

2013

Federal Employee Viewpoint Survey Results

Employees Influencing Change

Grain Inspct, Packers, Stockyard Admin (GIPSA)

3rd Level Subagency Comparison Report

United States Office of
Personnel Management

Department of Agriculture
Grain Inspct, Packers, Stockyard Admin (GIPSA)
3rd Level Subagency Comparison Report

Response Summary

	Surveys Completed
Department of Agriculture	13,256
Marketing and Regulatory Programs	1,262
Grain Inspct, Packers, Stockyard Admin (GIPSA)	118
Federal Grain Inspection Service	52
Office of the Administrator	15
Packers & Stockyards Program	51

This 2013 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	13,235	59.8%	18.6%	21.5%
Marketing and Regulatory Programs	1,262	57.9%	18.8%	23.3%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	118	61.7%	21.5%	16.7%
Federal Grain Inspection Service	52	63.1%	22.3%	14.6%
Office of the Administrator	15	79.4%	14.2%	6.3%
Packers & Stockyards Program	51	56.1%	21.1%	22.8%

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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	13,142	66.6%	17.3%	16.1%
Marketing and Regulatory Programs	1,250	69.6%	17.4%	13.0%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	117	72.3%	18.0%	9.7%
Federal Grain Inspection Service	52	75.5%	19.1%	5.4%
Office of the Administrator	14	86.9%	13.1%	0.0%
Packers & Stockyards Program	51	63.5%	16.6%	19.9%

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

	N	Positive	Neutral	Negative
Department of Agriculture	13,053	54.1%	21.6%	24.3%
Marketing and Regulatory Programs	1,242	55.6%	20.0%	24.3%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	117	53.8%	21.5%	24.7%
Federal Grain Inspection Service	52	53.8%	26.4%	19.7%
Office of the Administrator	15	87.0%	6.6%	6.3%
Packers & Stockyards Program	50	48.6%	13.2%	38.2%

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

	N	Positive	Neutral	Negative
Department of Agriculture	13,171	70.7%	15.6%	13.7%
Marketing and Regulatory Programs	1,254	70.4%	16.1%	13.6%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	118	71.9%	16.9%	11.2%
Federal Grain Inspection Service	52	71.1%	19.9%	9.1%
Office of the Administrator	15	87.0%	6.6%	6.3%
Packers & Stockyards Program	51	71.4%	12.3%	16.3%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Department of Agriculture	13,022	84.5%	10.4%	5.1%
Marketing and Regulatory Programs	1,239	84.1%	10.4%	5.5%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	118	84.2%	12.3%	3.5%
Federal Grain Inspection Service	52	85.8%	12.6%	1.6%
Office of the Administrator	15	93.4%	6.6%	0.0%
Packers & Stockyards Program	51	79.4%	12.6%	8.1%

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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	13,123	78.3%	12.1%	9.6%
Marketing and Regulatory Programs	1,253	79.3%	10.9%	9.8%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	117	79.4%	12.4%	8.1%
Federal Grain Inspection Service	51	81.1%	12.2%	6.7%
Office of the Administrator	15	93.7%	6.3%	0.0%
Packers & Stockyards Program	51	73.8%	13.9%	12.3%

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

	N	Positive	Neutral	Negative
Department of Agriculture	13,166	96.4%	2.3%	1.3%
Marketing and Regulatory Programs	1,255	96.0%	2.7%	1.3%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	118	97.3%	0.8%	1.8%
Federal Grain Inspection Service	52	97.9%	0.4%	1.7%
Office of the Administrator	15	100.0%	0.0%	0.0%
Packers & Stockyards Program	51	95.7%	1.9%	2.4%

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

	N	Positive	Neutral	Negative
Department of Agriculture	13,210	90.3%	8.4%	1.3%
Marketing and Regulatory Programs	1,259	89.1%	9.3%	1.6%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	118	85.6%	11.8%	2.6%
Federal Grain Inspection Service	52	85.2%	12.8%	2.0%
Office of the Administrator	15	100.0%	0.0%	0.0%
Packers & Stockyards Program	51	84.1%	11.6%	4.3%

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	13,211	36.7%	16.6%	46.8%	19
Marketing and Regulatory Programs	1,257	47.5%	15.5%	37.0%	1
Grain Inspct, Packers, Stockyard Admin (GIPSA)	118	56.3%	12.5%	31.1%	0
Federal Grain Inspection Service	52	57.8%	12.7%	29.6%	0
Office of the Administrator	15	59.8%	13.3%	26.9%	0
Packers & Stockyards Program	51	52.8%	12.2%	35.0%	0

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	13,116	48.7%	18.6%	32.7%	14
Marketing and Regulatory Programs	1,245	58.9%	17.3%	23.8%	2
Grain Inspct, Packers, Stockyard Admin (GIPSA)	118	72.3%	12.0%	15.8%	0
Federal Grain Inspection Service	52	73.1%	12.1%	14.8%	0
Office of the Administrator	15	58.9%	0.0%	41.1%	0
Packers & Stockyards Program	51	72.6%	13.5%	13.9%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	12,772	56.7%	19.2%	24.1%	40
Marketing and Regulatory Programs	1,216	55.9%	17.6%	26.5%	4
Grain Inspct, Packers, Stockyard Admin (GIPSA)	115	59.6%	15.9%	24.4%	1
Federal Grain Inspection Service	51	60.0%	17.0%	23.0%	0
Office of the Administrator	15	79.4%	14.2%	6.3%	0
Packers & Stockyards Program	49	55.6%	14.0%	30.4%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	13,138	82.2%	11.1%	6.7%	43
Marketing and Regulatory Programs	1,252	83.7%	9.6%	6.7%	2
Grain Inspct, Packers, Stockyard Admin (GIPSA)	115	84.2%	6.4%	9.4%	1
Federal Grain Inspection Service	50	86.3%	4.1%	9.7%	1
Office of the Administrator	15	100.0%	0.0%	0.0%	0
Packers & Stockyards Program	50	77.4%	12.1%	10.5%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	13,042	89.9%	7.2%	2.8%	25
Marketing and Regulatory Programs	1,237	89.2%	7.7%	3.1%	3
Grain Inspct, Packers, Stockyard Admin (GIPSA)	116	91.4%	4.9%	3.7%	0
Federal Grain Inspection Service	50	93.3%	2.8%	3.9%	0
Office of the Administrator	15	100.0%	0.0%	0.0%	0
Packers & Stockyards Program	51	86.1%	9.8%	4.1%	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	13,183	69.2%	15.5%	15.3%	35
Marketing and Regulatory Programs	1,253	72.1%	14.8%	13.1%	5
Grain Inspct, Packers, Stockyard Admin (GIPSA)	116	73.3%	11.9%	14.8%	2
Federal Grain Inspection Service	52	69.2%	10.5%	20.3%	0
Office of the Administrator	14	100.0%	0.0%	0.0%	1
Packers & Stockyards Program	50	78.0%	16.7%	5.3%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	13,092	66.5%	16.1%	17.4%	95
Marketing and Regulatory Programs	1,246	68.2%	15.0%	16.8%	5
Grain Inspct, Packers, Stockyard Admin (GIPSA)	116	67.5%	11.8%	20.6%	1
Federal Grain Inspection Service	52	68.1%	11.4%	20.5%	0
Office of the Administrator	15	77.0%	0.0%	23.0%	0
Packers & Stockyards Program	49	64.9%	14.6%	20.5%	1

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	13,165	82.4%	12.0%	5.6%	40
Marketing and Regulatory Programs	1,256	82.3%	12.0%	5.7%	2
Grain Inspct, Packers, Stockyard Admin (GIPSA)	118	82.2%	13.1%	4.7%	0
Federal Grain Inspection Service	52	81.6%	12.6%	5.7%	0
Office of the Administrator	15	86.1%	13.9%	0.0%	0
Packers & Stockyards Program	51	82.8%	13.9%	3.2%	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	12,693	58.0%	21.5%	20.5%	485
Marketing and Regulatory Programs	1,195	55.9%	23.6%	20.5%	54
Grain Inspct, Packers, Stockyard Admin (GIPSA)	113	65.6%	16.4%	18.0%	5
Federal Grain Inspection Service	51	66.1%	13.3%	20.7%	1
Office of the Administrator	12	63.9%	26.3%	9.9%	3
Packers & Stockyards Program	50	65.0%	21.8%	13.3%	1

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My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	13,084	47.8%	25.5%	26.7%	111
Marketing and Regulatory Programs	1,239	46.3%	27.3%	26.4%	13
Grain Inspct, Packers, Stockyard Admin (GIPSA)	115	44.6%	19.1%	36.3%	2
Federal Grain Inspection Service	51	43.6%	21.8%	34.7%	1
Office of the Administrator	14	74.5%	7.1%	18.4%	1
Packers & Stockyards Program	50	42.5%	15.3%	42.3%	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	13,084	64.5%	15.1%	20.5%	146
Marketing and Regulatory Programs	1,244	65.7%	16.1%	18.2%	17
Grain Inspct, Packers, Stockyard Admin (GIPSA)	115	67.2%	10.5%	22.4%	3
Federal Grain Inspection Service	52	72.2%	9.9%	17.8%	0
Office of the Administrator	12	68.4%	8.4%	23.3%	3
Packers & Stockyards Program	51	56.4%	11.9%	31.7%	0

My Work Unit

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

	N	Positive	Neutral	Negative
Department of Agriculture	13,229	73.1%	14.9%	12.1%
Marketing and Regulatory Programs	1,257	70.6%	16.5%	12.9%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	118	78.7%	12.8%	8.5%
Federal Grain Inspection Service	52	83.2%	6.9%	10.0%
Office of the Administrator	15	79.4%	20.6%	0.0%
Packers & Stockyards Program	51	69.3%	24.0%	6.7%

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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	12,757	31.9%	27.9%	40.1%	480
Marketing and Regulatory Programs	1,211	39.8%	27.4%	32.8%	50
Grain Inspct, Packers, Stockyard Admin (GIPSA)	114	36.6%	31.2%	32.1%	4
Federal Grain Inspection Service	52	35.7%	34.0%	30.3%	0
Office of the Administrator	14	59.4%	20.8%	19.8%	1
Packers & Stockyards Program	48	35.2%	26.7%	38.0%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	12,395	30.0%	31.1%	38.9%	758
Marketing and Regulatory Programs	1,168	30.9%	29.2%	39.9%	74
Grain Inspct, Packers, Stockyard Admin (GIPSA)	115	26.6%	32.1%	41.3%	3
Federal Grain Inspection Service	52	23.8%	32.7%	43.5%	0
Office of the Administrator	14	25.7%	55.5%	18.7%	1
Packers & Stockyards Program	49	33.0%	27.3%	39.7%	2

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	12,212	23.5%	28.0%	48.5%	947
Marketing and Regulatory Programs	1,159	27.6%	24.6%	47.8%	94
Grain Inspct, Packers, Stockyard Admin (GIPSA)	109	30.1%	21.5%	48.4%	7
Federal Grain Inspection Service	48	31.4%	22.1%	46.4%	2
Office of the Administrator	14	27.6%	46.8%	25.6%	1
Packers & Stockyards Program	47	27.6%	16.3%	56.2%	4

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	12,590	28.3%	30.6%	41.1%	620
Marketing and Regulatory Programs	1,199	31.6%	26.1%	42.2%	59
Grain Inspct, Packers, Stockyard Admin (GIPSA)	110	34.9%	24.3%	40.8%	7
Federal Grain Inspection Service	50	38.9%	25.3%	35.8%	1
Office of the Administrator	14	37.4%	36.1%	26.5%	1
Packers & Stockyards Program	46	25.6%	20.1%	54.3%	5

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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	12,518	37.1%	26.9%	35.9%	678
Marketing and Regulatory Programs	1,193	38.4%	24.1%	37.5%	62
Grain Inspct, Packers, Stockyard Admin (GIPSA)	113	36.6%	30.3%	33.2%	4
Federal Grain Inspection Service	51	35.5%	31.1%	33.4%	0
Office of the Administrator	14	44.5%	29.0%	26.5%	1
Packers & Stockyards Program	48	37.8%	28.7%	33.5%	3

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	13,145	71.9%	15.1%	12.9%	63
Marketing and Regulatory Programs	1,245	70.0%	15.1%	14.9%	10
Grain Inspct, Packers, Stockyard Admin (GIPSA)	116	71.6%	11.2%	17.1%	1
Federal Grain Inspection Service	51	73.7%	8.7%	17.5%	0
Office of the Administrator	15	49.7%	20.6%	29.8%	0
Packers & Stockyards Program	50	70.7%	15.0%	14.3%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	12,817	46.9%	32.7%	20.4%	392
Marketing and Regulatory Programs	1,214	45.9%	33.1%	21.0%	41
Grain Inspct, Packers, Stockyard Admin (GIPSA)	113	54.1%	27.9%	18.0%	4
Federal Grain Inspection Service	51	58.9%	22.6%	18.5%	0
Office of the Administrator	14	44.6%	35.7%	19.8%	1
Packers & Stockyards Program	48	44.9%	38.3%	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	13,204	82.6%	14.7%	2.7%
Marketing and Regulatory Programs	1,255	84.4%	12.9%	2.7%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	117	85.1%	11.9%	3.0%
Federal Grain Inspection Service	51	87.2%	8.9%	3.9%
Office of the Administrator	15	89.2%	10.8%	0.0%
Packers & Stockyards Program	51	80.1%	18.2%	1.7%

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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	12,849	65.5%	19.9%	14.6%	215
Marketing and Regulatory Programs	1,218	74.0%	16.4%	9.5%	22
Grain Inspct, Packers, Stockyard Admin (GIPSA)	117	75.8%	11.7%	12.5%	0
Federal Grain Inspection Service	51	76.8%	9.5%	13.7%	0
Office of the Administrator	15	82.8%	6.3%	10.8%	0
Packers & Stockyards Program	51	72.6%	17.1%	10.3%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	12,783	38.0%	28.4%	33.5%	276
Marketing and Regulatory Programs	1,203	42.1%	28.1%	29.8%	36
Grain Inspct, Packers, Stockyard Admin (GIPSA)	111	40.3%	36.0%	23.7%	6
Federal Grain Inspection Service	48	38.2%	38.8%	23.0%	3
Office of the Administrator	14	46.9%	53.1%	0.0%	1
Packers & Stockyards Program	49	43.5%	28.0%	28.5%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	12,775	42.4%	27.1%	30.5%	241
Marketing and Regulatory Programs	1,215	46.6%	23.9%	29.5%	14
Grain Inspct, Packers, Stockyard Admin (GIPSA)	116	49.3%	20.7%	30.0%	1
Federal Grain Inspection Service	51	52.9%	21.3%	25.9%	0
Office of the Administrator	15	49.2%	20.2%	30.6%	0
Packers & Stockyards Program	50	41.9%	19.6%	38.5%	1

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	12,649	31.6%	32.9%	35.5%	355
Marketing and Regulatory Programs	1,192	36.0%	28.9%	35.1%	40
Grain Inspct, Packers, Stockyard Admin (GIPSA)	109	31.8%	35.8%	32.3%	7
Federal Grain Inspection Service	49	37.0%	33.5%	29.5%	1
Office of the Administrator	14	39.7%	36.1%	24.2%	1
Packers & Stockyards Program	46	19.3%	40.9%	39.8%	5

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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	12,293	15.4%	28.0%	56.5%	689
Marketing and Regulatory Programs	1,161	15.8%	26.8%	57.4%	71
Grain Inspct, Packers, Stockyard Admin (GIPSA)	108	14.8%	32.0%	53.2%	8
Federal Grain Inspection Service	48	14.2%	30.7%	55.1%	2
Office of the Administrator	13	15.3%	34.3%	50.4%	2
Packers & Stockyards Program	47	16.0%	34.3%	49.7%	4

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	12,567	63.4%	24.2%	12.5%	468
Marketing and Regulatory Programs	1,174	63.7%	23.1%	13.2%	55
Grain Inspct, Packers, Stockyard Admin (GIPSA)	111	51.4%	19.5%	29.0%	3
Federal Grain Inspection Service	48	45.8%	17.2%	37.0%	1
Office of the Administrator	15	100.0%	0.0%	0.0%	0
Packers & Stockyards Program	48	55.1%	27.3%	17.6%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	12,918	78.5%	14.1%	7.4%	115
Marketing and Regulatory Programs	1,220	75.8%	16.0%	8.2%	15
Grain Inspct, Packers, Stockyard Admin (GIPSA)	114	65.8%	14.5%	19.7%	3
Federal Grain Inspection Service	51	67.4%	9.1%	23.6%	0
Office of the Administrator	14	94.1%	5.9%	0.0%	1
Packers & Stockyards Program	49	58.2%	27.3%	14.5%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	12,830	69.6%	19.1%	11.3%	192
Marketing and Regulatory Programs	1,203	67.6%	19.6%	12.8%	30
Grain Inspct, Packers, Stockyard Admin (GIPSA)	111	62.1%	22.0%	15.9%	4
Federal Grain Inspection Service	49	62.5%	21.4%	16.1%	1
Office of the Administrator	15	100.0%	0.0%	0.0%	0
Packers & Stockyards Program	47	54.9%	27.0%	18.0%	3

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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	12,365	53.9%	23.7%	22.5%	656
Marketing and Regulatory Programs	1,166	51.7%	22.4%	26.0%	71
Grain Inspct, Packers, Stockyard Admin (GIPSA)	110	44.4%	24.4%	31.2%	7
Federal Grain Inspection Service	50	42.4%	25.2%	32.4%	1
Office of the Administrator	13	80.1%	13.6%	6.3%	2
Packers & Stockyards Program	47	43.7%	24.3%	32.0%	4

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	12,055	68.0%	18.7%	13.4%	918
Marketing and Regulatory Programs	1,128	67.9%	17.9%	14.2%	97
Grain Inspct, Packers, Stockyard Admin (GIPSA)	107	53.7%	27.0%	19.2%	10
Federal Grain Inspection Service	48	48.3%	29.3%	22.3%	3
Office of the Administrator	13	76.1%	23.9%	0.0%	2
Packers & Stockyards Program	46	62.3%	22.6%	15.1%	5

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	12,773	69.2%	20.4%	10.4%	247
Marketing and Regulatory Programs	1,209	75.0%	17.7%	7.3%	30
Grain Inspct, Packers, Stockyard Admin (GIPSA)	115	76.2%	16.2%	7.5%	1
Federal Grain Inspection Service	50	81.5%	10.4%	8.0%	1
Office of the Administrator	15	88.2%	11.8%	0.0%	0
Packers & Stockyards Program	50	63.5%	28.8%	7.7%	0

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

	N	Positive	Neutral	Negative
Department of Agriculture	13,044	59.9%	23.7%	16.5%
Marketing and Regulatory Programs	1,232	61.1%	23.0%	15.9%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	116	63.8%	20.4%	15.8%
Federal Grain Inspection Service	50	70.3%	15.0%	14.7%
Office of the Administrator	15	60.1%	39.9%	0.0%
Packers & Stockyards Program	51	51.3%	28.2%	20.5%

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Grain Inspct, Packers, Stockyard Admin (GIPSA)
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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	11,774	33.6%	32.2%	34.2%	1,266
Marketing and Regulatory Programs	1,113	38.4%	29.5%	32.1%	122
Grain Inspct, Packers, Stockyard Admin (GIPSA)	105	39.4%	34.8%	25.8%	10
Federal Grain Inspection Service	43	37.6%	37.2%	25.2%	6
Office of the Administrator	15	61.8%	31.9%	6.3%	0
Packers & Stockyards Program	47	39.0%	31.1%	29.9%	4

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	12,918	81.3%	10.3%	8.3%	78
Marketing and Regulatory Programs	1,218	81.5%	8.1%	10.4%	9
Grain Inspct, Packers, Stockyard Admin (GIPSA)	115	74.9%	6.4%	18.6%	0
Federal Grain Inspection Service	50	70.9%	4.2%	24.9%	0
Office of the Administrator	14	85.1%	14.9%	0.0%	0
Packers & Stockyards Program	51	81.5%	9.8%	8.7%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	12,894	67.8%	17.6%	14.5%	64
Marketing and Regulatory Programs	1,217	65.8%	17.4%	16.9%	4
Grain Inspct, Packers, Stockyard Admin (GIPSA)	114	66.2%	10.2%	23.7%	1
Federal Grain Inspection Service	50	64.5%	13.4%	22.0%	0
Office of the Administrator	14	85.1%	8.1%	6.8%	0
Packers & Stockyards Program	50	66.8%	3.8%	29.4%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	12,830	62.2%	20.0%	17.7%	85
Marketing and Regulatory Programs	1,212	60.9%	21.4%	17.7%	7
Grain Inspct, Packers, Stockyard Admin (GIPSA)	113	60.4%	19.7%	20.0%	2
Federal Grain Inspection Service	49	61.4%	20.1%	18.4%	1
Office of the Administrator	14	78.0%	15.3%	6.8%	0
Packers & Stockyards Program	50	55.6%	19.5%	24.9%	1

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Grain Inspct, Packers, Stockyard Admin (GIPSA)
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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	12,077	67.9%	23.5%	8.5%	869
Marketing and Regulatory Programs	1,136	67.2%	22.4%	10.5%	85
Grain Inspct, Packers, Stockyard Admin (GIPSA)	108	61.8%	21.4%	16.8%	7
Federal Grain Inspection Service	45	64.4%	20.0%	15.5%	5
Office of the Administrator	14	78.0%	22.0%	0.0%	0
Packers & Stockyards Program	49	54.5%	23.9%	21.6%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	12,885	60.5%	21.8%	17.6%	51
Marketing and Regulatory Programs	1,215	62.9%	20.1%	17.0%	5
Grain Inspct, Packers, Stockyard Admin (GIPSA)	114	59.5%	15.4%	25.1%	1
Federal Grain Inspection Service	50	61.2%	15.7%	23.0%	0
Office of the Administrator	14	66.4%	26.9%	6.8%	0
Packers & Stockyards Program	50	55.0%	13.0%	32.0%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	12,826	66.2%	19.1%	14.7%	138
Marketing and Regulatory Programs	1,206	66.8%	16.4%	16.8%	17
Grain Inspct, Packers, Stockyard Admin (GIPSA)	111	65.6%	11.8%	22.5%	3
Federal Grain Inspection Service	48	69.4%	9.3%	21.3%	1
Office of the Administrator	14	66.4%	15.3%	18.4%	0
Packers & Stockyards Program	49	58.0%	16.4%	25.6%	2

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

	N	Positive	Neutral	Negative
Department of Agriculture	12,957	76.3%	12.7%	11.0%
Marketing and Regulatory Programs	1,225	75.2%	11.7%	13.1%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	115	68.7%	10.6%	20.7%
Federal Grain Inspection Service	50	70.1%	9.0%	20.9%
Office of the Administrator	14	75.8%	5.9%	18.4%
Packers & Stockyards Program	51	64.9%	14.4%	20.7%

Department of Agriculture
Grain Inspct, Packers, Stockyard Admin (GIPSA)
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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	12,933	80.9%	10.2%	8.9%
Marketing and Regulatory Programs	1,219	80.1%	10.0%	9.9%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	115	78.0%	6.9%	15.1%
Federal Grain Inspection Service	50	79.5%	4.9%	15.7%
Office of the Administrator	14	93.2%	6.8%	0.0%
Packers & Stockyards Program	51	72.9%	11.1%	16.0%

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

	N	Positive	Neutral	Negative
Department of Agriculture	12,926	85.5%	7.1%	7.4%
Marketing and Regulatory Programs	1,222	87.8%	6.6%	5.5%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	113	80.9%	4.6%	14.5%
Federal Grain Inspection Service	49	74.2%	6.7%	19.1%
Office of the Administrator	13	92.3%	7.7%	0.0%
Packers & Stockyards Program	51	92.6%	0.0%	7.4%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Department of Agriculture	12,936	67.2%	16.4%	16.4%
Marketing and Regulatory Programs	1,225	65.6%	17.5%	16.9%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	115	60.6%	19.3%	20.2%
Federal Grain Inspection Service	50	60.4%	21.7%	17.9%
Office of the Administrator	14	60.5%	21.1%	18.4%
Packers & Stockyards Program	51	60.9%	14.1%	24.9%

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	12,926	68.9%	19.3%	11.8%
Marketing and Regulatory Programs	1,221	69.0%	18.7%	12.3%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	115	64.4%	21.5%	14.1%
Federal Grain Inspection Service	50	64.3%	22.2%	13.5%
Office of the Administrator	14	87.4%	5.9%	6.8%
Packers & Stockyards Program	51	61.2%	22.3%	16.4%

Department of Agriculture
Grain Inspct, Packers, Stockyard 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	12,739	34.2%	29.9%	35.9%	147
Marketing and Regulatory Programs	1,200	37.0%	28.8%	34.2%	17
Grain Inspct, Packers, Stockyard Admin (GIPSA)	114	40.5%	32.7%	26.8%	1
Federal Grain Inspection Service	49	38.5%	33.9%	27.6%	1
Office of the Administrator	14	71.1%	28.9%	0.0%	0
Packers & Stockyards Program	51	40.1%	30.7%	29.2%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	12,408	48.9%	27.3%	23.7%	467
Marketing and Regulatory Programs	1,171	50.0%	24.3%	25.7%	44
Grain Inspct, Packers, Stockyard Admin (GIPSA)	111	55.4%	18.5%	26.0%	3
Federal Grain Inspection Service	47	50.8%	17.6%	31.5%	2
Office of the Administrator	14	79.2%	20.8%	0.0%	0
Packers & Stockyards Program	50	60.7%	20.0%	19.3%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	12,283	62.9%	24.0%	13.2%	550
Marketing and Regulatory Programs	1,154	62.7%	20.7%	16.6%	55
Grain Inspct, Packers, Stockyard Admin (GIPSA)	112	55.7%	17.6%	26.7%	2
Federal Grain Inspection Service	50	54.1%	18.2%	27.7%	0
Office of the Administrator	13	91.3%	8.7%	0.0%	0
Packers & Stockyards Program	49	54.0%	17.6%	28.4%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	12,736	57.6%	23.2%	19.2%	120
Marketing and Regulatory Programs	1,202	59.1%	21.3%	19.6%	9
Grain Inspct, Packers, Stockyard Admin (GIPSA)	113	59.3%	18.5%	22.2%	1
Federal Grain Inspection Service	49	58.5%	15.0%	26.5%	0
Office of the Administrator	14	76.9%	23.1%	0.0%	0
Packers & Stockyards Program	50	58.3%	24.7%	17.0%	1

Department of Agriculture
Grain Inspct, Packers, Stockyard Admin (GIPSA)
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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	12,032	56.8%	27.2%	15.9%	795
Marketing and Regulatory Programs	1,127	56.9%	25.4%	17.7%	81
Grain Inspct, Packers, Stockyard Admin (GIPSA)	107	69.9%	16.4%	13.7%	8
Federal Grain Inspection Service	44	64.9%	14.9%	20.1%	6
Office of the Administrator	14	79.2%	20.8%	0.0%	0
Packers & Stockyards Program	49	77.7%	18.4%	3.9%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	12,494	48.7%	25.6%	25.7%	362
Marketing and Regulatory Programs	1,169	48.6%	25.1%	26.3%	48
Grain Inspct, Packers, Stockyard Admin (GIPSA)	108	50.0%	24.8%	25.3%	7
Federal Grain Inspection Service	45	52.3%	23.9%	23.8%	5
Office of the Administrator	14	69.8%	23.4%	6.8%	0
Packers & Stockyards Program	49	42.6%	26.6%	30.8%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	12,449	54.9%	24.8%	20.3%	379
Marketing and Regulatory Programs	1,164	55.8%	23.4%	20.7%	45
Grain Inspct, Packers, Stockyard Admin (GIPSA)	110	60.4%	20.5%	19.1%	5
Federal Grain Inspection Service	46	62.3%	20.0%	17.7%	4
Office of the Administrator	14	71.1%	28.9%	0.0%	0
Packers & Stockyards Program	50	55.1%	20.3%	24.6%	1

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	12,177	52.8%	27.9%	19.3%	669
Marketing and Regulatory Programs	1,150	53.7%	24.3%	22.0%	64
Grain Inspct, Packers, Stockyard Admin (GIPSA)	112	60.2%	18.3%	21.5%	3
Federal Grain Inspection Service	49	62.0%	17.1%	21.0%	1
Office of the Administrator	14	91.9%	8.1%	0.0%	0
Packers & Stockyards Program	49	51.9%	22.4%	25.7%	2

Department of Agriculture
Grain Inspct, Packers, Stockyard Admin (GIPSA)
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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	12,701	44.7%	26.8%	28.5%	164
Marketing and Regulatory Programs	1,197	47.6%	24.4%	28.1%	16
Grain Inspct, Packers, Stockyard Admin (GIPSA)	115	54.2%	23.4%	22.4%	0
Federal Grain Inspection Service	50	51.3%	22.4%	26.3%	0
Office of the Administrator	14	91.9%	8.1%	0.0%	0
Packers & Stockyards Program	51	54.6%	27.6%	17.8%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	11,760	54.7%	29.8%	15.5%	1,085
Marketing and Regulatory Programs	1,094	57.3%	26.2%	16.4%	119
Grain Inspct, Packers, Stockyard Admin (GIPSA)	107	53.1%	22.4%	24.4%	8
Federal Grain Inspection Service	46	49.1%	16.6%	34.3%	4
Office of the Administrator	14	86.0%	14.0%	0.0%	0
Packers & Stockyards Program	47	55.8%	35.1%	9.2%	4

My Satisfaction

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

	N	Positive	Neutral	Negative
Department of Agriculture	12,794	48.0%	25.5%	26.5%
Marketing and Regulatory Programs	1,212	47.0%	23.9%	29.2%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	115	50.3%	25.8%	23.9%
Federal Grain Inspection Service	50	48.7%	27.2%	24.2%
Office of the Administrator	14	80.2%	8.1%	11.6%
Packers & Stockyards Program	51	49.3%	25.5%	25.2%

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	12,771	41.9%	26.0%	32.1%
Marketing and Regulatory Programs	1,207	45.7%	23.9%	30.4%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	113	44.1%	29.8%	26.1%
Federal Grain Inspection Service	49	41.6%	30.6%	27.8%
Office of the Administrator	14	65.3%	16.3%	18.4%
Packers & Stockyards Program	50	46.0%	30.0%	24.0%

Department of Agriculture
Grain Inspct, Packers, Stockyard Admin (GIPSA)
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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	12,741	44.9%	26.4%	28.7%
Marketing and Regulatory Programs	1,205	43.3%	27.4%	29.3%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	113	40.0%	27.4%	32.5%
Federal Grain Inspection Service	49	41.4%	28.6%	30.0%
Office of the Administrator	14	44.2%	30.2%	25.6%
Packers & Stockyards Program	50	36.7%	24.7%	38.6%

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

	N	Positive	Neutral	Negative
Department of Agriculture	12,754	34.0%	32.8%	33.2%
Marketing and Regulatory Programs	1,206	37.4%	30.8%	31.8%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	114	40.0%	26.8%	33.2%
Federal Grain Inspection Service	49	36.5%	24.5%	39.0%
Office of the Administrator	14	86.0%	14.0%	0.0%
Packers & Stockyards Program	51	40.3%	33.1%	26.5%

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

	N	Positive	Neutral	Negative
Department of Agriculture	12,760	33.2%	30.7%	36.2%
Marketing and Regulatory Programs	1,206	29.8%	28.8%	41.4%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	114	27.4%	31.0%	41.5%
Federal Grain Inspection Service	49	25.6%	32.4%	42.0%
Office of the Administrator	14	50.4%	13.6%	36.0%
Packers & Stockyards Program	51	27.8%	30.8%	41.4%

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

	N	Positive	Neutral	Negative
Department of Agriculture	12,765	47.0%	25.8%	27.2%
Marketing and Regulatory Programs	1,206	48.1%	27.1%	24.7%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	113	49.1%	25.1%	25.8%
Federal Grain Inspection Service	48	47.4%	28.3%	24.3%
Office of the Administrator	14	74.5%	13.9%	11.6%
Packers & Stockyards Program	51	48.7%	20.6%	30.7%

Department of Agriculture
Grain Inspct, Packers, Stockyard Admin (GIPSA)
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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	12,751	65.3%	19.2%	15.4%
Marketing and Regulatory Programs	1,202	64.6%	18.0%	17.3%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	113	64.2%	19.2%	16.6%
Federal Grain Inspection Service	48	66.0%	15.5%	18.6%
Office of the Administrator	14	64.0%	36.0%	0.0%
Packers & Stockyards Program	51	60.8%	24.0%	15.1%

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

	N	Positive	Neutral	Negative
Department of Agriculture	12,759	53.1%	19.0%	27.8%
Marketing and Regulatory Programs	1,206	50.3%	19.5%	30.2%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	114	44.0%	22.2%	33.8%
Federal Grain Inspection Service	49	37.7%	23.4%	38.9%
Office of the Administrator	14	64.0%	23.1%	13.0%
Packers & Stockyards Program	51	53.3%	19.8%	26.9%

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

	N	Positive	Neutral	Negative
Department of Agriculture	12,762	51.0%	25.1%	23.9%
Marketing and Regulatory Programs	1,205	54.1%	23.4%	22.5%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	114	57.3%	19.7%	22.9%
Federal Grain Inspection Service	49	57.3%	19.4%	23.3%
Office of the Administrator	14	65.3%	34.7%	0.0%
Packers & Stockyards Program	51	56.4%	18.2%	25.4%

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Grain Inspct, Packers, Stockyard Admin (GIPSA)
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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	12,768	78.6%	17.9%	3.5%
Marketing and Regulatory Programs	1,208	81.8%	14.7%	3.5%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	113	65.5%	30.2%	4.4%
Federal Grain Inspection Service	49	53.9%	41.5%	4.6%
Office of the Administrator	14	100.0%	0.0%	0.0%
Packers & Stockyards Program	50	83.4%	12.2%	4.4%

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	12,730	3.9%	14.0%	6.7%	21.4%
Marketing and Regulatory Programs	1,198	7.2%	20.3%	6.8%	20.0%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	107	9.5%	12.2%	8.8%	12.1%
Federal Grain Inspection Service	49	1.7%	8.8%	9.2%	11.2%
Office of the Administrator	14	18.9%	67.2%	6.9%	0.0%
Packers & Stockyards Program	44	25.8%	10.8%	8.4%	16.0%

(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	12,730	20.8%	5.3%	8.7%	19.2%
Marketing and Regulatory Programs	1,198	19.7%	4.1%	10.3%	11.6%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	107	29.6%	2.8%	12.8%	12.1%
Federal Grain Inspection Service	49	41.8%	2.2%	17.1%	8.0%
Office of the Administrator	14	0.0%	0.0%	0.0%	7.1%
Packers & Stockyards Program	44	6.8%	4.8%	5.3%	22.1%

Department of Agriculture
Grain Inspct, Packers, Stockyard Admin (GIPSA)
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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	12,666	43.2%	43.7%	13.0%
Marketing and Regulatory Programs	1,197	36.1%	49.0%	14.9%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	113	55.6%	36.7%	7.8%
Federal Grain Inspection Service	48	37.3%	50.2%	12.5%
Office of the Administrator	14	73.0%	27.0%	0.0%
Packers & Stockyards Program	51	87.6%	12.4%	0.0%

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	12,650	32.0%	53.2%	14.9%
Marketing and Regulatory Programs	1,197	25.8%	61.6%	12.6%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	109	17.3%	57.8%	25.0%
Federal Grain Inspection Service	45	18.9%	53.8%	27.3%
Office of the Administrator	13	41.0%	50.4%	8.6%
Packers & Stockyards Program	51	11.2%	65.7%	23.1%

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

	N	Yes	No	Not Available To Me
Department of Agriculture	12,578	19.9%	77.5%	2.6%
Marketing and Regulatory Programs	1,189	19.7%	77.8%	2.4%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	110	17.3%	79.7%	3.0%
Federal Grain Inspection Service	46	17.0%	79.4%	3.6%
Office of the Administrator	13	33.5%	66.5%	0.0%
Packers & Stockyards Program	51	15.8%	81.9%	2.4%

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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	12,717	1.9%	74.4%	23.7%
Marketing and Regulatory Programs	1,203	2.6%	80.2%	17.2%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	112	1.4%	80.3%	18.3%
Federal Grain Inspection Service	47	0.0%	85.3%	14.7%
Office of the Administrator	14	0.0%	91.9%	8.1%
Packers & Stockyards Program	51	4.2%	69.3%	26.5%

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	12,736	1.7%	75.9%	22.3%
Marketing and Regulatory Programs	1,203	2.7%	82.8%	14.5%
Grain Inspct, Packers, Stockyard Admin (GIPSA)	113	2.6%	77.0%	20.4%
Federal Grain Inspection Service	49	2.5%	80.0%	17.6%
Office of the Administrator	14	5.9%	94.1%	0.0%
Packers & Stockyards Program	50	2.5%	68.6%	28.9%

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

	N	Positive	Neutral	Negative	NBJ
Department of Agriculture	6,295	73.8%	16.8%	9.4%	142
Marketing and Regulatory Programs	700	72.4%	17.2%	10.5%	24
Grain Inspct, Packers, Stockyard Admin (GIPSA)	58	72.1%	14.8%	13.2%	7
Federal Grain Inspection Service	18	65.5%	22.0%	12.5%	0
Office of the Administrator	13	100.0%	0.0%	0.0%	0
Packers & Stockyards Program	27	72.6%	10.1%	17.3%	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	5,758	90.3%	7.6%	2.1%	130
Marketing and Regulatory Programs	485	86.4%	9.9%	3.7%	13
Grain Inspct, Packers, Stockyard Admin (GIPSA)	73	88.0%	11.0%	1.0%	1
Federal Grain Inspection Service	18	76.2%	23.8%	0.0%	1
Office of the Administrator	10	100.0%	0.0%	0.0%	0
Packers & Stockyards Program	45	96.1%	2.1%	1.9%	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	3,582	82.5%	14.3%	3.1%	197
Marketing and Regulatory Programs	304	79.6%	16.1%	4.3%	16
Grain Inspct, Packers, Stockyard Admin (GIPSA)	21	59.4%	31.1%	9.5%	3
Federal Grain Inspection Service	9	39.8%	46.1%	14.1%	3
Office of the Administrator	6	100.0%	0.0%	0.0%	0
Packers & Stockyards Program	6	100.0%	0.0%	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	2,376	77.2%	19.0%	3.8%	293
Marketing and Regulatory Programs	227	78.3%	19.2%	2.5%	20
Grain Inspct, Packers, Stockyard Admin (GIPSA)	21	66.6%	33.4%	0.0%	2
Federal Grain Inspection Service	8	51.5%	48.5%	0.0%	2
Office of the Administrator	5	100.0%	0.0%	0.0%	0
Packers & Stockyards Program	8	88.9%	11.1%	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	215	63.4%	32.0%	4.7%	118
Marketing and Regulatory Programs	31	52.4%	40.9%	6.7%	14
Grain Inspct, Packers, Stockyard Admin (GIPSA)	3	50.1%	49.9%	0.0%	1
Federal Grain Inspection Service	1	0.0%	100.0%	0.0%	1
Office of the Administrator	0	--	--	--	0
Packers & Stockyards Program	2	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	209	70.9%	27.4%	1.7%	93
Marketing and Regulatory Programs	33	75.3%	24.7%	0.0%	12
Grain Inspct, Packers, Stockyard Admin (GIPSA)	2	100.0%	0.0%	0.0%	2
Federal Grain Inspection Service	0	--	--	--	1
Office of the Administrator	1	100.0%	0.0%	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

85. Where do you work?

	N	%
Headquarters	35	30.7%
Field	79	69.3%

86. What is your supervisory status?

	N	%
Non-Supervisor	72	63.7%
Team Leader	15	13.3%
Supervisor	18	15.9%
Manager	6	5.3%
Executive	2	1.8%

87. Are you:

	N	%
Male	69	62.2%
Female	42	37.8%

88. Are you Hispanic or Latino?

	N	%
Yes	10	9.0%
No	101	91.0%

89. Race

	N	%
American Indian or Alaska Native	2	1.9%
Asian	1	0.9%
Black or African American	21	19.4%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	78	72.2%
Two or more races (Not Hispanic or Latino)	6	5.6%

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Demographic Questions (continued)

90. What is your age group?

	N	%
25 and under	1	0.9%
26-29	3	2.8%
30-39	20	18.3%
40-49	18	16.5%
50-59	48	44.0%
60 or older	19	17.4%

91. What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	7	6.1%
GS 7-12	67	58.8%
GS 13-15	37	32.5%
Senior Executive Service	2	1.8%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	1	0.9%

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	7	6.2%
4 to 5 years	11	9.7%
6 to 10 years	15	13.3%
11 to 14 years	14	12.4%
15 to 20 years	9	8.0%
More than 20 years	57	50.4%

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

	N	%
Less than 1 year	0	0.0%
1 to 3 years	11	9.7%
4 to 5 years	15	13.3%
6 to 10 years	18	15.9%
11 to 20 years	24	21.2%
More than 20 years	45	39.8%

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Demographic Questions (continued)

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

	N	%
No	77	68.8%
Yes, to retire	8	7.1%
Yes, to take another job within the Federal Government	18	16.1%
Yes, to take another job outside the Federal Government	4	3.6%
Yes, other	5	4.5%

95. I am planning to retire:

	N	%
Within one year	7	6.3%
Between one and three years	10	8.9%
Between three and five years	23	20.5%
Five or more years	72	64.3%

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

	N	%
Yes	8	7.2%
No	103	92.8%

98. Are you an individual with a disability?

	N	%
Yes	11	9.9%
No	100	90.1%