

**NATIONAL INDIAN GAMING COMMISSION
2015 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		12	22	10	15	7	66	NA
	%	52.31	19.20	33.12	16.03	21.82	9.84	100.00	
2. I have enough information to do my job well.	N		11	34	6	10	6	67	NA
	%	67.94	17.38	50.55	9.47	14.19	8.41	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		7	25	15	13	6	66	NA
	%	50.09	10.84	39.25	22.51	18.75	8.65	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		19	27	12	5	3	66	NA
	%	69.99	29.77	40.22	18.10	7.56	4.35	100.00	
*5. I like the kind of work I do.	N		31	26	5	4	0	66	NA
	%	86.18	46.11	40.06	7.70	6.12	0.00	100.00	
6. I know what is expected of me on the job.	N		17	28	7	11	4	67	NA
	%	67.73	26.33	41.40	10.25	15.84	6.18	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		49	15	1	1	0	66	NA
	%	97.06	74.53	22.53	1.47	1.47	0.00	100.00	
8. I am constantly looking for ways to do my job better.	N		31	25	10	1	0	67	NA
	%	83.95	47.13	36.82	14.71	1.34	0.00	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		11	34	10	6	6	67	0
	%	66.48	16.68	49.79	15.58	9.19	8.75	100.00	
*10. My workload is reasonable.	N		12	38	6	6	5	67	0
	%	74.29	18.55	55.74	9.33	9.28	7.10	100.00	
*11. My talents are used well in the workplace.	N		10	24	14	13	6	67	0
	%	50.77	15.30	35.47	20.99	19.60	8.64	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		22	32	7	3	3	67	0
	%	80.77	33.64	47.13	10.75	4.24	4.24	100.00	

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*13. The work I do is important.	N		31	27	4	2	1	65	0
	%	89.14	48.45	40.68	6.38	2.98	1.51	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		24	28	10	2	3	67	0
	%	78.04	36.24	41.79	14.67	2.77	4.53	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		9	23	21	5	5	63	4
	%	51.39	14.55	36.84	33.69	7.44	7.47	100.00	
16. I am held accountable for achieving results.	N		13	40	13	0	0	66	1
	%	80.93	19.74	61.19	19.07	0.00	0.00	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		10	18	13	9	8	58	9
	%	49.54	17.48	32.06	21.38	15.68	13.41	100.00	
*18. My training needs are assessed.	N		6	18	13	10	17	64	3
	%	38.80	8.91	29.89	20.18	15.58	25.44	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		11	20	14	11	2	58	9
	%	54.06	20.09	33.98	24.37	18.40	3.17	100.00	
*20. The people I work with cooperate to get the job done.	N		15	36	8	5	3	67	NA
	%	76.70	22.39	54.30	11.72	7.23	4.36	100.00	
*21. My work unit is able to recruit people with the right skills.	N		11	19	19	6	3	58	7
	%	52.23	19.97	32.27	32.63	10.17	4.97	100.00	
*22. Promotions in my work unit are based on merit.	N		5	17	17	8	9	56	11
	%	39.23	8.58	30.65	31.62	14.06	15.09	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		4	12	14	11	14	55	12
	%	30.45	7.89	22.56	25.33	20.04	24.18	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		4	14	13	13	10	54	12
	%	34.39	7.51	26.88	24.91	23.17	17.53	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		6	14	16	10	6	52	15
	%	39.58	11.27	28.31	30.98	18.56	10.87	100.00	
26. Employees in my work unit share job knowledge with each other.	N		13	35	10	4	4	66	0
	%	72.80	19.62	53.18	15.75	5.76	5.68	100.00	
27. The skill level in my work unit has improved in the past year.	N		12	25	21	3	2	63	4
	%	59.66	20.21	39.45	32.77	4.44	3.12	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		32	24	8	2	0	66	NA
	%	84.88	48.48	36.40	12.15	2.97	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		17	33	13	1	3	67	0
	%	74.14	25.73	48.41	20.35	1.45	4.06	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		5	21	14	10	15	65	1
	%	40.99	7.70	33.29	21.79	15.21	22.02	100.00	
31. Employees are recognized for providing high quality products and services.	N		5	23	17	9	11	65	2
	%	44.18	7.91	36.27	25.83	13.81	16.18	100.00	
*32. Creativity and innovation are rewarded.	N		6	12	16	13	13	60	5
	%	30.52	10.23	20.29	27.21	21.55	20.72	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		4	8	19	12	14	57	9
	%	21.82	6.69	15.14	33.93	20.26	23.99	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		6	27	17	5	3	58	9
	%	58.66	10.66	48.01	28.17	8.37	4.79	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		18	34	8	2	1	63	4
	%	82.24	30.01	52.23	13.00	3.22	1.53	100.00	
*36. My organization has prepared employees for potential security threats.	N		8	29	15	6	3	61	5
	%	61.36	14.30	47.05	24.66	9.45	4.54	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		12	17	16	6	9	60	7
	%	49.53	20.63	28.90	26.94	9.39	14.14	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	24	13	7	3	57	9
	%	60.85	17.93	42.91	22.59	11.77	4.80	100.00	
39. My agency is successful at accomplishing its mission.	N		15	34	10	2	5	66	1
	%	75.06	23.93	51.13	15.03	2.78	7.14	100.00	
40. I recommend my organization as a good place to work.	N		13	28	15	7	3	66	NA
	%	63.25	20.38	42.87	22.27	10.14	4.34	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		8	21	16	5	13	63	4
	%	47.03	13.08	33.95	26.14	7.31	19.52	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		25	27	11	1	3	67	0
	%	77.33	37.07	40.26	16.79	1.71	4.18	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		14	26	10	11	4	65	1
	%	61.65	21.63	40.02	15.54	17.05	5.76	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		11	22	14	9	5	61	4
	%	54.17	17.88	36.29	23.48	14.73	7.62	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		16	20	19	1	2	58	9
	%	62.65	27.95	34.70	32.57	1.56	3.22	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		12	16	21	11	6	66	1
	%	42.86	18.37	24.49	31.95	16.59	8.61	100.00	
*47. Supervisors in my work unit support employee development.	N		18	17	11	12	6	64	3
	%	55.97	28.30	27.67	16.48	18.25	9.30	100.00	
48. My supervisor listens to what I have to say.	N		20	27	12	2	5	66	NA
	%	72.49	30.93	41.56	17.29	3.13	7.09	100.00	
49. My supervisor treats me with respect.	N		22	29	9	4	2	66	NA
	%	78.03	34.05	43.99	13.16	5.95	2.86	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		18	26	9	6	8	67	NA
	%	65.59	27.42	38.16	13.51	9.09	11.81	100.00	
*51. I have trust and confidence in my supervisor.	N		19	18	17	5	7	66	NA
	%	56.78	29.18	27.60	25.83	7.53	9.86	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		23	18	18	3	3	65	NA
	%	63.32	36.18	27.14	27.96	4.40	4.32	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		11	19	18	8	8	64	2
	%	48.44	18.11	30.33	27.70	12.02	11.83	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		14	26	14	3	6	63	3
	%	64.76	22.45	42.31	21.82	4.44	8.98	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		13	27	17	1	4	62	4
	%	65.15	21.18	43.97	26.89	1.84	6.12	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		11	29	11	11	3	65	0
	%	62.13	17.37	44.76	17.04	16.48	4.36	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		12	23	15	7	3	60	7
	%	59.62	20.37	39.25	24.40	11.38	4.60	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		11	19	13	15	9	67	0
	%	46.26	16.82	29.44	19.96	21.34	12.44	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		12	18	15	10	10	65	2
	%	46.90	19.05	27.85	23.56	15.12	14.41	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		14	19	10	7	7	57	9
	%	58.90	25.55	33.35	17.11	12.35	11.63	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		20	21	13	8	3	65	2
	%	64.21	31.60	32.60	19.81	11.63	4.36	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		21	24	11	5	1	62	4
	%	73.13	34.34	38.79	17.29	8.15	1.43	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		7	22	16	16	5	66	NA
	%	44.32	11.30	33.02	24.80	23.50	7.38	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		8	20	16	12	10	66	NA
	%	43.94	12.59	31.35	23.55	18.23	14.28	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		6	21	17	16	6	66	NA
	%	41.87	9.30	32.57	25.82	23.01	9.31	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		7	23	16	13	7	66	NA
	%	47.15	10.79	36.36	23.82	19.01	10.03	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		5	11	31	11	8	66	NA
	%	24.29	7.30	16.99	47.68	16.43	11.60	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		6	19	14	13	13	65	NA
	%	39.70	9.07	30.63	21.37	19.20	19.73	100.00	
*69. Considering everything, how satisfied are you with your job?	N		12	30	15	9	1	67	NA
	%	63.41	18.76	44.64	22.15	13.00	1.44	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		17	29	13	6	2	67	NA
	%	68.28	24.61	43.67	19.72	8.84	3.15	100.00	
71. Considering everything, how satisfied are you with your organization?	N		15	25	15	8	4	67	NA
	%	60.75	23.38	37.37	22.10	11.47	5.68	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.	60	88.25
Yes, I was notified that I was not eligible to telework.	3	5.12
No, I was not notified of my telework eligibility.	2	3.53
Not sure if I was notified of my telework eligibility.	2	3.09
Total	67	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	16	22.59
I telework 1 or 2 days per week.	22	32.58
I telework, but no more than 1 or 2 days per month.	5	7.55
I telework very infrequently, on an unscheduled or short-term basis.	12	17.91
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	0	0.00
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	4	6.29
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.	3	5.24
I do not telework because I choose not to telework.	5	7.84
Total	67	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	45	67.14
No	19	28.78
Not available to me	3	4.08
Total	67	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	9	14.21
No	35	51.67
Not available to me	23	34.11
Total	67	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	11	18.02
No	52	80.47
Not available to me	1	1.51
Total	64	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	1	1.41
No	40	60.67
Not available to me	25	37.92
Total	66	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	2	3.09
No	41	60.66
Not available to me	24	36.24
Total	67	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		29	21	4	1	0	55	0
	%	90.45	51.80	38.65	7.86	1.69	0.00	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		21	13	5	4	1	44	1
	%	76.65	46.71	29.94	12.18	8.97	2.19	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		3	3	1	1	0	8	1
	%	73.23	35.60	37.63	13.41	13.36	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		1	7	1	0	0	9	5
	%	88.13	12.62	75.51	11.87	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		0	0	0	0	0	0	2
	%	---	---	---	---	---	---	---	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		0	1	0	0	0	1	1
	%	100.00	0.00	100.00	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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