



***FY10 Army Civilian
Attitude Survey***



***Civilian
Non-Supervisors***



OFC DEP CHIEF STAFF, G-1



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



Table of Contents

About This Report	1
Results Summary	10
Critical Components Analysis (CCA)	11
Ten Most Favorable/Unfavorable Items	13
Composite Summary	15
Item Detail	18
CURRENT EMPLOYMENT STATUS	19
LEADERSHIP and MANAGEMENT	20
SUPERVISION	22
TRAINING and DEVELOPMENT	25
LEADERSHIP DEVELOPMENT	31
PERSONAL WORK EXPERIENCES	34
PERFORMANCE CULTURE	38
FAIRNESS	41
DISCRIMINATION	43
HARASSMENT	45
CAREER PLANS	47
OVERALL SATISFACTION	51
QUALITY OF WORK LIFE	55
YOUR ORGANIZATION	58
SATISFACTION with CIVILIAN HUMAN RESOURCES	61
ARMY PERSONNEL SYSTEMS	65
ORGANIZATIONAL INFORMATION	69
CONDITIONS FOR ENGAGEMENT	70



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
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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.

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

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

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

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

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



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

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

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

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



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

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

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

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

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



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

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

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

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

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



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



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

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



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

Results are presented in the following sections:

- Results Summary:** This section contains overall summary information which includes:
 - ✓ CCA: The Critical Components Analysis (CCA) tells you “at a glance” which survey areas are higher priorities to focus on for improving your organization.
 - ✓ Ten most favorable/ten most unfavorable items: This section displays in rank-order the ten most favorable items and ten most unfavorable items for overall Army and for the subgroup comparison.
 - ✓ Composite summaries: A quick overview of the Composite results for overall Army and for each subgroup comparison. Composites are presented in the same order as they appeared in the survey. Three-part bar graphs display average percentages of favorable, neutral, and unfavorable responses to the composites.

- Item Detail:** This section provides a detailed look at results for each question, including a composite summary at the beginning of each group of items.
 - ✓ For the scaled items (5=Strongly Agree, 4=Agree...), three-part bar graphs again display percentages of favorable, neutral, and unfavorable responses. In addition, the Category Percent column details the percentage of responses in each category, while the other columns display percent favorable from 2006 and 2005, item means, standard deviations, and the valid number of responses to each item.
 - ✓ For the nominal items (e.g., yes/no), the percentage of individuals selecting each response option is displayed by columns.
 - ✓ Due to rounding in the three-part bar graphs, the percentage values may not always add up to 100%.
 - ✓ Because of space limitations, bars containing low percentages might not have enough room to display the number and/or percent sign.

SPECIAL NOTE:

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



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

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

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

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

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

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

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

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

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

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

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

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



- 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.



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



Results Summary



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Understanding and Using Your Critical Components Analysis (CCA)

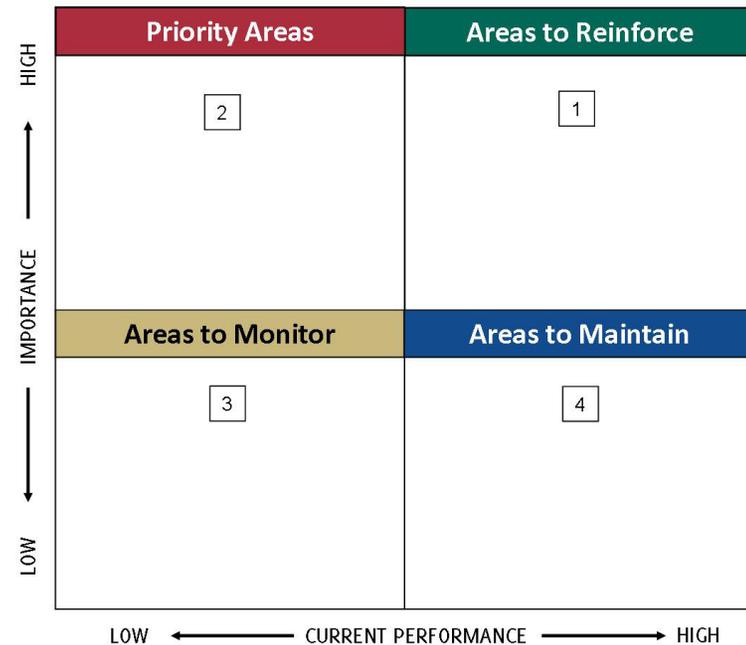
The Critical Components Analysis (CCA), shown on the following page(s), tells you "at a glance" which survey areas are higher priorities to focus on for improving your organization.

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

A priority, then, is determined by two things:

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

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



Using The CCA For Action Planning

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

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

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

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



OFC DEP CHIEF STAFF, G-1

HIGH	Priority Areas	Areas to Reinforce
↑	<p>LEADERSHIP DEVELOPMENT (21%)</p> <p>TRAINING and DEVELOPMENT (41%)</p> <p>YOUR ORGANIZATION (42%)</p> <p>PERFORMANCE CULTURE (48%)</p>	<p>PERSONAL WORK EXPERIENCES (68%)</p> <p>LEADERSHIP and MANAGEMENT (64%)</p>
IMPORTANCE	Areas to Monitor	Areas to Maintain
↓	<p>QUALITY OF WORK LIFE (35%)</p> <p>FAIRNESS (46%)</p>	<p>SUPERVISION (76%)</p>
LOW	←	→
	LOW	HIGH

Areas to Reinforce

PERSONAL WORK EXPERIENCES

- 11e. I know how my work relates to the organization's goals and priorities. (89%)
- 11d. The work I do is important. (86%)

LEADERSHIP and MANAGEMENT

- 2f. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (80%)
- 2a. Managers/supervisors/team leaders work well with employees of different backgrounds. (72%)

Priority Areas

LEADERSHIP DEVELOPMENT

- 10e. The help you have received to plan your career path. (13%)
- 10b. The quality of available leader development training. (19%)

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? (5%)
- 5b. My work unit is able to recruit people with the right skills. (38%)

YOUR ORGANIZATION

- 24g. How well or poorly does your organization fill vacancies quickly? (18%)
- 24b. How well or poorly does your organization discipline/correct poor work performance? (20%)

PERFORMANCE CULTURE

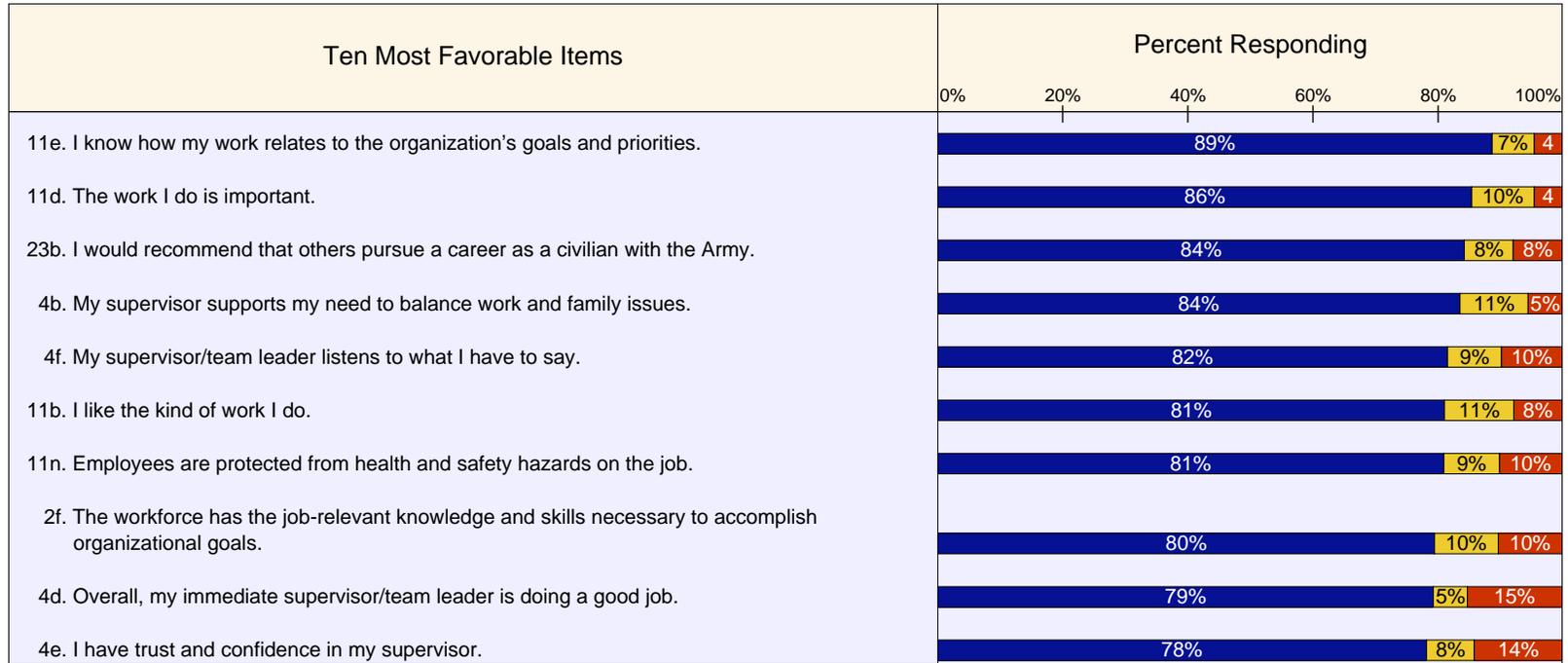
- 12a. The performance management system I am under improves organizational performance. (23%)
- 12b. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (27%)



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



OFC DEP CHIEF STAFF, G-1



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

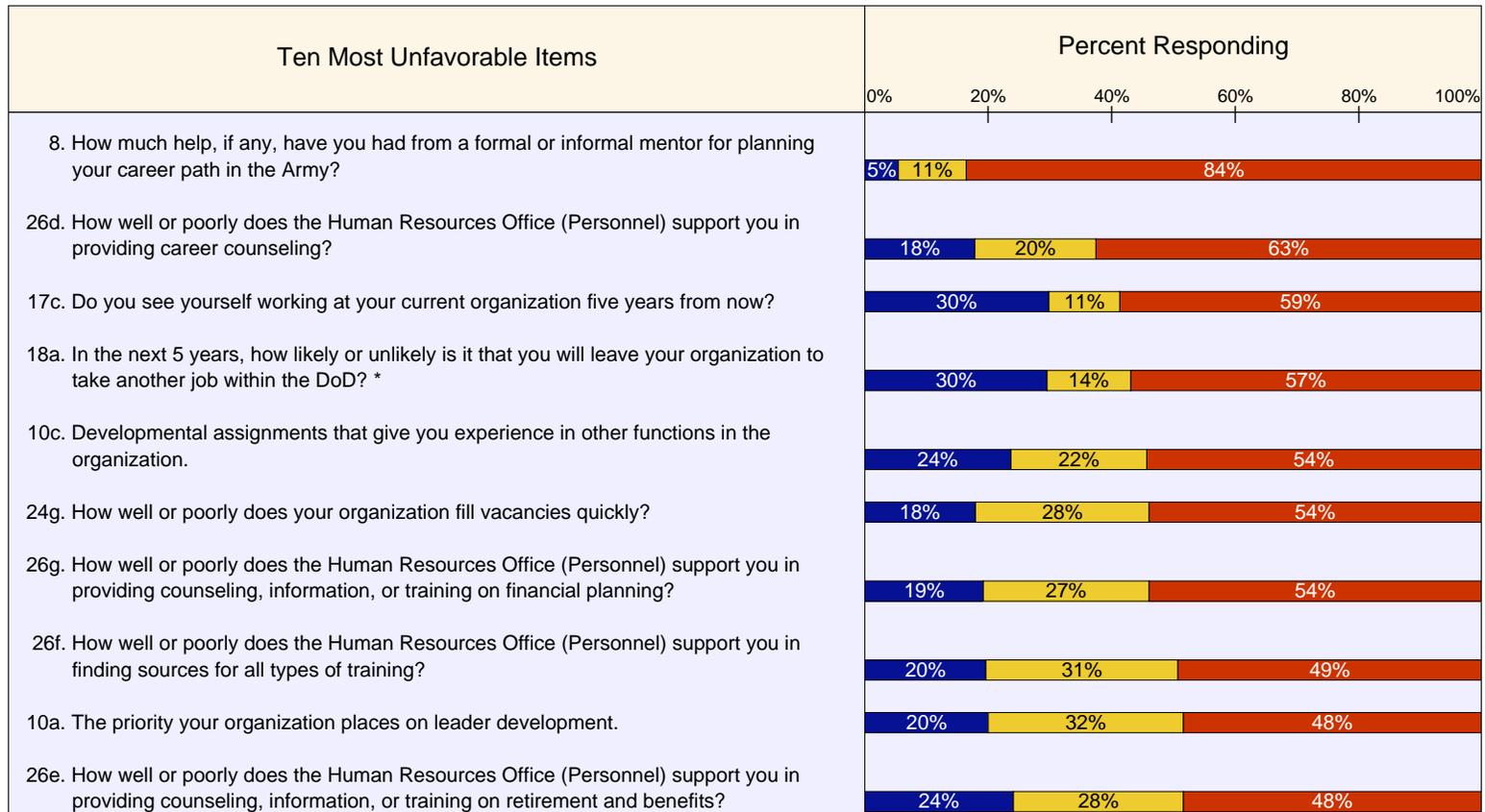
* Any item marked with an asterisk is phrased such that Disagree/Unlikely is a FAVORABLE response and is shown under the % Favorable category



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



OFC DEP CHIEF STAFF, G-1



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

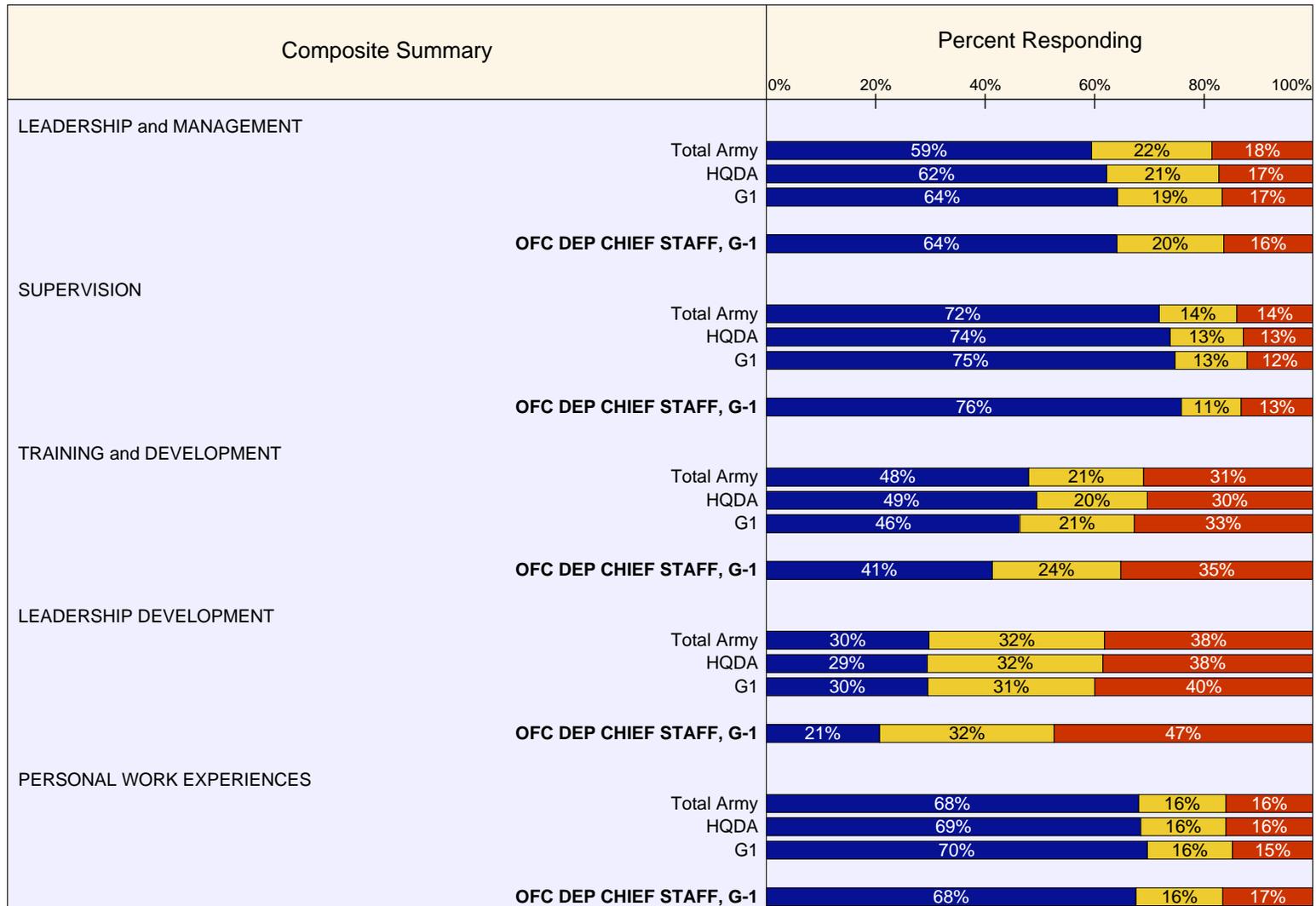
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FY10 Army Civilian Attitude Survey

OFC DEP CHIEF STAFF, G-1

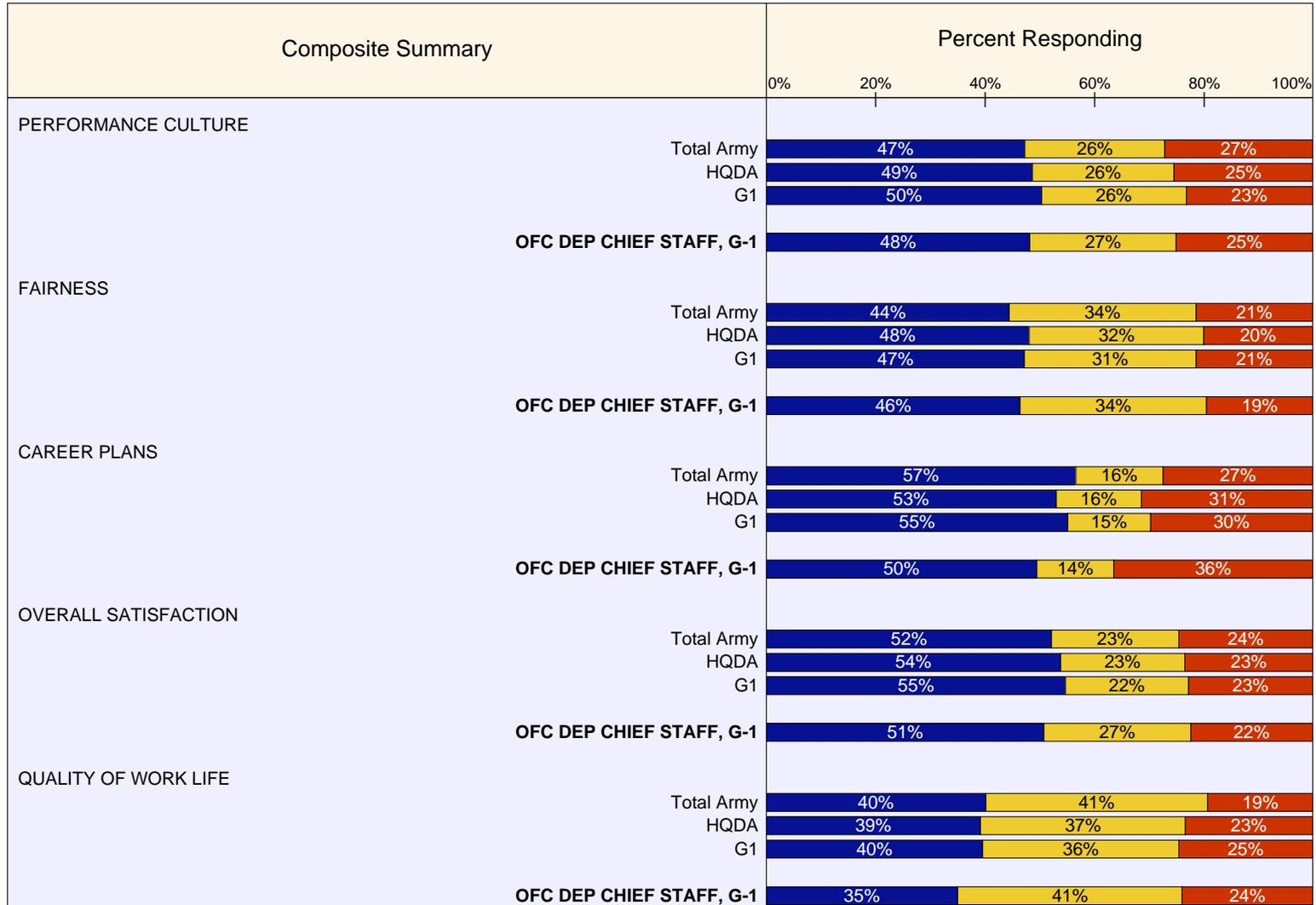
Results for Non-Supervisors



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



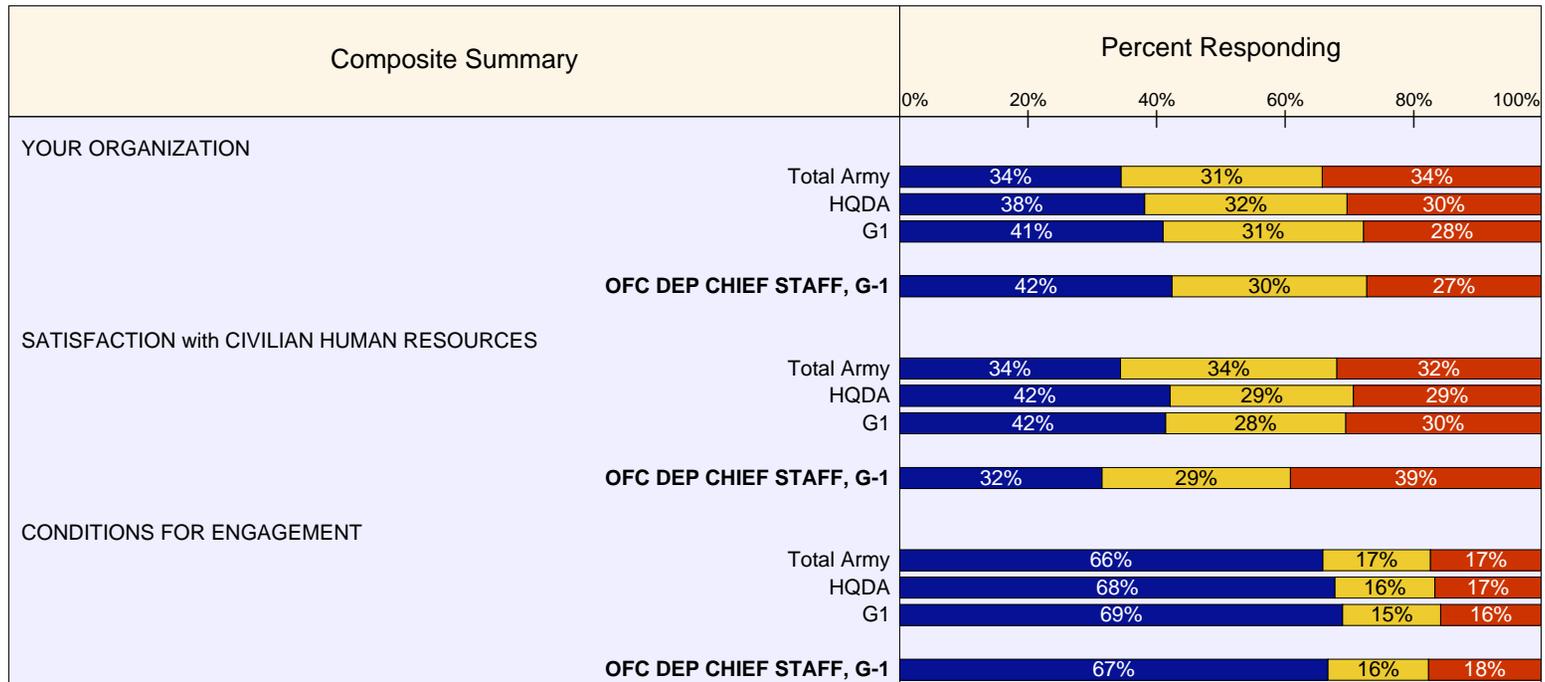
FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



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



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



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



Item Detail



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



Item Detail	# Resp	Employee (non- supervisory)	Team Leader	Supervisor	Manager	Executive	Contractor (not a federal employee)	I have retired from a civilian position with the Army.
CURRENT EMPLOYMENT STATUS								
1. What is your current employment status with the Army?								
Total Army	84155	87%	13%	0%	0%	0%	0%	0%
HQDA	4377	88%	12%	0%	0%	0%	0%	0%
G1	701	89%	11%	0%	0%	0%	0%	0%
OFC DEP CHIEF STAFF, G-1	93	94%	6%	0%	0%	0%	0%	0%



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
LEADERSHIP and MANAGEMENT																
2a. Managers/supervisors/team leaders work well with employees of different backgrounds.																
Total Army	82605	69% Favorable, 16% Neither, 15% Unfavorable					17	52	16	10	5	-4	-1	3.66	1.03	
HQDA	4283	70% Favorable, 16% Neither, 14% Unfavorable					20	50	16	10	4	--	--	3.72	1.03	
G1	683	73% Favorable, 14% Neither, 13% Unfavorable					21	53	14	9	4	--	--	3.77	1.01	
OFC DEP CHIEF STAFF, G-1	90	72% Favorable, 11% Neither, 17% Unfavorable					20	52	11	12	4	--	--	3.71	1.06	
2b. I have a high level of respect for my organization's senior leaders.																
Total Army	83362	59% Favorable, 20% Neither, 21% Unfavorable					19	40	20	13	8	+1	+2	3.49	1.17	
HQDA	4336	64% Favorable, 18% Neither, 18% Unfavorable					23	40	18	11	7	--	--	3.61	1.17	
G1	687	64% Favorable, 19% Neither, 16% Unfavorable					24	40	19	9	7	--	--	3.64	1.16	
OFC DEP CHIEF STAFF, G-1	92	67% Favorable, 18% Neither, 14% Unfavorable					24	43	18	8	7	--	--	3.71	1.11	
2c. In my organization, leaders generate high levels of motivation and commitment in the workforce.																
Total Army	83046	46% Favorable, 25% Neither, 29% Unfavorable					12	34	25	19	10	-1	-1	3.18	1.18	
HQDA	4314	49% Favorable, 23% Neither, 27% Unfavorable					15	34	23	18	10	--	--	3.28	1.20	
G1	685	52% Favorable, 22% Neither, 26% Unfavorable					17	35	22	16	10	--	--	3.34	1.21	
OFC DEP CHIEF STAFF, G-1	90	51% Favorable, 27% Neither, 22% Unfavorable					19	32	27	14	8	--	--	3.40	1.17	
2d. Managers/supervisors deal effectively with reports of prejudice and discrimination.																
Total Army	67889	55% Favorable, 27% Neither, 18% Unfavorable					17	38	27	10	8	-3	0	3.46	1.12	
HQDA	3331	55% Favorable, 27% Neither, 18% Unfavorable					19	36	27	10	8	--	--	3.48	1.14	
G1	520	58% Favorable, 25% Neither, 18% Unfavorable					22	36	25	11	7	--	--	3.55	1.14	
OFC DEP CHIEF STAFF, G-1	55	53% Favorable, 25% Neither, 22% Unfavorable					20	33	25	16	5	--	--	3.45	1.14	

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
LEADERSHIP and MANAGEMENT																
2e. Managers communicate the goals and priorities of the organization.																
Total Army	82936	62% 19% 19%					15	47	19	13	6	--	--	3.51	1.10	
HQDA	4317	67% 15% 18%					18	49	15	12	6	--	--	3.62	1.08	
G1	686	70% 14% 16%					21	49	14	12	5	--	--	3.70	1.06	
OFC DEP CHIEF STAFF, G-1	91	64% 15% 21%					22	42	15	18	3	--	--	3.62	1.11	
2f. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.																
Total Army	82651	73% 15% 12%					19	54	15	9	4	--	--	3.76	0.98	
HQDA	4282	72% 15% 14%					19	52	15	10	4	--	--	3.73	1.01	
G1	679	72% 14% 14%					18	54	14	9	5	--	--	3.72	1.02	
OFC DEP CHIEF STAFF, G-1	88	80% 10% 10%					23	57	10	9	1	--	--	3.91	0.89	
2g. Managers review and evaluate the organization's progress toward meeting its goals and objectives.																
Total Army	78595	63% 22% 15%					15	48	22	10	5	--	--	3.58	1.01	
HQDA	4086	68% 19% 13%					17	50	19	9	4	--	--	3.68	1.00	
G1	639	71% 18% 11%					20	51	18	7	4	--	--	3.75	0.98	
OFC DEP CHIEF STAFF, G-1	82	66% 21% 13%					20	46	21	11	2	--	--	3.70	0.98	
2h. There are generally good relationships between the union(s) and management here.																
Total Army	54619	44% 38% 18%					10	34	38	10	8	--	+1	3.28	1.04	
HQDA	2421	44% 42% 14%					12	32	42	7	7	--	--	3.36	1.01	
G1	373	43% 38% 19%					13	30	38	7	12	--	--	3.25	1.15	
OFC DEP CHIEF STAFF, G-1	40	48% 45% 8%					13	35	45	3	5	--	--	3.48	0.92	

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



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



Item Detail	# Resp	Military	Civilian
SUPERVISION			
3. Is your immediate supervisor military or civilian?			
Total Army	74397	14%	86%
HQDA	3881	14%	86%
G1	622	14%	86%
OFC DEP CHIEF STAFF, G-1	83	17%	83%



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
SUPERVISION																
4a. Discussions with my supervisor/team leader about my performance are worthwhile.																
Total Army	81998	68% Favorable, 16% Neither, 16% Unfavorable					26	42	16	10	6	+9	+9	3.72	1.14	
HQDA	4247	70% Favorable, 15% Neither, 15% Unfavorable					30	40	15	9	6	--	--	3.79	1.14	
G1	674	69% Favorable, 16% Neither, 14% Unfavorable					29	40	16	9	5	--	--	3.80	1.11	
OFC DEP CHIEF STAFF, G-1	90	67% Favorable, 16% Neither, 18% Unfavorable					31	36	16	12	6	--	--	3.74	1.18	
4b. My supervisor supports my need to balance work and family issues.																
Total Army	82196	81% Favorable, 11% Neither, 8% Unfavorable					40	41	11	4	4	--	--	4.10	0.99	
HQDA	4262	83% Favorable, 10% Neither, 7% Unfavorable					45	38	10	3	3	--	--	4.18	0.97	
G1	682	82% Favorable, 10% Neither, 7% Unfavorable					45	38	10	4	3	--	--	4.16	0.99	
OFC DEP CHIEF STAFF, G-1	92	84% Favorable, 11% Neither, 5% Unfavorable					54	29	11	3	2	--	--	4.30	0.94	
4c. Supervisors/team leaders in my work unit support employee development.																
Total Army	82313	70% Favorable, 15% Neither, 15% Unfavorable					29	41	15	9	6	+5	+5	3.79	1.13	
HQDA	4276	72% Favorable, 14% Neither, 13% Unfavorable					33	39	14	8	5	--	--	3.87	1.12	
G1	679	71% Favorable, 15% Neither, 15% Unfavorable					30	40	15	9	6	--	--	3.81	1.13	
OFC DEP CHIEF STAFF, G-1	92	66% Favorable, 17% Neither, 16% Unfavorable					29	37	17	11	5	--	--	3.74	1.15	
4d. Overall, my immediate supervisor/team leader is doing a good job.																
Total Army	82749	72% Favorable, 14% Neither, 14% Unfavorable					33	39	14	8	6	+1	+1	3.84	1.15	
HQDA	4308	73% Favorable, 13% Neither, 13% Unfavorable					37	37	13	8	5	--	--	3.91	1.14	
G1	685	76% Favorable, 14% Neither, 11% Unfavorable					35	40	14	6	5	--	--	3.96	1.07	
OFC DEP CHIEF STAFF, G-1	92	79% Favorable, 5% Neither, 15% Unfavorable					42	37	5	11	4	--	--	4.02	1.14	

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
SUPERVISION																
4e. I have trust and confidence in my supervisor.																
Total Army	82837	67% 15% 17%					32	35	15	9	8	--	--	3.74	1.23	
HQDA	4312	69% 15% 16%					36	33	15	9	8	--	--	3.82	1.22	
G1	683	73% 13% 14%					35	39	13	8	6	--	--	3.89	1.14	
OFC DEP CHIEF STAFF, G-1	92	78% 8% 14%					42	36	8	10	4	--	--	4.02	1.13	
4f. My supervisor/team leader listens to what I have to say.																
Total Army	82739	72% 14% 14%					33	40	14	7	6	--	--	3.86	1.14	
HQDA	4310	75% 13% 12%					38	37	13	7	5	--	--	3.95	1.12	
G1	687	77% 11% 12%					36	40	11	8	4	--	--	3.97	1.08	
OFC DEP CHIEF STAFF, G-1	93	82% 9% 10%					40	42	9	6	3	--	--	4.09	1.01	

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
TRAINING and DEVELOPMENT																
5a. My training needs are assessed.																
Total Army	80635	59% 18% 23%					14	45	18	16	7	--	--	3.44	1.12	
HQDA	4148	57% 18% 25%					13	44	18	18	7	--	--	3.38	1.14	
G1	658	54% 18% 28%					11	43	18	19	10	--	--	3.27	1.17	
OFC DEP CHIEF STAFF, G-1	88	38% 25% 38%					5	33	25	20	17	--	--	2.88	1.18	
5b. My work unit is able to recruit people with the right skills.																
Total Army	81361	53% 22% 25%					11	42	22	18	7	+7	+6	3.31	1.10	
HQDA	4220	51% 21% 28%					11	40	21	20	8	--	--	3.26	1.13	
G1	669	46% 23% 31%					10	36	23	21	10	--	--	3.15	1.16	
OFC DEP CHIEF STAFF, G-1	88	38% 25% 38%					7	31	25	25	13	--	--	2.94	1.15	
5c. I have received sufficient training to be competitive for jobs at the next higher level.																
Total Army	79096	50% 26% 24%					9	40	26	16	8	+2	+3	3.27	1.08	
HQDA	4095	54% 25% 21%					10	44	25	15	6	--	--	3.37	1.05	
G1	646	53% 25% 22%					9	43	25	15	7	--	--	3.32	1.07	
OFC DEP CHIEF STAFF, G-1	83	52% 28% 20%					11	41	28	12	8	--	--	3.34	1.09	
5d. I am satisfied with the career progression opportunities available to me.																
Total Army	81432	48% 23% 29%					12	36	23	20	10	+8	+8	3.21	1.17	
HQDA	4220	49% 22% 29%					13	36	22	20	9	--	--	3.24	1.17	
G1	670	47% 21% 32%					12	34	21	22	10	--	--	3.17	1.20	
OFC DEP CHIEF STAFF, G-1	87	44% 25% 31%					9	34	25	20	11	--	--	3.10	1.16	

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
TRAINING and DEVELOPMENT																
5e. The Army invests adequate resources for training and developing its civilian work force.																
Total Army	81803						10	33	21	21	14	--	--	3.05	1.23	
HQDA	4252						12	35	22	19	13	--	--	3.14	1.23	
G1	678						12	33	21	20	14	--	--	3.08	1.24	
OFC DEP CHIEF STAFF, G-1	91						9	32	25	21	13	--	--	3.02	1.19	
5f. I am given a real opportunity to improve my skills in my organization.																
Total Army	81981						13	38	23	16	9	--	--	3.29	1.16	
HQDA	4249						14	39	22	16	9	--	--	3.35	1.16	
G1	676						13	39	22	17	10	--	--	3.29	1.17	
OFC DEP CHIEF STAFF, G-1	90						7	41	22	18	12	--	--	3.12	1.15	
5g. I am interested in receiving training in skills related to but different from those I use on my current job.																
Total Army	82379						30	47	17	5	1	--	--	3.98	0.89	
HQDA	4279						29	47	16	6	2	--	--	3.96	0.92	
G1	682						32	45	14	6	2	--	--	4.00	0.94	
OFC DEP CHIEF STAFF, G-1	91						31	38	22	9	0	--	--	3.91	0.93	
5h. I know what training I need to advance my career with the Army.																
Total Army	82462						17	46	21	12	3	--	--	3.61	1.02	
HQDA	4287						19	46	19	12	4	--	--	3.64	1.04	
G1	684						17	42	23	13	5	--	--	3.52	1.06	
OFC DEP CHIEF STAFF, G-1	91						12	45	22	13	8	--	--	3.41	1.10	

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



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
TRAINING and DEVELOPMENT																
5i. I know what developmental experiences I need to advance my career with the Army.																
Total Army	82377	60% Favorable, 23% Neither, 18% Unfavorable					16	44	23	14	4	--	--	3.54	1.03	
HQDA	4278	62% Favorable, 21% Neither, 17% Unfavorable					18	45	21	13	4	--	--	3.59	1.04	
G1	684	58% Favorable, 24% Neither, 18% Unfavorable					16	42	24	13	5	--	--	3.50	1.06	
OFC DEP CHIEF STAFF, G-1	91	52% Favorable, 29% Neither, 20% Unfavorable					12	40	29	11	9	--	--	3.35	1.10	

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



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-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	82638	85%	11%	4%	1%
HQDA	4299	72%	19%	8%	2%
G1	686	71%	18%	8%	2%
OFC DEP CHIEF STAFF, G-1	91	47%	30%	15%	8%



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



Item Detail	# Resp	Yes	No	Do not know
TRAINING and DEVELOPMENT				
7. Are you in an Army career program?				
Total Army	82506	32%	37%	31%
HQDA	4284	45%	33%	22%
G1	682	37%	37%	26%
OFC DEP CHIEF STAFF, G-1	90	52%	31%	17%



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
TRAINING and DEVELOPMENT																
8. How much help, if any, have you had from a formal or informal mentor for planning your career path in the Army?																
Total Army	82213						1	4	11	23	61	--	--	1.62	0.93	
HQDA	4281						2	5	12	25	56	--	--	1.73	1.00	
G1	679						2	4	11	25	58	--	--	1.66	0.95	
OFC DEP CHIEF STAFF, G-1	91						2	3	11	29	55	--	--	1.69	0.95	

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



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



Item Detail	# Resp	Yes	No	Not sure
LEADERSHIP DEVELOPMENT				
9. Are you interested in advancing to a leadership position within the Army?				
Total Army	82735	60%	20%	20%
HQDA	4300	59%	20%	20%
G1	684	62%	19%	19%
OFC DEP CHIEF STAFF, G-1	91	46%	31%	23%



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
LEADERSHIP DEVELOPMENT																
10a. The priority your organization places on leader development.																
Total Army	61518						6	26	33	23	12	--	--	2.91	1.09	
HQDA	3144						7	23	35	24	12	--	--	2.88	1.10	
G1	515						7	23	34	23	13	--	--	2.89	1.12	
OFC DEP CHIEF STAFF, G-1	60						3	17	32	30	18	--	--	2.57	1.07	
10b. The quality of available leader development training.																
Total Army	58404						6	25	34	24	12	--	--	2.90	1.08	
HQDA	2946						6	23	35	24	12	--	--	2.89	1.09	
G1	484						7	22	33	23	14	--	--	2.84	1.13	
OFC DEP CHIEF STAFF, G-1	57						5	14	37	30	14	--	--	2.67	1.05	
10c. Developmental assignments that give you experience in other functions in the organization.																
Total Army	61415						6	24	32	25	12	--	--	2.87	1.10	
HQDA	3143						7	23	31	25	13	--	--	2.84	1.12	
G1	513						8	22	29	25	15	--	--	2.82	1.17	
OFC DEP CHIEF STAFF, G-1	59						2	22	22	34	20	--	--	2.51	1.10	
10d. The availability of opportunities to expand the range of your skills.																
Total Army	63140						6	27	28	26	13	--	--	2.88	1.13	
HQDA	3235						7	26	29	25	13	--	--	2.89	1.14	
G1	524						8	26	27	25	15	--	--	2.88	1.18	
OFC DEP CHIEF STAFF, G-1	61						3	23	30	25	20	--	--	2.66	1.13	

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
LEADERSHIP DEVELOPMENT																
10e. The help you have received to plan your career path.																
Total Army	63765						5	18	30	28	19	--	--	2.62	1.12	
HQDA	3293						6	19	30	28	18	--	--	2.65	1.14	
G1	531						6	19	28	27	20	--	--	2.63	1.17	
OFC DEP CHIEF STAFF, G-1	61						0	13	39	21	26	--	--	2.39	1.01	
10f. The way your supervisor creates or calls attention to leader development opportunities.																
Total Army	62715						7	23	34	21	15	--	--	2.85	1.14	
HQDA	3214						8	22	34	21	14	--	--	2.89	1.15	
G1	519						9	20	32	23	16	--	--	2.84	1.18	
OFC DEP CHIEF STAFF, G-1	59						3	19	32	24	22	--	--	2.58	1.12	

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev		
		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
PERSONAL WORK EXPERIENCES																	
11a. My work gives me a feeling of personal accomplishment.																	
Total Army	81107	77%					12%	11%	28	49	12	7	4	--	--	3.89	1.02
HQDA	4215	77%					11%	12%	28	49	11	7	4	--	--	3.89	1.03
G1	669	76%					13%	11%	28	48	13	8	4	--	--	3.88	1.02
OFC DEP CHIEF STAFF, G-1	90	69%					14%	17%	28	41	14	10	7	--	--	3.73	1.16
11b. I like the kind of work I do.																	
Total Army	81129	85%					10%	5%	37	48	10	4	2	--	--	4.15	0.85
HQDA	4214	83%					11%	6%	35	49	11	4	2	--	--	4.10	0.88
G1	668	83%					10%	7%	32	51	10	5	2	--	--	4.05	0.91
OFC DEP CHIEF STAFF, G-1	90	81%					11%	8%	36	46	11	6	2	--	--	4.07	0.94
11c. Creativity and innovation are rewarded.																	
Total Army	79907	47%					25%	28%	15	32	25	18	10	+2	+3	3.24	1.21
HQDA	4121	49%					25%	26%	16	33	25	16	10	--	--	3.28	1.20
G1	642	51%					26%	23%	15	37	26	14	9	--	--	3.35	1.15
OFC DEP CHIEF STAFF, G-1	88	52%					27%	20%	17	35	27	11	9	--	--	3.40	1.16
11d. The work I do is important.																	
Total Army	80909	90%					7%		45	45	7	2	1	--	--	4.32	0.76
HQDA	4194	90%					7%		47	43	7	2	1	--	--	4.34	0.76
G1	666	91%					7%		48	43	7	2	1	--	--	4.36	0.74
OFC DEP CHIEF STAFF, G-1	90	86%					10%	4%	43	42	10	4	0	--	--	4.24	0.81

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

-- No history data available

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev		
		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
PERSONAL WORK EXPERIENCES																	
11e. I know how my work relates to the organization's goals and priorities.																	
Total Army	80665	85%					10%	5	36	49	10	3	2	--	--	4.16	0.84
HQDA	4185	87%					9%	4	40	47	9	3	1	--	--	4.21	0.82
G1	663	88%					9%	3	40	48	9	2	1	--	--	4.23	0.79
OFC DEP CHIEF STAFF, G-1	89	89%					7%	4	42	47	7	4	0	--	--	4.26	0.77
11f. My talents are used well in the workplace.																	
Total Army	80925	62%					17%	21%	22	40	17	13	8	--	--	3.56	1.19
HQDA	4203	62%					18%	21%	22	39	18	13	8	--	--	3.55	1.19
G1	665	62%					16%	22%	22	40	16	14	8	--	--	3.54	1.20
OFC DEP CHIEF STAFF, G-1	90	62%					12%	26%	26	37	12	21	4	--	--	3.58	1.20
11g. The people I work with cooperate to get the job done.																	
Total Army	80954	72%					15%	13%	25	47	15	8	5	--	--	3.79	1.06
HQDA	4200	77%					13%	11%	29	48	13	7	4	--	--	3.92	1.01
G1	665	80%					12%	8%	32	48	12	5	3	--	--	4.01	0.96
OFC DEP CHIEF STAFF, G-1	91	78%					14%	8%	35	43	14	8	0	--	--	4.05	0.89
11h. Employees have a feeling of personal empowerment with respect to work processes.																	
Total Army	79335	50%					26%	24%	14	36	26	15	9	--	--	3.31	1.16
HQDA	4099	53%					24%	23%	16	36	24	15	8	--	--	3.38	1.17
G1	651	53%					27%	19%	16	37	27	13	7	--	--	3.44	1.10
OFC DEP CHIEF STAFF, G-1	88	47%					31%	23%	20	26	31	17	6	--	--	3.39	1.15

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FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
PERSONAL WORK EXPERIENCES																
11i. I feel encouraged to come up with better ways of doing things.																
Total Army	80885	58% 20% 21%					20	38	20	13	8	--	--	3.49	1.18	
HQDA	4192	61% 19% 20%					22	39	19	12	8	--	--	3.55	1.19	
G1	662	64% 19% 17%					21	43	19	10	6	--	--	3.63	1.11	
OFC DEP CHIEF STAFF, G-1	90	62% 19% 19%					24	38	19	11	8	--	--	3.60	1.19	
11j. My workload is reasonable.																
Total Army	80919	66% 15% 19%					16	50	15	11	7	--	--	3.55	1.11	
HQDA	4199	65% 15% 20%					16	48	15	12	8	--	--	3.53	1.14	
G1	667	66% 14% 20%					18	47	14	12	8	--	--	3.55	1.16	
OFC DEP CHIEF STAFF, G-1	90	66% 12% 22%					21	44	12	16	7	--	--	3.58	1.17	
11k. I know what is expected of me on the job.																
Total Army	80795	80% 11% 8%					27	54	11	6	3	--	--	3.95	0.92	
HQDA	4201	79% 11% 9%					28	52	11	6	3	--	--	3.94	0.96	
G1	668	81% 12% 7%					28	52	12	5	2	--	--	3.99	0.91	
OFC DEP CHIEF STAFF, G-1	91	77% 12% 11%					31	46	12	8	3	--	--	3.93	1.01	
11l. There are too few people to do the work. *																
Total Army	80148	27% 27% 46%					6	20	27	26	20	--	--	2.67	1.19	
HQDA	4154	28% 26% 46%					6	21	26	26	20	--	--	2.68	1.19	
G1	655	30% 25% 44%					7	23	25	25	19	--	--	2.74	1.21	
OFC DEP CHIEF STAFF, G-1	87	30% 24% 46%					5	25	24	25	21	--	--	2.68	1.19	

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FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
PERSONAL WORK EXPERIENCES																
11m. Physical conditions (noise, temperature, lighting, cleanliness) allow employees to perform their jobs well.																
Total Army	80691	65% 17% 18%					17	48	17	11	7	--	--	3.58	1.10	
HQDA	4200	64% 16% 20%					18	46	16	12	8	--	--	3.53	1.15	
G1	669	66% 15% 20%					20	46	15	13	7	--	--	3.59	1.13	
OFC DEP CHIEF STAFF, G-1	91	58% 19% 23%					16	42	19	15	8	--	--	3.44	1.16	
11n. Employees are protected from health and safety hazards on the job.																
Total Army	80430	77% 14% 9%					23	54	14	6	3	--	--	3.89	0.94	
HQDA	4159	77% 14% 9%					23	54	14	6	3	--	--	3.88	0.94	
G1	659	78% 14% 8%					25	53	14	5	3	--	--	3.93	0.91	
OFC DEP CHIEF STAFF, G-1	90	81% 9% 10%					23	58	9	7	3	--	--	3.91	0.94	
11o. My organization has prepared employees for potential security threats.																
Total Army	80108	79% 14% 7%					24	55	14	5	3	--	--	3.94	0.89	
HQDA	4153	78% 15% 8%					24	54	15	5	2	--	--	3.91	0.89	
G1	657	77% 15% 8%					23	54	15	6	2	--	--	3.90	0.88	
OFC DEP CHIEF STAFF, G-1	90	76% 17% 8%					26	50	17	7	1	--	--	3.92	0.88	

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FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
PERFORMANCE CULTURE																
12a. The performance management system I am under improves organizational performance.																
Total Army	71702						7	28	39	18	9	0	0	3.06	1.03	
HQDA	3699						7	28	39	19	8	--	--	3.05	1.02	
G1	569						7	28	40	17	7	--	--	3.11	1.01	
OFC DEP CHIEF STAFF, G-1	79						3	20	41	25	11	--	--	2.77	0.98	
12b. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.																
Total Army	70183						5	23	28	24	19	+1	+2	2.71	1.16	
HQDA	3452						6	25	30	23	16	--	--	2.81	1.15	
G1	529						7	24	33	22	14	--	--	2.88	1.14	
OFC DEP CHIEF STAFF, G-1	70						3	24	31	21	20	--	--	2.69	1.13	
12c. My performance standards/expectations are directly related to my organization's mission.																
Total Army	77163						16	57	19	5	3	-1	-1	3.79	0.87	
HQDA	3987						18	59	17	4	2	--	--	3.86	0.84	
G1	616						17	59	18	3	2	--	--	3.86	0.82	
OFC DEP CHIEF STAFF, G-1	87						14	62	22	1	1	--	--	3.86	0.70	
12d. My most recent performance appraisal is a fair reflection of my performance.																
Total Army	74753						24	50	15	6	4	0	+1	3.84	1.00	
HQDA	3823						21	50	16	7	6	--	--	3.75	1.04	
G1	603						24	48	17	6	5	--	--	3.79	1.04	
OFC DEP CHIEF STAFF, G-1	87						22	48	18	2	9	--	--	3.71	1.11	

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FY10 Army Civilian Attitude Survey

OFC DEP CHIEF STAFF, G-1

Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
PERFORMANCE CULTURE																
12e. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.																
Total Army	75382	63% 20% 17%					19	44	20	11	6	-6	--	3.60	1.09	
HQDA	3857	61% 21% 17%					18	43	21	11	6	--	--	3.56	1.10	
G1	602	65% 20% 14%					19	46	20	9	5	--	--	3.64	1.05	
OFC DEP CHIEF STAFF, G-1	87	62% 18% 20%					16	46	18	10	9	--	--	3.49	1.15	
12f. I receive regular performance feedback.																
Total Army	79679	50% 22% 28%					13	37	22	19	10	-4	-5	3.25	1.18	
HQDA	4112	49% 23% 28%					13	37	23	18	10	--	--	3.24	1.18	
G1	644	52% 23% 25%					12	39	23	16	9	--	--	3.29	1.15	
OFC DEP CHIEF STAFF, G-1	90	52% 18% 30%					8	44	18	21	9	--	--	3.21	1.13	
12g. The performance feedback I receive is useful.																
Total Army	76846	53% 28% 20%					14	39	28	12	8	-4	-4	3.39	1.10	
HQDA	3946	54% 27% 19%					14	40	27	12	8	--	--	3.41	1.10	
G1	620	55% 27% 17%					14	41	27	10	7	--	--	3.44	1.08	
OFC DEP CHIEF STAFF, G-1	89	61% 20% 19%					9	52	20	12	7	--	--	3.44	1.04	
12h. My cash awards depend on how well I perform my job.																
Total Army	68558	48% 24% 28%					14	34	24	13	15	-6	-5	3.20	1.27	
HQDA	3428	50% 24% 25%					15	35	24	13	13	--	--	3.27	1.23	
G1	529	50% 24% 25%					15	35	24	13	12	--	--	3.28	1.23	
OFC DEP CHIEF STAFF, G-1	80	49% 24% 28%					13	36	24	14	14	--	--	3.20	1.23	

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FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
PERFORMANCE CULTURE																
12i. In my work unit, differences in performance are recognized in a meaningful way.																
Total Army	72270	34%	29%	37%			8	25	29	20	17	-4	-4	2.88	1.20	
HQDA	3589	34%	29%	36%			9	26	29	20	16	--	--	2.91	1.20	
G1	550	38%	31%	31%			9	29	31	17	15	--	--	3.01	1.18	
OFC DEP CHIEF STAFF, G-1	73	34%	37%	29%			5	29	37	15	14	--	--	2.97	1.10	
12j. Pay raises in my work unit depend on how well employees perform their jobs.																
Total Army	68532	28%	29%	44%			7	21	29	22	21	-8	-7	2.70	1.21	
HQDA	3426	32%	30%	38%			8	24	30	20	18	--	--	2.84	1.21	
G1	522	34%	30%	36%			8	26	30	20	15	--	--	2.92	1.18	
OFC DEP CHIEF STAFF, G-1	74	32%	36%	31%			5	27	36	19	12	--	--	2.95	1.08	
12k. Promotions in my work unit are based on merit.																
Total Army	68555	28%	30%	42%			6	21	30	19	23	-11	-10	2.70	1.21	
HQDA	3482	35%	30%	35%			9	26	30	17	18	--	--	2.90	1.22	
G1	535	36%	30%	34%			9	27	30	16	19	--	--	2.91	1.23	
OFC DEP CHIEF STAFF, G-1	69	29%	36%	35%			4	25	36	19	16	--	--	2.83	1.10	
12l. Personnel with recent military experience perform better in Army civilian positions than those without recent military experience.																
Total Army	70421	34%	32%	34%			14	20	32	19	15	--	--	2.98	1.25	
HQDA	3673	32%	33%	35%			12	19	33	19	16	--	--	2.92	1.24	
G1	568	30%	33%	37%			12	18	33	20	17	--	--	2.88	1.24	
OFC DEP CHIEF STAFF, G-1	79	24%	35%	41%			11	13	35	22	19	--	--	2.76	1.22	

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FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
FAIRNESS																
13a. Personnel who recently retired from the military and then are hired by the Army are often selected over fully qualified civilian candidates who have not served in the military.																
Total Army	62457						22	31	30	11	5	+12	+17	3.54	1.11	
HQDA	3400						23	28	29	14	6	--	--	3.49	1.17	
G1	528						26	28	28	11	7	--	--	3.54	1.20	
OFC DEP CHIEF STAFF, G-1	72						28	25	28	8	11	--	--	3.50	1.28	
13b. Employees at this installation/activity are treated fairly with regard to grievances.																
Total Army	51040						8	32	38	12	11	-2	0	3.14	1.07	
HQDA	2456						10	34	38	10	9	--	--	3.26	1.05	
G1	372						9	31	37	11	11	--	--	3.16	1.09	
OFC DEP CHIEF STAFF, G-1	46						2	37	41	9	11	--	--	3.11	0.98	
13c. Employees at this installation/activity are treated fairly with regard to appeals.																
Total Army	46485						7	29	45	9	9	-2	0	3.16	1.01	
HQDA	2304						9	32	43	7	8	--	--	3.28	1.01	
G1	355						9	29	42	9	10	--	--	3.17	1.06	
OFC DEP CHIEF STAFF, G-1	44						5	36	45	7	7	--	--	3.25	0.91	
13d. Prohibited Personnel Practices (e.g., illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans preference requirements) are not tolerated.																
Total Army	60753						16	40	27	8	8	-12	-9	3.48	1.11	
HQDA	3237						23	41	22	7	7	--	--	3.65	1.12	
G1	503						19	44	21	9	8	--	--	3.56	1.13	
OFC DEP CHIEF STAFF, G-1	74						7	55	20	9	8	--	--	3.43	1.03	

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FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
FAIRNESS																
13e. If I complained of discrimination, it would be held against me. *																
Total Army	61031						10	24	34	20	12	-2	+2	3.00	1.16	
HQDA	3049						12	24	33	18	12	--	--	3.06	1.19	
G1	457						13	22	34	17	13	--	--	3.05	1.20	
OFC DEP CHIEF STAFF, G-1	63						10	21	44	13	13	--	--	3.02	1.11	

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**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



Item Detail	# Resp	Yes	No
DISCRIMINATION			
14. During the last 12 months, have you been discriminated against (e.g., on the basis of your gender, race, national origin, religion, age, cultural background, disability, sexual orientation) while working in the Army?			
Total Army	79363	12%	88%
HQDA	4109	11%	89%
G1	647	11%	89%
OFC DEP CHIEF STAFF, G-1	89	10%	90%
14a. If you were discriminated against, did you report the incident?			
Total Army	9668	31%	69%
HQDA	488	33%	67%
G1	74	31%	69%
OFC DEP CHIEF STAFF, G-1	9	--	--



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



Item Detail	# Resp	Yes	No	Too soon to know
DISCRIMINATION				
14b. If you reported the incident, did you experience any adverse consequences?				
Total Army	3023	53%	21%	26%
HQDA	165	56%	23%	21%
G1	24	54%	17%	29%
OFC DEP CHIEF STAFF, G-1	2	--	--	--



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



Item Detail	# Resp	Yes	No
HARASSMENT			
15. During the last 12 months, have you been harassed (e.g., on the basis of your gender, race, national origin, religion, age, cultural background, disability, sexual orientation) while working in the Army?			
Total Army	78891	8%	92%
HQDA	4085	7%	93%
G1	644	7%	93%
OFC DEP CHIEF STAFF, G-1	87	7%	93%
15a. If you were harassed, did you report the incident?			
Total Army	6639	41%	59%
HQDA	311	41%	59%
G1	52	37%	63%
OFC DEP CHIEF STAFF, G-1	10	30%	70%



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



Item Detail	# Resp	Yes	No	Too soon to know
HARASSMENT				
15b. If you reported the incident, did you experience any adverse consequences?				
Total Army	2709	50%	27%	23%
HQDA	129	47%	29%	23%
G1	20	35%	45%	20%
OFC DEP CHIEF STAFF, G-1	3	--	--	--



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
CAREER PLANS																
16. Suppose that you have to decide whether or not to continue to work for your organization. If you had to make this decision now, how likely or unlikely is it that you would choose to stay?																
Total Army	77083	69% (Likely) 12% (Neither) 19% (Unlikely)					41	28	12	11	8	+6	0	3.83	1.29	
HQDA	4019	65% (Likely) 13% (Neither) 22% (Unlikely)					38	28	13	12	10	--	--	3.71	1.34	
G1	643	68% (Likely) 13% (Neither) 18% (Unlikely)					41	28	13	11	8	--	--	3.83	1.27	
OFC DEP CHIEF STAFF, G-1	90	62% (Likely) 13% (Neither) 24% (Unlikely)					33	29	13	16	9	--	--	3.62	1.32	
17a. Do you see yourself working at your current organization one year from now?																
Total Army	74263	77% (Likely) 8% (Neither) 14% (Unlikely)					48	29	8	7	7	--	--	4.04	1.22	
HQDA	3891	73% (Likely) 10% (Neither) 18% (Unlikely)					45	28	10	9	9	--	--	3.91	1.29	
G1	615	72% (Likely) 10% (Neither) 18% (Unlikely)					45	27	10	10	8	--	--	3.91	1.29	
OFC DEP CHIEF STAFF, G-1	82	68% (Likely) 11% (Neither) 21% (Unlikely)					34	34	11	15	6	--	--	3.76	1.24	
17b. Do you see yourself working at your current organization three years from now?																
Total Army	73611	56% (Likely) 14% (Neither) 30% (Unlikely)					31	25	14	14	15	--	--	3.43	1.44	
HQDA	3893	51% (Likely) 15% (Neither) 34% (Unlikely)					26	25	15	15	19	--	--	3.23	1.46	
G1	612	52% (Likely) 14% (Neither) 33% (Unlikely)					28	25	14	13	20	--	--	3.27	1.49	
OFC DEP CHIEF STAFF, G-1	82	38% (Likely) 16% (Neither) 46% (Unlikely)					20	18	16	21	26	--	--	2.85	1.47	
17c. Do you see yourself working at your current organization five years from now?																
Total Army	76072	43% (Likely) 16% (Neither) 40% (Unlikely)					25	18	16	15	25	--	--	3.03	1.53	
HQDA	3956	36% (Likely) 17% (Neither) 47% (Unlikely)					20	16	17	17	29	--	--	2.80	1.51	
G1	627	39% (Likely) 15% (Neither) 45% (Unlikely)					24	15	15	16	30	--	--	2.88	1.56	
OFC DEP CHIEF STAFF, G-1	87	30% (Likely) 11% (Neither) 59% (Unlikely)					20	10	11	18	40	--	--	2.51	1.56	

■ = % Favorable (Likely)
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FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
CAREER PLANS																
18a. In the next 5 years, how likely or unlikely is it that you will leave your organization to take another job within the DoD? *																
Total Army	77968						14	17	21	24	24	-3	-7	2.73	1.37	
HQDA	4050						12	14	18	27	28	--	--	2.55	1.35	
G1	639						13	14	18	26	29	--	--	2.56	1.37	
OFC DEP CHIEF STAFF, G-1	88						15	15	14	28	28	--	--	2.59	1.41	
18b. In the next 5 years, how likely or unlikely is it that you will leave to take another job in the Federal government outside of the DoD? *																
Total Army	77368						22	26	23	17	11	+1	0	3.33	1.29	
HQDA	4028						20	24	23	20	13	--	--	3.18	1.32	
G1	638						23	26	22	18	11	--	--	3.32	1.30	
OFC DEP CHIEF STAFF, G-1	88						18	26	23	23	10	--	--	3.19	1.26	
18c. In the next 5 years, how likely or unlikely is it that you will leave the Federal government for a private sector job? *																
Total Army	77356						41	30	16	8	4	+7	+6	3.96	1.13	
HQDA	4024						47	30	13	6	3	--	--	4.12	1.07	
G1	635						49	30	12	6	3	--	--	4.16	1.04	
OFC DEP CHIEF STAFF, G-1	87						49	25	10	14	1	--	--	4.08	1.12	
18d. In the next 5 years, how likely or unlikely is it that you will retire from Federal service? *																
Total Army	78615						43	15	10	12	19	+6	+5	3.51	1.58	
HQDA	4069						46	14	9	11	19	--	--	3.57	1.59	
G1	641						44	16	9	9	23	--	--	3.49	1.63	
OFC DEP CHIEF STAFF, G-1	87						43	15	13	10	20	--	--	3.51	1.57	

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

-- No history data available

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



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



Item Detail	# Resp	No	Yes, but only within the Federal government	Yes, but only outside the Federal government	Yes, I plan to look both within and outside the Federal government	I have not decided whether or not to look for another job
CAREER PLANS						
19. In the coming year (the next 12 months), do you plan to look for another job?						
Total Army	79215	42%	34%	1%	11%	12%
HQDA	4098	37%	40%	1%	9%	13%
G1	647	36%	42%	1%	9%	13%
OFC DEP CHIEF STAFF, G-1	90	40%	38%	0%	11%	11%



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Not willing to relocate	Within my immediate area	Within my CONUS region	Within my OCONUS region	Anywhere
CAREER PLANS						
20a. Where would you be willing to relocate to stay with your job if it moved?						
Total Army	78418	28%	36%	16%	3%	17%
HQDA	4061	27%	39%	16%	1%	16%
G1	637	28%	34%	15%	1%	22%
OFC DEP CHIEF STAFF, G-1	89	20%	58%	8%	2%	11%
20b. Where would you be willing to relocate for a career enhancing development opportunity?						
Total Army	78210	21%	33%	19%	3%	23%
HQDA	4048	19%	36%	19%	2%	24%
G1	634	20%	35%	15%	2%	29%
OFC DEP CHIEF STAFF, G-1	89	20%	48%	12%	0%	19%
20c. Where would you be willing to relocate to get an increase in pay?						
Total Army	78214	21%	37%	18%	3%	21%
HQDA	4055	19%	39%	19%	2%	21%
G1	636	20%	38%	15%	2%	25%
OFC DEP CHIEF STAFF, G-1	90	20%	51%	11%	1%	17%
20d. Where would you be willing to relocate to get a promotion?						
Total Army	78202	20%	36%	19%	3%	22%
HQDA	4046	18%	38%	19%	2%	23%
G1	634	19%	36%	15%	2%	27%
OFC DEP CHIEF STAFF, G-1	89	19%	51%	9%	4%	17%



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
OVERALL SATISFACTION																
21a. Considering everything, how satisfied or dissatisfied are you with your job?																
Total Army	78629	78% Favorable, 12% Neither, 10% Unfavorable					28	50	12	7	3	+5	+3	3.93	0.99	
HQDA	4057	76% Favorable, 12% Neither, 12% Unfavorable					27	49	12	8	4	--	--	3.87	1.02	
G1	640	77% Favorable, 10% Neither, 13% Unfavorable					26	51	10	9	4	--	--	3.86	1.02	
OFC DEP CHIEF STAFF, G-1	89	72% Favorable, 13% Neither, 15% Unfavorable					26	46	13	12	2	--	--	3.81	1.03	
21b. Considering everything, how satisfied or dissatisfied are you with your pay?																
Total Army	78868	65% Favorable, 15% Neither, 20% Unfavorable					17	48	15	14	6	+5	+5	3.57	1.10	
HQDA	4074	67% Favorable, 15% Neither, 19% Unfavorable					20	47	15	13	5	--	--	3.63	1.10	
G1	641	61% Favorable, 15% Neither, 24% Unfavorable					17	44	15	17	7	--	--	3.47	1.16	
OFC DEP CHIEF STAFF, G-1	90	71% Favorable, 14% Neither, 14% Unfavorable					26	46	14	11	3	--	--	3.79	1.05	
21c. Considering everything, how satisfied or dissatisfied are you with the training you receive for your present job?																
Total Army	78820	49% Favorable, 25% Neither, 26% Unfavorable					12	37	25	18	7	--	--	3.28	1.11	
HQDA	4069	47% Favorable, 27% Neither, 26% Unfavorable					12	35	27	19	8	--	--	3.25	1.12	
G1	641	43% Favorable, 28% Neither, 29% Unfavorable					11	33	28	19	10	--	--	3.15	1.15	
OFC DEP CHIEF STAFF, G-1	90	34% Favorable, 37% Neither, 29% Unfavorable					7	28	37	18	11	--	--	3.01	1.08	
21d. Considering everything, how satisfied or dissatisfied are you with the recognition you receive for doing a good job?																
Total Army	78795	48% Favorable, 24% Neither, 28% Unfavorable					13	35	24	17	11	-3	-4	3.22	1.19	
HQDA	4073	50% Favorable, 23% Neither, 27% Unfavorable					14	35	23	17	10	--	--	3.28	1.19	
G1	640	52% Favorable, 24% Neither, 24% Unfavorable					14	38	24	15	9	--	--	3.33	1.16	
OFC DEP CHIEF STAFF, G-1	90	53% Favorable, 28% Neither, 19% Unfavorable					11	42	28	11	8	--	--	3.38	1.07	

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
OVERALL SATISFACTION																
21e. Considering everything, how satisfied or dissatisfied are you with your involvement in decisions that affect your work?																
Total Army	78768						13	37	25	17	9	--	--	3.28	1.15	
HQDA	4073						15	37	24	16	9	--	--	3.33	1.16	
G1	640						14	41	23	13	9	--	--	3.40	1.14	
OFC DEP CHIEF STAFF, G-1	90						13	39	27	12	9	--	--	3.36	1.13	
21f. Considering everything, how satisfied or dissatisfied are you with your opportunities to be innovative or expand the scope of your job?																
Total Army	78720						13	35	27	16	8	-1	-2	3.29	1.13	
HQDA	4066						15	36	26	16	8	--	--	3.33	1.14	
G1	636						15	37	26	14	8	--	--	3.37	1.15	
OFC DEP CHIEF STAFF, G-1	90						16	36	30	10	9	--	--	3.39	1.13	
21g. Considering everything, how satisfied or dissatisfied are you with your opportunity to get a better job in your organization?																
Total Army	78786						7	24	33	22	14	+2	0	2.89	1.14	
HQDA	4074						9	26	33	19	13	--	--	2.97	1.16	
G1	637						9	28	32	17	14	--	--	2.99	1.17	
OFC DEP CHIEF STAFF, G-1	90						3	20	49	18	10	--	--	2.89	0.95	
21h. Considering everything, how satisfied or dissatisfied are you with your opportunities for promotion?																
Total Army	78752						7	22	30	25	16	-1	-3	2.79	1.15	
HQDA	4070						8	24	31	22	15	--	--	2.89	1.17	
G1	637						9	24	30	22	15	--	--	2.91	1.18	
OFC DEP CHIEF STAFF, G-1	90						3	19	47	19	12	--	--	2.82	0.98	

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
OVERALL SATISFACTION																
21i. Considering everything, how satisfied or dissatisfied are you with management at your organization?																
Total Army	78683						11	33	25	17	13	-3	-3	3.12	1.21	
HQDA	4060						14	34	24	16	12	--	--	3.21	1.23	
G1	637						13	38	23	14	12	--	--	3.25	1.21	
OFC DEP CHIEF STAFF, G-1	90						11	38	19	22	10	--	--	3.18	1.19	
21j. Considering everything, how satisfied or dissatisfied are you with the information you receive from management on what's going on in your organization?																
Total Army	78766						11	34	25	19	12	--	--	3.13	1.19	
HQDA	4070						13	36	23	17	11	--	--	3.23	1.19	
G1	639						13	38	22	16	11	--	--	3.28	1.19	
OFC DEP CHIEF STAFF, G-1	90						8	37	27	18	11	--	--	3.12	1.13	
21k. Considering everything, how satisfied or dissatisfied are you with policies and practices of your senior leaders?																
Total Army	78679						10	32	29	16	12	-1	-1	3.12	1.17	
HQDA	4062						12	35	27	15	11	--	--	3.21	1.16	
G1	637						12	36	28	12	12	--	--	3.24	1.17	
OFC DEP CHIEF STAFF, G-1	90						8	39	27	19	8	--	--	3.20	1.08	
23a. I would recommend that others pursue a career as a civilian with this organization.																
Total Army	78745						25	41	20	10	5	+9	+6	3.70	1.10	
HQDA	4067						25	39	20	10	6	--	--	3.66	1.13	
G1	639						26	40	20	9	4	--	--	3.74	1.07	
OFC DEP CHIEF STAFF, G-1	90						19	38	24	10	9	--	--	3.48	1.17	

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev		
		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
OVERALL SATISFACTION																	
23b. I would recommend that others pursue a career as a civilian with the Army.																	
Total Army	78555	83%					13%	4	36	47	13	3	2	--	--	4.14	0.85
HQDA	4061	86%					10%	4	41	45	10	2	2	--	--	4.21	0.84
G1	640	85%					11%	3	43	43	11	2	1	--	--	4.23	0.83
OFC DEP CHIEF STAFF, G-1	89	84%					8%	8%	38	46	8	2	6	--	--	4.09	1.02

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
QUALITY OF WORK LIFE																
21L. Considering everything, how satisfied or dissatisfied are you with the opportunity you have to Telework?																
Total Army	53884						7	18	39	18	19	--	--	2.76	1.15	
HQDA	3156						9	17	29	21	25	--	--	2.63	1.26	
G1	487						7	20	31	20	23	--	--	2.68	1.21	
OFC DEP CHIEF STAFF, G-1	83						4	19	30	20	27	--	--	2.53	1.18	
21m. Considering everything, how satisfied or dissatisfied are you with Alternative Work Schedules?																
Total Army	67864						19	37	24	10	10	--	--	3.45	1.20	
HQDA	3683						23	37	19	9	12	--	--	3.48	1.28	
G1	584						19	36	18	11	16	--	--	3.30	1.34	
OFC DEP CHIEF STAFF, G-1	87						23	36	17	9	15	--	--	3.43	1.34	
21n. Considering everything, how satisfied or dissatisfied are you with Health and Wellness Programs (e.g., exercise, medical screening, quit smoking programs)?																
Total Army	64742						12	37	32	10	8	--	--	3.36	1.08	
HQDA	3175						11	33	33	12	11	--	--	3.22	1.13	
G1	488						9	33	33	14	11	--	--	3.16	1.11	
OFC DEP CHIEF STAFF, G-1	75						7	27	41	17	8	--	--	3.07	1.01	
21o. Considering everything, how satisfied or dissatisfied are you with Employee Assistance Program (EAP)?																
Total Army	49053						10	31	47	6	6	--	--	3.33	0.95	
HQDA	2309						10	30	47	6	6	--	--	3.32	0.97	
G1	366						12	33	40	7	8	--	--	3.34	1.04	
OFC DEP CHIEF STAFF, G-1	48						6	29	58	2	4	--	--	3.31	0.79	

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
QUALITY OF WORK LIFE																
21p. Considering everything, how satisfied or dissatisfied are you with Child Care Programs (e.g., daycare, parenting classes, parenting support groups)?																
Total Army	37087						9	22	58	5	6	--	--	3.23	0.90	
HQDA	1680						8	19	61	5	7	--	--	3.15	0.91	
G1	284						10	23	54	6	7	--	--	3.22	0.96	
OFC DEP CHIEF STAFF, G-1	38						5	18	68	3	5	--	--	3.16	0.78	
21q. Considering everything, how satisfied or dissatisfied are you with Elder Care Programs (e.g., support groups, speakers)?																
Total Army	33641						6	17	67	5	5	--	--	3.13	0.80	
HQDA	1552						6	15	67	5	6	--	--	3.09	0.83	
G1	260						9	17	64	4	7	--	--	3.18	0.90	
OFC DEP CHIEF STAFF, G-1	37						5	16	70	3	5	--	--	3.14	0.78	

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



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



Item Detail	# Resp	I telework on a regular basis (at least one entire work day a week).	I telework infrequently (less than one entire work day a week).	I DO NOT telework because I have to be physically present on the job.	I DO NOT telework because I have technical issues that prevent me from teleworking.	I DO NOT telework because I am not allowed to.	I DO NOT telework because I choose not to telework.
QUALITY OF WORK LIFE							
25. Please select the response below that best describes your telework situation.							
Total Army	75800	5%	8%	32%	7%	34%	15%
HQDA	3962	5%	8%	14%	8%	48%	16%
G1	626	5%	9%	13%	7%	52%	14%
OFC DEP CHIEF STAFF, G-1	89	2%	18%	3%	8%	49%	19%



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
YOUR ORGANIZATION																
22. Overall, how well or poorly prepared is your organization to perform its mission?																
Total Army	78557						24	49	19	6	2	+2	+1	3.86	0.91	
HQDA	4064						24	49	19	6	2	--	--	3.87	0.91	
G1	643						24	49	21	5	2	--	--	3.88	0.88	
OFC DEP CHIEF STAFF, G-1	90						21	51	19	6	3	--	--	3.81	0.94	

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
YOUR ORGANIZATION																
24a. How well or poorly does your organization reward good work performance?																
Total Army	72604						10	23	32	21	13	--	--	2.97	1.18	
HQDA	3620						12	25	32	19	12	--	--	3.05	1.18	
G1	556						12	30	31	18	10	--	--	3.15	1.15	
OFC DEP CHIEF STAFF, G-1	78						10	33	27	21	9	--	--	3.15	1.13	
24b. How well or poorly does your organization discipline/correct poor work performance?																
Total Army	64705						5	14	28	32	21	--	--	2.51	1.13	
HQDA	3075						6	15	30	29	20	--	--	2.59	1.15	
G1	470						6	17	31	29	17	--	--	2.66	1.13	
OFC DEP CHIEF STAFF, G-1	61						2	18	34	30	16	--	--	2.59	1.01	
24c. How well or poorly does your organization link pay to performance?																
Total Army	65785						6	16	29	29	20	--	--	2.59	1.14	
HQDA	3260						7	19	32	26	17	--	--	2.73	1.16	
G1	508						7	22	30	26	15	--	--	2.80	1.14	
OFC DEP CHIEF STAFF, G-1	74						5	28	32	22	12	--	--	2.93	1.09	
24d. How well or poorly does your organization promote good communication between supervisors and employees?																
Total Army	75886						10	25	32	19	14	--	--	2.99	1.18	
HQDA	3889						12	27	30	18	13	--	--	3.08	1.20	
G1	613						12	31	31	16	9	--	--	3.21	1.14	
OFC DEP CHIEF STAFF, G-1	86						6	45	26	15	8	--	--	3.26	1.05	

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
YOUR ORGANIZATION																
24e. How well or poorly does your organization ensure that individual performance supports organizational mission effectiveness?																
Total Army	72609						10	29	38	15	9	--	--	3.16	1.07	
HQDA	3724						12	31	36	13	8	--	--	3.25	1.08	
G1	589						12	35	35	11	7	--	--	3.35	1.05	
OFC DEP CHIEF STAFF, G-1	84						7	42	37	8	6	--	--	3.36	0.95	
24f. How well or poorly does your organization attract new employees?																
Total Army	66134						8	24	39	18	10	--	--	3.02	1.08	
HQDA	3405						9	26	39	17	9	--	--	3.10	1.07	
G1	534						11	28	37	17	7	--	--	3.19	1.07	
OFC DEP CHIEF STAFF, G-1	70						4	36	34	20	6	--	--	3.13	0.97	
24g. How well or poorly does your organization fill vacancies quickly?																
Total Army	70217						5	15	29	26	24	--	--	2.51	1.17	
HQDA	3622						8	20	30	23	19	--	--	2.74	1.20	
G1	575						8	21	29	24	19	--	--	2.75	1.21	
OFC DEP CHIEF STAFF, G-1	78						1	17	28	29	24	--	--	2.41	1.07	
24h. How well or poorly does your organization link individual and organizational performance?																
Total Army	67258						7	22	38	21	12	--	--	2.90	1.09	
HQDA	3444						9	24	37	18	11	--	--	3.02	1.11	
G1	534						9	28	39	16	9	--	--	3.12	1.06	
OFC DEP CHIEF STAFF, G-1	77						3	40	39	12	6	--	--	3.21	0.92	

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
SATISFACTION with CIVILIAN HUMAN RESOURCES																
26a. How well or poorly does the Human Resources Office (Personnel) support you in processing personnel actions (e.g., pay, promotions, benefits) accurately and in a timely manner?																
Total Army	68044						12	28	37	14	9	-9	-11	3.20	1.11	
HQDA	3587						21	30	31	11	8	--	--	3.45	1.16	
G1	569						20	32	30	10	7	--	--	3.48	1.13	
OFC DEP CHIEF STAFF, G-1	76						8	34	32	16	11	--	--	3.13	1.10	
26b. How well or poorly does the Human Resources Office (Personnel) support you in providing customer-focused service?																
Total Army	65001						11	27	37	15	10	-2	+2	3.16	1.11	
HQDA	3560						20	30	30	12	8	--	--	3.41	1.17	
G1	557						17	31	31	13	8	--	--	3.38	1.14	
OFC DEP CHIEF STAFF, G-1	73						5	30	38	16	10	--	--	3.05	1.03	
26c. How well or poorly does the Human Resources Office (Personnel) support you in providing guidance and program assistance on family-friendly quality of work-life issues?																
Total Army	51871						10	25	37	17	11	0	+5	3.05	1.13	
HQDA	2773						18	27	30	15	10	--	--	3.29	1.20	
G1	426						16	27	32	15	9	--	--	3.25	1.17	
OFC DEP CHIEF STAFF, G-1	53						8	21	36	28	8	--	--	2.92	1.04	

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
SATISFACTION with CIVILIAN HUMAN RESOURCES																
26d. How well or poorly does the Human Resources Office (Personnel) support you in providing career counseling?																
Total Army	53450						6	16	28	29	21	--	-2	2.59	1.17	
HQDA	2893						11	17	25	26	21	--	--	2.72	1.27	
G1	447						9	19	22	29	21	--	--	2.66	1.25	
OFC DEP CHIEF STAFF, G-1	56						2	16	20	36	27	--	--	2.30	1.08	
26e. How well or poorly does the Human Resources Office (Personnel) support you in providing counseling, information, or training on retirement and benefits?																
Total Army	59321						9	22	36	19	14	-8	-6	2.93	1.14	
HQDA	3151						15	23	32	16	13	--	--	3.11	1.24	
G1	480						12	24	31	21	13	--	--	3.02	1.19	
OFC DEP CHIEF STAFF, G-1	58						3	21	28	29	19	--	--	2.60	1.11	
26f. How well or poorly does the Human Resources Office (Personnel) support you in finding sources for all types of training?																
Total Army	55935						7	20	34	23	16	-8	-2	2.80	1.14	
HQDA	3065						13	21	30	21	15	--	--	2.96	1.24	
G1	473						11	21	29	23	15	--	--	2.89	1.22	
OFC DEP CHIEF STAFF, G-1	61						2	18	31	28	21	--	--	2.51	1.07	
26g. How well or poorly does the Human Resources Office (Personnel) support you in providing counseling, information, or training on financial planning?																
Total Army	51218						7	18	32	25	18	--	--	2.70	1.16	
HQDA	2669						11	17	28	25	18	--	--	2.78	1.25	
G1	425						10	17	27	28	18	--	--	2.72	1.22	
OFC DEP CHIEF STAFF, G-1	52						2	17	27	29	25	--	--	2.42	1.10	

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
SATISFACTION with CIVILIAN HUMAN RESOURCES																
26h. How well or poorly does the Human Resources Office (Personnel) support you in providing counseling, information, or training on employee wellness (e.g., employee assistance/physical fitness programs)?																
Total Army	53579						7	19	34	22	17	--	--	2.78	1.15	
HQDA	2776						11	19	29	23	19	--	--	2.80	1.25	
G1	451						10	20	28	25	18	--	--	2.80	1.23	
OFC DEP CHIEF STAFF, G-1	59						2	24	32	25	17	--	--	2.68	1.06	

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
SATISFACTION with CIVILIAN HUMAN RESOURCES																
27a. Overall, I am satisfied with the timeliness of Human Resources Office personnel services I receive.																
Total Army	70280						9	36	31	14	10	-8	-5	3.20	1.11	
HQDA	3758						16	38	25	12	9	--	--	3.40	1.17	
G1	589						15	39	25	13	8	--	--	3.39	1.13	
OFC DEP CHIEF STAFF, G-1	81						5	42	25	19	10	--	--	3.14	1.09	
27b. Overall, I am satisfied with the quality of Human Resources Office personnel services I receive.																
Total Army	70202						9	36	31	14	10	-8	-5	3.21	1.11	
HQDA	3755						16	37	26	12	9	--	--	3.39	1.15	
G1	588						14	39	26	12	9	--	--	3.36	1.13	
OFC DEP CHIEF STAFF, G-1	81						4	37	26	23	10	--	--	3.01	1.07	

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



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



Item Detail	# Resp	Yes	No	I was never in NSPS	Do not know
ARMY PERSONNEL SYSTEMS					
28. Was your position converted back to GS from NSPS?					
Total Army	78268	25%	22%	47%	6%
HQDA	4054	72%	8%	18%	2%
G1	640	61%	13%	23%	3%
OFC DEP CHIEF STAFF, G-1	90	97%	0%	2%	1%



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



Item Detail	# Resp	Yes	No	Do not know
ARMY PERSONNEL SYSTEMS				
28a. Did you receive information in writing on the transition (e.g., an NSPS Employee Bulletin dealing with the impact of the transition on your pay and pay grade) from your supervisor?				
Total Army	19596	81%	15%	4%
HQDA	2908	87%	10%	3%
G1	392	89%	8%	3%
OFC DEP CHIEF STAFF, G-1	87	91%	8%	1%



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



Item Detail	# Resp	Not at all	A little helpful	Somewhat helpful	Very helpful
ARMY PERSONNEL SYSTEMS					
28b. How helpful was the information provided to you?					
Total Army	15924	7%	27%	39%	27%
HQDA	2549	5%	20%	38%	38%
G1	350	4%	26%	35%	35%
OFC DEP CHIEF STAFF, G-1	79	4%	32%	38%	27%



**FY10 Army Civilian Attitude Survey
OFC DEP CHIEF STAFF, G-1
Results for Non-Supervisors**



Item Detail	# Resp	Yes	No	Do not know
ARMY PERSONNEL SYSTEMS				
28c. Did you receive information about your transition back to GS prior to the date that you were converted back to GS?				
Total Army	15846	94%	4%	2%
HQDA	2541	96%	3%	1%
G1	349	96%	3%	1%
OFC DEP CHIEF STAFF, G-1	79	95%	5%	0%



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Do not know
ORGANIZATIONAL INFORMATION				
29a. Has your organization been identified for BRAC realignment/relocation?				
Total Army	76923	20%	55%	25%
HQDA	4011	34%	58%	8%
G1	633	42%	48%	9%
OFC DEP CHIEF STAFF, G-1	90	39%	58%	3%
29b. Has your organization been identified for BRAC closure?				
Total Army	74684	7%	68%	25%
HQDA	3774	7%	83%	10%
G1	580	7%	80%	12%
OFC DEP CHIEF STAFF, G-1	85	2%	94%	4%
29c. Has your organization been identified for A-76/Outsourcing?				
Total Army	74214	4%	48%	48%
HQDA	3757	2%	69%	30%
G1	579	0%	63%	36%
OFC DEP CHIEF STAFF, G-1	85	0%	76%	24%
29d. Has your organization been identified for other orders impacting location (specify below)?				
Total Army	71997	2%	43%	55%
HQDA	3667	1%	61%	38%
G1	566	1%	54%	44%
OFC DEP CHIEF STAFF, G-1	80	3%	66%	31%



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
CONDITIONS FOR ENGAGEMENT																
2c. In my organization, leaders generate high levels of motivation and commitment in the workforce.																
Total Army	83046	46% Favorable, 25% Neither, 29% Unfavorable					12	34	25	19	10	-1	-1	3.18	1.18	
HQDA	4314	49% Favorable, 23% Neither, 27% Unfavorable					15	34	23	18	10	--	--	3.28	1.20	
G1	685	52% Favorable, 22% Neither, 26% Unfavorable					17	35	22	16	10	--	--	3.34	1.21	
OFC DEP CHIEF STAFF, G-1	90	51% Favorable, 27% Neither, 22% Unfavorable					19	32	27	14	8	--	--	3.40	1.17	
2e. Managers communicate the goals and priorities of the organization.																
Total Army	82936	62% Favorable, 19% Neither, 19% Unfavorable					15	47	19	13	6	--	--	3.51	1.10	
HQDA	4317	67% Favorable, 15% Neither, 18% Unfavorable					18	49	15	12	6	--	--	3.62	1.08	
G1	686	70% Favorable, 14% Neither, 16% Unfavorable					21	49	14	12	5	--	--	3.70	1.06	
OFC DEP CHIEF STAFF, G-1	91	64% Favorable, 15% Neither, 21% Unfavorable					22	42	15	18	3	--	--	3.62	1.11	
4c. Supervisors/team leaders in my work unit support employee development.																
Total Army	82313	70% Favorable, 15% Neither, 15% Unfavorable					29	41	15	9	6	+5	+5	3.79	1.13	
HQDA	4276	72% Favorable, 14% Neither, 13% Unfavorable					33	39	14	8	5	--	--	3.87	1.12	
G1	679	71% Favorable, 15% Neither, 15% Unfavorable					30	40	15	9	6	--	--	3.81	1.13	
OFC DEP CHIEF STAFF, G-1	92	66% Favorable, 17% Neither, 16% Unfavorable					29	37	17	11	5	--	--	3.74	1.15	
4f. My supervisor/team leader listens to what I have to say.																
Total Army	82739	72% Favorable, 14% Neither, 14% Unfavorable					33	40	14	7	6	--	--	3.86	1.14	
HQDA	4310	75% Favorable, 13% Neither, 12% Unfavorable					38	37	13	7	5	--	--	3.95	1.12	
G1	687	77% Favorable, 11% Neither, 12% Unfavorable					36	40	11	8	4	--	--	3.97	1.08	
OFC DEP CHIEF STAFF, G-1	93	82% Favorable, 9% Neither, 10% Unfavorable					40	42	9	6	3	--	--	4.09	1.01	

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



FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev		
		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
CONDITIONS FOR ENGAGEMENT																	
11a. My work gives me a feeling of personal accomplishment.																	
Total Army	81107	77%					12%	11%	28	49	12	7	4	--	--	3.89	1.02
HQDA	4215	77%					11%	12%	28	49	11	7	4	--	--	3.89	1.03
G1	669	76%					13%	11%	28	48	13	8	4	--	--	3.88	1.02
OFC DEP CHIEF STAFF, G-1	90	69%					14%	17%	28	41	14	10	7	--	--	3.73	1.16
11f. My talents are used well in the workplace.																	
Total Army	80925	62%					17%	21%	22	40	17	13	8	--	--	3.56	1.19
HQDA	4203	62%					18%	21%	22	39	18	13	8	--	--	3.55	1.19
G1	665	62%					16%	22%	22	40	16	14	8	--	--	3.54	1.20
OFC DEP CHIEF STAFF, G-1	90	62%					12%	26%	26	37	12	21	4	--	--	3.58	1.20
11i. I feel encouraged to come up with better ways of doing things.																	
Total Army	80885	58%					20%	21%	20	38	20	13	8	--	--	3.49	1.18
HQDA	4192	61%					19%	20%	22	39	19	12	8	--	--	3.55	1.19
G1	662	64%					19%	17%	21	43	19	10	6	--	--	3.63	1.11
OFC DEP CHIEF STAFF, G-1	90	62%					19%	19%	24	38	19	11	8	--	--	3.60	1.19
11k. I know what is expected of me on the job.																	
Total Army	80795	80%					11%	8%	27	54	11	6	3	--	--	3.95	0.92
HQDA	4201	79%					11%	9%	28	52	11	6	3	--	--	3.94	0.96
G1	668	81%					12%	7%	28	52	12	5	2	--	--	3.99	0.91
OFC DEP CHIEF STAFF, G-1	91	77%					12%	11%	31	46	12	8	3	--	--	3.93	1.01

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