

2013

Federal Employee Viewpoint Survey Results

Employees Influencing Change

United States Department of the Army

Agency Trend Report

United States Office of
Personnel Management

United States Department of the Army

Trend Report

Response Summary

	Surveys Completed
2013 Department of Defense	65,007
2013 United States Department of the Army	22,130
2012 United States Department of the Army	77,948
2011 United States Department of the Army	18,827
2010 United States Department of the Army	19,413
2008 United States Department of the Army	16,693
2006 United States Department of the Army	18,900

This 2013 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
2013 Department of Defense	64,897	60.1%	18.2%	21.7%
2013 United States Department of the Army	22,088	57.4%	19.2%	23.5%
2012 United States Department of the Army	77,818	65.1%	15.7%	19.2%
2011 United States Department of the Army	18,799	66.4%	16.8%	16.8%
2010 United States Department of the Army	19,380	67.9%	15.6%	16.5%
2008 United States Department of the Army	16,693	66.7%	18.0%	15.3%
2006 United States Department of the Army	18,892	65.5%	18.3%	16.2%

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My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2013 Department of Defense	64,395	70.4%	15.7%	13.9%
2013 United States Department of the Army	21,900	69.8%	16.3%	13.9%
2012 United States Department of the Army	77,572	73.2%	14.0%	12.8%
2011 United States Department of the Army	18,785	74.3%	14.2%	11.5%
2010 United States Department of the Army	19,362	74.5%	14.2%	11.3%
2008 United States Department of the Army	16,693	74.1%	15.7%	10.2%
2006 United States Department of the Army	18,894	74.5%	15.1%	10.3%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
2013 Department of Defense	63,831	58.6%	19.0%	22.4%
2013 United States Department of the Army	21,691	58.0%	19.1%	23.0%
2012 United States Department of the Army	77,039	62.8%	17.2%	20.0%
2011 United States Department of the Army	18,779	64.2%	17.8%	18.0%
2010 United States Department of the Army	19,292	66.8%	16.3%	16.9%
2008 United States Department of the Army	16,693	68.3%	17.3%	14.5%
2006 United States Department of the Army	18,888	66.4%	18.9%	14.7%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2013 Department of Defense	64,484	69.2%	16.4%	14.4%
2013 United States Department of the Army	21,938	69.9%	16.2%	13.8%
2012 United States Department of the Army	77,587	74.1%	13.7%	12.3%
2011 United States Department of the Army	18,796	74.6%	14.3%	11.1%
2010 United States Department of the Army	19,363	75.6%	13.8%	10.6%
2008 United States Department of the Army	16,693	74.8%	15.1%	10.1%
2006 United States Department of the Army	18,894	75.1%	15.0%	9.9%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2013 Department of Defense	63,778	81.9%	11.6%	6.4%
2013 United States Department of the Army	21,709	83.2%	10.7%	6.0%
2012 United States Department of the Army	77,220	85.6%	9.3%	5.2%
2011 United States Department of the Army	18,776	86.1%	9.4%	4.5%
2010 United States Department of the Army	19,334	86.3%	9.0%	4.7%
2008 United States Department of the Army	16,693	85.2%	10.1%	4.7%
2006 United States Department of the Army	18,891	85.4%	9.9%	4.8%

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My Work Experience (continued)

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2013 Department of Defense	64,295	78.3%	12.0%	9.7%
2013 United States Department of the Army	21,873	77.7%	12.2%	10.1%
2012 United States Department of the Army	77,196	79.6%	11.3%	9.1%
2011 United States Department of the Army	18,722	79.3%	12.0%	8.7%
2010 United States Department of the Army	19,309	80.6%	10.9%	8.5%
2008 United States Department of the Army	--	--	--	--
2006 United States Department of the Army	--	--	--	--

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2013 Department of Defense	64,517	95.6%	2.8%	1.7%
2013 United States Department of the Army	21,966	95.6%	2.8%	1.7%
2012 United States Department of the Army	77,594	96.8%	2.1%	1.1%
2011 United States Department of the Army	18,763	96.8%	2.3%	0.9%
2010 United States Department of the Army	19,342	97.0%	2.0%	1.1%
2008 United States Department of the Army	--	--	--	--
2006 United States Department of the Army	--	--	--	--

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2013 Department of Defense	64,740	90.6%	7.6%	1.8%
2013 United States Department of the Army	22,011	91.4%	7.1%	1.5%
2012 United States Department of the Army	77,657	93.1%	5.8%	1.1%
2011 United States Department of the Army	18,752	93.1%	5.8%	1.1%
2010 United States Department of the Army	19,334	93.2%	5.5%	1.3%
2008 United States Department of the Army	--	--	--	--
2006 United States Department of the Army	--	--	--	--

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	64,697	42.9%	17.7%	39.4%	158
2013 United States Department of the Army	22,003	42.8%	18.2%	38.9%	62
2012 United States Department of the Army	77,620	50.3%	16.8%	32.9%	161
2011 United States Department of the Army	18,748	50.6%	19.1%	30.3%	48
2010 United States Department of the Army	19,299	53.3%	16.8%	29.9%	51
2008 United States Department of the Army	16,608	54.6%	18.7%	26.7%	85
2006 United States Department of the Army	18,739	48.5%	18.5%	32.9%	151

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	64,263	59.3%	17.1%	23.6%	115
2013 United States Department of the Army	21,844	58.1%	17.4%	24.4%	43
2012 United States Department of the Army	77,414	61.3%	15.7%	23.0%	140
2011 United States Department of the Army	18,738	62.1%	17.1%	20.8%	41
2010 United States Department of the Army	19,330	62.1%	16.0%	21.9%	42
2008 United States Department of the Army	16,617	62.3%	16.7%	21.0%	76
2006 United States Department of the Army	18,807	62.0%	17.1%	20.9%	88

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	62,644	58.5%	17.7%	23.9%	309
2013 United States Department of the Army	21,310	57.6%	18.0%	24.3%	102
2012 United States Department of the Army	75,894	63.1%	15.6%	21.3%	395
2011 United States Department of the Army	18,586	63.8%	16.1%	20.1%	118
2010 United States Department of the Army	19,182	65.0%	15.6%	19.4%	100
2008 United States Department of the Army	16,603	66.0%	17.5%	16.5%	90
2006 United States Department of the Army	18,766	66.1%	17.0%	16.9%	130

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	64,357	82.0%	11.0%	7.1%	224
2013 United States Department of the Army	21,863	81.0%	11.7%	7.3%	86
2012 United States Department of the Army	77,262	84.1%	9.9%	6.0%	269
2011 United States Department of the Army	18,695	84.7%	9.9%	5.3%	76
2010 United States Department of the Army	19,291	84.4%	10.2%	5.5%	65
2008 United States Department of the Army	16,638	85.5%	9.9%	4.6%	55
2006 United States Department of the Army	18,812	84.6%	10.7%	4.7%	86

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	63,859	88.8%	7.8%	3.3%	180
2013 United States Department of the Army	21,711	89.1%	7.7%	3.2%	71
2012 United States Department of the Army	77,094	91.4%	6.2%	2.4%	210
2011 United States Department of the Army	18,670	91.4%	6.3%	2.3%	45
2010 United States Department of the Army	19,180	91.8%	6.3%	2.0%	46
2008 United States Department of the Army	16,660	90.7%	6.5%	2.7%	33
2006 United States Department of the Army	18,849	90.7%	7.4%	2.0%	49

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My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	64,576	65.0%	14.8%	20.2%	210
2013 United States Department of the Army	21,959	66.3%	14.8%	18.9%	83
2012 United States Department of the Army	77,516	69.8%	13.6%	16.6%	226
2011 United States Department of the Army	18,714	69.0%	14.3%	16.6%	62
2010 United States Department of the Army	19,287	67.5%	14.9%	17.6%	66
2008 United States Department of the Army	16,647	69.1%	14.8%	16.1%	46
2006 United States Department of the Army	18,801	70.3%	14.0%	15.7%	94

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	63,565	70.6%	15.6%	13.7%	1,122
2013 United States Department of the Army	21,613	73.3%	13.9%	12.8%	396
2012 United States Department of the Army	76,170	74.5%	13.4%	12.1%	1,497
2011 United States Department of the Army	18,299	73.9%	14.9%	11.1%	475
2010 United States Department of the Army	19,015	71.3%	14.4%	14.3%	316
2008 United States Department of the Army	16,193	69.0%	18.2%	12.9%	500
2006 United States Department of the Army	18,507	74.4%	16.1%	9.4%	378

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	64,280	81.5%	12.5%	6.0%	299
2013 United States Department of the Army	21,847	81.1%	12.5%	6.5%	124
2012 United States Department of the Army	77,248	84.5%	10.7%	4.8%	310
2011 United States Department of the Army	18,629	84.6%	11.4%	4.0%	91
2010 United States Department of the Army	19,266	85.9%	10.0%	4.1%	71
2008 United States Department of the Army	16,584	84.3%	12.2%	3.5%	109
2006 United States Department of the Army	18,819	81.9%	13.5%	4.6%	73

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My Work Experience (continued)

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	62,265	63.4%	18.8%	17.9%	2,290
2013 United States Department of the Army	21,055	61.7%	19.2%	19.1%	890
2012 United States Department of the Army	74,666	63.5%	18.1%	18.4%	2,766
2011 United States Department of the Army	18,081	64.8%	18.2%	17.0%	671
2010 United States Department of the Army	18,685	64.6%	18.6%	16.8%	623
2008 United States Department of the Army	15,566	56.8%	24.5%	18.7%	1,127
2006 United States Department of the Army	17,649	55.2%	26.5%	18.4%	1,242

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	63,971	49.9%	24.6%	25.5%	679
2013 United States Department of the Army	21,725	48.2%	24.4%	27.3%	248
2012 United States Department of the Army	76,801	55.5%	22.0%	22.5%	790
2011 United States Department of the Army	18,430	56.1%	23.4%	20.5%	227
2010 United States Department of the Army	19,033	56.1%	22.0%	21.9%	197
2008 United States Department of the Army	16,495	57.1%	24.4%	18.5%	198
2006 United States Department of the Army	18,711	55.8%	23.8%	20.4%	178

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	Positive	Neutral	Negative	NBJ
2013 Department of Defense	62,904	67.5%	15.8%	16.7%	1,978
2013 United States Department of the Army	21,454	70.9%	13.5%	15.6%	614
2012 United States Department of the Army	75,375	71.2%	13.9%	14.9%	2,415
2011 United States Department of the Army	18,268	70.8%	14.7%	14.5%	496
2010 United States Department of the Army	19,043	69.1%	14.2%	16.8%	319
2008 United States Department of the Army	16,055	68.6%	17.2%	14.3%	638
2006 United States Department of the Army	--	--	--	--	--

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My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
2013 Department of Defense	64,816	73.7%	14.3%	12.0%
2013 United States Department of the Army	22,043	71.7%	15.3%	12.9%
2012 United States Department of the Army	77,674	73.2%	14.4%	12.4%
2011 United States Department of the Army	18,164	74.5%	14.8%	10.7%
2010 United States Department of the Army	18,936	76.5%	12.9%	10.6%
2008 United States Department of the Army	16,693	84.9%	8.4%	6.8%
2006 United States Department of the Army	18,896	85.4%	7.8%	6.8%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	62,743	37.9%	27.3%	34.8%	2,120
2013 United States Department of the Army	21,290	36.2%	27.6%	36.2%	783
2012 United States Department of the Army	75,364	43.4%	27.2%	29.4%	2,422
2011 United States Department of the Army	18,339	47.0%	27.5%	25.4%	458
2010 United States Department of the Army	18,935	48.6%	26.9%	24.5%	439
2008 United States Department of the Army	16,366	47.5%	29.4%	23.1%	327
2006 United States Department of the Army	18,515	48.6%	29.1%	22.2%	379

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	60,658	30.5%	30.4%	39.1%	3,807
2013 United States Department of the Army	20,492	28.6%	30.7%	40.7%	1,443
2012 United States Department of the Army	73,217	32.8%	30.3%	36.9%	4,326
2011 United States Department of the Army	17,805	35.8%	30.7%	33.4%	965
2010 United States Department of the Army	18,515	37.6%	30.0%	32.4%	841
2008 United States Department of the Army	16,020	37.5%	29.8%	32.7%	673
2006 United States Department of the Army	18,269	35.8%	30.3%	33.8%	625

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	60,196	26.9%	28.5%	44.6%	4,393
2013 United States Department of the Army	20,409	25.9%	28.2%	45.8%	1,580
2012 United States Department of the Army	72,527	29.1%	27.7%	43.2%	4,941
2011 United States Department of the Army	17,654	31.6%	29.3%	39.1%	1,123
2010 United States Department of the Army	18,277	32.3%	28.9%	38.8%	1,082
2008 United States Department of the Army	15,728	31.3%	31.4%	37.3%	965
2006 United States Department of the Army	18,012	31.7%	29.5%	38.8%	880

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My Work Unit (continued)

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	61,863	31.3%	30.0%	38.7%	2,831
2013 United States Department of the Army	20,956	29.9%	29.8%	40.3%	1,068
2012 United States Department of the Army	74,367	34.3%	29.2%	36.5%	3,240
2011 United States Department of the Army	18,026	38.0%	29.4%	32.6%	758
2010 United States Department of the Army	18,632	37.8%	29.8%	32.4%	728
2008 United States Department of the Army	16,024	34.4%	33.5%	32.1%	669
2006 United States Department of the Army	18,277	34.0%	32.8%	33.2%	612

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	61,335	36.9%	27.3%	35.9%	3,276
2013 United States Department of the Army	20,726	34.3%	26.9%	38.8%	1,261
2012 United States Department of the Army	73,655	39.9%	25.9%	34.2%	3,889
2011 United States Department of the Army	17,872	44.3%	25.4%	30.2%	899
2010 United States Department of the Army	18,562	43.4%	26.8%	29.7%	780
2008 United States Department of the Army	16,005	42.0%	28.3%	29.7%	688
2006 United States Department of the Army	18,292	43.2%	25.4%	31.4%	600

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	64,453	70.4%	15.8%	13.8%	253
2013 United States Department of the Army	21,926	67.7%	17.1%	15.1%	90
2012 United States Department of the Army	77,245	70.2%	15.6%	14.1%	354
2011 United States Department of the Army	18,650	71.7%	15.5%	12.8%	97
2010 United States Department of the Army	19,230	71.7%	15.4%	12.9%	96
2008 United States Department of the Army	16,627	73.8%	14.3%	11.8%	66
2006 United States Department of the Army	18,824	74.5%	14.4%	11.1%	70

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	62,914	51.3%	30.2%	18.5%	1,802
2013 United States Department of the Army	21,374	49.9%	30.7%	19.4%	635
2012 United States Department of the Army	75,422	55.8%	27.8%	16.4%	2,135
2011 United States Department of the Army	18,161	57.9%	27.3%	14.8%	540
2010 United States Department of the Army	18,784	56.7%	27.5%	15.9%	504
2008 United States Department of the Army	16,331	55.8%	28.4%	15.8%	362
2006 United States Department of the Army	18,538	55.1%	28.9%	16.1%	353

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My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
2013 Department of Defense	64,670	82.6%	14.4%	3.0%
2013 United States Department of the Army	22,009	81.4%	15.4%	3.2%
2012 United States Department of the Army	77,473	83.4%	13.7%	2.9%
2011 United States Department of the Army	18,741	82.7%	14.5%	2.9%
2010 United States Department of the Army	19,336	83.7%	13.6%	2.8%
2008 United States Department of the Army	16,693	84.7%	12.8%	2.5%
2006 United States Department of the Army	18,891	85.4%	12.3%	2.3%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	62,809	70.0%	18.4%	11.6%	756
2013 United States Department of the Army	21,308	69.4%	19.0%	11.7%	291
2012 United States Department of the Army	74,865	73.7%	16.3%	10.0%	822
2011 United States Department of the Army	18,320	74.8%	16.6%	8.6%	155
2010 United States Department of the Army	18,875	76.3%	15.0%	8.7%	180
2008 United States Department of the Army	16,615	77.6%	14.3%	8.1%	78
2006 United States Department of the Army	18,810	78.2%	13.6%	8.2%	84

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	62,348	45.1%	26.7%	28.2%	1,188
2013 United States Department of the Army	21,109	44.4%	27.1%	28.5%	478
2012 United States Department of the Army	74,294	49.5%	25.7%	24.8%	1,388
2011 United States Department of the Army	18,163	53.0%	25.8%	21.1%	305
2010 United States Department of the Army	18,733	53.3%	26.1%	20.6%	316
2008 United States Department of the Army	16,414	48.5%	30.7%	20.8%	278
2006 United States Department of the Army	18,612	48.3%	30.5%	21.3%	282

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My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	62,217	47.2%	25.5%	27.3%	1,087
2013 United States Department of the Army	21,094	45.2%	25.6%	29.2%	423
2012 United States Department of the Army	74,182	50.1%	24.1%	25.9%	1,293
2011 United States Department of the Army	18,190	53.3%	24.5%	22.1%	288
2010 United States Department of the Army	18,786	54.1%	23.5%	22.4%	257
2008 United States Department of the Army	--	--	--	--	--
2006 United States Department of the Army	--	--	--	--	--

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	61,403	36.7%	31.4%	31.9%	1,799
2013 United States Department of the Army	20,757	34.8%	31.5%	33.8%	714
2012 United States Department of the Army	73,298	40.1%	29.7%	30.2%	2,122
2011 United States Department of the Army	17,993	43.3%	30.1%	26.6%	445
2010 United States Department of the Army	18,625	44.3%	29.8%	25.9%	417
2008 United States Department of the Army	16,293	43.7%	31.6%	24.7%	400
2006 United States Department of the Army	18,517	43.6%	29.6%	26.8%	372

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	59,337	17.7%	27.1%	55.2%	3,747
2013 United States Department of the Army	20,050	18.1%	27.2%	54.7%	1,374
2012 United States Department of the Army	70,672	22.5%	28.9%	48.6%	4,623
2011 United States Department of the Army	17,473	25.5%	30.3%	44.2%	980
2010 United States Department of the Army	18,261	30.7%	30.1%	39.3%	762
2008 United States Department of the Army	15,934	30.6%	30.8%	38.6%	759
2006 United States Department of the Army	18,142	24.7%	31.4%	43.9%	745

United States Department of the Army

Trend Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	58,593	53.0%	32.0%	14.9%	4,794
2013 United States Department of the Army	19,732	51.1%	32.9%	16.0%	1,798
2012 United States Department of the Army	70,079	54.9%	30.9%	14.2%	5,424
2011 United States Department of the Army	17,433	56.7%	31.0%	12.3%	1,016
2010 United States Department of the Army	18,072	56.9%	30.0%	13.1%	962
2008 United States Department of the Army	15,971	63.8%	25.3%	10.8%	722
2006 United States Department of the Army	18,130	60.6%	27.7%	11.7%	759

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	62,723	79.8%	12.5%	7.7%	576
2013 United States Department of the Army	21,291	78.3%	13.5%	8.2%	219
2012 United States Department of the Army	74,876	80.8%	12.1%	7.1%	631
2011 United States Department of the Army	18,312	81.2%	12.3%	6.5%	148
2010 United States Department of the Army	18,853	80.7%	12.2%	7.0%	150
2008 United States Department of the Army	16,568	80.5%	12.7%	6.8%	125
2006 United States Department of the Army	18,745	79.7%	13.0%	7.4%	149

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	62,706	82.5%	11.8%	5.7%	533
2013 United States Department of the Army	21,295	81.0%	12.6%	6.4%	202
2012 United States Department of the Army	74,808	83.4%	11.3%	5.3%	582
2011 United States Department of the Army	18,286	83.2%	11.5%	5.3%	117
2010 United States Department of the Army	18,869	82.9%	12.2%	4.9%	139
2008 United States Department of the Army	16,479	79.9%	14.8%	5.3%	214
2006 United States Department of the Army	18,743	78.6%	14.9%	6.5%	150

United States Department of the Army

Trend Report

My Agency (continued)

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	60,260	52.0%	24.1%	23.9%	3,008
2013 United States Department of the Army	20,330	50.1%	24.9%	25.0%	1,187
2012 United States Department of the Army	71,967	51.6%	23.8%	24.6%	3,413
2011 United States Department of the Army	17,677	53.1%	24.8%	22.1%	754
2010 United States Department of the Army	18,243	54.4%	24.8%	20.8%	757
2008 United States Department of the Army	15,532	54.4%	25.5%	20.2%	1,161
2006 United States Department of the Army	17,793	51.2%	28.4%	20.4%	1,100

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	Positive	Neutral	Negative	DNK
2013 Department of Defense	58,203	66.0%	20.5%	13.5%	4,729
2013 United States Department of the Army	19,581	63.6%	21.5%	14.9%	1,785
2012 United States Department of the Army	69,848	65.6%	20.0%	14.4%	5,344
2011 United States Department of the Army	17,375	66.4%	21.0%	12.7%	1,023
2010 United States Department of the Army	18,012	66.7%	19.9%	13.4%	975
2008 United States Department of the Army	15,489	67.3%	21.2%	11.5%	1,204
2006 United States Department of the Army	17,604	66.5%	22.3%	11.2%	1,290

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	62,313	78.7%	15.8%	5.4%	939
2013 United States Department of the Army	21,147	77.4%	16.8%	5.8%	351
2012 United States Department of the Army	74,417	81.4%	13.7%	4.9%	850
2011 United States Department of the Army	18,219	82.8%	13.6%	3.7%	156
2010 United States Department of the Army	18,642	82.4%	13.5%	4.2%	153
2008 United States Department of the Army	--	--	--	--	--
2006 United States Department of the Army	--	--	--	--	--

United States Department of the Army

Trend Report

My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
2013 Department of Defense	63,339	62.0%	22.7%	15.3%
2013 United States Department of the Army	21,499	60.0%	23.5%	16.5%
2012 United States Department of the Army	75,366	66.5%	20.3%	13.2%
2011 United States Department of the Army	18,406	69.2%	19.8%	11.0%
2010 United States Department of the Army	19,023	70.0%	19.3%	10.7%
2008 United States Department of the Army	16,693	66.9%	20.1%	13.0%
2006 United States Department of the Army	18,892	65.8%	20.5%	13.7%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	57,213	33.8%	30.8%	35.3%	6,149
2013 United States Department of the Army	19,233	32.3%	30.0%	37.7%	2,284
2012 United States Department of the Army	67,545	38.4%	31.1%	30.5%	7,830
2011 United States Department of the Army	16,992	41.5%	31.7%	26.8%	1,449
2010 United States Department of the Army	17,511	42.4%	30.9%	26.6%	1,520
2008 United States Department of the Army	--	--	--	--	--
2006 United States Department of the Army	--	--	--	--	--

My Supervisor/Team Leader

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	62,746	78.9%	11.8%	9.3%	371
2013 United States Department of the Army	21,265	77.6%	12.6%	9.8%	154
2012 United States Department of the Army	74,627	77.8%	11.7%	10.5%	435
2011 United States Department of the Army	18,241	77.6%	12.6%	9.8%	84
2010 United States Department of the Army	18,852	77.8%	12.4%	9.8%	104
2008 United States Department of the Army	16,611	78.7%	12.9%	8.5%	82
2006 United States Department of the Army	18,771	82.4%	11.3%	6.3%	127

United States Department of the Army

Trend Report

My Supervisor/Team Leader (continued)

43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	62,708	65.6%	18.1%	16.3%	254
2013 United States Department of the Army	21,279	63.4%	18.7%	17.9%	86
2012 United States Department of the Army	74,683	66.2%	17.3%	16.5%	297
2011 United States Department of the Army	18,239	67.5%	17.8%	14.7%	71
2010 United States Department of the Army	18,870	68.4%	17.1%	14.6%	68
2008 United States Department of the Army	--	--	--	--	--
2006 United States Department of the Army	--	--	--	--	--

44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	62,000	60.8%	21.1%	18.2%	764
2013 United States Department of the Army	21,015	59.0%	21.1%	19.9%	273
2012 United States Department of the Army	73,869	62.0%	19.6%	18.4%	842
2011 United States Department of the Army	18,085	63.9%	19.9%	16.2%	222
2010 United States Department of the Army	18,720	63.7%	20.0%	16.3%	209
2008 United States Department of the Army	16,398	58.9%	24.1%	16.9%	295
2006 United States Department of the Army	18,638	60.8%	23.6%	15.6%	252

45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	58,166	64.2%	25.4%	10.4%	4,741
2013 United States Department of the Army	19,730	63.5%	24.9%	11.6%	1,615
2012 United States Department of the Army	69,989	64.8%	24.1%	11.1%	4,855
2011 United States Department of the Army	17,167	67.3%	23.1%	9.7%	1,098
2010 United States Department of the Army	17,839	66.4%	23.8%	9.8%	1,046
2008 United States Department of the Army	--	--	--	--	--
2006 United States Department of the Army	--	--	--	--	--

46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	62,534	59.2%	22.1%	18.6%	333
2013 United States Department of the Army	21,216	57.4%	22.5%	20.1%	120
2012 United States Department of the Army	74,452	60.3%	20.6%	19.1%	365
2011 United States Department of the Army	18,185	62.0%	21.0%	17.0%	91
2010 United States Department of the Army	18,815	61.3%	21.5%	17.2%	100
2008 United States Department of the Army	--	--	--	--	--
2006 United States Department of the Army	--	--	--	--	--

United States Department of the Army

Trend Report

My Supervisor/Team Leader (continued)

47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	62,185	64.0%	19.8%	16.2%	724
2013 United States Department of the Army	21,097	61.6%	20.6%	17.8%	253
2012 United States Department of the Army	74,094	66.2%	18.1%	15.7%	720
2011 United States Department of the Army	18,100	68.4%	17.7%	13.9%	162
2010 United States Department of the Army	18,723	67.9%	18.7%	13.4%	169
2008 United States Department of the Army	16,565	68.0%	18.7%	13.3%	128
2006 United States Department of the Army	18,783	67.8%	19.7%	12.5%	112

48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2013 Department of Defense	62,935	75.1%	13.5%	11.5%
2013 United States Department of the Army	21,359	73.1%	14.6%	12.3%
2012 United States Department of the Army	74,785	74.3%	13.6%	12.2%
2011 United States Department of the Army	18,300	75.4%	13.6%	11.0%
2010 United States Department of the Army	18,938	75.5%	13.3%	11.2%
2008 United States Department of the Army	--	--	--	--
2006 United States Department of the Army	--	--	--	--

49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2013 Department of Defense	62,748	80.2%	11.1%	8.7%
2013 United States Department of the Army	21,289	78.9%	11.8%	9.3%
2012 United States Department of the Army	74,688	79.1%	11.5%	9.4%
2011 United States Department of the Army	18,281	80.0%	11.9%	8.1%
2010 United States Department of the Army	18,926	80.1%	11.3%	8.5%
2008 United States Department of the Army	--	--	--	--
2006 United States Department of the Army	--	--	--	--

50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2013 Department of Defense	62,760	71.8%	12.3%	15.9%
2013 United States Department of the Army	21,293	71.6%	12.1%	16.3%
2012 United States Department of the Army	74,658	72.4%	11.8%	15.8%
2011 United States Department of the Army	18,266	72.5%	13.0%	14.4%
2010 United States Department of the Army	18,897	72.9%	12.2%	14.9%
2008 United States Department of the Army	--	--	--	--
2006 United States Department of the Army	--	--	--	--

United States Department of the Army

Trend Report

My Supervisor/Team Leader (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2013 Department of Defense	62,811	66.3%	17.4%	16.3%
2013 United States Department of the Army	21,294	63.9%	18.3%	17.8%
2012 United States Department of the Army	74,643	65.5%	17.1%	17.4%
2011 United States Department of the Army	18,191	67.8%	17.1%	15.1%
2010 United States Department of the Army	18,849	67.6%	16.8%	15.6%
2008 United States Department of the Army	16,693	66.5%	17.5%	16.0%
2006 United States Department of the Army	18,889	66.7%	17.7%	15.5%

52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	N	Positive	Neutral	Negative
2013 Department of Defense	62,799	68.8%	18.7%	12.5%
2013 United States Department of the Army	21,317	66.5%	19.6%	13.9%
2012 United States Department of the Army	74,615	67.6%	19.0%	13.4%
2011 United States Department of the Army	18,244	69.8%	18.4%	11.9%
2010 United States Department of the Army	18,909	68.9%	19.4%	11.7%
2008 United States Department of the Army	16,693	68.4%	20.3%	11.3%
2006 United States Department of the Army	18,891	68.6%	19.5%	11.9%

Leadership

53. In my organization, leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	61,744	42.5%	27.1%	30.4%	550
2013 United States Department of the Army	20,911	40.7%	27.3%	32.0%	212
2012 United States Department of the Army	73,346	45.8%	26.2%	28.0%	643
2011 United States Department of the Army	17,989	48.0%	26.7%	25.3%	158
2010 United States Department of the Army	18,645	48.6%	26.9%	24.5%	152
2008 United States Department of the Army	16,579	45.7%	28.6%	25.6%	113
2006 United States Department of the Army	18,788	44.0%	28.6%	27.3%	100

United States Department of the Army

Trend Report

Leadership (continued)

54. My organization's leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	60,679	56.0%	23.3%	20.7%	1,579
2013 United States Department of the Army	20,533	53.8%	24.1%	22.1%	581
2012 United States Department of the Army	72,302	56.9%	22.4%	20.7%	1,632
2011 United States Department of the Army	17,742	59.5%	22.1%	18.4%	407
2010 United States Department of the Army	18,386	58.7%	23.2%	18.1%	399
2008 United States Department of the Army	16,274	56.6%	23.9%	19.5%	419
2006 United States Department of the Army	18,547	55.3%	25.0%	19.7%	347

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	59,840	64.3%	22.6%	13.1%	2,192
2013 United States Department of the Army	20,223	62.7%	23.4%	13.9%	813
2012 United States Department of the Army	71,392	65.2%	21.6%	13.2%	2,349
2011 United States Department of the Army	17,629	67.3%	21.2%	11.5%	498
2010 United States Department of the Army	18,281	67.3%	21.4%	11.3%	499
2008 United States Department of the Army	16,306	69.8%	18.9%	11.3%	387
2006 United States Department of the Army	18,545	68.1%	20.9%	11.0%	344

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	61,583	60.4%	21.1%	18.4%	547
2013 United States Department of the Army	20,854	58.3%	22.0%	19.7%	218
2012 United States Department of the Army	73,118	61.7%	20.4%	17.9%	668
2011 United States Department of the Army	17,991	65.1%	19.7%	15.2%	140
2010 United States Department of the Army	18,654	64.4%	20.6%	15.0%	135
2008 United States Department of the Army	16,586	60.0%	22.9%	17.1%	107
2006 United States Department of the Army	18,802	58.6%	23.1%	18.3%	90

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	58,637	60.4%	24.6%	15.0%	3,372
2013 United States Department of the Army	19,752	58.4%	25.2%	16.4%	1,264
2012 United States Department of the Army	70,056	62.0%	23.3%	14.6%	3,603
2011 United States Department of the Army	17,335	64.9%	23.3%	11.8%	767
2010 United States Department of the Army	18,011	64.9%	23.3%	11.8%	720
2008 United States Department of the Army	15,979	59.9%	26.1%	14.0%	714
2006 United States Department of the Army	18,213	59.6%	26.0%	14.4%	678

United States Department of the Army

Trend Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	60,407	54.1%	23.2%	22.7%	1,656
2013 United States Department of the Army	20,443	52.5%	23.4%	24.1%	596
2012 United States Department of the Army	71,938	55.6%	22.6%	21.8%	1,776
2011 United States Department of the Army	17,726	57.9%	22.6%	19.4%	361
2010 United States Department of the Army	18,428	58.3%	23.2%	18.5%	319
2008 United States Department of the Army	16,398	59.3%	23.9%	16.8%	295
2006 United States Department of the Army	18,610	57.8%	24.6%	17.6%	285

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	60,343	58.1%	23.3%	18.6%	1,695
2013 United States Department of the Army	20,408	56.5%	23.6%	19.9%	624
2012 United States Department of the Army	71,753	59.6%	22.5%	17.9%	1,883
2011 United States Department of the Army	17,672	61.2%	22.7%	16.1%	354
2010 United States Department of the Army	18,260	61.5%	22.9%	15.5%	342
2008 United States Department of the Army	--	--	--	--	--
2006 United States Department of the Army	--	--	--	--	--

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	59,437	58.4%	24.2%	17.3%	2,654
2013 United States Department of the Army	20,136	56.4%	24.8%	18.8%	926
2012 United States Department of the Army	70,652	59.0%	24.0%	17.0%	3,048
2011 United States Department of the Army	17,576	60.0%	24.2%	15.8%	475
2010 United States Department of the Army	18,251	60.4%	24.6%	15.1%	496
2008 United States Department of the Army	--	--	--	--	--
2006 United States Department of the Army	--	--	--	--	--

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	61,586	55.0%	23.7%	21.3%	549
2013 United States Department of the Army	20,881	53.3%	24.2%	22.5%	203
2012 United States Department of the Army	73,052	57.1%	22.5%	20.4%	650
2011 United States Department of the Army	17,991	60.4%	21.4%	18.3%	115
2010 United States Department of the Army	18,437	60.1%	21.8%	18.1%	119
2008 United States Department of the Army	16,630	58.0%	21.4%	20.6%	63
2006 United States Department of the Army	18,829	55.6%	22.0%	22.4%	63

United States Department of the Army

Trend Report

Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
2013 Department of Defense	57,586	57.2%	26.5%	16.3%	4,479
2013 United States Department of the Army	19,257	54.4%	27.6%	18.0%	1,807
2012 United States Department of the Army	67,483	56.6%	26.5%	16.8%	6,174
2011 United States Department of the Army	17,072	59.1%	25.1%	15.7%	993
2010 United States Department of the Army	17,574	59.2%	25.8%	15.1%	1,129
2008 United States Department of the Army	--	--	--	--	--
2006 United States Department of the Army	--	--	--	--	--

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
2013 Department of Defense	61,793	51.5%	24.8%	23.7%
2013 United States Department of the Army	20,950	49.3%	25.6%	25.1%
2012 United States Department of the Army	73,335	54.6%	23.0%	22.4%
2011 United States Department of the Army	18,043	57.8%	22.5%	19.7%
2010 United States Department of the Army	18,747	58.5%	22.2%	19.3%
2008 United States Department of the Army	16,693	58.3%	22.1%	19.6%
2006 United States Department of the Army	18,893	59.4%	21.2%	19.4%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
2013 Department of Defense	61,690	49.2%	23.9%	26.9%
2013 United States Department of the Army	20,918	47.3%	23.6%	29.1%
2012 United States Department of the Army	73,254	49.6%	23.5%	26.9%
2011 United States Department of the Army	18,030	52.4%	24.1%	23.5%
2010 United States Department of the Army	18,733	52.4%	23.9%	23.7%
2008 United States Department of the Army	16,693	50.1%	24.8%	25.1%
2006 United States Department of the Army	18,895	51.1%	22.8%	26.1%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
2013 Department of Defense	61,540	44.8%	26.4%	28.8%
2013 United States Department of the Army	20,864	43.7%	25.9%	30.4%
2012 United States Department of the Army	73,040	48.1%	24.4%	27.5%
2011 United States Department of the Army	18,039	52.1%	24.1%	23.8%
2010 United States Department of the Army	18,724	53.0%	22.7%	24.3%
2008 United States Department of the Army	16,693	52.5%	24.5%	23.1%
2006 United States Department of the Army	18,892	53.7%	23.6%	22.8%

United States Department of the Army

Trend Report

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
2013 Department of Defense	61,592	43.6%	30.0%	26.3%
2013 United States Department of the Army	20,899	42.3%	30.3%	27.5%
2012 United States Department of the Army	73,083	46.5%	28.4%	25.1%
2011 United States Department of the Army	18,015	49.6%	28.1%	22.4%
2010 United States Department of the Army	18,721	49.3%	28.3%	22.4%
2008 United States Department of the Army	16,693	47.0%	28.3%	24.7%
2006 United States Department of the Army	18,893	47.0%	27.7%	25.3%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
2013 Department of Defense	61,576	31.7%	29.4%	38.8%
2013 United States Department of the Army	20,874	29.7%	28.8%	41.5%
2012 United States Department of the Army	73,112	35.3%	28.3%	36.5%
2011 United States Department of the Army	18,022	40.1%	27.6%	32.3%
2010 United States Department of the Army	18,725	42.7%	26.4%	30.9%
2008 United States Department of the Army	16,693	39.4%	29.2%	31.5%
2006 United States Department of the Army	18,893	38.3%	28.7%	32.9%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
2013 Department of Defense	61,583	48.5%	25.5%	25.9%
2013 United States Department of the Army	20,886	46.8%	25.3%	27.9%
2012 United States Department of the Army	73,047	54.4%	23.1%	22.5%
2011 United States Department of the Army	18,031	56.1%	23.5%	20.3%
2010 United States Department of the Army	18,723	56.9%	22.9%	20.2%
2008 United States Department of the Army	16,693	56.2%	25.5%	18.3%
2006 United States Department of the Army	18,891	54.9%	24.3%	20.8%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
2013 Department of Defense	61,505	64.1%	19.4%	16.6%
2013 United States Department of the Army	20,861	63.3%	19.5%	17.2%
2012 United States Department of the Army	72,996	68.8%	16.9%	14.3%
2011 United States Department of the Army	17,984	71.4%	16.6%	12.0%
2010 United States Department of the Army	18,722	71.3%	16.9%	11.7%
2008 United States Department of the Army	16,693	69.2%	18.2%	12.6%
2006 United States Department of the Army	18,892	70.3%	17.5%	12.2%

United States Department of the Army

Trend Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
2013 Department of Defense	61,609	52.5%	19.4%	28.1%
2013 United States Department of the Army	20,884	51.2%	19.7%	29.1%
2012 United States Department of the Army	73,115	58.9%	17.4%	23.7%
2011 United States Department of the Army	17,999	61.5%	18.6%	20.0%
2010 United States Department of the Army	18,722	64.4%	16.0%	19.6%
2008 United States Department of the Army	16,693	58.8%	19.7%	21.5%
2006 United States Department of the Army	18,896	61.9%	18.0%	20.1%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
2013 Department of Defense	61,695	55.0%	23.9%	21.1%
2013 United States Department of the Army	20,921	53.3%	24.2%	22.5%
2012 United States Department of the Army	73,132	59.4%	21.4%	19.1%
2011 United States Department of the Army	17,998	62.9%	20.7%	16.4%
2010 United States Department of the Army	18,704	63.2%	21.3%	15.5%
2008 United States Department of the Army	16,693	58.9%	22.9%	18.2%
2006 United States Department of the Army	18,893	59.9%	22.2%	17.8%

Work/Life

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	No	Not Sure
2013 Department of Defense	61,689	32.0%	63.1%	4.9%
2013 United States Department of the Army	20,916	26.5%	68.3%	5.2%
2012 United States Department of the Army	73,160	25.2%	68.7%	6.0%
2011 United States Department of the Army	18,019	14.8%	79.6%	5.5%
2010 United States Department of the Army	--	--	--	--
2008 United States Department of the Army	--	--	--	--
2006 United States Department of the Army	--	--	--	--

United States Department of the Army

Trend Report

Work/Life (continued)

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

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2013 Department of Defense	60,317	1.4%	5.4%	2.8%	9.5%
2013 United States Department of the Army	20,436	0.8%	3.2%	2.1%	7.6%
2012 United States Department of the Army	70,539	0.8%	2.4%	2.1%	7.2%
2011 United States Department of the Army	17,409	0.6%	1.4%	1.7%	6.3%
2010 United States Department of the Army	--	--	--	--	--
2008 United States Department of the Army	--	--	--	--	--
2006 United States Department of the Army	--	--	--	--	--

(continued)

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2013 Department of Defense	60,317	32.1%	7.3%	27.2%	14.2%
2013 United States Department of the Army	20,436	34.0%	6.1%	31.3%	14.8%
2012 United States Department of the Army	70,539	33.6%	6.6%	31.8%	15.5%
2011 United States Department of the Army	17,409	35.0%	7.3%	35.4%	12.4%
2010 United States Department of the Army	--	--	--	--	--
2008 United States Department of the Army	--	--	--	--	--
2006 United States Department of the Army	--	--	--	--	--

United States Department of the Army

Trend Report

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2013 Department of Defense	61,297	36.3%	41.7%	22.0%
2013 United States Department of the Army	20,780	33.7%	42.5%	23.8%
2012 United States Department of the Army	72,813	34.0%	42.8%	23.2%
2011 United States Department of the Army	17,984	33.3%	44.7%	22.1%
2010 United States Department of the Army	--	--	--	--
2008 United States Department of the Army	--	--	--	--
2006 United States Department of the Army	--	--	--	--

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

	N	Yes	No	Not Available To Me
2013 Department of Defense	61,122	33.3%	55.3%	11.4%
2013 United States Department of the Army	20,703	24.5%	60.9%	14.6%
2012 United States Department of the Army	72,699	28.7%	57.8%	13.5%
2011 United States Department of the Army	17,961	28.1%	58.9%	13.0%
2010 United States Department of the Army	--	--	--	--
2008 United States Department of the Army	--	--	--	--
2006 United States Department of the Army	--	--	--	--

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

	N	Yes	No	Not Available To Me
2013 Department of Defense	60,484	11.1%	81.2%	7.7%
2013 United States Department of the Army	20,490	11.3%	79.4%	9.3%
2012 United States Department of the Army	72,384	11.4%	78.6%	10.0%
2011 United States Department of the Army	17,918	9.8%	80.3%	9.9%
2010 United States Department of the Army	--	--	--	--
2008 United States Department of the Army	--	--	--	--
2006 United States Department of the Army	--	--	--	--

United States Department of the Army

Trend Report

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2013 Department of Defense	61,412	5.5%	80.1%	14.4%
2013 United States Department of the Army	20,826	6.1%	77.8%	16.2%
2012 United States Department of the Army	72,814	5.7%	76.8%	17.5%
2011 United States Department of the Army	17,926	5.0%	78.2%	16.8%
2010 United States Department of the Army	--	--	--	--
2008 United States Department of the Army	--	--	--	--
2006 United States Department of the Army	--	--	--	--

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

	N	Yes	No	Not Available To Me
2013 Department of Defense	61,447	2.6%	81.1%	16.3%
2013 United States Department of the Army	20,827	2.5%	79.4%	18.0%
2012 United States Department of the Army	72,794	2.4%	78.4%	19.2%
2011 United States Department of the Army	17,897	1.8%	79.4%	18.8%
2010 United States Department of the Army	--	--	--	--
2008 United States Department of the Army	--	--	--	--
2006 United States Department of the Army	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2013 Department of Defense	12,700	70.3%	18.9%	10.8%	1,540
2013 United States Department of the Army	2,715	63.4%	23.3%	13.3%	533
2012 United States Department of the Army	8,812	60.3%	27.4%	12.3%	2,801
2011 United States Department of the Army	2,222	56.1%	30.1%	13.7%	630
2010 United States Department of the Army	--	--	--	--	--
2008 United States Department of the Army	--	--	--	--	--
2006 United States Department of the Army	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

United States Department of the Army

Trend Report

Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2013 Department of Defense	21,745	89.3%	7.6%	3.0%	606
2013 United States Department of the Army	6,639	88.7%	8.0%	3.4%	197
2012 United States Department of the Army	24,081	88.5%	8.0%	3.5%	691
2011 United States Department of the Army	6,016	89.8%	7.5%	2.8%	83
2010 United States Department of the Army	--	--	--	--	--
2008 United States Department of the Army	--	--	--	--	--
2006 United States Department of the Army	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

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	Positive	Neutral	Negative	NBJ
2013 Department of Defense	18,611	82.2%	14.7%	3.2%	1,431
2013 United States Department of the Army	4,615	77.5%	18.2%	4.3%	533
2012 United States Department of the Army	18,934	79.2%	17.3%	3.5%	1,579
2011 United States Department of the Army	4,564	81.0%	16.0%	3.0%	259
2010 United States Department of the Army	--	--	--	--	--
2008 United States Department of the Army	--	--	--	--	--
2006 United States Department of the Army	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
2013 Department of Defense	6,000	69.8%	26.3%	3.9%	1,711
2013 United States Department of the Army	2,112	69.0%	26.4%	4.6%	569
2012 United States Department of the Army	7,453	72.3%	24.3%	3.4%	1,577
2011 United States Department of the Army	1,638	70.8%	26.2%	2.9%	235
2010 United States Department of the Army	--	--	--	--	--
2008 United States Department of the Army	--	--	--	--	--
2006 United States Department of the Army	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

United States Department of the Army

Trend Report

Work/Life (continued)

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	Positive	Neutral	Negative	NBJ
2013 Department of Defense	2,425	75.4%	21.8%	2.8%	855
2013 United States Department of the Army	963	76.7%	20.4%	2.8%	306
2012 United States Department of the Army	3,255	78.5%	18.4%	3.1%	954
2011 United States Department of the Army	607	73.6%	21.6%	4.8%	164
2010 United States Department of the Army	--	--	--	--	--
2008 United States Department of the Army	--	--	--	--	--
2006 United States Department of the Army	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
2013 Department of Defense	1,108	64.3%	33.8%	1.9%	636
2013 United States Department of the Army	398	62.3%	34.0%	3.6%	230
2012 United States Department of the Army	1,399	69.1%	29.0%	1.9%	724
2011 United States Department of the Army	219	68.6%	30.9%	0.5%	154
2010 United States Department of the Army	--	--	--	--	--
2008 United States Department of the Army	--	--	--	--	--
2006 United States Department of the Army	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

United States Department of the Army

Trend Report

Demographic Questions

85. *Where do you work?*

	N	%
Headquarters	11,108	54.2%
Field	9,377	45.8%

86. *What is your supervisory status?*

	N	%
Non-Supervisor	13,083	63.0%
Team Leader	3,529	17.0%
Supervisor	2,764	13.3%
Manager	1,273	6.1%
Executive	120	0.6%

87. *Are you:*

	N	%
Male	12,882	62.2%
Female	7,832	37.8%

88. *Are you Hispanic or Latino?*

	N	%
Yes	1,882	9.2%
No	18,676	90.8%

89. *Race*

	N	%
American Indian or Alaska Native	266	1.3%
Asian	657	3.3%
Black or African American	3,496	17.4%
Native Hawaiian or Other Pacific Islander	210	1.0%
White	14,655	73.0%
Two or more races (Not Hispanic or Latino)	796	4.0%

United States Department of the Army

Trend Report

Demographic Questions (continued)

90. What is your age group?

	N	%
25 and under	147	0.7%
26-29	483	2.3%
30-39	2,683	13.0%
40-49	5,577	27.1%
50-59	8,634	41.9%
60 or older	3,063	14.9%

91. What is your pay category/grade?

	N	%
Federal Wage System	1,557	7.5%
GS 1-6	1,919	9.3%
GS 7-12	11,057	53.3%
GS 13-15	5,546	26.7%
Senior Executive Service	84	0.4%
Senior Level (SL) or Scientific or Professional (ST)	16	0.1%
Other	565	2.7%

92. How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	246	1.2%
1 to 3 years	2,782	13.4%
4 to 5 years	3,089	14.9%
6 to 10 years	4,637	22.3%
11 to 14 years	2,269	10.9%
15 to 20 years	1,683	8.1%
More than 20 years	6,051	29.2%

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

	N	%
Less than 1 year	730	3.5%
1 to 3 years	4,486	21.6%
4 to 5 years	3,852	18.6%
6 to 10 years	4,694	22.7%
11 to 20 years	3,318	16.0%
More than 20 years	3,641	17.6%

United States Department of the Army

Trend Report

Demographic Questions (continued)

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

	N	%
No	11,919	57.5%
Yes, to retire	1,430	6.9%
Yes, to take another job within the Federal Government	5,088	24.5%
Yes, to take another job outside the Federal Government	948	4.6%
Yes, other	1,355	6.5%

95. I am planning to retire:

	N	%
Within one year	869	4.2%
Between one and three years	2,160	10.5%
Between three and five years	2,307	11.2%
Five or more years	15,212	74.0%

96. Self-Identify as:

	N	%
Heterosexual or Straight	17,435	87.7%
Gay, Lesbian, Bisexual, or Transgender	292	1.5%
I prefer not to say	2,152	10.8%

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?

	N	%
Yes	11,823	57.1%
No	8,879	42.9%

98. Are you an individual with a disability?

	N	%
Yes	5,003	24.2%
No	15,662	75.8%