%	0
Office of the Chief Acquisition Officer	14	92.6%	0.0%	7.4%	0
Office of the Chief Financial Officer	14	93.9%	0.0%	6.1%	0
BUSINESS SUPPORT SERVICES	86	96.5%	3.5%	0.0%	1



# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### 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
<b>National Archives and Records Administration</b>	<b>1,829</b>	<b>71.3%</b>	<b>14.8%</b>	<b>13.9%</b>	<b>7</b>
AGENCY SERVICES	757	67.5%	17.8%	14.6%	2
CHIEF OPERATING OFFICER	25	71.4%	12.9%	15.7%	0
OFFICE OF THE FEDERAL REGISTER	36	74.7%	11.4%	14.0%	0
OFFICE OF HUMAN CAPITAL	45	66.9%	13.8%	19.3%	0
INFORMATION SERVICES	61	65.7%	18.6%	15.7%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	298	76.1%	11.0%	12.9%	3
THE ARCHIVIST OF THE UNITED STATES	39	95.0%	5.0%	0.0%	0
RESEARCH SERVICES	376	70.6%	13.9%	15.5%	2
OFFICE OF INNOVATION	40	77.0%	11.1%	11.9%	0
Office of the Chief of Staff	26	84.6%	11.9%	3.5%	0
Office of the Chief Acquisition Officer	14	92.6%	0.0%	7.4%	0
Office of the Chief Financial Officer	15	78.0%	11.0%	11.0%	0
BUSINESS SUPPORT SERVICES	87	82.9%	9.0%	8.1%	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
<b>National Archives and Records Administration</b>	<b>1,815</b>	<b>73.1%</b>	<b>13.9%</b>	<b>13.0%</b>	<b>11</b>
AGENCY SERVICES	751	72.0%	15.4%	12.6%	3
CHIEF OPERATING OFFICER	25	76.1%	12.9%	11.0%	0
OFFICE OF THE FEDERAL REGISTER	34	82.2%	14.8%	3.0%	2
OFFICE OF HUMAN CAPITAL	44	61.6%	13.1%	25.3%	1
INFORMATION SERVICES	61	66.8%	8.3%	24.9%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	300	77.7%	12.3%	10.1%	1
THE ARCHIVIST OF THE UNITED STATES	39	92.2%	5.0%	2.8%	0
RESEARCH SERVICES	371	68.7%	15.9%	15.4%	4
OFFICE OF INNOVATION	40	73.0%	8.0%	19.0%	0
Office of the Chief of Staff	26	84.6%	11.9%	3.5%	0
Office of the Chief Acquisition Officer	14	85.5%	7.1%	7.4%	0
Office of the Chief Financial Officer	15	67.0%	16.2%	16.8%	0
BUSINESS SUPPORT SERVICES	85	83.5%	8.4%	8.2%	0

# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### My Supervisor (continued)

**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
<b>National Archives and Records Administration</b>	<b>1,678</b>	<b>73.9%</b>	<b>18.7%</b>	<b>7.4%</b>	<b>148</b>
AGENCY SERVICES	710	71.3%	19.4%	9.3%	43
CHIEF OPERATING OFFICER	24	82.6%	9.5%	7.9%	1
OFFICE OF THE FEDERAL REGISTER	29	85.8%	14.2%	0.0%	6
OFFICE OF HUMAN CAPITAL	44	72.6%	16.3%	11.1%	1
INFORMATION SERVICES	57	60.7%	27.2%	12.1%	4
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	271	78.3%	17.5%	4.2%	29
THE ARCHIVIST OF THE UNITED STATES	36	97.3%	2.7%	0.0%	2
RESEARCH SERVICES	328	70.6%	23.0%	6.4%	50
OFFICE OF INNOVATION	39	81.5%	10.6%	7.9%	1
Office of the Chief of Staff	21	79.5%	16.3%	4.3%	4
Office of the Chief Acquisition Officer	14	85.5%	7.1%	7.4%	0
Office of the Chief Financial Officer	15	72.2%	22.0%	5.8%	0
BUSINESS SUPPORT SERVICES	82	89.1%	7.1%	3.7%	5

**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
<b>National Archives and Records Administration</b>	<b>1,820</b>	<b>69.7%</b>	<b>15.9%</b>	<b>14.3%</b>	<b>8</b>
AGENCY SERVICES	750	69.6%	17.6%	12.8%	3
CHIEF OPERATING OFFICER	25	76.1%	16.3%	7.6%	0
OFFICE OF THE FEDERAL REGISTER	36	74.9%	11.1%	14.0%	0
OFFICE OF HUMAN CAPITAL	44	59.4%	10.9%	29.6%	0
INFORMATION SERVICES	61	66.2%	9.7%	24.0%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	300	71.6%	15.1%	13.3%	1
THE ARCHIVIST OF THE UNITED STATES	39	87.1%	10.4%	2.5%	0
RESEARCH SERVICES	374	62.6%	18.7%	18.7%	4
OFFICE OF INNOVATION	40	75.3%	5.7%	19.0%	0
Office of the Chief of Staff	26	93.3%	0.0%	6.7%	0
Office of the Chief Acquisition Officer	14	85.5%	7.1%	7.4%	0
Office of the Chief Financial Officer	15	67.0%	16.2%	16.8%	0
BUSINESS SUPPORT SERVICES	86	86.6%	9.0%	4.4%	0

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### My Supervisor (continued)

#### **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
<b>National Archives and Records Administration</b>	<b>1,806</b>	<b>75.2%</b>	<b>12.8%</b>	<b>12.0%</b>	<b>23</b>
AGENCY SERVICES	743	72.0%	14.7%	13.3%	11
CHIEF OPERATING OFFICER	25	87.8%	0.0%	12.2%	0
OFFICE OF THE FEDERAL REGISTER	33	78.8%	9.0%	12.1%	3
OFFICE OF HUMAN CAPITAL	45	59.6%	18.6%	21.8%	0
INFORMATION SERVICES	61	64.8%	9.3%	25.9%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	299	80.9%	11.3%	7.8%	3
THE ARCHIVIST OF THE UNITED STATES	39	95.2%	4.8%	0.0%	0
RESEARCH SERVICES	374	74.4%	13.1%	12.4%	4
OFFICE OF INNOVATION	39	86.3%	5.7%	8.1%	0
Office of the Chief of Staff	25	81.9%	14.4%	3.7%	1
Office of the Chief Acquisition Officer	14	78.5%	14.2%	7.4%	0
Office of the Chief Financial Officer	13	80.2%	13.0%	6.8%	1
BUSINESS SUPPORT SERVICES	86	87.5%	8.1%	4.4%	0

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

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
<b>National Archives and Records Administration</b>	<b>1,835</b>	<b>82.0%</b>	<b>8.6%</b>	<b>9.4%</b>
AGENCY SERVICES	758	80.3%	9.9%	9.8%
CHIEF OPERATING OFFICER	25	75.2%	17.2%	7.6%
OFFICE OF THE FEDERAL REGISTER	36	94.3%	5.7%	0.0%
OFFICE OF HUMAN CAPITAL	45	71.0%	11.0%	18.0%
INFORMATION SERVICES	61	70.4%	12.6%	17.0%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	301	85.8%	6.9%	7.3%
THE ARCHIVIST OF THE UNITED STATES	39	95.0%	5.0%	0.0%
RESEARCH SERVICES	378	82.0%	7.9%	10.1%
OFFICE OF INNOVATION	40	86.2%	0.0%	13.8%
Office of the Chief of Staff	26	91.3%	0.0%	8.7%
Office of the Chief Acquisition Officer	14	85.5%	7.1%	7.4%
Office of the Chief Financial Officer	15	78.6%	10.5%	11.0%
BUSINESS SUPPORT SERVICES	87	87.5%	7.0%	5.4%

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
<b>National Archives and Records Administration</b>	<b>1,831</b>	<b>84.9%</b>	<b>7.4%</b>	<b>7.7%</b>
AGENCY SERVICES	756	82.9%	8.6%	8.5%
CHIEF OPERATING OFFICER	25	91.6%	4.6%	3.8%
OFFICE OF THE FEDERAL REGISTER	36	100.0%	0.0%	0.0%
OFFICE OF HUMAN CAPITAL	45	72.0%	11.3%	16.7%
INFORMATION SERVICES	61	74.4%	10.3%	15.3%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	300	89.4%	5.2%	5.4%
THE ARCHIVIST OF THE UNITED STATES	39	95.0%	5.0%	0.0%
RESEARCH SERVICES	378	83.8%	8.2%	8.0%
OFFICE OF INNOVATION	40	90.4%	3.4%	6.2%
Office of the Chief of Staff	25	100.0%	0.0%	0.0%
Office of the Chief Acquisition Officer	14	85.5%	7.1%	7.4%
Office of the Chief Financial Officer	15	83.8%	5.2%	11.0%
BUSINESS SUPPORT SERVICES	87	93.3%	3.4%	3.3%

#### *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%
<b>National Archives and Records Administration</b>	<b>1,833</b>	<b>90.6%</b>	<b>5.1%</b>	<b>4.3%</b>
AGENCY SERVICES	758	88.6%	5.7%	5.7%
CHIEF OPERATING OFFICER	25	88.6%	11.4%	0.0%
OFFICE OF THE FEDERAL REGISTER	36	88.9%	2.9%	8.3%
OFFICE OF HUMAN CAPITAL	45	87.0%	6.5%	6.5%
INFORMATION SERVICES	60	93.3%	2.9%	3.8%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	300	95.2%	3.1%	1.7%
THE ARCHIVIST OF THE UNITED STATES	38	100.0%	0.0%	0.0%
RESEARCH SERVICES	378	89.8%	6.2%	4.0%
OFFICE OF INNOVATION	40	92.2%	2.1%	5.7%
Office of the Chief of Staff	27	100.0%	0.0%	0.0%
Office of the Chief Acquisition Officer	14	92.9%	7.1%	0.0%
Office of the Chief Financial Officer	15	77.5%	11.5%	11.0%
BUSINESS SUPPORT SERVICES	87	96.8%	3.2%	0.0%

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
<b>National Archives and Records Administration</b>	<b>1,834</b>	<b>73.5%</b>	<b>13.1%</b>	<b>13.3%</b>
AGENCY SERVICES	757	72.0%	13.9%	14.0%
CHIEF OPERATING OFFICER	25	78.7%	9.3%	12.1%
OFFICE OF THE FEDERAL REGISTER	36	80.1%	14.2%	5.7%
OFFICE OF HUMAN CAPITAL	45	62.9%	8.9%	28.2%
INFORMATION SERVICES	61	59.9%	19.9%	20.2%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	301	78.9%	11.8%	9.3%
THE ARCHIVIST OF THE UNITED STATES	39	97.5%	2.5%	0.0%
RESEARCH SERVICES	378	69.5%	14.3%	16.2%
OFFICE OF INNOVATION	40	75.3%	3.4%	21.3%
Office of the Chief of Staff	26	84.6%	10.2%	5.2%
Office of the Chief Acquisition Officer	14	85.5%	7.1%	7.4%
Office of the Chief Financial Officer	15	72.8%	21.4%	5.8%
BUSINESS SUPPORT SERVICES	87	87.6%	8.9%	3.5%

#### *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%
<b>National Archives and Records Administration</b>	<b>1,831</b>	<b>76.4%</b>	<b>15.2%</b>	<b>8.4%</b>
AGENCY SERVICES	755	75.1%	16.4%	8.5%
CHIEF OPERATING OFFICER	25	74.0%	17.7%	8.3%
OFFICE OF THE FEDERAL REGISTER	36	88.6%	5.7%	5.7%
OFFICE OF HUMAN CAPITAL	44	56.8%	25.8%	17.4%
INFORMATION SERVICES	61	63.5%	17.1%	19.4%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	302	82.7%	11.0%	6.4%
THE ARCHIVIST OF THE UNITED STATES	39	95.0%	5.0%	0.0%
RESEARCH SERVICES	377	72.3%	18.6%	9.1%
OFFICE OF INNOVATION	40	79.7%	9.1%	11.2%
Office of the Chief of Staff	26	91.6%	8.4%	0.0%
Office of the Chief Acquisition Officer	14	85.5%	7.1%	7.4%
Office of the Chief Financial Officer	15	83.2%	5.8%	11.0%
BUSINESS SUPPORT SERVICES	87	86.1%	10.4%	3.5%

# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### 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
<b>National Archives and Records Administration</b>	<b>1,782</b>	<b>41.5%</b>	<b>23.5%</b>	<b>35.0%</b>	<b>47</b>
AGENCY SERVICES	734	44.6%	21.6%	33.8%	20
CHIEF OPERATING OFFICER	25	72.3%	16.7%	11.0%	0
OFFICE OF THE FEDERAL REGISTER	36	66.9%	10.6%	22.5%	0
OFFICE OF HUMAN CAPITAL	45	21.8%	24.5%	53.7%	0
INFORMATION SERVICES	60	36.1%	24.6%	39.3%	1
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	297	34.4%	24.4%	41.1%	4
THE ARCHIVIST OF THE UNITED STATES	38	71.3%	13.0%	15.6%	1
RESEARCH SERVICES	359	32.7%	29.2%	38.1%	16
OFFICE OF INNOVATION	40	30.5%	33.1%	36.4%	0
Office of the Chief of Staff	26	31.3%	20.0%	48.6%	1
Office of the Chief Acquisition Officer	13	54.3%	23.1%	22.5%	1
Office of the Chief Financial Officer	15	57.3%	26.5%	16.2%	0
BUSINESS SUPPORT SERVICES	84	60.4%	19.7%	19.9%	3

**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
<b>National Archives and Records Administration</b>	<b>1,680</b>	<b>53.2%</b>	<b>23.9%</b>	<b>23.0%</b>	<b>145</b>
AGENCY SERVICES	713	53.2%	22.1%	24.7%	40
CHIEF OPERATING OFFICER	25	71.4%	17.5%	11.0%	0
OFFICE OF THE FEDERAL REGISTER	32	78.2%	12.2%	9.6%	4
OFFICE OF HUMAN CAPITAL	43	23.5%	25.1%	51.5%	2
INFORMATION SERVICES	58	41.4%	23.8%	34.8%	3
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	268	55.9%	23.9%	20.2%	32
THE ARCHIVIST OF THE UNITED STATES	37	70.4%	21.7%	7.9%	1
RESEARCH SERVICES	328	48.2%	29.8%	22.0%	47
OFFICE OF INNOVATION	38	45.9%	37.6%	16.5%	2
Office of the Chief of Staff	25	47.1%	25.3%	27.6%	2
Office of the Chief Acquisition Officer	13	53.7%	15.4%	30.9%	1
Office of the Chief Financial Officer	14	70.7%	12.2%	17.1%	1
BUSINESS SUPPORT SERVICES	78	69.4%	19.2%	11.4%	8

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### 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
<b>National Archives and Records Administration</b>	<b>1,711</b>	<b>69.3%</b>	<b>18.1%</b>	<b>12.6%</b>	<b>109</b>
AGENCY SERVICES	721	68.3%	17.6%	14.1%	30
CHIEF OPERATING OFFICER	22	70.5%	20.8%	8.6%	3
OFFICE OF THE FEDERAL REGISTER	33	75.9%	9.0%	15.1%	2
OFFICE OF HUMAN CAPITAL	43	33.9%	35.1%	31.0%	1
INFORMATION SERVICES	60	63.7%	13.0%	23.2%	1
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	280	74.0%	19.0%	6.9%	19
THE ARCHIVIST OF THE UNITED STATES	37	92.1%	2.6%	5.3%	2
RESEARCH SERVICES	336	65.5%	22.4%	12.1%	38
OFFICE OF INNOVATION	39	75.8%	16.2%	8.0%	1
Office of the Chief of Staff	21	54.5%	36.5%	9.0%	5
Office of the Chief Acquisition Officer	13	69.6%	7.2%	23.2%	1
Office of the Chief Financial Officer	14	88.4%	5.5%	6.1%	1
BUSINESS SUPPORT SERVICES	83	86.1%	8.0%	5.9%	4

#### *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
<b>National Archives and Records Administration</b>	<b>1,785</b>	<b>68.8%</b>	<b>16.5%</b>	<b>14.6%</b>	<b>38</b>
AGENCY SERVICES	740	70.4%	16.7%	12.8%	11
CHIEF OPERATING OFFICER	25	72.4%	20.0%	7.6%	0
OFFICE OF THE FEDERAL REGISTER	35	80.0%	8.5%	11.4%	1
OFFICE OF HUMAN CAPITAL	44	49.7%	20.4%	29.8%	1
INFORMATION SERVICES	59	52.8%	18.4%	28.8%	1
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	296	69.6%	16.0%	14.4%	5
THE ARCHIVIST OF THE UNITED STATES	38	81.7%	13.1%	5.2%	1
RESEARCH SERVICES	362	63.1%	18.7%	18.1%	13
OFFICE OF INNOVATION	40	75.6%	10.9%	13.5%	0
Office of the Chief of Staff	24	57.4%	24.2%	18.5%	2
Office of the Chief Acquisition Officer	14	71.8%	21.2%	7.1%	0
Office of the Chief Financial Officer	14	88.9%	0.0%	11.1%	1
BUSINESS SUPPORT SERVICES	85	82.4%	12.1%	5.6%	1

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### Leadership (continued)

**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
<b>National Archives and Records Administration</b>	<b>1,688</b>	<b>71.3%</b>	<b>17.4%</b>	<b>11.3%</b>	<b>127</b>
AGENCY SERVICES	705	74.2%	16.9%	8.9%	43
CHIEF OPERATING OFFICER	24	79.0%	8.6%	12.5%	0
OFFICE OF THE FEDERAL REGISTER	31	84.1%	15.9%	0.0%	5
OFFICE OF HUMAN CAPITAL	43	55.3%	23.3%	21.4%	2
INFORMATION SERVICES	57	56.1%	23.7%	20.3%	3
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	277	70.2%	18.3%	11.5%	23
THE ARCHIVIST OF THE UNITED STATES	36	72.0%	19.8%	8.2%	2
RESEARCH SERVICES	334	65.1%	19.4%	15.5%	40
OFFICE OF INNOVATION	39	79.6%	4.3%	16.1%	0
Office of the Chief of Staff	23	61.2%	27.3%	11.5%	3
Office of the Chief Acquisition Officer	14	79.1%	13.8%	7.1%	0
Office of the Chief Financial Officer	14	82.9%	0.0%	17.1%	1
BUSINESS SUPPORT SERVICES	83	81.1%	13.1%	5.7%	3

**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
<b>National Archives and Records Administration</b>	<b>1,762</b>	<b>59.0%</b>	<b>19.4%</b>	<b>21.6%</b>	<b>63</b>
AGENCY SERVICES	731	59.5%	20.5%	20.0%	20
CHIEF OPERATING OFFICER	25	79.5%	8.3%	12.2%	0
OFFICE OF THE FEDERAL REGISTER	35	54.2%	20.0%	25.8%	1
OFFICE OF HUMAN CAPITAL	44	35.7%	29.0%	35.2%	1
INFORMATION SERVICES	60	56.1%	16.2%	27.8%	1
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	291	60.3%	18.7%	21.0%	11
THE ARCHIVIST OF THE UNITED STATES	38	76.5%	10.5%	13.0%	1
RESEARCH SERVICES	352	53.5%	20.0%	26.4%	23
OFFICE OF INNOVATION	39	63.3%	12.1%	24.6%	0
Office of the Chief of Staff	24	57.5%	13.0%	29.5%	2
Office of the Chief Acquisition Officer	14	63.8%	29.1%	7.1%	0
Office of the Chief Financial Officer	15	72.2%	17.3%	10.5%	0
BUSINESS SUPPORT SERVICES	85	73.6%	16.1%	10.3%	2



# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### Leadership (continued)

**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
<b>National Archives and Records Administration</b>	<b>1,752</b>	<b>60.3%</b>	<b>20.6%</b>	<b>19.1%</b>	<b>68</b>
AGENCY SERVICES	723	58.8%	21.8%	19.3%	23
CHIEF OPERATING OFFICER	25	62.8%	28.8%	8.4%	0
OFFICE OF THE FEDERAL REGISTER	35	60.1%	22.9%	17.0%	1
OFFICE OF HUMAN CAPITAL	44	39.3%	31.5%	29.1%	1
INFORMATION SERVICES	60	56.0%	21.8%	22.1%	1
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	288	64.5%	17.7%	17.8%	13
THE ARCHIVIST OF THE UNITED STATES	38	78.8%	13.3%	8.0%	1
RESEARCH SERVICES	351	56.6%	20.8%	22.6%	24
OFFICE OF INNOVATION	39	72.6%	9.9%	17.5%	1
Office of the Chief of Staff	25	51.9%	27.0%	21.1%	1
Office of the Chief Acquisition Officer	14	72.4%	20.5%	7.1%	0
Office of the Chief Financial Officer	15	62.5%	26.5%	11.0%	0
BUSINESS SUPPORT SERVICES	86	76.1%	16.1%	7.8%	1

**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
<b>National Archives and Records Administration</b>	<b>1,719</b>	<b>66.3%</b>	<b>18.9%</b>	<b>14.8%</b>	<b>107</b>
AGENCY SERVICES	720	66.4%	17.9%	15.7%	31
CHIEF OPERATING OFFICER	25	76.4%	16.0%	7.6%	0
OFFICE OF THE FEDERAL REGISTER	34	76.2%	20.8%	3.0%	2
OFFICE OF HUMAN CAPITAL	44	34.0%	21.3%	44.7%	1
INFORMATION SERVICES	57	47.1%	21.6%	31.3%	3
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	279	68.3%	18.6%	13.2%	23
THE ARCHIVIST OF THE UNITED STATES	38	78.9%	16.0%	5.2%	1
RESEARCH SERVICES	338	62.5%	23.8%	13.7%	38
OFFICE OF INNOVATION	37	65.4%	26.7%	7.9%	3
Office of the Chief of Staff	25	71.5%	14.1%	14.4%	1
Office of the Chief Acquisition Officer	14	85.8%	7.1%	7.1%	0
Office of the Chief Financial Officer	13	87.7%	5.8%	6.4%	2
BUSINESS SUPPORT SERVICES	85	87.7%	9.8%	2.5%	2

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### 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
<b>National Archives and Records Administration</b>	<b>1,789</b>	<b>52.5%</b>	<b>22.9%</b>	<b>24.6%</b>	<b>36</b>
AGENCY SERVICES	734	57.0%	21.3%	21.7%	17
CHIEF OPERATING OFFICER	25	72.3%	16.7%	11.0%	0
OFFICE OF THE FEDERAL REGISTER	36	66.9%	24.8%	8.3%	0
OFFICE OF HUMAN CAPITAL	45	37.9%	21.3%	40.8%	0
INFORMATION SERVICES	60	44.4%	17.9%	37.8%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	299	45.9%	23.7%	30.4%	2
THE ARCHIVIST OF THE UNITED STATES	39	69.6%	22.9%	7.5%	0
RESEARCH SERVICES	360	43.1%	28.1%	28.8%	16
OFFICE OF INNOVATION	40	42.2%	34.3%	23.6%	0
Office of the Chief of Staff	26	47.3%	20.6%	32.0%	0
Office of the Chief Acquisition Officer	14	63.5%	22.7%	13.8%	0
Office of the Chief Financial Officer	15	67.0%	16.8%	16.2%	0
BUSINESS SUPPORT SERVICES	86	69.5%	15.9%	14.6%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
<b>National Archives and Records Administration</b>	<b>1,698</b>	<b>68.8%</b>	<b>20.4%</b>	<b>10.8%</b>	<b>128</b>
AGENCY SERVICES	702	66.1%	21.5%	12.4%	50
CHIEF OPERATING OFFICER	23	82.3%	14.0%	3.7%	2
OFFICE OF THE FEDERAL REGISTER	34	73.7%	11.5%	14.8%	2
OFFICE OF HUMAN CAPITAL	44	58.0%	22.1%	19.9%	1
INFORMATION SERVICES	60	54.2%	34.0%	11.7%	1
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	280	70.3%	21.6%	8.1%	20
THE ARCHIVIST OF THE UNITED STATES	39	89.7%	10.3%	0.0%	0
RESEARCH SERVICES	330	68.4%	21.2%	10.4%	46
OFFICE OF INNOVATION	39	85.9%	8.0%	6.1%	1
Office of the Chief of Staff	26	55.1%	20.6%	24.3%	0
Office of the Chief Acquisition Officer	14	77.2%	15.7%	7.1%	0
Office of the Chief Financial Officer	14	88.3%	0.0%	11.7%	1
BUSINESS SUPPORT SERVICES	84	86.0%	8.3%	5.7%	3

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### 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%
<b>National Archives and Records Administration</b>	<b>1,823</b>	<b>56.6%</b>	<b>20.1%</b>	<b>23.3%</b>
AGENCY SERVICES	749	55.1%	22.2%	22.7%
CHIEF OPERATING OFFICER	25	72.3%	19.7%	8.1%
OFFICE OF THE FEDERAL REGISTER	36	47.2%	27.4%	25.4%
OFFICE OF HUMAN CAPITAL	45	37.6%	22.0%	40.4%
INFORMATION SERVICES	61	48.6%	17.1%	34.3%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	301	63.2%	16.5%	20.3%
THE ARCHIVIST OF THE UNITED STATES	39	79.6%	12.7%	7.8%
RESEARCH SERVICES	375	50.4%	22.5%	27.2%
OFFICE OF INNOVATION	40	65.7%	11.2%	23.1%
Office of the Chief of Staff	26	48.8%	17.2%	34.0%
Office of the Chief Acquisition Officer	14	71.8%	6.7%	21.5%
Office of the Chief Financial Officer	15	78.0%	5.8%	16.2%
BUSINESS SUPPORT SERVICES	87	75.0%	12.6%	12.4%

#### **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%
<b>National Archives and Records Administration</b>	<b>1,818</b>	<b>60.1%</b>	<b>20.6%</b>	<b>19.3%</b>
AGENCY SERVICES	746	60.6%	21.7%	17.6%
CHIEF OPERATING OFFICER	25	76.2%	16.5%	7.2%
OFFICE OF THE FEDERAL REGISTER	36	63.4%	16.7%	19.9%
OFFICE OF HUMAN CAPITAL	45	34.2%	31.6%	34.2%
INFORMATION SERVICES	61	47.1%	25.7%	27.2%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	300	62.9%	17.3%	19.8%
THE ARCHIVIST OF THE UNITED STATES	38	86.9%	10.5%	2.6%
RESEARCH SERVICES	376	55.2%	21.4%	23.5%
OFFICE OF INNOVATION	39	56.7%	22.6%	20.7%
Office of the Chief of Staff	26	57.3%	20.0%	22.7%
Office of the Chief Acquisition Officer	14	63.1%	22.4%	14.5%
Office of the Chief Financial Officer	15	78.6%	10.5%	11.0%
BUSINESS SUPPORT SERVICES	87	73.6%	15.2%	11.3%

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### My Satisfaction (continued)

**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%
<b>National Archives and Records Administration</b>	<b>1,816</b>	<b>56.5%</b>	<b>21.4%</b>	<b>22.1%</b>
AGENCY SERVICES	745	57.1%	22.3%	20.6%
CHIEF OPERATING OFFICER	25	70.8%	12.7%	16.5%
OFFICE OF THE FEDERAL REGISTER	36	69.3%	13.9%	16.8%
OFFICE OF HUMAN CAPITAL	45	43.0%	19.2%	37.8%
INFORMATION SERVICES	61	35.3%	21.2%	43.5%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	300	58.7%	19.8%	21.5%
THE ARCHIVIST OF THE UNITED STATES	39	74.3%	15.5%	10.2%
RESEARCH SERVICES	373	53.1%	23.7%	23.2%
OFFICE OF INNOVATION	40	51.2%	21.1%	27.8%
Office of the Chief of Staff	26	59.0%	25.2%	15.7%
Office of the Chief Acquisition Officer	14	78.2%	14.7%	7.1%
Office of the Chief Financial Officer	15	62.5%	9.7%	27.8%
BUSINESS SUPPORT SERVICES	87	65.3%	17.1%	17.6%

**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%
<b>National Archives and Records Administration</b>	<b>1,812</b>	<b>45.1%</b>	<b>27.9%</b>	<b>26.9%</b>
AGENCY SERVICES	743	48.5%	26.8%	24.7%
CHIEF OPERATING OFFICER	25	60.6%	28.4%	11.0%
OFFICE OF THE FEDERAL REGISTER	36	63.9%	19.3%	16.8%
OFFICE OF HUMAN CAPITAL	45	25.9%	27.4%	46.7%
INFORMATION SERVICES	61	31.4%	29.8%	38.8%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	297	41.2%	25.4%	33.4%
THE ARCHIVIST OF THE UNITED STATES	39	75.1%	12.4%	12.4%
RESEARCH SERVICES	375	36.9%	32.8%	30.4%
OFFICE OF INNOVATION	39	29.2%	44.8%	26.0%
Office of the Chief of Staff	26	33.7%	37.5%	28.9%
Office of the Chief Acquisition Officer	14	48.8%	36.8%	14.5%
Office of the Chief Financial Officer	15	78.0%	11.0%	11.0%
BUSINESS SUPPORT SERVICES	87	59.9%	30.3%	9.8%

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### 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%
<b>National Archives and Records Administration</b>	<b>1,823</b>	<b>35.2%</b>	<b>23.8%</b>	<b>41.0%</b>
AGENCY SERVICES	750	37.6%	19.5%	43.0%
CHIEF OPERATING OFFICER	25	55.1%	16.3%	28.6%
OFFICE OF THE FEDERAL REGISTER	36	27.7%	30.4%	41.8%
OFFICE OF HUMAN CAPITAL	45	31.0%	33.2%	35.7%
INFORMATION SERVICES	61	31.7%	17.7%	50.7%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	300	29.2%	28.1%	42.7%
THE ARCHIVIST OF THE UNITED STATES	39	48.6%	33.6%	17.8%
RESEARCH SERVICES	374	28.7%	29.3%	42.1%
OFFICE OF INNOVATION	40	40.1%	31.4%	28.5%
Office of the Chief of Staff	27	29.6%	21.1%	49.3%
Office of the Chief Acquisition Officer	14	64.8%	14.1%	21.2%
Office of the Chief Financial Officer	15	72.2%	5.8%	22.0%
BUSINESS SUPPORT SERVICES	87	44.6%	26.4%	29.1%

#### **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%
<b>National Archives and Records Administration</b>	<b>1,815</b>	<b>55.8%</b>	<b>24.2%</b>	<b>20.1%</b>
AGENCY SERVICES	747	59.9%	20.2%	19.9%
CHIEF OPERATING OFFICER	24	70.8%	20.4%	8.8%
OFFICE OF THE FEDERAL REGISTER	35	56.8%	23.0%	20.2%
OFFICE OF HUMAN CAPITAL	45	22.5%	35.2%	42.3%
INFORMATION SERVICES	61	43.7%	28.0%	28.3%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	300	50.2%	31.0%	18.8%
THE ARCHIVIST OF THE UNITED STATES	39	76.8%	17.9%	5.3%
RESEARCH SERVICES	373	50.4%	26.7%	22.9%
OFFICE OF INNOVATION	40	55.9%	24.4%	19.7%
Office of the Chief of Staff	26	52.6%	33.8%	13.6%
Office of the Chief Acquisition Officer	14	63.1%	29.8%	7.1%
Office of the Chief Financial Officer	15	73.5%	20.7%	5.8%
BUSINESS SUPPORT SERVICES	86	67.6%	20.9%	11.5%

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
<b>National Archives and Records Administration</b>	<b>1,818</b>	<b>69.6%</b>	<b>15.3%</b>	<b>15.1%</b>
AGENCY SERVICES	747	67.3%	17.3%	15.5%
CHIEF OPERATING OFFICER	25	84.3%	3.8%	11.9%
OFFICE OF THE FEDERAL REGISTER	36	74.9%	8.3%	16.8%
OFFICE OF HUMAN CAPITAL	45	55.0%	4.4%	40.6%
INFORMATION SERVICES	61	50.9%	15.9%	33.3%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	301	75.6%	14.0%	10.3%
THE ARCHIVIST OF THE UNITED STATES	39	89.7%	10.3%	0.0%
RESEARCH SERVICES	375	67.5%	17.0%	15.5%
OFFICE OF INNOVATION	38	72.1%	11.9%	16.0%
Office of the Chief of Staff	26	76.2%	20.3%	3.5%
Office of the Chief Acquisition Officer	14	100.0%	0.0%	0.0%
Office of the Chief Financial Officer	15	78.0%	5.2%	16.8%
BUSINESS SUPPORT SERVICES	86	82.2%	9.3%	8.6%

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

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
<b>National Archives and Records Administration</b>	<b>1,821</b>	<b>55.3%</b>	<b>15.6%</b>	<b>29.1%</b>
AGENCY SERVICES	748	44.2%	17.5%	38.4%
CHIEF OPERATING OFFICER	25	82.8%	13.7%	3.4%
OFFICE OF THE FEDERAL REGISTER	36	69.5%	5.4%	25.1%
OFFICE OF HUMAN CAPITAL	45	74.7%	14.3%	11.0%
INFORMATION SERVICES	61	59.2%	14.6%	26.2%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	302	64.3%	12.6%	23.0%
THE ARCHIVIST OF THE UNITED STATES	40	77.5%	10.0%	12.5%
RESEARCH SERVICES	375	60.2%	16.0%	23.8%
OFFICE OF INNOVATION	40	64.6%	10.9%	24.6%
Office of the Chief of Staff	25	69.7%	7.4%	22.9%
Office of the Chief Acquisition Officer	14	73.4%	0.0%	26.6%
Office of the Chief Financial Officer	15	63.1%	36.9%	0.0%
BUSINESS SUPPORT SERVICES	85	67.5%	14.6%	17.9%

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
<b>National Archives and Records Administration</b>	<b>1,821</b>	<b>58.9%</b>	<b>19.9%</b>	<b>21.1%</b>
AGENCY SERVICES	749	57.6%	20.5%	21.9%
CHIEF OPERATING OFFICER	25	72.4%	20.3%	7.2%
OFFICE OF THE FEDERAL REGISTER	36	50.1%	27.7%	22.2%
OFFICE OF HUMAN CAPITAL	45	37.9%	20.1%	42.0%
INFORMATION SERVICES	61	49.9%	20.1%	30.0%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	301	64.9%	15.9%	19.2%
THE ARCHIVIST OF THE UNITED STATES	39	89.7%	5.3%	5.0%
RESEARCH SERVICES	373	53.9%	24.2%	21.9%
OFFICE OF INNOVATION	40	57.6%	19.1%	23.3%
Office of the Chief of Staff	26	56.5%	28.1%	15.4%
Office of the Chief Acquisition Officer	14	85.8%	14.2%	0.0%
Office of the Chief Financial Officer	15	78.0%	11.0%	11.0%
BUSINESS SUPPORT SERVICES	87	73.1%	14.2%	12.7%

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### 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%
<b>National Archives and Records Administration</b>	<b>1,815</b>	<b>47.1%</b>	<b>21.2%</b>	<b>21.4%</b>	<b>10.3%</b>
AGENCY SERVICES	741	29.3%	27.4%	30.0%	13.4%
CHIEF OPERATING OFFICER	25	96.6%	3.4%	0.0%	0.0%
OFFICE OF THE FEDERAL REGISTER	36	88.6%	8.5%	0.0%	2.8%
OFFICE OF HUMAN CAPITAL	43	95.5%	2.7%	0.0%	1.8%
INFORMATION SERVICES	61	93.2%	3.0%	3.7%	0.0%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	301	50.0%	19.2%	19.9%	11.0%
THE ARCHIVIST OF THE UNITED STATES	40	97.6%	0.0%	2.4%	0.0%
RESEARCH SERVICES	376	44.1%	23.8%	21.3%	10.9%
OFFICE OF INNOVATION	39	85.1%	5.6%	9.3%	0.0%
Office of the Chief of Staff	27	74.9%	0.0%	6.8%	18.3%
Office of the Chief Acquisition Officer	14	92.9%	0.0%	7.1%	0.0%
Office of the Chief Financial Officer	15	94.2%	0.0%	0.0%	5.8%
BUSINESS SUPPORT SERVICES	87	75.2%	20.1%	3.4%	1.4%



# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### Work/Life (continued)

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

	Telework				
	N	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%
<b>National Archives and Records Administration</b>	<b>1,793</b>	<b>4.3%</b>	<b>15.7%</b>	<b>3.0%</b>	<b>15.1%</b>
AGENCY SERVICES	727	5.6%	7.2%	1.4%	9.1%
CHIEF OPERATING OFFICER	25	4.6%	29.0%	23.3%	32.0%
OFFICE OF THE FEDERAL REGISTER	36	22.6%	41.8%	0.0%	16.2%
OFFICE OF HUMAN CAPITAL	43	6.1%	58.1%	2.0%	13.5%
INFORMATION SERVICES	61	0.0%	86.3%	1.5%	4.6%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	300	2.3%	9.5%	2.5%	24.7%
THE ARCHIVIST OF THE UNITED STATES	39	0.0%	38.4%	15.2%	28.1%
RESEARCH SERVICES	374	1.3%	5.3%	5.1%	18.0%
OFFICE OF INNOVATION	39	13.4%	41.4%	0.0%	22.1%
Office of the Chief of Staff	25	7.3%	48.0%	7.3%	14.7%
Office of the Chief Acquisition Officer	14	8.6%	55.4%	0.0%	0.0%
Office of the Chief Financial Officer	14	6.5%	77.7%	10.3%	5.5%
BUSINESS SUPPORT SERVICES	86	1.0%	23.3%	5.5%	30.0%

*(continued)*

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### Work/Life (continued)

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

	N	Must Be Physically Present	Technical Issues	Do Not Telework	
				Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
<b>National Archives and Records Administration</b>	<b>1,793</b>	<b>36.5%</b>	<b>4.1%</b>	<b>7.9%</b>	<b>13.4%</b>
AGENCY SERVICES	727	47.8%	5.1%	10.9%	12.8%
CHIEF OPERATING OFFICER	25	3.4%	0.0%	0.0%	7.6%
OFFICE OF THE FEDERAL REGISTER	36	0.0%	0.0%	14.2%	5.2%
OFFICE OF HUMAN CAPITAL	43	0.0%	2.6%	2.6%	15.0%
INFORMATION SERVICES	61	0.0%	0.0%	3.2%	4.5%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	300	37.7%	4.1%	5.2%	14.1%
THE ARCHIVIST OF THE UNITED STATES	39	0.0%	2.5%	2.5%	13.3%
RESEARCH SERVICES	374	42.1%	4.1%	7.3%	16.8%
OFFICE OF INNOVATION	39	6.4%	3.5%	3.7%	9.5%
Office of the Chief of Staff	25	0.0%	3.9%	0.0%	18.8%
Office of the Chief Acquisition Officer	14	0.0%	7.4%	0.0%	28.6%
Office of the Chief Financial Officer	14	0.0%	0.0%	0.0%	0.0%
BUSINESS SUPPORT SERVICES	86	19.1%	1.4%	4.8%	15.0%

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### Work/Life (continued)

#### **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%
<b>National Archives and Records Administration</b>	<b>1,809</b>	<b>18.8%</b>	<b>68.0%</b>	<b>13.3%</b>
AGENCY SERVICES	744	23.7%	62.6%	13.7%
CHIEF OPERATING OFFICER	25	12.1%	81.1%	6.9%
OFFICE OF THE FEDERAL REGISTER	36	11.1%	69.5%	19.4%
OFFICE OF HUMAN CAPITAL	43	30.6%	60.7%	8.8%
INFORMATION SERVICES	59	9.6%	81.1%	9.3%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	299	11.2%	73.0%	15.7%
THE ARCHIVIST OF THE UNITED STATES	38	21.1%	73.8%	5.1%
RESEARCH SERVICES	373	15.4%	70.4%	14.2%
OFFICE OF INNOVATION	40	7.9%	88.0%	4.1%
Office of the Chief of Staff	27	8.5%	76.3%	15.2%
Office of the Chief Acquisition Officer	14	35.6%	57.0%	7.4%
Office of the Chief Financial Officer	14	11.7%	82.8%	5.5%
BUSINESS SUPPORT SERVICES	87	24.6%	64.6%	10.8%

#### **75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)**

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
<b>National Archives and Records Administration</b>	<b>1,812</b>	<b>39.0%</b>	<b>55.3%</b>	<b>5.7%</b>
AGENCY SERVICES	744	45.5%	49.1%	5.4%
CHIEF OPERATING OFFICER	25	50.0%	50.0%	0.0%
OFFICE OF THE FEDERAL REGISTER	36	19.8%	69.2%	11.0%
OFFICE OF HUMAN CAPITAL	42	54.4%	39.3%	6.3%
INFORMATION SERVICES	61	17.6%	75.0%	7.4%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	300	33.7%	54.5%	11.8%
THE ARCHIVIST OF THE UNITED STATES	39	42.9%	57.1%	0.0%
RESEARCH SERVICES	373	33.1%	63.7%	3.2%
OFFICE OF INNOVATION	40	39.1%	60.9%	0.0%
Office of the Chief of Staff	27	46.2%	53.8%	0.0%
Office of the Chief Acquisition Officer	14	27.5%	65.1%	7.4%
Office of the Chief Financial Officer	14	27.9%	72.1%	0.0%
BUSINESS SUPPORT SERVICES	87	38.1%	58.5%	3.4%

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### Work/Life (continued)

**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%
<b>National Archives and Records Administration</b>	<b>1,800</b>	<b>15.0%</b>	<b>81.0%</b>	<b>4.0%</b>
AGENCY SERVICES	740	18.5%	76.6%	4.9%
CHIEF OPERATING OFFICER	25	8.1%	91.9%	0.0%
OFFICE OF THE FEDERAL REGISTER	35	6.0%	88.2%	5.7%
OFFICE OF HUMAN CAPITAL	42	24.4%	70.7%	5.0%
INFORMATION SERVICES	61	10.4%	89.6%	0.0%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	296	10.0%	84.4%	5.7%
THE ARCHIVIST OF THE UNITED STATES	39	2.5%	97.5%	0.0%
RESEARCH SERVICES	372	14.5%	82.2%	3.3%
OFFICE OF INNOVATION	39	5.6%	94.4%	0.0%
Office of the Chief of Staff	26	7.0%	93.0%	0.0%
Office of the Chief Acquisition Officer	14	36.5%	63.5%	0.0%
Office of the Chief Financial Officer	14	17.5%	82.5%	0.0%
BUSINESS SUPPORT SERVICES	87	14.1%	84.6%	1.3%

**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%
<b>National Archives and Records Administration</b>	<b>1,815</b>	<b>1.4%</b>	<b>76.9%</b>	<b>21.7%</b>
AGENCY SERVICES	748	1.7%	72.0%	26.3%
CHIEF OPERATING OFFICER	24	0.0%	100.0%	0.0%
OFFICE OF THE FEDERAL REGISTER	36	0.0%	89.0%	11.0%
OFFICE OF HUMAN CAPITAL	43	5.1%	69.4%	25.5%
INFORMATION SERVICES	61	0.0%	88.0%	12.0%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	299	0.2%	65.2%	34.6%
THE ARCHIVIST OF THE UNITED STATES	39	0.0%	100.0%	0.0%
RESEARCH SERVICES	373	1.9%	85.4%	12.8%
OFFICE OF INNOVATION	40	2.1%	95.8%	2.1%
Office of the Chief of Staff	27	0.0%	85.3%	14.7%
Office of the Chief Acquisition Officer	14	7.4%	92.6%	0.0%
Office of the Chief Financial Officer	14	0.0%	100.0%	0.0%
BUSINESS SUPPORT SERVICES	87	0.0%	88.5%	11.5%

# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### Work/Life (continued)

#### 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%
<b>National Archives and Records Administration</b>	<b>1,817</b>	<b>2.2%</b>	<b>77.5%</b>	<b>20.3%</b>
AGENCY SERVICES	746	2.9%	73.0%	24.2%
CHIEF OPERATING OFFICER	25	4.6%	95.4%	0.0%
OFFICE OF THE FEDERAL REGISTER	36	0.0%	86.4%	13.6%
OFFICE OF HUMAN CAPITAL	43	12.4%	72.1%	15.5%
INFORMATION SERVICES	61	0.0%	89.2%	10.8%
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	301	1.0%	66.7%	32.2%
THE ARCHIVIST OF THE UNITED STATES	39	0.0%	97.5%	2.5%
RESEARCH SERVICES	374	1.4%	85.4%	13.2%
OFFICE OF INNOVATION	40	3.4%	96.6%	0.0%
Office of the Chief of Staff	27	5.1%	79.9%	15.0%
Office of the Chief Acquisition Officer	14	7.4%	85.5%	7.1%
Office of the Chief Financial Officer	14	0.0%	100.0%	0.0%
BUSINESS SUPPORT SERVICES	87	0.0%	89.7%	10.3%

#### 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
<b>National Archives and Records Administration</b>	<b>717</b>	<b>81.2%</b>	<b>12.6%</b>	<b>6.2%</b>	<b>26</b>
AGENCY SERVICES	180	77.2%	16.4%	6.4%	17
CHIEF OPERATING OFFICER	21	91.4%	4.5%	4.1%	0
OFFICE OF THE FEDERAL REGISTER	29	75.8%	6.9%	17.3%	0
OFFICE OF HUMAN CAPITAL	36	78.7%	13.6%	7.8%	1
INFORMATION SERVICES	56	84.3%	4.8%	10.9%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	115	75.6%	19.2%	5.2%	4
THE ARCHIVIST OF THE UNITED STATES	31	87.1%	6.3%	6.6%	0
RESEARCH SERVICES	112	78.2%	17.2%	4.6%	3
OFFICE OF INNOVATION	31	94.1%	5.9%	0.0%	0
Office of the Chief of Staff	22	83.5%	0.0%	16.5%	0
Office of the Chief Acquisition Officer	9	100.0%	0.0%	0.0%	0
Office of the Chief Financial Officer	14	100.0%	0.0%	0.0%	0
BUSINESS SUPPORT SERVICES	54	93.0%	5.2%	1.8%	0

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

# National Archives and Records Administration 1st Level Subagency Comparison Report

## 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
<b>National Archives and Records Administration</b>	<b>324</b>	<b>91.4%</b>	<b>5.7%</b>	<b>2.9%</b>	<b>20</b>
AGENCY SERVICES	163	91.5%	8.0%	0.5%	10
CHIEF OPERATING OFFICER	3	100.0%	0.0%	0.0%	0
OFFICE OF THE FEDERAL REGISTER	4	100.0%	0.0%	0.0%	0
OFFICE OF HUMAN CAPITAL	14	72.0%	0.0%	28.0%	1
INFORMATION SERVICES	5	100.0%	0.0%	0.0%	3
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	35	97.3%	2.7%	0.0%	2
THE ARCHIVIST OF THE UNITED STATES	8	100.0%	0.0%	0.0%	1
RESEARCH SERVICES	58	87.3%	4.4%	8.3%	3
OFFICE OF INNOVATION	3	73.6%	0.0%	26.4%	0
Office of the Chief of Staff	2	100.0%	0.0%	0.0%	0
Office of the Chief Acquisition Officer	5	100.0%	0.0%	0.0%	0
Office of the Chief Financial Officer	2	100.0%	0.0%	0.0%	0
BUSINESS SUPPORT SERVICES	21	95.9%	4.1%	0.0%	0

\*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
<b>National Archives and Records Administration</b>	<b>677</b>	<b>82.5%</b>	<b>14.5%</b>	<b>3.0%</b>	<b>24</b>
AGENCY SERVICES	321	79.3%	15.8%	4.8%	15
CHIEF OPERATING OFFICER	10	100.0%	0.0%	0.0%	1
OFFICE OF THE FEDERAL REGISTER	7	70.4%	29.6%	0.0%	0
OFFICE OF HUMAN CAPITAL	25	91.9%	8.1%	0.0%	0
INFORMATION SERVICES	10	100.0%	0.0%	0.0%	1
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	102	85.5%	12.6%	2.0%	3
THE ARCHIVIST OF THE UNITED STATES	16	94.0%	6.0%	0.0%	0
RESEARCH SERVICES	117	78.2%	21.2%	0.7%	3
OFFICE OF INNOVATION	15	100.0%	0.0%	0.0%	1
Office of the Chief of Staff	11	85.4%	14.6%	0.0%	0
Office of the Chief Acquisition Officer	4	100.0%	0.0%	0.0%	0
Office of the Chief Financial Officer	4	100.0%	0.0%	0.0%	0
BUSINESS SUPPORT SERVICES	33	94.4%	2.6%	2.9%	0

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

# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### Work/Life (continued)

#### 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
<b>National Archives and Records Administration</b>	<b>245</b>	<b>80.9%</b>	<b>14.6%</b>	<b>4.5%</b>	<b>31</b>
AGENCY SERVICES	121	82.4%	13.4%	4.2%	18
CHIEF OPERATING OFFICER	2	100.0%	0.0%	0.0%	0
OFFICE OF THE FEDERAL REGISTER	2	51.6%	48.4%	0.0%	1
OFFICE OF HUMAN CAPITAL	13	84.2%	15.8%	0.0%	0
INFORMATION SERVICES	6	64.0%	22.2%	13.7%	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	31	93.8%	6.2%	0.0%	5
THE ARCHIVIST OF THE UNITED STATES	1	100.0%	0.0%	0.0%	0
RESEARCH SERVICES	44	69.0%	25.9%	5.1%	6
OFFICE OF INNOVATION	3	100.0%	0.0%	0.0%	0
Office of the Chief of Staff	1	100.0%	0.0%	0.0%	1
Office of the Chief Acquisition Officer	5	100.0%	0.0%	0.0%	0
Office of the Chief Financial Officer	3	100.0%	0.0%	0.0%	0
BUSINESS SUPPORT SERVICES	12	65.4%	9.6%	25.0%	0

\*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
<b>National Archives and Records Administration</b>	<b>21</b>	<b>70.8%</b>	<b>29.2%</b>	<b>0.0%</b>	<b>10</b>
AGENCY SERVICES	9	88.2%	11.8%	0.0%	4
CHIEF OPERATING OFFICER	0	--	--	--	1
OFFICE OF THE FEDERAL REGISTER	0	--	--	--	0
OFFICE OF HUMAN CAPITAL	4	76.5%	23.5%	0.0%	0
INFORMATION SERVICES	0	--	--	--	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	2	44.3%	55.7%	0.0%	2
THE ARCHIVIST OF THE UNITED STATES	0	--	--	--	0
RESEARCH SERVICES	4	23.3%	76.7%	0.0%	3
OFFICE OF INNOVATION	1	100.0%	0.0%	0.0%	0
Office of the Chief of Staff	0	--	--	--	0
Office of the Chief Acquisition Officer	1	100.0%	0.0%	0.0%	0
Office of the Chief Financial Officer	0	--	--	--	0
BUSINESS SUPPORT SERVICES	0	--	--	--	0

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

# National Archives and Records Administration

## 1st Level Subagency Comparison Report

### Work/Life (continued)

**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
<b>National Archives and Records Administration</b>	<b>31</b>	<b>73.0%</b>	<b>27.0%</b>	<b>0.0%</b>	<b>11</b>
AGENCY SERVICES	15	77.8%	22.2%	0.0%	6
CHIEF OPERATING OFFICER	1	100.0%	0.0%	0.0%	0
OFFICE OF THE FEDERAL REGISTER	0	--	--	--	0
OFFICE OF HUMAN CAPITAL	5	59.5%	40.5%	0.0%	2
INFORMATION SERVICES	0	--	--	--	0
LEGIS ARCHIVES, PRESIDENTIAL LIBRARIES, MUSEUM SRVCS	3	100.0%	0.0%	0.0%	1
THE ARCHIVIST OF THE UNITED STATES	0	--	--	--	0
RESEARCH SERVICES	4	23.3%	76.7%	0.0%	2
OFFICE OF INNOVATION	1	100.0%	0.0%	0.0%	0
Office of the Chief of Staff	1	100.0%	0.0%	0.0%	0
Office of the Chief Acquisition Officer	1	100.0%	0.0%	0.0%	0
Office of the Chief Financial Officer	0	--	--	--	0
BUSINESS SUPPORT SERVICES	0	--	--	--	0

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



# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### Demographic Questions

#### *Where do you work?*

	N	%
Headquarters	818	45.7%
Field	971	54.3%

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

	N	%
Non-Supervisor	1,269	70.5%
Team Leader	200	11.1%
Supervisor	210	11.7%
Manager	100	5.6%
Senior Leader	20	1.1%

#### *Are you:*

	N	%
Male	827	46.7%
Female	942	53.3%

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

	N	%
Yes	80	4.6%
No	1,672	95.4%

#### *Race*

	N	%
American Indian or Alaska Native	9	0.5%
Asian	49	2.9%
Black or African American	334	19.5%
Native Hawaiian or Other Pacific Islander	8	0.5%
White	1,235	72.3%
Two or more races	74	4.3%

Note: Percentages for demographic questions are unweighted.

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### Demographic Questions (continued)

#### *What is the highest degree or level of education you have completed?*

	N	%
Less than High School	4	0.2%
High School Diploma/GED or equivalent	98	5.5%
Trade or Technical Certificate	29	1.6%
Some College (no degree)	262	14.8%
Associate's Degree (e.g., AA, AS)	125	7.1%
Bachelor's Degree (e.g., BA, BS)	461	26.1%
Master's Degree (e.g., MA, MS, MBA)	734	41.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	56	3.2%

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

	N	%
Federal Wage System	3	0.2%
GS 1-6	516	29.1%
GS 7-12	742	41.9%
GS 13-15	483	27.3%
Senior Executive Service	18	1.0%
Senior Level (SL) or Scientific or Professional (ST)	2	0.1%
Other	8	0.5%

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

	N	%
Less than 1 year	51	2.9%
1 to 3 years	292	16.4%
4 to 5 years	99	5.6%
6 to 10 years	379	21.3%
11 to 14 years	252	14.1%
15 to 20 years	264	14.8%
More than 20 years	444	24.9%

Note: Percentages for demographic questions are unweighted.

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### 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	104	5.9%
1 to 3 years	416	23.4%
4 to 5 years	103	5.8%
6 to 10 years	391	22.0%
11 to 20 years	439	24.7%
More than 20 years	324	18.2%

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

	N	%
No	1,211	67.8%
Yes, to retire	68	3.8%
Yes, to take another job within the Federal Government	346	19.4%
Yes, to take another job outside the Federal Government	81	4.5%
Yes, other	79	4.4%

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

	N	%
Within one year	43	2.4%
Between one and three years	115	6.5%
Between three and five years	162	9.1%
Five or more years	1,453	82.0%

***Self-Identify as:***

	N	%
Heterosexual or Straight	1,338	78.0%
Gay, Lesbian, Bisexual, or Transgender	77	4.5%
I prefer not to say	301	17.5%

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

	N	%
No Prior Military Service	1,344	76.6%
Currently in National Guard or Reserves	15	0.9%
Retired	133	7.6%
Separated or Discharged	263	15.0%

Note: Percentages for demographic questions are unweighted.

# National Archives and Records Administration

## *1st Level Subagency Comparison Report*

### Demographic Questions (continued)

#### *Are you an individual with a disability?*

	N	%
Yes	240	13.6%
No	1,527	86.4%

#### *What is your age group?*

	N	%
25 and under	41	2.2%
26-29	124	6.7%
30-39	434	23.3%
40-49	448	24.1%
50-59	558	30.0%
60 or older	256	13.8%

Note: Percentages for demographic questions are unweighted.