

U.S. Department of Labor 2010 Employee Viewpoint Survey Results

The 2010 Employee Viewpoint Survey was conducted by the Office of Personnel Management from March 2, 2010 through March 15, 2010. A random sample of 7,597 employees from the Department received the survey. The sample population of employees was representative of all sub-agencies within the Department. Of the 7,597 employees surveyed, 4,273 employees responded, resulting in a 56.2% response rate. We thank those who participated in the survey.

1. Interpretation of Results:

The Department defines as significant an increase or decrease of more than 3%. The 2010 Employee Viewpoint Survey (EVS) features seven (7) sections, including:

Personal Work Experiences

DOL excelled and improved in several areas related to personal work experiences. Respondents showed a 96.9% favorable response for question #7: "When needed I am willing to put in the extra effort to get the job done." Moreover, question #15, "My performance appraisal is a fair reflection of my performance" resulted in 66.2% in 2010's EVS, a 2% increase over 2008's survey. These positive response rates demonstrate DOL understands that there is an important connection between an employee's willingness to invest human capital and their perception of how fairly their work is measured. The positive response of 85.9% on question #16: "I am held accountable for achieving results" is particularly telling for the agency, as DOL surpassed government-wide results on this question by almost 2%. Additionally, DOL had a significant increase in positive response by almost 6% in 2010's survey compared to 2008 for question # 17: "I can disclose a suspected violation of any law, rule or regulation without fear of reprisal." The positive response for 2010 resulted in 57.5%, while 2008's result was 51.6%.

Work Unit Experiences

Questions regarding work unit skill level and differences in performance being recognized in meaningful ways (questions #24 and #27), resulted in a positive response increase over the 2008 survey. However, DOL showed decreases in favorable responses, as well. Question #20: "The people I work with cooperate to get the job done" had the most notable decrease in 2010 with 75.8% compared to 83.5% in 2008, a decrease of 7.7%. In terms of quality of work produced (question 28), DOL showed improvement in 2010 with 84.2% compared to 83.6% in 2008, and surpassed government-wide results by 2%.

Agency

With a 64.3% positive response, employees surveyed answered favorably to recommending the organization as a good place to work (question #40), a slight increase over 2008 (63.5%). DOL received 77.1% favorable response with regard to the agency accomplishing its mission (question #39), comparable to the 77.6% of favorable responses received government-wide on this question. However, there were slight decreases in this area, as well. For example, the 2010 survey showed a decrease in positive response from 75.9% in 2008 to 71.5% in 2010 when respondents were asked whether "The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals" (question 29). Most notable was the decrease in a positive response rate regarding promoting diversity in the workplace (question #34) from 56.9% in 2008 to 51.7% in 2010, a decrease of 5.2%. The government-wide positive response in this area was 58%.

Experiences with Supervisors/Team Leaders

The majority of the questions in this area were new, and positive response rate for these questions were comparable to those government-wide. However, the question that showed the most significant increase was question #50: "In the last six months, my supervisor/team leader has talked to me about my performance," which resulted in a positive rate of 80.1% over the government-wide positive rate of 76.4%. With regard to standard questions, a noteworthy increase is question #44, "Discussions with my supervisor/team leader about my performance are worthwhile," which resulted in 61% in 2010 compared

to 57.9% in 2008. Moreover questions #50 and #49, "My supervisor/team leaders treat me with respect," were among the top ten (10) questions that received the highest positive responses DOL-wide.

Agency Leadership

The majority of questions in this area showed increases in positive responses. For example, question #53: "In my organization, leaders generate high levels of motivation and commitment in the workforce." The 2010 survey resulted in a 41.2% rate for this question compared to 2008's survey, which resulted in 37.5%. Additionally, question #61, "I have a high level of respect for my organization's senior leaders" resulted in 54% in 2010 compared to the results from 2008 of 50.4%. DOL showed a lower positive response compared to government-wide results for new questions in this area. For example, question #62: "Senior leaders demonstrate support for work/life program" resulted in 54.7% government-wide and 51.3% for DOL in 2010. The remaining questions resulted in decreases as compared to 2008. The most notable being question #55: "Managers/supervisors/team leaders work well with employees of different backgrounds." DOL's 2010 positive response for this question was 61.3% compared to 65.5% in 2008, a decrease of 4.2 percentage points.

Job Satisfaction

Over 50% of the questions in this section showed an increase in favorable responses. Noteworthy is question #70: "Considering everything, how satisfied are you with your pay" resulted in 70.3% positive response compared to 66.3% in 2008. Additionally, with a 53.3% favorable response rate for question #65, "How satisfied are you with the recognition you receive for doing a good job," DOL not only increased its positive response compared to 2008 (52.1%), it surpassed government-wide positive response (52.2%).

Work/Life

Five (5) of the seven (7) questions are new to the survey. The standard two (2) questions showed a decrease in positive responses. Question #74 asked about satisfaction with the alternative work schedule (AWS) program and resulted in 63.9% positive response in 2010 compared to 69.4% in 2008, a decrease of 5.5%. Question #73, regarding satisfaction with the telework program yielded the following results: 42% in 2010 compared to 44.6% in 2008, a decrease in positive response of 2.6%. Additionally, over 27% of respondents indicated on question #72 that they were not allowed to telework, compared to 13% that indicated they teleworked on a regular basis. However, overall, regarding satisfaction with the work/life programs AWS and telework, DOL surpassed government-wide responses by 4.4% and 6.6%, respectively.

2. How the survey was conducted:

The survey was conducted online from March 2, 2010 through March 15, 2010.

3. Description of sample:

A total of 7,597 full-time permanent employees were selected for survey participation.

4. Survey items and response choices:

See the tables on following pages.

5. Number of employees surveyed, number responded, and representativeness of respondents:

Of the 7,597 employees surveyed, 4,273 responded for an overall response rate of 56.2%. The respondents are representative of the agency subcomponent populations.

DEPARTMENT OF LABOR
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 3/2/2010 to 3/15/2010)

		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		725	1,843	725	673	300	4,266	NA
	%	58.0	16.1	41.9	17.6	16.6	7.8	100.0	
2. I have enough information to do my job well.	N		746	2,193	636	524	158	4,257	NA
	%	67.5	16.8	50.7	15.8	13.0	3.7	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		786	1,579	783	727	373	4,248	NA
	%	52.5	16.7	35.8	19.7	18.7	9.1	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		1,228	1,884	576	359	218	4,265	NA
	%	71.8	27.4	44.4	14.0	8.9	5.3	100.0	
*5. I like the kind of work I do.	N		1,667	1,883	461	175	69	4,255	NA
	%	82.9	38.2	44.7	11.2	4.2	1.7	100.0	
6. I know what is expected of me on the job.	N		1,230	2,054	488	333	147	4,252	NA
	%	77.0	28.6	48.4	11.7	8.0	3.3	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		2,864	1,276	67	33	18	4,258	NA
	%	96.9	65.2	31.7	1.7	0.9	0.5	100.0	
8. I am constantly looking for ways to do my job better.	N		1,980	1,828	362	63	23	4,256	NA
	%	88.4	44.4	44.0	9.5	1.5	0.5	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		368	1,486	728	1,004	657	4,243	16
	%	44.4	9.1	35.3	18.1	22.3	15.2	100.0	
*10. My workload is reasonable.	N		379	1,928	714	776	453	4,250	14
	%	56.0	9.4	46.5	16.6	17.2	10.2	100.0	
*11. My talents are used well in the workplace.	N		626	1,832	670	647	439	4,214	29
	%	57.0	14.3	42.6	16.3	15.9	10.8	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		1,335	2,255	370	182	94	4,236	16
	%	83.6	30.1	53.6	9.6	4.6	2.2	100.0	
*13. The work I do is important.	N		2,241	1,576	284	80	39	4,220	10
	%	90.4	52.4	38.0	6.8	1.9	0.9	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		1,061	1,942	563	419	261	4,246	18
	%	70.0	24.4	45.6	13.8	9.8	6.5	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		1,069	1,784	555	409	390	4,207	46
	%	66.2	24.1	42.1	13.6	10.3	9.9	100.0	
16. I am held accountable for achieving results.	N		1,414	2,266	395	108	60	4,243	16
	%	85.9	31.4	54.6	10.0	2.6	1.4	100.0	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Sample

Number in Population: 7,597

Percentages are weighted to represent the Agency's population.

Surveys Completed: 4,273

Response Rate: 56.2%

DEPARTMENT OF LABOR
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(Survey Administration Period 3/2/2010 to 3/15/2010)

		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		943	1,471	832	371	415	4,032	225
	%	57.5	21.5	36.0	22.0	9.7	10.7	100.0	
*18. My training needs are assessed.	N		401	1,383	1,083	784	500	4,151	80
	%	42.4	9.7	32.7	26.4	18.8	12.4	100.0	
*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		1,007	1,809	555	440	398	4,209	56
	%	65.8	22.9	42.9	13.9	10.4	9.9	100.0	
*20. The people I work with cooperate to get the job done.	N		1,008	2,156	518	367	102	4,151	NA
	%	75.8	23.8	51.9	12.6	9.0	2.6	100.0	
*21. My work unit is able to recruit people with the right skills.	N		379	1,562	1,059	717	374	4,091	167
	%	45.9	9.0	36.9	27.5	17.0	9.7	100.0	
*22. Promotions in my work unit are based on merit.	N		478	1,287	991	625	650	4,031	229
	%	39.2	9.8	29.4	26.3	16.7	17.8	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		242	1,148	1,057	796	639	3,882	375
	%	32.7	5.5	27.3	28.8	21.1	17.3	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		306	1,318	1,092	759	564	4,039	217
	%	36.0	6.6	29.3	28.8	20.0	15.2	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		474	1,536	900	547	558	4,015	237
	%	46.1	10.3	35.8	24.0	14.8	15.1	100.0	
26. Employees in my work unit share job knowledge with each other.	N		1,017	2,167	503	319	221	4,227	25
	%	74.9	23.8	51.1	12.1	7.6	5.3	100.0	
27. The skill level in my work unit has improved in the past year.	N		637	1,670	1,126	384	265	4,082	159
	%	54.6	14.3	40.2	28.8	9.8	6.8	100.0	
		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		1,799	1,817	527	88	27	4,258	NA
	%	84.2	40.2	44.0	12.9	2.2	0.7	100.0	
		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		550	2,439	702	332	108	4,131	72
	%	71.5	13.1	58.5	17.7	7.9	2.9	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N	43.2	328	1,489	1,048	812	402	4,079	131
	%		7.9	35.3	25.8	20.7	10.3	100.0	
31. Employees are recognized for providing high quality products and services.	N	50.5	516	1,717	916	613	364	4,126	83
	%		11.4	39.1	23.6	16.1	9.9	100.0	
*32. Creativity and innovation are rewarded.	N	36.4	384	1,261	1,136	785	520	4,086	124
	%		8.4	28.0	29.2	20.5	13.9	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N	28.1	214	950	1,205	915	676	3,960	240
	%		5.3	22.9	30.4	23.5	17.9	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N	51.7	587	1,536	1,086	361	329	3,899	304
	%		14.0	37.6	29.6	9.7	9.0	100.0	
*35. Employees are protected from health and safety hazards on the job.	N	77.6	1,035	2,267	502	225	111	4,140	56
	%		22.9	54.7	13.1	6.3	3.1	100.0	
*36. My organization has prepared employees for potential security threats.	N	75.8	903	2,322	578	237	100	4,140	55
	%		20.4	55.4	15.1	6.4	2.7	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	51.1	758	1,390	824	476	500	3,948	251
	%		17.3	33.8	22.4	13.1	13.5	100.0	
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	63.2	1,001	1,547	675	262	365	3,850	349
	%		23.2	39.9	19.1	7.3	10.5	100.0	
39. My agency is successful at accomplishing its mission.	N	77.1	1,004	2,197	589	201	107	4,098	63
	%		23.2	53.9	14.7	5.5	2.8	100.0	
40. I recommend my organization as a good place to work.	N	64.3	1,134	1,639	817	365	251	4,206	NA
	%		25.4	39.0	20.3	9.1	6.2	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N	42.2	449	1,113	1,195	552	406	3,715	488
	%		12.8	29.3	32.2	14.5	11.2	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N	77.3	1,483	1,770	495	225	192	4,165	30
	%		34.9	42.4	12.7	5.2	4.8	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N	63.3	1,145	1,631	716	418	265	4,175	23
	%		25.2	38.0	19.6	10.5	6.6	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N	61.0	1,003	1,582	794	409	371	4,159	33
	%		23.4	37.7	19.7	10.4	8.9	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N	63.6	1,054	1,495	880	200	218	3,847	336
	%		25.7	37.8	25.0	5.5	5.9	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N	61.3	895	1,666	816	442	348	4,167	25
	%		21.1	40.3	19.7	10.5	8.4	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N	62.6	978	1,687	746	390	328	4,129	58
	%		22.7	39.9	19.0	9.9	8.5	100.0	
48. My supervisor/team leader listens to what I have to say.	N	74.7	1,471	1,704	515	310	181	4,181	NA
	%		33.9	40.8	13.2	7.8	4.3	100.0	
49. My supervisor/team leader treats me with respect.	N	79.3	1,698	1,634	410	244	195	4,181	NA
	%		39.1	40.2	10.1	6.1	4.5	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N	80.1	1,277	2,061	369	338	134	4,179	NA
	%		30.0	50.1	9.0	7.8	3.2	100.0	
*51. I have trust and confidence in my supervisor.	N	65.1	1,364	1,368	691	398	342	4,163	NA
	%		31.7	33.4	17.0	9.7	8.2	100.0	
		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/team leader?	N	69.1	1,582	1,327	720	318	232	4,179	NA
	%		37.5	31.5	17.7	7.8	5.4	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N	41.2	429	1,335	1,059	745	551	4,119	43
	%		9.7	31.5	26.5	18.3	14.1	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N	53.5	743	1,489	921	411	440	4,004	157
	%		17.0	36.6	24.4	10.3	11.7	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N	61.3	783	1,778	841	302	292	3,996	166
	%		17.9	43.4	22.4	8.3	8.0	100.0	
*56. Managers communicate the goals and priorities of the organization.	N	66.1	721	2,053	722	366	273	4,135	25
	%		16.4	49.7	18.2	8.8	6.9	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N	69.3	734	2,039	745	239	193	3,950	191
	%		17.3	52.0	19.7	6.1	5.0	100.0	

*AES prescribed items

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		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	52.3	591 13.5	1,620 38.8	825 21.4	592 15.1	433 11.2	4,061 100.0	94
59. Managers support collaboration across work units to accomplish work objectives.	N %	55.1	623 14.3	1,681 40.8	839 22.1	496 13.0	389 9.9	4,028 100.0	102
		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/team leader?	N %	56.4	909 21.2	1,403 35.2	926 23.5	385 10.2	392 9.9	4,015 100.0	133
		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 %	54.0	861 20.3	1,375 33.8	891 22.5	480 11.9	471 11.6	4,078 100.0	41
62. Senior leaders demonstrate support for Work/Life programs.	N %	51.3	685 17.6	1,320 33.7	989 27.7	396 11.2	360 9.8	3,750 100.0	393
		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 %	51.8	559 12.1	1,674 39.8	927 23.5	746 18.9	242 5.8	4,148 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	47.5	479 10.0	1,579 37.5	963 24.1	806 20.2	319 8.2	4,146 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	53.3	695 15.6	1,583 37.7	855 21.4	667 16.6	341 8.8	4,141 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	43.1	431 9.5	1,409 33.6	1,164 29.0	750 18.4	390 9.5	4,144 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	36.5	444 9.9	1,147 26.6	1,213 29.3	766 19.4	567 14.8	4,137 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	46.8	465 10.8	1,493 36.0	1,038 24.2	758 19.2	382 9.8	4,136 100.0	NA

*AES prescribed items

** Sum of responses excluding DNK/NBJ

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		966	1,913	627	425	211	4,142	NA
	%	68.7	22.9	45.7	15.7	10.5	5.1	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		1,064	1,909	590	398	178	4,139	NA
	%	70.3	23.9	46.4	15.1	9.8	4.8	100	
71. Considering everything, how satisfied are you with your organization?	N		691	1,849	826	504	264	4,134	NA
	%	60.3	16.2	44.1	20.1	13.0	6.6	100	
		Percent Positive	Telework on regular basis	Telework infrequently	No telework: physical presence required	No telework: technical issues	No telework: not allowed though ok for job type	No telework: personal choice	Item Response Total**
72. Please select the response below that BEST describes your teleworking situation.	N		494	975	651	271	1,046	593	4,030
	%	34.8	13.2	21.9	16.4	7.3	27.4	13.8	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
73. How satisfied are you with the following Work/Life programs in your agency... Telework?	N		499	918	923	476	419	3,235	884
	%	42.0	15.4	26.5	29.0	14.7	14.3	100.0	
74. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?	N		722	1,171	778	187	174	3,032	1,084
	%	63.9	23.7	40.2	24.7	5.8	5.5	100.0	
75. 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		475	1,300	1,028	255	155	3,213	909
	%	53.0	13.8	39.2	32.6	8.9	5.4	100	
76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?	N		331	943	1,035	76	54	2,439	1,682
	%	50.4	13.0	37.5	43.8	3.4	2.4	100	
77. 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		144	306	1,030	83	66	1,629	2,493
	%	25.5	7.2	18.3	64.7	4.9	4.8	100	
78. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?	N		82	261	1,097	73	59	1,572	2,549
	%	20.5	4.5	16.0	70.5	4.6	4.4	100	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Sample

Number in Population: 7,597

Percentages are weighted to represent the Agency's population.

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(Survey Administration Period 3/2/2010 to 3/15/2010)

79. Where do you work?	N	%
Headquarters	1,671	41.1
Field	2,393	58.9
Total	4,064	100.0

*80. What is your supervisory status?	N	%
Non-Supervisor	2,453	59.6
Team Leader	395	9.6
Supervisor	759	18.4
Manager	405	9.8
Executive	102	2.5
Total	4,114	100

*81. Are you:	N	%
Male	2,039	49.7
Female	2,065	50.3
Total	4,104	100.0

*82. Are you Hispanic or Latino?	N	%
Yes	324	8.0
No	3,750	92.0
Total	4,074	100.0

*83. Please select the racial category or categories with which you most closely identify (mark as many as apply.)	N	%
American Indian or Alaska Native	22	0.6
Asian	154	3.9
Black or African American	832	21.1
Native Hawaiian or Other Pacific Islander	12	0.3
White	2,812	71.5
Two or more races	103	2.6
Total	3,935	100

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84. What is your age group?	N	%
25 and under	54	1.3
26-29	163	4.0
30-39	620	15.2
40-49	1,091	26.8
50-59	1,484	36.4
60 or older	663	16.3
Total	4,075	100

85. What is your pay category/grade?	N	%
Federal Wage System	5	0.1
GS 1-6	162	3.9
GS 7-12	1,813	44.2
GS 13-15	2,017	49.2
Senior Executive Service	79	1.9
Senior Leader (SL) or Scientific or Professional (ST)	8	0.2
Other	18	0.4
Total	4,102	100.0

86. How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	40	1.0
1 to 3 years	436	10.7
4 to 5 years	315	7.7
6 to 10 years	625	15.3
11 to 14 years	421	10.3
15 to 20 years	551	13.5
More than 20 years	1,692	41.5
Total	4,080	100.0

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87. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	66	1.6
1 to 3 years	626	15.3
4 to 5 years	417	10.2
6 to 10 years	803	19.6
11 to 20 years	950	23.2
More than 20 years	1,230	30.1
Total	4,092	100

88. Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	2,748	67.0
Yes, to retire	302	7.4
Yes, to take another job within the Federal Government	820	20.0
Yes, to take another job outside the Federal Government	108	2.6
Yes, other	122	3.0
Total	4,100	100

89. I am planning to retire:

	N	%
Within one year	184	4.6
Between one and three years	473	11.7
Between three and five years	507	12.6
Five or more years	2,875	71.2
Total	4,039	100