

**NATIONAL INDIAN GAMING COMMISSION  
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		7	22	13	13	6	61	NA
	%	47.44	10.68	36.77	20.76	21.49	10.31	100.00	
2. I have enough information to do my job well.	N		8	27	10	9	7	61	NA
	%	56.74	12.53	44.21	16.00	15.30	11.96	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		4	23	14	13	7	61	NA
	%	44.00	5.86	38.14	22.33	21.36	12.31	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		9	29	11	7	5	61	NA
	%	61.65	14.31	47.34	17.80	11.61	8.94	100.00	
*5. I like the kind of work I do.	N		28	21	6	3	2	60	NA
	%	81.15	45.42	35.73	10.26	5.16	3.43	100.00	
6. I know what is expected of me on the job.	N		13	28	9	6	4	60	NA
	%	68.39	21.35	47.04	15.04	9.91	6.66	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		43	17	1	0	0	61	NA
	%	98.18	69.54	28.64	1.82	0.00	0.00	100.00	
8. I am constantly looking for ways to do my job better.	N		29	24	8	0	0	61	NA
	%	87.27	47.10	40.17	12.73	0.00	0.00	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		7	30	12	5	7	61	0
	%	59.54	12.12	47.42	20.30	8.15	12.00	100.00	
*10. My workload is reasonable.	N		8	37	8	5	3	61	0
	%	73.10	13.77	59.33	13.08	8.12	5.70	100.00	
*11. My talents are used well in the workplace.	N		5	24	9	14	7	59	0
	%	48.45	7.53	40.92	15.01	24.00	12.54	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		17	26	10	4	3	60	0
	%	71.74	27.62	44.12	16.74	6.53	4.99	100.00	

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

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\* AES prescribed items

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Sample or Census: Census

Number of surveys completed: 61

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*13. The work I do is important.	N		24	23	11	1	2	61	0
	%	76.52	38.95	37.57	18.48	1.63	3.37	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		15	33	6	5	1	60	1
	%	78.79	24.52	54.27	10.67	9.03	1.51	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		11	20	16	2	5	54	5
	%	57.72	20.44	37.28	28.66	4.39	9.23	100.00	
16. I am held accountable for achieving results.	N		13	31	14	1	1	60	1
	%	72.75	22.01	50.74	24.08	1.65	1.51	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		6	20	19	5	4	54	7
	%	47.23	10.56	36.67	35.67	9.76	7.35	100.00	
*18. My training needs are assessed.	N		7	19	18	9	8	61	0
	%	42.69	11.46	31.23	29.24	14.73	13.34	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		7	20	13	4	5	49	12
	%	55.09	14.35	40.74	26.73	8.30	9.88	100.00	
*20. The people I work with cooperate to get the job done.	N		12	37	5	5	2	61	NA
	%	79.52	19.24	60.28	9.01	8.24	3.23	100.00	
*21. My work unit is able to recruit people with the right skills.	N		7	19	24	1	4	55	6
	%	46.15	11.62	34.53	44.41	1.78	7.66	100.00	
*22. Promotions in my work unit are based on merit.	N		7	9	23	9	6	54	7
	%	28.69	11.80	16.89	43.01	16.50	11.80	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		5	10	15	11	13	54	7
	%	27.38	8.20	19.17	28.78	19.71	24.14	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		6	9	23	14	7	59	2
	%	24.36	9.14	15.22	39.74	23.21	12.69	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		7	11	20	4	8	50	11
	%	34.82	12.66	22.16	40.35	7.94	16.89	100.00	
26. Employees in my work unit share job knowledge with each other.	N		17	27	6	5	6	61	0
	%	71.81	26.60	45.21	9.89	8.11	10.19	100.00	
27. The skill level in my work unit has improved in the past year.	N		10	18	22	5	5	60	1
	%	45.71	15.59	30.12	37.16	8.41	8.72	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		26	25	10	0	0	61	NA
	%	82.92	42.74	40.18	17.08	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		9	36	7	4	2	58	2
	%	76.67	15.78	60.89	12.50	7.50	3.33	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		4	13	24	10	9	60	1
	%	27.44	6.50	20.94	40.30	17.32	14.95	100.00	
31. Employees are recognized for providing high quality products and services.	N		4	18	17	11	6	56	3
	%	38.63	6.96	31.66	30.47	20.05	10.86	100.00	
*32. Creativity and innovation are rewarded.	N		4	11	23	13	5	56	4
	%	26.25	6.96	19.30	41.63	23.32	8.80	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		2	9	15	14	9	49	11
	%	22.18	3.91	18.27	31.29	28.23	18.29	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		9	23	14	6	4	56	5
	%	56.68	15.32	41.36	24.27	11.59	7.46	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		13	36	8	1	1	59	2
	%	83.30	21.05	62.25	13.16	1.95	1.60	100.00	
*36. My organization has prepared employees for potential security threats.	N		8	25	13	10	2	58	3
	%	56.52	12.64	43.88	23.13	17.10	3.25	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		7	17	21	7	4	56	5
	%	43.64	11.63	32.02	36.70	12.13	7.52	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		10	23	11	3	3	50	11
	%	65.56	18.66	46.90	22.63	5.76	6.05	100.00	
39. My agency is successful at accomplishing its mission.	N		12	30	12	5	2	61	0
	%	68.69	19.49	49.21	19.49	8.71	3.10	100.00	
40. I recommend my organization as a good place to work.	N		10	27	15	7	2	61	NA
	%	60.18	15.78	44.40	24.27	12.53	3.03	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		6	14	16	15	7	58	3
	%	35.06	9.94	25.13	26.50	26.14	12.29	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		24	25	7	2	3	61	0
	%	80.58	38.32	42.26	11.62	3.09	4.71	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		13	27	8	5	7	60	1
	%	66.21	21.05	45.16	13.29	8.33	12.17	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		8	21	14	7	5	55	5
	%	52.82	14.77	38.04	25.20	12.54	9.44	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		13	20	17	1	4	55	6
	%	59.82	23.48	36.34	30.68	1.78	7.71	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		8	16	22	8	6	60	1
	%	41.04	13.53	27.51	35.57	13.08	10.32	100.00	
*47. Supervisors in my work unit support employee development.	N		10	23	14	6	6	59	1
	%	56.05	17.41	38.64	23.55	9.90	10.50	100.00	
48. My supervisor listens to what I have to say.	N		15	31	5	6	4	61	NA
	%	75.21	24.83	50.37	8.00	9.80	6.99	100.00	
49. My supervisor treats me with respect.	N		17	24	8	7	3	59	NA
	%	69.50	29.08	40.42	13.57	11.31	5.61	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		11	24	7	13	6	61	NA
	%	57.59	18.04	39.55	11.48	20.89	10.04	100.00	
*51. I have trust and confidence in my supervisor.	N		14	21	12	10	4	61	NA
	%	58.07	23.30	34.77	18.82	16.07	7.04	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		19	17	15	6	4	61	NA
	%	60.00	32.01	27.99	23.42	9.54	7.04	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		4	25	13	11	7	60	1
	%	47.74	6.03	41.70	21.89	18.13	12.24	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		7	26	13	5	4	55	5
	%	59.62	12.31	47.31	23.69	9.86	6.83	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		7	26	17	1	3	54	6
	%	60.69	12.55	48.14	31.11	2.11	6.09	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		4	28	17	6	5	60	0
	%	52.88	6.52	46.36	28.15	10.31	8.66	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		5	23	17	2	4	51	8
	%	55.44	10.45	44.99	32.54	3.71	8.32	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		3	25	14	10	6	58	2
	%	47.90	5.04	42.85	23.85	17.20	11.05	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		4	21	16	7	5	53	6
	%	46.88	7.41	39.47	30.08	13.04	10.00	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		7	22	11	4	4	48	13
	%	60.49	15.66	44.83	22.75	8.06	8.70	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		10	25	16	4	5	60	1
	%	58.30	16.55	41.76	26.63	7.12	7.95	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		19	24	13	0	1	57	4
	%	74.92	33.45	41.47	23.44	0.00	1.64	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		6	19	13	15	7	60	NA
	%	40.88	8.98	31.91	22.21	25.45	11.46	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		6	18	17	15	5	61	NA
	%	39.17	8.99	30.18	27.96	25.11	7.76	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		7	15	23	8	7	60	NA
	%	35.70	11.30	24.39	38.52	13.91	11.87	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		7	24	16	8	4	59	NA
	%	51.75	10.99	40.76	27.21	14.27	6.78	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		5	10	21	15	9	60	NA
	%	24.43	7.56	16.87	34.98	25.21	15.38	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		5	22	13	12	8	60	NA
	%	44.67	7.36	37.31	21.65	20.15	13.52	100.00	
*69. Considering everything, how satisfied are you with your job?	N		16	25	10	5	5	61	NA
	%	66.42	25.93	40.49	16.46	9.04	8.08	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		15	26	9	7	3	60	NA
	%	67.62	24.32	43.30	14.46	12.54	5.39	100.00	
71. Considering everything, how satisfied are you with your organization?	N		14	26	10	7	4	61	NA
	%	64.98	21.81	43.17	16.58	11.91	6.52	100.00	

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<b>72. Have you been notified whether or not you are eligible to telework?</b>	N	%
Yes, I was notified that I was eligible to telework.	52	86.37
Yes, I was notified that I was not eligible to telework.	4	6.53
No, I was not notified of my telework eligibility.	4	7.10
Not sure if I was notified of my telework eligibility.	0	0.00
<b>Total</b>	<b>60</b>	<b>100.00</b>

<b>73. Please select the response below that BEST describes your current teleworking situation.</b>	N	%
I telework 3 or more days per week.	10	16.63
I telework 1 or 2 days per week.	21	35.63
I telework, but no more than 1 or 2 days per month.	6	9.21
I telework very infrequently, on an unscheduled or short-term basis.	14	22.68
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	3	5.81
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	2	3.62
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.	4	6.43
I do not telework because I choose not to telework.	0	0.00
<b>Total</b>	<b>60</b>	<b>100.00</b>

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)</b>	N	%
Yes	37	60.07
No	17	29.25
Not available to me	6	10.69
<b>Total</b>	<b>60</b>	<b>100.00</b>

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<b>75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</b>	N	%
Yes	7	12.21
No	34	55.50
Not available to me	20	32.29
<b>Total</b>	<b>61</b>	<b>100.00</b>

<b>76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)</b>	N	%
Yes	11	19.31
No	49	79.06
Not available to me	1	1.63
<b>Total</b>	<b>61</b>	<b>100.00</b>

<b>77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)</b>	N	%
Yes	1	1.54
No	41	67.79
Not available to me	19	30.67
<b>Total</b>	<b>61</b>	<b>100.00</b>

<b>78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)</b>	N	%
Yes	0	0.00
No	41	67.14
Not available to me	20	32.86
<b>Total</b>	<b>61</b>	<b>100.00</b>

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		22	20	8	0	0	50	1
	%	83.82	42.81	41.01	16.18	0.00	0.00	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		21	15	2	0	0	38	0
	%	95.10	54.76	40.33	4.90	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		1	4	1	0	0	6	1
	%	82.22	15.22	67.01	17.78	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		0	5	2	0	1	8	3
	%	61.14	0.00	61.14	25.38	0.00	13.48	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		0	0	0	0	1	1	0
	%	0.00	0.00	0.00	0.00	0.00	100.00	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		0	0	0	0	0	0	0
	%	---	---	---	---	---	---	---	

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

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