

***FY10 Army Civilian  
Attitude Survey***



***Civilian  
Non-Supervisors***



**Career Program**



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



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Career Program  
Results for Non-Supervisors**



# **About This Report**



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



**Survey Background** – One of the main goals of Army is to be judged the employer of choice by its civilian employees. For over 25 years, Army has periodically surveyed the morale of its workforce. In 2010 Army used a web-based version of the Army Civilian Attitude Survey. Over 104,000 employees (supervisors and non-supervisors) "logged on" and completed the survey. The Internet survey method allowed Army to conduct a census of civilian incumbents in Appropriated (APF) and Non-appropriated (NAF) Fund positions. What follows are the results from this survey.

**Employee Survey Content** – The Army Civilian Attitude Survey for Non-Supervisors is composed of a series of core and supplemental items.

**Composites** – The survey includes a number of scaled items that were grouped into 12 composites. Each composite is made up of multiple core items. In the table below are the composite labels and a brief composite description.

Composite Label	Composite Description
Leadership and Management (q2a-q2h)	Employees' view of leadership and management above their level.
Supervision (q4a-q4f)	Employees' view of immediate supervisors.
Training and Development (q5a-q5i, q8)	Satisfaction with the opportunities employees have to participate in training and development.
Leadership Development (q10a-q10f)	Satisfaction with opportunities for leadership development.
Personal Work Experiences (q11a-q11o)	Employees' view of the actual work they do, feelings of accomplishment, and safety.
Performance Culture (q12a-q12k)	Extent to which employees feel that the culture supports high performance.
Fairness (q13a-q13e)	Employees' perceptions that others are treated fairly, regardless of gender or race, and that they can report instances of discrimination without fear of retribution.
Career Plans (q16, q17a-q17c, q18a-q18c)	Report of employees' intentions around continuing to work for their organization and willingness to relocate.
Overall Satisfaction (q21a-q21k, q23a-q23b)	Employees' satisfaction with aspects of their current job.
Quality of Work Life (q21i-q21q)	Satisfaction with issues related to work life balance.
Your Organization (q22, q24a-q24h)	Employees' perceptions around organizational preparedness to perform mission and manage human resources.
Satisfaction with Civilian Human Resources (q26a-q26h, q27a-q27b)	Employees' overall satisfaction with the level of service received from the Human Resource Office.
Conditions for Engagement (q2c, q2e, q4c, q4f, q11a, q11f, q11i, q11k)	Employees' overall level of motivation, commitment, and alignment with organization goals.

**Supplemental Items** – In addition to the core items and their composites, the civilian attitude survey included a series of *supplemental* items that deal with specific issues:

- Discrimination (q14-q14b)
- Harassment (q15-q15b)
- Army Personnel Systems (q28-q28c)
- Organizational Information (q29a-q29d)



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However, because these supplemental items included both nominal (e.g., yes/no) and scaled (5=Strongly Agree, 4=Agree....) response options, composite scores were not computed.

Results for all items (core and supplemental) can be seen in the item detail section of the report immediately following the composite summary pages.

**Response Rates\*** – Participants were asked to take their survey electronically and an independent research and consulting firm processed the results. Of the approximately 294,972 Army civilian employees and supervisors who were invited to complete the attitude survey, 104,914 returned surveys for a 36% response rate. The response rate for overall Army allows results to be generalized at a 95% confidence level to  $\pm 0.2$  percentage points. This means that if 60% of the survey respondents are satisfied with a particular item, we can be very confident (95% sure) that between 59.8% and 60.2% of the civilian employee population hold the same view.

For Army civilian non-supervisors, the results are similar to the combined results above. Of the 259,335 non-supervisors who were invited to complete the survey, 84,155 responded for a response rate of 32%. This yields a margin for non-supervisors of  $\pm 0.3$  percentage points. This means that the data presented in this report are generalizable to the population of Army civilian non-supervisors.

In the following table, this same information is presented by Army Commands, Army Service Component Commands, and Direct Reporting Units, Race, Pay Plan, Gender, and NAF.

	Population**	Responses	Response Rate***	Margin of Error +/-
TOTAL ARMY NON-SUPERVISORS (including NAF non-supervisors)	259335	84155	32%	0.3
TOTAL ARMY NON-SUPERVISORS (excluding NAF non-supervisors)	232378	81696	35%	0.3

Army Commands, Army Service Component Commands, and Direct Reporting Units †					
	HQDA	14382	5513	38%	1.0
	FORCES COMMAND	3272	1543	47%	1.8
	TRAINING AND DOCTRINE COMMAND	13423	5626	42%	1.0
	ARMY MATERIEL COMMAND	62398	22252	36%	0.5
	U.S. ARMY CENTRAL	311	114	37%	7.3
	U.S. ARMY NORTH	249	139	56%	5.5
	U.S. ARMY SOUTH	249	96	39%	7.8
	U.S. ARMY EUROPE	1630	694	43%	2.8
	U.S. ARMY PACIFIC	741	345	47%	3.9
	EIGHTH U.S. ARMY	586	180	31%	6.1
	USA SPECIAL OPS COMMAND	1574	622	40%	3.1
	USA SPACE & MISSILE DEF CMD	825	370	45%	3.8
	USA NETCOM/9TH AR SIG CMD	3634	1371	38%	2.1
	USA MEDICAL COMMAND	38435	12408	32%	0.7



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	Population**	Responses	Response Rate***	Margin of Error +/-
USA INTEL AND SECURITY COMMAND	2024	816	40%	2.7
USA CRIMINAL INVEST COMMAND	617	244	40%	4.9
USA CORPS OF ENGINEERS	34416	8999	26%	0.9
USA MILITARY DISTRICT OF WASHINGTON	366	103	28%	8.2
USA TEST AND EVALUATION CMD	4011	1650	41%	1.9
U.S. MILITARY ACADEMY	1112	205	18%	6.2
USA RESERVE COMMAND	9036	2904	32%	1.5
USA ACQUISITION SUPPORT	4150	1834	44%	1.7
USA INST MANAGEMENT COMMAND	55645	14067	25%	0.7
JOINT ACTIVITIES	1670	460	28%	3.9
U.S. ARMY ACCESSION COMMAND	2016	939	47%	2.3
U.S. ARMY ELEMENT SHAPE	123	35	28%	14.0
U.S. MIL ENTRANCE PROC CMD	1952	454	23%	4.0
USA NATIONAL GUARD BUREAU	416	172	41%	5.7

RACE (APF employees)*					
	Non-minority	157867	57275	36%	0.3
	Minority	74483	24418	33%	0.5

PAY PLAN‡					
	GS/GS Equivalents	156872	59464	38%	0.3
	Demonstration Projects	13161	4763	36%	1.1
	DCIPS	4879	2006	41%	1.7
	NSPS	18135	7227	40%	0.9
	Wage Grade	36230	7675	21%	1.0
	SES	71	11	15%	27.2
	NAF	26957	2459	9%	1.9
	Other	3023	550	18%	3.8

GENDER					
	Female	110524	36344	33%	0.4
	Male	148785	47811	32%	0.4

NAF	26957	2459	9%	1.9
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\*Response rates for Army Commands, Army Service Component Commands, and Direct Reporting Units, Pay Plan and Gender refer to Appropriated Fund (APF) and Non-appropriated Fund (NAF) employees. Response rates for Race refer to Appropriated Fund (APF) employees only. Non-Appropriated Fund (NAF) response rates are also represented in the last row. Also included are non-Army personnel serviced by the Army.



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\*\*Population figures as of August, 2010. These population figures do not account for changes in employee headcounts during the survey administration period. They do include non-Army commands serviced by the Army.

\*\*\*Response rates were calculated using both database information and responses to Q1 (What is your current employment status with the Army?).

†The following command groups are comprised of multiple command codes (HQDA = SE, SB, SJ, SF, SA, CS; TRADOC = TC, TW, TM, TA; AMC = X2, XK, XD, XR, XP, X7, XT, X4, XC, X6, XB, X8, XQ, XX; USAREUR = EN, E5, E2, E1).

‡Pay Plan groups are defined using the following pay plan codes (GS/GS Equivalents = GG, GL, GM, GS; Demonstration Projects = DB, DE, DJ, DK, NH, NJ, NK; DCIPS = IA; NSPS = YA, YB, YC, YD, YE, YF, YG, YH, YI, YJ, YK, YL, YM, YN, YP; Wage Grade = WA, WB, WD, WG, WJ, WK, WL, WN, WO, WR, WS, WT, WU, WY, XF, XG, XH; SES = EE, ES; NAF = NF, CY, NA, NL, NS, CC; Other = AD, CA, ED, EF, EH, EX, IE, IG, IP, SL, ST, ZZ).

Installation response rates, margins of error and other questions regarding the survey can also be obtained from the Army Point of Contact, Mr. Murray Mack at (703) 325-8713 (DSN 221-8713) or email [murray.mack@us.army.mil](mailto:murray.mack@us.army.mil).



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**Item Scoring** – To accurately interpret data, it is necessary to understand how items are scored. The multiple-choice (scaled) items asked employees to respond on a scale of 1-5 with 5 being most favorable (Strongly Agree; Very Good) and 1 being least favorable (Strongly Disagree; Very Poor). For these types of items, the five response categories were collapsed into three, as shown below. The percentage of responses in each category (Favorable, Neutral, Unfavorable) are then presented in 3-part bars.

FAVORABLE		NEUTRAL	UNFAVORABLE	
<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
<i>Very likely</i>	<i>Likely</i>	<i>Neither likely nor unlikely</i>	<i>Unlikely</i>	<i>Very unlikely</i>
<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
<i>Very well</i>	<i>Well</i>	<i>Adequately</i>	<i>Poorly</i>	<i>Very poorly</i>
<i>Very well prepared</i>	<i>Well prepared</i>	<i>Neither well nor poorly prepared</i>	<i>Poorly prepared</i>	<i>Very poorly prepared</i>
5	4	3	2	1



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**Organization of the Report** – Results for each group and sub-group in this report are compared to Army Overall.

Results are presented in the following sections:

- Results Summary:** This section contains overall summary information which includes:
  - ✓ CCA: The Critical Components Analysis (CCA) tells you “at a glance” which survey areas are higher priorities to focus on for improving your organization.
  - ✓ Ten most favorable/ten most unfavorable items: This section displays in rank-order the ten most favorable items and ten most unfavorable items for overall Army and for the subgroup comparison.
  - ✓ Composite summaries: A quick overview of the Composite results for overall Army and for each subgroup comparison. Composites are presented in the same order as they appeared in the survey. Three-part bar graphs display average percentages of favorable, neutral, and unfavorable responses to the composites.
  
- Item Detail:** This section provides a detailed look at results for each question, including a composite summary at the beginning of each group of items.
  - ✓ For the scaled items (5=Strongly Agree, 4=Agree...), three-part bar graphs again display percentages of favorable, neutral, and unfavorable responses. In addition, the Category Percent column details the percentage of responses in each category, while the other columns display percent favorable from 2006 and 2005, item means, standard deviations, and the valid number of responses to each item.
  - ✓ For the nominal items (e.g., yes/no), the percentage of individuals selecting each response option is displayed by columns.
  - ✓ Due to rounding in the three-part bar graphs, the percentage values may not always add up to 100%.
  - ✓ Because of space limitations, bars containing low percentages might not have enough room to display the number and/or percent sign.

### SPECIAL NOTE:

If fewer than 10 employees responded to the survey item, data results will be suppressed for the item. When interpreting the data, note the number of respondents listed in the column titled “# Resp.” Consider the number of employees who responded to the survey and how it compares with the total number of employees working in your group/organization. For data results in which a small number and/or a small percentage of employees responded, results should be interpreted with caution. Responses to questions from a small sample of your group/organization should not be interpreted as being indicative of the beliefs of your entire group/organization. In interpreting the data, it is important to respect the feedback that you received from those who took time to complete the survey, yet do not assume that those who did not respond to the survey feel the same way. Responses with fewer than 25 or 30 people should be examined with particular care: In these cases look at the results as the number of people in your group/organization who feel that way and not as percentages of the population. In groups this small, a few people can have a disproportional impact on the percentages reported, thus creating misleading interpretations of the percentages.



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**Interpreting the Results:** Surveys are valuable when data are analyzed, results are communicated to employees, and information is acted upon in the spirit of continuous improvement. The purpose of this section is to provide some general guidelines on interpreting data. The guidelines below are consistent with well-established industry standards for employee opinion survey research.

Begin by getting an overview of the results by reviewing the 10 Most Favorable/10 Most Unfavorable Items. Then use the following steps to thoroughly interpret the survey results.

### 1. Using the information in the Results Summary section, classify the Composites using the following criteria:

**Strengths:** At least 50% favorable response AND less than 20% unfavorable response. These are the issues that are working well for the majority of respondents, and should be maintained and reinforced.

**Opportunities for Improvement:** 30% or higher unfavorable response OR at least 20% unfavorable and less than 45% favorable response. These are the issues where action is indicated, either because the negative perceptions are large (over one-third of the group) or are large enough to overbalance a relatively small positive group.

**Mixed:** Mixed Items are items for which additional examination/clarification is needed to determine the best actions to take. A classic Mixed Item is one that doesn't fall neatly into either the Strength or Opportunities for Improvement category, e.g., 47% favorable/ 26% neutral/ 27% unfavorable.

**Undecided:** If the neutral category is 35% or more, the issue is *undecided*, which may be the result of respondents' unfamiliarity with the issue, concerns about confidentiality, inconsistency, or perceptions of the issue as "average." In certain cases, *undecided* items may also be **Opportunities for Improvement**.

**Divided:** If the favorable and unfavorable percents are almost equal, or there is almost no neutral (e.g., 55% favorable/ 5% neutral/ 40% unfavorable), the issue is *divided*, which indicates that specific constituencies feel differently. This is less threatening in large groups, but in small groups may indicate that teamwork and morale are in danger. In many cases, *divided* items are also **Opportunities for Improvement**.

### 2. Review the items within each Composite and classify them using the same criteria you used to classify the Composites.

3. **Look for themes within Composites.** For each Composite, examine your classification of the items and determine whether all of the strengths or opportunities have anything in common.

4. **Look for trends across Composites.** Sometimes themes or patterns emerge that cross several survey Composites. Ask yourself:

- ✓ Are certain things (for example, a frame of reference like "manager") consistently more favorable or unfavorable?
- ✓ Do you see any contradictory responses (for example, are first-line supervisors rated differently than management)?
- ✓ Are the most favorable (or unfavorable) items from a small number of Composites? If they are from a number of different Composites, is there a common underlying theme?



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- 1. Review supplemental items.** Could scores on any of the scaled supplemental items relate to other survey items or themes that you've already identified? Although many of the supplemental items deal with specific issues (for example, Harassment, Mandatory Mobility), problems in these areas could impact other areas such as **Performance Culture** or **Training and Development**.
- 2. Dealing with perceptions.** Keep in mind that survey results reflect perceptions, which differ from one person to another. You must deal with the perception, whether or not you agree with or understand its source. Do not expect to understand what everything means. You should get clarification on issues with high neutral responses, contradictory responses, and divided responses by discussing those issues with your immediate group of employees. Many internal and external events, including organizational changes, policy changes, the local economy, and recent news events may have contributed to the results. You should not use these events to rationalize your results, but consider them as potential areas of discussion.
- 3. Additional Support.** For more information regarding these results and how you may better utilize the information, please phone Mr. Murray Mack at (703) 325-8713 (DSN 221-8713) or email [murray.mack@us.army.mil](mailto:murray.mack@us.army.mil).



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# **Results Summary**



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



## Understanding and Using Your Critical Components Analysis (CCA)

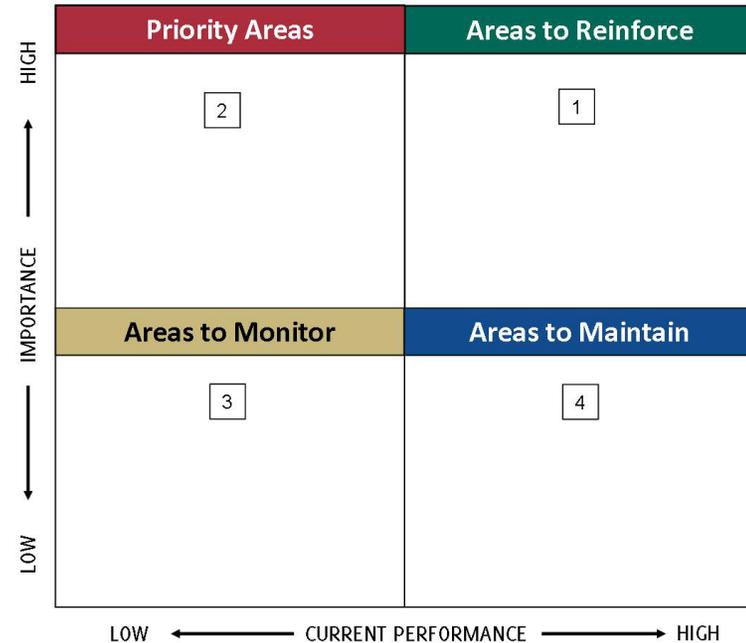
The Critical Components Analysis (CCA), shown on the following page(s), tells you "at a glance" which survey areas are higher priorities to focus on for improving your organization.

The CCA shows you the "key drivers" of your desired outcome (e.g., satisfaction). For instance, an area that is more strongly linked to your desired outcome and received high marks on the survey is an Area to Reinforce. A Priority Area is one that is more strongly linked to your desired outcomes but received low marks on the survey.

A priority, then, is determined by two things:

**Importance:** Shown on the vertical axis and determined statistically by identifying those survey composites that were more strongly related to Overall Job Satisfaction for your group.

**Current Performance:** Shown on the horizontal axis and determined by how favorably non-supervisors in your group responded to the survey questions. Composites with 50%+ favorable scores are considered high in performance.



## Using The CCA For Action Planning

To help you identify the 2 or 3 most important things your group needs to focus on, it's often best to look at the CCA in the following order:

- 1. Areas to Reinforce:** Higher importance, higher results. This is where you are doing well. It is very important to reinforce these areas - to build your strengths so you can leverage them in accomplishing your goals.
- 2. Priority Areas:** Higher importance, lower results. These are priority areas for action; they may be actively causing non-supervisors to "disengage" from the organization.
- 3. Areas to Monitor:** Lower importance, lower results. These areas should be monitored because, if ignored, they could become more urgent issues in the future.
- 4. Areas to Maintain:** Lower importance, higher results. These are areas your employees feel good about, but they don't contribute as directly to Overall Job Satisfaction. These issues do not require immediate attention.

To help you focus on specific things to change, next to the chart are the items for each composite in the Areas to Reinforce quadrant and the Priority Areas quadrant that will have the biggest impact on employee engagement.

For more information regarding these results or how to better use this information, please phone Mr. Murray Mack at (703) 325-8713 (DSN 221-8713) or e-mail him at [murray.mack@us.army.mil](mailto:murray.mack@us.army.mil).



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Total Career Program

HIGH	<b>Priority Areas</b>	<b>Areas to Reinforce</b>
↑	<p>LEADERSHIP DEVELOPMENT (34%)</p> <p>YOUR ORGANIZATION (36%)</p> <p>PERFORMANCE CULTURE (48%)</p>	<p>PERSONAL WORK EXPERIENCES (68%)</p> <p>LEADERSHIP and MANAGEMENT (61%)</p> <p>TRAINING and DEVELOPMENT (52%)</p>
IMPORTANCE	<b>Areas to Monitor</b>	<b>Areas to Maintain</b>
↓	<p>QUALITY OF WORK LIFE (43%)</p> <p>FAIRNESS (46%)</p>	<p>SUPERVISION (75%)</p>
LOW	←	→
	LOW	HIGH

## Areas to Reinforce

### PERSONAL WORK EXPERIENCES

11d. The work I do is important. (90%)

11e. I know how my work relates to the organization's goals and priorities. (85%)

### LEADERSHIP and MANAGEMENT

2f. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (73%)

2a. Managers/supervisors/team leaders work well with employees of different backgrounds. (71%)

### TRAINING and DEVELOPMENT

5h. I know what training I need to advance my career with the Army. (68%)

5a. My training needs are assessed. (64%)

## Priority Areas

### LEADERSHIP DEVELOPMENT

10e. The help you have received to plan your career path. (27%)

10c. Developmental assignments that give you experience in other functions in the organization. (33%)

### YOUR ORGANIZATION

24b. How well or poorly does your organization discipline/correct poor work performance? (18%)

24g. How well or poorly does your organization fill vacancies quickly? (21%)

### PERFORMANCE CULTURE

12b. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (27%)

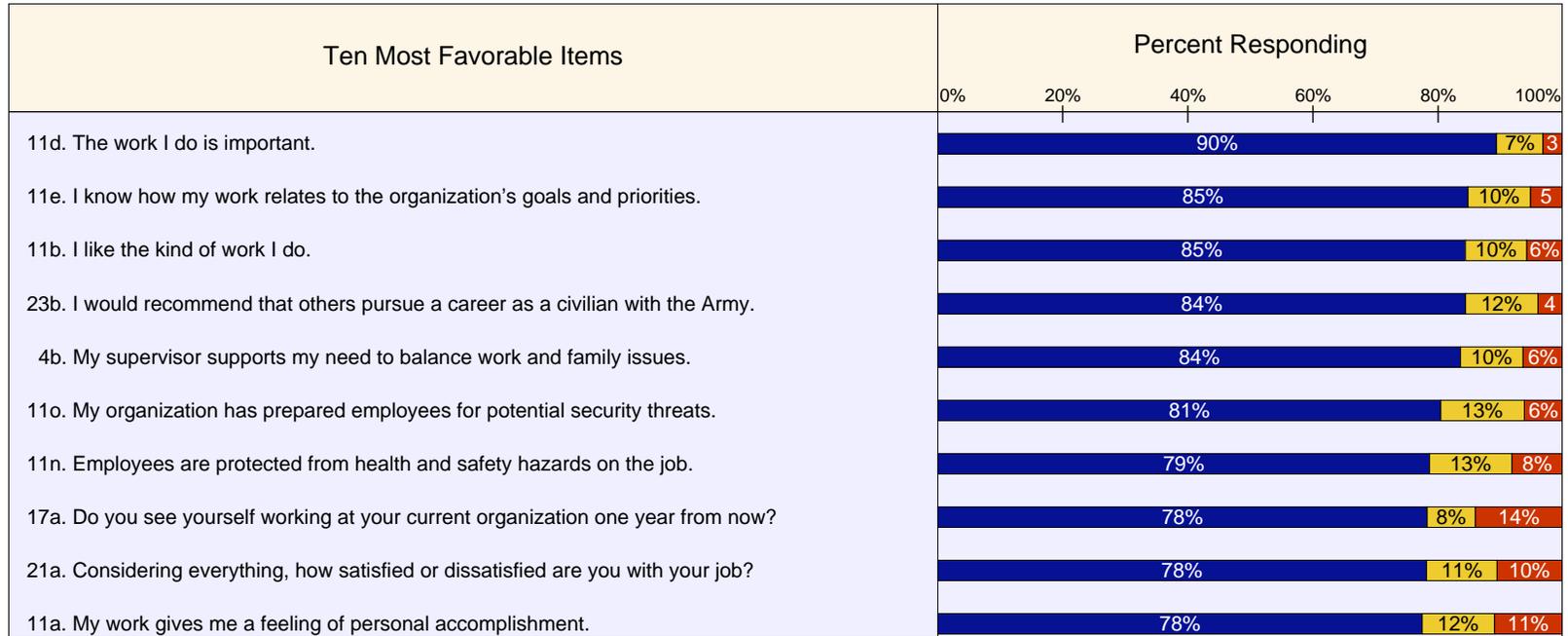
12j. Pay raises in my work unit depend on how well employees perform their jobs. (30%)



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Total Career Program



■ = % Favorable   
 ■ = % Neutral   
 ■ = % Unfavorable

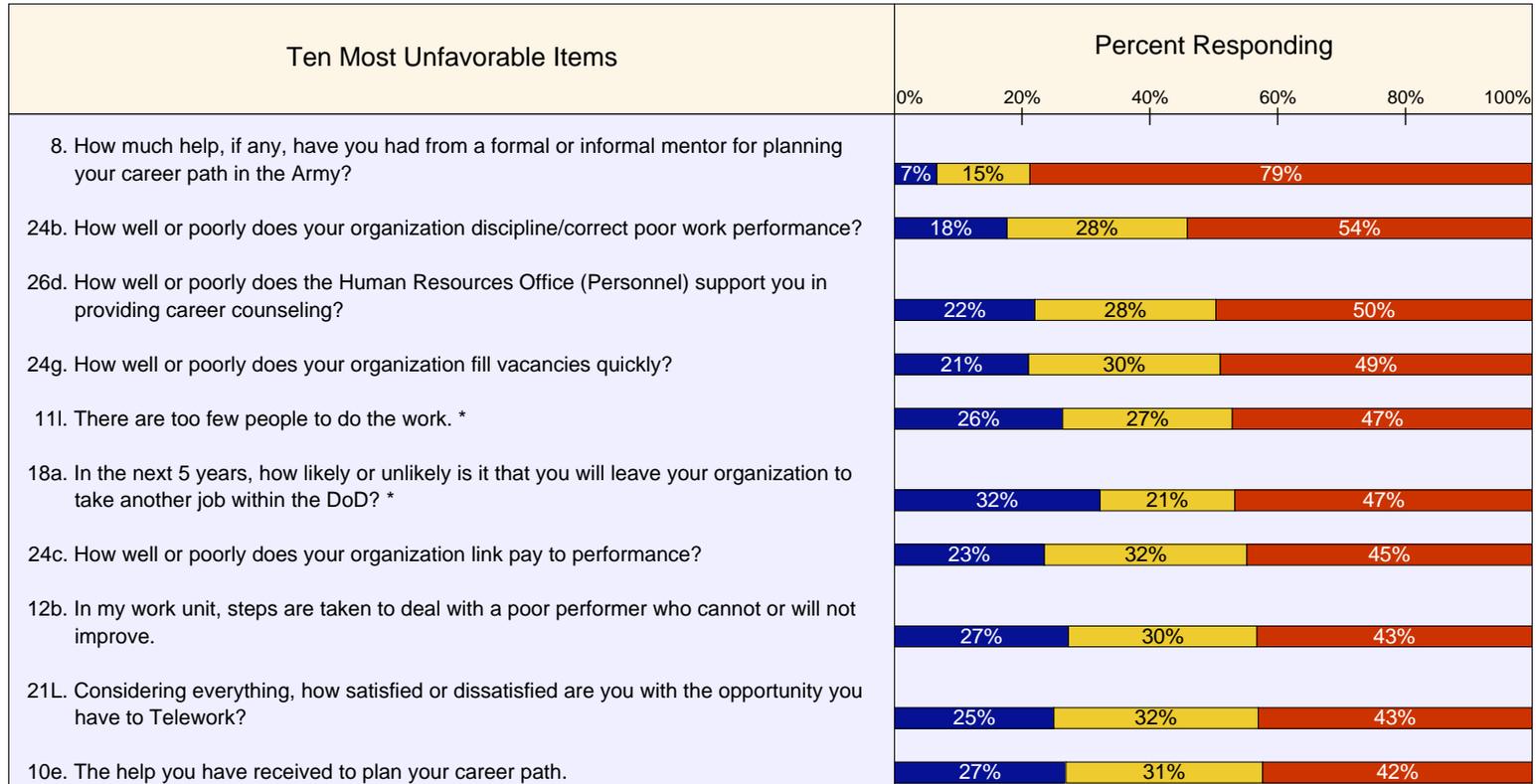
\* Any item marked with an asterisk is phrased such that Disagree/Unlikely is a FAVORABLE response and is shown under the % Favorable category



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



## Total Career Program

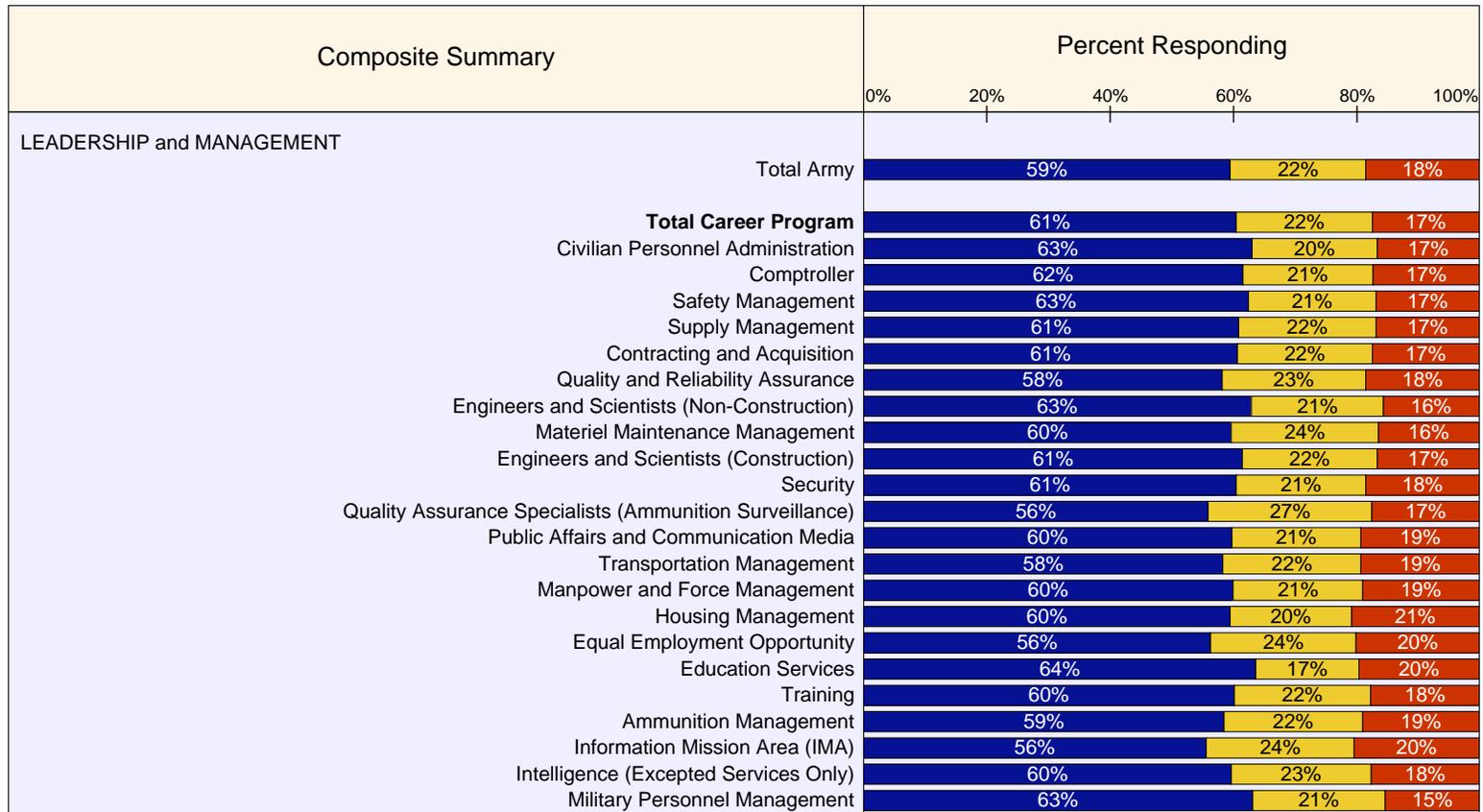


■ = % Favorable   
 ■ = % Neutral   
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\* Any item marked with an asterisk is phrased such that Disagree/Unlikely is a FAVORABLE response and is shown under the % Favorable category



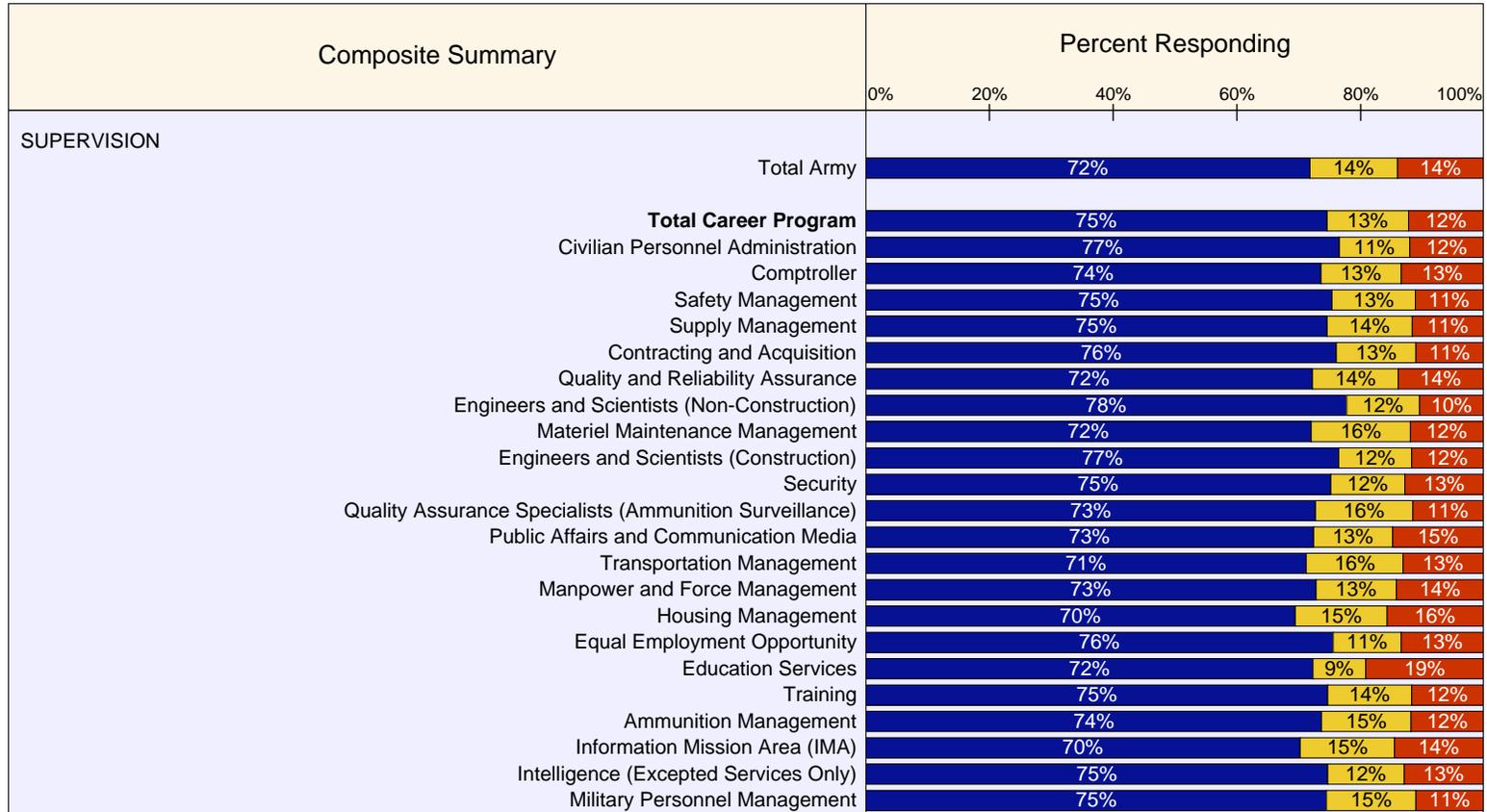
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■ = % Favorable   
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 ■ = % Unfavorable



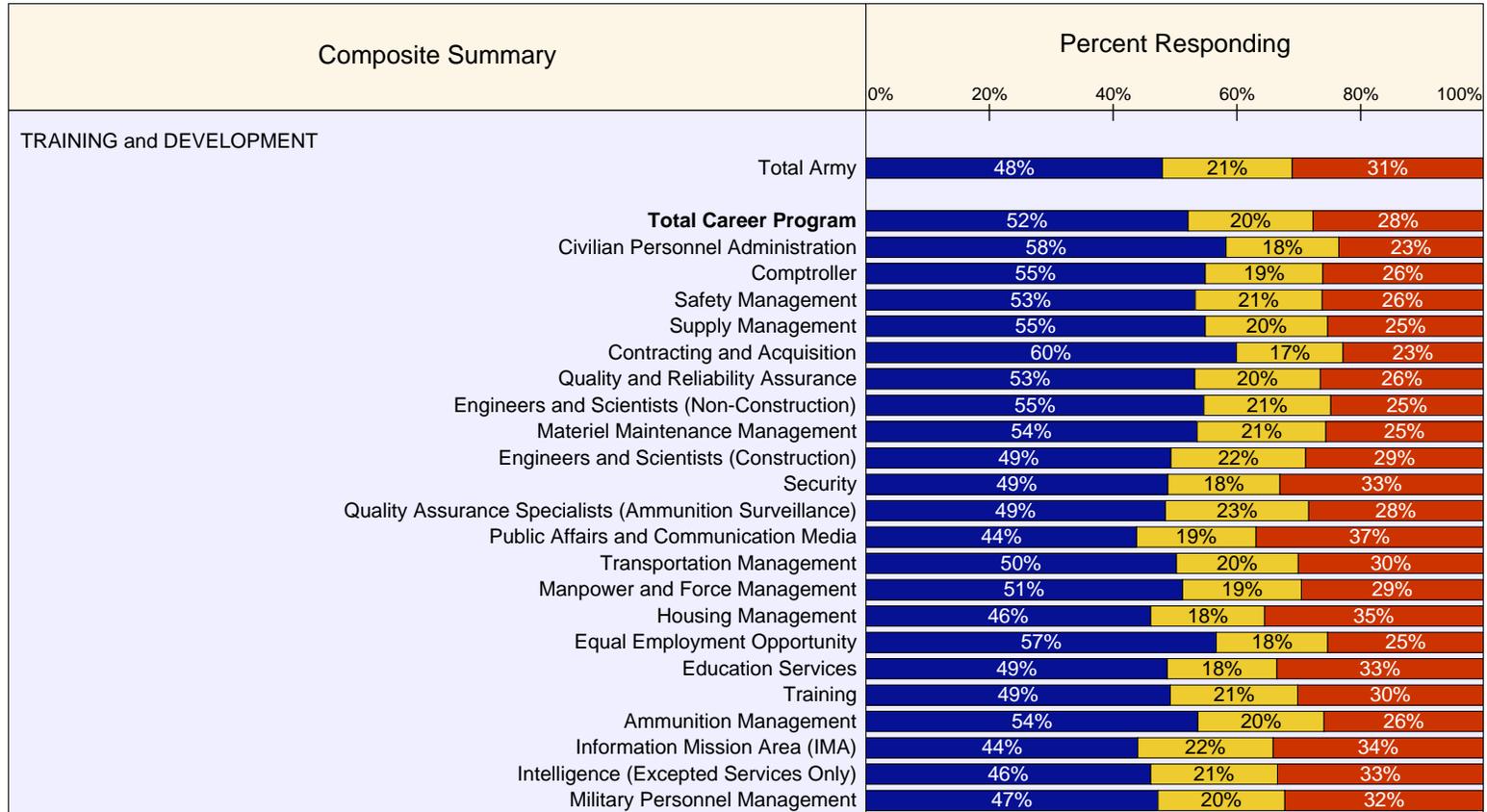
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■ = % Favorable   ■ = % Neutral   ■ = % Unfavorable



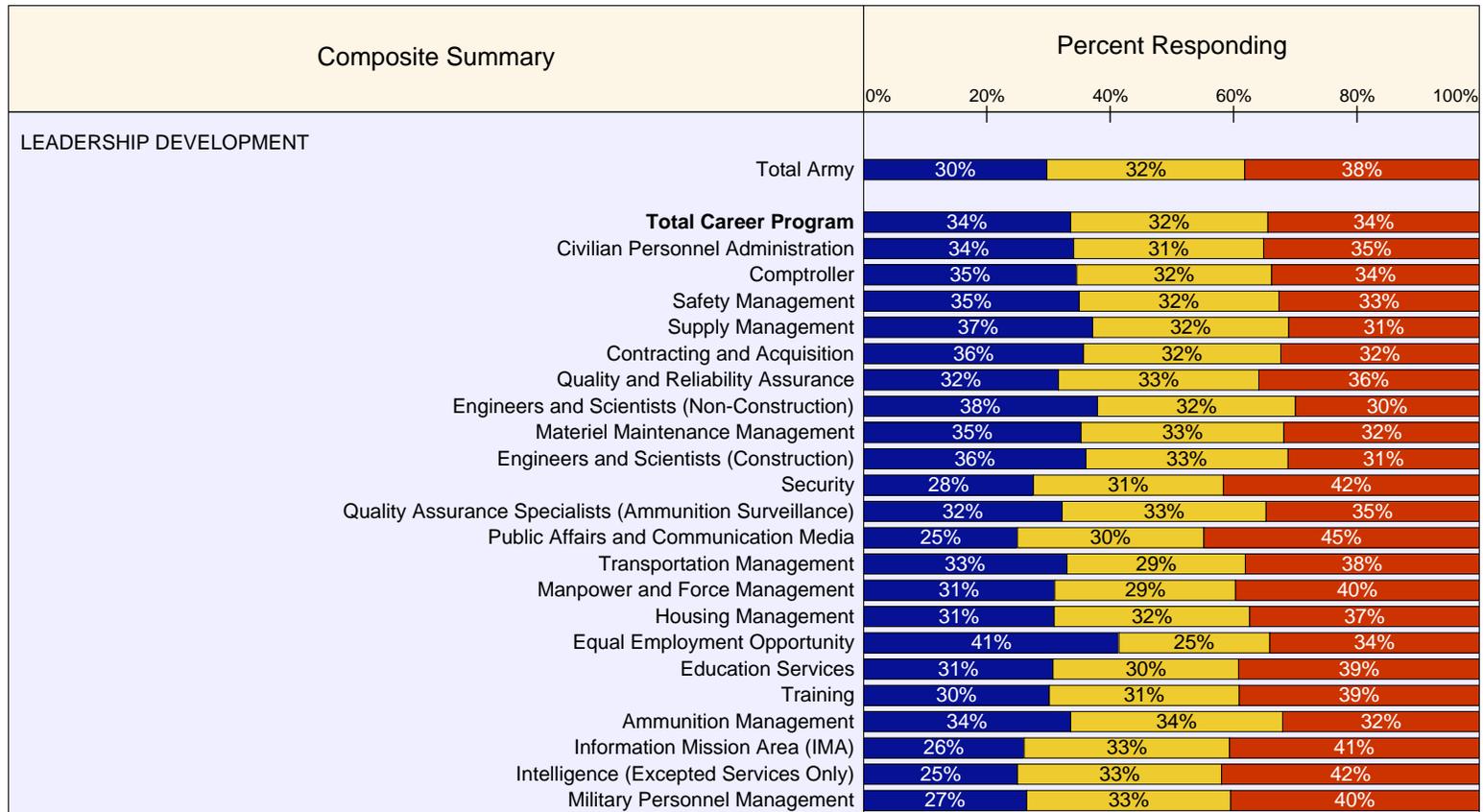
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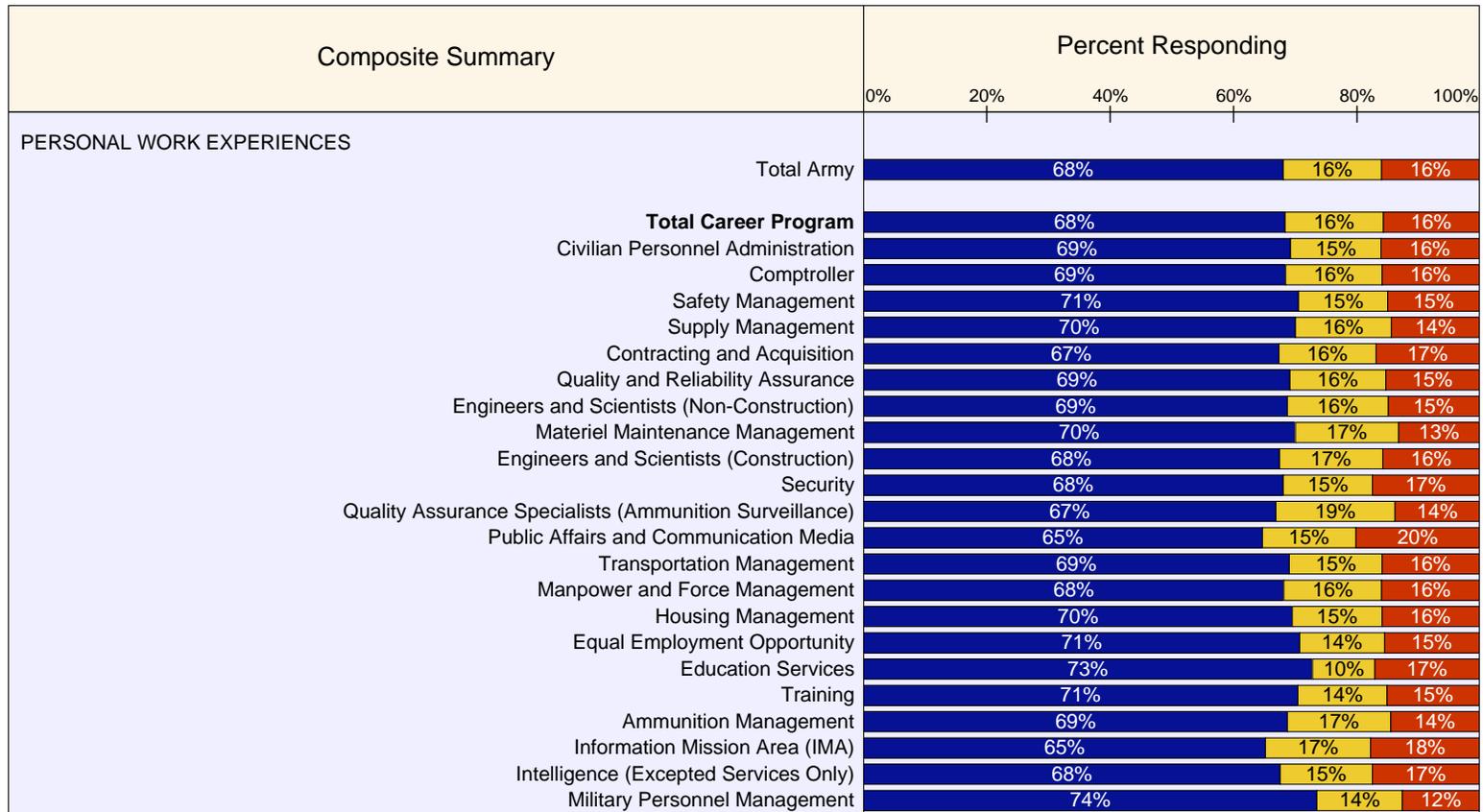
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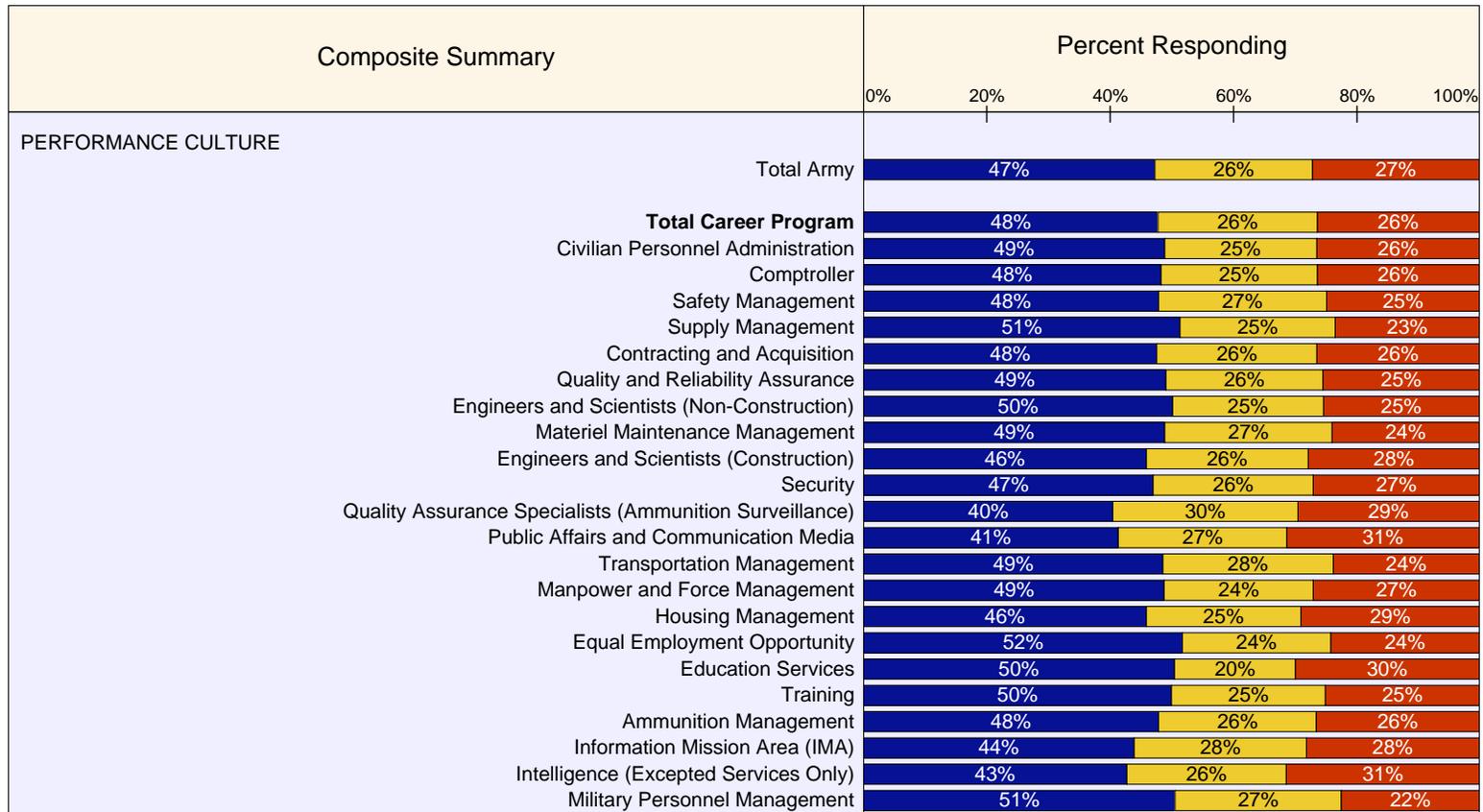
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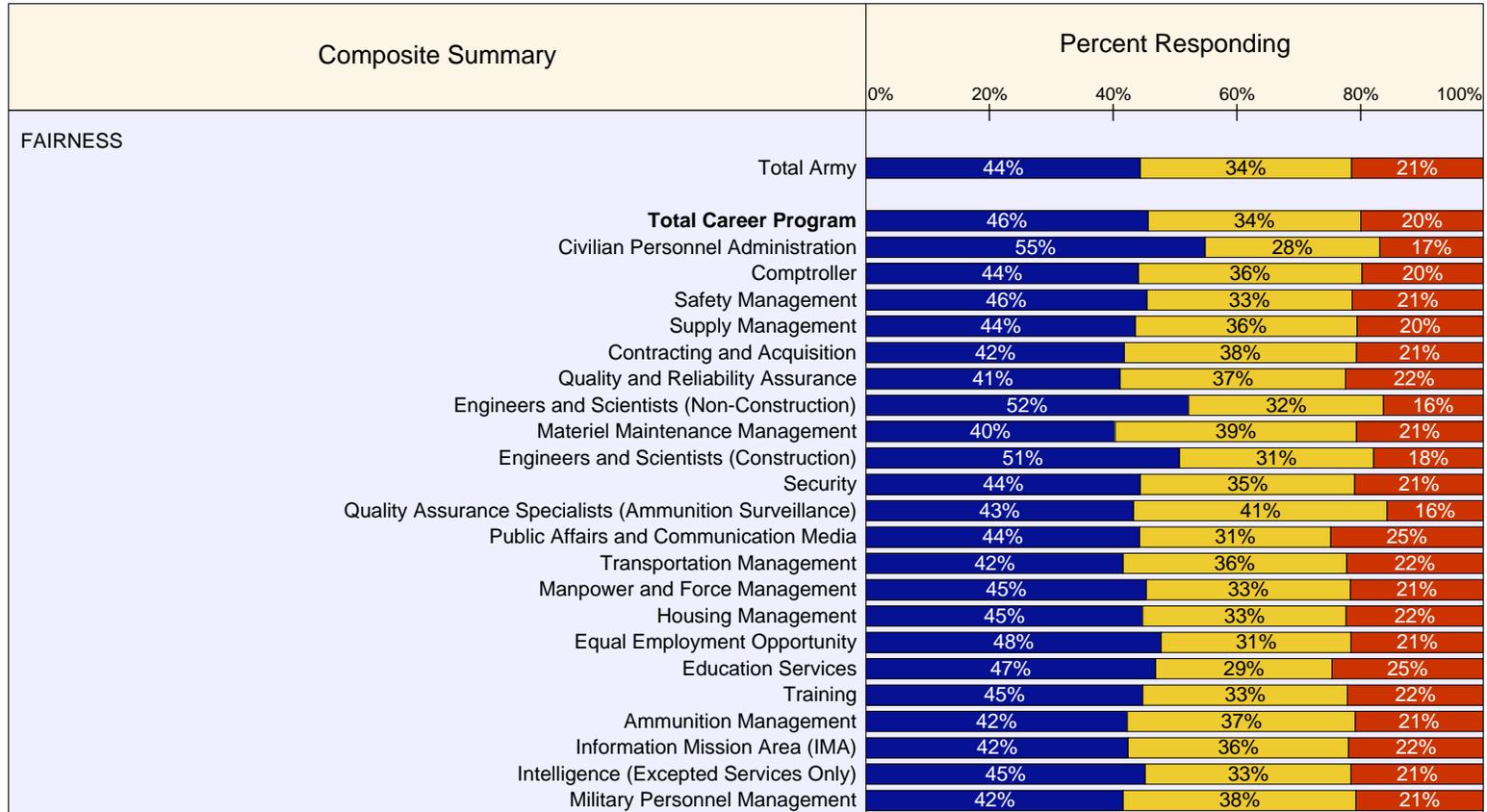
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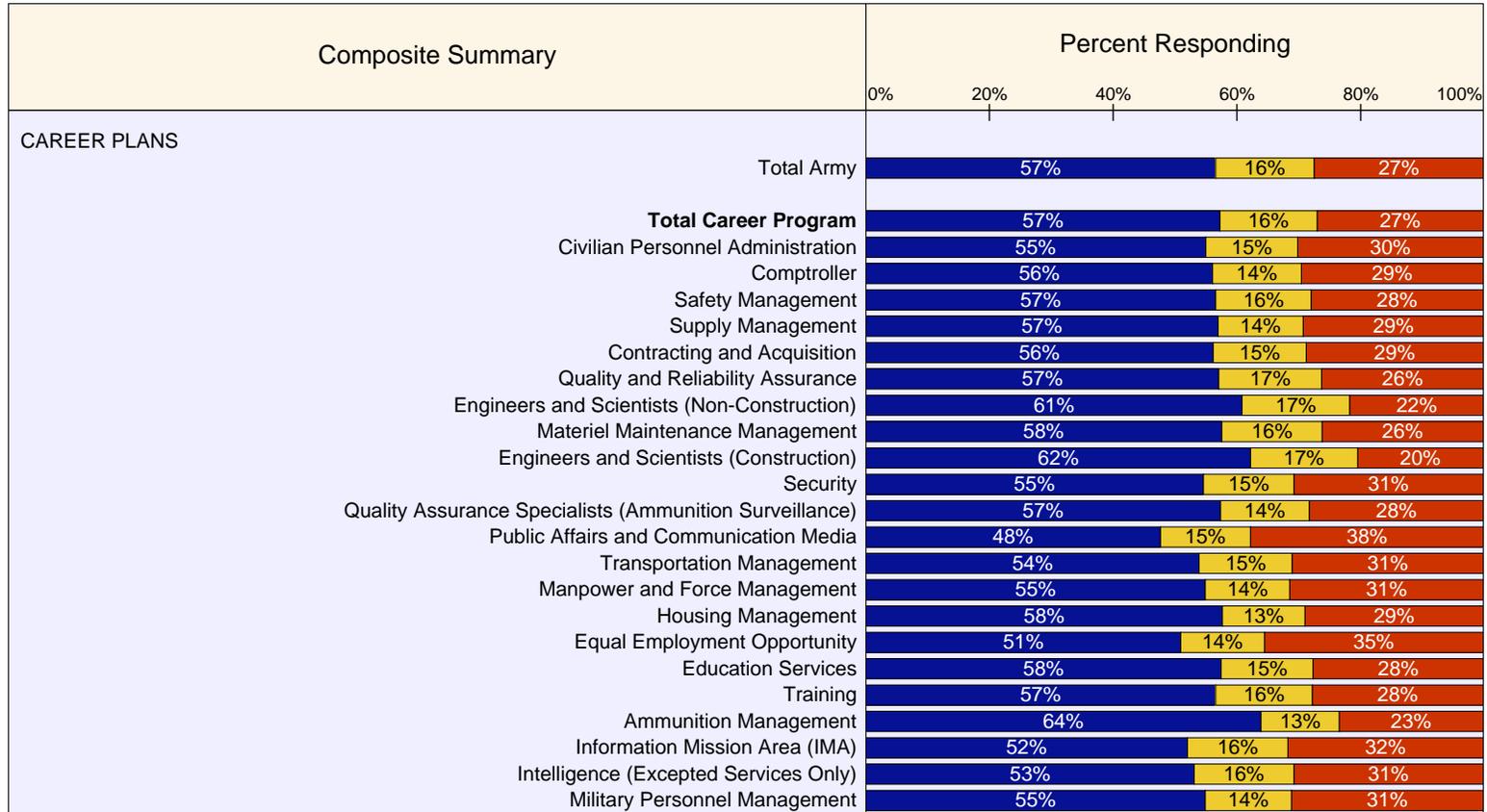
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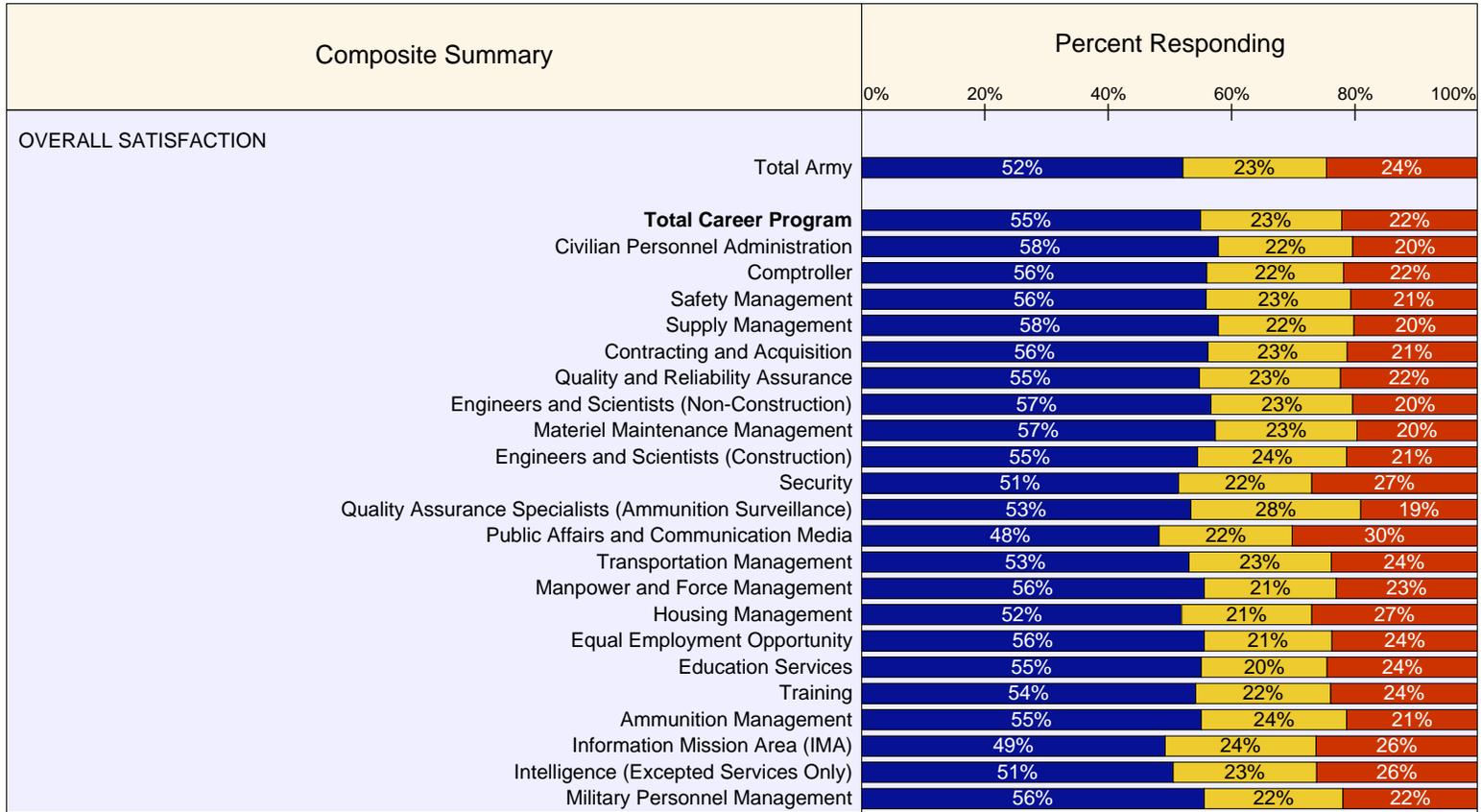
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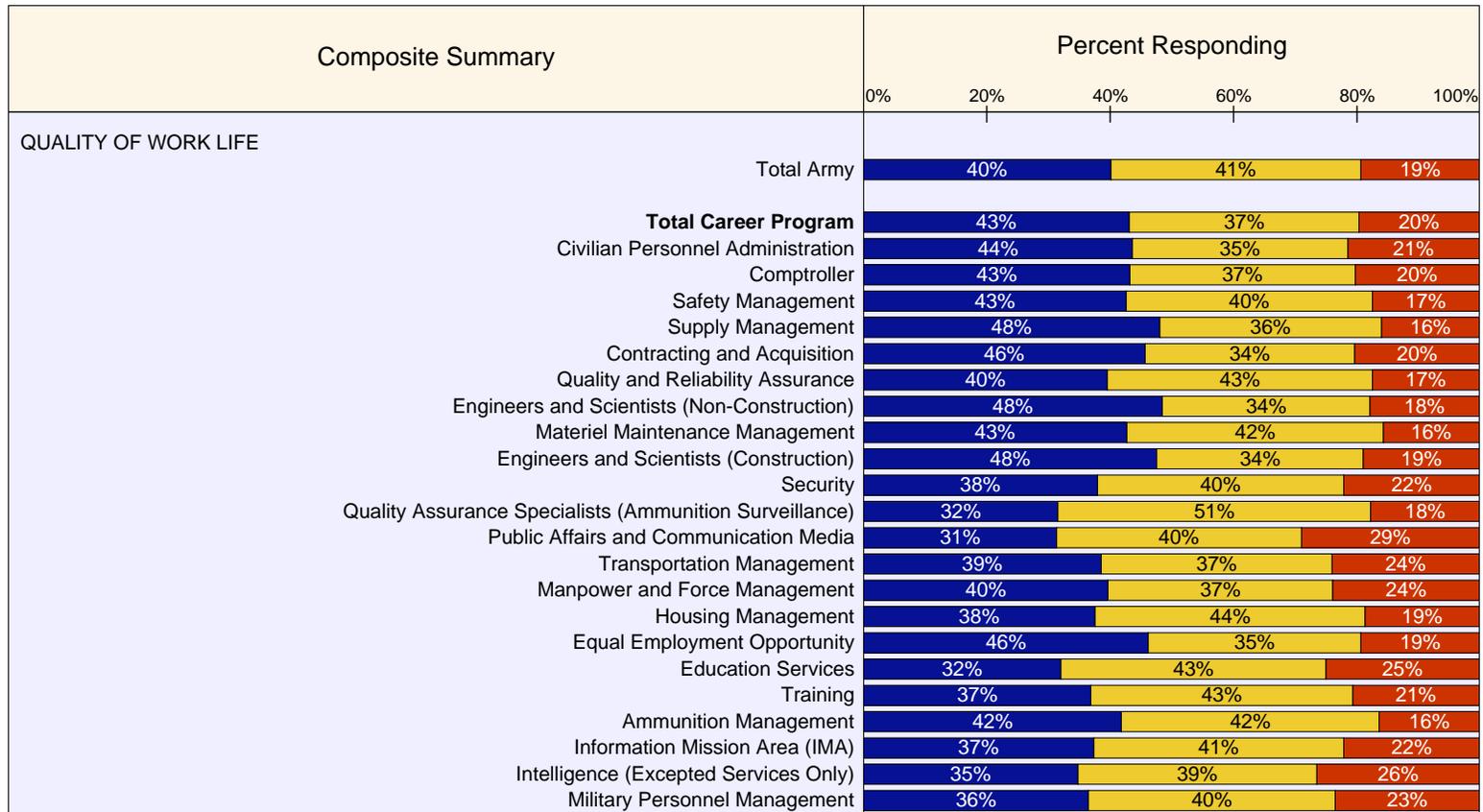
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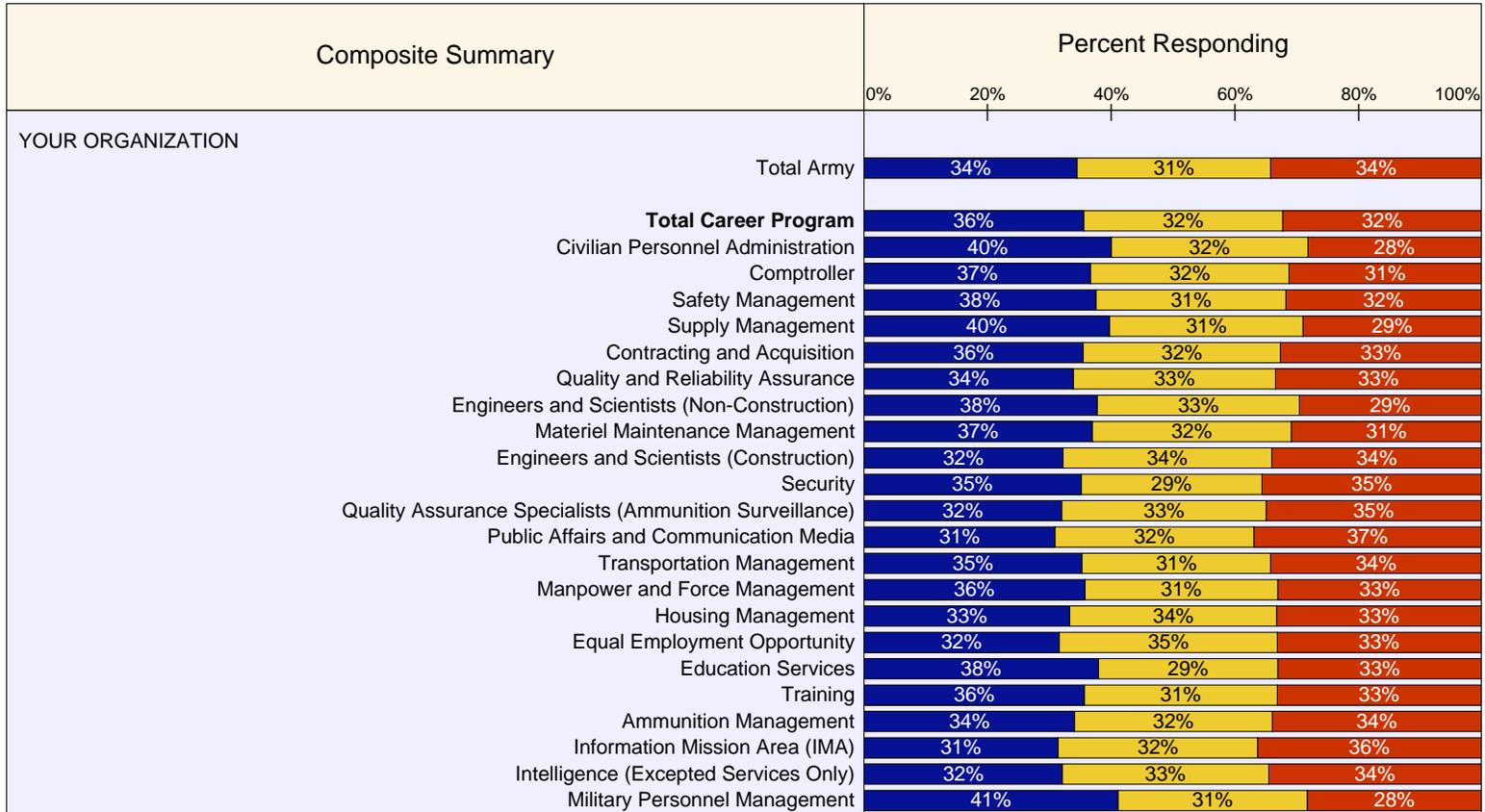
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■ = % Favorable   ■ = % Neutral   ■ = % Unfavorable



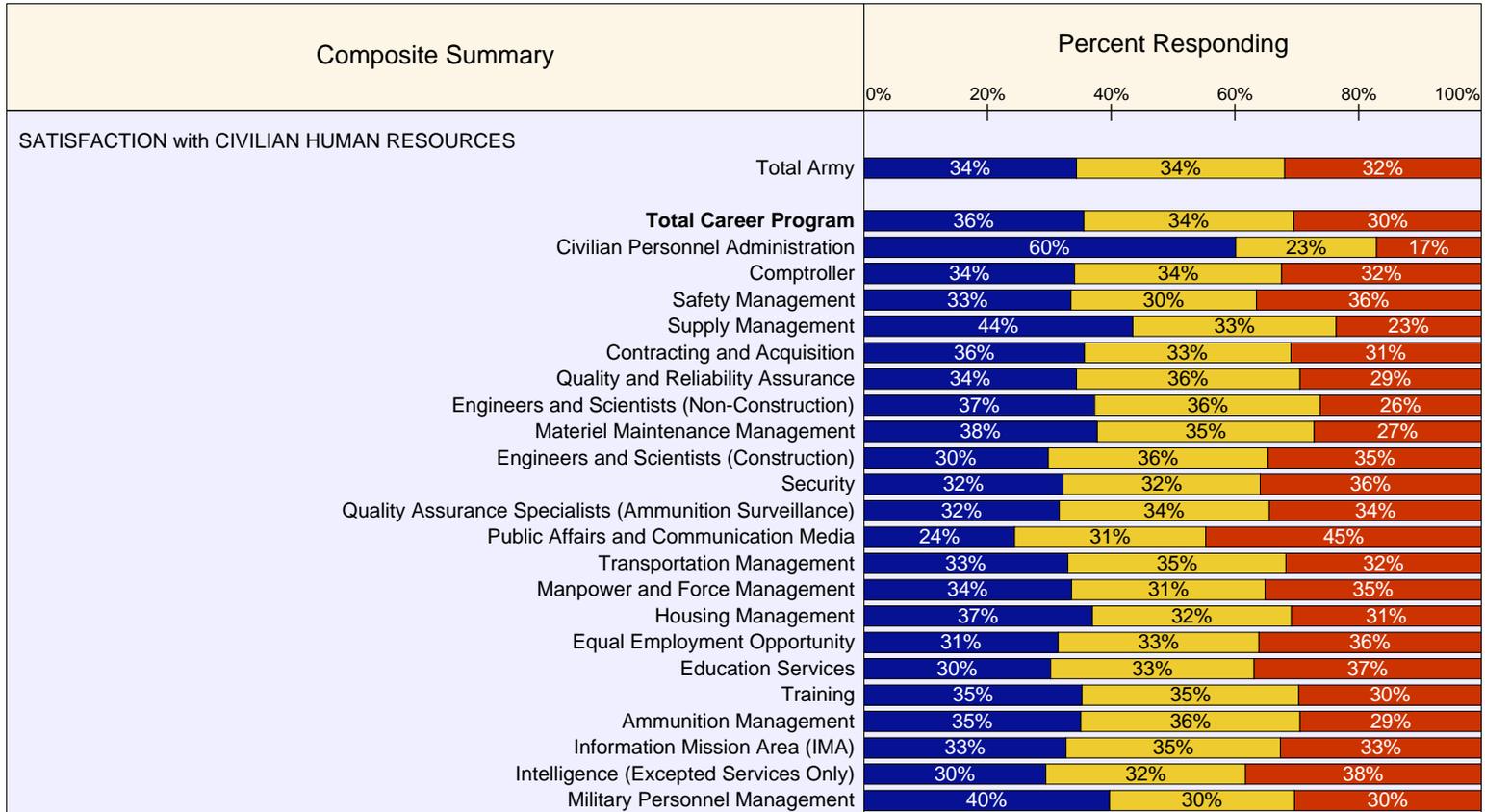
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 ■ = % Neutral  
 ■ = % Unfavorable



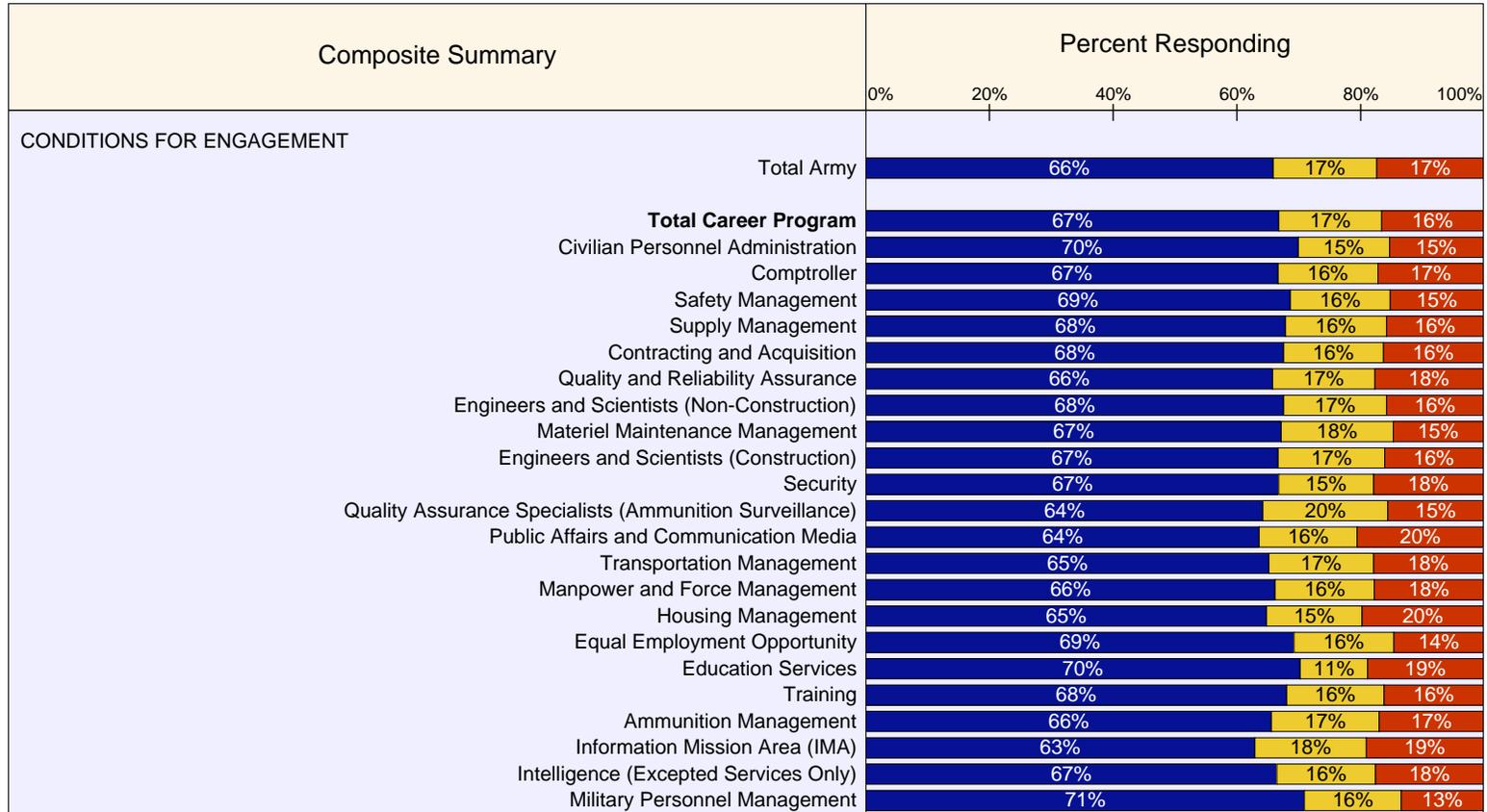
# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



■ = % Favorable   ■ = % Neutral   ■ = % Unfavorable



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



■ = % Favorable   ■ = % Neutral   ■ = % Unfavorable



**FY10 Army Civilian Attitude Survey  
Career Program  
Results for Non-Supervisors**



# Item Detail



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Employee (non- supervisory)	Team Leader	Supervisor	Manager	Executive	Contractor (not a federal employee)	I have retired from a civilian position with the Army.
<b>CURRENT EMPLOYMENT STATUS</b>								
1. What is your current employment status with the Army?								
Total Army	84155	87%	13%	0%	0%	0%	0%	0%
<b>Total Career Program</b>	<b>38168</b>	<b>84%</b>	<b>16%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
Civilian Personnel Administration	1113	91%	9%	0%	0%	0%	0%	0%
Comptroller	4234	85%	15%	0%	0%	0%	0%	0%
Safety Management	589	88%	12%	0%	0%	0%	0%	0%
Supply Management	2423	85%	15%	0%	0%	0%	0%	0%
Contracting and Acquisition	2879	88%	12%	0%	0%	0%	0%	0%
Quality and Reliability Assurance	609	83%	17%	0%	0%	0%	0%	0%
Engineers and Scientists (Non-Construction)	6083	78%	22%	0%	0%	0%	0%	0%
Materiel Maintenance Management	3210	85%	15%	0%	0%	0%	0%	0%
Engineers and Scientists (Construction)	4803	84%	16%	0%	0%	0%	0%	0%
Security	519	89%	11%	0%	0%	0%	0%	0%
Quality Assurance Specialists (Ammunition Surveillance)	255	91%	9%	0%	0%	0%	0%	0%
Public Affairs and Communication Media	345	81%	19%	0%	0%	0%	0%	0%
Transportation Management	394	86%	14%	0%	0%	0%	0%	0%
Manpower and Force Management	1305	87%	13%	0%	0%	0%	0%	0%
Housing Management	164	82%	18%	0%	0%	0%	0%	0%
Equal Employment Opportunity	149	91%	9%	0%	0%	0%	0%	0%
Education Services	229	88%	12%	0%	0%	0%	0%	0%
Training	2393	87%	13%	0%	0%	0%	0%	0%
Ammunition Management	508	81%	19%	0%	0%	0%	0%	0%
Information Mission Area (IMA)	4104	82%	18%	0%	0%	0%	0%	0%
Intelligence (Excepted Services Only)	1296	78%	22%	0%	0%	0%	0%	0%
Military Personnel Management	393	82%	18%	0%	0%	0%	0%	0%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP and MANAGEMENT</b>																
2a. Managers/supervisors/team leaders work well with employees of different backgrounds.																
Total Army	82605	69% 16% 15%					17	52	16	10	5	-4	-1	3.66	1.03	
<b>Total Career Program</b>	37514	71% 16% 13%					17	54	16	9	4	-3	0	3.72	0.99	
Civilian Personnel Administration	1092	72% 16% 12%					20	52	16	9	3	-9	-10	3.76	0.97	
Comptroller	4145	72% 16% 13%					18	54	16	9	4	-4	0	3.72	0.98	
Safety Management	584	71% 16% 13%					17	54	16	10	3	-2	-4	3.72	0.97	
Supply Management	2395	70% 16% 14%					18	52	16	9	4	-4	-3	3.71	1.01	
Contracting and Acquisition	2824	71% 15% 14%					19	52	15	10	4	-4	-1	3.72	1.01	
Quality and Reliability Assurance	597	67% 17% 16%					15	52	17	11	5	-10	-1	3.61	1.04	
Engineers and Scientists (Non-Construction)	5958	76% 14% 11%					19	57	14	8	3	-1	+5	3.81	0.93	
Materiel Maintenance Management	3167	68% 19% 13%					16	52	19	9	4	-3	+2	3.67	0.98	
Engineers and Scientists (Construction)	4722	73% 15% 12%					15	58	15	8	4	-2	+1	3.73	0.94	
Security	513	72% 14% 14%					19	52	14	11	4	-7	-2	3.73	1.01	
Quality Assurance Specialists (Ammunition Surveillance)	252	66% 18% 15%					16	50	18	12	4	-5	-8	3.63	1.01	
Public Affairs and Communication Media	341	71% 14% 15%					21	50	14	9	6	+1	-2	3.71	1.07	
Transportation Management	384	67% 17% 15%					17	50	17	9	6	-10	+1	3.63	1.06	
Manpower and Force Management	1281	69% 16% 15%					17	52	16	10	5	-6	-2	3.65	1.03	
Housing Management	162	73% 10% 17%					25	48	10	9	8	+6	-1	3.73	1.16	
Equal Employment Opportunity	147	59% 22% 19%					13	46	22	14	5	0	-6	3.48	1.05	
Education Services	226	74% 8% 17%					25	49	8	9	8	-1	+4	3.74	1.17	
Training	2368	72% 16% 13%					18	53	16	9	4	-8	-5	3.73	0.99	
Ammunition Management	497	71% 15% 14%					15	56	15	10	4	-5	-6	3.67	0.98	
Information Mission Area (IMA)	4012	67% 17% 16%					16	51	17	11	5	0	0	3.62	1.05	
Intelligence (Excepted Services Only)	1286	72% 15% 13%					18	54	15	9	4	0	0	3.74	0.99	
Military Personnel Management	392	73% 14% 13%					17	56	14	10	2	--	--	3.76	0.93	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP and MANAGEMENT</b>																
2b. I have a high level of respect for my organization's senior leaders.																
Total Army	83362						19	40	20	13	8	+1	+2	3.49	1.17	
<b>Total Career Program</b>	37856						19	42	20	13	7	+2	+4	3.52	1.14	
Civilian Personnel Administration	1101						20	41	19	13	7	-1	-8	3.54	1.16	
Comptroller	4202						20	43	17	12	7	+1	+3	3.56	1.15	
Safety Management	582						23	42	16	13	6	+1	-5	3.62	1.15	
Supply Management	2400						21	40	20	12	7	-1	0	3.58	1.14	
Contracting and Acquisition	2855						21	41	20	13	6	+1	+4	3.58	1.13	
Quality and Reliability Assurance	606						18	40	23	12	7	-4	+6	3.49	1.13	
Engineers and Scientists (Non-Construction)	6016						19	42	20	12	7	+2	+5	3.55	1.12	
Matériel Maintenance Management	3192						18	41	21	13	7	+2	+7	3.52	1.13	
Engineers and Scientists (Construction)	4775						17	44	20	12	7	+10	+10	3.51	1.11	
Security	514						18	38	20	15	9	-11	-7	3.42	1.20	
Quality Assurance Specialists (Ammunition Surveillance)	252						14	42	25	13	6	-2	-6	3.45	1.08	
Public Affairs and Communication Media	343						22	41	15	13	9	+3	+2	3.53	1.23	
Transportation Management	391						19	38	21	16	7	-3	+9	3.46	1.16	
Manpower and Force Management	1293						20	41	18	13	8	+1	-3	3.51	1.18	
Housing Management	164						21	42	16	12	9	+13	+1	3.53	1.21	
Equal Employment Opportunity	145						16	40	23	15	6	-6	-6	3.44	1.11	
Education Services	227						25	40	16	10	9	+5	+1	3.60	1.22	
Training	2382						17	41	21	14	8	-6	-6	3.46	1.16	
Ammunition Management	501						15	41	21	15	8	+2	-3	3.40	1.15	
Information Mission Area (IMA)	4068						17	40	21	14	9	+6	+5	3.43	1.18	
Intelligence (Excepted Services Only)	1287						17	40	21	16	6	+1	+2	3.46	1.14	
Military Personnel Management	390						18	47	18	11	6	--	--	3.59	1.09	

■ = % Favorable (Agree)  
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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP and MANAGEMENT</b>																
2c. In my organization, leaders generate high levels of motivation and commitment in the workforce.																
Total Army	83046						12	34	25	19	10	-1	-1	3.18	1.18	
<b>Total Career Program</b>	37716						11	35	26	19	9	-1	+1	3.20	1.15	
Civilian Personnel Administration	1097						13	34	24	20	9	-8	-13	3.24	1.17	
Comptroller	4174						12	36	24	19	9	-1	-1	3.24	1.15	
Safety Management	583						15	36	24	19	7	+1	-6	3.32	1.14	
Supply Management	2396						14	35	25	17	9	-1	-1	3.30	1.17	
Contracting and Acquisition	2850						12	36	24	19	9	0	+2	3.24	1.16	
Quality and Reliability Assurance	604						10	36	26	18	10	-4	-3	3.18	1.14	
Engineers and Scientists (Non-Construction)	6004						11	35	27	18	9	-2	+2	3.21	1.13	
Materiel Maintenance Management	3182						12	35	27	18	8	-2	+4	3.25	1.12	
Engineers and Scientists (Construction)	4755						9	36	28	18	9	+5	+5	3.19	1.10	
Security	510						13	33	25	18	11	-7	-6	3.20	1.20	
Quality Assurance Specialists (Ammunition Surveillance)	252						11	30	33	19	7	-9	-15	3.19	1.07	
Public Affairs and Communication Media	339						14	32	23	20	11	+1	0	3.18	1.22	
Transportation Management	385						13	32	26	20	10	-2	+3	3.17	1.18	
Manpower and Force Management	1287						12	34	24	20	10	-4	-3	3.18	1.18	
Housing Management	162						14	28	25	22	10	+1	-11	3.15	1.20	
Equal Employment Opportunity	144						13	32	28	21	7	+1	-11	3.22	1.12	
Education Services	228						18	36	17	16	13	0	+3	3.30	1.29	
Training	2369						12	33	26	19	10	-7	-7	3.19	1.17	
Ammunition Management	499						8	33	28	19	11	-8	-9	3.08	1.13	
Information Mission Area (IMA)	4051						10	32	27	20	12	+4	+4	3.10	1.18	
Intelligence (Excepted Services Only)	1286						10	32	28	20	11	-2	-2	3.11	1.16	
Military Personnel Management	390						13	38	24	17	8	--	--	3.31	1.13	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP and MANAGEMENT</b>																
2d. Managers/supervisors deal effectively with reports of prejudice and discrimination.																
Total Army	67889	55% 27% 18%					17	38	27	10	8	-3	0	3.46	1.12	
<b>Total Career Program</b>	28718	56% 28% 16%					17	38	28	9	7	-2	+1	3.50	1.09	
Civilian Personnel Administration	863	58% 26% 16%					19	39	26	10	6	-4	-5	3.55	1.09	
Comptroller	3224	53% 30% 18%					16	37	30	10	7	-2	+1	3.43	1.10	
Safety Management	484	60% 26% 14%					20	39	26	9	5	0	-2	3.60	1.07	
Supply Management	1888	55% 29% 16%					19	37	29	9	7	-3	+2	3.51	1.11	
Contracting and Acquisition	2010	51% 32% 17%					17	34	32	10	7	-2	+1	3.44	1.09	
Quality and Reliability Assurance	495	53% 30% 17%					16	37	30	10	7	-9	+1	3.44	1.10	
Engineers and Scientists (Non-Construction)	4007	60% 27% 13%					20	40	27	7	6	+1	+4	3.62	1.06	
Matériel Maintenance Management	2655	56% 29% 15%					16	39	29	9	6	-2	+5	3.50	1.06	
Engineers and Scientists (Construction)	3304	57% 27% 16%					15	41	27	9	7	-1	+2	3.49	1.07	
Security	427	61% 24% 15%					22	39	24	8	7	-6	-6	3.61	1.12	
Quality Assurance Specialists (Ammunition Surveillance)	204	51% 32% 16%					13	39	32	11	5	-8	-8	3.43	1.01	
Public Affairs and Communication Media	284	51% 32% 17%					16	35	32	8	9	-1	+4	3.40	1.12	
Transportation Management	309	50% 29% 20%					16	34	29	14	6	-8	-2	3.40	1.11	
Manpower and Force Management	1031	54% 27% 19%					17	37	27	11	8	-5	-2	3.44	1.13	
Housing Management	138	57% 24% 20%					20	36	24	12	8	+1	-7	3.49	1.17	
Equal Employment Opportunity	146	46% 23% 32%					12	34	23	26	5	-4	0	3.21	1.12	
Education Services	175	57% 21% 22%					25	31	21	7	15	-1	0	3.44	1.35	
Training	2011	58% 27% 15%					19	38	27	9	6	-8	-6	3.55	1.10	
Ammunition Management	395	54% 28% 18%					15	40	28	10	8	-1	-4	3.43	1.10	
Information Mission Area (IMA)	3221	52% 30% 19%					16	36	30	11	8	+1	+3	3.41	1.12	
Intelligence (Excepted Services Only)	1005	60% 29% 12%					19	41	29	7	5	+1	+2	3.62	1.02	
Military Personnel Management	316	56% 28% 15%					15	41	28	8	8	--	--	3.48	1.07	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP and MANAGEMENT</b>																
2e. Managers communicate the goals and priorities of the organization.																
Total Army	82936	62% 19% 19%					15	47	19	13	6	--	--	3.51	1.10	
<b>Total Career Program</b>	37701	62% 19% 19%					15	47	19	13	6	--	--	3.52	1.08	
Civilian Personnel Administration	1100	70% 15% 15%					17	52	15	10	5	--	--	3.67	1.03	
Comptroller	4185	65% 17% 19%					16	49	17	13	6	--	--	3.55	1.09	
Safety Management	583	64% 18% 18%					16	49	18	13	5	--	--	3.58	1.05	
Supply Management	2388	62% 19% 19%					17	46	19	13	6	--	--	3.55	1.09	
Contracting and Acquisition	2845	65% 17% 18%					16	48	17	13	6	--	--	3.57	1.08	
Quality and Reliability Assurance	599	56% 22% 22%					15	42	22	16	6	--	--	3.43	1.10	
Engineers and Scientists (Non-Construction)	5992	62% 19% 18%					14	48	19	13	6	--	--	3.52	1.06	
Matériel Maintenance Management	3174	62% 21% 17%					14	48	21	12	6	--	--	3.54	1.05	
Engineers and Scientists (Construction)	4759	63% 19% 18%					13	50	19	13	5	--	--	3.53	1.02	
Security	512	61% 19% 21%					15	45	19	13	8	--	--	3.47	1.15	
Quality Assurance Specialists (Ammunition Surveillance)	251	57% 23% 20%					12	45	23	16	4	--	--	3.45	1.03	
Public Affairs and Communication Media	341	61% 18% 21%					16	45	18	14	6	--	--	3.49	1.11	
Transportation Management	384	63% 18% 20%					13	49	18	12	8	--	--	3.48	1.11	
Manpower and Force Management	1292	63% 17% 20%					15	48	17	14	6	--	--	3.52	1.08	
Housing Management	163	59% 17% 24%					18	41	17	18	6	--	--	3.47	1.15	
Equal Employment Opportunity	145	63% 20% 17%					16	48	20	11	6	--	--	3.57	1.06	
Education Services	228	64% 16% 20%					21	44	16	12	7	--	--	3.58	1.16	
Training	2367	60% 19% 20%					16	45	19	14	6	--	--	3.49	1.11	
Ammunition Management	500	58% 19% 23%					11	46	19	15	9	--	--	3.37	1.13	
Information Mission Area (IMA)	4046	56% 21% 23%					13	44	21	15	8	--	--	3.38	1.12	
Intelligence (Excepted Services Only)	1288	60% 18% 22%					14	46	18	16	6	--	--	3.46	1.10	
Military Personnel Management	390	69% 17% 13%					15	55	17	8	5	--	--	3.66	0.98	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



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		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP and MANAGEMENT</b>																
2f. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.																
Total Army	82651	73% 15% 12%					19	54	15	9	4	--	--	3.76	0.98	
<b>Total Career Program</b>	37520	73% 15% 12%					19	55	15	9	3	--	--	3.76	0.96	
Civilian Personnel Administration	1097	68% 16% 16%					14	53	16	12	4	--	--	3.62	1.00	
Comptroller	4162	73% 15% 13%					17	56	15	9	3	--	--	3.73	0.96	
Safety Management	581	75% 13% 13%					22	53	13	9	3	--	--	3.80	0.99	
Supply Management	2382	70% 16% 14%					17	53	16	10	4	--	--	3.69	1.00	
Contracting and Acquisition	2833	68% 16% 15%					16	52	16	11	4	--	--	3.65	1.01	
Quality and Reliability Assurance	599	73% 13% 13%					17	57	13	9	4	--	--	3.73	0.98	
Engineers and Scientists (Non-Construction)	5961	78% 13% 9%					22	57	13	6	2	--	--	3.89	0.89	
Materiel Maintenance Management	3159	72% 16% 12%					19	54	16	8	3	--	--	3.76	0.96	
Engineers and Scientists (Construction)	4726	74% 15% 12%					17	57	15	9	3	--	--	3.76	0.94	
Security	509	78% 12% 10%					21	56	12	7	3	--	--	3.87	0.92	
Quality Assurance Specialists (Ammunition Surveillance)	249	71% 16% 13%					17	53	16	9	4	--	--	3.71	0.98	
Public Affairs and Communication Media	343	75% 13% 13%					19	55	13	9	4	--	--	3.78	0.98	
Transportation Management	388	77% 12% 11%					23	54	12	7	4	--	--	3.86	0.98	
Manpower and Force Management	1277	73% 14% 14%					17	56	14	10	3	--	--	3.73	0.97	
Housing Management	162	72% 15% 13%					20	52	15	9	4	--	--	3.75	0.99	
Equal Employment Opportunity	145	75% 12% 12%					21	54	12	10	2	--	--	3.82	0.95	
Education Services	224	76% 12% 12%					27	49	12	8	4	--	--	3.88	1.02	
Training	2368	77% 13% 10%					24	53	13	7	3	--	--	3.88	0.95	
Ammunition Management	496	74% 15% 11%					18	56	15	8	3	--	--	3.78	0.94	
Information Mission Area (IMA)	4024	67% 17% 15%					16	51	17	11	4	--	--	3.64	1.02	
Intelligence (Excepted Services Only)	1277	77% 13% 10%					20	56	13	8	3	--	--	3.85	0.92	
Military Personnel Management	389	74% 15% 11%					14	60	15	8	3	--	--	3.74	0.91	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP and MANAGEMENT</b>																
2g. Managers review and evaluate the organization's progress toward meeting its goals and objectives.																
Total Army	78595						15	48	22	10	5	--	--	3.58	1.01	
<b>Total Career Program</b>	35389						14	50	22	10	4	--	--	3.59	0.99	
Civilian Personnel Administration	1049						19	53	17	8	4	--	--	3.75	0.97	
Comptroller	3945						15	51	20	10	5	--	--	3.62	1.00	
Safety Management	564						16	50	21	10	3	--	--	3.66	0.97	
Supply Management	2260						15	48	22	10	4	--	--	3.60	1.00	
Contracting and Acquisition	2639						16	51	20	9	4	--	--	3.65	0.97	
Quality and Reliability Assurance	575						14	47	23	11	4	--	--	3.56	1.01	
Engineers and Scientists (Non-Construction)	5561						14	51	22	9	3	--	--	3.63	0.95	
Materiel Maintenance Management	3015						14	50	23	10	3	--	--	3.61	0.96	
Engineers and Scientists (Construction)	4381						12	53	22	10	3	--	--	3.59	0.94	
Security	485						16	47	22	11	5	--	--	3.59	1.03	
Quality Assurance Specialists (Ammunition Surveillance)	237						12	49	25	9	5	--	--	3.54	0.99	
Public Affairs and Communication Media	327						13	50	20	15	3	--	--	3.54	0.99	
Transportation Management	372						13	49	23	9	6	--	--	3.55	1.03	
Manpower and Force Management	1225						13	49	22	12	4	--	--	3.54	1.00	
Housing Management	157						18	39	24	13	6	--	--	3.52	1.10	
Equal Employment Opportunity	138						14	47	29	6	4	--	--	3.63	0.93	
Education Services	214						17	48	18	8	9	--	--	3.57	1.13	
Training	2271						15	47	23	10	5	--	--	3.58	1.02	
Ammunition Management	468						11	53	22	9	5	--	--	3.56	0.97	
Information Mission Area (IMA)	3776						12	45	25	12	6	--	--	3.47	1.03	
Intelligence (Excepted Services Only)	1211						13	47	24	12	5	--	--	3.52	1.00	
Military Personnel Management	361						12	55	22	7	3	--	--	3.66	0.88	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP and MANAGEMENT</b>																
2h. There are generally good relationships between the union(s) and management here.																
Total Army	54619						10	34	38	10	8	--	+1	3.28	1.04	
<b>Total Career Program</b>	21751						10	35	41	8	6	--	+2	3.34	0.98	
Civilian Personnel Administration	688						13	41	36	7	3	--	-10	3.54	0.90	
Comptroller	2331						9	36	43	7	5	--	+1	3.35	0.93	
Safety Management	370						9	34	39	10	8	--	-5	3.24	1.03	
Supply Management	1581						12	38	39	7	5	--	+1	3.46	0.95	
Contracting and Acquisition	1657						11	35	42	7	5	--	+5	3.38	0.96	
Quality and Reliability Assurance	434						10	37	38	9	6	--	-1	3.37	0.99	
Engineers and Scientists (Non-Construction)	3090						11	36	39	9	6	--	+5	3.37	0.98	
Matériel Maintenance Management	2145						10	34	41	8	6	--	+6	3.34	0.97	
Engineers and Scientists (Construction)	2252						8	37	40	9	6	--	+8	3.32	0.94	
Security	292						8	32	42	12	7	--	-3	3.21	0.99	
Quality Assurance Specialists (Ammunition Surveillance)	167						7	31	48	10	4	--	-13	3.26	0.89	
Public Affairs and Communication Media	203						10	31	43	8	8	--	+1	3.27	1.02	
Transportation Management	258						10	28	41	12	9	--	+1	3.17	1.07	
Manpower and Force Management	743						9	37	40	8	5	--	-4	3.37	0.95	
Housing Management	113						13	36	30	9	12	--	+1	3.31	1.16	
Equal Employment Opportunity	110						7	35	35	14	8	--	-5	3.20	1.03	
Education Services	119						14	31	34	5	15	--	-6	3.24	1.22	
Training	1539						9	33	41	9	8	--	-7	3.27	1.02	
Ammunition Management	356						7	38	38	10	6	--	-5	3.31	0.96	
Information Mission Area (IMA)	2433						9	32	42	9	8	--	+3	3.24	1.01	
Intelligence (Excepted Services Only)	546						9	28	53	5	5	--	-5	3.28	0.90	
Military Personnel Management	242						7	32	42	8	11	--	--	3.17	1.05	

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
 ■ = % Unfavorable (Disagree)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Military	Civilian
<b>SUPERVISION</b>			
3. Is your immediate supervisor military or civilian?			
Total Army	74397	14%	86%
<b>Total Career Program</b>	34177	8%	92%
Civilian Personnel Administration	1020	1%	99%
Comptroller	3831	6%	94%
Safety Management	520	13%	87%
Supply Management	2140	8%	92%
Contracting and Acquisition	2586	2%	98%
Quality and Reliability Assurance	528	7%	93%
Engineers and Scientists (Non-Construction)	5469	4%	96%
Materiel Maintenance Management	2815	13%	87%
Engineers and Scientists (Construction)	4405	2%	98%
Security	457	15%	85%
Quality Assurance Specialists (Ammunition Surveillance)	228	7%	93%
Public Affairs and Communication Media	303	17%	83%
Transportation Management	339	12%	88%
Manpower and Force Management	1177	11%	89%
Housing Management	142	0%	100%
Equal Employment Opportunity	136	4%	96%
Education Services	195	21%	79%
Training	2113	24%	76%
Ammunition Management	456	2%	98%
Information Mission Area (IMA)	3658	9%	91%
Intelligence (Excepted Services Only)	1159	16%	84%
Military Personnel Management	348	27%	73%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>SUPERVISION</b>																
4a. Discussions with my supervisor/team leader about my performance are worthwhile.																
Total Army	81998	68% 16% 16%					26	42	16	10	6	+9	+9	3.72	1.14	
<b>Total Career Program</b>	37167	70% 15% 15%					26	43	15	9	6	+8	+9	3.75	1.11	
Civilian Personnel Administration	1080	71% 15% 14%					31	40	15	9	5	+5	-1	3.83	1.11	
Comptroller	4109	69% 15% 16%					26	43	15	10	6	+7	+8	3.73	1.13	
Safety Management	574	70% 18% 13%					30	40	18	7	5	+12	+7	3.82	1.10	
Supply Management	2359	70% 15% 15%					28	42	15	9	6	+4	+7	3.78	1.13	
Contracting and Acquisition	2774	72% 15% 13%					28	44	15	8	5	+9	+10	3.81	1.08	
Quality and Reliability Assurance	596	68% 15% 17%					26	42	15	11	6	+5	+8	3.71	1.15	
Engineers and Scientists (Non-Construction)	5949	72% 14% 14%					26	46	14	9	5	+11	+12	3.79	1.09	
Matériel Maintenance Management	3116	68% 17% 15%					24	44	17	9	5	+7	+11	3.72	1.08	
Engineers and Scientists (Construction)	4703	72% 13% 15%					25	47	13	10	5	+12	+10	3.77	1.08	
Security	506	70% 14% 15%					29	41	14	10	6	+5	+6	3.79	1.13	
Quality Assurance Specialists (Ammunition Surveillance)	245	65% 20% 15%					18	47	20	8	7	+6	+4	3.62	1.07	
Public Affairs and Communication Media	335	69% 13% 18%					25	44	13	12	6	+12	+6	3.69	1.15	
Transportation Management	377	67% 19% 14%					28	39	19	9	5	+1	+9	3.77	1.10	
Manpower and Force Management	1281	69% 15% 16%					28	41	15	9	7	+9	+4	3.74	1.15	
Housing Management	162	67% 15% 18%					27	40	15	10	8	+10	+3	3.67	1.20	
Equal Employment Opportunity	144	74% 10% 15%					34	40	10	9	6	+14	+8	3.87	1.16	
Education Services	225	65% 13% 22%					29	36	13	7	15	+5	+10	3.58	1.37	
Training	2347	70% 16% 14%					28	42	16	8	6	+5	+5	3.78	1.12	
Ammunition Management	498	70% 16% 14%					23	47	16	9	5	+5	+2	3.74	1.07	
Information Mission Area (IMA)	3963	65% 17% 18%					24	41	17	11	7	+10	+10	3.66	1.15	
Intelligence (Excepted Services Only)	1275	69% 14% 17%					27	42	14	11	6	+9	+9	3.72	1.15	
Military Personnel Management	382	70% 18% 13%					28	42	18	8	5	--	--	3.80	1.08	

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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev		
		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
<b>SUPERVISION</b>																	
4b. My supervisor supports my need to balance work and family issues.																	
Total Army	82196	81%					11%	8%	40	41	11	4	4	--	--	4.10	0.99
<b>Total Career Program</b>	37243	84%					10%	6%	42	42	10	3	3	--	--	4.16	0.94
Civilian Personnel Administration	1084	86%					8%	7%	46	39	8	4	2	--	--	4.23	0.94
Comptroller	4144	84%					9%	7%	41	43	9	4	3	--	--	4.14	0.96
Safety Management	580	84%					9%	7%	46	39	9	4	2	--	--	4.21	0.94
Supply Management	2358	83%					11%	6%	40	43	11	3	3	--	--	4.15	0.92
Contracting and Acquisition	2811	83%					10%	7%	42	42	10	4	3	--	--	4.15	0.95
Quality and Reliability Assurance	597	81%					12%	7%	36	45	12	4	3	--	--	4.07	0.95
Engineers and Scientists (Non-Construction)	5915	86%					9%	5%	45	42	9	3	2	--	--	4.25	0.87
Matériel Maintenance Management	3121	80%					13%	7%	36	44	13	4	3	--	--	4.07	0.95
Engineers and Scientists (Construction)	4694	85%					9%	6%	45	41	9	3	3	--	--	4.21	0.92
Security	509	85%					9%	6%	46	39	9	4	3	--	--	4.22	0.94
Quality Assurance Specialists (Ammunition Surveillance)	246	79%					12%	9%	33	46	12	4	5	--	--	3.99	1.02
Public Affairs and Communication Media	335	85%					9%	6%	42	43	9	4	3	--	--	4.18	0.93
Transportation Management	382	81%					12%	7%	35	46	12	3	4	--	--	4.05	0.96
Manpower and Force Management	1283	83%					10%	7%	44	39	10	4	3	--	--	4.16	0.97
Housing Management	164	83%					9%	8%	41	41	9	4	4	--	--	4.13	0.99
Equal Employment Opportunity	142	85%					9%	6%	51	34	9	3	4	--	--	4.25	0.98
Education Services	224	81%					6%	13%	43	38	6	5	8	--	--	4.04	1.18
Training	2357	85%					10%	6%	42	43	10	3	2	--	--	4.19	0.90
Ammunition Management	495	82%					13%	5%	37	45	13	3	2	--	--	4.12	0.89
Information Mission Area (IMA)	3981	81%					12%	7%	39	42	12	4	3	--	--	4.09	0.98
Intelligence (Excepted Services Only)	1271	85%					9%	6%	44	41	9	3	3	--	--	4.20	0.93
Military Personnel Management	382	86%					9%	5%	41	45	9	3	2	--	--	4.19	0.88

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>SUPERVISION</b>																
4c. Supervisors/team leaders in my work unit support employee development.																
Total Army	82313	70% 15% 15%					29	41	15	9	6	+5	+5	3.79	1.13	
<b>Total Career Program</b>	37416	75% 13% 12%					32	43	13	7	4	+6	+5	3.91	1.07	
Civilian Personnel Administration	1095	78% 11% 11%					36	43	11	7	4	+4	-1	4.00	1.04	
Comptroller	4146	74% 13% 13%					31	43	13	8	5	+2	+3	3.88	1.08	
Safety Management	578	77% 11% 12%					34	43	11	9	3	+9	+4	3.96	1.04	
Supply Management	2360	75% 14% 11%					32	43	14	7	4	+5	+3	3.92	1.05	
Contracting and Acquisition	2825	79% 11% 10%					34	45	11	6	4	+4	+6	3.99	1.02	
Quality and Reliability Assurance	600	74% 13% 14%					30	44	13	9	5	+1	+7	3.84	1.10	
Engineers and Scientists (Non-Construction)	5977	80% 11% 9%					35	45	11	6	3	+7	+7	4.03	0.99	
Matériel Maintenance Management	3137	73% 16% 11%					29	44	16	7	4	+4	+7	3.87	1.04	
Engineers and Scientists (Construction)	4714	77% 12% 11%					32	45	12	7	4	+8	+6	3.93	1.04	
Security	511	73% 13% 14%					33	41	13	9	5	+3	+4	3.87	1.12	
Quality Assurance Specialists (Ammunition Surveillance)	250	72% 15% 13%					21	51	15	8	5	-1	-6	3.75	1.03	
Public Affairs and Communication Media	337	69% 14% 17%					30	39	14	11	6	+6	+2	3.76	1.17	
Transportation Management	383	69% 17% 13%					30	39	17	7	6	-3	+7	3.80	1.13	
Manpower and Force Management	1281	73% 13% 13%					34	39	13	8	5	+5	+3	3.89	1.12	
Housing Management	162	64% 17% 20%					31	32	17	13	7	+8	0	3.69	1.23	
Equal Employment Opportunity	145	74% 13% 13%					43	31	13	8	5	+10	-6	3.99	1.15	
Education Services	226	70% 10% 19%					35	36	10	8	12	+4	+10	3.73	1.32	
Training	2357	73% 14% 13%					32	41	14	8	5	+4	+5	3.88	1.09	
Ammunition Management	499	75% 13% 12%					30	45	13	8	4	+1	-2	3.90	1.04	
Information Mission Area (IMA)	4004	69% 16% 15%					29	41	16	9	6	+11	+8	3.77	1.13	
Intelligence (Excepted Services Only)	1274	73% 13% 14%					31	43	13	9	5	+13	+7	3.85	1.10	
Military Personnel Management	387	70% 16% 14%					29	41	16	9	5	--	--	3.81	1.10	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>SUPERVISION</b>																
4d. Overall, my immediate supervisor/team leader is doing a good job.																
Total Army	82749	72% 14% 14%					33	39	14	8	6	+1	+1	3.84	1.15	
<b>Total Career Program</b>	37544	74% 14% 12%					34	40	14	7	5	+2	+2	3.90	1.11	
Civilian Personnel Administration	1098	76% 12% 12%					39	37	12	7	5	-1	-6	3.98	1.11	
Comptroller	4163	73% 13% 14%					33	40	13	8	6	+3	+1	3.87	1.13	
Safety Management	578	75% 14% 11%					37	38	14	7	4	+4	0	3.96	1.08	
Supply Management	2377	74% 15% 11%					34	40	15	7	4	0	+1	3.93	1.06	
Contracting and Acquisition	2830	76% 13% 11%					36	40	13	7	5	+2	+3	3.97	1.08	
Quality and Reliability Assurance	601	72% 13% 15%					29	43	13	8	6	0	+1	3.81	1.13	
Engineers and Scientists (Non-Construction)	5989	77% 12% 11%					35	42	12	7	4	+2	+5	3.95	1.07	
Matériel Maintenance Management	3141	72% 16% 12%					31	41	16	6	5	+1	+3	3.86	1.09	
Engineers and Scientists (Construction)	4740	75% 13% 12%					35	41	13	7	5	+2	+3	3.93	1.09	
Security	512	74% 14% 12%					37	37	14	7	5	-1	+1	3.94	1.12	
Quality Assurance Specialists (Ammunition Surveillance)	253	75% 16% 9%					27	48	16	4	6	+6	+4	3.88	1.03	
Public Affairs and Communication Media	339	72% 13% 15%					33	39	13	7	8	0	+2	3.83	1.19	
Transportation Management	385	71% 15% 14%					34	38	15	6	8	-4	+4	3.83	1.18	
Manpower and Force Management	1287	72% 13% 15%					35	37	13	8	6	+1	-2	3.86	1.17	
Housing Management	163	69% 17% 15%					30	39	17	9	6	+7	-5	3.79	1.13	
Equal Employment Opportunity	144	74% 10% 16%					41	33	10	9	7	+4	-3	3.92	1.22	
Education Services	226	73% 8% 19%					36	37	8	7	12	-4	+3	3.78	1.33	
Training	2371	75% 14% 11%					35	40	14	6	5	-1	-1	3.93	1.09	
Ammunition Management	505	73% 15% 12%					31	42	15	6	6	-2	0	3.87	1.10	
Information Mission Area (IMA)	4011	70% 16% 14%					31	38	16	8	6	+7	+2	3.81	1.15	
Intelligence (Excepted Services Only)	1274	74% 13% 12%					34	40	13	7	5	+2	+5	3.91	1.11	
Military Personnel Management	387	75% 14% 12%					34	41	14	7	4	--	--	3.93	1.08	

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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>SUPERVISION</b>																
4e. I have trust and confidence in my supervisor.																
Total Army	82837	67% 15% 17%					32	35	15	9	8	--	--	3.74	1.23	
<b>Total Career Program</b>	37599	70% 14% 15%					33	37	14	9	7	--	--	3.81	1.18	
Civilian Personnel Administration	1099	71% 13% 16%					38	33	13	9	7	--	--	3.87	1.21	
Comptroller	4167	69% 14% 17%					33	35	14	9	8	--	--	3.77	1.22	
Safety Management	578	72% 15% 13%					38	34	15	7	6	--	--	3.92	1.15	
Supply Management	2383	71% 15% 15%					32	39	15	9	6	--	--	3.82	1.15	
Contracting and Acquisition	2833	71% 15% 14%					34	37	15	8	6	--	--	3.86	1.15	
Quality and Reliability Assurance	602	66% 17% 17%					28	38	17	9	7	--	--	3.70	1.18	
Engineers and Scientists (Non-Construction)	5992	74% 13% 13%					34	40	13	8	6	--	--	3.88	1.13	
Matériel Maintenance Management	3141	68% 18% 15%					30	38	18	8	7	--	--	3.76	1.16	
Engineers and Scientists (Construction)	4746	73% 12% 15%					35	38	12	8	6	--	--	3.87	1.17	
Security	512	71% 13% 16%					35	36	13	9	7	--	--	3.84	1.20	
Quality Assurance Specialists (Ammunition Surveillance)	252	67% 20% 13%					26	42	20	6	7	--	--	3.74	1.11	
Public Affairs and Communication Media	339	68% 14% 18%					35	32	14	9	9	--	--	3.75	1.27	
Transportation Management	388	68% 16% 17%					33	35	16	9	8	--	--	3.76	1.22	
Manpower and Force Management	1294	67% 14% 19%					35	32	14	11	8	--	--	3.75	1.26	
Housing Management	164	63% 19% 18%					30	32	19	8	10	--	--	3.65	1.27	
Equal Employment Opportunity	145	68% 12% 20%					39	29	12	8	12	--	--	3.76	1.36	
Education Services	226	69% 9% 21%					37	32	9	7	14	--	--	3.71	1.39	
Training	2374	71% 14% 15%					34	37	14	8	7	--	--	3.83	1.18	
Ammunition Management	501	68% 17% 15%					30	38	17	8	7	--	--	3.76	1.17	
Information Mission Area (IMA)	4021	66% 16% 18%					31	35	16	10	8	--	--	3.71	1.24	
Intelligence (Excepted Services Only)	1283	71% 13% 16%					34	37	13	9	7	--	--	3.81	1.19	
Military Personnel Management	388	71% 15% 13%					34	37	15	9	4	--	--	3.88	1.11	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>SUPERVISION</b>																
4f. My supervisor/team leader listens to what I have to say.																
Total Army	82739	72% 14% 14%					33	40	14	7	6	--	--	3.86	1.14	
<b>Total Career Program</b>	37542	75% 13% 12%					34	41	13	7	5	--	--	3.93	1.09	
Civilian Personnel Administration	1097	78% 10% 12%					40	38	10	6	5	--	--	4.01	1.11	
Comptroller	4164	74% 13% 13%					33	40	13	7	6	--	--	3.88	1.13	
Safety Management	578	75% 13% 11%					39	36	13	8	4	--	--	3.99	1.08	
Supply Management	2378	75% 13% 12%					34	41	13	7	5	--	--	3.92	1.08	
Contracting and Acquisition	2828	76% 13% 10%					36	41	13	6	5	--	--	3.97	1.06	
Quality and Reliability Assurance	601	73% 13% 14%					29	43	13	8	6	--	--	3.82	1.12	
Engineers and Scientists (Non-Construction)	5986	79% 12% 10%					35	44	12	5	5	--	--	4.00	1.04	
Matériel Maintenance Management	3136	72% 16% 11%					30	42	16	6	5	--	--	3.86	1.08	
Engineers and Scientists (Construction)	4736	78% 12% 11%					35	43	12	6	5	--	--	3.98	1.06	
Security	510	78% 9% 12%					36	42	9	7	5	--	--	3.97	1.10	
Quality Assurance Specialists (Ammunition Surveillance)	252	77% 12% 11%					26	51	12	4	6	--	--	3.87	1.05	
Public Affairs and Communication Media	338	73% 13% 14%					36	37	13	7	7	--	--	3.89	1.16	
Transportation Management	385	72% 15% 13%					33	39	15	8	5	--	--	3.86	1.12	
Manpower and Force Management	1295	74% 12% 14%					36	38	12	8	6	--	--	3.91	1.15	
Housing Management	164	73% 13% 15%					34	39	13	9	6	--	--	3.85	1.15	
Equal Employment Opportunity	144	79% 12% 9%					45	34	12	2	7	--	--	4.08	1.13	
Education Services	226	75% 5 20%					39	36	5	8	12	--	--	3.83	1.34	
Training	2366	76% 13% 11%					34	41	13	7	4	--	--	3.95	1.06	
Ammunition Management	501	74% 14% 12%					32	43	14	7	6	--	--	3.87	1.10	
Information Mission Area (IMA)	4021	71% 15% 14%					32	39	15	8	6	--	--	3.83	1.15	
Intelligence (Excepted Services Only)	1278	77% 12% 12%					36	40	12	7	5	--	--	3.96	1.09	
Military Personnel Management	389	76% 15% 9%					35	41	15	6	3	--	--	3.99	1.00	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
TRAINING and DEVELOPMENT																
5a. My training needs are assessed.																
Total Army	80635						14	45	18	16	7	--	--	3.44	1.12	
<b>Total Career Program</b>	36742						16	47	16	15	6	--	--	3.54	1.10	
Civilian Personnel Administration	1079						15	50	13	16	6	--	--	3.53	1.10	
Comptroller	4069						17	49	15	14	5	--	--	3.60	1.07	
Safety Management	576						12	43	19	16	10	--	--	3.32	1.17	
Supply Management	2338						22	49	15	10	4	--	--	3.75	1.03	
Contracting and Acquisition	2790						23	51	12	10	3	--	--	3.81	1.01	
Quality and Reliability Assurance	592						16	49	19	11	5	--	--	3.60	1.04	
Engineers and Scientists (Non-Construction)	5851						22	52	14	10	3	--	--	3.82	0.98	
Materiel Maintenance Management	3094						18	50	16	11	4	--	--	3.67	1.03	
Engineers and Scientists (Construction)	4632						12	47	17	17	6	--	--	3.43	1.10	
Security	500						9	42	17	21	11	--	--	3.16	1.19	
Quality Assurance Specialists (Ammunition Surveillance)	249						8	48	18	20	6	--	--	3.34	1.06	
Public Affairs and Communication Media	329						6	36	18	26	13	--	--	2.97	1.18	
Transportation Management	382						12	50	17	15	7	--	--	3.44	1.09	
Manpower and Force Management	1235						12	45	17	18	8	--	--	3.36	1.14	
Housing Management	163						14	33	20	21	11	--	--	3.18	1.23	
Equal Employment Opportunity	144						14	44	13	22	7	--	--	3.36	1.17	
Education Services	222						14	41	16	19	10	--	--	3.29	1.21	
Training	2331						11	45	19	18	7	--	--	3.35	1.11	
Ammunition Management	493						15	55	15	11	4	--	--	3.67	0.98	
Information Mission Area (IMA)	3889						11	40	20	20	9	--	--	3.25	1.16	
Intelligence (Excepted Services Only)	1248						10	41	18	23	8	--	--	3.22	1.15	
Military Personnel Management	372						11	41	22	19	8	--	--	3.29	1.12	

■ = % Favorable (Agree)  
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 ■ = % Unfavorable (Disagree)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>TRAINING and DEVELOPMENT</b>																
5b. My work unit is able to recruit people with the right skills.																
Total Army	81361	53% 22% 25%					11	42	22	18	7	+7	+6	3.31	1.10	
<b>Total Career Program</b>	37009	56% 21% 23%					12	44	21	17	6	+8	+8	3.39	1.08	
Civilian Personnel Administration	1081	61% 18% 20%					13	48	18	16	4	+1	-7	3.50	1.04	
Comptroller	4112	59% 18% 22%					13	46	18	17	6	+7	+9	3.45	1.09	
Safety Management	578	56% 21% 23%					12	44	21	16	7	+9	+3	3.39	1.09	
Supply Management	2356	59% 21% 20%					15	44	21	15	5	+12	+15	3.48	1.07	
Contracting and Acquisition	2791	66% 18% 16%					16	50	18	12	4	+20	+22	3.62	1.01	
Quality and Reliability Assurance	593	58% 24% 18%					10	47	24	13	5	+10	+14	3.45	1.01	
Engineers and Scientists (Non-Construction)	5875	61% 20% 19%					15	46	20	15	4	+12	+12	3.53	1.03	
Materiel Maintenance Management	3108	58% 21% 21%					12	46	21	16	5	+14	+16	3.45	1.05	
Engineers and Scientists (Construction)	4658	56% 20% 24%					9	47	20	18	6	+9	+9	3.36	1.05	
Security	504	50% 19% 31%					9	41	19	21	10	-3	0	3.18	1.15	
Quality Assurance Specialists (Ammunition Surveillance)	249	49% 22% 29%					5	44	22	24	5	+3	+10	3.20	1.01	
Public Affairs and Communication Media	334	37% 21% 42%					6	31	21	30	12	-10	-14	2.90	1.16	
Transportation Management	383	52% 21% 27%					10	42	21	20	7	+4	+9	3.28	1.10	
Manpower and Force Management	1271	52% 21% 28%					9	42	21	20	8	-2	-4	3.25	1.11	
Housing Management	162	46% 22% 32%					12	34	22	25	7	+8	+8	3.19	1.14	
Equal Employment Opportunity	143	59% 20% 22%					17	42	20	17	5	+5	-6	3.49	1.10	
Education Services	222	44% 23% 33%					10	34	23	23	11	-10	0	3.10	1.18	
Training	2338	52% 22% 26%					10	41	22	20	7	+1	-1	3.29	1.10	
Ammunition Management	493	60% 20% 19%					11	50	20	14	5	+13	+8	3.47	1.02	
Information Mission Area (IMA)	3948	46% 24% 30%					9	37	24	22	9	+7	+3	3.16	1.12	
Intelligence (Excepted Services Only)	1261	46% 24% 30%					7	39	24	23	7	-4	-1	3.16	1.08	
Military Personnel Management	379	43% 24% 33%					7	36	24	24	8	--	--	3.09	1.10	

■ = % Favorable (Agree)  
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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>TRAINING and DEVELOPMENT</b>																
5c. I have received sufficient training to be competitive for jobs at the next higher level.																
Total Army	79096						9	40	26	16	8	+2	+3	3.27	1.08	
<b>Total Career Program</b>	35966						9	43	25	16	7	0	0	3.33	1.06	
Civilian Personnel Administration	1061						10	48	21	17	4	-6	-9	3.42	1.02	
Comptroller	3956						9	45	26	14	6	-2	-3	3.38	1.03	
Safety Management	562						11	41	24	16	9	+4	-5	3.28	1.13	
Supply Management	2262						10	40	28	15	6	-7	-6	3.34	1.04	
Contracting and Acquisition	2686						9	41	26	16	7	-16	-15	3.29	1.08	
Quality and Reliability Assurance	579						8	41	28	17	6	-10	-2	3.28	1.04	
Engineers and Scientists (Non-Construction)	5743						11	47	23	13	5	+2	+3	3.47	1.02	
Matériel Maintenance Management	3029						9	40	27	16	8	-3	+2	3.27	1.07	
Engineers and Scientists (Construction)	4567						8	47	24	15	7	+7	+8	3.34	1.04	
Security	488						11	39	25	16	8	-6	-4	3.29	1.11	
Quality Assurance Specialists (Ammunition Surveillance)	241						4	33	37	20	6	-25	-27	3.10	0.96	
Public Affairs and Communication Media	323						7	40	24	19	10	+3	-8	3.15	1.12	
Transportation Management	373						8	43	25	17	7	-2	-5	3.27	1.06	
Manpower and Force Management	1235						8	43	25	16	8	-1	-6	3.27	1.08	
Housing Management	161						9	37	25	19	10	+5	+6	3.16	1.14	
Equal Employment Opportunity	139						11	38	27	20	4	-6	-10	3.31	1.04	
Education Services	218						14	46	18	14	7	+9	+20	3.45	1.12	
Training	2298						10	42	26	15	7	+5	+5	3.33	1.07	
Ammunition Management	478						8	45	25	15	7	-8	-3	3.32	1.05	
Information Mission Area (IMA)	3827						7	37	29	18	9	+9	+5	3.16	1.08	
Intelligence (Excepted Services Only)	1215						8	45	24	16	6	+6	+2	3.33	1.04	
Military Personnel Management	363						8	43	28	13	8	--	--	3.31	1.05	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
TRAINING and DEVELOPMENT																
5d. I am satisfied with the career progression opportunities available to me.																
Total Army	81432						12	36	23	20	10	+8	+8	3.21	1.17	
<b>Total Career Program</b>	36935						13	40	23	18	7	+6	+6	3.34	1.12	
Civilian Personnel Administration	1087						15	45	19	16	5	-1	-6	3.49	1.08	
Comptroller	4118						13	43	21	17	7	+3	+3	3.39	1.11	
Safety Management	575						15	38	24	17	7	+9	+4	3.38	1.12	
Supply Management	2348						15	41	21	17	6	+3	+5	3.44	1.11	
Contracting and Acquisition	2803						17	48	18	13	4	+7	+7	3.60	1.05	
Quality and Reliability Assurance	593						13	44	21	16	7	+8	+17	3.39	1.11	
Engineers and Scientists (Non-Construction)	5818						15	44	23	14	5	+9	+9	3.51	1.05	
Matériel Maintenance Management	3112						13	41	24	16	6	+6	+10	3.39	1.10	
Engineers and Scientists (Construction)	4620						9	38	26	20	7	+6	+5	3.23	1.09	
Security	503						12	39	20	19	10	+8	+8	3.24	1.18	
Quality Assurance Specialists (Ammunition Surveillance)	252						10	42	21	20	6	-11	-9	3.32	1.08	
Public Affairs and Communication Media	336						10	33	24	24	10	+9	-6	3.10	1.15	
Transportation Management	380						10	41	21	18	10	+4	+2	3.23	1.15	
Manpower and Force Management	1270						12	39	22	19	9	+1	-3	3.28	1.15	
Housing Management	163						10	36	18	22	14	+18	+7	3.06	1.25	
Equal Employment Opportunity	143						21	38	18	17	6	+10	0	3.50	1.18	
Education Services	223						15	34	19	22	9	+9	+23	3.23	1.22	
Training	2323						12	35	24	20	9	+8	+7	3.20	1.16	
Ammunition Management	491						11	44	21	19	5	+5	+1	3.37	1.06	
Information Mission Area (IMA)	3960						9	32	24	24	11	+10	+5	3.05	1.16	
Intelligence (Excepted Services Only)	1263						10	35	24	22	9	+7	+3	3.15	1.14	
Military Personnel Management	385						11	35	24	21	9	--	--	3.20	1.15	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents 5 4 3 2 1	% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev
		0%	20%	40%	60%	80%					
<b>TRAINING and DEVELOPMENT</b>											
5e. The Army invests adequate resources for training and developing its civilian work force.											
Total Army	81803						10 33 21 21 14	--	--	3.05	1.23
<b>Total Career Program</b>	37127						12 39 21 18 10	--	--	3.23	1.18
Civilian Personnel Administration	1087						14 47 19 14 6	--	--	3.49	1.09
Comptroller	4112						13 42 20 16 9	--	--	3.33	1.15
Safety Management	582						14 36 22 19 9	--	--	3.28	1.18
Supply Management	2359						15 40 20 18 8	--	--	3.36	1.17
Contracting and Acquisition	2811						17 45 17 15 7	--	--	3.50	1.13
Quality and Reliability Assurance	597						10 41 18 19 13	--	--	3.17	1.22
Engineers and Scientists (Non-Construction)	5887						13 41 21 17 9	--	--	3.32	1.16
Materiel Maintenance Management	3118						13 40 21 17 9	--	--	3.32	1.17
Engineers and Scientists (Construction)	4674						10 40 23 18 10	--	--	3.22	1.14
Security	506						10 28 18 26 18	--	--	2.87	1.29
Quality Assurance Specialists (Ammunition Surveillance)	252						10 48 22 13 6	--	--	3.41	1.04
Public Affairs and Communication Media	339						6 28 23 28 15	--	--	2.84	1.18
Transportation Management	383						8 39 19 22 13	--	--	3.08	1.19
Manpower and Force Management	1274						12 37 22 18 11	--	--	3.21	1.20
Housing Management	162						10 28 20 23 19	--	--	2.90	1.29
Equal Employment Opportunity	144						17 35 22 19 6	--	--	3.37	1.15
Education Services	225						11 32 14 23 20	--	--	2.93	1.33
Training	2341						11 32 22 22 14	--	--	3.03	1.23
Ammunition Management	490						11 41 22 17 9	--	--	3.27	1.14
Information Mission Area (IMA)	3965						8 31 24 23 14	--	--	2.95	1.20
Intelligence (Excepted Services Only)	1268						8 31 23 24 14	--	--	2.96	1.19
Military Personnel Management	383						9 36 20 22 12	--	--	3.08	1.20

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
TRAINING and DEVELOPMENT																
5f. I am given a real opportunity to improve my skills in my organization.																
Total Army	81981						13	38	23	16	9	--	--	3.29	1.16	
<b>Total Career Program</b>	37264						14	43	22	14	7	--	--	3.44	1.10	
Civilian Personnel Administration	1089						17	47	21	11	4	--	--	3.61	1.02	
Comptroller	4126						14	44	21	14	7	--	--	3.45	1.10	
Safety Management	580						16	42	22	14	6	--	--	3.47	1.11	
Supply Management	2360						17	43	21	14	6	--	--	3.52	1.09	
Contracting and Acquisition	2810						18	47	19	11	5	--	--	3.60	1.07	
Quality and Reliability Assurance	598						12	44	23	13	7	--	--	3.41	1.09	
Engineers and Scientists (Non-Construction)	5932						18	46	21	11	5	--	--	3.60	1.05	
Materiel Maintenance Management	3132						15	44	23	12	6	--	--	3.50	1.07	
Engineers and Scientists (Construction)	4710						12	46	23	14	6	--	--	3.44	1.06	
Security	508						12	37	23	18	11	--	--	3.19	1.19	
Quality Assurance Specialists (Ammunition Surveillance)	251						8	47	26	14	6	--	--	3.35	1.02	
Public Affairs and Communication Media	335						9	37	22	22	10	--	--	3.13	1.15	
Transportation Management	384						11	39	21	20	9	--	--	3.24	1.15	
Manpower and Force Management	1271						14	42	21	16	8	--	--	3.36	1.15	
Housing Management	164						15	28	20	24	14	--	--	3.05	1.29	
Equal Employment Opportunity	144						20	35	22	20	2	--	--	3.51	1.09	
Education Services	226						14	39	21	14	12	--	--	3.29	1.22	
Training	2358						14	39	23	15	8	--	--	3.34	1.14	
Ammunition Management	495						12	46	23	12	7	--	--	3.45	1.06	
Information Mission Area (IMA)	3967						11	35	25	18	10	--	--	3.18	1.16	
Intelligence (Excepted Services Only)	1269						11	39	25	17	7	--	--	3.30	1.10	
Military Personnel Management	385						11	39	23	18	9	--	--	3.26	1.14	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>TRAINING and DEVELOPMENT</b>																
5g. I am interested in receiving training in skills related to but different from those I use on my current job.																
Total Army	82379						30	47	17	5	1	--	--	3.98	0.89	
<b>Total Career Program</b>	37412						26	48	18	6	1	--	--	3.93	0.89	
Civilian Personnel Administration	1095						26	46	18	9	2	--	--	3.85	0.97	
Comptroller	4144						26	48	18	7	1	--	--	3.91	0.90	
Safety Management	581						25	50	18	5	1	--	--	3.94	0.86	
Supply Management	2375						31	47	17	4	1	--	--	4.02	0.86	
Contracting and Acquisition	2819						27	49	17	6	1	--	--	3.96	0.87	
Quality and Reliability Assurance	603						26	49	19	5	1	--	--	3.93	0.87	
Engineers and Scientists (Non-Construction)	5952						23	49	20	7	1	--	--	3.85	0.89	
Materiel Maintenance Management	3140						28	49	18	5	1	--	--	3.98	0.86	
Engineers and Scientists (Construction)	4718						23	50	19	6	1	--	--	3.87	0.87	
Security	508						31	44	16	6	2	--	--	3.97	0.95	
Quality Assurance Specialists (Ammunition Surveillance)	253						21	49	21	8	1	--	--	3.81	0.89	
Public Affairs and Communication Media	338						30	48	14	6	1	--	--	3.99	0.91	
Transportation Management	384						32	47	14	7	1	--	--	4.01	0.89	
Manpower and Force Management	1281						29	48	15	7	2	--	--	3.94	0.93	
Housing Management	163						42	40	13	4	1	--	--	4.18	0.88	
Equal Employment Opportunity	144						33	40	17	6	5	--	--	3.91	1.07	
Education Services	226						29	45	15	9	3	--	--	3.88	1.01	
Training	2363						30	49	15	4	1	--	--	4.04	0.85	
Ammunition Management	497						21	47	22	7	2	--	--	3.77	0.94	
Information Mission Area (IMA)	3999						28	47	18	6	1	--	--	3.93	0.91	
Intelligence (Excepted Services Only)	1275						29	50	15	5	1	--	--	4.00	0.86	
Military Personnel Management	385						31	48	15	4	3	--	--	4.01	0.92	

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
 ■ = % Unfavorable (Disagree)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>TRAINING and DEVELOPMENT</b>																
5h. I know what training I need to advance my career with the Army.																
Total Army	82462	63% 21% 16%					17	46	21	12	3	--	--	3.61	1.02	
<b>Total Career Program</b>	37473	68% 19% 13%					18	50	19	11	3	--	--	3.70	0.97	
Civilian Personnel Administration	1095	74% 18% 8%					21	53	18	7	1	--	--	3.85	0.87	
Comptroller	4154	72% 16% 12%					19	53	16	10	1	--	--	3.78	0.92	
Safety Management	581	76% 16% 8%					24	52	16	7	1	--	--	3.91	0.88	
Supply Management	2378	70% 18% 12%					21	49	18	10	2	--	--	3.76	0.97	
Contracting and Acquisition	2826	79% 12% 8%					24	55	12	7	1	--	--	3.94	0.88	
Quality and Reliability Assurance	604	73% 17% 10%					17	56	17	8	2	--	--	3.77	0.90	
Engineers and Scientists (Non-Construction)	5960	62% 22% 16%					15	47	22	13	3	--	--	3.58	0.99	
Materiel Maintenance Management	3142	69% 19% 12%					20	49	19	9	3	--	--	3.74	0.97	
Engineers and Scientists (Construction)	4728	59% 24% 17%					12	47	24	14	3	--	--	3.51	0.97	
Security	509	75% 14% 12%					23	51	14	9	3	--	--	3.83	0.98	
Quality Assurance Specialists (Ammunition Surveillance)	253	60% 25% 15%					9	51	25	11	4	--	--	3.50	0.93	
Public Affairs and Communication Media	338	70% 14% 15%					22	48	14	13	2	--	--	3.75	1.02	
Transportation Management	385	68% 18% 14%					17	51	18	11	3	--	--	3.69	0.97	
Manpower and Force Management	1282	72% 16% 12%					20	52	16	10	3	--	--	3.76	0.97	
Housing Management	164	72% 15% 13%					27	45	15	9	4	--	--	3.83	1.05	
Equal Employment Opportunity	145	80% 12% 8%					33	47	12	6	2	--	--	4.03	0.93	
Education Services	226	65% 16% 19%					19	46	16	15	5	--	--	3.59	1.10	
Training	2364	69% 18% 13%					19	50	18	10	3	--	--	3.72	0.97	
Ammunition Management	498	67% 20% 13%					14	53	20	10	3	--	--	3.64	0.95	
Information Mission Area (IMA)	4006	65% 20% 15%					18	46	20	12	3	--	--	3.64	1.01	
Intelligence (Excepted Services Only)	1279	65% 17% 18%					17	48	17	15	3	--	--	3.61	1.03	
Military Personnel Management	386	67% 18% 16%					16	51	18	12	3	--	--	3.64	0.99	

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
 ■ = % Unfavorable (Disagree)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>TRAINING and DEVELOPMENT</b>																
5i. I know what developmental experiences I need to advance my career with the Army.																
Total Army	82377	60% 23% 18%					16	44	23	14	4	--	--	3.54	1.03	
<b>Total Career Program</b>	37438	63% 21% 16%					16	47	21	13	3	--	--	3.60	1.00	
Civilian Personnel Administration	1090	72% 19% 10%					20	52	19	9	1	--	--	3.81	0.88	
Comptroller	4153	66% 19% 15%					17	49	19	12	2	--	--	3.67	0.97	
Safety Management	582	72% 18% 10%					23	49	18	9	2	--	--	3.82	0.93	
Supply Management	2374	65% 20% 15%					19	46	20	13	2	--	--	3.67	1.00	
Contracting and Acquisition	2821	70% 17% 13%					20	51	17	11	2	--	--	3.75	0.96	
Quality and Reliability Assurance	604	66% 21% 13%					15	52	21	10	3	--	--	3.65	0.94	
Engineers and Scientists (Non-Construction)	5958	56% 24% 20%					13	43	24	16	4	--	--	3.45	1.03	
Materiel Maintenance Management	3137	64% 22% 14%					18	46	22	11	3	--	--	3.66	0.99	
Engineers and Scientists (Construction)	4722	56% 25% 19%					11	45	25	16	4	--	--	3.44	0.99	
Security	509	70% 16% 14%					22	48	16	10	3	--	--	3.76	1.01	
Quality Assurance Specialists (Ammunition Surveillance)	251	61% 23% 16%					9	52	23	13	3	--	--	3.51	0.93	
Public Affairs and Communication Media	339	66% 17% 17%					20	46	17	13	3	--	--	3.67	1.04	
Transportation Management	385	64% 20% 16%					17	48	20	12	3	--	--	3.62	1.00	
Manpower and Force Management	1284	68% 17% 15%					19	49	17	12	3	--	--	3.68	1.00	
Housing Management	164	70% 14% 16%					26	44	14	12	4	--	--	3.77	1.08	
Equal Employment Opportunity	145	78% 12% 10%					31	47	12	8	3	--	--	3.96	0.99	
Education Services	226	61% 18% 21%					19	42	18	16	5	--	--	3.54	1.11	
Training	2360	67% 19% 14%					18	50	19	11	3	--	--	3.68	0.98	
Ammunition Management	497	61% 21% 18%					12	49	21	14	3	--	--	3.52	0.99	
Information Mission Area (IMA)	4006	59% 23% 18%					16	43	23	14	4	--	--	3.54	1.04	
Intelligence (Excepted Services Only)	1276	62% 19% 19%					16	46	19	16	3	--	--	3.55	1.04	
Military Personnel Management	385	66% 16% 17%					16	51	16	14	4	--	--	3.61	1.02	

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
 ■ = % Unfavorable (Disagree)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Nothing at all	A little	Some	A lot
<b>TRAINING and DEVELOPMENT</b>					
6. How much, if anything, have you heard about the Enterprise Human Capital Lifecycle Management System? This is an Army initiative to establish new, broader career paths for civilians and help them manage their development and training.					
Total Army	82638	85%	11%	4%	1%
<b>Total Career Program</b>	37528	81%	13%	5%	1%
Civilian Personnel Administration	1094	57%	27%	13%	3%
Comptroller	4164	82%	13%	5%	1%
Safety Management	583	80%	13%	7%	0%
Supply Management	2384	81%	13%	5%	1%
Contracting and Acquisition	2833	85%	11%	4%	0%
Quality and Reliability Assurance	602	82%	14%	4%	0%
Engineers and Scientists (Non-Construction)	5965	82%	13%	4%	0%
Materiel Maintenance Management	3146	80%	13%	6%	1%
Engineers and Scientists (Construction)	4732	88%	10%	2%	0%
Security	510	82%	12%	6%	1%
Quality Assurance Specialists (Ammunition Surveillance)	252	84%	12%	4%	0%
Public Affairs and Communication Media	339	81%	14%	4%	0%
Transportation Management	388	79%	13%	7%	1%
Manpower and Force Management	1286	75%	17%	7%	1%
Housing Management	164	87%	8%	5%	0%
Equal Employment Opportunity	145	60%	26%	12%	2%
Education Services	225	85%	10%	5%	0%
Training	2363	79%	14%	6%	1%
Ammunition Management	500	82%	12%	6%	0%
Information Mission Area (IMA)	4015	83%	12%	4%	1%
Intelligence (Excepted Services Only)	1282	84%	12%	4%	0%
Military Personnel Management	386	73%	17%	9%	1%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Do not know
TRAINING and DEVELOPMENT				
7. Are you in an Army career program?				
Total Army	82506	32%	37%	31%
<b>Total Career Program</b>	37470	53%	21%	26%
Civilian Personnel Administration	1095	75%	18%	7%
Comptroller	4151	58%	24%	18%
Safety Management	582	81%	9%	10%
Supply Management	2376	59%	20%	21%
Contracting and Acquisition	2828	62%	20%	18%
Quality and Reliability Assurance	601	50%	26%	24%
Engineers and Scientists (Non-Construction)	5958	53%	14%	32%
Materiel Maintenance Management	3140	53%	24%	23%
Engineers and Scientists (Construction)	4734	44%	22%	34%
Security	511	43%	23%	33%
Quality Assurance Specialists (Ammunition Surveillance)	252	88%	5%	6%
Public Affairs and Communication Media	338	60%	14%	25%
Transportation Management	389	56%	25%	19%
Manpower and Force Management	1283	59%	25%	16%
Housing Management	164	41%	37%	23%
Equal Employment Opportunity	145	70%	18%	12%
Education Services	225	44%	28%	27%
Training	2360	39%	25%	35%
Ammunition Management	500	72%	17%	11%
Information Mission Area (IMA)	4003	46%	24%	30%
Intelligence (Excepted Services Only)	1280	46%	18%	36%
Military Personnel Management	385	34%	34%	33%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>TRAINING and DEVELOPMENT</b>																
8. How much help, if any, have you had from a formal or informal mentor for planning your career path in the Army?																
Total Army	82213						1	4	11	23	61	--	--	1.62	0.93	
<b>Total Career Program</b>	37402						2	5	15	28	51	--	--	1.79	0.98	
Civilian Personnel Administration	1091						3	7	17	25	48	--	--	1.92	1.09	
Comptroller	4145						2	5	16	27	50	--	--	1.83	1.01	
Safety Management	580						3	6	19	29	42	--	--	1.98	1.06	
Supply Management	2378						2	6	15	27	50	--	--	1.84	1.03	
Contracting and Acquisition	2824						2	7	17	28	45	--	--	1.92	1.05	
Quality and Reliability Assurance	601						1	3	14	27	54	--	--	1.70	0.92	
Engineers and Scientists (Non-Construction)	5942						2	5	16	32	46	--	--	1.85	0.97	
Materiel Maintenance Management	3140						2	5	15	26	52	--	--	1.80	1.00	
Engineers and Scientists (Construction)	4715						1	4	15	32	48	--	--	1.78	0.93	
Security	512						1	5	12	20	61	--	--	1.66	0.97	
Quality Assurance Specialists (Ammunition Surveillance)	253						1	7	15	29	48	--	--	1.84	0.98	
Public Affairs and Communication Media	335						1	6	11	27	54	--	--	1.73	0.97	
Transportation Management	386						1	6	16	23	54	--	--	1.78	1.01	
Manpower and Force Management	1283						2	6	13	26	53	--	--	1.78	1.02	
Housing Management	164						3	4	12	29	52	--	--	1.76	1.01	
Equal Employment Opportunity	145						8	12	17	33	29	--	--	2.38	1.25	
Education Services	222						3	7	14	27	49	--	--	1.87	1.06	
Training	2350						1	4	13	26	55	--	--	1.71	0.94	
Ammunition Management	500						2	6	16	28	47	--	--	1.87	1.02	
Information Mission Area (IMA)	4006						1	3	10	23	62	--	--	1.58	0.88	
Intelligence (Excepted Services Only)	1278						1	3	11	28	57	--	--	1.63	0.86	
Military Personnel Management	382						0	5	10	25	60	--	--	1.60	0.85	

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
 ■ = % Unfavorable (Disagree)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Not sure
<b>LEADERSHIP DEVELOPMENT</b>				
9. Are you interested in advancing to a leadership position within the Army?				
Total Army	82735	60%	20%	20%
<b>Total Career Program</b>	37569	60%	20%	20%
Civilian Personnel Administration	1099	49%	29%	22%
Comptroller	4165	53%	25%	22%
Safety Management	583	67%	16%	16%
Supply Management	2384	62%	21%	18%
Contracting and Acquisition	2836	61%	18%	21%
Quality and Reliability Assurance	604	67%	17%	17%
Engineers and Scientists (Non-Construction)	5976	57%	18%	25%
Materiel Maintenance Management	3151	62%	20%	18%
Engineers and Scientists (Construction)	4741	56%	20%	25%
Security	513	72%	13%	15%
Quality Assurance Specialists (Ammunition Surveillance)	253	69%	17%	13%
Public Affairs and Communication Media	338	70%	14%	16%
Transportation Management	389	66%	16%	17%
Manpower and Force Management	1287	60%	22%	18%
Housing Management	164	71%	14%	15%
Equal Employment Opportunity	145	70%	17%	13%
Education Services	226	66%	18%	16%
Training	2360	72%	14%	14%
Ammunition Management	501	53%	25%	21%
Information Mission Area (IMA)	4018	61%	19%	20%
Intelligence (Excepted Services Only)	1280	66%	16%	17%
Military Personnel Management	386	70%	16%	15%



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP DEVELOPMENT</b>																
10a. The priority your organization places on leader development.																
Total Army	61518						6	26	33	23	12	--	--	2.91	1.09	
<b>Total Career Program</b>	28349						6	29	33	22	10	--	--	2.99	1.08	
Civilian Personnel Administration	731						6	27	33	24	9	--	--	2.97	1.07	
Comptroller	2887						6	30	33	21	9	--	--	3.04	1.06	
Safety Management	464						6	29	33	23	8	--	--	3.03	1.05	
Supply Management	1768						9	30	33	20	8	--	--	3.10	1.08	
Contracting and Acquisition	2167						8	30	33	21	9	--	--	3.07	1.08	
Quality and Reliability Assurance	474						6	26	35	23	11	--	--	2.93	1.06	
Engineers and Scientists (Non-Construction)	4597						7	31	33	20	9	--	--	3.07	1.07	
Matériel Maintenance Management	2381						6	30	34	21	9	--	--	3.03	1.06	
Engineers and Scientists (Construction)	3589						6	36	33	17	8	--	--	3.17	1.03	
Security	424						5	22	31	27	15	--	--	2.76	1.11	
Quality Assurance Specialists (Ammunition Surveillance)	203						2	28	35	24	11	--	--	2.85	1.01	
Public Affairs and Communication Media	270						5	21	33	26	14	--	--	2.77	1.09	
Transportation Management	306						7	26	30	25	12	--	--	2.90	1.12	
Manpower and Force Management	949						5	26	32	25	12	--	--	2.89	1.08	
Housing Management	135						4	25	36	23	12	--	--	2.87	1.06	
Equal Employment Opportunity	115						10	34	23	20	12	--	--	3.10	1.20	
Education Services	177						7	26	31	20	16	--	--	2.87	1.17	
Training	1947						6	25	31	25	13	--	--	2.85	1.11	
Ammunition Management	352						3	30	35	20	13	--	--	2.91	1.05	
Information Mission Area (IMA)	2969						5	23	34	25	14	--	--	2.80	1.08	
Intelligence (Excepted Services Only)	998						4	21	35	27	13	--	--	2.75	1.05	
Military Personnel Management	304						4	23	37	23	13	--	--	2.82	1.05	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP DEVELOPMENT</b>																
10b. The quality of available leader development training.																
Total Army	58404						6	25	34	24	12	--	--	2.90	1.08	
<b>Total Career Program</b>	26744						6	29	34	22	9	--	--	3.02	1.07	
Civilian Personnel Administration	697						8	27	32	24	9	--	--	3.01	1.08	
Comptroller	2754						7	31	33	22	9	--	--	3.05	1.06	
Safety Management	447						6	29	34	22	8	--	--	3.04	1.04	
Supply Management	1710						9	31	35	17	8	--	--	3.16	1.07	
Contracting and Acquisition	2050						7	29	33	21	9	--	--	3.04	1.08	
Quality and Reliability Assurance	456						6	25	36	23	10	--	--	2.95	1.06	
Engineers and Scientists (Non-Construction)	4201						8	33	34	18	7	--	--	3.16	1.04	
Matériel Maintenance Management	2304						6	31	34	21	8	--	--	3.06	1.05	
Engineers and Scientists (Construction)	3247						7	34	34	19	7	--	--	3.14	1.02	
Security	403						5	22	32	28	13	--	--	2.78	1.08	
Quality Assurance Specialists (Ammunition Surveillance)	193						3	29	32	26	10	--	--	2.87	1.03	
Public Affairs and Communication Media	254						5	19	29	31	15	--	--	2.68	1.10	
Transportation Management	297						6	26	31	25	11	--	--	2.92	1.10	
Manpower and Force Management	913						5	27	31	26	10	--	--	2.91	1.08	
Housing Management	130						2	27	35	25	11	--	--	2.85	1.01	
Equal Employment Opportunity	113						10	35	25	19	12	--	--	3.13	1.17	
Education Services	169						7	21	33	24	16	--	--	2.78	1.14	
Training	1897						5	25	32	25	13	--	--	2.85	1.09	
Ammunition Management	340						4	32	35	19	9	--	--	3.04	1.02	
Information Mission Area (IMA)	2789						5	23	36	24	12	--	--	2.85	1.07	
Intelligence (Excepted Services Only)	948						4	23	36	26	12	--	--	2.80	1.04	
Military Personnel Management	294						4	23	36	25	12	--	--	2.83	1.05	

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 ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP DEVELOPMENT</b>																
10c. Developmental assignments that give you experience in other functions in the organization.																
Total Army	61415						6	24	32	25	12	--	--	2.87	1.10	
<b>Total Career Program</b>	28022						6	27	32	24	11	--	--	2.94	1.09	
Civilian Personnel Administration	731						7	27	27	29	10	--	--	2.91	1.10	
Comptroller	2877						6	27	32	24	11	--	--	2.93	1.09	
Safety Management	462						6	27	36	21	10	--	--	2.98	1.05	
Supply Management	1767						8	29	32	22	9	--	--	3.05	1.10	
Contracting and Acquisition	2124						7	27	32	24	11	--	--	2.96	1.10	
Quality and Reliability Assurance	470						6	28	30	25	11	--	--	2.94	1.10	
Engineers and Scientists (Non-Construction)	4493						8	31	32	21	9	--	--	3.08	1.08	
Materiel Maintenance Management	2369						7	29	34	21	9	--	--	3.03	1.07	
Engineers and Scientists (Construction)	3486						6	31	33	22	9	--	--	3.02	1.05	
Security	417						6	24	29	27	13	--	--	2.82	1.11	
Quality Assurance Specialists (Ammunition Surveillance)	202						4	36	29	20	11	--	--	3.00	1.08	
Public Affairs and Communication Media	268						5	18	34	28	15	--	--	2.70	1.08	
Transportation Management	305						7	26	31	25	11	--	--	2.92	1.10	
Manpower and Force Management	944						6	23	28	28	15	--	--	2.76	1.13	
Housing Management	136						7	24	36	24	10	--	--	2.93	1.07	
Equal Employment Opportunity	114						10	25	25	28	12	--	--	2.92	1.19	
Education Services	178						6	24	33	20	17	--	--	2.80	1.15	
Training	1933						6	25	31	25	13	--	--	2.85	1.11	
Ammunition Management	352						5	29	35	23	9	--	--	2.97	1.03	
Information Mission Area (IMA)	2966						5	21	35	27	13	--	--	2.77	1.07	
Intelligence (Excepted Services Only)	983						4	20	34	29	13	--	--	2.72	1.04	
Military Personnel Management	304						5	21	31	30	13	--	--	2.74	1.08	

■ = % Favorable (Satisfied)   ■ = % Neither satisfied/dissatisfied   ■ = % Unfavorable (Dissatisfied)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP DEVELOPMENT</b>																
10d. The availability of opportunities to expand the range of your skills.																
Total Army	63140						6	27	28	26	13	--	--	2.88	1.13	
<b>Total Career Program</b>	28874						7	31	28	24	10	--	--	3.00	1.11	
Civilian Personnel Administration	749						7	31	27	25	10	--	--	3.01	1.11	
Comptroller	2947						7	31	28	24	10	--	--	3.00	1.11	
Safety Management	472						7	34	27	23	9	--	--	3.05	1.10	
Supply Management	1805						9	32	29	22	8	--	--	3.12	1.11	
Contracting and Acquisition	2210						7	33	29	23	9	--	--	3.07	1.09	
Quality and Reliability Assurance	482						6	32	25	26	11	--	--	2.96	1.12	
Engineers and Scientists (Non-Construction)	4639						9	35	28	20	8	--	--	3.17	1.09	
Materiel Maintenance Management	2418						7	32	30	21	9	--	--	3.08	1.08	
Engineers and Scientists (Construction)	3655						6	33	29	23	9	--	--	3.06	1.07	
Security	431						5	26	24	30	15	--	--	2.77	1.15	
Quality Assurance Specialists (Ammunition Surveillance)	207						4	39	26	21	11	--	--	3.05	1.08	
Public Affairs and Communication Media	280						5	25	26	28	15	--	--	2.78	1.14	
Transportation Management	312						8	28	23	29	12	--	--	2.91	1.17	
Manpower and Force Management	969						6	28	25	29	13	--	--	2.85	1.13	
Housing Management	138						6	28	24	32	11	--	--	2.86	1.11	
Equal Employment Opportunity	119						11	26	24	29	11	--	--	2.97	1.19	
Education Services	178						7	28	25	26	15	--	--	2.85	1.17	
Training	1965						5	28	28	26	13	--	--	2.86	1.12	
Ammunition Management	357						5	32	32	22	10	--	--	3.01	1.06	
Information Mission Area (IMA)	3073						5	25	29	27	13	--	--	2.81	1.11	
Intelligence (Excepted Services Only)	1019						5	24	28	30	12	--	--	2.79	1.09	
Military Personnel Management	308						4	25	29	27	15	--	--	2.78	1.11	

■ = % Favorable (Satisfied)  
 ■ = % Neither satisfied/dissatisfied  
 ■ = % Unfavorable (Dissatisfied)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP DEVELOPMENT</b>																
10e. The help you have received to plan your career path.																
Total Army	63765						5	18	30	28	19	--	--	2.62	1.12	
<b>Total Career Program</b>	29304						5	22	31	26	16	--	--	2.73	1.12	
Civilian Personnel Administration	759						7	23	32	26	13	--	--	2.84	1.12	
Comptroller	2993						5	24	31	25	15	--	--	2.80	1.12	
Safety Management	482						6	24	31	26	12	--	--	2.86	1.11	
Supply Management	1832						8	23	30	24	15	--	--	2.85	1.16	
Contracting and Acquisition	2249						6	26	30	24	13	--	--	2.87	1.13	
Quality and Reliability Assurance	488						4	22	31	27	16	--	--	2.70	1.09	
Engineers and Scientists (Non-Construction)	4742						5	25	32	24	14	--	--	2.83	1.11	
Material Maintenance Management	2448						5	23	31	26	14	--	--	2.81	1.11	
Engineers and Scientists (Construction)	3707						4	22	31	28	16	--	--	2.70	1.09	
Security	437						4	16	32	26	21	--	--	2.56	1.12	
Quality Assurance Specialists (Ammunition Surveillance)	207						2	22	35	28	14	--	--	2.71	1.01	
Public Affairs and Communication Media	283						2	13	28	33	23	--	--	2.39	1.06	
Transportation Management	308						5	25	26	25	18	--	--	2.74	1.17	
Manpower and Force Management	985						5	22	29	28	17	--	--	2.69	1.13	
Housing Management	138						4	24	31	20	21	--	--	2.71	1.17	
Equal Employment Opportunity	118						9	26	31	18	16	--	--	2.95	1.21	
Education Services	180						6	20	29	25	20	--	--	2.67	1.18	
Training	1968						4	19	30	28	18	--	--	2.62	1.11	
Ammunition Management	360						4	26	32	23	15	--	--	2.81	1.10	
Information Mission Area (IMA)	3126						4	16	31	28	21	--	--	2.53	1.10	
Intelligence (Excepted Services Only)	1035						3	14	31	32	20	--	--	2.48	1.05	
Military Personnel Management	314						3	18	31	27	22	--	--	2.54	1.11	

■ = % Favorable (Satisfied)   ■ = % Neither satisfied/dissatisfied   ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP DEVELOPMENT</b>																
10f. The way your supervisor creates or calls attention to leader development opportunities.																
Total Army	62715						7	23	34	21	15	--	--	2.85	1.14	
<b>Total Career Program</b>	28836						7	26	35	20	12	--	--	2.96	1.12	
Civilian Personnel Administration	741						10	25	34	21	10	--	--	3.04	1.12	
Comptroller	2944						7	28	33	20	13	--	--	2.97	1.12	
Safety Management	471						9	27	33	22	10	--	--	3.03	1.10	
Supply Management	1810						10	26	32	20	12	--	--	3.02	1.15	
Contracting and Acquisition	2192						7	27	36	18	11	--	--	3.01	1.10	
Quality and Reliability Assurance	486						5	24	38	18	14	--	--	2.87	1.09	
Engineers and Scientists (Non-Construction)	4667						8	29	35	18	10	--	--	3.07	1.10	
Materiel Maintenance Management	2411						8	27	35	19	12	--	--	2.99	1.11	
Engineers and Scientists (Construction)	3652						6	27	37	19	11	--	--	3.00	1.07	
Security	436						8	21	37	22	12	--	--	2.90	1.11	
Quality Assurance Specialists (Ammunition Surveillance)	205						4	21	43	19	13	--	--	2.86	1.03	
Public Affairs and Communication Media	279						9	21	32	22	18	--	--	2.81	1.20	
Transportation Management	308						9	25	32	20	14	--	--	2.95	1.16	
Manpower and Force Management	979						6	27	31	22	13	--	--	2.91	1.13	
Housing Management	138						8	27	30	20	16	--	--	2.91	1.19	
Equal Employment Opportunity	118						16	36	20	15	13	--	--	3.27	1.26	
Education Services	178						10	25	31	13	21	--	--	2.90	1.27	
Training	1958						7	25	33	20	14	--	--	2.91	1.15	
Ammunition Management	356						5	27	38	18	12	--	--	2.96	1.05	
Information Mission Area (IMA)	3040						6	21	35	22	16	--	--	2.79	1.12	
Intelligence (Excepted Services Only)	1018						5	24	35	22	13	--	--	2.86	1.09	
Military Personnel Management	305						6	23	35	20	17	--	--	2.81	1.14	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev		
		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
<b>PERSONAL WORK EXPERIENCES</b>																	
11a. My work gives me a feeling of personal accomplishment.																	
Total Army	81107	77%					12%	11%	28	49	12	7	4	--	--	3.89	1.02
<b>Total Career Program</b>	36840	78%					12%	11%	27	51	12	7	4	--	--	3.90	1.00
Civilian Personnel Administration	1078	80%					10%	10%	30	51	10	8	2	--	--	3.98	0.95
Comptroller	4074	74%					13%	13%	23	51	13	8	5	--	--	3.80	1.04
Safety Management	576	79%					12%	9%	29	50	12	7	2	--	--	3.98	0.93
Supply Management	2328	77%					11%	12%	27	50	11	7	5	--	--	3.88	1.04
Contracting and Acquisition	2787	79%					11%	11%	28	51	11	7	3	--	--	3.93	0.98
Quality and Reliability Assurance	596	77%					10%	13%	26	51	10	9	3	--	--	3.88	1.01
Engineers and Scientists (Non-Construction)	5858	78%					12%	11%	26	52	12	7	4	--	--	3.89	0.98
Matériel Maintenance Management	3094	78%					13%	9%	30	48	13	6	3	--	--	3.96	0.97
Engineers and Scientists (Construction)	4661	78%					12%	10%	24	54	12	7	3	--	--	3.88	0.96
Security	506	77%					10%	12%	29	48	10	8	4	--	--	3.91	1.04
Quality Assurance Specialists (Ammunition Surveillance)	250	76%					12%	12%	25	52	12	8	4	--	--	3.86	1.00
Public Affairs and Communication Media	332	72%					10%	18%	28	44	10	13	5	--	--	3.77	1.14
Transportation Management	379	76%					11%	13%	27	49	11	8	5	--	--	3.85	1.06
Manpower and Force Management	1261	74%					13%	12%	25	49	13	8	5	--	--	3.82	1.04
Housing Management	162	78%					9%	14%	32	46	9	9	5	--	--	3.91	1.09
Equal Employment Opportunity	144	83%					11%	6	42	42	11	3	2	--	--	4.17	0.91
Education Services	220	88%					4	8%	42	45	4	4	5	--	--	4.17	0.99
Training	2327	82%					9%	8%	33	49	9	6	3	--	--	4.05	0.94
Ammunition Management	494	77%					12%	11%	29	48	12	7	3	--	--	3.92	1.00
Information Mission Area (IMA)	3921	75%					13%	12%	26	49	13	7	5	--	--	3.84	1.03
Intelligence (Excepted Services Only)	1249	79%					11%	10%	29	50	11	7	3	--	--	3.95	0.98
Military Personnel Management	377	87%					7%	6	31	55	7	3	2	--	--	4.10	0.85

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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev		
		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
<b>PERSONAL WORK EXPERIENCES</b>																	
11b. I like the kind of work I do.																	
Total Army	81129	85%					10%	5	37	48	10	4	2	--	--	4.15	0.85
<b>Total Career Program</b>	36830	85%					10%	6	35	50	10	4	2	--	--	4.12	0.86
Civilian Personnel Administration	1077	87%					8%	5	37	50	8	4	2	--	--	4.17	0.84
Comptroller	4080	83%					10%	7%	31	52	10	5	2	--	--	4.05	0.89
Safety Management	577	90%					6	4	44	46	6	3	1	--	--	4.30	0.78
Supply Management	2327	83%					10%	7%	34	49	10	5	2	--	--	4.07	0.92
Contracting and Acquisition	2784	84%					10%	6	33	51	10	4	2	--	--	4.10	0.85
Quality and Reliability Assurance	596	87%					8%	5	37	50	8	3	2	--	--	4.18	0.84
Engineers and Scientists (Non-Construction)	5856	82%					11%	6	31	52	11	5	2	--	--	4.05	0.87
Matériel Maintenance Management	3093	84%					10%	5	38	46	10	4	1	--	--	4.16	0.86
Engineers and Scientists (Construction)	4664	84%					10%	5	32	53	10	4	1	--	--	4.09	0.83
Security	506	91%					5	3	43	49	5	3	0	--	--	4.30	0.74
Quality Assurance Specialists (Ammunition Surveillance)	250	84%					10%	6	38	46	10	5	1	--	--	4.15	0.88
Public Affairs and Communication Media	332	88%					8%	3	43	45	8	2	2	--	--	4.26	0.81
Transportation Management	376	83%					8%	9%	36	47	8	6	3	--	--	4.07	0.97
Manpower and Force Management	1262	81%					12%	6%	33	49	12	4	2	--	--	4.05	0.90
Housing Management	160	91%					5	4	51	40	5	2	3	--	--	4.34	0.86
Equal Employment Opportunity	145	86%					9%	5	46	40	9	3	1	--	--	4.26	0.86
Education Services	220	92%					3	5	53	39	3	3	1	--	--	4.40	0.81
Training	2326	90%					7%		44	46	7	2	1	--	--	4.31	0.76
Ammunition Management	494	82%					11%	7%	33	49	11	5	2	--	--	4.05	0.91
Information Mission Area (IMA)	3916	84%					10%	6	36	49	10	4	2	--	--	4.12	0.88
Intelligence (Excepted Services Only)	1248	87%					9%	4	39	48	9	3	1	--	--	4.20	0.81
Military Personnel Management	375	90%					6	4	39	51	6	2	2	--	--	4.23	0.80

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERSONAL WORK EXPERIENCES</b>																
11c. Creativity and innovation are rewarded.																
Total Army	79907						15	32	25	18	10	+2	+3	3.24	1.21	
<b>Total Career Program</b>	36226						15	34	25	17	9	+1	+2	3.31	1.17	
Civilian Personnel Administration	1054						15	34	23	19	8	-7	-12	3.30	1.18	
Comptroller	3993						14	34	25	18	9	-3	-1	3.28	1.16	
Safety Management	570						19	33	24	15	8	+4	-2	3.40	1.19	
Supply Management	2289						17	34	26	16	8	0	+1	3.37	1.15	
Contracting and Acquisition	2716						14	31	28	19	9	0	+2	3.23	1.16	
Quality and Reliability Assurance	590						15	34	27	15	8	-1	+9	3.32	1.15	
Engineers and Scientists (Non-Construction)	5767						15	37	24	15	8	0	+3	3.37	1.15	
Matériel Maintenance Management	3047						17	34	26	16	7	+1	+9	3.37	1.15	
Engineers and Scientists (Construction)	4603						13	35	26	18	8	+4	+3	3.27	1.15	
Security	503						17	29	23	21	10	-8	-6	3.22	1.23	
Quality Assurance Specialists (Ammunition Surveillance)	246						13	32	33	15	7	-3	-6	3.28	1.09	
Public Affairs and Communication Media	327						19	35	20	15	12	+6	+4	3.33	1.26	
Transportation Management	370						16	33	22	20	8	-4	+2	3.29	1.19	
Manpower and Force Management	1237						17	33	22	18	9	-1	0	3.32	1.21	
Housing Management	159						18	30	20	19	13	+1	+5	3.23	1.29	
Equal Employment Opportunity	145						20	33	20	21	6	-3	-12	3.40	1.19	
Education Services	218						22	33	17	17	11	+6	+20	3.39	1.29	
Training	2306						19	32	24	16	9	+2	+1	3.36	1.22	
Ammunition Management	487						15	31	28	18	8	-2	-6	3.28	1.16	
Information Mission Area (IMA)	3842						15	32	25	18	11	+5	+2	3.23	1.20	
Intelligence (Excepted Services Only)	1229						15	35	24	17	9	+6	+5	3.30	1.19	
Military Personnel Management	364						15	37	26	16	6	--	--	3.37	1.11	

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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
PERSONAL WORK EXPERIENCES																
11d. The work I do is important.																
Total Army	80909	90% 7%					45	45	7	2	1	--	--	4.32	0.76	
<b>Total Career Program</b>	36728	90% 7% 3					43	47	7	2	1	--	--	4.28	0.77	
Civilian Personnel Administration	1075	95% 4					49	46	4	1	0	--	--	4.43	0.63	
Comptroller	4059	88% 8% 4					36	52	8	3	1	--	--	4.19	0.79	
Safety Management	574	94% 4					55	39	4	2	1	--	--	4.46	0.71	
Supply Management	2322	91% 7%					45	45	7	1	2	--	--	4.32	0.78	
Contracting and Acquisition	2779	93% 5					48	45	5	1	1	--	--	4.38	0.70	
Quality and Reliability Assurance	596	93% 5					48	44	5	1	1	--	--	4.38	0.72	
Engineers and Scientists (Non-Construction)	5834	86% 10% 4					37	50	10	3	1	--	--	4.18	0.81	
Matériel Maintenance Management	3087	91% 6					48	43	6	2	1	--	--	4.36	0.74	
Engineers and Scientists (Construction)	4649	87% 10% 3					34	53	10	2	1	--	--	4.17	0.77	
Security	506	94% 4					54	40	4	2	0	--	--	4.45	0.69	
Quality Assurance Specialists (Ammunition Surveillance)	249	91% 6					55	36	6	2	0	--	--	4.43	0.75	
Public Affairs and Communication Media	330	85% 9% 6					41	44	9	4	2	--	--	4.18	0.90	
Transportation Management	375	91% 6 3					45	46	6	2	2	--	--	4.31	0.78	
Manpower and Force Management	1259	88% 8% 4					38	49	8	3	1	--	--	4.21	0.81	
Housing Management	162	93% 5					57	36	5	1	1	--	--	4.48	0.70	
Equal Employment Opportunity	145	90% 6 3					58	32	6	2	1	--	--	4.43	0.81	
Education Services	220	96%					63	34	2	0	1	--	--	4.57	0.65	
Training	2320	93% 5					54	39	5	1	1	--	--	4.44	0.72	
Ammunition Management	492	90% 8%					45	45	8	1	1	--	--	4.34	0.71	
Information Mission Area (IMA)	3910	89% 8% 3					42	46	8	2	1	--	--	4.26	0.80	
Intelligence (Excepted Services Only)	1243	90% 7% 3					47	43	7	2	1	--	--	4.33	0.77	
Military Personnel Management	376	96%					56	40	2	1	1	--	--	4.49	0.68	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev		
		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
<b>PERSONAL WORK EXPERIENCES</b>																	
11e. I know how my work relates to the organization's goals and priorities.																	
Total Army	80665	85%					10%	5	36	49	10	3	2	--	--	4.16	0.84
<b>Total Career Program</b>	36648	85%					10%	5	34	51	10	3	2	--	--	4.12	0.84
Civilian Personnel Administration	1073	94%					5	43	51	5	1	0	--	--	4.35	0.66	
Comptroller	4062	87%					9%	4	32	55	9	3	1	--	--	4.14	0.80
Safety Management	576	85%					11%	4	41	44	11	3	1	--	--	4.21	0.81
Supply Management	2318	87%					9%	4	37	50	9	2	1	--	--	4.18	0.81
Contracting and Acquisition	2770	87%					9%	4	37	50	9	3	1	--	--	4.19	0.79
Quality and Reliability Assurance	593	84%					12%	4	38	46	12	2	2	--	--	4.17	0.84
Engineers and Scientists (Non-Construction)	5816	80%					12%	8	28	52	12	5	2	--	--	3.98	0.90
Matériel Maintenance Management	3078	86%					10%	4	38	48	10	3	1	--	--	4.19	0.81
Engineers and Scientists (Construction)	4637	82%					12%	6	26	56	12	4	2	--	--	4.01	0.83
Security	506	84%					10%	5	40	45	10	3	2	--	--	4.16	0.89
Quality Assurance Specialists (Ammunition Surveillance)	249	81%					15%	4	35	47	15	3	1	--	--	4.11	0.83
Public Affairs and Communication Media	332	84%					9%	6	38	47	9	4	2	--	--	4.14	0.90
Transportation Management	373	87%					9%	4	37	50	9	2	2	--	--	4.18	0.83
Manpower and Force Management	1261	85%					9%	5	36	49	9	4	1	--	--	4.15	0.85
Housing Management	160	90%					6	4	46	44	6	3	1	--	--	4.31	0.80
Equal Employment Opportunity	144	84%					13%	3	45	39	13	2	1	--	--	4.26	0.81
Education Services	218	89%					7%	3	49	40	7	1	2	--	--	4.33	0.82
Training	2313	88%					8%	4	43	45	8	3	1	--	--	4.25	0.82
Ammunition Management	492	87%					8%	5	37	51	8	3	2	--	--	4.17	0.84
Information Mission Area (IMA)	3894	84%					11%	6	33	50	11	4	2	--	--	4.10	0.87
Intelligence (Excepted Services Only)	1245	85%					9%	6	38	47	9	4	2	--	--	4.14	0.89
Military Personnel Management	373	91%					7%	4	42	49	7	1	1	--	--	4.31	0.70

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERSONAL WORK EXPERIENCES</b>																
11f. My talents are used well in the workplace.																
Total Army	80925	62% 17% 21%					22	40	17	13	8	--	--	3.56	1.19	
<b>Total Career Program</b>	36766	62% 18% 20%					21	41	18	13	7	--	--	3.56	1.16	
Civilian Personnel Administration	1078	66% 18% 16%					25	41	18	11	5	--	--	3.70	1.11	
Comptroller	4067	62% 18% 20%					20	42	18	13	7	--	--	3.54	1.15	
Safety Management	577	65% 16% 19%					27	39	16	14	4	--	--	3.69	1.13	
Supply Management	2324	63% 18% 20%					22	40	18	12	8	--	--	3.57	1.18	
Contracting and Acquisition	2774	62% 19% 19%					20	42	19	13	7	--	--	3.56	1.14	
Quality and Reliability Assurance	594	63% 17% 20%					22	41	17	13	7	--	--	3.57	1.18	
Engineers and Scientists (Non-Construction)	5847	60% 19% 21%					18	42	19	14	7	--	--	3.50	1.14	
Materiel Maintenance Management	3090	65% 18% 17%					25	39	18	11	6	--	--	3.67	1.14	
Engineers and Scientists (Construction)	4647	62% 19% 20%					17	45	19	13	7	--	--	3.52	1.12	
Security	505	61% 17% 22%					24	37	17	12	10	--	--	3.54	1.25	
Quality Assurance Specialists (Ammunition Surveillance)	250	60% 23% 17%					20	40	23	9	8	--	--	3.54	1.15	
Public Affairs and Communication Media	332	59% 14% 27%					21	38	14	16	11	--	--	3.41	1.28	
Transportation Management	378	57% 19% 24%					24	33	19	15	9	--	--	3.48	1.25	
Manpower and Force Management	1263	61% 17% 23%					19	41	17	15	7	--	--	3.50	1.17	
Housing Management	161	61% 14% 25%					29	33	14	14	11	--	--	3.54	1.33	
Equal Employment Opportunity	143	67% 15% 18%					31	36	15	13	6	--	--	3.75	1.19	
Education Services	219	67% 13% 21%					30	37	13	13	8	--	--	3.68	1.24	
Training	2326	66% 15% 19%					26	39	15	12	7	--	--	3.66	1.19	
Ammunition Management	490	64% 17% 19%					20	43	17	13	6	--	--	3.59	1.13	
Information Mission Area (IMA)	3910	59% 18% 23%					21	38	18	14	9	--	--	3.49	1.21	
Intelligence (Excepted Services Only)	1248	64% 16% 19%					23	42	16	13	7	--	--	3.61	1.17	
Military Personnel Management	377	66% 15% 19%					25	41	15	15	5	--	--	3.67	1.14	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERSONAL WORK EXPERIENCES</b>																
11g. The people I work with cooperate to get the job done.																
Total Army	80954	72% 15% 13%					25	47	15	8	5	--	--	3.79	1.06	
<b>Total Career Program</b>	36783	75% 14% 11%					26	49	14	7	4	--	--	3.86	1.00	
Civilian Personnel Administration	1078	76% 13% 11%					27	49	13	7	4	--	--	3.89	1.00	
Comptroller	4072	74% 13% 12%					23	51	13	9	4	--	--	3.81	1.01	
Safety Management	575	73% 13% 14%					28	45	13	8	6	--	--	3.81	1.10	
Supply Management	2332	76% 14% 11%					26	50	14	7	4	--	--	3.87	1.00	
Contracting and Acquisition	2771	77% 13% 10%					25	51	13	7	3	--	--	3.88	0.98	
Quality and Reliability Assurance	597	74% 13% 14%					23	51	13	9	5	--	--	3.78	1.05	
Engineers and Scientists (Non-Construction)	5849	78% 13% 9%					26	51	13	6	3	--	--	3.92	0.95	
Materiel Maintenance Management	3089	76% 14% 10%					27	49	14	6	4	--	--	3.90	0.98	
Engineers and Scientists (Construction)	4652	74% 15% 12%					23	51	15	8	4	--	--	3.81	1.00	
Security	504	76% 13% 11%					31	45	13	8	3	--	--	3.93	1.01	
Quality Assurance Specialists (Ammunition Surveillance)	250	71% 18% 11%					20	52	18	8	3	--	--	3.77	0.95	
Public Affairs and Communication Media	332	65% 19% 16%					23	42	19	11	6	--	--	3.66	1.11	
Transportation Management	376	72% 16% 12%					28	44	16	9	3	--	--	3.86	1.02	
Manpower and Force Management	1262	75% 15% 11%					25	50	15	6	4	--	--	3.84	1.01	
Housing Management	161	66% 19% 15%					32	35	19	11	4	--	--	3.79	1.13	
Equal Employment Opportunity	144	76% 15% 9%					36	40	15	7	2	--	--	4.01	0.99	
Education Services	219	79% 10% 12%					32	47	10	5	6	--	--	3.92	1.10	
Training	2328	77% 13% 11%					30	46	13	7	4	--	--	3.92	1.02	
Ammunition Management	492	76% 14% 10%					26	49	14	6	4	--	--	3.88	1.00	
Information Mission Area (IMA)	3911	71% 16% 13%					23	48	16	8	5	--	--	3.77	1.04	
Intelligence (Excepted Services Only)	1249	75% 14% 11%					28	47	14	7	4	--	--	3.89	1.00	
Military Personnel Management	374	82% 9% 9%					33	49	9	5	4	--	--	4.03	0.98	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERSONAL WORK EXPERIENCES</b>																
11h. Employees have a feeling of personal empowerment with respect to work processes.																
Total Army	79335						14	36	26	15	9	--	--	3.31	1.16	
<b>Total Career Program</b>	36035						14	38	25	15	8	--	--	3.35	1.14	
Civilian Personnel Administration	1049						16	37	22	17	8	--	--	3.36	1.17	
Comptroller	3993						14	37	25	16	8	--	--	3.32	1.14	
Safety Management	569						18	37	24	12	8	--	--	3.44	1.16	
Supply Management	2285						17	39	25	12	7	--	--	3.48	1.11	
Contracting and Acquisition	2721						13	38	24	17	9	--	--	3.29	1.15	
Quality and Reliability Assurance	588						13	41	26	13	6	--	--	3.42	1.08	
Engineers and Scientists (Non-Construction)	5714						14	39	26	14	8	--	--	3.36	1.12	
Materiel Maintenance Management	3038						18	39	26	12	6	--	--	3.50	1.10	
Engineers and Scientists (Construction)	4527						10	39	26	17	8	--	--	3.26	1.11	
Security	499						17	34	24	15	10	--	--	3.34	1.21	
Quality Assurance Specialists (Ammunition Surveillance)	245						11	38	31	12	7	--	--	3.36	1.05	
Public Affairs and Communication Media	329						12	33	22	22	10	--	--	3.14	1.19	
Transportation Management	372						16	36	23	16	9	--	--	3.35	1.18	
Manpower and Force Management	1229						15	36	24	17	8	--	--	3.32	1.16	
Housing Management	160						19	30	29	15	8	--	--	3.38	1.17	
Equal Employment Opportunity	142						22	37	22	16	4	--	--	3.57	1.10	
Education Services	217						23	40	14	10	13	--	--	3.48	1.31	
Training	2299						17	38	23	14	8	--	--	3.41	1.16	
Ammunition Management	480						14	36	28	14	8	--	--	3.34	1.11	
Information Mission Area (IMA)	3818						13	35	27	16	10	--	--	3.25	1.15	
Intelligence (Excepted Services Only)	1228						14	37	24	17	8	--	--	3.32	1.16	
Military Personnel Management	369						18	41	27	7	7	--	--	3.56	1.08	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERSONAL WORK EXPERIENCES</b>																
11i. I feel encouraged to come up with better ways of doing things.																
Total Army	80885						20	38	20	13	8	--	--	3.49	1.18	
<b>Total Career Program</b>	36770						20	40	20	13	7	--	--	3.52	1.16	
Civilian Personnel Administration	1075						22	37	20	14	7	--	--	3.52	1.17	
Comptroller	4075						18	41	20	13	7	--	--	3.50	1.15	
Safety Management	576						27	35	21	11	6	--	--	3.66	1.16	
Supply Management	2324						22	41	19	12	6	--	--	3.60	1.14	
Contracting and Acquisition	2775						17	38	22	16	8	--	--	3.40	1.17	
Quality and Reliability Assurance	596						19	41	19	14	7	--	--	3.52	1.15	
Engineers and Scientists (Non-Construction)	5849						20	41	19	13	7	--	--	3.53	1.15	
Materiel Maintenance Management	3087						22	40	21	11	6	--	--	3.61	1.12	
Engineers and Scientists (Construction)	4653						17	40	22	14	8	--	--	3.44	1.15	
Security	504						22	36	17	16	8	--	--	3.46	1.23	
Quality Assurance Specialists (Ammunition Surveillance)	249						13	43	28	8	8	--	--	3.45	1.06	
Public Affairs and Communication Media	331						21	36	19	14	10	--	--	3.44	1.25	
Transportation Management	377						22	40	19	13	6	--	--	3.58	1.15	
Manpower and Force Management	1260						21	40	20	13	7	--	--	3.55	1.15	
Housing Management	162						30	31	17	13	9	--	--	3.62	1.27	
Equal Employment Opportunity	144						31	35	17	14	4	--	--	3.74	1.15	
Education Services	220						26	36	15	9	15	--	--	3.50	1.35	
Training	2322						23	39	19	11	8	--	--	3.58	1.19	
Ammunition Management	493						17	41	23	13	6	--	--	3.48	1.12	
Information Mission Area (IMA)	3909						20	39	20	14	8	--	--	3.48	1.18	
Intelligence (Excepted Services Only)	1248						21	40	18	13	8	--	--	3.54	1.18	
Military Personnel Management	375						23	42	20	10	5	--	--	3.68	1.08	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERSONAL WORK EXPERIENCES</b>																
11j. My workload is reasonable.																
Total Army	80919	66% 15% 19%					16	50	15	11	7	--	--	3.55	1.11	
<b>Total Career Program</b>	36764	64% 16% 20%					14	50	16	13	7	--	--	3.51	1.11	
Civilian Personnel Administration	1072	60% 15% 25%					15	45	15	16	9	--	--	3.40	1.18	
Comptroller	4070	65% 15% 20%					13	51	15	13	8	--	--	3.50	1.11	
Safety Management	574	62% 13% 24%					19	44	13	15	10	--	--	3.47	1.22	
Supply Management	2325	68% 14% 17%					17	52	14	11	7	--	--	3.61	1.09	
Contracting and Acquisition	2769	61% 15% 24%					12	49	15	15	9	--	--	3.41	1.15	
Quality and Reliability Assurance	596	64% 15% 20%					14	50	15	13	7	--	--	3.51	1.11	
Engineers and Scientists (Non-Construction)	5851	67% 16% 16%					13	54	16	11	6	--	--	3.59	1.03	
Materiel Maintenance Management	3088	69% 16% 15%					17	52	16	10	5	--	--	3.65	1.03	
Engineers and Scientists (Construction)	4659	59% 18% 23%					10	50	18	15	8	--	--	3.37	1.11	
Security	506	60% 17% 23%					16	44	17	13	10	--	--	3.43	1.19	
Quality Assurance Specialists (Ammunition Surveillance)	249	69% 18% 12%					11	58	18	8	4	--	--	3.64	0.93	
Public Affairs and Communication Media	329	50% 19% 32%					9	41	19	20	12	--	--	3.14	1.19	
Transportation Management	376	70% 15% 15%					16	54	15	10	5	--	--	3.66	1.02	
Manpower and Force Management	1262	66% 15% 19%					15	52	15	12	7	--	--	3.55	1.10	
Housing Management	162	70% 15% 15%					23	47	15	12	4	--	--	3.73	1.05	
Equal Employment Opportunity	144	63% 13% 25%					20	42	13	13	13	--	--	3.45	1.28	
Education Services	220	62% 12% 26%					20	42	12	13	13	--	--	3.44	1.29	
Training	2322	70% 14% 16%					19	51	14	10	6	--	--	3.67	1.08	
Ammunition Management	491	69% 15% 16%					13	56	15	12	4	--	--	3.61	1.00	
Information Mission Area (IMA)	3911	60% 17% 23%					13	47	17	14	9	--	--	3.41	1.15	
Intelligence (Excepted Services Only)	1245	62% 14% 24%					14	48	14	15	9	--	--	3.43	1.17	
Military Personnel Management	377	71% 13% 16%					19	52	13	10	6	--	--	3.69	1.08	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev		
		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
<b>PERSONAL WORK EXPERIENCES</b>																	
11k. I know what is expected of me on the job.																	
Total Army	80795	80%					11%	8%	27	54	11	6	3	--	--	3.95	0.92
<b>Total Career Program</b>	36709	78%					13%	10%	23	55	13	7	3	--	--	3.88	0.94
Civilian Personnel Administration	1074	81%					11%	8%	27	54	11	6	2	--	--	3.99	0.90
Comptroller	4056	78%					11%	11%	22	56	11	7	4	--	--	3.86	0.96
Safety Management	575	78%					13%	9%	27	51	13	7	2	--	--	3.93	0.93
Supply Management	2321	79%					12%	9%	27	53	12	6	2	--	--	3.95	0.92
Contracting and Acquisition	2765	78%					12%	10%	22	56	12	7	3	--	--	3.87	0.94
Quality and Reliability Assurance	595	78%					13%	9%	25	53	13	6	3	--	--	3.91	0.94
Engineers and Scientists (Non-Construction)	5843	76%					14%	10%	19	57	14	7	3	--	--	3.83	0.91
Matériel Maintenance Management	3091	79%					13%	9%	26	53	13	6	3	--	--	3.94	0.92
Engineers and Scientists (Construction)	4650	76%					14%	10%	16	60	14	7	2	--	--	3.79	0.88
Security	505	80%					12%	8%	28	52	12	5	3	--	--	3.98	0.92
Quality Assurance Specialists (Ammunition Surveillance)	248	75%					16%	8%	19	56	16	6	2	--	--	3.83	0.88
Public Affairs and Communication Media	329	73%					15%	12%	20	53	15	7	5	--	--	3.76	1.01
Transportation Management	376	80%					10%	10%	28	52	10	6	4	--	--	3.95	0.97
Manpower and Force Management	1262	79%					12%	9%	24	54	12	7	2	--	--	3.91	0.92
Housing Management	161	80%					13%	7%	33	47	13	2	4	--	--	4.02	0.97
Equal Employment Opportunity	144	78%					14%	8%	31	48	14	5	3	--	--	3.99	0.94
Education Services	216	83%					7%	10%	38	45	7	6	3	--	--	4.08	1.00
Training	2318	81%					10%	9%	30	51	10	6	3	--	--	3.99	0.95
Ammunition Management	493	80%					13%	8%	21	59	13	4	3	--	--	3.90	0.88
Information Mission Area (IMA)	3903	74%					14%	12%	23	51	14	8	4	--	--	3.81	1.00
Intelligence (Excepted Services Only)	1242	76%					12%	12%	25	52	12	8	4	--	--	3.86	1.00
Military Personnel Management	376	85%					11%	5	32	53	11	3	2	--	--	4.10	0.83

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERSONAL WORK EXPERIENCES</b>																
111. There are too few people to do the work. *																
Total Army	80148						6	20	27	26	20	--	--	2.67	1.19	
<b>Total Career Program</b>	36439						6	21	27	27	20	--	--	2.65	1.18	
Civilian Personnel Administration	1065						6	19	25	28	23	--	--	2.57	1.19	
Comptroller	4028						7	24	25	27	17	--	--	2.78	1.19	
Safety Management	567						4	17	24	29	27	--	--	2.42	1.16	
Supply Management	2303						7	21	27	26	19	--	--	2.71	1.20	
Contracting and Acquisition	2738						5	18	25	26	26	--	--	2.49	1.19	
Quality and Reliability Assurance	589						5	17	27	29	21	--	--	2.56	1.15	
Engineers and Scientists (Non-Construction)	5792						6	24	28	27	15	--	--	2.78	1.14	
Materiel Maintenance Management	3063						6	19	32	27	16	--	--	2.73	1.13	
Engineers and Scientists (Construction)	4619						5	21	29	28	17	--	--	2.70	1.13	
Security	503						5	17	21	26	30	--	--	2.42	1.22	
Quality Assurance Specialists (Ammunition Surveillance)	249						5	25	29	27	14	--	--	2.80	1.12	
Public Affairs and Communication Media	330						5	18	22	24	31	--	--	2.43	1.24	
Transportation Management	373						5	20	28	27	20	--	--	2.63	1.15	
Manpower and Force Management	1248						7	26	25	25	17	--	--	2.80	1.19	
Housing Management	161						6	20	25	29	19	--	--	2.65	1.18	
Equal Employment Opportunity	143						7	15	20	29	29	--	--	2.42	1.25	
Education Services	219						8	19	16	24	32	--	--	2.47	1.33	
Training	2312						6	19	24	29	22	--	--	2.58	1.20	
Ammunition Management	490						7	25	28	25	15	--	--	2.84	1.16	
Information Mission Area (IMA)	3872						5	16	26	28	25	--	--	2.46	1.16	
Intelligence (Excepted Services Only)	1237						5	19	21	28	26	--	--	2.48	1.21	
Military Personnel Management	374						7	26	24	26	17	--	--	2.79	1.20	

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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERSONAL WORK EXPERIENCES</b>																
11m. Physical conditions (noise, temperature, lighting, cleanliness) allow employees to perform their jobs well.																
Total Army	80691						17	48	17	11	7	--	--	3.58	1.10	
<b>Total Career Program</b>	36694						16	48	17	12	6	--	--	3.56	1.10	
Civilian Personnel Administration	1071						17	45	18	13	7	--	--	3.51	1.12	
Comptroller	4068						16	49	17	12	6	--	--	3.58	1.08	
Safety Management	572						22	51	14	9	4	--	--	3.78	1.02	
Supply Management	2317						21	48	16	10	5	--	--	3.69	1.07	
Contracting and Acquisition	2769						16	46	17	14	7	--	--	3.50	1.13	
Quality and Reliability Assurance	594						20	48	16	10	6	--	--	3.66	1.09	
Engineers and Scientists (Non-Construction)	5848						14	46	19	13	7	--	--	3.48	1.11	
Materiel Maintenance Management	3083						18	51	18	9	5	--	--	3.68	1.02	
Engineers and Scientists (Construction)	4642						14	52	17	11	6	--	--	3.57	1.05	
Security	503						19	49	15	11	6	--	--	3.66	1.09	
Quality Assurance Specialists (Ammunition Surveillance)	249						12	54	19	12	4	--	--	3.57	0.98	
Public Affairs and Communication Media	331						15	50	16	10	9	--	--	3.52	1.14	
Transportation Management	376						18	48	17	11	7	--	--	3.59	1.11	
Manpower and Force Management	1258						15	49	16	13	7	--	--	3.52	1.11	
Housing Management	161						32	42	12	9	5	--	--	3.88	1.11	
Equal Employment Opportunity	142						20	54	11	11	6	--	--	3.71	1.07	
Education Services	219						25	45	11	10	10	--	--	3.65	1.22	
Training	2318						18	48	15	12	7	--	--	3.59	1.12	
Ammunition Management	491						13	49	20	11	7	--	--	3.51	1.06	
Information Mission Area (IMA)	3895						15	46	19	14	8	--	--	3.46	1.13	
Intelligence (Excepted Services Only)	1245						16	45	16	14	9	--	--	3.45	1.19	
Military Personnel Management	376						20	50	14	9	7	--	--	3.67	1.10	

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
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-- No history data available

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERSONAL WORK EXPERIENCES</b>																
11n. Employees are protected from health and safety hazards on the job.																
Total Army	80430	77% 14% 9%					23	54	14	6	3	--	--	3.89	0.94	
<b>Total Career Program</b>	36481	79% 13% 8%					23	55	13	5	3	--	--	3.91	0.90	
Civilian Personnel Administration	1067	77% 15% 9%					22	55	15	6	3	--	--	3.87	0.91	
Comptroller	4038	79% 13% 8%					23	56	13	6	2	--	--	3.92	0.88	
Safety Management	572	87% 9% 5%					36	51	9	3	2	--	--	4.16	0.83	
Supply Management	2314	78% 14% 8%					26	53	14	5	3	--	--	3.93	0.93	
Contracting and Acquisition	2738	77% 15% 9%					22	55	15	5	3	--	--	3.87	0.93	
Quality and Reliability Assurance	588	81% 12% 7%					25	56	12	5	3	--	--	3.95	0.89	
Engineers and Scientists (Non-Construction)	5803	81% 12% 7%					24	57	12	4	2	--	--	3.97	0.86	
Matériel Maintenance Management	3080	78% 15% 8%					24	54	15	5	3	--	--	3.91	0.90	
Engineers and Scientists (Construction)	4619	85% 10% 6%					25	60	10	4	1	--	--	4.02	0.80	
Security	498	76% 14% 9%					22	54	14	6	3	--	--	3.86	0.94	
Quality Assurance Specialists (Ammunition Surveillance)	250	74% 15% 10%					21	54	15	8	3	--	--	3.82	0.94	
Public Affairs and Communication Media	330	76% 12% 12%					21	55	12	5	8	--	--	3.77	1.07	
Transportation Management	377	82% 12% 6%					25	58	12	5	1	--	--	4.00	0.81	
Manpower and Force Management	1241	78% 14% 8%					22	55	14	5	3	--	--	3.88	0.92	
Housing Management	162	82% 11% 7%					33	49	11	3	4	--	--	4.05	0.95	
Equal Employment Opportunity	140	81% 11% 8%					27	54	11	6	1	--	--	3.99	0.88	
Education Services	214	80% 10% 10%					30	50	10	5	5	--	--	3.94	1.03	
Training	2306	76% 14% 10%					24	52	14	6	4	--	--	3.85	0.98	
Ammunition Management	490	78% 14% 8%					19	59	14	6	2	--	--	3.87	0.87	
Information Mission Area (IMA)	3881	74% 16% 10%					19	54	16	7	3	--	--	3.79	0.95	
Intelligence (Excepted Services Only)	1235	73% 15% 12%					23	50	15	8	4	--	--	3.81	1.01	
Military Personnel Management	374	77% 15% 8%					24	53	15	5	3	--	--	3.90	0.92	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
PERSONAL WORK EXPERIENCES																
11o. My organization has prepared employees for potential security threats.																
Total Army	80108	79% 14% 7%					24	55	14	5	3	--	--	3.94	0.89	
<b>Total Career Program</b>	36378	81% 13% 6%					24	57	13	4	2	--	--	3.96	0.84	
Civilian Personnel Administration	1058	75% 16% 9%					20	55	16	7	2	--	--	3.84	0.89	
Comptroller	4019	82% 12% 5%					23	59	12	4	1	--	--	3.99	0.79	
Safety Management	571	81% 13% 5%					27	54	13	4	1	--	--	4.02	0.82	
Supply Management	2299	84% 12% 4%					29	55	12	3	1	--	--	4.06	0.80	
Contracting and Acquisition	2734	78% 14% 8%					22	56	14	6	2	--	--	3.89	0.89	
Quality and Reliability Assurance	587	82% 13% 5%					27	55	13	3	2	--	--	4.03	0.82	
Engineers and Scientists (Non-Construction)	5805	86% 10% 4%					26	60	10	3	1	--	--	4.08	0.75	
Matériel Maintenance Management	3073	81% 14% 5%					25	56	14	3	1	--	--	4.00	0.80	
Engineers and Scientists (Construction)	4606	80% 13% 6%					21	59	13	4	2	--	--	3.93	0.83	
Security	502	76% 12% 12%					27	49	12	7	4	--	--	3.88	1.03	
Quality Assurance Specialists (Ammunition Surveillance)	250	75% 18% 6%					20	56	18	4	2	--	--	3.86	0.85	
Public Affairs and Communication Media	325	76% 14% 10%					26	50	14	7	3	--	--	3.88	0.98	
Transportation Management	368	83% 11% 5%					21	62	11	4	1	--	--	3.99	0.77	
Manpower and Force Management	1251	78% 15% 7%					23	56	15	5	2	--	--	3.92	0.86	
Housing Management	161	75% 19% 7%					33	42	19	5	2	--	--	3.99	0.94	
Equal Employment Opportunity	143	81% 11% 8%					26	55	11	4	3	--	--	3.96	0.92	
Education Services	217	81% 11% 8%					29	52	11	6	2	--	--	3.99	0.91	
Training	2294	77% 16% 7%					23	53	16	5	2	--	--	3.91	0.88	
Ammunition Management	482	81% 14% 5%					23	58	14	4	1	--	--	3.97	0.81	
Information Mission Area (IMA)	3861	77% 16% 7%					22	55	16	5	3	--	--	3.89	0.89	
Intelligence (Excepted Services Only)	1235	76% 15% 9%					24	52	15	6	3	--	--	3.87	0.95	
Military Personnel Management	374	80% 14% 6%					22	58	14	3	3	--	--	3.92	0.87	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERFORMANCE CULTURE</b>																
12a. The performance management system I am under improves organizational performance.																
Total Army	71702						7	28	39	18	9	0	0	3.06	1.03	
<b>Total Career Program</b>	32791						6	28	38	19	9	-1	+1	3.04	1.03	
Civilian Personnel Administration	983						6	29	34	22	9	-3	-6	3.02	1.05	
Comptroller	3629						6	30	39	18	7	0	+1	3.09	1.00	
Safety Management	535						7	29	40	19	6	+1	-3	3.13	0.99	
Supply Management	2087						8	34	38	14	6	+4	+6	3.25	0.99	
Contracting and Acquisition	2461						7	30	38	17	9	+1	+3	3.09	1.04	
Quality and Reliability Assurance	538						7	34	37	14	8	+1	+9	3.17	1.03	
Engineers and Scientists (Non-Construction)	5193						7	29	34	21	10	0	+4	3.03	1.07	
Materiel Maintenance Management	2817						7	31	39	17	6	+3	+7	3.18	0.98	
Engineers and Scientists (Construction)	4031						4	24	40	23	9	0	-1	2.90	1.00	
Security	456						5	28	39	20	8	-12	-9	3.01	1.00	
Quality Assurance Specialists (Ammunition Surveillance)	226						5	27	43	19	6	-5	-8	3.06	0.94	
Public Affairs and Communication Media	277						3	17	45	22	13	-12	-9	2.76	0.99	
Transportation Management	343						6	28	46	13	7	-4	-1	3.14	0.96	
Manpower and Force Management	1142						6	27	38	21	9	-5	-8	3.00	1.02	
Housing Management	147						9	25	37	22	7	+2	-6	3.07	1.05	
Equal Employment Opportunity	137						7	34	36	18	5	0	-12	3.20	0.97	
Education Services	195						11	26	33	15	15	+8	+9	3.02	1.20	
Training	2052						6	31	39	17	7	-3	-4	3.12	1.00	
Ammunition Management	442						5	29	42	18	6	-2	-11	3.09	0.95	
Information Mission Area (IMA)	3456						6	24	43	18	9	+1	0	3.00	1.00	
Intelligence (Excepted Services Only)	1161						3	16	28	29	24	-14	-11	2.45	1.12	
Military Personnel Management	330						6	34	41	14	5	--	--	3.24	0.93	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERFORMANCE CULTURE</b>																
12b. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.																
Total Army	70183						5	23	28	24	19	+1	+2	2.71	1.16	
<b>Total Career Program</b>	31019						4	23	30	25	18	0	+3	2.71	1.13	
Civilian Personnel Administration	909						6	26	30	23	15	-3	-6	2.86	1.14	
Comptroller	3420						4	22	29	26	19	-2	+4	2.68	1.14	
Safety Management	501						7	25	29	24	15	+2	0	2.83	1.16	
Supply Management	2006						5	24	29	24	17	+4	+7	2.76	1.15	
Contracting and Acquisition	2269						4	21	30	26	19	0	+5	2.66	1.14	
Quality and Reliability Assurance	532						4	23	31	24	18	-2	+3	2.70	1.12	
Engineers and Scientists (Non-Construction)	4754						4	25	28	26	18	+1	+4	2.73	1.14	
Materiel Maintenance Management	2766						4	23	31	24	17	+2	+3	2.74	1.12	
Engineers and Scientists (Construction)	3798						3	21	29	28	19	+1	+2	2.61	1.11	
Security	446						7	26	28	22	17	-1	+3	2.83	1.18	
Quality Assurance Specialists (Ammunition Surveillance)	219						3	20	31	26	21	-7	-7	2.57	1.11	
Public Affairs and Communication Media	278						2	15	29	27	27	-10	-3	2.38	1.09	
Transportation Management	323						5	19	38	23	15	-8	-1	2.76	1.08	
Manpower and Force Management	1063						3	23	30	27	17	-2	-2	2.69	1.10	
Housing Management	145						8	22	31	23	16	-7	+5	2.82	1.17	
Equal Employment Opportunity	132						5	33	33	20	10	-6	-10	3.04	1.06	
Education Services	178						6	32	25	17	20	+7	+6	2.85	1.23	
Training	2046						6	26	28	24	17	0	0	2.79	1.17	
Ammunition Management	433						2	21	29	29	19	-1	-7	2.59	1.08	
Information Mission Area (IMA)	3297						4	20	32	25	19	+2	+2	2.66	1.13	
Intelligence (Excepted Services Only)	1060						4	22	32	25	18	-2	0	2.70	1.12	
Military Personnel Management	305						5	27	36	20	12	--	--	2.93	1.06	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERFORMANCE CULTURE</b>																
12c. My performance standards/expectations are directly related to my organization's mission.																
Total Army	77163	73% 19% 8%					16	57	19	5	3	-1	-1	3.79	0.87	
<b>Total Career Program</b>	35115	73% 19% 8%					15	58	19	6	2	-3	-2	3.78	0.85	
Civilian Personnel Administration	1034	80% 14% 6%					17	63	14	4	2	+2	-6	3.89	0.81	
Comptroller	3861	75% 18% 6%					15	60	18	4	2	-3	-3	3.82	0.81	
Safety Management	564	73% 22% 5%					19	54	22	4	1	-1	-8	3.87	0.78	
Supply Management	2223	75% 17% 8%					18	57	17	5	3	-1	-3	3.83	0.87	
Contracting and Acquisition	2633	76% 17% 7%					15	61	17	5	2	-2	0	3.81	0.83	
Quality and Reliability Assurance	579	73% 19% 8%					17	57	19	4	3	-2	0	3.79	0.88	
Engineers and Scientists (Non-Construction)	5579	72% 19% 9%					13	58	19	7	2	-4	-2	3.74	0.86	
Materiel Maintenance Management	2993	73% 20% 7%					16	57	20	5	2	-1	+2	3.79	0.84	
Engineers and Scientists (Construction)	4403	71% 20% 9%					11	60	20	7	2	-3	-2	3.70	0.83	
Security	483	73% 19% 8%					16	57	19	7	2	-6	-6	3.79	0.85	
Quality Assurance Specialists (Ammunition Surveillance)	244	68% 25% 8%					10	58	25	6	2	-8	-2	3.68	0.80	
Public Affairs and Communication Media	312	70% 22% 8%					14	56	22	5	3	+1	-5	3.73	0.87	
Transportation Management	363	78% 15% 6%					16	63	15	4	2	+3	+9	3.85	0.82	
Manpower and Force Management	1209	76% 17% 8%					16	60	17	6	2	-2	-5	3.82	0.83	
Housing Management	156	78% 15% 8%					24	54	15	5	3	+9	+5	3.91	0.90	
Equal Employment Opportunity	140	75% 18% 7%					25	50	18	5	2	-4	-6	3.91	0.90	
Education Services	212	80% 10% 10%					22	58	10	4	6	+8	+7	3.85	1.01	
Training	2236	75% 17% 8%					20	56	17	6	2	-3	-3	3.85	0.87	
Ammunition Management	474	76% 16% 9%					15	61	16	6	3	-6	-4	3.78	0.88	
Information Mission Area (IMA)	3692	67% 24% 9%					15	52	24	6	3	-4	-3	3.69	0.90	
Intelligence (Excepted Services Only)	1209	73% 17% 10%					16	57	17	7	3	-3	-4	3.77	0.89	
Military Personnel Management	357	77% 19% 4%					15	62	19	3	1	--	--	3.87	0.74	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERFORMANCE CULTURE</b>																
12d. My most recent performance appraisal is a fair reflection of my performance.																
Total Army	74753	75% 15% 11%					24	50	15	6	4	0	+1	3.84	1.00	
<b>Total Career Program</b>	33874	75% 15% 10%					23	52	15	6	4	-2	-1	3.84	0.98	
Civilian Personnel Administration	982	68% 17% 15%					16	52	17	10	6	-1	-16	3.62	1.05	
Comptroller	3779	76% 14% 10%					22	53	14	6	4	-3	-3	3.84	0.97	
Safety Management	540	75% 16% 9%					26	49	16	7	2	+3	-5	3.90	0.92	
Supply Management	2134	79% 14% 7%					29	50	14	4	3	-2	+1	3.98	0.93	
Contracting and Acquisition	2509	73% 16% 11%					23	51	16	6	5	-2	-1	3.80	1.01	
Quality and Reliability Assurance	556	77% 12% 11%					24	53	12	6	6	-4	+4	3.84	1.03	
Engineers and Scientists (Non-Construction)	5429	75% 14% 11%					23	52	14	7	4	0	+3	3.83	0.99	
Matériel Maintenance Management	2902	77% 15% 8%					25	52	15	5	3	0	+4	3.91	0.92	
Engineers and Scientists (Construction)	4297	76% 14% 10%					18	58	14	7	4	0	0	3.80	0.93	
Security	468	74% 17% 8%					26	48	17	6	3	-11	-3	3.90	0.95	
Quality Assurance Specialists (Ammunition Surveillance)	235	64% 18% 18%					17	47	18	10	8	-4	+1	3.54	1.13	
Public Affairs and Communication Media	295	73% 18% 9%					24	49	18	5	4	-4	-7	3.84	0.97	
Transportation Management	344	79% 14% 7%					28	52	14	4	3	-1	+1	3.97	0.91	
Manpower and Force Management	1172	76% 14% 10%					26	50	14	5	5	-3	-6	3.87	1.01	
Housing Management	154	69% 17% 14%					29	40	17	6	8	-8	-5	3.75	1.16	
Equal Employment Opportunity	138	62% 15% 22%					21	41	15	14	8	-15	-21	3.53	1.20	
Education Services	210	71% 12% 17%					27	45	12	7	10	-10	-5	3.71	1.21	
Training	2173	79% 14% 7%					29	50	14	4	3	-3	-2	3.98	0.92	
Ammunition Management	457	80% 12% 8%					23	57	12	5	3	+1	-3	3.92	0.89	
Information Mission Area (IMA)	3566	71% 17% 11%					22	49	17	7	5	-2	-3	3.78	1.01	
Intelligence (Excepted Services Only)	1036	69% 20% 11%					16	53	20	7	4	-9	-13	3.70	0.96	
Military Personnel Management	346	76% 16% 8%					28	48	16	5	2	--	--	3.94	0.93	

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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



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		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERFORMANCE CULTURE</b>																
12e. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.																
Total Army	75382						19	44	20	11	6	-6	--	3.60	1.09	
<b>Total Career Program</b>	34306						18	45	20	12	6	-7	--	3.57	1.09	
Civilian Personnel Administration	1001						15	45	19	14	7	-7	--	3.47	1.11	
Comptroller	3825						18	45	20	12	5	-9	--	3.58	1.07	
Safety Management	540						22	41	22	12	4	-2	--	3.65	1.06	
Supply Management	2164						23	45	18	9	4	-6	--	3.73	1.05	
Contracting and Acquisition	2536						18	46	20	10	6	-7	--	3.59	1.08	
Quality and Reliability Assurance	560						20	48	16	9	6	-4	--	3.66	1.09	
Engineers and Scientists (Non-Construction)	5490						17	44	20	13	6	-5	--	3.52	1.10	
Materiel Maintenance Management	2918						21	46	20	9	4	-4	--	3.70	1.03	
Engineers and Scientists (Construction)	4348						13	47	20	14	5	-8	--	3.47	1.06	
Security	476						22	44	18	10	7	-9	--	3.64	1.12	
Quality Assurance Specialists (Ammunition Surveillance)	239						13	46	18	17	5	-6	--	3.45	1.08	
Public Affairs and Communication Media	300						17	37	25	15	6	-20	--	3.44	1.11	
Transportation Management	348						22	44	18	11	5	-7	--	3.66	1.09	
Manpower and Force Management	1192						20	46	17	12	5	-5	--	3.62	1.10	
Housing Management	155						24	34	21	11	10	-15	--	3.52	1.24	
Equal Employment Opportunity	141						23	43	16	10	9	-5	--	3.62	1.18	
Education Services	211						23	32	19	14	12	-8	--	3.40	1.30	
Training	2171						22	44	19	10	5	-7	--	3.68	1.08	
Ammunition Management	456						20	50	19	7	4	-5	--	3.73	1.00	
Information Mission Area (IMA)	3597						17	43	21	12	6	-7	--	3.52	1.10	
Intelligence (Excepted Services Only)	1135						13	44	19	17	7	-15	--	3.38	1.13	
Military Personnel Management	351						19	45	21	9	5	--	--	3.63	1.06	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



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		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERFORMANCE CULTURE</b>																
12f. I receive regular performance feedback.																
Total Army	79679						13	37	22	19	10	-4	-5	3.25	1.18	
<b>Total Career Program</b>	36285						12	38	22	19	9	-4	-5	3.25	1.16	
Civilian Personnel Administration	1057						12	37	21	22	9	-7	-15	3.21	1.16	
Comptroller	4005						12	39	21	20	9	-5	-6	3.25	1.16	
Safety Management	574						15	35	23	17	10	-3	-11	3.28	1.19	
Supply Management	2295						15	37	21	18	9	-4	-3	3.32	1.19	
Contracting and Acquisition	2733						11	38	23	18	10	-7	-5	3.23	1.17	
Quality and Reliability Assurance	588						13	37	22	19	9	-3	+1	3.25	1.17	
Engineers and Scientists (Non-Construction)	5775						11	40	23	19	8	0	-1	3.27	1.12	
Materiel Maintenance Management	3056						13	38	24	18	8	-3	-1	3.29	1.14	
Engineers and Scientists (Construction)	4601						8	40	23	20	7	-5	-7	3.22	1.09	
Security	497						16	34	21	21	8	-10	-10	3.28	1.19	
Quality Assurance Specialists (Ammunition Surveillance)	248						6	33	24	25	11	-10	-8	2.98	1.14	
Public Affairs and Communication Media	322						14	39	19	17	10	-3	-2	3.31	1.20	
Transportation Management	368						12	37	26	16	9	-12	-9	3.26	1.14	
Manpower and Force Management	1242						13	39	19	19	10	-2	-8	3.27	1.19	
Housing Management	159						19	30	23	14	14	0	-6	3.25	1.30	
Equal Employment Opportunity	143						16	44	16	13	10	+1	-4	3.42	1.21	
Education Services	217						18	32	18	15	17	+3	-10	3.21	1.35	
Training	2288						15	38	20	18	9	-7	-6	3.33	1.19	
Ammunition Management	485						11	42	22	17	7	-7	-7	3.33	1.11	
Information Mission Area (IMA)	3863						10	35	24	20	11	-4	-6	3.15	1.17	
Intelligence (Excepted Services Only)	1236						10	35	21	22	12	-9	-12	3.10	1.20	
Military Personnel Management	370						12	43	19	17	9	--	--	3.30	1.16	

■ = % Favorable (Agree)  
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 ■ = % Unfavorable (Disagree)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERFORMANCE CULTURE</b>																
12g. The performance feedback I receive is useful.																
Total Army	76846						14	39	28	12	8	-4	-4	3.39	1.10	
<b>Total Career Program</b>	34944						13	40	28	13	7	-5	-5	3.39	1.08	
Civilian Personnel Administration	1012						12	42	28	12	6	-4	-12	3.42	1.05	
Comptroller	3873						13	40	28	13	7	-6	-8	3.40	1.08	
Safety Management	556						17	34	30	12	8	-3	-10	3.40	1.12	
Supply Management	2201						17	39	26	11	6	-3	-2	3.50	1.09	
Contracting and Acquisition	2604						13	42	27	11	7	-5	-2	3.42	1.07	
Quality and Reliability Assurance	562						14	39	27	12	9	-4	+5	3.38	1.13	
Engineers and Scientists (Non-Construction)	5593						12	42	27	13	6	-2	-1	3.40	1.05	
Matériel Maintenance Management	2955						13	39	30	12	6	-4	-1	3.42	1.05	
Engineers and Scientists (Construction)	4440						10	43	27	13	6	-5	-5	3.38	1.03	
Security	480						16	35	29	13	7	-13	-11	3.41	1.11	
Quality Assurance Specialists (Ammunition Surveillance)	240						7	34	34	18	8	-9	-11	3.15	1.04	
Public Affairs and Communication Media	313						12	38	27	12	10	-10	-9	3.30	1.14	
Transportation Management	346						13	40	28	11	8	-10	-5	3.39	1.10	
Manpower and Force Management	1205						14	39	26	13	8	-5	-7	3.38	1.13	
Housing Management	156						21	29	26	13	11	-2	-10	3.37	1.25	
Equal Employment Opportunity	139						19	40	23	9	9	-3	-7	3.50	1.17	
Education Services	213						22	32	20	11	15	+1	-3	3.34	1.34	
Training	2218						16	38	26	12	7	-8	-7	3.44	1.11	
Ammunition Management	457						11	44	27	12	5	-8	-8	3.44	1.01	
Information Mission Area (IMA)	3688						12	37	29	14	9	-4	-5	3.29	1.11	
Intelligence (Excepted Services Only)	1184						10	39	28	13	10	-7	-9	3.27	1.12	
Military Personnel Management	352						13	42	25	13	7	--	--	3.42	1.09	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERFORMANCE CULTURE</b>																
12h. My cash awards depend on how well I perform my job.																
Total Army	68558						14	34	24	13	15	-6	-5	3.20	1.27	
<b>Total Career Program</b>	31089						14	36	24	13	13	-7	-6	3.25	1.23	
Civilian Personnel Administration	902						13	35	24	13	15	-17	-22	3.18	1.24	
Comptroller	3548						13	36	23	15	13	-9	-9	3.23	1.22	
Safety Management	484						14	33	26	15	12	-2	-14	3.21	1.21	
Supply Management	1930						18	37	24	10	12	-8	-7	3.39	1.22	
Contracting and Acquisition	2225						13	35	25	13	14	-9	-4	3.22	1.23	
Quality and Reliability Assurance	512						16	36	24	11	13	-4	+6	3.30	1.24	
Engineers and Scientists (Non-Construction)	5089						15	40	21	13	11	-7	-3	3.35	1.19	
Matériel Maintenance Management	2704						15	36	26	12	12	-5	-1	3.31	1.20	
Engineers and Scientists (Construction)	3870						10	38	25	15	12	-8	-8	3.18	1.18	
Security	429						13	29	28	16	14	-21	-17	3.10	1.23	
Quality Assurance Specialists (Ammunition Surveillance)	209						10	33	31	11	15	+1	-6	3.11	1.20	
Public Affairs and Communication Media	266						15	27	27	17	13	-6	-16	3.14	1.25	
Transportation Management	314						18	32	26	9	14	-11	-6	3.31	1.27	
Manpower and Force Management	1074						16	35	21	14	13	-9	-9	3.27	1.26	
Housing Management	140						18	28	21	11	21	-6	+10	3.09	1.40	
Equal Employment Opportunity	124						19	36	17	15	14	+3	-7	3.31	1.30	
Education Services	201						18	32	18	11	21	-9	+5	3.15	1.40	
Training	1948						17	33	25	11	14	-5	-1	3.27	1.26	
Ammunition Management	423						12	32	28	15	13	-20	-17	3.13	1.21	
Information Mission Area (IMA)	3239						13	35	25	12	15	-2	-5	3.19	1.25	
Intelligence (Excepted Services Only)	1014						12	34	25	13	16	-8	-16	3.13	1.25	
Military Personnel Management	307						15	36	24	11	13	--	--	3.29	1.23	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERFORMANCE CULTURE</b>																
12i. In my work unit, differences in performance are recognized in a meaningful way.																
Total Army	72270		34%	29%	37%		8	25	29	20	17	-4	-4	2.88	1.20	
<b>Total Career Program</b>	32353		34%	30%	36%		8	26	30	21	15	-5	-4	2.91	1.17	
Civilian Personnel Administration	932		32%	28%	40%		8	24	28	23	16	-14	-15	2.83	1.19	
Comptroller	3562		33%	30%	37%		7	25	30	22	15	-7	-6	2.87	1.17	
Safety Management	511		34%	32%	34%		10	24	32	19	15	-6	-8	2.96	1.20	
Supply Management	2049		39%	30%	31%		10	29	30	18	13	-1	-2	3.05	1.18	
Contracting and Acquisition	2414		32%	31%	37%		7	25	31	20	17	-6	-2	2.85	1.18	
Quality and Reliability Assurance	530		36%	33%	31%		7	29	33	18	13	-7	+3	2.98	1.12	
Engineers and Scientists (Non-Construction)	5088		35%	29%	35%		8	28	29	22	13	-4	-2	2.95	1.15	
Matériel Maintenance Management	2791		37%	31%	32%		8	30	31	19	13	-2	+3	3.01	1.14	
Engineers and Scientists (Construction)	4065		31%	31%	38%		5	26	31	24	14	-4	-3	2.83	1.11	
Security	457		33%	28%	38%		9	24	28	22	16	-17	-12	2.88	1.21	
Quality Assurance Specialists (Ammunition Surveillance)	219		27%	37%	36%		5	22	37	24	12	-10	-13	2.84	1.06	
Public Affairs and Communication Media	288		23%	26%	51%		6	17	26	30	20	-7	-8	2.57	1.16	
Transportation Management	340		36%	32%	32%		9	27	32	19	13	-9	-2	3.00	1.15	
Manpower and Force Management	1105		35%	27%	38%		9	26	27	23	15	-8	-7	2.92	1.20	
Housing Management	149		34%	30%	37%		11	22	30	17	20	-4	-2	2.88	1.28	
Equal Employment Opportunity	133		37%	35%	29%		9	28	35	19	10	-9	-12	3.08	1.10	
Education Services	197		39%	21%	40%		14	25	21	19	21	-2	0	2.93	1.35	
Training	2126		37%	29%	34%		11	27	29	19	15	-5	-5	2.99	1.22	
Ammunition Management	436		32%	31%	38%		7	25	31	22	16	-7	-8	2.85	1.17	
Information Mission Area (IMA)	3409		31%	31%	38%		7	24	31	21	17	-2	-4	2.83	1.18	
Intelligence (Excepted Services Only)	1082		28%	33%	38%		6	22	33	22	17	-9	-13	2.79	1.14	
Military Personnel Management	323		38%	30%	32%		8	30	30	17	15	--	--	3.00	1.18	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERFORMANCE CULTURE</b>																
12j. Pay raises in my work unit depend on how well employees perform their jobs.																
Total Army	68532						7	21	29	22	21	-8	-7	2.70	1.21	
<b>Total Career Program</b>	30860						7	23	30	22	18	-9	-7	2.78	1.18	
Civilian Personnel Administration	905						8	22	30	22	18	-31	-13	2.80	1.19	
Comptroller	3437						7	22	30	23	18	-12	-12	2.76	1.17	
Safety Management	485						9	23	27	23	18	-2	-11	2.82	1.23	
Supply Management	1929						9	23	31	21	17	-9	-9	2.86	1.20	
Contracting and Acquisition	2254						6	20	31	24	19	-13	-11	2.71	1.15	
Quality and Reliability Assurance	506						6	23	31	23	17	-7	-2	2.78	1.15	
Engineers and Scientists (Non-Construction)	4976						8	31	27	20	15	-8	-4	2.96	1.19	
Matériel Maintenance Management	2688						8	23	31	21	17	-8	-3	2.84	1.18	
Engineers and Scientists (Construction)	3892						4	22	30	25	19	-3	-4	2.67	1.13	
Security	443						7	24	29	20	20	-17	-10	2.78	1.21	
Quality Assurance Specialists (Ammunition Surveillance)	218						3	16	39	24	18	-15	-11	2.62	1.05	
Public Affairs and Communication Media	253						5	14	32	21	28	-13	-17	2.47	1.17	
Transportation Management	313						7	22	31	24	16	-12	-10	2.81	1.16	
Manpower and Force Management	1073						9	22	30	21	18	-12	-18	2.82	1.22	
Housing Management	138						9	18	28	17	28	-8	+3	2.64	1.31	
Equal Employment Opportunity	135						7	27	28	23	15	-5	-5	2.88	1.16	
Education Services	192						10	29	19	19	23	+7	+14	2.84	1.34	
Training	1997						8	23	29	20	20	-4	-6	2.79	1.22	
Ammunition Management	421						5	21	28	28	19	-13	-15	2.66	1.14	
Information Mission Area (IMA)	3184						6	20	31	22	22	-7	-8	2.67	1.19	
Intelligence (Excepted Services Only)	981						5	20	31	22	22	-15	-17	2.67	1.17	
Military Personnel Management	302						7	24	34	18	16	--	--	2.87	1.16	

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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERFORMANCE CULTURE</b>																
12k. Promotions in my work unit are based on merit.																
Total Army	68555						6	21	30	19	23	-11	-10	2.70	1.21	
<b>Total Career Program</b>	31046						7	25	31	19	19	-12	-11	2.82	1.19	
Civilian Personnel Administration	935						11	34	29	14	12	-13	-19	3.17	1.17	
Comptroller	3472						7	26	30	19	18	-13	-13	2.84	1.20	
Safety Management	486						9	20	34	19	18	-9	-17	2.83	1.19	
Supply Management	1947						8	22	31	19	20	-12	-9	2.80	1.22	
Contracting and Acquisition	2282						6	24	32	20	18	-14	-10	2.79	1.17	
Quality and Reliability Assurance	507						6	23	31	19	21	-13	-9	2.74	1.19	
Engineers and Scientists (Non-Construction)	4964						8	32	28	17	16	-10	-6	2.99	1.19	
Matériel Maintenance Management	2727						7	22	34	19	19	-12	-9	2.80	1.18	
Engineers and Scientists (Construction)	3867						5	27	32	19	17	-11	-10	2.83	1.14	
Security	439						5	23	30	21	21	-20	-16	2.69	1.17	
Quality Assurance Specialists (Ammunition Surveillance)	216						5	20	34	20	21	-12	-20	2.67	1.15	
Public Affairs and Communication Media	253						5	15	34	22	25	-18	-26	2.54	1.15	
Transportation Management	323						8	22	33	19	19	-14	-10	2.80	1.20	
Manpower and Force Management	1087						9	23	30	19	19	-14	-15	2.83	1.23	
Housing Management	140						10	14	30	18	28	-8	-9	2.61	1.30	
Equal Employment Opportunity	132						9	31	30	17	14	-12	-24	3.05	1.18	
Education Services	195						9	27	23	16	24	0	+5	2.81	1.32	
Training	1995						6	21	32	18	22	-11	-12	2.71	1.21	
Ammunition Management	427						5	23	31	23	19	-11	-20	2.73	1.16	
Information Mission Area (IMA)	3203						6	20	31	19	23	-6	-10	2.65	1.20	
Intelligence (Excepted Services Only)	1000						5	21	34	17	23	-13	-14	2.68	1.18	
Military Personnel Management	314						7	21	34	19	19	--	--	2.77	1.17	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERFORMANCE CULTURE</b>																
12l. Personnel with recent military experience perform better in Army civilian positions than those without recent military experience.																
Total Army	70421						14	20	32	19	15	--	--	2.98	1.25	
<b>Total Career Program</b>	31135						13	19	34	20	14	--	--	2.98	1.21	
Civilian Personnel Administration	912						7	13	38	25	17	--	--	2.67	1.11	
Comptroller	3406						8	16	35	24	17	--	--	2.73	1.15	
Safety Management	530						22	22	31	16	9	--	--	3.33	1.23	
Supply Management	2125						19	22	31	16	12	--	--	3.22	1.25	
Contracting and Acquisition	2201						9	14	37	25	15	--	--	2.77	1.15	
Quality and Reliability Assurance	536						17	23	32	16	12	--	--	3.18	1.24	
Engineers and Scientists (Non-Construction)	4425						6	15	41	24	13	--	--	2.76	1.06	
Materiel Maintenance Management	2895						20	26	30	14	9	--	--	3.35	1.21	
Engineers and Scientists (Construction)	3460						5	12	37	27	20	--	--	2.56	1.08	
Security	471						24	25	28	14	8	--	--	3.44	1.22	
Quality Assurance Specialists (Ammunition Surveillance)	239						9	17	37	26	11	--	--	2.88	1.10	
Public Affairs and Communication Media	286						14	22	29	19	17	--	--	2.98	1.28	
Transportation Management	347						17	23	31	14	15	--	--	3.14	1.29	
Manpower and Force Management	1135						14	22	29	21	15	--	--	3.00	1.26	
Housing Management	152						18	20	23	23	15	--	--	3.04	1.33	
Equal Employment Opportunity	127						11	10	30	22	27	--	--	2.57	1.28	
Education Services	195						12	21	23	22	23	--	--	2.77	1.32	
Training	2163						25	28	27	12	8	--	--	3.51	1.21	
Ammunition Management	440						12	19	33	23	13	--	--	2.93	1.18	
Information Mission Area (IMA)	3442						14	22	33	18	14	--	--	3.04	1.23	
Intelligence (Excepted Services Only)	1140						18	27	31	16	9	--	--	3.28	1.19	
Military Personnel Management	353						24	29	25	10	12	--	--	3.42	1.29	

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 ■ = % Neither agree/disagree  
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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>FAIRNESS</b>																
13a. Personnel who recently retired from the military and then are hired by the Army are often selected over fully qualified civilian candidates who have not served in the military.																
Total Army	62457						22	31	30	11	5	+12	+17	3.54	1.11	
<b>Total Career Program</b>	27102						21	31	31	12	5	+11	+17	3.51	1.10	
Civilian Personnel Administration	892						16	28	31	19	7	0	+9	3.28	1.14	
Comptroller	3006						24	34	29	9	4	+12	+21	3.66	1.05	
Safety Management	465						25	27	26	15	7	+13	+21	3.49	1.21	
Supply Management	1890						20	30	31	12	7	+8	+16	3.43	1.15	
Contracting and Acquisition	1888						19	30	34	11	5	+9	+18	3.45	1.08	
Quality and Reliability Assurance	486						22	28	31	13	7	+9	+18	3.45	1.15	
Engineers and Scientists (Non-Construction)	3576						18	34	35	9	3	+14	+21	3.56	0.98	
Materiel Maintenance Management	2569						17	28	33	15	6	+10	+14	3.34	1.12	
Engineers and Scientists (Construction)	2933						21	35	33	8	3	+20	+24	3.64	0.99	
Security	413						20	27	33	15	5	+10	+8	3.41	1.11	
Quality Assurance Specialists (Ammunition Surveillance)	211						25	35	27	10	4	+12	+19	3.66	1.07	
Public Affairs and Communication Media	270						29	39	22	7	4	+20	+24	3.83	1.04	
Transportation Management	311						29	28	23	15	5	+19	+8	3.59	1.20	
Manpower and Force Management	1019						26	30	27	12	5	+6	+18	3.59	1.14	
Housing Management	137						27	25	26	14	9	0	+15	3.47	1.26	
Equal Employment Opportunity	121						31	36	24	7	2	+13	+22	3.84	1.02	
Education Services	167						31	27	28	7	8	+25	+15	3.65	1.21	
Training	1845						16	27	33	17	8	+6	+7	3.27	1.14	
Ammunition Management	403						22	32	29	12	6	+11	+29	3.52	1.13	
Information Mission Area (IMA)	3110						23	32	29	11	6	+10	+18	3.56	1.12	
Intelligence (Excepted Services Only)	938						17	29	30	17	7	+3	+9	3.33	1.14	
Military Personnel Management	318						24	27	30	12	7	--	--	3.48	1.18	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)

-- No history data available

\* Any item marked with an asterisk phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>FAIRNESS</b>																
13b. Employees at this installation/activity are treated fairly with regard to grievances.																
Total Army	51040						8	32	38	12	11	-2	0	3.14	1.07	
<b>Total Career Program</b>	20308						7	32	40	11	9	-1	0	3.18	1.03	
Civilian Personnel Administration	682						14	43	32	7	4	-2	-7	3.56	0.94	
Comptroller	2133						7	29	44	10	10	-2	+2	3.12	1.02	
Safety Management	360						10	33	39	10	8	+2	0	3.27	1.04	
Supply Management	1406						9	31	42	10	9	+1	+2	3.20	1.03	
Contracting and Acquisition	1395						7	28	44	10	11	0	+2	3.11	1.04	
Quality and Reliability Assurance	382						8	30	40	12	10	-7	+6	3.13	1.06	
Engineers and Scientists (Non-Construction)	2649						8	38	37	9	8	+2	+2	3.29	1.01	
Matériel Maintenance Management	2037						7	30	44	10	9	-2	+4	3.16	1.00	
Engineers and Scientists (Construction)	2165						6	36	37	12	9	+1	+2	3.18	1.03	
Security	327						6	36	38	12	9	-7	+3	3.18	1.01	
Quality Assurance Specialists (Ammunition Surveillance)	150						6	26	53	9	6	-5	-11	3.17	0.90	
Public Affairs and Communication Media	179						4	25	37	18	16	-12	-14	2.85	1.10	
Transportation Management	236						8	26	42	13	10	-9	+3	3.10	1.06	
Manpower and Force Management	722						7	33	40	9	11	-2	-1	3.15	1.05	
Housing Management	101						9	34	36	10	12	+2	+6	3.18	1.11	
Equal Employment Opportunity	126						6	37	37	15	5	-9	-5	3.25	0.95	
Education Services	120						10	28	33	13	16	-1	+7	3.03	1.20	
Training	1514						8	35	37	11	9	-3	-5	3.22	1.03	
Ammunition Management	316						5	34	41	11	8	-3	-9	3.16	0.98	
Information Mission Area (IMA)	2340						7	29	42	12	11	+2	+2	3.09	1.05	
Intelligence (Excepted Services Only)	644						7	30	41	12	10	-2	-5	3.14	1.04	
Military Personnel Management	229						5	30	45	9	12	--	--	3.07	1.02	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)

-- No history data available

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>FAIRNESS</b>																
13c. Employees at this installation/activity are treated fairly with regard to appeals.																
Total Army	46485						7	29	45	9	9	-2	0	3.16	1.01	
<b>Total Career Program</b>	18347						7	30	47	8	8	-2	+1	3.20	0.97	
Civilian Personnel Administration	662						14	43	34	5	4	-5	-8	3.58	0.92	
Comptroller	1977						6	28	50	7	8	-2	+3	3.16	0.95	
Safety Management	319						10	26	49	8	7	-2	-4	3.24	0.97	
Supply Management	1284						8	28	49	8	7	0	+1	3.22	0.97	
Contracting and Acquisition	1238						6	26	51	8	9	0	+3	3.13	0.96	
Quality and Reliability Assurance	361						7	28	46	11	8	-7	+5	3.16	0.98	
Engineers and Scientists (Non-Construction)	2329						8	34	43	7	7	+2	+5	3.28	0.97	
Matériel Maintenance Management	1898						7	27	51	8	8	-4	+4	3.17	0.94	
Engineers and Scientists (Construction)	1883						6	32	45	9	8	0	+1	3.18	0.97	
Security	309						6	33	44	10	7	-8	+3	3.20	0.95	
Quality Assurance Specialists (Ammunition Surveillance)	136						4	24	58	8	5	-3	-9	3.15	0.83	
Public Affairs and Communication Media	158						4	23	48	13	12	-14	-14	2.94	1.00	
Transportation Management	216						7	25	47	11	10	-8	+5	3.08	1.03	
Manpower and Force Management	655						6	31	46	8	9	0	+2	3.18	0.98	
Housing Management	94						10	29	41	10	11	+4	+4	3.17	1.08	
Equal Employment Opportunity	123						7	36	41	11	5	-14	-10	3.28	0.92	
Education Services	117						11	24	41	9	15	+2	+6	3.08	1.16	
Training	1349						7	32	44	9	7	-3	-4	3.23	0.97	
Ammunition Management	294						4	28	53	9	6	-6	-10	3.15	0.86	
Information Mission Area (IMA)	2097						7	26	49	9	9	+2	+3	3.12	0.99	
Intelligence (Excepted Services Only)	546						8	28	49	9	7	-1	-3	3.20	0.96	
Military Personnel Management	217						5	27	49	8	11	--	--	3.08	0.99	

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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>FAIRNESS</b>																
13d. Prohibited Personnel Practices (e.g., 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.																
Total Army	60753						16	40	27	8	8	-12	-9	3.48	1.11	
<b>Total Career Program</b>	26600						17	43	26	7	7	-11	-8	3.56	1.08	
Civilian Personnel Administration	954						30	45	14	6	5	-6	-9	3.90	1.05	
Comptroller	2855						16	41	28	7	7	-12	-9	3.53	1.07	
Safety Management	436						19	37	24	10	10	-14	-9	3.45	1.19	
Supply Management	1720						17	39	28	8	8	-14	-9	3.50	1.10	
Contracting and Acquisition	1879						16	41	29	7	7	-11	-7	3.53	1.06	
Quality and Reliability Assurance	461						15	39	29	10	8	-20	-9	3.43	1.10	
Engineers and Scientists (Non-Construction)	3965						18	52	20	5	5	-7	-5	3.73	0.98	
Materiel Maintenance Management	2413						15	37	32	8	7	-13	-7	3.46	1.07	
Engineers and Scientists (Construction)	3225						16	51	20	7	6	-7	-5	3.65	1.02	
Security	400						19	39	28	7	8	-17	-7	3.54	1.10	
Quality Assurance Specialists (Ammunition Surveillance)	193						12	44	34	6	4	-11	-18	3.56	0.91	
Public Affairs and Communication Media	218						13	39	27	10	12	-16	-16	3.31	1.17	
Transportation Management	271						16	33	35	8	7	-19	-4	3.43	1.08	
Manpower and Force Management	942						15	41	27	9	8	-13	-11	3.48	1.10	
Housing Management	124						22	31	31	6	10	-26	-8	3.49	1.18	
Equal Employment Opportunity	137						22	34	25	15	5	-15	-1	3.53	1.13	
Education Services	158						25	32	27	8	9	-19	-12	3.56	1.19	
Training	1771						17	41	24	9	9	-14	-12	3.49	1.14	
Ammunition Management	373						11	43	29	10	6	-18	-15	3.42	1.02	
Information Mission Area (IMA)	2842						16	37	29	9	9	-10	-8	3.42	1.13	
Intelligence (Excepted Services Only)	878						21	42	23	8	6	-11	-9	3.63	1.09	
Military Personnel Management	268						16	36	30	10	8	--	--	3.42	1.11	

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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>FAIRNESS</b>																
13e. If I complained of discrimination, it would be held against me. *																
Total Army	61031						10	24	34	20	12	-2	+2	3.00	1.16	
<b>Total Career Program</b>	26350						10	25	34	19	11	0	+5	3.04	1.14	
Civilian Personnel Administration	811						13	27	34	17	9	-2	+5	3.20	1.13	
Comptroller	2814						9	21	36	22	13	-2	+3	2.90	1.13	
Safety Management	442						12	25	33	18	11	-4	+2	3.09	1.17	
Supply Management	1714						11	23	35	19	12	0	+6	3.03	1.16	
Contracting and Acquisition	1864						9	21	36	21	12	+1	+8	2.94	1.13	
Quality and Reliability Assurance	466						8	19	40	21	12	-5	+4	2.90	1.10	
Engineers and Scientists (Non-Construction)	3907						11	33	29	18	9	+5	+8	3.21	1.13	
Matériel Maintenance Management	2388						9	22	39	19	11	-4	+8	2.99	1.10	
Engineers and Scientists (Construction)	3140						10	32	31	18	10	+6	+8	3.14	1.13	
Security	416						12	24	34	19	11	-8	-2	3.06	1.16	
Quality Assurance Specialists (Ammunition Surveillance)	185						9	23	42	16	10	-3	-2	3.05	1.07	
Public Affairs and Communication Media	233						9	24	30	23	15	0	-3	2.90	1.18	
Transportation Management	271						10	20	39	18	12	-5	0	2.98	1.13	
Manpower and Force Management	944						11	23	31	24	11	+2	+6	2.99	1.16	
Housing Management	124						11	24	35	15	15	-12	+26	3.02	1.19	
Equal Employment Opportunity	133						14	20	27	23	17	-8	-8	2.89	1.28	
Education Services	163						17	25	20	24	15	+5	+10	3.03	1.33	
Training	1793						13	27	31	18	11	-3	-1	3.11	1.18	
Ammunition Management	373						8	22	37	23	10	-8	-7	2.94	1.08	
Information Mission Area (IMA)	2885						10	22	35	20	13	+2	+6	2.94	1.16	
Intelligence (Excepted Services Only)	886						12	27	32	17	12	-3	+3	3.09	1.18	
Military Personnel Management	283						9	26	39	16	10	--	--	3.08	1.08	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Yes	No
<b>DISCRIMINATION</b>			
14. During the last 12 months, have you been discriminated against (e.g., on the basis of your gender, race, national origin, religion, age, cultural background, disability, sexual orientation) while working in the Army?			
Total Army	79363	12%	88%
<b>Total Career Program</b>	<b>36151</b>	<b>10%</b>	<b>90%</b>
Civilian Personnel Administration	1053	9%	91%
Comptroller	3990	10%	90%
Safety Management	572	12%	88%
Supply Management	2284	11%	89%
Contracting and Acquisition	2720	10%	90%
Quality and Reliability Assurance	582	13%	87%
Engineers and Scientists (Non-Construction)	5752	7%	93%
Materiel Maintenance Management	3042	11%	89%
Engineers and Scientists (Construction)	4580	9%	91%
Security	498	10%	90%
Quality Assurance Specialists (Ammunition Surveillance)	248	11%	89%
Public Affairs and Communication Media	321	19%	81%
Transportation Management	369	12%	88%
Manpower and Force Management	1241	13%	87%
Housing Management	158	15%	85%
Equal Employment Opportunity	141	22%	78%
Education Services	217	19%	81%
Training	2280	12%	88%
Ammunition Management	481	10%	90%
Information Mission Area (IMA)	3856	12%	88%
Intelligence (Excepted Services Only)	1235	8%	92%
Military Personnel Management	370	11%	89%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Yes	No
<b>DISCRIMINATION</b>			
14a. If you were discriminated against, did you report the incident?			
Total Army	9668	31%	69%
<b>Total Career Program</b>	3921	29%	71%
Civilian Personnel Administration	99	36%	64%
Comptroller	439	28%	72%
Safety Management	72	26%	74%
Supply Management	268	32%	68%
Contracting and Acquisition	291	31%	69%
Quality and Reliability Assurance	81	36%	64%
Engineers and Scientists (Non-Construction)	448	20%	80%
Materiel Maintenance Management	344	29%	71%
Engineers and Scientists (Construction)	448	27%	73%
Security	52	35%	65%
Quality Assurance Specialists (Ammunition Surveillance)	27	15%	85%
Public Affairs and Communication Media	61	34%	66%
Transportation Management	47	26%	74%
Manpower and Force Management	166	37%	63%
Housing Management	25	48%	52%
Equal Employment Opportunity	33	33%	67%
Education Services	41	34%	66%
Training	281	30%	70%
Ammunition Management	50	18%	82%
Information Mission Area (IMA)	479	29%	71%
Intelligence (Excepted Services Only)	110	26%	74%
Military Personnel Management	44	30%	70%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Too soon to know
<b>DISCRIMINATION</b>				
14b. If you reported the incident, did you experience any adverse consequences?				
Total Army	3023	53%	21%	26%
<b>Total Career Program</b>	1136	52%	20%	27%
Civilian Personnel Administration	37	59%	14%	27%
Comptroller	125	58%	18%	25%
Safety Management	19	53%	21%	26%
Supply Management	85	46%	25%	29%
Contracting and Acquisition	88	43%	19%	38%
Quality and Reliability Assurance	30	57%	30%	13%
Engineers and Scientists (Non-Construction)	91	45%	26%	29%
Materiel Maintenance Management	103	58%	17%	25%
Engineers and Scientists (Construction)	124	58%	15%	27%
Security	18	39%	17%	44%
Quality Assurance Specialists (Ammunition Surveillance)	4	--	--	--
Public Affairs and Communication Media	21	38%	29%	33%
Transportation Management	12	58%	25%	17%
Manpower and Force Management	63	56%	21%	24%
Housing Management	10	80%	10%	10%
Equal Employment Opportunity	11	73%	9%	18%
Education Services	14	57%	21%	21%
Training	83	55%	18%	27%
Ammunition Management	9	--	--	--
Information Mission Area (IMA)	144	49%	22%	28%
Intelligence (Excepted Services Only)	27	52%	30%	19%
Military Personnel Management	13	38%	23%	38%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Yes	No
<b>HARASSMENT</b>			
15. During the last 12 months, have you been harassed (e.g., on the basis of your gender, race, national origin, religion, age, cultural background, disability, sexual orientation) while working in the Army?			
Total Army	78891	8%	92%
<b>Total Career Program</b>	<b>36000</b>	<b>6%</b>	<b>94%</b>
Civilian Personnel Administration	1050	5%	95%
Comptroller	3972	6%	94%
Safety Management	572	6%	94%
Supply Management	2268	7%	93%
Contracting and Acquisition	2711	6%	94%
Quality and Reliability Assurance	585	8%	92%
Engineers and Scientists (Non-Construction)	5740	5%	95%
Materiel Maintenance Management	3023	6%	94%
Engineers and Scientists (Construction)	4556	6%	94%
Security	496	5%	95%
Quality Assurance Specialists (Ammunition Surveillance)	247	4%	96%
Public Affairs and Communication Media	319	12%	88%
Transportation Management	369	7%	93%
Manpower and Force Management	1233	7%	93%
Housing Management	159	11%	89%
Equal Employment Opportunity	139	18%	82%
Education Services	214	12%	88%
Training	2271	8%	92%
Ammunition Management	475	6%	94%
Information Mission Area (IMA)	3841	8%	92%
Intelligence (Excepted Services Only)	1233	5%	95%
Military Personnel Management	367	7%	93%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Yes	No
<b>HARASSMENT</b>			
15a. If you were harassed, did you report the incident?			
Total Army	6639	41%	59%
<b>Total Career Program</b>	2499	37%	63%
Civilian Personnel Administration	66	45%	55%
Comptroller	281	41%	59%
Safety Management	38	47%	53%
Supply Management	174	39%	61%
Contracting and Acquisition	178	37%	63%
Quality and Reliability Assurance	52	48%	52%
Engineers and Scientists (Non-Construction)	277	29%	71%
Materiel Maintenance Management	207	39%	61%
Engineers and Scientists (Construction)	301	38%	62%
Security	28	50%	50%
Quality Assurance Specialists (Ammunition Surveillance)	11	27%	73%
Public Affairs and Communication Media	38	34%	66%
Transportation Management	26	31%	69%
Manpower and Force Management	97	42%	58%
Housing Management	17	47%	53%
Equal Employment Opportunity	27	44%	56%
Education Services	28	43%	57%
Training	188	37%	63%
Ammunition Management	34	21%	79%
Information Mission Area (IMA)	325	35%	65%
Intelligence (Excepted Services Only)	66	30%	70%
Military Personnel Management	28	25%	75%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Too soon to know
<b>HARASSMENT</b>				
15b. If you reported the incident, did you experience any adverse consequences?				
Total Army	2709	50%	27%	23%
<b>Total Career Program</b>	929	51%	24%	25%
Civilian Personnel Administration	30	40%	37%	23%
Comptroller	110	55%	22%	23%
Safety Management	18	61%	28%	11%
Supply Management	69	48%	19%	33%
Contracting and Acquisition	66	45%	18%	36%
Quality and Reliability Assurance	25	72%	8%	20%
Engineers and Scientists (Non-Construction)	82	45%	28%	27%
Materiel Maintenance Management	79	51%	24%	25%
Engineers and Scientists (Construction)	115	46%	29%	25%
Security	14	50%	29%	21%
Quality Assurance Specialists (Ammunition Surveillance)	4	--	--	--
Public Affairs and Communication Media	13	31%	54%	15%
Transportation Management	8	--	--	--
Manpower and Force Management	41	59%	12%	29%
Housing Management	8	--	--	--
Equal Employment Opportunity	12	75%	8%	17%
Education Services	12	58%	17%	25%
Training	70	50%	23%	27%
Ammunition Management	7	--	--	--
Information Mission Area (IMA)	114	54%	25%	21%
Intelligence (Excepted Services Only)	19	58%	21%	21%
Military Personnel Management	7	--	--	--



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



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<b>CAREER PLANS</b>																
16. Suppose that you have to decide whether or not to continue to work for your organization. If you had to make this decision now, how likely or unlikely is it that you would choose to stay?																
Total Army	77083	69% 12% 19%					41	28	12	11	8	+6	0	3.83	1.29	
<b>Total Career Program</b>	36140	69% 12% 19%					40	29	12	11	8	+7	+1	3.81	1.28	
Civilian Personnel Administration	1056	67% 12% 21%					37	30	12	12	9	+7	-7	3.75	1.31	
Comptroller	3982	66% 12% 22%					37	29	12	12	10	+5	-3	3.72	1.33	
Safety Management	571	69% 14% 17%					39	31	14	12	5	+11	-1	3.85	1.21	
Supply Management	2282	70% 11% 19%					42	27	11	10	9	+4	-1	3.84	1.31	
Contracting and Acquisition	2721	68% 12% 20%					39	29	12	11	9	+6	+1	3.77	1.32	
Quality and Reliability Assurance	585	67% 15% 18%					41	25	15	9	9	0	-1	3.81	1.30	
Engineers and Scientists (Non-Construction)	5757	71% 13% 16%					39	32	13	10	6	+9	+5	3.89	1.20	
Materiel Maintenance Management	3046	69% 12% 19%					42	27	12	11	8	+6	+1	3.84	1.29	
Engineers and Scientists (Construction)	4582	74% 12% 14%					45	29	12	9	6	+11	+6	3.99	1.19	
Security	498	66% 11% 23%					36	29	11	14	9	+3	+3	3.70	1.32	
Quality Assurance Specialists (Ammunition Surveillance)	248	65% 13% 21%					38	28	13	13	8	0	-7	3.73	1.30	
Public Affairs and Communication Media	322	61% 13% 25%					34	28	13	13	12	+10	-5	3.58	1.39	
Transportation Management	368	63% 13% 24%					36	27	13	13	11	+3	+4	3.64	1.37	
Manpower and Force Management	1239	67% 10% 23%					37	30	10	12	11	+4	-3	3.69	1.36	
Housing Management	156	73% 8% 19%					47	26	8	10	10	+20	+4	3.92	1.34	
Equal Employment Opportunity	141	63% 11% 26%					41	22	11	16	11	+4	-12	3.67	1.41	
Education Services	218	73% 10% 17%					47	26	10	9	8	+14	+4	3.95	1.28	
Training	2278	72% 12% 16%					44	28	12	10	6	+4	-3	3.93	1.23	
Ammunition Management	478	74% 9% 17%					43	31	9	9	8	+6	0	3.92	1.26	
Information Mission Area (IMA)	3849	62% 14% 24%					35	27	14	14	10	+7	-1	3.63	1.35	
Intelligence (Excepted Services Only)	1234	64% 13% 23%					34	30	13	13	10	+7	-2	3.66	1.32	
Military Personnel Management	368	71% 11% 18%					42	29	11	10	8	--	--	3.87	1.28	

■ = % Favorable (Likely)   ■ = % Neither likely/unlikely   ■ = % Unfavorable (Unlikely)

-- No history data available

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev		
		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
<b>CAREER PLANS</b>																	
17a. Do you see yourself working at your current organization one year from now?																	
Total Army	74263	77%					8%	14%	48	29	8	7	7	--	--	4.04	1.22
<b>Total Career Program</b>	34291	78%					8%	14%	50	28	8	7	7	--	--	4.07	1.22
Civilian Personnel Administration	1014	73%					8%	18%	46	28	8	10	8	--	--	3.93	1.29
Comptroller	3802	75%					8%	17%	45	30	8	8	9	--	--	3.93	1.30
Safety Management	533	81%					7%	12%	49	32	7	6	6	--	--	4.12	1.15
Supply Management	2140	75%					7%	18%	46	29	7	8	10	--	--	3.93	1.32
Contracting and Acquisition	2620	76%					8%	16%	49	27	8	7	9	--	--	4.00	1.29
Quality and Reliability Assurance	540	77%					8%	15%	48	29	8	8	7	--	--	4.04	1.23
Engineers and Scientists (Non-Construction)	5542	85%					7%	9%	56	28	7	5	4	--	--	4.28	1.05
Matériel Maintenance Management	2826	77%					9%	14%	48	28	9	6	8	--	--	4.03	1.23
Engineers and Scientists (Construction)	4405	85%					6%	9%	60	25	6	4	4	--	--	4.32	1.06
Security	466	75%					10%	15%	45	30	10	8	8	--	--	3.97	1.24
Quality Assurance Specialists (Ammunition Surveillance)	228	74%					10%	17%	44	29	10	7	10	--	--	3.92	1.30
Public Affairs and Communication Media	305	70%					9%	21%	43	27	9	10	12	--	--	3.79	1.39
Transportation Management	341	76%					7%	17%	44	32	7	9	8	--	--	3.96	1.26
Manpower and Force Management	1159	74%					7%	19%	45	29	7	9	10	--	--	3.89	1.33
Housing Management	147	77%					7%	16%	54	23	7	7	8	--	--	4.07	1.28
Equal Employment Opportunity	131	70%					6%	24%	47	24	6	17	7	--	--	3.86	1.34
Education Services	200	79%					8%	14%	57	22	8	7	7	--	--	4.16	1.23
Training	2103	79%					8%	13%	49	30	8	6	7	--	--	4.08	1.20
Ammunition Management	449	81%					6%	13%	51	30	6	6	7	--	--	4.12	1.20
Information Mission Area (IMA)	3668	74%					10%	17%	44	30	10	7	9	--	--	3.91	1.28
Intelligence (Excepted Services Only)	1175	77%					9%	14%	49	28	9	7	7	--	--	4.05	1.21
Military Personnel Management	347	76%					7%	17%	46	31	7	8	9	--	--	3.96	1.28

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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>CAREER PLANS</b>																
17b. Do you see yourself working at your current organization three years from now?																
Total Army	73611						31	25	14	14	15	--	--	3.43	1.44	
<b>Total Career Program</b>	34072						30	26	14	14	15	--	--	3.43	1.43	
Civilian Personnel Administration	1011						25	25	15	15	20	--	--	3.21	1.47	
Comptroller	3759						27	26	14	15	18	--	--	3.27	1.46	
Safety Management	532						30	28	13	16	13	--	--	3.44	1.40	
Supply Management	2123						28	25	13	15	19	--	--	3.29	1.48	
Contracting and Acquisition	2580						28	25	14	15	18	--	--	3.31	1.46	
Quality and Reliability Assurance	530						32	25	16	12	16	--	--	3.44	1.44	
Engineers and Scientists (Non-Construction)	5532						33	30	15	13	9	--	--	3.65	1.30	
Matériel Maintenance Management	2811						33	24	14	14	15	--	--	3.47	1.45	
Engineers and Scientists (Construction)	4394						38	28	13	11	10	--	--	3.73	1.34	
Security	465						29	26	12	14	18	--	--	3.32	1.48	
Quality Assurance Specialists (Ammunition Surveillance)	228						26	22	13	20	19	--	--	3.15	1.49	
Public Affairs and Communication Media	300						22	24	11	22	22	--	--	3.02	1.48	
Transportation Management	336						26	28	15	14	17	--	--	3.32	1.43	
Manpower and Force Management	1156						26	25	12	17	20	--	--	3.22	1.49	
Housing Management	144						33	24	12	15	16	--	--	3.42	1.47	
Equal Employment Opportunity	128						29	23	9	20	20	--	--	3.21	1.52	
Education Services	197						36	25	12	16	11	--	--	3.58	1.39	
Training	2100						32	25	13	15	14	--	--	3.48	1.42	
Ammunition Management	450						33	28	10	13	16	--	--	3.47	1.46	
Information Mission Area (IMA)	3634						26	24	15	17	18	--	--	3.23	1.45	
Intelligence (Excepted Services Only)	1170						27	26	13	17	16	--	--	3.32	1.44	
Military Personnel Management	343						26	26	16	15	17	--	--	3.28	1.43	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>CAREER PLANS</b>																
17c. Do you see yourself working at your current organization five years from now?																
Total Army	76072						25	18	16	15	25	--	--	3.03	1.53	
<b>Total Career Program</b>	34901						23	19	17	16	26	--	--	2.98	1.51	
Civilian Personnel Administration	1023						20	14	18	19	29	--	--	2.77	1.50	
Comptroller	3802						19	17	17	18	29	--	--	2.80	1.50	
Safety Management	557						25	17	16	16	26	--	--	2.98	1.54	
Supply Management	2158						22	18	15	16	29	--	--	2.88	1.54	
Contracting and Acquisition	2631						20	17	18	16	28	--	--	2.85	1.51	
Quality and Reliability Assurance	553						26	18	16	15	24	--	--	3.07	1.53	
Engineers and Scientists (Non-Construction)	5673						23	23	20	15	19	--	--	3.16	1.43	
Matériel Maintenance Management	2922						29	16	16	15	24	--	--	3.12	1.55	
Engineers and Scientists (Construction)	4481						28	22	17	13	20	--	--	3.25	1.48	
Security	478						20	21	15	14	30	--	--	2.87	1.53	
Quality Assurance Specialists (Ammunition Surveillance)	238						18	18	11	15	37	--	--	2.66	1.57	
Public Affairs and Communication Media	309						17	14	15	18	37	--	--	2.56	1.51	
Transportation Management	344						19	20	14	15	32	--	--	2.77	1.53	
Manpower and Force Management	1187						20	17	15	18	31	--	--	2.76	1.52	
Housing Management	149						26	19	11	16	27	--	--	3.02	1.57	
Equal Employment Opportunity	131						18	14	17	25	26	--	--	2.73	1.45	
Education Services	208						29	14	14	19	23	--	--	3.09	1.55	
Training	2187						27	19	16	16	23	--	--	3.10	1.52	
Ammunition Management	461						25	21	13	13	28	--	--	3.00	1.57	
Information Mission Area (IMA)	3709						19	16	16	18	31	--	--	2.76	1.51	
Intelligence (Excepted Services Only)	1193						20	18	18	17	28	--	--	2.85	1.49	
Military Personnel Management	351						21	15	18	18	28	--	--	2.85	1.51	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>CAREER PLANS</b>																
18a. In the next 5 years, how likely or unlikely is it that you will leave your organization to take another job within the DoD? *																
Total Army	77968						14	17	21	24	24	-3	-7	2.73	1.37	
<b>Total Career Program</b>	35614						15	18	21	25	22	-3	-8	2.79	1.36	
Civilian Personnel Administration	1045						16	15	18	25	27	-3	-8	2.68	1.41	
Comptroller	3896						16	16	18	26	25	-3	-7	2.72	1.40	
Safety Management	561						14	16	19	25	25	0	-3	2.70	1.38	
Supply Management	2231						14	14	17	27	28	-7	-7	2.60	1.39	
Contracting and Acquisition	2682						14	16	20	28	22	-5	-9	2.73	1.34	
Quality and Reliability Assurance	575						14	16	22	23	25	-7	-4	2.70	1.37	
Engineers and Scientists (Non-Construction)	5723						14	21	26	25	14	-2	-5	2.96	1.26	
Materiel Maintenance Management	2989						16	16	22	24	22	-4	-6	2.80	1.37	
Engineers and Scientists (Construction)	4521						19	26	26	18	11	-1	-8	3.24	1.25	
Security	491						14	16	18	26	26	-1	-1	2.65	1.38	
Quality Assurance Specialists (Ammunition Surveillance)	242						16	22	21	22	19	+2	0	2.95	1.35	
Public Affairs and Communication Media	320						10	12	13	31	34	-5	-8	2.33	1.31	
Transportation Management	357						13	12	18	26	31	-2	0	2.50	1.38	
Manpower and Force Management	1223						14	14	18	27	27	-2	-5	2.60	1.38	
Housing Management	156						10	19	19	27	26	-1	+3	2.58	1.31	
Equal Employment Opportunity	137						16	12	18	23	31	-10	-8	2.59	1.43	
Education Services	214						17	15	20	22	26	-1	+8	2.74	1.42	
Training	2236						12	14	19	27	27	-4	-8	2.57	1.35	
Ammunition Management	468						19	23	21	21	16	+5	-7	3.08	1.36	
Information Mission Area (IMA)	3800						13	15	19	25	28	-6	-7	2.61	1.37	
Intelligence (Excepted Services Only)	1226						10	15	21	30	25	-4	-8	2.54	1.27	
Military Personnel Management	362						12	11	14	28	35	--	--	2.35	1.36	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents 5 4 3 2 1	% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev
		0%	20%	40%	60%	80%					
<b>CAREER PLANS</b>											
18b. In the next 5 years, how likely or unlikely is it that you will leave to take another job in the Federal government outside of the DoD? *											
Total Army	77368						22 26 23 17 11	+1	0	3.33	1.29
<b>Total Career Program</b>	35403						23 28 23 17 9	0	0	3.39	1.26
Civilian Personnel Administration	1037						25 24 21 17 12	+1	-3	3.33	1.34
Comptroller	3871						27 26 20 17 10	-1	-4	3.43	1.31
Safety Management	557						21 27 21 19 12	+5	+1	3.25	1.31
Supply Management	2217						28 29 20 14 9	-2	+3	3.52	1.27
Contracting and Acquisition	2673						24 28 21 18 9	+1	+1	3.39	1.28
Quality and Reliability Assurance	564						24 26 25 17 8	-1	-3	3.42	1.24
Engineers and Scientists (Non-Construction)	5703						24 33 25 13 5	+3	+3	3.57	1.14
Materiel Maintenance Management	2965						26 27 24 15 9	-1	-2	3.46	1.25
Engineers and Scientists (Construction)	4511						21 27 28 17 7	+1	-1	3.37	1.19
Security	487						18 23 21 23 14	+1	+3	3.07	1.33
Quality Assurance Specialists (Ammunition Surveillance)	239						29 32 21 12 6	-5	+4	3.67	1.18
Public Affairs and Communication Media	318						16 24 21 22 18	0	-2	2.98	1.34
Transportation Management	354						23 26 23 16 12	+4	+9	3.32	1.32
Manpower and Force Management	1218						26 25 22 19 9	-2	-1	3.39	1.29
Housing Management	152						27 24 21 16 13	+6	-2	3.37	1.36
Equal Employment Opportunity	138						18 17 23 20 22	-13	-3	2.91	1.40
Education Services	214						24 26 21 15 14	-2	+9	3.32	1.34
Training	2210						21 27 24 18 11	+1	-5	3.29	1.27
Ammunition Management	465						33 34 18 11 5	+6	+1	3.79	1.15
Information Mission Area (IMA)	3776						20 24 24 20 13	-1	+1	3.20	1.31
Intelligence (Excepted Services Only)	1216						19 26 23 21 11	+1	-2	3.20	1.27
Military Personnel Management	359						21 28 18 18 15	--	--	3.22	1.36

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		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>CAREER PLANS</b>																
18c. In the next 5 years, how likely or unlikely is it that you will leave the Federal government for a private sector job? *																
Total Army	77356	71% Favorable (Likely), 16% Neither likely/unlikely, 12% Unfavorable (Unlikely)					41	30	16	8	4	+7	+6	3.96	1.13	
<b>Total Career Program</b>	35405	73% Favorable (Likely), 15% Neither likely/unlikely, 12% Unfavorable (Unlikely)					43	30	15	8	4	+8	+7	4.00	1.11	
Civilian Personnel Administration	1038	80% Favorable (Likely), 13% Neither likely/unlikely, 8% Unfavorable (Unlikely)					55	25	13	5	3	+7	+2	4.23	1.04	
Comptroller	3873	78% Favorable (Likely), 12% Neither likely/unlikely, 9% Unfavorable (Unlikely)					51	28	12	6	3	+6	+3	4.16	1.07	
Safety Management	559	69% Favorable (Likely), 18% Neither likely/unlikely, 13% Unfavorable (Unlikely)					38	31	18	9	4	+9	+9	3.91	1.13	
Supply Management	2213	77% Favorable (Likely), 12% Neither likely/unlikely, 11% Unfavorable (Unlikely)					48	29	12	7	4	+6	+8	4.10	1.10	
Contracting and Acquisition	2669	76% Favorable (Likely), 13% Neither likely/unlikely, 10% Unfavorable (Unlikely)					47	29	13	7	3	+6	+8	4.10	1.08	
Quality and Reliability Assurance	565	76% Favorable (Likely), 14% Neither likely/unlikely, 10% Unfavorable (Unlikely)					45	32	14	7	3	+7	+13	4.08	1.06	
Engineers and Scientists (Non-Construction)	5701	70% Favorable (Likely), 17% Neither likely/unlikely, 13% Unfavorable (Unlikely)					39	31	17	10	3	+10	+9	3.93	1.10	
Materiel Maintenance Management	2965	72% Favorable (Likely), 16% Neither likely/unlikely, 13% Unfavorable (Unlikely)					43	29	16	8	5	+6	+7	3.97	1.15	
Engineers and Scientists (Construction)	4509	69% Favorable (Likely), 18% Neither likely/unlikely, 13% Unfavorable (Unlikely)					37	32	18	10	3	+10	+7	3.89	1.11	
Security	491	75% Favorable (Likely), 15% Neither likely/unlikely, 10% Unfavorable (Unlikely)					40	36	15	7	3	+10	+6	4.02	1.04	
Quality Assurance Specialists (Ammunition Surveillance)	239	79% Favorable (Likely), 12% Neither likely/unlikely, 9% Unfavorable (Unlikely)					52	27	12	6	3	+3	+2	4.19	1.05	
Public Affairs and Communication Media	318	66% Favorable (Likely), 19% Neither likely/unlikely, 15% Unfavorable (Unlikely)					35	31	19	10	5	+10	-1	3.81	1.17	
Transportation Management	355	72% Favorable (Likely), 15% Neither likely/unlikely, 13% Unfavorable (Unlikely)					44	28	15	6	6	+9	+11	3.98	1.19	
Manpower and Force Management	1217	79% Favorable (Likely), 11% Neither likely/unlikely, 10% Unfavorable (Unlikely)					48	31	11	7	3	+10	+8	4.14	1.05	
Housing Management	152	74% Favorable (Likely), 15% Neither likely/unlikely, 11% Unfavorable (Unlikely)					41	33	15	7	4	+14	+3	3.99	1.10	
Equal Employment Opportunity	138	77% Favorable (Likely), 11% Neither likely/unlikely, 12% Unfavorable (Unlikely)					51	26	11	7	6	+6	0	4.09	1.18	
Education Services	214	65% Favorable (Likely), 18% Neither likely/unlikely, 17% Unfavorable (Unlikely)					38	28	18	10	7	+13	+13	3.79	1.24	
Training	2214	69% Favorable (Likely), 18% Neither likely/unlikely, 13% Unfavorable (Unlikely)					37	31	18	9	5	+5	+1	3.88	1.14	
Ammunition Management	465	79% Favorable (Likely), 11% Neither likely/unlikely, 9% Unfavorable (Unlikely)					47	32	11	6	4	+9	+8	4.14	1.06	
Information Mission Area (IMA)	3778	71% Favorable (Likely), 16% Neither likely/unlikely, 13% Unfavorable (Unlikely)					41	30	16	8	5	+9	+6	3.95	1.14	
Intelligence (Excepted Services Only)	1214	71% Favorable (Likely), 15% Neither likely/unlikely, 13% Unfavorable (Unlikely)					37	34	15	10	3	+8	+6	3.91	1.10	
Military Personnel Management	360	79% Favorable (Likely), 13% Neither likely/unlikely, 8% Unfavorable (Unlikely)					45	33	13	5	3	--	--	4.13	1.02	

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		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>CAREER PLANS</b>																
18d. In the next 5 years, how likely or unlikely is it that you will retire from Federal service? *																
Total Army	78615	58% Favorable, 10% Neither, 31% Unfavorable					43	15	10	12	19	+6	+5	3.51	1.58	
<b>Total Career Program</b>	35897	62% Favorable, 9% Neither, 29% Unfavorable					47	15	9	11	18	+7	+4	3.63	1.57	
Civilian Personnel Administration	1047	62% Favorable, 8% Neither, 30% Unfavorable					51	11	8	11	19	+7	+1	3.64	1.62	
Comptroller	3949	58% Favorable, 8% Neither, 34% Unfavorable					45	13	8	12	21	+8	+4	3.48	1.63	
Safety Management	569	60% Favorable, 12% Neither, 28% Unfavorable					44	17	12	10	18	+10	+3	3.58	1.55	
Supply Management	2255	57% Favorable, 9% Neither, 34% Unfavorable					43	14	9	12	21	+7	+7	3.45	1.62	
Contracting and Acquisition	2707	64% Favorable, 7% Neither, 29% Unfavorable					51	13	7	10	19	+9	+6	3.66	1.60	
Quality and Reliability Assurance	575	52% Favorable, 11% Neither, 38% Unfavorable					38	13	11	14	23	+8	+6	3.29	1.63	
Engineers and Scientists (Non-Construction)	5733	71% Favorable, 9% Neither, 19% Unfavorable					57	15	9	9	11	+5	+4	3.98	1.41	
Materiel Maintenance Management	3021	55% Favorable, 11% Neither, 34% Unfavorable					38	16	11	13	22	+9	+8	3.37	1.60	
Engineers and Scientists (Construction)	4566	68% Favorable, 8% Neither, 24% Unfavorable					55	13	8	9	15	+7	+3	3.83	1.52	
Security	494	63% Favorable, 8% Neither, 29% Unfavorable					47	16	8	12	17	+6	+7	3.64	1.55	
Quality Assurance Specialists (Ammunition Surveillance)	245	56% Favorable, 6% Neither, 38% Unfavorable					40	16	6	16	23	+1	+3	3.34	1.64	
Public Affairs and Communication Media	321	69% Favorable, 8% Neither, 22% Unfavorable					51	18	8	10	13	+6	+5	3.85	1.45	
Transportation Management	362	63% Favorable, 13% Neither, 25% Unfavorable					45	17	13	9	16	+15	+8	3.67	1.50	
Manpower and Force Management	1232	58% Favorable, 8% Neither, 34% Unfavorable					42	15	8	13	21	+6	+7	3.45	1.62	
Housing Management	155	55% Favorable, 10% Neither, 35% Unfavorable					40	15	10	13	22	+22	+22	3.38	1.62	
Equal Employment Opportunity	141	55% Favorable, 11% Neither, 35% Unfavorable					38	16	11	14	21	+12	-3	3.38	1.59	
Education Services	218	51% Favorable, 11% Neither, 38% Unfavorable					37	14	11	18	20	+3	+1	3.30	1.59	
Training	2252	60% Favorable, 12% Neither, 29% Unfavorable					40	19	12	11	18	+6	+4	3.53	1.53	
Ammunition Management	474	55% Favorable, 9% Neither, 36% Unfavorable					41	14	9	15	21	+5	+4	3.38	1.62	
Information Mission Area (IMA)	3828	58% Favorable, 11% Neither, 31% Unfavorable					43	15	11	12	19	+9	+7	3.51	1.59	
Intelligence (Excepted Services Only)	1226	70% Favorable, 8% Neither, 22% Unfavorable					53	17	8	9	12	+6	+6	3.88	1.44	
Military Personnel Management	365	58% Favorable, 10% Neither, 32% Unfavorable					41	18	10	12	20	--	--	3.47	1.58	

■ = % Favorable (Likely)   
 ■ = % Neither likely/unlikely   
 ■ = % Unfavorable (Unlikely)

-- No history data available

\* Any item marked with an asterisk phrased such that Unlikely is a FAVORABLE response and is shown under the % Favorable (Likely) category



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	No	Yes, but only within the Federal government	Yes, but only outside the Federal government	Yes, I plan to look both within and outside the Federal government	I have not decided whether or not to look for another job
<b>CAREER PLANS</b>						
19. In the coming year (the next 12 months), do you plan to look for another job?						
Total Army	79215	42%	34%	1%	11%	12%
<b>Total Career Program</b>	<b>36077</b>	<b>44%</b>	<b>32%</b>	<b>1%</b>	<b>10%</b>	<b>12%</b>
Civilian Personnel Administration	1055	44%	35%	1%	6%	14%
Comptroller	3974	42%	36%	1%	7%	14%
Safety Management	573	43%	30%	1%	12%	14%
Supply Management	2276	40%	37%	2%	9%	12%
Contracting and Acquisition	2715	48%	30%	1%	8%	13%
Quality and Reliability Assurance	584	42%	36%	1%	9%	12%
Engineers and Scientists (Non-Construction)	5749	52%	26%	1%	9%	12%
Materiel Maintenance Management	3035	44%	34%	2%	10%	11%
Engineers and Scientists (Construction)	4572	51%	24%	1%	10%	13%
Security	497	36%	39%	1%	12%	12%
Quality Assurance Specialists (Ammunition Surveillance)	248	58%	24%	2%	6%	10%
Public Affairs and Communication Media	320	34%	39%	1%	18%	9%
Transportation Management	361	37%	38%	1%	14%	10%
Manpower and Force Management	1240	37%	40%	1%	9%	14%
Housing Management	159	34%	42%	0%	11%	13%
Equal Employment Opportunity	141	41%	37%	0%	10%	12%
Education Services	218	46%	24%	1%	17%	11%
Training	2275	37%	35%	1%	16%	10%
Ammunition Management	475	52%	29%	1%	7%	10%
Information Mission Area (IMA)	3847	38%	37%	1%	12%	12%
Intelligence (Excepted Services Only)	1234	38%	34%	0%	15%	13%
Military Personnel Management	367	28%	46%	1%	13%	13%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Not willing to relocate	Within my immediate area	Within my CONUS region	Within my OCONUS region	Anywhere
<b>CAREER PLANS</b>						
20a. Where would you be willing to relocate to stay with your job if it moved?						
Total Army	78418	28%	36%	16%	3%	17%
<b>Total Career Program</b>	35805	26%	36%	18%	3%	17%
Civilian Personnel Administration	1047	31%	32%	14%	4%	19%
Comptroller	3938	30%	38%	15%	3%	15%
Safety Management	564	27%	28%	21%	3%	21%
Supply Management	2255	26%	30%	21%	3%	20%
Contracting and Acquisition	2701	29%	38%	16%	2%	15%
Quality and Reliability Assurance	576	25%	31%	22%	3%	19%
Engineers and Scientists (Non-Construction)	5717	27%	41%	19%	1%	12%
Materiel Maintenance Management	3009	24%	29%	21%	3%	23%
Engineers and Scientists (Construction)	4553	25%	42%	16%	2%	15%
Security	492	22%	36%	17%	4%	21%
Quality Assurance Specialists (Ammunition Surveillance)	246	9%	11%	15%	3%	63%
Public Affairs and Communication Media	320	24%	36%	15%	4%	21%
Transportation Management	359	23%	24%	21%	6%	26%
Manpower and Force Management	1236	28%	37%	16%	4%	16%
Housing Management	157	25%	32%	13%	7%	23%
Equal Employment Opportunity	139	21%	29%	22%	6%	22%
Education Services	216	34%	26%	16%	1%	22%
Training	2244	27%	33%	20%	2%	19%
Ammunition Management	475	33%	27%	23%	2%	15%
Information Mission Area (IMA)	3817	26%	35%	16%	5%	18%
Intelligence (Excepted Services Only)	1220	25%	35%	16%	4%	20%
Military Personnel Management	362	21%	33%	23%	2%	20%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Not willing to relocate	Within my immediate area	Within my CONUS region	Within my OCONUS region	Anywhere
<b>CAREER PLANS</b>						
20b. Where would you be willing to relocate for a career enhancing development opportunity?						
Total Army	78210	21%	33%	19%	3%	23%
<b>Total Career Program</b>	<b>35722</b>	<b>22%</b>	<b>32%</b>	<b>20%</b>	<b>3%</b>	<b>23%</b>
Civilian Personnel Administration	1039	26%	30%	15%	4%	26%
Comptroller	3932	25%	36%	17%	3%	20%
Safety Management	566	22%	24%	22%	3%	28%
Supply Management	2241	22%	30%	20%	4%	25%
Contracting and Acquisition	2700	23%	33%	19%	3%	22%
Quality and Reliability Assurance	570	20%	32%	20%	4%	25%
Engineers and Scientists (Non-Construction)	5705	23%	37%	20%	2%	17%
Materiel Maintenance Management	2994	21%	29%	21%	3%	26%
Engineers and Scientists (Construction)	4548	21%	33%	21%	3%	22%
Security	489	17%	29%	21%	4%	29%
Quality Assurance Specialists (Ammunition Surveillance)	246	11%	9%	13%	3%	65%
Public Affairs and Communication Media	320	11%	29%	20%	5%	35%
Transportation Management	358	17%	21%	22%	5%	35%
Manpower and Force Management	1230	20%	35%	17%	3%	24%
Housing Management	157	17%	31%	13%	8%	31%
Equal Employment Opportunity	138	19%	20%	20%	8%	34%
Education Services	213	28%	24%	18%	2%	28%
Training	2239	20%	31%	23%	2%	24%
Ammunition Management	474	33%	27%	19%	3%	18%
Information Mission Area (IMA)	3817	19%	32%	19%	5%	25%
Intelligence (Excepted Services Only)	1222	18%	32%	19%	4%	26%
Military Personnel Management	364	13%	34%	23%	2%	28%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Not willing to relocate	Within my immediate area	Within my CONUS region	Within my OCONUS region	Anywhere
<b>CAREER PLANS</b>						
20c. Where would you be willing to relocate to get an increase in pay?						
Total Army	78214	21%	37%	18%	3%	21%
<b>Total Career Program</b>	35722	21%	36%	19%	3%	20%
Civilian Personnel Administration	1041	25%	33%	16%	4%	23%
Comptroller	3925	24%	39%	17%	3%	16%
Safety Management	567	20%	28%	22%	3%	26%
Supply Management	2244	21%	33%	19%	4%	23%
Contracting and Acquisition	2695	22%	39%	19%	3%	18%
Quality and Reliability Assurance	572	20%	34%	21%	3%	22%
Engineers and Scientists (Non-Construction)	5708	24%	42%	19%	2%	13%
Materiel Maintenance Management	2990	21%	32%	20%	3%	24%
Engineers and Scientists (Construction)	4551	21%	38%	20%	3%	17%
Security	491	17%	32%	19%	4%	27%
Quality Assurance Specialists (Ammunition Surveillance)	244	11%	10%	13%	4%	62%
Public Affairs and Communication Media	320	11%	31%	21%	5%	32%
Transportation Management	358	17%	24%	21%	5%	33%
Manpower and Force Management	1232	19%	39%	17%	4%	21%
Housing Management	156	14%	35%	14%	10%	27%
Equal Employment Opportunity	138	20%	28%	17%	4%	31%
Education Services	213	26%	28%	19%	2%	24%
Training	2243	20%	34%	21%	3%	22%
Ammunition Management	472	31%	32%	19%	2%	16%
Information Mission Area (IMA)	3814	19%	36%	19%	5%	22%
Intelligence (Excepted Services Only)	1223	19%	36%	19%	5%	22%
Military Personnel Management	365	13%	35%	25%	1%	27%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Not willing to relocate	Within my immediate area	Within my CONUS region	Within my OCONUS region	Anywhere
<b>CAREER PLANS</b>						
20d. Where would you be willing to relocate to get a promotion?						
Total Army	78202	20%	36%	19%	3%	22%
<b>Total Career Program</b>	35724	21%	35%	20%	3%	22%
Civilian Personnel Administration	1041	24%	31%	16%	4%	25%
Comptroller	3934	23%	38%	18%	3%	18%
Safety Management	565	19%	28%	21%	3%	29%
Supply Management	2242	20%	32%	20%	4%	25%
Contracting and Acquisition	2699	21%	37%	20%	3%	19%
Quality and Reliability Assurance	572	19%	34%	21%	3%	24%
Engineers and Scientists (Non-Construction)	5704	23%	39%	20%	2%	15%
Materiel Maintenance Management	2995	19%	31%	21%	3%	26%
Engineers and Scientists (Construction)	4550	21%	36%	21%	3%	19%
Security	489	17%	30%	19%	4%	30%
Quality Assurance Specialists (Ammunition Surveillance)	244	10%	9%	13%	2%	66%
Public Affairs and Communication Media	320	11%	30%	21%	4%	34%
Transportation Management	358	15%	23%	22%	6%	34%
Manpower and Force Management	1233	18%	36%	18%	3%	24%
Housing Management	156	14%	35%	13%	8%	30%
Equal Employment Opportunity	138	17%	28%	18%	6%	30%
Education Services	212	27%	25%	21%	2%	24%
Training	2238	20%	32%	22%	3%	23%
Ammunition Management	475	32%	29%	20%	2%	18%
Information Mission Area (IMA)	3813	18%	34%	19%	5%	25%
Intelligence (Excepted Services Only)	1220	18%	34%	19%	4%	25%
Military Personnel Management	366	12%	35%	23%	2%	28%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev		
		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
OVERALL SATISFACTION																	
21a. Considering everything, how satisfied or dissatisfied are you with your job?																	
Total Army	78629	78%					12%	10%	28	50	12	7	3	+5	+3	3.93	0.99
<b>Total Career Program</b>	35810	78%					11%	10%	27	51	11	7	3	+5	+3	3.92	0.97
Civilian Personnel Administration	1044	80%					10%	10%	29	51	10	7	3	+4	-2	3.95	0.97
Comptroller	3929	77%					11%	11%	24	53	11	8	4	+3	+2	3.86	0.99
Safety Management	568	80%					10%	10%	34	46	10	9	1	+7	+7	4.03	0.94
Supply Management	2258	80%					10%	10%	29	50	10	7	3	+3	+4	3.95	0.99
Contracting and Acquisition	2698	78%					11%	10%	26	52	11	7	4	+3	+4	3.90	0.99
Quality and Reliability Assurance	580	81%					9%	10%	29	52	9	7	3	+3	+5	3.96	0.97
Engineers and Scientists (Non-Construction)	5697	77%					12%	11%	24	53	12	8	3	+6	+5	3.88	0.96
Matériel Maintenance Management	3019	81%					11%	9%	31	50	11	6	2	+5	+3	4.01	0.93
Engineers and Scientists (Construction)	4557	79%					11%	10%	25	54	11	7	3	+6	+5	3.91	0.94
Security	491	80%					10%	10%	30	49	10	7	3	+1	-1	3.97	0.98
Quality Assurance Specialists (Ammunition Surveillance)	244	79%					12%	9%	29	50	12	7	2	+1	+1	3.96	0.94
Public Affairs and Communication Media	320	73%					12%	15%	27	46	12	11	4	+6	0	3.80	1.09
Transportation Management	358	77%					12%	11%	31	46	12	7	4	+7	+4	3.92	1.05
Manpower and Force Management	1233	76%					12%	12%	25	51	12	8	3	+5	+3	3.87	1.00
Housing Management	158	82%					7%	11%	32	51	7	6	4	+16	+11	3.99	1.02
Equal Employment Opportunity	141	76%					13%	11%	30	45	13	8	4	+2	-10	3.91	1.03
Education Services	216	86%					7%	7%	41	44	7	4	3	+9	+11	4.17	0.93
Training	2263	82%					9%	9%	34	48	9	6	2	+4	+2	4.06	0.95
Ammunition Management	475	79%					11%	10%	31	48	11	8	2	+3	-4	3.97	0.97
Information Mission Area (IMA)	3813	75%					13%	12%	26	49	13	8	4	+6	+3	3.85	1.02
Intelligence (Excepted Services Only)	1221	78%					11%	11%	27	50	11	8	3	+5	+4	3.90	1.00
Military Personnel Management	366	83%					10%	7%	32	51	10	5	2	--	--	4.05	0.89

■ = % Favorable (Satisfied)   ■ = % Neither satisfied/dissatisfied   ■ = % Unfavorable (Dissatisfied)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
OVERALL SATISFACTION																
21b. Considering everything, how satisfied or dissatisfied are you with your pay?																
Total Army	78868	65% 15% 20%					17	48	15	14	6	+5	+5	3.57	1.10	
<b>Total Career Program</b>	35925	73% 14% 13%					21	53	14	10	3	+5	+4	3.78	0.99	
Civilian Personnel Administration	1050	76% 11% 13%					26	50	11	10	3	0	-7	3.86	1.01	
Comptroller	3947	77% 12% 11%					21	56	12	9	2	+4	+2	3.84	0.94	
Safety Management	568	73% 14% 13%					20	52	14	9	4	+12	+5	3.77	0.99	
Supply Management	2267	75% 13% 12%					24	51	13	9	3	+2	+2	3.83	0.99	
Contracting and Acquisition	2706	74% 13% 13%					21	53	13	9	4	+7	+4	3.77	1.00	
Quality and Reliability Assurance	584	68% 16% 17%					18	50	16	11	5	+5	+7	3.64	1.06	
Engineers and Scientists (Non-Construction)	5715	75% 14% 11%					21	54	14	9	2	+7	+6	3.83	0.94	
Matériel Maintenance Management	3025	76% 13% 11%					24	52	13	9	2	+6	+9	3.87	0.94	
Engineers and Scientists (Construction)	4562	73% 14% 12%					19	54	14	10	3	+9	+7	3.77	0.96	
Security	493	69% 12% 18%					19	50	12	13	5	+10	+2	3.65	1.09	
Quality Assurance Specialists (Ammunition Surveillance)	247	77% 14% 9%					22	55	14	7	2	+14	+18	3.89	0.88	
Public Affairs and Communication Media	319	68% 13% 18%					16	52	13	15	3	+6	+5	3.62	1.03	
Transportation Management	361	69% 19% 13%					22	47	19	10	2	-2	+4	3.76	0.99	
Manpower and Force Management	1233	75% 11% 14%					23	52	11	12	2	+7	+4	3.82	1.00	
Housing Management	159	65% 11% 24%					18	47	11	18	6	+1	+7	3.53	1.16	
Equal Employment Opportunity	141	66% 10% 24%					17	49	10	18	6	-9	-7	3.53	1.14	
Education Services	216	75% 11% 14%					21	53	11	12	2	-1	+16	3.79	0.99	
Training	2265	73% 13% 14%					20	53	13	11	3	+8	+3	3.75	1.00	
Ammunition Management	476	75% 11% 14%					23	52	11	12	1	0	+5	3.83	0.97	
Information Mission Area (IMA)	3831	67% 16% 16%					18	49	16	12	4	+1	0	3.64	1.04	
Intelligence (Excepted Services Only)	1231	70% 15% 15%					19	51	15	11	4	+6	+1	3.71	1.02	
Military Personnel Management	367	62% 17% 21%					16	47	17	14	6	--	--	3.51	1.11	

■ = % Favorable (Satisfied)  
 ■ = % Neither satisfied/dissatisfied  
 ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>OVERALL SATISFACTION</b>																
21c. Considering everything, how satisfied or dissatisfied are you with the training you receive for your present job?																
Total Army	78820						12	37	25	18	7	--	--	3.28	1.11	
<b>Total Career Program</b>	35895						13	40	24	17	6	--	--	3.37	1.08	
Civilian Personnel Administration	1050						15	43	23	15	5	--	--	3.47	1.08	
Comptroller	3940						12	41	24	17	6	--	--	3.36	1.09	
Safety Management	570						16	36	27	16	5	--	--	3.44	1.07	
Supply Management	2268						14	39	25	17	6	--	--	3.38	1.09	
Contracting and Acquisition	2703						15	47	19	14	5	--	--	3.53	1.06	
Quality and Reliability Assurance	583						12	43	25	15	6	--	--	3.40	1.06	
Engineers and Scientists (Non-Construction)	5708						14	46	24	12	4	--	--	3.54	1.01	
Materiel Maintenance Management	3028						14	40	25	16	5	--	--	3.40	1.08	
Engineers and Scientists (Construction)	4561						11	41	25	18	5	--	--	3.35	1.06	
Security	493						12	36	22	23	7	--	--	3.25	1.13	
Quality Assurance Specialists (Ammunition Surveillance)	247						11	45	23	18	4	--	--	3.41	1.01	
Public Affairs and Communication Media	318						8	31	25	27	10	--	--	2.98	1.14	
Transportation Management	360						13	37	27	18	6	--	--	3.33	1.08	
Manpower and Force Management	1235						11	39	25	19	6	--	--	3.29	1.09	
Housing Management	159						12	28	22	28	10	--	--	3.03	1.20	
Equal Employment Opportunity	141						23	32	17	23	5	--	--	3.44	1.21	
Education Services	215						14	34	26	20	6	--	--	3.31	1.12	
Training	2257						15	38	24	18	5	--	--	3.39	1.10	
Ammunition Management	474						13	43	26	13	5	--	--	3.46	1.03	
Information Mission Area (IMA)	3826						9	32	26	23	9	--	--	3.10	1.13	
Intelligence (Excepted Services Only)	1230						8	36	27	22	7	--	--	3.16	1.08	
Military Personnel Management	367						10	33	30	18	9	--	--	3.17	1.12	

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>OVERALL SATISFACTION</b>																
21d. Considering everything, how satisfied or dissatisfied are you with the recognition you receive for doing a good job?																
Total Army	78795						13	35	24	17	11	-3	-4	3.22	1.19	
<b>Total Career Program</b>	35866						14	37	25	16	8	-3	-3	3.31	1.14	
Civilian Personnel Administration	1049						15	36	22	17	9	-4	-13	3.33	1.18	
Comptroller	3946						13	38	24	16	8	-6	-6	3.32	1.15	
Safety Management	569						16	35	26	17	7	0	-2	3.38	1.13	
Supply Management	2256						16	38	22	17	7	-3	-3	3.39	1.14	
Contracting and Acquisition	2701						14	36	25	17	7	-3	-4	3.32	1.14	
Quality and Reliability Assurance	583						13	35	26	18	9	-5	-1	3.26	1.15	
Engineers and Scientists (Non-Construction)	5703						13	41	24	14	7	-1	+2	3.38	1.11	
Materiel Maintenance Management	3025						14	38	25	15	7	-1	+2	3.37	1.12	
Engineers and Scientists (Construction)	4561						12	39	26	15	8	0	+1	3.32	1.11	
Security	493						13	32	25	19	11	-13	-11	3.17	1.19	
Quality Assurance Specialists (Ammunition Surveillance)	247						10	30	35	18	7	-19	-14	3.18	1.06	
Public Affairs and Communication Media	320						13	29	23	22	13	-1	-11	3.09	1.24	
Transportation Management	360						15	34	27	17	7	-6	-4	3.33	1.14	
Manpower and Force Management	1231						15	38	23	16	8	-2	-4	3.37	1.15	
Housing Management	157						15	30	26	17	13	-3	-4	3.17	1.24	
Equal Employment Opportunity	141						17	34	21	21	6	-4	-5	3.34	1.17	
Education Services	216						18	32	22	15	13	-5	+2	3.28	1.27	
Training	2256						17	33	23	17	10	-6	-6	3.30	1.21	
Ammunition Management	473						14	38	27	13	7	-4	-11	3.38	1.10	
Information Mission Area (IMA)	3823						11	33	27	18	11	-3	-4	3.16	1.18	
Intelligence (Excepted Services Only)	1230						12	37	26	16	10	-2	-7	3.25	1.14	
Military Personnel Management	364						14	37	23	15	10	--	--	3.30	1.19	

■ = % Favorable (Satisfied)   ■ = % Neither satisfied/dissatisfied   ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>OVERALL SATISFACTION</b>																
21e. Considering everything, how satisfied or dissatisfied are you with your involvement in decisions that affect your work?																
Total Army	78768						13	37	25	17	9	--	--	3.28	1.15	
<b>Total Career Program</b>	35885						13	40	24	16	7	--	--	3.35	1.12	
Civilian Personnel Administration	1049						16	37	25	15	7	--	--	3.39	1.14	
Comptroller	3945						12	39	24	17	7	--	--	3.32	1.11	
Safety Management	570						18	39	23	14	5	--	--	3.51	1.10	
Supply Management	2268						15	41	23	15	7	--	--	3.44	1.11	
Contracting and Acquisition	2702						11	38	26	18	7	--	--	3.30	1.09	
Quality and Reliability Assurance	584						13	39	25	17	7	--	--	3.33	1.11	
Engineers and Scientists (Non-Construction)	5708						13	42	24	14	7	--	--	3.41	1.09	
Materiel Maintenance Management	3018						14	42	24	13	7	--	--	3.44	1.09	
Engineers and Scientists (Construction)	4559						12	42	24	16	7	--	--	3.36	1.09	
Security	493						14	37	22	18	9	--	--	3.29	1.18	
Quality Assurance Specialists (Ammunition Surveillance)	247						10	37	34	11	7	--	--	3.32	1.04	
Public Affairs and Communication Media	319						15	27	24	21	13	--	--	3.08	1.26	
Transportation Management	361						13	39	25	17	6	--	--	3.36	1.08	
Manpower and Force Management	1231						15	41	22	16	7	--	--	3.40	1.13	
Housing Management	157						12	30	24	24	11	--	--	3.09	1.20	
Equal Employment Opportunity	140						18	36	23	19	5	--	--	3.43	1.13	
Education Services	216						11	39	20	18	12	--	--	3.21	1.20	
Training	2255						15	36	23	17	9	--	--	3.32	1.18	
Ammunition Management	476						15	41	22	16	6	--	--	3.43	1.10	
Information Mission Area (IMA)	3828						11	37	25	18	9	--	--	3.24	1.14	
Intelligence (Excepted Services Only)	1231						12	40	22	18	8	--	--	3.28	1.14	
Military Personnel Management	366						15	46	19	12	7	--	--	3.51	1.11	

■ = % Favorable (Satisfied)   ■ = % Neither satisfied/dissatisfied   ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>OVERALL SATISFACTION</b>																
21f. Considering everything, how satisfied or dissatisfied are you with your opportunities to be innovative or expand the scope of your job?																
Total Army	78720						13	35	27	16	8	-1	-2	3.29	1.13	
<b>Total Career Program</b>	35855						14	38	26	15	7	-2	-3	3.38	1.10	
Civilian Personnel Administration	1045						16	35	28	15	7	-8	-15	3.39	1.11	
Comptroller	3946						13	38	27	15	7	-6	-5	3.35	1.09	
Safety Management	570						18	36	26	14	5	-3	-6	3.48	1.11	
Supply Management	2257						16	39	26	14	6	-3	-4	3.45	1.09	
Contracting and Acquisition	2702						11	36	29	16	7	-7	-6	3.29	1.08	
Quality and Reliability Assurance	584						13	40	24	17	6	-3	-3	3.36	1.09	
Engineers and Scientists (Non-Construction)	5703						16	42	24	13	6	+1	+1	3.47	1.09	
Materiel Maintenance Management	3020						15	41	27	12	5	-2	+2	3.47	1.05	
Engineers and Scientists (Construction)	4553						13	40	26	14	6	0	0	3.39	1.08	
Security	491						13	35	26	16	9	-6	-10	3.27	1.15	
Quality Assurance Specialists (Ammunition Surveillance)	247						9	39	36	10	6	-13	-12	3.35	0.99	
Public Affairs and Communication Media	319						17	32	20	18	12	+2	-7	3.24	1.27	
Transportation Management	358						13	39	26	16	7	-6	0	3.34	1.10	
Manpower and Force Management	1233						15	38	25	15	6	0	-4	3.41	1.11	
Housing Management	159						13	30	24	23	10	-6	-13	3.13	1.20	
Equal Employment Opportunity	141						21	38	20	16	6	+2	-11	3.52	1.15	
Education Services	216						16	39	21	14	9	+5	+18	3.39	1.18	
Training	2259						16	36	25	15	8	-2	-6	3.38	1.16	
Ammunition Management	475						14	39	28	14	6	-8	-8	3.41	1.07	
Information Mission Area (IMA)	3823						12	35	26	17	9	+1	-1	3.25	1.14	
Intelligence (Excepted Services Only)	1228						14	39	25	15	8	-1	-2	3.36	1.13	
Military Personnel Management	365						15	41	25	13	6	--	--	3.46	1.08	

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>OVERALL SATISFACTION</b>																
21g. Considering everything, how satisfied or dissatisfied are you with your opportunity to get a better job in your organization?																
Total Army	78786						7	24	33	22	14	+2	0	2.89	1.14	
<b>Total Career Program</b>	35887						8	26	34	20	11	+2	0	3.00	1.11	
Civilian Personnel Administration	1048						11	29	35	16	8	-2	-12	3.18	1.09	
Comptroller	3943						8	28	33	20	10	0	-3	3.04	1.10	
Safety Management	568						11	21	37	22	9	+2	0	3.02	1.11	
Supply Management	2268						11	30	32	18	10	0	-1	3.13	1.14	
Contracting and Acquisition	2705						9	30	34	17	9	-1	-1	3.13	1.09	
Quality and Reliability Assurance	582						8	26	32	21	13	-2	0	2.95	1.13	
Engineers and Scientists (Non-Construction)	5704						8	28	35	20	10	+3	+3	3.05	1.08	
Materiel Maintenance Management	3025						9	31	33	18	10	+4	+4	3.11	1.10	
Engineers and Scientists (Construction)	4557						7	27	37	19	9	+5	+5	3.03	1.06	
Security	491						7	19	32	26	15	-2	-4	2.76	1.14	
Quality Assurance Specialists (Ammunition Surveillance)	246						6	27	43	17	7	-20	-14	3.08	0.98	
Public Affairs and Communication Media	319						4	15	34	29	18	+1	-12	2.56	1.07	
Transportation Management	358						7	27	27	24	15	+6	+3	2.88	1.17	
Manpower and Force Management	1234						10	25	34	21	11	+1	-4	3.01	1.14	
Housing Management	159						11	22	31	22	14	+8	+12	2.95	1.20	
Equal Employment Opportunity	140						9	26	35	22	8	+1	-3	3.06	1.08	
Education Services	216						7	20	36	21	16	-3	+15	2.82	1.14	
Training	2262						8	21	34	22	15	+2	-4	2.87	1.15	
Ammunition Management	474						8	26	36	20	10	-6	-11	3.01	1.08	
Information Mission Area (IMA)	3829						7	20	35	24	14	+4	+3	2.82	1.11	
Intelligence (Excepted Services Only)	1230						5	19	36	25	15	-2	-6	2.73	1.09	
Military Personnel Management	367						8	25	34	18	15	--	--	2.94	1.15	

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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>OVERALL SATISFACTION</b>																
21h. Considering everything, how satisfied or dissatisfied are you with your opportunities for promotion?																
Total Army	78752						7	22	30	25	16	-1	-3	2.79	1.15	
<b>Total Career Program</b>	35884						7	26	32	22	13	-3	-4	2.93	1.13	
Civilian Personnel Administration	1046						10	29	33	19	9	-7	-17	3.13	1.10	
Comptroller	3939						8	28	30	22	11	-6	-7	2.99	1.13	
Safety Management	568						9	21	33	26	12	-2	-11	2.90	1.13	
Supply Management	2266						11	30	29	20	11	-3	-4	3.09	1.16	
Contracting and Acquisition	2706						9	32	31	18	10	-3	-3	3.13	1.12	
Quality and Reliability Assurance	584						8	27	28	24	14	-1	-1	2.90	1.17	
Engineers and Scientists (Non-Construction)	5706						7	27	34	21	12	-2	-3	2.96	1.11	
Materiel Maintenance Management	3026						8	29	31	21	11	-2	0	3.04	1.12	
Engineers and Scientists (Construction)	4554						6	26	35	22	11	+2	+1	2.93	1.07	
Security	492						7	17	26	29	20	-6	-6	2.63	1.19	
Quality Assurance Specialists (Ammunition Surveillance)	247						7	32	32	19	10	-13	-13	3.07	1.09	
Public Affairs and Communication Media	319						3	13	31	34	20	-6	-19	2.46	1.04	
Transportation Management	361						7	25	25	28	15	-4	-5	2.82	1.18	
Manpower and Force Management	1233						8	26	30	23	13	-4	-10	2.93	1.15	
Housing Management	159						9	25	29	22	16	+3	+4	2.89	1.20	
Equal Employment Opportunity	140						10	24	30	27	9	-11	-16	3.00	1.12	
Education Services	216						7	19	29	25	19	-1	+12	2.69	1.19	
Training	2261						7	20	32	25	16	-2	-8	2.77	1.15	
Ammunition Management	476						9	25	32	24	11	-6	-14	2.97	1.13	
Information Mission Area (IMA)	3828						6	19	32	26	17	+1	-2	2.71	1.14	
Intelligence (Excepted Services Only)	1228						4	18	31	28	19	-7	-10	2.60	1.10	
Military Personnel Management	367						7	23	32	21	16	--	--	2.83	1.16	

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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>OVERALL SATISFACTION</b>																
21i. Considering everything, how satisfied or dissatisfied are you with management at your organization?																
Total Army	78683						11	33	25	17	13	-3	-3	3.12	1.21	
<b>Total Career Program</b>	35842						11	35	24	17	12	-1	-1	3.17	1.19	
Civilian Personnel Administration	1049						15	35	23	16	11	-4	-12	3.28	1.22	
Comptroller	3938						12	36	23	16	12	-3	-3	3.21	1.20	
Safety Management	569						15	33	25	16	11	-2	-9	3.27	1.21	
Supply Management	2257						14	36	24	16	10	-3	-5	3.28	1.18	
Contracting and Acquisition	2703						11	37	23	17	12	-1	-1	3.19	1.20	
Quality and Reliability Assurance	583						11	34	26	16	12	-2	-3	3.17	1.19	
Engineers and Scientists (Non-Construction)	5702						11	37	24	16	11	0	+2	3.20	1.18	
Materiel Maintenance Management	3022						12	35	27	16	11	-2	+1	3.21	1.16	
Engineers and Scientists (Construction)	4555						9	38	24	17	11	+4	+5	3.16	1.17	
Security	493						12	31	23	21	12	-10	-10	3.12	1.21	
Quality Assurance Specialists (Ammunition Surveillance)	246						10	32	34	14	10	-9	-15	3.18	1.11	
Public Affairs and Communication Media	319						9	32	24	19	15	-4	-6	3.02	1.22	
Transportation Management	360						10	32	29	17	11	-6	0	3.12	1.16	
Manpower and Force Management	1230						13	35	22	17	12	-1	-4	3.18	1.22	
Housing Management	158						14	30	25	14	16	+6	-7	3.11	1.28	
Equal Employment Opportunity	140						14	31	24	22	9	-9	-15	3.21	1.19	
Education Services	216						18	31	20	16	15	-4	+2	3.22	1.32	
Training	2255						12	33	24	19	13	-6	-9	3.13	1.21	
Ammunition Management	473						10	36	24	17	13	-7	-9	3.14	1.20	
Information Mission Area (IMA)	3820						10	32	26	19	14	+2	+1	3.05	1.20	
Intelligence (Excepted Services Only)	1228						9	32	25	20	14	-2	-3	3.03	1.20	
Military Personnel Management	364						11	37	26	15	10	--	--	3.24	1.15	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>OVERALL SATISFACTION</b>																
21j. Considering everything, how satisfied or dissatisfied are you with the information you receive from management on what's going on in your organization?																
Total Army	78766						11	34	25	19	12	--	--	3.13	1.19	
<b>Total Career Program</b>	35877						10	35	24	19	11	--	--	3.15	1.17	
Civilian Personnel Administration	1048						15	38	21	17	9	--	--	3.32	1.18	
Comptroller	3940						11	36	24	18	11	--	--	3.19	1.18	
Safety Management	570						15	36	24	17	8	--	--	3.33	1.16	
Supply Management	2266						13	36	25	18	9	--	--	3.25	1.16	
Contracting and Acquisition	2705						10	36	24	19	11	--	--	3.14	1.17	
Quality and Reliability Assurance	584						9	38	26	17	10	--	--	3.18	1.14	
Engineers and Scientists (Non-Construction)	5706						9	36	25	19	11	--	--	3.13	1.15	
Materiel Maintenance Management	3025						12	36	26	16	10	--	--	3.23	1.15	
Engineers and Scientists (Construction)	4559						8	36	26	19	11	--	--	3.11	1.13	
Security	491						11	34	22	21	11	--	--	3.14	1.19	
Quality Assurance Specialists (Ammunition Surveillance)	247						6	39	28	17	10	--	--	3.15	1.09	
Public Affairs and Communication Media	319						11	35	19	23	12	--	--	3.11	1.21	
Transportation Management	360						11	36	24	19	11	--	--	3.18	1.17	
Manpower and Force Management	1230						12	36	22	18	12	--	--	3.19	1.21	
Housing Management	157						16	27	25	15	17	--	--	3.11	1.31	
Equal Employment Opportunity	140						16	32	21	22	9	--	--	3.26	1.22	
Education Services	216						17	36	19	13	15	--	--	3.26	1.31	
Training	2257						12	32	23	20	13	--	--	3.10	1.23	
Ammunition Management	476						9	31	28	21	11	--	--	3.05	1.14	
Information Mission Area (IMA)	3824						9	32	25	20	13	--	--	3.03	1.19	
Intelligence (Excepted Services Only)	1230						9	32	23	21	15	--	--	3.00	1.22	
Military Personnel Management	365						12	37	24	18	10	--	--	3.23	1.16	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>OVERALL SATISFACTION</b>																
21k. Considering everything, how satisfied or dissatisfied are you with policies and practices of your senior leaders?																
Total Army	78679						10	32	29	16	12	-1	-1	3.12	1.17	
<b>Total Career Program</b>	35824						10	34	29	16	11	-1	+1	3.15	1.15	
Civilian Personnel Administration	1049						11	36	26	17	10	-2	-11	3.21	1.16	
Comptroller	3930						10	35	28	16	11	-4	-1	3.17	1.16	
Safety Management	570						13	34	28	17	8	+3	-4	3.26	1.14	
Supply Management	2262						13	34	28	15	10	+1	-1	3.25	1.15	
Contracting and Acquisition	2700						10	33	29	17	11	-2	0	3.14	1.15	
Quality and Reliability Assurance	582						10	34	31	15	10	-2	-1	3.18	1.12	
Engineers and Scientists (Non-Construction)	5697						9	36	29	16	10	+1	+2	3.16	1.12	
Materiel Maintenance Management	3024						11	34	29	16	10	0	+5	3.18	1.14	
Engineers and Scientists (Construction)	4544						8	34	31	16	11	+4	+7	3.13	1.11	
Security	489						10	32	25	20	13	-10	-5	3.08	1.20	
Quality Assurance Specialists (Ammunition Surveillance)	247						8	36	31	17	9	-6	-10	3.18	1.07	
Public Affairs and Communication Media	320						11	33	28	15	13	0	-1	3.14	1.18	
Transportation Management	359						8	35	30	15	11	-4	0	3.14	1.12	
Manpower and Force Management	1228						11	33	27	18	11	-3	-5	3.14	1.17	
Housing Management	158						15	34	26	13	13	+16	+8	3.25	1.22	
Equal Employment Opportunity	141						13	30	28	18	10	-3	-5	3.19	1.18	
Education Services	215						17	28	27	13	14	-5	+1	3.21	1.28	
Training	2257						11	32	28	17	12	-4	-8	3.13	1.19	
Ammunition Management	475						7	31	33	17	12	-8	-12	3.05	1.11	
Information Mission Area (IMA)	3822						9	30	31	17	13	+2	+2	3.05	1.16	
Intelligence (Excepted Services Only)	1227						9	30	30	19	12	-2	-4	3.03	1.16	
Military Personnel Management	366						10	37	25	16	12	--	--	3.18	1.18	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
OVERALL SATISFACTION																
23a. I would recommend that others pursue a career as a civilian with this organization.																
Total Army	78745	65% 20% 15%					25	41	20	10	5	+9	+6	3.70	1.10	
<b>Total Career Program</b>	35882	67% 18% 14%					25	42	18	9	5	+9	+7	3.73	1.09	
Civilian Personnel Administration	1050	66% 20% 14%					25	40	20	9	6	+6	-3	3.71	1.11	
Comptroller	3947	67% 18% 15%					25	42	18	10	5	+7	+5	3.71	1.10	
Safety Management	568	66% 20% 14%					26	40	20	10	4	+10	+2	3.75	1.07	
Supply Management	2262	69% 18% 12%					30	40	18	8	5	+7	+7	3.82	1.08	
Contracting and Acquisition	2708	67% 18% 15%					28	40	18	9	5	+7	+7	3.75	1.12	
Quality and Reliability Assurance	582	69% 20% 11%					23	46	20	8	3	+3	+6	3.77	0.99	
Engineers and Scientists (Non-Construction)	5712	69% 18% 14%					26	43	18	9	5	+9	+8	3.76	1.08	
Matériel Maintenance Management	3024	71% 18% 12%					28	43	18	8	4	+11	+10	3.83	1.04	
Engineers and Scientists (Construction)	4552	72% 16% 12%					26	46	16	8	4	+16	+14	3.82	1.02	
Security	491	61% 21% 18%					21	40	21	13	5	+1	+6	3.59	1.10	
Quality Assurance Specialists (Ammunition Surveillance)	246	61% 25% 14%					20	41	25	10	4	0	-5	3.63	1.03	
Public Affairs and Communication Media	318	63% 18% 20%					21	42	18	11	8	+13	0	3.55	1.19	
Transportation Management	361	61% 19% 19%					25	36	19	13	6	+7	+12	3.60	1.17	
Manpower and Force Management	1229	65% 17% 18%					24	41	17	12	6	+9	+3	3.65	1.14	
Housing Management	159	69% 16% 14%					28	41	16	10	4	+23	+17	3.79	1.10	
Equal Employment Opportunity	139	68% 20% 12%					31	37	20	7	4	+8	-5	3.83	1.08	
Education Services	214	70% 15% 15%					26	44	15	9	6	+24	+19	3.76	1.11	
Training	2257	67% 19% 15%					25	42	19	10	5	+5	+1	3.72	1.08	
Ammunition Management	476	66% 20% 13%					25	42	20	9	4	+3	-6	3.73	1.06	
Information Mission Area (IMA)	3827	60% 22% 18%					20	40	22	11	7	+11	+10	3.56	1.14	
Intelligence (Excepted Services Only)	1232	62% 22% 17%					20	42	22	10	6	+7	0	3.59	1.10	
Military Personnel Management	366	69% 19% 12%					28	41	19	7	5	--	--	3.80	1.07	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev		
		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
OVERALL SATISFACTION																	
23b. I would recommend that others pursue a career as a civilian with the Army.																	
Total Army	78555	83%					13%	4	36	47	13	3	2	--	--	4.14	0.85
<b>Total Career Program</b>	35804	84%					12%	4	37	48	12	3	1	--	--	4.16	0.83
Civilian Personnel Administration	1048	89%					8%	4	44	44	8	2	2	--	--	4.28	0.82
Comptroller	3938	87%					10%	3	41	46	10	2	1	--	--	4.25	0.79
Safety Management	568	85%					12%	3	37	48	12	2	1	--	--	4.17	0.81
Supply Management	2263	87%					10%	3	46	42	10	2	1	--	--	4.29	0.81
Contracting and Acquisition	2703	86%					11%	4	38	47	11	2	1	--	--	4.19	0.82
Quality and Reliability Assurance	579	86%					11%	3	39	47	11	2	1	--	--	4.21	0.80
Engineers and Scientists (Non-Construction)	5702	83%					13%	4	32	51	13	3	1	--	--	4.09	0.82
Matériel Maintenance Management	3016	87%					10%	3	40	47	10	2	1	--	--	4.23	0.79
Engineers and Scientists (Construction)	4535	75%					19%	6	25	50	19	4	2	--	--	3.92	0.87
Security	490	83%					12%	4	37	46	12	3	1	--	--	4.16	0.82
Quality Assurance Specialists (Ammunition Surveillance)	243	83%					13%	5	33	49	13	3	1	--	--	4.10	0.83
Public Affairs and Communication Media	318	88%					9%	3	39	49	9	2	1	--	--	4.22	0.78
Transportation Management	360	84%					10%	5	38	47	10	3	3	--	--	4.14	0.89
Manpower and Force Management	1232	88%					8%	4	42	47	8	3	1	--	--	4.25	0.80
Housing Management	157	87%					8%	4	49	38	8	3	1	--	--	4.31	0.85
Equal Employment Opportunity	139	88%					9%	3	49	39	9	1	1	--	--	4.32	0.82
Education Services	214	81%					12%	7%	30	51	12	4	3	--	--	4.01	0.93
Training	2252	89%					9%	3	41	48	9	2	1	--	--	4.26	0.77
Ammunition Management	476	89%					8%	3	41	48	8	2	1	--	--	4.26	0.78
Information Mission Area (IMA)	3817	84%					12%	4	37	47	12	2	1	--	--	4.16	0.84
Intelligence (Excepted Services Only)	1228	85%					11%	4	34	51	11	2	1	--	--	4.14	0.81
Military Personnel Management	365	89%					8%	3	45	44	8	2	2	--	--	4.30	0.81

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>QUALITY OF WORK LIFE</b>																
21L. Considering everything, how satisfied or dissatisfied are you with the opportunity you have to Telework?																
Total Army	53884						7	18	39	18	19	--	--	2.76	1.15	
<b>Total Career Program</b>	25534						8	17	32	20	23	--	--	2.67	1.21	
Civilian Personnel Administration	789						10	16	28	23	23	--	--	2.66	1.26	
Comptroller	2982						8	17	29	21	25	--	--	2.63	1.25	
Safety Management	397						9	17	41	19	15	--	--	2.86	1.14	
Supply Management	1598						9	21	34	18	19	--	--	2.82	1.21	
Contracting and Acquisition	1920						5	14	27	23	31	--	--	2.41	1.20	
Quality and Reliability Assurance	404						3	17	44	20	15	--	--	2.73	1.02	
Engineers and Scientists (Non-Construction)	3999						6	17	30	22	24	--	--	2.59	1.20	
Materiel Maintenance Management	2153						8	21	39	16	16	--	--	2.89	1.15	
Engineers and Scientists (Construction)	3379						10	22	30	19	19	--	--	2.86	1.25	
Security	341						9	15	37	19	20	--	--	2.74	1.20	
Quality Assurance Specialists (Ammunition Surveillance)	155						3	16	54	18	10	--	--	2.84	0.90	
Public Affairs and Communication Media	246						7	15	25	26	27	--	--	2.49	1.23	
Transportation Management	236						8	16	31	22	22	--	--	2.66	1.21	
Manpower and Force Management	933						5	14	30	24	27	--	--	2.45	1.17	
Housing Management	102						8	17	43	21	12	--	--	2.88	1.07	
Equal Employment Opportunity	119						11	18	34	17	21	--	--	2.81	1.26	
Education Services	140						5	11	34	23	27	--	--	2.44	1.14	
Training	1409						6	17	39	18	20	--	--	2.72	1.15	
Ammunition Management	291						3	12	41	23	21	--	--	2.54	1.05	
Information Mission Area (IMA)	2859						8	15	31	21	25	--	--	2.60	1.24	
Intelligence (Excepted Services Only)	702						7	12	33	23	26	--	--	2.53	1.20	
Military Personnel Management	262						5	17	35	19	23	--	--	2.60	1.15	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>QUALITY OF WORK LIFE</b>																
21m. Considering everything, how satisfied or dissatisfied are you with Alternative Work Schedules?																
Total Army	67864						19	37	24	10	10	--	--	3.45	1.20	
<b>Total Career Program</b>	31713						23	40	19	9	9	--	--	3.60	1.18	
Civilian Personnel Administration	951						27	38	17	8	10	--	--	3.64	1.24	
Comptroller	3616						26	42	15	8	9	--	--	3.67	1.20	
Safety Management	484						21	35	26	12	7	--	--	3.53	1.14	
Supply Management	2013						26	41	18	6	8	--	--	3.72	1.15	
Contracting and Acquisition	2555						29	44	15	6	6	--	--	3.83	1.09	
Quality and Reliability Assurance	506						18	41	25	9	7	--	--	3.55	1.10	
Engineers and Scientists (Non-Construction)	5262						29	45	15	6	5	--	--	3.88	1.05	
Materiel Maintenance Management	2612						19	41	24	8	8	--	--	3.54	1.14	
Engineers and Scientists (Construction)	4072						23	43	18	8	8	--	--	3.65	1.15	
Security	405						16	35	24	14	11	--	--	3.31	1.21	
Quality Assurance Specialists (Ammunition Surveillance)	188						13	37	36	10	4	--	--	3.45	0.98	
Public Affairs and Communication Media	266						12	30	24	18	17	--	--	3.03	1.27	
Transportation Management	304						17	39	20	10	14	--	--	3.35	1.27	
Manpower and Force Management	1109						22	40	18	9	11	--	--	3.52	1.24	
Housing Management	125						17	29	26	14	15	--	--	3.18	1.29	
Equal Employment Opportunity	127						18	39	21	14	8	--	--	3.45	1.17	
Education Services	171						15	23	29	14	19	--	--	3.00	1.32	
Training	1764						15	32	28	11	14	--	--	3.22	1.24	
Ammunition Management	409						22	44	23	5	5	--	--	3.71	1.03	
Information Mission Area (IMA)	3324						19	37	22	11	11	--	--	3.41	1.23	
Intelligence (Excepted Services Only)	1004						20	32	23	13	13	--	--	3.33	1.28	
Military Personnel Management	315						15	33	20	14	19	--	--	3.11	1.34	

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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>QUALITY OF WORK LIFE</b>																
21n. Considering everything, how satisfied or dissatisfied are you with Health and Wellness Programs (e.g., exercise, medical screening, quit smoking programs)?																
Total Army	64742						12	37	32	10	8	--	--	3.36	1.08	
<b>Total Career Program</b>	29045						13	39	30	10	8	--	--	3.40	1.08	
Civilian Personnel Administration	827						12	33	31	12	12	--	--	3.19	1.17	
Comptroller	3181						14	38	30	10	8	--	--	3.39	1.09	
Safety Management	485						18	35	28	12	7	--	--	3.46	1.12	
Supply Management	1861						16	40	29	8	7	--	--	3.50	1.07	
Contracting and Acquisition	2219						14	39	28	10	10	--	--	3.36	1.14	
Quality and Reliability Assurance	481						10	36	34	12	8	--	--	3.29	1.06	
Engineers and Scientists (Non-Construction)	4494						14	42	30	9	5	--	--	3.51	1.01	
Materiel Maintenance Management	2516						13	42	32	8	6	--	--	3.47	1.00	
Engineers and Scientists (Construction)	3802						15	44	25	9	6	--	--	3.54	1.05	
Security	412						12	36	29	14	9	--	--	3.29	1.12	
Quality Assurance Specialists (Ammunition Surveillance)	198						7	31	34	18	10	--	--	3.08	1.07	
Public Affairs and Communication Media	258						7	31	40	12	10	--	--	3.13	1.06	
Transportation Management	296						11	39	28	12	10	--	--	3.30	1.13	
Manpower and Force Management	1002						12	36	30	11	10	--	--	3.30	1.14	
Housing Management	130						15	28	38	10	8	--	--	3.32	1.11	
Equal Employment Opportunity	126						17	40	26	11	6	--	--	3.52	1.07	
Education Services	172						13	35	30	15	7	--	--	3.34	1.10	
Training	1803						13	35	32	11	9	--	--	3.33	1.11	
Ammunition Management	382						10	42	32	10	6	--	--	3.40	0.99	
Information Mission Area (IMA)	3054						11	35	35	12	7	--	--	3.30	1.06	
Intelligence (Excepted Services Only)	940						9	34	31	14	12	--	--	3.14	1.15	
Military Personnel Management	279						12	38	34	9	7	--	--	3.39	1.04	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>QUALITY OF WORK LIFE</b>																
21o. Considering everything, how satisfied or dissatisfied are you with Employee Assistance Program (EAP)?																
Total Army	49053						10	31	47	6	6	--	--	3.33	0.95	
<b>Total Career Program</b>	20398						10	33	47	5	5	--	--	3.39	0.91	
Civilian Personnel Administration	653						13	39	41	3	4	--	--	3.53	0.91	
Comptroller	2290						10	33	49	5	4	--	--	3.40	0.88	
Safety Management	344						16	30	45	5	4	--	--	3.49	0.95	
Supply Management	1438						14	35	42	4	4	--	--	3.51	0.94	
Contracting and Acquisition	1597						11	35	46	4	5	--	--	3.45	0.90	
Quality and Reliability Assurance	386						8	35	47	6	4	--	--	3.35	0.88	
Engineers and Scientists (Non-Construction)	2590						11	36	47	3	3	--	--	3.48	0.84	
Materiel Maintenance Management	2014						9	34	47	6	4	--	--	3.38	0.89	
Engineers and Scientists (Construction)	2401						10	39	43	4	3	--	--	3.49	0.86	
Security	320						10	31	45	8	6	--	--	3.32	0.97	
Quality Assurance Specialists (Ammunition Surveillance)	165						7	25	55	8	4	--	--	3.24	0.85	
Public Affairs and Communication Media	170						8	25	50	8	9	--	--	3.15	0.99	
Transportation Management	214						9	30	48	6	7	--	--	3.27	0.97	
Manpower and Force Management	704						9	30	48	5	8	--	--	3.27	0.97	
Housing Management	104						13	30	45	4	8	--	--	3.38	1.02	
Equal Employment Opportunity	105						16	45	32	6	1	--	--	3.70	0.84	
Education Services	121						10	27	50	4	8	--	--	3.26	0.99	
Training	1353						10	28	48	7	7	--	--	3.25	0.98	
Ammunition Management	293						7	35	50	4	4	--	--	3.38	0.82	
Information Mission Area (IMA)	2254						9	29	50	6	6	--	--	3.28	0.93	
Intelligence (Excepted Services Only)	582						8	25	53	6	8	--	--	3.19	0.96	
Military Personnel Management	218						10	28	49	6	8	--	--	3.26	0.99	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>QUALITY OF WORK LIFE</b>																
21p. Considering everything, how satisfied or dissatisfied are you with Child Care Programs (e.g., daycare, parenting classes, parenting support groups)?																
Total Army	37087						9	22	58	5	6	--	--	3.23	0.90	
<b>Total Career Program</b>	14723						9	22	59	5	5	--	--	3.24	0.89	
Civilian Personnel Administration	456						11	24	55	4	7	--	--	3.28	0.94	
Comptroller	1715						9	20	61	4	5	--	--	3.25	0.86	
Safety Management	241						14	21	59	4	2	--	--	3.40	0.87	
Supply Management	1000						12	26	55	4	4	--	--	3.40	0.87	
Contracting and Acquisition	1144						11	24	55	5	6	--	--	3.30	0.92	
Quality and Reliability Assurance	284						6	23	62	5	4	--	--	3.23	0.78	
Engineers and Scientists (Non-Construction)	2041						11	24	53	6	5	--	--	3.30	0.93	
Materiel Maintenance Management	1512						9	23	61	4	3	--	--	3.29	0.81	
Engineers and Scientists (Construction)	1684						8	21	55	7	10	--	--	3.09	0.98	
Security	215						7	21	61	7	5	--	--	3.17	0.84	
Quality Assurance Specialists (Ammunition Surveillance)	114						4	17	70	5	4	--	--	3.13	0.72	
Public Affairs and Communication Media	103						8	17	66	5	5	--	--	3.17	0.83	
Transportation Management	145						9	14	61	3	12	--	--	3.06	1.00	
Manpower and Force Management	462						8	22	60	5	6	--	--	3.20	0.88	
Housing Management	75						9	24	60	1	5	--	--	3.31	0.86	
Equal Employment Opportunity	72						15	22	50	7	6	--	--	3.35	1.00	
Education Services	85						7	14	72	4	4	--	--	3.18	0.75	
Training	940						9	21	63	4	3	--	--	3.28	0.81	
Ammunition Management	212						10	23	58	4	5	--	--	3.30	0.88	
Information Mission Area (IMA)	1593						6	20	65	5	5	--	--	3.17	0.81	
Intelligence (Excepted Services Only)	422						6	15	60	9	11	--	--	2.96	0.95	
Military Personnel Management	152						8	19	60	6	7	--	--	3.14	0.91	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>QUALITY OF WORK LIFE</b>																
21q. Considering everything, how satisfied or dissatisfied are you with Elder Care Programs (e.g., support groups, speakers)?																
Total Army	33641						6	17	67	5	5	--	--	3.13	0.80	
<b>Total Career Program</b>	13191						6	17	68	5	5	--	--	3.14	0.78	
Civilian Personnel Administration	396						5	18	68	4	5	--	--	3.15	0.77	
Comptroller	1582						5	16	69	4	5	--	--	3.12	0.78	
Safety Management	209						11	12	70	6	1	--	--	3.25	0.77	
Supply Management	923						10	22	62	3	3	--	--	3.31	0.81	
Contracting and Acquisition	1004						5	19	67	4	5	--	--	3.16	0.77	
Quality and Reliability Assurance	263						5	22	67	4	3	--	--	3.21	0.71	
Engineers and Scientists (Non-Construction)	1692						6	19	67	4	4	--	--	3.20	0.77	
Materiel Maintenance Management	1431						6	19	67	4	3	--	--	3.20	0.75	
Engineers and Scientists (Construction)	1406						4	15	68	7	7	--	--	3.03	0.80	
Security	203						5	17	68	7	3	--	--	3.13	0.73	
Quality Assurance Specialists (Ammunition Surveillance)	110						3	13	75	7	2	--	--	3.07	0.61	
Public Affairs and Communication Media	93						3	9	77	6	4	--	--	3.00	0.67	
Transportation Management	137						4	12	66	4	12	--	--	2.92	0.91	
Manpower and Force Management	428						5	14	69	6	6	--	--	3.05	0.80	
Housing Management	68						6	21	71	0	3	--	--	3.26	0.70	
Equal Employment Opportunity	68						7	16	63	10	3	--	--	3.15	0.81	
Education Services	83						6	10	76	6	2	--	--	3.11	0.69	
Training	879						7	16	69	4	5	--	--	3.17	0.80	
Ammunition Management	187						4	17	70	5	4	--	--	3.11	0.73	
Information Mission Area (IMA)	1472						4	15	71	6	4	--	--	3.08	0.73	
Intelligence (Excepted Services Only)	361						3	12	70	7	8	--	--	2.96	0.79	
Military Personnel Management	144						8	15	69	3	6	--	--	3.15	0.84	

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■ = % Unfavorable (Dissatisfied)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	I telework on a regular basis (at least one entire work day a week).	I telework infrequently (less than one entire work day a week).	I DO NOT telework because I have to be physically present on the job.	I DO NOT telework because I have technical issues that prevent me from teleworking.	I DO NOT telework because I am not allowed to.	I DO NOT telework because I choose not to telework.
<b>QUALITY OF WORK LIFE</b>							
25. Please select the response below that best describes your telework situation.							
Total Army	75800	5%	8%	32%	7%	34%	15%
<b>Total Career Program</b>	<b>34985</b>	<b>4%</b>	<b>8%</b>	<b>21%</b>	<b>7%</b>	<b>43%</b>	<b>17%</b>
Civilian Personnel Administration	1021	5%	7%	7%	6%	55%	19%
Comptroller	3834	3%	8%	8%	7%	53%	20%
Safety Management	556	5%	6%	39%	5%	29%	17%
Supply Management	2188	4%	6%	17%	7%	46%	20%
Contracting and Acquisition	2632	3%	5%	10%	7%	62%	14%
Quality and Reliability Assurance	565	5%	8%	31%	8%	38%	11%
Engineers and Scientists (Non-Construction)	5594	2%	8%	15%	8%	45%	21%
Materiel Maintenance Management	2926	7%	9%	24%	7%	38%	15%
Engineers and Scientists (Construction)	4471	5%	14%	21%	7%	33%	21%
Security	484	6%	5%	57%	3%	23%	6%
Quality Assurance Specialists (Ammunition Surveillance)	241	2%	8%	55%	7%	19%	9%
Public Affairs and Communication Media	311	3%	10%	11%	9%	53%	15%
Transportation Management	347	3%	5%	27%	7%	43%	14%
Manpower and Force Management	1191	2%	6%	11%	8%	55%	17%
Housing Management	154	6%	6%	38%	7%	25%	17%
Equal Employment Opportunity	138	6%	7%	16%	5%	41%	25%
Education Services	206	1%	9%	39%	2%	40%	8%
Training	2182	3%	7%	37%	6%	35%	12%
Ammunition Management	462	3%	6%	21%	10%	45%	16%
Information Mission Area (IMA)	3758	4%	8%	22%	8%	46%	12%
Intelligence (Excepted Services Only)	1211	3%	4%	53%	13%	20%	7%
Military Personnel Management	355	5%	4%	17%	8%	51%	14%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
YOUR ORGANIZATION																
22. Overall, how well or poorly prepared is your organization to perform its mission?																
Total Army	78557	72% 19% 8%					24	49	19	6	2	+2	+1	3.86	0.91	
<b>Total Career Program</b>	35793	73% 19% 8%					23	51	19	6	2	+3	+2	3.87	0.89	
Civilian Personnel Administration	1048	72% 21% 8%					21	51	21	5	2	-5	-9	3.83	0.90	
Comptroller	3930	77% 16% 6%					26	52	16	5	1	+1	+1	3.96	0.85	
Safety Management	566	75% 18% 7%					26	49	18	6	1	+4	0	3.93	0.87	
Supply Management	2259	75% 18% 7%					28	48	18	5	1	+3	0	3.95	0.89	
Contracting and Acquisition	2693	70% 20% 11%					21	49	20	9	2	0	-1	3.78	0.94	
Quality and Reliability Assurance	582	73% 18% 9%					22	51	18	7	2	+2	+7	3.84	0.92	
Engineers and Scientists (Non-Construction)	5693	75% 18% 7%					22	54	18	6	1	+5	+4	3.89	0.86	
Matériel Maintenance Management	3022	74% 19% 7%					25	49	19	6	2	+3	+5	3.90	0.90	
Engineers and Scientists (Construction)	4542	73% 19% 8%					19	54	19	6	1	+10	+9	3.82	0.86	
Security	488	72% 18% 10%					23	49	18	8	2	-3	+3	3.83	0.94	
Quality Assurance Specialists (Ammunition Surveillance)	245	73% 21% 7%					24	49	21	4	2	+2	-1	3.88	0.89	
Public Affairs and Communication Media	318	76% 13% 10%					23	53	13	9	2	+8	-3	3.87	0.92	
Transportation Management	358	78% 16% 6%					29	49	16	4	3	+9	+9	3.97	0.91	
Manpower and Force Management	1233	74% 18% 8%					21	52	18	7	1	+2	-3	3.86	0.87	
Housing Management	158	71% 22% 7%					23	48	22	4	3	+7	-2	3.84	0.91	
Equal Employment Opportunity	141	79% 17% 4%					30	50	17	2	1	+1	-6	4.04	0.82	
Education Services	213	77% 14% 9%					30	47	14	7	2	+8	+8	3.95	0.96	
Training	2256	72% 19% 9%					23	48	19	7	2	-1	-3	3.84	0.93	
Ammunition Management	474	76% 18% 7%					28	47	18	5	1	0	-6	3.97	0.88	
Information Mission Area (IMA)	3819	68% 22% 9%					21	47	22	8	2	+3	+2	3.77	0.93	
Intelligence (Excepted Services Only)	1227	72% 20% 8%					23	50	20	6	2	+5	0	3.85	0.90	
Military Personnel Management	367	75% 20% 5%					29	46	20	4	1	--	--	3.96	0.88	

■ = % Favorable (Well prepared) ■ = % Neither well/poorly prepared ■ = % Unfavorable (Poorly prepared)



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
YOUR ORGANIZATION																
24a. How well or poorly does your organization reward good work performance?																
Total Army	72604						10	23	32	21	13	--	--	2.97	1.18	
<b>Total Career Program</b>	32792						11	25	34	19	11	--	--	3.06	1.14	
Civilian Personnel Administration	948						10	27	32	20	12	--	--	3.03	1.16	
Comptroller	3579						11	26	33	19	11	--	--	3.08	1.15	
Safety Management	517						13	23	34	19	10	--	--	3.09	1.16	
Supply Management	2046						14	27	33	17	9	--	--	3.19	1.15	
Contracting and Acquisition	2423						11	24	35	19	10	--	--	3.07	1.14	
Quality and Reliability Assurance	536						11	22	34	22	11	--	--	3.00	1.15	
Engineers and Scientists (Non-Construction)	5331						11	30	35	17	8	--	--	3.17	1.09	
Matériel Maintenance Management	2786						12	26	33	19	10	--	--	3.10	1.15	
Engineers and Scientists (Construction)	4250						7	25	37	21	9	--	--	3.01	1.06	
Security	449						10	23	31	25	12	--	--	2.93	1.15	
Quality Assurance Specialists (Ammunition Surveillance)	224						8	20	38	21	13	--	--	2.89	1.11	
Public Affairs and Communication Media	296						8	21	39	20	12	--	--	2.94	1.10	
Transportation Management	331						15	21	34	19	11	--	--	3.11	1.19	
Manpower and Force Management	1112						13	25	33	19	11	--	--	3.10	1.17	
Housing Management	149						11	26	35	17	11	--	--	3.09	1.14	
Equal Employment Opportunity	134						10	19	40	21	10	--	--	2.99	1.09	
Education Services	199						14	22	32	16	17	--	--	2.98	1.27	
Training	2104						13	23	32	20	12	--	--	3.03	1.20	
Ammunition Management	432						10	27	33	19	11	--	--	3.05	1.14	
Information Mission Area (IMA)	3401						9	22	33	22	14	--	--	2.92	1.16	
Intelligence (Excepted Services Only)	1086						8	23	37	21	12	--	--	2.93	1.11	
Military Personnel Management	312						12	28	29	16	15	--	--	3.06	1.22	

■ = % Favorable (Well)   ■ = % Adequately   ■ = % Unfavorable (Poorly)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
YOUR ORGANIZATION																
24b. How well or poorly does your organization discipline/correct poor work performance?																
Total Army	64705						5	14	28	32	21	--	--	2.51	1.13	
<b>Total Career Program</b>	28217						5	13	28	34	20	--	--	2.48	1.09	
Civilian Personnel Administration	819						5	18	32	29	17	--	--	2.63	1.10	
Comptroller	3063						4	13	28	34	21	--	--	2.46	1.09	
Safety Management	446						9	15	28	33	16	--	--	2.66	1.16	
Supply Management	1783						7	15	29	29	20	--	--	2.61	1.16	
Contracting and Acquisition	2010						4	12	28	35	21	--	--	2.43	1.07	
Quality and Reliability Assurance	476						3	14	28	36	18	--	--	2.48	1.04	
Engineers and Scientists (Non-Construction)	4451						4	14	28	35	19	--	--	2.48	1.07	
Matériel Maintenance Management	2496						5	15	29	32	20	--	--	2.54	1.12	
Engineers and Scientists (Construction)	3623						3	10	27	38	22	--	--	2.33	1.01	
Security	402						5	15	29	34	17	--	--	2.58	1.10	
Quality Assurance Specialists (Ammunition Surveillance)	200						3	13	27	36	23	--	--	2.37	1.04	
Public Affairs and Communication Media	245						2	8	29	32	29	--	--	2.23	1.03	
Transportation Management	272						7	10	30	32	21	--	--	2.51	1.14	
Manpower and Force Management	947						4	12	29	33	21	--	--	2.45	1.08	
Housing Management	134						4	17	31	34	13	--	--	2.63	1.03	
Equal Employment Opportunity	126						3	17	37	25	18	--	--	2.62	1.06	
Education Services	164						6	21	25	23	26	--	--	2.59	1.24	
Training	1887						7	15	28	31	19	--	--	2.60	1.16	
Ammunition Management	376						4	9	26	38	23	--	--	2.33	1.05	
Information Mission Area (IMA)	2969						4	12	28	33	23	--	--	2.42	1.10	
Intelligence (Excepted Services Only)	935						3	12	30	36	19	--	--	2.46	1.03	
Military Personnel Management	265						8	18	31	27	16	--	--	2.75	1.17	

■ = % Favorable (Well)   ■ = % Adequately   ■ = % Unfavorable (Poorly)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
YOUR ORGANIZATION																
24c. How well or poorly does your organization link pay to performance?																
Total Army	65785						6	16	29	29	20	--	--	2.59	1.14	
<b>Total Career Program</b>	29523						6	18	32	28	16	--	--	2.68	1.12	
Civilian Personnel Administration	871						7	20	31	26	16	--	--	2.77	1.16	
Comptroller	3199						6	20	33	26	16	--	--	2.74	1.12	
Safety Management	471						9	17	30	30	14	--	--	2.76	1.16	
Supply Management	1822						8	20	31	26	15	--	--	2.80	1.16	
Contracting and Acquisition	2068						6	17	31	29	17	--	--	2.65	1.12	
Quality and Reliability Assurance	487						5	16	32	31	16	--	--	2.64	1.09	
Engineers and Scientists (Non-Construction)	4953						6	21	35	26	13	--	--	2.81	1.09	
Matériel Maintenance Management	2547						7	19	30	28	15	--	--	2.73	1.13	
Engineers and Scientists (Construction)	3891						3	14	33	33	17	--	--	2.54	1.03	
Security	403						6	18	26	33	17	--	--	2.64	1.14	
Quality Assurance Specialists (Ammunition Surveillance)	197						3	16	30	32	19	--	--	2.51	1.05	
Public Affairs and Communication Media	249						4	12	30	33	21	--	--	2.45	1.07	
Transportation Management	299						7	19	30	27	18	--	--	2.70	1.16	
Manpower and Force Management	1006						7	19	30	26	18	--	--	2.69	1.16	
Housing Management	128						5	19	33	30	14	--	--	2.70	1.07	
Equal Employment Opportunity	126						6	12	40	28	14	--	--	2.67	1.04	
Education Services	185						6	19	34	21	21	--	--	2.70	1.17	
Training	1887						7	16	29	29	19	--	--	2.65	1.17	
Ammunition Management	392						4	15	34	28	18	--	--	2.59	1.08	
Information Mission Area (IMA)	3036						5	15	31	29	19	--	--	2.57	1.11	
Intelligence (Excepted Services Only)	887						5	14	30	29	22	--	--	2.51	1.12	
Military Personnel Management	282						6	23	28	25	19	--	--	2.71	1.17	

■ = % Favorable (Well)   ■ = % Adequately   ■ = % Unfavorable (Poorly)



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>YOUR ORGANIZATION</b>																
24d. How well or poorly does your organization promote good communication between supervisors and employees?																
Total Army	75886						10	25	32	19	14	--	--	2.99	1.18	
<b>Total Career Program</b>	34609						10	26	33	19	12	--	--	3.03	1.15	
Civilian Personnel Administration	996						13	30	29	17	11	--	--	3.15	1.19	
Comptroller	3784						9	26	32	19	13	--	--	3.00	1.16	
Safety Management	553						13	26	32	19	10	--	--	3.13	1.16	
Supply Management	2173						13	27	32	17	11	--	--	3.12	1.18	
Contracting and Acquisition	2583						9	26	33	18	13	--	--	3.01	1.16	
Quality and Reliability Assurance	561						10	24	35	19	13	--	--	2.99	1.15	
Engineers and Scientists (Non-Construction)	5573						10	29	34	18	10	--	--	3.11	1.11	
Materiel Maintenance Management	2916						10	27	32	20	11	--	--	3.06	1.14	
Engineers and Scientists (Construction)	4439						7	29	35	19	10	--	--	3.04	1.08	
Security	475						8	28	29	20	14	--	--	2.97	1.17	
Quality Assurance Specialists (Ammunition Surveillance)	240						8	26	35	18	13	--	--	2.97	1.12	
Public Affairs and Communication Media	306						8	25	34	19	13	--	--	2.97	1.14	
Transportation Management	343						13	24	28	22	13	--	--	3.00	1.22	
Manpower and Force Management	1187						11	25	32	19	13	--	--	3.01	1.18	
Housing Management	157						10	22	34	24	9	--	--	3.01	1.11	
Equal Employment Opportunity	138						13	15	33	27	12	--	--	2.91	1.18	
Education Services	208						16	22	31	13	18	--	--	3.05	1.30	
Training	2197						12	24	31	19	14	--	--	3.00	1.21	
Ammunition Management	452						10	23	33	21	14	--	--	2.94	1.17	
Information Mission Area (IMA)	3648						9	23	34	20	15	--	--	2.89	1.17	
Intelligence (Excepted Services Only)	1178						9	24	34	20	14	--	--	2.94	1.16	
Military Personnel Management	346						10	32	33	15	10	--	--	3.19	1.12	

■ = % Favorable (Well)   ■ = % Adequately   ■ = % Unfavorable (Poorly)



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>YOUR ORGANIZATION</b>																
24e. How well or poorly does your organization ensure that individual performance supports organizational mission effectiveness?																
Total Army	72609						10	29	38	15	9	--	--	3.16	1.07	
<b>Total Career Program</b>	33130						9	30	38	15	7	--	--	3.19	1.04	
Civilian Personnel Administration	964						11	33	37	12	7	--	--	3.29	1.04	
Comptroller	3620						9	31	39	14	8	--	--	3.20	1.04	
Safety Management	520						13	30	36	16	6	--	--	3.28	1.06	
Supply Management	2077						12	32	36	12	7	--	--	3.31	1.06	
Contracting and Acquisition	2436						9	30	39	14	8	--	--	3.19	1.05	
Quality and Reliability Assurance	554						8	29	40	14	9	--	--	3.14	1.04	
Engineers and Scientists (Non-Construction)	5303						9	33	38	15	6	--	--	3.25	1.00	
Materiel Maintenance Management	2822						10	30	38	15	7	--	--	3.21	1.05	
Engineers and Scientists (Construction)	4198						7	30	42	15	6	--	--	3.16	0.98	
Security	458						9	31	36	15	9	--	--	3.15	1.07	
Quality Assurance Specialists (Ammunition Surveillance)	233						6	27	39	16	12	--	--	3.00	1.08	
Public Affairs and Communication Media	296						7	26	42	17	8	--	--	3.07	1.03	
Transportation Management	341						11	28	37	17	8	--	--	3.16	1.08	
Manpower and Force Management	1145						11	29	37	15	8	--	--	3.19	1.08	
Housing Management	149						12	23	39	17	8	--	--	3.14	1.09	
Equal Employment Opportunity	132						12	23	44	19	2	--	--	3.23	0.97	
Education Services	206						14	32	27	13	14	--	--	3.20	1.23	
Training	2147						11	29	36	16	8	--	--	3.19	1.08	
Ammunition Management	438						9	28	39	16	9	--	--	3.12	1.07	
Information Mission Area (IMA)	3461						9	26	39	17	9	--	--	3.08	1.07	
Intelligence (Excepted Services Only)	1149						9	27	41	14	9	--	--	3.13	1.05	
Military Personnel Management	328						11	36	36	10	7	--	--	3.34	1.04	

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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
YOUR ORGANIZATION																
24f. How well or poorly does your organization attract new employees?																
Total Army	66134						8	24	39	18	10	--	--	3.02	1.08	
<b>Total Career Program</b>	30339						9	26	39	18	9	--	--	3.07	1.07	
Civilian Personnel Administration	929						9	29	37	16	8	--	--	3.15	1.06	
Comptroller	3314						8	27	40	17	8	--	--	3.09	1.04	
Safety Management	473						10	24	36	21	9	--	--	3.06	1.09	
Supply Management	1881						12	29	37	15	8	--	--	3.22	1.08	
Contracting and Acquisition	2303						10	28	35	17	11	--	--	3.08	1.12	
Quality and Reliability Assurance	487						8	25	44	14	9	--	--	3.09	1.03	
Engineers and Scientists (Non-Construction)	4918						8	29	38	17	8	--	--	3.14	1.04	
Matériel Maintenance Management	2572						10	28	39	15	7	--	--	3.18	1.04	
Engineers and Scientists (Construction)	3943						6	26	39	20	9	--	--	3.02	1.02	
Security	407						8	26	36	21	10	--	--	3.02	1.08	
Quality Assurance Specialists (Ammunition Surveillance)	188						6	23	43	18	10	--	--	2.97	1.02	
Public Affairs and Communication Media	250						6	21	39	21	12	--	--	2.88	1.08	
Transportation Management	295						10	23	40	16	11	--	--	3.05	1.11	
Manpower and Force Management	1052						9	24	37	19	10	--	--	3.03	1.09	
Housing Management	134						10	22	40	19	10	--	--	3.02	1.09	
Equal Employment Opportunity	126						10	17	35	29	10	--	--	2.87	1.11	
Education Services	172						11	24	34	20	12	--	--	3.03	1.16	
Training	1906						9	24	39	18	10	--	--	3.05	1.09	
Ammunition Management	406						9	28	39	15	9	--	--	3.12	1.06	
Information Mission Area (IMA)	3154						8	21	39	20	12	--	--	2.93	1.09	
Intelligence (Excepted Services Only)	1004						7	22	43	20	9	--	--	2.97	1.02	
Military Personnel Management	289						10	30	38	13	9	--	--	3.18	1.07	

■ = % Favorable (Well)   ■ = % Adequately   ■ = % Unfavorable (Poorly)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
YOUR ORGANIZATION																
24g. How well or poorly does your organization fill vacancies quickly?																
Total Army	70217						5	15	29	26	24	--	--	2.51	1.17	
<b>Total Career Program</b>	31859						5	16	30	26	23	--	--	2.55	1.16	
Civilian Personnel Administration	977						8	26	34	20	11	--	--	3.00	1.11	
Comptroller	3518						5	17	31	26	21	--	--	2.59	1.15	
Safety Management	496						7	14	27	28	24	--	--	2.54	1.20	
Supply Management	1980						7	16	31	26	20	--	--	2.64	1.17	
Contracting and Acquisition	2377						6	17	29	24	24	--	--	2.57	1.19	
Quality and Reliability Assurance	529						5	15	27	30	23	--	--	2.50	1.15	
Engineers and Scientists (Non-Construction)	4980						6	17	30	26	21	--	--	2.62	1.16	
Matériel Maintenance Management	2699						6	16	33	25	20	--	--	2.62	1.14	
Engineers and Scientists (Construction)	4093						3	13	29	30	25	--	--	2.40	1.09	
Security	442						6	16	24	26	28	--	--	2.46	1.23	
Quality Assurance Specialists (Ammunition Surveillance)	204						6	16	28	31	19	--	--	2.60	1.14	
Public Affairs and Communication Media	271						3	11	27	27	32	--	--	2.27	1.13	
Transportation Management	319						5	10	28	28	30	--	--	2.33	1.14	
Manpower and Force Management	1123						5	14	31	28	22	--	--	2.52	1.13	
Housing Management	148						5	11	30	28	26	--	--	2.41	1.14	
Equal Employment Opportunity	129						5	10	34	31	20	--	--	2.48	1.06	
Education Services	202						7	13	31	18	30	--	--	2.50	1.25	
Training	2014						7	16	31	24	22	--	--	2.62	1.19	
Ammunition Management	429						5	14	31	28	22	--	--	2.52	1.13	
Information Mission Area (IMA)	3375						5	13	28	27	27	--	--	2.41	1.15	
Intelligence (Excepted Services Only)	1093						4	14	28	26	28	--	--	2.40	1.16	
Military Personnel Management	320						8	18	27	26	21	--	--	2.66	1.21	

■ = % Favorable (Well)   ■ = % Adequately   ■ = % Unfavorable (Poorly)



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents 5 4 3 2 1	% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev
		0%	20%	40%	60%	80%					
YOUR ORGANIZATION											
24h. How well or poorly does your organization link individual and organizational performance?											
Total Army	67258						7 22 38 21 12	--	--	2.90	1.09
<b>Total Career Program</b>	30753						7 23 39 20 11	--	--	2.96	1.06
Civilian Personnel Administration	911						9 28 36 19 8	--	--	3.10	1.06
Comptroller	3331						8 24 39 19 10	--	--	3.00	1.07
Safety Management	491						10 23 37 20 10	--	--	3.03	1.11
Supply Management	1927						9 26 37 18 10	--	--	3.06	1.09
Contracting and Acquisition	2257						6 25 40 19 11	--	--	2.95	1.06
Quality and Reliability Assurance	508						6 23 39 21 11	--	--	2.92	1.05
Engineers and Scientists (Non-Construction)	4945						7 24 40 20 9	--	--	3.01	1.03
Materiel Maintenance Management	2618						7 25 38 19 10	--	--	2.99	1.07
Engineers and Scientists (Construction)	3923						4 22 43 22 10	--	--	2.89	0.99
Security	431						7 22 36 22 12	--	--	2.90	1.10
Quality Assurance Specialists (Ammunition Surveillance)	214						6 21 39 24 11	--	--	2.87	1.04
Public Affairs and Communication Media	272						6 20 39 22 13	--	--	2.85	1.07
Transportation Management	301						9 20 36 23 13	--	--	2.88	1.14
Manpower and Force Management	1078						8 25 35 21 11	--	--	2.96	1.11
Housing Management	141						9 18 39 23 11	--	--	2.91	1.08
Equal Employment Opportunity	127						7 23 39 22 9	--	--	2.96	1.05
Education Services	193						9 23 36 16 17	--	--	2.93	1.19
Training	2002						8 23 37 21 11	--	--	2.95	1.10
Ammunition Management	404						7 22 37 22 12	--	--	2.91	1.08
Information Mission Area (IMA)	3183						6 19 39 22 14	--	--	2.83	1.09
Intelligence (Excepted Services Only)	1060						6 21 40 21 12	--	--	2.87	1.06
Military Personnel Management	294						8 28 36 17 11	--	--	3.07	1.09

■ = % Favorable (Well)  
■ = % Adequately  
■ = % Unfavorable (Poorly)



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
26a. How well or poorly does the Human Resources Office (Personnel) support you in processing personnel actions (e.g., pay, promotions, benefits) accurately and in a timely manner?																
Total Army	68044						12	28	37	14	9	-9	-11	3.20	1.11	
<b>Total Career Program</b>	31088						12	29	37	13	8	-8	-11	3.24	1.09	
Civilian Personnel Administration	965						34	36	22	5	3	-3	-6	3.92	1.02	
Comptroller	3363						11	30	36	15	9	-7	-12	3.19	1.09	
Safety Management	503						13	28	33	16	11	-3	-4	3.17	1.16	
Supply Management	1988						15	33	34	11	7	-8	-5	3.38	1.07	
Contracting and Acquisition	2353						12	29	35	14	10	-10	-8	3.18	1.13	
Quality and Reliability Assurance	523						12	28	37	15	8	-8	-11	3.22	1.09	
Engineers and Scientists (Non-Construction)	4891						12	30	38	12	7	-7	-11	3.28	1.06	
Materiel Maintenance Management	2667						13	29	37	13	8	-5	-5	3.27	1.09	
Engineers and Scientists (Construction)	3933						9	27	40	14	9	-8	-15	3.11	1.06	
Security	443						14	25	37	16	8	-6	-8	3.20	1.12	
Quality Assurance Specialists (Ammunition Surveillance)	212						9	29	36	16	10	-12	-10	3.12	1.10	
Public Affairs and Communication Media	268						10	22	41	15	12	-15	-18	3.04	1.12	
Transportation Management	319						11	27	35	15	12	-14	-9	3.11	1.15	
Manpower and Force Management	1090						13	30	35	14	9	-7	-9	3.23	1.12	
Housing Management	141						13	32	37	8	11	0	-23	3.28	1.12	
Equal Employment Opportunity	129						9	26	40	20	5	-15	-17	3.13	1.01	
Education Services	187						12	26	35	13	13	-12	-15	3.10	1.19	
Training	1955						13	29	39	11	7	-11	-15	3.30	1.05	
Ammunition Management	419						11	29	40	12	9	-7	-19	3.22	1.06	
Information Mission Area (IMA)	3200						12	27	40	13	9	-5	-10	3.21	1.08	
Intelligence (Excepted Services Only)	1072						10	27	40	13	10	-12	-11	3.16	1.08	
Military Personnel Management	327						16	30	33	13	8	--	--	3.33	1.13	

■ = % Favorable (Well)   ■ = % Adequately   ■ = % Unfavorable (Poorly)



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
26b. How well or poorly does the Human Resources Office (Personnel) support you in providing customer-focused service?																
Total Army	65001						11	27	37	15	10	-2	+2	3.16	1.11	
<b>Total Career Program</b>	29370						11	28	37	15	9	-1	+2	3.16	1.09	
Civilian Personnel Administration	979						35	35	22	6	3	-3	+2	3.93	1.02	
Comptroller	3268						9	27	37	17	10	-1	+2	3.08	1.10	
Safety Management	500						12	27	33	19	10	+6	-1	3.11	1.14	
Supply Management	1875						14	32	34	13	7	-1	+9	3.33	1.09	
Contracting and Acquisition	2196						10	29	35	16	10	-5	+2	3.12	1.12	
Quality and Reliability Assurance	482						10	27	40	16	7	-9	-4	3.17	1.04	
Engineers and Scientists (Non-Construction)	4289						9	29	39	15	8	-2	+1	3.18	1.04	
Materiel Maintenance Management	2555						12	30	38	12	8	+1	+8	3.24	1.07	
Engineers and Scientists (Construction)	3622						8	24	40	18	11	-1	-1	2.99	1.08	
Security	427						12	26	37	16	8	0	+2	3.17	1.11	
Quality Assurance Specialists (Ammunition Surveillance)	202						8	28	38	21	5	+1	-6	3.12	1.00	
Public Affairs and Communication Media	269						9	20	39	18	15	-7	-8	2.89	1.14	
Transportation Management	308						8	27	37	17	10	-6	+7	3.06	1.09	
Manpower and Force Management	1089						11	28	34	17	10	+1	+4	3.12	1.14	
Housing Management	142						13	25	39	14	8	+5	0	3.21	1.11	
Equal Employment Opportunity	130						10	25	37	19	9	-3	0	3.07	1.10	
Education Services	183						9	25	39	13	14	+2	+5	3.01	1.14	
Training	1872						11	29	40	13	8	-1	-2	3.22	1.06	
Ammunition Management	393						9	28	37	16	10	0	-1	3.11	1.09	
Information Mission Area (IMA)	3096						10	27	39	15	9	+2	+4	3.15	1.08	
Intelligence (Excepted Services Only)	1039						9	26	37	16	12	-1	+3	3.03	1.12	
Military Personnel Management	318						14	35	28	14	8	--	--	3.32	1.14	

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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
26c. How well or poorly does the Human Resources Office (Personnel) support you in providing guidance and program assistance on family-friendly quality of work-life issues?																
Total Army	51871						10	25	37	17	11	0	+5	3.05	1.13	
<b>Total Career Program</b>	22498						10	25	37	17	11	0	+5	3.06	1.11	
Civilian Personnel Administration	814						30	32	24	9	5	+3	+7	3.73	1.12	
Comptroller	2523						8	25	36	18	12	-2	+3	3.00	1.11	
Safety Management	380						12	24	31	20	13	+6	+10	3.03	1.20	
Supply Management	1496						13	30	36	13	8	+2	+12	3.28	1.09	
Contracting and Acquisition	1684						9	26	36	17	12	-4	+5	3.02	1.12	
Quality and Reliability Assurance	394						8	26	42	15	8	-4	+7	3.11	1.02	
Engineers and Scientists (Non-Construction)	3094						9	27	38	17	9	-1	+4	3.09	1.08	
Materiel Maintenance Management	2095						10	27	39	15	9	+3	+9	3.15	1.08	
Engineers and Scientists (Construction)	2666						6	23	38	20	13	0	+2	2.90	1.09	
Security	335						10	22	39	18	11	0	+6	3.03	1.11	
Quality Assurance Specialists (Ammunition Surveillance)	151						8	23	38	23	9	+2	-2	2.99	1.05	
Public Affairs and Communication Media	201						7	16	32	27	18	-4	-4	2.66	1.15	
Transportation Management	247						8	26	38	17	12	-1	+13	3.01	1.10	
Manpower and Force Management	807						9	25	34	20	12	-2	+8	3.00	1.14	
Housing Management	116						13	24	40	16	8	+9	-2	3.19	1.09	
Equal Employment Opportunity	112						8	24	37	21	11	-1	+1	2.98	1.09	
Education Services	142						8	18	34	21	19	-7	+9	2.75	1.19	
Training	1463						10	25	40	15	10	-2	0	3.10	1.09	
Ammunition Management	299						8	24	40	14	12	-1	+1	3.02	1.10	
Information Mission Area (IMA)	2386						9	23	39	18	12	+1	+8	2.99	1.11	
Intelligence (Excepted Services Only)	750						7	21	38	19	16	-3	+5	2.85	1.14	
Military Personnel Management	237						12	35	30	15	8	--	--	3.27	1.10	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
SATISFACTION with CIVILIAN HUMAN RESOURCES																
26d. How well or poorly does the Human Resources Office (Personnel) support you in providing career counseling?																
Total Army	53450						6	16	28	29	21	--	-2	2.59	1.17	
<b>Total Career Program</b>	23449						6	16	28	29	20	--	-1	2.58	1.15	
Civilian Personnel Administration	785						20	25	25	20	11	--	-7	3.24	1.27	
Comptroller	2551						5	16	28	30	21	--	-1	2.55	1.14	
Safety Management	395						8	12	24	31	24	--	0	2.49	1.21	
Supply Management	1560						9	22	30	24	15	--	+5	2.86	1.18	
Contracting and Acquisition	1698						6	17	31	26	21	--	-1	2.61	1.16	
Quality and Reliability Assurance	416						5	15	33	28	18	--	-2	2.61	1.10	
Engineers and Scientists (Non-Construction)	3258						5	15	30	31	19	--	-1	2.58	1.12	
Materiel Maintenance Management	2191						7	19	31	26	17	--	+4	2.73	1.15	
Engineers and Scientists (Construction)	2730						3	13	27	33	24	--	-2	2.38	1.07	
Security	350						6	13	26	34	22	--	-8	2.47	1.13	
Quality Assurance Specialists (Ammunition Surveillance)	159						4	14	29	33	20	--	-11	2.50	1.09	
Public Affairs and Communication Media	216						2	9	22	33	34	--	-9	2.12	1.03	
Transportation Management	268						5	17	29	29	21	--	-1	2.57	1.14	
Manpower and Force Management	850						4	16	24	34	23	--	-1	2.44	1.12	
Housing Management	119						11	15	31	24	18	--	-18	2.76	1.23	
Equal Employment Opportunity	109						6	12	26	35	22	--	-7	2.44	1.12	
Education Services	154						8	10	29	27	27	--	-3	2.45	1.20	
Training	1547						7	17	29	28	19	--	-6	2.63	1.16	
Ammunition Management	322						6	16	33	29	17	--	-5	2.64	1.10	
Information Mission Area (IMA)	2550						5	14	27	30	23	--	0	2.49	1.14	
Intelligence (Excepted Services Only)	848						4	10	22	34	30	--	-6	2.24	1.10	
Military Personnel Management	259						8	18	26	28	20	--	--	2.66	1.20	

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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
SATISFACTION with CIVILIAN HUMAN RESOURCES																
26e. How well or poorly does the Human Resources Office (Personnel) support you in providing counseling, information, or training on retirement and benefits?																
Total Army	59321						9	22	36	19	14	-8	-6	2.93	1.14	
<b>Total Career Program</b>	26691						9	24	37	18	13	-8	-7	2.98	1.12	
Civilian Personnel Administration	861						27	31	26	9	7	-5	-1	3.61	1.18	
Comptroller	2934						8	24	36	19	13	-9	-6	2.93	1.12	
Safety Management	427						10	19	33	22	17	-4	-10	2.82	1.20	
Supply Management	1754						12	31	36	13	8	-6	-1	3.24	1.09	
Contracting and Acquisition	1946						9	23	37	17	13	-14	-8	2.97	1.14	
Quality and Reliability Assurance	460						5	25	36	20	13	-13	-9	2.90	1.09	
Engineers and Scientists (Non-Construction)	4024						8	26	42	15	9	-10	-9	3.10	1.04	
Materiel Maintenance Management	2382						9	26	37	17	11	-4	-2	3.05	1.11	
Engineers and Scientists (Construction)	3341						5	21	41	20	13	-9	-9	2.86	1.06	
Security	367						6	20	35	24	16	-11	-11	2.77	1.12	
Quality Assurance Specialists (Ammunition Surveillance)	172						8	18	42	21	12	-14	-13	2.89	1.07	
Public Affairs and Communication Media	222						6	14	30	25	26	-12	-12	2.50	1.19	
Transportation Management	285						9	24	36	18	14	-11	+2	2.95	1.16	
Manpower and Force Management	956						8	21	36	20	14	-8	-6	2.89	1.14	
Housing Management	129						12	22	32	23	11	+10	-16	3.02	1.17	
Equal Employment Opportunity	121						6	28	35	19	12	-9	+5	2.96	1.09	
Education Services	161						8	18	35	22	17	-12	-7	2.78	1.17	
Training	1675						9	21	37	20	14	-9	-10	2.92	1.13	
Ammunition Management	376						8	26	40	14	12	-5	-4	3.03	1.10	
Information Mission Area (IMA)	2773						8	20	38	19	14	-6	-6	2.87	1.13	
Intelligence (Excepted Services Only)	922						6	19	34	21	20	-10	-8	2.68	1.16	
Military Personnel Management	282						10	26	33	20	11	--	--	3.02	1.14	

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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
26f. How well or poorly does the Human Resources Office (Personnel) support you in finding sources for all types of training?																
Total Army	55935						7	20	34	23	16	-8	-2	2.80	1.14	
<b>Total Career Program</b>	25127						7	22	35	21	14	-9	-2	2.87	1.13	
Civilian Personnel Administration	852						22	32	28	12	6	-4	-2	3.52	1.14	
Comptroller	2780						6	22	34	22	15	-10	-3	2.82	1.13	
Safety Management	403						8	18	29	28	17	-3	-3	2.72	1.18	
Supply Management	1646						11	28	37	17	8	-11	+1	3.16	1.08	
Contracting and Acquisition	1796						7	24	36	20	13	-13	-3	2.92	1.11	
Quality and Reliability Assurance	435						6	23	40	18	13	-12	-3	2.90	1.06	
Engineers and Scientists (Non-Construction)	3806						8	26	39	17	10	-10	-3	3.06	1.07	
Materiel Maintenance Management	2311						8	25	39	18	10	-7	+4	3.03	1.08	
Engineers and Scientists (Construction)	2987						4	17	36	27	17	-7	-1	2.65	1.06	
Security	355						5	16	30	28	22	-11	-9	2.53	1.13	
Quality Assurance Specialists (Ammunition Surveillance)	161						4	20	39	25	12	-10	-14	2.77	1.02	
Public Affairs and Communication Media	212						4	9	27	31	29	-14	-14	2.29	1.09	
Transportation Management	267						7	23	37	20	12	-10	+2	2.92	1.10	
Manpower and Force Management	910						6	18	34	25	17	-12	-6	2.70	1.12	
Housing Management	122						12	18	29	26	15	+3	+1	2.87	1.23	
Equal Employment Opportunity	107						6	21	32	26	16	-13	+1	2.74	1.12	
Education Services	155						7	16	32	26	19	-9	+6	2.67	1.16	
Training	1553						8	19	35	24	14	-10	-7	2.83	1.13	
Ammunition Management	344						7	24	39	18	12	-16	-10	2.95	1.09	
Information Mission Area (IMA)	2630						6	18	32	25	18	-2	+1	2.70	1.15	
Intelligence (Excepted Services Only)	899						5	15	32	25	24	-12	-9	2.53	1.14	
Military Personnel Management	276						9	20	34	23	14	--	--	2.86	1.15	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
SATISFACTION with CIVILIAN HUMAN RESOURCES																
26g. How well or poorly does the Human Resources Office (Personnel) support you in providing counseling, information, or training on financial planning?																
Total Army	51218						7	18	32	25	18	--	--	2.70	1.16	
<b>Total Career Program</b>	22525						7	19	33	24	17	--	--	2.73	1.15	
Civilian Personnel Administration	676						20	23	25	21	11	--	--	3.19	1.29	
Comptroller	2441						6	18	32	25	19	--	--	2.67	1.15	
Safety Management	369						8	15	29	29	19	--	--	2.63	1.18	
Supply Management	1543						10	26	35	19	10	--	--	3.06	1.12	
Contracting and Acquisition	1662						6	21	33	22	18	--	--	2.75	1.15	
Quality and Reliability Assurance	402						5	21	36	24	15	--	--	2.77	1.09	
Engineers and Scientists (Non-Construction)	3293						7	21	37	22	14	--	--	2.84	1.11	
Materiel Maintenance Management	2075						7	22	34	22	15	--	--	2.86	1.14	
Engineers and Scientists (Construction)	2764						3	15	32	29	20	--	--	2.52	1.08	
Security	335						4	15	30	29	22	--	--	2.51	1.12	
Quality Assurance Specialists (Ammunition Surveillance)	152						6	15	30	35	14	--	--	2.64	1.08	
Public Affairs and Communication Media	191						3	10	27	28	32	--	--	2.24	1.10	
Transportation Management	247						7	19	34	23	16	--	--	2.77	1.14	
Manpower and Force Management	787						5	16	30	29	21	--	--	2.56	1.12	
Housing Management	118						11	17	30	25	18	--	--	2.79	1.23	
Equal Employment Opportunity	106						4	18	29	30	19	--	--	2.58	1.10	
Education Services	144						6	15	29	30	20	--	--	2.56	1.13	
Training	1438						7	17	35	24	17	--	--	2.72	1.14	
Ammunition Management	316						6	18	34	26	16	--	--	2.71	1.11	
Information Mission Area (IMA)	2341						6	17	33	26	19	--	--	2.65	1.15	
Intelligence (Excepted Services Only)	772						5	14	31	23	27	--	--	2.46	1.16	
Military Personnel Management	246						7	20	28	28	17	--	--	2.74	1.17	

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# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
26h. How well or poorly does the Human Resources Office (Personnel) support you in providing counseling, information, or training on employee wellness (e.g., employee assistance/physical fitness programs)?																
Total Army	53579						7	19	34	22	17	--	--	2.78	1.15	
<b>Total Career Program</b>	23726						7	20	35	22	16	--	--	2.81	1.14	
Civilian Personnel Administration	727						19	22	27	21	10	--	--	3.18	1.26	
Comptroller	2591						6	19	35	23	17	--	--	2.74	1.14	
Safety Management	391						9	16	31	27	18	--	--	2.70	1.19	
Supply Management	1550						10	25	35	18	11	--	--	3.06	1.13	
Contracting and Acquisition	1763						6	22	35	20	17	--	--	2.81	1.15	
Quality and Reliability Assurance	418						5	22	38	22	13	--	--	2.85	1.07	
Engineers and Scientists (Non-Construction)	3510						7	23	39	18	12	--	--	2.96	1.09	
Materiel Maintenance Management	2154						8	22	36	20	13	--	--	2.91	1.12	
Engineers and Scientists (Construction)	3033						5	20	38	22	15	--	--	2.77	1.08	
Security	339						5	18	28	29	19	--	--	2.62	1.14	
Quality Assurance Specialists (Ammunition Surveillance)	159						6	16	33	30	16	--	--	2.67	1.10	
Public Affairs and Communication Media	206						4	11	28	31	26	--	--	2.35	1.09	
Transportation Management	265						8	21	36	21	14	--	--	2.89	1.14	
Manpower and Force Management	822						6	17	31	27	19	--	--	2.63	1.14	
Housing Management	122						11	20	25	26	19	--	--	2.77	1.26	
Equal Employment Opportunity	103						7	13	34	32	15	--	--	2.65	1.09	
Education Services	152						7	17	33	22	21	--	--	2.68	1.19	
Training	1472						7	18	35	24	17	--	--	2.76	1.15	
Ammunition Management	322						6	23	33	23	14	--	--	2.84	1.12	
Information Mission Area (IMA)	2443						6	17	34	24	18	--	--	2.70	1.14	
Intelligence (Excepted Services Only)	815						4	16	30	22	28	--	--	2.47	1.18	
Military Personnel Management	255						7	24	32	22	15	--	--	2.87	1.14	

■ = % Favorable (Well)   ■ = % Adequately   ■ = % Unfavorable (Poorly)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
SATISFACTION with CIVILIAN HUMAN RESOURCES																
27a. Overall, I am satisfied with the timeliness of Human Resources Office personnel services I receive.																
Total Army	70280						9	36	31	14	10	-8	-5	3.20	1.11	
<b>Total Career Program</b>	32001						9	38	30	14	9	-7	-4	3.24	1.09	
Civilian Personnel Administration	986						28	45	16	6	4	-6	-7	3.86	1.04	
Comptroller	3531						8	37	30	15	10	-9	-6	3.18	1.09	
Safety Management	526						11	33	28	16	12	-3	0	3.15	1.17	
Supply Management	2034						12	42	27	12	7	-7	+1	3.40	1.07	
Contracting and Acquisition	2391						8	38	28	14	11	-7	-2	3.19	1.12	
Quality and Reliability Assurance	524						9	37	31	14	9	-13	-2	3.22	1.08	
Engineers and Scientists (Non-Construction)	4898						8	41	32	12	7	-7	-3	3.29	1.03	
Materiel Maintenance Management	2720						9	39	30	12	9	-4	+3	3.27	1.09	
Engineers and Scientists (Construction)	4027						6	36	32	16	10	-8	-7	3.11	1.08	
Security	462						9	38	29	14	11	-1	-3	3.21	1.13	
Quality Assurance Specialists (Ammunition Surveillance)	220						7	37	29	20	7	-8	-1	3.17	1.05	
Public Affairs and Communication Media	284						6	32	29	20	13	-7	-6	2.99	1.13	
Transportation Management	325						8	32	35	14	12	-10	-4	3.11	1.11	
Manpower and Force Management	1150						9	37	28	16	11	-9	-4	3.18	1.13	
Housing Management	147						11	36	31	12	10	+3	-15	3.27	1.11	
Equal Employment Opportunity	133						7	36	29	20	9	-22	-3	3.12	1.08	
Education Services	193						9	32	32	11	16	-12	-5	3.07	1.18	
Training	2010						10	38	31	12	9	-9	-9	3.27	1.09	
Ammunition Management	424						7	40	30	15	8	-4	-4	3.21	1.05	
Information Mission Area (IMA)	3400						8	37	32	14	9	-4	-1	3.22	1.07	
Intelligence (Excepted Services Only)	1137						7	36	30	15	11	-10	-3	3.12	1.12	
Military Personnel Management	333						12	39	27	14	9	--	--	3.30	1.13	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
27b. Overall, I am satisfied with the quality of Human Resources Office personnel services I receive.																
Total Army	70202						9	36	31	14	10	-8	-5	3.21	1.11	
<b>Total Career Program</b>	31990						9	38	30	13	9	-8	-3	3.24	1.09	
Civilian Personnel Administration	989						28	45	16	6	4	-6	-7	3.87	1.03	
Comptroller	3530						8	38	31	14	10	-9	-4	3.19	1.09	
Safety Management	525						10	33	29	14	13	-4	-1	3.14	1.18	
Supply Management	2036						12	42	27	11	8	-7	0	3.40	1.08	
Contracting and Acquisition	2390						9	37	29	15	11	-10	-5	3.18	1.13	
Quality and Reliability Assurance	522						9	38	31	14	9	-14	-1	3.23	1.08	
Engineers and Scientists (Non-Construction)	4887						8	41	32	12	7	-7	-2	3.30	1.02	
Materiel Maintenance Management	2721						9	38	31	12	9	-5	+2	3.27	1.08	
Engineers and Scientists (Construction)	4027						6	36	31	16	11	-8	-6	3.10	1.09	
Security	460						8	38	28	15	10	-2	-1	3.20	1.11	
Quality Assurance Specialists (Ammunition Surveillance)	219						6	38	28	21	7	-8	-1	3.15	1.05	
Public Affairs and Communication Media	287						6	31	31	17	15	-8	-12	2.96	1.15	
Transportation Management	323						8	32	35	15	11	-9	-2	3.11	1.09	
Manpower and Force Management	1157						10	37	28	15	10	-8	-2	3.20	1.13	
Housing Management	148						11	36	30	11	12	-2	-22	3.24	1.16	
Equal Employment Opportunity	132						8	36	28	15	13	-11	-1	3.11	1.15	
Education Services	194						9	34	31	9	18	-15	-7	3.07	1.21	
Training	2008						9	39	31	12	9	-8	-7	3.27	1.08	
Ammunition Management	422						7	40	30	14	9	-5	-3	3.22	1.06	
Information Mission Area (IMA)	3394						8	36	32	13	9	-4	-1	3.21	1.08	
Intelligence (Excepted Services Only)	1142						7	34	30	16	13	-10	-4	3.07	1.14	
Military Personnel Management	333						11	37	28	14	10	--	--	3.27	1.14	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Yes	No	I was never in NSPS	Do not know
<b>ARMY PERSONNEL SYSTEMS</b>					
28. Was your position converted back to GS from NSPS?					
Total Army	78268	25%	22%	47%	6%
<b>Total Career Program</b>	35709	31%	20%	45%	4%
Civilian Personnel Administration	1042	90%	4%	5%	0%
Comptroller	3924	38%	20%	41%	2%
Safety Management	570	31%	18%	49%	2%
Supply Management	2242	18%	23%	55%	4%
Contracting and Acquisition	2682	17%	25%	54%	4%
Quality and Reliability Assurance	585	12%	29%	55%	5%
Engineers and Scientists (Non-Construction)	5688	20%	26%	46%	8%
Materiel Maintenance Management	2998	14%	25%	58%	4%
Engineers and Scientists (Construction)	4539	54%	10%	34%	2%
Security	490	67%	11%	21%	1%
Quality Assurance Specialists (Ammunition Surveillance)	247	18%	15%	65%	2%
Public Affairs and Communication Media	319	42%	15%	40%	2%
Transportation Management	358	35%	18%	47%	1%
Manpower and Force Management	1231	48%	17%	35%	1%
Housing Management	158	25%	29%	42%	4%
Equal Employment Opportunity	141	91%	4%	5%	0%
Education Services	213	49%	17%	26%	8%
Training	2253	22%	20%	54%	4%
Ammunition Management	475	20%	21%	56%	3%
Information Mission Area (IMA)	3805	31%	20%	46%	3%
Intelligence (Excepted Services Only)	1226	7%	21%	63%	8%
Military Personnel Management	364	42%	16%	38%	3%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Do not know
<b>ARMY PERSONNEL SYSTEMS</b>				
28a. Did you receive information in writing on the transition (e.g., an NSPS Employee Bulletin dealing with the impact of the transition on your pay and pay grade) from your supervisor?				
Total Army	19596	81%	15%	4%
<b>Total Career Program</b>	11097	82%	14%	4%
Civilian Personnel Administration	943	89%	10%	2%
Comptroller	1495	86%	11%	3%
Safety Management	176	82%	15%	3%
Supply Management	406	79%	16%	5%
Contracting and Acquisition	452	71%	24%	5%
Quality and Reliability Assurance	69	72%	22%	6%
Engineers and Scientists (Non-Construction)	1147	77%	17%	6%
Materiel Maintenance Management	411	75%	21%	3%
Engineers and Scientists (Construction)	2440	84%	11%	5%
Security	328	85%	13%	2%
Quality Assurance Specialists (Ammunition Surveillance)	44	59%	41%	0%
Public Affairs and Communication Media	135	81%	16%	4%
Transportation Management	124	78%	17%	5%
Manpower and Force Management	591	88%	9%	3%
Housing Management	39	90%	5%	5%
Equal Employment Opportunity	128	88%	11%	1%
Education Services	105	83%	16%	1%
Training	501	79%	19%	2%
Ammunition Management	95	88%	9%	2%
Information Mission Area (IMA)	1179	85%	12%	3%
Intelligence (Excepted Services Only)	91	46%	46%	8%
Military Personnel Management	153	86%	14%	0%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Not at all	A little helpful	Somewhat helpful	Very helpful
ARMY PERSONNEL SYSTEMS					
28b. How helpful was the information provided to you?					
Total Army	15924	7%	27%	39%	27%
<b>Total Career Program</b>	9148	7%	27%	39%	27%
Civilian Personnel Administration	838	3%	16%	34%	47%
Comptroller	1288	5%	25%	40%	30%
Safety Management	145	8%	30%	39%	23%
Supply Management	318	7%	24%	36%	33%
Contracting and Acquisition	324	6%	30%	42%	21%
Quality and Reliability Assurance	50	6%	32%	34%	28%
Engineers and Scientists (Non-Construction)	883	8%	30%	40%	22%
Materiel Maintenance Management	310	5%	30%	38%	27%
Engineers and Scientists (Construction)	2039	7%	31%	43%	19%
Security	280	11%	29%	33%	27%
Quality Assurance Specialists (Ammunition Surveillance)	26	15%	23%	31%	31%
Public Affairs and Communication Media	109	6%	28%	43%	23%
Transportation Management	97	10%	22%	38%	30%
Manpower and Force Management	521	6%	23%	33%	38%
Housing Management	35	9%	23%	40%	29%
Equal Employment Opportunity	113	4%	27%	39%	30%
Education Services	86	13%	20%	43%	24%
Training	396	7%	30%	40%	23%
Ammunition Management	84	13%	29%	27%	31%
Information Mission Area (IMA)	996	8%	30%	38%	25%
Intelligence (Excepted Services Only)	43	12%	26%	51%	12%
Military Personnel Management	130	3%	26%	36%	35%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Do not know
<b>ARMY PERSONNEL SYSTEMS</b>				
28c. Did you receive information about your transition back to GS prior to the date that you were converted back to GS?				
Total Army	15846	94%	4%	2%
<b>Total Career Program</b>	9105	95%	4%	1%
Civilian Personnel Administration	837	97%	2%	1%
Comptroller	1284	97%	2%	1%
Safety Management	142	96%	3%	1%
Supply Management	316	97%	3%	0%
Contracting and Acquisition	322	94%	5%	1%
Quality and Reliability Assurance	49	94%	6%	0%
Engineers and Scientists (Non-Construction)	877	91%	7%	3%
Materiel Maintenance Management	306	91%	8%	2%
Engineers and Scientists (Construction)	2035	94%	4%	2%
Security	280	97%	2%	1%
Quality Assurance Specialists (Ammunition Surveillance)	26	100%	0%	0%
Public Affairs and Communication Media	109	93%	6%	2%
Transportation Management	97	99%	1%	0%
Manpower and Force Management	516	96%	3%	1%
Housing Management	35	97%	3%	0%
Equal Employment Opportunity	113	96%	4%	0%
Education Services	86	99%	0%	1%
Training	394	94%	4%	2%
Ammunition Management	84	95%	5%	0%
Information Mission Area (IMA)	990	94%	4%	2%
Intelligence (Excepted Services Only)	40	68%	25%	8%
Military Personnel Management	131	99%	0%	1%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Do not know
<b>ORGANIZATIONAL INFORMATION</b>				
29a. Has your organization been identified for BRAC realignment/relocation?				
Total Army	76923	20%	55%	25%
<b>Total Career Program</b>	35188	23%	62%	15%
Civilian Personnel Administration	1028	13%	82%	5%
Comptroller	3856	28%	61%	11%
Safety Management	557	21%	66%	14%
Supply Management	2204	34%	53%	12%
Contracting and Acquisition	2640	19%	67%	14%
Quality and Reliability Assurance	572	17%	59%	24%
Engineers and Scientists (Non-Construction)	5639	22%	64%	15%
Materiel Maintenance Management	2957	29%	55%	17%
Engineers and Scientists (Construction)	4465	9%	67%	24%
Security	482	25%	58%	17%
Quality Assurance Specialists (Ammunition Surveillance)	245	9%	76%	14%
Public Affairs and Communication Media	315	23%	67%	10%
Transportation Management	353	30%	53%	16%
Manpower and Force Management	1210	26%	69%	6%
Housing Management	154	26%	58%	16%
Equal Employment Opportunity	140	29%	56%	16%
Education Services	209	11%	61%	28%
Training	2229	26%	59%	16%
Ammunition Management	463	11%	77%	12%
Information Mission Area (IMA)	3739	27%	57%	16%
Intelligence (Excepted Services Only)	1212	17%	70%	12%
Military Personnel Management	360	50%	43%	8%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Do not know
<b>ORGANIZATIONAL INFORMATION</b>				
29b. Has your organization been identified for BRAC closure?				
Total Army	74684	7%	68%	25%
<b>Total Career Program</b>	34098	8%	77%	15%
Civilian Personnel Administration	1010	4%	91%	5%
Comptroller	3712	12%	76%	11%
Safety Management	546	7%	79%	14%
Supply Management	2110	15%	72%	13%
Contracting and Acquisition	2583	6%	81%	14%
Quality and Reliability Assurance	562	6%	71%	24%
Engineers and Scientists (Non-Construction)	5506	8%	78%	14%
Materiel Maintenance Management	2832	12%	70%	18%
Engineers and Scientists (Construction)	4406	2%	74%	24%
Security	464	7%	76%	18%
Quality Assurance Specialists (Ammunition Surveillance)	242	5%	81%	14%
Public Affairs and Communication Media	303	5%	85%	10%
Transportation Management	333	5%	76%	19%
Manpower and Force Management	1163	10%	84%	6%
Housing Management	149	7%	78%	15%
Equal Employment Opportunity	133	6%	78%	16%
Education Services	204	1%	75%	24%
Training	2119	6%	78%	16%
Ammunition Management	456	5%	84%	11%
Information Mission Area (IMA)	3589	9%	74%	17%
Intelligence (Excepted Services Only)	1194	6%	83%	12%
Military Personnel Management	331	17%	73%	9%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Do not know
<b>ORGANIZATIONAL INFORMATION</b>				
29c. Has your organization been identified for A-76/Outsourcing?				
Total Army	74214	4%	48%	48%
<b>Total Career Program</b>	33867	4%	57%	39%
Civilian Personnel Administration	1009	2%	85%	13%
Comptroller	3665	5%	63%	32%
Safety Management	539	3%	58%	39%
Supply Management	2072	4%	54%	42%
Contracting and Acquisition	2564	3%	67%	30%
Quality and Reliability Assurance	561	7%	45%	48%
Engineers and Scientists (Non-Construction)	5472	2%	52%	45%
Materiel Maintenance Management	2802	3%	52%	45%
Engineers and Scientists (Construction)	4404	7%	53%	40%
Security	464	3%	54%	44%
Quality Assurance Specialists (Ammunition Surveillance)	242	1%	58%	41%
Public Affairs and Communication Media	302	5%	55%	41%
Transportation Management	333	7%	53%	41%
Manpower and Force Management	1149	4%	73%	23%
Housing Management	147	5%	56%	38%
Equal Employment Opportunity	129	5%	56%	40%
Education Services	204	1%	46%	52%
Training	2111	2%	49%	50%
Ammunition Management	452	4%	60%	36%
Information Mission Area (IMA)	3589	7%	52%	41%
Intelligence (Excepted Services Only)	1180	1%	57%	42%
Military Personnel Management	328	2%	54%	44%



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Do not know
<b>ORGANIZATIONAL INFORMATION</b>				
29d. Has your organization been identified for other orders impacting location (specify below)?				
Total Army	71997	2%	43%	55%
<b>Total Career Program</b>	32730	2%	50%	48%
Civilian Personnel Administration	985	2%	76%	23%
Comptroller	3527	2%	55%	43%
Safety Management	526	3%	54%	43%
Supply Management	2003	3%	48%	49%
Contracting and Acquisition	2477	3%	56%	41%
Quality and Reliability Assurance	538	2%	43%	54%
Engineers and Scientists (Non-Construction)	5291	1%	49%	50%
Materiel Maintenance Management	2724	2%	47%	51%
Engineers and Scientists (Construction)	4267	2%	47%	52%
Security	449	3%	47%	50%
Quality Assurance Specialists (Ammunition Surveillance)	234	2%	53%	45%
Public Affairs and Communication Media	288	3%	47%	50%
Transportation Management	321	2%	45%	52%
Manpower and Force Management	1100	3%	64%	34%
Housing Management	141	2%	46%	52%
Equal Employment Opportunity	126	2%	48%	49%
Education Services	199	2%	39%	59%
Training	2060	2%	44%	55%
Ammunition Management	437	2%	55%	43%
Information Mission Area (IMA)	3408	2%	45%	53%
Intelligence (Excepted Services Only)	1159	2%	54%	43%
Military Personnel Management	323	2%	48%	50%



# FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>CONDITIONS FOR ENGAGEMENT</b>																
2c. In my organization, leaders generate high levels of motivation and commitment in the workforce.																
Total Army	83046						12	34	25	19	10	-1	-1	3.18	1.18	
<b>Total Career Program</b>	37716						11	35	26	19	9	-1	+1	3.20	1.15	
Civilian Personnel Administration	1097						13	34	24	20	9	-8	-13	3.24	1.17	
Comptroller	4174						12	36	24	19	9	-1	-1	3.24	1.15	
Safety Management	583						15	36	24	19	7	+1	-6	3.32	1.14	
Supply Management	2396						14	35	25	17	9	-1	-1	3.30	1.17	
Contracting and Acquisition	2850						12	36	24	19	9	0	+2	3.24	1.16	
Quality and Reliability Assurance	604						10	36	26	18	10	-4	-3	3.18	1.14	
Engineers and Scientists (Non-Construction)	6004						11	35	27	18	9	-2	+2	3.21	1.13	
Materiel Maintenance Management	3182						12	35	27	18	8	-2	+4	3.25	1.12	
Engineers and Scientists (Construction)	4755						9	36	28	18	9	+5	+5	3.19	1.10	
Security	510						13	33	25	18	11	-7	-6	3.20	1.20	
Quality Assurance Specialists (Ammunition Surveillance)	252						11	30	33	19	7	-9	-15	3.19	1.07	
Public Affairs and Communication Media	339						14	32	23	20	11	+1	0	3.18	1.22	
Transportation Management	385						13	32	26	20	10	-2	+3	3.17	1.18	
Manpower and Force Management	1287						12	34	24	20	10	-4	-3	3.18	1.18	
Housing Management	162						14	28	25	22	10	+1	-11	3.15	1.20	
Equal Employment Opportunity	144						13	32	28	21	7	+1	-11	3.22	1.12	
Education Services	228						18	36	17	16	13	0	+3	3.30	1.29	
Training	2369						12	33	26	19	10	-7	-7	3.19	1.17	
Ammunition Management	499						8	33	28	19	11	-8	-9	3.08	1.13	
Information Mission Area (IMA)	4051						10	32	27	20	12	+4	+4	3.10	1.18	
Intelligence (Excepted Services Only)	1286						10	32	28	20	11	-2	-2	3.11	1.16	
Military Personnel Management	390						13	38	24	17	8	--	--	3.31	1.13	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>CONDITIONS FOR ENGAGEMENT</b>																
2e. Managers communicate the goals and priorities of the organization.																
Total Army	82936	62% 19% 19%					15	47	19	13	6	--	--	3.51	1.10	
<b>Total Career Program</b>	37701	62% 19% 19%					15	47	19	13	6	--	--	3.52	1.08	
Civilian Personnel Administration	1100	70% 15% 15%					17	52	15	10	5	--	--	3.67	1.03	
Comptroller	4185	65% 17% 19%					16	49	17	13	6	--	--	3.55	1.09	
Safety Management	583	64% 18% 18%					16	49	18	13	5	--	--	3.58	1.05	
Supply Management	2388	62% 19% 19%					17	46	19	13	6	--	--	3.55	1.09	
Contracting and Acquisition	2845	65% 17% 18%					16	48	17	13	6	--	--	3.57	1.08	
Quality and Reliability Assurance	599	56% 22% 22%					15	42	22	16	6	--	--	3.43	1.10	
Engineers and Scientists (Non-Construction)	5992	62% 19% 18%					14	48	19	13	6	--	--	3.52	1.06	
Matériel Maintenance Management	3174	62% 21% 17%					14	48	21	12	6	--	--	3.54	1.05	
Engineers and Scientists (Construction)	4759	63% 19% 18%					13	50	19	13	5	--	--	3.53	1.02	
Security	512	61% 19% 21%					15	45	19	13	8	--	--	3.47	1.15	
Quality Assurance Specialists (Ammunition Surveillance)	251	57% 23% 20%					12	45	23	16	4	--	--	3.45	1.03	
Public Affairs and Communication Media	341	61% 18% 21%					16	45	18	14	6	--	--	3.49	1.11	
Transportation Management	384	63% 18% 20%					13	49	18	12	8	--	--	3.48	1.11	
Manpower and Force Management	1292	63% 17% 20%					15	48	17	14	6	--	--	3.52	1.08	
Housing Management	163	59% 17% 24%					18	41	17	18	6	--	--	3.47	1.15	
Equal Employment Opportunity	145	63% 20% 17%					16	48	20	11	6	--	--	3.57	1.06	
Education Services	228	64% 16% 20%					21	44	16	12	7	--	--	3.58	1.16	
Training	2367	60% 19% 20%					16	45	19	14	6	--	--	3.49	1.11	
Ammunition Management	500	58% 19% 23%					11	46	19	15	9	--	--	3.37	1.13	
Information Mission Area (IMA)	4046	56% 21% 23%					13	44	21	15	8	--	--	3.38	1.12	
Intelligence (Excepted Services Only)	1288	60% 18% 22%					14	46	18	16	6	--	--	3.46	1.10	
Military Personnel Management	390	69% 17% 13%					15	55	17	8	5	--	--	3.66	0.98	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)



## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>CONDITIONS FOR ENGAGEMENT</b>																
4c. Supervisors/team leaders in my work unit support employee development.																
Total Army	82313	70% 15% 15%					29	41	15	9	6	+5	+5	3.79	1.13	
<b>Total Career Program</b>	37416	75% 13% 12%					32	43	13	7	4	+6	+5	3.91	1.07	
Civilian Personnel Administration	1095	78% 11% 11%					36	43	11	7	4	+4	-1	4.00	1.04	
Comptroller	4146	74% 13% 13%					31	43	13	8	5	+2	+3	3.88	1.08	
Safety Management	578	77% 11% 12%					34	43	11	9	3	+9	+4	3.96	1.04	
Supply Management	2360	75% 14% 11%					32	43	14	7	4	+5	+3	3.92	1.05	
Contracting and Acquisition	2825	79% 11% 10%					34	45	11	6	4	+4	+6	3.99	1.02	
Quality and Reliability Assurance	600	74% 13% 14%					30	44	13	9	5	+1	+7	3.84	1.10	
Engineers and Scientists (Non-Construction)	5977	80% 11% 9%					35	45	11	6	3	+7	+7	4.03	0.99	
Matériel Maintenance Management	3137	73% 16% 11%					29	44	16	7	4	+4	+7	3.87	1.04	
Engineers and Scientists (Construction)	4714	77% 12% 11%					32	45	12	7	4	+8	+6	3.93	1.04	
Security	511	73% 13% 14%					33	41	13	9	5	+3	+4	3.87	1.12	
Quality Assurance Specialists (Ammunition Surveillance)	250	72% 15% 13%					21	51	15	8	5	-1	-6	3.75	1.03	
Public Affairs and Communication Media	337	69% 14% 17%					30	39	14	11	6	+6	+2	3.76	1.17	
Transportation Management	383	69% 17% 13%					30	39	17	7	6	-3	+7	3.80	1.13	
Manpower and Force Management	1281	73% 13% 13%					34	39	13	8	5	+5	+3	3.89	1.12	
Housing Management	162	64% 17% 20%					31	32	17	13	7	+8	0	3.69	1.23	
Equal Employment Opportunity	145	74% 13% 13%					43	31	13	8	5	+10	-6	3.99	1.15	
Education Services	226	70% 10% 19%					35	36	10	8	12	+4	+10	3.73	1.32	
Training	2357	73% 14% 13%					32	41	14	8	5	+4	+5	3.88	1.09	
Ammunition Management	499	75% 13% 12%					30	45	13	8	4	+1	-2	3.90	1.04	
Information Mission Area (IMA)	4004	69% 16% 15%					29	41	16	9	6	+11	+8	3.77	1.13	
Intelligence (Excepted Services Only)	1274	73% 13% 14%					31	43	13	9	5	+13	+7	3.85	1.10	
Military Personnel Management	387	70% 16% 14%					29	41	16	9	5	--	--	3.81	1.10	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>CONDITIONS FOR ENGAGEMENT</b>																
4f. My supervisor/team leader listens to what I have to say.																
Total Army	82739	72% 14% 14%					33	40	14	7	6	--	--	3.86	1.14	
<b>Total Career Program</b>	37542	75% 13% 12%					34	41	13	7	5	--	--	3.93	1.09	
Civilian Personnel Administration	1097	78% 10% 12%					40	38	10	6	5	--	--	4.01	1.11	
Comptroller	4164	74% 13% 13%					33	40	13	7	6	--	--	3.88	1.13	
Safety Management	578	75% 13% 11%					39	36	13	8	4	--	--	3.99	1.08	
Supply Management	2378	75% 13% 12%					34	41	13	7	5	--	--	3.92	1.08	
Contracting and Acquisition	2828	76% 13% 10%					36	41	13	6	5	--	--	3.97	1.06	
Quality and Reliability Assurance	601	73% 13% 14%					29	43	13	8	6	--	--	3.82	1.12	
Engineers and Scientists (Non-Construction)	5986	79% 12% 10%					35	44	12	5	5	--	--	4.00	1.04	
Materiel Maintenance Management	3136	72% 16% 11%					30	42	16	6	5	--	--	3.86	1.08	
Engineers and Scientists (Construction)	4736	78% 12% 11%					35	43	12	6	5	--	--	3.98	1.06	
Security	510	78% 9% 12%					36	42	9	7	5	--	--	3.97	1.10	
Quality Assurance Specialists (Ammunition Surveillance)	252	77% 12% 11%					26	51	12	4	6	--	--	3.87	1.05	
Public Affairs and Communication Media	338	73% 13% 14%					36	37	13	7	7	--	--	3.89	1.16	
Transportation Management	385	72% 15% 13%					33	39	15	8	5	--	--	3.86	1.12	
Manpower and Force Management	1295	74% 12% 14%					36	38	12	8	6	--	--	3.91	1.15	
Housing Management	164	73% 13% 15%					34	39	13	9	6	--	--	3.85	1.15	
Equal Employment Opportunity	144	79% 12% 9%					45	34	12	2	7	--	--	4.08	1.13	
Education Services	226	75% 5 20%					39	36	5	8	12	--	--	3.83	1.34	
Training	2366	76% 13% 11%					34	41	13	7	4	--	--	3.95	1.06	
Ammunition Management	501	74% 14% 12%					32	43	14	7	6	--	--	3.87	1.10	
Information Mission Area (IMA)	4021	71% 15% 14%					32	39	15	8	6	--	--	3.83	1.15	
Intelligence (Excepted Services Only)	1278	77% 12% 12%					36	40	12	7	5	--	--	3.96	1.09	
Military Personnel Management	389	76% 15% 9%					35	41	15	6	3	--	--	3.99	1.00	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev		
		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
CONDITIONS FOR ENGAGEMENT																	
11a. My work gives me a feeling of personal accomplishment.																	
Total Army	81107	77%					12%	11%	28	49	12	7	4	--	--	3.89	1.02
<b>Total Career Program</b>	36840	78%					12%	11%	27	51	12	7	4	--	--	3.90	1.00
Civilian Personnel Administration	1078	80%					10%	10%	30	51	10	8	2	--	--	3.98	0.95
Comptroller	4074	74%					13%	13%	23	51	13	8	5	--	--	3.80	1.04
Safety Management	576	79%					12%	9%	29	50	12	7	2	--	--	3.98	0.93
Supply Management	2328	77%					11%	12%	27	50	11	7	5	--	--	3.88	1.04
Contracting and Acquisition	2787	79%					11%	11%	28	51	11	7	3	--	--	3.93	0.98
Quality and Reliability Assurance	596	77%					10%	13%	26	51	10	9	3	--	--	3.88	1.01
Engineers and Scientists (Non-Construction)	5858	78%					12%	11%	26	52	12	7	4	--	--	3.89	0.98
Matériel Maintenance Management	3094	78%					13%	9%	30	48	13	6	3	--	--	3.96	0.97
Engineers and Scientists (Construction)	4661	78%					12%	10%	24	54	12	7	3	--	--	3.88	0.96
Security	506	77%					10%	12%	29	48	10	8	4	--	--	3.91	1.04
Quality Assurance Specialists (Ammunition Surveillance)	250	76%					12%	12%	25	52	12	8	4	--	--	3.86	1.00
Public Affairs and Communication Media	332	72%					10%	18%	28	44	10	13	5	--	--	3.77	1.14
Transportation Management	379	76%					11%	13%	27	49	11	8	5	--	--	3.85	1.06
Manpower and Force Management	1261	74%					13%	12%	25	49	13	8	5	--	--	3.82	1.04
Housing Management	162	78%					9%	14%	32	46	9	9	5	--	--	3.91	1.09
Equal Employment Opportunity	144	83%					11%	6%	42	42	11	3	2	--	--	4.17	0.91
Education Services	220	88%					4%	8%	42	45	4	4	5	--	--	4.17	0.99
Training	2327	82%					9%	8%	33	49	9	6	3	--	--	4.05	0.94
Ammunition Management	494	77%					12%	11%	29	48	12	7	3	--	--	3.92	1.00
Information Mission Area (IMA)	3921	75%					13%	12%	26	49	13	7	5	--	--	3.84	1.03
Intelligence (Excepted Services Only)	1249	79%					11%	10%	29	50	11	7	3	--	--	3.95	0.98
Military Personnel Management	377	87%					7%	6%	31	55	7	3	2	--	--	4.10	0.85

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
CONDITIONS FOR ENGAGEMENT																
11f. My talents are used well in the workplace.																
Total Army	80925	62% 17% 21%					22	40	17	13	8	--	--	3.56	1.19	
<b>Total Career Program</b>	36766	62% 18% 20%					21	41	18	13	7	--	--	3.56	1.16	
Civilian Personnel Administration	1078	66% 18% 16%					25	41	18	11	5	--	--	3.70	1.11	
Comptroller	4067	62% 18% 20%					20	42	18	13	7	--	--	3.54	1.15	
Safety Management	577	65% 16% 19%					27	39	16	14	4	--	--	3.69	1.13	
Supply Management	2324	63% 18% 20%					22	40	18	12	8	--	--	3.57	1.18	
Contracting and Acquisition	2774	62% 19% 19%					20	42	19	13	7	--	--	3.56	1.14	
Quality and Reliability Assurance	594	63% 17% 20%					22	41	17	13	7	--	--	3.57	1.18	
Engineers and Scientists (Non-Construction)	5847	60% 19% 21%					18	42	19	14	7	--	--	3.50	1.14	
Materiel Maintenance Management	3090	65% 18% 17%					25	39	18	11	6	--	--	3.67	1.14	
Engineers and Scientists (Construction)	4647	62% 19% 20%					17	45	19	13	7	--	--	3.52	1.12	
Security	505	61% 17% 22%					24	37	17	12	10	--	--	3.54	1.25	
Quality Assurance Specialists (Ammunition Surveillance)	250	60% 23% 17%					20	40	23	9	8	--	--	3.54	1.15	
Public Affairs and Communication Media	332	59% 14% 27%					21	38	14	16	11	--	--	3.41	1.28	
Transportation Management	378	57% 19% 24%					24	33	19	15	9	--	--	3.48	1.25	
Manpower and Force Management	1263	61% 17% 23%					19	41	17	15	7	--	--	3.50	1.17	
Housing Management	161	61% 14% 25%					29	33	14	14	11	--	--	3.54	1.33	
Equal Employment Opportunity	143	67% 15% 18%					31	36	15	13	6	--	--	3.75	1.19	
Education Services	219	67% 13% 21%					30	37	13	13	8	--	--	3.68	1.24	
Training	2326	66% 15% 19%					26	39	15	12	7	--	--	3.66	1.19	
Ammunition Management	490	64% 17% 19%					20	43	17	13	6	--	--	3.59	1.13	
Information Mission Area (IMA)	3910	59% 18% 23%					21	38	18	14	9	--	--	3.49	1.21	
Intelligence (Excepted Services Only)	1248	64% 16% 19%					23	42	16	13	7	--	--	3.61	1.17	
Military Personnel Management	377	66% 15% 19%					25	41	15	15	5	--	--	3.67	1.14	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>CONDITIONS FOR ENGAGEMENT</b>																
11i. I feel encouraged to come up with better ways of doing things.																
Total Army	80885						20	38	20	13	8	--	--	3.49	1.18	
<b>Total Career Program</b>	36770						20	40	20	13	7	--	--	3.52	1.16	
Civilian Personnel Administration	1075						22	37	20	14	7	--	--	3.52	1.17	
Comptroller	4075						18	41	20	13	7	--	--	3.50	1.15	
Safety Management	576						27	35	21	11	6	--	--	3.66	1.16	
Supply Management	2324						22	41	19	12	6	--	--	3.60	1.14	
Contracting and Acquisition	2775						17	38	22	16	8	--	--	3.40	1.17	
Quality and Reliability Assurance	596						19	41	19	14	7	--	--	3.52	1.15	
Engineers and Scientists (Non-Construction)	5849						20	41	19	13	7	--	--	3.53	1.15	
Materiel Maintenance Management	3087						22	40	21	11	6	--	--	3.61	1.12	
Engineers and Scientists (Construction)	4653						17	40	22	14	8	--	--	3.44	1.15	
Security	504						22	36	17	16	8	--	--	3.46	1.23	
Quality Assurance Specialists (Ammunition Surveillance)	249						13	43	28	8	8	--	--	3.45	1.06	
Public Affairs and Communication Media	331						21	36	19	14	10	--	--	3.44	1.25	
Transportation Management	377						22	40	19	13	6	--	--	3.58	1.15	
Manpower and Force Management	1260						21	40	20	13	7	--	--	3.55	1.15	
Housing Management	162						30	31	17	13	9	--	--	3.62	1.27	
Equal Employment Opportunity	144						31	35	17	14	4	--	--	3.74	1.15	
Education Services	220						26	36	15	9	15	--	--	3.50	1.35	
Training	2322						23	39	19	11	8	--	--	3.58	1.19	
Ammunition Management	493						17	41	23	13	6	--	--	3.48	1.12	
Information Mission Area (IMA)	3909						20	39	20	14	8	--	--	3.48	1.18	
Intelligence (Excepted Services Only)	1248						21	40	18	13	8	--	--	3.54	1.18	
Military Personnel Management	375						23	42	20	10	5	--	--	3.68	1.08	

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## FY10 Army Civilian Attitude Survey Career Program Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev		
		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
<b>CONDITIONS FOR ENGAGEMENT</b>																	
11k. I know what is expected of me on the job.																	
Total Army	80795	80%					11%	8%	27	54	11	6	3	--	--	3.95	0.92
<b>Total Career Program</b>	36709	78%					13%	10%	23	55	13	7	3	--	--	3.88	0.94
Civilian Personnel Administration	1074	81%					11%	8%	27	54	11	6	2	--	--	3.99	0.90
Comptroller	4056	78%					11%	11%	22	56	11	7	4	--	--	3.86	0.96
Safety Management	575	78%					13%	9%	27	51	13	7	2	--	--	3.93	0.93
Supply Management	2321	79%					12%	9%	27	53	12	6	2	--	--	3.95	0.92
Contracting and Acquisition	2765	78%					12%	10%	22	56	12	7	3	--	--	3.87	0.94
Quality and Reliability Assurance	595	78%					13%	9%	25	53	13	6	3	--	--	3.91	0.94
Engineers and Scientists (Non-Construction)	5843	76%					14%	10%	19	57	14	7	3	--	--	3.83	0.91
Matériel Maintenance Management	3091	79%					13%	9%	26	53	13	6	3	--	--	3.94	0.92
Engineers and Scientists (Construction)	4650	76%					14%	10%	16	60	14	7	2	--	--	3.79	0.88
Security	505	80%					12%	8%	28	52	12	5	3	--	--	3.98	0.92
Quality Assurance Specialists (Ammunition Surveillance)	248	75%					16%	8%	19	56	16	6	2	--	--	3.83	0.88
Public Affairs and Communication Media	329	73%					15%	12%	20	53	15	7	5	--	--	3.76	1.01
Transportation Management	376	80%					10%	10%	28	52	10	6	4	--	--	3.95	0.97
Manpower and Force Management	1262	79%					12%	9%	24	54	12	7	2	--	--	3.91	0.92
Housing Management	161	80%					13%	7%	33	47	13	2	4	--	--	4.02	0.97
Equal Employment Opportunity	144	78%					14%	8%	31	48	14	5	3	--	--	3.99	0.94
Education Services	216	83%					7%	10%	38	45	7	6	3	--	--	4.08	1.00
Training	2318	81%					10%	9%	30	51	10	6	3	--	--	3.99	0.95
Ammunition Management	493	80%					13%	8%	21	59	13	4	3	--	--	3.90	0.88
Information Mission Area (IMA)	3903	74%					14%	12%	23	51	14	8	4	--	--	3.81	1.00
Intelligence (Excepted Services Only)	1242	76%					12%	12%	25	52	12	8	4	--	--	3.86	1.00
Military Personnel Management	376	85%					11%	5	32	53	11	3	2	--	--	4.10	0.83

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