

# 2011 Federal Employee Viewpoint Survey

## Empowering Employees

*inspiring change*

**Department of Defense**  
AGENCY RESULTS

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



**DEPARTMENT OF DEFENSE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 13, 2011 to May 31, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N	66.6	10,508	23,437	7,609	5,570	1,754	48,878	NA
	%		19.5	47.1	16.4	12.8	4.3	100.0	
2. I have enough information to do my job well.	N	73.6	10,227	26,712	6,578	4,451	892	48,860	NA
	%		19.2	54.3	14.6	9.8	1.9	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N	63.5	12,243	20,271	7,996	6,148	2,175	48,833	NA
	%		22.5	40.9	17.8	13.6	5.1	100.0	
*4. My work gives me a feeling of personal accomplishment.	N	73.7	15,004	22,099	6,498	3,705	1,563	48,869	NA
	%		28.0	45.7	14.4	8.2	3.7	100.0	
*5. I like the kind of work I do.	N	84.5	20,448	21,572	4,654	1,560	573	48,807	NA
	%		39.7	44.8	10.7	3.5	1.4	100.0	
6. I know what is expected of me on the job.	N	78.9	15,262	23,525	5,696	3,185	1,031	48,699	NA
	%		30.3	48.6	12.3	6.6	2.2	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N	96.6	32,473	15,058	909	213	157	48,810	NA
	%		63.1	33.4	2.5	0.6	0.4	100.0	
8. I am constantly looking for ways to do my job better.	N	92.2	24,907	20,633	2,768	337	140	48,785	NA
	%		48.1	44.1	6.7	0.8	0.3	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	48.9	5,204	17,759	8,465	11,418	5,862	48,708	150
	%		11.4	37.4	18.8	21.4	11.0	100.0	
*10. My workload is reasonable.	N	60.7	5,219	22,873	8,321	8,227	4,048	48,688	125
	%		11.7	49.0	17.4	14.7	7.2	100.0	
*11. My talents are used well in the workplace.	N	62.9	9,295	22,198	7,580	5,896	3,342	48,311	322
	%		18.0	44.9	16.7	12.8	7.7	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N	84.3	16,665	25,217	4,289	1,562	850	48,583	194
	%		30.8	53.6	10.1	3.6	2.0	100.0	
*13. The work I do is important.	N	91.1	24,774	19,801	2,931	639	373	48,518	139
	%		48.6	42.5	6.5	1.5	0.9	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	67.2	11,448	22,455	6,654	5,336	2,759	48,652	169
	%		21.8	45.3	14.9	11.7	6.3	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N	71.5	12,256	22,199	7,126	3,642	2,439	47,662	1,160
	%		25.2	46.3	15.4	7.5	5.5	100.0	
16. I am held accountable for achieving results.	N	84.3	15,778	26,250	4,658	1,216	555	48,457	212
	%		29.9	54.4	11.3	3.0	1.4	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Sample

Number of Employees Selected: 135,721

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**DEPARTMENT OF DEFENSE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		13,025	18,953	8,088	3,686	3,402	47,154	1,603
	%	64.6	24.1	40.5	18.9	8.5	8.0	100.0	
*18. My training needs are assessed.	N		7,182	19,532	11,157	6,514	3,528	47,913	571
	%	55.9	14.5	41.4	23.7	12.9	7.5	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		11,597	21,063	7,327	4,716	2,816	47,519	1,262
	%	68.4	23.4	45.0	15.9	9.8	6.0	100.0	
*20. The people I work with cooperate to get the job done.	N		11,843	25,259	5,784	3,456	888	47,230	NA
	%	75.8	23.5	52.3	13.9	7.9	2.4	100.0	
*21. My work unit is able to recruit people with the right skills.	N		4,402	18,156	12,287	8,820	4,019	47,684	1,170
	%	46.0	8.6	37.4	27.7	17.8	8.5	100.0	
*22. Promotions in my work unit are based on merit.	N		4,783	14,932	13,256	7,473	5,939	46,383	2,402
	%	35.8	8.0	27.8	30.0	17.9	16.3	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		3,244	13,922	13,087	9,236	6,515	46,004	2,828
	%	30.7	5.6	25.1	30.0	21.6	17.7	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		3,829	16,084	13,522	8,732	4,862	47,029	1,801
	%	36.7	6.6	30.1	30.3	20.0	13.0	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		5,391	17,750	11,464	6,965	5,138	46,708	2,078
	%	43.6	9.7	33.9	26.5	16.1	13.8	100.0	
26. Employees in my work unit share job knowledge with each other.	N		10,407	26,311	6,653	3,355	1,780	48,506	236
	%	72.9	19.9	53.0	15.1	7.5	4.5	100.0	
27. The skill level in my work unit has improved in the past year.	N		8,129	20,664	12,272	4,134	2,132	47,331	1,287
	%	57.3	15.6	41.6	28.1	9.2	5.4	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		20,093	21,523	5,996	848	275	48,735	NA
	%	82.9	37.9	45.0	14.3	2.1	0.7	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		7,517	28,165	7,357	3,607	913	47,559	426
	%	73.9	15.4	58.5	16.9	7.2	2.1	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N	51.8	5,372	20,434	11,454	7,181	2,799	47,240	725
	%		10.4	41.4	26.3	15.7	6.3	100.0	
31. Employees are recognized for providing high quality products and services.	N	53.4	6,688	21,061	10,529	6,278	2,756	47,312	686
	%		12.4	41.0	24.4	15.2	7.0	100.0	
*32. Creativity and innovation are rewarded.	N	42.7	5,607	16,828	13,415	7,362	3,522	46,734	1,128
	%		10.3	32.5	30.8	17.4	9.1	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N	23.8	2,598	9,238	13,643	11,576	8,504	45,559	2,363
	%		5.1	18.7	30.1	25.5	20.6	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N	57.1	7,574	20,231	12,594	2,913	2,123	45,435	2,489
	%		14.9	42.2	30.7	6.8	5.4	100.0	
*35. Employees are protected from health and safety hazards on the job.	N	81.4	12,731	27,106	5,083	1,739	901	47,560	373
	%		24.4	57.0	12.0	4.3	2.4	100.0	
*36. My organization has prepared employees for potential security threats.	N	84.5	12,824	27,733	4,862	1,454	613	47,486	289
	%		25.9	58.6	10.8	3.2	1.5	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	53.5	9,163	18,139	10,014	4,663	4,048	46,027	1,861
	%		15.9	37.6	24.4	11.4	10.8	100.0	
38. Prohibited Personnel Practices (for example, 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.	N	67.4	12,839	20,172	7,651	2,297	2,295	45,254	2,539
	%		23.5	44.0	20.1	6.1	6.3	100.0	
39. My agency is successful at accomplishing its mission.	N	82.9	14,201	25,851	5,535	1,227	508	47,322	414
	%		27.5	55.5	13.1	2.7	1.2	100.0	
40. I recommend my organization as a good place to work.	N	68.9	12,805	20,874	8,976	3,661	1,494	47,810	NA
	%		25.0	43.9	19.9	7.8	3.4	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N	41.1	5,538	12,496	14,304	7,002	5,026	44,366	3,535
	%		12.8	28.3	31.7	15.4	11.8	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N	78.1	15,735	22,019	5,591	2,373	1,668	47,386	229
	%		32.2	45.9	12.4	5.4	4.1	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N	68.1	13,855	20,696	7,089	3,661	2,079	47,380	193
	%		25.6	42.4	17.7	8.9	5.4	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N	63.8	11,564	19,104	9,163	4,464	2,692	46,987	578
	%		23.2	40.6	19.9	10.0	6.3	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		11,882	19,192	10,027	1,959	1,617	44,677	2,788
	%	66.2	24.0	42.2	24.4	4.9	4.5	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		10,491	19,294	9,891	4,859	2,701	47,236	259
	%	61.7	21.1	40.6	21.5	10.4	6.4	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		12,355	21,127	8,153	3,143	2,236	47,014	423
	%	68.0	24.3	43.6	18.4	7.7	5.9	100.0	
48. My supervisor/team leader listens to what I have to say.	N		15,816	21,280	5,894	3,242	1,292	47,524	NA
	%	75.7	30.8	44.9	13.6	7.5	3.2	100.0	
49. My supervisor/team leader treats me with respect.	N		18,244	20,731	4,950	2,263	1,272	47,460	NA
	%	80.3	35.8	44.5	11.8	4.8	3.2	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		13,692	21,385	5,583	5,080	1,746	47,486	NA
	%	73.4	27.6	45.7	12.3	10.5	3.9	100.0	
*51. I have trust and confidence in my supervisor.	N		15,708	17,546	7,593	3,792	2,652	47,291	NA
	%	68.2	31.0	37.3	17.0	8.3	6.5	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		17,715	16,374	8,422	2,985	1,926	47,422	NA
	%	70.1	36.0	34.1	18.3	6.8	4.7	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		5,762	17,579	12,180	7,537	3,659	46,717	368
	%	46.9	11.1	35.8	27.6	17.0	8.6	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		9,627	19,484	9,688	4,248	3,058	46,105	971
	%	59.0	17.7	41.3	22.8	10.1	8.1	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		9,573	22,967	8,761	2,806	1,712	45,819	1,226
	%	66.5	18.2	48.3	21.9	6.9	4.7	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		8,276	22,961	8,771	4,434	2,237	46,679	330
	%	64.1	16.0	48.1	20.4	10.0	5.6	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		7,780	22,175	9,871	3,534	1,755	45,115	1,852
	%	64.0	15.6	48.3	23.7	7.9	4.4	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	57.5	7,381 14.3	20,360 43.1	9,982 23.3	5,412 12.1	2,925 7.1	46,060 100.0	893
59. Managers support collaboration across work units to accomplish work objectives.	N %	60.9	7,970 15.3	21,405 45.6	9,625 23.1	4,420 10.0	2,440 6.0	45,860 100.0	896
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	59.2	10,466 21.0	17,872 38.1	10,821 25.2	3,792 8.8	2,750 6.9	45,701 100.0	1,149
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	59.2	11,113 22.0	17,777 37.2	9,830 22.6	4,880 11.0	3,113 7.2	46,713 100.0	258
62. Senior leaders demonstrate support for Work/Life programs.	N %	59.2	9,735 20.1	18,183 39.1	10,617 25.7	3,644 8.7	2,520 6.4	44,699 100.0	2,178
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	56.7	7,552 14.1	20,545 42.6	9,988 23.5	6,872 15.3	1,852 4.4	46,809 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	51.9	6,434 12.0	19,277 39.9	10,584 25.0	8,147 17.8	2,328 5.2	46,770 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	51.1	7,318 14.1	18,062 37.0	11,214 24.7	7,224 16.7	2,972 7.4	46,790 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	48.2	5,822 11.3	17,913 37.0	12,790 28.9	7,514 16.6	2,656 6.2	46,695 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	39.2	5,307 10.3	14,011 29.0	13,812 28.9	8,607 19.5	5,023 12.4	46,760 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	55.3	7,066 14.5	19,604 40.8	11,224 24.1	6,336 14.3	2,526 6.2	46,756 100.0	NA

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		11,519	22,376	7,311	3,922	1,524	46,652	NA
	%	70.7	23.0	47.7	16.8	8.8	3.6	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		8,881	21,493	7,647	6,383	2,292	46,696	NA
	%	61.7	16.9	44.8	18.0	14.7	5.6	100.0	
71. Considering everything, how satisfied are you with your organization?	N		8,656	21,538	9,151	5,263	2,083	46,691	NA
	%	62.5	16.7	45.7	21.1	11.5	4.9	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
Yes	11,829	19.7
No	32,945	74.8
Not sure	1,949	5.5
<b>Total</b>	<b>46,723</b>	<b>100.0</b>

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
I telework 3 or more days per week.	338	0.9
I telework 1 or 2 days per week.	1,201	3.0
I telework, but no more than 1 or 2 days per month.	1,232	2.2
I telework very infrequently, on an unscheduled or short-term basis.	4,910	7.7
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	13,732	32.8
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	3,779	8.4
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	13,596	32.1
I do not telework because I choose not to telework.	6,408	12.9
<b>Total</b>	<b>45,196</b>	<b>100.0</b>

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74. Do you participate in the following Work/Life programs?  
Alternative Work Schedules (AWS)

	N	%
<b>Yes</b>	17,270	36.6
<b>No</b>	20,401	42.6
<b>Not available to me</b>	8,967	20.8
<b>Total</b>	46,638	100.0

75. Do you participate in the following Work/Life programs? Health  
and Wellness Programs (for example, exercise, medical screening,  
quit smoking programs)

	N	%
<b>Yes</b>	15,097	34.2
<b>No</b>	26,480	54.8
<b>Not available to me</b>	4,994	11.1
<b>Total</b>	46,571	100.0

76. Do you participate in the following Work/Life programs?  
Employee Assistance Program (EAP)

	N	%
<b>Yes</b>	4,365	9.6
<b>No</b>	38,396	81.5
<b>Not available to me</b>	3,671	8.9
<b>Total</b>	46,432	100.0

77. Do you participate in the following Work/Life programs? Child  
Care Programs (for example, daycare, parenting classes, parenting  
support groups)

	N	%
<b>Yes</b>	1,616	4.4
<b>No</b>	38,129	80.8
<b>Not available to me</b>	6,708	14.8
<b>Total</b>	46,453	100.0

78. Do you participate in the following Work/Life programs? Elder  
Care Programs (for example, support groups, speakers)

	N	%
<b>Yes</b>	740	2.0
<b>No</b>	38,082	81.4
<b>Not available to me</b>	7,552	16.6
<b>Total</b>	46,374	100.0

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N	27.5	2,228	4,724	9,170	3,216	2,846	22,184	24,403
	%		9.6	17.9	44.9	13.9	13.7	100.0	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N	61.9	8,733	11,110	7,321	2,390	2,037	31,591	14,687
	%		28.2	33.7	24.2	6.9	7.0	100.0	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N	55.7	5,066	11,437	10,229	1,916	1,264	29,912	16,546
	%		17.2	38.4	34.1	5.8	4.4	100.0	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N	34.3	1,690	5,402	10,800	720	536	19,148	27,365
	%		8.6	25.7	58.5	4.2	3.0	100.0	
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N	23.3	919	2,245	9,626	611	568	13,969	32,513
	%		7.4	16.0	67.7	4.3	4.6	100.0	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N	14.8	409	1,428	9,752	527	475	12,591	33,812
	%		3.5	11.3	77.2	4.2	3.9	100.0	

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Sample  
Number of Employees Selected: 135,721

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 48,945  
Response Rate: 36.1%

**DEPARTMENT OF DEFENSE**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period April 13, 2011 to May 31, 2011)

85. Where do you work?	N	%
<b>Headquarters</b>	21,310	46.3
<b>Field</b>	24,739	53.7
<b>Total</b>	46,049	100.0

*86. What is your supervisory status?	N	%
<b>Non-Supervisor</b>	20,489	44.1
<b>Team Leader</b>	6,166	13.3
<b>Supervisor</b>	12,437	26.8
<b>Manager</b>	6,856	14.7
<b>Executive</b>	542	1.2
<b>Total</b>	46,490	100.0

*87. Are you:	N	%
<b>Male</b>	30,480	65.8
<b>Female</b>	15,829	34.2
<b>Total</b>	46,309	100.0

*88. Are you Hispanic or Latino?	N	%
<b>Yes</b>	2,990	6.5
<b>No</b>	43,012	93.5
<b>Total</b>	46,002	100.0

*89. Please select the racial category or categories with which you most closely identify.	N	%
<b>American Indian or Alaska Native</b>	508	1.1
<b>Asian</b>	1,909	4.2
<b>Black or African American</b>	6,401	14.2
<b>Native Hawaiian or Other Pacific Islander</b>	568	1.3
<b>White</b>	34,093	75.7
<b>Two or more races</b>	1,538	3.4
<b>Total</b>	45,017	100.0

**DEPARTMENT OF DEFENSE**  
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90. What is your age group?	N	%
<b>25 and under</b>	739	1.6
<b>26-29</b>	1,431	3.1
<b>30-39</b>	4,932	10.7
<b>40-49</b>	13,234	28.7
<b>50-59</b>	19,536	42.4
<b>60 or older</b>	6,234	13.5
<b>Total</b>	46,106	100.0

91. What is your pay category/grade?	N	%
<b>Federal Wage System</b>	4,181	9.0
<b>GS 1-6</b>	2,683	5.8
<b>GS 7-12</b>	20,122	43.5
<b>GS 13-15</b>	17,208	37.2
<b>Senior Executive Service</b>	391	0.8
<b>Senior Level (SL) or Scientific or Professional (ST)</b>	100	0.2
<b>Other</b>	1,584	3.4
<b>Total</b>	46,269	100.0

92. How long have you been with the Federal Government (excluding military service)?	N	%
<b>Less than 1 year</b>	1,332	2.9
<b>1 to 3 years</b>	7,351	15.9
<b>4 to 5 years</b>	3,914	8.5
<b>6 to 10 years</b>	7,741	16.8
<b>11 to 14 years</b>	3,497	7.6
<b>15 to 20 years</b>	3,868	8.4
<b>More than 20 years</b>	18,407	39.9
<b>Total</b>	46,110	100.0

**DEPARTMENT OF DEFENSE**  
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93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
<b>Less than 1 year</b>	2,317	5.0
<b>1 to 3 years</b>	9,470	20.5
<b>4 to 5 years</b>	4,721	10.2
<b>6 to 10 years</b>	8,467	18.3
<b>11 to 20 years</b>	8,434	18.3
<b>More than 20 years</b>	12,784	27.7
<b>Total</b>	46,193	100.0

94. Are you considering leaving your organization within the next year, and if so, why?

	N	%
<b>No</b>	30,174	65.1
<b>Yes, to retire</b>	3,488	7.5
<b>Yes, to take another job within the Federal Government</b>	9,584	20.7
<b>Yes, to take another job outside the Federal Government</b>	1,188	2.6
<b>Yes, other</b>	1,930	4.2
<b>Total</b>	46,364	100.0

95. I am planning to retire:

	N	%
<b>Within one year</b>	2,110	4.6
<b>Between one and three years</b>	5,343	11.6
<b>Between three and five years</b>	5,698	12.4
<b>Five or more years</b>	32,816	71.4
<b>Total</b>	45,967	100.0



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