

**INSTITUTE OF MUSEUM AND LIBRARY SERVICES
2015 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		8	18	10	6	3	45	NA
	%	58.14	17.36	40.78	21.76	12.85	7.25	100.00	
2. I have enough information to do my job well.	N		4	22	10	7	3	46	NA
	%	56.36	9.37	46.99	21.51	14.90	7.23	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		6	20	9	7	2	44	NA
	%	59.39	14.17	45.22	19.13	16.20	5.28	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		12	21	3	8	2	46	NA
	%	71.72	26.77	44.95	6.28	16.95	5.06	100.00	
*5. I like the kind of work I do.	N		15	21	8	2	0	46	NA
	%	78.18	33.22	44.95	17.31	4.51	0.00	100.00	
6. I know what is expected of me on the job.	N		10	19	9	6	2	46	NA
	%	63.28	23.21	40.06	18.41	13.61	4.70	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		31	13	1	0	1	46	NA
	%	94.94	67.09	27.85	2.52	0.00	2.53	100.00	
8. I am constantly looking for ways to do my job better.	N		24	15	6	0	0	45	NA
	%	85.00	54.00	31.00	15.00	0.00	0.00	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		2	19	12	9	4	46	0
	%	45.72	4.52	41.20	25.19	20.34	8.75	100.00	
*10. My workload is reasonable.	N		2	15	12	10	7	46	0
	%	37.25	4.93	32.31	25.49	22.54	14.71	100.00	
*11. My talents are used well in the workplace.	N		3	15	9	14	3	44	0
	%	41.64	7.73	33.90	20.29	30.63	7.45	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		12	29	3	1	1	46	0
	%	88.60	27.04	61.57	6.34	2.52	2.53	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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

Sample or Census: Census

Number of surveys completed: 46

Number of surveys administered: 59

Response Rate: 78.0%

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*13. The work I do is important.	N		21	21	3	0	1	46	0
	%	90.91	46.59	44.33	7.04	0.00	2.05	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		7	27	6	4	2	46	0
	%	73.10	14.86	58.24	13.93	8.45	4.51	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		12	21	5	4	2	44	1
	%	74.49	27.95	46.53	11.41	9.60	4.50	100.00	
16. I am held accountable for achieving results.	N		14	25	6	1	0	46	0
	%	85.76	31.49	54.27	12.25	1.99	0.00	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		10	12	11	6	4	43	3
	%	50.90	23.94	26.95	25.50	14.39	9.21	100.00	
*18. My training needs are assessed.	N		4	14	12	10	6	46	0
	%	39.59	8.83	30.76	25.88	21.74	12.79	100.00	
*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		11	19	7	6	2	45	1
	%	67.15	24.11	43.04	15.59	12.87	4.38	100.00	
*20. The people I work with cooperate to get the job done.	N		17	24	2	2	1	46	NA
	%	88.91	37.34	51.57	4.04	4.51	2.53	100.00	
*21. My work unit is able to recruit people with the right skills.	N		4	22	12	7	1	46	0
	%	55.92	8.37	47.54	26.04	16.06	1.99	100.00	
*22. Promotions in my work unit are based on merit.	N		3	9	15	9	5	41	5
	%	28.49	6.87	21.61	37.14	21.46	12.91	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		3	15	6	10	5	39	7
	%	46.99	7.99	39.00	13.90	26.79	12.32	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		3	6	12	14	6	41	5
	%	21.58	7.69	13.89	29.10	34.26	15.06	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N			6	16	11	2	5	40	5
	%		54.99	15.61	39.38	27.22	5.21	12.57	100.00	
26. Employees in my work unit share job knowledge with each other.	N			9	29	3	5	0	46	0
	%		82.62	19.95	62.67	6.83	10.54	0.00	100.00	
27. The skill level in my work unit has improved in the past year.	N			7	23	13	3	0	46	0
	%		65.89	15.29	50.60	27.54	6.57	0.00	100.00	
			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	18	1	2	0	46	NA
	%		92.90	55.41	37.49	2.05	5.05	0.00	100.00	
			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			6	23	9	5	1	44	0
	%		66.44	14.43	52.01	20.10	10.80	2.66	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N			3	13	6	17	6	45	0
	%		36.44	6.85	29.59	13.16	37.15	13.25	100.00	
31. Employees are recognized for providing high quality products and services.	N			3	13	8	14	5	43	2
	%		38.14	7.35	30.79	18.14	31.34	12.38	100.00	
*32. Creativity and innovation are rewarded.	N			3	5	14	15	5	42	3
	%		19.56	7.55	12.01	33.80	33.52	13.11	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N			1	7	11	12	8	39	6
	%		19.56	3.16	16.40	29.44	30.00	21.00	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		6	13	18	2	5	44	1
	%	43.56	14.23	29.34	39.36	4.73	12.35	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		12	27	4	0	1	44	1
	%	89.59	26.41	63.18	8.06	0.00	2.35	100.00	
*36. My organization has prepared employees for potential security threats.	N		14	27	1	2	0	44	0
	%	93.56	31.88	61.68	2.08	4.36	0.00	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		8	10	7	9	9	43	2
	%	41.17	19.08	22.09	15.96	20.53	22.34	100.00	
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		11	19	5	4	4	43	2
	%	69.65	25.77	43.88	11.42	8.77	10.16	100.00	
39. My agency is successful at accomplishing its mission.	N		13	23	6	2	1	45	0
	%	80.02	28.68	51.34	12.57	4.82	2.60	100.00	
40. I recommend my organization as a good place to work.	N		4	17	15	6	3	45	NA
	%	46.73	8.89	37.84	33.09	12.76	7.42	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		2	8	12	14	7	43	2
	%	23.97	5.01	18.96	26.92	32.53	16.58	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		20	16	5	1	3	45	0
	%	79.45	45.45	34.00	11.51	2.10	6.94	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		11	17	6	9	2	45	0
	%	62.46	24.71	37.75	13.41	18.95	5.19	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		13	9	6	14	2	44	1
	%	50.70	30.77	19.93	12.66	31.64	5.01	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		13	15	6	2	4	40	5
	%	70.11	33.24	36.87	14.16	4.60	11.13	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		10	9	10	11	5	45	0
	%	43.17	23.16	20.01	22.17	23.09	11.57	100.00	
*47. Supervisors in my work unit support employee development.	N		14	10	11	5	5	45	0
	%	53.37	31.88	21.49	24.00	11.19	11.44	100.00	
48. My supervisor listens to what I have to say.	N		15	18	5	6	1	45	NA
	%	72.89	33.98	38.91	11.02	13.49	2.60	100.00	
49. My supervisor treats me with respect.	N		17	14	9	2	3	45	NA
	%	69.00	38.42	30.58	19.44	4.63	6.94	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		17	20	4	4	0	45	NA
	%	81.23	37.92	43.31	8.78	9.99	0.00	100.00	
*51. I have trust and confidence in my supervisor.	N		14	10	7	7	7	45	NA
	%	53.65	31.77	21.88	15.10	15.89	15.36	100.00	
		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?	N		11	16	7	6	5	45	NA
	%	60.40	24.91	35.49	14.73	13.30	11.57	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		1	8	12	13	11	45	0
	%	19.62	2.21	17.41	26.28	28.36	25.75	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		3	11	7	14	8	43	2
	%	32.64	6.78	25.86	16.96	31.22	19.19	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		5	16	9	9	5	44	1
	%	47.21	11.77	35.45	19.46	20.96	12.36	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		6	12	9	12	6	45	0
	%	39.77	13.27	26.50	20.23	25.96	14.04	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		1	12	12	12	5	42	3
	%	31.16	2.37	28.79	28.64	27.88	12.32	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		2	8	10	13	12	45	0
	%	22.45	4.25	18.20	22.90	27.44	27.20	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		3	10	8	15	7	43	2
	%	30.88	6.79	24.08	19.01	32.73	17.39	100.00	
		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?	N		3	14	13	8	7	45	0
	%	37.71	6.29	31.41	27.21	18.78	16.30	100.00	
		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		2	10	9	16	8	45	0
	%	26.53	4.25	22.28	19.77	35.24	18.46	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		4	22	10	4	3	43	2
	%	59.95	8.97	50.98	23.65	9.17	7.24	100.00	
		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		2	19	6	15	3	45	NA
	%	47.13	4.98	42.16	12.77	33.16	6.94	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		3	13	8	14	6	44	NA
	%	37.70	7.89	29.81	16.80	30.86	14.64	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		4	21	7	9	3	44	NA
	%	57.58	9.84	47.74	15.01	19.82	7.59	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		2	10	8	18	7	45	NA
	%	27.08	4.98	22.10	17.47	39.75	15.71	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		3	9	11	14	8	45	NA
	%	27.46	7.02	20.45	24.96	29.27	18.30	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		5	17	11	10	2	45	NA
	%	48.44	11.27	37.17	24.32	22.60	4.64	100.00	
*69. Considering everything, how satisfied are you with your job?	N		4	18	13	7	3	45	NA
	%	50.20	9.77	40.42	27.52	14.80	7.48	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		5	22	13	4	1	45	NA
	%	60.17	11.41	48.76	29.30	8.48	2.04	100.00	
71. Considering everything, how satisfied are you with your organization?	N		5	15	11	11	3	45	NA
	%	45.19	11.66	33.54	24.36	23.03	7.42	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	42	92.70
Yes, I was notified that I was not eligible to telework.	0	0.00
No, I was not notified of my telework eligibility.	2	4.70
Not sure if I was notified of my telework eligibility.	1	2.60
Total	45	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	0	0.00
I telework 1 or 2 days per week.	13	30.93
I telework, but no more than 1 or 2 days per month.	8	17.87
I telework very infrequently, on an unscheduled or short-term basis.	22	46.50
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	1	2.10
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	0	0.00
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	0.00
I do not telework because I choose not to telework.	1	2.60
Total	45	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	22	48.90
No	20	44.10
Not available to me	3	7.00
Total	45	100.00

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N	%
Yes	15	34.61
No	22	50.46
Not available to me	7	14.93
Total	44	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	8	18.13
No	29	63.82
Not available to me	8	18.05
Total	45	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N	%
Yes	5	10.92
No	27	60.14
Not available to me	13	28.94
Total	45	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	2	4.27
No	29	65.25
Not available to me	14	30.48
Total	45	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		10	24	7	2	0	43	0
	%	78.72	24.69	54.03	16.21	5.06	0.00	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		14	8	0	0	0	22	0
	%	100.00	63.63	36.37	0.00	0.00	0.00	100.00	
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		5	7	4	0	0	16	0
	%	75.19	30.75	44.44	24.81	0.00	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		2	6	0	0	0	8	0
	%	100.00	23.54	76.46	0.00	0.00	0.00	100.00	
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	2	1	2	0	5	0
	%	43.92	0.00	43.92	18.69	37.39	0.00	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		0	2	0	0	0	2	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	

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

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Where do you work?	N	%
Headquarters	45	100.00
Field	0	0.00
Total	45	100.00

*What is your supervisory status?	N	%
Non-Supervisor	25	55.56
Team Leader	11	24.44
Supervisor	4	8.89
Manager	1	2.22
Senior Leader	4	8.89
Total	45	100.00

*Are you:	N	%
Male	16	37.21
Female	27	62.79
Total	43	100.00

*Are you Hispanic or Latino?	N	%
Yes	3	7.14
No	39	92.86
Total	42	100.00

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Percentages for demographic questions are unweighted.

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**INSTITUTE OF MUSEUM AND LIBRARY SERVICES
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

*Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	0	0.00
Asian	0	0.00
Black or African American	5	12.20
Native Hawaiian or Other Pacific Islander	0	0.00
White	34	82.93
Two or more races	2	4.88
Total	41	100.00

What is the highest degree or level of education you have completed?	N	%
Less than High School	0	0.00
High School Diploma/GED or equivalent	0	0.00
Trade or Technical Certificate	0	0.00
Some College (no degree)	4	9.30
Associate's Degree (e.g., AA, AS)	0	0.00
Bachelor's Degree (e.g., BA, BS)	5	11.63
Master's Degree (e.g., MA, MS, MBA)	25	58.14
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	9	20.93
Total	43	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

* AES prescribed items

Sample or Census: Census

Number of surveys completed: 46

Number of surveys administered: 59

Response Rate: 78.0%

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What is your pay category/grade?	N	%
Federal Wage System	0	0.00
GS 1-6	0	0.00
GS 7-12	18	42.86
GS 13-15	23	54.76
Senior Executive Service	0	0.00
Senior Level (SL) or Scientific or Professional (ST)	0	0.00
Other	1	2.38
Total	42	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	2	4.76
1 to 3 years	10	23.81
4 to 5 years	6	14.29
6 to 10 years	10	23.81
11 to 14 years	4	9.52
15 to 20 years	4	9.52
More than 20 years	6	14.29
Total	42	100.00

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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	2	4.65
1 to 3 years	13	30.23
4 to 5 years	9	20.93
6 to 10 years	10	23.26
11 to 20 years	6	13.95
More than 20 years	3	6.98
Total	43	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	16	37.21
Yes, to retire	0	0.00
Yes, to take another job within the Federal Government	17	39.53
Yes, to take another job outside the Federal Government	6	13.95
Yes, other	4	9.30
Total	43	100.00

I am planning to retire:	N	%
Within one year	0	0.00
Between one and three years	0	0.00
Between three and five years	3	6.98
Five or more years	40	93.02
Total	43	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015

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Self-Identify as:	N	%
Heterosexual or Straight	29	69.05
Gay, Lesbian, Bisexual, or Transgender	10	23.81
I prefer not to say	3	7.14
Total	42	100.00

What is your US military service status?	N	%
No Prior Military Service	39	95.12
Currently in National Guard or Reserves	1	2.44
Retired	1	2.44
Separated or Discharged	0	0.00
Total	41	100.00

Are you an individual with a disability?	N	%
Yes	2	4.88
No	39	95.12
Total	41	100.00

What is your age group?	N	%
25 and under	0	0.00
26-29	6	13.04
30-39	12	26.09
40-49	13	28.26
50-59	9	19.57
60 or older	6	13.04
Total	46	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015
Percentages for demographic questions are unweighted.

Sample or Census: Census
Number of surveys completed: 46
Number of surveys administered: 59
Response Rate: 78.0%