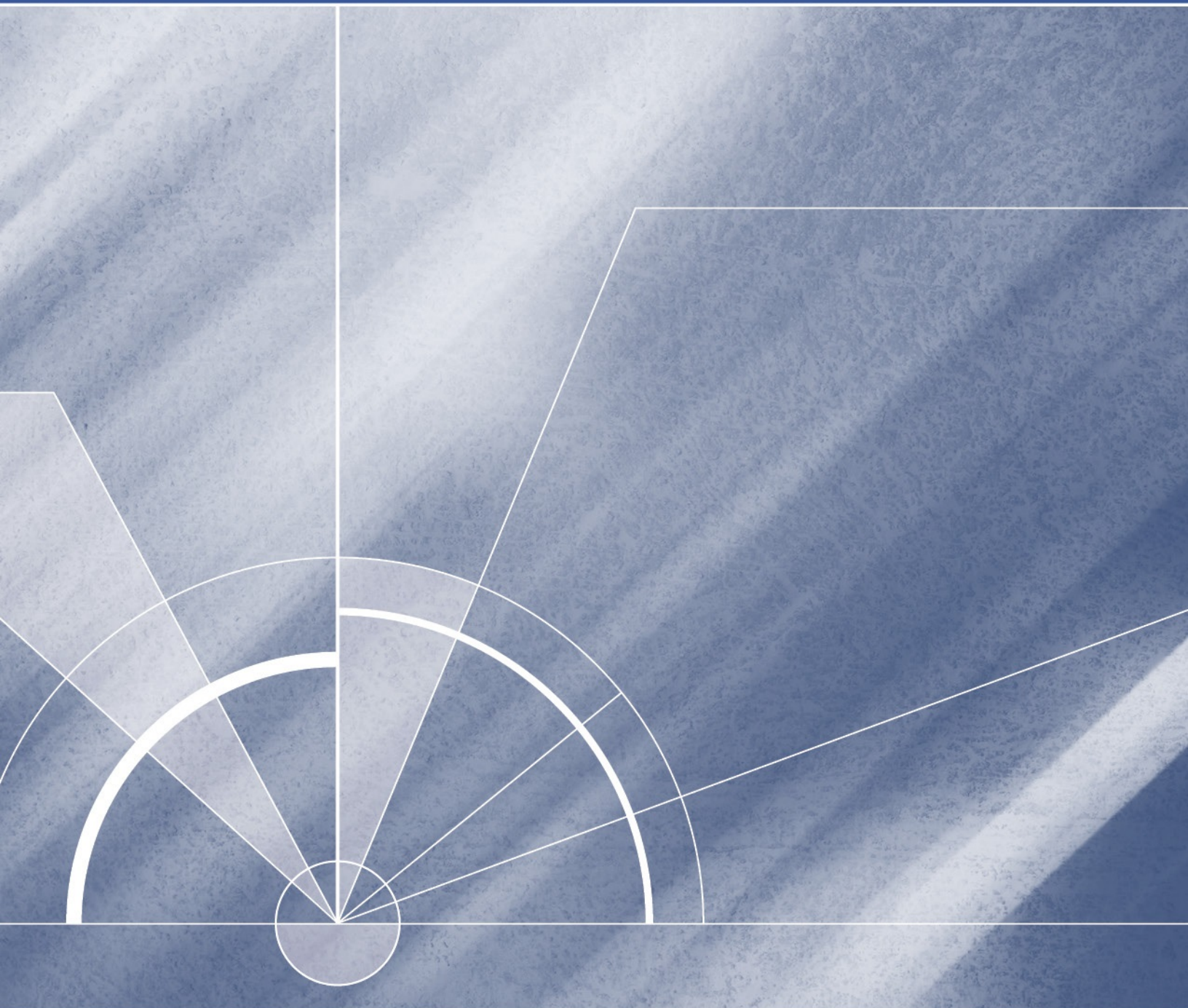


2019

Office of Personnel Management
Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

3rd Level
Subagency
Comparison
Report

Department of Health and Human Services
OFFICE OF HUMAN RESOURCES



Department of Health and Human Services

OFFICE OF HUMAN RESOURCES

3rd Level Subagency Comparison Report

This 2019 OPM Federal Employee Viewpoint Survey Report provides summary results for your subagencies, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Department of Health and Human Services	51,703	71.9%
Indian Health Service	8,572	65.8%
OFFICE OF HUMAN RESOURCES	238	86.5%
DIVISION OF COMMISSIONED PERSONNEL SUPPORT	<10	--
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	73.7%
DIVISION OF HUMAN RESOURCES	19	76.0%
DIVISION OF PERSONNEL SECURITY AND ETHICS	<10	--
REGIONAL HUMAN RESOURCES OFFICE	187	90.3%

Your Data

A Microsoft® Excel® file containing your results is embedded in this document. To access the workbook, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

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" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "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)*, *No Basis to Judge (NBj)*, *Choose Not to Participate*, *Not Available to Me*, *Unaware of Programs*, or *No Support Required* responses, where applicable, is listed separately.

Note: Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency 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
Department of Health and Human Services	51,414	73.6%	13.3%	13.2%
Indian Health Service	8,511	66.1%	17.2%	16.7%
OFFICE OF HUMAN RESOURCES	236	65.1%	18.0%	16.8%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	79.9%	8.8%	11.3%
DIVISION OF HUMAN RESOURCES	19	49.3%	23.1%	27.6%
REGIONAL HUMAN RESOURCES OFFICE	185	65.0%	18.2%	16.8%

Department of Health and Human Services
OFFICE OF HUMAN RESOURCES
3rd Level Subagency Comparison Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,398	76.6%	12.4%	10.9%
Indian Health Service	8,503	73.0%	15.8%	11.2%
OFFICE OF HUMAN RESOURCES	235	66.8%	18.9%	14.4%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	66.3%	7.9%	25.8%
DIVISION OF HUMAN RESOURCES	19	55.8%	32.2%	12.1%
REGIONAL HUMAN RESOURCES OFFICE	184	67.4%	18.5%	14.1%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,277	69.0%	15.5%	15.5%
Indian Health Service	8,469	62.7%	19.9%	17.3%
OFFICE OF HUMAN RESOURCES	236	63.6%	23.3%	13.1%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	72.1%	22.3%	5.7%
DIVISION OF HUMAN RESOURCES	19	60.7%	15.6%	23.7%
REGIONAL HUMAN RESOURCES OFFICE	185	62.1%	25.1%	12.8%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,504	79.0%	12.0%	9.0%
Indian Health Service	8,528	76.2%	14.1%	9.7%
OFFICE OF HUMAN RESOURCES	237	81.1%	10.9%	8.0%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	92.2%	7.8%	0.0%
DIVISION OF HUMAN RESOURCES	19	65.1%	26.0%	8.9%
REGIONAL HUMAN RESOURCES OFFICE	186	81.1%	10.7%	8.1%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,491	86.9%	9.0%	4.2%
Indian Health Service	8,522	91.1%	7.0%	1.9%
OFFICE OF HUMAN RESOURCES	235	91.7%	7.0%	1.3%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	92.2%	7.8%	0.0%
DIVISION OF HUMAN RESOURCES	19	91.1%	8.9%	0.0%
REGIONAL HUMAN RESOURCES OFFICE	184	91.4%	7.0%	1.6%

Department of Health and Human Services
OFFICE OF HUMAN RESOURCES
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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,442	83.7%	9.4%	6.9%
Indian Health Service	8,527	86.6%	8.4%	5.1%
OFFICE OF HUMAN RESOURCES	237	83.8%	11.9%	4.3%
DIVISION OF HEALTH PROFESSIONS SUPPORT	13	84.7%	15.3%	0.0%
DIVISION OF HUMAN RESOURCES	19	86.7%	8.9%	4.4%
REGIONAL HUMAN RESOURCES OFFICE	187	82.1%	12.9%	4.9%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,508	97.0%	2.1%	0.9%
Indian Health Service	8,531	96.0%	2.9%	1.1%
OFFICE OF HUMAN RESOURCES	237	95.9%	3.4%	0.8%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	100.0%	0.0%	0.0%
DIVISION OF HUMAN RESOURCES	19	95.6%	4.4%	0.0%
REGIONAL HUMAN RESOURCES OFFICE	186	95.2%	3.8%	1.0%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,540	92.8%	6.1%	1.1%
Indian Health Service	8,543	91.9%	7.1%	1.0%
OFFICE OF HUMAN RESOURCES	237	94.6%	4.6%	0.8%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	100.0%	0.0%	0.0%
DIVISION OF HUMAN RESOURCES	19	95.6%	4.4%	0.0%
REGIONAL HUMAN RESOURCES OFFICE	186	93.7%	5.3%	1.0%

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,195	58.2%	15.2%	26.6%	102
Indian Health Service	8,446	52.4%	18.4%	29.2%	26
OFFICE OF HUMAN RESOURCES	234	57.7%	19.2%	23.1%	0
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	48.6%	26.6%	24.8%	0
DIVISION OF HUMAN RESOURCES	19	34.7%	18.2%	47.1%	0
REGIONAL HUMAN RESOURCES OFFICE	183	61.4%	18.9%	19.7%	0

Department of Health and Human Services
OFFICE OF HUMAN RESOURCES
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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,270	62.9%	15.1%	22.0%	58
Indian Health Service	8,477	62.7%	17.0%	20.3%	14
OFFICE OF HUMAN RESOURCES	235	54.8%	20.5%	24.7%	0
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	52.1%	30.9%	17.0%	0
DIVISION OF HUMAN RESOURCES	19	36.3%	33.1%	30.6%	0
REGIONAL HUMAN RESOURCES OFFICE	184	57.4%	17.9%	24.7%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,945	66.5%	15.3%	18.2%	196
Indian Health Service	8,418	70.5%	15.4%	14.1%	32
OFFICE OF HUMAN RESOURCES	234	69.3%	15.8%	14.9%	0
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	52.1%	8.6%	39.2%	0
DIVISION OF HUMAN RESOURCES	18	48.2%	16.8%	35.0%	0
REGIONAL HUMAN RESOURCES OFFICE	185	71.7%	16.9%	11.3%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,296	89.0%	7.2%	3.9%	127
Indian Health Service	8,490	87.3%	9.3%	3.3%	29
OFFICE OF HUMAN RESOURCES	237	92.5%	5.9%	1.5%	0
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	94.3%	0.0%	5.7%	0
DIVISION OF HUMAN RESOURCES	19	95.6%	0.0%	4.4%	0
REGIONAL HUMAN RESOURCES OFFICE	186	91.9%	7.0%	1.1%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,324	92.7%	5.3%	2.0%	93
Indian Health Service	8,502	95.7%	3.4%	0.9%	12
OFFICE OF HUMAN RESOURCES	235	95.7%	3.5%	0.8%	0
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	100.0%	0.0%	0.0%	0
DIVISION OF HUMAN RESOURCES	19	95.6%	4.4%	0.0%	0
REGIONAL HUMAN RESOURCES OFFICE	184	95.1%	3.9%	1.0%	0

Department of Health and Human Services
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My Work Experience (continued)

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
Department of Health and Human Services	51,302	73.5%	12.4%	14.1%	227
Indian Health Service	8,506	67.9%	14.9%	17.2%	30
OFFICE OF HUMAN RESOURCES	234	71.6%	14.2%	14.2%	1
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	94.3%	0.0%	5.7%	0
DIVISION OF HUMAN RESOURCES	19	79.4%	11.7%	8.9%	0
REGIONAL HUMAN RESOURCES OFFICE	184	68.6%	15.9%	15.5%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,971	76.6%	11.7%	11.7%	485
Indian Health Service	8,446	72.6%	12.9%	14.6%	73
OFFICE OF HUMAN RESOURCES	230	66.4%	16.7%	16.9%	7
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	76.9%	14.3%	8.8%	0
DIVISION OF HUMAN RESOURCES	18	71.0%	15.1%	13.9%	1
REGIONAL HUMAN RESOURCES OFFICE	180	64.3%	17.5%	18.2%	6

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,215	88.0%	8.8%	3.2%	186
Indian Health Service	8,480	82.9%	12.4%	4.7%	36
OFFICE OF HUMAN RESOURCES	235	82.0%	15.9%	2.1%	2
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	88.7%	5.7%	5.7%	0
DIVISION OF HUMAN RESOURCES	19	79.2%	20.8%	0.0%	0
REGIONAL HUMAN RESOURCES OFFICE	184	80.6%	17.2%	2.2%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	48,938	68.6%	17.4%	13.9%	2,481
Indian Health Service	8,322	59.6%	20.4%	20.0%	177
OFFICE OF HUMAN RESOURCES	235	61.7%	25.0%	13.3%	2
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	66.3%	22.4%	11.3%	0
DIVISION OF HUMAN RESOURCES	19	44.9%	25.6%	29.5%	0
REGIONAL HUMAN RESOURCES OFFICE	185	61.9%	24.9%	13.1%	1

Department of Health and Human Services
OFFICE OF HUMAN RESOURCES
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My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	51,030	60.0%	21.3%	18.7%	435
Indian Health Service	8,436	54.9%	24.2%	20.9%	78
OFFICE OF HUMAN RESOURCES	234	45.4%	29.7%	24.9%	3
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	55.3%	19.1%	25.6%	0
DIVISION OF HUMAN RESOURCES	19	29.5%	39.9%	30.6%	0
REGIONAL HUMAN RESOURCES OFFICE	184	45.8%	29.6%	24.6%	2

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
Department of Health and Human Services	50,648	74.9%	11.8%	13.2%	876
Indian Health Service	8,402	76.9%	11.4%	11.7%	137
OFFICE OF HUMAN RESOURCES	228	73.0%	11.7%	15.3%	10
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	66.4%	16.6%	17.0%	0
DIVISION OF HUMAN RESOURCES	17	69.4%	12.4%	18.2%	2
REGIONAL HUMAN RESOURCES OFFICE	179	73.4%	10.3%	16.3%	8

My Work Unit

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,408	80.7%	10.8%	8.5%
Indian Health Service	8,504	65.2%	18.3%	16.5%
OFFICE OF HUMAN RESOURCES	235	65.1%	21.4%	13.5%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	83.0%	11.3%	5.7%
DIVISION OF HUMAN RESOURCES	19	61.1%	26.9%	12.0%
REGIONAL HUMAN RESOURCES OFFICE	184	62.6%	22.8%	14.6%

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,681	53.1%	22.8%	24.1%	1,577
Indian Health Service	8,321	43.1%	27.6%	29.3%	169
OFFICE OF HUMAN RESOURCES	232	59.0%	27.7%	13.3%	4
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	34.4%	48.7%	17.0%	0
DIVISION OF HUMAN RESOURCES	18	33.3%	48.6%	18.1%	1
REGIONAL HUMAN RESOURCES OFFICE	182	61.7%	25.9%	12.4%	3

Department of Health and Human Services
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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,319	48.5%	26.6%	24.9%	3,856
Indian Health Service	8,002	41.5%	31.7%	26.8%	470
OFFICE OF HUMAN RESOURCES	232	48.4%	32.3%	19.3%	6
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	49.9%	24.4%	25.8%	0
DIVISION OF HUMAN RESOURCES	19	40.5%	29.8%	29.7%	0
REGIONAL HUMAN RESOURCES OFFICE	182	48.1%	33.4%	18.5%	5

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
Department of Health and Human Services	44,892	39.5%	29.8%	30.7%	6,297
Indian Health Service	8,088	32.6%	29.1%	38.3%	398
OFFICE OF HUMAN RESOURCES	227	40.5%	30.2%	29.3%	11
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	46.4%	33.5%	20.1%	0
DIVISION OF HUMAN RESOURCES	19	38.7%	25.4%	35.9%	0
REGIONAL HUMAN RESOURCES OFFICE	177	40.5%	28.9%	30.6%	10

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,626	46.4%	27.5%	26.1%	3,626
Indian Health Service	8,213	38.7%	29.9%	31.3%	284
OFFICE OF HUMAN RESOURCES	233	40.2%	32.1%	27.7%	5
DIVISION OF HEALTH PROFESSIONS SUPPORT	13	48.4%	33.0%	18.6%	1
DIVISION OF HUMAN RESOURCES	19	40.5%	29.8%	29.7%	0
REGIONAL HUMAN RESOURCES OFFICE	183	38.3%	32.8%	28.9%	4

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,713	55.5%	23.2%	21.2%	3,468
Indian Health Service	8,162	46.6%	26.1%	27.3%	326
OFFICE OF HUMAN RESOURCES	228	46.4%	25.4%	28.2%	8
DIVISION OF HEALTH PROFESSIONS SUPPORT	13	54.6%	23.4%	22.0%	1
DIVISION OF HUMAN RESOURCES	19	49.3%	15.6%	35.1%	0
REGIONAL HUMAN RESOURCES OFFICE	179	44.9%	25.8%	29.3%	7

Department of Health and Human Services
OFFICE OF HUMAN RESOURCES
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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,988	77.8%	12.3%	10.0%	255
Indian Health Service	8,451	63.0%	19.6%	17.4%	43
OFFICE OF HUMAN RESOURCES	235	60.8%	20.6%	18.6%	2
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	69.8%	15.7%	14.5%	0
DIVISION OF HUMAN RESOURCES	18	54.6%	32.8%	12.5%	1
REGIONAL HUMAN RESOURCES OFFICE	185	57.3%	21.7%	21.0%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,215	63.4%	24.9%	11.6%	1,979
Indian Health Service	8,339	60.4%	25.7%	13.9%	137
OFFICE OF HUMAN RESOURCES	236	63.4%	25.9%	10.8%	2
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	72.1%	22.3%	5.7%	0
DIVISION OF HUMAN RESOURCES	18	53.1%	34.4%	12.5%	1
REGIONAL HUMAN RESOURCES OFFICE	186	62.6%	25.9%	11.5%	1

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	51,283	88.0%	9.9%	2.1%
Indian Health Service	8,502	78.0%	17.7%	4.3%
OFFICE OF HUMAN RESOURCES	238	73.3%	23.5%	3.3%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	100.0%	0.0%	0.0%
DIVISION OF HUMAN RESOURCES	19	76.7%	15.8%	7.5%
REGIONAL HUMAN RESOURCES OFFICE	187	68.9%	27.7%	3.4%

29. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,876	85.0%	9.7%	5.4%	429
Indian Health Service	8,433	78.3%	14.8%	6.9%	70
OFFICE OF HUMAN RESOURCES	237	73.6%	19.3%	7.1%	1
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	72.1%	27.9%	0.0%	0
DIVISION OF HUMAN RESOURCES	19	74.7%	13.3%	12.0%	0
REGIONAL HUMAN RESOURCES OFFICE	186	72.3%	20.3%	7.4%	1

Department of Health and Human Services
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My Agency

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,564	56.7%	22.5%	20.9%	1,310
Indian Health Service	8,254	48.4%	29.0%	22.6%	155
OFFICE OF HUMAN RESOURCES	227	55.6%	29.6%	14.9%	6
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	72.1%	22.3%	5.7%	0
DIVISION OF HUMAN RESOURCES	18	37.7%	45.1%	17.2%	1
REGIONAL HUMAN RESOURCES OFFICE	178	55.7%	29.2%	15.1%	4

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,921	62.8%	19.2%	18.0%	971
Indian Health Service	8,286	47.6%	25.5%	26.9%	132
OFFICE OF HUMAN RESOURCES	228	50.4%	29.6%	19.9%	7
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	55.5%	38.8%	5.7%	0
DIVISION OF HUMAN RESOURCES	19	33.4%	28.7%	37.9%	0
REGIONAL HUMAN RESOURCES OFFICE	177	51.7%	29.1%	19.2%	7

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,111	53.5%	25.4%	21.1%	1,616
Indian Health Service	8,154	37.8%	32.2%	30.1%	230
OFFICE OF HUMAN RESOURCES	227	40.4%	32.4%	27.2%	8
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	55.5%	16.7%	27.7%	0
DIVISION OF HUMAN RESOURCES	19	28.9%	28.7%	42.3%	0
REGIONAL HUMAN RESOURCES OFFICE	176	39.5%	34.9%	25.7%	8

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	46,208	38.6%	30.1%	31.3%	4,617
Indian Health Service	7,915	37.4%	30.7%	31.9%	493
OFFICE OF HUMAN RESOURCES	222	42.4%	36.9%	20.7%	12
DIVISION OF HEALTH PROFESSIONS SUPPORT	13	63.3%	24.4%	12.4%	1
DIVISION OF HUMAN RESOURCES	18	31.2%	48.6%	20.2%	1
REGIONAL HUMAN RESOURCES OFFICE	175	41.4%	37.1%	21.5%	8

Department of Health and Human Services
OFFICE OF HUMAN RESOURCES
3rd Level Subagency Comparison Report

My Agency (continued)

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
Department of Health and Human Services	47,279	63.2%	24.3%	12.4%	3,599
Indian Health Service	7,982	51.0%	32.7%	16.3%	436
OFFICE OF HUMAN RESOURCES	223	52.8%	37.2%	10.0%	12
DIVISION OF HEALTH PROFESSIONS SUPPORT	13	58.0%	35.8%	6.2%	1
DIVISION OF HUMAN RESOURCES	19	49.1%	33.6%	17.3%	0
REGIONAL HUMAN RESOURCES OFFICE	174	53.4%	37.8%	8.8%	10

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,902	83.1%	11.1%	5.8%	1,055
Indian Health Service	8,354	76.5%	14.3%	9.2%	75
OFFICE OF HUMAN RESOURCES	227	78.5%	16.3%	5.2%	8
DIVISION OF HEALTH PROFESSIONS SUPPORT	13	93.8%	6.2%	0.0%	1
DIVISION OF HUMAN RESOURCES	18	66.5%	28.9%	4.6%	1
REGIONAL HUMAN RESOURCES OFFICE	178	77.6%	16.3%	6.1%	6

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,045	81.3%	12.4%	6.4%	757
Indian Health Service	8,322	74.3%	15.9%	9.8%	70
OFFICE OF HUMAN RESOURCES	229	75.3%	16.3%	8.3%	5
DIVISION OF HEALTH PROFESSIONS SUPPORT	13	100.0%	0.0%	0.0%	1
DIVISION OF HUMAN RESOURCES	19	67.3%	20.7%	12.0%	0
REGIONAL HUMAN RESOURCES OFFICE	179	73.3%	17.8%	8.9%	4

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,499	61.5%	20.3%	18.2%	3,378
Indian Health Service	8,155	48.6%	24.6%	26.8%	264
OFFICE OF HUMAN RESOURCES	227	44.2%	33.3%	22.4%	7
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	49.0%	42.2%	8.8%	0
DIVISION OF HUMAN RESOURCES	19	43.9%	22.0%	34.1%	0
REGIONAL HUMAN RESOURCES OFFICE	176	43.4%	33.6%	23.1%	7

Department of Health and Human Services
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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
Department of Health and Human Services	46,084	72.6%	16.9%	10.5%	4,705
Indian Health Service	7,906	59.9%	24.2%	16.0%	487
OFFICE OF HUMAN RESOURCES	227	61.7%	25.5%	12.8%	8
DIVISION OF HEALTH PROFESSIONS SUPPORT	13	54.2%	27.1%	18.7%	1
DIVISION OF HUMAN RESOURCES	19	41.6%	26.2%	32.2%	0
REGIONAL HUMAN RESOURCES OFFICE	177	64.2%	26.1%	9.8%	7

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,065	82.3%	13.1%	4.6%	820
Indian Health Service	8,272	67.4%	23.3%	9.3%	138
OFFICE OF HUMAN RESOURCES	223	71.1%	25.3%	3.6%	11
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	83.0%	5.7%	11.3%	0
DIVISION OF HUMAN RESOURCES	19	45.1%	50.5%	4.4%	0
REGIONAL HUMAN RESOURCES OFFICE	173	72.8%	24.3%	2.9%	10

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,914	75.8%	15.0%	9.2%
Indian Health Service	8,415	66.8%	22.1%	11.1%
OFFICE OF HUMAN RESOURCES	235	69.7%	25.0%	5.3%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	72.1%	27.9%	0.0%
DIVISION OF HUMAN RESOURCES	19	58.1%	21.1%	20.8%
REGIONAL HUMAN RESOURCES OFFICE	184	69.9%	25.7%	4.3%

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
Department of Health and Human Services	47,835	55.9%	24.1%	20.0%	3,111
Indian Health Service	7,838	52.5%	25.9%	21.6%	585
OFFICE OF HUMAN RESOURCES	219	50.5%	32.2%	17.3%	16
DIVISION OF HEALTH PROFESSIONS SUPPORT	12	57.7%	36.0%	6.4%	2
DIVISION OF HUMAN RESOURCES	19	49.2%	13.3%	37.5%	0
REGIONAL HUMAN RESOURCES OFFICE	171	50.2%	33.6%	16.1%	13

Department of Health and Human Services
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My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,652	84.5%	8.1%	7.4%	192
Indian Health Service	8,357	72.1%	13.8%	14.1%	45
OFFICE OF HUMAN RESOURCES	230	77.2%	13.3%	9.5%	5
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	85.5%	14.5%	0.0%	0
DIVISION OF HUMAN RESOURCES	19	76.9%	4.4%	18.7%	0
REGIONAL HUMAN RESOURCES OFFICE	179	75.8%	14.0%	10.2%	5

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,557	74.7%	13.2%	12.1%	206
Indian Health Service	8,357	64.5%	19.2%	16.3%	35
OFFICE OF HUMAN RESOURCES	232	67.5%	17.1%	15.4%	3
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	71.3%	19.9%	8.8%	0
DIVISION OF HUMAN RESOURCES	19	62.7%	24.0%	13.3%	0
REGIONAL HUMAN RESOURCES OFFICE	181	66.2%	17.4%	16.4%	3

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,348	72.1%	14.8%	13.1%	421
Indian Health Service	8,300	63.5%	19.3%	17.2%	89
OFFICE OF HUMAN RESOURCES	231	65.8%	17.4%	16.8%	4
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	79.9%	14.5%	5.7%	0
DIVISION OF HUMAN RESOURCES	19	61.1%	15.8%	23.1%	0
REGIONAL HUMAN RESOURCES OFFICE	180	64.4%	18.1%	17.4%	4

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,304	76.0%	16.4%	7.5%	3,435
Indian Health Service	7,990	63.2%	22.9%	13.9%	401
OFFICE OF HUMAN RESOURCES	218	64.5%	25.4%	10.1%	16
DIVISION OF HEALTH PROFESSIONS SUPPORT	12	63.4%	26.4%	10.3%	2
DIVISION OF HUMAN RESOURCES	19	68.0%	24.5%	7.5%	0
REGIONAL HUMAN RESOURCES OFFICE	169	63.5%	25.9%	10.6%	14

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My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,553	70.9%	15.7%	13.4%	227
Indian Health Service	8,355	62.2%	20.0%	17.7%	42
OFFICE OF HUMAN RESOURCES	231	62.8%	22.8%	14.4%	3
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	66.4%	19.1%	14.5%	0
DIVISION OF HUMAN RESOURCES	19	65.1%	18.5%	16.4%	0
REGIONAL HUMAN RESOURCES OFFICE	180	60.5%	24.6%	14.9%	3

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	50,103	75.4%	13.7%	10.9%	691
Indian Health Service	8,275	62.1%	20.1%	17.8%	112
OFFICE OF HUMAN RESOURCES	230	61.9%	20.8%	17.3%	5
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	65.6%	23.1%	11.3%	0
DIVISION OF HUMAN RESOURCES	18	59.3%	16.3%	24.4%	1
REGIONAL HUMAN RESOURCES OFFICE	180	60.1%	21.9%	18.0%	4

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,699	81.5%	9.9%	8.6%
Indian Health Service	8,384	70.0%	16.3%	13.7%
OFFICE OF HUMAN RESOURCES	235	71.7%	17.7%	10.6%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	85.5%	8.8%	5.7%
DIVISION OF HUMAN RESOURCES	19	76.9%	15.6%	7.5%
REGIONAL HUMAN RESOURCES OFFICE	184	69.8%	19.1%	11.1%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,694	84.8%	8.4%	6.8%
Indian Health Service	8,385	74.7%	14.8%	10.5%
OFFICE OF HUMAN RESOURCES	235	74.5%	16.6%	8.9%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	85.5%	8.8%	5.7%
DIVISION OF HUMAN RESOURCES	19	83.6%	8.9%	7.5%
REGIONAL HUMAN RESOURCES OFFICE	184	73.6%	17.7%	8.7%

Department of Health and Human Services
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My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,686	82.7%	9.0%	8.2%
Indian Health Service	8,387	70.9%	15.6%	13.5%
OFFICE OF HUMAN RESOURCES	235	69.0%	15.9%	15.1%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	66.4%	14.5%	19.1%
DIVISION OF HUMAN RESOURCES	19	83.6%	12.0%	4.4%
REGIONAL HUMAN RESOURCES OFFICE	184	66.4%	17.1%	16.5%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,658	74.6%	13.2%	12.1%
Indian Health Service	8,388	63.8%	18.3%	17.9%
OFFICE OF HUMAN RESOURCES	235	67.0%	16.7%	16.2%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	79.9%	14.5%	5.7%
DIVISION OF HUMAN RESOURCES	19	68.0%	11.2%	20.8%
REGIONAL HUMAN RESOURCES OFFICE	184	65.5%	18.8%	15.6%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,686	77.1%	14.2%	8.7%
Indian Health Service	8,394	64.7%	20.5%	14.9%
OFFICE OF HUMAN RESOURCES	235	68.8%	17.4%	13.8%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	85.5%	0.0%	14.5%
DIVISION OF HUMAN RESOURCES	19	72.4%	20.0%	7.5%
REGIONAL HUMAN RESOURCES OFFICE	184	67.0%	19.0%	14.0%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,300	54.8%	23.1%	22.2%	1,184
Indian Health Service	8,144	44.7%	27.5%	27.7%	195
OFFICE OF HUMAN RESOURCES	229	52.0%	27.2%	20.9%	4
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	63.1%	14.3%	22.6%	0
DIVISION OF HUMAN RESOURCES	19	39.8%	17.5%	42.6%	0
REGIONAL HUMAN RESOURCES OFFICE	178	50.2%	29.6%	20.2%	4

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,480	62.9%	22.0%	15.1%	2,961
Indian Health Service	8,012	50.4%	28.2%	21.3%	328
OFFICE OF HUMAN RESOURCES	230	53.8%	29.4%	16.8%	3
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	77.4%	11.3%	11.3%	0
DIVISION OF HUMAN RESOURCES	19	33.1%	36.0%	30.9%	0
REGIONAL HUMAN RESOURCES OFFICE	179	52.3%	30.3%	17.4%	3

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,861	72.6%	17.4%	10.0%	2,441
Indian Health Service	8,014	59.9%	24.8%	15.3%	291
OFFICE OF HUMAN RESOURCES	225	64.0%	25.3%	10.7%	7
DIVISION OF HEALTH PROFESSIONS SUPPORT	13	78.9%	21.1%	0.0%	1
DIVISION OF HUMAN RESOURCES	17	62.4%	24.4%	13.3%	2
REGIONAL HUMAN RESOURCES OFFICE	178	61.9%	26.4%	11.7%	4

56. Managers communicate the goals of the organization.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,577	70.0%	17.2%	12.7%	771
Indian Health Service	8,139	57.0%	24.7%	18.2%	180
OFFICE OF HUMAN RESOURCES	224	59.5%	22.3%	18.2%	10
DIVISION OF HEALTH PROFESSIONS SUPPORT	13	75.3%	6.2%	18.6%	1
DIVISION OF HUMAN RESOURCES	18	41.1%	41.5%	17.3%	1
REGIONAL HUMAN RESOURCES OFFICE	176	58.2%	22.6%	19.2%	7

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,761	69.4%	19.5%	11.1%	2,644
Indian Health Service	7,939	57.2%	26.8%	16.0%	390
OFFICE OF HUMAN RESOURCES	219	59.5%	27.4%	13.1%	15
DIVISION OF HEALTH PROFESSIONS SUPPORT	13	79.7%	8.3%	12.0%	1
DIVISION OF HUMAN RESOURCES	17	38.2%	48.5%	13.3%	2
REGIONAL HUMAN RESOURCES OFFICE	172	58.5%	27.9%	13.7%	11

Department of Health and Human Services
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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	48,966	63.5%	19.3%	17.2%	1,477
Indian Health Service	8,084	50.6%	26.6%	22.8%	250
OFFICE OF HUMAN RESOURCES	228	54.8%	26.4%	18.8%	6
DIVISION OF HEALTH PROFESSIONS SUPPORT	13	55.3%	26.8%	18.0%	1
DIVISION OF HUMAN RESOURCES	19	44.3%	26.4%	29.3%	0
REGIONAL HUMAN RESOURCES OFFICE	178	54.5%	27.5%	18.0%	5

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	48,792	67.5%	18.3%	14.3%	1,439
Indian Health Service	7,979	52.6%	26.9%	20.5%	283
OFFICE OF HUMAN RESOURCES	227	55.4%	29.1%	15.5%	6
DIVISION OF HEALTH PROFESSIONS SUPPORT	13	55.3%	26.8%	18.0%	1
DIVISION OF HUMAN RESOURCES	19	48.7%	29.3%	22.0%	0
REGIONAL HUMAN RESOURCES OFFICE	177	55.4%	29.7%	14.9%	5

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	47,853	68.1%	19.6%	12.2%	2,589
Indian Health Service	7,770	54.3%	26.7%	19.0%	565
OFFICE OF HUMAN RESOURCES	223	62.9%	25.5%	11.6%	10
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	75.1%	19.2%	5.7%	0
DIVISION OF HUMAN RESOURCES	18	34.0%	41.4%	24.6%	1
REGIONAL HUMAN RESOURCES OFFICE	175	63.6%	25.4%	11.0%	7

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	49,636	66.2%	20.1%	13.7%	754
Indian Health Service	8,149	57.7%	25.6%	16.7%	175
OFFICE OF HUMAN RESOURCES	227	67.7%	23.9%	8.4%	5
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	83.0%	17.0%	0.0%	0
DIVISION OF HUMAN RESOURCES	19	40.1%	34.6%	25.3%	0
REGIONAL HUMAN RESOURCES OFFICE	176	67.6%	25.0%	7.4%	5

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Leadership (continued)

62. Senior leaders demonstrate support for Work-Life programs.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	46,786	66.7%	20.8%	12.5%	3,596
Indian Health Service	7,609	49.8%	31.4%	18.8%	707
OFFICE OF HUMAN RESOURCES	215	61.2%	22.8%	16.0%	17
DIVISION OF HEALTH PROFESSIONS SUPPORT	13	78.7%	21.3%	0.0%	1
DIVISION OF HUMAN RESOURCES	18	53.1%	24.2%	22.7%	1
REGIONAL HUMAN RESOURCES OFFICE	167	59.3%	23.2%	17.6%	14

My Satisfaction

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,229	60.7%	20.4%	18.8%
Indian Health Service	8,296	56.2%	24.7%	19.1%
OFFICE OF HUMAN RESOURCES	231	60.8%	23.8%	15.3%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	63.5%	23.1%	13.5%
DIVISION OF HUMAN RESOURCES	19	49.3%	21.0%	29.7%
REGIONAL HUMAN RESOURCES OFFICE	180	61.4%	25.0%	13.6%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,254	58.7%	21.6%	19.7%
Indian Health Service	8,297	49.8%	27.6%	22.6%
OFFICE OF HUMAN RESOURCES	233	52.2%	26.4%	21.4%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	60.0%	17.4%	22.6%
DIVISION OF HUMAN RESOURCES	19	38.7%	28.7%	32.6%
REGIONAL HUMAN RESOURCES OFFICE	182	50.6%	27.6%	21.8%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,279	60.6%	20.7%	18.7%
Indian Health Service	8,304	48.5%	25.8%	25.7%
OFFICE OF HUMAN RESOURCES	233	49.6%	25.9%	24.5%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	76.9%	0.0%	23.1%
DIVISION OF HUMAN RESOURCES	19	37.8%	29.6%	32.6%
REGIONAL HUMAN RESOURCES OFFICE	182	49.1%	28.2%	22.7%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,164	54.4%	27.5%	18.1%
Indian Health Service	8,291	47.6%	32.0%	20.3%
OFFICE OF HUMAN RESOURCES	233	53.7%	33.5%	12.8%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	68.8%	19.9%	11.3%
DIVISION OF HUMAN RESOURCES	19	22.2%	44.1%	33.8%
REGIONAL HUMAN RESOURCES OFFICE	182	54.3%	34.4%	11.3%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,169	45.1%	28.5%	26.4%
Indian Health Service	8,289	44.2%	32.2%	23.6%
OFFICE OF HUMAN RESOURCES	233	50.3%	30.5%	19.2%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	41.1%	22.4%	36.5%
DIVISION OF HUMAN RESOURCES	19	37.8%	27.2%	35.0%
REGIONAL HUMAN RESOURCES OFFICE	182	51.6%	32.5%	15.9%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,198	63.3%	21.8%	15.0%
Indian Health Service	8,302	54.5%	25.4%	20.1%
OFFICE OF HUMAN RESOURCES	233	48.5%	29.2%	22.3%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	41.1%	39.0%	19.9%
DIVISION OF HUMAN RESOURCES	19	41.1%	37.2%	21.7%
REGIONAL HUMAN RESOURCES OFFICE	182	49.5%	27.8%	22.7%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,225	74.3%	14.9%	10.7%
Indian Health Service	8,306	71.4%	18.0%	10.5%
OFFICE OF HUMAN RESOURCES	233	70.9%	21.6%	7.5%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	80.1%	19.9%	0.0%
DIVISION OF HUMAN RESOURCES	19	52.9%	30.7%	16.4%
REGIONAL HUMAN RESOURCES OFFICE	182	71.8%	21.3%	6.9%

Department of Health and Human Services
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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,189	66.3%	16.1%	17.5%
Indian Health Service	8,282	60.6%	19.0%	20.4%
OFFICE OF HUMAN RESOURCES	229	65.2%	21.8%	13.1%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	76.9%	14.3%	8.8%
DIVISION OF HUMAN RESOURCES	18	51.6%	28.8%	19.6%
REGIONAL HUMAN RESOURCES OFFICE	179	64.2%	22.2%	13.6%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	50,031	70.3%	17.8%	11.9%
Indian Health Service	8,228	60.3%	24.9%	14.8%
OFFICE OF HUMAN RESOURCES	231	67.5%	24.2%	8.3%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	78.6%	13.6%	7.8%
DIVISION OF HUMAN RESOURCES	19	51.3%	27.8%	20.8%
REGIONAL HUMAN RESOURCES OFFICE	180	67.1%	26.0%	6.9%

Performance

72. Currently, in my work unit poor performers usually:

	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-perform	Leave Work Unit - Removed or Transferred	Leave Work Unit - Quit	No Poor Performers In Work Unit	Do Not Know
Department of Health and Human Services	37,857	20.1%	48.0%	9.1%	2.6%	20.2%	12,400
Indian Health Service	6,729	19.2%	58.5%	6.3%	3.0%	13.0%	1,584
OFFICE OF HUMAN RESOURCES	184	22.2%	51.8%	13.3%	3.6%	9.1%	49
DIVISION OF HEALTH PROFESSIONS SUPPORT	10	24.2%	31.4%	18.7%	13.7%	12.0%	4
DIVISION OF HUMAN RESOURCES	13	14.6%	52.3%	15.9%	0.0%	17.1%	6
REGIONAL HUMAN RESOURCES OFFICE	146	23.4%	53.6%	12.8%	2.8%	7.4%	36

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Partial Government Shutdown

73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status?

	N	No Impact On Working/ Pay Status	No Work And No Pay Until After Shutdown	Worked Some But No Pay Until After Shutdown	Worked Entire Shutdown But No Pay Until After	Other
Department of Health and Human Services	50,202	68.2%	10.8%	4.6%	8.5%	7.8%
Indian Health Service	8,295	43.9%	5.4%	4.5%	27.2%	19.0%
OFFICE OF HUMAN RESOURCES	233	19.3%	20.3%	15.3%	29.6%	15.4%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	0.0%	92.2%	0.0%	7.8%	0.0%
DIVISION OF HUMAN RESOURCES	19	4.4%	58.8%	10.6%	26.2%	0.0%
REGIONAL HUMAN RESOURCES OFFICE	182	22.9%	9.4%	16.3%	32.2%	19.2%

74. How was your everyday work impacted during (if you worked) or after the partial government shutdown?

	N	No Impact	Slightly Negative Impact	Moderately Negative Impact	Very Negative Impact	Extremely Negative Impact
Department of Health and Human Services	49,757	43.9%	21.1%	17.7%	10.4%	6.9%
Indian Health Service	8,273	28.7%	21.9%	22.1%	15.4%	11.9%
OFFICE OF HUMAN RESOURCES	230	14.8%	18.7%	29.8%	19.4%	17.3%
DIVISION OF HEALTH PROFESSIONS SUPPORT	14	8.8%	11.3%	21.2%	16.4%	42.3%
DIVISION OF HUMAN RESOURCES	19	17.7%	5.6%	46.1%	17.7%	12.9%
REGIONAL HUMAN RESOURCES OFFICE	180	15.4%	20.6%	28.2%	19.8%	16.0%

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply)

	N	Unmanage-able Workload	Missed Deadlines	Unrecover-able Loss of Work	Reduced Customer Service	Delayed Work
Department of Health and Human Services	27,319	20.8%	37.1%	15.1%	40.6%	63.2%
Indian Health Service	5,793	19.6%	32.2%	13.0%	40.2%	44.4%
OFFICE OF HUMAN RESOURCES	191	38.8%	51.2%	19.7%	51.0%	79.7%
DIVISION OF HEALTH PROFESSIONS SUPPORT	12	52.5%	76.5%	22.5%	90.0%	84.3%
DIVISION OF HUMAN RESOURCES	15	62.4%	85.0%	29.4%	71.0%	100.0%
REGIONAL HUMAN RESOURCES OFFICE	150	36.2%	44.8%	19.3%	45.7%	77.7%

If the response to item 74 was "It had no impact", item 75 was skipped.

(continued)

Department of Health and Human Services

OFFICE OF HUMAN RESOURCES

3rd Level Subagency Comparison Report

Partial Government Shutdown (continued)

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply) (continued)

	N	Reduced Work Quality	Cutback Of Critical Work	Time Lost Restarting Work	Unmet Statutory Requirements	Other
Department of Health and Human Services	27,319	23.2%	22.6%	35.6%	9.4%	29.3%
Indian Health Service	5,793	32.2%	22.6%	23.5%	11.1%	40.0%
OFFICE OF HUMAN RESOURCES	191	41.2%	41.5%	47.3%	17.0%	22.0%
DIVISION OF HEALTH PROFESSIONS SUPPORT	12	52.0%	37.5%	66.7%	16.9%	6.6%
DIVISION OF HUMAN RESOURCES	15	43.7%	54.8%	52.4%	33.7%	17.4%
REGIONAL HUMAN RESOURCES OFFICE	150	41.7%	40.6%	45.2%	15.3%	22.7%

If the response to item 74 was "It had no impact", item 75 was skipped.

76. Are you looking for another job because of the partial government shutdown?

	N	Looking Specifically Because Of Shutdown	Looking But Shutdown Is Only One Of The Reasons	Looking But Shutdown Had No Influence	Not Looking Currently
Department of Health and Human Services	49,832	1.3%	5.8%	16.7%	76.2%
Indian Health Service	8,272	1.9%	7.0%	13.7%	77.4%
OFFICE OF HUMAN RESOURCES	231	1.3%	5.3%	16.4%	76.9%
DIVISION OF HEALTH PROFESSIONS SUPPORT	13	6.0%	8.3%	18.5%	67.3%
DIVISION OF HUMAN RESOURCES	18	8.0%	4.7%	9.4%	78.0%
REGIONAL HUMAN RESOURCES OFFICE	182	0.6%	5.0%	15.6%	78.8%

77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.

	N	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Support Required
Department of Health and Human Services	39,221	29.9%	44.2%	18.0%	5.0%	3.0%	10,820
Indian Health Service	7,985	27.9%	43.9%	18.9%	5.4%	3.9%	294
OFFICE OF HUMAN RESOURCES	230	34.2%	34.4%	21.9%	6.0%	3.6%	1
DIVISION OF HEALTH PROFESSIONS SUPPORT	12	12.7%	36.2%	41.3%	9.7%	0.0%	1
DIVISION OF HUMAN RESOURCES	18	24.7%	33.6%	26.0%	7.7%	8.0%	0
REGIONAL HUMAN RESOURCES OFFICE	182	35.7%	35.3%	19.3%	6.1%	3.7%	0

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Work-Life

78. Please select the response below that BEST describes your current teleworking schedule.

	Telework					
	N	Very Infrequently	Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Department of Health and Human Services	49,931	13.2%	6.9%	37.5%	8.5%	3.4%
Indian Health Service	8,119	3.7%	1.0%	2.6%	1.2%	3.7%
OFFICE OF HUMAN RESOURCES	230	5.2%	2.0%	6.0%	0.5%	5.9%
DIVISION OF HEALTH PROFESSIONS SUPPORT	13	6.0%	0.0%	0.0%	0.0%	18.9%
DIVISION OF HUMAN RESOURCES	18	0.0%	4.7%	42.4%	0.0%	19.2%
REGIONAL HUMAN RESOURCES OFFICE	181	3.1%	1.2%	2.5%	0.6%	4.5%

(continued)

78. Please select the response below that BEST describes your current teleworking schedule. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Approved To Telework	Choose Not To Telework
Department of Health and Human Services	49,931	13.4%	1.7%	5.8%	9.5%
Indian Health Service	8,119	45.4%	4.6%	16.5%	21.4%
OFFICE OF HUMAN RESOURCES	230	18.0%	3.0%	33.9%	25.4%
DIVISION OF HEALTH PROFESSIONS SUPPORT	13	9.1%	0.0%	39.8%	26.3%
DIVISION OF HUMAN RESOURCES	18	0.0%	0.0%	4.7%	29.1%
REGIONAL HUMAN RESOURCES OFFICE	181	21.3%	2.6%	38.0%	26.3%

79. How satisfied are you with the Telework program in your agency?

					Choose Not to Participate	Not Available to Me	Unaware of Programs
	N	Positive	Neutral	Negative			
Department of Health and Human Services	39,985	77.2%	13.3%	9.5%	1,843	6,392	1,839
Indian Health Service	2,275	38.1%	41.4%	20.5%	326	3,942	1,673
OFFICE OF HUMAN RESOURCES	106	44.1%	32.2%	23.6%	20	91	13
DIVISION OF HEALTH PROFESSIONS SUPPORT	7	34.0%	27.6%	38.4%	3	3	0
DIVISION OF HUMAN RESOURCES	14	72.7%	15.3%	12.0%	4	0	0
REGIONAL HUMAN RESOURCES OFFICE	71	37.6%	38.2%	24.2%	13	85	12

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Work-Life (continued)

80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):

	N	Alternative Work Schedules	Health and Wellness Programs	Employee Assistance Program - EAP	Child Care Programs	Elder Care Programs	None Listed
Department of Health and Human Services	49,733	38.4%	38.5%	7.1%	4.0%	0.9%	36.8%
Indian Health Service	8,190	26.8%	35.7%	6.1%	0.9%	0.5%	46.2%
OFFICE OF HUMAN RESOURCES	230	50.8%	24.0%	7.5%	1.2%	0.6%	34.2%
DIVISION OF HEALTH PROFESSIONS SUPPORT	12	47.5%	50.9%	23.0%	0.0%	0.0%	42.6%
DIVISION OF HUMAN RESOURCES	18	52.6%	36.6%	9.4%	0.0%	4.7%	38.1%
REGIONAL HUMAN RESOURCES OFFICE	182	51.0%	19.7%	7.1%	1.1%	0.0%	34.4%

81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	32,415	78.0%	16.6%	5.3%	8,982	6,189	2,159
Indian Health Service	4,747	61.3%	27.9%	10.7%	458	2,111	889
OFFICE OF HUMAN RESOURCES	186	77.5%	18.1%	4.4%	16	22	5
DIVISION OF HEALTH PROFESSIONS SUPPORT	9	72.8%	27.2%	0.0%	2	0	1
DIVISION OF HUMAN RESOURCES	14	90.5%	9.5%	0.0%	3	1	0
REGIONAL HUMAN RESOURCES OFFICE	150	77.1%	17.7%	5.3%	7	21	4

82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	38,580	78.6%	18.0%	3.4%	7,136	1,832	2,065
Indian Health Service	6,549	68.1%	25.5%	6.4%	424	627	604
OFFICE OF HUMAN RESOURCES	171	62.2%	31.4%	6.4%	23	18	18
DIVISION OF HEALTH PROFESSIONS SUPPORT	8	84.9%	15.1%	0.0%	2	1	1
DIVISION OF HUMAN RESOURCES	12	92.4%	7.6%	0.0%	4	2	0
REGIONAL HUMAN RESOURCES OFFICE	135	58.7%	34.9%	6.4%	15	15	17

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Work-Life (continued)

83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, information services)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	22,813	49.8%	45.5%	4.7%	20,453	1,113	5,014
Indian Health Service	4,577	40.7%	53.0%	6.3%	1,938	475	1,181
OFFICE OF HUMAN RESOURCES	152	43.3%	53.5%	3.2%	64	5	9
DIVISION OF HEALTH PROFESSIONS SUPPORT	6	61.8%	38.2%	0.0%	6	0	0
DIVISION OF HUMAN RESOURCES	9	39.6%	60.4%	0.0%	8	1	0
REGIONAL HUMAN RESOURCES OFFICE	127	42.4%	54.6%	3.0%	42	4	9

84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	16,347	38.2%	55.9%	5.9%	23,300	4,668	5,045
Indian Health Service	2,800	23.3%	68.4%	8.3%	1,613	1,866	1,899
OFFICE OF HUMAN RESOURCES	74	18.7%	73.1%	8.2%	61	54	39
DIVISION OF HEALTH PROFESSIONS SUPPORT	1	0.0%	100.0%	0.0%	6	1	4
DIVISION OF HUMAN RESOURCES	4	0.0%	100.0%	0.0%	8	4	2
REGIONAL HUMAN RESOURCES OFFICE	67	20.5%	72.1%	7.5%	41	44	28

85. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	13,352	28.6%	67.7%	3.7%	23,530	4,053	8,285
Indian Health Service	2,709	23.0%	69.8%	7.2%	1,517	1,753	2,173
OFFICE OF HUMAN RESOURCES	73	21.1%	72.4%	6.5%	58	51	48
DIVISION OF HEALTH PROFESSIONS SUPPORT	1	0.0%	100.0%	0.0%	6	1	4
DIVISION OF HUMAN RESOURCES	5	17.2%	82.8%	0.0%	7	3	3
REGIONAL HUMAN RESOURCES OFFICE	65	21.1%	71.8%	7.1%	38	43	36

Department of Health and Human Services
OFFICE OF HUMAN RESOURCES
3rd Level Subagency Comparison Report

My Employment Demographics

Where do you work?

	%
Headquarters	21.4%
Field	78.6%

What is your supervisory status?

	%
Senior Leader	1.3%
Manager	2.6%
Supervisor	11.7%
Team Leader	6.1%
Non-Supervisor	78.3%

What is your pay category/grade?

	%
Federal Wage System	0.0%
GS 1-6	7.4%
GS 7-12	70.4%
GS 13-15	20.4%
Senior Executive Service	0.9%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	0.9%

What is your US military service status?

	%
No Prior Military Service	88.6%
Currently in National Guard or Reserves	0.0%
Retired	3.5%
Separated or Discharged	7.9%

Note: Percentages for demographic questions are unweighted.

Department of Health and Human Services
OFFICE OF HUMAN RESOURCES
3rd Level Subagency Comparison Report

My Employment Demographics (continued)

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

	%
Less than 1 year	1.3%
1 to 3 years	13.6%
4 to 5 years	7.5%
6 to 10 years	16.2%
11 to 14 years	12.7%
15 to 20 years	18.9%
More than 20 years	29.8%

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

	%
Less than 1 year	2.6%
1 to 3 years	20.1%
4 to 5 years	10.9%
6 to 10 years	20.1%
11 to 14 years	10.5%
15 to 20 years	14.8%
More than 20 years	21.0%

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

	%
No	68.7%
Yes, to retire	3.9%
Yes, to take another job within the Federal Government	20.4%
Yes, to take another job outside the Federal Government	2.6%
Yes, other	4.3%

I am planning to retire:

	%
Within one year	1.3%
Between one and three years	9.7%
Between three and five years	6.6%
Five or more years	82.4%

Note: Percentages for demographic questions are unweighted.

Department of Health and Human Services
OFFICE OF HUMAN RESOURCES
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My Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	6.1%
No	93.9%

Please select the racial category or categories with which you most closely identify.

	%
White	5.3%
Black or African American	3.5%
All other races	91.2%

What is your age group?

	%
29 years and under	3.5%
30-39 years old	25.4%
40-49 years old	24.6%
50-59 years old	32.5%
60 years or older	14.0%

What is the highest degree or level of education you have completed?

	%
Less than High School/ High School Diploma/ GED	10.5%
Certification/ Some College/ Associate's Degree	44.7%
Bachelor's Degree	26.3%
Advanced Degrees (Post Bachelor's Degree)	18.4%

Are you an individual with a disability?

	%
Yes	9.6%
No	90.4%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.

Department of Health and Human Services
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My Personal Demographics (continued)

Are you:

	%
Male	21.8%
Female	78.2%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.