



***FY10 Army Civilian
Attitude Survey***



***Civilian
Supervisors***



G1



FY10 Army Civilian Attitude Survey G1 Results for Supervisors



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About This Report



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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.

Supervisor Survey Content – The Army Civilian Attitude Survey for Supervisors is composed of a series of core and supplemental items.

Composites – The survey includes a number of scaled items that were grouped into 13 composites. Each composite is made up of multiple core items. In the table below are the composite labels, the items and a brief composite description.

Composite Label	Composite Description
Leadership and Management (q2a-q2h)	Supervisors' view of leadership and management at and above their level.
Supervision (q4a-q4f)	Supervisors' view of immediate supervisors.
Training and Development (q5a-q5j, q8)	Satisfaction with the amount of training supervisors have received and ability to get training for their employees.
Leadership Development (q9a-q9f)	Satisfaction with opportunities for leadership development.
Personal Work Experiences (q10a-q10o)	Supervisors' view of the actual work they do, feelings of accomplishment, and safety.
Performance Culture (q11a-q11l)	Extent to which supervisors feel that the culture supports high performance.
Supervisory Authority (q14a-q14e, q15a-q15f)	Supervisors' perceptions of their authority to carry out a variety of responsibilities.
Fairness (q16a-q16e)	Supervisors' 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 (q19, q20a-q20c, q21a-q21c)	Report of supervisors' intentions around continuing to work for their organization and willingness to relocate.
Overall Satisfaction (q24a-q24k, q26a-q26b)	Supervisors' satisfaction with aspects of their current job.
Quality of Work Life (q24l-q24q)	Satisfaction with issues related to work life balance.
Your Organization (q25, q27a-q27h)	Supervisors' perceptions around organizational preparedness to perform mission and manage human resources.
Satisfaction with Civilian Human Resources (q29a-q29o, q30a-q30l, q31a-q31b)	Supervisors' overall satisfaction with the level of service received from the Human Resource Office.
Conditions for Engagement (q2c, q2e, q4c, q4f, q10a, q10f, q10i, q10k)	Supervisors' 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:

- Personnel Actions (q12-q13c)
- Discrimination (q17-q17b)
- Harassment (q18-q18b)
- Army Personnel Systems (q32-q32c)
- Organizational Information (q33a-q33d)



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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 ± 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 supervisors, the results are similar to the combined results above. Of the 35,637 supervisors who were invited to complete the survey, 20,759 responded for a response rate of 58%. This yields a margin for supervisors of ± 0.4 percentage points. This means that the data presented in this report are generalizable to the population of Army civilian 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 SUPERVISORS (including NAF supervisors)	35637	20759	58%	0.4
TOTAL ARMY SUPERVISORS (excluding NAF supervisors)	32378	19070	59%	0.5

Army Commands, Army Service Component Commands, and Direct Reporting Units †					
	HQDA	2355	1305	55%	1.8
	FORCES COMMAND	517	380	74%	2.6
	TRAINING AND DOCTRINE COMMAND	2138	1511	71%	1.4
	ARMY MATERIEL COMMAND	6153	3334	54%	1.1
	U.S. ARMY CENTRAL	49	43	88%	5.2
	U.S. ARMY NORTH	89	49	55%	9.4
	U.S. ARMY SOUTH	63	41	65%	9.0
	U.S. ARMY EUROPE	479	334	70%	3.0
	U.S. ARMY PACIFIC	156	132	85%	3.3
	EIGHTH U.S. ARMY	151	144	95%	1.8
	USA SPECIAL OPS COMMAND	201	145	72%	4.3
	USA SPACE & MISSILE DEF CMD	163	70	43%	8.8
	USA NETCOM/9TH AR SIG CMD	766	387	51%	3.5
	USA MEDICAL COMMAND	4178	2521	60%	1.2
	USA INTEL AND SECURITY COMMAND	410	217	53%	4.6



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	Population**	Responses	Response Rate***	Margin of Error +/-
USA CRIMINAL INVEST COMMAND	137	89	65%	6.1
USA CORPS OF ENGINEERS	4800	1953	41%	1.7
USA MILITARY DISTRICT OF WASHINGTON	77	45	58%	9.4
USA TEST AND EVALUATION CMD	645	385	60%	3.2
U.S. MILITARY ACADEMY	114	64	56%	8.1
USA RESERVE COMMAND	1159	816	70%	1.9
USA ACQUISITION SUPPORT	990	478	48%	3.2
USA INST MANAGEMENT COMMAND	8769	5709	65%	0.8
JOINT ACTIVITIES	510	213	42%	5.1
U.S. ARMY ACCESSION COMMAND	241	178	74%	3.8
U.S. ARMY ELEMENT SHAPE	55	20	36%	17.4
U.S. MIL ENTRANCE PROC CMD	162	110	68%	5.3
USA NATIONAL GUARD BUREAU	91	86	95%	2.5

RACE (APF employees)*					
	Non-minority	24174	14248	59%	0.5
	Minority	8204	4822	59%	0.9

PAY PLAN‡					
	GS/GS Equivalents	17264	10734	62%	0.6
	Demonstration Projects	1096	556	51%	2.9
	DCIPS	1004	624	62%	2.4
	NSPS	10187	5609	55%	0.9
	Wage Grade	2251	1245	55%	1.9
	SES	299	143	48%	5.9
	NAF	3259	1689	52%	1.7
	Other	277	159	57%	5.1

GENDER					
	Female	11054	6219	56%	0.8
	Male	24583	14540	59%	0.5

NAF	3259	1689	52%	1.7
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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 Equivalent = 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.



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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 prepared</i>	<i>Well prepared</i>	<i>Neither well nor poorly prepared</i>	<i>Poorly prepared</i>	<i>Very poorly prepared</i>
<i>Very well</i>	<i>Well</i>	<i>Adequately</i>	<i>Poorly</i>	<i>Very poorly</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 overall Army.

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 results 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 55% 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 50% 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., 54% favorable/ 20% neutral/ 26% unfavorable.

Undecided: If the neutral category is 30% 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 immediate 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.



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Results Summary



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Understanding and Using Your Critical Components Analysis (CCA)

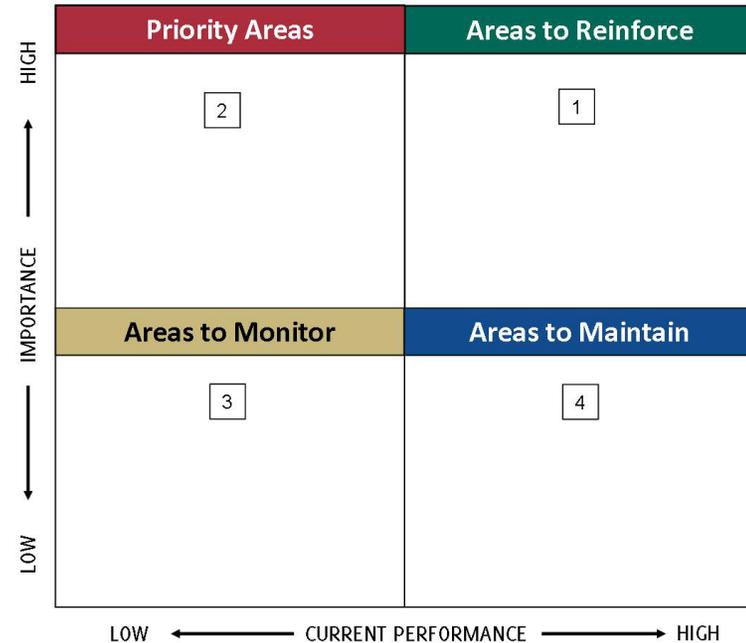
The Critical Components Analysis (CCA), shown on the following page(s), tells you "at a glance" which survey areas are higher priorities to focus on for improving your organization.

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 supervisors in your group responded to the survey questions. Composites with 55%+ 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 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.



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HIGH ↑ IMPORTANCE ↓ LOW	Priority Areas	Areas to Reinforce
	LEADERSHIP DEVELOPMENT (40%) YOUR ORGANIZATION (45%)	SUPERVISION (85%) PERSONAL WORK EXPERIENCES (80%) LEADERSHIP and MANAGEMENT (77%) PERFORMANCE CULTURE (58%) TRAINING and DEVELOPMENT (57%)
	Areas to Monitor	Areas to Maintain
	SUPERVISORY AUTHORITY (24%) QUALITY OF WORK LIFE (35%)	FAIRNESS (60%)
	← LOW CURRENT PERFORMANCE → HIGH	

Areas to Reinforce

SUPERVISION

- 4b. My supervisor supports my need to balance work and family issues. (91%)
- 4f. My supervisor/team leader listens to what I have to say. (87%)

PERSONAL WORK EXPERIENCES

- 10d. The work I do is important. (98%)
- 10b. I like the kind of work I do. (96%)

LEADERSHIP and MANAGEMENT

- 2a. Managers/supervisors/team leaders work well with employees of different backgrounds. (90%)
- 2b. I have a high level of respect for my organization's senior leaders. (83%)

PERFORMANCE CULTURE

- 11c. My performance standards/expectations are directly related to my organization's mission. (82%)
- 11d. My most recent performance appraisal is a fair reflection of my performance. (73%)

TRAINING and DEVELOPMENT

- 5g. I have received sufficient training to be a supervisor or manager. (76%)
- 5e. I am satisfied with the career progression opportunities available to me. (69%)

Priority Areas

LEADERSHIP DEVELOPMENT

- 9e. The help you have received to plan your career path. (35%)
- 9c. Developmental assignments that give you experience in other functions in the organization. (35%)

YOUR ORGANIZATION

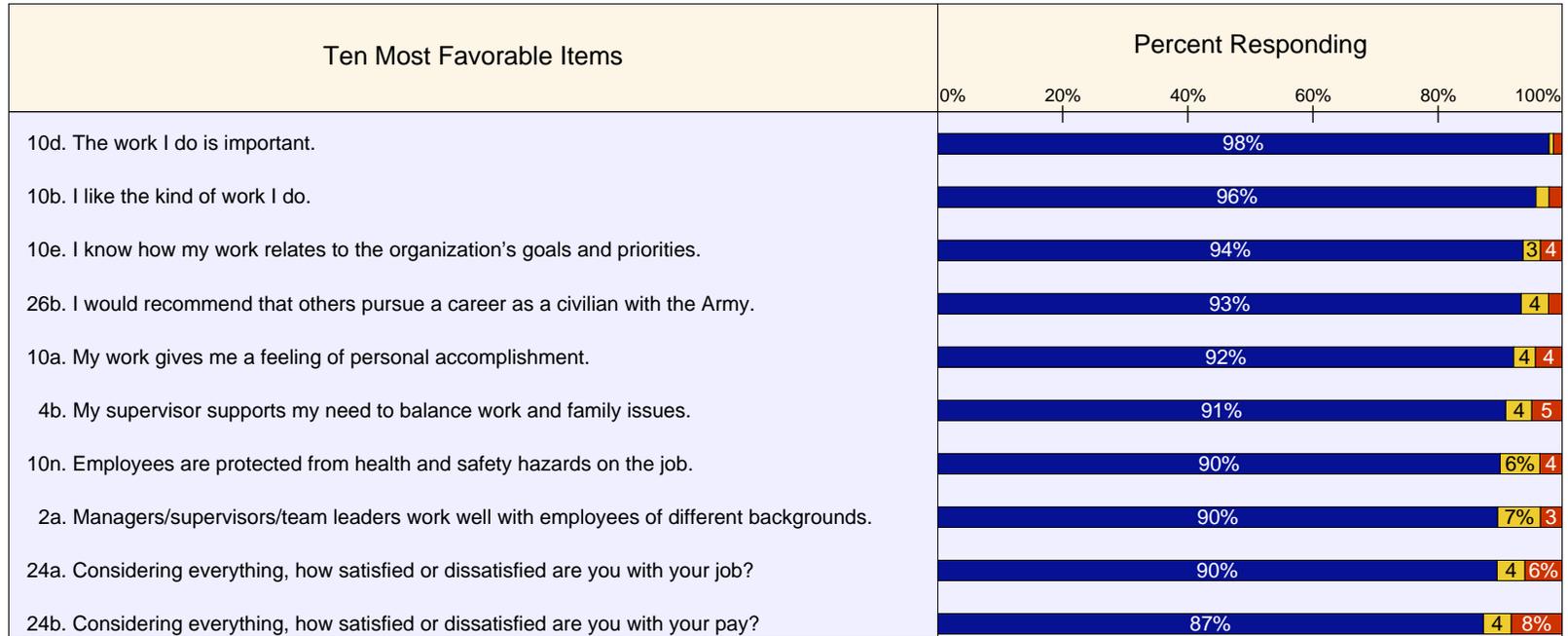
- 27g. How well or poorly does your organization fill vacancies quickly? (24%)
- 27b. How well or poorly does your organization discipline/correct poor work performance? (31%)



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■ = % 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

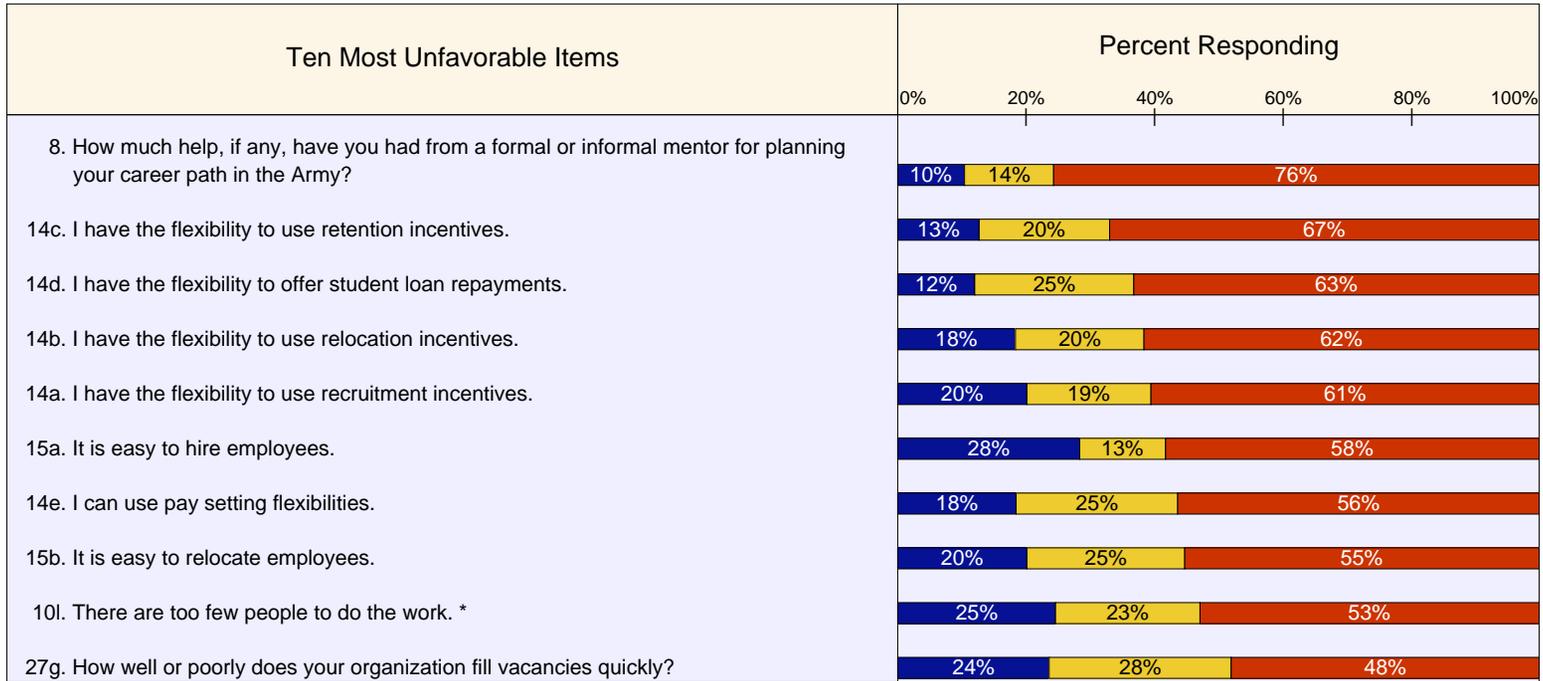


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■ = % Favorable ■ = % Neutral ■ = % Unfavorable

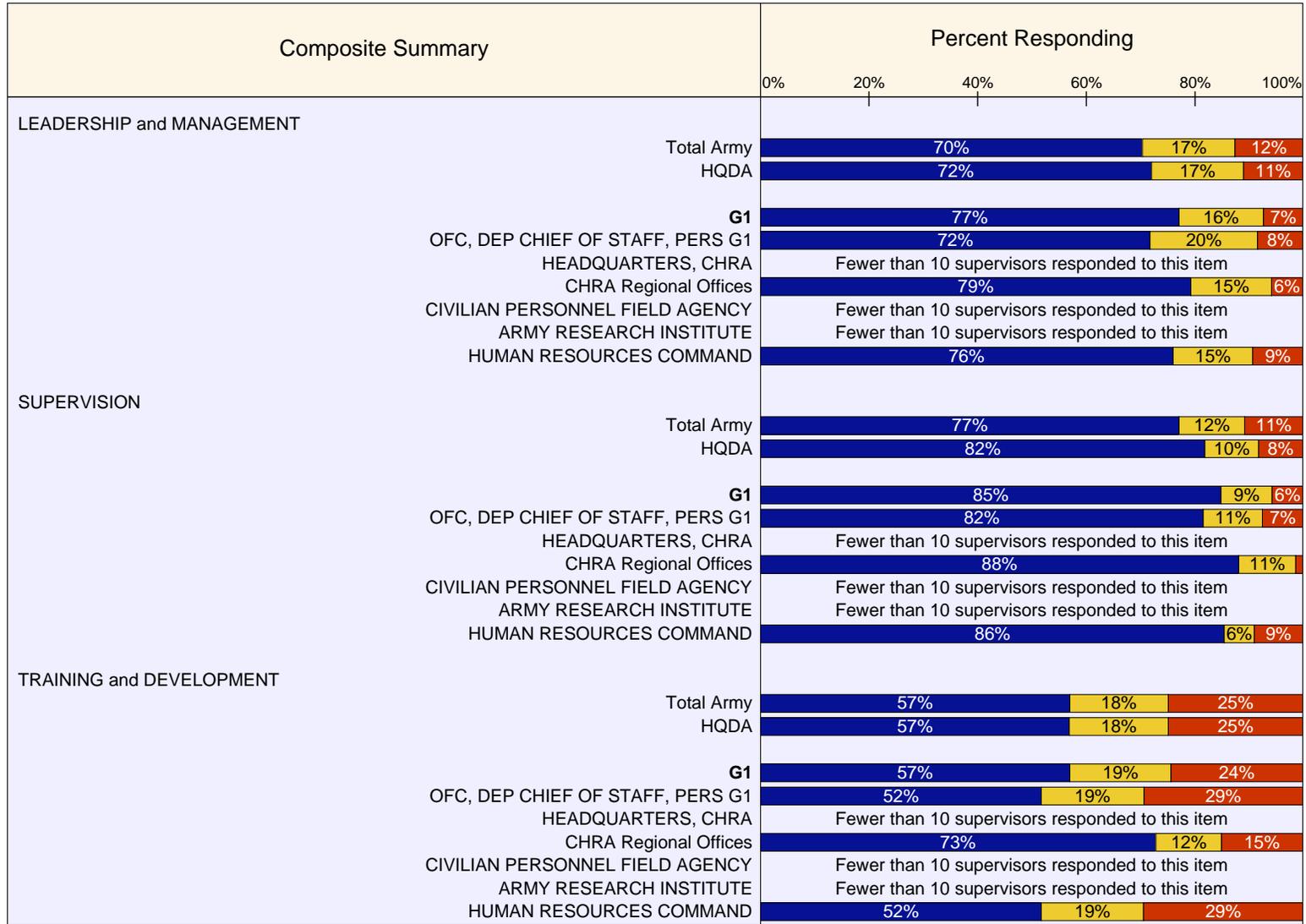
* Any item marked with an asterisk is phrased such that Disagree/Unlikely is a FAVORABLE response and is shown under the % Favorable category



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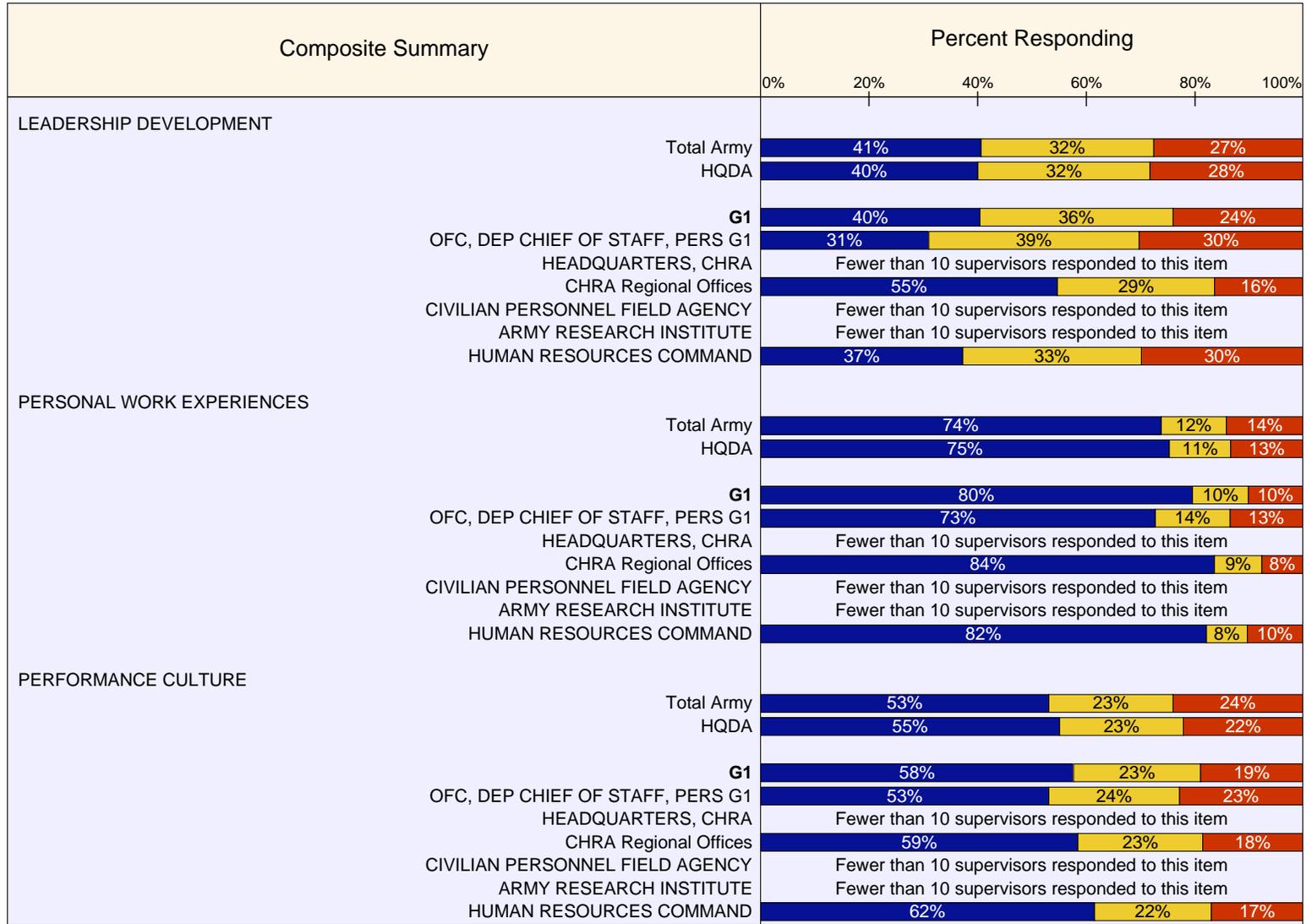
■ = % Favorable ■ = % Neutral ■ = % Unfavorable



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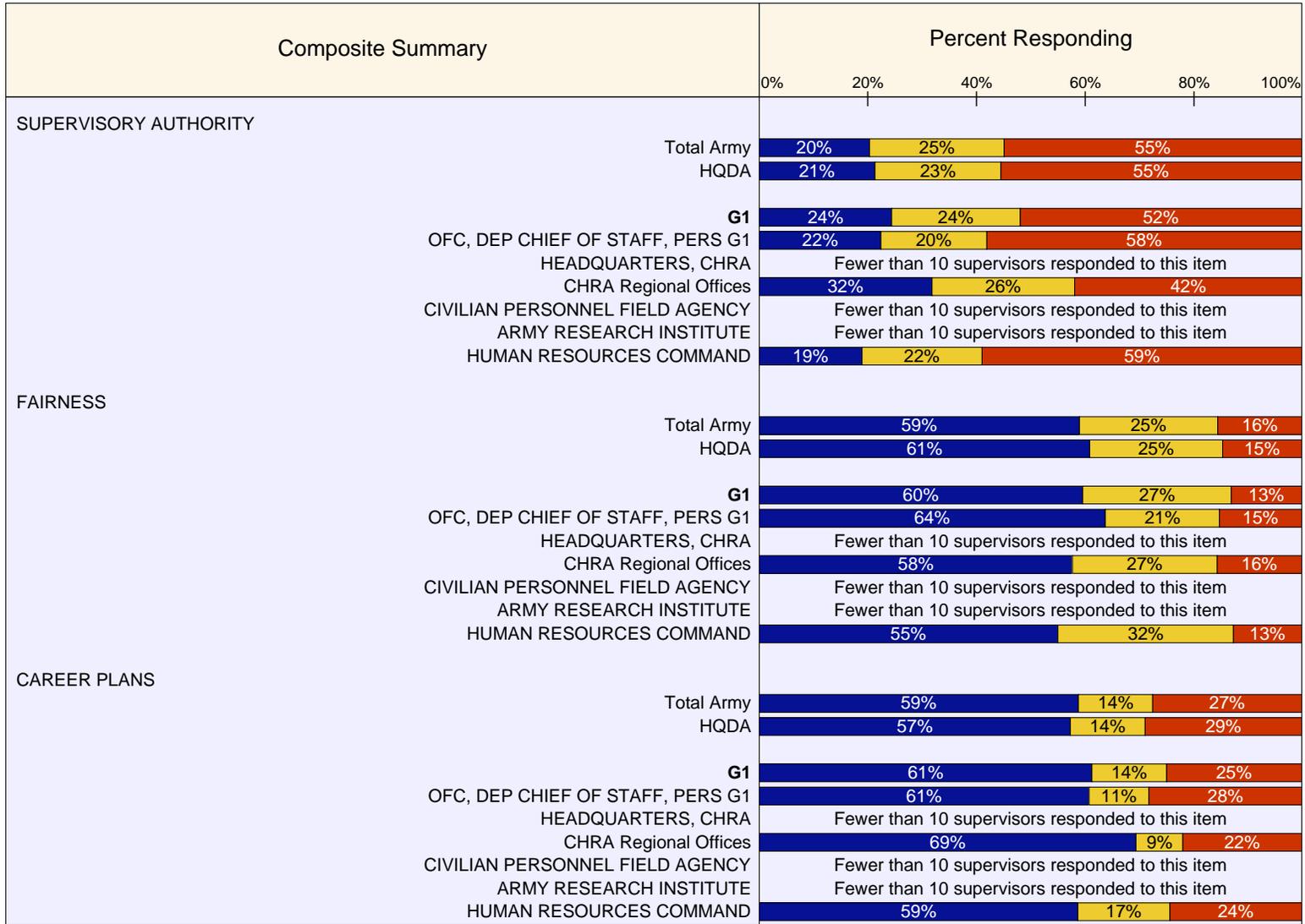
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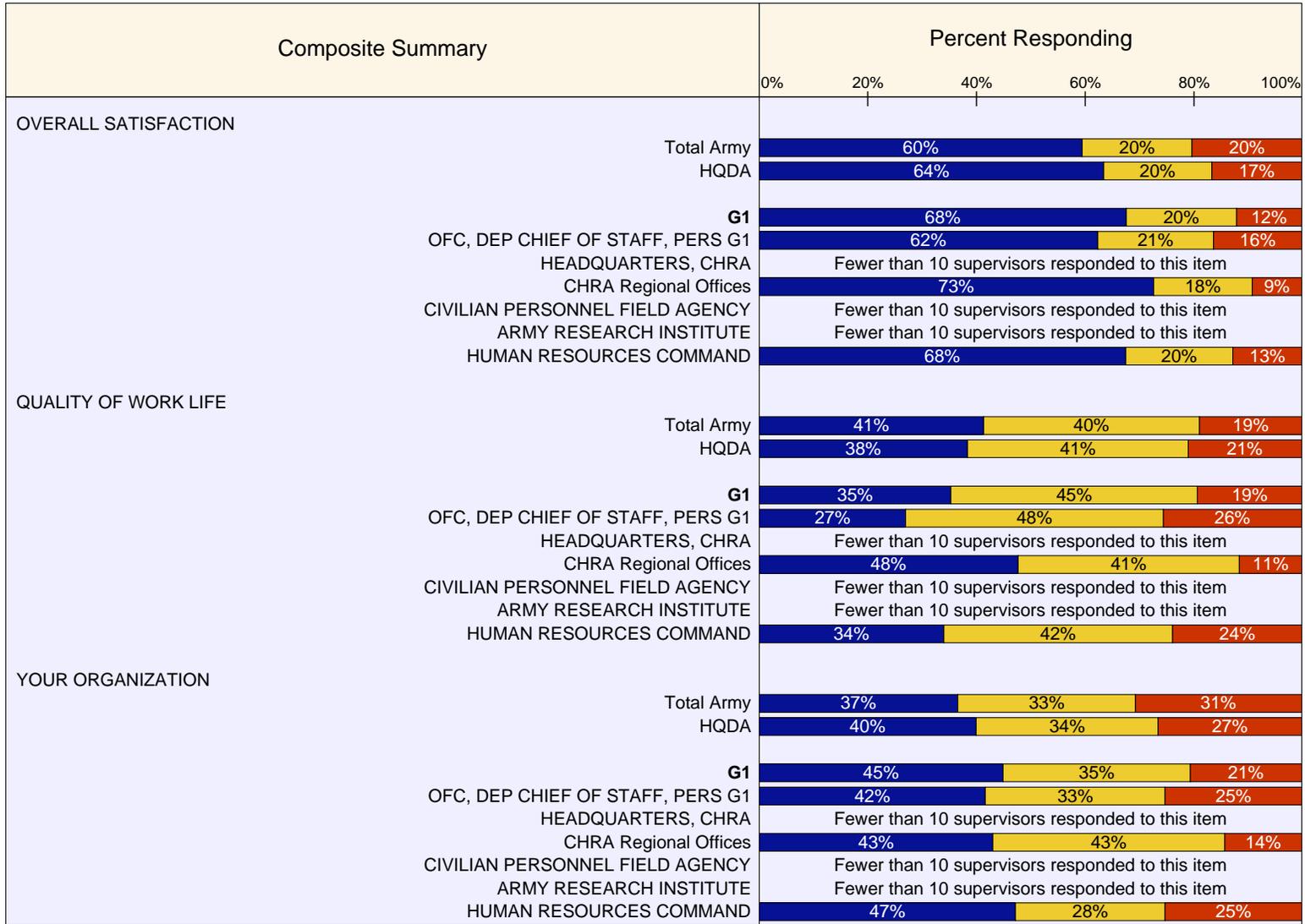
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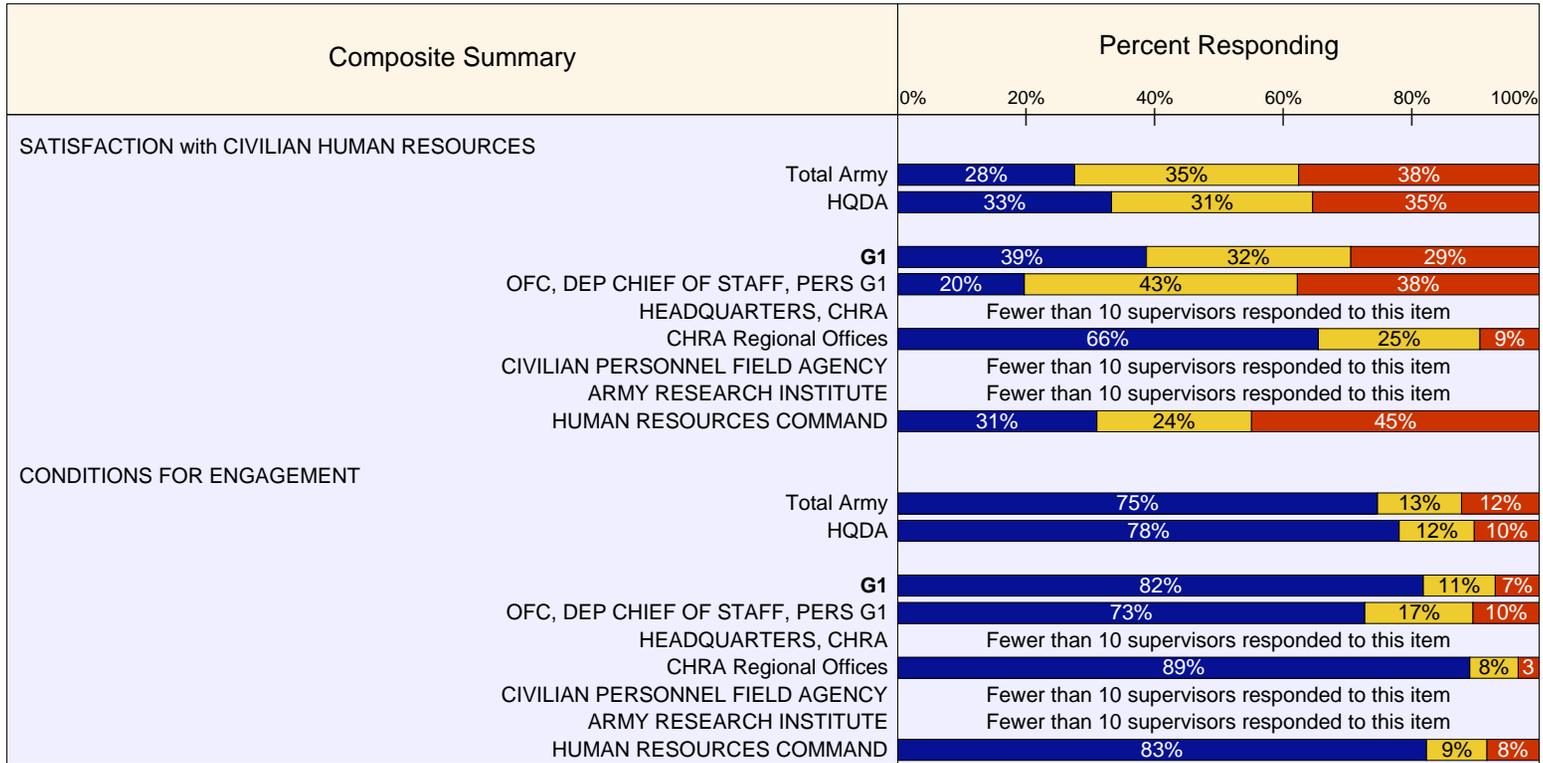
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■ = % Favorable ■ = % Neutral ■ = % Unfavorable



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Item Detail



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Item Detail	# Resp	Nonsupervisory employee	Team Leader	Supervisor	Manager	Executive	Contractor (not a federal employee)	I have retired from a civilian position with the Army.
CURRENT EMPLOYMENT STATUS								
1. What is your current employment status with the Army?								
Total Army	20759	0%	0%	63%	34%	3%	0%	0%
HQDA	1119	0%	0%	60%	33%	7%	0%	0%
G1	148	0%	0%	64%	32%	5%	0%	0%
OFC, DEP CHIEF OF STAFF, PERS G1	39	0%	0%	72%	18%	10%	0%	0%
HEADQUARTERS, CHRA	4	--	--	--	--	--	--	--
CHRA Regional Offices	39	0%	0%	64%	33%	3%	0%	0%
CIVILIAN PERSONNEL FIELD AGENCY	6	--	--	--	--	--	--	--
ARMY RESEARCH INSTITUTE	9	--	--	--	--	--	--	--
HUMAN RESOURCES COMMAND	51	0%	0%	57%	41%	2%	0%	0%



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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	
LEADERSHIP and MANAGEMENT																	
2a. Managers/supervisors/team leaders work well with employees of different backgrounds.																	
Total Army	20625	84%					9%	6%	25	59	9	5	2	0	+2	4.01	0.82
HQDA	1108	86%					8%	6%	27	59	8	4	2	--	--	4.05	0.82
G1	146	90%					7%	3%	34	56	7	2	1	--	--	4.18	0.76
OFC, DEP CHIEF OF STAFF, PERS G1	38	84%					11%	5%	18	66	11	5	0	--	--	3.97	0.71
HEADQUARTERS, CHRA	4	Fewer than 10 supervisors responded to this item															
CHRA Regional Offices	39	95%					5%		44	51	5	0	0	--	--	4.38	0.58
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item															
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item															
HUMAN RESOURCES COMMAND	50	90%					4%	6%	40	50	4	2	4	--	--	4.20	0.92
2b. I have a high level of respect for my organization's senior leaders.																	
Total Army	20657	67%					16%	17%	24	43	16	11	6	0	+1	3.69	1.12
HQDA	1114	75%					13%	12%	32	43	13	9	3	--	--	3.92	1.03
G1	146	83%					11%	6%	42	41	11	5	1	--	--	4.17	0.90
OFC, DEP CHIEF OF STAFF, PERS G1	39	77%					13%	10%	38	38	13	8	3	--	--	4.03	1.03
HEADQUARTERS, CHRA	4	Fewer than 10 supervisors responded to this item															
CHRA Regional Offices	39	85%					13%		54	31	13	3	0	--	--	4.36	0.80
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item															
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item															
HUMAN RESOURCES COMMAND	49	84%					10%	6%	39	45	10	4	2	--	--	4.14	0.90

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



FY10 Army Civilian Attitude Survey

G1

Results for 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
LEADERSHIP and MANAGEMENT																
2c. In my organization, leaders generate high levels of motivation and commitment in the workforce.																
Total Army	20604						15	40	22	15	7	-3	-3	3.42	1.12	
HQDA	1107						18	42	21	15	4	--	--	3.54	1.08	
G1	146						23	43	19	11	3	--	--	3.72	1.05	
OFC, DEP CHIEF OF STAFF, PERS G1	39						18	36	31	13	3	--	--	3.54	1.01	
HEADQUARTERS, CHRA	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	39						31	41	13	15	0	--	--	3.87	1.02	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	49						22	47	16	8	6	--	--	3.71	1.09	
2d. Managers/supervisors deal effectively with reports of prejudice and discrimination.																
Total Army	19089						28	47	16	6	3	-1	0	3.91	0.98	
HQDA	1003						30	45	18	6	2	--	--	3.93	0.95	
G1	129						38	40	17	4	1	--	--	4.11	0.87	
OFC, DEP CHIEF OF STAFF, PERS G1	32						25	47	22	6	0	--	--	3.91	0.84	
HEADQUARTERS, CHRA	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	38						47	32	13	8	0	--	--	4.18	0.94	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	7	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	42						40	38	19	0	2	--	--	4.14	0.89	

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



FY10 Army Civilian Attitude Survey G1 Results for 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
LEADERSHIP and MANAGEMENT																
2e. Managers communicate the goals and priorities of the organization.																
Total Army	20587	72% 15% 13%					21	52	15	9	3	--	--	3.77	0.99	
HQDA	1108	75% 14% 11%					24	51	14	7	3	--	--	3.85	0.98	
G1	146	82% 12% 5%					29	53	12	3	3	--	--	4.03	0.88	
OFC, DEP CHIEF OF STAFF, PERS G1	39	74% 18% 8%					21	54	18	5	3	--	--	3.85	0.89	
HEADQUARTERS, CHRA	4	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	39	92% 5%					36	56	5	0	3	--	--	4.23	0.77	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	49	78% 14% 8%					31	47	14	4	4	--	--	3.96	0.99	
2f. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.																
Total Army	20588	78% 12% 10%					22	56	12	8	2	--	--	3.88	0.91	
HQDA	1105	75% 14% 11%					20	54	14	9	2	--	--	3.82	0.93	
G1	146	79% 11% 10%					22	58	11	8	2	--	--	3.90	0.90	
OFC, DEP CHIEF OF STAFF, PERS G1	39	85% 8% 8%					21	64	8	3	5	--	--	3.92	0.92	
HEADQUARTERS, CHRA	4	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	39	69% 18% 13%					18	51	18	13	0	--	--	3.74	0.90	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	49	80% 8% 12%					24	55	8	10	2	--	--	3.90	0.95	

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



FY10 Army Civilian Attitude Survey G1 Results for 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
LEADERSHIP and MANAGEMENT																
2g. Managers review and evaluate the organization's progress toward meeting its goals and objectives.																
Total Army	20363						19	53	17	8	3	--	--	3.78	0.93	
HQDA	1098						20	54	15	8	2	--	--	3.81	0.93	
G1	144						28	49	17	3	1	--	--	4.00	0.85	
OFC, DEP CHIEF OF STAFF, PERS G1	38						29	42	21	8	0	--	--	3.92	0.90	
HEADQUARTERS, CHRA	4	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	39						26	64	8	3	0	--	--	4.13	0.65	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	48						29	42	25	0	4	--	--	3.92	0.95	
2h. There are generally good relationships between the union(s) and management here.																
Total Army	15420						13	43	33	7	4	-7	-6	3.52	0.96	
HQDA	651						12	37	41	6	3	--	--	3.50	0.90	
G1	73						16	27	45	8	3	--	--	3.47	0.95	
OFC, DEP CHIEF OF STAFF, PERS G1	13						15	15	69	0	0	--	--	3.46	0.75	
HEADQUARTERS, CHRA	1	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	23						17	17	65	0	0	--	--	3.52	0.77	
CIVILIAN PERSONNEL FIELD AGENCY	3	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	1	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	32						19	31	25	19	6	--	--	3.38	1.17	

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



FY10 Army Civilian Attitude Survey G1 Results for Supervisors



Item Detail	# Resp	Military	Civilian
SUPERVISION			
3. Is your immediate supervisor military or civilian?			
Total Army	18287	25%	75%
HQDA	967	30%	70%
G1	130	24%	76%
OFC, DEP CHIEF OF STAFF, PERS G1	36	31%	69%
HEADQUARTERS, CHRA	4	--	--
CHRA Regional Offices	35	0%	100%
CIVILIAN PERSONNEL FIELD AGENCY	5	--	--
ARMY RESEARCH INSTITUTE	8	--	--
HUMAN RESOURCES COMMAND	42	48%	52%



FY10 Army Civilian Attitude Survey G1 Results for 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
SUPERVISION																
4a. Discussions with my supervisor/team leader about my performance are worthwhile.																
Total Army	20355	71% Favorable, 15% Neither, 14% Unfavorable					28	44	15	9	5	+6	+6	3.80	1.09	
HQDA	1089	75% Favorable, 15% Neither, 10% Unfavorable					31	44	15	7	3	--	--	3.92	1.02	
G1	142	79% Favorable, 13% Neither, 8% Unfavorable					37	42	13	6	2	--	--	4.06	0.96	
OFC, DEP CHIEF OF STAFF, PERS G1	38	76% Favorable, 18% Neither, 5% Unfavorable					42	34	18	5	0	--	--	4.13	0.89	
HEADQUARTERS, CHRA	4	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38	84% Favorable, 11% Neither, 5% Unfavorable					34	50	11	5	0	--	--	4.13	0.80	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	8	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	48	75% Favorable, 10% Neither, 15% Unfavorable					35	40	10	8	6	--	--	3.90	1.16	
4b. My supervisor supports my need to balance work and family issues.																
Total Army	20420	83% Favorable, 10% Neither, 7% Unfavorable					41	42	10	4	3	--	--	4.13	0.96	
HQDA	1101	86% Favorable, 8% Neither, 6% Unfavorable					44	43	8	4	2	--	--	4.22	0.90	
G1	143	91% Favorable, 4% Neither, 5% Unfavorable					48	43	4	4	1	--	--	4.34	0.80	
OFC, DEP CHIEF OF STAFF, PERS G1	38	89% Favorable, 8% Neither, 3% Unfavorable					47	42	3	8	0	--	--	4.29	0.86	
HEADQUARTERS, CHRA	4	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38	89% Favorable, 8% Neither, 3% Unfavorable					53	37	8	3	0	--	--	4.39	0.74	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	48	98% Favorable, 0% Neither, 2% Unfavorable					48	50	0	0	2	--	--	4.42	0.70	

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



FY10 Army Civilian Attitude Survey G1 Results for 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
SUPERVISION																
4c. Supervisors/team leaders in my work unit support employee development.																
Total Army	20473	80% Favorable, 11% Neither, 9% Unfavorable					33	47	11	6	3	+1	+1	4.02	0.97	
HQDA	1101	82% Favorable, 10% Neither, 7% Unfavorable					37	46	10	5	2	--	--	4.10	0.92	
G1	143	85% Favorable, 9% Neither, 6% Unfavorable					40	45	9	4	2	--	--	4.16	0.91	
OFC, DEP CHIEF OF STAFF, PERS G1	37	78% Favorable, 11% Neither, 11% Unfavorable					38	41	11	11	0	--	--	4.05	0.96	
HEADQUARTERS, CHRA	4	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38	95% Favorable, 5% Neither					45	50	5	0	0	--	--	4.39	0.59	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	49	82% Favorable, 8% Neither, 10% Unfavorable					39	43	8	4	6	--	--	4.04	1.09	
4d. Overall, my immediate supervisor/team leader is doing a good job.																
Total Army	20489	77% Favorable, 12% Neither, 11% Unfavorable					36	41	12	7	4	0	+1	3.98	1.06	
HQDA	1102	83% Favorable, 9% Neither, 7% Unfavorable					41	42	9	4	3	--	--	4.14	0.96	
G1	144	87% Favorable, 8% Neither, 5% Unfavorable					47	40	8	2	3	--	--	4.26	0.91	
OFC, DEP CHIEF OF STAFF, PERS G1	39	87% Favorable, 5% Neither, 8% Unfavorable					38	49	5	5	3	--	--	4.15	0.92	
HEADQUARTERS, CHRA	4	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38	87% Favorable, 13% Neither					55	32	13	0	0	--	--	4.42	0.71	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	48	85% Favorable, 6% Neither, 8% Unfavorable					50	35	6	2	6	--	--	4.21	1.08	

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FY10 Army Civilian Attitude Survey G1 Results for 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
SUPERVISION																
4e. I have trust and confidence in my supervisor.																
Total Army	20515	73% Favorable, 13% Neither, 13% Unfavorable					37	37	13	8	6	--	--	3.91	1.14	
HQDA	1104	81% Favorable, 9% Neither, 10% Unfavorable					42	39	9	6	4	--	--	4.09	1.05	
G1	145	81% Favorable, 12% Neither, 7% Unfavorable					48	33	12	4	3	--	--	4.20	0.99	
OFC, DEP CHIEF OF STAFF, PERS G1	39	77% Favorable, 15% Neither, 8% Unfavorable					51	26	15	5	3	--	--	4.18	1.03	
HEADQUARTERS, CHRA	4	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38	82% Favorable, 18% Neither					47	34	18	0	0	--	--	4.29	0.76	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	49	88% Favorable, 12% Unfavorable					49	39	0	6	6	--	--	4.18	1.12	
4f. My supervisor/team leader listens to what I have to say.																
Total Army	20504	78% Favorable, 12% Neither, 11% Unfavorable					38	40	12	6	5	--	--	4.01	1.07	
HQDA	1106	84% Favorable, 8% Neither, 8% Unfavorable					44	40	8	4	4	--	--	4.17	1.00	
G1	144	87% Favorable, 10% Neither, 3% Unfavorable					48	39	10	2	1	--	--	4.30	0.83	
OFC, DEP CHIEF OF STAFF, PERS G1	39	82% Favorable, 13% Neither, 5% Unfavorable					49	33	13	5	0	--	--	4.26	0.87	
HEADQUARTERS, CHRA	4	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38	92% Favorable, 8% Unfavorable					47	45	8	0	0	--	--	4.39	0.63	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	48	85% Favorable, 8% Neither, 6% Unfavorable					52	33	8	2	4	--	--	4.27	0.99	

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FY10 Army Civilian Attitude Survey G1 Results for 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. The Army invests adequate resources for training and developing its civilian work force.																
Total Army	20176						14	45	16	19	7	--	--	3.40	1.15	
HQDA	1076						13	39	17	23	8	--	--	3.28	1.17	
G1	143						11	34	21	27	6	--	--	3.17	1.13	
OFC, DEP CHIEF OF STAFF, PERS G1	39						5	26	21	41	8	--	--	2.79	1.07	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38						18	47	18	13	3	--	--	3.66	1.01	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	48						8	33	21	27	10	--	--	3.02	1.16	
5b. My training needs are assessed.																
Total Army	20241						12	44	21	19	5	--	--	3.37	1.08	
HQDA	1077						11	39	22	22	7	--	--	3.25	1.13	
G1	142						13	35	22	25	6	--	--	3.23	1.13	
OFC, DEP CHIEF OF STAFF, PERS G1	39						13	18	21	41	8	--	--	2.87	1.18	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38						11	66	11	11	3	--	--	3.71	0.89	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	47						13	34	19	26	9	--	--	3.17	1.19	

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FY10 Army Civilian Attitude Survey G1 Results for 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																
5c. My work unit is able to recruit people with the right skills.																
Total Army	20166						10	44	21	18	7	+1	0	3.34	1.09	
HQDA	1076						11	44	20	17	7	--	--	3.36	1.11	
G1	142						18	40	25	13	5	--	--	3.53	1.07	
OFC, DEP CHIEF OF STAFF, PERS G1	39						23	31	33	13	0	--	--	3.64	0.97	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	38						11	61	13	5	11	--	--	3.55	1.09	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	47						23	30	23	17	6	--	--	3.47	1.20	
5d. I have received sufficient training to be competitive for jobs at the next higher level.																
Total Army	20218						16	44	20	15	5	-1	0	3.50	1.09	
HQDA	1078						15	45	22	14	5	--	--	3.52	1.06	
G1	142						15	46	23	13	4	--	--	3.56	1.00	
OFC, DEP CHIEF OF STAFF, PERS G1	39						15	51	15	15	3	--	--	3.62	1.00	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	38						11	66	16	8	0	--	--	3.79	0.73	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	8	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	48						19	31	29	13	8	--	--	3.40	1.17	

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FY10 Army Civilian Attitude Survey G1 Results for 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																
5e. I am satisfied with the career progression opportunities available to me.																
Total Army	20253						16	42	18	16	8	+3	+3	3.41	1.17	
HQDA	1078						19	45	18	13	6	--	--	3.57	1.11	
G1	140						21	48	16	11	4	--	--	3.70	1.05	
OFC, DEP CHIEF OF STAFF, PERS G1	39						15	49	10	18	8	--	--	3.46	1.17	
HEADQUARTERS, CHRA	2	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	38						29	55	11	3	3	--	--	4.05	0.86	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	46						20	37	28	11	4	--	--	3.57	1.06	
5f. I am given a real opportunity to improve my skills in my organization.																
Total Army	20274						17	44	21	13	5	--	--	3.56	1.07	
HQDA	1085						19	45	22	11	4	--	--	3.62	1.04	
G1	143						21	47	19	10	3	--	--	3.72	1.01	
OFC, DEP CHIEF OF STAFF, PERS G1	39						18	41	23	13	5	--	--	3.54	1.08	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	38						24	63	11	3	0	--	--	4.08	0.66	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	48						21	38	21	15	6	--	--	3.52	1.15	

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FY10 Army Civilian Attitude Survey G1 Results for 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																
5g. I have received sufficient training to be a supervisor or manager.																
Total Army	20271						23	50	15	9	3	-6	-5	3.80	0.99	
HQDA	1087						25	50	14	8	3	--	--	3.86	0.99	
G1	143						24	52	13	8	3	--	--	3.86	0.99	
OFC, DEP CHIEF OF STAFF, PERS G1	39						28	46	23	3	0	--	--	4.00	0.78	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38						24	61	3	11	3	--	--	3.92	0.96	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	48						19	56	6	10	8	--	--	3.67	1.14	
5h. I am interested in receiving training in skills related to but different from those I use on my current job.																
Total Army	20304						23	47	21	8	1	--	--	3.82	0.92	
HQDA	1087						20	45	23	10	1	--	--	3.72	0.94	
G1	143						15	47	27	10	1	--	--	3.66	0.89	
OFC, DEP CHIEF OF STAFF, PERS G1	39						10	54	18	18	0	--	--	3.56	0.90	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38						13	50	29	8	0	--	--	3.68	0.80	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	48						25	50	17	8	0	--	--	3.92	0.86	

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
5i. I know what training I need to advance my career with the Army.																
Total Army	20310	73% Favorable, 17% Neither, 10% Unfavorable					21	52	17	9	2	--	--	3.82	0.92	
HQDA	1088	72% Favorable, 17% Neither, 12% Unfavorable					20	51	17	9	2	--	--	3.78	0.95	
G1	143	69% Favorable, 18% Neither, 13% Unfavorable					18	50	18	13	1	--	--	3.73	0.93	
OFC, DEP CHIEF OF STAFF, PERS G1	39	67% Favorable, 18% Neither, 15% Unfavorable					18	49	18	15	0	--	--	3.69	0.94	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38	84% Favorable, 8% Neither, 8% Unfavorable					13	71	8	8	0	--	--	3.89	0.72	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	48	65% Favorable, 17% Neither, 19% Unfavorable					21	44	17	17	2	--	--	3.65	1.05	
5j. I know what developmental experiences I need to advance my career with the Army.																
Total Army	20300	71% Favorable, 18% Neither, 11% Unfavorable					20	51	18	10	2	--	--	3.77	0.94	
HQDA	1086	70% Favorable, 17% Neither, 13% Unfavorable					20	50	17	11	2	--	--	3.75	0.98	
G1	143	68% Favorable, 17% Neither, 15% Unfavorable					16	52	17	15	0	--	--	3.69	0.92	
OFC, DEP CHIEF OF STAFF, PERS G1	39	62% Favorable, 15% Neither, 23% Unfavorable					15	46	15	23	0	--	--	3.54	1.01	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38	79% Favorable, 13% Neither, 8% Unfavorable					13	66	13	8	0	--	--	3.84	0.74	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	48	69% Favorable, 13% Neither, 19% Unfavorable					17	52	13	19	0	--	--	3.67	0.96	

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



FY10 Army Civilian Attitude Survey G1 Results for Supervisors



Item Detail	# Resp	Nothing at all	A little	Some	A lot
TRAINING and DEVELOPMENT					
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	20341	69%	19%	10%	2%
HQDA	1092	47%	28%	19%	7%
G1	144	32%	33%	25%	10%
OFC, DEP CHIEF OF STAFF, PERS G1	39	18%	36%	26%	21%
HEADQUARTERS, CHRA	3	--	--	--	--
CHRA Regional Offices	38	24%	21%	45%	11%
CIVILIAN PERSONNEL FIELD AGENCY	6	--	--	--	--
ARMY RESEARCH INSTITUTE	9	--	--	--	--
HUMAN RESOURCES COMMAND	49	55%	33%	12%	0%



FY10 Army Civilian Attitude Survey G1 Results for Supervisors



Item Detail	# Resp	Yes	No	Do not know
TRAINING and DEVELOPMENT				
7. Are you in an Army career program?				
Total Army	20329	47%	32%	20%
HQDA	1092	57%	28%	15%
G1	143	56%	28%	16%
OFC, DEP CHIEF OF STAFF, PERS G1	39	54%	33%	13%
HEADQUARTERS, CHRA	3	--	--	--
CHRA Regional Offices	38	82%	13%	5%
CIVILIAN PERSONNEL FIELD AGENCY	6	--	--	--
ARMY RESEARCH INSTITUTE	9	--	--	--
HUMAN RESOURCES COMMAND	48	42%	27%	31%



FY10 Army Civilian Attitude Survey G1 Results for Supervisors



Item Detail	# Resp	No help	A little help	A moderate amount of help	A lot of help	A great deal of help
TRAINING and DEVELOPMENT						
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	20294	52%	25%	16%	5%	2%
HQDA	1091	50%	25%	16%	6%	2%
G1	144	47%	29%	14%	8%	3%
OFC, DEP CHIEF OF STAFF, PERS G1	39	54%	26%	10%	8%	3%
HEADQUARTERS, CHRA	3	--	--	--	--	--
CHRA Regional Offices	38	29%	32%	18%	13%	8%
CIVILIAN PERSONNEL FIELD AGENCY	6	--	--	--	--	--
ARMY RESEARCH INSTITUTE	9	--	--	--	--	--
HUMAN RESOURCES COMMAND	49	61%	22%	12%	4%	0%



FY10 Army Civilian Attitude Survey G1 Results for 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
LEADERSHIP DEVELOPMENT																
9a. The priority your organization places on leader development.																
Total Army	19903						9	36	30	19	7	--	--	3.20	1.06	
HQDA	1061						9	34	29	20	7	--	--	3.18	1.08	
G1	141						10	37	30	18	6	--	--	3.28	1.05	
OFC, DEP CHIEF OF STAFF, PERS G1	38						8	32	34	18	8	--	--	3.13	1.06	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	38						18	45	21	13	3	--	--	3.63	1.01	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	47						6	34	28	23	9	--	--	3.06	1.08	
9b. The quality of available leader development training.																
Total Army	19486						9	36	30	19	6	--	--	3.21	1.05	
HQDA	1027						9	36	29	20	5	--	--	3.23	1.04	
G1	137						6	39	30	20	4	--	--	3.22	0.98	
OFC, DEP CHIEF OF STAFF, PERS G1	36						6	31	39	22	3	--	--	3.14	0.92	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	38						8	55	18	16	3	--	--	3.50	0.94	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	45						4	33	29	24	9	--	--	3.00	1.05	

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FY10 Army Civilian Attitude Survey G1 Results for 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
LEADERSHIP DEVELOPMENT																
9c. Developmental assignments that give you experience in other functions in the organization.																
Total Army	19558						7	30	35	20	7	--	--	3.10	1.04	
HQDA	1037						8	27	36	22	7	--	--	3.07	1.03	
G1	139						6	29	43	17	5	--	--	3.15	0.94	
OFC, DEP CHIEF OF STAFF, PERS G1	36						6	17	47	22	8	--	--	2.89	0.97	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38						8	42	37	13	0	--	--	3.45	0.82	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	47						6	30	40	15	9	--	--	3.11	1.02	
9d. The availability of opportunities to expand the range of your skills.																
Total Army	19841						8	35	29	20	7	--	--	3.19	1.06	
HQDA	1057						9	34	30	20	7	--	--	3.19	1.08	
G1	137						10	32	34	18	6	--	--	3.23	1.04	
OFC, DEP CHIEF OF STAFF, PERS G1	36						8	22	39	22	8	--	--	3.00	1.05	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38						13	42	26	18	0	--	--	3.50	0.94	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	45						9	31	31	18	11	--	--	3.09	1.13	

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FY10 Army Civilian Attitude Survey G1 Results for 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
LEADERSHIP DEVELOPMENT																
9e. The help you have received to plan your career path.																
Total Army	19964						6	26	33	23	11	--	--	2.92	1.09	
HQDA	1070						7	25	32	24	12	--	--	2.91	1.11	
G1	141						8	27	30	24	11	--	--	2.97	1.12	
OFC, DEP CHIEF OF STAFF, PERS G1	38						11	16	26	29	18	--	--	2.71	1.23	
HEADQUARTERS, CHRA	2	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	38						11	37	32	16	5	--	--	3.32	1.03	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	48						6	27	25	29	13	--	--	2.85	1.14	
9f. The way your supervisor creates or calls attention to leader development opportunities.																
Total Army	19867						9	32	34	16	9	--	--	3.18	1.08	
HQDA	1064						11	31	33	17	8	--	--	3.20	1.09	
G1	141						13	25	46	9	6	--	--	3.30	1.02	
OFC, DEP CHIEF OF STAFF, PERS G1	38						13	18	47	8	13	--	--	3.11	1.14	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	38						16	34	39	11	0	--	--	3.55	0.88	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	47						11	26	45	13	6	--	--	3.21	1.01	

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 ■ = % Unfavorable (Dissatisfied)



FY10 Army Civilian Attitude Survey G1 Results for 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																	
10a. My work gives me a feeling of personal accomplishment.																	
Total Army	19953	85%					8	7	38	47	8	5	2	--	--	4.13	0.92
HQDA	1072	89%					6	6	42	47	6	4	2	--	--	4.23	0.87
G1	142	92%					4	4	46	46	4	2	2	--	--	4.32	0.82
OFC, DEP CHIEF OF STAFF, PERS G1	39	85%					8	8	44	41	8	5	3	--	--	4.18	0.96
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item															
CHRA Regional Offices	38	100%							45	55	0	0	0	--	--	4.45	0.50
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item															
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item															
HUMAN RESOURCES COMMAND	47	94%					4		49	45	2	2	2	--	--	4.36	0.81
10b. I like the kind of work I do.																	
Total Army	19958	91%					6	3	47	44	6	2	1	--	--	4.34	0.76
HQDA	1073	92%					5	3	49	43	5	2	1	--	--	4.36	0.77
G1	142	96%							51	44	2	1	1	--	--	4.44	0.71
OFC, DEP CHIEF OF STAFF, PERS G1	39	90%					5	5	44	46	5	3	3	--	--	4.26	0.87
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item															
CHRA Regional Offices	38	100%							53	47	0	0	0	--	--	4.53	0.50
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item															
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item															
HUMAN RESOURCES COMMAND	47	98%							60	38	0	0	2	--	--	4.53	0.71

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

-- No history data available

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
10c. Creativity and innovation are rewarded.																
Total Army	19845						21	36	21	15	7	-5	-4	3.48	1.17	
HQDA	1058						23	38	21	14	4	--	--	3.62	1.11	
G1	141						27	42	18	10	4	--	--	3.79	1.06	
OFC, DEP CHIEF OF STAFF, PERS G1	38						18	39	21	16	5	--	--	3.50	1.12	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	38						32	42	13	13	0	--	--	3.92	0.98	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	47						30	45	15	4	6	--	--	3.87	1.08	
10d. The work I do is important.																
Total Army	19929						56	39	4	1	0	--	--	4.50	0.65	
HQDA	1066						57	39	3	1	0	--	--	4.51	0.64	
G1	142						58	40	1	1	1	--	--	4.54	0.62	
OFC, DEP CHIEF OF STAFF, PERS G1	39						54	41	3	0	3	--	--	4.44	0.78	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	38						66	34	0	0	0	--	--	4.66	0.47	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	47						55	43	0	2	0	--	--	4.51	0.61	

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

-- No history data available

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FY10 Army Civilian Attitude Survey G1 Results for 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																
10e. I know how my work relates to the organization's goals and priorities.																
Total Army	19924	92%					6	48	43	6	2	1	--	--	4.36	0.75
HQDA	1071	93%					4	51	42	4	2	1	--	--	4.41	0.73
G1	142	94%					4	48	46	3	2	1	--	--	4.37	0.76
OFC, DEP CHIEF OF STAFF, PERS G1	39	90%					8	36	54	3	5	3	--	--	4.15	0.89
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38	97%						53	45	3	0	0	--	--	4.50	0.55
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	47	94%					4	53	40	2	2	2	--	--	4.40	0.82
10f. My talents are used well in the workplace.																
Total Army	19937	74%					12%	32	42	12	9	4	--	--	3.89	1.09
HQDA	1073	77%					11%	36	42	11	9	3	--	--	3.97	1.06
G1	142	82%					8%	38	44	8	7	3	--	--	4.07	1.00
OFC, DEP CHIEF OF STAFF, PERS G1	39	72%					13%	33	38	13	10	5	--	--	3.85	1.14
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38	82%					11%	39	42	11	8	0	--	--	4.13	0.89
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	47	87%					4%	40	47	4	4	4	--	--	4.15	0.99

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

-- No history data available

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FY10 Army Civilian Attitude Survey G1 Results for 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																
10g. The people I work with cooperate to get the job done.																
Total Army	19944	81% Favorable, 11% Neither, 9% Unfavorable					33	48	11	6	3	--	--	4.02	0.95	
HQDA	1071	84% Favorable, 9% Neither, 7% Unfavorable					36	48	9	5	2	--	--	4.11	0.89	
G1	142	87% Favorable, 10% Neither, 4% Unfavorable					43	44	10	3	1	--	--	4.25	0.80	
OFC, DEP CHIEF OF STAFF, PERS G1	39	79% Favorable, 15% Neither, 5% Unfavorable					38	41	15	3	3	--	--	4.10	0.93	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38	92% Favorable, 8% Unfavorable					47	45	8	0	0	--	--	4.39	0.63	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	47	91% Favorable, 4% Neither, 4% Unfavorable					47	45	4	4	0	--	--	4.34	0.75	
10h. Employees have a feeling of personal empowerment with respect to work processes.																
Total Army	19830	64% Favorable, 19% Neither, 16% Unfavorable					21	44	19	11	5	--	--	3.63	1.09	
HQDA	1063	67% Favorable, 18% Neither, 15% Unfavorable					22	45	18	10	5	--	--	3.69	1.06	
G1	141	73% Favorable, 16% Neither, 11% Unfavorable					25	48	16	6	5	--	--	3.82	1.03	
OFC, DEP CHIEF OF STAFF, PERS G1	38	68% Favorable, 13% Neither, 18% Unfavorable					18	50	13	11	8	--	--	3.61	1.14	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38	71% Favorable, 21% Neither, 8% Unfavorable					26	45	21	5	3	--	--	3.87	0.95	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	47	83% Favorable, 9% Neither, 9% Unfavorable					30	53	9	2	6	--	--	3.98	1.02	

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

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FY10 Army Civilian Attitude Survey G1 Results for 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																
10i. I feel encouraged to come up with better ways of doing things.																
Total Army	19932	71% 15% 14%					29	42	15	9	5	--	--	3.81	1.10	
HQDA	1067	74% 15% 11%					32	42	15	7	3	--	--	3.92	1.04	
G1	141	77% 16% 7%					35	42	16	6	1	--	--	4.04	0.93	
OFC, DEP CHIEF OF STAFF, PERS G1	38	61% 24% 16%					24	37	24	16	0	--	--	3.68	1.00	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	38	89% 11%					45	45	11	0	0	--	--	4.34	0.66	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	47	81% 13% 6%					36	45	13	2	4	--	--	4.06	0.98	
10j. My workload is reasonable.																
Total Army	19924	58% 15% 28%					15	43	15	17	11	--	--	3.34	1.23	
HQDA	1067	59% 15% 27%					15	44	15	17	9	--	--	3.37	1.20	
G1	142	64% 16% 20%					16	48	16	13	6	--	--	3.54	1.10	
OFC, DEP CHIEF OF STAFF, PERS G1	39	54% 18% 28%					8	46	18	18	10	--	--	3.23	1.14	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	38	68% 16% 16%					13	55	16	16	0	--	--	3.66	0.90	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	47	68% 13% 19%					26	43	13	9	11	--	--	3.64	1.24	

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FY10 Army Civilian Attitude Survey G1 Results for 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																
10k. I know what is expected of me on the job.																
Total Army	19879	82% Favorable, 10% Neither, 8% Unfavorable					30	52	10	6	2	--	--	4.03	0.91	
HQDA	1065	84% Favorable, 8% Neither, 7% Unfavorable					32	53	8	6	1	--	--	4.08	0.87	
G1	142	85% Favorable, 11% Neither, 4% Unfavorable					32	54	11	3	1	--	--	4.13	0.77	
OFC, DEP CHIEF OF STAFF, PERS G1	39	77% Favorable, 18% Neither, 5% Unfavorable					26	51	18	5	0	--	--	3.97	0.80	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38	92% Favorable, 8% Neither					32	61	8	0	0	--	--	4.24	0.58	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	47	85% Favorable, 9% Neither, 6% Unfavorable					38	47	9	4	2	--	--	4.15	0.90	
10l. There are too few people to do the work. *																
Total Army	19884	19% Favorable, 20% Neither, 61% Unfavorable					4	15	20	31	30	--	--	2.33	1.17	
HQDA	1066	20% Favorable, 19% Neither, 60% Unfavorable					3	17	19	34	27	--	--	2.36	1.14	
G1	142	25% Favorable, 23% Neither, 53% Unfavorable					1	23	23	35	18	--	--	2.55	1.08	
OFC, DEP CHIEF OF STAFF, PERS G1	39	26% Favorable, 28% Neither, 46% Unfavorable					0	26	28	31	15	--	--	2.64	1.03	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38	24% Favorable, 21% Neither, 55% Unfavorable					0	24	21	37	18	--	--	2.50	1.05	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	47	28% Favorable, 19% Neither, 53% Unfavorable					2	26	19	30	23	--	--	2.53	1.16	

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FY10 Army Civilian Attitude Survey G1 Results for 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																
10m. Physical conditions (noise, temperature, lighting, cleanliness) allow employees to perform their jobs well.																
Total Army	19870	71% Favorable, 15% Neither, 15% Unfavorable					21	50	15	10	5	--	--	3.72	1.06	
HQDA	1065	69% Favorable, 14% Neither, 17% Unfavorable					22	47	14	12	5	--	--	3.69	1.09	
G1	142	81% Favorable, 8% Neither, 11% Unfavorable					25	56	8	6	4	--	--	3.92	0.98	
OFC, DEP CHIEF OF STAFF, PERS G1	39	79% Favorable, 8% Neither, 13% Unfavorable					23	56	8	10	3	--	--	3.87	0.97	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38	84% Favorable, 5% Neither, 11% Unfavorable					24	61	5	5	5	--	--	3.92	0.98	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	47	77% Favorable, 11% Neither, 13% Unfavorable					28	49	11	6	6	--	--	3.85	1.09	
10n. Employees are protected from health and safety hazards on the job.																
Total Army	19866	85% Favorable, 9% Neither, 6% Unfavorable					31	53	9	4	2	--	--	4.08	0.86	
HQDA	1061	83% Favorable, 10% Neither, 7% Unfavorable					32	51	10	6	1	--	--	4.06	0.87	
G1	141	90% Favorable, 6% Neither, 4% Unfavorable					35	55	6	4	0	--	--	4.22	0.72	
OFC, DEP CHIEF OF STAFF, PERS G1	38	84% Favorable, 8% Neither, 8% Unfavorable					32	53	8	8	0	--	--	4.08	0.84	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38	89% Favorable, 8% Neither, 8% Unfavorable					42	47	8	3	0	--	--	4.29	0.72	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	47	94% Favorable, 4% Neither, 0% Unfavorable					34	60	4	2	0	--	--	4.26	0.63	

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FY10 Army Civilian Attitude Survey G1 Results for 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%					
PERSONAL WORK EXPERIENCES											
10o. My organization has prepared employees for potential security threats.											
Total Army	19828	84% Favorable, 11% Neither, 6% Unfavorable					29 55 11 4 2	--	--	4.05	0.83
HQDA	1060	82% Favorable, 13% Neither, 6% Unfavorable					27 55 13 5 1	--	--	4.02	0.82
G1	140	84% Favorable, 13% Neither, 4% Unfavorable					23 61 13 2 1	--	--	4.01	0.76
OFC, DEP CHIEF OF STAFF, PERS G1	39	74% Favorable, 23% Neither, 3% Unfavorable					23 51 23 3 0	--	--	3.95	0.75
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item									
CHRA Regional Offices	38	92% Favorable, 8% Neither					24 68 8 0 0	--	--	4.16	0.54
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item									
ARMY RESEARCH INSTITUTE	8	Fewer than 10 supervisors responded to this item									
HUMAN RESOURCES COMMAND	46	83% Favorable, 9% Neither, 9% Unfavorable					26 57 9 4 4	--	--	3.96	0.95

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FY10 Army Civilian Attitude Survey G1 Results for 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
PERFORMANCE CULTURE																
11a. The performance management system I am under improves organizational performance.																
Total Army	18868						8	31	33	20	9	-3	-2	3.09	1.07	
HQDA	1009						7	27	33	24	9	--	--	2.99	1.08	
G1	134						7	30	35	20	8	--	--	3.07	1.05	
OFC, DEP CHIEF OF STAFF, PERS G1	37						3	27	41	24	5	--	--	2.97	0.91	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	36						3	36	31	19	11	--	--	3.00	1.05	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	43						14	37	28	12	9	--	--	3.35	1.14	
11b. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.																
Total Army	18914						8	39	24	19	10	-5	-3	3.16	1.13	
HQDA	993						8	39	26	20	7	--	--	3.21	1.08	
G1	128						11	39	24	16	9	--	--	3.26	1.14	
OFC, DEP CHIEF OF STAFF, PERS G1	35						11	23	29	23	14	--	--	2.94	1.22	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	37						14	51	22	11	3	--	--	3.62	0.94	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	38						8	47	21	8	16	--	--	3.24	1.20	

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FY10 Army Civilian Attitude Survey G1 Results for 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
PERFORMANCE CULTURE																
11c. My performance standards/expectations are directly related to my organization's mission.																
Total Army	19363	80% Favorable, 14% Neither, 6% Unfavorable					21	59	14	5	2	-2	-3	3.92	0.83	
HQDA	1030	82% Favorable, 13% Neither, 5% Unfavorable					23	59	13	4	1	--	--	3.98	0.79	
G1	136	82% Favorable, 15% Neither, 3% Unfavorable					23	59	15	2	1	--	--	4.01	0.73	
OFC, DEP CHIEF OF STAFF, PERS G1	38	71% Favorable, 24% Neither, 5% Unfavorable					18	53	24	5	0	--	--	3.84	0.78	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	37	86% Favorable, 14% Neither, 0% Unfavorable					24	62	14	0	0	--	--	4.11	0.61	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	43	86% Favorable, 12% Neither, 2% Unfavorable					26	60	12	0	2	--	--	4.07	0.76	
11d. My most recent performance appraisal is a fair reflection of my performance.																
Total Army	18844	75% Favorable, 14% Neither, 12% Unfavorable					26	49	14	8	4	-7	-7	3.85	1.02	
HQDA	1000	78% Favorable, 11% Neither, 11% Unfavorable					27	51	11	8	3	--	--	3.92	0.98	
G1	127	73% Favorable, 14% Neither, 13% Unfavorable					28	45	14	11	2	--	--	3.87	1.00	
OFC, DEP CHIEF OF STAFF, PERS G1	36	72% Favorable, 17% Neither, 11% Unfavorable					28	44	17	11	0	--	--	3.89	0.94	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	36	75% Favorable, 6% Neither, 19% Unfavorable					28	47	6	19	0	--	--	3.83	1.04	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	37	81% Favorable, 14% Neither, 5% Unfavorable					30	51	14	0	5	--	--	4.00	0.96	

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FY10 Army Civilian Attitude Survey G1 Results for 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
PERFORMANCE CULTURE																
11e. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.																
Total Army	19067						22	44	17	12	5	-8	--	3.65	1.10	
HQDA	1006						24	43	17	13	4	--	--	3.69	1.09	
G1	128						26	38	17	16	3	--	--	3.68	1.11	
OFC, DEP CHIEF OF STAFF, PERS G1	35						26	43	9	23	0	--	--	3.71	1.08	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	35						26	49	9	14	3	--	--	3.80	1.06	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	40						28	33	18	15	8	--	--	3.58	1.24	
11f. I receive regular performance feedback.																
Total Army	19531						14	38	21	18	8	-7	-7	3.32	1.16	
HQDA	1040						16	38	21	18	7	--	--	3.39	1.16	
G1	138						22	42	19	12	4	--	--	3.66	1.09	
OFC, DEP CHIEF OF STAFF, PERS G1	38						24	32	18	21	5	--	--	3.47	1.21	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	37						16	51	22	8	3	--	--	3.70	0.93	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	45						27	38	20	9	7	--	--	3.69	1.15	

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FY10 Army Civilian Attitude Survey G1 Results for 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
PERFORMANCE CULTURE																
11g. The performance feedback I receive is useful.																
Total Army	19073						15	39	27	13	7	-7	-7	3.43	1.09	
HQDA	1013						17	39	28	11	5	--	--	3.53	1.05	
G1	136						22	43	25	7	3	--	--	3.74	0.98	
OFC, DEP CHIEF OF STAFF, PERS G1	38						21	37	26	13	3	--	--	3.61	1.04	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	36						19	47	31	3	0	--	--	3.83	0.76	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	44						25	41	20	7	7	--	--	3.70	1.12	
11h. My cash awards depend on how well I perform my job.																
Total Army	18219						16	37	22	13	12	-10	-10	3.31	1.24	
HQDA	952						18	38	23	12	9	--	--	3.43	1.18	
G1	127						22	34	25	12	7	--	--	3.52	1.16	
OFC, DEP CHIEF OF STAFF, PERS G1	34						26	29	24	15	6	--	--	3.56	1.19	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	36						17	31	25	17	11	--	--	3.25	1.23	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	39						26	33	26	8	8	--	--	3.62	1.17	

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FY10 Army Civilian Attitude Survey G1 Results for 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
PERFORMANCE CULTURE																
11i. In my work unit, differences in performance are recognized in a meaningful way.																
Total Army	18888						10	35	27	18	11	-8	-9	3.17	1.15	
HQDA	995						11	37	27	17	9	--	--	3.25	1.12	
G1	132						14	40	28	13	5	--	--	3.47	1.03	
OFC, DEP CHIEF OF STAFF, PERS G1	35						11	37	23	23	6	--	--	3.26	1.10	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	36						11	33	36	17	3	--	--	3.33	0.97	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	43						14	49	26	5	7	--	--	3.58	1.02	
11j. I can influence my employees' pay to reflect performance.																
Total Army	18753						9	33	25	21	12	+3	+5	3.06	1.17	
HQDA	989						10	32	26	23	9	--	--	3.10	1.14	
G1	131						13	35	24	21	6	--	--	3.27	1.12	
OFC, DEP CHIEF OF STAFF, PERS G1	35						14	37	23	23	3	--	--	3.37	1.07	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	36						8	39	19	25	8	--	--	3.14	1.13	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	42						14	31	31	14	10	--	--	3.26	1.16	

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FY10 Army Civilian Attitude Survey G1 Results for 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
PERFORMANCE CULTURE																
11k. Pay raises in my work unit depend on how well employees perform their jobs.																
Total Army	18749						9	29	26	22	14	-4	-2	2.96	1.20	
HQDA	994						10	31	27	21	11	--	--	3.08	1.16	
G1	131						13	28	31	21	8	--	--	3.18	1.13	
OFC, DEP CHIEF OF STAFF, PERS G1	36						14	28	33	19	6	--	--	3.25	1.09	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	36						8	17	36	28	11	--	--	2.83	1.09	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	41						15	37	27	12	10	--	--	3.34	1.16	
11l. Promotions in my work unit are based on merit.																
Total Army	18660						12	35	26	14	13	-13	-12	3.20	1.20	
HQDA	992						15	40	25	12	8	--	--	3.42	1.13	
G1	131						21	38	22	11	8	--	--	3.53	1.16	
OFC, DEP CHIEF OF STAFF, PERS G1	35						17	34	23	20	6	--	--	3.37	1.15	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	36						31	33	28	3	6	--	--	3.81	1.08	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	42						12	45	17	12	14	--	--	3.29	1.24	

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



FY10 Army Civilian Attitude Survey G1 Results for 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
PERFORMANCE CULTURE																
11m. Personnel with recent military experience perform better in Army civilian positions than those without recent military experience.																
Total Army	18534						15	22	32	18	13	--	--	3.08	1.24	
HQDA	1004						15	20	33	19	13	--	--	3.05	1.23	
G1	134						16	19	35	23	7	--	--	3.15	1.15	
OFC, DEP CHIEF OF STAFF, PERS G1	36						17	25	25	25	8	--	--	3.17	1.21	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	36						11	8	44	31	6	--	--	2.89	1.02	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	8	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	45						27	24	29	13	7	--	--	3.51	1.20	

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



FY10 Army Civilian Attitude Survey G1 Results for Supervisors



Item Detail	# Resp	Not a problem	Slight problem	Somewhat of a problem	Serious problem	Do not know
PERSONNEL ACTIONS						
12. Over the last 2 years, how would you rate employee turnover in your organization?						
Total Army	19594	28%	23%	26%	19%	4%
HQDA	1048	27%	23%	26%	20%	4%
G1	139	28%	27%	22%	15%	7%
OFC, DEP CHIEF OF STAFF, PERS G1	38	45%	21%	18%	8%	8%
HEADQUARTERS, CHRA	3	--	--	--	--	--
CHRA Regional Offices	37	14%	38%	30%	16%	3%
CIVILIAN PERSONNEL FIELD AGENCY	6	--	--	--	--	--
ARMY RESEARCH INSTITUTE	9	--	--	--	--	--
HUMAN RESOURCES COMMAND	46	24%	24%	17%	22%	13%



FY10 Army Civilian Attitude Survey G1 Results for Supervisors



Item Detail	# Resp	Yes	No	Do not know
PERSONNEL ACTIONS				
13. Has your organization hired any new employees in the last 2 years?				
Total Army	19564	94%	5%	1%
HQDA	1047	95%	4%	1%
G1	138	95%	3%	2%
OFC, DEP CHIEF OF STAFF, PERS G1	38	95%	5%	0%
HEADQUARTERS, CHRA	3	--	--	--
CHRA Regional Offices	37	100%	0%	0%
CIVILIAN PERSONNEL FIELD AGENCY	6	--	--	--
ARMY RESEARCH INSTITUTE	8	--	--	--
HUMAN RESOURCES COMMAND	46	93%	0%	7%



FY10 Army Civilian Attitude Survey G1 Results for Supervisors



Item Detail	# Resp	Much higher than average	Higher than average	Average	Lower than average	Much lower than average	Do not know
PERSONNEL ACTIONS							
13a. How would you rate the performance of employees hired in the last 2 years at your organization?							
Total Army	18353	6%	36%	43%	8%	2%	4%
HQDA	990	9%	39%	42%	5%	1%	4%
G1	130	8%	45%	39%	3%	0%	5%
OFC, DEP CHIEF OF STAFF, PERS G1	34	9%	56%	26%	0%	0%	9%
HEADQUARTERS, CHRA	3	--	--	--	--	--	--
CHRA Regional Offices	37	5%	35%	54%	3%	0%	3%
CIVILIAN PERSONNEL FIELD AGENCY	5	--	--	--	--	--	--
ARMY RESEARCH INSTITUTE	8	--	--	--	--	--	--
HUMAN RESOURCES COMMAND	43	9%	44%	37%	5%	0%	5%



FY10 Army Civilian Attitude Survey G1 Results for Supervisors



Item Detail	# Resp	Yes	No
PERSONNEL ACTIONS			
13b. Over the last 2 years, have you personally hired anyone to work for you?			
Total Army	18286	66%	34%
HQDA	989	70%	30%
G1	131	75%	25%
OFC, DEP CHIEF OF STAFF, PERS G1	35	66%	34%
HEADQUARTERS, CHRA	3	--	--
CHRA Regional Offices	37	89%	11%
CIVILIAN PERSONNEL FIELD AGENCY	5	--	--
ARMY RESEARCH INSTITUTE	8	--	--
HUMAN RESOURCES COMMAND	43	67%	33%



FY10 Army Civilian Attitude Survey

G1

Results for Supervisors



Item Detail	# Resp	Much better than usual	Better than usual	About the same as usual	Worse than usual	Much worse than usual
PERSONNEL ACTIONS						
13c. How would you rate the quality of applicants for this position?						
Total Army	12261	10%	33%	46%	10%	1%
HQDA	700	11%	34%	45%	10%	1%
G1	99	12%	37%	44%	6%	0%
OFC, DEP CHIEF OF STAFF, PERS G1	24	17%	33%	42%	8%	0%
HEADQUARTERS, CHRA	3	--	--	--	--	--
CHRA Regional Offices	33	12%	36%	45%	6%	0%
CIVILIAN PERSONNEL FIELD AGENCY	4	--	--	--	--	--
ARMY RESEARCH INSTITUTE	6	--	--	--	--	--
HUMAN RESOURCES COMMAND	29	14%	45%	38%	3%	0%



FY10 Army Civilian Attitude Survey G1 Results for 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
SUPERVISORY AUTHORITY																
14a. I have the flexibility to use recruitment incentives.																
Total Army	17142						3	17	23	35	21	-2	-2	2.46	1.10	
HQDA	913						2	15	21	39	22	--	--	2.37	1.06	
G1	119						1	19	19	39	22	--	--	2.39	1.05	
OFC, DEP CHIEF OF STAFF, PERS G1	30						0	27	13	33	27	--	--	2.40	1.14	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	36						3	19	25	42	11	--	--	2.61	1.01	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	35						0	14	17	40	29	--	--	2.17	1.00	
14b. I have the flexibility to use relocation incentives.																
Total Army	17082						3	16	23	35	22	-4	-5	2.42	1.09	
HQDA	917						2	15	20	39	23	--	--	2.34	1.07	
G1	120						3	16	20	39	23	--	--	2.37	1.07	
OFC, DEP CHIEF OF STAFF, PERS G1	31						0	19	13	39	29	--	--	2.23	1.07	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	35						0	14	31	43	11	--	--	2.49	0.87	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	36						6	8	14	39	33	--	--	2.14	1.13	

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



FY10 Army Civilian Attitude Survey G1 Results for 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
SUPERVISORY AUTHORITY																
14c. I have the flexibility to use retention incentives.																
Total Army	16792						3	13	25	36	23	-2	-2	2.35	1.05	
HQDA	900						2	12	21	40	25	--	--	2.25	1.03	
G1	118						0	13	20	45	22	--	--	2.24	0.94	
OFC, DEP CHIEF OF STAFF, PERS G1	30						0	17	13	47	23	--	--	2.23	0.99	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	35						0	11	29	49	11	--	--	2.40	0.83	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	35						0	9	17	43	31	--	--	2.03	0.91	
14d. I have the flexibility to offer student loan repayments.																
Total Army	15907						2	10	25	37	26	0	0	2.25	1.02	
HQDA	860						2	9	23	41	26	--	--	2.19	0.97	
G1	117						0	12	25	38	25	--	--	2.24	0.96	
OFC, DEP CHIEF OF STAFF, PERS G1	29						0	17	21	38	24	--	--	2.31	1.02	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	34						0	15	35	35	15	--	--	2.50	0.92	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	36						0	6	17	42	36	--	--	1.92	0.86	

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



FY10 Army Civilian Attitude Survey G1 Results for 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
SUPERVISORY AUTHORITY																
14e. I can use pay setting flexibilities.																
Total Army	16663	16%	25%	59%			2	14	25	35	24	-2	-2	2.36	1.06	
HQDA	902	17%	23%	60%			2	15	23	37	23	--	--	2.36	1.04	
G1	119	18%	25%	56%			1	18	25	37	19	--	--	2.44	1.02	
OFC, DEP CHIEF OF STAFF, PERS G1	30	33%	20%	47%			3	30	20	33	13	--	--	2.77	1.12	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	35	14%	37%	49%			0	14	37	43	6	--	--	2.60	0.80	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	36	8%	19%	72%			0	8	19	36	36	--	--	2.00	0.94	
15a. It is easy to hire employees.																
Total Army	18680	18%	18%	64%			2	16	18	36	29	-6	-12	2.27	1.10	
HQDA	999	22%	14%	63%			3	19	14	33	30	--	--	2.32	1.18	
G1	134	28%	13%	58%			6	22	13	37	22	--	--	2.54	1.22	
OFC, DEP CHIEF OF STAFF, PERS G1	38	16%	11%	74%			3	13	11	47	26	--	--	2.18	1.05	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	36	56%	8%	36%			17	39	8	36	0	--	--	3.36	1.13	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	42	17%	14%	69%			2	14	14	31	38	--	--	2.12	1.14	

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



FY10 Army Civilian Attitude Survey G1 Results for 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
SUPERVISORY AUTHORITY																
15b. It is easy to relocate employees.																
Total Army	16353						1	11	28	35	24	0	-2	2.30	1.00	
HQDA	855						1	15	25	33	25	--	--	2.33	1.05	
G1	114						2	18	25	36	19	--	--	2.47	1.05	
OFC, DEP CHIEF OF STAFF, PERS G1	29						3	7	14	52	24	--	--	2.14	0.97	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	29						0	38	21	38	3	--	--	2.93	0.94	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	38						0	13	34	24	29	--	--	2.32	1.03	
15c. It is easy to reassign employees.																
Total Army	17349						2	22	27	29	19	-2	-3	2.59	1.10	
HQDA	937						3	28	25	25	19	--	--	2.72	1.15	
G1	122						2	34	26	25	13	--	--	2.88	1.09	
OFC, DEP CHIEF OF STAFF, PERS G1	32						3	22	22	34	19	--	--	2.56	1.12	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	35						3	63	17	17	0	--	--	3.51	0.81	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	37						0	16	38	22	24	--	--	2.46	1.03	

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



FY10 Army Civilian Attitude Survey G1 Results for 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
SUPERVISORY AUTHORITY																
15d. It is easy to reduce the size of my workforce.																
Total Army	16168						4	14	33	30	20	-6	-2	2.51	1.06	
HQDA	860						3	15	33	27	21	--	--	2.53	1.08	
G1	112						2	20	36	23	20	--	--	2.61	1.06	
OFC, DEP CHIEF OF STAFF, PERS G1	31						6	16	23	26	29	--	--	2.45	1.24	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	32						0	25	50	19	6	--	--	2.94	0.83	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	7	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	34						0	18	32	21	29	--	--	2.38	1.09	
15e. It is easy to promote employees.																
Total Army	18226						2	17	25	34	23	-3	-5	2.41	1.07	
HQDA	970						3	21	26	31	19	--	--	2.58	1.10	
G1	127						4	28	24	25	18	--	--	2.75	1.16	
OFC, DEP CHIEF OF STAFF, PERS G1	33						3	21	21	27	27	--	--	2.45	1.18	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	36						6	42	22	19	11	--	--	3.11	1.12	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	40						5	28	18	28	23	--	--	2.65	1.24	

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



FY10 Army Civilian Attitude Survey G1 Results for 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
SUPERVISORY AUTHORITY																
15f. It is easy to reward employees.																
Total Army	18611						7	40	23	18	13	-12	--	3.09	1.16	
HQDA	992						5	37	25	19	13	--	--	3.02	1.14	
G1	132						5	40	28	18	9	--	--	3.13	1.05	
OFC, DEP CHIEF OF STAFF, PERS G1	35						3	31	43	9	14	--	--	3.00	1.04	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	37						3	38	16	43	0	--	--	3.00	0.96	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	42						10	45	24	10	12	--	--	3.31	1.14	

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



FY10 Army Civilian Attitude Survey G1 Results for 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
FAIRNESS																
16a. 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	17115						22	32	26	15	5	--	--	3.50	1.15	
HQDA	953						22	30	24	18	6	--	--	3.43	1.19	
G1	125						15	30	26	23	6	--	--	3.26	1.14	
OFC, DEP CHIEF OF STAFF, PERS G1	34						21	35	18	18	9	--	--	3.41	1.24	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	34						12	15	32	29	12	--	--	2.85	1.17	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	7	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	41						17	37	22	24	0	--	--	3.46	1.04	
16b. Employees at this installation/activity are treated fairly with regard to grievances.																
Total Army	15164						14	49	26	7	5	-12	-3	3.59	0.98	
HQDA	782						16	49	25	6	3	--	--	3.68	0.93	
G1	92						15	43	35	4	2	--	--	3.65	0.87	
OFC, DEP CHIEF OF STAFF, PERS G1	22						18	41	36	5	0	--	--	3.73	0.81	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	29						21	45	24	10	0	--	--	3.76	0.90	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	28						7	39	46	0	7	--	--	3.39	0.90	

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

-- No history data available

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



FY10 Army Civilian Attitude Survey G1 Results for 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
FAIRNESS																
16c. Employees at this installation/activity are treated fairly with regard to appeals.																
Total Army	13866						13	46	31	6	4	-14	-4	3.58	0.94	
HQDA	719						16	45	31	5	3	--	--	3.67	0.90	
G1	89						16	40	37	4	2	--	--	3.63	0.88	
OFC, DEP CHIEF OF STAFF, PERS G1	21						19	38	38	5	0	--	--	3.71	0.82	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	29						21	38	34	7	0	--	--	3.72	0.87	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	5	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	27						7	41	41	4	7	--	--	3.37	0.95	
16d. 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	17388						29	45	17	5	4	-10	-8	3.90	1.01	
HQDA	920						33	46	14	4	3	--	--	4.00	0.96	
G1	121						38	42	14	5	1	--	--	4.12	0.88	
OFC, DEP CHIEF OF STAFF, PERS G1	33						42	42	6	9	0	--	--	4.18	0.90	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	36						50	33	11	6	0	--	--	4.28	0.87	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	8	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	35						29	40	26	3	3	--	--	3.89	0.95	

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

-- No history data available

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



FY10 Army Civilian Attitude Survey G1 Results for 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
FAIRNESS																
16e. If I complained of discrimination, it would be held against me. *																
Total Army	16708						15	30	30	16	9	-8	+1	3.28	1.16	
HQDA	864						16	32	30	13	9	--	--	3.34	1.15	
G1	110						19	38	29	10	4	--	--	3.59	1.02	
OFC, DEP CHIEF OF STAFF, PERS G1	28						14	43	18	21	4	--	--	3.43	1.08	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	33						21	33	33	9	3	--	--	3.61	1.01	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	36						17	39	33	6	6	--	--	3.56	1.01	

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

-- No history data available

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



FY10 Army Civilian Attitude Survey G1 Results for Supervisors



Item Detail	# Resp	Yes	No
DISCRIMINATION			
17. 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	19374	10%	90%
HQDA	1034	9%	91%
G1	138	7%	93%
OFC, DEP CHIEF OF STAFF, PERS G1	37	11%	89%
HEADQUARTERS, CHRA	3	--	--
CHRA Regional Offices	37	0%	100%
CIVILIAN PERSONNEL FIELD AGENCY	6	--	--
ARMY RESEARCH INSTITUTE	9	--	--
HUMAN RESOURCES COMMAND	46	13%	87%
17a. If you were discriminated against, did you report the incident?			
Total Army	1985	30%	70%
HQDA	100	30%	70%
G1	10	30%	70%
OFC, DEP CHIEF OF STAFF, PERS G1	4	--	--
HUMAN RESOURCES COMMAND	6	--	--



FY10 Army Civilian Attitude Survey

G1

Results for Supervisors



Item Detail	# Resp	Yes	No	Too soon to know
DISCRIMINATION				
17b. If you reported the incident, did you experience any adverse consequences?				
Total Army	590	58%	19%	24%
HQDA	29	62%	17%	21%
G1	3	--	--	--
HUMAN RESOURCES COMMAND	3	--	--	--



FY10 Army Civilian Attitude Survey G1 Results for Supervisors



Item Detail	# Resp	Yes	No
HARASSMENT			
18. 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	19254	6%	94%
HQDA	1024	6%	94%
G1	136	2%	98%
OFC, DEP CHIEF OF STAFF, PERS G1	36	3%	97%
HEADQUARTERS, CHRA	3	--	--
CHRA Regional Offices	37	0%	100%
CIVILIAN PERSONNEL FIELD AGENCY	5	--	--
ARMY RESEARCH INSTITUTE	9	--	--
HUMAN RESOURCES COMMAND	46	4%	96%
18a. If you were harassed, did you report the incident?			
Total Army	1302	37%	63%
HQDA	69	43%	57%
G1	4	--	--
OFC, DEP CHIEF OF STAFF, PERS G1	1	--	--
CIVILIAN PERSONNEL FIELD AGENCY	1	--	--
HUMAN RESOURCES COMMAND	2	--	--



FY10 Army Civilian Attitude Survey

G1

Results for Supervisors



Item Detail	# Resp	Yes	No	Too soon to know
HARASSMENT				
18b. If you reported the incident, did you experience any adverse consequences?				
Total Army	484	60%	21%	19%
HQDA	31	68%	16%	16%
G1	1	--	--	--
CIVILIAN PERSONNEL FIELD AGENCY	1	--	--	--



FY10 Army Civilian Attitude Survey G1 Results for 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
CAREER PLANS																
19. 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	19335	70% Favorable, 11% Neither, 19% Unfavorable					43	27	11	11	8	+2	-2	3.86	1.29	
HQDA	1028	70% Favorable, 11% Neither, 19% Unfavorable					43	27	11	10	9	--	--	3.86	1.31	
G1	136	74% Favorable, 12% Neither, 14% Unfavorable					50	24	12	7	7	--	--	4.03	1.24	
OFC, DEP CHIEF OF STAFF, PERS G1	36	78% Favorable, 8% Neither, 14% Unfavorable					42	36	8	6	8	--	--	3.97	1.21	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	37	76% Favorable, 8% Neither, 16% Unfavorable					54	22	8	14	3	--	--	4.11	1.18	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	45	71% Favorable, 18% Neither, 11% Unfavorable					56	16	18	2	9	--	--	4.07	1.27	
20a. Do you see yourself working at your current organization one year from now?																
Total Army	18175	79% Favorable, 6% Neither, 14% Unfavorable					53	26	6	7	7	--	--	4.11	1.24	
HQDA	984	78% Favorable, 6% Neither, 16% Unfavorable					53	25	6	7	9	--	--	4.05	1.30	
G1	130	76% Favorable, 5% Neither, 19% Unfavorable					59	17	5	8	11	--	--	4.05	1.39	
OFC, DEP CHIEF OF STAFF, PERS G1	35	77% Favorable, 6% Neither, 17% Unfavorable					43	34	6	11	6	--	--	3.97	1.21	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	36	83% Favorable, 17% Unfavorable					75	8	0	6	11	--	--	4.31	1.37	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	8	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	43	67% Favorable, 9% Neither, 23% Unfavorable					60	7	9	7	16	--	--	3.88	1.56	

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

-- No history data available

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FY10 Army Civilian Attitude Survey G1 Results for 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
CAREER PLANS																
20b. Do you see yourself working at your current organization three years from now?																
Total Army	18075						33	24	12	14	17	--	--	3.43	1.48	
HQDA	970						31	23	12	14	19	--	--	3.34	1.51	
G1	128						34	27	6	13	20	--	--	3.40	1.55	
OFC, DEP CHIEF OF STAFF, PERS G1	34						29	29	6	18	18	--	--	3.35	1.49	
HEADQUARTERS, CHRA	2	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	35						34	29	3	11	23	--	--	3.40	1.59	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	8	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	43						42	26	5	7	21	--	--	3.60	1.57	
20c. Do you see yourself working at your current organization five years from now?																
Total Army	18570						25	16	14	17	28	--	--	2.93	1.57	
HQDA	992						22	15	14	18	31	--	--	2.79	1.55	
G1	131						28	13	18	11	31	--	--	2.98	1.61	
OFC, DEP CHIEF OF STAFF, PERS G1	35						17	23	11	9	40	--	--	2.69	1.58	
HEADQUARTERS, CHRA	2	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	36						33	11	19	11	25	--	--	3.17	1.59	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	44						39	11	18	9	23	--	--	3.34	1.59	

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FY10 Army Civilian Attitude Survey G1 Results for 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
CAREER PLANS																
21a. 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	19039						19	21	18	22	21	-2	-4	2.94	1.42	
HQDA	1011						21	17	19	24	19	--	--	2.97	1.42	
G1	135						24	22	19	17	17	--	--	3.20	1.42	
OFC, DEP CHIEF OF STAFF, PERS G1	35						17	29	14	17	23	--	--	3.00	1.43	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	37						32	22	19	16	11	--	--	3.49	1.37	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	46						20	22	20	20	20	--	--	3.02	1.41	
21b. 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	18940						26	28	20	16	10	0	-1	3.44	1.29	
HQDA	1007						26	25	20	19	10	--	--	3.39	1.32	
G1	135						33	26	18	15	9	--	--	3.59	1.31	
OFC, DEP CHIEF OF STAFF, PERS G1	35						26	31	17	11	14	--	--	3.43	1.36	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	37						41	32	8	16	3	--	--	3.92	1.17	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	46						28	24	22	15	11	--	--	3.43	1.33	

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

-- No history data available

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FY10 Army Civilian Attitude Survey G1 Results for 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
CAREER PLANS																
21c. 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	18937						39	32	15	10	5	+8	+5	3.90	1.16	
HQDA	1004						43	30	14	9	4	--	--	3.98	1.15	
G1	135						45	27	19	6	4	--	--	4.04	1.10	
OFC, DEP CHIEF OF STAFF, PERS G1	35						40	29	14	14	3	--	--	3.89	1.17	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	37						57	35	3	3	3	--	--	4.41	0.88	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	46						39	24	26	4	7	--	--	3.85	1.18	
21d. In the next 5 years, how likely or unlikely is it that you will retire from Federal service? *																
Total Army	19225						35	18	10	15	23	+7	+5	3.29	1.60	
HQDA	1022						37	15	10	15	24	--	--	3.27	1.63	
G1	137						36	15	12	12	26	--	--	3.24	1.63	
OFC, DEP CHIEF OF STAFF, PERS G1	36						33	17	14	8	28	--	--	3.19	1.63	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	37						32	22	14	8	24	--	--	3.30	1.57	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	46						46	9	9	17	20	--	--	3.43	1.64	

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

-- No history data available

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FY10 Army Civilian Attitude Survey G1 Results for 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
CAREER PLANS						
22. In the coming year (the next 12 months), do you plan to look for another job?						
Total Army	19297	47%	29%	2%	11%	11%
HQDA	1025	49%	29%	2%	9%	11%
G1	135	59%	21%	1%	7%	12%
OFC, DEP CHIEF OF STAFF, PERS G1	36	56%	25%	0%	3%	17%
HEADQUARTERS, CHRA	3	--	--	--	--	--
CHRA Regional Offices	37	68%	19%	3%	0%	11%
CIVILIAN PERSONNEL FIELD AGENCY	6	--	--	--	--	--
ARMY RESEARCH INSTITUTE	9	--	--	--	--	--
HUMAN RESOURCES COMMAND	44	52%	16%	2%	20%	9%



FY10 Army Civilian Attitude Survey G1 Results for Supervisors



Item Detail	# Resp	Not willing to relocate	Within my immediate area	Within my CONUS region	Within my OCONUS region	Anywhere
CAREER PLANS						
23a. Would you be willing to relocate to stay with your job if it moved?						
Total Army	19132	29%	31%	16%	5%	19%
HQDA	1021	31%	34%	15%	2%	18%
G1	136	31%	28%	12%	4%	26%
OFC, DEP CHIEF OF STAFF, PERS G1	36	33%	31%	14%	0%	22%
HEADQUARTERS, CHRA	3	--	--	--	--	--
CHRA Regional Offices	37	32%	22%	8%	14%	24%
CIVILIAN PERSONNEL FIELD AGENCY	6	--	--	--	--	--
ARMY RESEARCH INSTITUTE	9	--	--	--	--	--
HUMAN RESOURCES COMMAND	45	27%	29%	13%	0%	31%
23b. Would you be willing to relocate for a career enhancing development opportunity?						
Total Army	19107	25%	28%	17%	5%	25%
HQDA	1017	27%	32%	16%	2%	22%
G1	136	31%	29%	11%	2%	26%
OFC, DEP CHIEF OF STAFF, PERS G1	36	31%	31%	14%	3%	22%
HEADQUARTERS, CHRA	3	--	--	--	--	--
CHRA Regional Offices	37	38%	22%	8%	5%	27%
CIVILIAN PERSONNEL FIELD AGENCY	6	--	--	--	--	--
ARMY RESEARCH INSTITUTE	9	--	--	--	--	--
HUMAN RESOURCES COMMAND	45	24%	33%	13%	0%	29%



FY10 Army Civilian Attitude Survey G1 Results for Supervisors



Item Detail	# Resp	Not willing to relocate	Within my immediate area	Within my CONUS region	Within my OCONUS region	Anywhere
CAREER PLANS						
23c. Would you be willing to relocate to get an increase in pay?						
Total Army	19086	26%	31%	17%	5%	22%
HQDA	1018	28%	36%	15%	2%	19%
G1	136	33%	30%	13%	3%	21%
OFC, DEP CHIEF OF STAFF, PERS G1	36	36%	31%	17%	0%	17%
HEADQUARTERS, CHRA	3	--	--	--	--	--
CHRA Regional Offices	37	32%	24%	11%	11%	22%
CIVILIAN PERSONNEL FIELD AGENCY	6	--	--	--	--	--
ARMY RESEARCH INSTITUTE	9	--	--	--	--	--
HUMAN RESOURCES COMMAND	45	29%	36%	9%	0%	27%
23d. Would you be willing to relocate to get a promotion?						
Total Army	19085	24%	29%	18%	5%	24%
HQDA	1014	26%	35%	15%	2%	23%
G1	136	31%	32%	10%	1%	26%
OFC, DEP CHIEF OF STAFF, PERS G1	36	33%	31%	17%	0%	19%
HEADQUARTERS, CHRA	3	--	--	--	--	--
CHRA Regional Offices	37	32%	27%	8%	5%	27%
CIVILIAN PERSONNEL FIELD AGENCY	6	--	--	--	--	--
ARMY RESEARCH INSTITUTE	9	--	--	--	--	--
HUMAN RESOURCES COMMAND	45	24%	38%	7%	0%	31%



FY10 Army Civilian Attitude Survey G1 Results for 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																	
24a. Considering everything, how satisfied or dissatisfied are you with your job?																	
Total Army	19212	83%					9%	8%	35	48	9	6	2	+5	+3	4.08	0.93
HQDA	1020	85%					7%	8%	39	46	7	5	3	--	--	4.15	0.93
G1	135	90%					4%	6%	44	46	4	4	1	--	--	4.26	0.85
OFC, DEP CHIEF OF STAFF, PERS G1	36	86%					6%	8%	36	50	6	6	3	--	--	4.11	0.94
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item															
CHRA Regional Offices	37	92%						5%	46	46	3	5	0	--	--	4.32	0.77
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item															
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item															
HUMAN RESOURCES COMMAND	44	93%						5%	52	41	2	2	2	--	--	4.39	0.83
24b. Considering everything, how satisfied or dissatisfied are you with your pay?																	
Total Army	19234	73%					12%	16%	24	48	12	12	4	+6	+4	3.78	1.06
HQDA	1022	83%					8%	9%	36	47	8	7	2	--	--	4.07	0.95
G1	135	87%					4%	8%	45	42	4	6	2	--	--	4.22	0.94
OFC, DEP CHIEF OF STAFF, PERS G1	36	86%						11%	39	47	3	6	6	--	--	4.08	1.06
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item															
CHRA Regional Offices	37	95%							57	38	3	0	3	--	--	4.46	0.79
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item															
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item															
HUMAN RESOURCES COMMAND	44	82%					7%	11%	41	41	7	11	0	--	--	4.11	0.96

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
24c. Considering everything, how satisfied or dissatisfied are you with the training you receive for your present job?																
Total Army	19214						14	40	25	16	5	--	--	3.43	1.07	
HQDA	1024						15	37	28	16	4	--	--	3.41	1.05	
G1	136						12	38	33	13	4	--	--	3.41	0.98	
OFC, DEP CHIEF OF STAFF, PERS G1	36						8	28	47	14	3	--	--	3.25	0.89	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	37						14	54	16	14	3	--	--	3.62	0.97	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	45						11	40	27	16	7	--	--	3.33	1.07	
24d. Considering everything, how satisfied or dissatisfied are you with the recognition you receive for doing a good job?																
Total Army	19220						16	37	22	17	8	-5	-6	3.36	1.18	
HQDA	1024						19	38	22	16	5	--	--	3.49	1.12	
G1	136						23	37	24	10	6	--	--	3.60	1.12	
OFC, DEP CHIEF OF STAFF, PERS G1	36						19	36	25	17	3	--	--	3.53	1.07	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	37						24	30	30	14	3	--	--	3.59	1.08	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	45						22	40	22	4	11	--	--	3.58	1.20	

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
24e. Considering everything, how satisfied or dissatisfied are you with your involvement in decisions that affect your work?																
Total Army	19216						21	42	17	14	6	--	--	3.56	1.15	
HQDA	1022						25	43	15	12	4	--	--	3.73	1.10	
G1	135						26	47	13	8	5	--	--	3.81	1.07	
OFC, DEP CHIEF OF STAFF, PERS G1	36						22	44	17	11	6	--	--	3.67	1.11	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	36						31	44	14	8	3	--	--	3.92	1.01	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	45						24	51	9	7	9	--	--	3.76	1.16	
24f. Considering everything, how satisfied or dissatisfied are you with your opportunities to be innovative or expand the scope of your job?																
Total Army	19215						20	41	20	13	6	+1	-2	3.57	1.12	
HQDA	1019						24	42	18	11	4	--	--	3.70	1.08	
G1	136						30	39	20	6	5	--	--	3.83	1.08	
OFC, DEP CHIEF OF STAFF, PERS G1	36						28	39	19	6	8	--	--	3.72	1.17	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	37						35	38	19	8	0	--	--	4.00	0.93	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	45						27	40	20	4	9	--	--	3.71	1.17	

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
24g. Considering everything, how satisfied or dissatisfied are you with your opportunity to get a better job in your organization?																
Total Army	19222						10	27	35	19	9	+4	+3	3.09	1.11	
HQDA	1020						12	25	39	18	6	--	--	3.19	1.05	
G1	136						11	30	40	12	7	--	--	3.27	1.03	
OFC, DEP CHIEF OF STAFF, PERS G1	36						8	19	47	19	6	--	--	3.06	0.97	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	37						16	38	35	8	3	--	--	3.57	0.95	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	45						11	33	36	9	11	--	--	3.24	1.12	
24h. Considering everything, how satisfied or dissatisfied are you with your opportunities for promotion?																
Total Army	19212						9	26	32	22	11	0	-2	2.99	1.13	
HQDA	1019						10	26	38	18	8	--	--	3.11	1.07	
G1	136						10	27	40	15	9	--	--	3.14	1.07	
OFC, DEP CHIEF OF STAFF, PERS G1	36						8	28	33	17	14	--	--	3.00	1.15	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	37						16	24	43	14	3	--	--	3.38	1.00	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	45						7	29	38	16	11	--	--	3.04	1.07	

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
24i. Considering everything, how satisfied or dissatisfied are you with management at your organization?																
Total Army	19210						15	39	21	15	10	-4	-4	3.35	1.19	
HQDA	1021						19	42	19	12	7	--	--	3.54	1.14	
G1	135						24	44	21	7	4	--	--	3.77	1.01	
OFC, DEP CHIEF OF STAFF, PERS G1	36						11	47	28	8	6	--	--	3.50	0.99	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	37						32	43	14	11	0	--	--	3.97	0.94	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	8	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	45						22	47	20	7	4	--	--	3.76	1.01	
24j. 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	19229						16	40	20	15	8	--	--	3.40	1.17	
HQDA	1021						19	42	19	13	7	--	--	3.54	1.14	
G1	135						24	42	20	10	4	--	--	3.72	1.05	
OFC, DEP CHIEF OF STAFF, PERS G1	36						11	44	19	19	6	--	--	3.36	1.08	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	37						38	35	16	11	0	--	--	4.00	0.99	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	44						20	48	20	7	5	--	--	3.73	1.01	

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
24k. Considering everything, how satisfied or dissatisfied are you with policies and practices of your senior leaders?																
Total Army	19220						14	36	23	16	10	-2	-1	3.28	1.19	
HQDA	1021						18	39	22	14	7	--	--	3.48	1.14	
G1	136						22	41	27	7	2	--	--	3.74	0.96	
OFC, DEP CHIEF OF STAFF, PERS G1	36						8	58	19	8	6	--	--	3.56	0.96	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	37						30	32	32	5	0	--	--	3.86	0.91	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	45						24	38	27	9	2	--	--	3.73	1.00	

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
26a. I would recommend that others pursue a career as a civilian with this organization.																
Total Army	19240	70% Favorable, 17% Neither, 14% Unfavorable					28	42	17	9	4	+6	+4	3.79	1.08	
HQDA	1024	73% Favorable, 15% Neither, 12% Unfavorable					30	43	15	8	4	--	--	3.87	1.05	
G1	136	82% Favorable, 12% Neither, 6% Unfavorable					35	47	12	5	1	--	--	4.11	0.85	
OFC, DEP CHIEF OF STAFF, PERS G1	36	75% Favorable, 11% Neither, 14% Unfavorable					17	58	11	14	0	--	--	3.78	0.89	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	37	84% Favorable, 11% Neither, 5% Unfavorable					46	38	11	5	0	--	--	4.24	0.85	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	45	82% Favorable, 18% Neither					44	38	18	0	0	--	--	4.27	0.74	
26b. I would recommend that others pursue a career as a civilian with the Army.																
Total Army	19196	85% Favorable, 11% Neither, 5% Unfavorable					38	47	11	3	1	--	--	4.17	0.84	
HQDA	1020	89% Favorable, 7% Neither, 4% Unfavorable					42	47	7	3	1	--	--	4.27	0.78	
G1	136	93% Favorable, 4% Neither					47	46	4	2	0	--	--	4.38	0.68	
OFC, DEP CHIEF OF STAFF, PERS G1	36	94% Favorable					25	69	3	3	0	--	--	4.17	0.60	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	37	100% Favorable					62	38	0	0	0	--	--	4.62	0.48	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	45	87% Favorable, 11% Neither					53	33	11	2	0	--	--	4.38	0.77	

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



FY10 Army Civilian Attitude Survey G1 Results for 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
QUALITY OF WORK LIFE																
24l. Considering everything, how satisfied or dissatisfied are you with the opportunity you have to Telework?																
Total Army	13858						7	19	38	19	16	--	--	2.82	1.13	
HQDA	854						8	22	32	21	17	--	--	2.84	1.19	
G1	115						10	17	35	21	17	--	--	2.84	1.20	
OFC, DEP CHIEF OF STAFF, PERS G1	32						9	13	31	25	22	--	--	2.63	1.22	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	29						14	21	41	21	3	--	--	3.21	1.03	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	7	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	38						5	18	34	24	18	--	--	2.68	1.13	
24m. Considering everything, how satisfied or dissatisfied are you with Alternative Work Schedules?																
Total Army	16423						16	35	27	12	11	--	--	3.32	1.19	
HQDA	907						15	32	27	12	14	--	--	3.21	1.24	
G1	118						14	26	32	17	10	--	--	3.18	1.18	
OFC, DEP CHIEF OF STAFF, PERS G1	32						9	13	34	28	16	--	--	2.72	1.15	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	31						23	39	26	3	10	--	--	3.61	1.16	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	40						5	30	33	23	10	--	--	2.98	1.06	

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



FY10 Army Civilian Attitude Survey G1 Results for 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
QUALITY OF WORK LIFE																
24n. Considering everything, how satisfied or dissatisfied are you with Health and Wellness Programs (e.g., exercise, medical screening, quit smoking programs)?																
Total Army	16470						13	39	30	10	7	--	--	3.41	1.07	
HQDA	855						12	36	34	11	8	--	--	3.32	1.07	
G1	114						10	36	39	11	5	--	--	3.34	0.97	
OFC, DEP CHIEF OF STAFF, PERS G1	30						7	40	37	7	10	--	--	3.27	1.03	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	32						13	41	34	9	3	--	--	3.50	0.94	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	37						11	35	38	11	5	--	--	3.35	0.99	
24o. Considering everything, how satisfied or dissatisfied are you with Employee Assistance Program (EAP)?																
Total Army	13382						12	38	41	5	4	--	--	3.48	0.93	
HQDA	664						11	34	45	5	5	--	--	3.42	0.92	
G1	88						9	36	50	3	1	--	--	3.49	0.75	
OFC, DEP CHIEF OF STAFF, PERS G1	20						5	25	70	0	0	--	--	3.35	0.57	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	26						15	50	31	4	0	--	--	3.77	0.75	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	5	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	29						7	38	45	7	3	--	--	3.38	0.85	

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



FY10 Army Civilian Attitude Survey G1 Results for 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
QUALITY OF WORK LIFE																
24p. Considering everything, how satisfied or dissatisfied are you with Child Care Programs (e.g., daycare, parenting classes, parenting support groups)?																
Total Army	9722						11	25	55	5	5	--	--	3.31	0.90	
HQDA	467						8	20	62	5	5	--	--	3.21	0.85	
G1	67						4	21	66	4	4	--	--	3.16	0.76	
OFC, DEP CHIEF OF STAFF, PERS G1	13						0	15	77	8	0	--	--	3.08	0.47	
HEADQUARTERS, CHRA	2	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	21						10	33	52	5	0	--	--	3.48	0.73	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	5	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	21						0	24	62	5	10	--	--	3.00	0.82	
24q. Considering everything, how satisfied or dissatisfied are you with Elder Care Programs (e.g., support groups, speakers)?																
Total Army	8771						6	17	66	6	5	--	--	3.13	0.80	
HQDA	448						6	15	69	4	6	--	--	3.11	0.80	
G1	64						2	16	73	5	5	--	--	3.05	0.67	
OFC, DEP CHIEF OF STAFF, PERS G1	14						0	14	79	7	0	--	--	3.07	0.46	
HEADQUARTERS, CHRA	2	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	18						0	17	78	6	0	--	--	3.11	0.46	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	5	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	20						0	25	60	5	10	--	--	3.00	0.84	

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



FY10 Army Civilian Attitude Survey

G1

Results for 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.
QUALITY OF WORK LIFE							
28. Please select the response below that best describes your telework situation.							
Total Army	18721	3%	8%	36%	6%	30%	17%
HQDA	1002	2%	12%	23%	6%	36%	20%
G1	133	5%	12%	18%	3%	44%	19%
OFC, DEP CHIEF OF STAFF, PERS G1	36	3%	17%	17%	0%	42%	22%
HEADQUARTERS, CHRA	3	--	--	--	--	--	--
CHRA Regional Offices	37	3%	16%	24%	5%	32%	19%
CIVILIAN PERSONNEL FIELD AGENCY	6	--	--	--	--	--	--
ARMY RESEARCH INSTITUTE	8	--	--	--	--	--	--
HUMAN RESOURCES COMMAND	43	5%	0%	19%	5%	56%	16%



FY10 Army Civilian Attitude Survey G1 Results for 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																
25. Overall, how well or poorly prepared is your organization to perform its mission?																
Total Army	19216						25	51	17	6	1	+1	0	3.93	0.88	
HQDA	1024						24	52	17	6	1	--	--	3.93	0.84	
G1	136						26	55	16	2	0	--	--	4.06	0.72	
OFC, DEP CHIEF OF STAFF, PERS G1	36						25	58	14	3	0	--	--	4.06	0.70	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	37						16	59	19	5	0	--	--	3.86	0.74	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	45						36	47	18	0	0	--	--	4.18	0.71	

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
27a. How well or poorly does your organization reward good work performance?																
Total Army	18704						12	27	33	18	9	--	--	3.13	1.13	
HQDA	986						12	29	37	15	7	--	--	3.25	1.06	
G1	127						16	31	39	8	6	--	--	3.43	1.05	
OFC, DEP CHIEF OF STAFF, PERS G1	34						9	32	41	9	9	--	--	3.24	1.03	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	37						14	27	46	14	0	--	--	3.41	0.88	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	39						18	33	33	5	10	--	--	3.44	1.15	
27b. How well or poorly does your organization discipline/correct poor work performance?																
Total Army	17979						5	18	35	30	13	--	--	2.73	1.06	
HQDA	930						7	19	35	30	9	--	--	2.84	1.05	
G1	118						10	20	32	29	8	--	--	2.95	1.11	
OFC, DEP CHIEF OF STAFF, PERS G1	30						10	3	33	43	10	--	--	2.60	1.05	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	36						14	28	39	19	0	--	--	3.36	0.95	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	35						6	23	31	23	17	--	--	2.77	1.15	

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
27c. How well or poorly does your organization link pay to performance?																
Total Army	17942						6	18	33	29	15	--	--	2.70	1.10	
HQDA	946						8	21	35	25	11	--	--	2.91	1.10	
G1	119						12	21	43	15	9	--	--	3.11	1.09	
OFC, DEP CHIEF OF STAFF, PERS G1	34						12	24	44	15	6	--	--	3.21	1.02	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	37						11	14	49	19	8	--	--	3.00	1.04	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	8	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	32						9	28	31	16	16	--	--	3.00	1.20	
27d. How well or poorly does your organization promote good communication between supervisors and employees?																
Total Army	18943						11	31	34	16	9	--	--	3.20	1.10	
HQDA	1002						12	33	35	13	6	--	--	3.31	1.05	
G1	128						16	30	38	11	4	--	--	3.45	1.01	
OFC, DEP CHIEF OF STAFF, PERS G1	34						12	35	29	15	9	--	--	3.26	1.12	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	37						19	27	49	5	0	--	--	3.59	0.85	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	40						20	28	33	15	5	--	--	3.43	1.12	

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
27e. How well or poorly does your organization ensure individual performance supports organizational mission effectiveness?																
Total Army	18687						11	33	38	13	6	--	--	3.30	1.01	
HQDA	994						13	35	36	12	4	--	--	3.41	0.99	
G1	128						15	38	35	9	3	--	--	3.53	0.95	
OFC, DEP CHIEF OF STAFF, PERS G1	34						12	41	35	9	3	--	--	3.50	0.92	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	37						19	35	38	8	0	--	--	3.65	0.88	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	40						13	38	33	10	8	--	--	3.38	1.07	
27f. How well or poorly does your organization attract new employees?																
Total Army	18028						8	25	39	20	8	--	--	3.04	1.05	
HQDA	957						9	27	39	19	6	--	--	3.13	1.02	
G1	125						10	33	38	14	5	--	--	3.30	0.99	
OFC, DEP CHIEF OF STAFF, PERS G1	34						6	32	38	15	9	--	--	3.12	1.02	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	37						11	22	57	11	0	--	--	3.32	0.81	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	37						11	49	19	16	5	--	--	3.43	1.05	

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FY10 Army Civilian Attitude Survey G1 Results for 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																
27g. How well or poorly does your organization fill vacancies quickly?																
Total Army	18647						4	12	26	30	28	--	--	2.34	1.12	
HQDA	985						5	13	28	28	25	--	--	2.45	1.15	
G1	127						6	17	28	24	24	--	--	2.58	1.20	
OFC, DEP CHIEF OF STAFF, PERS G1	35						3	11	29	34	23	--	--	2.37	1.04	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	37						8	35	32	16	8	--	--	3.19	1.06	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	38						8	8	18	21	45	--	--	2.13	1.28	
27h. How well or poorly does your organization link individual and organizational performance?																
Total Army	18170						7	24	41	19	9	--	--	3.02	1.03	
HQDA	964						10	27	40	17	7	--	--	3.16	1.03	
G1	123						14	27	43	11	5	--	--	3.33	1.01	
OFC, DEP CHIEF OF STAFF, PERS G1	34						12	32	35	18	3	--	--	3.32	0.99	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	37						16	14	57	14	0	--	--	3.32	0.90	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	35						14	29	34	9	14	--	--	3.20	1.21	

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FY10 Army Civilian Attitude Survey G1 Results for 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																
29a. 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	18285						11	25	36	17	11	-8	-8	3.08	1.14	
HQDA	971						17	24	32	15	11	--	--	3.21	1.22	
G1	125						20	30	33	12	5	--	--	3.49	1.09	
OFC, DEP CHIEF OF STAFF, PERS G1	34						6	18	59	12	6	--	--	3.06	0.87	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	37						46	35	16	3	0	--	--	4.24	0.82	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	37						14	30	22	24	11	--	--	3.11	1.23	
29b. How well or poorly does the Human Resources Office (Personnel) support you in providing customer-focused service?																
Total Army	18075						11	26	36	17	10	-3	-2	3.12	1.12	
HQDA	956						19	23	34	15	10	--	--	3.24	1.21	
G1	123						22	25	36	11	6	--	--	3.46	1.12	
OFC, DEP CHIEF OF STAFF, PERS G1	35						11	9	54	17	9	--	--	2.97	1.03	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	37						46	30	22	3	0	--	--	4.19	0.86	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	8	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	35						17	26	29	17	11	--	--	3.20	1.24	

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FY10 Army Civilian Attitude Survey G1 Results for 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																
29c. 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	14754						10	25	38	17	11	+1	+6	3.05	1.11	
HQDA	739						17	21	36	17	9	--	--	3.22	1.17	
G1	104						16	25	38	14	6	--	--	3.32	1.09	
OFC, DEP CHIEF OF STAFF, PERS G1	27						7	15	52	19	7	--	--	2.96	0.96	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	34						29	35	24	9	3	--	--	3.79	1.05	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	30						13	23	37	17	10	--	--	3.13	1.15	
29d. How well or poorly does the Human Resources Office (Personnel) support you in providing career counseling?																
Total Army	15067						6	15	30	30	19	--	--	2.59	1.14	
HQDA	753						10	16	26	29	19	--	--	2.70	1.23	
G1	99						9	24	26	27	13	--	--	2.89	1.18	
OFC, DEP CHIEF OF STAFF, PERS G1	25						4	4	32	40	20	--	--	2.32	0.97	
HEADQUARTERS, CHRA	2	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	34						21	35	24	21	0	--	--	3.56	1.03	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	5	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	29						3	28	17	24	28	--	--	2.55	1.25	

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FY10 Army Civilian Attitude Survey G1 Results for 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																
29e. How well or poorly does the Human Resources Office (Personnel) support you in providing counseling, information, or training on retirement and benefits?																
Total Army	16286						8	22	37	19	13	-8	-6	2.93	1.12	
HQDA	800						13	22	33	19	13	--	--	3.04	1.21	
G1	100						10	32	30	17	11	--	--	3.13	1.15	
OFC, DEP CHIEF OF STAFF, PERS G1	26						4	8	50	27	12	--	--	2.65	0.92	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	32						25	47	22	6	0	--	--	3.91	0.84	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	29						3	31	17	21	28	--	--	2.62	1.27	
29f. How well or poorly does the Human Resources Office (Personnel) support you in finding sources for all types of training?																
Total Army	15813						7	19	36	24	14	-7	-2	2.80	1.11	
HQDA	813						11	20	33	23	14	--	--	2.93	1.19	
G1	104						16	23	26	24	11	--	--	3.11	1.24	
OFC, DEP CHIEF OF STAFF, PERS G1	28						4	4	36	46	11	--	--	2.43	0.86	
HEADQUARTERS, CHRA	2	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	35						37	43	14	6	0	--	--	4.11	0.85	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	29						10	21	24	17	28	--	--	2.69	1.34	

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FY10 Army Civilian Attitude Survey

G1

Results for 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																
29g. How well or poorly does the Human Resources Office (Personnel) support you in providing counseling, information, or training on financial planning?																
Total Army	14175						6	17	34	27	17	--	--	2.68	1.12	
HQDA	681						10	15	31	26	17	--	--	2.75	1.21	
G1	90						10	19	28	27	17	--	--	2.79	1.22	
OFC, DEP CHIEF OF STAFF, PERS G1	22						5	5	32	45	14	--	--	2.41	0.94	
HEADQUARTERS, CHRA	2	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	31						23	26	32	13	6	--	--	3.45	1.16	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	25						4	24	16	20	36	--	--	2.40	1.30	
29h. 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	14876						6	19	36	24	15	--	--	2.77	1.11	
HQDA	724						10	19	32	23	16	--	--	2.83	1.20	
G1	94						10	22	31	21	16	--	--	2.88	1.20	
OFC, DEP CHIEF OF STAFF, PERS G1	24						4	13	38	29	17	--	--	2.58	1.04	
HEADQUARTERS, CHRA	2	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	33						21	27	33	15	3	--	--	3.48	1.08	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	5	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	26						4	27	15	15	38	--	--	2.42	1.34	

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FY10 Army Civilian Attitude Survey G1 Results for 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																
29i. How well or poorly does the Human Resources Office (Personnel) support you in providing training in supervisory/management skills?																
Total Army	17242						7	22	38	22	12	--	--	2.89	1.09	
HQDA	880						11	23	33	21	13	--	--	2.99	1.18	
G1	115						10	23	34	20	13	--	--	2.97	1.16	
OFC, DEP CHIEF OF STAFF, PERS G1	32						6	3	41	34	16	--	--	2.50	1.00	
HEADQUARTERS, CHRA	2	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	37						19	41	30	8	3	--	--	3.65	0.96	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	34						6	26	26	15	26	--	--	2.71	1.27	
29j. How well or poorly does the Human Resources Office (Personnel) support you in explaining and providing training in the way Civilian Human Resources functions and its processes and responsibilities?																
Total Army	16630						6	18	35	26	16	-5	--	2.73	1.11	
HQDA	865						12	17	31	22	17	--	--	2.84	1.24	
G1	109						14	18	35	20	13	--	--	3.00	1.20	
OFC, DEP CHIEF OF STAFF, PERS G1	29						7	0	45	34	14	--	--	2.52	0.97	
HEADQUARTERS, CHRA	2	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	36						31	36	28	6	0	--	--	3.92	0.89	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	5	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	33						6	15	30	18	30	--	--	2.48	1.23	

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FY10 Army Civilian Attitude Survey G1 Results for 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																
29k. How well or poorly does the Human Resources Office (Personnel) support you in providing advice on assessing employees' competencies/skills so that they are matched to appropriate jobs?																
Total Army	15883						6	18	35	26	16	-5	-3	2.72	1.11	
HQDA	815						11	18	31	22	17	--	--	2.84	1.23	
G1	105						15	24	27	22	12	--	--	3.08	1.25	
OFC, DEP CHIEF OF STAFF, PERS	30						3	13	40	30	13	--	--	2.63	0.98	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	32						38	41	9	13	0	--	--	4.03	0.98	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	29						10	14	24	24	28	--	--	2.55	1.30	
29l. How well or poorly does the Human Resources Office (Personnel) support you in providing advice on how to enhance employee productivity by accurately assessing employee performance?																
Total Army	15812						6	17	35	27	16	-1	0	2.70	1.10	
HQDA	823						11	16	32	25	15	--	--	2.83	1.20	
G1	106						12	20	30	25	13	--	--	2.93	1.21	
OFC, DEP CHIEF OF STAFF, PERS	29						3	3	41	34	17	--	--	2.41	0.93	
HEADQUARTERS, CHRA	2	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	35						26	37	17	20	0	--	--	3.69	1.06	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	30						10	17	27	20	27	--	--	2.63	1.30	

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FY10 Army Civilian Attitude Survey

G1

Results for 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																
29m. How well or poorly does the Human Resources Office (Personnel) support you in providing advice on compensation/pay options to attract and retain employees?																
Total Army	15651						6	17	32	27	18	-7	-4	2.66	1.13	
HQDA	808						13	18	28	23	18	--	--	2.83	1.27	
G1	104						14	23	28	21	13	--	--	3.04	1.25	
OFC, DEP CHIEF OF STAFF, PERS G1	29						7	3	41	31	17	--	--	2.52	1.04	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	33						30	42	18	9	0	--	--	3.94	0.92	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	29						10	17	17	24	31	--	--	2.52	1.35	
29n. How well or poorly does the Human Resources Office (Personnel) support you in providing advice on recognizing employees and granting awards to them?																
Total Army	16329						6	20	35	24	15	-6	-3	2.78	1.12	
HQDA	845						12	20	32	21	15	--	--	2.92	1.22	
G1	108						15	25	26	21	13	--	--	3.07	1.25	
OFC, DEP CHIEF OF STAFF, PERS G1	31						6	16	35	26	16	--	--	2.71	1.11	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	33						33	39	12	15	0	--	--	3.91	1.03	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	31						10	19	23	19	29	--	--	2.61	1.34	

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
29o. How well or poorly does the Human Resources Office (Personnel) support you in providing advice on dealing with "problem" employees?																
Total Army	16430						9	22	35	20	15	-9	-7	2.90	1.16	
HQDA	830						15	22	32	18	13	--	--	3.07	1.24	
G1	105						14	32	30	11	12	--	--	3.25	1.20	
OFC, DEP CHIEF OF STAFF, PERS G1	29						7	14	41	17	21	--	--	2.69	1.15	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	35						29	46	20	6	0	--	--	3.97	0.84	
CIVILIAN PERSONNEL FIELD AGENCY	5	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	27						11	33	22	7	26	--	--	2.96	1.37	
30a. How well or poorly does the Human Resources Office (Personnel) support you in providing advice on how to determine your future workforce requirements, including establishing an effective staffing/hiring/succession planning strategy?																
Total Army	14415						5	15	33	29	17	-1	0	2.62	1.09	
HQDA	751						12	16	29	24	19	--	--	2.79	1.25	
G1	104						13	18	37	17	14	--	--	2.99	1.21	
OFC, DEP CHIEF OF STAFF, PERS G1	28						0	14	43	21	21	--	--	2.50	0.98	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	34						29	26	32	12	0	--	--	3.74	1.01	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	29						14	14	24	24	24	--	--	2.69	1.34	

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
30b. How well or poorly does the Human Resources Office (Personnel) support you in assisting in identifying human capital goals and objectives for strategic plans and/or annual performance/budget plans?																
Total Army	13432						5	15	33	29	17	-3	-1	2.62	1.09	
HQDA	716						11	15	31	26	18	--	--	2.74	1.22	
G1	100						11	19	33	21	16	--	--	2.88	1.21	
OFC, DEP CHIEF OF STAFF, PERS G1	28						0	7	39	32	21	--	--	2.32	0.89	
HEADQUARTERS, CHRA	2	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	33						24	27	33	15	0	--	--	3.61	1.01	
CIVILIAN PERSONNEL FIELD AGENCY	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	28						11	21	18	21	29	--	--	2.64	1.37	
30c. How well or poorly does the Human Resources Office (Personnel) support you in providing workforce data/reports for decision making?																
Total Army	13437						5	16	34	28	17	-5	-4	2.66	1.10	
HQDA	703						11	18	28	24	19	--	--	2.78	1.25	
G1	96						11	23	26	23	17	--	--	2.90	1.25	
OFC, DEP CHIEF OF STAFF, PERS G1	26						0	23	27	27	23	--	--	2.50	1.08	
HEADQUARTERS, CHRA	1	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	33						21	33	27	18	0	--	--	3.58	1.02	
CIVILIAN PERSONNEL FIELD AGENCY	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	27						15	11	19	26	30	--	--	2.56	1.40	

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
30d. How well or poorly does the Human Resources Office (Personnel) support you in providing advice on succession planning?																
Total Army	12955						5	15	32	30	18	-4	-1	2.58	1.10	
HQDA	681						11	17	27	26	20	--	--	2.72	1.25	
G1	94						10	20	31	23	16	--	--	2.84	1.20	
OFC, DEP CHIEF OF STAFF, PERS G1	26						0	15	31	31	23	--	--	2.38	1.00	
HEADQUARTERS, CHRA	2	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	32						19	28	38	16	0	--	--	3.50	0.97	
CIVILIAN PERSONNEL FIELD AGENCY	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	5	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	26						12	15	19	27	27	--	--	2.58	1.34	
30e. How well or poorly does the Human Resources Office (Personnel) support you in providing advice on effective organization/position structure (including duties and grades/pay bands), as well as how to develop a business case for resourcing new organizational structures?																
Total Army	13646						6	16	33	28	18	-5	-2	2.63	1.12	
HQDA	722						12	16	28	25	19	--	--	2.76	1.26	
G1	95						15	17	35	19	15	--	--	2.98	1.24	
OFC, DEP CHIEF OF STAFF, PERS G1	27						4	7	44	30	15	--	--	2.56	0.96	
HEADQUARTERS, CHRA	2	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	29						31	34	28	7	0	--	--	3.90	0.92	
CIVILIAN PERSONNEL FIELD AGENCY	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	28						14	7	25	25	29	--	--	2.54	1.35	

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
30f. How well or poorly does the Human Resources Office (Personnel) support you in providing advice for identifying recruitment sources and issues?																
Total Army	14454						6	17	36	25	16	-10	-9	2.73	1.10	
HQDA	771						13	18	31	21	17	--	--	2.88	1.26	
G1	109						12	22	37	14	16	--	--	3.01	1.21	
OFC, DEP CHIEF OF STAFF, PERS G1	29						0	24	45	14	17	--	--	2.76	1.01	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	34						29	26	41	3	0	--	--	3.82	0.89	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	33						9	15	24	21	30	--	--	2.52	1.31	
30g. How well or poorly does the Human Resources Office (Personnel) support you in finding quality applicants by tapping identified recruitment sources?																
Total Army	14951						6	17	37	25	16	-6	-5	2.72	1.10	
HQDA	798						13	17	31	21	17	--	--	2.88	1.26	
G1	107						16	21	37	14	12	--	--	3.14	1.20	
OFC, DEP CHIEF OF STAFF, PERS G1	27						4	11	52	15	19	--	--	2.67	1.02	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	33						36	27	33	3	0	--	--	3.97	0.90	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	34						12	18	26	24	21	--	--	2.76	1.28	

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
30h. How well or poorly does the Human Resources Office (Personnel) support you in referring high quality candidates?																
Total Army	16290						6	19	41	22	13	-7	-6	2.83	1.05	
HQDA	860						12	20	40	15	12	--	--	3.06	1.16	
G1	118						15	26	41	9	8	--	--	3.31	1.10	
OFC, DEP CHIEF OF STAFF, PERS G1	30						3	27	53	13	3	--	--	3.13	0.81	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	35						37	29	34	0	0	--	--	4.03	0.84	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	37						11	16	41	11	22	--	--	2.84	1.24	
30i. How well or poorly does the Human Resources Office (Personnel) support you in referring a reasonable number of candidates for vacancies?																
Total Army	16420						7	22	47	15	9	-10	-9	3.03	1.01	
HQDA	875						13	24	45	10	8	--	--	3.23	1.07	
G1	120						15	29	41	8	8	--	--	3.37	1.06	
OFC, DEP CHIEF OF STAFF, PERS G1	32						6	28	56	6	3	--	--	3.28	0.80	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	35						37	31	29	3	0	--	--	4.03	0.88	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	37						8	22	38	11	22	--	--	2.84	1.22	

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
30j. How well or poorly does the Human Resources Office (Personnel) support you in referring candidates for vacancies in a reasonable amount of time?																
Total Army	16592						6	19	36	23	16	-14	-13	2.77	1.12	
HQDA	885						12	19	32	20	16	--	--	2.92	1.24	
G1	121						14	25	31	14	16	--	--	3.07	1.25	
OFC, DEP CHIEF OF STAFF, PERS G1	33						3	27	42	18	9	--	--	2.97	0.97	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	35						37	29	31	3	0	--	--	4.00	0.89	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	37						8	14	22	16	41	--	--	2.32	1.34	
30k. How well or poorly does the Human Resources Office (Personnel) keep you informed of the status of personnel action requests (e.g., vacancies, establishing positions)?																
Total Army	16465						7	18	35	23	17	-13	-12	2.75	1.15	
HQDA	880						14	18	30	20	18	--	--	2.90	1.28	
G1	120						15	23	28	14	20	--	--	2.99	1.33	
OFC, DEP CHIEF OF STAFF, PERS G1	34						6	24	38	15	18	--	--	2.85	1.14	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	35						37	23	31	9	0	--	--	3.89	1.01	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	35						9	14	9	20	49	--	--	2.14	1.38	

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
30l. How well or poorly does the Human Resources Office (Personnel) support you in providing "New Employee Orientation?"																
Total Army	16590						12	26	39	13	10	-6	+2	3.17	1.11	
HQDA	859						17	26	36	12	9	--	--	3.28	1.15	
G1	111						19	24	37	11	9	--	--	3.33	1.17	
OFC, DEP CHIEF OF STAFF, PERS G1	27						11	30	33	15	11	--	--	3.15	1.15	
HEADQUARTERS, CHRA	2	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	33						30	33	30	6	0	--	--	3.88	0.91	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	36						22	11	42	14	11	--	--	3.19	1.24	

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
31a. Overall, I am satisfied with the timeliness of personnel services I receive.																
Total Army	18492						8	33	25	21	14	-6	-5	3.00	1.18	
HQDA	979						15	30	21	19	15	--	--	3.10	1.30	
G1	131						18	34	20	15	13	--	--	3.29	1.29	
OFC, DEP CHIEF OF STAFF, PERS G1	35						3	31	34	20	11	--	--	2.94	1.04	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	37						43	41	11	5	0	--	--	4.22	0.84	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	41						15	27	10	22	27	--	--	2.80	1.45	
31b. Overall, I am satisfied with the quality of personnel services I receive.																
Total Army	18474						8	35	26	19	12	-5	-3	3.09	1.15	
HQDA	980						15	31	24	18	12	--	--	3.20	1.24	
G1	131						18	34	31	11	5	--	--	3.48	1.08	
OFC, DEP CHIEF OF STAFF, PERS G1	35						3	31	49	9	9	--	--	3.11	0.92	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	37						43	38	14	5	0	--	--	4.19	0.86	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	41						15	29	27	20	10	--	--	3.20	1.19	

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



FY10 Army Civilian Attitude Survey G1 Results for Supervisors



Item Detail	# Resp	Yes	No	I was never in NSPS	Do not know
ARMY PERSONNEL SYSTEMS					
32. Was your position converted back to GS from NSPS?					
Total Army	19041	57%	20%	21%	2%
HQDA	1009	86%	4%	10%	0%
G1	134	88%	1%	9%	1%
OFC, DEP CHIEF OF STAFF, PERS G1	36	94%	0%	6%	0%
HEADQUARTERS, CHRA	3	--	--	--	--
CHRA Regional Offices	37	100%	0%	0%	0%
CIVILIAN PERSONNEL FIELD AGENCY	6	--	--	--	--
ARMY RESEARCH INSTITUTE	9	--	--	--	--
HUMAN RESOURCES COMMAND	43	70%	5%	21%	5%



FY10 Army Civilian Attitude Survey G1 Results for Supervisors



Item Detail	# Resp	Yes	No	Do not know
ARMY PERSONNEL SYSTEMS				
32a. 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	10814	86%	13%	2%
HQDA	864	86%	12%	2%
G1	120	84%	15%	1%
OFC, DEP CHIEF OF STAFF, PERS G1	34	88%	12%	0%
HEADQUARTERS, CHRA	3	--	--	--
CHRA Regional Offices	37	97%	3%	0%
CIVILIAN PERSONNEL FIELD AGENCY	6	--	--	--
ARMY RESEARCH INSTITUTE	9	--	--	--
HUMAN RESOURCES COMMAND	31	61%	39%	0%



FY10 Army Civilian Attitude Survey G1 Results for Supervisors



Item Detail	# Resp	Not at all	A little helpful	Somewhat helpful	Very helpful
ARMY PERSONNEL SYSTEMS					
32b. How helpful was the information provided to you?					
Total Army	9288	7%	29%	38%	26%
HQDA	743	5%	25%	36%	35%
G1	101	2%	27%	34%	38%
OFC, DEP CHIEF OF STAFF, PERS G1	30	3%	33%	33%	30%
HEADQUARTERS, CHRA	3	--	--	--	--
CHRA Regional Offices	36	0%	17%	33%	50%
CIVILIAN PERSONNEL FIELD AGENCY	5	--	--	--	--
ARMY RESEARCH INSTITUTE	8	--	--	--	--
HUMAN RESOURCES COMMAND	19	5%	21%	37%	37%



FY10 Army Civilian Attitude Survey G1 Results for Supervisors



Item Detail	# Resp	Yes	No	Do not know
ARMY PERSONNEL SYSTEMS				
32c. Did you receive information about your transition back to GS prior to the date that you were converted back to GS?				
Total Army	9244	96%	3%	1%
HQDA	742	97%	3%	0%
G1	101	95%	5%	0%
OFC, DEP CHIEF OF STAFF, PERS G1	30	97%	3%	0%
HEADQUARTERS, CHRA	3	--	--	--
CHRA Regional Offices	36	97%	3%	0%
CIVILIAN PERSONNEL FIELD AGENCY	5	--	--	--
ARMY RESEARCH INSTITUTE	8	--	--	--
HUMAN RESOURCES COMMAND	19	89%	11%	0%



FY10 Army Civilian Attitude Survey G1 Results for Supervisors



Item Detail	# Resp	Yes	No	Do not know
ORGANIZATIONAL INFORMATION				
33a. Has your organization been identified for BRAC realignment/relocation?				
Total Army	18618	24%	64%	12%
HQDA	997	38%	59%	3%
G1	134	50%	47%	3%
OFC, DEP CHIEF OF STAFF, PERS G1	36	28%	72%	0%
HEADQUARTERS, CHRA	3	--	--	--
CHRA Regional Offices	37	11%	81%	8%
CIVILIAN PERSONNEL FIELD AGENCY	6	--	--	--
ARMY RESEARCH INSTITUTE	9	--	--	--
HUMAN RESOURCES COMMAND	43	88%	9%	2%
33b. Has your organization been identified for BRAC closure?				
Total Army	17886	8%	80%	12%
HQDA	916	6%	91%	4%
G1	113	5%	91%	4%
OFC, DEP CHIEF OF STAFF, PERS G1	36	3%	97%	0%
HEADQUARTERS, CHRA	3	--	--	--
CHRA Regional Offices	37	3%	92%	5%
CIVILIAN PERSONNEL FIELD AGENCY	3	--	--	--
ARMY RESEARCH INSTITUTE	7	--	--	--
HUMAN RESOURCES COMMAND	27	15%	78%	7%



FY10 Army Civilian Attitude Survey G1 Results for Supervisors



Item Detail	# Resp	Yes	No	Do not know
ORGANIZATIONAL INFORMATION				
33c. Has your organization been identified for A-76/Outsourcing?				
Total Army	17745	5%	66%	29%
HQDA	913	1%	85%	13%
G1	112	1%	88%	11%
OFC, DEP CHIEF OF STAFF, PERS G1	36	0%	97%	3%
HEADQUARTERS, CHRA	3	--	--	--
CHRA Regional Offices	36	3%	89%	8%
CIVILIAN PERSONNEL FIELD AGENCY	3	--	--	--
ARMY RESEARCH INSTITUTE	7	--	--	--
HUMAN RESOURCES COMMAND	27	0%	70%	30%
33d. Has your organization been identified for other orders impacting location?				
Total Army	17279	3%	60%	37%
HQDA	895	3%	76%	21%
G1	110	4%	80%	16%
OFC, DEP CHIEF OF STAFF, PERS G1	35	0%	89%	11%
HEADQUARTERS, CHRA	3	--	--	--
CHRA Regional Offices	36	3%	83%	14%
CIVILIAN PERSONNEL FIELD AGENCY	3	--	--	--
ARMY RESEARCH INSTITUTE	7	--	--	--
HUMAN RESOURCES COMMAND	26	8%	58%	35%



FY10 Army Civilian Attitude Survey G1 Results for 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																
2c. In my organization, leaders generate high levels of motivation and commitment in the workforce.																
Total Army	20604	55% Favorable, 22% Neither, 22% Unfavorable					15	40	22	15	7	-3	-3	3.42	1.12	
HQDA	1107	60% Favorable, 21% Neither, 19% Unfavorable					18	42	21	15	4	--	--	3.54	1.08	
G1	146	66% Favorable, 19% Neither, 14% Unfavorable					23	43	19	11	3	--	--	3.72	1.05	
OFC, DEP CHIEF OF STAFF, PERS G1	39	54% Favorable, 31% Neither, 15% Unfavorable					18	36	31	13	3	--	--	3.54	1.01	
HEADQUARTERS, CHRA	4	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	39	72% Favorable, 13% Neither, 15% Unfavorable					31	41	13	15	0	--	--	3.87	1.02	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	49	69% Favorable, 16% Neither, 14% Unfavorable					22	47	16	8	6	--	--	3.71	1.09	
2e. Managers communicate the goals and priorities of the organization.																
Total Army	20587	72% Favorable, 15% Neither, 13% Unfavorable					21	52	15	9	3	--	--	3.77	0.99	
HQDA	1108	75% Favorable, 14% Neither, 11% Unfavorable					24	51	14	7	3	--	--	3.85	0.98	
G1	146	82% Favorable, 12% Neither, 5% Unfavorable					29	53	12	3	3	--	--	4.03	0.88	
OFC, DEP CHIEF OF STAFF, PERS G1	39	74% Favorable, 18% Neither, 8% Unfavorable					21	54	18	5	3	--	--	3.85	0.89	
HEADQUARTERS, CHRA	4	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	39	92% Favorable, 5% Neither, 3% Unfavorable					36	56	5	0	3	--	--	4.23	0.77	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	49	78% Favorable, 14% Neither, 8% Unfavorable					31	47	14	4	4	--	--	3.96	0.99	

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



FY10 Army Civilian Attitude Survey G1 Results for 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																
4c. Supervisors/team leaders in my work unit support employee development.																
Total Army	20473	80% Favorable, 11% Neither, 9% Unfavorable					33	47	11	6	3	+1	+1	4.02	0.97	
HQDA	1101	82% Favorable, 10% Neither, 7% Unfavorable					37	46	10	5	2	--	--	4.10	0.92	
G1	143	85% Favorable, 9% Neither, 6% Unfavorable					40	45	9	4	2	--	--	4.16	0.91	
OFC, DEP CHIEF OF STAFF, PERS G1	37	78% Favorable, 11% Neither, 11% Unfavorable					38	41	11	11	0	--	--	4.05	0.96	
HEADQUARTERS, CHRA	4	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38	95% Favorable, 5% Neither					45	50	5	0	0	--	--	4.39	0.59	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	49	82% Favorable, 8% Neither, 10% Unfavorable					39	43	8	4	6	--	--	4.04	1.09	
4f. My supervisor/team leader listens to what I have to say.																
Total Army	20504	78% Favorable, 12% Neither, 11% Unfavorable					38	40	12	6	5	--	--	4.01	1.07	
HQDA	1106	84% Favorable, 8% Neither, 8% Unfavorable					44	40	8	4	4	--	--	4.17	1.00	
G1	144	87% Favorable, 10% Neither, 3% Unfavorable					48	39	10	2	1	--	--	4.30	0.83	
OFC, DEP CHIEF OF STAFF, PERS G1	39	82% Favorable, 13% Neither, 5% Unfavorable					49	33	13	5	0	--	--	4.26	0.87	
HEADQUARTERS, CHRA	4	Fewer than 10 supervisors responded to this item														
CHRA Regional Offices	38	92% Favorable, 8% Neither					47	45	8	0	0	--	--	4.39	0.63	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item														
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item														
HUMAN RESOURCES COMMAND	48	85% Favorable, 8% Neither, 6% Unfavorable					52	33	8	2	4	--	--	4.27	0.99	

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



FY10 Army Civilian Attitude Survey G1 Results for 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																	
10a. My work gives me a feeling of personal accomplishment.																	
Total Army	19953	85%					8%	7%	38	47	8	5	2	--	--	4.13	0.92
HQDA	1072	89%					6	6	42	47	6	4	2	--	--	4.23	0.87
G1	142	92%					4	4	46	46	4	2	2	--	--	4.32	0.82
OFC, DEP CHIEF OF STAFF, PERS G1	39	85%					8%	8%	44	41	8	5	3	--	--	4.18	0.96
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item															
CHRA Regional Offices	38	100%							45	55	0	0	0	--	--	4.45	0.50
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item															
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item															
HUMAN RESOURCES COMMAND	47	94%					4		49	45	2	2	2	--	--	4.36	0.81
10f. My talents are used well in the workplace.																	
Total Army	19937	74%					12%	13%	32	42	12	9	4	--	--	3.89	1.09
HQDA	1073	77%					11%	12%	36	42	11	9	3	--	--	3.97	1.06
G1	142	82%					8%	10%	38	44	8	7	3	--	--	4.07	1.00
OFC, DEP CHIEF OF STAFF, PERS G1	39	72%					13%	15%	33	38	13	10	5	--	--	3.85	1.14
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item															
CHRA Regional Offices	38	82%					11%	8%	39	42	11	8	0	--	--	4.13	0.89
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item															
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item															
HUMAN RESOURCES COMMAND	47	87%					4	9%	40	47	4	4	4	--	--	4.15	0.99

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



FY10 Army Civilian Attitude Survey

G1

Results for 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																
10i. I feel encouraged to come up with better ways of doing things.																
Total Army	19932	71% 15% 14%					29	42	15	9	5	--	--	3.81	1.10	
HQDA	1067	74% 15% 11%					32	42	15	7	3	--	--	3.92	1.04	
G1	141	77% 16% 7%					35	42	16	6	1	--	--	4.04	0.93	
OFC, DEP CHIEF OF STAFF, PERS G1	38	61% 24% 16%					24	37	24	16	0	--	--	3.68	1.00	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	38	89% 11%					45	45	11	0	0	--	--	4.34	0.66	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	47	81% 13% 6%					36	45	13	2	4	--	--	4.06	0.98	
10k. I know what is expected of me on the job.																
Total Army	19879	82% 10% 8%					30	52	10	6	2	--	--	4.03	0.91	
HQDA	1065	84% 8% 7%					32	53	8	6	1	--	--	4.08	0.87	
G1	142	85% 11% 4%					32	54	11	3	1	--	--	4.13	0.77	
OFC, DEP CHIEF OF STAFF, PERS G1	39	77% 18% 5%					26	51	18	5	0	--	--	3.97	0.80	
HEADQUARTERS, CHRA	3	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
CHRA Regional Offices	38	92% 8%					32	61	8	0	0	--	--	4.24	0.58	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	9	Fewer than 10 supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	47	85% 9% 6%					38	47	9	4	2	--	--	4.15	0.90	

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