

2012

Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

Grain Insp, Packers & Stockyards Admin (GIPSA)
3rd Level Subagency Comparison Report

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT

Over
687,000
Federal
Employees'
Opinions



Department of Agriculture
Grain Insp, Packers & Stockyards Admin (GIPSA)
3rd Level Subagency Comparison Report

Response Summary

	Surveys Completed
Department of Agriculture	42,569
Marketing and Regulatory Programs (MRP)	1,749
Grain Insp, Packers & Stockyards Admin (GIPSA)	130
Grain Inspection	55
Office of the Administrator	14
Packers & Stockyards	60

This 2012 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Department of Agriculture	42,508	61.1%	17.8%	21.1%
Marketing and Regulatory Programs (MRP)	1,745	64.8%	16.3%	18.9%
Grain Insp, Packers & Stockyards Admin (GIPSA)	129	74.5%	11.9%	13.6%
Grain Inspection	55	74.3%	10.3%	15.4%
Office of the Administrator	13	92.1%	7.9%	0.0%
Packers & Stockyards	60	70.1%	14.6%	15.3%

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My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Department of Agriculture	42,402	68.1%	16.4%	15.5%
Marketing and Regulatory Programs (MRP)	1,742	73.8%	14.3%	11.8%
Grain Insp, Packers & Stockyards Admin (GIPSA)	129	80.5%	9.8%	9.8%
Grain Inspection	55	75.1%	13.4%	11.5%
Office of the Administrator	14	92.6%	7.4%	0.0%
Packers & Stockyards	59	82.2%	7.0%	10.8%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Department of Agriculture	42,253	55.4%	21.0%	23.6%
Marketing and Regulatory Programs (MRP)	1,734	58.6%	18.6%	22.8%
Grain Insp, Packers & Stockyards Admin (GIPSA)	128	66.8%	15.6%	17.6%
Grain Inspection	55	65.0%	20.2%	14.9%
Office of the Administrator	14	84.2%	7.4%	8.4%
Packers & Stockyards	58	63.5%	13.6%	22.9%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Department of Agriculture	42,398	71.4%	15.3%	13.3%
Marketing and Regulatory Programs (MRP)	1,745	71.3%	14.6%	14.1%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	79.3%	8.2%	12.5%
Grain Inspection	55	82.8%	9.6%	7.6%
Office of the Administrator	14	91.6%	8.4%	0.0%
Packers & Stockyards	60	72.6%	6.9%	20.5%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Department of Agriculture	42,271	85.0%	10.2%	4.8%
Marketing and Regulatory Programs (MRP)	1,740	83.7%	11.1%	5.2%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	87.1%	7.3%	5.7%
Grain Inspection	55	93.2%	6.8%	0.0%
Office of the Administrator	14	93.9%	6.1%	0.0%
Packers & Stockyards	60	79.3%	8.1%	12.6%

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My Work Experience (continued)

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Department of Agriculture	42,231	78.7%	12.0%	9.3%
Marketing and Regulatory Programs (MRP)	1,736	79.6%	10.5%	9.9%
Grain Insp, Packers & Stockyards Admin (GIPSA)	129	80.0%	7.4%	12.6%
Grain Inspection	55	80.4%	8.4%	11.2%
Office of the Administrator	14	100.0%	0.0%	0.0%
Packers & Stockyards	59	74.3%	8.4%	17.3%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Department of Agriculture	42,412	96.8%	2.2%	1.0%
Marketing and Regulatory Programs (MRP)	1,747	97.1%	2.0%	0.9%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	95.3%	4.0%	0.7%
Grain Inspection	55	94.7%	3.7%	1.6%
Office of the Administrator	14	100.0%	0.0%	0.0%
Packers & Stockyards	60	94.7%	5.3%	0.0%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Department of Agriculture	42,426	90.8%	8.0%	1.3%
Marketing and Regulatory Programs (MRP)	1,744	90.0%	8.0%	2.0%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	91.1%	7.2%	1.7%
Grain Inspection	55	92.2%	7.8%	0.0%
Office of the Administrator	14	100.0%	0.0%	0.0%
Packers & Stockyards	60	87.7%	8.5%	3.8%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	42,404	40.4%	16.7%	42.9%	88
Marketing and Regulatory Programs (MRP)	1,743	50.9%	17.0%	32.1%	5
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	57.0%	15.0%	28.0%	0
Grain Inspection	55	59.2%	12.3%	28.5%	0
Office of the Administrator	14	54.5%	22.5%	23.0%	0
Packers & Stockyards	60	56.6%	15.9%	27.5%	0

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	42,297	52.3%	17.4%	30.3%	62
Marketing and Regulatory Programs (MRP)	1,742	62.6%	15.5%	21.9%	2
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	67.6%	13.5%	18.9%	0
Grain Inspection	55	58.0%	21.2%	20.8%	0
Office of the Administrator	14	77.7%	7.4%	14.9%	0
Packers & Stockyards	60	75.3%	7.9%	16.8%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,710	58.0%	17.9%	24.1%	156
Marketing and Regulatory Programs (MRP)	1,722	57.1%	15.4%	27.4%	3
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	67.3%	12.8%	19.8%	0
Grain Inspection	55	67.3%	13.1%	19.6%	0
Office of the Administrator	14	100.0%	0.0%	0.0%	0
Packers & Stockyards	60	58.7%	16.0%	25.3%	0

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	42,231	81.3%	11.6%	7.1%	150
Marketing and Regulatory Programs (MRP)	1,736	83.1%	10.1%	6.8%	6
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	89.8%	8.4%	1.8%	0
Grain Inspection	55	92.2%	5.4%	2.3%	0
Office of the Administrator	14	100.0%	0.0%	0.0%	0
Packers & Stockyards	60	84.7%	13.5%	1.8%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	42,199	89.5%	7.7%	2.8%	96
Marketing and Regulatory Programs (MRP)	1,732	88.4%	8.0%	3.6%	5
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	88.7%	7.8%	3.5%	0
Grain Inspection	55	93.7%	6.3%	0.0%	0
Office of the Administrator	14	100.0%	0.0%	0.0%	0
Packers & Stockyards	60	81.0%	11.3%	7.7%	0

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My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	42,320	68.7%	15.3%	15.9%	135
Marketing and Regulatory Programs (MRP)	1,738	72.4%	13.6%	14.0%	8
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	81.3%	10.4%	8.2%	0
Grain Inspection	55	76.0%	11.5%	12.6%	0
Office of the Administrator	14	100.0%	0.0%	0.0%	0
Packers & Stockyards	60	81.5%	12.2%	6.3%	0

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	42,159	66.9%	15.7%	17.4%	293
Marketing and Regulatory Programs (MRP)	1,736	69.6%	14.0%	16.4%	9
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	76.3%	11.5%	12.2%	0
Grain Inspection	55	75.7%	12.9%	11.4%	0
Office of the Administrator	14	77.3%	14.6%	8.1%	0
Packers & Stockyards	60	76.2%	9.5%	14.3%	0

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	42,234	82.9%	11.9%	5.2%	149
Marketing and Regulatory Programs (MRP)	1,737	81.1%	13.6%	5.3%	3
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	89.0%	9.5%	1.5%	0
Grain Inspection	55	89.9%	8.3%	1.8%	0
Office of the Administrator	14	93.9%	6.1%	0.0%	0
Packers & Stockyards	60	86.7%	11.6%	1.7%	0

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,836	57.5%	21.3%	21.2%	1,533
Marketing and Regulatory Programs (MRP)	1,660	58.9%	20.4%	20.7%	82
Grain Insp, Packers & Stockyards Admin (GIPSA)	122	70.6%	19.4%	10.0%	8
Grain Inspection	53	68.8%	18.7%	12.5%	2
Office of the Administrator	13	81.9%	18.1%	0.0%	1
Packers & Stockyards	55	69.0%	20.7%	10.2%	5

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My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	42,025	49.3%	24.9%	25.7%	340
Marketing and Regulatory Programs (MRP)	1,723	50.1%	24.8%	25.1%	15
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	55.5%	16.9%	27.6%	0
Grain Inspection	55	54.5%	22.5%	23.1%	0
Office of the Administrator	14	83.1%	0.0%	16.9%	0
Packers & Stockyards	60	50.4%	14.4%	35.1%	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	Positive	Neutral	Negative	NBJ
Department of Agriculture	41,978	64.0%	15.5%	20.6%	511
Marketing and Regulatory Programs (MRP)	1,728	66.3%	13.9%	19.8%	18
Grain Insp, Packers & Stockyards Admin (GIPSA)	128	76.7%	8.2%	15.2%	2
Grain Inspection	53	79.1%	7.5%	13.4%	2
Office of the Administrator	14	77.3%	0.0%	22.7%	0
Packers & Stockyards	60	73.8%	11.0%	15.2%	0

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Department of Agriculture	42,404	73.1%	14.5%	12.4%
Marketing and Regulatory Programs (MRP)	1,742	74.6%	13.2%	12.3%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	78.9%	10.8%	10.3%
Grain Inspection	55	73.8%	12.7%	13.4%
Office of the Administrator	14	83.5%	8.4%	8.1%
Packers & Stockyards	60	82.2%	9.8%	8.0%

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My Work Unit (continued)

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,154	35.0%	28.3%	36.7%	1,327
Marketing and Regulatory Programs (MRP)	1,687	42.6%	25.5%	31.9%	60
Grain Insp, Packers & Stockyards Admin (GIPSA)	128	44.2%	25.3%	30.5%	2
Grain Inspection	54	39.1%	22.8%	38.1%	1
Office of the Administrator	14	54.7%	30.4%	14.9%	0
Packers & Stockyards	59	47.1%	26.8%	26.1%	1

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,203	31.9%	30.0%	38.1%	2,165
Marketing and Regulatory Programs (MRP)	1,632	36.8%	28.8%	34.5%	108
Grain Insp, Packers & Stockyards Admin (GIPSA)	126	45.6%	32.9%	21.5%	4
Grain Inspection	55	46.4%	26.9%	26.7%	0
Office of the Administrator	14	38.1%	53.7%	8.1%	0
Packers & Stockyards	56	47.6%	32.3%	20.0%	4

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	39,727	25.0%	28.1%	47.0%	2,656
Marketing and Regulatory Programs (MRP)	1,629	30.0%	26.2%	43.7%	116
Grain Insp, Packers & Stockyards Admin (GIPSA)	123	39.7%	30.0%	30.3%	7
Grain Inspection	52	33.7%	33.4%	32.9%	3
Office of the Administrator	14	69.6%	22.0%	8.4%	0
Packers & Stockyards	56	38.2%	27.6%	34.2%	4

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,659	29.6%	31.3%	39.1%	1,726
Marketing and Regulatory Programs (MRP)	1,662	35.6%	26.8%	37.6%	82
Grain Insp, Packers & Stockyards Admin (GIPSA)	124	44.9%	23.9%	31.2%	5
Grain Inspection	54	40.6%	23.2%	36.2%	1
Office of the Administrator	13	62.6%	21.6%	15.9%	0
Packers & Stockyards	56	45.7%	23.8%	30.4%	4

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My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,593	39.3%	26.1%	34.6%	1,806
Marketing and Regulatory Programs (MRP)	1,653	44.8%	23.4%	31.8%	90
Grain Insp, Packers & Stockyards Admin (GIPSA)	129	48.5%	25.1%	26.4%	1
Grain Inspection	54	41.1%	23.7%	35.2%	1
Office of the Administrator	14	61.5%	30.4%	8.1%	0
Packers & Stockyards	60	53.0%	23.9%	23.2%	0

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	42,243	71.4%	15.4%	13.2%	164
Marketing and Regulatory Programs (MRP)	1,736	71.6%	14.9%	13.5%	9
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	79.5%	12.0%	8.5%	0
Grain Inspection	55	70.7%	16.6%	12.7%	0
Office of the Administrator	14	85.4%	14.6%	0.0%	0
Packers & Stockyards	60	86.1%	7.3%	6.7%	0

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,241	48.4%	32.3%	19.2%	1,168
Marketing and Regulatory Programs (MRP)	1,692	49.6%	31.4%	19.0%	52
Grain Insp, Packers & Stockyards Admin (GIPSA)	127	53.1%	28.8%	18.1%	3
Grain Inspection	55	54.7%	24.8%	20.5%	0
Office of the Administrator	14	69.6%	15.5%	14.9%	0
Packers & Stockyards	57	48.1%	35.1%	16.8%	3

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Department of Agriculture	42,389	82.6%	14.4%	3.0%
Marketing and Regulatory Programs (MRP)	1,745	84.2%	12.4%	3.4%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	86.9%	10.5%	2.7%
Grain Inspection	55	88.1%	9.6%	2.3%
Office of the Administrator	14	100.0%	0.0%	0.0%
Packers & Stockyards	60	82.3%	14.1%	3.7%

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My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,107	66.4%	19.9%	13.8%	602
Marketing and Regulatory Programs (MRP)	1,702	72.8%	15.8%	11.4%	38
Grain Insp, Packers & Stockyards Admin (GIPSA)	128	70.9%	15.1%	14.1%	0
Grain Inspection	55	66.9%	18.1%	15.0%	0
Office of the Administrator	14	79.3%	14.2%	6.5%	0
Packers & Stockyards	58	73.8%	10.8%	15.4%	0

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,856	40.0%	27.9%	32.1%	840
Marketing and Regulatory Programs (MRP)	1,713	44.5%	24.8%	30.7%	31
Grain Insp, Packers & Stockyards Admin (GIPSA)	129	56.3%	19.3%	24.4%	1
Grain Inspection	55	56.8%	15.4%	27.8%	0
Office of the Administrator	14	62.8%	22.7%	14.6%	0
Packers & Stockyards	59	55.2%	20.8%	24.0%	1

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,013	44.2%	26.8%	28.9%	649
Marketing and Regulatory Programs (MRP)	1,706	49.9%	23.2%	26.9%	35
Grain Insp, Packers & Stockyards Admin (GIPSA)	129	56.8%	16.3%	26.9%	1
Grain Inspection	54	51.4%	18.0%	30.6%	1
Office of the Administrator	14	70.5%	8.4%	21.1%	0
Packers & Stockyards	60	57.7%	16.9%	25.4%	0

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,575	33.6%	32.3%	34.1%	1,008
Marketing and Regulatory Programs (MRP)	1,692	39.9%	27.2%	32.8%	49
Grain Insp, Packers & Stockyards Admin (GIPSA)	127	47.5%	26.4%	26.1%	3
Grain Inspection	55	49.0%	24.7%	26.3%	0
Office of the Administrator	13	61.3%	15.7%	23.0%	1
Packers & Stockyards	58	41.9%	30.9%	27.2%	2

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My Agency (continued)

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	39,708	17.6%	28.5%	54.0%	1,875
Marketing and Regulatory Programs (MRP)	1,635	18.0%	29.4%	52.6%	104
Grain Insp, Packers & Stockyards Admin (GIPSA)	124	21.2%	31.1%	47.7%	5
Grain Inspection	55	11.7%	31.8%	56.5%	0
Office of the Administrator	13	36.9%	45.4%	17.7%	0
Packers & Stockyards	55	27.5%	27.3%	45.2%	5

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,337	63.3%	24.2%	12.5%	1,325
Marketing and Regulatory Programs (MRP)	1,677	69.3%	20.2%	10.6%	64
Grain Insp, Packers & Stockyards Admin (GIPSA)	128	77.0%	15.2%	7.9%	2
Grain Inspection	54	80.1%	11.2%	8.8%	1
Office of the Administrator	14	75.0%	16.9%	8.1%	0
Packers & Stockyards	59	75.8%	17.1%	7.1%	1

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,386	78.5%	13.5%	8.0%	300
Marketing and Regulatory Programs (MRP)	1,727	80.2%	11.7%	8.1%	19
Grain Insp, Packers & Stockyards Admin (GIPSA)	127	85.2%	5.7%	9.1%	3
Grain Inspection	54	86.2%	2.2%	11.6%	1
Office of the Administrator	14	100.0%	0.0%	0.0%	0
Packers & Stockyards	58	81.8%	9.0%	9.2%	2

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,049	71.0%	18.4%	10.5%	530
Marketing and Regulatory Programs (MRP)	1,716	72.5%	16.7%	10.8%	22
Grain Insp, Packers & Stockyards Admin (GIPSA)	127	69.1%	20.0%	10.9%	2
Grain Inspection	54	71.8%	17.0%	11.2%	1
Office of the Administrator	13	82.1%	17.9%	0.0%	0
Packers & Stockyards	59	63.0%	23.8%	13.3%	1

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My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	39,738	53.1%	24.3%	22.7%	1,880
Marketing and Regulatory Programs (MRP)	1,651	56.0%	21.1%	22.9%	95
Grain Insp, Packers & Stockyards Admin (GIPSA)	123	61.2%	21.1%	17.7%	6
Grain Inspection	52	63.4%	14.8%	21.7%	3
Office of the Administrator	14	76.1%	16.5%	7.4%	0
Packers & Stockyards	56	54.3%	28.8%	16.9%	3

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	Positive	Neutral	Negative	DNK
Department of Agriculture	39,024	66.9%	19.0%	14.0%	2,488
Marketing and Regulatory Programs (MRP)	1,609	69.5%	16.9%	13.6%	126
Grain Insp, Packers & Stockyards Admin (GIPSA)	119	80.2%	12.0%	7.8%	10
Grain Inspection	50	79.9%	11.5%	8.6%	4
Office of the Administrator	14	91.9%	8.1%	0.0%	0
Packers & Stockyards	54	76.9%	13.9%	9.2%	6

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,815	69.4%	20.5%	10.1%	772
Marketing and Regulatory Programs (MRP)	1,703	76.1%	16.7%	7.2%	39
Grain Insp, Packers & Stockyards Admin (GIPSA)	129	82.2%	9.4%	8.4%	0
Grain Inspection	55	86.4%	7.3%	6.4%	0
Office of the Administrator	13	100.0%	0.0%	0.0%	0
Packers & Stockyards	60	73.9%	13.7%	12.4%	0

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Department of Agriculture	41,589	62.9%	22.0%	15.1%
Marketing and Regulatory Programs (MRP)	1,744	65.3%	20.4%	14.3%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	71.9%	19.5%	8.7%
Grain Inspection	55	77.9%	12.5%	9.7%
Office of the Administrator	14	62.3%	30.4%	7.4%
Packers & Stockyards	60	68.1%	23.8%	8.2%

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My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	37,666	36.8%	32.1%	31.1%	3,952
Marketing and Regulatory Programs (MRP)	1,562	38.9%	31.0%	30.1%	186
Grain Insp, Packers & Stockyards Admin (GIPSA)	123	43.1%	29.7%	27.2%	7
Grain Inspection	54	40.6%	28.5%	30.9%	1
Office of the Administrator	14	61.7%	38.3%	0.0%	0
Packers & Stockyards	54	41.3%	27.3%	31.5%	6

My Supervisor/Team Leader

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,280	81.1%	10.4%	8.5%	201
Marketing and Regulatory Programs (MRP)	1,740	81.4%	9.9%	8.6%	8
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	89.4%	5.8%	4.8%	0
Grain Inspection	55	84.4%	6.5%	9.0%	0
Office of the Administrator	14	84.2%	7.4%	8.4%	0
Packers & Stockyards	60	95.3%	4.7%	0.0%	0

43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,280	67.3%	17.7%	15.0%	161
Marketing and Regulatory Programs (MRP)	1,740	66.7%	16.5%	16.8%	6
Grain Insp, Packers & Stockyards Admin (GIPSA)	129	77.8%	10.5%	11.7%	0
Grain Inspection	55	73.2%	16.1%	10.7%	0
Office of the Administrator	14	76.1%	0.0%	23.9%	0
Packers & Stockyards	59	82.4%	7.9%	9.7%	0

44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,101	63.0%	19.2%	17.9%	278
Marketing and Regulatory Programs (MRP)	1,733	63.5%	17.2%	19.3%	10
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	74.3%	12.2%	13.5%	0
Grain Inspection	55	76.8%	12.6%	10.6%	0
Office of the Administrator	14	70.1%	0.0%	29.9%	0
Packers & Stockyards	60	72.6%	15.0%	12.4%	0

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My Supervisor/Team Leader (continued)

45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	38,922	67.9%	23.5%	8.7%	2,457
Marketing and Regulatory Programs (MRP)	1,626	69.9%	21.9%	8.3%	117
Grain Insp, Packers & Stockyards Admin (GIPSA)	121	79.1%	15.8%	5.1%	8
Grain Inspection	51	74.0%	20.2%	5.8%	4
Office of the Administrator	13	76.5%	6.4%	17.1%	0
Packers & Stockyards	56	84.1%	14.3%	1.6%	4

46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,247	60.8%	21.4%	17.8%	144
Marketing and Regulatory Programs (MRP)	1,738	61.2%	20.2%	18.7%	6
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	72.7%	16.0%	11.3%	0
Grain Inspection	55	73.9%	17.3%	8.8%	0
Office of the Administrator	14	70.1%	8.1%	21.8%	0
Packers & Stockyards	60	71.7%	17.0%	11.2%	0

47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,952	66.4%	18.9%	14.8%	399
Marketing and Regulatory Programs (MRP)	1,721	67.0%	18.4%	14.6%	22
Grain Insp, Packers & Stockyards Admin (GIPSA)	129	77.5%	14.4%	8.1%	1
Grain Inspection	54	78.0%	16.2%	5.8%	1
Office of the Administrator	14	76.1%	8.1%	15.8%	0
Packers & Stockyards	60	77.0%	14.6%	8.4%	0

48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
Department of Agriculture	41,324	76.5%	12.3%	11.2%
Marketing and Regulatory Programs (MRP)	1,748	76.2%	12.3%	11.5%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	83.9%	6.3%	9.8%
Grain Inspection	55	80.0%	8.8%	11.2%
Office of the Administrator	14	69.6%	16.5%	13.9%
Packers & Stockyards	60	91.0%	1.5%	7.5%

Department of Agriculture
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My Supervisor/Team Leader (continued)

49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
Department of Agriculture	41,267	80.9%	10.2%	8.8%
Marketing and Regulatory Programs (MRP)	1,744	81.2%	9.9%	8.9%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	84.0%	11.8%	4.3%
Grain Inspection	55	77.9%	15.4%	6.7%
Office of the Administrator	14	84.2%	15.8%	0.0%
Packers & Stockyards	60	89.4%	7.5%	3.1%

50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
Department of Agriculture	41,268	84.9%	7.3%	7.7%
Marketing and Regulatory Programs (MRP)	1,745	87.1%	6.1%	6.7%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	93.6%	3.5%	2.9%
Grain Inspection	55	89.2%	6.0%	4.8%
Office of the Administrator	14	84.2%	8.4%	7.4%
Packers & Stockyards	60	100.0%	0.0%	0.0%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Department of Agriculture	41,227	66.8%	17.1%	16.1%
Marketing and Regulatory Programs (MRP)	1,745	66.5%	16.6%	16.9%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	75.8%	14.2%	10.1%
Grain Inspection	55	74.5%	16.2%	9.3%
Office of the Administrator	14	63.7%	14.1%	22.3%
Packers & Stockyards	60	79.7%	12.4%	7.9%

52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	N	Positive	Neutral	Negative
Department of Agriculture	41,224	69.1%	19.0%	11.9%
Marketing and Regulatory Programs (MRP)	1,744	68.8%	19.4%	11.8%
Grain Insp, Packers & Stockyards Admin (GIPSA)	129	77.2%	16.7%	6.1%
Grain Inspection	55	76.6%	16.4%	7.1%
Office of the Administrator	13	60.4%	23.9%	15.6%
Packers & Stockyards	60	81.2%	15.7%	3.1%

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Grain Insp, Packers & Stockyards Admin (GIPSA)
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Leadership

53. In my organization, leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,388	35.9%	28.9%	35.2%	398
Marketing and Regulatory Programs (MRP)	1,727	38.7%	26.9%	34.5%	18
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	50.6%	24.8%	24.5%	0
Grain Inspection	55	52.1%	23.6%	24.3%	0
Office of the Administrator	14	61.2%	38.8%	0.0%	0
Packers & Stockyards	60	45.8%	23.0%	31.3%	0

54. My organization's leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	39,439	49.9%	26.6%	23.5%	1,309
Marketing and Regulatory Programs (MRP)	1,666	52.8%	23.1%	24.2%	77
Grain Insp, Packers & Stockyards Admin (GIPSA)	128	69.6%	15.4%	15.0%	2
Grain Inspection	53	67.1%	16.8%	16.2%	2
Office of the Administrator	14	75.8%	24.2%	0.0%	0
Packers & Stockyards	60	69.8%	12.2%	17.9%	0

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	39,188	62.6%	24.3%	13.0%	1,517
Marketing and Regulatory Programs (MRP)	1,644	65.7%	21.1%	13.1%	97
Grain Insp, Packers & Stockyards Admin (GIPSA)	128	69.7%	19.0%	11.2%	2
Grain Inspection	53	69.2%	18.0%	12.8%	2
Office of the Administrator	14	75.8%	24.2%	0.0%	0
Packers & Stockyards	60	68.2%	19.0%	12.8%	0

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,348	58.1%	22.6%	19.3%	351
Marketing and Regulatory Programs (MRP)	1,718	59.4%	21.4%	19.2%	21
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	72.7%	18.1%	9.2%	0
Grain Inspection	55	71.1%	14.7%	14.2%	0
Office of the Administrator	14	74.7%	25.3%	0.0%	0
Packers & Stockyards	60	73.2%	20.0%	6.8%	0

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Leadership (continued)

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	38,429	57.4%	26.6%	15.9%	2,187
Marketing and Regulatory Programs (MRP)	1,618	57.5%	25.2%	17.3%	121
Grain Insp, Packers & Stockyards Admin (GIPSA)	128	80.4%	14.8%	4.9%	1
Grain Inspection	55	72.8%	19.6%	7.6%	0
Office of the Administrator	14	85.6%	14.4%	0.0%	0
Packers & Stockyards	58	86.1%	10.3%	3.5%	1

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	39,618	49.9%	24.6%	25.5%	1,062
Marketing and Regulatory Programs (MRP)	1,688	49.3%	21.7%	29.0%	53
Grain Insp, Packers & Stockyards Admin (GIPSA)	128	62.5%	17.9%	19.6%	2
Grain Inspection	53	60.1%	15.3%	24.6%	2
Office of the Administrator	14	77.2%	22.8%	0.0%	0
Packers & Stockyards	60	60.5%	19.3%	20.2%	0

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	39,500	55.7%	24.2%	20.1%	1,110
Marketing and Regulatory Programs (MRP)	1,679	54.3%	23.2%	22.5%	64
Grain Insp, Packers & Stockyards Admin (GIPSA)	128	68.0%	16.1%	15.9%	2
Grain Inspection	53	62.1%	20.7%	17.3%	2
Office of the Administrator	14	83.1%	16.9%	0.0%	0
Packers & Stockyards	60	69.2%	12.0%	18.8%	0

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	38,732	54.6%	26.8%	18.6%	1,863
Marketing and Regulatory Programs (MRP)	1,638	56.3%	24.0%	19.6%	107
Grain Insp, Packers & Stockyards Admin (GIPSA)	122	70.7%	16.6%	12.7%	8
Grain Inspection	52	68.8%	19.0%	12.3%	3
Office of the Administrator	14	85.4%	0.0%	14.6%	0
Packers & Stockyards	55	68.2%	19.0%	12.8%	5

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Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,132	45.7%	26.8%	27.6%	471
Marketing and Regulatory Programs (MRP)	1,719	50.5%	23.4%	26.0%	27
Grain Insp, Packers & Stockyards Admin (GIPSA)	128	71.2%	10.7%	18.2%	2
Grain Inspection	53	66.0%	10.9%	23.2%	2
Office of the Administrator	14	91.6%	8.4%	0.0%	0
Packers & Stockyards	60	70.4%	11.2%	18.4%	0

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	37,020	54.0%	30.0%	16.1%	3,526
Marketing and Regulatory Programs (MRP)	1,585	61.8%	25.0%	13.1%	157
Grain Insp, Packers & Stockyards Admin (GIPSA)	122	72.3%	18.4%	9.3%	7
Grain Inspection	50	66.0%	17.5%	16.5%	5
Office of the Administrator	13	83.9%	9.1%	7.0%	0
Packers & Stockyards	58	74.8%	21.8%	3.4%	2

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Department of Agriculture	40,279	49.0%	24.7%	26.2%
Marketing and Regulatory Programs (MRP)	1,748	51.4%	20.6%	28.0%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	64.4%	18.2%	17.5%
Grain Inspection	55	64.5%	19.6%	15.9%
Office of the Administrator	14	76.1%	23.9%	0.0%
Packers & Stockyards	60	60.7%	15.8%	23.5%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Department of Agriculture	40,237	41.7%	25.8%	32.5%
Marketing and Regulatory Programs (MRP)	1,748	45.4%	21.9%	32.7%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	61.5%	20.4%	18.1%
Grain Inspection	55	60.6%	18.1%	21.3%
Office of the Administrator	14	71.8%	15.8%	12.4%
Packers & Stockyards	60	59.2%	24.0%	16.8%

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My Satisfaction (continued)

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Department of Agriculture	40,160	47.2%	24.6%	28.2%
Marketing and Regulatory Programs (MRP)	1,742	51.2%	21.7%	27.2%
Grain Insp, Packers & Stockyards Admin (GIPSA)	129	59.0%	21.9%	19.1%
Grain Inspection	55	61.2%	15.9%	22.8%
Office of the Administrator	14	55.0%	36.8%	8.1%
Packers & Stockyards	59	57.2%	24.3%	18.6%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Department of Agriculture	40,123	34.8%	32.3%	33.0%
Marketing and Regulatory Programs (MRP)	1,740	40.8%	28.4%	30.9%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	57.9%	20.9%	21.2%
Grain Inspection	55	55.1%	20.5%	24.4%
Office of the Administrator	14	69.8%	30.2%	0.0%
Packers & Stockyards	60	58.6%	19.3%	22.1%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Department of Agriculture	40,157	35.4%	29.2%	35.3%
Marketing and Regulatory Programs (MRP)	1,740	32.3%	28.3%	39.4%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	42.7%	25.7%	31.7%
Grain Inspection	55	44.4%	26.3%	29.3%
Office of the Administrator	14	34.2%	21.0%	44.8%
Packers & Stockyards	60	43.9%	25.0%	31.2%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Department of Agriculture	40,156	49.3%	24.5%	26.2%
Marketing and Regulatory Programs (MRP)	1,744	53.8%	23.3%	23.0%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	61.4%	19.2%	19.5%
Grain Inspection	55	63.9%	25.9%	10.2%
Office of the Administrator	14	84.2%	7.4%	8.4%
Packers & Stockyards	60	54.4%	14.3%	31.3%

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My Satisfaction (continued)

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Department of Agriculture	40,137	66.8%	18.1%	15.1%
Marketing and Regulatory Programs (MRP)	1,739	66.6%	17.8%	15.6%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	72.7%	18.1%	9.2%
Grain Inspection	55	78.4%	13.5%	8.1%
Office of the Administrator	14	69.6%	30.4%	0.0%
Packers & Stockyards	60	67.5%	19.8%	12.7%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Department of Agriculture	40,151	58.6%	18.1%	23.3%
Marketing and Regulatory Programs (MRP)	1,742	63.1%	15.4%	21.4%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	74.0%	12.6%	13.4%
Grain Inspection	55	70.2%	11.9%	17.9%
Office of the Administrator	14	85.6%	5.9%	8.4%
Packers & Stockyards	60	74.4%	15.1%	10.5%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Department of Agriculture	40,153	52.8%	23.7%	23.6%
Marketing and Regulatory Programs (MRP)	1,746	56.5%	22.1%	21.4%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	67.6%	18.2%	14.3%
Grain Inspection	55	66.6%	22.0%	11.3%
Office of the Administrator	14	63.2%	36.8%	0.0%
Packers & Stockyards	60	69.0%	10.2%	20.8%

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Work/Life

72. *Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).*

	N	Yes	No	Not Sure
Department of Agriculture	40,132	65.9%	28.5%	5.6%
Marketing and Regulatory Programs (MRP)	1,742	84.7%	12.6%	2.6%
Grain Insp, Packers & Stockyards Admin (GIPSA)	130	87.4%	11.3%	1.3%
Grain Inspection	55	76.9%	23.1%	0.0%
Office of the Administrator	14	100.0%	0.0%	0.0%
Packers & Stockyards	60	95.6%	1.5%	2.9%

73. *Please select the response below that BEST describes your current teleworking situation:*

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Department of Agriculture	39,575	3.1%	11.6%	5.9%	17.1%
Marketing and Regulatory Programs (MRP)	1,731	7.1%	21.7%	8.1%	19.2%
Grain Insp, Packers & Stockyards Admin (GIPSA)	129	12.0%	20.6%	6.2%	26.5%
Grain Inspection	55	3.6%	25.8%	1.6%	21.8%
Office of the Administrator	14	0.0%	63.9%	14.7%	5.9%
Packers & Stockyards	59	23.4%	4.9%	8.6%	36.6%

(continued)

73. *Please select the response below that BEST describes your current teleworking situation: (continued)*

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Department of Agriculture	39,575	24.0%	6.4%	12.1%	19.6%
Marketing and Regulatory Programs (MRP)	1,731	18.6%	3.5%	7.2%	14.7%
Grain Insp, Packers & Stockyards Admin (GIPSA)	129	15.7%	0.8%	2.9%	15.3%
Grain Inspection	55	27.6%	1.9%	6.7%	11.0%
Office of the Administrator	14	0.0%	0.0%	0.0%	15.5%
Packers & Stockyards	59	6.8%	0.0%	0.0%	19.7%

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Work/Life (continued)

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Department of Agriculture	39,899	43.2%	42.8%	14.0%
Marketing and Regulatory Programs (MRP)	1,738	37.1%	49.0%	13.9%
Grain Insp, Packers & Stockyards Admin (GIPSA)	128	69.1%	24.9%	6.1%
Grain Inspection	53	58.8%	30.5%	10.7%
Office of the Administrator	14	63.7%	36.3%	0.0%
Packers & Stockyards	60	81.0%	17.3%	1.7%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Department of Agriculture	39,900	31.9%	53.3%	14.8%
Marketing and Regulatory Programs (MRP)	1,740	26.0%	63.7%	10.3%
Grain Insp, Packers & Stockyards Admin (GIPSA)	129	19.0%	64.1%	16.9%
Grain Inspection	54	25.2%	62.9%	12.0%
Office of the Administrator	14	12.8%	78.8%	8.4%
Packers & Stockyards	60	15.1%	61.0%	24.0%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Department of Agriculture	39,830	19.4%	77.3%	3.2%
Marketing and Regulatory Programs (MRP)	1,734	19.3%	78.1%	2.6%
Grain Insp, Packers & Stockyards Admin (GIPSA)	129	16.2%	79.5%	4.4%
Grain Inspection	54	17.6%	82.4%	0.0%
Office of the Administrator	14	29.6%	70.4%	0.0%
Packers & Stockyards	60	11.7%	78.7%	9.6%

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Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Department of Agriculture	39,989	1.8%	75.7%	22.5%
Marketing and Regulatory Programs (MRP)	1,744	1.8%	83.7%	14.5%
Grain Insp, Packers & Stockyards Admin (GIPSA)	128	1.6%	71.7%	26.7%
Grain Inspection	54	0.0%	76.5%	23.5%
Office of the Administrator	13	6.8%	75.0%	18.2%
Packers & Stockyards	60	1.8%	66.1%	32.1%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Department of Agriculture	39,954	1.7%	76.4%	21.9%
Marketing and Regulatory Programs (MRP)	1,738	2.1%	84.2%	13.7%
Grain Insp, Packers & Stockyards Admin (GIPSA)	127	0.7%	72.1%	27.2%
Grain Inspection	53	0.0%	77.7%	22.3%
Office of the Administrator	14	6.3%	70.4%	23.3%
Packers & Stockyards	59	0.0%	66.9%	33.1%

79. How satisfied are you with the following Work/Life programs in your agency? Telework*

	N	Positive	Neutral	Negative	NBJ
Department of Agriculture	14,569	72.9%	18.2%	9.0%	941
Marketing and Regulatory Programs (MRP)	952	76.1%	14.8%	9.1%	31
Grain Insp, Packers & Stockyards Admin (GIPSA)	81	77.7%	12.1%	10.2%	3
Grain Inspection	28	71.7%	17.3%	11.0%	0
Office of the Administrator	12	100.0%	0.0%	0.0%	0
Packers & Stockyards	41	75.1%	12.1%	12.8%	3

*The results for this item only include employees who indicated that they participated in this program.

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Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*

	N	Positive	Neutral	Negative	NBJ
Department of Agriculture	17,093	90.9%	7.0%	2.1%	386
Marketing and Regulatory Programs (MRP)	642	91.9%	5.9%	2.2%	12
Grain Insp, Packers & Stockyards Admin (GIPSA)	88	95.7%	3.4%	0.9%	1
Grain Inspection	31	93.2%	6.8%	0.0%	0
Office of the Administrator	9	100.0%	0.0%	0.0%	0
Packers & Stockyards	48	96.5%	1.8%	1.8%	1

**The results for this item only include employees who indicated that they participated in this program.*

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	Positive	Neutral	Negative	NBJ
Department of Agriculture	12,208	82.4%	14.3%	3.3%	580
Marketing and Regulatory Programs (MRP)	421	75.3%	20.3%	4.4%	23
Grain Insp, Packers & Stockyards Admin (GIPSA)	23	60.0%	40.0%	0.0%	1
Grain Inspection	12	33.0%	67.0%	0.0%	1
Office of the Administrator	2	100.0%	0.0%	0.0%	0
Packers & Stockyards	9	89.8%	10.2%	0.0%	0

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
Department of Agriculture	7,452	77.6%	18.1%	4.3%	648
Marketing and Regulatory Programs (MRP)	326	78.9%	15.4%	5.7%	21
Grain Insp, Packers & Stockyards Admin (GIPSA)	20	77.5%	16.3%	6.2%	0
Grain Inspection	9	62.2%	24.4%	13.4%	0
Office of the Administrator	4	100.0%	0.0%	0.0%	0
Packers & Stockyards	7	85.0%	15.0%	0.0%	0

**The results for this item only include employees who indicated that they participated in this program.*

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Work/Life (continued)

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	Positive	Neutral	Negative	NBJ
Department of Agriculture	570	62.8%	32.9%	4.3%	299
Marketing and Regulatory Programs (MRP)	26	61.8%	35.6%	2.6%	9
Grain Insp, Packers & Stockyards Admin (GIPSA)	3	100.0%	0.0%	0.0%	0
Grain Inspection	0	--	--	--	0
Office of the Administrator	2	100.0%	0.0%	0.0%	0
Packers & Stockyards	1	100.0%	0.0%	0.0%	0

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
Department of Agriculture	566	64.8%	33.7%	1.5%	322
Marketing and Regulatory Programs (MRP)	27	58.6%	41.4%	0.0%	18
Grain Insp, Packers & Stockyards Admin (GIPSA)	1	100.0%	0.0%	0.0%	2
Grain Inspection	0	--	--	--	1
Office of the Administrator	1	100.0%	0.0%	0.0%	0
Packers & Stockyards	0	--	--	--	1

**The results for this item only include employees who indicated that they participated in this program.*

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Demographic Questions

85. Where do you work?

	N	%
Headquarters	51	39.2%
Field	79	60.8%

86. What is your supervisory status?

	N	%
Non-Supervisor	76	58.5%
Team Leader	16	12.3%
Supervisor	23	17.7%
Manager	11	8.5%
Executive	4	3.1%

87. Are you:

	N	%
Male	79	61.2%
Female	50	38.8%

88. Are you Hispanic or Latino?

	N	%
Yes	5	4.0%
No	121	96.0%

89. Race

	N	%
American Indian or Alaska Native	2	1.6%
Asian	2	1.6%
Black or African American	14	11.0%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	106	83.5%
Two or more races (Not Hispanic or Latino)	3	2.4%

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Demographic Questions (continued)

90. What is your age group?

	N	%
25 and under	2	1.6%
26-29	10	7.8%
30-39	18	14.1%
40-49	31	24.2%
50-59	50	39.1%
60 or older	17	13.3%

91. What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	2	1.6%
GS 7-12	66	51.2%
GS 13-15	57	44.2%
Senior Executive Service	3	2.3%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	1	0.8%

92. How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	0	0.0%
1 to 3 years	12	9.4%
4 to 5 years	13	10.2%
6 to 10 years	16	12.5%
11 to 14 years	13	10.2%
15 to 20 years	10	7.8%
More than 20 years	64	50.0%

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

	N	%
Less than 1 year	2	1.6%
1 to 3 years	16	12.5%
4 to 5 years	15	11.7%
6 to 10 years	19	14.8%
11 to 20 years	21	16.4%
More than 20 years	55	43.0%

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Demographic Questions (continued)

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

	N	%
No	86	67.2%
Yes, to retire	11	8.6%
Yes, to take another job within the Federal Government	25	19.5%
Yes, to take another job outside the Federal Government	1	0.8%
Yes, other	5	3.9%

95. I am planning to retire:

	N	%
Within one year	8	6.2%
Between one and three years	17	13.2%
Between three and five years	13	10.1%
Five or more years	91	70.5%

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?

	N	%
Yes	12	9.3%
No	117	90.7%

98. Are you an individual with a disability?

	N	%
Yes	11	8.5%
No	118	91.5%