

**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	9382	26%
agree	16960	47%
neither agree nor disagree	4691	13%
disagree	2887	8%
strongly disagree	1804	5%
totals	36085	99%
I have a high level of respect for my organization's senior leaders.		
strongly agree	7630	21%
agree	13444	37%
neither agree nor disagree	6540	18%
disagree	4723	13%
strongly disagree	3997	11%
totals	36334	100%
Managers/supervisors deal effectively with reports of prejudice and discrimination.		
strongly agree	6202	21%
agree	10632	36%
neither agree nor disagree	7383	25%
disagree	2953	10%
strongly disagree	2363	8%
totals	29532	100%
There are generally good relationships between the union(s) and management here.		
strongly agree	N/A	N/A
agree	N/A	N/A
neither agree nor disagree	N/A	N/A
disagree	N/A	N/A
strongly disagree	N/A	N/A
totals	N/A	N/A

Supervisor Results	
Count	Percent
2935	32%
4770	52%
734	8%
459	5%
275	3%
9173	100%
2661	29%
3487	38%
1377	15%
1009	11%
642	7%
9177	100%
2803	33%
3652	43%
1189	14%
510	6%
255	3%
8493	99%
1123	17%
3037	46%
1651	25%
528	8%
330	5%
6603	101%

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

Question	Employee Results	
	Count	Percent
Supervisors/team leaders in my work unit support employee development.		
strongly agree	9378	26%
agree	14428	40%
neither agree nor disagree	5771	16%
disagree	3968	11%
strongly disagree	2886	8%
totals	36070	101%
In my organization, leaders generate high levels of motivation and commitment in the workforce.		
strongly agree	5423	15%
agree	11569	32%
neither agree nor disagree	8315	23%
disagree	6146	17%
strongly disagree	4700	13%
totals	36152	100%
Overall, my immediate supervisor/senior leader is doing a good job.		
strongly agree	11245	31%
agree	14510	40%
neither agree nor disagree	4716	13%
disagree	3265	9%
strongly disagree	2902	8%
totals	36274	101%
Composite - 4-1a Satisfaction with Leadership and Management		
Very Favorable	8387	23%
Favorable	14222	39%
Neither Favorable nor Unfavorable	6564	18%
Unfavorable	4011	11%
Very Unfavorable	3282	9%
totals	36467	100%

Supervisor Results	
Count	Percent
2922	32%
4383	48%
913	10%
639	7%
365	4%
9132	101%
1738	19%
3659	40%
1830	20%
1189	13%
732	8%
9148	100%
3389	37%
3664	40%
1007	11%
641	7%
458	5%
9159	100%
2667	29%
4046	44%
1287	14%
736	8%
460	5%
9196	100%

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

**MACOM Breakout**

<b>MACOM</b>	<b>Employee Results</b>	
	<b>Count</b>	<b>Percent</b>
AMC	8628	62%
FORSCOM	651	65%
MEDCOM	3827	62%
TRADOC	3275	67%
USACE	4091	60%
USAREUR	457	62%
OTHER	15538	62%
<b>TOTAL ARMY</b>	<b>36467</b>	<b>62%</b>

<b>Supervisor Results</b>	
<b>Count</b>	<b>Percent</b>
1296	74%
167	75%
837	71%
846	76%
907	74%
193	66%
4950	72%
<b>9196</b>	<b>73%</b>