

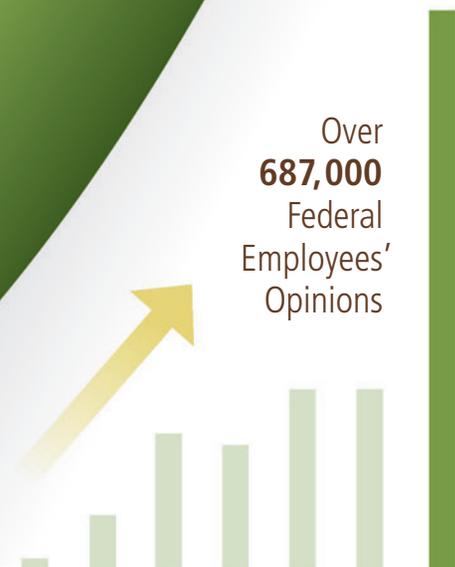
# 2012

## Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

DEPARTMENT OF LABOR  
AGENCY RESULTS

UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT



**DEPARTMENT OF LABOR  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		1,241	3,140	1,395	1,243	621	7,640	NA
	%	57.5	16.3	41.2	18.2	16.1	8.2	100.0	
2. I have enough information to do my job well.	N		1,198	3,936	1,233	961	294	7,622	NA
	%	67.6	16.0	51.6	16.2	12.3	3.8	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		1,261	2,607	1,523	1,423	771	7,585	NA
	%	51.3	16.8	34.4	20.1	18.5	10.1	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		2,120	3,310	1,133	628	425	7,616	NA
	%	71.1	27.8	43.3	15.0	8.3	5.6	100.0	
*5. I like the kind of work I do.	N		2,816	3,399	902	328	139	7,584	NA
	%	81.6	36.9	44.7	12.1	4.4	1.9	100.0	
6. I know what is expected of me on the job.	N		2,072	3,735	931	587	262	7,587	NA
	%	76.6	27.3	49.3	12.3	7.7	3.4	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		4,792	2,580	153	53	44	7,622	NA
	%	96.6	62.6	34.0	2.1	0.7	0.6	100.0	
8. I am constantly looking for ways to do my job better.	N		3,459	3,354	678	83	43	7,617	NA
	%	89.4	45.4	44.0	8.9	1.1	0.6	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		725	2,823	1,321	1,742	1,006	7,617	21
	%	46.6	9.7	37.0	17.5	22.7	13.1	100.0	
*10. My workload is reasonable.	N		741	3,508	1,290	1,244	819	7,602	16
	%	56.1	9.8	46.2	17.2	16.2	10.5	100.0	
*11. My talents are used well in the workplace.	N		1,024	3,090	1,361	1,163	814	7,452	48
	%	55.3	13.8	41.5	18.2	15.6	11.0	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		2,258	4,222	694	256	162	7,592	19
	%	85.4	29.8	55.6	9.1	3.4	2.1	100.0	
*13. The work I do is important.	N		3,831	3,006	515	136	80	7,568	23
	%	90.3	50.6	39.7	6.8	1.8	1.1	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		1,771	3,392	1,056	866	499	7,584	38
	%	68.6	23.7	44.9	13.9	11.0	6.4	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		1,593	3,209	1,173	825	677	7,477	148
	%	64.3	21.4	42.9	15.6	11.0	9.0	100.0	
16. I am held accountable for achieving results.	N		2,339	4,173	753	193	97	7,555	47
	%	86.1	30.8	55.4	10.1	2.6	1.3	100.0	

Survey Administration Period: April 11, 2012 to May 23, 2012

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\* AES prescribed items

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

Sample or Census: Census

Number of surveys completed: 7,653

Number of surveys administered: 15,440

Response Rate: 49.6%

**DEPARTMENT OF LABOR  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		1,574	2,612	1,476	672	792	7,126	470
	%	58.8	22.1	36.7	20.7	9.4	11.0	100.0	
*18. My training needs are assessed.	N		757	2,542	1,892	1,388	910	7,489	124
	%	44.2	10.2	34.0	25.5	18.2	12.1	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		1,732	3,079	1,008	899	688	7,406	224
	%	65.0	23.4	41.6	13.7	12.0	9.2	100.0	
*20. The people I work with cooperate to get the job done.	N		1,931	3,673	1,057	703	251	7,615	NA
	%	73.8	25.5	48.3	13.9	9.1	3.3	100.0	
*21. My work unit is able to recruit people with the right skills.	N		651	2,693	1,957	1,271	674	7,246	387
	%	46.2	8.9	37.3	27.0	17.4	9.3	100.0	
*22. Promotions in my work unit are based on merit.	N		661	2,067	1,929	1,171	1,228	7,056	553
	%	38.9	9.5	29.4	27.1	16.5	17.5	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		393	1,779	2,007	1,339	1,209	6,727	871
	%	32.5	6.0	26.5	30.0	19.6	17.8	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		420	1,893	2,067	1,506	1,147	7,033	580
	%	33.2	6.1	27.1	29.5	21.2	16.1	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		642	2,242	1,864	1,147	1,062	6,957	640
	%	41.7	9.3	32.4	26.7	16.3	15.3	100.0	
26. Employees in my work unit share job knowledge with each other.	N		1,822	3,770	982	584	417	7,575	41
	%	73.8	24.0	49.9	13.0	7.6	5.5	100.0	
27. The skill level in my work unit has improved in the past year.	N		1,086	2,914	2,053	690	468	7,211	395
	%	55.7	15.2	40.5	28.3	9.5	6.5	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		3,250	3,243	940	117	50	7,600	NA
	%	85.5	42.9	42.6	12.4	1.5	0.7	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		1,044	4,177	1,201	641	214	7,277	143
	%	71.9	14.3	57.5	16.5	8.7	2.9	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		582	2,420	1,899	1,480	819	7,200	222
	%	42.1	8.1	34.0	26.6	20.2	11.2	100.0	
31. Employees are recognized for providing high quality products and services.	N		724	2,585	1,758	1,328	802	7,197	205
	%	46.2	10.0	36.2	24.5	18.2	11.1	100.0	
*32. Creativity and innovation are rewarded.	N		569	1,768	2,156	1,510	1,073	7,076	312
	%	33.2	8.0	25.2	30.7	21.2	14.9	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		362	1,357	1,961	1,677	1,460	6,817	574
	%	25.2	5.3	19.9	28.8	24.6	21.5	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		1,035	2,669	1,822	592	625	6,743	657
	%	54.5	15.1	39.4	27.2	8.9	9.4	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		1,742	3,966	968	386	242	7,304	106
	%	78.2	23.8	54.4	13.3	5.2	3.3	100.0	
*36. My organization has prepared employees for potential security threats.	N		1,488	4,170	1,026	378	220	7,282	102
	%	77.7	20.2	57.5	14.1	5.2	3.0	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		1,203	2,421	1,519	782	1,009	6,934	458
	%	52.2	17.3	34.9	22.1	11.1	14.6	100.0	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		1,585	2,783	1,264	441	622	6,695	675
	%	65.0	23.5	41.6	19.0	6.6	9.4	100.0	
39. My agency is successful at accomplishing its mission.	N		1,618	3,946	1,150	327	165	7,206	163
	%	77.2	22.4	54.8	16.0	4.5	2.2	100.0	
40. I recommend my organization as a good place to work.	N		1,616	2,960	1,527	782	505	7,390	NA
	%	61.9	21.8	40.1	20.7	10.6	6.8	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		840	1,736	1,959	1,078	785	6,398	994
	%	40.2	13.1	27.0	30.7	16.9	12.3	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		2,656	3,067	838	377	377	7,315	42
	%	78.3	36.2	42.1	11.5	5.1	5.1	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		1,791	2,744	1,373	821	570	7,299	48
	%	62.3	24.6	37.8	18.7	11.1	7.8	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		1,700	2,732	1,364	798	637	7,231	106
	%	61.2	23.4	37.8	19.0	11.0	8.8	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		1,718	2,632	1,517	338	385	6,590	740
	%	65.8	25.8	40.0	23.2	5.2	5.8	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		1,621	2,864	1,463	775	582	7,305	37
	%	61.5	22.1	39.4	20.1	10.6	7.9	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		1,660	2,809	1,386	704	638	7,197	128
	%	62.3	23.0	39.3	19.2	9.7	8.8	100.0	
48. My supervisor/team leader listens to what I have to say.	N		2,388	3,085	916	579	340	7,308	NA
	%	75.0	32.7	42.3	12.5	7.9	4.5	100.0	
49. My supervisor/team leader treats me with respect.	N		2,772	3,035	763	382	351	7,303	NA
	%	79.6	38.0	41.6	10.5	5.3	4.6	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		2,296	3,583	591	595	228	7,293	NA
	%	80.6	31.4	49.1	8.1	8.2	3.1	100.0	
*51. I have trust and confidence in my supervisor.	N		2,329	2,439	1,245	654	631	7,298	NA
	%	65.4	31.9	33.5	17.0	9.0	8.6	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		2,711	2,321	1,338	485	423	7,278	NA
	%	69.2	37.3	31.9	18.3	6.7	5.8	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		688	2,160	1,757	1,479	1,008	7,092	112
	%	40.3	9.6	30.7	24.9	20.6	14.1	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		1,221	2,557	1,554	782	797	6,911	276
	%	54.5	17.5	37.0	22.7	11.3	11.5	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		1,252	2,988	1,469	584	543	6,836	333
	%	61.9	18.2	43.7	21.5	8.6	7.9	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		1,234	3,492	1,218	674	500	7,118	61
	%	66.2	17.2	49.0	17.3	9.4	7.0	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		1,266	3,430	1,304	450	326	6,776	388
	%	68.9	18.5	50.5	19.5	6.7	4.8	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		940	2,613	1,517	1,109	775	6,954	222
	%	51.5	13.4	38.1	21.8	15.7	10.9	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		992	2,695	1,552	943	721	6,903	266
	%	53.9	14.3	39.6	22.4	13.5	10.2	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		1,643	2,336	1,550	618	648	6,795	371
	%	58.5	24.2	34.3	22.9	9.1	9.5	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		1,478	2,276	1,623	901	782	7,060	103
	%	53.2	20.9	32.3	23.1	12.6	11.1	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		1,252	2,236	1,658	622	530	6,298	854
	%	55.4	19.9	35.6	26.5	9.8	8.4	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		893	2,601	1,725	1,417	443	7,079	NA
	%	49.7	12.6	37.1	24.3	19.8	6.2	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		803	2,523	1,719	1,479	558	7,082	NA
	%	47.2	11.3	35.9	24.4	20.6	7.8	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		967	2,415	1,683	1,236	762	7,063	NA
	%	48.1	13.6	34.5	23.7	17.5	10.8	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		681	2,230	2,005	1,373	762	7,051	NA
	%	41.5	9.6	31.9	28.4	19.3	10.8	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		656	1,712	2,154	1,349	1,180	7,051	NA
	%	33.8	9.3	24.5	30.4	18.9	16.8	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		802	2,461	1,763	1,323	707	7,056	NA
	%	46.4	11.4	35.0	25.2	18.5	10.0	100.0	

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		1,487	3,145	1,192	813	412	7,049	NA
	%	65.7	21.0	44.7	16.9	11.6	5.8	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		1,167	3,111	1,158	1,088	537	7,061	NA
	%	60.3	16.3	44.0	16.5	15.5	7.7	100.0	
71. Considering everything, how satisfied are you with your organization?	N		1,066	3,011	1,502	968	519	7,066	NA
	%	57.7	15.0	42.7	21.2	13.8	7.3	100.0	

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	%
<b>Yes</b>	5,083	72.0
<b>No</b>	1,650	23.5
<b>Not sure</b>	315	4.5
<b>Total</b>	7,048	100.0

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

	N	%
<b>I telework 3 or more days per week.</b>	347	4.8
<b>I telework 1 or 2 days per week.</b>	1,336	19.0
<b>I telework, but no more than 1 or 2 days per month.</b>	588	8.3
<b>I telework very infrequently, on an unscheduled or short-term basis.</b>	1,453	20.6
<b>I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).</b>	758	11.3
<b>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.</b>	326	4.5
<b>I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.</b>	1,103	15.7
<b>I do not telework because I choose not to telework.</b>	1,081	15.9
<b>Total</b>	6,992	100.0

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

	N	%
<b>Yes</b>	1,991	28.1
<b>No</b>	3,790	54.4
<b>Not available to me</b>	1,242	17.6
<b>Total</b>	7,023	100.0

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

	N	%
<b>Yes</b>	1,813	26.1
<b>No</b>	4,599	65.7
<b>Not available to me</b>	586	8.2
<b>Total</b>	6,998	100.0

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

	N	%
<b>Yes</b>	1,046	14.8
<b>No</b>	5,707	81.8
<b>Not available to me</b>	238	3.4
<b>Total</b>	6,991	100.0

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

	N	%
<b>Yes</b>	236	3.4
<b>No</b>	5,940	84.7
<b>Not available to me</b>	843	11.9
<b>Total</b>	7,019	100.0

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

	N	%
<b>Yes</b>	169	2.5
<b>No</b>	5,991	85.3
<b>Not available to me</b>	868	12.2
<b>Total</b>	7,028	100.0

**DEPARTMENT OF LABOR  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	76.2	1,184 32.5	1,593 43.7	491 13.5	272 7.3	108 3.0	3,648 100.0	137
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	87.3	781 40.5	897 46.7	186 9.6	42 2.2	17 0.9	1,923 100.0	78
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 %	78.3	426 25.2	907 53.0	315 18.2	49 2.9	11 0.6	1,708 100.0	166
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	78.3	267 28.1	469 50.2	173 18.6	23 2.5	7 0.7	939 100.0	175
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 %	77.2	63 34.2	78 43.1	39 21.7	1 0.6	1 0.5	182 100.0	109
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	70.3	34 27.9	54 42.4	36 29.0	1 0.7	0 0.0	125 100.0	87

Survey Administration Period: April 11, 2012 to May 23, 2012

The work/life satisfaction results only include employees who indicated that they participated in the program.

Percentages are weighted to represent the Agency's population.

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

Sample or Census: Census

Number of surveys completed: 7,653

Number of surveys administered: 15,440

Response Rate: 49.6%

**DEPARTMENT OF LABOR  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

85. Where do you work?	N	%
Headquarters	2,547	36.4
Field	4,451	63.6
<b>Total</b>	<b>6,998</b>	<b>100.0</b>

*86. What is your supervisory status?	N	%
Non-Supervisor	5,209	74.3
Team Leader	587	8.4
Supervisor	763	10.9
Manager	375	5.3
Executive	79	1.1
<b>Total</b>	<b>7,013</b>	<b>100.0</b>

*87. Are you:	N	%
Male	3,361	48.5
Female	3,575	51.5
<b>Total</b>	<b>6,936</b>	<b>100.0</b>

*88. Are you Hispanic or Latino?	N	%
Yes	689	10.0
No	6,172	90.0
<b>Total</b>	<b>6,861</b>	<b>100.0</b>

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	59	0.9
Asian	308	4.7
Black or African American	1,251	18.9
Native Hawaiian or Other Pacific Islander	18	0.3
White	4,766	72.0
Two or more races	221	3.3
<b>Total</b>	<b>6,623</b>	<b>100.0</b>

**DEPARTMENT OF LABOR  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

90. What is your age group?

	<b>N</b>	<b>%</b>
<b>25 and under</b>	116	1.7
<b>26-29</b>	317	4.6
<b>30-39</b>	1,151	16.8
<b>40-49</b>	1,801	26.3
<b>50-59</b>	2,318	33.8
<b>60 or older</b>	1,154	16.8
<b>Total</b>	6,857	100.0

91. What is your pay category/grade?

	<b>N</b>	<b>%</b>
<b>Federal Wage System</b>	13	0.2
<b>GS 1-6</b>	404	5.8
<b>GS 7-12</b>	3,936	56.3
<b>GS 13-15</b>	2,535	36.3
<b>Senior Executive Service</b>	58	0.8
<b>Senior Level (SL) or Scientific or Professional (ST)</b>	6	0.1
<b>Other</b>	34	0.5
<b>Total</b>	6,986	100.0

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

	<b>N</b>	<b>%</b>
<b>Less than 1 year</b>	209	3.0
<b>1 to 3 years</b>	1,033	14.8
<b>4 to 5 years</b>	721	10.4
<b>6 to 10 years</b>	1,103	15.8
<b>11 to 14 years</b>	885	12.7
<b>15 to 20 years</b>	708	10.2
<b>More than 20 years</b>	2,304	33.1
<b>Total</b>	6,963	100.0

**DEPARTMENT OF LABOR  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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

	N	%
<b>Less than 1 year</b>	334	4.8
<b>1 to 3 years</b>	1,348	19.4
<b>4 to 5 years</b>	825	11.9
<b>6 to 10 years</b>	1,215	17.5
<b>11 to 20 years</b>	1,585	22.8
<b>More than 20 years</b>	1,633	23.5
<b>Total</b>	6,940	100.0

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

	N	%
<b>No</b>	4,571	65.8
<b>Yes, to retire</b>	414	6.0
<b>Yes, to take another job within the Federal Government</b>	1,372	19.8
<b>Yes, to take another job outside the Federal Government</b>	270	3.9
<b>Yes, other</b>	317	4.6
<b>Total</b>	6,944	100.0

95. I am planning to retire:

	N	%
<b>Within one year</b>	211	3.1
<b>Between one and three years</b>	746	10.9
<b>Between three and five years</b>	682	9.9
<b>Five or more years</b>	5,220	76.1
<b>Total</b>	6,859	100.0

**DEPARTMENT OF LABOR  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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96. Self-Identify as:	N	%
Heterosexual or Straight	5,644	85.4
Gay, Lesbian, Bisexual, or Transgender	237	3.6
I prefer not to say	727	11.0
<b>Total</b>	<b>6,608</b>	<b>100.0</b>

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Yes	1,600	23.1
No	5,328	76.9
<b>Total</b>	<b>6,928</b>	<b>100.0</b>

98. Are you an individual with a disability?	N	%
Yes	972	14.1
No	5,924	85.9
<b>Total</b>	<b>6,896</b>	<b>100.0</b>



United States  
Office of Personnel Management  
Planning and Policy Analysis

1900 E Street, NW  
Washington, DC 20415

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