

**CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD  
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		6	11	3	7	4	31	NA
	%	55.96	18.78	37.18	9.26	22.22	12.56	100.00	
2. I have enough information to do my job well.	N		4	12	3	5	7	31	NA
	%	52.65	12.82	39.84	9.26	16.36	21.73	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		6	6	4	6	9	31	NA
	%	39.05	18.87	20.18	13.12	19.47	28.36	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		14	9	0	3	5	31	NA
	%	75.03	46.18	28.85	0.00	9.75	15.22	100.00	
*5. I like the kind of work I do.	N		14	12	2	1	2	31	NA
	%	84.23	46.15	38.09	6.51	3.20	6.06	100.00	
6. I know what is expected of me on the job.	N		9	9	2	7	4	31	NA
	%	58.81	29.93	28.88	6.41	21.77	13.01	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		19	8	2	1	1	31	NA
	%	88.07	62.36	25.70	5.97	2.75	3.20	100.00	
8. I am constantly looking for ways to do my job better.	N		13	12	3	2	1	31	NA
	%	81.56	42.97	38.59	9.18	5.96	3.30	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		3	8	2	10	8	31	0
	%	35.22	9.61	25.61	7.18	30.98	26.62	100.00	
*10. My workload is reasonable.	N		2	9	3	8	9	31	0
	%	35.91	6.41	29.50	9.71	24.93	29.45	100.00	
*11. My talents are used well in the workplace.	N		2	12	3	4	9	30	0
	%	47.17	6.63	40.55	9.58	14.01	29.24	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		10	10	3	3	5	31	0
	%	65.67	32.70	32.97	9.93	9.18	15.22	100.00	

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

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\* AES prescribed items

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Sample or Census: Census

Number of surveys completed: 31

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*13. The work I do is important.	N		16	12	1	1	1	31	0
	%	90.82	51.99	38.83	2.67	3.20	3.30	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		14	12	3	1	1	31	0
	%	84.23	46.26	37.97	9.26	3.20	3.30	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		8	14	5	1	3	31	0
	%	72.19	25.94	46.25	15.25	3.30	9.26	100.00	
16. I am held accountable for achieving results.	N		6	12	3	7	3	31	0
	%	60.01	18.95	41.06	9.16	21.64	9.18	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		3	3	3	5	14	28	1
	%	20.27	10.13	10.13	12.21	18.88	48.63	100.00	
*18. My training needs are assessed.	N		3	7	6	7	8	31	0
	%	31.36	9.61	21.74	20.18	22.95	25.52	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		7	11	2	9	2	31	0
	%	59.27	23.41	35.86	5.96	28.26	6.51	100.00	
*20. The people I work with cooperate to get the job done.	N		7	11	3	7	3	31	NA
	%	57.70	23.37	34.33	10.37	22.22	9.71	100.00	
*21. My work unit is able to recruit people with the right skills.	N		4	9	5	4	9	31	0
	%	42.51	12.49	30.02	16.43	12.47	28.60	100.00	
*22. Promotions in my work unit are based on merit.	N		3	9	5	4	8	29	2
	%	40.71	9.31	31.40	17.46	14.01	27.82	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		2	7	9	7	5	30	1
	%	28.02	6.16	21.86	31.72	22.91	17.35	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		3	6	5	9	5	28	3
	%	30.26	9.71	20.55	20.29	31.87	17.57	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		3	9	2	8	5	27	4
	%	43.40	10.07	33.33	7.52	30.08	19.00	100.00	
26. Employees in my work unit share job knowledge with each other.	N		6	14	3	4	4	31	0
	%	64.18	17.89	46.29	10.24	13.11	12.47	100.00	
27. The skill level in my work unit has improved in the past year.	N		6	9	6	5	5	31	0
	%	48.55	19.08	29.47	18.79	16.32	16.34	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		12	12	5	0	2	31	NA
	%	77.05	39.11	37.94	16.89	0.00	6.06	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		5	15	1	6	4	31	0
	%	64.11	16.23	47.88	3.20	19.55	13.14	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		3	7	0	11	10	31	0
	%	32.47	9.16	23.31	0.00	34.88	32.64	100.00	
31. Employees are recognized for providing high quality products and services.	N		4	7	3	11	6	31	0
	%	35.22	12.37	22.85	8.73	35.85	20.21	100.00	
*32. Creativity and innovation are rewarded.	N		3	4	3	9	11	30	1
	%	22.94	9.47	13.47	10.24	30.21	36.62	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		1	3	4	8	11	27	3
	%	15.61	3.68	11.93	14.44	27.37	42.58	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		2	11	4	4	8	29	2
	%	43.56	7.56	36.00	13.33	14.05	29.05	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		8	15	4	1	2	30	1
	%	77.49	27.13	50.36	12.97	2.78	6.77	100.00	
*36. My organization has prepared employees for potential security threats.	N		2	8	9	4	5	28	3
	%	35.75	7.15	28.60	32.72	13.29	18.24	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		2	3	3	8	14	30	1
	%	16.06	6.16	9.90	10.15	27.82	45.98	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		4	7	5	4	10	30	1
	%	37.61	14.14	23.47	16.21	12.41	33.77	100.00	
39. My agency is successful at accomplishing its mission.	N		4	9	5	7	6	31	0
	%	42.41	12.37	30.04	16.19	21.73	19.67	100.00	
40. I recommend my organization as a good place to work.	N		3	6	4	6	12	31	NA
	%	28.74	9.16	19.57	13.58	18.94	38.74	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		5	3	3	5	12	28	3
	%	30.03	18.70	11.33	10.36	18.80	40.81	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		13	12	1	3	2	31	0
	%	80.70	42.31	38.38	3.88	9.37	6.06	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		10	10	0	6	5	31	0
	%	63.94	31.24	32.70	0.00	19.73	16.33	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		10	5	4	5	6	30	0
	%	50.20	33.18	17.02	14.10	16.98	18.71	100.00	

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		<b>Percent Positive</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
45. My supervisor is committed to a workforce representative of all segments of society.	N		13	4	7	2	3	29	2
	%	59.90	45.78	14.12	23.03	7.07	10.00	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		8	9	3	6	5	31	0
	%	55.43	24.83	30.59	10.26	19.08	15.24	100.00	
*47. Supervisors in my work unit support employee development.	N		11	9	6	1	4	31	0
	%	65.24	34.57	30.66	18.87	2.75	13.14	100.00	
48. My supervisor listens to what I have to say.	N		12	8	3	4	4	31	NA
	%	66.24	38.98	27.26	9.26	11.93	12.56	100.00	
49. My supervisor treats me with respect.	N		13	7	3	4	4	31	NA
	%	66.30	42.85	23.45	9.30	11.83	12.56	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		9	9	3	5	5	31	NA
	%	58.63	28.71	29.92	9.58	16.55	15.24	100.00	
*51. I have trust and confidence in my supervisor.	N		12	4	4	6	5	31	NA
	%	53.31	39.64	13.67	12.53	19.37	14.78	100.00	
		<b>Percent Positive</b>	<b>Very Good</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>	<b>Very Poor</b>	<b>Item Response Total</b>	<b>Do Not Know/ No Basis to Judge</b>
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		11	4	5	6	5	31	NA
	%	49.45	35.86	13.59	16.30	19.47	14.78	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		3	1	1	6	19	30	1
	%	12.86	9.53	3.33	3.44	20.40	63.30	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		3	1	2	5	20	31	0
	%	12.37	9.16	3.20	7.17	16.31	64.15	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		3	10	6	0	10	29	2
	%	44.60	10.49	34.10	21.53	0.00	33.87	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		4	2	3	6	16	31	0
	%	18.33	12.37	5.96	9.78	20.24	51.66	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		3	3	3	7	15	31	0
	%	18.33	9.16	9.16	9.78	23.44	48.45	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		3	3	2	6	17	31	0
	%	18.33	9.16	9.16	6.48	19.66	55.54	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		4	2	4	6	15	31	0
	%	18.33	12.37	5.96	13.66	19.56	48.45	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		4	2	3	9	13	31	0
	%	18.87	12.37	6.51	9.79	28.81	42.52	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		3	1	3	4	20	31	0
	%	12.37	9.16	3.20	9.92	13.56	64.15	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		4	13	5	1	6	29	2
	%	59.18	14.41	44.76	18.06	3.53	19.22	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		3	8	4	7	9	31	NA
	%	34.51	9.61	24.90	13.04	24.06	28.39	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		1	4	3	6	17	31	NA
	%	15.57	3.20	12.37	9.23	20.74	54.46	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		2	9	5	6	9	31	NA
	%	34.01	6.41	27.60	16.85	20.12	29.02	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		2	3	2	7	17	31	NA
	%	15.57	5.96	9.61	7.17	23.48	53.78	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		1	7	8	6	8	30	NA
	%	25.57	3.31	22.26	26.91	20.38	27.13	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		5	8	7	7	4	31	NA
	%	41.18	15.59	25.59	22.77	24.04	12.01	100.00	
*69. Considering everything, how satisfied are you with your job?	N		4	7	5	5	10	31	NA
	%	35.70	12.37	23.33	15.84	17.44	31.03	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		7	11	4	7	2	31	NA
	%	57.41	22.11	35.30	12.47	24.07	6.06	100.00	
71. Considering everything, how satisfied are you with your organization?	N		3	4	3	10	11	31	NA
	%	22.64	9.16	13.48	9.36	33.80	34.20	100.00	

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<b>72. Have you been notified whether or not you are eligible to telework?</b>	N	%
Yes, I was notified that I was eligible to telework.	30	96.70
Yes, I was notified that I was not eligible to telework.	0	0.00
No, I was not notified of my telework eligibility.	1	3.30
Not sure if I was notified of my telework eligibility.	0	0.00
<b>Total</b>	<b>31</b>	<b>100.00</b>

<b>73. Please select the response below that BEST describes your current teleworking situation.</b>	N	%
I telework 3 or more days per week.	5	16.70
I telework 1 or 2 days per week.	11	35.89
I telework, but no more than 1 or 2 days per month.	7	21.25
I telework very infrequently, on an unscheduled or short-term basis.	7	22.96
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	0	0.00
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	0	0.00
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.	0	0.00
I do not telework because I choose not to telework.	1	3.20
<b>Total</b>	<b>31</b>	<b>100.00</b>

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)</b>	N	%
Yes	6	19.78
No	9	29.71
Not available to me	16	50.51
<b>Total</b>	<b>31</b>	<b>100.00</b>

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<b>75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</b>	N	%
Yes	3	9.61
No	13	42.40
Not available to me	15	47.99
<b>Total</b>	<b>31</b>	<b>100.00</b>

<b>76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)</b>	N	%
Yes	5	18.15
No	23	75.12
Not available to me	2	6.73
<b>Total</b>	<b>30</b>	<b>100.00</b>

<b>77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)</b>	N	%
Yes	0	0.00
No	16	53.47
Not available to me	14	46.53
<b>Total</b>	<b>30</b>	<b>100.00</b>

<b>78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)</b>	N	%
Yes	0	0.00
No	14	46.59
Not available to me	17	53.41
<b>Total</b>	<b>31</b>	<b>100.00</b>

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		<b>Percent Positive</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neither Satisfied nor Dissatisfied</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		13	10	3	3	1	30	0
	%	76.20	43.58	32.62	9.67	10.71	3.41	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		3	2	0	0	0	5	1
	%	100.00	68.14	31.86	0.00	0.00	0.00	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		0	0	2	0	0	2	1
	%	0.00	0.00	0.00	100.00	0.00	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		1	3	1	0	1	6	0
	%	65.63	13.21	52.42	15.84	0.00	18.53	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		0	0	0	0	0	0	1
	%	---	---	---	---	---	---	---	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		0	0	0	0	0	0	0
	%	---	---	---	---	---	---	---	

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

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