NSF FEVS Results from 2011 to 2019

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(2) I have enoug (3) I feel encour (4) My work kgi (5) I like the kin (6) I know what (7) When need (8) I am constar (9) I have suffic (10) My work kgi (10) My work kgi (11) My talents (12) I know how (13) The work I (14) Physical co allow employee (15) My perform (16) I am held a (17) I can disclor (18) My training (19) In my most (20) The people (21) My work u (22) Promotion (23) In my work (23) In my work (24) In my work (27) The skill level (27) The skill level (27) The skill level (27) The skill level (27) The skill level (21) I have sufficient (27) The skill level (27) T	gh information to do my job well. raged to come up with new and better ways of doing things. rese ma a feeling of personal accomplishment. d of work I do. L's expected of me on the job. ed. J am willing to put in the extra effort to get a job done. ntly looking for ways to do my job better. ient resources (for example, people, materials, budget) to get my job done. ad is reasonable. are used well in the workplace. w my work relates to the agency's goals.* do is important. mance appraisal is a fair reflection of my performance. accountable for achieving results. sea a suspected violation of any law, rule or regulation without fear of reprisal. g needs are assessed. T treeent performance appraisal, i understood what I had to do to be rated at different vels (for example, Fully Successful, Outstanding). e I work with cooperate to get the job done.	77.4% 67.1% 77.4% 83.0% 78.4% 98.8% 93.5% 58.5% 88.8% 91.4% 80.2% 71.7% 84.9% 64.1% 43.7%	71.4% 65.6% 73.3% 79.4% 73.7% 97.0% 92.5% 47.5% 44.1% 56.4% 85.1% 90.0% 77.1% 67.2% 83.2%	72.0% 67.1% 75.8% 82.0% 77.7% 97.2% 92.7% 49.3% 51.8% 55.1% 87.5% 90.9% 81.4%	75.7% 66.4% 77.4% 81.7% 78.4% 97.2% 91.9% 52.3% 49.0% 59.1% 87.0% 89.4%	77.2% 69.4% 79.1% 81.7% 81.3% 96.6% 93.5% 54.2% 51.5% 61.6% 89.5%	78.1% 73.3% 79.8% 84.2% 81.2% 97.2% 92.6% 56.0% 50.2% 61.3%	76.9% 73.6% 79.0% 84.0% 82.5% 97.5% 92.8% 57.0% 53.3% 65.1%	80.3% 73.6% 80.1% 83.5% 84.3% 98.3% 93.8% 61.4% 56.2%	81.6% 75.5% 81.2% 86.6% 85.1% 97.5% 93.0% 58.8% 56.9%	1.3% 1.9% 1.1% 3.1% 0.8% -0.8% -0.8% -2.6% 0.7%	4.2% 8.5% 3.8% 3.6% 6.6% -1.3% -0.5% 6.6%
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(4) My work giv (5) I like the kin (6) I know what (7) When needed (8) I am constar (7) When needed (8) I am constar (10) My worklo (11) My talents (12) I know how (12) I know how (13) The work I (14) Physical coa allow employee (15) My perform (16) I am held a (17) I can discd (18) My training (19) In my mos performance le (20) The people (21) My work (22) Promotion (23) In my work (25) Awards in (26) Employees (27) The skill le	res me a feeling of personal accomplishment. d of work I do. is expected of me on the job. ed, I am willing to put in the extra effort to get a job done. thy looking for ways to do my job better. ient resources (for example, people, materials, budget) to get my job done. are used well in the workplace. are used well in the workplace. w my work relates to the agency's goals.* do is important. onditions (for example, noise level, temperature, lighting, cleanliness in the workplace) is to perform their jobs well. mance appraisal is a fair reflection of my performance. accountable for achieving results. sea suspected violation of any law, rule or regulation without fear of reprisal. g needs are assessed. t recent performance appraisal, I understood what I had to do to be rated at different vels (for example, Fully Successful, Outstanding). E I work with cooperate to get the job done. it is able to recruit people with the right skills.	77.4% 83.0% 78.4% 93.5% 52.2% 44.9% 58.5% 88.8% 91.4% 80.2% 71.7% 84.9% 64.1% 43.7%	73.3% 79.4% 73.7% 97.0% 92.5% 47.5% 44.1% 56.4% 85.1% 90.0% 77.1% 67.2% 83.2%	75.8% 82.0% 77.7% 97.2% 92.7% 49.3% 51.8% 58.1% 87.5% 90.9% 81.4%	77.4% 81.7% 78.4% 97.2% 91.9% 52.3% 49.0% 59.1% 87.0% 89.4%	79.1% 81.7% 81.3% 96.6% 93.5% 54.2% 51.5% 61.6% 89.5%	79.8% 84.2% 81.2% 97.2% 92.6% 56.0% 50.2% 61.3%	79.0% 84.0% 82.5% 97.5% 92.8% 57.0% 53.3% 65.1%	80.1% 83.5% 84.3% 98.3% 93.8% 61.4% 56.2%	81.2% 86.6% 97.5% 93.0% 58.8% 56.9%	1.1% 3.1% 0.8% -0.8% -0.8% -2.6% 0.7%	3.8% 3.6% 6.6% -1.3% -0.5% 6.6%
(6) I know what (7) When need((8) I am constant (9) I have suffic (10) My worklo (11) My talents (11) My talents (12) I know how (13) The work I (14) Physical co allow employee (15) My perform (16) I am held at (17) I can disclo (18) My training (19) In my mos performance I (20) The people (21) My work u (22) Promotion (23) In my work (25) Awards in I (26) Employees (27) The skill lev	t is expected of me on the job. ed, I am willing to put in the extra effort to get a job done. ntly looking for ways to do my job better. int resources (for example, people, materials, budget) to get my job done. ad is reasonable. are used well in the workplace. w my work relates to the agency's goals.* do is important. anditions (for example, noise level, temperature, lighting, cleanliness in the workplace) es to perform their jobs well. mance appraisal is a fair reflection of my performance. accountable for achieving results. use a suspected violation of any law, rule or regulation without fear of reprisal. g needs are assessed. t recent performance appraisal, I understood what I had to do to be rated at different vels (for example, Fully Successful, Outstanding). e1 work with cooperate to get the job done. mit is able to recruit people with the right skills.	78.4% 98.8% 93.5% 52.2% 44.9% 58.5% 88.8% 91.4% 80.2% 71.7% 84.9% 64.1% 43.7%	73.7% 97.0% 92.5% 47.5% 44.1% 56.4% 85.1% 90.0% 77.1% 67.2% 83.2%	77.7% 97.2% 92.7% 49.3% 51.8% 58.1% 87.5% 90.9% 81.4%	78.4% 97.2% 91.9% 52.3% 49.0% 59.1% 87.0% 89.4%	81.3% 96.6% 93.5% 54.2% 51.5% 61.6% 89.5%	81.2% 97.2% 92.6% 56.0% 50.2% 61.3%	82.5% 97.5% 92.8% 57.0% 53.3% 65.1%	84.3% 98.3% 93.8% 61.4% 56.2%	85.1% 97.5% 93.0% 58.8% 56.9%	0.8% -0.8% -0.8% -2.6% 0.7%	6.6% -1.3% -0.5% 6.6%
(7) When needs (8) I am constart (9) I have suffic (9) I have suffic (10) My worklo (11) My talents (12) I know how (13) The workl (14) Physical co allow employee (15) My perform (16) I am held a (17) I can disclo (18) My training (19) I m ym ossi performance le (20) The people (22) Promotion (23) In my work (25) Awards in i (26) Employees (27) The skill lew	ed, I am willing to put in the extra effort to get a job done. nth/ looking for ways to do my job better. ient resources (for example, people, materials, budget) to get my job done. ad is reasonable. are used well in the workplace. w my work relates to the agency's goals.* do is important. anditions (for example, noise level, temperature, lighting, cleanliness in the workplace) es to perform their jobs well. mance appraisal is a fair reflection of my performance. Excountable for achieving results. sea suspected violation of any law, rule or regulation without fear of reprisal. g needs are assessed. t recent performance appraisal, I understood what I had to do to be rated at different vels (for example, Fully Successful, Outstanding). e1 work with cooperate to get the job done. nit is able to recruit people with ther right skills.	98.8% 93.5% 52.2% 44.9% 58.5% 88.8% 91.4% 80.2% 71.7% 84.9% 64.1% 43.7%	97.0% 92.5% 47.5% 44.1% 56.4% 85.1% 90.0% 77.1% 67.2% 83.2%	97.2% 92.7% 49.3% 51.8% 58.1% 87.5% 90.9% 81.4%	97.2% 91.9% 52.3% 49.0% 59.1% 87.0% 89.4%	96.6% 93.5% 54.2% 51.5% 61.6% 89.5%	97.2% 92.6% 56.0% 50.2% 61.3%	97.5% 92.8% 57.0% 53.3% 65.1%	98.3% 93.8% 61.4% 56.2%	97.5% 93.0% 58.8% 56.9%	-0.8% -0.8% -2.6% 0.7%	-1.3% -0.5% 6.6%
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 Xioo May Carlo Ca	ad is reasonable. are used well in the workplace. w my work relates to the agency's goals.* do is important. onditions (for example, noise level, temperature, lighting, cleanliness in the workplace) is to perform their jobs well. mance appraisal is a fair reflection of my performance. accountable for achieving results. use a suspected violation of any law, rule or regulation without fear of reprisal. g needs are assessed. t recent performance appraisal, I understood what I had to do to be rated at different vels (for example, Fully Successful, Outstanding). = I work with cooprate to get the job done. mit is able to recruit people with the right skills.	44.9% 58.5% 88.8% 91.4% 80.2% 71.7% 84.9% 64.1% 43.7%	44.1% 56.4% 85.1% 90.0% 77.1% 67.2% 83.2%	51.8% 58.1% 87.5% 90.9% 81.4%	49.0% 59.1% 87.0% 89.4%	51.5% 61.6% 89.5%	50.2% 61.3%	53.3% 65.1%	56.2%	56.9%	0.7%	
 Xioo May Carlo Ca	are used well in the workplace. w my work relates to the agency's goals.* do is important. miditions (for example, noise level, temperature, lighting, cleanliness in the workplace) is to perform their jobs well. mance appraisal is a fair reflection of my performance. accountable for achieving results. se a suspected violation of any law, rule or regulation without fear of reprisal. g needs are assessed. t recent performance appraisal, I understood what I had to do to be rated at different vels (for example, Fully Successful, Outstanding). E I work with cooperate to get the job done. It is able to recruit people with the right skills.	58.5% 88.8% 91.4% 80.2% 71.7% 84.9% 64.1% 43.7%	56.4% 85.1% 90.0% 77.1% 67.2% 83.2%	58.1% 87.5% 90.9% 81.4%	59.1% 87.0% 89.4%	61.6% 89.5%	61.3%	65.1%				11 9%
 Xioo May Carlo Ca	w my work relates to the agency's goals.* do is important. anditions (for example, noise level, temperature, lighting, cleanliness in the workplace) es to perform their jobs well. mance appraisal is a fair reflection of my performance. accountable for achieving results. sea a suspected violation of any law, rule or regulation without fear of reprisal. g needs are assessed. trecent performance appraisal, I understood what I had to do to be rated at different vels (for example, Fully Successful, Outstanding). e I work with cooperate to get the job done. mit is able to recruit people with the right skills.	88.8% 91.4% 80.2% 71.7% 84.9% 64.1% 43.7%	85.1% 90.0% 77.1% 67.2% 83.2%	87.5% 90.9% 81.4%	87.0% 89.4%	89.5%			67.8%			7.4%
(14) Physical co allow employee (15) My perform (16) 1 am held a (17) 1 can disclo (18) My training (19) In my mosis performance le (20) The people (21) My work u (22) Promotion (23) In my work (25) Awards in in (26) Employees (27) The skill lev	do is important. noditions (for example, noise level, temperature, lighting, cleanliness in the workplace) as to perform their jobs well. mance appraisal is a fair reflection of my performance. accountable for achieving results. sea a suspected violation of any law, rule or regulation without fear of reprisal. g needs are assessed. t recent performance appraisal, I understood what I had to do to be rated at different vels (for example, Fully Successful, Outstanding). = I work with cooperate to get the job done. mit is able to recruit people with the right skills.	80.2% 71.7% 84.9% 64.1% 43.7%	77.1% 67.2% 83.2%	81.4%		01 00/		90.2%	91.0%	90.8%	-0.2%	1.9%
allow employees (15) My perform (16) I am held a (17) I can disclo (18) My training (19) In my mosi performance le (20) The people (21) My work u (22) Promotion (23) In my work (24) In my work (25) Awards in i (26) Employees (27) The skill leb	es to perform their jobs well. mance appraisal is a fair reflection of my performance. accountable for achieving results. se a suspected violation of any law, rule or regulation without fear of reprisal. g needs are assessed. It recent performance appraisal, I understood what I had to do to be rated at different vels (for example, Fully Successful, Outstanding). = I work with cooperate to get the job done. nit is able to recruit people with the right skills.	71.7% 84.9% 64.1% 43.7%	67.2% 83.2%			91.8%	90.6%	90.3%	91.1%	92.3%	1.2%	0.9%
(15) My perform (16) 1 am held a (17) 1 can disclo (18) My training (19) In my mosi performance le (20) The people (21) My work u (22) Promotion (23) In my work (23) In my work (25) Awards in i (26) Employees (27) The skill lev	mance appraisal is a fair reflection of my performance. accountable for achieving results. sea a suspected violation of any law, rule or regulation without fear of reprisal. g needs are assessed. It recent performance appraisal, I understood what I had to do to be rated at different vels (for example, Fully Successful, Outstanding). E I work with cooperate to get the job done. mit is able to recruit people with the right skills.	84.9% 64.1% 43.7%	83.2%	75.2%	79.0%	81.6%	77.8%	77.0%	77.3%	79.2%	1.9%	-1.1%
(17) I can disclo (18) My training (19) In my moss performance le (20) The people (21) My work u (22) Promotion (23) In my work (24) In my work (25) Awards in i (26) Employees (27) The skill lev	ise a suspected violation of any law, rule or regulation without fear of reprisal. g needs are assessed. It recent performance appraisal, I understood what I had to do to be rated at different vels (for example, Fully Successful, Outstanding). I work with cooperate to get the job done. init is able to recruit people with the right skills.	64.1% 43.7%			75.0%	77.8%	79.5%	83.3%	82.4%	82.5%	0.1%	10.8%
(18) My training (19) In my mosi performance le (20) The people (21) My work u (22) Promotion (23) In my work (24) In my work (25) Awards in (26) Employees (27) The skill let	g needs are assessed. t recent performance appraisal, I understood what I had to do to be rated at different vels (for example, Fully Successful, Outstanding). = I work with cooperate to get the job done. nit is able to recruit people with the right skills.	43.7%	59.3%	83.9%	82.9%	85.2%	84.5%	87.6%	88.2%	88.4%	0.2%	3.5%
(19) In my mos performance le (20) The people (21) My work u (22) Promotion (23) In my work (24) In my work (25) Awards in i (26) Employees (27) The skill let	t recent performance appraisal, I understood what I had to do to be rated at different vels (for example, Fully Successful, Outstanding). E I work with cooperate to get the job done. nit is able to recruit people with the right skills.		43.5%	62.4% 43.9%	62.4% 52.0%	67.0% 53.1%	65.4% 55.6%	67.4% 59.5%	68.5% 62.4%	72.7% 63.9%	4.2% 1.5%	8.6% 20.3%
(20) The people (21) My work u (22) Promotion (23) In my work (24) In my work (24) In my work (25) Awards in (26) Employees (27) The skill let	e I work with cooperate to get the job done. Init is able to recruit people with the right skills.		62.4%	67.1%	70.7%	71.8%	75.2%	78.5%	78.3%	79.1%	1.576	20.570
(21) My work u (22) Promotion (23) In my work (24) In my work (25) Awards in 1 (26) Employees (27) The skill let	nit is able to recruit people with the right skills.	62.6%									0.8%	16.5%
(22) Promotion (23) In my work (24) In my work (25) Awards in 1 (26) Employees (27) The skill let		75.4% 50.7%	75.9% 53.3%	76.7% 54.6%	78.9% 57.5%	80.3% 55.1%	81.6% 60.6%	84.4% 61.4%	84.4% 63.8%	85.6% 62.8%	1.2%	10.2% 12.1%
(25) Awards in (26) Employees (27) The skill lev		40.5%	40.9%	40.0%	43.6%	42.9%	46.0%	49.6%	49.6%	53.5%	3.9%	12.9%
(25) Awards in (26) Employees (27) The skill lev	k unit, steps are taken to deal with a poor performer who cannot or will not improve.	28.3%	32.6%	31.0%	37.4%	32.7%	34.4%	38.1%	39.4%	39.1%		10 70
(25) Awards in (26) Employees (27) The skill lev	k unit, differences in performance are recognized in a meaningful way.	34.2%	34.9%	30.4%	34.9%	36.4%	39.5%	40.0%	40.9%	45.1%	-0.3% 4.2%	10.7% 11.0%
(26) Employees (27) The skill lev	my work unit depend on how well employees perform their jobs.	43.9%	41.9%	34.9%	41.4%	45.2%	46.2%	48.8%	49.9%	51.0%	1.1%	7.1%
	s in my work unit share job knowledge with each other.	70.8%	71.5%	72.7%	74.9%	75.4%	77.7% 58.0%	78.5% 58.4%	78.0%	81.0% 59.3%	3.0%	10.2%
1281 HOW WOULD	vel in my work unit has improved in the past year. d you rate the overall quality of work done by your work group?	50.9% 86.2%	52.1% 87.8%	51.3% 88.4%	51.9% 88.9%	55.9% 89.5%	58.0% 90.9%	58.4% 92.5%	60.8% 91.4%	92.8%	-1.5% 1.4%	8.3% 6.6%
(29) My work u	nit has the job-relevant knowledge and skills necessary to accomplish organizational	77.1%	75.4%	75.7%	76.5%	76.8%	78.5%	82.2%	88.4%	87.7%		
goals.* (30) Employees	have a feeling of personal empowerment with respect to work processes.	49.3%	45.8%	46.1%	50.4%	53.5%	54.9%	60.3%	61.1%	65.2%	-0.7% 4.1%	10.6% 15.9%
	a re recognized for providing high quality products and services.	57.5%	50.0%	49.3%	53.9%	55.8%	56.1%	62.0%	63.3%	65.4%	2.1%	7.8%
	and innovation are rewarded.	52.0%	43.8%	44.2%	44.2%	48.0%	52.8%	54.9%	54.6%	59.4%	4.8%	7.4%
	depend on how well employees perform their jobs. d programs promote diversity in the workplace (for example, recruiting minorities	33.1%	26.9%	20.9%	27.7%	32.1%	34.3%	36.0%	37.2%	40.4%	3.2%	7.3%
and women, tra	aining in awareness of diversity in the workplace (for example, recruiting minorities)	62.3%	57.2%	61.4%	62.9%	62.6%	65.0%	66.1%	68.9%	69.3%	0.4%	7.0%
	are protected from health and safety hazards on the job.	85.4%	82.2%	85.0%	86.0%	87.4%	84.9%	86.8%	86.0%	85.6%	-0.4%	0.2%
(36) My organiz (37) Arbitrary a	zation has prepared employees for potential security threats. 	70.8%	75.0%	75.6%	72.8%	76.9%	75.0%	80.5%	75.8%	79.7%	3.9%	8.9%
tolerated.		55.8%	51.6%	53.6%	54.9%	56.7%	58.7%	62.4%	63.6%	67.9%	4.3%	12.0%
	Personnel Practices (for example, illegally discriminating for or against any	67.004	60.00V	6.6 AN/	67.00/	60 00V	60.0%	70.7%	70.00/	70.40/		1
	icant, obstructing a person's right to compete for employment, knowingly violating rence requirements) are not tolerated.	67.8%	63.0%	66.2%	67.2%	68.3%	68.9%	70.7%	73.8%	78.4%	4.6%	10.5%
(39) My agency	is successful at accomplishing its mission.	89.1%	83.8%	86.6%	85.2%	87.3%	88.2%	90.1%	89.9%	92.4%	2.5%	3.2%
(40) I recomme	end my organization as a good place to work.	75.4%	67.8%	68.9%	70.3%	71.0%	74.8%	79.6%	79.7%	81.7%	2.0%	6.3%
(41) I believe th	ne results of this survey will be used to make my agency a better place to work.	51.1%	46.9%	48.0%	49.4%	50.0%	53.5%	57.9%	57.2%	54.4%	-2.8%	3.3%
(42) My superv	isor supports my need to balance work and family issues.	78.6%	81.0%	82.2%	83.1%	84.0%	84.3%	85.6%	86.5%	88.2%	1.7%	9.6%
(43) My superv	isor/team leader provides me with opportunities to demonstrate my leadership skills.	69.3%	66.9%	71.9%	72.4%	72.7%	74.4%	77.2%	76.9%	77.9%	1.0%	8.6%
(44) Discussion	s with my supervisor/team leader about my performance are worthwhile.	60.2%	59.1%	65.6%	65.6%	68.1%	72.7%	73.5%	73.8%	73.6%	-0.2%	13.4%
(45) My superv	isor/team leader is committed to a workforce representative of all segments of	70.3%	66.9%	72.2%	71.9%	73.0%	74.5%	77.5%	77.6%	79.3%	1 70/	0.000
(44) Discussion: (45) My superv society. (46) My superv performance.	isor/team leader provides me with constructive suggestions to improve my job										1.7%	9.0%
performance.	soly camicader provides me war constructive suggestions to improve my job	56.6%	56.8%	62.3%	65.2%	66.4%	67.9%	71.2%	70.3%	71.7%	1.4%	15.1%
(47) Supervisor	s/team leaders in my work unit support employee development.	69.6%	68.3%	69.2%	74.0%	73.9%	77.4%	79.1%	80.1%	81.6%	1.5%	12.0%
0	isor/team leader listens to what I have to say. isor/team leader treats me with respect.	76.3% 81.2%	74.7% 79.8%	78.6% 82.8%	77.9% 82.8%	79.7% 84.1%	81.3% 85.5%	83.1% 85.6%	83.9% 86.2%	84.3% 86.7%	0.4%	
(50) In the last	six months, my supervisor/team leader has talked with me about my performance.	74.4%	81.6%	87.5%	87.7%	87.0%	90.3%	92.0%	93.9%	91.2%		
	t and confidence in my supervisor.	64.0%	64.5%	67.6%	69.4%	69.1%	71.8%	74.8%	75.4%	75.5%	-2.7% 0.1%	16.8% 11.5%
											0.1%	11.5%
	w good a job do you feel is being done by your immediate supervisor/team leader?	69.0%	71.3%	75.1%	75.5%	75.4%	78.4%	81.0%	80.9%	81.4%	0.5%	12.4%
(53) In my orga workforce.	nization, leaders generate high levels of motivation and commitment in the	44.1%	39.9%	43.0%	44.9%	46.1%	49.2%	54.4%	54.6%	60.5%	5.9%	16.4%
	zation's leaders maintain high standards of honesty and integrity.	58.4%	55.7%	57.6%	58.1%	56.8%	64.1%	67.2%	67.7%	71.7%	4.0%	13.3%
(55) Managers/	/supervisors/ team leaders work well with employees of different backgrounds.	59.7%	57.5%	59.6%	63.0%	61.6%	65.9%	72.6%	71.0%	73.3%		
(56) Managers	communicate the goals of the organization.*	59.2%	55.9%	58.8%	60.8%	64.0%	65.4%	70.5%	72.7%	73.4%	2.3% 0.7%	13.6% 14.3%
(57) Managers	review and evaluate the organization's progress toward meeting its goals and	58.9%	55.9%	57.1%	61.4%	65.5%	66.0%	71.5%	70.2%	73.6%		
objectives.	promote communication among different work units (for example, shout projects		55.576	57.170	01.470	05.578	00.070	71.570	70.270	/5.676	3.4%	14.7%
goals, needed r	promote communication among different work units (for example, about projects, resources).	55.5%	51.9%	53.4%	55.4%	58.8%	59.5%	65.4%	66.9%	65.7%	-1.2%	10.2%
	support collaboration across work units to accomplish work objectives.	64.3%	62.4%	61.2%	62.3%	65.6%	67.9%	73.0%	71.1%	70.6%	-0.5%	6.3%
	w good a job do you feel is being done by the manager directly above your ervisor/team leader?	58.8%	57.4%	61.9%	62.9%	66.1%	67.1%	71.0%	71.4%	73.7%	2.3%	14.9%
(61) I have a hig	gh level of respect for my organization's senior leaders.	57.8%	50.6%	55.5%	58.4%	56.1%	61.4%	65.2%	65.5%	69.1%	3.6%	11.3%
	lers demonstrate support for work/life programs.	60.0%	63.3%	64.6%	69.1%	68.3%	69.7%	72.1%	71.8%	77.5%	5.7%	17.5%
	ied are you with your involvement in decisions that affect your work? ied are you with the information you receive from management on what's going on in	55.7%	52.0%	55.8%	57.9%	58.5%	61.9%	65.8%	65.1%	66.0%	0.9%	10.3%
 vour organization 	on?	49.6%	46.2%	47.7%	54.2%	54.3%	60.8%	61.3%	62.1%	64.5%	2.4%	14.9%
(65) How satisfi	ied are you with the recognition you receive for doing a good job?	57.6%	52.3%	51.9%	54.5%	57.2%	61.2%	64.6%	62.7%	64.5% 58.4%	1.8%	6.9%
	ied are you with the policies and practices of your senior leaders? ied are you with your opportunity to get a better job in your organization?	44.1% 35.3%	40.1% 29.5%	42.3% 31.5%	48.4% 34.4%	49.2% 35.8%	52.4% 38.9%	57.5% 44.0%	56.7% 41.1%	58.4% 42.0%	1.7% 0.9%	14.3% 6.7%
1 12 Land 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	ied are you with the training you receive for your present job?	56.5%	54.2%	51.2%	59.1%	60.3%	63.5%					
(68) How satisfic								65.6%	70.0%	70.7%	0.7%	
(68) How satisfied (69) Considering	g everything, how satisfied are you with your job? g everything, how satisfied are you with your pay?	69.7% 66.1%	66.0% 58.8%	66.1% 54.3%	68.6% 58.7%	71.3% 59.2%	72.5%	65.6% 74.4% 68.9%	70.0% 75.0% 67.2%	70.7% 76.5% 69.7%	0.7% 1.5% 2.5%	14.2% 6.8% 3.6%