

Department of Defense
DIRECTOR FOR ADMINISTRATION
6th Level Subagency Comparison Report

This 2016 Federal Employee Viewpoint Survey Report provides summary results for your subagencies, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
OSD, Agencies and Activities	13,597	37.2%
WR NATIONAL MILITARY MEDICAL CENTER	261	22.0%
DIRECTOR FOR ADMINISTRATION	48	24.6%
DEPT OF FACILITIES MGT	11	32.4%
DEPT OF IM/IT	14	51.9%
DEPT OF LOGISTICS	8	18.2%
DEPT OF NUTRITION & RDO	4	8.2%
DEPT OF PATIENT ADMIN	11	26.8%

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.

Note: Response rates are not displayed in the Response Summary table when there are fewer than 4 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

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%
WR NATIONAL MILITARY MEDICAL CENTER	258	50.1%	18.2%	31.7%
DIRECTOR FOR ADMINISTRATION	46	49.8%	19.1%	31.1%
DEPT OF FACILITIES MGT	9	17.4%	29.8%	52.8%
DEPT OF IM/IT	14	83.5%	4.3%	12.2%
DEPT OF PATIENT ADMIN	11	33.5%	14.8%	51.8%

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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%
WR NATIONAL MILITARY MEDICAL CENTER	259	71.1%	10.4%	18.5%
DIRECTOR FOR ADMINISTRATION	48	66.0%	9.4%	24.5%
DEPT OF FACILITIES MGT	11	22.5%	8.8%	68.7%
DEPT OF IM/IT	14	87.8%	0.0%	12.2%
DEPT OF PATIENT ADMIN	11	64.6%	14.7%	20.7%

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%
WR NATIONAL MILITARY MEDICAL CENTER	256	53.6%	21.1%	25.3%
DIRECTOR FOR ADMINISTRATION	46	43.0%	22.2%	34.9%
DEPT OF FACILITIES MGT	11	6.7%	24.6%	68.7%
DEPT OF IM/IT	14	75.3%	12.6%	12.2%
DEPT OF PATIENT ADMIN	10	28.2%	16.7%	55.1%

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%
WR NATIONAL MILITARY MEDICAL CENTER	259	73.1%	11.3%	15.6%
DIRECTOR FOR ADMINISTRATION	48	69.4%	5.0%	25.6%
DEPT OF FACILITIES MGT	11	24.6%	23.5%	52.0%
DEPT OF IM/IT	14	87.8%	0.0%	12.2%
DEPT OF PATIENT ADMIN	11	58.5%	4.7%	36.8%

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%
WR NATIONAL MILITARY MEDICAL CENTER	256	92.8%	4.3%	2.9%
DIRECTOR FOR ADMINISTRATION	48	85.5%	8.3%	6.2%
DEPT OF FACILITIES MGT	11	67.7%	32.3%	0.0%
DEPT OF IM/IT	14	87.8%	0.0%	12.2%
DEPT OF PATIENT ADMIN	11	73.2%	12.1%	14.7%

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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%
WR NATIONAL MILITARY MEDICAL CENTER	258	86.5%	6.2%	7.2%
DIRECTOR FOR ADMINISTRATION	48	89.3%	4.0%	6.8%
DEPT OF FACILITIES MGT	11	46.9%	12.6%	40.5%
DEPT OF IM/IT	14	100.0%	0.0%	0.0%
DEPT OF PATIENT ADMIN	11	100.0%	0.0%	0.0%

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%
WR NATIONAL MILITARY MEDICAL CENTER	256	96.5%	1.6%	1.9%
DIRECTOR FOR ADMINISTRATION	46	98.1%	1.9%	0.0%
DEPT OF FACILITIES MGT	11	100.0%	0.0%	0.0%
DEPT OF IM/IT	13	100.0%	0.0%	0.0%
DEPT OF PATIENT ADMIN	10	92.0%	8.0%	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%
WR NATIONAL MILITARY MEDICAL CENTER	258	89.6%	7.0%	3.4%
DIRECTOR FOR ADMINISTRATION	48	93.0%	7.0%	0.0%
DEPT OF FACILITIES MGT	11	100.0%	0.0%	0.0%
DEPT OF IM/IT	14	100.0%	0.0%	0.0%
DEPT OF PATIENT ADMIN	11	70.6%	29.4%	0.0%

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
WR NATIONAL MILITARY MEDICAL CENTER	259	39.1%	15.1%	45.8%	0
DIRECTOR FOR ADMINISTRATION	48	32.6%	11.8%	55.6%	0
DEPT OF FACILITIES MGT	11	24.6%	15.6%	59.9%	0
DEPT OF IM/IT	14	66.8%	12.6%	20.6%	0
DEPT OF PATIENT ADMIN	11	36.8%	8.2%	55.0%	0

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10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,498	61.6%	14.9%	23.5%	23
WR NATIONAL MILITARY MEDICAL CENTER	259	62.8%	14.8%	22.4%	0
DIRECTOR FOR ADMINISTRATION	47	52.9%	19.8%	27.3%	0
DEPT OF FACILITIES MGT	10	50.9%	9.6%	39.5%	0
DEPT OF IM/IT	14	79.4%	4.3%	16.3%	0
DEPT OF PATIENT ADMIN	11	16.5%	56.4%	27.1%	0

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
WR NATIONAL MILITARY MEDICAL CENTER	251	60.6%	12.2%	27.2%	0
DIRECTOR FOR ADMINISTRATION	46	40.8%	22.9%	36.3%	0
DEPT OF FACILITIES MGT	10	0.0%	34.8%	65.2%	0
DEPT OF IM/IT	13	69.7%	17.6%	12.7%	0
DEPT OF PATIENT ADMIN	11	17.4%	22.9%	59.8%	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
WR NATIONAL MILITARY MEDICAL CENTER	257	82.9%	10.9%	6.2%	1
DIRECTOR FOR ADMINISTRATION	48	82.8%	5.2%	12.0%	0
DEPT OF FACILITIES MGT	11	58.9%	10.0%	31.2%	0
DEPT OF IM/IT	14	87.8%	0.0%	12.2%	0
DEPT OF PATIENT ADMIN	11	79.0%	14.8%	6.3%	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
WR NATIONAL MILITARY MEDICAL CENTER	254	92.6%	5.4%	2.1%	0
DIRECTOR FOR ADMINISTRATION	45	93.6%	2.8%	3.6%	0
DEPT OF FACILITIES MGT	9	88.7%	0.0%	11.3%	0
DEPT OF IM/IT	13	86.1%	13.9%	0.0%	0
DEPT OF PATIENT ADMIN	11	92.7%	0.0%	7.3%	0

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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
WR NATIONAL MILITARY MEDICAL CENTER	260	59.5%	12.3%	28.1%	0
DIRECTOR FOR ADMINISTRATION	48	69.9%	9.0%	21.1%	0
DEPT OF FACILITIES MGT	11	62.8%	21.6%	15.6%	0
DEPT OF IM/IT	14	69.9%	9.5%	20.6%	0
DEPT OF PATIENT ADMIN	11	64.9%	6.3%	28.9%	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
WR NATIONAL MILITARY MEDICAL CENTER	256	74.4%	10.6%	15.0%	4
DIRECTOR FOR ADMINISTRATION	48	75.3%	9.9%	14.8%	0
DEPT OF FACILITIES MGT	11	67.8%	26.3%	5.9%	0
DEPT OF IM/IT	14	71.0%	16.9%	12.2%	0
DEPT OF PATIENT ADMIN	11	68.6%	7.5%	23.9%	0

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
WR NATIONAL MILITARY MEDICAL CENTER	257	83.3%	10.1%	6.6%	2
DIRECTOR FOR ADMINISTRATION	48	78.4%	14.0%	7.6%	0
DEPT OF FACILITIES MGT	11	50.0%	50.0%	0.0%	0
DEPT OF IM/IT	14	87.8%	12.2%	0.0%	0
DEPT OF PATIENT ADMIN	11	90.7%	0.0%	9.3%	0

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
WR NATIONAL MILITARY MEDICAL CENTER	244	64.7%	14.7%	20.6%	11
DIRECTOR FOR ADMINISTRATION	47	54.2%	15.8%	30.0%	1
DEPT OF FACILITIES MGT	11	53.2%	9.0%	37.8%	0
DEPT OF IM/IT	14	69.2%	18.6%	12.2%	0
DEPT OF PATIENT ADMIN	10	44.0%	33.4%	22.6%	1

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18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
OSD, Agencies and Activities	13,402	56.2%	21.6%	22.2%	115
WR NATIONAL MILITARY MEDICAL CENTER	257	52.4%	17.8%	29.8%	3
DIRECTOR FOR ADMINISTRATION	48	41.8%	15.5%	42.8%	0
DEPT OF FACILITIES MGT	11	6.7%	24.6%	68.7%	0
DEPT OF IM/IT	14	76.6%	4.3%	19.1%	0
DEPT OF PATIENT ADMIN	11	40.7%	9.3%	50.0%	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
WR NATIONAL MILITARY MEDICAL CENTER	249	72.7%	9.5%	17.8%	11
DIRECTOR FOR ADMINISTRATION	46	58.0%	8.3%	33.7%	1
DEPT OF FACILITIES MGT	10	33.6%	16.4%	50.0%	0
DEPT OF IM/IT	14	62.7%	25.1%	12.2%	0
DEPT OF PATIENT ADMIN	10	45.9%	0.0%	54.1%	1

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%
WR NATIONAL MILITARY MEDICAL CENTER	261	67.1%	14.0%	18.9%
DIRECTOR FOR ADMINISTRATION	48	56.1%	18.1%	25.7%
DEPT OF FACILITIES MGT	11	24.4%	39.8%	35.8%
DEPT OF IM/IT	14	80.5%	19.5%	0.0%
DEPT OF PATIENT ADMIN	11	40.8%	7.5%	51.7%

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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
WR NATIONAL MILITARY MEDICAL CENTER	255	42.6%	22.3%	35.1%	4
DIRECTOR FOR ADMINISTRATION	48	24.5%	16.7%	58.8%	0
DEPT OF FACILITIES MGT	11	17.8%	30.2%	52.0%	0
DEPT OF IM/IT	14	59.6%	10.3%	30.0%	0
DEPT OF PATIENT ADMIN	11	15.1%	0.0%	84.9%	0

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
WR NATIONAL MILITARY MEDICAL CENTER	240	26.5%	30.7%	42.9%	17
DIRECTOR FOR ADMINISTRATION	47	27.0%	26.2%	46.8%	1
DEPT OF FACILITIES MGT	11	6.7%	29.1%	64.2%	0
DEPT OF IM/IT	14	53.9%	27.0%	19.1%	0
DEPT OF PATIENT ADMIN	11	12.4%	7.3%	80.3%	0

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
WR NATIONAL MILITARY MEDICAL CENTER	243	26.5%	31.3%	42.2%	16
DIRECTOR FOR ADMINISTRATION	45	20.4%	37.6%	42.0%	3
DEPT OF FACILITIES MGT	11	0.0%	41.2%	58.8%	0
DEPT OF IM/IT	14	54.3%	41.6%	4.2%	0
DEPT OF PATIENT ADMIN	8	11.1%	22.2%	66.7%	3

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
WR NATIONAL MILITARY MEDICAL CENTER	248	29.9%	29.3%	40.8%	11
DIRECTOR FOR ADMINISTRATION	47	30.6%	26.1%	43.3%	0
DEPT OF FACILITIES MGT	10	16.7%	14.5%	68.8%	0
DEPT OF IM/IT	14	54.5%	29.1%	16.3%	0
DEPT OF PATIENT ADMIN	11	0.0%	33.5%	66.5%	0

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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
WR NATIONAL MILITARY MEDICAL CENTER	242	36.8%	30.3%	32.9%	15
DIRECTOR FOR ADMINISTRATION	46	39.9%	21.4%	38.7%	1
DEPT OF FACILITIES MGT	11	31.2%	23.5%	45.3%	0
DEPT OF IM/IT	14	48.5%	26.4%	25.1%	0
DEPT OF PATIENT ADMIN	9	24.5%	23.1%	52.4%	1

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
WR NATIONAL MILITARY MEDICAL CENTER	257	68.7%	17.4%	13.9%	2
DIRECTOR FOR ADMINISTRATION	47	60.9%	22.5%	16.6%	1
DEPT OF FACILITIES MGT	11	67.8%	10.0%	22.2%	0
DEPT OF IM/IT	14	55.8%	44.2%	0.0%	0
DEPT OF PATIENT ADMIN	10	76.4%	0.0%	23.6%	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
WR NATIONAL MILITARY MEDICAL CENTER	253	50.4%	23.5%	26.0%	8
DIRECTOR FOR ADMINISTRATION	47	42.3%	23.0%	34.8%	1
DEPT OF FACILITIES MGT	11	8.8%	36.6%	54.5%	0
DEPT OF IM/IT	14	74.9%	12.9%	12.2%	0
DEPT OF PATIENT ADMIN	10	44.1%	0.0%	55.9%	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%
WR NATIONAL MILITARY MEDICAL CENTER	259	79.9%	10.9%	9.2%
DIRECTOR FOR ADMINISTRATION	48	70.0%	11.3%	18.7%
DEPT OF FACILITIES MGT	11	27.7%	25.7%	46.6%
DEPT OF IM/IT	14	100.0%	0.0%	0.0%
DEPT OF PATIENT ADMIN	11	47.7%	29.4%	22.9%

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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
WR NATIONAL MILITARY MEDICAL CENTER	253	70.7%	12.5%	16.8%	1
DIRECTOR FOR ADMINISTRATION	48	61.3%	5.0%	33.7%	0
DEPT OF FACILITIES MGT	11	59.6%	19.0%	21.5%	0
DEPT OF IM/IT	14	76.8%	0.0%	23.2%	0
DEPT OF PATIENT ADMIN	11	32.5%	7.5%	60.0%	0

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
WR NATIONAL MILITARY MEDICAL CENTER	250	42.5%	21.5%	36.0%	6
DIRECTOR FOR ADMINISTRATION	47	30.1%	18.2%	51.7%	1
DEPT OF FACILITIES MGT	11	6.7%	13.5%	79.8%	0
DEPT OF IM/IT	14	72.5%	8.5%	19.1%	0
DEPT OF PATIENT ADMIN	10	0.0%	35.4%	64.6%	1

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
WR NATIONAL MILITARY MEDICAL CENTER	253	47.8%	20.9%	31.2%	4
DIRECTOR FOR ADMINISTRATION	47	48.8%	20.0%	31.2%	1
DEPT OF FACILITIES MGT	11	15.6%	23.5%	61.0%	0
DEPT OF IM/IT	14	64.2%	12.6%	23.2%	0
DEPT OF PATIENT ADMIN	10	29.2%	15.4%	55.4%	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
WR NATIONAL MILITARY MEDICAL CENTER	246	33.3%	25.2%	41.4%	11
DIRECTOR FOR ADMINISTRATION	44	39.6%	22.0%	38.5%	3
DEPT OF FACILITIES MGT	10	7.4%	25.8%	66.8%	0
DEPT OF IM/IT	14	53.9%	22.9%	23.2%	0
DEPT OF PATIENT ADMIN	8	35.0%	0.0%	65.0%	3

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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
WR NATIONAL MILITARY MEDICAL CENTER	238	21.7%	25.9%	52.4%	17
DIRECTOR FOR ADMINISTRATION	45	15.1%	32.6%	52.3%	3
DEPT OF FACILITIES MGT	11	6.7%	31.2%	62.1%	0
DEPT OF IM/IT	14	39.9%	38.7%	21.4%	0
DEPT OF PATIENT ADMIN	8	9.7%	7.6%	82.8%	3

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
WR NATIONAL MILITARY MEDICAL CENTER	235	54.1%	28.7%	17.2%	21
DIRECTOR FOR ADMINISTRATION	44	48.4%	36.4%	15.1%	4
DEPT OF FACILITIES MGT	11	13.5%	48.7%	37.8%	0
DEPT OF IM/IT	13	82.5%	4.9%	12.6%	1
DEPT OF PATIENT ADMIN	10	15.2%	75.1%	9.7%	1

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
WR NATIONAL MILITARY MEDICAL CENTER	254	77.6%	14.2%	8.2%	3
DIRECTOR FOR ADMINISTRATION	47	76.7%	9.5%	13.8%	1
DEPT OF FACILITIES MGT	10	51.0%	15.1%	33.9%	1
DEPT OF IM/IT	14	83.5%	4.3%	12.2%	0
DEPT OF PATIENT ADMIN	11	69.8%	14.7%	15.5%	0

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
WR NATIONAL MILITARY MEDICAL CENTER	248	82.2%	11.0%	6.8%	5
DIRECTOR FOR ADMINISTRATION	48	83.2%	3.5%	13.3%	0
DEPT OF FACILITIES MGT	11	56.9%	5.3%	37.8%	0
DEPT OF IM/IT	14	87.8%	12.2%	0.0%	0
DEPT OF PATIENT ADMIN	11	93.7%	0.0%	6.3%	0

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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
WR NATIONAL MILITARY MEDICAL CENTER	245	55.6%	22.0%	22.4%	11
DIRECTOR FOR ADMINISTRATION	46	45.1%	14.2%	40.6%	2
DEPT OF FACILITIES MGT	11	39.1%	6.7%	54.2%	0
DEPT OF IM/IT	14	76.8%	0.0%	23.2%	0
DEPT OF PATIENT ADMIN	10	50.5%	25.1%	24.5%	1

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
WR NATIONAL MILITARY MEDICAL CENTER	235	73.4%	13.1%	13.6%	19
DIRECTOR FOR ADMINISTRATION	46	57.3%	10.1%	32.6%	1
DEPT OF FACILITIES MGT	11	57.0%	9.0%	34.0%	0
DEPT OF IM/IT	14	75.3%	12.6%	12.2%	0
DEPT OF PATIENT ADMIN	10	49.6%	7.3%	43.1%	1

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
WR NATIONAL MILITARY MEDICAL CENTER	251	77.5%	15.6%	6.9%	3
DIRECTOR FOR ADMINISTRATION	47	67.5%	12.7%	19.9%	1
DEPT OF FACILITIES MGT	11	38.0%	10.0%	52.0%	0
DEPT OF IM/IT	13	100.0%	0.0%	0.0%	1
DEPT OF PATIENT ADMIN	11	41.8%	13.7%	44.5%	0

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%
WR NATIONAL MILITARY MEDICAL CENTER	256	56.5%	20.4%	23.1%
DIRECTOR FOR ADMINISTRATION	48	44.9%	24.8%	30.3%
DEPT OF FACILITIES MGT	11	13.5%	21.4%	65.1%
DEPT OF IM/IT	14	87.8%	0.0%	12.2%
DEPT OF PATIENT ADMIN	11	27.9%	33.1%	39.1%

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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
WR NATIONAL MILITARY MEDICAL CENTER	227	39.9%	24.6%	35.4%	28
DIRECTOR FOR ADMINISTRATION	45	26.0%	30.4%	43.6%	3
DEPT OF FACILITIES MGT	10	14.8%	41.9%	43.3%	1
DEPT OF IM/IT	14	44.2%	30.7%	25.1%	0
DEPT OF PATIENT ADMIN	11	20.1%	34.2%	45.6%	0

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
WR NATIONAL MILITARY MEDICAL CENTER	252	70.6%	15.9%	13.4%	2
DIRECTOR FOR ADMINISTRATION	47	84.1%	8.3%	7.6%	1
DEPT OF FACILITIES MGT	11	44.8%	24.2%	31.0%	0
DEPT OF IM/IT	14	87.8%	12.2%	0.0%	0
DEPT OF PATIENT ADMIN	10	83.2%	6.8%	10.0%	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
WR NATIONAL MILITARY MEDICAL CENTER	251	58.5%	17.5%	24.0%	2
DIRECTOR FOR ADMINISTRATION	47	62.8%	9.2%	27.9%	1
DEPT OF FACILITIES MGT	11	41.3%	15.6%	43.1%	0
DEPT OF IM/IT	14	75.3%	12.6%	12.2%	0
DEPT OF PATIENT ADMIN	11	46.5%	15.1%	38.4%	0

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
WR NATIONAL MILITARY MEDICAL CENTER	246	60.1%	21.0%	18.9%	3
DIRECTOR FOR ADMINISTRATION	44	51.5%	22.3%	26.2%	2
DEPT OF FACILITIES MGT	11	31.3%	16.7%	52.0%	0
DEPT OF IM/IT	14	64.1%	16.9%	19.1%	0
DEPT OF PATIENT ADMIN	9	42.2%	29.9%	28.0%	1

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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
WR NATIONAL MILITARY MEDICAL CENTER	233	63.5%	23.2%	13.3%	18
DIRECTOR FOR ADMINISTRATION	43	66.4%	12.2%	21.4%	4
DEPT OF FACILITIES MGT	10	24.1%	41.4%	34.5%	0
DEPT OF IM/IT	14	87.8%	0.0%	12.2%	0
DEPT OF PATIENT ADMIN	9	58.2%	13.0%	28.9%	2

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
WR NATIONAL MILITARY MEDICAL CENTER	250	56.1%	22.3%	21.7%	3
DIRECTOR FOR ADMINISTRATION	47	57.4%	14.1%	28.5%	1
DEPT OF FACILITIES MGT	11	33.4%	23.5%	43.1%	0
DEPT OF IM/IT	14	68.4%	19.5%	12.2%	0
DEPT OF PATIENT ADMIN	11	36.1%	12.1%	51.8%	0

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
WR NATIONAL MILITARY MEDICAL CENTER	250	58.0%	18.2%	23.8%	3
DIRECTOR FOR ADMINISTRATION	45	47.8%	17.4%	34.8%	3
DEPT OF FACILITIES MGT	10	34.5%	12.8%	52.7%	1
DEPT OF IM/IT	14	64.1%	23.8%	12.2%	0
DEPT OF PATIENT ADMIN	11	32.5%	0.0%	67.5%	0

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%
WR NATIONAL MILITARY MEDICAL CENTER	252	74.4%	13.8%	11.9%
DIRECTOR FOR ADMINISTRATION	48	74.2%	9.4%	16.4%
DEPT OF FACILITIES MGT	11	44.8%	18.8%	36.4%
DEPT OF IM/IT	14	71.0%	16.9%	12.2%
DEPT OF PATIENT ADMIN	11	90.7%	0.0%	9.3%

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49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,255	79.8%	10.8%	9.4%
WR NATIONAL MILITARY MEDICAL CENTER	250	77.3%	11.1%	11.5%
DIRECTOR FOR ADMINISTRATION	48	73.3%	9.5%	17.2%
DEPT OF FACILITIES MGT	11	53.7%	10.0%	36.4%
DEPT OF IM/IT	14	71.0%	29.0%	0.0%
DEPT OF PATIENT ADMIN	11	70.0%	6.3%	23.7%

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%
WR NATIONAL MILITARY MEDICAL CENTER	249	72.9%	10.1%	17.0%
DIRECTOR FOR ADMINISTRATION	47	61.5%	8.2%	30.3%
DEPT OF FACILITIES MGT	11	44.8%	8.8%	46.3%
DEPT OF IM/IT	14	64.1%	16.9%	19.1%
DEPT OF PATIENT ADMIN	10	44.0%	0.0%	56.0%

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%
WR NATIONAL MILITARY MEDICAL CENTER	252	62.1%	17.5%	20.4%
DIRECTOR FOR ADMINISTRATION	48	51.1%	25.1%	23.8%
DEPT OF FACILITIES MGT	11	22.5%	6.7%	70.8%
DEPT OF IM/IT	14	64.1%	23.8%	12.2%
DEPT OF PATIENT ADMIN	11	36.1%	47.7%	16.2%

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%
WR NATIONAL MILITARY MEDICAL CENTER	252	63.8%	18.7%	17.5%
DIRECTOR FOR ADMINISTRATION	48	57.9%	20.4%	21.6%
DEPT OF FACILITIES MGT	11	22.5%	6.7%	70.8%
DEPT OF IM/IT	14	68.4%	19.5%	12.2%
DEPT OF PATIENT ADMIN	11	40.9%	52.1%	7.0%

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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
WR NATIONAL MILITARY MEDICAL CENTER	247	43.8%	21.1%	35.0%	3
DIRECTOR FOR ADMINISTRATION	48	32.5%	16.6%	51.0%	0
DEPT OF FACILITIES MGT	11	22.4%	13.5%	64.2%	0
DEPT OF IM/IT	14	60.7%	20.2%	19.1%	0
DEPT OF PATIENT ADMIN	11	5.4%	19.8%	74.8%	0

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
WR NATIONAL MILITARY MEDICAL CENTER	235	59.3%	20.5%	20.3%	14
DIRECTOR FOR ADMINISTRATION	47	40.3%	24.8%	34.9%	1
DEPT OF FACILITIES MGT	10	21.5%	42.4%	36.1%	1
DEPT OF IM/IT	14	56.4%	24.5%	19.1%	0
DEPT OF PATIENT ADMIN	11	28.1%	11.9%	60.0%	0

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
WR NATIONAL MILITARY MEDICAL CENTER	239	62.2%	21.1%	16.8%	11
DIRECTOR FOR ADMINISTRATION	45	53.9%	23.0%	23.1%	3
DEPT OF FACILITIES MGT	10	38.1%	25.7%	36.3%	1
DEPT OF IM/IT	14	87.8%	12.2%	0.0%	0
DEPT OF PATIENT ADMIN	9	29.3%	36.2%	34.6%	2

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
WR NATIONAL MILITARY MEDICAL CENTER	245	63.8%	14.1%	22.1%	4
DIRECTOR FOR ADMINISTRATION	46	55.4%	8.5%	36.1%	1
DEPT OF FACILITIES MGT	10	33.3%	0.0%	66.7%	1
DEPT OF IM/IT	14	80.9%	12.2%	6.9%	0
DEPT OF PATIENT ADMIN	10	39.0%	5.0%	56.0%	0

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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
WR NATIONAL MILITARY MEDICAL CENTER	232	62.0%	24.4%	13.5%	15
DIRECTOR FOR ADMINISTRATION	46	51.0%	24.7%	24.2%	2
DEPT OF FACILITIES MGT	10	33.3%	40.0%	26.7%	1
DEPT OF IM/IT	14	80.9%	12.2%	6.9%	0
DEPT OF PATIENT ADMIN	10	19.7%	24.4%	55.9%	1

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
WR NATIONAL MILITARY MEDICAL CENTER	244	55.8%	18.8%	25.4%	6
DIRECTOR FOR ADMINISTRATION	47	44.7%	12.3%	43.1%	0
DEPT OF FACILITIES MGT	11	24.6%	6.7%	68.7%	0
DEPT OF IM/IT	13	81.9%	5.4%	12.7%	0
DEPT OF PATIENT ADMIN	11	28.8%	7.5%	63.7%	0

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
WR NATIONAL MILITARY MEDICAL CENTER	236	54.6%	22.9%	22.4%	12
DIRECTOR FOR ADMINISTRATION	46	48.0%	15.9%	36.1%	2
DEPT OF FACILITIES MGT	11	20.9%	17.8%	61.3%	0
DEPT OF IM/IT	14	73.2%	14.6%	12.2%	0
DEPT OF PATIENT ADMIN	9	37.0%	6.0%	57.0%	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
OSD, Agencies and Activities	12,629	59.3%	22.9%	17.8%	569
WR NATIONAL MILITARY MEDICAL CENTER	239	57.1%	21.8%	21.1%	10
DIRECTOR FOR ADMINISTRATION	46	50.3%	23.7%	26.0%	1
DEPT OF FACILITIES MGT	10	23.9%	23.0%	53.0%	0
DEPT OF IM/IT	14	80.9%	6.9%	12.2%	0
DEPT OF PATIENT ADMIN	10	36.1%	23.9%	40.0%	1

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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
WR NATIONAL MILITARY MEDICAL CENTER	247	51.8%	24.2%	23.9%	1
DIRECTOR FOR ADMINISTRATION	48	47.3%	26.4%	26.3%	0
DEPT OF FACILITIES MGT	11	37.9%	16.7%	45.3%	0
DEPT OF IM/IT	14	69.1%	18.8%	12.2%	0
DEPT OF PATIENT ADMIN	11	28.8%	26.8%	44.4%	0

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
WR NATIONAL MILITARY MEDICAL CENTER	230	47.8%	28.8%	23.4%	17
DIRECTOR FOR ADMINISTRATION	48	47.9%	22.1%	30.0%	0
DEPT OF FACILITIES MGT	11	35.8%	29.0%	35.1%	0
DEPT OF IM/IT	14	69.1%	18.8%	12.2%	0
DEPT OF PATIENT ADMIN	11	40.4%	0.0%	59.6%	0

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%
WR NATIONAL MILITARY MEDICAL CENTER	247	45.6%	24.5%	30.0%
DIRECTOR FOR ADMINISTRATION	48	43.0%	23.2%	33.8%
DEPT OF FACILITIES MGT	11	6.7%	22.3%	70.9%
DEPT OF IM/IT	14	58.6%	25.1%	16.3%
DEPT OF PATIENT ADMIN	11	18.3%	50.8%	30.9%

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

	N	Positive	Neutral	Negative
OSD, Agencies and Activities	13,100	50.9%	23.1%	26.0%
WR NATIONAL MILITARY MEDICAL CENTER	248	45.7%	22.7%	31.6%
DIRECTOR FOR ADMINISTRATION	48	46.1%	13.2%	40.7%
DEPT OF FACILITIES MGT	11	15.7%	15.6%	68.7%
DEPT OF IM/IT	14	64.2%	23.6%	12.2%
DEPT OF PATIENT ADMIN	11	22.0%	22.6%	55.4%

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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%
WR NATIONAL MILITARY MEDICAL CENTER	249	42.5%	28.0%	29.5%
DIRECTOR FOR ADMINISTRATION	48	46.2%	34.7%	19.1%
DEPT OF FACILITIES MGT	11	15.7%	53.3%	31.0%
DEPT OF IM/IT	14	54.6%	26.3%	19.1%
DEPT OF PATIENT ADMIN	11	36.1%	35.6%	28.4%

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%
WR NATIONAL MILITARY MEDICAL CENTER	248	47.3%	22.5%	30.2%
DIRECTOR FOR ADMINISTRATION	47	31.0%	30.5%	38.5%
DEPT OF FACILITIES MGT	11	6.7%	38.1%	55.2%
DEPT OF IM/IT	13	61.2%	25.6%	13.2%
DEPT OF PATIENT ADMIN	11	5.4%	30.8%	63.7%

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%
WR NATIONAL MILITARY MEDICAL CENTER	245	27.6%	26.1%	46.3%
DIRECTOR FOR ADMINISTRATION	48	28.3%	20.4%	51.2%
DEPT OF FACILITIES MGT	11	6.7%	6.7%	86.5%
DEPT OF IM/IT	14	58.0%	22.9%	19.1%
DEPT OF PATIENT ADMIN	11	5.4%	33.5%	61.0%

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%
WR NATIONAL MILITARY MEDICAL CENTER	250	47.2%	22.6%	30.1%
DIRECTOR FOR ADMINISTRATION	48	47.9%	12.7%	39.4%
DEPT OF FACILITIES MGT	11	6.7%	6.7%	86.5%
DEPT OF IM/IT	14	72.3%	8.6%	19.1%
DEPT OF PATIENT ADMIN	11	36.1%	10.9%	53.0%

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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%
WR NATIONAL MILITARY MEDICAL CENTER	249	63.9%	18.0%	18.1%
DIRECTOR FOR ADMINISTRATION	47	53.5%	21.9%	24.6%
DEPT OF FACILITIES MGT	11	22.5%	25.6%	52.0%
DEPT OF IM/IT	14	87.8%	0.0%	12.2%
DEPT OF PATIENT ADMIN	10	22.2%	44.5%	33.3%

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%
WR NATIONAL MILITARY MEDICAL CENTER	249	44.5%	19.4%	36.0%
DIRECTOR FOR ADMINISTRATION	48	41.2%	24.8%	34.0%
DEPT OF FACILITIES MGT	11	50.9%	43.3%	5.9%
DEPT OF IM/IT	14	64.1%	16.9%	19.1%
DEPT OF PATIENT ADMIN	11	11.6%	13.7%	74.7%

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%
WR NATIONAL MILITARY MEDICAL CENTER	248	50.1%	22.0%	27.9%
DIRECTOR FOR ADMINISTRATION	48	41.9%	23.4%	34.7%
DEPT OF FACILITIES MGT	11	6.7%	31.3%	62.0%
DEPT OF IM/IT	14	70.6%	17.2%	12.2%
DEPT OF PATIENT ADMIN	11	20.6%	19.4%	60.0%

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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%
WR NATIONAL MILITARY MEDICAL CENTER	249	21.8%	30.6%	39.4%	8.2%
DIRECTOR FOR ADMINISTRATION	47	20.1%	23.6%	46.7%	9.7%
DEPT OF FACILITIES MGT	11	0.0%	39.8%	60.2%	0.0%
DEPT OF IM/IT	14	36.9%	25.1%	19.8%	18.2%
DEPT OF PATIENT ADMIN	11	28.9%	17.4%	38.6%	15.1%

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%
WR NATIONAL MILITARY MEDICAL CENTER	245	0.0%	5.4%	2.9%	6.9%
DIRECTOR FOR ADMINISTRATION	48	0.0%	7.4%	3.9%	3.3%
DEPT OF FACILITIES MGT	11	0.0%	0.0%	0.0%	0.0%
DEPT OF IM/IT	14	0.0%	11.4%	11.2%	15.3%
DEPT OF PATIENT ADMIN	11	0.0%	8.2%	6.3%	0.0%

(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
OSD, Agencies and Activities	13,054	15.8%	3.2%	11.9%	12.2%
WR NATIONAL MILITARY MEDICAL CENTER	245	43.7%	7.6%	25.2%	8.4%
DIRECTOR FOR ADMINISTRATION	48	22.6%	11.6%	41.6%	9.6%
DEPT OF FACILITIES MGT	11	12.1%	15.6%	56.7%	15.6%
DEPT OF IM/IT	14	5.2%	24.7%	24.5%	7.7%
DEPT OF PATIENT ADMIN	11	32.0%	15.1%	23.9%	14.4%

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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%
WR NATIONAL MILITARY MEDICAL CENTER	248	32.2%	45.4%	22.4%
DIRECTOR FOR ADMINISTRATION	48	26.9%	46.6%	26.5%
DEPT OF FACILITIES MGT	11	14.2%	85.8%	0.0%
DEPT OF IM/IT	14	0.0%	49.6%	50.4%
DEPT OF PATIENT ADMIN	11	35.3%	43.7%	20.9%

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
OSD, Agencies and Activities	13,033	44.4%	48.1%	7.5%
WR NATIONAL MILITARY MEDICAL CENTER	247	18.9%	67.4%	13.8%
DIRECTOR FOR ADMINISTRATION	48	24.5%	61.9%	13.6%
DEPT OF FACILITIES MGT	11	8.8%	82.3%	8.8%
DEPT OF IM/IT	14	11.8%	51.5%	36.7%
DEPT OF PATIENT ADMIN	11	29.9%	63.9%	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%
WR NATIONAL MILITARY MEDICAL CENTER	248	13.8%	81.1%	5.0%
DIRECTOR FOR ADMINISTRATION	48	19.2%	74.9%	5.9%
DEPT OF FACILITIES MGT	11	8.8%	74.8%	16.3%
DEPT OF IM/IT	14	24.5%	67.8%	7.7%
DEPT OF PATIENT ADMIN	11	22.1%	71.6%	6.3%

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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%
WR NATIONAL MILITARY MEDICAL CENTER	247	6.0%	78.1%	16.0%
DIRECTOR FOR ADMINISTRATION	48	10.2%	76.3%	13.4%
DEPT OF FACILITIES MGT	11	8.8%	74.8%	16.3%
DEPT OF IM/IT	14	4.2%	71.3%	24.5%
DEPT OF PATIENT ADMIN	11	0.0%	77.6%	22.4%

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%
WR NATIONAL MILITARY MEDICAL CENTER	249	2.9%	80.6%	16.5%
DIRECTOR FOR ADMINISTRATION	48	3.4%	75.1%	21.4%
DEPT OF FACILITIES MGT	11	8.8%	74.8%	16.3%
DEPT OF IM/IT	14	0.0%	70.1%	29.9%
DEPT OF PATIENT ADMIN	11	0.0%	62.9%	37.1%

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
WR NATIONAL MILITARY MEDICAL CENTER	54	66.7%	14.0%	19.3%	5
DIRECTOR FOR ADMINISTRATION	10	60.7%	10.3%	29.0%	0
DEPT OF FACILITIES MGT	0	--	--	--	0
DEPT OF IM/IT	7	65.8%	18.3%	15.9%	0
DEPT OF PATIENT ADMIN	2	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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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
WR NATIONAL MILITARY MEDICAL CENTER	78	93.1%	5.2%	1.7%	2
DIRECTOR FOR ADMINISTRATION	9	100.0%	0.0%	0.0%	0
DEPT OF FACILITIES MGT	2	100.0%	0.0%	0.0%	0
DEPT OF IM/IT	0	--	--	--	0
DEPT OF PATIENT ADMIN	3	100.0%	0.0%	0.0%	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
OSD, Agencies and Activities	4,871	89.8%	8.4%	1.9%	224
WR NATIONAL MILITARY MEDICAL CENTER	44	79.0%	21.0%	0.0%	4
DIRECTOR FOR ADMINISTRATION	8	82.9%	17.1%	0.0%	1
DEPT OF FACILITIES MGT	0	--	--	--	1
DEPT OF IM/IT	2	100.0%	0.0%	0.0%	0
DEPT OF PATIENT ADMIN	2	100.0%	0.0%	0.0%	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
WR NATIONAL MILITARY MEDICAL CENTER	30	74.8%	21.3%	3.9%	3
DIRECTOR FOR ADMINISTRATION	8	65.6%	34.4%	0.0%	1
DEPT OF FACILITIES MGT	0	--	--	--	1
DEPT OF IM/IT	3	82.5%	17.5%	0.0%	0
DEPT OF PATIENT ADMIN	2	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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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
WR NATIONAL MILITARY MEDICAL CENTER	15	37.1%	33.4%	29.5%	2
DIRECTOR FOR ADMINISTRATION	4	32.6%	37.8%	29.7%	1
DEPT OF FACILITIES MGT	0	--	--	--	1
DEPT OF IM/IT	1	100.0%	0.0%	0.0%	0
DEPT OF PATIENT ADMIN	0	--	--	--	0

**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
WR NATIONAL MILITARY MEDICAL CENTER	5	31.6%	68.4%	0.0%	2
DIRECTOR FOR ADMINISTRATION	1	100.0%	0.0%	0.0%	1
DEPT OF FACILITIES MGT	0	--	--	--	1
DEPT OF IM/IT	0	--	--	--	0
DEPT OF PATIENT ADMIN	0	--	--	--	0

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

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Where do you work?

	N	%
Headquarters	22	45.8%
Field	26	54.2%

What is your supervisory status?

	N	%
Non-Supervisor	20	41.7%
Team Leader	9	18.8%
Supervisor	15	31.3%
Manager	4	8.3%
Senior Leader	0	0.0%

Are you:

	N	%
Male	37	77.1%
Female	11	22.9%

Are you Hispanic or Latino?

	N	%
Yes	3	6.5%
No	43	93.5%

Race

	N	%
American Indian or Alaska Native	0	0.0%
Asian	4	9.1%
Black or African American	17	38.6%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	20	45.5%
Two or more races	3	6.8%

Note: Percentages for demographic questions are unweighted.

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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	6.3%
Trade or Technical Certificate	1	2.1%
Some College (no degree)	12	25.0%
Associate's Degree (e.g., AA, AS)	5	10.4%
Bachelor's Degree (e.g., BA, BS)	11	22.9%
Master's Degree (e.g., MA, MS, MBA)	14	29.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	2	4.2%

What is your pay category/grade?

	N	%
Federal Wage System	3	6.4%
GS 1-6	3	6.4%
GS 7-12	32	68.1%
GS 13-15	9	19.1%
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	1	2.1%
1 to 3 years	4	8.5%
4 to 5 years	5	10.6%
6 to 10 years	15	31.9%
11 to 14 years	2	4.3%
15 to 20 years	7	14.9%
More than 20 years	13	27.7%

Note: Percentages for demographic questions are unweighted.

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

	N	%
Less than 1 year	1	2.1%
1 to 3 years	8	16.7%
4 to 5 years	10	20.8%
6 to 10 years	12	25.0%
11 to 20 years	10	20.8%
More than 20 years	7	14.6%

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

	N	%
No	18	37.5%
Yes, to retire	3	6.3%
Yes, to take another job within the Federal Government	24	50.0%
Yes, to take another job outside the Federal Government	0	0.0%
Yes, other	3	6.3%

I am planning to retire:

	N	%
Within one year	0	0.0%
Between one and three years	3	6.3%
Between three and five years	5	10.4%
Five or more years	40	83.3%

What is your US military service status?

	N	%
No Prior Military Service	20	42.6%
Currently in National Guard or Reserves	0	0.0%
Retired	13	27.7%
Separated or Discharged	14	29.8%

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Are you an individual with a disability?

	N	%
Yes	9	19.6%
No	37	80.4%

What is your age group?

	N	%
25 and under	0	0.0%
26-29	0	0.0%
30-39	2	4.2%
40-49	16	33.3%
50-59	22	45.8%
60 or older	8	16.7%

Note: Percentages for demographic questions are unweighted.