

**4-1a**  
**Satisfaction with Leadership and Management**

Question	Employee Results	
	Count	Percent
Managers/supervisors/team leaders work well with employees of different backgrounds.		
strongly agree	8337	23%
agree	17036	47%
neither agree nor disagree	5437	15%
disagree	3262	9%
strongly disagree	2175	6%
totals	36247	100%
I have a high level of respect for my organization's senior leaders.		
strongly agree	8034	22%
agree	13146	36%
neither agree nor disagree	6573	18%
disagree	4747	13%
strongly disagree	4017	11%
totals	36518	100%
Managers/supervisors deal effectively with reports of prejudice and discrimination.		
strongly agree	5970	20%
agree	10448	35%
neither agree nor disagree	7463	25%
disagree	3284	11%
strongly disagree	2388	8%
totals	29852	99%
There are generally good relationships between the union(s) and management here.		
strongly agree	2613	11%
agree	7601	32%
neither agree nor disagree	8313	35%
disagree	3088	13%
strongly disagree	2138	9%
totals	23752	100%

Supervisor Results	
Count	Percent
2421	31%
4061	52%
703	9%
390	5%
234	3%
7809	100%
2268	29%
2971	38%
1173	15%
860	11%
547	7%
7819	100%
2340	32%
3144	43%
1097	15%
512	7%
292	4%
7311	101%
982	17%
2542	44%
1444	25%
520	9%
289	5%
5777	100%

**4-1a (Cont.)  
Leadership and Management**

Question	Employee Results	
	Count	Percent
Supervisors/team leaders in my work unit support employee development.		
strongly agree	9037	25%
agree	14820	41%
neither agree nor disagree	5422	15%
disagree	3976	11%
strongly disagree	2892	8%
totals	36147	100%
In my organization, leaders generate high levels of motivation and commitment in the workforce.		
strongly agree	5443	15%
agree	11611	32%
neither agree nor disagree	7983	22%
disagree	6531	18%
strongly disagree	5080	14%
totals	36285	101%
Overall, my immediate supervisor/senior leader is doing a good job.		
strongly agree	11290	31%
agree	14203	39%
neither agree nor disagree	4734	13%
disagree	3278	9%
strongly disagree	2913	8%
totals	36418	100%
Composite - 4-1a Satisfaction with Leadership and Management		
Very Favorable	8070	22%
Favorable	13939	38%
Neither Favorable nor Unfavorable	7336	20%
Unfavorable	4402	12%
Very Unfavorable	3301	9%
totals	36682	101%

Supervisor Results	
Count	Percent
2644	34%
3577	46%
778	10%
467	6%
311	4%
7777	100%
1480	19%
3039	39%
1558	20%
1091	14%
623	8%
7792	100%
2885	37%
3119	40%
858	11%
546	7%
390	5%
7798	100%
2273	29%
3370	43%
1176	15%
627	8%
392	5%
7838	100%

**4-1a (Cont.)**  
**Satisfaction with Leadership and Management**

**MACOM Breakout**

MACOM	Employee Results	
	Count	Percent
AMC	8414	57%
FORSCOM	542	65%
MEDCOM	3830	57%
TRADOC	3292	67%
USACE	7088	57%
USAREUR	440	65%
OTHER	13076	60%
<b>TOTAL ARMY</b>	<b>36682</b>	<b>59%</b>

Supervisor Results	
Count	Percent
1087	71%
137	70%
744	72%
680	74%
1182	73%
204	74%
3804	71%
<b>7838</b>	<b>72%</b>