

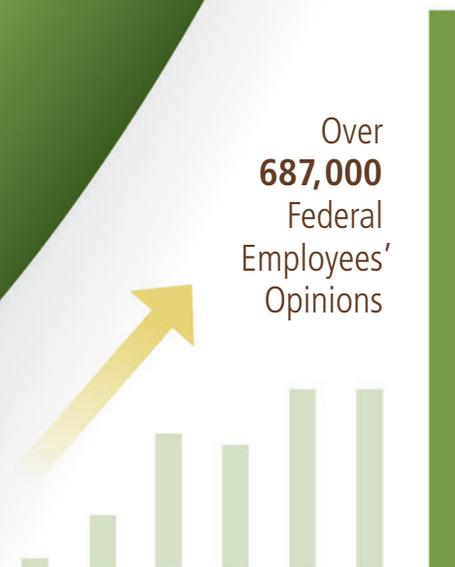
# 2012

## Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION  
AGENCY RESULTS

UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT



Over  
**687,000**  
Federal  
Employees'  
Opinions

## OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		13	20	3	3	2	41	NA
	%	79.0	29.8	49.2	7.8	8.0	5.2	100.0	
2. I have enough information to do my job well.	N		18	15	4	3	1	41	NA
	%	78.5	41.7	36.7	10.8	8.0	2.7	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		13	15	5	5	3	41	NA
	%	66.3	28.7	37.6	13.0	12.5	8.3	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		20	12	5	2	2	41	NA
	%	77.0	46.2	30.9	13.2	4.6	5.2	100.0	
*5. I like the kind of work I do.	N		20	15	3	2	1	41	NA
	%	84.9	45.8	39.1	7.6	5.0	2.5	100.0	
6. I know what is expected of me on the job.	N		16	15	3	5	1	40	NA
	%	76.3	38.4	37.9	8.5	12.5	2.8	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		29	9	2	1	0	41	NA
	%	92.1	69.5	22.6	5.6	2.3	0.0	100.0	
8. I am constantly looking for ways to do my job better.	N		22	13	2	2	0	39	NA
	%	90.0	55.8	34.2	5.2	4.8	0.0	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		13	14	6	3	4	40	0
	%	66.2	30.6	35.6	16.1	7.5	10.2	100.0	
*10. My workload is reasonable.	N		13	14	4	8	1	40	0
	%	65.7	30.3	35.4	10.8	21.3	2.2	100.0	
*11. My talents are used well in the workplace.	N		13	15	1	5	4	38	0
	%	71.2	31.0	40.1	2.3	14.7	11.8	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		22	12	2	3	1	40	0
	%	84.2	52.2	32.0	4.9	8.2	2.7	100.0	
*13. The work I do is important.	N		21	14	2	2	1	40	0
	%	85.9	49.6	36.3	6.3	5.0	2.7	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		16	18	4	1	1	40	0
	%	83.3	37.7	45.6	11.1	2.4	3.2	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		19	12	4	2	1	38	2
	%	80.0	47.1	32.9	11.6	5.4	3.1	100.0	
16. I am held accountable for achieving results.	N		18	17	2	2	0	39	0
	%	88.9	45.1	43.9	5.9	5.1	0.0	100.0	

Survey Administration Period: April 4, 2012 to May 16, 2012

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\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 41

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Response Rate: 82.0%

## OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		12	13	5	3	3	36	4
	%	67.0	29.7	37.3	15.3	8.8	8.9	100.0	
*18. My training needs are assessed.	N		10	16	6	7	1	40	0
	%	63.1	23.3	39.8	15.4	19.3	2.2	100.0	
*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		17	11	3	4	0	35	6
	%	78.4	45.9	32.5	9.6	11.9	0.0	100.0	
*20. The people I work with cooperate to get the job done.	N		15	15	5	3	3	41	NA
	%	71.5	34.3	37.2	13.3	6.8	8.4	100.0	
*21. My work unit is able to recruit people with the right skills.	N		16	12	5	5	1	39	2
	%	69.5	38.1	31.4	14.3	13.4	2.8	100.0	
*22. Promotions in my work unit are based on merit.	N		12	4	5	9	1	31	10
	%	47.9	34.4	13.5	17.0	31.6	3.6	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		8	11	3	8	3	33	8
	%	55.4	22.4	33.0	8.3	25.9	10.5	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		8	11	6	5	3	33	8
	%	56.0	21.5	34.6	17.1	16.8	10.0	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		11	8	5	5	3	32	9
	%	57.0	31.9	25.1	15.8	16.8	10.4	100.0	
26. Employees in my work unit share job knowledge with each other.	N		15	19	2	2	3	41	0
	%	81.0	34.2	46.8	5.7	5.3	8.0	100.0	
27. The skill level in my work unit has improved in the past year.	N		13	12	9	3	2	39	2
	%	61.6	31.4	30.2	24.8	8.3	5.3	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		28	10	2	1	0	41	NA
	%	92.0	66.0	25.9	5.7	2.3	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		14	21	1	2	1	39	2
	%	89.3	33.2	56.1	3.2	5.0	2.5	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		8	17	5	5	4	39	2
	%	62.3	18.4	43.9	13.6	12.9	11.2	100.0	
31. Employees are recognized for providing high quality products and services.	N		12	17	3	5	3	40	1
	%	70.7	27.4	43.2	7.6	13.5	8.3	100.0	
*32. Creativity and innovation are rewarded.	N		10	13	6	4	5	38	3
	%	57.8	23.7	34.1	16.9	11.0	14.3	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		4	14	7	5	4	34	7
	%	50.2	10.3	39.8	21.7	15.8	12.3	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		12	13	9	2	2	38	3
	%	64.1	28.0	36.1	25.1	5.0	5.8	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		16	19	2	0	3	40	0
	%	85.6	38.3	47.3	6.0	0.0	8.3	100.0	
*36. My organization has prepared employees for potential security threats.	N		6	25	3	4	3	41	0
	%	74.5	13.3	61.1	7.9	10.1	7.6	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		13	15	2	4	4	38	3
	%	71.8	31.7	40.1	5.4	11.2	11.6	100.0	
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		16	13	3	2	4	38	3
	%	73.6	39.3	34.2	9.6	5.4	11.4	100.0	
39. My agency is successful at accomplishing its mission.	N		17	20	1	1	2	41	0
	%	89.6	38.8	50.8	2.5	2.6	5.4	100.0	
40. I recommend my organization as a good place to work.	N		17	14	4	3	3	41	NA
	%	74.1	39.4	34.7	10.4	7.2	8.2	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		8	15	8	5	3	39	2
	%	57.9	19.6	38.3	20.2	13.1	8.8	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		22	12	4	1	2	41	0
	%	81.5	51.6	30.0	10.9	2.6	5.0	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		13	13	3	7	5	41	0
	%	61.1	29.7	31.4	7.7	18.0	13.2	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		16	12	4	4	5	41	0
	%	66.2	36.1	30.2	9.8	11.2	12.8	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		18	8	5	2	4	37	4
	%	67.9	45.4	22.5	14.2	6.2	11.8	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		16	13	4	4	4	41	0
	%	69.1	35.6	33.5	9.4	10.9	10.6	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		15	13	2	4	6	40	0
	%	67.9	34.2	33.7	6.1	10.2	15.8	100.0	
48. My supervisor/team leader listens to what I have to say.	N		22	9	2	5	3	41	NA
	%	73.5	50.5	23.0	5.1	13.4	8.0	100.0	
49. My supervisor/team leader treats me with respect.	N		23	10	3	3	2	41	NA
	%	78.3	52.8	25.4	8.7	8.2	4.9	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		20	14	4	2	1	41	NA
	%	81.8	45.6	36.2	10.4	5.4	2.3	100.0	
*51. I have trust and confidence in my supervisor.	N		18	10	5	3	5	41	NA
	%	66.5	40.9	25.6	12.7	8.3	12.6	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		22	10	2	5	2	41	NA
	%	77.0	50.7	26.3	4.7	13.3	5.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		10	20	3	3	4	40	1
	%	73.8	22.3	51.5	8.2	7.1	10.9	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		16	16	2	0	5	39	1
	%	80.6	37.9	42.7	5.5	0.0	13.9	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		14	15	5	1	2	37	2
	%	76.9	33.9	43.0	14.2	3.0	5.9	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		15	15	3	4	3	40	0
	%	73.2	34.0	39.2	8.3	10.2	8.3	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		14	17	3	2	3	39	1
	%	77.9	32.5	45.4	8.1	5.5	8.5	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		12	14	5	2	7	40	0
	%	63.2	27.9	35.3	13.2	5.1	18.6	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		12	17	4	4	4	41	0
	%	69.2	27.0	42.1	10.5	10.0	10.3	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		18	15	2	1	2	38	3
	%	86.3	44.5	41.8	5.1	3.2	5.4	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		18	13	2	3	3	39	0
	%	78.2	43.6	34.6	5.0	8.3	8.5	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		19	12	5	2	2	40	1
	%	76.1	44.6	31.5	13.8	4.9	5.2	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		12	16	2	7	4	41	NA
	%	66.3	26.4	39.9	5.2	17.2	11.3	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		13	15	0	9	4	41	NA
	%	66.6	28.6	38.0	0.0	21.9	11.5	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		18	12	4	6	1	41	NA
	%	71.5	40.5	31.0	9.9	15.7	3.0	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		11	19	3	5	3	41	NA
	%	71.6	23.8	47.8	7.3	12.5	8.6	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		6	11	11	7	6	41	NA
	%	40.9	12.9	28.0	25.9	17.4	15.8	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		7	19	6	6	3	41	NA
	%	62.0	14.6	47.3	14.5	15.8	7.6	100.0	

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**OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		14	18	3	4	2	41	NA
	%	76.2	30.3	46.0	7.9	10.7	5.2	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		7	17	4	9	3	40	NA
	%	58.4	15.6	42.8	9.7	24.8	7.1	100.0	
71. Considering everything, how satisfied are you with your organization?	N		12	19	3	4	3	41	NA
	%	73.5	26.1	47.5	7.6	10.7	8.2	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
<b>Yes</b>	32	77.8
<b>No</b>	7	17.4
<b>Not sure</b>	2	4.7
<b>Total</b>	41	100.0

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

	N	%
<b>I telework 3 or more days per week.</b>	1	2.3
<b>I telework 1 or 2 days per week.</b>	13	32.5
<b>I telework, but no more than 1 or 2 days per month.</b>	1	2.9
<b>I telework very infrequently, on an unscheduled or short-term basis.</b>	3	7.9
<b>I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).</b>	5	12.1
<b>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.</b>	1	2.8
<b>I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.</b>	5	12.5
<b>I do not telework because I choose not to telework.</b>	11	26.9
<b>Total</b>	40	100.0

**OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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

	N	%
<b>Yes</b>	7	17.2
<b>No</b>	25	62.9
<b>Not available to me</b>	8	19.9
<b>Total</b>	40	100.0

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

	N	%
<b>Yes</b>	14	32.6
<b>No</b>	19	48.3
<b>Not available to me</b>	8	19.1
<b>Total</b>	41	100.0

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

	N	%
<b>Yes</b>	5	12.1
<b>No</b>	32	77.5
<b>Not available to me</b>	4	10.3
<b>Total</b>	41	100.0

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

	N	%
<b>Yes</b>	0	0.0
<b>No</b>	29	71.5
<b>Not available to me</b>	12	28.5
<b>Total</b>	41	100.0

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

	N	%
<b>Yes</b>	0	0.0
<b>No</b>	28	68.9
<b>Not available to me</b>	13	31.1
<b>Total</b>	41	100.0

**OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION  
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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	77.2	7 37.9	7 39.4	2 10.8	2 12.0	0 0.0	18 100.0	0
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	100.0	5 73.9	2 26.1	0 0.0	0 0.0	0 0.0	7 100.0	1
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 %	92.3	4 25.4	9 66.8	1 7.7	0 0.0	0 0.0	14 100.0	0
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	78.9	1 16.0	3 63.0	1 21.1	0 0.0	0 0.0	5 100.0	0
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 %	---	0 ---	0 ---	0 ---	0 ---	0 ---	0 ---	0
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	---	0 ---	0 ---	0 ---	0 ---	0 ---	0 ---	0

Survey Administration Period: April 4, 2012 to May 16, 2012

The work/life satisfaction results only include employees who indicated that they participated in the program.

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