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100 100 per	3) I am constantly looking for ways to do my job better.				91.9%	93.5%								
The part of the service word of methods are completed. 15.00 10.				_										19.9%
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160 Propriet conditions (100 examples, noise levels, temperatures, lighting, clearinines in the south call allow analyses to sport on that play and.	, , , , , , , , , , , , , , , , , , , ,			_										3.3%
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163 Section 163 Sectio		80.2%	77.1%	81.4%	79.0%	81.6%	77.8%	77.0%	77.3%	79.2%				
171 Continued a supersent substant of any law, nuts or regulation without face for impraisal. 417, 418, 521,				_										
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22 In my work unit, steps are based on merit.		75.4%	75.9%	76.7%	78.9%	80.3%	81.6%	84.4%	84.4%	85.6%	91.1%	93.6%	2.5%	18.2%
23 in my work unit, steps are taken to deal with a poor performer who cannot or will not improve 28,3 k 32,6 k 31,0 k 32,7 k 32,7 k 32,7 k 31,4 k 38,1 k 30,4 k 30,1 k 30,5 k	21) My work unit is able to recruit people with the right skills.	50.7%	53.3%	54.6%	57.5%	55.1%	60.6%	61.4%	63.8%	62.8%				
14.5 1.5	22) Promotions in my work unit are based on merit.	40.5%	40.9%	40.0%	43.6%	42.9%	46.0%	49.6%	49.6%	53.5%				
14.1 No. 14.2 No.	23) In my work 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%	47.9%	52.1%	4.2%	23.8%
153 Nave's in my work unit depend on how well employees perform their pils. 159 150 15														32.2%
Discrimination Committed														32.270
271 The skill level in my work unth has improved in the past year. 9,09% 521% 8,08% 8,08% 8,09% 9,09% 9,00%														
29) My own's unit has the job-relevant throwledge and skills necessary to accomplish organizational goals. 5,4% 75,7% 76,5%	27) The skill level in my work unit has improved in the past year.	50.9%	52.1%	51.3%	51.9%	55.9%	58.0%	58.4%	60.8%	59.3%				
Column C		86.2%	87.8%	88.4%	88.9%	89.5%	90.9%	92.5%	91.4%	92.8%				
		77.1%	75.4%	75.7%	76.5%	76.8%	78.5%	82.2%	88.4%	87.7%	89.0%	90.1%	1.1%	13.0%
131 Employees are recognized for providing high quality products and services 9.75 m 50.0% 63.3 m 50.5 m 50.7 m 62.7 m 50.0 m 63.3 m 50.5 m 50.7 m 50.7 m 50.0 m 50.		4Q 20/	4E 00/	16 194	EO 49/	E2 E0/	5/1 9%	60.3%	61 1%	65.2%				
123 Fraetwity and innovation are rewarded				_									-0.6%	24.0%
133 Pay arises depend on how well employees perform their jobs. 31,16 50,96 20,96 27,76 32,16 43,87 30,06 37,28 40,46														
and women, training in awareness of diversity sisses, mentoring). (9.25) 5.7.6 5.6.6 5.7.6 5.7.9 6.2.9		33.1%	26.9%	20.9%	27.7%	32.1%	34.3%	36.0%	37.2%	40.4%		-	-	
and wormer, training in awareness of diversity's suese, mentoring). (35) Employees are protected from health and safety hazards on the job. (36) My organization has prepared employees for potential security threats. (37) Arbitary a storing, personal favoritism and coercini for partisan politicism of the storing of th		62.3%	57.2%	61.4%	62 9%	62.6%	65.0%	66.1%	68.9%	69.3%				
163 My organization has prepared employees for potential security threats. 70.5% 75.0%														
137 Arbitrary action, personal favoritism and coercion for partisan political purposes are not loterated. 138 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. 139 My agency is successful at accomplishing its mission. 139 My agency is successful at accomplishing its mission. 139 My agency is successful at accomplishing its mission. 130 My agency is successful at accomplis														7.3%
tolerated. 53.87 Shibited dersonnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating yeterans' preference requirements) are not tolerated. 39.16 Shibited personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating yeterans' preference requirements) are not tolerated. 39.16 Shibited personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating of the property of the property is successful at accomplishing its mission. 39.16 Shibited personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating of the property of the property is successful at accomplishing its mission. 39.16 Shibited personnel practices (for example, illegally discriminating for or against any employment personnel practices (for example, illegally discriminating for or against any employment personnel personnel practices (for example, illegally discriminating for or against any personnel personn			75.0%			76.9%								
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Vesterans' preference requirements) are not tolerated. 39 Mix agency's successful at accomplishing its mission. 39 Jik. 33 Jik. 36 Jik. 56 Jik. 57 Jik. 46 Jik. 57 Jik.	38) Prohibited Personnel Practices (for example, illegally discriminating for or against any													
1939 My supervisor/team leader sommitted to a workforce representative of all segments of acidety. 124		67.8%	63.0%	66.2%	67.2%	68.3%	68.9%	70.7%	73.8%	78.4%				
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Fall Deliewe the results of this survey will be used to make my agency a better place to work. 51.1% 66.9% 88.0% 49.4% 50.0% 53.5% 57.9% 57.2% 54.4% 64.9% 71.7% 6.8% 62.9% 63.1% 71.7% 68.9% 71.7% 68.9% 71.7% 68.9% 71.7% 71.9% 72.4% 72.7% 74.4% 77.2% 76.9% 77				_										6.1% 13.6%
42 My supervisor 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% 91.1% 92.4% 1.2% 1				_										20.6%
[43] My supervisor/team leader provides me with opportunities to demonstrate my leadership fields: [44] Discussions with my supervisor/team leader about my performance are worthwhile. [45] My supervisor/team leader is committed to a workforce representative of all segments of society. [46] My supervisor/team leader is committed to a workforce representative of all segments of society. [47] Supervisor/team leader provides me with constructive suggestions to improve my job performance. [47] Supervisor/team leader provides me with constructive suggestions to improve my job performance. [47] Supervisor/team leaders in my work unit support employee development. [48] My supervisor/team leader listens to what I have to say. [48] My supervisor/team leader listens to what I have to say. [49] My supervisor/team leader treats me with respect. [49] My supervisor/team leader treats me with respect. [40] My supervisor/team leader treats me with respect. [41] Supervisor/team leader treats me with respect. [42] My supervisor/team leader treats me with respect. [43] My supervisor/team leader treats me with respect. [44] My supervisor/team leader treats me with respect. [45] My supervisor/team leader instens to what I have to say. [46] My supervisor/team leader instens to what I have to say. [47] My supervisor/team leader instens to what I have to say. [48] My supervisor/team leader instens to what I have to say. [49] My supervisor/team leader instens to what I have to say. [49] My supervisor/team leader instens to what I have to say. [40] My supervisor/team leader instens to what I have to say. [41] My supervisor/team leader instens to what I have to say. [41] My supervisor/team leader instens to what I have to say. [42] My supervisor/team leader instens to what I have to say. [43] My supervisor/team leader instens to what I have to say. [44] My supervisor/team leader instens to what I have to say. [45] My supervisor/team leader instens to what I have to say. [46] My supervisor/team leader instens to what I have to say. [47] My													1.2%	13.8%
Skills. (44) Discussions with my supervisor/team leader about my performance are worthwhile. (60) 59,1% 65,6% 65,6% 65,6% 63,1% 72,7% 73,5% 73,5% 73,8% 73,6%		CO 20/	CC 09/	71.00/	72 40/	72 70/	7/ ///	77 20/	76 0%	77 0%				
[45] My supervisor/team leader is committed to a workforce representative of all segments of society. 70.3% 66.9% 72.2% 71.9% 73.0% 74.5% 77.5% 77.6% 79.3% 86.7% 90.8% 4.1% 90.8% 90.8% 91.9% 91.8% 91.9% 91.8% 91.9% 91.8% 91.9% 91.8% 91.9%														
Society:		60.2%	59.1%	65.6%	65.6%	68.1%	72.7%	73.5%	73.8%	73.6%				
(46) My supervisor/team leader provides me with constructive suggestions to improve my job performance. (47) Supervisor/steam leaders in my work unit support employee development. (49) My supervisor/steam leader listens to what I have to say. (49) My supervisor/steam leader listens to what I have to say. (49) My supervisor/steam leader listens to what I have to say. (50) In the last six months, my supervisor/steam leader has talked with me about my performance. (51) I have trust and confidence in my supervisor. (52) Overall, how good a job do you feel is being done by your immediate supervisor/steam leader? (53) In my organization's leaders maintain high standards of honesty and integrity. (54) My organization's leaders maintain high standards of honesty and integrity. (55) Managers supervisors/ team leaders work well with employees of different backgrounds. (56) Managers supervisors/ team leaders maintain high standards of honesty and integrity. (57) Managers review and evaluate the organization. (58) Managers supervisors/ team leaders work units (for example, about projects, goals, needed resources). (59) Managers supervisors/ team leaders work units to accomplish work objectives. (59) Managers supervisors/ team leaders work units to accomplish work objectives. (59) Managers supervisors/ team leaders work units to accomplish work objectives. (59) Managers supervisors/ team leaders work units to accomplish work objectives. (50) Managers supervisors/ team leaders work units to accomplish work objectives. (50) Managers supervisors/ team leaders work units to accomplish work objectives. (50) Managers supervisors/ team leaders work units to accomplish work objectives. (50) Managers supervisors/ team leaders (60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/ team leaders (60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/ team leaders (61) Have a high level of respect for		70.3%	66.9%	72.2%	71.9%	73.0%	74.5%	77.5%	77.6%	79.3%	86.7%	90.8%	4.1%	20.5%
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[47] Supervisors/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% 89.9% 89.8% 0.19 (48) My supervisor/team leader listens to what I have to say. 76.3% 77.5% 78.6% 77.9% 79.7% 81.3% 83.1% 83.9% 84.3% 86.3% 87.9% 1.6% 14.99 My supervisor/team leader treats me with respect. 81.2% 79.8% 82.8% 82.8% 82.8% 84.1% 85.5% 85.6% 86.5% 86.7% 86.9% 93.9% 92.3% 3.0% (50) In the last six months, my supervisor/team leader has talked with me about my performance. 74.4% 81.6% 87.5% 87.0% 90.3% 92.0% 93.9% 91.2%		56.6%	56.8%	62.3%	65.2%	66.4%	67.9%	71.2%	70.3%	71.7%				
(49) My supervisor/team leader treats me with respect. 81.2% 79.8% 82.8% 82.8% 84.1% 85.5% 85.6% 86.2% 86.7% 89.3% 92.3% 3.0% (50) In the last six months, my supervisor/team leader has talked with me about my performance. 74.4% 81.6% 87.5% 87.0% 90.3% 92.0% 93.9% 91.2% (51) I have trust and confidence in my supervisor. 64.0% 64.5% 67.6% 69.4% 69.1% 71.8% 74.8% 75.4% 75.5% 80.9% 84.5% 3.7% (52) Overall, how 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% 86.2% 88.1% 1.9% overall policy of motivation and commitment in the workforce. 44.1% 39.9% 43.0% 44.9% 46.1% 49.2% 54.4% 54.6% 60.5% 71.2% 73.9% 2.7% (55) Managers/supervisors/ team leaders work well with employees of different backgrounds. 59.7% 57.6% 58.1% 56.8% 64.1% 67.2% 67.7% 71.7% 77.8% 82.2% 4.3% (55) Managers seview and evaluate the organization. 59.2% 55.9% 59.6% 63.0% 64.0% 65.9% 72.6% 71.0% 73.3% (56) Managers review and evaluate the organization's progress toward meeting its goals and objectives. (59) Managers support communication among different work units (for example, about projects, goals, needed resources). (59) Managers support collaboration across work units to accomplish work objectives. (51.9) Managers support collaboration across work units to accomplish work objectives. (52.9) Managers support collaboration across work units to accomplish work objectives. (53.8% 57.4% 61.9% 62.9% 65.9% 67.9% 73.0% 71.1% 77.6% 78.2% 81.5% 33.3% 62.4% 61.9% 62.9% 66.1% 67.1% 71.0% 71.4% 73.7% 78.2% 81.5% 33.3% 62.2% 61.9% 68.3% 69.7% 72.1% 71.5% 77.5% 88.0% 63.3% 64.0% 69.1% 68.3% 69.7% 72.1% 77.5% 88.0% 62.3% 66.0% 71.5% 71.6% 77.5% 88.0% 66.0% 67.1% 71.0% 71.8% 77.5% 88.0% 66.0% 67.1% 71.0% 71.8% 77.5% 88.0% 67.0% 71.2% 73.2% 0.3% 66.0% 61.9% 68.3% 69.7% 72.1% 71.8% 77.5% 88.0% 67.3% 73.2% 0.3% 66.0% 69.3% 69.7% 72.1% 71.8% 77.5% 88.0% 67.3% 67.2% 67.3% 67.0% 72.4% 73.2% 0.3% 67.0% 67.3% 67.0% 67.3% 67.0% 67.3% 67.0% 67.3% 67.0% 67.3		69.6%	68.3%	69.2%	74.0%	73.9%	77.4%	79.1%	80.1%	81.6%	89.9%	89.8%	-0.1%	20.3%
(50) In the last six months, my supervisor/team leader has talked with me about my performance. (51) I have trust and confidence in my supervisor. (52) Overall, how good a job do you feel is being done by your immediate supervisor/team leader? (53) In my organization, leaders generate high levels of motivation and commitment in the workforce. (54) My organization's leaders maintain high standards of honesty and integrity. (55) Managers/Supervisors/ team leaders work well with employees of different backgrounds. (55) Managers serview and evaluate the organization's progress toward meeting its goals and objectives. (58) Managers promote communication among different work units (for example, about projects) goals, needed resources). (59) Managers supervisor/team leader? (50) We also with the programs and the organization across work units to accomplish work objectives. (50) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader? (50) In the last six months, my supervisor/. (51) In the last six months, my supervisor/. (52) Managers serview and evaluate the organization across work units to accomplish work objectives. (53) Managers promote communication among different work units (for example, about projects) goals, needed resources). (59) Managers support collaboration across work units to accomplish work objectives. (51) Managers support collaboration across work units to accomplish work objectives. (52) Managers support collaboration across work units to accomplish work objectives. (53) Managers support collaboration across work units to accomplish work objectives. (54) Monagers support collaboration across work units to accomplish work objectives. (54) Monagers support collaboration across work units to accomplish work objectives. (55) Monagers support collaboration across work units to accomplish work objectives. (56) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team	48) My supervisor/team leader listens to what I have to say.	76.3%	74.7%	78.6%	77.9%	79.7%							1.6%	11.6%
(51) I have trust and confidence in my supervisor. (52) Overall, how good a job do you feel is being done by your immediate supervisor/team leader? (52) Overall, how good a job do you feel is being done by your immediate supervisor/team leader? (53) In my organization, leaders generate high levels of motivation and commitment in the workforce. (54) My organization's leaders maintain high standards of honesty and integrity. (55) Managers Supervisors/ team leaders work well with employees of different backgrounds. (55) Managers communicate the goals of the organization. (56) Managers review and evaluate the organization's progress toward meeting its goals and objectives. (58) Managers promote communication among different work units (for example, about projects) goals, needed resources). (59) Managers support collaboration across work units to accomplish work objectives. (59) Managers support collaboration across work units to accomplish work objectives. (59) Managers support collaboration across work units to accomplish work objectives. (50) Overall, how good a job do you feel is being done by your immediate supervisor/team leader? (51) I have a high level of respect for my organization's senior leaders. (52) Senior leaders demonstrate support for work/life programs. (53) Monagers review and evaluate the organization across work units to accomplish work objectives. (53) Managers support collaboration across work within the work objectives. (54) Monagers support collaboration across work units to accomplish work objectives. (54) Monagers support collaboration across work units to accomplish work objectives. (54) Monagers support collaboration across work units to accomplish work objectives. (55) Monagers support collaboration across work units of the manager directly above your immediate supervisor/team leader? (56) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader? (51) Have a high level of respect for my organization's sen	49) My supervisor/team leader treats me with respect.	81.2%	79.8%	82.8%	82.8%	84.1%	85.5%	85.6%	86.2%	86.7%	89.3%	92.3%	3.0%	11.1%
(51) I have trust and confidence in my supervisor. 64.0% 64.5% 67.6% 69.4% 69.1% 71.8% 74.8% 75.4% 75.5% 80.9% 84.5% 3.7% (52) Overall, how 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% 86.2% 88.1% 1.9% vorkforce. 44.1% 39.9% 43.0% 44.9% 46.1% 49.2% 54.4% 54.6% 60.5% 71.2% 73.9% 2.7% (54) My organization, leaders maintain high standards of honesty and integrity. 55.1% 55.7% 57.6% 58.1% 56.8% 64.1% 67.2% 67.2% 71.0% 73.9% 2.7% (55) Managers Supervisor/Steam leaders work well with employees of different backgrounds. 59.2% 55.9% 58.8% 60.8% 64.0% 65.4% 70.5% 72.6% 77.0% 73.3% 79.6% 0.2% (57) Managers review and evaluate the organization's progress toward meeting its goals and objectives. (58) Managers promote communication among different work units (for example, about projects) goals, needed resources). (59) Managers 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% 71.4% 74.7% 3.3% goals, needed resources). (59) Managers support collaboration across work units to accomplish work objectives. 65.9% 57.4% 61.9% 65.9% 66.1% 67.1% 71.0% 71.4% 73.7% 78.2% 81.5% 3.3% immediate supervisor/team leader? 66.0) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader? 60.0% 63.3% 64.6% 69.9% 65.9% 65.5% 65.5% 69.1% 78.5% 88.0% 1.5% 60.0% 77.5% 77.5% 77.5% 88.0% 1.5% 60.0% 60.0% 61.0% 65.2% 65.5% 66.0% 77.5% 77.5% 77.5% 88.0% 1.5% 60.0% 60.0% 67.0% 77.0% 77.0% 77.5% 77.5% 77.5% 88.0% 60.0%	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%				
(52) Overall, how 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% 86.2% 88.1% 1.9% (53) In my organization, leaders generate high levels of motivation and commitment in the workforce. 44.1% 39.9% 43.0% 44.9% 46.19% 49.2% 54.4% 54.6% 60.5% 71.2% 73.9% 2.7% (54) My organization's leaders maintain high standards of honesty and integrity. 58.4% 55.7% 57.6% 58.1% 56.8% 64.1% 67.2% 67.2% 71.2% 73.9% 2.7% (55) Managers/Supervisor/Super							71 8%	74 8%	75 4%	75 5%	80 0%	84 5%	3 7%	20.5%
(53) In my organization, leaders generate high levels of motivation and commitment in the workforce. 44.1% 39.9% 43.0% 44.9% 46.1% 49.2% 54.4% 54.6% 60.5% 71.2% 73.9% 2.7% workforce. (54) My organization's leaders maintain high standards of honesty and integrity. (55) Managers Supervisory Learn leaders work well with employees of different backgrounds. 59.7% 57.5% 59.6% 63.0% 61.6% 65.9% 72.6% 77.0% 73.3%														
workforce. 44.1% 39.9% 43.0% 44.9% 46.1% 49.2% 54.4% 54.0% 50.5% 71.2% 71.2% 72.9% 2.7% 2.7% 2.7% 2.7% 2.7% 2.7% 2.7% 2.7	32) Overall, now good a Job do you feel is being done by your immediate supervisor/team leader?	69.0%	/1.3%	/5.1%	/5.5%	/5.4%	/8.4%	81.0%	80.9%	81.4%	86.2%	88.1%	1.9%	19.1%
Worktores. Worktores. 58.4% 55.7% 57.6% 58.1% 56.8% 64.1% 67.2% 67.7% 71.7% 77.8% 82.2% 4.3% (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% 71.7% 77.3% 82.2% 4.3% (55) Managers communicate the goals of the organization. 59.2% 55.9% 58.8% 60.8% 64.0% 65.4% 70.5% 72.6% 73.4% 79.3% 79.6% 0.2% (57) Managers review and evaluate the organization's progress toward meeting its goals and objectives. 58.9% 55.9% 57.1% 61.4% 65.5% 66.0% 71.5% 70.2% 73.6%		44 1%	30 0%	43 NW	4/1 00/	46 10/	49 2%	54.4%	54 6%	60.5%	71 2%	73 9%	2 7%	29.8%
(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% (50) Managers communicate the goals of the organization. 59.2% 59.9% 58.8% 60.8% 64.0% 65.4% 70.5% 72.7% 73.4% 79.3% 79.6% 0.2% (57) Managers review and evaluate the organization's progress toward meeting its goals and objectives. (58) Managers promote communication among different work units (for example, about projects, goals, needed resources). (59) Managers support Collaboration across work units to accomplish work objectives. (64.3% 62.4% 61.2% 65.5% 55.6% 59.5% 57.4% 61.9% 65.9% 70.2% 73.0% 71.4% 74.7% 3.3% (61) Managers 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% (60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader? (61) Have a high level of respect for my organization's senior leaders. (62) Senior leaders demonstrate support for work/life programs. (60.0% 63.3% 64.6% 69.1% 68.3% 69.7% 72.1% 71.8% 77.5% 86.7% 85.0% 1-1.79 (63) How satisfied are you with your involvement in decisions that affect your work? (55.5% 55.7% 52.0% 55.8% 57.9% 58.5% 61.9% 65.8% 61.9% 66.0% 72.4% 73.2% 0.9% (63.1% 64.0% 65.2% 65.5% 66.0% 72.4% 73.2% 0.9% (63.1% 64.0% 66.3% 64.0% 61.9% 65.2% 65.5% 66.0% 77.2 (72.4% 73.2% 0.9% 62.1% 63.3% 64.6% 61.9% 68.3% 69.7% 72.1% 71.8% 77.5% 86.7% 85.0% 61.9% 61.9% 68.3% 69.7% 72.1% 71.8% 77.5% 86.7% 85.0% 61.9%														
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goals, needed resources).	, ,	58.9%	55.9%	5/.1%	61.4%	65.5%	66.0%	/1.5%	/0.2%	/3.6%				
Spoals, needed resources .		55.5%	51.9%	53.4%	55 4%	58.8%	59,5%	65.4%	66.9%	65.7%	71.4%	74.7%	3.3%	19.3%
(60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/feam leader? (61) I have a high level of respect for my organization's senior leaders. (62) Senior leaders demonstrate support for work/life programs. (63) How satisfied are you with your involvement in decisions that affect your work? (63) How satisfied are you with your involvement in decisions that affect your work? (64) Lives in the first decisions that affect your work? (65) Lives in the first decisions that affect your work? (66) Decision for work in the first decisions that affect your work? (67) Lives in the first decisions that affect your work? (68) Lives in the first decision for work in the first decision													3.570	
Immediate supervisor/team leader? 58.8% 57.4% 61.9% 65.1% 67.1% 71.0% 71.4% 73.7% 78.2% 81.5% 3.3%	7 0 11	64.3%	62.4%	ь1.2%	62.3%	65.6%	6/.9%	/3.0%	/1.1%	/0.6%				
(61) I have a high 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% 78.5% 78.8% 0.3% (62) Senior leaders demonstrate support for work/life programs. 60.0% 63.3% 64.6% 69.1% 68.3% 69.7% 72.1% 71.8% 77.5% 86.7% 85.0% 1.79 (63) How satisfied are you with your involvement in decisions that affect your work? 55.7% 52.0% 55.8% 57.9% 58.5% 61.9% 65.8% 65.1% 66.0% 72.4% 73.2% 0.9% (63) How satisfied are you with the information from programs are programs from the control of		58.8%	57.4%	61.9%	62.9%	66.1%	67.1%	71.0%	71.4%	73.7%	78.2%	81.5%	3.3%	22.7%
(62) Senior leaders demonstrate support for work/life programs. 60.0% 63.3% 64.6% 69.1% 68.3% 69.7% 72.1% 71.8% 77.5% 86.7% 85.0% -1.79 (63) How satisfied are you with your involvement in decisions that affect your work? 55.7% 52.0% 55.8% 57.9% 58.5% 61.9% 65.8% 65.1% 66.0% 72.4% 73.2% 0.9% (63) How satisfied are you with the information of the control of the cont		57.8%	50.6%	55.5%	58.4%	56.1%	61.4%	65.2%	65.5%	69.1%	78.5%	78.8%	0.3%	21.0%
(CA) How satisfied are you with the information you receive from management on what's going on	62) Senior leaders demonstrate support for work/life programs.	60.0%	63.3%	64.6%	69.1%	68.3%	69.7%						-1.7%	24.9%
[64) How satisfied are you with the information you receive from management on what's going on 100 Kg 147 AV 147 A		55.7%	52.0%	55.8%	57.9%	58.5%	61.9%	65.8%	65.1%	66.0%	72.4%	73.2%	0.9%	17.6%
		49.6%	46.2%	47.7%	54.2%	54.3%	60.8%	61.3%	62.1%	64.5%	72.6%	71.4%	-1.2%	21.8%
in your organization?							61.2%	64.6%	62.7%	64 5%			3.3%	21.3%
(65) How satisfied are you with the policies and practices of your senior leaders? 44.1% 40.1% 42.3% 48.4% 94.2% 52.4% 57.5% 57.5% 58.4%				_										21.5%
[67] How satisfied are you with your opportunity to get a better job in your organization? 35.3% 29.5% 31.5% 34.4% 35.8% 38.9% 44.0% 41.1% 42.0%														
(68) How satisfied are you with the training you receive for your present job? 56.5% 54.2% 51.2% 59.1% 60.3% 63.5% 65.6% 70.0% 70.7%	68) How satisfied are you with the training you receive for your present job?							65.6%						
													1.3%	13.7%
													-0.2%	11.0%
		00.3%	00.1%	00.0%	04.0%	03.6%	/U./%	/4./%	/3.1%	/3.4%	03.5%	63.5%	1.6%	19.0%
Note: "" indicates score missing due to removal of item in 2020 for COVID content	ote: indicates score missing due to removal or item in 2020 for COVID content	l												