

# Item Frequencies for Civilian Supervisors

## Frequency Table

1. The personnel office keeps me informed about the status of personnel actions.<sup>a</sup>

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	688	22.0	22.6	22.6
	Disagree	759	24.3	25.0	47.6
	Neither Agree Nor Disagree	478	15.3	15.7	63.3
	Agree	917	29.4	30.2	93.5
	Strongly Agree	198	6.3	6.5	100.0
	Total	3040	97.3	100.0	
Missing	Don't Know/Not Applicable System	69	2.2		
		15	.5		
	Total	84	2.7		
Total		3124	100.0		

a. Form Code = 2

2. The staff who provide personnel services have a good understanding of my work unit's operation and mission.<sup>a</sup>

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	609	19.5	20.1	20.1
	Disagree	823	26.3	27.2	47.2
	Neither Agree Nor Disagree	599	19.2	19.8	67.0
	Agree	780	25.0	25.7	92.7
	Strongly Agree	220	7.0	7.3	100.0
	Total	3031	97.0	100.0	
Missing	Don't Know/Not Applicable System	83	2.7		
		10	.3		
	Total	93	3.0		
Total		3124	100.0		

a. Form Code = 2

3. The personnel office refers candidates for vacancies in a reasonable amount of time.<sup>a</sup>

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	786	25.2	27.4	27.4
	Disagree	682	21.8	23.8	51.1
	Neither Agree Nor Disagree	549	17.6	19.1	70.3
	Agree	719	23.0	25.0	95.3
	Strongly Agree	135	4.3	4.7	100.0
	Total	2871	91.9	100.0	
Missing	Don't Know/Not Applicable System	233	7.5		
		20	.6		
	Total	253	8.1		
Total		3124	100.0		

a. Form Code = 2

**4. The personnel office refers high quality candidates for vacancies.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	472	15.1	16.5	16.5
	Disagree	658	21.1	23.0	39.4
	Neither Agree Nor Disagree	918	29.4	32.0	71.5
	Agree	721	23.1	25.2	96.6
	Strongly Agree	97	3.1	3.4	100.0
	Total	2866	91.7	100.0	
Missing	Don't Know/Not Applicable	235	7.5		
	System	23	.7		
	Total	258	8.3		
Total		3124	100.0		

a. Form Code = 2

**5. The personnel office treats people courteously.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	150	4.8	5.0	5.0
	Disagree	259	8.3	8.5	13.5
	Neither Agree Nor Disagree	544	17.4	18.0	31.5
	Agree	1562	50.0	51.6	83.0
	Strongly Agree	515	16.5	17.0	100.0
	Total	3030	97.0	100.0	
Missing	Don't Know/Not Applicable	70	2.2		
	System	24	.8		
	Total	94	3.0		
Total		3124	100.0		

a. Form Code = 2

**6. The personnel office keeps people informed about important changes in personnel rules and benefits.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	472	15.1	15.3	15.3
	Disagree	634	20.3	20.6	35.9
	Neither Agree Nor Disagree	649	20.8	21.1	57.0
	Agree	1071	34.3	34.8	91.8
	Strongly Agree	252	8.1	8.2	100.0
	Total	3078	98.5	100.0	
Missing	Don't Know/Not Applicable	34	1.1		
	System	12	.4		
	Total	46	1.5		
Total		3124	100.0		

a. Form Code = 2

**7. I have no problems finding or getting access to the appropriate personnel office staff member to get the information or service I need.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	580	18.6	18.8	18.8
	Disagree	723	23.1	23.5	42.3
	Neither Agree Nor Disagree	524	16.8	17.0	59.4
	Agree	936	30.0	30.4	89.8
	Strongly Agree	315	10.1	10.2	100.0
	Total	3078	98.5	100.0	
Missing	Don't Know/Not Applicable	31	1.0		
	System	15	.5		
	Total	46	1.5		
Total		3124	100.0		

a. Form Code = 2

**8. The staff of the personnel office acts with integrity.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	208	6.7	7.0	7.0
	Disagree	246	7.9	8.2	15.2
	Neither Agree Nor Disagree	843	27.0	28.3	43.5
	Agree	1255	40.2	42.1	85.6
	Strongly Agree	430	13.8	14.4	100.0
	Total	2982	95.5	100.0	
Missing	Don't Know/Not Applicable	114	3.6		
	System	28	.9		
	Total	142	4.5		
Total		3124	100.0		

a. Form Code = 2

**9. Based on your recent experiences with the personnel office, rate the overall quality and timeliness of service<sup>a</sup> on processing personnel and pay actions (e.g., promotions, within-grade increases, tax withholding, benefits).**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Poor	448	14.3	14.8	14.8
	Poor	409	13.1	13.5	28.4
	Fair	824	26.4	27.3	55.6
	Good	995	31.9	32.9	88.6
	Very Good	346	11.1	11.4	100.0
	Total	3022	96.7	100.0	
Missing	Don't Know/Not Applicable	86	2.8		
	System	16	.5		
	Total	102	3.3		
Total		3124	100.0		

a. Form Code = 2

**10. Based on your recent experiences with the personnel office, rate the overall quality and timeliness of service on recruitment.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Poor	653	20.9	23.8	23.8
	Poor	615	19.7	22.4	46.3
	Fair	799	25.6	29.2	75.4
	Good	541	17.3	19.7	95.2
	Very Good	132	4.2	4.8	100.0
	Total	2740	87.7	100.0	
Missing	Don't Know/Not Applicable	367	11.7		
	System	17	.5		
	Total	384	12.3		
Total		3124	100.0		

a. Form Code = 2

**11. Based on your recent experiences with the personnel office, rate the overall quality and timeliness of service on job classification.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Poor	496	15.9	18.4	18.4
	Poor	546	17.5	20.2	38.6
	Fair	888	28.4	32.9	71.6
	Good	610	19.5	22.6	94.2
	Very Good	157	5.0	5.8	100.0
	Total	2697	86.3	100.0	
Missing	Don't Know/Not Applicable	407	13.0		
	System	20	.6		
	Total	427	13.7		
Total		3124	100.0		

a. Form Code = 2

**12. Based on your recent experiences with the personnel office, rate overall quality and timeliness of service on advising on reorganizations.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Poor	453	14.5	19.2	19.2
	Poor	559	17.9	23.7	42.9
	Fair	738	23.6	31.3	74.1
	Good	495	15.8	21.0	95.1
	Very Good	116	3.7	4.9	100.0
	Total	2361	75.6	100.0	
Missing	Don't Know/Not Applicable	745	23.8		
	System	18	.6		
	Total	763	24.4		
Total		3124	100.0		

a. Form Code = 2

**13. Based on your recent experiences with the personnel office, rate overall quality and timeliness of service on handling reduction-in-force.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Poor	311	10.0	15.8	15.8
	Poor	363	11.6	18.4	34.2
	Fair	634	20.3	32.2	66.5
	Good	518	16.6	26.3	92.8
	Very Good	142	4.5	7.2	100.0
	Total	1968	63.0	100.0	
Missing	Don't Know/Not Applicable	1120	35.9		
	System	36	1.2		
	Total	1156	37.0		
Total		3124	100.0		

a. Form Code = 2

**14. Based on your recent experiences with the personnel office, rate overall quality and timeliness of service on planning and projecting human resource needs.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Poor	443	14.2	20.6	20.6
	Poor	561	18.0	26.0	46.6
	Fair	693	22.2	32.2	78.7
	Good	385	12.3	17.9	96.6
	Very Good	73	2.3	3.4	100.0
	Total	2155	69.0	100.0	
Missing	Don't Know/Not Applicable	943	30.2		
	System	26	.8		
	Total	969	31.0		
Total		3124	100.0		

a. Form Code = 2

**15. Based on your recent experiences with the personnel office, rate overall quality and timeliness of service on counseling employees on issues such as benefits (e.g., health, retirement), leave, hours of work, and worker's compensation.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Poor	412	13.2	14.3	14.3
	Poor	520	16.6	18.1	32.4
	Fair	847	27.1	29.5	61.9
	Good	853	27.3	29.7	91.6
	Very Good	241	7.7	8.4	100.0
	Total	2873	92.0	100.0	
Missing	Don't Know/Not Applicable	232	7.4		
	System	19	.6		
	Total	251	8.0		
Total		3124	100.0		

a. Form Code = 2

**16. Based on your recent experiences with the personnel office, rate overall quality<sup>a</sup> and timeliness of service on discipline, complaints, and performance management.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Poor	355	11.4	13.5	13.5
	Poor	436	14.0	16.6	30.0
	Fair	881	28.2	33.4	63.5
	Good	751	24.0	28.5	92.0
	Very Good	211	6.8	8.0	100.0
	Total	2634	84.3	100.0	
Missing	Don't Know/Not Applicable	464	14.9		
	System	26	.8		
	Total	490	15.7		
Total		3124	100.0		

a. Form Code = 2

**17. Based on your recent experiences with the personnel office, rate overall quality and timeliness of service on training.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Poor	358	11.5	12.6	12.6
	Poor	496	15.9	17.4	30.0
	Fair	969	31.0	34.1	64.1
	Good	834	26.7	29.3	93.5
	Very Good	186	6.0	6.5	100.0
	Total	2843	91.0	100.0	
Missing	Don't Know/Not Applicable	261	8.4		
	System	20	.6		
	Total	281	9.0		
Total		3124	100.0		

a. Form Code = 2

**18. Based on your recent experiences with the personnel office, rate overall quality and timeliness of service on awards.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Poor	341	10.9	11.9	11.9
	Poor	451	14.4	15.8	27.8
	Fair	991	31.7	34.7	62.5
	Good	891	28.5	31.2	93.7
	Very Good	180	5.8	6.3	100.0
	Total	2854	91.4	100.0	
Missing	Don't Know/Not Applicable	251	8.0		
	System	19	.6		
	Total	270	8.6		
Total		3124	100.0		

a. Form Code = 2

**19. Based on your recent experiences with the personnel office, rate overall quality and timeliness of service on labor relations.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Poor	294	9.4	12.1	12.1
	Poor	348	11.1	14.3	26.4
	Fair	874	28.0	35.9	62.3
	Good	712	22.8	29.3	91.6
	Very Good	204	6.5	8.4	100.0
	Total	2432	77.8	100.0	
Missing	Don't Know/Not Applicable	664	21.3		
	System	28	.9		
	Total	692	22.2		
Total		3124	100.0		

a. Form Code = 2

**20. Overall, the quality and timeliness of service given by the personnel office is:<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Poor	432	13.8	14.4	14.4
	Poor	626	20.0	20.8	35.2
	Fair	1021	32.7	34.0	69.2
	Good	759	24.3	25.2	94.4
	Very Good	168	5.4	5.6	100.0
	Total	3006	96.2	100.0	
Missing	Don't Know/Not Applicable	63	2.0		
	System	55	1.8		
	Total	118	3.8		
Total		3124	100.0		

a. Form Code = 2

**21. My job makes good use of my abilities.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	194	6.2	6.3	6.3
	Disagree	291	9.3	9.4	15.6
	Neither Agree Nor Disagree	274	8.8	8.8	24.5
	Agree	1451	46.4	46.7	71.2
	Strongly Agree	894	28.6	28.8	100.0
	Total	3104	99.4	100.0	
Missing	System	20	.6		
Total		3124	100.0		

a. Form Code = 2

**22. I frequently think about quitting my job.<sup>a,b</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	979	31.3	32.0	32.0
	Disagree	773	24.7	25.3	57.3
	Neither Agree Nor Disagree	510	16.3	16.7	73.9
	Agree	502	16.1	16.4	90.3
	Strongly Agree	296	9.5	9.7	100.0
	Total	3060	98.0	100.0	
Missing	Don't Know/Not Applicable	41	1.3		
	System	23	.7		
	Total	64	2.0		
Total		3124	100.0		

a. Form Code = 2

b. Item is phrased in a negative manner.

**23. I find my work challenging.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	123	3.9	4.0	4.0
	Disagree	252	8.1	8.1	12.1
	Neither Agree Nor Disagree	377	12.1	12.2	24.2
	Agree	1391	44.5	44.8	69.1
	Strongly Agree	959	30.7	30.9	100.0
	Total	3102	99.3	100.0	
Missing	Don't Know/Not Applicable	2	.1		
	System	20	.6		
	Total	22	.7		
Total		3124	100.0		

a. Form Code = 2

**24. I am often bored with my job.<sup>a,b</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1383	44.3	45.0	45.0
	Disagree	911	29.2	29.7	74.7
	Neither Agree Nor Disagree	398	12.7	13.0	87.7
	Agree	271	8.7	8.8	96.5
	Strongly Agree	107	3.4	3.5	100.0
	Total	3070	98.3	100.0	
Missing	Don't Know/Not Applicable	34	1.1		
	System	20	.6		
	Total	54	1.7		
Total		3124	100.0		

a. Form Code = 2

b. Item is phrased in a negative manner.

**25. All in all, I am satisfied with my job.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	204	6.5	6.6	6.6
	Disagree	326	10.4	10.5	17.1
	Neither Agree Nor Disagree	448	14.3	14.4	31.5
	Agree	1356	43.4	43.6	75.1
	Strongly Agree	773	24.7	24.9	100.0
	Total	3107	99.5	100.0	
Missing	Don't Know/Not Applicable	1	.0		
	System	16	.5		
	Total	17	.5		
Total		3124	100.0		

a. Form Code = 2

**26. I would recommend that others pursue a career as a civilian with the Federal government.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	655	21.0	21.1	21.1
	Disagree	562	18.0	18.1	39.2
	Neither Agree Nor Disagree	570	18.2	18.4	57.6
	Agree	953	30.5	30.7	88.3
	Strongly Agree	363	11.6	11.7	100.0
	Total	3103	99.3	100.0	
Missing	Don't Know/Not Applicable	11	.4		
	System	10	.3		
	Total	21	.7		
Total		3124	100.0		

a. Form Code = 2

**27. I would recommend that others pursue a career as a civilian with the Army.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	764	24.5	24.7	24.7
	Disagree	585	18.7	18.9	43.6
	Neither Agree Nor Disagree	621	19.9	20.1	63.7
	Agree	837	26.8	27.1	90.8
	Strongly Agree	285	9.1	9.2	100.0
	Total	3092	99.0	100.0	
Missing	Don't Know/Not Applicable	20	.6		
	System	12	.4		
	Total	32	1.0		
Total		3124	100.0		

a. Form Code = 2

**28. I would recommend that others pursue a career as a civilian with this organization.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	823	26.3	26.7	26.7
	Disagree	582	18.6	18.8	45.5
	Neither Agree Nor Disagree	583	18.7	18.9	64.4
	Agree	793	25.4	25.7	90.1
	Strongly Agree	307	9.8	9.9	100.0
	Total	3088	98.8	100.0	
Missing	Don't Know/Not Applicable	16	.5		
	System	20	.6		
	Total	36	1.2		
Total		3124	100.0		

a. Form Code = 2

**29. My supervisor clearly outlines the goals and priorities for my work.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	416	13.3	13.7	13.7
	Disagree	534	17.1	17.5	31.2
	Neither Agree Nor Disagree	496	15.9	16.3	47.5
	Agree	1175	37.6	38.6	86.0
	Strongly Agree	426	13.6	14.0	100.0
	Total	3047	97.5	100.0	
Missing	Don't Know/Not Applicable	45	1.4		
	System	32	1.0		
	Total	77	2.5		
Total		3124	100.0		

a. Form Code = 2

**30. My supervisor lets me know how well I am doing my work.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	344	11.0	11.2	11.2
	Disagree	451	14.4	14.7	26.0
	Neither Agree Nor Disagree	511	16.4	16.7	42.7
	Agree	1241	39.7	40.5	83.2
	Strongly Agree	515	16.5	16.8	100.0
	Total	3062	98.0	100.0	
Missing	Don't Know/Not Applicable	34	1.1		
	System	28	.9		
	Total	62	2.0		
Total		3124	100.0		

a. Form Code = 2

**31. My supervisor gives me the support and backing I need to do my job well.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	371	11.9	12.1	12.1
	Disagree	386	12.4	12.6	24.6
	Neither Agree Nor Disagree	473	15.1	15.4	40.0
	Agree	1085	34.7	35.3	75.3
	Strongly Agree	760	24.3	24.7	100.0
	Total	3075	98.4	100.0	
Missing	Don't Know/Not Applicable	21	.7		
	System	28	.9		
	Total	49	1.6		
Total		3124	100.0		

a. Form Code = 2

**32. My supervisor has a strong interest in the welfare of his/her employees.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	386	12.4	12.6	12.6
	Disagree	354	11.3	11.5	24.1
	Neither Agree Nor Disagree	546	17.5	17.8	41.9
	Agree	1039	33.3	33.9	75.8
	Strongly Agree	741	23.7	24.2	100.0
	Total	3066	98.1	100.0	
Missing	Don't Know/Not Applicable	32	1.0		
	System	26	.8		
	Total	58	1.9		
Total		3124	100.0		

a. Form Code = 2

**33. My supervisor is competent in handling the technical parts of his/her job.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	260	8.3	8.5	8.5
	Disagree	255	8.2	8.4	16.9
	Neither Agree Nor Disagree	469	15.0	15.4	32.3
	Agree	1255	40.2	41.3	73.6
	Strongly Agree	803	25.7	26.4	100.0
	Total	3042	97.4	100.0	
Missing	Don't Know/Not Applicable	49	1.6		
	System	33	1.1		
	Total	82	2.6		
Total		3124	100.0		

a. Form Code = 2

**34. I feel free to go to my supervisor with questions or problems about my work.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	259	8.3	8.4	8.4
	Disagree	248	7.9	8.1	16.5
	Neither Agree Nor Disagree	327	10.5	10.6	27.1
	Agree	1225	39.2	39.8	66.9
	Strongly Agree	1018	32.6	33.1	100.0
	Total	3077	98.5	100.0	
Missing	Don't Know/Not Applicable	21	.7		
	System	26	.8		
	Total	47	1.5		
Total		3124	100.0		

a. Form Code = 2

**35. My supervisor keeps me informed about matters affecting my job and me.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	359	11.5	11.7	11.7
	Disagree	386	12.4	12.6	24.2
	Neither Agree Nor Disagree	503	16.1	16.4	40.6
	Agree	1129	36.1	36.7	77.3
	Strongly Agree	697	22.3	22.7	100.0
	Total	3074	98.4	100.0	
Missing	Don't Know/Not Applicable	24	.8		
	System	26	.8		
	Total	50	1.6		
Total		3124	100.0		

a. Form Code = 2

**36. My supervisor provides me with career counseling.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	648	20.7	21.7	21.7
	Disagree	661	21.2	22.1	43.8
	Neither Agree Nor Disagree	656	21.0	21.9	65.7
	Agree	704	22.5	23.6	89.3
	Strongly Agree	320	10.2	10.7	100.0
	Total	2989	95.7	100.0	
Missing	Don't Know/Not Applicable	108	3.5		
	System	27	.9		
	Total	135	4.3		
Total		3124	100.0		

a. Form Code = 2

**37. Management is competent.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	354	11.3	11.5	11.5
	Disagree	419	13.4	13.6	25.1
	Neither Agree Nor Disagree	622	19.9	20.2	45.3
	Agree	1309	41.9	42.5	87.8
	Strongly Agree	374	12.0	12.2	100.0
	Total	3078	98.5	100.0	
Missing	Don't Know/Not Applicable	25	.8		
	System	21	.7		
	Total	46	1.5		
Total		3124	100.0		

a. Form Code = 2

**38. Management treats employees with respect and consideration.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	396	12.7	12.8	12.8
	Disagree	480	15.4	15.6	28.4
	Neither Agree Nor Disagree	592	19.0	19.2	47.6
	Agree	1215	38.9	39.4	87.0
	Strongly Agree	400	12.8	13.0	100.0
	Total	3083	98.7	100.0	
Missing	Don't Know/Not Applicable	21	.7		
	System	20	.6		
	Total	41	1.3		
Total		3124	100.0		

a. Form Code = 2

**39. Management makes timely decisions.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	538	17.2	17.5	17.5
	Disagree	726	23.2	23.6	41.0
	Neither Agree Nor Disagree	724	23.2	23.5	64.5
	Agree	847	27.1	27.5	92.0
	Strongly Agree	246	7.9	8.0	100.0
	Total	3081	98.6	100.0	
Missing	Don't Know/Not Applicable	22	.7		
	System	21	.7		
	Total	43	1.4		
Total		3124	100.0		

a. Form Code = 2

**40. Management rewards employees who show initiative and innovation.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	553	17.7	18.1	18.1
	Disagree	620	19.8	20.2	38.3
	Neither Agree Nor Disagree	651	20.8	21.3	59.6
	Agree	940	30.1	30.7	90.3
	Strongly Agree	298	9.5	9.7	100.0
	Total	3062	98.0	100.0	
Missing	Don't Know/Not Applicable System	40	1.3		
		22	.7		
	Total	62	2.0		
Total		3124	100.0		

a. Form Code = 2

**41. Management keeps employees informed.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	478	15.3	15.5	15.5
	Disagree	556	17.8	18.0	33.5
	Neither Agree Nor Disagree	698	22.3	22.6	56.2
	Agree	1066	34.1	34.6	90.7
	Strongly Agree	286	9.2	9.3	100.0
	Total	3084	98.7	100.0	
Missing	Don't Know/Not Applicable System	17	.5		
		23	.7		
	Total	40	1.3		
Total		3124	100.0		

a. Form Code = 2

**42. Employees at this installation have an equal chance to compete for promotions.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	475	15.2	15.7	15.7
	Disagree	547	17.5	18.1	33.9
	Neither Agree Nor Disagree	510	16.3	16.9	50.8
	Agree	1175	37.6	39.0	89.8
	Strongly Agree	309	9.9	10.2	100.0
	Total	3016	96.5	100.0	
Missing	Don't Know/Not Applicable System	90	2.9		
		18	.6		
	Total	108	3.5		
Total		3124	100.0		

a. Form Code = 2

**43. When promotions are made at this installation, the best qualified people are selected.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	508	16.3	17.1	17.1
	Disagree	647	20.7	21.7	38.8
	Neither Agree Nor Disagree	852	27.3	28.6	67.4
	Agree	759	24.3	25.5	92.8
	Strongly Agree	213	6.8	7.2	100.0
	Total	2979	95.4	100.0	
Missing	Don't Know/Not Applicable	125	4.0		
	System	20	.6		
	Total	145	4.6		
Total		3124	100.0		

a. Form Code = 2

**44. Employees at this installation are treated fairly with regard to job placements and promotions.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	471	15.1	15.8	15.8
	Disagree	577	18.5	19.3	35.1
	Neither Agree Nor Disagree	796	25.5	26.6	61.7
	Agree	901	28.8	30.2	91.9
	Strongly Agree	242	7.7	8.1	100.0
	Total	2987	95.6	100.0	
Missing	Don't Know/Not Applicable	114	3.6		
	System	23	.7		
	Total	137	4.4		
Total		3124	100.0		

a. Form Code = 2

**45. I am satisfied with the processes used to fill vacancies at this installation.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	650	20.8	21.6	21.6
	Disagree	805	25.8	26.8	48.4
	Neither Agree Nor Disagree	692	22.2	23.0	71.4
	Agree	698	22.3	23.2	94.6
	Strongly Agree	161	5.2	5.4	100.0
	Total	3006	96.2	100.0	
Missing	Don't Know/Not Applicable	97	3.1		
	System	21	.7		
	Total	118	3.8		
Total		3124	100.0		

a. Form Code = 2

**46. The quality of candidates referred to me for vacancies in my work unit is high.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	401	12.8	14.6	14.6
	Disagree	621	19.9	22.6	37.2
	Neither Agree Nor Disagree	842	27.0	30.7	67.9
	Agree	776	24.8	28.3	96.2
	Strongly Agree	104	3.3	3.8	100.0
	Total	2744	87.8	100.0	
Missing	Don't Know/Not Applicable	362	11.6		
	System	18	.6		
	Total	380	12.2		
Total		3124	100.0		

a. Form Code = 2

**47. How much authority do you have to carry out writing or changing job descriptions (i.e., classifying jobs).<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None	573	18.3	20.0	20.0
	Some, But Not Enough	994	31.8	34.7	54.7
	All I Need	1298	41.5	45.3	100.0
	Total	2865	91.7	100.0	
Missing	Don't Know/Not Applicable	240	7.7		
	System	19	.6		
	Total	259	8.3		
Total		3124	100.0		

a. Form Code = 2

**48. How much authority do you have to carry out recruiting and selecting employees.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None	465	14.9	16.1	16.1
	Some, But Not Enough	1188	38.0	41.1	57.2
	All I Need	1238	39.6	42.8	100.0
	Total	2891	92.5	100.0	
Missing	Don't Know/Not Applicable	215	6.9		
	System	18	.6		
	Total	233	7.5		
Total		3124	100.0		

a. Form Code = 2

**49. How much authority do you have to carry out changing the organizational structure of my work unit.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None	1014	32.5	34.8	34.8
	Some, But Not Enough	962	30.8	33.1	67.9
	All I Need	934	29.9	32.1	100.0
	Total	2910	93.1	100.0	
Missing	Don't Know/Not Applicable	195	6.2		
	System	19	.6		
	Total	214	6.9		
Total		3124	100.0		

a. Form Code = 2

**50. How much authority do you have to carry out assigning work to subordinates.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None	68	2.2	2.2	2.2
	Some, But Not Enough	412	13.2	13.6	15.8
	All I Need	2556	81.8	84.2	100.0
	Total	3036	97.2	100.0	
Missing	Don't Know/Not Applicable	68	2.2		
	System	20	.6		
	Total	88	2.8		
Total		3124	100.0		

a. Form Code = 2

**51. How much authority do you have to carry out evaluating work performance.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None	96	3.1	3.2	3.2
	Some, But Not Enough	425	13.6	14.0	17.1
	All I Need	2517	80.6	82.9	100.0
	Total	3038	97.2	100.0	
Missing	Don't Know/Not Applicable	69	2.2		
	System	17	.5		
	Total	86	2.8		
Total		3124	100.0		

a. Form Code = 2

**52. How much authority do you have to carry out giving monetary and honorary performance awards.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None	435	13.9	14.6	14.6
	Some, But Not Enough	1182	37.8	39.6	54.1
	All I Need	1370	43.9	45.9	100.0
	Total	2987	95.6	100.0	
Missing	Don't Know/Not Applicable	118	3.8		
	System	19	.6		
	Total	137	4.4		
Total		3124	100.0		

a. Form Code = 2

**53. How much authority do you have to carry out firing people.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None	1164	37.3	43.4	43.4
	Some, But Not Enough	872	27.9	32.5	75.9
	All I Need	646	20.7	24.1	100.0
	Total	2682	85.9	100.0	
Missing	Don't Know/Not Applicable	422	13.5		
	System	20	.6		
	Total	442	14.1		
Total		3124	100.0		

a. Form Code = 2

**54. How much authority do you have to carry out approving leave requests/controlling employee absences.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None	105	3.4	3.5	3.5
	Some, But Not Enough	410	13.1	13.5	17.0
	All I Need	2517	80.6	83.0	100.0
	Total	3032	97.1	100.0	
Missing	Don't Know/Not Applicable	75	2.4		
	System	17	.5		
	Total	92	2.9		
Total		3124	100.0		

a. Form Code = 2

**55. How much authority do you have to carry out taking disciplinary action.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None	303	9.7	10.3	10.3
	Some, But Not Enough	1041	33.3	35.5	45.8
	All I Need	1592	51.0	54.2	100.0
	Total	2936	94.0	100.0	
Missing	Don't Know/Not Applicable	169	5.4		
	System	19	.6		
	Total	188	6.0		
Total		3124	100.0		

a. Form Code = 2

**56. How much authority do you have to carry out taking action to improve substandard performance.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None	235	7.5	7.9	7.9
	Some, But Not Enough	1121	35.9	37.6	45.5
	All I Need	1624	52.0	54.5	100.0
	Total	2980	95.4	100.0	
Missing	Don't Know/Not Applicable	121	3.9		
	System	23	.7		
	Total	144	4.6		
Total		3124	100.0		

a. Form Code = 2

**57. How much authority do you have to carry out getting employees the training they need.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None	368	11.8	12.2	12.2
	Some, But Not Enough	1419	45.4	47.0	59.2
	All I Need	1233	39.5	40.8	100.0
	Total	3020	96.7	100.0	
Missing	Don't Know/Not Applicable	83	2.7		
	System	21	.7		
	Total	104	3.3		
Total		3124	100.0		

a. Form Code = 2

**58. How much authority do you have to carry out changing work processes or methods.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None	286	9.2	9.5	9.5
	Some, But Not Enough	1132	36.2	37.5	47.0
	All I Need	1599	51.2	53.0	100.0
	Total	3017	96.6	100.0	
Missing	Don't Know/Not Applicable	81	2.6		
	System	26	.8		
	Total	107	3.4		
Total		3124	100.0		

a. Form Code = 2

**59. I have had enough leadership training (e.g., directing subordinates, team building) to be an effective leader.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	120	3.8	3.9	3.9
	Disagree	326	10.4	10.6	14.5
	Neither Agree Nor Disagree	362	11.6	11.7	26.2
	Agree	1440	46.1	46.7	72.8
	Strongly Agree	838	26.8	27.2	100.0
	Total	3086	98.8	100.0	
Missing	Don't Know/Not Applicable	15	.5		
	System	23	.7		
	Total	38	1.2		
Total		3124	100.0		

a. Form Code = 2

**60. I have had enough training in civilian personnel administrative procedures.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	260	8.3	8.5	8.5
	Disagree	732	23.4	23.9	32.4
	Neither Agree Nor Disagree	621	19.9	20.3	52.6
	Agree	1091	34.9	35.6	88.2
	Strongly Agree	361	11.6	11.8	100.0
	Total	3065	98.1	100.0	
Missing	Don't Know/Not Applicable	36	1.2		
	System	23	.7		
	Total	59	1.9		
Total		3124	100.0		

a. Form Code = 2

**61. I am able to get timely and quality training for my subordinates.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	283	9.1	9.4	9.4
	Disagree	725	23.2	24.1	33.5
	Neither Agree Nor Disagree	624	20.0	20.8	54.3
	Agree	1089	34.9	36.2	90.5
	Strongly Agree	286	9.2	9.5	100.0
	Total	3007	96.3	100.0	
Missing	Don't Know/Not Applicable	86	2.8		
	System	31	1.0		
	Total	117	3.7		
Total		3124	100.0		

a. Form Code = 2

**62. When I do a good job, it is recognized.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	363	11.6	11.7	11.7
	Disagree	551	17.6	17.8	29.5
	Neither Agree Nor Disagree	643	20.6	20.8	50.3
	Agree	1176	37.6	38.0	88.2
	Strongly Agree	365	11.7	11.8	100.0
	Total	3098	99.2	100.0	
Missing	Don't Know/Not Applicable	9	.3		
	System	17	.5		
	Total	26	.8		
Total		3124	100.0		

a. Form Code = 2

**63. When awards are given, they go to the most deserving people.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	450	14.4	14.8	14.8
	Disagree	694	22.2	22.8	37.6
	Neither Agree Nor Disagree	759	24.3	24.9	62.5
	Agree	898	28.7	29.5	92.0
	Strongly Agree	242	7.7	8.0	100.0
	Total	3043	97.4	100.0	
Missing	Don't Know/Not Applicable	62	2.0		
	System	19	.6		
	Total	81	2.6		
Total		3124	100.0		

a. Form Code = 2

**64. Employees at this installation are treated fairly with regard to awards.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	489	15.7	16.4	16.4
	Disagree	649	20.8	21.8	38.2
	Neither Agree Nor Disagree	781	25.0	26.2	64.4
	Agree	835	26.7	28.0	92.4
	Strongly Agree	227	7.3	7.6	100.0
	Total	2981	95.4	100.0	
Missing	Don't Know/Not Applicable	123	3.9		
	System	20	.6		
	Total	143	4.6		
Total		3124	100.0		

a. Form Code = 2

**65. If I perform my job especially well, I will receive an award.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	480	15.4	15.9	15.9
	Disagree	606	19.4	20.0	35.9
	Neither Agree Nor Disagree	775	24.8	25.6	61.5
	Agree	869	27.8	28.7	90.2
	Strongly Agree	298	9.5	9.8	100.0
	Total	3028	96.9	100.0	
Missing	Don't Know/Not Applicable	73	2.3		
	System	23	.7		
	Total	96	3.1		
Total		3124	100.0		

a. Form Code = 2

**66. Managers/supervisors deal effectively with reports of prejudice and discrimination.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	215	6.9	7.6	7.6
	Disagree	287	9.2	10.1	17.7
	Neither Agree Nor Disagree	522	16.7	18.4	36.2
	Agree	1292	41.4	45.7	81.8
	Strongly Agree	514	16.5	18.2	100.0
	Total	2830	90.6	100.0	
Missing	Don't Know/Not Applicable	275	8.8		
	System	19	.6		
	Total	294	9.4		
Total		3124	100.0		

a. Form Code = 2

**67. If I complained of discrimination, it would be held against me.<sup>a,b</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	461	14.8	16.6	16.6
	Disagree	822	26.3	29.7	46.3
	Neither Agree Nor Disagree	788	25.2	28.4	74.7
	Agree	476	15.2	17.2	91.9
	Strongly Agree	224	7.2	8.1	100.0
	Total	2771	88.7	100.0	
Missing	Don't Know/Not Applicable	329	10.5		
	System	24	.8		
	Total	353	11.3		
Total		3124	100.0		

a. Form Code = 2

b. Item is phrased in a negative manner.

**68. Nonminority employees often get preferential treatment over minority employees.<sup>a,b</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	933	29.9	32.0	32.0
	Disagree	987	31.6	33.8	65.8
	Neither Agree Nor Disagree	642	20.6	22.0	87.8
	Agree	236	7.6	8.1	95.9
	Strongly Agree	120	3.8	4.1	100.0
	Total	2918	93.4	100.0	
Missing	Don't Know/Not Applicable	182	5.8		
	System	24	.8		
	Total	206	6.6		
Total		3124	100.0		

a. Form Code = 2

b. Item is phrased in a negative manner.

**69. Minority employees often get preferential treatment over nonminority employees.<sup>a,b</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	546	17.5	18.6	18.6
	Disagree	825	26.4	28.1	46.7
	Neither Agree Nor Disagree	765	24.5	26.0	72.7
	Agree	499	16.0	17.0	89.7
	Strongly Agree	303	9.7	10.3	100.0
	Total	2938	94.0	100.0	
Missing	Don't Know/Not Applicable	163	5.2		
	System	23	.7		
	Total	186	6.0		
Total		3124	100.0		

a. Form Code = 2

b. Item is phrased in a negative manner.

**70. Male employees often get preferential treatment over female employees.<sup>a,b</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	716	22.9	24.2	24.2
	Disagree	1094	35.0	36.9	61.1
	Neither Agree Nor Disagree	678	21.7	22.9	84.0
	Agree	320	10.2	10.8	94.8
	Strongly Agree	153	4.9	5.2	100.0
	Total	2961	94.8	100.0	
Missing	Don't Know/Not Applicable	146	4.7		
	System	17	.5		
	Total	163	5.2		
Total		3124	100.0		

a. Form Code = 2

b. Item is phrased in a negative manner.

**71. Female employees often get preferential treatment over male employees.<sup>a,b</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	555	17.8	18.7	18.7
	Disagree	1097	35.1	37.0	55.8
	Neither Agree Nor Disagree	755	24.2	25.5	81.3
	Agree	374	12.0	12.6	93.9
	Strongly Agree	181	5.8	6.1	100.0
	Total	2962	94.8	100.0	
Missing	Don't Know/Not Applicable	138	4.4		
	System	24	.8		
	Total	162	5.2		
Total		3124	100.0		

a. Form Code = 2

b. Item is phrased in a negative manner.

**72. At this installation, physical conditions (e.g., noise level, temperature, lighting, cleanliness) allow employees to perform their jobs well.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	281	9.0	9.1	9.1
	Disagree	475	15.2	15.3	24.4
	Neither Agree Nor Disagree	399	12.8	12.9	37.3
	Agree	1483	47.5	47.9	85.2
	Strongly Agree	459	14.7	14.8	100.0
	Total	3097	99.1	100.0	
Missing	Don't Know/Not Applicable	12	.4		
	System	15	.5		
	Total	27	.9		
Total		3124	100.0		

a. Form Code = 2

**73. Programs that encourage good health practices are supported here (e.g., fitness centers, health education programs).**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	242	7.7	7.9	7.9
	Disagree	384	12.3	12.5	20.4
	Neither Agree Nor Disagree	521	16.7	17.0	37.3
	Agree	1422	45.5	46.3	83.7
	Strongly Agree	502	16.1	16.3	100.0
	Total	3071	98.3	100.0	
Missing	Don't Know/Not Applicable	34	1.1		
	System	19	.6		
	Total	53	1.7		
Total		3124	100.0		

a. Form Code = 2

**74. Employees are protected from health and safety hazards on the job.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	111	3.6	3.6	3.6
	Disagree	247	7.9	8.0	11.6
	Neither Agree Nor Disagree	392	12.5	12.7	24.4
	Agree	1720	55.1	55.9	80.3
	Strongly Agree	607	19.4	19.7	100.0
	Total	3077	98.5	100.0	
Missing	Don't Know/Not Applicable	21	.7		
	System	26	.8		
	Total	47	1.5		
Total		3124	100.0		

a. Form Code = 2

**S1. I have used position descriptions from the on-line PD Library to establish new positions or to redescribe work of existing positions.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	503	16.1	16.5	16.5
	No	2546	81.5	83.5	100.0
	Total	3049	97.6	100.0	
Missing	System	75	2.4		
Total		3124	100.0		

a. Form Code = 2

**S2. The PD Library contains a sufficient range of position descriptions such that I can find one that describes the work of my organizational unit.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	55	1.8	10.5	10.5
	Disagree	162	5.2	30.8	41.3
	Neither Agree Nor Disagree	81	2.6	15.4	56.7
	Agree	199	6.4	37.8	94.5
	Strongly Agree	29	.9	5.5	100.0
	Total	526	16.8	100.0	
Missing	Don't Know/Not Applicable	18	.6		
	System	2580	82.6		
	Total	2598	83.2		
Total		3124	100.0		

a. Form Code = 2

**S3. The PD Library contains clear instructions on its use.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	31	1.0	5.9	5.9
	Disagree	69	2.2	13.1	19.0
	Neither Agree Nor Disagree	152	4.9	29.0	48.0
	Agree	238	7.6	45.3	93.3
	Strongly Agree	35	1.1	6.7	100.0
	Total	525	16.8	100.0	
Missing	Don't Know/Not Applicable	20	.6		
	System	2579	82.6		
	Total	2599	83.2		
Total		3124	100.0		

a. Form Code = 2

**S4. Using a position description from PD Library makes it easy to write new or revise existing position descriptions.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	25	.8	4.8	4.8
	Disagree	47	1.5	9.0	13.8
	Neither Agree Nor Disagree	104	3.3	19.9	33.7
	Agree	297	9.5	56.8	90.4
	Strongly Agree	50	1.6	9.6	100.0
	Total	523	16.7	100.0	
Missing	Don't Know/Not Applicable	22	.7		
	System	2579	82.6		
	Total	2601	83.3		
Total		3124	100.0		

a. Form Code = 2

**S5. The quality of position descriptions developed using PD Library is better than it was before we had PD Library.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	26	.8	5.2	5.2
	Disagree	41	1.3	8.1	13.3
	Neither Agree Nor Disagree	152	4.9	30.2	43.5
	Agree	235	7.5	46.6	90.1
	Strongly Agree	50	1.6	9.9	100.0
	Total	504	16.1	100.0	
Missing	Don't Know/Not Applicable	38	1.2		
	System	2582	82.7		
Total		2620	83.9		
Total		3124	100.0		

a. Form Code = 2

**S6. I have used COREDOC to establish new positions or to redescribe work of existing positions.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	227	7.3	7.5	7.5
	No	2793	89.4	92.5	100.0
	Total	3020	96.7	100.0	
Missing	System	104	3.3		
Total		3124	100.0		

a. Form Code = 2

**S7. COREDOC contains clear instructions on its use.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	25	.8	9.9	9.9
	Disagree	49	1.6	19.4	29.2
	Neither Agree Nor Disagree	61	2.0	24.1	53.4
	Agree	103	3.3	40.7	94.1
	Strongly Agree	15	.5	5.9	100.0
	Total	253	8.1	100.0	
Missing	Don't Know/Not Applicable	30	1.0		
	System	2841	90.9		
Total		2871	91.9		
Total		3124	100.0		

a. Form Code = 2

**S8. It is easier to classify jobs using COREDOC than it was before we had COREDOC.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	20	.6	7.9	7.9
	Disagree	26	.8	10.3	18.2
	Neither Agree Nor Disagree	61	2.0	24.1	42.3
	Agree	122	3.9	48.2	90.5
	Strongly Agree	24	.8	9.5	100.0
	Total	253	8.1	100.0	
Missing	Don't Know/Not Applicable	30	1.0		
	System	2841	90.9		
	Total	2871	91.9		
Total		3124	100.0		

a. Form Code = 2

**S9. Using COREDOC makes the classification process go faster.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	25	.8	9.8	9.8
	Disagree	41	1.3	16.1	26.0
	Neither Agree Nor Disagree	54	1.7	21.3	47.2
	Agree	109	3.5	42.9	90.2
	Strongly Agree	25	.8	9.8	100.0
	Total	254	8.1	100.0	
Missing	Don't Know/Not Applicable	29	.9		
	System	2841	90.9		
	Total	2870	91.9		
Total		3124	100.0		

a. Form Code = 2

**S10. The quality of position descriptions developed using COREDOC is better than it was before we had COREDOC.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	28	.9	11.0	11.0
	Disagree	37	1.2	14.6	25.6
	Neither Agree Nor Disagree	78	2.5	30.7	56.3
	Agree	86	2.8	33.9	90.2
	Strongly Agree	25	.8	9.8	100.0
	Total	254	8.1	100.0	
Missing	Don't Know/Not Applicable	29	.9		
	System	2841	90.9		
	Total	2870	91.9		
Total		3124	100.0		

a. Form Code = 2

**S11. PERSACTION/PERSACT is an automated tool that allows managers to initiate and track the status of personnel actions. Have you used it at this installation?<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	694	22.2	23.2	23.2
	No	2300	73.6	76.8	100.0
	Total	2994	95.8	100.0	
Missing	System	130	4.2		
Total		3124	100.0		

a. Form Code = 2

**S12. The personnel staff does a good job of keeping PERSACTION/PERSACT updated so I can track the status of personnel actions.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	51	1.6	7.5	7.5
	Disagree	94	3.0	13.9	21.4
	Neither Agree Nor Disagree	144	4.6	21.2	42.6
	Agree	311	10.0	45.9	88.5
	Strongly Agree	78	2.5	11.5	100.0
	Total	678	21.7	100.0	
Missing	Don't Know/Not Applicable	25	.8		
	System	2421	77.5		
	Total	2446	78.3		
Total		3124	100.0		

a. Form Code = 2

**S13. I have had enough training to use PERSACTION/PERSACT effectively.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	78	2.5	11.3	11.3
	Disagree	193	6.2	28.0	39.3
	Neither Agree Nor Disagree	130	4.2	18.9	58.2
	Agree	245	7.8	35.6	93.8
	Strongly Agree	43	1.4	6.2	100.0
	Total	689	22.1	100.0	
Missing	Don't Know/Not Applicable	16	.5		
	System	2419	77.4		
	Total	2435	77.9		
Total		3124	100.0		

a. Form Code = 2

**S14. It is easier to initiate and track personnel actions using PERSACTION/PERSACT than it was before we had the automated system.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	52	1.7	7.7	7.7
	Disagree	101	3.2	15.0	22.7
	Neither Agree Nor Disagree	139	4.4	20.7	43.4
	Agree	284	9.1	42.2	85.6
	Strongly Agree	97	3.1	14.4	100.0
	Total	673	21.5	100.0	
Missing	Don't Know/Not Applicable	31	1.0		
	System	2420	77.5		
Total		2451	78.5		
Total		3124	100.0		

a. Form Code = 2

**S15. I have used an automated system (e.g., RESUMIX, CARS (Civilian Applicant Referral System)) at this installation for filling non-career program vacancies.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	397	12.7	13.0	13.0
	No	2662	85.2	87.0	100.0
	Total	3059	97.9	100.0	
Missing	System	65	2.1		
Total		3124	100.0		

a. Form Code = 2

**S16. I have had enough training to use the automated system effectively for filling vacancies.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	61	2.0	15.1	15.1
	Disagree	131	4.2	32.3	47.4
	Neither Agree Nor Disagree	69	2.2	17.0	64.4
	Agree	128	4.1	31.6	96.0
	Strongly Agree	16	.5	4.0	100.0
	Total	405	13.0	100.0	
Missing	Don't Know/Not Applicable	14	.4		
	System	2705	86.6		
Total		2719	87.0		
Total		3124	100.0		

a. Form Code = 2

**S17. It is easier to fill vacancies using the automated system than it was before we had an automated system.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	81	2.6	20.7	20.7
	Disagree	81	2.6	20.7	41.4
	Neither Agree Nor Disagree	110	3.5	28.1	69.6
	Agree	98	3.1	25.1	94.6
	Strongly Agree	21	.7	5.4	100.0
	Total	391	12.5	100.0	
Missing	Don't Know/Not Applicable	28	.9		
	System	2705	86.6		
Total		2733	87.5		
Total		3124	100.0		

a. Form Code = 2

**S18. The quality of people referred to me for vacant positions using the automated system is better than it was before we had the automated system.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	85	2.7	22.9	22.9
	Disagree	104	3.3	28.0	50.9
	Neither Agree Nor Disagree	143	4.6	38.5	89.5
	Agree	32	1.0	8.6	98.1
	Strongly Agree	7	.2	1.9	100.0
	Total	371	11.9	100.0	
Missing	Don't Know/Not Applicable	48	1.5		
	System	2705	86.6		
Total		2753	88.1		
Total		3124	100.0		

a. Form Code = 2

**S19. The timeliness of referral is better using the automated system than it was before we had the automated system.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	100	3.2	26.7	26.7
	Disagree	87	2.8	23.2	49.9
	Neither Agree Nor Disagree	90	2.9	24.0	73.9
	Agree	84	2.7	22.4	96.3
	Strongly Agree	14	.4	3.7	100.0
	Total	375	12.0	100.0	
Missing	Don't Know/Not Applicable	36	1.2		
	System	2713	86.8		
Total		2749	88.0		
Total		3124	100.0		

a. Form Code = 2

**S20. I have access to a computer at work.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	2965	94.9	96.0	96.0
	No	124	4.0	4.0	100.0
	Total	3089	98.9	100.0	
Missing	System	35	1.1		
Total		3124	100.0		

a. Form Code = 2

**S21. The computer I use at work can access the Internet/World Wide Web.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	2617	83.8	88.3	88.3
	No	297	9.5	10.0	98.3
	Don't Know/Not Applicable	51	1.6	1.7	100.0
	Total	2965	94.9	100.0	
Missing	System	159	5.1		
Total		3124	100.0		

a. Form Code = 2

**S22. The Army has created a civilian personnel home page on the Internet/World Wide Web called Civilian Personnel On-Line (CPOL) (www.cpol.army.mil). How many times have you accessed it in the last 12 months?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	900	28.8	34.4	34.4
	Once or twice	390	12.5	14.9	49.3
	Several times	547	17.5	20.9	70.3
	About once a month	276	8.8	10.6	80.8
	More than once a month	501	16.0	19.2	100.0
	Total	2614	83.7	100.0	
Missing	System	510	16.3		
Total		3124	100.0		

a. Form Code = 2

**S23. I find the information on the Civilian Personnel On-Line (CPOL) home page useful.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	9	.3	.5	.5
	Disagree	40	1.3	2.4	3.0
	Neither Agree Nor Disagree	349	11.2	21.2	24.2
	Agree	999	32.0	60.8	85.0
	Strongly Agree	247	7.9	15.0	100.0
	Total	1644	52.6	100.0	
Missing	Don't Know/Not Applicable	63	2.0		
	System	1417	45.4		
Total		1480	47.4		
Total		3124	100.0		

a. Form Code = 2

**S24. I find the information in the PERMISS (Personnel Management Information and Support System) section of CPOL useful.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	7	.2	.6	.6
	Disagree	42	1.3	3.5	4.0
	Neither Agree Nor Disagree	518	16.6	42.6	46.6
	Agree	535	17.1	44.0	90.6
	Strongly Agree	115	3.7	9.4	100.0
	Total	1217	39.0	100.0	
Missing	Don't Know/Not Applicable	487	15.6		
	System	1420	45.5		
Total		1907	61.0		
Total		3124	100.0		

a. Form Code = 2

**S25. I have used the automated Regional Application module to track information about my employees (e.g., last within-grade increase, performance rating history, awards history).**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	312	10.0	10.4	10.4
	No	2701	86.5	89.6	100.0
	Total	3013	96.4	100.0	
Missing	System	111	3.6		
Total		3124	100.0		

a. Form Code = 2

**S26. I have had enough training to use the automated Regional Application module effectively to track information about my employees.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	19	.6	5.6	5.6
	Disagree	94	3.0	27.5	33.0
	Neither Agree Nor Disagree	76	2.4	22.2	55.3
	Agree	117	3.7	34.2	89.5
	Strongly Agree	36	1.2	10.5	100.0
	Total	342	10.9	100.0	
Missing	Don't Know/Not Applicable	19	.6		
	System	2763	88.4		
Total		2782	89.1		
Total		3124	100.0		

a. Form Code = 2

**S27. It is easier to track information about my employees using the Regional Application module than it was before we had this automated system.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	14	.4	4.2	4.2
	Disagree	28	.9	8.5	12.7
	Neither Agree Nor Disagree	60	1.9	18.1	30.8
	Agree	168	5.4	50.8	81.6
	Strongly Agree	61	2.0	18.4	100.0
	Total	331	10.6	100.0	
Missing	Don't Know/Not Applicable	32	1.0		
	System	2761	88.4		
Total		2793	89.4		
Total		3124	100.0		

a. Form Code = 2

**S28. I have used the automated TRAIN module to review courses/apply for training.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	163	5.2	5.3	5.3
	No	2901	92.9	94.7	100.0
	Total	3064	98.1	100.0	
Missing	System	60	1.9		
Total		3124	100.0		

a. Form Code = 2

**S29. I have had enough training to use the automated TRAIN module effectively.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	14	.4	8.2	8.2
	Disagree	48	1.5	28.2	36.5
	Neither Agree Nor Disagree	38	1.2	22.4	58.8
	Agree	59	1.9	34.7	93.5
	Strongly Agree	11	.4	6.5	100.0
	Total	170	5.4	100.0	
Missing	Don't Know/Not Applicable	10	.3		
	System	2944	94.2		
Total		2954	94.6		
Total		3124	100.0		

a. Form Code = 2

**S30. It is easier to obtain information about courses or to apply for training using the TRAIN module than it was before we had this automated system.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	20	.6	12.3	12.3
	Disagree	26	.8	16.0	28.4
	Neither Agree Nor Disagree	42	1.3	25.9	54.3
	Agree	60	1.9	37.0	91.4
	Strongly Agree	14	.4	8.6	100.0
	Total	162	5.2	100.0	
Missing	Don't Know/Not Applicable	17	.5		
	System	2945	94.3		
Total		2962	94.8		
Total		3124	100.0		

a. Form Code = 2

**S31. I have used the on-line Resume Builder to apply for jobs or respond to data calls.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	217	6.9	7.1	7.1
	No	2830	90.6	92.9	100.0
	Total	3047	97.5	100.0	
Missing	System	77	2.5		
Total		3124	100.0		

a. Form Code = 2

**S32. Resume Builder contains clear directions on its use.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	15	.5	6.8	6.8
	Disagree	27	.9	12.2	19.0
	Neither Agree Nor Disagree	47	1.5	21.3	40.3
	Agree	112	3.6	50.7	91.0
	Strongly Agree	20	.6	9.0	100.0
	Total	221	7.1	100.0	
Missing	Don't Know/Not Applicable	3	.1		
	System	2900	92.8		
Total		2903	92.9		
Total		3124	100.0		

a. Form Code = 2

**S33. Resume Builder makes it easier to apply for jobs than before we had Resume Builder.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	25	.8	11.4	11.4
	Disagree	24	.8	10.9	22.3
	Neither Agree Nor Disagree	35	1.1	15.9	38.2
	Agree	108	3.5	49.1	87.3
	Strongly Agree	28	.9	12.7	100.0
	Total	220	7.0	100.0	
Missing	Don't Know/Not Applicable	3	.1		
	System	2901	92.9		
	Total	2904	93.0		
Total		3124	100.0		

a. Form Code = 2

**S34. The personnel office provides timely information on changes to personnel rules and benefits that affect me and my job.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	403	12.9	13.3	13.3
	Disagree	723	23.1	23.9	37.2
	Neither Agree Nor Disagree	768	24.6	25.4	62.7
	Agree	967	31.0	32.0	94.6
	Strongly Agree	162	5.2	5.4	100.0
	Total	3023	96.8	100.0	
Missing	Don't Know/Not Applicable	70	2.2		
	System	31	1.0		
	Total	101	3.2		
Total		3124	100.0		

a. Form Code = 2

**S35. The personnel office provides complete and accurate information on changes to personnel rules and benefits that affect me and my job.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	416	13.3	13.8	13.8
	Disagree	705	22.6	23.4	37.2
	Neither Agree Nor Disagree	804	25.7	26.7	63.8
	Agree	935	29.9	31.0	94.8
	Strongly Agree	156	5.0	5.2	100.0
	Total	3016	96.5	100.0	
Missing	Don't Know/Not Applicable	79	2.5		
	System	29	.9		
	Total	108	3.5		
Total		3124	100.0		

a. Form Code = 2

**S36. I have received sufficient information on the reorganization of civilian personnel operations into regional centers.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	456	14.6	15.3	15.3
	Disagree	744	23.8	24.9	40.2
	Neither Agree Nor Disagree	714	22.9	23.9	64.1
	Agree	924	29.6	30.9	95.0
	Strongly Agree	148	4.7	5.0	100.0
	Total	2986	95.6	100.0	
Missing	Don't Know/Not Applicable	89	2.8		
	System	49	1.6		
	Total	138	4.4		
Total		3124	100.0		

a. Form Code = 2

**S37. I am kept informed on personnel issues affecting my job and me.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	417	13.3	13.7	13.7
	Disagree	728	23.3	23.9	37.6
	Neither Agree Nor Disagree	753	24.1	24.7	62.3
	Agree	972	31.1	31.9	94.2
	Strongly Agree	176	5.6	5.8	100.0
	Total	3046	97.5	100.0	
Missing	Don't Know/Not Applicable	34	1.1		
	System	44	1.4		
	Total	78	2.5		
Total		3124	100.0		

a. Form Code = 2

**S38. Differences among individuals (for example, gender, race, national origin, religion, age, cultural background, disability) are respected and valued at this installation.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	145	4.6	4.8	4.8
	Disagree	226	7.2	7.5	12.3
	Neither Agree Nor Disagree	606	19.4	20.0	32.3
	Agree	1557	49.8	51.5	83.7
	Strongly Agree	492	15.7	16.3	100.0
	Total	3026	96.9	100.0	
Missing	Don't Know/Not Applicable	57	1.8		
	System	41	1.3		
	Total	98	3.1		
Total		3124	100.0		

a. Form Code = 2

**S39. Managers/supervisors/team leaders work well with employees of different backgrounds.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	117	3.7	3.8	3.8
	Disagree	201	6.4	6.6	10.5
	Neither Agree Nor Disagree	519	16.6	17.1	27.5
	Agree	1703	54.5	56.0	83.6
	Strongly Agree	499	16.0	16.4	100.0
	Total	3039	97.3	100.0	
Missing	Don't Know/Not Applicable	38	1.2		
	System	47	1.5		
	Total	85	2.7		
Total		3124	100.0		

a. Form Code = 2

**S40. Army managers and supervisors capitalize on the creative and valuable input offered by employees due to their varying backgrounds, experiences, and cultures.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	232	7.4	7.8	7.8
	Disagree	382	12.2	12.9	20.7
	Neither Agree Nor Disagree	890	28.5	30.0	50.7
	Agree	1137	36.4	38.3	89.0
	Strongly Agree	325	10.4	11.0	100.0
	Total	2966	94.9	100.0	
Missing	Don't Know/Not Applicable	97	3.1		
	System	61	2.0		
	Total	158	5.1		
Total		3124	100.0		

a. Form Code = 2

**S41. During the last 12 months, have you been sexually harassed while working for the Army?<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	96	3.1	3.1	3.1
	No	2981	95.4	96.9	100.0
	Total	3077	98.5	100.0	
Missing	System	47	1.5		
Total		3124	100.0		

a. Form Code = 2

**S42. If you were sexually harassed, did you report the incident?<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	33	1.1	37.1	37.1
	No	56	1.8	62.9	100.0
	Total	89	2.8	100.0	
Missing	System	3035	97.2		
Total		3124	100.0		

a. Form Code = 2

**S43. If you reported the incident, was any action (e.g., investigation) taken?<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	14	.4	42.4	42.4
	No	17	.5	51.5	93.9
	Don't Know	2	.1	6.1	100.0
	Total	33	1.1	100.0	
Missing	System	3091	98.9		
Total		3124	100.0		

a. Form Code = 2

**S44. New practices and ways of doing business are encouraged at this installation.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	247	7.9	8.1	8.1
	Disagree	428	13.7	14.1	22.2
	Neither Agree Nor Disagree	604	19.3	19.9	42.1
	Agree	1335	42.7	44.0	86.1
	Strongly Agree	421	13.5	13.9	100.0
	Total	3035	97.2	100.0	
Missing	Don't Know/Not Applicable	42	1.3		
	System	47	1.5		
	Total	89	2.8		
Total		3124	100.0		

a. Form Code = 2

**S45. Management seeks my ideas and opinions before making important decisions affecting my work.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	475	15.2	15.5	15.5
	Disagree	599	19.2	19.5	35.1
	Neither Agree Nor Disagree	583	18.7	19.0	54.1
	Agree	1063	34.0	34.7	88.8
	Strongly Agree	344	11.0	11.2	100.0
	Total	3064	98.1	100.0	
Missing	Don't Know/Not Applicable	15	.5		
	System	45	1.4		
	Total	60	1.9		
Total		3124	100.0		

a. Form Code = 2

**S46. I trust my supervisor/team leader.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	376	12.0	12.3	12.3
	Disagree	332	10.6	10.9	23.1
	Neither Agree Nor Disagree	539	17.3	17.6	40.8
	Agree	1171	37.5	38.3	79.0
	Strongly Agree	641	20.5	21.0	100.0
	Total	3059	97.9	100.0	
Missing	Don't Know/Not Applicable	13	.4		
	System	52	1.7		
	Total	65	2.1		
Total		3124	100.0		

a. Form Code = 2

**S47. I have the decision-making authority I need to do my work.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	209	6.7	6.8	6.8
	Disagree	402	12.9	13.1	19.9
	Neither Agree Nor Disagree	403	12.9	13.1	33.0
	Agree	1419	45.4	46.1	79.1
	Strongly Agree	642	20.6	20.9	100.0
	Total	3075	98.4	100.0	
Missing	Don't Know/Not Applicable	8	.3		
	System	41	1.3		
	Total	49	1.6		
Total		3124	100.0		

a. Form Code = 2

**S48. 'Red tape' and unnecessary rules/regulations do not interfere with the timely completion of my work.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	658	21.1	21.4	21.4
	Disagree	924	29.6	30.1	51.5
	Neither Agree Nor Disagree	537	17.2	17.5	68.9
	Agree	748	23.9	24.3	93.3
	Strongly Agree	207	6.6	6.7	100.0
	Total	3074	98.4	100.0	
Missing	Don't Know/Not Applicable System	8	.3		
		42	1.3		
	Total	50	1.6		
Total		3124	100.0		

a. Form Code = 2

**S49. Rules and regulations have been significantly simplified where I work.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	561	18.0	18.5	18.5
	Disagree	893	28.6	29.4	47.8
	Neither Agree Nor Disagree	854	27.3	28.1	75.9
	Agree	593	19.0	19.5	95.5
	Strongly Agree	138	4.4	4.5	100.0
	Total	3039	97.3	100.0	
Missing	Don't Know/Not Applicable System	36	1.2		
		49	1.6		
	Total	85	2.7		
Total		3124	100.0		

a. Form Code = 2

**S50. Efforts to reengineer work have made this installation more efficient.<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	570	18.2	19.3	19.3
	Disagree	699	22.4	23.7	43.0
	Neither Agree Nor Disagree	876	28.0	29.7	72.7
	Agree	660	21.1	22.4	95.1
	Strongly Agree	146	4.7	4.9	100.0
	Total	2951	94.5	100.0	
Missing	Don't Know/Not Applicable System	110	3.5		
		63	2.0		
	Total	173	5.5		
Total		3124	100.0		

a. Form Code = 2

**S51. Have you had a problem with your pay (e.g., getting your check sent to the right place, receiving the correct amount) this year?<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	433	13.9	14.1	14.1
	No	2645	84.7	85.9	100.0
	Total	3078	98.5	100.0	
Missing	System	46	1.5		
Total		3124	100.0		

a. Form Code = 2

**S52. Was the problem resolved before your next pay period?<sup>a</sup>**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	89	2.8	20.8	20.8
	No	339	10.9	79.2	100.0
	Total	428	13.7	100.0	
Missing	System	2696	86.3		
Total		3124	100.0		

a. Form Code = 2

**S53. I understand the role played by the Civilian Personnel Advisory Center (CPAC<sup>a</sup>) in the regionalization of functions performed by the civilian personnel office.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	1758	56.3	57.3	57.3
	No	1311	42.0	42.7	100.0
	Total	3069	98.2	100.0	
Missing	System	55	1.8		
Total		3124	100.0		

a. Form Code = 2

**S54. I understand the role played by the Civilian Personnel Operations Center (CPOC<sup>a</sup>) in the regionalization of functions performed by the civilian personnel office.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	1677	53.7	54.7	54.7
	No	1389	44.5	45.3	100.0
	Total	3066	98.1	100.0	
Missing	System	58	1.9		
Total		3124	100.0		

a. Form Code = 2