

Aviation Management Directorate

2011 Federal Employee Viewpoint Survey: Subagency Report

Response Summary

	Surveys Completed
Governmentwide	266,376
Department of the Interior	7,051
NBC	262
Aviation Management Directorate	18

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	265,945	65.1%	16.5%	18.4%
Department of the Interior	7,042	64.8%	16.6%	18.7%
NBC	260	67.0%	13.1%	19.9%
Aviation Management Directorate	18	51.8%	20.6%	27.6%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	265,839	73.2%	14.3%	12.5%
Department of the Interior	7,040	70.0%	16.1%	13.9%
NBC	262	68.7%	13.4%	17.9%
Aviation Management Directorate	18	47.9%	10.2%	41.9%

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My Work Experience (continued)

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	265,764	59.4%	18.7%	21.9%
Department of the Interior	7,032	61.9%	17.9%	20.2%
NBC	262	67.8%	13.5%	18.7%
Aviation Management Directorate	18	51.9%	13.0%	35.0%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	265,768	73.9%	14.1%	12.0%
Department of the Interior	7,034	74.3%	13.8%	11.9%
NBC	261	75.1%	11.8%	13.1%
Aviation Management Directorate	18	80.1%	10.0%	9.9%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	265,594	85.0%	10.1%	4.9%
Department of the Interior	7,034	87.1%	8.9%	3.9%
NBC	262	82.0%	12.9%	5.0%
Aviation Management Directorate	18	91.9%	8.1%	0.0%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	265,012	80.2%	11.3%	8.5%
Department of the Interior	7,018	77.4%	13.3%	9.4%
NBC	262	79.9%	9.1%	11.0%
Aviation Management Directorate	18	53.1%	16.9%	30.0%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	265,711	96.9%	2.2%	0.9%
Department of the Interior	7,039	97.8%	1.7%	0.5%
NBC	262	98.4%	1.6%	0.0%
Aviation Management Directorate	18	100.0%	0.0%	0.0%

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My Work Experience (continued)

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	265,389	91.8%	6.9%	1.3%
Department of the Interior	7,027	91.3%	7.6%	1.1%
NBC	262	93.2%	6.2%	0.7%
Aviation Management Directorate	18	96.9%	3.1%	0.0%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	264,984	47.8%	18.1%	34.1%	883
Department of the Interior	7,024	39.8%	17.6%	42.6%	20
NBC	261	46.8%	18.8%	34.5%	1
Aviation Management Directorate	18	26.3%	24.5%	49.2%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	265,001	59.0%	17.0%	24.0%	717
Department of the Interior	7,015	49.7%	18.4%	31.9%	19
NBC	262	53.9%	16.3%	29.8%	0
Aviation Management Directorate	18	47.7%	3.1%	49.2%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
Department of the Interior	6,966	59.5%	16.8%	23.7%	42
NBC	257	60.8%	14.6%	24.7%	1
Aviation Management Directorate	18	38.7%	6.1%	55.2%	0

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
Department of the Interior	7,005	83.6%	10.7%	5.7%	28
NBC	259	86.6%	8.7%	4.7%	0
Aviation Management Directorate	18	66.9%	25.0%	8.1%	0

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	264,040	91.8%	6.0%	2.3%	753
Department of the Interior	6,991	91.4%	6.4%	2.2%	17
NBC	258	88.5%	7.4%	4.0%	1
Aviation Management Directorate	18	91.9%	8.1%	0.0%	0

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
Department of the Interior	7,013	68.0%	15.1%	16.9%	21
NBC	260	57.2%	13.2%	29.5%	1
Aviation Management Directorate	18	78.6%	0.0%	21.4%	0

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
Department of the Interior	6,944	66.5%	16.4%	17.2%	94
NBC	260	74.8%	11.2%	14.1%	2
Aviation Management Directorate	18	53.9%	18.0%	28.1%	0

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
Department of the Interior	6,988	83.4%	11.7%	4.9%	29
NBC	260	88.1%	8.3%	3.6%	1
Aviation Management Directorate	17	76.1%	15.5%	8.3%	0

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
Department of the Interior	6,783	57.0%	20.5%	22.5%	251
NBC	250	63.8%	19.2%	17.0%	12
Aviation Management Directorate	18	60.4%	0.0%	39.6%	0

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My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
Department of the Interior	6,919	47.0%	24.5%	28.5%	85
NBC	261	56.6%	17.6%	25.8%	1
Aviation Management Directorate	18	36.6%	20.8%	42.6%	0

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	Positive	Neutral	Negative	NBJ
Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
Department of the Interior	6,942	67.7%	15.5%	16.8%	89
NBC	260	76.3%	9.8%	13.9%	2
Aviation Management Directorate	18	56.4%	3.6%	40.0%	0

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	255,715	74.6%	13.9%	11.5%
Department of the Interior	6,796	71.9%	15.2%	12.9%
NBC	260	75.2%	12.7%	12.1%
Aviation Management Directorate	18	69.7%	12.8%	17.5%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
Department of the Interior	6,876	42.1%	27.2%	30.7%	166
NBC	260	48.3%	22.0%	29.8%	2
Aviation Management Directorate	18	51.6%	19.8%	28.6%	0

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
Department of the Interior	6,689	36.8%	29.3%	33.9%	345
NBC	252	43.1%	29.7%	27.2%	10
Aviation Management Directorate	18	6.7%	41.4%	52.0%	0

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My Work Unit (continued)

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
Department of the Interior	6,602	30.0%	27.6%	42.3%	434
NBC	251	35.3%	27.8%	36.9%	11
Aviation Management Directorate	18	19.7%	34.6%	45.7%	0

24. *In my work unit, differences in performance are recognized in a meaningful way.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
Department of the Interior	6,760	34.3%	30.5%	35.2%	267
NBC	255	42.3%	30.0%	27.7%	7
Aviation Management Directorate	17	16.4%	43.6%	40.0%	1

25. *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
Department of the Interior	6,731	46.3%	23.3%	30.3%	298
NBC	254	52.3%	23.6%	24.0%	7
Aviation Management Directorate	17	41.2%	25.7%	33.2%	1

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
Department of the Interior	6,981	70.4%	16.4%	13.3%	37
NBC	260	74.7%	13.4%	11.9%	1
Aviation Management Directorate	18	93.6%	0.0%	6.4%	0

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
Department of the Interior	6,829	54.5%	29.5%	15.9%	182
NBC	255	58.1%	28.5%	13.3%	5
Aviation Management Directorate	18	26.1%	44.2%	29.7%	0

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My Work Unit (continued)

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
Governmentwide	265,011	82.2%	14.7%	3.0%
Department of the Interior	7,024	82.3%	14.3%	3.4%
NBC	261	86.5%	10.6%	2.9%
Aviation Management Directorate	18	78.5%	6.4%	15.1%

My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
Department of the Interior	6,817	70.7%	18.1%	11.1%	83
NBC	255	74.9%	11.6%	13.5%	6
Aviation Management Directorate	18	86.1%	5.9%	8.1%	0

30. *Employees have a feeling of personal empowerment with respect to work processes.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
Department of the Interior	6,768	47.1%	26.2%	26.7%	131
NBC	260	53.2%	18.7%	28.1%	2
Aviation Management Directorate	18	34.5%	12.8%	52.7%	0

31. *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
Department of the Interior	6,793	52.4%	24.7%	22.9%	104
NBC	259	61.7%	18.7%	19.7%	3
Aviation Management Directorate	18	57.5%	12.5%	29.9%	0

32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
Department of the Interior	6,730	41.6%	29.5%	28.9%	160
NBC	258	47.7%	27.9%	24.5%	4
Aviation Management Directorate	18	41.3%	23.7%	35.0%	0

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My Agency (continued)

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
Department of the Interior	6,558	22.3%	31.3%	46.3%	334
NBC	250	31.6%	30.2%	38.1%	11
Aviation Management Directorate	18	19.7%	34.8%	45.5%	0

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
Department of the Interior	6,573	55.4%	28.7%	15.9%	322
NBC	252	62.5%	22.2%	15.4%	9
Aviation Management Directorate	18	45.5%	35.3%	19.2%	0

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
Department of the Interior	6,804	78.9%	13.5%	7.6%	80
NBC	254	73.6%	17.9%	8.5%	6
Aviation Management Directorate	18	81.4%	11.7%	6.9%	0

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
Department of the Interior	6,765	66.6%	20.7%	12.7%	122
NBC	254	76.0%	14.8%	9.2%	7
Aviation Management Directorate	18	79.2%	20.8%	0.0%	0

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
Department of the Interior	6,620	51.7%	23.8%	24.4%	270
NBC	249	54.6%	21.2%	24.2%	13
Aviation Management Directorate	17	45.5%	19.9%	34.6%	1

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My Agency (continued)

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	Positive	Neutral	Negative	DNK
Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
Department of the Interior	6,463	66.2%	20.5%	13.3%	408
NBC	246	69.1%	19.1%	11.8%	15
Aviation Management Directorate	18	68.0%	10.6%	21.4%	0

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
Department of the Interior	6,774	73.3%	18.5%	8.2%	97
NBC	253	80.5%	12.9%	6.6%	5
Aviation Management Directorate	16	62.8%	10.8%	26.4%	0

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
Governmentwide	260,072	68.9%	19.5%	11.6%
Department of the Interior	6,884	68.5%	19.5%	12.0%
NBC	262	63.8%	18.3%	17.9%
Aviation Management Directorate	18	42.5%	33.7%	23.8%

41. *I believe the results of this survey will be used to make my agency a better place to work.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
Department of the Interior	6,359	37.2%	33.8%	29.1%	538
NBC	242	43.2%	31.2%	25.7%	19
Aviation Management Directorate	18	17.4%	28.6%	54.0%	0

My Supervisor/Team Leader

42. *My supervisor supports my need to balance work and other life issues.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
Department of the Interior	6,801	80.7%	10.4%	8.9%	48
NBC	258	82.0%	8.0%	9.9%	2
Aviation Management Directorate	18	80.0%	5.6%	14.5%	0

Aviation Management Directorate Subagency Report

My Supervisor/Team Leader (continued)

43. *My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
Department of the Interior	6,802	67.1%	16.6%	16.3%	39
NBC	258	71.5%	16.4%	12.1%	3
Aviation Management Directorate	18	60.0%	6.1%	33.9%	0

44. *Discussions with my supervisor/team leader about my performance are worthwhile.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
Department of the Interior	6,755	60.6%	20.6%	18.8%	86
NBC	259	68.4%	14.2%	17.4%	2
Aviation Management Directorate	18	60.0%	10.0%	29.9%	0

45. *My supervisor/team leader is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
Department of the Interior	6,379	63.0%	27.2%	9.8%	452
NBC	245	73.4%	16.3%	10.3%	16
Aviation Management Directorate	18	66.1%	13.9%	20.0%	0

46. *My supervisor/team leader provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
Department of the Interior	6,780	56.8%	23.9%	19.2%	52
NBC	261	67.6%	18.0%	14.3%	0
Aviation Management Directorate	18	53.1%	12.9%	33.9%	0

47. *Supervisors/team leaders in my work unit support employee development.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
Department of the Interior	6,747	65.0%	19.2%	15.8%	70
NBC	258	67.9%	16.6%	15.4%	2
Aviation Management Directorate	18	60.0%	20.0%	20.0%	0

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My Supervisor/Team Leader (continued)

48. *My supervisor/team leader listens to what I have to say.*

	N	Positive	Neutral	Negative
Governmentwide	258,503	75.2%	13.4%	11.4%
Department of the Interior	6,842	74.7%	13.9%	11.5%
NBC	261	79.0%	11.6%	9.4%
Aviation Management Directorate	18	70.0%	7.0%	23.0%

49. *My supervisor/team leader treats me with respect.*

	N	Positive	Neutral	Negative
Governmentwide	258,213	80.2%	11.4%	8.5%
Department of the Interior	6,825	78.1%	12.1%	9.8%
NBC	260	83.7%	8.6%	7.7%
Aviation Management Directorate	18	70.8%	6.1%	23.0%

50. *In the last six months, my supervisor/team leader has talked with me about my performance.*

	N	Positive	Neutral	Negative
Governmentwide	258,363	76.9%	10.6%	12.5%
Department of the Interior	6,833	77.3%	10.0%	12.7%
NBC	260	86.8%	4.7%	8.5%
Aviation Management Directorate	17	63.2%	13.5%	23.3%

51. *I have trust and confidence in my supervisor.*

	N	Positive	Neutral	Negative
Governmentwide	257,365	67.2%	17.1%	15.7%
Department of the Interior	6,817	65.1%	17.3%	17.6%
NBC	260	72.8%	14.7%	12.5%
Aviation Management Directorate	18	60.0%	6.9%	33.1%

52. *Overall, how good a job do you feel is being done by your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative
Governmentwide	258,024	69.3%	18.8%	11.9%
Department of the Interior	6,825	66.6%	20.0%	13.4%
NBC	261	74.0%	13.5%	12.5%
Aviation Management Directorate	18	66.9%	10.0%	23.0%

Aviation Management Directorate

Subagency Report

Leadership

53. *In my organization, leaders generate high levels of motivation and commitment in the workforce.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
Department of the Interior	6,719	39.4%	28.7%	31.9%	66
NBC	257	52.6%	21.2%	26.2%	4
Aviation Management Directorate	18	26.9%	26.2%	46.9%	0

54. *My organization's leaders maintain high standards of honesty and integrity.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
Department of the Interior	6,562	53.8%	25.6%	20.6%	222
NBC	253	59.1%	19.8%	21.1%	8
Aviation Management Directorate	18	46.9%	8.9%	44.2%	0

55. *Managers/supervisors/team leaders work well with employees of different backgrounds.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
Department of the Interior	6,516	61.8%	24.9%	13.4%	257
NBC	254	68.4%	18.4%	13.1%	6
Aviation Management Directorate	17	55.1%	24.4%	20.5%	0

56. *Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
Department of the Interior	6,707	56.5%	23.8%	19.7%	59
NBC	260	71.9%	17.3%	10.9%	1
Aviation Management Directorate	18	59.0%	32.9%	8.1%	0

57. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
Department of the Interior	6,384	54.1%	29.3%	16.6%	381
NBC	245	70.1%	17.8%	12.1%	16
Aviation Management Directorate	18	39.9%	37.0%	23.1%	0

Aviation Management Directorate Subagency Report

Leadership (continued)

58. *Managers promote communication among different work units (for example, about projects, goals, needed resources).*

	N	Positive	Neutral	Negative	DNK
Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
Department of the Interior	6,637	48.8%	25.4%	25.8%	121
NBC	256	54.7%	22.5%	22.8%	4
Aviation Management Directorate	18	44.7%	23.5%	31.8%	0

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
Department of the Interior	6,595	54.3%	24.9%	20.8%	145
NBC	255	60.2%	17.6%	22.2%	5
Aviation Management Directorate	18	54.7%	26.1%	19.2%	0

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
Department of the Interior	6,536	53.7%	27.8%	18.5%	210
NBC	243	64.0%	20.2%	15.8%	15
Aviation Management Directorate	16	31.0%	31.4%	37.6%	2

61. *I have a high level of respect for my organization's senior leaders.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
Department of the Interior	6,692	49.2%	26.4%	24.4%	67
NBC	253	58.5%	19.7%	21.8%	5
Aviation Management Directorate	17	33.8%	17.3%	48.9%	0

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
Department of the Interior	6,217	52.1%	29.6%	18.3%	529
NBC	247	63.6%	20.7%	15.7%	13
Aviation Management Directorate	16	62.5%	12.8%	24.7%	2

Aviation Management Directorate Subagency Report

My Satisfaction

63. *How satisfied are you with your involvement in decisions that affect your work?*

	N	Positive	Neutral	Negative
Governmentwide	254,203	53.4%	23.9%	22.8%
Department of the Interior	6,723	52.8%	23.0%	24.2%
NBC	262	57.4%	23.6%	19.0%
Aviation Management Directorate	18	45.0%	13.0%	42.0%

64. *How satisfied are you with the information you receive from management on what's going on in your organization?*

	N	Positive	Neutral	Negative
Governmentwide	254,125	50.7%	24.6%	24.7%
Department of the Interior	6,716	44.9%	27.2%	27.8%
NBC	260	55.3%	21.2%	23.5%
Aviation Management Directorate	17	51.0%	10.3%	38.7%

65. *How satisfied are you with the recognition you receive for doing a good job?*

	N	Positive	Neutral	Negative
Governmentwide	254,057	50.7%	23.9%	25.4%
Department of the Interior	6,714	51.2%	24.7%	24.1%
NBC	262	54.6%	23.9%	21.5%
Aviation Management Directorate	18	41.4%	6.7%	51.9%

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
Governmentwide	253,587	45.6%	29.2%	25.3%
Department of the Interior	6,712	39.4%	32.8%	27.8%
NBC	260	49.6%	25.5%	24.8%
Aviation Management Directorate	18	36.1%	10.6%	53.3%

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
Governmentwide	253,853	39.7%	28.4%	31.9%
Department of the Interior	6,715	37.7%	30.5%	31.7%
NBC	261	39.5%	25.8%	34.7%
Aviation Management Directorate	18	15.5%	17.7%	66.7%

Aviation Management Directorate Subagency Report

My Satisfaction (continued)

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
Governmentwide	253,771	54.9%	23.6%	21.5%
Department of the Interior	6,709	51.2%	24.8%	24.0%
NBC	260	52.2%	22.5%	25.3%
Aviation Management Directorate	18	39.6%	33.6%	26.7%

69. *Considering everything, how satisfied are you with your job?*

	N	Positive	Neutral	Negative
Governmentwide	253,348	70.7%	16.7%	12.5%
Department of the Interior	6,702	69.7%	17.7%	12.5%
NBC	262	68.3%	16.4%	15.2%
Aviation Management Directorate	18	67.0%	12.0%	21.0%

70. *Considering everything, how satisfied are you with your pay?*

	N	Positive	Neutral	Negative
Governmentwide	253,704	62.5%	17.1%	20.4%
Department of the Interior	6,712	63.0%	17.0%	20.0%
NBC	262	66.4%	14.2%	19.4%
Aviation Management Directorate	18	55.0%	16.6%	28.4%

71. *Considering everything, how satisfied are you with your organization?*

	N	Positive	Neutral	Negative
Governmentwide	253,622	62.3%	20.9%	16.8%
Department of the Interior	6,706	60.4%	21.7%	17.9%
NBC	261	60.1%	21.0%	18.8%
Aviation Management Directorate	18	38.9%	20.3%	40.8%

Work/Life

72. *Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).*

	N	Yes	No	Not Sure
Governmentwide	253,632	27.2%	67.3%	5.5%
Department of the Interior	6,711	37.7%	55.6%	6.6%
NBC	261	60.1%	34.7%	5.2%
Aviation Management Directorate	18	57.5%	34.4%	8.1%

Aviation Management Directorate Subagency Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
Department of the Interior	6,592	1.7%	5.6%	3.9%	14.7%
NBC	258	1.7%	8.8%	4.0%	17.5%
Aviation Management Directorate	18	12.8%	0.0%	9.3%	17.0%

(continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
Department of the Interior	6,592	26.2%	7.6%	23.2%	17.1%
NBC	258	9.5%	15.5%	22.5%	20.6%
Aviation Management Directorate	18	20.3%	13.6%	20.6%	6.4%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	251,340	32.7%	46.9%	20.3%
Department of the Interior	6,703	47.2%	42.3%	10.5%
NBC	261	37.3%	56.4%	6.2%
Aviation Management Directorate	18	33.4%	59.7%	6.9%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	250,755	29.0%	59.3%	11.8%
Department of the Interior	6,692	29.3%	55.5%	15.2%
NBC	260	23.9%	71.2%	4.9%
Aviation Management Directorate	18	32.8%	61.7%	5.6%

Aviation Management Directorate Subagency Report

Work/Life (continued)

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	250,174	12.7%	81.3%	6.0%
Department of the Interior	6,675	18.7%	78.3%	3.1%
NBC	259	16.7%	81.4%	1.9%
Aviation Management Directorate	18	35.1%	64.9%	0.0%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	250,015	3.1%	80.5%	16.3%
Department of the Interior	6,672	1.1%	78.1%	20.8%
NBC	259	1.3%	85.7%	13.1%
Aviation Management Directorate	18	3.2%	84.3%	12.4%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	249,620	1.9%	81.1%	17.0%
Department of the Interior	6,659	1.0%	78.4%	20.7%
NBC	260	3.3%	83.6%	13.1%
Aviation Management Directorate	18	3.2%	80.0%	16.8%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
Department of the Interior	4,407	39.3%	35.4%	25.3%	2,297
NBC	190	39.6%	35.6%	24.7%	72
Aviation Management Directorate	15	34.5%	55.9%	9.6%	3

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
Department of the Interior	5,362	70.0%	20.6%	9.4%	1,316
NBC	209	64.2%	27.6%	8.2%	52
Aviation Management Directorate	14	48.5%	51.5%	0.0%	4

Aviation Management Directorate Subagency Report

Work/Life (continued)

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	Positive	Neutral	Negative	NBJ
Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
Department of the Interior	4,574	48.2%	35.0%	16.8%	2,104
NBC	179	50.8%	43.4%	5.9%	81
Aviation Management Directorate	15	61.8%	38.2%	0.0%	2

82. *How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
Department of the Interior	3,794	47.0%	46.9%	6.1%	2,896
NBC	155	52.4%	44.7%	2.9%	106
Aviation Management Directorate	13	64.1%	26.0%	9.9%	5

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	Positive	Neutral	Negative	NBJ
Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
Department of the Interior	2,097	13.7%	72.1%	14.2%	4,594
NBC	102	19.1%	73.0%	7.9%	159
Aviation Management Directorate	7	7.4%	92.6%	0.0%	11

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
Department of the Interior	2,039	13.1%	75.5%	11.4%	4,631
NBC	104	20.0%	72.9%	7.1%	155
Aviation Management Directorate	7	7.4%	92.6%	0.0%	11

Aviation Management Directorate Subagency Report

Demographic Questions

85. Where do you work?

	<i>N</i>	<i>%</i>
Headquarters	5	27.8%
Field	13	72.2%

86. What is your supervisory status?

	<i>N</i>	<i>%</i>
Non-Supervisor	10	55.6%
Team Leader	2	11.1%
Supervisor	4	22.2%
Manager	1	5.6%
Executive	1	5.6%

87. Are you:

	<i>N</i>	<i>%</i>
Male	10	55.6%
Female	8	44.4%

88. Are you Hispanic or Latino?

	<i>N</i>	<i>%</i>
Yes	0	0.0%
No	17	100.0%

89. Race

	<i>N</i>	<i>%</i>
American Indian or Alaska Native	0	0.0%
Asian	0	0.0%
Black or African American	1	5.9%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	15	88.2%
Two or more races (Not Hispanic or Latino)	1	5.9%

Aviation Management Directorate Subagency Report

Demographic Questions (continued)

90. What is your age group?

	N	%
25 and under	0	0.0%
26-29	0	0.0%
30-39	0	0.0%
40-49	6	33.3%
50-59	6	33.3%
60 or older	6	33.3%

91. What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	1	5.6%
GS 7-12	7	38.9%
GS 13-15	8	44.4%
Senior Executive Service	1	5.6%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	1	5.6%

92. How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	1	5.6%
1 to 3 years	2	11.1%
4 to 5 years	2	11.1%
6 to 10 years	4	22.2%
11 to 14 years	1	5.6%
15 to 20 years	2	11.1%
More than 20 years	6	33.3%

93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	1	5.6%
1 to 3 years	4	22.2%
4 to 5 years	3	16.7%
6 to 10 years	3	16.7%
11 to 20 years	5	27.8%
More than 20 years	2	11.1%

Aviation Management Directorate

Subagency Report

Demographic Questions (continued)

94. *Are you considering leaving your organization within the next year, and if so, why?*

	<i>N</i>	<i>%</i>
No	10	55.6%
Yes, to retire	1	5.6%
Yes, to take another job within the Federal Government	5	27.8%
Yes, to take another job outside the Federal Government	0	0.0%
Yes, other	2	11.1%

95. *I am planning to retire:*

	<i>N</i>	<i>%</i>
Within one year	1	5.9%
Between one and three years	3	17.6%
Between three and five years	1	5.9%
Five or more years	12	70.6%