

Item Frequencies for Civilian Employees

Frequency Table

1. My immediate supervisor is (do not consider team leaders as supervisors):^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Military	490	13.8	15.0	15.0
	Civilian	2777	78.2	85.0	100.0
	Total	3267	92.0	100.0	
Missing	System	286	8.0		
Total		3553	100.0		

a. Form Code = 1

2. The personnel office treats people courteously.^{a,b}

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	167	4.7	5.0	5.0
	Disagree	345	9.7	10.3	15.2
	Neither Agree Nor Disagree	742	20.9	22.1	37.3
	Agree	1675	47.1	49.8	87.1
	Strongly Agree	433	12.2	12.9	100.0
	Total	3362	94.6	100.0	
Missing	Don't Know/Not Applicable	169	4.8		
	System	22	.6		
	Total	191	5.4		
Total		3553	100.0		

a. Form Code = 1

b. Footnote

3. The personnel office keeps people informed about important changes in personnel rules and benefits.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	542	15.3	15.8	15.8
	Disagree	745	21.0	21.7	37.4
	Neither Agree Nor Disagree	781	22.0	22.7	60.2
	Agree	1130	31.8	32.9	93.0
	Strongly Agree	239	6.7	7.0	100.0
	Total	3437	96.7	100.0	
Missing	Don't Know/Not Applicable	97	2.7		
	System	19	.5		
	Total	116	3.3		
Total		3553	100.0		

a. Form Code = 1

4. If my supervisor can't help me with an employment matter, I can get information or help from the personnel office.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	344	9.7	10.2	10.2
	Disagree	520	14.6	15.4	25.6
	Neither Agree Nor Disagree	759	21.4	22.5	48.0
	Agree	1457	41.0	43.1	91.2
	Strongly Agree	298	8.4	8.8	100.0
	Total	3378	95.1	100.0	
Missing	Don't Know/Not Applicable	159	4.5		
	System	16	.5		
	Total	175	4.9		
Total		3553	100.0		

a. Form Code = 1

5. I have no problems finding or getting access to the appropriate personnel office staff member to get the information or service I need.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	525	14.8	15.4	15.4
	Disagree	754	21.2	22.1	37.5
	Neither Agree Nor Disagree	693	19.5	20.3	57.8
	Agree	1175	33.1	34.4	92.2
	Strongly Agree	267	7.5	7.8	100.0
	Total	3414	96.1	100.0	
Missing	Don't Know/Not Applicable	117	3.3		
	System	22	.6		
	Total	139	3.9		
Total		3553	100.0		

a. Form Code = 1

6. The staff of the personnel office acts with integrity.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	280	7.9	8.6	8.6
	Disagree	358	10.1	11.0	19.6
	Neither Agree Nor Disagree	1048	29.5	32.3	51.9
	Agree	1279	36.0	39.4	91.3
	Strongly Agree	282	7.9	8.7	100.0
	Total	3247	91.4	100.0	
Missing	Don't Know/Not Applicable	273	7.7		
	System	33	.9		
	Total	306	8.6		
Total		3553	100.0		

a. Form Code = 1

7. Based on your recent experiences with the personnel office, rate the overall quality and timeliness of service^a on processing personnel and pay actions (e.g., promotions, within-grade increases, tax withholding, benefits).

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Poor	430	12.1	12.9	12.9
	Poor	397	11.2	11.9	24.8
	Fair	891	25.1	26.8	51.6
	Good	1191	33.5	35.8	87.4
	Very Good	419	11.8	12.6	100.0
	Total	3328	93.7	100.0	
Missing	Don't Know/Not Applicable	210	5.9		
	System	15	.4		
	Total	225	6.3		
Total		3553	100.0		

a. Form Code = 1

8. Based on your recent experiences with the personnel office, rate the overall quality and timeliness of service on discipline, complaints, and performance appraisal.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Poor	349	9.8	12.4	12.4
	Poor	394	11.1	13.9	26.3
	Fair	921	25.9	32.6	58.9
	Good	944	26.6	33.4	92.3
	Very Good	217	6.1	7.7	100.0
	Total	2825	79.5	100.0	
Missing	Don't Know/Not Applicable	711	20.0		
	System	17	.5		
	Total	728	20.5		
Total		3553	100.0		

a. Form Code = 1

9. Based on your recent experiences with the personnel office, rate the overall quality and timeliness of service on counseling employees on issues such as benefits (e.g., health^a, retirement), leave, hours of work, and worker's compensation.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Poor	490	13.8	15.9	15.9
	Poor	561	15.8	18.2	34.2
	Fair	878	24.7	28.5	62.7
	Good	901	25.4	29.3	92.0
	Very Good	246	6.9	8.0	100.0
	Total	3076	86.6	100.0	
Missing	Don't Know/Not Applicable	462	13.0		
	System	15	.4		
	Total	477	13.4		
Total		3553	100.0		

a. Form Code = 1

10. Based on your recent experiences with the personnel office^a, rate the overall quality and timeliness of service on training.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Poor	515	14.5	16.7	16.7
	Poor	560	15.8	18.2	34.9
	Fair	955	26.9	31.0	66.0
	Good	842	23.7	27.4	93.3
	Very Good	205	5.8	6.7	100.0
	Total	3077	86.6	100.0	
Missing	Don't Know/Not Applicable	445	12.5		
	System	31	.9		
	Total	476	13.4		
Total		3553	100.0		

a. Form Code = 1

11. Based on your recent experiences with the personnel office, rate the overall quality and timeliness of service on job and promotion information.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Poor	633	17.8	19.4	19.4
	Poor	685	19.3	20.9	40.3
	Fair	1011	28.5	30.9	71.2
	Good	764	21.5	23.4	94.6
	Very Good	177	5.0	5.4	100.0
	Total	3270	92.0	100.0	
Missing	Don't Know/Not Applicable	249	7.0		
	System	34	1.0		
	Total	283	8.0		
Total		3553	100.0		

a. Form Code = 1

12. Overall, the quality and timeliness of service given by the personnel office is:^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Poor	426	12.0	12.7	12.7
	Poor	583	16.4	17.3	30.0
	Fair	1145	32.2	34.0	64.0
	Good	1002	28.2	29.8	93.7
	Very Good	211	5.9	6.3	100.0
	Total	3367	94.8	100.0	
Missing	Don't Know/Not Applicable	144	4.1		
	System	42	1.2		
	Total	186	5.2		
Total		3553	100.0		

a. Form Code = 1

13. My job makes good use of my abilities.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	349	9.8	9.9	9.9
	Disagree	516	14.5	14.6	24.5
	Neither Agree Nor Disagree	388	10.9	11.0	35.5
	Agree	1456	41.0	41.3	76.8
	Strongly Agree	818	23.0	23.2	100.0
	Total	3527	99.3	100.0	
Missing	Don't Know/Not Applicable	4	.1		
	System	22	.6		
	Total	26	.7		
Total		3553	100.0		

a. Form Code = 1

14. I frequently think about quitting my job.^{a,b}

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1090	30.7	31.5	31.5
	Disagree	812	22.9	23.4	54.9
	Neither Agree Nor Disagree	588	16.5	17.0	71.9
	Agree	613	17.3	17.7	89.6
	Strongly Agree	361	10.2	10.4	100.0
	Total	3464	97.5	100.0	
Missing	Don't Know/Not Applicable	57	1.6		
	System	32	.9		
	Total	89	2.5		
Total		3553	100.0		

a. Form Code = 1

b. Item is phrased in a negative manner.

15. I find my work challenging.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	343	9.7	9.7	9.7
	Disagree	459	12.9	13.0	22.8
	Neither Agree Nor Disagree	647	18.2	18.4	41.2
	Agree	1355	38.1	38.5	79.7
	Strongly Agree	715	20.1	20.3	100.0
	Total	3519	99.0	100.0	
Missing	Don't Know/Not Applicable	7	.2		
	System	27	.8		
	Total	34	1.0		
Total		3553	100.0		

a. Form Code = 1

16. I am often bored with my job.^{a,b}

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1143	32.2	32.7	32.7
	Disagree	972	27.4	27.8	60.4
	Neither Agree Nor Disagree	641	18.0	18.3	78.8
	Agree	499	14.0	14.3	93.0
	Strongly Agree	244	6.9	7.0	100.0
	Total	3499	98.5	100.0	
Missing	Don't Know/Not Applicable	32	.9		
	System	22	.6		
	Total	54	1.5		
Total		3553	100.0		

a. Form Code = 1

b. Item is phrased in a negative manner.

17. All in all, I am satisfied with my job.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	318	9.0	9.0	9.0
	Disagree	439	12.4	12.5	21.5
	Neither Agree Nor Disagree	607	17.1	17.2	38.7
	Agree	1423	40.1	40.4	79.2
	Strongly Agree	734	20.7	20.8	100.0
	Total	3521	99.1	100.0	
Missing	Don't Know/Not Applicable	2	.1		
	System	30	.8		
	Total	32	.9		
Total		3553	100.0		

a. Form Code = 1

18. I would recommend that others pursue a career as a civilian with the Federal government.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	593	16.7	17.0	17.0
	Disagree	546	15.4	15.7	32.7
	Neither Agree Nor Disagree	685	19.3	19.6	52.3
	Agree	1173	33.0	33.6	85.9
	Strongly Agree	490	13.8	14.1	100.0
	Total	3487	98.1	100.0	
Missing	Don't Know/Not Applicable	36	1.0		
	System	30	.8		
	Total	66	1.9		
Total		3553	100.0		

a. Form Code = 1

19. I would recommend that others pursue a career as a civilian with the Army.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	669	18.8	19.4	19.4
	Disagree	591	16.6	17.1	36.4
	Neither Agree Nor Disagree	805	22.7	23.3	59.7
	Agree	1020	28.7	29.5	89.2
	Strongly Agree	372	10.5	10.8	100.0
	Total	3457	97.3	100.0	
Missing	Don't Know/Not Applicable	74	2.1		
	System	22	.6		
	Total	96	2.7		
Total		3553	100.0		

a. Form Code = 1

20. I would recommend that others pursue a career as a civilian with this organization.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	838	23.6	23.9	23.9
	Disagree	612	17.2	17.5	41.4
	Neither Agree Nor Disagree	792	22.3	22.6	64.0
	Agree	919	25.9	26.2	90.3
	Strongly Agree	341	9.6	9.7	100.0
	Total	3502	98.6	100.0	
Missing	Don't Know/Not Applicable	35	1.0		
	System	16	.5		
	Total	51	1.4		
Total		3553	100.0		

a. Form Code = 1

21. My supervisor clearly outlines the goals and priorities for my work.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	541	15.2	15.4	15.4
	Disagree	611	17.2	17.4	32.8
	Neither Agree Nor Disagree	557	15.7	15.9	48.7
	Agree	1302	36.6	37.1	85.8
	Strongly Agree	499	14.0	14.2	100.0
	Total	3510	98.8	100.0	
Missing	Don't Know/Not Applicable	27	.8		
	System	16	.5		
	Total	43	1.2		
Total		3553	100.0		

a. Form Code = 1

22. My supervisor lets me know how well I am doing my work.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	526	14.8	14.9	14.9
	Disagree	530	14.9	15.0	29.9
	Neither Agree Nor Disagree	575	16.2	16.3	46.3
	Agree	1299	36.6	36.8	83.1
	Strongly Agree	596	16.8	16.9	100.0
	Total	3526	99.2	100.0	
Missing	Don't Know/Not Applicable	15	.4		
	System	12	.3		
	Total	27	.8		
Total		3553	100.0		

a. Form Code = 1

23. My supervisor keeps me informed about matters affecting my job and me.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	540	15.2	15.3	15.3
	Disagree	583	16.4	16.5	31.9
	Neither Agree Nor Disagree	589	16.6	16.7	48.6
	Agree	1255	35.3	35.6	84.2
	Strongly Agree	556	15.6	15.8	100.0
	Total	3523	99.2	100.0	
Missing	Don't Know/Not Applicable	16	.5		
	System	14	.4		
	Total	30	.8		
Total		3553	100.0		

a. Form Code = 1

24. My supervisor gives me the support and backing I need to do my job well.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	570	16.0	16.2	16.2
	Disagree	456	12.8	12.9	29.1
	Neither Agree Nor Disagree	620	17.5	17.6	46.7
	Agree	1220	34.3	34.6	81.3
	Strongly Agree	661	18.6	18.7	100.0
	Total	3527	99.3	100.0	
Missing	Don't Know/Not Applicable	15	.4		
	System	11	.3		
	Total	26	.7		
Total		3553	100.0		

a. Form Code = 1

25. My supervisor has a strong interest in the welfare of his/her employees.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	604	17.0	17.3	17.3
	Disagree	442	12.4	12.7	30.0
	Neither Agree Nor Disagree	723	20.3	20.7	50.7
	Agree	1025	28.8	29.4	80.1
	Strongly Agree	696	19.6	19.9	100.0
	Total	3490	98.2	100.0	
Missing	Don't Know/Not Applicable	44	1.2		
	System	19	.5		
	Total	63	1.8		
Total		3553	100.0		

a. Form Code = 1

26. My supervisor is competent in handling the technical parts of his/her job.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	419	11.8	12.1	12.1
	Disagree	296	8.3	8.5	20.6
	Neither Agree Nor Disagree	583	16.4	16.8	37.5
	Agree	1316	37.0	38.0	75.5
	Strongly Agree	850	23.9	24.5	100.0
	Total	3464	97.5	100.0	
Missing	Don't Know/Not Applicable	72	2.0		
	System	17	.5		
	Total	89	2.5		
Total		3553	100.0		

a. Form Code = 1

27. I feel free to go to my supervisor with questions or problems about my work.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	444	12.5	12.6	12.6
	Disagree	340	9.6	9.6	22.2
	Neither Agree Nor Disagree	403	11.3	11.4	33.7
	Agree	1414	39.8	40.1	73.8
	Strongly Agree	924	26.0	26.2	100.0
	Total	3525	99.2	100.0	
Missing	Don't Know/Not Applicable	12	.3		
	System	16	.5		
	Total	28	.8		
Total		3553	100.0		

a. Form Code = 1

28. My supervisor provides me with career counseling.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	887	25.0	25.9	25.9
	Disagree	717	20.2	20.9	46.8
	Neither Agree Nor Disagree	790	22.2	23.0	69.8
	Agree	697	19.6	20.3	90.1
	Strongly Agree	339	9.5	9.9	100.0
	Total	3430	96.5	100.0	
Missing	Don't Know/Not Applicable	106	3.0		
	System	17	.5		
	Total	123	3.5		
Total		3553	100.0		

a. Form Code = 1

29. Management is competent.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	546	15.4	16.0	16.0
	Disagree	617	17.4	18.0	34.0
	Neither Agree Nor Disagree	817	23.0	23.9	57.8
	Agree	1153	32.5	33.7	91.5
	Strongly Agree	290	8.2	8.5	100.0
	Total	3423	96.3	100.0	
Missing	Don't Know/Not Applicable	83	2.3		
	System	47	1.3		
	Total	130	3.7		
Total		3553	100.0		

a. Form Code = 1

30. Management treats employees with respect and consideration.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	591	16.6	17.1	17.1
	Disagree	706	19.9	20.4	37.5
	Neither Agree Nor Disagree	763	21.5	22.0	59.5
	Agree	1087	30.6	31.4	90.9
	Strongly Agree	316	8.9	9.1	100.0
	Total	3463	97.5	100.0	
Missing	Don't Know/Not Applicable	49	1.4		
	System	41	1.2		
	Total	90	2.5		
Total		3553	100.0		

a. Form Code = 1

31. Management makes timely decisions.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	703	19.8	20.6	20.6
	Disagree	885	24.9	26.0	46.6
	Neither Agree Nor Disagree	875	24.6	25.7	72.3
	Agree	722	20.3	21.2	93.5
	Strongly Agree	221	6.2	6.5	100.0
	Total	3406	95.9	100.0	
Missing	Don't Know/Not Applicable System	96	2.7		
		51	1.4		
	Total	147	4.1		
Total		3553	100.0		

a. Form Code = 1

32. Management rewards employees who show initiative and innovation.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	929	26.1	27.3	27.3
	Disagree	787	22.2	23.1	50.3
	Neither Agree Nor Disagree	696	19.6	20.4	70.8
	Agree	741	20.9	21.7	92.5
	Strongly Agree	256	7.2	7.5	100.0
	Total	3409	95.9	100.0	
Missing	Don't Know/Not Applicable System	98	2.8		
		46	1.3		
	Total	144	4.1		
Total		3553	100.0		

a. Form Code = 1

33. Management keeps employees informed.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	730	20.5	21.0	21.0
	Disagree	812	22.9	23.4	44.4
	Neither Agree Nor Disagree	780	22.0	22.5	66.9
	Agree	912	25.7	26.3	93.2
	Strongly Agree	237	6.7	6.8	100.0
	Total	3471	97.7	100.0	
Missing	Don't Know/Not Applicable System	42	1.2		
		40	1.1		
	Total	82	2.3		
Total		3553	100.0		

a. Form Code = 1

34. Employees at this installation have an equal chance to compete for promotions.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	979	27.6	29.3	29.3
	Disagree	758	21.3	22.7	52.1
	Neither Agree Nor Disagree	673	18.9	20.2	72.2
	Agree	752	21.2	22.5	94.8
	Strongly Agree	175	4.9	5.2	100.0
	Total	3337	93.9	100.0	
Missing	Don't Know/Not Applicable	196	5.5		
	System	20	.6		
	Total	216	6.1		
Total		3553	100.0		

a. Form Code = 1

35. When promotions are made at this installation, the best qualified people are selected.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1077	30.3	32.9	32.9
	Disagree	826	23.2	25.2	58.1
	Neither Agree Nor Disagree	860	24.2	26.3	84.3
	Agree	405	11.4	12.4	96.7
	Strongly Agree	108	3.0	3.3	100.0
	Total	3276	92.2	100.0	
Missing	Don't Know/Not Applicable	255	7.2		
	System	22	.6		
	Total	277	7.8		
Total		3553	100.0		

a. Form Code = 1

36. Employees at this installation are treated fairly with regard to job placements and promotions.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	995	28.0	30.1	30.1
	Disagree	832	23.4	25.2	55.2
	Neither Agree Nor Disagree	841	23.7	25.4	80.7
	Agree	519	14.6	15.7	96.3
	Strongly Agree	121	3.4	3.7	100.0
	Total	3308	93.1	100.0	
Missing	Don't Know/Not Applicable	217	6.1		
	System	28	.8		
	Total	245	6.9		
Total		3553	100.0		

a. Form Code = 1

37. I am satisfied with the processes used to fill vacancies at this installation.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1135	31.9	34.0	34.0
	Disagree	812	22.9	24.3	58.3
	Neither Agree Nor Disagree	779	21.9	23.3	81.7
	Agree	502	14.1	15.0	96.7
	Strongly Agree	110	3.1	3.3	100.0
	Total	3338	93.9	100.0	
Missing	Don't Know/Not Applicable System	184	5.2		
		31	.9		
	Total	215	6.1		
Total		3553	100.0		

a. Form Code = 1

38. When I do a good job, it is recognized.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	667	18.8	19.0	19.0
	Disagree	695	19.6	19.8	38.9
	Neither Agree Nor Disagree	707	19.9	20.2	59.1
	Agree	1110	31.2	31.7	90.8
	Strongly Agree	324	9.1	9.2	100.0
	Total	3503	98.6	100.0	
Missing	Don't Know/Not Applicable System	30	.8		
		20	.6		
	Total	50	1.4		
Total		3553	100.0		

a. Form Code = 1

39. When awards are given, they go to the most deserving people.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	941	26.5	27.7	27.7
	Disagree	871	24.5	25.7	53.4
	Neither Agree Nor Disagree	842	23.7	24.8	78.2
	Agree	564	15.9	16.6	94.9
	Strongly Agree	174	4.9	5.1	100.0
	Total	3392	95.5	100.0	
Missing	Don't Know/Not Applicable System	143	4.0		
		18	.5		
	Total	161	4.5		
Total		3553	100.0		

a. Form Code = 1

40. Employees at this installation are treated fairly with regard to awards.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	929	26.1	27.7	27.7
	Disagree	890	25.0	26.5	54.2
	Neither Agree Nor Disagree	846	23.8	25.2	79.4
	Agree	559	15.7	16.7	96.1
	Strongly Agree	131	3.7	3.9	100.0
	Total	3355	94.4	100.0	
Missing	Don't Know/Not Applicable	179	5.0		
	System	19	.5		
	Total	198	5.6		
Total		3553	100.0		

a. Form Code = 1

41. If I perform my job especially well, I will receive an award.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	891	25.1	26.1	26.1
	Disagree	726	20.4	21.3	47.4
	Neither Agree Nor Disagree	798	22.5	23.4	70.8
	Agree	769	21.6	22.6	93.4
	Strongly Agree	225	6.3	6.6	100.0
	Total	3409	95.9	100.0	
Missing	Don't Know/Not Applicable	127	3.6		
	System	17	.5		
	Total	144	4.1		
Total		3553	100.0		

a. Form Code = 1

42. If I filed a grievance, it would be held against me.^{a,b}

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	153	4.3	5.3	5.3
	Disagree	315	8.9	11.0	16.3
	Neither Agree Nor Disagree	944	26.6	32.9	49.1
	Agree	909	25.6	31.6	80.8
	Strongly Agree	552	15.5	19.2	100.0
	Total	2873	80.9	100.0	
Missing	Don't Know/Not Applicable	660	18.6		
	System	20	.6		
	Total	680	19.1		
Total		3553	100.0		

a. Form Code = 1

b. Item is phrased in a negative manner.

43. Top management at this installation actively supports the Equal Employment Opportunity Program.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	300	8.4	9.6	9.6
	Disagree	349	9.8	11.2	20.9
	Neither Agree Nor Disagree	985	27.7	31.7	52.5
	Agree	1172	33.0	37.7	90.2
	Strongly Agree	306	8.6	9.8	100.0
	Total	3112	87.6	100.0	
Missing	Don't Know/Not Applicable System	421	11.8		
		20	.6		
	Total	441	12.4		
Total		3553	100.0		

a. Form Code = 1

44. Employees at this installation are treated fairly with regard to discipline.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	562	15.8	18.2	18.2
	Disagree	663	18.7	21.5	39.7
	Neither Agree Nor Disagree	986	27.8	32.0	71.7
	Agree	735	20.7	23.8	95.5
	Strongly Agree	139	3.9	4.5	100.0
	Total	3085	86.8	100.0	
Missing	Don't Know/Not Applicable System	448	12.6		
		20	.6		
	Total	468	13.2		
Total		3553	100.0		

a. Form Code = 1

45. Employees at this installation are treated fairly with regard to grievances and appeals.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	492	13.8	17.5	17.5
	Disagree	548	15.4	19.5	36.9
	Neither Agree Nor Disagree	1135	31.9	40.3	77.2
	Agree	535	15.1	19.0	96.2
	Strongly Agree	107	3.0	3.8	100.0
	Total	2817	79.3	100.0	
Missing	Don't Know/Not Applicable System	708	19.9		
		28	.8		
	Total	736	20.7		
Total		3553	100.0		

a. Form Code = 1

46. The people I work with do a good job.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	118	3.3	3.4	3.4
	Disagree	237	6.7	6.8	10.1
	Neither Agree Nor Disagree	436	12.3	12.4	22.5
	Agree	1834	51.6	52.2	74.8
	Strongly Agree	886	24.9	25.2	100.0
	Total	3511	98.8	100.0	
Missing	Don't Know/Not Applicable	29	.8		
	System	13	.4		
	Total	42	1.2		
Total		3553	100.0		

a. Form Code = 1

47. My work group is well run.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	273	7.7	7.9	7.9
	Disagree	519	14.6	15.0	22.8
	Neither Agree Nor Disagree	662	18.6	19.1	41.9
	Agree	1408	39.6	40.6	82.5
	Strongly Agree	609	17.1	17.5	100.0
	Total	3471	97.7	100.0	
Missing	Don't Know/Not Applicable	66	1.9		
	System	16	.5		
	Total	82	2.3		
Total		3553	100.0		

a. Form Code = 1

48. People in my group work well together.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	233	6.6	6.7	6.7
	Disagree	337	9.5	9.7	16.4
	Neither Agree Nor Disagree	572	16.1	16.4	32.8
	Agree	1554	43.7	44.6	77.4
	Strongly Agree	788	22.2	22.6	100.0
	Total	3484	98.1	100.0	
Missing	Don't Know/Not Applicable	54	1.5		
	System	15	.4		
	Total	69	1.9		
Total		3553	100.0		

a. Form Code = 1

49. My supervisor and I discuss my training and development needs at least once a year.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	690	19.4	20.0	20.0
	Disagree	633	17.8	18.4	38.4
	Neither Agree Nor Disagree	422	11.9	12.2	50.6
	Agree	1291	36.3	37.4	88.0
	Strongly Agree	413	11.6	12.0	100.0
	Total	3449	97.1	100.0	
Missing	Don't Know/Not Applicable	85	2.4		
	System	19	.5		
	Total	104	2.9		
Total		3553	100.0		

a. Form Code = 1

50. I receive the training I need to perform my job properly (e.g., on-the-job training, classroom instruction, conferences, workshops).

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	614	17.3	17.7	17.7
	Disagree	652	18.4	18.8	36.5
	Neither Agree Nor Disagree	569	16.0	16.4	52.8
	Agree	1250	35.2	36.0	88.8
	Strongly Agree	388	10.9	11.2	100.0
	Total	3473	97.7	100.0	
Missing	Don't Know/Not Applicable	60	1.7		
	System	20	.6		
	Total	80	2.3		
Total		3553	100.0		

a. Form Code = 1

51. Management supports continued training and development.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	591	16.6	17.2	17.2
	Disagree	535	15.1	15.6	32.8
	Neither Agree Nor Disagree	735	20.7	21.4	54.2
	Agree	1199	33.7	34.9	89.2
	Strongly Agree	372	10.5	10.8	100.0
	Total	3432	96.6	100.0	
Missing	Don't Know/Not Applicable	89	2.5		
	System	32	.9		
	Total	121	3.4		
Total		3553	100.0		

a. Form Code = 1

52. Managers/supervisors deal effectively with reports of prejudice and discrimination.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	416	11.7	15.0	15.0
	Disagree	434	12.2	15.6	30.6
	Neither Agree Nor Disagree	950	26.7	34.2	64.7
	Agree	798	22.5	28.7	93.5
	Strongly Agree	182	5.1	6.5	100.0
	Total	2780	78.2	100.0	
Missing	Don't Know/Not Applicable	742	20.9		
	System	31	.9		
	Total	773	21.8		
Total		3553	100.0		

a. Form Code = 1

53. If I complained of discrimination, it would be held against me.^{a,b}

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	218	6.1	7.7	7.7
	Disagree	492	13.8	17.3	25.0
	Neither Agree Nor Disagree	1029	29.0	36.2	61.3
	Agree	690	19.4	24.3	85.6
	Strongly Agree	410	11.5	14.4	100.0
	Total	2839	79.9	100.0	
Missing	Don't Know/Not Applicable	682	19.2		
	System	32	.9		
	Total	714	20.1		
Total		3553	100.0		

a. Form Code = 1

b. Item is phrased in a negative manner.

54. Nonminority employees often get preferential treatment over minority employees.^{a,b}

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	782	22.0	25.5	25.5
	Disagree	813	22.9	26.5	52.0
	Neither Agree Nor Disagree	903	25.4	29.4	81.4
	Agree	332	9.3	10.8	92.2
	Strongly Agree	238	6.7	7.8	100.0
	Total	3068	86.3	100.0	
Missing	Don't Know/Not Applicable	445	12.5		
	System	40	1.1		
	Total	485	13.7		
Total		3553	100.0		

a. Form Code = 1

b. Item is phrased in a negative manner.

55. Minority employees often get preferential treatment over nonminority employees.^{a,b}

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	523	14.7	16.9	16.9
	Disagree	732	20.6	23.7	40.6
	Neither Agree Nor Disagree	957	26.9	30.9	71.5
	Agree	525	14.8	17.0	88.5
	Strongly Agree	357	10.0	11.5	100.0
	Total	3094	87.1	100.0	
Missing	Don't Know/Not Applicable	424	11.9		
	System	35	1.0		
	Total	459	12.9		
Total		3553	100.0		

a. Form Code = 1

b. Item is phrased in a negative manner.

56. Male employees often get preferential treatment over female employees.^{a,b}

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	609	17.1	19.7	19.7
	Disagree	850	23.9	27.5	47.2
	Neither Agree Nor Disagree	984	27.7	31.8	79.0
	Agree	394	11.1	12.7	91.7
	Strongly Agree	257	7.2	8.3	100.0
	Total	3094	87.1	100.0	
Missing	Don't Know/Not Applicable	429	12.1		
	System	30	.8		
	Total	459	12.9		
Total		3553	100.0		

a. Form Code = 1

b. Item is phrased in a negative manner.

57. Female employees often get preferential treatment over male employees.^{a,b}

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	571	16.1	18.4	18.4
	Disagree	929	26.1	29.9	48.3
	Neither Agree Nor Disagree	1024	28.8	33.0	81.2
	Agree	353	9.9	11.4	92.6
	Strongly Agree	230	6.5	7.4	100.0
	Total	3107	87.4	100.0	
Missing	Don't Know/Not Applicable	418	11.8		
	System	28	.8		
	Total	446	12.6		
Total		3553	100.0		

a. Form Code = 1

b. Item is phrased in a negative manner.

58. At this installation, physical conditions (e.g., noise level, temperature, lighting, cleanliness) allow employees to perform their jobs well.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	427	12.0	12.2	12.2
	Disagree	612	17.2	17.4	29.6
	Neither Agree Nor Disagree	560	15.8	15.9	45.5
	Agree	1557	43.8	44.3	89.8
	Strongly Agree	357	10.0	10.2	100.0
	Total	3513	98.9	100.0	
Missing	Don't Know/Not Applicable	20	.6		
	System	20	.6		
	Total	40	1.1		
Total		3553	100.0		

a. Form Code = 1

59. Programs that encourage good health practices are supported here (e.g., fitness centers, health education programs).^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	368	10.4	10.8	10.8
	Disagree	489	13.8	14.3	25.1
	Neither Agree Nor Disagree	691	19.4	20.3	45.4
	Agree	1458	41.0	42.8	88.2
	Strongly Agree	403	11.3	11.8	100.0
	Total	3409	95.9	100.0	
Missing	Don't Know/Not Applicable	116	3.3		
	System	28	.8		
	Total	144	4.1		
Total		3553	100.0		

a. Form Code = 1

60. Employees are protected from health and safety hazards on the job.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	283	8.0	8.2	8.2
	Disagree	373	10.5	10.7	18.9
	Neither Agree Nor Disagree	632	17.8	18.2	37.1
	Agree	1745	49.1	50.3	87.4
	Strongly Agree	437	12.3	12.6	100.0
	Total	3470	97.7	100.0	
Missing	Don't Know/Not Applicable	56	1.6		
	System	27	.8		
	Total	83	2.3		
Total		3553	100.0		

a. Form Code = 1

S1. I have access to a computer at work.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	2951	83.1	84.0	84.0
	No	564	15.9	16.0	100.0
	Total	3515	98.9	100.0	
Missing	System	38	1.1		
Total		3553	100.0		

a. Form Code = 1

S2. The computer I use at work can access the Internet/World Wide Web.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	2331	65.6	84.1	84.1
	No	442	12.4	15.9	100.0
	Total	2773	78.0	100.0	
Missing	Don't Know/Not Applicable	141	4.0		
	System	639	18.0		
	Total	780	22.0		
Total		3553	100.0		

a. Form Code = 1

S3. The Army has created a civilian personnel home page on the Internet/World Wide Web called Civilian Personnel On-Line (CPOL) (www.cpol.army.mil). How many times have you accessed it in the last 12 months?^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	890	25.0	38.1	38.1
	Once or twice	367	10.3	15.7	53.9
	Several times	469	13.2	20.1	74.0
	About once a month	203	5.7	8.7	82.7
	More than once a month	404	11.4	17.3	100.0
	Total	2333	65.7	100.0	
Missing	System	1220	34.3		
Total		3553	100.0		

a. Form Code = 1

S4. I find the information on the Civilian Personnel On-Line (CPOL) home page useful.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	19	.5	1.4	1.4
	Disagree	59	1.7	4.2	5.6
	Neither Agree Nor Disagree	313	8.8	22.4	28.0
	Agree	798	22.5	57.1	85.1
	Strongly Agree	209	5.9	14.9	100.0
	Total	1398	39.3	100.0	
Missing	Don't Know/Not Applicable	45	1.3		
	System	2110	59.4		
	Total	2155	60.7		
Total		3553	100.0		

a. Form Code = 1

S5. I find the information in the PERMISS (Personnel Management Information and Support System) section of CPOL useful.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	24	.7	2.2	2.2
	Disagree	58	1.6	5.2	7.4
	Neither Agree Nor Disagree	414	11.7	37.3	44.7
	Agree	475	13.4	42.8	87.5
	Strongly Agree	139	3.9	12.5	100.0
	Total	1110	31.2	100.0	
Missing	Don't Know/Not Applicable	331	9.3		
	System	2112	59.4		
	Total	2443	68.8		
Total		3553	100.0		

a. Form Code = 1

S6. I have used the on-line Resume Builder to apply for jobs or respond to data calls.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	364	10.2	10.6	10.6
	No	3083	86.8	89.4	100.0
	Total	3447	97.0	100.0	
Missing	System	106	3.0		
Total		3553	100.0		

a. Form Code = 1

S7. Resume Builder contains clear directions on its use.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	19	.5	5.0	5.0
	Disagree	38	1.1	10.0	15.0
	Neither Agree Nor Disagree	74	2.1	19.5	34.5
	Agree	189	5.3	49.7	84.2
	Strongly Agree	60	1.7	15.8	100.0
	Total	380	10.7	100.0	
Missing	Don't Know/Not Applicable	33	.9		
	System	3140	88.4		
	Total	3173	89.3		
Total		3553	100.0		

a. Form Code = 1

S8. Resume Builder makes it easier to apply for jobs than before we had Resume Builder.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	35	1.0	9.2	9.2
	Disagree	32	.9	8.4	17.6
	Neither Agree Nor Disagree	79	2.2	20.8	38.4
	Agree	169	4.8	44.5	82.9
	Strongly Agree	65	1.8	17.1	100.0
	Total	380	10.7	100.0	
Missing	Don't Know/Not Applicable	30	.8		
	System	3143	88.5		
	Total	3173	89.3		
Total		3553	100.0		

a. Form Code = 1

S9. The personnel office provides timely information on changes to personnel rules and benefits that affect me and my job.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	485	13.7	14.5	14.5
	Disagree	750	21.1	22.5	37.0
	Neither Agree Nor Disagree	930	26.2	27.9	64.8
	Agree	1005	28.3	30.1	94.9
	Strongly Agree	169	4.8	5.1	100.0
	Total	3339	94.0	100.0	
Missing	Don't Know/Not Applicable	189	5.3		
	System	25	.7		
	Total	214	6.0		
Total		3553	100.0		

a. Form Code = 1

S10. The personnel office provides complete and accurate information^a on changes to personnel rules and benefits that affect me and my job.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	475	13.4	14.2	14.2
	Disagree	741	20.9	22.2	36.4
	Neither Agree Nor Disagree	1007	28.3	30.1	66.5
	Agree	957	26.9	28.6	95.1
	Strongly Agree	163	4.6	4.9	100.0
	Total	3343	94.1	100.0	
Missing	Don't Know/Not Applicable	185	5.2		
	System	25	.7		
	Total	210	5.9		
Total		3553	100.0		

a. Form Code = 1

S11. I have received sufficient information on the reorganization of civilian personnel operations into regional centers.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	579	16.3	17.3	17.3
	Disagree	826	23.2	24.6	41.9
	Neither Agree Nor Disagree	901	25.4	26.9	68.8
	Agree	916	25.8	27.3	96.2
	Strongly Agree	129	3.6	3.8	100.0
	Total	3351	94.3	100.0	
Missing	Don't Know/Not Applicable	169	4.8		
	System	33	.9		
	Total	202	5.7		
Total		3553	100.0		

a. Form Code = 1

S12. I am kept informed on personnel issues affecting my job and me.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	572	16.1	16.8	16.8
	Disagree	871	24.5	25.7	42.5
	Neither Agree Nor Disagree	867	24.4	25.5	68.0
	Agree	935	26.3	27.5	95.6
	Strongly Agree	150	4.2	4.4	100.0
	Total	3395	95.6	100.0	
Missing	Don't Know/Not Applicable	120	3.4		
	System	38	1.1		
	Total	158	4.4		
Total		3553	100.0		

a. Form Code = 1

S13. Differences among individuals (for example, gender, race, national origin, religion, age, cultural background, disability) are respected and valued at this installation.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	303	8.5	9.0	9.0
	Disagree	412	11.6	12.2	21.2
	Neither Agree Nor Disagree	959	27.0	28.5	49.7
	Agree	1388	39.1	41.2	91.0
	Strongly Agree	303	8.5	9.0	100.0
	Total	3365	94.7	100.0	
Missing	Don't Know/Not Applicable	159	4.5		
	System	29	.8		
	Total	188	5.3		
Total		3553	100.0		

a. Form Code = 1

S14. Managers/supervisors/team leaders work well with employees of different backgrounds.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	295	8.3	8.6	8.6
	Disagree	431	12.1	12.6	21.3
	Neither Agree Nor Disagree	907	25.5	26.6	47.9
	Agree	1485	41.8	43.5	91.4
	Strongly Agree	293	8.2	8.6	100.0
	Total	3411	96.0	100.0	
Missing	Don't Know/Not Applicable	108	3.0		
	System	34	1.0		
	Total	142	4.0		
Total		3553	100.0		

a. Form Code = 1

S15. Army managers and supervisors capitalize on the creative and valuable input offered by employees due to their varying backgrounds, experiences, and cultures.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	423	11.9	13.2	13.2
	Disagree	592	16.7	18.4	31.6
	Neither Agree Nor Disagree	1152	32.4	35.9	67.5
	Agree	848	23.9	26.4	94.0
	Strongly Agree	194	5.5	6.0	100.0
	Total	3209	90.3	100.0	
Missing	Don't Know/Not Applicable	294	8.3		
	System	50	1.4		
	Total	344	9.7		
Total		3553	100.0		

a. Form Code = 1

S16. During the last 12 months, have you been sexually harassed while working for the Army?^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	222	6.2	6.3	6.3
	No	3295	92.7	93.7	100.0
	Total	3517	99.0	100.0	
Missing	System	36	1.0		
Total		3553	100.0		

a. Form Code = 1

S17. If you were sexually harassed, did you report the incident?^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	83	2.3	38.1	38.1
	No	135	3.8	61.9	100.0
	Total	218	6.1	100.0	
Missing	System	3335	93.9		
Total		3553	100.0		

a. Form Code = 1

S18. If you reported the incident, was any action (e.g., investigation) taken?^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	28	.8	40.6	40.6
	No	41	1.2	59.4	100.0
	Total	69	1.9	100.0	
Missing	Don't Know	15	.4		
	System	3469	97.6		
Total		3484	98.1		
Total		3553	100.0		

a. Form Code = 1

S19. New practices and ways of doing business are encouraged at this installation.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	394	11.1	11.7	11.7
	Disagree	612	17.2	18.2	29.9
	Neither Agree Nor Disagree	856	24.1	25.5	55.4
	Agree	1230	34.6	36.6	92.0
	Strongly Agree	268	7.5	8.0	100.0
	Total	3360	94.6	100.0	
Missing	Don't Know/Not Applicable	139	3.9		
	System	54	1.5		
	Total	193	5.4		
Total		3553	100.0		

a. Form Code = 1

S20. Management seeks my ideas and opinions before making important decisions affecting my work.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	856	24.1	24.9	24.9
	Disagree	897	25.2	26.1	51.1
	Neither Agree Nor Disagree	717	20.2	20.9	72.0
	Agree	780	22.0	22.7	94.7
	Strongly Agree	181	5.1	5.3	100.0
	Total	3431	96.6	100.0	
Missing	Don't Know/Not Applicable	88	2.5		
	System	34	1.0		
	Total	122	3.4		
Total		3553	100.0		

a. Form Code = 1

S21. I trust my supervisor/team leader.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	618	17.4	17.7	17.7
	Disagree	495	13.9	14.2	31.9
	Neither Agree Nor Disagree	702	19.8	20.1	52.1
	Agree	1179	33.2	33.8	85.9
	Strongly Agree	490	13.8	14.1	100.0
	Total	3484	98.1	100.0	
Missing	Don't Know/Not Applicable	29	.8		
	System	40	1.1		
	Total	69	1.9		
Total		3553	100.0		

a. Form Code = 1

S22. I have the decision-making authority I need to do my work.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	391	11.0	11.3	11.3
	Disagree	503	14.2	14.5	25.8
	Neither Agree Nor Disagree	631	17.8	18.2	43.9
	Agree	1510	42.5	43.5	87.4
	Strongly Agree	436	12.3	12.6	100.0
	Total	3471	97.7	100.0	
Missing	Don't Know/Not Applicable	46	1.3		
	System	36	1.0		
	Total	82	2.3		
Total		3553	100.0		

a. Form Code = 1

S23. "Red tape" and unnecessary rules/regulations do not interfere with the timely completion of my work.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	639	18.0	18.5	18.5
	Disagree	807	22.7	23.4	41.9
	Neither Agree Nor Disagree	733	20.6	21.2	63.1
	Agree	1043	29.4	30.2	93.4
	Strongly Agree	229	6.4	6.6	100.0
	Total	3451	97.1	100.0	
Missing	Don't Know/Not Applicable System	70	2.0		
		32	.9		
	Total	102	2.9		
Total		3553	100.0		

a. Form Code = 1

S24. Rules and regulations have been significantly simplified where I work.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	598	16.8	17.5	17.5
	Disagree	803	22.6	23.5	41.0
	Neither Agree Nor Disagree	1012	28.5	29.7	70.7
	Agree	835	23.5	24.5	95.2
	Strongly Agree	165	4.6	4.8	100.0
	Total	3413	96.1	100.0	
Missing	Don't Know/Not Applicable System	105	3.0		
		35	1.0		
	Total	140	3.9		
Total		3553	100.0		

a. Form Code = 1

S25. Efforts to reengineer work have made this installation more efficient.^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	647	18.2	20.0	20.0
	Disagree	677	19.1	21.0	41.0
	Neither Agree Nor Disagree	1124	31.6	34.8	75.8
	Agree	652	18.4	20.2	95.9
	Strongly Agree	131	3.7	4.1	100.0
	Total	3231	90.9	100.0	
Missing	Don't Know/Not Applicable System	270	7.6		
		52	1.5		
	Total	322	9.1		
Total		3553	100.0		

a. Form Code = 1

S26. Have you had a problem with your pay (e.g., getting your check sent to the right place, receiving the correct amount) this year?^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	678	19.1	19.3	19.3
	No	2834	79.8	80.7	100.0
	Total	3512	98.8	100.0	
Missing	System	41	1.2		
Total		3553	100.0		

a. Form Code = 1

S27. Was the problem resolved before your next pay period?^a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	161	4.5	24.5	24.5
	No	497	14.0	75.5	100.0
	Total	658	18.5	100.0	
Missing	System	2895	81.5		
Total		3553	100.0		

a. Form Code = 1

S28. I understand the role played by the Civilian Personnel Advisory Center (CPAC^a) in the regionalization of functions performed by the civilian personnel office.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	1381	38.9	40.0	40.0
	No	2069	58.2	60.0	100.0
	Total	3450	97.1	100.0	
Missing	System	103	2.9		
Total		3553	100.0		

a. Form Code = 1

S29. I understand the role played by the Civilian Personnel Operations Center (CPOC^a) in the regionalization of functions performed by the civilian personnel office.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	1385	39.0	39.7	39.7
	No	2102	59.2	60.3	100.0
	Total	3487	98.1	100.0	
Missing	System	66	1.9		
Total		3553	100.0		

a. Form Code = 1