

2014

Federal Employee Viewpoint Survey Results

Employees Influencing Change

National Institutes of Health

1st Level Subagency Report

United States Office of
Personnel Management

Department of Health and Human Services National Institutes of Health *1st Level Subagency Report*

Response Summary

	Surveys Completed
Governmentwide	392,752
Department of Health and Human Services	32,806
National Institutes of Health	6,802

This 2014 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
Governmentwide	391,977	59.1%	17.4%	23.5%
Department of Health and Human Services	32,753	64.9%	15.8%	19.2%
National Institutes of Health	6,790	69.4%	14.8%	15.8%

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

	N	Positive	Neutral	Negative
Governmentwide	388,077	69.2%	15.2%	15.6%
Department of Health and Human Services	32,461	71.6%	14.2%	14.2%
National Institutes of Health	6,734	77.3%	12.0%	10.7%

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

	N	Positive	Neutral	Negative
Governmentwide	385,690	55.2%	19.0%	25.8%
Department of Health and Human Services	32,266	61.2%	17.1%	21.7%
National Institutes of Health	6,660	65.4%	16.0%	18.5%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	389,314	69.6%	15.0%	15.4%
Department of Health and Human Services	32,550	73.9%	13.8%	12.2%
National Institutes of Health	6,751	76.5%	12.7%	10.8%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	384,679	82.2%	11.3%	6.5%
Department of Health and Human Services	32,211	83.9%	10.5%	5.6%
National Institutes of Health	6,689	84.7%	10.5%	4.9%

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

	N	Positive	Neutral	Negative
Governmentwide	387,941	78.8%	11.5%	9.7%
Department of Health and Human Services	32,408	79.1%	11.4%	9.5%
National Institutes of Health	6,729	81.4%	10.6%	8.1%

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

	N	Positive	Neutral	Negative
Governmentwide	389,516	95.6%	2.8%	1.6%
Department of Health and Human Services	32,543	96.8%	2.2%	1.0%
National Institutes of Health	6,745	97.7%	1.7%	0.6%

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

	N	Positive	Neutral	Negative
Governmentwide	390,789	90.2%	7.9%	1.9%
Department of Health and Human Services	32,643	91.3%	7.4%	1.3%
National Institutes of Health	6,764	92.5%	6.4%	1.1%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,739	44.8%	16.5%	38.7%	935
Department of Health and Human Services	32,650	50.3%	16.6%	33.1%	69
National Institutes of Health	6,770	56.1%	16.2%	27.7%	14

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,209	56.5%	16.7%	26.8%	720
Department of Health and Human Services	32,461	58.9%	16.4%	24.8%	52
National Institutes of Health	6,731	63.0%	16.3%	20.7%	9

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,178	56.5%	17.2%	26.3%	1,880
Department of Health and Human Services	31,703	59.4%	16.5%	24.0%	148
National Institutes of Health	6,595	62.0%	15.6%	22.4%	28

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,298	81.9%	10.7%	7.4%	1,540
Department of Health and Human Services	32,446	84.9%	9.4%	5.6%	110
National Institutes of Health	6,720	86.7%	8.8%	4.5%	19

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	384,209	89.6%	7.1%	3.3%	1,147
Department of Health and Human Services	32,132	90.4%	6.9%	2.7%	85
National Institutes of Health	6,662	90.7%	6.9%	2.3%	12

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
Governmentwide	389,314	65.6%	14.3%	20.1%	1,736
Department of Health and Human Services	32,551	71.0%	13.3%	15.7%	115
National Institutes of Health	6,756	72.3%	13.2%	14.5%	18

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,888	68.2%	14.9%	16.9%	4,845
Department of Health and Human Services	32,289	67.8%	14.2%	18.0%	351
National Institutes of Health	6,692	67.4%	14.9%	17.7%	74

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	387,980	81.1%	12.5%	6.4%	1,810
Department of Health and Human Services	32,372	83.8%	11.3%	4.9%	146
National Institutes of Health	6,709	86.3%	9.9%	3.7%	23

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,094	60.3%	19.3%	20.4%	16,950
Department of Health and Human Services	30,469	59.4%	20.6%	20.0%	2,094
National Institutes of Health	6,246	62.4%	21.0%	16.5%	504

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,903	49.6%	23.8%	26.5%	4,288
Department of Health and Human Services	32,204	48.5%	24.4%	27.2%	393
National Institutes of Health	6,649	50.5%	25.6%	24.0%	103

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
Governmentwide	382,953	67.5%	14.6%	18.0%	8,987
Department of Health and Human Services	32,154	66.4%	14.1%	19.5%	587
National Institutes of Health	6,644	64.1%	15.7%	20.3%	147

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	391,426	72.1%	14.2%	13.8%
Department of Health and Human Services	32,687	74.1%	13.6%	12.3%
National Institutes of Health	6,781	79.1%	12.6%	8.2%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,727	40.6%	26.4%	33.0%	14,985
Department of Health and Human Services	31,620	49.1%	23.8%	27.1%	1,114
National Institutes of Health	6,578	56.7%	22.2%	21.1%	208

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,631	32.0%	28.7%	39.3%	26,462
Department of Health and Human Services	29,835	40.2%	27.7%	32.1%	2,660
National Institutes of Health	6,183	45.6%	26.8%	27.6%	560

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
Governmentwide	354,178	28.2%	26.9%	44.9%	35,600
Department of Health and Human Services	28,817	33.0%	27.9%	39.1%	3,728
National Institutes of Health	5,969	39.0%	27.8%	33.2%	778

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,267	31.5%	28.4%	40.1%	22,310
Department of Health and Human Services	30,448	36.2%	27.9%	35.9%	2,177
National Institutes of Health	6,269	40.3%	28.0%	31.7%	487

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,099	38.0%	25.7%	36.3%	25,833
Department of Health and Human Services	30,113	43.9%	25.2%	30.9%	2,457
National Institutes of Health	6,242	49.7%	23.5%	26.8%	502

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,041	71.9%	14.6%	13.5%	1,704
Department of Health and Human Services	32,460	71.5%	14.6%	13.9%	182
National Institutes of Health	6,726	77.3%	12.6%	10.0%	31

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,813	50.8%	30.2%	19.0%	15,161
Department of Health and Human Services	31,264	54.8%	29.0%	16.2%	1,371
National Institutes of Health	6,478	54.9%	31.7%	13.4%	288

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	390,716	81.8%	14.6%	3.6%
Department of Health and Human Services	32,641	84.1%	12.9%	3.1%
National Institutes of Health	6,764	88.8%	9.2%	2.0%

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,647	68.5%	18.3%	13.2%	7,045
Department of Health and Human Services	31,339	72.0%	17.0%	11.0%	705
National Institutes of Health	6,455	79.7%	13.2%	7.1%	142

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,805	41.9%	25.7%	32.4%	8,728
Department of Health and Human Services	31,158	46.6%	24.5%	28.9%	903
National Institutes of Health	6,390	51.4%	23.7%	24.9%	203

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,902	44.6%	24.2%	31.2%	7,530
Department of Health and Human Services	31,282	50.6%	23.3%	26.1%	692
National Institutes of Health	6,411	55.4%	22.4%	22.1%	173

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,008	34.8%	29.5%	35.7%	12,026
Department of Health and Human Services	30,874	42.1%	28.3%	29.6%	1,042
National Institutes of Health	6,368	48.8%	27.1%	24.1%	211

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,757	19.6%	26.5%	54.0%	25,095
Department of Health and Human Services	28,890	26.7%	29.4%	43.9%	2,937
National Institutes of Health	5,945	31.4%	28.8%	39.9%	614

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My Agency (continued)

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
Governmentwide	354,225	55.5%	29.2%	15.4%	29,633
Department of Health and Human Services	29,428	57.8%	26.9%	15.3%	2,565
National Institutes of Health	6,091	65.5%	23.1%	11.3%	489

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,670	76.0%	13.7%	10.4%	5,777
Department of Health and Human Services	31,232	79.8%	13.1%	7.1%	732
National Institutes of Health	6,411	83.8%	11.5%	4.7%	173

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,944	76.0%	14.4%	9.6%	5,237
Department of Health and Human Services	31,084	71.3%	17.6%	11.1%	861
National Institutes of Health	6,366	71.9%	18.4%	9.7%	219

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,372	50.3%	23.1%	26.5%	21,762
Department of Health and Human Services	29,659	52.4%	22.7%	24.9%	2,277
National Institutes of Health	6,096	61.2%	21.6%	17.1%	491

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
Governmentwide	347,433	65.2%	20.2%	14.6%	33,840
Department of Health and Human Services	28,470	66.2%	19.7%	14.2%	3,342
National Institutes of Health	5,877	74.3%	16.5%	9.2%	675

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,864	73.0%	18.2%	8.8%	7,407
Department of Health and Human Services	31,262	75.7%	16.9%	7.4%	682
National Institutes of Health	6,436	83.7%	12.5%	3.8%	151

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My Agency (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	383,760	62.1%	21.6%	16.4%
Department of Health and Human Services	31,995	66.8%	19.9%	13.4%
National Institutes of Health	6,587	71.2%	18.0%	10.8%

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
Governmentwide	350,655	38.1%	28.5%	33.4%	33,370
Department of Health and Human Services	29,097	46.9%	27.0%	26.1%	2,918
National Institutes of Health	5,889	45.8%	29.6%	24.6%	709

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,621	77.3%	11.5%	11.2%	2,306
Department of Health and Human Services	31,747	78.9%	10.4%	10.7%	195
National Institutes of Health	6,527	81.6%	10.1%	8.4%	46

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,066	64.3%	17.9%	17.8%	2,012
Department of Health and Human Services	31,740	66.9%	15.8%	17.3%	164
National Institutes of Health	6,532	68.7%	15.2%	16.1%	30

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,309	61.6%	19.2%	19.2%	4,317
Department of Health and Human Services	31,307	62.7%	18.0%	19.3%	363
National Institutes of Health	6,448	63.5%	18.1%	18.4%	83

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,672	66.2%	23.1%	10.7%	31,868
Department of Health and Human Services	29,109	67.9%	21.2%	10.9%	2,723
National Institutes of Health	6,033	72.8%	19.1%	8.1%	516

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,197	60.5%	20.4%	19.1%	2,159
Department of Health and Human Services	31,660	61.3%	19.6%	19.1%	173
National Institutes of Health	6,524	63.2%	20.0%	16.8%	37

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,678	63.1%	19.3%	17.6%	6,028
Department of Health and Human Services	31,317	66.3%	17.7%	16.0%	520
National Institutes of Health	6,448	69.6%	16.9%	13.5%	100

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

	N	Positive	Neutral	Negative
Governmentwide	381,761	75.0%	12.7%	12.2%
Department of Health and Human Services	31,840	75.6%	12.6%	11.8%
National Institutes of Health	6,554	77.7%	12.3%	10.0%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	380,603	80.2%	10.6%	9.2%
Department of Health and Human Services	31,754	79.5%	10.8%	9.7%
National Institutes of Health	6,538	81.8%	9.7%	8.5%

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

	N	Positive	Neutral	Negative
Governmentwide	380,812	77.3%	10.3%	12.4%
Department of Health and Human Services	31,767	78.4%	10.4%	11.1%
National Institutes of Health	6,535	79.8%	10.3%	9.9%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	380,967	65.4%	17.2%	17.4%
Department of Health and Human Services	31,761	66.4%	16.1%	17.5%
National Institutes of Health	6,543	70.1%	15.1%	14.8%

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	381,129	68.9%	18.6%	12.5%
Department of Health and Human Services	31,780	69.7%	17.9%	12.4%
National Institutes of Health	6,528	73.8%	16.0%	10.2%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,179	37.5%	25.2%	37.3%	6,901
Department of Health and Human Services	30,975	44.3%	24.3%	31.5%	647
National Institutes of Health	6,348	49.2%	23.5%	27.3%	140

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,007	49.5%	25.5%	25.0%	22,553
Department of Health and Human Services	29,532	55.2%	23.6%	21.2%	2,050
National Institutes of Health	6,102	63.1%	20.9%	16.0%	378

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,441	63.1%	22.9%	14.0%	21,209
Department of Health and Human Services	29,419	63.7%	22.0%	14.3%	1,908
National Institutes of Health	6,029	69.7%	19.6%	10.7%	401

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,472	58.2%	21.5%	20.3%	4,914
Department of Health and Human Services	30,964	60.4%	21.2%	18.4%	521
National Institutes of Health	6,315	62.5%	21.4%	16.1%	152

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	351,864	58.0%	25.2%	16.8%	25,427
Department of Health and Human Services	29,197	60.4%	23.9%	15.7%	2,248
National Institutes of Health	5,926	62.1%	24.3%	13.6%	519

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,473	49.9%	23.9%	26.2%	13,214
Department of Health and Human Services	30,459	53.6%	22.4%	23.9%	1,028
National Institutes of Health	6,184	57.4%	22.0%	20.5%	264

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,241	53.5%	24.0%	22.5%	13,338
Department of Health and Human Services	30,528	58.0%	22.2%	19.8%	951
National Institutes of Health	6,224	62.9%	21.1%	16.1%	228

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
Governmentwide	355,344	56.0%	24.5%	19.4%	22,457
Department of Health and Human Services	29,716	59.7%	23.1%	17.2%	1,794
National Institutes of Health	6,040	65.2%	20.5%	14.2%	409

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,771	50.1%	25.1%	24.9%	5,069
Department of Health and Human Services	31,066	56.7%	23.1%	20.2%	463
National Institutes of Health	6,356	62.3%	20.7%	17.0%	98

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	342,150	52.3%	28.3%	19.4%	35,524
Department of Health and Human Services	28,795	59.4%	24.7%	16.0%	2,725
National Institutes of Health	5,829	64.1%	22.6%	13.3%	632

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	375,988	48.4%	24.0%	27.6%
Department of Health and Human Services	31,371	52.7%	22.7%	24.6%
National Institutes of Health	6,419	54.8%	22.3%	22.9%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	375,120	45.6%	24.5%	29.9%
Department of Health and Human Services	31,330	49.3%	23.9%	26.9%
National Institutes of Health	6,407	51.7%	23.4%	24.9%

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

	N	Positive	Neutral	Negative
Governmentwide	373,823	44.6%	24.5%	31.0%
Department of Health and Human Services	31,169	49.5%	22.8%	27.7%
National Institutes of Health	6,372	53.6%	21.0%	25.4%

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

	N	Positive	Neutral	Negative
Governmentwide	374,396	39.6%	30.4%	30.0%
Department of Health and Human Services	31,220	44.4%	30.1%	25.6%
National Institutes of Health	6,397	48.4%	28.5%	23.1%

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

	N	Positive	Neutral	Negative
Governmentwide	374,391	33.1%	28.1%	38.8%
Department of Health and Human Services	31,194	36.4%	30.2%	33.4%
National Institutes of Health	6,379	35.7%	30.9%	33.3%

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

	N	Positive	Neutral	Negative
Governmentwide	374,483	49.8%	24.3%	25.9%
Department of Health and Human Services	31,232	53.1%	24.9%	22.0%
National Institutes of Health	6,389	58.5%	24.6%	16.9%

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

	N	Positive	Neutral	Negative
Governmentwide	374,286	64.1%	18.6%	17.3%
Department of Health and Human Services	31,213	67.4%	17.4%	15.2%
National Institutes of Health	6,390	68.7%	16.7%	14.6%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	374,805	55.8%	17.9%	26.3%
Department of Health and Human Services	31,279	59.4%	17.8%	22.8%
National Institutes of Health	6,403	55.6%	18.0%	26.4%

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

	N	Positive	Neutral	Negative
Governmentwide	375,127	54.5%	22.8%	22.7%
Department of Health and Human Services	31,295	60.6%	21.0%	18.5%
National Institutes of Health	6,406	64.8%	19.3%	15.9%

Work/Life

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

	N	Yes, Notified Eligible	Yes, Notified Not Eligible	No, Not Notified	Not Sure Notified
Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
Department of Health and Human Services	31,231	63.8%	10.0%	18.4%	7.8%
National Institutes of Health	6,390	75.4%	15.2%	5.4%	4.0%

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
Governmentwide	368,971	4.0%	10.3%	4.4%	10.9%
Department of Health and Human Services	31,014	4.6%	32.8%	7.3%	15.9%
National Institutes of Health	6,373	2.8%	27.5%	11.9%	26.7%

(continued)

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Work/Life (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
Governmentwide	368,971	32.1%	5.2%	20.3%	12.9%
Department of Health and Human Services	31,014	14.4%	2.7%	11.0%	11.3%
National Institutes of Health	6,373	13.5%	2.7%	7.1%	7.9%

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

	N	Yes	No	Not Available To Me
Governmentwide	372,726	33.0%	45.2%	21.8%
Department of Health and Human Services	31,141	31.6%	53.0%	15.4%
National Institutes of Health	6,373	25.2%	60.0%	14.8%

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
Governmentwide	371,495	28.0%	59.9%	12.2%
Department of Health and Human Services	31,066	26.6%	64.5%	8.9%
National Institutes of Health	6,351	16.0%	78.6%	5.4%

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

	N	Yes	No	Not Available To Me
Governmentwide	368,151	14.3%	80.3%	5.4%
Department of Health and Human Services	30,796	14.0%	81.7%	4.3%
National Institutes of Health	6,293	9.1%	87.0%	3.9%

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
Governmentwide	372,753	3.9%	78.7%	17.4%
Department of Health and Human Services	31,137	4.4%	82.2%	13.4%
National Institutes of Health	6,372	6.5%	88.2%	5.3%

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Work/Life (continued)

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
Governmentwide	373,277	2.5%	79.8%	17.7%
Department of Health and Human Services	31,144	2.9%	84.0%	13.2%
National Institutes of Health	6,371	3.0%	91.2%	5.8%

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	167,341	76.6%	14.0%	9.5%	7,571
Department of Health and Human Services	20,081	81.2%	10.9%	8.0%	536
National Institutes of Health	4,402	78.5%	12.8%	8.7%	99

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	138,977	89.1%	7.5%	3.4%	3,202
Department of Health and Human Services	9,918	88.8%	7.4%	3.9%	317
National Institutes of Health	1,607	92.2%	5.7%	2.1%	50

*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
Governmentwide	100,599	79.5%	16.7%	3.8%	7,562
Department of Health and Human Services	8,155	82.8%	14.0%	3.2%	543
National Institutes of Health	957	80.8%	15.5%	3.7%	103

*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
Governmentwide	52,178	74.1%	21.6%	4.3%	8,882
Department of Health and Human Services	4,049	76.0%	19.8%	4.3%	657
National Institutes of Health	542	74.0%	19.2%	6.8%	143

*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
Governmentwide	10,509	71.7%	23.9%	4.4%	4,356
Department of Health and Human Services	1,162	73.9%	21.1%	5.0%	375
National Institutes of Health	344	76.4%	18.3%	5.3%	98

**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
Governmentwide	7,385	67.6%	29.5%	2.9%	3,459
Department of Health and Human Services	726	70.7%	26.2%	3.2%	345
National Institutes of Health	143	68.9%	30.4%	0.7%	86

**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	4,266	67.9%
Field	2,018	32.1%

What is your supervisory status?

	N	%
Non-Supervisor	3,749	59.0%
Team Leader	1,164	18.3%
Supervisor	993	15.6%
Manager	304	4.8%
Senior Leader	149	2.3%

Are you:

	N	%
Male	2,441	38.7%
Female	3,861	61.3%

Are you Hispanic or Latino?

	N	%
Yes	318	5.1%
No	5,939	94.9%

Race

	N	%
American Indian or Alaska Native	26	0.4%
Asian	786	12.9%
Black or African American	927	15.2%
Native Hawaiian or Other Pacific Islander	10	0.2%
White	4,169	68.4%
Two or more races (Not Hispanic or Latino)	178	2.9%

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Demographic Questions (continued)

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

	N	%
Less than High School	8	0.1%
High School Diploma/GED or equivalent	178	2.8%
Trade or Technical Certificate	74	1.2%
Some College (no degree)	565	8.9%
Associate's Degree (e.g., AA, AS)	221	3.5%
Bachelor's Degree (e.g., BA, BS)	1,383	21.9%
Master's Degree (e.g., MA, MS, MBA)	1,431	22.6%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	2,465	39.0%

What is your pay category/grade?

	N	%
Federal Wage System	116	1.8%
GS 1-6	68	1.1%
GS 7-12	1,923	30.5%
GS 13-15	3,228	51.1%
Senior Executive Service	41	0.6%
Senior Level (SL) or Scientific or Professional (ST)	162	2.6%
Other	775	12.3%

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

	N	%
Less than 1 year	81	1.3%
1 to 3 years	592	9.4%
4 to 5 years	612	9.7%
6 to 10 years	1,303	20.6%
11 to 14 years	1,101	17.4%
15 to 20 years	738	11.7%
More than 20 years	1,893	30.0%

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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	155	2.5%
1 to 3 years	805	12.8%
4 to 5 years	739	11.7%
6 to 10 years	1,469	23.3%
11 to 20 years	1,763	28.0%
More than 20 years	1,375	21.8%

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

	N	%
No	4,193	66.5%
Yes, to retire	298	4.7%
Yes, to take another job within the Federal Government	1,207	19.1%
Yes, to take another job outside the Federal Government	319	5.1%
Yes, other	293	4.6%

I am planning to retire:

	N	%
Within one year	190	3.0%
Between one and three years	514	8.2%
Between three and five years	580	9.3%
Five or more years	4,948	79.4%

Self-Identify as:

	N	%
Heterosexual or Straight	5,091	84.0%
Gay, Lesbian, Bisexual, or Transgender	243	4.0%
I prefer not to say	730	12.0%

What is your US military service status?

	N	%
No Prior Military Service	5,622	90.2%
Currently in National Guard or Reserves	34	0.5%
Retired	189	3.0%
Separated or Discharged	387	6.2%

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	375	6.0%
No	5,908	94.0%

What is your age group?

	N	%
25 and under	47	0.7%
26-29	139	2.0%
30-39	974	14.3%
40-49	1,837	27.0%
50-59	2,414	35.5%
60 or older	1,391	20.4%