

NATIONAL INDIAN GAMING COMMISSION
2019 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.	77.5%	33.3%	44.2%	16.4%	4.5%	1.5%	6.1%
Agree-disagree	2	I have enough information to do my job well.	69.2%	19.5%	49.7%	15.3%	12.6%	3.0%	15.5%
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	62.5%	26.1%	36.4%	20.2%	11.0%	6.3%	17.3%
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	82.4%	38.8%	43.6%	13.1%	1.6%	3.0%	4.6%
Agree-disagree	5	I like the kind of work I do.	94.0%	55.2%	38.8%	6.0%	0.0%	0.0%	0.0%
Agree-disagree	6	I know what is expected of me on the job.	68.5%	28.8%	39.8%	22.2%	7.8%	1.5%	9.2%
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	97.0%	72.6%	24.4%	3.0%	0.0%	0.0%	0.0%
Agree-disagree	8	I am constantly looking for ways to do my job better.	91.8%	55.8%	36.0%	8.2%	0.0%	0.0%	0.0%
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	76.9%	21.5%	55.4%	8.4%	7.9%	6.8%	14.7%
Agree-disagree	10	*My workload is reasonable.	76.8%	19.3%	57.4%	13.9%	7.9%	1.5%	9.3%
Agree-disagree	11	*My talents are used well in the workplace.	70.6%	23.1%	47.5%	16.1%	11.8%	1.5%	13.2%
Agree-disagree	12	*I know how my work relates to the agency's goals.	94.0%	43.8%	50.1%	1.5%	4.5%	0.0%	4.5%
Agree-disagree	13	The work I do is important.	96.6%	62.2%	34.4%	3.4%	0.0%	0.0%	0.0%

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Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	85.3%	29.5%	55.7%	5.6%	6.1%	3.1%	9.1%
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	68.6%	23.8%	44.9%	25.1%	3.2%	3.1%	6.3%
Agree-disagree	16	I am held accountable for achieving results.	86.6%	29.8%	56.9%	11.5%	1.9%	0.0%	1.9%
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	65.0%	29.3%	35.6%	13.6%	11.4%	10.1%	21.5%
Agree-disagree	18	My training needs are assessed.	52.3%	22.9%	29.4%	34.7%	9.7%	3.3%	13.1%
Agree-disagree	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).	79.2%	29.3%	49.9%	15.6%	5.2%	0.0%	5.2%
Agree-disagree	20	*The people I work with cooperate to get the job done.	83.7%	29.6%	54.1%	13.3%	1.5%	1.5%	3.0%
Agree-disagree	21	My work unit is able to recruit people with the right skills.	65.4%	19.5%	45.9%	25.8%	5.3%	3.6%	8.8%
Agree-disagree	22	Promotions in my work unit are based on merit.	37.4%	13.4%	24.0%	33.5%	17.0%	12.0%	29.0%

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Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	38.8%	9.8%	29.0%	34.6%	15.6%	10.9%	26.6%
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	44.5%	12.1%	32.4%	34.2%	12.1%	9.2%	21.3%
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	52.1%	16.0%	36.1%	31.5%	11.3%	5.1%	16.4%
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	78.9%	30.8%	48.0%	13.1%	4.6%	3.4%	8.1%
Agree-disagree	27	The skill level in my work unit has improved in the past year.	68.6%	17.4%	51.3%	24.4%	5.3%	1.7%	7.0%
Good-poor	28	How would you rate the overall quality of work done by your work unit?	91.9%	41.6%	50.3%	8.1%	0.0%	0.0%	0.0%
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85.6%	45.1%	40.4%	9.3%	3.6%	1.5%	5.1%
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	54.3%	13.3%	41.0%	23.2%	8.3%	14.2%	22.5%
Agree-disagree	31	Employees are recognized for providing high quality products and services.	57.7%	9.3%	48.4%	20.6%	13.1%	8.7%	21.7%
Agree-disagree	32	Creativity and innovation are rewarded.	48.2%	11.5%	36.7%	34.3%	6.7%	10.9%	17.5%
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	35.8%	3.7%	32.1%	34.8%	21.8%	7.6%	29.5%

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Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	64.0%	20.5%	43.5%	27.0%	3.9%	5.1%	9.0%
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	84.9%	25.5%	59.5%	11.4%	3.6%	0.0%	3.6%
Agree-disagree	36	My organization has prepared employees for potential security threats.	57.7%	18.7%	39.0%	31.6%	7.4%	3.3%	10.7%
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	61.4%	20.7%	40.6%	18.9%	6.1%	13.6%	19.7%
Agree-disagree	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.	67.8%	30.2%	37.5%	17.1%	3.8%	11.4%	15.1%
Agree-disagree	39	My agency is successful at accomplishing its mission.	89.6%	20.0%	69.6%	5.4%	3.4%	1.7%	5.0%
Agree-disagree	40	*I recommend my organization as a good place to work.	78.2%	30.0%	48.2%	12.3%	6.3%	3.2%	9.5%

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Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	60.0%	17.0%	43.0%	20.4%	15.8%	3.8%	19.6%
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	88.3%	48.5%	39.9%	3.7%	1.7%	6.3%	8.0%
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	73.9%	37.7%	36.1%	12.2%	8.7%	5.2%	13.9%
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	68.7%	30.6%	38.1%	14.2%	9.2%	8.0%	17.2%
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	67.2%	35.9%	31.2%	24.6%	3.3%	4.9%	8.2%
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	65.6%	29.4%	36.1%	17.3%	10.9%	6.2%	17.1%
Agree-disagree	47	Supervisors in my work unit support employee development.	78.8%	42.1%	36.7%	14.9%	1.6%	4.7%	6.3%
Agree-disagree	48	My supervisor listens to what I have to say.	78.6%	39.7%	38.9%	10.1%	6.6%	4.7%	11.3%
Agree-disagree	49	My supervisor treats me with respect.	81.9%	51.9%	30.0%	10.2%	3.2%	4.7%	7.9%
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	72.0%	36.0%	36.0%	17.6%	7.3%	3.1%	10.4%

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Agree-disagree	51	I have trust and confidence in my supervisor.	72.9%	44.3%	28.7%	10.9%	8.4%	7.8%	16.2%
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	69.3%	45.3%	23.9%	16.5%	9.6%	4.7%	14.3%
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	52.8%	14.4%	38.4%	25.7%	11.3%	10.1%	21.4%
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	64.0%	26.4%	37.6%	16.4%	9.9%	9.7%	19.6%
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	77.3%	28.1%	49.2%	13.2%	5.9%	3.6%	9.5%
Agree-disagree	56	*Managers communicate the goals of the organization.	57.7%	16.4%	41.3%	18.1%	18.7%	5.5%	24.2%
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	54.7%	22.6%	32.2%	31.0%	8.8%	5.5%	14.3%
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	44.2%	19.6%	24.6%	14.3%	27.7%	13.7%	41.5%
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	49.9%	20.3%	29.6%	32.3%	6.1%	11.7%	17.8%

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Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	66.8%	29.1%	37.8%	18.0%	9.4%	5.8%	15.2%
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	75.7%	39.2%	36.5%	12.3%	7.1%	4.9%	12.0%
Agree-disagree	62	Senior leaders demonstrate support for Work-Life programs.	78.7%	40.3%	38.4%	10.4%	3.5%	7.4%	10.9%
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	56.1%	12.2%	43.9%	29.4%	12.9%	1.6%	14.5%
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	45.2%	12.2%	33.0%	25.3%	24.6%	4.9%	29.5%
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	62.5%	18.1%	44.4%	24.2%	5.3%	8.1%	13.4%
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	57.5%	13.7%	43.8%	25.3%	10.8%	6.4%	17.2%
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	34.1%	15.3%	18.9%	38.3%	14.2%	13.4%	27.5%
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	66.3%	15.2%	51.0%	25.5%	6.6%	1.6%	8.2%

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Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	79.5%	35.8%	43.8%	12.4%	6.5%	1.6%	8.1%
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	82.7%	30.1%	52.6%	5.4%	8.2%	3.6%	11.8%
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	75.6%	28.2%	47.4%	13.0%	6.5%	4.9%	11.4%

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

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.