

**DEPARTMENT OF LABOR**  
**2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		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		2,153	4,717	1,985	1,675	794	11,324	NA
	%	60.27	18.73	41.54	17.64	14.93	7.16	100.00	
2. I have enough information to do my job well.	N		2,022	5,697	1,716	1,352	472	11,259	NA
	%	68.37	17.78	50.59	15.37	12.02	4.24	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		2,296	3,861	2,163	1,806	1,008	11,134	NA
	%	54.90	20.30	34.60	19.61	16.32	9.16	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		3,559	4,658	1,583	861	593	11,254	NA
	%	72.65	31.12	41.53	14.29	7.69	5.37	100.00	
*5. I like the kind of work I do.	N		4,468	4,752	1,265	427	252	11,164	NA
	%	82.34	39.63	42.71	11.51	3.85	2.29	100.00	
6. I know what is expected of me on the job.	N		3,368	5,373	1,250	831	399	11,221	NA
	%	77.88	29.92	47.96	11.16	7.39	3.56	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		7,355	3,488	289	81	71	11,284	NA
	%	96.02	64.78	31.24	2.62	0.73	0.63	100.00	
8. I am constantly looking for ways to do my job better.	N		5,348	4,709	1,030	145	70	11,302	NA
	%	88.85	47.01	41.84	9.23	1.29	0.63	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		1,165	4,126	1,870	2,565	1,562	11,288	25
	%	47.16	10.41	36.74	16.57	22.53	13.74	100.00	
*10. My workload is reasonable.	N		1,224	5,051	1,933	1,826	1,211	11,245	19
	%	55.92	10.96	44.97	17.19	16.04	10.84	100.00	
*11. My talents are used well in the workplace.	N		1,809	4,473	1,932	1,551	1,153	10,918	51
	%	57.13	16.38	40.76	17.88	14.29	10.70	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		3,818	5,847	986	349	242	11,242	32
	%	85.84	33.57	52.27	8.87	3.12	2.17	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015  
Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census  
Number of surveys completed: 11,359  
Number of surveys administered: 14,848  
Response Rate: 76.5%

**DEPARTMENT OF LABOR**  
**2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*13. The work I do is important.	N		5,795	4,279	745	179	118	11,116	21
	%	90.53	51.78	38.75	6.78	1.61	1.08	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		2,994	4,916	1,551	1,064	705	11,230	55
	%	70.40	26.48	43.92	13.89	9.45	6.26	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		2,802	4,543	1,680	1,100	1,008	11,133	156
	%	65.83	25.01	40.82	15.13	9.89	9.15	100.00	
16. I am held accountable for achieving results.	N		3,716	5,910	1,111	294	175	11,206	55
	%	85.77	32.89	52.87	10.01	2.64	1.58	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		2,750	3,840	2,074	939	1,059	10,662	602
	%	61.28	25.32	35.96	19.73	8.90	10.09	100.00	
*18. My training needs are assessed.	N		1,441	3,972	2,683	1,886	1,153	11,135	132
	%	48.40	12.81	35.59	24.18	16.94	10.48	100.00	
*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		2,915	4,422	1,541	1,235	963	11,076	249
	%	66.27	26.25	40.02	13.92	11.12	8.68	100.00	
*20. The people I work with cooperate to get the job done.	N		3,325	5,301	1,437	868	392	11,323	NA
	%	76.04	29.08	46.96	12.76	7.69	3.51	100.00	
*21. My work unit is able to recruit people with the right skills.	N		1,073	3,767	2,896	1,907	1,123	10,766	555
	%	44.74	9.83	34.91	27.21	17.58	10.47	100.00	
*22. Promotions in my work unit are based on merit.	N		1,291	2,966	2,814	1,662	1,806	10,539	718
	%	39.63	11.81	27.82	26.99	15.88	17.49	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		785	2,559	3,025	1,866	1,825	10,060	1,211
	%	32.70	7.57	25.13	30.37	18.56	18.37	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		917	2,930	3,062	2,068	1,618	10,595	699
	%	35.75	8.42	27.34	29.23	19.52	15.50	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 11,359

Number of surveys administered: 14,848

Response Rate: 76.5%

**DEPARTMENT OF LABOR**  
**2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
25. Awards in my work unit depend on how well employees perform their jobs.	N		1,216	3,396	2,778	1,561	1,513	10,464	791
	%	43.49	11.25	32.24	26.77	15.04	14.70	100.00	
26. Employees in my work unit share job knowledge with each other.	N		3,158	5,451	1,372	704	548	11,233	60
	%	76.31	27.67	48.64	12.37	6.30	5.01	100.00	
27. The skill level in my work unit has improved in the past year.	N		1,968	4,117	3,055	957	657	10,754	540
	%	56.15	17.91	38.23	28.67	8.97	6.22	100.00	
		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		4,977	4,706	1,329	227	79	11,318	NA
	%	85.30	43.51	41.79	11.92	2.06	0.71	100.00	
		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		1,768	6,133	1,846	942	354	11,043	202
	%	71.37	15.85	55.53	16.85	8.51	3.26	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		1,159	3,831	2,772	2,028	1,137	10,927	297
	%	45.26	10.39	34.87	25.60	18.59	10.55	100.00	
31. Employees are recognized for providing high quality products and services.	N		1,422	4,121	2,451	1,835	1,121	10,950	243
	%	50.07	12.67	37.40	22.62	16.86	10.45	100.00	
*32. Creativity and innovation are rewarded.	N		1,182	2,932	3,177	2,081	1,431	10,803	390
	%	37.55	10.66	26.89	29.63	19.41	13.40	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		638	2,071	3,060	2,477	2,104	10,350	799
	%	26.19	6.10	20.09	29.62	23.80	20.40	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 11,359

Number of surveys administered: 14,848

Response Rate: 76.5%

**DEPARTMENT OF LABOR**  
**2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		1,735	3,953	2,766	894	981	10,329	874
	%	54.49	16.45	38.04	27.03	8.74	9.74	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		3,021	5,723	1,444	521	346	11,055	151
	%	78.85	26.90	51.95	13.22	4.76	3.17	100.00	
*36. My organization has prepared employees for potential security threats.	N		2,363	5,918	1,675	651	405	11,012	167
	%	75.16	21.33	53.83	15.27	5.87	3.70	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		2,091	3,506	2,338	1,116	1,415	10,466	710
	%	52.82	19.46	33.36	22.67	10.75	13.76	100.00	
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		2,750	4,011	1,850	578	894	10,083	1,045
	%	66.37	26.60	39.77	18.75	5.84	9.04	100.00	
39. My agency is successful at accomplishing its mission.	N		2,797	5,832	1,646	445	253	10,973	222
	%	78.35	25.11	53.23	15.21	4.09	2.35	100.00	
40. I recommend my organization as a good place to work.	N		2,718	4,620	2,154	1,021	702	11,215	NA
	%	65.06	23.92	41.14	19.45	9.13	6.36	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		1,869	3,359	2,669	1,314	1,072	10,283	951
	%	50.66	18.08	32.59	26.04	12.75	10.55	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		4,925	4,292	943	505	505	11,170	60
	%	82.38	43.88	38.50	8.47	4.58	4.57	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		3,473	3,924	1,899	1,006	817	11,119	75
	%	65.99	30.72	35.27	17.37	9.18	7.46	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		3,306	3,972	1,822	984	930	11,014	119
	%	65.89	29.81	36.09	16.65	8.94	8.52	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 11,359

Number of surveys administered: 14,848

Response Rate: 76.5%

**DEPARTMENT OF LABOR  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		<b>Percent Positive</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
45. My supervisor is committed to a workforce representative of all segments of society.	N		3,425	3,653	2,126	396	567	10,167	1,022
	%	69.20	33.29	35.91	21.16	3.96	5.68	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		3,183	4,158	1,950	985	833	11,109	65
	%	65.97	28.49	37.48	17.64	8.83	7.56	100.00	
*47. Supervisors in my work unit support employee development.	N		3,203	4,048	1,955	917	859	10,982	194
	%	65.56	28.79	36.77	18.06	8.41	7.97	100.00	
48. My supervisor listens to what I have to say.	N		4,421	4,287	1,275	706	506	11,195	NA
	%	77.62	39.20	38.43	11.49	6.33	4.56	100.00	
49. My supervisor treats me with respect.	N		5,053	4,084	1,081	499	456	11,173	NA
	%	81.68	44.92	36.76	9.75	4.49	4.08	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		4,364	5,087	802	630	289	11,172	NA
	%	84.57	38.80	45.77	7.20	5.62	2.62	100.00	
*51. I have trust and confidence in my supervisor.	N		4,252	3,437	1,712	889	877	11,167	NA
	%	68.61	37.79	30.82	15.45	7.98	7.95	100.00	
		<b>Percent Positive</b>	<b>Very Good</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>	<b>Very Poor</b>	<b>Item Response Total</b>	<b>Do Not Know/ No Basis to Judge</b>
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		4,763	3,370	1,835	638	569	11,175	NA
	%	72.64	42.45	30.19	16.46	5.74	5.16	100.00	

**DEPARTMENT OF LABOR**  
**2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		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, senior leaders generate high levels of motivation and commitment in the workforce.	N		1,487	3,439	2,677	1,832	1,519	10,954	221
	%	44.68	13.37	31.31	24.63	16.73	13.96	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		2,122	3,715	2,483	949	1,192	10,461	686
	%	55.42	19.92	35.50	23.96	9.12	11.50	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		2,240	4,512	2,129	747	747	10,375	692
	%	64.55	21.22	43.33	20.79	7.28	7.38	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		2,189	5,261	1,873	958	709	10,990	114
	%	67.53	19.62	47.91	17.21	8.74	6.52	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		2,209	5,150	2,022	608	527	10,516	579
	%	69.72	20.66	49.06	19.40	5.80	5.08	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		1,816	4,059	2,316	1,489	1,077	10,757	378
	%	54.27	16.60	37.67	21.68	13.92	10.13	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		1,933	4,191	2,328	1,265	983	10,700	415
	%	56.85	17.73	39.12	21.95	11.87	9.33	100.00	
		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?	N		2,861	3,662	2,154	895	924	10,496	654
	%	61.92	27.04	34.88	20.59	8.57	8.92	100.00	
		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		2,599	3,703	2,500	1,168	1,008	10,978	168
	%	57.27	23.50	33.76	22.88	10.58	9.27	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 11,359

Number of surveys administered: 14,848

Response Rate: 76.5%

**DEPARTMENT OF LABOR**  
**2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
62. Senior leaders demonstrate support for Work/Life programs.	N		2,679	3,956	2,304	712	662	10,313	824
	%	64.07	25.76	38.32	22.55	6.92	6.45	100.00	
		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		1,701	4,282	2,564	1,879	702	11,128	NA
	%	53.39	14.99	38.40	23.30	16.93	6.39	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		1,614	4,124	2,596	1,984	793	11,111	NA
	%	51.33	14.20	37.13	23.63	17.85	7.19	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		1,763	3,867	2,525	1,840	1,091	11,086	NA
	%	50.50	15.67	34.82	22.85	16.72	9.94	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		1,421	3,697	3,137	1,834	991	11,080	NA
	%	45.92	12.62	33.30	28.54	16.52	9.02	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		1,290	2,817	3,071	2,154	1,766	11,098	NA
	%	36.66	11.37	25.29	27.68	19.54	16.12	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		1,474	4,075	2,669	1,928	953	11,099	NA
	%	49.73	13.11	36.62	24.11	17.44	8.72	100.00	
*69. Considering everything, how satisfied are you with your job?	N		2,503	5,046	1,880	1,088	589	11,106	NA
	%	67.69	22.25	45.43	17.10	9.84	5.37	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		2,061	4,826	1,872	1,541	808	11,108	NA
	%	61.70	18.32	43.38	17.01	13.93	7.36	100.00	
71. Considering everything, how satisfied are you with your organization?	N		1,962	4,872	2,295	1,266	717	11,112	NA
	%	61.20	17.39	43.81	20.86	11.42	6.52	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015  
Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census  
Number of surveys completed: 11,359  
Number of surveys administered: 14,848  
Response Rate: 76.5%

**DEPARTMENT OF LABOR**  
**2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>72. Have you been notified whether or not you are eligible to telework?</b>	N	%
Yes, I was notified that I was eligible to telework.	8,996	81.14
Yes, I was notified that I was not eligible to telework.	810	7.39
No, I was not notified of my telework eligibility.	727	6.65
Not sure if I was notified of my telework eligibility.	530	4.81
<b>Total</b>	<b>11,063</b>	<b>100.00</b>

<b>73. Please select the response below that BEST describes your current teleworking situation.</b>	N	%
I telework 3 or more days per week.	806	7.35
I telework 1 or 2 days per week.	3,269	30.22
I telework, but no more than 1 or 2 days per month.	1,142	10.15
I telework very infrequently, on an unscheduled or short-term basis.	2,253	19.74
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	950	8.62
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	224	2.04
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	763	6.98
I do not telework because I choose not to telework.	1,657	14.90
<b>Total</b>	<b>11,064</b>	<b>100.00</b>

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)</b>	N	%
Yes	2,470	22.55
No	7,875	70.86
Not available to me	722	6.59
<b>Total</b>	<b>11,067</b>	<b>100.00</b>

Survey Administration Period: April 27, 2015 to June 5, 2015  
 Percentages are weighted to represent the Agency's population.

Sample or Census: Census  
 Number of surveys completed: 11,359  
 Number of surveys administered: 14,848  
 Response Rate: 76.5%



**DEPARTMENT OF LABOR**  
**2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</b>	N	%
Yes	2,546	23.36
No	7,762	70.26
Not available to me	703	6.38
<b>Total</b>	<b>11,011</b>	<b>100.00</b>

<b>76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)</b>	N	%
Yes	1,530	14.07
No	9,161	83.41
Not available to me	272	2.52
<b>Total</b>	<b>10,963</b>	<b>100.00</b>

<b>77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)</b>	N	%
Yes	475	4.36
No	9,778	88.34
Not available to me	803	7.30
<b>Total</b>	<b>11,056</b>	<b>100.00</b>

<b>78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)</b>	N	%
Yes	281	2.58
No	10,032	90.50
Not available to me	762	6.92
<b>Total</b>	<b>11,075</b>	<b>100.00</b>

Survey Administration Period: April 27, 2015 to June 5, 2015  
 Percentages are weighted to represent the Agency's population.

Sample or Census: Census  
 Number of surveys completed: 11,359  
 Number of surveys administered: 14,848  
 Response Rate: 76.5%

**DEPARTMENT OF LABOR**  
**2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		<b>Percent Positive</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neither Satisfied nor Dissatisfied</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		3,195	3,032	696	345	121	7,389	127
	%	84.33	43.41	40.91	9.36	4.67	1.65	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		1,251	906	201	31	17	2,406	112
	%	89.74	51.99	37.75	8.33	1.25	0.67	100.00	
81. 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		731	1,272	366	66	24	2,459	205
	%	81.62	29.77	51.85	14.77	2.65	0.95	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		494	743	231	28	17	1,513	183
	%	81.76	32.57	49.20	15.28	1.85	1.11	100.00	
83. 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		164	158	70	5	6	403	153
	%	79.84	40.39	39.45	17.39	1.28	1.49	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		53	96	67	1	0	217	128
	%	68.71	24.50	44.22	30.80	0.49	0.00	100.00	

**DEPARTMENT OF LABOR  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>Where do you work?</b>	<b>N</b>	<b>%</b>
<b>Headquarters</b>	4,085	37.00
<b>Field</b>	6,957	63.00
<b>Total</b>	11,042	100.00

<b>*What is your supervisory status?</b>	<b>N</b>	<b>%</b>
<b>Non-Supervisor</b>	7,764	70.41
<b>Team Leader</b>	959	8.70
<b>Supervisor</b>	1,487	13.49
<b>Manager</b>	632	5.73
<b>Senior Leader</b>	185	1.68
<b>Total</b>	11,027	100.00

<b>*Are you:</b>	<b>N</b>	<b>%</b>
<b>Male</b>	5,563	51.28
<b>Female</b>	5,285	48.72
<b>Total</b>	10,848	100.00

<b>*Are you Hispanic or Latino?</b>	<b>N</b>	<b>%</b>
<b>Yes</b>	1,171	10.90
<b>No</b>	9,569	89.10
<b>Total</b>	10,740	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages for demographic questions are unweighted.

\* AES prescribed items

Sample or Census: Census

Number of surveys completed: 11,359

Number of surveys administered: 14,848

Response Rate: 76.5%

**DEPARTMENT OF LABOR**  
**2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>*Please select the racial category or categories with which you most closely identify.</b>	<b>N</b>	<b>%</b>
American Indian or Alaska Native	84	0.81
Asian	533	5.17
Black or African American	2,085	20.21
Native Hawaiian or Other Pacific Islander	44	0.43
White	7,226	70.05
Two or more races	343	3.33
<b>Total</b>	<b>10,315</b>	<b>100.00</b>

<b>What is the highest degree or level of education you have completed?</b>	<b>N</b>	<b>%</b>
Less than High School	11	0.10
High School Diploma/GED or equivalent	475	4.35
Trade or Technical Certificate	185	1.70
Some College (no degree)	1,362	12.49
Associate's Degree (e.g., AA, AS)	639	5.86
Bachelor's Degree (e.g., BA, BS)	3,853	35.32
Master's Degree (e.g., MA, MS, MBA)	3,009	27.59
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,374	12.60
<b>Total</b>	<b>10,908</b>	<b>100.00</b>

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages for demographic questions are unweighted.

\* AES prescribed items

Sample or Census: Census

Number of surveys completed: 11,359

Number of surveys administered: 14,848

Response Rate: 76.5%

**DEPARTMENT OF LABOR  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

What is your pay category/grade?	N	%
Federal Wage System	6	0.05
GS 1-6	427	3.91
GS 7-12	5,875	53.76
GS 13-15	4,426	40.50
Senior Executive Service	139	1.27
Senior Level (SL) or Scientific or Professional (ST)	8	0.07
Other	47	0.43
<b>Total</b>	<b>10,928</b>	<b>100.00</b>

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	208	1.90
1 to 3 years	998	9.13
4 to 5 years	1,233	11.28
6 to 10 years	2,497	22.84
11 to 14 years	1,308	11.96
15 to 20 years	1,428	13.06
More than 20 years	3,262	29.83
<b>Total</b>	<b>10,934</b>	<b>100.00</b>

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages for demographic questions are unweighted.

Sample or Census: Census

Number of surveys completed: 11,359

Number of surveys administered: 14,848

Response Rate: 76.5%

**DEPARTMENT OF LABOR  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</b>	<b>N</b>	<b>%</b>
Less than 1 year	377	3.46
1 to 3 years	1,558	14.32
4 to 5 years	1,408	12.94
6 to 10 years	2,607	23.95
11 to 20 years	2,655	24.40
More than 20 years	2,278	20.93
<b>Total</b>	<b>10,883</b>	<b>100.00</b>

<b>Are you considering leaving your organization within the next year, and if so, why?</b>	<b>N</b>	<b>%</b>
No	7,246	66.55
Yes, to retire	631	5.80
Yes, to take another job within the Federal Government	2,117	19.44
Yes, to take another job outside the Federal Government	407	3.74
Yes, other	487	4.47
<b>Total</b>	<b>10,888</b>	<b>100.00</b>

<b>I am planning to retire:</b>	<b>N</b>	<b>%</b>
Within one year	405	3.76
Between one and three years	999	9.27
Between three and five years	1,073	9.96
Five or more years	8,296	77.01
<b>Total</b>	<b>10,773</b>	<b>100.00</b>

Survey Administration Period: April 27, 2015 to June 5, 2015  
Percentages for demographic questions are unweighted.

Sample or Census: Census  
Number of surveys completed: 11,359  
Number of surveys administered: 14,848  
Response Rate: 76.5%

**DEPARTMENT OF LABOR**  
**2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>Self-Identify as:</b>	<b>N</b>	<b>%</b>
Heterosexual or Straight	8,812	84.64
Gay, Lesbian, Bisexual, or Transgender	354	3.40
I prefer not to say	1,245	11.96
<b>Total</b>	<b>10,411</b>	<b>100.00</b>

<b>What is your US military service status?</b>	<b>N</b>	<b>%</b>
No Prior Military Service	8,246	76.51
Currently in National Guard or Reserves	128	1.19
Retired	796	7.39
Separated or Discharged	1,608	14.92
<b>Total</b>	<b>10,778</b>	<b>100.00</b>

<b>Are you an individual with a disability?</b>	<b>N</b>	<b>%</b>
Yes	1,652	15.28
No	9,162	84.72
<b>Total</b>	<b>10,814</b>	<b>100.00</b>

<b>What is your age group?</b>	<b>N</b>	<b>%</b>
25 and under	78	0.69
26-29	449	3.95
30-39	2,296	20.21
40-49	2,882	25.37
50-59	3,720	32.75
60 or older	1,934	17.03
<b>Total</b>	<b>11,359</b>	<b>100.00</b>

Survey Administration Period: April 27, 2015 to June 5, 2015  
 Percentages for demographic questions are unweighted.

Sample or Census: Census  
 Number of surveys completed: 11,359  
 Number of surveys administered: 14,848  
 Response Rate: 76.5%