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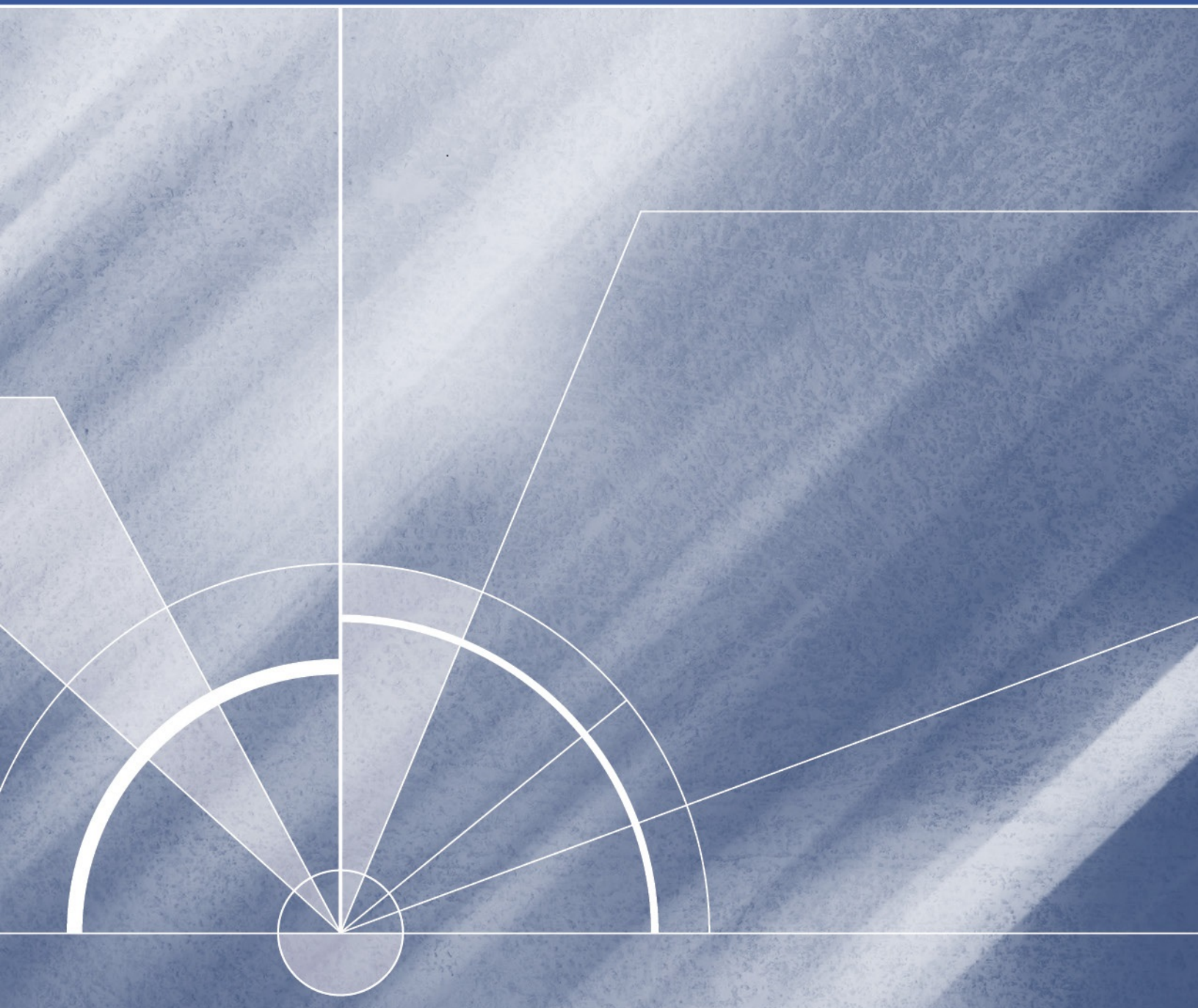
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2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Report

Securities and Exchange Commission
Office of the Inspector General





Securities and Exchange Commission

Office of the Inspector General

1st Level Subagency Report

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

Response Summary

	Surveys Completed	Response Rate
Governmentwide	486,105	45.5%
Securities and Exchange Commission	3,526	79.6%
Office of the Inspector General	42	91.3%

Your Data

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group.

These sections provide high level information on how your subagency is doing.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

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Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

Highest Percent Positive

95.6%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
90.8%	Considering everything, how satisfied are you with your pay? (Q.70)
90.7%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
90.6%	I am constantly looking for ways to do my job better. (Q.8)
88.4%	I am held accountable for achieving results. (Q.16)
86.0%	My supervisor supports my need to balance work and other life issues. (Q.42)
83.8%	Physical conditions allow employees to perform their jobs well. (Q.14)
83.8%	Employees in my work unit share job knowledge with each other. (Q.26)
83.8%	Employees are protected from health and safety hazards on the job. (Q.35)
83.7%	My performance appraisal is a fair reflection of my performance. (Q.15)

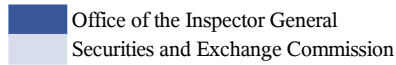
Highest Percent Negative

33.1%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
28.8%	Employees have a feeling of personal empowerment with respect to work processes. (Q.30)
27.9%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
26.6%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
25.9%	Awards in my work unit depend on how well employees perform their jobs. (Q.25)
25.8%	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. (Q.17)
25.8%	Creativity and innovation are rewarded. (Q.32)
25.3%	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Q.37)
24.6%	Promotions in my work unit are based on merit. (Q.22)
23.4%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)

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Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (Securities and Exchange Commission) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown.

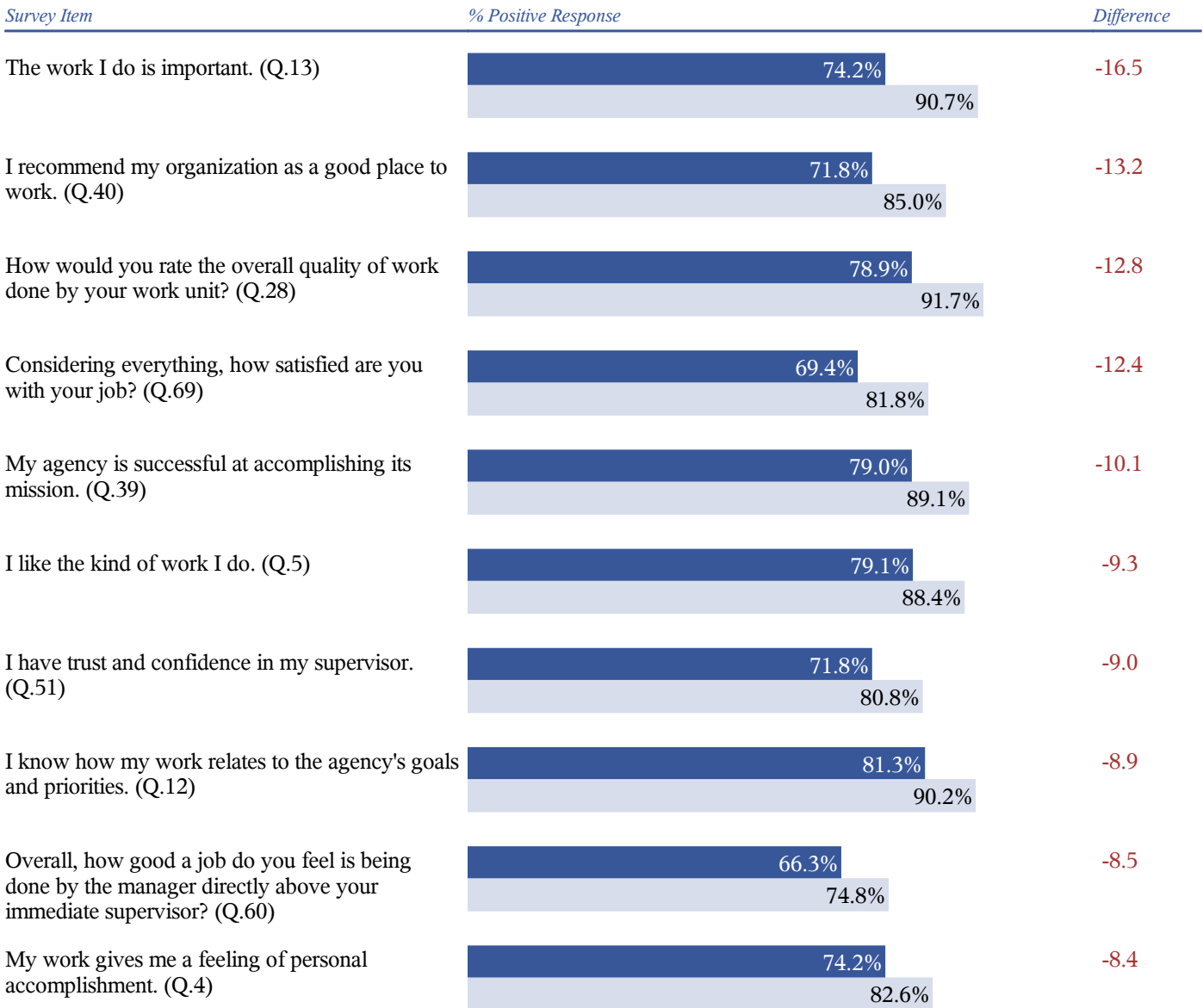
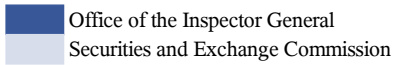


<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
Pay raises depend on how well employees perform their jobs. (Q.33)	58.4%	23.6%	+34.8
In my work unit, differences in performance are recognized in a meaningful way. (Q.24)	54.4%	38.0%	+16.4
My work unit is able to recruit people with the right skills. (Q.21)	80.9%	66.3%	+14.6
My training needs are assessed. (Q.18)	74.3%	60.3%	+14.0
Considering everything, how satisfied are you with your pay? (Q.70)	90.8%	77.6%	+13.2
I have sufficient resources to get my job done. (Q.9)	71.7%	61.4%	+10.3
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)	43.8%	33.7%	+10.1
Creativity and innovation are rewarded. (Q.32)	62.5%	53.1%	+9.4
How satisfied are you with the policies and practices of your senior leaders? (Q.66)	69.5%	60.3%	+9.2
Employees are recognized for providing high quality products and services. (Q.31)	71.8%	63.8%	+8.0

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Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (Securities and Exchange Commission) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown.



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My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Securities and Exchange Commission	3,523	78.2%	11.5%	10.3%
Office of the Inspector General	42	76.8%	4.7%	18.5%

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

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Securities and Exchange Commission	3,512	81.4%	10.1%	8.5%
Office of the Inspector General	42	81.4%	4.9%	13.8%

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%
Securities and Exchange Commission	3,503	69.4%	14.7%	15.8%
Office of the Inspector General	41	66.4%	14.5%	19.1%

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

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Securities and Exchange Commission	3,506	82.6%	10.3%	7.1%
Office of the Inspector General	42	74.2%	4.8%	21.0%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Securities and Exchange Commission	3,510	88.4%	8.4%	3.2%
Office of the Inspector General	42	79.1%	11.9%	9.0%

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

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Securities and Exchange Commission	3,501	84.1%	8.5%	7.5%
Office of the Inspector General	42	81.5%	0.0%	18.5%

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My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Securities and Exchange Commission	3,511	97.7%	1.5%	0.8%
Office of the Inspector General	42	90.7%	4.7%	4.6%

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%
Securities and Exchange Commission	3,512	91.6%	7.1%	1.3%
Office of the Inspector General	42	90.6%	4.7%	4.8%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Securities and Exchange Commission	3,512	61.4%	14.9%	23.7%	3
Office of the Inspector General	42	71.7%	11.9%	16.4%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Securities and Exchange Commission	3,495	74.5%	12.4%	13.1%	4
Office of the Inspector General	40	72.8%	7.4%	19.8%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Securities and Exchange Commission	3,464	67.5%	14.3%	18.2%	10
Office of the Inspector General	42	64.8%	14.2%	21.1%	0

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Securities and Exchange Commission	3,499	90.2%	5.7%	4.1%	5
Office of the Inspector General	42	81.3%	2.4%	16.3%	0

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Securities and Exchange Commission	3,482	90.7%	6.5%	2.8%	7
Office of the Inspector General	42	74.2%	9.3%	16.4%	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
Securities and Exchange Commission	3,501	87.9%	6.5%	5.7%	8
Office of the Inspector General	42	83.8%	7.1%	9.1%	0

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Securities and Exchange Commission	3,483	76.3%	13.4%	10.3%	26
Office of the Inspector General	42	83.7%	2.3%	14.0%	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
Securities and Exchange Commission	3,479	85.0%	11.0%	4.0%	22
Office of the Inspector General	42	88.4%	2.4%	9.1%	0

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Securities and Exchange Commission	3,295	76.2%	13.8%	10.0%	202
Office of the Inspector General	42	71.8%	2.3%	25.8%	0

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Securities and Exchange Commission	3,471	60.3%	20.9%	18.8%	38
Office of the Inspector General	42	74.3%	7.2%	18.5%	0

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My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Securities and Exchange Commission	3,457	64.7%	16.6%	18.7%	64
Office of the Inspector General	41	71.5%	12.1%	16.5%	1

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Securities and Exchange Commission	3,521	84.8%	8.5%	6.7%
Office of the Inspector General	42	81.3%	7.2%	11.5%

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
Securities and Exchange Commission	3,352	66.3%	18.5%	15.2%	168
Office of the Inspector General	41	80.9%	2.4%	16.7%	1

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
Securities and Exchange Commission	3,141	46.8%	26.1%	27.2%	372
Office of the Inspector General	36	53.0%	22.4%	24.6%	6

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
Securities and Exchange Commission	2,884	33.7%	31.7%	34.7%	629
Office of the Inspector General	30	43.8%	23.2%	33.1%	12

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
Securities and Exchange Commission	3,161	38.0%	27.6%	34.4%	351
Office of the Inspector General	37	54.4%	19.0%	26.6%	4

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My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Securities and Exchange Commission	3,118	52.0%	24.3%	23.7%	380
Office of the Inspector General	38	58.4%	15.7%	25.9%	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
Securities and Exchange Commission	3,492	82.4%	9.3%	8.4%	19
Office of the Inspector General	42	83.8%	2.5%	13.8%	0

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Securities and Exchange Commission	3,296	62.7%	27.7%	9.6%	215
Office of the Inspector General	39	59.3%	28.4%	12.4%	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%
Securities and Exchange Commission	3,513	91.7%	6.8%	1.5%
Office of the Inspector General	42	78.9%	7.2%	13.8%

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
Securities and Exchange Commission	3,430	85.7%	9.0%	5.3%	59
Office of the Inspector General	41	83.3%	0.0%	16.7%	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
Securities and Exchange Commission	3,340	60.0%	20.7%	19.3%	145
Office of the Inspector General	41	61.5%	9.7%	28.8%	0

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My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Securities and Exchange Commission	3,384	63.8%	19.7%	16.5%	95
Office of the Inspector General	42	71.8%	9.4%	18.7%	0

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Securities and Exchange Commission	3,344	53.1%	24.9%	22.0%	126
Office of the Inspector General	42	62.5%	11.7%	25.8%	0

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Securities and Exchange Commission	3,161	23.6%	27.9%	48.5%	309
Office of the Inspector General	38	58.4%	20.9%	20.7%	4

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
Securities and Exchange Commission	3,201	67.0%	21.3%	11.8%	280
Office of the Inspector General	39	69.7%	12.8%	17.5%	3

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
Securities and Exchange Commission	3,386	90.5%	7.5%	2.0%	97
Office of the Inspector General	42	83.8%	7.2%	9.0%	0

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
Securities and Exchange Commission	3,398	79.0%	14.6%	6.4%	72
Office of the Inspector General	42	72.0%	16.6%	11.5%	0

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My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Securities and Exchange Commission	3,162	60.2%	20.3%	19.5%	312
Office of the Inspector General	39	59.5%	15.3%	25.3%	2

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
Securities and Exchange Commission	3,069	75.4%	14.6%	10.0%	400
Office of the Inspector General	39	67.2%	12.8%	20.1%	3

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
Securities and Exchange Commission	3,460	89.1%	8.0%	3.0%	24
Office of the Inspector General	42	79.0%	7.2%	13.9%	0

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

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Securities and Exchange Commission	3,489	85.0%	9.9%	5.1%
Office of the Inspector General	42	71.8%	7.3%	20.9%

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
Securities and Exchange Commission	3,201	62.1%	20.7%	17.2%	296
Office of the Inspector General	41	66.2%	14.8%	18.9%	1

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
Securities and Exchange Commission	3,469	91.9%	4.4%	3.8%	11
Office of the Inspector General	42	86.0%	4.9%	9.1%	0

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My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Securities and Exchange Commission	3,462	77.3%	12.1%	10.6%	18
Office of the Inspector General	42	79.0%	9.4%	11.6%	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
Securities and Exchange Commission	3,457	72.9%	13.9%	13.2%	18
Office of the Inspector General	42	74.4%	14.2%	11.4%	0

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Securities and Exchange Commission	3,126	79.6%	15.3%	5.1%	347
Office of the Inspector General	38	74.1%	15.7%	10.2%	4

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
Securities and Exchange Commission	3,459	72.9%	15.1%	12.1%	14
Office of the Inspector General	42	76.7%	11.8%	11.5%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Securities and Exchange Commission	3,427	79.4%	12.0%	8.6%	54
Office of the Inspector General	42	76.6%	7.2%	16.2%	0

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

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Securities and Exchange Commission	3,485	86.6%	7.3%	6.1%
Office of the Inspector General	42	78.9%	9.7%	11.5%

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My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Securities and Exchange Commission	3,476	89.3%	5.1%	5.6%
Office of the Inspector General	42	81.2%	7.4%	11.5%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Securities and Exchange Commission	3,480	92.2%	3.8%	4.1%
Office of the Inspector General	42	95.6%	0.0%	4.4%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Securities and Exchange Commission	3,480	80.8%	9.8%	9.3%
Office of the Inspector General	42	71.8%	12.0%	16.2%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Securities and Exchange Commission	3,484	83.2%	10.4%	6.4%
Office of the Inspector General	42	78.9%	9.6%	11.6%

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
Securities and Exchange Commission	3,384	57.3%	21.2%	21.5%	92
Office of the Inspector General	42	57.5%	19.1%	23.4%	0

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Securities and Exchange Commission	3,222	72.3%	15.6%	12.1%	247
Office of the Inspector General	42	67.1%	12.1%	20.8%	0

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Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Securities and Exchange Commission	3,251	76.7%	15.1%	8.2%	202
Office of the Inspector General	41	80.9%	2.5%	16.6%	1

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
Securities and Exchange Commission	3,410	70.8%	15.2%	14.1%	44
Office of the Inspector General	42	69.5%	14.3%	16.2%	0

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Securities and Exchange Commission	3,171	71.9%	17.6%	10.5%	283
Office of the Inspector General	41	73.7%	9.8%	16.6%	1

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
Securities and Exchange Commission	3,346	67.1%	16.6%	16.3%	118
Office of the Inspector General	42	69.5%	9.5%	20.9%	0

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Securities and Exchange Commission	3,349	70.6%	15.6%	13.8%	116
Office of the Inspector General	42	72.0%	11.9%	16.1%	0

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Securities and Exchange Commission	3,290	74.8%	15.2%	10.0%	179
Office of the Inspector General	41	66.3%	17.1%	16.7%	1

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Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Securities and Exchange Commission	3,431	68.3%	18.7%	13.0%	34
Office of the Inspector General	42	64.6%	14.5%	20.9%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Securities and Exchange Commission	3,260	75.6%	15.6%	8.8%	214
Office of the Inspector General	42	76.6%	7.2%	16.2%	0

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%
Securities and Exchange Commission	3,469	65.9%	17.8%	16.4%
Office of the Inspector General	42	69.5%	11.9%	18.6%

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%
Securities and Exchange Commission	3,468	63.4%	19.6%	17.0%
Office of the Inspector General	42	67.2%	9.5%	23.3%

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%
Securities and Exchange Commission	3,457	64.0%	18.1%	17.9%
Office of the Inspector General	42	67.2%	9.5%	23.3%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Securities and Exchange Commission	3,450	60.3%	24.6%	15.2%
Office of the Inspector General	42	69.5%	9.7%	20.8%

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My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Securities and Exchange Commission	3,445	39.0%	29.4%	31.6%
Office of the Inspector General	42	42.9%	29.2%	27.9%

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%
Securities and Exchange Commission	3,449	67.6%	20.2%	12.2%
Office of the Inspector General	42	67.0%	17.0%	16.1%

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

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Securities and Exchange Commission	3,456	81.8%	11.0%	7.2%
Office of the Inspector General	42	69.4%	7.2%	23.3%

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

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Securities and Exchange Commission	3,463	77.6%	11.5%	10.9%
Office of the Inspector General	42	90.8%	2.5%	6.7%

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

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Securities and Exchange Commission	3,457	80.3%	12.4%	7.3%
Office of the Inspector General	41	76.0%	5.0%	19.0%

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Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Securities and Exchange Commission	3,442	90.0%	1.5%	3.3%	5.2%
Office of the Inspector General	42	97.7%	0.0%	0.0%	2.3%

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Securities and Exchange Commission	3,458	11.8%	41.4%	13.2%	23.1%
Office of the Inspector General	42	0.0%	52.6%	19.1%	21.5%

(continued)

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

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Securities and Exchange Commission	3,458	0.9%	0.3%	0.8%	8.5%
Office of the Inspector General	42	0.0%	0.0%	2.1%	4.8%

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%
Securities and Exchange Commission	3,446	51.4%	47.4%	1.2%
Office of the Inspector General	42	30.6%	57.3%	12.0%

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Work/Life (continued)

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

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Securities and Exchange Commission	3,443	21.3%	75.0%	3.6%
Office of the Inspector General	42	71.2%	26.5%	2.3%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Securities and Exchange Commission	3,415	7.3%	90.7%	2.1%
Office of the Inspector General	42	9.6%	83.5%	6.9%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
Securities and Exchange Commission	3,431	9.2%	86.9%	3.9%
Office of the Inspector General	42	16.5%	76.4%	7.1%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Securities and Exchange Commission	3,431	2.6%	94.0%	3.4%
Office of the Inspector General	42	7.2%	85.8%	6.9%

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
Securities and Exchange Commission	3,084	91.5%	5.3%	3.2%	14
Office of the Inspector General	39	87.4%	5.1%	7.5%	0

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

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Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Securities and Exchange Commission	1,745	96.2%	2.7%	1.1%	18
Office of the Inspector General	13	92.4%	0.0%	7.6%	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
Securities and Exchange Commission	699	89.1%	9.1%	1.9%	43
Office of the Inspector General	28	93.1%	3.5%	3.5%	1

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

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Securities and Exchange Commission	240	86.6%	10.9%	2.5%	52
Office of the Inspector General	3	100.0%	0.0%	0.0%	1

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

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Securities and Exchange Commission	305	89.2%	8.8%	2.0%	39
Office of the Inspector General	6	100.0%	0.0%	0.0%	1

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

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Securities and Exchange Commission	86	83.3%	12.0%	4.7%	34
Office of the Inspector General	2	100.0%	0.0%	0.0%	1

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

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Demographic Questions

Where do you work?

	N	%
Headquarters	42	100.0%
Field	0	0.0%

What is your supervisory status?

	N	%
Non-Supervisor	25	61.0%
Team Leader	5	12.2%
Supervisor	7	17.1%
Manager	1	2.4%
Senior Leader	3	7.3%

Are you:

	N	%
Male	28	70.0%
Female	12	30.0%

Are you Hispanic or Latino?

	N	%
Yes	5	12.5%
No	35	87.5%

Race

	N	%
American Indian or Alaska Native	0	0.0%
Asian	1	2.6%
Black or African American	8	20.5%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	27	69.2%
Two or more races	3	7.7%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

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

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	1	2.5%
Trade or Technical Certificate	0	0.0%
Some College (no degree)	0	0.0%
Associate's Degree (e.g., AA, AS)	0	0.0%
Bachelor's Degree (e.g., BA, BS)	17	42.5%
Master's Degree (e.g., MA, MS, MBA)	17	42.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	5	12.5%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	0	0.0%
GS 13-15	17	42.5%
Senior Executive Service	0	0.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	23	57.5%

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

	N	%
Less than 1 year	0	0.0%
1 to 3 years	1	2.5%
4 to 5 years	1	2.5%
6 to 10 years	16	40.0%
11 to 14 years	3	7.5%
15 to 20 years	10	25.0%
More than 20 years	9	22.5%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

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

	N	%
Less than 1 year	6	15.0%
1 to 3 years	22	55.0%
4 to 5 years	5	12.5%
6 to 10 years	3	7.5%
11 to 20 years	4	10.0%
More than 20 years	0	0.0%

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

	N	%
No	30	73.2%
Yes, to retire	1	2.4%
Yes, to take another job within the Federal Government	6	14.6%
Yes, to take another job outside the Federal Government	2	4.9%
Yes, other	2	4.9%

I am planning to retire:

	N	%
Within one year	0	0.0%
Between one and three years	2	5.0%
Between three and five years	2	5.0%
Five or more years	36	90.0%

Self-Identify as:

	N	%
Heterosexual or Straight	27	75.0%
Gay, Lesbian, Bisexual, or Transgender	4	11.1%
I prefer not to say	5	13.9%

What is your US military service status?

	N	%
No Prior Military Service	31	77.5%
Currently in National Guard or Reserves	2	5.0%
Retired	2	5.0%
Separated or Discharged	5	12.5%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	3	7.5%
No	37	92.5%

What is your age group?

	N	%
25 and under	0	0.0%
26-29	1	2.4%
30-39	20	47.6%
40-49	10	23.8%
50-59	10	23.8%
60 or older	1	2.4%

Note: Percentages for demographic questions are unweighted.