

Appendix C

Trend Analysis: 2010 vs. 2011 vs. 2012 vs. 2013 Results

Appendix C consists of a set of trend tables displaying your agency's positive results for each item for the last four survey administrations. This appendix also displays the 2013 combined small agency percent positive for comparison.

APPENDIX C | Trend Analysis

	Percent Positive			
	2010	2011	2012	2013
My Work Experience				
#1. I am given a real opportunity to improve my skills in my organization.	82	88	86	60
Small Agencies	68	65	64	63
2. I have enough information to do my job well.	85	91	84	60
Small Agencies	74	71	72	71
3. I feel encouraged to come up with new and better ways of doing things.	63	68	62	44
Small Agencies	64	61	61	59
#4. My work gives me a feeling of personal accomplishment.	81	87	86	64
Small Agencies	76	73	73	73
#5. I like the kind of work I do.	88	91	90	66
Small Agencies	85	84	84	83
6. I know what is expected of me on the job.	82	82	73	48
Small Agencies	81	80	77	77
#7. When needed I am willing to put in the extra effort to get a job done.	99	100	98	93
Small Agencies	97	97	97	97
8. I am constantly looking for ways to do my job better.	94	91	94	77
Small Agencies	92	90	91	89
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	79	82	81	50
Small Agencies	57	50	51	49
#10. My workload is reasonable.	75	80	77	58
Small Agencies	63	62	62	60
#11. My talents are used well in the workplace.	75	75	69	46
Small Agencies	62	61	60	58
#12. I know how my work relates to the agency's goals and priorities.	84	86	80	71
Small Agencies	85	85	83	84

Note: Items included on the Annual Employee Survey are noted by a double dagger (#). A dash (—) indicates that the agency did not participate that year.

APPENDIX C | Trend Analysis (continued)

	Percent Positive			
	2010	2011	2012	2013
‡13. The work I do is important.	93	92	92	75
Small Agencies	89	88	87	87
‡14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	90	94	82	83
Small Agencies	76	76	75	74
‡15. My performance appraisal is a fair reflection of my performance.	82	86	74	50
Small Agencies	74	74	72	72
16. I am held accountable for achieving results.	74	77	70	69
Small Agencies	86	84	83	83
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	87	88	86	81
Small Agencies	60	61	61	60
‡18. My training needs are assessed.	59	69	64	38
Small Agencies	50	45	48	44
‡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).	83	74	63	41
Small Agencies	70	69	66	65
‡20. The people I work with cooperate to get the job done.	81	89	82	65
Small Agencies	77	77	77	77
‡21. My work unit is able to recruit people with the right skills.	71	80	70	46
Small Agencies	60	57	58	56
‡22. Promotions in my work unit are based on merit.	59	57	51	37
Small Agencies	45	44	43	42
‡23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37	42	36	30
Small Agencies	39	39	36	37
‡24. In my work unit, differences in performance are recognized in a meaningful way.	44	52	44	31
Small Agencies	42	40	37	37
25. Awards in my work unit depend on how well employees perform their jobs.	60	70	60	38
Small Agencies	51	48	46	44
26. Employees in my work unit share job knowledge with each other.	81	89	79	75
Small Agencies	74	75	76	75
27. The skill level in my work unit has improved in the past year.	51	65	57	44
Small Agencies	60	59	58	57
28. How would you rate the overall quality of work done by your work unit?	86	90	87	77
Small Agencies	86	86	87	87

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APPENDIX C | Trend Analysis (continued)

	Percent Positive			
	2010	2011	2012	2013
My Agency				
‡29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84	92	84	77
Small Agencies	78	77	75	75
‡30. Employees have a feeling of personal empowerment with respect to work processes.	56	66	60	31
Small Agencies	52	51	47	46
31. Employees are recognized for providing high quality products and services.	62	82	74	53
Small Agencies	59	57	52	51
‡32. Creativity and innovation are rewarded.	48	59	55	27
Small Agencies	47	45	43	41
‡33. Pay raises depend on how well employees perform their jobs.	47	57	40	26
Small Agencies	36	32	27	26
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	53	72	75	66
Small Agencies	55	58	57	56
‡35. Employees are protected from health and safety hazards on the job.	99	97	98	93
Small Agencies	77	77	78	78
‡36. My organization has prepared employees for potential security threats.	78	83	87	78
Small Agencies	66	66	66	68
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	81	90	84	66
Small Agencies	53	54	53	52
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.	93	88	90	81
Small Agencies	68	68	68	67
39. My agency is successful at accomplishing its mission.	88	93	87	72
Small Agencies	78	78	77	78
40. I recommend my organization as a good place to work.	89	94	77	47
Small Agencies	69	67	65	64
41. I believe the results of this survey will be used to make my agency a better place to work.	41	74	79	48
Small Agencies	49	50	46	45

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	Percent Positive			
	2010	2011	2012	2013
My Supervisor/Team Leader				
‡42. My supervisor supports my need to balance work and other life issues.	91	95	89	76
Small Agencies	83	83	82	82
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	75	80	74	66
Small Agencies	70	69	67	69
‡44. Discussions with my supervisor/team leader about my performance are worthwhile.	76	74	59	47
Small Agencies	66	66	64	64
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	73	78	78	65
Small Agencies	69	69	69	69
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	70	65	51	50
Small Agencies	65	63	62	64
‡47. Supervisors/team leaders in my work unit support employee development.	79	88	83	59
Small Agencies	70	69	69	68
48. My supervisor/team leader listens to what I have to say.	87	88	80	63
Small Agencies	79	79	77	78
49. My supervisor/team leader treats me with respect.	92	94	88	71
Small Agencies	82	82	81	82
50. In the last six months, my supervisor/team leader has talked with me about my performance.	92	87	93	86
Small Agencies	81	81	81	81
‡51. I have trust and confidence in my supervisor.	80	83	72	61
Small Agencies	69	69	68	69
‡52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	81	79	72	59
Small Agencies	72	72	71	72
Leadership				
‡53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	56	68	57	21
Small Agencies	47	46	43	43
54. My organization's leaders maintain high standards of honesty and integrity.	84	89	88	65
Small Agencies	59	59	56	56
‡55. Managers/supervisors/team leaders work well with employees of different backgrounds.	81	88	85	59
Small Agencies	64	66	63	64
‡56. Managers communicate the goals and priorities of the organization.	69	75	72	52
Small Agencies	61	61	59	61

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	2010	2011	2012	2013
‡57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	67	70	71	48
Small Agencies	63	61	60	61
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	70	69	69	45
Small Agencies	53	52	49	50
59. Managers support collaboration across work units to accomplish work objectives.	73	81	76	56
Small Agencies	57	56	55	55
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	67	77	74	52
Small Agencies	60	59	58	60
‡61. I have a high level of respect for my organization's senior leaders.	79	85	78	44
Small Agencies	57	56	53	54
62. Senior leaders demonstrate support for Work/Life programs.	72	95	91	60
Small Agencies	61	61	61	62
My Satisfaction				
‡63. How satisfied are you with your involvement in decisions that affect your work?	79	78	66	44
Small Agencies	57	55	53	54
‡64. How satisfied are you with the information you receive from management on what's going on in your organization?	68	77	72	43
Small Agencies	51	51	50	49
‡65. How satisfied are you with the recognition you receive for doing a good job?	71	71	61	44
Small Agencies	58	55	54	51
‡66. How satisfied are you with the policies and practices of your senior leaders?	68	81	71	30
Small Agencies	47	46	44	44
‡67. How satisfied are you with your opportunity to get a better job in your organization?	53	54	51	29
Small Agencies	36	35	33	31
‡68. How satisfied are you with the training you receive for your present job?	67	79	73	44
Small Agencies	54	50	51	49
‡69. Considering everything, how satisfied are you with your job?	83	88	81	47
Small Agencies	72	70	68	67
‡70. Considering everything, how satisfied are you with your pay?	89	87	79	55
Small Agencies	67	62	56	52
71. Considering everything, how satisfied are you with your organization?	80	87	80	44
Small Agencies	66	64	61	60

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