2011 Federal Employee Viewpoint Survey

Empowering Employees

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International Boundary and Water Commission: U.S. & Mexico

AGENCY RESULTS

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

INTERNATIONAL BOUNDARY WATER COMMISSION
2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period April 4, 2011 to May 15, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		21	66	36	32	20	175	NA
	%	51.8	12.2	39.6	20.6	17.2	10.4	100.0	
2. I have enough information to do my job well.	N		22	90	24	32	7	175	NA
	%	66.3	13.4	52.9	13.5	17.0	3.2	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		31	54	39	30	19	173	NA
	%	50.9	17.7	33.1	22.9	16.4	9.8	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		43	69	33	16	13	174	NA
	%	66.0	25.1	40.9	18.5	8.6	6.8	100.0	
*5. I like the kind of work I do.	N		82	70	17	4	2	175	NA
	%	87.9	48.2	39.7	9.3	1.9	0.9	100.0	
6. I know what is expected of me on the job.	N		55	79	20	12	7	173	NA
	%	79.5	34.2	45.3	11.0	6.3	3.2	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		115	53	4	0	3	175	NA
	%	96.0	66.7	29.3	2.2	0.0	1.8	100.0	
8. I am constantly looking for ways to do my job better.	N		96	64	12	1	0	173	NA
	%	93.2	56.3	36.9	6.3	0.5	0.0	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		8	34	26	61	41	170	4
	%	24.4	5.0	19.3	15.8	36.4	23.4	100.0	
*10. My workload is reasonable.	N		14	81	28	25	25	173	2
	%	56.0	8.3	47.7	16.4	13.4	14.2	100.0	
*11. My talents are used well in the workplace.	N		30	78	28	15	21	172	3
	%	65.0	19.2	45.8	16.8	7.7	10.5	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		54	93	16	2	6	171	3
	%	86.8	31.7	55.1	8.6	0.9	3.7	100.0	
*13. The work I do is important.	N		94	62	15	1	1	173	2
	%	91.4	55.8	35.6	7.6	0.5	0.5	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		35	80	25	20	13	173	2
	%	66.9	20.2	46.7	13.8	10.7	8.6	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		26	63	29	17	37	172	2
	%	52.9	15.1	37.8	16.0	9.9	21.2	100.0	
16. I am held accountable for achieving results.	N		51	86	22	7	3	169	4
	%	81.7	30.5	51.2	12.3	4.6	1.3	100.0	

*AES prescribed items
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Sample or Census: Census
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Surveys Completed: 175
Response Rate: 83.7%

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		31	51	37	22	27	168	5
	%	49.7	18.4	31.3	21.8	12.4	16.2	100.0	
*18. My training needs are assessed.	N		13	44	33	40	36	166	5
	%	36.0	7.9	28.1	19.0	25.0	20.0	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		27	75	28	15	27	172	1
	%	60.2	16.7	43.5	16.7	7.7	15.4	100.0	
*20. The people I work with cooperate to get the job done.	N		34	69	33	22	8	166	NA
	%	63.3	20.7	42.6	19.9	11.4	5.4	100.0	
*21. My work unit is able to recruit people with the right skills.	N		9	53	45	31	33	171	4
	%	36.3	5.5	30.7	27.1	18.1	18.5	100.0	
*22. Promotions in my work unit are based on merit.	N		9	40	43	32	40	164	11
	%	31.1	6.8	24.3	24.9	20.1	23.9	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		11	47	49	28	32	167	6
	%	36.2	8.2	28.0	27.0	17.9	19.0	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		10	51	38	36	36	171	4
	%	38.2	7.0	31.3	21.5	19.2	21.1	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		10	52	45	24	41	172	3
	%	37.9	7.6	30.3	25.0	12.6	24.5	100.0	
26. Employees in my work unit share job knowledge with each other.	N		32	81	29	20	11	173	1
	%	65.8	19.8	46.0	17.4	10.5	6.3	100.0	
27. The skill level in my work unit has improved in the past year.	N		30	61	42	20	17	170	3
	%	55.4	18.8	36.6	23.3	10.9	10.3	100.0	
		Percent Positive	**Very Good**	**Good**	**Fair**	**Poor**	**Very Poor**	**Item Response Total****	**Do Not Know/ No Basis to Judge**
28. How would you rate the overall quality of work done by your work unit?	N		54	62	41	8	7	172	NA
	%	68.4	33.3	35.1	23.4	4.1	4.1	100.0	
		Percent Positive	**Strongly Agree**	**Agree**	**Neither Agree nor Disagree**	**Disagree**	**Strongly Disagree**	**Item Response Total****	**Do Not Know/ No Basis to Judge**
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		14	98	31	21	10	174	1
	%	65.9	8.2	57.7	16.9	11.5	5.8	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		9	64	47	28	25	173	1
	%	45.4	6.2	39.2	26.6	14.8	13.2	100.0	
31. Employees are recognized for providing high quality products and services.	N		9	52	40	38	31	170	4
	%	38.4	5.6	32.8	22.2	21.2	18.2	100.0	
*32. Creativity and innovation are rewarded.	N		8	37	48	34	42	169	6
	%	28.5	5.8	22.7	28.2	18.5	24.9	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		5	29	45	37	49	165	10
	%	21.7	3.1	18.6	26.5	21.7	30.0	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		12	64	58	19	16	169	6
	%	46.0	5.9	40.0	34.4	11.0	8.7	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		20	94	29	17	12	172	3
	%	65.6	11.1	54.6	17.2	8.8	8.3	100.0	
*36. My organization has prepared employees for potential security threats.	N		18	60	50	30	15	173	1
	%	45.8	10.6	35.2	28.0	17.0	9.3	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		17	52	41	20	37	167	7
	%	41.9	9.8	32.1	23.5	12.3	22.3	100.0	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		20	64	33	22	26	165	9
	%	51.2	11.7	39.5	18.8	13.7	16.3	100.0	
39. My agency is successful at accomplishing its mission.	N		26	80	40	18	7	171	2
	%	62.8	15.6	47.2	23.1	10.1	4.0	100.0	
40. I recommend my organization as a good place to work.	N		30	56	37	27	23	173	NA
	%	52.3	18.3	33.9	21.6	13.2	12.9	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		28	44	31	31	33	167	8
	%	43.6	17.2	26.5	20.3	17.4	18.7	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		36	80	30	12	13	171	1
	%	68.3	21.8	46.5	17.5	6.2	8.0	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		32	67	21	30	21	171	1
	%	59.7	18.8	40.8	12.3	15.6	12.4	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		22	71	31	23	24	171	1
	%	56.2	13.2	43.0	17.6	12.8	13.4	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		25	62	47	12	17	163	11
	%	53.6	15.4	38.1	27.9	7.5	11.1	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		23	62	38	25	24	172	2
	%	50.2	13.1	37.2	21.1	14.9	13.7	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		21	53	40	34	21	169	1
	%	46.5	13.0	33.4	21.4	19.8	12.4	100.0	
48. My supervisor/team leader listens to what I have to say.	N		38	75	26	19	15	173	NA
	%	65.9	23.5	42.4	14.3	11.3	8.5	100.0	
49. My supervisor/team leader treats me with respect.	N		46	77	22	16	13	174	NA
	%	71.2	26.5	44.7	12.4	9.8	6.6	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		28	102	23	10	10	173	NA
	%	76.0	15.1	61.0	12.2	5.7	6.0	100.0	
*51. I have trust and confidence in my supervisor.	N		32	55	43	20	24	174	NA
	%	51.7	19.1	32.6	23.6	10.6	14.2	100.0	

		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		40	48	38	26	21	173	NA
	%	52.6	23.6	29.0	20.4	14.8	12.2	100.0	

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		11	40	45	35	41	172	1
	%	32.6	7.4	25.2	26.3	18.4	22.7	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		14	47	49	26	36	172	1
	%	37.5	8.6	28.9	28.4	13.3	20.8	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		12	68	49	20	17	166	6
	%	49.4	7.1	42.3	27.5	12.5	10.6	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		11	54	40	36	27	168	4
	%	39.8	7.2	32.6	23.7	20.3	16.1	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		8	59	47	34	16	164	8
	%	42.0	5.4	36.6	28.0	20.3	9.7	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		10	52	45	33	28	168	5
	%	38.3	5.9	32.4	26.6	18.8	16.2	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		13	55	44	33	24	169	3
	%	43.6	7.7	36.0	24.6	18.8	13.0	100.0	

		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		14	45	48	30	31	168	4
	%	37.8	7.5	30.3	27.9	16.2	18.1	100.0	

		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		25	47	41	23	35	171	1
	%	44.8	14.3	30.5	23.5	12.8	18.9	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		17	63	39	19	23	161	10
	%	52.0	10.4	41.6	23.8	11.5	12.7	100.0	

		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		17	68	33	37	17	172	NA
	%	52.8	10.0	42.8	18.2	19.9	9.2	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		11	55	40	40	26	172	NA
	%	40.4	6.1	34.2	22.6	22.9	14.2	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		15	52	27	44	34	172	NA
	%	40.2	9.0	31.2	15.7	24.8	19.2	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		6	51	47	40	29	173	NA
	%	34.7	3.9	30.8	28.2	20.9	16.1	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		10	47	38	36	42	173	NA
	%	34.9	5.5	29.4	21.0	20.1	23.9	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		9	44	35	48	37	173	NA
	%	32.2	4.3	27.9	19.1	27.6	21.1	100.0	

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		34	67	34	25	12	172	NA
	%	61.1	21.1	40.0	20.1	12.7	6.1	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		30	66	33	30	14	173	NA
	%	57.0	17.3	39.7	19.1	16.7	7.2	100.0	
71. Considering everything, how satisfied are you with your organization?	N		17	67	25	39	24	172	NA
	%	50.9	10.6	40.3	14.3	22.5	12.3	100.0	

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

	N	%
Yes	35	18.6
No	113	64.8
Not sure	25	16.6
Total	173	100.0

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

	N	%
I telework 3 or more days per week.	2	1.1
I telework 1 or 2 days per week.	5	2.5
I telework, but no more than 1 or 2 days per month.	3	1.5
I telework very infrequently, on an unscheduled or short-term basis.	9	6.3
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	52	32.7
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	14	10.3
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.	53	30.8
I do not telework because I choose not to telework.	25	14.9
Total	163	100.0

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

	N	%
Yes	54	30.0
No	72	42.2
Not available to me	47	27.8
Total	173	100.0

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

	N	%
Yes	36	20.2
No	109	63.4
Not available to me	27	16.4
Total	172	100.0

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

	N	%
Yes	28	15.4
No	132	76.9
Not available to me	12	7.8
Total	172	100.0

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

	N	%
Yes	4	2.6
No	112	65.4
Not available to me	57	32.0
Total	173	100.0

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

	N	%
Yes	3	1.8
No	120	70.1
Not available to me	50	28.1
Total	173	100.0

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		5	12	40	14	17	88	86
	%	19.4	6.7	12.7	45.5	15.8	19.3	100.0	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		13	42	36	13	16	120	52
	%	46.1	11.7	34.4	29.8	10.2	14.0	100.0	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		5	31	43	16	7	102	69
	%	34.8	3.9	30.9	42.3	14.6	8.4	100.0	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		8	31	51	4	6	100	73
	%	38.9	6.8	32.1	51.0	3.5	6.6	100.0	
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N		2	8	39	4	8	61	111
	%	17.5	3.4	14.1	63.3	6.4	12.8	100.0	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		2	8	43	3	6	62	111
	%	16.9	3.3	13.6	69.9	3.7	9.5	100.0	

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