

NATIONAL INDIAN GAMING COMMISSION
2020 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	76.4%	27.0%	49.4%	8.9%	11.8%	3.0%	14.8%
Agree-disagree	2	I feel encouraged to come up with new and better ways of doing things.	65.0%	30.5%	34.5%	18.7%	11.8%	4.5%	16.3%
Agree-disagree	3	My work gives me a feeling of personal accomplishment.	79.0%	29.6%	49.4%	13.5%	4.5%	3.1%	7.6%
Agree-disagree	4	I know what is expected of me on the job.	76.4%	28.5%	47.9%	10.4%	8.7%	4.5%	13.2%
Agree-disagree	5	*My workload is reasonable.	76.3%	16.6%	59.8%	7.7%	11.6%	4.3%	15.9%
Agree-disagree	6	*My talents are used well in the workplace.	58.0%	18.0%	40.0%	19.6%	13.3%	9.1%	22.4%
Agree-disagree	7	*I know how my work relates to the agency's goals.	87.8%	37.1%	50.7%	9.1%	0.0%	3.1%	3.1%
Agree-disagree	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	61.0%	22.9%	38.1%	16.5%	17.5%	5.0%	22.5%
Agree-disagree	9	*The people I work with cooperate to get the job done.	89.4%	44.8%	44.6%	6.1%	4.4%	0.0%	4.4%

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Agree-disagree	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	48.2%	12.1%	36.1%	26.8%	17.9%	7.0%	25.0%
Agree-disagree	12	*In my work unit, differences in performance are recognized in a meaningful way.	49.8%	12.8%	37.1%	34.4%	9.4%	6.4%	15.8%
Agree-disagree	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	93.7%	38.7%	54.9%	3.1%	3.2%	0.0%	3.2%
Agree-disagree	14	Employees are recognized for providing high quality products and services.	62.7%	19.5%	43.2%	22.9%	13.0%	1.5%	14.4%
Agree-disagree	15	Employees are protected from health and safety hazards on the job.	86.3%	36.6%	49.7%	12.3%	1.4%	0.0%	1.4%
Agree-disagree	16	My agency is successful at accomplishing its mission.	86.4%	27.4%	59.1%	7.7%	5.9%	0.0%	5.9%
Agree-disagree	17	*I recommend my organization as a good place to work.	77.6%	26.7%	50.9%	15.0%	4.2%	3.1%	7.4%
Agree-disagree	18	*I believe the results of this survey will be used to make my agency a better place to work.	47.8%	17.9%	29.9%	32.9%	12.6%	6.7%	19.3%

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Agree-disagree	19	My supervisor supports my need to balance work and other life issues.	86.2%	62.4%	23.8%	6.0%	3.0%	4.7%	7.7%
Agree-disagree	20	My supervisor is committed to a workforce representative of all segments of society.	76.6%	51.1%	25.5%	15.8%	4.3%	3.3%	7.7%
Agree-disagree	21	Supervisors in my work unit support employee development.	83.7%	49.8%	33.9%	13.2%	1.5%	1.7%	3.1%
Agree-disagree	22	My supervisor listens to what I have to say.	85.3%	54.0%	31.3%	4.3%	5.8%	4.6%	10.4%
Agree-disagree	23	My supervisor treats me with respect.	85.3%	56.9%	28.4%	5.9%	5.6%	3.1%	8.7%
Agree-disagree	24	I have trust and confidence in my supervisor.	79.2%	51.2%	28.0%	10.4%	4.5%	5.9%	10.4%
Good-poor	25	Overall, how good a job do you feel is being done by your immediate supervisor?	76.3%	58.7%	17.7%	16.2%	7.4%	0.0%	7.4%
Agree-disagree	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	61.5%	25.2%	36.3%	17.9%	16.1%	4.5%	20.6%

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Agree-disagree	27	My organization's senior leaders maintain high standards of honesty and integrity.	64.7%	35.6%	29.0%	21.1%	10.9%	3.4%	14.3%
Agree-disagree	28	*Managers communicate the goals of the organization.	62.8%	21.1%	41.7%	21.1%	13.2%	3.0%	16.1%
Agree-disagree	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	50.3%	18.0%	32.3%	27.2%	13.4%	9.1%	22.5%
Good-poor	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	68.4%	22.3%	46.2%	19.0%	6.3%	6.3%	12.6%
Agree-disagree	31	I have a high level of respect for my organization's senior leaders.	65.2%	33.1%	32.1%	21.2%	9.1%	4.5%	13.6%
Agree-disagree	32	Senior leaders demonstrate support for Work-Life programs.	79.1%	43.1%	36.0%	14.4%	1.5%	5.0%	6.6%
Satisfied-dissatisfied	33	*How satisfied are you with your involvement in decisions that affect your work?	47.0%	15.2%	31.8%	34.0%	14.4%	4.6%	19.0%

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Satisfied-dissatisfied	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	44.3%	17.5%	26.7%	33.6%	15.8%	6.4%	22.2%
Satisfied-dissatisfied	35	*How satisfied are you with the recognition you receive for doing a good job?	55.1%	18.2%	37.0%	27.0%	14.9%	3.0%	17.9%
Satisfied-dissatisfied	36	*Considering everything, how satisfied are you with your job?	79.0%	32.1%	46.9%	13.4%	5.9%	1.7%	7.5%
Satisfied-dissatisfied	37	Considering everything, how satisfied are you with your pay?	81.7%	29.4%	52.3%	9.2%	5.8%	3.2%	9.0%
Satisfied-dissatisfied	38	*Considering everything, how satisfied are you with your organization?	74.6%	25.9%	48.7%	16.5%	7.2%	1.7%	8.8%

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

** Unweighted count of responses excluding "Do Not Know"

The Dashboard only includes items 1-38, excluding item 11.

Percentages are weighted to represent the Agency's population.