



*FY10 Army Civilian  
Attitude Survey*



*Civilian  
Supervisors*

OFC DEP CHIEF STAFF, G-1



**FY10 Army Civilian Attitude Survey  
OFC DEP CHIEF STAFF, G-1  
Results for 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 .....	33
PERFORMANCE CULTURE .....	37
PERSONNEL ACTIONS .....	41
SUPERVISORY AUTHORITY .....	46
FAIRNESS .....	49
DISCRIMINATION .....	51
HARASSMENT .....	53
CAREER PLANS .....	55
OVERALL SATISFACTION .....	59
QUALITY OF WORK LIFE .....	63
YOUR ORGANIZATION .....	66
SATISFACTION with CIVILIAN HUMAN RESOURCES ....	69
ARMY PERSONNEL SYSTEMS .....	79
ORGANIZATIONAL INFORMATION .....	83
CONDITIONS FOR ENGAGEMENT .....	84



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



# About This Report



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



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

**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)



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for 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  $\pm 0.2$  percentage points. This means that if 60% of the survey respondents are satisfied with a particular item, we can be very confident (95% sure) that between 59.8% and 60.2% of the civilian employee population hold the same view.

For Army civilian 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  $\pm 0.4$  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



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



	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
-----	------	------	-----	-----

\*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 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 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](mailto:murray.mack@us.army.mil).



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



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



**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.



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for 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 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?



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for 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](mailto:murray.mack@us.army.mil).



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



# **Results Summary**



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



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

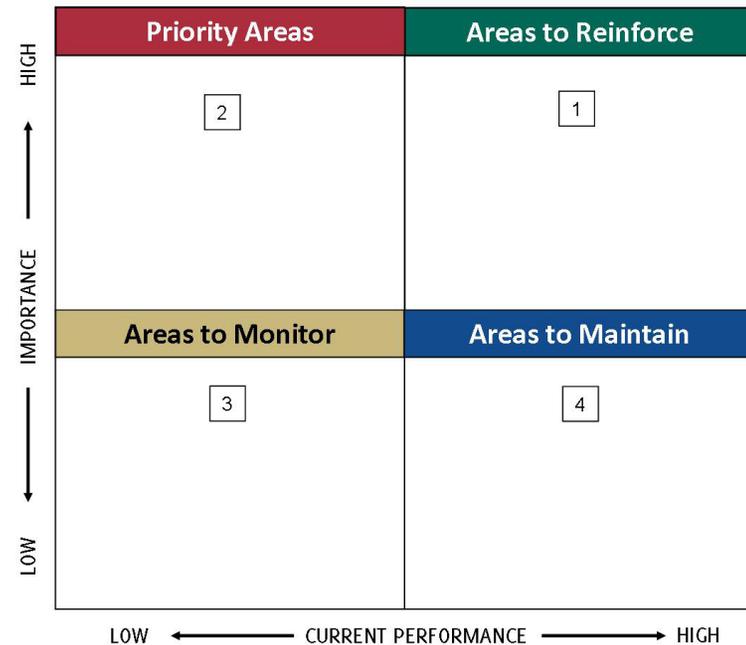
The Critical Components Analysis (CCA), shown on the following page(s), tells you "at a glance" which survey areas are higher priorities to focus on for improving your organization.

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 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](mailto:murray.mack@us.army.mil).



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

OFC DEP CHIEF STAFF, G-1



HIGH ↑ IMPORTANCE ↓ LOW	<b>Priority Areas</b>	<b>Areas to Reinforce</b>
	LEADERSHIP DEVELOPMENT (31%) YOUR ORGANIZATION (42%) TRAINING and DEVELOPMENT (52%) PERFORMANCE CULTURE (53%)	SUPERVISION (82%) PERSONAL WORK EXPERIENCES (73%) LEADERSHIP and MANAGEMENT (72%)
	<b>Areas to Monitor</b>	<b>Areas to Maintain</b>
	SUPERVISORY AUTHORITY (22%) QUALITY OF WORK LIFE (27%)	FAIRNESS (64%)
	← LOW      CURRENT PERFORMANCE      → HIGH	

## Areas to Reinforce

### SUPERVISION

- 4b. My supervisor supports my need to balance work and family issues. (89%)
- 4d. Overall, my immediate supervisor/team leader is doing a good job. (87%)

### PERSONAL WORK EXPERIENCES

- 10d. The work I do is important. (95%)
- 10b. I like the kind of work I do. (90%)

### LEADERSHIP and MANAGEMENT

- 2f. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (85%)
- 2a. Managers/supervisors/team leaders work well with employees of different backgrounds. (84%)

## Priority Areas

### LEADERSHIP DEVELOPMENT

- 9c. Developmental assignments that give you experience in other functions in the organization. (22%)
- 9e. The help you have received to plan your career path. (26%)

### YOUR ORGANIZATION

- 27b. How well or poorly does your organization discipline/correct poor work performance? (13%)
- 27g. How well or poorly does your organization fill vacancies quickly? (14%)

### 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? (10%)
- 5b. My training needs are assessed. (31%)

### PERFORMANCE CULTURE

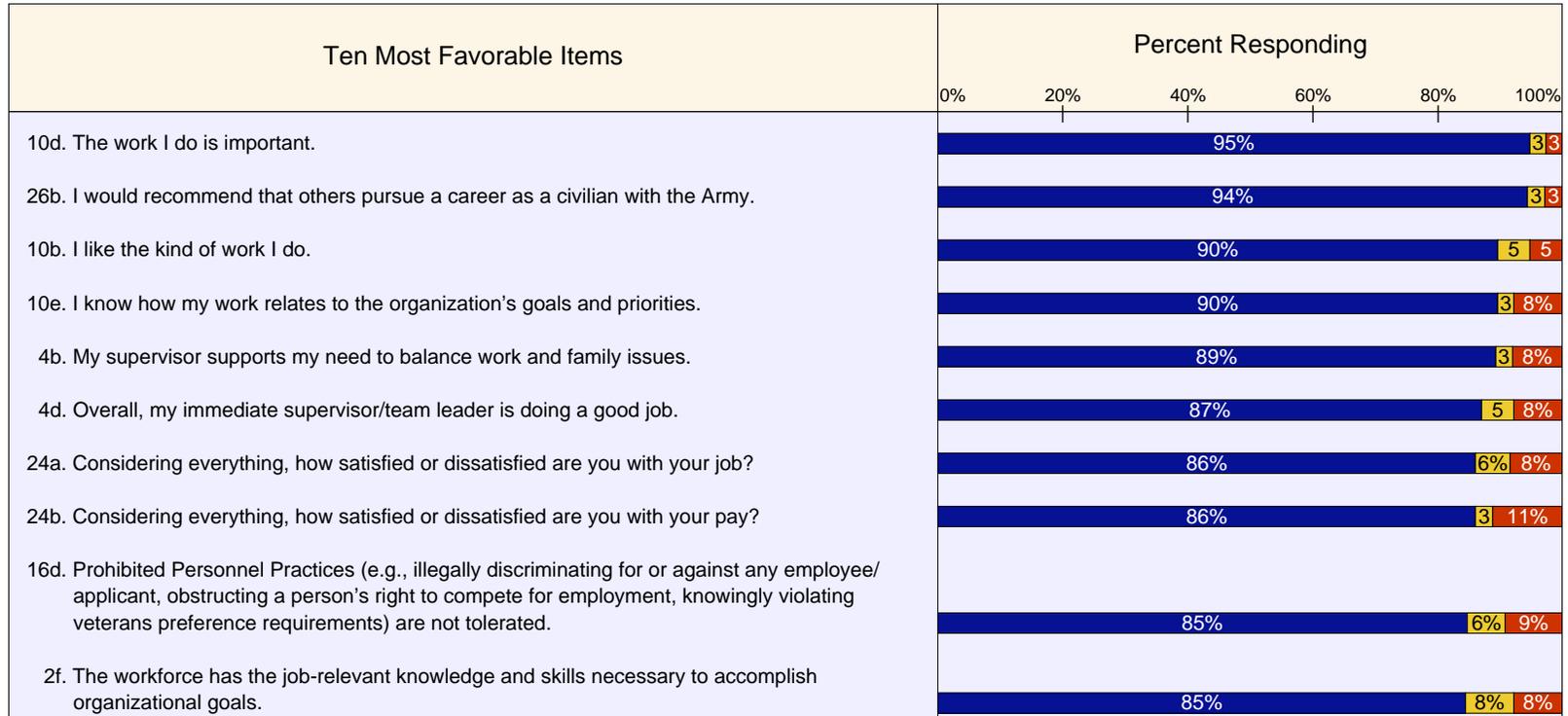
- 11a. The performance management system I am under improves organizational performance. (30%)
- 11b. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (34%)



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



OFC DEP CHIEF STAFF, G-1



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

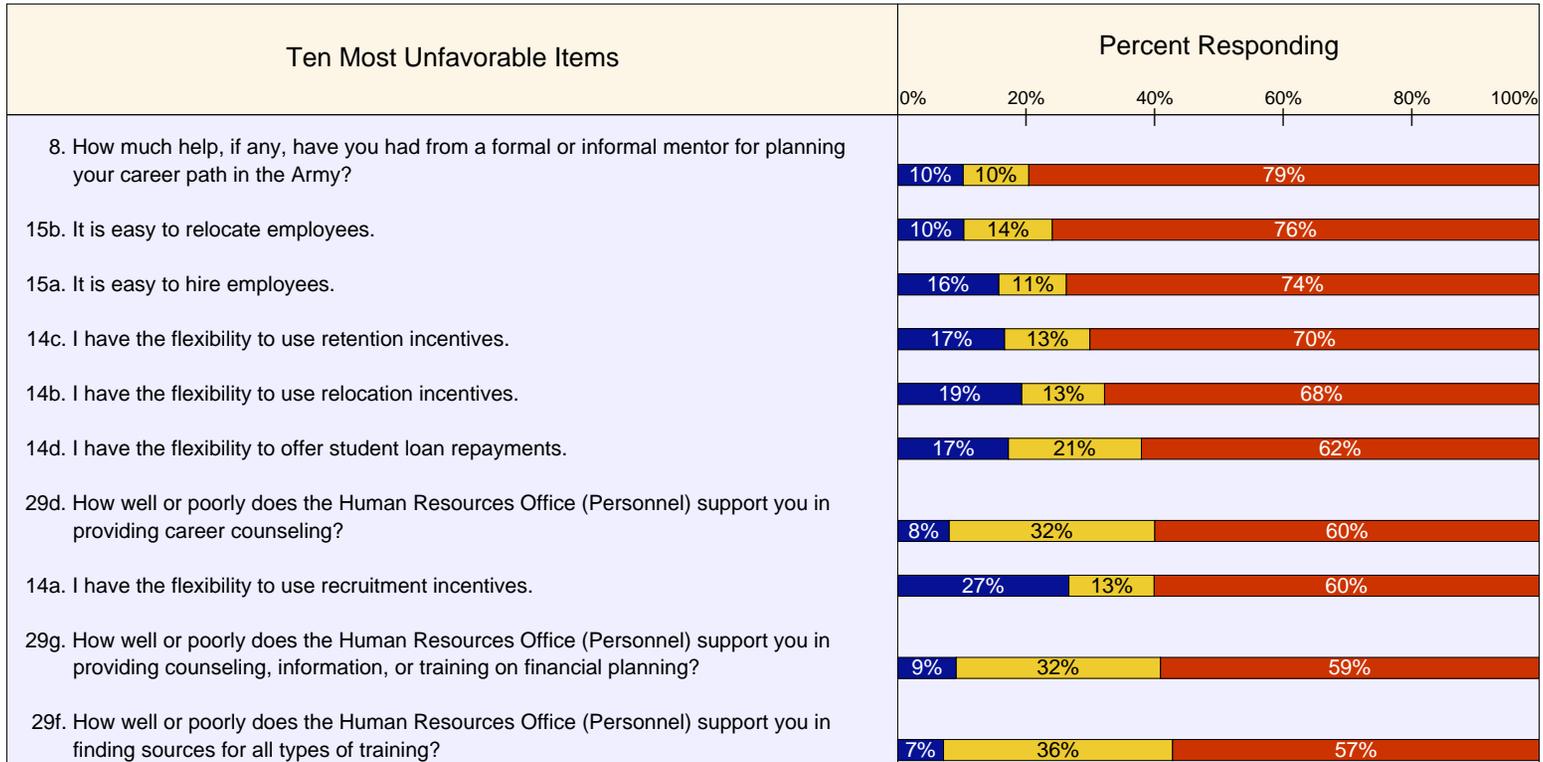
\* Any item marked with an asterisk is phrased such that Disagree/Unlikely is a FAVORABLE response and is shown under the % Favorable category



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



OFC DEP CHIEF STAFF, G-1

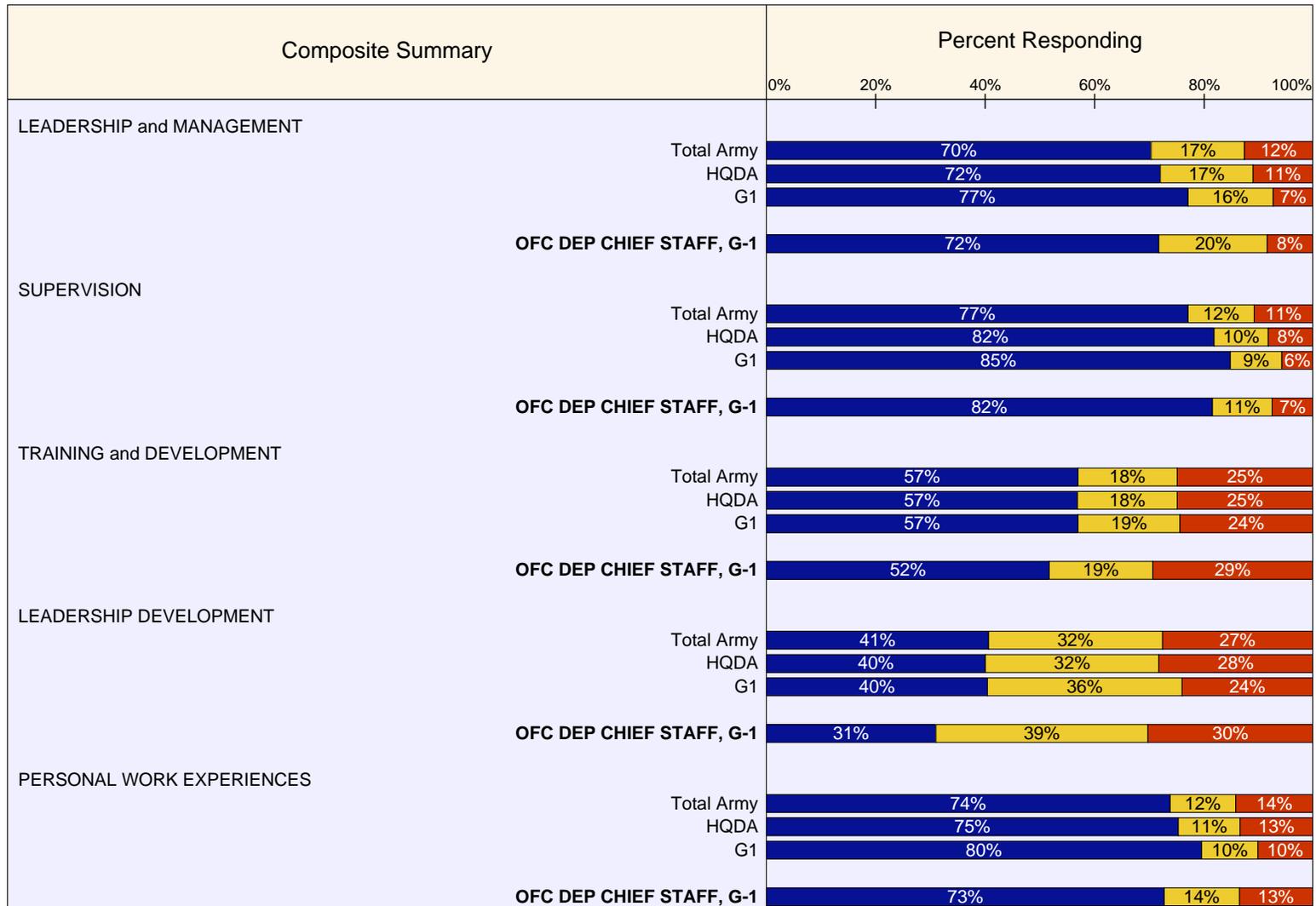


■ = % Favorable   
 ■ = % Neutral   
 ■ = % Unfavorable

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



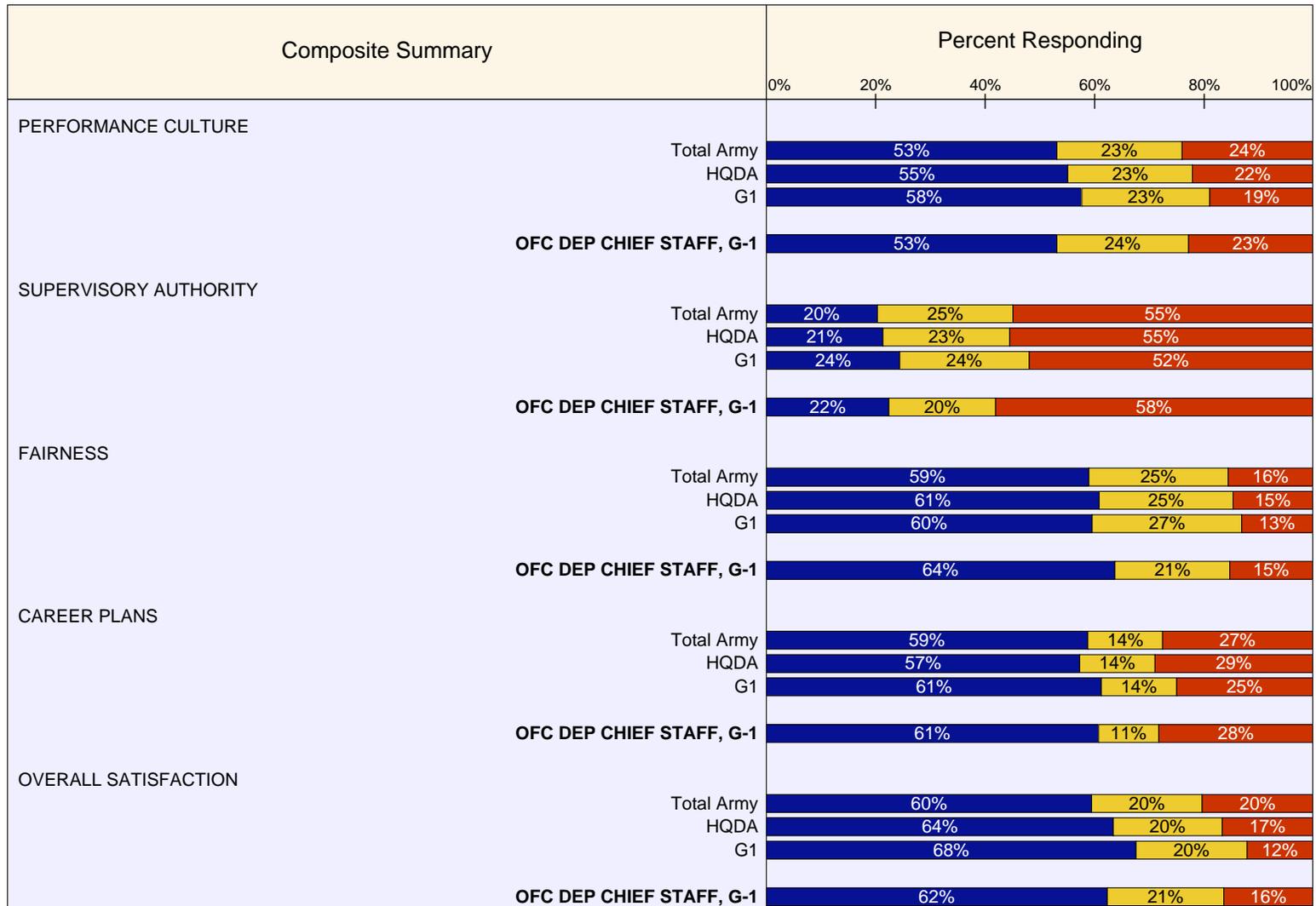
# FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Supervisors



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



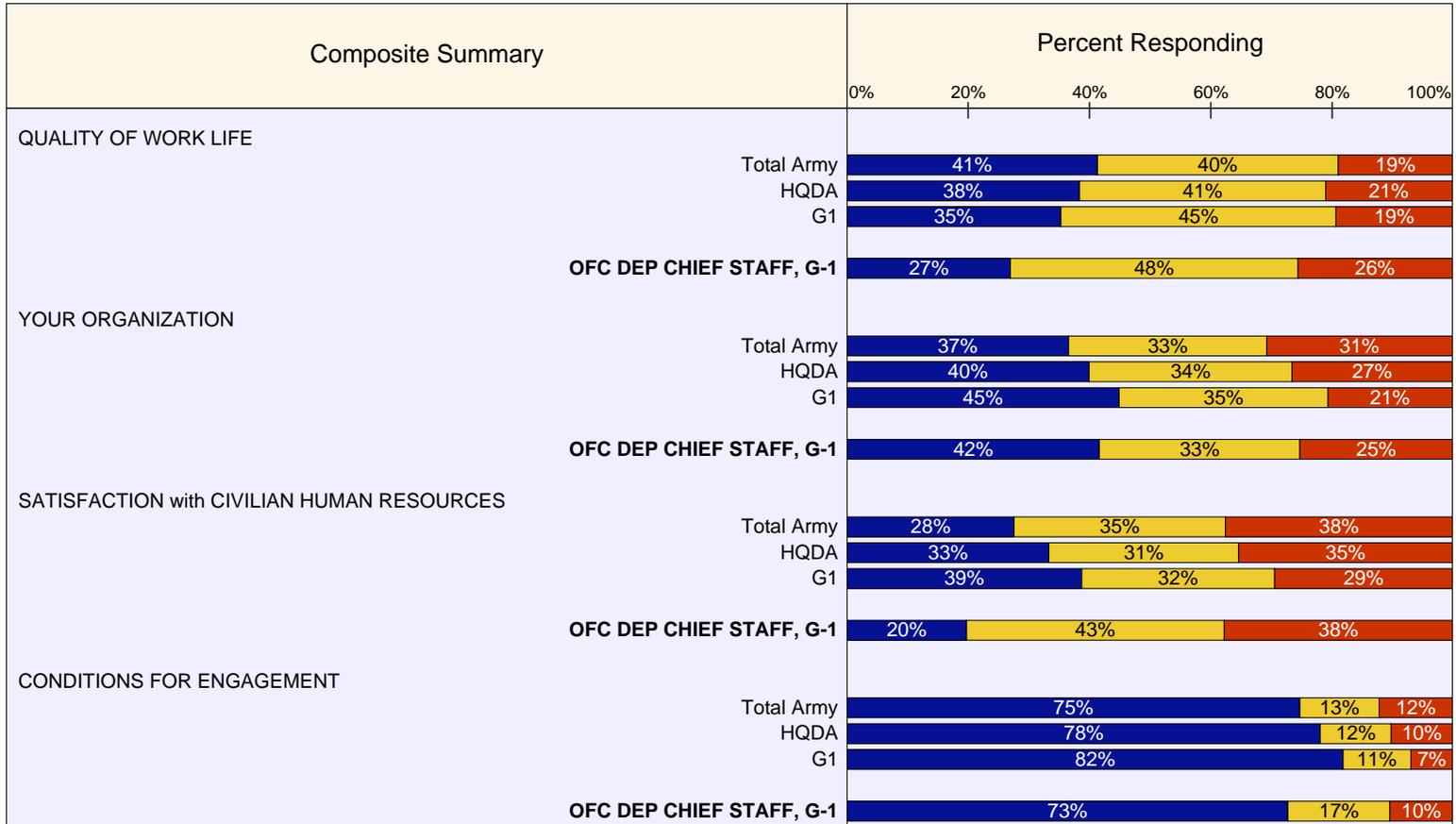
# FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 Results for Supervisors



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



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



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



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



# Item Detail



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



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.
<b>CURRENT EMPLOYMENT STATUS</b>								
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	39	0%	0%	72%	18%	10%	0%	0%



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>LEADERSHIP and MANAGEMENT</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	38	84% 11% 5%					18	66	11	5	0	--	--	3.97	0.71	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	77% 13% 10%					38	38	13	8	3	--	--	4.03	1.03	
2c. In my organization, leaders generate high levels of motivation and commitment in the workforce.																
Total Army	20604	55% 22% 22%					15	40	22	15	7	-3	-3	3.42	1.12	
HQDA	1107	60% 21% 19%					18	42	21	15	4	--	--	3.54	1.08	
G1	146	66% 19% 14%					23	43	19	11	3	--	--	3.72	1.05	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	54% 31% 15%					18	36	31	13	3	--	--	3.54	1.01	
2d. Managers/supervisors deal effectively with reports of prejudice and discrimination.																
Total Army	19089	75% 16% 9%					28	47	16	6	3	-1	0	3.91	0.98	
HQDA	1003	74% 18% 8%					30	45	18	6	2	--	--	3.93	0.95	
G1	129	78% 17% 5%					38	40	17	4	1	--	--	4.11	0.87	
<b>OFC DEP CHIEF STAFF, G-1</b>	32	72% 22% 6%					25	47	22	6	0	--	--	3.91	0.84	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>LEADERSHIP and MANAGEMENT</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	74% 18% 8%					21	54	18	5	3	--	--	3.85	0.89	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	85% 8% 8%					21	64	8	3	5	--	--	3.92	0.92	
2g. Managers review and evaluate the organization's progress toward meeting its goals and objectives.																
Total Army	20363	72% 17% 11%					19	53	17	8	3	--	--	3.78	0.93	
HQDA	1098	74% 15% 10%					20	54	15	8	2	--	--	3.81	0.93	
G1	144	78% 17% 5%					28	49	17	3	1	--	--	4.00	0.85	
<b>OFC DEP CHIEF STAFF, G-1</b>	38	71% 21% 8%					29	42	21	8	0	--	--	3.92	0.90	
2h. There are generally good relationships between the union(s) and management here.																
Total Army	15420	56% 33% 12%					13	43	33	7	4	-7	-6	3.52	0.96	
HQDA	651	50% 41% 9%					12	37	41	6	3	--	--	3.50	0.90	
G1	73	44% 45% 11%					16	27	45	8	3	--	--	3.47	0.95	
<b>OFC DEP CHIEF STAFF, G-1</b>	13	31% 69%					15	15	69	0	0	--	--	3.46	0.75	

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



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



Item Detail	# Resp	Military	Civilian
<b>SUPERVISION</b>			
3. Is your immediate supervisor military or civilian?			
Total Army	18287	25%	75%
HQDA	967	30%	70%
G1	130	24%	76%
<b>OFC DEP CHIEF STAFF, G-1</b>	36	31%	69%



# FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>SUPERVISION</b>																
4a. Discussions with my supervisor/team leader about my performance are worthwhile.																
Total Army	20355	71% 15% 14%					28	44	15	9	5	+6	+6	3.80	1.09	
HQDA	1089	75% 15% 10%					31	44	15	7	3	--	--	3.92	1.02	
G1	142	79% 13% 8%					37	42	13	6	2	--	--	4.06	0.96	
<b>OFC DEP CHIEF STAFF, G-1</b>	38	76% 18% 5%					42	34	18	5	0	--	--	4.13	0.89	
4b. My supervisor supports my need to balance work and family issues.																
Total Army	20420	83% 10% 7%					41	42	10	4	3	--	--	4.13	0.96	
HQDA	1101	86% 8% 6%					44	43	8	4	2	--	--	4.22	0.90	
G1	143	91% 4% 5%					48	43	4	4	1	--	--	4.34	0.80	
<b>OFC DEP CHIEF STAFF, G-1</b>	38	89% 8%					47	42	3	8	0	--	--	4.29	0.86	
4c. Supervisors/team leaders in my work unit support employee development.																
Total Army	20473	80% 11% 9%					33	47	11	6	3	+1	+1	4.02	0.97	
HQDA	1101	82% 10% 7%					37	46	10	5	2	--	--	4.10	0.92	
G1	143	85% 9% 6%					40	45	9	4	2	--	--	4.16	0.91	
<b>OFC DEP CHIEF STAFF, G-1</b>	37	78% 11% 11%					38	41	11	11	0	--	--	4.05	0.96	
4d. Overall, my immediate supervisor/team leader is doing a good job.																
Total Army	20489	77% 12% 11%					36	41	12	7	4	0	+1	3.98	1.06	
HQDA	1102	83% 9% 7%					41	42	9	4	3	--	--	4.14	0.96	
G1	144	87% 8% 5%					47	40	8	2	3	--	--	4.26	0.91	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	87% 5% 8%					38	49	5	5	3	--	--	4.15	0.92	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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	
<b>SUPERVISION</b>																	
4e. I have trust and confidence in my supervisor.																	
Total Army	20515	73%					13%	13%	37	37	13	8	6	--	--	3.91	1.14
HQDA	1104	81%					9%	10%	42	39	9	6	4	--	--	4.09	1.05
G1	145	81%					12%	7%	48	33	12	4	3	--	--	4.20	0.99
<b>OFC DEP CHIEF STAFF, G-1</b>	39	77%					15%	8%	51	26	15	5	3	--	--	4.18	1.03
4f. My supervisor/team leader listens to what I have to say.																	
Total Army	20504	78%					12%	11%	38	40	12	6	5	--	--	4.01	1.07
HQDA	1106	84%					8%	8%	44	40	8	4	4	--	--	4.17	1.00
G1	144	87%					10%	3%	48	39	10	2	1	--	--	4.30	0.83
<b>OFC DEP CHIEF STAFF, G-1</b>	39	82%					13%	5%	49	33	13	5	0	--	--	4.26	0.87

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>TRAINING and DEVELOPMENT</b>																
5a. The Army invests adequate resources for training and developing its civilian work force.																
Total Army	20176	58% Favorable, 16% Neither, 26% Unfavorable					14	45	16	19	7	--	--	3.40	1.15	
HQDA	1076	53% Favorable, 17% Neither, 30% Unfavorable					13	39	17	23	8	--	--	3.28	1.17	
G1	143	45% Favorable, 21% Neither, 34% Unfavorable					11	34	21	27	6	--	--	3.17	1.13	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	31% Favorable, 21% Neither, 49% Unfavorable					5	26	21	41	8	--	--	2.79	1.07	
5b. My training needs are assessed.																
Total Army	20241	55% Favorable, 21% Neither, 24% Unfavorable					12	44	21	19	5	--	--	3.37	1.08	
HQDA	1077	50% Favorable, 22% Neither, 29% Unfavorable					11	39	22	22	7	--	--	3.25	1.13	
G1	142	47% Favorable, 22% Neither, 31% Unfavorable					13	35	22	25	6	--	--	3.23	1.13	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	31% Favorable, 21% Neither, 49% Unfavorable					13	18	21	41	8	--	--	2.87	1.18	
5c. My work unit is able to recruit people with the right skills.																
Total Army	20166	55% Favorable, 21% Neither, 24% Unfavorable					10	44	21	18	7	+1	0	3.34	1.09	
HQDA	1076	56% Favorable, 20% Neither, 24% Unfavorable					11	44	20	17	7	--	--	3.36	1.11	
G1	142	58% Favorable, 25% Neither, 18% Unfavorable					18	40	25	13	5	--	--	3.53	1.07	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	54% Favorable, 33% Neither, 13% Unfavorable					23	31	33	13	0	--	--	3.64	0.97	
5d. I have received sufficient training to be competitive for jobs at the next higher level.																
Total Army	20218	60% Favorable, 20% Neither, 20% Unfavorable					16	44	20	15	5	-1	0	3.50	1.09	
HQDA	1078	60% Favorable, 22% Neither, 19% Unfavorable					15	45	22	14	5	--	--	3.52	1.06	
G1	142	61% Favorable, 23% Neither, 16% Unfavorable					15	46	23	13	4	--	--	3.56	1.00	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	67% Favorable, 15% Neither, 18% Unfavorable					15	51	15	15	3	--	--	3.62	1.00	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>TRAINING and DEVELOPMENT</b>																
5e. I am satisfied with the career progression opportunities available to me.																
Total Army	20253	57% 18% 24%					16	42	18	16	8	+3	+3	3.41	1.17	
HQDA	1078	63% 18% 19%					19	45	18	13	6	--	--	3.57	1.11	
G1	140	69% 16% 15%					21	48	16	11	4	--	--	3.70	1.05	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	64% 10% 26%					15	49	10	18	8	--	--	3.46	1.17	
5f. I am given a real opportunity to improve my skills in my organization.																
Total Army	20274	61% 21% 18%					17	44	21	13	5	--	--	3.56	1.07	
HQDA	1085	63% 22% 15%					19	45	22	11	4	--	--	3.62	1.04	
G1	143	68% 19% 13%					21	47	19	10	3	--	--	3.72	1.01	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	59% 23% 18%					18	41	23	13	5	--	--	3.54	1.08	
5g. I have received sufficient training to be a supervisor or manager.																
Total Army	20271	73% 15% 12%					23	50	15	9	3	-6	-5	3.80	0.99	
HQDA	1087	75% 14% 11%					25	50	14	8	3	--	--	3.86	0.99	
G1	143	76% 13% 11%					24	52	13	8	3	--	--	3.86	0.99	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	74% 23%					28	46	23	3	0	--	--	4.00	0.78	
5h. I am interested in receiving training in skills related to but different from those I use on my current job.																
Total Army	20304	70% 21% 9%					23	47	21	8	1	--	--	3.82	0.92	
HQDA	1087	65% 23% 12%					20	45	23	10	1	--	--	3.72	0.94	
G1	143	62% 27% 11%					15	47	27	10	1	--	--	3.66	0.89	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	64% 18% 18%					10	54	18	18	0	--	--	3.56	0.90	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>TRAINING and DEVELOPMENT</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	67% Favorable, 18% Neither, 15% Unfavorable					18	49	18	15	0	--	--	3.69	0.94	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	62% Favorable, 15% Neither, 23% Unfavorable					15	46	15	23	0	--	--	3.54	1.01	

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



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



Item Detail	# Resp	Nothing at all	A little	Some	A lot
<b>TRAINING and DEVELOPMENT</b>					
6. How much, if anything, have you heard about the Enterprise Human Capital Lifecycle Management System? This is an Army initiative to establish new, broader career paths for civilians and help them manage their development and training.					
Total Army	20341	69%	19%	10%	2%
HQDA	1092	47%	28%	19%	7%
G1	144	32%	33%	25%	10%
<b>OFC DEP CHIEF STAFF, G-1</b>	39	18%	36%	26%	21%



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



Item Detail	# Resp	Yes	No	Do not know
<b>TRAINING and DEVELOPMENT</b>				
7. Are you in an Army career program?				
Total Army	20329	47%	32%	20%
HQDA	1092	57%	28%	15%
G1	143	56%	28%	16%
<b>OFC DEP CHIEF STAFF, G-1</b>	39	54%	33%	13%



**FY10 Army Civilian Attitude Survey  
OFC DEP CHIEF STAFF, G-1  
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
<b>TRAINING and DEVELOPMENT</b>						
8. How much help, if any, have you had from a formal or informal mentor for planning your career path in the Army?						
Total Army	20294	52%	25%	16%	5%	2%
HQDA	1091	50%	25%	16%	6%	2%
G1	144	47%	29%	14%	8%	3%
<b>OFC DEP CHIEF STAFF, G-1</b>	39	54%	26%	10%	8%	3%



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>LEADERSHIP DEVELOPMENT</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	38						8	32	34	18	8	--	--	3.13	1.06	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	36						6	31	39	22	3	--	--	3.14	0.92	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	36						6	17	47	22	8	--	--	2.89	0.97	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	36						8	22	39	22	8	--	--	3.00	1.05	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>LEADERSHIP DEVELOPMENT</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	38						11	16	26	29	18	--	--	2.71	1.23	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	38						13	18	47	8	13	--	--	3.11	1.14	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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	
<b>PERSONAL WORK EXPERIENCES</b>																	
<b>10a. My work gives me a feeling of personal accomplishment.</b>																	
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
<b>OFC DEP CHIEF STAFF, G-1</b>	39	85%					8%	8%	44	41	8	5	3	--	--	4.18	0.96
<b>10b. I like the kind of work I do.</b>																	
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%					1%	1%	51	44	2	1	1	--	--	4.44	0.71
<b>OFC DEP CHIEF STAFF, G-1</b>	39	90%					5%	5%	44	46	5	3	3	--	--	4.26	0.87
<b>10c. Creativity and innovation are rewarded.</b>																	
Total Army	19845	56%					21%	22%	21	36	21	15	7	-5	-4	3.48	1.17
HQDA	1058	61%					21%	18%	23	38	21	14	4	--	--	3.62	1.11
G1	141	69%					18%	13%	27	42	18	10	4	--	--	3.79	1.06
<b>OFC DEP CHIEF STAFF, G-1</b>	38	58%					21%	21%	18	39	21	16	5	--	--	3.50	1.12
<b>10d. The work I do is important.</b>																	
Total Army	19929	95%					4%	1%	56	39	4	1	0	--	--	4.50	0.65
HQDA	1066	96%					3%	1%	57	39	3	1	0	--	--	4.51	0.64
G1	142	98%					1%	1%	58	40	1	1	1	--	--	4.54	0.62
<b>OFC DEP CHIEF STAFF, G-1</b>	39	95%					4%	1%	54	41	3	0	3	--	--	4.44	0.78

■ = % 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 OFC DEP CHIEF STAFF, G-1 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	
<b>PERSONAL WORK EXPERIENCES</b>																	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	90%					8	36	54	3	5	3	--	--	4.15	0.89	
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
<b>OFC DEP CHIEF STAFF, G-1</b>	39	72%					13%	15%	33	38	13	10	5	--	--	3.85	1.14
10g. The people I work with cooperate to get the job done.																	
Total Army	19944	81%					11%	9%	33	48	11	6	3	--	--	4.02	0.95
HQDA	1071	84%					9%	7%	36	48	9	5	2	--	--	4.11	0.89
G1	142	87%					10%	4	43	44	10	3	1	--	--	4.25	0.80
<b>OFC DEP CHIEF STAFF, G-1</b>	39	79%					15%	5	38	41	15	3	3	--	--	4.10	0.93
10h. Employees have a feeling of personal empowerment with respect to work processes.																	
Total Army	19830	64%					19%	16%	21	44	19	11	5	--	--	3.63	1.09
HQDA	1063	67%					18%	15%	22	45	18	10	5	--	--	3.69	1.06
G1	141	73%					16%	11%	25	48	16	6	5	--	--	3.82	1.03
<b>OFC DEP CHIEF STAFF, G-1</b>	38	68%					13%	18%	18	50	13	11	8	--	--	3.61	1.14

■ = % 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 OFC DEP CHIEF STAFF, G-1 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
<b>PERSONAL WORK EXPERIENCES</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	38	61% 24% 16%					24	37	24	16	0	--	--	3.68	1.00	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	54% 18% 28%					8	46	18	18	10	--	--	3.23	1.14	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	77% 18% 5%					26	51	18	5	0	--	--	3.97	0.80	
10l. There are too few people to do the work. *																
Total Army	19884	19% 20% 61%					4	15	20	31	30	--	--	2.33	1.17	
HQDA	1066	20% 19% 60%					3	17	19	34	27	--	--	2.36	1.14	
G1	142	25% 23% 53%					1	23	23	35	18	--	--	2.55	1.08	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	26% 28% 46%					0	26	28	31	15	--	--	2.64	1.03	

■ = % 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 OFC DEP CHIEF STAFF, G-1 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
<b>PERSONAL WORK EXPERIENCES</b>																
10m. Physical conditions (noise, temperature, lighting, cleanliness) allow employees to perform their jobs well.																
Total Army	19870	71% 15% 15%					21	50	15	10	5	--	--	3.72	1.06	
HQDA	1065	69% 14% 17%					22	47	14	12	5	--	--	3.69	1.09	
G1	142	81% 8% 11%					25	56	8	6	4	--	--	3.92	0.98	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	79% 8% 13%					23	56	8	10	3	--	--	3.87	0.97	
10n. Employees are protected from health and safety hazards on the job.																
Total Army	19866	85% 9% 6%					31	53	9	4	2	--	--	4.08	0.86	
HQDA	1061	83% 10% 7%					32	51	10	6	1	--	--	4.06	0.87	
G1	141	90% 6% 4%					35	55	6	4	0	--	--	4.22	0.72	
<b>OFC DEP CHIEF STAFF, G-1</b>	38	84% 8% 8%					32	53	8	8	0	--	--	4.08	0.84	
10o. My organization has prepared employees for potential security threats.																
Total Army	19828	84% 11% 6%					29	55	11	4	2	--	--	4.05	0.83	
HQDA	1060	82% 13% 6%					27	55	13	5	1	--	--	4.02	0.82	
G1	140	84% 13% 4%					23	61	13	2	1	--	--	4.01	0.76	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	74% 23%					23	51	23	3	0	--	--	3.95	0.75	

■ = % 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 OFC DEP CHIEF STAFF, G-1 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
<b>PERFORMANCE CULTURE</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	37						3	27	41	24	5	--	--	2.97	0.91	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	35						11	23	29	23	14	--	--	2.94	1.22	
11c. My performance standards/expectations are directly related to my organization's mission.																
Total Army	19363						21	59	14	5	2	-2	-3	3.92	0.83	
HQDA	1030						23	59	13	4	1	--	--	3.98	0.79	
G1	136						23	59	15	2	1	--	--	4.01	0.73	
<b>OFC DEP CHIEF STAFF, G-1</b>	38						18	53	24	5	0	--	--	3.84	0.78	
11d. My most recent performance appraisal is a fair reflection of my performance.																
Total Army	18844						26	49	14	8	4	-7	-7	3.85	1.02	
HQDA	1000						27	51	11	8	3	--	--	3.92	0.98	
G1	127						28	45	14	11	2	--	--	3.87	1.00	
<b>OFC DEP CHIEF STAFF, G-1</b>	36						28	44	17	11	0	--	--	3.89	0.94	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>PERFORMANCE CULTURE</b>																
11e. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.																
Total Army	19067	66% Favorable (Agree), 17% Neither agree/disagree, 17% Unfavorable (Disagree)					22	44	17	12	5	-8	--	3.65	1.10	
HQDA	1006	67% Favorable (Agree), 17% Neither agree/disagree, 17% Unfavorable (Disagree)					24	43	17	13	4	--	--	3.69	1.09	
G1	128	64% Favorable (Agree), 17% Neither agree/disagree, 19% Unfavorable (Disagree)					26	38	17	16	3	--	--	3.68	1.11	
<b>OFC DEP CHIEF STAFF, G-1</b>	35	69% Favorable (Agree), 9% Neither agree/disagree, 23% Unfavorable (Disagree)					26	43	9	23	0	--	--	3.71	1.08	
11f. I receive regular performance feedback.																
Total Army	19531	53% Favorable (Agree), 21% Neither agree/disagree, 26% Unfavorable (Disagree)					14	38	21	18	8	-7	-7	3.32	1.16	
HQDA	1040	55% Favorable (Agree), 21% Neither agree/disagree, 25% Unfavorable (Disagree)					16	38	21	18	7	--	--	3.39	1.16	
G1	138	64% Favorable (Agree), 19% Neither agree/disagree, 17% Unfavorable (Disagree)					22	42	19	12	4	--	--	3.66	1.09	
<b>OFC DEP CHIEF STAFF, G-1</b>	38	55% Favorable (Agree), 18% Neither agree/disagree, 26% Unfavorable (Disagree)					24	32	18	21	5	--	--	3.47	1.21	
11g. The performance feedback I receive is useful.																
Total Army	19073	54% Favorable (Agree), 27% Neither agree/disagree, 19% Unfavorable (Disagree)					15	39	27	13	7	-7	-7	3.43	1.09	
HQDA	1013	56% Favorable (Agree), 28% Neither agree/disagree, 16% Unfavorable (Disagree)					17	39	28	11	5	--	--	3.53	1.05	
G1	136	65% Favorable (Agree), 25% Neither agree/disagree, 10% Unfavorable (Disagree)					22	43	25	7	3	--	--	3.74	0.98	
<b>OFC DEP CHIEF STAFF, G-1</b>	38	58% Favorable (Agree), 26% Neither agree/disagree, 16% Unfavorable (Disagree)					21	37	26	13	3	--	--	3.61	1.04	
11h. My cash awards depend on how well I perform my job.																
Total Army	18219	53% Favorable (Agree), 22% Neither agree/disagree, 26% Unfavorable (Disagree)					16	37	22	13	12	-10	-10	3.31	1.24	
HQDA	952	56% Favorable (Agree), 23% Neither agree/disagree, 21% Unfavorable (Disagree)					18	38	23	12	9	--	--	3.43	1.18	
G1	127	56% Favorable (Agree), 25% Neither agree/disagree, 19% Unfavorable (Disagree)					22	34	25	12	7	--	--	3.52	1.16	
<b>OFC DEP CHIEF STAFF, G-1</b>	34	56% Favorable (Agree), 24% Neither agree/disagree, 21% Unfavorable (Disagree)					26	29	24	15	6	--	--	3.56	1.19	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>PERFORMANCE CULTURE</b>																
11i. In my work unit, differences in performance are recognized in a meaningful way.																
Total Army	18888	45% Favorable, 27% Neither, 28% Unfavorable					10	35	27	18	11	-8	-9	3.17	1.15	
HQDA	995	48% Favorable, 27% Neither, 25% Unfavorable					11	37	27	17	9	--	--	3.25	1.12	
G1	132	55% Favorable, 28% Neither, 17% Unfavorable					14	40	28	13	5	--	--	3.47	1.03	
<b>OFC DEP CHIEF STAFF, G-1</b>	35	49% Favorable, 23% Neither, 29% Unfavorable					11	37	23	23	6	--	--	3.26	1.10	
11j. I can influence my employees' pay to reflect performance.																
Total Army	18753	42% Favorable, 25% Neither, 33% Unfavorable					9	33	25	21	12	+3	+5	3.06	1.17	
HQDA	989	42% Favorable, 26% Neither, 32% Unfavorable					10	32	26	23	9	--	--	3.10	1.14	
G1	131	48% Favorable, 24% Neither, 27% Unfavorable					13	35	24	21	6	--	--	3.27	1.12	
<b>OFC DEP CHIEF STAFF, G-1</b>	35	51% Favorable, 23% Neither, 26% Unfavorable					14	37	23	23	3	--	--	3.37	1.07	
11k. Pay raises in my work unit depend on how well employees perform their jobs.																
Total Army	18749	38% Favorable, 26% Neither, 36% Unfavorable					9	29	26	22	14	-4	-2	2.96	1.20	
HQDA	994	41% Favorable, 27% Neither, 32% Unfavorable					10	31	27	21	11	--	--	3.08	1.16	
G1	131	41% Favorable, 31% Neither, 28% Unfavorable					13	28	31	21	8	--	--	3.18	1.13	
<b>OFC DEP CHIEF STAFF, G-1</b>	36	42% Favorable, 33% Neither, 25% Unfavorable					14	28	33	19	6	--	--	3.25	1.09	
11l. Promotions in my work unit are based on merit.																
Total Army	18660	47% Favorable, 26% Neither, 27% Unfavorable					12	35	26	14	13	-13	-12	3.20	1.20	
HQDA	992	55% Favorable, 25% Neither, 20% Unfavorable					15	40	25	12	8	--	--	3.42	1.13	
G1	131	59% Favorable, 22% Neither, 19% Unfavorable					21	38	22	11	8	--	--	3.53	1.16	
<b>OFC DEP CHIEF STAFF, G-1</b>	35	51% Favorable, 23% Neither, 26% Unfavorable					17	34	23	20	6	--	--	3.37	1.15	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>PERFORMANCE CULTURE</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	36						17	25	25	25	8	--	--	3.17	1.21	

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



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



Item Detail	# Resp	Not a problem	Slight problem	Somewhat of a problem	Serious problem	Do not know
<b>PERSONNEL ACTIONS</b>						
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	38	45%	21%	18%	8%	8%



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



Item Detail	# Resp	Yes	No	Do not know
<b>PERSONNEL ACTIONS</b>				
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	38	95%	5%	0%



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



Item Detail	# Resp	Much higher than average	Higher than average	Average	Lower than average	Much lower than average	Do not know
<b>PERSONNEL ACTIONS</b>							
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	34	9%	56%	26%	0%	0%	9%



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



Item Detail	# Resp	Yes	No
<b>PERSONNEL ACTIONS</b>			
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	35	66%	34%



**FY10 Army Civilian Attitude Survey  
OFC DEP CHIEF STAFF, G-1  
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
<b>PERSONNEL ACTIONS</b>						
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	24	17%	33%	42%	8%	0%



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>SUPERVISORY AUTHORITY</b>																
14a. I have the flexibility to use recruitment incentives.																
Total Army	17142	20%	23%	56%			3	17	23	35	21	-2	-2	2.46	1.10	
HQDA	913	18%	21%	61%			2	15	21	39	22	--	--	2.37	1.06	
G1	119	20%	19%	61%			1	19	19	39	22	--	--	2.39	1.05	
<b>OFC DEP CHIEF STAFF, G-1</b>	30	27%	13%	60%			0	27	13	33	27	--	--	2.40	1.14	
14b. I have the flexibility to use relocation incentives.																
Total Army	17082	19%	23%	58%			3	16	23	35	22	-4	-5	2.42	1.09	
HQDA	917	18%	20%	63%			2	15	20	39	23	--	--	2.34	1.07	
G1	120	18%	20%	62%			3	16	20	39	23	--	--	2.37	1.07	
<b>OFC DEP CHIEF STAFF, G-1</b>	31	19%	13%	68%			0	19	13	39	29	--	--	2.23	1.07	
14c. I have the flexibility to use retention incentives.																
Total Army	16792	15%	25%	60%			3	13	25	36	23	-2	-2	2.35	1.05	
HQDA	900	14%	21%	66%			2	12	21	40	25	--	--	2.25	1.03	
G1	118	13%	20%	67%			0	13	20	45	22	--	--	2.24	0.94	
<b>OFC DEP CHIEF STAFF, G-1</b>	30	17%	13%	70%			0	17	13	47	23	--	--	2.23	0.99	
14d. I have the flexibility to offer student loan repayments.																
Total Army	15907	12%	25%	63%			2	10	25	37	26	0	0	2.25	1.02	
HQDA	860	10%	23%	67%			2	9	23	41	26	--	--	2.19	0.97	
G1	117	12%	25%	63%			0	12	25	38	25	--	--	2.24	0.96	
<b>OFC DEP CHIEF STAFF, G-1</b>	29	17%	21%	62%			0	17	21	38	24	--	--	2.31	1.02	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>SUPERVISORY AUTHORITY</b>																
14e. I can use pay setting flexibilities.																
Total Army	16663						2	14	25	35	24	-2	-2	2.36	1.06	
HQDA	902						2	15	23	37	23	--	--	2.36	1.04	
G1	119						1	18	25	37	19	--	--	2.44	1.02	
<b>OFC DEP CHIEF STAFF, G-1</b>	30						3	30	20	33	13	--	--	2.77	1.12	
15a. It is easy to hire employees.																
Total Army	18680						2	16	18	36	29	-6	-12	2.27	1.10	
HQDA	999						3	19	14	33	30	--	--	2.32	1.18	
G1	134						6	22	13	37	22	--	--	2.54	1.22	
<b>OFC DEP CHIEF STAFF, G-1</b>	38						3	13	11	47	26	--	--	2.18	1.05	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	29						3	7	14	52	24	--	--	2.14	0.97	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	32						3	22	22	34	19	--	--	2.56	1.12	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>SUPERVISORY AUTHORITY</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	31						6	16	23	26	29	--	--	2.45	1.24	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	33						3	21	21	27	27	--	--	2.45	1.18	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	35						3	31	43	9	14	--	--	3.00	1.04	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>FAIRNESS</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	34						21	35	18	18	9	--	--	3.41	1.24	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	22						18	41	36	5	0	--	--	3.73	0.81	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	21						19	38	38	5	0	--	--	3.71	0.82	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	33						42	42	6	9	0	--	--	4.18	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 OFC DEP CHIEF STAFF, G-1 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
<b>FAIRNESS</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	28						14	43	18	21	4	--	--	3.43	1.08	

■ = % 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  
OFC DEP CHIEF STAFF, G-1  
Results for Supervisors**



Item Detail	# Resp	Yes	No
<b>DISCRIMINATION</b>			
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	37	11%	89%
17a. If you were discriminated against, did you report the incident?			
Total Army	1985	30%	70%
HQDA	100	30%	70%
G1	10	30%	70%
<b>OFC DEP CHIEF STAFF, G-1</b>	4	--	--



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



Item Detail	# Resp	Yes	No	Too soon to know
<b>DISCRIMINATION</b>				
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	--	--	--



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



Item Detail	# Resp	Yes	No
<b>HARASSMENT</b>			
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	36	3%	97%
18a. If you were harassed, did you report the incident?			
Total Army	1302	37%	63%
HQDA	69	43%	57%
G1	4	--	--
<b>OFC DEP CHIEF STAFF, G-1</b>	1	--	--



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



Item Detail	# Resp	Yes	No	Too soon to know
<b>HARASSMENT</b>				
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	--	--	--



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>CAREER PLANS</b>																
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% 11% 19%					43	27	11	11	8	+2	-2	3.86	1.29	
HQDA	1028	70% 11% 19%					43	27	11	10	9	--	--	3.86	1.31	
G1	136	74% 12% 14%					50	24	12	7	7	--	--	4.03	1.24	
<b>OFC DEP CHIEF STAFF, G-1</b>	36	78% 8% 14%					42	36	8	6	8	--	--	3.97	1.21	
20a. Do you see yourself working at your current organization one year from now?																
Total Army	18175	79% 6% 14%					53	26	6	7	7	--	--	4.11	1.24	
HQDA	984	78% 6% 16%					53	25	6	7	9	--	--	4.05	1.30	
G1	130	76% 5% 19%					59	17	5	8	11	--	--	4.05	1.39	
<b>OFC DEP CHIEF STAFF, G-1</b>	35	77% 6% 17%					43	34	6	11	6	--	--	3.97	1.21	
20b. Do you see yourself working at your current organization three years from now?																
Total Army	18075	57% 12% 31%					33	24	12	14	17	--	--	3.43	1.48	
HQDA	970	55% 12% 33%					31	23	12	14	19	--	--	3.34	1.51	
G1	128	60% 6% 34%					34	27	6	13	20	--	--	3.40	1.55	
<b>OFC DEP CHIEF STAFF, G-1</b>	34	59% 6% 35%					29	29	6	18	18	--	--	3.35	1.49	
20c. Do you see yourself working at your current organization five years from now?																
Total Army	18570	41% 14% 45%					25	16	14	17	28	--	--	2.93	1.57	
HQDA	992	37% 14% 49%					22	15	14	18	31	--	--	2.79	1.55	
G1	131	41% 18% 41%					28	13	18	11	31	--	--	2.98	1.61	
<b>OFC DEP CHIEF STAFF, G-1</b>	35	40% 11% 49%					17	23	11	9	40	--	--	2.69	1.58	

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

-- No history data available

\* Any item marked with an asterisk within this composite is 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 Supervisors



Item Detail	# Resp	Percent Responding					Category Percents 5 4 3 2 1	% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev
		0%	20%	40%	60%	80%					
<b>CAREER PLANS</b>											
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
<b>OFC DEP CHIEF STAFF, G-1</b>	35						17 29 14 17 23	--	--	3.00	1.43
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
<b>OFC DEP CHIEF STAFF, G-1</b>	35						26 31 17 11 14	--	--	3.43	1.36
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
<b>OFC DEP CHIEF STAFF, G-1</b>	35						40 29 14 14 3	--	--	3.89	1.17
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
<b>OFC DEP CHIEF STAFF, G-1</b>	36						33 17 14 8 28	--	--	3.19	1.63

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

-- No history data available

\* Any item marked with an asterisk within this composite is 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 Supervisors**



Item Detail	# Resp	No	Yes, but only within the Federal government	Yes, but only outside the Federal government	Yes, I plan to look both within and outside the Federal government	I have not decided whether or not to look for another job
<b>CAREER PLANS</b>						
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	36	56%	25%	0%	3%	17%



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



Item Detail	# Resp	Not willing to relocate	Within my immediate area	Within my CONUS region	Within my OCONUS region	Anywhere
<b>CAREER PLANS</b>						
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	36	33%	31%	14%	0%	22%
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	36	31%	31%	14%	3%	22%
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	36	36%	31%	17%	0%	17%
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	36	33%	31%	17%	0%	19%



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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	
<b>OVERALL SATISFACTION</b>																	
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
<b>OFC DEP CHIEF STAFF, G-1</b>	36	86%					6	8%	36	50	6	6	3	--	--	4.11	0.94
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
<b>OFC DEP CHIEF STAFF, G-1</b>	36	86%					11%		39	47	3	6	6	--	--	4.08	1.06
24c. Considering everything, how satisfied or dissatisfied are you with the training you receive for your present job?																	
Total Army	19214	54%					25%	21%	14	40	25	16	5	--	--	3.43	1.07
HQDA	1024	51%					28%	21%	15	37	28	16	4	--	--	3.41	1.05
G1	136	50%					33%	17%	12	38	33	13	4	--	--	3.41	0.98
<b>OFC DEP CHIEF STAFF, G-1</b>	36	36%					47%	17%	8	28	47	14	3	--	--	3.25	0.89
24d. Considering everything, how satisfied or dissatisfied are you with the recognition you receive for doing a good job?																	
Total Army	19220	53%					22%	25%	16	37	22	17	8	-5	-6	3.36	1.18
HQDA	1024	57%					22%	21%	19	38	22	16	5	--	--	3.49	1.12
G1	136	60%					24%	16%	23	37	24	10	6	--	--	3.60	1.12
<b>OFC DEP CHIEF STAFF, G-1</b>	36	56%					25%	19%	19	36	25	17	3	--	--	3.53	1.07

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>OVERALL SATISFACTION</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	36						22	44	17	11	6	--	--	3.67	1.11	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	36						28	39	19	6	8	--	--	3.72	1.17	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	36						8	19	47	19	6	--	--	3.06	0.97	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	36						8	28	33	17	14	--	--	3.00	1.15	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>OVERALL SATISFACTION</b>																
24i. Considering everything, how satisfied or dissatisfied are you with management at your organization?																
Total Army	19210	54% (Favorable), 21% (Neither), 25% (Unfavorable)					15	39	21	15	10	-4	-4	3.35	1.19	
HQDA	1021	61% (Favorable), 19% (Neither), 19% (Unfavorable)					19	42	19	12	7	--	--	3.54	1.14	
G1	135	68% (Favorable), 21% (Neither), 11% (Unfavorable)					24	44	21	7	4	--	--	3.77	1.01	
<b>OFC DEP CHIEF STAFF, G-1</b>	36	58% (Favorable), 28% (Neither), 14% (Unfavorable)					11	47	28	8	6	--	--	3.50	0.99	
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	56% (Favorable), 20% (Neither), 24% (Unfavorable)					16	40	20	15	8	--	--	3.40	1.17	
HQDA	1021	61% (Favorable), 19% (Neither), 19% (Unfavorable)					19	42	19	13	7	--	--	3.54	1.14	
G1	135	66% (Favorable), 20% (Neither), 14% (Unfavorable)					24	42	20	10	4	--	--	3.72	1.05	
<b>OFC DEP CHIEF STAFF, G-1</b>	36	56% (Favorable), 19% (Neither), 25% (Unfavorable)					11	44	19	19	6	--	--	3.36	1.08	
24k. Considering everything, how satisfied or dissatisfied are you with policies and practices of your senior leaders?																
Total Army	19220	51% (Favorable), 23% (Neither), 26% (Unfavorable)					14	36	23	16	10	-2	-1	3.28	1.19	
HQDA	1021	57% (Favorable), 22% (Neither), 21% (Unfavorable)					18	39	22	14	7	--	--	3.48	1.14	
G1	136	63% (Favorable), 27% (Neither), 10% (Unfavorable)					22	41	27	7	2	--	--	3.74	0.96	
<b>OFC DEP CHIEF STAFF, G-1</b>	36	67% (Favorable), 19% (Neither), 14% (Unfavorable)					8	58	19	8	6	--	--	3.56	0.96	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>OVERALL SATISFACTION</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	36	75% Favorable, 11% Neither, 14% Unfavorable					17	58	11	14	0	--	--	3.78	0.89	
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, 0% Unfavorable					47	46	4	2	0	--	--	4.38	0.68	
<b>OFC DEP CHIEF STAFF, G-1</b>	36	94% Favorable, 0% Neither, 0% Unfavorable					25	69	3	3	0	--	--	4.17	0.60	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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%					
<b>QUALITY OF WORK LIFE</b>											
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
<b>OFC DEP CHIEF STAFF, G-1</b>	<b>32</b>						9 13 31 25 22	--	--	2.63	1.22
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
<b>OFC DEP CHIEF STAFF, G-1</b>	<b>32</b>						9 13 34 28 16	--	--	2.72	1.15
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
<b>OFC DEP CHIEF STAFF, G-1</b>	<b>30</b>						7 40 37 7 10	--	--	3.27	1.03
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
<b>OFC DEP CHIEF STAFF, G-1</b>	<b>20</b>						5 25 70 0 0	--	--	3.35	0.57

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>QUALITY OF WORK LIFE</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	13						0	15	77	8	0	--	--	3.08	0.47	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	14						0	14	79	7	0	--	--	3.07	0.46	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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.
<b>QUALITY OF WORK LIFE</b>							
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	36	3%	17%	17%	0%	42%	22%



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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	
<b>OFC DEP CHIEF STAFF, G-1</b>	36						25	58	14	3	0	--	--	4.06	0.70	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>YOUR ORGANIZATION</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	34						9	32	41	9	9	--	--	3.24	1.03	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	30						10	3	33	43	10	--	--	2.60	1.05	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	34						12	24	44	15	6	--	--	3.21	1.02	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	34						12	35	29	15	9	--	--	3.26	1.12	

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



# FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>YOUR ORGANIZATION</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	34						12	41	35	9	3	--	--	3.50	0.92	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	34						6	32	38	15	9	--	--	3.12	1.02	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	35						3	11	29	34	23	--	--	2.37	1.04	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	34						12	32	35	18	3	--	--	3.32	0.99	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	34						6	18	59	12	6	--	--	3.06	0.87	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	35						11	9	54	17	9	--	--	2.97	1.03	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	27						7	15	52	19	7	--	--	2.96	0.96	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	25						4	4	32	40	20	--	--	2.32	0.97	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	26						4	8	50	27	12	--	--	2.65	0.92	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	28						4	4	36	46	11	--	--	2.43	0.86	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	22						5	5	32	45	14	--	--	2.41	0.94	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	24						4	13	38	29	17	--	--	2.58	1.04	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	32						6	3	41	34	16	--	--	2.50	1.00	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	29						7	0	45	34	14	--	--	2.52	0.97	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	30						3	13	40	30	13	--	--	2.63	0.98	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	29						3	3	41	34	17	--	--	2.41	0.93	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	29						7	3	41	31	17	--	--	2.52	1.04	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	31						6	16	35	26	16	--	--	2.71	1.11	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	29						7	14	41	17	21	--	--	2.69	1.15	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	28						0	14	43	21	21	--	--	2.50	0.98	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	28						0	7	39	32	21	--	--	2.32	0.89	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	26						0	23	27	27	23	--	--	2.50	1.08	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	26						0	15	31	31	23	--	--	2.38	1.00	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	27						4	7	44	30	15	--	--	2.56	0.96	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	29						0	24	45	14	17	--	--	2.76	1.01	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	27						4	11	52	15	19	--	--	2.67	1.02	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	30						3	27	53	13	3	--	--	3.13	0.81	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	32						6	28	56	6	3	--	--	3.28	0.80	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	33						3	27	42	18	9	--	--	2.97	0.97	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	34						6	24	38	15	18	--	--	2.85	1.14	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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	
<b>OFC DEP CHIEF STAFF, G-1</b>	27						11	30	33	15	11	--	--	3.15	1.15	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	35						3	31	34	20	11	--	--	2.94	1.04	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	35						3	31	49	9	9	--	--	3.11	0.92	

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



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



Item Detail	# Resp	Yes	No	I was never in NSPS	Do not know
<b>ARMY PERSONNEL SYSTEMS</b>					
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	36	94%	0%	6%	0%



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



Item Detail	# Resp	Yes	No	Do not know
<b>ARMY PERSONNEL SYSTEMS</b>				
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	34	88%	12%	0%



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



Item Detail	# Resp	Not at all	A little helpful	Somewhat helpful	Very helpful
<b>ARMY PERSONNEL SYSTEMS</b>					
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	30	3%	33%	33%	30%



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



Item Detail	# Resp	Yes	No	Do not know
<b>ARMY PERSONNEL SYSTEMS</b>				
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	30	97%	3%	0%



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



Item Detail	# Resp	Yes	No	Do not know
<b>ORGANIZATIONAL INFORMATION</b>				
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	36	28%	72%	0%
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	36	3%	97%	0%
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	36	0%	97%	3%
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%
<b>OFC DEP CHIEF STAFF, G-1</b>	35	0%	89%	11%



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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
<b>CONDITIONS FOR ENGAGEMENT</b>																
2c. In my organization, leaders generate high levels of motivation and commitment in the workforce.																
Total Army	20604	55% 22% 22%					15	40	22	15	7	-3	-3	3.42	1.12	
HQDA	1107	60% 21% 19%					18	42	21	15	4	--	--	3.54	1.08	
G1	146	66% 19% 14%					23	43	19	11	3	--	--	3.72	1.05	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	54% 31% 15%					18	36	31	13	3	--	--	3.54	1.01	
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	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	74% 18% 8%					21	54	18	5	3	--	--	3.85	0.89	
4c. Supervisors/team leaders in my work unit support employee development.																
Total Army	20473	80% 11% 9%					33	47	11	6	3	+1	+1	4.02	0.97	
HQDA	1101	82% 10% 7%					37	46	10	5	2	--	--	4.10	0.92	
G1	143	85% 9% 6%					40	45	9	4	2	--	--	4.16	0.91	
<b>OFC DEP CHIEF STAFF, G-1</b>	37	78% 11% 11%					38	41	11	11	0	--	--	4.05	0.96	
4f. My supervisor/team leader listens to what I have to say.																
Total Army	20504	78% 12% 11%					38	40	12	6	5	--	--	4.01	1.07	
HQDA	1106	84% 8% 8%					44	40	8	4	4	--	--	4.17	1.00	
G1	144	87% 10% 3%					48	39	10	2	1	--	--	4.30	0.83	
<b>OFC DEP CHIEF STAFF, G-1</b>	39	82% 13% 5%					49	33	13	5	0	--	--	4.26	0.87	

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



## FY10 Army Civilian Attitude Survey OFC DEP CHIEF STAFF, G-1 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	
<b>CONDITIONS FOR ENGAGEMENT</b>																	
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
<b>OFC DEP CHIEF STAFF, G-1</b>	39	85%					8%	8%	44	41	8	5	3	--	--	4.18	0.96
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
<b>OFC DEP CHIEF STAFF, G-1</b>	39	72%					13%	15%	33	38	13	10	5	--	--	3.85	1.14
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
<b>OFC DEP CHIEF STAFF, G-1</b>	38	61%					24%	16%	24	37	24	16	0	--	--	3.68	1.00
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
<b>OFC DEP CHIEF STAFF, G-1</b>	39	77%					18%	5	26	51	18	5	0	--	--	3.97	0.80

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