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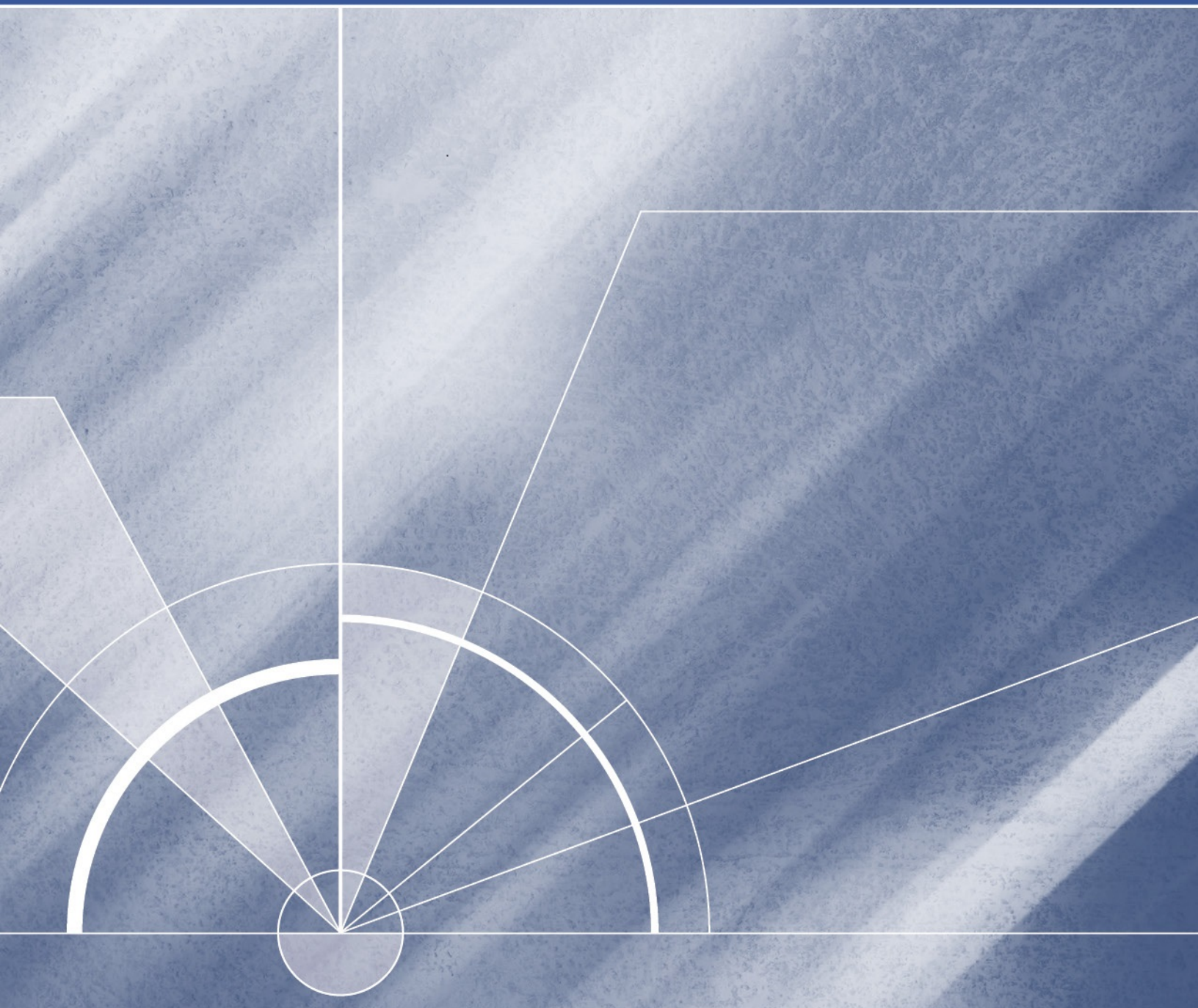
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2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

2nd Level
Subagency
Report

U.S. Agency for International Development
OIG





U.S. Agency for International Development

OIG

2nd 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%
U.S. Agency for International Development	2,087	58.2%
WASHINGTON	1,255	57.0%
OIG	54	41.5%

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

- 95.8% When needed I am willing to put in the extra effort to get a job done. (Q.7)
- 95.7% I am constantly looking for ways to do my job better. (Q.8)
- 85.5% Employees are protected from health and safety hazards on the job. (Q.35)
- 84.7% Prohibited Personnel Practices are not tolerated. (Q.38)
- 83.5% I am held accountable for achieving results. (Q.16)
- 82.4% The people I work with cooperate to get the job done. (Q.20)
- 82.4% My supervisor treats me with respect. (Q.49)
- 81.4% My agency is successful at accomplishing its mission. (Q.39)
- 80.4% I like the kind of work I do. (Q.5)
- 80.2% The work I do is important. (Q.13)

Highest Percent Negative

- 44.7% In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
- 41.7% I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
- 40.2% In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). (Q.19)
- 39.9% Pay raises depend on how well employees perform their jobs. (Q.33)
- 32.0% My workload is reasonable. (Q.10)
- 30.8% In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
- 30.2% My work unit is able to recruit people with the right skills. (Q.21)
- 29.5% How satisfied are you with your involvement in decisions that affect your work? (Q.63)
- 29.4% Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q.58)
- 28.8% Creativity and innovation are rewarded. (Q.32)

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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 (WASHINGTON) 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.

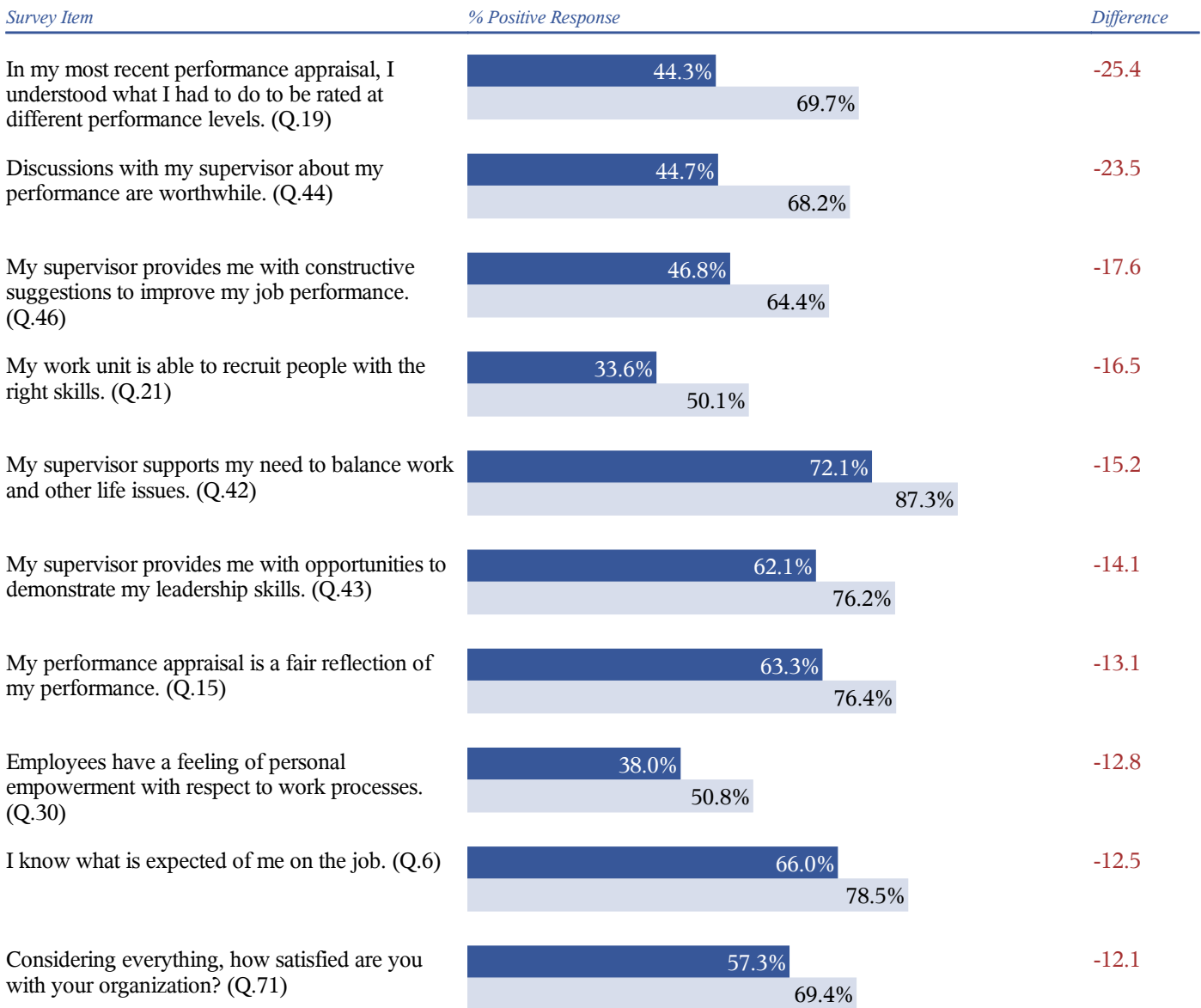


<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
Physical conditions allow employees to perform their jobs well. (Q.14)	73.0%	57.9%	+15.1
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)	66.9%	52.2%	+14.7
How satisfied are you with the policies and practices of your senior leaders? (Q.66)	67.4%	54.3%	+13.1
Prohibited Personnel Practices are not tolerated. (Q.38)	84.7%	76.2%	+8.5
Promotions in my work unit are based on merit. (Q.22)	47.8%	39.7%	+8.1
Employees are protected from health and safety hazards on the job. (Q.35)	85.5%	78.0%	+7.5
My training needs are assessed. (Q.18)	59.7%	53.4%	+6.3
I have a high level of respect for my organization's senior leaders. (Q.61)	69.9%	63.7%	+6.2
My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)	73.0%	68.1%	+4.9
My talents are used well in the workplace. (Q.11)	63.5%	60.3%	+3.2

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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 (WASHINGTON) 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%
U.S. Agency for International Development	2,082	75.3%	12.2%	12.5%
WASHINGTON	1,251	74.2%	11.9%	13.8%
OIG	54	67.0%	9.8%	23.2%

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

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
U.S. Agency for International Development	2,073	75.0%	13.2%	11.8%
WASHINGTON	1,246	73.5%	13.4%	13.1%
OIG	54	73.1%	9.9%	17.0%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
U.S. Agency for International Development	2,064	68.1%	15.2%	16.7%
WASHINGTON	1,237	68.9%	14.6%	16.5%
OIG	54	63.0%	11.2%	25.8%

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

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
U.S. Agency for International Development	2,075	78.6%	11.9%	9.5%
WASHINGTON	1,248	79.6%	10.4%	10.0%
OIG	54	74.6%	3.7%	21.7%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
U.S. Agency for International Development	2,075	84.6%	10.3%	5.2%
WASHINGTON	1,246	84.6%	10.1%	5.3%
OIG	54	80.4%	11.7%	7.9%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
U.S. Agency for International Development	2,056	78.6%	12.2%	9.2%
WASHINGTON	1,233	78.5%	12.4%	9.1%
OIG	53	66.0%	13.7%	20.3%

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%
U.S. Agency for International Development	2,066	98.2%	1.2%	0.6%
WASHINGTON	1,243	98.1%	1.2%	0.6%
OIG	53	95.8%	2.3%	1.9%

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%
U.S. Agency for International Development	2,075	94.0%	5.0%	0.9%
WASHINGTON	1,248	94.1%	4.8%	1.1%
OIG	54	95.7%	0.0%	4.3%

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
U.S. Agency for International Development	2,078	48.3%	14.6%	37.1%	2
WASHINGTON	1,249	46.8%	14.6%	38.7%	2
OIG	53	44.8%	13.5%	41.7%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
U.S. Agency for International Development	2,070	51.9%	17.1%	31.1%	2
WASHINGTON	1,242	54.0%	17.4%	28.6%	2
OIG	54	44.4%	23.6%	32.0%	0

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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
U.S. Agency for International Development	2,047	60.7%	15.5%	23.8%	8
WASHINGTON	1,227	60.3%	15.2%	24.5%	7
OIG	54	63.5%	9.2%	27.3%	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
U.S. Agency for International Development	2,073	87.6%	6.8%	5.5%	4
WASHINGTON	1,247	87.1%	7.3%	5.6%	2
OIG	54	78.0%	10.3%	11.7%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
U.S. Agency for International Development	2,060	89.6%	7.7%	2.7%	3
WASHINGTON	1,235	90.1%	7.5%	2.4%	2
OIG	53	80.2%	9.2%	10.6%	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
U.S. Agency for International Development	2,072	65.4%	12.7%	21.9%	4
WASHINGTON	1,246	57.9%	13.3%	28.8%	2
OIG	54	73.0%	12.6%	14.4%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
U.S. Agency for International Development	2,059	69.4%	15.2%	15.4%	20
WASHINGTON	1,233	76.4%	12.2%	11.4%	15
OIG	54	63.3%	14.4%	22.3%	0

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
U.S. Agency for International Development	2,062	78.8%	14.6%	6.7%	7
WASHINGTON	1,241	81.1%	13.3%	5.6%	5
OIG	53	83.5%	2.3%	14.2%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
U.S. Agency for International Development	1,967	70.5%	14.6%	14.9%	105
WASHINGTON	1,169	70.0%	15.7%	14.3%	77
OIG	53	69.2%	11.6%	19.3%	1

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
U.S. Agency for International Development	2,063	49.2%	21.5%	29.2%	12
WASHINGTON	1,237	53.4%	20.2%	26.4%	9
OIG	54	59.7%	22.9%	17.5%	0

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
U.S. Agency for International Development	2,007	62.4%	16.4%	21.3%	75
WASHINGTON	1,208	69.7%	14.1%	16.2%	44
OIG	54	44.3%	15.5%	40.2%	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%
U.S. Agency for International Development	2,084	82.3%	10.3%	7.4%
WASHINGTON	1,254	81.9%	10.4%	7.7%
OIG	54	82.4%	10.3%	7.3%

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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
U.S. Agency for International Development	2,053	51.9%	18.4%	29.7%	28
WASHINGTON	1,228	50.1%	18.4%	31.5%	22
OIG	51	33.6%	36.2%	30.2%	3

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
U.S. Agency for International Development	1,970	36.8%	27.8%	35.5%	108
WASHINGTON	1,165	39.7%	26.5%	33.7%	83
OIG	49	47.8%	28.9%	23.3%	5

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
U.S. Agency for International Development	1,947	34.3%	25.3%	40.4%	122
WASHINGTON	1,148	33.3%	26.0%	40.7%	96
OIG	51	31.9%	23.4%	44.7%	3

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
U.S. Agency for International Development	2,024	38.5%	26.2%	35.2%	53
WASHINGTON	1,202	38.4%	26.7%	34.9%	45
OIG	51	37.8%	31.4%	30.8%	3

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
U.S. Agency for International Development	1,966	50.3%	23.0%	26.7%	105
WASHINGTON	1,156	49.5%	23.7%	26.8%	88
OIG	51	47.8%	24.0%	28.2%	3

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My Work Unit (continued)

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
U.S. Agency for International Development	2,067	80.2%	10.8%	9.0%	6
WASHINGTON	1,243	80.2%	10.3%	9.5%	4
OIG	54	76.3%	13.2%	10.5%	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
U.S. Agency for International Development	1,992	66.1%	23.1%	10.9%	84
WASHINGTON	1,196	64.4%	23.2%	12.4%	52
OIG	52	63.3%	20.0%	16.6%	2

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%
U.S. Agency for International Development	2,081	88.8%	9.3%	1.9%
WASHINGTON	1,253	89.0%	8.8%	2.2%
OIG	54	78.4%	15.4%	6.2%

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
U.S. Agency for International Development	2,030	75.0%	14.6%	10.4%	17
WASHINGTON	1,219	75.5%	14.5%	10.0%	15
OIG	53	63.4%	19.3%	17.4%	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
U.S. Agency for International Development	2,017	50.9%	21.1%	27.9%	27
WASHINGTON	1,210	50.8%	20.9%	28.2%	24
OIG	52	38.0%	33.4%	28.6%	2

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
U.S. Agency for International Development	2,014	59.7%	21.0%	19.3%	19
WASHINGTON	1,208	59.9%	19.4%	20.7%	16
OIG	52	53.2%	19.3%	27.5%	2

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
U.S. Agency for International Development	2,003	49.2%	26.9%	23.9%	31
WASHINGTON	1,201	50.3%	26.4%	23.4%	28
OIG	52	42.6%	28.6%	28.8%	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
U.S. Agency for International Development	1,919	19.4%	27.8%	52.8%	114
WASHINGTON	1,127	23.2%	28.6%	48.2%	96
OIG	49	25.9%	34.2%	39.9%	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
U.S. Agency for International Development	1,936	64.4%	22.4%	13.2%	107
WASHINGTON	1,156	65.4%	21.8%	12.7%	78
OIG	49	58.3%	28.7%	13.1%	5

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
U.S. Agency for International Development	2,011	81.7%	12.3%	6.1%	35
WASHINGTON	1,205	78.0%	14.3%	7.7%	30
OIG	52	85.5%	10.7%	3.8%	2

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My Agency (continued)

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
U.S. Agency for International Development	2,025	83.9%	10.8%	5.3%	11
WASHINGTON	1,220	80.3%	13.2%	6.5%	9
OIG	53	68.4%	18.4%	13.2%	1

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
U.S. Agency for International Development	1,948	60.5%	18.9%	20.6%	97
WASHINGTON	1,164	59.4%	19.9%	20.7%	68
OIG	52	56.8%	26.9%	16.3%	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
U.S. Agency for International Development	1,898	78.1%	12.8%	9.1%	140
WASHINGTON	1,143	76.2%	12.8%	11.0%	84
OIG	50	84.7%	10.6%	4.7%	4

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
U.S. Agency for International Development	2,018	83.5%	12.0%	4.4%	18
WASHINGTON	1,219	84.5%	11.0%	4.4%	12
OIG	54	81.4%	12.9%	5.6%	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%
U.S. Agency for International Development	2,039	74.9%	16.0%	9.1%
WASHINGTON	1,230	75.4%	14.8%	9.9%
OIG	52	63.5%	22.1%	14.4%

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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
U.S. Agency for International Development	1,914	46.3%	26.6%	27.0%	136
WASHINGTON	1,159	48.4%	25.8%	25.8%	79
OIG	48	50.4%	26.3%	23.3%	5

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
U.S. Agency for International Development	2,034	84.1%	8.0%	7.9%	6
WASHINGTON	1,226	87.3%	6.4%	6.4%	4
OIG	53	72.1%	12.5%	15.4%	0

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
U.S. Agency for International Development	2,031	77.5%	10.5%	12.0%	7
WASHINGTON	1,226	76.2%	11.0%	12.8%	5
OIG	53	62.1%	11.5%	26.4%	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
U.S. Agency for International Development	2,007	66.6%	17.5%	15.9%	25
WASHINGTON	1,209	68.2%	16.8%	15.0%	14
OIG	52	44.7%	30.8%	24.6%	1

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
U.S. Agency for International Development	1,911	76.8%	16.3%	6.9%	124
WASHINGTON	1,148	77.4%	15.2%	7.4%	79
OIG	47	65.4%	23.0%	11.6%	6

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My Supervisor (continued)

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
U.S. Agency for International Development	2,023	63.2%	18.2%	18.6%	10
WASHINGTON	1,216	64.4%	18.3%	17.3%	8
OIG	51	46.8%	27.2%	25.9%	1

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
U.S. Agency for International Development	2,016	76.7%	13.2%	10.1%	18
WASHINGTON	1,211	76.0%	13.2%	10.7%	14
OIG	51	72.8%	10.9%	16.4%	2

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

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
U.S. Agency for International Development	2,036	82.8%	8.5%	8.8%
WASHINGTON	1,229	82.6%	8.5%	8.9%
OIG	52	75.2%	8.3%	16.4%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
U.S. Agency for International Development	2,030	85.2%	7.6%	7.2%
WASHINGTON	1,223	85.6%	7.6%	6.7%
OIG	52	82.4%	7.3%	10.3%

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%
U.S. Agency for International Development	2,028	77.9%	9.4%	12.6%
WASHINGTON	1,223	78.7%	8.2%	13.0%
OIG	52	78.5%	10.5%	11.0%

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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%
U.S. Agency for International Development	2,036	72.8%	14.0%	13.3%
WASHINGTON	1,228	73.4%	13.4%	13.2%
OIG	52	65.6%	13.9%	20.5%

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%
U.S. Agency for International Development	2,039	74.7%	15.4%	10.0%
WASHINGTON	1,229	75.3%	14.6%	10.0%
OIG	52	65.3%	14.1%	20.5%

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
U.S. Agency for International Development	1,993	51.2%	23.2%	25.6%	27
WASHINGTON	1,205	52.2%	22.2%	25.7%	14
OIG	51	66.9%	18.9%	14.2%	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
U.S. Agency for International Development	1,910	68.4%	18.7%	13.0%	108
WASHINGTON	1,153	68.1%	17.7%	14.1%	66
OIG	51	73.0%	12.0%	15.0%	0

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
U.S. Agency for International Development	1,945	73.8%	16.2%	10.0%	59
WASHINGTON	1,165	73.4%	15.7%	10.9%	46
OIG	48	65.6%	22.0%	12.4%	3

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Leadership (continued)

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
U.S. Agency for International Development	1,994	69.5%	17.6%	12.9%	8
WASHINGTON	1,197	68.3%	17.6%	14.1%	6
OIG	49	68.5%	12.8%	18.8%	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
U.S. Agency for International Development	1,964	67.4%	20.2%	12.4%	47
WASHINGTON	1,177	67.3%	20.8%	11.9%	38
OIG	48	66.0%	18.8%	15.2%	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
U.S. Agency for International Development	1,998	64.1%	19.2%	16.8%	19
WASHINGTON	1,201	63.3%	18.1%	18.7%	15
OIG	51	58.7%	11.9%	29.4%	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
U.S. Agency for International Development	1,999	67.7%	18.0%	14.3%	20
WASHINGTON	1,205	66.4%	18.5%	15.1%	15
OIG	50	55.4%	21.9%	22.7%	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
U.S. Agency for International Development	1,948	66.2%	19.9%	13.9%	69
WASHINGTON	1,185	67.4%	18.4%	14.2%	37
OIG	52	57.5%	28.4%	14.2%	0

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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
U.S. Agency for International Development	1,993	62.2%	22.9%	15.0%	28
WASHINGTON	1,207	63.7%	20.3%	16.1%	13
OIG	51	69.9%	15.1%	15.0%	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
U.S. Agency for International Development	1,913	66.3%	21.5%	12.2%	108
WASHINGTON	1,163	69.4%	19.4%	11.2%	60
OIG	50	68.2%	18.7%	13.0%	2

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%
U.S. Agency for International Development	2,011	59.2%	19.9%	20.9%
WASHINGTON	1,214	59.0%	19.4%	21.6%
OIG	52	51.9%	18.6%	29.5%

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%
U.S. Agency for International Development	2,009	60.1%	19.3%	20.6%
WASHINGTON	1,213	58.7%	19.5%	21.8%
OIG	52	52.4%	23.8%	23.8%

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%
U.S. Agency for International Development	2,001	53.6%	23.1%	23.3%
WASHINGTON	1,208	56.8%	20.9%	22.3%
OIG	52	58.7%	19.0%	22.4%

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My Satisfaction (continued)

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%
U.S. Agency for International Development	2,002	53.8%	26.6%	19.7%
WASHINGTON	1,211	54.3%	24.8%	20.9%
OIG	52	67.4%	19.7%	12.9%

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%
U.S. Agency for International Development	2,005	41.7%	28.2%	30.1%
WASHINGTON	1,209	37.5%	28.1%	34.4%
OIG	52	32.4%	38.8%	28.8%

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%
U.S. Agency for International Development	2,002	57.1%	25.0%	17.9%
WASHINGTON	1,209	58.8%	24.1%	17.1%
OIG	52	59.8%	26.1%	14.0%

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

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
U.S. Agency for International Development	2,004	71.6%	15.9%	12.5%
WASHINGTON	1,211	72.1%	14.8%	13.1%
OIG	52	68.8%	11.8%	19.5%

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

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
U.S. Agency for International Development	2,010	65.8%	15.6%	18.6%
WASHINGTON	1,214	67.8%	14.0%	18.1%
OIG	52	63.4%	17.0%	19.6%

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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%
U.S. Agency for International Development	2,013	69.4%	17.8%	12.7%
WASHINGTON	1,215	69.4%	17.3%	13.3%
OIG	52	57.3%	27.1%	15.6%

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%
U.S. Agency for International Development	1,991	65.8%	13.9%	13.4%	6.9%
WASHINGTON	1,204	89.7%	4.3%	3.3%	2.6%
OIG	51	95.2%	2.4%	0.0%	2.4%

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
U.S. Agency for International Development	2,005	2.4%	19.2%	10.6%	29.0%
WASHINGTON	1,217	3.5%	30.3%	16.0%	35.0%
OIG	52	5.4%	26.9%	19.3%	39.0%

(continued)

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Work/Life (continued)

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

	Do Not Telework				
	N	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%
U.S. Agency for International Development	2,005	9.2%	1.7%	12.6%	15.3%
WASHINGTON	1,217	2.0%	0.7%	3.9%	8.7%
OIG	52	4.1%	0.0%	1.6%	3.7%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	Alternative Work Schedules (AWS)			
	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
U.S. Agency for International Development	2,005	23.9%	59.0%	17.1%
WASHINGTON	1,211	29.8%	61.9%	8.4%
OIG	52	42.7%	47.6%	9.7%

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

	Health and Wellness Programs			
	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
U.S. Agency for International Development	1,999	31.5%	62.3%	6.2%
WASHINGTON	1,205	34.1%	64.0%	1.8%
OIG	52	23.8%	66.7%	9.5%

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

	Employee Assistance Program (EAP)			
	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
U.S. Agency for International Development	1,987	11.7%	80.9%	7.4%
WASHINGTON	1,201	13.8%	83.4%	2.9%
OIG	52	13.0%	80.8%	6.3%

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Work/Life (continued)

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%
U.S. Agency for International Development	2,000	7.9%	79.3%	12.8%
WASHINGTON	1,207	9.7%	85.9%	4.5%
OIG	52	10.2%	83.5%	6.3%

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

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
U.S. Agency for International Development	1,995	3.6%	84.6%	11.8%
WASHINGTON	1,208	4.7%	91.0%	4.3%
OIG	52	1.7%	89.6%	8.6%

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
U.S. Agency for International Development	1,169	79.7%	11.2%	9.2%	46
WASHINGTON	1,016	81.9%	9.6%	8.6%	11
OIG	45	74.1%	12.0%	14.0%	2

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

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
U.S. Agency for International Development	462	91.6%	5.2%	3.2%	9
WASHINGTON	350	93.1%	4.6%	2.3%	4
OIG	22	81.4%	14.2%	4.4%	0

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

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Work/Life (continued)

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
U.S. Agency for International Development	584	85.1%	12.8%	2.1%	38
WASHINGTON	391	86.8%	11.3%	1.8%	17
OIG	11	73.3%	18.8%	7.9%	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
U.S. Agency for International Development	226	81.7%	17.8%	0.4%	29
WASHINGTON	159	85.1%	14.9%	0.0%	18
OIG	6	68.5%	31.5%	0.0%	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
U.S. Agency for International Development	148	88.0%	10.9%	1.0%	26
WASHINGTON	108	87.9%	11.2%	0.9%	20
OIG	4	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
U.S. Agency for International Development	60	80.0%	16.9%	3.1%	30
WASHINGTON	46	82.5%	15.4%	2.1%	19
OIG	1	0.0%	100.0%	0.0%	0

**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	48	98.0%
Field	1	2.0%

What is your supervisory status?

	N	%
Non-Supervisor	22	44.9%
Team Leader	14	28.6%
Supervisor	6	12.2%
Manager	2	4.1%
Senior Leader	5	10.2%

Are you:

	N	%
Male	25	52.1%
Female	23	47.9%

Are you Hispanic or Latino?

	N	%
Yes	1	2.0%
No	48	98.0%

Race

	N	%
American Indian or Alaska Native	0	0.0%
Asian	4	8.5%
Black or African American	8	17.0%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	34	72.3%
Two or more races	1	2.1%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

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

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	1	2.1%
Trade or Technical Certificate	0	0.0%
Some College (no degree)	2	4.2%
Associate's Degree (e.g., AA, AS)	1	2.1%
Bachelor's Degree (e.g., BA, BS)	18	37.5%
Master's Degree (e.g., MA, MS, MBA)	21	43.8%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	5	10.4%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	7	14.3%
GS 13-15	35	71.4%
Senior Executive Service	4	8.2%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	3	6.1%

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

	N	%
Less than 1 year	0	0.0%
1 to 3 years	4	8.2%
4 to 5 years	2	4.1%
6 to 10 years	17	34.7%
11 to 14 years	11	22.4%
15 to 20 years	5	10.2%
More than 20 years	10	20.4%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

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

	N	%
Less than 1 year	2	4.1%
1 to 3 years	18	36.7%
4 to 5 years	7	14.3%
6 to 10 years	9	18.4%
11 to 20 years	9	18.4%
More than 20 years	4	8.2%

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

	N	%
No	28	54.9%
Yes, to retire	3	5.9%
Yes, to take another job within the Federal Government	16	31.4%
Yes, to take another job outside the Federal Government	3	5.9%
Yes, other	1	2.0%

I am planning to retire:

	N	%
Within one year	0	0.0%
Between one and three years	6	12.0%
Between three and five years	4	8.0%
Five or more years	40	80.0%

What is your US military service status?

	N	%
No Prior Military Service	39	84.8%
Currently in National Guard or Reserves	0	0.0%
Retired	0	0.0%
Separated or Discharged	7	15.2%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	6	12.2%
No	43	87.8%

What is your age group?

	N	%
25 and under	0	0.0%
26-29	2	3.7%
30-39	20	37.0%
40-49	16	29.6%
50-59	9	16.7%
60 or older	7	13.0%

Note: Percentages for demographic questions are unweighted.