



United States
Department of
Agriculture

Office of the General Counsel
1400 Independence Ave. SW
Washington, DC 20250-1400

December 14, 2021

Delivered via Electronic Mail

Rachel Baron

American Oversight

Email: foia@americanoversight.org

**Re: Freedom of Information Act (FOIA) Request No. 2022-REE-00477-F
Final Response**

Dear Ms. Baron:

This is the final response to the October 26, 2021, Freedom of Information Act (FOIA) request submitted to the U.S. Department of Agriculture (USDA), Research, Education and Economics (REE) mission area. The Office of Information Affairs (OIA), Freedom of Information Act (FOIA) Division is under the purview of the General Counsel (GC) and serves as the focal point for USDA's FOIA program. It provides coordination and ensures agency-wide compliance with the FOIA. Additionally, the OIA-FOIA processes requests and appeals on behalf of the Office of the Secretary (OSEC); the Under Secretaries; USDA's staff offices; and the Research, Education and Economics and Trade and Foreign Agricultural Affairs mission areas.

The request sought:

"All FEVS data, including data reflecting the agency and sub-agency or work unit of respondents, for any respondent completing the FEVS from 2012–2020 who were identified as working at USDA's Economic Research Service (ERS) or National Institute of Food and Agriculture (NIFA). To the extent that the USDA maintains this data in aggregated form, such as in a spreadsheet or within a database or other format that can be readily exported to a spreadsheet. Requesters ask for responsive data in such format.

Requesters also ask for any corresponding data dictionary, code book, translation files, or other guide to variables or abbreviations of data fields. Requesters do not object to the redaction of respondent names or other personal identifying information. However, if the agency is unable to perform sufficient redactions to address privacy or confidentiality issues, requesters will also accept tabulations of all FEVS questions/items and corresponding responses from 2012–2020 for ERS and NIFA respondents at the sub-agency or work-unit level."

In a December 6, 2021 with Nicholas Mantzaris, of the OIA, you agreed to amend the timeframe of your request to the years 2013-2020.

Your request has been processed under the FOIA, 5 U.S.C. § 552.

A search for responsive records was conducted by the Agricultural Research Service (ARS), on behalf of the NIFA and ERS. Responsive records totaling three hundred fifty-eight (358) pages and two (2) spreadsheets were identified. They are being released to you in their entirety, with no redactions applied.

You may seek dispute resolution services from the OIA's FOIA Public Liaison, Mr. Harald Fuller-Bennett. Mr. Fuller-Bennett may be contacted by telephone at 202-239-4522, or electronically at Harald.FullerBennett@usda.gov or USDAFOIA@usda.gov.

You also have the option to seek assistance from the Office of Government Information Services (OGIS). Please visit <https://www.archives.gov/ogis/mediation-program/request-assistance> for information about how to request OGIS assistance in relation to a FOIA request.

Provisions of the FOIA allow us to recover part of the cost of processing your request. In this instance, no fees are being charged.

If you have any questions regarding this letter, please contact Mr. Nicholas Mantzaris at 202-694-5260 or electronically at Nicholas.Mantzaris@usda.gov or USDAFOIA@usda.gov.

For additional information regarding USDA FOIA regulations and processes, please refer to the information available online at <https://www.usda.gov/ogc/office-information-affairs/foia-division>.

The OIA appreciates the opportunity to assist you with this matter.

Sincerely,



Alexis R. Graves
Director
Office of Information Affairs

Enclosure: Responsive Records (358 Pages and 2 Spreadsheets)

2013

Federal Employee Viewpoint Survey Results

Employees Influencing Change

Economics Research Service (ERS)

2nd Level Subagency Report

Department of Agriculture Economics Research Service (ERS) *2nd Level Subagency Report*

Response Summary

	Surveys Completed
Governmentwide	376,577
Department of Agriculture	13,256
Research Education and Economics	1,752
Economics Research Service (ERS)	134

This 2013 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *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: The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	375,837	59.7%	17.6%	22.7%
Department of Agriculture	13,235	59.8%	18.6%	21.5%
Research Education and Economics	1,745	64.2%	16.7%	19.1%
Economics Research Service (ERS)	134	74.2%	13.9%	11.9%

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

	N	Positive	Neutral	Negative
Governmentwide	372,941	70.0%	15.2%	14.8%
Department of Agriculture	13,142	66.6%	17.3%	16.1%
Research Education and Economics	1,740	74.0%	13.1%	12.8%
Economics Research Service (ERS)	134	83.4%	6.8%	9.8%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	370,376	55.7%	19.2%	25.2%
Department of Agriculture	13,053	54.1%	21.6%	24.3%
Research Education and Economics	1,730	63.5%	16.5%	20.1%
Economics Research Service (ERS)	134	72.2%	10.7%	17.1%

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

	N	Positive	Neutral	Negative
Governmentwide	373,824	70.3%	15.1%	14.6%
Department of Agriculture	13,171	70.7%	15.6%	13.7%
Research Education and Economics	1,739	75.2%	13.2%	11.6%
Economics Research Service (ERS)	132	79.1%	10.5%	10.4%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	369,988	82.8%	11.0%	6.2%
Department of Agriculture	13,022	84.5%	10.4%	5.1%
Research Education and Economics	1,724	86.9%	8.4%	4.7%
Economics Research Service (ERS)	132	86.6%	9.9%	3.5%

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

	N	Positive	Neutral	Negative
Governmentwide	372,218	79.2%	11.2%	9.5%
Department of Agriculture	13,123	78.3%	12.1%	9.6%
Research Education and Economics	1,730	81.3%	10.9%	7.8%
Economics Research Service (ERS)	134	84.5%	8.9%	6.6%

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

	N	Positive	Neutral	Negative
Governmentwide	373,797	95.6%	2.8%	1.6%
Department of Agriculture	13,166	96.4%	2.3%	1.3%
Research Education and Economics	1,742	96.8%	1.9%	1.4%
Economics Research Service (ERS)	133	99.2%	0.8%	0.0%

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Economics Research Service (ERS)
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My Work Experience (continued)

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	374,956	90.4%	7.8%	1.8%
Department of Agriculture	13,210	90.3%	8.4%	1.3%
Research Education and Economics	1,741	89.9%	7.9%	2.2%
Economics Research Service (ERS)	134	90.2%	7.6%	2.3%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	374,731	43.8%	16.7%	39.5%	915
Department of Agriculture	13,211	36.7%	16.6%	46.8%	19
Research Education and Economics	1,743	40.0%	16.0%	44.0%	4
Economics Research Service (ERS)	132	51.5%	27.6%	20.8%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,621	57.5%	16.7%	25.8%	677
Department of Agriculture	13,116	48.7%	18.6%	32.7%	14
Research Education and Economics	1,736	58.1%	17.2%	24.7%	2
Economics Research Service (ERS)	131	66.8%	20.5%	12.7%	1

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,841	57.3%	17.3%	25.4%	1,905
Department of Agriculture	12,772	56.7%	19.2%	24.1%	40
Research Education and Economics	1,697	62.3%	16.0%	21.7%	7
Economics Research Service (ERS)	127	65.3%	16.5%	18.2%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,620	82.5%	10.5%	7.0%	1,411
Department of Agriculture	13,138	82.2%	11.1%	6.7%	43
Research Education and Economics	1,742	83.4%	10.1%	6.5%	4
Economics Research Service (ERS)	133	87.0%	6.2%	6.8%	0

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	369,703	90.0%	6.9%	3.1%	1,092
Department of Agriculture	13,042	89.9%	7.2%	2.8%	25
Research Education and Economics	1,723	88.9%	7.6%	3.5%	4
Economics Research Service (ERS)	131	90.8%	6.2%	3.0%	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	373,712	66.1%	14.3%	19.5%	1,514
Department of Agriculture	13,183	69.2%	15.5%	15.3%	35
Research Education and Economics	1,743	68.7%	15.9%	15.4%	2
Economics Research Service (ERS)	133	42.8%	19.7%	37.5%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	369,528	68.4%	15.2%	16.4%	5,283
Department of Agriculture	13,092	66.5%	16.1%	17.4%	95
Research Education and Economics	1,741	71.3%	14.0%	14.7%	4
Economics Research Service (ERS)	132	66.6%	13.7%	19.8%	1

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,151	81.5%	12.4%	6.1%	1,767
Department of Agriculture	13,165	82.4%	12.0%	5.6%	40
Research Education and Economics	1,741	86.2%	9.7%	4.1%	3
Economics Research Service (ERS)	133	88.9%	6.8%	4.3%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	357,689	61.2%	19.4%	19.5%	16,155
Department of Agriculture	12,693	58.0%	21.5%	20.5%	485
Research Education and Economics	1,649	58.7%	24.5%	16.7%	92
Economics Research Service (ERS)	127	60.8%	24.5%	14.7%	5

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My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	370,252	49.8%	24.1%	26.1%	4,271
Department of Agriculture	13,084	47.8%	25.5%	26.7%	111
Research Education and Economics	1,724	46.0%	28.7%	25.3%	18
Economics Research Service (ERS)	131	59.9%	20.1%	20.0%	1

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	366,770	67.7%	14.6%	17.7%	9,032
Department of Agriculture	13,084	64.5%	15.1%	20.5%	146
Research Education and Economics	1,723	69.7%	13.3%	17.0%	22
Economics Research Service (ERS)	131	67.0%	10.5%	22.4%	3

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	375,451	72.5%	14.3%	13.2%
Department of Agriculture	13,229	73.1%	14.9%	12.1%
Research Education and Economics	1,749	75.8%	13.3%	10.9%
Economics Research Service (ERS)	134	79.4%	11.1%	9.5%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,026	40.2%	26.7%	33.1%	13,660
Department of Agriculture	12,757	31.9%	27.9%	40.1%	480
Research Education and Economics	1,698	41.0%	24.8%	34.2%	51
Economics Research Service (ERS)	131	42.7%	27.1%	30.2%	3

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,090	31.6%	29.5%	39.0%	24,611
Department of Agriculture	12,395	30.0%	31.1%	38.9%	758
Research Education and Economics	1,635	42.6%	26.4%	31.0%	108
Economics Research Service (ERS)	125	56.1%	22.7%	21.2%	9

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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	341,154	28.0%	27.5%	44.6%	32,879
Department of Agriculture	12,212	23.5%	28.0%	48.5%	947
Research Education and Economics	1,573	28.7%	30.4%	40.9%	169
Economics Research Service (ERS)	113	17.9%	43.1%	39.0%	21

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	353,920	31.4%	29.0%	39.5%	20,703
Department of Agriculture	12,590	28.3%	30.6%	41.1%	620
Research Education and Economics	1,645	34.8%	31.0%	34.2%	98
Economics Research Service (ERS)	127	43.1%	29.4%	27.4%	7

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	350,157	37.7%	26.3%	36.1%	23,879
Department of Agriculture	12,518	37.1%	26.9%	35.9%	678
Research Education and Economics	1,638	45.1%	26.5%	28.5%	104
Economics Research Service (ERS)	127	46.7%	26.3%	27.0%	7

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,151	71.8%	14.8%	13.4%	1,576
Department of Agriculture	13,145	71.9%	15.1%	12.9%	63
Research Education and Economics	1,733	71.1%	14.7%	14.2%	6
Economics Research Service (ERS)	133	75.4%	13.3%	11.3%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,810	52.3%	29.6%	18.1%	14,051
Department of Agriculture	12,817	46.9%	32.7%	20.4%	392
Research Education and Economics	1,685	45.7%	34.5%	19.8%	60
Economics Research Service (ERS)	125	39.5%	41.6%	18.9%	8

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Economics Research Service (ERS)
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My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	374,621	82.5%	14.3%	3.2%
Department of Agriculture	13,204	82.6%	14.7%	2.7%
Research Education and Economics	1,743	86.3%	11.2%	2.5%
Economics Research Service (ERS)	134	92.3%	5.6%	2.1%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,785	69.7%	18.1%	12.2%	5,883
Department of Agriculture	12,849	65.5%	19.9%	14.6%	215
Research Education and Economics	1,680	73.0%	15.7%	11.3%	46
Economics Research Service (ERS)	128	79.4%	14.1%	6.5%	5

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,361	42.9%	26.0%	31.1%	8,232
Department of Agriculture	12,783	38.0%	28.4%	33.5%	276
Research Education and Economics	1,676	43.9%	26.9%	29.2%	53
Economics Research Service (ERS)	125	56.9%	24.0%	19.1%	8

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,183	45.6%	24.5%	29.9%	7,290
Department of Agriculture	12,775	42.4%	27.1%	30.5%	241
Research Education and Economics	1,677	49.4%	25.3%	25.3%	45
Economics Research Service (ERS)	132	67.5%	17.0%	15.5%	0

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	355,365	35.5%	29.9%	34.7%	11,534
Department of Agriculture	12,649	31.6%	32.9%	35.5%	355
Research Education and Economics	1,672	43.7%	28.0%	28.3%	50
Economics Research Service (ERS)	131	61.3%	19.9%	18.8%	2

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Economics Research Service (ERS)
2nd Level Subagency Report**

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	341,941	18.6%	26.7%	54.7%	24,285
Department of Agriculture	12,293	15.4%	28.0%	56.5%	689
Research Education and Economics	1,607	27.9%	29.7%	42.5%	107
Economics Research Service (ERS)	118	32.5%	31.9%	35.6%	13

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	340,531	55.2%	29.8%	15.0%	27,416
Department of Agriculture	12,567	63.4%	24.2%	12.5%	468
Research Education and Economics	1,665	68.1%	22.4%	9.4%	60
Economics Research Service (ERS)	127	74.9%	15.7%	9.4%	5

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,330	76.1%	13.9%	10.0%	5,220
Department of Agriculture	12,918	78.5%	14.1%	7.4%	115
Research Education and Economics	1,704	82.3%	11.8%	5.9%	27
Economics Research Service (ERS)	128	71.6%	21.9%	6.5%	5

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,939	75.9%	14.7%	9.4%	5,179
Department of Agriculture	12,830	69.6%	19.1%	11.3%	192
Research Education and Economics	1,695	72.5%	17.5%	10.1%	28
Economics Research Service (ERS)	130	69.4%	22.6%	8.0%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	346,836	50.7%	23.4%	25.9%	20,370
Department of Agriculture	12,365	53.9%	23.7%	22.5%	656
Research Education and Economics	1,615	61.5%	20.8%	17.7%	102
Economics Research Service (ERS)	129	67.6%	18.9%	13.5%	3

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My Agency (continued)

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	334,239	65.4%	20.4%	14.3%	31,656
Department of Agriculture	12,055	68.0%	18.7%	13.4%	918
Research Education and Economics	1,576	74.8%	16.5%	8.7%	138
Economics Research Service (ERS)	126	80.4%	9.5%	10.1%	6

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,459	74.4%	17.6%	8.0%	6,811
Department of Agriculture	12,773	69.2%	20.4%	10.4%	247
Research Education and Economics	1,672	79.2%	15.2%	5.7%	50
Economics Research Service (ERS)	132	86.0%	8.5%	5.5%	1

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

	N	Positive	Neutral	Negative
Governmentwide	367,707	63.2%	21.4%	15.4%
Department of Agriculture	13,044	59.9%	23.7%	16.5%
Research Education and Economics	1,724	62.7%	21.2%	16.1%
Economics Research Service (ERS)	133	72.8%	14.1%	13.1%

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	335,303	38.3%	28.8%	33.0%	32,630
Department of Agriculture	11,774	33.6%	32.2%	34.2%	1,266
Research Education and Economics	1,537	37.0%	33.7%	29.3%	186
Economics Research Service (ERS)	119	53.5%	27.6%	18.9%	14

My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,464	77.2%	11.8%	11.0%	2,159
Department of Agriculture	12,918	81.3%	10.3%	8.3%	78
Research Education and Economics	1,712	82.9%	10.0%	7.1%	12
Economics Research Service (ERS)	132	87.5%	6.2%	6.3%	1

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My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,224	64.7%	17.9%	17.4%	1,703
Department of Agriculture	12,894	67.8%	17.6%	14.5%	64
Research Education and Economics	1,705	68.1%	17.6%	14.3%	15
Economics Research Service (ERS)	133	76.6%	10.1%	13.3%	0

44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,838	61.4%	19.7%	19.0%	3,744
Department of Agriculture	12,830	62.2%	20.0%	17.7%	85
Research Education and Economics	1,699	65.6%	18.2%	16.2%	12
Economics Research Service (ERS)	130	71.2%	11.8%	17.0%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	335,808	64.6%	24.5%	11.0%	29,552
Department of Agriculture	12,077	67.9%	23.5%	8.5%	869
Research Education and Economics	1,605	72.0%	20.1%	7.8%	113
Economics Research Service (ERS)	124	77.4%	13.4%	9.2%	7

46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	363,407	60.3%	20.8%	18.8%	1,849
Department of Agriculture	12,885	60.5%	21.8%	17.6%	51
Research Education and Economics	1,709	62.8%	21.5%	15.7%	7
Economics Research Service (ERS)	131	70.5%	12.3%	17.1%	1

47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,042	64.0%	19.0%	17.0%	4,398
Department of Agriculture	12,826	66.2%	19.1%	14.7%	138
Research Education and Economics	1,697	67.6%	17.5%	14.9%	26
Economics Research Service (ERS)	132	79.1%	11.0%	9.9%	1

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My Supervisor/Team Leader (continued)

48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	365,387	74.4%	13.1%	12.5%
Department of Agriculture	12,957	76.3%	12.7%	11.0%
Research Education and Economics	1,721	79.2%	10.9%	9.9%
Economics Research Service (ERS)	133	83.0%	7.4%	9.6%

49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	364,519	79.7%	11.0%	9.4%
Department of Agriculture	12,933	80.9%	10.2%	8.9%
Research Education and Economics	1,717	82.1%	9.6%	8.4%
Economics Research Service (ERS)	132	84.5%	7.8%	7.7%

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

	N	Positive	Neutral	Negative
Governmentwide	364,501	76.7%	10.5%	12.8%
Department of Agriculture	12,926	85.5%	7.1%	7.4%
Research Education and Economics	1,715	88.5%	5.6%	5.9%
Economics Research Service (ERS)	132	96.6%	1.9%	1.5%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	364,718	65.8%	17.2%	17.0%
Department of Agriculture	12,936	67.2%	16.4%	16.4%
Research Education and Economics	1,714	71.2%	15.3%	13.5%
Economics Research Service (ERS)	133	74.9%	10.0%	15.1%

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

	N	Positive	Neutral	Negative
Governmentwide	364,643	68.4%	18.8%	12.7%
Department of Agriculture	12,926	68.9%	19.3%	11.8%
Research Education and Economics	1,716	74.0%	16.2%	9.8%
Economics Research Service (ERS)	133	79.9%	12.1%	8.0%

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Leadership

53. In my organization, leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	358,319	40.8%	26.2%	33.0%	3,649
Department of Agriculture	12,739	34.2%	29.9%	35.9%	147
Research Education and Economics	1,694	37.5%	30.4%	32.1%	21
Economics Research Service (ERS)	127	47.9%	29.8%	22.3%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,438	53.6%	23.6%	22.8%	12,164
Department of Agriculture	12,408	48.9%	27.3%	23.7%	467
Research Education and Economics	1,631	56.0%	25.2%	18.7%	80
Economics Research Service (ERS)	123	67.3%	16.1%	16.6%	8

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	344,622	62.8%	22.6%	14.6%	15,793
Department of Agriculture	12,283	62.9%	24.0%	13.2%	550
Research Education and Economics	1,637	68.6%	19.7%	11.7%	73
Economics Research Service (ERS)	128	76.2%	9.9%	13.9%	3

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	357,806	61.2%	20.3%	18.6%	3,047
Department of Agriculture	12,736	57.6%	23.2%	19.2%	120
Research Education and Economics	1,694	59.8%	23.2%	17.0%	20
Economics Research Service (ERS)	130	71.2%	15.4%	13.4%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	340,114	60.7%	23.8%	15.5%	20,067
Department of Agriculture	12,032	56.8%	27.2%	15.9%	795
Research Education and Economics	1,571	59.5%	27.2%	13.3%	132
Economics Research Service (ERS)	119	70.2%	20.3%	9.5%	11

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Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	350,863	52.3%	23.0%	24.7%	9,912
Department of Agriculture	12,494	48.7%	25.6%	25.7%	362
Research Education and Economics	1,653	49.5%	25.4%	25.1%	57
Economics Research Service (ERS)	125	58.2%	22.4%	19.3%	5

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	350,160	56.1%	23.0%	20.9%	10,380
Department of Agriculture	12,449	54.9%	24.8%	20.3%	379
Research Education and Economics	1,641	60.2%	22.1%	17.7%	71
Economics Research Service (ERS)	127	74.5%	10.5%	15.0%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	342,315	57.0%	24.3%	18.6%	18,440
Department of Agriculture	12,177	52.8%	27.9%	19.3%	669
Research Education and Economics	1,616	58.6%	26.3%	15.1%	95
Economics Research Service (ERS)	112	72.1%	16.3%	11.5%	19

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,566	52.3%	23.8%	23.9%	4,307
Department of Agriculture	12,701	44.7%	26.8%	28.5%	164
Research Education and Economics	1,690	49.3%	25.0%	25.7%	23
Economics Research Service (ERS)	131	61.2%	24.9%	13.9%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	328,520	53.7%	27.6%	18.7%	32,091
Department of Agriculture	11,760	54.7%	29.8%	15.5%	1,085
Research Education and Economics	1,545	58.1%	27.8%	14.1%	165
Economics Research Service (ERS)	120	76.3%	16.6%	7.1%	9

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My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	358,999	49.5%	24.2%	26.3%
Department of Agriculture	12,794	48.0%	25.5%	26.5%
Research Education and Economics	1,701	52.9%	23.1%	24.0%
Economics Research Service (ERS)	130	65.2%	17.9%	16.9%

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	358,403	47.6%	23.9%	28.5%
Department of Agriculture	12,771	41.9%	26.0%	32.1%
Research Education and Economics	1,704	44.1%	26.8%	29.1%
Economics Research Service (ERS)	131	67.1%	20.2%	12.7%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	357,371	45.4%	24.7%	29.9%
Department of Agriculture	12,741	44.9%	26.4%	28.7%
Research Education and Economics	1,698	51.1%	23.0%	25.9%
Economics Research Service (ERS)	130	52.9%	21.7%	25.4%

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

	N	Positive	Neutral	Negative
Governmentwide	357,560	41.3%	29.7%	28.9%
Department of Agriculture	12,754	34.0%	32.8%	33.2%
Research Education and Economics	1,700	38.6%	31.3%	30.1%
Economics Research Service (ERS)	130	55.9%	25.9%	18.2%

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

	N	Positive	Neutral	Negative
Governmentwide	357,563	33.6%	28.7%	37.7%
Department of Agriculture	12,760	33.2%	30.7%	36.2%
Research Education and Economics	1,700	30.4%	32.4%	37.2%
Economics Research Service (ERS)	131	40.5%	28.7%	30.8%

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My Satisfaction (continued)

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	357,694	49.7%	24.6%	25.7%
Department of Agriculture	12,765	47.0%	25.8%	27.2%
Research Education and Economics	1,698	49.4%	28.9%	21.6%
Economics Research Service (ERS)	130	63.1%	25.2%	11.7%

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

	N	Positive	Neutral	Negative
Governmentwide	357,338	64.9%	18.5%	16.5%
Department of Agriculture	12,751	65.3%	19.2%	15.4%
Research Education and Economics	1,699	67.5%	17.3%	15.3%
Economics Research Service (ERS)	130	78.4%	12.1%	9.5%

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

	N	Positive	Neutral	Negative
Governmentwide	357,967	53.5%	18.2%	28.3%
Department of Agriculture	12,759	53.1%	19.0%	27.8%
Research Education and Economics	1,698	53.1%	18.0%	28.9%
Economics Research Service (ERS)	131	55.4%	18.3%	26.2%

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

	N	Positive	Neutral	Negative
Governmentwide	358,271	55.6%	22.7%	21.7%
Department of Agriculture	12,762	51.0%	25.1%	23.9%
Research Education and Economics	1,701	53.8%	24.4%	21.8%
Economics Research Service (ERS)	131	70.6%	18.2%	11.3%

Work/Life

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	Yes	No	Not Sure
Governmentwide	358,004	39.1%	55.8%	5.0%
Department of Agriculture	12,768	78.6%	17.9%	3.5%
Research Education and Economics	1,701	86.9%	11.1%	2.0%
Economics Research Service (ERS)	130	100.0%	0.0%	0.0%

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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	351,757	3.3%	9.2%	4.0%	10.2%
Department of Agriculture	12,730	3.9%	14.0%	6.7%	21.4%
Research Education and Economics	1,698	1.1%	16.3%	5.8%	20.6%
Economics Research Service (ERS)	131	3.1%	60.9%	6.2%	14.2%

(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	351,757	34.1%	5.5%	21.2%	12.5%
Department of Agriculture	12,730	20.8%	5.3%	8.7%	19.2%
Research Education and Economics	1,698	17.2%	4.7%	8.2%	26.1%
Economics Research Service (ERS)	131	0.0%	1.7%	1.8%	12.1%

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

	N	Yes	No	Not Available To Me
Governmentwide	355,682	32.6%	45.2%	22.2%
Department of Agriculture	12,666	43.2%	43.7%	13.0%
Research Education and Economics	1,694	28.5%	59.6%	11.9%
Economics Research Service (ERS)	131	35.4%	64.0%	0.6%

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	354,458	28.2%	59.4%	12.4%
Department of Agriculture	12,650	32.0%	53.2%	14.9%
Research Education and Economics	1,695	26.9%	61.4%	11.7%
Economics Research Service (ERS)	130	15.6%	83.2%	1.2%

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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	351,827	14.3%	80.0%	5.7%
Department of Agriculture	12,578	19.9%	77.5%	2.6%
Research Education and Economics	1,677	16.6%	81.3%	2.1%
Economics Research Service (ERS)	130	4.0%	92.7%	3.3%

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

	N	Yes	No	Not Available To Me
Governmentwide	356,035	3.9%	78.7%	17.4%
Department of Agriculture	12,717	1.9%	74.4%	23.7%
Research Education and Economics	1,693	1.8%	79.4%	18.8%
Economics Research Service (ERS)	128	0.0%	91.9%	8.1%

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	356,650	2.6%	79.7%	17.7%
Department of Agriculture	12,736	1.7%	75.9%	22.3%
Research Education and Economics	1,700	1.6%	79.5%	18.9%
Economics Research Service (ERS)	131	0.0%	92.1%	7.9%

79. How satisfied are you with the following Work/Life programs in your agency? Telework*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	147,505	75.6%	15.3%	9.1%	8,017
Department of Agriculture	6,295	73.8%	16.8%	9.4%	142
Research Education and Economics	852	74.9%	16.9%	8.2%	14
Economics Research Service (ERS)	109	90.6%	7.5%	1.9%	1

*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	134,642	88.7%	7.9%	3.4%	3,316
Department of Agriculture	5,758	90.3%	7.6%	2.1%	130
Research Education and Economics	551	90.9%	6.5%	2.6%	13
Economics Research Service (ERS)	45	93.8%	6.2%	0.0%	2

*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	95,574	79.6%	16.9%	3.6%	7,496
Department of Agriculture	3,582	82.5%	14.3%	3.1%	197
Research Education and Economics	432	70.8%	22.9%	6.3%	26
Economics Research Service (ERS)	19	85.9%	14.1%	0.0%	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	50,775	74.1%	21.8%	4.1%	8,526
Department of Agriculture	2,376	77.2%	19.0%	3.8%	293
Research Education and Economics	269	79.8%	17.0%	3.2%	33
Economics Research Service (ERS)	6	100.0%	0.0%	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	10,108	70.3%	25.9%	3.8%	4,459
Department of Agriculture	215	63.4%	32.0%	4.7%	118
Research Education and Economics	29	69.4%	24.5%	6.1%	17
Economics Research Service (ERS)	0	--	--	--	3

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

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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	7,391	66.3%	31.3%	2.3%	3,445
Department of Agriculture	209	70.9%	27.4%	1.7%	93
Research Education and Economics	27	70.5%	25.3%	4.2%	12
Economics Research Service (ERS)	0	--	--	--	0

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

Department of Agriculture
Economics Research Service (ERS)
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Demographic Questions

85. *Where do you work?*

	N	%
Headquarters	112	86.8%
Field	17	13.2%

86. *What is your supervisory status?*

	N	%
Non-Supervisor	87	66.4%
Team Leader	24	18.3%
Supervisor	13	9.9%
Manager	4	3.1%
Executive	3	2.3%

87. *Are you:*

	N	%
Male	71	55.0%
Female	58	45.0%

88. *Are you Hispanic or Latino?*

	N	%
Yes	3	2.4%
No	123	97.6%

89. *Race*

	N	%
American Indian or Alaska Native	0	0.0%
Asian	6	4.7%
Black or African American	23	18.1%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	95	74.8%
Two or more races (Not Hispanic or Latino)	3	2.4%

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Demographic Questions (continued)

90. What is your age group?

	N	%
25 and under	1	0.8%
26-29	2	1.6%
30-39	17	13.5%
40-49	30	23.8%
50-59	45	35.7%
60 or older	31	24.6%

91. What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	30	23.3%
GS 13-15	96	74.4%
Senior Executive Service	3	2.3%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

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

	N	%
Less than 1 year	1	0.8%
1 to 3 years	10	7.8%
4 to 5 years	7	5.4%
6 to 10 years	15	11.6%
11 to 14 years	25	19.4%
15 to 20 years	2	1.6%
More than 20 years	69	53.5%

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

	N	%
Less than 1 year	1	0.8%
1 to 3 years	15	11.7%
4 to 5 years	13	10.2%
6 to 10 years	14	10.9%
11 to 20 years	26	20.3%
More than 20 years	59	46.1%

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Economics Research Service (ERS)
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Demographic Questions (continued)

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

	N	%
No	85	66.4%
Yes, to retire	12	9.4%
Yes, to take another job within the Federal Government	21	16.4%
Yes, to take another job outside the Federal Government	6	4.7%
Yes, other	4	3.1%

95. I am planning to retire:

	N	%
Within one year	2	1.6%
Between one and three years	16	13.1%
Between three and five years	17	13.9%
Five or more years	87	71.3%

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?

	N	%
Yes	6	4.7%
No	123	95.3%

98. Are you an individual with a disability?

	N	%
Yes	11	8.5%
No	118	91.5%

2013

Federal Employee Viewpoint Survey Results

Employees Influencing Change

National Institute of Food and Agriculture (NIFA)

2nd Level Subagency Report

Department of Agriculture
National Institute of Food and Agriculture (NIFA)
2nd Level Subagency Report

Response Summary

	Surveys Completed
Governmentwide	376,577
Department of Agriculture	13,256
Research Education and Economics	1,752
National Institute of Food and Agriculture (NIFA)	184

This 2013 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *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: The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	375,837	59.7%	17.6%	22.7%
Department of Agriculture	13,235	59.8%	18.6%	21.5%
Research Education and Economics	1,745	64.2%	16.7%	19.1%
National Institute of Food and Agriculture (NIFA)	182	61.6%	12.8%	25.6%

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

	N	Positive	Neutral	Negative
Governmentwide	372,941	70.0%	15.2%	14.8%
Department of Agriculture	13,142	66.6%	17.3%	16.1%
Research Education and Economics	1,740	74.0%	13.1%	12.8%
National Institute of Food and Agriculture (NIFA)	182	69.0%	10.7%	20.3%

Department of Agriculture
National Institute of Food and Agriculture (NIFA)
2nd Level Subagency 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	370,376	55.7%	19.2%	25.2%
Department of Agriculture	13,053	54.1%	21.6%	24.3%
Research Education and Economics	1,730	63.5%	16.5%	20.1%
National Institute of Food and Agriculture (NIFA)	183	59.8%	10.8%	29.4%

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

	N	Positive	Neutral	Negative
Governmentwide	373,824	70.3%	15.1%	14.6%
Department of Agriculture	13,171	70.7%	15.6%	13.7%
Research Education and Economics	1,739	75.2%	13.2%	11.6%
National Institute of Food and Agriculture (NIFA)	182	67.8%	12.8%	19.3%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	369,988	82.8%	11.0%	6.2%
Department of Agriculture	13,022	84.5%	10.4%	5.1%
Research Education and Economics	1,724	86.9%	8.4%	4.7%
National Institute of Food and Agriculture (NIFA)	181	72.0%	14.0%	13.9%

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

	N	Positive	Neutral	Negative
Governmentwide	372,218	79.2%	11.2%	9.5%
Department of Agriculture	13,123	78.3%	12.1%	9.6%
Research Education and Economics	1,730	81.3%	10.9%	7.8%
National Institute of Food and Agriculture (NIFA)	183	76.0%	13.4%	10.6%

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

	N	Positive	Neutral	Negative
Governmentwide	373,797	95.6%	2.8%	1.6%
Department of Agriculture	13,166	96.4%	2.3%	1.3%
Research Education and Economics	1,742	96.8%	1.9%	1.4%
National Institute of Food and Agriculture (NIFA)	184	96.7%	0.4%	3.0%

Department of Agriculture
National Institute of Food and Agriculture (NIFA)
2nd Level Subagency Report

My Work Experience (continued)

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	374,956	90.4%	7.8%	1.8%
Department of Agriculture	13,210	90.3%	8.4%	1.3%
Research Education and Economics	1,741	89.9%	7.9%	2.2%
National Institute of Food and Agriculture (NIFA)	183	90.3%	7.5%	2.2%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	374,731	43.8%	16.7%	39.5%	915
Department of Agriculture	13,211	36.7%	16.6%	46.8%	19
Research Education and Economics	1,743	40.0%	16.0%	44.0%	4
National Institute of Food and Agriculture (NIFA)	181	33.8%	16.6%	49.6%	2

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,621	57.5%	16.7%	25.8%	677
Department of Agriculture	13,116	48.7%	18.6%	32.7%	14
Research Education and Economics	1,736	58.1%	17.2%	24.7%	2
National Institute of Food and Agriculture (NIFA)	181	52.9%	18.4%	28.6%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,841	57.3%	17.3%	25.4%	1,905
Department of Agriculture	12,772	56.7%	19.2%	24.1%	40
Research Education and Economics	1,697	62.3%	16.0%	21.7%	7
National Institute of Food and Agriculture (NIFA)	182	50.0%	11.9%	38.1%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,620	82.5%	10.5%	7.0%	1,411
Department of Agriculture	13,138	82.2%	11.1%	6.7%	43
Research Education and Economics	1,742	83.4%	10.1%	6.5%	4
National Institute of Food and Agriculture (NIFA)	183	81.9%	9.2%	8.9%	0

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	369,703	90.0%	6.9%	3.1%	1,092
Department of Agriculture	13,042	89.9%	7.2%	2.8%	25
Research Education and Economics	1,723	88.9%	7.6%	3.5%	4
National Institute of Food and Agriculture (NIFA)	179	88.3%	7.5%	4.2%	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	373,712	66.1%	14.3%	19.5%	1,514
Department of Agriculture	13,183	69.2%	15.5%	15.3%	35
Research Education and Economics	1,743	68.7%	15.9%	15.4%	2
National Institute of Food and Agriculture (NIFA)	184	68.1%	10.2%	21.6%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	369,528	68.4%	15.2%	16.4%	5,283
Department of Agriculture	13,092	66.5%	16.1%	17.4%	95
Research Education and Economics	1,741	71.3%	14.0%	14.7%	4
National Institute of Food and Agriculture (NIFA)	184	71.8%	12.6%	15.6%	0

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,151	81.5%	12.4%	6.1%	1,767
Department of Agriculture	13,165	82.4%	12.0%	5.6%	40
Research Education and Economics	1,741	86.2%	9.7%	4.1%	3
National Institute of Food and Agriculture (NIFA)	183	79.4%	12.8%	7.8%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	357,689	61.2%	19.4%	19.5%	16,155
Department of Agriculture	12,693	58.0%	21.5%	20.5%	485
Research Education and Economics	1,649	58.7%	24.5%	16.7%	92
National Institute of Food and Agriculture (NIFA)	168	58.7%	20.7%	20.6%	14

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My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	370,252	49.8%	24.1%	26.1%	4,271
Department of Agriculture	13,084	47.8%	25.5%	26.7%	111
Research Education and Economics	1,724	46.0%	28.7%	25.3%	18
National Institute of Food and Agriculture (NIFA)	180	34.1%	28.2%	37.7%	3

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	366,770	67.7%	14.6%	17.7%	9,032
Department of Agriculture	13,084	64.5%	15.1%	20.5%	146
Research Education and Economics	1,723	69.7%	13.3%	17.0%	22
National Institute of Food and Agriculture (NIFA)	176	71.4%	9.5%	19.1%	8

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	375,451	72.5%	14.3%	13.2%
Department of Agriculture	13,229	73.1%	14.9%	12.1%
Research Education and Economics	1,749	75.8%	13.3%	10.9%
National Institute of Food and Agriculture (NIFA)	183	67.0%	11.8%	21.2%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,026	40.2%	26.7%	33.1%	13,660
Department of Agriculture	12,757	31.9%	27.9%	40.1%	480
Research Education and Economics	1,698	41.0%	24.8%	34.2%	51
National Institute of Food and Agriculture (NIFA)	183	36.6%	24.9%	38.6%	1

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,090	31.6%	29.5%	39.0%	24,611
Department of Agriculture	12,395	30.0%	31.1%	38.9%	758
Research Education and Economics	1,635	42.6%	26.4%	31.0%	108
National Institute of Food and Agriculture (NIFA)	174	38.8%	26.3%	34.9%	10

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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	341,154	28.0%	27.5%	44.6%	32,879
Department of Agriculture	12,212	23.5%	28.0%	48.5%	947
Research Education and Economics	1,573	28.7%	30.4%	40.9%	169
National Institute of Food and Agriculture (NIFA)	173	27.1%	25.2%	47.8%	10

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	353,920	31.4%	29.0%	39.5%	20,703
Department of Agriculture	12,590	28.3%	30.6%	41.1%	620
Research Education and Economics	1,645	34.8%	31.0%	34.2%	98
National Institute of Food and Agriculture (NIFA)	174	31.0%	26.5%	42.5%	9

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	350,157	37.7%	26.3%	36.1%	23,879
Department of Agriculture	12,518	37.1%	26.9%	35.9%	678
Research Education and Economics	1,638	45.1%	26.5%	28.5%	104
National Institute of Food and Agriculture (NIFA)	176	42.7%	18.6%	38.8%	5

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,151	71.8%	14.8%	13.4%	1,576
Department of Agriculture	13,145	71.9%	15.1%	12.9%	63
Research Education and Economics	1,733	71.1%	14.7%	14.2%	6
National Institute of Food and Agriculture (NIFA)	183	55.4%	17.7%	26.8%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,810	52.3%	29.6%	18.1%	14,051
Department of Agriculture	12,817	46.9%	32.7%	20.4%	392
Research Education and Economics	1,685	45.7%	34.5%	19.8%	60
National Institute of Food and Agriculture (NIFA)	179	44.4%	24.4%	31.1%	3

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My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	374,621	82.5%	14.3%	3.2%
Department of Agriculture	13,204	82.6%	14.7%	2.7%
Research Education and Economics	1,743	86.3%	11.2%	2.5%
National Institute of Food and Agriculture (NIFA)	182	77.8%	18.8%	3.4%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,785	69.7%	18.1%	12.2%	5,883
Department of Agriculture	12,849	65.5%	19.9%	14.6%	215
Research Education and Economics	1,680	73.0%	15.7%	11.3%	46
National Institute of Food and Agriculture (NIFA)	178	59.1%	19.1%	21.8%	2

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,361	42.9%	26.0%	31.1%	8,232
Department of Agriculture	12,783	38.0%	28.4%	33.5%	276
Research Education and Economics	1,676	43.9%	26.9%	29.2%	53
National Institute of Food and Agriculture (NIFA)	175	36.8%	23.4%	39.8%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,183	45.6%	24.5%	29.9%	7,290
Department of Agriculture	12,775	42.4%	27.1%	30.5%	241
Research Education and Economics	1,677	49.4%	25.3%	25.3%	45
National Institute of Food and Agriculture (NIFA)	175	45.9%	24.7%	29.3%	4

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	355,365	35.5%	29.9%	34.7%	11,534
Department of Agriculture	12,649	31.6%	32.9%	35.5%	355
Research Education and Economics	1,672	43.7%	28.0%	28.3%	50
National Institute of Food and Agriculture (NIFA)	173	37.0%	31.2%	31.8%	5

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	341,941	18.6%	26.7%	54.7%	24,285
Department of Agriculture	12,293	15.4%	28.0%	56.5%	689
Research Education and Economics	1,607	27.9%	29.7%	42.5%	107
National Institute of Food and Agriculture (NIFA)	159	24.6%	32.4%	43.1%	18

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	340,531	55.2%	29.8%	15.0%	27,416
Department of Agriculture	12,567	63.4%	24.2%	12.5%	468
Research Education and Economics	1,665	68.1%	22.4%	9.4%	60
National Institute of Food and Agriculture (NIFA)	177	74.2%	14.8%	11.0%	3

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,330	76.1%	13.9%	10.0%	5,220
Department of Agriculture	12,918	78.5%	14.1%	7.4%	115
Research Education and Economics	1,704	82.3%	11.8%	5.9%	27
National Institute of Food and Agriculture (NIFA)	178	73.6%	18.9%	7.5%	2

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,939	75.9%	14.7%	9.4%	5,179
Department of Agriculture	12,830	69.6%	19.1%	11.3%	192
Research Education and Economics	1,695	72.5%	17.5%	10.1%	28
National Institute of Food and Agriculture (NIFA)	177	62.7%	18.8%	18.4%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	346,836	50.7%	23.4%	25.9%	20,370
Department of Agriculture	12,365	53.9%	23.7%	22.5%	656
Research Education and Economics	1,615	61.5%	20.8%	17.7%	102
National Institute of Food and Agriculture (NIFA)	167	48.6%	23.4%	28.0%	8

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My Agency (continued)

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	334,239	65.4%	20.4%	14.3%	31,656
Department of Agriculture	12,055	68.0%	18.7%	13.4%	918
Research Education and Economics	1,576	74.8%	16.5%	8.7%	138
National Institute of Food and Agriculture (NIFA)	162	63.1%	22.7%	14.2%	14

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,459	74.4%	17.6%	8.0%	6,811
Department of Agriculture	12,773	69.2%	20.4%	10.4%	247
Research Education and Economics	1,672	79.2%	15.2%	5.7%	50
National Institute of Food and Agriculture (NIFA)	175	69.1%	23.3%	7.6%	4

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

	N	Positive	Neutral	Negative
Governmentwide	367,707	63.2%	21.4%	15.4%
Department of Agriculture	13,044	59.9%	23.7%	16.5%
Research Education and Economics	1,724	62.7%	21.2%	16.1%
National Institute of Food and Agriculture (NIFA)	178	53.9%	26.5%	19.6%

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	335,303	38.3%	28.8%	33.0%	32,630
Department of Agriculture	11,774	33.6%	32.2%	34.2%	1,266
Research Education and Economics	1,537	37.0%	33.7%	29.3%	186
National Institute of Food and Agriculture (NIFA)	162	49.6%	26.6%	23.8%	16

My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,464	77.2%	11.8%	11.0%	2,159
Department of Agriculture	12,918	81.3%	10.3%	8.3%	78
Research Education and Economics	1,712	82.9%	10.0%	7.1%	12
National Institute of Food and Agriculture (NIFA)	175	83.3%	7.6%	9.1%	3

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My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,224	64.7%	17.9%	17.4%	1,703
Department of Agriculture	12,894	67.8%	17.6%	14.5%	64
Research Education and Economics	1,705	68.1%	17.6%	14.3%	15
National Institute of Food and Agriculture (NIFA)	177	67.6%	11.4%	21.0%	1

44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,838	61.4%	19.7%	19.0%	3,744
Department of Agriculture	12,830	62.2%	20.0%	17.7%	85
Research Education and Economics	1,699	65.6%	18.2%	16.2%	12
National Institute of Food and Agriculture (NIFA)	175	62.6%	18.0%	19.4%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	335,808	64.6%	24.5%	11.0%	29,552
Department of Agriculture	12,077	67.9%	23.5%	8.5%	869
Research Education and Economics	1,605	72.0%	20.1%	7.8%	113
National Institute of Food and Agriculture (NIFA)	169	68.4%	17.2%	14.4%	8

46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	363,407	60.3%	20.8%	18.8%	1,849
Department of Agriculture	12,885	60.5%	21.8%	17.6%	51
Research Education and Economics	1,709	62.8%	21.5%	15.7%	7
National Institute of Food and Agriculture (NIFA)	176	59.5%	18.4%	22.1%	1

47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,042	64.0%	19.0%	17.0%	4,398
Department of Agriculture	12,826	66.2%	19.1%	14.7%	138
Research Education and Economics	1,697	67.6%	17.5%	14.9%	26
National Institute of Food and Agriculture (NIFA)	175	68.0%	13.0%	18.9%	3

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My Supervisor/Team Leader (continued)

48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	365,387	74.4%	13.1%	12.5%
Department of Agriculture	12,957	76.3%	12.7%	11.0%
Research Education and Economics	1,721	79.2%	10.9%	9.9%
National Institute of Food and Agriculture (NIFA)	178	76.8%	8.1%	15.1%

49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	364,519	79.7%	11.0%	9.4%
Department of Agriculture	12,933	80.9%	10.2%	8.9%
Research Education and Economics	1,717	82.1%	9.6%	8.4%
National Institute of Food and Agriculture (NIFA)	178	81.5%	11.1%	7.4%

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

	N	Positive	Neutral	Negative
Governmentwide	364,501	76.7%	10.5%	12.8%
Department of Agriculture	12,926	85.5%	7.1%	7.4%
Research Education and Economics	1,715	88.5%	5.6%	5.9%
National Institute of Food and Agriculture (NIFA)	176	74.1%	9.5%	16.4%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	364,718	65.8%	17.2%	17.0%
Department of Agriculture	12,936	67.2%	16.4%	16.4%
Research Education and Economics	1,714	71.2%	15.3%	13.5%
National Institute of Food and Agriculture (NIFA)	178	62.6%	19.0%	18.5%

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

	N	Positive	Neutral	Negative
Governmentwide	364,643	68.4%	18.8%	12.7%
Department of Agriculture	12,926	68.9%	19.3%	11.8%
Research Education and Economics	1,716	74.0%	16.2%	9.8%
National Institute of Food and Agriculture (NIFA)	177	66.2%	21.6%	12.2%

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Leadership

53. In my organization, leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	358,319	40.8%	26.2%	33.0%	3,649
Department of Agriculture	12,739	34.2%	29.9%	35.9%	147
Research Education and Economics	1,694	37.5%	30.4%	32.1%	21
National Institute of Food and Agriculture (NIFA)	175	41.9%	21.5%	36.6%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,438	53.6%	23.6%	22.8%	12,164
Department of Agriculture	12,408	48.9%	27.3%	23.7%	467
Research Education and Economics	1,631	56.0%	25.2%	18.7%	80
National Institute of Food and Agriculture (NIFA)	172	49.3%	30.8%	20.0%	4

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	344,622	62.8%	22.6%	14.6%	15,793
Department of Agriculture	12,283	62.9%	24.0%	13.2%	550
Research Education and Economics	1,637	68.6%	19.7%	11.7%	73
National Institute of Food and Agriculture (NIFA)	173	65.7%	17.1%	17.3%	3

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	357,806	61.2%	20.3%	18.6%	3,047
Department of Agriculture	12,736	57.6%	23.2%	19.2%	120
Research Education and Economics	1,694	59.8%	23.2%	17.0%	20
National Institute of Food and Agriculture (NIFA)	174	61.2%	16.2%	22.6%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	340,114	60.7%	23.8%	15.5%	20,067
Department of Agriculture	12,032	56.8%	27.2%	15.9%	795
Research Education and Economics	1,571	59.5%	27.2%	13.3%	132
National Institute of Food and Agriculture (NIFA)	165	52.7%	26.5%	20.8%	11

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Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	350,863	52.3%	23.0%	24.7%	9,912
Department of Agriculture	12,494	48.7%	25.6%	25.7%	362
Research Education and Economics	1,653	49.5%	25.4%	25.1%	57
National Institute of Food and Agriculture (NIFA)	173	54.0%	17.8%	28.2%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	350,160	56.1%	23.0%	20.9%	10,380
Department of Agriculture	12,449	54.9%	24.8%	20.3%	379
Research Education and Economics	1,641	60.2%	22.1%	17.7%	71
National Institute of Food and Agriculture (NIFA)	173	58.1%	20.3%	21.6%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	342,315	57.0%	24.3%	18.6%	18,440
Department of Agriculture	12,177	52.8%	27.9%	19.3%	669
Research Education and Economics	1,616	58.6%	26.3%	15.1%	95
National Institute of Food and Agriculture (NIFA)	173	51.3%	30.4%	18.4%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,566	52.3%	23.8%	23.9%	4,307
Department of Agriculture	12,701	44.7%	26.8%	28.5%	164
Research Education and Economics	1,690	49.3%	25.0%	25.7%	23
National Institute of Food and Agriculture (NIFA)	173	55.9%	20.8%	23.3%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	328,520	53.7%	27.6%	18.7%	32,091
Department of Agriculture	11,760	54.7%	29.8%	15.5%	1,085
Research Education and Economics	1,545	58.1%	27.8%	14.1%	165
National Institute of Food and Agriculture (NIFA)	169	69.5%	18.1%	12.4%	7

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My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	358,999	49.5%	24.2%	26.3%
Department of Agriculture	12,794	48.0%	25.5%	26.5%
Research Education and Economics	1,701	52.9%	23.1%	24.0%
National Institute of Food and Agriculture (NIFA)	175	51.3%	19.2%	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	358,403	47.6%	23.9%	28.5%
Department of Agriculture	12,771	41.9%	26.0%	32.1%
Research Education and Economics	1,704	44.1%	26.8%	29.1%
National Institute of Food and Agriculture (NIFA)	176	47.9%	22.4%	29.7%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	357,371	45.4%	24.7%	29.9%
Department of Agriculture	12,741	44.9%	26.4%	28.7%
Research Education and Economics	1,698	51.1%	23.0%	25.9%
National Institute of Food and Agriculture (NIFA)	176	50.5%	21.5%	28.0%

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

	N	Positive	Neutral	Negative
Governmentwide	357,560	41.3%	29.7%	28.9%
Department of Agriculture	12,754	34.0%	32.8%	33.2%
Research Education and Economics	1,700	38.6%	31.3%	30.1%
National Institute of Food and Agriculture (NIFA)	174	41.0%	26.5%	32.5%

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

	N	Positive	Neutral	Negative
Governmentwide	357,563	33.6%	28.7%	37.7%
Department of Agriculture	12,760	33.2%	30.7%	36.2%
Research Education and Economics	1,700	30.4%	32.4%	37.2%
National Institute of Food and Agriculture (NIFA)	175	32.4%	25.9%	41.7%

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My Satisfaction (continued)

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	357,694	49.7%	24.6%	25.7%
Department of Agriculture	12,765	47.0%	25.8%	27.2%
Research Education and Economics	1,698	49.4%	28.9%	21.6%
National Institute of Food and Agriculture (NIFA)	175	35.0%	27.8%	37.1%

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

	N	Positive	Neutral	Negative
Governmentwide	357,338	64.9%	18.5%	16.5%
Department of Agriculture	12,751	65.3%	19.2%	15.4%
Research Education and Economics	1,699	67.5%	17.3%	15.3%
National Institute of Food and Agriculture (NIFA)	175	59.9%	20.0%	20.1%

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

	N	Positive	Neutral	Negative
Governmentwide	357,967	53.5%	18.2%	28.3%
Department of Agriculture	12,759	53.1%	19.0%	27.8%
Research Education and Economics	1,698	53.1%	18.0%	28.9%
National Institute of Food and Agriculture (NIFA)	176	57.7%	11.8%	30.5%

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

	N	Positive	Neutral	Negative
Governmentwide	358,271	55.6%	22.7%	21.7%
Department of Agriculture	12,762	51.0%	25.1%	23.9%
Research Education and Economics	1,701	53.8%	24.4%	21.8%
National Institute of Food and Agriculture (NIFA)	175	52.7%	21.5%	25.7%

Work/Life

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	Yes	No	Not Sure
Governmentwide	358,004	39.1%	55.8%	5.0%
Department of Agriculture	12,768	78.6%	17.9%	3.5%
Research Education and Economics	1,701	86.9%	11.1%	2.0%
National Institute of Food and Agriculture (NIFA)	175	94.3%	3.9%	1.8%

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Work/Life (continued)

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	351,757	3.3%	9.2%	4.0%	10.2%
Department of Agriculture	12,730	3.9%	14.0%	6.7%	21.4%
Research Education and Economics	1,698	1.1%	16.3%	5.8%	20.6%
National Institute of Food and Agriculture (NIFA)	174	0.0%	45.8%	13.1%	20.8%

(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	351,757	34.1%	5.5%	21.2%	12.5%
Department of Agriculture	12,730	20.8%	5.3%	8.7%	19.2%
Research Education and Economics	1,698	17.2%	4.7%	8.2%	26.1%
National Institute of Food and Agriculture (NIFA)	174	0.5%	2.1%	7.2%	10.5%

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

	N	Yes	No	Not Available To Me
Governmentwide	355,682	32.6%	45.2%	22.2%
Department of Agriculture	12,666	43.2%	43.7%	13.0%
Research Education and Economics	1,694	28.5%	59.6%	11.9%
National Institute of Food and Agriculture (NIFA)	173	67.2%	30.9%	1.9%

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	354,458	28.2%	59.4%	12.4%
Department of Agriculture	12,650	32.0%	53.2%	14.9%
Research Education and Economics	1,695	26.9%	61.4%	11.7%
National Institute of Food and Agriculture (NIFA)	175	27.1%	69.6%	3.4%

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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	351,827	14.3%	80.0%	5.7%
Department of Agriculture	12,578	19.9%	77.5%	2.6%
Research Education and Economics	1,677	16.6%	81.3%	2.1%
National Institute of Food and Agriculture (NIFA)	174	17.8%	80.6%	1.5%

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	356,035	3.9%	78.7%	17.4%
Department of Agriculture	12,717	1.9%	74.4%	23.7%
Research Education and Economics	1,693	1.8%	79.4%	18.8%
National Institute of Food and Agriculture (NIFA)	170	6.1%	85.6%	8.3%

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	356,650	2.6%	79.7%	17.7%
Department of Agriculture	12,736	1.7%	75.9%	22.3%
Research Education and Economics	1,700	1.6%	79.5%	18.9%
National Institute of Food and Agriculture (NIFA)	173	6.2%	85.4%	8.4%

79. How satisfied are you with the following Work/Life programs in your agency? Telework*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	147,505	75.6%	15.3%	9.1%	8,017
Department of Agriculture	6,295	73.8%	16.8%	9.4%	142
Research Education and Economics	852	74.9%	16.9%	8.2%	14
National Institute of Food and Agriculture (NIFA)	142	82.5%	9.3%	8.2%	2

*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	134,642	88.7%	7.9%	3.4%	3,316
Department of Agriculture	5,758	90.3%	7.6%	2.1%	130
Research Education and Economics	551	90.9%	6.5%	2.6%	13
National Institute of Food and Agriculture (NIFA)	117	92.1%	4.1%	3.8%	3

*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	95,574	79.6%	16.9%	3.6%	7,496
Department of Agriculture	3,582	82.5%	14.3%	3.1%	197
Research Education and Economics	432	70.8%	22.9%	6.3%	26
National Institute of Food and Agriculture (NIFA)	47	73.7%	20.0%	6.3%	3

*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	50,775	74.1%	21.8%	4.1%	8,526
Department of Agriculture	2,376	77.2%	19.0%	3.8%	293
Research Education and Economics	269	79.8%	17.0%	3.2%	33
National Institute of Food and Agriculture (NIFA)	31	67.2%	32.8%	0.0%	4

*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	10,108	70.3%	25.9%	3.8%	4,459
Department of Agriculture	215	63.4%	32.0%	4.7%	118
Research Education and Economics	29	69.4%	24.5%	6.1%	17
National Institute of Food and Agriculture (NIFA)	10	70.4%	29.6%	0.0%	4

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

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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	7,391	66.3%	31.3%	2.3%	3,445
Department of Agriculture	209	70.9%	27.4%	1.7%	93
Research Education and Economics	27	70.5%	25.3%	4.2%	12
National Institute of Food and Agriculture (NIFA)	10	52.0%	30.9%	17.1%	3

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

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Demographic Questions

85. Where do you work?

	N	%
Headquarters	141	81.0%
Field	33	19.0%

86. What is your supervisory status?

	N	%
Non-Supervisor	126	72.0%
Team Leader	23	13.1%
Supervisor	12	6.9%
Manager	8	4.6%
Executive	6	3.4%

87. Are you:

	N	%
Male	59	33.9%
Female	115	66.1%

88. Are you Hispanic or Latino?

	N	%
Yes	7	4.1%
No	164	95.9%

89. Race

	N	%
American Indian or Alaska Native	3	1.8%
Asian	12	7.1%
Black or African American	63	37.5%
Native Hawaiian or Other Pacific Islander	1	0.6%
White	83	49.4%
Two or more races (Not Hispanic or Latino)	6	3.6%

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Demographic Questions (continued)

90. What is your age group?

	N	%
25 and under	2	1.2%
26-29	11	6.5%
30-39	27	15.9%
40-49	41	24.1%
50-59	66	38.8%
60 or older	23	13.5%

91. What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	9	5.2%
GS 7-12	75	43.1%
GS 13-15	85	48.9%
Senior Executive Service	5	2.9%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

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

	N	%
Less than 1 year	1	0.6%
1 to 3 years	22	12.7%
4 to 5 years	17	9.8%
6 to 10 years	35	20.2%
11 to 14 years	26	15.0%
15 to 20 years	15	8.7%
More than 20 years	57	32.9%

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

	N	%
Less than 1 year	2	1.2%
1 to 3 years	45	26.3%
4 to 5 years	19	11.1%
6 to 10 years	39	22.8%
11 to 20 years	35	20.5%
More than 20 years	31	18.1%

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Demographic Questions (continued)

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

	N	%
No	97	56.4%
Yes, to retire	6	3.5%
Yes, to take another job within the Federal Government	45	26.2%
Yes, to take another job outside the Federal Government	13	7.6%
Yes, other	11	6.4%

95. I am planning to retire:

	N	%
Within one year	2	1.2%
Between one and three years	15	8.8%
Between three and five years	13	7.6%
Five or more years	140	82.4%

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?

	N	%
Yes	12	6.9%
No	161	93.1%

98. Are you an individual with a disability?

	N	%
Yes	7	4.0%
No	166	96.0%

2014

Federal Employee Viewpoint Survey Results

Employees Influencing Change

ECONOMICS RESEARCH SERVICE (ERS)

2nd Level Subagency Report

Department of Agriculture
ECONOMICS RESEARCH SERVICE (ERS)
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Response Summary

	Surveys Completed
Governmentwide	392,752
Department of Agriculture	20,162
Research Education and Economics	2,353
ECONOMICS RESEARCH SERVICE (ERS)	150

This 2014 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *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: The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	391,977	59.1%	17.4%	23.5%
Department of Agriculture	20,127	61.1%	17.4%	21.5%
Research Education and Economics	2,347	63.3%	17.3%	19.4%
ECONOMICS RESEARCH SERVICE (ERS)	150	86.0%	7.5%	6.5%

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

	N	Positive	Neutral	Negative
Governmentwide	388,077	69.2%	15.2%	15.6%
Department of Agriculture	19,953	66.2%	17.0%	16.8%
Research Education and Economics	2,328	72.1%	15.3%	12.6%
ECONOMICS RESEARCH SERVICE (ERS)	148	83.3%	11.2%	5.4%

Department of Agriculture
ECONOMICS RESEARCH SERVICE (ERS)
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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	385,690	55.2%	19.0%	25.8%
Department of Agriculture	19,818	55.2%	20.2%	24.6%
Research Education and Economics	2,308	64.5%	17.2%	18.3%
ECONOMICS RESEARCH SERVICE (ERS)	147	73.7%	14.9%	11.4%

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

	N	Positive	Neutral	Negative
Governmentwide	389,314	69.6%	15.0%	15.4%
Department of Agriculture	19,995	71.2%	15.5%	13.3%
Research Education and Economics	2,335	75.6%	13.0%	11.3%
ECONOMICS RESEARCH SERVICE (ERS)	149	80.5%	14.0%	5.5%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	384,679	82.2%	11.3%	6.5%
Department of Agriculture	19,743	84.5%	10.3%	5.3%
Research Education and Economics	2,310	87.2%	8.7%	4.1%
ECONOMICS RESEARCH SERVICE (ERS)	145	87.7%	11.4%	0.8%

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

	N	Positive	Neutral	Negative
Governmentwide	387,941	78.8%	11.5%	9.7%
Department of Agriculture	19,951	77.9%	12.5%	9.6%
Research Education and Economics	2,330	81.8%	10.4%	7.8%
ECONOMICS RESEARCH SERVICE (ERS)	147	76.1%	18.0%	5.9%

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

	N	Positive	Neutral	Negative
Governmentwide	389,516	95.6%	2.8%	1.6%
Department of Agriculture	20,024	96.4%	2.5%	1.1%
Research Education and Economics	2,340	96.9%	2.3%	0.8%
ECONOMICS RESEARCH SERVICE (ERS)	149	97.7%	2.3%	0.0%

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ECONOMICS RESEARCH SERVICE (ERS)
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My Work Experience (continued)

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	390,789	90.2%	7.9%	1.9%
Department of Agriculture	20,065	90.1%	8.5%	1.4%
Research Education and Economics	2,338	91.8%	7.2%	1.1%
ECONOMICS RESEARCH SERVICE (ERS)	149	95.0%	4.3%	0.7%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,739	44.8%	16.5%	38.7%	935
Department of Agriculture	20,088	38.2%	16.8%	44.9%	26
Research Education and Economics	2,342	41.3%	17.1%	41.7%	3
ECONOMICS RESEARCH SERVICE (ERS)	147	63.0%	14.6%	22.3%	1

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,209	56.5%	16.7%	26.8%	720
Department of Agriculture	19,936	48.3%	18.2%	33.5%	29
Research Education and Economics	2,326	55.4%	17.6%	27.1%	2
ECONOMICS RESEARCH SERVICE (ERS)	144	71.2%	13.5%	15.3%	1

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,178	56.5%	17.2%	26.3%	1,880
Department of Agriculture	19,368	57.2%	18.5%	24.3%	52
Research Education and Economics	2,278	61.6%	16.4%	22.0%	5
ECONOMICS RESEARCH SERVICE (ERS)	142	70.2%	17.5%	12.4%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,298	81.9%	10.7%	7.4%	1,540
Department of Agriculture	19,958	81.4%	11.6%	7.0%	67
Research Education and Economics	2,329	82.7%	11.2%	6.1%	11
ECONOMICS RESEARCH SERVICE (ERS)	147	80.3%	15.8%	3.9%	1

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	384,209	89.6%	7.1%	3.3%	1,147
Department of Agriculture	19,792	88.8%	8.3%	2.9%	49
Research Education and Economics	2,317	89.1%	7.9%	3.0%	6
ECONOMICS RESEARCH SERVICE (ERS)	142	90.3%	8.6%	1.1%	1

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	389,314	65.6%	14.3%	20.1%	1,736
Department of Agriculture	20,048	69.5%	14.8%	15.7%	58
Research Education and Economics	2,337	70.1%	13.8%	16.1%	3
ECONOMICS RESEARCH SERVICE (ERS)	147	49.5%	17.3%	33.2%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,888	68.2%	14.9%	16.9%	4,845
Department of Agriculture	19,955	66.4%	16.1%	17.5%	134
Research Education and Economics	2,332	70.3%	15.4%	14.4%	11
ECONOMICS RESEARCH SERVICE (ERS)	143	70.6%	18.0%	11.4%	5

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	387,980	81.1%	12.5%	6.4%	1,810
Department of Agriculture	19,963	82.8%	11.8%	5.5%	79
Research Education and Economics	2,325	87.7%	9.0%	3.3%	4
ECONOMICS RESEARCH SERVICE (ERS)	148	84.9%	13.1%	2.0%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,094	60.3%	19.3%	20.4%	16,950
Department of Agriculture	19,297	57.8%	21.0%	21.1%	751
Research Education and Economics	2,214	57.7%	23.5%	18.8%	123
ECONOMICS RESEARCH SERVICE (ERS)	137	66.3%	21.8%	11.9%	10

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ECONOMICS RESEARCH SERVICE (ERS)
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My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,903	49.6%	23.8%	26.5%	4,288
Department of Agriculture	19,900	49.9%	24.8%	25.2%	160
Research Education and Economics	2,319	49.0%	27.7%	23.3%	22
ECONOMICS RESEARCH SERVICE (ERS)	146	65.6%	22.0%	12.4%	2

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	382,953	67.5%	14.6%	18.0%	8,987
Department of Agriculture	19,911	65.0%	14.3%	20.6%	223
Research Education and Economics	2,315	70.0%	12.5%	17.4%	35
ECONOMICS RESEARCH SERVICE (ERS)	146	71.0%	14.9%	14.1%	4

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	391,426	72.1%	14.2%	13.8%
Department of Agriculture	20,099	74.4%	13.3%	12.4%
Research Education and Economics	2,345	76.6%	12.6%	10.8%
ECONOMICS RESEARCH SERVICE (ERS)	149	83.1%	10.8%	6.1%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,727	40.6%	26.4%	33.0%	14,985
Department of Agriculture	19,456	34.1%	27.8%	38.0%	666
Research Education and Economics	2,275	38.6%	25.7%	35.8%	73
ECONOMICS RESEARCH SERVICE (ERS)	143	54.9%	22.9%	22.2%	5

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,631	32.0%	28.7%	39.3%	26,462
Department of Agriculture	18,843	32.5%	29.6%	37.8%	1,133
Research Education and Economics	2,202	41.6%	27.7%	30.7%	136
ECONOMICS RESEARCH SERVICE (ERS)	135	60.4%	21.5%	18.1%	13

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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	354,178	28.2%	26.9%	44.9%	35,600
Department of Agriculture	18,690	25.6%	28.2%	46.2%	1,369
Research Education and Economics	2,126	29.0%	30.8%	40.2%	215
ECONOMICS RESEARCH SERVICE (ERS)	123	24.0%	41.9%	34.1%	25

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,267	31.5%	28.4%	40.1%	22,310
Department of Agriculture	19,186	29.3%	29.9%	40.7%	888
Research Education and Economics	2,223	33.5%	33.7%	32.8%	116
ECONOMICS RESEARCH SERVICE (ERS)	139	43.7%	34.5%	21.7%	9

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,099	38.0%	25.7%	36.3%	25,833
Department of Agriculture	18,962	37.9%	25.8%	36.3%	1,092
Research Education and Economics	2,203	46.1%	26.3%	27.6%	137
ECONOMICS RESEARCH SERVICE (ERS)	142	54.3%	28.4%	17.3%	7

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,041	71.9%	14.6%	13.5%	1,704
Department of Agriculture	20,007	72.8%	14.4%	12.8%	79
Research Education and Economics	2,330	73.4%	14.8%	11.7%	17
ECONOMICS RESEARCH SERVICE (ERS)	146	76.6%	11.2%	12.1%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,813	50.8%	30.2%	19.0%	15,161
Department of Agriculture	19,520	47.8%	32.5%	19.6%	562
Research Education and Economics	2,235	47.5%	34.1%	18.3%	106
ECONOMICS RESEARCH SERVICE (ERS)	141	45.7%	43.5%	10.8%	8

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My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	390,716	81.8%	14.6%	3.6%
Department of Agriculture	20,103	82.6%	14.5%	3.0%
Research Education and Economics	2,347	86.3%	11.7%	2.0%
ECONOMICS RESEARCH SERVICE (ERS)	150	91.3%	6.8%	1.9%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,647	68.5%	18.3%	13.2%	7,045
Department of Agriculture	19,609	63.9%	21.0%	15.1%	349
Research Education and Economics	2,268	71.2%	17.9%	11.0%	66
ECONOMICS RESEARCH SERVICE (ERS)	143	85.5%	10.1%	4.4%	7

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,805	41.9%	25.7%	32.4%	8,728
Department of Agriculture	19,482	37.9%	28.2%	33.9%	454
Research Education and Economics	2,258	41.1%	29.7%	29.2%	69
ECONOMICS RESEARCH SERVICE (ERS)	140	52.6%	27.8%	19.6%	8

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,902	44.6%	24.2%	31.2%	7,530
Department of Agriculture	19,540	41.2%	26.7%	32.1%	363
Research Education and Economics	2,287	48.1%	27.7%	24.2%	48
ECONOMICS RESEARCH SERVICE (ERS)	146	71.1%	14.8%	14.1%	4

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,008	34.8%	29.5%	35.7%	12,026
Department of Agriculture	19,322	30.5%	32.8%	36.7%	540
Research Education and Economics	2,251	41.4%	31.4%	27.2%	71
ECONOMICS RESEARCH SERVICE (ERS)	147	60.8%	25.3%	13.9%	3

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,757	19.6%	26.5%	54.0%	25,095
Department of Agriculture	18,738	16.4%	27.1%	56.4%	1,075
Research Education and Economics	2,184	25.5%	31.3%	43.2%	135
ECONOMICS RESEARCH SERVICE (ERS)	134	34.8%	37.5%	27.6%	14

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	354,225	55.5%	29.2%	15.4%	29,633
Department of Agriculture	19,163	64.1%	24.2%	11.8%	761
Research Education and Economics	2,248	68.0%	23.2%	8.8%	80
ECONOMICS RESEARCH SERVICE (ERS)	141	78.0%	13.1%	8.8%	8

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,670	76.0%	13.7%	10.4%	5,777
Department of Agriculture	19,713	78.9%	13.0%	8.2%	197
Research Education and Economics	2,294	84.5%	10.1%	5.4%	32
ECONOMICS RESEARCH SERVICE (ERS)	139	80.8%	13.9%	5.4%	11

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,944	76.0%	14.4%	9.6%	5,237
Department of Agriculture	19,594	71.3%	18.0%	10.7%	298
Research Education and Economics	2,277	75.1%	16.4%	8.5%	52
ECONOMICS RESEARCH SERVICE (ERS)	146	71.3%	20.5%	8.3%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,372	50.3%	23.1%	26.5%	21,762
Department of Agriculture	18,877	53.8%	23.6%	22.7%	996
Research Education and Economics	2,200	59.7%	21.9%	18.4%	127
ECONOMICS RESEARCH SERVICE (ERS)	141	67.6%	16.7%	15.7%	7

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My Agency (continued)

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	347,433	65.2%	20.2%	14.6%	33,840
Department of Agriculture	18,497	68.9%	18.1%	13.0%	1,292
Research Education and Economics	2,150	73.1%	17.1%	9.7%	160
ECONOMICS RESEARCH SERVICE (ERS)	140	80.5%	10.9%	8.7%	9

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,864	73.0%	18.2%	8.8%	7,407
Department of Agriculture	19,492	68.7%	20.9%	10.5%	415
Research Education and Economics	2,269	78.0%	16.1%	5.9%	60
ECONOMICS RESEARCH SERVICE (ERS)	145	89.8%	7.7%	2.5%	5

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

	N	Positive	Neutral	Negative
Governmentwide	383,760	62.1%	21.6%	16.4%
Department of Agriculture	19,950	60.6%	22.9%	16.5%
Research Education and Economics	2,335	61.2%	22.6%	16.2%
ECONOMICS RESEARCH SERVICE (ERS)	150	75.1%	13.7%	11.1%

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	350,655	38.1%	28.5%	33.4%	33,370
Department of Agriculture	18,250	37.2%	30.1%	32.7%	1,713
Research Education and Economics	2,130	38.3%	31.4%	30.3%	207
ECONOMICS RESEARCH SERVICE (ERS)	145	51.8%	31.6%	16.5%	5

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,621	77.3%	11.5%	11.2%	2,306
Department of Agriculture	19,836	83.1%	9.1%	7.8%	103
Research Education and Economics	2,329	84.8%	8.6%	6.5%	10
ECONOMICS RESEARCH SERVICE (ERS)	148	89.8%	7.0%	3.2%	2

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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	380,066	64.3%	17.9%	17.8%	2,012
Department of Agriculture	19,799	69.0%	17.2%	13.8%	102
Research Education and Economics	2,321	67.1%	18.4%	14.5%	15
ECONOMICS RESEARCH SERVICE (ERS)	148	74.3%	13.5%	12.2%	2

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,309	61.6%	19.2%	19.2%	4,317
Department of Agriculture	19,629	64.2%	18.6%	17.3%	151
Research Education and Economics	2,293	66.0%	17.4%	16.6%	14
ECONOMICS RESEARCH SERVICE (ERS)	149	73.2%	14.4%	12.3%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,672	66.2%	23.1%	10.7%	31,868
Department of Agriculture	18,591	71.7%	20.9%	7.4%	1,295
Research Education and Economics	2,185	73.2%	20.7%	6.2%	148
ECONOMICS RESEARCH SERVICE (ERS)	140	75.9%	21.4%	2.8%	10

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,197	60.5%	20.4%	19.1%	2,159
Department of Agriculture	19,780	62.7%	20.6%	16.7%	96
Research Education and Economics	2,321	64.2%	21.0%	14.7%	11
ECONOMICS RESEARCH SERVICE (ERS)	148	74.0%	15.4%	10.6%	2

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,678	63.1%	19.3%	17.6%	6,028
Department of Agriculture	19,609	68.0%	18.5%	13.6%	278
Research Education and Economics	2,291	66.3%	19.9%	13.8%	41
ECONOMICS RESEARCH SERVICE (ERS)	147	81.0%	13.0%	6.0%	3

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	381,761	75.0%	12.7%	12.2%
Department of Agriculture	19,906	78.3%	11.6%	10.2%
Research Education and Economics	2,339	79.4%	11.4%	9.2%
ECONOMICS RESEARCH SERVICE (ERS)	150	85.2%	9.1%	5.7%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	380,603	80.2%	10.6%	9.2%
Department of Agriculture	19,851	82.6%	9.7%	7.7%
Research Education and Economics	2,331	84.0%	9.1%	6.9%
ECONOMICS RESEARCH SERVICE (ERS)	149	88.8%	9.2%	2.0%

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

	N	Positive	Neutral	Negative
Governmentwide	380,812	77.3%	10.3%	12.4%
Department of Agriculture	19,857	86.0%	6.8%	7.1%
Research Education and Economics	2,332	89.7%	6.5%	3.8%
ECONOMICS RESEARCH SERVICE (ERS)	150	94.9%	2.8%	2.3%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	380,967	65.4%	17.2%	17.4%
Department of Agriculture	19,857	67.8%	16.1%	16.0%
Research Education and Economics	2,327	70.5%	15.7%	13.8%
ECONOMICS RESEARCH SERVICE (ERS)	150	74.3%	13.5%	12.2%

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

	N	Positive	Neutral	Negative
Governmentwide	381,129	68.9%	18.6%	12.5%
Department of Agriculture	19,867	70.5%	18.6%	10.9%
Research Education and Economics	2,330	74.6%	17.0%	8.5%
ECONOMICS RESEARCH SERVICE (ERS)	149	83.9%	10.3%	5.8%

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Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,179	37.5%	25.2%	37.3%	6,901
Department of Agriculture	19,469	31.0%	27.6%	41.4%	370
Research Education and Economics	2,272	33.6%	29.3%	37.2%	59
ECONOMICS RESEARCH SERVICE (ERS)	145	46.4%	31.9%	21.7%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,007	49.5%	25.5%	25.0%	22,553
Department of Agriculture	18,545	43.9%	30.0%	26.1%	1,281
Research Education and Economics	2,127	50.5%	30.6%	18.8%	201
ECONOMICS RESEARCH SERVICE (ERS)	145	66.1%	20.1%	13.8%	4

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,441	63.1%	22.9%	14.0%	21,209
Department of Agriculture	18,712	63.5%	24.5%	12.0%	970
Research Education and Economics	2,193	67.8%	22.3%	9.9%	127
ECONOMICS RESEARCH SERVICE (ERS)	138	78.4%	13.5%	8.1%	11

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,472	58.2%	21.5%	20.3%	4,914
Department of Agriculture	19,517	55.6%	24.1%	20.2%	237
Research Education and Economics	2,270	56.4%	25.5%	18.1%	47
ECONOMICS RESEARCH SERVICE (ERS)	145	71.0%	18.6%	10.4%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	351,864	58.0%	25.2%	16.8%	25,427
Department of Agriculture	18,557	55.2%	28.1%	16.6%	1,197
Research Education and Economics	2,134	56.3%	29.5%	14.2%	185
ECONOMICS RESEARCH SERVICE (ERS)	139	74.9%	17.2%	7.9%	9

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Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,473	49.9%	23.9%	26.2%	13,214
Department of Agriculture	19,190	47.3%	26.1%	26.5%	591
Research Education and Economics	2,223	45.1%	28.1%	26.8%	99
ECONOMICS RESEARCH SERVICE (ERS)	144	61.1%	23.8%	15.1%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,241	53.5%	24.0%	22.5%	13,338
Department of Agriculture	19,153	53.3%	25.1%	21.6%	612
Research Education and Economics	2,244	55.2%	25.0%	19.8%	82
ECONOMICS RESEARCH SERVICE (ERS)	145	73.7%	16.7%	9.6%	3

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	355,344	56.0%	24.5%	19.4%	22,457
Department of Agriculture	18,597	53.3%	27.8%	18.9%	1,203
Research Education and Economics	2,154	57.5%	25.8%	16.7%	169
ECONOMICS RESEARCH SERVICE (ERS)	137	66.6%	22.7%	10.7%	13

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,771	50.1%	25.1%	24.9%	5,069
Department of Agriculture	19,523	43.9%	28.4%	27.7%	276
Research Education and Economics	2,265	47.4%	28.5%	24.1%	58
ECONOMICS RESEARCH SERVICE (ERS)	149	62.6%	17.6%	19.7%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	342,150	52.3%	28.3%	19.4%	35,524
Department of Agriculture	18,077	55.2%	29.9%	15.0%	1,718
Research Education and Economics	2,054	58.6%	29.7%	11.7%	269
ECONOMICS RESEARCH SERVICE (ERS)	133	76.0%	15.6%	8.4%	17

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My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	375,988	48.4%	24.0%	27.6%
Department of Agriculture	19,754	47.7%	25.0%	27.4%
Research Education and Economics	2,323	51.9%	23.1%	25.0%
ECONOMICS RESEARCH SERVICE (ERS)	150	56.9%	29.3%	13.8%

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	375,120	45.6%	24.5%	29.9%
Department of Agriculture	19,727	41.0%	26.4%	32.6%
Research Education and Economics	2,314	42.9%	26.9%	30.3%
ECONOMICS RESEARCH SERVICE (ERS)	150	61.0%	22.7%	16.3%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	373,823	44.6%	24.5%	31.0%
Department of Agriculture	19,639	43.8%	25.9%	30.3%
Research Education and Economics	2,307	49.9%	25.9%	24.2%
ECONOMICS RESEARCH SERVICE (ERS)	149	56.1%	24.5%	19.4%

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

	N	Positive	Neutral	Negative
Governmentwide	374,396	39.6%	30.4%	30.0%
Department of Agriculture	19,678	32.7%	34.4%	32.8%
Research Education and Economics	2,315	35.7%	34.9%	29.4%
ECONOMICS RESEARCH SERVICE (ERS)	148	50.3%	30.3%	19.5%

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

	N	Positive	Neutral	Negative
Governmentwide	374,391	33.1%	28.1%	38.8%
Department of Agriculture	19,712	34.1%	29.1%	36.7%
Research Education and Economics	2,322	30.0%	31.7%	38.2%
ECONOMICS RESEARCH SERVICE (ERS)	150	43.1%	28.7%	28.1%

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My Satisfaction (continued)

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	374,483	49.8%	24.3%	25.9%
Department of Agriculture	19,703	49.6%	25.6%	24.8%
Research Education and Economics	2,318	49.0%	29.9%	21.1%
ECONOMICS RESEARCH SERVICE (ERS)	149	66.9%	25.4%	7.7%

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

	N	Positive	Neutral	Negative
Governmentwide	374,286	64.1%	18.6%	17.3%
Department of Agriculture	19,693	65.4%	18.6%	16.0%
Research Education and Economics	2,317	67.8%	17.7%	14.5%
ECONOMICS RESEARCH SERVICE (ERS)	150	75.4%	16.5%	8.2%

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

	N	Positive	Neutral	Negative
Governmentwide	374,805	55.8%	17.9%	26.3%
Department of Agriculture	19,718	56.6%	18.4%	25.0%
Research Education and Economics	2,318	53.7%	18.4%	27.9%
ECONOMICS RESEARCH SERVICE (ERS)	150	55.9%	19.3%	24.8%

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

	N	Positive	Neutral	Negative
Governmentwide	375,127	54.5%	22.8%	22.7%
Department of Agriculture	19,732	51.3%	24.4%	24.3%
Research Education and Economics	2,322	54.2%	23.9%	21.9%
ECONOMICS RESEARCH SERVICE (ERS)	150	67.9%	18.2%	13.9%

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Work/Life

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

	N	Yes, Notified Eligible	Yes, Notified Not Eligible	No, Not Notified	Not Sure Notified
Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
Department of Agriculture	19,720	71.5%	15.1%	7.9%	5.5%
Research Education and Economics	2,315	78.9%	13.2%	3.8%	4.1%
ECONOMICS RESEARCH SERVICE (ERS)	150	97.2%	1.8%	0.0%	1.0%

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	368,971	4.0%	10.3%	4.4%	10.9%
Department of Agriculture	19,623	5.3%	15.6%	7.4%	21.8%
Research Education and Economics	2,312	1.1%	18.4%	5.8%	19.0%
ECONOMICS RESEARCH SERVICE (ERS)	150	1.8%	67.5%	7.8%	13.5%

(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	368,971	32.1%	5.2%	20.3%	12.9%
Department of Agriculture	19,623	18.6%	5.0%	7.4%	18.9%
Research Education and Economics	2,312	20.0%	5.6%	8.4%	21.6%
ECONOMICS RESEARCH SERVICE (ERS)	150	1.3%	0.8%	0.5%	6.8%

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ECONOMICS RESEARCH SERVICE (ERS)
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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	372,726	33.0%	45.2%	21.8%
Department of Agriculture	19,608	42.3%	44.5%	13.2%
Research Education and Economics	2,312	29.1%	59.6%	11.3%
ECONOMICS RESEARCH SERVICE (ERS)	149	41.8%	57.0%	1.2%

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	371,495	28.0%	59.9%	12.2%
Department of Agriculture	19,583	30.5%	55.2%	14.3%
Research Education and Economics	2,310	26.3%	61.6%	12.1%
ECONOMICS RESEARCH SERVICE (ERS)	149	21.8%	76.1%	2.0%

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

	N	Yes	No	Not Available To Me
Governmentwide	368,151	14.3%	80.3%	5.4%
Department of Agriculture	19,397	18.7%	78.2%	3.1%
Research Education and Economics	2,276	15.6%	81.1%	3.3%
ECONOMICS RESEARCH SERVICE (ERS)	148	8.5%	86.8%	4.7%

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	372,753	3.9%	78.7%	17.4%
Department of Agriculture	19,654	1.8%	75.2%	23.0%
Research Education and Economics	2,308	2.5%	77.9%	19.6%
ECONOMICS RESEARCH SERVICE (ERS)	149	0.5%	85.9%	13.6%

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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	373,277	2.5%	79.8%	17.7%
Department of Agriculture	19,654	1.7%	76.2%	22.1%
Research Education and Economics	2,307	1.6%	79.1%	19.3%
ECONOMICS RESEARCH SERVICE (ERS)	148	0.0%	83.5%	16.5%

79. How satisfied are you with the following Work/Life programs in your agency? Telework*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	167,341	76.6%	14.0%	9.5%	7,571
Department of Agriculture	10,334	75.1%	15.5%	9.4%	252
Research Education and Economics	1,151	77.5%	13.9%	8.6%	27
ECONOMICS RESEARCH SERVICE (ERS)	136	85.3%	7.8%	6.9%	0

*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	138,977	89.1%	7.5%	3.4%	3,202
Department of Agriculture	9,113	90.6%	7.2%	2.1%	188
Research Education and Economics	759	89.5%	7.2%	3.3%	23
ECONOMICS RESEARCH SERVICE (ERS)	58	94.0%	6.0%	0.0%	3

*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	100,599	79.5%	16.7%	3.8%	7,562
Department of Agriculture	5,873	83.8%	13.5%	2.7%	305
Research Education and Economics	553	71.5%	23.1%	5.4%	37
ECONOMICS RESEARCH SERVICE (ERS)	29	87.9%	9.9%	2.3%	3

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

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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	52,178	74.1%	21.6%	4.3%	8,882
Department of Agriculture	3,585	77.9%	18.1%	3.9%	442
Research Education and Economics	353	77.2%	19.8%	3.1%	59
ECONOMICS RESEARCH SERVICE (ERS)	12	81.0%	19.0%	0.0%	4

*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	10,509	71.7%	23.9%	4.4%	4,356
Department of Agriculture	317	67.1%	29.5%	3.4%	168
Research Education and Economics	49	66.9%	29.8%	3.3%	23
ECONOMICS RESEARCH SERVICE (ERS)	1	0.0%	100.0%	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	7,385	67.6%	29.5%	2.9%	3,459
Department of Agriculture	293	67.9%	28.9%	3.1%	161
Research Education and Economics	35	61.9%	36.6%	1.5%	23
ECONOMICS RESEARCH SERVICE (ERS)	1	0.0%	100.0%	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	127	85.8%
Field	21	14.2%

What is your supervisory status?

	N	%
Non-Supervisor	104	69.8%
Team Leader	21	14.1%
Supervisor	14	9.4%
Manager	4	2.7%
Senior Leader	6	4.0%

Are you:

	N	%
Male	74	50.0%
Female	74	50.0%

Are you Hispanic or Latino?

	N	%
Yes	5	3.3%
No	145	96.7%

Race

	N	%
American Indian or Alaska Native	0	0.0%
Asian	7	4.8%
Black or African American	27	18.5%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	108	74.0%
Two or more races (Not Hispanic or Latino)	4	2.7%

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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	5	3.4%
Trade or Technical Certificate	2	1.3%
Some College (no degree)	9	6.0%
Associate's Degree (e.g., AA, AS)	5	3.4%
Bachelor's Degree (e.g., BA, BS)	19	12.8%
Master's Degree (e.g., MA, MS, MBA)	38	25.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	71	47.7%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	40	26.8%
GS 13-15	102	68.5%
Senior Executive Service	6	4.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	1	0.7%

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

	N	%
Less than 1 year	2	1.4%
1 to 3 years	11	7.4%
4 to 5 years	13	8.8%
6 to 10 years	17	11.5%
11 to 14 years	17	11.5%
15 to 20 years	14	9.5%
More than 20 years	74	50.0%

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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	4.1%
1 to 3 years	16	10.8%
4 to 5 years	17	11.5%
6 to 10 years	15	10.1%
11 to 20 years	30	20.3%
More than 20 years	64	43.2%

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

	N	%
No	97	65.1%
Yes, to retire	12	8.1%
Yes, to take another job within the Federal Government	23	15.4%
Yes, to take another job outside the Federal Government	9	6.0%
Yes, other	8	5.4%

I am planning to retire:

	N	%
Within one year	7	4.7%
Between one and three years	21	14.2%
Between three and five years	16	10.8%
Five or more years	104	70.3%

What is your US military service status?

	N	%
No Prior Military Service	142	95.3%
Currently in National Guard or Reserves	1	0.7%
Retired	3	2.0%
Separated or Discharged	3	2.0%

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	12	8.1%
No	137	91.9%

What is your age group?

	N	%
25 and under	1	0.7%
26-29	5	3.3%
30-39	20	13.3%
40-49	31	20.7%
50-59	59	39.3%
60 or older	34	22.7%

2014

Federal Employee Viewpoint Survey Results

Employees Influencing Change

NATIONAL INSTITUTE OF FOOD AND
AGRICULTURE (NIFA)

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NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)
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Response Summary

	Surveys Completed
Governmentwide	392,752
Department of Agriculture	20,162
Research Education and Economics	2,353
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	206

This 2014 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *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: The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	391,977	59.1%	17.4%	23.5%
Department of Agriculture	20,127	61.1%	17.4%	21.5%
Research Education and Economics	2,347	63.3%	17.3%	19.4%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	205	56.4%	15.4%	28.2%

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

	N	Positive	Neutral	Negative
Governmentwide	388,077	69.2%	15.2%	15.6%
Department of Agriculture	19,953	66.2%	17.0%	16.8%
Research Education and Economics	2,328	72.1%	15.3%	12.6%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	202	73.2%	11.1%	15.7%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	385,690	55.2%	19.0%	25.8%
Department of Agriculture	19,818	55.2%	20.2%	24.6%
Research Education and Economics	2,308	64.5%	17.2%	18.3%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	204	60.9%	14.6%	24.5%

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

	N	Positive	Neutral	Negative
Governmentwide	389,314	69.6%	15.0%	15.4%
Department of Agriculture	19,995	71.2%	15.5%	13.3%
Research Education and Economics	2,335	75.6%	13.0%	11.3%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	205	65.5%	13.6%	21.0%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	384,679	82.2%	11.3%	6.5%
Department of Agriculture	19,743	84.5%	10.3%	5.3%
Research Education and Economics	2,310	87.2%	8.7%	4.1%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	199	78.0%	9.8%	12.2%

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

	N	Positive	Neutral	Negative
Governmentwide	387,941	78.8%	11.5%	9.7%
Department of Agriculture	19,951	77.9%	12.5%	9.6%
Research Education and Economics	2,330	81.8%	10.4%	7.8%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	203	81.9%	8.2%	9.9%

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

	N	Positive	Neutral	Negative
Governmentwide	389,516	95.6%	2.8%	1.6%
Department of Agriculture	20,024	96.4%	2.5%	1.1%
Research Education and Economics	2,340	96.9%	2.3%	0.8%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	205	97.5%	2.5%	0.0%

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My Work Experience (continued)

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	390,789	90.2%	7.9%	1.9%
Department of Agriculture	20,065	90.1%	8.5%	1.4%
Research Education and Economics	2,338	91.8%	7.2%	1.1%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	205	89.5%	10.1%	0.4%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,739	44.8%	16.5%	38.7%	935
Department of Agriculture	20,088	38.2%	16.8%	44.9%	26
Research Education and Economics	2,342	41.3%	17.1%	41.7%	3
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	205	33.4%	15.9%	50.7%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,209	56.5%	16.7%	26.8%	720
Department of Agriculture	19,936	48.3%	18.2%	33.5%	29
Research Education and Economics	2,326	55.4%	17.6%	27.1%	2
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	204	54.7%	14.1%	31.2%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,178	56.5%	17.2%	26.3%	1,880
Department of Agriculture	19,368	57.2%	18.5%	24.3%	52
Research Education and Economics	2,278	61.6%	16.4%	22.0%	5
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	192	49.6%	14.7%	35.7%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,298	81.9%	10.7%	7.4%	1,540
Department of Agriculture	19,958	81.4%	11.6%	7.0%	67
Research Education and Economics	2,329	82.7%	11.2%	6.1%	11
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	204	84.9%	8.5%	6.6%	1

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	384,209	89.6%	7.1%	3.3%	1,147
Department of Agriculture	19,792	88.8%	8.3%	2.9%	49
Research Education and Economics	2,317	89.1%	7.9%	3.0%	6
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	203	89.2%	8.4%	2.5%	1

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	389,314	65.6%	14.3%	20.1%	1,736
Department of Agriculture	20,048	69.5%	14.8%	15.7%	58
Research Education and Economics	2,337	70.1%	13.8%	16.1%	3
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	204	65.8%	11.2%	23.0%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,888	68.2%	14.9%	16.9%	4,845
Department of Agriculture	19,955	66.4%	16.1%	17.5%	134
Research Education and Economics	2,332	70.3%	15.4%	14.4%	11
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	205	66.0%	16.1%	17.9%	0

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	387,980	81.1%	12.5%	6.4%	1,810
Department of Agriculture	19,963	82.8%	11.8%	5.5%	79
Research Education and Economics	2,325	87.7%	9.0%	3.3%	4
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	204	83.2%	10.6%	6.2%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,094	60.3%	19.3%	20.4%	16,950
Department of Agriculture	19,297	57.8%	21.0%	21.1%	751
Research Education and Economics	2,214	57.7%	23.5%	18.8%	123
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	192	55.6%	22.1%	22.4%	11

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My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,903	49.6%	23.8%	26.5%	4,288
Department of Agriculture	19,900	49.9%	24.8%	25.2%	160
Research Education and Economics	2,319	49.0%	27.7%	23.3%	22
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	202	33.3%	25.8%	40.9%	2

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	382,953	67.5%	14.6%	18.0%	8,987
Department of Agriculture	19,911	65.0%	14.3%	20.6%	223
Research Education and Economics	2,315	70.0%	12.5%	17.4%	35
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	202	68.4%	14.0%	17.6%	3

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	391,426	72.1%	14.2%	13.8%
Department of Agriculture	20,099	74.4%	13.3%	12.4%
Research Education and Economics	2,345	76.6%	12.6%	10.8%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	205	71.6%	10.1%	18.2%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,727	40.6%	26.4%	33.0%	14,985
Department of Agriculture	19,456	34.1%	27.8%	38.0%	666
Research Education and Economics	2,275	38.6%	25.7%	35.8%	73
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	202	42.0%	29.6%	28.4%	4

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,631	32.0%	28.7%	39.3%	26,462
Department of Agriculture	18,843	32.5%	29.6%	37.8%	1,133
Research Education and Economics	2,202	41.6%	27.7%	30.7%	136
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	192	41.4%	25.1%	33.5%	11

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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	354,178	28.2%	26.9%	44.9%	35,600
Department of Agriculture	18,690	25.6%	28.2%	46.2%	1,369
Research Education and Economics	2,126	29.0%	30.8%	40.2%	215
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	185	23.3%	29.2%	47.5%	19

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,267	31.5%	28.4%	40.1%	22,310
Department of Agriculture	19,186	29.3%	29.9%	40.7%	888
Research Education and Economics	2,223	33.5%	33.7%	32.8%	116
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	195	33.3%	26.8%	39.9%	11

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,099	38.0%	25.7%	36.3%	25,833
Department of Agriculture	18,962	37.9%	25.8%	36.3%	1,092
Research Education and Economics	2,203	46.1%	26.3%	27.6%	137
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	193	43.3%	24.9%	31.8%	12

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,041	71.9%	14.6%	13.5%	1,704
Department of Agriculture	20,007	72.8%	14.4%	12.8%	79
Research Education and Economics	2,330	73.4%	14.8%	11.7%	17
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	206	61.4%	19.0%	19.6%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,813	50.8%	30.2%	19.0%	15,161
Department of Agriculture	19,520	47.8%	32.5%	19.6%	562
Research Education and Economics	2,235	47.5%	34.1%	18.3%	106
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	198	45.2%	31.1%	23.7%	8

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My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	390,716	81.8%	14.6%	3.6%
Department of Agriculture	20,103	82.6%	14.5%	3.0%
Research Education and Economics	2,347	86.3%	11.7%	2.0%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	204	80.3%	16.9%	2.8%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,647	68.5%	18.3%	13.2%	7,045
Department of Agriculture	19,609	63.9%	21.0%	15.1%	349
Research Education and Economics	2,268	71.2%	17.9%	11.0%	66
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	201	63.3%	21.9%	14.8%	2

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,805	41.9%	25.7%	32.4%	8,728
Department of Agriculture	19,482	37.9%	28.2%	33.9%	454
Research Education and Economics	2,258	41.1%	29.7%	29.2%	69
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	196	42.1%	25.0%	32.9%	6

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,902	44.6%	24.2%	31.2%	7,530
Department of Agriculture	19,540	41.2%	26.7%	32.1%	363
Research Education and Economics	2,287	48.1%	27.7%	24.2%	48
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	202	51.9%	21.3%	26.8%	2

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,008	34.8%	29.5%	35.7%	12,026
Department of Agriculture	19,322	30.5%	32.8%	36.7%	540
Research Education and Economics	2,251	41.4%	31.4%	27.2%	71
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	194	37.8%	27.4%	34.8%	10

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,757	19.6%	26.5%	54.0%	25,095
Department of Agriculture	18,738	16.4%	27.1%	56.4%	1,075
Research Education and Economics	2,184	25.5%	31.3%	43.2%	135
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	183	31.7%	26.7%	41.6%	20

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	354,225	55.5%	29.2%	15.4%	29,633
Department of Agriculture	19,163	64.1%	24.2%	11.8%	761
Research Education and Economics	2,248	68.0%	23.2%	8.8%	80
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	198	73.8%	19.4%	6.9%	5

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,670	76.0%	13.7%	10.4%	5,777
Department of Agriculture	19,713	78.9%	13.0%	8.2%	197
Research Education and Economics	2,294	84.5%	10.1%	5.4%	32
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	196	73.7%	16.4%	9.9%	5

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,944	76.0%	14.4%	9.6%	5,237
Department of Agriculture	19,594	71.3%	18.0%	10.7%	298
Research Education and Economics	2,277	75.1%	16.4%	8.5%	52
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	196	68.2%	19.3%	12.5%	6

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,372	50.3%	23.1%	26.5%	21,762
Department of Agriculture	18,877	53.8%	23.6%	22.7%	996
Research Education and Economics	2,200	59.7%	21.9%	18.4%	127
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	189	49.2%	27.5%	23.4%	15

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My Agency (continued)

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	347,433	65.2%	20.2%	14.6%	33,840
Department of Agriculture	18,497	68.9%	18.1%	13.0%	1,292
Research Education and Economics	2,150	73.1%	17.1%	9.7%	160
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	182	63.9%	23.3%	12.8%	18

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,864	73.0%	18.2%	8.8%	7,407
Department of Agriculture	19,492	68.7%	20.9%	10.5%	415
Research Education and Economics	2,269	78.0%	16.1%	5.9%	60
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	198	73.3%	21.7%	5.0%	4

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

	N	Positive	Neutral	Negative
Governmentwide	383,760	62.1%	21.6%	16.4%
Department of Agriculture	19,950	60.6%	22.9%	16.5%
Research Education and Economics	2,335	61.2%	22.6%	16.2%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	202	52.1%	22.5%	25.4%

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	350,655	38.1%	28.5%	33.4%	33,370
Department of Agriculture	18,250	37.2%	30.1%	32.7%	1,713
Research Education and Economics	2,130	38.3%	31.4%	30.3%	207
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	186	46.0%	27.4%	26.6%	17

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,621	77.3%	11.5%	11.2%	2,306
Department of Agriculture	19,836	83.1%	9.1%	7.8%	103
Research Education and Economics	2,329	84.8%	8.6%	6.5%	10
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	203	80.5%	8.5%	11.0%	1

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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	380,066	64.3%	17.9%	17.8%	2,012
Department of Agriculture	19,799	69.0%	17.2%	13.8%	102
Research Education and Economics	2,321	67.1%	18.4%	14.5%	15
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	203	69.8%	11.9%	18.3%	0

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,309	61.6%	19.2%	19.2%	4,317
Department of Agriculture	19,629	64.2%	18.6%	17.3%	151
Research Education and Economics	2,293	66.0%	17.4%	16.6%	14
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	201	61.8%	17.1%	21.2%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,672	66.2%	23.1%	10.7%	31,868
Department of Agriculture	18,591	71.7%	20.9%	7.4%	1,295
Research Education and Economics	2,185	73.2%	20.7%	6.2%	148
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	189	69.2%	20.6%	10.2%	13

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,197	60.5%	20.4%	19.1%	2,159
Department of Agriculture	19,780	62.7%	20.6%	16.7%	96
Research Education and Economics	2,321	64.2%	21.0%	14.7%	11
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	204	61.8%	19.4%	18.8%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,678	63.1%	19.3%	17.6%	6,028
Department of Agriculture	19,609	68.0%	18.5%	13.6%	278
Research Education and Economics	2,291	66.3%	19.9%	13.8%	41
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	201	61.2%	18.3%	20.5%	3

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	381,761	75.0%	12.7%	12.2%
Department of Agriculture	19,906	78.3%	11.6%	10.2%
Research Education and Economics	2,339	79.4%	11.4%	9.2%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	204	80.1%	8.1%	11.7%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	380,603	80.2%	10.6%	9.2%
Department of Agriculture	19,851	82.6%	9.7%	7.7%
Research Education and Economics	2,331	84.0%	9.1%	6.9%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	201	82.7%	9.8%	7.5%

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

	N	Positive	Neutral	Negative
Governmentwide	380,812	77.3%	10.3%	12.4%
Department of Agriculture	19,857	86.0%	6.8%	7.1%
Research Education and Economics	2,332	89.7%	6.5%	3.8%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	203	91.5%	4.2%	4.3%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	380,967	65.4%	17.2%	17.4%
Department of Agriculture	19,857	67.8%	16.1%	16.0%
Research Education and Economics	2,327	70.5%	15.7%	13.8%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	203	67.9%	14.7%	17.3%

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

	N	Positive	Neutral	Negative
Governmentwide	381,129	68.9%	18.6%	12.5%
Department of Agriculture	19,867	70.5%	18.6%	10.9%
Research Education and Economics	2,330	74.6%	17.0%	8.5%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	203	67.8%	20.2%	12.0%

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Leadership

53. *In my organization, senior leaders generate high levels of motivation and commitment in the workforce.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,179	37.5%	25.2%	37.3%	6,901
Department of Agriculture	19,469	31.0%	27.6%	41.4%	370
Research Education and Economics	2,272	33.6%	29.3%	37.2%	59
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	200	39.6%	25.6%	34.7%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,007	49.5%	25.5%	25.0%	22,553
Department of Agriculture	18,545	43.9%	30.0%	26.1%	1,281
Research Education and Economics	2,127	50.5%	30.6%	18.8%	201
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	194	52.2%	30.8%	16.9%	10

55. *Supervisors work well with employees of different backgrounds.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,441	63.1%	22.9%	14.0%	21,209
Department of Agriculture	18,712	63.5%	24.5%	12.0%	970
Research Education and Economics	2,193	67.8%	22.3%	9.9%	127
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	197	63.4%	23.0%	13.6%	6

56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,472	58.2%	21.5%	20.3%	4,914
Department of Agriculture	19,517	55.6%	24.1%	20.2%	237
Research Education and Economics	2,270	56.4%	25.5%	18.1%	47
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	200	59.6%	24.3%	16.2%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	351,864	58.0%	25.2%	16.8%	25,427
Department of Agriculture	18,557	55.2%	28.1%	16.6%	1,197
Research Education and Economics	2,134	56.3%	29.5%	14.2%	185
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	191	54.2%	27.4%	18.4%	11

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Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,473	49.9%	23.9%	26.2%	13,214
Department of Agriculture	19,190	47.3%	26.1%	26.5%	591
Research Education and Economics	2,223	45.1%	28.1%	26.8%	99
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	195	48.9%	24.3%	26.8%	9

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,241	53.5%	24.0%	22.5%	13,338
Department of Agriculture	19,153	53.3%	25.1%	21.6%	612
Research Education and Economics	2,244	55.2%	25.0%	19.8%	82
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	198	55.3%	21.5%	23.3%	6

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	355,344	56.0%	24.5%	19.4%	22,457
Department of Agriculture	18,597	53.3%	27.8%	18.9%	1,203
Research Education and Economics	2,154	57.5%	25.8%	16.7%	169
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	185	57.5%	29.8%	12.7%	18

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,771	50.1%	25.1%	24.9%	5,069
Department of Agriculture	19,523	43.9%	28.4%	27.7%	276
Research Education and Economics	2,265	47.4%	28.5%	24.1%	58
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	202	53.5%	28.0%	18.5%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	342,150	52.3%	28.3%	19.4%	35,524
Department of Agriculture	18,077	55.2%	29.9%	15.0%	1,718
Research Education and Economics	2,054	58.6%	29.7%	11.7%	269
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	196	67.1%	22.1%	10.8%	7

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My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	375,988	48.4%	24.0%	27.6%
Department of Agriculture	19,754	47.7%	25.0%	27.4%
Research Education and Economics	2,323	51.9%	23.1%	25.0%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	203	47.9%	23.2%	29.0%

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	375,120	45.6%	24.5%	29.9%
Department of Agriculture	19,727	41.0%	26.4%	32.6%
Research Education and Economics	2,314	42.9%	26.9%	30.3%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	202	44.3%	28.5%	27.2%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	373,823	44.6%	24.5%	31.0%
Department of Agriculture	19,639	43.8%	25.9%	30.3%
Research Education and Economics	2,307	49.9%	25.9%	24.2%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	199	55.7%	22.1%	22.2%

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

	N	Positive	Neutral	Negative
Governmentwide	374,396	39.6%	30.4%	30.0%
Department of Agriculture	19,678	32.7%	34.4%	32.8%
Research Education and Economics	2,315	35.7%	34.9%	29.4%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	203	39.5%	36.9%	23.6%

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

	N	Positive	Neutral	Negative
Governmentwide	374,391	33.1%	28.1%	38.8%
Department of Agriculture	19,712	34.1%	29.1%	36.7%
Research Education and Economics	2,322	30.0%	31.7%	38.2%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	202	31.6%	25.1%	43.3%

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My Satisfaction (continued)

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	374,483	49.8%	24.3%	25.9%
Department of Agriculture	19,703	49.6%	25.6%	24.8%
Research Education and Economics	2,318	49.0%	29.9%	21.1%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	202	33.7%	25.7%	40.6%

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

	N	Positive	Neutral	Negative
Governmentwide	374,286	64.1%	18.6%	17.3%
Department of Agriculture	19,693	65.4%	18.6%	16.0%
Research Education and Economics	2,317	67.8%	17.7%	14.5%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	203	57.2%	21.6%	21.2%

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

	N	Positive	Neutral	Negative
Governmentwide	374,805	55.8%	17.9%	26.3%
Department of Agriculture	19,718	56.6%	18.4%	25.0%
Research Education and Economics	2,318	53.7%	18.4%	27.9%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	202	54.0%	16.5%	29.6%

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

	N	Positive	Neutral	Negative
Governmentwide	375,127	54.5%	22.8%	22.7%
Department of Agriculture	19,732	51.3%	24.4%	24.3%
Research Education and Economics	2,322	54.2%	23.9%	21.9%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	203	55.3%	21.3%	23.4%

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Work/Life

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

	N	Yes, Notified Eligible	Yes, Notified Not Eligible	No, Not Notified	Not Sure Notified
Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
Department of Agriculture	19,720	71.5%	15.1%	7.9%	5.5%
Research Education and Economics	2,315	78.9%	13.2%	3.8%	4.1%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	202	95.3%	3.7%	0.5%	0.5%

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	368,971	4.0%	10.3%	4.4%	10.9%
Department of Agriculture	19,623	5.3%	15.6%	7.4%	21.8%
Research Education and Economics	2,312	1.1%	18.4%	5.8%	19.0%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	201	0.6%	51.4%	17.0%	15.2%

(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	368,971	32.1%	5.2%	20.3%	12.9%
Department of Agriculture	19,623	18.6%	5.0%	7.4%	18.9%
Research Education and Economics	2,312	20.0%	5.6%	8.4%	21.6%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	201	0.8%	2.4%	6.7%	6.1%

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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	372,726	33.0%	45.2%	21.8%
Department of Agriculture	19,608	42.3%	44.5%	13.2%
Research Education and Economics	2,312	29.1%	59.6%	11.3%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	199	69.4%	30.0%	0.6%

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	371,495	28.0%	59.9%	12.2%
Department of Agriculture	19,583	30.5%	55.2%	14.3%
Research Education and Economics	2,310	26.3%	61.6%	12.1%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	200	24.0%	71.3%	4.7%

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

	N	Yes	No	Not Available To Me
Governmentwide	368,151	14.3%	80.3%	5.4%
Department of Agriculture	19,397	18.7%	78.2%	3.1%
Research Education and Economics	2,276	15.6%	81.1%	3.3%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	194	18.5%	80.9%	0.6%

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	372,753	3.9%	78.7%	17.4%
Department of Agriculture	19,654	1.8%	75.2%	23.0%
Research Education and Economics	2,308	2.5%	77.9%	19.6%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	200	3.3%	88.2%	8.5%

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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	373,277	2.5%	79.8%	17.7%
Department of Agriculture	19,654	1.7%	76.2%	22.1%
Research Education and Economics	2,307	1.6%	79.1%	19.3%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	202	3.6%	87.5%	8.8%

79. How satisfied are you with the following Work/Life programs in your agency? Telework*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	167,341	76.6%	14.0%	9.5%	7,571
Department of Agriculture	10,334	75.1%	15.5%	9.4%	252
Research Education and Economics	1,151	77.5%	13.9%	8.6%	27
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	167	75.7%	9.0%	15.3%	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	138,977	89.1%	7.5%	3.4%	3,202
Department of Agriculture	9,113	90.6%	7.2%	2.1%	188
Research Education and Economics	759	89.5%	7.2%	3.3%	23
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	139	91.3%	4.0%	4.6%	2

*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	100,599	79.5%	16.7%	3.8%	7,562
Department of Agriculture	5,873	83.8%	13.5%	2.7%	305
Research Education and Economics	553	71.5%	23.1%	5.4%	37
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	41	72.5%	22.9%	4.6%	7

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

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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	52,178	74.1%	21.6%	4.3%	8,882
Department of Agriculture	3,585	77.9%	18.1%	3.9%	442
Research Education and Economics	353	77.2%	19.8%	3.1%	59
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	33	65.1%	29.5%	5.4%	8

*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	10,509	71.7%	23.9%	4.4%	4,356
Department of Agriculture	317	67.1%	29.5%	3.4%	168
Research Education and Economics	49	66.9%	29.8%	3.3%	23
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	6	61.0%	10.7%	28.3%	3

*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	7,385	67.6%	29.5%	2.9%	3,459
Department of Agriculture	293	67.9%	28.9%	3.1%	161
Research Education and Economics	35	61.9%	36.6%	1.5%	23
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)	6	87.8%	12.2%	0.0%	3

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

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NATIONAL INSTITUTE OF FOOD AND AGRICULTURE (NIFA)
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Demographic Questions

Where do you work?

	N	%
Headquarters	163	81.5%
Field	37	18.5%

What is your supervisory status?

	N	%
Non-Supervisor	138	69.0%
Team Leader	28	14.0%
Supervisor	23	11.5%
Manager	5	2.5%
Senior Leader	6	3.0%

Are you:

	N	%
Male	82	41.0%
Female	118	59.0%

Are you Hispanic or Latino?

	N	%
Yes	11	5.5%
No	188	94.5%

Race

	N	%
American Indian or Alaska Native	2	1.0%
Asian	9	4.7%
Black or African American	78	40.4%
Native Hawaiian or Other Pacific Islander	2	1.0%
White	96	49.7%
Two or more races (Not Hispanic or Latino)	6	3.1%

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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	9	4.5%
Trade or Technical Certificate	4	2.0%
Some College (no degree)	29	14.6%
Associate's Degree (e.g., AA, AS)	5	2.5%
Bachelor's Degree (e.g., BA, BS)	36	18.2%
Master's Degree (e.g., MA, MS, MBA)	50	25.3%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	65	32.8%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	7	3.5%
GS 7-12	83	41.7%
GS 13-15	102	51.3%
Senior Executive Service	7	3.5%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

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

	N	%
Less than 1 year	4	2.0%
1 to 3 years	17	8.5%
4 to 5 years	21	10.5%
6 to 10 years	36	18.0%
11 to 14 years	38	19.0%
15 to 20 years	19	9.5%
More than 20 years	65	32.5%

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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	5	2.5%
1 to 3 years	32	16.1%
4 to 5 years	26	13.1%
6 to 10 years	47	23.6%
11 to 20 years	47	23.6%
More than 20 years	42	21.1%

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

	N	%
No	103	52.0%
Yes, to retire	11	5.6%
Yes, to take another job within the Federal Government	64	32.3%
Yes, to take another job outside the Federal Government	6	3.0%
Yes, other	14	7.1%

I am planning to retire:

	N	%
Within one year	8	4.1%
Between one and three years	14	7.2%
Between three and five years	21	10.8%
Five or more years	151	77.8%

What is your US military service status?

	N	%
No Prior Military Service	175	90.2%
Currently in National Guard or Reserves	1	0.5%
Retired	4	2.1%
Separated or Discharged	14	7.2%

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	15	7.7%
No	180	92.3%

What is your age group?

	N	%
25 and under	3	1.5%
26-29	6	2.9%
30-39	32	15.5%
40-49	57	27.7%
50-59	70	34.0%
60 or older	38	18.4%

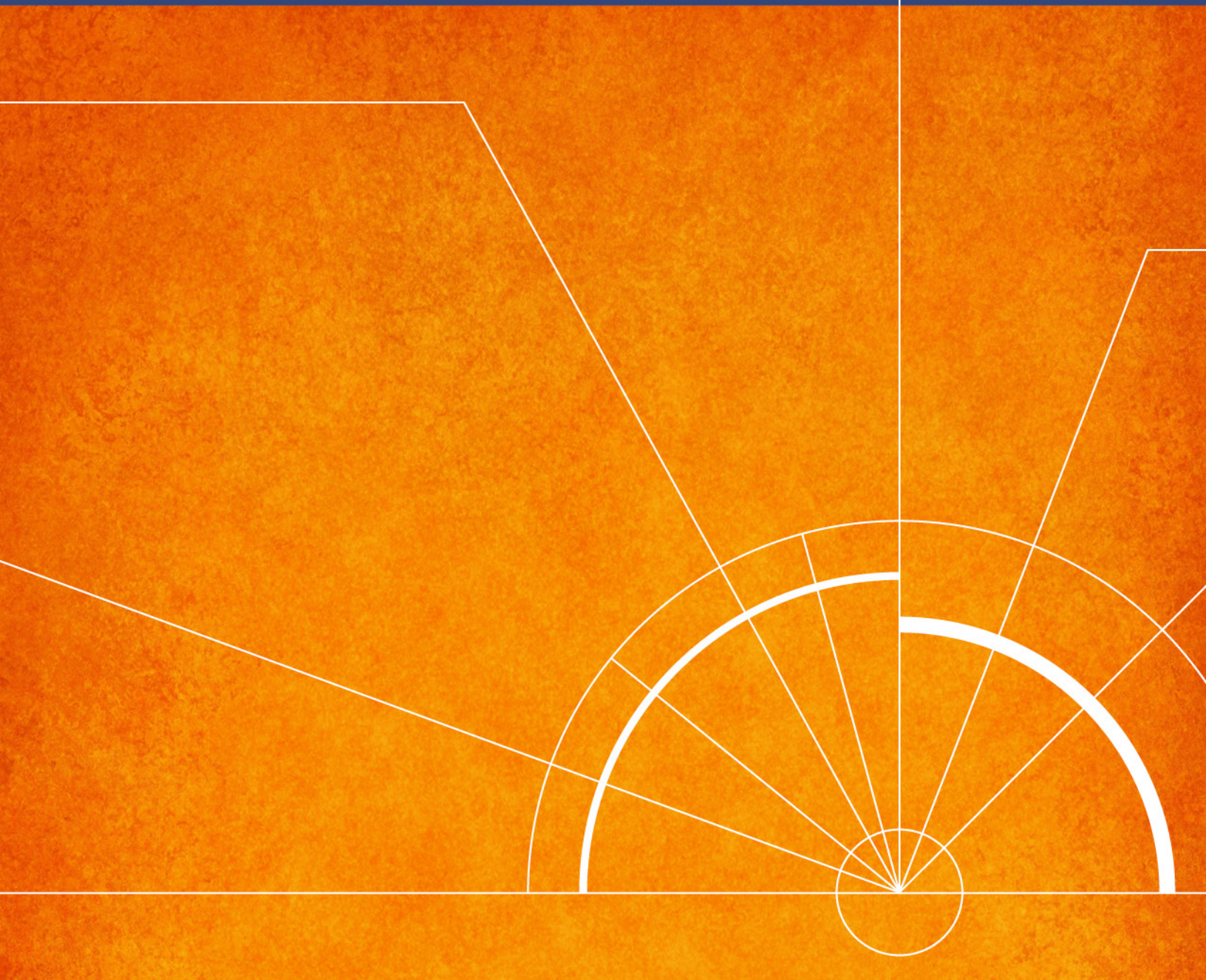


Federal Employee Viewpoint Survey Results

Employees Influencing Change

Economics Research Service (ERS)

2nd Level Subagency Report



Department of Agriculture
Economics Research Service (ERS)
2nd Level Subagency Report

Response Summary

	Surveys Completed	Response Rate
Governmentwide	421,748	49.7%
Department of Agriculture	20,624	66.2%
Research Education and Economics (REE)	3,417	71.8%
Economics Research Service (ERS)	155	78.7%

This 2015 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *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.

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	420,841	61.3%	16.6%	22.1%
Department of Agriculture	20,573	63.6%	16.5%	19.8%
Research Education and Economics (REE)	3,411	63.7%	18.0%	18.3%
Economics Research Service (ERS)	155	83.2%	10.4%	6.4%

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

	N	Positive	Neutral	Negative
Governmentwide	418,183	69.9%	15.0%	15.2%
Department of Agriculture	20,470	67.8%	16.6%	15.6%
Research Education and Economics (REE)	3,398	70.6%	15.3%	14.1%
Economics Research Service (ERS)	152	82.0%	11.3%	6.7%

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Economics Research Service (ERS)
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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	414,872	56.5%	18.3%	25.2%
Department of Agriculture	20,262	57.1%	19.9%	23.0%
Research Education and Economics (REE)	3,366	64.1%	17.3%	18.6%
Economics Research Service (ERS)	152	75.1%	13.1%	11.9%

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

	N	Positive	Neutral	Negative
Governmentwide	418,769	70.4%	14.6%	14.9%
Department of Agriculture	20,491	71.9%	14.8%	13.2%
Research Education and Economics (REE)	3,397	74.3%	14.1%	11.6%
Economics Research Service (ERS)	154	85.3%	7.1%	7.7%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	414,001	82.9%	10.9%	6.2%
Department of Agriculture	20,265	84.7%	10.3%	5.0%
Research Education and Economics (REE)	3,357	87.1%	8.7%	4.2%
Economics Research Service (ERS)	153	92.1%	4.9%	2.9%

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

	N	Positive	Neutral	Negative
Governmentwide	417,035	79.1%	11.2%	9.7%
Department of Agriculture	20,422	78.2%	12.1%	9.7%
Research Education and Economics (REE)	3,387	80.8%	10.8%	8.4%
Economics Research Service (ERS)	153	80.6%	9.3%	10.2%

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

	N	Positive	Neutral	Negative
Governmentwide	418,594	95.6%	2.8%	1.7%
Department of Agriculture	20,474	96.4%	2.4%	1.2%
Research Education and Economics (REE)	3,394	96.5%	2.4%	1.1%
Economics Research Service (ERS)	155	96.3%	3.2%	0.6%

Department of Agriculture
Economics Research Service (ERS)
2nd Level Subagency Report

My Work Experience (continued)

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	419,588	90.5%	7.6%	1.9%
Department of Agriculture	20,525	90.7%	7.9%	1.4%
Research Education and Economics (REE)	3,397	89.7%	9.1%	1.2%
Economics Research Service (ERS)	155	90.7%	7.9%	1.4%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	419,427	46.1%	16.2%	37.7%	1,039
Department of Agriculture	20,532	42.2%	16.3%	41.4%	29
Research Education and Economics (REE)	3,397	44.9%	17.3%	37.8%	5
Economics Research Service (ERS)	154	62.5%	15.4%	22.0%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	417,538	57.0%	16.5%	26.5%	784
Department of Agriculture	20,444	49.4%	18.0%	32.6%	30
Research Education and Economics (REE)	3,389	55.7%	18.7%	25.6%	1
Economics Research Service (ERS)	154	69.6%	16.7%	13.8%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,246	57.7%	16.7%	25.6%	1,945
Department of Agriculture	19,838	59.3%	17.7%	23.0%	50
Research Education and Economics (REE)	3,290	60.5%	17.9%	21.6%	6
Economics Research Service (ERS)	148	73.6%	10.2%	16.2%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	416,802	82.5%	10.3%	7.3%	1,495
Department of Agriculture	20,402	82.9%	10.5%	6.6%	47
Research Education and Economics (REE)	3,380	82.2%	10.9%	6.8%	8
Economics Research Service (ERS)	151	78.1%	13.1%	8.9%	0

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Economics Research Service (ERS)
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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	413,090	90.0%	6.8%	3.2%	1,176
Department of Agriculture	20,211	89.6%	7.5%	2.9%	54
Research Education and Economics (REE)	3,346	87.4%	9.8%	2.8%	14
Economics Research Service (ERS)	150	82.5%	14.4%	3.1%	2

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	417,770	65.8%	14.1%	20.1%	1,841
Department of Agriculture	20,447	69.6%	14.2%	16.2%	58
Research Education and Economics (REE)	3,390	68.7%	14.8%	16.5%	5
Economics Research Service (ERS)	154	50.0%	12.1%	37.8%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	413,321	69.1%	14.4%	16.5%	5,987
Department of Agriculture	20,364	68.6%	15.3%	16.1%	148
Research Education and Economics (REE)	3,377	70.5%	14.9%	14.6%	21
Economics Research Service (ERS)	150	74.7%	12.5%	12.8%	5

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	416,218	81.3%	12.2%	6.5%	2,077
Department of Agriculture	20,408	83.4%	11.3%	5.4%	64
Research Education and Economics (REE)	3,376	87.6%	9.0%	3.4%	12
Economics Research Service (ERS)	151	86.7%	11.9%	1.4%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	400,156	61.2%	18.7%	20.1%	18,409
Department of Agriculture	19,736	59.2%	21.1%	19.7%	753
Research Education and Economics (REE)	3,199	56.5%	24.4%	19.1%	192
Economics Research Service (ERS)	139	64.1%	26.8%	9.1%	14

Department of Agriculture
Economics Research Service (ERS)
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My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	414,506	51.7%	23.1%	25.2%	4,422
Department of Agriculture	20,372	51.9%	24.3%	23.8%	134
Research Education and Economics (REE)	3,364	47.9%	28.9%	23.1%	30
Economics Research Service (ERS)	151	63.0%	27.1%	9.9%	2

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	410,220	68.1%	14.1%	17.8%	10,590
Department of Agriculture	20,301	66.5%	14.4%	19.1%	283
Research Education and Economics (REE)	3,366	68.6%	13.8%	17.6%	48
Economics Research Service (ERS)	150	71.3%	14.6%	14.1%	4

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	420,499	72.7%	14.0%	13.3%
Department of Agriculture	20,553	74.8%	13.2%	12.0%
Research Education and Economics (REE)	3,411	76.4%	12.7%	10.8%
Economics Research Service (ERS)	155	87.0%	8.2%	4.8%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	405,630	41.6%	25.7%	32.7%	15,085
Department of Agriculture	19,917	35.2%	28.6%	36.2%	652
Research Education and Economics (REE)	3,296	38.2%	26.3%	35.6%	113
Economics Research Service (ERS)	151	58.6%	23.9%	17.5%	3

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	391,579	32.9%	27.9%	39.2%	27,063
Department of Agriculture	19,437	33.3%	29.4%	37.3%	1,051
Research Education and Economics (REE)	3,212	41.7%	28.6%	29.7%	180
Economics Research Service (ERS)	146	56.8%	27.0%	16.2%	9

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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	379,304	28.2%	27.0%	44.8%	39,603
Department of Agriculture	18,999	25.2%	28.2%	46.6%	1,493
Research Education and Economics (REE)	3,083	28.8%	31.2%	40.0%	319
Economics Research Service (ERS)	129	31.7%	33.1%	35.2%	25

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	395,142	32.8%	27.9%	39.3%	24,411
Department of Agriculture	19,583	31.7%	30.0%	38.2%	942
Research Education and Economics (REE)	3,214	33.7%	32.3%	34.0%	182
Economics Research Service (ERS)	140	54.9%	23.3%	21.8%	14

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,970	40.1%	25.0%	34.9%	27,677
Department of Agriculture	19,420	41.4%	25.9%	32.7%	1,047
Research Education and Economics (REE)	3,224	44.8%	26.6%	28.6%	167
Economics Research Service (ERS)	147	58.6%	22.5%	18.9%	7

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	417,688	72.7%	14.1%	13.2%	1,762
Department of Agriculture	20,448	74.3%	13.6%	12.1%	68
Research Education and Economics (REE)	3,384	72.0%	15.7%	12.2%	15
Economics Research Service (ERS)	151	79.2%	12.9%	7.9%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,364	52.5%	29.1%	18.3%	16,549
Department of Agriculture	19,910	50.6%	30.9%	18.5%	631
Research Education and Economics (REE)	3,268	47.5%	35.5%	16.9%	135
Economics Research Service (ERS)	148	56.4%	31.0%	12.6%	7

Department of Agriculture
Economics Research Service (ERS)
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My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	419,817	82.0%	14.5%	3.5%
Department of Agriculture	20,548	83.4%	13.7%	2.9%
Research Education and Economics (REE)	3,408	85.7%	12.0%	2.3%
Economics Research Service (ERS)	154	91.0%	7.5%	1.4%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,662	69.0%	17.8%	13.2%	7,091
Department of Agriculture	20,043	66.0%	19.4%	14.6%	332
Research Education and Economics (REE)	3,292	69.1%	18.9%	12.0%	80
Economics Research Service (ERS)	153	84.7%	13.0%	2.4%	0

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,200	43.0%	25.2%	31.8%	9,417
Department of Agriculture	19,907	41.4%	27.3%	31.3%	442
Research Education and Economics (REE)	3,293	41.2%	28.1%	30.7%	88
Economics Research Service (ERS)	148	60.1%	23.9%	16.0%	6

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,880	46.5%	23.5%	30.0%	8,603
Department of Agriculture	19,933	44.8%	26.6%	28.6%	380
Research Education and Economics (REE)	3,290	47.2%	27.9%	24.9%	80
Economics Research Service (ERS)	151	74.1%	12.8%	13.1%	2

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	398,504	36.7%	28.7%	34.6%	13,352
Department of Agriculture	19,722	34.2%	31.8%	34.0%	540
Research Education and Economics (REE)	3,279	42.6%	28.8%	28.6%	80
Economics Research Service (ERS)	152	69.0%	17.9%	13.1%	1

Department of Agriculture
Economics Research Service (ERS)
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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	383,014	21.1%	26.5%	52.4%	27,671
Department of Agriculture	19,111	17.4%	28.1%	54.5%	1,110
Research Education and Economics (REE)	3,165	27.2%	29.1%	43.7%	185
Economics Research Service (ERS)	139	46.6%	25.9%	27.5%	15

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	381,978	56.5%	28.1%	15.4%	30,877
Department of Agriculture	19,686	65.5%	23.0%	11.5%	658
Research Education and Economics (REE)	3,243	66.8%	23.2%	10.0%	128
Economics Research Service (ERS)	149	69.5%	24.0%	6.5%	3

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,232	75.9%	13.6%	10.5%	6,356
Department of Agriculture	20,115	78.9%	13.4%	7.7%	207
Research Education and Economics (REE)	3,337	82.3%	12.0%	5.8%	33
Economics Research Service (ERS)	152	54.6%	21.5%	23.9%	1

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,396	75.9%	14.1%	10.0%	5,444
Department of Agriculture	20,102	74.3%	16.5%	9.2%	201
Research Education and Economics (REE)	3,326	75.1%	16.4%	8.5%	41
Economics Research Service (ERS)	152	73.2%	15.0%	11.8%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	387,840	50.7%	22.8%	26.5%	24,090
Department of Agriculture	19,264	53.1%	23.7%	23.2%	1,037
Research Education and Economics (REE)	3,162	58.6%	21.9%	19.6%	207
Economics Research Service (ERS)	147	67.7%	22.7%	9.6%	7

Department of Agriculture
Economics Research Service (ERS)
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My Agency (continued)

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	374,659	65.6%	19.5%	14.9%	36,134
Department of Agriculture	18,836	69.3%	17.7%	13.0%	1,369
Research Education and Economics (REE)	3,114	73.4%	16.8%	9.8%	237
Economics Research Service (ERS)	142	81.8%	14.6%	3.6%	11

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,808	73.2%	17.8%	9.0%	7,655
Department of Agriculture	19,965	70.2%	20.3%	9.4%	379
Research Education and Economics (REE)	3,284	75.8%	18.0%	6.2%	99
Economics Research Service (ERS)	153	84.6%	12.2%	3.2%	1

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

	N	Positive	Neutral	Negative
Governmentwide	412,958	62.7%	20.9%	16.4%
Department of Agriculture	20,361	62.7%	22.1%	15.2%
Research Education and Economics (REE)	3,380	61.3%	22.5%	16.3%
Economics Research Service (ERS)	154	70.7%	17.9%	11.3%

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	379,647	39.0%	27.5%	33.4%	33,765
Department of Agriculture	18,826	39.2%	29.9%	31.0%	1,540
Research Education and Economics (REE)	3,066	38.2%	30.2%	31.6%	312
Economics Research Service (ERS)	145	56.8%	29.4%	13.8%	9

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	410,015	77.8%	11.1%	11.0%	2,468
Department of Agriculture	20,254	83.1%	9.2%	7.8%	105
Research Education and Economics (REE)	3,356	84.2%	9.6%	6.2%	22
Economics Research Service (ERS)	153	92.3%	3.9%	3.7%	1

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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	409,471	65.5%	17.3%	17.3%	2,240
Department of Agriculture	20,210	70.5%	16.2%	13.3%	99
Research Education and Economics (REE)	3,353	68.1%	18.8%	13.2%	20
Economics Research Service (ERS)	151	82.4%	10.9%	6.7%	1

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,650	62.5%	18.7%	18.8%	4,783
Department of Agriculture	20,049	65.5%	17.9%	16.6%	167
Research Education and Economics (REE)	3,338	65.1%	19.2%	15.7%	16
Economics Research Service (ERS)	152	77.2%	12.9%	10.0%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,582	66.9%	22.4%	10.7%	34,337
Department of Agriculture	19,084	71.4%	20.9%	7.7%	1,211
Research Education and Economics (REE)	3,139	72.3%	21.1%	6.6%	228
Economics Research Service (ERS)	143	80.8%	14.6%	4.6%	10

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	408,296	61.4%	19.9%	18.7%	2,452
Department of Agriculture	20,180	63.2%	20.3%	16.5%	99
Research Education and Economics (REE)	3,356	62.9%	21.4%	15.7%	11
Economics Research Service (ERS)	153	79.2%	10.1%	10.7%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,801	64.3%	18.5%	17.2%	6,499
Department of Agriculture	20,017	68.3%	18.7%	13.0%	290
Research Education and Economics (REE)	3,293	64.7%	22.7%	12.6%	73
Economics Research Service (ERS)	150	84.9%	10.0%	5.1%	2

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	411,425	75.7%	12.3%	12.0%
Department of Agriculture	20,315	78.5%	11.7%	9.9%
Research Education and Economics (REE)	3,374	78.3%	11.4%	10.3%
Economics Research Service (ERS)	154	87.3%	6.9%	5.8%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	410,437	80.9%	10.2%	8.9%
Department of Agriculture	20,267	82.9%	9.3%	7.7%
Research Education and Economics (REE)	3,362	82.1%	9.9%	7.9%
Economics Research Service (ERS)	154	89.7%	5.3%	5.0%

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

	N	Positive	Neutral	Negative
Governmentwide	410,472	77.5%	10.2%	12.3%
Department of Agriculture	20,268	85.9%	7.0%	7.1%
Research Education and Economics (REE)	3,363	89.0%	6.2%	4.7%
Economics Research Service (ERS)	153	95.1%	3.5%	1.4%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	410,689	66.5%	16.5%	16.9%
Department of Agriculture	20,293	68.9%	16.0%	15.2%
Research Education and Economics (REE)	3,365	68.2%	17.8%	14.0%
Economics Research Service (ERS)	154	78.2%	14.0%	7.9%

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

	N	Positive	Neutral	Negative
Governmentwide	410,877	69.7%	18.0%	12.3%
Department of Agriculture	20,293	71.4%	17.6%	11.0%
Research Education and Economics (REE)	3,369	72.5%	17.9%	9.7%
Economics Research Service (ERS)	153	82.6%	12.0%	5.4%

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Leadership

53. *In my organization, senior leaders generate high levels of motivation and commitment in the workforce.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,121	39.0%	24.7%	36.3%	7,849
Department of Agriculture	19,803	33.3%	27.6%	39.1%	438
Research Education and Economics (REE)	3,252	33.5%	28.7%	37.8%	106
Economics Research Service (ERS)	151	51.5%	30.6%	17.8%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	383,737	50.4%	24.7%	24.9%	24,649
Department of Agriculture	18,889	44.8%	29.5%	25.7%	1,317
Research Education and Economics (REE)	3,062	49.4%	29.2%	21.4%	283
Economics Research Service (ERS)	145	70.6%	17.7%	11.8%	7

55. *Supervisors work well with employees of different backgrounds.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,628	62.9%	22.7%	14.4%	25,756
Department of Agriculture	18,883	63.9%	24.1%	12.0%	1,171
Research Education and Economics (REE)	3,097	64.5%	25.1%	10.4%	231
Economics Research Service (ERS)	147	75.8%	17.1%	7.1%	6

56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,551	59.1%	20.8%	20.1%	5,334
Department of Agriculture	19,834	57.8%	23.1%	19.1%	292
Research Education and Economics (REE)	3,250	56.9%	25.4%	17.7%	86
Economics Research Service (ERS)	152	71.6%	17.4%	11.0%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,267	58.8%	24.3%	16.9%	27,154
Department of Agriculture	18,807	57.8%	26.4%	15.8%	1,317
Research Education and Economics (REE)	3,033	58.0%	27.2%	14.8%	305
Economics Research Service (ERS)	146	76.5%	15.1%	8.3%	7

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Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,192	50.5%	23.2%	26.3%	14,282
Department of Agriculture	19,483	48.8%	25.0%	26.2%	669
Research Education and Economics (REE)	3,162	46.9%	27.0%	26.1%	171
Economics Research Service (ERS)	151	59.6%	25.5%	14.8%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,340	54.2%	23.3%	22.5%	14,928
Department of Agriculture	19,456	53.9%	25.0%	21.1%	701
Research Education and Economics (REE)	3,183	55.4%	25.3%	19.3%	165
Economics Research Service (ERS)	153	72.2%	17.7%	10.1%	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	384,360	56.8%	23.8%	19.5%	23,479
Department of Agriculture	19,065	54.6%	26.2%	19.2%	1,148
Research Education and Economics (REE)	3,096	55.4%	27.0%	17.6%	255
Economics Research Service (ERS)	135	70.6%	21.7%	7.7%	18

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,356	51.4%	24.4%	24.3%	5,387
Department of Agriculture	19,925	45.0%	28.0%	27.0%	276
Research Education and Economics (REE)	3,295	45.6%	28.7%	25.7%	62
Economics Research Service (ERS)	153	66.0%	18.6%	15.4%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,258	53.4%	27.1%	19.5%	36,507
Department of Agriculture	18,608	56.1%	28.1%	15.9%	1,600
Research Education and Economics (REE)	2,971	58.5%	28.1%	13.4%	387
Economics Research Service (ERS)	144	75.3%	18.1%	6.7%	10

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My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	406,408	49.6%	23.4%	26.9%
Department of Agriculture	20,167	50.7%	23.8%	25.4%
Research Education and Economics (REE)	3,348	52.4%	23.1%	24.5%
Economics Research Service (ERS)	154	73.2%	11.3%	15.6%

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	405,736	46.8%	24.0%	29.2%
Department of Agriculture	20,114	43.1%	26.0%	30.8%
Research Education and Economics (REE)	3,339	42.8%	27.6%	29.5%
Economics Research Service (ERS)	153	63.4%	24.1%	12.5%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	404,473	46.6%	23.8%	29.5%
Department of Agriculture	20,064	47.7%	25.0%	27.3%
Research Education and Economics (REE)	3,332	49.1%	25.5%	25.4%
Economics Research Service (ERS)	153	63.7%	16.4%	19.8%

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

	N	Positive	Neutral	Negative
Governmentwide	404,697	40.8%	29.8%	29.4%
Department of Agriculture	20,076	35.0%	33.1%	31.9%
Research Education and Economics (REE)	3,330	36.6%	33.0%	30.4%
Economics Research Service (ERS)	152	55.0%	25.0%	20.1%

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

	N	Positive	Neutral	Negative
Governmentwide	404,808	34.8%	27.5%	37.7%
Department of Agriculture	20,084	37.4%	28.1%	34.4%
Research Education and Economics (REE)	3,331	29.9%	32.3%	37.8%
Economics Research Service (ERS)	153	41.8%	28.5%	29.7%

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My Satisfaction (continued)

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	404,872	51.6%	23.8%	24.6%
Department of Agriculture	20,090	53.1%	24.0%	22.9%
Research Education and Economics (REE)	3,334	49.9%	28.3%	21.8%
Economics Research Service (ERS)	152	78.7%	14.5%	6.8%

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

	N	Positive	Neutral	Negative
Governmentwide	404,704	65.2%	17.9%	16.9%
Department of Agriculture	20,091	67.2%	17.9%	14.9%
Research Education and Economics (REE)	3,343	67.1%	18.2%	14.6%
Economics Research Service (ERS)	153	80.3%	13.0%	6.7%

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

	N	Positive	Neutral	Negative
Governmentwide	405,405	57.1%	17.3%	25.6%
Department of Agriculture	20,111	58.3%	17.8%	23.9%
Research Education and Economics (REE)	3,337	53.3%	19.7%	27.1%
Economics Research Service (ERS)	154	58.6%	20.1%	21.3%

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

	N	Positive	Neutral	Negative
Governmentwide	405,517	55.7%	22.0%	22.3%
Department of Agriculture	20,129	54.2%	23.4%	22.4%
Research Education and Economics (REE)	3,347	52.3%	24.9%	22.8%
Economics Research Service (ERS)	152	71.0%	17.0%	12.0%

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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	404,547	37.6%	21.3%	31.2%	9.8%
Department of Agriculture	20,080	71.7%	14.2%	8.5%	5.7%
Research Education and Economics (REE)	3,331	82.2%	11.1%	2.7%	4.0%
Economics Research Service (ERS)	151	99.3%	0.0%	0.0%	0.7%

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	400,800	4.8%	10.9%	4.5%	11.1%
Department of Agriculture	20,043	6.2%	16.9%	8.5%	20.5%
Research Education and Economics (REE)	3,331	2.8%	19.6%	7.0%	20.5%
Economics Research Service (ERS)	153	4.2%	69.0%	4.9%	14.5%

(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	400,800	31.7%	4.7%	19.8%	12.5%
Department of Agriculture	20,043	18.8%	4.5%	6.9%	17.7%
Research Education and Economics (REE)	3,331	19.1%	4.8%	4.9%	21.2%
Economics Research Service (ERS)	153	0.0%	0.4%	0.0%	7.0%

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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	403,625	33.1%	46.0%	20.9%
Department of Agriculture	20,010	42.9%	43.8%	13.3%
Research Education and Economics (REE)	3,319	27.5%	61.5%	11.1%
Economics Research Service (ERS)	152	34.7%	60.0%	5.3%

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	402,481	27.4%	60.7%	11.9%
Department of Agriculture	19,992	30.5%	55.6%	13.9%
Research Education and Economics (REE)	3,314	25.6%	63.5%	11.0%
Economics Research Service (ERS)	150	18.5%	73.6%	7.9%

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

	N	Yes	No	Not Available To Me
Governmentwide	398,860	13.9%	80.7%	5.4%
Department of Agriculture	19,804	19.2%	77.9%	2.9%
Research Education and Economics (REE)	3,288	14.3%	82.6%	3.1%
Economics Research Service (ERS)	152	7.2%	85.9%	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	403,125	3.8%	78.8%	17.4%
Department of Agriculture	20,027	1.9%	75.5%	22.6%
Research Education and Economics (REE)	3,322	2.4%	81.3%	16.4%
Economics Research Service (ERS)	150	1.2%	85.6%	13.3%

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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	403,461	2.4%	80.1%	17.5%
Department of Agriculture	20,049	1.8%	76.6%	21.5%
Research Education and Economics (REE)	3,327	1.6%	82.1%	16.3%
Economics Research Service (ERS)	153	1.5%	80.9%	17.6%

79. How satisfied are you with the following Work/Life programs in your agency? Telework*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	190,959	78.2%	12.8%	9.1%	6,780
Department of Agriculture	11,160	78.1%	13.3%	8.5%	210
Research Education and Economics (REE)	1,756	76.5%	14.6%	8.9%	37
Economics Research Service (ERS)	139	89.9%	6.3%	3.7%	3

*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	151,249	89.0%	7.5%	3.5%	2,908
Department of Agriculture	9,061	91.5%	6.3%	2.2%	173
Research Education and Economics (REE)	899	91.0%	6.7%	2.3%	36
Economics Research Service (ERS)	52	98.2%	1.8%	0.0%	3

*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	106,036	79.9%	16.5%	3.6%	7,380
Department of Agriculture	5,521	84.7%	12.4%	2.9%	311
Research Education and Economics (REE)	712	76.3%	20.5%	3.3%	64
Economics Research Service (ERS)	26	82.9%	17.1%	0.0%	4

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

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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	55,156	74.8%	20.9%	4.4%	8,714
Department of Agriculture	3,582	77.9%	18.6%	3.5%	403
Research Education and Economics (REE)	480	75.4%	21.0%	3.6%	55
Economics Research Service (ERS)	11	67.5%	19.1%	13.3%	2

*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	10,781	71.6%	24.4%	4.1%	4,620
Department of Agriculture	350	66.9%	29.9%	3.2%	179
Research Education and Economics (REE)	69	68.5%	26.2%	5.3%	27
Economics Research Service (ERS)	2	39.4%	60.6%	0.0%	3

*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	7,497	66.3%	31.3%	2.4%	3,831
Department of Agriculture	320	69.6%	28.4%	2.0%	164
Research Education and Economics (REE)	48	64.1%	34.6%	1.4%	21
Economics Research Service (ERS)	3	100.0%	0.0%	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	126	82.9%
Field	26	17.1%

What is your supervisory status?

	N	%
Non-Supervisor	105	68.6%
Team Leader	24	15.7%
Supervisor	15	9.8%
Manager	3	2.0%
Senior Leader	6	3.9%

Are you:

	N	%
Male	68	44.7%
Female	84	55.3%

Are you Hispanic or Latino?

	N	%
Yes	4	2.7%
No	145	97.3%

Race

	N	%
American Indian or Alaska Native	0	0.0%
Asian	9	6.2%
Black or African American	35	24.1%
Native Hawaiian or Other Pacific Islander	1	0.7%
White	99	68.3%
Two or more races	1	0.7%

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	1	0.7%
High School Diploma/GED or equivalent	2	1.3%
Trade or Technical Certificate	4	2.6%
Some College (no degree)	11	7.2%
Associate's Degree (e.g., AA, AS)	6	3.9%
Bachelor's Degree (e.g., BA, BS)	21	13.8%
Master's Degree (e.g., MA, MS, MBA)	36	23.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	71	46.7%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	1	0.7%
GS 7-12	44	28.9%
GS 13-15	101	66.4%
Senior Executive Service	5	3.3%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	1	0.7%

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

	N	%
Less than 1 year	10	6.6%
1 to 3 years	12	7.9%
4 to 5 years	10	6.6%
6 to 10 years	13	8.6%
11 to 14 years	13	8.6%
15 to 20 years	19	12.5%
More than 20 years	75	49.3%

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	11	7.4%
1 to 3 years	18	12.2%
4 to 5 years	12	8.1%
6 to 10 years	14	9.5%
11 to 20 years	27	18.2%
More than 20 years	66	44.6%

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

	N	%
No	95	63.3%
Yes, to retire	9	6.0%
Yes, to take another job within the Federal Government	30	20.0%
Yes, to take another job outside the Federal Government	6	4.0%
Yes, other	10	6.7%

I am planning to retire:

	N	%
Within one year	6	4.1%
Between one and three years	14	9.5%
Between three and five years	23	15.6%
Five or more years	104	70.7%

What is your US military service status?

	N	%
No Prior Military Service	141	94.0%
Currently in National Guard or Reserves	0	0.0%
Retired	1	0.7%
Separated or Discharged	8	5.3%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	13	8.7%
No	137	91.3%

What is your age group?

	N	%
25 and under	0	0.0%
26-29	5	3.2%
30-39	26	16.8%
40-49	30	19.4%
50-59	55	35.5%
60 or older	39	25.2%

Note: Percentages for demographic questions are unweighted.

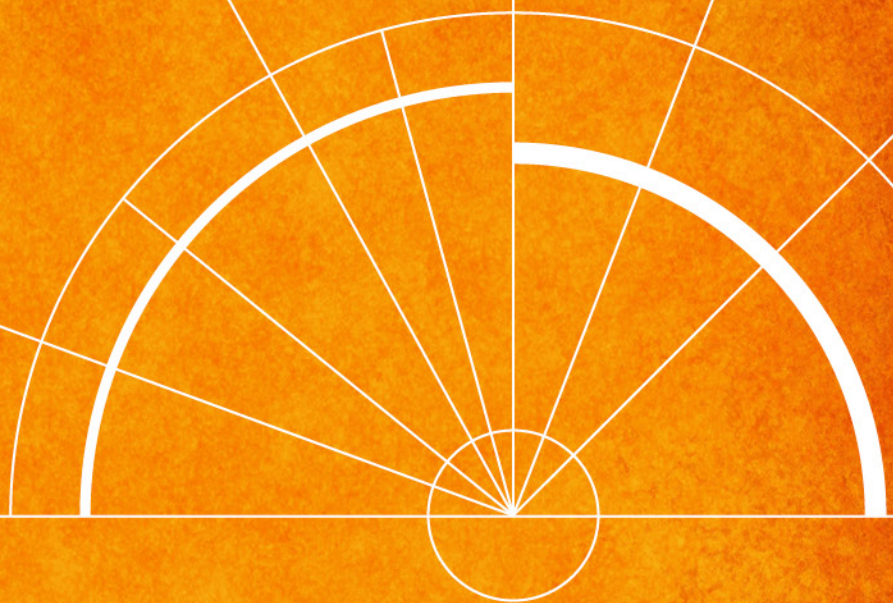


Federal Employee Viewpoint Survey Results

Employees Influencing Change

National Institute of Food and Agriculture

2nd Level Subagency Report



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National Institute of Food and Agriculture
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Response Summary

	Surveys Completed	Response Rate
Governmentwide	421,748	49.7%
Department of Agriculture	20,624	66.2%
Research Education and Economics (REE)	3,417	71.8%
National Institute of Food and Agriculture	230	75.2%

This 2015 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *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.

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	420,841	61.3%	16.6%	22.1%
Department of Agriculture	20,573	63.6%	16.5%	19.8%
Research Education and Economics (REE)	3,411	63.7%	18.0%	18.3%
National Institute of Food and Agriculture	230	57.2%	17.3%	25.5%

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

	N	Positive	Neutral	Negative
Governmentwide	418,183	69.9%	15.0%	15.2%
Department of Agriculture	20,470	67.8%	16.6%	15.6%
Research Education and Economics (REE)	3,398	70.6%	15.3%	14.1%
National Institute of Food and Agriculture	230	68.3%	12.1%	19.7%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	414,872	56.5%	18.3%	25.2%
Department of Agriculture	20,262	57.1%	19.9%	23.0%
Research Education and Economics (REE)	3,366	64.1%	17.3%	18.6%
National Institute of Food and Agriculture	225	61.6%	16.9%	21.4%

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

	N	Positive	Neutral	Negative
Governmentwide	418,769	70.4%	14.6%	14.9%
Department of Agriculture	20,491	71.9%	14.8%	13.2%
Research Education and Economics (REE)	3,397	74.3%	14.1%	11.6%
National Institute of Food and Agriculture	229	68.7%	11.6%	19.7%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	414,001	82.9%	10.9%	6.2%
Department of Agriculture	20,265	84.7%	10.3%	5.0%
Research Education and Economics (REE)	3,357	87.1%	8.7%	4.2%
National Institute of Food and Agriculture	227	82.8%	9.4%	7.8%

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

	N	Positive	Neutral	Negative
Governmentwide	417,035	79.1%	11.2%	9.7%
Department of Agriculture	20,422	78.2%	12.1%	9.7%
Research Education and Economics (REE)	3,387	80.8%	10.8%	8.4%
National Institute of Food and Agriculture	227	75.7%	12.0%	12.3%

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

	N	Positive	Neutral	Negative
Governmentwide	418,594	95.6%	2.8%	1.7%
Department of Agriculture	20,474	96.4%	2.4%	1.2%
Research Education and Economics (REE)	3,394	96.5%	2.4%	1.1%
National Institute of Food and Agriculture	228	91.9%	4.5%	3.6%

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My Work Experience (continued)

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	419,588	90.5%	7.6%	1.9%
Department of Agriculture	20,525	90.7%	7.9%	1.4%
Research Education and Economics (REE)	3,397	89.7%	9.1%	1.2%
National Institute of Food and Agriculture	230	89.7%	8.5%	1.8%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	419,427	46.1%	16.2%	37.7%	1,039
Department of Agriculture	20,532	42.2%	16.3%	41.4%	29
Research Education and Economics (REE)	3,397	44.9%	17.3%	37.8%	5
National Institute of Food and Agriculture	230	39.3%	17.0%	43.7%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	417,538	57.0%	16.5%	26.5%	784
Department of Agriculture	20,444	49.4%	18.0%	32.6%	30
Research Education and Economics (REE)	3,389	55.7%	18.7%	25.6%	1
National Institute of Food and Agriculture	229	49.3%	22.3%	28.4%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,246	57.7%	16.7%	25.6%	1,945
Department of Agriculture	19,838	59.3%	17.7%	23.0%	50
Research Education and Economics (REE)	3,290	60.5%	17.9%	21.6%	6
National Institute of Food and Agriculture	220	54.6%	16.4%	29.0%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	416,802	82.5%	10.3%	7.3%	1,495
Department of Agriculture	20,402	82.9%	10.5%	6.6%	47
Research Education and Economics (REE)	3,380	82.2%	10.9%	6.8%	8
National Institute of Food and Agriculture	230	87.7%	6.1%	6.3%	0

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	413,090	90.0%	6.8%	3.2%	1,176
Department of Agriculture	20,211	89.6%	7.5%	2.9%	54
Research Education and Economics (REE)	3,346	87.4%	9.8%	2.8%	14
National Institute of Food and Agriculture	224	90.9%	4.7%	4.4%	1

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	417,770	65.8%	14.1%	20.1%	1,841
Department of Agriculture	20,447	69.6%	14.2%	16.2%	58
Research Education and Economics (REE)	3,390	68.7%	14.8%	16.5%	5
National Institute of Food and Agriculture	229	66.0%	15.2%	18.8%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	413,321	69.1%	14.4%	16.5%	5,987
Department of Agriculture	20,364	68.6%	15.3%	16.1%	148
Research Education and Economics (REE)	3,377	70.5%	14.9%	14.6%	21
National Institute of Food and Agriculture	227	66.2%	12.9%	20.9%	1

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	416,218	81.3%	12.2%	6.5%	2,077
Department of Agriculture	20,408	83.4%	11.3%	5.4%	64
Research Education and Economics (REE)	3,376	87.6%	9.0%	3.4%	12
National Institute of Food and Agriculture	227	86.3%	9.3%	4.3%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	400,156	61.2%	18.7%	20.1%	18,409
Department of Agriculture	19,736	59.2%	21.1%	19.7%	753
Research Education and Economics (REE)	3,199	56.5%	24.4%	19.1%	192
National Institute of Food and Agriculture	215	53.4%	24.4%	22.2%	13

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My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	414,506	51.7%	23.1%	25.2%	4,422
Department of Agriculture	20,372	51.9%	24.3%	23.8%	134
Research Education and Economics (REE)	3,364	47.9%	28.9%	23.1%	30
National Institute of Food and Agriculture	225	40.5%	27.1%	32.4%	2

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	410,220	68.1%	14.1%	17.8%	10,590
Department of Agriculture	20,301	66.5%	14.4%	19.1%	283
Research Education and Economics (REE)	3,366	68.6%	13.8%	17.6%	48
National Institute of Food and Agriculture	228	68.6%	11.3%	20.1%	2

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	420,499	72.7%	14.0%	13.3%
Department of Agriculture	20,553	74.8%	13.2%	12.0%
Research Education and Economics (REE)	3,411	76.4%	12.7%	10.8%
National Institute of Food and Agriculture	230	65.0%	16.3%	18.7%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	405,630	41.6%	25.7%	32.7%	15,085
Department of Agriculture	19,917	35.2%	28.6%	36.2%	652
Research Education and Economics (REE)	3,296	38.2%	26.3%	35.6%	113
National Institute of Food and Agriculture	221	49.1%	26.9%	23.9%	7

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	391,579	32.9%	27.9%	39.2%	27,063
Department of Agriculture	19,437	33.3%	29.4%	37.3%	1,051
Research Education and Economics (REE)	3,212	41.7%	28.6%	29.7%	180
National Institute of Food and Agriculture	210	41.1%	23.3%	35.7%	17

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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	379,304	28.2%	27.0%	44.8%	39,603
Department of Agriculture	18,999	25.2%	28.2%	46.6%	1,493
Research Education and Economics (REE)	3,083	28.8%	31.2%	40.0%	319
National Institute of Food and Agriculture	203	27.7%	23.6%	48.6%	25

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	395,142	32.8%	27.9%	39.3%	24,411
Department of Agriculture	19,583	31.7%	30.0%	38.2%	942
Research Education and Economics (REE)	3,214	33.7%	32.3%	34.0%	182
National Institute of Food and Agriculture	212	31.9%	27.5%	40.7%	15

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,970	40.1%	25.0%	34.9%	27,677
Department of Agriculture	19,420	41.4%	25.9%	32.7%	1,047
Research Education and Economics (REE)	3,224	44.8%	26.6%	28.6%	167
National Institute of Food and Agriculture	212	43.3%	20.6%	36.2%	14

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	417,688	72.7%	14.1%	13.2%	1,762
Department of Agriculture	20,448	74.3%	13.6%	12.1%	68
Research Education and Economics (REE)	3,384	72.0%	15.7%	12.2%	15
National Institute of Food and Agriculture	228	60.3%	18.5%	21.2%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,364	52.5%	29.1%	18.3%	16,549
Department of Agriculture	19,910	50.6%	30.9%	18.5%	631
Research Education and Economics (REE)	3,268	47.5%	35.5%	16.9%	135
National Institute of Food and Agriculture	213	42.9%	31.2%	26.0%	14

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My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	419,817	82.0%	14.5%	3.5%
Department of Agriculture	20,548	83.4%	13.7%	2.9%
Research Education and Economics (REE)	3,408	85.7%	12.0%	2.3%
National Institute of Food and Agriculture	229	80.4%	16.2%	3.5%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,662	69.0%	17.8%	13.2%	7,091
Department of Agriculture	20,043	66.0%	19.4%	14.6%	332
Research Education and Economics (REE)	3,292	69.1%	18.9%	12.0%	80
National Institute of Food and Agriculture	222	62.6%	23.0%	14.4%	6

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,200	43.0%	25.2%	31.8%	9,417
Department of Agriculture	19,907	41.4%	27.3%	31.3%	442
Research Education and Economics (REE)	3,293	41.2%	28.1%	30.7%	88
National Institute of Food and Agriculture	221	39.7%	23.8%	36.5%	6

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,880	46.5%	23.5%	30.0%	8,603
Department of Agriculture	19,933	44.8%	26.6%	28.6%	380
Research Education and Economics (REE)	3,290	47.2%	27.9%	24.9%	80
National Institute of Food and Agriculture	218	50.1%	18.8%	31.1%	11

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	398,504	36.7%	28.7%	34.6%	13,352
Department of Agriculture	19,722	34.2%	31.8%	34.0%	540
Research Education and Economics (REE)	3,279	42.6%	28.8%	28.6%	80
National Institute of Food and Agriculture	215	40.7%	24.0%	35.3%	14

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	383,014	21.1%	26.5%	52.4%	27,671
Department of Agriculture	19,111	17.4%	28.1%	54.5%	1,110
Research Education and Economics (REE)	3,165	27.2%	29.1%	43.7%	185
National Institute of Food and Agriculture	205	29.8%	26.8%	43.4%	21

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	381,978	56.5%	28.1%	15.4%	30,877
Department of Agriculture	19,686	65.5%	23.0%	11.5%	658
Research Education and Economics (REE)	3,243	66.8%	23.2%	10.0%	128
National Institute of Food and Agriculture	220	71.8%	16.1%	12.1%	7

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,232	75.9%	13.6%	10.5%	6,356
Department of Agriculture	20,115	78.9%	13.4%	7.7%	207
Research Education and Economics (REE)	3,337	82.3%	12.0%	5.8%	33
National Institute of Food and Agriculture	223	73.0%	18.3%	8.7%	4

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,396	75.9%	14.1%	10.0%	5,444
Department of Agriculture	20,102	74.3%	16.5%	9.2%	201
Research Education and Economics (REE)	3,326	75.1%	16.4%	8.5%	41
National Institute of Food and Agriculture	225	65.9%	19.5%	14.6%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	387,840	50.7%	22.8%	26.5%	24,090
Department of Agriculture	19,264	53.1%	23.7%	23.2%	1,037
Research Education and Economics (REE)	3,162	58.6%	21.9%	19.6%	207
National Institute of Food and Agriculture	214	51.1%	18.2%	30.7%	14

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My Agency (continued)

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	374,659	65.6%	19.5%	14.9%	36,134
Department of Agriculture	18,836	69.3%	17.7%	13.0%	1,369
Research Education and Economics (REE)	3,114	73.4%	16.8%	9.8%	237
National Institute of Food and Agriculture	210	62.9%	23.4%	13.7%	18

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,808	73.2%	17.8%	9.0%	7,655
Department of Agriculture	19,965	70.2%	20.3%	9.4%	379
Research Education and Economics (REE)	3,284	75.8%	18.0%	6.2%	99
National Institute of Food and Agriculture	220	75.4%	18.6%	6.0%	7

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

	N	Positive	Neutral	Negative
Governmentwide	412,958	62.7%	20.9%	16.4%
Department of Agriculture	20,361	62.7%	22.1%	15.2%
Research Education and Economics (REE)	3,380	61.3%	22.5%	16.3%
National Institute of Food and Agriculture	227	47.8%	28.9%	23.2%

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	379,647	39.0%	27.5%	33.4%	33,765
Department of Agriculture	18,826	39.2%	29.9%	31.0%	1,540
Research Education and Economics (REE)	3,066	38.2%	30.2%	31.6%	312
National Institute of Food and Agriculture	208	44.8%	23.2%	32.0%	17

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	410,015	77.8%	11.1%	11.0%	2,468
Department of Agriculture	20,254	83.1%	9.2%	7.8%	105
Research Education and Economics (REE)	3,356	84.2%	9.6%	6.2%	22
National Institute of Food and Agriculture	224	77.4%	9.5%	13.1%	2

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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	409,471	65.5%	17.3%	17.3%	2,240
Department of Agriculture	20,210	70.5%	16.2%	13.3%	99
Research Education and Economics (REE)	3,353	68.1%	18.8%	13.2%	20
National Institute of Food and Agriculture	227	64.5%	18.2%	17.3%	0

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,650	62.5%	18.7%	18.8%	4,783
Department of Agriculture	20,049	65.5%	17.9%	16.6%	167
Research Education and Economics (REE)	3,338	65.1%	19.2%	15.7%	16
National Institute of Food and Agriculture	226	59.1%	19.9%	21.0%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,582	66.9%	22.4%	10.7%	34,337
Department of Agriculture	19,084	71.4%	20.9%	7.7%	1,211
Research Education and Economics (REE)	3,139	72.3%	21.1%	6.6%	228
National Institute of Food and Agriculture	214	64.6%	23.1%	12.3%	13

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	408,296	61.4%	19.9%	18.7%	2,452
Department of Agriculture	20,180	63.2%	20.3%	16.5%	99
Research Education and Economics (REE)	3,356	62.9%	21.4%	15.7%	11
National Institute of Food and Agriculture	222	62.3%	15.2%	22.5%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,801	64.3%	18.5%	17.2%	6,499
Department of Agriculture	20,017	68.3%	18.7%	13.0%	290
Research Education and Economics (REE)	3,293	64.7%	22.7%	12.6%	73
National Institute of Food and Agriculture	220	60.7%	22.5%	16.9%	5

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	411,425	75.7%	12.3%	12.0%
Department of Agriculture	20,315	78.5%	11.7%	9.9%
Research Education and Economics (REE)	3,374	78.3%	11.4%	10.3%
National Institute of Food and Agriculture	227	72.2%	12.7%	15.1%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	410,437	80.9%	10.2%	8.9%
Department of Agriculture	20,267	82.9%	9.3%	7.7%
Research Education and Economics (REE)	3,362	82.1%	9.9%	7.9%
National Institute of Food and Agriculture	225	77.2%	12.8%	10.0%

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

	N	Positive	Neutral	Negative
Governmentwide	410,472	77.5%	10.2%	12.3%
Department of Agriculture	20,268	85.9%	7.0%	7.1%
Research Education and Economics (REE)	3,363	89.0%	6.2%	4.7%
National Institute of Food and Agriculture	227	88.7%	5.6%	5.7%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	410,689	66.5%	16.5%	16.9%
Department of Agriculture	20,293	68.9%	16.0%	15.2%
Research Education and Economics (REE)	3,365	68.2%	17.8%	14.0%
National Institute of Food and Agriculture	226	60.0%	20.2%	19.7%

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

	N	Positive	Neutral	Negative
Governmentwide	410,877	69.7%	18.0%	12.3%
Department of Agriculture	20,293	71.4%	17.6%	11.0%
Research Education and Economics (REE)	3,369	72.5%	17.9%	9.7%
National Institute of Food and Agriculture	226	64.2%	24.4%	11.4%

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Leadership

53. *In my organization, senior leaders generate high levels of motivation and commitment in the workforce.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,121	39.0%	24.7%	36.3%	7,849
Department of Agriculture	19,803	33.3%	27.6%	39.1%	438
Research Education and Economics (REE)	3,252	33.5%	28.7%	37.8%	106
National Institute of Food and Agriculture	218	38.5%	27.2%	34.3%	5

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	383,737	50.4%	24.7%	24.9%	24,649
Department of Agriculture	18,889	44.8%	29.5%	25.7%	1,317
Research Education and Economics (REE)	3,062	49.4%	29.2%	21.4%	283
National Institute of Food and Agriculture	213	51.4%	26.8%	21.8%	10

55. *Supervisors work well with employees of different backgrounds.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,628	62.9%	22.7%	14.4%	25,756
Department of Agriculture	18,883	63.9%	24.1%	12.0%	1,171
Research Education and Economics (REE)	3,097	64.5%	25.1%	10.4%	231
National Institute of Food and Agriculture	212	59.6%	25.4%	15.0%	12

56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,551	59.1%	20.8%	20.1%	5,334
Department of Agriculture	19,834	57.8%	23.1%	19.1%	292
Research Education and Economics (REE)	3,250	56.9%	25.4%	17.7%	86
National Institute of Food and Agriculture	221	61.3%	21.1%	17.6%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,267	58.8%	24.3%	16.9%	27,154
Department of Agriculture	18,807	57.8%	26.4%	15.8%	1,317
Research Education and Economics (REE)	3,033	58.0%	27.2%	14.8%	305
National Institute of Food and Agriculture	217	54.4%	26.2%	19.4%	7

Department of Agriculture
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Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,192	50.5%	23.2%	26.3%	14,282
Department of Agriculture	19,483	48.8%	25.0%	26.2%	669
Research Education and Economics (REE)	3,162	46.9%	27.0%	26.1%	171
National Institute of Food and Agriculture	218	48.6%	23.4%	28.1%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,340	54.2%	23.3%	22.5%	14,928
Department of Agriculture	19,456	53.9%	25.0%	21.1%	701
Research Education and Economics (REE)	3,183	55.4%	25.3%	19.3%	165
National Institute of Food and Agriculture	219	53.8%	25.8%	20.4%	5

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	384,360	56.8%	23.8%	19.5%	23,479
Department of Agriculture	19,065	54.6%	26.2%	19.2%	1,148
Research Education and Economics (REE)	3,096	55.4%	27.0%	17.6%	255
National Institute of Food and Agriculture	214	59.3%	25.9%	14.8%	10

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,356	51.4%	24.4%	24.3%	5,387
Department of Agriculture	19,925	45.0%	28.0%	27.0%	276
Research Education and Economics (REE)	3,295	45.6%	28.7%	25.7%	62
National Institute of Food and Agriculture	222	52.3%	27.3%	20.4%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,258	53.4%	27.1%	19.5%	36,507
Department of Agriculture	18,608	56.1%	28.1%	15.9%	1,600
Research Education and Economics (REE)	2,971	58.5%	28.1%	13.4%	387
National Institute of Food and Agriculture	213	61.4%	24.4%	14.2%	11

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My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	406,408	49.6%	23.4%	26.9%
Department of Agriculture	20,167	50.7%	23.8%	25.4%
Research Education and Economics (REE)	3,348	52.4%	23.1%	24.5%
National Institute of Food and Agriculture	224	49.0%	25.4%	25.6%

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	405,736	46.8%	24.0%	29.2%
Department of Agriculture	20,114	43.1%	26.0%	30.8%
Research Education and Economics (REE)	3,339	42.8%	27.6%	29.5%
National Institute of Food and Agriculture	224	48.8%	25.6%	25.6%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	404,473	46.6%	23.8%	29.5%
Department of Agriculture	20,064	47.7%	25.0%	27.3%
Research Education and Economics (REE)	3,332	49.1%	25.5%	25.4%
National Institute of Food and Agriculture	219	51.0%	22.9%	26.1%

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

	N	Positive	Neutral	Negative
Governmentwide	404,697	40.8%	29.8%	29.4%
Department of Agriculture	20,076	35.0%	33.1%	31.9%
Research Education and Economics (REE)	3,330	36.6%	33.0%	30.4%
National Institute of Food and Agriculture	224	39.5%	33.0%	27.5%

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

	N	Positive	Neutral	Negative
Governmentwide	404,808	34.8%	27.5%	37.7%
Department of Agriculture	20,084	37.4%	28.1%	34.4%
Research Education and Economics (REE)	3,331	29.9%	32.3%	37.8%
National Institute of Food and Agriculture	223	27.1%	30.0%	42.9%

Department of Agriculture
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My Satisfaction (continued)

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	404,872	51.6%	23.8%	24.6%
Department of Agriculture	20,090	53.1%	24.0%	22.9%
Research Education and Economics (REE)	3,334	49.9%	28.3%	21.8%
National Institute of Food and Agriculture	223	40.6%	26.3%	33.1%

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

	N	Positive	Neutral	Negative
Governmentwide	404,704	65.2%	17.9%	16.9%
Department of Agriculture	20,091	67.2%	17.9%	14.9%
Research Education and Economics (REE)	3,343	67.1%	18.2%	14.6%
National Institute of Food and Agriculture	224	59.5%	17.8%	22.6%

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

	N	Positive	Neutral	Negative
Governmentwide	405,405	57.1%	17.3%	25.6%
Department of Agriculture	20,111	58.3%	17.8%	23.9%
Research Education and Economics (REE)	3,337	53.3%	19.7%	27.1%
National Institute of Food and Agriculture	222	57.7%	16.2%	26.1%

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

	N	Positive	Neutral	Negative
Governmentwide	405,517	55.7%	22.0%	22.3%
Department of Agriculture	20,129	54.2%	23.4%	22.4%
Research Education and Economics (REE)	3,347	52.3%	24.9%	22.8%
National Institute of Food and Agriculture	224	52.9%	23.7%	23.3%

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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	404,547	37.6%	21.3%	31.2%	9.8%
Department of Agriculture	20,080	71.7%	14.2%	8.5%	5.7%
Research Education and Economics (REE)	3,331	82.2%	11.1%	2.7%	4.0%
National Institute of Food and Agriculture	223	94.9%	1.4%	1.9%	1.8%

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	400,800	4.8%	10.9%	4.5%	11.1%
Department of Agriculture	20,043	6.2%	16.9%	8.5%	20.5%
Research Education and Economics (REE)	3,331	2.8%	19.6%	7.0%	20.5%
National Institute of Food and Agriculture	223	0.4%	61.0%	12.2%	10.8%

(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	400,800	31.7%	4.7%	19.8%	12.5%
Department of Agriculture	20,043	18.8%	4.5%	6.9%	17.7%
Research Education and Economics (REE)	3,331	19.1%	4.8%	4.9%	21.2%
National Institute of Food and Agriculture	223	0.0%	3.5%	2.4%	9.7%

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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	403,625	33.1%	46.0%	20.9%
Department of Agriculture	20,010	42.9%	43.8%	13.3%
Research Education and Economics (REE)	3,319	27.5%	61.5%	11.1%
National Institute of Food and Agriculture	222	65.9%	31.0%	3.1%

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	402,481	27.4%	60.7%	11.9%
Department of Agriculture	19,992	30.5%	55.6%	13.9%
Research Education and Economics (REE)	3,314	25.6%	63.5%	11.0%
National Institute of Food and Agriculture	219	19.2%	71.6%	9.2%

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

	N	Yes	No	Not Available To Me
Governmentwide	398,860	13.9%	80.7%	5.4%
Department of Agriculture	19,804	19.2%	77.9%	2.9%
Research Education and Economics (REE)	3,288	14.3%	82.6%	3.1%
National Institute of Food and Agriculture	221	15.3%	80.7%	4.0%

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	403,125	3.8%	78.8%	17.4%
Department of Agriculture	20,027	1.9%	75.5%	22.6%
Research Education and Economics (REE)	3,322	2.4%	81.3%	16.4%
National Institute of Food and Agriculture	221	4.1%	86.3%	9.6%

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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	403,461	2.4%	80.1%	17.5%
Department of Agriculture	20,049	1.8%	76.6%	21.5%
Research Education and Economics (REE)	3,327	1.6%	82.1%	16.3%
National Institute of Food and Agriculture	222	3.5%	87.3%	9.2%

79. How satisfied are you with the following Work/Life programs in your agency? Telework*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	190,959	78.2%	12.8%	9.1%	6,780
Department of Agriculture	11,160	78.1%	13.3%	8.5%	210
Research Education and Economics (REE)	1,756	76.5%	14.6%	8.9%	37
National Institute of Food and Agriculture	187	78.7%	9.4%	11.9%	0

*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	151,249	89.0%	7.5%	3.5%	2,908
Department of Agriculture	9,061	91.5%	6.3%	2.2%	173
Research Education and Economics (REE)	899	91.0%	6.7%	2.3%	36
National Institute of Food and Agriculture	147	94.6%	4.0%	1.4%	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	106,036	79.9%	16.5%	3.6%	7,380
Department of Agriculture	5,521	84.7%	12.4%	2.9%	311
Research Education and Economics (REE)	712	76.3%	20.5%	3.3%	64
National Institute of Food and Agriculture	39	87.2%	12.8%	0.0%	7

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

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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	55,156	74.8%	20.9%	4.4%	8,714
Department of Agriculture	3,582	77.9%	18.6%	3.5%	403
Research Education and Economics (REE)	480	75.4%	21.0%	3.6%	55
National Institute of Food and Agriculture	32	83.7%	16.3%	0.0%	4

*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	10,781	71.6%	24.4%	4.1%	4,620
Department of Agriculture	350	66.9%	29.9%	3.2%	179
Research Education and Economics (REE)	69	68.5%	26.2%	5.3%	27
National Institute of Food and Agriculture	10	67.1%	21.0%	11.9%	2

*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	7,497	66.3%	31.3%	2.4%	3,831
Department of Agriculture	320	69.6%	28.4%	2.0%	164
Research Education and Economics (REE)	48	64.1%	34.6%	1.4%	21
National Institute of Food and Agriculture	9	88.1%	11.9%	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	182	82.4%
Field	39	17.6%

What is your supervisory status?

	N	%
Non-Supervisor	151	67.7%
Team Leader	33	14.8%
Supervisor	22	9.9%
Manager	8	3.6%
Senior Leader	9	4.0%

Are you:

	N	%
Male	80	36.5%
Female	139	63.5%

Are you Hispanic or Latino?

	N	%
Yes	10	4.6%
No	208	95.4%

Race

	N	%
American Indian or Alaska Native	2	0.9%
Asian	14	6.6%
Black or African American	82	38.7%
Native Hawaiian or Other Pacific Islander	2	0.9%
White	104	49.1%
Two or more races	8	3.8%

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	14	6.4%
Trade or Technical Certificate	2	0.9%
Some College (no degree)	30	13.6%
Associate's Degree (e.g., AA, AS)	11	5.0%
Bachelor's Degree (e.g., BA, BS)	40	18.2%
Master's Degree (e.g., MA, MS, MBA)	64	29.1%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	59	26.8%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	3	1.4%
GS 7-12	93	42.1%
GS 13-15	118	53.4%
Senior Executive Service	7	3.2%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

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

	N	%
Less than 1 year	2	0.9%
1 to 3 years	7	3.2%
4 to 5 years	17	7.7%
6 to 10 years	52	23.5%
11 to 14 years	37	16.7%
15 to 20 years	31	14.0%
More than 20 years	75	33.9%

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	8	3.6%
1 to 3 years	23	10.5%
4 to 5 years	37	16.8%
6 to 10 years	49	22.3%
11 to 20 years	57	25.9%
More than 20 years	46	20.9%

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

	N	%
No	113	50.9%
Yes, to retire	17	7.7%
Yes, to take another job within the Federal Government	74	33.3%
Yes, to take another job outside the Federal Government	7	3.2%
Yes, other	11	5.0%

I am planning to retire:

	N	%
Within one year	11	5.0%
Between one and three years	20	9.1%
Between three and five years	25	11.4%
Five or more years	164	74.5%

What is your US military service status?

	N	%
No Prior Military Service	201	91.4%
Currently in National Guard or Reserves	2	0.9%
Retired	6	2.7%
Separated or Discharged	11	5.0%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	21	9.5%
No	200	90.5%

What is your age group?

	N	%
25 and under	2	0.9%
26-29	8	3.5%
30-39	27	11.7%
40-49	65	28.3%
50-59	78	33.9%
60 or older	50	21.7%

Note: Percentages for demographic questions are unweighted.

2016



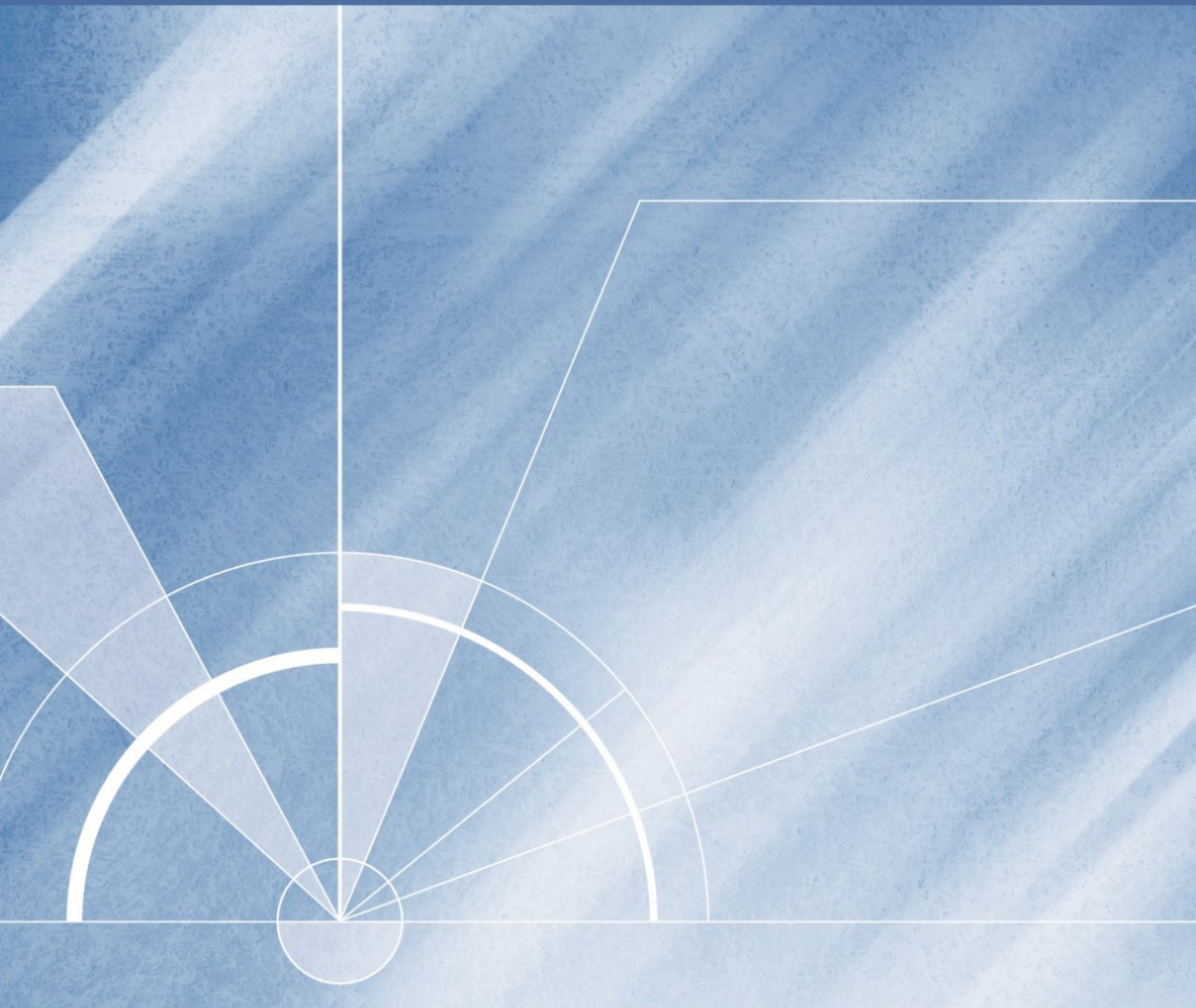
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Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

2nd Level
Subagency
Report

Department of Agriculture
Economics Research Service (ERS)





Department of Agriculture
Economics Research Service (ERS)
2nd Level Subagency Report

This 2016 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	407,789	45.8%
Department of Agriculture	22,878	61.3%
Research, Education and Economics (REE)	3,255	65.3%
Economics Research Service (ERS)	134	65.7%

New for 2016

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.

Two new sections – **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.

Department of Agriculture
Economics Research Service (ERS)
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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

100.0%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
96.8%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
91.5%	I am constantly looking for ways to do my job better. (Q.8)
90.1%	My supervisor supports my need to balance work and other life issues. (Q.42)
87.5%	I am held accountable for achieving results. (Q.16)
87.4%	The work I do is important. (Q.13)
87.3%	I like the kind of work I do. (Q.5)
87.1%	My agency is successful at accomplishing its mission. (Q.39)
87.0%	My supervisor treats me with respect. (Q.49)
86.9%	I know how my work relates to the agency's goals and priorities. (Q.12)

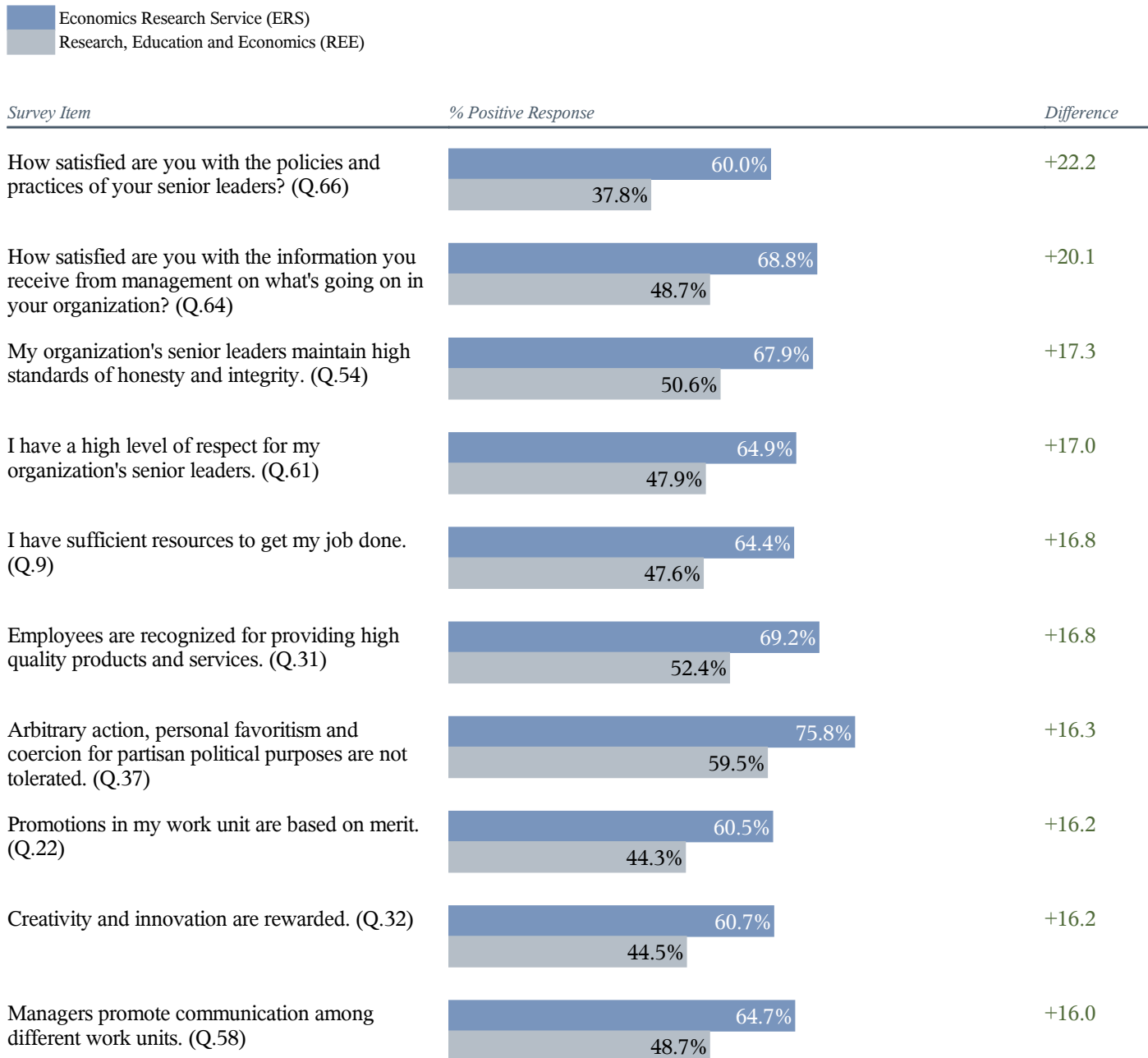
Highest Percent Negative

36.7%	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. (Q.14)
29.3%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
25.1%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
25.0%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
23.7%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
23.1%	How satisfied are you with the policies and practices of your senior leaders? (Q.66)
22.8%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
21.5%	Pay raises depend on how well employees perform their jobs. (Q.33)
20.6%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
20.6%	How satisfied are you with the recognition you receive for doing a good job? (Q.65)

Department of Agriculture
Economics Research Service (ERS)
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Leading Your Comparison Group

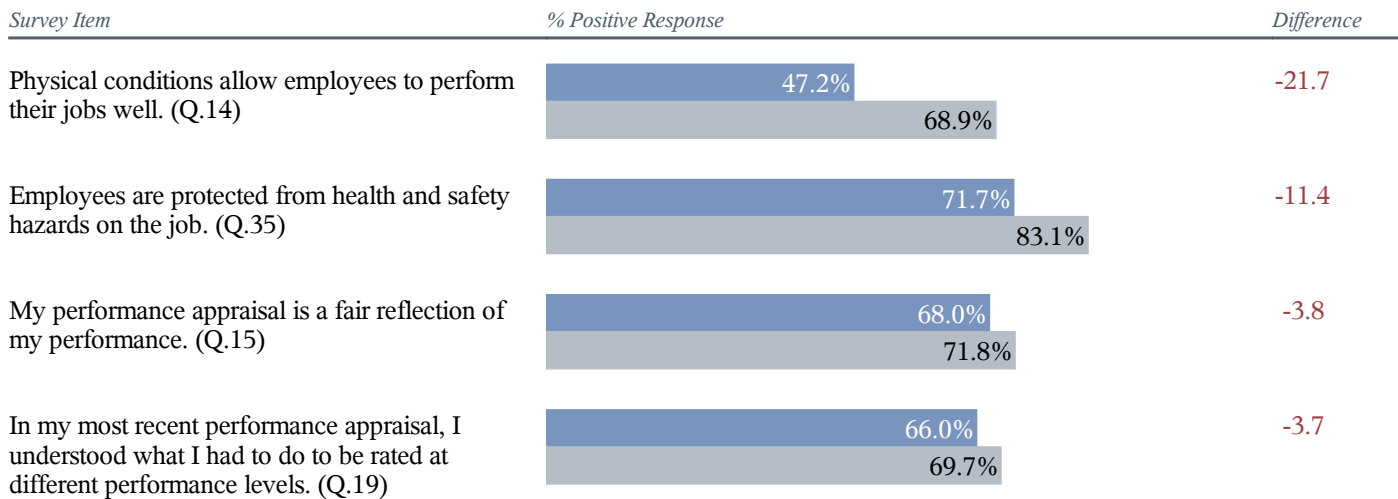
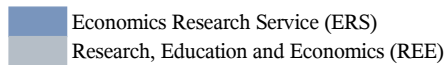
The figure below allows you to see where your subagency results are higher than your comparison group (Research, Education and Economics (REE)) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed.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



Department of Agriculture
Economics Research Service (ERS)
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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 (Research, Education and Economics (REE)) 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	406,992	62.6%	16.3%	21.1%
Department of Agriculture	22,826	66.5%	16.8%	16.7%
Research, Education and Economics (REE)	3,248	67.0%	16.0%	17.0%
Economics Research Service (ERS)	134	80.1%	14.8%	5.0%

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

	N	Positive	Neutral	Negative
Governmentwide	404,152	70.2%	14.7%	15.1%
Department of Agriculture	22,699	69.0%	15.9%	15.1%
Research, Education and Economics (REE)	3,235	73.4%	14.1%	12.5%
Economics Research Service (ERS)	134	84.5%	8.7%	6.8%

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

	N	Positive	Neutral	Negative
Governmentwide	401,408	57.7%	18.0%	24.3%
Department of Agriculture	22,497	58.7%	20.5%	20.9%
Research, Education and Economics (REE)	3,196	66.0%	17.0%	17.1%
Economics Research Service (ERS)	131	72.8%	18.3%	8.8%

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

	N	Positive	Neutral	Negative
Governmentwide	404,402	71.6%	14.3%	14.1%
Department of Agriculture	22,704	73.9%	14.6%	11.5%
Research, Education and Economics (REE)	3,232	75.4%	14.9%	9.7%
Economics Research Service (ERS)	134	80.8%	12.5%	6.6%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	401,675	83.2%	10.8%	6.1%
Department of Agriculture	22,539	85.8%	9.7%	4.5%
Research, Education and Economics (REE)	3,206	85.9%	10.0%	4.1%
Economics Research Service (ERS)	132	87.3%	8.9%	3.9%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	402,718	79.4%	11.0%	9.6%
Department of Agriculture	22,608	80.2%	11.3%	8.5%
Research, Education and Economics (REE)	3,211	82.1%	10.5%	7.4%
Economics Research Service (ERS)	133	79.9%	13.1%	7.0%

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

	N	Positive	Neutral	Negative
Governmentwide	404,739	95.7%	2.7%	1.6%
Department of Agriculture	22,702	96.5%	2.4%	1.2%
Research, Education and Economics (REE)	3,230	97.2%	1.7%	1.1%
Economics Research Service (ERS)	133	96.8%	2.3%	0.9%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	405,416	90.9%	7.2%	1.8%
Department of Agriculture	22,753	91.5%	7.3%	1.2%
Research, Education and Economics (REE)	3,238	90.1%	8.3%	1.5%
Economics Research Service (ERS)	133	91.5%	8.5%	0.0%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	405,568	46.6%	16.0%	37.5%	922
Department of Agriculture	22,773	44.4%	16.7%	38.9%	37
Research, Education and Economics (REE)	3,239	47.6%	15.5%	37.0%	7
Economics Research Service (ERS)	134	64.4%	12.8%	22.8%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,398	57.5%	16.2%	26.3%	693
Department of Agriculture	22,661	52.3%	17.6%	30.2%	18
Research, Education and Economics (REE)	3,226	59.6%	16.8%	23.6%	1
Economics Research Service (ERS)	134	66.9%	18.5%	14.6%	0

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	394,751	58.4%	16.5%	25.1%	1,759
Department of Agriculture	22,124	61.8%	17.2%	20.9%	60
Research, Education and Economics (REE)	3,151	62.1%	17.1%	20.7%	7
Economics Research Service (ERS)	128	67.4%	14.7%	17.9%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,835	83.1%	9.9%	7.0%	1,337
Department of Agriculture	22,631	84.1%	10.0%	5.9%	48
Research, Education and Economics (REE)	3,226	84.5%	10.3%	5.1%	7
Economics Research Service (ERS)	134	86.9%	9.6%	3.5%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,340	90.3%	6.6%	3.2%	1,152
Department of Agriculture	22,420	90.2%	7.2%	2.6%	63
Research, Education and Economics (REE)	3,183	89.4%	8.0%	2.6%	10
Economics Research Service (ERS)	132	87.4%	10.0%	2.6%	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	403,735	65.7%	14.0%	20.3%	1,775
Department of Agriculture	22,692	70.3%	14.2%	15.5%	65
Research, Education and Economics (REE)	3,231	68.9%	14.7%	16.4%	6
Economics Research Service (ERS)	134	47.2%	16.1%	36.7%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,544	69.6%	14.3%	16.2%	6,003
Department of Agriculture	22,533	70.7%	14.4%	14.9%	212
Research, Education and Economics (REE)	3,215	71.8%	13.9%	14.3%	18
Economics Research Service (ERS)	129	68.0%	18.1%	13.9%	3

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,229	81.6%	12.1%	6.3%	1,953
Department of Agriculture	22,615	85.2%	10.3%	4.4%	78
Research, Education and Economics (REE)	3,212	88.1%	9.0%	3.0%	16
Economics Research Service (ERS)	129	87.5%	10.5%	2.0%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	386,924	62.1%	18.1%	19.8%	17,784
Department of Agriculture	21,897	62.5%	19.3%	18.2%	839
Research, Education and Economics (REE)	3,047	59.1%	21.5%	19.4%	192
Economics Research Service (ERS)	122	59.8%	25.1%	15.2%	11

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,073	52.9%	22.9%	24.2%	4,002
Department of Agriculture	22,596	55.2%	24.1%	20.8%	146
Research, Education and Economics (REE)	3,212	51.3%	28.4%	20.3%	26
Economics Research Service (ERS)	132	60.2%	27.2%	12.7%	2

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	396,712	69.0%	13.6%	17.3%	10,380
Department of Agriculture	22,526	69.9%	13.2%	16.9%	319
Research, Education and Economics (REE)	3,214	69.7%	12.6%	17.7%	38
Economics Research Service (ERS)	129	66.0%	16.4%	17.6%	4

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	406,886	73.3%	13.5%	13.2%
Department of Agriculture	22,824	76.2%	12.9%	10.8%
Research, Education and Economics (REE)	3,246	77.2%	12.3%	10.5%
Economics Research Service (ERS)	134	82.0%	9.6%	8.4%

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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	392,412	42.6%	25.2%	32.2%	14,370
Department of Agriculture	22,168	38.1%	27.8%	34.1%	662
Research, Education and Economics (REE)	3,154	39.0%	25.8%	35.1%	91
Economics Research Service (ERS)	131	54.1%	26.4%	19.5%	3

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,444	34.5%	27.6%	38.0%	27,943
Department of Agriculture	21,461	36.2%	29.6%	34.2%	1,227
Research, Education and Economics (REE)	3,035	44.3%	26.2%	29.5%	184
Economics Research Service (ERS)	123	60.5%	23.2%	16.3%	8

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	363,758	29.3%	27.1%	43.6%	41,216
Department of Agriculture	20,943	28.1%	29.5%	42.4%	1,779
Research, Education and Economics (REE)	2,914	31.1%	30.2%	38.7%	310
Economics Research Service (ERS)	108	31.6%	39.1%	29.3%	25

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,352	34.0%	27.9%	38.1%	25,041
Department of Agriculture	21,638	34.3%	30.6%	35.1%	1,115
Research, Education and Economics (REE)	3,059	36.1%	30.8%	33.1%	178
Economics Research Service (ERS)	123	43.6%	31.3%	25.1%	11

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,070	41.4%	24.9%	33.8%	28,546
Department of Agriculture	21,437	43.6%	25.9%	30.6%	1,261
Research, Education and Economics (REE)	3,075	48.1%	24.6%	27.3%	156
Economics Research Service (ERS)	121	54.2%	25.6%	20.2%	10

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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	403,664	73.3%	13.8%	12.9%	1,739
Department of Agriculture	22,678	76.3%	13.0%	10.7%	79
Research, Education and Economics (REE)	3,222	73.9%	14.3%	11.8%	17
Economics Research Service (ERS)	134	78.0%	13.4%	8.6%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,303	54.2%	28.2%	17.6%	16,713
Department of Agriculture	22,125	55.0%	29.0%	15.9%	662
Research, Education and Economics (REE)	3,102	52.0%	32.5%	15.4%	145
Economics Research Service (ERS)	120	53.4%	35.0%	11.6%	14

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	406,077	82.3%	14.1%	3.6%
Department of Agriculture	22,812	84.5%	12.8%	2.6%
Research, Education and Economics (REE)	3,248	85.7%	12.0%	2.3%
Economics Research Service (ERS)	134	86.9%	12.7%	0.4%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,750	69.4%	17.3%	13.3%	6,753
Department of Agriculture	22,226	67.6%	18.8%	13.6%	364
Research, Education and Economics (REE)	3,130	70.2%	19.4%	10.4%	87
Economics Research Service (ERS)	128	77.8%	16.4%	5.7%	5

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,805	44.8%	24.6%	30.6%	9,449
Department of Agriculture	22,130	45.0%	27.3%	27.7%	451
Research, Education and Economics (REE)	3,133	46.1%	27.0%	26.9%	87
Economics Research Service (ERS)	130	58.9%	20.9%	20.2%	4

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,973	48.0%	23.1%	28.9%	8,551
Department of Agriculture	22,131	47.6%	26.0%	26.4%	401
Research, Education and Economics (REE)	3,146	52.4%	24.5%	23.1%	68
Economics Research Service (ERS)	127	69.2%	19.1%	11.7%	7

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,387	38.4%	28.3%	33.3%	13,365
Department of Agriculture	21,885	36.4%	32.5%	31.2%	619
Research, Education and Economics (REE)	3,096	44.5%	30.2%	25.2%	108
Economics Research Service (ERS)	126	60.7%	26.1%	13.2%	7

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,966	22.3%	26.9%	50.7%	29,028
Department of Agriculture	21,254	20.4%	28.8%	50.8%	1,230
Research, Education and Economics (REE)	3,036	30.8%	30.4%	38.7%	170
Economics Research Service (ERS)	126	46.8%	31.7%	21.5%	8

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	370,140	57.8%	27.4%	14.8%	29,591
Department of Agriculture	21,824	66.8%	22.9%	10.3%	765
Research, Education and Economics (REE)	3,084	70.4%	20.8%	8.8%	134
Economics Research Service (ERS)	125	79.3%	15.6%	5.1%	8

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,340	76.0%	13.3%	10.7%	6,278
Department of Agriculture	22,333	79.4%	12.3%	8.3%	236
Research, Education and Economics (REE)	3,171	83.1%	10.8%	6.0%	40
Economics Research Service (ERS)	130	71.7%	17.3%	11.0%	3

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My Agency (continued)**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,948	77.2%	13.3%	9.5%	4,677
Department of Agriculture	22,304	75.3%	15.2%	9.6%	211
Research, Education and Economics (REE)	3,163	75.0%	15.5%	9.5%	51
Economics Research Service (ERS)	133	80.5%	14.6%	4.8%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,254	53.1%	21.8%	25.1%	23,720
Department of Agriculture	21,435	58.3%	22.1%	19.5%	1,096
Research, Education and Economics (REE)	3,003	59.5%	22.8%	17.6%	205
Economics Research Service (ERS)	118	75.8%	10.9%	13.3%	16

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	361,746	66.7%	18.9%	14.4%	35,073
Department of Agriculture	21,008	72.2%	16.7%	11.1%	1,359
Research, Education and Economics (REE)	2,925	74.3%	16.1%	9.6%	252
Economics Research Service (ERS)	115	82.3%	10.3%	7.4%	18

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,488	74.0%	17.2%	8.8%	7,188
Department of Agriculture	22,167	72.9%	18.6%	8.5%	383
Research, Education and Economics (REE)	3,123	78.5%	16.4%	5.0%	94
Economics Research Service (ERS)	128	87.1%	12.4%	0.5%	3

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

	N	Positive	Neutral	Negative
Governmentwide	400,013	64.0%	20.1%	15.8%
Department of Agriculture	22,582	67.0%	20.1%	12.9%
Research, Education and Economics (REE)	3,224	64.4%	19.7%	15.9%
Economics Research Service (ERS)	133	73.0%	16.2%	10.7%

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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	370,195	40.9%	26.8%	32.3%	30,395
Department of Agriculture	21,139	44.0%	28.7%	27.3%	1,474
Research, Education and Economics (REE)	2,984	39.8%	30.3%	30.0%	242
Economics Research Service (ERS)	124	45.1%	34.4%	20.6%	9

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	397,533	78.3%	10.8%	10.9%	2,147
Department of Agriculture	22,516	84.2%	8.4%	7.4%	83
Research, Education and Economics (REE)	3,195	84.4%	8.1%	7.5%	26
Economics Research Service (ERS)	132	90.1%	3.7%	6.2%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	396,644	66.2%	16.9%	17.0%	2,033
Department of Agriculture	22,463	71.5%	15.8%	12.7%	70
Research, Education and Economics (REE)	3,198	68.3%	17.8%	13.9%	15
Economics Research Service (ERS)	131	76.5%	12.3%	11.2%	2

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	391,835	63.4%	18.2%	18.4%	4,496
Department of Agriculture	22,262	67.6%	17.3%	15.1%	144
Research, Education and Economics (REE)	3,187	67.3%	17.4%	15.3%	10
Economics Research Service (ERS)	132	73.4%	17.4%	9.2%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	365,376	67.8%	21.7%	10.5%	32,531
Department of Agriculture	21,229	73.6%	19.3%	7.1%	1,257
Research, Education and Economics (REE)	2,994	74.0%	19.8%	6.2%	213
Economics Research Service (ERS)	123	85.4%	10.1%	4.5%	10

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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	395,581	62.5%	19.1%	18.5%	2,285
Department of Agriculture	22,415	65.9%	19.0%	15.1%	86
Research, Education and Economics (REE)	3,197	64.2%	20.6%	15.3%	8
Economics Research Service (ERS)	131	72.9%	17.7%	9.3%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,465	65.6%	17.8%	16.6%	6,120
Department of Agriculture	22,272	71.1%	17.0%	11.8%	268
Research, Education and Economics (REE)	3,155	67.5%	18.7%	13.8%	62
Economics Research Service (ERS)	127	83.4%	9.3%	7.2%	5

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

	N	Positive	Neutral	Negative
Governmentwide	398,731	76.1%	12.1%	11.8%
Department of Agriculture	22,550	79.4%	10.9%	9.8%
Research, Education and Economics (REE)	3,215	79.1%	10.7%	10.2%
Economics Research Service (ERS)	133	83.4%	8.6%	8.0%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	397,483	81.3%	10.0%	8.7%
Department of Agriculture	22,464	83.5%	9.0%	7.5%
Research, Education and Economics (REE)	3,201	82.4%	9.5%	8.1%
Economics Research Service (ERS)	133	87.0%	7.5%	5.5%

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

	N	Positive	Neutral	Negative
Governmentwide	397,581	77.6%	10.0%	12.4%
Department of Agriculture	22,495	86.5%	6.7%	6.9%
Research, Education and Economics (REE)	3,210	90.1%	5.8%	4.1%
Economics Research Service (ERS)	133	100.0%	0.0%	0.0%

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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	398,003	67.4%	16.0%	16.6%
Department of Agriculture	22,524	70.4%	15.6%	14.0%
Research, Education and Economics (REE)	3,207	69.7%	15.4%	14.9%
Economics Research Service (ERS)	133	76.8%	10.3%	12.9%

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

	N	Positive	Neutral	Negative
Governmentwide	398,213	70.5%	17.4%	12.1%
Department of Agriculture	22,522	73.4%	16.4%	10.2%
Research, Education and Economics (REE)	3,205	73.7%	15.8%	10.4%
Economics Research Service (ERS)	132	80.4%	11.4%	8.2%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,819	40.9%	24.1%	35.0%	7,594
Department of Agriculture	21,979	37.6%	27.6%	34.8%	471
Research, Education and Economics (REE)	3,101	35.6%	27.7%	36.7%	94
Economics Research Service (ERS)	130	47.5%	28.8%	23.7%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,029	51.8%	24.0%	24.3%	23,730
Department of Agriculture	21,030	49.3%	28.7%	22.0%	1,391
Research, Education and Economics (REE)	2,937	50.6%	27.9%	21.5%	254
Economics Research Service (ERS)	127	67.9%	14.0%	18.1%	6

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,225	64.0%	22.0%	13.9%	25,081
Department of Agriculture	21,029	66.0%	23.2%	10.8%	1,251
Research, Education and Economics (REE)	2,982	66.2%	23.0%	10.8%	189
Economics Research Service (ERS)	127	76.3%	14.8%	9.0%	6

Department of Agriculture
Economics Research Service (ERS)
2nd Level Subagency Report

Leadership (continued)

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,027	60.3%	20.1%	19.6%	5,145
Department of Agriculture	22,015	61.4%	21.7%	16.9%	317
Research, Education and Economics (REE)	3,108	60.1%	23.2%	16.6%	64
Economics Research Service (ERS)	131	73.8%	14.7%	11.5%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	367,493	60.1%	23.5%	16.4%	26,319
Department of Agriculture	20,946	61.0%	25.6%	13.4%	1,363
Research, Education and Economics (REE)	2,923	59.2%	27.7%	13.1%	256
Economics Research Service (ERS)	127	70.6%	22.4%	7.0%	6

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	381,145	52.0%	22.5%	25.5%	13,697
Department of Agriculture	21,686	53.0%	24.0%	23.0%	675
Research, Education and Economics (REE)	3,041	48.7%	25.8%	25.5%	138
Economics Research Service (ERS)	130	64.7%	22.3%	13.1%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,902	55.7%	22.4%	21.8%	14,062
Department of Agriculture	21,654	57.9%	23.6%	18.5%	716
Research, Education and Economics (REE)	3,054	57.4%	23.4%	19.1%	127
Economics Research Service (ERS)	131	69.3%	20.4%	10.3%	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	373,425	57.9%	23.3%	18.9%	21,965
Department of Agriculture	21,285	57.9%	24.8%	17.2%	1,132
Research, Education and Economics (REE)	2,989	57.5%	24.3%	18.2%	208
Economics Research Service (ERS)	123	62.1%	20.8%	17.1%	9

**Department of Agriculture
Economics Research Service (ERS)
2nd Level Subagency Report**

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,254	53.1%	23.5%	23.4%	5,078
Department of Agriculture	22,109	49.7%	27.3%	23.0%	298
Research, Education and Economics (REE)	3,144	47.9%	27.3%	24.8%	53
Economics Research Service (ERS)	132	64.9%	19.5%	15.6%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	363,124	55.1%	25.8%	19.1%	32,433
Department of Agriculture	20,788	59.4%	27.0%	13.6%	1,642
Research, Education and Economics (REE)	2,857	60.3%	27.6%	12.1%	339
Economics Research Service (ERS)	122	73.9%	19.7%	6.4%	10

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	394,068	50.7%	22.7%	26.6%
Department of Agriculture	22,359	53.5%	23.4%	23.1%
Research, Education and Economics (REE)	3,189	56.0%	21.5%	22.5%
Economics Research Service (ERS)	132	68.7%	18.3%	13.0%

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	393,156	48.0%	23.5%	28.5%
Department of Agriculture	22,290	47.3%	25.4%	27.3%
Research, Education and Economics (REE)	3,180	48.7%	25.2%	26.1%
Economics Research Service (ERS)	132	68.8%	20.5%	10.6%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	392,389	47.5%	23.8%	28.7%
Department of Agriculture	22,270	50.4%	24.1%	25.4%
Research, Education and Economics (REE)	3,180	53.1%	23.4%	23.5%
Economics Research Service (ERS)	133	65.1%	14.3%	20.6%

Department of Agriculture
Economics Research Service (ERS)
2nd Level Subagency Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	392,440	42.5%	29.3%	28.3%
Department of Agriculture	22,264	39.6%	32.5%	27.9%
Research, Education and Economics (REE)	3,168	37.8%	33.5%	28.7%
Economics Research Service (ERS)	131	60.0%	16.9%	23.1%

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

	N	Positive	Neutral	Negative
Governmentwide	392,739	35.9%	27.3%	36.8%
Department of Agriculture	22,289	40.2%	28.4%	31.4%
Research, Education and Economics (REE)	3,184	31.6%	32.5%	35.9%
Economics Research Service (ERS)	133	40.5%	34.6%	25.0%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	392,659	52.5%	23.5%	23.9%
Department of Agriculture	22,284	55.8%	23.9%	20.3%
Research, Education and Economics (REE)	3,182	52.4%	28.2%	19.3%
Economics Research Service (ERS)	132	66.9%	24.8%	8.3%

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

	N	Positive	Neutral	Negative
Governmentwide	392,826	66.2%	17.4%	16.4%
Department of Agriculture	22,284	69.8%	16.7%	13.4%
Research, Education and Economics (REE)	3,180	69.7%	16.7%	13.6%
Economics Research Service (ERS)	132	75.0%	14.7%	10.3%

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

	N	Positive	Neutral	Negative
Governmentwide	393,242	58.2%	16.9%	24.9%
Department of Agriculture	22,315	59.9%	17.6%	22.5%
Research, Education and Economics (REE)	3,182	56.6%	18.4%	25.0%
Economics Research Service (ERS)	132	54.8%	26.1%	19.1%

**Department of Agriculture
Economics Research Service (ERS)
2nd Level Subagency Report**

My Satisfaction (continued)**71. Considering everything, how satisfied are you with your organization?**

	N	Positive	Neutral	Negative
Governmentwide	393,451	56.9%	21.4%	21.7%
Department of Agriculture	22,313	58.3%	22.5%	19.2%
Research, Education and Economics (REE)	3,185	55.7%	23.2%	21.1%
Economics Research Service (ERS)	132	69.1%	20.5%	10.4%

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	392,364	40.3%	21.6%	29.1%	9.1%
Department of Agriculture	22,284	67.3%	16.9%	10.0%	5.8%
Research, Education and Economics (REE)	3,172	82.2%	11.1%	3.9%	2.8%
Economics Research Service (ERS)	133	98.2%	1.8%	0.0%	0.0%

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	389,999	5.7%	11.8%	4.7%	11.8%
Department of Agriculture	22,150	6.8%	15.6%	7.7%	20.4%
Research, Education and Economics (REE)	3,172	4.0%	22.3%	6.4%	21.0%
Economics Research Service (ERS)	133	2.0%	73.7%	4.5%	12.8%

(continued)

Department of Agriculture
Economics Research Service (ERS)
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Work/Life (continued)

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

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
Department of Agriculture	22,150	21.3%	4.2%	7.6%	16.3%
Research, Education and Economics (REE)	3,172	18.6%	3.6%	4.0%	20.0%
Economics Research Service (ERS)	133	0.0%	0.0%	0.5%	6.5%

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

	N	Yes	No	Not Available To Me
Governmentwide	391,178	33.4%	45.8%	20.8%
Department of Agriculture	22,145	43.0%	43.6%	13.5%
Research, Education and Economics (REE)	3,160	27.6%	60.0%	12.4%
Economics Research Service (ERS)	133	28.7%	69.9%	1.4%

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	390,233	26.8%	61.0%	12.1%
Department of Agriculture	22,172	30.3%	55.9%	13.8%
Research, Education and Economics (REE)	3,152	24.8%	63.8%	11.4%
Economics Research Service (ERS)	130	15.2%	81.0%	3.8%

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

	N	Yes	No	Not Available To Me
Governmentwide	387,376	13.6%	81.0%	5.3%
Department of Agriculture	21,955	17.8%	79.0%	3.2%
Research, Education and Economics (REE)	3,141	14.6%	82.3%	3.2%
Economics Research Service (ERS)	131	4.2%	92.2%	3.6%

**Department of Agriculture
Economics Research Service (ERS)
2nd Level Subagency Report**

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	390,848	3.7%	79.1%	17.2%
Department of Agriculture	22,190	1.7%	76.2%	22.1%
Research, Education and Economics (REE)	3,151	1.9%	80.4%	17.7%
Economics Research Service (ERS)	131	2.6%	90.3%	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	391,248	2.3%	80.4%	17.2%
Department of Agriculture	22,200	1.5%	77.7%	20.7%
Research, Education and Economics (REE)	3,171	1.2%	81.2%	17.6%
Economics Research Service (ERS)	131	2.0%	90.2%	7.9%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	204,775	78.9%	12.0%	9.1%	6,007
Department of Agriculture	12,301	78.6%	13.8%	7.6%	306
Research, Education and Economics (REE)	1,797	77.8%	13.9%	8.3%	30
Economics Research Service (ERS)	124	88.5%	6.6%	4.9%	0

**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	148,859	89.7%	7.0%	3.3%	3,222
Department of Agriculture	10,284	92.5%	5.5%	2.0%	221
Research, Education and Economics (REE)	831	90.1%	8.1%	1.8%	32
Economics Research Service (ERS)	40	100.0%	0.0%	0.0%	1

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

**Department of Agriculture
Economics Research Service (ERS)
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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	102,282	80.5%	15.7%	3.8%	7,335
Department of Agriculture	6,352	84.4%	13.2%	2.4%	313
Research, Education and Economics (REE)	685	77.1%	18.8%	4.1%	46
Economics Research Service (ERS)	25	81.9%	11.8%	6.2%	0

**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	51,991	75.5%	20.1%	4.4%	8,067
Department of Agriculture	3,728	78.3%	17.8%	3.9%	424
Research, Education and Economics (REE)	443	80.3%	16.6%	3.1%	51
Economics Research Service (ERS)	9	100.0%	0.0%	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	10,701	72.2%	23.5%	4.3%	4,380
Department of Agriculture	353	67.0%	28.5%	4.5%	202
Research, Education and Economics (REE)	49	66.4%	28.5%	5.1%	45
Economics Research Service (ERS)	4	100.0%	0.0%	0.0%	2

**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	7,399	67.6%	30.2%	2.2%	3,730
Department of Agriculture	365	64.9%	32.6%	2.4%	178
Research, Education and Economics (REE)	41	56.4%	41.0%	2.5%	22
Economics Research Service (ERS)	3	100.0%	0.0%	0.0%	2

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

Department of Agriculture
Economics Research Service (ERS)
2nd Level Subagency Report

Demographic Questions

Where do you work?

	N	%
Headquarters	113	85.0%
Field	20	15.0%

What is your supervisory status?

	N	%
Non-Supervisor	93	69.9%
Team Leader	23	17.3%
Supervisor	10	7.5%
Manager	2	1.5%
Senior Leader	5	3.8%

Are you:

	N	%
Male	70	53.8%
Female	60	46.2%

Are you Hispanic or Latino?

	N	%
Yes	4	3.1%
No	123	96.9%

Race

	N	%
American Indian or Alaska Native	0	0.0%
Asian	11	8.5%
Black or African American	24	18.6%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	92	71.3%
Two or more races	2	1.6%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
Economics Research Service (ERS)
2nd Level Subagency Report

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	2	1.5%
Trade or Technical Certificate	3	2.3%
Some College (no degree)	8	6.1%
Associate's Degree (e.g., AA, AS)	5	3.8%
Bachelor's Degree (e.g., BA, BS)	16	12.2%
Master's Degree (e.g., MA, MS, MBA)	33	25.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	64	48.9%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	43	32.8%
GS 13-15	82	62.6%
Senior Executive Service	5	3.8%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	1	0.8%

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

	N	%
Less than 1 year	7	5.4%
1 to 3 years	18	13.8%
4 to 5 years	6	4.6%
6 to 10 years	17	13.1%
11 to 14 years	11	8.5%
15 to 20 years	12	9.2%
More than 20 years	59	45.4%

Note: Percentages for demographic questions are unweighted.

**Department of Agriculture
Economics Research Service (ERS)
2nd Level Subagency 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	8	6.2%
1 to 3 years	27	20.9%
4 to 5 years	8	6.2%
6 to 10 years	14	10.9%
11 to 20 years	22	17.1%
More than 20 years	50	38.8%

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

	N	%
No	90	68.2%
Yes, to retire	10	7.6%
Yes, to take another job within the Federal Government	21	15.9%
Yes, to take another job outside the Federal Government	6	4.5%
Yes, other	5	3.8%

I am planning to retire:

	N	%
Within one year	9	6.9%
Between one and three years	13	10.0%
Between three and five years	11	8.5%
Five or more years	97	74.6%

What is your US military service status?

	N	%
No Prior Military Service	120	93.0%
Currently in National Guard or Reserves	0	0.0%
Retired	1	0.8%
Separated or Discharged	8	6.2%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
Economics Research Service (ERS)
2nd Level Subagency Report

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	7	5.5%
No	121	94.5%

What is your age group?

	N	%
25 and under	1	0.7%
26-29	8	6.0%
30-39	24	17.9%
40-49	23	17.2%
50-59	43	32.1%
60 or older	35	26.1%

Note: Percentages for demographic questions are unweighted.

2016



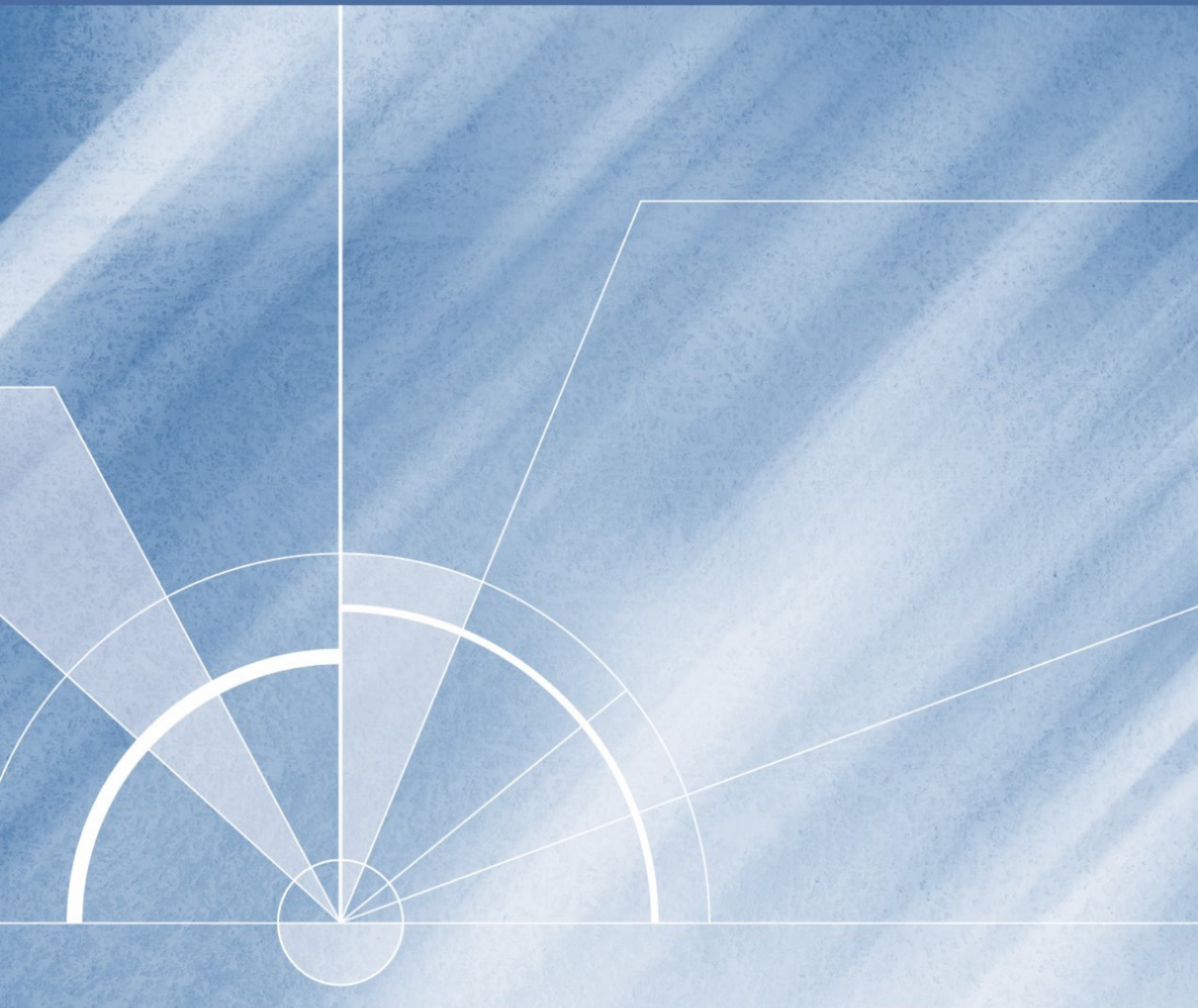
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Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

2nd Level
Subagency
Report

Department of Agriculture
National Institute of Food and Agriculture





Department of Agriculture
National Institute of Food and Agriculture
2nd Level Subagency Report

This 2016 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	407,789	45.8%
Department of Agriculture	22,878	61.3%
Research, Education and Economics (REE)	3,255	65.3%
National Institute of Food and Agriculture	222	72.5%

New for 2016

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.

Two new sections – **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.

Department of Agriculture
National Institute of Food and Agriculture
2nd Level Subagency Report

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

92.2%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
90.1%	The work I do is important. (Q.13)
89.0%	I know how my work relates to the agency's goals and priorities. (Q.12)
88.4%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
86.3%	I am held accountable for achieving results. (Q.16)
85.4%	I am constantly looking for ways to do my job better. (Q.8)
81.6%	How would you rate the overall quality of work done by your work unit? (Q.28)
79.0%	I like the kind of work I do. (Q.5)
78.8%	I know what is expected of me on the job. (Q.6)
77.2%	My supervisor supports my need to balance work and other life issues. (Q.42)

Highest Percent Negative

53.0%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
46.4%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
40.4%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
39.2%	Pay raises depend on how well employees perform their jobs. (Q.33)
38.2%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
35.9%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
34.3%	Employees have a feeling of personal empowerment with respect to work processes. (Q.30)
33.4%	How satisfied are you with the policies and practices of your senior leaders? (Q.66)
33.0%	My workload is reasonable. (Q.10)
32.9%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)

Department of Agriculture
National Institute of Food and Agriculture
2nd Level Subagency Report

Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (Research, Education and Economics (REE)) 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.

 National Institute of Food and Agriculture
 Research, Education and Economics (REE)

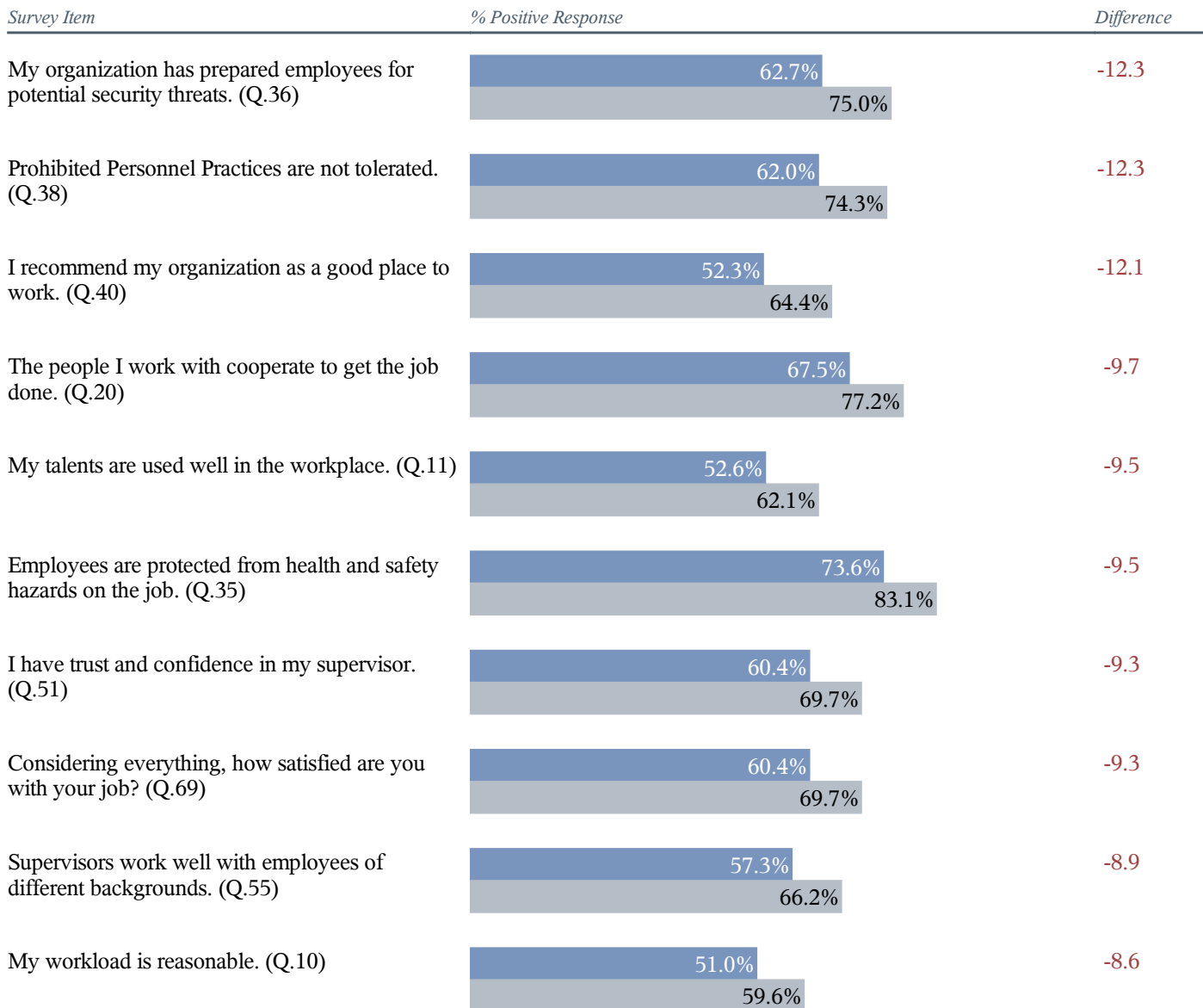
<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
I believe the results of this survey will be used to make my agency a better place to work. (Q.41)	46.0% 39.8%	+6.2
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)	40.6% 35.6%	+5.0
I have a high level of respect for my organization's senior leaders. (Q.61)	52.8% 47.9%	+4.9
I know how my work relates to the agency's goals and priorities. (Q.12)	89.0% 84.5%	+4.5
My work unit is able to recruit people with the right skills. (Q.21)	43.3% 39.0%	+4.3
Policies and programs promote diversity in the workplace. (Q.34)	74.2% 70.4%	+3.8
Senior leaders demonstrate support for Work/Life programs. (Q.62)	63.7% 60.3%	+3.4
Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (Q.60)	60.5% 57.5%	+3.0

Department of Agriculture
National Institute of Food and Agriculture
2nd Level Subagency Report

Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (Research, Education and Economics (REE)) 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.

 National Institute of Food and Agriculture
 Research, Education and Economics (REE)



Department of Agriculture
National Institute of Food and Agriculture
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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	406,992	62.6%	16.3%	21.1%
Department of Agriculture	22,826	66.5%	16.8%	16.7%
Research, Education and Economics (REE)	3,248	67.0%	16.0%	17.0%
National Institute of Food and Agriculture	220	62.7%	16.8%	20.4%

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

	N	Positive	Neutral	Negative
Governmentwide	404,152	70.2%	14.7%	15.1%
Department of Agriculture	22,699	69.0%	15.9%	15.1%
Research, Education and Economics (REE)	3,235	73.4%	14.1%	12.5%
National Institute of Food and Agriculture	221	66.1%	14.3%	19.6%

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

	N	Positive	Neutral	Negative
Governmentwide	401,408	57.7%	18.0%	24.3%
Department of Agriculture	22,497	58.7%	20.5%	20.9%
Research, Education and Economics (REE)	3,196	66.0%	17.0%	17.1%
National Institute of Food and Agriculture	217	62.3%	15.0%	22.7%

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

	N	Positive	Neutral	Negative
Governmentwide	404,402	71.6%	14.3%	14.1%
Department of Agriculture	22,704	73.9%	14.6%	11.5%
Research, Education and Economics (REE)	3,232	75.4%	14.9%	9.7%
National Institute of Food and Agriculture	219	71.8%	13.8%	14.4%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	401,675	83.2%	10.8%	6.1%
Department of Agriculture	22,539	85.8%	9.7%	4.5%
Research, Education and Economics (REE)	3,206	85.9%	10.0%	4.1%
National Institute of Food and Agriculture	215	79.0%	13.2%	7.8%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	402,718	79.4%	11.0%	9.6%
Department of Agriculture	22,608	80.2%	11.3%	8.5%
Research, Education and Economics (REE)	3,211	82.1%	10.5%	7.4%
National Institute of Food and Agriculture	217	78.8%	10.2%	11.0%

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

	N	Positive	Neutral	Negative
Governmentwide	404,739	95.7%	2.7%	1.6%
Department of Agriculture	22,702	96.5%	2.4%	1.2%
Research, Education and Economics (REE)	3,230	97.2%	1.7%	1.1%
National Institute of Food and Agriculture	220	92.2%	3.6%	4.2%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	405,416	90.9%	7.2%	1.8%
Department of Agriculture	22,753	91.5%	7.3%	1.2%
Research, Education and Economics (REE)	3,238	90.1%	8.3%	1.5%
National Institute of Food and Agriculture	222	85.4%	12.6%	2.0%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	405,568	46.6%	16.0%	37.5%	922
Department of Agriculture	22,773	44.4%	16.7%	38.9%	37
Research, Education and Economics (REE)	3,239	47.6%	15.5%	37.0%	7
National Institute of Food and Agriculture	220	43.1%	16.5%	40.4%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,398	57.5%	16.2%	26.3%	693
Department of Agriculture	22,661	52.3%	17.6%	30.2%	18
Research, Education and Economics (REE)	3,226	59.6%	16.8%	23.6%	1
National Institute of Food and Agriculture	221	51.0%	16.0%	33.0%	0

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	394,751	58.4%	16.5%	25.1%	1,759
Department of Agriculture	22,124	61.8%	17.2%	20.9%	60
Research, Education and Economics (REE)	3,151	62.1%	17.1%	20.7%	7
National Institute of Food and Agriculture	213	52.6%	19.8%	27.6%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,835	83.1%	9.9%	7.0%	1,337
Department of Agriculture	22,631	84.1%	10.0%	5.9%	48
Research, Education and Economics (REE)	3,226	84.5%	10.3%	5.1%	7
National Institute of Food and Agriculture	219	89.0%	8.0%	3.0%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,340	90.3%	6.6%	3.2%	1,152
Department of Agriculture	22,420	90.2%	7.2%	2.6%	63
Research, Education and Economics (REE)	3,183	89.4%	8.0%	2.6%	10
National Institute of Food and Agriculture	219	90.1%	7.4%	2.5%	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	403,735	65.7%	14.0%	20.3%	1,775
Department of Agriculture	22,692	70.3%	14.2%	15.5%	65
Research, Education and Economics (REE)	3,231	68.9%	14.7%	16.4%	6
National Institute of Food and Agriculture	221	66.3%	15.1%	18.6%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,544	69.6%	14.3%	16.2%	6,003
Department of Agriculture	22,533	70.7%	14.4%	14.9%	212
Research, Education and Economics (REE)	3,215	71.8%	13.9%	14.3%	18
National Institute of Food and Agriculture	220	67.5%	14.8%	17.6%	0

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,229	81.6%	12.1%	6.3%	1,953
Department of Agriculture	22,615	85.2%	10.3%	4.4%	78
Research, Education and Economics (REE)	3,212	88.1%	9.0%	3.0%	16
National Institute of Food and Agriculture	218	86.3%	10.6%	3.1%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	386,924	62.1%	18.1%	19.8%	17,784
Department of Agriculture	21,897	62.5%	19.3%	18.2%	839
Research, Education and Economics (REE)	3,047	59.1%	21.5%	19.4%	192
National Institute of Food and Agriculture	208	54.7%	19.4%	25.9%	11

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,073	52.9%	22.9%	24.2%	4,002
Department of Agriculture	22,596	55.2%	24.1%	20.8%	146
Research, Education and Economics (REE)	3,212	51.3%	28.4%	20.3%	26
National Institute of Food and Agriculture	219	45.4%	25.9%	28.8%	1

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	396,712	69.0%	13.6%	17.3%	10,380
Department of Agriculture	22,526	69.9%	13.2%	16.9%	319
Research, Education and Economics (REE)	3,214	69.7%	12.6%	17.7%	38
National Institute of Food and Agriculture	218	66.3%	14.5%	19.2%	4

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	406,886	73.3%	13.5%	13.2%
Department of Agriculture	22,824	76.2%	12.9%	10.8%
Research, Education and Economics (REE)	3,246	77.2%	12.3%	10.5%
National Institute of Food and Agriculture	222	67.5%	15.5%	17.0%

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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	392,412	42.6%	25.2%	32.2%	14,370
Department of Agriculture	22,168	38.1%	27.8%	34.1%	662
Research, Education and Economics (REE)	3,154	39.0%	25.8%	35.1%	91
National Institute of Food and Agriculture	212	43.3%	24.4%	32.3%	7

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,444	34.5%	27.6%	38.0%	27,943
Department of Agriculture	21,461	36.2%	29.6%	34.2%	1,227
Research, Education and Economics (REE)	3,035	44.3%	26.2%	29.5%	184
National Institute of Food and Agriculture	206	43.9%	24.1%	32.0%	15

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	363,758	29.3%	27.1%	43.6%	41,216
Department of Agriculture	20,943	28.1%	29.5%	42.4%	1,779
Research, Education and Economics (REE)	2,914	31.1%	30.2%	38.7%	310
National Institute of Food and Agriculture	198	25.1%	21.9%	53.0%	23

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,352	34.0%	27.9%	38.1%	25,041
Department of Agriculture	21,638	34.3%	30.6%	35.1%	1,115
Research, Education and Economics (REE)	3,059	36.1%	30.8%	33.1%	178
National Institute of Food and Agriculture	209	36.8%	25.0%	38.2%	12

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,070	41.4%	24.9%	33.8%	28,546
Department of Agriculture	21,437	43.6%	25.9%	30.6%	1,261
Research, Education and Economics (REE)	3,075	48.1%	24.6%	27.3%	156
National Institute of Food and Agriculture	205	46.3%	22.5%	31.3%	12

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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	403,664	73.3%	13.8%	12.9%	1,739
Department of Agriculture	22,678	76.3%	13.0%	10.7%	79
Research, Education and Economics (REE)	3,222	73.9%	14.3%	11.8%	17
National Institute of Food and Agriculture	221	66.2%	16.2%	17.5%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,303	54.2%	28.2%	17.6%	16,713
Department of Agriculture	22,125	55.0%	29.0%	15.9%	662
Research, Education and Economics (REE)	3,102	52.0%	32.5%	15.4%	145
National Institute of Food and Agriculture	214	48.0%	32.5%	19.5%	7

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	406,077	82.3%	14.1%	3.6%
Department of Agriculture	22,812	84.5%	12.8%	2.6%
Research, Education and Economics (REE)	3,248	85.7%	12.0%	2.3%
National Institute of Food and Agriculture	222	81.6%	15.0%	3.4%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,750	69.4%	17.3%	13.3%	6,753
Department of Agriculture	22,226	67.6%	18.8%	13.6%	364
Research, Education and Economics (REE)	3,130	70.2%	19.4%	10.4%	87
National Institute of Food and Agriculture	211	64.2%	21.6%	14.2%	5

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,805	44.8%	24.6%	30.6%	9,449
Department of Agriculture	22,130	45.0%	27.3%	27.7%	451
Research, Education and Economics (REE)	3,133	46.1%	27.0%	26.9%	87
National Institute of Food and Agriculture	213	39.4%	26.3%	34.3%	5

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,973	48.0%	23.1%	28.9%	8,551
Department of Agriculture	22,131	47.6%	26.0%	26.4%	401
Research, Education and Economics (REE)	3,146	52.4%	24.5%	23.1%	68
National Institute of Food and Agriculture	215	52.3%	22.0%	25.7%	3

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,387	38.4%	28.3%	33.3%	13,365
Department of Agriculture	21,885	36.4%	32.5%	31.2%	619
Research, Education and Economics (REE)	3,096	44.5%	30.2%	25.2%	108
National Institute of Food and Agriculture	209	40.7%	29.9%	29.4%	6

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,966	22.3%	26.9%	50.7%	29,028
Department of Agriculture	21,254	20.4%	28.8%	50.8%	1,230
Research, Education and Economics (REE)	3,036	30.8%	30.4%	38.7%	170
National Institute of Food and Agriculture	201	29.8%	31.0%	39.2%	17

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	370,140	57.8%	27.4%	14.8%	29,591
Department of Agriculture	21,824	66.8%	22.9%	10.3%	765
Research, Education and Economics (REE)	3,084	70.4%	20.8%	8.8%	134
National Institute of Food and Agriculture	212	74.2%	15.2%	10.6%	6

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,340	76.0%	13.3%	10.7%	6,278
Department of Agriculture	22,333	79.4%	12.3%	8.3%	236
Research, Education and Economics (REE)	3,171	83.1%	10.8%	6.0%	40
National Institute of Food and Agriculture	211	73.6%	16.4%	9.9%	6

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My Agency (continued)

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,948	77.2%	13.3%	9.5%	4,677
Department of Agriculture	22,304	75.3%	15.2%	9.6%	211
Research, Education and Economics (REE)	3,163	75.0%	15.5%	9.5%	51
National Institute of Food and Agriculture	213	62.7%	18.3%	19.0%	5

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,254	53.1%	21.8%	25.1%	23,720
Department of Agriculture	21,435	58.3%	22.1%	19.5%	1,096
Research, Education and Economics (REE)	3,003	59.5%	22.8%	17.6%	205
National Institute of Food and Agriculture	201	51.0%	22.9%	26.1%	16

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	361,746	66.7%	18.9%	14.4%	35,073
Department of Agriculture	21,008	72.2%	16.7%	11.1%	1,359
Research, Education and Economics (REE)	2,925	74.3%	16.1%	9.6%	252
National Institute of Food and Agriculture	193	62.0%	21.9%	16.1%	19

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,488	74.0%	17.2%	8.8%	7,188
Department of Agriculture	22,167	72.9%	18.6%	8.5%	383
Research, Education and Economics (REE)	3,123	78.5%	16.4%	5.0%	94
National Institute of Food and Agriculture	207	75.3%	16.8%	7.9%	9

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

	N	Positive	Neutral	Negative
Governmentwide	400,013	64.0%	20.1%	15.8%
Department of Agriculture	22,582	67.0%	20.1%	12.9%
Research, Education and Economics (REE)	3,224	64.4%	19.7%	15.9%
National Institute of Food and Agriculture	218	52.3%	21.5%	26.1%

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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	370,195	40.9%	26.8%	32.3%	30,395
Department of Agriculture	21,139	44.0%	28.7%	27.3%	1,474
Research, Education and Economics (REE)	2,984	39.8%	30.3%	30.0%	242
National Institute of Food and Agriculture	209	46.0%	21.1%	32.9%	9

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	397,533	78.3%	10.8%	10.9%	2,147
Department of Agriculture	22,516	84.2%	8.4%	7.4%	83
Research, Education and Economics (REE)	3,195	84.4%	8.1%	7.5%	26
National Institute of Food and Agriculture	216	77.2%	11.4%	11.5%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	396,644	66.2%	16.9%	17.0%	2,033
Department of Agriculture	22,463	71.5%	15.8%	12.7%	70
Research, Education and Economics (REE)	3,198	68.3%	17.8%	13.9%	15
National Institute of Food and Agriculture	214	66.5%	15.8%	17.7%	2

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	391,835	63.4%	18.2%	18.4%	4,496
Department of Agriculture	22,262	67.6%	17.3%	15.1%	144
Research, Education and Economics (REE)	3,187	67.3%	17.4%	15.3%	10
National Institute of Food and Agriculture	216	60.4%	21.0%	18.6%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	365,376	67.8%	21.7%	10.5%	32,531
Department of Agriculture	21,229	73.6%	19.3%	7.1%	1,257
Research, Education and Economics (REE)	2,994	74.0%	19.8%	6.2%	213
National Institute of Food and Agriculture	199	69.4%	19.9%	10.7%	18

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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	395,581	62.5%	19.1%	18.5%	2,285
Department of Agriculture	22,415	65.9%	19.0%	15.1%	86
Research, Education and Economics (REE)	3,197	64.2%	20.6%	15.3%	8
National Institute of Food and Agriculture	214	60.1%	21.2%	18.7%	2

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,465	65.6%	17.8%	16.6%	6,120
Department of Agriculture	22,272	71.1%	17.0%	11.8%	268
Research, Education and Economics (REE)	3,155	67.5%	18.7%	13.8%	62
National Institute of Food and Agriculture	216	63.1%	20.4%	16.5%	2

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

	N	Positive	Neutral	Negative
Governmentwide	398,731	76.1%	12.1%	11.8%
Department of Agriculture	22,550	79.4%	10.9%	9.8%
Research, Education and Economics (REE)	3,215	79.1%	10.7%	10.2%
National Institute of Food and Agriculture	218	71.8%	11.5%	16.7%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	397,483	81.3%	10.0%	8.7%
Department of Agriculture	22,464	83.5%	9.0%	7.5%
Research, Education and Economics (REE)	3,201	82.4%	9.5%	8.1%
National Institute of Food and Agriculture	214	75.3%	14.3%	10.4%

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

	N	Positive	Neutral	Negative
Governmentwide	397,581	77.6%	10.0%	12.4%
Department of Agriculture	22,495	86.5%	6.7%	6.9%
Research, Education and Economics (REE)	3,210	90.1%	5.8%	4.1%
National Institute of Food and Agriculture	218	88.4%	7.9%	3.7%

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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	398,003	67.4%	16.0%	16.6%
Department of Agriculture	22,524	70.4%	15.6%	14.0%
Research, Education and Economics (REE)	3,207	69.7%	15.4%	14.9%
National Institute of Food and Agriculture	217	60.4%	19.2%	20.4%

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

	N	Positive	Neutral	Negative
Governmentwide	398,213	70.5%	17.4%	12.1%
Department of Agriculture	22,522	73.4%	16.4%	10.2%
Research, Education and Economics (REE)	3,205	73.7%	15.8%	10.4%
National Institute of Food and Agriculture	217	66.0%	20.4%	13.6%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,819	40.9%	24.1%	35.0%	7,594
Department of Agriculture	21,979	37.6%	27.6%	34.8%	471
Research, Education and Economics (REE)	3,101	35.6%	27.7%	36.7%	94
National Institute of Food and Agriculture	211	40.6%	23.5%	35.9%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,029	51.8%	24.0%	24.3%	23,730
Department of Agriculture	21,030	49.3%	28.7%	22.0%	1,391
Research, Education and Economics (REE)	2,937	50.6%	27.9%	21.5%	254
National Institute of Food and Agriculture	209	48.2%	27.7%	24.0%	4

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,225	64.0%	22.0%	13.9%	25,081
Department of Agriculture	21,029	66.0%	23.2%	10.8%	1,251
Research, Education and Economics (REE)	2,982	66.2%	23.0%	10.8%	189
National Institute of Food and Agriculture	201	57.3%	24.6%	18.1%	10

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Leadership (continued)

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,027	60.3%	20.1%	19.6%	5,145
Department of Agriculture	22,015	61.4%	21.7%	16.9%	317
Research, Education and Economics (REE)	3,108	60.1%	23.2%	16.6%	64
National Institute of Food and Agriculture	206	59.9%	23.0%	17.1%	5

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	367,493	60.1%	23.5%	16.4%	26,319
Department of Agriculture	20,946	61.0%	25.6%	13.4%	1,363
Research, Education and Economics (REE)	2,923	59.2%	27.7%	13.1%	256
National Institute of Food and Agriculture	199	57.6%	25.7%	16.7%	13

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	381,145	52.0%	22.5%	25.5%	13,697
Department of Agriculture	21,686	53.0%	24.0%	23.0%	675
Research, Education and Economics (REE)	3,041	48.7%	25.8%	25.5%	138
National Institute of Food and Agriculture	209	48.8%	25.1%	26.2%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,902	55.7%	22.4%	21.8%	14,062
Department of Agriculture	21,654	57.9%	23.6%	18.5%	716
Research, Education and Economics (REE)	3,054	57.4%	23.4%	19.1%	127
National Institute of Food and Agriculture	209	56.8%	20.8%	22.4%	2

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	373,425	57.9%	23.3%	18.9%	21,965
Department of Agriculture	21,285	57.9%	24.8%	17.2%	1,132
Research, Education and Economics (REE)	2,989	57.5%	24.3%	18.2%	208
National Institute of Food and Agriculture	209	60.5%	18.1%	21.4%	4

Department of Agriculture
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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	390,254	53.1%	23.5%	23.4%	5,078
Department of Agriculture	22,109	49.7%	27.3%	23.0%	298
Research, Education and Economics (REE)	3,144	47.9%	27.3%	24.8%	53
National Institute of Food and Agriculture	211	52.8%	22.7%	24.4%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	363,124	55.1%	25.8%	19.1%	32,433
Department of Agriculture	20,788	59.4%	27.0%	13.6%	1,642
Research, Education and Economics (REE)	2,857	60.3%	27.6%	12.1%	339
National Institute of Food and Agriculture	210	63.7%	19.2%	17.0%	3

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	394,068	50.7%	22.7%	26.6%
Department of Agriculture	22,359	53.5%	23.4%	23.1%
Research, Education and Economics (REE)	3,189	56.0%	21.5%	22.5%
National Institute of Food and Agriculture	212	48.7%	18.8%	32.5%

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	393,156	48.0%	23.5%	28.5%
Department of Agriculture	22,290	47.3%	25.4%	27.3%
Research, Education and Economics (REE)	3,180	48.7%	25.2%	26.1%
National Institute of Food and Agriculture	212	49.4%	21.1%	29.5%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	392,389	47.5%	23.8%	28.7%
Department of Agriculture	22,270	50.4%	24.1%	25.4%
Research, Education and Economics (REE)	3,180	53.1%	23.4%	23.5%
National Institute of Food and Agriculture	212	52.8%	23.3%	23.9%

Department of Agriculture
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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	392,440	42.5%	29.3%	28.3%
Department of Agriculture	22,264	39.6%	32.5%	27.9%
Research, Education and Economics (REE)	3,168	37.8%	33.5%	28.7%
National Institute of Food and Agriculture	209	39.9%	26.7%	33.4%

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

	N	Positive	Neutral	Negative
Governmentwide	392,739	35.9%	27.3%	36.8%
Department of Agriculture	22,289	40.2%	28.4%	31.4%
Research, Education and Economics (REE)	3,184	31.6%	32.5%	35.9%
National Institute of Food and Agriculture	211	27.7%	25.9%	46.4%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	392,659	52.5%	23.5%	23.9%
Department of Agriculture	22,284	55.8%	23.9%	20.3%
Research, Education and Economics (REE)	3,182	52.4%	28.2%	19.3%
National Institute of Food and Agriculture	213	47.9%	25.9%	26.1%

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

	N	Positive	Neutral	Negative
Governmentwide	392,826	66.2%	17.4%	16.4%
Department of Agriculture	22,284	69.8%	16.7%	13.4%
Research, Education and Economics (REE)	3,180	69.7%	16.7%	13.6%
National Institute of Food and Agriculture	212	60.4%	19.5%	20.1%

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

	N	Positive	Neutral	Negative
Governmentwide	393,242	58.2%	16.9%	24.9%
Department of Agriculture	22,315	59.9%	17.6%	22.5%
Research, Education and Economics (REE)	3,182	56.6%	18.4%	25.0%
National Institute of Food and Agriculture	212	55.9%	20.1%	24.0%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	393,451	56.9%	21.4%	21.7%
Department of Agriculture	22,313	58.3%	22.5%	19.2%
Research, Education and Economics (REE)	3,185	55.7%	23.2%	21.1%
National Institute of Food and Agriculture	212	52.3%	24.0%	23.7%

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	392,364	40.3%	21.6%	29.1%	9.1%
Department of Agriculture	22,284	67.3%	16.9%	10.0%	5.8%
Research, Education and Economics (REE)	3,172	82.2%	11.1%	3.9%	2.8%
National Institute of Food and Agriculture	210	94.3%	0.9%	3.5%	1.3%

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	389,999	5.7%	11.8%	4.7%	11.8%
Department of Agriculture	22,150	6.8%	15.6%	7.7%	20.4%
Research, Education and Economics (REE)	3,172	4.0%	22.3%	6.4%	21.0%
National Institute of Food and Agriculture	210	1.9%	67.5%	8.7%	11.6%

(continued)

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

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
Department of Agriculture	22,150	21.3%	4.2%	7.6%	16.3%
Research, Education and Economics (REE)	3,172	18.6%	3.6%	4.0%	20.0%
National Institute of Food and Agriculture	210	0.0%	0.5%	2.3%	7.4%

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

	N	Yes	No	Not Available To Me
Governmentwide	391,178	33.4%	45.8%	20.8%
Department of Agriculture	22,145	43.0%	43.6%	13.5%
Research, Education and Economics (REE)	3,160	27.6%	60.0%	12.4%
National Institute of Food and Agriculture	210	70.6%	27.3%	2.0%

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	390,233	26.8%	61.0%	12.1%
Department of Agriculture	22,172	30.3%	55.9%	13.8%
Research, Education and Economics (REE)	3,152	24.8%	63.8%	11.4%
National Institute of Food and Agriculture	209	17.4%	72.8%	9.7%

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

	N	Yes	No	Not Available To Me
Governmentwide	387,376	13.6%	81.0%	5.3%
Department of Agriculture	21,955	17.8%	79.0%	3.2%
Research, Education and Economics (REE)	3,141	14.6%	82.3%	3.2%
National Institute of Food and Agriculture	206	20.2%	77.4%	2.4%

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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	390,848	3.7%	79.1%	17.2%
Department of Agriculture	22,190	1.7%	76.2%	22.1%
Research, Education and Economics (REE)	3,151	1.9%	80.4%	17.7%
National Institute of Food and Agriculture	203	2.9%	85.1%	12.0%

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	391,248	2.3%	80.4%	17.2%
Department of Agriculture	22,200	1.5%	77.7%	20.7%
Research, Education and Economics (REE)	3,171	1.2%	81.2%	17.6%
National Institute of Food and Agriculture	208	4.9%	82.3%	12.7%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	204,775	78.9%	12.0%	9.1%	6,007
Department of Agriculture	12,301	78.6%	13.8%	7.6%	306
Research, Education and Economics (REE)	1,797	77.8%	13.9%	8.3%	30
National Institute of Food and Agriculture	185	76.9%	9.8%	13.3%	3

**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	148,859	89.7%	7.0%	3.3%	3,222
Department of Agriculture	10,284	92.5%	5.5%	2.0%	221
Research, Education and Economics (REE)	831	90.1%	8.1%	1.8%	32
National Institute of Food and Agriculture	144	90.5%	7.9%	1.6%	2

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

Department of Agriculture
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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	102,282	80.5%	15.7%	3.8%	7,335
Department of Agriculture	6,352	84.4%	13.2%	2.4%	313
Research, Education and Economics (REE)	685	77.1%	18.8%	4.1%	46
National Institute of Food and Agriculture	35	81.1%	13.1%	5.7%	3

**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	51,991	75.5%	20.1%	4.4%	8,067
Department of Agriculture	3,728	78.3%	17.8%	3.9%	424
Research, Education and Economics (REE)	443	80.3%	16.6%	3.1%	51
National Institute of Food and Agriculture	40	77.6%	20.0%	2.4%	6

**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	10,701	72.2%	23.5%	4.3%	4,380
Department of Agriculture	353	67.0%	28.5%	4.5%	202
Research, Education and Economics (REE)	49	66.4%	28.5%	5.1%	45
National Institute of Food and Agriculture	8	77.5%	22.5%	0.0%	6

**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	7,399	67.6%	30.2%	2.2%	3,730
Department of Agriculture	365	64.9%	32.6%	2.4%	178
Research, Education and Economics (REE)	41	56.4%	41.0%	2.5%	22
National Institute of Food and Agriculture	8	77.5%	22.5%	0.0%	5

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

Department of Agriculture
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Demographic Questions

Where do you work?

	N	%
Headquarters	163	78.4%
Field	45	21.6%

What is your supervisory status?

	N	%
Non-Supervisor	140	68.0%
Team Leader	32	15.5%
Supervisor	21	10.2%
Manager	5	2.4%
Senior Leader	8	3.9%

Are you:

	N	%
Male	80	39.4%
Female	123	60.6%

Are you Hispanic or Latino?

	N	%
Yes	9	4.5%
No	189	95.5%

Race

	N	%
American Indian or Alaska Native	4	2.1%
Asian	14	7.2%
Black or African American	73	37.6%
Native Hawaiian or Other Pacific Islander	2	1.0%
White	91	46.9%
Two or more races	10	5.2%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
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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	10	5.0%
Trade or Technical Certificate	4	2.0%
Some College (no degree)	28	13.9%
Associate's Degree (e.g., AA, AS)	8	4.0%
Bachelor's Degree (e.g., BA, BS)	40	19.8%
Master's Degree (e.g., MA, MS, MBA)	53	26.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	59	29.2%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	2	1.0%
GS 7-12	85	41.5%
GS 13-15	110	53.7%
Senior Executive Service	7	3.4%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	1	0.5%

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

	N	%
Less than 1 year	0	0.0%
1 to 3 years	11	5.3%
4 to 5 years	16	7.8%
6 to 10 years	49	23.8%
11 to 14 years	29	14.1%
15 to 20 years	28	13.6%
More than 20 years	73	35.4%

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	3	1.5%
1 to 3 years	31	15.2%
4 to 5 years	23	11.3%
6 to 10 years	47	23.0%
11 to 20 years	62	30.4%
More than 20 years	38	18.6%

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

	N	%
No	98	48.8%
Yes, to retire	15	7.5%
Yes, to take another job within the Federal Government	71	35.3%
Yes, to take another job outside the Federal Government	8	4.0%
Yes, other	9	4.5%

I am planning to retire:

	N	%
Within one year	13	6.3%
Between one and three years	12	5.9%
Between three and five years	27	13.2%
Five or more years	153	74.6%

What is your US military service status?

	N	%
No Prior Military Service	183	91.5%
Currently in National Guard or Reserves	1	0.5%
Retired	5	2.5%
Separated or Discharged	11	5.5%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
National Institute of Food and Agriculture
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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	19	9.3%
No	185	90.7%

What is your age group?

	N	%
25 and under	0	0.0%
26-29	8	3.6%
30-39	33	14.9%
40-49	61	27.5%
50-59	69	31.1%
60 or older	51	23.0%

Note: Percentages for demographic questions are unweighted.

2017



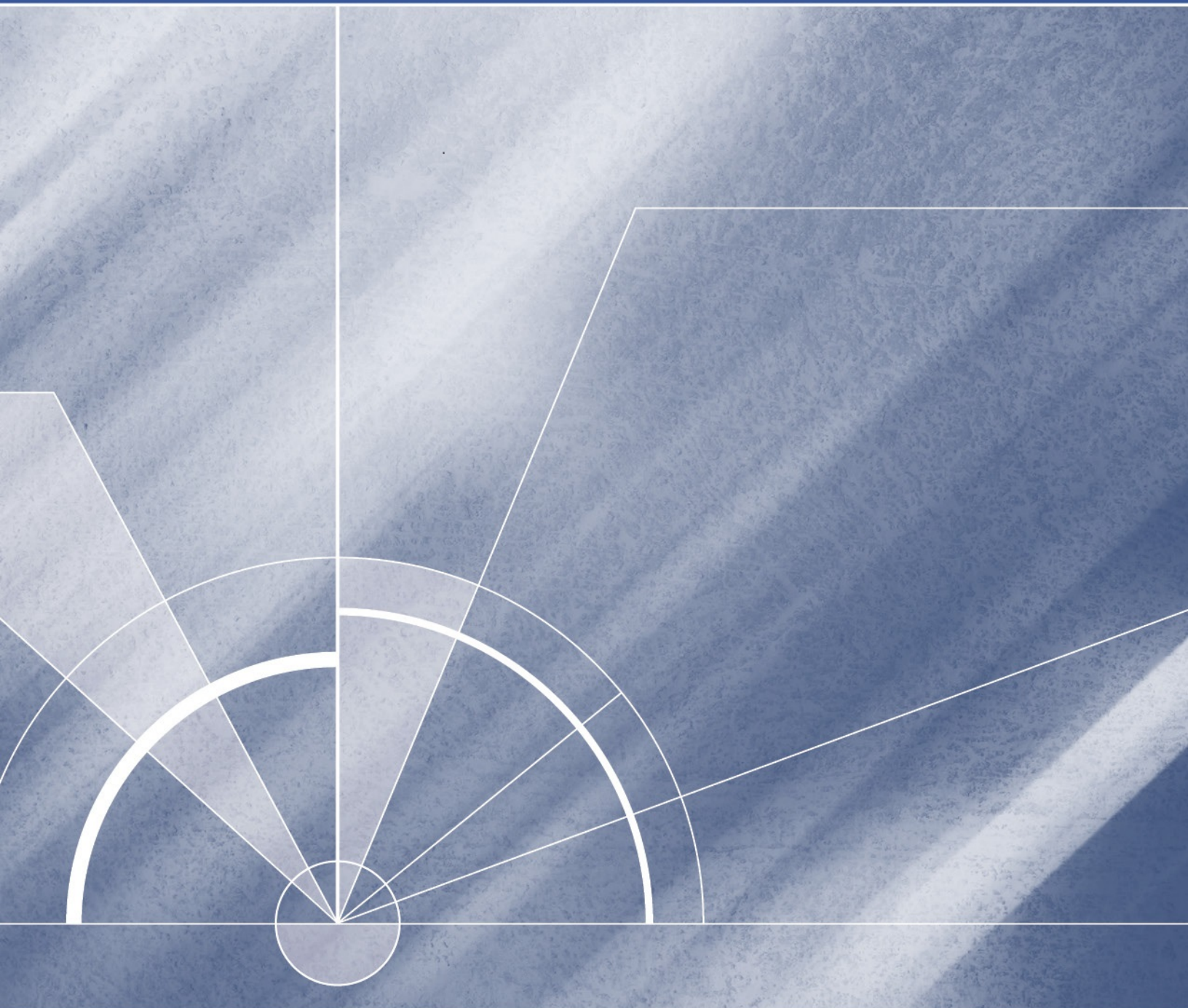
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Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

2nd Level
Subagency
Report

Department of Agriculture
ECONOMICS RESEARCH SERVICE (ERS)





Department of Agriculture
ECONOMICS RESEARCH SERVICE (ERS)
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%
Department of Agriculture	48,953	63.6%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,770	68.8%
ECONOMICS RESEARCH SERVICE (ERS)	234	78.5%

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.

Department of Agriculture
ECONOMICS RESEARCH SERVICE (ERS)
2nd Level Subagency Report

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

97.8%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
97.5%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
94.2%	I am constantly looking for ways to do my job better. (Q.8)
93.9%	How would you rate the overall quality of work done by your work unit? (Q.28)
93.6%	My supervisor supports my need to balance work and other life issues. (Q.42)
90.8%	I know how my work relates to the agency's goals and priorities. (Q.12)
90.6%	My agency is successful at accomplishing its mission. (Q.39)
90.2%	The work I do is important. (Q.13)
89.8%	My supervisor treats me with respect. (Q.49)
88.7%	My supervisor listens to what I have to say. (Q.48)

Highest Percent Negative

28.8%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
28.3%	My work unit is able to recruit people with the right skills. (Q.21)
25.1%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
24.3%	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. (Q.14)
22.8%	Pay raises depend on how well employees perform their jobs. (Q.33)
22.5%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
19.6%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
18.3%	Considering everything, how satisfied are you with your pay? (Q.70)
17.9%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
16.7%	My talents are used well in the workplace. (Q.11)

Department of Agriculture
ECONOMICS RESEARCH SERVICE (ERS)
2nd Level Subagency Report

Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (RESEARCH, EDUCATION AND ECONOMICS (REE)) 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.

ECONOMICS RESEARCH SERVICE (ERS)
 RESEARCH, EDUCATION AND ECONOMICS (REE)

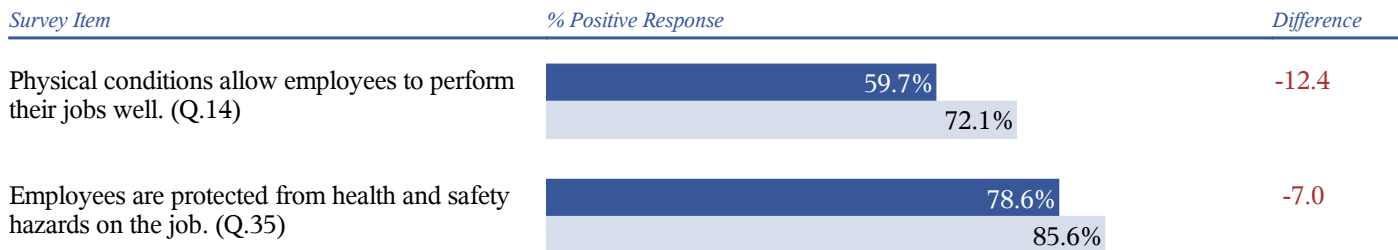
Survey Item	% Positive Response		Difference
Employees are recognized for providing high quality products and services. (Q.31)	78.0%	56.4%	+21.6
Senior leaders demonstrate support for Work/Life programs. (Q.62)	84.2%	64.6%	+19.6
Creativity and innovation are rewarded. (Q.32)	68.0%	49.1%	+18.9
How satisfied are you with the policies and practices of your senior leaders? (Q.66)	62.4%	43.9%	+18.5
I believe the results of this survey will be used to make my agency a better place to work. (Q.41)	63.5%	45.4%	+18.1
Promotions in my work unit are based on merit. (Q.22)	63.1%	45.3%	+17.8
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)	58.4%	40.7%	+17.7
How satisfied are you with the information you receive from management on what's going on in your organization? (Q.64)	69.8%	52.3%	+17.5
How satisfied are you with your opportunity to get a better job in your organization? (Q.67)	51.8%	34.6%	+17.2
My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)	72.6%	56.2%	+16.4

Department of Agriculture
ECONOMICS RESEARCH SERVICE (ERS)
2nd Level Subagency Report

Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (RESEARCH, EDUCATION AND ECONOMICS (REE)) 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.

 ECONOMICS RESEARCH SERVICE (ERS)
 RESEARCH, EDUCATION AND ECONOMICS (REE)



Department of Agriculture
ECONOMICS RESEARCH SERVICE (ERS)
2nd Level Subagency 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%
Department of Agriculture	48,876	67.5%	16.2%	16.3%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,764	69.3%	16.0%	14.7%
ECONOMICS RESEARCH SERVICE (ERS)	234	84.0%	10.4%	5.6%

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

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Department of Agriculture	48,746	69.8%	15.6%	14.6%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,749	75.7%	13.4%	10.9%
ECONOMICS RESEARCH SERVICE (ERS)	234	83.4%	10.6%	6.0%

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%
Department of Agriculture	48,516	60.7%	19.5%	19.8%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,728	69.0%	15.4%	15.6%
ECONOMICS RESEARCH SERVICE (ERS)	230	73.7%	15.9%	10.4%

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

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Department of Agriculture	48,688	74.4%	14.4%	11.2%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,747	77.1%	13.3%	9.7%
ECONOMICS RESEARCH SERVICE (ERS)	230	85.3%	9.3%	5.5%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Department of Agriculture	48,600	86.0%	9.6%	4.4%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,727	87.8%	8.4%	3.8%
ECONOMICS RESEARCH SERVICE (ERS)	232	88.2%	8.5%	3.3%

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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%
Department of Agriculture	48,543	81.2%	10.8%	8.0%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,720	83.4%	9.4%	7.2%
ECONOMICS RESEARCH SERVICE (ERS)	231	85.2%	10.0%	4.8%

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

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Department of Agriculture	48,705	96.7%	2.1%	1.1%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,743	97.2%	1.9%	0.9%
ECONOMICS RESEARCH SERVICE (ERS)	232	97.8%	1.3%	0.9%

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%
Department of Agriculture	48,713	91.7%	7.1%	1.3%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,740	91.7%	6.9%	1.4%
ECONOMICS RESEARCH SERVICE (ERS)	233	94.2%	5.4%	0.4%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Department of Agriculture	48,776	44.0%	16.5%	39.5%	67
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,752	47.4%	17.1%	35.5%	6
ECONOMICS RESEARCH SERVICE (ERS)	234	62.3%	15.1%	22.5%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Department of Agriculture	48,615	53.5%	16.9%	29.7%	68
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,734	61.4%	16.3%	22.3%	9
ECONOMICS RESEARCH SERVICE (ERS)	232	71.8%	12.1%	16.1%	1

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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
Department of Agriculture	48,036	63.0%	17.3%	19.7%	137
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,693	64.7%	16.5%	18.8%	13
ECONOMICS RESEARCH SERVICE (ERS)	230	69.0%	14.3%	16.7%	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
Department of Agriculture	48,556	85.8%	9.2%	5.0%	82
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,734	85.0%	9.8%	5.1%	10
ECONOMICS RESEARCH SERVICE (ERS)	233	90.8%	6.5%	2.7%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Department of Agriculture	48,394	90.9%	6.6%	2.5%	74
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,715	89.2%	8.5%	2.3%	14
ECONOMICS RESEARCH SERVICE (ERS)	232	90.2%	7.2%	2.6%	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
Department of Agriculture	48,595	70.9%	14.1%	15.0%	163
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,730	72.1%	13.8%	14.0%	15
ECONOMICS RESEARCH SERVICE (ERS)	232	59.7%	16.0%	24.3%	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
Department of Agriculture	48,400	72.6%	13.7%	13.7%	352
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,716	74.5%	12.2%	13.3%	37
ECONOMICS RESEARCH SERVICE (ERS)	228	73.2%	16.0%	10.9%	5

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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
Department of Agriculture	48,513	85.9%	9.9%	4.1%	126
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,709	88.5%	8.6%	2.9%	19
ECONOMICS RESEARCH SERVICE (ERS)	230	88.6%	8.7%	2.7%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Department of Agriculture	47,044	64.9%	18.5%	16.6%	1,596
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,465	63.5%	19.9%	16.6%	267
ECONOMICS RESEARCH SERVICE (ERS)	209	68.0%	19.7%	12.3%	25

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Department of Agriculture	48,388	56.6%	23.2%	20.2%	319
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,699	56.9%	25.3%	17.9%	46
ECONOMICS RESEARCH SERVICE (ERS)	227	68.5%	21.9%	9.6%	5

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Department of Agriculture	48,338	71.4%	13.0%	15.7%	530
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,698	73.2%	12.5%	14.3%	64
ECONOMICS RESEARCH SERVICE (ERS)	228	74.4%	11.8%	13.8%	5

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Department of Agriculture	48,805	77.7%	12.2%	10.0%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,760	79.0%	11.9%	9.1%
ECONOMICS RESEARCH SERVICE (ERS)	234	83.0%	10.0%	7.0%

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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
Department of Agriculture	47,482	35.7%	27.1%	37.1%	1,387
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,605	36.6%	26.3%	37.0%	157
ECONOMICS RESEARCH SERVICE (ERS)	225	47.3%	24.4%	28.3%	8

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Department of Agriculture	46,092	37.6%	29.5%	32.9%	2,585
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,456	45.3%	26.8%	27.9%	288
ECONOMICS RESEARCH SERVICE (ERS)	216	63.1%	21.7%	15.2%	17

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Department of Agriculture	45,148	29.9%	29.6%	40.4%	3,567
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,293	32.4%	31.7%	35.9%	456
ECONOMICS RESEARCH SERVICE (ERS)	194	32.2%	39.0%	28.8%	40

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Department of Agriculture	46,394	36.1%	30.6%	33.3%	2,351
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,493	38.8%	31.5%	29.7%	256
ECONOMICS RESEARCH SERVICE (ERS)	214	52.8%	27.5%	19.6%	17

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Department of Agriculture	46,130	46.6%	25.3%	28.1%	2,555
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,487	50.7%	25.6%	23.7%	258
ECONOMICS RESEARCH SERVICE (ERS)	215	63.3%	22.7%	14.1%	18

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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
Department of Agriculture	48,565	77.0%	12.7%	10.3%	162
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,719	75.4%	13.7%	10.9%	32
ECONOMICS RESEARCH SERVICE (ERS)	232	80.0%	11.4%	8.6%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Department of Agriculture	47,476	56.6%	28.3%	15.1%	1,322
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,559	53.5%	32.3%	14.1%	197
ECONOMICS RESEARCH SERVICE (ERS)	217	54.7%	34.9%	10.4%	16

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Department of Agriculture	48,804	85.4%	12.2%	2.4%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,754	87.9%	10.2%	1.9%
ECONOMICS RESEARCH SERVICE (ERS)	232	93.9%	4.3%	1.8%

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
Department of Agriculture	47,707	69.0%	18.5%	12.5%	580
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,584	73.3%	16.9%	9.8%	111
ECONOMICS RESEARCH SERVICE (ERS)	227	84.4%	9.2%	6.4%	2

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Department of Agriculture	47,309	48.3%	26.8%	24.9%	949
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,557	49.6%	27.3%	23.1%	137
ECONOMICS RESEARCH SERVICE (ERS)	219	58.8%	25.7%	15.6%	7

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Department of Agriculture	47,282	50.7%	25.1%	24.2%	893
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,576	56.4%	24.1%	19.6%	107
ECONOMICS RESEARCH SERVICE (ERS)	226	78.0%	15.7%	6.4%	2

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Department of Agriculture	46,860	39.4%	31.6%	29.0%	1,250
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,551	49.1%	28.3%	22.6%	130
ECONOMICS RESEARCH SERVICE (ERS)	218	68.0%	18.5%	13.5%	9

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Department of Agriculture	45,530	22.6%	29.6%	47.7%	2,557
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,411	32.8%	31.4%	35.8%	276
ECONOMICS RESEARCH SERVICE (ERS)	213	47.0%	30.2%	22.8%	16

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Department of Agriculture	46,707	67.7%	22.6%	9.8%	1,516
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,534	69.5%	21.6%	8.9%	160
ECONOMICS RESEARCH SERVICE (ERS)	227	81.0%	14.4%	4.6%	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
Department of Agriculture	47,863	80.1%	12.3%	7.6%	399
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,645	85.6%	9.6%	4.9%	48
ECONOMICS RESEARCH SERVICE (ERS)	225	78.6%	12.1%	9.4%	5

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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
Department of Agriculture	47,688	77.2%	14.3%	8.5%	380
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,632	80.2%	12.9%	6.9%	46
ECONOMICS RESEARCH SERVICE (ERS)	226	83.6%	13.4%	3.0%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Department of Agriculture	46,086	60.5%	21.2%	18.3%	1,999
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,425	63.7%	20.2%	16.1%	248
ECONOMICS RESEARCH SERVICE (ERS)	215	73.9%	13.3%	12.8%	15

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Department of Agriculture	45,442	74.4%	15.5%	10.1%	2,563
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,353	77.6%	14.7%	7.7%	317
ECONOMICS RESEARCH SERVICE (ERS)	206	81.7%	12.6%	5.7%	23

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Department of Agriculture	47,476	76.7%	16.4%	6.9%	690
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,575	82.3%	13.9%	3.8%	111
ECONOMICS RESEARCH SERVICE (ERS)	227	90.6%	8.6%	0.8%	2

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

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Department of Agriculture	48,221	70.1%	18.4%	11.5%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,693	67.9%	19.6%	12.5%
ECONOMICS RESEARCH SERVICE (ERS)	229	76.3%	16.7%	7.0%

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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
Department of Agriculture	44,774	45.9%	28.3%	25.8%	3,479
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,375	45.4%	28.5%	26.2%	328
ECONOMICS RESEARCH SERVICE (ERS)	213	63.5%	20.4%	16.1%	15

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Department of Agriculture	48,081	85.2%	8.0%	6.8%	161
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,671	86.6%	7.9%	5.5%	26
ECONOMICS RESEARCH SERVICE (ERS)	227	93.6%	3.4%	3.0%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Department of Agriculture	47,995	73.0%	15.2%	11.8%	155
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,671	71.9%	16.0%	12.1%	25
ECONOMICS RESEARCH SERVICE (ERS)	227	82.8%	11.6%	5.6%	2

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Department of Agriculture	47,703	69.4%	16.4%	14.2%	300
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,646	71.2%	14.9%	13.9%	24
ECONOMICS RESEARCH SERVICE (ERS)	224	80.9%	9.6%	9.5%	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
Department of Agriculture	45,623	74.9%	18.5%	6.6%	2,403
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,400	75.8%	18.3%	5.9%	278
ECONOMICS RESEARCH SERVICE (ERS)	219	83.7%	14.1%	2.2%	10

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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
Department of Agriculture	47,877	67.9%	18.0%	14.1%	161
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,668	68.7%	17.8%	13.5%	12
ECONOMICS RESEARCH SERVICE (ERS)	228	78.2%	14.7%	7.1%	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
Department of Agriculture	47,580	73.0%	16.2%	10.8%	524
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,613	70.4%	17.7%	11.9%	77
ECONOMICS RESEARCH SERVICE (ERS)	226	84.5%	12.3%	3.2%	2

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

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Department of Agriculture	48,156	81.1%	10.1%	8.8%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,693	82.4%	9.3%	8.3%
ECONOMICS RESEARCH SERVICE (ERS)	229	88.7%	6.6%	4.7%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Department of Agriculture	48,043	85.1%	8.3%	6.6%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,676	84.7%	8.9%	6.4%
ECONOMICS RESEARCH SERVICE (ERS)	228	89.8%	4.6%	5.5%

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

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Department of Agriculture	48,066	88.1%	6.2%	5.8%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,682	90.2%	5.9%	3.9%
ECONOMICS RESEARCH SERVICE (ERS)	229	97.5%	2.1%	0.4%

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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%
Department of Agriculture	48,074	72.8%	14.6%	12.6%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,686	74.0%	14.7%	11.3%
ECONOMICS RESEARCH SERVICE (ERS)	229	81.6%	11.2%	7.2%

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%
Department of Agriculture	48,113	74.7%	16.1%	9.2%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,681	77.3%	14.5%	8.2%
ECONOMICS RESEARCH SERVICE (ERS)	229	85.9%	10.0%	4.1%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Department of Agriculture	46,238	39.7%	28.9%	31.4%	1,720
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,494	40.7%	30.3%	29.0%	182
ECONOMICS RESEARCH SERVICE (ERS)	225	58.4%	23.7%	17.9%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Department of Agriculture	44,107	51.7%	28.7%	19.6%	3,778
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,261	56.2%	27.7%	16.1%	406
ECONOMICS RESEARCH SERVICE (ERS)	222	72.6%	15.4%	12.0%	6

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Department of Agriculture	45,843	71.8%	19.4%	8.8%	1,829
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,429	73.4%	18.6%	8.0%	213
ECONOMICS RESEARCH SERVICE (ERS)	219	82.0%	12.4%	5.6%	8

Department of Agriculture
ECONOMICS RESEARCH SERVICE (ERS)
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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
Department of Agriculture	46,902	64.7%	20.3%	15.0%	777
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,541	63.1%	22.4%	14.5%	105
ECONOMICS RESEARCH SERVICE (ERS)	224	74.4%	17.7%	7.9%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Department of Agriculture	44,779	63.9%	23.7%	12.4%	2,852
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,253	63.4%	25.3%	11.3%	389
ECONOMICS RESEARCH SERVICE (ERS)	214	75.9%	20.3%	3.8%	13

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Department of Agriculture	46,143	57.1%	22.7%	20.2%	1,557
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,452	54.8%	23.8%	21.4%	205
ECONOMICS RESEARCH SERVICE (ERS)	218	65.6%	22.7%	11.7%	9

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Department of Agriculture	46,148	61.2%	22.3%	16.6%	1,605
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,451	62.4%	21.7%	15.9%	205
ECONOMICS RESEARCH SERVICE (ERS)	222	74.7%	17.1%	8.2%	5

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Department of Agriculture	45,265	61.1%	23.7%	15.2%	2,573
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,358	63.0%	22.7%	14.3%	303
ECONOMICS RESEARCH SERVICE (ERS)	219	67.3%	18.5%	14.2%	9

Department of Agriculture
ECONOMICS RESEARCH SERVICE (ERS)
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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Department of Agriculture	46,709	52.7%	26.8%	20.5%	1,110
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,536	54.4%	26.9%	18.7%	127
ECONOMICS RESEARCH SERVICE (ERS)	225	70.0%	16.2%	13.8%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Department of Agriculture	43,776	60.4%	26.8%	12.8%	4,055
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,164	64.6%	26.6%	8.7%	495
ECONOMICS RESEARCH SERVICE (ERS)	210	84.2%	11.7%	4.2%	17

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Department of Agriculture	47,758	55.8%	22.9%	21.3%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,663	58.6%	21.9%	19.5%
ECONOMICS RESEARCH SERVICE (ERS)	228	66.9%	19.9%	13.2%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Department of Agriculture	47,708	50.6%	24.4%	25.0%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,649	52.3%	24.0%	23.8%
ECONOMICS RESEARCH SERVICE (ERS)	228	69.8%	18.1%	12.0%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Department of Agriculture	47,608	53.1%	24.0%	22.9%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,638	56.1%	22.9%	21.0%
ECONOMICS RESEARCH SERVICE (ERS)	226	71.9%	14.6%	13.4%

Department of Agriculture
ECONOMICS RESEARCH SERVICE (ERS)
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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%
Department of Agriculture	47,567	41.7%	33.8%	24.6%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,633	43.9%	34.8%	21.3%
ECONOMICS RESEARCH SERVICE (ERS)	225	62.4%	22.2%	15.4%

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

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Department of Agriculture	47,644	40.4%	28.4%	31.2%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,649	34.6%	31.7%	33.8%
ECONOMICS RESEARCH SERVICE (ERS)	226	51.8%	23.1%	25.1%

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%
Department of Agriculture	47,581	56.4%	23.0%	20.6%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,630	55.9%	26.6%	17.5%
ECONOMICS RESEARCH SERVICE (ERS)	226	71.5%	22.3%	6.2%

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

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Department of Agriculture	47,629	71.8%	15.8%	12.4%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,645	72.4%	15.5%	12.1%
ECONOMICS RESEARCH SERVICE (ERS)	225	80.7%	9.2%	10.1%

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

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Department of Agriculture	47,664	62.0%	17.0%	20.9%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,641	58.7%	18.9%	22.4%
ECONOMICS RESEARCH SERVICE (ERS)	226	66.1%	15.6%	18.3%

Department of Agriculture
ECONOMICS RESEARCH SERVICE (ERS)
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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%
Department of Agriculture	47,663	62.1%	21.1%	16.8%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,641	62.0%	21.7%	16.3%
ECONOMICS RESEARCH SERVICE (ERS)	226	75.3%	13.2%	11.5%

Work/Life

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Department of Agriculture	47,521	66.7%	17.4%	10.0%	5.9%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,633	81.0%	12.1%	3.3%	3.6%
ECONOMICS RESEARCH SERVICE (ERS)	226	100.0%	0.0%	0.0%	0.0%

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

	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%
Department of Agriculture	47,242	8.4%	15.7%	7.5%	20.1%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,644	4.7%	21.1%	6.8%	21.4%
ECONOMICS RESEARCH SERVICE (ERS)	226	3.5%	72.0%	5.4%	12.9%

(continued)

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Work/Life (continued)

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

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Department of Agriculture	47,242	21.5%	3.4%	8.0%	15.4%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,644	19.0%	3.9%	4.5%	18.5%
ECONOMICS RESEARCH SERVICE (ERS)	226	0.0%	1.0%	0.9%	4.4%

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

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Department of Agriculture	47,450	41.8%	45.6%	12.6%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,626	26.8%	63.0%	10.1%
ECONOMICS RESEARCH SERVICE (ERS)	227	32.2%	66.8%	1.0%

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

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Department of Agriculture	47,438	31.0%	56.0%	13.0%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,627	24.0%	65.1%	10.9%
ECONOMICS RESEARCH SERVICE (ERS)	226	18.3%	77.5%	4.2%

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

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Department of Agriculture	47,240	18.4%	78.3%	3.3%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,603	13.7%	83.1%	3.2%
ECONOMICS RESEARCH SERVICE (ERS)	224	8.3%	86.8%	4.9%

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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%
Department of Agriculture	47,462	1.9%	76.0%	22.1%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,625	2.0%	80.4%	17.6%
ECONOMICS RESEARCH SERVICE (ERS)	227	1.3%	87.7%	11.0%

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

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Department of Agriculture	47,417	1.8%	77.5%	20.6%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,629	1.6%	80.5%	17.9%
ECONOMICS RESEARCH SERVICE (ERS)	226	0.5%	89.1%	10.4%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Department of Agriculture	23,965	81.4%	11.4%	7.2%	685
RESEARCH, EDUCATION AND ECONOMICS (REE)	2,496	81.2%	11.9%	6.9%	42
ECONOMICS RESEARCH SERVICE (ERS)	213	92.2%	4.2%	3.6%	1

**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
Department of Agriculture	20,149	92.3%	5.6%	2.1%	375
RESEARCH, EDUCATION AND ECONOMICS (REE)	1,212	90.9%	7.3%	1.8%	34
ECONOMICS RESEARCH SERVICE (ERS)	70	92.2%	6.1%	1.6%	3

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

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ECONOMICS RESEARCH SERVICE (ERS)
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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
Department of Agriculture	13,948	85.2%	12.5%	2.3%	653
RESEARCH, EDUCATION AND ECONOMICS (REE)	1,059	77.5%	18.2%	4.3%	65
ECONOMICS RESEARCH SERVICE (ERS)	39	83.3%	15.1%	1.7%	3

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Department of Agriculture	8,272	79.8%	16.4%	3.8%	723
RESEARCH, EDUCATION AND ECONOMICS (REE)	609	77.2%	19.3%	3.5%	68
ECONOMICS RESEARCH SERVICE (ERS)	14	72.2%	21.3%	6.5%	5

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Department of Agriculture	772	67.7%	29.8%	2.5%	371
RESEARCH, EDUCATION AND ECONOMICS (REE)	76	63.3%	34.1%	2.6%	44
ECONOMICS RESEARCH SERVICE (ERS)	1	100.0%	0.0%	0.0%	2

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Department of Agriculture	774	66.0%	31.2%	2.7%	417
RESEARCH, EDUCATION AND ECONOMICS (REE)	60	56.6%	38.7%	4.8%	37
ECONOMICS RESEARCH SERVICE (ERS)	0	--	--	--	2

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

Department of Agriculture
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Demographic Questions

Where do you work?

	N	%
Headquarters	196	86.3%
Field	31	13.7%

What is your supervisory status?

	N	%
Non-Supervisor	158	69.6%
Team Leader	37	16.3%
Supervisor	21	9.3%
Manager	2	0.9%
Senior Leader	9	4.0%

Are you:

	N	%
Male	120	53.8%
Female	103	46.2%

Are you Hispanic or Latino?

	N	%
Yes	16	7.1%
No	208	92.9%

Race

	N	%
American Indian or Alaska Native	2	0.9%
Asian	18	8.4%
Black or African American	35	16.3%
Native Hawaiian or Other Pacific Islander	1	0.5%
White	154	71.6%
Two or more races	5	2.3%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
ECONOMICS RESEARCH SERVICE (ERS)
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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	4	1.8%
Trade or Technical Certificate	1	0.4%
Some College (no degree)	12	5.4%
Associate's Degree (e.g., AA, AS)	7	3.1%
Bachelor's Degree (e.g., BA, BS)	24	10.8%
Master's Degree (e.g., MA, MS, MBA)	49	22.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	126	56.5%

What is your pay category/grade?

	N	%
Federal Wage System	1	0.4%
GS 1-6	0	0.0%
GS 7-12	66	29.5%
GS 13-15	149	66.5%
Senior Executive Service	8	3.6%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

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

	N	%
Less than 1 year	10	4.5%
1 to 3 years	32	14.4%
4 to 5 years	15	6.8%
6 to 10 years	37	16.7%
11 to 14 years	18	8.1%
15 to 20 years	26	11.7%
More than 20 years	84	37.8%

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	13	5.9%
1 to 3 years	49	22.2%
4 to 5 years	13	5.9%
6 to 10 years	35	15.8%
11 to 20 years	36	16.3%
More than 20 years	75	33.9%

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

	N	%
No	156	70.6%
Yes, to retire	16	7.2%
Yes, to take another job within the Federal Government	23	10.4%
Yes, to take another job outside the Federal Government	17	7.7%
Yes, other	9	4.1%

I am planning to retire:

	N	%
Within one year	10	4.6%
Between one and three years	22	10.0%
Between three and five years	26	11.9%
Five or more years	161	73.5%

What is your US military service status?

	N	%
No Prior Military Service	204	94.4%
Currently in National Guard or Reserves	1	0.5%
Retired	2	0.9%
Separated or Discharged	9	4.2%

Note: Percentages for demographic questions are unweighted.

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ECONOMICS RESEARCH SERVICE (ERS)
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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	15	6.7%
No	208	93.3%

What is your age group?

	N	%
25 and under	4	1.7%
26-29	8	3.4%
30-39	53	22.6%
40-49	42	17.9%
50-59	77	32.9%
60 or older	50	21.4%

Note: Percentages for demographic questions are unweighted.

2017



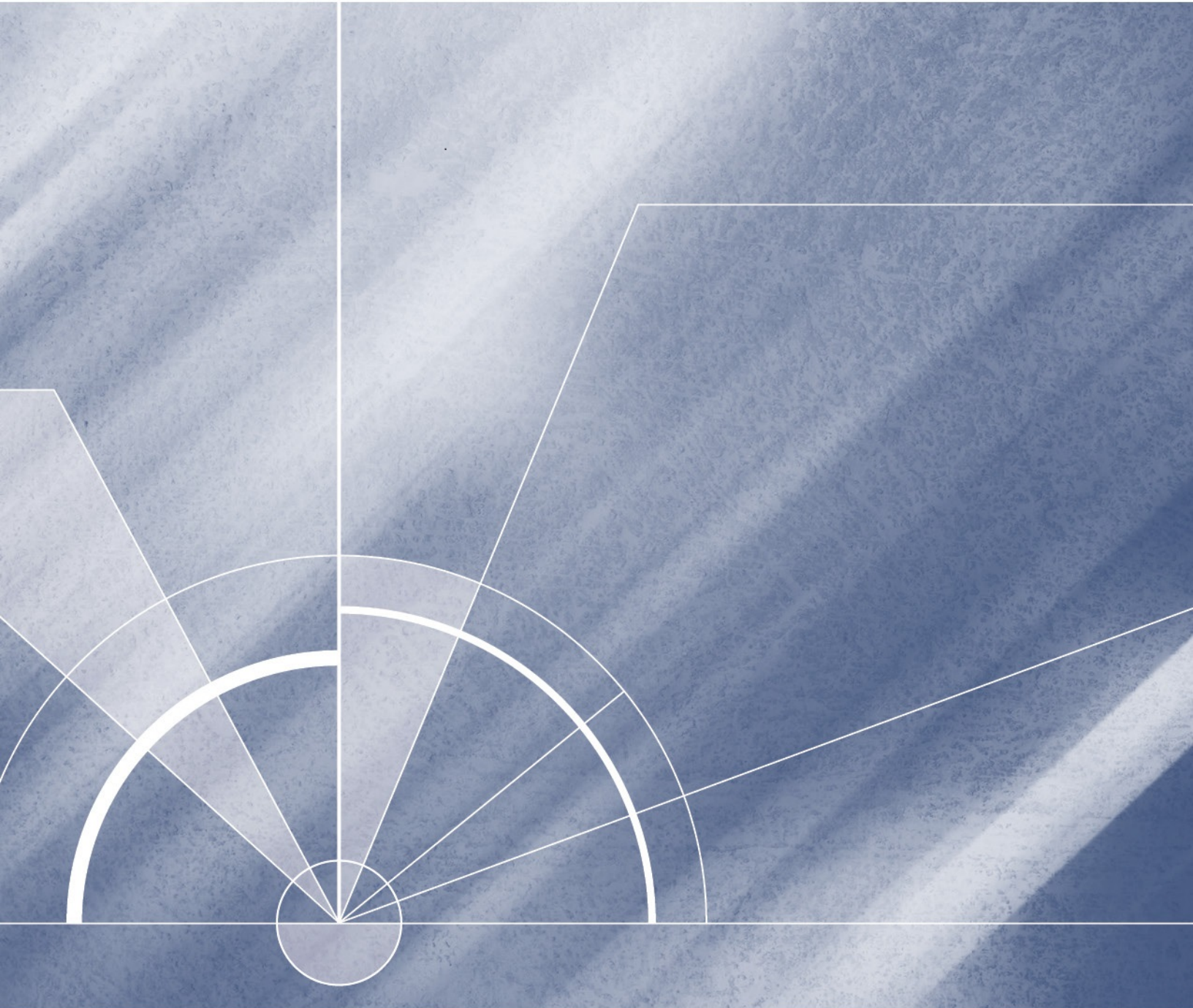
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Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

2nd Level
Subagency
Report

Department of Agriculture
NATIONAL INSTITUTE OF FOOD AND
AGRICULTURE





Department of Agriculture
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE
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%
Department of Agriculture	48,953	63.6%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,770	68.8%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	195	66.8%

Your Data

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

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

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

Main Report Results

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

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

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

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

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

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Top 10 Positive & Negative Items

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

Highest Percent Positive

93.8%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
90.9%	The work I do is important. (Q.13)
90.3%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
86.8%	I am constantly looking for ways to do my job better. (Q.8)
85.8%	I am held accountable for achieving results. (Q.16)
84.7%	I know how my work relates to the agency's goals and priorities. (Q.12)
84.2%	My supervisor supports my need to balance work and other life issues. (Q.42)
81.8%	My supervisor treats me with respect. (Q.49)
78.6%	How would you rate the overall quality of work done by your work unit? (Q.28)
78.6%	My supervisor listens to what I have to say. (Q.48)

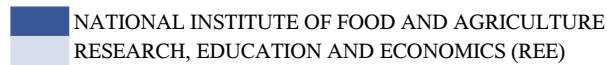
Highest Percent Negative

42.0%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
41.2%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
40.6%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
36.2%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
36.0%	My workload is reasonable. (Q.10)
35.7%	My work unit is able to recruit people with the right skills. (Q.21)
35.4%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
34.6%	Promotions in my work unit are based on merit. (Q.22)
34.3%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
33.5%	Pay raises depend on how well employees perform their jobs. (Q.33)

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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 (RESEARCH, EDUCATION AND ECONOMICS (REE)) 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.



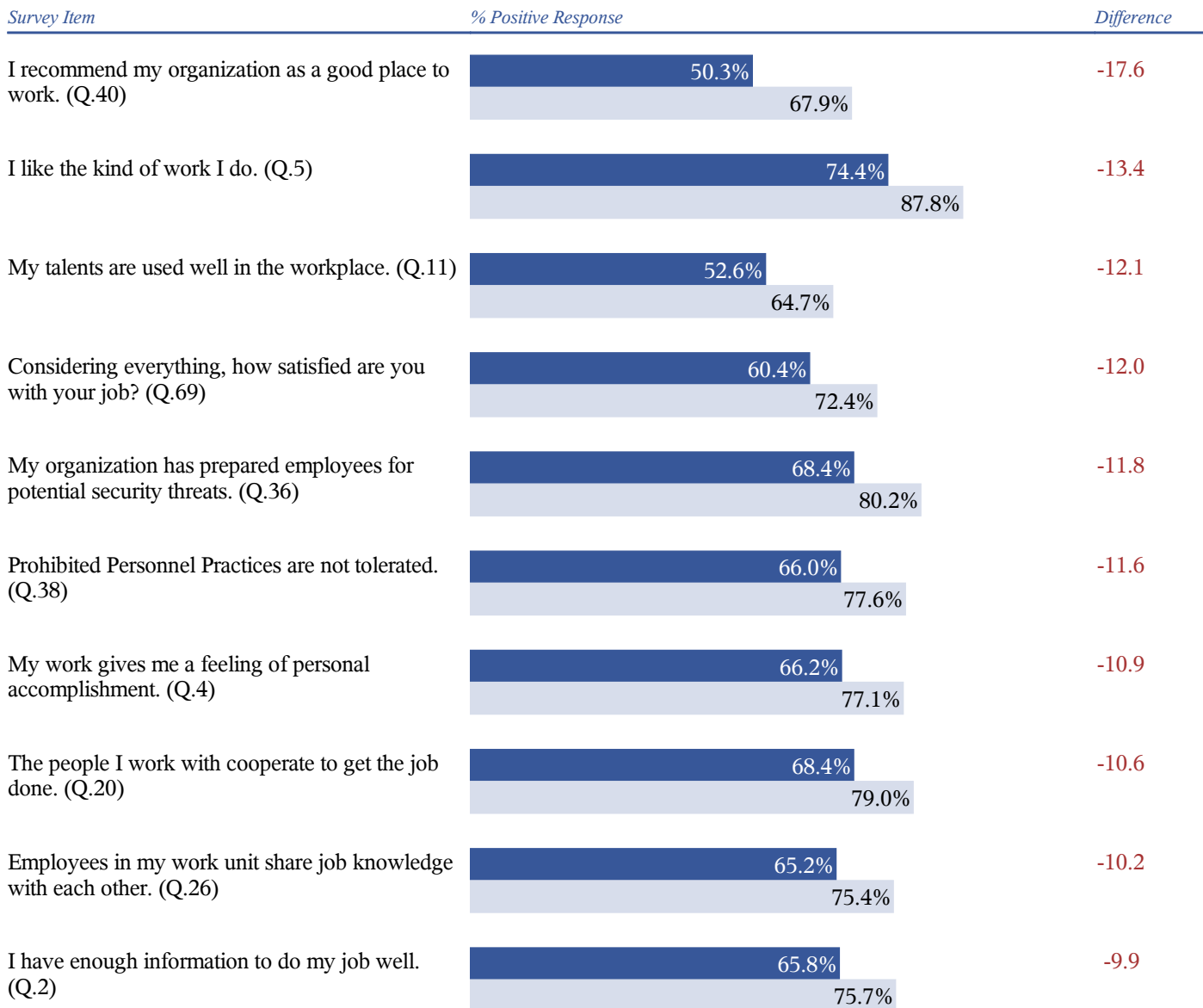
<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
My work unit is able to recruit people with the right skills. (Q.21)	43.1%	+6.5
	36.6%	

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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 (RESEARCH, EDUCATION AND ECONOMICS (REE)) 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.

 NATIONAL INSTITUTE OF FOOD AND AGRICULTURE
 RESEARCH, EDUCATION AND ECONOMICS (REE)



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My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Department of Agriculture	48,876	67.5%	16.2%	16.3%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,764	69.3%	16.0%	14.7%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	195	66.5%	15.7%	17.8%

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

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Department of Agriculture	48,746	69.8%	15.6%	14.6%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,749	75.7%	13.4%	10.9%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	194	65.8%	15.4%	18.8%

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%
Department of Agriculture	48,516	60.7%	19.5%	19.8%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,728	69.0%	15.4%	15.6%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	192	63.3%	14.9%	21.8%

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

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Department of Agriculture	48,688	74.4%	14.4%	11.2%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,747	77.1%	13.3%	9.7%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	194	66.2%	14.0%	19.7%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Department of Agriculture	48,600	86.0%	9.6%	4.4%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,727	87.8%	8.4%	3.8%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	191	74.4%	14.7%	10.9%

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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%
Department of Agriculture	48,543	81.2%	10.8%	8.0%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,720	83.4%	9.4%	7.2%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	187	74.7%	10.1%	15.2%

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

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Department of Agriculture	48,705	96.7%	2.1%	1.1%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,743	97.2%	1.9%	0.9%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	195	93.8%	3.0%	3.1%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Department of Agriculture	48,713	91.7%	7.1%	1.3%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,740	91.7%	6.9%	1.4%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	195	86.8%	10.2%	3.1%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Department of Agriculture	48,776	44.0%	16.5%	39.5%	67
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,752	47.4%	17.1%	35.5%	6
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	195	37.9%	20.1%	42.0%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Department of Agriculture	48,615	53.5%	16.9%	29.7%	68
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,734	61.4%	16.3%	22.3%	9
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	194	53.8%	10.2%	36.0%	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
Department of Agriculture	48,036	63.0%	17.3%	19.7%	137
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,693	64.7%	16.5%	18.8%	13
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	192	52.6%	15.5%	32.0%	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
Department of Agriculture	48,556	85.8%	9.2%	5.0%	82
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,734	85.0%	9.8%	5.1%	10
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	193	84.7%	6.9%	8.4%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Department of Agriculture	48,394	90.9%	6.6%	2.5%	74
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,715	89.2%	8.5%	2.3%	14
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	192	90.9%	5.9%	3.2%	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
Department of Agriculture	48,595	70.9%	14.1%	15.0%	163
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,730	72.1%	13.8%	14.0%	15
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	195	68.7%	12.8%	18.5%	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
Department of Agriculture	48,400	72.6%	13.7%	13.7%	352
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,716	74.5%	12.2%	13.3%	37
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	192	69.0%	12.4%	18.6%	1

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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
Department of Agriculture	48,513	85.9%	9.9%	4.1%	126
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,709	88.5%	8.6%	2.9%	19
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	192	85.8%	11.1%	3.1%	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
Department of Agriculture	47,044	64.9%	18.5%	16.6%	1,596
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,465	63.5%	19.9%	16.6%	267
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	186	60.5%	18.9%	20.6%	7

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Department of Agriculture	48,388	56.6%	23.2%	20.2%	319
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,699	56.9%	25.3%	17.9%	46
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	194	50.0%	26.1%	24.0%	1

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Department of Agriculture	48,338	71.4%	13.0%	15.7%	530
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,698	73.2%	12.5%	14.3%	64
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	190	75.3%	11.0%	13.7%	5

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Department of Agriculture	48,805	77.7%	12.2%	10.0%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,760	79.0%	11.9%	9.1%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	193	68.4%	16.4%	15.3%

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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
Department of Agriculture	47,482	35.7%	27.1%	37.1%	1,387
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,605	36.6%	26.3%	37.0%	157
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	186	43.1%	21.2%	35.7%	8

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Department of Agriculture	46,092	37.6%	29.5%	32.9%	2,585
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,456	45.3%	26.8%	27.9%	288
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	186	41.8%	23.6%	34.6%	9

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Department of Agriculture	45,148	29.9%	29.6%	40.4%	3,567
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,293	32.4%	31.7%	35.9%	456
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	181	29.8%	28.9%	41.2%	14

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Department of Agriculture	46,394	36.1%	30.6%	33.3%	2,351
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,493	38.8%	31.5%	29.7%	256
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	188	38.5%	27.2%	34.3%	6

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Department of Agriculture	46,130	46.6%	25.3%	28.1%	2,555
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,487	50.7%	25.6%	23.7%	258
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	183	47.0%	25.0%	28.0%	12

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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
Department of Agriculture	48,565	77.0%	12.7%	10.3%	162
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,719	75.4%	13.7%	10.9%	32
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	193	65.2%	15.7%	19.0%	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
Department of Agriculture	47,476	56.6%	28.3%	15.1%	1,322
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,559	53.5%	32.3%	14.1%	197
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	185	53.4%	24.4%	22.2%	10

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Department of Agriculture	48,804	85.4%	12.2%	2.4%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,754	87.9%	10.2%	1.9%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	195	78.6%	17.2%	4.2%

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
Department of Agriculture	47,707	69.0%	18.5%	12.5%	580
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,584	73.3%	16.9%	9.8%	111
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	189	68.4%	16.8%	14.8%	4

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Department of Agriculture	47,309	48.3%	26.8%	24.9%	949
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,557	49.6%	27.3%	23.1%	137
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	189	42.9%	24.1%	33.1%	4

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Department of Agriculture	47,282	50.7%	25.1%	24.2%	893
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,576	56.4%	24.1%	19.6%	107
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	186	52.0%	26.9%	21.1%	7

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Department of Agriculture	46,860	39.4%	31.6%	29.0%	1,250
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,551	49.1%	28.3%	22.6%	130
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	186	47.2%	25.0%	27.7%	5

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Department of Agriculture	45,530	22.6%	29.6%	47.7%	2,557
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,411	32.8%	31.4%	35.8%	276
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	176	33.2%	33.3%	33.5%	15

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Department of Agriculture	46,707	67.7%	22.6%	9.8%	1,516
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,534	69.5%	21.6%	8.9%	160
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	191	68.4%	19.4%	12.2%	2

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Department of Agriculture	47,863	80.1%	12.3%	7.6%	399
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,645	85.6%	9.6%	4.9%	48
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	188	77.0%	12.9%	10.1%	6

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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
Department of Agriculture	47,688	77.2%	14.3%	8.5%	380
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,632	80.2%	12.9%	6.9%	46
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	189	68.4%	19.1%	12.5%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Department of Agriculture	46,086	60.5%	21.2%	18.3%	1,999
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,425	63.7%	20.2%	16.1%	248
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	182	57.2%	16.1%	26.8%	11

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Department of Agriculture	45,442	74.4%	15.5%	10.1%	2,563
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,353	77.6%	14.7%	7.7%	317
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	178	66.0%	19.2%	14.8%	15

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Department of Agriculture	47,476	76.7%	16.4%	6.9%	690
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,575	82.3%	13.9%	3.8%	111
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	190	76.5%	16.8%	6.7%	4

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

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Department of Agriculture	48,221	70.1%	18.4%	11.5%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,693	67.9%	19.6%	12.5%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	192	50.3%	21.0%	28.7%

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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
Department of Agriculture	44,774	45.9%	28.3%	25.8%	3,479
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,375	45.4%	28.5%	26.2%	328
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	185	44.9%	18.9%	36.2%	9

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Department of Agriculture	48,081	85.2%	8.0%	6.8%	161
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,671	86.6%	7.9%	5.5%	26
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	193	84.2%	5.5%	10.2%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Department of Agriculture	47,995	73.0%	15.2%	11.8%	155
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,671	71.9%	16.0%	12.1%	25
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	194	73.2%	11.0%	15.8%	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
Department of Agriculture	47,703	69.4%	16.4%	14.2%	300
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,646	71.2%	14.9%	13.9%	24
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	189	67.0%	13.2%	19.8%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Department of Agriculture	45,623	74.9%	18.5%	6.6%	2,403
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,400	75.8%	18.3%	5.9%	278
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	183	72.1%	19.0%	8.9%	9

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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
Department of Agriculture	47,877	67.9%	18.0%	14.1%	161
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,668	68.7%	17.8%	13.5%	12
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	192	64.7%	16.0%	19.3%	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
Department of Agriculture	47,580	73.0%	16.2%	10.8%	524
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,613	70.4%	17.7%	11.9%	77
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	191	66.9%	19.0%	14.1%	3

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

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Department of Agriculture	48,156	81.1%	10.1%	8.8%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,693	82.4%	9.3%	8.3%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	194	78.6%	6.8%	14.6%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Department of Agriculture	48,043	85.1%	8.3%	6.6%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,676	84.7%	8.9%	6.4%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	193	81.8%	7.5%	10.8%

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

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Department of Agriculture	48,066	88.1%	6.2%	5.8%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,682	90.2%	5.9%	3.9%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	194	90.3%	4.2%	5.5%

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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%
Department of Agriculture	48,074	72.8%	14.6%	12.6%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,686	74.0%	14.7%	11.3%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	192	66.5%	16.6%	16.9%

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

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Department of Agriculture	48,113	74.7%	16.1%	9.2%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,681	77.3%	14.5%	8.2%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	194	71.8%	14.9%	13.3%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Department of Agriculture	46,238	39.7%	28.9%	31.4%	1,720
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,494	40.7%	30.3%	29.0%	182
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	191	41.6%	23.1%	35.4%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Department of Agriculture	44,107	51.7%	28.7%	19.6%	3,778
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,261	56.2%	27.7%	16.1%	406
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	189	51.9%	23.0%	25.2%	4

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Department of Agriculture	45,843	71.8%	19.4%	8.8%	1,829
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,429	73.4%	18.6%	8.0%	213
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	183	67.3%	19.6%	13.1%	10

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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
Department of Agriculture	46,902	64.7%	20.3%	15.0%	777
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,541	63.1%	22.4%	14.5%	105
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	188	64.1%	18.0%	17.9%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Department of Agriculture	44,779	63.9%	23.7%	12.4%	2,852
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,253	63.4%	25.3%	11.3%	389
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	180	60.7%	22.8%	16.6%	10

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Department of Agriculture	46,143	57.1%	22.7%	20.2%	1,557
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,452	54.8%	23.8%	21.4%	205
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	186	56.7%	22.2%	21.1%	6

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Department of Agriculture	46,148	61.2%	22.3%	16.6%	1,605
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,451	62.4%	21.7%	15.9%	205
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	184	63.2%	18.4%	18.4%	7

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Department of Agriculture	45,265	61.1%	23.7%	15.2%	2,573
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,358	63.0%	22.7%	14.3%	303
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	182	56.0%	26.9%	17.1%	8

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Department of Agriculture	46,709	52.7%	26.8%	20.5%	1,110
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,536	54.4%	26.9%	18.7%	127
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	189	55.0%	21.0%	23.9%	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
Department of Agriculture	43,776	60.4%	26.8%	12.8%	4,055
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,164	64.6%	26.6%	8.7%	495
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	184	65.8%	18.8%	15.5%	8

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Department of Agriculture	47,758	55.8%	22.9%	21.3%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,663	58.6%	21.9%	19.5%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	192	54.8%	17.1%	28.1%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Department of Agriculture	47,708	50.6%	24.4%	25.0%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,649	52.3%	24.0%	23.8%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	190	51.3%	18.4%	30.2%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Department of Agriculture	47,608	53.1%	24.0%	22.9%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,638	56.1%	22.9%	21.0%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	188	52.4%	22.1%	25.5%

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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%
Department of Agriculture	47,567	41.7%	33.8%	24.6%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,633	43.9%	34.8%	21.3%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	191	37.2%	35.7%	27.1%

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

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Department of Agriculture	47,644	40.4%	28.4%	31.2%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,649	34.6%	31.7%	33.8%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	191	31.4%	28.0%	40.6%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Department of Agriculture	47,581	56.4%	23.0%	20.6%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,630	55.9%	26.6%	17.5%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	192	50.6%	26.5%	23.0%

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

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Department of Agriculture	47,629	71.8%	15.8%	12.4%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,645	72.4%	15.5%	12.1%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	190	60.4%	16.1%	23.5%

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

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Department of Agriculture	47,664	62.0%	17.0%	20.9%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,641	58.7%	18.9%	22.4%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	192	61.4%	18.7%	19.9%

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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%
Department of Agriculture	47,663	62.1%	21.1%	16.8%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,641	62.0%	21.7%	16.3%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	192	53.8%	20.0%	26.2%

Work/Life

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Department of Agriculture	47,521	66.7%	17.4%	10.0%	5.9%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,633	81.0%	12.1%	3.3%	3.6%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	189	97.3%	2.1%	0.0%	0.6%

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%
Department of Agriculture	47,242	8.4%	15.7%	7.5%	20.1%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,644	4.7%	21.1%	6.8%	21.4%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	192	2.6%	68.8%	9.4%	9.5%

(continued)

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

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Department of Agriculture	47,242	21.5%	3.4%	8.0%	15.4%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,644	19.0%	3.9%	4.5%	18.5%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	192	0.0%	0.6%	1.6%	7.6%

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

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Department of Agriculture	47,450	41.8%	45.6%	12.6%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,626	26.8%	63.0%	10.1%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	189	65.0%	33.9%	1.1%

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

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Department of Agriculture	47,438	31.0%	56.0%	13.0%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,627	24.0%	65.1%	10.9%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	192	14.0%	79.7%	6.3%

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%
Department of Agriculture	47,240	18.4%	78.3%	3.3%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,603	13.7%	83.1%	3.2%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	189	13.0%	83.8%	3.2%

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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%
Department of Agriculture	47,462	1.9%	76.0%	22.1%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,625	2.0%	80.4%	17.6%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	191	1.6%	88.0%	10.5%

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

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Department of Agriculture	47,417	1.8%	77.5%	20.6%
RESEARCH, EDUCATION AND ECONOMICS (REE)	4,629	1.6%	80.5%	17.9%
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	191	1.1%	89.0%	9.9%

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
Department of Agriculture	23,965	81.4%	11.4%	7.2%	685
RESEARCH, EDUCATION AND ECONOMICS (REE)	2,496	81.2%	11.9%	6.9%	42
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	170	87.1%	4.8%	8.1%	3

**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
Department of Agriculture	20,149	92.3%	5.6%	2.1%	375
RESEARCH, EDUCATION AND ECONOMICS (REE)	1,212	90.9%	7.3%	1.8%	34
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	121	91.9%	4.3%	3.7%	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
Department of Agriculture	13,948	85.2%	12.5%	2.3%	653
RESEARCH, EDUCATION AND ECONOMICS (REE)	1,059	77.5%	18.2%	4.3%	65
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	25	80.7%	12.0%	7.3%	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
Department of Agriculture	8,272	79.8%	16.4%	3.8%	723
RESEARCH, EDUCATION AND ECONOMICS (REE)	609	77.2%	19.3%	3.5%	68
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	24	100.0%	0.0%	0.0%	2

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Department of Agriculture	772	67.7%	29.8%	2.5%	371
RESEARCH, EDUCATION AND ECONOMICS (REE)	76	63.3%	34.1%	2.6%	44
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	1	100.0%	0.0%	0.0%	2

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Department of Agriculture	774	66.0%	31.2%	2.7%	417
RESEARCH, EDUCATION AND ECONOMICS (REE)	60	56.6%	38.7%	4.8%	37
NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	2	47.9%	52.1%	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	159	84.6%
Field	29	15.4%

What is your supervisory status?

	N	%
Non-Supervisor	129	69.0%
Team Leader	26	13.9%
Supervisor	22	11.8%
Manager	3	1.6%
Senior Leader	7	3.7%

Are you:

	N	%
Male	75	40.8%
Female	109	59.2%

Are you Hispanic or Latino?

	N	%
Yes	14	7.5%
No	172	92.5%

Race

	N	%
American Indian or Alaska Native	1	0.6%
Asian	15	8.5%
Black or African American	63	35.6%
Native Hawaiian or Other Pacific Islander	1	0.6%
White	89	50.3%
Two or more races	8	4.5%

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	3	1.6%
Trade or Technical Certificate	3	1.6%
Some College (no degree)	21	11.4%
Associate's Degree (e.g., AA, AS)	5	2.7%
Bachelor's Degree (e.g., BA, BS)	36	19.5%
Master's Degree (e.g., MA, MS, MBA)	54	29.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	63	34.1%

What is your pay category/grade?

	N	%
Federal Wage System	1	0.5%
GS 1-6	0	0.0%
GS 7-12	73	39.0%
GS 13-15	105	56.1%
Senior Executive Service	8	4.3%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

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

	N	%
Less than 1 year	2	1.1%
1 to 3 years	8	4.3%
4 to 5 years	10	5.3%
6 to 10 years	50	26.6%
11 to 14 years	25	13.3%
15 to 20 years	41	21.8%
More than 20 years	52	27.7%

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	10	5.3%
1 to 3 years	34	18.2%
4 to 5 years	12	6.4%
6 to 10 years	44	23.5%
11 to 20 years	58	31.0%
More than 20 years	29	15.5%

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

	N	%
No	101	53.4%
Yes, to retire	10	5.3%
Yes, to take another job within the Federal Government	51	27.0%
Yes, to take another job outside the Federal Government	14	7.4%
Yes, other	13	6.9%

I am planning to retire:

	N	%
Within one year	11	6.0%
Between one and three years	16	8.7%
Between three and five years	19	10.3%
Five or more years	138	75.0%

What is your US military service status?

	N	%
No Prior Military Service	165	90.7%
Currently in National Guard or Reserves	0	0.0%
Retired	7	3.8%
Separated or Discharged	10	5.5%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	17	9.2%
No	167	90.8%

What is your age group?

	N	%
25 and under	0	0.0%
26-29	5	2.6%
30-39	32	16.4%
40-49	50	25.6%
50-59	54	27.7%
60 or older	54	27.7%

Note: Percentages for demographic questions are unweighted.

2018



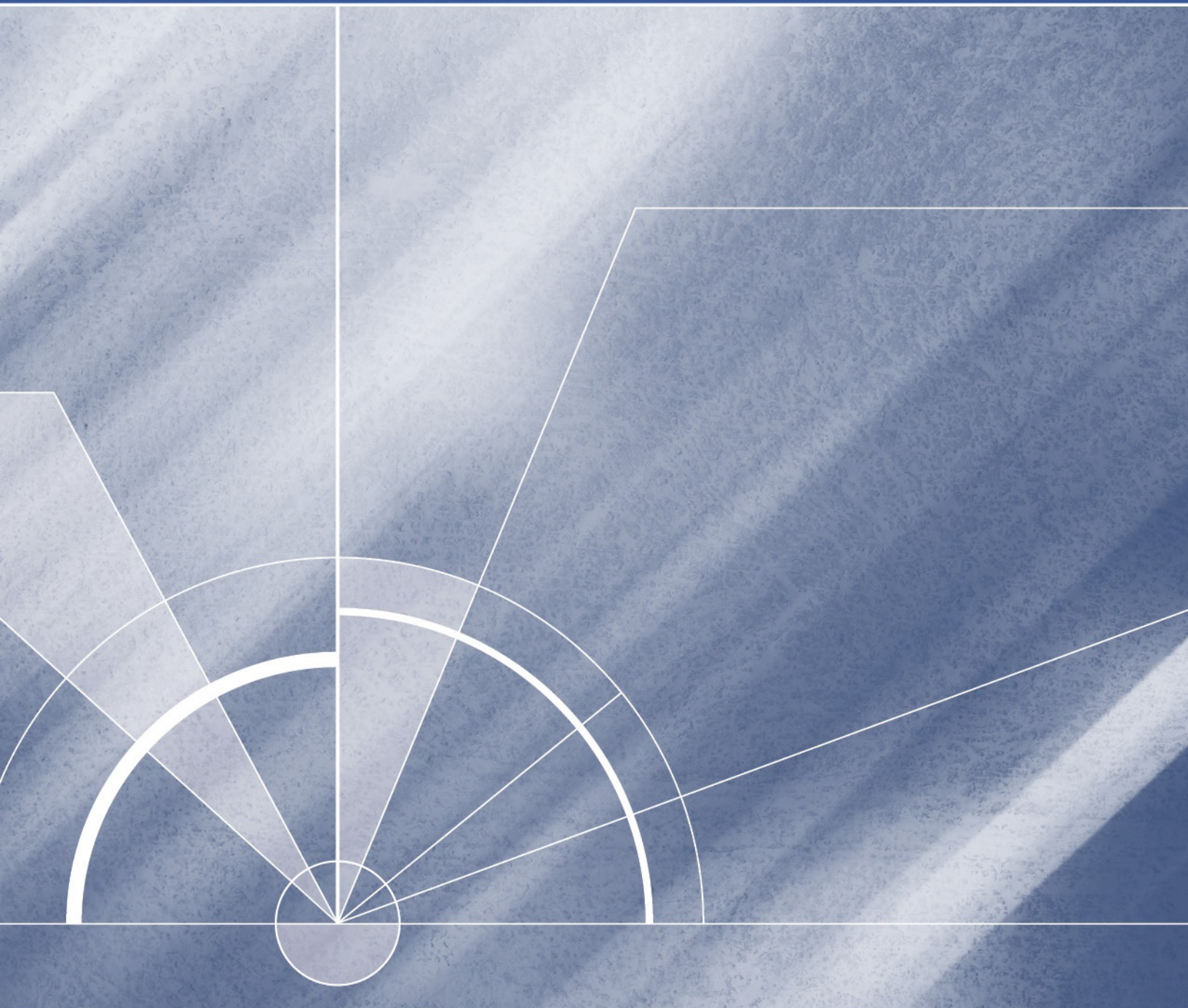
2022-REE-00477-F

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

2nd Level
Subagency
Report

Department of Agriculture
Economic Research Service





Department of Agriculture
Economic Research Service
2nd Level Subagency Report

This 2018 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	598,003	40.6%
Department of Agriculture	43,352	55.1%
Research, Education and Economics	4,367	64.1%
Economic Research Service	211	71.5%

Your Data

A Microsoft® Excel® file containing your results is embedded. 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)*, *No Basis to Judge (NBJ)*, *Choose Not to Participate*, *Not Available to Me*, or *Unaware of Programs* 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

98.2%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
97.0%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
94.3%	I am constantly looking for ways to do my job better. (Q.8)
91.7%	The work I do is important. (Q.13)
91.3%	How would you rate the overall quality of work done by your work unit? (Q.28)
88.2%	I like the kind of work I do. (Q.5)
87.9%	I am held accountable for achieving results. (Q.16)
86.2%	My supervisor treats me with respect. (Q.49)
86.0%	I know how my work relates to the agency's goals. (Q.12)
85.9%	My supervisor listens to what I have to say. (Q.48)

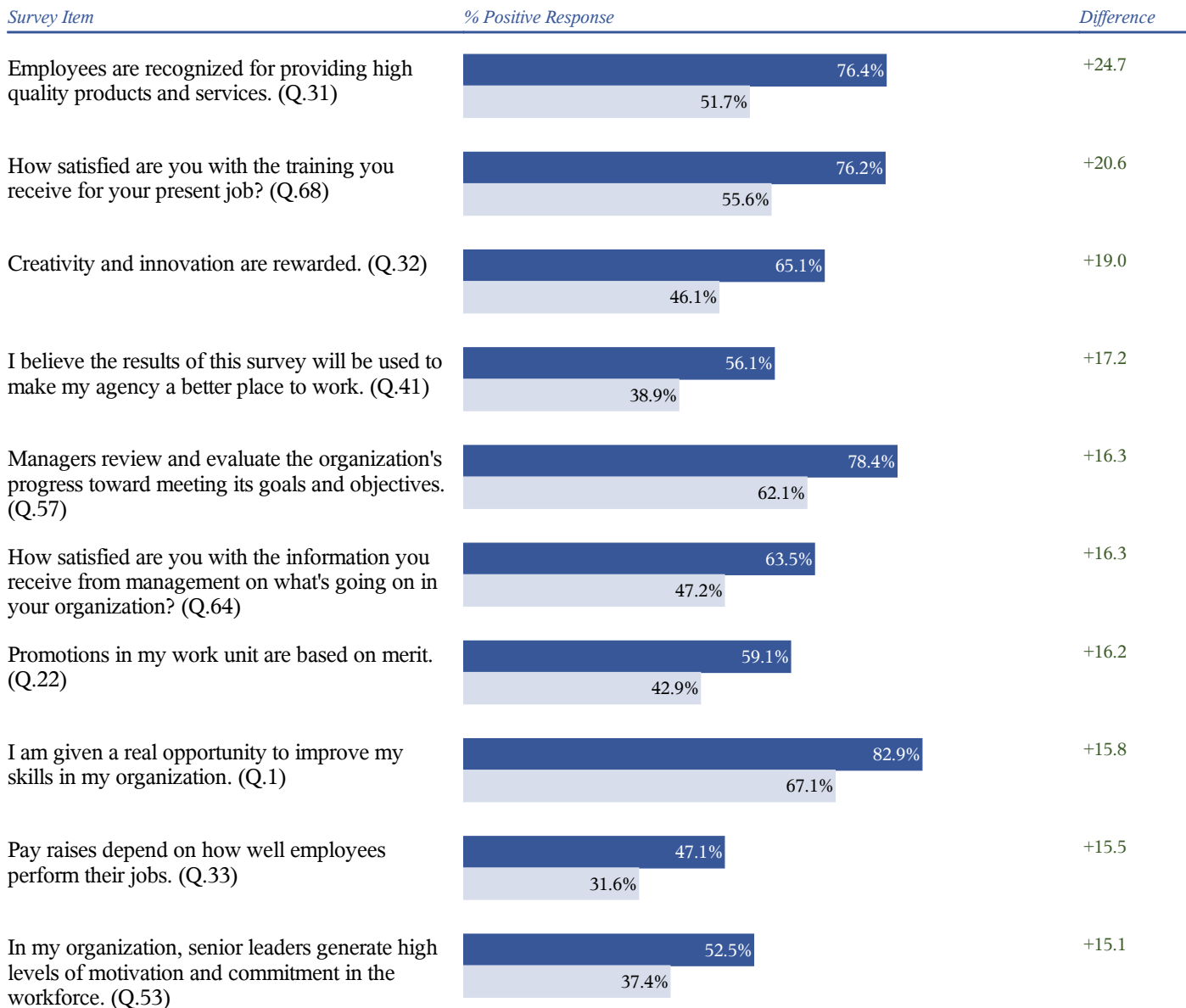
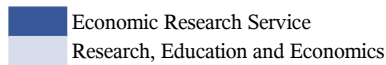
Highest Percent Negative

44.0%	My work unit is able to recruit people with the right skills. (Q.21)
36.0%	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. (Q.14)
30.0%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
27.7%	Pay raises depend on how well employees perform their jobs. (Q.33)
27.1%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
26.8%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
26.6%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
24.5%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
23.7%	Employees have a feeling of personal empowerment with respect to work processes. (Q.30)
23.6%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)

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Leading Your Comparison Group

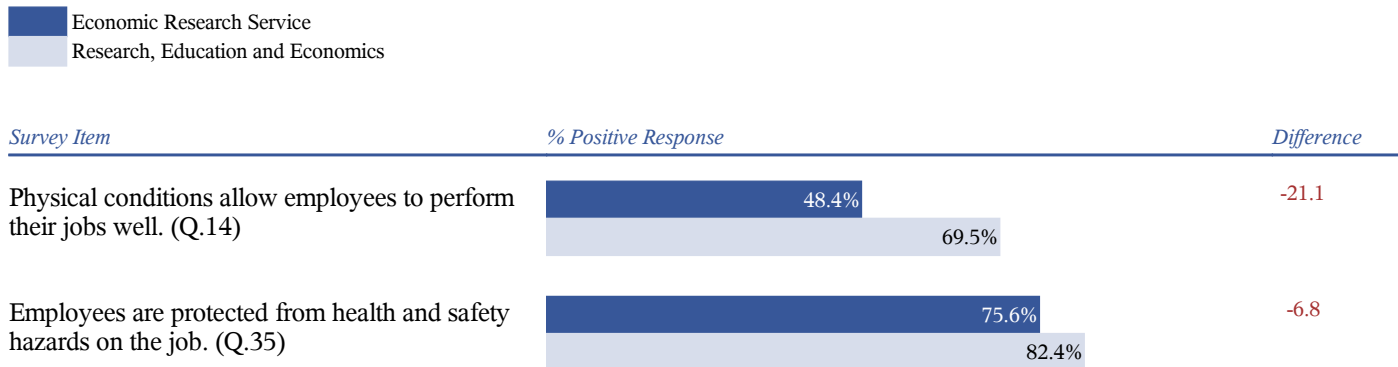
The figure below allows you to see where your subagency results are higher than your comparison group (Research, Education and Economics) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 8.



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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 (Research, Education and Economics) 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. An '*' in % Positive Response represents a percentage less than 8.



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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	593,452	65.8%	15.5%	18.7%
Department of Agriculture	42,999	64.2%	17.2%	18.5%
Research, Education and Economics	4,332	67.1%	16.7%	16.2%
Economic Research Service	209	82.9%	8.6%	8.5%

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

	N	Positive	Neutral	Negative
Governmentwide	594,618	71.3%	14.4%	14.3%
Department of Agriculture	43,091	67.4%	16.6%	16.0%
Research, Education and Economics	4,346	74.3%	13.4%	12.4%
Economic Research Service	210	80.1%	11.9%	8.0%

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

	N	Positive	Neutral	Negative
Governmentwide	592,301	60.8%	17.5%	21.7%
Department of Agriculture	42,875	58.8%	19.4%	21.7%
Research, Education and Economics	4,325	67.4%	16.0%	16.5%
Economic Research Service	211	72.0%	17.3%	10.7%

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

	N	Positive	Neutral	Negative
Governmentwide	595,361	71.7%	14.6%	13.7%
Department of Agriculture	43,152	72.4%	14.9%	12.7%
Research, Education and Economics	4,345	76.5%	12.7%	10.8%
Economic Research Service	210	82.9%	10.5%	6.6%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	594,820	82.8%	11.2%	6.0%
Department of Agriculture	43,124	84.8%	10.4%	4.9%
Research, Education and Economics	4,347	86.4%	9.6%	4.0%
Economic Research Service	211	88.2%	7.9%	3.8%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	594,967	80.3%	10.7%	9.0%
Department of Agriculture	43,135	79.2%	11.7%	9.1%
Research, Education and Economics	4,354	82.1%	10.3%	7.7%
Economic Research Service	211	81.6%	10.4%	8.1%

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

	N	Positive	Neutral	Negative
Governmentwide	595,789	95.7%	2.8%	1.5%
Department of Agriculture	43,204	95.7%	2.7%	1.6%
Research, Education and Economics	4,352	96.1%	2.4%	1.5%
Economic Research Service	211	97.0%	1.1%	1.9%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	596,179	91.0%	7.3%	1.7%
Department of Agriculture	43,236	90.8%	7.7%	1.5%
Research, Education and Economics	4,350	90.3%	8.2%	1.5%
Economic Research Service	211	94.3%	4.2%	1.5%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	591,167	47.4%	16.0%	36.6%	1,282
Department of Agriculture	42,876	40.2%	16.4%	43.4%	53
Research, Education and Economics	4,325	44.4%	17.0%	38.6%	4
Economic Research Service	210	54.0%	18.9%	27.1%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,960	58.9%	16.0%	25.1%	962
Department of Agriculture	42,983	50.1%	17.5%	32.5%	57
Research, Education and Economics	4,332	57.4%	17.1%	25.6%	9
Economic Research Service	210	66.8%	17.8%	15.4%	0

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,043	60.3%	16.6%	23.1%	2,392
Department of Agriculture	42,608	60.3%	17.7%	22.0%	131
Research, Education and Economics	4,294	63.8%	16.0%	20.2%	17
Economic Research Service	210	67.5%	16.4%	16.1%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,215	84.9%	9.1%	6.1%	1,706
Department of Agriculture	43,025	84.6%	9.7%	5.7%	108
Research, Education and Economics	4,338	85.7%	8.9%	5.3%	14
Economic Research Service	211	86.0%	12.0%	2.0%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,152	90.0%	6.8%	3.1%	1,432
Department of Agriculture	42,986	90.2%	7.0%	2.8%	105
Research, Education and Economics	4,334	88.9%	8.2%	2.9%	14
Economic Research Service	210	91.7%	6.6%	1.7%	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	593,484	66.4%	14.2%	19.4%	2,668
Department of Agriculture	43,081	66.6%	15.0%	18.4%	146
Research, Education and Economics	4,345	69.5%	13.9%	16.6%	10
Economic Research Service	210	48.4%	15.5%	36.0%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,120	71.2%	14.3%	14.5%	7,286
Department of Agriculture	42,885	69.1%	14.9%	16.0%	276
Research, Education and Economics	4,326	72.8%	13.2%	13.9%	20
Economic Research Service	211	70.7%	13.2%	16.1%	0

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,755	83.0%	11.4%	5.6%	2,295
Department of Agriculture	43,010	84.1%	11.2%	4.7%	136
Research, Education and Economics	4,326	87.1%	9.7%	3.2%	15
Economic Research Service	209	87.9%	9.4%	2.7%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	572,729	66.1%	16.9%	17.0%	22,712
Department of Agriculture	41,659	60.9%	19.1%	20.0%	1,502
Research, Education and Economics	4,094	63.1%	20.3%	16.7%	251
Economic Research Service	194	66.9%	20.0%	13.1%	17

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,634	55.3%	22.5%	22.3%	5,274
Department of Agriculture	42,912	53.3%	24.0%	22.7%	300
Research, Education and Economics	4,309	54.5%	25.9%	19.5%	49
Economic Research Service	209	67.4%	18.4%	14.2%	2

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	584,495	71.2%	13.3%	15.5%	12,078
Department of Agriculture	42,905	69.8%	13.0%	17.1%	346
Research, Education and Economics	4,329	71.8%	12.3%	15.9%	32
Economic Research Service	211	73.1%	12.1%	14.8%	0

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	596,010	76.3%	12.5%	11.2%
Department of Agriculture	43,167	76.2%	12.8%	10.9%
Research, Education and Economics	4,346	78.4%	12.2%	9.4%
Economic Research Service	211	82.9%	9.5%	7.7%

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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	575,379	42.1%	25.9%	32.1%	20,045
Department of Agriculture	41,920	31.2%	26.8%	42.0%	1,230
Research, Education and Economics	4,218	31.7%	24.9%	43.4%	134
Economic Research Service	201	35.6%	20.4%	44.0%	9

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	556,796	37.5%	28.3%	34.3%	37,646
Department of Agriculture	40,788	33.9%	30.2%	35.9%	2,314
Research, Education and Economics	4,101	42.9%	27.3%	29.8%	237
Economic Research Service	192	59.1%	19.9%	21.0%	18

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	538,448	32.4%	28.2%	39.4%	56,413
Department of Agriculture	39,922	28.2%	28.9%	42.9%	3,214
Research, Education and Economics	3,914	33.1%	29.9%	37.1%	426
Economic Research Service	169	34.4%	35.5%	30.0%	42

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	561,187	37.6%	28.5%	33.9%	34,106
Department of Agriculture	41,095	32.8%	30.5%	36.7%	2,075
Research, Education and Economics	4,106	37.7%	31.1%	31.1%	240
Economic Research Service	191	48.5%	27.0%	24.5%	19

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,999	46.1%	24.7%	29.2%	37,127
Department of Agriculture	40,860	43.2%	25.8%	31.0%	2,276
Research, Education and Economics	4,113	49.3%	25.4%	25.3%	229
Economic Research Service	197	62.2%	20.8%	17.0%	13

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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	593,011	75.7%	12.9%	11.4%	2,454
Department of Agriculture	43,009	75.5%	13.4%	11.1%	171
Research, Education and Economics	4,320	74.4%	14.5%	11.1%	28
Economic Research Service	209	81.1%	10.9%	8.0%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	573,295	56.5%	27.6%	16.0%	21,143
Department of Agriculture	42,033	53.4%	29.2%	17.4%	1,091
Research, Education and Economics	4,186	50.2%	32.5%	17.4%	161
Economic Research Service	197	50.0%	31.5%	18.5%	12

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	594,870	83.7%	13.2%	3.1%
Department of Agriculture	43,178	84.1%	13.0%	2.8%
Research, Education and Economics	4,344	87.3%	10.5%	2.2%
Economic Research Service	210	91.3%	5.8%	3.0%

29. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,167	80.1%	12.2%	7.7%	4,925
Department of Agriculture	42,869	79.0%	13.1%	7.9%	310
Research, Education and Economics	4,293	82.1%	11.8%	6.1%	56
Economic Research Service	208	85.6%	9.0%	5.4%	3

My Agency

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	574,941	48.6%	24.1%	27.3%	12,568
Department of Agriculture	41,868	43.6%	26.5%	30.0%	845
Research, Education and Economics	4,172	46.1%	25.9%	28.0%	129
Economic Research Service	201	56.1%	20.2%	23.7%	6

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	576,931	52.9%	21.6%	25.4%	10,616
Department of Agriculture	42,003	46.5%	24.7%	28.8%	714
Research, Education and Economics	4,217	51.7%	24.0%	24.3%	89
Economic Research Service	206	76.4%	12.1%	11.6%	2

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	567,767	42.6%	28.0%	29.4%	17,382
Department of Agriculture	41,479	35.8%	31.3%	32.8%	1,059
Research, Education and Economics	4,186	46.1%	27.6%	26.3%	118
Economic Research Service	204	65.1%	16.6%	18.3%	5

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	546,809	26.5%	29.0%	44.6%	40,162
Department of Agriculture	40,426	20.5%	29.0%	50.5%	2,235
Research, Education and Economics	4,052	31.6%	28.8%	39.5%	255
Economic Research Service	194	47.1%	25.2%	27.7%	15

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	544,654	58.2%	27.5%	14.3%	42,678
Department of Agriculture	40,921	60.6%	26.0%	13.4%	1,799
Research, Education and Economics	4,110	66.9%	22.7%	10.4%	199
Economic Research Service	204	76.1%	13.9%	10.0%	5

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,210	77.1%	13.0%	9.9%	8,065
Department of Agriculture	42,370	76.1%	13.9%	10.0%	419
Research, Education and Economics	4,258	82.4%	10.6%	7.0%	55
Economic Research Service	201	75.6%	14.8%	9.6%	8

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My Agency (continued)

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,765	79.7%	12.4%	7.9%	5,675
Department of Agriculture	42,240	73.1%	16.2%	10.7%	412
Research, Education and Economics	4,251	76.5%	14.8%	8.7%	53
Economic Research Service	206	79.1%	13.3%	7.7%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	555,270	55.8%	21.6%	22.7%	32,366
Department of Agriculture	40,609	55.3%	22.7%	21.9%	2,140
Research, Education and Economics	4,042	62.2%	21.2%	16.6%	270
Economic Research Service	188	70.3%	16.6%	13.1%	20

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	537,812	69.8%	17.8%	12.3%	48,230
Department of Agriculture	39,808	69.9%	17.9%	12.2%	2,826
Research, Education and Economics	3,976	75.7%	16.0%	8.3%	318
Economic Research Service	185	82.1%	11.3%	6.7%	21

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	578,380	77.1%	15.5%	7.3%	9,212
Department of Agriculture	42,028	72.1%	19.0%	8.9%	725
Research, Education and Economics	4,184	78.8%	16.3%	4.9%	129
Economic Research Service	204	83.3%	11.9%	4.7%	3

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

	N	Positive	Neutral	Negative
Governmentwide	587,300	66.3%	19.2%	14.5%
Department of Agriculture	42,747	62.2%	21.4%	16.4%
Research, Education and Economics	4,312	62.6%	21.1%	16.3%
Economic Research Service	209	67.8%	18.4%	13.8%

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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	544,742	41.0%	27.6%	31.4%	42,737
Department of Agriculture	39,692	37.0%	29.0%	34.0%	3,061
Research, Education and Economics	3,969	38.9%	29.7%	31.4%	342
Economic Research Service	190	56.1%	20.3%	23.6%	18

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,867	81.4%	9.5%	9.1%	2,968
Department of Agriculture	42,453	82.9%	8.9%	8.2%	183
Research, Education and Economics	4,273	84.9%	8.6%	6.5%	27
Economic Research Service	207	83.9%	7.5%	8.5%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,607	69.7%	15.7%	14.6%	2,971
Department of Agriculture	42,426	71.1%	16.0%	12.9%	176
Research, Education and Economics	4,282	71.7%	16.0%	12.3%	14
Economic Research Service	208	79.0%	11.5%	9.5%	1

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	579,577	66.9%	16.9%	16.2%	5,597
Department of Agriculture	42,367	67.4%	16.8%	15.8%	231
Research, Education and Economics	4,279	70.4%	15.3%	14.2%	17
Economic Research Service	206	77.4%	11.1%	11.5%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	541,790	70.9%	20.2%	8.9%	43,452
Department of Agriculture	40,150	73.3%	19.3%	7.4%	2,453
Research, Education and Economics	4,044	76.2%	17.6%	6.2%	249
Economic Research Service	198	83.7%	11.5%	4.8%	11

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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	582,583	65.8%	18.0%	16.1%	3,047
Department of Agriculture	42,476	65.9%	18.9%	15.2%	163
Research, Education and Economics	4,295	68.1%	19.0%	12.9%	11
Economic Research Service	208	77.0%	12.6%	10.4%	1

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	577,503	69.6%	16.3%	14.1%	8,068
Department of Agriculture	42,104	70.4%	17.0%	12.6%	518
Research, Education and Economics	4,223	70.3%	17.6%	12.1%	79
Economic Research Service	206	83.4%	9.1%	7.4%	3

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

	N	Positive	Neutral	Negative
Governmentwide	584,389	78.8%	10.9%	10.3%
Department of Agriculture	42,521	79.6%	10.9%	9.5%
Research, Education and Economics	4,302	81.1%	10.5%	8.4%
Economic Research Service	208	85.9%	5.9%	8.3%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	584,328	83.7%	8.8%	7.5%
Department of Agriculture	42,514	84.0%	9.0%	6.9%
Research, Education and Economics	4,302	85.1%	8.2%	6.8%
Economic Research Service	209	86.2%	8.0%	5.8%

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

	N	Positive	Neutral	Negative
Governmentwide	584,446	81.3%	8.8%	9.9%
Department of Agriculture	42,521	86.8%	6.7%	6.4%
Research, Education and Economics	4,300	90.8%	4.9%	4.3%
Economic Research Service	207	98.2%	1.8%	0.0%

Department of Agriculture
Economic Research Service
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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	584,288	70.9%	14.8%	14.3%
Department of Agriculture	42,509	70.6%	15.3%	14.1%
Research, Education and Economics	4,296	73.6%	14.7%	11.7%
Economic Research Service	208	76.5%	11.0%	12.5%

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

	N	Positive	Neutral	Negative
Governmentwide	583,956	73.2%	16.3%	10.5%
Department of Agriculture	42,526	72.9%	16.8%	10.3%
Research, Education and Economics	4,297	76.8%	14.6%	8.6%
Economic Research Service	209	82.3%	9.7%	8.1%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	567,230	43.8%	24.4%	31.8%	13,636
Department of Agriculture	41,183	34.7%	27.3%	38.0%	1,154
Research, Education and Economics	4,139	37.4%	29.2%	33.4%	155
Economic Research Service	203	52.5%	20.8%	26.6%	5

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	544,502	55.2%	23.5%	21.3%	36,194
Department of Agriculture	39,193	44.5%	29.1%	26.4%	3,104
Research, Education and Economics	3,888	52.1%	29.4%	18.5%	402
Economic Research Service	199	63.8%	18.7%	17.6%	9

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	550,669	69.5%	19.0%	11.5%	27,951
Department of Agriculture	40,059	67.7%	21.6%	10.7%	2,084
Research, Education and Economics	4,049	71.7%	19.5%	8.8%	227
Economic Research Service	198	79.7%	12.2%	8.1%	10

Department of Agriculture
Economic Research Service
2nd Level Subagency Report

Leadership (continued)

56. Managers communicate the goals of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	571,368	63.5%	19.2%	17.2%	8,104
Department of Agriculture	41,505	61.7%	21.5%	16.8%	705
Research, Education and Economics	4,171	62.4%	22.0%	15.6%	105
Economic Research Service	206	73.0%	14.1%	12.8%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	543,193	62.7%	22.5%	14.8%	37,034
Department of Agriculture	39,451	59.9%	25.3%	14.9%	2,835
Research, Education and Economics	3,898	62.1%	24.8%	13.1%	389
Economic Research Service	193	78.4%	12.5%	9.1%	15

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	560,913	56.2%	21.3%	22.5%	19,879
Department of Agriculture	40,816	53.1%	23.6%	23.3%	1,516
Research, Education and Economics	4,049	53.5%	24.1%	22.4%	241
Economic Research Service	201	60.5%	16.9%	22.6%	7

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,064	59.9%	21.1%	19.0%	19,964
Department of Agriculture	40,601	58.1%	23.1%	18.8%	1,503
Research, Education and Economics	4,045	60.2%	23.1%	16.7%	219
Economic Research Service	199	68.8%	18.4%	12.9%	8

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	548,557	61.5%	22.1%	16.4%	31,186
Department of Agriculture	39,912	57.9%	24.7%	17.5%	2,349
Research, Education and Economics	4,002	61.5%	23.3%	15.2%	278
Economic Research Service	201	60.2%	19.0%	20.8%	6

Department of Agriculture
Economic Research Service
2nd Level Subagency Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	570,532	56.4%	23.1%	20.5%	8,837
Department of Agriculture	41,402	46.9%	27.3%	25.8%	836
Research, Education and Economics	4,183	50.4%	28.0%	21.6%	102
Economic Research Service	206	62.5%	20.5%	17.0%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	530,819	57.8%	24.9%	17.3%	48,407
Department of Agriculture	38,895	48.3%	27.1%	24.7%	3,322
Research, Education and Economics	3,843	53.0%	26.1%	20.9%	440
Economic Research Service	191	60.7%	19.0%	20.2%	17

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	577,168	54.1%	22.2%	23.7%
Department of Agriculture	42,086	50.1%	23.9%	26.0%
Research, Education and Economics	4,270	55.0%	22.3%	22.8%
Economic Research Service	206	62.8%	22.3%	14.9%

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	577,134	51.0%	22.9%	26.1%
Department of Agriculture	42,089	44.7%	25.2%	30.1%
Research, Education and Economics	4,270	47.2%	26.4%	26.3%
Economic Research Service	208	63.5%	22.3%	14.1%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	576,832	52.1%	23.0%	24.9%
Department of Agriculture	42,058	49.4%	24.6%	26.1%
Research, Education and Economics	4,265	53.9%	24.0%	22.0%
Economic Research Service	208	66.2%	18.2%	15.6%

Department of Agriculture
Economic Research Service
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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	576,502	45.7%	29.0%	25.3%
Department of Agriculture	42,063	35.9%	31.9%	32.2%
Research, Education and Economics	4,262	39.4%	33.2%	27.5%
Economic Research Service	207	51.7%	25.1%	23.2%

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

	N	Positive	Neutral	Negative
Governmentwide	576,188	38.4%	27.6%	34.1%
Department of Agriculture	42,008	36.3%	28.9%	34.8%
Research, Education and Economics	4,259	31.8%	31.3%	36.9%
Economic Research Service	207	44.8%	28.4%	26.8%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	576,705	55.7%	22.7%	21.6%
Department of Agriculture	42,064	54.2%	23.5%	22.2%
Research, Education and Economics	4,264	55.6%	26.0%	18.4%
Economic Research Service	207	76.2%	12.2%	11.6%

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

	N	Positive	Neutral	Negative
Governmentwide	576,774	68.3%	16.8%	14.9%
Department of Agriculture	42,079	66.7%	18.0%	15.3%
Research, Education and Economics	4,268	68.9%	16.9%	14.3%
Economic Research Service	206	76.2%	13.3%	10.4%

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

	N	Positive	Neutral	Negative
Governmentwide	576,483	62.6%	16.5%	20.9%
Department of Agriculture	42,067	59.5%	17.9%	22.6%
Research, Education and Economics	4,259	58.3%	17.9%	23.8%
Economic Research Service	208	59.2%	20.0%	20.8%

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Economic Research Service
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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	574,352	60.4%	20.6%	19.1%
Department of Agriculture	41,901	54.9%	22.6%	22.5%
Research, Education and Economics	4,241	55.8%	23.4%	20.8%
Economic Research Service	204	62.4%	21.6%	16.0%

Work/Life

72. Please select the response below that BEST describes your current teleworking schedule.

	Telework					
	N	Very Infrequently	Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Governmentwide	574,372	14.9%	5.9%	15.2%	4.6%	2.0%
Department of Agriculture	41,875	21.8%	9.2%	15.3%	2.5%	1.8%
Research, Education and Economics	4,254	21.9%	10.8%	20.9%	0.6%	0.2%
Economic Research Service	208	12.4%	15.1%	65.0%	0.9%	0.0%

(continued)

72. Please select the response below that BEST describes your current teleworking schedule. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Approved To Telework	Choose Not To Telework
Governmentwide	574,372	28.6%	3.9%	13.2%	11.6%
Department of Agriculture	41,875	23.2%	2.6%	6.8%	16.9%
Research, Education and Economics	4,254	17.3%	3.0%	3.4%	21.8%
Economic Research Service	208	0.5%	0.5%	0.4%	5.3%

73. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	369,986	62.0%	22.6%	15.4%	37,643	143,877	14,641
Department of Agriculture	27,560	38.0%	25.4%	36.6%	4,609	8,583	486
Research, Education and Economics	3,087	31.8%	26.2%	42.0%	682	428	18
Economic Research Service	193	27.3%	14.6%	58.1%	9	1	0

Department of Agriculture
Economic Research Service
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Work/Life (continued)

74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	415,309	76.6%	15.1%	8.3%	59,915	78,301	14,950
Department of Agriculture	34,837	81.0%	12.4%	6.5%	2,133	3,799	718
Research, Education and Economics	3,281	71.6%	19.0%	9.4%	515	297	117
Economic Research Service	138	65.9%	21.7%	12.4%	60	3	1

75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	456,532	65.3%	24.4%	10.3%	43,322	42,843	31,923
Department of Agriculture	28,636	60.5%	27.2%	12.3%	2,442	7,059	3,799
Research, Education and Economics	3,342	59.3%	28.7%	12.0%	387	303	227
Economic Research Service	171	68.4%	25.4%	6.2%	28	3	4

76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	383,295	52.7%	41.2%	6.1%	130,354	12,016	49,569
Department of Agriculture	29,676	49.0%	44.5%	6.5%	8,395	894	3,025
Research, Education and Economics	2,812	45.1%	47.7%	7.3%	1,046	64	333
Economic Research Service	97	46.5%	44.6%	8.9%	76	3	30

77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	238,481	34.3%	57.5%	8.2%	184,554	75,622	76,697
Department of Agriculture	17,058	27.8%	63.0%	9.2%	10,692	8,012	6,251
Research, Education and Economics	1,749	28.2%	62.4%	9.4%	1,363	602	545
Economic Research Service	66	29.3%	57.4%	13.2%	92	11	39

Department of Agriculture
Economic Research Service
2nd Level Subagency Report

Work/Life (continued)

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	199,899	25.3%	68.2%	6.5%	175,184	69,762	130,111
Department of Agriculture	14,982	20.1%	71.9%	8.1%	10,453	7,230	9,318
Research, Education and Economics	1,509	21.7%	70.4%	8.0%	1,285	545	917
Economic Research Service	60	24.4%	64.7%	11.0%	85	8	55

Department of Agriculture
Economic Research Service
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Demographic Questions

Where do you work?

	%
Headquarters	82.4%
Field	17.6%

What is your supervisory status?

	%
Non-Supervisor	--
Team Leader	--
Supervisor	--
Manager	--
Senior Leader	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Are you:

	%
Male	50.5%
Female	49.5%

Are you Hispanic or Latino?

	%
Yes	5.0%
No	95.0%

Please select the racial category or categories with which you most closely identify.

	%
American Indian or Alaska Native	--
Asian	--
Black or African American	--
Native Hawaiian or Other Pacific Islander	--
White	--
Two or more races	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
Economic Research Service
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Demographic Questions (continued)

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

	%
Less than High School	0.0%
High School Diploma/GED or equivalent	2.0%
Trade or Technical Certificate	2.0%
Some College (no degree)	4.5%
Associate's Degree (e.g., AA, AS)	3.5%
Bachelor's Degree (e.g., BA, BS)	12.4%
Master's Degree (e.g., MA, MS, MBA)	22.4%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	53.2%

What is your pay category/grade?

	%
Federal Wage System	--
GS 1-6	--
GS 7-12	--
GS 13-15	--
Senior Executive Service	--
Senior Level (SL) or Scientific or Professional (ST)	--
Other	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

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

	%
Less than 1 year	0.0%
1 to 3 years	11.9%
4 to 5 years	6.4%
6 to 10 years	18.8%
11 to 14 years	11.4%
15 to 20 years	14.4%
More than 20 years	37.1%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
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Demographic Questions (continued)

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

	%
Less than 1 year	--
1 to 3 years	--
4 to 5 years	--
6 to 10 years	--
11 to 20 years	--
More than 20 years	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

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

	%
No	59.1%
Yes, to retire	5.9%
Yes, to take another job within the Federal Government	17.7%
Yes, to take another job outside the Federal Government	9.9%
Yes, other	7.4%

I am planning to retire:

	%
Within one year	4.1%
Between one and three years	12.2%
Between three and five years	6.6%
Five or more years	77.2%

What is your US military service status?

	%
No Prior Military Service	94.9%
Currently in National Guard or Reserves	0.0%
Retired	2.0%
Separated or Discharged	3.0%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
Economic Research Service
2nd Level Subagency Report

Demographic Questions (continued)

Are you an individual with a disability?

	%
Yes	6.6%
No	93.4%

What is your age group?

	%
25 and under	--
26-29	--
30-39	--
40-49	--
50-59	--
60 or older	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Note: Percentages for demographic questions are unweighted.

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2018 Federal Employee Viewpoint Survey

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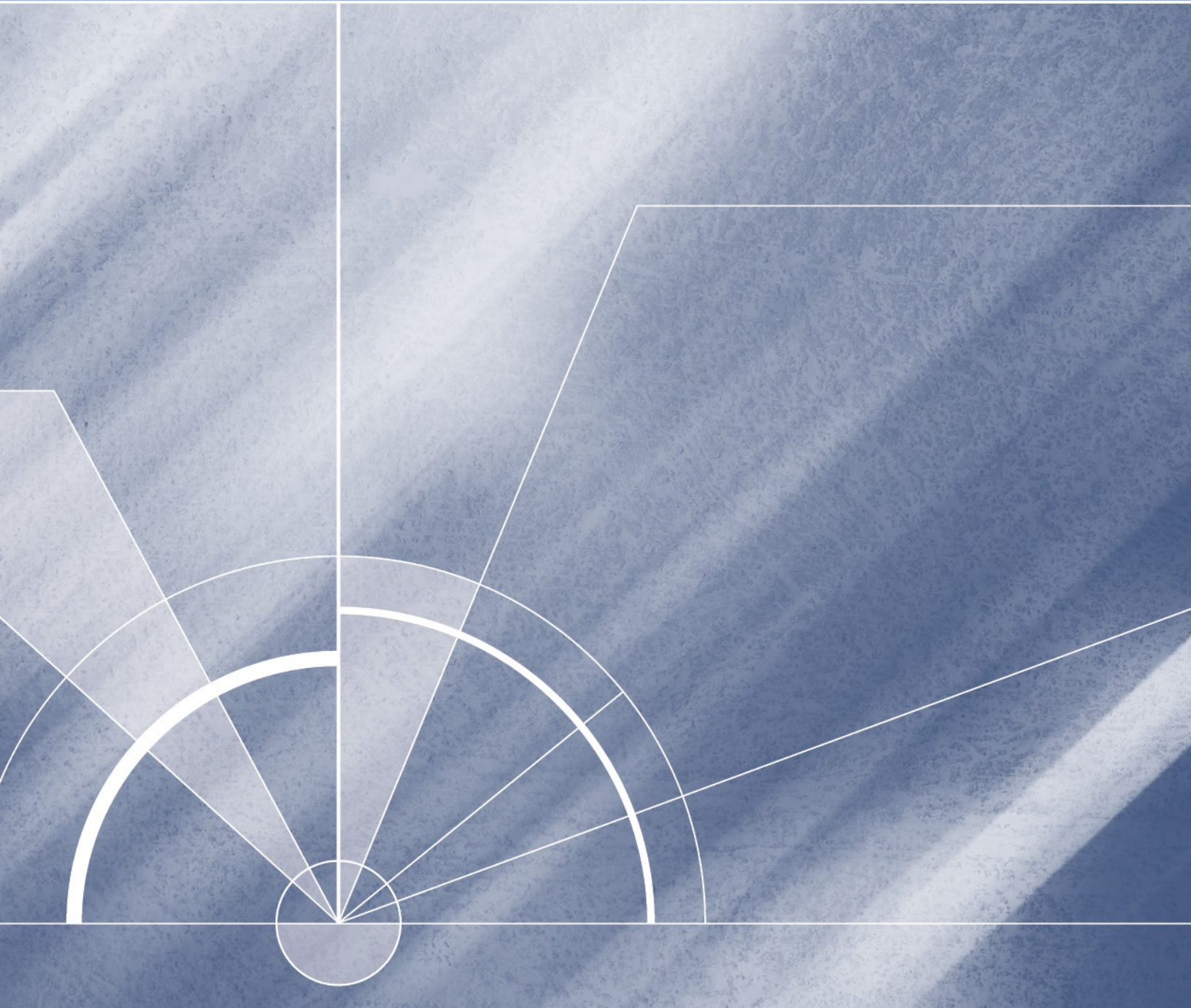
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Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

2nd Level
Subagency
Report

Department of Agriculture
NATL INST OF FOOD & AGRICULTR





Department of Agriculture
NATL INST OF FOOD & AGRICULTR
2nd Level Subagency Report

This 2018 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	598,003	40.6%
Department of Agriculture	43,352	55.1%
Research, Education and Economics	4,367	64.1%
NATL INST OF FOOD & AGRICULTR	203	67.9%

Your Data

A Microsoft® Excel® file containing your results is embedded. 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)*, *No Basis to Judge (NBJ)*, *Choose Not to Participate*, *Not Available to Me*, or *Unaware of Programs* responses, where applicable, is listed separately.

Department of Agriculture
NATL INST OF FOOD & AGRICULTURE
2nd Level Subagency Report

Top 10 Positive & Negative Items

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

Highest Percent Positive

93.0%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
91.1%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
90.0%	The work I do is important. (Q.13)
86.9%	I am constantly looking for ways to do my job better. (Q.8)
83.8%	I am held accountable for achieving results. (Q.16)
83.5%	I know how my work relates to the agency's goals. (Q.12)
81.9%	My supervisor treats me with respect. (Q.49)
80.7%	How would you rate the overall quality of work done by your work unit? (Q.28)
76.1%	My supervisor listens to what I have to say. (Q.48)
75.7%	Employees are protected from health and safety hazards on the job. (Q.35)

Highest Percent Negative

49.4%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
45.4%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
44.5%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
44.1%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
43.6%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
42.6%	Employees have a feeling of personal empowerment with respect to work processes. (Q.30)
40.3%	My work unit is able to recruit people with the right skills. (Q.21)
39.5%	Senior leaders demonstrate support for Work/Life programs. (Q.62)
39.4%	My workload is reasonable. (Q.10)
38.6%	How satisfied are you with your involvement in decisions that affect your work? (Q.63)

Department of Agriculture
NATL INST OF FOOD & AGRICULTR
2nd Level Subagency Report

Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (Research, Education and Economics) 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. An '*' in % Positive Response represents a percentage less than 8.

 NATL INST OF FOOD & AGRICULTR
 Research, Education and Economics

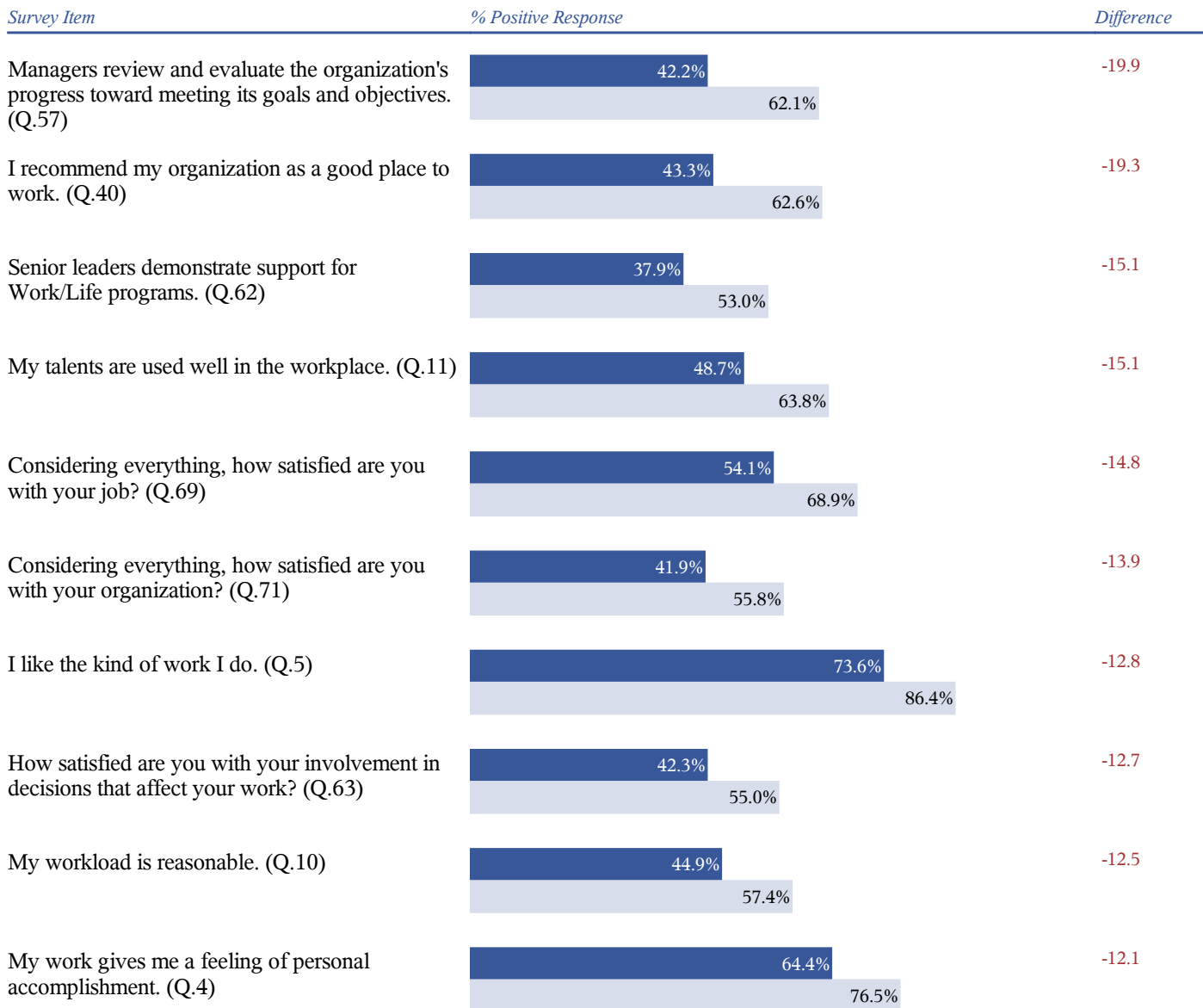
<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
My work unit is able to recruit people with the right skills. (Q.21)		+6.6
Considering everything, how satisfied are you with your pay? (Q.70)		+3.6
Awards in my work unit depend on how well employees perform their jobs. (Q.25)		+3.3

Department of Agriculture
NATL INST OF FOOD & AGRICULTR
2nd Level Subagency Report

Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (Research, Education and Economics) 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. An '*' in % Positive Response represents a percentage less than 8.

 NATL INST OF FOOD & AGRICULTR
 Research, Education and Economics



Department of Agriculture
NATL INST OF FOOD & AGRICULTR
2nd Level Subagency Report

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	593,452	65.8%	15.5%	18.7%
Department of Agriculture	42,999	64.2%	17.2%	18.5%
Research, Education and Economics	4,332	67.1%	16.7%	16.2%
NATL INST OF FOOD & AGRICULTR	199	62.5%	18.8%	18.6%

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

	N	Positive	Neutral	Negative
Governmentwide	594,618	71.3%	14.4%	14.3%
Department of Agriculture	43,091	67.4%	16.6%	16.0%
Research, Education and Economics	4,346	74.3%	13.4%	12.4%
NATL INST OF FOOD & AGRICULTR	202	64.1%	19.3%	16.6%

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

	N	Positive	Neutral	Negative
Governmentwide	592,301	60.8%	17.5%	21.7%
Department of Agriculture	42,875	58.8%	19.4%	21.7%
Research, Education and Economics	4,325	67.4%	16.0%	16.5%
NATL INST OF FOOD & AGRICULTR	201	58.9%	15.6%	25.5%

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

	N	Positive	Neutral	Negative
Governmentwide	595,361	71.7%	14.6%	13.7%
Department of Agriculture	43,152	72.4%	14.9%	12.7%
Research, Education and Economics	4,345	76.5%	12.7%	10.8%
NATL INST OF FOOD & AGRICULTR	201	64.4%	16.7%	19.0%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	594,820	82.8%	11.2%	6.0%
Department of Agriculture	43,124	84.8%	10.4%	4.9%
Research, Education and Economics	4,347	86.4%	9.6%	4.0%
NATL INST OF FOOD & AGRICULTR	202	73.6%	17.9%	8.5%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	594,967	80.3%	10.7%	9.0%
Department of Agriculture	43,135	79.2%	11.7%	9.1%
Research, Education and Economics	4,354	82.1%	10.3%	7.7%
NATL INST OF FOOD & AGRICULTR	203	71.6%	15.3%	13.1%

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

	N	Positive	Neutral	Negative
Governmentwide	595,789	95.7%	2.8%	1.5%
Department of Agriculture	43,204	95.7%	2.7%	1.6%
Research, Education and Economics	4,352	96.1%	2.4%	1.5%
NATL INST OF FOOD & AGRICULTR	203	91.1%	7.4%	1.6%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	596,179	91.0%	7.3%	1.7%
Department of Agriculture	43,236	90.8%	7.7%	1.5%
Research, Education and Economics	4,350	90.3%	8.2%	1.5%
NATL INST OF FOOD & AGRICULTR	203	86.9%	11.8%	1.3%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	591,167	47.4%	16.0%	36.6%	1,282
Department of Agriculture	42,876	40.2%	16.4%	43.4%	53
Research, Education and Economics	4,325	44.4%	17.0%	38.6%	4
NATL INST OF FOOD & AGRICULTR	199	33.5%	17.1%	49.4%	1

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,960	58.9%	16.0%	25.1%	962
Department of Agriculture	42,983	50.1%	17.5%	32.5%	57
Research, Education and Economics	4,332	57.4%	17.1%	25.6%	9
NATL INST OF FOOD & AGRICULTR	201	44.9%	15.7%	39.4%	1

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,043	60.3%	16.6%	23.1%	2,392
Department of Agriculture	42,608	60.3%	17.7%	22.0%	131
Research, Education and Economics	4,294	63.8%	16.0%	20.2%	17
NATL INST OF FOOD & AGRICULTR	197	48.7%	20.8%	30.4%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,215	84.9%	9.1%	6.1%	1,706
Department of Agriculture	43,025	84.6%	9.7%	5.7%	108
Research, Education and Economics	4,338	85.7%	8.9%	5.3%	14
NATL INST OF FOOD & AGRICULTR	200	83.5%	7.7%	8.8%	2

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,152	90.0%	6.8%	3.1%	1,432
Department of Agriculture	42,986	90.2%	7.0%	2.8%	105
Research, Education and Economics	4,334	88.9%	8.2%	2.9%	14
NATL INST OF FOOD & AGRICULTR	201	90.0%	6.1%	3.9%	1

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	593,484	66.4%	14.2%	19.4%	2,668
Department of Agriculture	43,081	66.6%	15.0%	18.4%	146
Research, Education and Economics	4,345	69.5%	13.9%	16.6%	10
NATL INST OF FOOD & AGRICULTR	202	70.3%	12.2%	17.6%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,120	71.2%	14.3%	14.5%	7,286
Department of Agriculture	42,885	69.1%	14.9%	16.0%	276
Research, Education and Economics	4,326	72.8%	13.2%	13.9%	20
NATL INST OF FOOD & AGRICULTR	200	67.0%	14.2%	18.8%	2

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,755	83.0%	11.4%	5.6%	2,295
Department of Agriculture	43,010	84.1%	11.2%	4.7%	136
Research, Education and Economics	4,326	87.1%	9.7%	3.2%	15
NATL INST OF FOOD & AGRICULTR	199	83.8%	13.3%	2.9%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	572,729	66.1%	16.9%	17.0%	22,712
Department of Agriculture	41,659	60.9%	19.1%	20.0%	1,502
Research, Education and Economics	4,094	63.1%	20.3%	16.7%	251
NATL INST OF FOOD & AGRICULTR	186	60.8%	19.7%	19.5%	13

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,634	55.3%	22.5%	22.3%	5,274
Department of Agriculture	42,912	53.3%	24.0%	22.7%	300
Research, Education and Economics	4,309	54.5%	25.9%	19.5%	49
NATL INST OF FOOD & AGRICULTR	199	46.9%	22.9%	30.2%	4

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	584,495	71.2%	13.3%	15.5%	12,078
Department of Agriculture	42,905	69.8%	13.0%	17.1%	346
Research, Education and Economics	4,329	71.8%	12.3%	15.9%	32
NATL INST OF FOOD & AGRICULTR	203	65.7%	14.5%	19.8%	0

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	596,010	76.3%	12.5%	11.2%
Department of Agriculture	43,167	76.2%	12.8%	10.9%
Research, Education and Economics	4,346	78.4%	12.2%	9.4%
NATL INST OF FOOD & AGRICULTR	202	70.7%	12.9%	16.4%

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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	575,379	42.1%	25.9%	32.1%	20,045
Department of Agriculture	41,920	31.2%	26.8%	42.0%	1,230
Research, Education and Economics	4,218	31.7%	24.9%	43.4%	134
NATL INST OF FOOD & AGRICULTR	198	38.3%	21.5%	40.3%	5

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	556,796	37.5%	28.3%	34.3%	37,646
Department of Agriculture	40,788	33.9%	30.2%	35.9%	2,314
Research, Education and Economics	4,101	42.9%	27.3%	29.8%	237
NATL INST OF FOOD & AGRICULTR	188	42.4%	27.5%	30.1%	14

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	538,448	32.4%	28.2%	39.4%	56,413
Department of Agriculture	39,922	28.2%	28.9%	42.9%	3,214
Research, Education and Economics	3,914	33.1%	29.9%	37.1%	426
NATL INST OF FOOD & AGRICULTR	188	25.0%	29.6%	45.4%	14

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	561,187	37.6%	28.5%	33.9%	34,106
Department of Agriculture	41,095	32.8%	30.5%	36.7%	2,075
Research, Education and Economics	4,106	37.7%	31.1%	31.1%	240
NATL INST OF FOOD & AGRICULTR	193	38.5%	31.4%	30.1%	10

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,999	46.1%	24.7%	29.2%	37,127
Department of Agriculture	40,860	43.2%	25.8%	31.0%	2,276
Research, Education and Economics	4,113	49.3%	25.4%	25.3%	229
NATL INST OF FOOD & AGRICULTR	195	52.6%	19.8%	27.6%	7

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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	593,011	75.7%	12.9%	11.4%	2,454
Department of Agriculture	43,009	75.5%	13.4%	11.1%	171
Research, Education and Economics	4,320	74.4%	14.5%	11.1%	28
NATL INST OF FOOD & AGRICULTR	200	63.3%	19.0%	17.7%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	573,295	56.5%	27.6%	16.0%	21,143
Department of Agriculture	42,033	53.4%	29.2%	17.4%	1,091
Research, Education and Economics	4,186	50.2%	32.5%	17.4%	161
NATL INST OF FOOD & AGRICULTR	201	50.8%	27.7%	21.5%	1

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	594,870	83.7%	13.2%	3.1%
Department of Agriculture	43,178	84.1%	13.0%	2.8%
Research, Education and Economics	4,344	87.3%	10.5%	2.2%
NATL INST OF FOOD & AGRICULTR	202	80.7%	16.3%	3.0%

29. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,167	80.1%	12.2%	7.7%	4,925
Department of Agriculture	42,869	79.0%	13.1%	7.9%	310
Research, Education and Economics	4,293	82.1%	11.8%	6.1%	56
NATL INST OF FOOD & AGRICULTR	201	72.5%	17.2%	10.3%	2

My Agency

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	574,941	48.6%	24.1%	27.3%	12,568
Department of Agriculture	41,868	43.6%	26.5%	30.0%	845
Research, Education and Economics	4,172	46.1%	25.9%	28.0%	129
NATL INST OF FOOD & AGRICULTR	199	35.6%	21.7%	42.6%	3

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	576,931	52.9%	21.6%	25.4%	10,616
Department of Agriculture	42,003	46.5%	24.7%	28.8%	714
Research, Education and Economics	4,217	51.7%	24.0%	24.3%	89
NATL INST OF FOOD & AGRICULTR	199	47.2%	21.6%	31.1%	2

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	567,767	42.6%	28.0%	29.4%	17,382
Department of Agriculture	41,479	35.8%	31.3%	32.8%	1,059
Research, Education and Economics	4,186	46.1%	27.6%	26.3%	118
NATL INST OF FOOD & AGRICULTR	198	41.2%	23.6%	35.2%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	546,809	26.5%	29.0%	44.6%	40,162
Department of Agriculture	40,426	20.5%	29.0%	50.5%	2,235
Research, Education and Economics	4,052	31.6%	28.8%	39.5%	255
NATL INST OF FOOD & AGRICULTR	185	33.5%	30.1%	36.4%	16

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	544,654	58.2%	27.5%	14.3%	42,678
Department of Agriculture	40,921	60.6%	26.0%	13.4%	1,799
Research, Education and Economics	4,110	66.9%	22.7%	10.4%	199
NATL INST OF FOOD & AGRICULTR	199	64.6%	19.6%	15.8%	2

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,210	77.1%	13.0%	9.9%	8,065
Department of Agriculture	42,370	76.1%	13.9%	10.0%	419
Research, Education and Economics	4,258	82.4%	10.6%	7.0%	55
NATL INST OF FOOD & AGRICULTR	193	75.7%	14.1%	10.3%	8

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My Agency (continued)

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,765	79.7%	12.4%	7.9%	5,675
Department of Agriculture	42,240	73.1%	16.2%	10.7%	412
Research, Education and Economics	4,251	76.5%	14.8%	8.7%	53
NATL INST OF FOOD & AGRICULTR	199	71.2%	18.4%	10.3%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	555,270	55.8%	21.6%	22.7%	32,366
Department of Agriculture	40,609	55.3%	22.7%	21.9%	2,140
Research, Education and Economics	4,042	62.2%	21.2%	16.6%	270
NATL INST OF FOOD & AGRICULTR	190	52.1%	25.9%	22.1%	12

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	537,812	69.8%	17.8%	12.3%	48,230
Department of Agriculture	39,808	69.9%	17.9%	12.2%	2,826
Research, Education and Economics	3,976	75.7%	16.0%	8.3%	318
NATL INST OF FOOD & AGRICULTR	189	64.1%	22.5%	13.4%	11

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	578,380	77.1%	15.5%	7.3%	9,212
Department of Agriculture	42,028	72.1%	19.0%	8.9%	725
Research, Education and Economics	4,184	78.8%	16.3%	4.9%	129
NATL INST OF FOOD & AGRICULTR	200	71.6%	21.3%	7.1%	2

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

	N	Positive	Neutral	Negative
Governmentwide	587,300	66.3%	19.2%	14.5%
Department of Agriculture	42,747	62.2%	21.4%	16.4%
Research, Education and Economics	4,312	62.6%	21.1%	16.3%
NATL INST OF FOOD & AGRICULTR	201	43.3%	24.1%	32.6%

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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	544,742	41.0%	27.6%	31.4%	42,737
Department of Agriculture	39,692	37.0%	29.0%	34.0%	3,061
Research, Education and Economics	3,969	38.9%	29.7%	31.4%	342
NATL INST OF FOOD & AGRICULTR	190	31.8%	24.5%	43.6%	12

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,867	81.4%	9.5%	9.1%	2,968
Department of Agriculture	42,453	82.9%	8.9%	8.2%	183
Research, Education and Economics	4,273	84.9%	8.6%	6.5%	27
NATL INST OF FOOD & AGRICULTR	196	75.4%	11.9%	12.6%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,607	69.7%	15.7%	14.6%	2,971
Department of Agriculture	42,426	71.1%	16.0%	12.9%	176
Research, Education and Economics	4,282	71.7%	16.0%	12.3%	14
NATL INST OF FOOD & AGRICULTR	200	70.1%	14.3%	15.5%	0

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	579,577	66.9%	16.9%	16.2%	5,597
Department of Agriculture	42,367	67.4%	16.8%	15.8%	231
Research, Education and Economics	4,279	70.4%	15.3%	14.2%	17
NATL INST OF FOOD & AGRICULTR	200	64.8%	15.1%	20.1%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	541,790	70.9%	20.2%	8.9%	43,452
Department of Agriculture	40,150	73.3%	19.3%	7.4%	2,453
Research, Education and Economics	4,044	76.2%	17.6%	6.2%	249
NATL INST OF FOOD & AGRICULTR	194	74.5%	14.1%	11.3%	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	582,583	65.8%	18.0%	16.1%	3,047
Department of Agriculture	42,476	65.9%	18.9%	15.2%	163
Research, Education and Economics	4,295	68.1%	19.0%	12.9%	11
NATL INST OF FOOD & AGRICULTR	199	65.5%	19.3%	15.1%	1

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	577,503	69.6%	16.3%	14.1%	8,068
Department of Agriculture	42,104	70.4%	17.0%	12.6%	518
Research, Education and Economics	4,223	70.3%	17.6%	12.1%	79
NATL INST OF FOOD & AGRICULTR	198	68.7%	15.5%	15.8%	1

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

	N	Positive	Neutral	Negative
Governmentwide	584,389	78.8%	10.9%	10.3%
Department of Agriculture	42,521	79.6%	10.9%	9.5%
Research, Education and Economics	4,302	81.1%	10.5%	8.4%
NATL INST OF FOOD & AGRICULTR	201	76.1%	10.9%	13.0%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	584,328	83.7%	8.8%	7.5%
Department of Agriculture	42,514	84.0%	9.0%	6.9%
Research, Education and Economics	4,302	85.1%	8.2%	6.8%
NATL INST OF FOOD & AGRICULTR	201	81.9%	9.7%	8.4%

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

	N	Positive	Neutral	Negative
Governmentwide	584,446	81.3%	8.8%	9.9%
Department of Agriculture	42,521	86.8%	6.7%	6.4%
Research, Education and Economics	4,300	90.8%	4.9%	4.3%
NATL INST OF FOOD & AGRICULTR	199	93.0%	3.4%	3.6%

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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	584,288	70.9%	14.8%	14.3%
Department of Agriculture	42,509	70.6%	15.3%	14.1%
Research, Education and Economics	4,296	73.6%	14.7%	11.7%
NATL INST OF FOOD & AGRICULTR	200	67.9%	17.6%	14.6%

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

	N	Positive	Neutral	Negative
Governmentwide	583,956	73.2%	16.3%	10.5%
Department of Agriculture	42,526	72.9%	16.8%	10.3%
Research, Education and Economics	4,297	76.8%	14.6%	8.6%
NATL INST OF FOOD & AGRICULTR	200	70.7%	16.3%	13.0%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	567,230	43.8%	24.4%	31.8%	13,636
Department of Agriculture	41,183	34.7%	27.3%	38.0%	1,154
Research, Education and Economics	4,139	37.4%	29.2%	33.4%	155
NATL INST OF FOOD & AGRICULTR	196	25.8%	29.7%	44.5%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	544,502	55.2%	23.5%	21.3%	36,194
Department of Agriculture	39,193	44.5%	29.1%	26.4%	3,104
Research, Education and Economics	3,888	52.1%	29.4%	18.5%	402
NATL INST OF FOOD & AGRICULTR	192	43.0%	29.9%	27.1%	6

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	550,669	69.5%	19.0%	11.5%	27,951
Department of Agriculture	40,059	67.7%	21.6%	10.7%	2,084
Research, Education and Economics	4,049	71.7%	19.5%	8.8%	227
NATL INST OF FOOD & AGRICULTR	194	63.2%	22.5%	14.3%	4

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Leadership (continued)

56. Managers communicate the goals of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	571,368	63.5%	19.2%	17.2%	8,104
Department of Agriculture	41,505	61.7%	21.5%	16.8%	705
Research, Education and Economics	4,171	62.4%	22.0%	15.6%	105
NATL INST OF FOOD & AGRICULTR	195	57.7%	23.0%	19.4%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	543,193	62.7%	22.5%	14.8%	37,034
Department of Agriculture	39,451	59.9%	25.3%	14.9%	2,835
Research, Education and Economics	3,898	62.1%	24.8%	13.1%	389
NATL INST OF FOOD & AGRICULTR	186	42.2%	37.4%	20.4%	10

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	560,913	56.2%	21.3%	22.5%	19,879
Department of Agriculture	40,816	53.1%	23.6%	23.3%	1,516
Research, Education and Economics	4,049	53.5%	24.1%	22.4%	241
NATL INST OF FOOD & AGRICULTR	191	44.9%	24.4%	30.7%	6

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,064	59.9%	21.1%	19.0%	19,964
Department of Agriculture	40,601	58.1%	23.1%	18.8%	1,503
Research, Education and Economics	4,045	60.2%	23.1%	16.7%	219
NATL INST OF FOOD & AGRICULTR	191	51.9%	25.0%	23.1%	5

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	548,557	61.5%	22.1%	16.4%	31,186
Department of Agriculture	39,912	57.9%	24.7%	17.5%	2,349
Research, Education and Economics	4,002	61.5%	23.3%	15.2%	278
NATL INST OF FOOD & AGRICULTR	189	54.5%	31.8%	13.7%	6

Department of Agriculture
NATL INST OF FOOD & AGRICULTR
2nd Level Subagency Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	570,532	56.4%	23.1%	20.5%	8,837
Department of Agriculture	41,402	46.9%	27.3%	25.8%	836
Research, Education and Economics	4,183	50.4%	28.0%	21.6%	102
NATL INST OF FOOD & AGRICULTR	196	43.5%	26.2%	30.3%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	530,819	57.8%	24.9%	17.3%	48,407
Department of Agriculture	38,895	48.3%	27.1%	24.7%	3,322
Research, Education and Economics	3,843	53.0%	26.1%	20.9%	440
NATL INST OF FOOD & AGRICULTR	188	37.9%	22.6%	39.5%	6

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	577,168	54.1%	22.2%	23.7%
Department of Agriculture	42,086	50.1%	23.9%	26.0%
Research, Education and Economics	4,270	55.0%	22.3%	22.8%
NATL INST OF FOOD & AGRICULTR	196	42.3%	19.1%	38.6%

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	577,134	51.0%	22.9%	26.1%
Department of Agriculture	42,089	44.7%	25.2%	30.1%
Research, Education and Economics	4,270	47.2%	26.4%	26.3%
NATL INST OF FOOD & AGRICULTR	195	40.5%	22.2%	37.3%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	576,832	52.1%	23.0%	24.9%
Department of Agriculture	42,058	49.4%	24.6%	26.1%
Research, Education and Economics	4,265	53.9%	24.0%	22.0%
NATL INST OF FOOD & AGRICULTR	196	51.1%	25.3%	23.6%

Department of Agriculture
NATL INST OF FOOD & AGRICULTR
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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	576,502	45.7%	29.0%	25.3%
Department of Agriculture	42,063	35.9%	31.9%	32.2%
Research, Education and Economics	4,262	39.4%	33.2%	27.5%
NATL INST OF FOOD & AGRICULTR	197	31.0%	32.2%	36.8%

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

	N	Positive	Neutral	Negative
Governmentwide	576,188	38.4%	27.6%	34.1%
Department of Agriculture	42,008	36.3%	28.9%	34.8%
Research, Education and Economics	4,259	31.8%	31.3%	36.9%
NATL INST OF FOOD & AGRICULTR	196	29.2%	26.7%	44.1%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	576,705	55.7%	22.7%	21.6%
Department of Agriculture	42,064	54.2%	23.5%	22.2%
Research, Education and Economics	4,264	55.6%	26.0%	18.4%
NATL INST OF FOOD & AGRICULTR	197	50.8%	23.3%	25.9%

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

	N	Positive	Neutral	Negative
Governmentwide	576,774	68.3%	16.8%	14.9%
Department of Agriculture	42,079	66.7%	18.0%	15.3%
Research, Education and Economics	4,268	68.9%	16.9%	14.3%
NATL INST OF FOOD & AGRICULTR	197	54.1%	23.9%	22.0%

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

	N	Positive	Neutral	Negative
Governmentwide	576,483	62.6%	16.5%	20.9%
Department of Agriculture	42,067	59.5%	17.9%	22.6%
Research, Education and Economics	4,259	58.3%	17.9%	23.8%
NATL INST OF FOOD & AGRICULTR	194	61.9%	15.9%	22.2%

Department of Agriculture
NATL INST OF FOOD & AGRICULTR
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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	574,352	60.4%	20.6%	19.1%
Department of Agriculture	41,901	54.9%	22.6%	22.5%
Research, Education and Economics	4,241	55.8%	23.4%	20.8%
NATL INST OF FOOD & AGRICULTR	195	41.9%	26.1%	32.0%

Work/Life

72. Please select the response below that BEST describes your current teleworking schedule.

	Telework					
	N	Very Infrequently	Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Governmentwide	574,372	14.9%	5.9%	15.2%	4.6%	2.0%
Department of Agriculture	41,875	21.8%	9.2%	15.3%	2.5%	1.8%
Research, Education and Economics	4,254	21.9%	10.8%	20.9%	0.6%	0.2%
NATL INST OF FOOD & AGRICULTR	195	19.7%	29.9%	38.1%	1.0%	0.0%

(continued)

72. Please select the response below that BEST describes your current teleworking schedule. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Approved To Telework	Choose Not To Telework
Governmentwide	574,372	28.6%	3.9%	13.2%	11.6%
Department of Agriculture	41,875	23.2%	2.6%	6.8%	16.9%
Research, Education and Economics	4,254	17.3%	3.0%	3.4%	21.8%
NATL INST OF FOOD & AGRICULTR	195	1.0%	0.9%	1.4%	7.9%

73. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	369,986	62.0%	22.6%	15.4%	37,643	143,877	14,641
Department of Agriculture	27,560	38.0%	25.4%	36.6%	4,609	8,583	486
Research, Education and Economics	3,087	31.8%	26.2%	42.0%	682	428	18
NATL INST OF FOOD & AGRICULTR	186	17.6%	12.5%	69.9%	5	0	0

Department of Agriculture
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Work/Life (continued)

74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	415,309	76.6%	15.1%	8.3%	59,915	78,301	14,950
Department of Agriculture	34,837	81.0%	12.4%	6.5%	2,133	3,799	718
Research, Education and Economics	3,281	71.6%	19.0%	9.4%	515	297	117
NATL INST OF FOOD & AGRICULTR	173	66.4%	15.0%	18.6%	18	0	0

75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	456,532	65.3%	24.4%	10.3%	43,322	42,843	31,923
Department of Agriculture	28,636	60.5%	27.2%	12.3%	2,442	7,059	3,799
Research, Education and Economics	3,342	59.3%	28.7%	12.0%	387	303	227
NATL INST OF FOOD & AGRICULTR	160	40.1%	34.5%	25.4%	20	7	9

76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	383,295	52.7%	41.2%	6.1%	130,354	12,016	49,569
Department of Agriculture	29,676	49.0%	44.5%	6.5%	8,395	894	3,025
Research, Education and Economics	2,812	45.1%	47.7%	7.3%	1,046	64	333
NATL INST OF FOOD & AGRICULTR	136	38.2%	51.3%	10.5%	41	1	18

77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	238,481	34.3%	57.5%	8.2%	184,554	75,622	76,697
Department of Agriculture	17,058	27.8%	63.0%	9.2%	10,692	8,012	6,251
Research, Education and Economics	1,749	28.2%	62.4%	9.4%	1,363	602	545
NATL INST OF FOOD & AGRICULTR	89	21.0%	59.7%	19.2%	76	9	22

Department of Agriculture
NATL INST OF FOOD & AGRICULTR
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Work/Life (continued)

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	199,899	25.3%	68.2%	6.5%	175,184	69,762	130,111
Department of Agriculture	14,982	20.1%	71.9%	8.1%	10,453	7,230	9,318
Research, Education and Economics	1,509	21.7%	70.4%	8.0%	1,285	545	917
NATL INST OF FOOD & AGRICULTR	81	16.1%	66.9%	17.1%	76	8	30

Department of Agriculture
NATL INST OF FOOD & AGRICULTR
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Demographic Questions

Where do you work?

	%
Headquarters	87.6%
Field	12.4%

What is your supervisory status?

	%
Non-Supervisor	71.3%
Team Leader	11.3%
Supervisor	10.8%
Manager	3.1%
Senior Leader	3.6%

Are you:

	%
Male	44.2%
Female	55.8%

Are you Hispanic or Latino?

	%
Yes	7.0%
No	93.0%

Please select the racial category or categories with which you most closely identify.

	%
American Indian or Alaska Native	--
Asian	8.2%
Black or African American	34.1%
Native Hawaiian or Other Pacific Islander	--
White	51.1%
Two or more races	5.5%

Note: Results are suppressed for each demographic category with fewer than 4 responses.

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
NATL INST OF FOOD & AGRICULTURE
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Demographic Questions (continued)

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

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

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

What is your pay category/grade?

	%
Federal Wage System	--
GS 1-6	--
GS 7-12	--
GS 13-15	--
Senior Executive Service	--
Senior Level (SL) or Scientific or Professional (ST)	--
Other	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

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

	%
Less than 1 year	--
1 to 3 years	--
4 to 5 years	--
6 to 10 years	--
11 to 14 years	--
15 to 20 years	--
More than 20 years	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
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Demographic Questions (continued)

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

	%
Less than 1 year	3.2%
1 to 3 years	18.5%
4 to 5 years	5.3%
6 to 10 years	24.9%
11 to 20 years	29.6%
More than 20 years	18.5%

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

	%
No	50.8%
Yes, to retire	7.3%
Yes, to take another job within the Federal Government	30.4%
Yes, to take another job outside the Federal Government	6.3%
Yes, other	5.2%

I am planning to retire:

	%
Within one year	3.2%
Between one and three years	12.9%
Between three and five years	11.8%
Five or more years	72.0%

What is your US military service status?

	%
No Prior Military Service	--
Currently in National Guard or Reserves	--
Retired	--
Separated or Discharged	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
NATL INST OF FOOD & AGRICULTR
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Demographic Questions (continued)

Are you an individual with a disability?

	%
Yes	14.6%
No	85.4%

What is your age group?

	%
25 and under	0.0%
26-29	2.2%
30-39	16.1%
40-49	26.9%
50-59	25.8%
60 or older	29.0%

Note: Percentages for demographic questions are unweighted.

2019

Office of Personnel Management



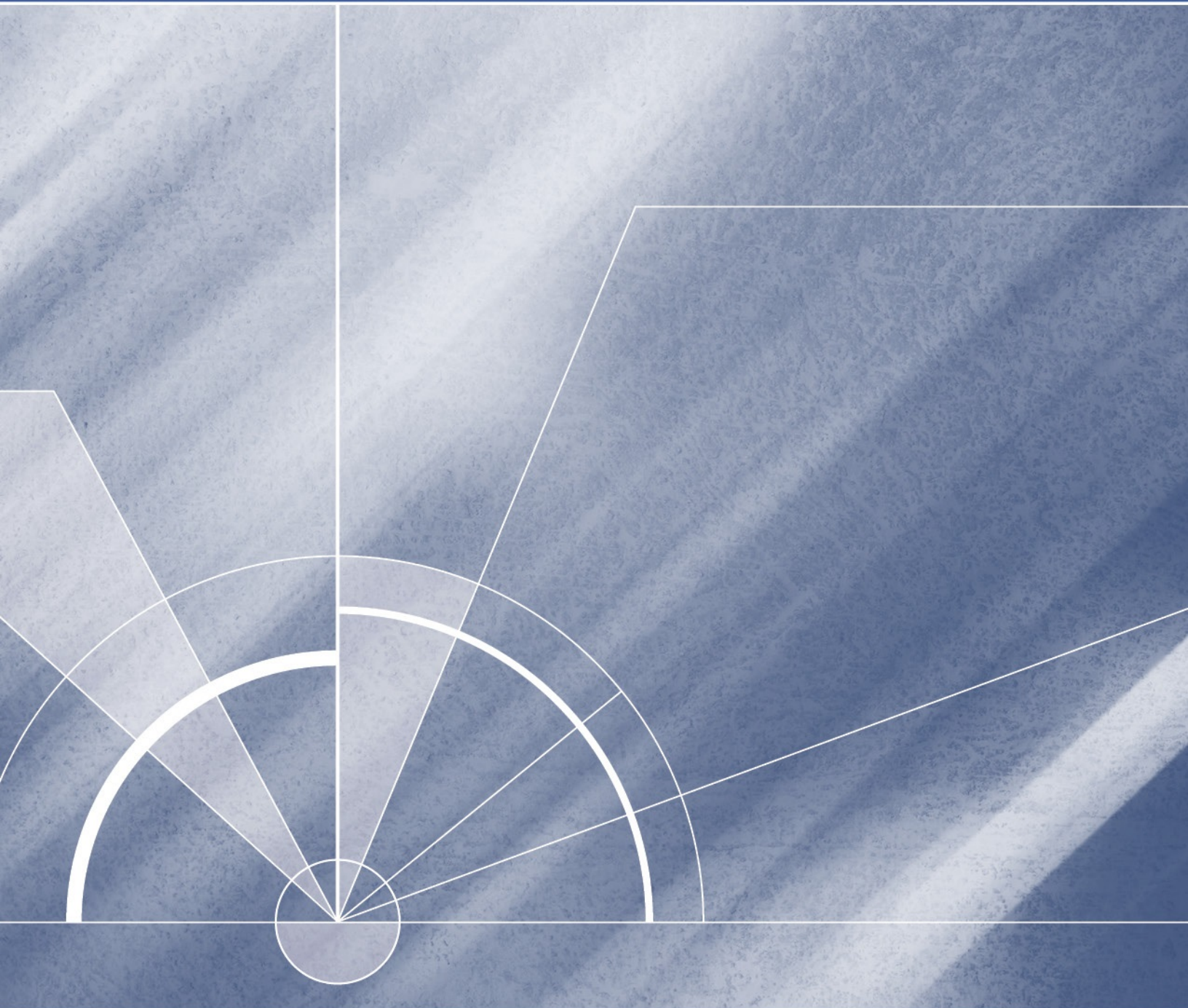
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Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

2nd Level
Subagency
Report

Department of Agriculture
Economic Research Service



Department of Agriculture
Economic Research Service
2nd Level Subagency Report

This 2019 OPM 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	615,395	42.6%
Department of Agriculture	36,529	50.7%
Research, Education, and Economics	4,002	64.1%
Economic Research Service	145	56.6%

Your Data

A Microsoft® Excel® file containing your results is embedded in this document. To access the workbook, 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)*, *No Basis to Judge (NBj)*, *Choose Not to Participate*, *Not Available to Me*, *Unaware of Programs*, or *No Support Required* responses, where applicable, is listed separately.

Department of Agriculture
Economic Research Service
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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 OPM FEVS results.

Highest Percent Positive

96.5%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
93.2%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
89.9%	My supervisor supports my need to balance work and other life issues. (Q.42)
89.6%	The work I do is important. (Q.13)
89.5%	I am constantly looking for ways to do my job better. (Q.8)
89.5%	My supervisor treats me with respect. (Q.49)
88.0%	I like the kind of work I do. (Q.5)
86.7%	My supervisor is committed to a workforce representative of all segments of society. (Q.45)
86.7%	My supervisor listens to what I have to say. (Q.48)
85.5%	How would you rate the overall quality of work done by your work unit? (Q.28)

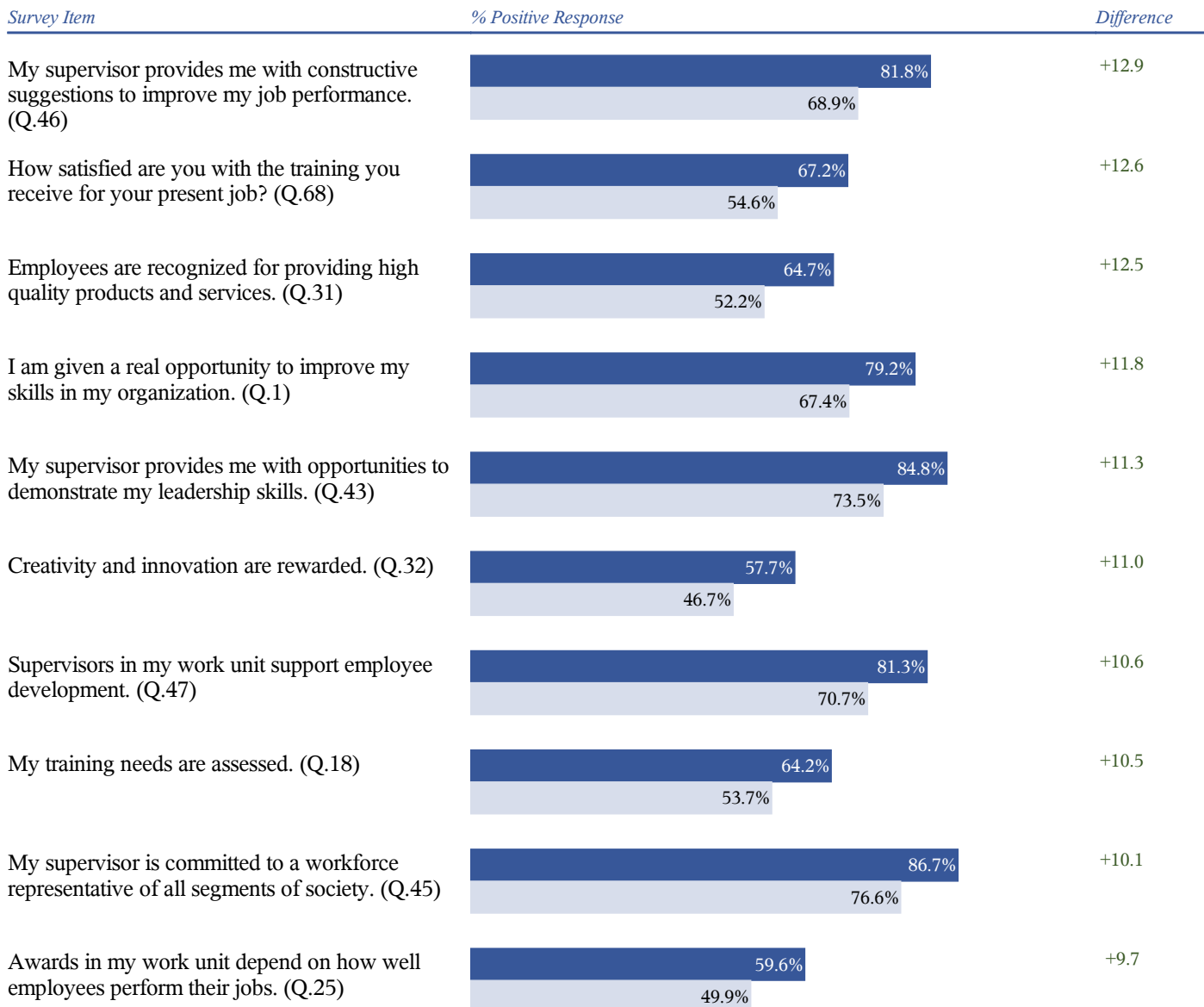
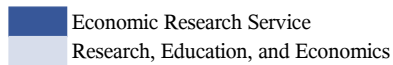
Highest Percent Negative

53.4%	How satisfied are you with the information you receive from management on what's going on in your organization? (Q.64)
49.4%	Considering everything, how satisfied are you with your organization? (Q.71)
48.6%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
48.1%	How satisfied are you with the policies and practices of your senior leaders? (Q.66)
44.6%	My work unit is able to recruit people with the right skills. (Q.21)
44.6%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
43.0%	How satisfied are you with your involvement in decisions that affect your work? (Q.63)
40.5%	I recommend my organization as a good place to work. (Q.40)
39.9%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
37.9%	Employees have a feeling of personal empowerment with respect to work processes. (Q.30)

Department of Agriculture
Economic Research Service
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Leading Your Comparison Group

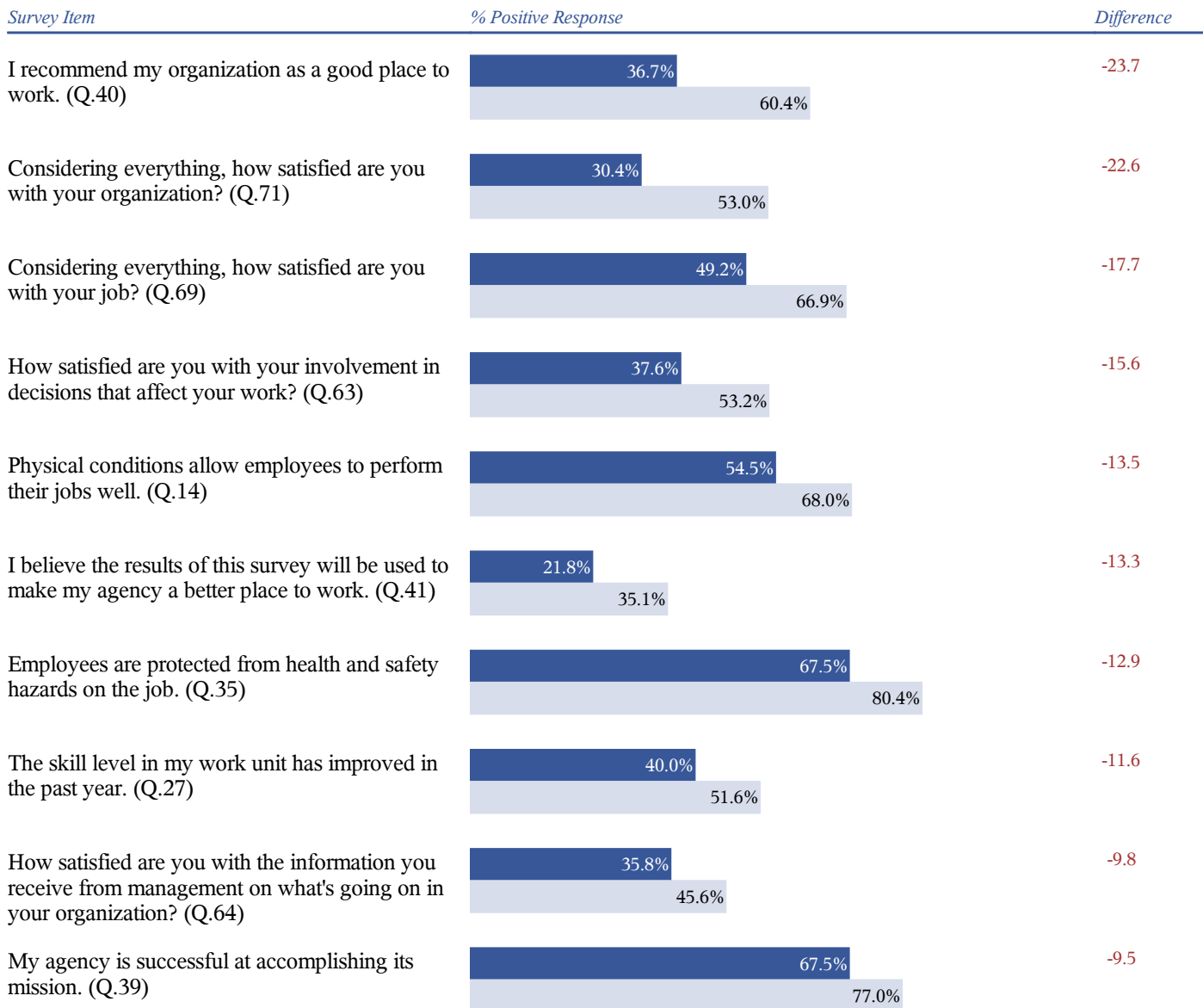
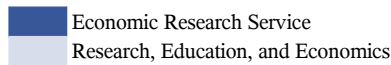
The figure below allows you to see where your subagency results are higher than your comparison group (Research, Education, and Economics) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 8.



Department of Agriculture
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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 (Research, Education, and Economics) 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. An '*' in % Positive Response represents a percentage less than 8.



Department of Agriculture
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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	611,219	67.2%	15.0%	17.8%
Department of Agriculture	36,284	63.7%	17.3%	18.9%
Research, Education, and Economics	3,973	67.4%	16.5%	16.1%
Economic Research Service	145	79.2%	7.4%	13.4%

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

	N	Positive	Neutral	Negative
Governmentwide	611,571	71.7%	14.2%	14.1%
Department of Agriculture	36,244	65.3%	17.5%	17.2%
Research, Education, and Economics	3,975	73.6%	14.0%	12.3%
Economic Research Service	144	73.3%	12.4%	14.3%

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

	N	Positive	Neutral	Negative
Governmentwide	609,335	61.8%	17.2%	21.0%
Department of Agriculture	36,116	57.7%	19.8%	22.6%
Research, Education, and Economics	3,964	67.5%	16.2%	16.2%
Economic Research Service	145	70.5%	8.7%	20.8%

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

	N	Positive	Neutral	Negative
Governmentwide	612,601	72.1%	14.5%	13.4%
Department of Agriculture	36,331	72.0%	14.9%	13.2%
Research, Education, and Economics	3,979	77.1%	12.6%	10.3%
Economic Research Service	145	82.6%	8.9%	8.5%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	612,232	82.7%	11.2%	6.1%
Department of Agriculture	36,335	84.2%	10.5%	5.2%
Research, Education, and Economics	3,977	87.0%	9.0%	4.0%
Economic Research Service	145	88.0%	10.1%	1.9%

Department of Agriculture
Economic Research Service
2nd Level Subagency Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	612,111	80.6%	10.6%	8.8%
Department of Agriculture	36,351	77.9%	12.1%	10.0%
Research, Education, and Economics	3,982	82.3%	9.7%	8.0%
Economic Research Service	145	81.7%	8.6%	9.8%

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

	N	Positive	Neutral	Negative
Governmentwide	612,974	95.6%	2.9%	1.6%
Department of Agriculture	36,394	95.4%	3.0%	1.7%
Research, Education, and Economics	3,988	95.7%	2.7%	1.5%
Economic Research Service	145	93.2%	3.6%	3.2%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	613,544	90.9%	7.3%	1.8%
Department of Agriculture	36,428	90.5%	7.8%	1.7%
Research, Education, and Economics	3,993	90.4%	8.0%	1.5%
Economic Research Service	145	89.5%	7.3%	3.2%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	608,706	48.9%	15.7%	35.3%	1,283
Department of Agriculture	36,145	40.3%	15.7%	43.9%	58
Research, Education, and Economics	3,964	44.5%	16.5%	39.0%	1
Economic Research Service	144	51.4%	12.9%	35.7%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	609,883	59.2%	15.8%	24.9%	1,025
Department of Agriculture	36,199	48.7%	17.6%	33.7%	52
Research, Education, and Economics	3,969	55.4%	17.0%	27.6%	2
Economic Research Service	144	57.4%	14.6%	27.9%	0

**Department of Agriculture
Economic Research Service
2nd Level Subagency Report**

My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,029	61.1%	16.4%	22.5%	2,511
Department of Agriculture	35,892	59.4%	17.8%	22.9%	108
Research, Education, and Economics	3,946	62.5%	16.1%	21.4%	9
Economic Research Service	143	64.2%	15.9%	19.9%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,249	85.1%	9.0%	6.0%	1,793
Department of Agriculture	36,247	83.2%	10.3%	6.6%	89
Research, Education, and Economics	3,974	84.2%	9.5%	6.2%	6
Economic Research Service	144	79.0%	10.3%	10.7%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,355	90.0%	6.8%	3.2%	1,426
Department of Agriculture	36,241	89.8%	7.1%	3.1%	77
Research, Education, and Economics	3,967	88.2%	8.8%	3.0%	11
Economic Research Service	143	89.6%	7.2%	3.2%	1

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	610,747	66.4%	14.0%	19.5%	2,784
Department of Agriculture	36,263	65.8%	15.4%	18.9%	149
Research, Education, and Economics	3,988	68.0%	14.5%	17.6%	2
Economic Research Service	145	54.5%	21.7%	23.8%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,420	71.2%	13.8%	14.9%	7,312
Department of Agriculture	36,067	66.2%	16.3%	17.6%	323
Research, Education, and Economics	3,961	68.1%	16.1%	15.8%	20
Economic Research Service	144	72.0%	13.5%	14.5%	1

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	609,583	83.1%	11.3%	5.6%	2,493
Department of Agriculture	36,223	83.1%	11.7%	5.1%	145
Research, Education, and Economics	3,973	87.8%	8.8%	3.4%	13
Economic Research Service	144	82.7%	13.1%	4.2%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,502	67.2%	16.6%	16.2%	23,195
Department of Agriculture	34,967	60.3%	19.5%	20.3%	1,412
Research, Education, and Economics	3,761	62.1%	20.1%	17.8%	216
Economic Research Service	136	55.4%	20.8%	23.9%	9

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	607,831	56.5%	22.0%	21.4%	5,336
Department of Agriculture	36,121	51.7%	24.7%	23.5%	274
Research, Education, and Economics	3,942	53.7%	26.6%	19.6%	37
Economic Research Service	144	64.2%	23.1%	12.7%	1

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	601,212	72.0%	12.7%	15.3%	11,466
Department of Agriculture	35,993	69.5%	13.6%	16.9%	391
Research, Education, and Economics	3,959	72.6%	12.8%	14.6%	35
Economic Research Service	144	76.9%	10.0%	13.1%	0

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	611,209	77.3%	12.1%	10.6%
Department of Agriculture	36,270	77.2%	12.3%	10.6%
Research, Education, and Economics	3,980	79.9%	11.1%	9.0%
Economic Research Service	144	83.3%	10.1%	6.6%

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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	587,463	43.9%	25.2%	30.8%	20,037
Department of Agriculture	34,990	32.4%	26.1%	41.5%	1,063
Research, Education, and Economics	3,831	34.6%	24.9%	40.6%	124
Economic Research Service	143	34.9%	20.4%	44.6%	1

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	568,300	39.2%	27.7%	33.1%	38,099
Department of Agriculture	33,931	34.3%	29.4%	36.3%	2,018
Research, Education, and Economics	3,752	44.2%	26.6%	29.2%	207
Economic Research Service	139	53.9%	25.5%	20.6%	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	548,546	33.7%	28.1%	38.2%	58,203
Department of Agriculture	33,229	28.4%	29.3%	42.3%	2,801
Research, Education, and Economics	3,574	34.2%	31.1%	34.6%	386
Economic Research Service	123	36.6%	31.4%	32.0%	20

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	571,950	39.2%	28.0%	32.8%	35,377
Department of Agriculture	34,198	32.7%	30.3%	37.1%	1,861
Research, Education, and Economics	3,742	39.5%	28.8%	31.7%	219
Economic Research Service	134	44.7%	26.4%	28.9%	10

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	568,785	47.8%	24.3%	28.0%	38,317
Department of Agriculture	33,916	42.4%	26.2%	31.4%	2,134
Research, Education, and Economics	3,750	49.9%	23.8%	26.3%	218
Economic Research Service	139	59.6%	19.0%	21.4%	5

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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	605,075	76.9%	12.4%	10.6%	2,503
Department of Agriculture	35,927	75.9%	13.4%	10.7%	152
Research, Education, and Economics	3,935	76.2%	13.9%	9.9%	27
Economic Research Service	142	80.8%	11.2%	8.0%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	584,115	57.6%	27.0%	15.4%	22,586
Department of Agriculture	34,962	52.4%	29.5%	18.0%	1,092
Research, Education, and Economics	3,785	51.6%	30.9%	17.5%	170
Economic Research Service	138	40.0%	24.8%	35.2%	6

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	606,946	84.0%	12.9%	3.1%
Department of Agriculture	36,052	83.3%	13.6%	3.0%
Research, Education, and Economics	3,964	86.9%	10.5%	2.6%
Economic Research Service	144	85.5%	11.7%	2.9%

29. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	602,007	80.6%	11.9%	7.5%	5,196
Department of Agriculture	35,785	78.4%	13.1%	8.6%	281
Research, Education, and Economics	3,913	82.4%	10.9%	6.7%	57
Economic Research Service	144	77.9%	9.0%	13.2%	0

My Agency

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	585,857	49.8%	23.7%	26.4%	12,699
Department of Agriculture	34,901	42.6%	26.2%	31.2%	707
Research, Education, and Economics	3,812	45.9%	25.0%	29.1%	118
Economic Research Service	140	43.3%	18.8%	37.9%	3

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,391	54.4%	21.2%	24.5%	11,018
Department of Agriculture	34,934	45.1%	25.3%	29.6%	642
Research, Education, and Economics	3,854	52.2%	23.1%	24.7%	77
Economic Research Service	142	64.7%	13.8%	21.5%	1

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	577,843	44.3%	27.4%	28.2%	17,984
Department of Agriculture	34,489	35.1%	31.7%	33.2%	944
Research, Education, and Economics	3,806	46.7%	27.4%	25.9%	104
Economic Research Service	138	57.7%	17.7%	24.5%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,080	27.8%	28.7%	43.5%	40,868
Department of Agriculture	33,610	20.4%	28.6%	51.0%	1,925
Research, Education, and Economics	3,713	32.8%	29.2%	38.0%	214
Economic Research Service	135	41.3%	32.2%	26.5%	8

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	553,893	58.7%	27.2%	14.2%	44,578
Department of Agriculture	33,942	59.1%	26.4%	14.5%	1,654
Research, Education, and Economics	3,743	66.8%	22.5%	10.6%	188
Economic Research Service	143	63.2%	22.0%	14.8%	0

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,760	76.7%	13.0%	10.4%	8,514
Department of Agriculture	35,265	74.0%	14.5%	11.5%	393
Research, Education, and Economics	3,908	80.4%	11.8%	7.8%	31
Economic Research Service	139	67.5%	19.9%	12.6%	4

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My Agency (continued)

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	591,468	79.9%	12.2%	7.9%	5,683
Department of Agriculture	35,152	71.4%	17.2%	11.4%	361
Research, Education, and Economics	3,867	76.0%	15.5%	8.5%	50
Economic Research Service	138	71.3%	17.7%	11.0%	5

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	566,071	56.2%	21.2%	22.5%	32,457
Department of Agriculture	33,824	53.9%	23.2%	22.8%	1,777
Research, Education, and Economics	3,684	62.1%	20.9%	17.1%	250
Economic Research Service	134	56.0%	19.8%	24.2%	9

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	548,380	70.3%	17.5%	12.1%	48,839
Department of Agriculture	33,125	68.9%	18.3%	12.8%	2,425
Research, Education, and Economics	3,617	75.6%	15.5%	8.9%	314
Economic Research Service	132	71.7%	15.6%	12.8%	10

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,036	77.3%	15.2%	7.4%	9,565
Department of Agriculture	34,915	69.5%	19.8%	10.7%	710
Research, Education, and Economics	3,795	77.0%	16.7%	6.3%	135
Economic Research Service	140	67.5%	20.2%	12.4%	3

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

	N	Positive	Neutral	Negative
Governmentwide	598,080	66.8%	18.8%	14.4%
Department of Agriculture	35,594	60.6%	21.4%	18.0%
Research, Education, and Economics	3,935	60.4%	21.4%	18.2%
Economic Research Service	143	36.7%	22.8%	40.5%

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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	556,743	41.3%	26.9%	31.7%	41,714
Department of Agriculture	33,190	33.7%	28.3%	38.0%	2,425
Research, Education, and Economics	3,659	35.1%	28.8%	36.0%	279
Economic Research Service	138	21.8%	29.6%	48.6%	5

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,388	82.1%	9.0%	8.9%	2,930
Department of Agriculture	35,331	83.9%	8.4%	7.7%	164
Research, Education, and Economics	3,898	86.8%	7.6%	5.6%	26
Economic Research Service	138	89.9%	4.6%	5.5%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,721	70.9%	15.1%	14.0%	3,093
Department of Agriculture	35,287	71.4%	15.7%	12.9%	176
Research, Education, and Economics	3,898	73.5%	15.0%	11.5%	22
Economic Research Service	138	84.8%	6.9%	8.2%	3

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,625	68.1%	16.2%	15.7%	5,679
Department of Agriculture	35,124	66.8%	17.4%	15.9%	288
Research, Education, and Economics	3,889	71.4%	15.1%	13.5%	26
Economic Research Service	138	80.5%	9.9%	9.6%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	552,306	71.9%	19.5%	8.6%	43,178
Department of Agriculture	33,262	72.6%	19.8%	7.6%	2,194
Research, Education, and Economics	3,667	76.6%	17.5%	5.9%	257
Economic Research Service	128	86.7%	9.6%	3.7%	13

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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	592,663	67.1%	17.3%	15.6%	3,241
Department of Agriculture	35,270	65.4%	19.1%	15.5%	204
Research, Education, and Economics	3,901	68.9%	18.7%	12.3%	25
Economic Research Service	139	81.8%	10.0%	8.2%	2

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,801	71.0%	15.6%	13.4%	8,065
Department of Agriculture	34,980	70.8%	17.0%	12.2%	488
Research, Education, and Economics	3,842	70.7%	18.6%	10.8%	81
Economic Research Service	138	81.3%	12.8%	5.9%	3

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

	N	Positive	Neutral	Negative
Governmentwide	594,429	79.6%	10.5%	9.9%
Department of Agriculture	35,363	79.3%	11.2%	9.5%
Research, Education, and Economics	3,924	81.4%	10.5%	8.0%
Economic Research Service	141	86.7%	6.2%	7.2%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	594,280	84.3%	8.5%	7.1%
Department of Agriculture	35,345	83.9%	9.0%	7.1%
Research, Education, and Economics	3,922	85.3%	8.9%	5.8%
Economic Research Service	140	89.5%	5.1%	5.4%

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

	N	Positive	Neutral	Negative
Governmentwide	594,433	82.0%	8.6%	9.4%
Department of Agriculture	35,358	85.5%	7.3%	7.3%
Research, Education, and Economics	3,918	90.5%	5.5%	4.0%
Economic Research Service	140	96.5%	2.0%	1.5%

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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	594,262	72.0%	14.2%	13.8%
Department of Agriculture	35,353	70.7%	15.4%	13.9%
Research, Education, and Economics	3,922	74.6%	14.5%	10.9%
Economic Research Service	140	77.9%	11.0%	11.2%

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

	N	Positive	Neutral	Negative
Governmentwide	594,144	74.1%	15.8%	10.1%
Department of Agriculture	35,354	72.9%	16.8%	10.3%
Research, Education, and Economics	3,920	78.0%	13.9%	8.1%
Economic Research Service	139	84.5%	9.2%	6.3%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	576,889	45.0%	24.0%	31.1%	13,376
Department of Agriculture	34,159	34.0%	26.4%	39.6%	1,010
Research, Education, and Economics	3,750	36.9%	26.6%	36.5%	144
Economic Research Service	136	31.1%	24.3%	44.6%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,779	56.1%	23.1%	20.8%	36,043
Department of Agriculture	32,386	44.8%	28.4%	26.7%	2,730
Research, Education, and Economics	3,516	52.0%	26.8%	21.2%	379
Economic Research Service	135	46.9%	18.8%	34.3%	5

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	558,822	70.2%	18.6%	11.2%	28,605
Department of Agriculture	33,043	67.2%	21.6%	11.2%	1,898
Research, Education, and Economics	3,661	72.4%	18.5%	9.1%	221
Economic Research Service	134	71.9%	16.2%	11.8%	7

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Leadership (continued)

56. Managers communicate the goals of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,748	64.6%	18.6%	16.8%	7,863
Department of Agriculture	34,425	60.7%	21.3%	18.0%	598
Research, Education, and Economics	3,788	61.4%	21.9%	16.7%	108
Economic Research Service	138	62.2%	18.1%	19.7%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,057	63.9%	21.6%	14.5%	36,249
Department of Agriculture	32,719	58.9%	25.2%	15.9%	2,390
Research, Education, and Economics	3,548	61.6%	24.6%	13.8%	349
Economic Research Service	130	66.7%	15.8%	17.5%	11

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	570,161	57.7%	20.5%	21.8%	19,711
Department of Agriculture	33,890	52.6%	23.4%	24.0%	1,246
Research, Education, and Economics	3,689	53.9%	23.5%	22.6%	205
Economic Research Service	139	54.6%	21.8%	23.6%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	566,154	61.3%	20.3%	18.4%	20,010
Department of Agriculture	33,705	57.9%	22.8%	19.3%	1,268
Research, Education, and Economics	3,672	61.2%	21.8%	17.0%	204
Economic Research Service	138	67.9%	19.2%	12.9%	3

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	557,336	62.5%	21.4%	16.1%	31,586
Department of Agriculture	33,137	57.1%	24.9%	18.0%	1,958
Research, Education, and Economics	3,629	62.6%	22.8%	14.6%	266
Economic Research Service	134	59.1%	23.4%	17.5%	5

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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	579,632	57.2%	22.6%	20.2%	8,840
Department of Agriculture	34,420	46.0%	26.7%	27.4%	648
Research, Education, and Economics	3,807	48.7%	26.3%	25.0%	87
Economic Research Service	137	47.9%	17.7%	34.4%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	541,505	58.8%	24.0%	17.2%	46,639
Department of Agriculture	32,019	49.8%	27.9%	22.3%	3,015
Research, Education, and Economics	3,440	52.6%	28.4%	19.0%	450
Economic Research Service	126	53.0%	19.0%	28.0%	12

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	585,087	54.8%	21.9%	23.3%
Department of Agriculture	34,853	49.3%	24.0%	26.7%
Research, Education, and Economics	3,868	53.2%	22.5%	24.4%
Economic Research Service	140	37.6%	19.4%	43.0%

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	584,983	52.3%	22.4%	25.3%
Department of Agriculture	34,846	43.3%	25.3%	31.3%
Research, Education, and Economics	3,872	45.6%	25.9%	28.5%
Economic Research Service	139	35.8%	10.7%	53.4%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	584,700	53.4%	22.5%	24.1%
Department of Agriculture	34,844	48.1%	25.5%	26.5%
Research, Education, and Economics	3,876	53.8%	23.0%	23.2%
Economic Research Service	139	53.6%	21.1%	25.4%

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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	584,390	46.8%	28.4%	24.8%
Department of Agriculture	34,831	35.2%	31.8%	33.0%
Research, Education, and Economics	3,873	38.1%	31.8%	30.0%
Economic Research Service	139	34.5%	17.5%	48.1%

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

	N	Positive	Neutral	Negative
Governmentwide	584,169	40.7%	27.0%	32.3%
Department of Agriculture	34,829	37.7%	28.3%	34.0%
Research, Education, and Economics	3,874	31.8%	32.3%	35.9%
Economic Research Service	138	33.9%	26.2%	39.9%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	584,592	56.7%	22.3%	21.1%
Department of Agriculture	34,823	53.2%	24.2%	22.6%
Research, Education, and Economics	3,877	54.6%	26.9%	18.5%
Economic Research Service	139	67.2%	21.9%	10.9%

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

	N	Positive	Neutral	Negative
Governmentwide	584,624	68.6%	16.5%	14.9%
Department of Agriculture	34,816	65.5%	18.0%	16.4%
Research, Education, and Economics	3,877	66.9%	17.5%	15.5%
Economic Research Service	138	49.2%	18.7%	32.1%

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

	N	Positive	Neutral	Negative
Governmentwide	584,219	63.3%	16.2%	20.5%
Department of Agriculture	34,809	59.7%	17.5%	22.8%
Research, Education, and Economics	3,871	59.2%	17.3%	23.5%
Economic Research Service	139	56.7%	18.8%	24.5%

Department of Agriculture
Economic Research Service
2nd Level Subagency Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	581,919	61.0%	20.1%	18.9%
Department of Agriculture	34,711	52.9%	22.6%	24.5%
Research, Education, and Economics	3,857	53.0%	24.2%	22.8%
Economic Research Service	139	30.4%	20.2%	49.4%

Performance

72. Currently, in my work unit poor performers usually:

	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-perform	Leave Work Unit - Removed or Transferred	Leave Work Unit - Quit	No Poor Performers In Work Unit	Do Not Know
Governmentwide	461,560	17.1%	55.5%	8.1%	2.1%	17.1%	123,151
Department of Agriculture	28,247	15.1%	58.0%	6.3%	2.1%	18.6%	6,620
Research, Education, and Economics	3,002	19.1%	51.5%	5.6%	2.9%	20.9%	884
Economic Research Service	105	13.2%	48.4%	8.8%	2.0%	27.6%	35

Partial Government Shutdown

73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status?

	N	No Impact On Working/Pay Status	No Work And No Pay Until After Shutdown	Worked Some But No Pay Until After Shutdown	Worked Entire Shutdown But No Pay Until After	Other
Governmentwide	583,875	53.7%	18.2%	6.7%	17.3%	4.1%
Department of Agriculture	34,832	20.1%	42.9%	20.5%	12.5%	4.1%
Research, Education, and Economics	3,884	6.2%	69.7%	15.6%	5.2%	3.3%
Economic Research Service	139	8.0%	85.6%	3.5%	0.9%	2.1%

Department of Agriculture
Economic Research Service
2nd Level Subagency Report

Partial Government Shutdown (continued)

74. How was your everyday work impacted during (if you worked) or after the partial government shutdown?

	N	No Impact	Slightly Negative Impact	Moderately Negative Impact	Very Negative Impact	Extremely Negative Impact
Governmentwide	576,262	44.9%	16.0%	16.7%	12.1%	10.3%
Department of Agriculture	34,021	16.4%	16.2%	26.6%	22.8%	17.9%
Research, Education, and Economics	3,777	9.1%	13.3%	28.3%	27.3%	22.0%
Economic Research Service	133	6.7%	11.3%	35.0%	26.8%	20.2%

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply)

	N	Unmanageable Workload	Missed Deadlines	Unrecoverable Loss of Work	Reduced Customer Service	Delayed Work
Governmentwide	324,309	29.6%	45.8%	20.7%	47.9%	66.7%
Department of Agriculture	28,445	42.1%	63.4%	31.8%	61.6%	78.3%
Research, Education, and Economics	3,431	42.7%	68.3%	43.9%	38.6%	87.4%
Economic Research Service	125	39.4%	81.4%	37.7%	59.2%	88.0%

If the response to item 74 was "It had no impact", item 75 was skipped.

(continued)

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply) (continued)

	N	Reduced Work Quality	Cutback Of Critical Work	Time Lost Restarting Work	Unmet Statutory Requirements	Other
Governmentwide	324,309	31.9%	25.4%	42.0%	12.4%	27.3%
Department of Agriculture	28,445	36.6%	29.2%	56.7%	15.6%	20.0%
Research, Education, and Economics	3,431	35.1%	33.3%	69.9%	9.9%	14.3%
Economic Research Service	125	29.5%	35.3%	74.2%	8.2%	11.1%

If the response to item 74 was "It had no impact", item 75 was skipped.

76. Are you looking for another job because of the partial government shutdown?

	N	Looking Specifically Because Of Shutdown	Looking But Shutdown Is Only One Of The Reasons	Looking But Shutdown Had No Influence	Not Looking Currently
Governmentwide	579,912	1.5%	8.0%	19.8%	70.7%
Department of Agriculture	34,582	1.8%	11.5%	15.2%	71.5%
Research, Education, and Economics	3,851	2.2%	13.6%	12.4%	71.9%
Economic Research Service	137	0.7%	33.9%	32.3%	33.0%

Department of Agriculture
Economic Research Service
2nd Level Subagency Report

Partial Government Shutdown (continued)

77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.

	N	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Support Required
Governmentwide	464,251	23.9%	40.3%	22.0%	7.7%	6.1%	117,730
Department of Agriculture	33,364	16.4%	39.6%	23.0%	12.1%	9.0%	1,365
Research, Education, and Economics	3,759	15.2%	39.1%	24.6%	11.8%	9.3%	113
Economic Research Service	135	24.9%	43.1%	19.9%	4.6%	7.5%	4

Work-Life

78. Please select the response below that BEST describes your current teleworking schedule.

	N	Very Infrequently	Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Governmentwide	579,351	14.5%	5.9%	15.9%	5.2%	2.0%
Department of Agriculture	34,498	21.4%	9.2%	14.9%	2.4%	2.1%
Research, Education, and Economics	3,864	21.7%	11.1%	20.3%	0.7%	0.3%
Economic Research Service	139	9.3%	18.8%	66.0%	0.6%	0.0%

(continued)

78. Please select the response below that BEST describes your current teleworking schedule. (continued)

	N	Must Be Physically Present	Technical Issues	Not Approved To Telework	Choose Not To Telework
Governmentwide	579,351	27.0%	3.5%	13.5%	12.5%
Department of Agriculture	34,498	21.6%	2.9%	8.0%	17.4%
Research, Education, and Economics	3,864	15.6%	3.6%	3.9%	22.8%
Economic Research Service	139	0.8%	0.0%	3.3%	1.2%

Department of Agriculture
Economic Research Service
2nd Level Subagency Report

Work-Life (continued)

79. How satisfied are you with the Telework program in your agency?

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	380,622	60.1%	20.8%	19.1%	32,942	144,715	22,910
Department of Agriculture	23,719	34.2%	26.0%	39.8%	3,334	7,011	557
Research, Education, and Economics	2,822	30.7%	26.5%	42.8%	574	437	21
Economic Research Service	137	25.5%	11.0%	63.5%	1	1	0

80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):

	N	Alternative Work Schedules	Health and Wellness Programs	Employee Assistance Program - EAP	Child Care Programs	Elder Care Programs	None Listed
Governmentwide	577,815	45.1%	27.7%	7.0%	3.2%	0.4%	39.5%
Department of Agriculture	34,462	61.5%	28.2%	8.7%	2.5%	0.3%	29.1%
Research, Education, and Economics	3,827	38.5%	26.0%	6.3%	2.3%	0.1%	46.3%
Economic Research Service	135	36.6%	34.4%	3.7%	1.4%	0.0%	42.4%

81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	410,019	77.9%	15.2%	6.9%	71,628	75,146	22,071
Department of Agriculture	28,653	83.5%	11.6%	4.8%	2,443	2,643	804
Research, Education, and Economics	2,714	73.8%	19.5%	6.7%	681	275	173
Economic Research Service	91	67.3%	19.3%	13.4%	45	1	1

82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	387,606	65.8%	26.8%	7.4%	98,937	44,796	45,335
Department of Agriculture	19,652	62.9%	29.2%	7.9%	5,077	5,889	3,760
Research, Education, and Economics	2,445	60.9%	30.8%	8.3%	700	384	300
Economic Research Service	93	69.4%	26.9%	3.7%	38	1	6

Department of Agriculture
Economic Research Service
2nd Level Subagency Report

Work-Life (continued)

83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, information services)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	282,014	45.4%	49.0%	5.7%	221,222	15,633	56,971
Department of Agriculture	17,983	43.4%	50.4%	6.3%	12,858	807	2,684
Research, Education, and Economics	1,792	39.0%	54.4%	6.7%	1,608	91	332
Economic Research Service	52	43.5%	51.8%	4.7%	70	2	13

84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	190,221	31.2%	62.6%	6.2%	248,558	65,987	70,671
Department of Agriculture	10,153	25.5%	68.4%	6.1%	13,312	6,310	4,545
Research, Education, and Economics	1,145	24.0%	69.1%	6.9%	1,655	585	441
Economic Research Service	28	24.8%	72.3%	2.9%	78	15	17

85. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	158,590	21.6%	74.1%	4.3%	244,230	59,125	111,402
Department of Agriculture	8,741	16.5%	78.9%	4.6%	13,240	5,608	6,633
Research, Education, and Economics	969	15.5%	79.0%	5.5%	1,607	495	738
Economic Research Service	25	21.0%	75.8%	3.2%	73	11	28

Department of Agriculture
Economic Research Service
2nd Level Subagency Report

My Employment Demographics

Where do you work?

	%
Headquarters	87.0%
Field	13.0%

What is your supervisory status?

	%
Senior Leader	1.4%
Manager	2.2%
Supervisor	14.5%
Team Leader	22.5%
Non-Supervisor	59.4%

What is your pay category/grade?

	%
Federal Wage System	0.0%
GS 1-6	0.0%
GS 7-12	20.4%
GS 13-15	77.4%
Senior Executive Service	1.5%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	0.7%

What is your US military service status?

	%
No Prior Military Service	93.4%
Currently in National Guard or Reserves	0.7%
Retired	1.5%
Separated or Discharged	4.4%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
Economic Research Service
2nd Level Subagency Report

My Employment Demographics (continued)

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

	%
Less than 1 year	0.0%
1 to 3 years	10.9%
4 to 5 years	7.3%
6 to 10 years	17.5%
11 to 14 years	11.7%
15 to 20 years	12.4%
More than 20 years	40.1%

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

	%
Less than 1 year	1.5%
1 to 3 years	20.7%
4 to 5 years	10.4%
6 to 10 years	14.8%
11 to 14 years	5.9%
15 to 20 years	11.9%
More than 20 years	34.8%

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

	%
No	12.1%
Yes, to retire	12.1%
Yes, to take another job within the Federal Government	42.4%
Yes, to take another job outside the Federal Government	12.9%
Yes, other	20.5%

I am planning to retire:

	%
Within one year	10.2%
Between one and three years	10.9%
Between three and five years	5.5%
Five or more years	73.4%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
Economic Research Service
2nd Level Subagency Report

My Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	4.5%
No	95.5%

Please select the racial category or categories with which you most closely identify.

	%
White	74.6%
Black or African American	15.6%
All other races	9.8%

What is your age group?

	%
29 years and under	3.1%
30-39 years old	22.3%
40-49 years old	18.5%
50-59 years old	37.7%
60 years or older	18.5%

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

	%
Less than High School/ High School Diploma/ GED	3.0%
Certification/ Some College/ Associate's Degree	10.4%
Bachelor's Degree	11.9%
Advanced Degrees (Post Bachelor's Degree)	74.6%

Are you an individual with a disability?

	%
Yes	9.2%
No	90.8%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.

Department of Agriculture
Economic Research Service
2nd Level Subagency Report

My Personal Demographics (continued)

Are you:

	%
Male	48.5%
Female	51.5%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.

2019

Office of Personnel Management



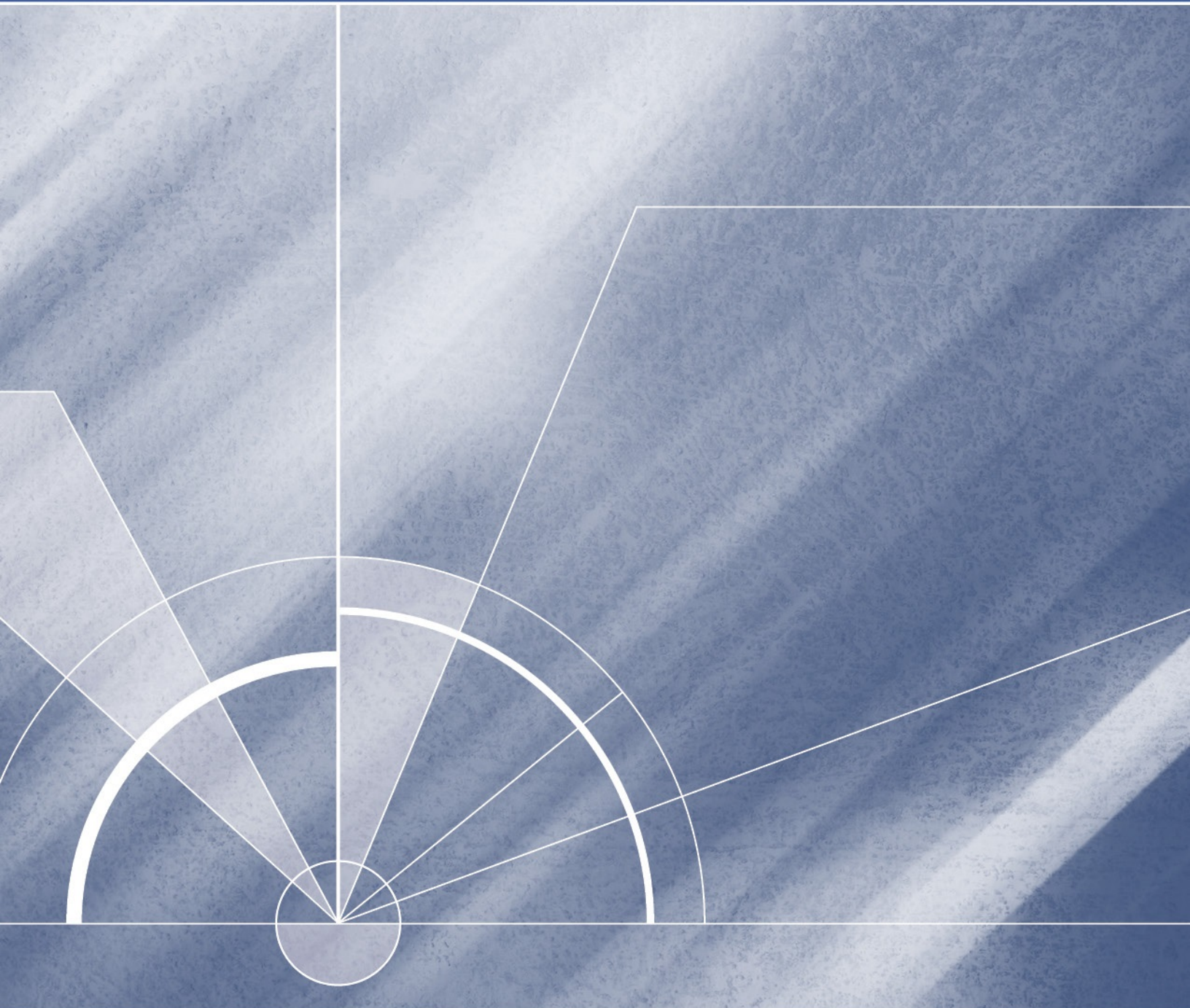
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Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

2nd Level
Subagency
Report

Department of Agriculture
NATL INST OF FOOD & AGRICULTR



Department of Agriculture
NATL INST OF FOOD & AGRICULTR
2nd Level Subagency Report

This 2019 OPM 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	615,395	42.6%
Department of Agriculture	36,529	50.7%
Research, Education, and Economics	4,002	64.1%
NATL INST OF FOOD & AGRICULTR	101	43.0%

Your Data

A Microsoft® Excel® file containing your results is embedded in this document. To access the workbook, 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)*, *No Basis to Judge (NBJ)*, *Choose Not to Participate*, *Not Available to Me*, *Unaware of Programs*, or *No Support Required* responses, where applicable, is listed separately.

Department of Agriculture
NATL INST OF FOOD & AGRICULTURE
2nd Level Subagency Report

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 OPM FEVS results.

Highest Percent Positive

90.8%	The work I do is important. (Q.13)
88.0%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
87.4%	How would you rate the overall quality of work done by your work unit? (Q.28)
84.7%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
83.9%	My supervisor treats me with respect. (Q.49)
83.7%	I am held accountable for achieving results. (Q.16)
81.6%	I like the kind of work I do. (Q.5)
81.5%	I know how my work relates to the agency's goals. (Q.12)
81.1%	I am constantly looking for ways to do my job better. (Q.8)
80.2%	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q.29)

Highest Percent Negative

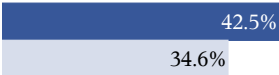
80.5%	How satisfied are you with the information you receive from management on what's going on in your organization? (Q.64)
77.6%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
74.0%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
71.5%	Considering everything, how satisfied are you with your organization? (Q.71)
70.7%	Employees have a feeling of personal empowerment with respect to work processes. (Q.30)
70.6%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
70.4%	How satisfied are you with your involvement in decisions that affect your work? (Q.63)
67.1%	I have a high level of respect for my organization's senior leaders. (Q.61)
67.0%	My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)
64.1%	How satisfied are you with the policies and practices of your senior leaders? (Q.66)

Department of Agriculture
NATL INST OF FOOD & AGRICULTR
2nd Level Subagency Report

Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (Research, Education, and Economics) 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. An '*' in % Positive Response represents a percentage less than 8.

 NATL INST OF FOOD & AGRICULTR
 Research, Education, and Economics

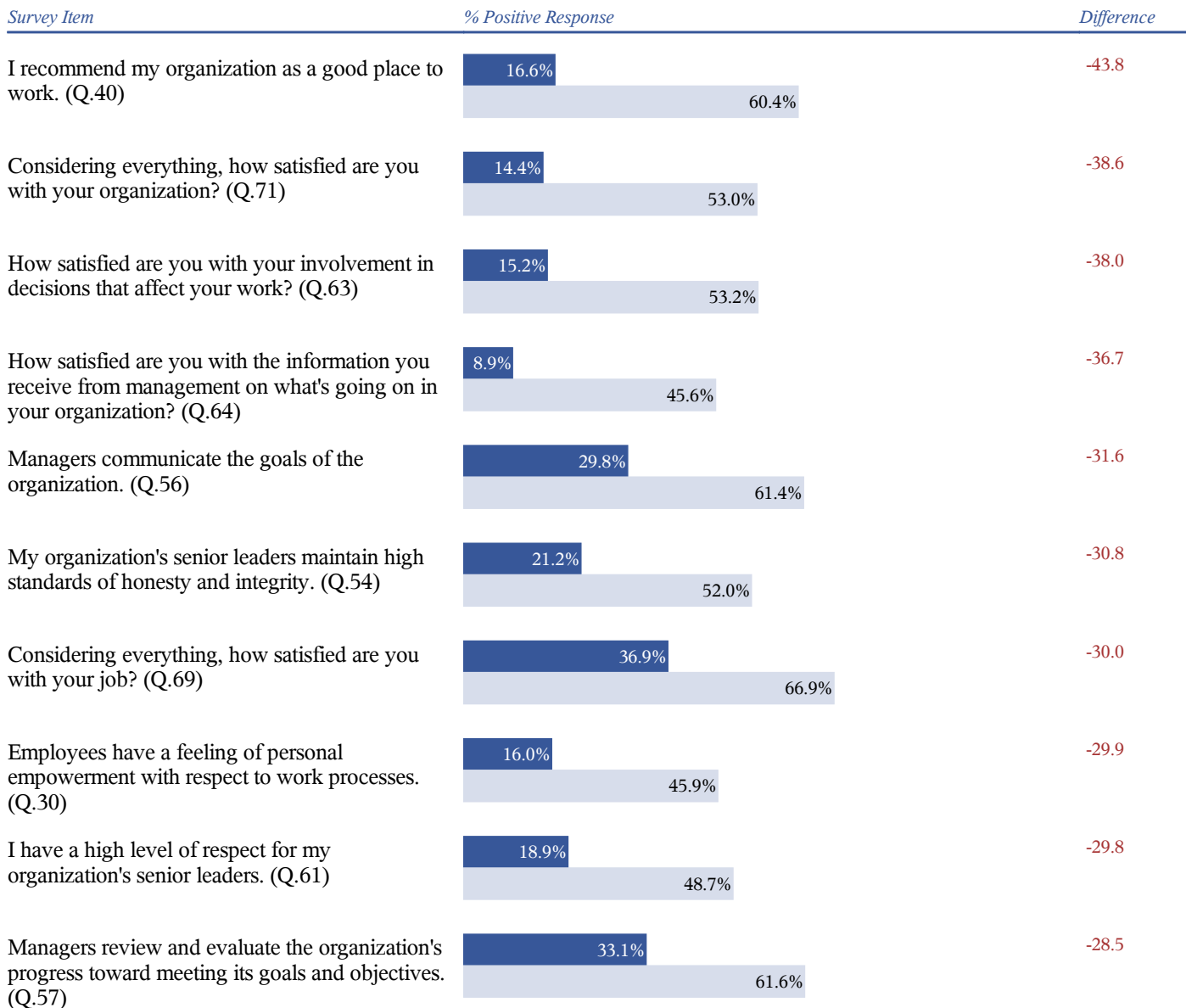
<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
My work unit is able to recruit people with the right skills. (Q.21)		+7.9
Supervisors in my work unit support employee development. (Q.47)		+4.6

Department of Agriculture
NATL INST OF FOOD & AGRICULTR
2nd Level Subagency Report

Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (Research, Education, and Economics) 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. An '*' in % Positive Response represents a percentage less than 8.

 NATL INST OF FOOD & AGRICULTR
 Research, Education, and Economics



Department of Agriculture
NATL INST OF FOOD & AGRICULTR
2nd Level Subagency Report

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	611,219	67.2%	15.0%	17.8%
Department of Agriculture	36,284	63.7%	17.3%	18.9%
Research, Education, and Economics	3,973	67.4%	16.5%	16.1%
NATL INST OF FOOD & AGRICULTR	98	49.7%	19.4%	31.0%

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

	N	Positive	Neutral	Negative
Governmentwide	611,571	71.7%	14.2%	14.1%
Department of Agriculture	36,244	65.3%	17.5%	17.2%
Research, Education, and Economics	3,975	73.6%	14.0%	12.3%
NATL INST OF FOOD & AGRICULTR	99	51.1%	10.4%	38.4%

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

	N	Positive	Neutral	Negative
Governmentwide	609,335	61.8%	17.2%	21.0%
Department of Agriculture	36,116	57.7%	19.8%	22.6%
Research, Education, and Economics	3,964	67.5%	16.2%	16.2%
NATL INST OF FOOD & AGRICULTR	97	46.7%	17.4%	35.8%

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

	N	Positive	Neutral	Negative
Governmentwide	612,601	72.1%	14.5%	13.4%
Department of Agriculture	36,331	72.0%	14.9%	13.2%
Research, Education, and Economics	3,979	77.1%	12.6%	10.3%
NATL INST OF FOOD & AGRICULTR	99	63.2%	14.9%	21.9%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	612,232	82.7%	11.2%	6.1%
Department of Agriculture	36,335	84.2%	10.5%	5.2%
Research, Education, and Economics	3,977	87.0%	9.0%	4.0%
NATL INST OF FOOD & AGRICULTR	99	81.6%	12.7%	5.7%

Department of Agriculture
NATL INST OF FOOD & AGRICULTR
2nd Level Subagency Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	612,111	80.6%	10.6%	8.8%
Department of Agriculture	36,351	77.9%	12.1%	10.0%
Research, Education, and Economics	3,982	82.3%	9.7%	8.0%
NATL INST OF FOOD & AGRICULTR	99	79.5%	6.3%	14.2%

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

	N	Positive	Neutral	Negative
Governmentwide	612,974	95.6%	2.9%	1.6%
Department of Agriculture	36,394	95.4%	3.0%	1.7%
Research, Education, and Economics	3,988	95.7%	2.7%	1.5%
NATL INST OF FOOD & AGRICULTR	100	84.7%	7.1%	8.2%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	613,544	90.9%	7.3%	1.8%
Department of Agriculture	36,428	90.5%	7.8%	1.7%
Research, Education, and Economics	3,993	90.4%	8.0%	1.5%
NATL INST OF FOOD & AGRICULTR	100	81.1%	14.3%	4.6%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	608,706	48.9%	15.7%	35.3%	1,283
Department of Agriculture	36,145	40.3%	15.7%	43.9%	58
Research, Education, and Economics	3,964	44.5%	16.5%	39.0%	1
NATL INST OF FOOD & AGRICULTR	99	19.1%	10.3%	70.6%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	609,883	59.2%	15.8%	24.9%	1,025
Department of Agriculture	36,199	48.7%	17.6%	33.7%	52
Research, Education, and Economics	3,969	55.4%	17.0%	27.6%	2
NATL INST OF FOOD & AGRICULTR	100	30.0%	9.7%	60.3%	0

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,029	61.1%	16.4%	22.5%	2,511
Department of Agriculture	35,892	59.4%	17.8%	22.9%	108
Research, Education, and Economics	3,946	62.5%	16.1%	21.4%	9
NATL INST OF FOOD & AGRICULTR	97	35.7%	16.2%	48.1%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,249	85.1%	9.0%	6.0%	1,793
Department of Agriculture	36,247	83.2%	10.3%	6.6%	89
Research, Education, and Economics	3,974	84.2%	9.5%	6.2%	6
NATL INST OF FOOD & AGRICULTR	99	81.5%	7.4%	11.1%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,355	90.0%	6.8%	3.2%	1,426
Department of Agriculture	36,241	89.8%	7.1%	3.1%	77
Research, Education, and Economics	3,967	88.2%	8.8%	3.0%	11
NATL INST OF FOOD & AGRICULTR	99	90.8%	5.0%	4.2%	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	610,747	66.4%	14.0%	19.5%	2,784
Department of Agriculture	36,263	65.8%	15.4%	18.9%	149
Research, Education, and Economics	3,988	68.0%	14.5%	17.6%	2
NATL INST OF FOOD & AGRICULTR	100	60.0%	21.3%	18.7%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,420	71.2%	13.8%	14.9%	7,312
Department of Agriculture	36,067	66.2%	16.3%	17.6%	323
Research, Education, and Economics	3,961	68.1%	16.1%	15.8%	20
NATL INST OF FOOD & AGRICULTR	99	70.9%	11.7%	17.4%	0

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	609,583	83.1%	11.3%	5.6%	2,493
Department of Agriculture	36,223	83.1%	11.7%	5.1%	145
Research, Education, and Economics	3,973	87.8%	8.8%	3.4%	13
NATL INST OF FOOD & AGRICULTR	99	83.7%	10.3%	6.0%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,502	67.2%	16.6%	16.2%	23,195
Department of Agriculture	34,967	60.3%	19.5%	20.3%	1,412
Research, Education, and Economics	3,761	62.1%	20.1%	17.8%	216
NATL INST OF FOOD & AGRICULTR	93	36.3%	28.0%	35.7%	6

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	607,831	56.5%	22.0%	21.4%	5,336
Department of Agriculture	36,121	51.7%	24.7%	23.5%	274
Research, Education, and Economics	3,942	53.7%	26.6%	19.6%	37
NATL INST OF FOOD & AGRICULTR	100	44.3%	20.6%	35.1%	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	601,212	72.0%	12.7%	15.3%	11,466
Department of Agriculture	35,993	69.5%	13.6%	16.9%	391
Research, Education, and Economics	3,959	72.6%	12.8%	14.6%	35
NATL INST OF FOOD & AGRICULTR	99	72.2%	12.1%	15.6%	1

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	611,209	77.3%	12.1%	10.6%
Department of Agriculture	36,270	77.2%	12.3%	10.6%
Research, Education, and Economics	3,980	79.9%	11.1%	9.0%
NATL INST OF FOOD & AGRICULTR	99	76.4%	11.6%	12.0%

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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	587,463	43.9%	25.2%	30.8%	20,037
Department of Agriculture	34,990	32.4%	26.1%	41.5%	1,063
Research, Education, and Economics	3,831	34.6%	24.9%	40.6%	124
NATL INST OF FOOD & AGRICULTR	90	42.5%	13.4%	44.1%	6

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	568,300	39.2%	27.7%	33.1%	38,099
Department of Agriculture	33,931	34.3%	29.4%	36.3%	2,018
Research, Education, and Economics	3,752	44.2%	26.6%	29.2%	207
NATL INST OF FOOD & AGRICULTR	92	38.7%	24.8%	36.4%	7

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	548,546	33.7%	28.1%	38.2%	58,203
Department of Agriculture	33,229	28.4%	29.3%	42.3%	2,801
Research, Education, and Economics	3,574	34.2%	31.1%	34.6%	386
NATL INST OF FOOD & AGRICULTR	87	28.1%	27.7%	44.2%	12

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	571,950	39.2%	28.0%	32.8%	35,377
Department of Agriculture	34,198	32.7%	30.3%	37.1%	1,861
Research, Education, and Economics	3,742	39.5%	28.8%	31.7%	219
NATL INST OF FOOD & AGRICULTR	92	41.9%	24.5%	33.6%	6

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	568,785	47.8%	24.3%	28.0%	38,317
Department of Agriculture	33,916	42.4%	26.2%	31.4%	2,134
Research, Education, and Economics	3,750	49.9%	23.8%	26.3%	218
NATL INST OF FOOD & AGRICULTR	91	49.0%	21.5%	29.5%	6

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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	605,075	76.9%	12.4%	10.6%	2,503
Department of Agriculture	35,927	75.9%	13.4%	10.7%	152
Research, Education, and Economics	3,935	76.2%	13.9%	9.9%	27
NATL INST OF FOOD & AGRICULTR	98	71.5%	15.9%	12.6%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	584,115	57.6%	27.0%	15.4%	22,586
Department of Agriculture	34,962	52.4%	29.5%	18.0%	1,092
Research, Education, and Economics	3,785	51.6%	30.9%	17.5%	170
NATL INST OF FOOD & AGRICULTR	93	41.1%	24.6%	34.3%	5

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	606,946	84.0%	12.9%	3.1%
Department of Agriculture	36,052	83.3%	13.6%	3.0%
Research, Education, and Economics	3,964	86.9%	10.5%	2.6%
NATL INST OF FOOD & AGRICULTR	98	87.4%	6.6%	6.0%

29. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	602,007	80.6%	11.9%	7.5%	5,196
Department of Agriculture	35,785	78.4%	13.1%	8.6%	281
Research, Education, and Economics	3,913	82.4%	10.9%	6.7%	57
NATL INST OF FOOD & AGRICULTR	97	80.2%	12.5%	7.4%	1

My Agency

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	585,857	49.8%	23.7%	26.4%	12,699
Department of Agriculture	34,901	42.6%	26.2%	31.2%	707
Research, Education, and Economics	3,812	45.9%	25.0%	29.1%	118
NATL INST OF FOOD & AGRICULTR	96	16.0%	13.2%	70.7%	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	587,391	54.4%	21.2%	24.5%	11,018
Department of Agriculture	34,934	45.1%	25.3%	29.6%	642
Research, Education, and Economics	3,854	52.2%	23.1%	24.7%	77
NATL INST OF FOOD & AGRICULTR	93	37.2%	14.0%	48.8%	1

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	577,843	44.3%	27.4%	28.2%	17,984
Department of Agriculture	34,489	35.1%	31.7%	33.2%	944
Research, Education, and Economics	3,806	46.7%	27.4%	25.9%	104
NATL INST OF FOOD & AGRICULTR	94	29.7%	23.0%	47.4%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,080	27.8%	28.7%	43.5%	40,868
Department of Agriculture	33,610	20.4%	28.6%	51.0%	1,925
Research, Education, and Economics	3,713	32.8%	29.2%	38.0%	214
NATL INST OF FOOD & AGRICULTR	87	29.1%	30.4%	40.5%	9

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	553,893	58.7%	27.2%	14.2%	44,578
Department of Agriculture	33,942	59.1%	26.4%	14.5%	1,654
Research, Education, and Economics	3,743	66.8%	22.5%	10.6%	188
NATL INST OF FOOD & AGRICULTR	95	56.8%	18.6%	24.6%	1

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,760	76.7%	13.0%	10.4%	8,514
Department of Agriculture	35,265	74.0%	14.5%	11.5%	393
Research, Education, and Economics	3,908	80.4%	11.8%	7.8%	31
NATL INST OF FOOD & AGRICULTR	92	69.8%	17.9%	12.3%	2

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My Agency (continued)

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	591,468	79.9%	12.2%	7.9%	5,683
Department of Agriculture	35,152	71.4%	17.2%	11.4%	361
Research, Education, and Economics	3,867	76.0%	15.5%	8.5%	50
NATL INST OF FOOD & AGRICULTR	94	61.8%	18.6%	19.5%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	566,071	56.2%	21.2%	22.5%	32,457
Department of Agriculture	33,824	53.9%	23.2%	22.8%	1,777
Research, Education, and Economics	3,684	62.1%	20.9%	17.1%	250
NATL INST OF FOOD & AGRICULTR	90	39.4%	22.6%	38.1%	6

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	548,380	70.3%	17.5%	12.1%	48,839
Department of Agriculture	33,125	68.9%	18.3%	12.8%	2,425
Research, Education, and Economics	3,617	75.6%	15.5%	8.9%	314
NATL INST OF FOOD & AGRICULTR	89	50.6%	27.2%	22.2%	5

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,036	77.3%	15.2%	7.4%	9,565
Department of Agriculture	34,915	69.5%	19.8%	10.7%	710
Research, Education, and Economics	3,795	77.0%	16.7%	6.3%	135
NATL INST OF FOOD & AGRICULTR	93	56.8%	20.1%	23.1%	3

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

	N	Positive	Neutral	Negative
Governmentwide	598,080	66.8%	18.8%	14.4%
Department of Agriculture	35,594	60.6%	21.4%	18.0%
Research, Education, and Economics	3,935	60.4%	21.4%	18.2%
NATL INST OF FOOD & AGRICULTR	98	16.6%	25.8%	57.6%

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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	556,743	41.3%	26.9%	31.7%	41,714
Department of Agriculture	33,190	33.7%	28.3%	38.0%	2,425
Research, Education, and Economics	3,659	35.1%	28.8%	36.0%	279
NATL INST OF FOOD & AGRICULTR	93	10.1%	15.9%	74.0%	5

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,388	82.1%	9.0%	8.9%	2,930
Department of Agriculture	35,331	83.9%	8.4%	7.7%	164
Research, Education, and Economics	3,898	86.8%	7.6%	5.6%	26
NATL INST OF FOOD & AGRICULTR	94	79.2%	9.6%	11.2%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,721	70.9%	15.1%	14.0%	3,093
Department of Agriculture	35,287	71.4%	15.7%	12.9%	176
Research, Education, and Economics	3,898	73.5%	15.0%	11.5%	22
NATL INST OF FOOD & AGRICULTR	95	72.9%	11.6%	15.5%	1

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,625	68.1%	16.2%	15.7%	5,679
Department of Agriculture	35,124	66.8%	17.4%	15.9%	288
Research, Education, and Economics	3,889	71.4%	15.1%	13.5%	26
NATL INST OF FOOD & AGRICULTR	95	63.2%	19.8%	17.0%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	552,306	71.9%	19.5%	8.6%	43,178
Department of Agriculture	33,262	72.6%	19.8%	7.6%	2,194
Research, Education, and Economics	3,667	76.6%	17.5%	5.9%	257
NATL INST OF FOOD & AGRICULTR	92	75.6%	16.2%	8.1%	4

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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	592,663	67.1%	17.3%	15.6%	3,241
Department of Agriculture	35,270	65.4%	19.1%	15.5%	204
Research, Education, and Economics	3,901	68.9%	18.7%	12.3%	25
NATL INST OF FOOD & AGRICULTR	96	68.8%	16.8%	14.4%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,801	71.0%	15.6%	13.4%	8,065
Department of Agriculture	34,980	70.8%	17.0%	12.2%	488
Research, Education, and Economics	3,842	70.7%	18.6%	10.8%	81
NATL INST OF FOOD & AGRICULTR	94	75.3%	11.0%	13.6%	2

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

	N	Positive	Neutral	Negative
Governmentwide	594,429	79.6%	10.5%	9.9%
Department of Agriculture	35,363	79.3%	11.2%	9.5%
Research, Education, and Economics	3,924	81.4%	10.5%	8.0%
NATL INST OF FOOD & AGRICULTR	96	80.1%	7.3%	12.6%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	594,280	84.3%	8.5%	7.1%
Department of Agriculture	35,345	83.9%	9.0%	7.1%
Research, Education, and Economics	3,922	85.3%	8.9%	5.8%
NATL INST OF FOOD & AGRICULTR	96	83.9%	8.2%	7.9%

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

	N	Positive	Neutral	Negative
Governmentwide	594,433	82.0%	8.6%	9.4%
Department of Agriculture	35,358	85.5%	7.3%	7.3%
Research, Education, and Economics	3,918	90.5%	5.5%	4.0%
NATL INST OF FOOD & AGRICULTR	95	88.0%	7.0%	5.1%

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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	594,262	72.0%	14.2%	13.8%
Department of Agriculture	35,353	70.7%	15.4%	13.9%
Research, Education, and Economics	3,922	74.6%	14.5%	10.9%
NATL INST OF FOOD & AGRICULTR	96	71.6%	12.6%	15.8%

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

	N	Positive	Neutral	Negative
Governmentwide	594,144	74.1%	15.8%	10.1%
Department of Agriculture	35,354	72.9%	16.8%	10.3%
Research, Education, and Economics	3,920	78.0%	13.9%	8.1%
NATL INST OF FOOD & AGRICULTR	97	77.0%	11.9%	11.0%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	576,889	45.0%	24.0%	31.1%	13,376
Department of Agriculture	34,159	34.0%	26.4%	39.6%	1,010
Research, Education, and Economics	3,750	36.9%	26.6%	36.5%	144
NATL INST OF FOOD & AGRICULTR	96	12.8%	9.7%	77.6%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,779	56.1%	23.1%	20.8%	36,043
Department of Agriculture	32,386	44.8%	28.4%	26.7%	2,730
Research, Education, and Economics	3,516	52.0%	26.8%	21.2%	379
NATL INST OF FOOD & AGRICULTR	92	21.2%	11.8%	67.0%	5

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	558,822	70.2%	18.6%	11.2%	28,605
Department of Agriculture	33,043	67.2%	21.6%	11.2%	1,898
Research, Education, and Economics	3,661	72.4%	18.5%	9.1%	221
NATL INST OF FOOD & AGRICULTR	93	57.0%	14.9%	28.1%	3

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Leadership (continued)

56. Managers communicate the goals of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,748	64.6%	18.6%	16.8%	7,863
Department of Agriculture	34,425	60.7%	21.3%	18.0%	598
Research, Education, and Economics	3,788	61.4%	21.9%	16.7%	108
NATL INST OF FOOD & AGRICULTR	97	29.8%	28.4%	41.8%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,057	63.9%	21.6%	14.5%	36,249
Department of Agriculture	32,719	58.9%	25.2%	15.9%	2,390
Research, Education, and Economics	3,548	61.6%	24.6%	13.8%	349
NATL INST OF FOOD & AGRICULTR	94	33.1%	23.3%	43.6%	3

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	570,161	57.7%	20.5%	21.8%	19,711
Department of Agriculture	33,890	52.6%	23.4%	24.0%	1,246
Research, Education, and Economics	3,689	53.9%	23.5%	22.6%	205
NATL INST OF FOOD & AGRICULTR	96	39.8%	21.4%	38.8%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	566,154	61.3%	20.3%	18.4%	20,010
Department of Agriculture	33,705	57.9%	22.8%	19.3%	1,268
Research, Education, and Economics	3,672	61.2%	21.8%	17.0%	204
NATL INST OF FOOD & AGRICULTR	95	46.9%	22.6%	30.5%	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	557,336	62.5%	21.4%	16.1%	31,586
Department of Agriculture	33,137	57.1%	24.9%	18.0%	1,958
Research, Education, and Economics	3,629	62.6%	22.8%	14.6%	266
NATL INST OF FOOD & AGRICULTR	93	50.6%	19.4%	29.9%	3

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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	579,632	57.2%	22.6%	20.2%	8,840
Department of Agriculture	34,420	46.0%	26.7%	27.4%	648
Research, Education, and Economics	3,807	48.7%	26.3%	25.0%	87
NATL INST OF FOOD & AGRICULTR	95	18.9%	14.0%	67.1%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	541,505	58.8%	24.0%	17.2%	46,639
Department of Agriculture	32,019	49.8%	27.9%	22.3%	3,015
Research, Education, and Economics	3,440	52.6%	28.4%	19.0%	450
NATL INST OF FOOD & AGRICULTR	93	25.9%	17.1%	57.0%	4

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	585,087	54.8%	21.9%	23.3%
Department of Agriculture	34,853	49.3%	24.0%	26.7%
Research, Education, and Economics	3,868	53.2%	22.5%	24.4%
NATL INST OF FOOD & AGRICULTR	95	15.2%	14.4%	70.4%

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	584,983	52.3%	22.4%	25.3%
Department of Agriculture	34,846	43.3%	25.3%	31.3%
Research, Education, and Economics	3,872	45.6%	25.9%	28.5%
NATL INST OF FOOD & AGRICULTR	96	8.9%	10.7%	80.5%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	584,700	53.4%	22.5%	24.1%
Department of Agriculture	34,844	48.1%	25.5%	26.5%
Research, Education, and Economics	3,876	53.8%	23.0%	23.2%
NATL INST OF FOOD & AGRICULTR	96	48.2%	19.2%	32.5%

Department of Agriculture
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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	584,390	46.8%	28.4%	24.8%
Department of Agriculture	34,831	35.2%	31.8%	33.0%
Research, Education, and Economics	3,873	38.1%	31.8%	30.0%
NATL INST OF FOOD & AGRICULTR	95	13.9%	22.0%	64.1%

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

	N	Positive	Neutral	Negative
Governmentwide	584,169	40.7%	27.0%	32.3%
Department of Agriculture	34,829	37.7%	28.3%	34.0%
Research, Education, and Economics	3,874	31.8%	32.3%	35.9%
NATL INST OF FOOD & AGRICULTR	96	13.8%	25.3%	60.9%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	584,592	56.7%	22.3%	21.1%
Department of Agriculture	34,823	53.2%	24.2%	22.6%
Research, Education, and Economics	3,877	54.6%	26.9%	18.5%
NATL INST OF FOOD & AGRICULTR	96	41.4%	27.7%	30.9%

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

	N	Positive	Neutral	Negative
Governmentwide	584,624	68.6%	16.5%	14.9%
Department of Agriculture	34,816	65.5%	18.0%	16.4%
Research, Education, and Economics	3,877	66.9%	17.5%	15.5%
NATL INST OF FOOD & AGRICULTR	96	36.9%	20.9%	42.2%

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

	N	Positive	Neutral	Negative
Governmentwide	584,219	63.3%	16.2%	20.5%
Department of Agriculture	34,809	59.7%	17.5%	22.8%
Research, Education, and Economics	3,871	59.2%	17.3%	23.5%
NATL INST OF FOOD & AGRICULTR	96	59.5%	18.0%	22.6%

Department of Agriculture
NATL INST OF FOOD & AGRICULTR
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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	581,919	61.0%	20.1%	18.9%
Department of Agriculture	34,711	52.9%	22.6%	24.5%
Research, Education, and Economics	3,857	53.0%	24.2%	22.8%
NATL INST OF FOOD & AGRICULTR	95	14.4%	14.1%	71.5%

Performance

72. Currently, in my work unit poor performers usually:

	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-perform	Leave Work Unit - Removed or Transferred	Leave Work Unit - Quit	No Poor Performers In Work Unit	Do Not Know
Governmentwide	461,560	17.1%	55.5%	8.1%	2.1%	17.1%	123,151
Department of Agriculture	28,247	15.1%	58.0%	6.3%	2.1%	18.6%	6,620
Research, Education, and Economics	3,002	19.1%	51.5%	5.6%	2.9%	20.9%	884
NATL INST OF FOOD & AGRICULTR	79	14.6%	63.4%	7.0%	1.0%	14.1%	17

Partial Government Shutdown

73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status?

	N	No Impact On Working/Pay Status	No Work And No Pay Until After Shutdown	Worked Some But No Pay Until After Shutdown	Worked Entire Shutdown But No Pay Until After	Other
Governmentwide	583,875	53.7%	18.2%	6.7%	17.3%	4.1%
Department of Agriculture	34,832	20.1%	42.9%	20.5%	12.5%	4.1%
Research, Education, and Economics	3,884	6.2%	69.7%	15.6%	5.2%	3.3%
NATL INST OF FOOD & AGRICULTR	96	5.2%	92.9%	1.9%	0.0%	0.0%

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Partial Government Shutdown (continued)

74. How was your everyday work impacted during (if you worked) or after the partial government shutdown?

	N	No Impact	Slightly Negative Impact	Moderately Negative Impact	Very Negative Impact	Extremely Negative Impact
Governmentwide	576,262	44.9%	16.0%	16.7%	12.1%	10.3%
Department of Agriculture	34,021	16.4%	16.2%	26.6%	22.8%	17.9%
Research, Education, and Economics	3,777	9.1%	13.3%	28.3%	27.3%	22.0%
NATL INST OF FOOD & AGRICULTR	95	3.8%	8.2%	21.3%	20.7%	46.1%

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply)

	N	Unmanageable Workload	Missed Deadlines	Unrecoverable Loss of Work	Reduced Customer Service	Delayed Work
Governmentwide	324,309	29.6%	45.8%	20.7%	47.9%	66.7%
Department of Agriculture	28,445	42.1%	63.4%	31.8%	61.6%	78.3%
Research, Education, and Economics	3,431	42.7%	68.3%	43.9%	38.6%	87.4%
NATL INST OF FOOD & AGRICULTR	91	68.6%	91.0%	46.8%	86.4%	92.2%

If the response to item 74 was "It had no impact", item 75 was skipped.

(continued)

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply) (continued)

	N	Reduced Work Quality	Cutback Of Critical Work	Time Lost Restarting Work	Unmet Statutory Requirements	Other
Governmentwide	324,309	31.9%	25.4%	42.0%	12.4%	27.3%
Department of Agriculture	28,445	36.6%	29.2%	56.7%	15.6%	20.0%
Research, Education, and Economics	3,431	35.1%	33.3%	69.9%	9.9%	14.3%
NATL INST OF FOOD & AGRICULTR	91	49.8%	46.0%	81.4%	24.5%	12.2%

If the response to item 74 was "It had no impact", item 75 was skipped.

76. Are you looking for another job because of the partial government shutdown?

	N	Looking Specifically Because Of Shutdown	Looking But Shutdown Is Only One Of The Reasons	Looking But Shutdown Had No Influence	Not Looking Currently
Governmentwide	579,912	1.5%	8.0%	19.8%	70.7%
Department of Agriculture	34,582	1.8%	11.5%	15.2%	71.5%
Research, Education, and Economics	3,851	2.2%	13.6%	12.4%	71.9%
NATL INST OF FOOD & AGRICULTR	95	0.8%	35.7%	43.9%	19.6%

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Partial Government Shutdown (continued)

77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.

	N	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Support Required
Governmentwide	464,251	23.9%	40.3%	22.0%	7.7%	6.1%	117,730
Department of Agriculture	33,364	16.4%	39.6%	23.0%	12.1%	9.0%	1,365
Research, Education, and Economics	3,759	15.2%	39.1%	24.6%	11.8%	9.3%	113
NATL INST OF FOOD & AGRICULTR	92	6.6%	25.0%	22.2%	25.6%	20.6%	2

Work-Life

78. Please select the response below that BEST describes your current teleworking schedule.

	N	Very Infrequently	Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Governmentwide	579,351	14.5%	5.9%	15.9%	5.2%	2.0%
Department of Agriculture	34,498	21.4%	9.2%	14.9%	2.4%	2.1%
Research, Education, and Economics	3,864	21.7%	11.1%	20.3%	0.7%	0.3%
NATL INST OF FOOD & AGRICULTR	94	14.2%	30.8%	43.5%	3.0%	1.3%

(continued)

78. Please select the response below that BEST describes your current teleworking schedule. (continued)

	N	Must Be Physically Present	Technical Issues	Not Approved To Telework	Choose Not To Telework
Governmentwide	579,351	27.0%	3.5%	13.5%	12.5%
Department of Agriculture	34,498	21.6%	2.9%	8.0%	17.4%
Research, Education, and Economics	3,864	15.6%	3.6%	3.9%	22.8%
NATL INST OF FOOD & AGRICULTR	94	1.3%	0.0%	1.7%	4.2%

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Work-Life (continued)

79. How satisfied are you with the Telework program in your agency?

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	380,622	60.1%	20.8%	19.1%	32,942	144,715	22,910
Department of Agriculture	23,719	34.2%	26.0%	39.8%	3,334	7,011	557
Research, Education, and Economics	2,822	30.7%	26.5%	42.8%	574	437	21
NATL INST OF FOOD & AGRICULTR	92	8.8%	7.5%	83.8%	2	0	0

80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):

	N	Alternative Work Schedules	Health and Wellness Programs	Employee Assistance Program - EAP	Child Care Programs	Elder Care Programs	None Listed
Governmentwide	577,815	45.1%	27.7%	7.0%	3.2%	0.4%	39.5%
Department of Agriculture	34,462	61.5%	28.2%	8.7%	2.5%	0.3%	29.1%
Research, Education, and Economics	3,827	38.5%	26.0%	6.3%	2.3%	0.1%	46.3%
NATL INST OF FOOD & AGRICULTR	93	61.7%	18.6%	15.7%	4.5%	0.0%	32.5%

81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	410,019	77.9%	15.2%	6.9%	71,628	75,146	22,071
Department of Agriculture	28,653	83.5%	11.6%	4.8%	2,443	2,643	804
Research, Education, and Economics	2,714	73.8%	19.5%	6.7%	681	275	173
NATL INST OF FOOD & AGRICULTR	77	64.2%	19.6%	16.2%	18	0	0

82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	387,606	65.8%	26.8%	7.4%	98,937	44,796	45,335
Department of Agriculture	19,652	62.9%	29.2%	7.9%	5,077	5,889	3,760
Research, Education, and Economics	2,445	60.9%	30.8%	8.3%	700	384	300
NATL INST OF FOOD & AGRICULTR	58	40.7%	31.6%	27.7%	24	6	5

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Work-Life (continued)

83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, information services)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	282,014	45.4%	49.0%	5.7%	221,222	15,633	56,971
Department of Agriculture	17,983	43.4%	50.4%	6.3%	12,858	807	2,684
Research, Education, and Economics	1,792	39.0%	54.4%	6.7%	1,608	91	332
NATL INST OF FOOD & AGRICULTR	52	46.2%	38.5%	15.3%	41	0	2

84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	190,221	31.2%	62.6%	6.2%	248,558	65,987	70,671
Department of Agriculture	10,153	25.5%	68.4%	6.1%	13,312	6,310	4,545
Research, Education, and Economics	1,145	24.0%	69.1%	6.9%	1,655	585	441
NATL INST OF FOOD & AGRICULTR	32	25.8%	53.0%	21.2%	52	4	7

85. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	158,590	21.6%	74.1%	4.3%	244,230	59,125	111,402
Department of Agriculture	8,741	16.5%	78.9%	4.6%	13,240	5,608	6,633
Research, Education, and Economics	969	15.5%	79.0%	5.5%	1,607	495	738
NATL INST OF FOOD & AGRICULTR	23	14.1%	70.6%	15.2%	52	6	14

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NATL INST OF FOOD & AGRICULTURE
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My Employment Demographics

Where do you work?

	%
Headquarters	89.2%
Field	10.8%

What is your supervisory status?

	%
Senior Leader	2.1%
Manager	2.1%
Supervisor	8.5%
Team Leader	13.8%
Non-Supervisor	73.4%

What is your pay category/grade?

	%
Federal Wage System	0.0%
GS 1-6	0.0%
GS 7-12	32.3%
GS 13-15	65.6%
Senior Executive Service	2.2%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	0.0%

What is your US military service status?

	%
No Prior Military Service	93.6%
Currently in National Guard or Reserves	0.0%
Retired	4.3%
Separated or Discharged	2.1%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
NATL INST OF FOOD & AGRICULTR
2nd Level Subagency Report

My Employment Demographics (continued)

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

	%
Less than 1 year	1.1%
1 to 3 years	9.6%
4 to 5 years	7.4%
6 to 10 years	14.9%
11 to 14 years	18.1%
15 to 20 years	13.8%
More than 20 years	35.1%

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

	%
Less than 1 year	1.1%
1 to 3 years	22.6%
4 to 5 years	9.7%
6 to 10 years	19.4%
11 to 14 years	10.8%
15 to 20 years	15.1%
More than 20 years	21.5%

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

	%
No	10.8%
Yes, to retire	10.8%
Yes, to take another job within the Federal Government	50.5%
Yes, to take another job outside the Federal Government	10.8%
Yes, other	17.2%

I am planning to retire:

	%
Within one year	9.0%
Between one and three years	7.9%
Between three and five years	11.2%
Five or more years	71.9%

Note: Percentages for demographic questions are unweighted.

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My Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	7.8%
No	92.2%

Please select the racial category or categories with which you most closely identify.

	%
White	57.6%
Black or African American	29.4%
All other races	12.9%

What is your age group?

	%
29 years and under	--
30-39 years old	--
40-49 years old	--
50-59 years old	--
60 years or older	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

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

	%
Less than High School/ High School Diploma/ GED	--
Certification/ Some College/ Associate's Degree	--
Bachelor's Degree	--
Advanced Degrees (Post Bachelor's Degree)	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Are you an individual with a disability?

	%
Yes	13.2%
No	86.8%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.

Department of Agriculture
NATL INST OF FOOD & AGRICULTR
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My Personal Demographics (continued)

Are you:

	%
Male	44.0%
Female	56.0%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.

2020 Federal Employee Viewpoint Survey

Data in table for:	
Survey year:	2020
Agency 1st level subelement:	Research, Education and Economics (REE)
Agency 2nd level subelement:	ECONOMIC RESEARCH SERVICE

		Unweighted Number of Responses	Engagement Index	Leaders Lead Index	Supervisors Index	Intrinsic Work Experience Index	Global Satisfaction Index	Job Satisfaction Index	Pay Satisfaction Index	Organization Satisfaction Index	Recommend Organization Index
Work location (DLOC)	Headquarters	51	82.1	69.1	93.4	83.7	63.5	62.8	57.2	64.6	69.3
	Field	11	56.8	35.5	56.7	78.2	58.3	44.7	82.9	47.3	58.3
	Full-time telework (e.g., home office, telecenter)	9	87.1	78.4	95.6	87.4	92.3	100	90.1	90.1	89.1
	Total	71	78.7	64.9	88	83.3	66.4	64.7	65.7	65	70
	Supervisory status collapsed (DSUPER_collapsed)	4	92.4	90.9	100	86.4	70.8	77.3	51.3	77.3	77.3
Supervisory status collapsed (DSUPER_collapsed)	Supervisor	9	70	56.7	73	80.3	51.7	38.7	68.2	65	34.9
	Team Leader	13	77.8	65.6	82.4	85.4	69	75.3	62.9	53.1	84.6
	Non-Supervisor	45	79.6	64.1	91.6	83	68.2	65.7	67.2	67.2	72.1
	Total	71	78.7	64.9	88	83.3	66.4	64.7	65.7	65	70
	Full time	73	78.9	65	88	83.7	65.6	65.1	64.2	63.5	69.5
Full-time, Part-time employee (DFTPT)	Total	73	78.9	65	88	83.7	65.6	65.1	64.2	63.5	69.5
	Male	37	82.8	69.4	90.6	88.3	70	69.9	68.4	70.3	71.3
	Female	31	77.9	64.3	86.7	82.6	67.5	64.3	65.2	64.6	75.8
	Total	68	80.7	67.4	88.9	85.9	68.9	67.1	67.9	67.9	73.2
	Gender (DSEX)	52	78.3	64.9	87.4	82.6	66.7	65.3	66.8	65.9	68.9
Race collapsed (DRNO_collapsed)	White	8	87.7	73.3	92.7	97.2	77.1	73.6	87.8	73.6	73.6
	Black or African American	6	66.8	36	96.4	67.9	42.1	50.8	16.4	34.4	66.7
	All other races	66	78.3	63.1	88.9	83	65.6	64.9	64.6	63.8	69.2
	Total	6	83	69.2	92.9	87	72.8	64.5	81.2	64.4	64.4
	Hispanic/Latino (DHISP)	63	78.9	64.3	88.8	83.4	66.3	65.1	64.7	65.1	71.2
Minority/Non-minority (DMINORITY)	Total	69	79.2	64.8	89.1	83.7	66.8	65.1	66.2	65.5	70.6
	Minority	19	81.2	64	94.7	86.5	68.8	67.6	67.4	67.4	72.8
	Non-minority	50	78.2	65	87	82.6	66	64.1	65.6	64.7	69.7
	Total	69	79.2	64.7	89.1	83.7	66.8	65	66.1	65.4	70.6
	High School equiv./Trade or Technical Cert.	4	90	80	89.9	100	87.3	100	74.7	100	74.7
Education level collapsed to 7 categories (DEDUC_collapsed_7)	Some College (no degree)	4	77.8	55.1	90	88.3	87.5	74.9	100	74.9	100
	Bachelor's Degree (e.g., BA, BS)	9	90.6	80	100	91.8	71.5	87.7	65.6	65.1	67.7
	Master's Degree (e.g., MA, MS, MBA)	11	71.6	45.8	90.3	78.6	60.1	55.2	66	55.2	63.9
	Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	41	78	65.8	86.8	81.4	64.4	61	62.4	64.3	70
	Total	69	79.3	64.8	89.5	83.7	67.2	66.5	66.2	65.5	70.6
Time in Federal Government (DFEDTEN)	1 to 3 years	9	87.6	81.2	100	81.6	75.8	78.9	67	67	90.4
	4 to 5 years	10	73.5	60.7	77.2	82.6	69	57.9	80.1	68.2	69.9
	6 to 10 years	10	78	61.5	90.1	82.3	66.6	72.3	59.3	62.4	72.4
	11 to 14 years	8	75.3	52.6	85.8	87.6	60.6	62.8	63.1	62.8	53.6
	15 to 20 years	4	87.9	72.9	95.2	95.5	51.3	26.8	77.3	50.5	50.5
Time in Federal Government collapsed (DFEDTEN_collapsed)	More than 20 years	29	80	66.5	90.4	83.2	68.5	68.6	63.4	69	73
	Total	70	79.5	65.3	89.3	84	67.3	65.6	66.6	66	71
	3 years or less	9	87.6	81.2	100	81.6	75.8	78.9	67	67	90.4
	4 to 5 years	10	73.5	60.7	77.2	82.6	69	57.9	80.1	68.2	69.9
	6 to 10 years	10	78	61.5	90.1	82.3	66.6	72.3	59.3	62.4	72.4
Time in Agency (DAGYTEN)	11 to 14 years	8	75.3	52.6	85.8	87.6	60.6	62.8	63.1	62.8	53.6
	15 to 20 years	4	87.9	72.9	95.2	95.5	51.3	26.8	77.3	50.5	50.5
	More than 20 years	29	80	66.5	90.4	83.2	68.5	68.6	63.4	69	73
	Total	70	79.5	65.3	89.3	84	67.3	65.6	66.6	66	71
	Less than 1 year	6	94.3	89.4	96.7	96.7	83.2	83.5	65.9	100	83.5
Time in Agency collapsed (DAGYTEN_collapsed)	1 to 3 years	13	87.8	77.9	98.4	87.1	77.5	68.3	77.2	68.8	86.8
	4 to 5 years	12	76.1	62.4	80.6	85.4	72.1	64.8	83.3	73.3	66.9
	6 to 10 years	7	72.9	60.3	85	73.3	54.3	58.3	57	43.3	58.4
	11 to 14 years	7	63.7	33.3	84.8	73.1	37.7	30	45.8	30	45.2
	15 to 20 years	4	76	63.5	78.1	86.5	47.6	53.6	29.5	53.6	53.6
Planning to leave before COVID-19 collapsed (DLEAVINGA_yn)	More than 20 years	21	80.8	66.3	91.8	84.3	71.3	70.3	72.2	66.4	76.1
	Total	70	79.5	65.3	89.3	84	67.3	65.6	66.6	66	71
	No	41	84	75	89.7	87.2	78.6	78	74.5	83.2	78.5
	Yes	28	74.9	55.3	89.1	80.3	54.2	50.7	58.3	44.3	63.4
	Total	69	80.1	66.4	89.4	84.4	68.4	66.6	67.2	67	72.2
Planning to leave current collapsed (DLEAVINGB_yn)	No	39	82.9	74.2	87.4	87.3	74.6	74.2	67.4	79.4	77.5
	Yes	26	72.3	50	90	76.8	57.4	50.5	70.9	48.3	60
	Total	65	78.5	64.1	88.5	83.1	67.6	64.5	68.8	66.7	70.3
	Yes	5	80.5	61.6	79.9	100	59.5	79.4	38.3	20.2	100
	Total	7	84.9	70.1	96.8	87.7	63.2	70.3	41.9	70.3	70.3
Intent to leave changed due to COVID-19 (DLEAVINGC)	Total	12	83.1	66.9	89.5	92.9	61.6	74.2	40.3	48.6	83.1

Retirement plans before COVID-19 collapsed (DRETIREA_collapsed)	Less than 3 years	9	81.4	64.4	100	79.8	77.6	64.5	89.7	78.2	78.2
	Between 3 and 5 years	11	79.8	73.1	81.7	84.6	56.9	48.7	56.2	56	66.6
	More than 5 years	47	80.2	65.1	88.8	86.7	69.1	69.5	66.3	67.6	72.8
	Total	67	80.3	66.4	89.1	85.4	68.3	65.4	67.9	67.2	72.5
Retirement plans current collapsed (DRETIREB_collapsed)	Less than 3 years	8	80	62.5	100	77.5	75.2	60.6	88.5	75.8	75.8
	Between 3 and 5 years	11	75.2	65.1	75.4	85	54.5	47.4	57.3	45.7	67.4
	More than 5 years	48	79.9	64.9	90.7	84	67.6	70.9	63.1	67.1	69.4
	Total	67	79.1	64.7	89.2	83.3	66.4	65.7	65.3	64.6	69.9
Retirement plans changed due to COVID-19 (DRETIREC)	Yes	5	53.5	29.2	54.2	77.2	50.6	19.8	82.2	38.3	61.9
	No	6	66.5	42.1	96.1	61	57.2	65.1	49.3	49.3	47.4
	Total	11	60.5	36.3	76.2	69.1	53.9	42.6	75.1	43.3	54.7
	None of the categories listed	70	79	65.6	88.1	83.4	65.9	64.2	65.2	64.6	69.6
Military spouse (DMIL2)	Total	70	79	65.6	88.1	83.4	65.9	64.2	65.2	64.6	69.6
Hired under the Military Spouse Non-Competitive Hiring Authority (DMIL3)	Total	0	.	.	.	.	.	.	.	.	.
Disabled (DDIS)	Yes	9	89.1	76.5	97.6	93.1	66.5	77.5	44.3	77.5	66.6
	No	60	77.7	62.9	87.8	82.3	66.9	63.2	69.5	71.2	71.2
	Total	69	79.2	64.8	89.1	83.7	66.8	65.1	66.2	65.5	70.6
	Baby Boomers (born 1946 to 1964)	30	78.4	65.8	88.4	80.9	64.4	57	65.4	67.2	67.8
Generation, based on age, collapsed (DGEN_less)	Generation X (born 1965 to 1980)	21	77.7	62.4	82.1	88.7	61.6	70.4	57.9	51.5	66.7
	Generation Y (born 1981 to 1996)	20	80.4	66.2	92.8	82.1	69.2	74.5	64.7	66.2	71.3
	Total	71	78.7	64.9	87.8	83.5	64.9	65.8	63	62.3	68.5
Pos Q58) How satisfied are you with the Telework program in your agency? (Q58_pos)	Positive	39	87.3	78.3	92.5	91	79.7	79.5	71.9	82.1	85.2
	Total	71	78.7	64.9	88	83.3	66.4	64.7	65.7	65	70
	Neutral	4	84.7	74.5	100	79.5	80.9	74.5	100	74.5	74.5
	Negative	28	65.8	44.9	79.8	72.8	44.8	41.7	51.4	38.8	47.4
3 pt Q58) How satisfied are you with the Telework program in your agency? (Q58_3pt)	Total	71	78.7	64.9	88	83.3	66.4	64.7	65.7	65	70
Q58) How satisfied are you with the Telework program in your agency? (Q58)	Very Dissatisfied	13	64.2	40.2	89.8	62.6	36.2	45.2	30.1	37.6	31.8
	Dissatisfied	15	67.2	48.8	71.6	81.1	51.8	38.9	68.6	39.8	59.9
	Neither Satisfied nor Dissatisfied	4	84.7	74.5	100	79.5	80.9	74.5	100	74.5	74.5
	Satisfied	20	79.2	65.2	87	85.3	75.5	69.5	75.4	80.9	76
Q58) How satisfied are you with the Telework program in your agency? (Q58)	Very Satisfied	19	94.8	89.8	97.9	96.7	83.9	89.3	68.5	83.3	94.3
	Total	71	78.7	64.9	88	83.3	66.4	64.7	65.7	65	70
programs have you participated in or used at your agency within the last 12 months? (Mark all that apply) Alternative Work Schedules (Q59_01)	Not Marked	45	79.7	66.9	90.4	81.8	65.3	64.7	63.4	65.5	67.7
	Marked	26	77.1	61.4	83.8	86	68.2	64.5	69.7	64.3	74.2
	Total	71	78.7	64.9	88	83.3	66.4	64.7	65.7	65	70
	programs have you participated in or used at your agency within the last 12 months? (Mark all that apply) Health and Wellness Programs (Q59_02)	57	78.6	63.5	88.4	83.7	64.5	61.2	65.7	63.3	67.9
Q59) Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply) Elder Care Programs	Marked	14	79.6	70.7	86.3	81.7	74.1	79.2	65.7	72.5	79.2
	Total	71	78.7	64.9	88	83.3	66.4	64.7	65.7	65	70
	Not Marked	71	78.7	64.9	88	83.3	66.4	64.7	65.7	65	70
	Total	71	78.7	64.9	88	83.3	66.4	64.7	65.7	65	70
programs have you participated in or used at your agency within the last 12 months? (Mark all that apply) None listed above (Q59_06)	Not Marked	30	76.1	61.7	83.8	82.7	68.1	66.5	67.9	63.2	74.8
	Marked	41	80.7	67.1	91.1	83.8	65.1	63.4	64.1	66.4	66.6
	Total	71	78.7	64.9	88	83.3	66.4	64.7	65.7	65	70
	Pos Q60) How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible	34	82.2	67.2	91.3	87.9	73.3	72.5	73.3	73.6	73.8
following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair) (Q61_pos)	Positive	28	84.4	71.4	93.5	88.3	70.3	71.3	64.9	72.3	72.9
	Total	50	77.5	62.1	88	82.3	64.5	63.4	65.3	64	65.2
	3 pt Q61) How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair) (Q61_3pt)	28	84.4	71.4	93.5	88.3	70.3	71.3	64.9	72.3	72.9
	Neutral	14	71.9	51.9	80.7	83.1	61.5	55.8	75.1	55.8	59.2
Pos Q62) How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, education services)	Negative	8	62.4	45.6	82	59.6	49.2	49.2	49.2	49.2	49.2
	Total	50	77.5	62.1	88	82.3	64.5	63.4	65.3	64	65.2
	following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, education services)	12	86.3	76.6	90.5	91.7	79.4	83.3	66.7	92	75.6
	Total	26	73	57.6	82.1	79.4	63.9	65.1	62.2	61.4	66.9
following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, education services) (Q62_3pt)	Positive	12	86.3	76.6	90.5	91.7	79.4	83.3	66.7	92	75.6
	Neutral	10	61.3	42.9	65.9	75	44.9	38.5	61.1	26.6	53.3
	Negative	4	59.8	33.8	95.2	50.3	61.9	73.3	50.5	50.5	73.3
	Total	26	73	57.6	82.1	79.4	63.9	65.1	62.2	61.4	66.9
following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) (Q63_pos)	Positive	4	94.2	91.7	100	90.9	92.5	100	70.2	100	100
	Total	15	68.7	54.2	77.4	74.6	60.1	57.5	59.5	56.1	67.3
	Pos Q64) How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example,	4	97.3	92	100	100	86.4	100	45.6	100	100
	Positive	4	97.3	92	100	100	86.4	100	45.6	100	100

elder/adult care, support groups, resources)	Total	13	68.2	54.5	75.4	74.6	56.6	50.8	54.7	58.4	62.2
	Strongly Disagree	10	66	53.6	84.5	60	22.2	19.6	21.2	30.1	17.9
	Disagree	11	69.4	45.8	77.6	84.7	67.7	60.2	65	71.6	74.1
	Neither Agree nor Disagree	6	52.9	35.9	73	49.9	33.8	33.1	35.8	33.1	33.1
	Agree	31	82.9	68.8	90.2	89.6	71.6	70.3	77.6	61.1	77.3
	Strongly Agree	14	93.7	86	98.6	96.3	88.9	93.2	77.2	92.2	93.2
Q5) My workload is reasonable. (Q5)	Total	72	78.6	64.4	87.9	83.4	65.4	64.6	65.1	63	69
	Strongly Disagree	4	34.1	11.6	67.7	22.9	12	23.9	0	0	23.9
	Disagree	4	39.7	15.4	49.2	54.5	13.2	0	52.6	0	0
	Neither Agree nor Disagree	8	51.8	30.9	87.2	37.3	29	13.8	29.9	29.9	42.4
	Agree	36	87.2	74.9	91.5	95.2	76.1	76.8	79.5	72.7	75.5
	Strongly Agree	20	90	78.4	93.7	97.8	81.7	84.5	64	83.7	94.6
Q6) My talents are used well in the workplace. (Q6)	Total	72	78.7	64.6	87.9	83.5	65.5	64.7	63.8	63.1	70.3
	Strongly Disagree	4	44.7	36.8	51.1	46.2	32.9	26.8	26.8	26.8	51.1
	Disagree	7	54.3	30.9	52.1	79.9	43.6	42.8	58.2	42.8	30.5
	Neither Agree nor Disagree	20	76.8	54.4	92.6	83.4	62.7	60.1	71.5	57.2	61.9
	Agree	10	90.8	84.5	90.1	97.7	86.5	77	100	87.6	81.4
	Strongly Agree	11	94.8	93.1	98.5	92.8	73.6	91.5	46.3	64.4	92.3
Q10) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q10)	Total	52	77.5	63.3	84.6	84.7	64.5	64.3	66.8	60.3	66.6
	Strongly Disagree	10	90.8	84.5	90.1	97.7	86.5	77	100	87.6	81.4
	Disagree	11	94.8	93.1	98.5	92.8	73.6	91.5	46.3	64.4	92.3
	Neither Agree nor Disagree	20	76.8	54.4	92.6	83.4	62.7	60.1	71.5	57.2	61.9
	Agree	10	90.8	84.5	90.1	97.7	86.5	77	100	87.6	81.4
	Strongly Agree	11	94.8	93.1	98.5	92.8	73.6	91.5	46.3	64.4	92.3
Q13) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. 2017 and prior (Q13orig)	Total	0									
	Strongly Disagree	6	64.7	37.8	100	56.3	29.8	32.3	37.4	32.3	17.2
	Disagree	4	76.5	55.7	89.6	84.3	49.8	50.4	48.1	50.4	50.4
	Neither Agree nor Disagree	4	66.2	46.5	78.4	73.6	36.7	26.6	20	26.6	73.6
	Agree	33	75.4	60	81.8	84.4	68.5	64.8	74.8	64	70.3
	Strongly Agree	24	90.7	81.7	98.1	94.1	79.1	86.8	66.8	75.1	83.8
Q15) Employees are protected from health and safety hazards on the job. (Q15)	Total	71	79.5	64.3	88.5	84.1	66.4	64.6	63.9	63.9	70
	Strongly Disagree	4	30.8	4.7	71.8	15.9	0	0	0	0	0
	Disagree	13	60.8	38.9	82.8	60.7	20.3	20.3	39.2	21.7	0
	Neither Agree nor Disagree	6	57.5	26	64	82.4	33.2	32.2	68.4	32.2	0
	Agree	28	85.8	73.6	93.3	90.7	80	80.7	67.6	71.7	100
	Strongly Agree	22	93.2	87.6	93.8	98.1	91.7	90.1	82.3	94.5	100
Q17) I recommend my organization as a good place to work. (Q17)	Total	73	78.9	65	88	83.7	65.6	65.1	64.2	63.5	69.5
	Strongly Disagree	15	62.8	38.8	89.9	59.7	36.6	40.9	49.1	28.5	27.8
	Disagree	6	51.1	19.1	60.9	73.3	36.9	31.8	50	31.8	34
	Neither Agree nor Disagree	15	81.8	69.8	91.3	84.4	68.8	74.8	52.5	61	86.7
	Agree	23	86.9	80.5	86.9	93.3	77.4	69.2	75.5	81.6	83.3
	Strongly Agree	9	95.9	87.8	100	100	94.5	100	77.9	100	100
Q18) I believe the results of this survey will be used to make my agency a better place to work. (Q18)	Total	68	78.6	64.6	88.1	83.3	65.4	65.3	62.7	63.6	70
	Disagree	4	48.5	40.3	40.3	65.1	31.6	29.1	52.8	22.7	22
	Neither Agree nor Disagree	4	33.5	17.3	31.8	51.3	7.4	0	0	0	29.5
	Agree	23	73.8	56.3	86.6	78.4	53	46	59.9	56.4	49.8
	Strongly Agree	42	88.4	76.4	98.1	90.7	80.7	84.2	73.3	76.7	88.4
	Total	73	78.9	65	88	83.7	65.6	65.1	64.2	63.5	69.5
Q19) My supervisor supports my need to balance work and other life issues. (Q19)	Strongly Disagree	11	39.5	11.6	69.5	37.5	14	8.6	38.7	0	8.6
	Disagree	5	56.5	24.2	72.7	72.5	63.5	80.1	56.3	61.4	61.4
	Neither Agree nor Disagree	15	70.9	41.2	85.5	85.9	56.4	48.8	54.5	49.3	73.7
	Agree	22	94.8	92	98.2	94.3	83.2	86.8	83.6	87.3	75
	Strongly Agree	16	99.6	100	98.8	100	84.7	88.8	62.2	87.8	100
	Total	69	79.3	65.1	89.1	83.7	65.4	64.6	65	62.9	69.3
Q26) In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q26)	Strongly Disagree	5	31.6	0	75	19.6	5.4	0	21.7	0	0
	Disagree	4	39.2	4.4	70.6	42.6	30.8	25.3	47.2	25.3	25.3
	Neither Agree nor Disagree	10	56.3	20.7	71.6	76.6	37.6	29.7	40.3	29.7	50.6
	Agree	32	86.8	75.9	93.5	90.9	77.9	77.3	79.6	75.2	79.6
	Strongly Agree	19	98.4	97.2	98.1	100	82	88.6	64.7	85	89.5
	Total	70	79.2	64.9	89	83.8	65.5	65	64	63.3	69.6
Q28) Managers communicate the goals of the organization. (Q28)	Strongly Disagree	7	38.1	6.1	81.3	27	7.2	0	28.8	0	0
	Disagree	6	42.5	17.7	47.3	62.4	37.1	28.7	54.4	28.7	36.5
	Neither Agree nor Disagree	15	75.4	51.6	88.1	86.5	56.2	52.4	59.9	52.4	59.9
	Agree	23	87.1	75.9	95.6	89.8	77.9	81.5	74.7	71.7	83.7
	Strongly Agree	20	98.6	97.6	98.1	100	87.5	89.8	71.1	94.4	94.7
	Total	71	79.5	65.3	89.1	84.1	66	65.5	64.5	63.9	70
Q29) Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q29)	Strongly Disagree	10	45.3	14.4	68.1	53.2	24.4	10.1	64.4	10.1	12.8
	Disagree	5	35.7	9.5	52.7	45	28.6	37.8	19.3	19.3	37.8
	Neither Agree nor Disagree	12	61.6	28.9	79.9	76.1	46	32.2	50	42.5	59.3
	Agree	23	92.9	87.2	97.4	94	80.1	87.3	72.2	80	81
	Strongly Agree	19	98.7	97.9	100	98.3	86.7	89.9	73.5	94.3	94.3
	Total	69	78.2	64.2	87.6	82.7	63.9	63.1	63.5	61.4	67.8
Q31) I have a high level of respect for my organization's senior leaders. (Q31)	Very Dissatisfied	6	42	15	77.6	33.3	18.8	15	30	15	15
	Dissatisfied	19	57.4	33.1	71.5	67.5	46.3	46.5	49.4	36.4	53.1
	Neither Satisfied nor Dissatisfied	7	72.3	47.8	87	82	52.4	28.6	61	45.9	74.1
	Satisfied	29	93.6	85.5	97.4	97.8	81	86.2	80.6	80.4	77
	Very Satisfied	12	98.9	98.5	98.3	100	89.6	91.7	66.7	100	100
	Total	73	78.9	65	88	83.7	65.6	65.1	64.2	63.5	69.5
Q34) How satisfied are you with the information you receive from management on what's going on in your organization? (Q34)	Very Dissatisfied	4	30.1	20	42.6	27.6	5.3	0	0	0	21.2
	Dissatisfied	5	56.2	20.7	72.7	75.2	34.7	18.2	78.2	18.2	24.1
	Neither Satisfied nor Dissatisfied	12	50.2	26.3	67.5	56.9	31	34.6	27	26.8	35.4
	Satisfied	33	88.6	76.4	97	92.4	77.3	78.9	70.3	76.4	83.6
	Very Satisfied	18	95.8	89.6	98.5	98.7	87.1	87.7	84.5	88.4	87.7
	Total	72	78.8	64.8	87.9	83.7	65.4	66	63.7	63	69.1
Q35) How satisfied are you with the recognition you receive for doing a good job? (Q35)	Strongly Disagree	10	45.3	14.4	68.1	53.2	24.4	10.1	64.4	10.1	12.8
	Disagree	5	35.7	9.5	52.7	45	28.6	37.8	19.3	19.3	37.8
	Neither Agree nor Disagree	12	61.6	28.9	79.9	76.1	46	32.2	50	42.5	59.3
	Agree	23	92.9	87.2	97.4	94	80.1	87.3	72.2	80	81
	Strongly Agree	19	98.7	97.9	100	98.3	86.7	89.9	73.5	94.3	94.3
	Total	69	78.2	64.2	87.6	82.7	63.9	63.1	63.5	61.4	67.8
Q33) I have a high level of respect for my organization's senior leaders. (Q33)	Very Dissatisfied	6	42	15	77.6	33.3	18.8	15	30	15	15
	Dissatisfied	19	57.4	33.1	71.5	67.5	46.3	46.5	49.4	36.4	53.1
	Neither Satisfied nor Dissatisfied	7	72.3	47.8	87	82	52.4	28.6	61	45.9	74.1
	Satisfied	29	93.6	85.5	97.4	97.8	81	86.2	80.6	80.4	77
	Very Satisfied	12	98.9	98.5	98.3	100	89.6	91.7	66.7	100	100
	Total	73	78.9	65	88	83.7	65.6	65.1	64.2	63.5	69.5
Q35) How satisfied are you with the recognition you receive for doing a good job? (Q35)	Very Dissatisfied	4	30.1	20	42.6	27.6	5.3	0	0	0	21.2
	Dissatisfied	5	56.2	20.7	72.7	75.2	34.7	18.2	78.2	18.2	24.1
	Neither Satisfied nor Dissatisfied	12	50.2	26.3	67.5	56.9	31	34.6	27	26.8	35.4
	Satisfied	33	88.6	76.4	97	92.4	77.3	78.9	70.3	76.4	83.6
	Very Satisfied	18	95.8	89.6	98.5	98.7	87.1	87.7	84.5	88.4	87.7
	Total	72	78.8	64.8	87.9	83.7	65.4	66	63.7	63	69.1

Q38) Considering everything, how satisfied are you with your organization? (Q38)	Very Dissatisfied	5	24.5	0	55.1	18.3	0	0	0	0
	Dissatisfied	12	56.9	28.6	72.5	69.7	23.4	8.2	61.3	24.2
	Neither Satisfied nor Dissatisfied	10	65.1	44.2	80.3	71	28.4	41.3	9.8	62.6
	Satisfied	31	90.4	79.8	96.1	95.4	89.6	85.9	87.8	84.8
	Very Satisfied	15	98.6	97.1	100	98.6	93.4	100	73.7	100
	Total	73	78.9	65	88	83.7	65.6	65.1	64.2	69.5
Q11) In my work unit poor performers usually: (Q11)	Remain in the work unit and improve their performance over time	11	99.5	98.4	100	100	87.8	90.1	81.4	89.6
	Remain in the work unit and continue to underperform	19	64.2	43.4	75.1	74	56.4	56.9	58.4	56.9
	Leave the work unit - removed or transferred	4	81.2	69	74.5	100	68.8	47.9	100	47.9
	There are no poor performers in my work unit	13	80.9	71.7	91.5	79.5	65.3	71	55.6	63.7
	Total	47	78.5	66.3	85.4	83.9	67.3	67.8	66.7	69
	2020	73	78.9	65	88	83.7	65.6	65.1	64.2	69.5
	Total	73	78.9	65	88	83.7	65.6	65.1	64.2	69.5
Survey year (Year)	ECONOMIC RESEARCH SERVICE	73	78.9	65	88	83.7	65.6	65.1	64.2	69.5
Agency 2nd level subelement (level2)	Total	73	78.9	65	88	83.7	65.6	65.1	64.2	69.5

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Row Variable(s):

Supervisory status (DSUPER)
Race (DRNO)
Education level (DEDUC)
Education level collapsed to 4 categories (DEDUC_collapsed_4)
Pay category (DPAYCAT)

Pay category collapsed (DPAYCAT_collapsed)
Planning to leave before COVID-19 (DLEAVINGA)
Planning to leave current (DLEAVINGB)
Retirement plans before COVID-19 (DRETIREA)
Retirement plans current (DRETIREB)
Military service status (DMIL)
Military service status collapsed (DMIL_less)
Age group (DAGEGRP)
Age group collapsed (DAGEGRP_collapsed)
Generation, based on age (DGEN)

Job Family for level 1 tables (DOCCF_LEVEL1)
Job Series for level 1 tables (DOCCS_LEVEL1)
Q59) Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months?
(Mark all that apply) Employee Assistance Program - EAP (Q59_03)
Q59) Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months?
(Mark all that apply) Child Care Programs (Q59_04)
3 pt Q60) How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible work schedule) (Q60_3pt)
Q60) How satisfied are you with the following Work-Life programs in your agency?
Alternative Work Schedules (for example, compressed work schedule, flexible work schedule) (Q60)

Q61) How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair) (Q61)
Q62) How satisfied are you with the following Work-Life programs in your agency?
Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, education services) (Q62)

3 pt Q63) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) (Q63_3pt)

Q63) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) (Q63)

3 pt Q64) How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources) (Q64_3pt)

Q64) How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources) (Q64)

Q1) I am given a real opportunity to improve my skills in my organization. (Q1)

Q2) I feel encouraged to come up with new and better ways of doing things. (Q2)

Q3) My work gives me a feeling of personal accomplishment. (Q3)

Q4) I know what is expected of me on the job. (Q4)

Q7) I know how my work relates to the agency's goals. (Q7)

Q8) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. (Q8)

Q9) The people I work with cooperate to get the job done. (Q9)

Q12) In my work unit, differences in performance are recognized in a meaningful way. (Q12)

Q13) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. 2018 and later (Q13)

Q14) Employees are recognized for providing high quality products and services. (Q14)

Q16) My agency is successful at accomplishing its mission. (Q16)

Q20) My supervisor is committed to a workforce representative of all segments of society. (Q20)

Q21) Supervisors in my work unit support employee development. (Q21)

Q22) My supervisor listens to what I have to say. (Q22)

Q23) My supervisor treats me with respect. (Q23)

Q24) I have trust and confidence in my supervisor. (Q24)

Q25) Overall, how good a job do you feel is being done by your immediate supervisor? (Q25)

Q27) My organization's senior leaders maintain high standards of honesty and integrity. (Q27)

Q30) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (Q30)

Q32) Senior leaders demonstrate support for Work-Life programs. (Q32)

Q33) How satisfied are you with your involvement in decisions that affect your work? (Q33)

Q36) Considering everything, how satisfied are you with your job? (Q36)

Q37) Considering everything, how satisfied are you with your pay? (Q37)

Note: Results are suppressed for sample size less than 6. Try the following steps to get results.

1. Select under the tab "2. Table Type" the 1 Variable option and exclude all the variables in the current request with suppressed results.
2. Under "6. Table Contents" select "Unweighted number of responses" under "A. Specify cell content".

3. Show results and examine any variable with response options that have a relatively small unweighted number of responses. For example, search any response option with an unweighted number of responses less than 50. Based on the distribution of the responses, the search for response options may need to increase higher than 50 to get results that are unrepresented.

4. Repeat the original query collapsing the categories for response options that were less than 50. To collapse categories, select the "3. Variable" tab and uncheck "Select Multiple".

2020 Federal Employee Viewpoint Survey

Data in table for:	
Survey year:	2020
Agency 1st level subelement:	Research, Education and Economics (REE)
Agency 2nd level subelement:	NATIONAL INSTITUTE OF FOOD AND AGRICULTURE

		Unweighted Number of Responses	Engagement Index	Leaders Lead Index	Supervisors Index	Intrinsic Work Experience Index	Global Satisfaction Index	Job Satisfaction Index	Pay Satisfaction Index	Organization Satisfaction Index	Recommend Organization Index
Work location (DLOC)	Headquarters	12	64.3	53.9	70.1	68.8	51	47.9	58.9	47.7	49.3
	Field	9	66.3	50	81.9	67	47.8	55.6	43.9	45.9	45.9
	Full-time telework (e.g., home office, telecenter)	16	79.3	69.9	86.7	81.3	67.7	73	71.1	53.7	73
	Total	37	71.4	60.1	80.2	73.9	57.6	60.8	60.8	49.9	59
Full-time, Part-time employee (DFTPT)	Full time	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
	Total	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
	Male	19	63.5	49.9	70.5	70.1	52.2	57.7	46.5	46.2	58.5
	Female	15	80.5	73.7	92.4	75.5	66.3	65.9	73.7	59.8	65.9
Gender (DSEX)	Total	34	70.3	59.4	79.2	72.4	57.9	61	57.5	51.7	61.5
	White	16	59	43.4	74	59.7	46.2	42.5	61.8	37.1	43.6
	Black or African American	8	92.5	88.5	100	89.1	78.6	87.7	73	76.8	76.8
	All other races	10	70.1	56.8	72	81.6	58.8	70.1	39	55.8	70.1
Race collapsed (DRNO_collapsed)	Total	34	69.8	57.4	79.2	72.9	57.3	61	57.5	51.7	59
	Minority	19	78.5	69.6	82.5	83.3	64.9	73.3	56.2	61.2	68.9
	Non-minority	15	59	42.3	75	59.6	47.7	45.5	59.1	39.6	46.6
	Total	34	69.8	57.4	79.2	72.9	57.3	61	57.5	51.7	59
Planning to leave before COVID-19 collapsed (DLEAVINGB_yn)	No	25	79	70.5	87.7	78.8	69.7	75.6	68.4	62.6	72.1
	Yes	11	61	44.4	72	66.7	36.1	36	42.2	28.6	37.5
	Total	36	73	61.9	82.4	74.9	58.5	59.7	51.3	60.7	60.7
	No	22	82.1	76.2	92.6	77.5	70.5	77.1	63.8	68.2	73
Planning to leave current collapsed (DLEAVINGB_yn)	Yes	13	55.5	35	67.8	63.6	40.3	38.9	58.6	23.3	40.1
	Total	35	71.3	59.5	82.4	72.1	58.3	61.7	61.7	50.1	59.8
	Intent to leave changed due to COVID-19 (DLEAVINGC)	8	58.6	45.3	59.5	71	49.5	51.3	58.7	36.9	51.3
	Total	8	58.6	45.3	59.5	71	49.5	51.3	58.7	36.9	51.3
Retirement plans before COVID-19 collapsed (DRETIREA_collapsed)	Less than 3 years	5	83.3	69.1	96.4	84.5	79.5	100	54.2	81.9	81.9
	Between 3 and 5 years	6	75.4	62.7	96.4	67.1	51.1	34.9	100	34.9	34.9
	More than 5 years	22	71.9	60.1	79.9	75.6	60.3	67	57.7	48.6	68
	Total	33	74.3	62	85.6	75.3	61.3	65.5	65.5	50.8	63.5
Retirement plans current collapsed (DRETIREB_collapsed)	Less than 3 years	6	76.9	57.4	97	76.4	70.2	83	62	67.9	67.9
	Between 3 and 5 years	6	70.5	64.1	85.1	62.3	51.7	35.6	86.5	49.1	35.6
	More than 5 years	24	71.5	60.5	76.4	77.6	58.6	64.7	56.1	47.8	65.6
	Total	36	72.3	60.7	81.3	74.9	59.2	62.5	62.5	51.3	60.7
Military spouse (DMIL2)	None of the categories listed	36	71.3	61	79.7	73.3	57.8	59.9	59.9	51.1	60.4
	Total	36	71.3	61	79.7	73.3	57.8	59.9	59.9	51.1	60.4
Hired under the Military Spouse Non-Competitive Hiring Authority (DMIL3)	Total	0									
	Yes	5	77.6	71.8	100	60.9	60.4	60.7	59.7	60.7	60.7
	No	31	70.4	59.3	76.7	75.2	57.4	59.8	59.9	49.6	60.3
	Total	36	71.3	61	79.7	73.3	57.8	59.9	59.9	51.1	60.4
Disabled (DDIS)	Baby Boomers (born 1946 to 1964)	17	68.6	55.4	81.9	68.7	56	59.1	59.4	51.5	54
	Generation X (born 1965 to 1980)	14	72	61.3	76.1	78.6	59.9	68.6	59.8	48.9	62.5
	Generation Y (born 1981 to 1996)	6	80.6	75.7	85.4	80.7	68.8	63.4	66.7	63.4	81.7
	Total	37	71.8	60.8	80.3	74.3	59.5	63.3	60.7	52.4	61.5
Generation, based on age, collapsed (DGEN_less)	03 - General Admin, Clerical, and Office Svcs	5	80.4	77.9	90.2	73.2	72.2	77.9	55	77.9	77.9
	04 - Natural Resources Mgmt & Bio Sci Group	22	67.2	55.3	75	71.4	52.5	57.9	49.4	43.8	58.7
	Total	27	69.7	59.5	77.8	71.7	56.1	61.6	50.5	50.1	62.3
	0401 - GENERAL NAT RESOURCES MGMT AND BIO SCI	22	67.2	55.3	75	71.4	52.5	57.9	49.4	43.8	58.7
Job Series for level 1 tables (DOCCS_LEVEL1)	Total	22	67.2	55.3	75	71.4	52.5	57.9	49.4	43.8	58.7
	Pos (Q58) How satisfied are you with the Telework program in your agency? (Q58_pos)	21	84.2	75.6	89.5	87.4	73.4	81.2	69.3	61.2	82
	Total	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
programs have you participated in or used at your agency within the last 12 months? (Mark all that apply) Alternative Work Schedules (Q59_Q1)	Not Marked	16	82.4	73.7	90.6	83.1	71.8	79.6	60.6	67.6	79.6
	Marked	22	64.9	52.1	73.8	68.9	49.4	49.2	62.5	39.6	46.2
	Total	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
	programs have you participated in or used at your agency within the last 12 months? (Mark all that apply) Health and Wellness Programs (Q59_Q2)	32	72.8	60.3	82.9	75.3	56.6	61.1	57.6	48.6	59.1
Q59) Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply) Elder Care Programs	Marked	6	67.6	65	68	70	70	65	84.9	65.4	65
	Total	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
	Not Marked	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
	Total	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
programs have you participated in or used at your agency within the last 12 months? (Mark all that apply) None listed above (Q59_Q6)	Not Marked	25	68.1	57.4	76.7	70.2	54.1	54.8	66.6	42.9	52.2
	Marked	13	80	68	88.5	83.5	67.4	75.2	52.1	67.2	75.2
	Total	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
	Total	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9

Pos Q60) How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair) (Q61_pos)	Positive	26	71.9	62.8	77.3	75.4	58.7	60.3	64.5	52	57.8
	Total	29	70.5	60.8	75.4	75.4	55.5	56.8	64	46.5	54.5
Pos Q62) How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, education services)	Positive	12	79.6	73.1	89.9	75.7	71.2	66.9	76.5	74.4	66.9
	Total	19	71	62.9	79.7	70.3	58.1	55.9	74.2	51.2	51.1
Pos Q63) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) (Q63_pos)	Positive	11	79.8	75.2	86.6	77.7	73	81.5	63.2	73.6	73.6
	Total	18	77.7	69.9	82.6	80.7	65	69.5	70.9	59.8	59.8
Pos Q64) How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)	Positive	6	83.6	80.7	91.5	78.7	77	80.7	66	80.7	80.7
	Total	11	80.1	74.6	80.6	85	64.7	68	70.9	60	60
Pos Q65) How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)	Positive	6	83.6	80.7	91.5	78.7	77	80.7	66	80.7	80.7
	Neutral	5	76.1	67.8	68.4	92.1	50.9	53.7	76.2	36.9	36.9
	Total	11	80.1	74.6	80.6	85	64.7	68	70.9	60	60
Pos Q66) How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)	Positive	4	100	100	100	100	94.4	100	77.8	100	100
	Total	9	86.1	81.5	81.5	95.5	69.4	73.4	76.9	63.7	63.7
Pos Q67) How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)	Positive	4	100	100	100	100	94.4	100	77.8	100	100
	Neutral	5	76.1	67.8	68.4	92.1	50.9	53.7	76.2	36.9	36.9
	Total	9	86.1	81.5	81.5	95.5	69.4	73.4	76.9	63.7	63.7
Q64) How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources) (Q64)	Neither Satisfied nor Dissatisfied	5	76.1	67.8	68.4	92.1	50.9	53.7	76.2	36.9	36.9
	Very Satisfied	4	100	100	100	100	94.4	100	77.8	100	100
Q11) I am given a real opportunity to improve my skills in my organization. (Q1)	Total	9	86.1	81.5	81.5	95.5	69.4	73.4	76.9	63.7	63.7
	Disagree	4	50.7	30.5	60.6	60.9	45.1	50.3	69.8	30.2	30.2
Q6) My talents are used well in the workplace. (Q6)	Neither Agree nor Disagree	8	38.8	21.4	57.7	37.4	19.8	15.1	38.7	10.1	15.1
	Agree	11	74.3	59.5	86.3	77.3	51.9	62.8	52.4	37.6	55
Q13) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. 2017 and prior (Q13orig)	Strongly Agree	14	99.5	100	100	98.6	96.6	100	86.5	100	100
	Total	37	72.2	61.6	81.2	73.7	59.6	63.5	52.6	58.8	58.8
Q18) I believe the results of this survey will be used to make my agency a better place to work. (Q18)	Strongly Disagree	4	45	18.1	89	27.8	28.6	21	51.5	21	21
	Disagree	4	40.8	25	52.6	44.7	13.5	9	54	0	0
Q26) In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q26)	Neither Agree nor Disagree	5	55.9	54.4	52.2	45.3	40.6	58.9	41.1	40.6	40.6
	Agree	11	71.7	50.8	77.8	86.5	52.1	69.7	40.3	34.4	63.9
Q27) My organization's senior leaders maintain high standards of honesty and integrity. (Q27)	Strongly Agree	14	95.5	95.4	95.4	91	92.6	86.2	92.6	92.6	92.6
	Total	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
Q15) Employees are protected from health and safety hazards on the job. (Q15)	Neither Agree nor Disagree	6	26.8	6.6	46.5	27.5	12.3	0	35.1	14.2	0
	Agree	12	68.2	51.4	72.6	80.5	44.9	50.1	46	24.8	58.6
Q33) How satisfied are you with your involvement in decisions that affect your work? (Q33)	Strongly Agree	20	88.9	84.2	96.8	85.8	82.1	88.7	80.2	79.7	79.7
	Total	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
Q35) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) (Q35_pos)	Strongly Disagree	4	38.9	10.5	55	51	19.1	0	49.9	0	26.3
	Disagree	7	40.2	25.5	46.8	48.4	16.8	11.7	55.4	0	0
Q35) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) (Q35_pos)	Neither Agree nor Disagree	5	60.1	37.3	72.1	70.9	35.9	43.6	40.1	16.2	43.6
	Agree	9	87.7	79.8	100	83.3	81.1	100	52.4	81.3	90.7
Q35) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) (Q35_pos)	Strongly Agree	12	98.9	100	100	96.8	98.1	100	92.3	100	100
	Total	37	72.2	61.5	80.2	74.8	59.9	63	63	52.2	61.2
Q35) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) (Q35_pos)	Strongly Disagree	4	31.4	5.3	64.1	24.8	19.3	0	77.4	0	0
	Disagree	5	47.9	16.9	68.5	58.4	40.7	58.8	52.5	25.6	25.6
Q35) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) (Q35_pos)	Neither Agree nor Disagree	7	56.6	34.1	67.8	68	35.8	45.1	13.5	24.5	60.1
	Agree	5	70.2	64.6	64.3	81.7	30.2	19.7	19.7	19.7	19.7
Q35) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) (Q35_pos)	Strongly Agree	17	97.6	100	100	92.7	94.1	100	81.7	94.8	100
	Total	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
Q35) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) (Q35_pos)	Strongly Disagree	4	32	5.5	66.1	24.3	19.2	0	76.7	0	0
	Disagree	4	45.8	20.5	37.7	79.1	27.9	42	69.7	0	0
Q35) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) (Q35_pos)	Neither Agree nor Disagree	9	53.5	33.8	65	61.7	23.4	24.7	23.8	9.2	35.9
	Agree	5	87.7	78	100	85	85.4	100	57.8	83.9	100
Q35) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) (Q35_pos)	Strongly Agree	15	97.6	100	100	92.8	94.8	100	79.1	100	100
	Total	37	71.8	60.8	80.3	74.3	59.5	63.3	60.7	52.4	61.5
Q35) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) (Q35_pos)	Very Dissatisfied	5	33.9	3.6	59.5	38.7	19	17.8	58.1	0	0
	Dissatisfied	4	43.4	26	50.8	53.6	32.3	27.5	46.7	27.5	27.5
Q35) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) (Q35_pos)	Neither Satisfied nor Dissatisfied	10	67.3	51.5	76.9	73.5	37.6	40.8	40.4	17.7	51.4
	Satisfied	6	77.1	72.1	89.6	69.6	66.7	82.7	47.5	68.3	68.3
Q35) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) (Q35_pos)	Very Satisfied	13	100	100	100	100	98.2	100	93	100	100
	Total	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
Q35) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) (Q35_pos)	Very Dissatisfied	6	41.5	15.7	62.4	46.5	23.5	14.4	33.3	14.4	32
	Dissatisfied	4	48.5	34.9	41.2	69.4	32.4	27.9	46	27.9	27.9
Q35) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) (Q35_pos)	Neither Satisfied nor Dissatisfied	5	54.7	27.7	74.3	62.3	32.2	45.5	38.4	18	27
	Satisfied	7	77.5	67.6	85.5	79.5	53.8	69.6	55.4	32	58

recognition you receive for doing a good job?	Very Satisfied		15	94.4	93.7	100	89.5	92.5	92.1	93.9	92.1
Q35)	Total		37	71.5	60	80.2	74.4	58.2	60.8	63.2	49.9
Q40B) Please select the response that BEST describes your teleworking schedule (2)	I telework every work day		38	72	61	80.6	74.5	58.6	61.7	61.7	51.1
DURING the PEAK of the pandemic. (V2B)	Total		38	72	61	80.6	74.5	58.6	61.7	61.7	51.1
Collapsed Q40B. Telework schedule during COVID-19 peak (V2Bw)	I telework		38	72	61	80.6	74.5	58.6	61.7	61.7	51.1
	Total		38	72	61	80.6	74.5	58.6	61.7	61.7	51.1
Q40C) Please select the response that BEST describes your teleworking schedule (3) AS OF the date you responded to this survey. (V2C)	I telework every work day		36	71.1	59.7	79.9	73.6	58.4	62.3	59.7	51.1
Collapsed Q40C. Telework schedule as of survey response date (V2Cw)	Total		36	71.1	59.7	79.9	73.6	58.4	62.3	59.7	51.1
	I telework		36	71.1	59.7	79.9	73.6	58.4	62.3	59.7	51.1
	Total		36	71.1	59.7	79.9	73.6	58.4	62.3	59.7	51.1
Q41) What type(s) of leave have you used because of the pandemic? (Mark all that apply) Leave under the Emergency Paid Sick Leave Act (part of the Families First Coronavirus Response Act) (V3_01)	Not Marked		38	72	61	80.6	74.5	58.6	61.7	61.7	51.1
	Total		38	72	61	80.6	74.5	58.6	61.7	61.7	51.1
Q41) What type(s) of leave have you used because of the pandemic? (Mark all that apply) Annual leave (V3_02)	Not Marked		26	72.2	61.3	83.4	71.9	58.3	60.2	65	51.1
	Marked		12	71.8	60.3	74.8	80.2	59.3	64.8	54.7	51
	Total		38	72	61	80.6	74.5	58.6	61.7	61.7	51.1
Q41) What type(s) of leave have you used because of the pandemic? (Mark all that apply) Weather and safety leave (V3_04)	Not Marked		38	72	61	80.6	74.5	58.6	61.7	61.7	51.1
	Total		38	72	61	80.6	74.5	58.6	61.7	61.7	51.1
Q41) What type(s) of leave have you used because of the pandemic? (Mark all that apply) Other paid leave (e.g., comp time, credit hours) (V3_06)	Not Marked		32	73	62.2	81.7	75.3	59	63.5	60.7	50.6
	Marked		6	67.5	55.7	76	70.9	56.7	53.5	66.2	53.5
	Total		38	72	61	80.6	74.5	58.6	61.7	61.7	51.1
Q41) What type(s) of leave have you used because of the pandemic? (Mark all that apply) Unpaid leave (e.g., LWOP) (V3_07)	Not Marked		38	72	61	80.6	74.5	58.6	61.7	61.7	51.1
	Total		38	72	61	80.6	74.5	58.6	61.7	61.7	51.1
Q41) What type(s) of leave have you used because of the pandemic? (Mark all that apply) I have not used leave because of the pandemic (V3_08)	Not Marked		14	74.7	65.1	77.2	81.9	59.7	62.4	62	50.7
	Marked		24	70.4	58.5	82.7	70.1	57.9	61.3	61.5	51.3
	Total		38	72	61	80.6	74.5	58.6	61.7	61.7	51.1
Q41a) During the COVID-19 pandemic, what percentage of your total work time have you used leave because of the pandemic? (V4)	Less than 25%		14	74.7	65.1	77.2	81.9	59.7	62.4	62	50.7
	Total		14	74.7	65.1	77.2	81.9	59.7	62.4	62	50.7
Q43A) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded telework (V6_01)	Needed and available to me		32	68.2	55.9	77.3	71.5	54	57.7	57.4	45.2
	Not needed by me now		5	95.3	92.9	100	92.9	95.6	100	82.2	100
	Total		37	71.8	60.8	80.3	74.3	59.5	63.3	60.7	52.4
Q43A) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded work schedule flexibilities (V6_02)	Needed and available to me		21	69.4	60.4	74.5	73.3	50.8	49.8	65.2	41.6
	Not needed by me now		15	71.9	56.6	86.6	72.6	63.7	72.6	52	57.5
	Total		36	70.5	58.8	79.7	73	56.3	59.6	59.5	48.4
Q43C) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded leave policies (V6_03)	Needed and available to me		10	84.4	81	85.3	87	71.8	69.4	68.5	69.4
	Not needed by me now		26	66.5	52.3	77.9	69.4	51.6	56.2	59.8	40.8
	Total		36	71.3	60	79.8	74.1	57.1	59.8	62.2	48.6
Q43D) How has your organization supported your well-being needs during the COVID-19 pandemic? More information on available leave policies (V6_04)	Needed and available to me		13	72.5	63.3	84.2	69.8	56.1	51	70.2	50.8
	Not needed, but not available to me		4	52.9	27.7	70	60.9	43.5	52.3	47.7	21.6
	Not needed by me now		21	75.7	66.2	80.8	80	63.1	69.9	59.5	57.1
	Total		38	72	61	80.6	74.5	58.6	61.7	61.7	51.1
Q43G) How has your organization supported your well-being needs during the COVID-19 pandemic? Timely communication about possible COVID-19 illness at my agency worksite (V6_07)	Needed and available to me		13	73.6	57.9	89.1	73.9	60.6	76.6	58.4	44.5
	Not needed, but not available to me		4	62.1	52.7	66.5	67	58.7	52.7	76.9	52.7
	Not needed by me now		20	71.9	62.8	77.7	75.4	55.4	52.5	58.8	52.5
	Total		37	71.4	60	80.3	73.8	57.5	60.7	60.7	49.8
Q43H) How has your organization supported your well-being needs during the COVID-19 pandemic? Limited access to my agency worksite buildings/facilities (e.g., closures, limits on activities with external visitors/groups) (V6_09)	Needed and available to me		14	73.3	61	84.1	74.7	60.4	72.5	46.3	56.2
	Not needed by me now		23	70.2	59.4	77.9	73.3	55.8	53.5	69.5	45.9
	Total		37	71.4	60	80.3	73.8	57.5	60.7	60.7	49.8
Q43J) How has your organization supported your well-being needs during the COVID-19 pandemic? Social distancing (e.g., limits on group size, reduced access to common areas) in my agency worksite (V6_10)	Needed and available to me		8	67.2	44	82.4	75.2	50.7	77	33.9	36.7
	Not needed by me now		30	73.3	65.3	80.2	74.3	60.7	57.7	69	54.9
	Total		38	72	61	80.6	74.5	58.6	61.7	61.7	51.1
Q43N) How has your organization supported your well-being needs during the COVID-19 pandemic? Training for all employees on health and safety protocols (V6_14)	Needed and available to me		9	73.6	64.5	83.9	72.4	55.1	65.5	65.1	45
	Not needed, but not available to me		5	65.3	50	68.5	77.4	59	61.5	56.1	37.3
	Not needed by me now		24	73	62.2	82.2	74.6	59.7	60.5	61.6	56.2
	Total		38	72	61	80.6	74.5	58.6	61.7	61.7	51.1
Q50C) How has your organization supported your work during the COVID-19 pandemic? Reallocation of resources (e.g., staffing, budget, materials) to support changes in work because of the pandemic (V13_03)	Needed and available to me		9	80.8	67.2	94.8	80.3	67.8	76.6	75.8	52.1
	Not needed, but not available to me		5	38.9	16.9	46.7	53	31.7	23.5	37.8	23.5
	Not needed by me now		22	74.9	66.8	82.4	75.3	58.4	62.4	59	53.8
	Total		36	70.7	59.1	79.8	73.3	56.5	59.8	59.8	48.7
Q50J) How has your organization supported your work during the COVID-19 pandemic? Equipment and technology for working remotely (e.g., laptops, cell phone, Information Technology infrastructure) (V13_08)	Needed and available to me		28	75.6	63.2	85.3	78.2	62.3	66.9	62.3	55.4
	Not needed, but not available to me		5	49.7	41.1	66.9	41.2	37.5	35.3	61.4	17.9
	Not needed by me now		5	74.3	68	69.4	85.6	58.6	58.6	58.6	58.6
	Total		38	72	61	80.6	74.5	58.6	61.7	61.7	51.1
Q50J) How has your organization supported your work during the COVID-19 pandemic?	Needed and available to me		20	80.9	71.2	88.5	83	63.4	68.8	64.9	54.4
	Not needed, but not available to me		5	57.9	47.2	78.9	47.6	58	57.9	58.3	57.9

Expanded training for using remote work tools and applications (V13_10)	Not needed by me now	13	65	52.3	70.2	72.5	52.2	53.3	58.5	43.8	53.3
	Total	38	72	61	80.6	74.5	58.6	61.7	51.1	59.9	59.9
Q50(K) How has your organization supported your work during the COVID-19 pandemic?	Needed and available to me	24	81.9	70.6	94.3	80.7	65.5	69.3	64.9	57.8	70.2
Expanded Information Technology (IT) support (V13_11)	Needed, but not available to me	8	38.2	21.3	46.9	46.4	33.8	38.1	48.6	21.6	27
	Not needed by me now	6	79	75.8	73.4	87.7	64.1	63.3	66.4	63.3	63.3
	Total	38	72	61	80.6	74.5	58.6	61.7	51.1	59.9	59.9
Q50(L) How has your organization supported your work during the COVID-19 pandemic?	Needed and available to me	25	79.8	69.6	89.8	79.8	64.8	66.7	70.2	54.7	67.5
Information about data security policies and procedures (V13_12)	Needed, but not available to me	4	56.8	44.9	75.1	50.2	62.5	75.2	50.3	74.6	49.8
	Not needed by me now	9	57.7	44.5	58.9	69.7	40.9	43.7	43.4	32.8	43.7
	Total	38	72	61	80.6	74.5	58.6	61.7	51.1	59.9	59.9
Q51) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) I do not have any child care responsibilities (V21_01)	Not Marked	10	68.8	56.7	77	72.8	60.3	68.7	66.1	37.7	68.7
	Marked	28	73.2	62.6	82.1	75	58	59.1	60	56	56.7
	Total	38	72	61	80.6	74.5	58.6	61.7	51.1	59.9	59.9
Q51) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) No arrangements needed to manage child care responsibilities (V21_02)	Not Marked	34	70.2	59.2	79.1	72.3	56.2	57.5	60.5	51.2	55.6
	Marked	4	89.3	77.9	94.5	95.5	80.5	100	72.4	49.8	100
	Total	38	72	61	80.6	74.5	58.6	61.7	51.1	59.9	59.9
Q51) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) Child care center (V21_05)	Not Marked	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
	Total	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
Q51) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) Unpaid leave (V21_07)	Not Marked	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
	Total	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
Q51) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) Respite care (V21_09)	Not Marked	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
	Total	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
Q51) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) Agency emergency back-up care program (V21_10)	Not Marked	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
	Total	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
Q51) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) Resource and referral services for dependent child care (V21_11)	Not Marked	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
	Total	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
Q56) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) No arrangements needed to manage elder/adult care responsibilities (V22_02)	Not Marked	37	71.6	60.1	80.2	74.4	58.2	60.8	60.8	52.2	59
	Total	37	71.6	60.1	80.2	74.4	58.2	60.8	60.8	52.2	59
Q56) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) Elder/adult day care center (V22_04)	Not Marked	37	71.6	60.1	80.2	74.4	58.2	60.8	60.8	52.2	59
	Total	37	71.6	60.1	80.2	74.4	58.2	60.8	60.8	52.2	59
Q56) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) Unpaid leave (V22_06)	Not Marked	37	71.6	60.1	80.2	74.4	58.2	60.8	60.8	52.2	59
	Total	37	71.6	60.1	80.2	74.4	58.2	60.8	60.8	52.2	59
Q56) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) Long-term care insurance (V22_07)	Not Marked	37	71.6	60.1	80.2	74.4	58.2	60.8	60.8	52.2	59
	Total	37	71.6	60.1	80.2	74.4	58.2	60.8	60.8	52.2	59
Q56) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) Respite care (V22_08)	Not Marked	37	71.6	60.1	80.2	74.4	58.2	60.8	60.8	52.2	59
	Total	37	71.6	60.1	80.2	74.4	58.2	60.8	60.8	52.2	59
Q56) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) Other services/arrangements (V22_09)	Not Marked	37	71.6	60.1	80.2	74.4	58.2	60.8	60.8	52.2	59
	Total	37	71.6	60.1	80.2	74.4	58.2	60.8	60.8	52.2	59
2020	Not Marked	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
	Total	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
Survey year (Year)	NATIONAL INSTITUTE OF FOOD AND AGRICULTURE	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9
Agency 2nd level subelement (level2)	Total	38	72	61	80.6	74.5	58.6	61.7	61.7	51.1	59.9

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Row Variable(s):
Supervisory status (DSUPER)

Supervisory status collapsed
(DSUPER_collapsed)
Race (DRNO)
Hispanic/Latino (DHISP)
Education level (DEDUC)
Education level collapsed to 7 categories
(DEDUC_collapsed_7)
Education level collapsed to 4 categories
(DEDUC_collapsed_4)
Pay category (DPAYCAT)

Pay category collapsed (DPAYCAT_collapsed)
Time in Federal Government (DFEDTEN)
Time in Federal Government collapsed
(DFEDTEN_collapsed)
Time in Agency (DAGYTEN)
Time in Agency collapsed
(DAGYTEN_collapsed)
Planning to leave before COVID-19
(DLEAVINGA)
Planning to leave current (DLEAVINGB)
Retirement plans before COVID-19
(DRETIREA)
Retirement plans current (DRETIREB)
Retirement plans changed due to COVID-19
(DRETIREC)
Military service status (DMIL)
Military service status collapsed (DMIL_less)
Age group (DAGEGRP)
Age group collapsed (DAGEGRP_collapsed)
Generation, based on age (DGEN)

3 pt Q58) How satisfied are you with the
Telework program in your agency? (Q58_3pt)
Q58) How satisfied are you with the Telework
program in your agency? (Q58)
Q59) Which of the following Work-Life
programs have you participated in or used at
your agency within the last 12 months?
(Mark all that apply) Employee Assistance
Program -- EAP (Q59_03)
Q59) Which of the following Work-Life
programs have you participated in or used at
your agency within the last 12 months?
(Mark all that apply) Child Care Programs
(Q59_04)
3 pt Q60) How satisfied are you with the
following Work-Life programs in your
agency? Alternative Work Schedules (for
example, compressed work schedule, flexible
work schedule) (Q60_3pt)
Q60) How satisfied are you with the following
Work-Life programs in your agency?
Alternative Work Schedules (for example,
compressed work schedule, flexible work
schedule) (Q60)
3 pt Q61) How satisfied are you with the
following Work-Life programs in your
agency? Health and Wellness Programs (for
example, onsite exercise, flu vaccination,
medical screening, CPR training, health and
wellness fair) (Q61_3pt)
Q61) How satisfied are you with the following
Work-Life programs in your agency? Health
and Wellness Programs (for example, onsite
exercise, flu vaccination, medical screening,
CPR training, health and wellness fair) (Q61)
3 pt Q62) How satisfied are you with the
following Work-Life programs in your
agency? Employee Assistance Program -- EAP
(for example, short-term counseling, referral
services, legal services, education services)
(Q62_3pt)
Q62) How satisfied are you with the following
Work-Life programs in your agency?
Employee Assistance Program - EAP (for
example, short-term counseling, referral
services, legal services, education services)
(Q62)

Q63) How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) (Q63)

Q2) I feel encouraged to come up with new and better ways of doing things. (Q2)

Q3) My work gives me a feeling of personal accomplishment. (Q3)

Q4) I know what is expected of me on the job. (Q4)

Q5) My workload is reasonable. (Q5)

Q7) I know how my work relates to the agency's goals. (Q7)

Q8) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. (Q8)

Q9) The people I work with cooperate to get the job done. (Q9)

Q10) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q10)

Q12) In my work unit, differences in performance are recognized in a meaningful way. (Q12)

Q13) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. 2018 and later (Q13)

Q14) Employees are recognized for providing high quality products and services. (Q14)

Q16) My agency is successful at accomplishing its mission. (Q16)

Q17) I recommend my organization as a good place to work. (Q17)

Q19) My supervisor supports my need to balance work and other life issues. (Q19)

Q20) My supervisor is committed to a workforce representative of all segments of society. (Q20)

Q21) Supervisors in my work unit support employee development. (Q21)

Q22) My supervisor listens to what I have to say. (Q22)

Q23) My supervisor treats me with respect. (Q23)

Q24) I have trust and confidence in my supervisor. (Q24)

Q25) Overall, how good a job do you feel is being done by your immediate supervisor? (Q25)

Q28) Managers communicate the goals of the organization. (Q28)

Q29) Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q29)

Q30) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (Q30)

Q31) I have a high level of respect for my organization's senior leaders. (Q31)

Q32) Senior leaders demonstrate support for Work-Life programs. (Q32)

Q34) How satisfied are you with the information you receive from management on what's going on in your organization? (Q34)

Q36) Considering everything, how satisfied are you with your job? (Q36)

Q37) Considering everything, how satisfied are you with your pay? (Q37)

Q38) Considering everything, how satisfied are you with your organization? (Q38)

Q39) During the COVID-19 pandemic, on average what percentage of your work time have you been physically present at your agency worksite (including headquarters, bureau, field offices, etc.)? (V1)

Q40A) Please select the response that BEST describes your teleworking schedule (1) BEFORE the COVID-19 pandemic. (V2A)

Collapsed Q40A. Telework schedule before COVID-19 (V2Aw)

Q41) What type(s) of leave have you used because of the pandemic? (Mark all that apply) Sick leave (V3_03)

Q41) What type(s) of leave have you used because of the pandemic? (Mark all that apply) Administrative leave (V3_05)

Q42) How have you changed your participation in alternative work schedules (AWS) because of the COVID-19 pandemic? Examples of AWS include compressed work and flexible work schedule. (V5)

Q43E) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded mental health resources (e.g., assistance with stress of COVID-19) (V6_05)

Q43F) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded physical health resources (e.g., temperature checks, COVID-19 illness testing) at my agency worksite (V6_06)

Q43H) How has your organization supported your well-being needs during the COVID-19 pandemic? Protection of employees at higher risk for severe illness from COVID-19 exposure (V6_08)

Q43K) How has your organization supported your well-being needs during the COVID-19 pandemic? Rearranged workspaces to maximize social distancing (V6_11)

Q43L) How has your organization supported your well-being needs during the COVID-19 pandemic? Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite (V6_12)

Q43M) How has your organization supported your well-being needs during the COVID-19 pandemic? Cleaning and sanitizing supplies available to reduce risk of illness in my agency worksite (V6_13)

Q44) During the COVID-19 pandemic my organization's senior leaders have...demonstrated commitment to employee health and safety. (V7)

Q45) During the COVID-19 pandemic my organization's senior leaders have...supported policies and procedures to protect employee health and safety. (V8)

Q46) During the COVID-19 pandemic my organization's senior leaders have...provided effective communications about the pandemic. (V9)

Q47) During the COVID-19 pandemic my supervisor has...shown concern for my health and safety. (V10)

Q48) During the COVID-19 pandemic my supervisor has...supported my efforts to stay healthy and safe while working. (V11)

Q49) During the COVID-19 pandemic my supervisor has...created an environment where I can voice my concerns about staying healthy and safe. (V12)

Q50A) How has your organization supported your work during the COVID-19 pandemic? Consistent communication (e.g., organizational status, what to expect) (V13_01)

Q50B) How has your organization supported your work during the COVID-19 pandemic? Training for new/changed work or work processes because of the pandemic (V13_02)

Q50D) How has your organization supported your work during the COVID-19 pandemic? Help with commuting issues (e.g., alternatives to public transportation) (V13_04)

Q50E) How has your organization supported your work during the COVID-19 pandemic? Options for work/business travel (V13_05)
Q50F) How has your organization supported your work during the COVID-19 pandemic? Information on remote work policies, procedures, and expectations (V13_06)

Q50G) How has your organization supported your work during the COVID-19 pandemic? Training on how to work remotely (V13_07)
Q50I) How has your organization supported your work during the COVID-19 pandemic? Expanded collaboration tools (e.g., video conferencing, teleconferencing) (V13_09)
Q51) Does the type of work you do require you to be physically present at a worksite (e.g., border patrol agent, TSA agent, meat inspector)? (V14)
Q52) How disruptive has the COVID-19 pandemic been to your ability to do your work? (V15)

Q53) How have your work demands changed because of the COVID-19 pandemic? (V16)
Q54A) Prior to the COVID-19 pandemic, my work unit...met the needs of our customers. (V17_01)
Q54B) Prior to the COVID-19 pandemic, my work unit...contributed positively to my agency's performance. (V17_02)
Q54C) Prior to the COVID-19 pandemic, my work unit...produced high-quality work. (V17_03)
Q54D) Prior to the COVID-19 pandemic, my work unit...adapted to changing priorities. (V17_04)
Q54E) Prior to the COVID-19 pandemic, my work unit...successfully collaborated. (V17_05)
Q54F) Prior to the COVID-19 pandemic, my work unit...achieved our goals. (V17_06)
Q55A) During the COVID-19 pandemic, my work unit...has met the needs of our customers. (V18_01)
Q55B) During the COVID-19 pandemic, my work unit...has contributed positively to my agency's performance. (V18_02)
Q55C) During the COVID-19 pandemic, my work unit...has produced high-quality work. (V18_03)
Q55D) During the COVID-19 pandemic, my work unit...has adapted to changing priorities. (V18_04)
Q55E) During the COVID-19 pandemic, my work unit...has successfully collaborated. (V18_05)

Q55F) During the COVID-19 pandemic, my work unit...has achieved our goals. (V18_06)
Q56) In the phased return of employees to the agency worksite (i.e., opening up government), my organization has made employee safety a top priority. (V19)
Q57) Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies. (V20)

Q65) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) Child care in my own home (V21_03)
Q65) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) Alternative work arrangement (V21_04)

Q65) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) Paid leave (V21_06)

Q65) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) Child care in someone else's home (V21_08)

Q65) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) Other services/arrangements (V21_12)

Q66) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) I do not have any elder/adult care responsibilities (V22_01)

Q66) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) Alternative work arrangement (V22_03)

Q66) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) Paid leave (V22_05)

Q67) During the COVID-19 pandemic, how disruptive have school closures/changes been to your ability to do your work? (V23)

Q68) During the COVID-19 pandemic, how disruptive have changes to your children's day care been to your ability to do your work? (V24)

Q11) In my work unit poor performers usually: (Q11)

Note: Results are suppressed for sample size less than 6. Try the following steps to get results.

1. Select under the tab "2. Table Type" the 1 Variable option and the table of the variables in the current request with suppressed results.

2. Under "4. Table Contents" select "Unweighted number of responses" under "A. Specify column(s)".

3. Show results and examine any variable with response options that have a relatively small unweighted number of responses. For example, search any response option with an unweighted number of responses less than 10. Based on the distribution of the responses, the search for response options may need to increase higher than 10 to get results that are unengaged.

4. Repeat the original query collapsing the categories for response options that were less than 10. To collapse categories, select the "3. Variables" tab and use the "Select Multiple".