



***FY13 Army Civilian  
Attitude Survey***



***Civilian  
Employees***



**Career Program**



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



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**FY13 Army Civilian Attitude Survey  
Career Program  
Results for Employees**



# **About This Report**



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



**Survey Background** – One of the main goals of Army is to be judged the employer of choice by its civilian employees. For over 30 years, Army has periodically surveyed the morale of its workforce. In 2013 Army used a web-based version of the Army Civilian Attitude Survey. Slightly over 96,000 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 Fund (APF), Non-appropriated Fund (NAF), and Local National (LN) positions. What follows are the results from this survey.

**Survey Content** – The Army Civilian Attitude Survey Results is composed of a series of core and supplemental items.

**Composites** – The survey includes a number of scaled items that were grouped into 18 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 (q3a-q3j)   | Employees' view of leadership and management above their level.  |
| Supervision (q5a-q5h)   | Employees' view of immediate supervisors.  |
| Training and Development (q6a-q6f, q6h-q6j, q8)   | Satisfaction with the opportunities employees have to participate in training and development.   |
| Leadership Development (q9a-q9f)  | Satisfaction with opportunities for leadership development.  |
| Personal Work Experiences (q10a-q10p)   | Employees' view of the actual work they do, feelings of accomplishment, and safety.  |
| Performance Culture (q11a-q11l, q11n)   | Extent to which employees 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)  | 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 (q19, q20a-q20c, q21a-q21c)  | Report of employees' intentions around continuing to work for their organization and willingness to relocate.  |
| Overall Satisfaction (q24a-q24k, q25a-q25b)   | Employees' satisfaction with aspects of their current job.   |
| Quality of Work Life (q26a-q26f, q27a-q27c)   | Satisfaction with issues related to work life balance.   |
| Your Organization (q28, q29a-q29k)  | Employees' perceptions around organizational preparedness to perform mission and manage human resources.   |
| Satisfaction with Civilian Human Resources (q31a-q31k, q32a-q32l, q33a-q33c)  | Employees' overall satisfaction with the level of service received from the Human Resource Office.   |
| Conditions for Engagement (q3c, q3e, q5c, q5f, q10a, q10f, q10i, q10k)  | Employees' overall level of motivation, commitment, and alignment with organization goals.   |
| HCF - Leadership & Knowledge Management (q3a-q3c, q3e, q3g, q5e, q5h, q10j, q10o, q10p, q24j, q24k)                     | Identifying and addressing leadership competencies so that continuity of leadership is ensured, knowledge is shared across the organization, and an environment of continuous learning is present. |
| HCF - Results-Oriented Performance Culture (q5a, q5b, q10c, q10e, q10g, q10h, q10n, q11b, q11d, q11i, q11k, q11l, q24d) | Having a diverse, results-oriented, high-performing workforce, as well as a performance management system that effectively plans, monitors, develops, rates, and rewards employee performance.     |
| HCF - Talent Management (q3f, q5c, q6a, q6e, q10f, q10m, q24c)  | Having quality people with the appropriate competencies in mission-critical activities.  |
| HCF - Job Satisfaction (q10a, q10b, q10d, q24a, q24b, q24e, q24g)   | Satisfaction with facets of the job such as pay, personal involvement, achievement, importance of work, and opportunities for advancement.   |



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### Human Capital Framework (HCF) Indices

The HCF Indices were developed to help agencies meet the requirements of the Office of Personnel Management's (OPM) mandate under the Chief Human Capital Officers Act of 2002 to design systems, set standards, and develop metrics for assessing the management of Federal Employees. The Federal Employee Viewpoint Survey (FEVS) results provide information to evaluate Leadership and Knowledge Management, Results-Oriented Performance Culture, Talent Management, and Job Satisfaction. The OPM FEVS HCF items were included in the Army Civilian Attitude Survey. The items in the HCF indices compare the Army Civilian Attitude Survey results to the 2012 OPM FEVS results for Army, DoD, and Government. Percent differences between the Army Civilian Attitude Survey and the OPM FEVS results are specifically noted.

**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)
- Organizational Information (q34a-q34b,q35)

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, supplemental, and HCF) can be seen in the item detail section of the report immediately following the composite summary pages.



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**Response Rates\*** – Participants were asked to take their survey electronically and an independent research and consulting firm processed the results. Of the approximately 250,332 Army civilian employees and supervisors who were invited to complete the attitude survey, 96,543 returned surveys for a 39% 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.

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

|  | Population** | Responses | Response Rate*** | Margin of Error +/- |
|--|--------------|-----------|------------------|---------------------|
| TOTAL ARMY (including NAF)   | 250332       | 96543     | 39%              | 0.2                 |
| TOTAL ARMY (excluding NAF)   | 240053       | 92611     | 39%              | 0.3                 |
| Army Commands, Army Service Component Commands, and Direct Reporting Units † |              |           |                  |                     |
| Headquarters, Department of the Army   | 13664        | 6263      | 46%              | 0.9                 |
| US Army Forces Command   | 3179         | 1421      | 45%              | 1.9                 |
| US Army Training and Doctrine Command  | 12526        | 5909      | 47%              | 0.9                 |
| US Army Materiel Command   | 65679        | 23834     | 36%              | 0.5                 |
| US Army Cyber Command  | 196          | 84        | 43%              | 8.1                 |
| US Army Central/Third Army   | 510          | 134       | 26%              | 7.3                 |
| US Army North/Fifth Army   | 322          | 196       | 61%              | 4.4                 |
| US Army South/Sixth Army   | 307          | 130       | 42%              | 6.5                 |
| US Army Europe/Seventh Army  | 2054         | 912       | 44%              | 2.4                 |
| US Army Pacific  | 1537         | 570       | 37%              | 3.3                 |
| US Army Special Operations Command   | 1671         | 611       | 37%              | 3.2                 |
| US Army Space and Missile Command  | 892          | 402       | 45%              | 3.6                 |
| US Army Africa   | 190          | 108       | 57%              | 6.2                 |
| US Army Network Enterprise and Technology Command                            | 4928         | 2089      | 42%              | 1.6                 |



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|   | Population** | Responses | Response Rate*** | Margin of Error +/- |
|---|--------------|-----------|------------------|---------------------|
| US Army Medical Command                       | 42583        | 15967     | 37%              | 0.6                 |
| US Army Intelligence and Security Command     | 3189         | 1295      | 41%              | 2.1                 |
| US Army Criminal Investigation Command        | 820          | 340       | 41%              | 4.1                 |
| US Army Corps of Engineers                    | 32540        | 10997     | 34%              | 0.8                 |
| US Army Military District of Washington       | 423          | 124       | 29%              | 7.4                 |
| US Army Test and Evaluation Command           | 4062         | 1836      | 45%              | 1.7                 |
| United State Military Academy                 | 804          | 300       | 37%              | 4.5                 |
| US Army Reserve Command                       | 8524         | 2542      | 30%              | 1.6                 |
| US Army Acquisitions Support Center           | 5327         | 2351      | 44%              | 1.5                 |
| US Army Installation Management Command       | 36445        | 15307     | 42%              | 0.6                 |
| Joint Activities/NATO SHAPE                   | 2578         | 800       | 31%              | 2.9                 |
| US Army Accessions Command                    | 2692         | 1149      | 43%              | 2.2                 |
| US Military Entrance Processing Command       | 1937         | 556       | 29%              | 3.5                 |
| US Army National Guard (Title 5 and Title 32) | 753          | 316       | 42%              | 4.2                 |

| RACE (APF employees)* |              |        |       |     |     |
|-----------------------|--------------|--------|-------|-----|-----|
|                       | Non-minority | 170745 | 68290 | 40% | 0.3 |
|                       | Minority     | 78781  | 27861 | 35% | 0.5 |

| PAY PLAN‡ |                        |        |       |     |     |
|-----------|------------------------|--------|-------|-----|-----|
|           | GS/GS Equivalent       | 184085 | 76297 | 41% | 0.3 |
|           | Demonstration Projects | 19672  | 7650  | 39% | 0.9 |
|           | Wage Grade             | 30554  | 6670  | 22% | 1.1 |
|           | SES                    | 289    | 115   | 40% | 7.1 |
|           | NAF                    | 10279  | 3932  | 38% | 1.2 |
|           | Other                  | 3143   | 998   | 32% | 2.6 |

| GENDER |        |        |       |     |     |
|--------|--------|--------|-------|-----|-----|
|        | Female | 97395  | 40161 | 41% | 0.4 |
|        | Male   | 152937 | 56382 | 37% | 0.3 |

|     |  |       |      |     |     |
|-----|--|-------|------|-----|-----|
| NAF |  | 10279 | 3932 | 38% | 1.2 |
| LN  |  | 988   | 429  | 43% | 3.6 |

\*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) and Local National (LN) response rates are also represented in the last two rows.



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\*\*Population figures as of December, 2012. These population figures do not account for changes in employee headcounts during the survey administration period.

\*\*\*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; AMC = X1-XX; USAREUR = E1-EN).

‡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; 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 = unlisted or missing).

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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                           |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



**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:
  - ✓ 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 2010 and 2006, 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:

Survey line item breakouts cover Army organizations with at least 50 employees and 10 survey respondents. Organizations with fewer than 50 employees have been combined in an "other" category. If fewer than 10 respond for an organization with 50 or more employees, that information is only included in parent level organizations (e.g., higher level commands up to the Total Army). 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, Career Plans), 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) 806-4881, (DSN 656-4881) or email [murray.j.mack.civ@mail.mil](mailto:murray.j.mack.civ@mail.mil).



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



### Response Rates

| Group Name  | Responses    | Population    | Resp Rate  |
|---|--------------|---------------|------------|
| Total Army  | 96543        | 250332        | 39%        |
| <b>Total Career Program</b>                             | <b>96513</b> | <b>250274</b> | <b>39%</b> |
| Civilian Personnel Administration                       | 1970         | 4239          | 46%        |
| Comptroller   | 5422         | 12493         | 43%        |
| Safety Management                                       | 1668         | 4525          | 37%        |
| Supply Management                                       | 5664         | 14665         | 39%        |
| Contracting and Acquisition                             | 4274         | 9489          | 45%        |
| Quality and Reliability Assurance                       | 698          | 1442          | 48%        |
| Engineers and Scientists (Non-Construction)             | 7224         | 19876         | 36%        |
| Materiel Maintenance Management                         | 8496         | 27985         | 30%        |
| Engineers and Scientists (Construction)                 | 8043         | 22713         | 35%        |
| Security  | 2025         | 7417          | 27%        |
| Quality Assurance Specialists (Ammunition Surveillance) | 220          | 480           | 46%        |
| Public Affairs and Communication Media                  | 689          | 1480          | 47%        |
| Transportation Management                               | 1444         | 4333          | 33%        |
| Manpower and Force Management                           | 1639         | 3208          | 51%        |
| Housing Management                                      | 298          | 500           | 60%        |
| Equal Employment Opportunity                            | 242          | 466           | 52%        |
| Education Services                                      | 493          | 1092          | 45%        |
| Training  | 5156         | 12292         | 42%        |
| Ammunition Management                                   | 760          | 2155          | 35%        |
| Information Mission Area (IMA)                          | 6198         | 15200         | 41%        |
| Intelligence (Excepted Services Only)                   | 2088         | 4836          | 43%        |
| Military Personnel Management                           | 2423         | 5710          | 42%        |



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# **Results Summary**



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



## Total Career Program



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

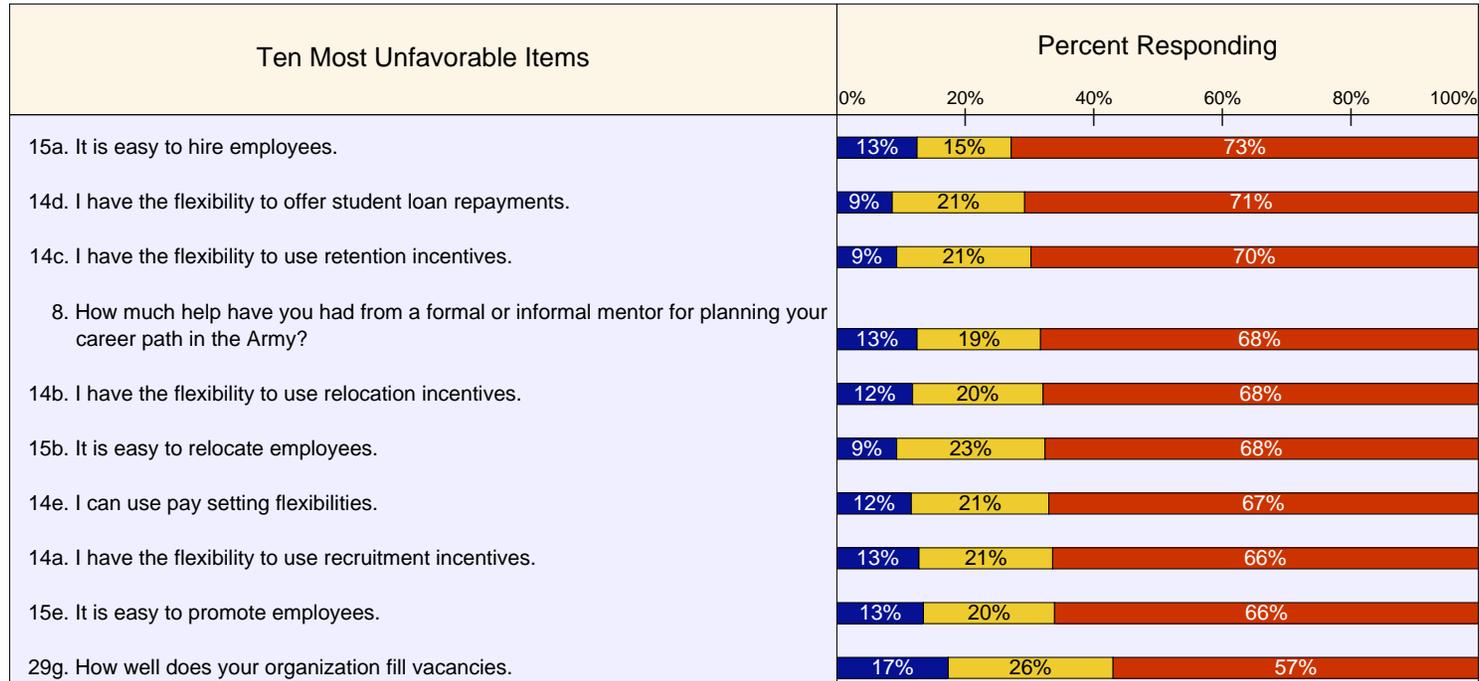
\* Any item marked with an asterisk is phrased such that Disagree/Unlikely is a FAVORABLE response and is shown under the % Favorable category



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



## Total Career Program

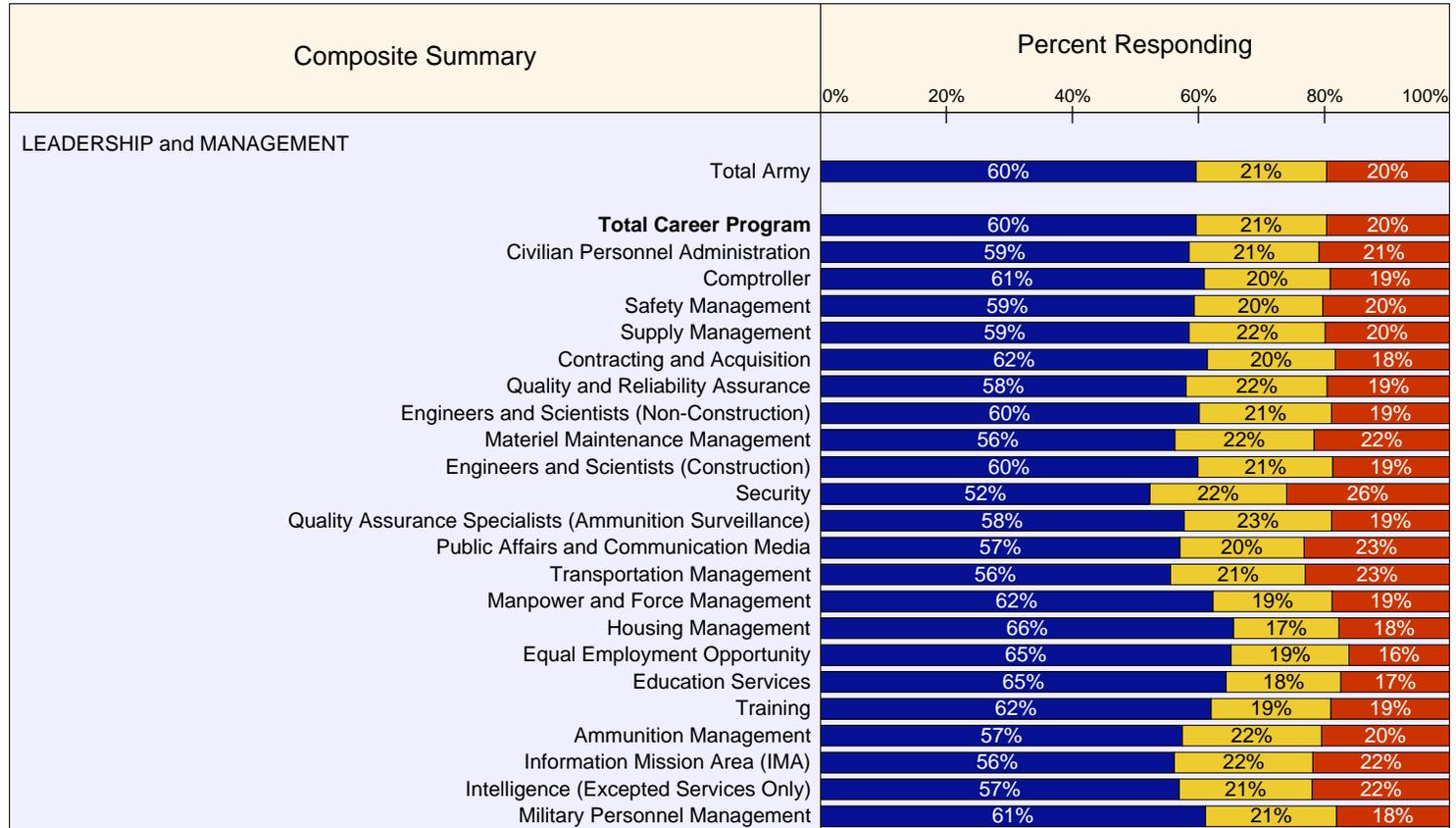


■ = % Favorable   
 ■ = % Neutral   
 ■ = % Unfavorable

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



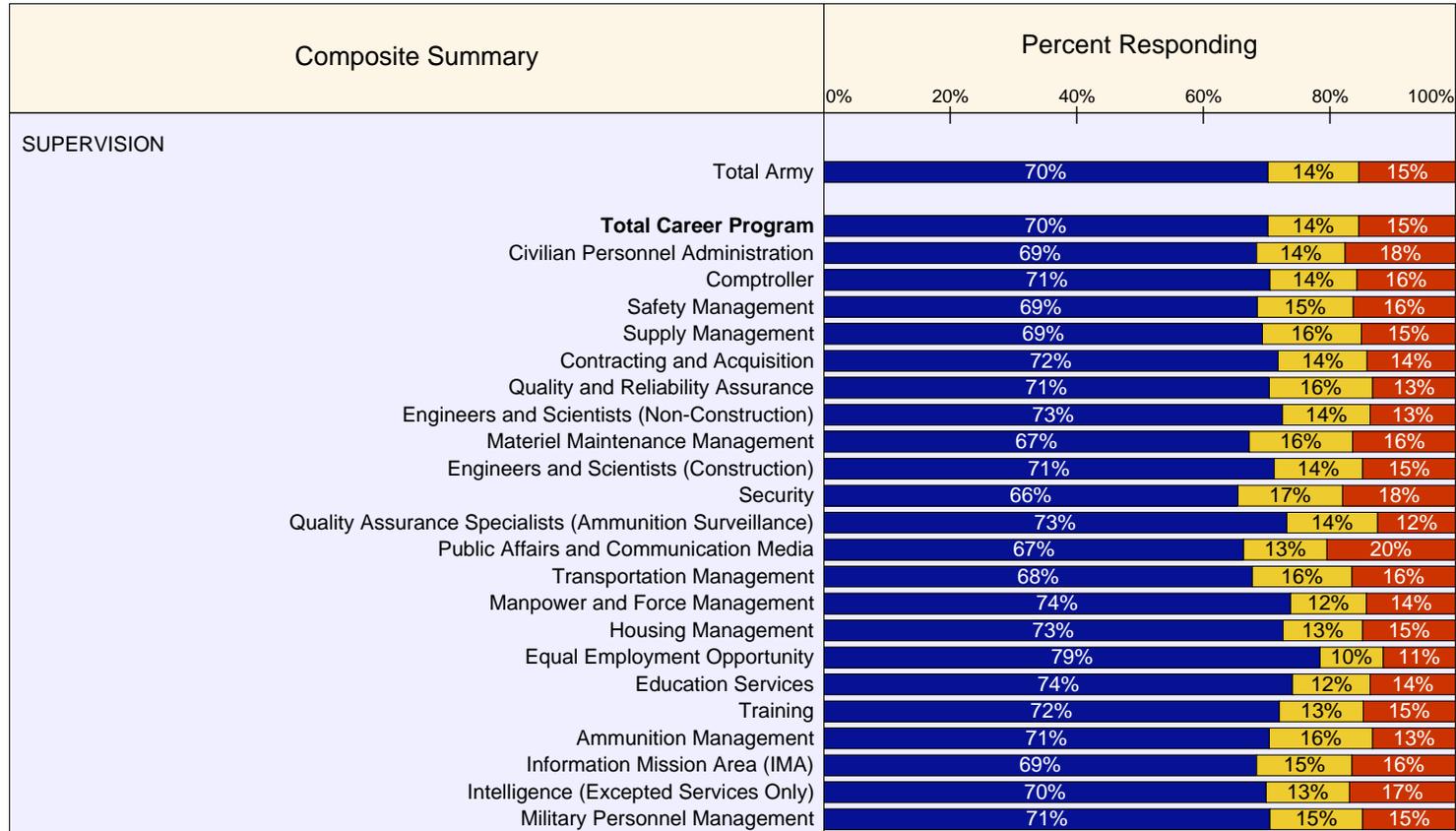
## FY13 Army Civilian Attitude Survey Career Program Results for Employees



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



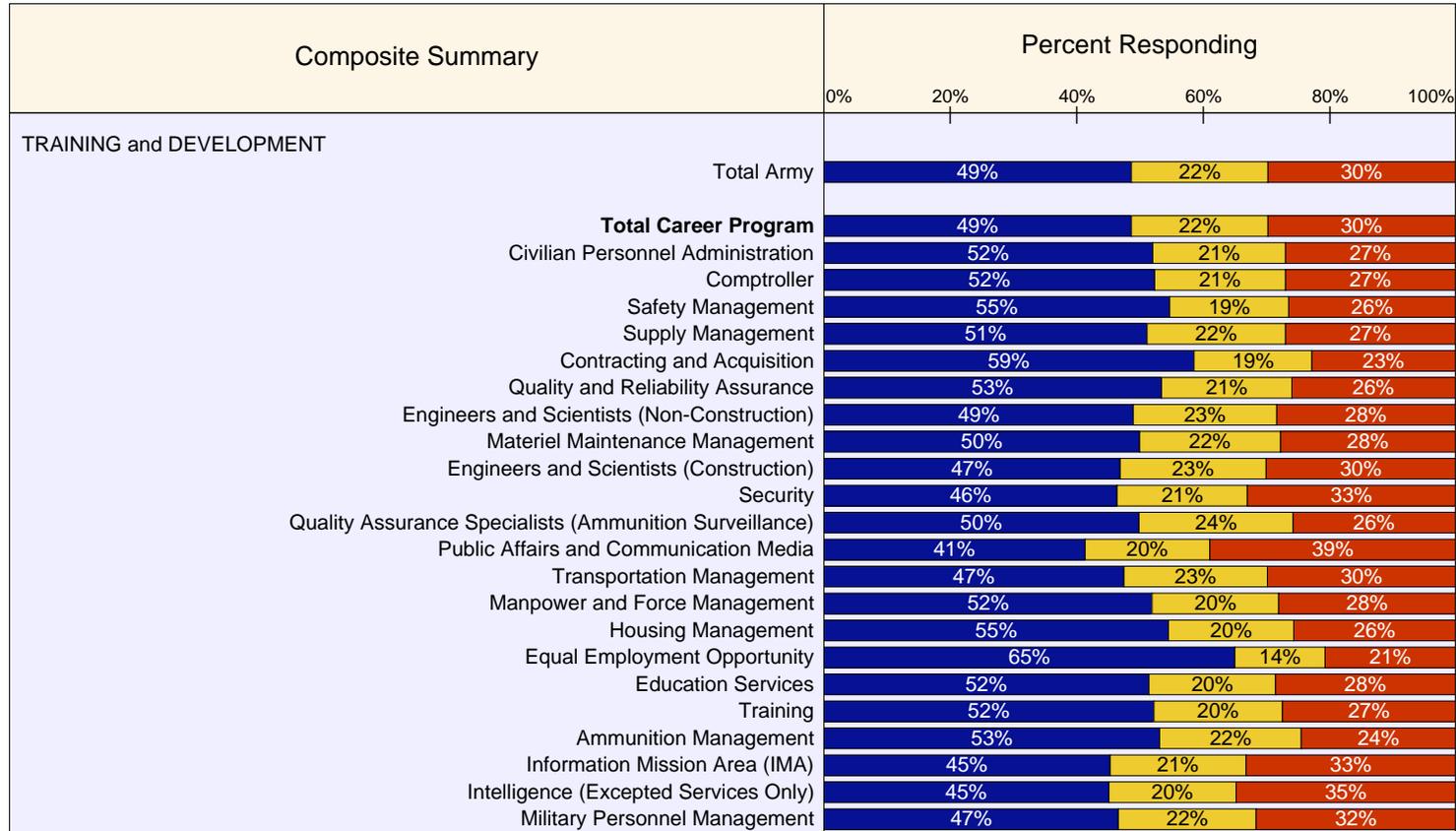
## FY13 Army Civilian Attitude Survey Career Program Results for Employees



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



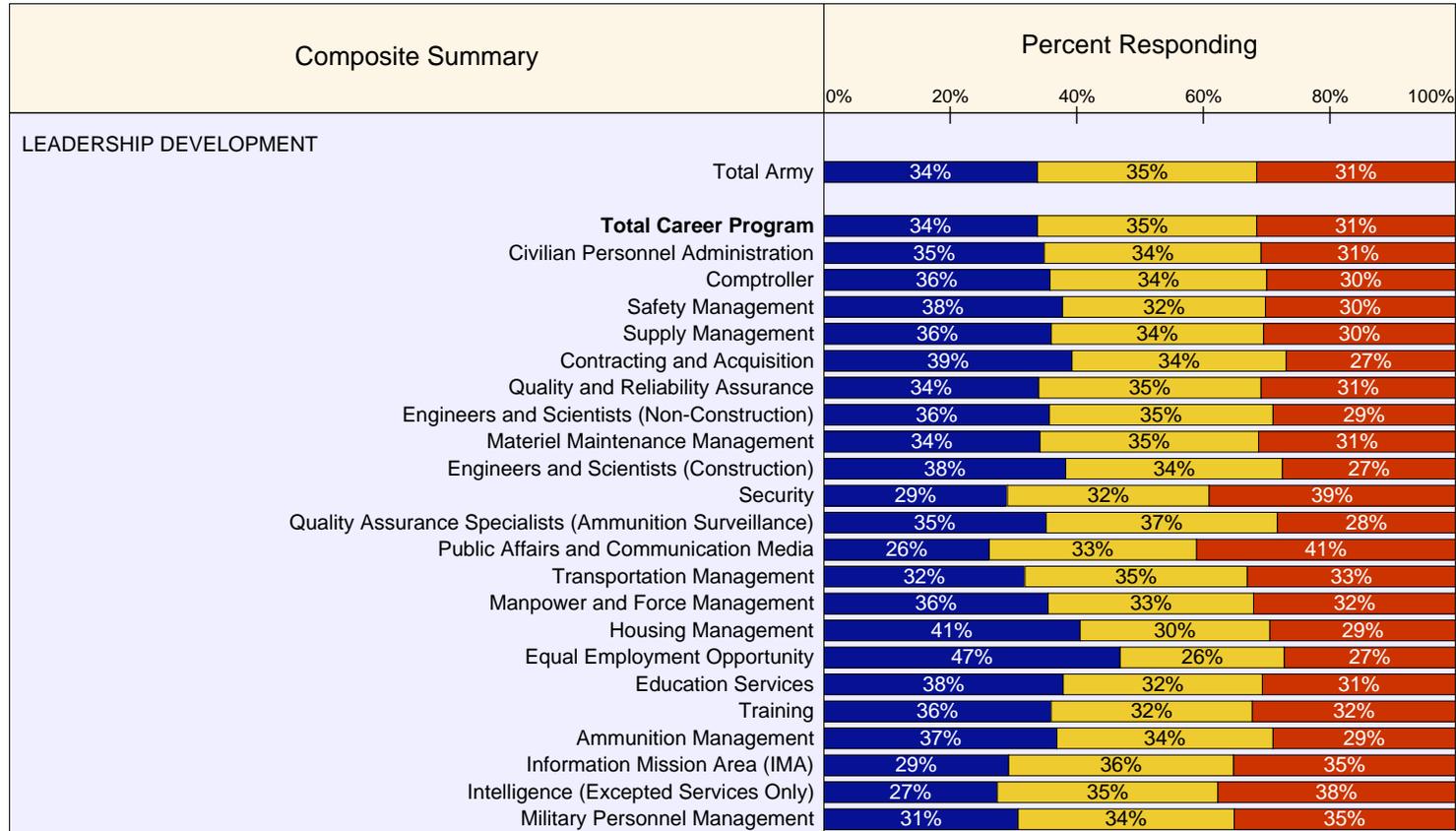
## FY13 Army Civilian Attitude Survey Career Program Results for Employees



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



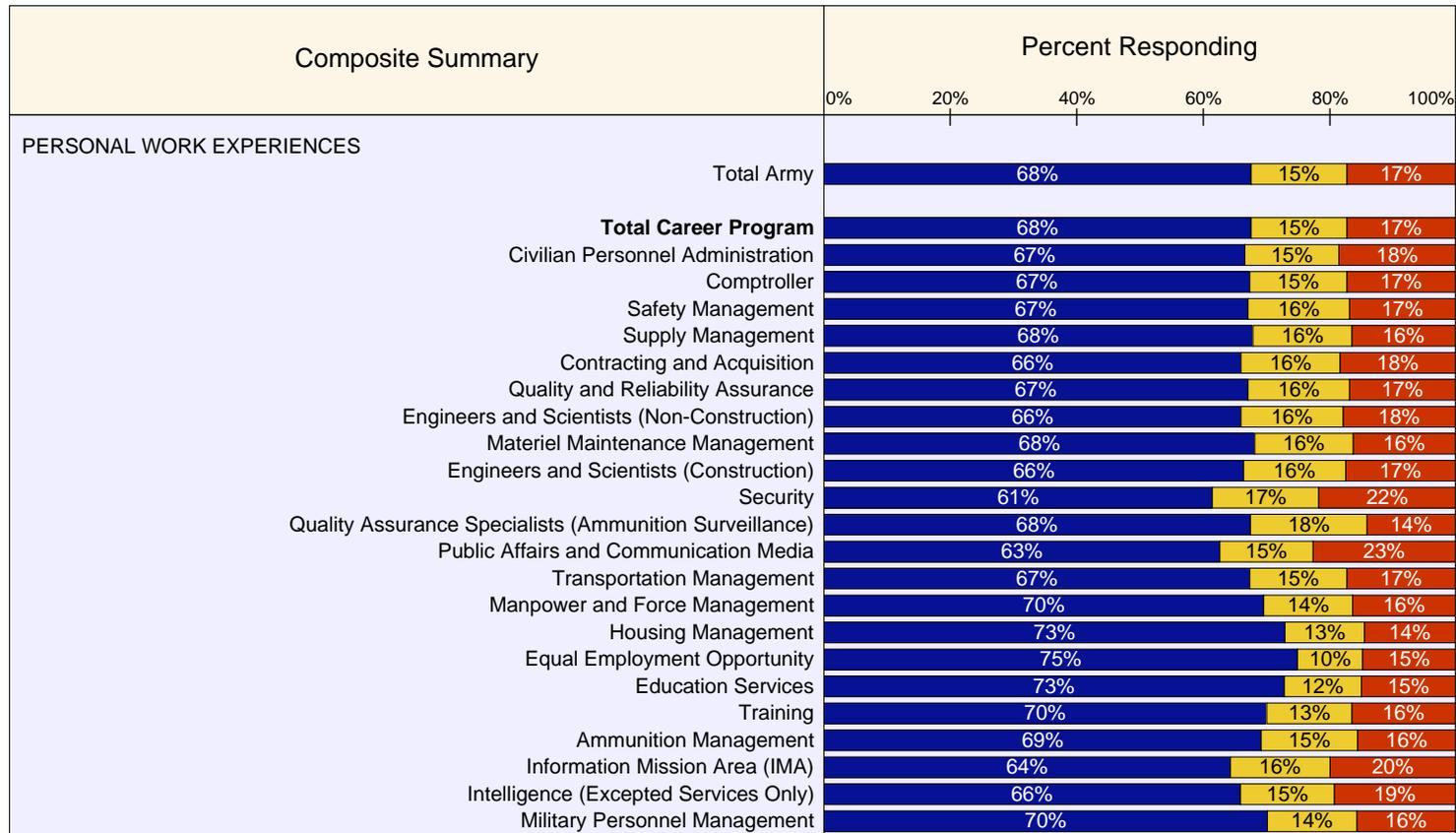
## FY13 Army Civilian Attitude Survey Career Program Results for Employees



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



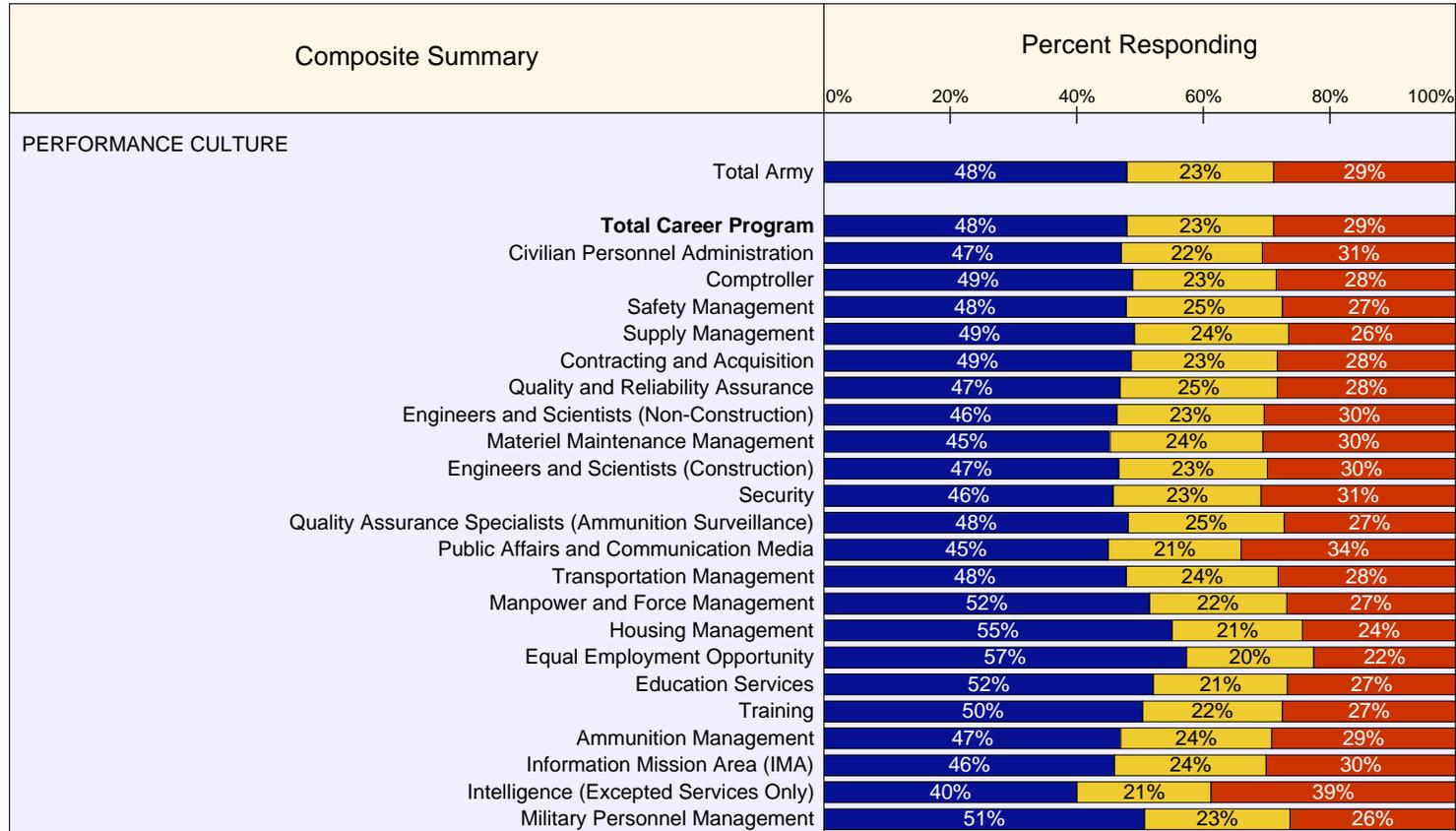
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■ = % Favorable   ■ = % Neutral   ■ = % Unfavorable



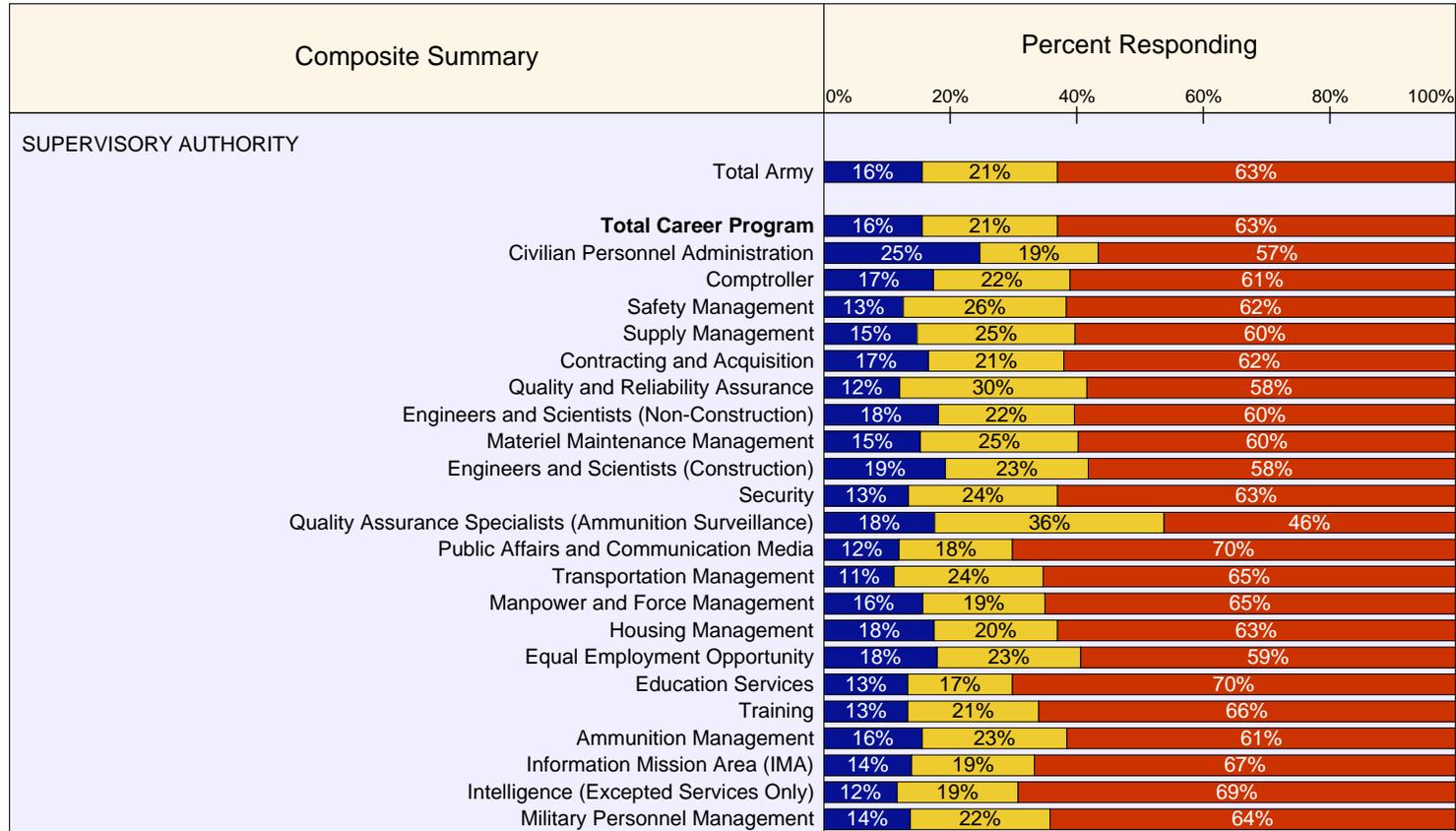
## FY13 Army Civilian Attitude Survey Career Program Results for Employees



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



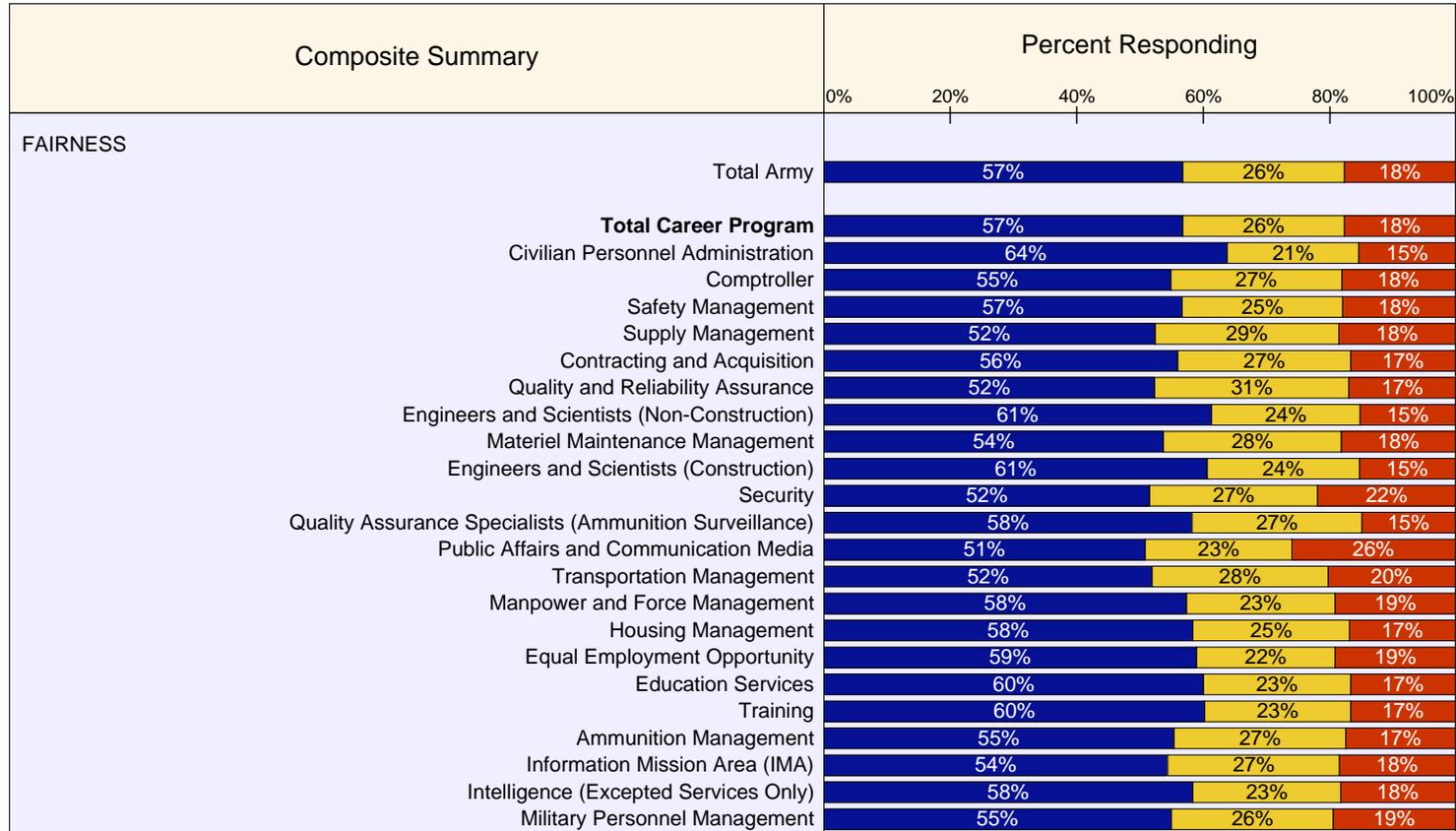
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■ = % Favorable   ■ = % Neutral   ■ = % Unfavorable



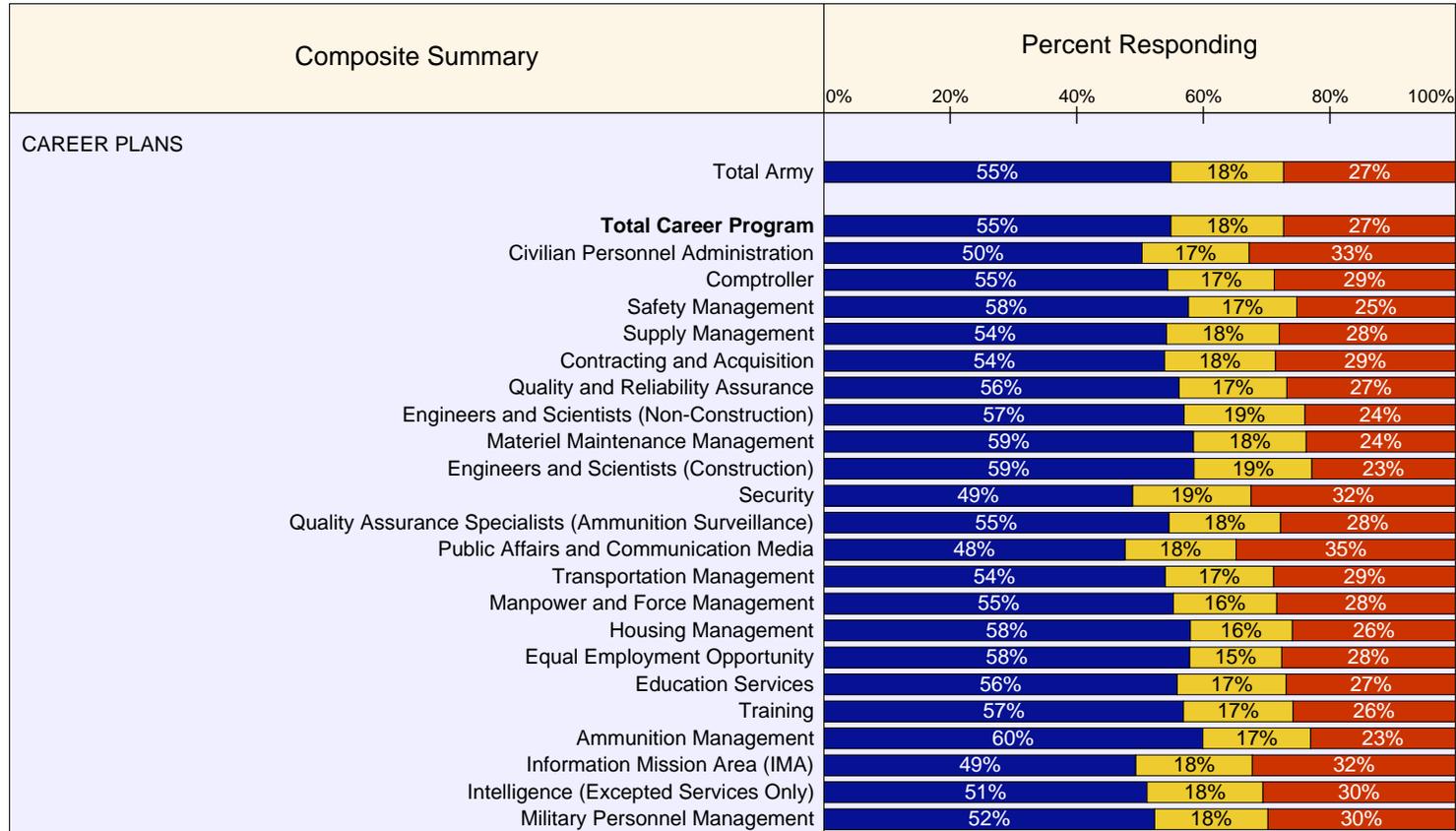
## FY13 Army Civilian Attitude Survey Career Program Results for Employees



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



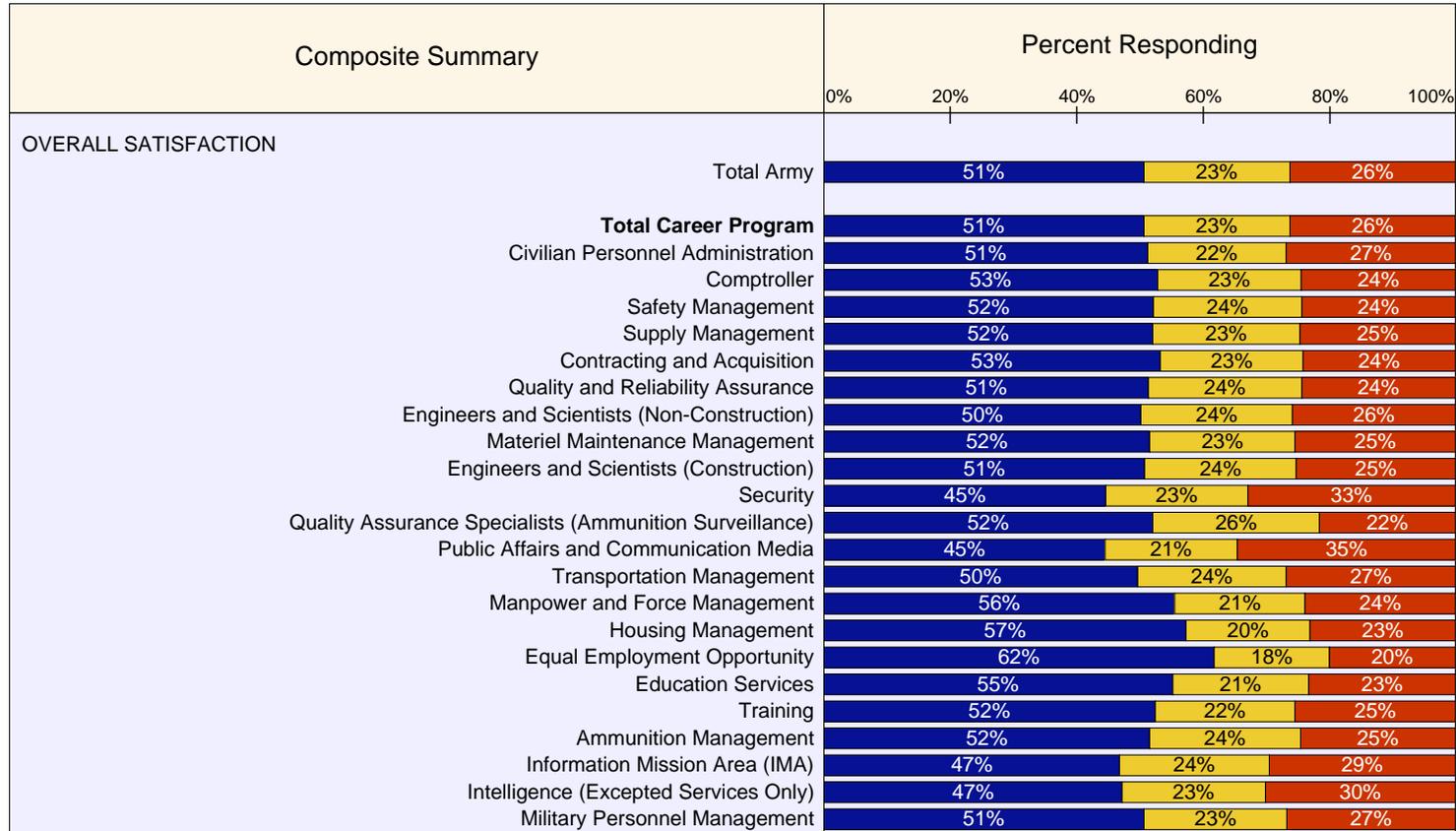
## FY13 Army Civilian Attitude Survey Career Program Results for Employees



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



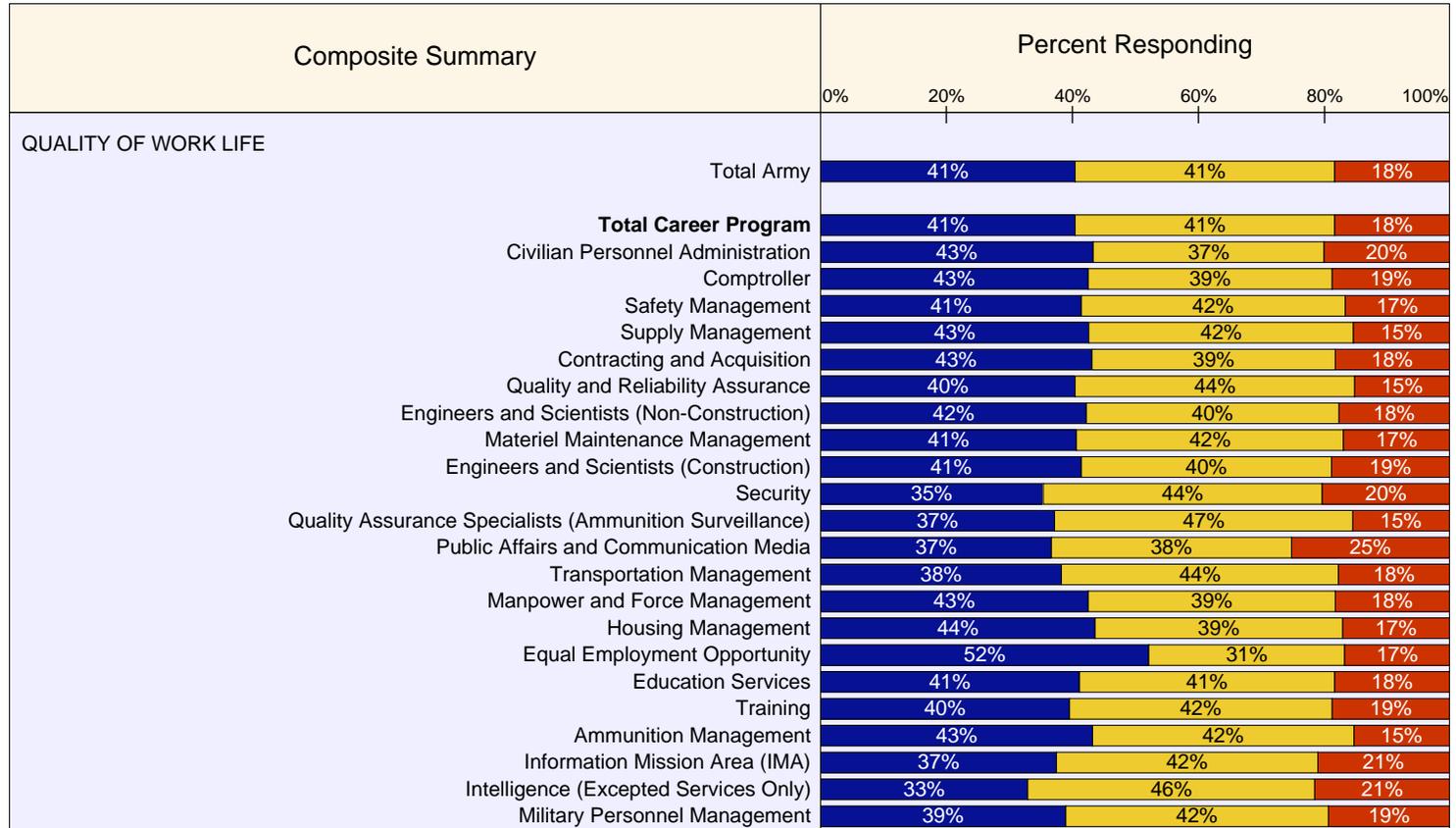
# FY13 Army Civilian Attitude Survey Career Program Results for Employees



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



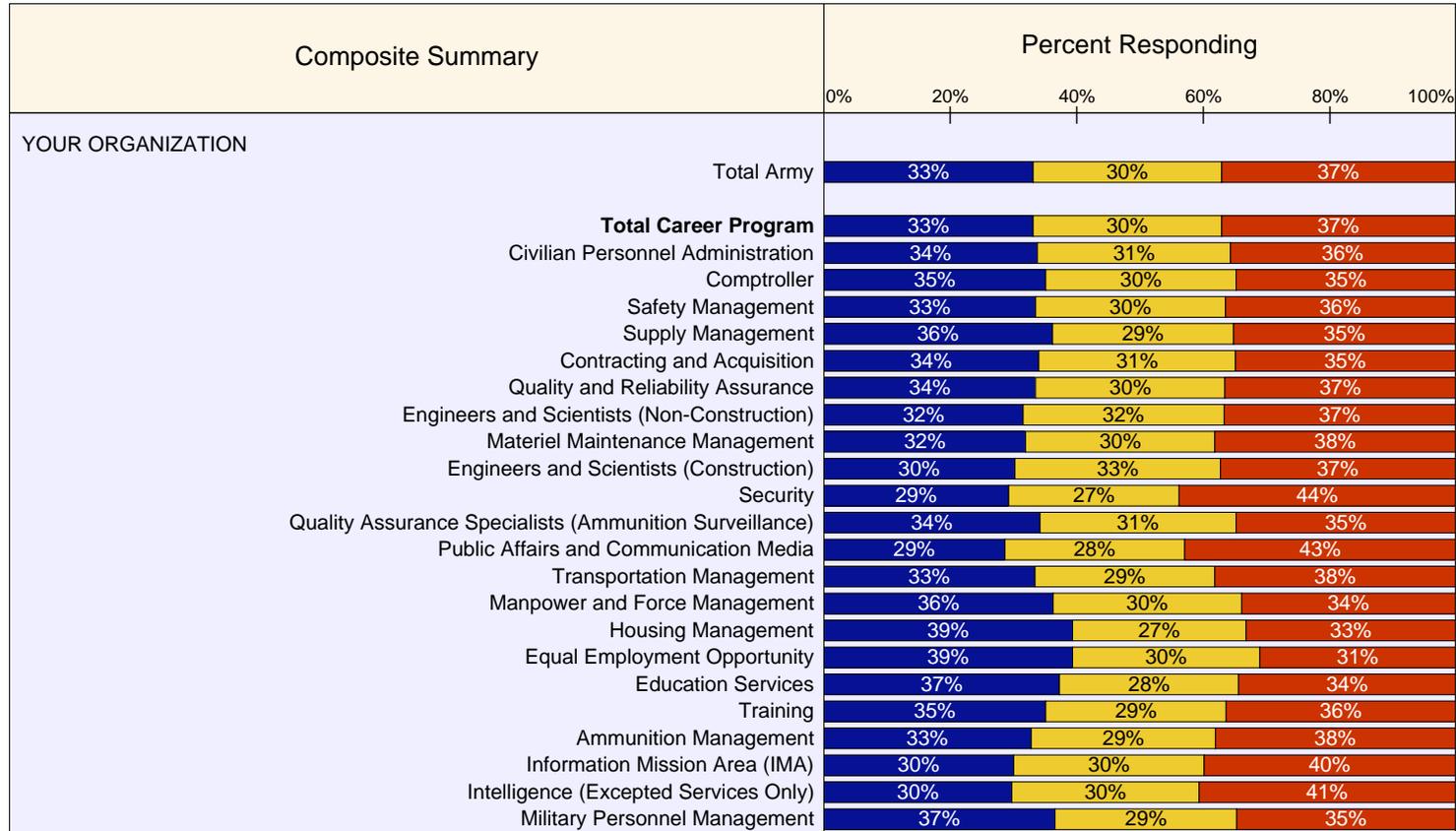
## FY13 Army Civilian Attitude Survey Career Program Results for Employees



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



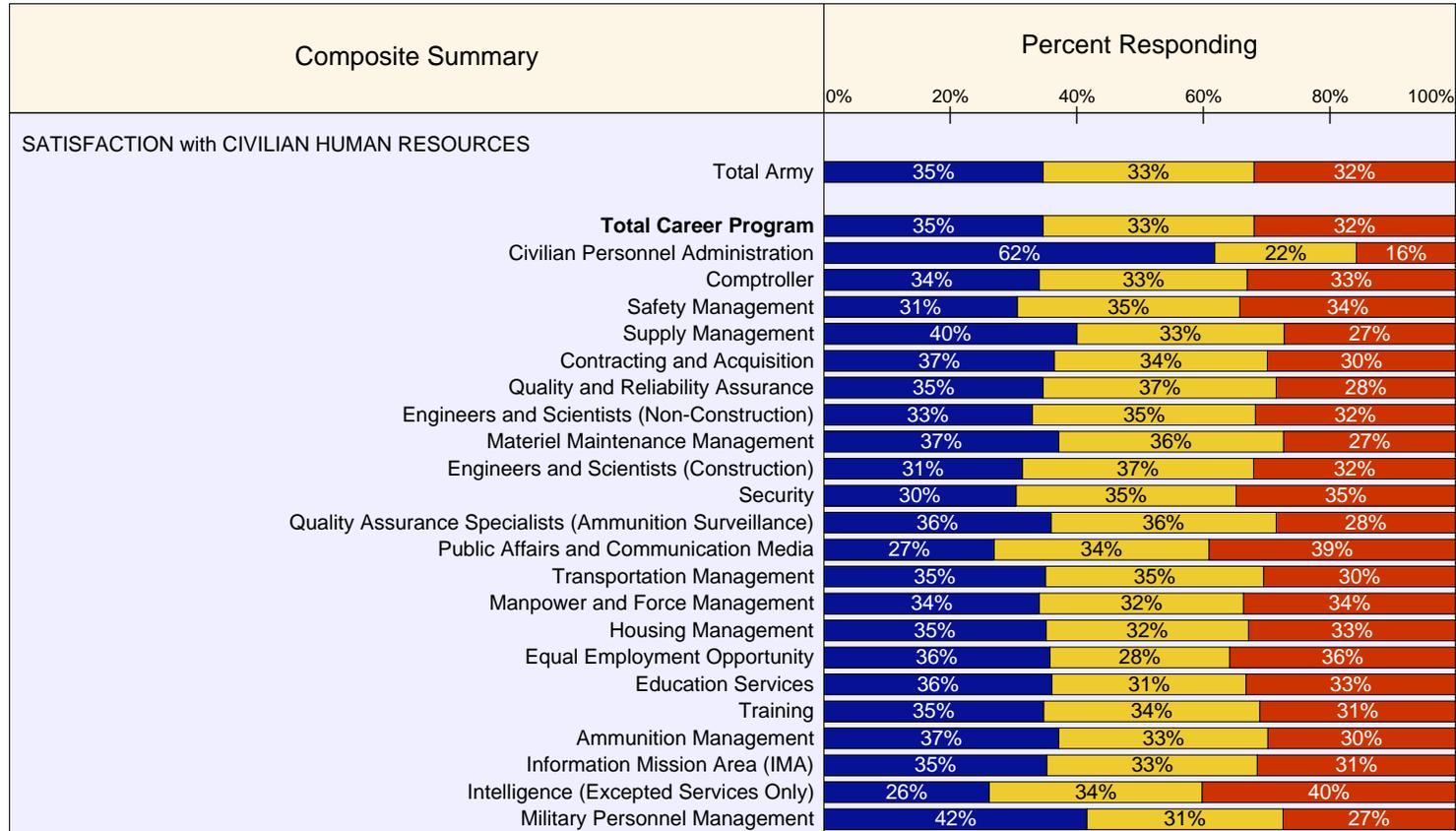
## FY13 Army Civilian Attitude Survey Career Program Results for Employees



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



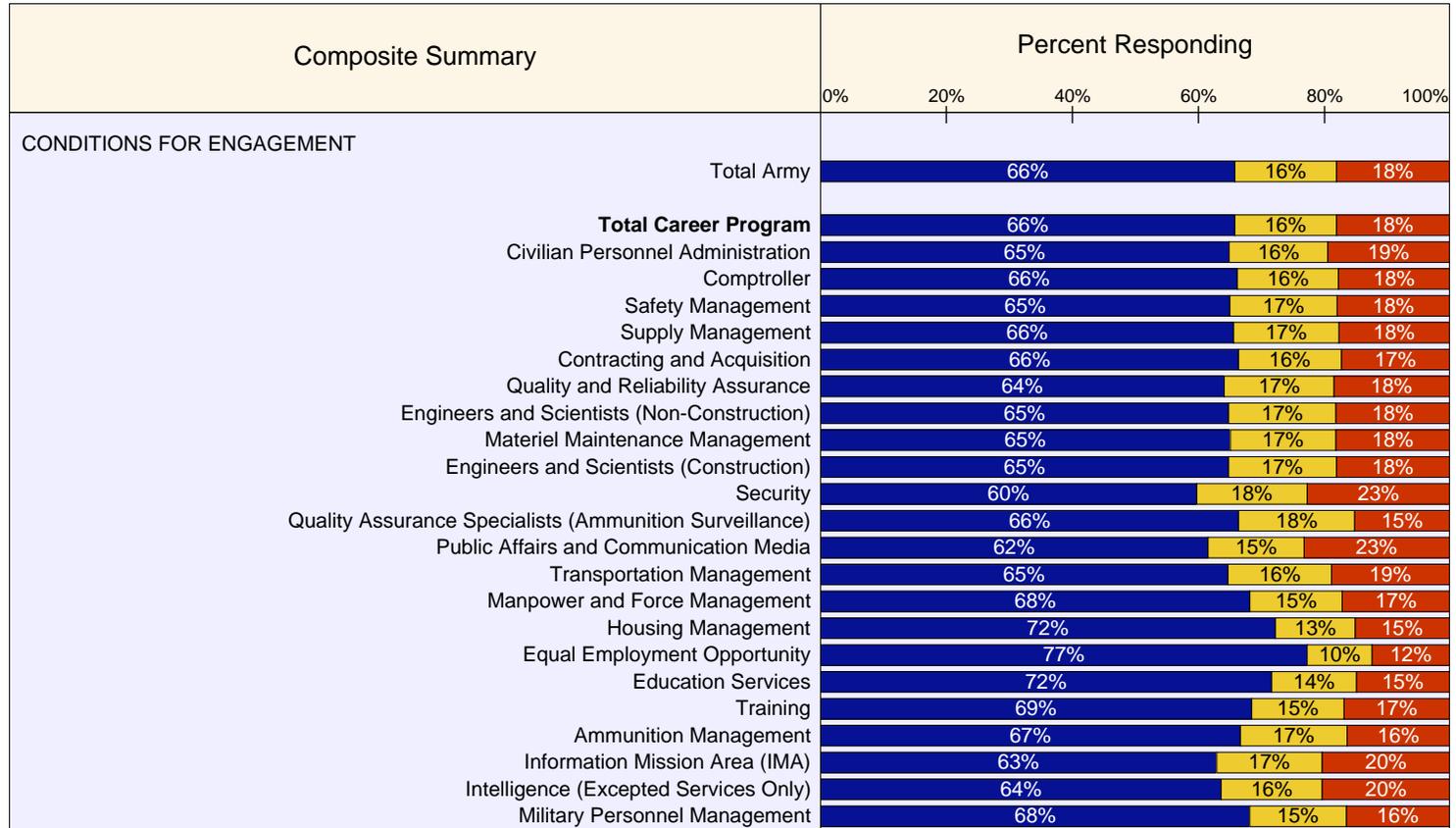
# FY13 Army Civilian Attitude Survey Career Program Results for Employees



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



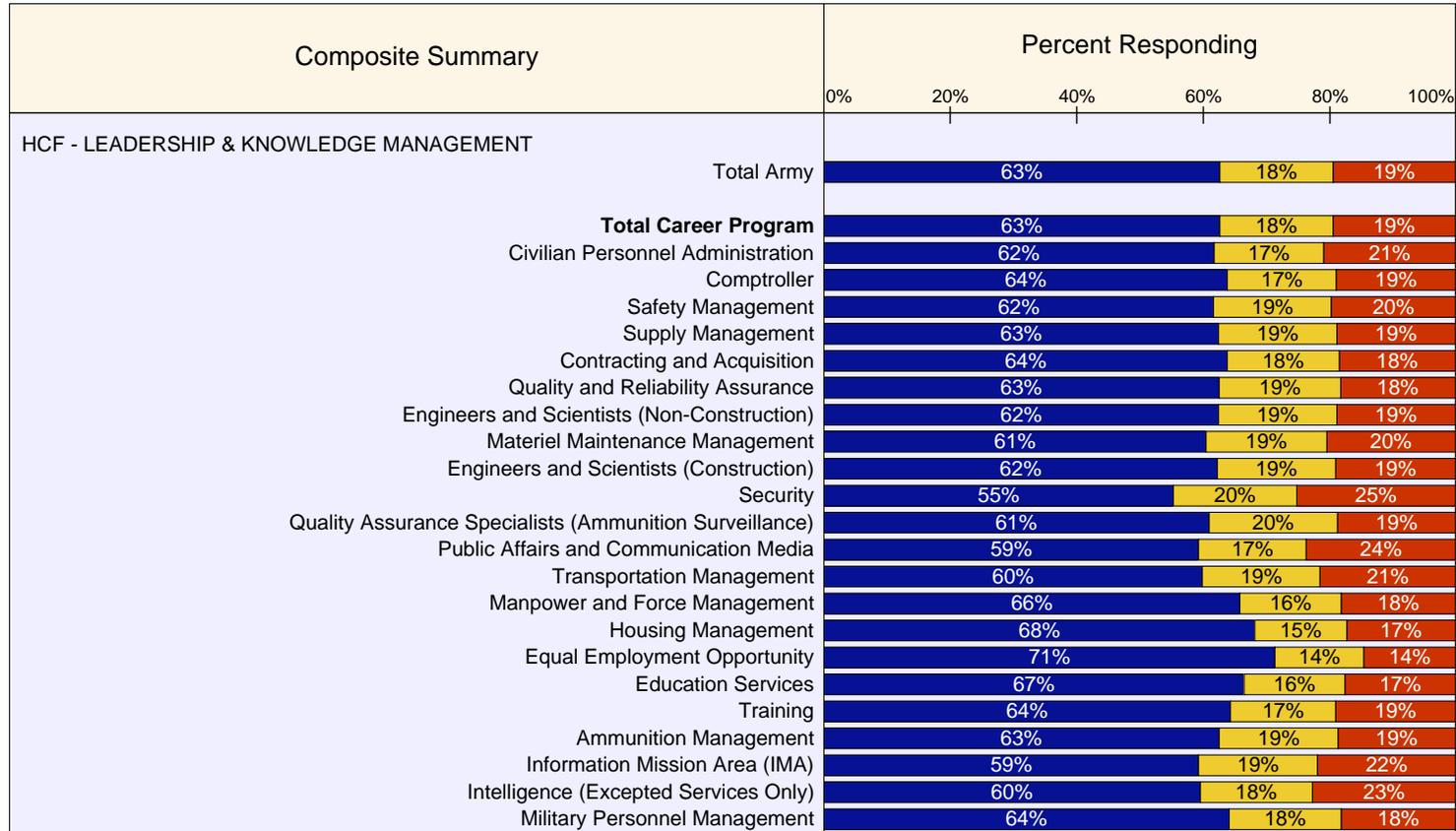
## FY13 Army Civilian Attitude Survey Career Program Results for Employees



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



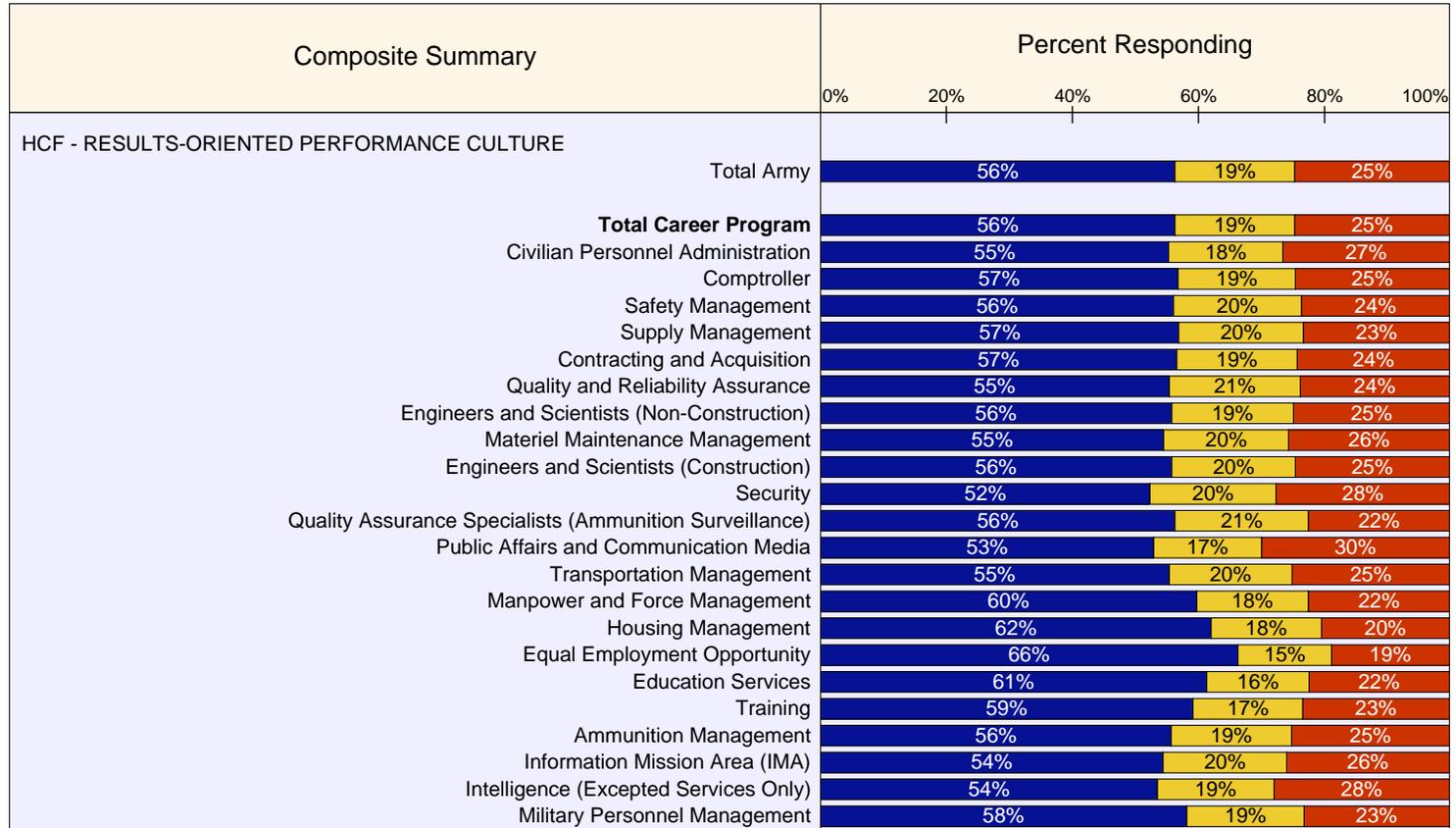
## FY13 Army Civilian Attitude Survey Career Program Results for Employees



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



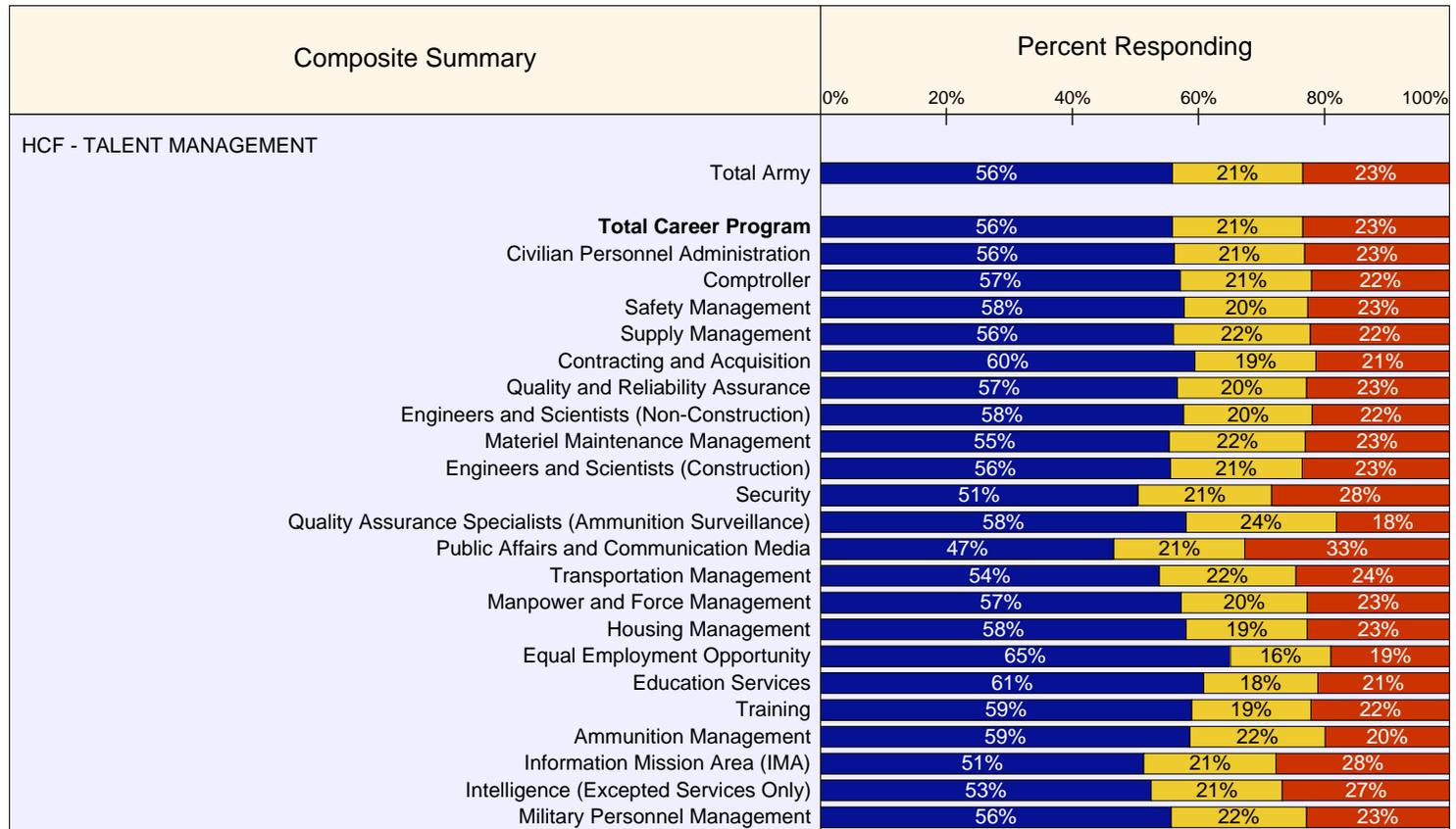
## FY13 Army Civilian Attitude Survey Career Program Results for Employees



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



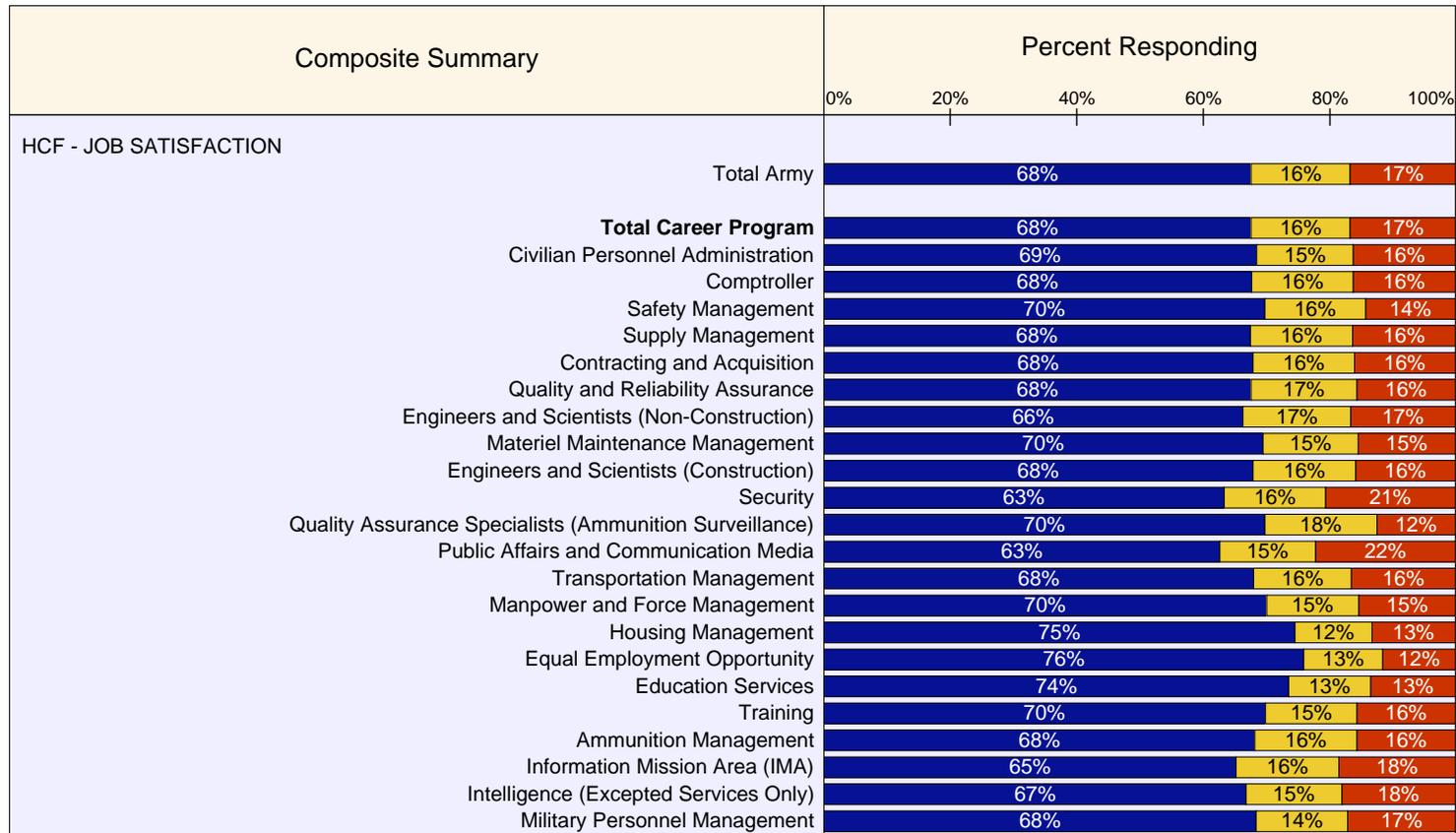
## FY13 Army Civilian Attitude Survey Career Program Results for Employees



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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



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



**FY13 Army Civilian Attitude Survey  
Career Program  
Results for Employees**



# Item Detail



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Non-Supervisory<br>(Employee/<br>Team Leader) | Supervisory<br>(Supervisor,<br>Manager,<br>Executive) | Contractor (not<br>a federal<br>employee) |
|--|--------|---|---|---|
| <b>CURRENT EMPLOYMENT STATUS</b>                         |        |   |   |   |
| 1. What is your current employment status with the Army? |        |   |   |   |
| Total Army   | 96425  | 80%   | 20%   | 0%  |
| <b>Total Career Program</b>                              | 96395  | 80%   | 20%   | 0%  |
| Civilian Personnel Administration                        | 1970   | 85%   | 15%   | 0%  |
| Comptroller  | 5418   | 82%   | 18%   | 0%  |
| Safety Management  | 1666   | 75%   | 25%   | 0%  |
| Supply Management  | 5654   | 83%   | 17%   | 0%  |
| Contracting and Acquisition                              | 4266   | 79%   | 21%   | 0%  |
| Quality and Reliability Assurance                        | 696    | 89%   | 11%   | 0%  |
| Engineers and Scientists (Non-Construction)              | 7200   | 85%   | 15%   | 0%  |
| Materiel Maintenance Management                          | 8471   | 82%   | 18%   | 0%  |
| Engineers and Scientists (Construction)                  | 8040   | 79%   | 21%   | 0%  |
| Security   | 2025   | 70%   | 30%   | 0%  |
| Quality Assurance Specialists (Ammunition Surveillance)  | 218    | 85%   | 15%   | 0%  |
| Public Affairs and Communication Media                   | 687    | 76%   | 24%   | 0%  |
| Transportation Management                                | 1436   | 81%   | 19%   | 0%  |
| Manpower and Force Management                            | 1636   | 79%   | 21%   | 0%  |
| Housing Management                                       | 298    | 54%   | 46%   | 0%  |
| Equal Employment Opportunity                             | 242    | 65%   | 35%   | 0%  |
| Education Services                                       | 493    | 72%   | 28%   | 0%  |
| Training   | 5155   | 71%   | 29%   | 0%  |
| Ammunition Management                                    | 756    | 83%   | 17%   | 0%  |
| Information Mission Area (IMA)                           | 6189   | 82%   | 18%   | 0%  |
| Intelligence (Excepted Services Only)                    | 2087   | 75%   | 25%   | 0%  |
| Military Personnel Management                            | 2423   | 82%   | 18%   | 0%  |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Yes | No   |
|---|--------|-----|------|
| <b>CURRENT EMPLOYMENT STATUS</b>                        |        |     |      |
| 2. Are you a Reemployed Annuitant?                      |        |     |      |
| Total Army  | 86250  | 3%  | 97%  |
| <b>Total Career Program</b>                             | 86227  | 3%  | 97%  |
| Civilian Personnel Administration                       | 1826   | 1%  | 99%  |
| Comptroller   | 4957   | 1%  | 99%  |
| Safety Management                                       | 1510   | 3%  | 97%  |
| Supply Management                                       | 4992   | 4%  | 96%  |
| Contracting and Acquisition                             | 3828   | 1%  | 99%  |
| Quality and Reliability Assurance                       | 632    | 3%  | 97%  |
| Engineers and Scientists (Non-Construction)             | 6478   | 1%  | 99%  |
| Materiel Maintenance Management                         | 7543   | 3%  | 97%  |
| Engineers and Scientists (Construction)                 | 7393   | 1%  | 99%  |
| Security  | 1810   | 4%  | 96%  |
| Quality Assurance Specialists (Ammunition Surveillance) | 204    | 1%  | 99%  |
| Public Affairs and Communication Media                  | 613    | 3%  | 97%  |
| Transportation Management                               | 1278   | 5%  | 95%  |
| Manpower and Force Management                           | 1490   | 3%  | 97%  |
| Housing Management                                      | 261    | 4%  | 96%  |
| Equal Employment Opportunity                            | 221    | 0%  | 100% |
| Education Services                                      | 422    | 9%  | 91%  |
| Training  | 4485   | 6%  | 94%  |
| Ammunition Management                                   | 689    | 2%  | 98%  |
| Information Mission Area (IMA)                          | 5550   | 3%  | 97%  |
| Intelligence (Excepted Services Only)                   | 1870   | 4%  | 96%  |
| Military Personnel Management                           | 2186   | 4%  | 96%  |



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2 |                      |                      |      |         | 1 |
| <b>LEADERSHIP and MANAGEMENT</b>   |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| 3a. Managers/Supervisors/Team Leaders work well with employees of different backgrounds. |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| Total Army   | 87860  |                    |     |     |     |     | 22                | 47 | 16 | 9  | 6 | -3                   | -6                   | 3.70 | 1.09    |   |
| <b>Total Career Program</b>  | 87836  |                    |     |     |     |     | 22                | 47 | 16 | 9  | 6 | -5                   | -8                   | 3.70 | 1.09    |   |
| Civilian Personnel Administration  | 1820   |                    |     |     |     |     | 20                | 47 | 17 | 10 | 6 | -7                   | -16                  | 3.65 | 1.09    |   |
| Comptroller  | 4924   |                    |     |     |     |     | 21                | 48 | 15 | 9  | 6 | -5                   | -8                   | 3.69 | 1.09    |   |
| Safety Management  | 1554   |                    |     |     |     |     | 21                | 47 | 17 | 10 | 5 | -8                   | -8                   | 3.67 | 1.08    |   |
| Supply Management  | 5136   |                    |     |     |     |     | 21                | 46 | 16 | 10 | 7 | -7                   | -9                   | 3.63 | 1.14    |   |
| Contracting and Acquisition  | 3845   |                    |     |     |     |     | 21                | 50 | 15 | 9  | 5 | -2                   | -7                   | 3.73 | 1.05    |   |
| Quality and Reliability Assurance  | 640    |                    |     |     |     |     | 20                | 47 | 18 | 10 | 6 | -2                   | -9                   | 3.65 | 1.08    |   |
| Engineers and Scientists (Non-Construction)  | 6480   |                    |     |     |     |     | 20                | 51 | 16 | 8  | 5 | -6                   | -8                   | 3.73 | 1.02    |   |
| Materiel Maintenance Management  | 7765   |                    |     |     |     |     | 18                | 46 | 17 | 10 | 8 | -7                   | -9                   | 3.57 | 1.13    |   |
| Engineers and Scientists (Construction)  | 7432   |                    |     |     |     |     | 18                | 52 | 16 | 9  | 4 | -6                   | -7                   | 3.71 | 1.01    |   |
| Security   | 1866   |                    |     |     |     |     | 20                | 44 | 17 | 11 | 9 | -12                  | -16                  | 3.55 | 1.18    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                                  | 207    |                    |     |     |     |     | 18                | 46 | 18 | 9  | 8 | -4                   | -7                   | 3.58 | 1.12    |   |
| Public Affairs and Communication Media   | 615    |                    |     |     |     |     | 23                | 45 | 15 | 12 | 5 | -7                   | -7                   | 3.69 | 1.10    |   |
| Transportation Management  | 1305   |                    |     |     |     |     | 18                | 45 | 19 | 11 | 8 | -10                  | -18                  | 3.52 | 1.15    |   |
| Manpower and Force Management  | 1499   |                    |     |     |     |     | 24                | 48 | 14 | 9  | 5 | +1                   | -4                   | 3.78 | 1.06    |   |
| Housing Management   | 269    |                    |     |     |     |     | 30                | 43 | 14 | 4  | 8 | -3                   | 0                    | 3.84 | 1.14    |   |
| Equal Employment Opportunity   | 226    |                    |     |     |     |     | 19                | 51 | 15 | 11 | 4 | +6                   | +1                   | 3.70 | 1.03    |   |
| Education Services   | 446    |                    |     |     |     |     | 30                | 43 | 13 | 8  | 7 | -5                   | -3                   | 3.81 | 1.14    |   |
| Training   | 4690   |                    |     |     |     |     | 25                | 48 | 13 | 8  | 5 | -2                   | -8                   | 3.80 | 1.07    |   |
| Ammunition Management  | 696    |                    |     |     |     |     | 19                | 48 | 17 | 8  | 7 | -6                   | -11                  | 3.65 | 1.09    |   |
| Information Mission Area (IMA)   | 5584   |                    |     |     |     |     | 22                | 44 | 17 | 10 | 6 | -4                   | -3                   | 3.65 | 1.12    |   |
| Intelligence (Excepted Services Only)  | 1893   |                    |     |     |     |     | 20                | 50 | 14 | 10 | 6 | -6                   | -6                   | 3.68 | 1.08    |   |
| Military Personnel Management  | 2234   |                    |     |     |     |     | 25                | 46 | 15 | 8  | 5 | -7                   | --                   | 3.78 | 1.08    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>LEADERSHIP and MANAGEMENT</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 3b. I have a high level of respect for my organization's senior leaders. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 88365  |                    |     |     |     |     | 19                | 38 | 19 | 13 | 10 | -3                   | -2                   | 3.44 | 1.22    |   |
| <b>Total Career Program</b>  | 88341  |                    |     |     |     |     | 19                | 38 | 19 | 13 | 10 | -4                   | -3                   | 3.44 | 1.22    |   |
| Civilian Personnel Administration  | 1823   |                    |     |     |     |     | 19                | 35 | 19 | 15 | 11 | -8                   | -10                  | 3.36 | 1.26    |   |
| Comptroller  | 4985   |                    |     |     |     |     | 21                | 40 | 19 | 11 | 10 | -4                   | -4                   | 3.51 | 1.21    |   |
| Safety Management  | 1549   |                    |     |     |     |     | 20                | 39 | 18 | 13 | 10 | -9                   | -8                   | 3.47 | 1.22    |   |
| Supply Management  | 5147   |                    |     |     |     |     | 20                | 38 | 20 | 11 | 11 | -5                   | -6                   | 3.45 | 1.24    |   |
| Contracting and Acquisition  | 3879   |                    |     |     |     |     | 20                | 40 | 19 | 12 | 8  | -2                   | -2                   | 3.52 | 1.18    |   |
| Quality and Reliability Assurance  | 645    |                    |     |     |     |     | 17                | 39 | 21 | 14 | 9  | -4                   | -5                   | 3.40 | 1.19    |   |
| Engineers and Scientists (Non-Construction)                              | 6557   |                    |     |     |     |     | 16                | 39 | 21 | 15 | 9  | -7                   | -5                   | 3.38 | 1.19    |   |
| Matériel Maintenance Management  | 7813   |                    |     |     |     |     | 16                | 37 | 21 | 14 | 12 | -8                   | -7                   | 3.31 | 1.24    |   |
| Engineers and Scientists (Construction)                                  | 7475   |                    |     |     |     |     | 16                | 40 | 21 | 14 | 9  | -6                   | +2                   | 3.40 | 1.17    |   |
| Security   | 1859   |                    |     |     |     |     | 17                | 33 | 20 | 15 | 15 | -9                   | -19                  | 3.21 | 1.31    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                  | 206    |                    |     |     |     |     | 17                | 34 | 26 | 12 | 11 | -6                   | -6                   | 3.35 | 1.20    |   |
| Public Affairs and Communication Media                                   | 616    |                    |     |     |     |     | 22                | 37 | 17 | 14 | 10 | -6                   | -5                   | 3.46 | 1.25    |   |
| Transportation Management  | 1306   |                    |     |     |     |     | 18                | 36 | 18 | 14 | 14 | -6                   | -7                   | 3.30 | 1.29    |   |
| Manpower and Force Management  | 1507   |                    |     |     |     |     | 21                | 42 | 18 | 10 | 10 | -1                   | 0                    | 3.53 | 1.20    |   |
| Housing Management   | 268    |                    |     |     |     |     | 26                | 37 | 16 | 12 | 9  | -2                   | +7                   | 3.60 | 1.24    |   |
| Equal Employment Opportunity   | 220    |                    |     |     |     |     | 28                | 43 | 16 | 8  | 5  | +10                  | +4                   | 3.82 | 1.07    |   |
| Education Services   | 446    |                    |     |     |     |     | 26                | 37 | 17 | 10 | 10 | 0                    | +2                   | 3.59 | 1.25    |   |
| Training   | 4710   |                    |     |     |     |     | 21                | 38 | 18 | 13 | 10 | 0                    | -5                   | 3.49 | 1.24    |   |
| Ammunition Management  | 703    |                    |     |     |     |     | 16                | 40 | 19 | 14 | 12 | -2                   | -3                   | 3.35 | 1.23    |   |
| Information Mission Area (IMA)   | 5624   |                    |     |     |     |     | 19                | 36 | 20 | 14 | 11 | -4                   | +1                   | 3.37 | 1.25    |   |
| Intelligence (Excepted Services Only)                                    | 1896   |                    |     |     |     |     | 15                | 37 | 20 | 17 | 11 | -6                   | -6                   | 3.29 | 1.23    |   |
| Military Personnel Management  | 2232   |                    |     |     |     |     | 23                | 38 | 18 | 12 | 9  | -6                   | --                   | 3.54 | 1.21    |   |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>LEADERSHIP and MANAGEMENT</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 3c. In my organization, leaders generate high levels of motivation and commitment in the workforce. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 87927  |                    |     |     |     |     | 12                | 32 | 24 | 18 | 13 | -3                   | -5                   | 3.13 | 1.22    |   |
| <b>Total Career Program</b>   | 87902  |                    |     |     |     |     | 12                | 32 | 24 | 18 | 13 | -3                   | -5                   | 3.13 | 1.22    |   |
| Civilian Personnel Administration   | 1819   |                    |     |     |     |     | 12                | 30 | 22 | 20 | 15 | -7                   | -15                  | 3.05 | 1.26    |   |
| Comptroller   | 4949   |                    |     |     |     |     | 13                | 35 | 23 | 17 | 12 | -3                   | -5                   | 3.19 | 1.22    |   |
| Safety Management   | 1546   |                    |     |     |     |     | 13                | 34 | 23 | 19 | 11 | -7                   | -8                   | 3.18 | 1.20    |   |
| Supply Management   | 5122   |                    |     |     |     |     | 14                | 32 | 24 | 18 | 13 | -5                   | -7                   | 3.16 | 1.23    |   |
| Contracting and Acquisition   | 3854   |                    |     |     |     |     | 12                | 34 | 24 | 18 | 12 | -3                   | -4                   | 3.16 | 1.20    |   |
| Quality and Reliability Assurance   | 641    |                    |     |     |     |     | 10                | 33 | 27 | 19 | 12 | -4                   | -8                   | 3.09 | 1.18    |   |
| Engineers and Scientists (Non-Construction)   | 6529   |                    |     |     |     |     | 10                | 32 | 27 | 19 | 12 | -6                   | -8                   | 3.07 | 1.18    |   |
| Materiel Maintenance Management   | 7749   |                    |     |     |     |     | 11                | 32 | 25 | 18 | 14 | -6                   | -9                   | 3.07 | 1.23    |   |
| Engineers and Scientists (Construction)   | 7480   |                    |     |     |     |     | 9                 | 32 | 28 | 19 | 12 | -6                   | -2                   | 3.07 | 1.16    |   |
| Security  | 1862   |                    |     |     |     |     | 10                | 28 | 23 | 20 | 19 | -11                  | -18                  | 2.90 | 1.27    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 204    |                    |     |     |     |     | 10                | 33 | 28 | 14 | 15 | -1                   | -6                   | 3.08 | 1.21    |   |
| Public Affairs and Communication Media  | 611    |                    |     |     |     |     | 13                | 29 | 22 | 20 | 15 | -4                   | -6                   | 3.06 | 1.28    |   |
| Transportation Management   | 1303   |                    |     |     |     |     | 11                | 31 | 22 | 20 | 16 | -5                   | -8                   | 3.01 | 1.26    |   |
| Manpower and Force Management   | 1495   |                    |     |     |     |     | 13                | 34 | 24 | 17 | 12 | 0                    | -5                   | 3.21 | 1.21    |   |
| Housing Management  | 266    |                    |     |     |     |     | 17                | 36 | 20 | 15 | 12 | +7                   | +6                   | 3.32 | 1.25    |   |
| Equal Employment Opportunity  | 222    |                    |     |     |     |     | 17                | 44 | 17 | 16 | 6  | +10                  | +7                   | 3.49 | 1.14    |   |
| Education Services  | 441    |                    |     |     |     |     | 17                | 35 | 20 | 14 | 14 | -1                   | -4                   | 3.28 | 1.28    |   |
| Training  | 4674   |                    |     |     |     |     | 13                | 33 | 24 | 17 | 13 | -2                   | -8                   | 3.17 | 1.23    |   |
| Ammunition Management   | 696    |                    |     |     |     |     | 9                 | 31 | 28 | 18 | 13 | -4                   | -12                  | 3.05 | 1.18    |   |
| Information Mission Area (IMA)  | 5602   |                    |     |     |     |     | 12                | 30 | 24 | 20 | 15 | -2                   | +1                   | 3.05 | 1.25    |   |
| Intelligence (Excepted Services Only)   | 1894   |                    |     |     |     |     | 10                | 30 | 25 | 21 | 15 | -4                   | -8                   | 2.99 | 1.22    |   |
| Military Personnel Management   | 2231   |                    |     |     |     |     | 15                | 34 | 23 | 16 | 12 | -6                   | --                   | 3.24 | 1.24    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>LEADERSHIP and MANAGEMENT</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 3d. Managers/Supervisors deal effectively with reports of prejudice and discrimination. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 72623  |                    |     |     |     |     | 20                | 38 | 24 | 9  | 8  | -1                   | -3                   | 3.53 | 1.15    |   |
| <b>Total Career Program</b>   | 72602  |                    |     |     |     |     | 20                | 38 | 24 | 9  | 8  | -2                   | -4                   | 3.53 | 1.15    |   |
| Civilian Personnel Administration   | 1521   |                    |     |     |     |     | 16                | 39 | 26 | 11 | 9  | -7                   | -12                  | 3.42 | 1.15    |   |
| Comptroller   | 3892   |                    |     |     |     |     | 20                | 36 | 25 | 10 | 9  | -2                   | -4                   | 3.46 | 1.18    |   |
| Safety Management   | 1349   |                    |     |     |     |     | 23                | 38 | 22 | 11 | 7  | -3                   | -3                   | 3.60 | 1.14    |   |
| Supply Management   | 4388   |                    |     |     |     |     | 19                | 36 | 25 | 10 | 9  | -4                   | -8                   | 3.46 | 1.19    |   |
| Contracting and Acquisition   | 2957   |                    |     |     |     |     | 19                | 37 | 27 | 8  | 8  | +1                   | -2                   | 3.52 | 1.13    |   |
| Quality and Reliability Assurance   | 514    |                    |     |     |     |     | 16                | 38 | 28 | 10 | 9  | -2                   | -9                   | 3.42 | 1.13    |   |
| Engineers and Scientists (Non-Construction)   | 4777   |                    |     |     |     |     | 21                | 41 | 24 | 8  | 7  | -2                   | -3                   | 3.60 | 1.11    |   |
| Materiel Maintenance Management   | 6834   |                    |     |     |     |     | 18                | 39 | 25 | 9  | 8  | -3                   | -6                   | 3.49 | 1.14    |   |
| Engineers and Scientists (Construction)   | 5681   |                    |     |     |     |     | 19                | 40 | 25 | 9  | 7  | -4                   | -5                   | 3.55 | 1.10    |   |
| Security  | 1665   |                    |     |     |     |     | 19                | 36 | 24 | 10 | 11 | -12                  | -15                  | 3.44 | 1.21    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                                 | 173    |                    |     |     |     |     | 19                | 40 | 27 | 7  | 7  | +3                   | +1                   | 3.58 | 1.09    |   |
| Public Affairs and Communication Media  | 473    |                    |     |     |     |     | 21                | 30 | 26 | 12 | 11 | -7                   | -8                   | 3.36 | 1.25    |   |
| Transportation Management   | 1147   |                    |     |     |     |     | 18                | 37 | 24 | 11 | 10 | -3                   | -10                  | 3.42 | 1.19    |   |
| Manpower and Force Management   | 1224   |                    |     |     |     |     | 21                | 37 | 22 | 11 | 9  | 0                    | -4                   | 3.52 | 1.19    |   |
| Housing Management  | 239    |                    |     |     |     |     | 30                | 35 | 20 | 8  | 7  | +1                   | +2                   | 3.74 | 1.17    |   |
| Equal Employment Opportunity  | 224    |                    |     |     |     |     | 20                | 35 | 20 | 18 | 8  | +2                   | -2                   | 3.41 | 1.21    |   |
| Education Services  | 351    |                    |     |     |     |     | 26                | 34 | 24 | 6  | 10 | -2                   | -3                   | 3.62 | 1.21    |   |
| Training  | 4022   |                    |     |     |     |     | 25                | 39 | 21 | 8  | 7  | +1                   | -6                   | 3.66 | 1.14    |   |
| Ammunition Management   | 582    |                    |     |     |     |     | 19                | 35 | 29 | 9  | 7  | -4                   | -6                   | 3.49 | 1.12    |   |
| Information Mission Area (IMA)  | 4512   |                    |     |     |     |     | 20                | 36 | 27 | 9  | 8  | 0                    | +1                   | 3.52 | 1.15    |   |
| Intelligence (Excepted Services Only)   | 1535   |                    |     |     |     |     | 22                | 39 | 22 | 8  | 8  | -3                   | -3                   | 3.58 | 1.15    |   |
| Military Personnel Management   | 1914   |                    |     |     |     |     | 22                | 37 | 24 | 9  | 8  | -6                   | --                   | 3.59 | 1.15    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>LEADERSHIP and MANAGEMENT</b>                                       |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 3e. Managers communicate the goals and priorities of the organization. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 87926  | 62% 18% 20%        |     |     |     |     | 16                | 46 | 18 | 13 | 8  | -2                   | --                   | 3.50 | 1.14    |   |
| <b>Total Career Program</b>  | 87901  | 62% 18% 20%        |     |     |     |     | 16                | 46 | 18 | 13 | 8  | -2                   | --                   | 3.50 | 1.14    |   |
| Civilian Personnel Administration                                      | 1827   | 65% 16% 19%        |     |     |     |     | 17                | 48 | 16 | 12 | 7  | -7                   | --                   | 3.56 | 1.11    |   |
| Comptroller  | 4943   | 64% 17% 20%        |     |     |     |     | 16                | 48 | 17 | 12 | 7  | -3                   | --                   | 3.53 | 1.12    |   |
| Safety Management  | 1549   | 59% 20% 21%        |     |     |     |     | 15                | 43 | 20 | 13 | 8  | -9                   | --                   | 3.44 | 1.15    |   |
| Supply Management  | 5133   | 61% 19% 20%        |     |     |     |     | 17                | 44 | 19 | 12 | 8  | -4                   | --                   | 3.50 | 1.15    |   |
| Contracting and Acquisition  | 3862   | 65% 17% 18%        |     |     |     |     | 17                | 48 | 17 | 12 | 6  | 0                    | --                   | 3.58 | 1.09    |   |
| Quality and Reliability Assurance                                      | 641    | 60% 19% 21%        |     |     |     |     | 14                | 46 | 19 | 13 | 8  | +2                   | --                   | 3.46 | 1.12    |   |
| Engineers and Scientists (Non-Construction)                            | 6514   | 59% 19% 21%        |     |     |     |     | 13                | 46 | 19 | 14 | 7  | -4                   | --                   | 3.44 | 1.11    |   |
| Matériel Maintenance Management  | 7752   | 59% 19% 22%        |     |     |     |     | 14                | 45 | 19 | 13 | 9  | -5                   | --                   | 3.43 | 1.15    |   |
| Engineers and Scientists (Construction)                                | 7469   | 61% 19% 20%        |     |     |     |     | 12                | 48 | 19 | 13 | 7  | -5                   | --                   | 3.46 | 1.08    |   |
| Security   | 1861   | 53% 19% 28%        |     |     |     |     | 14                | 39 | 19 | 15 | 13 | -11                  | --                   | 3.26 | 1.24    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                | 201    | 58% 20% 21%        |     |     |     |     | 12                | 46 | 20 | 11 | 10 | +1                   | --                   | 3.39 | 1.15    |   |
| Public Affairs and Communication Media                                 | 617    | 57% 17% 26%        |     |     |     |     | 18                | 39 | 17 | 15 | 11 | -7                   | --                   | 3.38 | 1.25    |   |
| Transportation Management  | 1293   | 57% 19% 23%        |     |     |     |     | 15                | 42 | 19 | 14 | 10 | -9                   | --                   | 3.39 | 1.18    |   |
| Manpower and Force Management  | 1496   | 62% 17% 21%        |     |     |     |     | 18                | 44 | 17 | 14 | 7  | -2                   | --                   | 3.52 | 1.15    |   |
| Housing Management   | 270    | 67% 14% 19%        |     |     |     |     | 23                | 44 | 14 | 10 | 8  | +2                   | --                   | 3.64 | 1.18    |   |
| Equal Employment Opportunity   | 222    | 72% 15% 14%        |     |     |     |     | 19                | 53 | 15 | 9  | 4  | +2                   | --                   | 3.73 | 1.00    |   |
| Education Services   | 442    | 68% 16% 16%        |     |     |     |     | 21                | 46 | 16 | 10 | 6  | +1                   | --                   | 3.68 | 1.09    |   |
| Training   | 4683   | 64% 16% 20%        |     |     |     |     | 18                | 46 | 16 | 12 | 8  | +2                   | --                   | 3.54 | 1.15    |   |
| Ammunition Management  | 700    | 61% 17% 22%        |     |     |     |     | 14                | 47 | 17 | 14 | 8  | 0                    | --                   | 3.45 | 1.14    |   |
| Information Mission Area (IMA)   | 5597   | 57% 19% 24%        |     |     |     |     | 15                | 42 | 19 | 15 | 9  | -2                   | --                   | 3.38 | 1.18    |   |
| Intelligence (Excepted Services Only)                                  | 1901   | 57% 19% 25%        |     |     |     |     | 13                | 44 | 19 | 16 | 9  | -4                   | --                   | 3.36 | 1.15    |   |
| Military Personnel Management  | 2217   | 64% 18% 18%        |     |     |     |     | 19                | 45 | 18 | 11 | 7  | -7                   | --                   | 3.58 | 1.13    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2 |                      |                      |      |         | 1 |
| <b>LEADERSHIP and MANAGEMENT</b>  |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| 3f. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| Total Army  | 87844  | 73% 14% 13%        |     |     |     |     | 20                | 52 | 14 | 9  | 4 | -1                   | --                   | 3.76 | 1.01    |   |
| <b>Total Career Program</b>   | 87819  | 73% 14% 13%        |     |     |     |     | 21                | 52 | 14 | 9  | 4 | -1                   | --                   | 3.76 | 1.01    |   |
| Civilian Personnel Administration   | 1821   | 66% 17% 17%        |     |     |     |     | 15                | 51 | 17 | 13 | 5 | -3                   | --                   | 3.58 | 1.04    |   |
| Comptroller   | 4942   | 72% 14% 14%        |     |     |     |     | 18                | 54 | 14 | 9  | 5 | -1                   | --                   | 3.71 | 1.01    |   |
| Safety Management   | 1541   | 75% 14% 11%        |     |     |     |     | 24                | 51 | 14 | 7  | 3 | -1                   | --                   | 3.86 | 0.97    |   |
| Supply Management   | 5142   | 71% 16% 14%        |     |     |     |     | 20                | 51 | 16 | 9  | 5 | -1                   | --                   | 3.72 | 1.03    |   |
| Contracting and Acquisition   | 3867   | 68% 15% 17%        |     |     |     |     | 16                | 52 | 15 | 12 | 5 | 0                    | --                   | 3.61 | 1.05    |   |
| Quality and Reliability Assurance   | 640    | 71% 13% 16%        |     |     |     |     | 19                | 52 | 13 | 11 | 5 | -3                   | --                   | 3.69 | 1.05    |   |
| Engineers and Scientists (Non-Construction)   | 6516   | 77% 13% 10%        |     |     |     |     | 22                | 55 | 13 | 7  | 3 | -2                   | --                   | 3.85 | 0.95    |   |
| Materiel Maintenance Management   | 7764   | 72% 15% 13%        |     |     |     |     | 21                | 51 | 15 | 9  | 5 | -2                   | --                   | 3.74 | 1.03    |   |
| Engineers and Scientists (Construction)   | 7477   | 73% 14% 12%        |     |     |     |     | 18                | 55 | 14 | 9  | 4 | -2                   | --                   | 3.76 | 0.97    |   |
| Security  | 1865   | 68% 16% 16%        |     |     |     |     | 19                | 49 | 16 | 10 | 6 | -11                  | --                   | 3.66 | 1.08    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 206    | 78% 14% 9%         |     |     |     |     | 25                | 52 | 14 | 5  | 4 | +8                   | --                   | 3.90 | 0.96    |   |
| Public Affairs and Communication Media  | 609    | 69% 14% 17%        |     |     |     |     | 22                | 47 | 14 | 12 | 5 | -7                   | --                   | 3.70 | 1.09    |   |
| Transportation Management   | 1296   | 71% 15% 13%        |     |     |     |     | 21                | 50 | 15 | 9  | 5 | -6                   | --                   | 3.75 | 1.03    |   |
| Manpower and Force Management   | 1502   | 73% 14% 13%        |     |     |     |     | 21                | 52 | 14 | 9  | 4 | 0                    | --                   | 3.78 | 1.01    |   |
| Housing Management  | 267    | 78% 12% 11%        |     |     |     |     | 23                | 55 | 12 | 6  | 5 | +4                   | --                   | 3.85 | 1.00    |   |
| Equal Employment Opportunity  | 217    | 76% 13% 11%        |     |     |     |     | 20                | 56 | 13 | 8  | 3 | 0                    | --                   | 3.83 | 0.93    |   |
| Education Services  | 436    | 80% 10% 10%        |     |     |     |     | 31                | 49 | 10 | 5  | 5 | +2                   | --                   | 3.96 | 1.03    |   |
| Training  | 4683   | 76% 12% 12%        |     |     |     |     | 25                | 51 | 12 | 8  | 4 | -1                   | --                   | 3.85 | 1.01    |   |
| Ammunition Management   | 699    | 73% 14% 12%        |     |     |     |     | 22                | 52 | 14 | 8  | 4 | -3                   | --                   | 3.79 | 1.00    |   |
| Information Mission Area (IMA)  | 5575   | 67% 16% 17%        |     |     |     |     | 19                | 49 | 16 | 12 | 5 | -1                   | --                   | 3.64 | 1.07    |   |
| Intelligence (Excepted Services Only)   | 1893   | 74% 14% 12%        |     |     |     |     | 21                | 53 | 14 | 9  | 4 | -4                   | --                   | 3.78 | 0.99    |   |
| Military Personnel Management   | 2223   | 72% 15% 12%        |     |     |     |     | 22                | 50 | 15 | 8  | 4 | -5                   | --                   | 3.77 | 1.01    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2 |                      |                      |      |         | 1 |
| <b>LEADERSHIP and MANAGEMENT</b>  |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| 3g. Managers review and evaluate the organization's progress toward meeting its goals and objectives. |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| Total Army  | 83891  |                    |     |     |     |     | 15                | 47 | 22 | 10 | 6 | -2                   | --                   | 3.56 | 1.05    |   |
| <b>Total Career Program</b>   | 83868  |                    |     |     |     |     | 15                | 47 | 22 | 10 | 6 | -3                   | --                   | 3.56 | 1.05    |   |
| Civilian Personnel Administration   | 1759   |                    |     |     |     |     | 17                | 51 | 19 | 9  | 4 | -4                   | --                   | 3.68 | 0.99    |   |
| Comptroller   | 4706   |                    |     |     |     |     | 15                | 48 | 21 | 10 | 5 | -4                   | --                   | 3.58 | 1.04    |   |
| Safety Management   | 1497   |                    |     |     |     |     | 16                | 44 | 23 | 12 | 5 | -9                   | --                   | 3.55 | 1.05    |   |
| Supply Management   | 4946   |                    |     |     |     |     | 17                | 45 | 23 | 9  | 6 | -4                   | --                   | 3.57 | 1.07    |   |
| Contracting and Acquisition   | 3645   |                    |     |     |     |     | 16                | 50 | 20 | 10 | 5 | -1                   | --                   | 3.63 | 1.01    |   |
| Quality and Reliability Assurance   | 607    |                    |     |     |     |     | 13                | 48 | 23 | 10 | 6 | -2                   | --                   | 3.52 | 1.02    |   |
| Engineers and Scientists (Non-Construction)   | 6140   |                    |     |     |     |     | 12                | 47 | 23 | 11 | 5 | -6                   | --                   | 3.50 | 1.03    |   |
| Materiel Maintenance Management   | 7489   |                    |     |     |     |     | 13                | 47 | 24 | 10 | 6 | -6                   | --                   | 3.51 | 1.05    |   |
| Engineers and Scientists (Construction)   | 7009   |                    |     |     |     |     | 13                | 50 | 22 | 10 | 5 | -5                   | --                   | 3.55 | 0.99    |   |
| Security  | 1770   |                    |     |     |     |     | 14                | 39 | 25 | 13 | 9 | -14                  | --                   | 3.36 | 1.15    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 194    |                    |     |     |     |     | 13                | 53 | 18 | 11 | 6 | +5                   | --                   | 3.57 | 1.03    |   |
| Public Affairs and Communication Media  | 578    |                    |     |     |     |     | 17                | 40 | 20 | 15 | 8 | -9                   | --                   | 3.41 | 1.17    |   |
| Transportation Management   | 1243   |                    |     |     |     |     | 15                | 45 | 23 | 11 | 6 | -6                   | --                   | 3.52 | 1.06    |   |
| Manpower and Force Management   | 1446   |                    |     |     |     |     | 16                | 48 | 19 | 11 | 6 | +1                   | --                   | 3.56 | 1.08    |   |
| Housing Management  | 259    |                    |     |     |     |     | 23                | 45 | 17 | 9  | 7 | +6                   | --                   | 3.68 | 1.12    |   |
| Equal Employment Opportunity  | 214    |                    |     |     |     |     | 16                | 51 | 22 | 8  | 2 | -1                   | --                   | 3.71 | 0.90    |   |
| Education Services  | 419    |                    |     |     |     |     | 21                | 44 | 20 | 10 | 5 | -3                   | --                   | 3.66 | 1.08    |   |
| Training  | 4536   |                    |     |     |     |     | 18                | 46 | 20 | 11 | 5 | -1                   | --                   | 3.60 | 1.06    |   |
| Ammunition Management   | 674    |                    |     |     |     |     | 14                | 49 | 22 | 10 | 5 | -4                   | --                   | 3.56 | 1.02    |   |
| Information Mission Area (IMA)  | 5269   |                    |     |     |     |     | 14                | 44 | 24 | 12 | 6 | -2                   | --                   | 3.47 | 1.07    |   |
| Intelligence (Excepted Services Only)   | 1790   |                    |     |     |     |     | 12                | 45 | 23 | 14 | 7 | -5                   | --                   | 3.42 | 1.07    |   |
| Military Personnel Management   | 2111   |                    |     |     |     |     | 19                | 47 | 21 | 9  | 5 | -5                   | --                   | 3.66 | 1.03    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>LEADERSHIP and MANAGEMENT</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 3h. There are generally good relationships between the union(s) and management here. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 57101  |                    |     |     |     |     | 11                | 34 | 37 | 9  | 9  | -1                   | -17                  | 3.31 | 1.06    |   |
| <b>Total Career Program</b>  | 57089  |                    |     |     |     |     | 11                | 34 | 37 | 9  | 9  | -2                   | -18                  | 3.31 | 1.06    |   |
| Civilian Personnel Administration  | 1181   |                    |     |     |     |     | 14                | 38 | 36 | 6  | 5  | -4                   | -25                  | 3.50 | 0.99    |   |
| Comptroller  | 2850   |                    |     |     |     |     | 11                | 35 | 39 | 8  | 7  | -1                   | -19                  | 3.35 | 1.02    |   |
| Safety Management  | 1242   |                    |     |     |     |     | 10                | 34 | 31 | 12 | 12 | -2                   | -9                   | 3.17 | 1.16    |   |
| Supply Management  | 3689   |                    |     |     |     |     | 12                | 35 | 37 | 8  | 8  | -5                   | -24                  | 3.34 | 1.06    |   |
| Contracting and Acquisition  | 2372   |                    |     |     |     |     | 13                | 39 | 36 | 7  | 6  | +4                   | -15                  | 3.46 | 0.99    |   |
| Quality and Reliability Assurance  | 467    |                    |     |     |     |     | 10                | 36 | 40 | 8  | 6  | -3                   | -18                  | 3.38 | 0.96    |   |
| Engineers and Scientists (Non-Construction)  | 3557   |                    |     |     |     |     | 9                 | 38 | 38 | 8  | 7  | -1                   | -11                  | 3.34 | 1.00    |   |
| Materiel Maintenance Management  | 6032   |                    |     |     |     |     | 10                | 33 | 37 | 10 | 10 | -5                   | -21                  | 3.22 | 1.09    |   |
| Engineers and Scientists (Construction)  | 4141   |                    |     |     |     |     | 8                 | 37 | 39 | 9  | 7  | -4                   | -19                  | 3.30 | 0.99    |   |
| Security   | 1425   |                    |     |     |     |     | 9                 | 26 | 35 | 13 | 17 | -9                   | -36                  | 2.96 | 1.20    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                              | 130    |                    |     |     |     |     | 11                | 24 | 48 | 8  | 9  | -5                   | +1                   | 3.19 | 1.04    |   |
| Public Affairs and Communication Media   | 331    |                    |     |     |     |     | 12                | 30 | 41 | 7  | 9  | -3                   | -16                  | 3.29 | 1.07    |   |
| Transportation Management  | 982    |                    |     |     |     |     | 10                | 34 | 35 | 10 | 11 | -3                   | -21                  | 3.23 | 1.11    |   |
| Manpower and Force Management  | 874    |                    |     |     |     |     | 12                | 35 | 39 | 7  | 7  | -1                   | -17                  | 3.39 | 1.01    |   |
| Housing Management   | 207    |                    |     |     |     |     | 19                | 37 | 29 | 4  | 11 | +2                   | -4                   | 3.49 | 1.16    |   |
| Equal Employment Opportunity   | 167    |                    |     |     |     |     | 11                | 36 | 34 | 14 | 5  | +1                   | -12                  | 3.34 | 1.03    |   |
| Education Services   | 249    |                    |     |     |     |     | 12                | 33 | 41 | 6  | 8  | -4                   | -20                  | 3.37 | 1.03    |   |
| Training   | 3113   |                    |     |     |     |     | 12                | 35 | 35 | 8  | 9  | +1                   | -13                  | 3.33 | 1.08    |   |
| Ammunition Management  | 527    |                    |     |     |     |     | 9                 | 35 | 35 | 10 | 12 | -4                   | -31                  | 3.20 | 1.11    |   |
| Information Mission Area (IMA)   | 3408   |                    |     |     |     |     | 10                | 32 | 40 | 9  | 8  | -1                   | -17                  | 3.27 | 1.04    |   |
| Intelligence (Excepted Services Only)  | 760    |                    |     |     |     |     | 8                 | 22 | 55 | 8  | 6  | -6                   | -25                  | 3.18 | 0.92    |   |
| Military Personnel Management  | 1476   |                    |     |     |     |     | 12                | 31 | 39 | 8  | 10 | -4                   | --                   | 3.28 | 1.09    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>LEADERSHIP and MANAGEMENT</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 3i. My organization's leaders maintain high standards of honesty and integrity. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 86237  |                    |     |     |     |     | 19                | 39 | 21 | 11 | 10 | --                   | --                   | 3.46 | 1.21    |   |
| <b>Total Career Program</b>   | 86214  |                    |     |     |     |     | 19                | 39 | 21 | 11 | 10 | --                   | --                   | 3.46 | 1.21    |   |
| Civilian Personnel Administration   | 1780   |                    |     |     |     |     | 18                | 38 | 21 | 13 | 11 | --                   | --                   | 3.39 | 1.22    |   |
| Comptroller   | 4872   |                    |     |     |     |     | 19                | 41 | 19 | 10 | 10 | --                   | --                   | 3.48 | 1.21    |   |
| Safety Management   | 1534   |                    |     |     |     |     | 19                | 38 | 20 | 12 | 11 | --                   | --                   | 3.41 | 1.23    |   |
| Supply Management   | 5035   |                    |     |     |     |     | 19                | 37 | 22 | 11 | 12 | --                   | --                   | 3.40 | 1.23    |   |
| Contracting and Acquisition   | 3756   |                    |     |     |     |     | 20                | 42 | 20 | 10 | 8  | --                   | --                   | 3.57 | 1.15    |   |
| Quality and Reliability Assurance   | 625    |                    |     |     |     |     | 17                | 40 | 22 | 10 | 12 | --                   | --                   | 3.41 | 1.21    |   |
| Engineers and Scientists (Non-Construction)                                     | 6333   |                    |     |     |     |     | 19                | 43 | 20 | 10 | 8  | --                   | --                   | 3.55 | 1.14    |   |
| Matériel Maintenance Management   | 7659   |                    |     |     |     |     | 16                | 37 | 22 | 13 | 13 | --                   | --                   | 3.30 | 1.24    |   |
| Engineers and Scientists (Construction)   | 7279   |                    |     |     |     |     | 19                | 43 | 21 | 10 | 8  | --                   | --                   | 3.55 | 1.13    |   |
| Security  | 1849   |                    |     |     |     |     | 16                | 33 | 22 | 13 | 16 | --                   | --                   | 3.21 | 1.30    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                         | 197    |                    |     |     |     |     | 18                | 39 | 24 | 9  | 11 | --                   | --                   | 3.44 | 1.19    |   |
| Public Affairs and Communication Media  | 588    |                    |     |     |     |     | 23                | 36 | 20 | 11 | 11 | --                   | --                   | 3.50 | 1.26    |   |
| Transportation Management   | 1290   |                    |     |     |     |     | 16                | 36 | 21 | 13 | 14 | --                   | --                   | 3.26 | 1.27    |   |
| Manpower and Force Management   | 1471   |                    |     |     |     |     | 22                | 39 | 19 | 11 | 10 | --                   | --                   | 3.53 | 1.21    |   |
| Housing Management  | 266    |                    |     |     |     |     | 30                | 32 | 15 | 11 | 12 | --                   | --                   | 3.56 | 1.34    |   |
| Equal Employment Opportunity  | 220    |                    |     |     |     |     | 20                | 39 | 24 | 10 | 7  | --                   | --                   | 3.55 | 1.13    |   |
| Education Services  | 427    |                    |     |     |     |     | 26                | 39 | 17 | 8  | 10 | --                   | --                   | 3.64 | 1.22    |   |
| Training  | 4608   |                    |     |     |     |     | 21                | 39 | 19 | 11 | 10 | --                   | --                   | 3.51 | 1.21    |   |
| Ammunition Management   | 688    |                    |     |     |     |     | 14                | 40 | 22 | 12 | 12 | --                   | --                   | 3.33 | 1.20    |   |
| Information Mission Area (IMA)  | 5472   |                    |     |     |     |     | 18                | 38 | 22 | 12 | 10 | --                   | --                   | 3.42 | 1.21    |   |
| Intelligence (Excepted Services Only)   | 1845   |                    |     |     |     |     | 17                | 38 | 22 | 12 | 10 | --                   | --                   | 3.40 | 1.20    |   |
| Military Personnel Management   | 2165   |                    |     |     |     |     | 21                | 35 | 22 | 12 | 10 | --                   | --                   | 3.46 | 1.22    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>LEADERSHIP and MANAGEMENT</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 3j. Overall, the manager above my immediate supervisor is doing a good job. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 86855  |                    |     |     |     |     | 22                | 40 | 18 | 11 | 9  | --                   | --                   | 3.54 | 1.20    |   |
| <b>Total Career Program</b>   | 86830  |                    |     |     |     |     | 22                | 40 | 18 | 11 | 9  | --                   | --                   | 3.54 | 1.20    |   |
| Civilian Personnel Administration   | 1793   |                    |     |     |     |     | 21                | 38 | 19 | 11 | 11 | --                   | --                   | 3.47 | 1.25    |   |
| Comptroller   | 4902   |                    |     |     |     |     | 23                | 42 | 17 | 10 | 9  | --                   | --                   | 3.60 | 1.19    |   |
| Safety Management   | 1530   |                    |     |     |     |     | 22                | 40 | 18 | 11 | 9  | --                   | --                   | 3.56 | 1.19    |   |
| Supply Management   | 5069   |                    |     |     |     |     | 21                | 40 | 19 | 9  | 10 | --                   | --                   | 3.54 | 1.21    |   |
| Contracting and Acquisition   | 3803   |                    |     |     |     |     | 23                | 41 | 18 | 10 | 8  | --                   | --                   | 3.61 | 1.18    |   |
| Quality and Reliability Assurance   | 632    |                    |     |     |     |     | 19                | 44 | 20 | 9  | 9  | --                   | --                   | 3.56 | 1.15    |   |
| Engineers and Scientists (Non-Construction)                                 | 6408   |                    |     |     |     |     | 20                | 43 | 18 | 12 | 8  | --                   | --                   | 3.54 | 1.17    |   |
| Matériel Maintenance Management   | 7668   |                    |     |     |     |     | 18                | 39 | 21 | 11 | 11 | --                   | --                   | 3.40 | 1.23    |   |
| Engineers and Scientists (Construction)                                     | 7382   |                    |     |     |     |     | 20                | 43 | 18 | 10 | 9  | --                   | --                   | 3.56 | 1.17    |   |
| Security  | 1849   |                    |     |     |     |     | 18                | 38 | 20 | 12 | 13 | --                   | --                   | 3.35 | 1.26    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                     | 198    |                    |     |     |     |     | 18                | 40 | 20 | 10 | 11 | --                   | --                   | 3.44 | 1.22    |   |
| Public Affairs and Communication Media                                      | 600    |                    |     |     |     |     | 24                | 36 | 16 | 13 | 11 | --                   | --                   | 3.50 | 1.28    |   |
| Transportation Management   | 1286   |                    |     |     |     |     | 18                | 38 | 21 | 11 | 12 | --                   | --                   | 3.41 | 1.24    |   |
| Manpower and Force Management   | 1495   |                    |     |     |     |     | 25                | 42 | 15 | 10 | 8  | --                   | --                   | 3.67 | 1.18    |   |
| Housing Management  | 265    |                    |     |     |     |     | 27                | 42 | 14 | 7  | 10 | --                   | --                   | 3.69 | 1.22    |   |
| Equal Employment Opportunity  | 219    |                    |     |     |     |     | 32                | 39 | 16 | 9  | 5  | --                   | --                   | 3.84 | 1.10    |   |
| Education Services  | 430    |                    |     |     |     |     | 25                | 39 | 16 | 11 | 9  | --                   | --                   | 3.60 | 1.22    |   |
| Training  | 4636   |                    |     |     |     |     | 23                | 39 | 18 | 11 | 10 | --                   | --                   | 3.55 | 1.22    |   |
| Ammunition Management   | 690    |                    |     |     |     |     | 18                | 41 | 21 | 11 | 10 | --                   | --                   | 3.46 | 1.18    |   |
| Information Mission Area (IMA)  | 5523   |                    |     |     |     |     | 21                | 38 | 19 | 12 | 10 | --                   | --                   | 3.48 | 1.23    |   |
| Intelligence (Excepted Services Only)                                       | 1869   |                    |     |     |     |     | 19                | 39 | 18 | 12 | 11 | --                   | --                   | 3.45 | 1.23    |   |
| Military Personnel Management   | 2207   |                    |     |     |     |     | 23                | 41 | 19 | 9  | 8  | --                   | --                   | 3.61 | 1.18    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Military | Civilian |
|---|--------|----------|----------|
| <b>SUPERVISION</b>                                      |        |          |          |
| 4. Is your immediate supervisor military or civilian?   |        |          |          |
| Total Army  | 84038  | 17%      | 83%      |
| <b>Total Career Program</b>                             | 84013  | 17%      | 83%      |
| Civilian Personnel Administration                       | 1718   | 4%       | 96%      |
| Comptroller   | 4773   | 9%       | 91%      |
| Safety Management                                       | 1469   | 12%      | 88%      |
| Supply Management                                       | 4846   | 14%      | 86%      |
| Contracting and Acquisition                             | 3680   | 5%       | 95%      |
| Quality and Reliability Assurance                       | 612    | 7%       | 93%      |
| Engineers and Scientists (Non-Construction)             | 6225   | 4%       | 96%      |
| Materiel Maintenance Management                         | 7303   | 8%       | 92%      |
| Engineers and Scientists (Construction)                 | 7205   | 3%       | 97%      |
| Security  | 1787   | 13%      | 87%      |
| Quality Assurance Specialists (Ammunition Surveillance) | 195    | 4%       | 96%      |
| Public Affairs and Communication Media                  | 591    | 24%      | 76%      |
| Transportation Management                               | 1230   | 9%       | 91%      |
| Manpower and Force Management                           | 1447   | 17%      | 83%      |
| Housing Management                                      | 251    | 2%       | 98%      |
| Equal Employment Opportunity                            | 222    | 18%      | 82%      |
| Education Services                                      | 406    | 20%      | 80%      |
| Training  | 4420   | 22%      | 78%      |
| Ammunition Management                                   | 660    | 4%       | 96%      |
| Information Mission Area (IMA)                          | 5397   | 12%      | 88%      |
| Intelligence (Excepted Services Only)                   | 1855   | 19%      | 81%      |
| Military Personnel Management                           | 2149   | 34%      | 66%      |



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SUPERVISION</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 5a. Discussions with my supervisor about my performance are worthwhile. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 87325  |                    |     |     |     |     | 26                | 41 | 16 | 10 | 7  | -2                   | +6                   | 3.69 | 1.17    |   |
| <b>Total Career Program</b>   | 87298  |                    |     |     |     |     | 26                | 41 | 16 | 10 | 7  | -3                   | +5                   | 3.69 | 1.17    |   |
| Civilian Personnel Administration                                       | 1769   |                    |     |     |     |     | 25                | 39 | 16 | 11 | 9  | -7                   | -2                   | 3.60 | 1.24    |   |
| Comptroller   | 4900   |                    |     |     |     |     | 26                | 41 | 15 | 10 | 8  | -2                   | +5                   | 3.67 | 1.19    |   |
| Safety Management   | 1557   |                    |     |     |     |     | 24                | 43 | 15 | 11 | 7  | -5                   | +7                   | 3.65 | 1.16    |   |
| Supply Management   | 5069   |                    |     |     |     |     | 28                | 40 | 17 | 9  | 7  | -3                   | 0                    | 3.72 | 1.17    |   |
| Contracting and Acquisition   | 3824   |                    |     |     |     |     | 26                | 42 | 15 | 9  | 7  | -3                   | +6                   | 3.71 | 1.16    |   |
| Quality and Reliability Assurance                                       | 646    |                    |     |     |     |     | 22                | 46 | 17 | 9  | 5  | -1                   | +4                   | 3.71 | 1.07    |   |
| Engineers and Scientists (Non-Construction)                             | 6470   |                    |     |     |     |     | 22                | 45 | 16 | 11 | 6  | -5                   | +5                   | 3.66 | 1.13    |   |
| Matériel Maintenance Management   | 7633   |                    |     |     |     |     | 23                | 42 | 18 | 10 | 8  | -4                   | +3                   | 3.62 | 1.16    |   |
| Engineers and Scientists (Construction)                                 | 7446   |                    |     |     |     |     | 23                | 44 | 16 | 11 | 7  | -4                   | +6                   | 3.66 | 1.14    |   |
| Security  | 1884   |                    |     |     |     |     | 25                | 40 | 17 | 10 | 8  | -5                   | -1                   | 3.65 | 1.17    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                 | 203    |                    |     |     |     |     | 24                | 45 | 16 | 11 | 4  | +3                   | +10                  | 3.73 | 1.08    |   |
| Public Affairs and Communication Media                                  | 619    |                    |     |     |     |     | 24                | 38 | 16 | 12 | 9  | -5                   | +5                   | 3.56 | 1.23    |   |
| Transportation Management   | 1280   |                    |     |     |     |     | 26                | 41 | 15 | 10 | 8  | -1                   | +1                   | 3.67 | 1.18    |   |
| Manpower and Force Management   | 1499   |                    |     |     |     |     | 29                | 43 | 13 | 9  | 7  | +2                   | +9                   | 3.77 | 1.16    |   |
| Housing Management  | 267    |                    |     |     |     |     | 30                | 40 | 13 | 6  | 10 | +4                   | +11                  | 3.75 | 1.23    |   |
| Equal Employment Opportunity  | 232    |                    |     |     |     |     | 38                | 38 | 13 | 5  | 6  | 0                    | +8                   | 3.96 | 1.14    |   |
| Education Services  | 427    |                    |     |     |     |     | 34                | 38 | 12 | 10 | 6  | +5                   | +11                  | 3.85 | 1.17    |   |
| Training  | 4628   |                    |     |     |     |     | 28                | 41 | 14 | 10 | 7  | -1                   | +2                   | 3.73 | 1.17    |   |
| Ammunition Management   | 688    |                    |     |     |     |     | 23                | 45 | 17 | 10 | 6  | -5                   | 0                    | 3.67 | 1.11    |   |
| Information Mission Area (IMA)  | 5565   |                    |     |     |     |     | 26                | 39 | 17 | 10 | 8  | 0                    | +9                   | 3.66 | 1.19    |   |
| Intelligence (Excepted Services Only)                                   | 1901   |                    |     |     |     |     | 25                | 41 | 14 | 11 | 9  | -3                   | +6                   | 3.60 | 1.23    |   |
| Military Personnel Management   | 2224   |                    |     |     |     |     | 30                | 37 | 17 | 9  | 8  | -4                   | --                   | 3.73 | 1.19    |   |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |     |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |      |      |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|-----|----|----|----|----------------------|----------------------|------|---------|------|------|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5   | 4  | 3  | 2  |                      |                      |      |         | 1    |      |
| <b>SUPERVISION</b>  |        |                    |     |     |     |     |                   |     |    |    |    |                      |                      |      |         |      |      |
| 5b. My supervisor supports my need to balance work and family issues. |        |                    |     |     |     |     |                   |     |    |    |    |                      |                      |      |         |      |      |
| Total Army  | 87171  | 82%                |     |     |     |     | 11%               | 8%  | 41 | 41 | 11 | 4                    | 4                    | 0    | --      | 4.11 | 1.00 |
| <b>Total Career Program</b>   | 87147  | 82%                |     |     |     |     | 11%               | 8%  | 41 | 41 | 11 | 4                    | 4                    | -2   | --      | 4.11 | 1.00 |
| Civilian Personnel Administration                                     | 1786   | 80%                |     |     |     |     | 10%               | 10% | 40 | 40 | 10 | 5                    | 5                    | -5   | --      | 4.06 | 1.06 |
| Comptroller   | 4912   | 83%                |     |     |     |     | 10%               | 8%  | 43 | 40 | 10 | 4                    | 4                    | -1   | --      | 4.13 | 1.01 |
| Safety Management   | 1551   | 79%                |     |     |     |     | 13%               | 8%  | 38 | 41 | 13 | 5                    | 4                    | -6   | --      | 4.05 | 1.02 |
| Supply Management   | 5059   | 80%                |     |     |     |     | 13%               | 7%  | 39 | 41 | 13 | 4                    | 4                    | -3   | --      | 4.08 | 1.00 |
| Contracting and Acquisition   | 3825   | 83%                |     |     |     |     | 10%               | 7%  | 40 | 43 | 10 | 4                    | 3                    | 0    | --      | 4.13 | 0.97 |
| Quality and Reliability Assurance                                     | 641    | 82%                |     |     |     |     | 13%               | 5   | 36 | 46 | 13 | 3                    | 2                    | 0    | --      | 4.10 | 0.89 |
| Engineers and Scientists (Non-Construction)                           | 6408   | 85%                |     |     |     |     | 9%                | 5   | 43 | 42 | 9  | 3                    | 2                    | -1   | --      | 4.21 | 0.91 |
| Matériel Maintenance Management                                       | 7610   | 79%                |     |     |     |     | 13%               | 8%  | 35 | 44 | 13 | 4                    | 4                    | -2   | --      | 4.02 | 1.01 |
| Engineers and Scientists (Construction)                               | 7435   | 84%                |     |     |     |     | 10%               | 6   | 42 | 42 | 10 | 3                    | 3                    | -2   | --      | 4.16 | 0.95 |
| Security  | 1877   | 77%                |     |     |     |     | 13%               | 10% | 35 | 42 | 13 | 5                    | 5                    | -6   | --      | 3.97 | 1.07 |
| Quality Assurance Specialists (Ammunition Surveillance)               | 199    | 80%                |     |     |     |     | 13%               | 8%  | 39 | 41 | 13 | 4                    | 4                    | +1   | --      | 4.08 | 1.01 |
| Public Affairs and Communication Media                                | 623    | 82%                |     |     |     |     | 9%                | 9%  | 44 | 38 | 9  | 5                    | 4                    | -2   | --      | 4.12 | 1.04 |
| Transportation Management   | 1269   | 77%                |     |     |     |     | 13%               | 10% | 36 | 41 | 13 | 5                    | 5                    | -5   | --      | 3.98 | 1.06 |
| Manpower and Force Management   | 1502   | 86%                |     |     |     |     | 8%                | 6   | 45 | 41 | 8  | 3                    | 3                    | +3   | --      | 4.22 | 0.93 |
| Housing Management  | 268    | 83%                |     |     |     |     | 11%               | 6   | 44 | 38 | 11 | 3                    | 3                    | +1   | --      | 4.19 | 0.94 |
| Equal Employment Opportunity  | 230    | 88%                |     |     |     |     | 7%                | 4   | 51 | 37 | 7  | 2                    | 2                    | +3   | --      | 4.33 | 0.87 |
| Education Services  | 428    | 83%                |     |     |     |     | 10%               | 7%  | 42 | 41 | 10 | 4                    | 3                    | +2   | --      | 4.14 | 0.97 |
| Training  | 4635   | 83%                |     |     |     |     | 10%               | 8%  | 41 | 41 | 10 | 4                    | 4                    | -1   | --      | 4.13 | 0.99 |
| Ammunition Management   | 686    | 83%                |     |     |     |     | 12%               | 6   | 38 | 45 | 12 | 2                    | 3                    | 0    | --      | 4.12 | 0.94 |
| Information Mission Area (IMA)  | 5560   | 81%                |     |     |     |     | 12%               | 7%  | 41 | 40 | 12 | 4                    | 4                    | 0    | --      | 4.10 | 0.99 |
| Intelligence (Excepted Services Only)                                 | 1885   | 84%                |     |     |     |     | 10%               | 7%  | 43 | 40 | 10 | 3                    | 3                    | -1   | --      | 4.17 | 0.97 |
| Military Personnel Management   | 2222   | 81%                |     |     |     |     | 11%               | 8%  | 42 | 39 | 11 | 3                    | 5                    | -5   | --      | 4.10 | 1.04 |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding                          |     |     |     |     | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|---|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------|----------------------|------|---------|---|
|  |        | 0%  | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2 |                      |                      |      |         | 1 |
| <b>SUPERVISION</b>   |        |   |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| 5c. Supervisors/Team Leaders in my work unit support employee development. |        |   |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| Total Army   | 87238  | 70% Favorable, 15% Neither, 15% Unfavorable |     |     |     |     | 29                | 41 | 15 | 8  | 6 | -2                   | +2                   | 3.78 | 1.13    |   |
| <b>Total Career Program</b>  | 87213  | 70% Favorable, 15% Neither, 15% Unfavorable |     |     |     |     | 29                | 41 | 15 | 8  | 6 | -6                   | -2                   | 3.78 | 1.13    |   |
| Civilian Personnel Administration  | 1787   | 70% Favorable, 15% Neither, 15% Unfavorable |     |     |     |     | 30                | 40 | 15 | 8  | 7 | -10                  | -6                   | 3.78 | 1.15    |   |
| Comptroller  | 4898   | 71% Favorable, 15% Neither, 14% Unfavorable |     |     |     |     | 30                | 41 | 15 | 8  | 6 | -5                   | -3                   | 3.81 | 1.13    |   |
| Safety Management  | 1551   | 69% Favorable, 15% Neither, 16% Unfavorable |     |     |     |     | 27                | 42 | 15 | 10 | 6 | -8                   | -2                   | 3.74 | 1.15    |   |
| Supply Management  | 5060   | 69% Favorable, 16% Neither, 15% Unfavorable |     |     |     |     | 29                | 41 | 16 | 8  | 7 | -7                   | -3                   | 3.77 | 1.15    |   |
| Contracting and Acquisition  | 3846   | 75% Favorable, 13% Neither, 12% Unfavorable |     |     |     |     | 31                | 44 | 13 | 7  | 5 | -5                   | -3                   | 3.89 | 1.07    |   |
| Quality and Reliability Assurance  | 646    | 70% Favorable, 17% Neither, 13% Unfavorable |     |     |     |     | 26                | 44 | 17 | 8  | 5 | -5                   | -2                   | 3.77 | 1.08    |   |
| Engineers and Scientists (Non-Construction)                                | 6448   | 75% Favorable, 14% Neither, 12% Unfavorable |     |     |     |     | 29                | 46 | 14 | 7  | 4 | -7                   | -1                   | 3.88 | 1.05    |   |
| Matériel Maintenance Management  | 7627   | 67% Favorable, 17% Neither, 16% Unfavorable |     |     |     |     | 25                | 43 | 17 | 9  | 7 | -8                   | -5                   | 3.70 | 1.13    |   |
| Engineers and Scientists (Construction)                                    | 7463   | 71% Favorable, 15% Neither, 14% Unfavorable |     |     |     |     | 26                | 44 | 15 | 9  | 5 | -8                   | -2                   | 3.78 | 1.09    |   |
| Security   | 1882   | 64% Favorable, 18% Neither, 18% Unfavorable |     |     |     |     | 26                | 38 | 18 | 11 | 8 | -10                  | -9                   | 3.63 | 1.19    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                    | 205    | 75% Favorable, 16% Neither, 9% Unfavorable  |     |     |     |     | 23                | 51 | 16 | 5  | 4 | +2                   | +3                   | 3.85 | 0.97    |   |
| Public Affairs and Communication Media                                     | 620    | 64% Favorable, 16% Neither, 19% Unfavorable |     |     |     |     | 25                | 39 | 16 | 12 | 7 | -7                   | -2                   | 3.63 | 1.19    |   |
| Transportation Management  | 1278   | 66% Favorable, 17% Neither, 17% Unfavorable |     |     |     |     | 26                | 40 | 17 | 9  | 8 | -7                   | -7                   | 3.67 | 1.17    |   |
| Manpower and Force Management  | 1496   | 75% Favorable, 12% Neither, 13% Unfavorable |     |     |     |     | 32                | 43 | 12 | 7  | 6 | 0                    | +5                   | 3.88 | 1.11    |   |
| Housing Management   | 269    | 74% Favorable, 12% Neither, 14% Unfavorable |     |     |     |     | 33                | 41 | 12 | 7  | 7 | +6                   | +10                  | 3.85 | 1.16    |   |
| Equal Employment Opportunity   | 229    | 77% Favorable, 11% Neither, 12% Unfavorable |     |     |     |     | 41                | 36 | 11 | 7  | 5 | -1                   | +6                   | 4.01 | 1.12    |   |
| Education Services   | 427    | 74% Favorable, 14% Neither, 12% Unfavorable |     |     |     |     | 36                | 37 | 14 | 6  | 7 | 0                    | +5                   | 3.91 | 1.15    |   |
| Training   | 4623   | 73% Favorable, 14% Neither, 13% Unfavorable |     |     |     |     | 31                | 42 | 14 | 8  | 5 | -2                   | +2                   | 3.86 | 1.11    |   |
| Ammunition Management  | 682    | 71% Favorable, 17% Neither, 12% Unfavorable |     |     |     |     | 24                | 47 | 17 | 6  | 6 | -6                   | -5                   | 3.78 | 1.06    |   |
| Information Mission Area (IMA)   | 5558   | 69% Favorable, 16% Neither, 16% Unfavorable |     |     |     |     | 28                | 40 | 16 | 9  | 7 | -3                   | +8                   | 3.75 | 1.15    |   |
| Intelligence (Excepted Services Only)                                      | 1898   | 69% Favorable, 15% Neither, 17% Unfavorable |     |     |     |     | 28                | 40 | 15 | 10 | 7 | -6                   | +4                   | 3.73 | 1.17    |   |
| Military Personnel Management  | 2201   | 69% Favorable, 16% Neither, 16% Unfavorable |     |     |     |     | 30                | 39 | 16 | 8  | 7 | -6                   | --                   | 3.76 | 1.18    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SUPERVISION</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 5d. Decisions in my organization are done in a timely manner. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 87202  |                    |     |     |     |     | 17                | 36 | 20 | 16 | 11 | --                   | --                   | 3.34 | 1.23    |   |
| <b>Total Career Program</b>                                   | 87176  |                    |     |     |     |     | 17                | 36 | 20 | 16 | 11 | --                   | --                   | 3.34 | 1.23    |   |
| Civilian Personnel Administration                             | 1778   |                    |     |     |     |     | 17                | 35 | 18 | 19 | 12 | --                   | --                   | 3.26 | 1.27    |   |
| Comptroller   | 4885   |                    |     |     |     |     | 18                | 37 | 20 | 15 | 10 | --                   | --                   | 3.38 | 1.22    |   |
| Safety Management   | 1546   |                    |     |     |     |     | 18                | 37 | 18 | 16 | 10 | --                   | --                   | 3.36 | 1.24    |   |
| Supply Management   | 5058   |                    |     |     |     |     | 18                | 36 | 21 | 15 | 10 | --                   | --                   | 3.39 | 1.22    |   |
| Contracting and Acquisition                                   | 3834   |                    |     |     |     |     | 18                | 36 | 21 | 16 | 10 | --                   | --                   | 3.36 | 1.22    |   |
| Quality and Reliability Assurance                             | 646    |                    |     |     |     |     | 15                | 38 | 24 | 15 | 8  | --                   | --                   | 3.37 | 1.15    |   |
| Engineers and Scientists (Non-Construction)                   | 6443   |                    |     |     |     |     | 15                | 38 | 21 | 16 | 9  | --                   | --                   | 3.32 | 1.18    |   |
| Materiel Maintenance Management                               | 7633   |                    |     |     |     |     | 15                | 36 | 22 | 15 | 12 | --                   | --                   | 3.26 | 1.23    |   |
| Engineers and Scientists (Construction)                       | 7452   |                    |     |     |     |     | 14                | 37 | 21 | 17 | 10 | --                   | --                   | 3.28 | 1.19    |   |
| Security  | 1877   |                    |     |     |     |     | 16                | 29 | 22 | 18 | 15 | --                   | --                   | 3.12 | 1.29    |   |
| Quality Assurance Specialists (Ammunition Surveillance)       | 205    |                    |     |     |     |     | 14                | 46 | 20 | 13 | 7  | --                   | --                   | 3.47 | 1.11    |   |
| Public Affairs and Communication Media                        | 619    |                    |     |     |     |     | 15                | 31 | 18 | 22 | 15 | --                   | --                   | 3.11 | 1.31    |   |
| Transportation Management                                     | 1268   |                    |     |     |     |     | 16                | 37 | 22 | 15 | 10 | --                   | --                   | 3.33 | 1.20    |   |
| Manpower and Force Management                                 | 1500   |                    |     |     |     |     | 20                | 35 | 19 | 15 | 11 | --                   | --                   | 3.39 | 1.26    |   |
| Housing Management  | 267    |                    |     |     |     |     | 25                | 35 | 18 | 13 | 10 | --                   | --                   | 3.52 | 1.26    |   |
| Equal Employment Opportunity                                  | 225    |                    |     |     |     |     | 26                | 40 | 14 | 13 | 8  | --                   | --                   | 3.64 | 1.21    |   |
| Education Services  | 429    |                    |     |     |     |     | 27                | 34 | 16 | 12 | 11 | --                   | --                   | 3.54 | 1.30    |   |
| Training  | 4631   |                    |     |     |     |     | 19                | 36 | 19 | 15 | 11 | --                   | --                   | 3.38 | 1.25    |   |
| Ammunition Management   | 683    |                    |     |     |     |     | 15                | 38 | 23 | 16 | 9  | --                   | --                   | 3.36 | 1.17    |   |
| Information Mission Area (IMA)                                | 5544   |                    |     |     |     |     | 15                | 34 | 21 | 18 | 13 | --                   | --                   | 3.22 | 1.26    |   |
| Intelligence (Excepted Services Only)                         | 1897   |                    |     |     |     |     | 15                | 34 | 20 | 19 | 13 | --                   | --                   | 3.19 | 1.26    |   |
| Military Personnel Management                                 | 2202   |                    |     |     |     |     | 19                | 38 | 21 | 13 | 9  | --                   | --                   | 3.44 | 1.20    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SUPERVISION</b>                                      |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 5e. I have trust and confidence in my supervisor.       |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 87823  | 67% 15% 18%        |     |     |     |     | 31                | 36 | 15 | 9  | 9  | -2                   | --                   | 3.71 | 1.24    |   |
| <b>Total Career Program</b>                             | 87796  | 67% 15% 18%        |     |     |     |     | 31                | 36 | 15 | 9  | 9  | -4                   | --                   | 3.71 | 1.24    |   |
| Civilian Personnel Administration                       | 1796   | 65% 15% 20%        |     |     |     |     | 31                | 34 | 15 | 9  | 11 | -7                   | --                   | 3.66 | 1.29    |   |
| Comptroller   | 4937   | 66% 15% 19%        |     |     |     |     | 31                | 36 | 15 | 10 | 9  | -3                   | --                   | 3.69 | 1.26    |   |
| Safety Management                                       | 1560   | 65% 16% 19%        |     |     |     |     | 30                | 35 | 16 | 10 | 9  | -10                  | --                   | 3.67 | 1.25    |   |
| Supply Management                                       | 5095   | 65% 17% 18%        |     |     |     |     | 29                | 36 | 17 | 9  | 9  | -6                   | --                   | 3.67 | 1.24    |   |
| Contracting and Acquisition                             | 3861   | 68% 16% 16%        |     |     |     |     | 30                | 38 | 16 | 8  | 8  | -3                   | --                   | 3.75 | 1.19    |   |
| Quality and Reliability Assurance                       | 648    | 69% 16% 15%        |     |     |     |     | 27                | 42 | 16 | 7  | 8  | +2                   | --                   | 3.73 | 1.16    |   |
| Engineers and Scientists (Non-Construction)             | 6483   | 70% 15% 16%        |     |     |     |     | 29                | 40 | 15 | 8  | 7  | -4                   | --                   | 3.76 | 1.17    |   |
| Matériel Maintenance Management                         | 7655   | 63% 17% 20%        |     |     |     |     | 26                | 37 | 17 | 9  | 10 | -6                   | --                   | 3.59 | 1.25    |   |
| Engineers and Scientists (Construction)                 | 7489   | 69% 14% 17%        |     |     |     |     | 30                | 39 | 14 | 9  | 8  | -5                   | --                   | 3.75 | 1.20    |   |
| Security  | 1884   | 63% 17% 21%        |     |     |     |     | 29                | 33 | 17 | 10 | 10 | -10                  | --                   | 3.61 | 1.28    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 205    | 71% 16% 13%        |     |     |     |     | 25                | 46 | 16 | 6  | 7  | +3                   | --                   | 3.76 | 1.12    |   |
| Public Affairs and Communication Media                  | 622    | 63% 13% 24%        |     |     |     |     | 31                | 32 | 13 | 11 | 12 | -5                   | --                   | 3.58 | 1.36    |   |
| Transportation Management                               | 1281   | 64% 17% 20%        |     |     |     |     | 29                | 34 | 17 | 9  | 10 | -5                   | --                   | 3.63 | 1.28    |   |
| Manpower and Force Management                           | 1507   | 71% 13% 16%        |     |     |     |     | 36                | 35 | 13 | 9  | 7  | +2                   | --                   | 3.83 | 1.21    |   |
| Housing Management                                      | 271    | 65% 17% 18%        |     |     |     |     | 32                | 33 | 17 | 7  | 11 | +2                   | --                   | 3.69 | 1.29    |   |
| Equal Employment Opportunity                            | 232    | 75% 11% 14%        |     |     |     |     | 40                | 35 | 11 | 6  | 7  | +3                   | --                   | 3.94 | 1.19    |   |
| Education Services                                      | 428    | 71% 13% 16%        |     |     |     |     | 39                | 32 | 13 | 7  | 9  | 0                    | --                   | 3.84 | 1.27    |   |
| Training  | 4654   | 69% 14% 17%        |     |     |     |     | 34                | 35 | 14 | 8  | 9  | -2                   | --                   | 3.77 | 1.24    |   |
| Ammunition Management                                   | 686    | 67% 18% 15%        |     |     |     |     | 28                | 39 | 18 | 8  | 7  | -3                   | --                   | 3.72 | 1.16    |   |
| Information Mission Area (IMA)                          | 5602   | 66% 15% 19%        |     |     |     |     | 30                | 35 | 15 | 10 | 9  | -1                   | --                   | 3.68 | 1.25    |   |
| Intelligence (Excepted Services Only)                   | 1906   | 68% 14% 18%        |     |     |     |     | 32                | 36 | 14 | 9  | 9  | -4                   | --                   | 3.73 | 1.25    |   |
| Military Personnel Management                           | 2231   | 67% 15% 17%        |     |     |     |     | 32                | 35 | 15 | 8  | 9  | -5                   | --                   | 3.72 | 1.25    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2 |                      |                      |      |         | 1 |
| <b>SUPERVISION</b>                                      |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| 5f. My supervisor listens to what I have to say.        |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| Total Army  | 87784  | 74% 13% 14%        |     |     |     |     | 33                | 40 | 13 | 7  | 7 | 0                    | --                   | 3.87 | 1.15    |   |
| <b>Total Career Program</b>                             | 87757  | 74% 13% 14%        |     |     |     |     | 33                | 40 | 13 | 7  | 7 | -3                   | --                   | 3.87 | 1.15    |   |
| Civilian Personnel Administration                       | 1795   | 70% 14% 16%        |     |     |     |     | 33                | 37 | 14 | 8  | 8 | -9                   | --                   | 3.79 | 1.21    |   |
| Comptroller   | 4932   | 74% 12% 14%        |     |     |     |     | 33                | 41 | 12 | 8  | 7 | -2                   | --                   | 3.85 | 1.16    |   |
| Safety Management                                       | 1556   | 70% 15% 15%        |     |     |     |     | 30                | 40 | 15 | 8  | 6 | -7                   | --                   | 3.79 | 1.15    |   |
| Supply Management                                       | 5069   | 72% 14% 14%        |     |     |     |     | 32                | 40 | 14 | 7  | 7 | -3                   | --                   | 3.83 | 1.15    |   |
| Contracting and Acquisition                             | 3858   | 75% 13% 12%        |     |     |     |     | 33                | 42 | 13 | 7  | 6 | -2                   | --                   | 3.90 | 1.11    |   |
| Quality and Reliability Assurance                       | 648    | 73% 14% 13%        |     |     |     |     | 30                | 44 | 14 | 6  | 7 | 0                    | --                   | 3.83 | 1.12    |   |
| Engineers and Scientists (Non-Construction)             | 6480   | 77% 12% 11%        |     |     |     |     | 33                | 44 | 12 | 6  | 5 | -2                   | --                   | 3.94 | 1.07    |   |
| Matériel Maintenance Management                         | 7655   | 70% 15% 15%        |     |     |     |     | 27                | 43 | 15 | 8  | 7 | -3                   | --                   | 3.75 | 1.15    |   |
| Engineers and Scientists (Construction)                 | 7490   | 75% 12% 13%        |     |     |     |     | 33                | 42 | 12 | 7  | 6 | -3                   | --                   | 3.89 | 1.12    |   |
| Security  | 1886   | 70% 14% 16%        |     |     |     |     | 32                | 38 | 14 | 9  | 7 | -8                   | --                   | 3.78 | 1.19    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 206    | 75% 14% 11%        |     |     |     |     | 29                | 46 | 14 | 7  | 4 | -1                   | --                   | 3.89 | 1.04    |   |
| Public Affairs and Communication Media                  | 621    | 72% 10% 17%        |     |     |     |     | 33                | 39 | 10 | 10 | 7 | -1                   | --                   | 3.81 | 1.20    |   |
| Transportation Management                               | 1282   | 71% 15% 14%        |     |     |     |     | 29                | 42 | 15 | 7  | 7 | -3                   | --                   | 3.79 | 1.14    |   |
| Manpower and Force Management                           | 1507   | 77% 11% 12%        |     |     |     |     | 37                | 40 | 11 | 6  | 6 | +2                   | --                   | 3.96 | 1.11    |   |
| Housing Management                                      | 270    | 76% 9% 15%         |     |     |     |     | 35                | 41 | 9  | 7  | 8 | +4                   | --                   | 3.88 | 1.20    |   |
| Equal Employment Opportunity                            | 232    | 83% 6 11%          |     |     |     |     | 45                | 38 | 6  | 6  | 4 | +3                   | --                   | 4.13 | 1.07    |   |
| Education Services                                      | 427    | 76% 10% 13%        |     |     |     |     | 42                | 34 | 10 | 7  | 6 | 0                    | --                   | 3.99 | 1.17    |   |
| Training  | 4651   | 75% 12% 13%        |     |     |     |     | 37                | 38 | 12 | 7  | 6 | -1                   | --                   | 3.92 | 1.14    |   |
| Ammunition Management                                   | 689    | 74% 16% 10%        |     |     |     |     | 29                | 45 | 16 | 5  | 5 | -1                   | --                   | 3.88 | 1.05    |   |
| Information Mission Area (IMA)                          | 5602   | 72% 13% 15%        |     |     |     |     | 33                | 39 | 13 | 8  | 7 | 0                    | --                   | 3.83 | 1.17    |   |
| Intelligence (Excepted Services Only)                   | 1906   | 75% 11% 14%        |     |     |     |     | 34                | 40 | 11 | 8  | 6 | -3                   | --                   | 3.89 | 1.15    |   |
| Military Personnel Management                           | 2229   | 74% 12% 14%        |     |     |     |     | 34                | 40 | 12 | 7  | 7 | -3                   | --                   | 3.88 | 1.16    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |   |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3 | 2 |                      |                      |      |         | 1 |
| <b>SUPERVISION</b>                                      |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| 5g. My supervisor treats me with respect.               |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| Total Army  | 87987  | 78% 11% 10%        |     |     |     |     | 38                | 40 | 11 | 5 | 5 | --                   | --                   | 4.01 | 1.08    |   |
| <b>Total Career Program</b>                             | 87960  | 78% 11% 10%        |     |     |     |     | 38                | 40 | 11 | 5 | 5 | --                   | --                   | 4.01 | 1.08    |   |
| Civilian Personnel Administration                       | 1795   | 76% 11% 13%        |     |     |     |     | 37                | 39 | 11 | 6 | 7 | --                   | --                   | 3.94 | 1.14    |   |
| Comptroller   | 4950   | 78% 11% 11%        |     |     |     |     | 37                | 41 | 11 | 5 | 5 | --                   | --                   | 3.99 | 1.09    |   |
| Safety Management                                       | 1563   | 76% 13% 11%        |     |     |     |     | 34                | 41 | 13 | 6 | 5 | --                   | --                   | 3.94 | 1.09    |   |
| Supply Management                                       | 5100   | 77% 13% 10%        |     |     |     |     | 36                | 41 | 13 | 5 | 5 | --                   | --                   | 3.98 | 1.08    |   |
| Contracting and Acquisition                             | 3870   | 80% 11% 9%         |     |     |     |     | 37                | 42 | 11 | 5 | 5 | --                   | --                   | 4.03 | 1.05    |   |
| Quality and Reliability Assurance                       | 652    | 78% 13% 10%        |     |     |     |     | 34                | 43 | 13 | 4 | 5 | --                   | --                   | 3.97 | 1.06    |   |
| Engineers and Scientists (Non-Construction)             | 6492   | 82% 10% 8%         |     |     |     |     | 39                | 43 | 10 | 4 | 4 | --                   | --                   | 4.09 | 1.01    |   |
| Matériel Maintenance Management                         | 7675   | 76% 13% 11%        |     |     |     |     | 32                | 43 | 13 | 5 | 6 | --                   | --                   | 3.91 | 1.09    |   |
| Engineers and Scientists (Construction)                 | 7498   | 80% 11% 9%         |     |     |     |     | 38                | 42 | 11 | 5 | 5 | --                   | --                   | 4.04 | 1.04    |   |
| Security  | 1885   | 74% 14% 12%        |     |     |     |     | 34                | 40 | 14 | 6 | 6 | --                   | --                   | 3.90 | 1.12    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 206    | 79% 11% 10%        |     |     |     |     | 33                | 46 | 11 | 4 | 6 | --                   | --                   | 3.96 | 1.07    |   |
| Public Affairs and Communication Media                  | 623    | 76% 9% 15%         |     |     |     |     | 40                | 36 | 9  | 8 | 8 | --                   | --                   | 3.93 | 1.22    |   |
| Transportation Management                               | 1289   | 77% 11% 12%        |     |     |     |     | 34                | 43 | 11 | 5 | 6 | --                   | --                   | 3.93 | 1.10    |   |
| Manpower and Force Management                           | 1513   | 81% 9% 10%         |     |     |     |     | 42                | 39 | 9  | 6 | 4 | --                   | --                   | 4.08 | 1.06    |   |
| Housing Management                                      | 270    | 79% 10% 11%        |     |     |     |     | 43                | 36 | 10 | 5 | 6 | --                   | --                   | 4.06 | 1.12    |   |
| Equal Employment Opportunity                            | 231    | 85% 7% 8%          |     |     |     |     | 50                | 35 | 7  | 4 | 3 | --                   | --                   | 4.24 | 1.00    |   |
| Education Services                                      | 429    | 80% 12% 7%         |     |     |     |     | 45                | 35 | 12 | 4 | 3 | --                   | --                   | 4.15 | 1.01    |   |
| Training  | 4667   | 80% 10% 10%        |     |     |     |     | 41                | 39 | 10 | 5 | 5 | --                   | --                   | 4.06 | 1.07    |   |
| Ammunition Management                                   | 689    | 78% 13% 9%         |     |     |     |     | 32                | 46 | 13 | 5 | 5 | --                   | --                   | 3.96 | 1.03    |   |
| Information Mission Area (IMA)                          | 5611   | 77% 12% 11%        |     |     |     |     | 37                | 40 | 12 | 5 | 6 | --                   | --                   | 3.98 | 1.10    |   |
| Intelligence (Excepted Services Only)                   | 1910   | 79% 10% 10%        |     |     |     |     | 40                | 40 | 10 | 5 | 5 | --                   | --                   | 4.03 | 1.08    |   |
| Military Personnel Management                           | 2231   | 78% 12% 10%        |     |     |     |     | 39                | 40 | 12 | 4 | 5 | --                   | --                   | 4.02 | 1.08    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding                          |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|---|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%  | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SUPERVISION</b>  |        |   |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 5h. Overall, my immediate supervisor/team leader is doing a good job. |        |   |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 87722  | 72% Favorable, 14% Neither, 14% Unfavorable |     |     |     |     | 34                | 37 | 14 | 7  | 7  | -1                   | 0                    | 3.84 | 1.18    |   |
| <b>Total Career Program</b>   | 87695  | 72% Favorable, 14% Neither, 14% Unfavorable |     |     |     |     | 34                | 37 | 14 | 7  | 7  | -3                   | -2                   | 3.84 | 1.18    |   |
| Civilian Personnel Administration                                     | 1796   | 70% Favorable, 14% Neither, 17% Unfavorable |     |     |     |     | 34                | 35 | 14 | 9  | 8  | -7                   | -7                   | 3.80 | 1.23    |   |
| Comptroller   | 4929   | 71% Favorable, 14% Neither, 15% Unfavorable |     |     |     |     | 34                | 37 | 14 | 8  | 7  | -3                   | -1                   | 3.82 | 1.20    |   |
| Safety Management   | 1562   | 69% Favorable, 16% Neither, 15% Unfavorable |     |     |     |     | 32                | 36 | 16 | 8  | 7  | -8                   | -4                   | 3.79 | 1.19    |   |
| Supply Management   | 5083   | 70% Favorable, 16% Neither, 14% Unfavorable |     |     |     |     | 34                | 37 | 16 | 7  | 7  | -4                   | -6                   | 3.82 | 1.18    |   |
| Contracting and Acquisition   | 3851   | 73% Favorable, 14% Neither, 13% Unfavorable |     |     |     |     | 34                | 39 | 14 | 7  | 6  | -3                   | -2                   | 3.88 | 1.14    |   |
| Quality and Reliability Assurance                                     | 647    | 72% Favorable, 17% Neither, 12% Unfavorable |     |     |     |     | 28                | 43 | 17 | 6  | 6  | -1                   | 0                    | 3.83 | 1.08    |   |
| Engineers and Scientists (Non-Construction)                           | 6468   | 73% Favorable, 14% Neither, 13% Unfavorable |     |     |     |     | 32                | 41 | 14 | 7  | 6  | -4                   | -2                   | 3.87 | 1.11    |   |
| Matériel Maintenance Management                                       | 7654   | 68% Favorable, 16% Neither, 16% Unfavorable |     |     |     |     | 29                | 39 | 16 | 8  | 8  | -5                   | -4                   | 3.73 | 1.19    |   |
| Engineers and Scientists (Construction)                               | 7488   | 73% Favorable, 13% Neither, 14% Unfavorable |     |     |     |     | 33                | 40 | 13 | 8  | 6  | -3                   | -1                   | 3.87 | 1.14    |   |
| Security  | 1886   | 67% Favorable, 17% Neither, 16% Unfavorable |     |     |     |     | 33                | 34 | 17 | 8  | 8  | -8                   | -10                  | 3.76 | 1.22    |   |
| Quality Assurance Specialists (Ammunition Surveillance)               | 205    | 78% Favorable, 11% Neither, 12% Unfavorable |     |     |     |     | 29                | 48 | 11 | 5  | 7  | +4                   | +9                   | 3.88 | 1.09    |   |
| Public Affairs and Communication Media                                | 624    | 66% Favorable, 13% Neither, 21% Unfavorable |     |     |     |     | 33                | 33 | 13 | 11 | 10 | -6                   | -5                   | 3.69 | 1.29    |   |
| Transportation Management   | 1279   | 69% Favorable, 15% Neither, 16% Unfavorable |     |     |     |     | 32                | 37 | 15 | 8  | 8  | -4                   | -7                   | 3.78 | 1.21    |   |
| Manpower and Force Management   | 1507   | 75% Favorable, 12% Neither, 14% Unfavorable |     |     |     |     | 38                | 37 | 12 | 8  | 6  | +1                   | +2                   | 3.92 | 1.16    |   |
| Housing Management  | 269    | 74% Favorable, 12% Neither, 14% Unfavorable |     |     |     |     | 40                | 34 | 12 | 6  | 9  | +6                   | +9                   | 3.91 | 1.23    |   |
| Equal Employment Opportunity  | 229    | 79% Favorable, 10% Neither, 11% Unfavorable |     |     |     |     | 45                | 34 | 10 | 6  | 5  | +3                   | +4                   | 4.07 | 1.12    |   |
| Education Services  | 430    | 76% Favorable, 11% Neither, 13% Unfavorable |     |     |     |     | 41                | 34 | 11 | 6  | 7  | +1                   | -2                   | 3.98 | 1.17    |   |
| Training  | 4649   | 73% Favorable, 13% Neither, 13% Unfavorable |     |     |     |     | 37                | 36 | 13 | 7  | 6  | -1                   | -3                   | 3.91 | 1.16    |   |
| Ammunition Management   | 691    | 72% Favorable, 16% Neither, 12% Unfavorable |     |     |     |     | 29                | 43 | 16 | 7  | 5  | -3                   | -5                   | 3.83 | 1.08    |   |
| Information Mission Area (IMA)  | 5585   | 70% Favorable, 15% Neither, 15% Unfavorable |     |     |     |     | 34                | 36 | 15 | 8  | 7  | -1                   | +4                   | 3.82 | 1.19    |   |
| Intelligence (Excepted Services Only)                                 | 1910   | 72% Favorable, 12% Neither, 16% Unfavorable |     |     |     |     | 35                | 36 | 12 | 9  | 7  | -4                   | -2                   | 3.84 | 1.20    |   |
| Military Personnel Management   | 2226   | 72% Favorable, 14% Neither, 14% Unfavorable |     |     |     |     | 36                | 37 | 14 | 6  | 7  | -4                   | --                   | 3.87 | 1.18    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| TRAINING and DEVELOPMENT                                |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 6a. My training needs are assessed.                     |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 87197  |                    |     |     |     |     | 12                | 41 | 23 | 16 | 8  | -5                   | --                   | 3.32 | 1.13    |   |
| <b>Total Career Program</b>                             | 87170  |                    |     |     |     |     | 12                | 41 | 23 | 16 | 8  | -9                   | --                   | 3.32 | 1.13    |   |
| Civilian Personnel Administration                       | 1775   |                    |     |     |     |     | 12                | 40 | 23 | 17 | 8  | -12                  | --                   | 3.32 | 1.13    |   |
| Comptroller   | 4924   |                    |     |     |     |     | 13                | 42 | 22 | 15 | 8  | -10                  | --                   | 3.36 | 1.13    |   |
| Safety Management                                       | 1546   |                    |     |     |     |     | 13                | 44 | 19 | 16 | 7  | +3                   | --                   | 3.41 | 1.11    |   |
| Supply Management                                       | 5071   |                    |     |     |     |     | 14                | 42 | 23 | 13 | 8  | -11                  | --                   | 3.41 | 1.12    |   |
| Contracting and Acquisition                             | 3846   |                    |     |     |     |     | 15                | 47 | 19 | 13 | 6  | -12                  | --                   | 3.51 | 1.07    |   |
| Quality and Reliability Assurance                       | 640    |                    |     |     |     |     | 10                | 47 | 21 | 13 | 9  | -8                   | --                   | 3.38 | 1.10    |   |
| Engineers and Scientists (Non-Construction)             | 6429   |                    |     |     |     |     | 10                | 44 | 23 | 16 | 7  | -17                  | --                   | 3.35 | 1.08    |   |
| Materiel Maintenance Management                         | 7677   |                    |     |     |     |     | 11                | 42 | 24 | 15 | 8  | -14                  | --                   | 3.32 | 1.11    |   |
| Engineers and Scientists (Construction)                 | 7422   |                    |     |     |     |     | 8                 | 43 | 23 | 18 | 9  | -9                   | --                   | 3.24 | 1.10    |   |
| Security  | 1861   |                    |     |     |     |     | 11                | 38 | 22 | 17 | 12 | 0                    | --                   | 3.20 | 1.20    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 203    |                    |     |     |     |     | 11                | 44 | 26 | 13 | 5  | 0                    | --                   | 3.42 | 1.03    |   |
| Public Affairs and Communication Media                  | 615    |                    |     |     |     |     | 10                | 25 | 25 | 24 | 15 | -4                   | --                   | 2.91 | 1.23    |   |
| Transportation Management                               | 1267   |                    |     |     |     |     | 12                | 40 | 24 | 16 | 9  | -6                   | --                   | 3.30 | 1.13    |   |
| Manpower and Force Management                           | 1480   |                    |     |     |     |     | 12                | 40 | 22 | 17 | 10 | -3                   | --                   | 3.27 | 1.17    |   |
| Housing Management                                      | 269    |                    |     |     |     |     | 19                | 33 | 25 | 15 | 9  | +5                   | --                   | 3.38 | 1.20    |   |
| Equal Employment Opportunity                            | 230    |                    |     |     |     |     | 22                | 45 | 14 | 12 | 7  | +5                   | --                   | 3.63 | 1.14    |   |
| Education Services                                      | 439    |                    |     |     |     |     | 15                | 36 | 22 | 18 | 9  | -2                   | --                   | 3.29 | 1.19    |   |
| Training  | 4676   |                    |     |     |     |     | 13                | 42 | 21 | 16 | 8  | 0                    | --                   | 3.37 | 1.14    |   |
| Ammunition Management                                   | 692    |                    |     |     |     |     | 11                | 46 | 25 | 12 | 5  | -12                  | --                   | 3.46 | 1.02    |   |
| Information Mission Area (IMA)                          | 5524   |                    |     |     |     |     | 10                | 38 | 23 | 19 | 10 | -3                   | --                   | 3.20 | 1.16    |   |
| Intelligence (Excepted Services Only)                   | 1871   |                    |     |     |     |     | 9                 | 35 | 22 | 21 | 12 | -4                   | --                   | 3.07 | 1.19    |   |
| Military Personnel Management                           | 2189   |                    |     |     |     |     | 13                | 38 | 25 | 14 | 10 | 0                    | --                   | 3.30 | 1.16    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>TRAINING and DEVELOPMENT</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 6b. I have received sufficient training to be competitive for jobs at the next higher level. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 86968  |                    |     |     |     |     | 13                | 35 | 22 | 19 | 11 | -4                   | -3                   | 3.18 | 1.21    |   |
| <b>Total Career Program</b>  | 86941  |                    |     |     |     |     | 13                | 35 | 22 | 19 | 11 | -7                   | -8                   | 3.18 | 1.21    |   |
| Civilian Personnel Administration  | 1784   |                    |     |     |     |     | 12                | 36 | 22 | 19 | 11 | -12                  | -18                  | 3.20 | 1.19    |   |
| Comptroller  | 4910   |                    |     |     |     |     | 13                | 38 | 22 | 18 | 9  | -6                   | -8                   | 3.28 | 1.17    |   |
| Safety Management  | 1542   |                    |     |     |     |     | 15                | 39 | 18 | 18 | 10 | 0                    | +3                   | 3.32 | 1.21    |   |
| Supply Management  | 5076   |                    |     |     |     |     | 14                | 36 | 21 | 17 | 11 | -3                   | -8                   | 3.26 | 1.21    |   |
| Contracting and Acquisition  | 3853   |                    |     |     |     |     | 15                | 43 | 19 | 15 | 8  | +4                   | -10                  | 3.44 | 1.15    |   |
| Quality and Reliability Assurance  | 634    |                    |     |     |     |     | 13                | 42 | 19 | 18 | 8  | +4                   | -3                   | 3.35 | 1.15    |   |
| Engineers and Scientists (Non-Construction)  | 6396   |                    |     |     |     |     | 12                | 39 | 23 | 18 | 8  | -9                   | -7                   | 3.29 | 1.14    |   |
| Materiel Maintenance Management  | 7688   |                    |     |     |     |     | 12                | 37 | 22 | 17 | 12 | -3                   | -6                   | 3.20 | 1.21    |   |
| Engineers and Scientists (Construction)  | 7377   |                    |     |     |     |     | 9                 | 35 | 23 | 22 | 11 | -14                  | -8                   | 3.08 | 1.17    |   |
| Security   | 1856   |                    |     |     |     |     | 13                | 33 | 19 | 19 | 16 | -6                   | -15                  | 3.08 | 1.29    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                                      | 204    |                    |     |     |     |     | 14                | 36 | 22 | 18 | 10 | +9                   | -12                  | 3.27 | 1.20    |   |
| Public Affairs and Communication Media   | 608    |                    |     |     |     |     | 13                | 26 | 21 | 23 | 18 | -14                  | -13                  | 2.93 | 1.30    |   |
| Transportation Management  | 1267   |                    |     |     |     |     | 10                | 36 | 22 | 18 | 14 | -4                   | -7                   | 3.10 | 1.22    |   |
| Manpower and Force Management  | 1471   |                    |     |     |     |     | 14                | 35 | 21 | 19 | 11 | -4                   | -5                   | 3.22 | 1.22    |   |
| Housing Management   | 270    |                    |     |     |     |     | 17                | 34 | 20 | 17 | 11 | +1                   | +5                   | 3.29 | 1.25    |   |
| Equal Employment Opportunity   | 231    |                    |     |     |     |     | 20                | 43 | 13 | 15 | 9  | +8                   | +1                   | 3.52 | 1.21    |   |
| Education Services   | 436    |                    |     |     |     |     | 16                | 35 | 21 | 18 | 11 | -10                  | -7                   | 3.26 | 1.23    |   |
| Training   | 4669   |                    |     |     |     |     | 15                | 37 | 20 | 17 | 11 | -1                   | +2                   | 3.28 | 1.22    |   |
| Ammunition Management  | 685    |                    |     |     |     |     | 12                | 41 | 23 | 16 | 8  | -3                   | -10                  | 3.34 | 1.12    |   |
| Information Mission Area (IMA)   | 5537   |                    |     |     |     |     | 10                | 29 | 23 | 23 | 15 | -7                   | +1                   | 2.96 | 1.23    |   |
| Intelligence (Excepted Services Only)  | 1858   |                    |     |     |     |     | 10                | 33 | 21 | 22 | 14 | -11                  | -7                   | 3.01 | 1.23    |   |
| Military Personnel Management  | 2196   |                    |     |     |     |     | 15                | 32 | 22 | 19 | 13 | -7                   | --                   | 3.18 | 1.26    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| TRAINING and DEVELOPMENT  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 6c. I am satisfied with the career progression opportunities available to me. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 87109  |                    |     |     |     |     | 10                | 31 | 22 | 21 | 17 | -9                   | -2                   | 2.96 | 1.26    |   |
| <b>Total Career Program</b>   | 87082  |                    |     |     |     |     | 10                | 31 | 22 | 21 | 17 | -14                  | -9                   | 2.96 | 1.26    |   |
| Civilian Personnel Administration   | 1783   |                    |     |     |     |     | 12                | 33 | 21 | 20 | 14 | -18                  | -19                  | 3.09 | 1.25    |   |
| Comptroller   | 4916   |                    |     |     |     |     | 11                | 36 | 21 | 19 | 13 | -11                  | -9                   | 3.13 | 1.23    |   |
| Safety Management   | 1545   |                    |     |     |     |     | 12                | 34 | 20 | 20 | 14 | -10                  | +2                   | 3.09 | 1.26    |   |
| Supply Management   | 5076   |                    |     |     |     |     | 11                | 32 | 21 | 20 | 16 | -15                  | -11                  | 3.01 | 1.27    |   |
| Contracting and Acquisition   | 3833   |                    |     |     |     |     | 14                | 39 | 19 | 17 | 11 | -13                  | -6                   | 3.28 | 1.22    |   |
| Quality and Reliability Assurance   | 639    |                    |     |     |     |     | 10                | 34 | 23 | 19 | 15 | -14                  | -3                   | 3.05 | 1.22    |   |
| Engineers and Scientists (Non-Construction)                                   | 6448   |                    |     |     |     |     | 9                 | 34 | 22 | 20 | 15 | -17                  | -10                  | 3.01 | 1.23    |   |
| Materiel Maintenance Management   | 7672   |                    |     |     |     |     | 10                | 34 | 22 | 18 | 16 | -12                  | -8                   | 3.04 | 1.25    |   |
| Engineers and Scientists (Construction)                                       | 7441   |                    |     |     |     |     | 8                 | 34 | 23 | 20 | 15 | -10                  | -4                   | 3.02 | 1.21    |   |
| Security  | 1863   |                    |     |     |     |     | 8                 | 25 | 19 | 21 | 26 | -16                  | -13                  | 2.67 | 1.31    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                       | 204    |                    |     |     |     |     | 9                 | 38 | 26 | 16 | 11 | -7                   | -17                  | 3.19 | 1.14    |   |
| Public Affairs and Communication Media  | 610    |                    |     |     |     |     | 8                 | 24 | 17 | 27 | 24 | -13                  | -6                   | 2.65 | 1.29    |   |
| Transportation Management   | 1269   |                    |     |     |     |     | 8                 | 31 | 22 | 20 | 19 | -13                  | -12                  | 2.89 | 1.27    |   |
| Manpower and Force Management   | 1471   |                    |     |     |     |     | 12                | 32 | 22 | 20 | 15 | -9                   | -9                   | 3.06 | 1.25    |   |
| Housing Management  | 268    |                    |     |     |     |     | 14                | 31 | 20 | 16 | 18 | -4                   | +8                   | 3.06 | 1.33    |   |
| Equal Employment Opportunity  | 230    |                    |     |     |     |     | 18                | 40 | 16 | 17 | 9  | -2                   | +4                   | 3.40 | 1.23    |   |
| Education Services  | 443    |                    |     |     |     |     | 13                | 27 | 23 | 20 | 17 | -9                   | -4                   | 3.00 | 1.29    |   |
| Training  | 4675   |                    |     |     |     |     | 11                | 32 | 21 | 20 | 16 | -6                   | +2                   | 3.00 | 1.27    |   |
| Ammunition Management   | 687    |                    |     |     |     |     | 11                | 37 | 22 | 18 | 12 | -11                  | -7                   | 3.16 | 1.20    |   |
| Information Mission Area (IMA)  | 5527   |                    |     |     |     |     | 8                 | 26 | 23 | 24 | 20 | -9                   | -1                   | 2.79 | 1.25    |   |
| Intelligence (Excepted Services Only)   | 1870   |                    |     |     |     |     | 7                 | 28 | 20 | 25 | 21 | -12                  | -5                   | 2.75 | 1.26    |   |
| Military Personnel Management   | 2191   |                    |     |     |     |     | 10                | 25 | 20 | 22 | 22 | -14                  | --                   | 2.79 | 1.31    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| TRAINING and DEVELOPMENT  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 6d. The Army invests adequate resources for training and developing its civilian workforce. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 85880  |                    |     |     |     |     | 11                | 36 | 22 | 18 | 12 | +1                   | --                   | 3.16 | 1.21    |   |
| <b>Total Career Program</b>   | 85854  |                    |     |     |     |     | 11                | 36 | 22 | 18 | 12 | -5                   | --                   | 3.16 | 1.21    |   |
| Civilian Personnel Administration   | 1767   |                    |     |     |     |     | 11                | 39 | 23 | 16 | 11 | -12                  | --                   | 3.23 | 1.18    |   |
| Comptroller   | 4838   |                    |     |     |     |     | 13                | 40 | 20 | 17 | 10 | -5                   | --                   | 3.27 | 1.19    |   |
| Safety Management   | 1529   |                    |     |     |     |     | 11                | 34 | 22 | 21 | 13 | -8                   | --                   | 3.08 | 1.22    |   |
| Supply Management   | 4996   |                    |     |     |     |     | 14                | 41 | 23 | 12 | 10 | -2                   | --                   | 3.38 | 1.16    |   |
| Contracting and Acquisition   | 3813   |                    |     |     |     |     | 16                | 48 | 17 | 12 | 7  | +1                   | --                   | 3.55 | 1.11    |   |
| Quality and Reliability Assurance   | 629    |                    |     |     |     |     | 15                | 40 | 19 | 17 | 9  | +3                   | --                   | 3.36 | 1.19    |   |
| Engineers and Scientists (Non-Construction)   | 6359   |                    |     |     |     |     | 14                | 41 | 21 | 15 | 9  | -2                   | --                   | 3.36 | 1.15    |   |
| Materiel Maintenance Management   | 7575   |                    |     |     |     |     | 12                | 40 | 22 | 15 | 10 | -4                   | --                   | 3.28 | 1.18    |   |
| Engineers and Scientists (Construction)   | 7337   |                    |     |     |     |     | 8                 | 36 | 22 | 20 | 14 | -8                   | --                   | 3.05 | 1.20    |   |
| Security  | 1828   |                    |     |     |     |     | 9                 | 31 | 23 | 19 | 17 | -1                   | --                   | 2.95 | 1.24    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                                     | 202    |                    |     |     |     |     | 9                 | 35 | 29 | 15 | 12 | -11                  | --                   | 3.15 | 1.15    |   |
| Public Affairs and Communication Media  | 595    |                    |     |     |     |     | 7                 | 25 | 22 | 26 | 21 | -5                   | --                   | 2.72 | 1.25    |   |
| Transportation Management   | 1241   |                    |     |     |     |     | 10                | 36 | 24 | 17 | 13 | -2                   | --                   | 3.13 | 1.20    |   |
| Manpower and Force Management   | 1448   |                    |     |     |     |     | 12                | 35 | 22 | 20 | 12 | -2                   | --                   | 3.15 | 1.21    |   |
| Housing Management  | 271    |                    |     |     |     |     | 14                | 36 | 15 | 22 | 13 | +7                   | --                   | 3.16 | 1.28    |   |
| Equal Employment Opportunity  | 225    |                    |     |     |     |     | 15                | 40 | 16 | 16 | 12 | +3                   | --                   | 3.30 | 1.25    |   |
| Education Services  | 435    |                    |     |     |     |     | 12                | 35 | 18 | 18 | 17 | +1                   | --                   | 3.08 | 1.29    |   |
| Training  | 4589   |                    |     |     |     |     | 12                | 38 | 21 | 17 | 12 | +4                   | --                   | 3.22 | 1.21    |   |
| Ammunition Management   | 687    |                    |     |     |     |     | 13                | 44 | 23 | 14 | 7  | +1                   | --                   | 3.41 | 1.09    |   |
| Information Mission Area (IMA)  | 5454   |                    |     |     |     |     | 9                 | 31 | 24 | 21 | 15 | -1                   | --                   | 2.96 | 1.22    |   |
| Intelligence (Excepted Services Only)   | 1844   |                    |     |     |     |     | 7                 | 30 | 22 | 24 | 17 | -4                   | --                   | 2.86 | 1.22    |   |
| Military Personnel Management   | 2137   |                    |     |     |     |     | 11                | 33 | 24 | 18 | 14 | -4                   | --                   | 3.07 | 1.23    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| TRAINING and DEVELOPMENT   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 6e. I am given a real opportunity to improve my skills in my organization. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 87529  |                    |     |     |     |     | 12                | 36 | 24 | 17 | 11 | -6                   | --                   | 3.19 | 1.19    |   |
| <b>Total Career Program</b>  | 87502  |                    |     |     |     |     | 12                | 36 | 24 | 17 | 11 | -11                  | --                   | 3.19 | 1.19    |   |
| Civilian Personnel Administration  | 1783   |                    |     |     |     |     | 13                | 37 | 23 | 16 | 10 | -16                  | --                   | 3.26 | 1.18    |   |
| Comptroller  | 4930   |                    |     |     |     |     | 13                | 38 | 24 | 15 | 10 | -9                   | --                   | 3.29 | 1.17    |   |
| Safety Management  | 1543   |                    |     |     |     |     | 12                | 38 | 23 | 17 | 10 | -9                   | --                   | 3.26 | 1.17    |   |
| Supply Management  | 5102   |                    |     |     |     |     | 13                | 35 | 24 | 16 | 11 | -12                  | --                   | 3.24 | 1.20    |   |
| Contracting and Acquisition  | 3863   |                    |     |     |     |     | 15                | 43 | 21 | 14 | 7  | -8                   | --                   | 3.44 | 1.12    |   |
| Quality and Reliability Assurance  | 642    |                    |     |     |     |     | 13                | 38 | 24 | 14 | 10 | -6                   | --                   | 3.30 | 1.16    |   |
| Engineers and Scientists (Non-Construction)                                | 6464   |                    |     |     |     |     | 12                | 41 | 23 | 16 | 8  | -11                  | --                   | 3.33 | 1.13    |   |
| Matériel Maintenance Management  | 7712   |                    |     |     |     |     | 12                | 37 | 24 | 16 | 11 | -11                  | --                   | 3.24 | 1.18    |   |
| Engineers and Scientists (Construction)                                    | 7461   |                    |     |     |     |     | 10                | 39 | 25 | 17 | 10 | -13                  | --                   | 3.21 | 1.14    |   |
| Security   | 1870   |                    |     |     |     |     | 10                | 30 | 24 | 19 | 16 | -12                  | --                   | 2.99 | 1.25    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                    | 206    |                    |     |     |     |     | 10                | 35 | 27 | 20 | 8  | -9                   | --                   | 3.20 | 1.11    |   |
| Public Affairs and Communication Media                                     | 612    |                    |     |     |     |     | 9                 | 27 | 23 | 24 | 16 | -13                  | --                   | 2.89 | 1.24    |   |
| Transportation Management  | 1270   |                    |     |     |     |     | 10                | 36 | 25 | 16 | 14 | -7                   | --                   | 3.11 | 1.20    |   |
| Manpower and Force Management  | 1482   |                    |     |     |     |     | 14                | 35 | 24 | 17 | 10 | -7                   | --                   | 3.26 | 1.20    |   |
| Housing Management   | 271    |                    |     |     |     |     | 14                | 35 | 23 | 13 | 15 | 0                    | --                   | 3.20 | 1.26    |   |
| Equal Employment Opportunity   | 228    |                    |     |     |     |     | 21                | 40 | 19 | 10 | 9  | 0                    | --                   | 3.56 | 1.19    |   |
| Education Services   | 443    |                    |     |     |     |     | 16                | 36 | 19 | 16 | 12 | -1                   | --                   | 3.28 | 1.26    |   |
| Training   | 4700   |                    |     |     |     |     | 13                | 37 | 23 | 16 | 10 | -4                   | --                   | 3.26 | 1.18    |   |
| Ammunition Management  | 688    |                    |     |     |     |     | 12                | 40 | 25 | 16 | 7  | -9                   | --                   | 3.35 | 1.10    |   |
| Information Mission Area (IMA)   | 5540   |                    |     |     |     |     | 10                | 32 | 24 | 20 | 14 | -7                   | --                   | 3.02 | 1.22    |   |
| Intelligence (Excepted Services Only)                                      | 1872   |                    |     |     |     |     | 9                 | 33 | 25 | 21 | 13 | -10                  | --                   | 3.05 | 1.19    |   |
| Military Personnel Management  | 2206   |                    |     |     |     |     | 12                | 32 | 25 | 17 | 14 | -10                  | --                   | 3.11 | 1.23    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2 |                      |                      |      |         | 1 |
| TRAINING and DEVELOPMENT   |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| 6f. I have received sufficient training to be a supervisor or manager. |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| Total Army   | 17476  | 73% 15% 11%        |     |     |     |     | 23                | 51 | 15 | 7  | 4 | 0                    | -6                   | 3.81 | 0.99    |   |
| <b>Total Career Program</b>  | 17468  | 73% 15% 11%        |     |     |     |     | 23                | 51 | 15 | 7  | 4 | -1                   | -6                   | 3.81 | 0.99    |   |
| Civilian Personnel Administration                                      | 272    | 73% 17% 10%        |     |     |     |     | 24                | 49 | 17 | 8  | 1 | -4                   | -15                  | 3.85 | 0.93    |   |
| Comptroller  | 916    | 77% 13% 9%         |     |     |     |     | 26                | 51 | 13 | 6  | 3 | -1                   | -5                   | 3.91 | 0.95    |   |
| Safety Management  | 391    | 72% 15% 14%        |     |     |     |     | 22                | 49 | 15 | 10 | 4 | -1                   | +6                   | 3.77 | 1.02    |   |
| Supply Management  | 889    | 74% 16% 10%        |     |     |     |     | 23                | 50 | 16 | 6  | 4 | -5                   | -8                   | 3.83 | 0.98    |   |
| Contracting and Acquisition  | 820    | 73% 16% 11%        |     |     |     |     | 24                | 48 | 16 | 9  | 2 | -7                   | -10                  | 3.83 | 0.97    |   |
| Quality and Reliability Assurance                                      | 74     | 73% 16% 11%        |     |     |     |     | 22                | 51 | 16 | 4  | 7 | +3                   | -3                   | 3.77 | 1.05    |   |
| Engineers and Scientists (Non-Construction)                            | 1019   | 77% 13% 11%        |     |     |     |     | 22                | 55 | 13 | 7  | 3 | +1                   | -2                   | 3.85 | 0.95    |   |
| Matériel Maintenance Management  | 1466   | 77% 14% 9%         |     |     |     |     | 23                | 54 | 14 | 6  | 3 | +1                   | -5                   | 3.89 | 0.92    |   |
| Engineers and Scientists (Construction)                                | 1578   | 74% 16% 10%        |     |     |     |     | 20                | 54 | 16 | 7  | 3 | -1                   | -4                   | 3.81 | 0.92    |   |
| Security   | 563    | 70% 17% 13%        |     |     |     |     | 19                | 51 | 17 | 8  | 5 | -2                   | -15                  | 3.71 | 1.02    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                | 32     | 78% 13% 9%         |     |     |     |     | 9                 | 69 | 13 | 6  | 3 | +14                  | +1                   | 3.75 | 0.83    |   |
| Public Affairs and Communication Media                                 | 146    | 68% 18% 14%        |     |     |     |     | 26                | 42 | 18 | 8  | 6 | -5                   | -12                  | 3.73 | 1.12    |   |
| Transportation Management  | 254    | 70% 18% 12%        |     |     |     |     | 21                | 48 | 18 | 7  | 5 | -6                   | -12                  | 3.74 | 1.02    |   |
| Manpower and Force Management  | 308    | 81% 13% 6%         |     |     |     |     | 30                | 51 | 13 | 4  | 2 | +6                   | 0                    | 4.02 | 0.89    |   |
| Housing Management   | 125    | 73% 17% 10%        |     |     |     |     | 27                | 46 | 17 | 2  | 8 | +4                   | -4                   | 3.82 | 1.11    |   |
| Equal Employment Opportunity   | 78     | 86% 10% 4%         |     |     |     |     | 33                | 53 | 10 | 3  | 1 | +8                   | -1                   | 4.14 | 0.80    |   |
| Education Services   | 129    | 73% 17% 10%        |     |     |     |     | 24                | 49 | 17 | 7  | 3 | +10                  | 0                    | 3.84 | 0.97    |   |
| Training   | 1359   | 73% 16% 11%        |     |     |     |     | 24                | 49 | 16 | 8  | 4 | 0                    | -8                   | 3.82 | 1.00    |   |
| Ammunition Management  | 117    | 82% 10% 8%         |     |     |     |     | 33                | 49 | 10 | 5  | 3 | +5                   | -1                   | 4.05 | 0.93    |   |
| Information Mission Area (IMA)   | 1043   | 71% 17% 12%        |     |     |     |     | 22                | 49 | 17 | 8  | 4 | 0                    | -2                   | 3.76 | 1.01    |   |
| Intelligence (Excepted Services Only)                                  | 470    | 71% 14% 15%        |     |     |     |     | 17                | 54 | 14 | 9  | 6 | +2                   | -8                   | 3.67 | 1.04    |   |
| Military Personnel Management  | 403    | 78% 13% 8%         |     |     |     |     | 27                | 51 | 13 | 4  | 4 | +4                   | --                   | 3.93 | 0.98    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |   |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3 | 2 |                      |                      |      |         | 1 |
| <b>TRAINING and DEVELOPMENT</b>  |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| 6g. I am interested in receiving training in skills related to but different from those I use on my current job. |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| Total Army   | 87266  |                    |     |     |     |     | 27                | 46 | 18 | 6 | 2 | -2                   | --                   | 3.90 | 0.95    |   |
| <b>Total Career Program</b>  | 87239  |                    |     |     |     |     | 27                | 46 | 18 | 6 | 2 | 0                    | --                   | 3.90 | 0.95    |   |
| Civilian Personnel Administration  | 1782   |                    |     |     |     |     | 27                | 45 | 18 | 7 | 2 | +4                   | --                   | 3.88 | 0.96    |   |
| Comptroller  | 4895   |                    |     |     |     |     | 25                | 45 | 20 | 7 | 2 | -2                   | --                   | 3.84 | 0.96    |   |
| Safety Management  | 1531   |                    |     |     |     |     | 22                | 46 | 22 | 8 | 3 | -9                   | --                   | 3.76 | 0.96    |   |
| Supply Management  | 5088   |                    |     |     |     |     | 30                | 46 | 18 | 5 | 2 | -1                   | --                   | 3.97 | 0.91    |   |
| Contracting and Acquisition  | 3835   |                    |     |     |     |     | 26                | 49 | 18 | 5 | 2 | 0                    | --                   | 3.92 | 0.90    |   |
| Quality and Reliability Assurance  | 643    |                    |     |     |     |     | 28                | 48 | 17 | 5 | 2 | +2                   | --                   | 3.94 | 0.92    |   |
| Engineers and Scientists (Non-Construction)  | 6448   |                    |     |     |     |     | 21                | 48 | 21 | 8 | 2 | -1                   | --                   | 3.79 | 0.94    |   |
| Materiel Maintenance Management  | 7693   |                    |     |     |     |     | 29                | 46 | 19 | 5 | 2 | 0                    | --                   | 3.94 | 0.92    |   |
| Engineers and Scientists (Construction)  | 7426   |                    |     |     |     |     | 21                | 47 | 22 | 8 | 2 | -2                   | --                   | 3.78 | 0.93    |   |
| Security   | 1853   |                    |     |     |     |     | 30                | 46 | 15 | 6 | 3 | +1                   | --                   | 3.95 | 0.96    |   |
| Quality Assurance Specialists (Ammunition Surveillance)  | 205    |                    |     |     |     |     | 22                | 45 | 25 | 6 | 2 | -1                   | --                   | 3.80 | 0.92    |   |
| Public Affairs and Communication Media   | 615    |                    |     |     |     |     | 28                | 44 | 18 | 8 | 2 | -4                   | --                   | 3.89 | 0.96    |   |
| Transportation Management  | 1274   |                    |     |     |     |     | 32                | 43 | 17 | 5 | 3 | -2                   | --                   | 3.96 | 0.97    |   |
| Manpower and Force Management  | 1475   |                    |     |     |     |     | 27                | 46 | 18 | 8 | 2 | -1                   | --                   | 3.88 | 0.95    |   |
| Housing Management   | 270    |                    |     |     |     |     | 33                | 44 | 19 | 3 | 1 | -3                   | --                   | 4.05 | 0.86    |   |
| Equal Employment Opportunity   | 230    |                    |     |     |     |     | 32                | 43 | 15 | 7 | 3 | 0                    | --                   | 3.96 | 0.99    |   |
| Education Services   | 441    |                    |     |     |     |     | 26                | 46 | 19 | 7 | 2 | 0                    | --                   | 3.87 | 0.96    |   |
| Training   | 4681   |                    |     |     |     |     | 29                | 46 | 17 | 6 | 2 | -3                   | --                   | 3.95 | 0.94    |   |
| Ammunition Management  | 691    |                    |     |     |     |     | 23                | 43 | 23 | 8 | 2 | -2                   | --                   | 3.77 | 0.97    |   |
| Information Mission Area (IMA)   | 5521   |                    |     |     |     |     | 28                | 46 | 17 | 6 | 3 | 0                    | --                   | 3.91 | 0.95    |   |
| Intelligence (Excepted Services Only)  | 1871   |                    |     |     |     |     | 25                | 47 | 18 | 8 | 2 | -5                   | --                   | 3.84 | 0.96    |   |
| Military Personnel Management  | 2208   |                    |     |     |     |     | 33                | 46 | 15 | 3 | 2 | +2                   | --                   | 4.04 | 0.91    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2 |                      |                      |      |         | 1 |
| TRAINING and DEVELOPMENT  |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| 6h. I know what training I need to advance my career with the Army. |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| Total Army  | 86279  | 63% 21% 16%        |     |     |     |     | 17                | 46 | 21 | 12 | 4 | -2                   | --                   | 3.60 | 1.04    |   |
| <b>Total Career Program</b>   | 86253  | 63% 21% 16%        |     |     |     |     | 17                | 46 | 21 | 12 | 4 | -6                   | --                   | 3.60 | 1.04    |   |
| Civilian Personnel Administration                                   | 1780   | 70% 17% 12%        |     |     |     |     | 20                | 51 | 17 | 9  | 3 | -5                   | --                   | 3.75 | 0.97    |   |
| Comptroller   | 4878   | 68% 18% 14%        |     |     |     |     | 18                | 50 | 18 | 10 | 4 | -6                   | --                   | 3.68 | 1.00    |   |
| Safety Management   | 1545   | 79% 13% 8%         |     |     |     |     | 24                | 55 | 13 | 5  | 2 | 0                    | --                   | 3.93 | 0.89    |   |
| Supply Management   | 5023   | 65% 21% 14%        |     |     |     |     | 19                | 46 | 21 | 10 | 4 | -7                   | --                   | 3.65 | 1.02    |   |
| Contracting and Acquisition   | 3831   | 75% 15% 10%        |     |     |     |     | 20                | 55 | 15 | 8  | 2 | -5                   | --                   | 3.82 | 0.91    |   |
| Quality and Reliability Assurance                                   | 636    | 69% 19% 12%        |     |     |     |     | 20                | 49 | 19 | 8  | 4 | -4                   | --                   | 3.72 | 1.01    |   |
| Engineers and Scientists (Non-Construction)                         | 6390   | 57% 24% 19%        |     |     |     |     | 13                | 45 | 24 | 14 | 5 | -5                   | --                   | 3.46 | 1.04    |   |
| Materiel Maintenance Management                                     | 7608   | 64% 21% 14%        |     |     |     |     | 17                | 47 | 21 | 10 | 4 | -7                   | --                   | 3.63 | 1.02    |   |
| Engineers and Scientists (Construction)                             | 7360   | 60% 24% 16%        |     |     |     |     | 12                | 48 | 24 | 13 | 4 | -2                   | --                   | 3.52 | 0.98    |   |
| Security  | 1840   | 64% 20% 16%        |     |     |     |     | 19                | 45 | 20 | 11 | 5 | -14                  | --                   | 3.62 | 1.06    |   |
| Quality Assurance Specialists (Ammunition Surveillance)             | 198    | 63% 23% 14%        |     |     |     |     | 16                | 47 | 23 | 10 | 4 | +1                   | --                   | 3.61 | 1.00    |   |
| Public Affairs and Communication Media                              | 608    | 65% 17% 19%        |     |     |     |     | 19                | 46 | 17 | 13 | 6 | -8                   | --                   | 3.59 | 1.10    |   |
| Transportation Management   | 1260   | 61% 22% 17%        |     |     |     |     | 17                | 45 | 22 | 12 | 5 | -10                  | --                   | 3.55 | 1.06    |   |
| Manpower and Force Management                                       | 1474   | 73% 15% 12%        |     |     |     |     | 22                | 51 | 15 | 9  | 3 | 0                    | --                   | 3.81 | 0.96    |   |
| Housing Management  | 271    | 74% 17% 9%         |     |     |     |     | 23                | 51 | 17 | 7  | 1 | -1                   | --                   | 3.86 | 0.90    |   |
| Equal Employment Opportunity  | 228    | 87% 7% 5%          |     |     |     |     | 31                | 56 | 7  | 3  | 3 | +2                   | --                   | 4.11 | 0.85    |   |
| Education Services  | 439    | 72% 16% 13%        |     |     |     |     | 19                | 52 | 16 | 9  | 4 | +4                   | --                   | 3.74 | 0.99    |   |
| Training  | 4639   | 69% 18% 13%        |     |     |     |     | 20                | 49 | 18 | 10 | 4 | -2                   | --                   | 3.71 | 1.01    |   |
| Ammunition Management   | 685    | 66% 21% 13%        |     |     |     |     | 15                | 51 | 21 | 9  | 4 | -3                   | --                   | 3.63 | 0.98    |   |
| Information Mission Area (IMA)                                      | 5503   | 66% 19% 15%        |     |     |     |     | 19                | 46 | 19 | 11 | 4 | -1                   | --                   | 3.66 | 1.04    |   |
| Intelligence (Excepted Services Only)                               | 1873   | 65% 18% 17%        |     |     |     |     | 16                | 48 | 18 | 12 | 5 | -3                   | --                   | 3.59 | 1.06    |   |
| Military Personnel Management                                       | 2168   | 61% 20% 18%        |     |     |     |     | 18                | 43 | 20 | 13 | 6 | -7                   | --                   | 3.56 | 1.10    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2 |                      |                      |      |         | 1 |
| <b>TRAINING and DEVELOPMENT</b>  |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| 6i. I know what developmental experiences I need to advance my career with the Army. |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| Total Army   | 86057  |                    |     |     |     |     | 16                | 45 | 22 | 13 | 5 | -1                   | --                   | 3.54 | 1.05    |   |
| <b>Total Career Program</b>  | 86031  |                    |     |     |     |     | 16                | 45 | 22 | 13 | 5 | -4                   | --                   | 3.54 | 1.05    |   |
| Civilian Personnel Administration  | 1777   |                    |     |     |     |     | 19                | 50 | 17 | 11 | 3 | -5                   | --                   | 3.70 | 0.99    |   |
| Comptroller  | 4860   |                    |     |     |     |     | 17                | 47 | 20 | 12 | 4 | -4                   | --                   | 3.61 | 1.02    |   |
| Safety Management  | 1541   |                    |     |     |     |     | 22                | 52 | 15 | 7  | 3 | 0                    | --                   | 3.84 | 0.96    |   |
| Supply Management  | 5004   |                    |     |     |     |     | 18                | 44 | 22 | 11 | 4 | -7                   | --                   | 3.59 | 1.04    |   |
| Contracting and Acquisition  | 3812   |                    |     |     |     |     | 18                | 51 | 17 | 10 | 3 | -2                   | --                   | 3.71 | 0.97    |   |
| Quality and Reliability Assurance  | 632    |                    |     |     |     |     | 18                | 48 | 20 | 9  | 5 | -1                   | --                   | 3.66 | 1.03    |   |
| Engineers and Scientists (Non-Construction)  | 6369   |                    |     |     |     |     | 11                | 42 | 25 | 16 | 6 | -3                   | --                   | 3.38 | 1.06    |   |
| Materiel Maintenance Management  | 7594   |                    |     |     |     |     | 16                | 46 | 23 | 11 | 5 | -5                   | --                   | 3.56 | 1.03    |   |
| Engineers and Scientists (Construction)  | 7358   |                    |     |     |     |     | 11                | 47 | 24 | 14 | 4 | -1                   | --                   | 3.47 | 1.00    |   |
| Security   | 1839   |                    |     |     |     |     | 18                | 46 | 20 | 12 | 5 | -11                  | --                   | 3.58 | 1.07    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                              | 201    |                    |     |     |     |     | 15                | 49 | 21 | 11 | 4 | +2                   | --                   | 3.60 | 1.00    |   |
| Public Affairs and Communication Media   | 610    |                    |     |     |     |     | 17                | 45 | 15 | 15 | 7 | -6                   | --                   | 3.50 | 1.15    |   |
| Transportation Management  | 1257   |                    |     |     |     |     | 16                | 44 | 24 | 11 | 5 | -8                   | --                   | 3.54 | 1.05    |   |
| Manpower and Force Management  | 1471   |                    |     |     |     |     | 21                | 49 | 16 | 11 | 3 | +1                   | --                   | 3.74 | 1.00    |   |
| Housing Management   | 266    |                    |     |     |     |     | 22                | 52 | 17 | 8  | 2 | +1                   | --                   | 3.83 | 0.93    |   |
| Equal Employment Opportunity   | 227    |                    |     |     |     |     | 33                | 52 | 8  | 5  | 1 | +2                   | --                   | 4.10 | 0.85    |   |
| Education Services   | 436    |                    |     |     |     |     | 19                | 50 | 17 | 9  | 5 | +3                   | --                   | 3.70 | 1.03    |   |
| Training   | 4619   |                    |     |     |     |     | 19                | 48 | 19 | 11 | 4 | -2                   | --                   | 3.67 | 1.03    |   |
| Ammunition Management  | 686    |                    |     |     |     |     | 13                | 51 | 20 | 11 | 4 | 0                    | --                   | 3.57 | 0.99    |   |
| Information Mission Area (IMA)   | 5474   |                    |     |     |     |     | 18                | 44 | 21 | 13 | 5 | 0                    | --                   | 3.57 | 1.07    |   |
| Intelligence (Excepted Services Only)  | 1871   |                    |     |     |     |     | 15                | 48 | 18 | 13 | 6 | -1                   | --                   | 3.54 | 1.07    |   |
| Military Personnel Management  | 2170   |                    |     |     |     |     | 17                | 43 | 21 | 13 | 6 | -9                   | --                   | 3.52 | 1.11    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2 |                      |                      |      |         | 1 |
| TRAINING and DEVELOPMENT                                |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| 6j. I can find sources for all types of training.       |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| Total Army  | 86515  |                    |     |     |     |     | 14                | 46 | 23 | 12 | 5 | --                   | --                   | 3.53 | 1.04    |   |
| <b>Total Career Program</b>                             | 86488  |                    |     |     |     |     | 14                | 46 | 23 | 12 | 5 | --                   | --                   | 3.53 | 1.04    |   |
| Civilian Personnel Administration                       | 1776   |                    |     |     |     |     | 15                | 49 | 21 | 10 | 4 | --                   | --                   | 3.61 | 1.00    |   |
| Comptroller   | 4886   |                    |     |     |     |     | 15                | 49 | 21 | 11 | 4 | --                   | --                   | 3.60 | 1.01    |   |
| Safety Management                                       | 1535   |                    |     |     |     |     | 17                | 48 | 19 | 11 | 4 | --                   | --                   | 3.63 | 1.03    |   |
| Supply Management                                       | 5028   |                    |     |     |     |     | 16                | 47 | 23 | 9  | 4 | --                   | --                   | 3.62 | 1.00    |   |
| Contracting and Acquisition                             | 3820   |                    |     |     |     |     | 17                | 53 | 18 | 9  | 3 | --                   | --                   | 3.72 | 0.95    |   |
| Quality and Reliability Assurance                       | 639    |                    |     |     |     |     | 16                | 54 | 19 | 8  | 4 | --                   | --                   | 3.70 | 0.96    |   |
| Engineers and Scientists (Non-Construction)             | 6388   |                    |     |     |     |     | 13                | 47 | 24 | 12 | 4 | --                   | --                   | 3.53 | 1.00    |   |
| Materiel Maintenance Management                         | 7630   |                    |     |     |     |     | 14                | 47 | 24 | 10 | 5 | --                   | --                   | 3.55 | 1.01    |   |
| Engineers and Scientists (Construction)                 | 7343   |                    |     |     |     |     | 10                | 46 | 25 | 13 | 5 | --                   | --                   | 3.44 | 1.01    |   |
| Security  | 1841   |                    |     |     |     |     | 17                | 47 | 21 | 10 | 5 | --                   | --                   | 3.60 | 1.05    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 204    |                    |     |     |     |     | 13                | 48 | 26 | 9  | 4 | --                   | --                   | 3.55 | 0.98    |   |
| Public Affairs and Communication Media                  | 607    |                    |     |     |     |     | 14                | 40 | 20 | 20 | 7 | --                   | --                   | 3.33 | 1.14    |   |
| Transportation Management                               | 1260   |                    |     |     |     |     | 14                | 48 | 24 | 9  | 5 | --                   | --                   | 3.57 | 1.00    |   |
| Manpower and Force Management                           | 1462   |                    |     |     |     |     | 18                | 48 | 20 | 11 | 4 | --                   | --                   | 3.65 | 1.02    |   |
| Housing Management                                      | 269    |                    |     |     |     |     | 22                | 48 | 17 | 9  | 4 | --                   | --                   | 3.75 | 1.02    |   |
| Equal Employment Opportunity                            | 227    |                    |     |     |     |     | 26                | 49 | 13 | 9  | 3 | --                   | --                   | 3.85 | 1.00    |   |
| Education Services                                      | 433    |                    |     |     |     |     | 15                | 42 | 25 | 11 | 6 | --                   | --                   | 3.50 | 1.07    |   |
| Training  | 4669   |                    |     |     |     |     | 16                | 48 | 20 | 10 | 4 | --                   | --                   | 3.62 | 1.02    |   |
| Ammunition Management                                   | 688    |                    |     |     |     |     | 14                | 49 | 24 | 9  | 4 | --                   | --                   | 3.60 | 0.98    |   |
| Information Mission Area (IMA)                          | 5507   |                    |     |     |     |     | 17                | 48 | 20 | 11 | 5 | --                   | --                   | 3.60 | 1.05    |   |
| Intelligence (Excepted Services Only)                   | 1871   |                    |     |     |     |     | 12                | 49 | 19 | 13 | 7 | --                   | --                   | 3.47 | 1.08    |   |
| Military Personnel Management                           | 2166   |                    |     |     |     |     | 15                | 43 | 24 | 12 | 6 | --                   | --                   | 3.50 | 1.07    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Yes | No  |
|---|--------|-----|-----|
| TRAINING and DEVELOPMENT                                |        |     |     |
| 7. Do you know which Army career program you are in?    |        |     |     |
| Total Army  | 88017  | 73% | 27% |
| <b>Total Career Program</b>                             | 87991  | 73% | 27% |
| Civilian Personnel Administration                       | 1795   | 90% | 10% |
| Comptroller   | 4969   | 84% | 16% |
| Safety Management                                       | 1557   | 84% | 16% |
| Supply Management                                       | 5122   | 76% | 24% |
| Contracting and Acquisition                             | 3878   | 89% | 11% |
| Quality and Reliability Assurance                       | 644    | 86% | 14% |
| Engineers and Scientists (Non-Construction)             | 6513   | 80% | 20% |
| Materiel Maintenance Management                         | 7748   | 65% | 35% |
| Engineers and Scientists (Construction)                 | 7486   | 76% | 24% |
| Security  | 1871   | 72% | 28% |
| Quality Assurance Specialists (Ammunition Surveillance) | 205    | 97% | 3%  |
| Public Affairs and Communication Media                  | 622    | 85% | 15% |
| Transportation Management                               | 1289   | 67% | 33% |
| Manpower and Force Management                           | 1493   | 87% | 13% |
| Housing Management                                      | 271    | 86% | 14% |
| Equal Employment Opportunity                            | 230    | 97% | 3%  |
| Education Services                                      | 442    | 79% | 21% |
| Training  | 4712   | 78% | 22% |
| Ammunition Management                                   | 696    | 84% | 16% |
| Information Mission Area (IMA)                          | 5577   | 83% | 17% |
| Intelligence (Excepted Services Only)                   | 1890   | 88% | 12% |
| Military Personnel Management                           | 2220   | 69% | 31% |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| 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 have you had from a formal or informal mentor for planning your career path in the Army? |        |         |               |                           |               |                      |
| Total Army  | 87913  | 44%     | 24%           | 19%                       | 8%            | 4%                   |
| <b>Total Career Program</b>   | 87887  | 44%     | 24%           | 19%                       | 8%            | 4%                   |
| Civilian Personnel Administration   | 1793   | 39%     | 23%           | 22%                       | 10%           | 6%                   |
| Comptroller   | 4964   | 39%     | 25%           | 21%                       | 10%           | 5%                   |
| Safety Management   | 1555   | 35%     | 26%           | 22%                       | 11%           | 6%                   |
| Supply Management   | 5120   | 42%     | 24%           | 20%                       | 9%            | 5%                   |
| Contracting and Acquisition   | 3875   | 35%     | 26%           | 23%                       | 11%           | 5%                   |
| Quality and Reliability Assurance   | 643    | 41%     | 26%           | 21%                       | 9%            | 4%                   |
| Engineers and Scientists (Non-Construction)   | 6512   | 40%     | 29%           | 20%                       | 8%            | 3%                   |
| Materiel Maintenance Management   | 7740   | 45%     | 24%           | 19%                       | 8%            | 4%                   |
| Engineers and Scientists (Construction)   | 7491   | 38%     | 28%           | 22%                       | 8%            | 4%                   |
| Security  | 1869   | 46%     | 24%           | 18%                       | 8%            | 4%                   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 204    | 36%     | 26%           | 22%                       | 11%           | 4%                   |
| Public Affairs and Communication Media  | 621    | 47%     | 24%           | 18%                       | 7%            | 5%                   |
| Transportation Management   | 1282   | 45%     | 23%           | 19%                       | 9%            | 4%                   |
| Manpower and Force Management   | 1493   | 40%     | 25%           | 20%                       | 10%           | 5%                   |
| Housing Management  | 271    | 33%     | 23%           | 25%                       | 11%           | 8%                   |
| Equal Employment Opportunity  | 230    | 30%     | 22%           | 21%                       | 11%           | 16%                  |
| Education Services  | 442    | 38%     | 24%           | 20%                       | 12%           | 7%                   |
| Training  | 4703   | 40%     | 24%           | 22%                       | 10%           | 5%                   |
| Ammunition Management   | 698    | 42%     | 23%           | 21%                       | 9%            | 5%                   |
| Information Mission Area (IMA)  | 5572   | 46%     | 25%           | 18%                       | 7%            | 4%                   |
| Intelligence (Excepted Services Only)   | 1889   | 44%     | 27%           | 18%                       | 8%            | 3%                   |
| Military Personnel Management   | 2217   | 49%     | 19%           | 18%                       | 9%            | 5%                   |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Yes | No  | Not sure |
|--|--------|-----|-----|----------|
| <b>LEADERSHIP DEVELOPMENT</b>  |        |     |     |          |
| 9. Are you interested in advancing to a leadership position within the Army? |        |     |     |          |
| Total Army   | 69597  | 57% | 20% | 23%      |
| <b>Total Career Program</b>  | 69578  | 57% | 20% | 23%      |
| Civilian Personnel Administration  | 1498   | 50% | 24% | 26%      |
| Comptroller  | 3984   | 50% | 25% | 24%      |
| Safety Management  | 1150   | 64% | 18% | 18%      |
| Supply Management  | 4175   | 60% | 20% | 20%      |
| Contracting and Acquisition  | 3034   | 57% | 18% | 25%      |
| Quality and Reliability Assurance  | 572    | 58% | 20% | 22%      |
| Engineers and Scientists (Non-Construction)                                  | 5432   | 50% | 22% | 28%      |
| Materiel Maintenance Management  | 6188   | 59% | 20% | 21%      |
| Engineers and Scientists (Construction)                                      | 5838   | 54% | 21% | 25%      |
| Security   | 1290   | 70% | 13% | 17%      |
| Quality Assurance Specialists (Ammunition Surveillance)                      | 173    | 68% | 13% | 20%      |
| Public Affairs and Communication Media                                       | 459    | 63% | 14% | 24%      |
| Transportation Management  | 1021   | 63% | 18% | 19%      |
| Manpower and Force Management  | 1170   | 57% | 21% | 22%      |
| Housing Management   | 139    | 70% | 12% | 19%      |
| Equal Employment Opportunity   | 149    | 66% | 15% | 19%      |
| Education Services   | 308    | 67% | 15% | 18%      |
| Training   | 3281   | 66% | 15% | 19%      |
| Ammunition Management  | 569    | 50% | 25% | 24%      |
| Information Mission Area (IMA)   | 4492   | 60% | 19% | 21%      |
| Intelligence (Excepted Services Only)  | 1398   | 64% | 16% | 21%      |
| Military Personnel Management  | 1802   | 69% | 11% | 19%      |



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | 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  | 87462  |                    |     |     |     |     | 7                 | 30 | 35 | 20 | 8  | +2                   | --                   | 3.09 | 1.05    |   |
| <b>Total Career Program</b>                                     | 87435  |                    |     |     |     |     | 7                 | 30 | 35 | 20 | 8  | -1                   | --                   | 3.09 | 1.05    |   |
| Civilian Personnel Administration                               | 1782   |                    |     |     |     |     | 7                 | 29 | 35 | 21 | 7  | -3                   | --                   | 3.08 | 1.03    |   |
| Comptroller   | 4909   |                    |     |     |     |     | 9                 | 31 | 35 | 18 | 7  | 0                    | --                   | 3.16 | 1.05    |   |
| Safety Management   | 1547   |                    |     |     |     |     | 8                 | 31 | 32 | 21 | 8  | 0                    | --                   | 3.11 | 1.08    |   |
| Supply Management   | 5090   |                    |     |     |     |     | 8                 | 30 | 35 | 19 | 8  | -2                   | --                   | 3.13 | 1.06    |   |
| Contracting and Acquisition                                     | 3873   |                    |     |     |     |     | 8                 | 34 | 34 | 17 | 7  | +2                   | --                   | 3.19 | 1.03    |   |
| Quality and Reliability Assurance                               | 650    |                    |     |     |     |     | 7                 | 27 | 36 | 23 | 8  | +1                   | --                   | 3.03 | 1.04    |   |
| Engineers and Scientists (Non-Construction)                     | 6464   |                    |     |     |     |     | 6                 | 32 | 36 | 18 | 8  | -2                   | --                   | 3.12 | 1.02    |   |
| Materiel Maintenance Management                                 | 7714   |                    |     |     |     |     | 7                 | 30 | 35 | 20 | 8  | -2                   | --                   | 3.07 | 1.04    |   |
| Engineers and Scientists (Construction)                         | 7450   |                    |     |     |     |     | 8                 | 37 | 34 | 16 | 6  | -2                   | --                   | 3.25 | 1.00    |   |
| Security  | 1862   |                    |     |     |     |     | 6                 | 24 | 33 | 24 | 13 | -1                   | --                   | 2.88 | 1.10    |   |
| Quality Assurance Specialists (Ammunition Surveillance)         | 205    |                    |     |     |     |     | 6                 | 28 | 37 | 20 | 8  | +1                   | --                   | 3.03 | 1.03    |   |
| Public Affairs and Communication Media                          | 615    |                    |     |     |     |     | 7                 | 24 | 33 | 27 | 9  | +1                   | --                   | 2.95 | 1.07    |   |
| Transportation Management                                       | 1284   |                    |     |     |     |     | 6                 | 27 | 36 | 22 | 10 | -1                   | --                   | 2.99 | 1.06    |   |
| Manpower and Force Management                                   | 1484   |                    |     |     |     |     | 8                 | 31 | 32 | 21 | 7  | +6                   | --                   | 3.12 | 1.06    |   |
| Housing Management  | 264    |                    |     |     |     |     | 11                | 35 | 31 | 15 | 8  | +10                  | --                   | 3.28 | 1.09    |   |
| Equal Employment Opportunity                                    | 229    |                    |     |     |     |     | 11                | 41 | 23 | 19 | 5  | +1                   | --                   | 3.34 | 1.07    |   |
| Education Services  | 439    |                    |     |     |     |     | 10                | 32 | 29 | 21 | 9  | +6                   | --                   | 3.14 | 1.11    |   |
| Training  | 4662   |                    |     |     |     |     | 8                 | 30 | 32 | 21 | 9  | +4                   | --                   | 3.08 | 1.09    |   |
| Ammunition Management   | 693    |                    |     |     |     |     | 7                 | 32 | 33 | 22 | 6  | +2                   | --                   | 3.13 | 1.03    |   |
| Information Mission Area (IMA)                                  | 5556   |                    |     |     |     |     | 6                 | 25 | 37 | 22 | 10 | +1                   | --                   | 2.96 | 1.05    |   |
| Intelligence (Excepted Services Only)                           | 1887   |                    |     |     |     |     | 4                 | 24 | 36 | 24 | 12 | 0                    | --                   | 2.84 | 1.04    |   |
| Military Personnel Management                                   | 2213   |                    |     |     |     |     | 8                 | 25 | 36 | 21 | 10 | 0                    | --                   | 3.00 | 1.09    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>LEADERSHIP DEVELOPMENT</b>                            |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 9b. The quality of available leader development training |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 86662  |                    |     |     |     |     | 7                 | 29 | 37 | 20 | 7  | +1                   | --                   | 3.08 | 1.02    |   |
| <b>Total Career Program</b>                              | 86636  |                    |     |     |     |     | 7                 | 29 | 37 | 20 | 7  | -3                   | --                   | 3.08 | 1.02    |   |
| Civilian Personnel Administration                        | 1775   |                    |     |     |     |     | 7                 | 27 | 39 | 20 | 7  | -7                   | --                   | 3.07 | 1.00    |   |
| Comptroller  | 4869   |                    |     |     |     |     | 8                 | 31 | 36 | 19 | 7  | -2                   | --                   | 3.14 | 1.03    |   |
| Safety Management  | 1535   |                    |     |     |     |     | 8                 | 30 | 33 | 22 | 7  | -2                   | --                   | 3.09 | 1.05    |   |
| Supply Management  | 5057   |                    |     |     |     |     | 8                 | 30 | 36 | 20 | 7  | -4                   | --                   | 3.11 | 1.04    |   |
| Contracting and Acquisition                              | 3836   |                    |     |     |     |     | 7                 | 34 | 36 | 17 | 6  | +1                   | --                   | 3.20 | 0.99    |   |
| Quality and Reliability Assurance                        | 645    |                    |     |     |     |     | 7                 | 28 | 38 | 21 | 7  | +2                   | --                   | 3.08 | 1.02    |   |
| Engineers and Scientists (Non-Construction)              | 6413   |                    |     |     |     |     | 7                 | 31 | 39 | 17 | 6  | -5                   | --                   | 3.17 | 0.98    |   |
| Materiel Maintenance Management                          | 7662   |                    |     |     |     |     | 6                 | 30 | 37 | 20 | 7  | -4                   | --                   | 3.07 | 1.02    |   |
| Engineers and Scientists (Construction)                  | 7371   |                    |     |     |     |     | 7                 | 33 | 38 | 16 | 5  | -4                   | --                   | 3.21 | 0.98    |   |
| Security   | 1844   |                    |     |     |     |     | 6                 | 24 | 33 | 25 | 12 | 0                    | --                   | 2.88 | 1.09    |   |
| Quality Assurance Specialists (Ammunition Surveillance)  | 204    |                    |     |     |     |     | 5                 | 32 | 33 | 23 | 7  | +2                   | --                   | 3.06 | 1.02    |   |
| Public Affairs and Communication Media                   | 611    |                    |     |     |     |     | 5                 | 23 | 36 | 27 | 9  | -2                   | --                   | 2.89 | 1.02    |   |
| Transportation Management                                | 1276   |                    |     |     |     |     | 6                 | 27 | 37 | 21 | 9  | -3                   | --                   | 3.00 | 1.05    |   |
| Manpower and Force Management                            | 1473   |                    |     |     |     |     | 8                 | 31 | 34 | 21 | 6  | +4                   | --                   | 3.12 | 1.03    |   |
| Housing Management                                       | 260    |                    |     |     |     |     | 10                | 33 | 28 | 20 | 7  | +8                   | --                   | 3.19 | 1.10    |   |
| Equal Employment Opportunity                             | 227    |                    |     |     |     |     | 9                 | 39 | 27 | 20 | 4  | -2                   | --                   | 3.28 | 1.02    |   |
| Education Services                                       | 433    |                    |     |     |     |     | 9                 | 30 | 31 | 21 | 8  | +7                   | --                   | 3.10 | 1.09    |   |
| Training   | 4612   |                    |     |     |     |     | 8                 | 30 | 33 | 21 | 8  | +5                   | --                   | 3.09 | 1.06    |   |
| Ammunition Management                                    | 690    |                    |     |     |     |     | 7                 | 30 | 38 | 20 | 5  | -4                   | --                   | 3.14 | 0.98    |   |
| Information Mission Area (IMA)                           | 5508   |                    |     |     |     |     | 6                 | 24 | 40 | 22 | 8  | -1                   | --                   | 2.97 | 1.01    |   |
| Intelligence (Excepted Services Only)                    | 1859   |                    |     |     |     |     | 4                 | 25 | 37 | 24 | 10 | 0                    | --                   | 2.90 | 1.03    |   |
| Military Personnel Management                            | 2191   |                    |     |     |     |     | 8                 | 24 | 36 | 22 | 10 | -1                   | --                   | 2.98 | 1.08    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>LEADERSHIP DEVELOPMENT</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 9c. Developmental assignments that give you experience in other functions in the organization. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 86565  |                    |     |     |     |     | 6                 | 26 | 36 | 23 | 9  | 0                    | --                   | 2.98 | 1.05    |   |
| <b>Total Career Program</b>  | 86540  |                    |     |     |     |     | 6                 | 26 | 36 | 23 | 9  | -2                   | --                   | 2.98 | 1.05    |   |
| Civilian Personnel Administration  | 1766   |                    |     |     |     |     | 7                 | 28 | 34 | 23 | 8  | -2                   | --                   | 3.02 | 1.05    |   |
| Comptroller  | 4865   |                    |     |     |     |     | 6                 | 26 | 35 | 23 | 9  | -1                   | --                   | 2.97 | 1.06    |   |
| Safety Management  | 1531   |                    |     |     |     |     | 7                 | 31 | 34 | 21 | 8  | +4                   | --                   | 3.08 | 1.04    |   |
| Supply Management  | 5056   |                    |     |     |     |     | 8                 | 28 | 34 | 22 | 9  | -2                   | --                   | 3.05 | 1.07    |   |
| Contracting and Acquisition  | 3837   |                    |     |     |     |     | 7                 | 30 | 36 | 19 | 8  | +1                   | --                   | 3.09 | 1.04    |   |
| Quality and Reliability Assurance  | 647    |                    |     |     |     |     | 6                 | 27 | 36 | 24 | 7  | -2                   | --                   | 3.00 | 1.02    |   |
| Engineers and Scientists (Non-Construction)  | 6401   |                    |     |     |     |     | 6                 | 29 | 36 | 21 | 8  | -4                   | --                   | 3.04 | 1.03    |   |
| Materiel Maintenance Management  | 7654   |                    |     |     |     |     | 6                 | 27 | 36 | 21 | 9  | -4                   | --                   | 3.01 | 1.05    |   |
| Engineers and Scientists (Construction)  | 7390   |                    |     |     |     |     | 6                 | 30 | 35 | 21 | 7  | -3                   | --                   | 3.08 | 1.03    |   |
| Security   | 1846   |                    |     |     |     |     | 6                 | 22 | 34 | 26 | 13 | -3                   | --                   | 2.83 | 1.08    |   |
| Quality Assurance Specialists (Ammunition Surveillance)  | 205    |                    |     |     |     |     | 8                 | 27 | 38 | 17 | 11 | -5                   | --                   | 3.05 | 1.09    |   |
| Public Affairs and Communication Media   | 608    |                    |     |     |     |     | 5                 | 18 | 33 | 32 | 13 | -4                   | --                   | 2.70 | 1.06    |   |
| Transportation Management  | 1275   |                    |     |     |     |     | 6                 | 25 | 36 | 21 | 11 | 0                    | --                   | 2.95 | 1.07    |   |
| Manpower and Force Management  | 1470   |                    |     |     |     |     | 6                 | 24 | 35 | 26 | 9  | +2                   | --                   | 2.92 | 1.04    |   |
| Housing Management   | 259    |                    |     |     |     |     | 10                | 27 | 33 | 20 | 8  | +5                   | --                   | 3.11 | 1.11    |   |
| Equal Employment Opportunity   | 223    |                    |     |     |     |     | 10                | 31 | 27 | 23 | 8  | +6                   | --                   | 3.13 | 1.12    |   |
| Education Services   | 430    |                    |     |     |     |     | 8                 | 27 | 34 | 21 | 10 | +5                   | --                   | 3.02 | 1.09    |   |
| Training   | 4616   |                    |     |     |     |     | 7                 | 27 | 33 | 23 | 10 | +3                   | --                   | 2.99 | 1.08    |   |
| Ammunition Management  | 691    |                    |     |     |     |     | 7                 | 31 | 34 | 21 | 8  | 0                    | --                   | 3.07 | 1.04    |   |
| Information Mission Area (IMA)   | 5487   |                    |     |     |     |     | 5                 | 21 | 38 | 25 | 11 | -1                   | --                   | 2.84 | 1.04    |   |
| Intelligence (Excepted Services Only)  | 1852   |                    |     |     |     |     | 4                 | 20 | 37 | 27 | 12 | 0                    | --                   | 2.77 | 1.03    |   |
| Military Personnel Management  | 2185   |                    |     |     |     |     | 7                 | 23 | 35 | 24 | 11 | +1                   | --                   | 2.90 | 1.08    |   |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>LEADERSHIP DEVELOPMENT</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 9d. The availability of opportunities to expand the range of your skills |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 86861  |                    | 35% | 31% | 34% |     | 7                 | 28 | 31 | 24 | 10 | -1                   | --                   | 2.98 | 1.08    |   |
| <b>Total Career Program</b>  | 86835  |                    | 35% | 31% | 34% |     | 7                 | 28 | 31 | 24 | 10 | -5                   | --                   | 2.98 | 1.08    |   |
| Civilian Personnel Administration  | 1777   |                    | 36% | 31% | 33% |     | 7                 | 29 | 31 | 24 | 9  | -5                   | --                   | 3.01 | 1.09    |   |
| Comptroller  | 4874   |                    | 36% | 32% | 32% |     | 7                 | 28 | 32 | 24 | 8  | -4                   | --                   | 3.02 | 1.07    |   |
| Safety Management  | 1542   |                    | 39% | 31% | 29% |     | 8                 | 32 | 31 | 22 | 7  | -2                   | --                   | 3.11 | 1.06    |   |
| Supply Management  | 5073   |                    | 37% | 31% | 33% |     | 8                 | 29 | 31 | 23 | 9  | -5                   | --                   | 3.03 | 1.10    |   |
| Contracting and Acquisition  | 3846   |                    | 41% | 31% | 28% |     | 7                 | 34 | 31 | 20 | 8  | -1                   | --                   | 3.13 | 1.06    |   |
| Quality and Reliability Assurance  | 646    |                    | 36% | 33% | 32% |     | 6                 | 30 | 33 | 25 | 7  | -3                   | --                   | 3.02 | 1.03    |   |
| Engineers and Scientists (Non-Construction)                              | 6405   |                    | 38% | 32% | 30% |     | 7                 | 32 | 32 | 22 | 8  | -7                   | --                   | 3.07 | 1.06    |   |
| Materiel Maintenance Management  | 7649   |                    | 37% | 32% | 32% |     | 7                 | 30 | 32 | 22 | 9  | -5                   | --                   | 3.02 | 1.08    |   |
| Engineers and Scientists (Construction)                                  | 7395   |                    | 38% | 31% | 30% |     | 6                 | 32 | 31 | 23 | 8  | -6                   | --                   | 3.06 | 1.04    |   |
| Security   | 1854   |                    | 29% | 29% | 43% |     | 6                 | 23 | 29 | 28 | 15 | -5                   | --                   | 2.77 | 1.13    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                  | 205    |                    | 40% | 30% | 29% |     | 7                 | 33 | 30 | 20 | 9  | -3                   | --                   | 3.09 | 1.09    |   |
| Public Affairs and Communication Media                                   | 612    |                    | 27% | 29% | 44% |     | 6                 | 21 | 29 | 32 | 12 | -6                   | --                   | 2.77 | 1.09    |   |
| Transportation Management  | 1276   |                    | 33% | 32% | 35% |     | 7                 | 26 | 32 | 23 | 12 | -3                   | --                   | 2.92 | 1.11    |   |
| Manpower and Force Management  | 1475   |                    | 36% | 29% | 36% |     | 7                 | 29 | 29 | 27 | 9  | +1                   | --                   | 2.98 | 1.09    |   |
| Housing Management   | 263    |                    | 39% | 27% | 34% |     | 9                 | 30 | 27 | 23 | 11 | +4                   | --                   | 3.03 | 1.16    |   |
| Equal Employment Opportunity   | 227    |                    | 45% | 24% | 31% |     | 10                | 35 | 24 | 23 | 7  | +3                   | --                   | 3.16 | 1.12    |   |
| Education Services   | 435    |                    | 37% | 29% | 34% |     | 8                 | 29 | 29 | 23 | 11 | +2                   | --                   | 3.01 | 1.14    |   |
| Training   | 4619   |                    | 37% | 29% | 34% |     | 7                 | 30 | 29 | 24 | 10 | +2                   | --                   | 3.00 | 1.11    |   |
| Ammunition Management  | 690    |                    | 37% | 31% | 32% |     | 7                 | 31 | 31 | 25 | 7  | -5                   | --                   | 3.05 | 1.05    |   |
| Information Mission Area (IMA)   | 5517   |                    | 31% | 31% | 38% |     | 6                 | 25 | 31 | 27 | 11 | -1                   | --                   | 2.88 | 1.10    |   |
| Intelligence (Excepted Services Only)                                    | 1872   |                    | 28% | 32% | 40% |     | 4                 | 24 | 32 | 28 | 12 | -3                   | --                   | 2.80 | 1.06    |   |
| Military Personnel Management  | 2199   |                    | 31% | 31% | 38% |     | 8                 | 23 | 31 | 26 | 12 | -2                   | --                   | 2.89 | 1.12    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents<br>5 4 3 2 1 | % Fav<br>Diff from<br>2010 | % Fav<br>Diff from<br>2006 | Mean | Std<br>Dev |
|---|--------|--------------------|-----|-----|-----|-----|--------------------------------|----------------------------|----------------------------|------|------------|
|   |        | 0%                 | 20% | 40% | 60% | 80% |                                |                            |                            |      |            |
| <b>LEADERSHIP DEVELOPMENT</b>                           |        |                    |     |     |     |     |                                |                            |                            |      |            |
| 9e. The help you have received to plan your career path |        |                    |     |     |     |     |                                |                            |                            |      |            |
| Total Army  | 87234  | 28%                | 33% | 39% |     |     | 6 22 33 25 14                  | +3                         | --                         | 2.80 | 1.11       |
| <b>Total Career Program</b>                             | 87207  | 28%                | 33% | 39% |     |     | 6 22 33 25 14                  | -1                         | --                         | 2.80 | 1.11       |
| Civilian Personnel Administration                       | 1780   | 31%                | 31% | 38% |     |     | 6 25 31 26 12                  | -1                         | --                         | 2.86 | 1.10       |
| Comptroller   | 4906   | 31%                | 33% | 36% |     |     | 6 25 33 23 12                  | 0                          | --                         | 2.90 | 1.10       |
| Safety Management                                       | 1547   | 34%                | 30% | 35% |     |     | 7 27 30 24 12                  | +2                         | --                         | 2.95 | 1.12       |
| Supply Management                                       | 5078   | 30%                | 32% | 37% |     |     | 7 24 32 24 13                  | -2                         | --                         | 2.87 | 1.12       |
| Contracting and Acquisition                             | 3864   | 34%                | 32% | 34% |     |     | 7 27 32 22 12                  | 0                          | --                         | 2.96 | 1.11       |
| Quality and Reliability Assurance                       | 648    | 30%                | 33% | 37% |     |     | 6 25 33 23 13                  | +5                         | --                         | 2.86 | 1.10       |
| Engineers and Scientists (Non-Construction)             | 6443   | 28%                | 33% | 39% |     |     | 5 24 33 25 14                  | -3                         | --                         | 2.81 | 1.09       |
| Materiel Maintenance Management                         | 7697   | 29%                | 33% | 39% |     |     | 6 23 33 24 14                  | -2                         | --                         | 2.81 | 1.11       |
| Engineers and Scientists (Construction)                 | 7437   | 30%                | 33% | 37% |     |     | 4 25 33 25 13                  | 0                          | --                         | 2.84 | 1.08       |
| Security  | 1858   | 25%                | 31% | 44% |     |     | 5 20 31 26 19                  | +3                         | --                         | 2.67 | 1.14       |
| Quality Assurance Specialists (Ammunition Surveillance) | 204    | 26%                | 41% | 32% |     |     | 6 20 41 20 13                  | -1                         | --                         | 2.88 | 1.07       |
| Public Affairs and Communication Media                  | 612    | 20%                | 32% | 49% |     |     | 4 16 32 29 19                  | +1                         | --                         | 2.56 | 1.08       |
| Transportation Management                               | 1286   | 27%                | 34% | 38% |     |     | 5 22 34 23 15                  | -3                         | --                         | 2.79 | 1.11       |
| Manpower and Force Management                           | 1483   | 31%                | 31% | 38% |     |     | 6 25 31 26 12                  | +4                         | --                         | 2.88 | 1.10       |
| Housing Management                                      | 264    | 36%                | 30% | 34% |     |     | 10 25 30 22 12                 | +4                         | --                         | 2.99 | 1.17       |
| Equal Employment Opportunity                            | 228    | 42%                | 28% | 31% |     |     | 11 31 28 21 10                 | +4                         | --                         | 3.12 | 1.15       |
| Education Services                                      | 436    | 33%                | 33% | 34% |     |     | 8 25 33 21 14                  | +5                         | --                         | 2.93 | 1.14       |
| Training  | 4655   | 30%                | 31% | 39% |     |     | 6 24 31 25 14                  | +6                         | --                         | 2.83 | 1.13       |
| Ammunition Management                                   | 692    | 33%                | 33% | 34% |     |     | 6 27 33 25 9                   | 0                          | --                         | 2.96 | 1.06       |
| Information Mission Area (IMA)                          | 5537   | 25%                | 32% | 43% |     |     | 5 20 32 27 16                  | +3                         | --                         | 2.71 | 1.10       |
| Intelligence (Excepted Services Only)                   | 1882   | 22%                | 32% | 46% |     |     | 4 18 32 27 19                  | +3                         | --                         | 2.60 | 1.10       |
| Military Personnel Management                           | 2205   | 27%                | 31% | 42% |     |     | 7 20 31 27 16                  | +3                         | --                         | 2.75 | 1.14       |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents<br>5 4 3 2 1 | % Fav<br>Diff from<br>2010 | % Fav<br>Diff from<br>2006 | Mean | Std<br>Dev |
|--|--------|--------------------|-----|-----|-----|-----|--------------------------------|----------------------------|----------------------------|------|------------|
|  |        | 0%                 | 20% | 40% | 60% | 80% |                                |                            |                            |      |            |
| <b>LEADERSHIP DEVELOPMENT</b>  |        |                    |     |     |     |     |                                |                            |                            |      |            |
| 9f. The way your supervisor creates or calls attention to leader development opportunities |        |                    |     |     |     |     |                                |                            |                            |      |            |
| Total Army   | 87175  |                    |     |     |     |     | 8 27 36 19 10                  | +3                         | --                         | 3.04 | 1.10       |
| <b>Total Career Program</b>  | 87148  |                    |     |     |     |     | 8 27 36 19 10                  | -1                         | --                         | 3.04 | 1.10       |
| Civilian Personnel Administration  | 1777   |                    |     |     |     |     | 9 29 35 18 9                   | 0                          | --                         | 3.11 | 1.09       |
| Comptroller  | 4897   |                    |     |     |     |     | 9 28 35 18 10                  | 0                          | --                         | 3.09 | 1.10       |
| Safety Management  | 1545   |                    |     |     |     |     | 10 29 32 20 9                  | 0                          | --                         | 3.10 | 1.11       |
| Supply Management  | 5077   |                    |     |     |     |     | 9 27 35 18 10                  | -2                         | --                         | 3.06 | 1.11       |
| Contracting and Acquisition  | 3856   |                    |     |     |     |     | 9 31 35 16 9                   | +3                         | --                         | 3.15 | 1.08       |
| Quality and Reliability Assurance  | 650    |                    |     |     |     |     | 9 28 37 17 10                  | +6                         | --                         | 3.08 | 1.09       |
| Engineers and Scientists (Non-Construction)  | 6440   |                    |     |     |     |     | 7 29 37 18 9                   | -3                         | --                         | 3.07 | 1.05       |
| Materiel Maintenance Management  | 7683   |                    |     |     |     |     | 7 27 35 19 11                  | -2                         | --                         | 3.00 | 1.10       |
| Engineers and Scientists (Construction)  | 7436   |                    |     |     |     |     | 8 31 35 17 9                   | +1                         | --                         | 3.13 | 1.06       |
| Security   | 1857   |                    |     |     |     |     | 8 25 33 22 13                  | +1                         | --                         | 2.92 | 1.14       |
| Quality Assurance Specialists (Ammunition Surveillance)                                    | 203    |                    |     |     |     |     | 8 30 40 13 9                   | +10                        | --                         | 3.15 | 1.04       |
| Public Affairs and Communication Media   | 615    |                    |     |     |     |     | 7 21 34 24 14                  | -4                         | --                         | 2.83 | 1.13       |
| Transportation Management  | 1286   |                    |     |     |     |     | 7 26 37 18 13                  | -5                         | --                         | 2.97 | 1.11       |
| Manpower and Force Management  | 1481   |                    |     |     |     |     | 10 29 33 19 9                  | +3                         | --                         | 3.14 | 1.11       |
| Housing Management   | 265    |                    |     |     |     |     | 14 27 31 17 12                 | +3                         | --                         | 3.13 | 1.20       |
| Equal Employment Opportunity   | 226    |                    |     |     |     |     | 16 37 27 14 7                  | -3                         | --                         | 3.41 | 1.11       |
| Education Services   | 436    |                    |     |     |     |     | 12 29 33 14 11                 | +4                         | --                         | 3.17 | 1.15       |
| Training   | 4657   |                    |     |     |     |     | 9 29 33 18 10                  | +5                         | --                         | 3.09 | 1.12       |
| Ammunition Management  | 690    |                    |     |     |     |     | 9 30 37 20 5                   | +3                         | --                         | 3.17 | 1.01       |
| Information Mission Area (IMA)   | 5538   |                    |     |     |     |     | 8 24 36 21 11                  | +3                         | --                         | 2.97 | 1.10       |
| Intelligence (Excepted Services Only)  | 1883   |                    |     |     |     |     | 7 26 35 20 12                  | +2                         | --                         | 2.98 | 1.10       |
| Military Personnel Management  | 2200   |                    |     |     |     |     | 9 23 36 20 12                  | 0                          | --                         | 2.98 | 1.12       |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |     |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |      |      |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|-----|----|----|----|----------------------|----------------------|------|---------|------|------|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5   | 4  | 3  | 2  |                      |                      |      |         | 1    |      |
| <b>PERSONAL WORK EXPERIENCES</b>                            |        |                    |     |     |     |     |                   |     |    |    |    |                      |                      |      |         |      |      |
| 10a. My work gives me a feeling of personal accomplishment. |        |                    |     |     |     |     |                   |     |    |    |    |                      |                      |      |         |      |      |
| Total Army  | 86288  | 77%                |     |     |     |     | 11%               | 11% | 31 | 47 | 11 | 6                    | 5                    | -1   | --      | 3.92 | 1.05 |
| <b>Total Career Program</b>                                 | 86261  | 77%                |     |     |     |     | 11%               | 11% | 31 | 47 | 11 | 6                    | 5                    | -2   | --      | 3.92 | 1.05 |
| Civilian Personnel Administration                           | 1765   | 77%                |     |     |     |     | 12%               | 11% | 30 | 47 | 12 | 6                    | 5                    | -5   | --      | 3.91 | 1.06 |
| Comptroller   | 4835   | 75%                |     |     |     |     | 12%               | 13% | 26 | 49 | 12 | 7                    | 6                    | -1   | --      | 3.83 | 1.07 |
| Safety Management   | 1520   | 77%                |     |     |     |     | 12%               | 11% | 31 | 46 | 12 | 7                    | 4                    | -5   | --      | 3.93 | 1.04 |
| Supply Management   | 5012   | 76%                |     |     |     |     | 13%               | 11% | 31 | 45 | 13 | 6                    | 5                    | -3   | --      | 3.90 | 1.06 |
| Contracting and Acquisition                                 | 3810   | 77%                |     |     |     |     | 12%               | 11% | 27 | 50 | 12 | 6                    | 5                    | -3   | --      | 3.87 | 1.04 |
| Quality and Reliability Assurance                           | 644    | 75%                |     |     |     |     | 12%               | 13% | 27 | 48 | 12 | 7                    | 6                    | -3   | --      | 3.82 | 1.09 |
| Engineers and Scientists (Non-Construction)                 | 6364   | 76%                |     |     |     |     | 12%               | 12% | 27 | 49 | 12 | 7                    | 5                    | -3   | --      | 3.85 | 1.06 |
| Matériel Maintenance Management                             | 7579   | 79%                |     |     |     |     | 11%               | 11% | 31 | 48 | 11 | 6                    | 5                    | 0    | --      | 3.94 | 1.03 |
| Engineers and Scientists (Construction)                     | 7378   | 76%                |     |     |     |     | 12%               | 12% | 26 | 50 | 12 | 7                    | 5                    | -4   | --      | 3.86 | 1.03 |
| Security  | 1841   | 69%                |     |     |     |     | 15%               | 16% | 26 | 43 | 15 | 8                    | 8                    | -10  | --      | 3.71 | 1.16 |
| Quality Assurance Specialists (Ammunition Surveillance)     | 200    | 77%                |     |     |     |     | 13%               | 11% | 25 | 52 | 13 | 6                    | 5                    | -1   | --      | 3.86 | 1.01 |
| Public Affairs and Communication Media                      | 605    | 75%                |     |     |     |     | 10%               | 15% | 31 | 44 | 10 | 8                    | 7                    | -1   | --      | 3.84 | 1.14 |
| Transportation Management                                   | 1252   | 79%                |     |     |     |     | 11%               | 10% | 32 | 47 | 11 | 4                    | 6                    | -1   | --      | 3.95 | 1.06 |
| Manpower and Force Management                               | 1468   | 78%                |     |     |     |     | 10%               | 12% | 30 | 48 | 10 | 7                    | 5                    | +2   | --      | 3.90 | 1.07 |
| Housing Management  | 263    | 86%                |     |     |     |     | 9%                | 5%  | 41 | 44 | 9  | 3                    | 2                    | +4   | --      | 4.19 | 0.89 |
| Equal Employment Opportunity                                | 228    | 90%                |     |     |     |     | 4%                | 5%  | 42 | 48 | 4  | 3                    | 2                    | +4   | --      | 4.25 | 0.85 |
| Education Services  | 441    | 87%                |     |     |     |     | 7%                | 7%  | 45 | 41 | 7  | 4                    | 3                    | -1   | --      | 4.23 | 0.93 |
| Training  | 4589   | 81%                |     |     |     |     | 10%               | 9%  | 37 | 44 | 10 | 6                    | 4                    | -2   | --      | 4.05 | 1.01 |
| Ammunition Management                                       | 688    | 79%                |     |     |     |     | 11%               | 10% | 30 | 49 | 11 | 6                    | 4                    | 0    | --      | 3.94 | 1.01 |
| Information Mission Area (IMA)                              | 5450   | 75%                |     |     |     |     | 12%               | 14% | 29 | 46 | 12 | 8                    | 6                    | -2   | --      | 3.84 | 1.10 |
| Intelligence (Excepted Services Only)                       | 1852   | 77%                |     |     |     |     | 11%               | 12% | 30 | 47 | 11 | 6                    | 5                    | -4   | --      | 3.90 | 1.06 |
| Military Personnel Management                               | 2175   | 81%                |     |     |     |     | 10%               | 9%  | 37 | 44 | 10 | 5                    | 4                    | -6   | --      | 4.05 | 1.01 |

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

-- No history data available

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |      |      |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|------|------|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1    |      |
| PERSONAL WORK EXPERIENCES                               |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |      |      |
| 10b. I like the kind of work I do.                      |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |      |      |
| Total Army  | 86171  | 86%                |     |     |     |     | 9%                | 6  | 40 | 46 | 9  | 4                    | 2                    | -1   | --      | 4.18 | 0.89 |
| <b>Total Career Program</b>                             | 86144  | 86%                |     |     |     |     | 9%                | 6  | 40 | 46 | 9  | 4                    | 2                    | 0    | --      | 4.18 | 0.89 |
| Civilian Personnel Administration                       | 1765   | 86%                |     |     |     |     | 8%                | 6  | 41 | 45 | 8  | 4                    | 2                    | -2   | --      | 4.20 | 0.88 |
| Comptroller   | 4839   | 83%                |     |     |     |     | 10%               | 7% | 34 | 49 | 10 | 4                    | 3                    | -1   | --      | 4.07 | 0.93 |
| Safety Management                                       | 1519   | 90%                |     |     |     |     | 7%                | 3  | 50 | 40 | 7  | 2                    | 1                    | -2   | --      | 4.36 | 0.78 |
| Supply Management                                       | 4996   | 83%                |     |     |     |     | 10%               | 7% | 39 | 44 | 10 | 4                    | 3                    | -2   | --      | 4.12 | 0.94 |
| Contracting and Acquisition                             | 3810   | 82%                |     |     |     |     | 11%               | 7% | 33 | 48 | 11 | 5                    | 2                    | -3   | --      | 4.05 | 0.92 |
| Quality and Reliability Assurance                       | 645    | 85%                |     |     |     |     | 9%                | 6  | 38 | 48 | 9  | 4                    | 2                    | -3   | --      | 4.15 | 0.88 |
| Engineers and Scientists (Non-Construction)             | 6360   | 82%                |     |     |     |     | 11%               | 7% | 33 | 49 | 11 | 5                    | 2                    | -1   | --      | 4.07 | 0.91 |
| Materiel Maintenance Management                         | 7563   | 87%                |     |     |     |     | 8%                | 5  | 40 | 46 | 8  | 3                    | 2                    | +1   | --      | 4.20 | 0.87 |
| Engineers and Scientists (Construction)                 | 7374   | 85%                |     |     |     |     | 10%               | 6  | 36 | 49 | 10 | 4                    | 2                    | -1   | --      | 4.13 | 0.86 |
| Security  | 1837   | 86%                |     |     |     |     | 9%                | 5  | 42 | 44 | 9  | 3                    | 2                    | -6   | --      | 4.21 | 0.88 |
| Quality Assurance Specialists (Ammunition Surveillance) | 200    | 85%                |     |     |     |     | 8%                | 8% | 37 | 48 | 8  | 6                    | 2                    | 0    | --      | 4.13 | 0.91 |
| Public Affairs and Communication Media                  | 606    | 86%                |     |     |     |     | 9%                | 6  | 43 | 42 | 9  | 4                    | 2                    | -4   | --      | 4.21 | 0.90 |
| Transportation Management                               | 1248   | 88%                |     |     |     |     | 7%                | 5  | 43 | 44 | 7  | 3                    | 2                    | 0    | --      | 4.23 | 0.88 |
| Manpower and Force Management                           | 1468   | 86%                |     |     |     |     | 8%                | 6  | 36 | 49 | 8  | 4                    | 3                    | +3   | --      | 4.13 | 0.90 |
| Housing Management                                      | 263    | 91%                |     |     |     |     | 6                 | 3  | 50 | 41 | 6  | 2                    | 2                    | -1   | --      | 4.36 | 0.80 |
| Equal Employment Opportunity                            | 227    | 91%                |     |     |     |     | 7%                |    | 53 | 38 | 7  | 2                    | 0                    | +1   | --      | 4.42 | 0.70 |
| Education Services                                      | 441    | 93%                |     |     |     |     | 5                 |    | 58 | 35 | 5  | 2                    | 1                    | +1   | --      | 4.48 | 0.72 |
| Training  | 4582   | 89%                |     |     |     |     | 7%                | 4  | 48 | 41 | 7  | 3                    | 2                    | -2   | --      | 4.31 | 0.83 |
| Ammunition Management                                   | 688    | 82%                |     |     |     |     | 12%               | 6  | 38 | 44 | 12 | 4                    | 2                    | -1   | --      | 4.12 | 0.91 |
| Information Mission Area (IMA)                          | 5443   | 84%                |     |     |     |     | 9%                | 7% | 40 | 44 | 9  | 4                    | 3                    | -1   | --      | 4.15 | 0.93 |
| Intelligence (Excepted Services Only)                   | 1854   | 87%                |     |     |     |     | 8%                | 6  | 41 | 46 | 8  | 4                    | 2                    | -1   | --      | 4.19 | 0.89 |
| Military Personnel Management                           | 2168   | 88%                |     |     |     |     | 7%                | 4  | 46 | 42 | 7  | 3                    | 2                    | -3   | --      | 4.28 | 0.84 |

■ = % 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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>PERSONAL WORK EXPERIENCES</b>                        |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 10c. Creativity and innovation are rewarded.            |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 85175  |                    |     |     |     |     | 16                | 31 | 24 | 17 | 13 | -2                   | -2                   | 3.21 | 1.26    |   |
| <b>Total Career Program</b>                             | 85148  |                    |     |     |     |     | 16                | 31 | 24 | 17 | 13 | -4                   | -6                   | 3.21 | 1.26    |   |
| Civilian Personnel Administration                       | 1729   |                    |     |     |     |     | 16                | 27 | 24 | 19 | 13 | -8                   | -18                  | 3.14 | 1.28    |   |
| Comptroller   | 4765   |                    |     |     |     |     | 15                | 32 | 25 | 16 | 12 | -4                   | -8                   | 3.22 | 1.23    |   |
| Safety Management                                       | 1500   |                    |     |     |     |     | 17                | 32 | 24 | 17 | 10 | -6                   | -4                   | 3.29 | 1.22    |   |
| Supply Management                                       | 4939   |                    |     |     |     |     | 18                | 30 | 24 | 15 | 13 | -4                   | -6                   | 3.24 | 1.28    |   |
| Contracting and Acquisition                             | 3727   |                    |     |     |     |     | 13                | 32 | 26 | 17 | 12 | -1                   | -3                   | 3.17 | 1.21    |   |
| Quality and Reliability Assurance                       | 635    |                    |     |     |     |     | 16                | 30 | 26 | 17 | 11 | -4                   | -3                   | 3.23 | 1.22    |   |
| Engineers and Scientists (Non-Construction)             | 6315   |                    |     |     |     |     | 14                | 33 | 24 | 17 | 12 | -7                   | -9                   | 3.21 | 1.23    |   |
| Matériel Maintenance Management                         | 7494   |                    |     |     |     |     | 15                | 30 | 24 | 17 | 14 | -8                   | -9                   | 3.14 | 1.27    |   |
| Engineers and Scientists (Construction)                 | 7302   |                    |     |     |     |     | 13                | 32 | 26 | 17 | 12 | -5                   | -3                   | 3.17 | 1.21    |   |
| Security  | 1817   |                    |     |     |     |     | 14                | 27 | 23 | 19 | 17 | -8                   | -15                  | 3.03 | 1.30    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 193    |                    |     |     |     |     | 11                | 32 | 31 | 15 | 11 | -4                   | -5                   | 3.19 | 1.15    |   |
| Public Affairs and Communication Media                  | 604    |                    |     |     |     |     | 20                | 26 | 21 | 17 | 16 | -8                   | -5                   | 3.17 | 1.35    |   |
| Transportation Management                               | 1239   |                    |     |     |     |     | 15                | 30 | 26 | 15 | 14 | -5                   | -10                  | 3.17 | 1.26    |   |
| Manpower and Force Management                           | 1445   |                    |     |     |     |     | 19                | 33 | 22 | 16 | 10 | 0                    | -2                   | 3.35 | 1.24    |   |
| Housing Management                                      | 261    |                    |     |     |     |     | 23                | 31 | 24 | 10 | 11 | +3                   | +2                   | 3.44 | 1.26    |   |
| Equal Employment Opportunity                            | 225    |                    |     |     |     |     | 22                | 36 | 19 | 15 | 8  | +3                   | -5                   | 3.51 | 1.20    |   |
| Education Services                                      | 431    |                    |     |     |     |     | 24                | 28 | 21 | 16 | 10 | -2                   | -1                   | 3.41 | 1.29    |   |
| Training  | 4555   |                    |     |     |     |     | 20                | 30 | 22 | 15 | 12 | -2                   | -1                   | 3.32 | 1.28    |   |
| Ammunition Management                                   | 679    |                    |     |     |     |     | 16                | 29 | 24 | 17 | 14 | -3                   | -7                   | 3.18 | 1.28    |   |
| Information Mission Area (IMA)                          | 5373   |                    |     |     |     |     | 15                | 30 | 23 | 18 | 14 | -3                   | 0                    | 3.15 | 1.27    |   |
| Intelligence (Excepted Services Only)                   | 1832   |                    |     |     |     |     | 16                | 30 | 22 | 18 | 13 | -6                   | -3                   | 3.19 | 1.28    |   |
| Military Personnel Management                           | 2150   |                    |     |     |     |     | 19                | 29 | 24 | 16 | 12 | -6                   | --                   | 3.27 | 1.28    |   |

■ = % 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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |   |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |      |      |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|---|----|----|----|----------------------|----------------------|------|---------|------|------|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5 | 4  | 3  | 2  |                      |                      |      |         | 1    |      |
| PERSONAL WORK EXPERIENCES                               |        |                    |     |     |     |     |                   |   |    |    |    |                      |                      |      |         |      |      |
| 10d. The work I do is important.                        |        |                    |     |     |     |     |                   |   |    |    |    |                      |                      |      |         |      |      |
| Total Army  | 85693  | 90%                |     |     |     |     | 7%                | 3 | 47 | 43 | 7  | 2                    | 1                    | -1   | --      | 4.33 | 0.78 |
| <b>Total Career Program</b>                             | 85667  | 90%                |     |     |     |     | 7%                | 3 | 47 | 43 | 7  | 2                    | 1                    | 0    | --      | 4.33 | 0.78 |
| Civilian Personnel Administration                       | 1760   | 94%                |     |     |     |     | 5                 |   | 49 | 45 | 5  | 1                    | 1                    | -2   | --      | 4.40 | 0.68 |
| Comptroller   | 4807   | 89%                |     |     |     |     | 8%                | 4 | 40 | 48 | 8  | 2                    | 2                    | 0    | --      | 4.23 | 0.82 |
| Safety Management                                       | 1516   | 93%                |     |     |     |     | 5                 |   | 58 | 35 | 5  | 1                    | 1                    | -2   | --      | 4.48 | 0.73 |
| Supply Management                                       | 4959   | 90%                |     |     |     |     | 8%                |   | 47 | 43 | 8  | 1                    | 1                    | -2   | --      | 4.32 | 0.78 |
| Contracting and Acquisition                             | 3796   | 91%                |     |     |     |     | 7%                |   | 44 | 46 | 7  | 2                    | 1                    | -3   | --      | 4.31 | 0.77 |
| Quality and Reliability Assurance                       | 639    | 90%                |     |     |     |     | 7%                |   | 46 | 44 | 7  | 1                    | 2                    | -3   | --      | 4.31 | 0.80 |
| Engineers and Scientists (Non-Construction)             | 6336   | 86%                |     |     |     |     | 10%               | 4 | 39 | 47 | 10 | 3                    | 2                    | -1   | --      | 4.18 | 0.85 |
| Matériel Maintenance Management                         | 7533   | 91%                |     |     |     |     | 6                 |   | 49 | 42 | 6  | 2                    | 1                    | 0    | --      | 4.37 | 0.76 |
| Engineers and Scientists (Construction)                 | 7333   | 88%                |     |     |     |     | 8%                | 4 | 40 | 48 | 8  | 2                    | 1                    | -1   | --      | 4.23 | 0.80 |
| Security  | 1835   | 91%                |     |     |     |     | 6                 | 3 | 52 | 39 | 6  | 2                    | 2                    | -3   | --      | 4.39 | 0.80 |
| Quality Assurance Specialists (Ammunition Surveillance) | 199    | 92%                |     |     |     |     | 7%                |   | 57 | 35 | 7  | 0                    | 1                    | +1   | --      | 4.48 | 0.71 |
| Public Affairs and Communication Media                  | 598    | 83%                |     |     |     |     | 11%               | 6 | 40 | 43 | 11 | 4                    | 2                    | -4   | --      | 4.16 | 0.89 |
| Transportation Management                               | 1239   | 92%                |     |     |     |     | 5                 |   | 50 | 42 | 5  | 1                    | 1                    | -1   | --      | 4.39 | 0.75 |
| Manpower and Force Management                           | 1451   | 89%                |     |     |     |     | 8%                | 4 | 44 | 45 | 8  | 2                    | 2                    | 0    | --      | 4.27 | 0.82 |
| Housing Management                                      | 260    | 96%                |     |     |     |     |                   |   | 60 | 36 | 2  | 1                    | 1                    | +1   | --      | 4.52 | 0.69 |
| Equal Employment Opportunity                            | 227    | 95%                |     |     |     |     | 4                 |   | 66 | 29 | 4  | 1                    | 0                    | +2   | --      | 4.59 | 0.63 |
| Education Services                                      | 437    | 97%                |     |     |     |     |                   |   | 64 | 33 | 2  | 0                    | 0                    | +1   | --      | 4.61 | 0.57 |
| Training  | 4554   | 93%                |     |     |     |     | 5                 |   | 56 | 37 | 5  | 1                    | 1                    | -1   | --      | 4.46 | 0.72 |
| Ammunition Management                                   | 685    | 90%                |     |     |     |     | 6                 | 4 | 47 | 43 | 6  | 2                    | 2                    | -1   | --      | 4.32 | 0.81 |
| Information Mission Area (IMA)                          | 5399   | 89%                |     |     |     |     | 8%                | 4 | 45 | 44 | 8  | 2                    | 2                    | -1   | --      | 4.28 | 0.82 |
| Intelligence (Excepted Services Only)                   | 1841   | 89%                |     |     |     |     | 7%                | 3 | 48 | 41 | 7  | 2                    | 1                    | -2   | --      | 4.33 | 0.80 |
| Military Personnel Management                           | 2161   | 95%                |     |     |     |     | 4                 |   | 57 | 39 | 4  | 1                    | 1                    | 0    | --      | 4.50 | 0.65 |

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

-- No history data available

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## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | 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  | 85807  | 86%                |     |     |     |     | 9%                | 5  | 39 | 47 | 9  | 3                    | 2                    | -1   | --      | 4.18 | 0.86 |
| <b>Total Career Program</b>   | 85780  | 86%                |     |     |     |     | 9%                | 5  | 39 | 47 | 9  | 3                    | 2                    | 0    | --      | 4.18 | 0.86 |
| Civilian Personnel Administration   | 1755   | 91%                |     |     |     |     | 6                 | 3  | 42 | 49 | 6  | 2                    | 1                    | -3   | --      | 4.28 | 0.76 |
| Comptroller   | 4823   | 87%                |     |     |     |     | 8%                | 5  | 37 | 50 | 8  | 3                    | 2                    | -1   | --      | 4.17 | 0.84 |
| Safety Management   | 1519   | 83%                |     |     |     |     | 11%               | 6  | 43 | 41 | 11 | 4                    | 2                    | -4   | --      | 4.18 | 0.91 |
| Supply Management   | 4980   | 87%                |     |     |     |     | 9%                | 5  | 41 | 46 | 9  | 3                    | 2                    | -2   | --      | 4.21 | 0.85 |
| Contracting and Acquisition   | 3798   | 87%                |     |     |     |     | 9%                | 4  | 36 | 51 | 9  | 3                    | 2                    | -1   | --      | 4.17 | 0.82 |
| Quality and Reliability Assurance   | 642    | 85%                |     |     |     |     | 10%               | 5  | 36 | 49 | 10 | 3                    | 2                    | -1   | --      | 4.14 | 0.85 |
| Engineers and Scientists (Non-Construction)                                 | 6323   | 80%                |     |     |     |     | 12%               | 8% | 30 | 50 | 12 | 5                    | 3                    | -2   | --      | 3.99 | 0.94 |
| Matériel Maintenance Management   | 7545   | 86%                |     |     |     |     | 10%               | 5  | 38 | 48 | 10 | 3                    | 2                    | -2   | --      | 4.17 | 0.86 |
| Engineers and Scientists (Construction)                                     | 7324   | 84%                |     |     |     |     | 11%               | 6  | 32 | 52 | 11 | 4                    | 2                    | -1   | --      | 4.07 | 0.86 |
| Security  | 1820   | 81%                |     |     |     |     | 12%               | 7% | 37 | 44 | 12 | 4                    | 3                    | -5   | --      | 4.08 | 0.96 |
| Quality Assurance Specialists (Ammunition Surveillance)                     | 197    | 86%                |     |     |     |     | 10%               | 4  | 41 | 45 | 10 | 3                    | 1                    | +5   | --      | 4.22 | 0.82 |
| Public Affairs and Communication Media                                      | 605    | 84%                |     |     |     |     | 8%                | 8% | 40 | 44 | 8  | 5                    | 3                    | -4   | --      | 4.13 | 0.97 |
| Transportation Management   | 1248   | 86%                |     |     |     |     | 9%                | 5  | 42 | 44 | 9  | 2                    | 2                    | -2   | --      | 4.21 | 0.88 |
| Manpower and Force Management   | 1464   | 88%                |     |     |     |     | 7%                | 5  | 41 | 47 | 7  | 3                    | 2                    | +1   | --      | 4.23 | 0.85 |
| Housing Management  | 260    | 92%                |     |     |     |     | 6                 | 1  | 49 | 43 | 6  | 0                    | 2                    | 0    | --      | 4.38 | 0.75 |
| Equal Employment Opportunity  | 228    | 91%                |     |     |     |     | 5                 | 4  | 50 | 42 | 5  | 2                    | 2                    | +3   | --      | 4.36 | 0.81 |
| Education Services  | 442    | 93%                |     |     |     |     | 5                 | 1  | 54 | 39 | 5  | 2                    | 0                    | +3   | --      | 4.44 | 0.70 |
| Training  | 4578   | 89%                |     |     |     |     | 7%                | 4  | 48 | 41 | 7  | 3                    | 1                    | 0    | --      | 4.31 | 0.83 |
| Ammunition Management   | 687    | 87%                |     |     |     |     | 8%                | 5  | 36 | 51 | 8  | 3                    | 2                    | -1   | --      | 4.16 | 0.85 |
| Information Mission Area (IMA)  | 5414   | 84%                |     |     |     |     | 10%               | 6  | 38 | 46 | 10 | 4                    | 2                    | -1   | --      | 4.13 | 0.91 |
| Intelligence (Excepted Services Only)                                       | 1844   | 83%                |     |     |     |     | 9%                | 7% | 38 | 45 | 9  | 5                    | 3                    | -2   | --      | 4.11 | 0.94 |
| Military Personnel Management   | 2165   | 91%                |     |     |     |     | 6                 | 1  | 48 | 43 | 6  | 1                    | 1                    | -1   | --      | 4.36 | 0.76 |

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

-- No history data available

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## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>PERSONAL WORK EXPERIENCES</b>                        |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 10f. My talents are used well in the workplace.         |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 85815  |                    |     |     |     |     | 24                | 39 | 17 | 12 | 9  | -2                   | --                   | 3.57 | 1.22    |   |
| <b>Total Career Program</b>                             | 85788  |                    |     |     |     |     | 24                | 39 | 17 | 12 | 9  | -2                   | --                   | 3.57 | 1.22    |   |
| Civilian Personnel Administration                       | 1747   |                    |     |     |     |     | 23                | 37 | 18 | 13 | 10 | -9                   | --                   | 3.50 | 1.25    |   |
| Comptroller   | 4827   |                    |     |     |     |     | 21                | 40 | 18 | 12 | 9  | -3                   | --                   | 3.53 | 1.19    |   |
| Safety Management                                       | 1520   |                    |     |     |     |     | 25                | 38 | 18 | 11 | 7  | -6                   | --                   | 3.62 | 1.18    |   |
| Supply Management                                       | 4976   |                    |     |     |     |     | 26                | 36 | 18 | 11 | 10 | -4                   | --                   | 3.57 | 1.25    |   |
| Contracting and Acquisition                             | 3788   |                    |     |     |     |     | 21                | 40 | 18 | 12 | 9  | -3                   | --                   | 3.53 | 1.20    |   |
| Quality and Reliability Assurance                       | 645    |                    |     |     |     |     | 21                | 38 | 18 | 13 | 10 | -5                   | --                   | 3.47 | 1.24    |   |
| Engineers and Scientists (Non-Construction)             | 6334   |                    |     |     |     |     | 18                | 41 | 18 | 13 | 10 | -4                   | --                   | 3.44 | 1.20    |   |
| Matériel Maintenance Management                         | 7539   |                    |     |     |     |     | 24                | 40 | 17 | 11 | 9  | -3                   | --                   | 3.59 | 1.22    |   |
| Engineers and Scientists (Construction)                 | 7348   |                    |     |     |     |     | 19                | 43 | 17 | 12 | 8  | -3                   | --                   | 3.54 | 1.16    |   |
| Security  | 1822   |                    |     |     |     |     | 22                | 34 | 19 | 12 | 13 | -9                   | --                   | 3.40 | 1.31    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 195    |                    |     |     |     |     | 23                | 43 | 18 | 7  | 8  | +3                   | --                   | 3.66 | 1.15    |   |
| Public Affairs and Communication Media                  | 601    |                    |     |     |     |     | 22                | 34 | 16 | 14 | 14 | -7                   | --                   | 3.35 | 1.34    |   |
| Transportation Management                               | 1248   |                    |     |     |     |     | 26                | 37 | 18 | 10 | 9  | -2                   | --                   | 3.60 | 1.23    |   |
| Manpower and Force Management                           | 1464   |                    |     |     |     |     | 25                | 39 | 16 | 11 | 9  | +1                   | --                   | 3.59 | 1.22    |   |
| Housing Management                                      | 263    |                    |     |     |     |     | 34                | 38 | 13 | 6  | 9  | +3                   | --                   | 3.81 | 1.23    |   |
| Equal Employment Opportunity                            | 225    |                    |     |     |     |     | 32                | 41 | 12 | 7  | 8  | +3                   | --                   | 3.84 | 1.17    |   |
| Education Services                                      | 436    |                    |     |     |     |     | 33                | 39 | 14 | 9  | 6  | +2                   | --                   | 3.84 | 1.14    |   |
| Training  | 4569   |                    |     |     |     |     | 29                | 38 | 14 | 11 | 8  | -1                   | --                   | 3.69 | 1.22    |   |
| Ammunition Management                                   | 686    |                    |     |     |     |     | 24                | 41 | 17 | 11 | 7  | -1                   | --                   | 3.64 | 1.17    |   |
| Information Mission Area (IMA)                          | 5424   |                    |     |     |     |     | 22                | 38 | 17 | 13 | 10 | -2                   | --                   | 3.48 | 1.25    |   |
| Intelligence (Excepted Services Only)                   | 1846   |                    |     |     |     |     | 23                | 38 | 17 | 13 | 10 | -6                   | --                   | 3.51 | 1.25    |   |
| Military Personnel Management                           | 2163   |                    |     |     |     |     | 30                | 35 | 16 | 10 | 9  | -7                   | --                   | 3.66 | 1.26    |   |

■ = % 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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2 |                      |                      |      |         | 1 |
| <b>PERSONAL WORK EXPERIENCES</b>                           |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| 10g. The people I work with cooperate to get the job done. |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| Total Army   | 85994  | 73% 14% 13%        |     |     |     |     | 27                | 46 | 14 | 8  | 5 | -1                   | --                   | 3.81 | 1.08    |   |
| <b>Total Career Program</b>                                | 85967  | 73% 14% 13%        |     |     |     |     | 27                | 46 | 14 | 8  | 5 | -4                   | --                   | 3.81 | 1.08    |   |
| Civilian Personnel Administration                          | 1753   | 71% 14% 15%        |     |     |     |     | 28                | 43 | 14 | 10 | 5 | -8                   | --                   | 3.79 | 1.11    |   |
| Comptroller  | 4833   | 73% 13% 14%        |     |     |     |     | 25                | 48 | 13 | 8  | 6 | -3                   | --                   | 3.79 | 1.08    |   |
| Safety Management  | 1513   | 72% 16% 13%        |     |     |     |     | 26                | 46 | 16 | 8  | 5 | -2                   | --                   | 3.80 | 1.06    |   |
| Supply Management  | 4989   | 72% 15% 14%        |     |     |     |     | 27                | 45 | 15 | 8  | 6 | -6                   | --                   | 3.79 | 1.11    |   |
| Contracting and Acquisition                                | 3798   | 73% 14% 13%        |     |     |     |     | 25                | 48 | 14 | 9  | 5 | -4                   | --                   | 3.80 | 1.05    |   |
| Quality and Reliability Assurance                          | 643    | 72% 15% 14%        |     |     |     |     | 21                | 50 | 15 | 9  | 5 | -3                   | --                   | 3.74 | 1.04    |   |
| Engineers and Scientists (Non-Construction)                | 6355   | 75% 14% 11%        |     |     |     |     | 25                | 50 | 14 | 7  | 4 | -3                   | --                   | 3.85 | 1.00    |   |
| Matériel Maintenance Management                            | 7562   | 73% 14% 13%        |     |     |     |     | 26                | 47 | 14 | 7  | 5 | -4                   | --                   | 3.81 | 1.07    |   |
| Engineers and Scientists (Construction)                    | 7353   | 73% 15% 13%        |     |     |     |     | 24                | 49 | 15 | 8  | 5 | -3                   | --                   | 3.79 | 1.04    |   |
| Security   | 1832   | 68% 16% 16%        |     |     |     |     | 25                | 43 | 16 | 9  | 6 | -10                  | --                   | 3.71 | 1.13    |   |
| Quality Assurance Specialists (Ammunition Surveillance)    | 200    | 76% 14% 10%        |     |     |     |     | 22                | 54 | 14 | 6  | 4 | +5                   | --                   | 3.84 | 0.97    |   |
| Public Affairs and Communication Media                     | 604    | 69% 13% 18%        |     |     |     |     | 25                | 44 | 13 | 10 | 8 | +1                   | --                   | 3.69 | 1.19    |   |
| Transportation Management                                  | 1246   | 72% 14% 14%        |     |     |     |     | 28                | 44 | 14 | 8  | 6 | -4                   | --                   | 3.80 | 1.11    |   |
| Manpower and Force Management                              | 1466   | 76% 12% 12%        |     |     |     |     | 28                | 47 | 12 | 8  | 5 | 0                    | --                   | 3.87 | 1.05    |   |
| Housing Management   | 263    | 76% 12% 13%        |     |     |     |     | 33                | 43 | 12 | 7  | 6 | +1                   | --                   | 3.90 | 1.11    |   |
| Equal Employment Opportunity                               | 227    | 83% 6 11%          |     |     |     |     | 40                | 43 | 6  | 8  | 3 | +4                   | --                   | 4.10 | 1.00    |   |
| Education Services   | 441    | 79% 11% 10%        |     |     |     |     | 39                | 41 | 11 | 6  | 4 | 0                    | --                   | 4.03 | 1.05    |   |
| Training   | 4576   | 76% 12% 12%        |     |     |     |     | 31                | 45 | 12 | 7  | 5 | -2                   | --                   | 3.90 | 1.07    |   |
| Ammunition Management                                      | 686    | 73% 14% 13%        |     |     |     |     | 25                | 47 | 14 | 8  | 5 | -5                   | --                   | 3.80 | 1.06    |   |
| Information Mission Area (IMA)                             | 5423   | 71% 14% 15%        |     |     |     |     | 26                | 45 | 14 | 8  | 6 | -2                   | --                   | 3.76 | 1.12    |   |
| Intelligence (Excepted Services Only)                      | 1845   | 76% 12% 11%        |     |     |     |     | 26                | 50 | 12 | 7  | 4 | -1                   | --                   | 3.87 | 1.02    |   |
| Military Personnel Management                              | 2164   | 75% 13% 12%        |     |     |     |     | 32                | 43 | 13 | 7  | 6 | -9                   | --                   | 3.90 | 1.10    |   |

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

-- No history data available

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## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>PERSONAL WORK EXPERIENCES</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 10h. Employees have a feeling of personal empowerment with respect to work processes. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 84630  |                    |     |     |     |     | 16                | 36 | 24 | 15 | 10 | -2                   | --                   | 3.31 | 1.20    |   |
| <b>Total Career Program</b>   | 84603  |                    |     |     |     |     | 16                | 36 | 24 | 15 | 10 | -4                   | --                   | 3.31 | 1.20    |   |
| Civilian Personnel Administration   | 1728   |                    |     |     |     |     | 16                | 31 | 23 | 18 | 12 | -8                   | --                   | 3.21 | 1.25    |   |
| Comptroller   | 4722   |                    |     |     |     |     | 15                | 36 | 24 | 15 | 10 | -3                   | --                   | 3.31 | 1.19    |   |
| Safety Management   | 1501   |                    |     |     |     |     | 16                | 36 | 24 | 14 | 9  | -6                   | --                   | 3.35 | 1.18    |   |
| Supply Management   | 4913   |                    |     |     |     |     | 18                | 37 | 23 | 12 | 9  | -4                   | --                   | 3.41 | 1.19    |   |
| Contracting and Acquisition   | 3712   |                    |     |     |     |     | 14                | 36 | 23 | 15 | 12 | -2                   | --                   | 3.26 | 1.21    |   |
| Quality and Reliability Assurance   | 633    |                    |     |     |     |     | 14                | 35 | 28 | 15 | 9  | -5                   | --                   | 3.32 | 1.14    |   |
| Engineers and Scientists (Non-Construction)   | 6247   |                    |     |     |     |     | 13                | 37 | 24 | 16 | 10 | -4                   | --                   | 3.26 | 1.17    |   |
| Materiel Maintenance Management   | 7469   |                    |     |     |     |     | 15                | 37 | 25 | 13 | 10 | -7                   | --                   | 3.35 | 1.17    |   |
| Engineers and Scientists (Construction)   | 7229   |                    |     |     |     |     | 12                | 37 | 25 | 16 | 10 | -4                   | --                   | 3.24 | 1.16    |   |
| Security  | 1813   |                    |     |     |     |     | 13                | 29 | 27 | 16 | 14 | -13                  | --                   | 3.11 | 1.24    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                               | 194    |                    |     |     |     |     | 12                | 39 | 29 | 13 | 6  | -1                   | --                   | 3.39 | 1.06    |   |
| Public Affairs and Communication Media  | 593    |                    |     |     |     |     | 15                | 29 | 21 | 19 | 17 | -7                   | --                   | 3.06 | 1.32    |   |
| Transportation Management   | 1231   |                    |     |     |     |     | 16                | 37 | 24 | 13 | 10 | -5                   | --                   | 3.38 | 1.18    |   |
| Manpower and Force Management   | 1451   |                    |     |     |     |     | 17                | 37 | 23 | 14 | 9  | +1                   | --                   | 3.39 | 1.19    |   |
| Housing Management  | 260    |                    |     |     |     |     | 28                | 40 | 18 | 7  | 7  | +8                   | --                   | 3.74 | 1.15    |   |
| Equal Employment Opportunity  | 226    |                    |     |     |     |     | 24                | 35 | 22 | 12 | 7  | -1                   | --                   | 3.59 | 1.16    |   |
| Education Services  | 430    |                    |     |     |     |     | 26                | 34 | 19 | 12 | 9  | -2                   | --                   | 3.56 | 1.24    |   |
| Training  | 4516   |                    |     |     |     |     | 19                | 37 | 22 | 13 | 10 | -2                   | --                   | 3.43 | 1.21    |   |
| Ammunition Management   | 677    |                    |     |     |     |     | 14                | 39 | 23 | 15 | 9  | +1                   | --                   | 3.35 | 1.16    |   |
| Information Mission Area (IMA)  | 5343   |                    |     |     |     |     | 14                | 34 | 24 | 16 | 11 | -2                   | --                   | 3.24 | 1.21    |   |
| Intelligence (Excepted Services Only)   | 1821   |                    |     |     |     |     | 14                | 36 | 23 | 15 | 12 | -5                   | --                   | 3.24 | 1.22    |   |
| Military Personnel Management   | 2121   |                    |     |     |     |     | 21                | 35 | 23 | 12 | 10 | -10                  | --                   | 3.44 | 1.22    |   |

■ = % 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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | 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  | 85824  |                    |     |     |     |     | 21                | 36 | 20 | 13 | 10 | -4                   | --                   | 3.45 | 1.23    |   |
| <b>Total Career Program</b>   | 85797  |                    |     |     |     |     | 21                | 36 | 20 | 13 | 10 | -5                   | --                   | 3.45 | 1.23    |   |
| Civilian Personnel Administration                                   | 1747   |                    |     |     |     |     | 21                | 35 | 18 | 15 | 12 | -6                   | --                   | 3.38 | 1.29    |   |
| Comptroller   | 4820   |                    |     |     |     |     | 20                | 38 | 21 | 13 | 9  | -4                   | --                   | 3.46 | 1.21    |   |
| Safety Management   | 1511   |                    |     |     |     |     | 21                | 35 | 21 | 14 | 9  | -9                   | --                   | 3.46 | 1.22    |   |
| Supply Management   | 4976   |                    |     |     |     |     | 22                | 37 | 21 | 11 | 10 | -7                   | --                   | 3.50 | 1.22    |   |
| Contracting and Acquisition   | 3781   |                    |     |     |     |     | 18                | 36 | 22 | 13 | 10 | -2                   | --                   | 3.38 | 1.22    |   |
| Quality and Reliability Assurance                                   | 642    |                    |     |     |     |     | 18                | 36 | 24 | 13 | 10 | -7                   | --                   | 3.40 | 1.20    |   |
| Engineers and Scientists (Non-Construction)                         | 6347   |                    |     |     |     |     | 18                | 38 | 21 | 14 | 10 | -7                   | --                   | 3.41 | 1.21    |   |
| Materiel Maintenance Management                                     | 7555   |                    |     |     |     |     | 21                | 37 | 20 | 13 | 9  | -6                   | --                   | 3.47 | 1.22    |   |
| Engineers and Scientists (Construction)                             | 7355   |                    |     |     |     |     | 17                | 37 | 21 | 15 | 10 | -6                   | --                   | 3.35 | 1.22    |   |
| Security  | 1830   |                    |     |     |     |     | 19                | 31 | 21 | 13 | 16 | -12                  | --                   | 3.23 | 1.33    |   |
| Quality Assurance Specialists (Ammunition Surveillance)             | 198    |                    |     |     |     |     | 16                | 40 | 26 | 10 | 8  | -3                   | --                   | 3.46 | 1.10    |   |
| Public Affairs and Communication Media                              | 602    |                    |     |     |     |     | 22                | 29 | 19 | 14 | 15 | -10                  | --                   | 3.29 | 1.35    |   |
| Transportation Management   | 1249   |                    |     |     |     |     | 21                | 37 | 21 | 11 | 10 | -7                   | --                   | 3.47 | 1.23    |   |
| Manpower and Force Management                                       | 1463   |                    |     |     |     |     | 23                | 38 | 17 | 13 | 8  | -1                   | --                   | 3.54 | 1.21    |   |
| Housing Management  | 263    |                    |     |     |     |     | 32                | 34 | 18 | 8  | 8  | +1                   | --                   | 3.73 | 1.22    |   |
| Equal Employment Opportunity  | 225    |                    |     |     |     |     | 33                | 41 | 12 | 8  | 6  | +3                   | --                   | 3.87 | 1.13    |   |
| Education Services  | 438    |                    |     |     |     |     | 31                | 31 | 16 | 11 | 10 | -1                   | --                   | 3.62 | 1.29    |   |
| Training  | 4565   |                    |     |     |     |     | 25                | 35 | 18 | 12 | 10 | -4                   | --                   | 3.54 | 1.25    |   |
| Ammunition Management   | 686    |                    |     |     |     |     | 22                | 39 | 19 | 13 | 7  | +2                   | --                   | 3.58 | 1.17    |   |
| Information Mission Area (IMA)                                      | 5409   |                    |     |     |     |     | 20                | 35 | 20 | 14 | 10 | -5                   | --                   | 3.41 | 1.24    |   |
| Intelligence (Excepted Services Only)                               | 1846   |                    |     |     |     |     | 21                | 34 | 20 | 14 | 11 | -9                   | --                   | 3.39 | 1.27    |   |
| Military Personnel Management                                       | 2156   |                    |     |     |     |     | 26                | 34 | 20 | 11 | 10 | -9                   | --                   | 3.54 | 1.25    |   |

■ = % 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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>PERSONAL WORK EXPERIENCES</b>                        |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 10j. My workload is reasonable.                         |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 85820  | 62% 15% 23%        |     |     |     |     | 16                | 47 | 15 | 13 | 10 | -2                   | --                   | 3.45 | 1.19    |   |
| <b>Total Career Program</b>                             | 85793  | 62% 15% 23%        |     |     |     |     | 16                | 47 | 15 | 13 | 10 | 0                    | --                   | 3.45 | 1.19    |   |
| Civilian Personnel Administration                       | 1739   | 58% 16% 26%        |     |     |     |     | 14                | 44 | 16 | 14 | 12 | -1                   | --                   | 3.35 | 1.23    |   |
| Comptroller   | 4821   | 61% 14% 24%        |     |     |     |     | 13                | 48 | 14 | 14 | 11 | -2                   | --                   | 3.40 | 1.19    |   |
| Safety Management                                       | 1509   | 59% 18% 23%        |     |     |     |     | 16                | 43 | 18 | 13 | 10 | -1                   | --                   | 3.43 | 1.19    |   |
| Supply Management                                       | 4985   | 64% 15% 21%        |     |     |     |     | 18                | 46 | 15 | 11 | 10 | -3                   | --                   | 3.51 | 1.20    |   |
| Contracting and Acquisition                             | 3785   | 56% 16% 28%        |     |     |     |     | 11                | 45 | 16 | 15 | 13 | -3                   | --                   | 3.27 | 1.22    |   |
| Quality and Reliability Assurance                       | 643    | 65% 16% 19%        |     |     |     |     | 14                | 51 | 16 | 11 | 8  | 0                    | --                   | 3.51 | 1.12    |   |
| Engineers and Scientists (Non-Construction)             | 6350   | 63% 16% 21%        |     |     |     |     | 12                | 51 | 16 | 13 | 8  | -2                   | --                   | 3.47 | 1.10    |   |
| Materiel Maintenance Management                         | 7547   | 67% 15% 18%        |     |     |     |     | 16                | 50 | 15 | 10 | 8  | 0                    | --                   | 3.57 | 1.12    |   |
| Engineers and Scientists (Construction)                 | 7344   | 58% 17% 25%        |     |     |     |     | 11                | 47 | 17 | 14 | 10 | 0                    | --                   | 3.34 | 1.16    |   |
| Security  | 1835   | 60% 17% 23%        |     |     |     |     | 15                | 45 | 17 | 12 | 12 | +3                   | --                   | 3.40 | 1.22    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 198    | 66% 18% 16%        |     |     |     |     | 16                | 51 | 18 | 10 | 7  | -1                   | --                   | 3.59 | 1.07    |   |
| Public Affairs and Communication Media                  | 601    | 57% 13% 30%        |     |     |     |     | 14                | 42 | 13 | 16 | 14 | +6                   | --                   | 3.26 | 1.28    |   |
| Transportation Management                               | 1246   | 65% 16% 19%        |     |     |     |     | 18                | 47 | 16 | 11 | 8  | -3                   | --                   | 3.55 | 1.14    |   |
| Manpower and Force Management                           | 1466   | 65% 14% 21%        |     |     |     |     | 17                | 48 | 14 | 13 | 8  | +1                   | --                   | 3.53 | 1.16    |   |
| Housing Management                                      | 260    | 68% 12% 20%        |     |     |     |     | 19                | 50 | 12 | 11 | 9  | +4                   | --                   | 3.59 | 1.17    |   |
| Equal Employment Opportunity                            | 227    | 66% 11% 23%        |     |     |     |     | 18                | 48 | 11 | 14 | 9  | +6                   | --                   | 3.52 | 1.20    |   |
| Education Services                                      | 439    | 67% 10% 24%        |     |     |     |     | 19                | 48 | 10 | 13 | 10 | +10                  | --                   | 3.52 | 1.24    |   |
| Training  | 4562   | 64% 14% 23%        |     |     |     |     | 19                | 45 | 14 | 13 | 10 | -4                   | --                   | 3.50 | 1.22    |   |
| Ammunition Management                                   | 683    | 70% 13% 17%        |     |     |     |     | 17                | 53 | 13 | 11 | 6  | +3                   | --                   | 3.65 | 1.08    |   |
| Information Mission Area (IMA)                          | 5416   | 56% 17% 28%        |     |     |     |     | 14                | 42 | 17 | 15 | 13 | -3                   | --                   | 3.29 | 1.24    |   |
| Intelligence (Excepted Services Only)                   | 1844   | 62% 14% 24%        |     |     |     |     | 14                | 47 | 14 | 14 | 10 | +3                   | --                   | 3.43 | 1.18    |   |
| Military Personnel Management                           | 2156   | 64% 14% 23%        |     |     |     |     | 20                | 44 | 14 | 12 | 11 | -3                   | --                   | 3.50 | 1.24    |   |

■ = % 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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |   |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3 | 2 |                      |                      |      |         | 1 |
| <b>PERSONAL WORK EXPERIENCES</b>                        |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| 10k. I know what is expected of me on the job.          |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| Total Army  | 85933  | 81% 11% 9%         |     |     |     |     | 28                | 53 | 11 | 5 | 3 | 0                    | --                   | 3.97 | 0.95    |   |
| <b>Total Career Program</b>                             | 85906  | 81% 11% 9%         |     |     |     |     | 28                | 53 | 11 | 5 | 3 | +2                   | --                   | 3.97 | 0.95    |   |
| Civilian Personnel Administration                       | 1751   | 80% 10% 9%         |     |     |     |     | 29                | 52 | 10 | 6 | 4 | -2                   | --                   | 3.96 | 0.97    |   |
| Comptroller   | 4831   | 80% 11% 9%         |     |     |     |     | 25                | 54 | 11 | 5 | 4 | +1                   | --                   | 3.92 | 0.96    |   |
| Safety Management                                       | 1516   | 80% 12% 8%         |     |     |     |     | 28                | 52 | 12 | 5 | 3 | 0                    | --                   | 3.97 | 0.93    |   |
| Supply Management                                       | 4990   | 82% 10% 8%         |     |     |     |     | 32                | 50 | 10 | 5 | 4 | +2                   | --                   | 4.02 | 0.96    |   |
| Contracting and Acquisition                             | 3796   | 79% 11% 10%        |     |     |     |     | 23                | 56 | 11 | 6 | 3 | 0                    | --                   | 3.89 | 0.94    |   |
| Quality and Reliability Assurance                       | 641    | 79% 11% 10%        |     |     |     |     | 24                | 55 | 11 | 6 | 4 | 0                    | --                   | 3.90 | 0.97    |   |
| Engineers and Scientists (Non-Construction)             | 6341   | 77% 13% 10%        |     |     |     |     | 20                | 57 | 13 | 7 | 3 | 0                    | --                   | 3.83 | 0.94    |   |
| Matériel Maintenance Management                         | 7560   | 82% 11% 7%         |     |     |     |     | 29                | 53 | 11 | 4 | 3 | +3                   | --                   | 4.00 | 0.92    |   |
| Engineers and Scientists (Construction)                 | 7358   | 79% 12% 9%         |     |     |     |     | 21                | 58 | 12 | 6 | 3 | +1                   | --                   | 3.89 | 0.90    |   |
| Security  | 1833   | 79% 11% 9%         |     |     |     |     | 28                | 51 | 11 | 5 | 4 | -1                   | --                   | 3.94 | 0.99    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 199    | 82% 12% 6%         |     |     |     |     | 27                | 56 | 12 | 4 | 2 | +6                   | --                   | 4.01 | 0.85    |   |
| Public Affairs and Communication Media                  | 606    | 74% 10% 16%        |     |     |     |     | 24                | 50 | 10 | 9 | 6 | +1                   | --                   | 3.76 | 1.11    |   |
| Transportation Management                               | 1251   | 83% 10% 7%         |     |     |     |     | 33                | 51 | 10 | 5 | 2 | +1                   | --                   | 4.06 | 0.91    |   |
| Manpower and Force Management                           | 1461   | 82% 10% 9%         |     |     |     |     | 28                | 54 | 10 | 6 | 3 | +2                   | --                   | 3.98 | 0.93    |   |
| Housing Management                                      | 260    | 85% 8% 7%          |     |     |     |     | 36                | 48 | 8  | 4 | 3 | +2                   | --                   | 4.10 | 0.94    |   |
| Equal Employment Opportunity                            | 228    | 89% 4% 7%          |     |     |     |     | 41                | 48 | 4  | 5 | 2 | +6                   | --                   | 4.20 | 0.90    |   |
| Education Services                                      | 441    | 84% 10% 6%         |     |     |     |     | 39                | 44 | 10 | 4 | 2 | +1                   | --                   | 4.14 | 0.92    |   |
| Training  | 4567   | 83% 9% 8%          |     |     |     |     | 33                | 50 | 9  | 5 | 3 | +2                   | --                   | 4.04 | 0.96    |   |
| Ammunition Management                                   | 684    | 82% 11% 7%         |     |     |     |     | 29                | 53 | 11 | 5 | 2 | +2                   | --                   | 4.02 | 0.88    |   |
| Information Mission Area (IMA)                          | 5414   | 75% 13% 12%        |     |     |     |     | 25                | 50 | 13 | 7 | 4 | 0                    | --                   | 3.84 | 1.02    |   |
| Intelligence (Excepted Services Only)                   | 1843   | 77% 12% 11%        |     |     |     |     | 25                | 52 | 12 | 8 | 4 | -1                   | --                   | 3.88 | 0.99    |   |
| Military Personnel Management                           | 2161   | 86% 8% 6%          |     |     |     |     | 39                | 48 | 8  | 4 | 2 | +1                   | --                   | 4.17 | 0.88    |   |

■ = % 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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>PERSONAL WORK EXPERIENCES</b>                            |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 101. There is a sufficient number of people to do the work. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 85297  |                    |     |     |     |     | 12                | 33 | 17 | 21 | 18 | --                   | --                   | 2.98 | 1.31    |   |
| <b>Total Career Program</b>                                 | 85270  |                    |     |     |     |     | 12                | 33 | 17 | 21 | 18 | --                   | --                   | 2.98 | 1.31    |   |
| Civilian Personnel Administration                           | 1739   |                    |     |     |     |     | 12                | 34 | 16 | 21 | 17 | --                   | --                   | 3.02 | 1.31    |   |
| Comptroller   | 4783   |                    |     |     |     |     | 11                | 35 | 17 | 21 | 15 | --                   | --                   | 3.07 | 1.27    |   |
| Safety Management   | 1506   |                    |     |     |     |     | 11                | 25 | 17 | 20 | 26 | --                   | --                   | 2.75 | 1.37    |   |
| Supply Management   | 4945   |                    |     |     |     |     | 14                | 34 | 16 | 19 | 17 | --                   | --                   | 3.07 | 1.33    |   |
| Contracting and Acquisition                                 | 3757   |                    |     |     |     |     | 9                 | 30 | 17 | 24 | 20 | --                   | --                   | 2.83 | 1.30    |   |
| Quality and Reliability Assurance                           | 637    |                    |     |     |     |     | 11                | 32 | 18 | 22 | 17 | --                   | --                   | 2.97 | 1.29    |   |
| Engineers and Scientists (Non-Construction)                 | 6315   |                    |     |     |     |     | 9                 | 35 | 19 | 22 | 15 | --                   | --                   | 3.02 | 1.23    |   |
| Materiel Maintenance Management                             | 7503   |                    |     |     |     |     | 12                | 36 | 18 | 19 | 16 | --                   | --                   | 3.11 | 1.29    |   |
| Engineers and Scientists (Construction)                     | 7281   |                    |     |     |     |     | 8                 | 33 | 18 | 23 | 18 | --                   | --                   | 2.91 | 1.26    |   |
| Security  | 1822   |                    |     |     |     |     | 9                 | 23 | 15 | 23 | 30 | --                   | --                   | 2.58 | 1.36    |   |
| Quality Assurance Specialists (Ammunition Surveillance)     | 197    |                    |     |     |     |     | 15                | 35 | 20 | 17 | 14 | --                   | --                   | 3.21 | 1.28    |   |
| Public Affairs and Communication Media                      | 600    |                    |     |     |     |     | 8                 | 25 | 15 | 24 | 27 | --                   | --                   | 2.63 | 1.33    |   |
| Transportation Management                                   | 1232   |                    |     |     |     |     | 11                | 30 | 17 | 21 | 21 | --                   | --                   | 2.89 | 1.34    |   |
| Manpower and Force Management                               | 1458   |                    |     |     |     |     | 14                | 36 | 15 | 21 | 14 | --                   | --                   | 3.14 | 1.30    |   |
| Housing Management  | 260    |                    |     |     |     |     | 13                | 25 | 16 | 25 | 21 | --                   | --                   | 2.82 | 1.35    |   |
| Equal Employment Opportunity                                | 227    |                    |     |     |     |     | 12                | 21 | 13 | 32 | 22 | --                   | --                   | 2.68 | 1.34    |   |
| Education Services  | 434    |                    |     |     |     |     | 12                | 31 | 15 | 21 | 20 | --                   | --                   | 2.95 | 1.35    |   |
| Training  | 4537   |                    |     |     |     |     | 13                | 31 | 15 | 22 | 20 | --                   | --                   | 2.95 | 1.35    |   |
| Ammunition Management                                       | 679    |                    |     |     |     |     | 15                | 39 | 16 | 18 | 12 | --                   | --                   | 3.26 | 1.25    |   |
| Information Mission Area (IMA)                              | 5383   |                    |     |     |     |     | 9                 | 27 | 16 | 23 | 25 | --                   | --                   | 2.72 | 1.33    |   |
| Intelligence (Excepted Services Only)                       | 1837   |                    |     |     |     |     | 9                 | 31 | 15 | 24 | 20 | --                   | --                   | 2.84 | 1.31    |   |
| Military Personnel Management                               | 2146   |                    |     |     |     |     | 16                | 34 | 14 | 18 | 18 | --                   | --                   | 3.13 | 1.37    |   |

■ = % 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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>PERSONAL WORK EXPERIENCES</b>                                   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 10m. My work unit is able to recruit people with the right skills. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 81585  |                    |     |     |     |     | 9                 | 27 | 27 | 19 | 19 | -18                  | -12                  | 2.88 | 1.24    |   |
| <b>Total Career Program</b>  | 81559  |                    |     |     |     |     | 9                 | 27 | 27 | 19 | 19 | -21                  | -14                  | 2.88 | 1.24    |   |
| Civilian Personnel Administration                                  | 1678   |                    |     |     |     |     | 12                | 32 | 25 | 16 | 14 | -17                  | -17                  | 3.12 | 1.23    |   |
| Comptroller  | 4558   |                    |     |     |     |     | 9                 | 29 | 28 | 18 | 16 | -22                  | -17                  | 2.95 | 1.22    |   |
| Safety Management  | 1448   |                    |     |     |     |     | 9                 | 27 | 26 | 19 | 19 | -20                  | -14                  | 2.88 | 1.26    |   |
| Supply Management  | 4705   |                    |     |     |     |     | 9                 | 25 | 30 | 17 | 19 | -24                  | -14                  | 2.88 | 1.24    |   |
| Contracting and Acquisition  | 3553   |                    |     |     |     |     | 8                 | 26 | 27 | 21 | 18 | -29                  | -11                  | 2.84 | 1.22    |   |
| Quality and Reliability Assurance                                  | 600    |                    |     |     |     |     | 7                 | 26 | 28 | 21 | 19 | -25                  | -16                  | 2.82 | 1.22    |   |
| Engineers and Scientists (Non-Construction)                        | 6028   |                    |     |     |     |     | 6                 | 26 | 26 | 22 | 20 | -28                  | -18                  | 2.76 | 1.21    |   |
| Materiel Maintenance Management                                    | 7267   |                    |     |     |     |     | 8                 | 24 | 29 | 19 | 20 | -25                  | -14                  | 2.82 | 1.23    |   |
| Engineers and Scientists (Construction)                            | 6978   |                    |     |     |     |     | 6                 | 28 | 27 | 21 | 18 | -23                  | -14                  | 2.83 | 1.20    |   |
| Security   | 1767   |                    |     |     |     |     | 9                 | 20 | 25 | 21 | 25 | -24                  | -29                  | 2.67 | 1.29    |   |
| Quality Assurance Specialists (Ammunition Surveillance)            | 181    |                    |     |     |     |     | 7                 | 22 | 41 | 11 | 19 | -19                  | -17                  | 2.88 | 1.16    |   |
| Public Affairs and Communication Media                             | 554    |                    |     |     |     |     | 7                 | 21 | 24 | 19 | 29 | -14                  | -20                  | 2.56 | 1.29    |   |
| Transportation Management  | 1184   |                    |     |     |     |     | 9                 | 23 | 25 | 21 | 22 | -20                  | -21                  | 2.75 | 1.27    |   |
| Manpower and Force Management                                      | 1407   |                    |     |     |     |     | 10                | 28 | 26 | 19 | 17 | -14                  | -16                  | 2.95 | 1.24    |   |
| Housing Management   | 254    |                    |     |     |     |     | 9                 | 22 | 26 | 22 | 21 | -19                  | -11                  | 2.77 | 1.26    |   |
| Equal Employment Opportunity                                       | 214    |                    |     |     |     |     | 9                 | 31 | 21 | 20 | 19 | -20                  | -22                  | 2.92 | 1.27    |   |
| Education Services   | 419    |                    |     |     |     |     | 12                | 31 | 25 | 16 | 16 | -6                   | -12                  | 3.06 | 1.27    |   |
| Training   | 4380   |                    |     |     |     |     | 10                | 27 | 25 | 19 | 19 | -15                  | -14                  | 2.91 | 1.27    |   |
| Ammunition Management  | 654    |                    |     |     |     |     | 9                 | 25 | 28 | 21 | 17 | -26                  | -16                  | 2.87 | 1.22    |   |
| Information Mission Area (IMA)                                     | 5132   |                    |     |     |     |     | 7                 | 24 | 26 | 19 | 23 | -15                  | -8                   | 2.72 | 1.26    |   |
| Intelligence (Excepted Services Only)                              | 1759   |                    |     |     |     |     | 8                 | 26 | 26 | 20 | 19 | -15                  | -17                  | 2.85 | 1.23    |   |
| Military Personnel Management                                      | 2031   |                    |     |     |     |     | 12                | 27 | 28 | 16 | 17 | -11                  | --                   | 3.01 | 1.26    |   |

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

-- No history data available

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# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>PERSONAL WORK EXPERIENCES</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 10n. Physical conditions (noise, temperature, lighting, cleanliness) allow employees to perform their jobs well. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 85615  | 66% 16% 18%        |     |     |     |     | 19                | 47 | 16 | 10 | 7  | 0                    | --                   | 3.60 | 1.12    |   |
| <b>Total Career Program</b>  | 85588  | 66% 16% 18%        |     |     |     |     | 19                | 47 | 16 | 10 | 7  | 0                    | --                   | 3.60 | 1.12    |   |
| Civilian Personnel Administration  | 1742   | 60% 15% 25%        |     |     |     |     | 16                | 44 | 15 | 13 | 11 | -3                   | --                   | 3.40 | 1.23    |   |
| Comptroller  | 4797   | 64% 16% 20%        |     |     |     |     | 17                | 47 | 16 | 12 | 8  | -2                   | --                   | 3.54 | 1.15    |   |
| Safety Management  | 1510   | 68% 18% 14%        |     |     |     |     | 21                | 47 | 18 | 8  | 6  | -6                   | --                   | 3.70 | 1.07    |   |
| Supply Management  | 4975   | 68% 16% 16%        |     |     |     |     | 20                | 47 | 16 | 9  | 7  | -3                   | --                   | 3.65 | 1.11    |   |
| Contracting and Acquisition  | 3774   | 66% 15% 19%        |     |     |     |     | 17                | 48 | 15 | 11 | 8  | +3                   | --                   | 3.56 | 1.14    |   |
| Quality and Reliability Assurance  | 644    | 73% 16% 12%        |     |     |     |     | 19                | 53 | 16 | 8  | 4  | +5                   | --                   | 3.76 | 0.98    |   |
| Engineers and Scientists (Non-Construction)  | 6344   | 63% 17% 20%        |     |     |     |     | 15                | 48 | 17 | 12 | 8  | +1                   | --                   | 3.50 | 1.13    |   |
| Materiel Maintenance Management  | 7531   | 68% 17% 15%        |     |     |     |     | 18                | 49 | 17 | 9  | 6  | -2                   | --                   | 3.65 | 1.07    |   |
| Engineers and Scientists (Construction)  | 7334   | 68% 17% 15%        |     |     |     |     | 17                | 51 | 17 | 10 | 5  | 0                    | --                   | 3.65 | 1.04    |   |
| Security   | 1822   | 60% 21% 20%        |     |     |     |     | 16                | 44 | 21 | 10 | 9  | -9                   | --                   | 3.47 | 1.16    |   |
| Quality Assurance Specialists (Ammunition Surveillance)  | 198    | 62% 23% 15%        |     |     |     |     | 13                | 48 | 23 | 10 | 5  | -6                   | --                   | 3.55 | 1.01    |   |
| Public Affairs and Communication Media   | 603    | 60% 17% 23%        |     |     |     |     | 20                | 40 | 17 | 12 | 10 | -6                   | --                   | 3.47 | 1.23    |   |
| Transportation Management  | 1238   | 63% 18% 18%        |     |     |     |     | 19                | 44 | 18 | 11 | 7  | -5                   | --                   | 3.58 | 1.13    |   |
| Manpower and Force Management  | 1464   | 66% 16% 18%        |     |     |     |     | 21                | 45 | 16 | 11 | 7  | +1                   | --                   | 3.62 | 1.15    |   |
| Housing Management   | 262    | 73% 15% 12%        |     |     |     |     | 29                | 44 | 15 | 7  | 5  | -1                   | --                   | 3.85 | 1.07    |   |
| Equal Employment Opportunity   | 228    | 80% 8% 11%         |     |     |     |     | 27                | 54 | 8  | 6  | 5  | +7                   | --                   | 3.90 | 1.03    |   |
| Education Services   | 438    | 72% 11% 17%        |     |     |     |     | 25                | 47 | 11 | 12 | 5  | +3                   | --                   | 3.75 | 1.11    |   |
| Training   | 4543   | 70% 13% 17%        |     |     |     |     | 22                | 48 | 13 | 10 | 7  | +3                   | --                   | 3.69 | 1.12    |   |
| Ammunition Management  | 685    | 68% 16% 15%        |     |     |     |     | 16                | 53 | 16 | 9  | 6  | +3                   | --                   | 3.63 | 1.04    |   |
| Information Mission Area (IMA)   | 5401   | 63% 16% 20%        |     |     |     |     | 18                | 45 | 16 | 12 | 8  | +2                   | --                   | 3.53 | 1.16    |   |
| Intelligence (Excepted Services Only)  | 1836   | 61% 16% 23%        |     |     |     |     | 16                | 45 | 16 | 14 | 10 | 0                    | --                   | 3.45 | 1.19    |   |
| Military Personnel Management  | 2149   | 66% 16% 18%        |     |     |     |     | 23                | 43 | 16 | 10 | 8  | -6                   | --                   | 3.63 | 1.19    |   |

■ = % Favorable (Agree)  
■ = % Neither agree/disagree  
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## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |   |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3 | 2 |                      |                      |      |         | 1 |
| <b>PERSONAL WORK EXPERIENCES</b>  |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| 10o. Employees are protected from health and safety hazards on the job. |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| Total Army  | 85372  | 80% 12% 8%         |     |     |     |     | 27                | 53 | 12 | 5 | 3 | +1                   | --                   | 3.96 | 0.94    |   |
| <b>Total Career Program</b>   | 85345  | 80% 12% 8%         |     |     |     |     | 27                | 53 | 12 | 5 | 3 | 0                    | --                   | 3.96 | 0.93    |   |
| Civilian Personnel Administration                                       | 1732   | 74% 14% 11%        |     |     |     |     | 23                | 51 | 14 | 6 | 5 | -4                   | --                   | 3.81 | 1.02    |   |
| Comptroller   | 4787   | 80% 12% 8%         |     |     |     |     | 25                | 55 | 12 | 5 | 3 | 0                    | --                   | 3.94 | 0.92    |   |
| Safety Management   | 1513   | 81% 12% 7%         |     |     |     |     | 32                | 49 | 12 | 4 | 3 | -6                   | --                   | 4.03 | 0.92    |   |
| Supply Management   | 4953   | 79% 13% 8%         |     |     |     |     | 27                | 51 | 13 | 5 | 4 | -2                   | --                   | 3.94 | 0.96    |   |
| Contracting and Acquisition   | 3767   | 80% 12% 8%         |     |     |     |     | 25                | 55 | 12 | 5 | 3 | +2                   | --                   | 3.93 | 0.93    |   |
| Quality and Reliability Assurance                                       | 644    | 82% 12% 7%         |     |     |     |     | 27                | 55 | 12 | 4 | 2 | 0                    | --                   | 4.00 | 0.88    |   |
| Engineers and Scientists (Non-Construction)                             | 6313   | 82% 11% 7%         |     |     |     |     | 27                | 55 | 11 | 4 | 2 | 0                    | --                   | 4.00 | 0.88    |   |
| Materiel Maintenance Management   | 7530   | 80% 12% 8%         |     |     |     |     | 27                | 53 | 12 | 5 | 3 | 0                    | --                   | 3.96 | 0.93    |   |
| Engineers and Scientists (Construction)                                 | 7312   | 85% 10% 5%         |     |     |     |     | 28                | 57 | 10 | 3 | 2 | -1                   | --                   | 4.06 | 0.83    |   |
| Security  | 1820   | 66% 19% 15%        |     |     |     |     | 19                | 47 | 19 | 8 | 7 | -12                  | --                   | 3.63 | 1.09    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                 | 199    | 77% 15% 9%         |     |     |     |     | 27                | 50 | 15 | 5 | 4 | +1                   | --                   | 3.91 | 0.96    |   |
| Public Affairs and Communication Media                                  | 595    | 78% 14% 9%         |     |     |     |     | 27                | 50 | 14 | 5 | 4 | 0                    | --                   | 3.93 | 0.96    |   |
| Transportation Management   | 1239   | 76% 14% 10%        |     |     |     |     | 26                | 50 | 14 | 5 | 5 | -7                   | --                   | 3.87 | 1.01    |   |
| Manpower and Force Management   | 1454   | 83% 10% 7%         |     |     |     |     | 28                | 54 | 10 | 5 | 2 | +4                   | --                   | 4.02 | 0.88    |   |
| Housing Management  | 262    | 88% 7% 5%          |     |     |     |     | 39                | 49 | 7  | 3 | 2 | +4                   | --                   | 4.21 | 0.84    |   |
| Equal Employment Opportunity  | 224    | 85% 8% 7%          |     |     |     |     | 34                | 51 | 8  | 5 | 1 | +2                   | --                   | 4.11 | 0.86    |   |
| Education Services  | 432    | 80% 12% 8%         |     |     |     |     | 32                | 48 | 12 | 6 | 3 | -2                   | --                   | 4.00 | 0.95    |   |
| Training  | 4545   | 81% 11% 8%         |     |     |     |     | 30                | 51 | 11 | 5 | 3 | +4                   | --                   | 4.00 | 0.95    |   |
| Ammunition Management   | 684    | 81% 12% 7%         |     |     |     |     | 27                | 54 | 12 | 4 | 3 | -1                   | --                   | 3.98 | 0.90    |   |
| Information Mission Area (IMA)  | 5373   | 76% 14% 10%        |     |     |     |     | 24                | 52 | 14 | 6 | 4 | +1                   | --                   | 3.86 | 0.97    |   |
| Intelligence (Excepted Services Only)                                   | 1829   | 75% 14% 11%        |     |     |     |     | 23                | 52 | 14 | 7 | 4 | +1                   | --                   | 3.84 | 0.98    |   |
| Military Personnel Management   | 2148   | 77% 13% 9%         |     |     |     |     | 29                | 49 | 13 | 5 | 4 | -4                   | --                   | 3.93 | 0.99    |   |

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

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## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |   |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3 | 2 |                      |                      |      |         | 1 |
| PERSONAL WORK EXPERIENCES   |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| 10p. My organization has prepared employees for potential security threats. |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| Total Army  | 85244  | 81% 12% 7%         |     |     |     |     | 26                | 55 | 12 | 4 | 3 | +1                   | --                   | 3.99 | 0.88    |   |
| <b>Total Career Program</b>   | 85217  | 81% 12% 7%         |     |     |     |     | 26                | 55 | 12 | 4 | 3 | 0                    | --                   | 3.99 | 0.88    |   |
| Civilian Personnel Administration   | 1739   | 77% 14% 9%         |     |     |     |     | 24                | 53 | 14 | 5 | 4 | 0                    | --                   | 3.89 | 0.94    |   |
| Comptroller   | 4792   | 83% 12% 5%         |     |     |     |     | 26                | 57 | 12 | 3 | 2 | 0                    | --                   | 4.01 | 0.83    |   |
| Safety Management   | 1493   | 78% 14% 7%         |     |     |     |     | 25                | 54 | 14 | 4 | 3 | -3                   | --                   | 3.93 | 0.90    |   |
| Supply Management   | 4931   | 81% 13% 6%         |     |     |     |     | 28                | 53 | 13 | 3 | 3 | -3                   | --                   | 4.01 | 0.88    |   |
| Contracting and Acquisition   | 3755   | 81% 12% 6%         |     |     |     |     | 24                | 57 | 12 | 4 | 2 | +2                   | --                   | 3.97 | 0.85    |   |
| Quality and Reliability Assurance   | 641    | 84% 10% 6%         |     |     |     |     | 26                | 58 | 10 | 4 | 2 | +1                   | --                   | 4.02 | 0.84    |   |
| Engineers and Scientists (Non-Construction)                                 | 6305   | 84% 11% 4%         |     |     |     |     | 26                | 58 | 11 | 3 | 1 | -2                   | --                   | 4.04 | 0.79    |   |
| Matériel Maintenance Management   | 7504   | 79% 14% 7%         |     |     |     |     | 25                | 54 | 14 | 4 | 3 | -3                   | --                   | 3.94 | 0.90    |   |
| Engineers and Scientists (Construction)                                     | 7281   | 81% 13% 6%         |     |     |     |     | 23                | 58 | 13 | 4 | 2 | -1                   | --                   | 3.96 | 0.84    |   |
| Security  | 1823   | 72% 15% 13%        |     |     |     |     | 24                | 48 | 15 | 7 | 7 | -7                   | --                   | 3.76 | 1.09    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                     | 199    | 76% 15% 10%        |     |     |     |     | 23                | 53 | 15 | 6 | 4 | -1                   | --                   | 3.85 | 0.95    |   |
| Public Affairs and Communication Media                                      | 600    | 77% 16% 8%         |     |     |     |     | 27                | 50 | 16 | 5 | 3 | -1                   | --                   | 3.94 | 0.94    |   |
| Transportation Management   | 1234   | 80% 13% 7%         |     |     |     |     | 27                | 53 | 13 | 3 | 3 | -5                   | --                   | 3.97 | 0.92    |   |
| Manpower and Force Management   | 1459   | 82% 12% 6%         |     |     |     |     | 28                | 54 | 12 | 3 | 2 | +3                   | --                   | 4.02 | 0.86    |   |
| Housing Management  | 259    | 86% 9% 5%          |     |     |     |     | 39                | 47 | 9  | 3 | 2 | +6                   | --                   | 4.18 | 0.85    |   |
| Equal Employment Opportunity  | 227    | 88% 7% 5%          |     |     |     |     | 35                | 53 | 7  | 4 | 0 | +5                   | --                   | 4.18 | 0.78    |   |
| Education Services  | 435    | 81% 14% 6%         |     |     |     |     | 32                | 48 | 14 | 3 | 2 | -1                   | --                   | 4.06 | 0.88    |   |
| Training  | 4542   | 82% 12% 6%         |     |     |     |     | 29                | 53 | 12 | 4 | 2 | +4                   | --                   | 4.02 | 0.88    |   |
| Ammunition Management   | 686    | 81% 13% 6%         |     |     |     |     | 26                | 56 | 13 | 4 | 2 | 0                    | --                   | 4.00 | 0.83    |   |
| Information Mission Area (IMA)  | 5366   | 80% 13% 8%         |     |     |     |     | 24                | 55 | 13 | 5 | 3 | +2                   | --                   | 3.93 | 0.91    |   |
| Intelligence (Excepted Services Only)                                       | 1834   | 80% 12% 8%         |     |     |     |     | 26                | 54 | 12 | 5 | 3 | +3                   | --                   | 3.94 | 0.93    |   |
| Military Personnel Management   | 2142   | 81% 12% 7%         |     |     |     |     | 29                | 52 | 12 | 4 | 3 | -1                   | --                   | 4.00 | 0.93    |   |

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## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents<br>5 4 3 2 1 | % Fav<br>Diff from<br>2010 | % Fav<br>Diff from<br>2006 | Mean      | Std<br>Dev |
|--|--------|--------------------|-----|-----|-----|-----|--------------------------------|----------------------------|----------------------------|-----------|------------|
|  |        | 0%                 | 20% | 40% | 60% | 80% |                                |                            |                            |           |            |
| <b>PERFORMANCE CULTURE</b>   |        |                    |     |     |     |     |                                |                            |                            |           |            |
| 11a. The performance management system I am under improves organizational performance. |        |                    |     |     |     |     |                                |                            |                            |           |            |
| Total Army   | 77909  |                    | 36% | 35% | 29% |     | 7 28 35 17 11                  | 0                          | -1                         | 3.03 1.10 |            |
| <b>Total Career Program</b>  | 77886  |                    | 36% | 35% | 29% |     | 7 28 35 17 11                  | +1                         | 0                          | 3.03 1.10 |            |
| Civilian Personnel Administration  | 1626   |                    | 34% | 33% | 33% |     | 7 27 33 19 14                  | 0                          | -5                         | 2.95 1.14 |            |
| Comptroller  | 4314   |                    | 36% | 36% | 28% |     | 7 28 36 18 10                  | 0                          | -1                         | 3.04 1.08 |            |
| Safety Management  | 1411   |                    | 37% | 37% | 26% |     | 7 30 37 17 9                   | +1                         | +2                         | 3.09 1.06 |            |
| Supply Management  | 4559   |                    | 40% | 36% | 24% |     | 10 31 36 14 10                 | -3                         | 0                          | 3.16 1.09 |            |
| Contracting and Acquisition  | 3435   |                    | 37% | 34% | 29% |     | 6 31 34 17 11                  | +1                         | +1                         | 3.03 1.08 |            |
| Quality and Reliability Assurance  | 587    |                    | 36% | 36% | 27% |     | 7 29 36 18 9                   | -4                         | -3                         | 3.07 1.06 |            |
| Engineers and Scientists (Non-Construction)  | 5756   |                    | 31% | 34% | 35% |     | 6 26 34 20 14                  | -5                         | -6                         | 2.88 1.11 |            |
| Materiel Maintenance Management  | 6911   |                    | 36% | 37% | 27% |     | 7 29 37 16 11                  | -2                         | 0                          | 3.04 1.09 |            |
| Engineers and Scientists (Construction)  | 6671   |                    | 30% | 36% | 34% |     | 4 26 36 22 12                  | +2                         | 0                          | 2.88 1.06 |            |
| Security   | 1697   |                    | 32% | 37% | 31% |     | 7 26 37 17 13                  | -3                         | -14                        | 2.95 1.11 |            |
| Quality Assurance Specialists (Ammunition Surveillance)                                | 177    |                    | 39% | 40% | 21% |     | 6 33 40 13 8                   | +5                         | +2                         | 3.16 1.00 |            |
| Public Affairs and Communication Media   | 525    |                    | 28% | 32% | 39% |     | 7 22 32 24 15                  | +7                         | -4                         | 2.81 1.13 |            |
| Transportation Management  | 1133   |                    | 36% | 38% | 26% |     | 8 29 38 15 11                  | 0                          | -2                         | 3.08 1.08 |            |
| Manpower and Force Management  | 1364   |                    | 37% | 34% | 30% |     | 8 28 34 18 12                  | +4                         | -2                         | 3.04 1.12 |            |
| Housing Management   | 240    |                    | 48% | 32% | 20% |     | 13 35 32 13 8                  | +10                        | +10                        | 3.34 1.09 |            |
| Equal Employment Opportunity   | 218    |                    | 52% | 31% | 17% |     | 11 41 31 12 5                  | +5                         | +4                         | 3.41 1.00 |            |
| Education Services   | 387    |                    | 42% | 33% | 25% |     | 10 32 33 15 10                 | +6                         | +8                         | 3.17 1.11 |            |
| Training   | 4203   |                    | 39% | 34% | 27% |     | 8 30 34 17 10                  | +2                         | -2                         | 3.11 1.10 |            |
| Ammunition Management  | 628    |                    | 34% | 37% | 29% |     | 7 26 37 19 10                  | -1                         | -3                         | 3.02 1.07 |            |
| Information Mission Area (IMA)   | 4815   |                    | 31% | 37% | 31% |     | 6 25 37 19 13                  | 0                          | +2                         | 2.93 1.09 |            |
| Intelligence (Excepted Services Only)  | 1746   |                    | 23% | 26% | 51% |     | 4 19 26 24 26                  | +3                         | -10                        | 2.50 1.19 |            |
| Military Personnel Management  | 1928   |                    | 42% | 35% | 23% |     | 11 31 35 13 10                 | -1                         | --                         | 3.20 1.11 |            |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>PERFORMANCE CULTURE</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 11b. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 76270  |                    |     |     |     |     | 6                 | 26 | 26 | 21 | 22 | 0                    | -1                   | 2.74 | 1.23    |   |
| <b>Total Career Program</b>   | 76247  |                    |     |     |     |     | 6                 | 26 | 26 | 21 | 22 | 0                    | -1                   | 2.74 | 1.23    |   |
| Civilian Personnel Administration   | 1571   |                    |     |     |     |     | 6                 | 30 | 22 | 20 | 21 | -1                   | -7                   | 2.80 | 1.25    |   |
| Comptroller   | 4178   |                    |     |     |     |     | 6                 | 25 | 25 | 21 | 23 | 0                    | -4                   | 2.69 | 1.23    |   |
| Safety Management   | 1383   |                    |     |     |     |     | 6                 | 26 | 28 | 20 | 20 | -4                   | -2                   | 2.78 | 1.21    |   |
| Supply Management   | 4475   |                    |     |     |     |     | 7                 | 26 | 29 | 18 | 21 | -1                   | 0                    | 2.80 | 1.23    |   |
| Contracting and Acquisition   | 3278   |                    |     |     |     |     | 5                 | 24 | 26 | 22 | 22 | +2                   | 0                    | 2.69 | 1.21    |   |
| Quality and Reliability Assurance   | 563    |                    |     |     |     |     | 3                 | 25 | 26 | 24 | 22 | -1                   | -4                   | 2.63 | 1.17    |   |
| Engineers and Scientists (Non-Construction)   | 5425   |                    |     |     |     |     | 4                 | 23 | 25 | 25 | 23 | -4                   | -5                   | 2.61 | 1.19    |   |
| Materiel Maintenance Management   | 6935   |                    |     |     |     |     | 5                 | 24 | 25 | 21 | 24 | -2                   | -2                   | 2.66 | 1.23    |   |
| Engineers and Scientists (Construction)   | 6509   |                    |     |     |     |     | 4                 | 25 | 26 | 23 | 22 | -1                   | -2                   | 2.66 | 1.19    |   |
| Security  | 1702   |                    |     |     |     |     | 7                 | 26 | 23 | 21 | 23 | -7                   | -7                   | 2.73 | 1.26    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 177    |                    |     |     |     |     | 7                 | 25 | 23 | 23 | 23 | +7                   | -1                   | 2.71 | 1.25    |   |
| Public Affairs and Communication Media  | 518    |                    |     |     |     |     | 7                 | 16 | 23 | 22 | 31 | 0                    | -11                  | 2.46 | 1.28    |   |
| Transportation Management   | 1146   |                    |     |     |     |     | 6                 | 24 | 26 | 19 | 24 | -1                   | -12                  | 2.70 | 1.24    |   |
| Manpower and Force Management   | 1305   |                    |     |     |     |     | 7                 | 25 | 27 | 22 | 20 | +1                   | -2                   | 2.76 | 1.21    |   |
| Housing Management  | 246    |                    |     |     |     |     | 11                | 33 | 22 | 17 | 18 | +6                   | +1                   | 3.03 | 1.29    |   |
| Equal Employment Opportunity  | 211    |                    |     |     |     |     | 9                 | 44 | 20 | 16 | 11 | +7                   | +1                   | 3.23 | 1.16    |   |
| Education Services  | 385    |                    |     |     |     |     | 10                | 32 | 25 | 17 | 16 | +1                   | +5                   | 3.02 | 1.24    |   |
| Training  | 4150   |                    |     |     |     |     | 8                 | 28 | 25 | 19 | 20 | +1                   | -2                   | 2.84 | 1.24    |   |
| Ammunition Management   | 628    |                    |     |     |     |     | 7                 | 22 | 23 | 23 | 25 | +1                   | -1                   | 2.62 | 1.26    |   |
| Information Mission Area (IMA)  | 4695   |                    |     |     |     |     | 6                 | 24 | 27 | 21 | 23 | +1                   | +1                   | 2.68 | 1.22    |   |
| Intelligence (Excepted Services Only)   | 1600   |                    |     |     |     |     | 5                 | 27 | 26 | 21 | 21 | +3                   | -1                   | 2.75 | 1.21    |   |
| Military Personnel Management   | 1918   |                    |     |     |     |     | 9                 | 27 | 27 | 18 | 19 | -5                   | --                   | 2.89 | 1.25    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |   |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3 | 2 |                      |                      |      |         | 1 |
| <b>PERFORMANCE CULTURE</b>  |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| 11c. My performance standards/expectations are directly related to my organization's mission. |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| Total Army  | 82024  | 74% 17% 9%         |     |     |     |     | 19                | 56 | 17 | 5 | 4 | 0                    | -1                   | 3.81 | 0.92    |   |
| <b>Total Career Program</b>   | 82001  | 74% 17% 9%         |     |     |     |     | 19                | 56 | 17 | 5 | 4 | 0                    | -3                   | 3.81 | 0.92    |   |
| Civilian Personnel Administration   | 1672   | 75% 16% 9%         |     |     |     |     | 18                | 57 | 16 | 5 | 4 | -5                   | -4                   | 3.81 | 0.91    |   |
| Comptroller   | 4591   | 77% 15% 8%         |     |     |     |     | 18                | 59 | 15 | 5 | 3 | +1                   | -2                   | 3.84 | 0.88    |   |
| Safety Management   | 1458   | 73% 18% 9%         |     |     |     |     | 18                | 55 | 18 | 5 | 4 | -4                   | -4                   | 3.78 | 0.93    |   |
| Supply Management   | 4774   | 75% 17% 8%         |     |     |     |     | 21                | 55 | 17 | 5 | 3 | -2                   | -3                   | 3.85 | 0.91    |   |
| Contracting and Acquisition   | 3620   | 75% 16% 9%         |     |     |     |     | 16                | 58 | 16 | 6 | 4 | -2                   | -4                   | 3.78 | 0.91    |   |
| Quality and Reliability Assurance   | 625    | 71% 19% 10%        |     |     |     |     | 15                | 56 | 19 | 6 | 4 | -2                   | -5                   | 3.73 | 0.92    |   |
| Engineers and Scientists (Non-Construction)   | 6047   | 70% 19% 11%        |     |     |     |     | 14                | 55 | 19 | 7 | 4 | -3                   | -7                   | 3.69 | 0.94    |   |
| Materiel Maintenance Management   | 7237   | 72% 19% 10%        |     |     |     |     | 18                | 54 | 19 | 6 | 4 | -2                   | -3                   | 3.75 | 0.96    |   |
| Engineers and Scientists (Construction)   | 7067   | 72% 19% 9%         |     |     |     |     | 14                | 58 | 19 | 6 | 3 | 0                    | -2                   | 3.74 | 0.89    |   |
| Security  | 1772   | 69% 19% 12%        |     |     |     |     | 17                | 52 | 19 | 6 | 6 | -7                   | -12                  | 3.68 | 1.02    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                                       | 190    | 74% 19% 7%         |     |     |     |     | 17                | 57 | 19 | 5 | 2 | +6                   | 0                    | 3.83 | 0.83    |   |
| Public Affairs and Communication Media  | 572    | 70% 17% 13%        |     |     |     |     | 19                | 51 | 17 | 7 | 6 | -3                   | -3                   | 3.70 | 1.04    |   |
| Transportation Management   | 1196   | 75% 17% 7%         |     |     |     |     | 21                | 55 | 17 | 4 | 3 | -3                   | -3                   | 3.86 | 0.90    |   |
| Manpower and Force Management   | 1414   | 79% 13% 8%         |     |     |     |     | 21                | 58 | 13 | 5 | 3 | +2                   | -1                   | 3.88 | 0.89    |   |
| Housing Management  | 250    | 82% 12% 6%         |     |     |     |     | 26                | 56 | 12 | 4 | 2 | +1                   | +6                   | 3.99 | 0.87    |   |
| Equal Employment Opportunity  | 222    | 81% 14% 5%         |     |     |     |     | 23                | 57 | 14 | 3 | 3 | -1                   | -1                   | 3.96 | 0.85    |   |
| Education Services  | 416    | 84% 10% 6%         |     |     |     |     | 27                | 57 | 10 | 3 | 3 | +4                   | +11                  | 4.02 | 0.87    |   |
| Training  | 4387   | 79% 14% 7%         |     |     |     |     | 23                | 55 | 14 | 5 | 2 | +2                   | -1                   | 3.92 | 0.88    |   |
| Ammunition Management   | 665    | 75% 17% 9%         |     |     |     |     | 19                | 55 | 17 | 6 | 3 | -2                   | -8                   | 3.83 | 0.90    |   |
| Information Mission Area (IMA)  | 5059   | 71% 19% 10%        |     |     |     |     | 17                | 54 | 19 | 6 | 4 | +2                   | -2                   | 3.74 | 0.94    |   |
| Intelligence (Excepted Services Only)   | 1779   | 72% 16% 12%        |     |     |     |     | 16                | 55 | 16 | 7 | 6 | -4                   | -7                   | 3.70 | 1.00    |   |
| Military Personnel Management   | 2046   | 78% 15% 6%         |     |     |     |     | 24                | 54 | 15 | 3 | 3 | 0                    | --                   | 3.94 | 0.89    |   |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>PERFORMANCE CULTURE</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 11d. My most recent performance appraisal is a fair reflection of my performance. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 81619  | 79% 11% 10%        |     |     |     |     | 30                | 48 | 11 | 5  | 5  | +4                   | +2                   | 3.93 | 1.04    |   |
| <b>Total Career Program</b>   | 81595  | 79% 11% 10%        |     |     |     |     | 30                | 48 | 11 | 5  | 5  | +4                   | 0                    | 3.93 | 1.04    |   |
| Civilian Personnel Administration   | 1621   | 72% 12% 15%        |     |     |     |     | 27                | 45 | 12 | 7  | 8  | +4                   | +1                   | 3.76 | 1.16    |   |
| Comptroller   | 4569   | 80% 9% 10%         |     |     |     |     | 30                | 50 | 9  | 5  | 5  | +4                   | 0                    | 3.94 | 1.04    |   |
| Safety Management   | 1465   | 78% 12% 10%        |     |     |     |     | 29                | 48 | 12 | 5  | 5  | +1                   | +3                   | 3.92 | 1.03    |   |
| Supply Management   | 4766   | 78% 12% 10%        |     |     |     |     | 33                | 45 | 12 | 5  | 5  | 0                    | -4                   | 3.96 | 1.04    |   |
| Contracting and Acquisition   | 3609   | 78% 11% 11%        |     |     |     |     | 28                | 50 | 11 | 5  | 5  | +5                   | +1                   | 3.90 | 1.04    |   |
| Quality and Reliability Assurance   | 619    | 80% 11% 9%         |     |     |     |     | 29                | 51 | 11 | 4  | 5  | +4                   | 0                    | 3.95 | 1.00    |   |
| Engineers and Scientists (Non-Construction)                                       | 6092   | 77% 12% 11%        |     |     |     |     | 25                | 52 | 12 | 6  | 5  | +2                   | +1                   | 3.86 | 1.02    |   |
| Matériel Maintenance Management   | 7244   | 76% 12% 12%        |     |     |     |     | 28                | 48 | 12 | 6  | 6  | 0                    | -2                   | 3.85 | 1.09    |   |
| Engineers and Scientists (Construction)   | 7121   | 80% 10% 10%        |     |     |     |     | 28                | 52 | 10 | 5  | 4  | +5                   | +3                   | 3.94 | 0.99    |   |
| Security  | 1767   | 77% 12% 11%        |     |     |     |     | 29                | 48 | 12 | 6  | 5  | +2                   | -10                  | 3.90 | 1.04    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                           | 193    | 77% 13% 9%         |     |     |     |     | 26                | 51 | 13 | 5  | 5  | +10                  | +10                  | 3.89 | 0.99    |   |
| Public Affairs and Communication Media  | 578    | 81% 9% 11%         |     |     |     |     | 36                | 44 | 9  | 6  | 4  | +7                   | +3                   | 4.02 | 1.05    |   |
| Transportation Management   | 1199   | 79% 11% 10%        |     |     |     |     | 33                | 46 | 11 | 5  | 5  | +2                   | -4                   | 3.96 | 1.05    |   |
| Manpower and Force Management   | 1414   | 85% 7% 8%          |     |     |     |     | 34                | 51 | 7  | 5  | 3  | +8                   | +4                   | 4.07 | 0.95    |   |
| Housing Management  | 248    | 84% 8% 8%          |     |     |     |     | 46                | 38 | 8  | 3  | 5  | +17                  | +5                   | 4.16 | 1.05    |   |
| Equal Employment Opportunity  | 220    | 82% 8% 10%         |     |     |     |     | 37                | 45 | 8  | 3  | 6  | +16                  | +1                   | 4.04 | 1.07    |   |
| Education Services  | 413    | 83% 10% 7%         |     |     |     |     | 36                | 46 | 10 | 3  | 4  | +12                  | +1                   | 4.08 | 0.97    |   |
| Training  | 4333   | 82% 10% 8%         |     |     |     |     | 34                | 48 | 10 | 4  | 4  | +3                   | 0                    | 4.04 | 0.97    |   |
| Ammunition Management   | 660    | 82% 11% 6%         |     |     |     |     | 33                | 50 | 11 | 3  | 3  | +3                   | +2                   | 4.06 | 0.92    |   |
| Information Mission Area (IMA)  | 5103   | 78% 11% 11%        |     |     |     |     | 30                | 48 | 11 | 6  | 5  | +7                   | +3                   | 3.92 | 1.03    |   |
| Intelligence (Excepted Services Only)   | 1771   | 63% 14% 23%        |     |     |     |     | 19                | 45 | 14 | 13 | 10 | -8                   | -17                  | 3.48 | 1.22    |   |
| Military Personnel Management   | 2036   | 81% 10% 9%         |     |     |     |     | 38                | 44 | 10 | 5  | 4  | +4                   | --                   | 4.07 | 1.01    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | 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   | 81870  |                    |     |     |     |     | 25                | 44 | 16 | 9  | 6  | +5                   | -2                   | 3.71 | 1.12    |   |
| <b>Total Career Program</b>  | 81847  |                    |     |     |     |     | 25                | 44 | 16 | 9  | 6  | +6                   | -2                   | 3.71 | 1.12    |   |
| Civilian Personnel Administration  | 1635   |                    |     |     |     |     | 22                | 43 | 16 | 10 | 8  | +5                   | -2                   | 3.62 | 1.17    |   |
| Comptroller  | 4583   |                    |     |     |     |     | 24                | 45 | 15 | 9  | 6  | +5                   | -3                   | 3.72 | 1.12    |   |
| Safety Management  | 1465   |                    |     |     |     |     | 25                | 45 | 16 | 8  | 6  | +7                   | +1                   | 3.74 | 1.11    |   |
| Supply Management  | 4774   |                    |     |     |     |     | 28                | 43 | 16 | 8  | 5  | +3                   | -4                   | 3.80 | 1.09    |   |
| Contracting and Acquisition  | 3629   |                    |     |     |     |     | 23                | 46 | 16 | 9  | 7  | +6                   | -3                   | 3.69 | 1.12    |   |
| Quality and Reliability Assurance  | 620    |                    |     |     |     |     | 24                | 48 | 16 | 7  | 6  | +4                   | -1                   | 3.77 | 1.06    |   |
| Engineers and Scientists (Non-Construction)  | 6102   |                    |     |     |     |     | 19                | 45 | 17 | 11 | 7  | +3                   | -2                   | 3.57 | 1.14    |   |
| Materiel Maintenance Management  | 7240   |                    |     |     |     |     | 23                | 45 | 16 | 9  | 7  | +2                   | -2                   | 3.69 | 1.13    |   |
| Engineers and Scientists (Construction)  | 7142   |                    |     |     |     |     | 21                | 48 | 15 | 10 | 6  | +9                   | +1                   | 3.68 | 1.10    |   |
| Security   | 1768   |                    |     |     |     |     | 24                | 44 | 17 | 8  | 7  | +3                   | -8                   | 3.70 | 1.13    |   |
| Quality Assurance Specialists (Ammunition Surveillance)  | 192    |                    |     |     |     |     | 19                | 51 | 18 | 7  | 4  | +7                   | +5                   | 3.74 | 0.99    |   |
| Public Affairs and Communication Media   | 582    |                    |     |     |     |     | 27                | 37 | 16 | 13 | 7  | +8                   | -5                   | 3.65 | 1.20    |   |
| Transportation Management  | 1204   |                    |     |     |     |     | 26                | 46 | 15 | 7  | 6  | +6                   | -3                   | 3.79 | 1.08    |   |
| Manpower and Force Management  | 1414   |                    |     |     |     |     | 29                | 45 | 13 | 8  | 6  | +7                   | +1                   | 3.82 | 1.11    |   |
| Housing Management   | 248    |                    |     |     |     |     | 36                | 40 | 12 | 6  | 5  | +15                  | +2                   | 3.96 | 1.10    |   |
| Equal Employment Opportunity   | 223    |                    |     |     |     |     | 31                | 42 | 13 | 7  | 7  | +6                   | -1                   | 3.85 | 1.14    |   |
| Education Services   | 407    |                    |     |     |     |     | 29                | 43 | 17 | 6  | 5  | +16                  | +6                   | 3.84 | 1.07    |   |
| Training   | 4350   |                    |     |     |     |     | 28                | 43 | 15 | 8  | 5  | +5                   | -2                   | 3.81 | 1.10    |   |
| Ammunition Management  | 661    |                    |     |     |     |     | 26                | 46 | 17 | 7  | 4  | +4                   | -3                   | 3.83 | 1.02    |   |
| Information Mission Area (IMA)   | 5116   |                    |     |     |     |     | 23                | 44 | 17 | 10 | 7  | +6                   | -1                   | 3.68 | 1.13    |   |
| Intelligence (Excepted Services Only)  | 1782   |                    |     |     |     |     | 16                | 39 | 16 | 15 | 14 | -3                   | -19                  | 3.27 | 1.28    |   |
| Military Personnel Management  | 2040   |                    |     |     |     |     | 31                | 40 | 15 | 8  | 6  | +5                   | --                   | 3.83 | 1.13    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>PERFORMANCE CULTURE</b>                              |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 11f. I receive regular performance feedback.            |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 83391  |                    |     |     |     |     | 16                | 38 | 20 | 15 | 11 | +4                   | 0                    | 3.35 | 1.22    |   |
| <b>Total Career Program</b>                             | 83367  |                    |     |     |     |     | 16                | 38 | 20 | 15 | 11 | +4                   | -1                   | 3.35 | 1.22    |   |
| Civilian Personnel Administration                       | 1697   |                    |     |     |     |     | 14                | 35 | 19 | 17 | 14 | 0                    | -7                   | 3.17 | 1.28    |   |
| Comptroller   | 4677   |                    |     |     |     |     | 17                | 39 | 19 | 15 | 11 | +4                   | -1                   | 3.36 | 1.23    |   |
| Safety Management                                       | 1485   |                    |     |     |     |     | 16                | 38 | 22 | 15 | 9  | +2                   | 0                    | 3.36 | 1.19    |   |
| Supply Management                                       | 4842   |                    |     |     |     |     | 18                | 37 | 21 | 14 | 10 | +3                   | -2                   | 3.40 | 1.22    |   |
| Contracting and Acquisition                             | 3687   |                    |     |     |     |     | 14                | 41 | 19 | 16 | 10 | +6                   | -2                   | 3.33 | 1.20    |   |
| Quality and Reliability Assurance                       | 629    |                    |     |     |     |     | 15                | 39 | 22 | 14 | 9  | +4                   | +1                   | 3.37 | 1.17    |   |
| Engineers and Scientists (Non-Construction)             | 6199   |                    |     |     |     |     | 12                | 40 | 21 | 17 | 10 | +2                   | 0                    | 3.28 | 1.17    |   |
| Materiel Maintenance Management                         | 7329   |                    |     |     |     |     | 15                | 38 | 21 | 15 | 11 | +2                   | -1                   | 3.30 | 1.21    |   |
| Engineers and Scientists (Construction)                 | 7214   |                    |     |     |     |     | 13                | 42 | 21 | 16 | 9  | +5                   | -1                   | 3.34 | 1.16    |   |
| Security  | 1791   |                    |     |     |     |     | 16                | 36 | 21 | 15 | 12 | 0                    | -8                   | 3.30 | 1.24    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 192    |                    |     |     |     |     | 12                | 41 | 21 | 18 | 8  | +11                  | +4                   | 3.31 | 1.13    |   |
| Public Affairs and Communication Media                  | 591    |                    |     |     |     |     | 20                | 35 | 17 | 16 | 12 | +4                   | -3                   | 3.35 | 1.29    |   |
| Transportation Management                               | 1210   |                    |     |     |     |     | 19                | 36 | 21 | 14 | 11 | +4                   | -6                   | 3.38 | 1.23    |   |
| Manpower and Force Management                           | 1433   |                    |     |     |     |     | 19                | 39 | 18 | 14 | 10 | +7                   | +4                   | 3.45 | 1.22    |   |
| Housing Management                                      | 253    |                    |     |     |     |     | 20                | 42 | 16 | 11 | 11 | +12                  | +6                   | 3.47 | 1.25    |   |
| Equal Employment Opportunity                            | 222    |                    |     |     |     |     | 19                | 45 | 14 | 13 | 9  | +8                   | +2                   | 3.52 | 1.20    |   |
| Education Services                                      | 423    |                    |     |     |     |     | 20                | 39 | 17 | 15 | 9  | +8                   | +10                  | 3.46 | 1.22    |   |
| Training  | 4424   |                    |     |     |     |     | 19                | 38 | 19 | 14 | 10 | +4                   | -3                   | 3.42 | 1.23    |   |
| Ammunition Management                                   | 666    |                    |     |     |     |     | 18                | 39 | 21 | 14 | 8  | +3                   | -5                   | 3.44 | 1.17    |   |
| Information Mission Area (IMA)                          | 5196   |                    |     |     |     |     | 15                | 37 | 20 | 16 | 12 | +6                   | +1                   | 3.27 | 1.24    |   |
| Intelligence (Excepted Services Only)                   | 1807   |                    |     |     |     |     | 12                | 35 | 20 | 17 | 16 | 0                    | -7                   | 3.10 | 1.27    |   |
| Military Personnel Management                           | 2086   |                    |     |     |     |     | 20                | 37 | 18 | 14 | 11 | +2                   | --                   | 3.41 | 1.26    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>PERFORMANCE CULTURE</b>                              |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 11g. The performance feedback I receive is useful.      |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 81845  |                    |     |     |     |     | 17                | 38 | 25 | 11 | 9  | +2                   | -3                   | 3.42 | 1.16    |   |
| <b>Total Career Program</b>                             | 81821  |                    |     |     |     |     | 17                | 38 | 25 | 11 | 9  | +2                   | -4                   | 3.42 | 1.16    |   |
| Civilian Personnel Administration                       | 1655   |                    |     |     |     |     | 15                | 36 | 25 | 12 | 12 | -2                   | -7                   | 3.30 | 1.22    |   |
| Comptroller   | 4600   |                    |     |     |     |     | 17                | 38 | 24 | 10 | 9  | +2                   | -4                   | 3.44 | 1.17    |   |
| Safety Management                                       | 1472   |                    |     |     |     |     | 16                | 37 | 27 | 11 | 9  | 0                    | -3                   | 3.40 | 1.16    |   |
| Supply Management                                       | 4750   |                    |     |     |     |     | 19                | 36 | 27 | 10 | 9  | -1                   | -5                   | 3.47 | 1.15    |   |
| Contracting and Acquisition                             | 3596   |                    |     |     |     |     | 16                | 41 | 24 | 11 | 8  | +2                   | -3                   | 3.44 | 1.14    |   |
| Quality and Reliability Assurance                       | 617    |                    |     |     |     |     | 16                | 37 | 29 | 9  | 8  | +1                   | -4                   | 3.44 | 1.11    |   |
| Engineers and Scientists (Non-Construction)             | 6099   |                    |     |     |     |     | 13                | 39 | 25 | 13 | 9  | -1                   | -5                   | 3.33 | 1.14    |   |
| Matériel Maintenance Management                         | 7191   |                    |     |     |     |     | 15                | 37 | 27 | 11 | 10 | 0                    | -5                   | 3.37 | 1.15    |   |
| Engineers and Scientists (Construction)                 | 7103   |                    |     |     |     |     | 13                | 42 | 24 | 12 | 8  | +2                   | -4                   | 3.40 | 1.12    |   |
| Security  | 1765   |                    |     |     |     |     | 17                | 35 | 26 | 11 | 11 | -2                   | -12                  | 3.35 | 1.20    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 187    |                    |     |     |     |     | 12                | 41 | 27 | 11 | 9  | +9                   | +3                   | 3.36 | 1.10    |   |
| Public Affairs and Communication Media                  | 586    |                    |     |     |     |     | 19                | 32 | 24 | 13 | 11 | +3                   | -8                   | 3.36 | 1.24    |   |
| Transportation Management                               | 1197   |                    |     |     |     |     | 19                | 35 | 27 | 10 | 9  | +1                   | -10                  | 3.44 | 1.18    |   |
| Manpower and Force Management                           | 1398   |                    |     |     |     |     | 19                | 38 | 23 | 12 | 8  | +5                   | -2                   | 3.49 | 1.15    |   |
| Housing Management                                      | 250    |                    |     |     |     |     | 21                | 42 | 21 | 7  | 8  | +11                  | +6                   | 3.61 | 1.14    |   |
| Equal Employment Opportunity                            | 219    |                    |     |     |     |     | 21                | 41 | 22 | 9  | 8  | +5                   | -6                   | 3.58 | 1.14    |   |
| Education Services                                      | 418    |                    |     |     |     |     | 18                | 41 | 22 | 10 | 9  | +6                   | +4                   | 3.50 | 1.16    |   |
| Training  | 4340   |                    |     |     |     |     | 19                | 37 | 24 | 11 | 9  | +2                   | -6                   | 3.47 | 1.18    |   |
| Ammunition Management                                   | 660    |                    |     |     |     |     | 17                | 39 | 27 | 9  | 7  | +1                   | -9                   | 3.50 | 1.10    |   |
| Information Mission Area (IMA)                          | 5112   |                    |     |     |     |     | 15                | 37 | 26 | 12 | 10 | +3                   | -1                   | 3.35 | 1.18    |   |
| Intelligence (Excepted Services Only)                   | 1779   |                    |     |     |     |     | 11                | 35 | 25 | 14 | 15 | -4                   | -10                  | 3.14 | 1.23    |   |
| Military Personnel Management                           | 2046   |                    |     |     |     |     | 20                | 36 | 25 | 10 | 10 | +1                   | --                   | 3.47 | 1.20    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>PERFORMANCE CULTURE</b>                               |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 11h. My cash awards depend on how well I perform my job. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 75289  |                    |     |     |     |     | 15                | 30 | 21 | 12 | 22 | -4                   | -11                  | 3.04 | 1.37    |   |
| <b>Total Career Program</b>                              | 75267  |                    |     |     |     |     | 15                | 30 | 21 | 12 | 22 | -5                   | -14                  | 3.04 | 1.37    |   |
| Civilian Personnel Administration                        | 1553   |                    |     |     |     |     | 14                | 27 | 21 | 13 | 24 | -8                   | -26                  | 2.94 | 1.40    |   |
| Comptroller  | 4298   |                    |     |     |     |     | 13                | 32 | 20 | 14 | 21 | -5                   | -16                  | 3.03 | 1.36    |   |
| Safety Management  | 1369   |                    |     |     |     |     | 15                | 30 | 23 | 10 | 22 | -3                   | -3                   | 3.05 | 1.37    |   |
| Supply Management  | 4413   |                    |     |     |     |     | 17                | 30 | 21 | 11 | 20 | -7                   | -17                  | 3.13 | 1.37    |   |
| Contracting and Acquisition                              | 3282   |                    |     |     |     |     | 13                | 32 | 22 | 13 | 20 | -4                   | -14                  | 3.04 | 1.33    |   |
| Quality and Reliability Assurance                        | 561    |                    |     |     |     |     | 14                | 30 | 22 | 13 | 21 | -8                   | -12                  | 3.02 | 1.35    |   |
| Engineers and Scientists (Non-Construction)              | 5746   |                    |     |     |     |     | 13                | 34 | 20 | 14 | 19 | -10                  | -17                  | 3.06 | 1.32    |   |
| Matériel Maintenance Management                          | 6688   |                    |     |     |     |     | 13                | 28 | 22 | 12 | 25 | -10                  | -17                  | 2.91 | 1.38    |   |
| Engineers and Scientists (Construction)                  | 6644   |                    |     |     |     |     | 12                | 34 | 20 | 14 | 20 | -4                   | -12                  | 3.04 | 1.33    |   |
| Security   | 1644   |                    |     |     |     |     | 15                | 29 | 20 | 10 | 26 | 0                    | -20                  | 2.98 | 1.42    |   |
| Quality Assurance Specialists (Ammunition Surveillance)  | 174    |                    |     |     |     |     | 13                | 29 | 25 | 14 | 18 | -1                   | +3                   | 3.05 | 1.30    |   |
| Public Affairs and Communication Media                   | 514    |                    |     |     |     |     | 18                | 26 | 19 | 12 | 25 | -1                   | -9                   | 3.00 | 1.44    |   |
| Transportation Management                                | 1110   |                    |     |     |     |     | 17                | 27 | 22 | 11 | 23 | -4                   | -19                  | 3.05 | 1.40    |   |
| Manpower and Force Management                            | 1333   |                    |     |     |     |     | 16                | 34 | 19 | 13 | 19 | -1                   | -13                  | 3.16 | 1.36    |   |
| Housing Management                                       | 235    |                    |     |     |     |     | 22                | 31 | 15 | 9  | 23 | +5                   | -8                   | 3.20 | 1.46    |   |
| Equal Employment Opportunity                             | 207    |                    |     |     |     |     | 16                | 29 | 19 | 17 | 20 | -10                  | -14                  | 3.04 | 1.37    |   |
| Education Services                                       | 357    |                    |     |     |     |     | 18                | 25 | 23 | 11 | 24 | -5                   | -18                  | 3.01 | 1.42    |   |
| Training   | 3981   |                    |     |     |     |     | 17                | 30 | 20 | 12 | 22 | -3                   | -9                   | 3.08 | 1.40    |   |
| Ammunition Management                                    | 618    |                    |     |     |     |     | 14                | 26 | 22 | 17 | 21 | -4                   | -23                  | 2.97 | 1.36    |   |
| Information Mission Area (IMA)                           | 4685   |                    |     |     |     |     | 14                | 32 | 21 | 12 | 21 | -2                   | -6                   | 3.07 | 1.36    |   |
| Intelligence (Excepted Services Only)                    | 1651   |                    |     |     |     |     | 13                | 30 | 15 | 14 | 27 | -4                   | -14                  | 2.89 | 1.43    |   |
| Military Personnel Management                            | 1868   |                    |     |     |     |     | 20                | 28 | 22 | 9  | 21 | -4                   | --                   | 3.18 | 1.41    |   |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | 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   | 78215  |                    | 35% | 26% | 39% |     | 9                 | 26 | 26 | 18 | 21 | -1                   | -7                   | 2.84 | 1.27    |   |
| <b>Total Career Program</b>  | 78193  |                    | 35% | 26% | 39% |     | 9                 | 26 | 26 | 18 | 21 | -2                   | -8                   | 2.84 | 1.27    |   |
| Civilian Personnel Administration  | 1591   |                    | 33% | 22% | 45% |     | 8                 | 25 | 22 | 19 | 26 | -2                   | -18                  | 2.70 | 1.31    |   |
| Comptroller  | 4329   |                    | 34% | 25% | 40% |     | 9                 | 25 | 25 | 20 | 21 | -1                   | -10                  | 2.82 | 1.27    |   |
| Safety Management  | 1414   |                    | 35% | 28% | 37% |     | 10                | 26 | 28 | 18 | 19 | -4                   | -9                   | 2.88 | 1.26    |   |
| Supply Management  | 4571   |                    | 38% | 27% | 35% |     | 11                | 27 | 27 | 16 | 19 | -3                   | -5                   | 2.95 | 1.27    |   |
| Contracting and Acquisition  | 3413   |                    | 33% | 28% | 39% |     | 7                 | 26 | 28 | 18 | 21 | 0                    | -7                   | 2.82 | 1.24    |   |
| Quality and Reliability Assurance  | 582    |                    | 32% | 28% | 40% |     | 8                 | 25 | 28 | 20 | 20 | -5                   | -12                  | 2.81 | 1.23    |   |
| Engineers and Scientists (Non-Construction)  | 5740   |                    | 31% | 27% | 42% |     | 7                 | 24 | 27 | 22 | 20 | -7                   | -11                  | 2.77 | 1.21    |   |
| Materiel Maintenance Management  | 7000   |                    | 33% | 27% | 40% |     | 8                 | 25 | 27 | 17 | 22 | -6                   | -9                   | 2.79 | 1.26    |   |
| Engineers and Scientists (Construction)  | 6743   |                    | 32% | 27% | 41% |     | 6                 | 26 | 27 | 22 | 19 | -2                   | -7                   | 2.78 | 1.20    |   |
| Security   | 1727   |                    | 34% | 24% | 41% |     | 9                 | 25 | 24 | 18 | 24 | -3                   | -18                  | 2.78 | 1.30    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                              | 180    |                    | 34% | 29% | 37% |     | 10                | 24 | 29 | 19 | 18 | +5                   | -3                   | 2.89 | 1.24    |   |
| Public Affairs and Communication Media   | 557    |                    | 30% | 23% | 47% |     | 11                | 19 | 23 | 22 | 25 | +3                   | -3                   | 2.69 | 1.34    |   |
| Transportation Management  | 1155   |                    | 37% | 26% | 37% |     | 11                | 27 | 26 | 17 | 21 | -1                   | -11                  | 2.90 | 1.29    |   |
| Manpower and Force Management  | 1345   |                    | 38% | 26% | 37% |     | 10                | 28 | 26 | 18 | 19 | +1                   | -9                   | 2.92 | 1.26    |   |
| Housing Management   | 241    |                    | 48% | 21% | 31% |     | 17                | 31 | 21 | 13 | 18 | +8                   | +2                   | 3.16 | 1.35    |   |
| Equal Employment Opportunity   | 213    |                    | 46% | 23% | 31% |     | 13                | 33 | 23 | 14 | 17 | +2                   | -7                   | 3.11 | 1.28    |   |
| Education Services   | 398    |                    | 38% | 24% | 38% |     | 12                | 27 | 24 | 18 | 20 | -1                   | -6                   | 2.91 | 1.31    |   |
| Training   | 4195   |                    | 38% | 24% | 38% |     | 11                | 27 | 24 | 17 | 21 | -1                   | -7                   | 2.91 | 1.31    |   |
| Ammunition Management  | 627    |                    | 31% | 28% | 42% |     | 10                | 21 | 28 | 23 | 19 | -3                   | -13                  | 2.80 | 1.24    |   |
| Information Mission Area (IMA)   | 4843   |                    | 33% | 27% | 40% |     | 8                 | 25 | 27 | 19 | 21 | -1                   | -4                   | 2.80 | 1.24    |   |
| Intelligence (Excepted Services Only)  | 1699   |                    | 29% | 25% | 46% |     | 6                 | 23 | 25 | 22 | 24 | -3                   | -12                  | 2.65 | 1.24    |   |
| Military Personnel Management  | 1965   |                    | 39% | 26% | 35% |     | 13                | 26 | 26 | 15 | 21 | -4                   | --                   | 2.96 | 1.32    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>PERFORMANCE CULTURE</b>                                     |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 11j. I can influence my employees' pay to reflect performance. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 16123  |                    |     |     |     |     | 8                 | 27 | 23 | 22 | 21 | -8                   | -5                   | 2.78 | 1.26    |   |
| <b>Total Career Program</b>                                    | 16116  |                    |     |     |     |     | 8                 | 27 | 23 | 22 | 21 | -8                   | -7                   | 2.78 | 1.26    |   |
| Civilian Personnel Administration                              | 256    |                    |     |     |     |     | 7                 | 23 | 23 | 23 | 24 | -9                   | -33                  | 2.68 | 1.27    |   |
| Comptroller  | 833    |                    |     |     |     |     | 8                 | 24 | 24 | 23 | 20 | -10                  | -12                  | 2.77 | 1.25    |   |
| Safety Management  | 368    |                    |     |     |     |     | 8                 | 24 | 26 | 23 | 19 | -10                  | 0                    | 2.79 | 1.23    |   |
| Supply Management  | 815    |                    |     |     |     |     | 8                 | 27 | 26 | 22 | 17 | -9                   | -4                   | 2.88 | 1.21    |   |
| Contracting and Acquisition                                    | 764    |                    |     |     |     |     | 6                 | 28 | 22 | 24 | 20 | -9                   | -4                   | 2.76 | 1.23    |   |
| Quality and Reliability Assurance                              | 69     |                    |     |     |     |     | 4                 | 25 | 26 | 26 | 19 | -2                   | -4                   | 2.70 | 1.16    |   |
| Engineers and Scientists (Non-Construction)                    | 943    |                    |     |     |     |     | 7                 | 33 | 20 | 23 | 18 | -14                  | -10                  | 2.87 | 1.24    |   |
| Materiel Maintenance Management                                | 1363   |                    |     |     |     |     | 8                 | 26 | 23 | 21 | 22 | -10                  | -8                   | 2.75 | 1.27    |   |
| Engineers and Scientists (Construction)                        | 1502   |                    |     |     |     |     | 5                 | 26 | 23 | 26 | 20 | -9                   | -6                   | 2.70 | 1.20    |   |
| Security   | 532    |                    |     |     |     |     | 9                 | 30 | 23 | 19 | 19 | -2                   | -4                   | 2.90 | 1.26    |   |
| Quality Assurance Specialists (Ammunition Surveillance)        | 29     |                    |     |     |     |     | 10                | 24 | 24 | 17 | 24 | +4                   | -5                   | 2.79 | 1.32    |   |
| Public Affairs and Communication Media                         | 131    |                    |     |     |     |     | 11                | 27 | 17 | 26 | 18 | +4                   | -8                   | 2.88 | 1.31    |   |
| Transportation Management                                      | 235    |                    |     |     |     |     | 8                 | 25 | 26 | 25 | 17 | -9                   | -4                   | 2.81 | 1.20    |   |
| Manpower and Force Management                                  | 287    |                    |     |     |     |     | 9                 | 28 | 23 | 24 | 17 | 0                    | -10                  | 2.88 | 1.24    |   |
| Housing Management   | 106    |                    |     |     |     |     | 13                | 24 | 24 | 21 | 19 | -1                   | -5                   | 2.92 | 1.31    |   |
| Equal Employment Opportunity                                   | 76     |                    |     |     |     |     | 14                | 28 | 30 | 20 | 8  | -19                  | -22                  | 3.21 | 1.15    |   |
| Education Services   | 115    |                    |     |     |     |     | 7                 | 24 | 17 | 20 | 31 | -2                   | -6                   | 2.56 | 1.33    |   |
| Training   | 1238   |                    |     |     |     |     | 9                 | 26 | 22 | 21 | 23 | -4                   | +1                   | 2.76 | 1.29    |   |
| Ammunition Management  | 112    |                    |     |     |     |     | 8                 | 18 | 20 | 28 | 27 | -11                  | 0                    | 2.53 | 1.27    |   |
| Information Mission Area (IMA)                                 | 943    |                    |     |     |     |     | 8                 | 28 | 20 | 21 | 24 | -7                   | +3                   | 2.74 | 1.30    |   |
| Intelligence (Excepted Services Only)                          | 430    |                    |     |     |     |     | 4                 | 22 | 21 | 26 | 27 | -9                   | -14                  | 2.52 | 1.22    |   |
| Military Personnel Management                                  | 372    |                    |     |     |     |     | 12                | 25 | 25 | 19 | 19 | -5                   | --                   | 2.91 | 1.30    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>PERFORMANCE CULTURE</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 11k. Pay raises in my work unit depend on how well employees perform their jobs. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 74647  | 25%                | 24% | 51% |     |     | 7                 | 18 | 24 | 20 | 31 | -5                   | -12                  | 2.51 | 1.28    |   |
| <b>Total Career Program</b>  | 74626  | 25%                | 24% | 51% |     |     | 7                 | 18 | 24 | 20 | 31 | -7                   | -15                  | 2.51 | 1.28    |   |
| Civilian Personnel Administration  | 1508   | 25%                | 25% | 50% |     |     | 7                 | 18 | 25 | 19 | 30 | -7                   | -38                  | 2.52 | 1.28    |   |
| Comptroller  | 4170   | 24%                | 26% | 50% |     |     | 7                 | 17 | 26 | 22 | 28 | -6                   | -18                  | 2.53 | 1.27    |   |
| Safety Management  | 1355   | 26%                | 26% | 49% |     |     | 7                 | 18 | 26 | 19 | 30 | -10                  | -9                   | 2.54 | 1.29    |   |
| Supply Management  | 4368   | 26%                | 26% | 48% |     |     | 8                 | 18 | 26 | 19 | 29 | -8                   | -17                  | 2.57 | 1.29    |   |
| Contracting and Acquisition  | 3304   | 29%                | 24% | 47% |     |     | 6                 | 23 | 24 | 20 | 27 | +1                   | -11                  | 2.60 | 1.26    |   |
| Quality and Reliability Assurance  | 566    | 22%                | 26% | 52% |     |     | 5                 | 17 | 26 | 22 | 31 | -7                   | -15                  | 2.44 | 1.23    |   |
| Engineers and Scientists (Non-Construction)                                      | 5601   | 29%                | 23% | 48% |     |     | 6                 | 23 | 23 | 20 | 28 | -11                  | -18                  | 2.60 | 1.28    |   |
| Materiel Maintenance Management  | 6789   | 20%                | 24% | 56% |     |     | 5                 | 15 | 24 | 20 | 36 | -12                  | -20                  | 2.33 | 1.25    |   |
| Engineers and Scientists (Construction)  | 6532   | 20%                | 24% | 55% |     |     | 4                 | 16 | 24 | 24 | 31 | -8                   | -10                  | 2.39 | 1.20    |   |
| Security   | 1666   | 26%                | 22% | 52% |     |     | 7                 | 18 | 22 | 18 | 34 | -9                   | -23                  | 2.48 | 1.32    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                          | 175    | 22%                | 27% | 51% |     |     | 7                 | 15 | 27 | 22 | 29 | +2                   | -10                  | 2.50 | 1.26    |   |
| Public Affairs and Communication Media   | 516    | 22%                | 21% | 57% |     |     | 8                 | 14 | 21 | 23 | 34 | -2                   | -11                  | 2.40 | 1.30    |   |
| Transportation Management  | 1088   | 23%                | 24% | 53% |     |     | 7                 | 16 | 24 | 21 | 32 | -8                   | -18                  | 2.45 | 1.28    |   |
| Manpower and Force Management  | 1289   | 26%                | 27% | 46% |     |     | 6                 | 20 | 27 | 19 | 27 | -5                   | -18                  | 2.59 | 1.25    |   |
| Housing Management   | 230    | 27%                | 26% | 47% |     |     | 12                | 16 | 26 | 18 | 29 | -4                   | -7                   | 2.64 | 1.35    |   |
| Equal Employment Opportunity   | 200    | 33%                | 23% | 45% |     |     | 11                | 22 | 23 | 21 | 24 | -8                   | -12                  | 2.76 | 1.32    |   |
| Education Services   | 366    | 26%                | 23% | 51% |     |     | 7                 | 19 | 23 | 19 | 32 | -12                  | -10                  | 2.50 | 1.29    |   |
| Training   | 3982   | 29%                | 22% | 49% |     |     | 9                 | 20 | 22 | 20 | 29 | -3                   | -7                   | 2.59 | 1.32    |   |
| Ammunition Management  | 621    | 22%                | 24% | 55% |     |     | 7                 | 15 | 24 | 22 | 33 | -6                   | -19                  | 2.40 | 1.27    |   |
| Information Mission Area (IMA)   | 4568   | 24%                | 25% | 52% |     |     | 6                 | 17 | 25 | 20 | 32 | -5                   | -10                  | 2.46 | 1.27    |   |
| Intelligence (Excepted Services Only)  | 1623   | 23%                | 22% | 55% |     |     | 5                 | 18 | 22 | 22 | 33 | -5                   | -17                  | 2.41 | 1.25    |   |
| Military Personnel Management  | 1865   | 28%                | 25% | 47% |     |     | 10                | 18 | 25 | 17 | 30 | -7                   | --                   | 2.60 | 1.34    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>PERFORMANCE CULTURE</b>                              |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 111. Promotions in my work unit are based on merit.     |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 74064  |                    |     |     |     |     | 8                 | 22 | 28 | 16 | 26 | -2                   | -14                  | 2.68 | 1.28    |   |
| <b>Total Career Program</b>                             | 74042  |                    |     |     |     |     | 8                 | 22 | 28 | 16 | 26 | -6                   | -18                  | 2.68 | 1.28    |   |
| Civilian Personnel Administration                       | 1549   |                    |     |     |     |     | 10                | 29 | 26 | 13 | 21 | -10                  | -24                  | 2.94 | 1.30    |   |
| Comptroller   | 4173   |                    |     |     |     |     | 9                 | 24 | 27 | 16 | 23 | -5                   | -18                  | 2.80 | 1.28    |   |
| Safety Management                                       | 1346   |                    |     |     |     |     | 8                 | 24 | 28 | 15 | 25 | -3                   | -10                  | 2.76 | 1.29    |   |
| Supply Management                                       | 4352   |                    |     |     |     |     | 8                 | 20 | 29 | 17 | 27 | -7                   | -19                  | 2.63 | 1.28    |   |
| Contracting and Acquisition                             | 3303   |                    |     |     |     |     | 7                 | 28 | 27 | 15 | 24 | +2                   | -13                  | 2.79 | 1.27    |   |
| Quality and Reliability Assurance                       | 564    |                    |     |     |     |     | 4                 | 21 | 30 | 18 | 27 | -6                   | -19                  | 2.58 | 1.21    |   |
| Engineers and Scientists (Non-Construction)             | 5534   |                    |     |     |     |     | 7                 | 27 | 27 | 16 | 23 | -9                   | -19                  | 2.79 | 1.26    |   |
| Materiel Maintenance Management                         | 6793   |                    |     |     |     |     | 6                 | 20 | 27 | 16 | 31 | -8                   | -21                  | 2.54 | 1.27    |   |
| Engineers and Scientists (Construction)                 | 6492   |                    |     |     |     |     | 7                 | 26 | 27 | 18 | 22 | -6                   | -16                  | 2.78 | 1.25    |   |
| Security  | 1665   |                    |     |     |     |     | 7                 | 18 | 27 | 15 | 34 | -8                   | -27                  | 2.49 | 1.30    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 175    |                    |     |     |     |     | 7                 | 25 | 27 | 15 | 25 | +6                   | -3                   | 2.74 | 1.28    |   |
| Public Affairs and Communication Media                  | 506    |                    |     |     |     |     | 9                 | 19 | 23 | 16 | 32 | -1                   | -15                  | 2.58 | 1.36    |   |
| Transportation Management                               | 1073   |                    |     |     |     |     | 8                 | 18 | 28 | 18 | 29 | -7                   | -21                  | 2.57 | 1.28    |   |
| Manpower and Force Management                           | 1278   |                    |     |     |     |     | 9                 | 25 | 29 | 15 | 22 | -2                   | -17                  | 2.84 | 1.28    |   |
| Housing Management                                      | 235    |                    |     |     |     |     | 12                | 16 | 33 | 14 | 25 | -7                   | -13                  | 2.77 | 1.32    |   |
| Equal Employment Opportunity                            | 201    |                    |     |     |     |     | 14                | 30 | 25 | 11 | 20 | -3                   | -16                  | 3.08 | 1.33    |   |
| Education Services                                      | 353    |                    |     |     |     |     | 10                | 20 | 25 | 20 | 25 | -8                   | -13                  | 2.70 | 1.31    |   |
| Training  | 3963   |                    |     |     |     |     | 9                 | 21 | 27 | 17 | 26 | -1                   | -13                  | 2.69 | 1.30    |   |
| Ammunition Management                                   | 625    |                    |     |     |     |     | 8                 | 19 | 28 | 18 | 28 | -5                   | -19                  | 2.60 | 1.28    |   |
| Information Mission Area (IMA)                          | 4534   |                    |     |     |     |     | 7                 | 19 | 28 | 17 | 29 | -4                   | -11                  | 2.58 | 1.27    |   |
| Intelligence (Excepted Services Only)                   | 1597   |                    |     |     |     |     | 5                 | 19 | 27 | 19 | 29 | -5                   | -18                  | 2.53 | 1.24    |   |
| Military Personnel Management                           | 1863   |                    |     |     |     |     | 9                 | 18 | 28 | 14 | 30 | -8                   | --                   | 2.62 | 1.33    |   |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>PERFORMANCE CULTURE</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 11m. Personnel with recent military experience DO NOT perform better in Army civilian positions than those without recent military experience. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 71999  |                    |     |     |     |     | 15                | 22 | 33 | 14 | 17 | --                   | --                   | 3.03 | 1.27    |   |
| <b>Total Career Program</b>  | 71981  |                    |     |     |     |     | 15                | 22 | 33 | 14 | 17 | --                   | --                   | 3.03 | 1.27    |   |
| Civilian Personnel Administration  | 1426   |                    |     |     |     |     | 19                | 25 | 34 | 11 | 12 | --                   | --                   | 3.28 | 1.22    |   |
| Comptroller  | 3819   |                    |     |     |     |     | 17                | 26 | 35 | 11 | 11 | --                   | --                   | 3.27 | 1.20    |   |
| Safety Management  | 1356   |                    |     |     |     |     | 14                | 20 | 29 | 14 | 22 | --                   | --                   | 2.89 | 1.34    |   |
| Supply Management  | 4423   |                    |     |     |     |     | 12                | 19 | 32 | 14 | 22 | --                   | --                   | 2.85 | 1.30    |   |
| Contracting and Acquisition  | 2922   |                    |     |     |     |     | 17                | 26 | 36 | 10 | 11 | --                   | --                   | 3.28 | 1.18    |   |
| Quality and Reliability Assurance  | 563    |                    |     |     |     |     | 12                | 24 | 31 | 14 | 19 | --                   | --                   | 2.96 | 1.28    |   |
| Engineers and Scientists (Non-Construction)  | 4584   |                    |     |     |     |     | 15                | 26 | 38 | 12 | 9  | --                   | --                   | 3.26 | 1.14    |   |
| Materiel Maintenance Management  | 6779   |                    |     |     |     |     | 12                | 19 | 32 | 14 | 22 | --                   | --                   | 2.85 | 1.30    |   |
| Engineers and Scientists (Construction)  | 5602   |                    |     |     |     |     | 18                | 27 | 35 | 10 | 11 | --                   | --                   | 3.31 | 1.19    |   |
| Security   | 1677   |                    |     |     |     |     | 11                | 16 | 32 | 16 | 25 | --                   | --                   | 2.71 | 1.29    |   |
| Quality Assurance Specialists (Ammunition Surveillance)  | 179    |                    |     |     |     |     | 20                | 22 | 31 | 10 | 17 | --                   | --                   | 3.18 | 1.32    |   |
| Public Affairs and Communication Media   | 507    |                    |     |     |     |     | 21                | 19 | 31 | 10 | 19 | --                   | --                   | 3.13 | 1.36    |   |
| Transportation Management  | 1118   |                    |     |     |     |     | 16                | 19 | 29 | 15 | 21 | --                   | --                   | 2.93 | 1.35    |   |
| Manpower and Force Management  | 1287   |                    |     |     |     |     | 15                | 20 | 30 | 18 | 17 | --                   | --                   | 2.97 | 1.29    |   |
| Housing Management   | 234    |                    |     |     |     |     | 19                | 20 | 33 | 15 | 13 | --                   | --                   | 3.18 | 1.27    |   |
| Equal Employment Opportunity   | 197    |                    |     |     |     |     | 20                | 24 | 31 | 11 | 13 | --                   | --                   | 3.26 | 1.27    |   |
| Education Services   | 356    |                    |     |     |     |     | 16                | 23 | 29 | 15 | 17 | --                   | --                   | 3.05 | 1.30    |   |
| Training   | 3948   |                    |     |     |     |     | 12                | 18 | 31 | 16 | 23 | --                   | --                   | 2.81 | 1.30    |   |
| Ammunition Management  | 604    |                    |     |     |     |     | 15                | 22 | 33 | 14 | 16 | --                   | --                   | 3.06 | 1.26    |   |
| Information Mission Area (IMA)   | 4556   |                    |     |     |     |     | 13                | 21 | 33 | 15 | 19 | --                   | --                   | 2.94 | 1.27    |   |
| Intelligence (Excepted Services Only)  | 1642   |                    |     |     |     |     | 10                | 17 | 32 | 18 | 23 | --                   | --                   | 2.72 | 1.26    |   |
| Military Personnel Management  | 1933   |                    |     |     |     |     | 14                | 16 | 28 | 16 | 26 | --                   | --                   | 2.75 | 1.37    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>PERFORMANCE CULTURE</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 11n. I am satisfied with the Army's current performance management system I work under. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 81535  |                    |     |     |     |     | 8                 | 31 | 32 | 15 | 14 | --                   | --                   | 3.03 | 1.15    |   |
| <b>Total Career Program</b>   | 81512  |                    |     |     |     |     | 8                 | 31 | 32 | 15 | 14 | --                   | --                   | 3.03 | 1.15    |   |
| Civilian Personnel Administration   | 1672   |                    |     |     |     |     | 8                 | 34 | 30 | 14 | 14 | --                   | --                   | 3.07 | 1.17    |   |
| Comptroller   | 4555   |                    |     |     |     |     | 8                 | 33 | 32 | 14 | 12 | --                   | --                   | 3.11 | 1.13    |   |
| Safety Management   | 1455   |                    |     |     |     |     | 8                 | 32 | 33 | 14 | 13 | --                   | --                   | 3.07 | 1.14    |   |
| Supply Management   | 4746   |                    |     |     |     |     | 11                | 31 | 33 | 12 | 13 | --                   | --                   | 3.14 | 1.16    |   |
| Contracting and Acquisition   | 3594   |                    |     |     |     |     | 7                 | 34 | 31 | 15 | 12 | --                   | --                   | 3.09 | 1.13    |   |
| Quality and Reliability Assurance   | 621    |                    |     |     |     |     | 7                 | 33 | 34 | 14 | 12 | --                   | --                   | 3.08 | 1.10    |   |
| Engineers and Scientists (Non-Construction)   | 6071   |                    |     |     |     |     | 7                 | 31 | 31 | 17 | 15 | --                   | --                   | 2.98 | 1.15    |   |
| Materiel Maintenance Management   | 7166   |                    |     |     |     |     | 7                 | 29 | 35 | 15 | 15 | --                   | --                   | 2.99 | 1.14    |   |
| Engineers and Scientists (Construction)   | 7040   |                    |     |     |     |     | 5                 | 31 | 34 | 17 | 13 | --                   | --                   | 2.98 | 1.09    |   |
| Security  | 1759   |                    |     |     |     |     | 7                 | 29 | 32 | 14 | 17 | --                   | --                   | 2.94 | 1.19    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                                 | 190    |                    |     |     |     |     | 6                 | 39 | 28 | 14 | 13 | --                   | --                   | 3.11 | 1.12    |   |
| Public Affairs and Communication Media  | 573    |                    |     |     |     |     | 9                 | 25 | 31 | 20 | 15 | --                   | --                   | 2.92 | 1.19    |   |
| Transportation Management   | 1172   |                    |     |     |     |     | 9                 | 31 | 35 | 13 | 13 | --                   | --                   | 3.09 | 1.14    |   |
| Manpower and Force Management   | 1408   |                    |     |     |     |     | 9                 | 36 | 29 | 14 | 12 | --                   | --                   | 3.18 | 1.15    |   |
| Housing Management  | 247    |                    |     |     |     |     | 13                | 36 | 31 | 9  | 11 | --                   | --                   | 3.30 | 1.15    |   |
| Equal Employment Opportunity  | 217    |                    |     |     |     |     | 12                | 42 | 27 | 9  | 9  | --                   | --                   | 3.41 | 1.10    |   |
| Education Services  | 416    |                    |     |     |     |     | 10                | 37 | 29 | 14 | 11 | --                   | --                   | 3.20 | 1.13    |   |
| Training  | 4330   |                    |     |     |     |     | 9                 | 32 | 32 | 14 | 13 | --                   | --                   | 3.11 | 1.15    |   |
| Ammunition Management   | 656    |                    |     |     |     |     | 8                 | 29 | 36 | 14 | 13 | --                   | --                   | 3.05 | 1.13    |   |
| Information Mission Area (IMA)  | 5094   |                    |     |     |     |     | 7                 | 29 | 33 | 16 | 14 | --                   | --                   | 2.99 | 1.14    |   |
| Intelligence (Excepted Services Only)   | 1794   |                    |     |     |     |     | 4                 | 18 | 22 | 24 | 32 | --                   | --                   | 2.37 | 1.21    |   |
| Military Personnel Management   | 2028   |                    |     |     |     |     | 12                | 30 | 32 | 12 | 14 | --                   | --                   | 3.13 | 1.20    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp       | Serious problem | Somewhat of a problem | Slight problem | Not a 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  | 16716        | 21%             | 26%                   | 21%            | 29%           | 3%          |
| <b>Total Career Program</b>   | <b>16708</b> | <b>21%</b>      | <b>26%</b>            | <b>21%</b>     | <b>29%</b>    | <b>3%</b>   |
| Civilian Personnel Administration   | 265          | 22%             | 30%                   | 21%            | 25%           | 2%          |
| Comptroller   | 865          | 16%             | 24%                   | 27%            | 31%           | 2%          |
| Safety Management   | 382          | 23%             | 24%                   | 25%            | 26%           | 2%          |
| Supply Management   | 839          | 21%             | 26%                   | 19%            | 30%           | 4%          |
| Contracting and Acquisition   | 778          | 26%             | 29%                   | 19%            | 24%           | 2%          |
| Quality and Reliability Assurance   | 69           | 22%             | 29%                   | 20%            | 26%           | 3%          |
| Engineers and Scientists (Non-Construction)   | 964          | 18%             | 24%                   | 25%            | 31%           | 2%          |
| Materiel Maintenance Management   | 1398         | 17%             | 22%                   | 22%            | 35%           | 3%          |
| Engineers and Scientists (Construction)   | 1536         | 19%             | 26%                   | 21%            | 32%           | 2%          |
| Security  | 554          | 32%             | 30%                   | 18%            | 17%           | 3%          |
| Quality Assurance Specialists (Ammunition Surveillance)                               | 31           | 13%             | 16%                   | 10%            | 48%           | 13%         |
| Public Affairs and Communication Media  | 142          | 20%             | 26%                   | 20%            | 31%           | 4%          |
| Transportation Management   | 245          | 26%             | 28%                   | 20%            | 23%           | 4%          |
| Manpower and Force Management   | 302          | 15%             | 27%                   | 26%            | 31%           | 1%          |
| Housing Management  | 116          | 22%             | 23%                   | 14%            | 36%           | 4%          |
| Equal Employment Opportunity  | 76           | 16%             | 22%                   | 24%            | 34%           | 4%          |
| Education Services  | 124          | 25%             | 24%                   | 22%            | 25%           | 4%          |
| Training  | 1291         | 23%             | 25%                   | 22%            | 27%           | 3%          |
| Ammunition Management   | 114          | 18%             | 20%                   | 18%            | 39%           | 4%          |
| Information Mission Area (IMA)  | 984          | 22%             | 26%                   | 20%            | 29%           | 3%          |
| Intelligence (Excepted Services Only)   | 444          | 15%             | 26%                   | 22%            | 32%           | 5%          |
| Military Personnel Management   | 379          | 20%             | 25%                   | 16%            | 36%           | 3%          |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| 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   | 16728  | 82% | 16% | 2%          |
| <b>Total Career Program</b>  | 16720  | 82% | 16% | 2%          |
| Civilian Personnel Administration                                      | 264    | 86% | 11% | 2%          |
| Comptroller  | 867    | 88% | 12% | 1%          |
| Safety Management  | 381    | 82% | 17% | 1%          |
| Supply Management  | 840    | 76% | 21% | 4%          |
| Contracting and Acquisition  | 779    | 90% | 8%  | 1%          |
| Quality and Reliability Assurance                                      | 69     | 58% | 36% | 6%          |
| Engineers and Scientists (Non-Construction)                            | 965    | 74% | 24% | 2%          |
| Materiel Maintenance Management  | 1397   | 77% | 21% | 2%          |
| Engineers and Scientists (Construction)                                | 1539   | 82% | 17% | 1%          |
| Security   | 555    | 66% | 32% | 2%          |
| Quality Assurance Specialists (Ammunition Surveillance)                | 31     | 58% | 26% | 16%         |
| Public Affairs and Communication Media                                 | 143    | 76% | 24% | 0%          |
| Transportation Management  | 245    | 67% | 29% | 4%          |
| Manpower and Force Management  | 300    | 82% | 16% | 2%          |
| Housing Management   | 116    | 69% | 28% | 3%          |
| Equal Employment Opportunity   | 78     | 78% | 22% | 0%          |
| Education Services   | 124    | 84% | 14% | 2%          |
| Training   | 1291   | 82% | 17% | 1%          |
| Ammunition Management  | 114    | 67% | 32% | 2%          |
| Information Mission Area (IMA)   | 984    | 87% | 11% | 2%          |
| Intelligence (Excepted Services Only)                                  | 444    | 83% | 14% | 3%          |
| Military Personnel Management  | 380    | 79% | 18% | 2%          |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Much lower than average | Lower than average | Average | Higher than average | Much higher than average |
|--|--------|-------------------------|--------------------|---------|---------------------|--------------------------|
| <b>PERSONNEL ACTIONS</b>   |        |                         |                    |         |                     |                          |
| 13a. How would you rate the performance of employees hired in the last 2 years at your organization? |        |                         |                    |         |                     |                          |
| Total Army   | 12858  | 2%                      | 9%                 | 48%     | 35%                 | 6%                       |
| <b>Total Career Program</b>  | 12853  | 2%                      | 9%                 | 48%     | 35%                 | 6%                       |
| Civilian Personnel Administration  | 217    | 0%                      | 11%                | 49%     | 31%                 | 8%                       |
| Comptroller  | 693    | 2%                      | 9%                 | 46%     | 35%                 | 7%                       |
| Safety Management  | 304    | 3%                      | 6%                 | 52%     | 32%                 | 7%                       |
| Supply Management  | 594    | 2%                      | 11%                | 49%     | 33%                 | 5%                       |
| Contracting and Acquisition  | 658    | 2%                      | 13%                | 54%     | 29%                 | 2%                       |
| Quality and Reliability Assurance  | 36     | 3%                      | 6%                 | 58%     | 33%                 | 0%                       |
| Engineers and Scientists (Non-Construction)  | 659    | 1%                      | 4%                 | 41%     | 45%                 | 8%                       |
| Materiel Maintenance Management  | 1031   | 3%                      | 10%                | 47%     | 34%                 | 6%                       |
| Engineers and Scientists (Construction)  | 1207   | 2%                      | 5%                 | 39%     | 47%                 | 7%                       |
| Security   | 342    | 3%                      | 11%                | 54%     | 29%                 | 4%                       |
| Quality Assurance Specialists (Ammunition Surveillance)  | 17     | 0%                      | 6%                 | 65%     | 29%                 | 0%                       |
| Public Affairs and Communication Media   | 102    | 5%                      | 7%                 | 40%     | 40%                 | 8%                       |
| Transportation Management  | 162    | 4%                      | 12%                | 46%     | 32%                 | 6%                       |
| Manpower and Force Management  | 228    | 2%                      | 7%                 | 43%     | 38%                 | 9%                       |
| Housing Management   | 76     | 1%                      | 5%                 | 55%     | 32%                 | 7%                       |
| Equal Employment Opportunity   | 51     | 2%                      | 2%                 | 59%     | 31%                 | 6%                       |
| Education Services   | 94     | 2%                      | 10%                | 35%     | 45%                 | 9%                       |
| Training   | 992    | 2%                      | 12%                | 51%     | 29%                 | 5%                       |
| Ammunition Management  | 74     | 3%                      | 5%                 | 46%     | 41%                 | 5%                       |
| Information Mission Area (IMA)   | 802    | 2%                      | 6%                 | 48%     | 37%                 | 6%                       |
| Intelligence (Excepted Services Only)  | 343    | 3%                      | 8%                 | 48%     | 36%                 | 5%                       |
| Military Personnel Management  | 279    | 2%                      | 6%                 | 51%     | 34%                 | 8%                       |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| 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  | 13625  | 60% | 40% |
| <b>Total Career Program</b>   | 13620  | 60% | 40% |
| Civilian Personnel Administration   | 226    | 71% | 29% |
| Comptroller   | 754    | 66% | 34% |
| Safety Management   | 313    | 45% | 55% |
| Supply Management   | 632    | 52% | 48% |
| Contracting and Acquisition   | 699    | 61% | 39% |
| Quality and Reliability Assurance   | 39     | 59% | 41% |
| Engineers and Scientists (Non-Construction)                                   | 717    | 63% | 37% |
| Materiel Maintenance Management   | 1071   | 64% | 36% |
| Engineers and Scientists (Construction)                                       | 1249   | 69% | 31% |
| Security  | 366    | 45% | 55% |
| Quality Assurance Specialists (Ammunition Surveillance)                       | 18     | 33% | 67% |
| Public Affairs and Communication Media  | 108    | 52% | 48% |
| Transportation Management   | 164    | 49% | 51% |
| Manpower and Force Management   | 244    | 58% | 42% |
| Housing Management  | 80     | 59% | 41% |
| Equal Employment Opportunity  | 61     | 49% | 51% |
| Education Services  | 104    | 57% | 43% |
| Training  | 1050   | 59% | 41% |
| Ammunition Management   | 77     | 52% | 48% |
| Information Mission Area (IMA)  | 852    | 63% | 37% |
| Intelligence (Excepted Services Only)   | 367    | 51% | 49% |
| Military Personnel Management   | 300    | 57% | 43% |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Much worse than usual | Worse than usual | About the same as usual | Better than usual | Much better than usual |
|--|--------|-----------------------|------------------|-------------------------|-------------------|------------------------|
| <b>PERSONNEL ACTIONS</b>   |        |                       |                  |                         |                   |                        |
| 13c. How would you rate the quality of applicants for this position? |        |                       |                  |                         |                   |                        |
| Total Army   | 8244   | 2%                    | 12%              | 44%                     | 32%               | 11%                    |
| <b>Total Career Program</b>  | 8242   | 2%                    | 12%              | 44%                     | 32%               | 11%                    |
| Civilian Personnel Administration                                    | 162    | 0%                    | 12%              | 46%                     | 34%               | 8%                     |
| Comptroller  | 497    | 3%                    | 10%              | 47%                     | 28%               | 11%                    |
| Safety Management  | 140    | 3%                    | 14%              | 41%                     | 33%               | 9%                     |
| Supply Management  | 331    | 1%                    | 10%              | 44%                     | 33%               | 13%                    |
| Contracting and Acquisition  | 429    | 1%                    | 19%              | 48%                     | 25%               | 7%                     |
| Quality and Reliability Assurance                                    | 24     | 4%                    | 13%              | 63%                     | 17%               | 4%                     |
| Engineers and Scientists (Non-Construction)                          | 452    | 1%                    | 10%              | 43%                     | 33%               | 13%                    |
| Materiel Maintenance Management                                      | 680    | 2%                    | 13%              | 43%                     | 32%               | 10%                    |
| Engineers and Scientists (Construction)                              | 860    | 1%                    | 11%              | 43%                     | 34%               | 11%                    |
| Security   | 165    | 2%                    | 8%               | 45%                     | 35%               | 10%                    |
| Quality Assurance Specialists (Ammunition Surveillance)              | 6      | --                    | --               | --                      | --                | --                     |
| Public Affairs and Communication Media                               | 55     | 2%                    | 9%               | 35%                     | 40%               | 15%                    |
| Transportation Management  | 81     | 2%                    | 14%              | 44%                     | 31%               | 9%                     |
| Manpower and Force Management  | 142    | 1%                    | 9%               | 38%                     | 35%               | 18%                    |
| Housing Management   | 47     | 2%                    | 4%               | 47%                     | 32%               | 15%                    |
| Equal Employment Opportunity   | 29     | 0%                    | 21%              | 45%                     | 28%               | 7%                     |
| Education Services   | 59     | 2%                    | 7%               | 53%                     | 27%               | 12%                    |
| Training   | 617    | 1%                    | 10%              | 48%                     | 30%               | 10%                    |
| Ammunition Management  | 40     | 0%                    | 10%              | 43%                     | 35%               | 13%                    |
| Information Mission Area (IMA)                                       | 537    | 2%                    | 13%              | 42%                     | 30%               | 12%                    |
| Intelligence (Excepted Services Only)                                | 191    | 1%                    | 13%              | 41%                     | 32%               | 13%                    |
| Military Personnel Management  | 171    | 2%                    | 4%               | 49%                     | 30%               | 15%                    |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | 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   | 14769  | 13%                | 21% | 66% |     |     | 2                 | 11 | 21 | 32 | 35 | -7                   | -9                   | 2.14 | 1.07    |   |
| <b>Total Career Program</b>                                | 14764  | 13%                | 21% | 66% |     |     | 2                 | 11 | 21 | 32 | 35 | -9                   | -11                  | 2.14 | 1.07    |   |
| Civilian Personnel Administration                          | 249    | 16%                | 13% | 71% |     |     | 3                 | 13 | 13 | 38 | 33 | -11                  | -17                  | 2.16 | 1.12    |   |
| Comptroller  | 784    | 13%                | 21% | 66% |     |     | 1                 | 12 | 21 | 36 | 30 | -9                   | -16                  | 2.18 | 1.03    |   |
| Safety Management  | 333    | 8%                 | 29% | 63% |     |     | 2                 | 6  | 29 | 27 | 36 | -14                  | -9                   | 2.10 | 1.02    |   |
| Supply Management  | 752    | 12%                | 25% | 63% |     |     | 3                 | 9  | 25 | 29 | 34 | -3                   | -1                   | 2.17 | 1.08    |   |
| Contracting and Acquisition                                | 681    | 11%                | 19% | 70% |     |     | 1                 | 10 | 19 | 36 | 34 | -8                   | -5                   | 2.09 | 1.01    |   |
| Quality and Reliability Assurance                          | 62     | 6%                 | 31% | 63% |     |     | 0                 | 6  | 31 | 24 | 39 | -12                  | +2                   | 2.05 | 0.97    |   |
| Engineers and Scientists (Non-Construction)                | 847    | 17%                | 20% | 63% |     |     | 2                 | 16 | 20 | 31 | 32 | -17                  | -24                  | 2.23 | 1.11    |   |
| Materiel Maintenance Management                            | 1276   | 13%                | 24% | 63% |     |     | 2                 | 11 | 24 | 29 | 33 | -6                   | -10                  | 2.20 | 1.09    |   |
| Engineers and Scientists (Construction)                    | 1352   | 18%                | 22% | 59% |     |     | 3                 | 16 | 22 | 33 | 27 | -17                  | -12                  | 2.35 | 1.11    |   |
| Security   | 489    | 10%                | 23% | 67% |     |     | 3                 | 7  | 23 | 29 | 37 | -6                   | -7                   | 2.09 | 1.06    |   |
| Quality Assurance Specialists (Ammunition Surveillance)    | 24     | 13%                | 46% | 42% |     |     | 0                 | 13 | 46 | 17 | 25 | +3                   | +13                  | 2.46 | 1.00    |   |
| Public Affairs and Communication Media                     | 116    | 9%                 | 16% | 75% |     |     | 3                 | 7  | 16 | 25 | 50 | -6                   | -3                   | 1.87 | 1.07    |   |
| Transportation Management                                  | 222    | 10%                | 22% | 68% |     |     | 1                 | 9  | 22 | 33 | 35 | -2                   | -13                  | 2.09 | 1.02    |   |
| Manpower and Force Management                              | 270    | 12%                | 17% | 71% |     |     | 2                 | 10 | 17 | 38 | 33 | -8                   | -6                   | 2.10 | 1.03    |   |
| Housing Management   | 103    | 16%                | 18% | 66% |     |     | 4                 | 12 | 18 | 24 | 42 | 0                    | +3                   | 2.12 | 1.18    |   |
| Equal Employment Opportunity                               | 71     | 17%                | 23% | 61% |     |     | 3                 | 14 | 23 | 35 | 25 | -17                  | 0                    | 2.34 | 1.09    |   |
| Education Services   | 104    | 9%                 | 15% | 76% |     |     | 3                 | 6  | 15 | 33 | 43 | -3                   | -3                   | 1.92 | 1.03    |   |
| Training   | 1148   | 9%                 | 20% | 71% |     |     | 2                 | 7  | 20 | 32 | 40 | -2                   | -6                   | 1.99 | 1.01    |   |
| Ammunition Management                                      | 100    | 12%                | 23% | 65% |     |     | 3                 | 9  | 23 | 29 | 36 | +1                   | -13                  | 2.14 | 1.10    |   |
| Information Mission Area (IMA)                             | 868    | 11%                | 20% | 69% |     |     | 2                 | 9  | 20 | 32 | 37 | -5                   | -5                   | 2.06 | 1.04    |   |
| Intelligence (Excepted Services Only)                      | 391    | 10%                | 18% | 72% |     |     | 1                 | 9  | 18 | 27 | 45 | -6                   | -12                  | 1.94 | 1.03    |   |
| Military Personnel Management                              | 332    | 10%                | 21% | 70% |     |     | 3                 | 7  | 21 | 31 | 39 | -3                   | --                   | 2.04 | 1.05    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SUPERVISORY AUTHORITY</b>                              |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 14b. I have the flexibility to use relocation incentives. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 14729  | 12%                | 20% | 68% |     |     | 2                 | 10 | 20 | 32 | 36 | -7                   | -11                  | 2.10 | 1.06    |   |
| <b>Total Career Program</b>                               | 14724  | 12%                | 20% | 68% |     |     | 2                 | 10 | 20 | 32 | 36 | -10                  | -14                  | 2.10 | 1.06    |   |
| Civilian Personnel Administration                         | 249    | 15%                | 15% | 70% |     |     | 2                 | 12 | 15 | 37 | 33 | -14                  | -16                  | 2.15 | 1.08    |   |
| Comptroller   | 786    | 14%                | 18% | 68% |     |     | 1                 | 13 | 18 | 38 | 30 | -9                   | -18                  | 2.17 | 1.03    |   |
| Safety Management   | 331    | 8%                 | 29% | 63% |     |     | 1                 | 7  | 29 | 27 | 36 | -14                  | -10                  | 2.10 | 1.01    |   |
| Supply Management   | 747    | 9%                 | 26% | 65% |     |     | 2                 | 7  | 26 | 30 | 36 | -4                   | -9                   | 2.10 | 1.03    |   |
| Contracting and Acquisition                               | 672    | 10%                | 19% | 71% |     |     | 1                 | 9  | 19 | 36 | 35 | -11                  | -9                   | 2.04 | 0.98    |   |
| Quality and Reliability Assurance                         | 62     | 5%                 | 29% | 66% |     |     | 0                 | 5  | 29 | 27 | 39 | -13                  | -3                   | 2.00 | 0.93    |   |
| Engineers and Scientists (Non-Construction)               | 840    | 15%                | 20% | 65% |     |     | 1                 | 14 | 20 | 32 | 33 | -15                  | -22                  | 2.18 | 1.08    |   |
| Materiel Maintenance Management                           | 1268   | 11%                | 24% | 65% |     |     | 2                 | 10 | 24 | 31 | 34 | -8                   | -14                  | 2.14 | 1.05    |   |
| Engineers and Scientists (Construction)                   | 1358   | 23%                | 22% | 55% |     |     | 3                 | 21 | 22 | 28 | 27 | -17                  | -19                  | 2.44 | 1.17    |   |
| Security  | 492    | 9%                 | 23% | 68% |     |     | 2                 | 7  | 23 | 30 | 38 | -5                   | -10                  | 2.05 | 1.04    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 25     | 12%                | 44% | 44% |     |     | 0                 | 12 | 44 | 20 | 24 | -1                   | +7                   | 2.44 | 0.98    |   |
| Public Affairs and Communication Media                    | 121    | 11%                | 16% | 74% |     |     | 2                 | 9  | 16 | 21 | 52 | -4                   | -11                  | 1.87 | 1.08    |   |
| Transportation Management                                 | 222    | 6%                 | 26% | 68% |     |     | 0                 | 6  | 26 | 32 | 36 | -2                   | -23                  | 2.03 | 0.94    |   |
| Manpower and Force Management                             | 271    | 10%                | 15% | 75% |     |     | 2                 | 8  | 15 | 39 | 36 | -9                   | -12                  | 2.02 | 1.01    |   |
| Housing Management  | 103    | 11%                | 21% | 68% |     |     | 5                 | 6  | 21 | 25 | 43 | -4                   | -9                   | 2.05 | 1.14    |   |
| Equal Employment Opportunity                              | 69     | 10%                | 25% | 65% |     |     | 3                 | 7  | 25 | 36 | 29 | -19                  | -21                  | 2.19 | 1.03    |   |
| Education Services  | 105    | 9%                 | 14% | 77% |     |     | 1                 | 8  | 14 | 31 | 46 | -2                   | -3                   | 1.87 | 0.99    |   |
| Training  | 1147   | 7%                 | 18% | 75% |     |     | 1                 | 6  | 18 | 33 | 42 | -3                   | -5                   | 1.92 | 0.97    |   |
| Ammunition Management                                     | 100    | 13%                | 23% | 64% |     |     | 2                 | 11 | 23 | 25 | 39 | -2                   | -23                  | 2.12 | 1.11    |   |
| Information Mission Area (IMA)                            | 866    | 9%                 | 19% | 72% |     |     | 2                 | 7  | 19 | 31 | 41 | -5                   | -4                   | 1.97 | 1.01    |   |
| Intelligence (Excepted Services Only)                     | 384    | 7%                 | 19% | 74% |     |     | 0                 | 7  | 19 | 29 | 45 | -6                   | -12                  | 1.88 | 0.95    |   |
| Military Personnel Management                             | 327    | 7%                 | 20% | 72% |     |     | 1                 | 6  | 20 | 31 | 41 | -4                   | --                   | 1.95 | 0.98    |   |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SUPERVISORY AUTHORITY</b>                             |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 14c. I have the flexibility to use retention incentives. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 14590  | 9%                 | 21% | 70% |     |     | 1                 | 8  | 21 | 33 | 37 | -6                   | -8                   | 2.04 | 1.01    |   |
| <b>Total Career Program</b>                              | 14585  | 9%                 | 21% | 70% |     |     | 1                 | 8  | 21 | 33 | 37 | -6                   | -9                   | 2.04 | 1.01    |   |
| Civilian Personnel Administration                        | 249    | 13%                | 15% | 72% |     |     | 3                 | 10 | 15 | 39 | 33 | -13                  | -18                  | 2.10 | 1.06    |   |
| Comptroller  | 777    | 10%                | 19% | 72% |     |     | 1                 | 9  | 19 | 40 | 32 | -6                   | -11                  | 2.07 | 0.97    |   |
| Safety Management  | 332    | 5%                 | 27% | 67% |     |     | 1                 | 4  | 27 | 29 | 39 | -9                   | -8                   | 2.01 | 0.97    |   |
| Supply Management  | 746    | 9%                 | 25% | 66% |     |     | 1                 | 7  | 25 | 30 | 36 | -4                   | -3                   | 2.08 | 1.01    |   |
| Contracting and Acquisition                              | 670    | 9%                 | 20% | 71% |     |     | 1                 | 8  | 20 | 35 | 36 | -3                   | -3                   | 2.03 | 0.99    |   |
| Quality and Reliability Assurance                        | 59     | 7%                 | 29% | 64% |     |     | 0                 | 7  | 29 | 24 | 41 | -8                   | +3                   | 2.02 | 0.98    |   |
| Engineers and Scientists (Non-Construction)              | 839    | 11%                | 21% | 68% |     |     | 1                 | 10 | 21 | 33 | 36 | -11                  | -18                  | 2.08 | 1.03    |   |
| Materiel Maintenance Management                          | 1255   | 9%                 | 26% | 65% |     |     | 1                 | 8  | 26 | 31 | 34 | -5                   | -7                   | 2.11 | 1.00    |   |
| Engineers and Scientists (Construction)                  | 1308   | 12%                | 23% | 65% |     |     | 2                 | 10 | 23 | 34 | 31 | -13                  | -12                  | 2.17 | 1.03    |   |
| Security   | 487    | 8%                 | 24% | 68% |     |     | 2                 | 7  | 24 | 30 | 38 | -5                   | -7                   | 2.05 | 1.02    |   |
| Quality Assurance Specialists (Ammunition Surveillance)  | 24     | 13%                | 38% | 50% |     |     | 0                 | 13 | 38 | 25 | 25 | +3                   | +13                  | 2.38 | 0.99    |   |
| Public Affairs and Communication Media                   | 118    | 8%                 | 19% | 73% |     |     | 2                 | 6  | 19 | 22 | 51 | -2                   | -2                   | 1.86 | 1.04    |   |
| Transportation Management                                | 219    | 6%                 | 24% | 69% |     |     | 1                 | 5  | 24 | 34 | 36 | -2                   | -17                  | 2.02 | 0.95    |   |
| Manpower and Force Management                            | 267    | 8%                 | 15% | 76% |     |     | 2                 | 6  | 15 | 39 | 37 | -6                   | -9                   | 1.97 | 0.97    |   |
| Housing Management                                       | 104    | 12%                | 21% | 67% |     |     | 3                 | 9  | 21 | 25 | 42 | 0                    | +2                   | 2.05 | 1.11    |   |
| Equal Employment Opportunity                             | 68     | 4%                 | 28% | 68% |     |     | 0                 | 4  | 28 | 37 | 31 | -8                   | -13                  | 2.06 | 0.87    |   |
| Education Services                                       | 102    | 9%                 | 13% | 78% |     |     | 2                 | 7  | 13 | 32 | 46 | -4                   | -3                   | 1.86 | 1.01    |   |
| Training   | 1141   | 7%                 | 19% | 73% |     |     | 1                 | 6  | 19 | 31 | 42 | -1                   | -2                   | 1.93 | 0.99    |   |
| Ammunition Management                                    | 98     | 10%                | 26% | 64% |     |     | 3                 | 7  | 26 | 27 | 38 | -2                   | -11                  | 2.11 | 1.09    |   |
| Information Mission Area (IMA)                           | 857    | 7%                 | 19% | 74% |     |     | 1                 | 6  | 19 | 33 | 42 | -3                   | -4                   | 1.91 | 0.95    |   |
| Intelligence (Excepted Services Only)                    | 383    | 5%                 | 19% | 76% |     |     | 1                 | 5  | 19 | 27 | 49 | -5                   | -11                  | 1.81 | 0.94    |   |
| Military Personnel Management                            | 324    | 6%                 | 22% | 73% |     |     | 1                 | 5  | 22 | 31 | 42 | -4                   | --                   | 1.93 | 0.96    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |   |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |      |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|---|----|----|----|----------------------|----------------------|------|---------|------|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5 | 4  | 3  | 2  |                      |                      |      |         | 1    |
| <b>SUPERVISORY AUTHORITY</b>                                  |        |                    |     |     |     |     |                   |   |    |    |    |                      |                      |      |         |      |
| 14d. I have the flexibility to offer student loan repayments. |        |                    |     |     |     |     |                   |   |    |    |    |                      |                      |      |         |      |
| Total Army  | 13991  | 9%                 | 21% | 71% |     |     |                   | 1 | 7  | 21 | 31 | 39                   | -3                   | -3   | 2.00    | 1.00 |
| <b>Total Career Program</b>                                   | 13987  | 9%                 | 21% | 71% |     |     |                   | 1 | 7  | 21 | 31 | 39                   | -6                   | -6   | 2.00    | 1.00 |
| Civilian Personnel Administration                             | 249    | 12%                | 15% | 73% |     |     |                   | 2 | 9  | 15 | 37 | 36                   | -10                  | -15  | 2.04    | 1.05 |
| Comptroller   | 745    | 10%                | 21% | 69% |     |     |                   | 1 | 9  | 21 | 38 | 31                   | -6                   | -9   | 2.11    | 0.98 |
| Safety Management   | 319    | 4%                 | 27% | 68% |     |     |                   | 1 | 3  | 27 | 29 | 39                   | -4                   | 0    | 1.98    | 0.95 |
| Supply Management   | 716    | 8%                 | 26% | 66% |     |     |                   | 1 | 7  | 26 | 28 | 38                   | -2                   | 0    | 2.04    | 1.01 |
| Contracting and Acquisition                                   | 640    | 15%                | 21% | 64% |     |     |                   | 2 | 13 | 21 | 30 | 34                   | -11                  | +7   | 2.18    | 1.09 |
| Quality and Reliability Assurance                             | 56     | 13%                | 32% | 55% |     |     |                   | 2 | 11 | 32 | 20 | 36                   | -4                   | +4   | 2.23    | 1.10 |
| Engineers and Scientists (Non-Construction)                   | 812    | 25%                | 23% | 52% |     |     |                   | 2 | 23 | 23 | 23 | 29                   | -12                  | -4   | 2.47    | 1.19 |
| Materiel Maintenance Management                               | 1201   | 8%                 | 25% | 67% |     |     |                   | 1 | 7  | 25 | 31 | 36                   | -5                   | -4   | 2.07    | 1.00 |
| Engineers and Scientists (Construction)                       | 1238   | 12%                | 21% | 67% |     |     |                   | 2 | 10 | 21 | 32 | 35                   | -8                   | -8   | 2.12    | 1.06 |
| Security  | 461    | 4%                 | 21% | 74% |     |     |                   | 2 | 3  | 21 | 30 | 44                   | -3                   | -4   | 1.87    | 0.94 |
| Quality Assurance Specialists (Ammunition Surveillance)       | 26     | 12%                | 35% | 54% |     |     |                   | 0 | 12 | 35 | 23 | 31                   | +7                   | +12  | 2.27    | 1.02 |
| Public Affairs and Communication Media                        | 114    | 4%                 | 14% | 82% |     |     |                   | 2 | 3  | 14 | 24 | 58                   | -1                   | -3   | 1.67    | 0.93 |
| Transportation Management                                     | 207    |                    | 28% | 71% |     |     |                   | 0 | 2  | 28 | 29 | 41                   | -2                   | -10  | 1.90    | 0.87 |
| Manpower and Force Management                                 | 260    | 8%                 | 15% | 77% |     |     |                   | 1 | 7  | 15 | 40 | 37                   | -4                   | -5   | 1.94    | 0.93 |
| Housing Management  | 92     | 7%                 | 21% | 73% |     |     |                   | 2 | 4  | 21 | 26 | 47                   | 0                    | +7   | 1.89    | 1.02 |
| Equal Employment Opportunity                                  | 65     | 6%                 | 20% | 74% |     |     |                   | 0 | 6  | 20 | 42 | 32                   | -3                   | -11  | 2.00    | 0.88 |
| Education Services  | 100    | 6%                 | 12% | 82% |     |     |                   | 1 | 5  | 12 | 30 | 52                   | +4                   | +3   | 1.73    | 0.93 |
| Training  | 1097   | 3%                 | 17% | 80% |     |     |                   | 1 | 2  | 17 | 32 | 48                   | -1                   | -3   | 1.76    | 0.87 |
| Ammunition Management   | 93     | 6%                 | 28% | 66% |     |     |                   | 2 | 4  | 28 | 28 | 38                   | -4                   | -4   | 2.05    | 1.01 |
| Information Mission Area (IMA)                                | 826    | 5%                 | 17% | 78% |     |     |                   | 1 | 4  | 17 | 33 | 45                   | -2                   | -1   | 1.84    | 0.92 |
| Intelligence (Excepted Services Only)                         | 365    |                    | 18% | 79% |     |     |                   | 0 | 3  | 18 | 27 | 52                   | -4                   | -7   | 1.72    | 0.86 |
| Military Personnel Management                                 | 323    |                    | 20% | 77% |     |     |                   | 1 | 2  | 20 | 33 | 45                   | -4                   | --   | 1.82    | 0.89 |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | 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  | 14360  | 12%                | 21% | 67% |     |     | 1                 | 10 | 21 | 30 | 37 | -5                   | -7                   | 2.09 | 1.05    |   |
| <b>Total Career Program</b>                             | 14353  | 12%                | 21% | 67% |     |     | 1                 | 10 | 21 | 30 | 37 | -6                   | -8                   | 2.09 | 1.05    |   |
| Civilian Personnel Administration                       | 249    | 23%                | 17% | 59% |     |     | 3                 | 20 | 17 | 30 | 30 | -5                   | -20                  | 2.37 | 1.19    |   |
| Comptroller   | 769    | 11%                | 21% | 68% |     |     | 1                 | 10 | 21 | 37 | 32 | -5                   | -10                  | 2.12 | 1.00    |   |
| Safety Management                                       | 321    | 6%                 | 26% | 68% |     |     | 1                 | 5  | 26 | 31 | 38 | -8                   | -3                   | 2.01 | 0.97    |   |
| Supply Management                                       | 739    | 8%                 | 25% | 67% |     |     | 2                 | 6  | 25 | 28 | 39 | -3                   | -5                   | 2.04 | 1.02    |   |
| Contracting and Acquisition                             | 662    | 12%                | 22% | 66% |     |     | 1                 | 11 | 22 | 31 | 35 | -2                   | -2                   | 2.11 | 1.04    |   |
| Quality and Reliability Assurance                       | 57     | 9%                 | 32% | 60% |     |     | 0                 | 9  | 32 | 23 | 37 | -6                   | -2                   | 2.12 | 1.01    |   |
| Engineers and Scientists (Non-Construction)             | 817    | 21%                | 24% | 55% |     |     | 2                 | 19 | 24 | 26 | 29 | -14                  | -16                  | 2.38 | 1.14    |   |
| Materiel Maintenance Management                         | 1220   | 8%                 | 26% | 66% |     |     | 1                 | 7  | 26 | 31 | 35 | -8                   | -10                  | 2.07 | 0.98    |   |
| Engineers and Scientists (Construction)                 | 1301   | 14%                | 22% | 64% |     |     | 2                 | 12 | 22 | 32 | 32 | -10                  | -6                   | 2.19 | 1.07    |   |
| Security  | 477    | 9%                 | 23% | 68% |     |     | 2                 | 7  | 23 | 29 | 39 | -3                   | -5                   | 2.03 | 1.04    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 24     | 8%                 | 38% | 54% |     |     | 0                 | 8  | 38 | 25 | 29 | +4                   | +8                   | 2.25 | 0.97    |   |
| Public Affairs and Communication Media                  | 115    | 9%                 | 18% | 73% |     |     | 2                 | 7  | 18 | 21 | 52 | -1                   | +2                   | 1.85 | 1.06    |   |
| Transportation Management                               | 214    | 4%                 | 27% | 70% |     |     | 0                 | 3  | 27 | 30 | 40 | -3                   | -14                  | 1.95 | 0.91    |   |
| Manpower and Force Management                           | 265    | 11%                | 17% | 73% |     |     | 1                 | 10 | 17 | 35 | 38 | -7                   | -7                   | 2.00 | 1.00    |   |
| Housing Management                                      | 99     | 12%                | 21% | 67% |     |     | 6                 | 6  | 21 | 26 | 40 | +4                   | +5                   | 2.11 | 1.18    |   |
| Equal Employment Opportunity                            | 66     | 14%                | 23% | 64% |     |     | 3                 | 11 | 23 | 33 | 30 | -9                   | -3                   | 2.23 | 1.08    |   |
| Education Services                                      | 100    | 8%                 | 13% | 79% |     |     | 2                 | 6  | 13 | 30 | 49 | +2                   | +2                   | 1.82 | 1.00    |   |
| Training  | 1121   | 10%                | 19% | 71% |     |     | 1                 | 9  | 19 | 29 | 43 | +2                   | +1                   | 1.97 | 1.04    |   |
| Ammunition Management                                   | 95     | 8%                 | 29% | 62% |     |     | 2                 | 6  | 29 | 24 | 38 | -1                   | -15                  | 2.11 | 1.05    |   |
| Information Mission Area (IMA)                          | 848    | 10%                | 19% | 70% |     |     | 1                 | 9  | 19 | 30 | 40 | -4                   | -5                   | 2.01 | 1.03    |   |
| Intelligence (Excepted Services Only)                   | 376    | 7%                 | 20% | 72% |     |     | 1                 | 6  | 20 | 27 | 45 | -7                   | -10                  | 1.91 | 0.99    |   |
| Military Personnel Management                           | 328    | 5%                 | 18% | 77% |     |     | 1                 | 5  | 18 | 32 | 45 | -3                   | --                   | 1.84 | 0.93    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SUPERVISORY AUTHORITY</b>                            |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 15a. It is easy to hire employees.                      |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 16113  | 13%                | 15% | 73% |     |     | 2                 | 11 | 15 | 31 | 42 | -5                   | -11                  | 1.99 | 1.07    |   |
| <b>Total Career Program</b>                             | 16106  | 13%                | 15% | 73% |     |     | 2                 | 11 | 15 | 31 | 42 | -5                   | -10                  | 1.99 | 1.07    |   |
| Civilian Personnel Administration                       | 258    | 33%                |     | 17% | 50% |     | 6                 | 27 | 17 | 28 | 22 | -10                  | -13                  | 2.67 | 1.25    |   |
| Comptroller   | 839    | 14%                | 16% | 70% |     |     | 1                 | 13 | 16 | 36 | 34 | -5                   | -19                  | 2.11 | 1.05    |   |
| Safety Management                                       | 355    | 13%                | 15% | 72% |     |     | 2                 | 11 | 15 | 27 | 45 | -3                   | -5                   | 1.97 | 1.10    |   |
| Supply Management                                       | 803    | 12%                | 18% | 70% |     |     | 2                 | 10 | 18 | 32 | 38 | -5                   | -11                  | 2.05 | 1.07    |   |
| Contracting and Acquisition                             | 749    | 13%                | 15% | 72% |     |     | 2                 | 11 | 15 | 34 | 38 | +1                   | -1                   | 2.04 | 1.07    |   |
| Quality and Reliability Assurance                       | 68     | 7%                 | 16% | 76% |     |     | 0                 | 7  | 16 | 24 | 53 | -14                  | +4                   | 1.78 | 0.97    |   |
| Engineers and Scientists (Non-Construction)             | 945    | 8%                 | 13% | 80% |     |     | 0                 | 7  | 13 | 27 | 53 | -10                  | -13                  | 1.76 | 0.96    |   |
| Materiel Maintenance Management                         | 1371   | 14%                | 18% | 68% |     |     | 2                 | 12 | 18 | 31 | 37 | -2                   | -10                  | 2.10 | 1.08    |   |
| Engineers and Scientists (Construction)                 | 1484   | 12%                | 16% | 72% |     |     | 1                 | 11 | 16 | 34 | 39 | -5                   | -5                   | 2.02 | 1.03    |   |
| Security  | 518    | 11%                | 18% | 72% |     |     | 3                 | 8  | 18 | 23 | 49 | -6                   | -16                  | 1.93 | 1.11    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 26     | 15%                | 35% |     | 50% |     | 0                 | 15 | 35 | 15 | 35 | +5                   | -13                  | 2.31 | 1.10    |   |
| Public Affairs and Communication Media                  | 132    | 8%                 | 9%  | 83% |     |     | 1                 | 8  | 9  | 27 | 56 | -6                   | -8                   | 1.70 | 0.97    |   |
| Transportation Management                               | 238    | 12%                | 12% | 76% |     |     | 0                 | 12 | 12 | 31 | 45 | -3                   | -15                  | 1.92 | 1.03    |   |
| Manpower and Force Management                           | 295    | 15%                | 14% | 72% |     |     | 0                 | 14 | 14 | 35 | 37 | -5                   | -17                  | 2.06 | 1.05    |   |
| Housing Management                                      | 114    | 12%                | 11% | 77% |     |     | 1                 | 11 | 11 | 26 | 51 | -2                   | -11                  | 1.85 | 1.06    |   |
| Equal Employment Opportunity                            | 73     | 12%                | 16% | 71% |     |     | 0                 | 12 | 16 | 42 | 29 | -20                  | -17                  | 2.12 | 0.96    |   |
| Education Services                                      | 119    | 13%                | 11% | 76% |     |     | 3                 | 11 | 11 | 30 | 45 | -1                   | -3                   | 1.95 | 1.11    |   |
| Training  | 1249   | 12%                | 15% | 72% |     |     | 2                 | 10 | 15 | 30 | 43 | -6                   | -11                  | 1.99 | 1.08    |   |
| Ammunition Management                                   | 108    | 12%                | 12% | 76% |     |     | 2                 | 10 | 12 | 40 | 36 | +4                   | -11                  | 2.02 | 1.03    |   |
| Information Mission Area (IMA)                          | 941    | 11%                | 13% | 76% |     |     | 1                 | 10 | 13 | 31 | 45 | -4                   | -7                   | 1.92 | 1.04    |   |
| Intelligence (Excepted Services Only)                   | 430    | 10%                | 13% | 77% |     |     | 1                 | 9  | 13 | 32 | 45 | -3                   | -5                   | 1.89 | 1.01    |   |
| Military Personnel Management                           | 363    | 19%                | 18% | 63% |     |     | 3                 | 16 | 18 | 27 | 36 | 0                    | --                   | 2.23 | 1.19    |   |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |   |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |      |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|---|----|----|----|----------------------|----------------------|------|---------|------|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5 | 4  | 3  | 2  |                      |                      |      |         | 1    |
| <b>SUPERVISORY AUTHORITY</b>                            |        |                    |     |     |     |     |                   |   |    |    |    |                      |                      |      |         |      |
| 15b. It is easy to relocate employees.                  |        |                    |     |     |     |     |                   |   |    |    |    |                      |                      |      |         |      |
| Total Army  | 14430  | 9%                 | 23% | 68% |     |     |                   | 1 | 8  | 23 | 31 | 37                   | -3                   | -3   | 2.06    | 1.01 |
| <b>Total Career Program</b>                             | 14423  | 9%                 | 23% | 68% |     |     |                   | 1 | 8  | 23 | 31 | 37                   | -4                   | -5   | 2.06    | 1.01 |
| Civilian Personnel Administration                       | 247    | 22%                | 24% | 54% |     |     |                   | 3 | 19 | 24 | 32 | 22                   | -7                   | -9   | 2.49    | 1.12 |
| Comptroller   | 765    | 11%                | 26% | 63% |     |     |                   | 1 | 11 | 26 | 36 | 27                   | -4                   | -7   | 2.23    | 0.98 |
| Safety Management                                       | 323    | 8%                 | 26% | 66% |     |     |                   | 2 | 6  | 26 | 26 | 40                   | -3                   | -3   | 2.03    | 1.03 |
| Supply Management                                       | 740    | 9%                 | 28% | 63% |     |     |                   | 2 | 7  | 28 | 30 | 34                   | -4                   | -3   | 2.14    | 1.02 |
| Contracting and Acquisition                             | 651    | 9%                 | 23% | 68% |     |     |                   | 1 | 8  | 23 | 33 | 36                   | 0                    | +1   | 2.06    | 1.00 |
| Quality and Reliability Assurance                       | 55     | 5%                 | 31% | 64% |     |     |                   | 2 | 4  | 31 | 22 | 42                   | -4                   | -2   | 2.02    | 1.02 |
| Engineers and Scientists (Non-Construction)             | 810    | 8%                 | 24% | 68% |     |     |                   | 1 | 7  | 24 | 27 | 41                   | -8                   | -7   | 1.99    | 1.00 |
| Materiel Maintenance Management                         | 1262   | 10%                | 25% | 65% |     |     |                   | 1 | 9  | 25 | 31 | 34                   | -3                   | -2   | 2.12    | 1.01 |
| Engineers and Scientists (Construction)                 | 1330   | 13%                | 26% | 60% |     |     |                   | 1 | 12 | 26 | 32 | 28                   | -6                   | -2   | 2.26    | 1.03 |
| Security  | 488    | 10%                | 24% | 66% |     |     |                   | 2 | 8  | 24 | 23 | 43                   | -2                   | +2   | 2.03    | 1.08 |
| Quality Assurance Specialists (Ammunition Surveillance) | 28     | 21%                | 32% | 46% |     |     |                   | 0 | 21 | 32 | 25 | 21                   | +5                   | -10  | 2.54    | 1.05 |
| Public Affairs and Communication Media                  | 118    | 6%                 | 19% | 75% |     |     |                   | 1 | 5  | 19 | 27 | 48                   | +1                   | -4   | 1.83    | 0.96 |
| Transportation Management                               | 220    | 5%                 | 22% | 73% |     |     |                   | 0 | 5  | 22 | 35 | 37                   | -3                   | -13  | 1.95    | 0.89 |
| Manpower and Force Management                           | 270    | 10%                | 21% | 69% |     |     |                   | 0 | 10 | 21 | 34 | 34                   | -3                   | -8   | 2.07    | 0.99 |
| Housing Management                                      | 108    | 10%                | 22% | 68% |     |     |                   | 1 | 9  | 22 | 23 | 44                   | 0                    | -4   | 1.99    | 1.06 |
| Equal Employment Opportunity                            | 71     | 30%                | 68% |     |     |     |                   | 0 | 3  | 30 | 38 | 30                   | -19                  | -11  | 2.06    | 0.84 |
| Education Services                                      | 101    | 9%                 | 11% | 80% |     |     |                   | 1 | 8  | 11 | 33 | 48                   | +3                   | -17  | 1.82    | 0.98 |
| Training  | 1102   | 8%                 | 23% | 69% |     |     |                   | 1 | 7  | 23 | 31 | 38                   | -1                   | -2   | 2.02    | 0.99 |
| Ammunition Management                                   | 94     | 7%                 | 27% | 66% |     |     |                   | 0 | 7  | 27 | 37 | 29                   | -5                   | -12  | 2.13    | 0.91 |
| Information Mission Area (IMA)                          | 853    | 8%                 | 19% | 74% |     |     |                   | 1 | 7  | 19 | 32 | 42                   | -1                   | -3   | 1.93    | 0.97 |
| Intelligence (Excepted Services Only)                   | 380    | 7%                 | 17% | 75% |     |     |                   | 1 | 7  | 17 | 30 | 45                   | +2                   | -1   | 1.87    | 0.97 |
| Military Personnel Management                           | 328    | 9%                 | 27% | 64% |     |     |                   | 2 | 7  | 27 | 30 | 34                   | -3                   | --   | 2.13    | 1.03 |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SUPERVISORY AUTHORITY</b>                            |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 15c. It is easy to reassign employees.                  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 15163  |                    |     |     |     |     | 2                 | 21 | 24 | 25 | 27 | -2                   | -4                   | 2.45 | 1.16    |   |
| <b>Total Career Program</b>                             | 15157  |                    |     |     |     |     | 2                 | 21 | 24 | 25 | 27 | -3                   | -6                   | 2.45 | 1.16    |   |
| Civilian Personnel Administration                       | 256    |                    |     |     |     |     | 9                 | 42 | 20 | 15 | 13 | -8                   | -11                  | 3.19 | 1.20    |   |
| Comptroller   | 788    |                    |     |     |     |     | 2                 | 27 | 24 | 28 | 19 | -1                   | -4                   | 2.65 | 1.13    |   |
| Safety Management                                       | 334    |                    |     |     |     |     | 2                 | 13 | 31 | 21 | 33 | -5                   | -10                  | 2.31 | 1.11    |   |
| Supply Management                                       | 771    |                    |     |     |     |     | 2                 | 20 | 27 | 25 | 25 | 0                    | -1                   | 2.48 | 1.14    |   |
| Contracting and Acquisition                             | 704    |                    |     |     |     |     | 3                 | 26 | 23 | 23 | 25 | -2                   | -3                   | 2.60 | 1.19    |   |
| Quality and Reliability Assurance                       | 65     |                    |     |     |     |     | 3                 | 22 | 31 | 20 | 25 | +3                   | +11                  | 2.58 | 1.16    |   |
| Engineers and Scientists (Non-Construction)             | 891    |                    |     |     |     |     | 2                 | 26 | 26 | 22 | 23 | -4                   | -5                   | 2.61 | 1.16    |   |
| Materiel Maintenance Management                         | 1317   |                    |     |     |     |     | 2                 | 20 | 26 | 27 | 26 | -2                   | -6                   | 2.46 | 1.13    |   |
| Engineers and Scientists (Construction)                 | 1383   |                    |     |     |     |     | 2                 | 28 | 25 | 25 | 20 | -1                   | +1                   | 2.68 | 1.15    |   |
| Security  | 495    |                    |     |     |     |     | 2                 | 14 | 27 | 23 | 34 | 0                    | -8                   | 2.28 | 1.13    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 28     |                    |     |     |     |     | 0                 | 25 | 32 | 32 | 11 | -10                  | -16                  | 2.71 | 0.96    |   |
| Public Affairs and Communication Media                  | 123    |                    |     |     |     |     | 2                 | 7  | 25 | 23 | 44 | -2                   | -4                   | 1.99 | 1.05    |   |
| Transportation Management                               | 225    |                    |     |     |     |     | 0                 | 14 | 25 | 27 | 34 | -4                   | -18                  | 2.19 | 1.05    |   |
| Manpower and Force Management                           | 282    |                    |     |     |     |     | 2                 | 22 | 25 | 29 | 22 | -4                   | -3                   | 2.52 | 1.11    |   |
| Housing Management                                      | 112    |                    |     |     |     |     | 4                 | 17 | 22 | 20 | 38 | +5                   | +5                   | 2.29 | 1.23    |   |
| Equal Employment Opportunity                            | 70     |                    |     |     |     |     | 1                 | 23 | 24 | 27 | 24 | -12                  | +3                   | 2.50 | 1.13    |   |
| Education Services                                      | 108    |                    |     |     |     |     | 3                 | 18 | 19 | 26 | 35 | +2                   | -5                   | 2.27 | 1.19    |   |
| Training  | 1179   |                    |     |     |     |     | 3                 | 19 | 24 | 26 | 28 | +3                   | 0                    | 2.41 | 1.16    |   |
| Ammunition Management                                   | 104    |                    |     |     |     |     | 3                 | 25 | 21 | 25 | 26 | 0                    | -21                  | 2.54 | 1.20    |   |
| Information Mission Area (IMA)                          | 885    |                    |     |     |     |     | 1                 | 20 | 23 | 28 | 27 | -1                   | -5                   | 2.40 | 1.12    |   |
| Intelligence (Excepted Services Only)                   | 397    |                    |     |     |     |     | 1                 | 16 | 21 | 29 | 34 | +1                   | -7                   | 2.21 | 1.10    |   |
| Military Personnel Management                           | 346    |                    |     |     |     |     | 3                 | 13 | 28 | 29 | 26 | -4                   | --                   | 2.37 | 1.10    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | 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  | 14483  | 20%                | 29% | 51% |     |     | 5                 | 15 | 29 | 25 | 26 | +3                   | -3                   | 2.47 | 1.17    |   |
| <b>Total Career Program</b>                             | 14478  | 20%                | 29% | 51% |     |     | 5                 | 15 | 29 | 25 | 26 | +3                   | -4                   | 2.47 | 1.17    |   |
| Civilian Personnel Administration                       | 242    | 22%                | 28% | 50% |     |     | 3                 | 19 | 28 | 28 | 22 | +4                   | -18                  | 2.53 | 1.11    |   |
| Comptroller   | 763    | 20%                | 28% | 52% |     |     | 3                 | 17 | 28 | 29 | 23 | +4                   | -9                   | 2.48 | 1.11    |   |
| Safety Management                                       | 319    | 19%                | 29% | 51% |     |     | 6                 | 13 | 29 | 23 | 29 | +4                   | -2                   | 2.46 | 1.21    |   |
| Supply Management                                       | 755    | 22%                | 32% | 46% |     |     | 7                 | 15 | 32 | 25 | 21 | +3                   | -1                   | 2.63 | 1.17    |   |
| Contracting and Acquisition                             | 664    | 22%                | 28% | 51% |     |     | 5                 | 16 | 28 | 27 | 24 | +8                   | 0                    | 2.52 | 1.17    |   |
| Quality and Reliability Assurance                       | 61     | 20%                | 36% | 44% |     |     | 8                 | 11 | 36 | 20 | 25 | +5                   | +4                   | 2.59 | 1.21    |   |
| Engineers and Scientists (Non-Construction)             | 839    | 18%                | 25% | 57% |     |     | 4                 | 14 | 25 | 25 | 32 | +3                   | -4                   | 2.34 | 1.18    |   |
| Materiel Maintenance Management                         | 1282   | 17%                | 33% | 50% |     |     | 3                 | 13 | 33 | 26 | 24 | 0                    | -6                   | 2.46 | 1.09    |   |
| Engineers and Scientists (Construction)                 | 1309   | 17%                | 26% | 57% |     |     | 4                 | 14 | 26 | 30 | 27 | +6                   | -5                   | 2.37 | 1.12    |   |
| Security  | 483    | 20%                | 34% | 46% |     |     | 7                 | 13 | 34 | 18 | 28 | +5                   | -13                  | 2.54 | 1.23    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 23     | 30%                | 30% | 39% |     |     | 0                 | 30 | 30 | 26 | 13 | +17                  | -1                   | 2.78 | 1.02    |   |
| Public Affairs and Communication Media                  | 123    | 23%                | 30% | 47% |     |     | 10                | 13 | 30 | 20 | 28 | +10                  | -4                   | 2.58 | 1.28    |   |
| Transportation Management                               | 220    | 21%                | 32% | 47% |     |     | 6                 | 15 | 32 | 22 | 25 | 0                    | -5                   | 2.55 | 1.20    |   |
| Manpower and Force Management                           | 273    | 22%                | 29% | 50% |     |     | 5                 | 17 | 29 | 27 | 23 | +3                   | -5                   | 2.53 | 1.15    |   |
| Housing Management                                      | 105    | 30%                | 26% | 44% |     |     | 10                | 20 | 26 | 17 | 27 | +2                   | +3                   | 2.70 | 1.33    |   |
| Equal Employment Opportunity                            | 71     | 25%                | 28% | 46% |     |     | 6                 | 20 | 28 | 27 | 20 | +3                   | -4                   | 2.65 | 1.16    |   |
| Education Services                                      | 109    | 19%                | 25% | 56% |     |     | 4                 | 16 | 25 | 25 | 31 | -7                   | -18                  | 2.36 | 1.18    |   |
| Training  | 1120   | 19%                | 32% | 50% |     |     | 5                 | 14 | 32 | 22 | 27 | +2                   | -2                   | 2.46 | 1.16    |   |
| Ammunition Management                                   | 103    | 21%                | 24% | 54% |     |     | 6                 | 16 | 24 | 29 | 25 | +1                   | -15                  | 2.48 | 1.19    |   |
| Information Mission Area (IMA)                          | 845    | 23%                | 28% | 50% |     |     | 6                 | 17 | 28 | 23 | 27 | +3                   | -1                   | 2.52 | 1.22    |   |
| Intelligence (Excepted Services Only)                   | 368    | 22%                | 29% | 48% |     |     | 6                 | 16 | 29 | 25 | 24 | +4                   | -1                   | 2.57 | 1.19    |   |
| Military Personnel Management                           | 322    | 19%                | 30% | 51% |     |     | 7                 | 12 | 30 | 25 | 26 | -1                   | --                   | 2.49 | 1.20    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SUPERVISORY AUTHORITY</b>                            |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 15e. It is easy to promote employees.                   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 15927  | 13%                | 20% | 66% |     |     | 2                 | 12 | 20 | 31 | 35 | -5                   | -8                   | 2.14 | 1.07    |   |
| <b>Total Career Program</b>                             | 15920  | 13%                | 20% | 66% |     |     | 2                 | 12 | 20 | 31 | 35 | -6                   | -8                   | 2.14 | 1.07    |   |
| Civilian Personnel Administration                       | 258    | 27%                | 25% | 48% |     |     | 5                 | 22 | 25 | 28 | 21 | -13                  | -29                  | 2.62 | 1.17    |   |
| Comptroller   | 838    | 17%                | 23% | 60% |     |     | 1                 | 15 | 23 | 34 | 26 | -10                  | -13                  | 2.33 | 1.06    |   |
| Safety Management                                       | 356    | 15%                | 22% | 62% |     |     | 3                 | 12 | 22 | 28 | 35 | 0                    | 0                    | 2.22 | 1.14    |   |
| Supply Management                                       | 802    | 13%                | 21% | 66% |     |     | 2                 | 11 | 21 | 31 | 35 | -3                   | -9                   | 2.14 | 1.07    |   |
| Contracting and Acquisition                             | 731    | 19%                | 23% | 58% |     |     | 2                 | 17 | 23 | 26 | 32 | -10                  | -8                   | 2.31 | 1.15    |   |
| Quality and Reliability Assurance                       | 64     | 9%                 | 23% | 67% |     |     | 2                 | 8  | 23 | 23 | 44 | -14                  | -1                   | 2.00 | 1.06    |   |
| Engineers and Scientists (Non-Construction)             | 941    | 11%                | 20% | 69% |     |     | 1                 | 11 | 20 | 31 | 38 | -10                  | -11                  | 2.06 | 1.03    |   |
| Materiel Maintenance Management                         | 1358   | 16%                | 25% | 59% |     |     | 1                 | 15 | 25 | 30 | 29 | -8                   | -11                  | 2.29 | 1.07    |   |
| Engineers and Scientists (Construction)                 | 1471   | 17%                | 23% | 60% |     |     | 1                 | 16 | 23 | 33 | 27 | -5                   | -1                   | 2.30 | 1.07    |   |
| Security  | 524    | 11%                | 20% | 69% |     |     | 2                 | 9  | 20 | 26 | 43 | -5                   | -11                  | 2.01 | 1.09    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 27     | 11%                | 37% | 52% |     |     | 0                 | 11 | 37 | 30 | 22 | -5                   | -5                   | 2.37 | 0.95    |   |
| Public Affairs and Communication Media                  | 132    | 8%                 | 14% | 78% |     |     | 1                 | 8  | 14 | 33 | 45 | +2                   | -4                   | 1.86 | 0.97    |   |
| Transportation Management                               | 232    | 8%                 | 20% | 72% |     |     | 1                 | 7  | 20 | 33 | 39 | -5                   | -11                  | 1.98 | 0.98    |   |
| Manpower and Force Management                           | 289    | 12%                | 21% | 67% |     |     | 0                 | 11 | 21 | 36 | 31 | -9                   | -14                  | 2.14 | 0.99    |   |
| Housing Management                                      | 116    | 14%                | 17% | 69% |     |     | 3                 | 11 | 17 | 22 | 47 | -2                   | +5                   | 2.00 | 1.15    |   |
| Equal Employment Opportunity                            | 75     | 21%                | 21% | 57% |     |     | 3                 | 19 | 21 | 33 | 24 | -9                   | -10                  | 2.43 | 1.12    |   |
| Education Services                                      | 116    | 13%                | 22% | 66% |     |     | 2                 | 11 | 22 | 26 | 40 | +3                   | +1                   | 2.09 | 1.10    |   |
| Training  | 1230   | 13%                | 21% | 66% |     |     | 2                 | 11 | 21 | 30 | 36 | +2                   | -1                   | 2.12 | 1.08    |   |
| Ammunition Management                                   | 109    | 15%                | 20% | 65% |     |     | 1                 | 14 | 20 | 33 | 32 | -6                   | -21                  | 2.18 | 1.06    |   |
| Information Mission Area (IMA)                          | 934    | 9%                 | 17% | 73% |     |     | 1                 | 8  | 17 | 33 | 40 | -4                   | -6                   | 1.97 | 1.00    |   |
| Intelligence (Excepted Services Only)                   | 424    | 7%                 | 15% | 78% |     |     | 1                 | 6  | 15 | 33 | 45 | -5                   | -7                   | 1.85 | 0.96    |   |
| Military Personnel Management                           | 364    | 10%                | 20% | 70% |     |     | 2                 | 8  | 20 | 34 | 36 | -4                   | --                   | 2.06 | 1.03    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SUPERVISORY AUTHORITY</b>                            |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 15f. It is easy to reward employees.                    |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 16232  |                    |     |     |     |     | 5                 | 31 | 22 | 20 | 22 | -10                  | -22                  | 2.78 | 1.24    |   |
| <b>Total Career Program</b>                             | 16225  |                    |     |     |     |     | 5                 | 31 | 22 | 20 | 22 | -12                  | -25                  | 2.78 | 1.24    |   |
| Civilian Personnel Administration                       | 259    |                    |     |     |     |     | 6                 | 30 | 17 | 22 | 25 | -14                  | -36                  | 2.68 | 1.29    |   |
| Comptroller   | 851    |                    |     |     |     |     | 6                 | 34 | 22 | 21 | 17 | -14                  | -26                  | 2.92 | 1.21    |   |
| Safety Management                                       | 367    |                    |     |     |     |     | 5                 | 28 | 24 | 21 | 22 | -14                  | -19                  | 2.75 | 1.23    |   |
| Supply Management                                       | 815    |                    |     |     |     |     | 6                 | 30 | 24 | 19 | 21 | -10                  | -27                  | 2.82 | 1.24    |   |
| Contracting and Acquisition                             | 750    |                    |     |     |     |     | 4                 | 30 | 21 | 21 | 25 | -15                  | -27                  | 2.67 | 1.23    |   |
| Quality and Reliability Assurance                       | 66     |                    |     |     |     |     | 2                 | 23 | 38 | 17 | 21 | -16                  | -16                  | 2.67 | 1.09    |   |
| Engineers and Scientists (Non-Construction)             | 956    |                    |     |     |     |     | 4                 | 33 | 22 | 21 | 20 | -21                  | -32                  | 2.79 | 1.21    |   |
| Materiel Maintenance Management                         | 1376   |                    |     |     |     |     | 6                 | 32 | 23 | 19 | 20 | -12                  | -29                  | 2.83 | 1.23    |   |
| Engineers and Scientists (Construction)                 | 1501   |                    |     |     |     |     | 4                 | 35 | 23 | 22 | 15 | -12                  | -20                  | 2.91 | 1.16    |   |
| Security  | 535    |                    |     |     |     |     | 6                 | 30 | 24 | 18 | 22 | -10                  | -23                  | 2.80 | 1.24    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 29     |                    |     |     |     |     | 0                 | 31 | 34 | 17 | 17 | -6                   | -27                  | 2.79 | 1.06    |   |
| Public Affairs and Communication Media                  | 136    |                    |     |     |     |     | 4                 | 30 | 18 | 15 | 32 | -3                   | -17                  | 2.57 | 1.31    |   |
| Transportation Management                               | 238    |                    |     |     |     |     | 5                 | 26 | 24 | 21 | 23 | -18                  | -28                  | 2.69 | 1.23    |   |
| Manpower and Force Management                           | 296    |                    |     |     |     |     | 6                 | 33 | 24 | 21 | 16 | -9                   | -26                  | 2.93 | 1.18    |   |
| Housing Management                                      | 115    |                    |     |     |     |     | 8                 | 37 | 16 | 16 | 23 | 0                    | -9                   | 2.90 | 1.33    |   |
| Equal Employment Opportunity                            | 75     |                    |     |     |     |     | 8                 | 48 | 13 | 17 | 13 | -5                   | -26                  | 3.20 | 1.21    |   |
| Education Services                                      | 120    |                    |     |     |     |     | 3                 | 25 | 26 | 24 | 23 | -10                  | -31                  | 2.61 | 1.16    |   |
| Training  | 1248   |                    |     |     |     |     | 6                 | 29 | 20 | 20 | 25 | -10                  | -21                  | 2.70 | 1.28    |   |
| Ammunition Management                                   | 110    |                    |     |     |     |     | 5                 | 29 | 21 | 19 | 25 | -17                  | -34                  | 2.70 | 1.28    |   |
| Information Mission Area (IMA)                          | 950    |                    |     |     |     |     | 5                 | 32 | 20 | 19 | 24 | -6                   | -16                  | 2.75 | 1.27    |   |
| Intelligence (Excepted Services Only)                   | 431    |                    |     |     |     |     | 1                 | 29 | 21 | 25 | 23 | -8                   | -27                  | 2.60 | 1.17    |   |
| Military Personnel Management                           | 372    |                    |     |     |     |     | 10                | 32 | 20 | 19 | 19 | -4                   | --                   | 2.95 | 1.30    |   |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>FAIRNESS</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 16a. No official in my work unit has inappropriately favored a veteran. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 65744  | 66% 20% 14%        |     |     |     |     | 23                | 43 | 20 | 7  | 7  | --                   | --                   | 3.68 | 1.12    |   |
| <b>Total Career Program</b>   | 65730  | 66% 20% 14%        |     |     |     |     | 23                | 43 | 20 | 7  | 7  | --                   | --                   | 3.68 | 1.12    |   |
| Civilian Personnel Administration                                       | 1388   | 73% 16% 10%        |     |     |     |     | 31                | 43 | 16 | 5  | 5  | --                   | --                   | 3.89 | 1.06    |   |
| Comptroller   | 3456   | 63% 21% 15%        |     |     |     |     | 21                | 42 | 21 | 7  | 8  | --                   | --                   | 3.61 | 1.14    |   |
| Safety Management   | 1261   | 68% 19% 13%        |     |     |     |     | 25                | 43 | 19 | 5  | 8  | --                   | --                   | 3.71 | 1.13    |   |
| Supply Management   | 4019   | 63% 24% 14%        |     |     |     |     | 23                | 40 | 24 | 6  | 8  | --                   | --                   | 3.64 | 1.13    |   |
| Contracting and Acquisition   | 2608   | 67% 20% 13%        |     |     |     |     | 24                | 43 | 20 | 6  | 7  | --                   | --                   | 3.71 | 1.09    |   |
| Quality and Reliability Assurance                                       | 504    | 67% 21% 12%        |     |     |     |     | 23                | 44 | 21 | 5  | 8  | --                   | --                   | 3.70 | 1.10    |   |
| Engineers and Scientists (Non-Construction)                             | 4232   | 69% 19% 12%        |     |     |     |     | 22                | 47 | 19 | 6  | 6  | --                   | --                   | 3.73 | 1.05    |   |
| Matériel Maintenance Management   | 6246   | 64% 23% 14%        |     |     |     |     | 21                | 43 | 23 | 6  | 7  | --                   | --                   | 3.64 | 1.10    |   |
| Engineers and Scientists (Construction)                                 | 5273   | 69% 19% 12%        |     |     |     |     | 22                | 47 | 19 | 6  | 6  | --                   | --                   | 3.74 | 1.05    |   |
| Security  | 1585   | 62% 21% 17%        |     |     |     |     | 21                | 40 | 21 | 8  | 9  | --                   | --                   | 3.57 | 1.17    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                 | 165    | 66% 21% 13%        |     |     |     |     | 21                | 45 | 21 | 5  | 7  | --                   | --                   | 3.67 | 1.09    |   |
| Public Affairs and Communication Media                                  | 457    | 60% 15% 25%        |     |     |     |     | 24                | 36 | 15 | 11 | 14 | --                   | --                   | 3.44 | 1.34    |   |
| Transportation Management   | 1044   | 62% 21% 17%        |     |     |     |     | 24                | 39 | 21 | 9  | 8  | --                   | --                   | 3.61 | 1.17    |   |
| Manpower and Force Management   | 1136   | 66% 18% 17%        |     |     |     |     | 24                | 42 | 18 | 7  | 9  | --                   | --                   | 3.64 | 1.18    |   |
| Housing Management  | 217    | 59% 18% 23%        |     |     |     |     | 28                | 31 | 18 | 11 | 12 | --                   | --                   | 3.51 | 1.33    |   |
| Equal Employment Opportunity  | 193    | 67% 19% 13%        |     |     |     |     | 27                | 40 | 19 | 5  | 8  | --                   | --                   | 3.73 | 1.16    |   |
| Education Services  | 329    | 65% 19% 16%        |     |     |     |     | 28                | 37 | 19 | 7  | 8  | --                   | --                   | 3.70 | 1.19    |   |
| Training  | 3617   | 69% 18% 13%        |     |     |     |     | 27                | 42 | 18 | 6  | 7  | --                   | --                   | 3.77 | 1.13    |   |
| Ammunition Management   | 532    | 67% 23% 10%        |     |     |     |     | 20                | 47 | 23 | 5  | 6  | --                   | --                   | 3.72 | 1.02    |   |
| Information Mission Area (IMA)  | 4080   | 64% 20% 16%        |     |     |     |     | 22                | 42 | 20 | 7  | 8  | --                   | --                   | 3.62 | 1.15    |   |
| Intelligence (Excepted Services Only)                                   | 1411   | 69% 16% 15%        |     |     |     |     | 25                | 44 | 16 | 8  | 8  | --                   | --                   | 3.71 | 1.14    |   |
| Military Personnel Management   | 1746   | 61% 20% 19%        |     |     |     |     | 24                | 37 | 20 | 7  | 12 | --                   | --                   | 3.55 | 1.25    |   |

■ = % 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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>FAIRNESS</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 16b. Employees at this installation/activity are treated fairly with regard to grievances. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 59180  |                    |     |     |     |     | 15                | 38 | 27 | 10 | 11 | +8                   | +4                   | 3.37 | 1.17    |   |
| <b>Total Career Program</b>  | 59164  |                    |     |     |     |     | 15                | 38 | 27 | 10 | 11 | +7                   | +2                   | 3.37 | 1.17    |   |
| Civilian Personnel Administration  | 1233   |                    |     |     |     |     | 21                | 39 | 23 | 8  | 9  | -1                   | -6                   | 3.56 | 1.16    |   |
| Comptroller  | 2938   |                    |     |     |     |     | 14                | 37 | 30 | 8  | 11 | +8                   | +2                   | 3.35 | 1.15    |   |
| Safety Management  | 1146   |                    |     |     |     |     | 15                | 38 | 27 | 11 | 9  | +5                   | +3                   | 3.38 | 1.15    |   |
| Supply Management  | 3665   |                    |     |     |     |     | 15                | 34 | 30 | 10 | 12 | +4                   | 0                    | 3.31 | 1.19    |   |
| Contracting and Acquisition  | 2265   |                    |     |     |     |     | 14                | 38 | 29 | 9  | 10 | +12                  | +8                   | 3.38 | 1.13    |   |
| Quality and Reliability Assurance  | 437    |                    |     |     |     |     | 13                | 36 | 31 | 10 | 11 | +8                   | +1                   | 3.31 | 1.14    |   |
| Engineers and Scientists (Non-Construction)  | 3664   |                    |     |     |     |     | 15                | 42 | 26 | 9  | 9  | +6                   | +4                   | 3.46 | 1.11    |   |
| Materiel Maintenance Management  | 5802   |                    |     |     |     |     | 13                | 38 | 28 | 11 | 11 | +7                   | +2                   | 3.31 | 1.16    |   |
| Engineers and Scientists (Construction)  | 4652   |                    |     |     |     |     | 14                | 42 | 26 | 10 | 8  | +6                   | +2                   | 3.45 | 1.09    |   |
| Security   | 1483   |                    |     |     |     |     | 13                | 34 | 28 | 10 | 15 | -2                   | -8                   | 3.20 | 1.22    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                                    | 142    |                    |     |     |     |     | 11                | 46 | 27 | 6  | 10 | +21                  | +16                  | 3.42 | 1.09    |   |
| Public Affairs and Communication Media   | 371    |                    |     |     |     |     | 13                | 31 | 27 | 11 | 17 | +4                   | -8                   | 3.13 | 1.27    |   |
| Transportation Management  | 961    |                    |     |     |     |     | 13                | 35 | 27 | 12 | 13 | +4                   | -11                  | 3.25 | 1.20    |   |
| Manpower and Force Management  | 968    |                    |     |     |     |     | 15                | 38 | 27 | 8  | 12 | +8                   | +5                   | 3.36 | 1.19    |   |
| Housing Management   | 212    |                    |     |     |     |     | 20                | 36 | 27 | 5  | 12 | +7                   | +2                   | 3.48 | 1.21    |   |
| Equal Employment Opportunity   | 191    |                    |     |     |     |     | 15                | 42 | 25 | 11 | 7  | +7                   | 0                    | 3.46 | 1.10    |   |
| Education Services   | 299    |                    |     |     |     |     | 18                | 40 | 23 | 8  | 10 | +16                  | +7                   | 3.47 | 1.18    |   |
| Training   | 3234   |                    |     |     |     |     | 18                | 39 | 24 | 9  | 10 | +10                  | +4                   | 3.46 | 1.17    |   |
| Ammunition Management  | 484    |                    |     |     |     |     | 14                | 38 | 28 | 10 | 10 | +6                   | +1                   | 3.35 | 1.15    |   |
| Information Mission Area (IMA)   | 3599   |                    |     |     |     |     | 14                | 36 | 29 | 10 | 11 | +10                  | +7                   | 3.32 | 1.16    |   |
| Intelligence (Excepted Services Only)  | 1177   |                    |     |     |     |     | 14                | 39 | 26 | 11 | 10 | +9                   | +4                   | 3.34 | 1.16    |   |
| Military Personnel Management  | 1536   |                    |     |     |     |     | 18                | 35 | 27 | 8  | 13 | +7                   | --                   | 3.37 | 1.23    |   |

■ = % 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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |   |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|---|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3 | 2  |                      |                      |      |         | 1 |
| <b>FAIRNESS</b>   |        |                    |     |     |     |     |                   |    |    |   |    |                      |                      |      |         |   |
| 16c. Employees at this installation/activity are treated fairly with regard to appeals. |        |                    |     |     |     |     |                   |    |    |   |    |                      |                      |      |         |   |
| Total Army  | 53313  |                    |     |     |     |     | 15                | 36 | 33 | 7 | 9  | +9                   | +4                   | 3.40 | 1.11    |   |
| <b>Total Career Program</b>   | 53298  |                    |     |     |     |     | 15                | 36 | 33 | 7 | 9  | +8                   | +2                   | 3.40 | 1.11    |   |
| Civilian Personnel Administration   | 1175   |                    |     |     |     |     | 21                | 40 | 26 | 6 | 7  | 0                    | -7                   | 3.61 | 1.10    |   |
| Comptroller   | 2667   |                    |     |     |     |     | 14                | 35 | 36 | 6 | 9  | +9                   | +2                   | 3.39 | 1.09    |   |
| Safety Management   | 1042   |                    |     |     |     |     | 15                | 35 | 33 | 9 | 8  | +9                   | +4                   | 3.39 | 1.10    |   |
| Supply Management   | 3367   |                    |     |     |     |     | 15                | 32 | 36 | 8 | 10 | +5                   | 0                    | 3.33 | 1.13    |   |
| Contracting and Acquisition   | 2038   |                    |     |     |     |     | 14                | 35 | 36 | 7 | 8  | +12                  | +8                   | 3.41 | 1.06    |   |
| Quality and Reliability Assurance   | 400    |                    |     |     |     |     | 12                | 32 | 41 | 7 | 9  | +5                   | -2                   | 3.30 | 1.06    |   |
| Engineers and Scientists (Non-Construction)   | 3176   |                    |     |     |     |     | 15                | 39 | 31 | 7 | 8  | +7                   | +5                   | 3.46 | 1.07    |   |
| Matériel Maintenance Management   | 5407   |                    |     |     |     |     | 13                | 35 | 35 | 8 | 9  | +9                   | +1                   | 3.34 | 1.09    |   |
| Engineers and Scientists (Construction)   | 3986   |                    |     |     |     |     | 14                | 40 | 33 | 6 | 7  | +7                   | +3                   | 3.47 | 1.04    |   |
| Security  | 1380   |                    |     |     |     |     | 13                | 33 | 34 | 8 | 12 | -1                   | -9                   | 3.26 | 1.16    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                                 | 129    |                    |     |     |     |     | 10                | 43 | 32 | 5 | 9  | +20                  | +19                  | 3.40 | 1.05    |   |
| Public Affairs and Communication Media  | 329    |                    |     |     |     |     | 15                | 28 | 35 | 8 | 15 | +5                   | -6                   | 3.20 | 1.23    |   |
| Transportation Management   | 899    |                    |     |     |     |     | 13                | 32 | 36 | 9 | 10 | +4                   | -11                  | 3.29 | 1.13    |   |
| Manpower and Force Management   | 867    |                    |     |     |     |     | 15                | 37 | 31 | 7 | 10 | +11                  | +8                   | 3.42 | 1.12    |   |
| Housing Management  | 192    |                    |     |     |     |     | 18                | 36 | 33 | 4 | 8  | +11                  | +3                   | 3.53 | 1.09    |   |
| Equal Employment Opportunity  | 189    |                    |     |     |     |     | 14                | 42 | 29 | 8 | 6  | +4                   | -4                   | 3.50 | 1.04    |   |
| Education Services  | 263    |                    |     |     |     |     | 16                | 38 | 30 | 4 | 11 | +17                  | +9                   | 3.44 | 1.15    |   |
| Training  | 2928   |                    |     |     |     |     | 17                | 37 | 30 | 7 | 9  | +12                  | +3                   | 3.46 | 1.13    |   |
| Ammunition Management   | 446    |                    |     |     |     |     | 13                | 35 | 35 | 8 | 9  | +11                  | +1                   | 3.36 | 1.09    |   |
| Information Mission Area (IMA)  | 3186   |                    |     |     |     |     | 14                | 34 | 36 | 7 | 9  | +10                  | +8                   | 3.37 | 1.08    |   |
| Intelligence (Excepted Services Only)   | 1025   |                    |     |     |     |     | 13                | 37 | 32 | 9 | 9  | +9                   | +3                   | 3.36 | 1.10    |   |
| Military Personnel Management   | 1392   |                    |     |     |     |     | 18                | 33 | 32 | 6 | 11 | +8                   | --                   | 3.40 | 1.17    |   |

■ = % 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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding  |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|---|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%  | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>FAIRNESS</b>   |        |   |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 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  | 65924  | 64% Favorable (Agree), 22% Neither agree/disagree, 14% Unfavorable (Disagree) |     |     |     |     | 23                | 41 | 22 | 6  | 8  | +4                   | -8                   | 3.64 | 1.14    |   |
| <b>Total Career Program</b>   | 65908  | 64% Favorable (Agree), 22% Neither agree/disagree, 14% Unfavorable (Disagree) |     |     |     |     | 23                | 41 | 22 | 6  | 8  | 0                    | -11                  | 3.64 | 1.14    |   |
| Civilian Personnel Administration   | 1514   | 72% Favorable (Agree), 16% Neither agree/disagree, 12% Unfavorable (Disagree) |     |     |     |     | 33                | 39 | 16 | 6  | 6  | -4                   | -11                  | 3.87 | 1.13    |   |
| Comptroller   | 3473   | 63% Favorable (Agree), 23% Neither agree/disagree, 14% Unfavorable (Disagree) |     |     |     |     | 21                | 42 | 23 | 6  | 9  | +1                   | -9                   | 3.61 | 1.14    |   |
| Safety Management   | 1229   | 64% Favorable (Agree), 21% Neither agree/disagree, 15% Unfavorable (Disagree) |     |     |     |     | 24                | 40 | 21 | 6  | 8  | +5                   | -9                   | 3.65 | 1.15    |   |
| Supply Management   | 3980   | 58% Favorable (Agree), 26% Neither agree/disagree, 16% Unfavorable (Disagree) |     |     |     |     | 21                | 37 | 26 | 7  | 10 | -2                   | -15                  | 3.53 | 1.18    |   |
| Contracting and Acquisition   | 2655   | 64% Favorable (Agree), 23% Neither agree/disagree, 13% Unfavorable (Disagree) |     |     |     |     | 22                | 42 | 23 | 6  | 7  | +4                   | -7                   | 3.66 | 1.11    |   |
| Quality and Reliability Assurance   | 484    | 57% Favorable (Agree), 28% Neither agree/disagree, 15% Unfavorable (Disagree) |     |     |     |     | 19                | 38 | 28 | 7  | 8  | +2                   | -16                  | 3.54 | 1.12    |   |
| Engineers and Scientists (Non-Construction)   | 4439   | 71% Favorable (Agree), 18% Neither agree/disagree, 11% Unfavorable (Disagree) |     |     |     |     | 23                | 48 | 18 | 5  | 6  | -2                   | -9                   | 3.76 | 1.05    |   |
| Materiel Maintenance Management   | 6217   | 59% Favorable (Agree), 25% Neither agree/disagree, 16% Unfavorable (Disagree) |     |     |     |     | 20                | 39 | 25 | 7  | 9  | +2                   | -11                  | 3.54 | 1.15    |   |
| Engineers and Scientists (Construction)   | 5459   | 70% Favorable (Agree), 19% Neither agree/disagree, 12% Unfavorable (Disagree) |     |     |     |     | 23                | 46 | 19 | 6  | 6  | -2                   | -8                   | 3.76 | 1.06    |   |
| Security  | 1544   | 56% Favorable (Agree), 23% Neither agree/disagree, 20% Unfavorable (Disagree) |     |     |     |     | 20                | 36 | 23 | 9  | 12 | -7                   | -21                  | 3.44 | 1.24    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 162    | 64% Favorable (Agree), 24% Neither agree/disagree, 12% Unfavorable (Disagree) |     |     |     |     | 17                | 47 | 24 | 5  | 7  | +5                   | -4                   | 3.60 | 1.06    |   |
| Public Affairs and Communication Media  | 429    | 60% Favorable (Agree), 20% Neither agree/disagree, 20% Unfavorable (Disagree) |     |     |     |     | 22                | 38 | 20 | 8  | 12 | -1                   | -12                  | 3.51 | 1.25    |   |
| Transportation Management   | 1009   | 57% Favorable (Agree), 26% Neither agree/disagree, 17% Unfavorable (Disagree) |     |     |     |     | 20                | 37 | 26 | 8  | 9  | -1                   | -18                  | 3.51 | 1.16    |   |
| Manpower and Force Management   | 1135   | 64% Favorable (Agree), 19% Neither agree/disagree, 17% Unfavorable (Disagree) |     |     |     |     | 24                | 40 | 19 | 9  | 8  | +2                   | -9                   | 3.63 | 1.18    |   |
| Housing Management  | 215    | 67% Favorable (Agree), 21% Neither agree/disagree, 12% Unfavorable (Disagree) |     |     |     |     | 27                | 40 | 21 | 4  | 7  | +10                  | -13                  | 3.75 | 1.12    |   |
| Equal Employment Opportunity  | 207    | 64% Favorable (Agree), 19% Neither agree/disagree, 17% Unfavorable (Disagree) |     |     |     |     | 23                | 41 | 19 | 12 | 6  | +6                   | -10                  | 3.64 | 1.13    |   |
| Education Services  | 325    | 69% Favorable (Agree), 18% Neither agree/disagree, 13% Unfavorable (Disagree) |     |     |     |     | 25                | 44 | 18 | 4  | 8  | +8                   | -9                   | 3.73 | 1.13    |   |
| Training  | 3594   | 66% Favorable (Agree), 21% Neither agree/disagree, 14% Unfavorable (Disagree) |     |     |     |     | 27                | 39 | 21 | 6  | 8  | +4                   | -9                   | 3.71 | 1.16    |   |
| Ammunition Management   | 534    | 61% Favorable (Agree), 23% Neither agree/disagree, 16% Unfavorable (Disagree) |     |     |     |     | 22                | 39 | 23 | 8  | 8  | +2                   | -15                  | 3.59 | 1.15    |   |
| Information Mission Area (IMA)  | 4010   | 62% Favorable (Agree), 23% Neither agree/disagree, 15% Unfavorable (Disagree) |     |     |     |     | 21                | 40 | 23 | 6  | 9  | +5                   | -4                   | 3.59 | 1.16    |   |
| Intelligence (Excepted Services Only)   | 1358   | 66% Favorable (Agree), 20% Neither agree/disagree, 13% Unfavorable (Disagree) |     |     |     |     | 22                | 44 | 20 | 6  | 8  | 0                    | -10                  | 3.67 | 1.11    |   |
| Military Personnel Management   | 1678   | 60% Favorable (Agree), 22% Neither agree/disagree, 17% Unfavorable (Disagree) |     |     |     |     | 23                | 37 | 22 | 6  | 11 | +1                   | --                   | 3.55 | 1.23    |   |

■ = % 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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>FAIRNESS</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 16e. If I complain about discrimination, it will NOT be held against me. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 62106  |                    |     |     |     |     | 16                | 33 | 28 | 11 | 12 | --                   | --                   | 3.29 | 1.22    |   |
| <b>Total Career Program</b>  | 62087  |                    |     |     |     |     | 16                | 33 | 28 | 11 | 12 | --                   | --                   | 3.29 | 1.22    |   |
| Civilian Personnel Administration  | 1313   |                    |     |     |     |     | 19                | 31 | 24 | 11 | 14 | --                   | --                   | 3.31 | 1.29    |   |
| Comptroller  | 3226   |                    |     |     |     |     | 14                | 31 | 29 | 12 | 13 | --                   | --                   | 3.21 | 1.22    |   |
| Safety Management  | 1177   |                    |     |     |     |     | 16                | 32 | 28 | 12 | 12 | --                   | --                   | 3.28 | 1.21    |   |
| Supply Management  | 3766   |                    |     |     |     |     | 16                | 29 | 31 | 10 | 13 | --                   | --                   | 3.24 | 1.23    |   |
| Contracting and Acquisition  | 2471   |                    |     |     |     |     | 15                | 31 | 30 | 11 | 14 | --                   | --                   | 3.22 | 1.23    |   |
| Quality and Reliability Assurance  | 460    |                    |     |     |     |     | 13                | 30 | 35 | 10 | 12 | --                   | --                   | 3.22 | 1.16    |   |
| Engineers and Scientists (Non-Construction)                              | 4037   |                    |     |     |     |     | 15                | 38 | 26 | 10 | 11 | --                   | --                   | 3.36 | 1.17    |   |
| Matériel Maintenance Management  | 5874   |                    |     |     |     |     | 14                | 32 | 31 | 11 | 12 | --                   | --                   | 3.25 | 1.19    |   |
| Engineers and Scientists (Construction)                                  | 4931   |                    |     |     |     |     | 14                | 37 | 27 | 12 | 11 | --                   | --                   | 3.32 | 1.17    |   |
| Security   | 1518   |                    |     |     |     |     | 16                | 29 | 28 | 11 | 16 | --                   | --                   | 3.19 | 1.28    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                  | 141    |                    |     |     |     |     | 13                | 35 | 33 | 6  | 12 | --                   | --                   | 3.32 | 1.16    |   |
| Public Affairs and Communication Media                                   | 417    |                    |     |     |     |     | 14                | 29 | 23 | 16 | 17 | --                   | --                   | 3.08 | 1.31    |   |
| Transportation Management  | 985    |                    |     |     |     |     | 14                | 32 | 30 | 9  | 15 | --                   | --                   | 3.22 | 1.24    |   |
| Manpower and Force Management  | 1051   |                    |     |     |     |     | 16                | 35 | 25 | 11 | 14 | --                   | --                   | 3.27 | 1.26    |   |
| Housing Management   | 201    |                    |     |     |     |     | 21                | 33 | 25 | 8  | 12 | --                   | --                   | 3.43 | 1.26    |   |
| Equal Employment Opportunity   | 202    |                    |     |     |     |     | 19                | 31 | 19 | 16 | 15 | --                   | --                   | 3.24 | 1.33    |   |
| Education Services   | 319    |                    |     |     |     |     | 17                | 35 | 27 | 8  | 13 | --                   | --                   | 3.36 | 1.22    |   |
| Training   | 3427   |                    |     |     |     |     | 19                | 35 | 25 | 10 | 12 | --                   | --                   | 3.38 | 1.23    |   |
| Ammunition Management  | 501    |                    |     |     |     |     | 14                | 33 | 29 | 12 | 12 | --                   | --                   | 3.25 | 1.20    |   |
| Information Mission Area (IMA)   | 3699   |                    |     |     |     |     | 15                | 31 | 30 | 11 | 13 | --                   | --                   | 3.23 | 1.22    |   |
| Intelligence (Excepted Services Only)                                    | 1286   |                    |     |     |     |     | 16                | 35 | 26 | 12 | 12 | --                   | --                   | 3.31 | 1.22    |   |
| Military Personnel Management  | 1614   |                    |     |     |     |     | 19                | 30 | 28 | 8  | 14 | --                   | --                   | 3.31 | 1.28    |   |

■ = % 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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| 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   | 84349  | 11% | 89% |
| <b>Total Career Program</b>  | 84323  | 11% | 89% |
| Civilian Personnel Administration  | 1720   | 12% | 88% |
| Comptroller  | 4719   | 10% | 90% |
| Safety Management  | 1501   | 9%  | 91% |
| Supply Management  | 4929   | 12% | 88% |
| Contracting and Acquisition  | 3748   | 10% | 90% |
| Quality and Reliability Assurance  | 630    | 10% | 90% |
| Engineers and Scientists (Non-Construction)  | 6225   | 8%  | 92% |
| Materiel Maintenance Management  | 7437   | 10% | 90% |
| Engineers and Scientists (Construction)  | 7227   | 9%  | 91% |
| Security   | 1816   | 13% | 87% |
| Quality Assurance Specialists (Ammunition Surveillance)  | 199    | 11% | 89% |
| Public Affairs and Communication Media   | 596    | 16% | 84% |
| Transportation Management  | 1236   | 12% | 88% |
| Manpower and Force Management  | 1439   | 13% | 87% |
| Housing Management   | 257    | 12% | 88% |
| Equal Employment Opportunity   | 226    | 15% | 85% |
| Education Services   | 440    | 14% | 86% |
| Training   | 4485   | 11% | 89% |
| Ammunition Management  | 678    | 8%  | 92% |
| Information Mission Area (IMA)   | 5254   | 11% | 89% |
| Intelligence (Excepted Services Only)  | 1816   | 10% | 90% |
| Military Personnel Management  | 2110   | 11% | 89% |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Yes | No  |
|--|--------|-----|-----|
| <b>DISCRIMINATION</b>  |        |     |     |
| 17a. If you were discriminated against, did you report the incident? |        |     |     |
| Total Army   | 8996   | 32% | 68% |
| <b>Total Career Program</b>  | 8993   | 32% | 68% |
| Civilian Personnel Administration                                    | 207    | 27% | 73% |
| Comptroller  | 483    | 31% | 69% |
| Safety Management  | 138    | 37% | 63% |
| Supply Management  | 562    | 34% | 66% |
| Contracting and Acquisition  | 381    | 24% | 76% |
| Quality and Reliability Assurance                                    | 61     | 38% | 62% |
| Engineers and Scientists (Non-Construction)                          | 491    | 24% | 76% |
| Materiel Maintenance Management                                      | 763    | 30% | 70% |
| Engineers and Scientists (Construction)                              | 656    | 28% | 72% |
| Security   | 231    | 40% | 60% |
| Quality Assurance Specialists (Ammunition Surveillance)              | 22     | 41% | 59% |
| Public Affairs and Communication Media                               | 92     | 24% | 76% |
| Transportation Management  | 146    | 35% | 65% |
| Manpower and Force Management  | 185    | 28% | 72% |
| Housing Management   | 30     | 40% | 60% |
| Equal Employment Opportunity   | 34     | 41% | 59% |
| Education Services   | 60     | 35% | 65% |
| Training   | 490    | 30% | 70% |
| Ammunition Management  | 56     | 30% | 70% |
| Information Mission Area (IMA)                                       | 586    | 29% | 71% |
| Intelligence (Excepted Services Only)                                | 176    | 24% | 76% |
| Military Personnel Management  | 234    | 37% | 63% |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| 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  | 2840   | 56% | 18% | 26%              |
| <b>Total Career Program</b>   | 2839   | 56% | 18% | 26%              |
| Civilian Personnel Administration   | 55     | 55% | 25% | 20%              |
| Comptroller   | 146    | 53% | 23% | 24%              |
| Safety Management   | 51     | 43% | 20% | 37%              |
| Supply Management   | 186    | 47% | 26% | 27%              |
| Contracting and Acquisition   | 92     | 65% | 10% | 25%              |
| Quality and Reliability Assurance   | 23     | 48% | 30% | 22%              |
| Engineers and Scientists (Non-Construction)                                     | 117    | 48% | 21% | 32%              |
| Materiel Maintenance Management   | 229    | 56% | 17% | 27%              |
| Engineers and Scientists (Construction)   | 184    | 58% | 16% | 27%              |
| Security  | 92     | 51% | 16% | 33%              |
| Quality Assurance Specialists (Ammunition Surveillance)                         | 9      | --  | --  | --               |
| Public Affairs and Communication Media  | 21     | 76% | 0%  | 24%              |
| Transportation Management   | 50     | 44% | 26% | 30%              |
| Manpower and Force Management   | 51     | 69% | 16% | 16%              |
| Housing Management  | 12     | 75% | 8%  | 17%              |
| Equal Employment Opportunity  | 14     | 57% | 7%  | 36%              |
| Education Services  | 21     | 62% | 19% | 19%              |
| Training  | 145    | 57% | 21% | 23%              |
| Ammunition Management   | 17     | 35% | 29% | 35%              |
| Information Mission Area (IMA)  | 167    | 54% | 22% | 24%              |
| Intelligence (Excepted Services Only)   | 43     | 67% | 7%  | 26%              |
| Military Personnel Management   | 86     | 51% | 20% | 29%              |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| 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  | 84343  | 7%  | 93% |
| <b>Total Career Program</b>   | 84317  | 7%  | 93% |
| Civilian Personnel Administration   | 1713   | 7%  | 93% |
| Comptroller   | 4741   | 6%  | 94% |
| Safety Management   | 1501   | 6%  | 94% |
| Supply Management   | 4919   | 7%  | 93% |
| Contracting and Acquisition   | 3773   | 7%  | 93% |
| Quality and Reliability Assurance   | 635    | 7%  | 93% |
| Engineers and Scientists (Non-Construction)   | 6248   | 5%  | 95% |
| Materiel Maintenance Management   | 7417   | 7%  | 93% |
| Engineers and Scientists (Construction)   | 7230   | 6%  | 94% |
| Security  | 1810   | 9%  | 91% |
| Quality Assurance Specialists (Ammunition Surveillance)   | 200    | 5%  | 95% |
| Public Affairs and Communication Media  | 595    | 10% | 90% |
| Transportation Management   | 1242   | 8%  | 92% |
| Manpower and Force Management   | 1447   | 8%  | 92% |
| Housing Management  | 261    | 8%  | 92% |
| Equal Employment Opportunity  | 226    | 8%  | 92% |
| Education Services  | 430    | 7%  | 93% |
| Training  | 4492   | 6%  | 94% |
| Ammunition Management   | 676    | 7%  | 93% |
| Information Mission Area (IMA)  | 5249   | 7%  | 93% |
| Intelligence (Excepted Services Only)   | 1822   | 6%  | 94% |
| Military Personnel Management   | 2113   | 9%  | 91% |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Yes | No  |
|---|--------|-----|-----|
| <b>HARASSMENT</b>                                       |        |     |     |
| 18a. If you were harassed, did you report the incident? |        |     |     |
| Total Army  | 5982   | 43% | 57% |
| <b>Total Career Program</b>                             | 5980   | 43% | 57% |
| Civilian Personnel Administration                       | 117    | 38% | 62% |
| Comptroller   | 300    | 39% | 61% |
| Safety Management                                       | 91     | 52% | 48% |
| Supply Management                                       | 365    | 44% | 56% |
| Contracting and Acquisition                             | 258    | 42% | 58% |
| Quality and Reliability Assurance                       | 45     | 42% | 58% |
| Engineers and Scientists (Non-Construction)             | 325    | 33% | 67% |
| Materiel Maintenance Management                         | 519    | 40% | 60% |
| Engineers and Scientists (Construction)                 | 418    | 40% | 60% |
| Security  | 154    | 51% | 49% |
| Quality Assurance Specialists (Ammunition Surveillance) | 10     | 50% | 50% |
| Public Affairs and Communication Media                  | 58     | 43% | 57% |
| Transportation Management                               | 104    | 37% | 63% |
| Manpower and Force Management                           | 115    | 41% | 59% |
| Housing Management                                      | 22     | 41% | 59% |
| Equal Employment Opportunity                            | 19     | 53% | 47% |
| Education Services                                      | 30     | 43% | 57% |
| Training  | 288    | 40% | 60% |
| Ammunition Management                                   | 42     | 43% | 57% |
| Information Mission Area (IMA)                          | 378    | 38% | 62% |
| Intelligence (Excepted Services Only)                   | 108    | 35% | 65% |
| Military Personnel Management                           | 180    | 46% | 54% |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| 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  | 1763   | 65% | 15% | 21%              |
| <b>Total Career Program</b>   | 1762   | 65% | 15% | 21%              |
| Civilian Personnel Administration   | 33     | 64% | 21% | 15%              |
| Comptroller   | 84     | 63% | 17% | 20%              |
| Safety Management   | 35     | 49% | 14% | 37%              |
| Supply Management   | 109    | 61% | 18% | 20%              |
| Contracting and Acquisition   | 72     | 64% | 17% | 19%              |
| Quality and Reliability Assurance   | 14     | 71% | 14% | 14%              |
| Engineers and Scientists (Non-Construction)                                     | 71     | 59% | 17% | 24%              |
| Materiel Maintenance Management   | 144    | 65% | 17% | 19%              |
| Engineers and Scientists (Construction)   | 114    | 70% | 11% | 19%              |
| Security  | 56     | 61% | 7%  | 32%              |
| Quality Assurance Specialists (Ammunition Surveillance)                         | 3      | --  | --  | --               |
| Public Affairs and Communication Media  | 18     | 83% | 0%  | 17%              |
| Transportation Management   | 27     | 56% | 22% | 22%              |
| Manpower and Force Management   | 27     | 74% | 15% | 11%              |
| Housing Management  | 7      | --  | --  | --               |
| Equal Employment Opportunity  | 7      | --  | --  | --               |
| Education Services  | 11     | 73% | 0%  | 27%              |
| Training  | 88     | 60% | 14% | 26%              |
| Ammunition Management   | 10     | 50% | 20% | 30%              |
| Information Mission Area (IMA)  | 103    | 61% | 20% | 18%              |
| Intelligence (Excepted Services Only)   | 25     | 76% | 4%  | 20%              |
| Military Personnel Management   | 62     | 52% | 21% | 27%              |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | 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 to continue to work for your organization. If you had to make this decision now, how likely is it that you would choose to stay? |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 84213  |                    |     |     |     |     | 35                | 29 | 14 | 13 | 9  | -5                   | 0                    | 3.67 | 1.32    |   |
| <b>Total Career Program</b>  | 84187  |                    |     |     |     |     | 35                | 29 | 14 | 13 | 9  | -5                   | +1                   | 3.67 | 1.32    |   |
| Civilian Personnel Administration  | 1707   |                    |     |     |     |     | 29                | 27 | 14 | 15 | 15 | -11                  | -6                   | 3.40 | 1.42    |   |
| Comptroller  | 4728   |                    |     |     |     |     | 34                | 28 | 13 | 14 | 10 | -4                   | -1                   | 3.63 | 1.34    |   |
| Safety Management  | 1492   |                    |     |     |     |     | 34                | 28 | 14 | 15 | 9  | -8                   | +5                   | 3.64 | 1.32    |   |
| Supply Management  | 4915   |                    |     |     |     |     | 36                | 28 | 13 | 12 | 10 | -4                   | -1                   | 3.69 | 1.33    |   |
| Contracting and Acquisition  | 3740   |                    |     |     |     |     | 31                | 31 | 14 | 14 | 11 | -6                   | -2                   | 3.57 | 1.33    |   |
| Quality and Reliability Assurance  | 632    |                    |     |     |     |     | 32                | 31 | 15 | 14 | 8  | -4                   | -4                   | 3.65 | 1.28    |   |
| Engineers and Scientists (Non-Construction)  | 6215   |                    |     |     |     |     | 31                | 31 | 15 | 15 | 9  | -10                  | -2                   | 3.60 | 1.29    |   |
| Materiel Maintenance Management  | 7441   |                    |     |     |     |     | 39                | 29 | 12 | 12 | 8  | -1                   | +4                   | 3.78 | 1.29    |   |
| Engineers and Scientists (Construction)  | 7209   |                    |     |     |     |     | 34                | 31 | 15 | 12 | 7  | -9                   | +1                   | 3.73 | 1.26    |   |
| Security   | 1816   |                    |     |     |     |     | 29                | 27 | 14 | 16 | 14 | -10                  | -8                   | 3.42 | 1.40    |   |
| Quality Assurance Specialists (Ammunition Surveillance)  | 199    |                    |     |     |     |     | 29                | 29 | 13 | 16 | 13 | -7                   | -5                   | 3.46 | 1.38    |   |
| Public Affairs and Communication Media   | 600    |                    |     |     |     |     | 30                | 25 | 15 | 16 | 15 | -5                   | +2                   | 3.39 | 1.42    |   |
| Transportation Management  | 1240   |                    |     |     |     |     | 37                | 28 | 13 | 12 | 9  | +2                   | +3                   | 3.71 | 1.33    |   |
| Manpower and Force Management  | 1451   |                    |     |     |     |     | 37                | 28 | 12 | 12 | 10 | -2                   | +3                   | 3.69 | 1.35    |   |
| Housing Management   | 260    |                    |     |     |     |     | 39                | 28 | 13 | 11 | 9  | -6                   | +8                   | 3.77 | 1.32    |   |
| Equal Employment Opportunity   | 226    |                    |     |     |     |     | 44                | 31 | 7  | 12 | 7  | +8                   | +9                   | 3.92 | 1.27    |   |
| Education Services   | 434    |                    |     |     |     |     | 45                | 26 | 13 | 11 | 6  | -1                   | +8                   | 3.93 | 1.23    |   |
| Training   | 4494   |                    |     |     |     |     | 39                | 29 | 12 | 12 | 8  | -3                   | 0                    | 3.78 | 1.30    |   |
| Ammunition Management  | 673    |                    |     |     |     |     | 37                | 32 | 14 | 10 | 7  | -5                   | +1                   | 3.82 | 1.23    |   |
| Information Mission Area (IMA)   | 5233   |                    |     |     |     |     | 30                | 27 | 15 | 16 | 13 | -6                   | +1                   | 3.45 | 1.38    |   |
| Intelligence (Excepted Services Only)  | 1820   |                    |     |     |     |     | 29                | 31 | 14 | 16 | 10 | -5                   | 0                    | 3.52 | 1.33    |   |
| Military Personnel Management  | 2121   |                    |     |     |     |     | 37                | 28 | 14 | 12 | 10 | -5                   | --                   | 3.71 | 1.32    |   |

■ = % 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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |     |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |      |      |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|-----|----|----|----|----------------------|----------------------|------|---------|------|------|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5   | 4  | 3  | 2  |                      |                      |      |         | 1    |      |
| <b>CAREER PLANS</b>  |        |                    |     |     |     |     |                   |     |    |    |    |                      |                      |      |         |      |      |
| 20a. Do you see yourself working at your current organization one year from now? |        |                    |     |     |     |     |                   |     |    |    |    |                      |                      |      |         |      |      |
| Total Army   | 77461  | 79%                |     |     |     |     | 9%                | 12% | 50 | 29 | 9  | 5                    | 6                    | +2   | --      | 4.11 | 1.17 |
| <b>Total Career Program</b>  | 77440  | 79%                |     |     |     |     | 9%                | 12% | 50 | 29 | 9  | 5                    | 6                    | +1   | --      | 4.11 | 1.17 |
| Civilian Personnel Administration  | 1586   | 74%                |     |     |     |     | 10%               | 16% | 44 | 30 | 10 | 7                    | 9                    | 0    | --      | 3.93 | 1.27 |
| Comptroller  | 4438   | 78%                |     |     |     |     | 8%                | 14% | 49 | 29 | 8  | 6                    | 8                    | +3   | --      | 4.05 | 1.22 |
| Safety Management  | 1350   | 79%                |     |     |     |     | 10%               | 11% | 53 | 26 | 10 | 5                    | 5                    | -2   | --      | 4.16 | 1.15 |
| Supply Management  | 4439   | 77%                |     |     |     |     | 10%               | 13% | 47 | 30 | 10 | 6                    | 7                    | +2   | --      | 4.05 | 1.19 |
| Contracting and Acquisition  | 3495   | 79%                |     |     |     |     | 8%                | 13% | 48 | 31 | 8  | 6                    | 7                    | +4   | --      | 4.08 | 1.18 |
| Quality and Reliability Assurance  | 577    | 80%                |     |     |     |     | 8%                | 12% | 47 | 33 | 8  | 5                    | 7                    | +2   | --      | 4.07 | 1.18 |
| Engineers and Scientists (Non-Construction)                                      | 5835   | 83%                |     |     |     |     | 8%                | 9%  | 54 | 29 | 8  | 4                    | 4                    | -1   | --      | 4.25 | 1.06 |
| Matériel Maintenance Management  | 6652   | 82%                |     |     |     |     | 9%                | 10% | 53 | 29 | 9  | 5                    | 5                    | +5   | --      | 4.19 | 1.11 |
| Engineers and Scientists (Construction)  | 6752   | 83%                |     |     |     |     | 8%                | 9%  | 55 | 28 | 8  | 4                    | 5                    | -2   | --      | 4.25 | 1.08 |
| Security   | 1662   | 75%                |     |     |     |     | 11%               | 15% | 43 | 32 | 11 | 7                    | 8                    | -2   | --      | 3.96 | 1.22 |
| Quality Assurance Specialists (Ammunition Surveillance)                          | 181    | 76%                |     |     |     |     | 9%                | 14% | 42 | 34 | 9  | 6                    | 9                    | +3   | --      | 3.95 | 1.24 |
| Public Affairs and Communication Media   | 564    | 75%                |     |     |     |     | 9%                | 16% | 46 | 29 | 9  | 8                    | 9                    | +4   | --      | 3.96 | 1.27 |
| Transportation Management  | 1104   | 77%                |     |     |     |     | 10%               | 13% | 48 | 29 | 10 | 7                    | 6                    | +1   | --      | 4.04 | 1.20 |
| Manpower and Force Management  | 1353   | 78%                |     |     |     |     | 8%                | 13% | 52 | 27 | 8  | 7                    | 7                    | +3   | --      | 4.10 | 1.21 |
| Housing Management   | 226    | 79%                |     |     |     |     | 8%                | 13% | 51 | 27 | 8  | 4                    | 9                    | +2   | --      | 4.08 | 1.26 |
| Equal Employment Opportunity   | 209    | 82%                |     |     |     |     | 6%                | 12% | 51 | 31 | 6  | 5                    | 7                    | +9   | --      | 4.14 | 1.18 |
| Education Services   | 394    | 82%                |     |     |     |     | 8%                | 10% | 58 | 24 | 8  | 4                    | 6                    | +5   | --      | 4.23 | 1.15 |
| Training   | 4023   | 82%                |     |     |     |     | 8%                | 10% | 53 | 29 | 8  | 5                    | 6                    | +2   | --      | 4.18 | 1.13 |
| Ammunition Management  | 612    | 83%                |     |     |     |     | 7%                | 11% | 52 | 31 | 7  | 5                    | 5                    | +1   | --      | 4.19 | 1.12 |
| Information Mission Area (IMA)   | 4892   | 76%                |     |     |     |     | 10%               | 14% | 46 | 30 | 10 | 6                    | 8                    | +3   | --      | 4.01 | 1.22 |
| Intelligence (Excepted Services Only)  | 1691   | 78%                |     |     |     |     | 9%                | 12% | 49 | 29 | 9  | 6                    | 6                    | 0    | --      | 4.09 | 1.18 |
| Military Personnel Management  | 1937   | 77%                |     |     |     |     | 11%               | 13% | 48 | 29 | 11 | 5                    | 7                    | 0    | --      | 4.05 | 1.20 |

■ = % 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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>CAREER PLANS</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 20b. Do you see yourself working at your current organization three years from now? |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 77528  |                    |     |     |     |     | 32                | 27 | 16 | 12 | 14 | +2                   | --                   | 3.50 | 1.40    |   |
| <b>Total Career Program</b>   | 77506  |                    |     |     |     |     | 32                | 27 | 16 | 12 | 14 | +2                   | --                   | 3.50 | 1.40    |   |
| Civilian Personnel Administration   | 1595   |                    |     |     |     |     | 27                | 24 | 18 | 13 | 19 | 0                    | --                   | 3.26 | 1.45    |   |
| Comptroller   | 4435   |                    |     |     |     |     | 29                | 25 | 16 | 13 | 17 | +2                   | --                   | 3.38 | 1.44    |   |
| Safety Management   | 1352   |                    |     |     |     |     | 37                | 25 | 15 | 10 | 13 | +4                   | --                   | 3.64 | 1.39    |   |
| Supply Management   | 4450   |                    |     |     |     |     | 30                | 26 | 17 | 12 | 15 | +4                   | --                   | 3.45 | 1.41    |   |
| Contracting and Acquisition   | 3515   |                    |     |     |     |     | 28                | 27 | 16 | 13 | 16 | +3                   | --                   | 3.40 | 1.42    |   |
| Quality and Reliability Assurance   | 581    |                    |     |     |     |     | 29                | 28 | 17 | 12 | 14 | +2                   | --                   | 3.47 | 1.38    |   |
| Engineers and Scientists (Non-Construction)   | 5841   |                    |     |     |     |     | 31                | 31 | 16 | 11 | 11 | -1                   | --                   | 3.61 | 1.31    |   |
| Materiel Maintenance Management   | 6692   |                    |     |     |     |     | 37                | 26 | 15 | 10 | 12 | +7                   | --                   | 3.68 | 1.36    |   |
| Engineers and Scientists (Construction)   | 6753   |                    |     |     |     |     | 34                | 29 | 15 | 10 | 11 | -2                   | --                   | 3.65 | 1.34    |   |
| Security  | 1664   |                    |     |     |     |     | 28                | 26 | 18 | 12 | 16 | -1                   | --                   | 3.40 | 1.41    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                             | 181    |                    |     |     |     |     | 23                | 30 | 14 | 13 | 20 | +6                   | --                   | 3.24 | 1.45    |   |
| Public Affairs and Communication Media  | 570    |                    |     |     |     |     | 24                | 25 | 16 | 14 | 21 | +2                   | --                   | 3.18 | 1.47    |   |
| Transportation Management   | 1099   |                    |     |     |     |     | 32                | 23 | 16 | 12 | 16 | +3                   | --                   | 3.42 | 1.45    |   |
| Manpower and Force Management   | 1351   |                    |     |     |     |     | 30                | 27 | 15 | 12 | 17 | +4                   | --                   | 3.40 | 1.45    |   |
| Housing Management  | 229    |                    |     |     |     |     | 32                | 27 | 14 | 10 | 16 | +4                   | --                   | 3.50 | 1.43    |   |
| Equal Employment Opportunity  | 213    |                    |     |     |     |     | 32                | 25 | 15 | 13 | 15 | +9                   | --                   | 3.48 | 1.43    |   |
| Education Services  | 397    |                    |     |     |     |     | 37                | 24 | 15 | 11 | 13 | +3                   | --                   | 3.62 | 1.40    |   |
| Training  | 4019   |                    |     |     |     |     | 35                | 27 | 14 | 11 | 12 | +4                   | --                   | 3.62 | 1.38    |   |
| Ammunition Management   | 613    |                    |     |     |     |     | 37                | 26 | 13 | 11 | 13 | +3                   | --                   | 3.61 | 1.41    |   |
| Information Mission Area (IMA)  | 4899   |                    |     |     |     |     | 26                | 26 | 18 | 13 | 18 | +2                   | --                   | 3.29 | 1.43    |   |
| Intelligence (Excepted Services Only)   | 1702   |                    |     |     |     |     | 27                | 27 | 17 | 15 | 15 | 0                    | --                   | 3.37 | 1.40    |   |
| Military Personnel Management   | 1945   |                    |     |     |     |     | 31                | 26 | 16 | 12 | 15 | +3                   | --                   | 3.46 | 1.43    |   |

■ = % 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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>CAREER PLANS</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 20c. Do you see yourself working at your current organization five years from now? |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 80909  |                    |     |     |     |     | 26                | 19 | 18 | 12 | 25 | +2                   | --                   | 3.10 | 1.53    |   |
| <b>Total Career Program</b>  | 80884  |                    |     |     |     |     | 26                | 19 | 18 | 12 | 25 | +4                   | --                   | 3.10 | 1.53    |   |
| Civilian Personnel Administration  | 1640   |                    |     |     |     |     | 21                | 16 | 19 | 15 | 28 | +4                   | --                   | 2.87 | 1.51    |   |
| Comptroller  | 4533   |                    |     |     |     |     | 22                | 18 | 19 | 13 | 29 | +4                   | --                   | 2.91 | 1.52    |   |
| Safety Management  | 1445   |                    |     |     |     |     | 33                | 18 | 15 | 12 | 22 | +8                   | --                   | 3.27 | 1.56    |   |
| Supply Management  | 4646   |                    |     |     |     |     | 26                | 18 | 17 | 12 | 25 | +6                   | --                   | 3.09 | 1.54    |   |
| Contracting and Acquisition  | 3615   |                    |     |     |     |     | 23                | 18 | 19 | 13 | 27 | +5                   | --                   | 2.98 | 1.52    |   |
| Quality and Reliability Assurance  | 604    |                    |     |     |     |     | 26                | 19 | 18 | 14 | 23 | +1                   | --                   | 3.11 | 1.52    |   |
| Engineers and Scientists (Non-Construction)  | 6078   |                    |     |     |     |     | 23                | 22 | 20 | 12 | 22 | 0                    | --                   | 3.12 | 1.46    |   |
| Materiel Maintenance Management  | 7113   |                    |     |     |     |     | 33                | 19 | 16 | 11 | 21 | +8                   | --                   | 3.33 | 1.53    |   |
| Engineers and Scientists (Construction)  | 7021   |                    |     |     |     |     | 27                | 21 | 18 | 12 | 22 | -1                   | --                   | 3.20 | 1.50    |   |
| Security   | 1738   |                    |     |     |     |     | 24                | 19 | 18 | 14 | 26 | +2                   | --                   | 3.00 | 1.52    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                            | 186    |                    |     |     |     |     | 19                | 19 | 17 | 12 | 33 | +2                   | --                   | 2.80 | 1.53    |   |
| Public Affairs and Communication Media   | 582    |                    |     |     |     |     | 17                | 14 | 20 | 12 | 36 | +1                   | --                   | 2.64 | 1.51    |   |
| Transportation Management  | 1173   |                    |     |     |     |     | 28                | 19 | 16 | 12 | 26 | +8                   | --                   | 3.11 | 1.57    |   |
| Manpower and Force Management  | 1387   |                    |     |     |     |     | 21                | 18 | 20 | 13 | 28 | +3                   | --                   | 2.91 | 1.50    |   |
| Housing Management   | 235    |                    |     |     |     |     | 26                | 17 | 17 | 12 | 28 | +1                   | --                   | 3.03 | 1.57    |   |
| Equal Employment Opportunity   | 216    |                    |     |     |     |     | 25                | 14 | 17 | 13 | 32 | +9                   | --                   | 2.86 | 1.59    |   |
| Education Services   | 415    |                    |     |     |     |     | 28                | 20 | 14 | 14 | 25 | +8                   | --                   | 3.12 | 1.55    |   |
| Training   | 4294   |                    |     |     |     |     | 31                | 20 | 17 | 11 | 21 | +6                   | --                   | 3.28 | 1.52    |   |
| Ammunition Management  | 652    |                    |     |     |     |     | 31                | 20 | 16 | 12 | 22 | +6                   | --                   | 3.26 | 1.53    |   |
| Information Mission Area (IMA)   | 5050   |                    |     |     |     |     | 21                | 17 | 19 | 14 | 30 | +2                   | --                   | 2.85 | 1.52    |   |
| Intelligence (Excepted Services Only)  | 1765   |                    |     |     |     |     | 21                | 19 | 18 | 14 | 29 | +2                   | --                   | 2.90 | 1.51    |   |
| Military Personnel Management  | 2016   |                    |     |     |     |     | 27                | 17 | 18 | 12 | 26 | +6                   | --                   | 3.08 | 1.55    |   |

■ = % 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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>CAREER PLANS</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 21a. In the next 5 years, how likely is it that you will leave your organization to take another job within the DoD? * |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 83137  |                    |     |     |     |     | 19                | 17 | 22 | 22 | 20 | +3                   | +1                   | 2.93 | 1.39    |   |
| <b>Total Career Program</b>  | 83113  |                    |     |     |     |     | 19                | 17 | 22 | 22 | 20 | +2                   | -1                   | 2.93 | 1.39    |   |
| Civilian Personnel Administration  | 1690   |                    |     |     |     |     | 18                | 13 | 19 | 26 | 23 | -3                   | -4                   | 2.77 | 1.41    |   |
| Comptroller  | 4663   |                    |     |     |     |     | 19                | 15 | 20 | 24 | 22 | +1                   | -2                   | 2.86 | 1.42    |   |
| Safety Management  | 1478   |                    |     |     |     |     | 23                | 19 | 21 | 20 | 17 | +10                  | +12                  | 3.12 | 1.41    |   |
| Supply Management  | 4808   |                    |     |     |     |     | 17                | 15 | 20 | 23 | 25 | +3                   | -3                   | 2.77 | 1.42    |   |
| Contracting and Acquisition  | 3705   |                    |     |     |     |     | 18                | 16 | 21 | 25 | 19 | +2                   | -3                   | 2.88 | 1.38    |   |
| Quality and Reliability Assurance  | 627    |                    |     |     |     |     | 17                | 22 | 21 | 20 | 21 | +6                   | -1                   | 2.95 | 1.39    |   |
| Engineers and Scientists (Non-Construction)  | 6176   |                    |     |     |     |     | 19                | 21 | 25 | 22 | 12 | +4                   | +2                   | 3.15 | 1.29    |   |
| Materiel Maintenance Management  | 7318   |                    |     |     |     |     | 20                | 19 | 24 | 21 | 17 | +5                   | +2                   | 3.06 | 1.37    |   |
| Engineers and Scientists (Construction)  | 7134   |                    |     |     |     |     | 23                | 24 | 26 | 17 | 10 | 0                    | -1                   | 3.33 | 1.28    |   |
| Security   | 1791   |                    |     |     |     |     | 15                | 14 | 21 | 26 | 23 | 0                    | -4                   | 2.74 | 1.37    |   |
| Quality Assurance Specialists (Ammunition Surveillance)  | 199    |                    |     |     |     |     | 22                | 20 | 23 | 14 | 22 | +3                   | +5                   | 3.05 | 1.44    |   |
| Public Affairs and Communication Media   | 587    |                    |     |     |     |     | 17                | 16 | 20 | 25 | 22 | +9                   | +2                   | 2.80 | 1.39    |   |
| Transportation Management  | 1219   |                    |     |     |     |     | 18                | 15 | 21 | 21 | 25 | +4                   | +2                   | 2.80 | 1.43    |   |
| Manpower and Force Management  | 1442   |                    |     |     |     |     | 20                | 16 | 18 | 24 | 23 | +6                   | +5                   | 2.86 | 1.44    |   |
| Housing Management   | 253    |                    |     |     |     |     | 23                | 15 | 17 | 19 | 26 | +8                   | +3                   | 2.89 | 1.50    |   |
| Equal Employment Opportunity   | 224    |                    |     |     |     |     | 21                | 18 | 20 | 21 | 20 | +9                   | +1                   | 3.01 | 1.43    |   |
| Education Services   | 432    |                    |     |     |     |     | 21                | 15 | 21 | 26 | 17 | -1                   | +3                   | 2.97 | 1.38    |   |
| Training   | 4434   |                    |     |     |     |     | 18                | 18 | 21 | 22 | 20 | +7                   | +3                   | 2.92 | 1.39    |   |
| Ammunition Management  | 668    |                    |     |     |     |     | 23                | 20 | 25 | 16 | 16 | -1                   | +3                   | 3.17 | 1.38    |   |
| Information Mission Area (IMA)   | 5190   |                    |     |     |     |     | 16                | 14 | 21 | 24 | 25 | +1                   | -4                   | 2.72 | 1.39    |   |
| Intelligence (Excepted Services Only)  | 1801   |                    |     |     |     |     | 15                | 14 | 22 | 27 | 22 | +3                   | -1                   | 2.74 | 1.35    |   |
| Military Personnel Management  | 2089   |                    |     |     |     |     | 16                | 14 | 19 | 23 | 28 | +7                   | --                   | 2.65 | 1.41    |   |

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

-- No history data available

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# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>CAREER PLANS</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 21b. In the next 5 years, how likely is it that you will leave to take another job in the Federal government outside of the DoD? * |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 82643  |                    |     |     |     |     | 24                | 21 | 25 | 18 | 12 | -5                   | -4                   | 3.27 | 1.33    |   |
| <b>Total Career Program</b>  | 82619  |                    |     |     |     |     | 24                | 21 | 25 | 18 | 12 | -7                   | -7                   | 3.27 | 1.33    |   |
| Civilian Personnel Administration  | 1682   |                    |     |     |     |     | 23                | 17 | 21 | 21 | 19 | -13                  | -11                  | 3.04 | 1.43    |   |
| Comptroller  | 4639   |                    |     |     |     |     | 27                | 20 | 23 | 17 | 13 | -7                   | -7                   | 3.32 | 1.37    |   |
| Safety Management  | 1470   |                    |     |     |     |     | 29                | 21 | 23 | 16 | 11 | +2                   | +10                  | 3.42 | 1.33    |   |
| Supply Management  | 4777   |                    |     |     |     |     | 26                | 20 | 25 | 16 | 13 | -10                  | -12                  | 3.30 | 1.35    |   |
| Contracting and Acquisition  | 3681   |                    |     |     |     |     | 25                | 20 | 24 | 19 | 13 | -8                   | -8                   | 3.25 | 1.35    |   |
| Quality and Reliability Assurance  | 620    |                    |     |     |     |     | 23                | 26 | 23 | 16 | 12 | -3                   | -4                   | 3.32 | 1.31    |   |
| Engineers and Scientists (Non-Construction)  | 6149   |                    |     |     |     |     | 26                | 26 | 26 | 15 | 7  | -6                   | -3                   | 3.49 | 1.22    |   |
| Materiel Maintenance Management  | 7263   |                    |     |     |     |     | 26                | 23 | 27 | 14 | 10 | -5                   | -6                   | 3.40 | 1.29    |   |
| Engineers and Scientists (Construction)  | 7107   |                    |     |     |     |     | 23                | 24 | 27 | 18 | 9  | -4                   | -3                   | 3.36 | 1.25    |   |
| Security   | 1782   |                    |     |     |     |     | 18                | 16 | 25 | 25 | 17 | -7                   | -10                  | 2.94 | 1.34    |   |
| Quality Assurance Specialists (Ammunition Surveillance)  | 197    |                    |     |     |     |     | 31                | 26 | 24 | 9  | 10 | -3                   | -10                  | 3.60 | 1.29    |   |
| Public Affairs and Communication Media   | 586    |                    |     |     |     |     | 20                | 18 | 22 | 22 | 18 | -3                   | -4                   | 3.01 | 1.38    |   |
| Transportation Management  | 1210   |                    |     |     |     |     | 24                | 20 | 24 | 17 | 15 | -6                   | -5                   | 3.22 | 1.37    |   |
| Manpower and Force Management  | 1435   |                    |     |     |     |     | 26                | 21 | 23 | 17 | 12 | -4                   | -4                   | 3.31 | 1.35    |   |
| Housing Management   | 249    |                    |     |     |     |     | 33                | 22 | 23 | 12 | 10 | +2                   | +7                   | 3.58 | 1.31    |   |
| Equal Employment Opportunity   | 223    |                    |     |     |     |     | 26                | 18 | 20 | 19 | 16 | +5                   | -3                   | 3.21 | 1.42    |   |
| Education Services   | 428    |                    |     |     |     |     | 26                | 18 | 26 | 19 | 11 | -9                   | -6                   | 3.30 | 1.32    |   |
| Training   | 4399   |                    |     |     |     |     | 24                | 22 | 25 | 18 | 12 | -3                   | -3                   | 3.27 | 1.32    |   |
| Ammunition Management  | 667    |                    |     |     |     |     | 33                | 22 | 22 | 12 | 10 | -12                  | -5                   | 3.55 | 1.33    |   |
| Information Mission Area (IMA)   | 5163   |                    |     |     |     |     | 20                | 18 | 25 | 21 | 15 | -6                   | -6                   | 3.07 | 1.35    |   |
| Intelligence (Excepted Services Only)  | 1795   |                    |     |     |     |     | 22                | 18 | 26 | 22 | 13 | -6                   | -6                   | 3.15 | 1.32    |   |
| Military Personnel Management  | 2074   |                    |     |     |     |     | 21                | 18 | 25 | 19 | 17 | -7                   | --                   | 3.07 | 1.37    |   |

■ = % 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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>CAREER PLANS</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 21c. In the next 5 years, how likely is it that you will leave the Federal government for a private sector job? * |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 82765  |                    |     |     |     |     | 36                | 23 | 21 | 12 | 8  | -13                  | -5                   | 3.66 | 1.30    |   |
| <b>Total Career Program</b>   | 82740  |                    |     |     |     |     | 36                | 23 | 21 | 12 | 8  | -14                  | -7                   | 3.66 | 1.30    |   |
| Civilian Personnel Administration   | 1684   |                    |     |     |     |     | 45                | 21 | 17 | 9  | 8  | -15                  | -7                   | 3.85 | 1.30    |   |
| Comptroller   | 4642   |                    |     |     |     |     | 45                | 21 | 18 | 9  | 8  | -12                  | -7                   | 3.87 | 1.28    |   |
| Safety Management   | 1476   |                    |     |     |     |     | 36                | 23 | 21 | 11 | 9  | -11                  | 0                    | 3.66 | 1.30    |   |
| Supply Management   | 4769   |                    |     |     |     |     | 38                | 22 | 21 | 10 | 9  | -15                  | -9                   | 3.71 | 1.30    |   |
| Contracting and Acquisition   | 3690   |                    |     |     |     |     | 40                | 23 | 21 | 10 | 7  | -14                  | -7                   | 3.77 | 1.26    |   |
| Quality and Reliability Assurance   | 624    |                    |     |     |     |     | 37                | 25 | 18 | 12 | 8  | -14                  | -6                   | 3.70 | 1.30    |   |
| Engineers and Scientists (Non-Construction)   | 6160   |                    |     |     |     |     | 32                | 24 | 22 | 15 | 8  | -14                  | -5                   | 3.57 | 1.29    |   |
| Materiel Maintenance Management   | 7282   |                    |     |     |     |     | 36                | 23 | 21 | 11 | 8  | -12                  | -6                   | 3.67 | 1.30    |   |
| Engineers and Scientists (Construction)   | 7114   |                    |     |     |     |     | 33                | 24 | 22 | 14 | 8  | -13                  | -3                   | 3.60 | 1.28    |   |
| Security  | 1784   |                    |     |     |     |     | 32                | 20 | 25 | 13 | 10 | -22                  | -13                  | 3.53 | 1.32    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 196    |                    |     |     |     |     | 40                | 20 | 22 | 10 | 8  | -18                  | -16                  | 3.73 | 1.29    |   |
| Public Affairs and Communication Media  | 588    |                    |     |     |     |     | 35                | 19 | 21 | 14 | 11 | -14                  | -7                   | 3.52 | 1.38    |   |
| Transportation Management   | 1213   |                    |     |     |     |     | 35                | 24 | 20 | 10 | 10 | -16                  | -4                   | 3.63 | 1.32    |   |
| Manpower and Force Management   | 1438   |                    |     |     |     |     | 42                | 25 | 18 | 9  | 7  | -11                  | -2                   | 3.87 | 1.23    |   |
| Housing Management  | 251    |                    |     |     |     |     | 46                | 20 | 20 | 7  | 7  | -9                   | +5                   | 3.90 | 1.26    |   |
| Equal Employment Opportunity  | 222    |                    |     |     |     |     | 47                | 22 | 17 | 9  | 5  | -7                   | -4                   | 3.97 | 1.21    |   |
| Education Services  | 430    |                    |     |     |     |     | 31                | 21 | 22 | 16 | 9  | -15                  | -3                   | 3.50 | 1.32    |   |
| Training  | 4409   |                    |     |     |     |     | 33                | 24 | 23 | 12 | 8  | -12                  | -6                   | 3.61 | 1.28    |   |
| Ammunition Management   | 668    |                    |     |     |     |     | 38                | 21 | 21 | 10 | 9  | -19                  | -11                  | 3.70 | 1.31    |   |
| Information Mission Area (IMA)  | 5161   |                    |     |     |     |     | 34                | 22 | 22 | 13 | 9  | -15                  | -6                   | 3.59 | 1.31    |   |
| Intelligence (Excepted Services Only)   | 1797   |                    |     |     |     |     | 34                | 24 | 22 | 13 | 6  | -12                  | -3                   | 3.68 | 1.25    |   |
| Military Personnel Management   | 2077   |                    |     |     |     |     | 35                | 22 | 23 | 11 | 9  | -20                  | --                   | 3.63 | 1.30    |   |

■ = % 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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>CAREER PLANS</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 21d. In the next 5 years, how likely is it that you will retire from Federal service? * |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 83437  |                    |     |     |     |     | 41                | 13 | 13 | 13 | 21 | -4                   | +3                   | 3.40 | 1.60    |   |
| <b>Total Career Program</b>   | 83412  |                    |     |     |     |     | 41                | 13 | 13 | 13 | 21 | -7                   | +1                   | 3.40 | 1.60    |   |
| Civilian Personnel Administration   | 1683   |                    |     |     |     |     | 45                | 12 | 11 | 12 | 21 | -4                   | +7                   | 3.47 | 1.62    |   |
| Comptroller   | 4690   |                    |     |     |     |     | 41                | 11 | 11 | 14 | 23 | -4                   | +3                   | 3.35 | 1.64    |   |
| Safety Management   | 1484   |                    |     |     |     |     | 38                | 14 | 13 | 12 | 22 | -7                   | 0                    | 3.34 | 1.60    |   |
| Supply Management   | 4849   |                    |     |     |     |     | 36                | 12 | 14 | 14 | 25 | -7                   | -1                   | 3.22 | 1.63    |   |
| Contracting and Acquisition   | 3716   |                    |     |     |     |     | 47                | 11 | 12 | 11 | 19 | -4                   | +6                   | 3.55 | 1.60    |   |
| Quality and Reliability Assurance   | 629    |                    |     |     |     |     | 37                | 14 | 11 | 14 | 24 | 0                    | +9                   | 3.25 | 1.63    |   |
| Engineers and Scientists (Non-Construction)   | 6190   |                    |     |     |     |     | 49                | 12 | 12 | 11 | 16 | -8                   | -3                   | 3.68 | 1.54    |   |
| Materiel Maintenance Management   | 7366   |                    |     |     |     |     | 37                | 12 | 14 | 13 | 23 | -4                   | +6                   | 3.27 | 1.62    |   |
| Engineers and Scientists (Construction)   | 7180   |                    |     |     |     |     | 45                | 12 | 11 | 12 | 20 | -7                   | +1                   | 3.52 | 1.60    |   |
| Security  | 1792   |                    |     |     |     |     | 37                | 13 | 16 | 15 | 20 | -14                  | -6                   | 3.33 | 1.56    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                                 | 197    |                    |     |     |     |     | 35                | 11 | 17 | 17 | 21 | -9                   | -7                   | 3.22 | 1.56    |   |
| Public Affairs and Communication Media  | 593    |                    |     |     |     |     | 46                | 12 | 13 | 10 | 19 | -9                   | 0                    | 3.56 | 1.58    |   |
| Transportation Management   | 1226   |                    |     |     |     |     | 34                | 13 | 14 | 14 | 25 | -12                  | +3                   | 3.16 | 1.61    |   |
| Manpower and Force Management   | 1441   |                    |     |     |     |     | 40                | 13 | 12 | 12 | 23 | -4                   | +3                   | 3.36 | 1.62    |   |
| Housing Management  | 255    |                    |     |     |     |     | 35                | 11 | 12 | 15 | 27 | -9                   | +11                  | 3.11 | 1.65    |   |
| Equal Employment Opportunity  | 224    |                    |     |     |     |     | 33                | 13 | 15 | 11 | 29 | -4                   | +5                   | 3.11 | 1.64    |   |
| Education Services  | 433    |                    |     |     |     |     | 35                | 11 | 12 | 17 | 24 | -1                   | -2                   | 3.15 | 1.63    |   |
| Training  | 4436   |                    |     |     |     |     | 38                | 16 | 15 | 13 | 18 | -4                   | +1                   | 3.42 | 1.53    |   |
| Ammunition Management   | 669    |                    |     |     |     |     | 35                | 12 | 14 | 16 | 22 | -7                   | -4                   | 3.22 | 1.59    |   |
| Information Mission Area (IMA)  | 5189   |                    |     |     |     |     | 42                | 13 | 14 | 13 | 19 | -3                   | +6                   | 3.45 | 1.58    |   |
| Intelligence (Excepted Services Only)   | 1804   |                    |     |     |     |     | 49                | 13 | 12 | 11 | 15 | -6                   | +1                   | 3.71 | 1.51    |   |
| Military Personnel Management   | 2097   |                    |     |     |     |     | 35                | 14 | 16 | 13 | 22 | -9                   | --                   | 3.28 | 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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | No  | Yes, but only<br>within the Federal<br>government | Yes, but only<br>outside the<br>Federal<br>government | Yes, I plan to look<br>both within and<br>outside the<br>Federal<br>government | I have not decided<br>whether to look for<br>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  | 83863  | 42% | 26%   | 3%  | 16%  | 13%  |
| <b>Total Career Program</b>   | 83838  | 42% | 26%   | 3%  | 16%  | 13%  |
| Civilian Personnel Administration   | 1701   | 38% | 33%   | 2%  | 13%  | 15%  |
| Comptroller   | 4713   | 42% | 31%   | 2%  | 12%  | 13%  |
| Safety Management   | 1492   | 47% | 23%   | 3%  | 15%  | 12%  |
| Supply Management   | 4880   | 41% | 31%   | 2%  | 14%  | 11%  |
| Contracting and Acquisition   | 3729   | 43% | 28%   | 2%  | 14%  | 14%  |
| Quality and Reliability Assurance   | 630    | 41% | 28%   | 2%  | 15%  | 13%  |
| Engineers and Scientists (Non-Construction)                                       | 6210   | 46% | 20%   | 3%  | 16%  | 15%  |
| Materiel Maintenance Management   | 7420   | 46% | 24%   | 3%  | 15%  | 12%  |
| Engineers and Scientists (Construction)   | 7193   | 46% | 20%   | 3%  | 15%  | 15%  |
| Security  | 1804   | 35% | 29%   | 2%  | 22%  | 12%  |
| Quality Assurance Specialists (Ammunition Surveillance)                           | 199    | 54% | 22%   | 4%  | 8%   | 12%  |
| Public Affairs and Communication Media  | 600    | 32% | 29%   | 2%  | 24%  | 13%  |
| Transportation Management   | 1227   | 41% | 30%   | 3%  | 16%  | 11%  |
| Manpower and Force Management   | 1442   | 43% | 29%   | 2%  | 14%  | 12%  |
| Housing Management  | 258    | 44% | 33%   | 3%  | 12%  | 7%   |
| Equal Employment Opportunity  | 225    | 49% | 28%   | 1%  | 10%  | 12%  |
| Education Services  | 431    | 45% | 24%   | 2%  | 15%  | 14%  |
| Training  | 4469   | 43% | 24%   | 2%  | 19%  | 12%  |
| Ammunition Management   | 671    | 49% | 22%   | 3%  | 13%  | 12%  |
| Information Mission Area (IMA)  | 5217   | 37% | 30%   | 3%  | 19%  | 13%  |
| Intelligence (Excepted Services Only)   | 1817   | 38% | 29%   | 2%  | 19%  | 12%  |
| Military Personnel Management   | 2101   | 36% | 34%   | 1%  | 18%  | 11%  |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| 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   | 83891  | 25%                     | 31%                      | 16%                    | 4%                      | 24%      |
| <b>Total Career Program</b>  | 83866  | 25%                     | 31%                      | 16%                    | 4%                      | 24%      |
| Civilian Personnel Administration  | 1704   | 28%                     | 30%                      | 15%                    | 4%                      | 23%      |
| Comptroller  | 4704   | 29%                     | 32%                      | 14%                    | 4%                      | 21%      |
| Safety Management  | 1496   | 24%                     | 24%                      | 18%                    | 5%                      | 30%      |
| Supply Management  | 4880   | 24%                     | 28%                      | 18%                    | 5%                      | 25%      |
| Contracting and Acquisition  | 3737   | 26%                     | 34%                      | 16%                    | 4%                      | 21%      |
| Quality and Reliability Assurance  | 633    | 23%                     | 28%                      | 19%                    | 3%                      | 26%      |
| Engineers and Scientists (Non-Construction)                              | 6203   | 26%                     | 38%                      | 18%                    | 3%                      | 16%      |
| Materiel Maintenance Management  | 7414   | 22%                     | 28%                      | 18%                    | 3%                      | 28%      |
| Engineers and Scientists (Construction)                                  | 7182   | 24%                     | 37%                      | 16%                    | 3%                      | 20%      |
| Security   | 1802   | 26%                     | 30%                      | 16%                    | 3%                      | 24%      |
| Quality Assurance Specialists (Ammunition Surveillance)                  | 200    | 8%                      | 4%                       | 15%                    | 6%                      | 68%      |
| Public Affairs and Communication Media                                   | 601    | 24%                     | 32%                      | 15%                    | 4%                      | 25%      |
| Transportation Management  | 1227   | 23%                     | 26%                      | 16%                    | 6%                      | 29%      |
| Manpower and Force Management  | 1450   | 26%                     | 30%                      | 16%                    | 6%                      | 22%      |
| Housing Management   | 256    | 24%                     | 26%                      | 13%                    | 9%                      | 28%      |
| Equal Employment Opportunity   | 226    | 24%                     | 24%                      | 19%                    | 7%                      | 27%      |
| Education Services   | 434    | 24%                     | 21%                      | 14%                    | 6%                      | 34%      |
| Training   | 4473   | 24%                     | 25%                      | 17%                    | 4%                      | 30%      |
| Ammunition Management  | 675    | 26%                     | 29%                      | 21%                    | 2%                      | 22%      |
| Information Mission Area (IMA)   | 5230   | 24%                     | 30%                      | 16%                    | 6%                      | 25%      |
| Intelligence (Excepted Services Only)                                    | 1823   | 22%                     | 26%                      | 17%                    | 6%                      | 29%      |
| Military Personnel Management  | 2116   | 24%                     | 27%                      | 19%                    | 4%                      | 27%      |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Not willing to relocate | Within my immediate area | Within my CONUS region | Within my OCONUS region | Anywhere |
|---|--------|-------------------------|--------------------------|------------------------|-------------------------|----------|
| <b>CAREER PLANS</b>   |        |                         |                          |                        |                         |          |
| 23b. Would you be willing to relocate for a career enhancing development opportunity? |        |                         |                          |                        |                         |          |
| Total Army  | 83616  | 20%                     | 28%                      | 17%                    | 5%                      | 30%      |
| <b>Total Career Program</b>   | 83590  | 20%                     | 28%                      | 17%                    | 5%                      | 30%      |
| Civilian Personnel Administration   | 1706   | 22%                     | 27%                      | 17%                    | 5%                      | 29%      |
| Comptroller   | 4701   | 23%                     | 30%                      | 16%                    | 5%                      | 27%      |
| Safety Management   | 1487   | 21%                     | 22%                      | 17%                    | 6%                      | 34%      |
| Supply Management   | 4859   | 19%                     | 27%                      | 19%                    | 5%                      | 30%      |
| Contracting and Acquisition   | 3721   | 21%                     | 30%                      | 17%                    | 5%                      | 27%      |
| Quality and Reliability Assurance   | 631    | 22%                     | 24%                      | 20%                    | 3%                      | 31%      |
| Engineers and Scientists (Non-Construction)   | 6185   | 23%                     | 34%                      | 18%                    | 4%                      | 21%      |
| Materiel Maintenance Management   | 7376   | 20%                     | 26%                      | 19%                    | 4%                      | 31%      |
| Engineers and Scientists (Construction)   | 7161   | 19%                     | 30%                      | 19%                    | 4%                      | 27%      |
| Security  | 1796   | 19%                     | 28%                      | 18%                    | 4%                      | 31%      |
| Quality Assurance Specialists (Ammunition Surveillance)                               | 200    | 6%                      | 6%                       | 15%                    | 6%                      | 69%      |
| Public Affairs and Communication Media  | 598    | 17%                     | 27%                      | 17%                    | 6%                      | 34%      |
| Transportation Management   | 1222   | 20%                     | 22%                      | 16%                    | 7%                      | 35%      |
| Manpower and Force Management   | 1449   | 21%                     | 27%                      | 18%                    | 5%                      | 28%      |
| Housing Management  | 258    | 22%                     | 24%                      | 12%                    | 9%                      | 32%      |
| Equal Employment Opportunity  | 225    | 18%                     | 21%                      | 18%                    | 9%                      | 33%      |
| Education Services  | 433    | 22%                     | 18%                      | 12%                    | 6%                      | 42%      |
| Training  | 4447   | 18%                     | 24%                      | 18%                    | 5%                      | 35%      |
| Ammunition Management   | 674    | 28%                     | 27%                      | 15%                    | 3%                      | 26%      |
| Information Mission Area (IMA)  | 5210   | 17%                     | 27%                      | 17%                    | 6%                      | 33%      |
| Intelligence (Excepted Services Only)   | 1819   | 16%                     | 23%                      | 15%                    | 7%                      | 38%      |
| Military Personnel Management   | 2100   | 15%                     | 27%                      | 20%                    | 4%                      | 34%      |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Not willing to relocate | Within my immediate area | Within my CONUS region | Within my OCONUS region | Anywhere |
|--|--------|-------------------------|--------------------------|------------------------|-------------------------|----------|
| <b>CAREER PLANS</b>  |        |                         |                          |                        |                         |          |
| 23c. Would you be willing to relocate to get an increase in pay? |        |                         |                          |                        |                         |          |
| Total Army   | 83774  | 19%                     | 31%                      | 17%                    | 4%                      | 28%      |
| <b>Total Career Program</b>                                      | 83748  | 19%                     | 31%                      | 17%                    | 4%                      | 28%      |
| Civilian Personnel Administration                                | 1703   | 21%                     | 30%                      | 17%                    | 4%                      | 27%      |
| Comptroller  | 4704   | 22%                     | 34%                      | 16%                    | 4%                      | 25%      |
| Safety Management  | 1493   | 20%                     | 25%                      | 17%                    | 5%                      | 33%      |
| Supply Management  | 4871   | 18%                     | 30%                      | 20%                    | 4%                      | 29%      |
| Contracting and Acquisition                                      | 3731   | 19%                     | 34%                      | 18%                    | 4%                      | 25%      |
| Quality and Reliability Assurance                                | 633    | 20%                     | 27%                      | 21%                    | 4%                      | 27%      |
| Engineers and Scientists (Non-Construction)                      | 6196   | 22%                     | 38%                      | 19%                    | 3%                      | 18%      |
| Materiel Maintenance Management                                  | 7390   | 19%                     | 30%                      | 18%                    | 4%                      | 30%      |
| Engineers and Scientists (Construction)                          | 7174   | 19%                     | 34%                      | 19%                    | 4%                      | 24%      |
| Security   | 1799   | 17%                     | 30%                      | 18%                    | 4%                      | 31%      |
| Quality Assurance Specialists (Ammunition Surveillance)          | 200    | 7%                      | 5%                       | 14%                    | 5%                      | 70%      |
| Public Affairs and Communication Media                           | 601    | 15%                     | 30%                      | 18%                    | 5%                      | 32%      |
| Transportation Management  | 1223   | 19%                     | 24%                      | 16%                    | 7%                      | 34%      |
| Manpower and Force Management                                    | 1452   | 21%                     | 31%                      | 17%                    | 5%                      | 26%      |
| Housing Management   | 256    | 19%                     | 29%                      | 12%                    | 9%                      | 31%      |
| Equal Employment Opportunity                                     | 225    | 20%                     | 24%                      | 17%                    | 8%                      | 32%      |
| Education Services   | 434    | 21%                     | 21%                      | 12%                    | 6%                      | 39%      |
| Training   | 4460   | 18%                     | 27%                      | 18%                    | 4%                      | 33%      |
| Ammunition Management  | 675    | 24%                     | 30%                      | 18%                    | 3%                      | 25%      |
| Information Mission Area (IMA)                                   | 5221   | 16%                     | 30%                      | 17%                    | 6%                      | 31%      |
| Intelligence (Excepted Services Only)                            | 1822   | 18%                     | 26%                      | 15%                    | 7%                      | 34%      |
| Military Personnel Management                                    | 2106   | 13%                     | 28%                      | 21%                    | 4%                      | 33%      |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Not willing to relocate | Within my immediate area | Within my CONUS region | Within my OCONUS region | Anywhere |
|---|--------|-------------------------|--------------------------|------------------------|-------------------------|----------|
| <b>CAREER PLANS</b>                                       |        |                         |                          |                        |                         |          |
| 23d. Would you be willing to relocate to get a promotion? |        |                         |                          |                        |                         |          |
| Total Army  | 83768  | 18%                     | 30%                      | 18%                    | 4%                      | 30%      |
| <b>Total Career Program</b>                               | 83742  | 18%                     | 30%                      | 18%                    | 4%                      | 30%      |
| Civilian Personnel Administration                         | 1702   | 20%                     | 29%                      | 18%                    | 5%                      | 29%      |
| Comptroller   | 4708   | 22%                     | 32%                      | 16%                    | 4%                      | 27%      |
| Safety Management   | 1491   | 20%                     | 24%                      | 17%                    | 5%                      | 35%      |
| Supply Management   | 4871   | 18%                     | 29%                      | 20%                    | 4%                      | 30%      |
| Contracting and Acquisition                               | 3726   | 19%                     | 32%                      | 18%                    | 4%                      | 27%      |
| Quality and Reliability Assurance                         | 632    | 20%                     | 27%                      | 20%                    | 3%                      | 30%      |
| Engineers and Scientists (Non-Construction)               | 6195   | 22%                     | 36%                      | 20%                    | 3%                      | 20%      |
| Materiel Maintenance Management                           | 7399   | 19%                     | 29%                      | 18%                    | 4%                      | 31%      |
| Engineers and Scientists (Construction)                   | 7173   | 19%                     | 32%                      | 20%                    | 4%                      | 25%      |
| Security  | 1801   | 17%                     | 29%                      | 18%                    | 4%                      | 32%      |
| Quality Assurance Specialists (Ammunition Surveillance)   | 200    | 6%                      | 5%                       | 13%                    | 4%                      | 73%      |
| Public Affairs and Communication Media                    | 600    | 15%                     | 28%                      | 19%                    | 5%                      | 34%      |
| Transportation Management                                 | 1225   | 19%                     | 23%                      | 16%                    | 7%                      | 34%      |
| Manpower and Force Management                             | 1451   | 20%                     | 29%                      | 17%                    | 5%                      | 29%      |
| Housing Management  | 256    | 18%                     | 27%                      | 11%                    | 9%                      | 35%      |
| Equal Employment Opportunity                              | 225    | 18%                     | 24%                      | 16%                    | 7%                      | 34%      |
| Education Services  | 432    | 20%                     | 20%                      | 12%                    | 7%                      | 41%      |
| Training  | 4457   | 18%                     | 26%                      | 18%                    | 5%                      | 34%      |
| Ammunition Management                                     | 676    | 25%                     | 29%                      | 18%                    | 3%                      | 26%      |
| Information Mission Area (IMA)                            | 5220   | 16%                     | 28%                      | 17%                    | 5%                      | 34%      |
| Intelligence (Excepted Services Only)                     | 1818   | 17%                     | 25%                      | 16%                    | 6%                      | 37%      |
| Military Personnel Management                             | 2106   | 13%                     | 28%                      | 21%                    | 4%                      | 35%      |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2 |                      |                      |      |         | 1 |
| OVERALL SATISFACTION   |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| 24a. Considering everything, how satisfied are you with your job |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| Total Army   | 82915  | 78% 12% 10%        |     |     |     |     | 29                | 49 | 12 | 7  | 3 | -1                   | +4                   | 3.94 | 0.99    |   |
| <b>Total Career Program</b>                                      | 82889  | 78% 12% 10%        |     |     |     |     | 29                | 49 | 12 | 7  | 3 | -2                   | +3                   | 3.94 | 0.99    |   |
| Civilian Personnel Administration                                | 1689   | 74% 13% 13%        |     |     |     |     | 25                | 49 | 13 | 8  | 5 | -7                   | -3                   | 3.81 | 1.04    |   |
| Comptroller  | 4656   | 77% 12% 11%        |     |     |     |     | 26                | 50 | 12 | 8  | 4 | -2                   | +1                   | 3.88 | 1.00    |   |
| Safety Management  | 1484   | 80% 12% 9%         |     |     |     |     | 33                | 47 | 12 | 7  | 2 | -3                   | +5                   | 4.01 | 0.95    |   |
| Supply Management  | 4793   | 78% 12% 10%        |     |     |     |     | 30                | 48 | 12 | 7  | 3 | -3                   | 0                    | 3.94 | 1.00    |   |
| Contracting and Acquisition                                      | 3695   | 75% 13% 12%        |     |     |     |     | 24                | 51 | 13 | 8  | 3 | -3                   | -1                   | 3.84 | 1.00    |   |
| Quality and Reliability Assurance                                | 620    | 78% 14% 8%         |     |     |     |     | 28                | 50 | 14 | 5  | 3 | -3                   | +2                   | 3.95 | 0.94    |   |
| Engineers and Scientists (Non-Construction)                      | 6113   | 76% 13% 11%        |     |     |     |     | 24                | 51 | 13 | 8  | 3 | -3                   | +2                   | 3.86 | 0.97    |   |
| Matériel Maintenance Management                                  | 7285   | 80% 11% 9%         |     |     |     |     | 31                | 49 | 11 | 6  | 3 | -2                   | +4                   | 3.99 | 0.96    |   |
| Engineers and Scientists (Construction)                          | 7153   | 77% 12% 11%        |     |     |     |     | 27                | 51 | 12 | 8  | 3 | -3                   | +4                   | 3.91 | 0.97    |   |
| Security   | 1792   | 73% 14% 13%        |     |     |     |     | 26                | 47 | 14 | 8  | 5 | -8                   | -6                   | 3.82 | 1.06    |   |
| Quality Assurance Specialists (Ammunition Surveillance)          | 199    | 83% 9% 8%          |     |     |     |     | 29                | 54 | 9  | 6  | 3 | +3                   | +6                   | 4.02 | 0.91    |   |
| Public Affairs and Communication Media                           | 590    | 71% 13% 16%        |     |     |     |     | 24                | 47 | 13 | 11 | 5 | -3                   | 0                    | 3.75 | 1.10    |   |
| Transportation Management  | 1198   | 79% 11% 10%        |     |     |     |     | 32                | 47 | 11 | 6  | 4 | -1                   | +4                   | 3.97 | 1.01    |   |
| Manpower and Force Management                                    | 1429   | 78% 11% 11%        |     |     |     |     | 28                | 50 | 11 | 7  | 4 | 0                    | +6                   | 3.91 | 1.00    |   |
| Housing Management   | 253    | 85% 6 9%           |     |     |     |     | 40                | 45 | 6  | 5  | 4 | 0                    | +14                  | 4.13 | 1.00    |   |
| Equal Employment Opportunity                                     | 226    | 88% 7% 6           |     |     |     |     | 46                | 42 | 7  | 4  | 1 | +7                   | +9                   | 4.26 | 0.87    |   |
| Education Services   | 426    | 85% 9% 6           |     |     |     |     | 41                | 44 | 9  | 4  | 1 | 0                    | +7                   | 4.19 | 0.87    |   |
| Training   | 4406   | 81% 11% 8%         |     |     |     |     | 34                | 47 | 11 | 6  | 2 | -2                   | +3                   | 4.04 | 0.96    |   |
| Ammunition Management  | 660    | 79% 12% 9%         |     |     |     |     | 31                | 47 | 12 | 6  | 3 | -1                   | +2                   | 3.98 | 0.99    |   |
| Information Mission Area (IMA)                                   | 5175   | 75% 13% 12%        |     |     |     |     | 27                | 47 | 13 | 9  | 3 | -1                   | +5                   | 3.87 | 1.02    |   |
| Intelligence (Excepted Services Only)                            | 1796   | 76% 12% 12%        |     |     |     |     | 29                | 47 | 12 | 9  | 4 | -3                   | +1                   | 3.88 | 1.03    |   |
| Military Personnel Management                                    | 2079   | 80% 11% 8%         |     |     |     |     | 33                | 47 | 11 | 6  | 3 | -4                   | --                   | 4.02 | 0.96    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| OVERALL SATISFACTION   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 24b. Considering everything, how satisfied are you with your pay |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 82648  |                    |     |     |     |     | 16                | 44 | 17 | 16 | 8  | -7                   | -2                   | 3.44 | 1.16    |   |
| <b>Total Career Program</b>                                      | 82622  |                    |     |     |     |     | 16                | 44 | 17 | 16 | 8  | -15                  | -9                   | 3.44 | 1.16    |   |
| Civilian Personnel Administration                                | 1685   |                    |     |     |     |     | 19                | 45 | 16 | 14 | 6  | -15                  | -14                  | 3.57 | 1.13    |   |
| Comptroller  | 4644   |                    |     |     |     |     | 18                | 47 | 15 | 13 | 7  | -13                  | -8                   | 3.55 | 1.13    |   |
| Safety Management  | 1479   |                    |     |     |     |     | 20                | 45 | 17 | 13 | 5  | -9                   | +3                   | 3.62 | 1.10    |   |
| Supply Management  | 4770   |                    |     |     |     |     | 17                | 43 | 17 | 16 | 8  | -15                  | -12                  | 3.44 | 1.17    |   |
| Contracting and Acquisition                                      | 3684   |                    |     |     |     |     | 16                | 47 | 16 | 14 | 7  | -11                  | -5                   | 3.52 | 1.12    |   |
| Quality and Reliability Assurance                                | 618    |                    |     |     |     |     | 14                | 49 | 17 | 12 | 7  | -6                   | +1                   | 3.52 | 1.09    |   |
| Engineers and Scientists (Non-Construction)                      | 6101   |                    |     |     |     |     | 16                | 46 | 17 | 15 | 6  | -14                  | -7                   | 3.50 | 1.12    |   |
| Materiel Maintenance Management                                  | 7257   |                    |     |     |     |     | 18                | 45 | 16 | 14 | 7  | -13                  | -7                   | 3.53 | 1.15    |   |
| Engineers and Scientists (Construction)                          | 7142   |                    |     |     |     |     | 15                | 47 | 17 | 16 | 6  | -14                  | -4                   | 3.48 | 1.10    |   |
| Security   | 1790   |                    |     |     |     |     | 13                | 40 | 18 | 18 | 10 | -17                  | -8                   | 3.28 | 1.20    |   |
| Quality Assurance Specialists (Ammunition Surveillance)          | 197    |                    |     |     |     |     | 11                | 56 | 17 | 11 | 5  | -9                   | +3                   | 3.58 | 0.99    |   |
| Public Affairs and Communication Media                           | 588    |                    |     |     |     |     | 15                | 45 | 17 | 15 | 8  | -12                  | -5                   | 3.43 | 1.15    |   |
| Transportation Management  | 1194   |                    |     |     |     |     | 15                | 40 | 21 | 16 | 8  | -14                  | -14                  | 3.40 | 1.15    |   |
| Manpower and Force Management                                    | 1426   |                    |     |     |     |     | 22                | 47 | 14 | 12 | 5  | -8                   | 0                    | 3.68 | 1.10    |   |
| Housing Management   | 254    |                    |     |     |     |     | 16                | 52 | 14 | 12 | 6  | -1                   | +1                   | 3.59 | 1.08    |   |
| Equal Employment Opportunity                                     | 225    |                    |     |     |     |     | 22                | 46 | 13 | 12 | 7  | -3                   | -7                   | 3.64 | 1.15    |   |
| Education Services   | 427    |                    |     |     |     |     | 20                | 44 | 15 | 16 | 6  | -9                   | -10                  | 3.56 | 1.15    |   |
| Training   | 4393   |                    |     |     |     |     | 17                | 44 | 16 | 15 | 7  | -11                  | -4                   | 3.50 | 1.15    |   |
| Ammunition Management  | 660    |                    |     |     |     |     | 20                | 45 | 15 | 13 | 8  | -12                  | -11                  | 3.56 | 1.17    |   |
| Information Mission Area (IMA)                                   | 5163   |                    |     |     |     |     | 16                | 43 | 18 | 16 | 7  | -9                   | -8                   | 3.45 | 1.14    |   |
| Intelligence (Excepted Services Only)                            | 1794   |                    |     |     |     |     | 21                | 46 | 13 | 14 | 6  | -5                   | +2                   | 3.62 | 1.14    |   |
| Military Personnel Management                                    | 2071   |                    |     |     |     |     | 13                | 39 | 20 | 18 | 10 | -16                  | --                   | 3.27 | 1.19    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>OVERALL SATISFACTION</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 24c. Considering everything, how satisfied are you with the training you receive for your present job |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 82750  |                    |     |     |     |     | 12                | 37 | 26 | 18 | 7  | -1                   | --                   | 3.28 | 1.10    |   |
| <b>Total Career Program</b>   | 82724  |                    |     |     |     |     | 12                | 37 | 26 | 18 | 7  | -5                   | --                   | 3.28 | 1.10    |   |
| Civilian Personnel Administration   | 1686   |                    |     |     |     |     | 12                | 39 | 25 | 18 | 7  | -8                   | --                   | 3.29 | 1.11    |   |
| Comptroller   | 4642   |                    |     |     |     |     | 12                | 39 | 25 | 17 | 6  | -4                   | --                   | 3.33 | 1.09    |   |
| Safety Management   | 1482   |                    |     |     |     |     | 14                | 38 | 23 | 19 | 6  | -1                   | --                   | 3.35 | 1.12    |   |
| Supply Management   | 4779   |                    |     |     |     |     | 13                | 38 | 27 | 15 | 7  | -3                   | --                   | 3.35 | 1.10    |   |
| Contracting and Acquisition   | 3687   |                    |     |     |     |     | 13                | 45 | 22 | 15 | 6  | -5                   | --                   | 3.44 | 1.07    |   |
| Quality and Reliability Assurance   | 617    |                    |     |     |     |     | 12                | 43 | 23 | 16 | 6  | 0                    | --                   | 3.38 | 1.07    |   |
| Engineers and Scientists (Non-Construction)   | 6100   |                    |     |     |     |     | 11                | 41 | 26 | 16 | 6  | -8                   | --                   | 3.36 | 1.05    |   |
| Materiel Maintenance Management   | 7272   |                    |     |     |     |     | 12                | 38 | 26 | 17 | 7  | -4                   | --                   | 3.30 | 1.11    |   |
| Engineers and Scientists (Construction)   | 7139   |                    |     |     |     |     | 9                 | 38 | 26 | 20 | 7  | -7                   | --                   | 3.23 | 1.08    |   |
| Security  | 1789   |                    |     |     |     |     | 11                | 34 | 25 | 19 | 11 | -5                   | --                   | 3.16 | 1.17    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 199    |                    |     |     |     |     | 12                | 44 | 27 | 13 | 4  | +1                   | --                   | 3.47 | 1.00    |   |
| Public Affairs and Communication Media  | 590    |                    |     |     |     |     | 9                 | 26 | 28 | 27 | 10 | -7                   | --                   | 2.97 | 1.14    |   |
| Transportation Management   | 1196   |                    |     |     |     |     | 12                | 35 | 28 | 17 | 8  | -3                   | --                   | 3.26 | 1.12    |   |
| Manpower and Force Management   | 1426   |                    |     |     |     |     | 13                | 36 | 27 | 18 | 6  | -1                   | --                   | 3.31 | 1.10    |   |
| Housing Management  | 253    |                    |     |     |     |     | 14                | 37 | 25 | 17 | 7  | +8                   | --                   | 3.34 | 1.12    |   |
| Equal Employment Opportunity  | 226    |                    |     |     |     |     | 23                | 37 | 20 | 14 | 6  | -1                   | --                   | 3.56 | 1.16    |   |
| Education Services  | 425    |                    |     |     |     |     | 15                | 39 | 24 | 15 | 7  | +6                   | --                   | 3.42 | 1.11    |   |
| Training  | 4395   |                    |     |     |     |     | 13                | 39 | 25 | 17 | 6  | 0                    | --                   | 3.38 | 1.09    |   |
| Ammunition Management   | 660    |                    |     |     |     |     | 12                | 44 | 26 | 13 | 6  | -2                   | --                   | 3.44 | 1.04    |   |
| Information Mission Area (IMA)  | 5170   |                    |     |     |     |     | 9                 | 32 | 26 | 24 | 9  | -2                   | --                   | 3.08 | 1.13    |   |
| Intelligence (Excepted Services Only)   | 1796   |                    |     |     |     |     | 9                 | 34 | 28 | 20 | 9  | -1                   | --                   | 3.13 | 1.12    |   |
| Military Personnel Management   | 2076   |                    |     |     |     |     | 12                | 36 | 27 | 16 | 8  | +4                   | --                   | 3.27 | 1.13    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>OVERALL SATISFACTION</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 24d. Considering everything, how satisfied are you with the recognition you receive for doing a good job |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 82643  |                    |     |     |     |     | 14                | 35 | 23 | 18 | 10 | 0                    | -4                   | 3.24 | 1.20    |   |
| <b>Total Career Program</b>  | 82617  |                    |     |     |     |     | 14                | 35 | 23 | 18 | 10 | -3                   | -6                   | 3.24 | 1.20    |   |
| Civilian Personnel Administration  | 1684   |                    |     |     |     |     | 14                | 34 | 21 | 18 | 13 | -5                   | -11                  | 3.17 | 1.25    |   |
| Comptroller  | 4646   |                    |     |     |     |     | 14                | 37 | 22 | 17 | 9  | -2                   | -8                   | 3.29 | 1.18    |   |
| Safety Management  | 1477   |                    |     |     |     |     | 14                | 34 | 24 | 17 | 10 | -3                   | -2                   | 3.25 | 1.20    |   |
| Supply Management  | 4768   |                    |     |     |     |     | 15                | 35 | 23 | 16 | 11 | -3                   | -8                   | 3.28 | 1.21    |   |
| Contracting and Acquisition  | 3680   |                    |     |     |     |     | 12                | 36 | 24 | 18 | 10 | -2                   | -6                   | 3.23 | 1.17    |   |
| Quality and Reliability Assurance  | 618    |                    |     |     |     |     | 11                | 35 | 28 | 16 | 9  | -3                   | -5                   | 3.24 | 1.13    |   |
| Engineers and Scientists (Non-Construction)  | 6097   |                    |     |     |     |     | 12                | 37 | 24 | 18 | 9  | -6                   | -7                   | 3.24 | 1.15    |   |
| Materiel Maintenance Management  | 7255   |                    |     |     |     |     | 13                | 35 | 24 | 18 | 11 | -5                   | -7                   | 3.21 | 1.19    |   |
| Engineers and Scientists (Construction)  | 7139   |                    |     |     |     |     | 12                | 39 | 24 | 17 | 9  | -2                   | -3                   | 3.28 | 1.14    |   |
| Security   | 1787   |                    |     |     |     |     | 13                | 31 | 23 | 20 | 13 | -3                   | -15                  | 3.10 | 1.24    |   |
| Quality Assurance Specialists (Ammunition Surveillance)  | 198    |                    |     |     |     |     | 15                | 41 | 23 | 16 | 6  | +13                  | -3                   | 3.43 | 1.09    |   |
| Public Affairs and Communication Media   | 587    |                    |     |     |     |     | 14                | 28 | 22 | 21 | 15 | -2                   | -4                   | 3.05 | 1.28    |   |
| Transportation Management  | 1196   |                    |     |     |     |     | 14                | 34 | 22 | 18 | 11 | -1                   | -10                  | 3.24 | 1.22    |   |
| Manpower and Force Management  | 1425   |                    |     |     |     |     | 18                | 38 | 20 | 16 | 8  | +3                   | 0                    | 3.42 | 1.19    |   |
| Housing Management   | 254    |                    |     |     |     |     | 17                | 32 | 23 | 19 | 9  | +5                   | -5                   | 3.29 | 1.22    |   |
| Equal Employment Opportunity   | 225    |                    |     |     |     |     | 19                | 39 | 17 | 15 | 10 | +6                   | +1                   | 3.42 | 1.24    |   |
| Education Services   | 427    |                    |     |     |     |     | 18                | 34 | 21 | 18 | 9  | +2                   | -2                   | 3.33 | 1.22    |   |
| Training   | 4394   |                    |     |     |     |     | 16                | 35 | 22 | 18 | 10 | 0                    | -6                   | 3.29 | 1.21    |   |
| Ammunition Management  | 660    |                    |     |     |     |     | 13                | 36 | 23 | 20 | 8  | -4                   | -9                   | 3.28 | 1.15    |   |
| Information Mission Area (IMA)   | 5159   |                    |     |     |     |     | 13                | 32 | 24 | 19 | 11 | 0                    | -3                   | 3.17 | 1.20    |   |
| Intelligence (Excepted Services Only)  | 1791   |                    |     |     |     |     | 12                | 33 | 25 | 20 | 11 | -5                   | -7                   | 3.15 | 1.19    |   |
| Military Personnel Management  | 2070   |                    |     |     |     |     | 16                | 33 | 22 | 18 | 12 | -3                   | --                   | 3.23 | 1.25    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents<br>5 4 3 2 1 | % Fav<br>Diff from<br>2010 | % Fav<br>Diff from<br>2006 | Mean | Std<br>Dev |
|---|--------|--------------------|-----|-----|-----|-----|--------------------------------|----------------------------|----------------------------|------|------------|
|   |        | 0%                 | 20% | 40% | 60% | 80% |                                |                            |                            |      |            |
| <b>OVERALL SATISFACTION</b>   |        |                    |     |     |     |     |                                |                            |                            |      |            |
| 24e. Considering everything, how satisfied are you with your involvement in decisions that affect your work |        |                    |     |     |     |     |                                |                            |                            |      |            |
| Total Army  | 82697  |                    |     |     |     |     | 14 37 23 17 9                  | -1                         | --                         | 3.31 | 1.17       |
| <b>Total Career Program</b>   | 82671  |                    |     |     |     |     | 14 37 23 17 9                  | -4                         | --                         | 3.31 | 1.17       |
| Civilian Personnel Administration   | 1684   |                    |     |     |     |     | 14 35 24 17 10                 | -6                         | --                         | 3.26 | 1.19       |
| Comptroller   | 4645   |                    |     |     |     |     | 14 39 23 16 8                  | -1                         | --                         | 3.34 | 1.15       |
| Safety Management   | 1478   |                    |     |     |     |     | 15 37 24 16 8                  | -8                         | --                         | 3.36 | 1.16       |
| Supply Management   | 4780   |                    |     |     |     |     | 15 38 24 15 8                  | -5                         | --                         | 3.38 | 1.15       |
| Contracting and Acquisition   | 3678   |                    |     |     |     |     | 12 38 24 18 8                  | -1                         | --                         | 3.29 | 1.13       |
| Quality and Reliability Assurance   | 619    |                    |     |     |     |     | 11 40 26 16 8                  | -2                         | --                         | 3.32 | 1.10       |
| Engineers and Scientists (Non-Construction)   | 6104   |                    |     |     |     |     | 12 40 23 16 8                  | -4                         | --                         | 3.33 | 1.13       |
| Materiel Maintenance Management   | 7273   |                    |     |     |     |     | 14 38 24 16 8                  | -6                         | --                         | 3.33 | 1.15       |
| Engineers and Scientists (Construction)   | 7134   |                    |     |     |     |     | 13 41 22 16 8                  | -3                         | --                         | 3.34 | 1.13       |
| Security  | 1791   |                    |     |     |     |     | 13 32 22 20 12                 | -9                         | --                         | 3.14 | 1.24       |
| Quality Assurance Specialists (Ammunition Surveillance)   | 199    |                    |     |     |     |     | 12 40 31 11 7                  | +2                         | --                         | 3.39 | 1.05       |
| Public Affairs and Communication Media  | 589    |                    |     |     |     |     | 15 31 18 22 14                 | 0                          | --                         | 3.10 | 1.30       |
| Transportation Management   | 1194   |                    |     |     |     |     | 15 36 24 15 9                  | -5                         | --                         | 3.32 | 1.18       |
| Manpower and Force Management   | 1425   |                    |     |     |     |     | 18 41 19 15 7                  | +2                         | --                         | 3.47 | 1.16       |
| Housing Management  | 253    |                    |     |     |     |     | 19 41 19 14 7                  | +7                         | --                         | 3.49 | 1.15       |
| Equal Employment Opportunity  | 222    |                    |     |     |     |     | 20 45 18 9 8                   | +5                         | --                         | 3.62 | 1.13       |
| Education Services  | 427    |                    |     |     |     |     | 18 36 22 16 8                  | +1                         | --                         | 3.40 | 1.18       |
| Training  | 4388   |                    |     |     |     |     | 16 36 22 17 9                  | -2                         | --                         | 3.33 | 1.20       |
| Ammunition Management   | 659    |                    |     |     |     |     | 16 36 25 17 6                  | -7                         | --                         | 3.38 | 1.13       |
| Information Mission Area (IMA)  | 5161   |                    |     |     |     |     | 12 36 23 19 10                 | -2                         | --                         | 3.22 | 1.18       |
| Intelligence (Excepted Services Only)   | 1790   |                    |     |     |     |     | 13 36 22 19 10                 | -6                         | --                         | 3.23 | 1.19       |
| Military Personnel Management   | 2075   |                    |     |     |     |     | 16 36 23 16 9                  | -11                        | --                         | 3.34 | 1.20       |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>OVERALL SATISFACTION</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 24f. Considering everything, how satisfied are you with your opportunities to be innovative or expand the scope of your job |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 82626  |                    |     |     |     |     | 14                | 35 | 26 | 17 | 8  | -2                   | -3                   | 3.30 | 1.15    |   |
| <b>Total Career Program</b>   | 82600  |                    |     |     |     |     | 14                | 35 | 26 | 17 | 8  | -5                   | -7                   | 3.30 | 1.15    |   |
| Civilian Personnel Administration   | 1684   |                    |     |     |     |     | 13                | 33 | 26 | 17 | 10 | -8                   | -15                  | 3.22 | 1.17    |   |
| Comptroller   | 4634   |                    |     |     |     |     | 14                | 37 | 27 | 15 | 7  | -3                   | -8                   | 3.35 | 1.12    |   |
| Safety Management   | 1477   |                    |     |     |     |     | 15                | 37 | 27 | 15 | 6  | -6                   | -6                   | 3.38 | 1.11    |   |
| Supply Management   | 4772   |                    |     |     |     |     | 14                | 36 | 27 | 16 | 8  | -6                   | -9                   | 3.33 | 1.13    |   |
| Contracting and Acquisition   | 3684   |                    |     |     |     |     | 12                | 36 | 27 | 18 | 7  | -2                   | -8                   | 3.27 | 1.11    |   |
| Quality and Reliability Assurance   | 620    |                    |     |     |     |     | 13                | 36 | 29 | 15 | 8  | -5                   | -6                   | 3.32 | 1.10    |   |
| Engineers and Scientists (Non-Construction)   | 6095   |                    |     |     |     |     | 14                | 39 | 24 | 16 | 7  | -6                   | -5                   | 3.37 | 1.12    |   |
| Materiel Maintenance Management   | 7262   |                    |     |     |     |     | 13                | 37 | 27 | 16 | 8  | -7                   | -9                   | 3.32 | 1.12    |   |
| Engineers and Scientists (Construction)   | 7131   |                    |     |     |     |     | 12                | 38 | 26 | 16 | 8  | -5                   | -5                   | 3.32 | 1.11    |   |
| Security  | 1785   |                    |     |     |     |     | 12                | 29 | 26 | 21 | 11 | -10                  | -14                  | 3.10 | 1.20    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 199    |                    |     |     |     |     | 11                | 39 | 34 | 12 | 6  | -1                   | -10                  | 3.37 | 1.00    |   |
| Public Affairs and Communication Media  | 590    |                    |     |     |     |     | 16                | 29 | 21 | 22 | 12 | -8                   | -3                   | 3.15 | 1.27    |   |
| Transportation Management   | 1194   |                    |     |     |     |     | 13                | 35 | 28 | 16 | 9  | -5                   | -11                  | 3.29 | 1.14    |   |
| Manpower and Force Management   | 1423   |                    |     |     |     |     | 18                | 38 | 22 | 15 | 8  | 0                    | 0                    | 3.43 | 1.17    |   |
| Housing Management  | 253    |                    |     |     |     |     | 16                | 39 | 25 | 13 | 7  | +5                   | +1                   | 3.45 | 1.11    |   |
| Equal Employment Opportunity  | 225    |                    |     |     |     |     | 24                | 43 | 18 | 10 | 6  | +4                   | +5                   | 3.69 | 1.11    |   |
| Education Services  | 425    |                    |     |     |     |     | 21                | 36 | 18 | 18 | 7  | +1                   | +3                   | 3.47 | 1.21    |   |
| Training  | 4385   |                    |     |     |     |     | 17                | 35 | 24 | 16 | 8  | -2                   | -4                   | 3.37 | 1.17    |   |
| Ammunition Management   | 658    |                    |     |     |     |     | 15                | 34 | 28 | 15 | 6  | -6                   | -13                  | 3.37 | 1.11    |   |
| Information Mission Area (IMA)  | 5162   |                    |     |     |     |     | 13                | 34 | 27 | 18 | 9  | -3                   | -1                   | 3.23 | 1.15    |   |
| Intelligence (Excepted Services Only)   | 1787   |                    |     |     |     |     | 14                | 36 | 24 | 18 | 9  | -7                   | -6                   | 3.27 | 1.17    |   |
| Military Personnel Management   | 2073   |                    |     |     |     |     | 16                | 32 | 26 | 16 | 10 | -11                  | --                   | 3.29 | 1.19    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>OVERALL SATISFACTION</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 24g. Considering everything, how satisfied are you with your opportunity to get a better job in your organization |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 82783  |                    |     |     |     |     | 7                 | 22 | 32 | 23 | 15 | -3                   | 0                    | 2.83 | 1.15    |   |
| <b>Total Career Program</b>   | 82757  |                    |     |     |     |     | 7                 | 22 | 32 | 23 | 15 | -6                   | -4                   | 2.83 | 1.15    |   |
| Civilian Personnel Administration   | 1684   |                    |     |     |     |     | 9                 | 25 | 30 | 20 | 15 | -8                   | -10                  | 2.92 | 1.20    |   |
| Comptroller   | 4656   |                    |     |     |     |     | 8                 | 24 | 34 | 22 | 13 | -6                   | -5                   | 2.91 | 1.14    |   |
| Safety Management   | 1480   |                    |     |     |     |     | 8                 | 23 | 36 | 21 | 11 | -1                   | +4                   | 2.96 | 1.11    |   |
| Supply Management   | 4790   |                    |     |     |     |     | 9                 | 23 | 30 | 22 | 16 | -8                   | -8                   | 2.87 | 1.19    |   |
| Contracting and Acquisition   | 3685   |                    |     |     |     |     | 9                 | 28 | 31 | 21 | 12 | -4                   | -4                   | 3.00 | 1.14    |   |
| Quality and Reliability Assurance   | 620    |                    |     |     |     |     | 6                 | 23 | 33 | 24 | 14 | -5                   | -6                   | 2.83 | 1.10    |   |
| Engineers and Scientists (Non-Construction)   | 6099   |                    |     |     |     |     | 6                 | 23 | 34 | 23 | 14 | -8                   | -4                   | 2.84 | 1.11    |   |
| Materiel Maintenance Management   | 7272   |                    |     |     |     |     | 8                 | 25 | 31 | 21 | 15 | -7                   | -2                   | 2.91 | 1.17    |   |
| Engineers and Scientists (Construction)   | 7145   |                    |     |     |     |     | 6                 | 27 | 33 | 21 | 12 | -5                   | +1                   | 2.93 | 1.10    |   |
| Security  | 1792   |                    |     |     |     |     | 7                 | 17 | 29 | 26 | 21 | -5                   | -5                   | 2.63 | 1.18    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 199    |                    |     |     |     |     | 9                 | 23 | 41 | 16 | 11 | -2                   | -18                  | 3.04 | 1.09    |   |
| Public Affairs and Communication Media  | 591    |                    |     |     |     |     | 6                 | 12 | 29 | 28 | 25 | -2                   | +1                   | 2.46 | 1.16    |   |
| Transportation Management   | 1192   |                    |     |     |     |     | 8                 | 21 | 31 | 22 | 18 | -5                   | 0                    | 2.79 | 1.19    |   |
| Manpower and Force Management   | 1429   |                    |     |     |     |     | 9                 | 23 | 33 | 21 | 14 | -3                   | -2                   | 2.93 | 1.17    |   |
| Housing Management  | 254    |                    |     |     |     |     | 11                | 26 | 29 | 21 | 13 | +3                   | +7                   | 3.00 | 1.20    |   |
| Equal Employment Opportunity  | 225    |                    |     |     |     |     | 14                | 20 | 35 | 19 | 12 | -2                   | +3                   | 3.04 | 1.20    |   |
| Education Services  | 425    |                    |     |     |     |     | 11                | 23 | 32 | 19 | 15 | +4                   | +4                   | 2.96 | 1.20    |   |
| Training  | 4400   |                    |     |     |     |     | 8                 | 21 | 33 | 23 | 15 | -1                   | +2                   | 2.84 | 1.17    |   |
| Ammunition Management   | 659    |                    |     |     |     |     | 6                 | 24 | 33 | 22 | 15 | -6                   | -10                  | 2.85 | 1.13    |   |
| Information Mission Area (IMA)  | 5170   |                    |     |     |     |     | 6                 | 18 | 33 | 25 | 18 | -3                   | +1                   | 2.70 | 1.14    |   |
| Intelligence (Excepted Services Only)   | 1794   |                    |     |     |     |     | 5                 | 17 | 33 | 26 | 19 | -2                   | -3                   | 2.65 | 1.13    |   |
| Military Personnel Management   | 2077   |                    |     |     |     |     | 8                 | 19 | 27 | 24 | 21 | -5                   | --                   | 2.70 | 1.23    |   |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>OVERALL SATISFACTION</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 24h. Considering everything, how satisfied are you with your opportunities for promotion |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 82638  |                    |     |     |     |     | 6                 | 20 | 30 | 25 | 18 | -4                   | -5                   | 2.71 | 1.16    |   |
| <b>Total Career Program</b>  | 82612  |                    |     |     |     |     | 6                 | 20 | 30 | 25 | 18 | -7                   | -10                  | 2.71 | 1.16    |   |
| Civilian Personnel Administration  | 1685   |                    |     |     |     |     | 8                 | 23 | 30 | 22 | 17 | -9                   | -15                  | 2.84 | 1.19    |   |
| Comptroller  | 4638   |                    |     |     |     |     | 7                 | 23 | 32 | 23 | 16 | -6                   | -11                  | 2.83 | 1.16    |   |
| Safety Management  | 1481   |                    |     |     |     |     | 7                 | 22 | 32 | 25 | 14 | 0                    | +1                   | 2.84 | 1.13    |   |
| Supply Management  | 4779   |                    |     |     |     |     | 7                 | 21 | 29 | 24 | 19 | -11                  | -14                  | 2.73 | 1.19    |   |
| Contracting and Acquisition  | 3675   |                    |     |     |     |     | 8                 | 28 | 29 | 22 | 13 | -6                   | -8                   | 2.96 | 1.16    |   |
| Quality and Reliability Assurance  | 619    |                    |     |     |     |     | 5                 | 23 | 28 | 25 | 18 | -6                   | -6                   | 2.71 | 1.16    |   |
| Engineers and Scientists (Non-Construction)  | 6094   |                    |     |     |     |     | 5                 | 21 | 32 | 25 | 17 | -9                   | -11                  | 2.71 | 1.13    |   |
| Materiel Maintenance Management  | 7260   |                    |     |     |     |     | 7                 | 24 | 29 | 23 | 17 | -7                   | -10                  | 2.81 | 1.18    |   |
| Engineers and Scientists (Construction)  | 7132   |                    |     |     |     |     | 5                 | 25 | 32 | 24 | 15 | -5                   | -3                   | 2.81 | 1.12    |   |
| Security   | 1789   |                    |     |     |     |     | 6                 | 16 | 25 | 27 | 26 | -4                   | -11                  | 2.47 | 1.20    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                                  | 198    |                    |     |     |     |     | 7                 | 29 | 34 | 15 | 15 | -3                   | -14                  | 2.98 | 1.14    |   |
| Public Affairs and Communication Media   | 589    |                    |     |     |     |     | 4                 | 12 | 26 | 29 | 29 | -2                   | -5                   | 2.33 | 1.14    |   |
| Transportation Management  | 1194   |                    |     |     |     |     | 7                 | 20 | 28 | 24 | 21 | -4                   | -8                   | 2.68 | 1.21    |   |
| Manpower and Force Management  | 1429   |                    |     |     |     |     | 9                 | 22 | 30 | 22 | 17 | -3                   | -8                   | 2.84 | 1.20    |   |
| Housing Management   | 253    |                    |     |     |     |     | 9                 | 24 | 27 | 24 | 16 | -1                   | 0                    | 2.85 | 1.21    |   |
| Equal Employment Opportunity   | 224    |                    |     |     |     |     | 13                | 19 | 27 | 20 | 21 | -2                   | -10                  | 2.82 | 1.31    |   |
| Education Services   | 424    |                    |     |     |     |     | 9                 | 21 | 30 | 25 | 15 | +2                   | -1                   | 2.85 | 1.18    |   |
| Training   | 4386   |                    |     |     |     |     | 7                 | 19 | 31 | 25 | 18 | -1                   | -3                   | 2.71 | 1.16    |   |
| Ammunition Management  | 660    |                    |     |     |     |     | 5                 | 23 | 31 | 23 | 18 | -8                   | -14                  | 2.73 | 1.14    |   |
| Information Mission Area (IMA)   | 5163   |                    |     |     |     |     | 5                 | 16 | 31 | 27 | 21 | -5                   | -3                   | 2.57 | 1.13    |   |
| Intelligence (Excepted Services Only)  | 1790   |                    |     |     |     |     | 4                 | 15 | 29 | 29 | 24 | -3                   | -9                   | 2.48 | 1.13    |   |
| Military Personnel Management  | 2071   |                    |     |     |     |     | 7                 | 17 | 26 | 26 | 25 | -9                   | --                   | 2.54 | 1.21    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents<br>5 4 3 2 1 | % Fav<br>Diff from<br>2010 | % Fav<br>Diff from<br>2006 | Mean | Std<br>Dev |
|---|--------|--------------------|-----|-----|-----|-----|--------------------------------|----------------------------|----------------------------|------|------------|
|   |        | 0%                 | 20% | 40% | 60% | 80% |                                |                            |                            |      |            |
| OVERALL SATISFACTION  |        |                    |     |     |     |     |                                |                            |                            |      |            |
| 24i. Considering everything, how satisfied are you with management at your organization |        |                    |     |     |     |     |                                |                            |                            |      |            |
| Total Army  | 82630  |                    |     |     |     |     | 12 34 23 17 14                 | 0                          | -3                         | 3.14 | 1.24       |
| <b>Total Career Program</b>   | 82604  |                    |     |     |     |     | 12 34 23 17 14                 | -2                         | -4                         | 3.14 | 1.24       |
| Civilian Personnel Administration   | 1687   |                    |     |     |     |     | 14 33 22 16 16                 | -7                         | -10                        | 3.11 | 1.29       |
| Comptroller   | 4636   |                    |     |     |     |     | 14 35 22 17 13                 | -2                         | -6                         | 3.20 | 1.24       |
| Safety Management   | 1477   |                    |     |     |     |     | 14 34 23 15 14                 | -4                         | -5                         | 3.19 | 1.25       |
| Supply Management   | 4775   |                    |     |     |     |     | 13 33 25 16 13                 | -4                         | -7                         | 3.18 | 1.23       |
| Contracting and Acquisition   | 3680   |                    |     |     |     |     | 13 37 22 17 12                 | 0                          | -1                         | 3.21 | 1.21       |
| Quality and Reliability Assurance   | 617    |                    |     |     |     |     | 9 36 25 17 13                  | -2                         | 0                          | 3.12 | 1.18       |
| Engineers and Scientists (Non-Construction)   | 6095   |                    |     |     |     |     | 10 36 23 18 13                 | -4                         | -4                         | 3.12 | 1.20       |
| Materiel Maintenance Management   | 7262   |                    |     |     |     |     | 11 33 24 18 15                 | -4                         | -6                         | 3.08 | 1.24       |
| Engineers and Scientists (Construction)   | 7126   |                    |     |     |     |     | 11 37 23 17 13                 | -3                         | 0                          | 3.15 | 1.20       |
| Security  | 1788   |                    |     |     |     |     | 11 28 23 19 19                 | -7                         | -17                        | 2.93 | 1.29       |
| Quality Assurance Specialists (Ammunition Surveillance)                                 | 198    |                    |     |     |     |     | 8 38 24 17 13                  | +3                         | -5                         | 3.11 | 1.18       |
| Public Affairs and Communication Media  | 588    |                    |     |     |     |     | 15 29 18 20 18                 | -1                         | -4                         | 3.02 | 1.34       |
| Transportation Management   | 1194   |                    |     |     |     |     | 12 32 23 18 16                 | -2                         | -8                         | 3.06 | 1.27       |
| Manpower and Force Management   | 1425   |                    |     |     |     |     | 15 36 19 17 12                 | +3                         | 0                          | 3.26 | 1.25       |
| Housing Management  | 252    |                    |     |     |     |     | 17 38 21 13 11                 | +7                         | +11                        | 3.36 | 1.22       |
| Equal Employment Opportunity  | 224    |                    |     |     |     |     | 21 38 20 9 11                  | +5                         | -1                         | 3.50 | 1.24       |
| Education Services  | 425    |                    |     |     |     |     | 18 33 22 14 12                 | +4                         | -3                         | 3.32 | 1.26       |
| Training  | 4392   |                    |     |     |     |     | 14 32 24 17 13                 | 0                          | -5                         | 3.17 | 1.24       |
| Ammunition Management   | 660    |                    |     |     |     |     | 12 32 25 17 14                 | -4                         | -12                        | 3.11 | 1.23       |
| Information Mission Area (IMA)  | 5168   |                    |     |     |     |     | 11 31 23 19 16                 | -2                         | -1                         | 3.02 | 1.25       |
| Intelligence (Excepted Services Only)   | 1789   |                    |     |     |     |     | 10 31 21 20 17                 | -2                         | -3                         | 2.96 | 1.27       |
| Military Personnel Management   | 2067   |                    |     |     |     |     | 14 33 25 16 12                 | -5                         | --                         | 3.20 | 1.22       |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents<br>5 4 3 2 1 | % Fav<br>Diff from<br>2010 | % Fav<br>Diff from<br>2006 | Mean | Std<br>Dev |
|---|--------|--------------------|-----|-----|-----|-----|--------------------------------|----------------------------|----------------------------|------|------------|
|   |        | 0%                 | 20% | 40% | 60% | 80% |                                |                            |                            |      |            |
| OVERALL SATISFACTION  |        |                    |     |     |     |     |                                |                            |                            |      |            |
| 24j. Considering everything, how satisfied are you with the information you receive from management on what's going on in your organization |        |                    |     |     |     |     |                                |                            |                            |      |            |
| Total Army  | 82683  |                    |     |     |     |     | 13 36 22 16 13                 | +2                         | --                         | 3.21 | 1.23       |
| <b>Total Career Program</b>   | 82657  |                    |     |     |     |     | 13 36 22 16 13                 | +1                         | --                         | 3.21 | 1.23       |
| Civilian Personnel Administration   | 1686   |                    |     |     |     |     | 15 37 19 14 14                 | -3                         | --                         | 3.26 | 1.27       |
| Comptroller   | 4636   |                    |     |     |     |     | 14 37 21 16 11                 | +2                         | --                         | 3.28 | 1.22       |
| Safety Management   | 1482   |                    |     |     |     |     | 15 35 22 16 12                 | -6                         | --                         | 3.24 | 1.23       |
| Supply Management   | 4778   |                    |     |     |     |     | 14 36 23 15 12                 | 0                          | --                         | 3.26 | 1.22       |
| Contracting and Acquisition   | 3677   |                    |     |     |     |     | 13 39 22 15 10                 | +5                         | --                         | 3.30 | 1.18       |
| Quality and Reliability Assurance   | 619    |                    |     |     |     |     | 11 39 24 15 12                 | +2                         | --                         | 3.22 | 1.18       |
| Engineers and Scientists (Non-Construction)   | 6099   |                    |     |     |     |     | 11 36 23 17 12                 | +1                         | --                         | 3.17 | 1.20       |
| Matériel Maintenance Management   | 7258   |                    |     |     |     |     | 12 35 23 17 13                 | -3                         | --                         | 3.16 | 1.22       |
| Engineers and Scientists (Construction)   | 7135   |                    |     |     |     |     | 11 37 23 17 12                 | 0                          | --                         | 3.17 | 1.20       |
| Security  | 1793   |                    |     |     |     |     | 11 30 22 19 18                 | -7                         | --                         | 2.97 | 1.28       |
| Quality Assurance Specialists (Ammunition Surveillance)   | 198    |                    |     |     |     |     | 10 31 31 14 14                 | -5                         | --                         | 3.09 | 1.18       |
| Public Affairs and Communication Media  | 589    |                    |     |     |     |     | 15 29 21 18 17                 | -6                         | --                         | 3.07 | 1.33       |
| Transportation Management   | 1196   |                    |     |     |     |     | 13 34 24 15 15                 | -5                         | --                         | 3.14 | 1.25       |
| Manpower and Force Management   | 1427   |                    |     |     |     |     | 16 39 19 15 11                 | +5                         | --                         | 3.36 | 1.22       |
| Housing Management  | 253    |                    |     |     |     |     | 15 42 17 13 13                 | +8                         | --                         | 3.34 | 1.24       |
| Equal Employment Opportunity  | 225    |                    |     |     |     |     | 28 39 15 12 8                  | +9                         | --                         | 3.67 | 1.21       |
| Education Services  | 428    |                    |     |     |     |     | 19 36 21 14 10                 | +5                         | --                         | 3.40 | 1.23       |
| Training  | 4398   |                    |     |     |     |     | 14 36 21 16 13                 | +3                         | --                         | 3.21 | 1.25       |
| Ammunition Management   | 658    |                    |     |     |     |     | 12 37 23 16 13                 | +5                         | --                         | 3.20 | 1.22       |
| Information Mission Area (IMA)  | 5168   |                    |     |     |     |     | 12 34 23 18 14                 | +2                         | --                         | 3.12 | 1.24       |
| Intelligence (Excepted Services Only)   | 1793   |                    |     |     |     |     | 11 31 22 20 15                 | -1                         | --                         | 3.02 | 1.25       |
| Military Personnel Management   | 2073   |                    |     |     |     |     | 14 36 23 16 11                 | -4                         | --                         | 3.25 | 1.21       |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents<br>5 4 3 2 1 | % Fav<br>Diff from<br>2010 | % Fav<br>Diff from<br>2006 | Mean | Std<br>Dev |
|---|--------|--------------------|-----|-----|-----|-----|--------------------------------|----------------------------|----------------------------|------|------------|
|   |        | 0%                 | 20% | 40% | 60% | 80% |                                |                            |                            |      |            |
| OVERALL SATISFACTION  |        |                    |     |     |     |     |                                |                            |                            |      |            |
| 24k. Considering everything, how satisfied are you with policies and practices of your senior leaders |        |                    |     |     |     |     |                                |                            |                            |      |            |
| Total Army  | 82575  |                    |     |     |     |     | 12 33 26 16 13                 | +1                         | -1                         | 3.15 | 1.21       |
| <b>Total Career Program</b>   | 82549  |                    |     |     |     |     | 12 33 26 16 13                 | 0                          | -1                         | 3.15 | 1.21       |
| Civilian Personnel Administration   | 1684   |                    |     |     |     |     | 13 33 23 16 15                 | -4                         | -5                         | 3.12 | 1.27       |
| Comptroller   | 4635   |                    |     |     |     |     | 12 35 26 15 12                 | 0                          | -3                         | 3.21 | 1.20       |
| Safety Management   | 1474   |                    |     |     |     |     | 13 34 24 16 14                 | -6                         | -3                         | 3.16 | 1.23       |
| Supply Management   | 4771   |                    |     |     |     |     | 13 34 26 14 13                 | -1                         | -1                         | 3.21 | 1.21       |
| Contracting and Acquisition   | 3685   |                    |     |     |     |     | 11 35 27 15 12                 | +2                         | 0                          | 3.18 | 1.18       |
| Quality and Reliability Assurance   | 619    |                    |     |     |     |     | 8 36 30 14 13                  | -1                         | 0                          | 3.12 | 1.15       |
| Engineers and Scientists (Non-Construction)   | 6091   |                    |     |     |     |     | 9 33 28 16 13                  | -2                         | -3                         | 3.09 | 1.17       |
| Materiel Maintenance Management   | 7248   |                    |     |     |     |     | 11 32 26 17 14                 | -3                         | -3                         | 3.09 | 1.21       |
| Engineers and Scientists (Construction)   | 7126   |                    |     |     |     |     | 9 33 29 16 13                  | -1                         | +2                         | 3.10 | 1.17       |
| Security  | 1790   |                    |     |     |     |     | 10 29 24 19 19                 | -6                         | -15                        | 2.92 | 1.27       |
| Quality Assurance Specialists (Ammunition Surveillance)   | 199    |                    |     |     |     |     | 10 30 30 16 15                 | -4                         | -8                         | 3.06 | 1.20       |
| Public Affairs and Communication Media  | 589    |                    |     |     |     |     | 14 31 24 15 17                 | -2                         | -1                         | 3.11 | 1.29       |
| Transportation Management   | 1194   |                    |     |     |     |     | 12 32 24 16 16                 | -2                         | -6                         | 3.06 | 1.26       |
| Manpower and Force Management   | 1425   |                    |     |     |     |     | 14 36 23 15 12                 | +4                         | +2                         | 3.25 | 1.22       |
| Housing Management  | 252    |                    |     |     |     |     | 15 40 20 12 12                 | +7                         | +14                        | 3.33 | 1.23       |
| Equal Employment Opportunity  | 224    |                    |     |     |     |     | 20 37 22 12 9                  | +7                         | +3                         | 3.47 | 1.20       |
| Education Services  | 426    |                    |     |     |     |     | 15 34 25 15 10                 | +6                         | 0                          | 3.30 | 1.20       |
| Training  | 4382   |                    |     |     |     |     | 13 32 25 16 14                 | +1                         | -2                         | 3.16 | 1.23       |
| Ammunition Management   | 660    |                    |     |     |     |     | 11 32 27 17 13                 | +2                         | -7                         | 3.13 | 1.20       |
| Information Mission Area (IMA)  | 5164   |                    |     |     |     |     | 11 29 27 17 15                 | 0                          | +2                         | 3.04 | 1.23       |
| Intelligence (Excepted Services Only)   | 1794   |                    |     |     |     |     | 10 30 25 19 16                 | +1                         | -2                         | 3.00 | 1.24       |
| Military Personnel Management   | 2070   |                    |     |     |     |     | 14 33 27 14 12                 | -5                         | --                         | 3.23 | 1.21       |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>OVERALL SATISFACTION</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 25a. I would recommend that others pursue a career as a civilian with this organization. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 81844  |                    |     |     |     |     | 20                | 36 | 22 | 10 | 12 | -10                  | -2                   | 3.42 | 1.24    |   |
| <b>Total Career Program</b>  | 81819  |                    |     |     |     |     | 20                | 36 | 22 | 10 | 12 | -12                  | -4                   | 3.42 | 1.24    |   |
| Civilian Personnel Administration  | 1667   |                    |     |     |     |     | 17                | 33 | 22 | 13 | 15 | -16                  | -10                  | 3.23 | 1.31    |   |
| Comptroller  | 4594   |                    |     |     |     |     | 19                | 37 | 22 | 10 | 12 | -12                  | -6                   | 3.41 | 1.24    |   |
| Safety Management  | 1470   |                    |     |     |     |     | 21                | 34 | 24 | 9  | 12 | -13                  | -5                   | 3.44 | 1.24    |   |
| Supply Management  | 4728   |                    |     |     |     |     | 22                | 35 | 23 | 9  | 10 | -12                  | -7                   | 3.49 | 1.22    |   |
| Contracting and Acquisition  | 3645   |                    |     |     |     |     | 20                | 37 | 21 | 10 | 11 | -11                  | -4                   | 3.44 | 1.24    |   |
| Quality and Reliability Assurance  | 614    |                    |     |     |     |     | 20                | 37 | 24 | 9  | 11 | -12                  | -10                  | 3.46 | 1.21    |   |
| Engineers and Scientists (Non-Construction)  | 6025   |                    |     |     |     |     | 17                | 37 | 23 | 12 | 12 | -15                  | -8                   | 3.35 | 1.23    |   |
| Materiel Maintenance Management  | 7202   |                    |     |     |     |     | 21                | 37 | 22 | 9  | 10 | -12                  | -2                   | 3.50 | 1.22    |   |
| Engineers and Scientists (Construction)  | 7089   |                    |     |     |     |     | 18                | 40 | 22 | 10 | 10 | -15                  | +1                   | 3.46 | 1.19    |   |
| Security   | 1771   |                    |     |     |     |     | 15                | 30 | 24 | 13 | 19 | -18                  | -17                  | 3.11 | 1.33    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                                  | 197    |                    |     |     |     |     | 15                | 34 | 26 | 10 | 15 | -12                  | -11                  | 3.24 | 1.26    |   |
| Public Affairs and Communication Media   | 587    |                    |     |     |     |     | 17                | 31 | 20 | 13 | 19 | -15                  | -3                   | 3.14 | 1.37    |   |
| Transportation Management  | 1178   |                    |     |     |     |     | 19                | 35 | 25 | 8  | 14 | -9                   | -2                   | 3.37 | 1.26    |   |
| Manpower and Force Management  | 1420   |                    |     |     |     |     | 21                | 38 | 18 | 10 | 12 | -7                   | +2                   | 3.46 | 1.26    |   |
| Housing Management   | 252    |                    |     |     |     |     | 23                | 39 | 19 | 8  | 11 | -9                   | +9                   | 3.54 | 1.24    |   |
| Equal Employment Opportunity   | 222    |                    |     |     |     |     | 29                | 40 | 15 | 5  | 11 | -2                   | +6                   | 3.73 | 1.23    |   |
| Education Services   | 421    |                    |     |     |     |     | 27                | 34 | 22 | 8  | 9  | -6                   | +12                  | 3.62 | 1.21    |   |
| Training   | 4355   |                    |     |     |     |     | 21                | 38 | 21 | 9  | 11 | -8                   | -2                   | 3.49 | 1.23    |   |
| Ammunition Management  | 655    |                    |     |     |     |     | 19                | 36 | 25 | 9  | 11 | -13                  | -9                   | 3.44 | 1.20    |   |
| Information Mission Area (IMA)   | 5121   |                    |     |     |     |     | 17                | 33 | 24 | 13 | 14 | -12                  | 0                    | 3.25 | 1.28    |   |
| Intelligence (Excepted Services Only)  | 1786   |                    |     |     |     |     | 15                | 35 | 23 | 13 | 14 | -12                  | -7                   | 3.24 | 1.25    |   |
| Military Personnel Management  | 2056   |                    |     |     |     |     | 21                | 36 | 24 | 9  | 11 | -12                  | --                   | 3.47 | 1.22    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding                          |     |     |     |     | Category Percents |    |    |   |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|---|-----|-----|-----|-----|-------------------|----|----|---|----|----------------------|----------------------|------|---------|---|
|   |        | 0%  | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3 | 2  |                      |                      |      |         | 1 |
| OVERALL SATISFACTION  |        |   |     |     |     |     |                   |    |    |   |    |                      |                      |      |         |   |
| 25b. I would recommend that others pursue a career as a civilian with the Army. |        |   |     |     |     |     |                   |    |    |   |    |                      |                      |      |         |   |
| Total Army  | 81339  | 72% Favorable, 17% Neither, 11% Unfavorable |     |     |     |     | 28                | 44 | 17 | 5 | 6  | -12                  | --                   | 3.83 | 1.07    |   |
| <b>Total Career Program</b>   | 81313  | 72% Favorable, 17% Neither, 11% Unfavorable |     |     |     |     | 28                | 44 | 17 | 5 | 6  | -13                  | --                   | 3.83 | 1.07    |   |
| Civilian Personnel Administration   | 1659   | 77% Favorable, 14% Neither, 9% Unfavorable  |     |     |     |     | 31                | 46 | 14 | 4 | 5  | -12                  | --                   | 3.93 | 1.03    |   |
| Comptroller   | 4570   | 75% Favorable, 16% Neither, 9% Unfavorable  |     |     |     |     | 29                | 46 | 16 | 4 | 5  | -12                  | --                   | 3.91 | 1.01    |   |
| Safety Management   | 1467   | 69% Favorable, 19% Neither, 12% Unfavorable |     |     |     |     | 27                | 42 | 19 | 6 | 6  | -16                  | --                   | 3.78 | 1.10    |   |
| Supply Management   | 4718   | 76% Favorable, 16% Neither, 9% Unfavorable  |     |     |     |     | 33                | 42 | 16 | 4 | 4  | -12                  | --                   | 3.96 | 1.03    |   |
| Contracting and Acquisition   | 3614   | 73% Favorable, 17% Neither, 10% Unfavorable |     |     |     |     | 27                | 46 | 17 | 5 | 5  | -13                  | --                   | 3.85 | 1.03    |   |
| Quality and Reliability Assurance   | 615    | 74% Favorable, 15% Neither, 12% Unfavorable |     |     |     |     | 29                | 45 | 15 | 4 | 7  | -13                  | --                   | 3.84 | 1.11    |   |
| Engineers and Scientists (Non-Construction)                                     | 5983   | 65% Favorable, 20% Neither, 14% Unfavorable |     |     |     |     | 20                | 45 | 20 | 8 | 7  | -18                  | --                   | 3.64 | 1.09    |   |
| Matériel Maintenance Management   | 7158   | 73% Favorable, 17% Neither, 11% Unfavorable |     |     |     |     | 29                | 44 | 17 | 5 | 6  | -14                  | --                   | 3.85 | 1.07    |   |
| Engineers and Scientists (Construction)   | 6937   | 62% Favorable, 22% Neither, 15% Unfavorable |     |     |     |     | 19                | 44 | 22 | 8 | 7  | -13                  | --                   | 3.59 | 1.10    |   |
| Security  | 1768   | 69% Favorable, 17% Neither, 13% Unfavorable |     |     |     |     | 27                | 42 | 17 | 5 | 8  | -15                  | --                   | 3.75 | 1.15    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                         | 198    | 70% Favorable, 16% Neither, 15% Unfavorable |     |     |     |     | 27                | 43 | 16 | 5 | 10 | -12                  | --                   | 3.72 | 1.20    |   |
| Public Affairs and Communication Media  | 583    | 66% Favorable, 16% Neither, 18% Unfavorable |     |     |     |     | 27                | 38 | 16 | 7 | 11 | -23                  | --                   | 3.64 | 1.26    |   |
| Transportation Management   | 1176   | 72% Favorable, 17% Neither, 11% Unfavorable |     |     |     |     | 30                | 42 | 17 | 5 | 5  | -14                  | --                   | 3.86 | 1.07    |   |
| Manpower and Force Management   | 1414   | 77% Favorable, 13% Neither, 10% Unfavorable |     |     |     |     | 33                | 45 | 13 | 4 | 6  | -12                  | --                   | 3.95 | 1.06    |   |
| Housing Management  | 252    | 79% Favorable, 11% Neither, 10% Unfavorable |     |     |     |     | 38                | 41 | 11 | 4 | 6  | -9                   | --                   | 4.01 | 1.09    |   |
| Equal Employment Opportunity  | 218    | 80% Favorable, 11% Neither, 10% Unfavorable |     |     |     |     | 43                | 37 | 11 | 2 | 7  | -9                   | --                   | 4.06 | 1.13    |   |
| Education Services  | 416    | 71% Favorable, 18% Neither, 11% Unfavorable |     |     |     |     | 29                | 42 | 18 | 5 | 6  | -10                  | --                   | 3.83 | 1.10    |   |
| Training  | 4335   | 76% Favorable, 15% Neither, 9% Unfavorable  |     |     |     |     | 32                | 44 | 15 | 4 | 5  | -12                  | --                   | 3.93 | 1.03    |   |
| Ammunition Management   | 654    | 71% Favorable, 18% Neither, 11% Unfavorable |     |     |     |     | 25                | 46 | 18 | 6 | 6  | -18                  | --                   | 3.79 | 1.06    |   |
| Information Mission Area (IMA)  | 5098   | 72% Favorable, 16% Neither, 12% Unfavorable |     |     |     |     | 28                | 44 | 16 | 6 | 6  | -12                  | --                   | 3.82 | 1.09    |   |
| Intelligence (Excepted Services Only)   | 1773   | 71% Favorable, 17% Neither, 12% Unfavorable |     |     |     |     | 24                | 46 | 17 | 6 | 6  | -15                  | --                   | 3.77 | 1.06    |   |
| Military Personnel Management   | 2040   | 79% Favorable, 14% Neither, 7% Unfavorable  |     |     |     |     | 33                | 46 | 14 | 3 | 4  | -9                   | --                   | 4.02 | 0.97    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>QUALITY OF WORK LIFE</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 26a. Considering everything, how satisfied are you with the opportunity you have to Telework |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 83115  |                    |     |     |     |     | 7                 | 17 | 45 | 15 | 15 | 0                    | --                   | 2.86 | 1.10    |   |
| <b>Total Career Program</b>  | 83089  |                    |     |     |     |     | 7                 | 17 | 45 | 15 | 15 | -1                   | --                   | 2.86 | 1.10    |   |
| Civilian Personnel Administration  | 1707   |                    |     |     |     |     | 11                | 21 | 32 | 19 | 17 | +5                   | --                   | 2.89 | 1.23    |   |
| Comptroller  | 4661   |                    |     |     |     |     | 10                | 19 | 33 | 17 | 20 | +3                   | --                   | 2.82 | 1.25    |   |
| Safety Management  | 1478   |                    |     |     |     |     | 6                 | 15 | 56 | 12 | 11 | -5                   | --                   | 2.92 | 0.97    |   |
| Supply Management  | 4815   |                    |     |     |     |     | 9                 | 18 | 48 | 13 | 12 | -2                   | --                   | 2.97 | 1.07    |   |
| Contracting and Acquisition  | 3708   |                    |     |     |     |     | 9                 | 20 | 34 | 17 | 19 | +10                  | --                   | 2.82 | 1.22    |   |
| Quality and Reliability Assurance  | 625    |                    |     |     |     |     | 6                 | 16 | 55 | 13 | 11 | +2                   | --                   | 2.93 | 0.98    |   |
| Engineers and Scientists (Non-Construction)  | 6175   |                    |     |     |     |     | 10                | 21 | 37 | 17 | 15 | +6                   | --                   | 2.93 | 1.17    |   |
| Materiel Maintenance Management  | 7324   |                    |     |     |     |     | 5                 | 15 | 55 | 12 | 12 | -8                   | --                   | 2.89 | 0.98    |   |
| Engineers and Scientists (Construction)  | 7184   |                    |     |     |     |     | 10                | 23 | 40 | 15 | 12 | -1                   | --                   | 3.03 | 1.13    |   |
| Security   | 1782   |                    |     |     |     |     | 5                 | 12 | 58 | 12 | 13 | -8                   | --                   | 2.84 | 0.95    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                                      | 201    |                    |     |     |     |     | 4                 | 10 | 63 | 14 | 8  | -6                   | --                   | 2.88 | 0.85    |   |
| Public Affairs and Communication Media   | 593    |                    |     |     |     |     | 8                 | 18 | 30 | 21 | 23 | +2                   | --                   | 2.67 | 1.24    |   |
| Transportation Management  | 1214   |                    |     |     |     |     | 4                 | 14 | 57 | 12 | 13 | -4                   | --                   | 2.85 | 0.96    |   |
| Manpower and Force Management  | 1434   |                    |     |     |     |     | 10                | 17 | 33 | 20 | 20 | +7                   | --                   | 2.76 | 1.23    |   |
| Housing Management   | 254    |                    |     |     |     |     | 7                 | 19 | 50 | 11 | 12 | +4                   | --                   | 2.98 | 1.04    |   |
| Equal Employment Opportunity   | 225    |                    |     |     |     |     | 14                | 23 | 30 | 13 | 20 | +5                   | --                   | 2.96 | 1.31    |   |
| Education Services   | 435    |                    |     |     |     |     | 5                 | 16 | 42 | 17 | 19 | +3                   | --                   | 2.70 | 1.11    |   |
| Training   | 4390   |                    |     |     |     |     | 5                 | 15 | 47 | 15 | 17 | -2                   | --                   | 2.76 | 1.06    |   |
| Ammunition Management  | 659    |                    |     |     |     |     | 9                 | 20 | 49 | 11 | 11 | +11                  | --                   | 3.05 | 1.06    |   |
| Information Mission Area (IMA)   | 5163   |                    |     |     |     |     | 7                 | 15 | 38 | 18 | 22 | 0                    | --                   | 2.67 | 1.18    |   |
| Intelligence (Excepted Services Only)  | 1799   |                    |     |     |     |     | 3                 | 8  | 53 | 17 | 19 | -8                   | --                   | 2.60 | 0.98    |   |
| Military Personnel Management  | 2087   |                    |     |     |     |     | 5                 | 13 | 47 | 15 | 19 | -4                   | --                   | 2.71 | 1.08    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>QUALITY OF WORK LIFE</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 26b. Considering everything, how satisfied are you with Alternative Work Schedules |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 82888  |                    |     |     |     |     | 18                | 33 | 28 | 11 | 10 | -4                   | --                   | 3.38 | 1.19    |   |
| <b>Total Career Program</b>  | 82862  |                    |     |     |     |     | 18                | 33 | 28 | 11 | 10 | -10                  | --                   | 3.38 | 1.19    |   |
| Civilian Personnel Administration  | 1700   |                    |     |     |     |     | 22                | 35 | 19 | 12 | 12 | -7                   | --                   | 3.44 | 1.28    |   |
| Comptroller  | 4651   |                    |     |     |     |     | 25                | 37 | 19 | 9  | 10 | -3                   | --                   | 3.60 | 1.23    |   |
| Safety Management  | 1478   |                    |     |     |     |     | 17                | 30 | 35 | 11 | 8  | -6                   | --                   | 3.37 | 1.12    |   |
| Supply Management  | 4803   |                    |     |     |     |     | 20                | 33 | 30 | 9  | 8  | -10                  | --                   | 3.49 | 1.14    |   |
| Contracting and Acquisition  | 3703   |                    |     |     |     |     | 26                | 41 | 18 | 7  | 7  | -4                   | --                   | 3.73 | 1.13    |   |
| Quality and Reliability Assurance  | 622    |                    |     |     |     |     | 19                | 35 | 31 | 10 | 5  | -5                   | --                   | 3.53 | 1.07    |   |
| Engineers and Scientists (Non-Construction)  | 6150   |                    |     |     |     |     | 26                | 42 | 17 | 8  | 7  | -4                   | --                   | 3.73 | 1.13    |   |
| Materiel Maintenance Management  | 7301   |                    |     |     |     |     | 16                | 35 | 31 | 10 | 8  | -7                   | --                   | 3.40 | 1.11    |   |
| Engineers and Scientists (Construction)  | 7169   |                    |     |     |     |     | 20                | 40 | 22 | 10 | 7  | -5                   | --                   | 3.54 | 1.14    |   |
| Security   | 1781   |                    |     |     |     |     | 11                | 30 | 36 | 12 | 10 | -8                   | --                   | 3.19 | 1.12    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                            | 200    |                    |     |     |     |     | 8                 | 37 | 38 | 8  | 10 | -3                   | --                   | 3.26 | 1.05    |   |
| Public Affairs and Communication Media   | 589    |                    |     |     |     |     | 15                | 30 | 24 | 17 | 14 | +2                   | --                   | 3.15 | 1.26    |   |
| Transportation Management  | 1211   |                    |     |     |     |     | 13                | 29 | 37 | 12 | 9  | -9                   | --                   | 3.26 | 1.11    |   |
| Manpower and Force Management  | 1430   |                    |     |     |     |     | 22                | 34 | 22 | 12 | 11 | -2                   | --                   | 3.46 | 1.25    |   |
| Housing Management   | 253    |                    |     |     |     |     | 14                | 24 | 32 | 15 | 15 | -3                   | --                   | 3.08 | 1.25    |   |
| Equal Employment Opportunity   | 223    |                    |     |     |     |     | 29                | 32 | 22 | 7  | 10 | +3                   | --                   | 3.64 | 1.24    |   |
| Education Services   | 433    |                    |     |     |     |     | 13                | 29 | 30 | 14 | 14 | +4                   | --                   | 3.12 | 1.22    |   |
| Training   | 4378   |                    |     |     |     |     | 13                | 28 | 34 | 14 | 11 | -5                   | --                   | 3.18 | 1.17    |   |
| Ammunition Management  | 657    |                    |     |     |     |     | 19                | 33 | 32 | 9  | 7  | -10                  | --                   | 3.50 | 1.10    |   |
| Information Mission Area (IMA)   | 5148   |                    |     |     |     |     | 17                | 33 | 25 | 12 | 13 | -4                   | --                   | 3.28 | 1.25    |   |
| Intelligence (Excepted Services Only)  | 1797   |                    |     |     |     |     | 13                | 27 | 33 | 14 | 12 | -10                  | --                   | 3.15 | 1.19    |   |
| Military Personnel Management  | 2085   |                    |     |     |     |     | 12                | 26 | 31 | 14 | 16 | -8                   | --                   | 3.03 | 1.24    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| QUALITY OF WORK LIFE  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 26c. Considering everything, how satisfied are you with Health and Wellness Programs (e.g., exercise, medical screening, quit smoking programs) |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 83082  |                    |     |     |     |     | 12                | 34 | 36 | 11 | 7  | -5                   | --                   | 3.32 | 1.06    |   |
| <b>Total Career Program</b>   | 83056  |                    |     |     |     |     | 12                | 34 | 36 | 11 | 7  | -7                   | --                   | 3.32 | 1.06    |   |
| Civilian Personnel Administration   | 1703   |                    |     |     |     |     | 12                | 31 | 34 | 13 | 10 | -3                   | --                   | 3.23 | 1.13    |   |
| Comptroller   | 4658   |                    |     |     |     |     | 12                | 34 | 35 | 11 | 8  | -6                   | --                   | 3.30 | 1.08    |   |
| Safety Management   | 1482   |                    |     |     |     |     | 15                | 40 | 29 | 10 | 6  | +2                   | --                   | 3.46 | 1.06    |   |
| Supply Management   | 4817   |                    |     |     |     |     | 14                | 33 | 38 | 9  | 6  | -8                   | --                   | 3.40 | 1.03    |   |
| Contracting and Acquisition   | 3708   |                    |     |     |     |     | 14                | 33 | 34 | 11 | 8  | -6                   | --                   | 3.32 | 1.11    |   |
| Quality and Reliability Assurance   | 623    |                    |     |     |     |     | 9                 | 35 | 41 | 9  | 6  | -4                   | --                   | 3.31 | 0.97    |   |
| Engineers and Scientists (Non-Construction)   | 6167   |                    |     |     |     |     | 13                | 36 | 37 | 9  | 5  | -8                   | --                   | 3.41 | 1.00    |   |
| Materiel Maintenance Management   | 7322   |                    |     |     |     |     | 11                | 37 | 36 | 10 | 6  | -5                   | --                   | 3.38 | 1.01    |   |
| Engineers and Scientists (Construction)   | 7170   |                    |     |     |     |     | 10                | 34 | 34 | 13 | 8  | -15                  | --                   | 3.25 | 1.07    |   |
| Security  | 1784   |                    |     |     |     |     | 9                 | 29 | 39 | 13 | 10 | -10                  | --                   | 3.13 | 1.07    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 199    |                    |     |     |     |     | 8                 | 31 | 39 | 11 | 11 | 0                    | --                   | 3.15 | 1.08    |   |
| Public Affairs and Communication Media  | 592    |                    |     |     |     |     | 11                | 29 | 35 | 13 | 11 | -1                   | --                   | 3.17 | 1.14    |   |
| Transportation Management   | 1211   |                    |     |     |     |     | 11                | 31 | 39 | 12 | 7  | -9                   | --                   | 3.27 | 1.03    |   |
| Manpower and Force Management   | 1430   |                    |     |     |     |     | 14                | 32 | 35 | 12 | 7  | -3                   | --                   | 3.32 | 1.08    |   |
| Housing Management  | 254    |                    |     |     |     |     | 19                | 35 | 31 | 8  | 7  | +8                   | --                   | 3.50 | 1.10    |   |
| Equal Employment Opportunity  | 225    |                    |     |     |     |     | 21                | 35 | 21 | 13 | 9  | -6                   | --                   | 3.46 | 1.22    |   |
| Education Services  | 433    |                    |     |     |     |     | 12                | 34 | 34 | 11 | 8  | 0                    | --                   | 3.31 | 1.08    |   |
| Training  | 4385   |                    |     |     |     |     | 10                | 32 | 38 | 12 | 8  | -6                   | --                   | 3.25 | 1.05    |   |
| Ammunition Management   | 659    |                    |     |     |     |     | 12                | 35 | 38 | 9  | 6  | -6                   | --                   | 3.36 | 1.02    |   |
| Information Mission Area (IMA)  | 5168   |                    |     |     |     |     | 11                | 32 | 37 | 11 | 8  | -3                   | --                   | 3.27 | 1.06    |   |
| Intelligence (Excepted Services Only)   | 1801   |                    |     |     |     |     | 10                | 29 | 38 | 14 | 9  | -4                   | --                   | 3.17 | 1.08    |   |
| Military Personnel Management   | 2089   |                    |     |     |     |     | 13                | 33 | 35 | 10 | 8  | -1                   | --                   | 3.34 | 1.09    |   |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |   |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3 | 2 |                      |                      |      |         | 1 |
| <b>QUALITY OF WORK LIFE</b>   |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| 26d. Considering everything, how satisfied are you with Employee Assistance Program (EAP) |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| Total Army  | 82802  |                    |     |     |     |     | 8                 | 27 | 55 | 5 | 5 | -7                   | --                   | 3.30 | 0.87    |   |
| <b>Total Career Program</b>   | 82776  |                    |     |     |     |     | 8                 | 27 | 55 | 5 | 5 | -10                  | --                   | 3.30 | 0.87    |   |
| Civilian Personnel Administration   | 1699   |                    |     |     |     |     | 11                | 32 | 50 | 4 | 4 | -11                  | --                   | 3.42 | 0.87    |   |
| Comptroller   | 4644   |                    |     |     |     |     | 8                 | 27 | 56 | 5 | 5 | -9                   | --                   | 3.29 | 0.87    |   |
| Safety Management   | 1479   |                    |     |     |     |     | 11                | 30 | 48 | 6 | 5 | -6                   | --                   | 3.36 | 0.93    |   |
| Supply Management   | 4803   |                    |     |     |     |     | 11                | 28 | 53 | 5 | 4 | -11                  | --                   | 3.36 | 0.89    |   |
| Contracting and Acquisition   | 3694   |                    |     |     |     |     | 10                | 28 | 55 | 3 | 5 | -9                   | --                   | 3.35 | 0.87    |   |
| Quality and Reliability Assurance   | 622    |                    |     |     |     |     | 8                 | 29 | 54 | 5 | 5 | -8                   | --                   | 3.30 | 0.86    |   |
| Engineers and Scientists (Non-Construction)   | 6136   |                    |     |     |     |     | 8                 | 26 | 59 | 3 | 4 | -15                  | --                   | 3.30 | 0.81    |   |
| Materiel Maintenance Management   | 7302   |                    |     |     |     |     | 8                 | 30 | 52 | 5 | 4 | -6                   | --                   | 3.34 | 0.85    |   |
| Engineers and Scientists (Construction)   | 7151   |                    |     |     |     |     | 8                 | 31 | 54 | 4 | 4 | -14                  | --                   | 3.35 | 0.82    |   |
| Security  | 1788   |                    |     |     |     |     | 7                 | 26 | 54 | 7 | 6 | -10                  | --                   | 3.20 | 0.91    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                                   | 199    |                    |     |     |     |     | 6                 | 25 | 61 | 5 | 4 | -8                   | --                   | 3.24 | 0.78    |   |
| Public Affairs and Communication Media  | 592    |                    |     |     |     |     | 7                 | 22 | 56 | 9 | 6 | -10                  | --                   | 3.16 | 0.90    |   |
| Transportation Management   | 1210   |                    |     |     |     |     | 8                 | 27 | 52 | 8 | 4 | -6                   | --                   | 3.27 | 0.89    |   |
| Manpower and Force Management   | 1422   |                    |     |     |     |     | 9                 | 26 | 56 | 5 | 5 | -7                   | --                   | 3.29 | 0.87    |   |
| Housing Management  | 254    |                    |     |     |     |     | 12                | 30 | 49 | 4 | 6 | -5                   | --                   | 3.39 | 0.95    |   |
| Equal Employment Opportunity  | 225    |                    |     |     |     |     | 21                | 33 | 36 | 4 | 5 | -10                  | --                   | 3.60 | 1.03    |   |
| Education Services  | 430    |                    |     |     |     |     | 9                 | 26 | 56 | 5 | 4 | -3                   | --                   | 3.30 | 0.86    |   |
| Training  | 4372   |                    |     |     |     |     | 7                 | 26 | 55 | 6 | 5 | -5                   | --                   | 3.24 | 0.88    |   |
| Ammunition Management   | 655    |                    |     |     |     |     | 9                 | 34 | 49 | 5 | 3 | -3                   | --                   | 3.41 | 0.84    |   |
| Information Mission Area (IMA)  | 5148   |                    |     |     |     |     | 7                 | 25 | 58 | 5 | 5 | -7                   | --                   | 3.24 | 0.85    |   |
| Intelligence (Excepted Services Only)   | 1791   |                    |     |     |     |     | 6                 | 20 | 64 | 6 | 5 | -10                  | --                   | 3.17 | 0.81    |   |
| Military Personnel Management   | 2080   |                    |     |     |     |     | 9                 | 25 | 53 | 7 | 6 | -4                   | --                   | 3.24 | 0.93    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |   |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3 | 2 |                      |                      |      |         | 1 |
| QUALITY OF WORK LIFE   |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| 26e. Considering everything, how satisfied are you with Child Care Programs (e.g., daycare, parenting classes, parenting support groups) |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| Total Army   | 82863  |                    |     |     |     |     | 6                 | 14 | 71 | 4 | 5 | -12                  | --                   | 3.12 | 0.77    |   |
| <b>Total Career Program</b>  | 82837  |                    |     |     |     |     | 6                 | 14 | 71 | 4 | 5 | -11                  | --                   | 3.12 | 0.77    |   |
| Civilian Personnel Administration  | 1700   |                    |     |     |     |     | 7                 | 18 | 67 | 4 | 5 | -12                  | --                   | 3.17 | 0.81    |   |
| Comptroller  | 4641   |                    |     |     |     |     | 5                 | 13 | 72 | 4 | 6 | -12                  | --                   | 3.07 | 0.78    |   |
| Safety Management  | 1476   |                    |     |     |     |     | 7                 | 15 | 70 | 4 | 4 | -12                  | --                   | 3.16 | 0.77    |   |
| Supply Management  | 4813   |                    |     |     |     |     | 7                 | 16 | 70 | 3 | 4 | -15                  | --                   | 3.20 | 0.76    |   |
| Contracting and Acquisition  | 3699   |                    |     |     |     |     | 7                 | 15 | 69 | 4 | 5 | -12                  | --                   | 3.15 | 0.80    |   |
| Quality and Reliability Assurance  | 622    |                    |     |     |     |     | 5                 | 16 | 73 | 3 | 4 | -9                   | --                   | 3.15 | 0.70    |   |
| Engineers and Scientists (Non-Construction)  | 6143   |                    |     |     |     |     | 6                 | 15 | 70 | 4 | 5 | -15                  | --                   | 3.14 | 0.78    |   |
| Materiel Maintenance Management  | 7315   |                    |     |     |     |     | 5                 | 17 | 70 | 4 | 4 | -10                  | --                   | 3.15 | 0.75    |   |
| Engineers and Scientists (Construction)  | 7153   |                    |     |     |     |     | 4                 | 12 | 71 | 6 | 7 | -13                  | --                   | 3.00 | 0.80    |   |
| Security   | 1784   |                    |     |     |     |     | 4                 | 12 | 73 | 5 | 6 | -11                  | --                   | 3.04 | 0.76    |   |
| Quality Assurance Specialists (Ammunition Surveillance)  | 200    |                    |     |     |     |     | 4                 | 14 | 75 | 2 | 6 | -5                   | --                   | 3.09 | 0.73    |   |
| Public Affairs and Communication Media   | 592    |                    |     |     |     |     | 4                 | 12 | 72 | 6 | 6 | -10                  | --                   | 3.02 | 0.76    |   |
| Transportation Management  | 1209   |                    |     |     |     |     | 5                 | 13 | 73 | 5 | 4 | -10                  | --                   | 3.09 | 0.73    |   |
| Manpower and Force Management  | 1429   |                    |     |     |     |     | 5                 | 12 | 75 | 3 | 4 | -13                  | --                   | 3.11 | 0.72    |   |
| Housing Management   | 251    |                    |     |     |     |     | 6                 | 17 | 69 | 2 | 6 | -11                  | --                   | 3.16 | 0.80    |   |
| Equal Employment Opportunity   | 224    |                    |     |     |     |     | 11                | 19 | 60 | 4 | 6 | -11                  | --                   | 3.25 | 0.91    |   |
| Education Services   | 430    |                    |     |     |     |     | 6                 | 14 | 75 | 2 | 4 | -4                   | --                   | 3.16 | 0.72    |   |
| Training   | 4378   |                    |     |     |     |     | 7                 | 17 | 70 | 3 | 4 | -6                   | --                   | 3.20 | 0.77    |   |
| Ammunition Management  | 652    |                    |     |     |     |     | 8                 | 17 | 67 | 3 | 5 | -10                  | --                   | 3.21 | 0.82    |   |
| Information Mission Area (IMA)   | 5154   |                    |     |     |     |     | 5                 | 12 | 75 | 4 | 5 | -10                  | --                   | 3.08 | 0.72    |   |
| Intelligence (Excepted Services Only)  | 1795   |                    |     |     |     |     | 3                 | 9  | 79 | 5 | 5 | -9                   | --                   | 3.00 | 0.66    |   |
| Military Personnel Management  | 2087   |                    |     |     |     |     | 5                 | 12 | 73 | 4 | 6 | -8                   | --                   | 3.06 | 0.76    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |   |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3 | 2 |                      |                      |      |         | 1 |
| QUALITY OF WORK LIFE   |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| 26f. Considering everything, how satisfied are you with Elder Care Programs (e.g., support groups, speakers) |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| Total Army   | 82730  | 14%                | 78% |     |     | 9%  | 3                 | 10 | 78 | 4 | 5 | -9                   | --                   | 3.03 | 0.68    |   |
| <b>Total Career Program</b>  | 82705  | 14%                | 78% |     |     | 9%  | 3                 | 10 | 78 | 4 | 5 | -9                   | --                   | 3.03 | 0.68    |   |
| Civilian Personnel Administration  | 1696   | 15%                | 76% |     |     | 9%  | 4                 | 11 | 76 | 4 | 5 | -9                   | --                   | 3.04 | 0.71    |   |
| Comptroller  | 4644   | 12%                | 77% |     |     | 10% | 3                 | 10 | 77 | 4 | 6 | -9                   | --                   | 2.99 | 0.71    |   |
| Safety Management  | 1474   | 14%                | 78% |     |     | 8%  | 4                 | 10 | 78 | 4 | 4 | -9                   | --                   | 3.07 | 0.69    |   |
| Supply Management  | 4808   | 18%                | 75% |     |     | 7%  | 5                 | 13 | 75 | 3 | 4 | -12                  | --                   | 3.12 | 0.70    |   |
| Contracting and Acquisition  | 3698   | 14%                | 77% |     |     | 9%  | 4                 | 10 | 77 | 4 | 5 | -9                   | --                   | 3.04 | 0.70    |   |
| Quality and Reliability Assurance  | 622    | 14%                | 79% |     |     | 7%  | 3                 | 11 | 79 | 3 | 4 | -12                  | --                   | 3.06 | 0.63    |   |
| Engineers and Scientists (Non-Construction)  | 6129   | 14%                | 78% |     |     | 8%  | 4                 | 11 | 78 | 3 | 4 | -11                  | --                   | 3.05 | 0.67    |   |
| Materiel Maintenance Management  | 7304   | 16%                | 76% |     |     | 8%  | 4                 | 13 | 76 | 4 | 4 | -9                   | --                   | 3.08 | 0.68    |   |
| Engineers and Scientists (Construction)  | 7142   | 11%                | 78% |     |     | 11% | 2                 | 9  | 78 | 5 | 6 | -8                   | --                   | 2.96 | 0.69    |   |
| Security   | 1778   | 12%                | 78% |     |     | 10% | 3                 | 9  | 78 | 4 | 6 | -9                   | --                   | 2.98 | 0.69    |   |
| Quality Assurance Specialists (Ammunition Surveillance)  | 198    | 13%                | 78% |     |     | 9%  | 2                 | 11 | 78 | 4 | 5 | -4                   | --                   | 3.02 | 0.64    |   |
| Public Affairs and Communication Media   | 592    | 10%                | 77% |     |     | 13% | 2                 | 7  | 77 | 6 | 7 | -5                   | --                   | 2.92 | 0.70    |   |
| Transportation Management  | 1207   | 13%                | 77% |     |     | 10% | 3                 | 10 | 77 | 5 | 5 | -4                   | --                   | 3.02 | 0.67    |   |
| Manpower and Force Management  | 1426   | 12%                | 81% |     |     | 8%  | 3                 | 9  | 81 | 3 | 4 | -8                   | --                   | 3.03 | 0.64    |   |
| Housing Management   | 251    | 16%                | 74% |     |     | 10% | 4                 | 12 | 74 | 4 | 6 | -9                   | --                   | 3.03 | 0.75    |   |
| Equal Employment Opportunity   | 223    | 17%                | 67% |     |     | 16% | 5                 | 13 | 67 | 8 | 8 | -5                   | --                   | 2.99 | 0.85    |   |
| Education Services   | 429    | 12%                | 80% |     |     | 7%  | 3                 | 9  | 80 | 3 | 4 | -4                   | --                   | 3.03 | 0.65    |   |
| Training   | 4371   | 14%                | 78% |     |     | 8%  | 3                 | 11 | 78 | 3 | 4 | -8                   | --                   | 3.05 | 0.66    |   |
| Ammunition Management  | 656    | 15%                | 76% |     |     | 9%  | 4                 | 12 | 76 | 4 | 5 | -8                   | --                   | 3.05 | 0.70    |   |
| Information Mission Area (IMA)   | 5142   | 12%                | 79% |     |     | 9%  | 3                 | 9  | 79 | 4 | 5 | -8                   | --                   | 3.01 | 0.66    |   |
| Intelligence (Excepted Services Only)  | 1787   | 8%                 | 84% |     |     | 8%  | 1                 | 7  | 84 | 4 | 4 | -5                   | --                   | 2.98 | 0.57    |   |
| Military Personnel Management  | 2083   | 13%                | 78% |     |     | 10% | 3                 | 10 | 78 | 4 | 5 | -7                   | --                   | 3.01 | 0.69    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2 |                      |                      |      |         | 1 |
| QUALITY OF WORK LIFE                                      |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| 27a. I know who to talk with about work related problems. |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| Total Army  | 81411  | 73% 14% 13%        |     |     |     |     | 21                | 52 | 14 | 7  | 6 | --                   | --                   | 3.75 | 1.04    |   |
| <b>Total Career Program</b>                               | 81387  | 73% 14% 13%        |     |     |     |     | 21                | 52 | 14 | 7  | 6 | --                   | --                   | 3.75 | 1.04    |   |
| Civilian Personnel Administration                         | 1670   | 76% 11% 13%        |     |     |     |     | 24                | 51 | 11 | 7  | 7 | --                   | --                   | 3.80 | 1.09    |   |
| Comptroller   | 4538   | 73% 14% 13%        |     |     |     |     | 20                | 53 | 14 | 8  | 6 | --                   | --                   | 3.73 | 1.04    |   |
| Safety Management   | 1464   | 75% 15% 10%        |     |     |     |     | 21                | 53 | 15 | 6  | 4 | --                   | --                   | 3.82 | 0.98    |   |
| Supply Management   | 4714   | 73% 15% 12%        |     |     |     |     | 22                | 51 | 15 | 6  | 6 | --                   | --                   | 3.78 | 1.04    |   |
| Contracting and Acquisition                               | 3595   | 73% 15% 13%        |     |     |     |     | 19                | 54 | 15 | 7  | 6 | --                   | --                   | 3.73 | 1.03    |   |
| Quality and Reliability Assurance                         | 614    | 74% 14% 12%        |     |     |     |     | 18                | 56 | 14 | 6  | 6 | --                   | --                   | 3.75 | 1.00    |   |
| Engineers and Scientists (Non-Construction)               | 6007   | 69% 16% 14%        |     |     |     |     | 15                | 55 | 16 | 9  | 5 | --                   | --                   | 3.64 | 1.01    |   |
| Material Maintenance Management                           | 7205   | 72% 15% 13%        |     |     |     |     | 19                | 53 | 15 | 7  | 6 | --                   | --                   | 3.72 | 1.04    |   |
| Engineers and Scientists (Construction)                   | 6991   | 72% 15% 13%        |     |     |     |     | 16                | 56 | 15 | 8  | 5 | --                   | --                   | 3.70 | 1.00    |   |
| Security  | 1748   | 72% 14% 14%        |     |     |     |     | 21                | 51 | 14 | 6  | 8 | --                   | --                   | 3.71 | 1.10    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 198    | 71% 20% 10%        |     |     |     |     | 17                | 54 | 20 | 4  | 6 | --                   | --                   | 3.72 | 0.97    |   |
| Public Affairs and Communication Media                    | 579    | 71% 10% 19%        |     |     |     |     | 19                | 52 | 10 | 11 | 8 | --                   | --                   | 3.63 | 1.15    |   |
| Transportation Management                                 | 1196   | 72% 16% 12%        |     |     |     |     | 22                | 51 | 16 | 6  | 6 | --                   | --                   | 3.77 | 1.04    |   |
| Manpower and Force Management                             | 1410   | 76% 11% 13%        |     |     |     |     | 24                | 52 | 11 | 7  | 6 | --                   | --                   | 3.81 | 1.07    |   |
| Housing Management  | 249    | 78% 10% 11%        |     |     |     |     | 28                | 51 | 10 | 5  | 6 | --                   | --                   | 3.89 | 1.06    |   |
| Equal Employment Opportunity                              | 222    | 88% 8% 5%          |     |     |     |     | 40                | 48 | 8  | 3  | 2 | --                   | --                   | 4.21 | 0.84    |   |
| Education Services  | 422    | 77% 12% 11%        |     |     |     |     | 27                | 50 | 12 | 7  | 4 | --                   | --                   | 3.89 | 0.99    |   |
| Training  | 4328   | 75% 13% 12%        |     |     |     |     | 24                | 51 | 13 | 6  | 6 | --                   | --                   | 3.82 | 1.04    |   |
| Ammunition Management                                     | 648    | 76% 14% 10%        |     |     |     |     | 21                | 55 | 14 | 5  | 5 | --                   | --                   | 3.83 | 0.97    |   |
| Information Mission Area (IMA)                            | 5039   | 71% 15% 14%        |     |     |     |     | 19                | 52 | 15 | 8  | 6 | --                   | --                   | 3.69 | 1.06    |   |
| Intelligence (Excepted Services Only)                     | 1764   | 71% 14% 15%        |     |     |     |     | 17                | 53 | 14 | 9  | 6 | --                   | --                   | 3.67 | 1.05    |   |
| Military Personnel Management                             | 2043   | 76% 13% 11%        |     |     |     |     | 26                | 50 | 13 | 5  | 6 | --                   | --                   | 3.84 | 1.06    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>QUALITY OF WORK LIFE</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 27b. The design of my organization helps me complete my work efficiently. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 82363  |                    |     |     |     |     | 12                | 38 | 24 | 15 | 11 | --                   | --                   | 3.25 | 1.18    |   |
| <b>Total Career Program</b>   | 82337  |                    |     |     |     |     | 12                | 38 | 24 | 15 | 11 | --                   | --                   | 3.25 | 1.18    |   |
| Civilian Personnel Administration   | 1689   |                    |     |     |     |     | 14                | 37 | 22 | 15 | 13 | --                   | --                   | 3.25 | 1.23    |   |
| Comptroller   | 4611   |                    |     |     |     |     | 13                | 41 | 23 | 13 | 9  | --                   | --                   | 3.35 | 1.15    |   |
| Safety Management   | 1475   |                    |     |     |     |     | 13                | 37 | 26 | 13 | 11 | --                   | --                   | 3.28 | 1.17    |   |
| Supply Management   | 4766   |                    |     |     |     |     | 14                | 38 | 26 | 12 | 9  | --                   | --                   | 3.36 | 1.14    |   |
| Contracting and Acquisition   | 3664   |                    |     |     |     |     | 11                | 37 | 25 | 16 | 11 | --                   | --                   | 3.19 | 1.17    |   |
| Quality and Reliability Assurance   | 615    |                    |     |     |     |     | 11                | 37 | 29 | 13 | 9  | --                   | --                   | 3.29 | 1.11    |   |
| Engineers and Scientists (Non-Construction)                               | 6092   |                    |     |     |     |     | 8                 | 36 | 25 | 18 | 12 | --                   | --                   | 3.10 | 1.17    |   |
| Matériel Maintenance Management   | 7266   |                    |     |     |     |     | 11                | 38 | 25 | 14 | 11 | --                   | --                   | 3.23 | 1.17    |   |
| Engineers and Scientists (Construction)                                   | 7114   |                    |     |     |     |     | 8                 | 37 | 25 | 18 | 12 | --                   | --                   | 3.11 | 1.16    |   |
| Security  | 1774   |                    |     |     |     |     | 12                | 33 | 26 | 16 | 13 | --                   | --                   | 3.15 | 1.21    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                   | 199    |                    |     |     |     |     | 10                | 44 | 26 | 12 | 9  | --                   | --                   | 3.35 | 1.08    |   |
| Public Affairs and Communication Media                                    | 584    |                    |     |     |     |     | 12                | 33 | 20 | 18 | 18 | --                   | --                   | 3.02 | 1.30    |   |
| Transportation Management   | 1209   |                    |     |     |     |     | 14                | 38 | 26 | 12 | 11 | --                   | --                   | 3.32 | 1.17    |   |
| Manpower and Force Management   | 1424   |                    |     |     |     |     | 15                | 41 | 22 | 13 | 9  | --                   | --                   | 3.40 | 1.15    |   |
| Housing Management  | 253    |                    |     |     |     |     | 17                | 41 | 24 | 10 | 8  | --                   | --                   | 3.47 | 1.13    |   |
| Equal Employment Opportunity  | 224    |                    |     |     |     |     | 23                | 39 | 21 | 9  | 7  | --                   | --                   | 3.62 | 1.15    |   |
| Education Services  | 428    |                    |     |     |     |     | 16                | 43 | 18 | 13 | 9  | --                   | --                   | 3.44 | 1.17    |   |
| Training  | 4361   |                    |     |     |     |     | 14                | 38 | 21 | 15 | 11 | --                   | --                   | 3.29 | 1.21    |   |
| Ammunition Management   | 655    |                    |     |     |     |     | 12                | 39 | 26 | 14 | 9  | --                   | --                   | 3.33 | 1.12    |   |
| Information Mission Area (IMA)  | 5098   |                    |     |     |     |     | 10                | 33 | 26 | 17 | 14 | --                   | --                   | 3.08 | 1.20    |   |
| Intelligence (Excepted Services Only)                                     | 1783   |                    |     |     |     |     | 10                | 32 | 25 | 19 | 14 | --                   | --                   | 3.05 | 1.22    |   |
| Military Personnel Management   | 2071   |                    |     |     |     |     | 17                | 39 | 24 | 11 | 9  | --                   | --                   | 3.43 | 1.16    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>QUALITY OF WORK LIFE</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 27c. I feel appreciated by management for the efforts I make to do my work. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 82201  |                    |     |     |     |     | 16                | 36 | 20 | 13 | 15 | --                   | --                   | 3.26 | 1.29    |   |
| <b>Total Career Program</b>   | 82176  |                    |     |     |     |     | 16                | 36 | 20 | 13 | 15 | --                   | --                   | 3.26 | 1.29    |   |
| Civilian Personnel Administration   | 1686   |                    |     |     |     |     | 17                | 34 | 20 | 12 | 17 | --                   | --                   | 3.21 | 1.34    |   |
| Comptroller   | 4615   |                    |     |     |     |     | 16                | 38 | 19 | 13 | 14 | --                   | --                   | 3.29 | 1.27    |   |
| Safety Management   | 1467   |                    |     |     |     |     | 15                | 35 | 21 | 14 | 15 | --                   | --                   | 3.21 | 1.29    |   |
| Supply Management   | 4753   |                    |     |     |     |     | 17                | 36 | 22 | 12 | 13 | --                   | --                   | 3.31 | 1.26    |   |
| Contracting and Acquisition   | 3664   |                    |     |     |     |     | 15                | 37 | 20 | 14 | 14 | --                   | --                   | 3.25 | 1.27    |   |
| Quality and Reliability Assurance   | 622    |                    |     |     |     |     | 13                | 38 | 24 | 11 | 14 | --                   | --                   | 3.27 | 1.22    |   |
| Engineers and Scientists (Non-Construction)                                 | 6118   |                    |     |     |     |     | 13                | 38 | 20 | 15 | 14 | --                   | --                   | 3.21 | 1.24    |   |
| Matériel Maintenance Management   | 7233   |                    |     |     |     |     | 13                | 36 | 21 | 14 | 16 | --                   | --                   | 3.17 | 1.28    |   |
| Engineers and Scientists (Construction)                                     | 7118   |                    |     |     |     |     | 13                | 40 | 20 | 14 | 13 | --                   | --                   | 3.26 | 1.23    |   |
| Security  | 1767   |                    |     |     |     |     | 14                | 31 | 20 | 15 | 20 | --                   | --                   | 3.05 | 1.35    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                     | 201    |                    |     |     |     |     | 11                | 40 | 27 | 11 | 11 | --                   | --                   | 3.28 | 1.15    |   |
| Public Affairs and Communication Media                                      | 582    |                    |     |     |     |     | 17                | 33 | 16 | 14 | 19 | --                   | --                   | 3.15 | 1.39    |   |
| Transportation Management   | 1201   |                    |     |     |     |     | 17                | 35 | 20 | 13 | 15 | --                   | --                   | 3.25 | 1.30    |   |
| Manpower and Force Management   | 1422   |                    |     |     |     |     | 20                | 39 | 19 | 11 | 11 | --                   | --                   | 3.46 | 1.24    |   |
| Housing Management  | 254    |                    |     |     |     |     | 19                | 38 | 16 | 15 | 12 | --                   | --                   | 3.38 | 1.28    |   |
| Equal Employment Opportunity  | 223    |                    |     |     |     |     | 25                | 39 | 14 | 13 | 9  | --                   | --                   | 3.60 | 1.23    |   |
| Education Services  | 427    |                    |     |     |     |     | 21                | 39 | 16 | 10 | 15 | --                   | --                   | 3.41 | 1.31    |   |
| Training  | 4337   |                    |     |     |     |     | 18                | 36 | 19 | 12 | 14 | --                   | --                   | 3.31 | 1.30    |   |
| Ammunition Management   | 651    |                    |     |     |     |     | 16                | 35 | 22 | 13 | 14 | --                   | --                   | 3.27 | 1.28    |   |
| Information Mission Area (IMA)  | 5104   |                    |     |     |     |     | 14                | 34 | 20 | 15 | 16 | --                   | --                   | 3.16 | 1.30    |   |
| Intelligence (Excepted Services Only)                                       | 1780   |                    |     |     |     |     | 13                | 33 | 21 | 16 | 17 | --                   | --                   | 3.10 | 1.30    |   |
| Military Personnel Management   | 2061   |                    |     |     |     |     | 19                | 35 | 20 | 12 | 14 | --                   | --                   | 3.32 | 1.30    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding                          |     |     |     |     | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|---|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------|----------------------|------|---------|---|
|   |        | 0%  | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2 |                      |                      |      |         | 1 |
| YOUR ORGANIZATION   |        |   |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| 28. Overall, how well prepared is your organization to perform its mission? |        |   |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| Total Army  | 82169  | 70% Favorable, 20% Neither, 10% Unfavorable |     |     |     |     | 21                | 49 | 20 | 8  | 2 | -3                   | -2                   | 3.79 | 0.94    |   |
| <b>Total Career Program</b>   | 82143  | 70% Favorable, 20% Neither, 10% Unfavorable |     |     |     |     | 21                | 49 | 20 | 8  | 2 | -4                   | -2                   | 3.79 | 0.94    |   |
| Civilian Personnel Administration   | 1658   | 67% Favorable, 21% Neither, 12% Unfavorable |     |     |     |     | 18                | 48 | 21 | 9  | 3 | -5                   | -10                  | 3.70 | 0.96    |   |
| Comptroller   | 4604   | 74% Favorable, 18% Neither, 8% Unfavorable  |     |     |     |     | 23                | 51 | 18 | 6  | 2 | -4                   | -3                   | 3.87 | 0.90    |   |
| Safety Management   | 1469   | 74% Favorable, 17% Neither, 9% Unfavorable  |     |     |     |     | 23                | 51 | 17 | 7  | 2 | -2                   | +2                   | 3.86 | 0.91    |   |
| Supply Management   | 4756   | 73% Favorable, 19% Neither, 9% Unfavorable  |     |     |     |     | 24                | 48 | 19 | 6  | 2 | -3                   | -1                   | 3.86 | 0.93    |   |
| Contracting and Acquisition   | 3669   | 67% Favorable, 22% Neither, 11% Unfavorable |     |     |     |     | 17                | 50 | 22 | 9  | 2 | -2                   | -2                   | 3.71 | 0.92    |   |
| Quality and Reliability Assurance   | 621    | 66% Favorable, 23% Neither, 11% Unfavorable |     |     |     |     | 22                | 44 | 23 | 10 | 1 | -7                   | -5                   | 3.75 | 0.95    |   |
| Engineers and Scientists (Non-Construction)                                 | 6103   | 70% Favorable, 20% Neither, 10% Unfavorable |     |     |     |     | 18                | 52 | 20 | 8  | 2 | -6                   | -2                   | 3.75 | 0.92    |   |
| Matériel Maintenance Management   | 7253   | 67% Favorable, 21% Neither, 12% Unfavorable |     |     |     |     | 22                | 46 | 21 | 9  | 3 | -7                   | -5                   | 3.74 | 1.00    |   |
| Engineers and Scientists (Construction)                                     | 7102   | 68% Favorable, 21% Neither, 11% Unfavorable |     |     |     |     | 16                | 52 | 21 | 9  | 2 | -7                   | +2                   | 3.71 | 0.90    |   |
| Security  | 1747   | 60% Favorable, 23% Neither, 17% Unfavorable |     |     |     |     | 18                | 42 | 23 | 12 | 5 | -13                  | -17                  | 3.57 | 1.06    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                     | 197    | 66% Favorable, 23% Neither, 11% Unfavorable |     |     |     |     | 21                | 46 | 23 | 8  | 3 | -4                   | -4                   | 3.74 | 0.96    |   |
| Public Affairs and Communication Media                                      | 581    | 65% Favorable, 24% Neither, 11% Unfavorable |     |     |     |     | 19                | 45 | 24 | 8  | 3 | -11                  | -8                   | 3.70 | 0.98    |   |
| Transportation Management   | 1186   | 70% Favorable, 21% Neither, 9% Unfavorable  |     |     |     |     | 25                | 45 | 21 | 6  | 3 | -7                   | -2                   | 3.83 | 0.96    |   |
| Manpower and Force Management   | 1410   | 75% Favorable, 17% Neither, 8% Unfavorable  |     |     |     |     | 24                | 51 | 17 | 6  | 1 | 0                    | +1                   | 3.89 | 0.89    |   |
| Housing Management  | 254    | 73% Favorable, 19% Neither, 8% Unfavorable  |     |     |     |     | 27                | 46 | 19 | 6  | 2 | +2                   | +7                   | 3.90 | 0.93    |   |
| Equal Employment Opportunity  | 218    | 78% Favorable, 13% Neither, 9% Unfavorable  |     |     |     |     | 33                | 44 | 13 | 7  | 2 | -6                   | -7                   | 4.00 | 0.96    |   |
| Education Services  | 420    | 74% Favorable, 17% Neither, 9% Unfavorable  |     |     |     |     | 28                | 46 | 17 | 7  | 2 | +2                   | +4                   | 3.92 | 0.94    |   |
| Training  | 4346   | 72% Favorable, 18% Neither, 11% Unfavorable |     |     |     |     | 24                | 47 | 18 | 8  | 2 | -1                   | 0                    | 3.83 | 0.97    |   |
| Ammunition Management   | 653    | 74% Favorable, 18% Neither, 8% Unfavorable  |     |     |     |     | 25                | 49 | 18 | 6  | 2 | -2                   | -4                   | 3.89 | 0.92    |   |
| Information Mission Area (IMA)  | 5111   | 63% Favorable, 23% Neither, 13% Unfavorable |     |     |     |     | 18                | 45 | 23 | 11 | 2 | -5                   | -2                   | 3.65 | 0.98    |   |
| Intelligence (Excepted Services Only)                                       | 1785   | 66% Favorable, 23% Neither, 11% Unfavorable |     |     |     |     | 18                | 48 | 23 | 9  | 2 | -6                   | -4                   | 3.72 | 0.93    |   |
| Military Personnel Management   | 2072   | 74% Favorable, 18% Neither, 8% Unfavorable  |     |     |     |     | 26                | 48 | 18 | 6  | 1 | -2                   | --                   | 3.91 | 0.90    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents<br>5 4 3 2 1 | % Fav<br>Diff from<br>2010 | % Fav<br>Diff from<br>2006 | Mean | Std<br>Dev |
|--|--------|--------------------|-----|-----|-----|-----|--------------------------------|----------------------------|----------------------------|------|------------|
|  |        | 0%                 | 20% | 40% | 60% | 80% |                                |                            |                            |      |            |
| YOUR ORGANIZATION  |        |                    |     |     |     |     |                                |                            |                            |      |            |
| 29a. How well does your organization reward good work performance. |        |                    |     |     |     |     |                                |                            |                            |      |            |
| Total Army   | 78656  |                    |     |     |     |     | 9 23 30 21 16                  | -2                         | --                         | 2.88 | 1.20       |
| <b>Total Career Program</b>  | 78632  |                    |     |     |     |     | 9 23 30 21 16                  | -4                         | --                         | 2.88 | 1.20       |
| Civilian Personnel Administration                                  | 1599   |                    |     |     |     |     | 9 20 29 21 22                  | -10                        | --                         | 2.72 | 1.25       |
| Comptroller  | 4342   |                    |     |     |     |     | 10 25 31 18 15                 | -3                         | --                         | 2.96 | 1.20       |
| Safety Management  | 1423   |                    |     |     |     |     | 10 22 30 22 17                 | -5                         | --                         | 2.87 | 1.22       |
| Supply Management  | 4530   |                    |     |     |     |     | 11 24 28 20 16                 | -6                         | --                         | 2.94 | 1.24       |
| Contracting and Acquisition  | 3451   |                    |     |     |     |     | 8 25 32 20 15                  | -3                         | --                         | 2.90 | 1.17       |
| Quality and Reliability Assurance                                  | 582    |                    |     |     |     |     | 8 23 30 25 14                  | -4                         | --                         | 2.84 | 1.16       |
| Engineers and Scientists (Non-Construction)                        | 5902   |                    |     |     |     |     | 7 24 34 21 14                  | -10                        | --                         | 2.90 | 1.13       |
| Materiel Maintenance Management                                    | 7021   |                    |     |     |     |     | 8 22 29 23 18                  | -8                         | --                         | 2.78 | 1.21       |
| Engineers and Scientists (Construction)                            | 6889   |                    |     |     |     |     | 6 24 34 22 14                  | -4                         | --                         | 2.87 | 1.12       |
| Security   | 1698   |                    |     |     |     |     | 9 21 27 22 22                  | -5                         | --                         | 2.73 | 1.25       |
| Quality Assurance Specialists (Ammunition Surveillance)            | 184    |                    |     |     |     |     | 9 24 32 22 14                  | +2                         | --                         | 2.91 | 1.17       |
| Public Affairs and Communication Media                             | 559    |                    |     |     |     |     | 8 21 33 19 19                  | -2                         | --                         | 2.81 | 1.20       |
| Transportation Management  | 1146   |                    |     |     |     |     | 10 23 26 22 18                 | -4                         | --                         | 2.85 | 1.26       |
| Manpower and Force Management                                      | 1363   |                    |     |     |     |     | 11 28 32 16 13                 | +1                         | --                         | 3.08 | 1.18       |
| Housing Management   | 248    |                    |     |     |     |     | 16 23 26 18 16                 | -1                         | --                         | 3.05 | 1.30       |
| Equal Employment Opportunity                                       | 212    |                    |     |     |     |     | 12 30 27 17 14                 | +4                         | --                         | 3.09 | 1.22       |
| Education Services   | 408    |                    |     |     |     |     | 13 22 28 19 18                 | 0                          | --                         | 2.93 | 1.28       |
| Training   | 4242   |                    |     |     |     |     | 11 24 28 20 17                 | -1                         | --                         | 2.93 | 1.24       |
| Ammunition Management  | 638    |                    |     |     |     |     | 8 21 31 22 18                  | -8                         | --                         | 2.79 | 1.20       |
| Information Mission Area (IMA)                                     | 4813   |                    |     |     |     |     | 9 22 31 21 17                  | -1                         | --                         | 2.85 | 1.19       |
| Intelligence (Excepted Services Only)                              | 1692   |                    |     |     |     |     | 8 20 31 24 18                  | -5                         | --                         | 2.75 | 1.18       |
| Military Personnel Management                                      | 1983   |                    |     |     |     |     | 12 23 28 20 18                 | -4                         | --                         | 2.92 | 1.26       |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| YOUR ORGANIZATION  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 29b. How well does your organization discipline/correct poor work performance. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 71223  |                    |     |     |     |     | 5                 | 15 | 27 | 28 | 24 | 0                    | --                   | 2.48 | 1.16    |   |
| <b>Total Career Program</b>  | 71201  |                    |     |     |     |     | 5                 | 15 | 27 | 28 | 24 | +2                   | --                   | 2.48 | 1.16    |   |
| Civilian Personnel Administration  | 1423   |                    |     |     |     |     | 6                 | 15 | 29 | 25 | 24 | -4                   | --                   | 2.53 | 1.18    |   |
| Comptroller  | 3824   |                    |     |     |     |     | 5                 | 14 | 26 | 28 | 27 | +1                   | --                   | 2.41 | 1.16    |   |
| Safety Management  | 1334   |                    |     |     |     |     | 7                 | 14 | 28 | 27 | 24 | -4                   | --                   | 2.52 | 1.19    |   |
| Supply Management  | 4109   |                    |     |     |     |     | 7                 | 17 | 27 | 27 | 23 | +1                   | --                   | 2.59 | 1.20    |   |
| Contracting and Acquisition  | 3016   |                    |     |     |     |     | 4                 | 15 | 27 | 30 | 25 | +4                   | --                   | 2.44 | 1.14    |   |
| Quality and Reliability Assurance  | 521    |                    |     |     |     |     | 5                 | 15 | 26 | 29 | 25 | +2                   | --                   | 2.46 | 1.16    |   |
| Engineers and Scientists (Non-Construction)                                    | 5180   |                    |     |     |     |     | 3                 | 12 | 27 | 33 | 25 | -3                   | --                   | 2.34 | 1.07    |   |
| Matériel Maintenance Management  | 6634   |                    |     |     |     |     | 5                 | 15 | 25 | 29 | 26 | -1                   | --                   | 2.43 | 1.16    |   |
| Engineers and Scientists (Construction)  | 6197   |                    |     |     |     |     | 3                 | 12 | 28 | 33 | 26 | +1                   | --                   | 2.33 | 1.06    |   |
| Security   | 1618   |                    |     |     |     |     | 7                 | 15 | 25 | 28 | 25 | -2                   | --                   | 2.51 | 1.21    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                        | 162    |                    |     |     |     |     | 5                 | 15 | 27 | 29 | 23 | +4                   | --                   | 2.49 | 1.15    |   |
| Public Affairs and Communication Media   | 492    |                    |     |     |     |     | 4                 | 11 | 23 | 30 | 31 | +4                   | --                   | 2.29 | 1.15    |   |
| Transportation Management  | 1050   |                    |     |     |     |     | 7                 | 18 | 26 | 27 | 23 | +3                   | --                   | 2.58 | 1.21    |   |
| Manpower and Force Management  | 1189   |                    |     |     |     |     | 4                 | 16 | 25 | 30 | 24 | +4                   | --                   | 2.46 | 1.15    |   |
| Housing Management   | 232    |                    |     |     |     |     | 12                | 21 | 25 | 24 | 18 | +9                   | --                   | 2.84 | 1.28    |   |
| Equal Employment Opportunity   | 199    |                    |     |     |     |     | 7                 | 19 | 31 | 24 | 20 | +1                   | --                   | 2.69 | 1.18    |   |
| Education Services   | 359    |                    |     |     |     |     | 9                 | 17 | 29 | 23 | 22 | 0                    | --                   | 2.67 | 1.23    |   |
| Training   | 3892   |                    |     |     |     |     | 7                 | 18 | 27 | 26 | 23 | +2                   | --                   | 2.60 | 1.20    |   |
| Ammunition Management  | 583    |                    |     |     |     |     | 4                 | 15 | 23 | 30 | 28 | +3                   | --                   | 2.36 | 1.14    |   |
| Information Mission Area (IMA)   | 4292   |                    |     |     |     |     | 4                 | 14 | 28 | 29 | 25 | +1                   | --                   | 2.42 | 1.13    |   |
| Intelligence (Excepted Services Only)  | 1482   |                    |     |     |     |     | 4                 | 15 | 28 | 29 | 24 | +3                   | --                   | 2.45 | 1.12    |   |
| Military Personnel Management  | 1768   |                    |     |     |     |     | 8                 | 18 | 27 | 24 | 23 | 0                    | --                   | 2.64 | 1.23    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| YOUR ORGANIZATION   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 29c. How well does your organization link pay to performance. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 72718  |                    |     |     |     |     | 5                 | 16 | 27 | 27 | 25 | -1                   | --                   | 2.48 | 1.17    |   |
| <b>Total Career Program</b>                                   | 72694  |                    |     |     |     |     | 5                 | 16 | 27 | 27 | 25 | -3                   | --                   | 2.48 | 1.17    |   |
| Civilian Personnel Administration                             | 1463   |                    |     |     |     |     | 5                 | 16 | 27 | 25 | 27 | -6                   | --                   | 2.47 | 1.18    |   |
| Comptroller   | 3988   |                    |     |     |     |     | 5                 | 16 | 28 | 27 | 23 | -4                   | --                   | 2.53 | 1.16    |   |
| Safety Management   | 1312   |                    |     |     |     |     | 5                 | 16 | 27 | 28 | 24 | -5                   | --                   | 2.51 | 1.17    |   |
| Supply Management   | 4142   |                    |     |     |     |     | 7                 | 18 | 26 | 26 | 24 | -3                   | --                   | 2.58 | 1.21    |   |
| Contracting and Acquisition                                   | 3156   |                    |     |     |     |     | 4                 | 18 | 27 | 27 | 23 | 0                    | --                   | 2.53 | 1.16    |   |
| Quality and Reliability Assurance                             | 537    |                    |     |     |     |     | 5                 | 17 | 26 | 28 | 23 | 0                    | --                   | 2.54 | 1.18    |   |
| Engineers and Scientists (Non-Construction)                   | 5642   |                    |     |     |     |     | 4                 | 16 | 30 | 29 | 21 | -7                   | --                   | 2.53 | 1.11    |   |
| Matériel Maintenance Management                               | 6546   |                    |     |     |     |     | 5                 | 14 | 25 | 28 | 28 | -7                   | --                   | 2.39 | 1.17    |   |
| Engineers and Scientists (Construction)                       | 6477   |                    |     |     |     |     | 3                 | 13 | 29 | 31 | 24 | -1                   | --                   | 2.39 | 1.08    |   |
| Security  | 1597   |                    |     |     |     |     | 6                 | 15 | 24 | 26 | 29 | -4                   | --                   | 2.41 | 1.21    |   |
| Quality Assurance Specialists (Ammunition Surveillance)       | 170    |                    |     |     |     |     | 5                 | 20 | 29 | 24 | 23 | +5                   | --                   | 2.60 | 1.18    |   |
| Public Affairs and Communication Media                        | 500    |                    |     |     |     |     | 5                 | 12 | 24 | 28 | 30 | +2                   | --                   | 2.35 | 1.18    |   |
| Transportation Management                                     | 1050   |                    |     |     |     |     | 6                 | 16 | 25 | 26 | 28 | -4                   | --                   | 2.46 | 1.21    |   |
| Manpower and Force Management                                 | 1262   |                    |     |     |     |     | 6                 | 18 | 27 | 26 | 22 | +1                   | --                   | 2.59 | 1.19    |   |
| Housing Management  | 224    |                    |     |     |     |     | 9                 | 18 | 27 | 24 | 22 | +1                   | --                   | 2.68 | 1.25    |   |
| Equal Employment Opportunity                                  | 195    |                    |     |     |     |     | 6                 | 23 | 30 | 20 | 22 | +5                   | --                   | 2.71 | 1.19    |   |
| Education Services  | 369    |                    |     |     |     |     | 7                 | 15 | 29 | 24 | 26 | -3                   | --                   | 2.52 | 1.21    |   |
| Training  | 3914   |                    |     |     |     |     | 6                 | 17 | 26 | 25 | 26 | -1                   | --                   | 2.52 | 1.21    |   |
| Ammunition Management   | 583    |                    |     |     |     |     | 3                 | 15 | 24 | 29 | 28 | -1                   | --                   | 2.37 | 1.14    |   |
| Information Mission Area (IMA)                                | 4419   |                    |     |     |     |     | 4                 | 15 | 26 | 28 | 27 | -1                   | --                   | 2.43 | 1.16    |   |
| Intelligence (Excepted Services Only)                         | 1588   |                    |     |     |     |     | 4                 | 13 | 26 | 31 | 26 | -2                   | --                   | 2.37 | 1.12    |   |
| Military Personnel Management                                 | 1796   |                    |     |     |     |     | 7                 | 18 | 24 | 25 | 26 | -2                   | --                   | 2.56 | 1.25    |   |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| YOUR ORGANIZATION  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 29d. How well does your organization promote good communication between supervisors and employees. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 80344  |                    |     |     |     |     | 11                | 28 | 30 | 17 | 15 | +2                   | --                   | 3.04 | 1.21    |   |
| <b>Total Career Program</b>  | 80320  |                    |     |     |     |     | 11                | 28 | 30 | 17 | 15 | +1                   | --                   | 3.04 | 1.21    |   |
| Civilian Personnel Administration  | 1633   |                    |     |     |     |     | 12                | 27 | 29 | 15 | 17 | -5                   | --                   | 3.01 | 1.25    |   |
| Comptroller  | 4479   |                    |     |     |     |     | 12                | 28 | 30 | 16 | 15 | +3                   | --                   | 3.05 | 1.22    |   |
| Safety Management  | 1442   |                    |     |     |     |     | 10                | 25 | 30 | 19 | 16 | -4                   | --                   | 2.95 | 1.22    |   |
| Supply Management  | 4643   |                    |     |     |     |     | 13                | 28 | 29 | 17 | 14 | 0                    | --                   | 3.08 | 1.23    |   |
| Contracting and Acquisition  | 3559   |                    |     |     |     |     | 10                | 30 | 31 | 16 | 13 | +4                   | --                   | 3.08 | 1.18    |   |
| Quality and Reliability Assurance  | 602    |                    |     |     |     |     | 8                 | 30 | 31 | 19 | 12 | +3                   | --                   | 3.03 | 1.13    |   |
| Engineers and Scientists (Non-Construction)  | 5997   |                    |     |     |     |     | 9                 | 29 | 33 | 17 | 12 | -1                   | --                   | 3.07 | 1.14    |   |
| Materiel Maintenance Management  | 7132   |                    |     |     |     |     | 10                | 27 | 31 | 16 | 15 | -1                   | --                   | 3.01 | 1.20    |   |
| Engineers and Scientists (Construction)  | 6979   |                    |     |     |     |     | 9                 | 29 | 33 | 16 | 12 | 0                    | --                   | 3.07 | 1.14    |   |
| Security   | 1731   |                    |     |     |     |     | 9                 | 24 | 28 | 19 | 20 | -6                   | --                   | 2.83 | 1.25    |   |
| Quality Assurance Specialists (Ammunition Surveillance)  | 190    |                    |     |     |     |     | 8                 | 30 | 33 | 16 | 13 | +4                   | --                   | 3.05 | 1.14    |   |
| Public Affairs and Communication Media   | 565    |                    |     |     |     |     | 11                | 23 | 30 | 19 | 18 | -1                   | --                   | 2.91 | 1.25    |   |
| Transportation Management  | 1158   |                    |     |     |     |     | 12                | 27 | 29 | 15 | 17 | 0                    | --                   | 3.03 | 1.26    |   |
| Manpower and Force Management  | 1395   |                    |     |     |     |     | 11                | 30 | 28 | 18 | 13 | +5                   | --                   | 3.08 | 1.19    |   |
| Housing Management   | 251    |                    |     |     |     |     | 16                | 29 | 27 | 12 | 15 | +9                   | --                   | 3.20 | 1.27    |   |
| Equal Employment Opportunity   | 211    |                    |     |     |     |     | 12                | 31 | 30 | 13 | 13 | +7                   | --                   | 3.15 | 1.19    |   |
| Education Services   | 417    |                    |     |     |     |     | 15                | 29 | 26 | 16 | 13 | +5                   | --                   | 3.16 | 1.25    |   |
| Training   | 4292   |                    |     |     |     |     | 12                | 28 | 28 | 16 | 15 | +3                   | --                   | 3.06 | 1.24    |   |
| Ammunition Management  | 636    |                    |     |     |     |     | 10                | 29 | 29 | 18 | 14 | +4                   | --                   | 3.03 | 1.19    |   |
| Information Mission Area (IMA)   | 4970   |                    |     |     |     |     | 10                | 25 | 30 | 19 | 16 | +3                   | --                   | 2.95 | 1.21    |   |
| Intelligence (Excepted Services Only)  | 1742   |                    |     |     |     |     | 9                 | 26 | 30 | 18 | 16 | +2                   | --                   | 2.93 | 1.21    |   |
| Military Personnel Management  | 1994   |                    |     |     |     |     | 14                | 27 | 29 | 14 | 15 | -1                   | --                   | 3.10 | 1.26    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| YOUR ORGANIZATION   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 29e. How well does your organization ensure individual performance supports organizational mission effectiveness. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 77920  |                    |     |     |     |     | 10                | 29 | 35 | 15 | 10 | 0                    | --                   | 3.13 | 1.11    |   |
| <b>Total Career Program</b>   | 77897  |                    |     |     |     |     | 10                | 29 | 35 | 15 | 10 | -1                   | --                   | 3.13 | 1.11    |   |
| Civilian Personnel Administration   | 1584   |                    |     |     |     |     | 10                | 29 | 35 | 14 | 13 | -7                   | --                   | 3.09 | 1.15    |   |
| Comptroller   | 4327   |                    |     |     |     |     | 10                | 30 | 35 | 14 | 10 | -1                   | --                   | 3.16 | 1.11    |   |
| Safety Management   | 1401   |                    |     |     |     |     | 10                | 29 | 35 | 17 | 10 | -7                   | --                   | 3.12 | 1.10    |   |
| Supply Management   | 4499   |                    |     |     |     |     | 12                | 31 | 33 | 14 | 10 | -2                   | --                   | 3.21 | 1.13    |   |
| Contracting and Acquisition   | 3430   |                    |     |     |     |     | 9                 | 31 | 37 | 13 | 10 | 0                    | --                   | 3.16 | 1.08    |   |
| Quality and Reliability Assurance   | 582    |                    |     |     |     |     | 8                 | 31 | 35 | 16 | 10 | +1                   | --                   | 3.10 | 1.10    |   |
| Engineers and Scientists (Non-Construction)   | 5830   |                    |     |     |     |     | 8                 | 30 | 38 | 16 | 8  | -5                   | --                   | 3.12 | 1.04    |   |
| Materiel Maintenance Management   | 6984   |                    |     |     |     |     | 9                 | 28 | 36 | 16 | 12 | -5                   | --                   | 3.06 | 1.12    |   |
| Engineers and Scientists (Construction)   | 6727   |                    |     |     |     |     | 7                 | 30 | 39 | 16 | 9  | -2                   | --                   | 3.10 | 1.03    |   |
| Security  | 1698   |                    |     |     |     |     | 8                 | 25 | 35 | 17 | 15 | -8                   | --                   | 2.95 | 1.16    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 188    |                    |     |     |     |     | 9                 | 32 | 32 | 16 | 11 | +6                   | --                   | 3.10 | 1.12    |   |
| Public Affairs and Communication Media  | 543    |                    |     |     |     |     | 10                | 25 | 31 | 19 | 15 | 0                    | --                   | 2.98 | 1.20    |   |
| Transportation Management   | 1129   |                    |     |     |     |     | 11                | 29 | 34 | 15 | 11 | -1                   | --                   | 3.12 | 1.14    |   |
| Manpower and Force Management   | 1365   |                    |     |     |     |     | 10                | 31 | 35 | 14 | 10 | +1                   | --                   | 3.18 | 1.10    |   |
| Housing Management  | 249    |                    |     |     |     |     | 15                | 30 | 33 | 11 | 12 | +7                   | --                   | 3.25 | 1.19    |   |
| Equal Employment Opportunity  | 208    |                    |     |     |     |     | 13                | 33 | 34 | 11 | 9  | +4                   | --                   | 3.30 | 1.11    |   |
| Education Services  | 407    |                    |     |     |     |     | 14                | 32 | 32 | 12 | 10 | +1                   | --                   | 3.30 | 1.15    |   |
| Training  | 4211   |                    |     |     |     |     | 11                | 31 | 33 | 14 | 10 | +1                   | --                   | 3.19 | 1.13    |   |
| Ammunition Management   | 628    |                    |     |     |     |     | 9                 | 27 | 39 | 14 | 11 | -3                   | --                   | 3.10 | 1.09    |   |
| Information Mission Area (IMA)  | 4813   |                    |     |     |     |     | 9                 | 28 | 35 | 17 | 11 | +1                   | --                   | 3.05 | 1.12    |   |
| Intelligence (Excepted Services Only)   | 1705   |                    |     |     |     |     | 9                 | 28 | 35 | 17 | 11 | 0                    | --                   | 3.07 | 1.11    |   |
| Military Personnel Management   | 1957   |                    |     |     |     |     | 13                | 30 | 34 | 12 | 10 | -3                   | --                   | 3.24 | 1.15    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| YOUR ORGANIZATION   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 29f. How well does your organization attract new employees. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 69677  |                    |     |     |     |     | 7                 | 22 | 35 | 20 | 16 | -4                   | --                   | 2.84 | 1.15    |   |
| <b>Total Career Program</b>                                 | 69656  |                    |     |     |     |     | 7                 | 22 | 35 | 20 | 16 | -6                   | --                   | 2.84 | 1.15    |   |
| Civilian Personnel Administration                           | 1477   |                    |     |     |     |     | 8                 | 22 | 36 | 18 | 15 | -8                   | --                   | 2.90 | 1.16    |   |
| Comptroller   | 3838   |                    |     |     |     |     | 8                 | 24 | 36 | 18 | 14 | -3                   | --                   | 2.95 | 1.13    |   |
| Safety Management   | 1280   |                    |     |     |     |     | 7                 | 22 | 37 | 18 | 15 | -6                   | --                   | 2.88 | 1.13    |   |
| Supply Management   | 3932   |                    |     |     |     |     | 9                 | 23 | 34 | 19 | 16 | -7                   | --                   | 2.90 | 1.18    |   |
| Contracting and Acquisition                                 | 3093   |                    |     |     |     |     | 7                 | 25 | 34 | 19 | 15 | -4                   | --                   | 2.90 | 1.15    |   |
| Quality and Reliability Assurance                           | 490    |                    |     |     |     |     | 6                 | 23 | 34 | 22 | 15 | -4                   | --                   | 2.83 | 1.12    |   |
| Engineers and Scientists (Non-Construction)                 | 5225   |                    |     |     |     |     | 5                 | 20 | 34 | 24 | 17 | -12                  | --                   | 2.73 | 1.12    |   |
| Matériel Maintenance Management                             | 6323   |                    |     |     |     |     | 7                 | 21 | 36 | 20 | 16 | -10                  | --                   | 2.83 | 1.14    |   |
| Engineers and Scientists (Construction)                     | 6184   |                    |     |     |     |     | 4                 | 20 | 38 | 22 | 15 | -8                   | --                   | 2.77 | 1.07    |   |
| Security  | 1527   |                    |     |     |     |     | 6                 | 17 | 28 | 22 | 26 | -11                  | --                   | 2.56 | 1.22    |   |
| Quality Assurance Specialists (Ammunition Surveillance)     | 139    |                    |     |     |     |     | 4                 | 22 | 35 | 19 | 21 | -4                   | --                   | 2.68 | 1.13    |   |
| Public Affairs and Communication Media                      | 477    |                    |     |     |     |     | 7                 | 18 | 31 | 23 | 21 | -1                   | --                   | 2.67 | 1.19    |   |
| Transportation Management                                   | 1018   |                    |     |     |     |     | 7                 | 21 | 31 | 21 | 20 | -6                   | --                   | 2.74 | 1.19    |   |
| Manpower and Force Management                               | 1214   |                    |     |     |     |     | 8                 | 24 | 37 | 18 | 13 | 0                    | --                   | 2.96 | 1.12    |   |
| Housing Management  | 227    |                    |     |     |     |     | 7                 | 21 | 37 | 18 | 16 | -1                   | --                   | 2.86 | 1.15    |   |
| Equal Employment Opportunity                                | 197    |                    |     |     |     |     | 8                 | 24 | 35 | 17 | 16 | +2                   | --                   | 2.91 | 1.17    |   |
| Education Services  | 359    |                    |     |     |     |     | 11                | 26 | 30 | 14 | 18 | +5                   | --                   | 2.98 | 1.25    |   |
| Training  | 3780   |                    |     |     |     |     | 8                 | 23 | 35 | 19 | 15 | -2                   | --                   | 2.89 | 1.16    |   |
| Ammunition Management                                       | 540    |                    |     |     |     |     | 5                 | 22 | 35 | 21 | 17 | -10                  | --                   | 2.76 | 1.13    |   |
| Information Mission Area (IMA)                              | 4289   |                    |     |     |     |     | 7                 | 19 | 35 | 23 | 17 | -4                   | --                   | 2.74 | 1.14    |   |
| Intelligence (Excepted Services Only)                       | 1493   |                    |     |     |     |     | 6                 | 20 | 36 | 22 | 16 | -3                   | --                   | 2.77 | 1.12    |   |
| Military Personnel Management                               | 1658   |                    |     |     |     |     | 9                 | 21 | 36 | 18 | 16 | -7                   | --                   | 2.90 | 1.17    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| YOUR ORGANIZATION                                       |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 29g. How well does your organization fill vacancies.    |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 73851  |                    |     |     |     |     | 4                 | 13 | 26 | 25 | 32 | -2                   | --                   | 2.33 | 1.18    |   |
| <b>Total Career Program</b>                             | 73829  |                    |     |     |     |     | 4                 | 13 | 26 | 25 | 32 | -2                   | --                   | 2.33 | 1.18    |   |
| Civilian Personnel Administration                       | 1559   |                    |     |     |     |     | 8                 | 22 | 36 | 16 | 18 | -4                   | --                   | 2.86 | 1.19    |   |
| Comptroller   | 4075   |                    |     |     |     |     | 4                 | 14 | 28 | 26 | 28 | -2                   | --                   | 2.42 | 1.16    |   |
| Safety Management                                       | 1351   |                    |     |     |     |     | 4                 | 11 | 23 | 23 | 38 | -5                   | --                   | 2.20 | 1.19    |   |
| Supply Management                                       | 4178   |                    |     |     |     |     | 5                 | 14 | 26 | 24 | 29 | -2                   | --                   | 2.41 | 1.20    |   |
| Contracting and Acquisition                             | 3247   |                    |     |     |     |     | 4                 | 15 | 27 | 26 | 28 | -2                   | --                   | 2.42 | 1.17    |   |
| Quality and Reliability Assurance                       | 525    |                    |     |     |     |     | 5                 | 13 | 24 | 26 | 33 | -3                   | --                   | 2.29 | 1.18    |   |
| Engineers and Scientists (Non-Construction)             | 5411   |                    |     |     |     |     | 3                 | 13 | 25 | 26 | 32 | -6                   | --                   | 2.29 | 1.14    |   |
| Matériel Maintenance Management                         | 6659   |                    |     |     |     |     | 4                 | 12 | 26 | 25 | 33 | -4                   | --                   | 2.31 | 1.17    |   |
| Engineers and Scientists (Construction)                 | 6479   |                    |     |     |     |     | 2                 | 11 | 27 | 29 | 30 | -1                   | --                   | 2.27 | 1.08    |   |
| Security  | 1611   |                    |     |     |     |     | 4                 | 10 | 20 | 24 | 42 | -6                   | --                   | 2.11 | 1.18    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 158    |                    |     |     |     |     | 4                 | 15 | 29 | 21 | 30 | -1                   | --                   | 2.42 | 1.19    |   |
| Public Affairs and Communication Media                  | 511    |                    |     |     |     |     | 5                 | 8  | 21 | 24 | 42 | 0                    | --                   | 2.10 | 1.18    |   |
| Transportation Management                               | 1071   |                    |     |     |     |     | 4                 | 11 | 21 | 25 | 39 | -1                   | --                   | 2.16 | 1.17    |   |
| Manpower and Force Management                           | 1308   |                    |     |     |     |     | 4                 | 15 | 29 | 25 | 26 | +2                   | --                   | 2.46 | 1.16    |   |
| Housing Management                                      | 233    |                    |     |     |     |     | 5                 | 15 | 27 | 21 | 32 | +5                   | --                   | 2.41 | 1.22    |   |
| Equal Employment Opportunity                            | 205    |                    |     |     |     |     | 5                 | 18 | 31 | 20 | 26 | +6                   | --                   | 2.55 | 1.19    |   |
| Education Services                                      | 382    |                    |     |     |     |     | 7                 | 16 | 27 | 16 | 33 | +4                   | --                   | 2.48 | 1.29    |   |
| Training  | 3971   |                    |     |     |     |     | 5                 | 15 | 27 | 25 | 29 | -1                   | --                   | 2.42 | 1.19    |   |
| Ammunition Management                                   | 592    |                    |     |     |     |     | 4                 | 13 | 25 | 28 | 30 | -1                   | --                   | 2.33 | 1.15    |   |
| Information Mission Area (IMA)                          | 4576   |                    |     |     |     |     | 4                 | 11 | 25 | 25 | 35 | -2                   | --                   | 2.24 | 1.15    |   |
| Intelligence (Excepted Services Only)                   | 1573   |                    |     |     |     |     | 3                 | 12 | 26 | 26 | 33 | -1                   | --                   | 2.27 | 1.14    |   |
| Military Personnel Management                           | 1783   |                    |     |     |     |     | 7                 | 14 | 27 | 24 | 28 | 0                    | --                   | 2.50 | 1.23    |   |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| YOUR ORGANIZATION  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 29h. How well does your organization link individual and organizational performance. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 73242  |                    |     |     |     |     | 7                 | 22 | 35 | 21 | 15 | -1                   | --                   | 2.85 | 1.13    |   |
| <b>Total Career Program</b>  | 73220  |                    |     |     |     |     | 7                 | 22 | 35 | 21 | 15 | -2                   | --                   | 2.85 | 1.13    |   |
| Civilian Personnel Administration  | 1505   |                    |     |     |     |     | 8                 | 24 | 35 | 19 | 15 | -6                   | --                   | 2.90 | 1.15    |   |
| Comptroller  | 4028   |                    |     |     |     |     | 7                 | 23 | 36 | 20 | 14 | -2                   | --                   | 2.90 | 1.12    |   |
| Safety Management  | 1351   |                    |     |     |     |     | 7                 | 21 | 36 | 21 | 15 | -6                   | --                   | 2.85 | 1.13    |   |
| Supply Management  | 4218   |                    |     |     |     |     | 9                 | 24 | 33 | 19 | 15 | -3                   | --                   | 2.93 | 1.17    |   |
| Contracting and Acquisition  | 3215   |                    |     |     |     |     | 6                 | 24 | 37 | 19 | 14 | -1                   | --                   | 2.88 | 1.11    |   |
| Quality and Reliability Assurance  | 559    |                    |     |     |     |     | 6                 | 23 | 35 | 22 | 14 | -1                   | --                   | 2.84 | 1.10    |   |
| Engineers and Scientists (Non-Construction)  | 5511   |                    |     |     |     |     | 5                 | 21 | 37 | 24 | 13 | -5                   | --                   | 2.80 | 1.07    |   |
| Materiel Maintenance Management  | 6612   |                    |     |     |     |     | 6                 | 20 | 35 | 23 | 17 | -6                   | --                   | 2.77 | 1.13    |   |
| Engineers and Scientists (Construction)  | 6408   |                    |     |     |     |     | 4                 | 21 | 38 | 24 | 13 | -1                   | --                   | 2.80 | 1.05    |   |
| Security   | 1617   |                    |     |     |     |     | 7                 | 18 | 30 | 23 | 21 | -6                   | --                   | 2.67 | 1.19    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                              | 168    |                    |     |     |     |     | 4                 | 24 | 38 | 18 | 15 | +2                   | --                   | 2.85 | 1.08    |   |
| Public Affairs and Communication Media   | 518    |                    |     |     |     |     | 7                 | 17 | 35 | 22 | 19 | -3                   | --                   | 2.71 | 1.16    |   |
| Transportation Management  | 1062   |                    |     |     |     |     | 7                 | 21 | 34 | 22 | 16 | -3                   | --                   | 2.82 | 1.14    |   |
| Manpower and Force Management  | 1306   |                    |     |     |     |     | 7                 | 25 | 36 | 19 | 12 | +1                   | --                   | 2.96 | 1.11    |   |
| Housing Management   | 244    |                    |     |     |     |     | 9                 | 27 | 30 | 19 | 14 | +9                   | --                   | 2.98 | 1.18    |   |
| Equal Employment Opportunity   | 200    |                    |     |     |     |     | 7                 | 31 | 33 | 18 | 12 | +4                   | --                   | 3.03 | 1.10    |   |
| Education Services   | 384    |                    |     |     |     |     | 10                | 24 | 34 | 16 | 16 | +3                   | --                   | 2.97 | 1.21    |   |
| Training   | 4055   |                    |     |     |     |     | 8                 | 24 | 34 | 20 | 14 | +1                   | --                   | 2.93 | 1.15    |   |
| Ammunition Management  | 590    |                    |     |     |     |     | 6                 | 22 | 31 | 24 | 17 | -2                   | --                   | 2.76 | 1.16    |   |
| Information Mission Area (IMA)   | 4496   |                    |     |     |     |     | 6                 | 20 | 35 | 24 | 16 | 0                    | --                   | 2.77 | 1.11    |   |
| Intelligence (Excepted Services Only)  | 1606   |                    |     |     |     |     | 6                 | 20 | 35 | 24 | 16 | -1                   | --                   | 2.76 | 1.11    |   |
| Military Personnel Management  | 1815   |                    |     |     |     |     | 9                 | 22 | 35 | 19 | 14 | -4                   | --                   | 2.94 | 1.15    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| YOUR ORGANIZATION  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 29i. How well does your organization compensate me for the hours of work that I perform. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 80652  |                    |     |     |     |     | 14                | 30 | 32 | 11 | 12 | --                   | --                   | 3.24 | 1.18    |   |
| <b>Total Career Program</b>  | 80629  |                    |     |     |     |     | 14                | 30 | 32 | 11 | 12 | --                   | --                   | 3.24 | 1.18    |   |
| Civilian Personnel Administration  | 1618   |                    |     |     |     |     | 13                | 30 | 32 | 11 | 13 | --                   | --                   | 3.20 | 1.20    |   |
| Comptroller  | 4532   |                    |     |     |     |     | 16                | 34 | 30 | 10 | 10 | --                   | --                   | 3.36 | 1.16    |   |
| Safety Management  | 1443   |                    |     |     |     |     | 15                | 30 | 34 | 10 | 11 | --                   | --                   | 3.28 | 1.17    |   |
| Supply Management  | 4605   |                    |     |     |     |     | 16                | 31 | 31 | 11 | 11 | --                   | --                   | 3.29 | 1.19    |   |
| Contracting and Acquisition  | 3599   |                    |     |     |     |     | 14                | 32 | 33 | 10 | 11 | --                   | --                   | 3.29 | 1.15    |   |
| Quality and Reliability Assurance  | 604    |                    |     |     |     |     | 14                | 35 | 32 | 9  | 9  | --                   | --                   | 3.37 | 1.11    |   |
| Engineers and Scientists (Non-Construction)  | 6038   |                    |     |     |     |     | 13                | 33 | 34 | 11 | 9  | --                   | --                   | 3.29 | 1.11    |   |
| Materiel Maintenance Management  | 7118   |                    |     |     |     |     | 14                | 32 | 34 | 10 | 10 | --                   | --                   | 3.31 | 1.14    |   |
| Engineers and Scientists (Construction)  | 7052   |                    |     |     |     |     | 14                | 32 | 33 | 11 | 10 | --                   | --                   | 3.29 | 1.14    |   |
| Security   | 1736   |                    |     |     |     |     | 14                | 28 | 31 | 13 | 14 | --                   | --                   | 3.16 | 1.23    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                                  | 194    |                    |     |     |     |     | 14                | 33 | 34 | 10 | 9  | --                   | --                   | 3.34 | 1.12    |   |
| Public Affairs and Communication Media   | 570    |                    |     |     |     |     | 15                | 26 | 34 | 14 | 12 | --                   | --                   | 3.17 | 1.20    |   |
| Transportation Management  | 1160   |                    |     |     |     |     | 16                | 30 | 32 | 10 | 11 | --                   | --                   | 3.31 | 1.18    |   |
| Manpower and Force Management  | 1403   |                    |     |     |     |     | 16                | 33 | 32 | 9  | 10 | --                   | --                   | 3.37 | 1.16    |   |
| Housing Management   | 253    |                    |     |     |     |     | 16                | 33 | 26 | 12 | 13 | --                   | --                   | 3.28 | 1.24    |   |
| Equal Employment Opportunity   | 220    |                    |     |     |     |     | 18                | 33 | 31 | 5  | 13 | --                   | --                   | 3.38 | 1.22    |   |
| Education Services   | 417    |                    |     |     |     |     | 16                | 29 | 29 | 13 | 14 | --                   | --                   | 3.18 | 1.25    |   |
| Training   | 4313   |                    |     |     |     |     | 15                | 28 | 31 | 12 | 13 | --                   | --                   | 3.20 | 1.22    |   |
| Ammunition Management  | 641    |                    |     |     |     |     | 15                | 34 | 31 | 12 | 8  | --                   | --                   | 3.35 | 1.13    |   |
| Information Mission Area (IMA)   | 5011   |                    |     |     |     |     | 13                | 28 | 34 | 12 | 13 | --                   | --                   | 3.17 | 1.19    |   |
| Intelligence (Excepted Services Only)  | 1759   |                    |     |     |     |     | 14                | 30 | 32 | 12 | 14 | --                   | --                   | 3.18 | 1.21    |   |
| Military Personnel Management  | 1997   |                    |     |     |     |     | 16                | 30 | 33 | 10 | 12 | --                   | --                   | 3.28 | 1.20    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| YOUR ORGANIZATION   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 29j. How well does your organization provide career counseling. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 75143  |                    |     |     |     |     | 6                 | 16 | 28 | 27 | 24 | -1                   | --                   | 2.52 | 1.17    |   |
| <b>Total Career Program</b>                                     | 75121  |                    |     |     |     |     | 6                 | 16 | 28 | 27 | 24 | 0                    | --                   | 2.52 | 1.17    |   |
| Civilian Personnel Administration                               | 1524   |                    |     |     |     |     | 6                 | 16 | 27 | 25 | 26 | -23                  | --                   | 2.52 | 1.20    |   |
| Comptroller   | 4124   |                    |     |     |     |     | 6                 | 17 | 29 | 26 | 22 | +2                   | --                   | 2.58 | 1.17    |   |
| Safety Management   | 1402   |                    |     |     |     |     | 7                 | 18 | 29 | 25 | 21 | +6                   | --                   | 2.64 | 1.19    |   |
| Supply Management   | 4415   |                    |     |     |     |     | 7                 | 18 | 28 | 24 | 23 | -4                   | --                   | 2.64 | 1.22    |   |
| Contracting and Acquisition                                     | 3321   |                    |     |     |     |     | 6                 | 18 | 32 | 24 | 21 | +1                   | --                   | 2.64 | 1.16    |   |
| Quality and Reliability Assurance                               | 560    |                    |     |     |     |     | 6                 | 18 | 28 | 25 | 23 | +3                   | --                   | 2.59 | 1.19    |   |
| Engineers and Scientists (Non-Construction)                     | 5532   |                    |     |     |     |     | 4                 | 15 | 31 | 29 | 21 | -1                   | --                   | 2.51 | 1.10    |   |
| Matériel Maintenance Management                                 | 6770   |                    |     |     |     |     | 6                 | 17 | 29 | 25 | 24 | -3                   | --                   | 2.55 | 1.18    |   |
| Engineers and Scientists (Construction)                         | 6506   |                    |     |     |     |     | 3                 | 15 | 32 | 30 | 19 | +3                   | --                   | 2.53 | 1.07    |   |
| Security  | 1654   |                    |     |     |     |     | 6                 | 14 | 24 | 28 | 29 | -1                   | --                   | 2.41 | 1.21    |   |
| Quality Assurance Specialists (Ammunition Surveillance)         | 184    |                    |     |     |     |     | 5                 | 19 | 34 | 24 | 18 | +3                   | --                   | 2.68 | 1.12    |   |
| Public Affairs and Communication Media                          | 535    |                    |     |     |     |     | 5                 | 10 | 23 | 32 | 30 | +4                   | --                   | 2.28 | 1.14    |   |
| Transportation Management                                       | 1117   |                    |     |     |     |     | 7                 | 16 | 28 | 25 | 24 | 0                    | --                   | 2.56 | 1.21    |   |
| Manpower and Force Management                                   | 1328   |                    |     |     |     |     | 7                 | 18 | 27 | 27 | 22 | +6                   | --                   | 2.61 | 1.19    |   |
| Housing Management  | 242    |                    |     |     |     |     | 9                 | 24 | 24 | 22 | 21 | +6                   | --                   | 2.76 | 1.27    |   |
| Equal Employment Opportunity                                    | 205    |                    |     |     |     |     | 8                 | 20 | 27 | 23 | 21 | +11                  | --                   | 2.71 | 1.23    |   |
| Education Services  | 393    |                    |     |     |     |     | 8                 | 17 | 28 | 24 | 23 | +8                   | --                   | 2.61 | 1.22    |   |
| Training  | 4108   |                    |     |     |     |     | 7                 | 17 | 26 | 26 | 23 | +2                   | --                   | 2.60 | 1.22    |   |
| Ammunition Management   | 597    |                    |     |     |     |     | 5                 | 18 | 31 | 27 | 19 | +2                   | --                   | 2.62 | 1.13    |   |
| Information Mission Area (IMA)                                  | 4701   |                    |     |     |     |     | 5                 | 14 | 26 | 29 | 27 | -1                   | --                   | 2.41 | 1.16    |   |
| Intelligence (Excepted Services Only)                           | 1647   |                    |     |     |     |     | 4                 | 11 | 25 | 30 | 30 | +1                   | --                   | 2.31 | 1.14    |   |
| Military Personnel Management                                   | 1908   |                    |     |     |     |     | 9                 | 16 | 25 | 25 | 25 | 0                    | --                   | 2.59 | 1.27    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>YOUR ORGANIZATION</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 29k. How well does your organization provide counseling, information, or training on employee wellness (e.g., employee assistance/physical fitness programs). |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 74934  |                    |     |     |     |     | 7                 | 20 | 34 | 20 | 18 | +2                   | --                   | 2.79 | 1.17    |   |
| <b>Total Career Program</b>   | 74911  |                    |     |     |     |     | 7                 | 20 | 34 | 20 | 18 | +1                   | --                   | 2.79 | 1.17    |   |
| Civilian Personnel Administration   | 1522   |                    |     |     |     |     | 8                 | 20 | 32 | 21 | 20 | -14                  | --                   | 2.75 | 1.20    |   |
| Comptroller   | 4112   |                    |     |     |     |     | 7                 | 22 | 35 | 18 | 17 | +5                   | --                   | 2.85 | 1.16    |   |
| Safety Management   | 1404   |                    |     |     |     |     | 9                 | 23 | 35 | 17 | 16 | +9                   | --                   | 2.93 | 1.18    |   |
| Supply Management   | 4349   |                    |     |     |     |     | 9                 | 23 | 31 | 20 | 17 | -2                   | --                   | 2.86 | 1.21    |   |
| Contracting and Acquisition   | 3276   |                    |     |     |     |     | 7                 | 22 | 35 | 20 | 17 | 0                    | --                   | 2.82 | 1.15    |   |
| Quality and Reliability Assurance   | 562    |                    |     |     |     |     | 7                 | 23 | 35 | 19 | 17 | +3                   | --                   | 2.85 | 1.16    |   |
| Engineers and Scientists (Non-Construction)   | 5467   |                    |     |     |     |     | 6                 | 21 | 40 | 19 | 13 | -2                   | --                   | 2.88 | 1.09    |   |
| Materiel Maintenance Management   | 6729   |                    |     |     |     |     | 7                 | 22 | 35 | 18 | 18 | 0                    | --                   | 2.82 | 1.17    |   |
| Engineers and Scientists (Construction)   | 6468   |                    |     |     |     |     | 5                 | 20 | 38 | 21 | 15 | +1                   | --                   | 2.80 | 1.09    |   |
| Security  | 1649   |                    |     |     |     |     | 7                 | 17 | 29 | 22 | 25 | 0                    | --                   | 2.59 | 1.22    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 179    |                    |     |     |     |     | 7                 | 26 | 30 | 20 | 18 | +8                   | --                   | 2.83 | 1.20    |   |
| Public Affairs and Communication Media  | 533    |                    |     |     |     |     | 7                 | 17 | 31 | 21 | 24 | +9                   | --                   | 2.62 | 1.21    |   |
| Transportation Management   | 1115   |                    |     |     |     |     | 9                 | 19 | 34 | 20 | 19 | -1                   | --                   | 2.78 | 1.20    |   |
| Manpower and Force Management   | 1316   |                    |     |     |     |     | 9                 | 21 | 34 | 19 | 17 | +8                   | --                   | 2.88 | 1.19    |   |
| Housing Management  | 242    |                    |     |     |     |     | 12                | 26 | 29 | 17 | 16 | +9                   | --                   | 3.02 | 1.25    |   |
| Equal Employment Opportunity  | 212    |                    |     |     |     |     | 13                | 22 | 33 | 14 | 19 | +12                  | --                   | 2.96 | 1.27    |   |
| Education Services  | 396    |                    |     |     |     |     | 8                 | 23 | 32 | 20 | 17 | +9                   | --                   | 2.86 | 1.19    |   |
| Training  | 4052   |                    |     |     |     |     | 8                 | 20 | 31 | 22 | 19 | +3                   | --                   | 2.75 | 1.20    |   |
| Ammunition Management   | 605    |                    |     |     |     |     | 7                 | 22 | 34 | 21 | 16 | 0                    | --                   | 2.84 | 1.15    |   |
| Information Mission Area (IMA)  | 4664   |                    |     |     |     |     | 7                 | 18 | 34 | 22 | 19 | 0                    | --                   | 2.70 | 1.16    |   |
| Intelligence (Excepted Services Only)   | 1621   |                    |     |     |     |     | 6                 | 16 | 31 | 24 | 23 | +2                   | --                   | 2.56 | 1.17    |   |
| Military Personnel Management   | 1907   |                    |     |     |     |     | 11                | 21 | 30 | 19 | 18 | +4                   | --                   | 2.87 | 1.25    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| 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 | I DO NOT telework because I am not allowed to | I DO NOT telework because I choose not to telework |
|---|--------|---|--|--|---|---|--|
| <b>YOUR ORGANIZATION</b>  |        |   |  |  |   |   |  |
| 30. Please select the response below that best describes your telework situation. |        |   |  |  |   |   |  |
| Total Army  | 79730  | 4%  | 8%   | 39%  | 3%  | 36%   | 10%  |
| <b>Total Career Program</b>   | 79708  | 4%  | 8%   | 39%  | 3%  | 36%   | 10%  |
| Civilian Personnel Administration   | 1628   | 4%  | 12%  | 19%  | 2%  | 48%   | 14%  |
| Comptroller   | 4465   | 4%  | 13%  | 19%  | 2%  | 47%   | 15%  |
| Safety Management   | 1413   | 3%  | 7%   | 53%  | 2%  | 27%   | 7%   |
| Supply Management   | 4543   | 6%  | 6%   | 39%  | 3%  | 35%   | 12%  |
| Contracting and Acquisition   | 3571   | 5%  | 11%  | 18%  | 3%  | 46%   | 17%  |
| Quality and Reliability Assurance   | 598    | 5%  | 5%   | 43%  | 2%  | 31%   | 13%  |
| Engineers and Scientists (Non-Construction)                                       | 6003   | 4%  | 12%  | 25%  | 4%  | 36%   | 18%  |
| Materiel Maintenance Management   | 6982   | 4%  | 5%   | 52%  | 3%  | 28%   | 8%   |
| Engineers and Scientists (Construction)   | 6955   | 5%  | 16%  | 33%  | 2%  | 31%   | 15%  |
| Security  | 1685   | 4%  | 6%   | 59%  | 4%  | 23%   | 4%   |
| Quality Assurance Specialists (Ammunition Surveillance)                           | 186    | 1%  | 5%   | 53%  | 4%  | 30%   | 6%   |
| Public Affairs and Communication Media  | 577    | 4%  | 13%  | 23%  | 2%  | 47%   | 11%  |
| Transportation Management   | 1135   | 4%  | 4%   | 50%  | 3%  | 32%   | 7%   |
| Manpower and Force Management   | 1386   | 4%  | 10%  | 21%  | 3%  | 48%   | 14%  |
| Housing Management  | 237    | 5%  | 5%   | 45%  | 2%  | 38%   | 5%   |
| Equal Employment Opportunity  | 216    | 5%  | 8%   | 28%  | 2%  | 35%   | 22%  |
| Education Services  | 405    | 2%  | 6%   | 42%  | 1%  | 43%   | 5%   |
| Training  | 4197   | 3%  | 5%   | 46%  | 2%  | 37%   | 7%   |
| Ammunition Management   | 632    | 7%  | 6%   | 34%  | 4%  | 25%   | 24%  |
| Information Mission Area (IMA)  | 4997   | 4%  | 9%   | 31%  | 4%  | 44%   | 8%   |
| Intelligence (Excepted Services Only)   | 1752   | 1%  | 2%   | 39%  | 15%   | 40%   | 4%   |
| Military Personnel Management   | 1981   | 3%  | 3%   | 41%  | 2%  | 43%   | 8%   |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 31a. How well does the Human Resources Office support you to process personnel actions (e.g., pay, promotions, benefits) accurately and in a timely manner. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 73267  |                    |     |     |     |     | 13                | 27 | 35 | 13 | 12 | +1                   | -7                   | 3.16 | 1.18    |   |
| <b>Total Career Program</b>   | 73243  |                    |     |     |     |     | 13                | 27 | 35 | 13 | 12 | 0                    | -8                   | 3.16 | 1.18    |   |
| Civilian Personnel Administration   | 1582   |                    |     |     |     |     | 34                | 35 | 22 | 5  | 4  | -1                   | -4                   | 3.89 | 1.06    |   |
| Comptroller   | 4012   |                    |     |     |     |     | 13                | 29 | 33 | 13 | 12 | +2                   | -5                   | 3.17 | 1.18    |   |
| Safety Management   | 1343   |                    |     |     |     |     | 11                | 24 | 36 | 14 | 15 | -4                   | -9                   | 3.01 | 1.20    |   |
| Supply Management   | 4223   |                    |     |     |     |     | 15                | 29 | 34 | 12 | 10 | -1                   | -10                  | 3.27 | 1.15    |   |
| Contracting and Acquisition   | 3261   |                    |     |     |     |     | 13                | 29 | 36 | 11 | 11 | +2                   | -8                   | 3.20 | 1.15    |   |
| Quality and Reliability Assurance   | 551    |                    |     |     |     |     | 11                | 27 | 38 | 13 | 12 | -1                   | -8                   | 3.12 | 1.14    |   |
| Engineers and Scientists (Non-Construction)   | 5370   |                    |     |     |     |     | 11                | 28 | 38 | 12 | 10 | -1                   | -10                  | 3.19 | 1.11    |   |
| Materiel Maintenance Management   | 6592   |                    |     |     |     |     | 12                | 28 | 37 | 12 | 10 | -1                   | -6                   | 3.20 | 1.12    |   |
| Engineers and Scientists (Construction)   | 6386   |                    |     |     |     |     | 11                | 27 | 39 | 13 | 11 | +2                   | -7                   | 3.13 | 1.11    |   |
| Security  | 1579   |                    |     |     |     |     | 11                | 24 | 35 | 14 | 16 | -4                   | -12                  | 3.01 | 1.21    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 181    |                    |     |     |     |     | 12                | 30 | 33 | 13 | 12 | +3                   | -10                  | 3.17 | 1.16    |   |
| Public Affairs and Communication Media  | 513    |                    |     |     |     |     | 13                | 21 | 35 | 15 | 17 | +1                   | -9                   | 2.98 | 1.24    |   |
| Transportation Management   | 1062   |                    |     |     |     |     | 15                | 26 | 35 | 11 | 13 | +5                   | -9                   | 3.19 | 1.21    |   |
| Manpower and Force Management   | 1313   |                    |     |     |     |     | 17                | 25 | 34 | 13 | 11 | +2                   | -7                   | 3.24 | 1.20    |   |
| Housing Management  | 228    |                    |     |     |     |     | 13                | 28 | 35 | 11 | 13 | -1                   | 0                    | 3.16 | 1.18    |   |
| Equal Employment Opportunity  | 200    |                    |     |     |     |     | 19                | 23 | 32 | 14 | 14 | +2                   | -5                   | 3.20 | 1.27    |   |
| Education Services  | 370    |                    |     |     |     |     | 15                | 27 | 31 | 12 | 15 | +6                   | -4                   | 3.15 | 1.25    |   |
| Training  | 3938   |                    |     |     |     |     | 15                | 28 | 34 | 11 | 12 | +2                   | -9                   | 3.21 | 1.19    |   |
| Ammunition Management   | 594    |                    |     |     |     |     | 12                | 30 | 33 | 12 | 13 | +4                   | -7                   | 3.16 | 1.19    |   |
| Information Mission Area (IMA)  | 4499   |                    |     |     |     |     | 13                | 27 | 37 | 12 | 12 | +1                   | -2                   | 3.17 | 1.16    |   |
| Intelligence (Excepted Services Only)   | 1615   |                    |     |     |     |     | 11                | 24 | 35 | 15 | 15 | -2                   | -11                  | 3.00 | 1.20    |   |
| Military Personnel Management   | 1847   |                    |     |     |     |     | 18                | 30 | 32 | 9  | 11 | +5                   | --                   | 3.35 | 1.19    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 31b. How well does the Human Resources Office support you to provide customer-focused service. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 70511  |                    |     |     |     |     | 12                | 26 | 34 | 14 | 13 | 0                    | -1                   | 3.11 | 1.18    |   |
| <b>Total Career Program</b>  | 70488  |                    |     |     |     |     | 12                | 26 | 34 | 14 | 13 | 0                    | -1                   | 3.11 | 1.18    |   |
| Civilian Personnel Administration  | 1580   |                    |     |     |     |     | 35                | 33 | 20 | 6  | 5  | -1                   | -4                   | 3.87 | 1.12    |   |
| Comptroller  | 3940   |                    |     |     |     |     | 11                | 27 | 33 | 16 | 14 | +2                   | +1                   | 3.06 | 1.18    |   |
| Safety Management  | 1322   |                    |     |     |     |     | 11                | 24 | 36 | 15 | 14 | -3                   | +2                   | 3.02 | 1.18    |   |
| Supply Management  | 4021   |                    |     |     |     |     | 14                | 29 | 34 | 13 | 10 | -1                   | -2                   | 3.24 | 1.16    |   |
| Contracting and Acquisition  | 3116   |                    |     |     |     |     | 12                | 28 | 35 | 13 | 12 | +2                   | -5                   | 3.13 | 1.16    |   |
| Quality and Reliability Assurance  | 520    |                    |     |     |     |     | 10                | 25 | 39 | 13 | 13 | -1                   | -7                   | 3.07 | 1.15    |   |
| Engineers and Scientists (Non-Construction)  | 4844   |                    |     |     |     |     | 9                 | 26 | 38 | 15 | 12 | -2                   | -5                   | 3.06 | 1.11    |   |
| Materiel Maintenance Management  | 6244   |                    |     |     |     |     | 11                | 28 | 38 | 13 | 10 | -1                   | 0                    | 3.17 | 1.12    |   |
| Engineers and Scientists (Construction)  | 5981   |                    |     |     |     |     | 9                 | 25 | 37 | 16 | 13 | +2                   | -1                   | 3.00 | 1.12    |   |
| Security   | 1529   |                    |     |     |     |     | 11                | 22 | 36 | 17 | 15 | -7                   | -6                   | 2.97 | 1.18    |   |
| Quality Assurance Specialists (Ammunition Surveillance)  | 173    |                    |     |     |     |     | 10                | 23 | 36 | 18 | 13 | -3                   | -5                   | 2.98 | 1.16    |   |
| Public Affairs and Communication Media   | 507    |                    |     |     |     |     | 11                | 21 | 32 | 18 | 19 | +2                   | -1                   | 2.89 | 1.25    |   |
| Transportation Management  | 1038   |                    |     |     |     |     | 14                | 28 | 34 | 12 | 13 | +6                   | +1                   | 3.18 | 1.20    |   |
| Manpower and Force Management  | 1277   |                    |     |     |     |     | 14                | 23 | 33 | 17 | 12 | +1                   | +1                   | 3.10 | 1.21    |   |
| Housing Management   | 225    |                    |     |     |     |     | 10                | 31 | 34 | 16 | 9  | +3                   | +9                   | 3.16 | 1.10    |   |
| Equal Employment Opportunity   | 201    |                    |     |     |     |     | 15                | 21 | 33 | 13 | 17 | 0                    | -1                   | 3.04 | 1.29    |   |
| Education Services   | 367    |                    |     |     |     |     | 16                | 26 | 32 | 12 | 14 | +8                   | +10                  | 3.17 | 1.24    |   |
| Training   | 3809   |                    |     |     |     |     | 13                | 28 | 34 | 12 | 12 | +3                   | +2                   | 3.18 | 1.17    |   |
| Ammunition Management  | 568    |                    |     |     |     |     | 9                 | 28 | 36 | 14 | 14 | 0                    | -1                   | 3.03 | 1.14    |   |
| Information Mission Area (IMA)   | 4325   |                    |     |     |     |     | 12                | 26 | 36 | 14 | 12 | +2                   | +3                   | 3.14 | 1.16    |   |
| Intelligence (Excepted Services Only)  | 1559   |                    |     |     |     |     | 9                 | 22 | 35 | 18 | 16 | -3                   | -4                   | 2.92 | 1.18    |   |
| Military Personnel Management  | 1795   |                    |     |     |     |     | 17                | 28 | 32 | 12 | 10 | -1                   | --                   | 3.29 | 1.19    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents<br>5 4 3 2 1 | % Fav<br>Diff from<br>2010 | % Fav<br>Diff from<br>2006 | Mean | Std<br>Dev |
|--|--------|--------------------|-----|-----|-----|-----|--------------------------------|----------------------------|----------------------------|------|------------|
|  |        | 0%                 | 20% | 40% | 60% | 80% |                                |                            |                            |      |            |
| SATISFACTION with CIVILIAN HUMAN RESOURCES   |        |                    |     |     |     |     |                                |                            |                            |      |            |
| 31c. How well does the Human Resources Office support you to provide guidance and program assistance on family-friendly quality of work/life issues. |        |                    |     |     |     |     |                                |                            |                            |      |            |
| Total Army   | 61399  |                    |     |     |     |     | 10 24 35 17 15                 | -1                         | 0                          | 2.99 | 1.18       |
| <b>Total Career Program</b>  | 61379  |                    |     |     |     |     | 10 24 35 17 15                 | -1                         | -1                         | 2.99 | 1.18       |
| Civilian Personnel Administration  | 1408   |                    |     |     |     |     | 28 31 23 10 8                  | -2                         | -1                         | 3.62 | 1.21       |
| Comptroller  | 3397   |                    |     |     |     |     | 10 23 34 17 16                 | -1                         | -3                         | 2.93 | 1.19       |
| Safety Management  | 1186   |                    |     |     |     |     | 10 21 37 16 16                 | -4                         | +3                         | 2.94 | 1.19       |
| Supply Management  | 3592   |                    |     |     |     |     | 12 27 35 15 11                 | -2                         | -1                         | 3.15 | 1.16       |
| Contracting and Acquisition  | 2624   |                    |     |     |     |     | 10 27 35 14 14                 | +2                         | -2                         | 3.04 | 1.17       |
| Quality and Reliability Assurance  | 451    |                    |     |     |     |     | 8 23 41 13 15                  | -3                         | -4                         | 2.96 | 1.13       |
| Engineers and Scientists (Non-Construction)  | 4093   |                    |     |     |     |     | 8 23 39 17 12                  | -3                         | -5                         | 2.97 | 1.11       |
| Materiel Maintenance Management  | 5622   |                    |     |     |     |     | 10 25 38 15 12                 | -2                         | +1                         | 3.05 | 1.13       |
| Engineers and Scientists (Construction)  | 5086   |                    |     |     |     |     | 7 23 38 19 14                  | 0                          | -1                         | 2.90 | 1.11       |
| Security   | 1358   |                    |     |     |     |     | 9 20 34 20 17                  | -5                         | -3                         | 2.85 | 1.20       |
| Quality Assurance Specialists (Ammunition Surveillance)  | 144    |                    |     |     |     |     | 8 26 34 15 17                  | +2                         | +3                         | 2.93 | 1.18       |
| Public Affairs and Communication Media   | 432    |                    |     |     |     |     | 9 19 31 22 19                  | +2                         | +2                         | 2.76 | 1.22       |
| Transportation Management  | 959    |                    |     |     |     |     | 12 26 35 13 14                 | +4                         | +3                         | 3.09 | 1.18       |
| Manpower and Force Management  | 1093   |                    |     |     |     |     | 11 22 33 19 15                 | -1                         | -3                         | 2.94 | 1.21       |
| Housing Management   | 195    |                    |     |     |     |     | 9 31 35 18 8                   | +2                         | +13                        | 3.15 | 1.06       |
| Equal Employment Opportunity   | 178    |                    |     |     |     |     | 13 22 25 19 21                 | +2                         | -1                         | 2.89 | 1.33       |
| Education Services   | 318    |                    |     |     |     |     | 13 20 35 15 17                 | +7                         | +3                         | 2.97 | 1.25       |
| Training   | 3324   |                    |     |     |     |     | 11 26 35 15 14                 | +2                         | +1                         | 3.05 | 1.18       |
| Ammunition Management  | 496    |                    |     |     |     |     | 8 26 38 13 14                  | +2                         | +1                         | 3.01 | 1.14       |
| Information Mission Area (IMA)   | 3755   |                    |     |     |     |     | 10 23 36 17 14                 | +1                         | +4                         | 2.98 | 1.16       |
| Intelligence (Excepted Services Only)  | 1330   |                    |     |     |     |     | 8 19 35 20 17                  | -1                         | -2                         | 2.80 | 1.17       |
| Military Personnel Management  | 1600   |                    |     |     |     |     | 14 25 33 15 13                 | -2                         | --                         | 3.13 | 1.21       |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents<br>5 4 3 2 1 | % Fav<br>Diff from<br>2010 | % Fav<br>Diff from<br>2006 | Mean | Std<br>Dev |
|---|--------|--------------------|-----|-----|-----|-----|--------------------------------|----------------------------|----------------------------|------|------------|
|   |        | 0%                 | 20% | 40% | 60% | 80% |                                |                            |                            |      |            |
| <b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>   |        |                    |     |     |     |     |                                |                            |                            |      |            |
| 31d. How well does the Human Resources Office support you to provide counseling, information, or training on retirement and benefits. |        |                    |     |     |     |     |                                |                            |                            |      |            |
| Total Army  | 66481  |                    |     |     |     |     | 10 23 34 17 16                 | +2                         | -6                         | 2.95 | 1.19       |
| <b>Total Career Program</b>   | 66459  |                    |     |     |     |     | 10 23 34 17 16                 | +1                         | -7                         | 2.95 | 1.19       |
| Civilian Personnel Administration   | 1457   |                    |     |     |     |     | 28 29 25 10 9                  | -2                         | -6                         | 3.56 | 1.24       |
| Comptroller   | 3689   |                    |     |     |     |     | 9 24 33 17 17                  | +2                         | -7                         | 2.90 | 1.20       |
| Safety Management   | 1241   |                    |     |     |     |     | 9 19 34 19 19                  | 0                          | -2                         | 2.80 | 1.21       |
| Supply Management   | 3836   |                    |     |     |     |     | 12 26 34 14 13                 | -2                         | -8                         | 3.10 | 1.18       |
| Contracting and Acquisition   | 2826   |                    |     |     |     |     | 9 28 35 15 13                  | +4                         | -8                         | 3.05 | 1.15       |
| Quality and Reliability Assurance   | 495    |                    |     |     |     |     | 9 22 39 13 16                  | +1                         | -9                         | 2.96 | 1.17       |
| Engineers and Scientists (Non-Construction)   | 4702   |                    |     |     |     |     | 8 25 39 15 12                  | -1                         | -12                        | 3.03 | 1.10       |
| Materiel Maintenance Management   | 6031   |                    |     |     |     |     | 10 25 36 15 14                 | +1                         | -4                         | 3.02 | 1.16       |
| Engineers and Scientists (Construction)   | 5723   |                    |     |     |     |     | 7 22 38 19 14                  | +3                         | -7                         | 2.90 | 1.11       |
| Security  | 1416   |                    |     |     |     |     | 9 20 34 20 18                  | +2                         | -8                         | 2.83 | 1.20       |
| Quality Assurance Specialists (Ammunition Surveillance)   | 155    |                    |     |     |     |     | 8 23 37 19 14                  | +1                         | -11                        | 2.92 | 1.12       |
| Public Affairs and Communication Media  | 460    |                    |     |     |     |     | 8 18 30 21 24                  | +7                         | -6                         | 2.64 | 1.24       |
| Transportation Management   | 1008   |                    |     |     |     |     | 11 26 32 16 15                 | +6                         | -4                         | 3.01 | 1.20       |
| Manpower and Force Management   | 1187   |                    |     |     |     |     | 11 21 32 18 18                 | +4                         | -5                         | 2.89 | 1.24       |
| Housing Management  | 212    |                    |     |     |     |     | 10 28 31 21 10                 | +2                         | +8                         | 3.07 | 1.15       |
| Equal Employment Opportunity  | 189    |                    |     |     |     |     | 13 22 29 19 18                 | +4                         | -8                         | 2.93 | 1.28       |
| Education Services  | 339    |                    |     |     |     |     | 12 20 32 17 17                 | +8                         | -2                         | 2.93 | 1.25       |
| Training  | 3585   |                    |     |     |     |     | 11 24 34 16 15                 | +5                         | -3                         | 2.99 | 1.20       |
| Ammunition Management   | 545    |                    |     |     |     |     | 8 27 36 15 14                  | +2                         | -4                         | 2.99 | 1.14       |
| Information Mission Area (IMA)  | 4098   |                    |     |     |     |     | 9 22 35 17 16                  | +3                         | -2                         | 2.92 | 1.18       |
| Intelligence (Excepted Services Only)   | 1452   |                    |     |     |     |     | 7 18 35 21 19                  | +1                         | -8                         | 2.73 | 1.17       |
| Military Personnel Management   | 1682   |                    |     |     |     |     | 13 24 30 17 16                 | +4                         | --                         | 3.01 | 1.25       |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 31e. How well does the Human Resources Office support you to provide training in supervisory/management skills. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 14978  |                    |     |     |     |     | 8                 | 22 | 36 | 21 | 14 | +1                   | --                   | 2.89 | 1.12    |   |
| <b>Total Career Program</b>   | 14972  |                    |     |     |     |     | 8                 | 22 | 36 | 21 | 14 | +1                   | --                   | 2.89 | 1.12    |   |
| Civilian Personnel Administration   | 233    |                    |     |     |     |     | 24                | 22 | 28 | 17 | 9  | -11                  | --                   | 3.34 | 1.26    |   |
| Comptroller   | 775    |                    |     |     |     |     | 7                 | 20 | 39 | 20 | 13 | -3                   | --                   | 2.87 | 1.09    |   |
| Safety Management   | 364    |                    |     |     |     |     | 9                 | 18 | 36 | 22 | 15 | +5                   | --                   | 2.85 | 1.16    |   |
| Supply Management   | 748    |                    |     |     |     |     | 9                 | 26 | 36 | 18 | 11 | +2                   | --                   | 3.02 | 1.11    |   |
| Contracting and Acquisition   | 707    |                    |     |     |     |     | 6                 | 25 | 36 | 20 | 13 | -2                   | --                   | 2.90 | 1.10    |   |
| Quality and Reliability Assurance   | 62     |                    |     |     |     |     | 6                 | 18 | 45 | 8  | 23 | -5                   | --                   | 2.77 | 1.17    |   |
| Engineers and Scientists (Non-Construction)   | 875    |                    |     |     |     |     | 6                 | 21 | 39 | 23 | 11 | -2                   | --                   | 2.89 | 1.05    |   |
| Materiel Maintenance Management   | 1292   |                    |     |     |     |     | 9                 | 28 | 37 | 17 | 9  | +9                   | --                   | 3.11 | 1.08    |   |
| Engineers and Scientists (Construction)   | 1434   |                    |     |     |     |     | 6                 | 22 | 40 | 22 | 10 | +1                   | --                   | 2.92 | 1.04    |   |
| Security  | 485    |                    |     |     |     |     | 8                 | 17 | 39 | 24 | 12 | -3                   | --                   | 2.86 | 1.09    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 27     |                    |     |     |     |     | 4                 | 15 | 48 | 19 | 15 | -14                  | --                   | 2.74 | 1.00    |   |
| Public Affairs and Communication Media  | 120    |                    |     |     |     |     | 6                 | 13 | 43 | 23 | 15 | -5                   | --                   | 2.71 | 1.05    |   |
| Transportation Management   | 225    |                    |     |     |     |     | 5                 | 22 | 42 | 17 | 13 | -2                   | --                   | 2.89 | 1.06    |   |
| Manpower and Force Management   | 278    |                    |     |     |     |     | 5                 | 20 | 38 | 23 | 14 | +6                   | --                   | 2.79 | 1.07    |   |
| Housing Management  | 104    |                    |     |     |     |     | 8                 | 24 | 37 | 18 | 13 | -1                   | --                   | 2.94 | 1.13    |   |
| Equal Employment Opportunity  | 72     |                    |     |     |     |     | 11                | 24 | 18 | 31 | 17 | -3                   | --                   | 2.82 | 1.27    |   |
| Education Services  | 114    |                    |     |     |     |     | 6                 | 31 | 32 | 17 | 15 | +12                  | --                   | 2.96 | 1.15    |   |
| Training  | 1112   |                    |     |     |     |     | 8                 | 22 | 34 | 22 | 14 | +3                   | --                   | 2.88 | 1.15    |   |
| Ammunition Management   | 105    |                    |     |     |     |     | 10                | 27 | 33 | 15 | 15 | +7                   | --                   | 3.00 | 1.19    |   |
| Information Mission Area (IMA)  | 855    |                    |     |     |     |     | 8                 | 24 | 34 | 19 | 15 | +3                   | --                   | 2.91 | 1.16    |   |
| Intelligence (Excepted Services Only)   | 399    |                    |     |     |     |     | 5                 | 12 | 38 | 27 | 18 | -3                   | --                   | 2.58 | 1.07    |   |
| Military Personnel Management   | 326    |                    |     |     |     |     | 12                | 26 | 32 | 14 | 16 | +9                   | --                   | 3.05 | 1.23    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 31f. How well does the Human Resources Office support you to explain and provide training in the way Civilian Human Resources functions including its processes and responsibilities. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 14673  |                    |     |     |     |     | 7                 | 20 | 34 | 24 | 15 | +3                   | -3                   | 2.78 | 1.13    |   |
| <b>Total Career Program</b>   | 14667  |                    |     |     |     |     | 7                 | 20 | 34 | 24 | 15 | +4                   | -2                   | 2.78 | 1.13    |   |
| Civilian Personnel Administration   | 234    |                    |     |     |     |     | 23                | 29 | 25 | 15 | 8  | -8                   | -11                  | 3.44 | 1.22    |   |
| Comptroller   | 749    |                    |     |     |     |     | 5                 | 17 | 36 | 25 | 16 | +3                   | -7                   | 2.70 | 1.10    |   |
| Safety Management   | 361    |                    |     |     |     |     | 8                 | 16 | 36 | 22 | 18 | +1                   | +2                   | 2.74 | 1.16    |   |
| Supply Management   | 735    |                    |     |     |     |     | 8                 | 25 | 33 | 21 | 13 | +6                   | +1                   | 2.95 | 1.13    |   |
| Contracting and Acquisition   | 695    |                    |     |     |     |     | 7                 | 21 | 37 | 20 | 15 | +1                   | +2                   | 2.84 | 1.13    |   |
| Quality and Reliability Assurance   | 60     |                    |     |     |     |     | 10                | 13 | 37 | 20 | 20 | -1                   | -2                   | 2.73 | 1.21    |   |
| Engineers and Scientists (Non-Construction)   | 847    |                    |     |     |     |     | 5                 | 17 | 32 | 32 | 14 | +1                   | -3                   | 2.67 | 1.06    |   |
| Materiel Maintenance Management   | 1265   |                    |     |     |     |     | 7                 | 27 | 37 | 17 | 11 | +10                  | +7                   | 3.01 | 1.09    |   |
| Engineers and Scientists (Construction)   | 1387   |                    |     |     |     |     | 5                 | 19 | 36 | 27 | 13 | +4                   | -5                   | 2.76 | 1.06    |   |
| Security  | 472    |                    |     |     |     |     | 7                 | 17 | 37 | 26 | 13 | -2                   | -9                   | 2.78 | 1.09    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 28     |                    |     |     |     |     | 0                 | 25 | 39 | 18 | 18 | +1                   | -14                  | 2.71 | 1.03    |   |
| Public Affairs and Communication Media  | 116    |                    |     |     |     |     | 5                 | 17 | 34 | 23 | 20 | +7                   | -8                   | 2.65 | 1.13    |   |
| Transportation Management   | 221    |                    |     |     |     |     | 5                 | 22 | 37 | 22 | 13 | +2                   | +2                   | 2.85 | 1.08    |   |
| Manpower and Force Management   | 271    |                    |     |     |     |     | 4                 | 18 | 35 | 27 | 16 | +5                   | -7                   | 2.66 | 1.06    |   |
| Housing Management  | 103    |                    |     |     |     |     | 9                 | 21 | 35 | 19 | 16 | +2                   | +5                   | 2.88 | 1.17    |   |
| Equal Employment Opportunity  | 72     |                    |     |     |     |     | 10                | 26 | 25 | 24 | 15 | -1                   | +4                   | 2.92 | 1.22    |   |
| Education Services  | 109    |                    |     |     |     |     | 6                 | 26 | 37 | 13 | 18 | +17                  | +14                  | 2.89 | 1.17    |   |
| Training  | 1096   |                    |     |     |     |     | 7                 | 19 | 35 | 22 | 16 | +6                   | +2                   | 2.81 | 1.14    |   |
| Ammunition Management   | 102    |                    |     |     |     |     | 8                 | 23 | 33 | 19 | 18 | +6                   | +1                   | 2.84 | 1.19    |   |
| Information Mission Area (IMA)  | 843    |                    |     |     |     |     | 8                 | 21 | 33 | 24 | 15 | +6                   | +4                   | 2.82 | 1.15    |   |
| Intelligence (Excepted Services Only)   | 396    |                    |     |     |     |     | 4                 | 10 | 34 | 30 | 22 | -2                   | -4                   | 2.43 | 1.05    |   |
| Military Personnel Management   | 328    |                    |     |     |     |     | 11                | 22 | 33 | 19 | 15 | +9                   | --                   | 2.96 | 1.21    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 31g. How well does the Human Resources Office support you to provide advice on assessing employees' competencies/skills so that they are matched to appropriate jobs. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 14143  |                    |     |     |     |     | 7                 | 19 | 35 | 23 | 16 | +2                   | -3                   | 2.77 | 1.13    |   |
| <b>Total Career Program</b>   | 14136  |                    |     |     |     |     | 7                 | 19 | 35 | 23 | 16 | +3                   | -3                   | 2.77 | 1.13    |   |
| Civilian Personnel Administration   | 228    |                    |     |     |     |     | 25                | 25 | 24 | 17 | 10 | -3                   | -13                  | 3.39 | 1.28    |   |
| Comptroller   | 721    |                    |     |     |     |     | 6                 | 18 | 36 | 23 | 17 | +3                   | -3                   | 2.74 | 1.11    |   |
| Safety Management   | 338    |                    |     |     |     |     | 9                 | 14 | 38 | 21 | 17 | +2                   | 0                    | 2.78 | 1.16    |   |
| Supply Management   | 726    |                    |     |     |     |     | 7                 | 23 | 34 | 23 | 13 | +4                   | -1                   | 2.89 | 1.11    |   |
| Contracting and Acquisition   | 659    |                    |     |     |     |     | 5                 | 21 | 38 | 20 | 16 | +4                   | -2                   | 2.80 | 1.10    |   |
| Quality and Reliability Assurance   | 60     |                    |     |     |     |     | 7                 | 13 | 42 | 23 | 15 | -8                   | +4                   | 2.73 | 1.08    |   |
| Engineers and Scientists (Non-Construction)   | 806    |                    |     |     |     |     | 5                 | 16 | 32 | 29 | 18 | +3                   | -6                   | 2.60 | 1.10    |   |
| Matériel Maintenance Management   | 1237   |                    |     |     |     |     | 7                 | 25 | 37 | 19 | 12 | +9                   | +3                   | 2.96 | 1.10    |   |
| Engineers and Scientists (Construction)   | 1316   |                    |     |     |     |     | 4                 | 19 | 37 | 25 | 15 | +4                   | -3                   | 2.74 | 1.06    |   |
| Security  | 464    |                    |     |     |     |     | 7                 | 17 | 36 | 26 | 14 | -3                   | -7                   | 2.78 | 1.10    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 24     |                    |     |     |     |     | 0                 | 33 | 29 | 21 | 17 | +2                   | -17                  | 2.79 | 1.08    |   |
| Public Affairs and Communication Media  | 116    |                    |     |     |     |     | 6                 | 15 | 38 | 24 | 17 | +4                   | -9                   | 2.68 | 1.10    |   |
| Transportation Management   | 219    |                    |     |     |     |     | 4                 | 20 | 40 | 21 | 16 | 0                    | +2                   | 2.75 | 1.07    |   |
| Manpower and Force Management   | 253    |                    |     |     |     |     | 4                 | 20 | 37 | 22 | 17 | +6                   | -8                   | 2.71 | 1.09    |   |
| Housing Management  | 102    |                    |     |     |     |     | 7                 | 21 | 36 | 18 | 19 | +1                   | +2                   | 2.79 | 1.17    |   |
| Equal Employment Opportunity  | 71     |                    |     |     |     |     | 10                | 24 | 28 | 27 | 11 | +9                   | +3                   | 2.94 | 1.16    |   |
| Education Services  | 105    |                    |     |     |     |     | 5                 | 20 | 36 | 21 | 18 | +13                  | -1                   | 2.72 | 1.12    |   |
| Training  | 1065   |                    |     |     |     |     | 8                 | 18 | 37 | 21 | 16 | +4                   | 0                    | 2.82 | 1.15    |   |
| Ammunition Management   | 99     |                    |     |     |     |     | 9                 | 18 | 32 | 24 | 16 | +3                   | -11                  | 2.80 | 1.18    |   |
| Information Mission Area (IMA)  | 819    |                    |     |     |     |     | 7                 | 20 | 33 | 24 | 16 | +4                   | +2                   | 2.77 | 1.15    |   |
| Intelligence (Excepted Services Only)   | 378    |                    |     |     |     |     | 4                 | 10 | 34 | 28 | 24 | -3                   | -6                   | 2.43 | 1.07    |   |
| Military Personnel Management   | 325    |                    |     |     |     |     | 11                | 23 | 31 | 21 | 15 | +9                   | --                   | 2.95 | 1.21    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 31h. How well does the Human Resources Office support you to provide advice on how to enhance employee productivity by accurately assessing employee performance. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 14017  |                    |     |     |     |     | 6                 | 18 | 34 | 25 | 17 | +2                   | 0                    | 2.72 | 1.13    |   |
| <b>Total Career Program</b>   | 14012  |                    |     |     |     |     | 6                 | 18 | 34 | 25 | 17 | +3                   | +2                   | 2.72 | 1.13    |   |
| Civilian Personnel Administration   | 223    |                    |     |     |     |     | 23                | 24 | 28 | 16 | 9  | -5                   | -9                   | 3.36 | 1.25    |   |
| Comptroller   | 706    |                    |     |     |     |     | 5                 | 19 | 33 | 28 | 16 | +3                   | +2                   | 2.68 | 1.09    |   |
| Safety Management   | 340    |                    |     |     |     |     | 8                 | 14 | 37 | 22 | 18 | +5                   | 0                    | 2.72 | 1.15    |   |
| Supply Management   | 718    |                    |     |     |     |     | 7                 | 24 | 33 | 23 | 13 | +4                   | +5                   | 2.88 | 1.13    |   |
| Contracting and Acquisition   | 651    |                    |     |     |     |     | 5                 | 21 | 34 | 22 | 17 | +4                   | +5                   | 2.74 | 1.11    |   |
| Quality and Reliability Assurance   | 59     |                    |     |     |     |     | 5                 | 10 | 41 | 22 | 22 | -7                   | -1                   | 2.54 | 1.09    |   |
| Engineers and Scientists (Non-Construction)   | 794    |                    |     |     |     |     | 4                 | 15 | 32 | 30 | 18 | +1                   | 0                    | 2.56 | 1.07    |   |
| Materiel Maintenance Management   | 1226   |                    |     |     |     |     | 7                 | 22 | 38 | 20 | 13 | +7                   | +7                   | 2.91 | 1.10    |   |
| Engineers and Scientists (Construction)   | 1301   |                    |     |     |     |     | 4                 | 18 | 36 | 28 | 14 | +4                   | +3                   | 2.70 | 1.04    |   |
| Security  | 457    |                    |     |     |     |     | 6                 | 16 | 38 | 25 | 14 | -4                   | -7                   | 2.76 | 1.08    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 22     |                    |     |     |     |     | 0                 | 32 | 27 | 27 | 14 | +4                   | +5                   | 2.77 | 1.04    |   |
| Public Affairs and Communication Media  | 112    |                    |     |     |     |     | 6                 | 15 | 36 | 23 | 20 | +5                   | 0                    | 2.65 | 1.14    |   |
| Transportation Management   | 214    |                    |     |     |     |     | 6                 | 21 | 36 | 20 | 17 | +3                   | +4                   | 2.78 | 1.13    |   |
| Manpower and Force Management   | 249    |                    |     |     |     |     | 4                 | 17 | 36 | 24 | 19 | +5                   | -2                   | 2.62 | 1.09    |   |
| Housing Management  | 99     |                    |     |     |     |     | 7                 | 18 | 35 | 23 | 16 | +2                   | +12                  | 2.77 | 1.14    |   |
| Equal Employment Opportunity  | 67     |                    |     |     |     |     | 6                 | 19 | 24 | 36 | 15 | +2                   | -1                   | 2.66 | 1.13    |   |
| Education Services  | 108    |                    |     |     |     |     | 5                 | 23 | 31 | 21 | 19 | +13                  | +8                   | 2.72 | 1.15    |   |
| Training  | 1057   |                    |     |     |     |     | 7                 | 17 | 36 | 24 | 16 | +3                   | +2                   | 2.76 | 1.14    |   |
| Ammunition Management   | 97     |                    |     |     |     |     | 9                 | 21 | 30 | 24 | 16 | +7                   | +10                  | 2.82 | 1.20    |   |
| Information Mission Area (IMA)  | 811    |                    |     |     |     |     | 7                 | 20 | 32 | 25 | 17 | +7                   | +7                   | 2.76 | 1.16    |   |
| Intelligence (Excepted Services Only)   | 380    |                    |     |     |     |     | 3                 | 10 | 32 | 31 | 23 | -2                   | -3                   | 2.39 | 1.05    |   |
| Military Personnel Management   | 318    |                    |     |     |     |     | 11                | 22 | 31 | 20 | 16 | +9                   | --                   | 2.92 | 1.22    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 31i. How well does the Human Resources Office support you to provide advice on compensation/pay options to attract and retain employees. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 13726  |                    |     |     |     |     | 6                 | 17 | 31 | 26 | 20 | 0                    | -7                   | 2.63 | 1.15    |   |
| <b>Total Career Program</b>  | 13722  |                    |     |     |     |     | 6                 | 17 | 31 | 26 | 20 | +1                   | -7                   | 2.63 | 1.15    |   |
| Civilian Personnel Administration  | 222    |                    |     |     |     |     | 23                | 28 | 26 | 14 | 9  | -8                   | -18                  | 3.41 | 1.23    |   |
| Comptroller  | 668    |                    |     |     |     |     | 4                 | 17 | 34 | 26 | 18 | 0                    | -8                   | 2.65 | 1.09    |   |
| Safety Management  | 338    |                    |     |     |     |     | 7                 | 15 | 32 | 26 | 20 | +1                   | -3                   | 2.62 | 1.17    |   |
| Supply Management  | 700    |                    |     |     |     |     | 7                 | 21 | 32 | 24 | 16 | +3                   | -1                   | 2.79 | 1.15    |   |
| Contracting and Acquisition  | 636    |                    |     |     |     |     | 5                 | 19 | 33 | 23 | 20 | +3                   | -9                   | 2.66 | 1.14    |   |
| Quality and Reliability Assurance  | 58     |                    |     |     |     |     | 7                 | 9  | 31 | 24 | 29 | -10                  | +6                   | 2.40 | 1.19    |   |
| Engineers and Scientists (Non-Construction)  | 784    |                    |     |     |     |     | 5                 | 15 | 29 | 30 | 22 | -1                   | -13                  | 2.50 | 1.12    |   |
| Materiel Maintenance Management  | 1188   |                    |     |     |     |     | 6                 | 22 | 34 | 24 | 15 | +6                   | +1                   | 2.81 | 1.13    |   |
| Engineers and Scientists (Construction)  | 1300   |                    |     |     |     |     | 4                 | 16 | 33 | 29 | 17 | 0                    | -9                   | 2.61 | 1.08    |   |
| Security   | 444    |                    |     |     |     |     | 6                 | 16 | 32 | 27 | 19 | -5                   | -14                  | 2.62 | 1.13    |   |
| Quality Assurance Specialists (Ammunition Surveillance)  | 20     |                    |     |     |     |     | 0                 | 20 | 45 | 10 | 25 | -10                  | -13                  | 2.60 | 1.07    |   |
| Public Affairs and Communication Media   | 110    |                    |     |     |     |     | 6                 | 9  | 35 | 22 | 27 | -1                   | -5                   | 2.45 | 1.16    |   |
| Transportation Management  | 206    |                    |     |     |     |     | 4                 | 18 | 33 | 24 | 21 | -1                   | -7                   | 2.59 | 1.12    |   |
| Manpower and Force Management  | 240    |                    |     |     |     |     | 3                 | 16 | 35 | 24 | 21 | +5                   | -7                   | 2.56 | 1.09    |   |
| Housing Management   | 98     |                    |     |     |     |     | 8                 | 19 | 27 | 28 | 18 | 0                    | +7                   | 2.71 | 1.20    |   |
| Equal Employment Opportunity   | 63     |                    |     |     |     |     | 8                 | 22 | 29 | 25 | 16 | +6                   | +5                   | 2.81 | 1.18    |   |
| Education Services   | 106    |                    |     |     |     |     | 4                 | 20 | 30 | 24 | 23 | +11                  | +6                   | 2.58 | 1.15    |   |
| Training   | 1029   |                    |     |     |     |     | 7                 | 17 | 34 | 23 | 20 | +5                   | -9                   | 2.67 | 1.16    |   |
| Ammunition Management  | 94     |                    |     |     |     |     | 9                 | 20 | 29 | 23 | 19 | +7                   | -3                   | 2.76 | 1.22    |   |
| Information Mission Area (IMA)   | 804    |                    |     |     |     |     | 7                 | 18 | 30 | 25 | 21 | +4                   | +2                   | 2.64 | 1.18    |   |
| Intelligence (Excepted Services Only)  | 368    |                    |     |     |     |     | 3                 | 11 | 30 | 30 | 27 | -1                   | -13                  | 2.34 | 1.08    |   |
| Military Personnel Management  | 315    |                    |     |     |     |     | 11                | 19 | 30 | 20 | 20 | +4                   | --                   | 2.81 | 1.27    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 31j. How well does the Human Resources Office support you to provide advice on recognizing employees and granting awards to them. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 14331  |                    |     |     |     |     | 7                 | 19 | 34 | 23 | 17 | 0                    | -6                   | 2.75 | 1.15    |   |
| <b>Total Career Program</b>   | 14326  |                    |     |     |     |     | 7                 | 19 | 34 | 23 | 17 | 0                    | -6                   | 2.75 | 1.15    |   |
| Civilian Personnel Administration   | 222    |                    |     |     |     |     | 24                | 25 | 29 | 13 | 9  | -9                   | -12                  | 3.43 | 1.22    |   |
| Comptroller   | 721    |                    |     |     |     |     | 5                 | 19 | 36 | 24 | 17 | -4                   | -8                   | 2.72 | 1.10    |   |
| Safety Management   | 352    |                    |     |     |     |     | 7                 | 16 | 36 | 22 | 18 | -1                   | -2                   | 2.71 | 1.15    |   |
| Supply Management   | 717    |                    |     |     |     |     | 8                 | 24 | 34 | 20 | 15 | +3                   | -3                   | 2.90 | 1.15    |   |
| Contracting and Acquisition   | 662    |                    |     |     |     |     | 5                 | 22 | 36 | 20 | 18 | +1                   | -4                   | 2.76 | 1.12    |   |
| Quality and Reliability Assurance   | 58     |                    |     |     |     |     | 7                 | 12 | 38 | 22 | 21 | -8                   | -8                   | 2.62 | 1.14    |   |
| Engineers and Scientists (Non-Construction)   | 822    |                    |     |     |     |     | 5                 | 16 | 36 | 27 | 16 | -4                   | -10                  | 2.66 | 1.08    |   |
| Matériel Maintenance Management   | 1231   |                    |     |     |     |     | 7                 | 23 | 35 | 21 | 14 | +3                   | -2                   | 2.88 | 1.13    |   |
| Engineers and Scientists (Construction)   | 1341   |                    |     |     |     |     | 4                 | 19 | 36 | 26 | 14 | +1                   | -4                   | 2.72 | 1.06    |   |
| Security  | 462    |                    |     |     |     |     | 6                 | 19 | 35 | 24 | 16 | -1                   | -13                  | 2.76 | 1.12    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 24     |                    |     |     |     |     | 0                 | 21 | 42 | 17 | 21 | -12                  | -17                  | 2.63 | 1.03    |   |
| Public Affairs and Communication Media  | 117    |                    |     |     |     |     | 6                 | 15 | 38 | 21 | 20 | +1                   | -15                  | 2.68 | 1.13    |   |
| Transportation Management   | 223    |                    |     |     |     |     | 3                 | 22 | 36 | 19 | 19 | -1                   | -9                   | 2.71 | 1.11    |   |
| Manpower and Force Management   | 253    |                    |     |     |     |     | 5                 | 21 | 38 | 18 | 18 | +6                   | -4                   | 2.77 | 1.13    |   |
| Housing Management  | 103    |                    |     |     |     |     | 10                | 17 | 33 | 23 | 17 | -2                   | +5                   | 2.78 | 1.20    |   |
| Equal Employment Opportunity  | 68     |                    |     |     |     |     | 7                 | 22 | 31 | 25 | 15 | +2                   | -5                   | 2.82 | 1.15    |   |
| Education Services  | 104    |                    |     |     |     |     | 4                 | 23 | 31 | 23 | 19 | +5                   | -2                   | 2.69 | 1.14    |   |
| Training  | 1069   |                    |     |     |     |     | 7                 | 19 | 32 | 23 | 19 | +2                   | -4                   | 2.74 | 1.18    |   |
| Ammunition Management   | 97     |                    |     |     |     |     | 10                | 16 | 31 | 23 | 20 | -2                   | -6                   | 2.75 | 1.24    |   |
| Information Mission Area (IMA)  | 845    |                    |     |     |     |     | 7                 | 22 | 32 | 23 | 16 | +4                   | +4                   | 2.81 | 1.16    |   |
| Intelligence (Excepted Services Only)   | 392    |                    |     |     |     |     | 3                 | 12 | 34 | 28 | 23 | -6                   | -15                  | 2.43 | 1.05    |   |
| Military Personnel Management   | 331    |                    |     |     |     |     | 12                | 23 | 31 | 17 | 17 | +6                   | --                   | 2.95 | 1.25    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents<br>5 4 3 2 1 | % Fav<br>Diff from<br>2010 | % Fav<br>Diff from<br>2006 | Mean | Std<br>Dev |
|--|--------|--------------------|-----|-----|-----|-----|--------------------------------|----------------------------|----------------------------|------|------------|
|  |        | 0%                 | 20% | 40% | 60% | 80% |                                |                            |                            |      |            |
| <b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>  |        |                    |     |     |     |     |                                |                            |                            |      |            |
| 31k. How well does the Human Resources Office support you to provide advice on dealing with "problem" employees. |        |                    |     |     |     |     |                                |                            |                            |      |            |
| Total Army   | 14435  |                    |     |     |     |     | 9 23 34 18 16                  | +1                         | -8                         | 2.91 | 1.18       |
| <b>Total Career Program</b>  | 14430  |                    |     |     |     |     | 9 23 34 18 16                  | +2                         | -8                         | 2.91 | 1.18       |
| Civilian Personnel Administration  | 231    |                    |     |     |     |     | 30 28 27 9 6                   | -6                         | -12                        | 3.68 | 1.17       |
| Comptroller  | 723    |                    |     |     |     |     | 8 21 36 20 15                  | -2                         | -12                        | 2.86 | 1.15       |
| Safety Management  | 351    |                    |     |     |     |     | 9 17 37 21 17                  | -1                         | -5                         | 2.81 | 1.17       |
| Supply Management  | 733    |                    |     |     |     |     | 10 27 33 17 13                 | +5                         | -3                         | 3.04 | 1.16       |
| Contracting and Acquisition  | 683    |                    |     |     |     |     | 9 25 34 19 13                  | +4                         | -2                         | 2.97 | 1.15       |
| Quality and Reliability Assurance  | 60     |                    |     |     |     |     | 10 13 47 12 18                 | -11                        | -6                         | 2.85 | 1.17       |
| Engineers and Scientists (Non-Construction)  | 825    |                    |     |     |     |     | 6 22 32 21 18                  | +1                         | -11                        | 2.79 | 1.16       |
| Matériel Maintenance Management  | 1279   |                    |     |     |     |     | 10 25 36 17 12                 | +6                         | -5                         | 3.04 | 1.13       |
| Engineers and Scientists (Construction)  | 1352   |                    |     |     |     |     | 9 24 36 19 12                  | +3                         | -11                        | 2.98 | 1.13       |
| Security   | 481    |                    |     |     |     |     | 10 21 34 18 17                 | -2                         | -4                         | 2.88 | 1.21       |
| Quality Assurance Specialists (Ammunition Surveillance)  | 23     |                    |     |     |     |     | 4 30 30 26 9                   | +6                         | -25                        | 2.96 | 1.04       |
| Public Affairs and Communication Media   | 114    |                    |     |     |     |     | 7 21 29 25 18                  | +4                         | 0                          | 2.75 | 1.18       |
| Transportation Management  | 226    |                    |     |     |     |     | 8 23 37 17 15                  | +4                         | -3                         | 2.94 | 1.15       |
| Manpower and Force Management  | 246    |                    |     |     |     |     | 7 23 37 15 18                  | +5                         | -8                         | 2.85 | 1.17       |
| Housing Management   | 105    |                    |     |     |     |     | 10 30 28 16 16                 | +6                         | +15                        | 3.02 | 1.23       |
| Equal Employment Opportunity   | 71     |                    |     |     |     |     | 13 24 27 23 14                 | -3                         | -10                        | 2.99 | 1.24       |
| Education Services   | 109    |                    |     |     |     |     | 5 29 31 19 16                  | +14                        | -3                         | 2.88 | 1.13       |
| Training   | 1084   |                    |     |     |     |     | 10 21 36 17 16                 | +2                         | -5                         | 2.90 | 1.18       |
| Ammunition Management  | 96     |                    |     |     |     |     | 11 27 35 11 15                 | +6                         | -10                        | 3.09 | 1.19       |
| Information Mission Area (IMA)   | 846    |                    |     |     |     |     | 10 25 30 20 16                 | +8                         | -2                         | 2.92 | 1.21       |
| Intelligence (Excepted Services Only)  | 370    |                    |     |     |     |     | 5 13 38 23 21                  | -2                         | -10                        | 2.58 | 1.09       |
| Military Personnel Management  | 333    |                    |     |     |     |     | 13 27 32 14 14                 | +4                         | --                         | 3.10 | 1.21       |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 32a. How well does the Human Resources Office support you to Provide advice on how to determine your future workforce requirements, including establishing an effective staffing/hiring/succession planning strategy. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 12753  |                    |     |     |     |     | 5                 | 16 | 33 | 26 | 20 | +1                   | -1                   | 2.60 | 1.13    |   |
| <b>Total Career Program</b>   | 12747  |                    |     |     |     |     | 5                 | 16 | 33 | 26 | 20 | +2                   | +1                   | 2.60 | 1.13    |   |
| Civilian Personnel Administration   | 213    |                    |     |     |     |     | 23                | 27 | 26 | 16 | 8  | -2                   | -6                   | 3.40 | 1.22    |   |
| Comptroller   | 634    |                    |     |     |     |     | 4                 | 15 | 30 | 29 | 22 | +2                   | -2                   | 2.51 | 1.11    |   |
| Safety Management   | 312    |                    |     |     |     |     | 7                 | 14 | 35 | 24 | 21 | 0                    | +4                   | 2.63 | 1.15    |   |
| Supply Management   | 651    |                    |     |     |     |     | 5                 | 22 | 32 | 25 | 16 | +5                   | +2                   | 2.75 | 1.13    |   |
| Contracting and Acquisition   | 546    |                    |     |     |     |     | 5                 | 19 | 33 | 23 | 20 | +6                   | +7                   | 2.66 | 1.13    |   |
| Quality and Reliability Assurance   | 51     |                    |     |     |     |     | 4                 | 16 | 31 | 24 | 25 | -1                   | +10                  | 2.49 | 1.14    |   |
| Engineers and Scientists (Non-Construction)   | 732    |                    |     |     |     |     | 3                 | 10 | 31 | 32 | 24 | 0                    | -1                   | 2.38 | 1.05    |   |
| Materiel Maintenance Management   | 1134   |                    |     |     |     |     | 6                 | 20 | 35 | 23 | 16 | +6                   | +10                  | 2.76 | 1.12    |   |
| Engineers and Scientists (Construction)   | 1194   |                    |     |     |     |     | 3                 | 14 | 35 | 29 | 19 | +3                   | -1                   | 2.54 | 1.05    |   |
| Security  | 391    |                    |     |     |     |     | 6                 | 15 | 33 | 29 | 18 | -1                   | -9                   | 2.61 | 1.11    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 23     |                    |     |     |     |     | 0                 | 17 | 48 | 26 | 9  | -15                  | -3                   | 2.74 | 0.85    |   |
| Public Affairs and Communication Media  | 104    |                    |     |     |     |     | 4                 | 14 | 40 | 18 | 23 | 0                    | -6                   | 2.58 | 1.11    |   |
| Transportation Management   | 193    |                    |     |     |     |     | 5                 | 15 | 36 | 27 | 17 | -3                   | 0                    | 2.65 | 1.08    |   |
| Manpower and Force Management   | 227    |                    |     |     |     |     | 4                 | 13 | 34 | 26 | 22 | +2                   | -6                   | 2.50 | 1.10    |   |
| Housing Management  | 97     |                    |     |     |     |     | 5                 | 22 | 35 | 21 | 18 | -3                   | +7                   | 2.76 | 1.13    |   |
| Equal Employment Opportunity  | 69     |                    |     |     |     |     | 7                 | 20 | 25 | 32 | 16 | -3                   | +3                   | 2.71 | 1.17    |   |
| Education Services  | 94     |                    |     |     |     |     | 3                 | 24 | 32 | 23 | 17 | +15                  | +7                   | 2.73 | 1.10    |   |
| Training  | 954    |                    |     |     |     |     | 6                 | 18 | 35 | 23 | 19 | +3                   | +5                   | 2.68 | 1.13    |   |
| Ammunition Management   | 93     |                    |     |     |     |     | 4                 | 19 | 31 | 23 | 23 | +1                   | -1                   | 2.60 | 1.16    |   |
| Information Mission Area (IMA)  | 733    |                    |     |     |     |     | 5                 | 16 | 30 | 27 | 22 | +4                   | +6                   | 2.55 | 1.14    |   |
| Intelligence (Excepted Services Only)   | 336    |                    |     |     |     |     | 3                 | 11 | 33 | 27 | 26 | +3                   | -5                   | 2.38 | 1.08    |   |
| Military Personnel Management   | 291    |                    |     |     |     |     | 9                 | 22 | 31 | 20 | 18 | +8                   | --                   | 2.83 | 1.22    |   |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 32b. How well does the Human Resources Office support you to Assist in identifying human capital goals and objectives for strategic plans and/or annual performance/budget plans. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 12141  |                    |     |     |     |     | 5                 | 15 | 33 | 27 | 20 | 0                    | -3                   | 2.60 | 1.12    |   |
| <b>Total Career Program</b>   | 12135  |                    |     |     |     |     | 5                 | 15 | 33 | 27 | 20 | +2                   | -1                   | 2.60 | 1.12    |   |
| Civilian Personnel Administration   | 203    |                    |     |     |     |     | 21                | 26 | 27 | 18 | 9  | -3                   | -8                   | 3.32 | 1.23    |   |
| Comptroller   | 608    |                    |     |     |     |     | 4                 | 15 | 29 | 30 | 22 | +1                   | -5                   | 2.50 | 1.12    |   |
| Safety Management   | 310    |                    |     |     |     |     | 7                 | 14 | 36 | 25 | 18 | +2                   | +5                   | 2.67 | 1.14    |   |
| Supply Management   | 615    |                    |     |     |     |     | 6                 | 22 | 34 | 23 | 15 | +5                   | -2                   | 2.79 | 1.12    |   |
| Contracting and Acquisition   | 517    |                    |     |     |     |     | 4                 | 19 | 33 | 25 | 19 | +6                   | +6                   | 2.65 | 1.11    |   |
| Quality and Reliability Assurance   | 46     |                    |     |     |     |     | 4                 | 13 | 39 | 20 | 24 | -2                   | +8                   | 2.54 | 1.12    |   |
| Engineers and Scientists (Non-Construction)   | 702    |                    |     |     |     |     | 3                 | 10 | 30 | 34 | 23 | -1                   | -5                   | 2.36 | 1.04    |   |
| Materiel Maintenance Management   | 1088   |                    |     |     |     |     | 5                 | 21 | 36 | 22 | 16 | +7                   | +8                   | 2.76 | 1.11    |   |
| Engineers and Scientists (Construction)   | 1140   |                    |     |     |     |     | 3                 | 14 | 36 | 28 | 19 | +3                   | -1                   | 2.55 | 1.05    |   |
| Security  | 374    |                    |     |     |     |     | 6                 | 16 | 34 | 28 | 17 | -1                   | -13                  | 2.66 | 1.11    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 19     |                    |     |     |     |     | 0                 | 21 | 53 | 16 | 11 | -11                  | -2                   | 2.84 | 0.87    |   |
| Public Affairs and Communication Media  | 100    |                    |     |     |     |     | 5                 | 11 | 38 | 21 | 25 | 0                    | -7                   | 2.50 | 1.13    |   |
| Transportation Management   | 176    |                    |     |     |     |     | 5                 | 13 | 39 | 25 | 19 | -7                   | -7                   | 2.58 | 1.07    |   |
| Manpower and Force Management   | 219    |                    |     |     |     |     | 4                 | 15 | 31 | 30 | 21 | +5                   | -6                   | 2.52 | 1.10    |   |
| Housing Management  | 96     |                    |     |     |     |     | 6                 | 19 | 30 | 26 | 19 | -3                   | +1                   | 2.68 | 1.16    |   |
| Equal Employment Opportunity  | 67     |                    |     |     |     |     | 4                 | 15 | 33 | 39 | 9  | -8                   | -10                  | 2.67 | 0.98    |   |
| Education Services  | 90     |                    |     |     |     |     | 4                 | 24 | 32 | 18 | 21 | +16                  | +11                  | 2.73 | 1.17    |   |
| Training  | 892    |                    |     |     |     |     | 6                 | 16 | 36 | 23 | 19 | +4                   | +3                   | 2.66 | 1.13    |   |
| Ammunition Management   | 90     |                    |     |     |     |     | 4                 | 22 | 31 | 24 | 18 | +6                   | +4                   | 2.71 | 1.13    |   |
| Information Mission Area (IMA)  | 711    |                    |     |     |     |     | 5                 | 15 | 29 | 31 | 20 | +4                   | +3                   | 2.55 | 1.13    |   |
| Intelligence (Excepted Services Only)   | 318    |                    |     |     |     |     | 3                 | 9  | 34 | 30 | 24 | +1                   | -4                   | 2.38 | 1.05    |   |
| Military Personnel Management   | 277    |                    |     |     |     |     | 9                 | 21 | 33 | 18 | 18 | +8                   | --                   | 2.84 | 1.22    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 32c. How well does the Human Resources Office support you to Provide workforce data/reports for decision making. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 12095  |                    |     |     |     |     | 6                 | 16 | 34 | 26 | 19 | 0                    | -5                   | 2.64 | 1.12    |   |
| <b>Total Career Program</b>  | 12089  |                    |     |     |     |     | 6                 | 16 | 34 | 26 | 19 | +1                   | -3                   | 2.64 | 1.12    |   |
| Civilian Personnel Administration  | 208    |                    |     |     |     |     | 24                | 26 | 24 | 18 | 8  | -5                   | -7                   | 3.40 | 1.25    |   |
| Comptroller  | 614    |                    |     |     |     |     | 4                 | 16 | 31 | 28 | 21 | +1                   | -7                   | 2.55 | 1.11    |   |
| Safety Management  | 300    |                    |     |     |     |     | 7                 | 13 | 39 | 23 | 18 | 0                    | -3                   | 2.68 | 1.12    |   |
| Supply Management  | 611    |                    |     |     |     |     | 6                 | 21 | 35 | 24 | 14 | +3                   | -1                   | 2.80 | 1.10    |   |
| Contracting and Acquisition  | 526    |                    |     |     |     |     | 5                 | 20 | 34 | 21 | 20 | +4                   | 0                    | 2.68 | 1.14    |   |
| Quality and Reliability Assurance  | 46     |                    |     |     |     |     | 7                 | 15 | 33 | 22 | 24 | -4                   | +3                   | 2.59 | 1.19    |   |
| Engineers and Scientists (Non-Construction)  | 690    |                    |     |     |     |     | 3                 | 12 | 33 | 31 | 21 | -2                   | -6                   | 2.46 | 1.05    |   |
| Materiel Maintenance Management  | 1085   |                    |     |     |     |     | 5                 | 21 | 37 | 22 | 15 | +6                   | +5                   | 2.79 | 1.10    |   |
| Engineers and Scientists (Construction)  | 1129   |                    |     |     |     |     | 4                 | 14 | 36 | 29 | 18 | +3                   | -3                   | 2.57 | 1.05    |   |
| Security   | 368    |                    |     |     |     |     | 6                 | 16 | 35 | 26 | 17 | 0                    | -10                  | 2.68 | 1.12    |   |
| Quality Assurance Specialists (Ammunition Surveillance)  | 22     |                    |     |     |     |     | 0                 | 18 | 50 | 14 | 18 | -16                  | -23                  | 2.68 | 0.97    |   |
| Public Affairs and Communication Media   | 100    |                    |     |     |     |     | 5                 | 12 | 38 | 21 | 24 | +1                   | -10                  | 2.53 | 1.13    |   |
| Transportation Management  | 181    |                    |     |     |     |     | 4                 | 14 | 39 | 26 | 17 | -8                   | -10                  | 2.64 | 1.05    |   |
| Manpower and Force Management  | 225    |                    |     |     |     |     | 4                 | 16 | 31 | 32 | 18 | +3                   | -10                  | 2.55 | 1.07    |   |
| Housing Management   | 95     |                    |     |     |     |     | 7                 | 19 | 27 | 25 | 21 | -5                   | +6                   | 2.66 | 1.21    |   |
| Equal Employment Opportunity   | 66     |                    |     |     |     |     | 6                 | 15 | 30 | 38 | 11 | -8                   | -11                  | 2.68 | 1.05    |   |
| Education Services   | 89     |                    |     |     |     |     | 4                 | 25 | 31 | 19 | 20 | +11                  | +14                  | 2.74 | 1.17    |   |
| Training   | 885    |                    |     |     |     |     | 6                 | 16 | 36 | 22 | 19 | +3                   | -5                   | 2.69 | 1.14    |   |
| Ammunition Management  | 87     |                    |     |     |     |     | 7                 | 21 | 32 | 21 | 20 | +7                   | +4                   | 2.75 | 1.19    |   |
| Information Mission Area (IMA)   | 703    |                    |     |     |     |     | 6                 | 16 | 30 | 28 | 20 | +4                   | +2                   | 2.59 | 1.14    |   |
| Intelligence (Excepted Services Only)  | 310    |                    |     |     |     |     | 3                 | 10 | 34 | 31 | 22 | +1                   | -7                   | 2.41 | 1.04    |   |
| Military Personnel Management  | 275    |                    |     |     |     |     | 11                | 22 | 32 | 17 | 18 | +8                   | --                   | 2.90 | 1.24    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 32d. How well does the Human Resources Office support you to Provide advice on succession planning. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 11850  |                    |     |     |     |     | 5                 | 14 | 32 | 28 | 21 | 0                    | -4                   | 2.55 | 1.12    |   |
| <b>Total Career Program</b>   | 11844  |                    |     |     |     |     | 5                 | 14 | 32 | 28 | 21 | +2                   | -3                   | 2.55 | 1.12    |   |
| Civilian Personnel Administration   | 205    |                    |     |     |     |     | 21                | 24 | 25 | 21 | 8  | -7                   | -13                  | 3.28 | 1.24    |   |
| Comptroller   | 591    |                    |     |     |     |     | 4                 | 13 | 29 | 31 | 24 | +1                   | -5                   | 2.43 | 1.11    |   |
| Safety Management   | 300    |                    |     |     |     |     | 7                 | 11 | 36 | 26 | 20 | +2                   | -5                   | 2.60 | 1.14    |   |
| Supply Management   | 612    |                    |     |     |     |     | 5                 | 21 | 32 | 26 | 15 | +4                   | 0                    | 2.76 | 1.11    |   |
| Contracting and Acquisition   | 513    |                    |     |     |     |     | 4                 | 17 | 32 | 26 | 20 | +6                   | -1                   | 2.60 | 1.12    |   |
| Quality and Reliability Assurance   | 44     |                    |     |     |     |     | 5                 | 9  | 43 | 11 | 32 | -10                  | +5                   | 2.43 | 1.16    |   |
| Engineers and Scientists (Non-Construction)   | 684    |                    |     |     |     |     | 3                 | 9  | 28 | 36 | 24 | 0                    | -5                   | 2.33 | 1.03    |   |
| Materiel Maintenance Management   | 1053   |                    |     |     |     |     | 6                 | 19 | 35 | 23 | 17 | +5                   | +2                   | 2.73 | 1.12    |   |
| Engineers and Scientists (Construction)   | 1119   |                    |     |     |     |     | 3                 | 12 | 34 | 30 | 20 | +2                   | -3                   | 2.47 | 1.05    |   |
| Security  | 356    |                    |     |     |     |     | 5                 | 16 | 35 | 25 | 19 | -2                   | -9                   | 2.64 | 1.12    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 21     |                    |     |     |     |     | 0                 | 19 | 52 | 5  | 24 | -15                  | -31                  | 2.67 | 1.04    |   |
| Public Affairs and Communication Media  | 97     |                    |     |     |     |     | 5                 | 8  | 35 | 24 | 28 | -2                   | -14                  | 2.39 | 1.13    |   |
| Transportation Management   | 179    |                    |     |     |     |     | 4                 | 17 | 35 | 26 | 18 | -3                   | 0                    | 2.64 | 1.09    |   |
| Manpower and Force Management   | 219    |                    |     |     |     |     | 3                 | 11 | 29 | 34 | 23 | 0                    | -12                  | 2.37 | 1.04    |   |
| Housing Management  | 93     |                    |     |     |     |     | 5                 | 20 | 25 | 28 | 22 | -4                   | +12                  | 2.60 | 1.18    |   |
| Equal Employment Opportunity  | 61     |                    |     |     |     |     | 5                 | 15 | 25 | 38 | 18 | -3                   | -4                   | 2.51 | 1.10    |   |
| Education Services  | 90     |                    |     |     |     |     | 3                 | 22 | 32 | 19 | 23 | +11                  | +7                   | 2.63 | 1.16    |   |
| Training  | 856    |                    |     |     |     |     | 6                 | 16 | 34 | 24 | 20 | +5                   | -1                   | 2.65 | 1.14    |   |
| Ammunition Management   | 87     |                    |     |     |     |     | 6                 | 21 | 31 | 23 | 20 | +5                   | +1                   | 2.70 | 1.17    |   |
| Information Mission Area (IMA)  | 693    |                    |     |     |     |     | 5                 | 15 | 26 | 33 | 21 | +4                   | +2                   | 2.51 | 1.13    |   |
| Intelligence (Excepted Services Only)   | 309    |                    |     |     |     |     | 2                 | 9  | 32 | 32 | 25 | +1                   | -6                   | 2.31 | 1.01    |   |
| Military Personnel Management   | 263    |                    |     |     |     |     | 9                 | 18 | 34 | 19 | 20 | +4                   | --                   | 2.78 | 1.22    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 32e. How well does the Human Resources Office support you to Provide 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  | 12113  |                    |     |     |     |     | 6                 | 15 | 33 | 26 | 20 | 0                    | -5                   | 2.60 | 1.13    |   |
| <b>Total Career Program</b>   | 12107  |                    |     |     |     |     | 6                 | 15 | 33 | 26 | 20 | +1                   | -4                   | 2.60 | 1.13    |   |
| Civilian Personnel Administration   | 208    |                    |     |     |     |     | 24                | 25 | 27 | 15 | 9  | -4                   | -10                  | 3.39 | 1.25    |   |
| Comptroller   | 600    |                    |     |     |     |     | 5                 | 13 | 31 | 30 | 23 | -1                   | -7                   | 2.47 | 1.11    |   |
| Safety Management   | 298    |                    |     |     |     |     | 7                 | 15 | 36 | 21 | 21 | +1                   | -3                   | 2.65 | 1.17    |   |
| Supply Management   | 620    |                    |     |     |     |     | 6                 | 22 | 31 | 25 | 16 | +4                   | 0                    | 2.77 | 1.13    |   |
| Contracting and Acquisition   | 521    |                    |     |     |     |     | 5                 | 18 | 35 | 22 | 21 | +3                   | -4                   | 2.64 | 1.14    |   |
| Quality and Reliability Assurance   | 46     |                    |     |     |     |     | 4                 | 15 | 41 | 13 | 26 | -4                   | +12                  | 2.59 | 1.15    |   |
| Engineers and Scientists (Non-Construction)   | 698    |                    |     |     |     |     | 3                 | 12 | 30 | 32 | 23 | 0                    | -6                   | 2.41 | 1.07    |   |
| Matériel Maintenance Management   | 1087   |                    |     |     |     |     | 6                 | 22 | 34 | 23 | 16 | +7                   | +4                   | 2.78 | 1.12    |   |
| Engineers and Scientists (Construction)   | 1130   |                    |     |     |     |     | 4                 | 13 | 36 | 28 | 19 | +2                   | -4                   | 2.57 | 1.07    |   |
| Security  | 372    |                    |     |     |     |     | 6                 | 17 | 35 | 25 | 17 | 0                    | -11                  | 2.68 | 1.12    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 22     |                    |     |     |     |     | 0                 | 27 | 36 | 9  | 27 | -8                   | -16                  | 2.64 | 1.15    |   |
| Public Affairs and Communication Media  | 99     |                    |     |     |     |     | 4                 | 11 | 35 | 25 | 24 | +1                   | -10                  | 2.45 | 1.09    |   |
| Transportation Management   | 172    |                    |     |     |     |     | 4                 | 17 | 37 | 25 | 17 | -4                   | -2                   | 2.65 | 1.08    |   |
| Manpower and Force Management   | 222    |                    |     |     |     |     | 4                 | 14 | 31 | 28 | 23 | +4                   | -12                  | 2.47 | 1.11    |   |
| Housing Management  | 95     |                    |     |     |     |     | 9                 | 16 | 27 | 24 | 23 | -4                   | -1                   | 2.64 | 1.26    |   |
| Equal Employment Opportunity  | 64     |                    |     |     |     |     | 6                 | 14 | 25 | 41 | 14 | -9                   | -7                   | 2.58 | 1.09    |   |
| Education Services  | 86     |                    |     |     |     |     | 3                 | 26 | 30 | 19 | 22 | +13                  | +5                   | 2.70 | 1.17    |   |
| Training  | 899    |                    |     |     |     |     | 6                 | 16 | 36 | 23 | 19 | +2                   | -1                   | 2.67 | 1.13    |   |
| Ammunition Management   | 89     |                    |     |     |     |     | 6                 | 21 | 31 | 21 | 20 | +7                   | +4                   | 2.71 | 1.17    |   |
| Information Mission Area (IMA)  | 709    |                    |     |     |     |     | 6                 | 15 | 27 | 30 | 21 | +3                   | +1                   | 2.55 | 1.15    |   |
| Intelligence (Excepted Services Only)   | 318    |                    |     |     |     |     | 2                 | 11 | 32 | 29 | 25 | 0                    | -6                   | 2.36 | 1.04    |   |
| Military Personnel Management   | 274    |                    |     |     |     |     | 11                | 18 | 32 | 19 | 20 | +6                   | --                   | 2.82 | 1.25    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 32f. How well does the Human Resources Office support you to Provide advice for identifying recruitment sources and issues. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 12656  |                    |     |     |     |     | 6                 | 18 | 36 | 23 | 17 | 0                    | -9                   | 2.72 | 1.12    |   |
| <b>Total Career Program</b>   | 12650  |                    |     |     |     |     | 6                 | 18 | 36 | 23 | 17 | +1                   | -9                   | 2.72 | 1.12    |   |
| Civilian Personnel Administration   | 222    |                    |     |     |     |     | 31                | 27 | 26 | 11 | 6  | -2                   | -14                  | 3.66 | 1.19    |   |
| Comptroller   | 652    |                    |     |     |     |     | 5                 | 17 | 37 | 23 | 17 | 0                    | -9                   | 2.70 | 1.10    |   |
| Safety Management   | 303    |                    |     |     |     |     | 7                 | 15 | 40 | 19 | 19 | -2                   | -10                  | 2.70 | 1.13    |   |
| Supply Management   | 641    |                    |     |     |     |     | 5                 | 24 | 35 | 22 | 14 | +4                   | -5                   | 2.85 | 1.09    |   |
| Contracting and Acquisition   | 564    |                    |     |     |     |     | 4                 | 21 | 38 | 19 | 18 | +2                   | -7                   | 2.74 | 1.11    |   |
| Quality and Reliability Assurance   | 46     |                    |     |     |     |     | 4                 | 17 | 39 | 17 | 22 | -6                   | 0                    | 2.65 | 1.13    |   |
| Engineers and Scientists (Non-Construction)   | 734    |                    |     |     |     |     | 4                 | 15 | 36 | 27 | 18 | 0                    | -15                  | 2.60 | 1.07    |   |
| Matériel Maintenance Management   | 1118   |                    |     |     |     |     | 6                 | 23 | 37 | 20 | 14 | +5                   | -4                   | 2.86 | 1.10    |   |
| Engineers and Scientists (Construction)   | 1228   |                    |     |     |     |     | 5                 | 17 | 40 | 23 | 14 | +1                   | -11                  | 2.76 | 1.05    |   |
| Security  | 378    |                    |     |     |     |     | 6                 | 16 | 38 | 23 | 17 | -1                   | -20                  | 2.71 | 1.11    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 21     |                    |     |     |     |     | 0                 | 29 | 43 | 10 | 19 | -9                   | -24                  | 2.81 | 1.05    |   |
| Public Affairs and Communication Media  | 102    |                    |     |     |     |     | 4                 | 14 | 42 | 20 | 21 | -6                   | -17                  | 2.61 | 1.08    |   |
| Transportation Management   | 181    |                    |     |     |     |     | 6                 | 19 | 33 | 25 | 17 | 0                    | -3                   | 2.71 | 1.12    |   |
| Manpower and Force Management   | 227    |                    |     |     |     |     | 5                 | 17 | 35 | 25 | 18 | +4                   | -9                   | 2.66 | 1.11    |   |
| Housing Management  | 99     |                    |     |     |     |     | 8                 | 21 | 29 | 20 | 21 | +4                   | +6                   | 2.75 | 1.23    |   |
| Equal Employment Opportunity  | 68     |                    |     |     |     |     | 6                 | 22 | 29 | 31 | 12 | +5                   | -1                   | 2.79 | 1.09    |   |
| Education Services  | 91     |                    |     |     |     |     | 5                 | 26 | 36 | 14 | 18 | +17                  | +9                   | 2.88 | 1.15    |   |
| Training  | 927    |                    |     |     |     |     | 6                 | 17 | 37 | 21 | 19 | +4                   | -9                   | 2.71 | 1.13    |   |
| Ammunition Management   | 92     |                    |     |     |     |     | 7                 | 21 | 33 | 23 | 17 | +4                   | -11                  | 2.76 | 1.16    |   |
| Information Mission Area (IMA)  | 743    |                    |     |     |     |     | 6                 | 19 | 34 | 24 | 17 | +5                   | -4                   | 2.73 | 1.14    |   |
| Intelligence (Excepted Services Only)   | 321    |                    |     |     |     |     | 3                 | 12 | 32 | 28 | 25 | +2                   | -7                   | 2.40 | 1.08    |   |
| Military Personnel Management   | 277    |                    |     |     |     |     | 10                | 21 | 35 | 16 | 18 | +4                   | --                   | 2.90 | 1.22    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 32g. How well does the Human Resources Office support you to Assist me in finding quality applicants by tapping identified recruitment sources. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 12850  |                    |     |     |     |     | 6                 | 17 | 36 | 23 | 18 | 0                    | -6                   | 2.71 | 1.13    |   |
| <b>Total Career Program</b>   | 12844  |                    |     |     |     |     | 6                 | 17 | 36 | 23 | 18 | +2                   | -5                   | 2.71 | 1.13    |   |
| Civilian Personnel Administration   | 221    |                    |     |     |     |     | 26                | 27 | 26 | 14 | 7  | -3                   | -11                  | 3.51 | 1.21    |   |
| Comptroller   | 661    |                    |     |     |     |     | 5                 | 16 | 36 | 24 | 18 | 0                    | -8                   | 2.66 | 1.10    |   |
| Safety Management   | 304    |                    |     |     |     |     | 7                 | 15 | 40 | 20 | 17 | -1                   | -8                   | 2.74 | 1.13    |   |
| Supply Management   | 640    |                    |     |     |     |     | 6                 | 24 | 34 | 21 | 14 | +4                   | -2                   | 2.86 | 1.12    |   |
| Contracting and Acquisition   | 583    |                    |     |     |     |     | 5                 | 18 | 35 | 23 | 19 | -2                   | +1                   | 2.67 | 1.13    |   |
| Quality and Reliability Assurance   | 45     |                    |     |     |     |     | 4                 | 11 | 42 | 18 | 24 | -5                   | -4                   | 2.53 | 1.11    |   |
| Engineers and Scientists (Non-Construction)   | 754    |                    |     |     |     |     | 4                 | 14 | 32 | 30 | 19 | 0                    | -7                   | 2.54 | 1.09    |   |
| Materiel Maintenance Management   | 1126   |                    |     |     |     |     | 6                 | 22 | 37 | 21 | 14 | +7                   | -1                   | 2.85 | 1.10    |   |
| Engineers and Scientists (Construction)   | 1223   |                    |     |     |     |     | 4                 | 17 | 38 | 24 | 16 | +3                   | -3                   | 2.70 | 1.07    |   |
| Security  | 369    |                    |     |     |     |     | 5                 | 18 | 38 | 20 | 19 | 0                    | -9                   | 2.71 | 1.12    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 23     |                    |     |     |     |     | 0                 | 26 | 39 | 17 | 17 | -1                   | -13                  | 2.74 | 1.03    |   |
| Public Affairs and Communication Media  | 99     |                    |     |     |     |     | 5                 | 10 | 37 | 23 | 24 | -8                   | -12                  | 2.48 | 1.11    |   |
| Transportation Management   | 181    |                    |     |     |     |     | 7                 | 14 | 38 | 27 | 14 | -5                   | -5                   | 2.72 | 1.08    |   |
| Manpower and Force Management   | 235    |                    |     |     |     |     | 3                 | 16 | 38 | 24 | 18 | +2                   | -11                  | 2.62 | 1.06    |   |
| Housing Management  | 99     |                    |     |     |     |     | 10                | 19 | 34 | 18 | 18 | +2                   | +10                  | 2.85 | 1.22    |   |
| Equal Employment Opportunity  | 61     |                    |     |     |     |     | 5                 | 20 | 33 | 30 | 13 | +2                   | 0                    | 2.74 | 1.07    |   |
| Education Services  | 94     |                    |     |     |     |     | 5                 | 23 | 32 | 21 | 18 | +10                  | +13                  | 2.77 | 1.15    |   |
| Training  | 955    |                    |     |     |     |     | 6                 | 17 | 38 | 22 | 17 | +4                   | -6                   | 2.74 | 1.11    |   |
| Ammunition Management   | 95     |                    |     |     |     |     | 8                 | 21 | 34 | 18 | 19 | +6                   | -4                   | 2.82 | 1.21    |   |
| Information Mission Area (IMA)  | 751    |                    |     |     |     |     | 7                 | 17 | 33 | 25 | 18 | +5                   | +1                   | 2.71 | 1.15    |   |
| Intelligence (Excepted Services Only)   | 328    |                    |     |     |     |     | 3                 | 12 | 34 | 26 | 25 | +1                   | -9                   | 2.42 | 1.08    |   |
| Military Personnel Management   | 280    |                    |     |     |     |     | 9                 | 24 | 33 | 16 | 17 | +7                   | --                   | 2.92 | 1.21    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 32h. How well does the Human Resources Office support you to Refer high quality candidates. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 13664  |                    |     |     |     |     | 6                 | 18 | 40 | 21 | 15 | 0                    | -7                   | 2.80 | 1.08    |   |
| <b>Total Career Program</b>   | 13658  |                    |     |     |     |     | 6                 | 18 | 40 | 21 | 15 | +1                   | -8                   | 2.80 | 1.08    |   |
| Civilian Personnel Administration   | 224    |                    |     |     |     |     | 27                | 23 | 33 | 13 | 5  | -6                   | -11                  | 3.54 | 1.15    |   |
| Comptroller   | 719    |                    |     |     |     |     | 4                 | 17 | 44 | 19 | 15 | -1                   | -12                  | 2.77 | 1.04    |   |
| Safety Management   | 321    |                    |     |     |     |     | 7                 | 18 | 39 | 21 | 15 | +4                   | -3                   | 2.81 | 1.11    |   |
| Supply Management   | 671    |                    |     |     |     |     | 6                 | 23 | 40 | 19 | 12 | 0                    | -6                   | 2.91 | 1.06    |   |
| Contracting and Acquisition   | 626    |                    |     |     |     |     | 4                 | 19 | 40 | 19 | 18 | 0                    | -4                   | 2.73 | 1.09    |   |
| Quality and Reliability Assurance   | 48     |                    |     |     |     |     | 6                 | 17 | 42 | 19 | 17 | -10                  | +5                   | 2.77 | 1.10    |   |
| Engineers and Scientists (Non-Construction)   | 794    |                    |     |     |     |     | 4                 | 17 | 37 | 26 | 15 | +1                   | -12                  | 2.70 | 1.06    |   |
| Materiel Maintenance Management   | 1187   |                    |     |     |     |     | 6                 | 22 | 40 | 21 | 12 | +5                   | -3                   | 2.88 | 1.06    |   |
| Engineers and Scientists (Construction)   | 1315   |                    |     |     |     |     | 5                 | 19 | 44 | 21 | 11 | +4                   | -4                   | 2.84 | 1.01    |   |
| Security  | 385    |                    |     |     |     |     | 6                 | 17 | 39 | 22 | 16 | -2                   | -15                  | 2.77 | 1.10    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                                     | 21     |                    |     |     |     |     | 0                 | 29 | 48 | 19 | 5  | +9                   | -16                  | 3.00 | 0.82    |   |
| Public Affairs and Communication Media  | 109    |                    |     |     |     |     | 6                 | 12 | 43 | 20 | 19 | -4                   | -15                  | 2.64 | 1.09    |   |
| Transportation Management   | 201    |                    |     |     |     |     | 3                 | 15 | 42 | 26 | 13 | -12                  | -12                  | 2.70 | 0.99    |   |
| Manpower and Force Management   | 251    |                    |     |     |     |     | 4                 | 21 | 40 | 22 | 14 | +4                   | -8                   | 2.80 | 1.04    |   |
| Housing Management  | 104    |                    |     |     |     |     | 8                 | 20 | 38 | 17 | 16 | 0                    | +5                   | 2.86 | 1.15    |   |
| Equal Employment Opportunity  | 67     |                    |     |     |     |     | 6                 | 25 | 37 | 25 | 6  | 0                    | +8                   | 3.00 | 0.99    |   |
| Education Services  | 100    |                    |     |     |     |     | 5                 | 19 | 38 | 22 | 16 | +7                   | -2                   | 2.75 | 1.09    |   |
| Training  | 1028   |                    |     |     |     |     | 6                 | 19 | 42 | 19 | 14 | +2                   | -8                   | 2.83 | 1.08    |   |
| Ammunition Management   | 100    |                    |     |     |     |     | 7                 | 19 | 40 | 19 | 15 | +6                   | -3                   | 2.84 | 1.11    |   |
| Information Mission Area (IMA)  | 789    |                    |     |     |     |     | 7                 | 18 | 38 | 21 | 17 | +1                   | -3                   | 2.77 | 1.12    |   |
| Intelligence (Excepted Services Only)   | 360    |                    |     |     |     |     | 4                 | 13 | 43 | 20 | 20 | -1                   | -8                   | 2.60 | 1.06    |   |
| Military Personnel Management   | 296    |                    |     |     |     |     | 10                | 22 | 37 | 15 | 15 | 0                    | --                   | 2.97 | 1.18    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 32i. How well does the Human Resources Office support you to Referring a reasonable number of candidates for vacancies |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 13717  |                    |     |     |     |     | 7                 | 22 | 45 | 15 | 11 | -1                   | -11                  | 2.98 | 1.05    |   |
| <b>Total Career Program</b>  | 13711  |                    |     |     |     |     | 7                 | 22 | 45 | 15 | 11 | 0                    | -12                  | 2.98 | 1.05    |   |
| Civilian Personnel Administration  | 226    |                    |     |     |     |     | 28                | 29 | 31 | 8  | 4  | -3                   | -7                   | 3.69 | 1.09    |   |
| Comptroller  | 719    |                    |     |     |     |     | 5                 | 22 | 48 | 13 | 12 | -1                   | -13                  | 2.96 | 1.02    |   |
| Safety Management  | 326    |                    |     |     |     |     | 8                 | 21 | 45 | 13 | 13 | +1                   | -8                   | 2.97 | 1.08    |   |
| Supply Management  | 677    |                    |     |     |     |     | 8                 | 26 | 44 | 12 | 10 | 0                    | -12                  | 3.10 | 1.04    |   |
| Contracting and Acquisition  | 637    |                    |     |     |     |     | 6                 | 24 | 41 | 15 | 14 | 0                    | -8                   | 2.92 | 1.09    |   |
| Quality and Reliability Assurance  | 48     |                    |     |     |     |     | 4                 | 23 | 48 | 10 | 15 | -7                   | +5                   | 2.92 | 1.04    |   |
| Engineers and Scientists (Non-Construction)  | 803    |                    |     |     |     |     | 6                 | 21 | 45 | 18 | 10 | +1                   | -16                  | 2.93 | 1.01    |   |
| Matériel Maintenance Management  | 1199   |                    |     |     |     |     | 7                 | 27 | 45 | 13 | 9  | +5                   | -7                   | 3.09 | 1.00    |   |
| Engineers and Scientists (Construction)  | 1314   |                    |     |     |     |     | 6                 | 23 | 48 | 16 | 8  | +3                   | -8                   | 3.03 | 0.96    |   |
| Security   | 385    |                    |     |     |     |     | 6                 | 19 | 48 | 15 | 11 | -2                   | -19                  | 2.95 | 1.02    |   |
| Quality Assurance Specialists (Ammunition Surveillance)  | 22     |                    |     |     |     |     | 0                 | 32 | 55 | 5  | 9  | +4                   | -7                   | 3.09 | 0.85    |   |
| Public Affairs and Communication Media   | 105    |                    |     |     |     |     | 6                 | 13 | 53 | 15 | 12 | -14                  | -15                  | 2.85 | 0.99    |   |
| Transportation Management  | 204    |                    |     |     |     |     | 3                 | 21 | 47 | 20 | 9  | -8                   | -22                  | 2.90 | 0.94    |   |
| Manpower and Force Management  | 247    |                    |     |     |     |     | 5                 | 24 | 46 | 14 | 11 | +2                   | -16                  | 3.00 | 1.01    |   |
| Housing Management   | 102    |                    |     |     |     |     | 12                | 22 | 42 | 11 | 14 | -1                   | +3                   | 3.07 | 1.16    |   |
| Equal Employment Opportunity   | 66     |                    |     |     |     |     | 6                 | 29 | 44 | 14 | 8  | -1                   | -1                   | 3.12 | 0.98    |   |
| Education Services   | 98     |                    |     |     |     |     | 6                 | 23 | 35 | 19 | 16 | +12                  | +1                   | 2.84 | 1.14    |   |
| Training   | 1034   |                    |     |     |     |     | 6                 | 21 | 47 | 15 | 11 | -1                   | -15                  | 2.97 | 1.02    |   |
| Ammunition Management  | 100    |                    |     |     |     |     | 10                | 22 | 47 | 10 | 11 | +4                   | -13                  | 3.10 | 1.07    |   |
| Information Mission Area (IMA)   | 792    |                    |     |     |     |     | 8                 | 24 | 44 | 14 | 10 | +4                   | -4                   | 3.05 | 1.05    |   |
| Intelligence (Excepted Services Only)  | 364    |                    |     |     |     |     | 4                 | 16 | 48 | 18 | 15 | -3                   | -12                  | 2.77 | 1.00    |   |
| Military Personnel Management  | 297    |                    |     |     |     |     | 12                | 27 | 38 | 11 | 12 | -1                   | --                   | 3.16 | 1.14    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 32]. How well does the Human Resources Office support you to Refer candidates for vacancies in a reasonable amount of time. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 13774  |                    |     |     |     |     | 7                 | 19 | 37 | 20 | 17 | +1                   | -13                  | 2.79 | 1.13    |   |
| <b>Total Career Program</b>   | 13768  |                    |     |     |     |     | 7                 | 19 | 37 | 20 | 17 | +1                   | -13                  | 2.79 | 1.13    |   |
| Civilian Personnel Administration   | 222    |                    |     |     |     |     | 30                | 28 | 26 | 8  | 8  | 0                    | -12                  | 3.64 | 1.21    |   |
| Comptroller   | 726    |                    |     |     |     |     | 5                 | 21 | 38 | 20 | 16 | +2                   | -13                  | 2.80 | 1.09    |   |
| Safety Management   | 331    |                    |     |     |     |     | 8                 | 15 | 39 | 22 | 17 | -2                   | -14                  | 2.75 | 1.13    |   |
| Supply Management   | 678    |                    |     |     |     |     | 7                 | 24 | 35 | 19 | 16 | +3                   | -14                  | 2.87 | 1.14    |   |
| Contracting and Acquisition   | 639    |                    |     |     |     |     | 6                 | 21 | 37 | 17 | 19 | 0                    | -8                   | 2.77 | 1.15    |   |
| Quality and Reliability Assurance   | 50     |                    |     |     |     |     | 2                 | 22 | 38 | 20 | 18 | 0                    | +3                   | 2.70 | 1.06    |   |
| Engineers and Scientists (Non-Construction)   | 796    |                    |     |     |     |     | 6                 | 17 | 40 | 21 | 16 | +2                   | -18                  | 2.76 | 1.09    |   |
| Materiel Maintenance Management   | 1202   |                    |     |     |     |     | 6                 | 24 | 39 | 18 | 13 | +8                   | -6                   | 2.92 | 1.09    |   |
| Engineers and Scientists (Construction)   | 1319   |                    |     |     |     |     | 7                 | 22 | 42 | 18 | 11 | +4                   | -9                   | 2.95 | 1.05    |   |
| Security  | 389    |                    |     |     |     |     | 7                 | 16 | 41 | 20 | 16 | -1                   | -28                  | 2.76 | 1.11    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 21     |                    |     |     |     |     | 0                 | 33 | 48 | 10 | 10 | +14                  | -21                  | 3.05 | 0.90    |   |
| Public Affairs and Communication Media  | 106    |                    |     |     |     |     | 5                 | 10 | 45 | 14 | 25 | -12                  | -9                   | 2.55 | 1.12    |   |
| Transportation Management   | 205    |                    |     |     |     |     | 5                 | 15 | 41 | 24 | 15 | -5                   | -15                  | 2.72 | 1.05    |   |
| Manpower and Force Management   | 250    |                    |     |     |     |     | 5                 | 18 | 40 | 21 | 15 | +2                   | -21                  | 2.78 | 1.08    |   |
| Housing Management  | 101    |                    |     |     |     |     | 9                 | 23 | 36 | 17 | 16 | +2                   | 0                    | 2.92 | 1.17    |   |
| Equal Employment Opportunity  | 64     |                    |     |     |     |     | 6                 | 28 | 34 | 16 | 16 | +7                   | -4                   | 2.94 | 1.14    |   |
| Education Services  | 99     |                    |     |     |     |     | 6                 | 21 | 29 | 20 | 23 | +9                   | -7                   | 2.67 | 1.21    |   |
| Training  | 1041   |                    |     |     |     |     | 6                 | 16 | 39 | 20 | 19 | 0                    | -18                  | 2.71 | 1.12    |   |
| Ammunition Management   | 99     |                    |     |     |     |     | 6                 | 21 | 29 | 21 | 22 | +5                   | -18                  | 2.68 | 1.20    |   |
| Information Mission Area (IMA)  | 791    |                    |     |     |     |     | 8                 | 21 | 37 | 19 | 15 | +6                   | -7                   | 2.87 | 1.15    |   |
| Intelligence (Excepted Services Only)   | 367    |                    |     |     |     |     | 4                 | 14 | 38 | 23 | 20 | -4                   | -15                  | 2.57 | 1.07    |   |
| Military Personnel Management   | 301    |                    |     |     |     |     | 11                | 24 | 31 | 17 | 17 | +9                   | --                   | 2.95 | 1.24    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents<br>5 4 3 2 1 | % Fav<br>Diff from<br>2010 | % Fav<br>Diff from<br>2006 | Mean | Std<br>Dev |
|---|--------|--------------------|-----|-----|-----|-----|--------------------------------|----------------------------|----------------------------|------|------------|
|   |        | 0%                 | 20% | 40% | 60% | 80% |                                |                            |                            |      |            |
| SATISFACTION with CIVILIAN HUMAN RESOURCES  |        |                    |     |     |     |     |                                |                            |                            |      |            |
| 32k. How well does the Human Resources Office support you to Keep me informed of the status of personnel action requests (e.g., vacancies, establishing positions). |        |                    |     |     |     |     |                                |                            |                            |      |            |
| Total Army  | 13841  |                    |     |     |     |     | 7 19 35 21 18                  | +1                         | -12                        | 2.77 | 1.16       |
| <b>Total Career Program</b>   | 13835  |                    |     |     |     |     | 7 19 35 21 18                  | +2                         | -12                        | 2.77 | 1.16       |
| Civilian Personnel Administration   | 224    |                    |     |     |     |     | 31 23 26 12 7                  | -3                         | -18                        | 3.59 | 1.24       |
| Comptroller   | 716    |                    |     |     |     |     | 5 20 37 20 18                  | 0                          | -13                        | 2.73 | 1.12       |
| Safety Management   | 320    |                    |     |     |     |     | 8 18 38 19 18                  | +2                         | -7                         | 2.79 | 1.16       |
| Supply Management   | 689    |                    |     |     |     |     | 7 25 31 20 17                  | +6                         | -5                         | 2.86 | 1.18       |
| Contracting and Acquisition   | 639    |                    |     |     |     |     | 8 20 33 20 19                  | 0                          | -5                         | 2.78 | 1.19       |
| Quality and Reliability Assurance   | 50     |                    |     |     |     |     | 4 22 34 18 22                  | 0                          | +3                         | 2.68 | 1.16       |
| Engineers and Scientists (Non-Construction)   | 814    |                    |     |     |     |     | 6 17 37 21 19                  | +3                         | -16                        | 2.69 | 1.13       |
| Materiel Maintenance Management   | 1209   |                    |     |     |     |     | 7 23 38 17 15                  | +8                         | -7                         | 2.90 | 1.12       |
| Engineers and Scientists (Construction)   | 1327   |                    |     |     |     |     | 7 21 37 21 14                  | +4                         | -9                         | 2.87 | 1.11       |
| Security  | 392    |                    |     |     |     |     | 7 17 36 22 18                  | 0                          | -21                        | 2.72 | 1.14       |
| Quality Assurance Specialists (Ammunition Surveillance)   | 23     |                    |     |     |     |     | 0 30 43 17 9                   | +6                         | -17                        | 2.96 | 0.91       |
| Public Affairs and Communication Media  | 113    |                    |     |     |     |     | 7 13 35 18 27                  | -3                         | -15                        | 2.57 | 1.21       |
| Transportation Management   | 205    |                    |     |     |     |     | 7 19 34 23 18                  | 0                          | -11                        | 2.74 | 1.15       |
| Manpower and Force Management   | 254    |                    |     |     |     |     | 5 20 35 23 17                  | +6                         | -13                        | 2.75 | 1.11       |
| Housing Management  | 103    |                    |     |     |     |     | 11 23 29 17 20                 | +8                         | +6                         | 2.87 | 1.27       |
| Equal Employment Opportunity  | 68     |                    |     |     |     |     | 9 25 35 19 12                  | +1                         | -17                        | 3.00 | 1.12       |
| Education Services  | 100    |                    |     |     |     |     | 7 23 30 16 24                  | +14                        | +3                         | 2.73 | 1.25       |
| Training  | 1028   |                    |     |     |     |     | 6 19 35 22 17                  | +1                         | -16                        | 2.74 | 1.14       |
| Ammunition Management   | 99     |                    |     |     |     |     | 8 19 31 19 22                  | +2                         | -15                        | 2.72 | 1.23       |
| Information Mission Area (IMA)  | 799    |                    |     |     |     |     | 8 21 34 20 17                  | +5                         | -5                         | 2.84 | 1.18       |
| Intelligence (Excepted Services Only)   | 372    |                    |     |     |     |     | 3 14 32 29 22                  | -2                         | -15                        | 2.49 | 1.08       |
| Military Personnel Management   | 295    |                    |     |     |     |     | 11 22 34 15 18                 | +9                         | --                         | 2.92 | 1.23       |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>   |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 321. How well does the Human Resources Office support you to Provide employment information to new hires. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 12977  |                    |     |     |     |     | 8                 | 22 | 41 | 16 | 13 | --                   | --                   | 2.98 | 1.11    |   |
| <b>Total Career Program</b>   | 12972  |                    |     |     |     |     | 8                 | 22 | 41 | 16 | 13 | --                   | --                   | 2.98 | 1.11    |   |
| Civilian Personnel Administration   | 217    |                    |     |     |     |     | 34                | 25 | 25 | 9  | 6  | --                   | --                   | 3.71 | 1.21    |   |
| Comptroller   | 643    |                    |     |     |     |     | 5                 | 24 | 40 | 17 | 14 | --                   | --                   | 2.88 | 1.07    |   |
| Safety Management   | 313    |                    |     |     |     |     | 8                 | 19 | 46 | 12 | 15 | --                   | --                   | 2.91 | 1.11    |   |
| Supply Management   | 648    |                    |     |     |     |     | 10                | 27 | 39 | 15 | 10 | --                   | --                   | 3.10 | 1.10    |   |
| Contracting and Acquisition   | 608    |                    |     |     |     |     | 10                | 24 | 40 | 13 | 13 | --                   | --                   | 3.05 | 1.13    |   |
| Quality and Reliability Assurance   | 46     |                    |     |     |     |     | 7                 | 20 | 48 | 13 | 13 | --                   | --                   | 2.93 | 1.05    |   |
| Engineers and Scientists (Non-Construction)   | 727    |                    |     |     |     |     | 6                 | 22 | 42 | 17 | 13 | --                   | --                   | 2.92 | 1.07    |   |
| Materiel Maintenance Management   | 1152   |                    |     |     |     |     | 9                 | 28 | 41 | 14 | 9  | --                   | --                   | 3.14 | 1.05    |   |
| Engineers and Scientists (Construction)   | 1226   |                    |     |     |     |     | 8                 | 22 | 42 | 18 | 10 | --                   | --                   | 3.00 | 1.05    |   |
| Security  | 388    |                    |     |     |     |     | 7                 | 21 | 43 | 16 | 13 | --                   | --                   | 2.94 | 1.09    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 23     |                    |     |     |     |     | 0                 | 22 | 61 | 13 | 4  | --                   | --                   | 3.00 | 0.72    |   |
| Public Affairs and Communication Media  | 110    |                    |     |     |     |     | 6                 | 16 | 41 | 18 | 18 | --                   | --                   | 2.75 | 1.12    |   |
| Transportation Management   | 202    |                    |     |     |     |     | 8                 | 18 | 46 | 15 | 12 | --                   | --                   | 2.95 | 1.08    |   |
| Manpower and Force Management   | 225    |                    |     |     |     |     | 8                 | 20 | 41 | 15 | 15 | --                   | --                   | 2.93 | 1.13    |   |
| Housing Management  | 99     |                    |     |     |     |     | 13                | 23 | 39 | 11 | 13 | --                   | --                   | 3.12 | 1.17    |   |
| Equal Employment Opportunity  | 59     |                    |     |     |     |     | 10                | 24 | 36 | 14 | 17 | --                   | --                   | 2.97 | 1.21    |   |
| Education Services  | 100    |                    |     |     |     |     | 9                 | 26 | 35 | 11 | 19 | --                   | --                   | 2.95 | 1.22    |   |
| Training  | 970    |                    |     |     |     |     | 8                 | 23 | 44 | 15 | 10 | --                   | --                   | 3.04 | 1.06    |   |
| Ammunition Management   | 92     |                    |     |     |     |     | 5                 | 24 | 41 | 17 | 12 | --                   | --                   | 2.93 | 1.05    |   |
| Information Mission Area (IMA)  | 748    |                    |     |     |     |     | 10                | 23 | 37 | 16 | 13 | --                   | --                   | 3.00 | 1.15    |   |
| Intelligence (Excepted Services Only)   | 345    |                    |     |     |     |     | 4                 | 20 | 42 | 18 | 16 | --                   | --                   | 2.78 | 1.07    |   |
| Military Personnel Management   | 285    |                    |     |     |     |     | 12                | 24 | 39 | 10 | 15 | --                   | --                   | 3.07 | 1.19    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents<br>5 4 3 2 1 | % Fav<br>Diff from<br>2010 | % Fav<br>Diff from<br>2006 | Mean | Std<br>Dev |
|---|--------|--------------------|-----|-----|-----|-----|--------------------------------|----------------------------|----------------------------|------|------------|
|   |        | 0%                 | 20% | 40% | 60% | 80% |                                |                            |                            |      |            |
| <b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>                                       |        |                    |     |     |     |     |                                |                            |                            |      |            |
| 33a. The Civilian Human Resources Agency (CHRA) online resources tools are easy to use. |        |                    |     |     |     |     |                                |                            |                            |      |            |
| Total Army  | 14157  |                    |     |     |     |     | 6 35 32 16 10                  | --                         | --                         | 3.11 | 1.07       |
| <b>Total Career Program</b>   | 14150  |                    |     |     |     |     | 6 35 32 16 10                  | --                         | --                         | 3.11 | 1.07       |
| Civilian Personnel Administration   | 241    |                    |     |     |     |     | 20 41 22 13 5                  | --                         | --                         | 3.57 | 1.08       |
| Comptroller   | 728    |                    |     |     |     |     | 5 36 32 18 9                   | --                         | --                         | 3.10 | 1.04       |
| Safety Management   | 335    |                    |     |     |     |     | 6 30 35 18 11                  | --                         | --                         | 3.01 | 1.08       |
| Supply Management   | 737    |                    |     |     |     |     | 9 40 31 13 7                   | --                         | --                         | 3.30 | 1.04       |
| Contracting and Acquisition   | 653    |                    |     |     |     |     | 5 36 30 18 10                  | --                         | --                         | 3.08 | 1.07       |
| Quality and Reliability Assurance   | 59     |                    |     |     |     |     | 7 37 34 10 12                  | --                         | --                         | 3.17 | 1.09       |
| Engineers and Scientists (Non-Construction)   | 736    |                    |     |     |     |     | 3 29 38 19 11                  | --                         | --                         | 2.94 | 1.01       |
| Materiel Maintenance Management   | 1232   |                    |     |     |     |     | 5 39 33 14 9                   | --                         | --                         | 3.16 | 1.04       |
| Engineers and Scientists (Construction)   | 1280   |                    |     |     |     |     | 3 31 38 19 10                  | --                         | --                         | 2.97 | 1.01       |
| Security  | 481    |                    |     |     |     |     | 8 40 32 13 7                   | --                         | --                         | 3.29 | 1.03       |
| Quality Assurance Specialists (Ammunition Surveillance)                                 | 26     |                    |     |     |     |     | 0 38 38 12 12                  | --                         | --                         | 3.04 | 0.98       |
| Public Affairs and Communication Media  | 116    |                    |     |     |     |     | 3 29 32 19 16                  | --                         | --                         | 2.84 | 1.12       |
| Transportation Management   | 219    |                    |     |     |     |     | 4 36 36 14 10                  | --                         | --                         | 3.11 | 1.02       |
| Manpower and Force Management   | 256    |                    |     |     |     |     | 5 41 30 15 9                   | --                         | --                         | 3.18 | 1.04       |
| Housing Management  | 109    |                    |     |     |     |     | 8 40 27 18 6                   | --                         | --                         | 3.26 | 1.05       |
| Equal Employment Opportunity  | 67     |                    |     |     |     |     | 12 51 21 10 6                  | --                         | --                         | 3.52 | 1.03       |
| Education Services  | 104    |                    |     |     |     |     | 5 35 26 22 13                  | --                         | --                         | 2.97 | 1.12       |
| Training  | 1062   |                    |     |     |     |     | 6 35 34 16 9                   | --                         | --                         | 3.14 | 1.05       |
| Ammunition Management   | 94     |                    |     |     |     |     | 10 44 27 12 9                  | --                         | --                         | 3.34 | 1.08       |
| Information Mission Area (IMA)  | 853    |                    |     |     |     |     | 7 38 33 13 8                   | --                         | --                         | 3.22 | 1.04       |
| Intelligence (Excepted Services Only)   | 392    |                    |     |     |     |     | 3 31 32 21 13                  | --                         | --                         | 2.90 | 1.07       |
| Military Personnel Management   | 328    |                    |     |     |     |     | 11 43 23 16 7                  | --                         | --                         | 3.36 | 1.09       |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 33b. Overall, I am satisfied with the timeliness of personnel services I receive. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 74797  |                    |     |     |     |     | 11                | 36 | 28 | 13 | 12 | +2                   | -5                   | 3.20 | 1.17    |   |
| <b>Total Career Program</b>   | 74773  |                    |     |     |     |     | 11                | 36 | 28 | 13 | 12 | +1                   | -6                   | 3.20 | 1.17    |   |
| Civilian Personnel Administration   | 1589   |                    |     |     |     |     | 30                | 42 | 17 | 6  | 5  | -1                   | -7                   | 3.86 | 1.07    |   |
| Comptroller   | 4221   |                    |     |     |     |     | 9                 | 38 | 27 | 14 | 12 | +3                   | -5                   | 3.18 | 1.15    |   |
| Safety Management   | 1366   |                    |     |     |     |     | 9                 | 34 | 29 | 13 | 15 | +2                   | -3                   | 3.08 | 1.20    |   |
| Supply Management   | 4298   |                    |     |     |     |     | 13                | 38 | 28 | 11 | 10 | 0                    | -8                   | 3.33 | 1.14    |   |
| Contracting and Acquisition   | 3301   |                    |     |     |     |     | 10                | 39 | 27 | 12 | 11 | +4                   | -3                   | 3.25 | 1.15    |   |
| Quality and Reliability Assurance   | 561    |                    |     |     |     |     | 9                 | 39 | 31 | 11 | 10 | +2                   | -8                   | 3.24 | 1.10    |   |
| Engineers and Scientists (Non-Construction)                                       | 5343   |                    |     |     |     |     | 8                 | 38 | 30 | 13 | 11 | +1                   | -7                   | 3.21 | 1.11    |   |
| Matériel Maintenance Management   | 6564   |                    |     |     |     |     | 10                | 38 | 31 | 11 | 10 | +1                   | -3                   | 3.26 | 1.11    |   |
| Engineers and Scientists (Construction)   | 6428   |                    |     |     |     |     | 7                 | 37 | 31 | 14 | 11 | +3                   | -4                   | 3.15 | 1.11    |   |
| Security  | 1620   |                    |     |     |     |     | 9                 | 33 | 30 | 14 | 15 | -3                   | -8                   | 3.08 | 1.18    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                           | 178    |                    |     |     |     |     | 9                 | 40 | 28 | 11 | 12 | +6                   | -3                   | 3.23 | 1.14    |   |
| Public Affairs and Communication Media  | 520    |                    |     |     |     |     | 9                 | 28 | 28 | 18 | 17 | -1                   | -7                   | 2.95 | 1.22    |   |
| Transportation Management   | 1090   |                    |     |     |     |     | 11                | 36 | 29 | 12 | 13 | +7                   | -3                   | 3.21 | 1.17    |   |
| Manpower and Force Management   | 1339   |                    |     |     |     |     | 12                | 37 | 24 | 15 | 13 | +5                   | -6                   | 3.19 | 1.21    |   |
| Housing Management  | 236    |                    |     |     |     |     | 11                | 36 | 26 | 13 | 13 | -1                   | +3                   | 3.19 | 1.19    |   |
| Equal Employment Opportunity  | 210    |                    |     |     |     |     | 13                | 36 | 23 | 14 | 14 | +4                   | -10                  | 3.20 | 1.24    |   |
| Education Services  | 383    |                    |     |     |     |     | 12                | 37 | 24 | 13 | 14 | +11                  | +3                   | 3.21 | 1.23    |   |
| Training  | 4020   |                    |     |     |     |     | 12                | 37 | 27 | 12 | 12 | +4                   | -5                   | 3.25 | 1.17    |   |
| Ammunition Management   | 599    |                    |     |     |     |     | 10                | 39 | 28 | 11 | 12 | +5                   | -3                   | 3.25 | 1.15    |   |
| Information Mission Area (IMA)  | 4642   |                    |     |     |     |     | 10                | 37 | 29 | 13 | 11 | +2                   | -1                   | 3.23 | 1.13    |   |
| Intelligence (Excepted Services Only)   | 1661   |                    |     |     |     |     | 8                 | 33 | 28 | 17 | 15 | -2                   | -10                  | 3.01 | 1.18    |   |
| Military Personnel Management   | 1884   |                    |     |     |     |     | 14                | 37 | 28 | 11 | 11 | +5                   | --                   | 3.33 | 1.16    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES                                     |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 33c. Overall, I am satisfied with the quality of personnel services I receive. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 74570  |                    |     |     |     |     | 11                | 36 | 28 | 13 | 12 | +2                   | -5                   | 3.21 | 1.16    |   |
| <b>Total Career Program</b>  | 74546  |                    |     |     |     |     | 11                | 36 | 28 | 13 | 12 | +1                   | -6                   | 3.21 | 1.16    |   |
| Civilian Personnel Administration  | 1582   |                    |     |     |     |     | 30                | 42 | 17 | 6  | 5  | 0                    | -6                   | 3.87 | 1.06    |   |
| Comptroller  | 4204   |                    |     |     |     |     | 9                 | 37 | 28 | 14 | 12 | +1                   | -6                   | 3.18 | 1.15    |   |
| Safety Management  | 1358   |                    |     |     |     |     | 9                 | 35 | 28 | 13 | 15 | +1                   | -1                   | 3.10 | 1.20    |   |
| Supply Management  | 4287   |                    |     |     |     |     | 13                | 38 | 28 | 12 | 9  | -2                   | -8                   | 3.34 | 1.13    |   |
| Contracting and Acquisition  | 3286   |                    |     |     |     |     | 10                | 40 | 27 | 12 | 11 | +5                   | -4                   | 3.27 | 1.14    |   |
| Quality and Reliability Assurance  | 559    |                    |     |     |     |     | 9                 | 39 | 30 | 12 | 10 | +2                   | -10                  | 3.24 | 1.10    |   |
| Engineers and Scientists (Non-Construction)                                    | 5334   |                    |     |     |     |     | 9                 | 38 | 30 | 13 | 10 | 0                    | -8                   | 3.21 | 1.10    |   |
| Matériel Maintenance Management  | 6536   |                    |     |     |     |     | 10                | 38 | 30 | 11 | 10 | +1                   | -2                   | 3.28 | 1.11    |   |
| Engineers and Scientists (Construction)  | 6410   |                    |     |     |     |     | 8                 | 37 | 31 | 14 | 11 | +3                   | -5                   | 3.16 | 1.11    |   |
| Security   | 1610   |                    |     |     |     |     | 9                 | 32 | 30 | 14 | 14 | -4                   | -9                   | 3.09 | 1.18    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                        | 178    |                    |     |     |     |     | 8                 | 42 | 25 | 11 | 13 | +7                   | -1                   | 3.22 | 1.16    |   |
| Public Affairs and Communication Media   | 522    |                    |     |     |     |     | 9                 | 29 | 29 | 16 | 17 | -1                   | -9                   | 2.95 | 1.22    |   |
| Transportation Management  | 1084   |                    |     |     |     |     | 11                | 37 | 28 | 11 | 13 | +6                   | -3                   | 3.22 | 1.17    |   |
| Manpower and Force Management  | 1333   |                    |     |     |     |     | 11                | 37 | 25 | 14 | 12 | +5                   | -5                   | 3.21 | 1.19    |   |
| Housing Management   | 237    |                    |     |     |     |     | 11                | 35 | 27 | 14 | 12 | -4                   | -3                   | 3.19 | 1.18    |   |
| Equal Employment Opportunity   | 208    |                    |     |     |     |     | 12                | 37 | 24 | 13 | 15 | +2                   | -4                   | 3.16 | 1.24    |   |
| Education Services   | 385    |                    |     |     |     |     | 13                | 38 | 23 | 13 | 14 | +11                  | -2                   | 3.22 | 1.24    |   |
| Training   | 4000   |                    |     |     |     |     | 12                | 37 | 28 | 12 | 11 | +3                   | -5                   | 3.27 | 1.16    |   |
| Ammunition Management  | 598    |                    |     |     |     |     | 10                | 39 | 29 | 10 | 12 | +3                   | -4                   | 3.25 | 1.13    |   |
| Information Mission Area (IMA)   | 4639   |                    |     |     |     |     | 11                | 36 | 30 | 12 | 11 | +3                   | -1                   | 3.23 | 1.13    |   |
| Intelligence (Excepted Services Only)  | 1660   |                    |     |     |     |     | 8                 | 33 | 28 | 17 | 14 | 0                    | -8                   | 3.03 | 1.18    |   |
| Military Personnel Management  | 1875   |                    |     |     |     |     | 13                | 37 | 28 | 11 | 11 | +3                   | --                   | 3.31 | 1.16    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Yes | No  | Do not know |
|---|--------|-----|-----|-------------|
| <b>ORGANIZATIONAL INFORMATION</b>                               |        |     |     |             |
| 34a. Has your organization been identified for A-76/Outsourcing |        |     |     |             |
| Total Army  | 82298  | 3%  | 27% | 70%         |
| <b>Total Career Program</b>                                     | 82273  | 3%  | 27% | 70%         |
| Civilian Personnel Administration                               | 1666   | 1%  | 49% | 50%         |
| Comptroller   | 4609   | 4%  | 37% | 59%         |
| Safety Management   | 1475   | 2%  | 34% | 64%         |
| Supply Management   | 4765   | 4%  | 23% | 72%         |
| Contracting and Acquisition                                     | 3673   | 2%  | 38% | 60%         |
| Quality and Reliability Assurance                               | 621    | 5%  | 23% | 73%         |
| Engineers and Scientists (Non-Construction)                     | 6124   | 3%  | 25% | 72%         |
| Materiel Maintenance Management                                 | 7237   | 4%  | 23% | 73%         |
| Engineers and Scientists (Construction)                         | 7128   | 6%  | 32% | 62%         |
| Security  | 1765   | 2%  | 24% | 73%         |
| Quality Assurance Specialists (Ammunition Surveillance)         | 200    | 2%  | 33% | 66%         |
| Public Affairs and Communication Media                          | 581    | 2%  | 33% | 65%         |
| Transportation Management                                       | 1193   | 6%  | 25% | 69%         |
| Manpower and Force Management                                   | 1414   | 3%  | 46% | 50%         |
| Housing Management  | 246    | 4%  | 39% | 57%         |
| Equal Employment Opportunity                                    | 217    | 4%  | 47% | 49%         |
| Education Services  | 423    | 2%  | 26% | 72%         |
| Training  | 4356   | 2%  | 25% | 74%         |
| Ammunition Management   | 654    | 4%  | 30% | 66%         |
| Information Mission Area (IMA)                                  | 5120   | 6%  | 28% | 67%         |
| Intelligence (Excepted Services Only)                           | 1790   | 1%  | 22% | 77%         |
| Military Personnel Management                                   | 2071   | 3%  | 22% | 76%         |



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Yes | No  | Do not know |
|---|--------|-----|-----|-------------|
| <b>ORGANIZATIONAL INFORMATION</b>   |        |     |     |             |
| 34b. Has your organization been identified for other orders impacting location (specify below). |        |     |     |             |
| Total Army  | 81993  | 4%  | 21% | 75%         |
| <b>Total Career Program</b>   | 81968  | 4%  | 21% | 75%         |
| Civilian Personnel Administration   | 1676   | 5%  | 40% | 55%         |
| Comptroller   | 4577   | 5%  | 28% | 67%         |
| Safety Management   | 1466   | 4%  | 27% | 68%         |
| Supply Management   | 4724   | 4%  | 19% | 77%         |
| Contracting and Acquisition   | 3661   | 4%  | 27% | 69%         |
| Quality and Reliability Assurance   | 619    | 4%  | 19% | 77%         |
| Engineers and Scientists (Non-Construction)   | 6111   | 2%  | 20% | 77%         |
| Materiel Maintenance Management   | 7189   | 4%  | 18% | 78%         |
| Engineers and Scientists (Construction)   | 7120   | 5%  | 24% | 71%         |
| Security  | 1748   | 3%  | 20% | 77%         |
| Quality Assurance Specialists (Ammunition Surveillance)   | 200    | 8%  | 22% | 71%         |
| Public Affairs and Communication Media  | 581    | 4%  | 25% | 71%         |
| Transportation Management   | 1183   | 5%  | 19% | 76%         |
| Manpower and Force Management   | 1412   | 6%  | 37% | 57%         |
| Housing Management  | 247    | 6%  | 28% | 66%         |
| Equal Employment Opportunity  | 214    | 10% | 35% | 55%         |
| Education Services  | 424    | 3%  | 20% | 78%         |
| Training  | 4340   | 3%  | 21% | 76%         |
| Ammunition Management   | 655    | 4%  | 23% | 73%         |
| Information Mission Area (IMA)  | 5089   | 5%  | 22% | 74%         |
| Intelligence (Excepted Services Only)   | 1790   | 3%  | 19% | 79%         |
| Military Personnel Management   | 2061   | 3%  | 19% | 78%         |



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |   |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|---|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5 | 4  | 3  | 2  |                      |                      |      |         | 1 |
| ORGANIZATIONAL INFORMATION  |        |                    |     |     |     |     |                   |   |    |    |    |                      |                      |      |         |   |
| 35. My decision to continue a long-term career as a public servant is swayed by issues such as employee value, downsizing, pay and performance. |        |                    |     |     |     |     |                   |   |    |    |    |                      |                      |      |         |   |
| Total Army  | 82411  |                    |     |     |     |     | 2                 | 6 | 23 | 36 | 32 | --                   | --                   | 2.11 | 1.00    |   |
| <b>Total Career Program</b>   | 82385  |                    |     |     |     |     | 2                 | 6 | 23 | 36 | 32 | --                   | --                   | 2.11 | 1.00    |   |
| Civilian Personnel Administration   | 1671   |                    |     |     |     |     | 4                 | 7 | 26 | 36 | 27 | --                   | --                   | 2.26 | 1.06    |   |
| Comptroller   | 4596   |                    |     |     |     |     | 3                 | 9 | 27 | 35 | 27 | --                   | --                   | 2.24 | 1.03    |   |
| Safety Management   | 1474   |                    |     |     |     |     | 3                 | 6 | 24 | 34 | 34 | --                   | --                   | 2.10 | 1.02    |   |
| Supply Management   | 4791   |                    |     |     |     |     | 3                 | 6 | 28 | 35 | 29 | --                   | --                   | 2.18 | 1.00    |   |
| Contracting and Acquisition   | 3681   |                    |     |     |     |     | 2                 | 7 | 22 | 37 | 31 | --                   | --                   | 2.12 | 1.01    |   |
| Quality and Reliability Assurance   | 616    |                    |     |     |     |     | 2                 | 6 | 22 | 37 | 33 | --                   | --                   | 2.08 | 0.99    |   |
| Engineers and Scientists (Non-Construction)   | 6117   |                    |     |     |     |     | 2                 | 5 | 19 | 40 | 35 | --                   | --                   | 1.98 | 0.94    |   |
| Matériel Maintenance Management   | 7273   |                    |     |     |     |     | 2                 | 6 | 25 | 36 | 31 | --                   | --                   | 2.11 | 0.99    |   |
| Engineers and Scientists (Construction)   | 7117   |                    |     |     |     |     | 2                 | 5 | 19 | 40 | 34 | --                   | --                   | 2.02 | 0.95    |   |
| Security  | 1767   |                    |     |     |     |     | 2                 | 4 | 23 | 35 | 36 | --                   | --                   | 2.01 | 0.96    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 201    |                    |     |     |     |     | 2                 | 5 | 30 | 29 | 34 | --                   | --                   | 2.13 | 1.02    |   |
| Public Affairs and Communication Media  | 587    |                    |     |     |     |     | 2                 | 5 | 17 | 35 | 41 | --                   | --                   | 1.91 | 0.97    |   |
| Transportation Management   | 1195   |                    |     |     |     |     | 2                 | 6 | 23 | 36 | 33 | --                   | --                   | 2.08 | 0.99    |   |
| Manpower and Force Management   | 1420   |                    |     |     |     |     | 3                 | 7 | 23 | 38 | 29 | --                   | --                   | 2.18 | 1.02    |   |
| Housing Management  | 253    |                    |     |     |     |     | 3                 | 6 | 26 | 36 | 30 | --                   | --                   | 2.17 | 1.02    |   |
| Equal Employment Opportunity  | 220    |                    |     |     |     |     | 5                 | 8 | 23 | 35 | 29 | --                   | --                   | 2.26 | 1.12    |   |
| Education Services  | 429    |                    |     |     |     |     | 2                 | 6 | 21 | 36 | 34 | --                   | --                   | 2.05 | 1.00    |   |
| Training  | 4392   |                    |     |     |     |     | 2                 | 5 | 21 | 36 | 35 | --                   | --                   | 2.04 | 0.99    |   |
| Ammunition Management   | 653    |                    |     |     |     |     | 3                 | 8 | 25 | 34 | 30 | --                   | --                   | 2.19 | 1.03    |   |
| Information Mission Area (IMA)  | 5139   |                    |     |     |     |     | 2                 | 6 | 21 | 35 | 36 | --                   | --                   | 2.04 | 1.00    |   |
| Intelligence (Excepted Services Only)   | 1789   |                    |     |     |     |     | 2                 | 5 | 21 | 39 | 34 | --                   | --                   | 2.02 | 0.95    |   |
| Military Personnel Management   | 2071   |                    |     |     |     |     | 3                 | 6 | 27 | 32 | 31 | --                   | --                   | 2.16 | 1.02    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>CONDITIONS FOR ENGAGEMENT</b>  |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 3c. In my organization, leaders generate high levels of motivation and commitment in the workforce. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 87927  |                    |     |     |     |     | 12                | 32 | 24 | 18 | 13 | -3                   | -5                   | 3.13 | 1.22    |   |
| <b>Total Career Program</b>   | 87902  |                    |     |     |     |     | 12                | 32 | 24 | 18 | 13 | -3                   | -5                   | 3.13 | 1.22    |   |
| Civilian Personnel Administration   | 1819   |                    |     |     |     |     | 12                | 30 | 22 | 20 | 15 | -7                   | -15                  | 3.05 | 1.26    |   |
| Comptroller   | 4949   |                    |     |     |     |     | 13                | 35 | 23 | 17 | 12 | -3                   | -5                   | 3.19 | 1.22    |   |
| Safety Management   | 1546   |                    |     |     |     |     | 13                | 34 | 23 | 19 | 11 | -7                   | -8                   | 3.18 | 1.20    |   |
| Supply Management   | 5122   |                    |     |     |     |     | 14                | 32 | 24 | 18 | 13 | -5                   | -7                   | 3.16 | 1.23    |   |
| Contracting and Acquisition   | 3854   |                    |     |     |     |     | 12                | 34 | 24 | 18 | 12 | -3                   | -4                   | 3.16 | 1.20    |   |
| Quality and Reliability Assurance   | 641    |                    |     |     |     |     | 10                | 33 | 27 | 19 | 12 | -4                   | -8                   | 3.09 | 1.18    |   |
| Engineers and Scientists (Non-Construction)   | 6529   |                    |     |     |     |     | 10                | 32 | 27 | 19 | 12 | -6                   | -8                   | 3.07 | 1.18    |   |
| Materiel Maintenance Management   | 7749   |                    |     |     |     |     | 11                | 32 | 25 | 18 | 14 | -6                   | -9                   | 3.07 | 1.23    |   |
| Engineers and Scientists (Construction)   | 7480   |                    |     |     |     |     | 9                 | 32 | 28 | 19 | 12 | -6                   | -2                   | 3.07 | 1.16    |   |
| Security  | 1862   |                    |     |     |     |     | 10                | 28 | 23 | 20 | 19 | -11                  | -18                  | 2.90 | 1.27    |   |
| Quality Assurance Specialists (Ammunition Surveillance)   | 204    |                    |     |     |     |     | 10                | 33 | 28 | 14 | 15 | -1                   | -6                   | 3.08 | 1.21    |   |
| Public Affairs and Communication Media  | 611    |                    |     |     |     |     | 13                | 29 | 22 | 20 | 15 | -4                   | -6                   | 3.06 | 1.28    |   |
| Transportation Management   | 1303   |                    |     |     |     |     | 11                | 31 | 22 | 20 | 16 | -5                   | -8                   | 3.01 | 1.26    |   |
| Manpower and Force Management   | 1495   |                    |     |     |     |     | 13                | 34 | 24 | 17 | 12 | 0                    | -5                   | 3.21 | 1.21    |   |
| Housing Management  | 266    |                    |     |     |     |     | 17                | 36 | 20 | 15 | 12 | +7                   | +6                   | 3.32 | 1.25    |   |
| Equal Employment Opportunity  | 222    |                    |     |     |     |     | 17                | 44 | 17 | 16 | 6  | +10                  | +7                   | 3.49 | 1.14    |   |
| Education Services  | 441    |                    |     |     |     |     | 17                | 35 | 20 | 14 | 14 | -1                   | -4                   | 3.28 | 1.28    |   |
| Training  | 4674   |                    |     |     |     |     | 13                | 33 | 24 | 17 | 13 | -2                   | -8                   | 3.17 | 1.23    |   |
| Ammunition Management   | 696    |                    |     |     |     |     | 9                 | 31 | 28 | 18 | 13 | -4                   | -12                  | 3.05 | 1.18    |   |
| Information Mission Area (IMA)  | 5602   |                    |     |     |     |     | 12                | 30 | 24 | 20 | 15 | -2                   | +1                   | 3.05 | 1.25    |   |
| Intelligence (Excepted Services Only)   | 1894   |                    |     |     |     |     | 10                | 30 | 25 | 21 | 15 | -4                   | -8                   | 2.99 | 1.22    |   |
| Military Personnel Management   | 2231   |                    |     |     |     |     | 15                | 34 | 23 | 16 | 12 | -6                   | --                   | 3.24 | 1.24    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|  |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>CONDITIONS FOR ENGAGEMENT</b>                                       |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 3e. Managers communicate the goals and priorities of the organization. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army   | 87926  | 62% 18% 20%        |     |     |     |     | 16                | 46 | 18 | 13 | 8  | -2                   | --                   | 3.50 | 1.14    |   |
| <b>Total Career Program</b>  | 87901  | 62% 18% 20%        |     |     |     |     | 16                | 46 | 18 | 13 | 8  | -2                   | --                   | 3.50 | 1.14    |   |
| Civilian Personnel Administration                                      | 1827   | 65% 16% 19%        |     |     |     |     | 17                | 48 | 16 | 12 | 7  | -7                   | --                   | 3.56 | 1.11    |   |
| Comptroller  | 4943   | 64% 17% 20%        |     |     |     |     | 16                | 48 | 17 | 12 | 7  | -3                   | --                   | 3.53 | 1.12    |   |
| Safety Management  | 1549   | 59% 20% 21%        |     |     |     |     | 15                | 43 | 20 | 13 | 8  | -9                   | --                   | 3.44 | 1.15    |   |
| Supply Management  | 5133   | 61% 19% 20%        |     |     |     |     | 17                | 44 | 19 | 12 | 8  | -4                   | --                   | 3.50 | 1.15    |   |
| Contracting and Acquisition  | 3862   | 65% 17% 18%        |     |     |     |     | 17                | 48 | 17 | 12 | 6  | 0                    | --                   | 3.58 | 1.09    |   |
| Quality and Reliability Assurance                                      | 641    | 60% 19% 21%        |     |     |     |     | 14                | 46 | 19 | 13 | 8  | +2                   | --                   | 3.46 | 1.12    |   |
| Engineers and Scientists (Non-Construction)                            | 6514   | 59% 19% 21%        |     |     |     |     | 13                | 46 | 19 | 14 | 7  | -4                   | --                   | 3.44 | 1.11    |   |
| Matériel Maintenance Management  | 7752   | 59% 19% 22%        |     |     |     |     | 14                | 45 | 19 | 13 | 9  | -5                   | --                   | 3.43 | 1.15    |   |
| Engineers and Scientists (Construction)                                | 7469   | 61% 19% 20%        |     |     |     |     | 12                | 48 | 19 | 13 | 7  | -5                   | --                   | 3.46 | 1.08    |   |
| Security   | 1861   | 53% 19% 28%        |     |     |     |     | 14                | 39 | 19 | 15 | 13 | -11                  | --                   | 3.26 | 1.24    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                | 201    | 58% 20% 21%        |     |     |     |     | 12                | 46 | 20 | 11 | 10 | +1                   | --                   | 3.39 | 1.15    |   |
| Public Affairs and Communication Media                                 | 617    | 57% 17% 26%        |     |     |     |     | 18                | 39 | 17 | 15 | 11 | -7                   | --                   | 3.38 | 1.25    |   |
| Transportation Management  | 1293   | 57% 19% 23%        |     |     |     |     | 15                | 42 | 19 | 14 | 10 | -9                   | --                   | 3.39 | 1.18    |   |
| Manpower and Force Management  | 1496   | 62% 17% 21%        |     |     |     |     | 18                | 44 | 17 | 14 | 7  | -2                   | --                   | 3.52 | 1.15    |   |
| Housing Management   | 270    | 67% 14% 19%        |     |     |     |     | 23                | 44 | 14 | 10 | 8  | +2                   | --                   | 3.64 | 1.18    |   |
| Equal Employment Opportunity   | 222    | 72% 15% 14%        |     |     |     |     | 19                | 53 | 15 | 9  | 4  | +2                   | --                   | 3.73 | 1.00    |   |
| Education Services   | 442    | 68% 16% 16%        |     |     |     |     | 21                | 46 | 16 | 10 | 6  | +1                   | --                   | 3.68 | 1.09    |   |
| Training   | 4683   | 64% 16% 20%        |     |     |     |     | 18                | 46 | 16 | 12 | 8  | +2                   | --                   | 3.54 | 1.15    |   |
| Ammunition Management  | 700    | 61% 17% 22%        |     |     |     |     | 14                | 47 | 17 | 14 | 8  | 0                    | --                   | 3.45 | 1.14    |   |
| Information Mission Area (IMA)   | 5597   | 57% 19% 24%        |     |     |     |     | 15                | 42 | 19 | 15 | 9  | -2                   | --                   | 3.38 | 1.18    |   |
| Intelligence (Excepted Services Only)                                  | 1901   | 57% 19% 25%        |     |     |     |     | 13                | 44 | 19 | 16 | 9  | -4                   | --                   | 3.36 | 1.15    |   |
| Military Personnel Management  | 2217   | 64% 18% 18%        |     |     |     |     | 19                | 45 | 18 | 11 | 7  | -7                   | --                   | 3.58 | 1.13    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding                          |     |     |     |     | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|--|--------|---|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------|----------------------|------|---------|---|
|  |        | 0%  | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2 |                      |                      |      |         | 1 |
| <b>CONDITIONS FOR ENGAGEMENT</b>   |        |   |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| 5c. Supervisors/Team Leaders in my work unit support employee development. |        |   |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| Total Army   | 87238  | 70% Favorable, 15% Neither, 15% Unfavorable |     |     |     |     | 29                | 41 | 15 | 8  | 6 | -2                   | +2                   | 3.78 | 1.13    |   |
| <b>Total Career Program</b>  | 87213  | 70% Favorable, 15% Neither, 15% Unfavorable |     |     |     |     | 29                | 41 | 15 | 8  | 6 | -6                   | -2                   | 3.78 | 1.13    |   |
| Civilian Personnel Administration  | 1787   | 70% Favorable, 15% Neither, 15% Unfavorable |     |     |     |     | 30                | 40 | 15 | 8  | 7 | -10                  | -6                   | 3.78 | 1.15    |   |
| Comptroller  | 4898   | 71% Favorable, 15% Neither, 14% Unfavorable |     |     |     |     | 30                | 41 | 15 | 8  | 6 | -5                   | -3                   | 3.81 | 1.13    |   |
| Safety Management  | 1551   | 69% Favorable, 15% Neither, 16% Unfavorable |     |     |     |     | 27                | 42 | 15 | 10 | 6 | -8                   | -2                   | 3.74 | 1.15    |   |
| Supply Management  | 5060   | 69% Favorable, 16% Neither, 15% Unfavorable |     |     |     |     | 29                | 41 | 16 | 8  | 7 | -7                   | -3                   | 3.77 | 1.15    |   |
| Contracting and Acquisition  | 3846   | 75% Favorable, 13% Neither, 12% Unfavorable |     |     |     |     | 31                | 44 | 13 | 7  | 5 | -5                   | -3                   | 3.89 | 1.07    |   |
| Quality and Reliability Assurance  | 646    | 70% Favorable, 17% Neither, 13% Unfavorable |     |     |     |     | 26                | 44 | 17 | 8  | 5 | -5                   | -2                   | 3.77 | 1.08    |   |
| Engineers and Scientists (Non-Construction)                                | 6448   | 75% Favorable, 14% Neither, 12% Unfavorable |     |     |     |     | 29                | 46 | 14 | 7  | 4 | -7                   | -1                   | 3.88 | 1.05    |   |
| Matériel Maintenance Management  | 7627   | 67% Favorable, 17% Neither, 16% Unfavorable |     |     |     |     | 25                | 43 | 17 | 9  | 7 | -8                   | -5                   | 3.70 | 1.13    |   |
| Engineers and Scientists (Construction)                                    | 7463   | 71% Favorable, 15% Neither, 14% Unfavorable |     |     |     |     | 26                | 44 | 15 | 9  | 5 | -8                   | -2                   | 3.78 | 1.09    |   |
| Security   | 1882   | 64% Favorable, 18% Neither, 18% Unfavorable |     |     |     |     | 26                | 38 | 18 | 11 | 8 | -10                  | -9                   | 3.63 | 1.19    |   |
| Quality Assurance Specialists (Ammunition Surveillance)                    | 205    | 75% Favorable, 16% Neither, 9% Unfavorable  |     |     |     |     | 23                | 51 | 16 | 5  | 4 | +2                   | +3                   | 3.85 | 0.97    |   |
| Public Affairs and Communication Media                                     | 620    | 64% Favorable, 16% Neither, 19% Unfavorable |     |     |     |     | 25                | 39 | 16 | 12 | 7 | -7                   | -2                   | 3.63 | 1.19    |   |
| Transportation Management  | 1278   | 66% Favorable, 17% Neither, 17% Unfavorable |     |     |     |     | 26                | 40 | 17 | 9  | 8 | -7                   | -7                   | 3.67 | 1.17    |   |
| Manpower and Force Management  | 1496   | 75% Favorable, 12% Neither, 13% Unfavorable |     |     |     |     | 32                | 43 | 12 | 7  | 6 | 0                    | +5                   | 3.88 | 1.11    |   |
| Housing Management   | 269    | 74% Favorable, 12% Neither, 14% Unfavorable |     |     |     |     | 33                | 41 | 12 | 7  | 7 | +6                   | +10                  | 3.85 | 1.16    |   |
| Equal Employment Opportunity   | 229    | 77% Favorable, 11% Neither, 12% Unfavorable |     |     |     |     | 41                | 36 | 11 | 7  | 5 | -1                   | +6                   | 4.01 | 1.12    |   |
| Education Services   | 427    | 74% Favorable, 14% Neither, 12% Unfavorable |     |     |     |     | 36                | 37 | 14 | 6  | 7 | 0                    | +5                   | 3.91 | 1.15    |   |
| Training   | 4623   | 73% Favorable, 14% Neither, 13% Unfavorable |     |     |     |     | 31                | 42 | 14 | 8  | 5 | -2                   | +2                   | 3.86 | 1.11    |   |
| Ammunition Management  | 682    | 71% Favorable, 17% Neither, 12% Unfavorable |     |     |     |     | 24                | 47 | 17 | 6  | 6 | -6                   | -5                   | 3.78 | 1.06    |   |
| Information Mission Area (IMA)   | 5558   | 69% Favorable, 16% Neither, 16% Unfavorable |     |     |     |     | 28                | 40 | 16 | 9  | 7 | -3                   | +8                   | 3.75 | 1.15    |   |
| Intelligence (Excepted Services Only)                                      | 1898   | 69% Favorable, 15% Neither, 17% Unfavorable |     |     |     |     | 28                | 40 | 15 | 10 | 7 | -6                   | +4                   | 3.73 | 1.17    |   |
| Military Personnel Management  | 2201   | 69% Favorable, 16% Neither, 16% Unfavorable |     |     |     |     | 30                | 39 | 16 | 8  | 7 | -6                   | --                   | 3.76 | 1.18    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2 |                      |                      |      |         | 1 |
| <b>CONDITIONS FOR ENGAGEMENT</b>                        |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| 5f. My supervisor listens to what I have to say.        |        |                    |     |     |     |     |                   |    |    |    |   |                      |                      |      |         |   |
| Total Army  | 87784  | 74% 13% 14%        |     |     |     |     | 33                | 40 | 13 | 7  | 7 | 0                    | --                   | 3.87 | 1.15    |   |
| <b>Total Career Program</b>                             | 87757  | 74% 13% 14%        |     |     |     |     | 33                | 40 | 13 | 7  | 7 | -3                   | --                   | 3.87 | 1.15    |   |
| Civilian Personnel Administration                       | 1795   | 70% 14% 16%        |     |     |     |     | 33                | 37 | 14 | 8  | 8 | -9                   | --                   | 3.79 | 1.21    |   |
| Comptroller   | 4932   | 74% 12% 14%        |     |     |     |     | 33                | 41 | 12 | 8  | 7 | -2                   | --                   | 3.85 | 1.16    |   |
| Safety Management                                       | 1556   | 70% 15% 15%        |     |     |     |     | 30                | 40 | 15 | 8  | 6 | -7                   | --                   | 3.79 | 1.15    |   |
| Supply Management                                       | 5069   | 72% 14% 14%        |     |     |     |     | 32                | 40 | 14 | 7  | 7 | -3                   | --                   | 3.83 | 1.15    |   |
| Contracting and Acquisition                             | 3858   | 75% 13% 12%        |     |     |     |     | 33                | 42 | 13 | 7  | 6 | -2                   | --                   | 3.90 | 1.11    |   |
| Quality and Reliability Assurance                       | 648    | 73% 14% 13%        |     |     |     |     | 30                | 44 | 14 | 6  | 7 | 0                    | --                   | 3.83 | 1.12    |   |
| Engineers and Scientists (Non-Construction)             | 6480   | 77% 12% 11%        |     |     |     |     | 33                | 44 | 12 | 6  | 5 | -2                   | --                   | 3.94 | 1.07    |   |
| Materiel Maintenance Management                         | 7655   | 70% 15% 15%        |     |     |     |     | 27                | 43 | 15 | 8  | 7 | -3                   | --                   | 3.75 | 1.15    |   |
| Engineers and Scientists (Construction)                 | 7490   | 75% 12% 13%        |     |     |     |     | 33                | 42 | 12 | 7  | 6 | -3                   | --                   | 3.89 | 1.12    |   |
| Security  | 1886   | 70% 14% 16%        |     |     |     |     | 32                | 38 | 14 | 9  | 7 | -8                   | --                   | 3.78 | 1.19    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 206    | 75% 14% 11%        |     |     |     |     | 29                | 46 | 14 | 7  | 4 | -1                   | --                   | 3.89 | 1.04    |   |
| Public Affairs and Communication Media                  | 621    | 72% 10% 17%        |     |     |     |     | 33                | 39 | 10 | 10 | 7 | -1                   | --                   | 3.81 | 1.20    |   |
| Transportation Management                               | 1282   | 71% 15% 14%        |     |     |     |     | 29                | 42 | 15 | 7  | 7 | -3                   | --                   | 3.79 | 1.14    |   |
| Manpower and Force Management                           | 1507   | 77% 11% 12%        |     |     |     |     | 37                | 40 | 11 | 6  | 6 | +2                   | --                   | 3.96 | 1.11    |   |
| Housing Management                                      | 270    | 76% 9% 15%         |     |     |     |     | 35                | 41 | 9  | 7  | 8 | +4                   | --                   | 3.88 | 1.20    |   |
| Equal Employment Opportunity                            | 232    | 83% 6 11%          |     |     |     |     | 45                | 38 | 6  | 6  | 4 | +3                   | --                   | 4.13 | 1.07    |   |
| Education Services                                      | 427    | 76% 10% 13%        |     |     |     |     | 42                | 34 | 10 | 7  | 6 | 0                    | --                   | 3.99 | 1.17    |   |
| Training  | 4651   | 75% 12% 13%        |     |     |     |     | 37                | 38 | 12 | 7  | 6 | -1                   | --                   | 3.92 | 1.14    |   |
| Ammunition Management                                   | 689    | 74% 16% 10%        |     |     |     |     | 29                | 45 | 16 | 5  | 5 | -1                   | --                   | 3.88 | 1.05    |   |
| Information Mission Area (IMA)                          | 5602   | 72% 13% 15%        |     |     |     |     | 33                | 39 | 13 | 8  | 7 | 0                    | --                   | 3.83 | 1.17    |   |
| Intelligence (Excepted Services Only)                   | 1906   | 75% 11% 14%        |     |     |     |     | 34                | 40 | 11 | 8  | 6 | -3                   | --                   | 3.89 | 1.15    |   |
| Military Personnel Management                           | 2229   | 74% 12% 14%        |     |     |     |     | 34                | 40 | 12 | 7  | 7 | -3                   | --                   | 3.88 | 1.16    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |     |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |      |      |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|-----|----|----|----|----------------------|----------------------|------|---------|------|------|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5   | 4  | 3  | 2  |                      |                      |      |         | 1    |      |
| CONDITIONS FOR ENGAGEMENT                                   |        |                    |     |     |     |     |                   |     |    |    |    |                      |                      |      |         |      |      |
| 10a. My work gives me a feeling of personal accomplishment. |        |                    |     |     |     |     |                   |     |    |    |    |                      |                      |      |         |      |      |
| Total Army  | 86288  | 77%                |     |     |     |     | 11%               | 11% | 31 | 47 | 11 | 6                    | 5                    | -1   | --      | 3.92 | 1.05 |
| <b>Total Career Program</b>                                 | 86261  | 77%                |     |     |     |     | 11%               | 11% | 31 | 47 | 11 | 6                    | 5                    | -2   | --      | 3.92 | 1.05 |
| Civilian Personnel Administration                           | 1765   | 77%                |     |     |     |     | 12%               | 11% | 30 | 47 | 12 | 6                    | 5                    | -5   | --      | 3.91 | 1.06 |
| Comptroller   | 4835   | 75%                |     |     |     |     | 12%               | 13% | 26 | 49 | 12 | 7                    | 6                    | -1   | --      | 3.83 | 1.07 |
| Safety Management   | 1520   | 77%                |     |     |     |     | 12%               | 11% | 31 | 46 | 12 | 7                    | 4                    | -5   | --      | 3.93 | 1.04 |
| Supply Management   | 5012   | 76%                |     |     |     |     | 13%               | 11% | 31 | 45 | 13 | 6                    | 5                    | -3   | --      | 3.90 | 1.06 |
| Contracting and Acquisition                                 | 3810   | 77%                |     |     |     |     | 12%               | 11% | 27 | 50 | 12 | 6                    | 5                    | -3   | --      | 3.87 | 1.04 |
| Quality and Reliability Assurance                           | 644    | 75%                |     |     |     |     | 12%               | 13% | 27 | 48 | 12 | 7                    | 6                    | -3   | --      | 3.82 | 1.09 |
| Engineers and Scientists (Non-Construction)                 | 6364   | 76%                |     |     |     |     | 12%               | 12% | 27 | 49 | 12 | 7                    | 5                    | -3   | --      | 3.85 | 1.06 |
| Matériel Maintenance Management                             | 7579   | 79%                |     |     |     |     | 11%               | 11% | 31 | 48 | 11 | 6                    | 5                    | 0    | --      | 3.94 | 1.03 |
| Engineers and Scientists (Construction)                     | 7378   | 76%                |     |     |     |     | 12%               | 12% | 26 | 50 | 12 | 7                    | 5                    | -4   | --      | 3.86 | 1.03 |
| Security  | 1841   | 69%                |     |     |     |     | 15%               | 16% | 26 | 43 | 15 | 8                    | 8                    | -10  | --      | 3.71 | 1.16 |
| Quality Assurance Specialists (Ammunition Surveillance)     | 200    | 77%                |     |     |     |     | 13%               | 11% | 25 | 52 | 13 | 6                    | 5                    | -1   | --      | 3.86 | 1.01 |
| Public Affairs and Communication Media                      | 605    | 75%                |     |     |     |     | 10%               | 15% | 31 | 44 | 10 | 8                    | 7                    | -1   | --      | 3.84 | 1.14 |
| Transportation Management                                   | 1252   | 79%                |     |     |     |     | 11%               | 10% | 32 | 47 | 11 | 4                    | 6                    | -1   | --      | 3.95 | 1.06 |
| Manpower and Force Management                               | 1468   | 78%                |     |     |     |     | 10%               | 12% | 30 | 48 | 10 | 7                    | 5                    | +2   | --      | 3.90 | 1.07 |
| Housing Management  | 263    | 86%                |     |     |     |     | 9%                | 5%  | 41 | 44 | 9  | 3                    | 2                    | +4   | --      | 4.19 | 0.89 |
| Equal Employment Opportunity                                | 228    | 90%                |     |     |     |     | 4%                | 5%  | 42 | 48 | 4  | 3                    | 2                    | +4   | --      | 4.25 | 0.85 |
| Education Services  | 441    | 87%                |     |     |     |     | 7%                | 7%  | 45 | 41 | 7  | 4                    | 3                    | -1   | --      | 4.23 | 0.93 |
| Training  | 4589   | 81%                |     |     |     |     | 10%               | 9%  | 37 | 44 | 10 | 6                    | 4                    | -2   | --      | 4.05 | 1.01 |
| Ammunition Management                                       | 688    | 79%                |     |     |     |     | 11%               | 10% | 30 | 49 | 11 | 6                    | 4                    | 0    | --      | 3.94 | 1.01 |
| Information Mission Area (IMA)                              | 5450   | 75%                |     |     |     |     | 12%               | 14% | 29 | 46 | 12 | 8                    | 6                    | -2   | --      | 3.84 | 1.10 |
| Intelligence (Excepted Services Only)                       | 1852   | 77%                |     |     |     |     | 11%               | 12% | 30 | 47 | 11 | 6                    | 5                    | -4   | --      | 3.90 | 1.06 |
| Military Personnel Management                               | 2175   | 81%                |     |     |     |     | 10%               | 9%  | 37 | 44 | 10 | 5                    | 4                    | -6   | --      | 4.05 | 1.01 |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| CONDITIONS FOR ENGAGEMENT                               |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 10f. My talents are used well in the workplace.         |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 85815  | 63% 17% 21%        |     |     |     |     | 24                | 39 | 17 | 12 | 9  | -2                   | --                   | 3.57 | 1.22    |   |
| <b>Total Career Program</b>                             | 85788  | 63% 17% 21%        |     |     |     |     | 24                | 39 | 17 | 12 | 9  | -2                   | --                   | 3.57 | 1.22    |   |
| Civilian Personnel Administration                       | 1747   | 60% 18% 23%        |     |     |     |     | 23                | 37 | 18 | 13 | 10 | -9                   | --                   | 3.50 | 1.25    |   |
| Comptroller   | 4827   | 61% 18% 20%        |     |     |     |     | 21                | 40 | 18 | 12 | 9  | -3                   | --                   | 3.53 | 1.19    |   |
| Safety Management                                       | 1520   | 63% 18% 19%        |     |     |     |     | 25                | 38 | 18 | 11 | 7  | -6                   | --                   | 3.62 | 1.18    |   |
| Supply Management                                       | 4976   | 62% 18% 21%        |     |     |     |     | 26                | 36 | 18 | 11 | 10 | -4                   | --                   | 3.57 | 1.25    |   |
| Contracting and Acquisition                             | 3788   | 61% 18% 21%        |     |     |     |     | 21                | 40 | 18 | 12 | 9  | -3                   | --                   | 3.53 | 1.20    |   |
| Quality and Reliability Assurance                       | 645    | 59% 18% 23%        |     |     |     |     | 21                | 38 | 18 | 13 | 10 | -5                   | --                   | 3.47 | 1.24    |   |
| Engineers and Scientists (Non-Construction)             | 6334   | 59% 18% 23%        |     |     |     |     | 18                | 41 | 18 | 13 | 10 | -4                   | --                   | 3.44 | 1.20    |   |
| Matériel Maintenance Management                         | 7539   | 64% 17% 20%        |     |     |     |     | 24                | 40 | 17 | 11 | 9  | -3                   | --                   | 3.59 | 1.22    |   |
| Engineers and Scientists (Construction)                 | 7348   | 63% 17% 20%        |     |     |     |     | 19                | 43 | 17 | 12 | 8  | -3                   | --                   | 3.54 | 1.16    |   |
| Security  | 1822   | 56% 19% 25%        |     |     |     |     | 22                | 34 | 19 | 12 | 13 | -9                   | --                   | 3.40 | 1.31    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 195    | 66% 18% 15%        |     |     |     |     | 23                | 43 | 18 | 7  | 8  | +3                   | --                   | 3.66 | 1.15    |   |
| Public Affairs and Communication Media                  | 601    | 56% 16% 28%        |     |     |     |     | 22                | 34 | 16 | 14 | 14 | -7                   | --                   | 3.35 | 1.34    |   |
| Transportation Management                               | 1248   | 63% 18% 20%        |     |     |     |     | 26                | 37 | 18 | 10 | 9  | -2                   | --                   | 3.60 | 1.23    |   |
| Manpower and Force Management                           | 1464   | 64% 16% 20%        |     |     |     |     | 25                | 39 | 16 | 11 | 9  | +1                   | --                   | 3.59 | 1.22    |   |
| Housing Management                                      | 263    | 72% 13% 16%        |     |     |     |     | 34                | 38 | 13 | 6  | 9  | +3                   | --                   | 3.81 | 1.23    |   |
| Equal Employment Opportunity                            | 225    | 73% 12% 14%        |     |     |     |     | 32                | 41 | 12 | 7  | 8  | +3                   | --                   | 3.84 | 1.17    |   |
| Education Services                                      | 436    | 72% 14% 15%        |     |     |     |     | 33                | 39 | 14 | 9  | 6  | +2                   | --                   | 3.84 | 1.14    |   |
| Training  | 4569   | 67% 14% 19%        |     |     |     |     | 29                | 38 | 14 | 11 | 8  | -1                   | --                   | 3.69 | 1.22    |   |
| Ammunition Management                                   | 686    | 65% 17% 18%        |     |     |     |     | 24                | 41 | 17 | 11 | 7  | -1                   | --                   | 3.64 | 1.17    |   |
| Information Mission Area (IMA)                          | 5424   | 59% 17% 23%        |     |     |     |     | 22                | 38 | 17 | 13 | 10 | -2                   | --                   | 3.48 | 1.25    |   |
| Intelligence (Excepted Services Only)                   | 1846   | 61% 17% 23%        |     |     |     |     | 23                | 38 | 17 | 13 | 10 | -6                   | --                   | 3.51 | 1.25    |   |
| Military Personnel Management                           | 2163   | 65% 16% 19%        |     |     |     |     | 30                | 35 | 16 | 10 | 9  | -7                   | --                   | 3.66 | 1.26    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3  | 2  |                      |                      |      |         | 1 |
| <b>CONDITIONS FOR ENGAGEMENT</b>                                    |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| 10i. I feel encouraged to come up with better ways of doing things. |        |                    |     |     |     |     |                   |    |    |    |    |                      |                      |      |         |   |
| Total Army  | 85824  |                    |     |     |     |     | 21                | 36 | 20 | 13 | 10 | -4                   | --                   | 3.45 | 1.23    |   |
| <b>Total Career Program</b>   | 85797  |                    |     |     |     |     | 21                | 36 | 20 | 13 | 10 | -5                   | --                   | 3.45 | 1.23    |   |
| Civilian Personnel Administration                                   | 1747   |                    |     |     |     |     | 21                | 35 | 18 | 15 | 12 | -6                   | --                   | 3.38 | 1.29    |   |
| Comptroller   | 4820   |                    |     |     |     |     | 20                | 38 | 21 | 13 | 9  | -4                   | --                   | 3.46 | 1.21    |   |
| Safety Management   | 1511   |                    |     |     |     |     | 21                | 35 | 21 | 14 | 9  | -9                   | --                   | 3.46 | 1.22    |   |
| Supply Management   | 4976   |                    |     |     |     |     | 22                | 37 | 21 | 11 | 10 | -7                   | --                   | 3.50 | 1.22    |   |
| Contracting and Acquisition   | 3781   |                    |     |     |     |     | 18                | 36 | 22 | 13 | 10 | -2                   | --                   | 3.38 | 1.22    |   |
| Quality and Reliability Assurance                                   | 642    |                    |     |     |     |     | 18                | 36 | 24 | 13 | 10 | -7                   | --                   | 3.40 | 1.20    |   |
| Engineers and Scientists (Non-Construction)                         | 6347   |                    |     |     |     |     | 18                | 38 | 21 | 14 | 10 | -7                   | --                   | 3.41 | 1.21    |   |
| Materiel Maintenance Management                                     | 7555   |                    |     |     |     |     | 21                | 37 | 20 | 13 | 9  | -6                   | --                   | 3.47 | 1.22    |   |
| Engineers and Scientists (Construction)                             | 7355   |                    |     |     |     |     | 17                | 37 | 21 | 15 | 10 | -6                   | --                   | 3.35 | 1.22    |   |
| Security  | 1830   |                    |     |     |     |     | 19                | 31 | 21 | 13 | 16 | -12                  | --                   | 3.23 | 1.33    |   |
| Quality Assurance Specialists (Ammunition Surveillance)             | 198    |                    |     |     |     |     | 16                | 40 | 26 | 10 | 8  | -3                   | --                   | 3.46 | 1.10    |   |
| Public Affairs and Communication Media                              | 602    |                    |     |     |     |     | 22                | 29 | 19 | 14 | 15 | -10                  | --                   | 3.29 | 1.35    |   |
| Transportation Management   | 1249   |                    |     |     |     |     | 21                | 37 | 21 | 11 | 10 | -7                   | --                   | 3.47 | 1.23    |   |
| Manpower and Force Management                                       | 1463   |                    |     |     |     |     | 23                | 38 | 17 | 13 | 8  | -1                   | --                   | 3.54 | 1.21    |   |
| Housing Management  | 263    |                    |     |     |     |     | 32                | 34 | 18 | 8  | 8  | +1                   | --                   | 3.73 | 1.22    |   |
| Equal Employment Opportunity  | 225    |                    |     |     |     |     | 33                | 41 | 12 | 8  | 6  | +3                   | --                   | 3.87 | 1.13    |   |
| Education Services  | 438    |                    |     |     |     |     | 31                | 31 | 16 | 11 | 10 | -1                   | --                   | 3.62 | 1.29    |   |
| Training  | 4565   |                    |     |     |     |     | 25                | 35 | 18 | 12 | 10 | -4                   | --                   | 3.54 | 1.25    |   |
| Ammunition Management   | 686    |                    |     |     |     |     | 22                | 39 | 19 | 13 | 7  | +2                   | --                   | 3.58 | 1.17    |   |
| Information Mission Area (IMA)                                      | 5409   |                    |     |     |     |     | 20                | 35 | 20 | 14 | 10 | -5                   | --                   | 3.41 | 1.24    |   |
| Intelligence (Excepted Services Only)                               | 1846   |                    |     |     |     |     | 21                | 34 | 20 | 14 | 11 | -9                   | --                   | 3.39 | 1.27    |   |
| Military Personnel Management                                       | 2156   |                    |     |     |     |     | 26                | 34 | 20 | 11 | 10 | -9                   | --                   | 3.54 | 1.25    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     |     |     | Category Percents |    |    |   |   | % Fav Diff from 2010 | % Fav Diff from 2006 | Mean | Std Dev |   |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------|----------------------|------|---------|---|
|   |        | 0%                 | 20% | 40% | 60% | 80% | 100%              | 5  | 4  | 3 | 2 |                      |                      |      |         | 1 |
| CONDITIONS FOR ENGAGEMENT                               |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| 10k. I know what is expected of me on the job.          |        |                    |     |     |     |     |                   |    |    |   |   |                      |                      |      |         |   |
| Total Army  | 85933  | 81% 11% 9%         |     |     |     |     | 28                | 53 | 11 | 5 | 3 | 0                    | --                   | 3.97 | 0.95    |   |
| <b>Total Career Program</b>                             | 85906  | 81% 11% 9%         |     |     |     |     | 28                | 53 | 11 | 5 | 3 | +2                   | --                   | 3.97 | 0.95    |   |
| Civilian Personnel Administration                       | 1751   | 80% 10% 9%         |     |     |     |     | 29                | 52 | 10 | 6 | 4 | -2                   | --                   | 3.96 | 0.97    |   |
| Comptroller   | 4831   | 80% 11% 9%         |     |     |     |     | 25                | 54 | 11 | 5 | 4 | +1                   | --                   | 3.92 | 0.96    |   |
| Safety Management                                       | 1516   | 80% 12% 8%         |     |     |     |     | 28                | 52 | 12 | 5 | 3 | 0                    | --                   | 3.97 | 0.93    |   |
| Supply Management                                       | 4990   | 82% 10% 8%         |     |     |     |     | 32                | 50 | 10 | 5 | 4 | +2                   | --                   | 4.02 | 0.96    |   |
| Contracting and Acquisition                             | 3796   | 79% 11% 10%        |     |     |     |     | 23                | 56 | 11 | 6 | 3 | 0                    | --                   | 3.89 | 0.94    |   |
| Quality and Reliability Assurance                       | 641    | 79% 11% 10%        |     |     |     |     | 24                | 55 | 11 | 6 | 4 | 0                    | --                   | 3.90 | 0.97    |   |
| Engineers and Scientists (Non-Construction)             | 6341   | 77% 13% 10%        |     |     |     |     | 20                | 57 | 13 | 7 | 3 | 0                    | --                   | 3.83 | 0.94    |   |
| Matériel Maintenance Management                         | 7560   | 82% 11% 7%         |     |     |     |     | 29                | 53 | 11 | 4 | 3 | +3                   | --                   | 4.00 | 0.92    |   |
| Engineers and Scientists (Construction)                 | 7358   | 79% 12% 9%         |     |     |     |     | 21                | 58 | 12 | 6 | 3 | +1                   | --                   | 3.89 | 0.90    |   |
| Security  | 1833   | 79% 11% 9%         |     |     |     |     | 28                | 51 | 11 | 5 | 4 | -1                   | --                   | 3.94 | 0.99    |   |
| Quality Assurance Specialists (Ammunition Surveillance) | 199    | 82% 12% 6%         |     |     |     |     | 27                | 56 | 12 | 4 | 2 | +6                   | --                   | 4.01 | 0.85    |   |
| Public Affairs and Communication Media                  | 606    | 74% 10% 16%        |     |     |     |     | 24                | 50 | 10 | 9 | 6 | +1                   | --                   | 3.76 | 1.11    |   |
| Transportation Management                               | 1251   | 83% 10% 7%         |     |     |     |     | 33                | 51 | 10 | 5 | 2 | +1                   | --                   | 4.06 | 0.91    |   |
| Manpower and Force Management                           | 1461   | 82% 10% 9%         |     |     |     |     | 28                | 54 | 10 | 6 | 3 | +2                   | --                   | 3.98 | 0.93    |   |
| Housing Management                                      | 260    | 85% 8% 7%          |     |     |     |     | 36                | 48 | 8  | 4 | 3 | +2                   | --                   | 4.10 | 0.94    |   |
| Equal Employment Opportunity                            | 228    | 89% 4% 7%          |     |     |     |     | 41                | 48 | 4  | 5 | 2 | +6                   | --                   | 4.20 | 0.90    |   |
| Education Services                                      | 441    | 84% 10% 6%         |     |     |     |     | 39                | 44 | 10 | 4 | 2 | +1                   | --                   | 4.14 | 0.92    |   |
| Training  | 4567   | 83% 9% 8%          |     |     |     |     | 33                | 50 | 9  | 5 | 3 | +2                   | --                   | 4.04 | 0.96    |   |
| Ammunition Management                                   | 684    | 82% 11% 7%         |     |     |     |     | 29                | 53 | 11 | 5 | 2 | +2                   | --                   | 4.02 | 0.88    |   |
| Information Mission Area (IMA)                          | 5414   | 75% 13% 12%        |     |     |     |     | 25                | 50 | 13 | 7 | 4 | 0                    | --                   | 3.84 | 1.02    |   |
| Intelligence (Excepted Services Only)                   | 1843   | 77% 12% 11%        |     |     |     |     | 25                | 52 | 12 | 8 | 4 | -1                   | --                   | 3.88 | 0.99    |   |
| Military Personnel Management                           | 2161   | 86% 8% 6%          |     |     |     |     | 39                | 48 | 8  | 4 | 2 | +1                   | --                   | 4.17 | 0.88    |   |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |    |    | Category Percents |    |     |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|--|--------|--------------------|----|----|-------------------|----|-----|----|---|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|  |        | 0                  | 20 | 40 | 60                | 80 | 100 | 5  | 4 |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - LEADERSHIP &amp; KNOWLEDGE MANAGEMENT</b>                                       |        |                    |    |    |                   |    |     |    |   |                      |                      |                                     |                                    |   |      |         |
| 3a. Managers/Supervisors/Team Leaders work well with employees of different backgrounds. |        |                    |    |    |                   |    |     |    |   |                      |                      |                                     |                                    |   |      |         |
| Total Army   | 87860  | 69% 16% 15%        |    |    | 22                | 47 | 16  | 9  | 6 | -3                   | -6                   | +4                                  | +3                                 | +6                                      | 3.70 | 1.09    |
| <b>Total Career Program</b>  | 87836  | 69% 16% 15%        |    |    | 22                | 47 | 16  | 9  | 6 | -5                   | -8                   | +4                                  | +3                                 | +6                                      | 3.70 | 1.09    |
| Civilian Personnel Administration  | 1820   | 67% 17% 16%        |    |    | 20                | 47 | 17  | 10 | 6 | -7                   | -16                  | +2                                  | +1                                 | +4                                      | 3.65 | 1.09    |
| Comptroller  | 4924   | 69% 15% 15%        |    |    | 21                | 48 | 15  | 9  | 6 | -5                   | -8                   | +4                                  | +3                                 | +6                                      | 3.69 | 1.09    |
| Safety Management  | 1554   | 67% 17% 16%        |    |    | 21                | 47 | 17  | 10 | 5 | -8                   | -8                   | +2                                  | +1                                 | +4                                      | 3.67 | 1.08    |
| Supply Management  | 5136   | 67% 16% 17%        |    |    | 21                | 46 | 16  | 10 | 7 | -7                   | -9                   | +2                                  | +1                                 | +4                                      | 3.63 | 1.14    |
| Contracting and Acquisition  | 3845   | 71% 15% 14%        |    |    | 21                | 50 | 15  | 9  | 5 | -2                   | -7                   | +6                                  | +5                                 | +8                                      | 3.73 | 1.05    |
| Quality and Reliability Assurance  | 640    | 67% 18% 16%        |    |    | 20                | 47 | 18  | 10 | 6 | -2                   | -9                   | +2                                  | +1                                 | +4                                      | 3.65 | 1.08    |
| Engineers and Scientists (Non-Construction)  | 6480   | 71% 16% 13%        |    |    | 20                | 51 | 16  | 8  | 5 | -6                   | -8                   | +6                                  | +5                                 | +8                                      | 3.73 | 1.02    |
| Materiel Maintenance Management  | 7765   | 65% 17% 18%        |    |    | 18                | 46 | 17  | 10 | 8 | -7                   | -9                   | 0                                   | -1                                 | +2                                      | 3.57 | 1.13    |
| Engineers and Scientists (Construction)  | 7432   | 70% 16% 13%        |    |    | 18                | 52 | 16  | 9  | 4 | -6                   | -7                   | +5                                  | +4                                 | +7                                      | 3.71 | 1.01    |
| Security   | 1866   | 64% 17% 20%        |    |    | 20                | 44 | 17  | 11 | 9 | -12                  | -16                  | -1                                  | -2                                 | +1                                      | 3.55 | 1.18    |
| Quality Assurance Specialists (Ammunition Surveillance)                                  | 207    | 65% 18% 17%        |    |    | 18                | 46 | 18  | 9  | 8 | -4                   | -7                   | 0                                   | -1                                 | +2                                      | 3.58 | 1.12    |
| Public Affairs and Communication Media   | 615    | 68% 15% 17%        |    |    | 23                | 45 | 15  | 12 | 5 | -7                   | -7                   | +3                                  | +2                                 | +5                                      | 3.69 | 1.10    |
| Transportation Management  | 1305   | 62% 19% 19%        |    |    | 18                | 45 | 19  | 11 | 8 | -10                  | -18                  | -3                                  | -4                                 | -1                                      | 3.52 | 1.15    |
| Manpower and Force Management  | 1499   | 72% 14 14          |    |    | 24                | 48 | 14  | 9  | 5 | +1                   | -4                   | +7                                  | +6                                 | +9                                      | 3.78 | 1.06    |
| Housing Management   | 269    | 74% 14 12          |    |    | 30                | 43 | 14  | 4  | 8 | -3                   | 0                    | +9                                  | +8                                 | +11                                     | 3.84 | 1.14    |
| Equal Employment Opportunity   | 226    | 70% 15% 15%        |    |    | 19                | 51 | 15  | 11 | 4 | +6                   | +1                   | +5                                  | +4                                 | +7                                      | 3.70 | 1.03    |
| Education Services   | 446    | 73% 13 15%         |    |    | 30                | 43 | 13  | 8  | 7 | -5                   | -3                   | +8                                  | +7                                 | +10                                     | 3.81 | 1.14    |
| Training   | 4690   | 73% 13 13          |    |    | 25                | 48 | 13  | 8  | 5 | -2                   | -8                   | +8                                  | +7                                 | +10                                     | 3.80 | 1.07    |
| Ammunition Management  | 696    | 68% 17% 15%        |    |    | 19                | 48 | 17  | 8  | 7 | -6                   | -11                  | +3                                  | +2                                 | +5                                      | 3.65 | 1.09    |
| Information Mission Area (IMA)   | 5584   | 66% 17% 17%        |    |    | 22                | 44 | 17  | 10 | 6 | -4                   | -3                   | +1                                  | 0                                  | +3                                      | 3.65 | 1.12    |
| Intelligence (Excepted Services Only)  | 1893   | 70% 14 16%         |    |    | 20                | 50 | 14  | 10 | 6 | -6                   | -6                   | +5                                  | +4                                 | +7                                      | 3.68 | 1.08    |
| Military Personnel Management  | 2234   | 71% 15% 14         |    |    | 25                | 46 | 15  | 8  | 5 | -7                   | --                   | +6                                  | +5                                 | +8                                      | 3.78 | 1.08    |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|--|--------|--------------------|----|----|----|----|-------------------|----|----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|  |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - LEADERSHIP &amp; KNOWLEDGE MANAGEMENT</b>                       |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| 3b. I have a high level of respect for my organization's senior leaders. |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army   | 88365  |                    |    |    |    |    | 19                | 38 | 19 | 13 | 10 | -3                   | -2                   | +1                                  | 0                                  | +4                                      | 3.44 | 1.22    |
| <b>Total Career Program</b>  | 88341  |                    |    |    |    |    | 19                | 38 | 19 | 13 | 10 | -4                   | -3                   | +1                                  | 0                                  | +4                                      | 3.44 | 1.22    |
| Civilian Personnel Administration  | 1823   |                    |    |    |    |    | 19                | 35 | 19 | 15 | 11 | -8                   | -10                  | -3                                  | -4                                 | 0                                       | 3.36 | 1.26    |
| Comptroller  | 4985   |                    |    |    |    |    | 21                | 40 | 19 | 11 | 10 | -4                   | -4                   | +4                                  | +3                                 | +7                                      | 3.51 | 1.21    |
| Safety Management  | 1549   |                    |    |    |    |    | 20                | 39 | 18 | 13 | 10 | -9                   | -8                   | +2                                  | +1                                 | +5                                      | 3.47 | 1.22    |
| Supply Management  | 5147   |                    |    |    |    |    | 20                | 38 | 20 | 11 | 11 | -5                   | -6                   | +1                                  | 0                                  | +4                                      | 3.45 | 1.24    |
| Contracting and Acquisition  | 3879   |                    |    |    |    |    | 20                | 40 | 19 | 12 | 8  | -2                   | -2                   | +4                                  | +3                                 | +7                                      | 3.52 | 1.18    |
| Quality and Reliability Assurance  | 645    |                    |    |    |    |    | 17                | 39 | 21 | 14 | 9  | -4                   | -5                   | -1                                  | -2                                 | +2                                      | 3.40 | 1.19    |
| Engineers and Scientists (Non-Construction)                              | 6557   |                    |    |    |    |    | 16                | 39 | 21 | 15 | 9  | -7                   | -5                   | -2                                  | -3                                 | +1                                      | 3.38 | 1.19    |
| Matériel Maintenance Management  | 7813   |                    |    |    |    |    | 16                | 37 | 21 | 14 | 12 | -8                   | -7                   | -4                                  | -5                                 | -1                                      | 3.31 | 1.24    |
| Engineers and Scientists (Construction)                                  | 7475   |                    |    |    |    |    | 16                | 40 | 21 | 14 | 9  | -6                   | +2                   | -1                                  | -2                                 | +2                                      | 3.40 | 1.17    |
| Security   | 1859   |                    |    |    |    |    | 17                | 33 | 20 | 15 | 15 | -9                   | -19                  | -7                                  | -8                                 | -4                                      | 3.21 | 1.31    |
| Quality Assurance Specialists (Ammunition Surveillance)                  | 206    |                    |    |    |    |    | 17                | 34 | 26 | 12 | 11 | -6                   | -6                   | -6                                  | -7                                 | -3                                      | 3.35 | 1.20    |
| Public Affairs and Communication Media                                   | 616    |                    |    |    |    |    | 22                | 37 | 17 | 14 | 10 | -6                   | -5                   | +1                                  | 0                                  | +4                                      | 3.46 | 1.25    |
| Transportation Management  | 1306   |                    |    |    |    |    | 18                | 36 | 18 | 14 | 14 | -6                   | -7                   | -3                                  | -4                                 | 0                                       | 3.30 | 1.29    |
| Manpower and Force Management  | 1507   |                    |    |    |    |    | 21                | 42 | 18 | 10 | 10 | -1                   | 0                    | +5                                  | +4                                 | +8                                      | 3.53 | 1.20    |
| Housing Management   | 268    |                    |    |    |    |    | 26                | 37 | 16 | 12 | 9  | -2                   | +7                   | +6                                  | +5                                 | +9                                      | 3.60 | 1.24    |
| Equal Employment Opportunity   | 220    |                    |    |    |    |    | 28                | 43 | 16 | 8  | 5  | +10                  | +4                   | +14                                 | +13                                | +17                                     | 3.82 | 1.07    |
| Education Services   | 446    |                    |    |    |    |    | 26                | 37 | 17 | 10 | 10 | 0                    | +2                   | +6                                  | +5                                 | +9                                      | 3.59 | 1.25    |
| Training   | 4710   |                    |    |    |    |    | 21                | 38 | 18 | 13 | 10 | 0                    | -5                   | +3                                  | +2                                 | +6                                      | 3.49 | 1.24    |
| Ammunition Management  | 703    |                    |    |    |    |    | 16                | 40 | 19 | 14 | 12 | -2                   | -3                   | -1                                  | -2                                 | +2                                      | 3.35 | 1.23    |
| Information Mission Area (IMA)   | 5624   |                    |    |    |    |    | 19                | 36 | 20 | 14 | 11 | -4                   | +1                   | -3                                  | -4                                 | 0                                       | 3.37 | 1.25    |
| Intelligence (Excepted Services Only)                                    | 1896   |                    |    |    |    |    | 15                | 37 | 20 | 17 | 11 | -6                   | -6                   | -5                                  | -6                                 | -2                                      | 3.29 | 1.23    |
| Military Personnel Management  | 2232   |                    |    |    |    |    | 23                | 38 | 18 | 12 | 9  | -6                   | --                   | +4                                  | +3                                 | +7                                      | 3.54 | 1.21    |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |     |     | Category Percents |    |     |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|--------------------|-----|-----|-------------------|----|-----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0                  | 20  | 40  | 60                | 80 | 100 | 5  | 4  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - LEADERSHIP &amp; KNOWLEDGE MANAGEMENT</b>  |        |                    |     |     |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |
| 3c. In my organization, leaders generate high levels of motivation and commitment in the workforce. |        |                    |     |     |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 87927  | 45%                | 24% | 31% | 12                | 32 | 24  | 18 | 13 | -3                   | -5                   | -1                                  | -1                                 | +2                                      | 3.13 | 1.22    |
| <b>Total Career Program</b>   | 87902  | 45%                | 24% | 31% | 12                | 32 | 24  | 18 | 13 | -3                   | -5                   | -1                                  | -1                                 | +2                                      | 3.13 | 1.22    |
| Civilian Personnel Administration   | 1819   | 43%                | 22% | 35% | 12                | 30 | 22  | 20 | 15 | -7                   | -15                  | -3                                  | -3                                 | 0                                       | 3.05 | 1.26    |
| Comptroller   | 4949   | 47%                | 23% | 29% | 13                | 35 | 23  | 17 | 12 | -3                   | -5                   | +1                                  | +1                                 | +4                                      | 3.19 | 1.22    |
| Safety Management   | 1546   | 46%                | 23% | 30% | 13                | 34 | 23  | 19 | 11 | -7                   | -8                   | 0                                   | 0                                  | +3                                      | 3.18 | 1.20    |
| Supply Management   | 5122   | 46%                | 24% | 30% | 14                | 32 | 24  | 18 | 13 | -5                   | -7                   | 0                                   | 0                                  | +3                                      | 3.16 | 1.23    |
| Contracting and Acquisition   | 3854   | 46%                | 24% | 30% | 12                | 34 | 24  | 18 | 12 | -3                   | -4                   | 0                                   | 0                                  | +3                                      | 3.16 | 1.20    |
| Quality and Reliability Assurance   | 641    | 42%                | 27% | 31% | 10                | 33 | 27  | 19 | 12 | -4                   | -8                   | -4                                  | -4                                 | -1                                      | 3.09 | 1.18    |
| Engineers and Scientists (Non-Construction)   | 6529   | 41%                | 27% | 32% | 10                | 32 | 27  | 19 | 12 | -6                   | -8                   | -5                                  | -5                                 | -2                                      | 3.07 | 1.18    |
| Material Maintenance Management   | 7749   | 43%                | 25% | 32% | 11                | 32 | 25  | 18 | 14 | -6                   | -9                   | -3                                  | -3                                 | 0                                       | 3.07 | 1.23    |
| Engineers and Scientists (Construction)   | 7480   | 41%                | 28% | 31% | 9                 | 32 | 28  | 19 | 12 | -6                   | -2                   | -5                                  | -5                                 | -2                                      | 3.07 | 1.16    |
| Security  | 1862   | 38%                | 23% | 39% | 10                | 28 | 23  | 20 | 19 | -11                  | -18                  | -8                                  | -8                                 | -5                                      | 2.90 | 1.27    |
| Quality Assurance Specialists (Ammunition Surveillance)   | 204    | 43%                | 28% | 29% | 10                | 33 | 28  | 14 | 15 | -1                   | -6                   | -3                                  | -3                                 | 0                                       | 3.08 | 1.21    |
| Public Affairs and Communication Media  | 611    | 43%                | 22% | 35% | 13                | 29 | 22  | 20 | 15 | -4                   | -6                   | -3                                  | -3                                 | 0                                       | 3.06 | 1.28    |
| Transportation Management   | 1303   | 42%                | 22% | 36% | 11                | 31 | 22  | 20 | 16 | -5                   | -8                   | -4                                  | -4                                 | -1                                      | 3.01 | 1.26    |
| Manpower and Force Management   | 1495   | 48%                | 24% | 28% | 13                | 34 | 24  | 17 | 12 | 0                    | -5                   | +2                                  | +2                                 | +5                                      | 3.21 | 1.21    |
| Housing Management  | 266    | 53%                | 20% | 27% | 17                | 36 | 20  | 15 | 12 | +7                   | +6                   | +7                                  | +7                                 | +10                                     | 3.32 | 1.25    |
| Equal Employment Opportunity  | 222    | 61%                | 17% | 23% | 17                | 44 | 17  | 16 | 6  | +10                  | +7                   | +15                                 | +15                                | +18                                     | 3.49 | 1.14    |
| Education Services  | 441    | 52%                | 20% | 28% | 17                | 35 | 20  | 14 | 14 | -1                   | -4                   | +6                                  | +6                                 | +9                                      | 3.28 | 1.28    |
| Training  | 4674   | 46%                | 24% | 30% | 13                | 33 | 24  | 17 | 13 | -2                   | -8                   | 0                                   | 0                                  | +3                                      | 3.17 | 1.23    |
| Ammunition Management   | 696    | 40%                | 28% | 31% | 9                 | 31 | 28  | 18 | 13 | -4                   | -12                  | -6                                  | -6                                 | -3                                      | 3.05 | 1.18    |
| Information Mission Area (IMA)  | 5602   | 42%                | 24% | 34% | 12                | 30 | 24  | 20 | 15 | -2                   | +1                   | -4                                  | -4                                 | -1                                      | 3.05 | 1.25    |
| Intelligence (Excepted Services Only)   | 1894   | 40%                | 25% | 36% | 10                | 30 | 25  | 21 | 15 | -4                   | -8                   | -6                                  | -6                                 | -3                                      | 2.99 | 1.22    |
| Military Personnel Management   | 2231   | 49%                | 23% | 28% | 15                | 34 | 23  | 16 | 12 | -6                   | --                   | +3                                  | +3                                 | +6                                      | 3.24 | 1.24    |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|--|--------|--------------------|----|----|----|----|-------------------|----|----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|  |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - LEADERSHIP &amp; KNOWLEDGE MANAGEMENT</b>                     |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| 3e. Managers communicate the goals and priorities of the organization. |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army   | 87926  |                    |    |    |    |    | 16                | 46 | 18 | 13 | 8  | -2                   | --                   | 0                                   | -1                                 | 0                                       | 3.50 | 1.14    |
| <b>Total Career Program</b>  | 87901  |                    |    |    |    |    | 16                | 46 | 18 | 13 | 8  | -2                   | --                   | 0                                   | -1                                 | 0                                       | 3.50 | 1.14    |
| Civilian Personnel Administration                                      | 1827   |                    |    |    |    |    | 17                | 48 | 16 | 12 | 7  | -7                   | --                   | +3                                  | +2                                 | +3                                      | 3.56 | 1.11    |
| Comptroller  | 4943   |                    |    |    |    |    | 16                | 48 | 17 | 12 | 7  | -3                   | --                   | +2                                  | +1                                 | +2                                      | 3.53 | 1.12    |
| Safety Management  | 1549   |                    |    |    |    |    | 15                | 43 | 20 | 13 | 8  | -9                   | --                   | -3                                  | -4                                 | -3                                      | 3.44 | 1.15    |
| Supply Management  | 5133   |                    |    |    |    |    | 17                | 44 | 19 | 12 | 8  | -4                   | --                   | -1                                  | -2                                 | -1                                      | 3.50 | 1.15    |
| Contracting and Acquisition  | 3862   |                    |    |    |    |    | 17                | 48 | 17 | 12 | 6  | 0                    | --                   | +3                                  | +2                                 | +3                                      | 3.58 | 1.09    |
| Quality and Reliability Assurance                                      | 641    |                    |    |    |    |    | 14                | 46 | 19 | 13 | 8  | +2                   | --                   | -2                                  | -3                                 | -2                                      | 3.46 | 1.12    |
| Engineers and Scientists (Non-Construction)                            | 6514   |                    |    |    |    |    | 13                | 46 | 19 | 14 | 7  | -4                   | --                   | -3                                  | -4                                 | -3                                      | 3.44 | 1.11    |
| Materiel Maintenance Management  | 7752   |                    |    |    |    |    | 14                | 45 | 19 | 13 | 9  | -5                   | --                   | -3                                  | -4                                 | -3                                      | 3.43 | 1.15    |
| Engineers and Scientists (Construction)                                | 7469   |                    |    |    |    |    | 12                | 48 | 19 | 13 | 7  | -5                   | --                   | -1                                  | -2                                 | -1                                      | 3.46 | 1.08    |
| Security   | 1861   |                    |    |    |    |    | 14                | 39 | 19 | 15 | 13 | -11                  | --                   | -9                                  | -10                                | -9                                      | 3.26 | 1.24    |
| Quality Assurance Specialists (Ammunition Surveillance)                | 201    |                    |    |    |    |    | 12                | 46 | 20 | 11 | 10 | +1                   | --                   | -4                                  | -5                                 | -4                                      | 3.39 | 1.15    |
| Public Affairs and Communication Media                                 | 617    |                    |    |    |    |    | 18                | 39 | 17 | 15 | 11 | -7                   | --                   | -5                                  | -6                                 | -5                                      | 3.38 | 1.25    |
| Transportation Management  | 1293   |                    |    |    |    |    | 15                | 42 | 19 | 14 | 10 | -9                   | --                   | -5                                  | -6                                 | -5                                      | 3.39 | 1.18    |
| Manpower and Force Management  | 1496   |                    |    |    |    |    | 18                | 44 | 17 | 14 | 7  | -2                   | --                   | 0                                   | -1                                 | 0                                       | 3.52 | 1.15    |
| Housing Management   | 270    |                    |    |    |    |    | 23                | 44 | 14 | 10 | 8  | +2                   | --                   | +5                                  | +4                                 | +5                                      | 3.64 | 1.18    |
| Equal Employment Opportunity   | 222    |                    |    |    |    |    | 19                | 53 | 15 | 9  | 4  | +2                   | --                   | +10                                 | +9                                 | +10                                     | 3.73 | 1.00    |
| Education Services   | 442    |                    |    |    |    |    | 21                | 46 | 16 | 10 | 6  | +1                   | --                   | +6                                  | +5                                 | +6                                      | 3.68 | 1.09    |
| Training   | 4683   |                    |    |    |    |    | 18                | 46 | 16 | 12 | 8  | +2                   | --                   | +2                                  | +1                                 | +2                                      | 3.54 | 1.15    |
| Ammunition Management  | 700    |                    |    |    |    |    | 14                | 47 | 17 | 14 | 8  | 0                    | --                   | -1                                  | -2                                 | -1                                      | 3.45 | 1.14    |
| Information Mission Area (IMA)   | 5597   |                    |    |    |    |    | 15                | 42 | 19 | 15 | 9  | -2                   | --                   | -5                                  | -6                                 | -5                                      | 3.38 | 1.18    |
| Intelligence (Excepted Services Only)                                  | 1901   |                    |    |    |    |    | 13                | 44 | 19 | 16 | 9  | -4                   | --                   | -5                                  | -6                                 | -5                                      | 3.36 | 1.15    |
| Military Personnel Management  | 2217   |                    |    |    |    |    | 19                | 45 | 18 | 11 | 7  | -7                   | --                   | +2                                  | +1                                 | +2                                      | 3.58 | 1.13    |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    | Category Percents |    |     |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |      |      |
|---|--------|--------------------|----|----|-------------------|----|-----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|------|------|
|   |        | 0                  | 20 | 40 | 60                | 80 | 100 | 5  | 4  |                      |                      |                                     |                                    |   |      |         | 3    | 2    |
| <b>HCF - LEADERSHIP &amp; KNOWLEDGE MANAGEMENT</b>  |        |                    |    |    |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |      |      |
| 3g. Managers review and evaluate the organization's progress toward meeting its goals and objectives. |        |                    |    |    |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |      |      |
| Total Army  | 83891  |                    |    |    |                   |    | 15  | 47 | 22 | 10                   | 6                    | -2                                  | --                                 | 0                                       | -1   | 0       | 3.56 | 1.05 |
| <b>Total Career Program</b>   | 83868  |                    |    |    |                   |    | 15  | 47 | 22 | 10                   | 6                    | -3                                  | --                                 | 0                                       | -1   | 0       | 3.56 | 1.05 |
| Civilian Personnel Administration   | 1759   |                    |    |    |                   |    | 17  | 51 | 19 | 9                    | 4                    | -4                                  | --                                 | +6                                      | +5   | +6      | 3.68 | 0.99 |
| Comptroller   | 4706   |                    |    |    |                   |    | 15  | 48 | 21 | 10                   | 5                    | -4                                  | --                                 | +2                                      | +1   | +2      | 3.58 | 1.04 |
| Safety Management   | 1497   |                    |    |    |                   |    | 16  | 44 | 23 | 12                   | 5                    | -9                                  | --                                 | -1                                      | -2   | -1      | 3.55 | 1.05 |
| Supply Management   | 4946   |                    |    |    |                   |    | 17  | 45 | 23 | 9                    | 6                    | -4                                  | --                                 | 0                                       | -1   | 0       | 3.57 | 1.07 |
| Contracting and Acquisition   | 3645   |                    |    |    |                   |    | 16  | 50 | 20 | 10                   | 5                    | -1                                  | --                                 | +4                                      | +3   | +4      | 3.63 | 1.01 |
| Quality and Reliability Assurance   | 607    |                    |    |    |                   |    | 13  | 48 | 23 | 10                   | 6                    | -2                                  | --                                 | -1                                      | -2   | -1      | 3.52 | 1.02 |
| Engineers and Scientists (Non-Construction)   | 6140   |                    |    |    |                   |    | 12  | 47 | 23 | 11                   | 5                    | -6                                  | --                                 | -2                                      | -3   | -2      | 3.50 | 1.03 |
| Materiel Maintenance Management   | 7489   |                    |    |    |                   |    | 13  | 47 | 24 | 10                   | 6                    | -6                                  | --                                 | -2                                      | -3   | -2      | 3.51 | 1.05 |
| Engineers and Scientists (Construction)   | 7009   |                    |    |    |                   |    | 13  | 50 | 22 | 10                   | 5                    | -5                                  | --                                 | 0                                       | -1   | 0       | 3.55 | 0.99 |
| Security  | 1770   |                    |    |    |                   |    | 14  | 39 | 25 | 13                   | 9                    | -14                                 | --                                 | -9                                      | -10  | -9      | 3.36 | 1.15 |
| Quality Assurance Specialists (Ammunition Surveillance)   | 194    |                    |    |    |                   |    | 13  | 53 | 18 | 11                   | 6                    | +5                                  | --                                 | +4                                      | +3   | +4      | 3.57 | 1.03 |
| Public Affairs and Communication Media  | 578    |                    |    |    |                   |    | 17  | 40 | 20 | 15                   | 8                    | -9                                  | --                                 | -6                                      | -7   | -6      | 3.41 | 1.17 |
| Transportation Management   | 1243   |                    |    |    |                   |    | 15  | 45 | 23 | 11                   | 6                    | -6                                  | --                                 | -2                                      | -3   | -2      | 3.52 | 1.06 |
| Manpower and Force Management   | 1446   |                    |    |    |                   |    | 16  | 48 | 19 | 11                   | 6                    | +1                                  | --                                 | +2                                      | +1   | +2      | 3.56 | 1.08 |
| Housing Management  | 259    |                    |    |    |                   |    | 23  | 45 | 17 | 9                    | 7                    | +6                                  | --                                 | +6                                      | +5   | +6      | 3.68 | 1.12 |
| Equal Employment Opportunity  | 214    |                    |    |    |                   |    | 16  | 51 | 22 | 8                    | 2                    | -1                                  | --                                 | +5                                      | +4   | +5      | 3.71 | 0.90 |
| Education Services  | 419    |                    |    |    |                   |    | 21  | 44 | 20 | 10                   | 5                    | -3                                  | --                                 | +3                                      | +2   | +3      | 3.66 | 1.08 |
| Training  | 4536   |                    |    |    |                   |    | 18  | 46 | 20 | 11                   | 5                    | -1                                  | --                                 | +2                                      | +1   | +2      | 3.60 | 1.06 |
| Ammunition Management   | 674    |                    |    |    |                   |    | 14  | 49 | 22 | 10                   | 5                    | -4                                  | --                                 | +1                                      | 0    | +1      | 3.56 | 1.02 |
| Information Mission Area (IMA)  | 5269   |                    |    |    |                   |    | 14  | 44 | 24 | 12                   | 6                    | -2                                  | --                                 | -4                                      | -5   | -4      | 3.47 | 1.07 |
| Intelligence (Excepted Services Only)   | 1790   |                    |    |    |                   |    | 12  | 45 | 23 | 14                   | 7                    | -5                                  | --                                 | -5                                      | -6   | -5      | 3.42 | 1.07 |
| Military Personnel Management   | 2111   |                    |    |    |                   |    | 19  | 47 | 21 | 9                    | 5                    | -5                                  | --                                 | +4                                      | +3   | +4      | 3.66 | 1.03 |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|--------------------|----|----|----|----|-------------------|----|----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2  |                      |                      |                                     |                                    |   |      |         |
| HCF - LEADERSHIP & KNOWLEDGE MANAGEMENT                 |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| 5e. I have trust and confidence in my supervisor.       |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 87823  | 67% 15% 18%        |    |    |    |    | 31                | 36 | 15 | 9  | 9  | -2                   | --                   | +1                                  | 0                                  | +1                                      | 3.71 | 1.24    |
| <b>Total Career Program</b>                             | 87796  | 67% 15% 18%        |    |    |    |    | 31                | 36 | 15 | 9  | 9  | -4                   | --                   | +1                                  | 0                                  | +1                                      | 3.71 | 1.24    |
| Civilian Personnel Administration                       | 1796   | 65% 15% 20%        |    |    |    |    | 31                | 34 | 15 | 9  | 11 | -7                   | --                   | -1                                  | -2                                 | -1                                      | 3.66 | 1.29    |
| Comptroller   | 4937   | 66% 15% 19%        |    |    |    |    | 31                | 36 | 15 | 10 | 9  | -3                   | --                   | 0                                   | -1                                 | 0                                       | 3.69 | 1.26    |
| Safety Management                                       | 1560   | 65% 16% 19%        |    |    |    |    | 30                | 35 | 16 | 10 | 9  | -10                  | --                   | -1                                  | -2                                 | -1                                      | 3.67 | 1.25    |
| Supply Management                                       | 5095   | 65% 17% 18%        |    |    |    |    | 29                | 36 | 17 | 9  | 9  | -6                   | --                   | -1                                  | -2                                 | -1                                      | 3.67 | 1.24    |
| Contracting and Acquisition                             | 3861   | 68% 16% 16%        |    |    |    |    | 30                | 38 | 16 | 8  | 8  | -3                   | --                   | +2                                  | +1                                 | +2                                      | 3.75 | 1.19    |
| Quality and Reliability Assurance                       | 648    | 69% 16% 15%        |    |    |    |    | 27                | 42 | 16 | 7  | 8  | +2                   | --                   | +3                                  | +2                                 | +3                                      | 3.73 | 1.16    |
| Engineers and Scientists (Non-Construction)             | 6483   | 70% 15% 16%        |    |    |    |    | 29                | 40 | 15 | 8  | 7  | -4                   | --                   | +4                                  | +3                                 | +4                                      | 3.76 | 1.17    |
| Materiel Maintenance Management                         | 7655   | 63% 17% 20%        |    |    |    |    | 26                | 37 | 17 | 9  | 10 | -6                   | --                   | -3                                  | -4                                 | -3                                      | 3.59 | 1.25    |
| Engineers and Scientists (Construction)                 | 7489   | 69% 14 17%         |    |    |    |    | 30                | 39 | 14 | 9  | 8  | -5                   | --                   | +3                                  | +2                                 | +3                                      | 3.75 | 1.20    |
| Security  | 1884   | 63% 17% 21%        |    |    |    |    | 29                | 33 | 17 | 10 | 10 | -10                  | --                   | -3                                  | -4                                 | -3                                      | 3.61 | 1.28    |
| Quality Assurance Specialists (Ammunition Surveillance) | 205    | 71% 16% 13         |    |    |    |    | 25                | 46 | 16 | 6  | 7  | +3                   | --                   | +5                                  | +4                                 | +5                                      | 3.76 | 1.12    |
| Public Affairs and Communication Media                  | 622    | 63% 13 24%         |    |    |    |    | 31                | 32 | 13 | 11 | 12 | -5                   | --                   | -3                                  | -4                                 | -3                                      | 3.58 | 1.36    |
| Transportation Management                               | 1281   | 64% 17% 20%        |    |    |    |    | 29                | 34 | 17 | 9  | 10 | -5                   | --                   | -2                                  | -3                                 | -2                                      | 3.63 | 1.28    |
| Manpower and Force Management                           | 1507   | 71% 13 16%         |    |    |    |    | 36                | 35 | 13 | 9  | 7  | +2                   | --                   | +5                                  | +4                                 | +5                                      | 3.83 | 1.21    |
| Housing Management                                      | 271    | 65% 17% 18%        |    |    |    |    | 32                | 33 | 17 | 7  | 11 | +2                   | --                   | -1                                  | -2                                 | -1                                      | 3.69 | 1.29    |
| Equal Employment Opportunity                            | 232    | 75% 11 14          |    |    |    |    | 40                | 35 | 11 | 6  | 7  | +3                   | --                   | +9                                  | +8                                 | +9                                      | 3.94 | 1.19    |
| Education Services                                      | 428    | 71% 13 16%         |    |    |    |    | 39                | 32 | 13 | 7  | 9  | 0                    | --                   | +5                                  | +4                                 | +5                                      | 3.84 | 1.27    |
| Training  | 4654   | 69% 14 17%         |    |    |    |    | 34                | 35 | 14 | 8  | 9  | -2                   | --                   | +3                                  | +2                                 | +3                                      | 3.77 | 1.24    |
| Ammunition Management                                   | 686    | 67% 18% 15%        |    |    |    |    | 28                | 39 | 18 | 8  | 7  | -3                   | --                   | +1                                  | 0                                  | +1                                      | 3.72 | 1.16    |
| Information Mission Area (IMA)                          | 5602   | 66% 15% 19%        |    |    |    |    | 30                | 35 | 15 | 10 | 9  | -1                   | --                   | 0                                   | -1                                 | 0                                       | 3.68 | 1.25    |
| Intelligence (Excepted Services Only)                   | 1906   | 68% 14 18%         |    |    |    |    | 32                | 36 | 14 | 9  | 9  | -4                   | --                   | +2                                  | +1                                 | +2                                      | 3.73 | 1.25    |
| Military Personnel Management                           | 2231   | 67% 15% 17%        |    |    |    |    | 32                | 35 | 15 | 8  | 9  | -5                   | --                   | +1                                  | 0                                  | +1                                      | 3.72 | 1.25    |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding  |    |    |    |    | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|---|----|----|----|----|-------------------|----|----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0   | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - LEADERSHIP &amp; KNOWLEDGE MANAGEMENT</b>                    |        |   |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| 5h. Overall, my immediate supervisor/team leader is doing a good job. |        |   |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 87722  | 72% <span style="background-color: #000080; color: white; padding: 2px;">14</span> <span style="background-color: #FFA500; color: white; padding: 2px;">14</span>   |    |    |    |    | 34                | 37 | 14 | 7  | 7  | -1                   | 0                    | +4                                  | +3                                 | +4                                      | 3.84 | 1.18    |
| <b>Total Career Program</b>   | 87695  | 72% <span style="background-color: #000080; color: white; padding: 2px;">14</span> <span style="background-color: #FFA500; color: white; padding: 2px;">14</span>   |    |    |    |    | 34                | 37 | 14 | 7  | 7  | -3                   | -2                   | +4                                  | +3                                 | +4                                      | 3.84 | 1.18    |
| Civilian Personnel Administration                                     | 1796   | 70% <span style="background-color: #000080; color: white; padding: 2px;">14</span> <span style="background-color: #FFA500; color: white; padding: 2px;">17%</span>  |    |    |    |    | 34                | 35 | 14 | 9  | 8  | -7                   | -7                   | +2                                  | +1                                 | +2                                      | 3.80 | 1.23    |
| Comptroller   | 4929   | 71% <span style="background-color: #000080; color: white; padding: 2px;">14</span> <span style="background-color: #FFA500; color: white; padding: 2px;">15%</span>  |    |    |    |    | 34                | 37 | 14 | 8  | 7  | -3                   | -1                   | +3                                  | +2                                 | +3                                      | 3.82 | 1.20    |
| Safety Management   | 1562   | 69% <span style="background-color: #000080; color: white; padding: 2px;">16%</span> <span style="background-color: #FFA500; color: white; padding: 2px;">15%</span> |    |    |    |    | 32                | 36 | 16 | 8  | 7  | -8                   | -4                   | +1                                  | 0                                  | +1                                      | 3.79 | 1.19    |
| Supply Management   | 5083   | 70% <span style="background-color: #000080; color: white; padding: 2px;">16%</span> <span style="background-color: #FFA500; color: white; padding: 2px;">14</span>  |    |    |    |    | 34                | 37 | 16 | 7  | 7  | -4                   | -6                   | +2                                  | +1                                 | +2                                      | 3.82 | 1.18    |
| Contracting and Acquisition   | 3851   | 73% <span style="background-color: #000080; color: white; padding: 2px;">14</span> <span style="background-color: #FFA500; color: white; padding: 2px;">13</span>   |    |    |    |    | 34                | 39 | 14 | 7  | 6  | -3                   | -2                   | +5                                  | +4                                 | +5                                      | 3.88 | 1.14    |
| Quality and Reliability Assurance                                     | 647    | 72% <span style="background-color: #000080; color: white; padding: 2px;">17%</span> <span style="background-color: #FFA500; color: white; padding: 2px;">12</span>  |    |    |    |    | 28                | 43 | 17 | 6  | 6  | -1                   | 0                    | +4                                  | +3                                 | +4                                      | 3.83 | 1.08    |
| Engineers and Scientists (Non-Construction)                           | 6468   | 73% <span style="background-color: #000080; color: white; padding: 2px;">14</span> <span style="background-color: #FFA500; color: white; padding: 2px;">13</span>   |    |    |    |    | 32                | 41 | 14 | 7  | 6  | -4                   | -2                   | +5                                  | +4                                 | +5                                      | 3.87 | 1.11    |
| Materiel Maintenance Management                                       | 7654   | 68% <span style="background-color: #000080; color: white; padding: 2px;">16%</span> <span style="background-color: #FFA500; color: white; padding: 2px;">16%</span> |    |    |    |    | 29                | 39 | 16 | 8  | 8  | -5                   | -4                   | 0                                   | -1                                 | 0                                       | 3.73 | 1.19    |
| Engineers and Scientists (Construction)                               | 7488   | 73% <span style="background-color: #000080; color: white; padding: 2px;">13</span> <span style="background-color: #FFA500; color: white; padding: 2px;">14</span>   |    |    |    |    | 33                | 40 | 13 | 8  | 6  | -3                   | -1                   | +5                                  | +4                                 | +5                                      | 3.87 | 1.14    |
| Security  | 1886   | 67% <span style="background-color: #000080; color: white; padding: 2px;">17%</span> <span style="background-color: #FFA500; color: white; padding: 2px;">16%</span> |    |    |    |    | 33                | 34 | 17 | 8  | 8  | -8                   | -10                  | -1                                  | -2                                 | -1                                      | 3.76 | 1.22    |
| Quality Assurance Specialists (Ammunition Surveillance)               | 205    | 78% <span style="background-color: #000080; color: white; padding: 2px;">11</span> <span style="background-color: #FFA500; color: white; padding: 2px;">12</span>   |    |    |    |    | 29                | 48 | 11 | 5  | 7  | +4                   | +9                   | +10                                 | +9                                 | +10                                     | 3.88 | 1.09    |
| Public Affairs and Communication Media                                | 624    | 66% <span style="background-color: #000080; color: white; padding: 2px;">13</span> <span style="background-color: #FFA500; color: white; padding: 2px;">21%</span>  |    |    |    |    | 33                | 33 | 13 | 11 | 10 | -6                   | -5                   | -2                                  | -3                                 | -2                                      | 3.69 | 1.29    |
| Transportation Management   | 1279   | 69% <span style="background-color: #000080; color: white; padding: 2px;">15%</span> <span style="background-color: #FFA500; color: white; padding: 2px;">16%</span> |    |    |    |    | 32                | 37 | 15 | 8  | 8  | -4                   | -7                   | +1                                  | 0                                  | +1                                      | 3.78 | 1.21    |
| Manpower and Force Management   | 1507   | 75% <span style="background-color: #000080; color: white; padding: 2px;">12</span> <span style="background-color: #FFA500; color: white; padding: 2px;">14</span>   |    |    |    |    | 38                | 37 | 12 | 8  | 6  | +1                   | +2                   | +7                                  | +6                                 | +7                                      | 3.92 | 1.16    |
| Housing Management  | 269    | 74% <span style="background-color: #000080; color: white; padding: 2px;">12</span> <span style="background-color: #FFA500; color: white; padding: 2px;">14</span>   |    |    |    |    | 40                | 34 | 12 | 6  | 9  | +6                   | +9                   | +6                                  | +5                                 | +6                                      | 3.91 | 1.23    |
| Equal Employment Opportunity  | 229    | 79% <span style="background-color: #000080; color: white; padding: 2px;">10</span> <span style="background-color: #FFA500; color: white; padding: 2px;">11</span>   |    |    |    |    | 45                | 34 | 10 | 6  | 5  | +3                   | +4                   | +11                                 | +10                                | +11                                     | 4.07 | 1.12    |
| Education Services  | 430    | 76% <span style="background-color: #000080; color: white; padding: 2px;">11</span> <span style="background-color: #FFA500; color: white; padding: 2px;">13</span>   |    |    |    |    | 41                | 34 | 11 | 6  | 7  | +1                   | -2                   | +8                                  | +7                                 | +8                                      | 3.98 | 1.17    |
| Training  | 4649   | 73% <span style="background-color: #000080; color: white; padding: 2px;">13</span> <span style="background-color: #FFA500; color: white; padding: 2px;">13</span>   |    |    |    |    | 37                | 36 | 13 | 7  | 6  | -1                   | -3                   | +5                                  | +4                                 | +5                                      | 3.91 | 1.16    |
| Ammunition Management   | 691    | 72% <span style="background-color: #000080; color: white; padding: 2px;">16%</span> <span style="background-color: #FFA500; color: white; padding: 2px;">12</span>  |    |    |    |    | 29                | 43 | 16 | 7  | 5  | -3                   | -5                   | +4                                  | +3                                 | +4                                      | 3.83 | 1.08    |
| Information Mission Area (IMA)  | 5585   | 70% <span style="background-color: #000080; color: white; padding: 2px;">15%</span> <span style="background-color: #FFA500; color: white; padding: 2px;">15%</span> |    |    |    |    | 34                | 36 | 15 | 8  | 7  | -1                   | +4                   | +2                                  | +1                                 | +2                                      | 3.82 | 1.19    |
| Intelligence (Excepted Services Only)                                 | 1910   | 72% <span style="background-color: #000080; color: white; padding: 2px;">12</span> <span style="background-color: #FFA500; color: white; padding: 2px;">16%</span>  |    |    |    |    | 35                | 36 | 12 | 9  | 7  | -4                   | -2                   | +4                                  | +3                                 | +4                                      | 3.84 | 1.20    |
| Military Personnel Management   | 2226   | 72% <span style="background-color: #000080; color: white; padding: 2px;">14</span> <span style="background-color: #FFA500; color: white; padding: 2px;">14</span>   |    |    |    |    | 36                | 37 | 14 | 6  | 7  | -4                   | --                   | +4                                  | +3                                 | +4                                      | 3.87 | 1.18    |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    | Category Percents |    |     |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|--------------------|----|----|-------------------|----|-----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0                  | 20 | 40 | 60                | 80 | 100 | 5  | 4  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - LEADERSHIP &amp; KNOWLEDGE MANAGEMENT</b>      |        |                    |    |    |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |
| 10j. My workload is reasonable.                         |        |                    |    |    |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 85820  | 62% 15% 23%        |    |    | 16                | 47 | 15  | 13 | 10 | -2                   | --                   | +1                                  | 0                                  | +3                                      | 3.45 | 1.19    |
| <b>Total Career Program</b>                             | 85793  | 62% 15% 23%        |    |    | 16                | 47 | 15  | 13 | 10 | 0                    | --                   | +1                                  | 0                                  | +3                                      | 3.45 | 1.19    |
| Civilian Personnel Administration                       | 1739   | 58% 16% 26%        |    |    | 14                | 44 | 16  | 14 | 12 | -1                   | --                   | -3                                  | -4                                 | -1                                      | 3.35 | 1.23    |
| Comptroller   | 4821   | 61% 14 24%         |    |    | 13                | 48 | 14  | 14 | 11 | -2                   | --                   | 0                                   | -1                                 | +2                                      | 3.40 | 1.19    |
| Safety Management                                       | 1509   | 59% 18% 23%        |    |    | 16                | 43 | 18  | 13 | 10 | -1                   | --                   | -2                                  | -3                                 | 0                                       | 3.43 | 1.19    |
| Supply Management                                       | 4985   | 64% 15% 21%        |    |    | 18                | 46 | 15  | 11 | 10 | -3                   | --                   | +3                                  | +2                                 | +5                                      | 3.51 | 1.20    |
| Contracting and Acquisition                             | 3785   | 56% 16% 28%        |    |    | 11                | 45 | 16  | 15 | 13 | -3                   | --                   | -5                                  | -6                                 | -3                                      | 3.27 | 1.22    |
| Quality and Reliability Assurance                       | 643    | 65% 16% 19%        |    |    | 14                | 51 | 16  | 11 | 8  | 0                    | --                   | +4                                  | +3                                 | +6                                      | 3.51 | 1.12    |
| Engineers and Scientists (Non-Construction)             | 6350   | 63% 16% 21%        |    |    | 12                | 51 | 16  | 13 | 8  | -2                   | --                   | +2                                  | +1                                 | +4                                      | 3.47 | 1.10    |
| Matériel Maintenance Management                         | 7547   | 67% 15% 18%        |    |    | 16                | 50 | 15  | 10 | 8  | 0                    | --                   | +6                                  | +5                                 | +8                                      | 3.57 | 1.12    |
| Engineers and Scientists (Construction)                 | 7344   | 58% 17% 25%        |    |    | 11                | 47 | 17  | 14 | 10 | 0                    | --                   | -3                                  | -4                                 | -1                                      | 3.34 | 1.16    |
| Security  | 1835   | 60% 17% 23%        |    |    | 15                | 45 | 17  | 12 | 12 | +3                   | --                   | -1                                  | -2                                 | +1                                      | 3.40 | 1.22    |
| Quality Assurance Specialists (Ammunition Surveillance) | 198    | 66% 18% 16%        |    |    | 16                | 51 | 18  | 10 | 7  | -1                   | --                   | +5                                  | +4                                 | +7                                      | 3.59 | 1.07    |
| Public Affairs and Communication Media                  | 601    | 57% 13 30%         |    |    | 14                | 42 | 13  | 16 | 14 | +6                   | --                   | -4                                  | -5                                 | -2                                      | 3.26 | 1.28    |
| Transportation Management                               | 1246   | 65% 16% 19%        |    |    | 18                | 47 | 16  | 11 | 8  | -3                   | --                   | +4                                  | +3                                 | +6                                      | 3.55 | 1.14    |
| Manpower and Force Management                           | 1466   | 65% 14 21%         |    |    | 17                | 48 | 14  | 13 | 8  | +1                   | --                   | +4                                  | +3                                 | +6                                      | 3.53 | 1.16    |
| Housing Management                                      | 260    | 68% 12 20%         |    |    | 19                | 50 | 12  | 11 | 9  | +4                   | --                   | +7                                  | +6                                 | +9                                      | 3.59 | 1.17    |
| Equal Employment Opportunity                            | 227    | 66% 11 23%         |    |    | 18                | 48 | 11  | 14 | 9  | +6                   | --                   | +5                                  | +4                                 | +7                                      | 3.52 | 1.20    |
| Education Services                                      | 439    | 67% 10 24%         |    |    | 19                | 48 | 10  | 13 | 10 | +10                  | --                   | +6                                  | +5                                 | +8                                      | 3.52 | 1.24    |
| Training  | 4562   | 64% 14 23%         |    |    | 19                | 45 | 14  | 13 | 10 | -4                   | --                   | +3                                  | +2                                 | +5                                      | 3.50 | 1.22    |
| Ammunition Management                                   | 683    | 70% 13 17%         |    |    | 17                | 53 | 13  | 11 | 6  | +3                   | --                   | +9                                  | +8                                 | +11                                     | 3.65 | 1.08    |
| Information Mission Area (IMA)                          | 5416   | 56% 17% 28%        |    |    | 14                | 42 | 17  | 15 | 13 | -3                   | --                   | -5                                  | -6                                 | -3                                      | 3.29 | 1.24    |
| Intelligence (Excepted Services Only)                   | 1844   | 62% 14 24%         |    |    | 14                | 47 | 14  | 14 | 10 | +3                   | --                   | +1                                  | 0                                  | +3                                      | 3.43 | 1.18    |
| Military Personnel Management                           | 2156   | 64% 14 23%         |    |    | 20                | 44 | 14  | 12 | 11 | -3                   | --                   | +3                                  | +2                                 | +5                                      | 3.50 | 1.24    |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |      |      |
|---|--------|--------------------|----|----|----|----|-------------------|----|----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|------|------|
|   |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2  |                      |                      |                                     |                                    |   |      |         | 1    |      |
| <b>HCF - LEADERSHIP &amp; KNOWLEDGE MANAGEMENT</b>                      |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |      |      |
| 10o. Employees are protected from health and safety hazards on the job. |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |      |      |
| Total Army  | 85372  | 80%                |    |    |    |    | 12                | 8  | 27 | 53 | 12 | 5                    | 3                    | +1                                  | --                                 | -1                                      | -2   | +3      | 3.96 | 0.94 |
| <b>Total Career Program</b>   | 85345  | 80%                |    |    |    |    | 12                | 8  | 27 | 53 | 12 | 5                    | 3                    | 0                                   | --                                 | -1                                      | -2   | +3      | 3.96 | 0.93 |
| Civilian Personnel Administration                                       | 1732   | 74%                |    |    |    |    | 14                | 11 | 23 | 51 | 14 | 6                    | 5                    | -4                                  | --                                 | -7                                      | -8   | -3      | 3.81 | 1.02 |
| Comptroller   | 4787   | 80%                |    |    |    |    | 12                | 8  | 25 | 55 | 12 | 5                    | 3                    | 0                                   | --                                 | -1                                      | -2   | +3      | 3.94 | 0.92 |
| Safety Management   | 1513   | 81%                |    |    |    |    | 12                | 7  | 32 | 49 | 12 | 4                    | 3                    | -6                                  | --                                 | 0                                       | -1   | +4      | 4.03 | 0.92 |
| Supply Management   | 4953   | 79%                |    |    |    |    | 13                | 8  | 27 | 51 | 13 | 5                    | 4                    | -2                                  | --                                 | -2                                      | -3   | +2      | 3.94 | 0.96 |
| Contracting and Acquisition   | 3767   | 80%                |    |    |    |    | 12                | 8  | 25 | 55 | 12 | 5                    | 3                    | +2                                  | --                                 | -1                                      | -2   | +3      | 3.93 | 0.93 |
| Quality and Reliability Assurance                                       | 644    | 82%                |    |    |    |    | 12                | 7  | 27 | 55 | 12 | 4                    | 2                    | 0                                   | --                                 | +1                                      | 0    | +5      | 4.00 | 0.88 |
| Engineers and Scientists (Non-Construction)                             | 6313   | 82%                |    |    |    |    | 11                | 7  | 27 | 55 | 11 | 4                    | 2                    | 0                                   | --                                 | +1                                      | 0    | +5      | 4.00 | 0.88 |
| Materiel Maintenance Management   | 7530   | 80%                |    |    |    |    | 12                | 8  | 27 | 53 | 12 | 5                    | 3                    | 0                                   | --                                 | -1                                      | -2   | +3      | 3.96 | 0.93 |
| Engineers and Scientists (Construction)                                 | 7312   | 85%                |    |    |    |    | 10                | 5  | 28 | 57 | 10 | 3                    | 2                    | -1                                  | --                                 | +4                                      | +3   | +8      | 4.06 | 0.83 |
| Security  | 1820   | 66%                |    |    |    |    | 19                | 15 | 19 | 47 | 19 | 8                    | 7                    | -12                                 | --                                 | -15                                     | -16  | -11     | 3.63 | 1.09 |
| Quality Assurance Specialists (Ammunition Surveillance)                 | 199    | 77%                |    |    |    |    | 15                | 9  | 27 | 50 | 15 | 5                    | 4                    | +1                                  | --                                 | -4                                      | -5   | 0       | 3.91 | 0.96 |
| Public Affairs and Communication Media                                  | 595    | 78%                |    |    |    |    | 14                | 9  | 27 | 50 | 14 | 5                    | 4                    | 0                                   | --                                 | -3                                      | -4   | +1      | 3.93 | 0.96 |
| Transportation Management   | 1239   | 76%                |    |    |    |    | 14                | 10 | 26 | 50 | 14 | 5                    | 5                    | -7                                  | --                                 | -5                                      | -6   | -1      | 3.87 | 1.01 |
| Manpower and Force Management   | 1454   | 83%                |    |    |    |    | 10                | 7  | 28 | 54 | 10 | 5                    | 2                    | +4                                  | --                                 | +2                                      | +1   | +6      | 4.02 | 0.88 |
| Housing Management  | 262    | 88%                |    |    |    |    | 7                 |    | 39 | 49 | 7  | 3                    | 2                    | +4                                  | --                                 | +7                                      | +6   | +11     | 4.21 | 0.84 |
| Equal Employment Opportunity  | 224    | 85%                |    |    |    |    | 8                 | 7  | 34 | 51 | 8  | 5                    | 1                    | +2                                  | --                                 | +4                                      | +3   | +8      | 4.11 | 0.86 |
| Education Services  | 432    | 80%                |    |    |    |    | 12                | 8  | 32 | 48 | 12 | 6                    | 3                    | -2                                  | --                                 | -1                                      | -2   | +3      | 4.00 | 0.95 |
| Training  | 4545   | 81%                |    |    |    |    | 11                | 8  | 30 | 51 | 11 | 5                    | 3                    | +4                                  | --                                 | 0                                       | -1   | +4      | 4.00 | 0.95 |
| Ammunition Management   | 684    | 81%                |    |    |    |    | 12                | 7  | 27 | 54 | 12 | 4                    | 3                    | -1                                  | --                                 | 0                                       | -1   | +4      | 3.98 | 0.90 |
| Information Mission Area (IMA)  | 5373   | 76%                |    |    |    |    | 14                | 10 | 24 | 52 | 14 | 6                    | 4                    | +1                                  | --                                 | -5                                      | -6   | -1      | 3.86 | 0.97 |
| Intelligence (Excepted Services Only)                                   | 1829   | 75%                |    |    |    |    | 14                | 11 | 23 | 52 | 14 | 7                    | 4                    | +1                                  | --                                 | -6                                      | -7   | -2      | 3.84 | 0.98 |
| Military Personnel Management   | 2148   | 77%                |    |    |    |    | 13                | 9  | 29 | 49 | 13 | 5                    | 4                    | -4                                  | --                                 | -4                                      | -5   | 0       | 3.93 | 0.99 |

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# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |      |      |
|---|--------|--------------------|----|----|----|----|-------------------|----|----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|------|------|
|   |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2  |                      |                      |                                     |                                    |   |      |         | 1    |      |
| <b>HCF - LEADERSHIP &amp; KNOWLEDGE MANAGEMENT</b>                          |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |      |      |
| 10p. My organization has prepared employees for potential security threats. |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |      |      |
| Total Army  | 85244  | 81%                |    |    |    |    | 12                | 7  | 26 | 55 | 12 | 4                    | 3                    | +1                                  | --                                 | -2                                      | -4   | +3      | 3.99 | 0.88 |
| <b>Total Career Program</b>   | 85217  | 81%                |    |    |    |    | 12                | 7  | 26 | 55 | 12 | 4                    | 3                    | 0                                   | --                                 | -2                                      | -4   | +3      | 3.99 | 0.88 |
| Civilian Personnel Administration   | 1739   | 77%                |    |    |    |    | 14                | 9  | 24 | 53 | 14 | 5                    | 4                    | 0                                   | --                                 | -6                                      | -8   | -1      | 3.89 | 0.94 |
| Comptroller   | 4792   | 83%                |    |    |    |    | 12                | 5  | 26 | 57 | 12 | 3                    | 2                    | 0                                   | --                                 | 0                                       | -2   | +5      | 4.01 | 0.83 |
| Safety Management   | 1493   | 78%                |    |    |    |    | 14                | 7  | 25 | 54 | 14 | 4                    | 3                    | -3                                  | --                                 | -5                                      | -7   | 0       | 3.93 | 0.90 |
| Supply Management   | 4931   | 81%                |    |    |    |    | 13                | 6  | 28 | 53 | 13 | 3                    | 3                    | -3                                  | --                                 | -2                                      | -4   | +3      | 4.01 | 0.88 |
| Contracting and Acquisition   | 3755   | 81%                |    |    |    |    | 12                | 6  | 24 | 57 | 12 | 4                    | 2                    | +2                                  | --                                 | -2                                      | -4   | +3      | 3.97 | 0.85 |
| Quality and Reliability Assurance   | 641    | 84%                |    |    |    |    | 10                | 6  | 26 | 58 | 10 | 4                    | 2                    | +1                                  | --                                 | +1                                      | -1   | +6      | 4.02 | 0.84 |
| Engineers and Scientists (Non-Construction)                                 | 6305   | 84%                |    |    |    |    | 11                | 7  | 26 | 58 | 11 | 3                    | 1                    | -2                                  | --                                 | +1                                      | -1   | +6      | 4.04 | 0.79 |
| Materiel Maintenance Management   | 7504   | 79%                |    |    |    |    | 14                | 7  | 25 | 54 | 14 | 4                    | 3                    | -3                                  | --                                 | -4                                      | -6   | +1      | 3.94 | 0.90 |
| Engineers and Scientists (Construction)                                     | 7281   | 81%                |    |    |    |    | 13                | 6  | 23 | 58 | 13 | 4                    | 2                    | -1                                  | --                                 | -2                                      | -4   | +3      | 3.96 | 0.84 |
| Security  | 1823   | 72%                |    |    |    |    | 15                | 13 | 24 | 48 | 15 | 7                    | 7                    | -7                                  | --                                 | -11                                     | -13  | -6      | 3.76 | 1.09 |
| Quality Assurance Specialists (Ammunition Surveillance)                     | 199    | 76%                |    |    |    |    | 15                | 10 | 23 | 53 | 15 | 6                    | 4                    | -1                                  | --                                 | -7                                      | -9   | -2      | 3.85 | 0.95 |
| Public Affairs and Communication Media                                      | 600    | 77%                |    |    |    |    | 16                | 8  | 27 | 50 | 16 | 5                    | 3                    | -1                                  | --                                 | -6                                      | -8   | -1      | 3.94 | 0.94 |
| Transportation Management   | 1234   | 80%                |    |    |    |    | 13                | 7  | 27 | 53 | 13 | 3                    | 3                    | -5                                  | --                                 | -3                                      | -5   | +2      | 3.97 | 0.92 |
| Manpower and Force Management   | 1459   | 82%                |    |    |    |    | 12                | 6  | 28 | 54 | 12 | 3                    | 2                    | +3                                  | --                                 | -1                                      | -3   | +4      | 4.02 | 0.86 |
| Housing Management  | 259    | 86%                |    |    |    |    | 9                 | 5  | 39 | 47 | 9  | 3                    | 2                    | +6                                  | --                                 | +3                                      | +1   | +8      | 4.18 | 0.85 |
| Equal Employment Opportunity  | 227    | 88%                |    |    |    |    | 7                 | 7  | 35 | 53 | 7  | 4                    | 0                    | +5                                  | --                                 | +5                                      | +3   | +10     | 4.18 | 0.78 |
| Education Services  | 435    | 81%                |    |    |    |    | 14                | 6  | 32 | 48 | 14 | 3                    | 2                    | -1                                  | --                                 | -2                                      | -4   | +3      | 4.06 | 0.88 |
| Training  | 4542   | 82%                |    |    |    |    | 12                | 6  | 29 | 53 | 12 | 4                    | 2                    | +4                                  | --                                 | -1                                      | -3   | +4      | 4.02 | 0.88 |
| Ammunition Management   | 686    | 81%                |    |    |    |    | 13                | 6  | 26 | 56 | 13 | 4                    | 2                    | 0                                   | --                                 | -2                                      | -4   | +3      | 4.00 | 0.83 |
| Information Mission Area (IMA)  | 5366   | 80%                |    |    |    |    | 13                | 8  | 24 | 55 | 13 | 5                    | 3                    | +2                                  | --                                 | -3                                      | -5   | +2      | 3.93 | 0.91 |
| Intelligence (Excepted Services Only)                                       | 1834   | 80%                |    |    |    |    | 12                | 8  | 26 | 54 | 12 | 5                    | 3                    | +3                                  | --                                 | -3                                      | -5   | +2      | 3.94 | 0.93 |
| Military Personnel Management   | 2142   | 81%                |    |    |    |    | 12                | 7  | 29 | 52 | 12 | 4                    | 3                    | -1                                  | --                                 | -2                                      | -4   | +3      | 4.00 | 0.93 |

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# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|--------------------|----|----|----|----|-------------------|----|----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - LEADERSHIP &amp; KNOWLEDGE MANAGEMENT</b>  |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| 24j. Considering everything, how satisfied are you with the information you receive from management on what's going on in your organization |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 82683  |                    |    |    |    |    | 13                | 36 | 22 | 16 | 13 | +2                   | --                   | -1                                  | -1                                 | +1                                      | 3.21 | 1.23    |
| <b>Total Career Program</b>   | 82657  |                    |    |    |    |    | 13                | 36 | 22 | 16 | 13 | +1                   | --                   | -1                                  | -1                                 | +1                                      | 3.21 | 1.23    |
| Civilian Personnel Administration   | 1686   |                    |    |    |    |    | 15                | 37 | 19 | 14 | 14 | -3                   | --                   | +3                                  | +3                                 | +5                                      | 3.26 | 1.27    |
| Comptroller   | 4636   |                    |    |    |    |    | 14                | 37 | 21 | 16 | 11 | +2                   | --                   | +2                                  | +2                                 | +4                                      | 3.28 | 1.22    |
| Safety Management   | 1482   |                    |    |    |    |    | 15                | 35 | 22 | 16 | 12 | -6                   | --                   | 0                                   | 0                                  | +2                                      | 3.24 | 1.23    |
| Supply Management   | 4778   |                    |    |    |    |    | 14                | 36 | 23 | 15 | 12 | 0                    | --                   | 0                                   | 0                                  | +2                                      | 3.26 | 1.22    |
| Contracting and Acquisition   | 3677   |                    |    |    |    |    | 13                | 39 | 22 | 15 | 10 | +5                   | --                   | +2                                  | +2                                 | +4                                      | 3.30 | 1.18    |
| Quality and Reliability Assurance   | 619    |                    |    |    |    |    | 11                | 39 | 24 | 15 | 12 | +2                   | --                   | 0                                   | 0                                  | +2                                      | 3.22 | 1.18    |
| Engineers and Scientists (Non-Construction)   | 6099   |                    |    |    |    |    | 11                | 36 | 23 | 17 | 12 | +1                   | --                   | -3                                  | -3                                 | -1                                      | 3.17 | 1.20    |
| Matériel Maintenance Management   | 7258   |                    |    |    |    |    | 12                | 35 | 23 | 17 | 13 | -3                   | --                   | -3                                  | -3                                 | -1                                      | 3.16 | 1.22    |
| Engineers and Scientists (Construction)   | 7135   |                    |    |    |    |    | 11                | 37 | 23 | 17 | 12 | 0                    | --                   | -2                                  | -2                                 | 0                                       | 3.17 | 1.20    |
| Security  | 1793   |                    |    |    |    |    | 11                | 30 | 22 | 19 | 18 | -7                   | --                   | -9                                  | -9                                 | -7                                      | 2.97 | 1.28    |
| Quality Assurance Specialists (Ammunition Surveillance)   | 198    |                    |    |    |    |    | 10                | 31 | 31 | 14 | 14 | -5                   | --                   | -9                                  | -9                                 | -7                                      | 3.09 | 1.18    |
| Public Affairs and Communication Media  | 589    |                    |    |    |    |    | 15                | 29 | 21 | 18 | 17 | -6                   | --                   | -6                                  | -6                                 | -4                                      | 3.07 | 1.33    |
| Transportation Management   | 1196   |                    |    |    |    |    | 13                | 34 | 24 | 15 | 15 | -5                   | --                   | -4                                  | -4                                 | -2                                      | 3.14 | 1.25    |
| Manpower and Force Management   | 1427   |                    |    |    |    |    | 16                | 39 | 19 | 15 | 11 | +5                   | --                   | +6                                  | +6                                 | +8                                      | 3.36 | 1.22    |
| Housing Management  | 253    |                    |    |    |    |    | 15                | 42 | 17 | 13 | 13 | +8                   | --                   | +7                                  | +7                                 | +9                                      | 3.34 | 1.24    |
| Equal Employment Opportunity  | 225    |                    |    |    |    |    | 28                | 39 | 15 | 12 | 8  | +9                   | --                   | +16                                 | +16                                | +18                                     | 3.67 | 1.21    |
| Education Services  | 428    |                    |    |    |    |    | 19                | 36 | 21 | 14 | 10 | +5                   | --                   | +5                                  | +5                                 | +7                                      | 3.40 | 1.23    |
| Training  | 4398   |                    |    |    |    |    | 14                | 36 | 21 | 16 | 13 | +3                   | --                   | 0                                   | 0                                  | +2                                      | 3.21 | 1.25    |
| Ammunition Management   | 658    |                    |    |    |    |    | 12                | 37 | 23 | 16 | 13 | +5                   | --                   | -1                                  | -1                                 | +1                                      | 3.20 | 1.22    |
| Information Mission Area (IMA)  | 5168   |                    |    |    |    |    | 12                | 34 | 23 | 18 | 14 | +2                   | --                   | -4                                  | -4                                 | -2                                      | 3.12 | 1.24    |
| Intelligence (Excepted Services Only)   | 1793   |                    |    |    |    |    | 11                | 31 | 22 | 20 | 15 | -1                   | --                   | -8                                  | -8                                 | -6                                      | 3.02 | 1.25    |
| Military Personnel Management   | 2073   |                    |    |    |    |    | 14                | 36 | 23 | 16 | 11 | -4                   | --                   | -1                                  | -1                                 | +1                                      | 3.25 | 1.21    |

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# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    | Category Percents |    |     |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|--------------------|----|----|-------------------|----|-----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0                  | 20 | 40 | 60                | 80 | 100 | 5  | 4  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - LEADERSHIP &amp; KNOWLEDGE MANAGEMENT</b>  |        |                    |    |    |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |
| 24k. Considering everything, how satisfied are you with policies and practices of your senior leaders |        |                    |    |    |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 82575  |                    |    |    | 12                | 33 | 26  | 16 | 13 | +1                   | -1                   | -2                                  | -2                                 | +2                                      | 3.15 | 1.21    |
| <b>Total Career Program</b>   | 82549  |                    |    |    | 12                | 33 | 26  | 16 | 13 | 0                    | -1                   | -2                                  | -2                                 | +2                                      | 3.15 | 1.21    |
| Civilian Personnel Administration   | 1684   |                    |    |    | 13                | 33 | 23  | 16 | 15 | -4                   | -5                   | -2                                  | -2                                 | +2                                      | 3.12 | 1.27    |
| Comptroller   | 4635   |                    |    |    | 12                | 35 | 26  | 15 | 12 | 0                    | -3                   | 0                                   | 0                                  | +4                                      | 3.21 | 1.20    |
| Safety Management   | 1474   |                    |    |    | 13                | 34 | 24  | 16 | 14 | -6                   | -3                   | -1                                  | -1                                 | +3                                      | 3.16 | 1.23    |
| Supply Management   | 4771   |                    |    |    | 13                | 34 | 26  | 14 | 13 | -1                   | -1                   | 0                                   | 0                                  | +4                                      | 3.21 | 1.21    |
| Contracting and Acquisition   | 3685   |                    |    |    | 11                | 35 | 27  | 15 | 12 | +2                   | 0                    | -1                                  | -1                                 | +3                                      | 3.18 | 1.18    |
| Quality and Reliability Assurance   | 619    |                    |    |    | 8                 | 36 | 30  | 14 | 13 | -1                   | 0                    | -3                                  | -3                                 | +1                                      | 3.12 | 1.15    |
| Engineers and Scientists (Non-Construction)   | 6091   |                    |    |    | 9                 | 33 | 28  | 16 | 13 | -2                   | -3                   | -4                                  | -4                                 | 0                                       | 3.09 | 1.17    |
| Material Maintenance Management   | 7248   |                    |    |    | 11                | 32 | 26  | 17 | 14 | -3                   | -3                   | -4                                  | -4                                 | 0                                       | 3.09 | 1.21    |
| Engineers and Scientists (Construction)   | 7126   |                    |    |    | 9                 | 33 | 29  | 16 | 13 | -1                   | +2                   | -4                                  | -4                                 | 0                                       | 3.10 | 1.17    |
| Security  | 1790   |                    |    |    | 10                | 29 | 24  | 19 | 19 | -6                   | -15                  | -9                                  | -9                                 | -5                                      | 2.92 | 1.27    |
| Quality Assurance Specialists (Ammunition Surveillance)   | 199    |                    |    |    | 10                | 30 | 30  | 16 | 15 | -4                   | -8                   | -7                                  | -7                                 | -3                                      | 3.06 | 1.20    |
| Public Affairs and Communication Media  | 589    |                    |    |    | 14                | 31 | 24  | 15 | 17 | -2                   | -1                   | -2                                  | -2                                 | +2                                      | 3.11 | 1.29    |
| Transportation Management   | 1194   |                    |    |    | 12                | 32 | 24  | 16 | 16 | -2                   | -6                   | -4                                  | -4                                 | 0                                       | 3.06 | 1.26    |
| Manpower and Force Management   | 1425   |                    |    |    | 14                | 36 | 23  | 15 | 12 | +4                   | +2                   | +3                                  | +3                                 | +7                                      | 3.25 | 1.22    |
| Housing Management  | 252    |                    |    |    | 15                | 40 | 20  | 12 | 12 | +7                   | +14                  | +8                                  | +8                                 | +12                                     | 3.33 | 1.23    |
| Equal Employment Opportunity  | 224    |                    |    |    | 20                | 37 | 22  | 12 | 9  | +7                   | +3                   | +10                                 | +10                                | +14                                     | 3.47 | 1.20    |
| Education Services  | 426    |                    |    |    | 15                | 34 | 25  | 15 | 10 | +6                   | 0                    | +3                                  | +3                                 | +7                                      | 3.30 | 1.20    |
| Training  | 4382   |                    |    |    | 13                | 32 | 25  | 16 | 14 | +1                   | -2                   | -2                                  | -2                                 | +2                                      | 3.16 | 1.23    |
| Ammunition Management   | 660    |                    |    |    | 11                | 32 | 27  | 17 | 13 | +2                   | -7                   | -3                                  | -3                                 | +1                                      | 3.13 | 1.20    |
| Information Mission Area (IMA)  | 5164   |                    |    |    | 11                | 29 | 27  | 17 | 15 | 0                    | +2                   | -6                                  | -6                                 | -2                                      | 3.04 | 1.23    |
| Intelligence (Excepted Services Only)   | 1794   |                    |    |    | 10                | 30 | 25  | 19 | 16 | +1                   | -2                   | -7                                  | -7                                 | -3                                      | 3.00 | 1.24    |
| Military Personnel Management   | 2070   |                    |    |    | 14                | 33 | 27  | 14 | 12 | -5                   | --                   | 0                                   | 0                                  | +4                                      | 3.23 | 1.21    |

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## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|--------------------|----|----|----|----|-------------------|----|----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - RESULTS-ORIENTED PERFORMANCE CULTURE</b>                       |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| 5a. Discussions with my supervisor about my performance are worthwhile. |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 87325  | 67% 16% 17%        |    |    |    |    | 26                | 41 | 16 | 10 | 7  | -2                   | +6                   | +5                                  | +4                                 | +5                                      | 3.69 | 1.17    |
| <b>Total Career Program</b>   | 87298  | 67% 16% 17%        |    |    |    |    | 26                | 41 | 16 | 10 | 7  | -3                   | +5                   | +5                                  | +4                                 | +5                                      | 3.69 | 1.17    |
| Civilian Personnel Administration                                       | 1769   | 64% 16% 20%        |    |    |    |    | 25                | 39 | 16 | 11 | 9  | -7                   | -2                   | +2                                  | +1                                 | +2                                      | 3.60 | 1.24    |
| Comptroller   | 4900   | 67% 15% 18%        |    |    |    |    | 26                | 41 | 15 | 10 | 8  | -2                   | +5                   | +5                                  | +4                                 | +5                                      | 3.67 | 1.19    |
| Safety Management   | 1557   | 67% 15% 18%        |    |    |    |    | 24                | 43 | 15 | 11 | 7  | -5                   | +7                   | +5                                  | +4                                 | +5                                      | 3.65 | 1.16    |
| Supply Management   | 5069   | 67% 17% 16%        |    |    |    |    | 28                | 40 | 17 | 9  | 7  | -3                   | 0                    | +5                                  | +4                                 | +5                                      | 3.72 | 1.17    |
| Contracting and Acquisition   | 3824   | 68% 15% 16%        |    |    |    |    | 26                | 42 | 15 | 9  | 7  | -3                   | +6                   | +6                                  | +5                                 | +6                                      | 3.71 | 1.16    |
| Quality and Reliability Assurance                                       | 646    | 68% 17% 14%        |    |    |    |    | 22                | 46 | 17 | 9  | 5  | -1                   | +4                   | +6                                  | +5                                 | +6                                      | 3.71 | 1.07    |
| Engineers and Scientists (Non-Construction)                             | 6470   | 67% 16% 17%        |    |    |    |    | 22                | 45 | 16 | 11 | 6  | -5                   | +5                   | +5                                  | +4                                 | +5                                      | 3.66 | 1.13    |
| Materiel Maintenance Management   | 7633   | 65% 18% 18%        |    |    |    |    | 23                | 42 | 18 | 10 | 8  | -4                   | +3                   | +3                                  | +2                                 | +3                                      | 3.62 | 1.16    |
| Engineers and Scientists (Construction)                                 | 7446   | 67% 16% 17%        |    |    |    |    | 23                | 44 | 16 | 11 | 7  | -4                   | +6                   | +5                                  | +4                                 | +5                                      | 3.66 | 1.14    |
| Security  | 1884   | 65% 17% 17%        |    |    |    |    | 25                | 40 | 17 | 10 | 8  | -5                   | -1                   | +3                                  | +2                                 | +3                                      | 3.65 | 1.17    |
| Quality Assurance Specialists (Ammunition Surveillance)                 | 203    | 69% 16% 15%        |    |    |    |    | 24                | 45 | 16 | 11 | 4  | +3                   | +10                  | +7                                  | +6                                 | +7                                      | 3.73 | 1.08    |
| Public Affairs and Communication Media                                  | 619    | 63% 16% 21%        |    |    |    |    | 24                | 38 | 16 | 12 | 9  | -5                   | +5                   | +1                                  | 0                                  | +1                                      | 3.56 | 1.23    |
| Transportation Management   | 1280   | 67% 15% 18%        |    |    |    |    | 26                | 41 | 15 | 10 | 8  | -1                   | +1                   | +5                                  | +4                                 | +5                                      | 3.67 | 1.18    |
| Manpower and Force Management   | 1499   | 71% 13 16%         |    |    |    |    | 29                | 43 | 13 | 9  | 7  | +2                   | +9                   | +9                                  | +8                                 | +9                                      | 3.77 | 1.16    |
| Housing Management  | 267    | 71% 13 16%         |    |    |    |    | 30                | 40 | 13 | 6  | 10 | +4                   | +11                  | +9                                  | +8                                 | +9                                      | 3.75 | 1.23    |
| Equal Employment Opportunity  | 232    | 76% 13 12          |    |    |    |    | 38                | 38 | 13 | 5  | 6  | 0                    | +8                   | +14                                 | +13                                | +14                                     | 3.96 | 1.14    |
| Education Services  | 427    | 72% 12 16%         |    |    |    |    | 34                | 38 | 12 | 10 | 6  | +5                   | +11                  | +10                                 | +9                                 | +10                                     | 3.85 | 1.17    |
| Training  | 4628   | 69% 14 17%         |    |    |    |    | 28                | 41 | 14 | 10 | 7  | -1                   | +2                   | +7                                  | +6                                 | +7                                      | 3.73 | 1.17    |
| Ammunition Management   | 688    | 67% 17% 16%        |    |    |    |    | 23                | 45 | 17 | 10 | 6  | -5                   | 0                    | +5                                  | +4                                 | +5                                      | 3.67 | 1.11    |
| Information Mission Area (IMA)  | 5565   | 66% 17% 18%        |    |    |    |    | 26                | 39 | 17 | 10 | 8  | 0                    | +9                   | +4                                  | +3                                 | +4                                      | 3.66 | 1.19    |
| Intelligence (Excepted Services Only)                                   | 1901   | 66% 14 21%         |    |    |    |    | 25                | 41 | 14 | 11 | 9  | -3                   | +6                   | +4                                  | +3                                 | +4                                      | 3.60 | 1.23    |
| Military Personnel Management   | 2224   | 67% 17% 16%        |    |    |    |    | 30                | 37 | 17 | 9  | 8  | -4                   | --                   | +5                                  | +4                                 | +5                                      | 3.73 | 1.19    |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |   |   | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|--------------------|----|----|----|----|-------------------|----|----|---|---|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3 | 2 |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - RESULTS-ORIENTED PERFORMANCE CULTURE</b>                     |        |                    |    |    |    |    |                   |    |    |   |   |                      |                      |                                     |                                    |   |      |         |
| 5b. My supervisor supports my need to balance work and family issues. |        |                    |    |    |    |    |                   |    |    |   |   |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 87171  | 82%                |    |    |    |    | 41                | 41 | 11 | 4 | 4 | 0                    | --                   | +4                                  | +3                                 | +5                                      | 4.11 | 1.00    |
| <b>Total Career Program</b>   | 87147  | 82%                |    |    |    |    | 41                | 41 | 11 | 4 | 4 | -2                   | --                   | +4                                  | +3                                 | +5                                      | 4.11 | 1.00    |
| Civilian Personnel Administration                                     | 1786   | 80%                |    |    |    |    | 40                | 40 | 10 | 5 | 5 | -5                   | --                   | +2                                  | +1                                 | +3                                      | 4.06 | 1.06    |
| Comptroller   | 4912   | 83%                |    |    |    |    | 43                | 40 | 10 | 4 | 4 | -1                   | --                   | +5                                  | +4                                 | +6                                      | 4.13 | 1.01    |
| Safety Management   | 1551   | 79%                |    |    |    |    | 38                | 41 | 13 | 5 | 4 | -6                   | --                   | +1                                  | 0                                  | +2                                      | 4.05 | 1.02    |
| Supply Management   | 5059   | 80%                |    |    |    |    | 39                | 41 | 13 | 4 | 4 | -3                   | --                   | +2                                  | +1                                 | +3                                      | 4.08 | 1.00    |
| Contracting and Acquisition   | 3825   | 83%                |    |    |    |    | 40                | 43 | 10 | 4 | 3 | 0                    | --                   | +5                                  | +4                                 | +6                                      | 4.13 | 0.97    |
| Quality and Reliability Assurance                                     | 641    | 82%                |    |    |    |    | 36                | 46 | 13 | 3 | 2 | 0                    | --                   | +4                                  | +3                                 | +5                                      | 4.10 | 0.89    |
| Engineers and Scientists (Non-Construction)                           | 6408   | 85%                |    |    |    |    | 43                | 42 | 9  | 3 | 2 | -1                   | --                   | +7                                  | +6                                 | +8                                      | 4.21 | 0.91    |
| Materiel Maintenance Management                                       | 7610   | 79%                |    |    |    |    | 35                | 44 | 13 | 4 | 4 | -2                   | --                   | +1                                  | 0                                  | +2                                      | 4.02 | 1.01    |
| Engineers and Scientists (Construction)                               | 7435   | 84%                |    |    |    |    | 42                | 42 | 10 | 3 | 3 | -2                   | --                   | +6                                  | +5                                 | +7                                      | 4.16 | 0.95    |
| Security  | 1877   | 77%                |    |    |    |    | 35                | 42 | 13 | 5 | 5 | -6                   | --                   | -1                                  | -2                                 | 0                                       | 3.97 | 1.07    |
| Quality Assurance Specialists (Ammunition Surveillance)               | 199    | 80%                |    |    |    |    | 39                | 41 | 13 | 4 | 4 | +1                   | --                   | +2                                  | +1                                 | +3                                      | 4.08 | 1.01    |
| Public Affairs and Communication Media                                | 623    | 82%                |    |    |    |    | 44                | 38 | 9  | 5 | 4 | -2                   | --                   | +4                                  | +3                                 | +5                                      | 4.12 | 1.04    |
| Transportation Management   | 1269   | 77%                |    |    |    |    | 36                | 41 | 13 | 5 | 5 | -5                   | --                   | -1                                  | -2                                 | 0                                       | 3.98 | 1.06    |
| Manpower and Force Management   | 1502   | 86%                |    |    |    |    | 45                | 41 | 8  | 3 | 3 | +3                   | --                   | +8                                  | +7                                 | +9                                      | 4.22 | 0.93    |
| Housing Management  | 268    | 83%                |    |    |    |    | 44                | 38 | 11 | 3 | 3 | +1                   | --                   | +5                                  | +4                                 | +6                                      | 4.19 | 0.94    |
| Equal Employment Opportunity  | 230    | 88%                |    |    |    |    | 51                | 37 | 7  | 2 | 2 | +3                   | --                   | +10                                 | +9                                 | +11                                     | 4.33 | 0.87    |
| Education Services  | 428    | 83%                |    |    |    |    | 42                | 41 | 10 | 4 | 3 | +2                   | --                   | +5                                  | +4                                 | +6                                      | 4.14 | 0.97    |
| Training  | 4635   | 83%                |    |    |    |    | 41                | 41 | 10 | 4 | 4 | -1                   | --                   | +5                                  | +4                                 | +6                                      | 4.13 | 0.99    |
| Ammunition Management   | 686    | 83%                |    |    |    |    | 38                | 45 | 12 | 2 | 3 | 0                    | --                   | +5                                  | +4                                 | +6                                      | 4.12 | 0.94    |
| Information Mission Area (IMA)  | 5560   | 81%                |    |    |    |    | 41                | 40 | 12 | 4 | 4 | 0                    | --                   | +3                                  | +2                                 | +4                                      | 4.10 | 0.99    |
| Intelligence (Excepted Services Only)                                 | 1885   | 84%                |    |    |    |    | 43                | 40 | 10 | 3 | 3 | -1                   | --                   | +6                                  | +5                                 | +7                                      | 4.17 | 0.97    |
| Military Personnel Management   | 2222   | 81%                |    |    |    |    | 42                | 39 | 11 | 3 | 5 | -5                   | --                   | +3                                  | +2                                 | +4                                      | 4.10 | 1.04    |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|--------------------|----|----|----|----|-------------------|----|----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2  |                      |                      |                                     |                                    |   |      |         |
| HCF - RESULTS-ORIENTED PERFORMANCE CULTURE              |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| 10c. Creativity and innovation are rewarded.            |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 85175  |                    |    |    |    |    | 16                | 31 | 24 | 17 | 13 | -2                   | -2                   | +7                                  | +6                                 | +8                                      | 3.21 | 1.26    |
| <b>Total Career Program</b>                             | 85148  |                    |    |    |    |    | 16                | 31 | 24 | 17 | 13 | -4                   | -6                   | +7                                  | +6                                 | +8                                      | 3.21 | 1.26    |
| Civilian Personnel Administration                       | 1729   |                    |    |    |    |    | 16                | 27 | 24 | 19 | 13 | -8                   | -18                  | +3                                  | +2                                 | +4                                      | 3.14 | 1.28    |
| Comptroller   | 4765   |                    |    |    |    |    | 15                | 32 | 25 | 16 | 12 | -4                   | -8                   | +7                                  | +6                                 | +8                                      | 3.22 | 1.23    |
| Safety Management                                       | 1500   |                    |    |    |    |    | 17                | 32 | 24 | 17 | 10 | -6                   | -4                   | +9                                  | +8                                 | +10                                     | 3.29 | 1.22    |
| Supply Management                                       | 4939   |                    |    |    |    |    | 18                | 30 | 24 | 15 | 13 | -4                   | -6                   | +8                                  | +7                                 | +9                                      | 3.24 | 1.28    |
| Contracting and Acquisition                             | 3727   |                    |    |    |    |    | 13                | 32 | 26 | 17 | 12 | -1                   | -3                   | +5                                  | +4                                 | +6                                      | 3.17 | 1.21    |
| Quality and Reliability Assurance                       | 635    |                    |    |    |    |    | 16                | 30 | 26 | 17 | 11 | -4                   | -3                   | +6                                  | +5                                 | +7                                      | 3.23 | 1.22    |
| Engineers and Scientists (Non-Construction)             | 6315   |                    |    |    |    |    | 14                | 33 | 24 | 17 | 12 | -7                   | -9                   | +7                                  | +6                                 | +8                                      | 3.21 | 1.23    |
| Matériel Maintenance Management                         | 7494   |                    |    |    |    |    | 15                | 30 | 24 | 17 | 14 | -8                   | -9                   | +4                                  | +3                                 | +5                                      | 3.14 | 1.27    |
| Engineers and Scientists (Construction)                 | 7302   |                    |    |    |    |    | 13                | 32 | 26 | 17 | 12 | -5                   | -3                   | +5                                  | +4                                 | +6                                      | 3.17 | 1.21    |
| Security  | 1817   |                    |    |    |    |    | 14                | 27 | 23 | 19 | 17 | -8                   | -15                  | +1                                  | 0                                  | +2                                      | 3.03 | 1.30    |
| Quality Assurance Specialists (Ammunition Surveillance) | 193    |                    |    |    |    |    | 11                | 32 | 31 | 15 | 11 | -4                   | -5                   | +4                                  | +3                                 | +5                                      | 3.19 | 1.15    |
| Public Affairs and Communication Media                  | 604    |                    |    |    |    |    | 20                | 26 | 21 | 17 | 16 | -8                   | -5                   | +6                                  | +5                                 | +7                                      | 3.17 | 1.35    |
| Transportation Management                               | 1239   |                    |    |    |    |    | 15                | 30 | 26 | 15 | 14 | -5                   | -10                  | +5                                  | +4                                 | +6                                      | 3.17 | 1.26    |
| Manpower and Force Management                           | 1445   |                    |    |    |    |    | 19                | 33 | 22 | 16 | 10 | 0                    | -2                   | +12                                 | +11                                | +13                                     | 3.35 | 1.24    |
| Housing Management                                      | 261    |                    |    |    |    |    | 23                | 31 | 24 | 10 | 11 | +3                   | +2                   | +14                                 | +13                                | +15                                     | 3.44 | 1.26    |
| Equal Employment Opportunity                            | 225    |                    |    |    |    |    | 22                | 36 | 19 | 15 | 8  | +3                   | -5                   | +19                                 | +18                                | +20                                     | 3.51 | 1.20    |
| Education Services                                      | 431    |                    |    |    |    |    | 24                | 28 | 21 | 16 | 10 | -2                   | -1                   | +13                                 | +12                                | +14                                     | 3.41 | 1.29    |
| Training  | 4555   |                    |    |    |    |    | 20                | 30 | 22 | 15 | 12 | -2                   | -1                   | +11                                 | +10                                | +12                                     | 3.32 | 1.28    |
| Ammunition Management                                   | 679    |                    |    |    |    |    | 16                | 29 | 24 | 17 | 14 | -3                   | -7                   | +6                                  | +5                                 | +7                                      | 3.18 | 1.28    |
| Information Mission Area (IMA)                          | 5373   |                    |    |    |    |    | 15                | 30 | 23 | 18 | 14 | -3                   | 0                    | +5                                  | +4                                 | +6                                      | 3.15 | 1.27    |
| Intelligence (Excepted Services Only)                   | 1832   |                    |    |    |    |    | 16                | 30 | 22 | 18 | 13 | -6                   | -3                   | +7                                  | +6                                 | +8                                      | 3.19 | 1.28    |
| Military Personnel Management                           | 2150   |                    |    |    |    |    | 19                | 29 | 24 | 16 | 12 | -6                   | --                   | +8                                  | +7                                 | +9                                      | 3.27 | 1.28    |

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



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| Item Detail   | # Resp | Percent Responding   |    |    |    |    | Category Percents |    |    |   |   | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|--|----|----|----|----|-------------------|----|----|---|---|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3 | 2 |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - RESULTS-ORIENTED PERFORMANCE CULTURE</b>                           |        |  |    |    |    |    |                   |    |    |   |   |                      |                      |                                     |                                    |   |      |         |
| 10e. I know how my work relates to the organization's goals and priorities. |        |  |    |    |    |    |                   |    |    |   |   |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 85807  | 86% <span style="background-color: #0000FF; color: white; padding: 2px;">9</span> <span style="background-color: #FFD700; color: black; padding: 2px;">5</span>  |    |    |    |    | 39                | 47 | 9  | 3 | 2 | -1                   | --                   | +2                                  | +2                                 | +2                                      | 4.18 | 0.86    |
| <b>Total Career Program</b>   | 85780  | 86% <span style="background-color: #0000FF; color: white; padding: 2px;">9</span> <span style="background-color: #FFD700; color: black; padding: 2px;">5</span>  |    |    |    |    | 39                | 47 | 9  | 3 | 2 | 0                    | --                   | +2                                  | +2                                 | +2                                      | 4.18 | 0.86    |
| Civilian Personnel Administration   | 1755   | 91% <span style="background-color: #0000FF; color: white; padding: 2px;">6</span>  |    |    |    |    | 42                | 49 | 6  | 2 | 1 | -3                   | --                   | +7                                  | +7                                 | +7                                      | 4.28 | 0.76    |
| Comptroller   | 4823   | 87% <span style="background-color: #0000FF; color: white; padding: 2px;">8</span>  |    |    |    |    | 37                | 50 | 8  | 3 | 2 | -1                   | --                   | +3                                  | +3                                 | +3                                      | 4.17 | 0.84    |
| Safety Management   | 1519   | 83% <span style="background-color: #0000FF; color: white; padding: 2px;">11</span> <span style="background-color: #FFD700; color: black; padding: 2px;">6</span> |    |    |    |    | 43                | 41 | 11 | 4 | 2 | -4                   | --                   | -1                                  | -1                                 | -1                                      | 4.18 | 0.91    |
| Supply Management   | 4980   | 87% <span style="background-color: #0000FF; color: white; padding: 2px;">9</span>  |    |    |    |    | 41                | 46 | 9  | 3 | 2 | -2                   | --                   | +3                                  | +3                                 | +3                                      | 4.21 | 0.85    |
| Contracting and Acquisition   | 3798   | 87% <span style="background-color: #0000FF; color: white; padding: 2px;">9</span>  |    |    |    |    | 36                | 51 | 9  | 3 | 2 | -1                   | --                   | +3                                  | +3                                 | +3                                      | 4.17 | 0.82    |
| Quality and Reliability Assurance   | 642    | 85% <span style="background-color: #0000FF; color: white; padding: 2px;">10</span> <span style="background-color: #FFD700; color: black; padding: 2px;">5</span> |    |    |    |    | 36                | 49 | 10 | 3 | 2 | -1                   | --                   | +1                                  | +1                                 | +1                                      | 4.14 | 0.85    |
| Engineers and Scientists (Non-Construction)                                 | 6323   | 80% <span style="background-color: #0000FF; color: white; padding: 2px;">12</span> <span style="background-color: #FFD700; color: black; padding: 2px;">8</span> |    |    |    |    | 30                | 50 | 12 | 5 | 3 | -2                   | --                   | -4                                  | -4                                 | -4                                      | 3.99 | 0.94    |
| Materiel Maintenance Management   | 7545   | 86% <span style="background-color: #0000FF; color: white; padding: 2px;">10</span>   |    |    |    |    | 38                | 48 | 10 | 3 | 2 | -2                   | --                   | +2                                  | +2                                 | +2                                      | 4.17 | 0.86    |
| Engineers and Scientists (Construction)                                     | 7324   | 84% <span style="background-color: #0000FF; color: white; padding: 2px;">11</span> <span style="background-color: #FFD700; color: black; padding: 2px;">6</span> |    |    |    |    | 32                | 52 | 11 | 4 | 2 | -1                   | --                   | 0                                   | 0                                  | 0                                       | 4.07 | 0.86    |
| Security  | 1820   | 81% <span style="background-color: #0000FF; color: white; padding: 2px;">12</span> <span style="background-color: #FFD700; color: black; padding: 2px;">7</span> |    |    |    |    | 37                | 44 | 12 | 4 | 3 | -5                   | --                   | -3                                  | -3                                 | -3                                      | 4.08 | 0.96    |
| Quality Assurance Specialists (Ammunition Surveillance)                     | 197    | 86% <span style="background-color: #0000FF; color: white; padding: 2px;">10</span>   |    |    |    |    | 41                | 45 | 10 | 3 | 1 | +5                   | --                   | +2                                  | +2                                 | +2                                      | 4.22 | 0.82    |
| Public Affairs and Communication Media                                      | 605    | 84% <span style="background-color: #0000FF; color: white; padding: 2px;">8</span> <span style="background-color: #FFD700; color: black; padding: 2px;">8</span>  |    |    |    |    | 40                | 44 | 8  | 5 | 3 | -4                   | --                   | 0                                   | 0                                  | 0                                       | 4.13 | 0.97    |
| Transportation Management   | 1248   | 86% <span style="background-color: #0000FF; color: white; padding: 2px;">9</span>  |    |    |    |    | 42                | 44 | 9  | 2 | 2 | -2                   | --                   | +2                                  | +2                                 | +2                                      | 4.21 | 0.88    |
| Manpower and Force Management   | 1464   | 88% <span style="background-color: #0000FF; color: white; padding: 2px;">7</span>  |    |    |    |    | 41                | 47 | 7  | 3 | 2 | +1                   | --                   | +4                                  | +4                                 | +4                                      | 4.23 | 0.85    |
| Housing Management  | 260    | 92% <span style="background-color: #0000FF; color: white; padding: 2px;">6</span>  |    |    |    |    | 49                | 43 | 6  | 0 | 2 | 0                    | --                   | +8                                  | +8                                 | +8                                      | 4.38 | 0.75    |
| Equal Employment Opportunity  | 228    | 91% <span style="background-color: #0000FF; color: white; padding: 2px;">5</span>  |    |    |    |    | 50                | 42 | 5  | 2 | 2 | +3                   | --                   | +7                                  | +7                                 | +7                                      | 4.36 | 0.81    |
| Education Services  | 442    | 93% <span style="background-color: #0000FF; color: white; padding: 2px;">5</span>  |    |    |    |    | 54                | 39 | 5  | 2 | 0 | +3                   | --                   | +9                                  | +9                                 | +9                                      | 4.44 | 0.70    |
| Training  | 4578   | 89% <span style="background-color: #0000FF; color: white; padding: 2px;">7</span>  |    |    |    |    | 48                | 41 | 7  | 3 | 1 | 0                    | --                   | +5                                  | +5                                 | +5                                      | 4.31 | 0.83    |
| Ammunition Management   | 687    | 87% <span style="background-color: #0000FF; color: white; padding: 2px;">8</span>  |    |    |    |    | 36                | 51 | 8  | 3 | 2 | -1                   | --                   | +3                                  | +3                                 | +3                                      | 4.16 | 0.85    |
| Information Mission Area (IMA)  | 5414   | 84% <span style="background-color: #0000FF; color: white; padding: 2px;">10</span> <span style="background-color: #FFD700; color: black; padding: 2px;">6</span> |    |    |    |    | 38                | 46 | 10 | 4 | 2 | -1                   | --                   | 0                                   | 0                                  | 0                                       | 4.13 | 0.91    |
| Intelligence (Excepted Services Only)                                       | 1844   | 83% <span style="background-color: #0000FF; color: white; padding: 2px;">9</span> <span style="background-color: #FFD700; color: black; padding: 2px;">7</span>  |    |    |    |    | 38                | 45 | 9  | 5 | 3 | -2                   | --                   | -1                                  | -1                                 | -1                                      | 4.11 | 0.94    |
| Military Personnel Management   | 2165   | 91% <span style="background-color: #0000FF; color: white; padding: 2px;">6</span>  |    |    |    |    | 48                | 43 | 6  | 1 | 1 | -1                   | --                   | +7                                  | +7                                 | +7                                      | 4.36 | 0.76    |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding   |    |    |    |    | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|--|--------|--|----|----|----|----|-------------------|----|----|----|---|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|  |        | 0  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2 |                      |                      |                                     |                                    |   |      |         |
| HCF - RESULTS-ORIENTED PERFORMANCE CULTURE                 |        |  |    |    |    |    |                   |    |    |    |   |                      |                      |                                     |                                    |   |      |         |
| 10g. The people I work with cooperate to get the job done. |        |  |    |    |    |    |                   |    |    |    |   |                      |                      |                                     |                                    |   |      |         |
| Total Army   | 85994  | 73% <span style="background-color: yellow;">14</span> <span style="background-color: red;">13</span> |    |    |    |    | 27                | 46 | 14 | 8  | 5 | -1                   | --                   | 0                                   | -1                                 | 0                                       | 3.81 | 1.08    |
| <b>Total Career Program</b>                                | 85967  | 73% <span style="background-color: yellow;">14</span> <span style="background-color: red;">13</span> |    |    |    |    | 27                | 46 | 14 | 8  | 5 | -4                   | --                   | 0                                   | -1                                 | 0                                       | 3.81 | 1.08    |
| Civilian Personnel Administration                          | 1753   | 71% <span style="background-color: yellow;">14</span> <span style="background-color: red;">15</span> |    |    |    |    | 28                | 43 | 14 | 10 | 5 | -8                   | --                   | -2                                  | -3                                 | -2                                      | 3.79 | 1.11    |
| Comptroller  | 4833   | 73% <span style="background-color: yellow;">13</span> <span style="background-color: red;">14</span> |    |    |    |    | 25                | 48 | 13 | 8  | 6 | -3                   | --                   | 0                                   | -1                                 | 0                                       | 3.79 | 1.08    |
| Safety Management  | 1513   | 72% <span style="background-color: yellow;">16</span> <span style="background-color: red;">13</span> |    |    |    |    | 26                | 46 | 16 | 8  | 5 | -2                   | --                   | -1                                  | -2                                 | -1                                      | 3.80 | 1.06    |
| Supply Management  | 4989   | 72% <span style="background-color: yellow;">15</span> <span style="background-color: red;">14</span> |    |    |    |    | 27                | 45 | 15 | 8  | 6 | -6                   | --                   | -1                                  | -2                                 | -1                                      | 3.79 | 1.11    |
| Contracting and Acquisition                                | 3798   | 73% <span style="background-color: yellow;">14</span> <span style="background-color: red;">13</span> |    |    |    |    | 25                | 48 | 14 | 9  | 5 | -4                   | --                   | 0                                   | -1                                 | 0                                       | 3.80 | 1.05    |
| Quality and Reliability Assurance                          | 643    | 72% <span style="background-color: yellow;">15</span> <span style="background-color: red;">14</span> |    |    |    |    | 21                | 50 | 15 | 9  | 5 | -3                   | --                   | -1                                  | -2                                 | -1                                      | 3.74 | 1.04    |
| Engineers and Scientists (Non-Construction)                | 6355   | 75% <span style="background-color: yellow;">14</span> <span style="background-color: red;">11</span> |    |    |    |    | 25                | 50 | 14 | 7  | 4 | -3                   | --                   | +2                                  | +1                                 | +2                                      | 3.85 | 1.00    |
| Materiel Maintenance Management                            | 7562   | 73% <span style="background-color: yellow;">14</span> <span style="background-color: red;">13</span> |    |    |    |    | 26                | 47 | 14 | 7  | 5 | -4                   | --                   | 0                                   | -1                                 | 0                                       | 3.81 | 1.07    |
| Engineers and Scientists (Construction)                    | 7353   | 73% <span style="background-color: yellow;">15</span> <span style="background-color: red;">13</span> |    |    |    |    | 24                | 49 | 15 | 8  | 5 | -3                   | --                   | 0                                   | -1                                 | 0                                       | 3.79 | 1.04    |
| Security   | 1832   | 68% <span style="background-color: yellow;">16</span> <span style="background-color: red;">16</span> |    |    |    |    | 25                | 43 | 16 | 9  | 6 | -10                  | --                   | -5                                  | -6                                 | -5                                      | 3.71 | 1.13    |
| Quality Assurance Specialists (Ammunition Surveillance)    | 200    | 76% <span style="background-color: yellow;">14</span> <span style="background-color: red;">10</span> |    |    |    |    | 22                | 54 | 14 | 6  | 4 | +5                   | --                   | +3                                  | +2                                 | +3                                      | 3.84 | 0.97    |
| Public Affairs and Communication Media                     | 604    | 69% <span style="background-color: yellow;">13</span> <span style="background-color: red;">18</span> |    |    |    |    | 25                | 44 | 13 | 10 | 8 | +1                   | --                   | -4                                  | -5                                 | -4                                      | 3.69 | 1.19    |
| Transportation Management                                  | 1246   | 72% <span style="background-color: yellow;">14</span> <span style="background-color: red;">14</span> |    |    |    |    | 28                | 44 | 14 | 8  | 6 | -4                   | --                   | -1                                  | -2                                 | -1                                      | 3.80 | 1.11    |
| Manpower and Force Management                              | 1466   | 76% <span style="background-color: yellow;">12</span> <span style="background-color: red;">12</span> |    |    |    |    | 28                | 47 | 12 | 8  | 5 | 0                    | --                   | +3                                  | +2                                 | +3                                      | 3.87 | 1.05    |
| Housing Management   | 263    | 76% <span style="background-color: yellow;">12</span> <span style="background-color: red;">13</span> |    |    |    |    | 33                | 43 | 12 | 7  | 6 | +1                   | --                   | +3                                  | +2                                 | +3                                      | 3.90 | 1.11    |
| Equal Employment Opportunity                               | 227    | 83% <span style="background-color: yellow;">6</span> <span style="background-color: red;">11</span>  |    |    |    |    | 40                | 43 | 6  | 8  | 3 | +4                   | --                   | +10                                 | +9                                 | +10                                     | 4.10 | 1.00    |
| Education Services   | 441    | 79% <span style="background-color: yellow;">11</span> <span style="background-color: red;">10</span> |    |    |    |    | 39                | 41 | 11 | 6  | 4 | 0                    | --                   | +6                                  | +5                                 | +6                                      | 4.03 | 1.05    |
| Training   | 4576   | 76% <span style="background-color: yellow;">12</span> <span style="background-color: red;">12</span> |    |    |    |    | 31                | 45 | 12 | 7  | 5 | -2                   | --                   | +3                                  | +2                                 | +3                                      | 3.90 | 1.07    |
| Ammunition Management                                      | 686    | 73% <span style="background-color: yellow;">14</span> <span style="background-color: red;">13</span> |    |    |    |    | 25                | 47 | 14 | 8  | 5 | -5                   | --                   | 0                                   | -1                                 | 0                                       | 3.80 | 1.06    |
| Information Mission Area (IMA)                             | 5423   | 71% <span style="background-color: yellow;">14</span> <span style="background-color: red;">15</span> |    |    |    |    | 26                | 45 | 14 | 8  | 6 | -2                   | --                   | -2                                  | -3                                 | -2                                      | 3.76 | 1.12    |
| Intelligence (Excepted Services Only)                      | 1845   | 76% <span style="background-color: yellow;">12</span> <span style="background-color: red;">11</span> |    |    |    |    | 26                | 50 | 12 | 7  | 4 | -1                   | --                   | +3                                  | +2                                 | +3                                      | 3.87 | 1.02    |
| Military Personnel Management                              | 2164   | 75% <span style="background-color: yellow;">13</span> <span style="background-color: red;">12</span> |    |    |    |    | 32                | 43 | 13 | 7  | 6 | -9                   | --                   | +2                                  | +1                                 | +2                                      | 3.90 | 1.10    |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|--------------------|----|----|----|----|-------------------|----|----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - RESULTS-ORIENTED PERFORMANCE CULTURE</b>                                     |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| 10h. Employees have a feeling of personal empowerment with respect to work processes. |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 84630  |                    |    |    |    |    | 16                | 36 | 24 | 15 | 10 | -2                   | --                   | +1                                  | +2                                 | +6                                      | 3.31 | 1.20    |
| <b>Total Career Program</b>   | 84603  |                    |    |    |    |    | 16                | 36 | 24 | 15 | 10 | -4                   | --                   | +1                                  | +2                                 | +6                                      | 3.31 | 1.20    |
| Civilian Personnel Administration   | 1728   |                    |    |    |    |    | 16                | 31 | 23 | 18 | 12 | -8                   | --                   | -3                                  | -2                                 | +2                                      | 3.21 | 1.25    |
| Comptroller   | 4722   |                    |    |    |    |    | 15                | 36 | 24 | 15 | 10 | -3                   | --                   | +1                                  | +2                                 | +6                                      | 3.31 | 1.19    |
| Safety Management   | 1501   |                    |    |    |    |    | 16                | 36 | 24 | 14 | 9  | -6                   | --                   | +2                                  | +3                                 | +7                                      | 3.35 | 1.18    |
| Supply Management   | 4913   |                    |    |    |    |    | 18                | 37 | 23 | 12 | 9  | -4                   | --                   | +5                                  | +6                                 | +10                                     | 3.41 | 1.19    |
| Contracting and Acquisition   | 3712   |                    |    |    |    |    | 14                | 36 | 23 | 15 | 12 | -2                   | --                   | 0                                   | +1                                 | +5                                      | 3.26 | 1.21    |
| Quality and Reliability Assurance   | 633    |                    |    |    |    |    | 14                | 35 | 28 | 15 | 9  | -5                   | --                   | -1                                  | 0                                  | +4                                      | 3.32 | 1.14    |
| Engineers and Scientists (Non-Construction)   | 6247   |                    |    |    |    |    | 13                | 37 | 24 | 16 | 10 | -4                   | --                   | 0                                   | +1                                 | +5                                      | 3.26 | 1.17    |
| Materiel Maintenance Management   | 7469   |                    |    |    |    |    | 15                | 37 | 25 | 13 | 10 | -7                   | --                   | +2                                  | +3                                 | +7                                      | 3.35 | 1.17    |
| Engineers and Scientists (Construction)   | 7229   |                    |    |    |    |    | 12                | 37 | 25 | 16 | 10 | -4                   | --                   | -1                                  | 0                                  | +4                                      | 3.24 | 1.16    |
| Security  | 1813   |                    |    |    |    |    | 13                | 29 | 27 | 16 | 14 | -13                  | --                   | -7                                  | -6                                 | -2                                      | 3.11 | 1.24    |
| Quality Assurance Specialists (Ammunition Surveillance)                               | 194    |                    |    |    |    |    | 12                | 39 | 29 | 13 | 6  | -1                   | --                   | +2                                  | +3                                 | +7                                      | 3.39 | 1.06    |
| Public Affairs and Communication Media  | 593    |                    |    |    |    |    | 15                | 29 | 21 | 19 | 17 | -7                   | --                   | -6                                  | -5                                 | -1                                      | 3.06 | 1.32    |
| Transportation Management   | 1231   |                    |    |    |    |    | 16                | 37 | 24 | 13 | 10 | -5                   | --                   | +4                                  | +5                                 | +9                                      | 3.38 | 1.18    |
| Manpower and Force Management   | 1451   |                    |    |    |    |    | 17                | 37 | 23 | 14 | 9  | +1                   | --                   | +4                                  | +5                                 | +9                                      | 3.39 | 1.19    |
| Housing Management  | 260    |                    |    |    |    |    | 28                | 40 | 18 | 7  | 7  | +8                   | --                   | +18                                 | +19                                | +23                                     | 3.74 | 1.15    |
| Equal Employment Opportunity  | 226    |                    |    |    |    |    | 24                | 35 | 22 | 12 | 7  | -1                   | --                   | +10                                 | +11                                | +15                                     | 3.59 | 1.16    |
| Education Services  | 430    |                    |    |    |    |    | 26                | 34 | 19 | 12 | 9  | -2                   | --                   | +10                                 | +11                                | +15                                     | 3.56 | 1.24    |
| Training  | 4516   |                    |    |    |    |    | 19                | 37 | 22 | 13 | 10 | -2                   | --                   | +6                                  | +7                                 | +11                                     | 3.43 | 1.21    |
| Ammunition Management   | 677    |                    |    |    |    |    | 14                | 39 | 23 | 15 | 9  | +1                   | --                   | +3                                  | +4                                 | +8                                      | 3.35 | 1.16    |
| Information Mission Area (IMA)  | 5343   |                    |    |    |    |    | 14                | 34 | 24 | 16 | 11 | -2                   | --                   | -1                                  | 0                                  | +4                                      | 3.24 | 1.21    |
| Intelligence (Excepted Services Only)   | 1821   |                    |    |    |    |    | 14                | 36 | 23 | 15 | 12 | -5                   | --                   | 0                                   | +1                                 | +5                                      | 3.24 | 1.22    |
| Military Personnel Management   | 2121   |                    |    |    |    |    | 21                | 35 | 23 | 12 | 10 | -10                  | --                   | +5                                  | +6                                 | +10                                     | 3.44 | 1.22    |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|--|--------|--------------------|----|----|----|----|-------------------|----|----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|  |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - RESULTS-ORIENTED PERFORMANCE CULTURE</b>  |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| 10n. Physical conditions (noise, temperature, lighting, cleanliness) allow employees to perform their jobs well. |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army   | 85615  | 66% 16% 18%        |    |    |    |    | 19                | 47 | 16 | 10 | 7  | 0                    | --                   | -4                                  | -3                                 | -2                                      | 3.60 | 1.12    |
| <b>Total Career Program</b>  | 85588  | 66% 16% 18%        |    |    |    |    | 19                | 47 | 16 | 10 | 7  | 0                    | --                   | -4                                  | -3                                 | -2                                      | 3.60 | 1.12    |
| Civilian Personnel Administration  | 1742   | 60% 15% 25%        |    |    |    |    | 16                | 44 | 15 | 13 | 11 | -3                   | --                   | -10                                 | -9                                 | -8                                      | 3.40 | 1.23    |
| Comptroller  | 4797   | 64% 16% 20%        |    |    |    |    | 17                | 47 | 16 | 12 | 8  | -2                   | --                   | -6                                  | -5                                 | -4                                      | 3.54 | 1.15    |
| Safety Management  | 1510   | 68% 18% 14%        |    |    |    |    | 21                | 47 | 18 | 8  | 6  | -6                   | --                   | -2                                  | -1                                 | 0                                       | 3.70 | 1.07    |
| Supply Management  | 4975   | 68% 16% 16%        |    |    |    |    | 20                | 47 | 16 | 9  | 7  | -3                   | --                   | -2                                  | -1                                 | 0                                       | 3.65 | 1.11    |
| Contracting and Acquisition  | 3774   | 66% 15% 19%        |    |    |    |    | 17                | 48 | 15 | 11 | 8  | +3                   | --                   | -4                                  | -3                                 | -2                                      | 3.56 | 1.14    |
| Quality and Reliability Assurance  | 644    | 73% 16% 12%        |    |    |    |    | 19                | 53 | 16 | 8  | 4  | +5                   | --                   | +3                                  | +4                                 | +5                                      | 3.76 | 0.98    |
| Engineers and Scientists (Non-Construction)  | 6344   | 63% 17% 20%        |    |    |    |    | 15                | 48 | 17 | 12 | 8  | +1                   | --                   | -7                                  | -6                                 | -5                                      | 3.50 | 1.13    |
| Material Maintenance Management  | 7531   | 68% 17% 15%        |    |    |    |    | 18                | 49 | 17 | 9  | 6  | -2                   | --                   | -2                                  | -1                                 | 0                                       | 3.65 | 1.07    |
| Engineers and Scientists (Construction)  | 7334   | 68% 17% 15%        |    |    |    |    | 17                | 51 | 17 | 10 | 5  | 0                    | --                   | -2                                  | -1                                 | 0                                       | 3.65 | 1.04    |
| Security   | 1822   | 60% 21% 20%        |    |    |    |    | 16                | 44 | 21 | 10 | 9  | -9                   | --                   | -10                                 | -9                                 | -8                                      | 3.47 | 1.16    |
| Quality Assurance Specialists (Ammunition Surveillance)  | 198    | 62% 23% 15%        |    |    |    |    | 13                | 48 | 23 | 10 | 5  | -6                   | --                   | -8                                  | -7                                 | -6                                      | 3.55 | 1.01    |
| Public Affairs and Communication Media   | 603    | 60% 17% 23%        |    |    |    |    | 20                | 40 | 17 | 12 | 10 | -6                   | --                   | -10                                 | -9                                 | -8                                      | 3.47 | 1.23    |
| Transportation Management  | 1238   | 63% 18% 18%        |    |    |    |    | 19                | 44 | 18 | 11 | 7  | -5                   | --                   | -7                                  | -6                                 | -5                                      | 3.58 | 1.13    |
| Manpower and Force Management  | 1464   | 66% 16% 18%        |    |    |    |    | 21                | 45 | 16 | 11 | 7  | +1                   | --                   | -4                                  | -3                                 | -2                                      | 3.62 | 1.15    |
| Housing Management   | 262    | 73% 15% 12%        |    |    |    |    | 29                | 44 | 15 | 7  | 5  | -1                   | --                   | +3                                  | +4                                 | +5                                      | 3.85 | 1.07    |
| Equal Employment Opportunity   | 228    | 80% 8 11           |    |    |    |    | 27                | 54 | 8  | 6  | 5  | +7                   | --                   | +10                                 | +11                                | +12                                     | 3.90 | 1.03    |
| Education Services   | 438    | 72% 11 17%         |    |    |    |    | 25                | 47 | 11 | 12 | 5  | +3                   | --                   | +2                                  | +3                                 | +4                                      | 3.75 | 1.11    |
| Training   | 4543   | 70% 13 17%         |    |    |    |    | 22                | 48 | 13 | 10 | 7  | +3                   | --                   | 0                                   | +1                                 | +2                                      | 3.69 | 1.12    |
| Ammunition Management  | 685    | 68% 16% 15%        |    |    |    |    | 16                | 53 | 16 | 9  | 6  | +3                   | --                   | -2                                  | -1                                 | 0                                       | 3.63 | 1.04    |
| Information Mission Area (IMA)   | 5401   | 63% 16% 20%        |    |    |    |    | 18                | 45 | 16 | 12 | 8  | +2                   | --                   | -7                                  | -6                                 | -5                                      | 3.53 | 1.16    |
| Intelligence (Excepted Services Only)  | 1836   | 61% 16% 23%        |    |    |    |    | 16                | 45 | 16 | 14 | 10 | 0                    | --                   | -9                                  | -8                                 | -7                                      | 3.45 | 1.19    |
| Military Personnel Management  | 2149   | 66% 16% 18%        |    |    |    |    | 23                | 43 | 16 | 10 | 8  | -6                   | --                   | -4                                  | -3                                 | -2                                      | 3.63 | 1.19    |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|--------------------|----|----|----|----|-------------------|----|----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - RESULTS-ORIENTED PERFORMANCE CULTURE</b>   |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| 11b. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 76270  |                    |    |    |    |    | 6                 | 26 | 26 | 21 | 22 | 0                    | -1                   | +3                                  | +2                                 | +3                                      | 2.74 | 1.23    |
| <b>Total Career Program</b>   | 76247  |                    |    |    |    |    | 6                 | 26 | 26 | 21 | 22 | 0                    | -1                   | +3                                  | +2                                 | +3                                      | 2.74 | 1.23    |
| Civilian Personnel Administration   | 1571   |                    |    |    |    |    | 6                 | 30 | 22 | 20 | 21 | -1                   | -7                   | +7                                  | +6                                 | +7                                      | 2.80 | 1.25    |
| Comptroller   | 4178   |                    |    |    |    |    | 6                 | 25 | 25 | 21 | 23 | 0                    | -4                   | +1                                  | 0                                  | +1                                      | 2.69 | 1.23    |
| Safety Management   | 1383   |                    |    |    |    |    | 6                 | 26 | 28 | 20 | 20 | -4                   | -2                   | +3                                  | +2                                 | +3                                      | 2.78 | 1.21    |
| Supply Management   | 4475   |                    |    |    |    |    | 7                 | 26 | 29 | 18 | 21 | -1                   | 0                    | +4                                  | +3                                 | +4                                      | 2.80 | 1.23    |
| Contracting and Acquisition   | 3278   |                    |    |    |    |    | 5                 | 24 | 26 | 22 | 22 | +2                   | 0                    | +1                                  | 0                                  | +1                                      | 2.69 | 1.21    |
| Quality and Reliability Assurance   | 563    |                    |    |    |    |    | 3                 | 25 | 26 | 24 | 22 | -1                   | -4                   | -1                                  | -2                                 | -1                                      | 2.63 | 1.17    |
| Engineers and Scientists (Non-Construction)   | 5425   |                    |    |    |    |    | 4                 | 23 | 25 | 25 | 23 | -4                   | -5                   | -2                                  | -3                                 | -2                                      | 2.61 | 1.19    |
| Material Maintenance Management   | 6935   |                    |    |    |    |    | 5                 | 24 | 25 | 21 | 24 | -2                   | -2                   | +1                                  | 0                                  | +1                                      | 2.66 | 1.23    |
| Engineers and Scientists (Construction)   | 6509   |                    |    |    |    |    | 4                 | 25 | 26 | 23 | 22 | -1                   | -2                   | 0                                   | -1                                 | 0                                       | 2.66 | 1.19    |
| Security  | 1702   |                    |    |    |    |    | 7                 | 26 | 23 | 21 | 23 | -7                   | -7                   | +4                                  | +3                                 | +4                                      | 2.73 | 1.26    |
| Quality Assurance Specialists (Ammunition Surveillance)   | 177    |                    |    |    |    |    | 7                 | 25 | 23 | 23 | 23 | +7                   | -1                   | +3                                  | +2                                 | +3                                      | 2.71 | 1.25    |
| Public Affairs and Communication Media  | 518    |                    |    |    |    |    | 7                 | 16 | 23 | 22 | 31 | 0                    | -11                  | -5                                  | -6                                 | -5                                      | 2.46 | 1.28    |
| Transportation Management   | 1146   |                    |    |    |    |    | 6                 | 24 | 26 | 19 | 24 | -1                   | -12                  | +2                                  | +1                                 | +2                                      | 2.70 | 1.24    |
| Manpower and Force Management   | 1305   |                    |    |    |    |    | 7                 | 25 | 27 | 22 | 20 | +1                   | -2                   | +2                                  | +1                                 | +2                                      | 2.76 | 1.21    |
| Housing Management  | 246    |                    |    |    |    |    | 11                | 33 | 22 | 17 | 18 | +6                   | +1                   | +15                                 | +14                                | +15                                     | 3.03 | 1.29    |
| Equal Employment Opportunity  | 211    |                    |    |    |    |    | 9                 | 44 | 20 | 16 | 11 | +7                   | +1                   | +24                                 | +23                                | +24                                     | 3.23 | 1.16    |
| Education Services  | 385    |                    |    |    |    |    | 10                | 32 | 25 | 17 | 16 | +1                   | +5                   | +13                                 | +12                                | +13                                     | 3.02 | 1.24    |
| Training  | 4150   |                    |    |    |    |    | 8                 | 28 | 25 | 19 | 20 | +1                   | -2                   | +7                                  | +6                                 | +7                                      | 2.84 | 1.24    |
| Ammunition Management   | 628    |                    |    |    |    |    | 7                 | 22 | 23 | 23 | 25 | +1                   | -1                   | 0                                   | -1                                 | 0                                       | 2.62 | 1.26    |
| Information Mission Area (IMA)  | 4695   |                    |    |    |    |    | 6                 | 24 | 27 | 21 | 23 | +1                   | +1                   | 0                                   | -1                                 | 0                                       | 2.68 | 1.22    |
| Intelligence (Excepted Services Only)   | 1600   |                    |    |    |    |    | 5                 | 27 | 26 | 21 | 21 | +3                   | -1                   | +3                                  | +2                                 | +3                                      | 2.75 | 1.21    |
| Military Personnel Management   | 1918   |                    |    |    |    |    | 9                 | 27 | 27 | 18 | 19 | -5                   | --                   | +7                                  | +6                                 | +7                                      | 2.89 | 1.25    |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|--------------------|----|----|----|----|-------------------|----|----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - RESULTS-ORIENTED PERFORMANCE CULTURE</b>                                 |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| 11d. My most recent performance appraisal is a fair reflection of my performance. |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 81619  | 79%                |    |    |    |    | 30                | 48 | 11 | 5  | 5  | +4                   | +2                   | +4                                  | +7                                 | +10                                     | 3.93 | 1.04    |
| <b>Total Career Program</b>   | 81595  | 79%                |    |    |    |    | 30                | 48 | 11 | 5  | 5  | +4                   | 0                    | +4                                  | +7                                 | +10                                     | 3.93 | 1.04    |
| Civilian Personnel Administration   | 1621   | 72%                |    |    |    |    | 27                | 45 | 12 | 7  | 8  | +4                   | +1                   | -3                                  | 0                                  | +3                                      | 3.76 | 1.16    |
| Comptroller   | 4569   | 80%                |    |    |    |    | 30                | 50 | 9  | 5  | 5  | +4                   | 0                    | +5                                  | +8                                 | +11                                     | 3.94 | 1.04    |
| Safety Management   | 1465   | 78%                |    |    |    |    | 29                | 48 | 12 | 5  | 5  | +1                   | +3                   | +3                                  | +6                                 | +9                                      | 3.92 | 1.03    |
| Supply Management   | 4766   | 78%                |    |    |    |    | 33                | 45 | 12 | 5  | 5  | 0                    | -4                   | +3                                  | +6                                 | +9                                      | 3.96 | 1.04    |
| Contracting and Acquisition   | 3609   | 78%                |    |    |    |    | 28                | 50 | 11 | 5  | 5  | +5                   | +1                   | +3                                  | +6                                 | +9                                      | 3.90 | 1.04    |
| Quality and Reliability Assurance   | 619    | 80%                |    |    |    |    | 29                | 51 | 11 | 4  | 5  | +4                   | 0                    | +5                                  | +8                                 | +11                                     | 3.95 | 1.00    |
| Engineers and Scientists (Non-Construction)                                       | 6092   | 77%                |    |    |    |    | 25                | 52 | 12 | 6  | 5  | +2                   | +1                   | +2                                  | +5                                 | +8                                      | 3.86 | 1.02    |
| Materiel Maintenance Management   | 7244   | 76%                |    |    |    |    | 28                | 48 | 12 | 6  | 6  | 0                    | -2                   | +1                                  | +4                                 | +7                                      | 3.85 | 1.09    |
| Engineers and Scientists (Construction)   | 7121   | 80%                |    |    |    |    | 28                | 52 | 10 | 5  | 4  | +5                   | +3                   | +5                                  | +8                                 | +11                                     | 3.94 | 0.99    |
| Security  | 1767   | 77%                |    |    |    |    | 29                | 48 | 12 | 6  | 5  | +2                   | -10                  | +2                                  | +5                                 | +8                                      | 3.90 | 1.04    |
| Quality Assurance Specialists (Ammunition Surveillance)                           | 193    | 77%                |    |    |    |    | 26                | 51 | 13 | 5  | 5  | +10                  | +10                  | +2                                  | +5                                 | +8                                      | 3.89 | 0.99    |
| Public Affairs and Communication Media  | 578    | 81%                |    |    |    |    | 36                | 44 | 9  | 6  | 4  | +7                   | +3                   | +6                                  | +9                                 | +12                                     | 4.02 | 1.05    |
| Transportation Management   | 1199   | 79%                |    |    |    |    | 33                | 46 | 11 | 5  | 5  | +2                   | -4                   | +4                                  | +7                                 | +10                                     | 3.96 | 1.05    |
| Manpower and Force Management   | 1414   | 85%                |    |    |    |    | 34                | 51 | 7  | 5  | 3  | +8                   | +4                   | +10                                 | +13                                | +16                                     | 4.07 | 0.95    |
| Housing Management  | 248    | 84%                |    |    |    |    | 46                | 38 | 8  | 3  | 5  | +17                  | +5                   | +9                                  | +12                                | +15                                     | 4.16 | 1.05    |
| Equal Employment Opportunity  | 220    | 82%                |    |    |    |    | 37                | 45 | 8  | 3  | 6  | +16                  | +1                   | +7                                  | +10                                | +13                                     | 4.04 | 1.07    |
| Education Services  | 413    | 83%                |    |    |    |    | 36                | 46 | 10 | 3  | 4  | +12                  | +1                   | +8                                  | +11                                | +14                                     | 4.08 | 0.97    |
| Training  | 4333   | 82%                |    |    |    |    | 34                | 48 | 10 | 4  | 4  | +3                   | 0                    | +7                                  | +10                                | +13                                     | 4.04 | 0.97    |
| Ammunition Management   | 660    | 82%                |    |    |    |    | 33                | 50 | 11 | 3  | 3  | +3                   | +2                   | +7                                  | +10                                | +13                                     | 4.06 | 0.92    |
| Information Mission Area (IMA)  | 5103   | 78%                |    |    |    |    | 30                | 48 | 11 | 6  | 5  | +7                   | +3                   | +3                                  | +6                                 | +9                                      | 3.92 | 1.03    |
| Intelligence (Excepted Services Only)   | 1771   | 63%                |    |    |    |    | 19                | 45 | 14 | 13 | 10 | -8                   | -17                  | -12                                 | -9                                 | -6                                      | 3.48 | 1.22    |
| Military Personnel Management   | 2036   | 81%                |    |    |    |    | 38                | 44 | 10 | 5  | 4  | +4                   | --                   | +6                                  | +9                                 | +12                                     | 4.07 | 1.01    |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|--|--------|--------------------|----|----|----|----|-------------------|----|----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|  |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - RESULTS-ORIENTED PERFORMANCE CULTURE</b>                                    |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| 11i. In my work unit, differences in performance are recognized in a meaningful way. |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army   | 78215  |                    |    |    |    |    | 9                 | 26 | 26 | 18 | 21 | -1                   | -7                   | +1                                  | 0                                  | +1                                      | 2.84 | 1.27    |
| <b>Total Career Program</b>  | 78193  |                    |    |    |    |    | 9                 | 26 | 26 | 18 | 21 | -2                   | -8                   | +1                                  | 0                                  | +1                                      | 2.84 | 1.27    |
| Civilian Personnel Administration  | 1591   |                    |    |    |    |    | 8                 | 25 | 22 | 19 | 26 | -2                   | -18                  | -1                                  | -2                                 | -1                                      | 2.70 | 1.31    |
| Comptroller  | 4329   |                    |    |    |    |    | 9                 | 25 | 25 | 20 | 21 | -1                   | -10                  | 0                                   | -1                                 | 0                                       | 2.82 | 1.27    |
| Safety Management  | 1414   |                    |    |    |    |    | 10                | 26 | 28 | 18 | 19 | -4                   | -9                   | +1                                  | 0                                  | +1                                      | 2.88 | 1.26    |
| Supply Management  | 4571   |                    |    |    |    |    | 11                | 27 | 27 | 16 | 19 | -3                   | -5                   | +4                                  | +3                                 | +4                                      | 2.95 | 1.27    |
| Contracting and Acquisition  | 3413   |                    |    |    |    |    | 7                 | 26 | 28 | 18 | 21 | 0                    | -7                   | -1                                  | -2                                 | -1                                      | 2.82 | 1.24    |
| Quality and Reliability Assurance  | 582    |                    |    |    |    |    | 8                 | 25 | 28 | 20 | 20 | -5                   | -12                  | -2                                  | -3                                 | -2                                      | 2.81 | 1.23    |
| Engineers and Scientists (Non-Construction)  | 5740   |                    |    |    |    |    | 7                 | 24 | 27 | 22 | 20 | -7                   | -11                  | -3                                  | -4                                 | -3                                      | 2.77 | 1.21    |
| Materiel Maintenance Management  | 7000   |                    |    |    |    |    | 8                 | 25 | 27 | 17 | 22 | -6                   | -9                   | -1                                  | -2                                 | -1                                      | 2.79 | 1.26    |
| Engineers and Scientists (Construction)  | 6743   |                    |    |    |    |    | 6                 | 26 | 27 | 22 | 19 | -2                   | -7                   | -2                                  | -3                                 | -2                                      | 2.78 | 1.20    |
| Security   | 1727   |                    |    |    |    |    | 9                 | 25 | 24 | 18 | 24 | -3                   | -18                  | 0                                   | -1                                 | 0                                       | 2.78 | 1.30    |
| Quality Assurance Specialists (Ammunition Surveillance)                              | 180    |                    |    |    |    |    | 10                | 24 | 29 | 19 | 18 | +5                   | -3                   | 0                                   | -1                                 | 0                                       | 2.89 | 1.24    |
| Public Affairs and Communication Media   | 557    |                    |    |    |    |    | 11                | 19 | 23 | 22 | 25 | +3                   | -3                   | -4                                  | -5                                 | -4                                      | 2.69 | 1.34    |
| Transportation Management  | 1155   |                    |    |    |    |    | 11                | 27 | 26 | 17 | 21 | -1                   | -11                  | +3                                  | +2                                 | +3                                      | 2.90 | 1.29    |
| Manpower and Force Management  | 1345   |                    |    |    |    |    | 10                | 28 | 26 | 18 | 19 | +1                   | -9                   | +4                                  | +3                                 | +4                                      | 2.92 | 1.26    |
| Housing Management   | 241    |                    |    |    |    |    | 17                | 31 | 21 | 13 | 18 | +8                   | +2                   | +14                                 | +13                                | +14                                     | 3.16 | 1.35    |
| Equal Employment Opportunity   | 213    |                    |    |    |    |    | 13                | 33 | 23 | 14 | 17 | +2                   | -7                   | +12                                 | +11                                | +12                                     | 3.11 | 1.28    |
| Education Services   | 398    |                    |    |    |    |    | 12                | 27 | 24 | 18 | 20 | -1                   | -6                   | +4                                  | +3                                 | +4                                      | 2.91 | 1.31    |
| Training   | 4195   |                    |    |    |    |    | 11                | 27 | 24 | 17 | 21 | -1                   | -7                   | +4                                  | +3                                 | +4                                      | 2.91 | 1.31    |
| Ammunition Management  | 627    |                    |    |    |    |    | 10                | 21 | 28 | 23 | 19 | -3                   | -13                  | -3                                  | -4                                 | -3                                      | 2.80 | 1.24    |
| Information Mission Area (IMA)   | 4843   |                    |    |    |    |    | 8                 | 25 | 27 | 19 | 21 | -1                   | -4                   | -1                                  | -2                                 | -1                                      | 2.80 | 1.24    |
| Intelligence (Excepted Services Only)  | 1699   |                    |    |    |    |    | 6                 | 23 | 25 | 22 | 24 | -3                   | -12                  | -5                                  | -6                                 | -5                                      | 2.65 | 1.24    |
| Military Personnel Management  | 1965   |                    |    |    |    |    | 13                | 26 | 26 | 15 | 21 | -4                   | --                   | +5                                  | +4                                 | +5                                      | 2.96 | 1.32    |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|--|--------|--------------------|----|----|----|----|-------------------|----|----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|  |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - RESULTS-ORIENTED PERFORMANCE CULTURE</b>                                |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| 11k. Pay raises in my work unit depend on how well employees perform their jobs. |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army   | 74647  |                    |    |    |    |    | 7                 | 18 | 24 | 20 | 31 | -5                   | -12                  | +2                                  | +3                                 | +3                                      | 2.51 | 1.28    |
| <b>Total Career Program</b>  | 74626  |                    |    |    |    |    | 7                 | 18 | 24 | 20 | 31 | -7                   | -15                  | +2                                  | +3                                 | +3                                      | 2.51 | 1.28    |
| Civilian Personnel Administration  | 1508   |                    |    |    |    |    | 7                 | 18 | 25 | 19 | 30 | -7                   | -38                  | +2                                  | +3                                 | +3                                      | 2.52 | 1.28    |
| Comptroller  | 4170   |                    |    |    |    |    | 7                 | 17 | 26 | 22 | 28 | -6                   | -18                  | +1                                  | +2                                 | +2                                      | 2.53 | 1.27    |
| Safety Management  | 1355   |                    |    |    |    |    | 7                 | 18 | 26 | 19 | 30 | -10                  | -9                   | +3                                  | +4                                 | +4                                      | 2.54 | 1.29    |
| Supply Management  | 4368   |                    |    |    |    |    | 8                 | 18 | 26 | 19 | 29 | -8                   | -17                  | +3                                  | +4                                 | +4                                      | 2.57 | 1.29    |
| Contracting and Acquisition  | 3304   |                    |    |    |    |    | 6                 | 23 | 24 | 20 | 27 | +1                   | -11                  | +6                                  | +7                                 | +7                                      | 2.60 | 1.26    |
| Quality and Reliability Assurance  | 566    |                    |    |    |    |    | 5                 | 17 | 26 | 22 | 31 | -7                   | -15                  | -1                                  | 0                                  | 0                                       | 2.44 | 1.23    |
| Engineers and Scientists (Non-Construction)                                      | 5601   |                    |    |    |    |    | 6                 | 23 | 23 | 20 | 28 | -11                  | -18                  | +6                                  | +7                                 | +7                                      | 2.60 | 1.28    |
| Materiel Maintenance Management  | 6789   |                    |    |    |    |    | 5                 | 15 | 24 | 20 | 36 | -12                  | -20                  | -3                                  | -2                                 | -2                                      | 2.33 | 1.25    |
| Engineers and Scientists (Construction)  | 6532   |                    |    |    |    |    | 4                 | 16 | 24 | 24 | 31 | -8                   | -10                  | -3                                  | -2                                 | -2                                      | 2.39 | 1.20    |
| Security   | 1666   |                    |    |    |    |    | 7                 | 18 | 22 | 18 | 34 | -9                   | -23                  | +3                                  | +4                                 | +4                                      | 2.48 | 1.32    |
| Quality Assurance Specialists (Ammunition Surveillance)                          | 175    |                    |    |    |    |    | 7                 | 15 | 27 | 22 | 29 | +2                   | -10                  | -1                                  | 0                                  | 0                                       | 2.50 | 1.26    |
| Public Affairs and Communication Media   | 516    |                    |    |    |    |    | 8                 | 14 | 21 | 23 | 34 | -2                   | -11                  | -1                                  | 0                                  | 0                                       | 2.40 | 1.30    |
| Transportation Management  | 1088   |                    |    |    |    |    | 7                 | 16 | 24 | 21 | 32 | -8                   | -18                  | 0                                   | +1                                 | +1                                      | 2.45 | 1.28    |
| Manpower and Force Management  | 1289   |                    |    |    |    |    | 6                 | 20 | 27 | 19 | 27 | -5                   | -18                  | +3                                  | +4                                 | +4                                      | 2.59 | 1.25    |
| Housing Management   | 230    |                    |    |    |    |    | 12                | 16 | 26 | 18 | 29 | -4                   | -7                   | +4                                  | +5                                 | +5                                      | 2.64 | 1.35    |
| Equal Employment Opportunity   | 200    |                    |    |    |    |    | 11                | 22 | 23 | 21 | 24 | -8                   | -12                  | +10                                 | +11                                | +11                                     | 2.76 | 1.32    |
| Education Services   | 366    |                    |    |    |    |    | 7                 | 19 | 23 | 19 | 32 | -12                  | -10                  | +3                                  | +4                                 | +4                                      | 2.50 | 1.29    |
| Training   | 3982   |                    |    |    |    |    | 9                 | 20 | 22 | 20 | 29 | -3                   | -7                   | +6                                  | +7                                 | +7                                      | 2.59 | 1.32    |
| Ammunition Management  | 621    |                    |    |    |    |    | 7                 | 15 | 24 | 22 | 33 | -6                   | -19                  | -1                                  | 0                                  | 0                                       | 2.40 | 1.27    |
| Information Mission Area (IMA)   | 4568   |                    |    |    |    |    | 6                 | 17 | 25 | 20 | 32 | -5                   | -10                  | +1                                  | +2                                 | +2                                      | 2.46 | 1.27    |
| Intelligence (Excepted Services Only)  | 1623   |                    |    |    |    |    | 5                 | 18 | 22 | 22 | 33 | -5                   | -17                  | 0                                   | +1                                 | +1                                      | 2.41 | 1.25    |
| Military Personnel Management  | 1865   |                    |    |    |    |    | 10                | 18 | 25 | 17 | 30 | -7                   | --                   | +5                                  | +6                                 | +6                                      | 2.60 | 1.34    |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|--------------------|----|----|----|----|-------------------|----|----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - RESULTS-ORIENTED PERFORMANCE CULTURE</b>       |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| 11I. Promotions in my work unit are based on merit.     |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 74064  |                    |    |    |    |    | 8                 | 22 | 28 | 16 | 26 | -2                   | -14                  | -3                                  | -4                                 | -4                                      | 2.68 | 1.28    |
| <b>Total Career Program</b>                             | 74042  |                    |    |    |    |    | 8                 | 22 | 28 | 16 | 26 | -6                   | -18                  | -3                                  | -4                                 | -4                                      | 2.68 | 1.28    |
| Civilian Personnel Administration                       | 1549   |                    |    |    |    |    | 10                | 29 | 26 | 13 | 21 | -10                  | -24                  | +6                                  | +5                                 | +5                                      | 2.94 | 1.30    |
| Comptroller   | 4173   |                    |    |    |    |    | 9                 | 24 | 27 | 16 | 23 | -5                   | -18                  | 0                                   | -1                                 | -1                                      | 2.80 | 1.28    |
| Safety Management                                       | 1346   |                    |    |    |    |    | 8                 | 24 | 28 | 15 | 25 | -3                   | -10                  | -1                                  | -2                                 | -2                                      | 2.76 | 1.29    |
| Supply Management                                       | 4352   |                    |    |    |    |    | 8                 | 20 | 29 | 17 | 27 | -7                   | -19                  | -6                                  | -7                                 | -7                                      | 2.63 | 1.28    |
| Contracting and Acquisition                             | 3303   |                    |    |    |    |    | 7                 | 28 | 27 | 15 | 24 | +2                   | -13                  | +2                                  | +1                                 | +1                                      | 2.79 | 1.27    |
| Quality and Reliability Assurance                       | 564    |                    |    |    |    |    | 4                 | 21 | 30 | 18 | 27 | -6                   | -19                  | -8                                  | -9                                 | -9                                      | 2.58 | 1.21    |
| Engineers and Scientists (Non-Construction)             | 5534   |                    |    |    |    |    | 7                 | 27 | 27 | 16 | 23 | -9                   | -19                  | +1                                  | 0                                  | 0                                       | 2.79 | 1.26    |
| Materiel Maintenance Management                         | 6793   |                    |    |    |    |    | 6                 | 20 | 27 | 16 | 31 | -8                   | -21                  | -7                                  | -8                                 | -8                                      | 2.54 | 1.27    |
| Engineers and Scientists (Construction)                 | 6492   |                    |    |    |    |    | 7                 | 26 | 27 | 18 | 22 | -6                   | -16                  | 0                                   | -1                                 | -1                                      | 2.78 | 1.25    |
| Security  | 1665   |                    |    |    |    |    | 7                 | 18 | 27 | 15 | 34 | -8                   | -27                  | -8                                  | -9                                 | -9                                      | 2.49 | 1.30    |
| Quality Assurance Specialists (Ammunition Surveillance) | 175    |                    |    |    |    |    | 7                 | 25 | 27 | 15 | 25 | +6                   | -3                   | -1                                  | -2                                 | -2                                      | 2.74 | 1.28    |
| Public Affairs and Communication Media                  | 506    |                    |    |    |    |    | 9                 | 19 | 23 | 16 | 32 | -1                   | -15                  | -4                                  | -5                                 | -5                                      | 2.58 | 1.36    |
| Transportation Management                               | 1073   |                    |    |    |    |    | 8                 | 18 | 28 | 18 | 29 | -7                   | -21                  | -8                                  | -9                                 | -9                                      | 2.57 | 1.28    |
| Manpower and Force Management                           | 1278   |                    |    |    |    |    | 9                 | 25 | 29 | 15 | 22 | -2                   | -17                  | +1                                  | 0                                  | 0                                       | 2.84 | 1.28    |
| Housing Management                                      | 235    |                    |    |    |    |    | 12                | 16 | 33 | 14 | 25 | -7                   | -13                  | -4                                  | -5                                 | -5                                      | 2.77 | 1.32    |
| Equal Employment Opportunity                            | 201    |                    |    |    |    |    | 14                | 30 | 25 | 11 | 20 | -3                   | -16                  | +11                                 | +10                                | +10                                     | 3.08 | 1.33    |
| Education Services                                      | 353    |                    |    |    |    |    | 10                | 20 | 25 | 20 | 25 | -8                   | -13                  | -3                                  | -4                                 | -4                                      | 2.70 | 1.31    |
| Training  | 3963   |                    |    |    |    |    | 9                 | 21 | 27 | 17 | 26 | -1                   | -13                  | -3                                  | -4                                 | -4                                      | 2.69 | 1.30    |
| Ammunition Management                                   | 625    |                    |    |    |    |    | 8                 | 19 | 28 | 18 | 28 | -5                   | -19                  | -7                                  | -8                                 | -8                                      | 2.60 | 1.28    |
| Information Mission Area (IMA)                          | 4534   |                    |    |    |    |    | 7                 | 19 | 28 | 17 | 29 | -4                   | -11                  | -7                                  | -8                                 | -8                                      | 2.58 | 1.27    |
| Intelligence (Excepted Services Only)                   | 1597   |                    |    |    |    |    | 5                 | 19 | 27 | 19 | 29 | -5                   | -18                  | -8                                  | -9                                 | -9                                      | 2.53 | 1.24    |
| Military Personnel Management                           | 1863   |                    |    |    |    |    | 9                 | 18 | 28 | 14 | 30 | -8                   | --                   | -6                                  | -7                                 | -7                                      | 2.62 | 1.33    |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |     |     | Category Percents |    |     |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|--|--------|--------------------|-----|-----|-------------------|----|-----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|  |        | 0                  | 20  | 40  | 60                | 80 | 100 | 5  | 4  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - RESULTS-ORIENTED PERFORMANCE CULTURE</b>  |        |                    |     |     |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |
| 24d. Considering everything, how satisfied are you with the recognition you receive for doing a good job |        |                    |     |     |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army   | 82643  | 49%                | 23% | 28% | 14                | 35 | 23  | 18 | 10 | 0                    | -4                   | +1                                  | 0                                  | +1                                      | 3.24 | 1.20    |
| <b>Total Career Program</b>  | 82617  | 49%                | 23% | 28% | 14                | 35 | 23  | 18 | 10 | -3                   | -6                   | +1                                  | 0                                  | +1                                      | 3.24 | 1.20    |
| Civilian Personnel Administration  | 1684   | 48%                | 21% | 31% | 14                | 34 | 21  | 18 | 13 | -5                   | -11                  | 0                                   | -1                                 | 0                                       | 3.17 | 1.25    |
| Comptroller  | 4646   | 51%                | 22% | 27% | 14                | 37 | 22  | 17 | 9  | -2                   | -8                   | +3                                  | +2                                 | +3                                      | 3.29 | 1.18    |
| Safety Management  | 1477   | 48%                | 24% | 28% | 14                | 34 | 24  | 17 | 10 | -3                   | -2                   | 0                                   | -1                                 | 0                                       | 3.25 | 1.20    |
| Supply Management  | 4768   | 50%                | 23% | 26% | 15                | 35 | 23  | 16 | 11 | -3                   | -8                   | +2                                  | +1                                 | +2                                      | 3.28 | 1.21    |
| Contracting and Acquisition  | 3680   | 48%                | 24% | 28% | 12                | 36 | 24  | 18 | 10 | -2                   | -6                   | 0                                   | -1                                 | 0                                       | 3.23 | 1.17    |
| Quality and Reliability Assurance  | 618    | 47%                | 28% | 25% | 11                | 35 | 28  | 16 | 9  | -3                   | -5                   | -1                                  | -2                                 | -1                                      | 3.24 | 1.13    |
| Engineers and Scientists (Non-Construction)  | 6097   | 49%                | 24% | 27% | 12                | 37 | 24  | 18 | 9  | -6                   | -7                   | +1                                  | 0                                  | +1                                      | 3.24 | 1.15    |
| Materiel Maintenance Management  | 7255   | 48%                | 24% | 29% | 13                | 35 | 24  | 18 | 11 | -5                   | -7                   | 0                                   | -1                                 | 0                                       | 3.21 | 1.19    |
| Engineers and Scientists (Construction)  | 7139   | 50%                | 24% | 25% | 12                | 39 | 24  | 17 | 9  | -2                   | -3                   | +2                                  | +1                                 | +2                                      | 3.28 | 1.14    |
| Security   | 1787   | 44%                | 23% | 33% | 13                | 31 | 23  | 20 | 13 | -3                   | -15                  | -4                                  | -5                                 | -4                                      | 3.10 | 1.24    |
| Quality Assurance Specialists (Ammunition Surveillance)  | 198    | 56%                | 23% | 21% | 15                | 41 | 23  | 16 | 6  | +13                  | -3                   | +8                                  | +7                                 | +8                                      | 3.43 | 1.09    |
| Public Affairs and Communication Media   | 587    | 42%                | 22% | 36% | 14                | 28 | 22  | 21 | 15 | -2                   | -4                   | -6                                  | -7                                 | -6                                      | 3.05 | 1.28    |
| Transportation Management  | 1196   | 49%                | 22% | 29% | 14                | 34 | 22  | 18 | 11 | -1                   | -10                  | +1                                  | 0                                  | +1                                      | 3.24 | 1.22    |
| Manpower and Force Management  | 1425   | 56%                | 20% | 24% | 18                | 38 | 20  | 16 | 8  | +3                   | 0                    | +8                                  | +7                                 | +8                                      | 3.42 | 1.19    |
| Housing Management   | 254    | 49%                | 23% | 28% | 17                | 32 | 23  | 19 | 9  | +5                   | -5                   | +1                                  | 0                                  | +1                                      | 3.29 | 1.22    |
| Equal Employment Opportunity   | 225    | 58%                | 17% | 25% | 19                | 39 | 17  | 15 | 10 | +6                   | +1                   | +10                                 | +9                                 | +10                                     | 3.42 | 1.24    |
| Education Services   | 427    | 52%                | 21% | 27% | 18                | 34 | 21  | 18 | 9  | +2                   | -2                   | +4                                  | +3                                 | +4                                      | 3.33 | 1.22    |
| Training   | 4394   | 51%                | 22% | 28% | 16                | 35 | 22  | 18 | 10 | 0                    | -6                   | +3                                  | +2                                 | +3                                      | 3.29 | 1.21    |
| Ammunition Management  | 660    | 50%                | 23% | 27% | 13                | 36 | 23  | 20 | 8  | -4                   | -9                   | +2                                  | +1                                 | +2                                      | 3.28 | 1.15    |
| Information Mission Area (IMA)   | 5159   | 45%                | 24% | 30% | 13                | 32 | 24  | 19 | 11 | 0                    | -3                   | -3                                  | -4                                 | -3                                      | 3.17 | 1.20    |
| Intelligence (Excepted Services Only)  | 1791   | 45%                | 25% | 31% | 12                | 33 | 25  | 20 | 11 | -5                   | -7                   | -3                                  | -4                                 | -3                                      | 3.15 | 1.19    |
| Military Personnel Management  | 2070   | 49%                | 22% | 30% | 16                | 33 | 22  | 18 | 12 | -3                   | --                   | +1                                  | 0                                  | +1                                      | 3.23 | 1.25    |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding   |    |    |    |    | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|--|----|----|----|----|-------------------|----|----|----|---|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2 |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - TALENT MANAGEMENT</b>  |        |  |    |    |    |    |                   |    |    |    |   |                      |                      |                                     |                                    |   |      |         |
| 3f. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. |        |  |    |    |    |    |                   |    |    |    |   |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 87844  | 73% <span style="background-color: yellow;">14</span> <span style="background-color: red;">13</span>   |    |    |    |    | 20                | 52 | 14 | 9  | 4 | -1                   | --                   | -1                                  | 0                                  | +1                                      | 3.76 | 1.01    |
| <b>Total Career Program</b>   | 87819  | 73% <span style="background-color: yellow;">14</span> <span style="background-color: red;">13</span>   |    |    |    |    | 21                | 52 | 14 | 9  | 4 | -1                   | --                   | -1                                  | 0                                  | +1                                      | 3.76 | 1.01    |
| Civilian Personnel Administration   | 1821   | 66% <span style="background-color: yellow;">17%</span> <span style="background-color: red;">17%</span> |    |    |    |    | 15                | 51 | 17 | 13 | 5 | -3                   | --                   | -8                                  | -7                                 | -6                                      | 3.58 | 1.04    |
| Comptroller   | 4942   | 72% <span style="background-color: yellow;">14%</span> <span style="background-color: red;">14</span>  |    |    |    |    | 18                | 54 | 14 | 9  | 5 | -1                   | --                   | -2                                  | -1                                 | 0                                       | 3.71 | 1.01    |
| Safety Management   | 1541   | 75% <span style="background-color: yellow;">14%</span> <span style="background-color: red;">11</span>  |    |    |    |    | 24                | 51 | 14 | 7  | 3 | -1                   | --                   | +1                                  | +2                                 | +3                                      | 3.86 | 0.97    |
| Supply Management   | 5142   | 71% <span style="background-color: yellow;">16%</span> <span style="background-color: red;">14</span>  |    |    |    |    | 20                | 51 | 16 | 9  | 5 | -1                   | --                   | -3                                  | -2                                 | -1                                      | 3.72 | 1.03    |
| Contracting and Acquisition   | 3867   | 68% <span style="background-color: yellow;">15%</span> <span style="background-color: red;">17%</span> |    |    |    |    | 16                | 52 | 15 | 12 | 5 | 0                    | --                   | -6                                  | -5                                 | -4                                      | 3.61 | 1.05    |
| Quality and Reliability Assurance   | 640    | 71% <span style="background-color: yellow;">13</span> <span style="background-color: red;">16%</span>  |    |    |    |    | 19                | 52 | 13 | 11 | 5 | -3                   | --                   | -3                                  | -2                                 | -1                                      | 3.69 | 1.05    |
| Engineers and Scientists (Non-Construction)   | 6516   | 77% <span style="background-color: yellow;">13</span> <span style="background-color: red;">10</span>   |    |    |    |    | 22                | 55 | 13 | 7  | 3 | -2                   | --                   | +3                                  | +4                                 | +5                                      | 3.85 | 0.95    |
| Material Maintenance Management   | 7764   | 72% <span style="background-color: yellow;">15%</span> <span style="background-color: red;">13</span>  |    |    |    |    | 21                | 51 | 15 | 9  | 5 | -2                   | --                   | -2                                  | -1                                 | 0                                       | 3.74 | 1.03    |
| Engineers and Scientists (Construction)   | 7477   | 73% <span style="background-color: yellow;">14</span> <span style="background-color: red;">12</span>   |    |    |    |    | 18                | 55 | 14 | 9  | 4 | -2                   | --                   | -1                                  | 0                                  | +1                                      | 3.76 | 0.97    |
| Security  | 1865   | 68% <span style="background-color: yellow;">16%</span> <span style="background-color: red;">16%</span> |    |    |    |    | 19                | 49 | 16 | 10 | 6 | -11                  | --                   | -6                                  | -5                                 | -4                                      | 3.66 | 1.08    |
| Quality Assurance Specialists (Ammunition Surveillance)   | 206    | 78% <span style="background-color: yellow;">14</span> <span style="background-color: red;">9</span>    |    |    |    |    | 25                | 52 | 14 | 5  | 4 | +8                   | --                   | +4                                  | +5                                 | +6                                      | 3.90 | 0.96    |
| Public Affairs and Communication Media  | 609    | 69% <span style="background-color: yellow;">14</span> <span style="background-color: red;">17%</span>  |    |    |    |    | 22                | 47 | 14 | 12 | 5 | -7                   | --                   | -5                                  | -4                                 | -3                                      | 3.70 | 1.09    |
| Transportation Management   | 1296   | 71% <span style="background-color: yellow;">15%</span> <span style="background-color: red;">13</span>  |    |    |    |    | 21                | 50 | 15 | 9  | 5 | -6                   | --                   | -3                                  | -2                                 | -1                                      | 3.75 | 1.03    |
| Manpower and Force Management   | 1502   | 73% <span style="background-color: yellow;">14</span> <span style="background-color: red;">13</span>   |    |    |    |    | 21                | 52 | 14 | 9  | 4 | 0                    | --                   | -1                                  | 0                                  | +1                                      | 3.78 | 1.01    |
| Housing Management  | 267    | 78% <span style="background-color: yellow;">12</span> <span style="background-color: red;">11</span>   |    |    |    |    | 23                | 55 | 12 | 6  | 5 | +4                   | --                   | +4                                  | +5                                 | +6                                      | 3.85 | 1.00    |
| Equal Employment Opportunity  | 217    | 76% <span style="background-color: yellow;">13</span> <span style="background-color: red;">11</span>   |    |    |    |    | 20                | 56 | 13 | 8  | 3 | 0                    | --                   | +2                                  | +3                                 | +4                                      | 3.83 | 0.93    |
| Education Services  | 436    | 80% <span style="background-color: yellow;">10</span> <span style="background-color: red;">10</span>   |    |    |    |    | 31                | 49 | 10 | 5  | 5 | +2                   | --                   | +6                                  | +7                                 | +8                                      | 3.96 | 1.03    |
| Training  | 4683   | 76% <span style="background-color: yellow;">12</span> <span style="background-color: red;">12</span>   |    |    |    |    | 25                | 51 | 12 | 8  | 4 | -1                   | --                   | +2                                  | +3                                 | +4                                      | 3.85 | 1.01    |
| Ammunition Management   | 699    | 73% <span style="background-color: yellow;">14</span> <span style="background-color: red;">12</span>   |    |    |    |    | 22                | 52 | 14 | 8  | 4 | -3                   | --                   | -1                                  | 0                                  | +1                                      | 3.79 | 1.00    |
| Information Mission Area (IMA)  | 5575   | 67% <span style="background-color: yellow;">16%</span> <span style="background-color: red;">17%</span> |    |    |    |    | 19                | 49 | 16 | 12 | 5 | -1                   | --                   | -7                                  | -6                                 | -5                                      | 3.64 | 1.07    |
| Intelligence (Excepted Services Only)   | 1893   | 74% <span style="background-color: yellow;">14</span> <span style="background-color: red;">12</span>   |    |    |    |    | 21                | 53 | 14 | 9  | 4 | -4                   | --                   | 0                                   | +1                                 | +2                                      | 3.78 | 0.99    |
| Military Personnel Management   | 2223   | 72% <span style="background-color: yellow;">15%</span> <span style="background-color: red;">12</span>  |    |    |    |    | 22                | 50 | 15 | 8  | 4 | -5                   | --                   | -2                                  | -1                                 | 0                                       | 3.77 | 1.01    |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|--|--------|--------------------|----|----|----|----|-------------------|----|----|----|---|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|  |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2 |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - TALENT MANAGEMENT</b>   |        |                    |    |    |    |    |                   |    |    |    |   |                      |                      |                                     |                                    |   |      |         |
| 5c. Supervisors/Team Leaders in my work unit support employee development. |        |                    |    |    |    |    |                   |    |    |    |   |                      |                      |                                     |                                    |   |      |         |
| Total Army   | 87238  | 70% 15% 15%        |    |    |    |    | 29                | 41 | 15 | 8  | 6 | -2                   | +2                   | +4                                  | +3                                 | +5                                      | 3.78 | 1.13    |
| <b>Total Career Program</b>  | 87213  | 70% 15% 15%        |    |    |    |    | 29                | 41 | 15 | 8  | 6 | -6                   | -2                   | +4                                  | +3                                 | +5                                      | 3.78 | 1.13    |
| Civilian Personnel Administration  | 1787   | 70% 15% 15%        |    |    |    |    | 30                | 40 | 15 | 8  | 7 | -10                  | -6                   | +4                                  | +3                                 | +5                                      | 3.78 | 1.15    |
| Comptroller  | 4898   | 71% 15% 14%        |    |    |    |    | 30                | 41 | 15 | 8  | 6 | -5                   | -3                   | +5                                  | +4                                 | +6                                      | 3.81 | 1.13    |
| Safety Management  | 1551   | 69% 15% 16%        |    |    |    |    | 27                | 42 | 15 | 10 | 6 | -8                   | -2                   | +3                                  | +2                                 | +4                                      | 3.74 | 1.15    |
| Supply Management  | 5060   | 69% 16% 15%        |    |    |    |    | 29                | 41 | 16 | 8  | 7 | -7                   | -3                   | +3                                  | +2                                 | +4                                      | 3.77 | 1.15    |
| Contracting and Acquisition  | 3846   | 75% 13 12          |    |    |    |    | 31                | 44 | 13 | 7  | 5 | -5                   | -3                   | +9                                  | +8                                 | +10                                     | 3.89 | 1.07    |
| Quality and Reliability Assurance  | 646    | 70% 17% 13         |    |    |    |    | 26                | 44 | 17 | 8  | 5 | -5                   | -2                   | +4                                  | +3                                 | +5                                      | 3.77 | 1.08    |
| Engineers and Scientists (Non-Construction)                                | 6448   | 75% 14 12          |    |    |    |    | 29                | 46 | 14 | 7  | 4 | -7                   | -1                   | +9                                  | +8                                 | +10                                     | 3.88 | 1.05    |
| Materiel Maintenance Management  | 7627   | 67% 17% 16%        |    |    |    |    | 25                | 43 | 17 | 9  | 7 | -8                   | -5                   | +1                                  | 0                                  | +2                                      | 3.70 | 1.13    |
| Engineers and Scientists (Construction)                                    | 7463   | 71% 15% 14         |    |    |    |    | 26                | 44 | 15 | 9  | 5 | -8                   | -2                   | +5                                  | +4                                 | +6                                      | 3.78 | 1.09    |
| Security   | 1882   | 64% 18% 18%        |    |    |    |    | 26                | 38 | 18 | 11 | 8 | -10                  | -9                   | -2                                  | -3                                 | -1                                      | 3.63 | 1.19    |
| Quality Assurance Specialists (Ammunition Surveillance)                    | 205    | 75% 16% 9          |    |    |    |    | 23                | 51 | 16 | 5  | 4 | +2                   | +3                   | +9                                  | +8                                 | +10                                     | 3.85 | 0.97    |
| Public Affairs and Communication Media                                     | 620    | 64% 16% 19%        |    |    |    |    | 25                | 39 | 16 | 12 | 7 | -7                   | -2                   | -2                                  | -3                                 | -1                                      | 3.63 | 1.19    |
| Transportation Management  | 1278   | 66% 17% 17%        |    |    |    |    | 26                | 40 | 17 | 9  | 8 | -7                   | -7                   | 0                                   | -1                                 | +1                                      | 3.67 | 1.17    |
| Manpower and Force Management  | 1496   | 75% 12 13          |    |    |    |    | 32                | 43 | 12 | 7  | 6 | 0                    | +5                   | +9                                  | +8                                 | +10                                     | 3.88 | 1.11    |
| Housing Management   | 269    | 74% 12 14%         |    |    |    |    | 33                | 41 | 12 | 7  | 7 | +6                   | +10                  | +8                                  | +7                                 | +9                                      | 3.85 | 1.16    |
| Equal Employment Opportunity   | 229    | 77% 11 12          |    |    |    |    | 41                | 36 | 11 | 7  | 5 | -1                   | +6                   | +11                                 | +10                                | +12                                     | 4.01 | 1.12    |
| Education Services   | 427    | 74% 14 12          |    |    |    |    | 36                | 37 | 14 | 6  | 7 | 0                    | +5                   | +8                                  | +7                                 | +9                                      | 3.91 | 1.15    |
| Training   | 4623   | 73% 14 13          |    |    |    |    | 31                | 42 | 14 | 8  | 5 | -2                   | +2                   | +7                                  | +6                                 | +8                                      | 3.86 | 1.11    |
| Ammunition Management  | 682    | 71% 17% 12         |    |    |    |    | 24                | 47 | 17 | 6  | 6 | -6                   | -5                   | +5                                  | +4                                 | +6                                      | 3.78 | 1.06    |
| Information Mission Area (IMA)   | 5558   | 69% 16% 16%        |    |    |    |    | 28                | 40 | 16 | 9  | 7 | -3                   | +8                   | +3                                  | +2                                 | +4                                      | 3.75 | 1.15    |
| Intelligence (Excepted Services Only)                                      | 1898   | 69% 15% 17%        |    |    |    |    | 28                | 40 | 15 | 10 | 7 | -6                   | +4                   | +3                                  | +2                                 | +4                                      | 3.73 | 1.17    |
| Military Personnel Management  | 2201   | 69% 16% 16%        |    |    |    |    | 30                | 39 | 16 | 8  | 7 | -6                   | --                   | +3                                  | +2                                 | +4                                      | 3.76 | 1.18    |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    | Category Percents |    |     |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |      |      |
|---|--------|--------------------|----|----|-------------------|----|-----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|------|------|
|   |        | 0                  | 20 | 40 | 60                | 80 | 100 | 5  | 4  |                      |                      |                                     |                                    |   |      |         | 3    | 2    |
| <b>HCF - TALENT MANAGEMENT</b>                          |        |                    |    |    |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |      |      |
| 6a. My training needs are assessed.                     |        |                    |    |    |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |      |      |
| Total Army  | 87197  |                    |    |    |                   |    | 12  | 41 | 23 | 16                   | 8                    | -5                                  | --                                 | -3                                      | -3   | 0       | 3.32 | 1.13 |
| <b>Total Career Program</b>                             | 87170  |                    |    |    |                   |    | 12  | 41 | 23 | 16                   | 8                    | -9                                  | --                                 | -3                                      | -3   | 0       | 3.32 | 1.13 |
| Civilian Personnel Administration                       | 1775   |                    |    |    |                   |    | 12  | 40 | 23 | 17                   | 8                    | -12                                 | --                                 | -3                                      | -3   | 0       | 3.32 | 1.13 |
| Comptroller   | 4924   |                    |    |    |                   |    | 13  | 42 | 22 | 15                   | 8                    | -10                                 | --                                 | -1                                      | -1   | +2      | 3.36 | 1.13 |
| Safety Management                                       | 1546   |                    |    |    |                   |    | 13  | 44 | 19 | 16                   | 7                    | +3                                  | --                                 | +2                                      | +2   | +5      | 3.41 | 1.11 |
| Supply Management                                       | 5071   |                    |    |    |                   |    | 14  | 42 | 23 | 13                   | 8                    | -11                                 | --                                 | 0                                       | 0    | +3      | 3.41 | 1.12 |
| Contracting and Acquisition                             | 3846   |                    |    |    |                   |    | 15  | 47 | 19 | 13                   | 6                    | -12                                 | --                                 | +5                                      | +5   | +8      | 3.51 | 1.07 |
| Quality and Reliability Assurance                       | 640    |                    |    |    |                   |    | 10  | 47 | 21 | 13                   | 9                    | -8                                  | --                                 | +1                                      | +1   | +4      | 3.38 | 1.10 |
| Engineers and Scientists (Non-Construction)             | 6429   |                    |    |    |                   |    | 10  | 44 | 23 | 16                   | 7                    | -17                                 | --                                 | -2                                      | -2   | +1      | 3.35 | 1.08 |
| Materiel Maintenance Management                         | 7677   |                    |    |    |                   |    | 11  | 42 | 24 | 15                   | 8                    | -14                                 | --                                 | -3                                      | -3   | 0       | 3.32 | 1.11 |
| Engineers and Scientists (Construction)                 | 7422   |                    |    |    |                   |    | 8   | 43 | 23 | 18                   | 9                    | -9                                  | --                                 | -5                                      | -5   | -2      | 3.24 | 1.10 |
| Security  | 1861   |                    |    |    |                   |    | 11  | 38 | 22 | 17                   | 12                   | 0                                   | --                                 | -6                                      | -6   | -3      | 3.20 | 1.20 |
| Quality Assurance Specialists (Ammunition Surveillance) | 203    |                    |    |    |                   |    | 11  | 44 | 26 | 13                   | 5                    | 0                                   | --                                 | -1                                      | -1   | +2      | 3.42 | 1.03 |
| Public Affairs and Communication Media                  | 615    |                    |    |    |                   |    | 10  | 25 | 25 | 24                   | 15                   | -4                                  | --                                 | -20                                     | -20  | -17     | 2.91 | 1.23 |
| Transportation Management                               | 1267   |                    |    |    |                   |    | 12  | 40 | 24 | 16                   | 9                    | -6                                  | --                                 | -5                                      | -5   | -2      | 3.30 | 1.13 |
| Manpower and Force Management                           | 1480   |                    |    |    |                   |    | 12  | 40 | 22 | 17                   | 10                   | -3                                  | --                                 | -4                                      | -4   | -1      | 3.27 | 1.17 |
| Housing Management                                      | 269    |                    |    |    |                   |    | 19  | 33 | 25 | 15                   | 9                    | +5                                  | --                                 | -4                                      | -4   | -1      | 3.38 | 1.20 |
| Equal Employment Opportunity                            | 230    |                    |    |    |                   |    | 22  | 45 | 14 | 12                   | 7                    | +5                                  | --                                 | +11                                     | +11  | +14     | 3.63 | 1.14 |
| Education Services                                      | 439    |                    |    |    |                   |    | 15  | 36 | 22 | 18                   | 9                    | -2                                  | --                                 | -5                                      | -5   | -2      | 3.29 | 1.19 |
| Training  | 4676   |                    |    |    |                   |    | 13  | 42 | 21 | 16                   | 8                    | 0                                   | --                                 | -1                                      | -1   | +2      | 3.37 | 1.14 |
| Ammunition Management                                   | 692    |                    |    |    |                   |    | 11  | 46 | 25 | 12                   | 5                    | -12                                 | --                                 | +2                                      | +2   | +5      | 3.46 | 1.02 |
| Information Mission Area (IMA)                          | 5524   |                    |    |    |                   |    | 10  | 38 | 23 | 19                   | 10                   | -3                                  | --                                 | -8                                      | -8   | -5      | 3.20 | 1.16 |
| Intelligence (Excepted Services Only)                   | 1871   |                    |    |    |                   |    | 9   | 35 | 22 | 21                   | 12                   | -4                                  | --                                 | -12                                     | -12  | -9      | 3.07 | 1.19 |
| Military Personnel Management                           | 2189   |                    |    |    |                   |    | 13  | 38 | 25 | 14                   | 10                   | 0                                   | --                                 | -5                                      | -5   | -2      | 3.30 | 1.16 |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |    |    | Category Percents |    |     |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|--|--------|--------------------|----|----|-------------------|----|-----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|  |        | 0                  | 20 | 40 | 60                | 80 | 100 | 5  | 4  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - TALENT MANAGEMENT</b>   |        |                    |    |    |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |
| 6e. I am given a real opportunity to improve my skills in my organization. |        |                    |    |    |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army   | 87529  | 47% 24% 29%        |    |    | 12                | 36 | 24  | 17 | 11 | -6                   | --                   | -18                                 | -19                                | -16                                     | 3.19 | 1.19    |
| <b>Total Career Program</b>  | 87502  | 47% 24% 29%        |    |    | 12                | 36 | 24  | 17 | 11 | -11                  | --                   | -18                                 | -19                                | -16                                     | 3.19 | 1.19    |
| Civilian Personnel Administration  | 1783   | 50% 23% 26%        |    |    | 13                | 37 | 23  | 16 | 10 | -16                  | --                   | -15                                 | -16                                | -13                                     | 3.26 | 1.18    |
| Comptroller  | 4930   | 51% 24% 25%        |    |    | 13                | 38 | 24  | 15 | 10 | -9                   | --                   | -14                                 | -15                                | -12                                     | 3.29 | 1.17    |
| Safety Management  | 1543   | 50% 23% 27%        |    |    | 12                | 38 | 23  | 17 | 10 | -9                   | --                   | -15                                 | -16                                | -13                                     | 3.26 | 1.17    |
| Supply Management  | 5102   | 49% 24% 27%        |    |    | 13                | 35 | 24  | 16 | 11 | -12                  | --                   | -16                                 | -17                                | -14                                     | 3.24 | 1.20    |
| Contracting and Acquisition  | 3863   | 58% 21% 21%        |    |    | 15                | 43 | 21  | 14 | 7  | -8                   | --                   | -7                                  | -8                                 | -5                                      | 3.44 | 1.12    |
| Quality and Reliability Assurance  | 642    | 51% 24% 24%        |    |    | 13                | 38 | 24  | 14 | 10 | -6                   | --                   | -14                                 | -15                                | -12                                     | 3.30 | 1.16    |
| Engineers and Scientists (Non-Construction)                                | 6464   | 53% 23% 24%        |    |    | 12                | 41 | 23  | 16 | 8  | -11                  | --                   | -12                                 | -13                                | -10                                     | 3.33 | 1.13    |
| Materiel Maintenance Management  | 7712   | 49% 24% 27%        |    |    | 12                | 37 | 24  | 16 | 11 | -11                  | --                   | -16                                 | -17                                | -14                                     | 3.24 | 1.18    |
| Engineers and Scientists (Construction)                                    | 7461   | 48% 25% 27%        |    |    | 10                | 39 | 25  | 17 | 10 | -13                  | --                   | -17                                 | -18                                | -15                                     | 3.21 | 1.14    |
| Security   | 1870   | 40% 24% 36%        |    |    | 10                | 30 | 24  | 19 | 16 | -12                  | --                   | -25                                 | -26                                | -23                                     | 2.99 | 1.25    |
| Quality Assurance Specialists (Ammunition Surveillance)                    | 206    | 46% 27% 28%        |    |    | 10                | 35 | 27  | 20 | 8  | -9                   | --                   | -19                                 | -20                                | -17                                     | 3.20 | 1.11    |
| Public Affairs and Communication Media                                     | 612    | 36% 23% 40%        |    |    | 9                 | 27 | 23  | 24 | 16 | -13                  | --                   | -29                                 | -30                                | -27                                     | 2.89 | 1.24    |
| Transportation Management  | 1270   | 45% 25% 30%        |    |    | 10                | 36 | 25  | 16 | 14 | -7                   | --                   | -20                                 | -21                                | -18                                     | 3.11 | 1.20    |
| Manpower and Force Management  | 1482   | 49% 24% 27%        |    |    | 14                | 35 | 24  | 17 | 10 | -7                   | --                   | -16                                 | -17                                | -14                                     | 3.26 | 1.20    |
| Housing Management   | 271    | 49% 23% 28%        |    |    | 14                | 35 | 23  | 13 | 15 | 0                    | --                   | -16                                 | -17                                | -14                                     | 3.20 | 1.26    |
| Equal Employment Opportunity   | 228    | 62% 19% 19%        |    |    | 21                | 40 | 19  | 10 | 9  | 0                    | --                   | -3                                  | -4                                 | -1                                      | 3.56 | 1.19    |
| Education Services   | 443    | 53% 19% 28%        |    |    | 16                | 36 | 19  | 16 | 12 | -1                   | --                   | -12                                 | -13                                | -10                                     | 3.28 | 1.26    |
| Training   | 4700   | 50% 23% 27%        |    |    | 13                | 37 | 23  | 16 | 10 | -4                   | --                   | -15                                 | -16                                | -13                                     | 3.26 | 1.18    |
| Ammunition Management  | 688    | 52% 25% 23%        |    |    | 12                | 40 | 25  | 16 | 7  | -9                   | --                   | -13                                 | -14                                | -11                                     | 3.35 | 1.10    |
| Information Mission Area (IMA)   | 5540   | 41% 24% 34%        |    |    | 10                | 32 | 24  | 20 | 14 | -7                   | --                   | -24                                 | -25                                | -22                                     | 3.02 | 1.22    |
| Intelligence (Excepted Services Only)                                      | 1872   | 42% 25% 33%        |    |    | 9                 | 33 | 25  | 21 | 13 | -10                  | --                   | -23                                 | -24                                | -21                                     | 3.05 | 1.19    |
| Military Personnel Management  | 2206   | 44% 25% 31%        |    |    | 12                | 32 | 25  | 17 | 14 | -10                  | --                   | -21                                 | -22                                | -19                                     | 3.11 | 1.23    |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|--------------------|----|----|----|----|-------------------|----|----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - TALENT MANAGEMENT</b>                          |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| 10f. My talents are used well in the workplace.         |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 85815  |                    |    |    |    |    | 24                | 39 | 17 | 12 | 9  | -2                   | --                   | 0                                   | 0                                  | +3                                      | 3.57 | 1.22    |
| <b>Total Career Program</b>                             | 85788  |                    |    |    |    |    | 24                | 39 | 17 | 12 | 9  | -2                   | --                   | 0                                   | 0                                  | +3                                      | 3.57 | 1.22    |
| Civilian Personnel Administration                       | 1747   |                    |    |    |    |    | 23                | 37 | 18 | 13 | 10 | -9                   | --                   | -3                                  | -3                                 | 0                                       | 3.50 | 1.25    |
| Comptroller   | 4827   |                    |    |    |    |    | 21                | 40 | 18 | 12 | 9  | -3                   | --                   | -2                                  | -2                                 | +1                                      | 3.53 | 1.19    |
| Safety Management                                       | 1520   |                    |    |    |    |    | 25                | 38 | 18 | 11 | 7  | -6                   | --                   | 0                                   | 0                                  | +3                                      | 3.62 | 1.18    |
| Supply Management                                       | 4976   |                    |    |    |    |    | 26                | 36 | 18 | 11 | 10 | -4                   | --                   | -1                                  | -1                                 | +2                                      | 3.57 | 1.25    |
| Contracting and Acquisition                             | 3788   |                    |    |    |    |    | 21                | 40 | 18 | 12 | 9  | -3                   | --                   | -2                                  | -2                                 | +1                                      | 3.53 | 1.20    |
| Quality and Reliability Assurance                       | 645    |                    |    |    |    |    | 21                | 38 | 18 | 13 | 10 | -5                   | --                   | -4                                  | -4                                 | -1                                      | 3.47 | 1.24    |
| Engineers and Scientists (Non-Construction)             | 6334   |                    |    |    |    |    | 18                | 41 | 18 | 13 | 10 | -4                   | --                   | -4                                  | -4                                 | -1                                      | 3.44 | 1.20    |
| Materiel Maintenance Management                         | 7539   |                    |    |    |    |    | 24                | 40 | 17 | 11 | 9  | -3                   | --                   | +1                                  | +1                                 | +4                                      | 3.59 | 1.22    |
| Engineers and Scientists (Construction)                 | 7348   |                    |    |    |    |    | 19                | 43 | 17 | 12 | 8  | -3                   | --                   | 0                                   | 0                                  | +3                                      | 3.54 | 1.16    |
| Security  | 1822   |                    |    |    |    |    | 22                | 34 | 19 | 12 | 13 | -9                   | --                   | -7                                  | -7                                 | -4                                      | 3.40 | 1.31    |
| Quality Assurance Specialists (Ammunition Surveillance) | 195    |                    |    |    |    |    | 23                | 43 | 18 | 7  | 8  | +3                   | --                   | +3                                  | +3                                 | +6                                      | 3.66 | 1.15    |
| Public Affairs and Communication Media                  | 601    |                    |    |    |    |    | 22                | 34 | 16 | 14 | 14 | -7                   | --                   | -7                                  | -7                                 | -4                                      | 3.35 | 1.34    |
| Transportation Management                               | 1248   |                    |    |    |    |    | 26                | 37 | 18 | 10 | 9  | -2                   | --                   | 0                                   | 0                                  | +3                                      | 3.60 | 1.23    |
| Manpower and Force Management                           | 1464   |                    |    |    |    |    | 25                | 39 | 16 | 11 | 9  | +1                   | --                   | +1                                  | +1                                 | +4                                      | 3.59 | 1.22    |
| Housing Management                                      | 263    |                    |    |    |    |    | 34                | 38 | 13 | 6  | 9  | +3                   | --                   | +9                                  | +9                                 | +12                                     | 3.81 | 1.23    |
| Equal Employment Opportunity                            | 225    |                    |    |    |    |    | 32                | 41 | 12 | 7  | 8  | +3                   | --                   | +10                                 | +10                                | +13                                     | 3.84 | 1.17    |
| Education Services                                      | 436    |                    |    |    |    |    | 33                | 39 | 14 | 9  | 6  | +2                   | --                   | +9                                  | +9                                 | +12                                     | 3.84 | 1.14    |
| Training  | 4569   |                    |    |    |    |    | 29                | 38 | 14 | 11 | 8  | -1                   | --                   | +4                                  | +4                                 | +7                                      | 3.69 | 1.22    |
| Ammunition Management                                   | 686    |                    |    |    |    |    | 24                | 41 | 17 | 11 | 7  | -1                   | --                   | +2                                  | +2                                 | +5                                      | 3.64 | 1.17    |
| Information Mission Area (IMA)                          | 5424   |                    |    |    |    |    | 22                | 38 | 17 | 13 | 10 | -2                   | --                   | -4                                  | -4                                 | -1                                      | 3.48 | 1.25    |
| Intelligence (Excepted Services Only)                   | 1846   |                    |    |    |    |    | 23                | 38 | 17 | 13 | 10 | -6                   | --                   | -2                                  | -2                                 | +1                                      | 3.51 | 1.25    |
| Military Personnel Management                           | 2163   |                    |    |    |    |    | 30                | 35 | 16 | 10 | 9  | -7                   | --                   | +2                                  | +2                                 | +5                                      | 3.66 | 1.26    |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |    |    | Category Percents |    |     |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|--|--------|--------------------|----|----|-------------------|----|-----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|  |        | 0                  | 20 | 40 | 60                | 80 | 100 | 5  | 4  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - TALENT MANAGEMENT</b>                                     |        |                    |    |    |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |
| 10m. My work unit is able to recruit people with the right skills. |        |                    |    |    |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army   | 81585  | 35% 27% 38%        |    |    | 9                 | 27 | 27  | 19 | 19 | -18                  | -12                  | -8                                  | -9                                 | -9                                      | 2.88 | 1.24    |
| <b>Total Career Program</b>  | 81559  | 35% 27% 38%        |    |    | 9                 | 27 | 27  | 19 | 19 | -21                  | -14                  | -8                                  | -9                                 | -9                                      | 2.88 | 1.24    |
| Civilian Personnel Administration                                  | 1678   | 44% 25% 30%        |    |    | 12                | 32 | 25  | 16 | 14 | -17                  | -17                  | +1                                  | 0                                  | 0                                       | 3.12 | 1.23    |
| Comptroller  | 4558   | 38% 28% 35%        |    |    | 9                 | 29 | 28  | 18 | 16 | -22                  | -17                  | -5                                  | -6                                 | -6                                      | 2.95 | 1.22    |
| Safety Management  | 1448   | 36% 26% 38%        |    |    | 9                 | 27 | 26  | 19 | 19 | -20                  | -14                  | -7                                  | -8                                 | -8                                      | 2.88 | 1.26    |
| Supply Management  | 4705   | 34% 30% 36%        |    |    | 9                 | 25 | 30  | 17 | 19 | -24                  | -14                  | -9                                  | -10                                | -10                                     | 2.88 | 1.24    |
| Contracting and Acquisition  | 3553   | 34% 27% 39%        |    |    | 8                 | 26 | 27  | 21 | 18 | -29                  | -11                  | -9                                  | -10                                | -10                                     | 2.84 | 1.22    |
| Quality and Reliability Assurance                                  | 600    | 33% 28% 40%        |    |    | 7                 | 26 | 28  | 21 | 19 | -25                  | -16                  | -10                                 | -11                                | -11                                     | 2.82 | 1.22    |
| Engineers and Scientists (Non-Construction)                        | 6028   | 32% 26% 42%        |    |    | 6                 | 26 | 26  | 22 | 20 | -28                  | -18                  | -11                                 | -12                                | -12                                     | 2.76 | 1.21    |
| Matériel Maintenance Management                                    | 7267   | 33% 29% 39%        |    |    | 8                 | 24 | 29  | 19 | 20 | -25                  | -14                  | -10                                 | -11                                | -11                                     | 2.82 | 1.23    |
| Engineers and Scientists (Construction)                            | 6978   | 34% 27% 39%        |    |    | 6                 | 28 | 27  | 21 | 18 | -23                  | -14                  | -9                                  | -10                                | -10                                     | 2.83 | 1.20    |
| Security   | 1767   | 29% 25% 46%        |    |    | 9                 | 20 | 25  | 21 | 25 | -24                  | -29                  | -14                                 | -15                                | -15                                     | 2.67 | 1.29    |
| Quality Assurance Specialists (Ammunition Surveillance)            | 181    | 29% 41% 30%        |    |    | 7                 | 22 | 41  | 11 | 19 | -19                  | -17                  | -14                                 | -15                                | -15                                     | 2.88 | 1.16    |
| Public Affairs and Communication Media                             | 554    | 27% 24% 49%        |    |    | 7                 | 21 | 24  | 19 | 29 | -14                  | -20                  | -16                                 | -17                                | -17                                     | 2.56 | 1.29    |
| Transportation Management  | 1184   | 31% 25% 43%        |    |    | 9                 | 23 | 25  | 21 | 22 | -20                  | -21                  | -12                                 | -13                                | -13                                     | 2.75 | 1.27    |
| Manpower and Force Management                                      | 1407   | 38% 26% 36%        |    |    | 10                | 28 | 26  | 19 | 17 | -14                  | -16                  | -5                                  | -6                                 | -6                                      | 2.95 | 1.24    |
| Housing Management   | 254    | 31% 26% 43%        |    |    | 9                 | 22 | 26  | 22 | 21 | -19                  | -11                  | -12                                 | -13                                | -13                                     | 2.77 | 1.26    |
| Equal Employment Opportunity                                       | 214    | 40% 21% 39%        |    |    | 9                 | 31 | 21  | 20 | 19 | -20                  | -22                  | -3                                  | -4                                 | -4                                      | 2.92 | 1.27    |
| Education Services   | 419    | 43% 25% 32%        |    |    | 12                | 31 | 25  | 16 | 16 | -6                   | -12                  | 0                                   | -1                                 | -1                                      | 3.06 | 1.27    |
| Training   | 4380   | 37% 25% 38%        |    |    | 10                | 27 | 25  | 19 | 19 | -15                  | -14                  | -6                                  | -7                                 | -7                                      | 2.91 | 1.27    |
| Ammunition Management  | 654    | 34% 28% 38%        |    |    | 9                 | 25 | 28  | 21 | 17 | -26                  | -16                  | -9                                  | -10                                | -10                                     | 2.87 | 1.22    |
| Information Mission Area (IMA)                                     | 5132   | 31% 26% 43%        |    |    | 7                 | 24 | 26  | 19 | 23 | -15                  | -8                   | -12                                 | -13                                | -13                                     | 2.72 | 1.26    |
| Intelligence (Excepted Services Only)                              | 1759   | 35% 26% 39%        |    |    | 8                 | 26 | 26  | 20 | 19 | -15                  | -17                  | -8                                  | -9                                 | -9                                      | 2.85 | 1.23    |
| Military Personnel Management                                      | 2031   | 39% 28% 33%        |    |    | 12                | 27 | 28  | 16 | 17 | -11                  | --                   | -4                                  | -5                                 | -5                                      | 3.01 | 1.26    |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    | Category Percents |    |     |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|--------------------|----|----|-------------------|----|-----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0                  | 20 | 40 | 60                | 80 | 100 | 5  | 4  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - TALENT MANAGEMENT</b>  |        |                    |    |    |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |
| 24c. Considering everything, how satisfied are you with the training you receive for your present job |        |                    |    |    |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 82750  | 49% 26% 25%        |    |    | 12                | 37 | 26  | 18 | 7  | -1                   | --                   | -5                                  | -6                                 | -5                                      | 3.28 | 1.10    |
| <b>Total Career Program</b>   | 82724  | 49% 26% 25%        |    |    | 12                | 37 | 26  | 18 | 7  | -5                   | --                   | -5                                  | -6                                 | -5                                      | 3.28 | 1.10    |
| Civilian Personnel Administration   | 1686   | 50% 25% 25%        |    |    | 12                | 39 | 25  | 18 | 7  | -8                   | --                   | -4                                  | -5                                 | -4                                      | 3.29 | 1.11    |
| Comptroller   | 4642   | 51% 25% 23%        |    |    | 12                | 39 | 25  | 17 | 6  | -4                   | --                   | -3                                  | -4                                 | -3                                      | 3.33 | 1.09    |
| Safety Management   | 1482   | 52% 23% 25%        |    |    | 14                | 38 | 23  | 19 | 6  | -1                   | --                   | -2                                  | -3                                 | -2                                      | 3.35 | 1.12    |
| Supply Management   | 4779   | 51% 27% 22%        |    |    | 13                | 38 | 27  | 15 | 7  | -3                   | --                   | -3                                  | -4                                 | -3                                      | 3.35 | 1.10    |
| Contracting and Acquisition   | 3687   | 57% 22% 21%        |    |    | 13                | 45 | 22  | 15 | 6  | -5                   | --                   | +3                                  | +2                                 | +3                                      | 3.44 | 1.07    |
| Quality and Reliability Assurance   | 617    | 55% 23% 22%        |    |    | 12                | 43 | 23  | 16 | 6  | 0                    | --                   | +1                                  | 0                                  | +1                                      | 3.38 | 1.07    |
| Engineers and Scientists (Non-Construction)   | 6100   | 52% 26% 21%        |    |    | 11                | 41 | 26  | 16 | 6  | -8                   | --                   | -2                                  | -3                                 | -2                                      | 3.36 | 1.05    |
| Material Maintenance Management   | 7272   | 50% 26% 24%        |    |    | 12                | 38 | 26  | 17 | 7  | -4                   | --                   | -4                                  | -5                                 | -4                                      | 3.30 | 1.11    |
| Engineers and Scientists (Construction)   | 7139   | 47% 26% 27%        |    |    | 9                 | 38 | 26  | 20 | 7  | -7                   | --                   | -7                                  | -8                                 | -7                                      | 3.23 | 1.08    |
| Security  | 1789   | 45% 25% 30%        |    |    | 11                | 34 | 25  | 19 | 11 | -5                   | --                   | -9                                  | -10                                | -9                                      | 3.16 | 1.17    |
| Quality Assurance Specialists (Ammunition Surveillance)   | 199    | 56% 27% 17%        |    |    | 12                | 44 | 27  | 13 | 4  | +1                   | --                   | +2                                  | +1                                 | +2                                      | 3.47 | 1.00    |
| Public Affairs and Communication Media  | 590    | 35% 28% 37%        |    |    | 9                 | 26 | 28  | 27 | 10 | -7                   | --                   | -19                                 | -20                                | -19                                     | 2.97 | 1.14    |
| Transportation Management   | 1196   | 47% 28% 25%        |    |    | 12                | 35 | 28  | 17 | 8  | -3                   | --                   | -7                                  | -8                                 | -7                                      | 3.26 | 1.12    |
| Manpower and Force Management   | 1426   | 49% 27% 24%        |    |    | 13                | 36 | 27  | 18 | 6  | -1                   | --                   | -5                                  | -6                                 | -5                                      | 3.31 | 1.10    |
| Housing Management  | 253    | 51% 25% 24%        |    |    | 14                | 37 | 25  | 17 | 7  | +8                   | --                   | -3                                  | -4                                 | -3                                      | 3.34 | 1.12    |
| Equal Employment Opportunity  | 226    | 60% 20% 20%        |    |    | 23                | 37 | 20  | 14 | 6  | -1                   | --                   | +6                                  | +5                                 | +6                                      | 3.56 | 1.16    |
| Education Services  | 425    | 55% 24% 21%        |    |    | 15                | 39 | 24  | 15 | 7  | +6                   | --                   | +1                                  | 0                                  | +1                                      | 3.42 | 1.11    |
| Training  | 4395   | 53% 25% 23%        |    |    | 13                | 39 | 25  | 17 | 6  | 0                    | --                   | -1                                  | -2                                 | -1                                      | 3.38 | 1.09    |
| Ammunition Management   | 660    | 56% 26% 18%        |    |    | 12                | 44 | 26  | 13 | 6  | -2                   | --                   | +2                                  | +1                                 | +2                                      | 3.44 | 1.04    |
| Information Mission Area (IMA)  | 5170   | 41% 26% 33%        |    |    | 9                 | 32 | 26  | 24 | 9  | -2                   | --                   | -13                                 | -14                                | -13                                     | 3.08 | 1.13    |
| Intelligence (Excepted Services Only)   | 1796   | 43% 28% 30%        |    |    | 9                 | 34 | 28  | 20 | 9  | -1                   | --                   | -11                                 | -12                                | -11                                     | 3.13 | 1.12    |
| Military Personnel Management   | 2076   | 49% 27% 25%        |    |    | 12                | 36 | 27  | 16 | 8  | +4                   | --                   | -5                                  | -6                                 | -5                                      | 3.27 | 1.13    |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |   |   | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|--------------------|----|----|----|----|-------------------|----|----|---|---|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3 | 2 |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - JOB SATISFACTION</b>                               |        |                    |    |    |    |    |                   |    |    |   |   |                      |                      |                                     |                                    |   |      |         |
| 10a. My work gives me a feeling of personal accomplishment. |        |                    |    |    |    |    |                   |    |    |   |   |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 86288  | 77%                |    |    |    |    | 31                | 47 | 11 | 6 | 5 | -1                   | --                   | +3                                  | +4                                 | +5                                      | 3.92 | 1.05    |
| <b>Total Career Program</b>                                 | 86261  | 77%                |    |    |    |    | 31                | 47 | 11 | 6 | 5 | -2                   | --                   | +3                                  | +4                                 | +5                                      | 3.92 | 1.05    |
| Civilian Personnel Administration                           | 1765   | 77%                |    |    |    |    | 30                | 47 | 12 | 6 | 5 | -5                   | --                   | +3                                  | +4                                 | +5                                      | 3.91 | 1.06    |
| Comptroller   | 4835   | 75%                |    |    |    |    | 26                | 49 | 12 | 7 | 6 | -1                   | --                   | +1                                  | +2                                 | +3                                      | 3.83 | 1.07    |
| Safety Management   | 1520   | 77%                |    |    |    |    | 31                | 46 | 12 | 7 | 4 | -5                   | --                   | +3                                  | +4                                 | +5                                      | 3.93 | 1.04    |
| Supply Management   | 5012   | 76%                |    |    |    |    | 31                | 45 | 13 | 6 | 5 | -3                   | --                   | +2                                  | +3                                 | +4                                      | 3.90 | 1.06    |
| Contracting and Acquisition                                 | 3810   | 77%                |    |    |    |    | 27                | 50 | 12 | 6 | 5 | -3                   | --                   | +3                                  | +4                                 | +5                                      | 3.87 | 1.04    |
| Quality and Reliability Assurance                           | 644    | 75%                |    |    |    |    | 27                | 48 | 12 | 7 | 6 | -3                   | --                   | +1                                  | +2                                 | +3                                      | 3.82 | 1.09    |
| Engineers and Scientists (Non-Construction)                 | 6364   | 76%                |    |    |    |    | 27                | 49 | 12 | 7 | 5 | -3                   | --                   | +2                                  | +3                                 | +4                                      | 3.85 | 1.06    |
| Materiel Maintenance Management                             | 7579   | 79%                |    |    |    |    | 31                | 48 | 11 | 6 | 5 | 0                    | --                   | +5                                  | +6                                 | +7                                      | 3.94 | 1.03    |
| Engineers and Scientists (Construction)                     | 7378   | 76%                |    |    |    |    | 26                | 50 | 12 | 7 | 5 | -4                   | --                   | +2                                  | +3                                 | +4                                      | 3.86 | 1.03    |
| Security  | 1841   | 69%                |    |    |    |    | 26                | 43 | 15 | 8 | 8 | -10                  | --                   | -5                                  | -4                                 | -3                                      | 3.71 | 1.16    |
| Quality Assurance Specialists (Ammunition Surveillance)     | 200    | 77%                |    |    |    |    | 25                | 52 | 13 | 6 | 5 | -1                   | --                   | +3                                  | +4                                 | +5                                      | 3.86 | 1.01    |
| Public Affairs and Communication Media                      | 605    | 75%                |    |    |    |    | 31                | 44 | 10 | 8 | 7 | -1                   | --                   | +1                                  | +2                                 | +3                                      | 3.84 | 1.14    |
| Transportation Management                                   | 1252   | 79%                |    |    |    |    | 32                | 47 | 11 | 4 | 6 | -1                   | --                   | +5                                  | +6                                 | +7                                      | 3.95 | 1.06    |
| Manpower and Force Management                               | 1468   | 78%                |    |    |    |    | 30                | 48 | 10 | 7 | 5 | +2                   | --                   | +4                                  | +5                                 | +6                                      | 3.90 | 1.07    |
| Housing Management  | 263    | 86%                |    |    |    |    | 41                | 44 | 9  | 3 | 2 | +4                   | --                   | +12                                 | +13                                | +14                                     | 4.19 | 0.89    |
| Equal Employment Opportunity                                | 228    | 90%                |    |    |    |    | 42                | 48 | 4  | 3 | 2 | +4                   | --                   | +16                                 | +17                                | +18                                     | 4.25 | 0.85    |
| Education Services  | 441    | 87%                |    |    |    |    | 45                | 41 | 7  | 4 | 3 | -1                   | --                   | +13                                 | +14                                | +15                                     | 4.23 | 0.93    |
| Training  | 4589   | 81%                |    |    |    |    | 37                | 44 | 10 | 6 | 4 | -2                   | --                   | +7                                  | +8                                 | +9                                      | 4.05 | 1.01    |
| Ammunition Management                                       | 688    | 79%                |    |    |    |    | 30                | 49 | 11 | 6 | 4 | 0                    | --                   | +5                                  | +6                                 | +7                                      | 3.94 | 1.01    |
| Information Mission Area (IMA)                              | 5450   | 75%                |    |    |    |    | 29                | 46 | 12 | 8 | 6 | -2                   | --                   | +1                                  | +2                                 | +3                                      | 3.84 | 1.10    |
| Intelligence (Excepted Services Only)                       | 1852   | 77%                |    |    |    |    | 30                | 47 | 11 | 6 | 5 | -4                   | --                   | +3                                  | +4                                 | +5                                      | 3.90 | 1.06    |
| Military Personnel Management                               | 2175   | 81%                |    |    |    |    | 37                | 44 | 10 | 5 | 4 | -6                   | --                   | +7                                  | +8                                 | +9                                      | 4.05 | 1.01    |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding   |    |    |    |    | Category Percents |    |    |   |   | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|--|----|----|----|----|-------------------|----|----|---|---|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3 | 2 |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - JOB SATISFACTION</b>                           |        |  |    |    |    |    |                   |    |    |   |   |                      |                      |                                     |                                    |   |      |         |
| 10b. I like the kind of work I do.                      |        |  |    |    |    |    |                   |    |    |   |   |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 86171  | 86% <span style="background-color: #0000FF; color: white; padding: 2px;">9</span> <span style="background-color: #FFD700; color: black; padding: 2px;">6</span>  |    |    |    |    | 40                | 46 | 9  | 4 | 2 | -1                   | --                   | 0                                   | +2                                 | +2                                      | 4.18 | 0.89    |
| <b>Total Career Program</b>                             | 86144  | 86% <span style="background-color: #0000FF; color: white; padding: 2px;">9</span> <span style="background-color: #FFD700; color: black; padding: 2px;">6</span>  |    |    |    |    | 40                | 46 | 9  | 4 | 2 | 0                    | --                   | 0                                   | +2                                 | +2                                      | 4.18 | 0.89    |
| Civilian Personnel Administration                       | 1765   | 86% <span style="background-color: #0000FF; color: white; padding: 2px;">8</span> <span style="background-color: #FFD700; color: black; padding: 2px;">6</span>  |    |    |    |    | 41                | 45 | 8  | 4 | 2 | -2                   | --                   | 0                                   | +2                                 | +2                                      | 4.20 | 0.88    |
| Comptroller   | 4839   | 83% <span style="background-color: #0000FF; color: white; padding: 2px;">10</span> <span style="background-color: #FFD700; color: black; padding: 2px;">7</span> |    |    |    |    | 34                | 49 | 10 | 4 | 3 | -1                   | --                   | -3                                  | -1                                 | -1                                      | 4.07 | 0.93    |
| Safety Management                                       | 1519   | 90% <span style="background-color: #0000FF; color: white; padding: 2px;">7</span>  |    |    |    |    | 50                | 40 | 7  | 2 | 1 | -2                   | --                   | +4                                  | +6                                 | +6                                      | 4.36 | 0.78    |
| Supply Management                                       | 4996   | 83% <span style="background-color: #0000FF; color: white; padding: 2px;">10</span> <span style="background-color: #FFD700; color: black; padding: 2px;">7</span> |    |    |    |    | 39                | 44 | 10 | 4 | 3 | -2                   | --                   | -3                                  | -1                                 | -1                                      | 4.12 | 0.94    |
| Contracting and Acquisition                             | 3810   | 82% <span style="background-color: #0000FF; color: white; padding: 2px;">11</span> <span style="background-color: #FFD700; color: black; padding: 2px;">7</span> |    |    |    |    | 33                | 48 | 11 | 5 | 2 | -3                   | --                   | -4                                  | -2                                 | -2                                      | 4.05 | 0.92    |
| Quality and Reliability Assurance                       | 645    | 85% <span style="background-color: #0000FF; color: white; padding: 2px;">9</span> <span style="background-color: #FFD700; color: black; padding: 2px;">6</span>  |    |    |    |    | 38                | 48 | 9  | 4 | 2 | -3                   | --                   | -1                                  | +1                                 | +1                                      | 4.15 | 0.88    |
| Engineers and Scientists (Non-Construction)             | 6360   | 82% <span style="background-color: #0000FF; color: white; padding: 2px;">11</span> <span style="background-color: #FFD700; color: black; padding: 2px;">7</span> |    |    |    |    | 33                | 49 | 11 | 5 | 2 | -1                   | --                   | -4                                  | -2                                 | -2                                      | 4.07 | 0.91    |
| Materiel Maintenance Management                         | 7563   | 87% <span style="background-color: #0000FF; color: white; padding: 2px;">8</span> <span style="background-color: #FFD700; color: black; padding: 2px;">5</span>  |    |    |    |    | 40                | 46 | 8  | 3 | 2 | +1                   | --                   | +1                                  | +3                                 | +3                                      | 4.20 | 0.87    |
| Engineers and Scientists (Construction)                 | 7374   | 85% <span style="background-color: #0000FF; color: white; padding: 2px;">10</span> <span style="background-color: #FFD700; color: black; padding: 2px;">6</span> |    |    |    |    | 36                | 49 | 10 | 4 | 2 | -1                   | --                   | -1                                  | +1                                 | +1                                      | 4.13 | 0.86    |
| Security  | 1837   | 86% <span style="background-color: #0000FF; color: white; padding: 2px;">9</span>  |    |    |    |    | 42                | 44 | 9  | 3 | 2 | -6                   | --                   | 0                                   | +2                                 | +2                                      | 4.21 | 0.88    |
| Quality Assurance Specialists (Ammunition Surveillance) | 200    | 85% <span style="background-color: #0000FF; color: white; padding: 2px;">8</span> <span style="background-color: #FFD700; color: black; padding: 2px;">8</span>  |    |    |    |    | 37                | 48 | 8  | 6 | 2 | 0                    | --                   | -1                                  | +1                                 | +1                                      | 4.13 | 0.91    |
| Public Affairs and Communication Media                  | 606    | 86% <span style="background-color: #0000FF; color: white; padding: 2px;">9</span> <span style="background-color: #FFD700; color: black; padding: 2px;">6</span>  |    |    |    |    | 43                | 42 | 9  | 4 | 2 | -4                   | --                   | 0                                   | +2                                 | +2                                      | 4.21 | 0.90    |
| Transportation Management                               | 1248   | 88% <span style="background-color: #0000FF; color: white; padding: 2px;">7</span> <span style="background-color: #FFD700; color: black; padding: 2px;">5</span>  |    |    |    |    | 43                | 44 | 7  | 3 | 2 | 0                    | --                   | +2                                  | +4                                 | +4                                      | 4.23 | 0.88    |
| Manpower and Force Management                           | 1468   | 86% <span style="background-color: #0000FF; color: white; padding: 2px;">8</span> <span style="background-color: #FFD700; color: black; padding: 2px;">6</span>  |    |    |    |    | 36                | 49 | 8  | 4 | 3 | +3                   | --                   | 0                                   | +2                                 | +2                                      | 4.13 | 0.90    |
| Housing Management                                      | 263    | 91% <span style="background-color: #0000FF; color: white; padding: 2px;">6</span>  |    |    |    |    | 50                | 41 | 6  | 2 | 2 | -1                   | --                   | +5                                  | +7                                 | +7                                      | 4.36 | 0.80    |
| Equal Employment Opportunity                            | 227    | 91% <span style="background-color: #0000FF; color: white; padding: 2px;">7</span>  |    |    |    |    | 53                | 38 | 7  | 2 | 0 | +1                   | --                   | +5                                  | +7                                 | +7                                      | 4.42 | 0.70    |
| Education Services                                      | 441    | 93% <span style="background-color: #0000FF; color: white; padding: 2px;">1</span>  |    |    |    |    | 58                | 35 | 5  | 2 | 1 | +1                   | --                   | +7                                  | +9                                 | +9                                      | 4.48 | 0.72    |
| Training  | 4582   | 89% <span style="background-color: #0000FF; color: white; padding: 2px;">7</span>  |    |    |    |    | 48                | 41 | 7  | 3 | 2 | -2                   | --                   | +3                                  | +5                                 | +5                                      | 4.31 | 0.83    |
| Ammunition Management                                   | 688    | 82% <span style="background-color: #0000FF; color: white; padding: 2px;">12</span> <span style="background-color: #FFD700; color: black; padding: 2px;">6</span> |    |    |    |    | 38                | 44 | 12 | 4 | 2 | -1                   | --                   | -4                                  | -2                                 | -2                                      | 4.12 | 0.91    |
| Information Mission Area (IMA)                          | 5443   | 84% <span style="background-color: #0000FF; color: white; padding: 2px;">9</span> <span style="background-color: #FFD700; color: black; padding: 2px;">7</span>  |    |    |    |    | 40                | 44 | 9  | 4 | 3 | -1                   | --                   | -2                                  | 0                                  | 0                                       | 4.15 | 0.93    |
| Intelligence (Excepted Services Only)                   | 1854   | 87% <span style="background-color: #0000FF; color: white; padding: 2px;">8</span> <span style="background-color: #FFD700; color: black; padding: 2px;">6</span>  |    |    |    |    | 41                | 46 | 8  | 4 | 2 | -1                   | --                   | +1                                  | +3                                 | +3                                      | 4.19 | 0.89    |
| Military Personnel Management                           | 2168   | 88% <span style="background-color: #0000FF; color: white; padding: 2px;">7</span>  |    |    |    |    | 46                | 42 | 7  | 3 | 2 | -3                   | --                   | +2                                  | +4                                 | +4                                      | 4.28 | 0.84    |

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



## FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |      |
|---|--------|--------------------|----|----|----|----|-------------------|----|----|----|---|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|------|
|   |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2 |                      |                      |                                     |                                    |   |      |         | 1    |
| <b>HCF - JOB SATISFACTION</b>                           |        |                    |    |    |    |    |                   |    |    |    |   |                      |                      |                                     |                                    |   |      |         |      |
| <b>10d. The work I do is important.</b>                 |        |                    |    |    |    |    |                   |    |    |    |   |                      |                      |                                     |                                    |   |      |         |      |
| Total Army  | 85693  | 90%                |    |    |    |    | 7                 | 47 | 43 | 7  | 2 | 1                    | -1                   | --                                  | -1                                 | -1                                      | -1   | 4.33    | 0.78 |
| <b>Total Career Program</b>                             | 85667  | 90%                |    |    |    |    | 7                 | 47 | 43 | 7  | 2 | 1                    | 0                    | --                                  | -1                                 | -1                                      | -1   | 4.33    | 0.78 |
| Civilian Personnel Administration                       | 1760   | 94%                |    |    |    |    | 5                 | 49 | 45 | 5  | 1 | 1                    | -2                   | --                                  | +3                                 | +3                                      | +3   | 4.40    | 0.68 |
| Comptroller   | 4807   | 89%                |    |    |    |    | 8                 | 40 | 48 | 8  | 2 | 2                    | 0                    | --                                  | -2                                 | -2                                      | -2   | 4.23    | 0.82 |
| Safety Management                                       | 1516   | 93%                |    |    |    |    | 5                 | 58 | 35 | 5  | 1 | 1                    | -2                   | --                                  | +2                                 | +2                                      | +2   | 4.48    | 0.73 |
| Supply Management                                       | 4959   | 90%                |    |    |    |    | 8                 | 47 | 43 | 8  | 1 | 1                    | -2                   | --                                  | -1                                 | -1                                      | -1   | 4.32    | 0.78 |
| Contracting and Acquisition                             | 3796   | 91%                |    |    |    |    | 7                 | 44 | 46 | 7  | 2 | 1                    | -3                   | --                                  | 0                                  | 0                                       | 0    | 4.31    | 0.77 |
| Quality and Reliability Assurance                       | 639    | 90%                |    |    |    |    | 7                 | 46 | 44 | 7  | 1 | 2                    | -3                   | --                                  | -1                                 | -1                                      | -1   | 4.31    | 0.80 |
| Engineers and Scientists (Non-Construction)             | 6336   | 86%                |    |    |    |    | 10                | 39 | 47 | 10 | 3 | 2                    | -1                   | --                                  | -5                                 | -5                                      | -5   | 4.18    | 0.85 |
| Materiel Maintenance Management                         | 7533   | 91%                |    |    |    |    | 6                 | 49 | 42 | 6  | 2 | 1                    | 0                    | --                                  | 0                                  | 0                                       | 0    | 4.37    | 0.76 |
| Engineers and Scientists (Construction)                 | 7333   | 88%                |    |    |    |    | 8                 | 40 | 48 | 8  | 2 | 1                    | -1                   | --                                  | -3                                 | -3                                      | -3   | 4.23    | 0.80 |
| Security  | 1835   | 91%                |    |    |    |    | 6                 | 52 | 39 | 6  | 2 | 2                    | -3                   | --                                  | 0                                  | 0                                       | 0    | 4.39    | 0.80 |
| Quality Assurance Specialists (Ammunition Surveillance) | 199    | 92%                |    |    |    |    | 7                 | 57 | 35 | 7  | 0 | 1                    | +1                   | --                                  | +1                                 | +1                                      | +1   | 4.48    | 0.71 |
| Public Affairs and Communication Media                  | 598    | 83%                |    |    |    |    | 11                | 40 | 43 | 11 | 4 | 2                    | -4                   | --                                  | -8                                 | -8                                      | -8   | 4.16    | 0.89 |
| Transportation Management                               | 1239   | 92%                |    |    |    |    | 5                 | 50 | 42 | 5  | 1 | 1                    | -1                   | --                                  | +1                                 | +1                                      | +1   | 4.39    | 0.75 |
| Manpower and Force Management                           | 1451   | 89%                |    |    |    |    | 8                 | 44 | 45 | 8  | 2 | 2                    | 0                    | --                                  | -2                                 | -2                                      | -2   | 4.27    | 0.82 |
| Housing Management                                      | 260    | 96%                |    |    |    |    | 1                 | 60 | 36 | 2  | 1 | 1                    | +1                   | --                                  | +5                                 | +5                                      | +5   | 4.52    | 0.69 |
| Equal Employment Opportunity                            | 227    | 95%                |    |    |    |    | 1                 | 66 | 29 | 4  | 1 | 0                    | +2                   | --                                  | +4                                 | +4                                      | +4   | 4.59    | 0.63 |
| Education Services                                      | 437    | 97%                |    |    |    |    | 1                 | 64 | 33 | 2  | 0 | 0                    | +1                   | --                                  | +6                                 | +6                                      | +6   | 4.61    | 0.57 |
| Training  | 4554   | 93%                |    |    |    |    | 5                 | 56 | 37 | 5  | 1 | 1                    | -1                   | --                                  | +2                                 | +2                                      | +2   | 4.46    | 0.72 |
| Ammunition Management                                   | 685    | 90%                |    |    |    |    | 6                 | 47 | 43 | 6  | 2 | 2                    | -1                   | --                                  | -1                                 | -1                                      | -1   | 4.32    | 0.81 |
| Information Mission Area (IMA)                          | 5399   | 89%                |    |    |    |    | 8                 | 45 | 44 | 8  | 2 | 2                    | -1                   | --                                  | -2                                 | -2                                      | -2   | 4.28    | 0.82 |
| Intelligence (Excepted Services Only)                   | 1841   | 89%                |    |    |    |    | 7                 | 48 | 41 | 7  | 2 | 1                    | -2                   | --                                  | -2                                 | -2                                      | -2   | 4.33    | 0.80 |
| Military Personnel Management                           | 2161   | 95%                |    |    |    |    | 1                 | 57 | 39 | 4  | 1 | 1                    | 0                    | --                                  | +4                                 | +4                                      | +4   | 4.50    | 0.65 |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding  |    |    |    |    | Category Percents |    |    |    |   | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|--|--------|---|----|----|----|----|-------------------|----|----|----|---|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|  |        | 0   | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2 |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - JOB SATISFACTION</b>                                    |        |   |    |    |    |    |                   |    |    |    |   |                      |                      |                                     |                                    |   |      |         |
| 24a. Considering everything, how satisfied are you with your job |        |   |    |    |    |    |                   |    |    |    |   |                      |                      |                                     |                                    |   |      |         |
| Total Army   | 82915  | 78% <span style="background-color: #0000FF; color: white; padding: 2px;">12</span> <span style="background-color: #FFA500; color: black; padding: 2px;">10</span> |    |    |    |    | 29                | 49 | 12 | 7  | 3 | -1                   | +4                   | +9                                  | +9                                 | +10                                     | 3.94 | 0.99    |
| <b>Total Career Program</b>                                      | 82889  | 78% <span style="background-color: #0000FF; color: white; padding: 2px;">12</span> <span style="background-color: #FFA500; color: black; padding: 2px;">10</span> |    |    |    |    | 29                | 49 | 12 | 7  | 3 | -2                   | +3                   | +9                                  | +9                                 | +10                                     | 3.94 | 0.99    |
| Civilian Personnel Administration                                | 1689   | 74% <span style="background-color: #0000FF; color: white; padding: 2px;">13</span> <span style="background-color: #FFA500; color: black; padding: 2px;">13</span> |    |    |    |    | 25                | 49 | 13 | 8  | 5 | -7                   | -3                   | +5                                  | +5                                 | +6                                      | 3.81 | 1.04    |
| Comptroller  | 4656   | 77% <span style="background-color: #0000FF; color: white; padding: 2px;">12</span> <span style="background-color: #FFA500; color: black; padding: 2px;">11</span> |    |    |    |    | 26                | 50 | 12 | 8  | 4 | -2                   | +1                   | +8                                  | +8                                 | +9                                      | 3.88 | 1.00    |
| Safety Management  | 1484   | 80% <span style="background-color: #0000FF; color: white; padding: 2px;">12</span> <span style="background-color: #FFA500; color: black; padding: 2px;">9</span>  |    |    |    |    | 33                | 47 | 12 | 7  | 2 | -3                   | +5                   | +11                                 | +11                                | +12                                     | 4.01 | 0.95    |
| Supply Management  | 4793   | 78% <span style="background-color: #0000FF; color: white; padding: 2px;">12</span> <span style="background-color: #FFA500; color: black; padding: 2px;">10</span> |    |    |    |    | 30                | 48 | 12 | 7  | 3 | -3                   | 0                    | +9                                  | +9                                 | +10                                     | 3.94 | 1.00    |
| Contracting and Acquisition                                      | 3695   | 75% <span style="background-color: #0000FF; color: white; padding: 2px;">13</span> <span style="background-color: #FFA500; color: black; padding: 2px;">12</span> |    |    |    |    | 24                | 51 | 13 | 8  | 3 | -3                   | -1                   | +6                                  | +6                                 | +7                                      | 3.84 | 1.00    |
| Quality and Reliability Assurance                                | 620    | 78% <span style="background-color: #0000FF; color: white; padding: 2px;">14</span> <span style="background-color: #FFA500; color: black; padding: 2px;">8</span>  |    |    |    |    | 28                | 50 | 14 | 5  | 3 | -3                   | +2                   | +9                                  | +9                                 | +10                                     | 3.95 | 0.94    |
| Engineers and Scientists (Non-Construction)                      | 6113   | 76% <span style="background-color: #0000FF; color: white; padding: 2px;">13</span> <span style="background-color: #FFA500; color: black; padding: 2px;">11</span> |    |    |    |    | 24                | 51 | 13 | 8  | 3 | -3                   | +2                   | +7                                  | +7                                 | +8                                      | 3.86 | 0.97    |
| Materiel Maintenance Management                                  | 7285   | 80% <span style="background-color: #0000FF; color: white; padding: 2px;">11</span> <span style="background-color: #FFA500; color: black; padding: 2px;">9</span>  |    |    |    |    | 31                | 49 | 11 | 6  | 3 | -2                   | +4                   | +11                                 | +11                                | +12                                     | 3.99 | 0.96    |
| Engineers and Scientists (Construction)                          | 7153   | 77% <span style="background-color: #0000FF; color: white; padding: 2px;">12</span> <span style="background-color: #FFA500; color: black; padding: 2px;">11</span> |    |    |    |    | 27                | 51 | 12 | 8  | 3 | -3                   | +4                   | +8                                  | +8                                 | +9                                      | 3.91 | 0.97    |
| Security   | 1792   | 73% <span style="background-color: #0000FF; color: white; padding: 2px;">14</span> <span style="background-color: #FFA500; color: black; padding: 2px;">13</span> |    |    |    |    | 26                | 47 | 14 | 8  | 5 | -8                   | -6                   | +4                                  | +4                                 | +5                                      | 3.82 | 1.06    |
| Quality Assurance Specialists (Ammunition Surveillance)          | 199    | 83% <span style="background-color: #0000FF; color: white; padding: 2px;">9</span> <span style="background-color: #FFA500; color: black; padding: 2px;">8</span>   |    |    |    |    | 29                | 54 | 9  | 6  | 3 | +3                   | +6                   | +14                                 | +14                                | +15                                     | 4.02 | 0.91    |
| Public Affairs and Communication Media                           | 590    | 71% <span style="background-color: #0000FF; color: white; padding: 2px;">13</span> <span style="background-color: #FFA500; color: black; padding: 2px;">16</span> |    |    |    |    | 24                | 47 | 13 | 11 | 5 | -3                   | 0                    | +2                                  | +2                                 | +3                                      | 3.75 | 1.10    |
| Transportation Management  | 1198   | 79% <span style="background-color: #0000FF; color: white; padding: 2px;">11</span> <span style="background-color: #FFA500; color: black; padding: 2px;">10</span> |    |    |    |    | 32                | 47 | 11 | 6  | 4 | -1                   | +4                   | +10                                 | +10                                | +11                                     | 3.97 | 1.01    |
| Manpower and Force Management                                    | 1429   | 78% <span style="background-color: #0000FF; color: white; padding: 2px;">11</span> <span style="background-color: #FFA500; color: black; padding: 2px;">11</span> |    |    |    |    | 28                | 50 | 11 | 7  | 4 | 0                    | +6                   | +9                                  | +9                                 | +10                                     | 3.91 | 1.00    |
| Housing Management   | 253    | 85% <span style="background-color: #0000FF; color: white; padding: 2px;">6</span> <span style="background-color: #FFA500; color: black; padding: 2px;">9</span>   |    |    |    |    | 40                | 45 | 6  | 5  | 4 | 0                    | +14                  | +16                                 | +16                                | +17                                     | 4.13 | 1.00    |
| Equal Employment Opportunity                                     | 226    | 88% <span style="background-color: #0000FF; color: white; padding: 2px;">7</span> <span style="background-color: #FFA500; color: black; padding: 2px;">6</span>   |    |    |    |    | 46                | 42 | 7  | 4  | 1 | +7                   | +9                   | +19                                 | +19                                | +20                                     | 4.26 | 0.87    |
| Education Services   | 426    | 85% <span style="background-color: #0000FF; color: white; padding: 2px;">9</span> <span style="background-color: #FFA500; color: black; padding: 2px;">6</span>   |    |    |    |    | 41                | 44 | 9  | 4  | 1 | 0                    | +7                   | +16                                 | +16                                | +17                                     | 4.19 | 0.87    |
| Training   | 4406   | 81% <span style="background-color: #0000FF; color: white; padding: 2px;">11</span> <span style="background-color: #FFA500; color: black; padding: 2px;">8</span>  |    |    |    |    | 34                | 47 | 11 | 6  | 2 | -2                   | +3                   | +12                                 | +12                                | +13                                     | 4.04 | 0.96    |
| Ammunition Management  | 660    | 79% <span style="background-color: #0000FF; color: white; padding: 2px;">12</span> <span style="background-color: #FFA500; color: black; padding: 2px;">9</span>  |    |    |    |    | 31                | 47 | 12 | 6  | 3 | -1                   | +2                   | +10                                 | +10                                | +11                                     | 3.98 | 0.99    |
| Information Mission Area (IMA)                                   | 5175   | 75% <span style="background-color: #0000FF; color: white; padding: 2px;">13</span> <span style="background-color: #FFA500; color: black; padding: 2px;">12</span> |    |    |    |    | 27                | 47 | 13 | 9  | 3 | -1                   | +5                   | +6                                  | +6                                 | +7                                      | 3.87 | 1.02    |
| Intelligence (Excepted Services Only)                            | 1796   | 76% <span style="background-color: #0000FF; color: white; padding: 2px;">12</span> <span style="background-color: #FFA500; color: black; padding: 2px;">12</span> |    |    |    |    | 29                | 47 | 12 | 9  | 4 | -3                   | +1                   | +7                                  | +7                                 | +8                                      | 3.88 | 1.03    |
| Military Personnel Management                                    | 2079   | 80% <span style="background-color: #0000FF; color: white; padding: 2px;">11</span> <span style="background-color: #FFA500; color: black; padding: 2px;">8</span>  |    |    |    |    | 33                | 47 | 11 | 6  | 3 | -4                   | --                   | +11                                 | +11                                | +12                                     | 4.02 | 0.96    |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail  | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|--|--------|--------------------|----|----|----|----|-------------------|----|----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|  |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - JOB SATISFACTION</b>                                    |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| 24b. Considering everything, how satisfied are you with your pay |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army   | 82648  | 60% 17% 24%        |    |    |    |    | 16                | 44 | 17 | 16 | 8  | -7                   | -2                   | +1                                  | +1                                 | +1                                      | 3.44 | 1.16    |
| <b>Total Career Program</b>                                      | 82622  | 60% 17% 24%        |    |    |    |    | 16                | 44 | 17 | 16 | 8  | -15                  | -9                   | +1                                  | +1                                 | +1                                      | 3.44 | 1.16    |
| Civilian Personnel Administration                                | 1685   | 64% 16% 20%        |    |    |    |    | 19                | 45 | 16 | 14 | 6  | -15                  | -14                  | +5                                  | +5                                 | +5                                      | 3.57 | 1.13    |
| Comptroller  | 4644   | 64% 15% 20%        |    |    |    |    | 18                | 47 | 15 | 13 | 7  | -13                  | -8                   | +5                                  | +5                                 | +5                                      | 3.55 | 1.13    |
| Safety Management  | 1479   | 65% 17% 18%        |    |    |    |    | 20                | 45 | 17 | 13 | 5  | -9                   | +3                   | +6                                  | +6                                 | +6                                      | 3.62 | 1.10    |
| Supply Management  | 4770   | 59% 17% 24%        |    |    |    |    | 17                | 43 | 17 | 16 | 8  | -15                  | -12                  | 0                                   | 0                                  | 0                                       | 3.44 | 1.17    |
| Contracting and Acquisition                                      | 3684   | 63% 16% 21%        |    |    |    |    | 16                | 47 | 16 | 14 | 7  | -11                  | -5                   | +4                                  | +4                                 | +4                                      | 3.52 | 1.12    |
| Quality and Reliability Assurance                                | 618    | 64% 17% 19%        |    |    |    |    | 14                | 49 | 17 | 12 | 7  | -6                   | +1                   | +5                                  | +5                                 | +5                                      | 3.52 | 1.09    |
| Engineers and Scientists (Non-Construction)                      | 6101   | 62% 17% 21%        |    |    |    |    | 16                | 46 | 17 | 15 | 6  | -14                  | -7                   | +3                                  | +3                                 | +3                                      | 3.50 | 1.12    |
| Matériel Maintenance Management                                  | 7257   | 63% 16% 21%        |    |    |    |    | 18                | 45 | 16 | 14 | 7  | -13                  | -7                   | +4                                  | +4                                 | +4                                      | 3.53 | 1.15    |
| Engineers and Scientists (Construction)                          | 7142   | 61% 17% 22%        |    |    |    |    | 15                | 47 | 17 | 16 | 6  | -14                  | -4                   | +2                                  | +2                                 | +2                                      | 3.48 | 1.10    |
| Security   | 1790   | 54% 18% 28%        |    |    |    |    | 13                | 40 | 18 | 18 | 10 | -17                  | -8                   | -5                                  | -5                                 | -5                                      | 3.28 | 1.20    |
| Quality Assurance Specialists (Ammunition Surveillance)          | 197    | 68% 17% 16%        |    |    |    |    | 11                | 56 | 17 | 11 | 5  | -9                   | +3                   | +9                                  | +9                                 | +9                                      | 3.58 | 0.99    |
| Public Affairs and Communication Media                           | 588    | 60% 17% 23%        |    |    |    |    | 15                | 45 | 17 | 15 | 8  | -12                  | -5                   | +1                                  | +1                                 | +1                                      | 3.43 | 1.15    |
| Transportation Management  | 1194   | 56% 21% 24%        |    |    |    |    | 15                | 40 | 21 | 16 | 8  | -14                  | -14                  | -3                                  | -3                                 | -3                                      | 3.40 | 1.15    |
| Manpower and Force Management                                    | 1426   | 69% 14 17%         |    |    |    |    | 22                | 47 | 14 | 12 | 5  | -8                   | 0                    | +10                                 | +10                                | +10                                     | 3.68 | 1.10    |
| Housing Management   | 254    | 68% 14 18%         |    |    |    |    | 16                | 52 | 14 | 12 | 6  | -1                   | +1                   | +9                                  | +9                                 | +9                                      | 3.59 | 1.08    |
| Equal Employment Opportunity                                     | 225    | 68% 13 19%         |    |    |    |    | 22                | 46 | 13 | 12 | 7  | -3                   | -7                   | +9                                  | +9                                 | +9                                      | 3.64 | 1.15    |
| Education Services   | 427    | 63% 15% 22%        |    |    |    |    | 20                | 44 | 15 | 16 | 6  | -9                   | -10                  | +4                                  | +4                                 | +4                                      | 3.56 | 1.15    |
| Training   | 4393   | 62% 16% 22%        |    |    |    |    | 17                | 44 | 16 | 15 | 7  | -11                  | -4                   | +3                                  | +3                                 | +3                                      | 3.50 | 1.15    |
| Ammunition Management  | 660    | 65% 15% 21%        |    |    |    |    | 20                | 45 | 15 | 13 | 8  | -12                  | -11                  | +6                                  | +6                                 | +6                                      | 3.56 | 1.17    |
| Information Mission Area (IMA)                                   | 5163   | 59% 18% 23%        |    |    |    |    | 16                | 43 | 18 | 16 | 7  | -9                   | -8                   | 0                                   | 0                                  | 0                                       | 3.45 | 1.14    |
| Intelligence (Excepted Services Only)                            | 1794   | 67% 13 20%         |    |    |    |    | 21                | 46 | 13 | 14 | 6  | -5                   | +2                   | +8                                  | +8                                 | +8                                      | 3.62 | 1.14    |
| Military Personnel Management                                    | 2071   | 52% 20% 28%        |    |    |    |    | 13                | 39 | 20 | 18 | 10 | -16                  | --                   | -7                                  | -7                                 | -7                                      | 3.27 | 1.19    |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    | Category Percents |    |     |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |      |      |
|---|--------|--------------------|----|----|-------------------|----|-----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|------|------|
|   |        | 0                  | 20 | 40 | 60                | 80 | 100 | 5  | 4  |                      |                      |                                     |                                    |   |      |         | 3    | 2    |
| <b>HCF - JOB SATISFACTION</b>   |        |                    |    |    |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |      |      |
| 24e. Considering everything, how satisfied are you with your involvement in decisions that affect your work |        |                    |    |    |                   |    |     |    |    |                      |                      |                                     |                                    |   |      |         |      |      |
| Total Army  | 82697  |                    |    |    |                   |    | 14  | 37 | 23 | 17                   | 9                    | -1                                  | --                                 | -3                                      | -3   | 0       | 3.31 | 1.17 |
| <b>Total Career Program</b>   | 82671  |                    |    |    |                   |    | 14  | 37 | 23 | 17                   | 9                    | -4                                  | --                                 | -3                                      | -3   | 0       | 3.31 | 1.17 |
| Civilian Personnel Administration   | 1684   |                    |    |    |                   |    | 14  | 35 | 24 | 17                   | 10                   | -6                                  | --                                 | -6                                      | -6   | -3      | 3.26 | 1.19 |
| Comptroller   | 4645   |                    |    |    |                   |    | 14  | 39 | 23 | 16                   | 8                    | -1                                  | --                                 | -2                                      | -2   | +1      | 3.34 | 1.15 |
| Safety Management   | 1478   |                    |    |    |                   |    | 15  | 37 | 24 | 16                   | 8                    | -8                                  | --                                 | -2                                      | -2   | +1      | 3.36 | 1.16 |
| Supply Management   | 4780   |                    |    |    |                   |    | 15  | 38 | 24 | 15                   | 8                    | -5                                  | --                                 | -2                                      | -2   | +1      | 3.38 | 1.15 |
| Contracting and Acquisition   | 3678   |                    |    |    |                   |    | 12  | 38 | 24 | 18                   | 8                    | -1                                  | --                                 | -5                                      | -5   | -2      | 3.29 | 1.13 |
| Quality and Reliability Assurance   | 619    |                    |    |    |                   |    | 11  | 40 | 26 | 16                   | 8                    | -2                                  | --                                 | -4                                      | -4   | -1      | 3.32 | 1.10 |
| Engineers and Scientists (Non-Construction)   | 6104   |                    |    |    |                   |    | 12  | 40 | 23 | 16                   | 8                    | -4                                  | --                                 | -3                                      | -3   | 0       | 3.33 | 1.13 |
| Materiel Maintenance Management   | 7273   |                    |    |    |                   |    | 14  | 38 | 24 | 16                   | 8                    | -6                                  | --                                 | -3                                      | -3   | 0       | 3.33 | 1.15 |
| Engineers and Scientists (Construction)   | 7134   |                    |    |    |                   |    | 13  | 41 | 22 | 16                   | 8                    | -3                                  | --                                 | -2                                      | -2   | +1      | 3.34 | 1.13 |
| Security  | 1791   |                    |    |    |                   |    | 13  | 32 | 22 | 20                   | 12                   | -9                                  | --                                 | -9                                      | -9   | -6      | 3.14 | 1.24 |
| Quality Assurance Specialists (Ammunition Surveillance)   | 199    |                    |    |    |                   |    | 12  | 40 | 31 | 11                   | 7                    | +2                                  | --                                 | -3                                      | -3   | 0       | 3.39 | 1.05 |
| Public Affairs and Communication Media  | 589    |                    |    |    |                   |    | 15  | 31 | 18 | 22                   | 14                   | 0                                   | --                                 | -9                                      | -9   | -6      | 3.10 | 1.30 |
| Transportation Management   | 1194   |                    |    |    |                   |    | 15  | 36 | 24 | 15                   | 9                    | -5                                  | --                                 | -4                                      | -4   | -1      | 3.32 | 1.18 |
| Manpower and Force Management   | 1425   |                    |    |    |                   |    | 18  | 41 | 19 | 15                   | 7                    | +2                                  | --                                 | +4                                      | +4   | +7      | 3.47 | 1.16 |
| Housing Management  | 253    |                    |    |    |                   |    | 19  | 41 | 19 | 14                   | 7                    | +7                                  | --                                 | +4                                      | +4   | +7      | 3.49 | 1.15 |
| Equal Employment Opportunity  | 222    |                    |    |    |                   |    | 20  | 45 | 18 | 9                    | 8                    | +5                                  | --                                 | +10                                     | +10  | +13     | 3.62 | 1.13 |
| Education Services  | 427    |                    |    |    |                   |    | 18  | 36 | 22 | 16                   | 8                    | +1                                  | --                                 | -1                                      | -1   | +2      | 3.40 | 1.18 |
| Training  | 4388   |                    |    |    |                   |    | 16  | 36 | 22 | 17                   | 9                    | -2                                  | --                                 | -3                                      | -3   | 0       | 3.33 | 1.20 |
| Ammunition Management   | 659    |                    |    |    |                   |    | 16  | 36 | 25 | 17                   | 6                    | -7                                  | --                                 | -3                                      | -3   | 0       | 3.38 | 1.13 |
| Information Mission Area (IMA)  | 5161   |                    |    |    |                   |    | 12  | 36 | 23 | 19                   | 10                   | -2                                  | --                                 | -7                                      | -7   | -4      | 3.22 | 1.18 |
| Intelligence (Excepted Services Only)   | 1790   |                    |    |    |                   |    | 13  | 36 | 22 | 19                   | 10                   | -6                                  | --                                 | -6                                      | -6   | -3      | 3.23 | 1.19 |
| Military Personnel Management   | 2075   |                    |    |    |                   |    | 16  | 36 | 23 | 16                   | 9                    | -11                                 | --                                 | -3                                      | -3   | 0       | 3.34 | 1.20 |

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



# FY13 Army Civilian Attitude Survey Career Program Results for Employees



| Item Detail   | # Resp | Percent Responding |    |    |    |    | Category Percents |    |    |    |    | % Fav Diff from 2010 | % Fav Diff from 2006 | OPM 2012 FEVS: % Fav Diff from Army | OPM 2012 FEVS: % Fav Diff from DoD | OPM 2012 FEVS: % Fav Diff from Gov-Wide | Mean | Std Dev |
|---|--------|--------------------|----|----|----|----|-------------------|----|----|----|----|----------------------|----------------------|-------------------------------------|------------------------------------|---|------|---------|
|   |        | 0                  | 20 | 40 | 60 | 80 | 100               | 5  | 4  | 3  | 2  |                      |                      |                                     |                                    |   |      |         |
| <b>HCF - JOB SATISFACTION</b>   |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| 24g. Considering everything, how satisfied are you with your opportunity to get a better job in your organization |        |                    |    |    |    |    |                   |    |    |    |    |                      |                      |                                     |                                    |   |      |         |
| Total Army  | 82783  |                    |    |    |    |    | 7                 | 22 | 32 | 23 | 15 | -3                   | 0                    | -6                                  | -7                                 | -7                                      | 2.83 | 1.15    |
| <b>Total Career Program</b>   | 82757  |                    |    |    |    |    | 7                 | 22 | 32 | 23 | 15 | -6                   | -4                   | -6                                  | -7                                 | -7                                      | 2.83 | 1.15    |
| Civilian Personnel Administration   | 1684   |                    |    |    |    |    | 9                 | 25 | 30 | 20 | 15 | -8                   | -10                  | -1                                  | -2                                 | -2                                      | 2.92 | 1.20    |
| Comptroller   | 4656   |                    |    |    |    |    | 8                 | 24 | 34 | 22 | 13 | -6                   | -5                   | -3                                  | -4                                 | -4                                      | 2.91 | 1.14    |
| Safety Management   | 1480   |                    |    |    |    |    | 8                 | 23 | 36 | 21 | 11 | -1                   | +4                   | -4                                  | -5                                 | -5                                      | 2.96 | 1.11    |
| Supply Management   | 4790   |                    |    |    |    |    | 9                 | 23 | 30 | 22 | 16 | -8                   | -8                   | -3                                  | -4                                 | -4                                      | 2.87 | 1.19    |
| Contracting and Acquisition   | 3685   |                    |    |    |    |    | 9                 | 28 | 31 | 21 | 12 | -4                   | -4                   | +2                                  | +1                                 | +1                                      | 3.00 | 1.14    |
| Quality and Reliability Assurance   | 620    |                    |    |    |    |    | 6                 | 23 | 33 | 24 | 14 | -5                   | -6                   | -6                                  | -7                                 | -7                                      | 2.83 | 1.10    |
| Engineers and Scientists (Non-Construction)   | 6099   |                    |    |    |    |    | 6                 | 23 | 34 | 23 | 14 | -8                   | -4                   | -6                                  | -7                                 | -7                                      | 2.84 | 1.11    |
| Material Maintenance Management   | 7272   |                    |    |    |    |    | 8                 | 25 | 31 | 21 | 15 | -7                   | -2                   | -2                                  | -3                                 | -3                                      | 2.91 | 1.17    |
| Engineers and Scientists (Construction)   | 7145   |                    |    |    |    |    | 6                 | 27 | 33 | 21 | 12 | -5                   | +1                   | -2                                  | -3                                 | -3                                      | 2.93 | 1.10    |
| Security  | 1792   |                    |    |    |    |    | 7                 | 17 | 29 | 26 | 21 | -5                   | -5                   | -11                                 | -12                                | -12                                     | 2.63 | 1.18    |
| Quality Assurance Specialists (Ammunition Surveillance)   | 199    |                    |    |    |    |    | 9                 | 23 | 41 | 16 | 11 | -2                   | -18                  | -3                                  | -4                                 | -4                                      | 3.04 | 1.09    |
| Public Affairs and Communication Media  | 591    |                    |    |    |    |    | 6                 | 12 | 29 | 28 | 25 | -2                   | +1                   | -17                                 | -18                                | -18                                     | 2.46 | 1.16    |
| Transportation Management   | 1192   |                    |    |    |    |    | 8                 | 21 | 31 | 22 | 18 | -5                   | 0                    | -6                                  | -7                                 | -7                                      | 2.79 | 1.19    |
| Manpower and Force Management   | 1429   |                    |    |    |    |    | 9                 | 23 | 33 | 21 | 14 | -3                   | -2                   | -3                                  | -4                                 | -4                                      | 2.93 | 1.17    |
| Housing Management  | 254    |                    |    |    |    |    | 11                | 26 | 29 | 21 | 13 | +3                   | +7                   | +2                                  | +1                                 | +1                                      | 3.00 | 1.20    |
| Equal Employment Opportunity  | 225    |                    |    |    |    |    | 14                | 20 | 35 | 19 | 12 | -2                   | +3                   | -1                                  | -2                                 | -2                                      | 3.04 | 1.20    |
| Education Services  | 425    |                    |    |    |    |    | 11                | 23 | 32 | 19 | 15 | +4                   | +4                   | -1                                  | -2                                 | -2                                      | 2.96 | 1.20    |
| Training  | 4400   |                    |    |    |    |    | 8                 | 21 | 33 | 23 | 15 | -1                   | +2                   | -6                                  | -7                                 | -7                                      | 2.84 | 1.17    |
| Ammunition Management   | 659    |                    |    |    |    |    | 6                 | 24 | 33 | 22 | 15 | -6                   | -10                  | -5                                  | -6                                 | -6                                      | 2.85 | 1.13    |
| Information Mission Area (IMA)  | 5170   |                    |    |    |    |    | 6                 | 18 | 33 | 25 | 18 | -3                   | +1                   | -11                                 | -12                                | -12                                     | 2.70 | 1.14    |
| Intelligence (Excepted Services Only)   | 1794   |                    |    |    |    |    | 5                 | 17 | 33 | 26 | 19 | -2                   | -3                   | -12                                 | -13                                | -13                                     | 2.65 | 1.13    |
| Military Personnel Management   | 2077   |                    |    |    |    |    | 8                 | 19 | 27 | 24 | 21 | -5                   | --                   | -7                                  | -8                                 | -8                                      | 2.70 | 1.23    |

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