

DEPARTMENT OF THE ARMY

About this report

Part of delivering a world-class Federal workforce is acknowledging that our employees are our greatest asset. It is for this reason that we focus on employee perceptions regarding critical areas of their work lives: areas which drive employee satisfaction, commitment, and ultimately retention in the workforce.

This report highlights your subagency's areas of strengths and challenges, identifies areas of progress and opportunities for improvement. Your subagency's 2011 results are compared with your subagency's 2010 survey results. These results allow agency leaders and employees to reflect on accomplishments of the past while setting priorities for the future.

WHO RESPONDED

YOUR SUBAGENCY 18,827 completed surveys DEPARTMENT OF DEFENSE 48,945 completed surveys

STRENGTHS AND CHALLENGES

STRENGTHS CHALLENGES DOD

Your subagency's 5 highest % positive and % negative ratings, including your agency's percentage for comparison.

7. When needed I am willing to put in the extra effort to get a job done.	97%	97%	33. Pay raises depend on how well employees perform their jobs.	44%	46%
8. I am constantly looking for ways to do my job better.	93%	92%	23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	39%	39%
13. The work I do is important.	91%	91%	22. Promotions in my work unit are based on merit.	33%	34%
5. I like the kind of work I do.	86%	84%	24. In my work unit, differences in performance are recognized in a meaningful way.	33%	33%
12. I know how my work relates to the agency's goals and priorities.	85%	84%	67. How satisfied are you with your opportunity to get a better job in your organization?	32%	32%

INCREASES AND DECREASES

INCREASE DECREASE

Up to 5 items with positive ratings that increased or decreased at least 5 percentage points from 2010 to 2011.

	2010	2011	Diff.
Your subagency had no items that increased by 5 percentage points or more since 2010.			
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	46%	34%	-12
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	21%	14%	-7
79. How satisfied are you with the following Work/Life programs in your agency? Telework	28%	22%	-6
33. Pay raises depend on how well employees perform their jobs.	31%	26%	-5

HUMAN CAPITAL ASSESSMENT AND ACCOUNTABILITY FRAMEWORK (HCAAF)

The HCAAF indices provide consistent metrics for measuring progress toward HCAAF objectives. Here are your subagency results compared with your agency results.

YOUR SUBAGENCY
 DOD

LEADERSHIP & KNOWLEDGE MANAGEMENT



RESULTS-ORIENTED PERFORMANCE CULTURE



TALENT MANAGEMENT

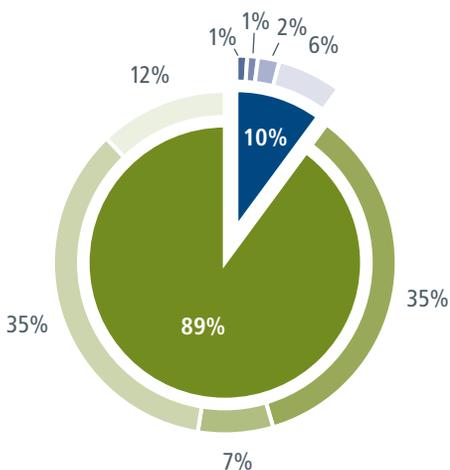


JOB SATISFACTION

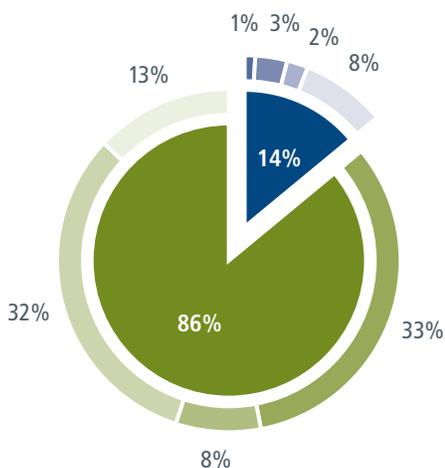


TELEWORK

YOUR SUBAGENCY



DOD



TELEWORK

- I telework 3 or more days per week.
- I telework 1 or 2 days per week.
- I telework, but no more than 1 or 2 days per month.
- I telework very infrequently, on an unscheduled or short-term basis.

DO NOT TELEWORK

- I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).
- I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.
- 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.
- I do not telework because I choose not to telework.

Note: The sum of percentages may not add to 100 due to rounding



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