

NATIONAL INDIAN GAMING COMMISSION
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/9/2010 to 3/19/2010)

		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	66.1	11	24	8	7	1	51	NA
	%		20.8	45.3	15.5	16.3	2.2	100.0	
2. I have enough information to do my job well.	N	69.4	9	27	6	8	1	51	NA
	%		15.4	54.0	13.1	15.3	2.2	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N	66.5	13	20	6	7	4	50	NA
	%		26.3	40.2	11.3	14.0	8.1	100.0	
*4. My work gives me a feeling of personal accomplishment.	N	66.0	13	21	11	4	2	51	NA
	%		23.5	42.4	21.2	8.7	4.1	100.0	
*5. I like the kind of work I do.	N	86.5	22	23	5	1	0	51	NA
	%		42.6	43.8	11.2	2.3	0.0	100.0	
6. I know what is expected of me on the job.	N	75.5	14	25	5	5	2	51	NA
	%		26.4	49.1	11.2	9.6	3.7	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N	96.3	36	13	2	0	0	51	NA
	%		70.7	25.6	3.7	0.0	0.0	100.0	
8. I am constantly looking for ways to do my job better.	N	92.6	22	25	3	1	0	51	NA
	%		43.1	49.4	5.2	2.2	0.0	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	60.9	7	24	9	8	3	51	0
	%		12.5	48.4	18.1	15.6	5.3	100.0	
*10. My workload is reasonable.	N	69.6	6	28	7	8	1	50	0
	%		10.8	58.8	13.4	15.5	1.6	100.0	
*11. My talents are used well in the workplace.	N	56.5	8	20	10	5	6	49	1
	%		16.8	39.6	20.4	10.0	13.2	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N	81.8	16	26	4	4	1	51	0
	%		33.0	48.8	8.2	8.4	1.6	100.0	
*13. The work I do is important.	N	94.5	23	24	3	0	0	50	0
	%		48.2	46.3	5.5	0.0	0.0	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	72.2	10	24	6	6	3	49	2
	%		25.0	47.3	10.7	10.7	6.3	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N	72.6	10	25	10	1	2	48	2
	%		21.9	50.7	20.5	2.3	4.5	100.0	
16. I am held accountable for achieving results.	N	76.2	16	22	9	2	0	49	1
	%		32.9	43.3	19.1	4.7	0.0	100.0	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		12	15	13	6	3	49	1
	%	54.1	24.5	29.6	26.7	13.1	6.2	100.0	
*18. My training needs are assessed.	N		4	15	19	8	4	50	0
	%	37.8	9.5	28.3	36.0	17.2	9.0	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		9	22	10	5	1	47	3
	%	65.7	20.0	45.7	21.6	10.8	1.9	100.0	
*20. The people I work with cooperate to get the job done.	N		9	25	8	4	2	48	NA
	%	72.3	19.4	52.9	15.5	8.3	4.0	100.0	
*21. My work unit is able to recruit people with the right skills.	N		5	27	11	5	2	50	1
	%	60.3	9.5	50.8	23.2	12.3	4.2	100.0	
*22. Promotions in my work unit are based on merit.	N		4	17	15	5	5	46	5
	%	46.2	7.1	39.1	31.4	11.3	11.1	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		1	16	11	13	3	44	5
	%	36.2	1.9	34.3	26.4	30.6	6.8	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		1	16	13	12	4	46	5
	%	35.4	1.8	33.6	29.6	26.6	8.5	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		4	16	13	11	5	49	1
	%	40.7	9.1	31.6	27.6	21.6	10.2	100.0	
26. Employees in my work unit share job knowledge with each other.	N		16	19	8	4	3	50	0
	%	72.0	33.1	39.0	14.6	7.7	5.7	100.0	
27. The skill level in my work unit has improved in the past year.	N		10	19	14	3	2	48	2
	%	60.5	20.8	39.7	29.4	5.8	4.3	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		19	24	8	0	0	51	NA
	%	84.8	39.8	45.0	15.2	0.0	0.0	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		5	29	10	5	1	50	0
	%	69.5	9.0	60.5	17.7	10.6	2.2	100.0	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N %	46.6	1 1.7	21 44.9	19 34.8	4 8.5	5 10.2	50 100.0	0
31. Employees are recognized for providing high quality products and services.	N %	57.3	4 9.5	23 47.8	10 20.1	7 14.3	4 8.4	48 100.0	2
*32. Creativity and innovation are rewarded.	N %	42.6	3 7.6	18 35.0	15 31.1	7 14.3	6 12.0	49 100.0	1
*33. Pay raises depend on how well employees perform their jobs.	N %	38.9	0 0.0	18 38.9	14 30.0	11 24.7	3 6.4	46 100.0	4
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	38.2	3 8.7	15 29.5	18 40.2	6 14.9	3 6.7	45 100.0	4
*35. Employees are protected from health and safety hazards on the job.	N %	75.7	4 8.4	31 67.2	10 20.2	0 0.0	2 4.1	47 100.0	3
*36. My organization has prepared employees for potential security threats.	N %	44.5	1 2.2	20 42.4	13 31.9	8 16.5	3 7.0	45 100.0	5
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	48.4	3 7.3	21 41.1	12 29.0	7 14.7	4 8.0	47 100.0	1
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 %	62.9	8 18.0	20 44.9	11 23.5	3 6.9	3 6.8	45 100.0	5
39. My agency is successful at accomplishing its mission.	N %	58.1	5 9.5	23 48.6	13 25.3	5 13.1	2 3.5	48 100.0	2
40. I recommend my organization as a good place to work.	N %	73.0	10 20.1	26 52.9	9 17.2	4 7.5	1 2.2	50 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	25.9	2 4.6	10 21.3	26 59.1	6 12.4	1 2.6	45 100.0	5
*42. My supervisor supports my need to balance work and other life issues.	N %	84.7	22 42.6	20 42.1	5 9.0	2 4.0	1 2.3	50 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	70.3	18 34.9	17 35.4	9 16.5	4 8.8	2 4.4	50 100.0	0
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	61.0	13 23.9	18 37.1	8 17.4	8 15.3	3 6.3	50 100.0	0

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		18	17	8	3	3	49	1
	%	68.9	35.6	33.3	17.6	7.3	6.1	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		12	17	13	4	4	50	0
	%	57.4	24.4	33.0	26.7	7.9	7.9	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		16	17	10	3	3	49	0
	%	65.3	31.5	33.8	21.5	7.1	6.1	100.0	
48. My supervisor/team leader listens to what I have to say.	N		22	14	7	5	2	50	NA
	%	70.5	43.0	27.6	14.4	10.7	4.4	100.0	
49. My supervisor/team leader treats me with respect.	N		22	16	8	1	3	50	NA
	%	76.5	43.0	33.5	14.9	1.9	6.7	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		13	22	8	3	4	50	NA
	%	71.1	26.0	45.1	15.1	5.1	8.7	100.0	
*51. I have trust and confidence in my supervisor.	N		16	18	4	7	4	49	NA
	%	69.5	32.2	37.3	8.1	14.3	8.0	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		22	14	9	4	1	50	NA
	%	71.7	41.2	30.4	17.7	8.4	2.2	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		1	17	17	8	5	48	1
	%	34.9	1.7	33.3	37.7	17.3	10.0	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		5	24	10	5	3	47	2
	%	60.3	11.9	48.4	22.3	11.4	6.0	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		4	25	11	4	3	47	2
	%	61.9	9.6	52.2	22.6	8.8	6.7	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		4	20	12	8	4	48	0
	%	47.9	9.3	38.5	25.8	18.3	8.1	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		2	21	11	8	4	46	2
	%	48.9	5.9	43.0	24.4	18.3	8.5	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	38.0	3 7.7	16 30.2	11 21.9	10 24.5	7 15.6	47 100.0	2
59. Managers support collaboration across work units to accomplish work objectives.	N %	39.2	7 15.7	12 23.5	9 19.6	10 26.0	7 15.2	45 100.0	2
		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 %	54.1	8 16.6	18 37.5	10 22.3	8 16.7	3 6.9	47 100.0	1
		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 %	60.9	11 22.6	19 38.3	8 16.7	8 18.4	2 4.0	48 100.0	1
62. Senior leaders demonstrate support for Work/Life programs.	N %	57.0	8 17.2	16 39.7	13 32.5	3 7.7	1 2.9	41 100.0	8
		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 %	56.8	8 14.5	20 42.3	13 25.2	7 15.7	1 2.3	49 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	54.6	7 11.6	20 43.0	9 19.1	9 19.5	3 6.7	48 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	55.0	10 19.4	17 35.6	10 21.9	10 20.8	1 2.3	48 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	41.5	5 8.5	17 33.0	14 32.1	10 20.4	3 6.1	49 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	34.2	2 3.4	14 30.9	20 39.2	11 21.9	2 4.7	49 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	39.5	7 14.0	14 25.5	13 25.4	12 26.8	3 8.3	49 100.0	NA

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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		12	24	7	4	2	49	NA
	%	71.4	23.7	47.7	15.5	8.4	4.7	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		17	22	8	1	1	49	NA
	%	81.1	33.2	47.9	14.7	1.8	2.4	100	
71. Considering everything, how satisfied are you with your organization?	N		8	23	8	9	1	49	NA
	%	63.8	15.7	48.1	16.1	17.8	2.3	100	
		Percent Positive	Telework on regular basis	Telework infrequently	No telework: physical presence required	No telework: technical issues	No telework: not allowed though ok for job type	No telework: personal choice	Item Response Total**
72. Please select the response below that BEST describes your teleworking situation.	N		13	18	4	0	10	3	48
	%	20.7	28.0	38.0	7.3	0.0	20.7	6.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
73. How satisfied are you with the following Work/Life programs in your agency... Telework?	N		11	18	10	5	3	47	2
	%	59.9	22.5	37.4	22.4	10.9	6.8	100.0	
74. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?	N		2	10	15	5	3	35	14
	%	37.4	5.5	32.0	41.5	11.8	9.2	100.0	
75. 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		0	6	13	8	5	32	16
	%	17.7	0.0	17.7	38.7	26.9	16.7	100	
76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?	N		0	9	17	0	0	26	21
	%	33.6	0.0	33.6	66.4	0.0	0.0	100	
77. 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		0	1	19	3	2	25	24
	%	4.1	0.0	4.1	76.7	10.9	8.2	100	
78. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?	N		0	1	23	2	1	27	22
	%	3.8	0.0	3.8	86.3	7.0	2.9	100	

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