

**NATIONAL INDIAN GAMING COMMISSION
2021 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Item	Item Text	Response Type	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
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	68.1%	40.4%	27.7%	22.6%	2.4%	6.9%	9.3%
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	63.6%	25.8%	37.8%	22.5%	7.0%	6.9%	13.9%
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	81.7%	35.3%	46.4%	10.7%	4.0%	3.5%	7.5%
4	I know what is expected of me on the job.	Agree-disagree	76.3%	32.0%	44.4%	16.9%	2.4%	4.4%	6.7%
5	*My workload is reasonable.	Agree-disagree	75.0%	16.9%	58.2%	20.2%	2.4%	2.4%	4.8%
6	*My talents are used well in the workplace.	Agree-disagree	68.5%	26.4%	42.1%	13.7%	6.4%	11.3%	17.7%
7	*I know how my work relates to the agency's goals.	Agree-disagree	86.7%	57.5%	29.3%	10.9%	0.0%	2.4%	2.4%
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	73.2%	35.4%	37.7%	18.2%	4.1%	4.5%	8.6%
9	*The people I work with cooperate to get the job done.	Agree-disagree	85.2%	49.5%	35.7%	10.2%	2.2%	2.4%	4.6%
10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Agree-disagree	52.3%	17.1%	35.2%	29.5%	8.0%	10.2%	18.2%
12	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	56.6%	20.0%	36.6%	30.1%	5.4%	8.0%	13.4%
13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	85.2%	49.9%	35.3%	13.3%	1.6%	0.0%	1.6%
14	Employees in my work unit meet the needs of our customers.	Always-never	94.2%	47.0%	47.3%	5.8%	0.0%	0.0%	0.0%
15	Employees in my work unit contribute positively to my agency's performance.	Always-never	91.7%	58.4%	33.3%	5.8%	2.5%	0.0%	2.5%
16	Employees in my work unit produce high-quality work.	Always-never	86.8%	49.9%	36.9%	10.8%	2.4%	0.0%	2.4%

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17	Employees in my work unit adapt to changing priorities.	Always-never	78.1%	55.0%	23.1%	21.9%	0.0%	0.0%	0.0%
18	Employees in my work unit successfully collaborate.	Always-never	87.9%	53.2%	34.7%	10.1%	2.0%	0.0%	2.0%
19	Employees in my work unit achieve our goals.	Always-never	89.1%	46.4%	42.6%	10.9%	0.0%	0.0%	0.0%
20	Employees are recognized for providing high quality products and services.	Agree-disagree	73.8%	32.1%	41.7%	17.3%	4.5%	4.4%	8.8%
21	Employees are protected from health and safety hazards on the job.	Agree-disagree	86.3%	53.8%	32.5%	13.7%	0.0%	0.0%	0.0%
22	My agency is successful at accomplishing its mission.	Agree-disagree	88.2%	53.8%	34.4%	11.8%	0.0%	0.0%	0.0%
23	*I recommend my organization as a good place to work.	Agree-disagree	80.4%	45.3%	35.1%	12.9%	4.8%	2.0%	6.7%
24	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	59.2%	20.1%	39.0%	28.6%	4.9%	7.3%	12.2%
25	My supervisor supports my need to balance work and other life issues.	Agree-disagree	95.6%	63.3%	32.3%	2.4%	2.0%	0.0%	2.0%
26	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	77.8%	48.3%	29.5%	17.6%	2.5%	2.1%	4.6%
27	Supervisors in my work unit support employee development.	Agree-disagree	88.3%	53.3%	35.0%	7.5%	2.2%	2.0%	4.2%
28	My supervisor listens to what I have to say.	Agree-disagree	93.6%	56.2%	37.4%	4.0%	2.4%	0.0%	2.4%
29	My supervisor treats me with respect.	Agree-disagree	91.2%	59.1%	32.0%	4.5%	0.0%	4.4%	4.4%
30	I have trust and confidence in my supervisor.	Agree-disagree	86.5%	51.6%	34.9%	9.1%	0.0%	4.4%	4.4%
31	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	86.5%	55.1%	31.4%	6.6%	6.9%	0.0%	6.9%

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32	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	69.3%	24.1%	45.2%	22.0%	6.7%	2.0%	8.7%
33	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	84.2%	40.2%	43.9%	13.7%	0.0%	2.1%	2.1%
34	*Managers communicate the goals of the organization.	Agree-disagree	74.7%	32.2%	42.5%	16.7%	6.3%	2.4%	8.7%
35	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	72.6%	22.4%	50.2%	12.4%	12.6%	2.5%	15.1%
36	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	79.6%	40.8%	38.8%	16.2%	0.0%	4.2%	4.2%
37	I have a high level of respect for my organization's senior leaders.	Agree-disagree	83.3%	51.9%	31.4%	9.9%	2.4%	4.4%	6.7%
38	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	81.7%	55.0%	26.7%	15.9%	2.4%	0.0%	2.4%
39	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	50.9%	20.9%	30.0%	41.2%	3.0%	4.9%	7.9%
40	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	58.6%	16.7%	42.0%	32.1%	6.9%	2.4%	9.3%
41	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	60.5%	36.3%	24.2%	31.6%	4.0%	4.0%	7.9%
42	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	79.0%	36.1%	42.8%	8.7%	12.4%	0.0%	12.4%
43	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	69.8%	27.5%	42.2%	22.6%	7.6%	0.0%	7.6%

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44	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	78.1%	29.0%	49.1%	18.4%	3.5%	0.0%	3.5%

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

** Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge"

Percentages are weighted to represent the Agency's population.

Source: **National Indian Gaming Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey