

2012

Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

INSTITUTE OF MUSEUM AND LIBRARY SERVICES

AGENCY RESULTS

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT



Over
687,000
Federal
Employees'
Opinions

**INSTITUTE OF MUSEUM AND LIBRARY SERVICES
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		10	23	6	9	1	49	NA
	%	67.6	19.3	48.4	11.7	18.4	2.4	100.0	
2. I have enough information to do my job well.	N		7	30	1	9	2	49	NA
	%	76.3	13.5	62.8	2.3	17.6	3.8	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		17	11	7	10	4	49	NA
	%	56.4	32.0	24.4	14.3	21.0	8.3	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		15	21	4	7	2	49	NA
	%	71.8	28.6	43.2	9.1	14.7	4.4	100.0	
*5. I like the kind of work I do.	N		18	17	6	5	2	48	NA
	%	70.7	35.2	35.5	13.8	11.1	4.4	100.0	
6. I know what is expected of me on the job.	N		12	21	7	8	1	49	NA
	%	67.3	23.1	44.2	14.5	16.2	2.1	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		38	10	0	1	0	49	NA
	%	97.6	76.4	21.3	0.0	2.4	0.0	100.0	
8. I am constantly looking for ways to do my job better.	N		26	18	3	1	0	48	NA
	%	90.8	51.7	39.1	6.8	2.4	0.0	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		3	16	9	19	2	49	0
	%	41.2	6.4	34.8	17.3	38.2	3.3	100.0	
*10. My workload is reasonable.	N		4	24	3	12	6	49	0
	%	59.5	9.3	50.2	5.3	23.3	12.0	100.0	
*11. My talents are used well in the workplace.	N		9	11	8	12	9	49	0
	%	39.9	17.8	22.1	16.8	24.2	19.1	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		19	22	5	3	0	49	0
	%	83.1	36.1	47.0	10.4	6.5	0.0	100.0	
*13. The work I do is important.	N		27	16	2	2	2	49	0
	%	86.9	53.0	33.8	4.6	4.1	4.5	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		18	24	4	3	0	49	0
	%	85.4	35.1	50.2	8.2	6.4	0.0	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		14	22	7	5	0	48	1
	%	75.1	27.1	48.0	14.6	10.3	0.0	100.0	
16. I am held accountable for achieving results.	N		16	27	2	4	0	49	0
	%	87.0	30.1	56.9	4.2	8.7	0.0	100.0	

Survey Administration Period: April 4, 2012 to May 16, 2012
Percentages are weighted to represent the Agency's population.

* AES prescribed items

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

Sample or Census: Census
Number of surveys completed: 49
Number of surveys administered: 61
Response Rate: 80.3%

**INSTITUTE OF MUSEUM AND LIBRARY SERVICES
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		13	22	7	3	3	48	1
	%	71.5	24.9	46.7	15.2	6.1	7.2	100.0	
*18. My training needs are assessed.	N		9	20	6	12	2	49	0
	%	60.9	17.8	43.1	11.6	23.3	4.3	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		10	22	3	9	3	47	2
	%	66.6	19.0	47.6	6.4	20.5	6.5	100.0	
*20. The people I work with cooperate to get the job done.	N		13	27	3	4	2	49	NA
	%	81.1	24.8	56.3	6.5	8.3	4.1	100.0	
*21. My work unit is able to recruit people with the right skills.	N		4	23	13	6	2	48	1
	%	55.4	6.4	49.0	28.2	11.9	4.6	100.0	
*22. Promotions in my work unit are based on merit.	N		6	14	13	6	4	43	5
	%	43.5	11.0	32.5	31.0	15.1	10.4	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		4	18	11	7	5	45	4
	%	47.3	8.0	39.3	25.0	15.7	11.9	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		5	12	15	6	5	43	6
	%	37.8	9.0	28.8	33.9	15.9	12.4	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		5	16	14	3	3	41	8
	%	49.5	10.1	39.4	35.3	7.7	7.5	100.0	
26. Employees in my work unit share job knowledge with each other.	N		13	26	2	5	3	49	0
	%	78.9	23.9	55.0	4.1	10.5	6.5	100.0	
27. The skill level in my work unit has improved in the past year.	N		11	18	12	2	2	45	4
	%	61.3	21.9	39.4	28.8	5.0	4.9	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		25	17	2	2	1	47	NA
	%	88.6	49.5	39.2	4.4	4.5	2.5	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		8	33	6	2	0	49	0
	%	83.4	15.7	67.7	12.4	4.1	0.0	100.0	

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**INSTITUTE OF MUSEUM AND LIBRARY SERVICES
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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		6	15	7	13	8	49	0
	%	42.5	10.1	32.4	13.7	27.0	16.7	100.0	
31. Employees are recognized for providing high quality products and services.	N		6	13	13	15	1	48	1
	%	38.8	10.6	28.1	27.1	32.1	2.0	100.0	
*32. Creativity and innovation are rewarded.	N		4	13	16	8	7	48	0
	%	33.4	7.5	26.0	35.2	16.5	14.8	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		3	14	10	10	8	45	4
	%	35.5	5.3	30.3	21.5	23.6	19.3	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		9	17	13	5	4	48	1
	%	52.5	17.0	35.5	27.5	10.7	9.3	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		15	25	4	3	0	47	1
	%	84.7	28.3	56.4	8.5	6.8	0.0	100.0	
*36. My organization has prepared employees for potential security threats.	N		8	26	6	6	3	49	0
	%	69.5	13.9	55.5	13.2	11.6	5.7	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		10	22	5	5	2	44	3
	%	72.0	21.1	50.9	11.7	11.6	4.7	100.0	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		15	22	4	3	0	44	5
	%	82.9	32.0	51.0	9.4	7.6	0.0	100.0	
39. My agency is successful at accomplishing its mission.	N		14	27	4	3	0	48	1
	%	84.3	27.5	56.8	8.9	6.8	0.0	100.0	
40. I recommend my organization as a good place to work.	N		8	19	13	4	5	49	NA
	%	54.3	16.1	38.2	27.0	8.4	10.2	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		7	13	12	9	6	47	2
	%	41.6	14.8	26.8	24.6	20.4	13.4	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		23	17	2	6	0	48	1
	%	81.6	46.2	35.4	5.2	13.2	0.0	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		18	13	4	11	3	49	0
	%	61.4	34.7	26.7	8.8	23.6	6.2	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		18	17	7	6	1	49	0
	%	70.7	35.6	35.1	14.9	12.0	2.4	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		22	12	11	1	0	46	3
	%	73.5	44.8	28.7	24.2	2.3	0.0	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		16	18	6	9	0	49	0
	%	69.6	30.7	38.9	11.7	18.7	0.0	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		21	17	2	8	0	48	1
	%	78.8	40.5	38.4	4.6	16.5	0.0	100.0	
48. My supervisor/team leader listens to what I have to say.	N		25	13	5	5	1	49	NA
	%	76.4	49.1	27.2	10.7	11.1	1.8	100.0	
49. My supervisor/team leader treats me with respect.	N		23	15	6	4	0	48	NA
	%	78.9	46.9	32.1	13.0	8.0	0.0	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		24	20	3	1	0	48	NA
	%	91.8	49.1	42.8	5.7	2.4	0.0	100.0	
*51. I have trust and confidence in my supervisor.	N		18	14	6	9	1	48	NA
	%	65.9	37.0	28.9	12.6	19.7	1.8	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		20	17	9	3	0	49	NA
	%	75.4	40.6	34.8	18.8	5.8	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		3	18	9	10	9	49	0
	%	43.0	5.1	37.9	18.4	19.6	19.1	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		10	21	8	6	4	49	0
	%	62.0	18.8	43.2	16.1	13.2	8.8	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		9	20	11	4	2	46	3
	%	61.2	18.6	42.6	25.2	8.4	5.2	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		12	20	6	7	4	49	0
	%	63.9	22.7	41.2	12.5	14.2	9.5	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		8	18	13	7	3	49	0
	%	51.9	15.2	36.7	25.9	15.2	7.0	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		7	15	11	9	7	49	0
	%	45.3	13.2	32.1	21.8	18.1	14.7	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		10	14	13	8	4	49	0
	%	47.2	19.3	27.9	27.5	16.6	8.7	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		10	16	14	2	4	46	3
	%	54.7	20.5	34.1	32.0	4.5	8.8	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		7	18	6	14	4	49	0
	%	50.0	13.2	36.8	11.6	30.0	8.4	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		7	19	11	7	3	47	2
	%	53.8	13.2	40.6	25.2	14.3	6.7	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		7	18	10	9	5	49	NA
	%	48.8	13.4	35.4	22.4	18.6	10.3	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		9	18	7	10	5	49	NA
	%	54.4	17.2	37.1	15.6	18.8	11.3	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		7	17	9	12	4	49	NA
	%	48.0	13.1	34.9	18.5	24.0	9.5	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		5	15	10	15	4	49	NA
	%	40.7	8.8	31.8	19.1	31.5	8.8	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		4	10	13	9	13	49	NA
	%	27.5	6.8	20.7	24.9	18.9	28.7	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		10	20	10	7	1	48	NA
	%	62.7	19.4	43.3	21.6	13.1	2.6	100.0	

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**INSTITUTE OF MUSEUM AND LIBRARY SERVICES
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		8	18	9	8	5	48	NA
	%	52.9	15.8	37.1	19.7	17.0	10.4	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		12	19	10	7	1	49	NA
	%	62.5	21.9	40.7	20.9	14.0	2.5	100.0	
71. Considering everything, how satisfied are you with your organization?	N		6	24	4	11	4	49	NA
	%	61.3	11.2	50.2	7.0	23.4	8.2	100.0	

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

	N	%
Yes	49	100.0
No	0	0.0
Not sure	0	0.0
Total	49	100.0

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

	N	%
I telework 3 or more days per week.	0	0.0
I telework 1 or 2 days per week.	4	8.4
I telework, but no more than 1 or 2 days per month.	13	25.6
I telework very infrequently, on an unscheduled or short-term basis.	25	50.7
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	1	2.6
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1	2.5
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	0	0.0
I do not telework because I choose not to telework.	5	10.2
Total	49	100.0

**INSTITUTE OF MUSEUM AND LIBRARY SERVICES
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74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	%
Yes	25	54.4
No	20	39.6
Not available to me	3	6.0
Total	48	100.0

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

	N	%
Yes	8	16.3
No	28	58.4
Not available to me	12	25.3
Total	48	100.0

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

	N	%
Yes	8	14.5
No	35	74.0
Not available to me	5	11.5
Total	48	100.0

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

	N	%
Yes	0	0.0
No	31	62.9
Not available to me	17	37.1
Total	48	100.0

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

	N	%
Yes	1	1.5
No	32	65.5
Not available to me	15	33.0
Total	48	100.0

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	68.8	12 28.6	17 40.2	7 18.6	5 12.5	0 0.0	41 100.0	1
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	96.3	12 45.4	13 50.8	1 3.7	0 0.0	0 0.0	26 100.0	0
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 %	89.2	3 34.0	5 55.2	1 10.8	0 0.0	0 0.0	9 100.0	0
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	66.0	2 25.7	2 40.4	1 12.8	1 21.2	0 0.0	6 100.0	3
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	---	0 ---	0 ---	0 ---	0 ---	0 ---	0 ---	1
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	100.0	1 37.1	1 62.9	0 0.0	0 0.0	0 0.0	2 100.0	0

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

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United States
Office of Personnel Management
Planning and Policy Analysis

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www.FedView.opm.gov