

**INSTITUTE OF MUSEUM AND LIBRARY SERVICES
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		9	25	5	7	1	47	NA
	%	72.37	20.38	51.99	11.10	14.40	2.13	100.00	
2. I have enough information to do my job well.	N		6	25	11	4	1	47	NA
	%	66.50	14.65	51.85	23.07	8.29	2.13	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		13	21	3	8	2	47	NA
	%	72.31	28.82	43.49	6.69	16.72	4.28	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		19	14	6	5	2	46	NA
	%	72.17	41.93	30.25	13.13	10.22	4.48	100.00	
*5. I like the kind of work I do.	N		19	22	2	3	0	46	NA
	%	89.40	42.32	47.08	4.10	6.50	0.00	100.00	
6. I know what is expected of me on the job.	N		10	24	4	9	0	47	NA
	%	72.84	22.86	49.97	8.42	18.74	0.00	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		35	9	1	2	0	47	NA
	%	93.63	74.36	19.27	2.08	4.28	0.00	100.00	
8. I am constantly looking for ways to do my job better.	N		25	18	2	2	0	47	NA
	%	91.26	53.97	37.29	4.73	4.00	0.00	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		4	20	5	15	3	47	0
	%	51.82	9.82	42.00	11.31	30.63	6.23	100.00	
*10. My workload is reasonable.	N		8	20	8	6	4	46	0
	%	61.57	18.93	42.64	17.40	12.42	8.61	100.00	
*11. My talents are used well in the workplace.	N		2	26	6	6	5	45	0
	%	62.95	5.42	57.53	13.42	12.85	10.77	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		12	28	5	1	1	47	0
	%	85.26	26.19	59.07	10.35	2.24	2.14	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

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Sample or Census: Census

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Response Rate: 79.7%

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*13. The work I do is important.	N		23	19	2	2	1	47	0
	%	89.28	49.44	39.84	4.73	3.85	2.14	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		11	22	9	3	2	47	0
	%	70.53	24.08	46.45	19.21	6.14	4.12	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		18	21	2	4	2	47	0
	%	82.91	39.40	43.51	3.85	8.86	4.38	100.00	
16. I am held accountable for achieving results.	N		17	24	6	0	0	47	0
	%	87.34	37.32	50.02	12.66	0.00	0.00	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		15	16	9	3	2	45	2
	%	69.03	34.60	34.43	20.21	6.58	4.18	100.00	
*18. My training needs are assessed.	N		9	16	9	11	1	46	1
	%	55.79	21.31	34.48	18.78	23.30	2.12	100.00	
*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		15	18	3	7	3	46	1
	%	71.77	33.07	38.70	6.03	15.53	6.66	100.00	
*20. The people I work with cooperate to get the job done.	N		15	24	5	3	0	47	NA
	%	83.36	34.00	49.36	10.22	6.42	0.00	100.00	
*21. My work unit is able to recruit people with the right skills.	N		11	23	6	6	1	47	0
	%	72.47	24.43	48.04	12.81	12.61	2.11	100.00	
*22. Promotions in my work unit are based on merit.	N		7	19	9	5	3	43	4
	%	60.59	17.62	42.97	21.07	11.32	7.02	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		5	16	6	10	4	41	6
	%	52.55	13.85	38.71	14.59	23.48	9.38	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		6	14	10	12	3	45	2
	%	44.56	14.61	29.94	22.24	26.70	6.51	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		9	15	13	2	4	43	4
	%	56.38	22.06	34.32	29.95	4.50	9.16	100.00	
26. Employees in my work unit share job knowledge with each other.	N		15	24	3	4	0	46	0
	%	85.13	34.01	51.12	6.42	8.45	0.00	100.00	
27. The skill level in my work unit has improved in the past year.	N		14	18	9	4	0	45	1
	%	70.84	32.34	38.50	20.40	8.76	0.00	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		27	16	4	0	0	47	NA
	%	91.70	58.60	33.10	8.30	0.00	0.00	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		5	26	11	4	1	47	0
	%	65.67	10.74	54.94	23.71	8.54	2.08	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		4	15	12	11	4	46	1
	%	41.36	8.88	32.48	26.12	24.00	8.52	100.00	
31. Employees are recognized for providing high quality products and services.	N		3	19	8	11	5	46	1
	%	47.87	6.18	41.70	17.37	24.06	10.70	100.00	
*32. Creativity and innovation are rewarded.	N		4	11	13	11	6	45	1
	%	32.94	8.48	24.46	29.30	24.79	12.97	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		2	9	16	8	7	42	4
	%	26.41	4.51	21.90	37.59	19.87	16.13	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		12	18	7	3	3	43	4
	%	70.39	27.70	42.69	16.15	6.82	6.64	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		15	25	4	2	0	46	1
	%	87.26	32.52	54.74	8.52	4.21	0.00	100.00	
*36. My organization has prepared employees for potential security threats.	N		13	30	3	1	0	47	0
	%	91.77	27.36	64.41	6.19	2.04	0.00	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		12	18	9	3	3	45	2
	%	66.63	26.37	40.26	20.21	6.64	6.52	100.00	
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		17	17	4	3	3	44	3
	%	77.07	38.91	38.16	8.85	6.85	7.23	100.00	
39. My agency is successful at accomplishing its mission.	N		15	25	7	0	0	47	0
	%	85.10	32.38	52.73	14.90	0.00	0.00	100.00	
40. I recommend my organization as a good place to work.	N		11	22	6	7	1	47	NA
	%	70.26	24.77	45.49	12.90	14.59	2.24	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		7	14	7	8	8	44	3
	%	47.93	16.88	31.05	16.28	17.50	18.29	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		25	15	5	0	2	47	0
	%	85.38	53.39	31.99	10.45	0.00	4.18	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		19	18	5	4	1	47	0
	%	79.04	41.19	37.86	10.28	8.55	2.13	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		21	13	6	4	2	46	0
	%	74.15	46.61	27.54	12.72	8.64	4.50	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		20	21	5	1	0	47	0
	%	87.25	42.71	44.54	10.60	2.14	0.00	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		12	17	10	6	2	47	0
	%	62.11	26.52	35.59	20.98	12.54	4.38	100.00	
*47. Supervisors in my work unit support employee development.	N		21	18	6	2	0	47	0
	%	83.33	45.51	37.82	12.44	4.22	0.00	100.00	
48. My supervisor listens to what I have to say.	N		26	13	5	2	1	47	NA
	%	83.33	55.96	27.37	10.28	4.15	2.24	100.00	
49. My supervisor treats me with respect.	N		28	10	6	0	2	46	NA
	%	82.95	61.40	21.54	12.58	0.00	4.48	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		24	14	7	2	0	47	NA
	%	80.80	50.55	30.25	14.92	4.28	0.00	100.00	
*51. I have trust and confidence in my supervisor.	N		21	15	6	1	4	47	NA
	%	77.13	45.91	31.22	12.46	2.02	8.39	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		18	19	6	3	1	47	NA
	%	79.31	39.58	39.73	12.36	6.20	2.13	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		3	17	11	7	9	47	0
	%	43.27	6.09	37.18	22.80	14.51	19.42	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		7	17	6	11	4	45	2
	%	53.64	15.43	38.21	13.04	24.21	9.11	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		7	20	10	4	4	45	0
	%	60.13	15.34	44.79	21.97	9.33	8.58	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		7	19	12	6	3	47	0
	%	55.47	14.74	40.72	25.65	12.80	6.09	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		6	15	13	10	2	46	1
	%	45.83	13.05	32.78	28.85	21.00	4.32	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		5	15	10	12	5	47	0
	%	43.45	10.06	33.40	20.39	25.67	10.49	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		7	12	12	10	5	46	1
	%	42.42	14.50	27.92	24.93	21.91	10.73	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		12	17	8	5	4	46	1
	%	63.49	26.88	36.61	16.82	11.28	8.42	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		9	16	7	10	5	47	0
	%	53.66	18.95	34.71	14.29	21.02	11.03	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		7	17	12	6	2	44	3
	%	54.01	16.42	37.59	28.22	13.14	4.63	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		8	17	8	12	2	47	NA
	%	53.70	17.40	36.30	16.39	25.52	4.38	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		7	16	12	11	1	47	NA
	%	49.70	15.86	33.84	25.63	22.53	2.14	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		8	21	5	10	3	47	NA
	%	61.87	17.32	44.55	10.66	20.94	6.53	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		7	14	8	15	2	46	NA
	%	45.76	16.21	29.55	18.02	31.73	4.48	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		4	8	18	5	11	46	NA
	%	27.34	9.48	17.85	38.73	10.84	23.10	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		7	16	12	10	2	47	NA
	%	50.17	16.10	34.07	24.84	20.71	4.28	100.00	
*69. Considering everything, how satisfied are you with your job?	N		9	25	3	8	2	47	NA
	%	73.04	20.10	52.95	6.08	16.50	4.38	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		8	24	8	6	0	46	NA
	%	69.49	19.18	50.32	16.87	13.63	0.00	100.00	
71. Considering everything, how satisfied are you with your organization?	N		7	21	7	8	3	46	NA
	%	61.18	15.78	45.40	15.22	16.94	6.65	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	43	93.50
Yes, I was notified that I was not eligible to telework.	0	0.00
No, I was not notified of my telework eligibility.	2	4.20
Not sure if I was notified of my telework eligibility.	1	2.30
Total	46	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	0	0.00
I telework 1 or 2 days per week.	8	17.41
I telework, but no more than 1 or 2 days per month.	7	14.93
I telework very infrequently, on an unscheduled or short-term basis.	25	52.69
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	1	2.65
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	3	6.00
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	0	0.00
I do not telework because I choose not to telework.	3	6.31
Total	47	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	20	41.68
No	19	40.74
Not available to me	8	17.58
Total	47	100.00

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N	%
Yes	11	25.51
No	24	51.85
Not available to me	11	22.64
Total	46	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	8	19.20
No	30	65.96
Not available to me	7	14.83
Total	45	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N	%
Yes	2	4.07
No	34	73.48
Not available to me	11	22.45
Total	47	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	2	4.42
No	34	73.39
Not available to me	11	22.19
Total	47	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		10	18	6	4	2	40	0
	%	70.19	26.53	43.66	15.11	9.61	5.09	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		12	8	0	0	0	20	0
	%	100.00	61.13	38.87	0.00	0.00	0.00	100.00	
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		4	7	0	0	0	11	1
	%	100.00	40.15	59.85	0.00	0.00	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		6	3	0	0	0	9	1
	%	100.00	70.04	29.96	0.00	0.00	0.00	100.00	
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		1	1	0	0	0	2	0
	%	100.00	51.22	48.78	0.00	0.00	0.00	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		2	0	0	0	0	2	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	100.00	

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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