

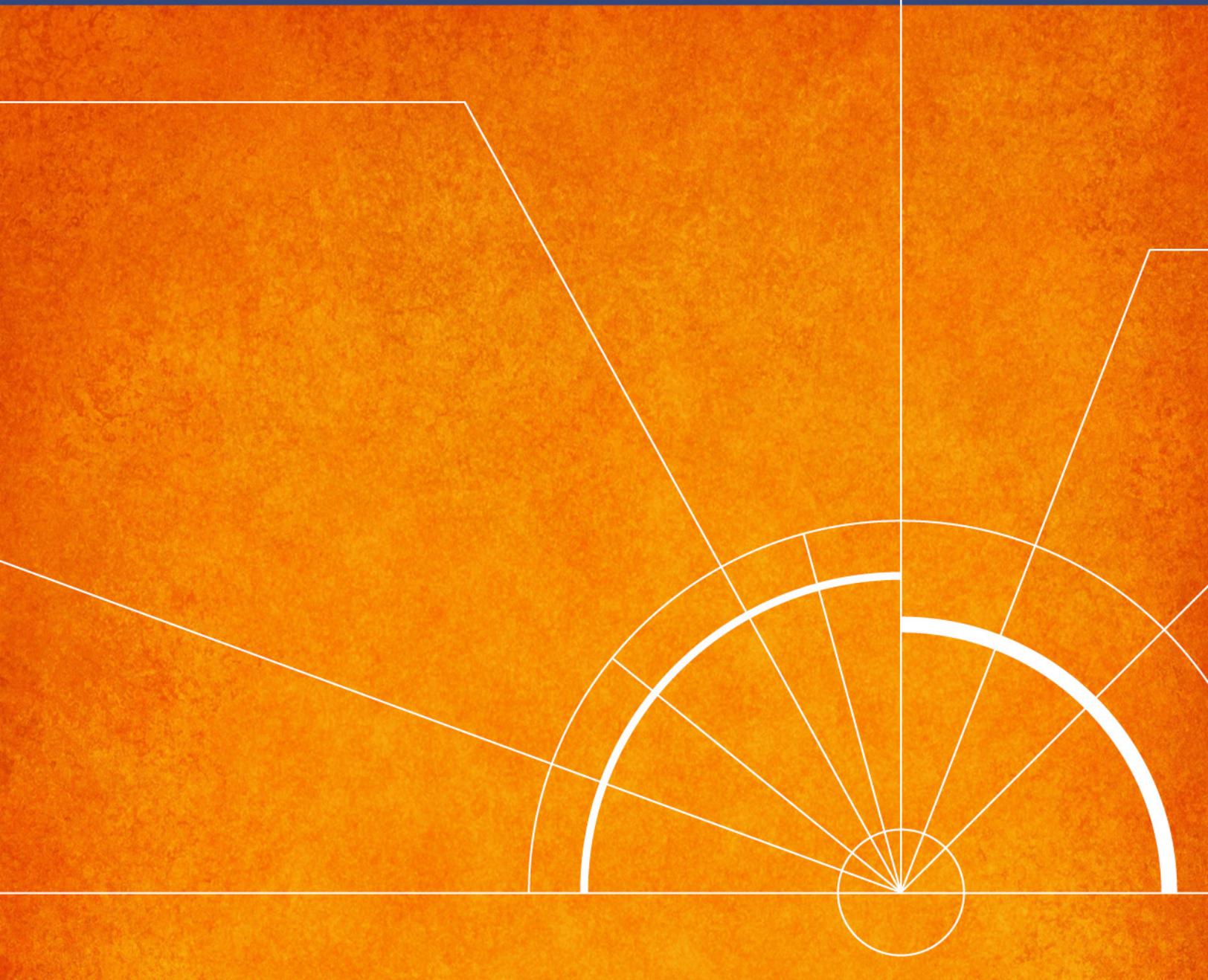


Federal Employee Viewpoint Survey Results

Employees Influencing Change

Grain Inspection, Packers & Stockyards Admin.

3rd Level Subagency Comparison Report



Department of Agriculture
Grain Inspection, Packers & Stockyards Admin.
3rd Level Subagency Comparison Report

Response Summary

	Surveys Completed	Response Rate
Department of Agriculture	20,624	66.2%
Marketing and Regulatory Programs (MRP)	2,209	70.6%
Grain Inspection, Packers & Stockyards Admin.	253	76.9%
Federal Grain Inspection Service	110	72.4%
Office of the Administrator	30	71.4%
Packers & Stockyards Program	113	83.7%

This 2015 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: Response rates are not calculated when there are fewer than 4 completed surveys. The report tables that follow do not include results for any subagency 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	20,573	63.6%	16.5%	19.8%
Marketing and Regulatory Programs (MRP)	2,204	63.1%	15.6%	21.3%
Grain Inspection, Packers & Stockyards Admin.	253	63.0%	13.7%	23.3%
Federal Grain Inspection Service	110	60.1%	14.8%	25.1%
Office of the Administrator	30	79.6%	13.7%	6.7%
Packers & Stockyards Program	113	65.8%	11.0%	23.2%

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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	20,470	67.8%	16.6%	15.6%
Marketing and Regulatory Programs (MRP)	2,195	69.5%	15.6%	14.8%
Grain Inspection, Packers & Stockyards Admin.	249	67.8%	15.8%	16.4%
Federal Grain Inspection Service	108	66.2%	15.3%	18.6%
Office of the Administrator	30	73.4%	16.9%	9.7%
Packers & Stockyards Program	111	70.3%	16.7%	13.0%

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,262	57.1%	19.9%	23.0%
Marketing and Regulatory Programs (MRP)	2,170	58.3%	16.8%	24.9%
Grain Inspection, Packers & Stockyards Admin.	247	57.9%	16.1%	26.0%
Federal Grain Inspection Service	104	59.6%	15.7%	24.7%
Office of the Administrator	30	70.8%	16.3%	12.9%
Packers & Stockyards Program	113	50.9%	17.0%	32.1%

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,491	71.9%	14.8%	13.2%
Marketing and Regulatory Programs (MRP)	2,194	71.6%	13.9%	14.5%
Grain Inspection, Packers & Stockyards Admin.	252	69.2%	14.0%	16.9%
Federal Grain Inspection Service	110	72.5%	11.7%	15.8%
Office of the Administrator	29	64.6%	25.6%	9.8%
Packers & Stockyards Program	113	62.4%	16.6%	21.0%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Department of Agriculture	20,265	84.7%	10.3%	5.0%
Marketing and Regulatory Programs (MRP)	2,170	85.1%	10.5%	4.5%
Grain Inspection, Packers & Stockyards Admin.	245	85.2%	10.0%	4.7%
Federal Grain Inspection Service	106	87.6%	7.4%	5.0%
Office of the Administrator	30	88.7%	11.3%	0.0%
Packers & Stockyards Program	109	78.7%	15.9%	5.4%

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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	20,422	78.2%	12.1%	9.7%
Marketing and Regulatory Programs (MRP)	2,178	77.7%	11.2%	11.0%
Grain Inspection, Packers & Stockyards Admin.	249	76.9%	12.0%	11.0%
Federal Grain Inspection Service	109	77.8%	11.9%	10.3%
Office of the Administrator	30	83.7%	13.1%	3.2%
Packers & Stockyards Program	110	73.2%	12.1%	14.7%

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,474	96.4%	2.4%	1.2%
Marketing and Regulatory Programs (MRP)	2,199	96.6%	2.2%	1.2%
Grain Inspection, Packers & Stockyards Admin.	252	93.3%	3.0%	3.7%
Federal Grain Inspection Service	109	95.1%	0.7%	4.3%
Office of the Administrator	30	97.0%	3.0%	0.0%
Packers & Stockyards Program	113	88.2%	8.4%	3.3%

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,525	90.7%	7.9%	1.4%
Marketing and Regulatory Programs (MRP)	2,194	91.4%	6.8%	1.8%
Grain Inspection, Packers & Stockyards Admin.	251	87.1%	8.3%	4.6%
Federal Grain Inspection Service	109	89.0%	6.2%	4.8%
Office of the Administrator	30	97.0%	3.0%	0.0%
Packers & Stockyards Program	112	80.2%	14.5%	5.4%

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	20,532	42.2%	16.3%	41.4%	29
Marketing and Regulatory Programs (MRP)	2,198	54.4%	14.9%	30.7%	3
Grain Inspection, Packers & Stockyards Admin.	250	54.3%	14.5%	31.2%	1
Federal Grain Inspection Service	109	46.1%	16.7%	37.2%	0
Office of the Administrator	30	58.1%	14.5%	27.4%	0
Packers & Stockyards Program	111	72.8%	9.1%	18.1%	1

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	20,444	49.4%	18.0%	32.6%	30
Marketing and Regulatory Programs (MRP)	2,188	59.2%	16.2%	24.6%	4
Grain Inspection, Packers & Stockyards Admin.	248	56.0%	18.7%	25.3%	1
Federal Grain Inspection Service	106	47.5%	20.1%	32.4%	1
Office of the Administrator	30	68.3%	7.9%	23.8%	0
Packers & Stockyards Program	112	72.3%	18.1%	9.6%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,838	59.3%	17.7%	23.0%	50
Marketing and Regulatory Programs (MRP)	2,135	58.4%	15.9%	25.7%	8
Grain Inspection, Packers & Stockyards Admin.	245	60.0%	14.9%	25.1%	0
Federal Grain Inspection Service	106	62.4%	12.5%	25.0%	0
Office of the Administrator	30	59.6%	27.8%	12.7%	0
Packers & Stockyards Program	109	54.5%	17.1%	28.5%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	20,402	82.9%	10.5%	6.6%	47
Marketing and Regulatory Programs (MRP)	2,181	83.5%	9.8%	6.6%	10
Grain Inspection, Packers & Stockyards Admin.	250	83.3%	8.0%	8.7%	1
Federal Grain Inspection Service	109	84.6%	6.3%	9.1%	1
Office of the Administrator	29	93.7%	3.1%	3.3%	0
Packers & Stockyards Program	112	77.5%	13.2%	9.3%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	20,211	89.6%	7.5%	2.9%	54
Marketing and Regulatory Programs (MRP)	2,167	89.9%	7.0%	3.2%	6
Grain Inspection, Packers & Stockyards Admin.	243	89.0%	4.5%	6.5%	0
Federal Grain Inspection Service	101	92.6%	0.6%	6.8%	0
Office of the Administrator	30	96.8%	3.2%	0.0%	0
Packers & Stockyards Program	112	79.1%	13.5%	7.5%	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	20,447	69.6%	14.2%	16.2%	58
Marketing and Regulatory Programs (MRP)	2,177	72.5%	14.1%	13.3%	9
Grain Inspection, Packers & Stockyards Admin.	250	70.9%	14.6%	14.5%	1
Federal Grain Inspection Service	109	64.4%	15.6%	19.9%	0
Office of the Administrator	30	94.1%	5.9%	0.0%	0
Packers & Stockyards Program	111	80.4%	14.5%	5.1%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	20,364	68.6%	15.3%	16.1%	148
Marketing and Regulatory Programs (MRP)	2,181	70.4%	13.6%	16.0%	17
Grain Inspection, Packers & Stockyards Admin.	250	58.7%	16.2%	25.1%	1
Federal Grain Inspection Service	108	56.9%	16.4%	26.6%	1
Office of the Administrator	30	77.8%	10.7%	11.6%	0
Packers & Stockyards Program	112	57.8%	17.1%	25.1%	0

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	20,408	83.4%	11.3%	5.4%	64
Marketing and Regulatory Programs (MRP)	2,191	81.4%	12.3%	6.3%	2
Grain Inspection, Packers & Stockyards Admin.	248	78.1%	12.2%	9.7%	1
Federal Grain Inspection Service	108	74.4%	13.7%	11.9%	0
Office of the Administrator	30	97.4%	2.6%	0.0%	0
Packers & Stockyards Program	110	82.1%	11.0%	6.9%	1

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	19,736	59.2%	21.1%	19.7%	753
Marketing and Regulatory Programs (MRP)	2,111	56.7%	21.0%	22.3%	80
Grain Inspection, Packers & Stockyards Admin.	244	63.6%	18.7%	17.7%	6
Federal Grain Inspection Service	106	63.0%	18.1%	18.9%	2
Office of the Administrator	28	76.8%	23.2%	0.0%	2
Packers & Stockyards Program	110	61.8%	19.1%	19.1%	2

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My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	20,372	51.9%	24.3%	23.8%	134
Marketing and Regulatory Programs (MRP)	2,180	51.7%	25.2%	23.1%	14
Grain Inspection, Packers & Stockyards Admin.	249	48.0%	25.3%	26.6%	3
Federal Grain Inspection Service	109	41.4%	27.8%	30.8%	1
Office of the Administrator	29	87.2%	5.9%	6.9%	1
Packers & Stockyards Program	111	54.1%	24.2%	21.7%	1

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	20,301	66.5%	14.4%	19.1%	283
Marketing and Regulatory Programs (MRP)	2,178	67.8%	14.7%	17.4%	28
Grain Inspection, Packers & Stockyards Admin.	252	61.1%	17.7%	21.2%	1
Federal Grain Inspection Service	110	60.6%	19.5%	19.9%	0
Office of the Administrator	29	76.9%	9.2%	13.9%	1
Packers & Stockyards Program	113	58.4%	15.3%	26.3%	0

My Work Unit

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,553	74.8%	13.2%	12.0%
Marketing and Regulatory Programs (MRP)	2,199	74.2%	13.7%	12.1%
Grain Inspection, Packers & Stockyards Admin.	251	69.4%	17.1%	13.5%
Federal Grain Inspection Service	109	66.8%	20.5%	12.7%
Office of the Administrator	30	77.3%	5.8%	16.9%
Packers & Stockyards Program	112	73.7%	11.8%	14.5%

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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	19,917	35.2%	28.6%	36.2%	652
Marketing and Regulatory Programs (MRP)	2,128	42.1%	27.4%	30.5%	77
Grain Inspection, Packers & Stockyards Admin.	243	42.2%	26.2%	31.6%	9
Federal Grain Inspection Service	108	41.6%	26.7%	31.7%	1
Office of the Administrator	28	45.6%	40.1%	14.3%	2
Packers & Stockyards Program	107	42.9%	21.5%	35.6%	6

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,437	33.3%	29.4%	37.3%	1,051
Marketing and Regulatory Programs (MRP)	2,067	32.0%	29.5%	38.5%	130
Grain Inspection, Packers & Stockyards Admin.	245	27.0%	35.2%	37.8%	8
Federal Grain Inspection Service	109	20.6%	39.9%	39.5%	1
Office of the Administrator	29	41.5%	43.2%	15.3%	1
Packers & Stockyards Program	107	39.0%	21.6%	39.4%	6

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	18,999	25.2%	28.2%	46.6%	1,493
Marketing and Regulatory Programs (MRP)	2,018	28.4%	26.0%	45.5%	174
Grain Inspection, Packers & Stockyards Admin.	232	28.3%	28.5%	43.2%	21
Federal Grain Inspection Service	103	27.3%	27.3%	45.4%	7
Office of the Administrator	26	42.2%	31.3%	26.5%	4
Packers & Stockyards Program	103	27.5%	30.7%	41.7%	10

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,583	31.7%	30.0%	38.2%	942
Marketing and Regulatory Programs (MRP)	2,076	32.7%	28.0%	39.3%	122
Grain Inspection, Packers & Stockyards Admin.	244	37.0%	26.2%	36.8%	8
Federal Grain Inspection Service	106	39.1%	24.5%	36.4%	3
Office of the Administrator	27	44.1%	29.9%	26.0%	3
Packers & Stockyards Program	111	30.2%	29.4%	40.4%	2

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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	19,420	41.4%	25.9%	32.7%	1,047
Marketing and Regulatory Programs (MRP)	2,064	43.7%	22.6%	33.7%	123
Grain Inspection, Packers & Stockyards Admin.	242	41.9%	22.5%	35.6%	7
Federal Grain Inspection Service	104	41.1%	23.6%	35.3%	2
Office of the Administrator	28	52.4%	19.4%	28.2%	2
Packers & Stockyards Program	110	41.4%	20.6%	38.0%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	20,448	74.3%	13.6%	12.1%	68
Marketing and Regulatory Programs (MRP)	2,193	73.0%	13.6%	13.4%	8
Grain Inspection, Packers & Stockyards Admin.	251	74.7%	10.0%	15.2%	1
Federal Grain Inspection Service	108	74.5%	10.6%	14.9%	1
Office of the Administrator	30	73.0%	12.9%	14.1%	0
Packers & Stockyards Program	113	75.7%	8.0%	16.3%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,910	50.6%	30.9%	18.5%	631
Marketing and Regulatory Programs (MRP)	2,128	50.3%	30.9%	18.8%	74
Grain Inspection, Packers & Stockyards Admin.	243	53.7%	26.5%	19.8%	9
Federal Grain Inspection Service	108	55.0%	25.3%	19.7%	2
Office of the Administrator	28	56.4%	28.8%	14.8%	2
Packers & Stockyards Program	107	49.8%	28.8%	21.4%	5

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,548	83.4%	13.7%	2.9%
Marketing and Regulatory Programs (MRP)	2,202	85.6%	11.2%	3.2%
Grain Inspection, Packers & Stockyards Admin.	253	86.1%	8.0%	5.9%
Federal Grain Inspection Service	110	86.9%	6.3%	6.8%
Office of the Administrator	30	100.0%	0.0%	0.0%
Packers & Stockyards Program	113	80.7%	13.9%	5.3%

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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	20,043	66.0%	19.4%	14.6%	332
Marketing and Regulatory Programs (MRP)	2,158	71.7%	16.0%	12.3%	29
Grain Inspection, Packers & Stockyards Admin.	249	69.6%	14.6%	15.8%	3
Federal Grain Inspection Service	110	70.4%	12.7%	16.9%	0
Office of the Administrator	29	60.7%	24.7%	14.5%	0
Packers & Stockyards Program	110	69.9%	16.7%	13.4%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,907	41.4%	27.3%	31.3%	442
Marketing and Regulatory Programs (MRP)	2,133	45.9%	27.7%	26.4%	46
Grain Inspection, Packers & Stockyards Admin.	247	49.0%	23.9%	27.2%	5
Federal Grain Inspection Service	108	50.4%	23.9%	25.6%	2
Office of the Administrator	28	69.4%	21.4%	9.1%	1
Packers & Stockyards Program	111	40.6%	24.2%	35.2%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,933	44.8%	26.6%	28.6%	380
Marketing and Regulatory Programs (MRP)	2,141	49.4%	22.1%	28.4%	36
Grain Inspection, Packers & Stockyards Admin.	249	42.4%	26.8%	30.8%	2
Federal Grain Inspection Service	109	41.5%	26.9%	31.6%	0
Office of the Administrator	29	57.2%	30.8%	12.0%	0
Packers & Stockyards Program	111	40.8%	25.8%	33.4%	2

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,722	34.2%	31.8%	34.0%	540
Marketing and Regulatory Programs (MRP)	2,118	38.8%	29.0%	32.2%	56
Grain Inspection, Packers & Stockyards Admin.	246	31.4%	33.4%	35.2%	3
Federal Grain Inspection Service	109	30.0%	34.7%	35.3%	0
Office of the Administrator	27	54.9%	25.2%	19.9%	1
Packers & Stockyards Program	110	29.4%	32.2%	38.4%	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	19,111	17.4%	28.1%	54.5%	1,110
Marketing and Regulatory Programs (MRP)	2,012	17.5%	28.2%	54.3%	159
Grain Inspection, Packers & Stockyards Admin.	237	17.3%	33.7%	49.0%	11
Federal Grain Inspection Service	105	12.5%	36.2%	51.3%	2
Office of the Administrator	28	29.0%	38.4%	32.6%	1
Packers & Stockyards Program	104	26.2%	26.4%	47.4%	8

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	19,686	65.5%	23.0%	11.5%	658
Marketing and Regulatory Programs (MRP)	2,103	67.0%	20.6%	12.4%	72
Grain Inspection, Packers & Stockyards Admin.	239	62.6%	19.4%	18.0%	9
Federal Grain Inspection Service	103	63.0%	17.9%	19.1%	4
Office of the Administrator	29	65.6%	22.3%	12.1%	0
Packers & Stockyards Program	107	60.8%	22.3%	16.8%	5

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	20,115	78.9%	13.4%	7.7%	207
Marketing and Regulatory Programs (MRP)	2,144	76.0%	14.0%	10.0%	32
Grain Inspection, Packers & Stockyards Admin.	249	65.9%	15.5%	18.5%	2
Federal Grain Inspection Service	108	64.3%	14.0%	21.8%	2
Office of the Administrator	28	86.0%	14.0%	0.0%	0
Packers & Stockyards Program	113	65.1%	19.6%	15.2%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	20,102	74.3%	16.5%	9.2%	201
Marketing and Regulatory Programs (MRP)	2,143	75.5%	15.9%	8.6%	30
Grain Inspection, Packers & Stockyards Admin.	249	72.2%	16.3%	11.6%	2
Federal Grain Inspection Service	110	72.2%	16.9%	10.9%	0
Office of the Administrator	28	96.9%	3.1%	0.0%	0
Packers & Stockyards Program	111	66.2%	17.9%	15.9%	2

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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	19,264	53.1%	23.7%	23.2%	1,037
Marketing and Regulatory Programs (MRP)	2,056	51.1%	22.1%	26.8%	117
Grain Inspection, Packers & Stockyards Admin.	240	44.3%	19.0%	36.7%	8
Federal Grain Inspection Service	108	43.3%	15.4%	41.3%	1
Office of the Administrator	26	47.2%	33.1%	19.7%	1
Packers & Stockyards Program	106	46.1%	24.9%	29.0%	6

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	18,836	69.3%	17.7%	13.0%	1,369
Marketing and Regulatory Programs (MRP)	2,000	66.7%	18.1%	15.2%	155
Grain Inspection, Packers & Stockyards Admin.	229	62.3%	18.5%	19.2%	16
Federal Grain Inspection Service	100	61.4%	18.3%	20.3%	4
Office of the Administrator	27	74.7%	12.0%	13.3%	2
Packers & Stockyards Program	102	61.3%	20.5%	18.2%	10

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,965	70.2%	20.3%	9.4%	379
Marketing and Regulatory Programs (MRP)	2,147	75.9%	15.9%	8.2%	34
Grain Inspection, Packers & Stockyards Admin.	245	74.3%	15.5%	10.3%	6
Federal Grain Inspection Service	106	76.1%	13.5%	10.5%	3
Office of the Administrator	28	100.0%	0.0%	0.0%	1
Packers & Stockyards Program	111	63.9%	23.8%	12.2%	2

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,361	62.7%	22.1%	15.2%
Marketing and Regulatory Programs (MRP)	2,187	64.5%	19.2%	16.3%
Grain Inspection, Packers & Stockyards Admin.	252	61.9%	22.0%	16.0%
Federal Grain Inspection Service	110	62.2%	21.9%	15.9%
Office of the Administrator	29	69.2%	21.2%	9.6%
Packers & Stockyards Program	113	59.5%	22.4%	18.1%

Department of Agriculture
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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	18,826	39.2%	29.9%	31.0%	1,540
Marketing and Regulatory Programs (MRP)	2,022	45.0%	26.7%	28.3%	162
Grain Inspection, Packers & Stockyards Admin.	241	42.1%	23.4%	34.6%	11
Federal Grain Inspection Service	105	44.7%	20.1%	35.1%	5
Office of the Administrator	29	70.6%	17.6%	11.8%	0
Packers & Stockyards Program	107	28.4%	32.5%	39.1%	6

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	20,254	83.1%	9.2%	7.8%	105
Marketing and Regulatory Programs (MRP)	2,175	81.0%	9.2%	9.8%	7
Grain Inspection, Packers & Stockyards Admin.	250	70.1%	14.7%	15.2%	2
Federal Grain Inspection Service	108	65.2%	14.5%	20.3%	2
Office of the Administrator	29	75.7%	11.1%	13.2%	0
Packers & Stockyards Program	113	80.3%	16.1%	3.6%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	20,210	70.5%	16.2%	13.3%	99
Marketing and Regulatory Programs (MRP)	2,168	68.8%	16.6%	14.6%	9
Grain Inspection, Packers & Stockyards Admin.	249	62.6%	19.3%	18.1%	1
Federal Grain Inspection Service	110	61.6%	19.9%	18.5%	0
Office of the Administrator	29	65.8%	27.6%	6.6%	0
Packers & Stockyards Program	110	64.3%	15.8%	20.0%	1

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	20,049	65.5%	17.9%	16.6%	167
Marketing and Regulatory Programs (MRP)	2,152	66.1%	16.6%	17.3%	13
Grain Inspection, Packers & Stockyards Admin.	247	62.4%	15.4%	22.3%	1
Federal Grain Inspection Service	108	62.7%	15.3%	22.0%	1
Office of the Administrator	28	63.2%	9.8%	27.0%	0
Packers & Stockyards Program	111	61.3%	16.8%	21.8%	0

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,084	71.4%	20.9%	7.7%	1,211
Marketing and Regulatory Programs (MRP)	2,048	73.2%	17.7%	9.1%	127
Grain Inspection, Packers & Stockyards Admin.	231	68.0%	18.3%	13.7%	20
Federal Grain Inspection Service	101	68.4%	16.5%	15.1%	8
Office of the Administrator	27	73.7%	26.3%	0.0%	2
Packers & Stockyards Program	103	65.5%	20.7%	13.8%	10

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	20,180	63.2%	20.3%	16.5%	99
Marketing and Regulatory Programs (MRP)	2,157	64.8%	17.9%	17.3%	8
Grain Inspection, Packers & Stockyards Admin.	249	62.8%	18.4%	18.8%	3
Federal Grain Inspection Service	109	60.6%	19.8%	19.5%	1
Office of the Administrator	28	74.5%	15.9%	9.7%	1
Packers & Stockyards Program	112	65.1%	15.7%	19.2%	1

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	20,017	68.3%	18.7%	13.0%	290
Marketing and Regulatory Programs (MRP)	2,158	68.2%	16.9%	14.9%	20
Grain Inspection, Packers & Stockyards Admin.	247	61.9%	22.2%	15.9%	3
Federal Grain Inspection Service	108	57.1%	26.8%	16.1%	1
Office of the Administrator	28	78.6%	16.6%	4.9%	0
Packers & Stockyards Program	111	69.4%	12.5%	18.1%	2

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Department of Agriculture	20,315	78.5%	11.7%	9.9%
Marketing and Regulatory Programs (MRP)	2,178	77.0%	11.7%	11.3%
Grain Inspection, Packers & Stockyards Admin.	251	70.8%	15.4%	13.8%
Federal Grain Inspection Service	110	69.8%	14.8%	15.3%
Office of the Administrator	29	71.7%	11.9%	16.4%
Packers & Stockyards Program	112	72.8%	17.6%	9.6%

Department of Agriculture
Grain Inspection, Packers & Stockyards Admin.
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My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Department of Agriculture	20,267	82.9%	9.3%	7.7%
Marketing and Regulatory Programs (MRP)	2,167	82.0%	9.2%	8.8%
Grain Inspection, Packers & Stockyards Admin.	251	77.8%	11.8%	10.4%
Federal Grain Inspection Service	109	76.1%	11.9%	12.0%
Office of the Administrator	29	77.8%	15.7%	6.6%
Packers & Stockyards Program	113	81.8%	10.4%	7.8%

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,268	85.9%	7.0%	7.1%
Marketing and Regulatory Programs (MRP)	2,169	87.0%	6.5%	6.6%
Grain Inspection, Packers & Stockyards Admin.	251	79.7%	9.4%	10.9%
Federal Grain Inspection Service	110	72.9%	12.6%	14.5%
Office of the Administrator	28	96.2%	0.0%	3.8%
Packers & Stockyards Program	113	91.9%	4.1%	4.0%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Department of Agriculture	20,293	68.9%	16.0%	15.2%
Marketing and Regulatory Programs (MRP)	2,173	67.9%	16.2%	15.9%
Grain Inspection, Packers & Stockyards Admin.	251	60.9%	20.9%	18.2%
Federal Grain Inspection Service	109	59.3%	23.7%	17.0%
Office of the Administrator	29	57.2%	18.3%	24.5%
Packers & Stockyards Program	113	65.6%	14.7%	19.7%

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,293	71.4%	17.6%	11.0%
Marketing and Regulatory Programs (MRP)	2,177	71.1%	16.6%	12.3%
Grain Inspection, Packers & Stockyards Admin.	251	71.0%	17.2%	11.8%
Federal Grain Inspection Service	110	70.8%	16.3%	12.8%
Office of the Administrator	29	72.3%	18.2%	9.6%
Packers & Stockyards Program	112	71.1%	19.0%	9.9%

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Grain Inspection, Packers & Stockyards Admin.
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Leadership

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,803	33.3%	27.6%	39.1%	438
Marketing and Regulatory Programs (MRP)	2,122	39.0%	25.1%	35.9%	43
Grain Inspection, Packers & Stockyards Admin.	246	41.7%	22.6%	35.7%	4
Federal Grain Inspection Service	109	45.7%	21.1%	33.2%	1
Office of the Administrator	27	62.8%	29.8%	7.5%	1
Packers & Stockyards Program	110	27.2%	24.4%	48.3%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	18,889	44.8%	29.5%	25.7%	1,317
Marketing and Regulatory Programs (MRP)	2,042	47.9%	25.0%	27.1%	122
Grain Inspection, Packers & Stockyards Admin.	241	50.4%	23.1%	26.5%	9
Federal Grain Inspection Service	108	53.1%	20.6%	26.3%	2
Office of the Administrator	28	69.1%	28.6%	2.3%	1
Packers & Stockyards Program	105	38.9%	28.0%	33.1%	6

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	18,883	63.9%	24.1%	12.0%	1,171
Marketing and Regulatory Programs (MRP)	2,038	64.0%	22.3%	13.7%	113
Grain Inspection, Packers & Stockyards Admin.	239	64.4%	19.1%	16.5%	9
Federal Grain Inspection Service	106	68.3%	17.3%	14.4%	2
Office of the Administrator	27	75.0%	10.6%	14.4%	1
Packers & Stockyards Program	106	52.3%	25.8%	22.0%	6

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,834	57.8%	23.1%	19.1%	292
Marketing and Regulatory Programs (MRP)	2,126	61.6%	20.5%	17.9%	26
Grain Inspection, Packers & Stockyards Admin.	247	55.7%	20.5%	23.9%	2
Federal Grain Inspection Service	109	56.3%	20.7%	23.0%	1
Office of the Administrator	28	69.8%	22.9%	7.3%	0
Packers & Stockyards Program	110	50.6%	19.3%	30.1%	1

Department of Agriculture
Grain Inspection, Packers & Stockyards Admin.
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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	18,807	57.8%	26.4%	15.8%	1,317
Marketing and Regulatory Programs (MRP)	2,008	58.2%	25.0%	16.7%	148
Grain Inspection, Packers & Stockyards Admin.	232	56.7%	22.6%	20.7%	16
Federal Grain Inspection Service	105	53.3%	24.2%	22.5%	4
Office of the Administrator	27	72.3%	20.2%	7.5%	2
Packers & Stockyards Program	100	61.6%	19.0%	19.4%	10

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,483	48.8%	25.0%	26.2%	669
Marketing and Regulatory Programs (MRP)	2,089	51.7%	22.7%	25.6%	73
Grain Inspection, Packers & Stockyards Admin.	249	46.1%	23.0%	31.0%	2
Federal Grain Inspection Service	110	47.1%	21.6%	31.4%	0
Office of the Administrator	28	72.6%	20.2%	7.2%	1
Packers & Stockyards Program	111	37.3%	27.1%	35.6%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,456	53.9%	25.0%	21.1%	701
Marketing and Regulatory Programs (MRP)	2,075	55.5%	23.5%	21.0%	79
Grain Inspection, Packers & Stockyards Admin.	242	49.8%	28.1%	22.0%	7
Federal Grain Inspection Service	105	50.1%	28.4%	21.5%	4
Office of the Administrator	27	68.8%	28.8%	2.4%	1
Packers & Stockyards Program	110	44.7%	27.3%	28.0%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	19,065	54.6%	26.2%	19.2%	1,148
Marketing and Regulatory Programs (MRP)	2,049	57.6%	21.5%	20.9%	114
Grain Inspection, Packers & Stockyards Admin.	247	54.2%	22.9%	22.9%	3
Federal Grain Inspection Service	108	59.5%	23.9%	16.7%	1
Office of the Administrator	28	77.6%	16.8%	5.6%	1
Packers & Stockyards Program	111	36.1%	22.1%	41.8%	1

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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	19,925	45.0%	28.0%	27.0%	276
Marketing and Regulatory Programs (MRP)	2,131	50.2%	24.0%	25.7%	28
Grain Inspection, Packers & Stockyards Admin.	247	47.9%	24.4%	27.7%	2
Federal Grain Inspection Service	110	49.8%	23.1%	27.1%	0
Office of the Administrator	28	76.7%	20.9%	2.4%	0
Packers & Stockyards Program	109	36.3%	28.3%	35.4%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	18,608	56.1%	28.1%	15.9%	1,600
Marketing and Regulatory Programs (MRP)	1,966	61.0%	24.1%	14.9%	191
Grain Inspection, Packers & Stockyards Admin.	233	54.5%	23.4%	22.1%	16
Federal Grain Inspection Service	104	50.6%	22.6%	26.8%	5
Office of the Administrator	27	78.0%	18.6%	3.4%	2
Packers & Stockyards Program	102	58.5%	26.4%	15.1%	9

My Satisfaction

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,167	50.7%	23.8%	25.4%
Marketing and Regulatory Programs (MRP)	2,160	52.1%	20.5%	27.4%
Grain Inspection, Packers & Stockyards Admin.	250	52.6%	17.9%	29.5%
Federal Grain Inspection Service	110	52.6%	17.9%	29.6%
Office of the Administrator	29	70.2%	12.2%	17.6%
Packers & Stockyards Program	111	48.3%	19.5%	32.2%

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	20,114	43.1%	26.0%	30.8%
Marketing and Regulatory Programs (MRP)	2,156	48.6%	23.4%	28.0%
Grain Inspection, Packers & Stockyards Admin.	251	46.8%	22.6%	30.6%
Federal Grain Inspection Service	110	47.2%	22.5%	30.3%
Office of the Administrator	29	67.5%	11.9%	20.6%
Packers & Stockyards Program	112	40.9%	25.3%	33.8%

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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	20,064	47.7%	25.0%	27.3%
Marketing and Regulatory Programs (MRP)	2,145	49.9%	21.5%	28.6%
Grain Inspection, Packers & Stockyards Admin.	251	44.0%	26.6%	29.3%
Federal Grain Inspection Service	110	41.3%	28.3%	30.4%
Office of the Administrator	29	69.5%	15.4%	15.1%
Packers & Stockyards Program	112	44.4%	25.5%	30.1%

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,076	35.0%	33.1%	31.9%
Marketing and Regulatory Programs (MRP)	2,150	39.8%	29.6%	30.6%
Grain Inspection, Packers & Stockyards Admin.	250	40.4%	23.1%	36.5%
Federal Grain Inspection Service	109	43.2%	21.5%	35.4%
Office of the Administrator	29	64.7%	14.3%	21.0%
Packers & Stockyards Program	112	28.0%	29.3%	42.8%

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,084	37.4%	28.1%	34.4%
Marketing and Regulatory Programs (MRP)	2,154	35.0%	25.3%	39.7%
Grain Inspection, Packers & Stockyards Admin.	250	36.4%	25.1%	38.4%
Federal Grain Inspection Service	109	35.4%	27.3%	37.4%
Office of the Administrator	29	51.7%	26.3%	22.0%
Packers & Stockyards Program	112	35.3%	19.9%	44.9%

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,090	53.1%	24.0%	22.9%
Marketing and Regulatory Programs (MRP)	2,150	56.4%	22.3%	21.3%
Grain Inspection, Packers & Stockyards Admin.	250	54.5%	18.2%	27.2%
Federal Grain Inspection Service	109	49.8%	19.8%	30.4%
Office of the Administrator	29	81.6%	5.9%	12.5%
Packers & Stockyards Program	112	59.1%	17.6%	23.3%

Department of Agriculture
Grain Inspection, Packers & Stockyards Admin.
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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,091	67.2%	17.9%	14.9%
Marketing and Regulatory Programs (MRP)	2,146	66.6%	17.3%	16.1%
Grain Inspection, Packers & Stockyards Admin.	248	63.9%	21.0%	15.1%
Federal Grain Inspection Service	109	62.8%	21.7%	15.5%
Office of the Administrator	28	74.1%	13.1%	12.9%
Packers & Stockyards Program	111	64.3%	21.1%	14.6%

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,111	58.3%	17.8%	23.9%
Marketing and Regulatory Programs (MRP)	2,156	56.1%	16.9%	27.0%
Grain Inspection, Packers & Stockyards Admin.	249	55.0%	20.9%	24.1%
Federal Grain Inspection Service	109	51.1%	21.6%	27.3%
Office of the Administrator	29	69.2%	13.2%	17.6%
Packers & Stockyards Program	111	61.0%	21.2%	17.8%

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

	N	Positive	Neutral	Negative
Department of Agriculture	20,129	54.2%	23.4%	22.4%
Marketing and Regulatory Programs (MRP)	2,154	57.3%	20.6%	22.1%
Grain Inspection, Packers & Stockyards Admin.	251	58.0%	17.6%	24.4%
Federal Grain Inspection Service	110	57.4%	17.7%	24.9%
Office of the Administrator	29	82.2%	11.8%	6.0%
Packers & Stockyards Program	112	53.5%	18.8%	27.7%

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Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Department of Agriculture	20,080	71.7%	14.2%	8.5%	5.7%
Marketing and Regulatory Programs (MRP)	2,146	76.1%	17.9%	3.2%	2.8%
Grain Inspection, Packers & Stockyards Admin.	249	43.9%	43.1%	7.2%	5.7%
Federal Grain Inspection Service	110	26.3%	55.7%	10.9%	7.1%
Office of the Administrator	29	96.9%	3.1%	0.0%	0.0%
Packers & Stockyards Program	110	73.7%	22.5%	0.0%	3.8%

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Department of Agriculture	20,043	6.2%	16.9%	8.5%	20.5%
Marketing and Regulatory Programs (MRP)	2,145	14.7%	21.9%	6.1%	16.6%
Grain Inspection, Packers & Stockyards Admin.	246	5.3%	10.6%	6.3%	15.7%
Federal Grain Inspection Service	110	0.0%	5.5%	3.8%	12.4%
Office of the Administrator	29	9.2%	59.9%	3.6%	8.2%
Packers & Stockyards Program	107	17.7%	10.8%	13.3%	26.0%

(continued)

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

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Department of Agriculture	20,043	18.8%	4.5%	6.9%	17.7%
Marketing and Regulatory Programs (MRP)	2,145	19.9%	2.4%	7.1%	11.3%
Grain Inspection, Packers & Stockyards Admin.	246	32.1%	1.0%	19.4%	9.5%
Federal Grain Inspection Service	110	42.9%	1.2%	27.7%	6.5%
Office of the Administrator	29	0.0%	0.0%	3.1%	15.9%
Packers & Stockyards Program	107	13.2%	1.0%	2.8%	15.1%

Department of Agriculture
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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	20,010	42.9%	43.8%	13.3%
Marketing and Regulatory Programs (MRP)	2,141	35.5%	47.7%	16.8%
Grain Inspection, Packers & Stockyards Admin.	247	46.9%	34.3%	18.8%
Federal Grain Inspection Service	108	29.5%	42.5%	28.0%
Office of the Administrator	29	73.0%	24.7%	2.3%
Packers & Stockyards Program	110	82.2%	16.9%	0.9%

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	19,992	30.5%	55.6%	13.9%
Marketing and Regulatory Programs (MRP)	2,142	24.4%	63.7%	11.9%
Grain Inspection, Packers & Stockyards Admin.	246	18.9%	56.3%	24.8%
Federal Grain Inspection Service	107	20.7%	54.1%	25.3%
Office of the Administrator	29	24.4%	63.2%	12.5%
Packers & Stockyards Program	110	13.2%	60.0%	26.7%

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

	N	Yes	No	Not Available To Me
Department of Agriculture	19,804	19.2%	77.9%	2.9%
Marketing and Regulatory Programs (MRP)	2,128	19.8%	76.6%	3.6%
Grain Inspection, Packers & Stockyards Admin.	244	20.7%	72.5%	6.8%
Federal Grain Inspection Service	105	21.1%	71.5%	7.4%
Office of the Administrator	29	34.1%	65.9%	0.0%
Packers & Stockyards Program	110	16.5%	76.5%	7.0%

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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	20,027	1.9%	75.5%	22.6%
Marketing and Regulatory Programs (MRP)	2,144	2.9%	80.6%	16.5%
Grain Inspection, Packers & Stockyards Admin.	248	3.5%	71.8%	24.7%
Federal Grain Inspection Service	108	5.1%	66.8%	28.1%
Office of the Administrator	29	3.2%	94.1%	2.7%
Packers & Stockyards Program	111	0.0%	78.2%	21.8%

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	20,049	1.8%	76.6%	21.5%
Marketing and Regulatory Programs (MRP)	2,148	2.8%	81.4%	15.8%
Grain Inspection, Packers & Stockyards Admin.	248	0.5%	73.9%	25.6%
Federal Grain Inspection Service	108	0.0%	73.6%	26.4%
Office of the Administrator	29	3.2%	84.8%	12.1%
Packers & Stockyards Program	111	1.0%	72.1%	26.9%

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

	N	Positive	Neutral	Negative	NBJ
Department of Agriculture	11,160	78.1%	13.3%	8.5%	210
Marketing and Regulatory Programs (MRP)	1,381	81.9%	11.6%	6.5%	22
Grain Inspection, Packers & Stockyards Admin.	135	67.2%	14.7%	18.1%	8
Federal Grain Inspection Service	40	60.7%	19.6%	19.7%	1
Office of the Administrator	25	78.2%	10.7%	11.2%	0
Packers & Stockyards Program	70	68.6%	12.2%	19.2%	7

**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	9,061	91.5%	6.3%	2.2%	173
Marketing and Regulatory Programs (MRP)	931	90.1%	6.2%	3.7%	13
Grain Inspection, Packers & Stockyards Admin.	167	92.4%	4.7%	3.0%	0
Federal Grain Inspection Service	55	92.9%	5.0%	2.2%	0
Office of the Administrator	21	96.2%	3.8%	0.0%	0
Packers & Stockyards Program	91	91.1%	4.6%	4.3%	0

*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	5,521	84.7%	12.4%	2.9%	311
Marketing and Regulatory Programs (MRP)	445	76.2%	21.5%	2.3%	51
Grain Inspection, Packers & Stockyards Admin.	40	59.5%	29.6%	10.9%	8
Federal Grain Inspection Service	20	51.3%	33.2%	15.5%	3
Office of the Administrator	7	100.0%	0.0%	0.0%	1
Packers & Stockyards Program	13	69.1%	30.9%	0.0%	4

*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	3,582	77.9%	18.6%	3.5%	403
Marketing and Regulatory Programs (MRP)	374	81.4%	15.9%	2.7%	47
Grain Inspection, Packers & Stockyards Admin.	47	80.3%	14.1%	5.5%	9
Federal Grain Inspection Service	21	80.3%	13.2%	6.5%	4
Office of the Administrator	10	71.6%	19.2%	9.2%	0
Packers & Stockyards Program	16	85.8%	14.2%	0.0%	5

*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	350	66.9%	29.9%	3.2%	179
Marketing and Regulatory Programs (MRP)	51	57.7%	42.3%	0.0%	28
Grain Inspection, Packers & Stockyards Admin.	7	0.0%	100.0%	0.0%	0
Federal Grain Inspection Service	5	0.0%	100.0%	0.0%	0
Office of the Administrator	1	0.0%	100.0%	0.0%	0
Packers & Stockyards Program	1	0.0%	100.0%	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	320	69.6%	28.4%	2.0%	164
Marketing and Regulatory Programs (MRP)	46	74.6%	25.4%	0.0%	28
Grain Inspection, Packers & Stockyards Admin.	4	28.9%	71.1%	0.0%	1
Federal Grain Inspection Service	2	0.0%	100.0%	0.0%	0
Office of the Administrator	1	0.0%	100.0%	0.0%	0
Packers & Stockyards Program	1	100.0%	0.0%	0.0%	1

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

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Demographic Questions

Where do you work?

	N	%
Headquarters	95	38.2%
Field	154	61.8%

What is your supervisory status?

	N	%
Non-Supervisor	156	62.9%
Team Leader	34	13.7%
Supervisor	38	15.3%
Manager	11	4.4%
Senior Leader	9	3.6%

Are you:

	N	%
Male	153	62.7%
Female	91	37.3%

Are you Hispanic or Latino?

	N	%
Yes	10	4.1%
No	231	95.9%

Race

	N	%
American Indian or Alaska Native	2	0.8%
Asian	6	2.5%
Black or African American	54	22.8%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	166	70.0%
Two or more races	9	3.8%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

What is the highest degree or level of education you have completed?

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	21	8.5%
Trade or Technical Certificate	2	0.8%
Some College (no degree)	28	11.3%
Associate's Degree (e.g., AA, AS)	9	3.6%
Bachelor's Degree (e.g., BA, BS)	112	45.3%
Master's Degree (e.g., MA, MS, MBA)	56	22.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	19	7.7%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	8	3.3%
GS 7-12	149	60.6%
GS 13-15	83	33.7%
Senior Executive Service	5	2.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	1	0.4%

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

	N	%
Less than 1 year	1	0.4%
1 to 3 years	13	5.3%
4 to 5 years	29	11.7%
6 to 10 years	45	18.2%
11 to 14 years	32	13.0%
15 to 20 years	30	12.1%
More than 20 years	97	39.3%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

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

	N	%
Less than 1 year	5	2.0%
1 to 3 years	18	7.3%
4 to 5 years	36	14.7%
6 to 10 years	59	24.1%
11 to 20 years	52	21.2%
More than 20 years	75	30.6%

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

	N	%
No	177	71.1%
Yes, to retire	10	4.0%
Yes, to take another job within the Federal Government	40	16.1%
Yes, to take another job outside the Federal Government	7	2.8%
Yes, other	15	6.0%

I am planning to retire:

	N	%
Within one year	7	2.8%
Between one and three years	32	13.0%
Between three and five years	21	8.5%
Five or more years	186	75.6%

What is your US military service status?

	N	%
No Prior Military Service	218	89.7%
Currently in National Guard or Reserves	3	1.2%
Retired	3	1.2%
Separated or Discharged	19	7.8%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	19	7.8%
No	226	92.2%

What is your age group?

	N	%
25 and under	3	1.2%
26-29	11	4.3%
30-39	47	18.6%
40-49	51	20.2%
50-59	96	37.9%
60 or older	45	17.8%

Note: Percentages for demographic questions are unweighted.