

**CONSUMER PRODUCT SAFETY COMMISSION
2015 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		59	136	41	46	17	299	NA
	%	64.78	19.76	45.02	13.62	15.58	6.02	100.00	
2. I have enough information to do my job well.	N		55	146	47	33	18	299	NA
	%	67.17	18.61	48.56	15.54	11.05	6.23	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		46	126	51	42	30	295	NA
	%	58.13	15.26	42.87	17.02	14.53	10.32	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		102	120	37	23	15	297	NA
	%	74.83	34.93	39.90	12.35	7.54	5.28	100.00	
*5. I like the kind of work I do.	N		116	134	36	11	1	298	NA
	%	83.89	39.41	44.48	12.20	3.57	0.34	100.00	
6. I know what is expected of me on the job.	N		82	152	35	22	7	298	NA
	%	78.39	28.08	50.31	11.96	7.25	2.41	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		186	96	11	1	4	298	NA
	%	94.61	62.57	32.03	3.71	0.29	1.39	100.00	
8. I am constantly looking for ways to do my job better.	N		132	137	22	2	5	298	NA
	%	90.12	44.11	46.00	7.41	0.67	1.80	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		29	133	49	56	30	297	0
	%	55.38	9.76	45.62	16.24	18.17	10.21	100.00	
*10. My workload is reasonable.	N		35	142	45	47	28	297	1
	%	59.94	12.00	47.93	15.09	15.74	9.24	100.00	
*11. My talents are used well in the workplace.	N		38	122	45	47	36	288	3
	%	55.90	13.20	42.70	15.12	16.27	12.71	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		99	143	25	13	14	294	0
	%	82.33	33.95	48.38	8.59	4.44	4.64	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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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: 299

Number of surveys administered: 467

Response Rate: 64.0%

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*13. The work I do is important.	N		137	122	26	5	4	294	1
	%	88.31	47.10	41.20	8.67	1.64	1.38	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		90	150	25	17	16	298	0
	%	80.55	30.44	50.11	8.55	5.65	5.25	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		84	134	28	19	25	290	8
	%	74.18	28.79	45.38	9.86	6.79	9.18	100.00	
16. I am held accountable for achieving results.	N		94	163	23	9	5	294	1
	%	87.15	31.39	55.76	7.96	3.07	1.82	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		58	97	53	25	34	267	31
	%	57.29	21.43	35.86	20.28	9.23	13.20	100.00	
*18. My training needs are assessed.	N		35	115	72	38	35	295	2
	%	50.26	11.90	38.36	24.94	12.74	12.06	100.00	
*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		87	123	30	22	28	290	9
	%	71.69	29.37	42.33	10.74	7.64	9.92	100.00	
*20. The people I work with cooperate to get the job done.	N		84	153	31	21	10	299	NA
	%	79.03	28.16	50.87	10.73	6.83	3.41	100.00	
*21. My work unit is able to recruit people with the right skills.	N		27	125	65	47	21	285	14
	%	53.20	9.33	43.88	23.04	16.09	7.67	100.00	
*22. Promotions in my work unit are based on merit.	N		29	88	60	42	56	275	22
	%	42.00	10.27	31.72	21.67	15.16	21.17	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		13	82	75	44	36	250	47
	%	37.82	5.22	32.60	30.42	17.11	14.66	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		18	94	82	42	39	275	23
	%	40.37	6.43	33.94	29.66	15.09	14.89	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		31	101	62	29	44	267	29
	%	48.88	11.31	37.57	23.39	10.66	17.08	100.00	
26. Employees in my work unit share job knowledge with each other.	N		78	153	32	13	21	297	0
	%	76.66	25.89	50.77	11.19	4.33	7.82	100.00	
27. The skill level in my work unit has improved in the past year.	N		45	119	84	21	13	282	15
	%	57.83	16.09	41.74	29.73	7.52	4.92	100.00	
		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		149	118	23	4	3	297	NA
	%	89.30	50.10	39.20	8.24	1.38	1.07	100.00	
		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		39	179	35	23	12	288	8
	%	75.22	13.79	61.44	12.51	7.81	4.46	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		17	109	71	48	42	287	9
	%	43.75	6.06	37.69	25.08	16.03	15.14	100.00	
31. Employees are recognized for providing high quality products and services.	N		25	117	65	43	32	282	12
	%	49.84	8.92	40.92	23.42	14.94	11.80	100.00	
*32. Creativity and innovation are rewarded.	N		18	85	79	53	43	278	17
	%	37.12	6.43	30.68	28.62	18.60	15.66	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		10	57	80	55	59	261	29
	%	25.98	3.84	22.15	30.55	20.59	22.88	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		45	136	53	15	21	270	26
	%	66.21	16.28	49.93	19.57	5.54	8.69	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		70	148	46	13	10	287	7
	%	75.33	23.86	51.47	16.62	4.52	3.54	100.00	
*36. My organization has prepared employees for potential security threats.	N		28	123	71	37	19	278	18
	%	54.03	9.80	44.22	25.98	13.00	6.99	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		28	97	60	37	40	262	30
	%	46.70	10.41	36.29	23.46	14.17	15.66	100.00	
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		55	110	52	12	23	252	40
	%	64.36	21.40	42.96	21.20	4.93	9.51	100.00	
39. My agency is successful at accomplishing its mission.	N		77	159	43	8	4	291	5
	%	80.95	26.49	54.46	14.98	2.64	1.44	100.00	
40. I recommend my organization as a good place to work.	N		77	113	58	29	18	295	NA
	%	64.22	26.03	38.19	19.83	9.60	6.35	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		32	76	66	56	41	271	24
	%	39.75	12.04	27.72	24.18	20.86	15.21	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		152	99	21	4	15	291	3
	%	85.66	52.16	33.50	7.53	1.30	5.51	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		90	107	46	25	24	292	1
	%	67.35	30.53	36.82	15.60	8.41	8.65	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		85	108	47	21	30	291	3
	%	66.17	29.26	36.91	16.09	6.84	10.91	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		95	105	40	5	17	262	33
	%	76.16	36.27	39.90	15.07	1.80	6.97	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		78	118	45	26	27	294	0
	%	66.47	26.56	39.91	15.11	8.69	9.72	100.00	
*47. Supervisors in my work unit support employee development.	N		85	117	31	23	32	288	6
	%	69.55	29.50	40.05	10.90	7.95	11.60	100.00	
48. My supervisor listens to what I have to say.	N		121	109	29	23	12	294	NA
	%	77.78	41.08	36.70	9.98	7.94	4.29	100.00	
49. My supervisor treats me with respect.	N		142	104	23	13	13	295	NA
	%	83.33	47.96	35.37	7.84	4.42	4.41	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		112	119	29	25	9	294	NA
	%	78.41	37.74	40.67	9.84	8.35	3.40	100.00	
*51. I have trust and confidence in my supervisor.	N		121	90	42	21	19	293	NA
	%	71.94	41.01	30.92	14.39	6.93	6.74	100.00	
		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?	N		133	85	48	14	14	294	NA
	%	73.98	45.31	28.67	16.43	4.74	4.85	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		19	101	65	59	47	291	3
	%	40.82	6.50	34.32	23.20	19.92	16.05	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		36	101	70	29	28	264	29
	%	51.22	13.32	37.91	26.99	10.91	10.87	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		48	116	63	20	16	263	28
	%	61.68	18.23	43.44	23.87	8.10	6.35	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		41	122	69	30	28	290	3
	%	56.02	14.18	41.84	23.79	10.27	9.92	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		50	132	56	15	22	275	17
	%	65.56	17.95	47.61	20.62	5.41	8.42	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		30	103	66	51	33	283	11
	%	47.21	10.76	36.45	23.25	17.69	11.85	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		39	102	68	41	33	283	10
	%	49.38	13.84	35.54	24.25	14.43	11.93	100.00	
		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?	N		61	107	75	19	20	282	12
	%	59.26	21.24	38.03	26.68	6.89	7.17	100.00	
		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		56	99	66	43	27	291	4
	%	53.61	19.41	34.20	22.57	14.55	9.28	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		63	102	61	26	20	272	22
	%	60.08	23.17	36.91	22.62	9.74	7.56	100.00	
		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		27	121	72	52	22	294	NA
	%	50.09	9.46	40.63	24.49	17.98	7.43	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		24	108	73	53	35	293	NA
	%	45.32	8.43	36.89	24.89	17.80	12.00	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		48	100	67	45	32	292	NA
	%	50.32	16.61	33.71	22.78	15.57	11.34	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		20	103	101	40	29	293	NA
	%	42.03	6.99	35.04	34.41	13.74	9.82	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		15	65	84	57	72	293	NA
	%	27.48	5.23	22.25	28.47	19.27	24.78	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		39	122	75	30	26	292	NA
	%	54.62	13.40	41.22	26.06	10.41	8.91	100.00	
*69. Considering everything, how satisfied are you with your job?	N		47	152	51	27	14	291	NA
	%	68.57	16.27	52.29	17.18	9.50	4.75	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		39	133	52	43	26	293	NA
	%	58.29	13.15	45.15	17.98	14.64	9.08	100.00	
71. Considering everything, how satisfied are you with your organization?	N		47	137	54	39	16	293	NA
	%	62.99	15.82	47.17	18.23	13.20	5.58	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	229	78.62
Yes, I was notified that I was not eligible to telework.	32	10.84
No, I was not notified of my telework eligibility.	26	9.07
Not sure if I was notified of my telework eligibility.	4	1.47
Total	291	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	67	23.49
I telework 1 or 2 days per week.	73	25.04
I telework, but no more than 1 or 2 days per month.	26	8.83
I telework very infrequently, on an unscheduled or short-term basis.	43	14.42
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	11	3.48
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	3	1.06
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.	29	10.10
I do not telework because I choose not to telework.	39	13.57
Total	291	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	181	62.77
No	100	34.20
Not available to me	9	3.03
Total	290	100.00

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)			N	%
Yes			98	32.70
No			160	55.47
Not available to me			34	11.83
Total			292	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)			N	%
Yes			40	14.49
No			238	83.28
Not available to me			6	2.23
Total			284	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)			N	%
Yes			6	1.91
No			227	77.97
Not available to me			59	20.12
Total			292	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)			N	%
Yes			5	1.67
No			229	79.01
Not available to me			57	19.32
Total			291	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		84	75	19	22	10	210	1
	%	75.77	40.25	35.51	9.00	10.34	4.90	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		91	65	5	8	3	172	5
	%	90.20	52.87	37.33	3.02	4.81	1.97	100.00	
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		23	49	14	3	2	91	5
	%	77.92	25.77	52.15	15.98	3.77	2.33	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		10	18	7	1	2	38	11
	%	72.09	26.28	45.81	18.89	3.01	6.00	100.00	
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		1	1	0	0	0	2	5
	%	100.00	52.33	47.67	0.00	0.00	0.00	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		1	1	2	0	0	4	3
	%	50.31	26.33	23.98	49.69	0.00	0.00	100.00	

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

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Where do you work?	N	%
Headquarters	212	73.36
Field	77	26.64
Total	289	100.00

*What is your supervisory status?	N	%
Non-Supervisor	215	74.39
Team Leader	19	6.57
Supervisor	31	10.73
Manager	16	5.54
Senior Leader	8	2.77
Total	289	100.00

*Are you:	N	%
Male	139	50.00
Female	139	50.00
Total	278	100.00

*Are you Hispanic or Latino?	N	%
Yes	18	6.50
No	259	93.50
Total	277	100.00

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**CONSUMER PRODUCT SAFETY COMMISSION
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*Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	0	0.00
Asian	22	8.37
Black or African American	41	15.59
Native Hawaiian or Other Pacific Islander	1	0.38
White	186	70.72
Two or more races	13	4.94
Total	263	100.00

What is the highest degree or level of education you have completed?	N	%
Less than High School	0	0.00
High School Diploma/GED or equivalent	3	1.06
Trade or Technical Certificate	0	0.00
Some College (no degree)	23	8.13
Associate's Degree (e.g., AA, AS)	14	4.95
Bachelor's Degree (e.g., BA, BS)	120	42.40
Master's Degree (e.g., MA, MS, MBA)	84	29.68
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	39	13.78
Total	283	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

* AES prescribed items

Sample or Census: Census

Number of surveys completed: 299

Number of surveys administered: 467

Response Rate: 64.0%

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What is your pay category/grade?	N	%
Federal Wage System	0	0.00
GS 1-6	0	0.00
GS 7-12	89	31.34
GS 13-15	185	65.14
Senior Executive Service	9	3.17
Senior Level (SL) or Scientific or Professional (ST)	0	0.00
Other	1	0.35
Total	284	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	6	2.08
1 to 3 years	12	4.15
4 to 5 years	26	9.00
6 to 10 years	59	20.42
11 to 14 years	36	12.46
15 to 20 years	38	13.15
More than 20 years	112	38.75
Total	289	100.00

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How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	15	5.26
1 to 3 years	35	12.28
4 to 5 years	50	17.54
6 to 10 years	54	18.95
11 to 20 years	72	25.26
More than 20 years	59	20.70
Total	285	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	170	58.82
Yes, to retire	16	5.54
Yes, to take another job within the Federal Government	76	26.30
Yes, to take another job outside the Federal Government	8	2.77
Yes, other	19	6.57
Total	289	100.00

I am planning to retire:	N	%
Within one year	6	2.11
Between one and three years	29	10.21
Between three and five years	22	7.75
Five or more years	227	79.93
Total	284	100.00

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Self-Identify as:	N	%
Heterosexual or Straight	226	82.78
Gay, Lesbian, Bisexual, or Transgender	8	2.93
I prefer not to say	39	14.29
Total	273	100.00

What is your US military service status?	N	%
No Prior Military Service	229	82.67
Currently in National Guard or Reserves	3	1.08
Retired	12	4.33
Separated or Discharged	33	11.91
Total	277	100.00

Are you an individual with a disability?	N	%
Yes	27	9.71
No	251	90.29
Total	278	100.00

What is your age group?	N	%
25 and under	4	1.34
26-29	4	1.34
30-39	49	16.39
40-49	96	32.11
50-59	104	34.78
60 or older	42	14.05
Total	299	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

Sample or Census: Census
Number of surveys completed: 299
Number of surveys administered: 467
Response Rate: 64.0%