

**NATIONAL ARCHIVES AND RECORDS ADMINISTRATION**  
**2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period 2/8/2010 to 3/19/2010)

		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		389	828	311	313	140	1,981	NA
	%	61.0	19.2	41.9	15.6	16.1	7.2	100.0	
2. I have enough information to do my job well.	N		388	1,002	271	255	67	1,983	NA
	%	70.1	19.5	50.6	13.6	12.9	3.4	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		435	689	349	321	184	1,978	NA
	%	56.5	21.4	35.1	17.8	16.3	9.4	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		616	821	275	178	91	1,981	NA
	%	72.2	30.4	41.7	14.1	9.1	4.7	100.0	
*5. I like the kind of work I do.	N		799	845	212	87	40	1,983	NA
	%	82.5	39.8	42.7	10.9	4.5	2.1	100.0	
6. I know what is expected of me on the job.	N		608	985	209	121	57	1,980	NA
	%	80.4	30.5	49.8	10.6	6.2	2.8	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		1,258	656	46	9	13	1,982	NA
	%	96.4	62.7	33.8	2.4	0.5	0.7	100.0	
8. I am constantly looking for ways to do my job better.	N		941	811	190	26	11	1,979	NA
	%	88.3	47.1	41.2	9.8	1.3	0.6	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		248	774	338	394	215	1,969	12
	%	52.0	12.6	39.4	17.2	19.9	11.0	100.0	
*10. My workload is reasonable.	N		234	898	316	358	168	1,974	10
	%	57.5	11.9	45.6	15.9	18.0	8.6	100.0	
*11. My talents are used well in the workplace.	N		347	769	275	327	236	1,954	13
	%	56.7	17.4	39.3	14.2	16.8	12.4	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		637	1,005	183	92	48	1,965	18
	%	83.4	32.1	51.4	9.4	4.7	2.5	100.0	
*13. The work I do is important.	N		1,011	770	116	31	30	1,958	12
	%	90.8	51.2	39.6	6.0	1.7	1.6	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		482	762	261	282	182	1,969	16
	%	63.1	24.4	38.7	13.3	14.3	9.3	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		703	722	198	170	165	1,958	23
	%	72.3	35.3	37.0	10.3	8.8	8.6	100.0	
16. I am held accountable for achieving results.	N		652	982	240	65	27	1,966	15
	%	83.0	32.7	50.3	12.3	3.3	1.4	100.0	

\*AES prescribed items

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Sample or Census: Census

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		443	649	396	169	209	1,866	108
	%	58.1	23.1	35.0	21.6	9.1	11.2	100.0	
*18. My training needs are assessed.	N		260	651	491	340	182	1,924	41
	%	47.4	13.4	34.0	25.4	17.6	9.6	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		630	859	195	152	127	1,963	21
	%	75.6	31.5	44.1	10.1	7.8	6.6	100.0	
*20. The people I work with cooperate to get the job done.	N		444	950	264	225	68	1,951	NA
	%	71.4	22.3	49.1	13.7	11.4	3.5	100.0	
*21. My work unit is able to recruit people with the right skills.	N		230	655	524	339	164	1,912	70
	%	46.2	11.8	34.4	27.4	17.8	8.7	100.0	
*22. Promotions in my work unit are based on merit.	N		233	487	419	357	382	1,878	103
	%	37.5	11.8	25.7	22.6	19.2	20.7	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		143	500	485	390	318	1,836	144
	%	34.6	7.4	27.1	26.8	21.2	17.4	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		180	517	510	388	285	1,880	100
	%	36.7	9.2	27.5	27.4	20.7	15.3	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		279	719	353	288	266	1,905	78
	%	51.9	14.2	37.7	18.8	15.1	14.2	100.0	
26. Employees in my work unit share job knowledge with each other.	N		441	861	311	205	140	1,958	19
	%	66.3	22.1	44.3	15.9	10.7	7.1	100.0	
27. The skill level in my work unit has improved in the past year.	N		340	676	551	201	134	1,902	77
	%	53.1	17.4	35.6	29.2	10.6	7.2	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		824	795	284	48	26	1,977	NA
	%	81.6	41.1	40.5	14.5	2.5	1.3	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		247	1,023	393	196	76	1,935	42
	%	65.6	12.7	52.9	20.3	10.2	4.0	100.0	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	38.5	157 8.0	585 30.5	496 26.0	455 23.8	218 11.7	1,911 100.0	70
31. Employees are recognized for providing high quality products and services.	N %	50.6	254 12.7	739 37.9	382 19.8	373 19.2	200 10.4	1,948 100.0	32
*32. Creativity and innovation are rewarded.	N %	37.4	197 9.9	532 27.5	525 27.3	403 21.2	266 14.0	1,923 100.0	54
*33. Pay raises depend on how well employees perform their jobs.	N %	27.8	124 6.5	401 21.3	497 26.9	502 27.1	337 18.2	1,861 100.0	117
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	47.5	228 12.2	643 35.3	532 29.2	230 12.8	188 10.5	1,821 100.0	161
*35. Employees are protected from health and safety hazards on the job.	N %	65.2	350 17.7	920 47.6	319 16.5	203 10.5	148 7.8	1,940 100.0	38
*36. My organization has prepared employees for potential security threats.	N %	65.3	332 17.0	930 48.3	358 18.5	197 10.2	114 6.0	1,931 100.0	46
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	48.5	321 16.7	593 31.9	409 22.2	259 14.0	280 15.2	1,862 100.0	113
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 %	60.7	411 22.1	697 38.6	367 20.6	145 8.1	186 10.6	1,806 100.0	166
39. My agency is successful at accomplishing its mission.	N %	66.1	319 16.3	950 49.7	402 21.2	157 8.3	82 4.4	1,910 100.0	52
40. I recommend my organization as a good place to work.	N %	56.7	416 20.8	715 35.9	446 22.7	250 12.9	151 7.8	1,978 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	49.7	301 16.4	607 33.3	443 24.6	252 13.9	211 11.9	1,814 100.0	166
*42. My supervisor supports my need to balance work and other life issues.	N %	79.5	755 37.9	807 41.5	223 11.6	79 4.1	94 4.9	1,958 100.0	21
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	63.6	570 28.3	690 35.2	321 16.5	228 11.8	158 8.1	1,967 100.0	12
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	62.7	521 26.2	710 36.4	348 18.0	214 11.0	159 8.3	1,952 100.0	26

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		480	652	437	118	118	1,805	169
	%	62.2	26.0	36.2	24.4	6.7	6.7	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		465	714	383	238	159	1,959	17
	%	59.8	23.4	36.4	19.8	12.2	8.2	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		509	709	348	214	161	1,941	34
	%	62.3	25.8	36.4	18.1	11.3	8.4	100.0	
48. My supervisor/team leader listens to what I have to say.	N		707	774	244	162	86	1,973	NA
	%	74.7	35.4	39.3	12.6	8.3	4.4	100.0	
49. My supervisor/team leader treats me with respect.	N		806	755	224	117	75	1,977	NA
	%	78.7	40.3	38.4	11.6	5.9	3.8	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		651	893	196	162	69	1,971	NA
	%	78.1	32.5	45.6	10.0	8.3	3.6	100.0	
*51. I have trust and confidence in my supervisor.	N		661	646	312	195	157	1,971	NA
	%	65.8	33.1	32.7	16.1	10.0	8.1	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		767	588	361	140	118	1,974	NA
	%	68.1	38.6	29.6	18.6	7.2	6.1	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		198	533	469	440	296	1,936	32
	%	37.3	10.0	27.3	24.5	22.6	15.6	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		314	619	438	268	245	1,884	85
	%	49.1	16.3	32.8	23.4	14.3	13.2	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		302	749	431	207	176	1,865	100
	%	55.9	15.9	40.0	23.2	11.1	9.7	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		293	812	392	273	175	1,945	21
	%	56.6	14.7	41.9	20.3	14.0	9.1	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		272	813	454	181	115	1,835	129
	%	58.8	14.4	44.4	25.0	9.9	6.3	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	44.0	235 12.0	609 32.0	434 22.8	349 18.3	282 14.9	1,909 100.0	58
59. Managers support collaboration across work units to accomplish work objectives.	N %	47.4	259 13.5	636 33.9	445 23.8	302 16.0	240 12.8	1,882 100.0	72
		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 %	53.2	398 20.7	615 32.5	472 25.1	195 10.4	212 11.3	1,892 100.0	77
		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 %	48.9	354 18.2	592 30.7	439 22.7	284 14.8	258 13.6	1,927 100.0	24
62. Senior leaders demonstrate support for Work/Life programs.	N %	50.4	312 17.9	563 32.5	493 28.6	188 11.0	169 9.9	1,725 100.0	237
		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 %	49.7	309 15.3	677 34.4	443 22.8	377 19.3	160 8.2	1,966 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	48.4	279 13.8	674 34.5	467 23.8	380 19.2	170 8.7	1,970 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	51.4	384 19.1	638 32.3	390 20.0	359 18.5	195 10.1	1,966 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	40.2	233 11.6	561 28.6	549 27.8	409 21.0	212 11.0	1,964 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	35.8	226 11.2	487 24.5	458 23.2	425 22.0	370 19.0	1,966 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	50.7	277 13.9	723 36.8	508 25.9	306 15.7	148 7.7	1,962 100.0	NA

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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		498	779	368	207	110	1,962	NA
	%	64.5	25.0	39.5	19.1	10.7	5.7	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		417	726	329	310	182	1,964	NA
	%	57.2	20.6	36.7	17.0	16.2	9.6	100	
71. Considering everything, how satisfied are you with your organization?	N		344	710	436	303	168	1,961	NA
	%	53.2	17.3	35.9	22.5	15.7	8.6	100	
		Percent Positive	Telework on regular basis	Telework infrequently	No telework: physical presence required	No telework: technical issues	No telework: not allowed though ok for job type	No telework: personal choice	Item Response Total**
72. Please select the response below that BEST describes your teleworking situation.	N		212	279	739	141	268	244	1,883
	%	21.9	11.2	14.3	39.5	7.5	14.4	13.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
73. How satisfied are you with the following Work/Life programs in your agency... Telework?	N		197	269	449	119	72	1,106	835
	%	41.5	17.5	24.0	41.2	10.7	6.6	100.0	
74. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?	N		384	537	347	67	59	1,394	551
	%	65.8	27.2	38.5	24.9	5.0	4.4	100.0	
75. 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		241	501	434	162	138	1,476	473
	%	50.3	16.3	34.0	29.5	10.8	9.4	100	
76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?	N		138	371	503	58	43	1,113	835
	%	45.2	12.1	33.1	45.6	5.3	4.0	100	
77. 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		70	132	449	72	75	798	1,158
	%	25.8	9.0	16.8	56.0	8.9	9.3	100	
78. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?	N		29	91	489	66	57	732	1,219
	%	16.7	4.1	12.7	66.6	9.0	7.8	100	

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79. Where do you work?	N	%
<b>Headquarters</b>	958	50.3
<b>Field</b>	947	49.7
<b>Total</b>	1,905	100.0

*80. What is your supervisory status?	N	%
<b>Non-Supervisor</b>	1,194	61.3
<b>Team Leader</b>	398	20.4
<b>Supervisor</b>	213	10.9
<b>Manager</b>	117	6.0
<b>Executive</b>	25	1.3
<b>Total</b>	1,947	100

*81. Are you:	N	%
<b>Male</b>	894	45.8
<b>Female</b>	1,058	54.2
<b>Total</b>	1,952	100.0

*82. Are you Hispanic or Latino?	N	%
<b>Yes</b>	57	2.9
<b>No</b>	1,876	97.1
<b>Total</b>	1,933	100.0

*83. Please select the racial category or categories with which you most closely identify (mark as many as apply.)	N	%
<b>American Indian or Alaska Native</b>	12	0.6
<b>Asian</b>	37	1.9
<b>Black or African American</b>	478	25.0
<b>Native Hawaiian or Other Pacific Islander</b>	7	0.4
<b>White</b>	1,325	69.3
<b>Two or more races</b>	52	2.7
<b>Total</b>	1,911	100

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84. What is your age group?	N	%
<b>25 and under</b>	23	1.2
<b>26-29</b>	103	5.3
<b>30-39</b>	318	16.4
<b>40-49</b>	554	28.5
<b>50-59</b>	683	35.2
<b>60 or older</b>	261	13.4
<b>Total</b>	1,942	100

85. What is your pay category/grade?	N	%
<b>Federal Wage System</b>	6	0.3
<b>GS 1-6</b>	570	29.3
<b>GS 7-12</b>	860	44.2
<b>GS 13-15</b>	483	24.8
<b>Senior Executive Service</b>	17	0.9
<b>Senior Leader (SL) or Scientific or Professional (ST)</b>	4	0.2
<b>Other</b>	4	0.2
<b>Total</b>	1,944	100.0

86. How long have you been with the Federal Government (excluding military service)?	N	%
<b>Less than 1 year</b>	33	1.7
<b>1 to 3 years</b>	202	10.5
<b>4 to 5 years</b>	169	8.7
<b>6 to 10 years</b>	407	21.1
<b>11 to 14 years</b>	178	9.2
<b>15 to 20 years</b>	291	15.1
<b>More than 20 years</b>	653	33.8
<b>Total</b>	1,933	100.0



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

	N	%
<b>Less than 1 year</b>	47	2.4
<b>1 to 3 years</b>	291	15.0
<b>4 to 5 years</b>	218	11.3
<b>6 to 10 years</b>	460	23.7
<b>11 to 20 years</b>	431	22.3
<b>More than 20 years</b>	490	25.3
<b>Total</b>	1,937	100

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

	N	%
<b>No</b>	1,399	71.9
<b>Yes, to retire</b>	103	5.3
<b>Yes, to take another job within the Federal Government</b>	336	17.3
<b>Yes, to take another job outside the Federal Government</b>	42	2.2
<b>Yes, other</b>	67	3.4
<b>Total</b>	1,947	100

89. I am planning to retire:

	N	%
<b>Within one year</b>	53	2.8
<b>Between one and three years</b>	173	9.0
<b>Between three and five years</b>	188	9.8
<b>Five or more years</b>	1,499	78.4
<b>Total</b>	1,913	100