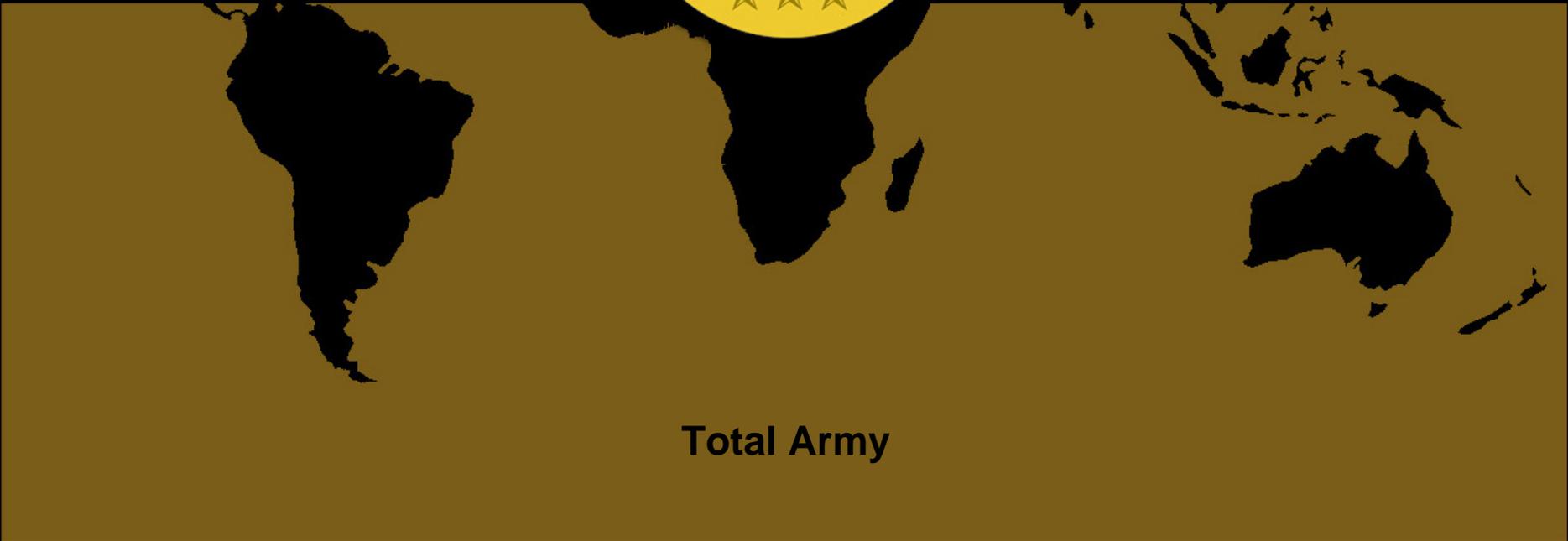




***FY10 Army Civilian
Attitude Survey***



***Civilian
Non-Supervisors***



Total Army



**FY10 Army Civilian Attitude Survey
Total Army
Results for Non-Supervisors**



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About This Report



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



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

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

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

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

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

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



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

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

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

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

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

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

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



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

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

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

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

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



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

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

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

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

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



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

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



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

Results are presented in the following sections:

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

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

SPECIAL NOTE:

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



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

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

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

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

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

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

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

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

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

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

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

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



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



**FY10 Army Civilian Attitude Survey
Total Army
Results for Non-Supervisors**



Results Summary



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Understanding and Using Your Critical Components Analysis (CCA)

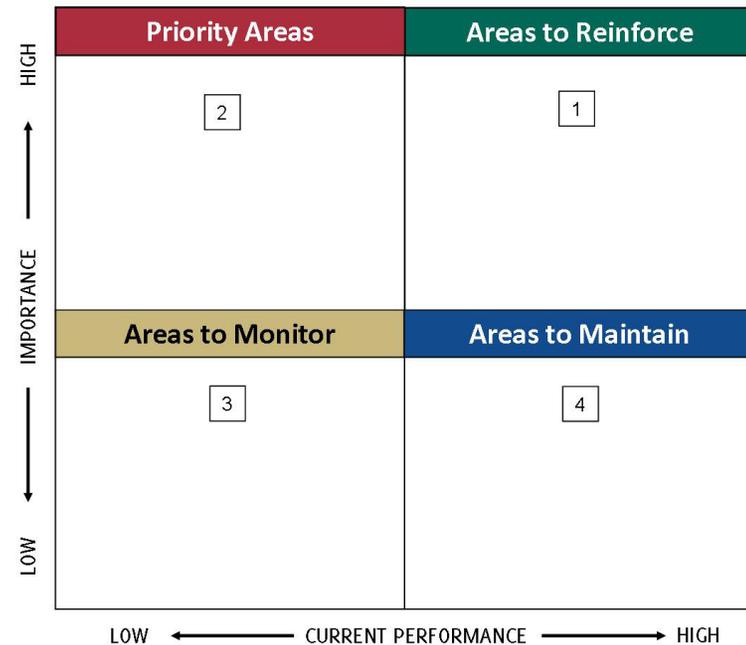
The Critical Components Analysis (CCA), shown on the following page(s), tells you "at a glance" which survey areas are higher priorities to focus on for improving your organization.

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

A priority, then, is determined by two things:

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

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



Using The CCA For Action Planning

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

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

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

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

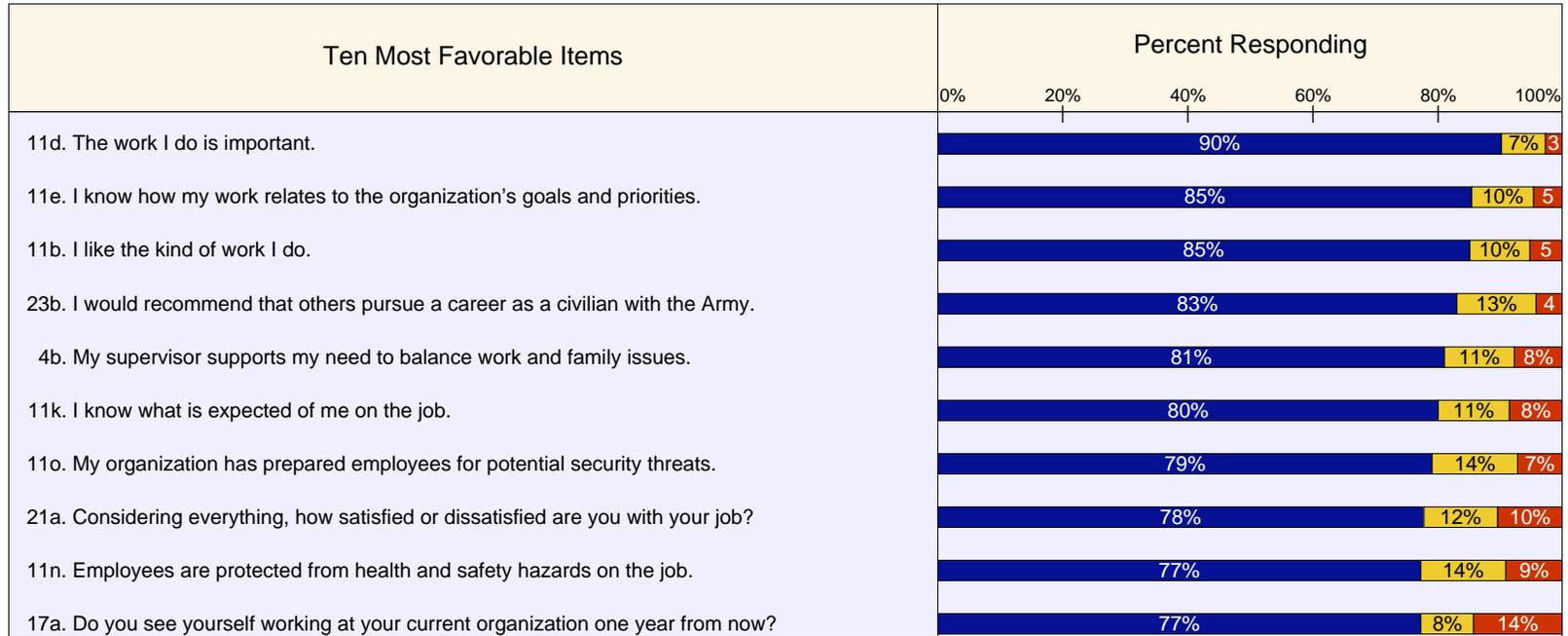


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Total Army Results for Non-Supervisors



Total Army Non-Supervisors



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

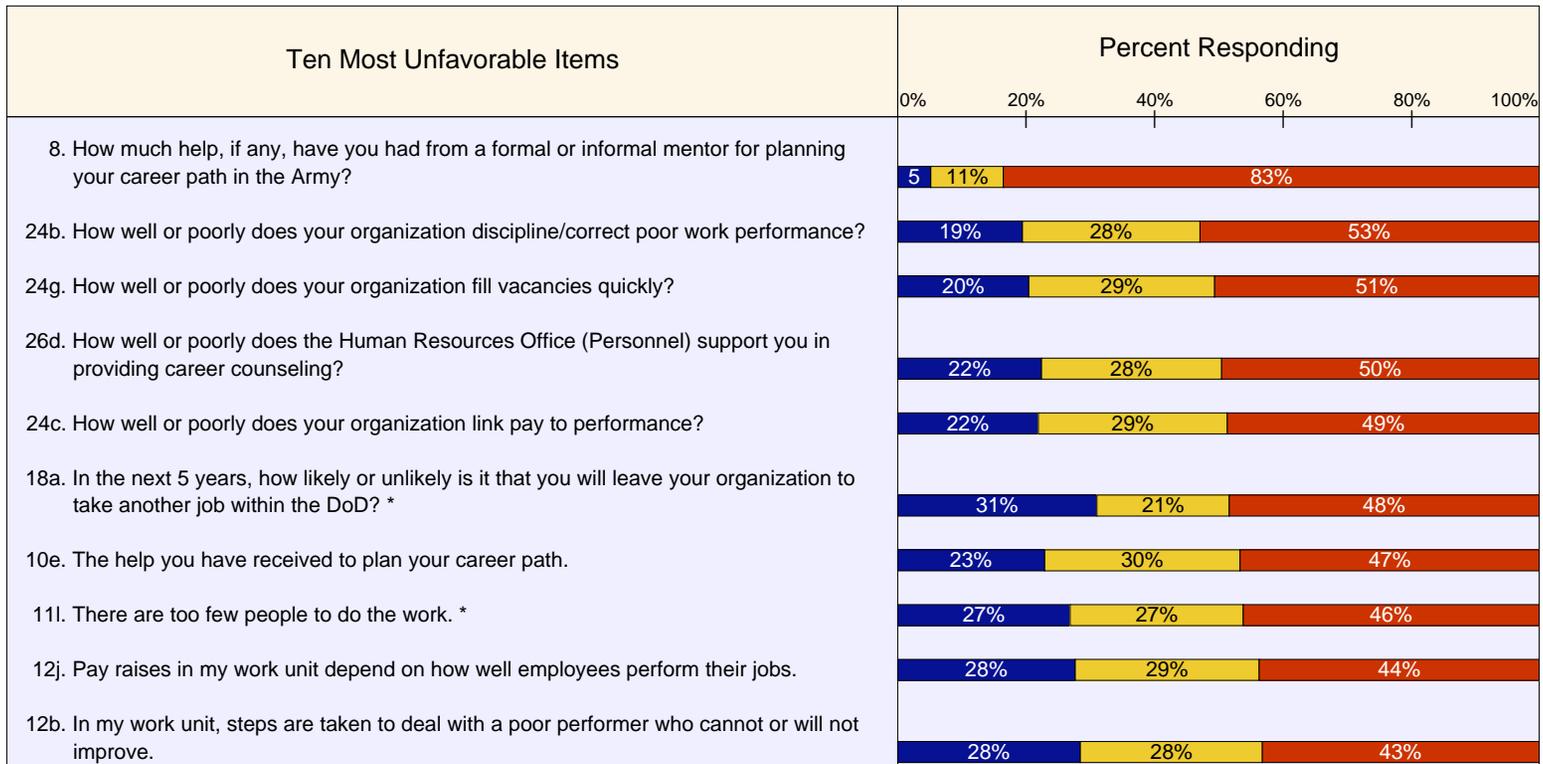
* Any item marked with an asterisk is phrased such that Disagree/Unlikely is a FAVORABLE response and is shown under the % Favorable category



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Total Army Non-Supervisors



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

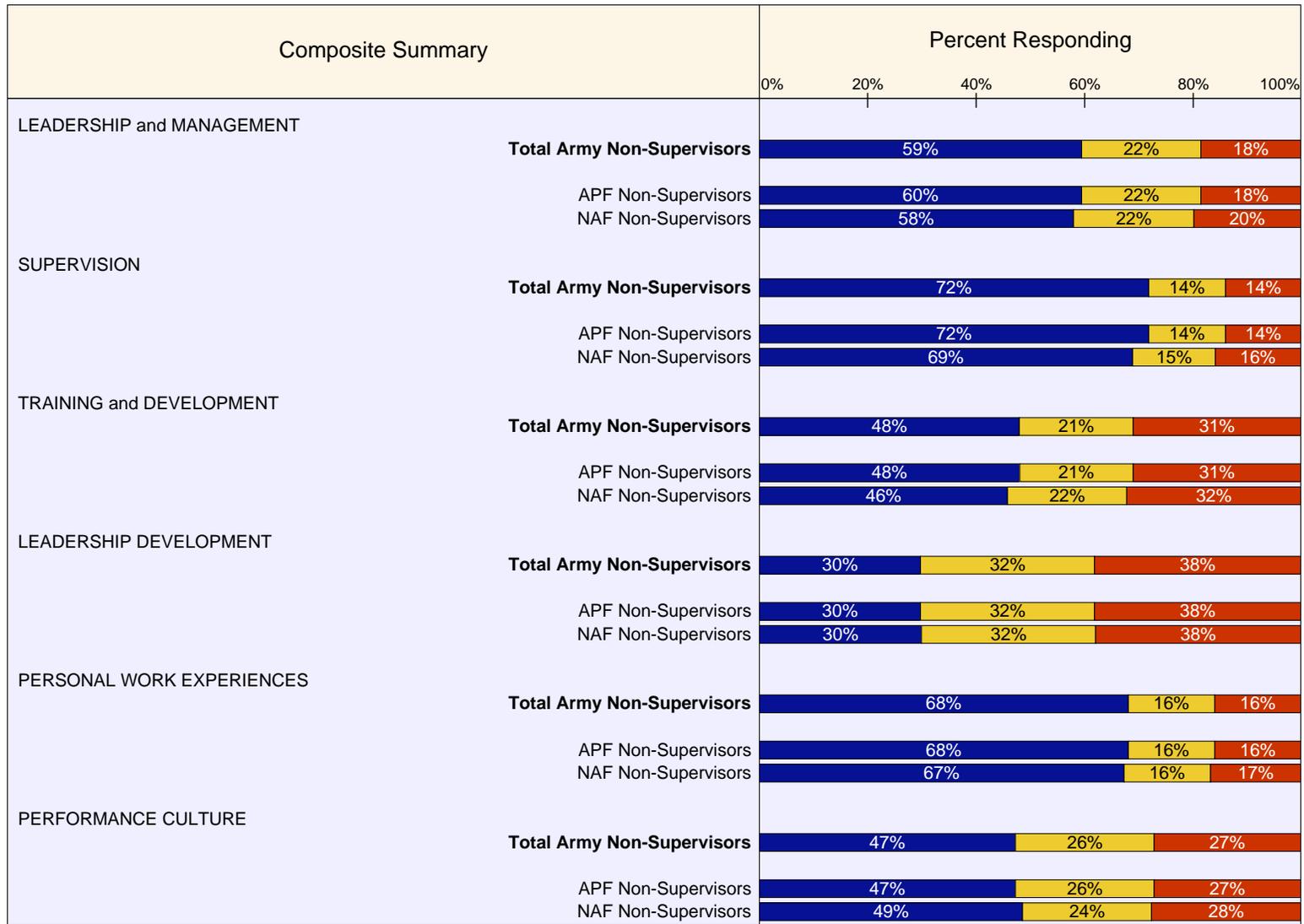
* Any item marked with an asterisk is phrased such that Disagree/Unlikely is a FAVORABLE response and is shown under the % Favorable category



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Total Army

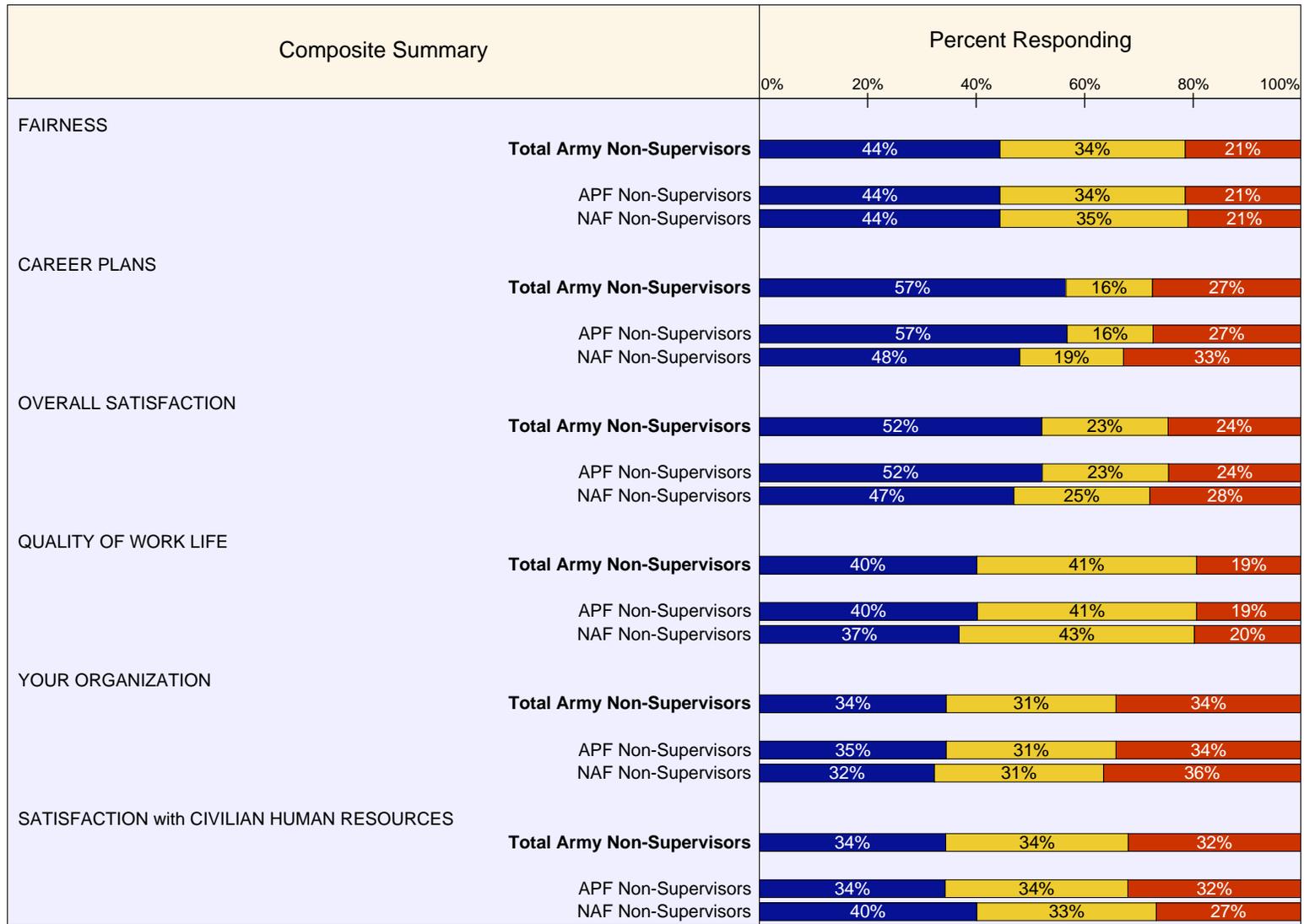
Results for Non-Supervisors



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



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



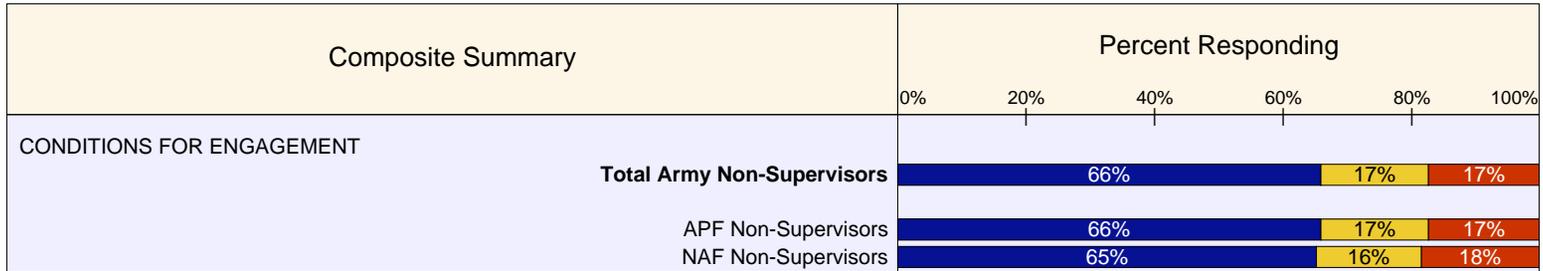
■ = % Favorable ■ = % Neutral ■ = % Unfavorable



FY10 Army Civilian Attitude Survey

Total Army

Results for Non-Supervisors



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



**FY10 Army Civilian Attitude Survey
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Item Detail



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Item Detail	# Resp	Employee (non- supervisory)	Team Leader	Supervisor	Manager	Executive	Contractor (not a federal employee)	I have retired from a civilian position with the Army.
CURRENT EMPLOYMENT STATUS								
1. What is your current employment status with the Army?								
Total Army Non-Supervisors	84155	87%	13%	0%	0%	0%	0%	0%
APF Non-Supervisors	81696	87%	13%	0%	0%	0%	0%	0%
NAF Non-Supervisors	2459	85%	15%	0%	0%	0%	0%	0%



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Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
LEADERSHIP and MANAGEMENT																
2a. Managers/supervisors/team leaders work well with employees of different backgrounds.																
Total Army Non-Supervisors	82605	69% 16% 15%					17	52	16	10	5	-4	-1	3.66	1.03	
APF Non-Supervisors	80184	69% 16% 15%					17	52	16	10	5	-4	-1	3.67	1.03	
NAF Non-Supervisors	2421	67% 17% 16%					18	49	17	11	5	-6	-7	3.64	1.05	
2b. I have a high level of respect for my organization's senior leaders.																
Total Army Non-Supervisors	83362	59% 20% 21%					19	40	20	13	8	+1	+2	3.49	1.17	
APF Non-Supervisors	80927	59% 20% 21%					19	40	20	13	8	+1	+2	3.49	1.17	
NAF Non-Supervisors	2435	57% 20% 23%					18	39	20	15	8	0	-4	3.44	1.19	
2c. In my organization, leaders generate high levels of motivation and commitment in the workforce.																
Total Army Non-Supervisors	83046	46% 25% 29%					12	34	25	19	10	-1	-1	3.18	1.18	
APF Non-Supervisors	80615	46% 25% 29%					12	34	25	19	10	-1	0	3.19	1.18	
NAF Non-Supervisors	2431	44% 23% 33%					11	33	23	22	11	-1	-5	3.12	1.19	
2d. Managers/supervisors deal effectively with reports of prejudice and discrimination.																
Total Army Non-Supervisors	67889	55% 27% 18%					17	38	27	10	8	-3	0	3.46	1.12	
APF Non-Supervisors	65787	55% 27% 18%					17	38	27	10	8	-3	0	3.46	1.12	
NAF Non-Supervisors	2102	58% 25% 17%					19	39	25	10	7	-1	-3	3.52	1.11	
2e. Managers communicate the goals and priorities of the organization.																
Total Army Non-Supervisors	82936	62% 19% 19%					15	47	19	13	6	--	--	3.51	1.10	
APF Non-Supervisors	80517	62% 19% 19%					15	47	19	13	6	--	--	3.51	1.09	
NAF Non-Supervisors	2419	62% 19% 20%					15	46	19	13	7	--	--	3.51	1.10	

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



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Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
LEADERSHIP and MANAGEMENT																
2f. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.																
Total Army Non-Supervisors	82651						19	54	15	9	4	--	--	3.76	0.98	
APF Non-Supervisors	80239						19	54	15	9	4	--	--	3.76	0.98	
NAF Non-Supervisors	2412						16	51	19	10	4	--	--	3.67	0.98	
2g. Managers review and evaluate the organization's progress toward meeting its goals and objectives.																
Total Army Non-Supervisors	78595						15	48	22	10	5	--	--	3.58	1.01	
APF Non-Supervisors	76279						15	48	22	10	5	--	--	3.58	1.01	
NAF Non-Supervisors	2316						15	46	22	11	5	--	--	3.55	1.04	
2h. There are generally good relationships between the union(s) and management here.																
Total Army Non-Supervisors	54619						10	34	38	10	8	--	+1	3.28	1.04	
APF Non-Supervisors	52991						10	34	38	10	8	--	+1	3.28	1.04	
NAF Non-Supervisors	1628						12	31	38	11	8	--	-7	3.28	1.06	

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



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Item Detail	# Resp	Military	Civilian
SUPERVISION			
3. Is your immediate supervisor military or civilian?			
Total Army Non-Supervisors	74397	14%	86%
APF Non-Supervisors	72213	15%	85%
NAF Non-Supervisors	2184	3%	97%



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
SUPERVISION																
4a. Discussions with my supervisor/team leader about my performance are worthwhile.																
Total Army Non-Supervisors	81998	68% 16% 16%					26	42	16	10	6	+9	+9	3.72	1.14	
APF Non-Supervisors	79603	68% 16% 16%					26	42	16	10	6	+9	+9	3.72	1.14	
NAF Non-Supervisors	2395	67% 15% 18%					27	40	15	11	7	+10	+6	3.70	1.17	
4b. My supervisor supports my need to balance work and family issues.																
Total Army Non-Supervisors	82196	81% 11% 8%					40	41	11	4	4	--	--	4.10	0.99	
APF Non-Supervisors	79788	81% 11% 8%					40	42	11	4	3	--	--	4.10	0.99	
NAF Non-Supervisors	2408	78% 12% 10%					40	39	12	5	4	--	--	4.04	1.05	
4c. Supervisors/team leaders in my work unit support employee development.																
Total Army Non-Supervisors	82313	70% 15% 15%					29	41	15	9	6	+5	+5	3.79	1.13	
APF Non-Supervisors	79908	71% 15% 15%					29	41	15	9	6	+5	+5	3.80	1.13	
NAF Non-Supervisors	2405	66% 17% 17%					28	38	17	10	7	+3	+2	3.70	1.17	
4d. Overall, my immediate supervisor/team leader is doing a good job.																
Total Army Non-Supervisors	82749	72% 14% 14%					33	39	14	8	6	+1	+1	3.84	1.15	
APF Non-Supervisors	80332	72% 14% 14%					33	39	14	8	6	+1	+1	3.84	1.15	
NAF Non-Supervisors	2417	69% 16% 16%					33	36	16	9	7	+1	-2	3.79	1.19	
4e. I have trust and confidence in my supervisor.																
Total Army Non-Supervisors	82837	67% 15% 17%					32	35	15	9	8	--	--	3.74	1.23	
APF Non-Supervisors	80420	67% 15% 17%					32	35	15	9	8	--	--	3.74	1.23	
NAF Non-Supervisors	2417	64% 17% 19%					33	31	17	11	9	--	--	3.68	1.27	

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



FY10 Army Civilian Attitude Survey

Total Army

Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
SUPERVISION																
4f. My supervisor/team leader listens to what I have to say.																
Total Army Non-Supervisors	82739						33	40	14	7	6	--	--	3.86	1.14	
APF Non-Supervisors	80322						33	40	14	7	6	--	--	3.86	1.14	
NAF Non-Supervisors	2417						33	37	15	9	7	--	--	3.79	1.19	

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FY10 Army Civilian Attitude Survey

Total Army

Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
TRAINING and DEVELOPMENT																
5a. My training needs are assessed.																
Total Army Non-Supervisors	80635						14	45	18	16	7	--	--	3.44	1.12	
APF Non-Supervisors	78299						14	45	18	16	7	--	--	3.44	1.12	
NAF Non-Supervisors	2336						16	45	19	16	5	--	--	3.50	1.09	
5b. My work unit is able to recruit people with the right skills.																
Total Army Non-Supervisors	81361						11	42	22	18	7	+7	+6	3.31	1.10	
APF Non-Supervisors	78991						11	42	22	18	7	+6	+6	3.31	1.10	
NAF Non-Supervisors	2370						13	42	22	17	6	+12	+5	3.40	1.10	
5c. I have received sufficient training to be competitive for jobs at the next higher level.																
Total Army Non-Supervisors	79096						9	40	26	16	8	+2	+3	3.27	1.08	
APF Non-Supervisors	76782						9	40	26	16	8	+2	+3	3.27	1.08	
NAF Non-Supervisors	2314						9	36	29	18	8	+3	+3	3.21	1.09	
5d. I am satisfied with the career progression opportunities available to me.																
Total Army Non-Supervisors	81432						12	36	23	20	10	+8	+8	3.21	1.17	
APF Non-Supervisors	79054						12	36	23	20	9	+8	+8	3.21	1.17	
NAF Non-Supervisors	2378						12	32	24	22	11	+8	+4	3.12	1.19	
5e. The Army invests adequate resources for training and developing its civilian work force.																
Total Army Non-Supervisors	81803						10	33	21	21	14	--	--	3.05	1.23	
APF Non-Supervisors	79418						10	33	21	21	14	--	--	3.05	1.23	
NAF Non-Supervisors	2385						10	29	23	22	15	--	--	2.98	1.23	

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FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
TRAINING and DEVELOPMENT																
5f. I am given a real opportunity to improve my skills in my organization.																
Total Army Non-Supervisors	81981						13	38	23	16	9	--	--	3.29	1.16	
APF Non-Supervisors	79586						13	38	23	16	9	--	--	3.30	1.16	
NAF Non-Supervisors	2395						12	35	24	17	12	--	--	3.19	1.20	
5g. I am interested in receiving training in skills related to but different from those I use on my current job.																
Total Army Non-Supervisors	82379						30	47	17	5	1	--	--	3.98	0.89	
APF Non-Supervisors	79978						29	47	17	5	1	--	--	3.98	0.89	
NAF Non-Supervisors	2401						32	47	16	4	1	--	--	4.05	0.86	
5h. I know what training I need to advance my career with the Army.																
Total Army Non-Supervisors	82462						17	46	21	12	3	--	--	3.61	1.02	
APF Non-Supervisors	80060						17	46	21	12	3	--	--	3.62	1.01	
NAF Non-Supervisors	2402						18	41	24	13	4	--	--	3.54	1.06	
5i. I know what developmental experiences I need to advance my career with the Army.																
Total Army Non-Supervisors	82377						16	44	23	14	4	--	--	3.54	1.03	
APF Non-Supervisors	79981						16	44	23	14	4	--	--	3.54	1.03	
NAF Non-Supervisors	2396						17	41	25	13	4	--	--	3.52	1.05	

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FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Nothing at all	A little	Some	A lot
TRAINING and DEVELOPMENT					
6. How much, if anything, have you heard about the Enterprise Human Capital Lifecycle Management System? This is an Army initiative to establish new, broader career paths for civilians and help them manage their development and training.					
Total Army Non-Supervisors	82638	85%	11%	4%	1%
APF Non-Supervisors	80231	85%	11%	4%	1%
NAF Non-Supervisors	2407	89%	8%	3%	1%



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Do not know
TRAINING and DEVELOPMENT				
7. Are you in an Army career program?				
Total Army Non-Supervisors	82506	32%	37%	31%
APF Non-Supervisors	80105	33%	37%	31%
NAF Non-Supervisors	2401	9%	62%	30%



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
TRAINING and DEVELOPMENT																
8. How much help, if any, have you had from a formal or informal mentor for planning your career path in the Army?																
Total Army Non-Supervisors	82213						1	4	11	23	61	--	--	1.62	0.93	
APF Non-Supervisors	79826						1	4	11	23	61	--	--	1.63	0.93	
NAF Non-Supervisors	2387						1	4	9	18	68	--	--	1.53	0.90	

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FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Not sure
LEADERSHIP DEVELOPMENT				
9. Are you interested in advancing to a leadership position within the Army?				
Total Army Non-Supervisors	82735	60%	20%	20%
APF Non-Supervisors	80326	60%	20%	20%
NAF Non-Supervisors	2409	61%	16%	22%



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
LEADERSHIP DEVELOPMENT																
10a. The priority your organization places on leader development.																
Total Army Non-Supervisors	61518						6	26	33	23	12	--	--	2.91	1.09	
APF Non-Supervisors	59668						6	26	33	23	12	--	--	2.91	1.09	
NAF Non-Supervisors	1850						7	26	33	24	12	--	--	2.92	1.10	
10b. The quality of available leader development training.																
Total Army Non-Supervisors	58404						6	25	34	24	12	--	--	2.90	1.08	
APF Non-Supervisors	56652						6	25	34	24	12	--	--	2.90	1.08	
NAF Non-Supervisors	1752						6	24	34	25	11	--	--	2.90	1.08	
10c. Developmental assignments that give you experience in other functions in the organization.																
Total Army Non-Supervisors	61415						6	24	32	25	12	--	--	2.87	1.10	
APF Non-Supervisors	59562						6	24	32	25	13	--	--	2.86	1.10	
NAF Non-Supervisors	1853						7	24	34	24	11	--	--	2.93	1.09	
10d. The availability of opportunities to expand the range of your skills.																
Total Army Non-Supervisors	63140						6	27	28	26	13	--	--	2.88	1.13	
APF Non-Supervisors	61245						6	27	28	26	13	--	--	2.88	1.13	
NAF Non-Supervisors	1895						7	26	29	26	12	--	--	2.90	1.13	
10e. The help you have received to plan your career path.																
Total Army Non-Supervisors	63765						5	18	30	28	19	--	--	2.62	1.12	
APF Non-Supervisors	61858						4	18	30	28	19	--	--	2.62	1.12	
NAF Non-Supervisors	1907						6	17	31	28	19	--	--	2.64	1.13	

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FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents 5 4 3 2 1	% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev
		0%	20%	40%	60%	80%					
LEADERSHIP DEVELOPMENT											
10f. The way your supervisor creates or calls attention to leader development opportunities.											
Total Army Non-Supervisors	62715						7 23 34 21 15	--	--	2.85	1.14
APF Non-Supervisors	60841						7 23 34 21 15	--	--	2.85	1.14
NAF Non-Supervisors	1874						8 22 33 21 16	--	--	2.85	1.16

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FY10 Army Civilian Attitude Survey

Total Army

Results for Non-Supervisors



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		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
PERSONAL WORK EXPERIENCES																	
11a. My work gives me a feeling of personal accomplishment.																	
Total Army Non-Supervisors	81107	77%					12%	11%	28	49	12	7	4	--	--	3.89	1.02
APF Non-Supervisors	78750	77%					12%	11%	28	49	12	7	4	--	--	3.89	1.02
NAF Non-Supervisors	2357	74%					14%	13%	28	46	14	8	5	--	--	3.84	1.07
11b. I like the kind of work I do.																	
Total Army Non-Supervisors	81129	85%					10%	5%	37	48	10	4	2	--	--	4.15	0.85
APF Non-Supervisors	78768	85%					10%	5%	37	48	10	4	2	--	--	4.15	0.85
NAF Non-Supervisors	2361	88%					8%	4%	40	48	8	3	1	--	--	4.23	0.79
11c. Creativity and innovation are rewarded.																	
Total Army Non-Supervisors	79907	47%					25%	28%	15	32	25	18	10	+2	+3	3.24	1.21
APF Non-Supervisors	77569	47%					25%	28%	15	32	25	18	10	+2	+3	3.24	1.21
NAF Non-Supervisors	2338	45%					25%	30%	17	28	25	18	12	+6	+3	3.19	1.26
11d. The work I do is important.																	
Total Army Non-Supervisors	80909	90%					7%		45	45	7	2	1	--	--	4.32	0.76
APF Non-Supervisors	78556	90%					7%		45	45	7	2	1	--	--	4.32	0.76
NAF Non-Supervisors	2353	90%					7%		46	44	7	2	1	--	--	4.33	0.75
11e. I know how my work relates to the organization's goals and priorities.																	
Total Army Non-Supervisors	80665	85%					10%	5%	36	49	10	3	2	--	--	4.16	0.84
APF Non-Supervisors	78317	85%					10%	5%	36	49	10	3	2	--	--	4.15	0.84
NAF Non-Supervisors	2348	87%					9%	4%	39	47	9	3	1	--	--	4.21	0.82

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-- No history data available

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FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



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		0%	20%	40%	60%	80%	100%	5	4	3	2					1
PERSONAL WORK EXPERIENCES																
11f. My talents are used well in the workplace.																
Total Army Non-Supervisors	80925	62% 17% 21%					22	40	17	13	8	--	--	3.56	1.19	
APF Non-Supervisors	78569	62% 18% 21%					22	40	18	13	8	--	--	3.55	1.19	
NAF Non-Supervisors	2356	65% 16% 19%					27	38	16	11	8	--	--	3.65	1.22	
11g. The people I work with cooperate to get the job done.																
Total Army Non-Supervisors	80954	72% 15% 13%					25	47	15	8	5	--	--	3.79	1.06	
APF Non-Supervisors	78608	73% 15% 13%					25	47	15	8	5	--	--	3.80	1.06	
NAF Non-Supervisors	2346	66% 17% 17%					23	42	17	10	7	--	--	3.65	1.14	
11h. Employees have a feeling of personal empowerment with respect to work processes.																
Total Army Non-Supervisors	79335	50% 26% 24%					14	36	26	15	9	--	--	3.31	1.16	
APF Non-Supervisors	77030	50% 26% 24%					14	36	26	15	9	--	--	3.31	1.15	
NAF Non-Supervisors	2305	46% 26% 28%					14	32	26	18	11	--	--	3.21	1.20	
11i. I feel encouraged to come up with better ways of doing things.																
Total Army Non-Supervisors	80885	58% 20% 21%					20	38	20	13	8	--	--	3.49	1.18	
APF Non-Supervisors	78538	58% 20% 21%					20	38	20	13	8	--	--	3.49	1.18	
NAF Non-Supervisors	2347	60% 18% 22%					22	38	18	13	9	--	--	3.51	1.21	
11j. My workload is reasonable.																
Total Army Non-Supervisors	80919	66% 15% 19%					16	50	15	11	7	--	--	3.55	1.11	
APF Non-Supervisors	78568	66% 15% 19%					16	50	15	11	7	--	--	3.55	1.11	
NAF Non-Supervisors	2351	63% 17% 21%					16	46	17	13	8	--	--	3.51	1.14	

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FY10 Army Civilian Attitude Survey

Total Army

Results for Non-Supervisors



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		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
PERSONAL WORK EXPERIENCES																	
11k. I know what is expected of me on the job.																	
Total Army Non-Supervisors	80795	80%					11%	8%	27	54	11	6	3	--	--	3.95	0.92
APF Non-Supervisors	78449	80%					11%	8%	26	54	11	6	3	--	--	3.95	0.92
NAF Non-Supervisors	2346	83%					10%	7%	32	51	10	5	2	--	--	4.05	0.91
11l. There are too few people to do the work. *																	
Total Army Non-Supervisors	80148	27%	27%	46%				6	20	27	26	20	--	--	2.67	1.19	
APF Non-Supervisors	77826	27%	27%	46%				6	21	27	27	20	--	--	2.68	1.19	
NAF Non-Supervisors	2322	25%	27%	48%				6	19	27	26	22	--	--	2.61	1.19	
11m. Physical conditions (noise, temperature, lighting, cleanliness) allow employees to perform their jobs well.																	
Total Army Non-Supervisors	80691	65%	17%	18%				17	48	17	11	7	--	--	3.58	1.10	
APF Non-Supervisors	78349	65%	17%	18%				17	48	17	11	7	--	--	3.58	1.10	
NAF Non-Supervisors	2342	65%	17%	18%				19	46	17	11	7	--	--	3.59	1.11	
11n. Employees are protected from health and safety hazards on the job.																	
Total Army Non-Supervisors	80430	77%	14%	9%				23	54	14	6	3	--	--	3.89	0.94	
APF Non-Supervisors	78107	77%	14%	9%				23	54	14	6	3	--	--	3.89	0.94	
NAF Non-Supervisors	2323	77%	14%	9%				24	53	14	6	4	--	--	3.88	0.95	
11o. My organization has prepared employees for potential security threats.																	
Total Army Non-Supervisors	80108	79%	14%	7%				24	55	14	5	3	--	--	3.94	0.89	
APF Non-Supervisors	77775	79%	14%	7%				24	55	14	5	3	--	--	3.94	0.89	
NAF Non-Supervisors	2333	77%	14%	9%				27	51	14	6	3	--	--	3.92	0.94	

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FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
PERFORMANCE CULTURE																
12a. The performance management system I am under improves organizational performance.																
Total Army Non-Supervisors	71702						7	28	39	18	9	0	0	3.06	1.03	
APF Non-Supervisors	69660						6	28	39	18	9	0	0	3.06	1.03	
NAF Non-Supervisors	2042						8	30	37	17	8	-3	-8	3.14	1.04	
12b. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.																
Total Army Non-Supervisors	70183						5	23	28	24	19	+1	+2	2.71	1.16	
APF Non-Supervisors	68074						5	23	28	24	19	+1	+2	2.71	1.16	
NAF Non-Supervisors	2109						6	28	25	23	18	+1	-5	2.82	1.20	
12c. My performance standards/expectations are directly related to my organization's mission.																
Total Army Non-Supervisors	77163						16	57	19	5	3	-1	-1	3.79	0.87	
APF Non-Supervisors	74947						16	57	19	5	3	-1	-1	3.78	0.87	
NAF Non-Supervisors	2216						20	55	18	5	3	+1	+1	3.84	0.89	
12d. My most recent performance appraisal is a fair reflection of my performance.																
Total Army Non-Supervisors	74753						24	50	15	6	4	0	+1	3.84	1.00	
APF Non-Supervisors	72654						24	50	15	6	4	0	+1	3.84	1.00	
NAF Non-Supervisors	2099						28	43	16	7	6	+1	+2	3.82	1.09	

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FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



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		0%	20%	40%	60%	80%	100%	5	4	3	2					1
PERFORMANCE CULTURE																
12e. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.																
Total Army Non-Supervisors	75382						19	44	20	11	6	-6	--	3.60	1.09	
APF Non-Supervisors	73284						19	44	20	11	6	-6	--	3.60	1.09	
NAF Non-Supervisors	2098						24	41	19	9	7	-2	--	3.66	1.13	
12f. I receive regular performance feedback.																
Total Army Non-Supervisors	79679						13	37	22	19	10	-4	-5	3.25	1.18	
APF Non-Supervisors	77385						13	37	22	19	9	-4	-5	3.25	1.18	
NAF Non-Supervisors	2294						15	35	21	16	13	0	-4	3.25	1.25	
12g. The performance feedback I receive is useful.																
Total Army Non-Supervisors	76846						14	39	28	12	8	-4	-4	3.39	1.10	
APF Non-Supervisors	74651						14	39	28	12	7	-4	-4	3.39	1.10	
NAF Non-Supervisors	2195						17	38	26	10	9	-1	-4	3.44	1.15	
12h. My cash awards depend on how well I perform my job.																
Total Army Non-Supervisors	68558						14	34	24	13	15	-6	-5	3.20	1.27	
APF Non-Supervisors	66640						14	34	24	13	15	-6	-5	3.20	1.27	
NAF Non-Supervisors	1918						17	29	23	12	18	-4	-3	3.14	1.34	
12i. In my work unit, differences in performance are recognized in a meaningful way.																
Total Army Non-Supervisors	72270						8	25	29	20	17	-4	-4	2.88	1.20	
APF Non-Supervisors	70134						8	26	29	20	16	-5	-4	2.88	1.20	
NAF Non-Supervisors	2136						9	25	28	19	18	-3	-7	2.87	1.24	

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



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents 5 4 3 2 1	% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev
		0%	20%	40%	60%	80%					
PERFORMANCE CULTURE											
12j. Pay raises in my work unit depend on how well employees perform their jobs.											
Total Army Non-Supervisors	68532						7 21 29 22 21	-8	-7	2.70	1.21
APF Non-Supervisors	66523						7 21 29 22 21	-8	-7	2.69	1.21
NAF Non-Supervisors	2009						11 23 22 19 26	-9	-10	2.74	1.34
12k. Promotions in my work unit are based on merit.											
Total Army Non-Supervisors	68555						6 21 30 19 23	-11	-10	2.70	1.21
APF Non-Supervisors	66604						6 22 30 19 22	-11	-10	2.70	1.21
NAF Non-Supervisors	1951						8 19 29 18 26	-10	-10	2.64	1.26
12l. Personnel with recent military experience perform better in Army civilian positions than those without recent military experience.											
Total Army Non-Supervisors	70421						14 20 32 19 15	--	--	2.98	1.25
APF Non-Supervisors	68564						14 20 32 19 15	--	--	2.99	1.25
NAF Non-Supervisors	1857						10 15 38 18 19	--	--	2.79	1.19

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FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
FAIRNESS																
13a. Personnel who recently retired from the military and then are hired by the Army are often selected over fully qualified civilian candidates who have not served in the military.																
Total Army Non-Supervisors	62457						22	31	30	11	5	+12	+17	3.54	1.11	
APF Non-Supervisors	60739						22	31	30	11	5	+12	+17	3.54	1.12	
NAF Non-Supervisors	1718						24	31	32	10	4	+19	+23	3.62	1.06	
13b. Employees at this installation/activity are treated fairly with regard to grievances.																
Total Army Non-Supervisors	51040						8	32	38	12	11	-2	0	3.14	1.07	
APF Non-Supervisors	49438						8	32	38	12	11	-2	0	3.13	1.07	
NAF Non-Supervisors	1602						9	32	36	13	10	-3	-8	3.17	1.09	
13c. Employees at this installation/activity are treated fairly with regard to appeals.																
Total Army Non-Supervisors	46485						7	29	45	9	9	-2	0	3.16	1.01	
APF Non-Supervisors	45017						7	29	45	9	9	-2	0	3.16	1.01	
NAF Non-Supervisors	1468						8	30	42	10	9	-3	-7	3.19	1.03	
13d. Prohibited Personnel Practices (e.g., illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans preference requirements) are not tolerated.																
Total Army Non-Supervisors	60753						16	40	27	8	8	-12	-9	3.48	1.11	
APF Non-Supervisors	59021						16	40	27	8	8	-12	-9	3.48	1.11	
NAF Non-Supervisors	1732						18	37	30	8	6	-15	-17	3.53	1.07	

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-- No history data available

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FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents 5 4 3 2 1	% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev
		0%	20%	40%	60%	80%					
FAIRNESS											
13e. If I complained of discrimination, it would be held against me. *											
Total Army Non-Supervisors	61031						10 24 34 20 12	-2	+2	3.00	1.16
APF Non-Supervisors	59225						10 24 34 20 12	-2	+3	3.01	1.16
NAF Non-Supervisors	1806						11 21 35 21 12	-9	-5	2.97	1.17

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FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Yes	No
DISCRIMINATION			
14. During the last 12 months, have you been discriminated against (e.g., on the basis of your gender, race, national origin, religion, age, cultural background, disability, sexual orientation) while working in the Army?			
Total Army Non-Supervisors	79363	12%	88%
APF Non-Supervisors	77068	12%	88%
NAF Non-Supervisors	2295	13%	87%
14a. If you were discriminated against, did you report the incident?			
Total Army Non-Supervisors	9668	31%	69%
APF Non-Supervisors	9359	31%	69%
NAF Non-Supervisors	309	30%	70%



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Too soon to know
DISCRIMINATION				
14b. If you reported the incident, did you experience any adverse consequences?				
Total Army Non-Supervisors	3023	53%	21%	26%
APF Non-Supervisors	2933	54%	21%	26%
NAF Non-Supervisors	90	39%	37%	24%



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Yes	No
HARASSMENT			
15. During the last 12 months, have you been harassed (e.g., on the basis of your gender, race, national origin, religion, age, cultural background, disability, sexual orientation) while working in the Army?			
Total Army Non-Supervisors	78891	8%	92%
APF Non-Supervisors	76617	8%	92%
NAF Non-Supervisors	2274	8%	92%
15a. If you were harassed, did you report the incident?			
Total Army Non-Supervisors	6639	41%	59%
APF Non-Supervisors	6423	41%	59%
NAF Non-Supervisors	216	41%	59%



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Too soon to know
HARASSMENT				
15b. If you reported the incident, did you experience any adverse consequences?				
Total Army Non-Supervisors	2709	50%	27%	23%
APF Non-Supervisors	2623	51%	26%	23%
NAF Non-Supervisors	86	36%	43%	21%



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
CAREER PLANS																
16. Suppose that you have to decide whether or not to continue to work for your organization. If you had to make this decision now, how likely or unlikely is it that you would choose to stay?																
Total Army Non-Supervisors	77083	69% 12% 19%					41	28	12	11	8	+6	0	3.83	1.29	
APF Non-Supervisors	77083	69% 12% 19%					41	28	12	11	8	+6	0	3.83	1.29	
17a. Do you see yourself working at your current organization one year from now?																
Total Army Non-Supervisors	74263	77% 8% 14%					48	29	8	7	7	--	--	4.04	1.22	
APF Non-Supervisors	72112	77% 8% 14%					49	29	8	7	7	--	--	4.05	1.22	
NAF Non-Supervisors	2151	76% 9% 15%					45	31	9	8	8	--	--	3.97	1.24	
17b. Do you see yourself working at your current organization three years from now?																
Total Army Non-Supervisors	73611	56% 14% 30%					31	25	14	14	15	--	--	3.43	1.44	
APF Non-Supervisors	71473	56% 14% 29%					31	25	14	14	15	--	--	3.43	1.44	
NAF Non-Supervisors	2138	52% 17% 31%					28	24	17	14	17	--	--	3.32	1.44	
17c. Do you see yourself working at your current organization five years from now?																
Total Army Non-Supervisors	76072	43% 16% 40%					25	18	16	15	25	--	--	3.03	1.53	
APF Non-Supervisors	73879	43% 16% 40%					25	18	16	15	25	--	--	3.04	1.53	
NAF Non-Supervisors	2193	42% 18% 40%					24	17	18	14	26	--	--	3.00	1.52	
18a. In the next 5 years, how likely or unlikely is it that you will leave your organization to take another job within the DoD? *																
Total Army Non-Supervisors	77968	31% 21% 48%					14	17	21	24	24	-3	-7	2.73	1.37	
APF Non-Supervisors	75709	31% 21% 48%					14	17	21	24	24	-3	-7	2.74	1.37	
NAF Non-Supervisors	2259	25% 21% 54%					11	14	21	27	27	-4	-3	2.54	1.31	

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-- No history data available

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FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents 5 4 3 2 1	% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev
		0%	20%	40%	60%	80%					
CAREER PLANS											
18b. In the next 5 years, how likely or unlikely is it that you will leave to take another job in the Federal government outside of the DoD? *											
Total Army Non-Supervisors	77368						22 26 23 17 11	+1	0	3.33	1.29
APF Non-Supervisors	75132						23 27 23 17 11	+1	0	3.34	1.28
NAF Non-Supervisors	2236						16 22 27 20 15	-1	0	3.05	1.29
18c. In the next 5 years, how likely or unlikely is it that you will leave the Federal government for a private sector job? *											
Total Army Non-Supervisors	77356						41 30 16 8 4	+7	+6	3.96	1.13
APF Non-Supervisors	75118						42 30 16 8 4	+7	+6	3.97	1.12
NAF Non-Supervisors	2238						27 30 23 12 8	+11	+8	3.56	1.23
18d. In the next 5 years, how likely or unlikely is it that you will retire from Federal service? *											
Total Army Non-Supervisors	78615						43 15 10 12 19	+6	+5	3.51	1.58
APF Non-Supervisors	76346						43 15 10 12 19	+6	+5	3.51	1.59
NAF Non-Supervisors	2269						39 17 17 10 17	+1	+4	3.51	1.50

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FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	No	Yes, but only within the Federal government	Yes, but only outside the Federal government	Yes, I plan to look both within and outside the Federal government	I have not decided whether or not to look for another job
CAREER PLANS						
19. In the coming year (the next 12 months), do you plan to look for another job?						
Total Army Non-Supervisors	79215	42%	34%	1%	11%	12%
APF Non-Supervisors	76924	42%	34%	1%	11%	12%
NAF Non-Supervisors	2291	36%	27%	1%	20%	16%



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Not willing to relocate	Within my immediate area	Within my CONUS region	Within my OCONUS region	Anywhere
CAREER PLANS						
20a. Where would you be willing to relocate to stay with your job if it moved?						
Total Army Non-Supervisors	78418	28%	36%	16%	3%	17%
APF Non-Supervisors	76147	28%	36%	16%	3%	17%
NAF Non-Supervisors	2271	30%	34%	11%	4%	20%
20b. Where would you be willing to relocate for a career enhancing development opportunity?						
Total Army Non-Supervisors	78210	21%	33%	19%	3%	23%
APF Non-Supervisors	75948	21%	33%	19%	3%	23%
NAF Non-Supervisors	2262	20%	34%	13%	5%	28%
20c. Where would you be willing to relocate to get an increase in pay?						
Total Army Non-Supervisors	78214	21%	37%	18%	3%	21%
APF Non-Supervisors	75951	21%	37%	18%	3%	20%
NAF Non-Supervisors	2263	19%	36%	13%	5%	27%
20d. Where would you be willing to relocate to get a promotion?						
Total Army Non-Supervisors	78202	20%	36%	19%	3%	22%
APF Non-Supervisors	75941	20%	36%	19%	3%	22%
NAF Non-Supervisors	2261	18%	36%	13%	5%	28%



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
OVERALL SATISFACTION																
21a. Considering everything, how satisfied or dissatisfied are you with your job?																
Total Army Non-Supervisors	78629	78% Favorable, 12% Neither, 10% Unfavorable					28	50	12	7	3	+5	+3	3.93	0.99	
APF Non-Supervisors	76345	78% Favorable, 12% Neither, 10% Unfavorable					28	50	12	7	3	+5	+3	3.93	0.99	
NAF Non-Supervisors	2284	75% Favorable, 14% Neither, 11% Unfavorable					27	48	14	8	3	+3	0	3.87	1.00	
21b. Considering everything, how satisfied or dissatisfied are you with your pay?																
Total Army Non-Supervisors	78868	65% Favorable, 15% Neither, 20% Unfavorable					17	48	15	14	6	+5	+5	3.57	1.10	
APF Non-Supervisors	76578	66% Favorable, 15% Neither, 19% Unfavorable					18	48	15	14	5	+5	+5	3.59	1.09	
NAF Non-Supervisors	2290	44% Favorable, 19% Neither, 37% Unfavorable					9	35	19	24	13	+5	+5	3.02	1.21	
21c. Considering everything, how satisfied or dissatisfied are you with the training you receive for your present job?																
Total Army Non-Supervisors	78820	49% Favorable, 25% Neither, 26% Unfavorable					12	37	25	18	7	--	--	3.28	1.11	
APF Non-Supervisors	76530	49% Favorable, 25% Neither, 26% Unfavorable					12	37	25	18	7	--	--	3.28	1.11	
NAF Non-Supervisors	2290	45% Favorable, 28% Neither, 28% Unfavorable					11	33	28	19	9	--	--	3.19	1.13	
21d. Considering everything, how satisfied or dissatisfied are you with the recognition you receive for doing a good job?																
Total Army Non-Supervisors	78795	48% Favorable, 24% Neither, 28% Unfavorable					13	35	24	17	11	-3	-4	3.22	1.19	
APF Non-Supervisors	76512	48% Favorable, 24% Neither, 28% Unfavorable					13	35	24	17	10	-3	-3	3.23	1.19	
NAF Non-Supervisors	2283	41% Favorable, 25% Neither, 34% Unfavorable					12	29	25	20	14	-4	-5	3.05	1.25	
21e. Considering everything, how satisfied or dissatisfied are you with your involvement in decisions that affect your work?																
Total Army Non-Supervisors	78768	50% Favorable, 25% Neither, 25% Unfavorable					13	37	25	17	9	--	--	3.28	1.15	
APF Non-Supervisors	76490	50% Favorable, 25% Neither, 25% Unfavorable					13	37	25	17	9	--	--	3.29	1.15	
NAF Non-Supervisors	2278	46% Favorable, 25% Neither, 29% Unfavorable					12	34	25	19	10	--	--	3.20	1.17	

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FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
OVERALL SATISFACTION																
21f. Considering everything, how satisfied or dissatisfied are you with your opportunities to be innovative or expand the scope of your job?																
Total Army Non-Supervisors	78720						13	35	27	16	8	-1	-2	3.29	1.13	
APF Non-Supervisors	76444						13	35	27	16	8	-1	-2	3.30	1.13	
NAF Non-Supervisors	2276						13	33	28	17	9	-1	-4	3.23	1.15	
21g. Considering everything, how satisfied or dissatisfied are you with your opportunity to get a better job in your organization?																
Total Army Non-Supervisors	78786						7	24	33	22	14	+2	0	2.89	1.14	
APF Non-Supervisors	76501						7	24	33	22	14	+2	0	2.89	1.14	
NAF Non-Supervisors	2285						8	21	34	22	15	+3	-1	2.86	1.15	
21h. Considering everything, how satisfied or dissatisfied are you with your opportunities for promotion?																
Total Army Non-Supervisors	78752						7	22	30	25	16	-1	-3	2.79	1.15	
APF Non-Supervisors	76469						7	22	30	25	16	-1	-3	2.79	1.16	
NAF Non-Supervisors	2283						6	18	32	25	17	-1	-5	2.71	1.14	
21i. Considering everything, how satisfied or dissatisfied are you with management at your organization?																
Total Army Non-Supervisors	78683						11	33	25	17	13	-3	-3	3.12	1.21	
APF Non-Supervisors	76408						11	33	25	17	13	-3	-3	3.13	1.21	
NAF Non-Supervisors	2275						13	30	26	18	14	-4	-9	3.09	1.24	

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FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



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		0%	20%	40%	60%	80%	100%	5	4	3	2					1
OVERALL SATISFACTION																
21j. Considering everything, how satisfied or dissatisfied are you with the information you receive from management on what's going on in your organization?																
Total Army Non-Supervisors	78766						11	34	25	19	12	--	--	3.13	1.19	
APF Non-Supervisors	76478						11	34	25	19	12	--	--	3.13	1.19	
NAF Non-Supervisors	2288						12	31	25	18	13	--	--	3.11	1.22	
21k. Considering everything, how satisfied or dissatisfied are you with policies and practices of your senior leaders?																
Total Army Non-Supervisors	78679						10	32	29	16	12	-1	-1	3.12	1.17	
APF Non-Supervisors	76400						10	33	29	16	12	-1	-1	3.12	1.17	
NAF Non-Supervisors	2279						10	29	30	18	13	-4	-7	3.05	1.18	
23a. I would recommend that others pursue a career as a civilian with this organization.																
Total Army Non-Supervisors	78745						25	41	20	10	5	+9	+6	3.70	1.10	
APF Non-Supervisors	76473						25	41	20	10	5	+9	+6	3.70	1.10	
NAF Non-Supervisors	2272						21	37	25	11	7	+8	+2	3.54	1.13	
23b. I would recommend that others pursue a career as a civilian with the Army.																
Total Army Non-Supervisors	78555						36	47	13	3	2	--	--	4.14	0.85	
APF Non-Supervisors	76291						37	47	13	3	2	--	--	4.14	0.85	
NAF Non-Supervisors	2264						33	46	17	3	1	--	--	4.07	0.84	

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FY10 Army Civilian Attitude Survey

Total Army

Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
QUALITY OF WORK LIFE																
21L. Considering everything, how satisfied or dissatisfied are you with the opportunity you have to Telework?																
Total Army Non-Supervisors	53884						7	18	39	18	19	--	--	2.76	1.15	
APF Non-Supervisors	52426						7	18	38	18	19	--	--	2.75	1.16	
NAF Non-Supervisors	1458						7	17	43	16	16	--	--	2.82	1.11	
21m. Considering everything, how satisfied or dissatisfied are you with Alternative Work Schedules?																
Total Army Non-Supervisors	67864						19	37	24	10	10	--	--	3.45	1.20	
APF Non-Supervisors	65977						20	37	24	10	10	--	--	3.46	1.20	
NAF Non-Supervisors	1887						13	31	31	11	14	--	--	3.19	1.21	
21n. Considering everything, how satisfied or dissatisfied are you with Health and Wellness Programs (e.g., exercise, medical screening, quit smoking programs)?																
Total Army Non-Supervisors	64742						12	37	32	10	8	--	--	3.36	1.08	
APF Non-Supervisors	62948						13	38	32	10	8	--	--	3.36	1.08	
NAF Non-Supervisors	1794						11	32	36	11	10	--	--	3.23	1.10	
21o. Considering everything, how satisfied or dissatisfied are you with Employee Assistance Program (EAP)?																
Total Army Non-Supervisors	49053						10	31	47	6	6	--	--	3.33	0.95	
APF Non-Supervisors	47583						10	32	47	6	6	--	--	3.33	0.94	
NAF Non-Supervisors	1470						9	26	49	8	9	--	--	3.19	1.00	

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FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



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		0%	20%	40%	60%	80%	100%	5	4	3	2					1
QUALITY OF WORK LIFE																
21p. Considering everything, how satisfied or dissatisfied are you with Child Care Programs (e.g., daycare, parenting classes, parenting support groups)?																
Total Army Non-Supervisors	37087						9	22	58	5	6	--	--	3.23	0.90	
APF Non-Supervisors	35652						9	22	58	5	6	--	--	3.22	0.89	
NAF Non-Supervisors	1435						16	30	46	4	4	--	--	3.49	0.94	
21q. Considering everything, how satisfied or dissatisfied are you with Elder Care Programs (e.g., support groups, speakers)?																
Total Army Non-Supervisors	33641						6	17	67	5	5	--	--	3.13	0.80	
APF Non-Supervisors	32563						6	17	67	5	5	--	--	3.13	0.80	
NAF Non-Supervisors	1078						7	17	67	5	5	--	--	3.16	0.81	

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 ■ = % Unfavorable (Dissatisfied)



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	I telework on a regular basis (at least one entire work day a week).	I telework infrequently (less than one entire work day a week).	I DO NOT telework because I have to be physically present on the job.	I DO NOT telework because I have technical issues that prevent me from teleworking.	I DO NOT telework because I am not allowed to.	I DO NOT telework because I choose not to telework.
QUALITY OF WORK LIFE							
25. Please select the response below that best describes your telework situation.							
Total Army Non-Supervisors	75800	5%	8%	32%	7%	34%	15%
APF Non-Supervisors	73667	4%	8%	32%	7%	34%	15%
NAF Non-Supervisors	2133	8%	8%	39%	6%	26%	13%



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
YOUR ORGANIZATION																
22. Overall, how well or poorly prepared is your organization to perform its mission?																
Total Army Non-Supervisors	78557						24	49	19	6	2	+2	+1	3.86	0.91	
APF Non-Supervisors	76283						24	49	19	6	2	+2	+1	3.86	0.91	
NAF Non-Supervisors	2274						19	47	24	8	2	0	-5	3.73	0.93	

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



FY10 Army Civilian Attitude Survey

Total Army

Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
YOUR ORGANIZATION																
24a. How well or poorly does your organization reward good work performance?																
Total Army Non-Supervisors	72604						10	23	32	21	13	--	--	2.97	1.18	
APF Non-Supervisors	70433						11	23	32	21	13	--	--	2.97	1.18	
NAF Non-Supervisors	2171						9	21	29	23	18	--	--	2.81	1.21	
24b. How well or poorly does your organization discipline/correct poor work performance?																
Total Army Non-Supervisors	64705						5	14	28	32	21	--	--	2.51	1.13	
APF Non-Supervisors	62645						5	14	28	32	21	--	--	2.50	1.12	
NAF Non-Supervisors	2060						7	17	28	28	21	--	--	2.61	1.18	
24c. How well or poorly does your organization link pay to performance?																
Total Army Non-Supervisors	65785						6	16	29	29	20	--	--	2.59	1.14	
APF Non-Supervisors	63745						6	16	30	29	19	--	--	2.60	1.14	
NAF Non-Supervisors	2040						5	14	27	30	24	--	--	2.46	1.14	
24d. How well or poorly does your organization promote good communication between supervisors and employees?																
Total Army Non-Supervisors	75886						10	25	32	19	14	--	--	2.99	1.18	
APF Non-Supervisors	73666						10	25	32	19	13	--	--	2.99	1.18	
NAF Non-Supervisors	2220						10	23	31	20	16	--	--	2.90	1.21	
24e. How well or poorly does your organization ensure that individual performance supports organizational mission effectiveness?																
Total Army Non-Supervisors	72609						10	29	38	15	9	--	--	3.16	1.07	
APF Non-Supervisors	70496						10	29	38	15	9	--	--	3.16	1.07	
NAF Non-Supervisors	2113						9	26	37	16	11	--	--	3.06	1.11	

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



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents 5 4 3 2 1	% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev
		0%	20%	40%	60%	80%					
YOUR ORGANIZATION											
24f. How well or poorly does your organization attract new employees?											
Total Army Non-Supervisors	66134		33%	39%	29%		8 24 39 18 10	--	--	3.02	1.08
APF Non-Supervisors	64162		33%	39%	29%		8 24 39 18 10	--	--	3.02	1.08
NAF Non-Supervisors	1972		30%	36%	33%		7 23 36 21 12	--	--	2.91	1.10
24g. How well or poorly does your organization fill vacancies quickly?											
Total Army Non-Supervisors	70217		20%	29%	51%		5 15 29 26 24	--	--	2.51	1.17
APF Non-Supervisors	68130		20%	29%	51%		5 15 29 26 24	--	--	2.50	1.17
NAF Non-Supervisors	2087		24%	32%	44%		7 17 32 22 22	--	--	2.64	1.18
24h. How well or poorly does your organization link individual and organizational performance?											
Total Army Non-Supervisors	67258		29%	38%	33%		7 22 38 21 12	--	--	2.90	1.09
APF Non-Supervisors	65262		29%	38%	33%		7 22 38 21 12	--	--	2.90	1.09
NAF Non-Supervisors	1996		27%	38%	36%		7 20 38 21 15	--	--	2.83	1.12

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



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
SATISFACTION with CIVILIAN HUMAN RESOURCES																
26a. How well or poorly does the Human Resources Office (Personnel) support you in processing personnel actions (e.g., pay, promotions, benefits) accurately and in a timely manner?																
Total Army Non-Supervisors	68044						12	28	37	14	9	-9	-11	3.20	1.11	
APF Non-Supervisors	66053						12	28	37	14	9	-9	-11	3.20	1.11	
NAF Non-Supervisors	1991						15	27	34	14	8	-10	-13	3.27	1.14	
26b. How well or poorly does the Human Resources Office (Personnel) support you in providing customer-focused service?																
Total Army Non-Supervisors	65001						11	27	37	15	10	-2	+2	3.16	1.11	
APF Non-Supervisors	63024						11	27	37	15	10	-1	+2	3.15	1.11	
NAF Non-Supervisors	1977						17	30	36	11	7	-7	-7	3.39	1.09	
26c. How well or poorly does the Human Resources Office (Personnel) support you in providing guidance and program assistance on family-friendly quality of work-life issues?																
Total Army Non-Supervisors	51871						10	25	37	17	11	0	+5	3.05	1.13	
APF Non-Supervisors	50186						10	25	37	17	11	0	+5	3.05	1.13	
NAF Non-Supervisors	1685						15	28	34	15	8	-1	+1	3.25	1.13	
26d. How well or poorly does the Human Resources Office (Personnel) support you in providing career counseling?																
Total Army Non-Supervisors	53450						6	16	28	29	21	--	-2	2.59	1.17	
APF Non-Supervisors	51879						6	16	28	29	21	--	-1	2.58	1.16	
NAF Non-Supervisors	1571						9	19	32	25	15	--	-9	2.83	1.18	

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



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents 5 4 3 2 1	% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev
		0%	20%	40%	60%	80%					
SATISFACTION with CIVILIAN HUMAN RESOURCES											
26e. How well or poorly does the Human Resources Office (Personnel) support you in providing counseling, information, or training on retirement and benefits?											
Total Army Non-Supervisors	59321						9 22 36 19 14	-8	-6	2.93	1.14
APF Non-Supervisors	57567						8 22 36 19 14	-8	-6	2.92	1.14
NAF Non-Supervisors	1754						12 24 37 16 11	-13	-12	3.09	1.15
26f. How well or poorly does the Human Resources Office (Personnel) support you in finding sources for all types of training?											
Total Army Non-Supervisors	55935						7 20 34 23 16	-8	-2	2.80	1.14
APF Non-Supervisors	54340						7 20 34 23 16	-8	-2	2.80	1.14
NAF Non-Supervisors	1595						10 21 34 21 14	-9	-7	2.92	1.17
26g. How well or poorly does the Human Resources Office (Personnel) support you in providing counseling, information, or training on financial planning?											
Total Army Non-Supervisors	51218						7 18 32 25 18	--	--	2.70	1.16
APF Non-Supervisors	49695						7 18 32 25 18	--	--	2.70	1.15
NAF Non-Supervisors	1523						10 20 35 22 14	--	--	2.89	1.16
26h. How well or poorly does the Human Resources Office (Personnel) support you in providing counseling, information, or training on employee wellness (e.g., employee assistance/physical fitness programs)?											
Total Army Non-Supervisors	53579						7 19 34 22 17	--	--	2.78	1.15
APF Non-Supervisors	52036						7 19 34 22 17	--	--	2.77	1.15
NAF Non-Supervisors	1543						9 20 33 22 15	--	--	2.87	1.18

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FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents 5 4 3 2 1	% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev
		0%	20%	40%	60%	80%					
SATISFACTION with CIVILIAN HUMAN RESOURCES											
27a. Overall, I am satisfied with the timeliness of Human Resources Office personnel services I receive.											
Total Army Non-Supervisors	70280						9 36 31 14 10	-8	-5	3.20	1.11
APF Non-Supervisors	68162						9 36 31 14 10	-8	-4	3.20	1.11
NAF Non-Supervisors	2118						14 39 29 11 7	-10	-9	3.40	1.09
27b. Overall, I am satisfied with the quality of Human Resources Office personnel services I receive.											
Total Army Non-Supervisors	70202						9 36 31 14 10	-8	-5	3.21	1.11
APF Non-Supervisors	68098						9 36 31 14 10	-8	-4	3.20	1.11
NAF Non-Supervisors	2104						14 39 29 11 8	-10	-11	3.40	1.09

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



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Yes	No	I was never in NSPS	Do not know
ARMY PERSONNEL SYSTEMS					
28. Was your position converted back to GS from NSPS?					
Total Army Non-Supervisors	78268	25%	22%	47%	6%
APF Non-Supervisors	76011	26%	22%	47%	5%
NAF Non-Supervisors	2257	0%	29%	52%	18%



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Do not know
ARMY PERSONNEL SYSTEMS				
28a. Did you receive information in writing on the transition (e.g., an NSPS Employee Bulletin dealing with the impact of the transition on your pay and pay grade) from your supervisor?				
Total Army Non-Supervisors	19596	81%	15%	4%
APF Non-Supervisors	19583	81%	15%	4%
NAF Non-Supervisors	13	38%	38%	23%



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Not at all	A little helpful	Somewhat helpful	Very helpful
ARMY PERSONNEL SYSTEMS					
28b. How helpful was the information provided to you?					
Total Army Non-Supervisors	15924	7%	27%	39%	27%
APF Non-Supervisors	15920	7%	27%	39%	27%
NAF Non-Supervisors	4	--	--	--	--



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Do not know
ARMY PERSONNEL SYSTEMS				
28c. Did you receive information about your transition back to GS prior to the date that you were converted back to GS?				
Total Army Non-Supervisors	15846	94%	4%	2%
APF Non-Supervisors	15842	94%	4%	2%
NAF Non-Supervisors	4	--	--	--



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Do not know
ORGANIZATIONAL INFORMATION				
29a. Has your organization been identified for BRAC realignment/relocation?				
Total Army Non-Supervisors	76923	20%	55%	25%
APF Non-Supervisors	74729	20%	56%	24%
NAF Non-Supervisors	2194	20%	37%	43%
29b. Has your organization been identified for BRAC closure?				
Total Army Non-Supervisors	74684	7%	68%	25%
APF Non-Supervisors	72569	7%	69%	24%
NAF Non-Supervisors	2115	7%	50%	43%
29c. Has your organization been identified for A-76/Outsourcing?				
Total Army Non-Supervisors	74214	4%	48%	48%
APF Non-Supervisors	72121	4%	48%	48%
NAF Non-Supervisors	2093	1%	37%	62%
29d. Has your organization been identified for other orders impacting location (specify below)?				
Total Army Non-Supervisors	71997	2%	43%	55%
APF Non-Supervisors	69952	2%	44%	55%
NAF Non-Supervisors	2045	2%	32%	66%



FY10 Army Civilian Attitude Survey

Total Army

Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
CONDITIONS FOR ENGAGEMENT																
2c. In my organization, leaders generate high levels of motivation and commitment in the workforce.																
Total Army Non-Supervisors	83046						12	34	25	19	10	-1	-1	3.18	1.18	
APF Non-Supervisors	80615						12	34	25	19	10	-1	0	3.19	1.18	
NAF Non-Supervisors	2431						11	33	23	22	11	-1	-5	3.12	1.19	
2e. Managers communicate the goals and priorities of the organization.																
Total Army Non-Supervisors	82936						15	47	19	13	6	--	--	3.51	1.10	
APF Non-Supervisors	80517						15	47	19	13	6	--	--	3.51	1.09	
NAF Non-Supervisors	2419						15	46	19	13	7	--	--	3.51	1.10	
4c. Supervisors/team leaders in my work unit support employee development.																
Total Army Non-Supervisors	82313						29	41	15	9	6	+5	+5	3.79	1.13	
APF Non-Supervisors	79908						29	41	15	9	6	+5	+5	3.80	1.13	
NAF Non-Supervisors	2405						28	38	17	10	7	+3	+2	3.70	1.17	
4f. My supervisor/team leader listens to what I have to say.																
Total Army Non-Supervisors	82739						33	40	14	7	6	--	--	3.86	1.14	
APF Non-Supervisors	80322						33	40	14	7	6	--	--	3.86	1.14	
NAF Non-Supervisors	2417						33	37	15	9	7	--	--	3.79	1.19	
11a. My work gives me a feeling of personal accomplishment.																
Total Army Non-Supervisors	81107						28	49	12	7	4	--	--	3.89	1.02	
APF Non-Supervisors	78750						28	49	12	7	4	--	--	3.89	1.02	
NAF Non-Supervisors	2357						28	46	14	8	5	--	--	3.84	1.07	

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



FY10 Army Civilian Attitude Survey Total Army Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents 5 4 3 2 1	% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev
		0%	20%	40%	60%	80%					
CONDITIONS FOR ENGAGEMENT											
11f. My talents are used well in the workplace.											
Total Army Non-Supervisors	80925						22 40 17 13 8	--	--	3.56	1.19
APF Non-Supervisors	78569						22 40 18 13 8	--	--	3.55	1.19
NAF Non-Supervisors	2356						27 38 16 11 8	--	--	3.65	1.22
11i. I feel encouraged to come up with better ways of doing things.											
Total Army Non-Supervisors	80885						20 38 20 13 8	--	--	3.49	1.18
APF Non-Supervisors	78538						20 38 20 13 8	--	--	3.49	1.18
NAF Non-Supervisors	2347						22 38 18 13 9	--	--	3.51	1.21
11k. I know what is expected of me on the job.											
Total Army Non-Supervisors	80795						27 54 11 6 3	--	--	3.95	0.92
APF Non-Supervisors	78449						26 54 11 6 3	--	--	3.95	0.92
NAF Non-Supervisors	2346						32 51 10 5 2	--	--	4.05	0.91

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