





National Archives and Records Administration (NARA) Employee Viewpoint Survey (EVS) 2010 Results, Comparison of NARA-wide 2010 to 2008 Average.

Legend


-  Strengths – items that are 65 or more positive
-  Items that are <65 and >35 positive
-  Items that are <35 positive

Notes:


1. OPM defines "significant" as +/- 5 %.
2. This table reflects two columns of 2008 data. Beginning in 2010, OPM adopted a new methodology for calculating the EVS results, in which the response options "Do not know" and "No basis to judge" are excluded from the total percentage calculation. Using this approach, OPM revised the 2008 results and these figures are reflected in the column, "2008 % Positive as reported in 2010".
3. **Difference +/- from 2008 to 2010 is based on OPM's new 2010 calculation for 2008 data.



Items that NARA scored 5 percent or more positive in 2010 compared to the 2008 average are highlighted in green.



Items that are on par with 2008 results



Items that NARA scored 5 percent and more lower in 2010 compared to the 2008 average are highlighted in red.

2010 EVS SURVEY ITEMS		NARA Wide	NARA Wide	NARA Wide	NARA Wide
		2010 % Positive	2008 % Positive as reported in 2008	2008 % Positive as reported in 2010	Difference +/- from 2008 to 2010**
*	1. I am given a real opportunity to improve my skills in my organization.	61.0	60.4	60.4	0.6
	2. I have enough information to do my job well.	70.1	72.3	72.3	-2.2
	3. I feel encouraged to come up with new and better ways of doing things.	56.5	58.6	58.6	-2.1
*	4. My work gives me a feeling of personal accomplishment.	72.2	72.0	72.0	0.2
*	5. I like the kind of work I do.	82.5	81.9	81.9	0.6
	6. I know what is expected of me on the job.	80.4			
	7. When needed I am willing to put in the extra effort to get a job done.	96.4			
	8. I am constantly looking for ways to do my job better.	88.3			
	9. I have sufficient resources (for example, people, materials, budget) to get my job done.	52.0	52.3	53.1	-1.1
*	10. My workload is reasonable.	57.5	56.5	57.2	0.3
*	11. My talents are used well in the workplace.	56.7	60.3	61.1	-4.4
*	12. I know how my work relates to the agency's goals and priorities.	83.4	84.3	85.0	-1.6
*	13. The work I do is important.	90.8	88.5	88.9	1.9
*	14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	63.1	62.9	63.5	-0.4
*	15. My performance appraisal is a fair reflection of my performance.	72.3	71.0	71.9	0.4
	16. I am held accountable for achieving results.	83.0	81.0	81.9	1.1
	17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	58.1	46.7	51.6	6.5
*	18. My training needs are assessed.	47.4	46.7	47.5	-0.1
*	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).	75.6	74.3	76.2	-0.6
*	20. The people I work with cooperate to get the job done.	71.4	82.6	82.6	-11.2
*	21. My work unit is able to recruit people with the right skills.	46.2	45.6	46.5	-0.3
*	22. Promotions in my work unit are based on merit.	37.5	36.2	37.8	-0.3
*	23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.6	33.9	36.4	-1.8
*	24. In my work unit, differences in performance are recognized in a meaningful way.	36.7	31.7	33.0	3.7
	25. Awards in my work unit depend on how well employees perform their jobs.	51.9	52.6	54.5	-2.6
	26. Employees in my work unit share job knowledge with each other.	66.3	70.3	71.0	-4.7

* Annual Employee Survey (AES) prescribed items.

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27. The skill level in my work unit has improved in the past year.	53.1	50.6	51.8	1.3
28. How would you rate the overall quality of work done by your work group?	81.6	83.9	81.6	0.0
* 29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	65.6	69.0	69.5	-3.9
* 30. Employees have a feeling of personal empowerment with respect to work processes.	38.5	40.2	41.3	-2.8
31. Employees are recognized for providing high quality products and services to customers.	50.6			
* 32. Creativity and innovation are rewarded.	37.4	39.5	40.4	-3.0
33. Pay raises depend on how well employees perform their jobs.	27.8	27.8	29.2	-1.4
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	47.5	56.9	55.0	-7.5
* 35. Employees are protected from health and safety hazards on the job.	65.2	65.4	66.4	-1.2
* 36. My organization has prepared employees for potential security threats.	65.3	67.3	68.8	-3.5
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	48.5	49.5	52.8	-4.3
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.	60.7	56.9	62.5	-1.8
39. My agency is successful at accomplishing its mission.	66.1			
40. I recommend my organization as a good place to work.	56.7	55.7	55.7	1.0
41. I believe the results of this survey will be used to make my agency a better place to work.	49.7			
* 42. My supervisor supports my need to balance work and other life issues.	79.5	77.6	78.0	1.5
43. Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.	63.6			
* 44. Discussions with my supervisor/team leader about my performance are worthwhile.	62.7	56.9	57.8	4.9
45. My supervisor/team leader in my work unit are committed to a workforce representative of all segments of society.	62.2			
46. Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.	59.8			
* 47. Supervisors/team leaders in my work unit support employee development.	62.3	63.4	63.9	-1.6
48. My supervisor/team leader listens to what I have to say.	74.7			
49. My supervisor/team leader treats me with respect.	78.7			
50. In the last six months, my supervisor/team leader has talked with me about my performance.	78.1			
* 51. I have trust and confidence in my supervisor.	65.8	63.8	63.8	2.0
* 52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	68.1	65.4	65.4	2.7
* 53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	37.3	32.9	33.3	4.0
54. My organization's leaders maintain high standards of honesty and integrity.	49.1	44.6	46.1	3.0
* 55. Managers/supervisors/team leaders work well with employees of different backgrounds.	55.9	57.8	59.8	-3.9
* 56. Managers communicate the goals and priorities of the organization.	56.6	56.2	56.8	-0.2

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*	Managers review and evaluate the organization's progress toward 57. meeting its goals and objectives.	58.8	58.0	61.9	-3.1
	Managers promote communication among different work units (for 58. example, about projects, goals, needed resources).	44.0	46.8	48.6	-4.6
	Managers support collaboration across work units to accomplish 59. work objectives.	47.4			
	Overall, how good a job do you feel is being done by the manager 60. directly above your immediate supervisor/team leader?	53.2			
*	61. I have a high level of respect for my organization's senior leaders.	48.9	47.2	47.5	1.4
	62. Senior leaders demonstrate support for Work/Life programs.	50.4			
	How satisfied are you with your involvement in decisions that affect 63. your work?	49.7	50.5	50.5	-0.8
*	How satisfied are you with the information you receive from 64. management on what's going on in your organization?	48.4	45.4	45.4	3.0
*	How satisfied are you with the recognition you receive for doing a 65. good job?	51.4	51.4	51.4	0.0
*	How satisfied are you with the policies and practices of your senior 66. leaders?	40.2	38.7	38.7	1.5
*	How satisfied are you with your opportunity to get a better job in 67. your organization?	35.8	33.3	33.3	2.5
*	How satisfied are you with the training you receive for your present 68. job?	50.7	50.6	50.6	0.1
*	69. Considering everything, how satisfied are you with your job?	64.5	63.6	63.6	0.9
*	70. Considering everything, how satisfied are you with your pay?	57.2	54.5	54.5	2.7
	Considering everything, how satisfied are you with your 71. organization?	53.2	50.6	50.6	2.6
	Please select the response below that BEST describes your 72. teleworking situation.				
	Telework on a Regular Basis	11.2			
	Telework Infrequently	14.3			
	Do Not Telework, Must Be Physically Present	39.5			
	Do Not Telework, Technical Issues	7.5			
	Not Allowed to Telework	14.4			
	Choose Not to Telework	13.0			
	How satisfied are you with the following Work/Life programs in your 73. agency? - Telework	41.5	23.7	41.3	0.2
	How satisfied are you with the following Work/Life programs in your 74. agency? - Alternative Work Schedules (AWS)	65.8	53.3	68.5	-2.7
	How satisfied are you with the following Work/Life programs in your 75. agency? - Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	50.3			
	How satisfied are you with the following Work/Life programs in your 76. agency? - Employee Assistance Program (EAP)	45.2			
	Child Care Programs (for example, daycare, parenting classes, 77. parenting support groups)	25.8			
	How satisfied are you with the following Work/Life programs in your 78. agency? - Elder Care Programs (for example, support groups, speakers)	16.7			

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