

2016 AFRH FEDERAL EMPLOYEE SURVEY RESULTS

N = Number of employees who answered the question

The AFRH Federal Employee Survey was open on Survey Monkey to all AFRH employees at Agency, AFRH-Gulfport and AFRH-Washington from August 14 – September 5, 2016. Overall results for all employees are below by question with a comparison to the answers across the entire Federal government.

	Question	N	AFRH	FED	Difference
1	I am given a real opportunity to improve my skills in my organization.	101	61%	63%	-1%
2	My training needs are assessed.	100	61%	53%	8%
3	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).	101	69%	69%	0%
4	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	101	59%	62%	-3%
5	My performance appraisal is a fair reflection of my performance.	101	61%	70%	-8%
6	I am held accountable for achieving results.	101	90%	82%	9%
7	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	101	87%	66%	21%
8	The work I do is important.	101	98%	90%	8%
9	I know how my work relates to the agency's goals and priorities.	101	94%	83%	11%
10	My talents are used well in the workplace.	100	80%	58%	22%
11	My workload is reasonable.	101	64%	57%	7%
12	I have sufficient resources (for example, people, materials, budget) to get my job done.	101	46%	47%	-1%
13	When needed, I am willing to put in the extra effort to get a job done.	101	98%	96%	2%
14	I am constantly looking for ways to do my job better.	101	98%	91%	7%
15	I know what is expected of me on the job.	101	89%	79%	10%
16	I have enough information to do my job well.	101	77%	70%	7%
17	I feel encouraged to come up with new and better ways of doing things.	101	73%	58%	16%
18	My work gives me a feeling of personal accomplishment.	101	89%	72%	17%
19	I like the kind of work I do.	101	91%	83%	8%
20	The people I work with cooperate to get the job done.	100	70%	73%	-3%
21	How would you rate the overall quality of work done by your work unit?	101	93%	82%	11%
22	The skill level in my work unit has improved in the past year.	101	61%	54%	7%
23	Employees in my work unit share job knowledge with each other.	101	68%	73%	-5%
24	Awards in my work unit depend on how well employees perform their jobs.	100	50%	41%	9%
25	In my work unit, differences in performance are recognized in a meaningful way.	99	47%	34%	13%
26	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	100	34%	29%	5%
27	Promotions in my work unit are based on merit.	100	31%	34%	-3%
28	My work unit is able to recruit people with the right skills.	100	54%	43%	11%
29	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	101	68%	69%	-1%
30	I believe the results of this survey will be used to make my agency a better place to work.	101	51%	41%	11%
31	I recommend my organization as a good place to work.	101	70%	64%	6%
32	My agency is successful at accomplishing its mission.	101	76%	74%	2%
33	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.	101	62%	67%	-4%
34	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	101	55%	53%	2%

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35	My organization has prepared employees for potential security threats.	101	85%	77%	8%
36	Employees are protected from health and safety hazards on the job.	101	83%	76%	7%
37	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	101	64%	58%	7%
38	Pay raises depend on how well employees perform their jobs.	100	33%	22%	10%
39	Creativity and innovation are rewarded.	101	51%	38%	13%
40	Employees are recognized for providing high quality products and services.	101	61%	48%	13%
41	Employees have a feeling of personal empowerment with respect to work processes.	99	56%	45%	12%
42	My supervisor supports my need to balance work and other life issues.	98	81%	78%	2%
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	98	76%	66%	9%
44	Overall, how good a job do you feel is being done by your immediate supervisor?	99	78%	70%	8%
45	I have trust and confidence in my supervisor.	99	68%	67%	0%
46	In the last six months, my supervisor has talked with me about my performance.	98	79%	78%	1%
47	My supervisor treats me with respect.	98	85%	81%	3%
48	My supervisor listens to what I have to say.	98	79%	76%	3%
49	Supervisors in my work unit support employee development.	98	66%	66%	1%
50	My supervisor provides me with constructive suggestions to improve my job performance.	98	69%	62%	7%
51	My supervisor is committed to a workforce representative of all segments of society.	98	69%	68%	2%
52	Discussions with my supervisor about my performance are worthwhile	99	70%	63%	7%
53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	99	52%	41%	11%
54	Senior leaders demonstrate support for Work/Life programs.	99	51%	55%	-5%
55	I have a high level of respect for my organization's senior leaders.	98	64%	53%	10%
56	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	98	59%	58%	1%
57	Managers support collaboration across work units to accomplish work objectives.	99	62%	56%	7%
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	99	63%	52%	11%
59	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	99	67%	60%	7%
60	Managers communicate the goals and priorities of the organization.	98	68%	60%	8%
61	Supervisors work well with employees of different backgrounds.	98	66%	64%	2%
62	My organization's senior leaders maintain high standards of honesty and integrity.	99	55%	52%	3%
63	How satisfied are you with your involvement in decisions that affect your work?	98	63%	51%	13%
64	Considering everything, how satisfied are you with your organization?	98	68%	57%	11%
65	Considering everything, how satisfied are you with your pay?	98	49%	58%	-9%
66	Considering everything, how satisfied are you with your job?	97	81%	66%	15%
67	How satisfied are you with the training you receive for your present job?	97	64%	53%	11%
68	How satisfied are you with your opportunity to get a better job in your organization?	95	26%	36%	-10%
69	How satisfied are you with the policies and practices of your senior leaders?	98	55%	42%	13%
70	How satisfied are you with the recognition you receive for doing a good job?	97	59%	48%	11%
71	How satisfied are you with the information you receive from management on what's going on in your organization?	98	59%	48%	11%

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72	How satisfied are you with the Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)?	96	30%	81%	-51%
73	How satisfied are you with the Employee Assistance Program (EAP)?	97	19%	75%	-56%
74	How satisfied are you with Alternative Work Schedules (AWS)?	97	23%	90%	-67%