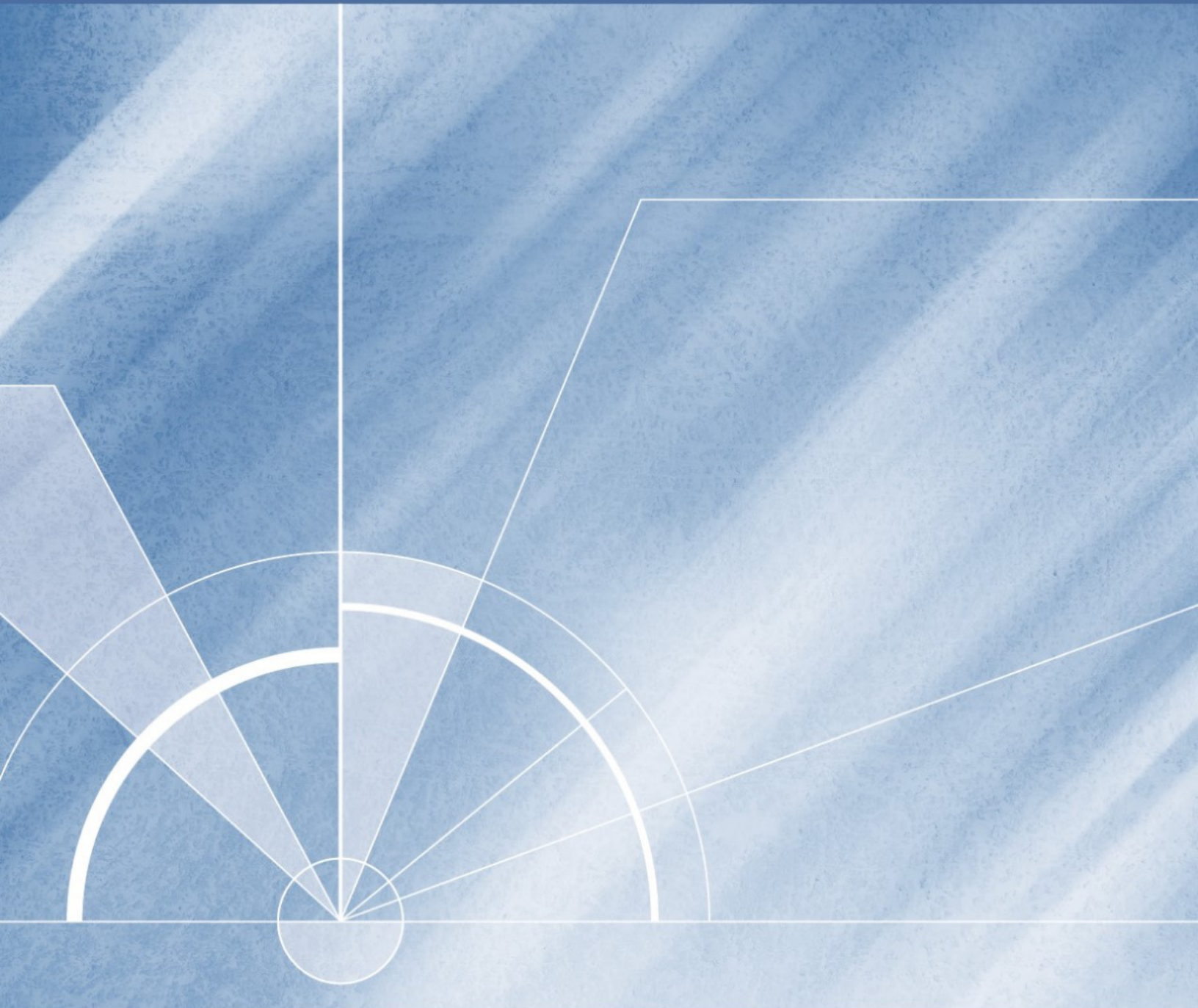


2016


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

4th Level
Subagency
Report

Department of Defense
FT BELVOIR COMMUNITY HOSPITAL



Department of Defense
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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
OSD, Agencies and Activities	13,597	37.2%
Defense Health Agency	628	23.0%
NCR MEDICAL DIRECTORATE	404	19.2%
FT BELVOIR COMMUNITY HOSPITAL	110	13.0%

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.

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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

93.6%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
93.6%	The work I do is important. (Q.13)
91.6%	I am constantly looking for ways to do my job better. (Q.8)
89.0%	I like the kind of work I do. (Q.5)
83.3%	I know what is expected of me on the job. (Q.6)
83.2%	I know how my work relates to the agency's goals and priorities. (Q.12)
78.8%	My organization has prepared employees for potential security threats. (Q.36)
77.9%	Employees are protected from health and safety hazards on the job. (Q.35)
77.0%	I am held accountable for achieving results. (Q.16)
76.8%	My supervisor provides me with opportunities to demonstrate my leadership skills. (Q.43)

Highest Percent Negative

54.7%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
52.9%	Pay raises depend on how well employees perform their jobs. (Q.33)
44.9%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
42.3%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
42.3%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
42.1%	Promotions in my work unit are based on merit. (Q.22)
41.0%	My work unit is able to recruit people with the right skills. (Q.21)
40.1%	How satisfied are you with the recognition you receive for doing a good job? (Q.65)
39.3%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
38.4%	Considering everything, how satisfied are you with your pay? (Q.70)

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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 (NCR MEDICAL DIRECTORATE) 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.

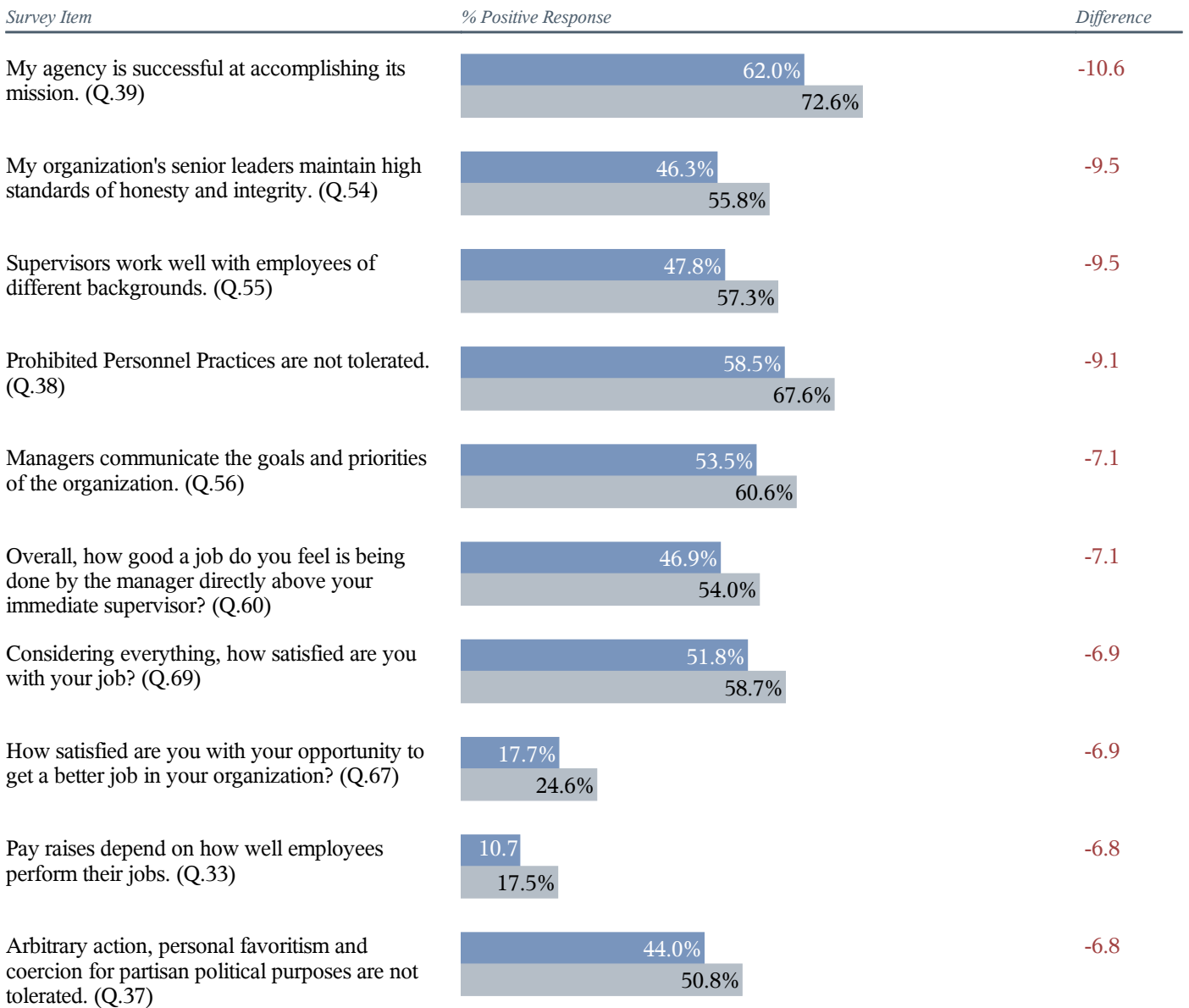


<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
My supervisor provides me with opportunities to demonstrate my leadership skills. (Q.43)	76.8%	62.2%	+14.6
Physical conditions allow employees to perform their jobs well. (Q.14)	72.7%	59.5%	+13.2
In my work unit, differences in performance are recognized in a meaningful way. (Q.24)	37.7%	30.4%	+7.3
My work unit is able to recruit people with the right skills. (Q.21)	48.7%	41.8%	+6.9
My supervisor supports my need to balance work and other life issues. (Q.42)	75.7%	70.8%	+4.9
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)	32.1%	27.3%	+4.8
Creativity and innovation are rewarded. (Q.32)	37.2%	32.7%	+4.5
The people I work with cooperate to get the job done. (Q.20)	69.0%	65.2%	+3.8
Promotions in my work unit are based on merit. (Q.22)	29.8%	26.2%	+3.6
Overall, how good a job do you feel is being done by your immediate supervisor? (Q.52)	67.3%	63.8%	+3.5

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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 (NCR MEDICAL DIRECTORATE) 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
OSD, Agencies and Activities	13,565	64.4%	15.2%	20.5%
Defense Health Agency	625	50.8%	19.7%	29.5%
NCR MEDICAL DIRECTORATE	401	49.8%	19.1%	31.1%
FT BELVOIR COMMUNITY HOSPITAL	110	52.1%	18.8%	29.1%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,492	69.9%	14.7%	15.4%
Defense Health Agency	621	68.3%	13.4%	18.3%
NCR MEDICAL DIRECTORATE	401	71.3%	11.1%	17.6%
FT BELVOIR COMMUNITY HOSPITAL	109	72.5%	14.1%	13.4%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,400	58.9%	17.6%	23.6%
Defense Health Agency	613	54.2%	21.4%	24.4%
NCR MEDICAL DIRECTORATE	393	53.4%	20.7%	25.9%
FT BELVOIR COMMUNITY HOSPITAL	105	54.5%	20.9%	24.5%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,491	69.8%	14.8%	15.4%
Defense Health Agency	620	69.8%	13.2%	17.0%
NCR MEDICAL DIRECTORATE	397	70.5%	12.5%	17.0%
FT BELVOIR COMMUNITY HOSPITAL	106	65.7%	18.7%	15.6%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,400	81.8%	11.5%	6.7%
Defense Health Agency	620	86.4%	7.9%	5.7%
NCR MEDICAL DIRECTORATE	397	90.5%	5.3%	4.2%
FT BELVOIR COMMUNITY HOSPITAL	109	89.0%	4.3%	6.7%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,441	77.7%	11.7%	10.6%
Defense Health Agency	621	79.1%	9.9%	11.0%
NCR MEDICAL DIRECTORATE	400	85.6%	6.9%	7.5%
FT BELVOIR COMMUNITY HOSPITAL	109	83.3%	10.4%	6.3%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,504	95.9%	2.6%	1.5%
Defense Health Agency	621	95.4%	2.6%	2.0%
NCR MEDICAL DIRECTORATE	399	95.6%	2.7%	1.7%
FT BELVOIR COMMUNITY HOSPITAL	110	93.6%	6.4%	0.0%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,526	91.7%	6.6%	1.7%
Defense Health Agency	623	91.3%	7.0%	1.7%
NCR MEDICAL DIRECTORATE	400	90.6%	6.8%	2.7%
FT BELVOIR COMMUNITY HOSPITAL	109	91.6%	7.5%	1.0%

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,511	52.2%	16.3%	31.5%	40
Defense Health Agency	622	40.9%	15.4%	43.8%	2
NCR MEDICAL DIRECTORATE	401	39.1%	15.7%	45.2%	0
FT BELVOIR COMMUNITY HOSPITAL	109	38.1%	19.6%	42.3%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,498	61.6%	14.9%	23.5%	23
Defense Health Agency	621	57.4%	17.4%	25.2%	1
NCR MEDICAL DIRECTORATE	400	59.9%	16.7%	23.4%	0
FT BELVOIR COMMUNITY HOSPITAL	109	61.7%	15.4%	22.8%	0

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,205	57.8%	16.0%	26.2%	61
Defense Health Agency	612	57.3%	13.1%	29.6%	0
NCR MEDICAL DIRECTORATE	391	58.8%	14.3%	26.9%	0
FT BELVOIR COMMUNITY HOSPITAL	107	57.9%	20.4%	21.7%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,436	83.4%	9.6%	6.9%	43
Defense Health Agency	621	80.6%	11.0%	8.4%	1
NCR MEDICAL DIRECTORATE	399	81.9%	11.4%	6.7%	1
FT BELVOIR COMMUNITY HOSPITAL	109	83.2%	10.8%	5.9%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,318	88.8%	7.7%	3.5%	45
Defense Health Agency	614	91.1%	6.2%	2.7%	1
NCR MEDICAL DIRECTORATE	393	92.2%	6.0%	1.8%	0
FT BELVOIR COMMUNITY HOSPITAL	107	93.6%	5.7%	0.8%	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
OSD, Agencies and Activities	13,505	71.4%	12.5%	16.0%	37
Defense Health Agency	623	64.5%	12.1%	23.5%	1
NCR MEDICAL DIRECTORATE	401	59.5%	14.0%	26.5%	1
FT BELVOIR COMMUNITY HOSPITAL	109	72.7%	15.2%	12.1%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,329	72.9%	12.9%	14.2%	206
Defense Health Agency	614	71.4%	13.3%	15.3%	10
NCR MEDICAL DIRECTORATE	393	71.2%	13.1%	15.7%	7
FT BELVOIR COMMUNITY HOSPITAL	105	66.0%	20.6%	13.3%	3

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,426	83.9%	11.0%	5.1%	50
Defense Health Agency	619	82.8%	11.6%	5.7%	3
NCR MEDICAL DIRECTORATE	398	79.8%	12.5%	7.7%	3
FT BELVOIR COMMUNITY HOSPITAL	108	77.0%	18.4%	4.5%	1

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,999	63.2%	17.6%	19.3%	511
Defense Health Agency	599	60.8%	15.7%	23.5%	20
NCR MEDICAL DIRECTORATE	381	64.1%	13.7%	22.2%	15
FT BELVOIR COMMUNITY HOSPITAL	105	63.0%	13.5%	23.4%	3

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,402	56.2%	21.6%	22.2%	115
Defense Health Agency	620	46.3%	20.6%	33.1%	6
NCR MEDICAL DIRECTORATE	398	50.0%	18.7%	31.3%	4
FT BELVOIR COMMUNITY HOSPITAL	110	50.5%	17.4%	32.1%	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
OSD, Agencies and Activities	13,282	71.6%	12.1%	16.3%	291
Defense Health Agency	602	70.0%	12.2%	17.9%	25
NCR MEDICAL DIRECTORATE	384	72.2%	9.5%	18.3%	19
FT BELVOIR COMMUNITY HOSPITAL	104	72.3%	11.7%	15.9%	6

My Work Unit

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,570	72.9%	13.5%	13.6%
Defense Health Agency	624	65.7%	17.0%	17.3%
NCR MEDICAL DIRECTORATE	401	65.2%	15.9%	18.9%
FT BELVOIR COMMUNITY HOSPITAL	107	69.0%	16.8%	14.3%

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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
OSD, Agencies and Activities	13,088	43.9%	26.2%	29.9%	479
Defense Health Agency	610	41.5%	20.4%	38.1%	15
NCR MEDICAL DIRECTORATE	396	41.8%	19.0%	39.2%	6
FT BELVOIR COMMUNITY HOSPITAL	108	48.7%	10.3%	41.0%	2

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,600	35.2%	27.7%	37.2%	899
Defense Health Agency	567	26.8%	29.4%	43.7%	51
NCR MEDICAL DIRECTORATE	368	26.2%	30.4%	43.4%	30
FT BELVOIR COMMUNITY HOSPITAL	98	29.8%	28.1%	42.1%	10

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
OSD, Agencies and Activities	12,219	30.3%	28.1%	41.6%	1,295
Defense Health Agency	577	26.1%	29.5%	44.4%	49
NCR MEDICAL DIRECTORATE	374	27.3%	29.8%	42.8%	28
FT BELVOIR COMMUNITY HOSPITAL	101	32.1%	28.6%	39.3%	9

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,768	36.9%	27.7%	35.4%	760
Defense Health Agency	596	30.9%	27.5%	41.6%	28
NCR MEDICAL DIRECTORATE	386	30.4%	28.5%	41.0%	16
FT BELVOIR COMMUNITY HOSPITAL	106	37.7%	26.6%	35.8%	4

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,584	44.3%	24.6%	31.0%	912
Defense Health Agency	585	34.4%	29.1%	36.5%	37
NCR MEDICAL DIRECTORATE	375	34.6%	29.9%	35.4%	23
FT BELVOIR COMMUNITY HOSPITAL	102	36.4%	28.7%	34.9%	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
OSD, Agencies and Activities	13,478	71.9%	13.9%	14.2%	47
Defense Health Agency	621	65.5%	16.3%	18.2%	3
NCR MEDICAL DIRECTORATE	399	65.8%	17.4%	16.8%	3
FT BELVOIR COMMUNITY HOSPITAL	109	64.4%	19.0%	16.6%	1

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,061	56.2%	26.2%	17.5%	478
Defense Health Agency	614	49.3%	25.3%	25.4%	13
NCR MEDICAL DIRECTORATE	394	49.0%	24.4%	26.5%	10
FT BELVOIR COMMUNITY HOSPITAL	109	50.5%	22.0%	27.5%	1

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,560	82.4%	14.2%	3.4%
Defense Health Agency	624	79.2%	14.9%	5.9%
NCR MEDICAL DIRECTORATE	401	77.1%	15.4%	7.5%
FT BELVOIR COMMUNITY HOSPITAL	109	71.3%	25.7%	3.0%

My Agency

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,174	69.1%	17.2%	13.7%	178
Defense Health Agency	609	66.7%	16.1%	17.2%	4
NCR MEDICAL DIRECTORATE	389	68.6%	14.8%	16.6%	3
FT BELVOIR COMMUNITY HOSPITAL	104	67.9%	18.8%	13.3%	2

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,058	45.6%	24.2%	30.2%	272
Defense Health Agency	605	40.0%	21.9%	38.1%	10
NCR MEDICAL DIRECTORATE	386	39.4%	22.1%	38.5%	8
FT BELVOIR COMMUNITY HOSPITAL	104	39.5%	23.7%	36.8%	1

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,035	50.8%	22.3%	26.9%	275
Defense Health Agency	602	42.4%	22.1%	35.5%	14
NCR MEDICAL DIRECTORATE	389	43.4%	21.3%	35.3%	6
FT BELVOIR COMMUNITY HOSPITAL	104	41.3%	22.0%	36.7%	1

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,860	40.7%	27.3%	31.9%	435
Defense Health Agency	596	32.8%	27.4%	39.9%	21
NCR MEDICAL DIRECTORATE	383	32.7%	25.4%	41.9%	13
FT BELVOIR COMMUNITY HOSPITAL	104	37.2%	27.4%	35.4%	2

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,309	21.3%	28.7%	49.9%	961
Defense Health Agency	562	17.6%	28.8%	53.6%	49
NCR MEDICAL DIRECTORATE	367	17.5%	29.1%	53.4%	25
FT BELVOIR COMMUNITY HOSPITAL	96	10.7%	36.4%	52.9%	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
OSD, Agencies and Activities	12,337	60.2%	25.5%	14.3%	975
Defense Health Agency	574	49.7%	30.4%	19.9%	37
NCR MEDICAL DIRECTORATE	366	52.0%	30.3%	17.7%	26
FT BELVOIR COMMUNITY HOSPITAL	100	50.2%	34.6%	15.2%	4

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,138	82.8%	10.6%	6.6%	176
Defense Health Agency	607	76.6%	13.6%	9.8%	8
NCR MEDICAL DIRECTORATE	392	75.3%	14.4%	10.3%	4
FT BELVOIR COMMUNITY HOSPITAL	106	77.9%	15.1%	7.0%	0

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,171	85.2%	9.3%	5.6%	114
Defense Health Agency	604	83.2%	10.4%	6.4%	8
NCR MEDICAL DIRECTORATE	384	81.3%	12.0%	6.7%	7
FT BELVOIR COMMUNITY HOSPITAL	105	78.8%	13.0%	8.2%	1

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,547	52.9%	22.2%	24.9%	735
Defense Health Agency	584	50.4%	24.0%	25.6%	26
NCR MEDICAL DIRECTORATE	378	50.8%	24.3%	24.9%	16
FT BELVOIR COMMUNITY HOSPITAL	102	44.0%	25.8%	30.2%	3

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
OSD, Agencies and Activities	12,103	67.7%	18.2%	14.2%	1,122
Defense Health Agency	566	65.7%	16.3%	18.0%	45
NCR MEDICAL DIRECTORATE	363	67.6%	16.1%	16.3%	30
FT BELVOIR COMMUNITY HOSPITAL	100	58.5%	21.5%	20.1%	6

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,068	76.6%	16.3%	7.1%	233
Defense Health Agency	603	70.9%	21.0%	8.0%	9
NCR MEDICAL DIRECTORATE	386	72.6%	18.8%	8.6%	6
FT BELVOIR COMMUNITY HOSPITAL	103	62.0%	24.8%	13.2%	3

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,329	64.1%	20.1%	15.8%
Defense Health Agency	614	51.3%	23.0%	25.7%
NCR MEDICAL DIRECTORATE	393	52.7%	22.0%	25.3%
FT BELVOIR COMMUNITY HOSPITAL	104	47.4%	26.5%	26.2%

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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
OSD, Agencies and Activities	12,368	47.1%	25.8%	27.1%	972
Defense Health Agency	551	39.1%	25.1%	35.8%	63
NCR MEDICAL DIRECTORATE	352	39.1%	24.4%	36.6%	41
FT BELVOIR COMMUNITY HOSPITAL	97	34.4%	20.7%	44.9%	8

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,263	78.9%	10.0%	11.1%	65
Defense Health Agency	609	74.0%	13.6%	12.4%	3
NCR MEDICAL DIRECTORATE	389	70.8%	14.8%	14.4%	3
FT BELVOIR COMMUNITY HOSPITAL	104	75.7%	13.3%	11.0%	1

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,214	67.1%	16.4%	16.5%	81
Defense Health Agency	607	63.0%	14.5%	22.5%	4
NCR MEDICAL DIRECTORATE	388	62.2%	14.1%	23.7%	3
FT BELVOIR COMMUNITY HOSPITAL	104	76.8%	5.7%	17.5%	1

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,042	64.1%	17.8%	18.1%	175
Defense Health Agency	590	57.0%	22.9%	20.0%	10
NCR MEDICAL DIRECTORATE	376	58.0%	20.9%	21.1%	7
FT BELVOIR COMMUNITY HOSPITAL	98	57.6%	22.4%	20.1%	3

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,173	69.2%	20.5%	10.3%	1,107
Defense Health Agency	568	64.0%	21.6%	14.4%	41
NCR MEDICAL DIRECTORATE	360	62.2%	21.6%	16.2%	28
FT BELVOIR COMMUNITY HOSPITAL	96	64.7%	20.2%	15.1%	8

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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
OSD, Agencies and Activities	13,180	62.8%	18.1%	19.0%	88
Defense Health Agency	606	56.0%	21.1%	22.9%	6
NCR MEDICAL DIRECTORATE	387	55.3%	21.1%	23.6%	4
FT BELVOIR COMMUNITY HOSPITAL	104	55.8%	18.3%	25.9%	1

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,074	66.9%	17.2%	15.9%	209
Defense Health Agency	600	58.0%	17.9%	24.1%	11
NCR MEDICAL DIRECTORATE	386	56.2%	17.7%	26.2%	5
FT BELVOIR COMMUNITY HOSPITAL	103	59.5%	15.3%	25.2%	2

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,290	75.0%	12.3%	12.7%
Defense Health Agency	609	72.0%	14.1%	13.9%
NCR MEDICAL DIRECTORATE	390	72.4%	13.3%	14.4%
FT BELVOIR COMMUNITY HOSPITAL	105	73.0%	13.6%	13.4%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,255	79.8%	10.8%	9.4%
Defense Health Agency	608	76.3%	12.5%	11.2%
NCR MEDICAL DIRECTORATE	388	75.1%	13.4%	11.5%
FT BELVOIR COMMUNITY HOSPITAL	105	75.1%	16.3%	8.5%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,262	75.6%	10.9%	13.4%
Defense Health Agency	604	69.6%	12.4%	18.1%
NCR MEDICAL DIRECTORATE	387	70.6%	11.1%	18.3%
FT BELVOIR COMMUNITY HOSPITAL	105	70.8%	10.9%	18.3%

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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,269	67.6%	15.4%	17.0%
Defense Health Agency	608	61.8%	17.4%	20.8%
NCR MEDICAL DIRECTORATE	388	60.3%	17.8%	21.9%
FT BELVOIR COMMUNITY HOSPITAL	103	59.8%	18.5%	21.8%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,274	70.4%	16.8%	12.8%
Defense Health Agency	608	66.2%	17.2%	16.5%
NCR MEDICAL DIRECTORATE	388	63.8%	16.8%	19.4%
FT BELVOIR COMMUNITY HOSPITAL	104	67.3%	15.7%	17.0%

Leadership

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,016	43.9%	24.1%	32.0%	199
Defense Health Agency	601	42.0%	20.5%	37.5%	5
NCR MEDICAL DIRECTORATE	382	43.0%	19.3%	37.7%	4
FT BELVOIR COMMUNITY HOSPITAL	103	38.5%	19.2%	42.3%	1

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,441	55.0%	23.1%	21.8%	746
Defense Health Agency	572	53.6%	23.3%	23.1%	29
NCR MEDICAL DIRECTORATE	365	55.8%	21.0%	23.3%	19
FT BELVOIR COMMUNITY HOSPITAL	101	46.3%	25.2%	28.5%	2

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,473	64.5%	21.7%	13.9%	630
Defense Health Agency	576	56.4%	25.7%	18.0%	26
NCR MEDICAL DIRECTORATE	368	57.3%	22.6%	20.1%	17
FT BELVOIR COMMUNITY HOSPITAL	100	47.8%	26.0%	26.2%	3

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,035	62.9%	19.0%	18.1%	134
Defense Health Agency	600	57.3%	19.8%	22.9%	5
NCR MEDICAL DIRECTORATE	382	60.6%	16.4%	22.9%	4
FT BELVOIR COMMUNITY HOSPITAL	105	53.5%	25.0%	21.6%	0

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,412	63.9%	21.3%	14.8%	726
Defense Health Agency	567	57.2%	26.8%	15.9%	35
NCR MEDICAL DIRECTORATE	358	60.5%	22.9%	16.6%	24
FT BELVOIR COMMUNITY HOSPITAL	95	54.4%	27.4%	18.1%	9

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,827	54.0%	21.7%	24.3%	348
Defense Health Agency	587	49.6%	21.4%	29.0%	17
NCR MEDICAL DIRECTORATE	375	52.6%	20.3%	27.2%	11
FT BELVOIR COMMUNITY HOSPITAL	99	47.0%	23.6%	29.3%	5

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,768	57.6%	21.8%	20.6%	406
Defense Health Agency	578	50.7%	25.3%	23.9%	25
NCR MEDICAL DIRECTORATE	366	51.5%	24.2%	24.3%	18
FT BELVOIR COMMUNITY HOSPITAL	98	46.4%	28.5%	25.1%	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
OSD, Agencies and Activities	12,629	59.3%	22.9%	17.8%	569
Defense Health Agency	572	53.0%	23.4%	23.6%	32
NCR MEDICAL DIRECTORATE	364	54.0%	22.4%	23.6%	20
FT BELVOIR COMMUNITY HOSPITAL	95	46.9%	32.8%	20.3%	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
OSD, Agencies and Activities	13,052	56.6%	23.2%	20.2%	140
Defense Health Agency	601	49.5%	27.5%	23.0%	3
NCR MEDICAL DIRECTORATE	382	50.7%	24.3%	25.1%	2
FT BELVOIR COMMUNITY HOSPITAL	103	46.3%	28.7%	25.0%	1

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

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	12,540	61.5%	23.0%	15.5%	662
Defense Health Agency	567	47.0%	30.4%	22.6%	33
NCR MEDICAL DIRECTORATE	361	46.4%	27.4%	26.2%	20
FT BELVOIR COMMUNITY HOSPITAL	100	43.0%	27.9%	29.1%	2

My Satisfaction

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,121	52.7%	22.4%	24.9%
Defense Health Agency	599	47.0%	22.8%	30.3%
NCR MEDICAL DIRECTORATE	381	45.8%	23.3%	30.9%
FT BELVOIR COMMUNITY HOSPITAL	103	45.7%	20.8%	33.5%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,100	50.9%	23.1%	26.0%
Defense Health Agency	601	43.3%	22.9%	33.8%
NCR MEDICAL DIRECTORATE	382	45.2%	22.1%	32.6%
FT BELVOIR COMMUNITY HOSPITAL	103	45.2%	24.6%	30.2%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,068	48.4%	23.9%	27.6%
Defense Health Agency	599	38.3%	25.2%	36.5%
NCR MEDICAL DIRECTORATE	383	38.5%	26.8%	34.6%
FT BELVOIR COMMUNITY HOSPITAL	103	32.4%	27.4%	40.1%

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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
OSD, Agencies and Activities	13,065	45.5%	28.1%	26.5%
Defense Health Agency	602	40.3%	28.4%	31.3%
NCR MEDICAL DIRECTORATE	383	43.6%	24.2%	32.2%
FT BELVOIR COMMUNITY HOSPITAL	103	36.9%	27.7%	35.4%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,077	36.6%	25.9%	37.5%
Defense Health Agency	598	23.0%	26.7%	50.3%
NCR MEDICAL DIRECTORATE	380	24.6%	25.5%	49.9%
FT BELVOIR COMMUNITY HOSPITAL	103	17.7%	27.6%	54.7%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,084	55.3%	21.7%	22.9%
Defense Health Agency	600	42.1%	25.5%	32.4%
NCR MEDICAL DIRECTORATE	384	42.3%	26.8%	30.9%
FT BELVOIR COMMUNITY HOSPITAL	102	37.0%	35.2%	27.8%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,089	66.6%	16.8%	16.6%
Defense Health Agency	600	57.3%	22.6%	20.2%
NCR MEDICAL DIRECTORATE	383	58.7%	20.6%	20.7%
FT BELVOIR COMMUNITY HOSPITAL	102	51.8%	23.6%	24.6%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,094	63.0%	17.1%	19.8%
Defense Health Agency	598	49.2%	17.6%	33.2%
NCR MEDICAL DIRECTORATE	382	43.1%	18.6%	38.3%
FT BELVOIR COMMUNITY HOSPITAL	101	43.5%	18.2%	38.4%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,106	58.4%	20.4%	21.2%
Defense Health Agency	599	47.4%	22.0%	30.6%
NCR MEDICAL DIRECTORATE	383	48.3%	21.0%	30.7%
FT BELVOIR COMMUNITY HOSPITAL	103	46.4%	20.0%	33.6%

Work/Life

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
OSD, Agencies and Activities	13,082	65.8%	13.0%	16.1%	5.1%
Defense Health Agency	598	41.4%	21.2%	30.1%	7.3%
NCR MEDICAL DIRECTORATE	381	20.4%	30.3%	40.6%	8.7%
FT BELVOIR COMMUNITY HOSPITAL	101	9.1%	33.2%	43.8%	13.9%

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
OSD, Agencies and Activities	13,054	9.1%	23.6%	6.1%	18.1%
Defense Health Agency	591	2.2%	14.0%	5.2%	17.2%
NCR MEDICAL DIRECTORATE	375	0.0%	4.6%	2.4%	8.7%
FT BELVOIR COMMUNITY HOSPITAL	99	0.0%	2.7%	1.9%	2.6%

(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
OSD, Agencies and Activities	13,054	15.8%	3.2%	11.9%	12.2%
Defense Health Agency	591	26.3%	4.7%	22.6%	7.9%
NCR MEDICAL DIRECTORATE	375	41.2%	6.9%	28.6%	7.7%
FT BELVOIR COMMUNITY HOSPITAL	99	43.5%	3.4%	38.0%	7.8%

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

	N	Yes	No	Not Available To Me
OSD, Agencies and Activities	13,059	41.9%	43.2%	15.0%
Defense Health Agency	597	41.1%	42.6%	16.3%
NCR MEDICAL DIRECTORATE	380	34.8%	42.6%	22.6%
FT BELVOIR COMMUNITY HOSPITAL	100	36.6%	37.7%	25.7%

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
OSD, Agencies and Activities	13,033	44.4%	48.1%	7.5%
Defense Health Agency	597	25.0%	65.0%	10.0%
NCR MEDICAL DIRECTORATE	381	20.9%	66.5%	12.5%
FT BELVOIR COMMUNITY HOSPITAL	102	31.8%	61.9%	6.3%

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

	N	Yes	No	Not Available To Me
OSD, Agencies and Activities	12,919	14.4%	80.9%	4.6%
Defense Health Agency	588	9.9%	84.4%	5.7%
NCR MEDICAL DIRECTORATE	378	12.3%	82.5%	5.1%
FT BELVOIR COMMUNITY HOSPITAL	98	8.9%	85.5%	5.5%

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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
OSD, Agencies and Activities	13,061	4.3%	80.9%	14.7%
Defense Health Agency	598	3.9%	80.5%	15.7%
NCR MEDICAL DIRECTORATE	380	5.7%	79.5%	14.8%
FT BELVOIR COMMUNITY HOSPITAL	101	7.4%	80.5%	12.1%

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
OSD, Agencies and Activities	13,060	2.8%	82.0%	15.2%
Defense Health Agency	599	1.5%	82.1%	16.5%
NCR MEDICAL DIRECTORATE	382	2.2%	81.8%	16.0%
FT BELVOIR COMMUNITY HOSPITAL	101	1.1%	83.8%	15.0%

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

	N	Positive	Neutral	Negative	NBJ
OSD, Agencies and Activities	8,715	78.9%	10.4%	10.7%	149
Defense Health Agency	228	66.6%	15.0%	18.4%	12
NCR MEDICAL DIRECTORATE	76	58.9%	20.4%	20.7%	8
FT BELVOIR COMMUNITY HOSPITAL	8	53.3%	27.5%	19.2%	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
OSD, Agencies and Activities	5,708	92.6%	5.0%	2.4%	84
Defense Health Agency	246	92.2%	3.8%	4.0%	2
NCR MEDICAL DIRECTORATE	134	92.5%	5.6%	1.9%	2
FT BELVOIR COMMUNITY HOSPITAL	40	89.9%	6.8%	3.3%	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
OSD, Agencies and Activities	4,871	89.8%	8.4%	1.9%	224
Defense Health Agency	139	75.4%	23.0%	1.6%	11
NCR MEDICAL DIRECTORATE	79	73.6%	23.4%	3.1%	4
FT BELVOIR COMMUNITY HOSPITAL	30	70.9%	24.6%	4.5%	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
OSD, Agencies and Activities	1,472	80.8%	16.9%	2.3%	308
Defense Health Agency	63	61.7%	26.1%	12.2%	15
NCR MEDICAL DIRECTORATE	47	72.1%	20.8%	7.1%	7
FT BELVOIR COMMUNITY HOSPITAL	12	77.1%	22.9%	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
OSD, Agencies and Activities	297	79.9%	17.2%	3.0%	130
Defense Health Agency	24	50.4%	27.2%	22.3%	7
NCR MEDICAL DIRECTORATE	21	46.1%	29.6%	24.3%	6
FT BELVOIR COMMUNITY HOSPITAL	6	74.7%	17.6%	7.7%	4

**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
OSD, Agencies and Activities	188	72.1%	26.1%	1.8%	121
Defense Health Agency	7	31.1%	68.9%	0.0%	5
NCR MEDICAL DIRECTORATE	6	36.6%	63.4%	0.0%	5
FT BELVOIR COMMUNITY HOSPITAL	1	100.0%	0.0%	0.0%	3

**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	47	49.0%
Field	49	51.0%

What is your supervisory status?

	N	%
Non-Supervisor	47	46.5%
Team Leader	26	25.7%
Supervisor	19	18.8%
Manager	8	7.9%
Senior Leader	1	1.0%

Are you:

	N	%
Male	37	36.6%
Female	64	63.4%

Are you Hispanic or Latino?

	N	%
Yes	8	8.1%
No	91	91.9%

Race

	N	%
American Indian or Alaska Native	1	1.1%
Asian	9	9.5%
Black or African American	35	36.8%
Native Hawaiian or Other Pacific Islander	1	1.1%
White	46	48.4%
Two or more races	3	3.2%

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	0	0.0%
Trade or Technical Certificate	2	2.0%
Some College (no degree)	13	13.0%
Associate's Degree (e.g., AA, AS)	12	12.0%
Bachelor's Degree (e.g., BA, BS)	29	29.0%
Master's Degree (e.g., MA, MS, MBA)	36	36.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	8	8.0%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	8	7.9%
GS 7-12	71	70.3%
GS 13-15	22	21.8%
Senior Executive Service	0	0.0%
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	4.0%
1 to 3 years	16	16.0%
4 to 5 years	14	14.0%
6 to 10 years	29	29.0%
11 to 14 years	13	13.0%
15 to 20 years	10	10.0%
More than 20 years	14	14.0%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

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

	N	%
Less than 1 year	6	5.9%
1 to 3 years	23	22.8%
4 to 5 years	27	26.7%
6 to 10 years	26	25.7%
11 to 20 years	15	14.9%
More than 20 years	4	4.0%

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

	N	%
No	45	44.6%
Yes, to retire	8	7.9%
Yes, to take another job within the Federal Government	36	35.6%
Yes, to take another job outside the Federal Government	6	5.9%
Yes, other	6	5.9%

I am planning to retire:

	N	%
Within one year	5	5.1%
Between one and three years	7	7.1%
Between three and five years	9	9.2%
Five or more years	77	78.6%

What is your US military service status?

	N	%
No Prior Military Service	49	49.0%
Currently in National Guard or Reserves	2	2.0%
Retired	24	24.0%
Separated or Discharged	25	25.0%

Note: Percentages for demographic questions are unweighted.

Department of Defense
FT BELVOIR COMMUNITY HOSPITAL
4th Level Subagency Report

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	25	24.8%
No	76	75.2%

What is your age group?

	N	%
25 and under	1	0.9%
26-29	0	0.0%
30-39	23	20.9%
40-49	33	30.0%
50-59	35	31.8%
60 or older	18	16.4%

Note: Percentages for demographic questions are unweighted.