

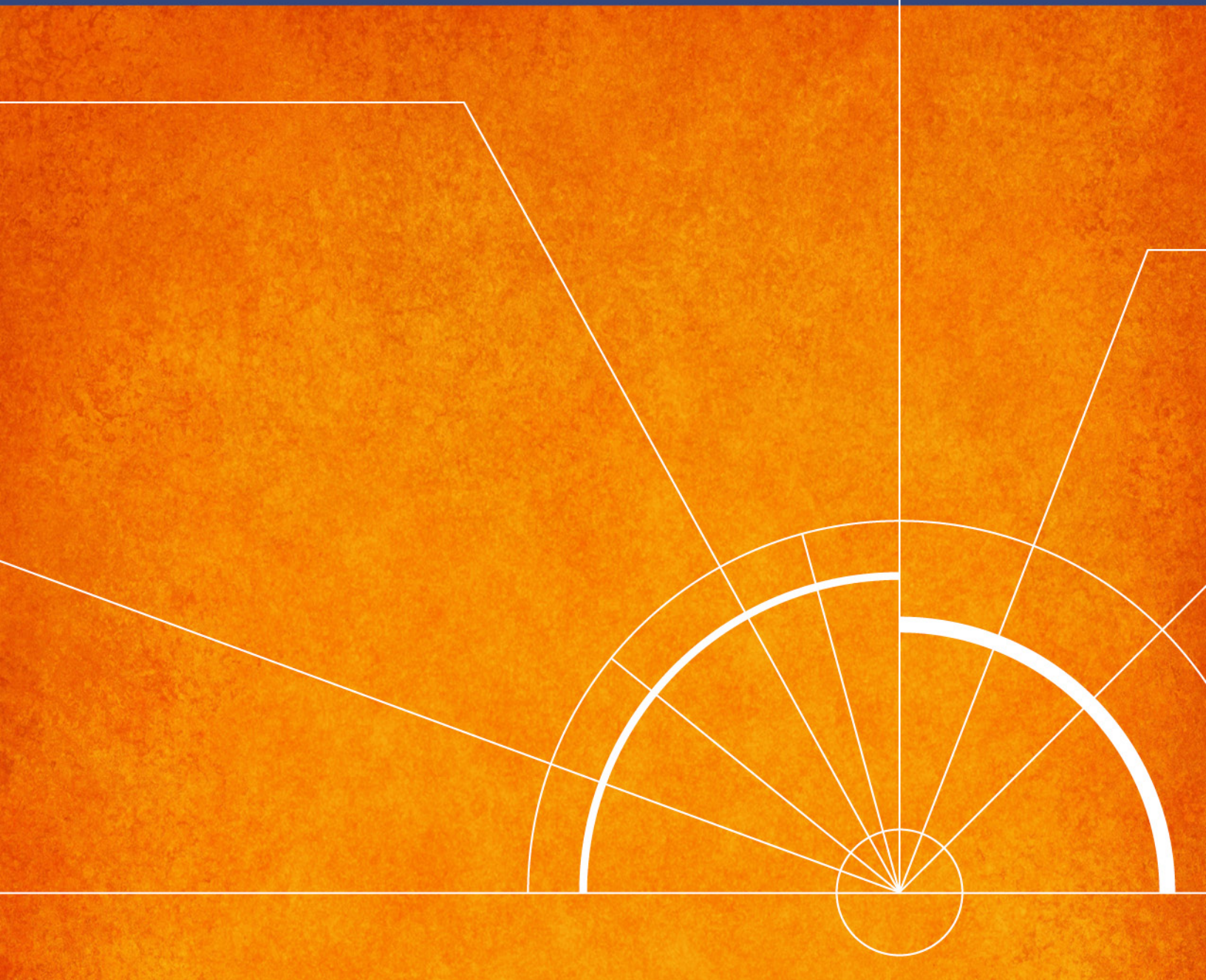


Federal Employee Viewpoint Survey Results

Employees Influencing Change

National Institutes of Health

1st Level Subagency Report



Department of Health and Human Services

National Institutes of Health

1st Level Subagency Report

Response Summary

	Surveys Completed	Response Rate
Governmentwide	421,748	49.7%
Department of Health and Human Services	36,772	53.3%
National Institutes of Health	8,180	48.8%

This 2015 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

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

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

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

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

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	420,841	61.3%	16.6%	22.1%
Department of Health and Human Services	36,697	67.3%	15.2%	17.5%
National Institutes of Health	8,158	70.8%	13.8%	15.3%

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

	N	Positive	Neutral	Negative
Governmentwide	418,183	69.9%	15.0%	15.2%
Department of Health and Human Services	36,470	72.6%	14.1%	13.3%
National Institutes of Health	8,116	78.0%	11.5%	10.5%

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

	N	Positive	Neutral	Negative
Governmentwide	414,872	56.5%	18.3%	25.2%
Department of Health and Human Services	36,148	62.9%	17.4%	19.7%
National Institutes of Health	8,042	67.4%	15.6%	17.0%

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

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	418,769	70.4%	14.6%	14.9%
Department of Health and Human Services	36,501	75.5%	13.2%	11.4%
National Institutes of Health	8,110	78.1%	12.2%	9.8%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	414,001	82.9%	10.9%	6.2%
Department of Health and Human Services	36,157	84.9%	10.0%	5.1%
National Institutes of Health	8,043	86.6%	8.9%	4.5%

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

	N	Positive	Neutral	Negative
Governmentwide	417,035	79.1%	11.2%	9.7%
Department of Health and Human Services	36,351	80.1%	11.0%	8.8%
National Institutes of Health	8,078	82.3%	9.9%	7.7%

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

	N	Positive	Neutral	Negative
Governmentwide	418,594	95.6%	2.8%	1.7%
Department of Health and Human Services	36,466	96.8%	2.2%	1.0%
National Institutes of Health	8,116	97.4%	1.6%	1.0%

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

	N	Positive	Neutral	Negative
Governmentwide	419,588	90.5%	7.6%	1.9%
Department of Health and Human Services	36,578	91.9%	6.8%	1.3%
National Institutes of Health	8,128	93.1%	5.8%	1.1%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	419,427	46.1%	16.2%	37.7%	1,039
Department of Health and Human Services	36,585	52.7%	16.4%	31.0%	76
National Institutes of Health	8,139	58.6%	15.3%	26.0%	16

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

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	417,538	57.0%	16.5%	26.5%	784
Department of Health and Human Services	36,410	59.7%	16.1%	24.2%	70
National Institutes of Health	8,097	62.7%	16.0%	21.3%	15

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,246	57.7%	16.7%	25.6%	1,945
Department of Health and Human Services	35,542	61.4%	16.4%	22.2%	144
National Institutes of Health	7,905	63.8%	15.7%	20.5%	20

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	416,802	82.5%	10.3%	7.3%	1,495
Department of Health and Human Services	36,404	86.0%	8.6%	5.3%	91
National Institutes of Health	8,108	88.2%	7.3%	4.5%	19

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	413,090	90.0%	6.8%	3.2%	1,176
Department of Health and Human Services	36,024	91.0%	6.5%	2.5%	84
National Institutes of Health	7,973	91.8%	6.0%	2.2%	15

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	417,770	65.8%	14.1%	20.1%	1,841
Department of Health and Human Services	36,471	71.4%	13.0%	15.7%	119
National Institutes of Health	8,125	72.2%	12.6%	15.2%	20

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	413,321	69.1%	14.4%	16.5%	5,987
Department of Health and Human Services	36,107	69.5%	13.7%	16.9%	435
National Institutes of Health	8,028	70.3%	13.6%	16.0%	90

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

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	416,218	81.3%	12.2%	6.5%	2,077
Department of Health and Human Services	36,290	84.9%	10.8%	4.3%	153
National Institutes of Health	8,063	86.9%	9.4%	3.8%	36

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	400,156	61.2%	18.7%	20.1%	18,409
Department of Health and Human Services	34,298	61.4%	20.0%	18.6%	2,186
National Institutes of Health	7,562	64.1%	20.1%	15.8%	544

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	414,506	51.7%	23.1%	25.2%	4,422
Department of Health and Human Services	36,155	52.0%	23.4%	24.6%	370
National Institutes of Health	8,029	53.4%	24.4%	22.2%	91

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	410,220	68.1%	14.1%	17.8%	10,590
Department of Health and Human Services	35,914	67.6%	13.8%	18.6%	776
National Institutes of Health	7,955	67.0%	14.7%	18.4%	210

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	420,499	72.7%	14.0%	13.3%
Department of Health and Human Services	36,656	75.9%	12.9%	11.3%
National Institutes of Health	8,160	80.1%	11.2%	8.7%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	405,630	41.6%	25.7%	32.7%	15,085
Department of Health and Human Services	35,504	50.0%	23.6%	26.4%	1,185
National Institutes of Health	7,921	58.0%	21.7%	20.3%	236

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

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	391,579	32.9%	27.9%	39.2%	27,063
Department of Health and Human Services	33,638	41.5%	27.5%	31.0%	2,867
National Institutes of Health	7,467	47.0%	26.4%	26.6%	654

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	379,304	28.2%	27.0%	44.8%	39,603
Department of Health and Human Services	32,270	33.6%	28.9%	37.5%	4,235
National Institutes of Health	7,208	39.4%	28.6%	32.0%	899

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	395,142	32.8%	27.9%	39.3%	24,411
Department of Health and Human Services	34,037	38.0%	28.3%	33.7%	2,541
National Institutes of Health	7,576	42.7%	26.9%	30.4%	553

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,970	40.1%	25.0%	34.9%	27,677
Department of Health and Human Services	33,765	46.2%	24.6%	29.2%	2,720
National Institutes of Health	7,545	51.8%	22.7%	25.4%	557

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	417,688	72.7%	14.1%	13.2%	1,762
Department of Health and Human Services	36,356	73.1%	13.8%	13.1%	201
National Institutes of Health	8,079	78.4%	11.8%	9.9%	42

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,364	52.5%	29.1%	18.3%	16,549
Department of Health and Human Services	35,043	57.5%	27.6%	14.9%	1,567
National Institutes of Health	7,855	58.7%	28.8%	12.5%	281

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

My Work Unit (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	419,817	82.0%	14.5%	3.5%
Department of Health and Human Services	36,621	84.9%	12.2%	2.8%
National Institutes of Health	8,146	88.7%	9.2%	2.1%

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,662	69.0%	17.8%	13.2%	7,091
Department of Health and Human Services	35,305	73.6%	16.0%	10.4%	703
National Institutes of Health	7,835	80.8%	12.3%	6.9%	139

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,200	43.0%	25.2%	31.8%	9,417
Department of Health and Human Services	34,984	48.2%	24.7%	27.1%	1,007
National Institutes of Health	7,737	53.6%	22.8%	23.6%	233

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,880	46.5%	23.5%	30.0%	8,603
Department of Health and Human Services	35,066	53.2%	22.6%	24.2%	815
National Institutes of Health	7,748	58.6%	21.6%	19.8%	185

32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	398,504	36.7%	28.7%	34.6%	13,352
Department of Health and Human Services	34,563	44.7%	27.7%	27.6%	1,259
National Institutes of Health	7,652	51.9%	25.5%	22.7%	275

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	383,014	21.1%	26.5%	52.4%	27,671
Department of Health and Human Services	32,361	29.6%	29.6%	40.8%	3,364
National Institutes of Health	7,162	35.4%	28.9%	35.8%	739

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

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	381,978	56.5%	28.1%	15.4%	30,877
Department of Health and Human Services	33,193	58.5%	26.7%	14.8%	2,727
National Institutes of Health	7,439	66.2%	22.4%	11.4%	512

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,232	75.9%	13.6%	10.5%	6,356
Department of Health and Human Services	35,150	80.0%	13.2%	6.8%	769
National Institutes of Health	7,771	83.8%	11.3%	4.8%	173

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,396	75.9%	14.1%	10.0%	5,444
Department of Health and Human Services	34,994	72.2%	17.4%	10.4%	828
National Institutes of Health	7,699	73.0%	18.2%	8.8%	238

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	387,840	50.7%	22.8%	26.5%	24,090
Department of Health and Human Services	33,293	54.5%	22.0%	23.6%	2,535
National Institutes of Health	7,397	63.5%	19.2%	17.3%	542

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	374,659	65.6%	19.5%	14.9%	36,134
Department of Health and Human Services	32,089	67.2%	19.2%	13.7%	3,664
National Institutes of Health	7,152	75.7%	15.2%	9.1%	764

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,808	73.2%	17.8%	9.0%	7,655
Department of Health and Human Services	35,190	77.5%	16.0%	6.5%	701
National Institutes of Health	7,810	84.5%	12.0%	3.4%	140

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

My Agency (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	412,958	62.7%	20.9%	16.4%
Department of Health and Human Services	35,926	68.9%	18.6%	12.5%
National Institutes of Health	7,938	73.2%	15.8%	11.0%

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	379,647	39.0%	27.5%	33.4%	33,765
Department of Health and Human Services	32,923	48.8%	26.3%	24.9%	3,052
National Institutes of Health	7,182	48.0%	28.6%	23.4%	778

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	410,015	77.8%	11.1%	11.0%	2,468
Department of Health and Human Services	35,682	79.7%	10.1%	10.3%	226
National Institutes of Health	7,895	82.1%	9.5%	8.4%	51

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	409,471	65.5%	17.3%	17.3%	2,240
Department of Health and Human Services	35,632	68.6%	15.2%	16.2%	195
National Institutes of Health	7,877	70.7%	14.7%	14.7%	50

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,650	62.5%	18.7%	18.8%	4,783
Department of Health and Human Services	35,227	64.4%	17.5%	18.0%	407
National Institutes of Health	7,787	66.0%	17.2%	16.8%	87

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,582	66.9%	22.4%	10.7%	34,337
Department of Health and Human Services	32,820	69.2%	20.3%	10.5%	2,965
National Institutes of Health	7,341	73.6%	18.3%	8.1%	569

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

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	408,296	61.4%	19.9%	18.7%	2,452
Department of Health and Human Services	35,538	63.2%	18.7%	18.1%	207
National Institutes of Health	7,869	65.5%	18.1%	16.4%	39

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,801	64.3%	18.5%	17.2%	6,499
Department of Health and Human Services	35,205	67.8%	16.9%	15.2%	595
National Institutes of Health	7,799	71.1%	15.7%	13.3%	130

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

	N	Positive	Neutral	Negative
Governmentwide	411,425	75.7%	12.3%	12.0%
Department of Health and Human Services	35,795	76.8%	11.6%	11.6%
National Institutes of Health	7,919	79.3%	10.6%	10.1%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	410,437	80.9%	10.2%	8.9%
Department of Health and Human Services	35,739	80.6%	10.0%	9.4%
National Institutes of Health	7,890	82.5%	9.3%	8.2%

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

	N	Positive	Neutral	Negative
Governmentwide	410,472	77.5%	10.2%	12.3%
Department of Health and Human Services	35,711	79.0%	10.4%	10.6%
National Institutes of Health	7,907	81.0%	9.6%	9.5%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	410,689	66.5%	16.5%	16.9%
Department of Health and Human Services	35,721	68.0%	15.9%	16.0%
National Institutes of Health	7,910	71.4%	15.1%	13.5%

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

My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	410,877	69.7%	18.0%	12.3%
Department of Health and Human Services	35,755	71.3%	17.0%	11.7%
National Institutes of Health	7,912	74.9%	15.2%	9.9%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,121	39.0%	24.7%	36.3%	7,849
Department of Health and Human Services	34,803	46.5%	24.3%	29.3%	791
National Institutes of Health	7,669	52.8%	22.2%	25.0%	189

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	383,737	50.4%	24.7%	24.9%	24,649
Department of Health and Human Services	33,233	56.4%	23.8%	19.8%	2,301
National Institutes of Health	7,378	65.0%	20.1%	14.8%	465

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,628	62.9%	22.7%	14.4%	25,756
Department of Health and Human Services	32,912	64.1%	21.7%	14.1%	2,380
National Institutes of Health	7,293	70.6%	18.7%	10.8%	508

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,551	59.1%	20.8%	20.1%	5,334
Department of Health and Human Services	34,797	62.0%	20.3%	17.7%	598
National Institutes of Health	7,627	65.3%	19.3%	15.4%	181

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,267	58.8%	24.3%	16.9%	27,154
Department of Health and Human Services	32,912	61.8%	23.5%	14.7%	2,459
National Institutes of Health	7,184	64.7%	22.8%	12.6%	614

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

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,192	50.5%	23.2%	26.3%	14,282
Department of Health and Human Services	34,255	54.5%	22.4%	23.1%	1,193
National Institutes of Health	7,531	59.2%	21.3%	19.4%	302

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,340	54.2%	23.3%	22.5%	14,928
Department of Health and Human Services	34,270	59.4%	21.9%	18.7%	1,148
National Institutes of Health	7,539	64.9%	20.0%	15.1%	287

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	384,360	56.8%	23.8%	19.5%	23,479
Department of Health and Human Services	33,533	61.4%	22.4%	16.2%	1,967
National Institutes of Health	7,393	66.6%	20.0%	13.4%	445

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,356	51.4%	24.4%	24.3%	5,387
Department of Health and Human Services	34,999	58.9%	22.6%	18.5%	489
National Institutes of Health	7,723	65.6%	19.1%	15.4%	111

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,258	53.4%	27.1%	19.5%	36,507
Department of Health and Human Services	32,588	60.9%	23.7%	15.5%	2,899
National Institutes of Health	7,114	64.7%	22.5%	12.8%	719

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	406,408	49.6%	23.4%	26.9%
Department of Health and Human Services	35,369	54.8%	22.1%	23.1%
National Institutes of Health	7,797	58.2%	20.2%	21.6%

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

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	405,736	46.8%	24.0%	29.2%
Department of Health and Human Services	35,311	51.3%	23.6%	25.0%
National Institutes of Health	7,782	54.7%	22.7%	22.6%

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

	N	Positive	Neutral	Negative
Governmentwide	404,473	46.6%	23.8%	29.5%
Department of Health and Human Services	35,171	52.0%	22.5%	25.5%
National Institutes of Health	7,745	56.8%	21.2%	22.1%

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

	N	Positive	Neutral	Negative
Governmentwide	404,697	40.8%	29.8%	29.4%
Department of Health and Human Services	35,216	46.3%	29.8%	24.0%
National Institutes of Health	7,762	51.0%	28.5%	20.5%

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

	N	Positive	Neutral	Negative
Governmentwide	404,808	34.8%	27.5%	37.7%
Department of Health and Human Services	35,208	38.6%	29.7%	31.7%
National Institutes of Health	7,758	38.3%	30.6%	31.1%

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

	N	Positive	Neutral	Negative
Governmentwide	404,872	51.6%	23.8%	24.6%
Department of Health and Human Services	35,203	55.8%	24.1%	20.1%
National Institutes of Health	7,752	61.1%	22.8%	16.1%

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

	N	Positive	Neutral	Negative
Governmentwide	404,704	65.2%	17.9%	16.9%
Department of Health and Human Services	35,216	68.7%	17.2%	14.1%
National Institutes of Health	7,765	70.5%	16.4%	13.1%

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

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	405,405	57.1%	17.3%	25.6%
Department of Health and Human Services	35,295	61.1%	17.5%	21.4%
National Institutes of Health	7,785	57.8%	18.6%	23.5%

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

	N	Positive	Neutral	Negative
Governmentwide	405,517	55.7%	22.0%	22.3%
Department of Health and Human Services	35,275	62.7%	20.5%	16.8%
National Institutes of Health	7,777	66.7%	19.1%	14.3%

Work/Life

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	404,547	37.6%	21.3%	31.2%	9.8%
Department of Health and Human Services	35,237	66.1%	9.9%	17.0%	7.0%
National Institutes of Health	7,775	76.4%	14.9%	5.1%	3.7%

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	400,800	4.8%	10.9%	4.5%	11.1%
Department of Health and Human Services	35,109	6.6%	33.4%	7.3%	15.1%
National Institutes of Health	7,775	2.9%	29.2%	12.3%	25.3%

(continued)

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

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	400,800	31.7%	4.7%	19.8%	12.5%
Department of Health and Human Services	35,109	14.6%	2.2%	10.3%	10.5%
National Institutes of Health	7,775	13.8%	2.0%	6.4%	8.1%

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

	N	Yes	No	Not Available To Me
Governmentwide	403,625	33.1%	46.0%	20.9%
Department of Health and Human Services	35,127	31.9%	52.6%	15.5%
National Institutes of Health	7,759	24.9%	60.3%	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	402,481	27.4%	60.7%	11.9%
Department of Health and Human Services	35,034	25.3%	65.1%	9.6%
National Institutes of Health	7,728	15.7%	79.0%	5.3%

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

	N	Yes	No	Not Available To Me
Governmentwide	398,860	13.9%	80.7%	5.4%
Department of Health and Human Services	34,736	13.4%	81.8%	4.8%
National Institutes of Health	7,652	8.6%	87.6%	3.8%

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	403,125	3.8%	78.8%	17.4%
Department of Health and Human Services	35,083	4.3%	81.4%	14.3%
National Institutes of Health	7,744	6.7%	87.8%	5.5%

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

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	403,461	2.4%	80.1%	17.5%
Department of Health and Human Services	35,084	2.8%	82.8%	14.4%
National Institutes of Health	7,729	2.9%	91.2%	5.9%

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	190,959	78.2%	12.8%	9.1%	6,780
Department of Health and Human Services	23,715	82.3%	9.8%	7.9%	497
National Institutes of Health	5,401	79.3%	11.5%	9.2%	111

*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	151,249	89.0%	7.5%	3.5%	2,908
Department of Health and Human Services	11,314	88.7%	7.2%	4.2%	288
National Institutes of Health	1,890	93.4%	4.8%	1.8%	53

*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	106,036	79.9%	16.5%	3.6%	7,380
Department of Health and Human Services	8,694	82.8%	13.7%	3.5%	583
National Institutes of Health	1,137	81.2%	12.7%	6.1%	130

*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	55,156	74.8%	20.9%	4.4%	8,714
Department of Health and Human Services	4,307	76.5%	18.8%	4.6%	738
National Institutes of Health	628	76.2%	18.6%	5.2%	161

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

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

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	10,781	71.6%	24.4%	4.1%	4,620
Department of Health and Human Services	1,303	77.3%	18.2%	4.5%	425
National Institutes of Health	439	79.1%	14.3%	6.6%	108

**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	7,497	66.3%	31.3%	2.4%	3,831
Department of Health and Human Services	859	73.1%	24.7%	2.2%	360
National Institutes of Health	191	69.7%	28.2%	2.1%	97

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

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

Demographic Questions

Where do you work?

	N	%
Headquarters	5,278	68.9%
Field	2,387	31.1%

What is your supervisory status?

	N	%
Non-Supervisor	4,402	57.0%
Team Leader	1,428	18.5%
Supervisor	1,281	16.6%
Manager	414	5.4%
Senior Leader	203	2.6%

Are you:

	N	%
Male	2,990	39.0%
Female	4,667	61.0%

Are you Hispanic or Latino?

	N	%
Yes	390	5.1%
No	7,220	94.9%

Race

	N	%
American Indian or Alaska Native	29	0.4%
Asian	968	13.1%
Black or African American	1,129	15.2%
Native Hawaiian or Other Pacific Islander	26	0.4%
White	5,064	68.3%
Two or more races	201	2.7%

Note: Percentages for demographic questions are unweighted.

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

Demographic Questions (continued)

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

	N	%
Less than High School	3	0.0%
High School Diploma/GED or equivalent	189	2.5%
Trade or Technical Certificate	89	1.2%
Some College (no degree)	706	9.2%
Associate's Degree (e.g., AA, AS)	267	3.5%
Bachelor's Degree (e.g., BA, BS)	1,653	21.5%
Master's Degree (e.g., MA, MS, MBA)	1,741	22.6%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	3,044	39.6%

What is your pay category/grade?

	N	%
Federal Wage System	108	1.4%
GS 1-6	80	1.0%
GS 7-12	2,249	29.2%
GS 13-15	3,979	51.7%
Senior Executive Service	63	0.8%
Senior Level (SL) or Scientific or Professional (ST)	222	2.9%
Other	998	13.0%

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

	N	%
Less than 1 year	113	1.5%
1 to 3 years	648	8.4%
4 to 5 years	688	8.9%
6 to 10 years	1,580	20.5%
11 to 14 years	1,254	16.3%
15 to 20 years	1,093	14.2%
More than 20 years	2,319	30.1%

Note: Percentages for demographic questions are unweighted.

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

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	215	2.8%
1 to 3 years	913	11.9%
4 to 5 years	773	10.0%
6 to 10 years	1,791	23.3%
11 to 20 years	2,297	29.9%
More than 20 years	1,704	22.2%

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

	N	%
No	5,218	68.0%
Yes, to retire	367	4.8%
Yes, to take another job within the Federal Government	1,405	18.3%
Yes, to take another job outside the Federal Government	360	4.7%
Yes, other	322	4.2%

I am planning to retire:

	N	%
Within one year	227	3.0%
Between one and three years	585	7.7%
Between three and five years	741	9.7%
Five or more years	6,051	79.6%

Self-Identify as:

	N	%
Heterosexual or Straight	6,191	84.6%
Gay, Lesbian, Bisexual, or Transgender	301	4.1%
I prefer not to say	830	11.3%

What is your US military service status?

	N	%
No Prior Military Service	6,903	91.0%
Currently in National Guard or Reserves	36	0.5%
Retired	192	2.5%
Separated or Discharged	457	6.0%

Note: Percentages for demographic questions are unweighted.

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

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	447	5.8%
No	7,199	94.2%

What is your age group?

	N	%
25 and under	47	0.6%
26-29	190	2.3%
30-39	1,251	15.3%
40-49	2,176	26.6%
50-59	2,797	34.2%
60 or older	1,719	21.0%

Note: Percentages for demographic questions are unweighted.