

4-1b
Satisfaction with Performance Culture

Question	Employee Results	
	Count	Percent
Promotions in my work unit are based on merit.		
strongly agree	3310	10%
agree	9598	29%
neither agree nor disagree	7944	24%
disagree	6289	19%
strongly disagree	5958	18%
totals	33098	100%
Creativity and innovation are rewarded.		
strongly agree	4217	12%
agree	11597	33%
neither agree nor disagree	8434	24%
disagree	6326	18%
strongly disagree	4217	12%
totals	35142	99%
My performance appraisal is a fair reflection of my performance.		
strongly agree	9668	28%
agree	16228	47%
neither agree nor disagree	4489	13%
disagree	2417	7%
strongly disagree	1726	5%
totals	34527	100%
In my work unit, differences in performance are recognized in a meaningful way.		
strongly agree	3410	10%
agree	9547	28%
neither agree nor disagree	9206	27%
disagree	7502	22%
strongly disagree	4433	13%
totals	34098	100%

Supervisor Results	
Count	Percent
1674	19%
3612	41%
1586	18%
1145	13%
793	9%
8809	100%
1638	18%
4004	44%
1729	19%
1183	13%
637	7%
9101	101%
3045	34%
4299	48%
896	10%
448	5%
269	3%
8956	100%
1259	14%
3507	39%
2068	23%
1529	17%
629	7%
8992	100%

4-1b (Cont.)
Satisfaction with Performance Culture

Question	Employee Results	
	Count	Percent
My pay increases depend on how well I perform my job.		
strongly agree	3261	10%
agree	8477	26%
neither agree nor disagree	8151	25%
disagree	7173	22%
strongly disagree	5543	17%
totals	32605	100%
My performance standards/expectations are directly related to my organization's mission.		
strongly agree	7813	22%
agree	18467	52%
neither agree nor disagree	5327	15%
disagree	2486	7%
strongly disagree	1421	4%
totals	35514	100%
My cash awards depend on how well I perform my job.		
strongly agree	5793	18%
agree	11587	36%
neither agree nor disagree	5793	18%
disagree	4184	13%
strongly disagree	4506	14%
totals	32185	99%
People in my work unit work well together.		
strongly agree	7930	22%
agree	16941	47%
neither agree nor disagree	5407	15%
disagree	3604	10%
strongly disagree	2163	6%
totals	36044	100%

Supervisor Results	
Count	Percent
1200	14%
2400	28%
1886	22%
1972	23%
1114	13%
8573	100%
2731	30%
4734	52%
910	10%
455	5%
273	3%
9103	100%
2080	24%
3380	39%
1300	15%
1040	12%
867	10%
8666	100%
2740	30%
4750	52%
913	10%
548	6%
274	3%
9134	101%

4-1b (Cont.)
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Question	Employee Results	
	Count	Percent
My work unit is able to recruit people with the right skills.		
strongly agree	3732	11%
agree	11874	35%
neither agree nor disagree	9160	27%
disagree	5428	16%
strongly disagree	3732	11%
totals	33926	100%
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.		
strongly agree	1909	6%
agree	6999	22%
neither agree nor disagree	8907	28%
disagree	7635	24%
strongly disagree	6681	21%
totals	31812	101%
Discussions with my supervisor/team leader about my performance are worthwhile.		
strongly agree	5989	17%
agree	14796	42%
neither agree nor disagree	7398	21%
disagree	3875	11%
strongly disagree	2818	8%
totals	35229	99%

Supervisor Results	
Count	Percent
1157	13%
3560	40%
1780	20%
1513	17%
890	10%
8899	100%
963	11%
3589	41%
2013	23%
1488	17%
788	9%
8754	101%
1800	20%
4050	45%
1710	19%
900	10%
540	6%
9000	100%

4-1b (Cont.)
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Question	Employee Results	
	Count	Percent
The performance management system I am under improves organizational performance.		
strongly agree	3005	9%
agree	8682	26%
neither agree nor disagree	11688	35%
disagree	6011	18%
strongly disagree	4007	12%
totals	33393	100%
I receive regular performance feedback.		
strongly agree	5351	15%
agree	13912	39%
neither agree nor disagree	6421	18%
disagree	6064	17%
strongly disagree	3924	11%
totals	35672	100%
The feedback I receive is useful		
strongly agree	5466	16%
agree	13666	40%
neither agree nor disagree	8541	25%
disagree	3758	11%
strongly disagree	2733	8%
totals	34164	100%

Supervisor Results	
Count	Percent
971	11%
2647	30%
2823	32%
1588	18%
794	9%
8823	100%
1635	18%
3725	41%
1545	17%
1363	15%
727	8%
9086	99%
1668	19%
3687	42%
1931	22%
878	10%
527	6%
8779	99%

4-1b (Cont.)
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Question	Employee Results	
	Count	Percent
I can influence my employees' pay to reflect performance.		
strongly agree	NA	NA
agree	NA	NA
neither agree nor disagree	NA	NA
disagree	NA	NA
strongly disagree	NA	NA
totals	NA	NA
Composite - 4-1b Satisfaction with Performance Culture		
Very Favorable	5457	15%
Favorable	13461	37%
Neither Favorable nor Unfavorable	8004	22%
Unfavorable	5457	15%
Very Unfavorable	4002	11%
totals	36382	100%

Supervisor Results	
Count	Percent
937	11%
2469	29%
1873	22%
1958	23%
1362	16%
8515	101%
1835	20%
3762	41%
1652	18%
1193	13%
734	8%
9175	100%

4-1b (Cont.)
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MACOM Breakout

MACOM	Employee Results	
	Count	Percent
AMC	8612	52%
FORSCOM	651	56%
MEDCOM	3812	51%
TRADOC	3267	56%
USACE	4087	52%
USAREUR	456	52%
OTHER	15497	52%
TOTAL ARMY	36382	52%

Supervisor Results	
Count	Percent
1292	62%
167	65%
834	58%
845	62%
907	62%
192	58%
4938	60%
9175	61%