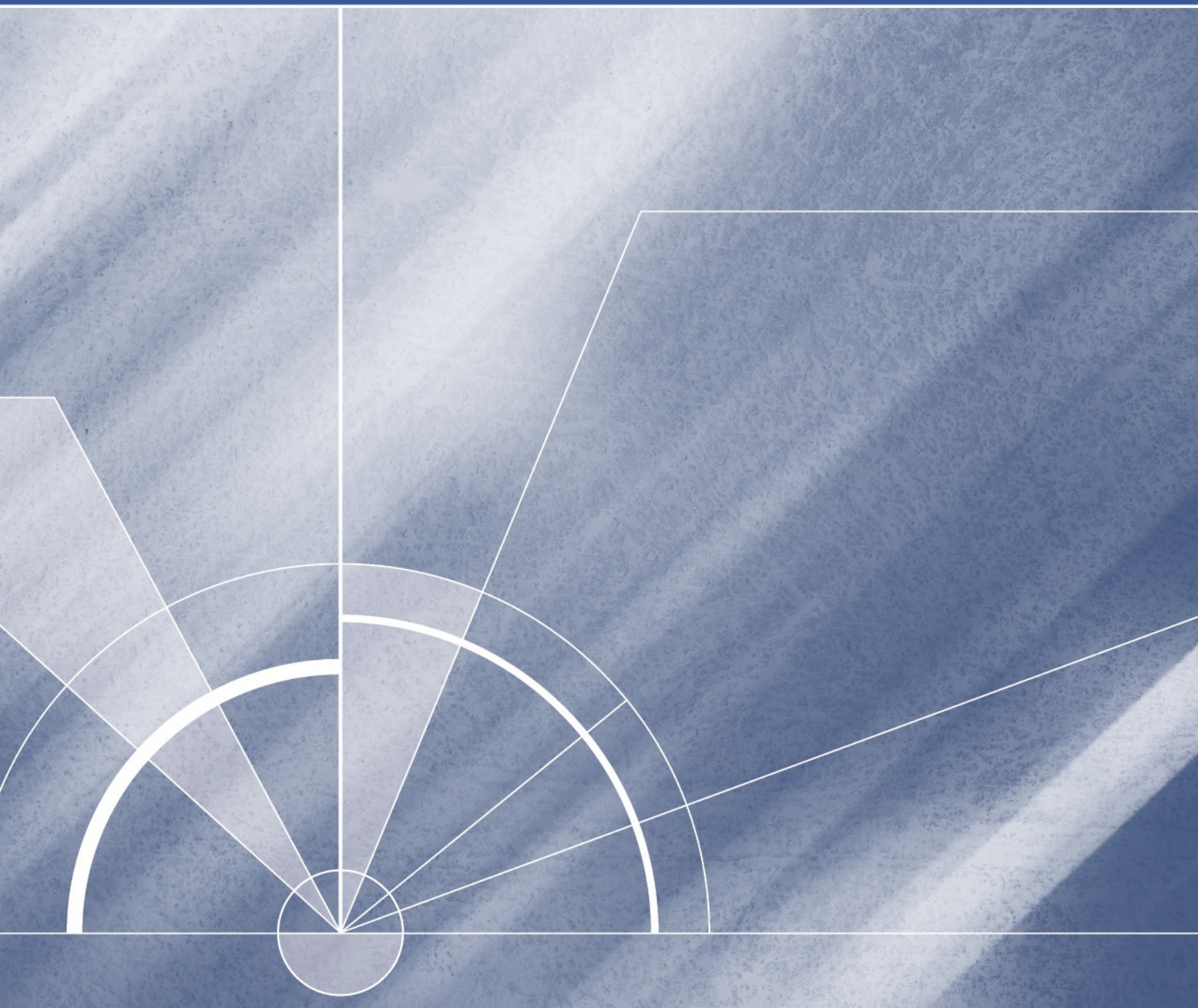


2018


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

3rd Level
Subagency
Comparison
Report

Department of Health and Human Services
Oklahoma Area



Department of Health and Human Services

Oklahoma Area

3rd Level Subagency Comparison Report

This 2018 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	43,029	57.2%
INDIAN HEALTH SERVICE	5,001	34.8%
Oklahoma Area	501	31.4%
AREA / PROGRAM - WIDE CONSULTANT GROUP	<10	--
CLAREMORE SERVICE UNIT	110	29.3%
CLINTON SERVICE UNIT	98	63.6%
IPA / MOA PROVIDER GRP	61	22.7%
Kansas Service Unit	21	41.2%
LAWTON SERVICE UNIT	86	21.3%
OEH & E GROUP	18	31.0%
OFC OF ADMIN & MGMT	<10	--
OFC OF HLTH PRGM SERVS	10	62.5%
OFC OF PRGM PLNG & EVAL	<10	--
OFC OF THE AREA DIR	<10	--
OFC OF TRIBAL DEVELOPMENT & OPERATIONS	<10	--
PAWNEE SERVICE UNIT	34	32.4%
WEWOKA SERVICE UNIT	34	33.7%

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, 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*, or *Unaware of Programs* 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.

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

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	42,760	72.9%	13.5%	13.6%
INDIAN HEALTH SERVICE	4,949	64.8%	17.8%	17.4%
Oklahoma Area	490	66.1%	16.9%	16.9%
CLAREMORE SERVICE UNIT	104	59.6%	17.6%	22.8%
CLINTON SERVICE UNIT	95	81.6%	7.6%	10.9%
IPA / MOA PROVIDER GRP	61	69.7%	15.5%	14.8%
Kansas Service Unit	21	69.2%	15.1%	15.7%
LAWTON SERVICE UNIT	85	60.2%	18.4%	21.4%
OEH & E GROUP	18	47.9%	41.4%	10.6%
OFC OF HLTH PRGM SERVS	10	72.8%	17.8%	9.4%
PAWNEE SERVICE UNIT	34	45.7%	25.3%	29.0%
WEWOKA SERVICE UNIT	33	80.7%	11.1%	8.2%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,821	76.0%	12.7%	11.3%
INDIAN HEALTH SERVICE	4,961	70.9%	16.5%	12.6%
Oklahoma Area	495	75.1%	15.6%	9.3%
CLAREMORE SERVICE UNIT	110	69.0%	15.5%	15.5%
CLINTON SERVICE UNIT	95	88.1%	7.3%	4.7%
IPA / MOA PROVIDER GRP	61	81.9%	14.8%	3.3%
Kansas Service Unit	21	63.5%	16.1%	20.4%
LAWTON SERVICE UNIT	85	74.7%	16.3%	9.0%
OEH & E GROUP	18	58.9%	24.4%	16.7%
OFC OF HLTH PRGM SERVS	10	60.2%	30.5%	9.4%
PAWNEE SERVICE UNIT	33	61.8%	30.3%	7.9%
WEWOKA SERVICE UNIT	33	83.4%	16.6%	0.0%

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Work Experience (continued)

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	42,703	68.4%	15.7%	15.9%
INDIAN HEALTH SERVICE	4,938	61.4%	19.5%	19.1%
Oklahoma Area	495	64.0%	17.5%	18.5%
CLAREMORE SERVICE UNIT	110	60.3%	17.6%	22.1%
CLINTON SERVICE UNIT	96	79.2%	12.3%	8.4%
IPA / MOA PROVIDER GRP	60	62.3%	15.7%	21.9%
Kansas Service Unit	20	74.5%	5.0%	20.4%
LAWTON SERVICE UNIT	85	59.3%	18.7%	22.1%
OEH & E GROUP	18	44.2%	37.3%	18.5%
OFC OF HLTH PRGM SERVS	10	81.9%	0.0%	18.1%
PAWNEE SERVICE UNIT	33	45.2%	22.6%	32.2%
WEWOKA SERVICE UNIT	34	65.5%	16.4%	18.1%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,865	78.4%	12.2%	9.4%
INDIAN HEALTH SERVICE	4,976	75.3%	14.1%	10.5%
Oklahoma Area	499	79.3%	10.4%	10.3%
CLAREMORE SERVICE UNIT	110	76.1%	12.6%	11.3%
CLINTON SERVICE UNIT	96	85.8%	4.7%	9.4%
IPA / MOA PROVIDER GRP	61	81.6%	12.0%	6.4%
Kansas Service Unit	21	77.9%	3.9%	18.2%
LAWTON SERVICE UNIT	86	78.2%	12.7%	9.1%
OEH & E GROUP	18	71.4%	22.6%	6.0%
OFC OF HLTH PRGM SERVS	10	90.6%	0.0%	9.4%
PAWNEE SERVICE UNIT	34	71.5%	8.8%	19.7%
WEWOKA SERVICE UNIT	34	76.5%	13.6%	9.9%

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Work Experience (continued)

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,822	86.3%	9.3%	4.4%
INDIAN HEALTH SERVICE	4,961	90.0%	7.6%	2.4%
Oklahoma Area	493	92.7%	5.8%	1.5%
CLAREMORE SERVICE UNIT	108	89.8%	10.2%	0.0%
CLINTON SERVICE UNIT	95	96.9%	1.9%	1.2%
IPA / MOA PROVIDER GRP	60	94.7%	5.3%	0.0%
Kansas Service Unit	21	85.6%	6.4%	8.0%
LAWTON SERVICE UNIT	85	97.5%	1.2%	1.3%
OEH & E GROUP	18	84.7%	9.2%	6.0%
OFC OF HLTH PRGM SERVS	10	86.6%	13.4%	0.0%
PAWNEE SERVICE UNIT	33	94.3%	5.7%	0.0%
WEWOKA SERVICE UNIT	34	84.3%	12.0%	3.7%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,829	83.2%	9.7%	7.1%
INDIAN HEALTH SERVICE	4,982	85.5%	9.0%	5.6%
Oklahoma Area	500	85.9%	7.1%	6.9%
CLAREMORE SERVICE UNIT	110	89.7%	1.1%	9.1%
CLINTON SERVICE UNIT	97	91.6%	4.9%	3.5%
IPA / MOA PROVIDER GRP	61	86.0%	11.1%	3.0%
Kansas Service Unit	21	66.5%	17.8%	15.7%
LAWTON SERVICE UNIT	86	84.9%	8.4%	6.6%
OEH & E GROUP	18	71.5%	12.5%	16.0%
OFC OF HLTH PRGM SERVS	10	73.0%	17.7%	9.4%
PAWNEE SERVICE UNIT	34	77.1%	9.8%	13.1%
WEWOKA SERVICE UNIT	34	87.6%	5.8%	6.6%

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Work Experience (continued)

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	42,887	96.9%	2.2%	0.9%
INDIAN HEALTH SERVICE	4,978	95.7%	3.5%	0.8%
Oklahoma Area	498	97.0%	2.6%	0.4%
CLAREMORE SERVICE UNIT	109	97.2%	2.0%	0.8%
CLINTON SERVICE UNIT	97	98.9%	1.1%	0.0%
IPA / MOA PROVIDER GRP	61	94.0%	6.0%	0.0%
Kansas Service Unit	21	100.0%	0.0%	0.0%
LAWTON SERVICE UNIT	86	97.8%	1.0%	1.1%
OEH & E GROUP	18	94.0%	6.0%	0.0%
OFC OF HLTH PRGM SERVS	10	100.0%	0.0%	0.0%
PAWNEE SERVICE UNIT	34	94.7%	5.3%	0.0%
WEWOKA SERVICE UNIT	33	100.0%	0.0%	0.0%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,871	92.7%	6.2%	1.1%
INDIAN HEALTH SERVICE	4,971	91.8%	7.3%	0.8%
Oklahoma Area	495	91.1%	7.8%	1.1%
CLAREMORE SERVICE UNIT	110	89.8%	9.4%	0.8%
CLINTON SERVICE UNIT	96	93.8%	4.6%	1.6%
IPA / MOA PROVIDER GRP	59	86.3%	10.4%	3.3%
Kansas Service Unit	21	89.7%	10.3%	0.0%
LAWTON SERVICE UNIT	86	92.0%	8.0%	0.0%
OEH & E GROUP	18	84.2%	15.8%	0.0%
OFC OF HLTH PRGM SERVS	10	86.6%	13.4%	0.0%
PAWNEE SERVICE UNIT	32	85.5%	11.6%	2.9%
WEWOKA SERVICE UNIT	34	97.3%	2.7%	0.0%

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Work Experience (continued)

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	42,579	56.7%	15.7%	27.6%	104
INDIAN HEALTH SERVICE	4,924	49.8%	18.7%	31.5%	21
Oklahoma Area	490	57.4%	17.0%	25.6%	0
CLAREMORE SERVICE UNIT	107	48.8%	13.7%	37.5%	0
CLINTON SERVICE UNIT	94	63.3%	15.2%	21.5%	0
IPA / MOA PROVIDER GRP	61	63.4%	20.1%	16.6%	0
Kansas Service Unit	21	54.5%	11.3%	34.3%	0
LAWTON SERVICE UNIT	83	63.0%	15.3%	21.8%	0
OEH & E GROUP	18	54.6%	30.1%	15.3%	0
OFC OF HLTH PRGM SERVS	10	37.8%	17.8%	44.3%	0
PAWNEE SERVICE UNIT	34	59.5%	25.0%	15.5%	0
WEWOKA SERVICE UNIT	33	49.6%	25.1%	25.3%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,697	62.4%	16.1%	21.5%	60
INDIAN HEALTH SERVICE	4,956	59.8%	18.5%	21.7%	11
Oklahoma Area	498	63.0%	17.7%	19.3%	0
CLAREMORE SERVICE UNIT	110	64.2%	15.5%	20.3%	0
CLINTON SERVICE UNIT	96	62.7%	17.6%	19.6%	0
IPA / MOA PROVIDER GRP	61	70.5%	18.0%	11.5%	0
Kansas Service Unit	21	46.5%	30.7%	22.8%	0
LAWTON SERVICE UNIT	85	67.2%	13.2%	19.6%	0
OEH & E GROUP	18	53.7%	30.3%	16.0%	0
OFC OF HLTH PRGM SERVS	10	52.0%	8.8%	39.2%	0
PAWNEE SERVICE UNIT	34	59.3%	21.6%	19.1%	0
WEWOKA SERVICE UNIT	34	67.9%	19.1%	13.0%	0

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,424	65.4%	15.8%	18.8%	142
INDIAN HEALTH SERVICE	4,920	65.9%	18.5%	15.6%	20
Oklahoma Area	493	68.8%	14.8%	16.4%	0
CLAREMORE SERVICE UNIT	108	63.8%	11.4%	24.8%	0
CLINTON SERVICE UNIT	95	79.6%	12.6%	7.9%	0
IPA / MOA PROVIDER GRP	60	68.9%	14.6%	16.5%	0
Kansas Service Unit	21	59.5%	14.6%	26.0%	0
LAWTON SERVICE UNIT	85	71.2%	10.1%	18.7%	0
OEH & E GROUP	18	71.5%	10.6%	17.9%	0
OFC OF HLTH PRGM SERVS	10	51.9%	38.7%	9.4%	0
PAWNEE SERVICE UNIT	33	55.1%	23.5%	21.4%	0
WEWOKA SERVICE UNIT	34	63.8%	33.6%	2.7%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,708	88.5%	7.5%	4.0%	89
INDIAN HEALTH SERVICE	4,952	87.2%	9.2%	3.6%	16
Oklahoma Area	493	89.6%	6.4%	3.9%	1
CLAREMORE SERVICE UNIT	109	86.9%	8.8%	4.2%	0
CLINTON SERVICE UNIT	96	94.6%	3.8%	1.7%	0
IPA / MOA PROVIDER GRP	59	89.8%	6.8%	3.3%	0
Kansas Service Unit	21	92.2%	0.0%	7.8%	0
LAWTON SERVICE UNIT	84	87.0%	7.6%	5.4%	0
OEH & E GROUP	18	100.0%	0.0%	0.0%	0
OFC OF HLTH PRGM SERVS	10	100.0%	0.0%	0.0%	0
PAWNEE SERVICE UNIT	33	77.7%	14.5%	7.8%	1
WEWOKA SERVICE UNIT	34	91.9%	8.1%	0.0%	0

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,700	92.3%	5.7%	2.1%	93
INDIAN HEALTH SERVICE	4,964	95.3%	3.7%	0.9%	5
Oklahoma Area	496	97.5%	2.1%	0.4%	0
CLAREMORE SERVICE UNIT	110	96.2%	2.8%	1.0%	0
CLINTON SERVICE UNIT	96	97.2%	1.9%	0.9%	0
IPA / MOA PROVIDER GRP	60	100.0%	0.0%	0.0%	0
Kansas Service Unit	21	96.0%	4.0%	0.0%	0
LAWTON SERVICE UNIT	85	97.6%	2.4%	0.0%	0
OEH & E GROUP	18	95.4%	4.6%	0.0%	0
OFC OF HLTH PRGM SERVS	10	100.0%	0.0%	0.0%	0
PAWNEE SERVICE UNIT	34	100.0%	0.0%	0.0%	0
WEWOKA SERVICE UNIT	33	94.5%	5.5%	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
Department of Health and Human Services	42,663	73.3%	12.5%	14.2%	196
INDIAN HEALTH SERVICE	4,964	66.9%	14.9%	18.2%	18
Oklahoma Area	497	76.0%	13.0%	11.0%	1
CLAREMORE SERVICE UNIT	109	67.2%	16.1%	16.8%	1
CLINTON SERVICE UNIT	96	85.1%	10.3%	4.5%	0
IPA / MOA PROVIDER GRP	61	72.9%	11.6%	15.5%	0
Kansas Service Unit	21	72.8%	10.0%	17.1%	0
LAWTON SERVICE UNIT	85	79.5%	9.6%	10.9%	0
OEH & E GROUP	18	89.4%	10.6%	0.0%	0
OFC OF HLTH PRGM SERVS	10	77.8%	22.2%	0.0%	0
PAWNEE SERVICE UNIT	34	73.3%	21.1%	5.6%	0
WEWOKA SERVICE UNIT	34	64.6%	21.4%	14.0%	0

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,514	76.0%	11.9%	12.1%	322
INDIAN HEALTH SERVICE	4,921	70.9%	14.4%	14.8%	49
Oklahoma Area	492	72.0%	12.0%	16.0%	5
CLAREMORE SERVICE UNIT	109	70.1%	12.8%	17.1%	1
CLINTON SERVICE UNIT	95	76.9%	9.9%	13.3%	1
IPA / MOA PROVIDER GRP	60	78.3%	11.1%	10.5%	1
Kansas Service Unit	21	74.9%	3.0%	22.1%	0
LAWTON SERVICE UNIT	85	67.6%	15.3%	17.1%	0
OEH & E GROUP	18	84.6%	8.9%	6.5%	0
OFC OF HLTH PRGM SERVS	10	73.0%	0.0%	27.0%	0
PAWNEE SERVICE UNIT	33	62.5%	15.1%	22.4%	1
WEWOKA SERVICE UNIT	33	63.8%	9.7%	26.5%	0

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,655	87.3%	9.4%	3.3%	149
INDIAN HEALTH SERVICE	4,956	81.5%	13.6%	4.9%	23
Oklahoma Area	494	86.1%	10.9%	3.0%	2
CLAREMORE SERVICE UNIT	110	83.9%	12.6%	3.6%	0
CLINTON SERVICE UNIT	95	93.9%	6.1%	0.0%	1
IPA / MOA PROVIDER GRP	60	90.6%	6.4%	3.0%	1
Kansas Service Unit	21	77.4%	18.8%	3.9%	0
LAWTON SERVICE UNIT	84	81.2%	13.1%	5.7%	0
OEH & E GROUP	18	95.4%	4.6%	0.0%	0
OFC OF HLTH PRGM SERVS	10	90.6%	0.0%	9.4%	0
PAWNEE SERVICE UNIT	34	77.7%	19.7%	2.7%	0
WEWOKA SERVICE UNIT	33	84.3%	9.6%	6.1%	0

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Work Experience (continued)

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	40,691	67.7%	17.8%	14.5%	2,129
INDIAN HEALTH SERVICE	4,871	59.6%	19.3%	21.1%	102
Oklahoma Area	486	63.2%	17.7%	19.1%	11
CLAREMORE SERVICE UNIT	107	64.8%	14.2%	21.1%	3
CLINTON SERVICE UNIT	95	74.5%	16.3%	9.2%	1
IPA / MOA PROVIDER GRP	60	57.8%	20.4%	21.9%	1
Kansas Service Unit	21	63.5%	14.8%	21.7%	0
LAWTON SERVICE UNIT	83	55.5%	20.4%	24.2%	1
OEH & E GROUP	17	53.3%	32.1%	14.6%	1
OFC OF HLTH PRGM SERVS	10	73.0%	8.9%	18.1%	0
PAWNEE SERVICE UNIT	33	41.6%	29.1%	29.2%	1
WEWOKA SERVICE UNIT	33	69.4%	11.6%	19.0%	1

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,489	58.5%	21.9%	19.6%	350
INDIAN HEALTH SERVICE	4,937	53.4%	24.2%	22.3%	41
Oklahoma Area	490	59.7%	22.1%	18.2%	5
CLAREMORE SERVICE UNIT	108	54.3%	23.7%	22.0%	2
CLINTON SERVICE UNIT	95	75.0%	15.8%	9.2%	1
IPA / MOA PROVIDER GRP	59	60.4%	27.2%	12.4%	0
Kansas Service Unit	21	56.0%	17.3%	26.6%	0
LAWTON SERVICE UNIT	84	56.1%	23.6%	20.3%	0
OEH & E GROUP	17	42.8%	33.2%	24.0%	1
OFC OF HLTH PRGM SERVS	10	64.7%	8.3%	27.0%	0
PAWNEE SERVICE UNIT	33	60.5%	8.3%	31.2%	1
WEWOKA SERVICE UNIT	34	53.7%	32.7%	13.6%	0

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Work Experience (continued)

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	42,342	73.9%	12.3%	13.8%	575
INDIAN HEALTH SERVICE	4,910	76.0%	12.4%	11.6%	76
Oklahoma Area	493	76.1%	13.1%	10.8%	7
CLAREMORE SERVICE UNIT	109	82.6%	9.0%	8.4%	0
CLINTON SERVICE UNIT	97	79.9%	10.8%	9.3%	1
IPA / MOA PROVIDER GRP	57	75.8%	15.2%	9.0%	4
Kansas Service Unit	21	67.0%	18.8%	14.2%	0
LAWTON SERVICE UNIT	85	76.7%	11.7%	11.6%	1
OEH & E GROUP	18	79.7%	16.0%	4.3%	0
OFC OF HLTH PRGM SERVS	10	73.0%	0.0%	27.0%	0
PAWNEE SERVICE UNIT	34	56.3%	30.8%	12.9%	0
WEWOKA SERVICE UNIT	34	67.1%	15.0%	17.8%	0

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	42,866	79.8%	11.2%	9.0%
INDIAN HEALTH SERVICE	4,971	63.8%	18.8%	17.5%
Oklahoma Area	496	69.0%	16.8%	14.1%
CLAREMORE SERVICE UNIT	109	61.9%	16.4%	21.7%
CLINTON SERVICE UNIT	98	72.8%	17.7%	9.5%
IPA / MOA PROVIDER GRP	59	73.5%	17.9%	8.6%
Kansas Service Unit	21	49.1%	25.9%	25.1%
LAWTON SERVICE UNIT	86	73.7%	13.2%	13.1%
OEH & E GROUP	18	63.4%	16.1%	20.5%
OFC OF HLTH PRGM SERVS	10	59.6%	31.1%	9.4%
PAWNEE SERVICE UNIT	33	61.7%	20.3%	18.0%
WEWOKA SERVICE UNIT	34	73.9%	17.4%	8.7%

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,473	51.1%	23.5%	25.4%	1,380
INDIAN HEALTH SERVICE	4,891	41.9%	27.9%	30.2%	79
Oklahoma Area	491	49.8%	27.5%	22.7%	6
CLAREMORE SERVICE UNIT	104	52.2%	24.8%	23.0%	2
CLINTON SERVICE UNIT	97	53.9%	26.8%	19.3%	1
IPA / MOA PROVIDER GRP	60	52.3%	35.8%	12.0%	1
Kansas Service Unit	21	30.7%	29.6%	39.7%	0
LAWTON SERVICE UNIT	85	50.5%	22.5%	26.9%	1
OEH & E GROUP	18	62.4%	20.8%	16.9%	0
OFC OF HLTH PRGM SERVS	10	19.9%	52.9%	27.2%	0
PAWNEE SERVICE UNIT	34	41.6%	34.8%	23.7%	0
WEWOKA SERVICE UNIT	34	40.1%	28.9%	31.1%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	39,434	47.5%	27.3%	25.3%	3,356
INDIAN HEALTH SERVICE	4,673	40.2%	31.7%	28.2%	298
Oklahoma Area	476	44.8%	28.0%	27.2%	24
CLAREMORE SERVICE UNIT	103	50.4%	23.2%	26.5%	6
CLINTON SERVICE UNIT	94	54.0%	28.1%	17.9%	4
IPA / MOA PROVIDER GRP	59	36.4%	33.0%	30.6%	2
Kansas Service Unit	21	38.5%	28.4%	33.0%	0
LAWTON SERVICE UNIT	79	41.8%	32.9%	25.3%	7
OEH & E GROUP	18	58.4%	37.1%	4.5%	0
OFC OF HLTH PRGM SERVS	10	34.0%	29.9%	36.1%	0
PAWNEE SERVICE UNIT	32	24.2%	22.9%	53.0%	2
WEWOKA SERVICE UNIT	33	31.3%	26.6%	42.1%	1

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

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
Department of Health and Human Services	37,622	39.1%	29.7%	31.3%	5,204
INDIAN HEALTH SERVICE	4,736	32.1%	28.3%	39.5%	226
Oklahoma Area	476	38.4%	26.6%	35.0%	22
CLAREMORE SERVICE UNIT	107	36.3%	24.3%	39.4%	3
CLINTON SERVICE UNIT	93	50.1%	24.4%	25.5%	5
IPA / MOA PROVIDER GRP	58	39.5%	29.3%	31.2%	2
Kansas Service Unit	21	23.6%	28.6%	47.9%	0
LAWTON SERVICE UNIT	79	33.3%	24.4%	42.3%	6
OEH & E GROUP	18	41.4%	45.9%	12.7%	0
OFC OF HLTH PRGM SERVS	10	51.1%	21.7%	27.2%	0
PAWNEE SERVICE UNIT	31	35.1%	30.6%	34.3%	2
WEWOKA SERVICE UNIT	34	32.4%	24.4%	43.2%	0

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	39,871	45.6%	27.7%	26.7%	2,940
INDIAN HEALTH SERVICE	4,815	37.8%	29.8%	32.4%	158
Oklahoma Area	489	39.8%	27.4%	32.8%	11
CLAREMORE SERVICE UNIT	106	35.3%	27.9%	36.7%	4
CLINTON SERVICE UNIT	96	54.2%	17.5%	28.3%	2
IPA / MOA PROVIDER GRP	60	35.5%	40.5%	24.0%	0
Kansas Service Unit	21	37.0%	19.8%	43.2%	0
LAWTON SERVICE UNIT	84	35.2%	33.3%	31.5%	2
OEH & E GROUP	18	37.8%	50.6%	11.5%	0
OFC OF HLTH PRGM SERVS	10	34.0%	25.4%	40.6%	0
PAWNEE SERVICE UNIT	33	33.8%	27.4%	38.8%	1
WEWOKA SERVICE UNIT	34	39.8%	10.4%	49.8%	0

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Work Unit (continued)

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	39,934	54.5%	23.8%	21.7%	2,858
INDIAN HEALTH SERVICE	4,769	43.9%	27.6%	28.5%	203
Oklahoma Area	480	48.2%	25.1%	26.7%	18
CLAREMORE SERVICE UNIT	105	48.2%	22.8%	29.0%	4
CLINTON SERVICE UNIT	96	57.5%	22.5%	20.0%	2
IPA / MOA PROVIDER GRP	58	38.9%	35.3%	25.8%	1
Kansas Service Unit	21	42.0%	21.2%	36.8%	0
LAWTON SERVICE UNIT	82	46.4%	25.8%	27.8%	4
OEH & E GROUP	18	66.8%	33.2%	0.0%	0
OFC OF HLTH PRGM SERVS	9	26.9%	33.1%	40.0%	1
PAWNEE SERVICE UNIT	32	40.8%	18.6%	40.7%	2
WEWOKA SERVICE UNIT	34	42.4%	22.3%	35.3%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,613	76.9%	12.5%	10.6%	224
INDIAN HEALTH SERVICE	4,944	61.5%	20.1%	18.4%	33
Oklahoma Area	491	68.2%	16.3%	15.5%	4
CLAREMORE SERVICE UNIT	110	68.9%	11.3%	19.8%	0
CLINTON SERVICE UNIT	95	80.5%	7.0%	12.5%	1
IPA / MOA PROVIDER GRP	61	64.4%	24.4%	11.2%	0
Kansas Service Unit	20	67.5%	15.5%	17.0%	0
LAWTON SERVICE UNIT	83	63.7%	21.0%	15.3%	1
OEH & E GROUP	17	62.7%	22.3%	15.0%	0
OFC OF HLTH PRGM SERVS	10	73.6%	8.3%	18.1%	0
PAWNEE SERVICE UNIT	33	39.5%	35.8%	24.7%	1
WEWOKA SERVICE UNIT	33	71.8%	13.1%	15.1%	1

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Work Unit (continued)

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	41,255	62.9%	25.4%	11.7%	1,526
INDIAN HEALTH SERVICE	4,861	59.6%	26.0%	14.4%	104
Oklahoma Area	487	66.1%	21.7%	12.2%	7
CLAREMORE SERVICE UNIT	106	64.8%	19.3%	15.9%	0
CLINTON SERVICE UNIT	95	73.5%	20.0%	6.4%	3
IPA / MOA PROVIDER GRP	61	65.2%	22.1%	12.7%	0
Kansas Service Unit	20	53.5%	42.5%	4.0%	0
LAWTON SERVICE UNIT	84	66.1%	19.7%	14.2%	2
OEH & E GROUP	18	64.2%	29.8%	6.0%	0
OFC OF HLTH PRGM SERVS	10	51.8%	38.8%	9.4%	0
PAWNEE SERVICE UNIT	32	49.6%	27.1%	23.3%	1
WEWOKA SERVICE UNIT	33	73.5%	14.2%	12.3%	0

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	42,824	87.8%	10.1%	2.1%
INDIAN HEALTH SERVICE	4,972	76.7%	19.2%	4.1%
Oklahoma Area	496	84.5%	12.6%	2.9%
CLAREMORE SERVICE UNIT	108	82.8%	15.3%	1.9%
CLINTON SERVICE UNIT	98	88.8%	9.9%	1.3%
IPA / MOA PROVIDER GRP	60	87.9%	10.6%	1.5%
Kansas Service Unit	21	89.1%	10.9%	0.0%
LAWTON SERVICE UNIT	86	79.9%	14.6%	5.5%
OEH & E GROUP	18	69.9%	30.1%	0.0%
OFC OF HLTH PRGM SERVS	10	77.2%	13.4%	9.4%
PAWNEE SERVICE UNIT	34	79.4%	5.3%	15.3%
WEWOKA SERVICE UNIT	32	91.3%	8.7%	0.0%

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Work Unit (continued)

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	42,509	84.1%	10.2%	5.7%	340
INDIAN HEALTH SERVICE	4,929	75.4%	16.7%	7.9%	44
Oklahoma Area	493	81.8%	12.4%	5.8%	3
CLAREMORE SERVICE UNIT	108	77.6%	15.4%	7.0%	0
CLINTON SERVICE UNIT	96	88.9%	9.2%	1.9%	2
IPA / MOA PROVIDER GRP	59	82.3%	14.7%	3.0%	1
Kansas Service Unit	21	92.1%	3.9%	4.0%	0
LAWTON SERVICE UNIT	86	79.2%	10.8%	10.1%	0
OEH & E GROUP	18	77.9%	16.1%	6.0%	0
OFC OF HLTH PRGM SERVS	10	68.4%	22.2%	9.4%	0
PAWNEE SERVICE UNIT	34	66.5%	18.0%	15.5%	0
WEWOKA SERVICE UNIT	33	88.8%	11.2%	0.0%	0

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	41,289	56.1%	22.5%	21.4%	1,150
INDIAN HEALTH SERVICE	4,799	47.4%	28.1%	24.6%	91
Oklahoma Area	481	55.3%	23.8%	20.8%	7
CLAREMORE SERVICE UNIT	105	47.4%	28.7%	23.9%	1
CLINTON SERVICE UNIT	96	70.8%	16.8%	12.4%	1
IPA / MOA PROVIDER GRP	58	53.6%	23.2%	23.2%	0
Kansas Service Unit	21	66.4%	21.7%	11.8%	0
LAWTON SERVICE UNIT	84	48.5%	26.4%	25.1%	1
OEH & E GROUP	18	49.9%	37.5%	12.5%	0
OFC OF HLTH PRGM SERVS	10	64.5%	17.3%	18.1%	0
PAWNEE SERVICE UNIT	32	43.7%	29.8%	26.5%	1
WEWOKA SERVICE UNIT	32	47.2%	20.7%	32.2%	1

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,638	61.9%	19.6%	18.6%	799
INDIAN HEALTH SERVICE	4,807	45.8%	25.3%	28.9%	86
Oklahoma Area	479	51.3%	23.4%	25.3%	6
CLAREMORE SERVICE UNIT	104	47.4%	20.6%	31.9%	2
CLINTON SERVICE UNIT	96	72.1%	17.1%	10.8%	1
IPA / MOA PROVIDER GRP	56	41.7%	30.0%	28.4%	1
Kansas Service Unit	21	58.5%	19.5%	22.0%	0
LAWTON SERVICE UNIT	83	46.3%	23.3%	30.4%	0
OEH & E GROUP	18	63.1%	24.3%	12.5%	0
OFC OF HLTH PRGM SERVS	10	51.1%	30.7%	18.1%	0
PAWNEE SERVICE UNIT	31	32.9%	34.1%	33.0%	2
WEWOKA SERVICE UNIT	33	36.7%	26.8%	36.5%	0

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,006	52.5%	25.9%	21.6%	1,303
INDIAN HEALTH SERVICE	4,726	36.5%	32.2%	31.3%	137
Oklahoma Area	479	43.6%	28.9%	27.4%	4
CLAREMORE SERVICE UNIT	105	33.4%	32.8%	33.8%	1
CLINTON SERVICE UNIT	94	66.5%	18.6%	14.8%	1
IPA / MOA PROVIDER GRP	57	42.6%	29.3%	28.1%	0
Kansas Service Unit	21	48.9%	25.3%	25.9%	0
LAWTON SERVICE UNIT	83	37.6%	30.5%	31.9%	0
OEH & E GROUP	18	41.5%	48.1%	10.5%	0
OFC OF HLTH PRGM SERVS	10	51.1%	30.7%	18.1%	0
PAWNEE SERVICE UNIT	31	35.2%	26.3%	38.6%	2
WEWOKA SERVICE UNIT	33	31.3%	29.6%	39.1%	0

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	38,364	38.2%	30.0%	31.8%	4,036
INDIAN HEALTH SERVICE	4,594	34.5%	30.1%	35.4%	291
Oklahoma Area	464	40.7%	28.5%	30.8%	22
CLAREMORE SERVICE UNIT	101	41.1%	24.2%	34.7%	6
CLINTON SERVICE UNIT	92	48.3%	24.2%	27.5%	5
IPA / MOA PROVIDER GRP	53	33.2%	39.3%	27.5%	4
Kansas Service Unit	20	52.2%	20.0%	27.8%	1
LAWTON SERVICE UNIT	81	34.8%	35.6%	29.6%	3
OEH & E GROUP	18	49.7%	20.4%	29.9%	0
OFC OF HLTH PRGM SERVS	8	25.2%	36.8%	37.9%	1
PAWNEE SERVICE UNIT	31	40.9%	23.1%	36.0%	2
WEWOKA SERVICE UNIT	33	33.3%	27.8%	38.9%	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
Department of Health and Human Services	39,295	62.7%	24.5%	12.8%	3,126
INDIAN HEALTH SERVICE	4,629	50.3%	32.7%	17.0%	260
Oklahoma Area	464	57.0%	27.7%	15.3%	22
CLAREMORE SERVICE UNIT	103	45.2%	31.1%	23.7%	4
CLINTON SERVICE UNIT	91	73.3%	20.7%	6.1%	6
IPA / MOA PROVIDER GRP	56	54.2%	35.2%	10.7%	0
Kansas Service Unit	21	61.5%	22.2%	16.3%	0
LAWTON SERVICE UNIT	77	53.5%	23.0%	23.5%	7
OEH & E GROUP	18	59.8%	40.2%	0.0%	0
OFC OF HLTH PRGM SERVS	10	41.4%	27.0%	31.6%	0
PAWNEE SERVICE UNIT	30	49.4%	34.9%	15.6%	3
WEWOKA SERVICE UNIT	33	60.7%	22.1%	17.2%	0

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,551	83.1%	11.3%	5.6%	925
INDIAN HEALTH SERVICE	4,862	75.9%	15.0%	9.1%	28
Oklahoma Area	486	85.6%	7.9%	6.5%	0
CLAREMORE SERVICE UNIT	106	75.7%	12.2%	12.1%	0
CLINTON SERVICE UNIT	97	94.2%	2.7%	3.0%	0
IPA / MOA PROVIDER GRP	57	88.4%	7.0%	4.6%	0
Kansas Service Unit	21	92.1%	0.0%	7.9%	0
LAWTON SERVICE UNIT	84	85.0%	8.1%	6.9%	0
OEH & E GROUP	18	84.0%	9.9%	6.0%	0
OFC OF HLTH PRGM SERVS	10	90.6%	9.4%	0.0%	0
PAWNEE SERVICE UNIT	33	86.3%	13.7%	0.0%	0
WEWOKA SERVICE UNIT	33	82.1%	11.1%	6.8%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,625	78.7%	14.0%	7.4%	736
INDIAN HEALTH SERVICE	4,840	72.3%	16.8%	10.8%	40
Oklahoma Area	480	82.6%	11.7%	5.7%	3
CLAREMORE SERVICE UNIT	106	81.8%	13.6%	4.6%	1
CLINTON SERVICE UNIT	96	86.1%	6.9%	7.0%	1
IPA / MOA PROVIDER GRP	55	81.2%	12.6%	6.2%	0
Kansas Service Unit	21	87.8%	12.2%	0.0%	0
LAWTON SERVICE UNIT	84	82.5%	7.6%	9.9%	0
OEH & E GROUP	18	63.5%	36.5%	0.0%	0
OFC OF HLTH PRGM SERVS	10	82.4%	9.4%	8.3%	0
PAWNEE SERVICE UNIT	32	85.9%	14.1%	0.0%	1
WEWOKA SERVICE UNIT	32	82.6%	9.9%	7.6%	0

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Agency (continued)

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	39,540	61.4%	20.4%	18.3%	2,870
INDIAN HEALTH SERVICE	4,724	48.9%	24.5%	26.6%	156
Oklahoma Area	470	54.6%	22.7%	22.7%	15
CLAREMORE SERVICE UNIT	104	49.5%	22.0%	28.5%	3
CLINTON SERVICE UNIT	90	67.4%	20.9%	11.7%	5
IPA / MOA PROVIDER GRP	56	44.5%	24.9%	30.7%	1
Kansas Service Unit	21	55.1%	24.6%	20.4%	0
LAWTON SERVICE UNIT	83	54.3%	21.0%	24.7%	1
OEH & E GROUP	17	57.4%	42.6%	0.0%	1
OFC OF HLTH PRGM SERVS	10	47.5%	34.3%	18.1%	0
PAWNEE SERVICE UNIT	30	49.0%	23.1%	27.9%	3
WEWOKA SERVICE UNIT	33	55.4%	12.1%	32.4%	0

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	38,275	72.0%	17.5%	10.6%	4,081
INDIAN HEALTH SERVICE	4,594	58.9%	24.1%	17.1%	278
Oklahoma Area	457	66.3%	19.3%	14.4%	27
CLAREMORE SERVICE UNIT	101	59.0%	25.3%	15.8%	6
CLINTON SERVICE UNIT	90	82.1%	10.0%	7.9%	6
IPA / MOA PROVIDER GRP	52	68.0%	18.6%	13.3%	4
Kansas Service Unit	21	55.2%	33.0%	11.8%	0
LAWTON SERVICE UNIT	82	62.9%	15.4%	21.7%	1
OEH & E GROUP	17	72.9%	20.7%	6.4%	1
OFC OF HLTH PRGM SERVS	10	60.2%	17.6%	22.2%	0
PAWNEE SERVICE UNIT	28	54.1%	32.1%	13.8%	5
WEWOKA SERVICE UNIT	31	63.1%	15.4%	21.5%	2

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,781	81.8%	13.5%	4.7%	664
INDIAN HEALTH SERVICE	4,806	64.8%	24.8%	10.4%	78
Oklahoma Area	478	75.7%	18.7%	5.6%	6
CLAREMORE SERVICE UNIT	104	66.8%	28.0%	5.2%	3
CLINTON SERVICE UNIT	96	87.4%	8.3%	4.3%	1
IPA / MOA PROVIDER GRP	55	79.3%	13.9%	6.8%	1
Kansas Service Unit	21	67.2%	24.9%	7.9%	0
LAWTON SERVICE UNIT	83	70.2%	19.5%	10.3%	0
OEH & E GROUP	17	76.8%	16.9%	6.3%	0
OFC OF HLTH PRGM SERVS	10	77.2%	13.4%	9.4%	0
PAWNEE SERVICE UNIT	33	61.2%	34.0%	4.8%	0
WEWOKA SERVICE UNIT	32	84.1%	15.9%	0.0%	1

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,415	75.1%	15.8%	9.1%
INDIAN HEALTH SERVICE	4,867	64.3%	24.0%	11.7%
Oklahoma Area	482	70.2%	20.5%	9.3%
CLAREMORE SERVICE UNIT	104	64.9%	22.8%	12.3%
CLINTON SERVICE UNIT	97	84.0%	14.2%	1.8%
IPA / MOA PROVIDER GRP	55	69.6%	23.7%	6.7%
Kansas Service Unit	21	68.6%	3.0%	28.4%
LAWTON SERVICE UNIT	84	68.3%	20.0%	11.7%
OEH & E GROUP	18	54.3%	39.6%	6.0%
OFC OF HLTH PRGM SERVS	10	68.4%	22.2%	9.4%
PAWNEE SERVICE UNIT	33	57.9%	28.8%	13.2%
WEWOKA SERVICE UNIT	33	69.6%	22.0%	8.4%

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Agency (continued)

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	39,657	54.8%	25.3%	19.9%	2,791
INDIAN HEALTH SERVICE	4,477	48.4%	28.2%	23.4%	393
Oklahoma Area	442	52.2%	29.0%	18.8%	40
CLAREMORE SERVICE UNIT	92	50.4%	23.0%	26.7%	12
CLINTON SERVICE UNIT	92	62.2%	23.3%	14.5%	5
IPA / MOA PROVIDER GRP	51	47.0%	35.0%	18.0%	4
Kansas Service Unit	18	58.4%	25.6%	16.0%	3
LAWTON SERVICE UNIT	77	62.0%	21.0%	17.0%	7
OEH & E GROUP	17	35.6%	55.9%	8.5%	1
OFC OF HLTH PRGM SERVS	9	36.4%	43.4%	20.2%	1
PAWNEE SERVICE UNIT	31	36.6%	52.4%	11.0%	2
WEWOKA SERVICE UNIT	31	48.2%	28.9%	22.9%	2

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	42,174	83.9%	8.3%	7.7%	184
INDIAN HEALTH SERVICE	4,821	71.1%	14.0%	15.0%	30
Oklahoma Area	477	76.8%	10.7%	12.5%	3
CLAREMORE SERVICE UNIT	102	76.8%	11.1%	12.1%	1
CLINTON SERVICE UNIT	97	79.0%	7.9%	13.1%	0
IPA / MOA PROVIDER GRP	54	77.0%	18.4%	4.6%	0
Kansas Service Unit	21	85.9%	6.3%	7.8%	0
LAWTON SERVICE UNIT	84	72.0%	8.1%	19.9%	0
OEH & E GROUP	18	71.8%	16.9%	11.4%	0
OFC OF HLTH PRGM SERVS	10	73.0%	0.0%	27.0%	0
PAWNEE SERVICE UNIT	31	62.3%	21.8%	15.9%	2
WEWOKA SERVICE UNIT	33	72.1%	13.5%	14.4%	0

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,140	73.8%	13.6%	12.5%	191
INDIAN HEALTH SERVICE	4,819	63.7%	19.1%	17.2%	32
Oklahoma Area	476	67.4%	15.9%	16.7%	4
CLAREMORE SERVICE UNIT	103	61.8%	18.4%	19.8%	0
CLINTON SERVICE UNIT	97	77.6%	9.5%	12.9%	0
IPA / MOA PROVIDER GRP	54	64.8%	17.4%	17.8%	0
Kansas Service Unit	21	66.0%	15.9%	18.1%	0
LAWTON SERVICE UNIT	84	60.5%	15.9%	23.6%	0
OEH & E GROUP	18	76.1%	17.9%	6.0%	0
OFC OF HLTH PRGM SERVS	10	81.9%	0.0%	18.1%	0
PAWNEE SERVICE UNIT	30	58.8%	28.5%	12.7%	3
WEWOKA SERVICE UNIT	32	64.0%	12.6%	23.3%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,972	71.0%	15.2%	13.7%	339
INDIAN HEALTH SERVICE	4,798	62.2%	19.7%	18.1%	45
Oklahoma Area	473	65.7%	16.6%	17.7%	8
CLAREMORE SERVICE UNIT	103	61.9%	14.0%	24.1%	1
CLINTON SERVICE UNIT	97	76.3%	12.7%	11.0%	0
IPA / MOA PROVIDER GRP	52	58.5%	24.6%	16.9%	2
Kansas Service Unit	21	62.1%	15.0%	22.9%	0
LAWTON SERVICE UNIT	84	62.4%	14.0%	23.7%	0
OEH & E GROUP	17	57.2%	34.2%	8.6%	1
OFC OF HLTH PRGM SERVS	10	56.5%	16.5%	27.0%	0
PAWNEE SERVICE UNIT	30	59.6%	24.9%	15.5%	3
WEWOKA SERVICE UNIT	33	71.5%	8.7%	19.8%	0

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Supervisor (continued)

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	39,337	75.1%	17.1%	7.8%	2,951
INDIAN HEALTH SERVICE	4,621	61.5%	23.7%	14.8%	226
Oklahoma Area	458	67.4%	18.6%	14.0%	22
CLAREMORE SERVICE UNIT	99	62.6%	20.6%	16.8%	5
CLINTON SERVICE UNIT	96	77.3%	12.2%	10.6%	1
IPA / MOA PROVIDER GRP	48	69.0%	16.6%	14.4%	5
Kansas Service Unit	20	75.5%	12.3%	12.2%	1
LAWTON SERVICE UNIT	82	55.8%	21.5%	22.7%	2
OEH & E GROUP	16	52.9%	40.5%	6.6%	2
OFC OF HLTH PRGM SERVS	8	51.0%	26.6%	22.4%	2
PAWNEE SERVICE UNIT	30	72.1%	15.4%	12.5%	3
WEWOKA SERVICE UNIT	33	74.7%	13.6%	11.7%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	42,097	69.6%	16.5%	14.0%	218
INDIAN HEALTH SERVICE	4,816	60.2%	20.7%	19.1%	30
Oklahoma Area	478	66.2%	17.0%	16.8%	2
CLAREMORE SERVICE UNIT	103	63.6%	20.0%	16.4%	0
CLINTON SERVICE UNIT	97	75.9%	12.1%	12.0%	0
IPA / MOA PROVIDER GRP	54	69.8%	10.6%	19.6%	0
Kansas Service Unit	21	60.0%	25.8%	14.2%	0
LAWTON SERVICE UNIT	84	59.3%	14.1%	26.6%	0
OEH & E GROUP	18	47.9%	29.8%	22.3%	0
OFC OF HLTH PRGM SERVS	10	64.7%	8.3%	27.0%	0
PAWNEE SERVICE UNIT	31	57.6%	27.3%	15.0%	2
WEWOKA SERVICE UNIT	33	64.6%	18.2%	17.2%	0

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Supervisor (continued)

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,714	74.6%	14.2%	11.2%	601
INDIAN HEALTH SERVICE	4,783	61.3%	20.1%	18.7%	67
Oklahoma Area	477	67.1%	15.5%	17.4%	3
CLAREMORE SERVICE UNIT	104	67.9%	15.7%	16.4%	0
CLINTON SERVICE UNIT	95	81.2%	5.5%	13.4%	1
IPA / MOA PROVIDER GRP	54	64.5%	13.9%	21.6%	0
Kansas Service Unit	21	66.3%	19.5%	14.2%	0
LAWTON SERVICE UNIT	84	60.5%	14.9%	24.6%	0
OEH & E GROUP	18	60.5%	25.5%	14.0%	0
OFC OF HLTH PRGM SERVS	10	69.2%	12.7%	18.1%	0
PAWNEE SERVICE UNIT	31	43.7%	41.5%	14.8%	2
WEWOKA SERVICE UNIT	33	61.7%	19.7%	18.5%	0

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,258	80.9%	10.2%	9.0%
INDIAN HEALTH SERVICE	4,826	69.2%	16.5%	14.4%
Oklahoma Area	478	71.5%	13.4%	15.1%
CLAREMORE SERVICE UNIT	103	71.2%	12.5%	16.3%
CLINTON SERVICE UNIT	97	75.5%	10.4%	14.2%
IPA / MOA PROVIDER GRP	52	68.3%	23.9%	7.8%
Kansas Service Unit	21	66.7%	25.5%	7.8%
LAWTON SERVICE UNIT	84	65.9%	11.2%	22.9%
OEH & E GROUP	18	68.1%	17.9%	14.0%
OFC OF HLTH PRGM SERVS	10	60.3%	8.9%	30.8%
PAWNEE SERVICE UNIT	33	67.5%	14.0%	18.5%
WEWOKA SERVICE UNIT	33	70.6%	10.9%	18.5%

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,230	84.3%	8.4%	7.3%
INDIAN HEALTH SERVICE	4,829	74.2%	13.7%	12.1%
Oklahoma Area	478	75.4%	12.2%	12.4%
CLAREMORE SERVICE UNIT	104	76.2%	7.2%	16.6%
CLINTON SERVICE UNIT	97	81.1%	10.7%	8.2%
IPA / MOA PROVIDER GRP	52	75.3%	13.5%	11.2%
Kansas Service Unit	21	69.0%	19.4%	11.7%
LAWTON SERVICE UNIT	83	70.7%	13.1%	16.2%
OEH & E GROUP	18	71.8%	28.2%	0.0%
OFC OF HLTH PRGM SERVS	10	60.3%	21.6%	18.1%
PAWNEE SERVICE UNIT	33	67.5%	16.8%	15.7%
WEWOKA SERVICE UNIT	33	67.2%	18.4%	14.4%

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	42,245	82.2%	9.2%	8.6%
INDIAN HEALTH SERVICE	4,825	69.7%	16.1%	14.2%
Oklahoma Area	478	75.5%	13.1%	11.4%
CLAREMORE SERVICE UNIT	104	80.5%	12.2%	7.3%
CLINTON SERVICE UNIT	97	84.2%	6.8%	9.0%
IPA / MOA PROVIDER GRP	52	71.3%	14.8%	13.9%
Kansas Service Unit	21	82.5%	9.3%	8.2%
LAWTON SERVICE UNIT	84	65.2%	16.1%	18.7%
OEH & E GROUP	18	66.3%	25.4%	8.3%
OFC OF HLTH PRGM SERVS	10	91.7%	8.3%	0.0%
PAWNEE SERVICE UNIT	32	64.7%	20.0%	15.3%
WEWOKA SERVICE UNIT	33	68.0%	20.3%	11.7%

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Department of Health and Human Services	42,222	73.7%	13.6%	12.6%
INDIAN HEALTH SERVICE	4,832	62.8%	18.6%	18.7%
Oklahoma Area	478	66.3%	15.6%	18.2%
CLAREMORE SERVICE UNIT	104	65.8%	13.3%	20.9%
CLINTON SERVICE UNIT	97	77.3%	9.6%	13.1%
IPA / MOA PROVIDER GRP	52	58.8%	19.2%	22.0%
Kansas Service Unit	21	69.0%	16.8%	14.2%
LAWTON SERVICE UNIT	84	54.7%	21.3%	24.0%
OEH & E GROUP	18	56.2%	29.8%	14.0%
OFC OF HLTH PRGM SERVS	10	73.0%	8.9%	18.1%
PAWNEE SERVICE UNIT	33	54.1%	21.9%	24.0%
WEWOKA SERVICE UNIT	32	59.2%	20.4%	20.4%

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	42,203	76.2%	14.6%	9.2%
INDIAN HEALTH SERVICE	4,835	63.5%	21.1%	15.4%
Oklahoma Area	475	68.1%	17.4%	14.6%
CLAREMORE SERVICE UNIT	102	65.9%	15.2%	18.9%
CLINTON SERVICE UNIT	97	73.4%	15.8%	10.8%
IPA / MOA PROVIDER GRP	51	68.7%	16.7%	14.6%
Kansas Service Unit	21	66.7%	19.1%	14.2%
LAWTON SERVICE UNIT	83	60.6%	21.7%	17.7%
OEH & E GROUP	18	56.2%	35.8%	8.0%
OFC OF HLTH PRGM SERVS	10	81.8%	8.9%	9.4%
PAWNEE SERVICE UNIT	33	53.9%	22.7%	23.3%
WEWOKA SERVICE UNIT	33	70.7%	14.8%	14.4%

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

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	40,991	54.0%	23.6%	22.5%	1,035
INDIAN HEALTH SERVICE	4,676	43.0%	28.9%	28.2%	111
Oklahoma Area	461	52.8%	24.6%	22.6%	8
CLAREMORE SERVICE UNIT	98	46.6%	23.1%	30.3%	1
CLINTON SERVICE UNIT	95	73.4%	15.9%	10.7%	1
IPA / MOA PROVIDER GRP	51	43.9%	31.6%	24.5%	2
Kansas Service Unit	21	62.7%	15.3%	22.0%	0
LAWTON SERVICE UNIT	79	43.8%	26.3%	29.9%	2
OEH & E GROUP	17	43.6%	33.2%	23.2%	1
OFC OF HLTH PRGM SERVS	10	68.2%	22.5%	9.4%	0
PAWNEE SERVICE UNIT	30	37.1%	41.3%	21.5%	1
WEWOKA SERVICE UNIT	33	51.1%	34.8%	14.1%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	39,371	61.8%	22.5%	15.7%	2,659
INDIAN HEALTH SERVICE	4,588	48.2%	28.7%	23.1%	213
Oklahoma Area	458	54.7%	24.8%	20.5%	14
CLAREMORE SERVICE UNIT	99	45.3%	27.9%	26.8%	3
CLINTON SERVICE UNIT	94	72.0%	16.5%	11.5%	2
IPA / MOA PROVIDER GRP	51	45.9%	33.5%	20.6%	2
Kansas Service Unit	21	52.5%	21.6%	25.9%	0
LAWTON SERVICE UNIT	78	52.7%	22.3%	24.9%	3
OEH & E GROUP	17	54.1%	34.1%	11.8%	1
OFC OF HLTH PRGM SERVS	10	68.2%	22.5%	9.4%	0
PAWNEE SERVICE UNIT	30	47.1%	31.4%	21.5%	1
WEWOKA SERVICE UNIT	32	53.6%	26.9%	19.5%	1

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	39,867	72.0%	17.8%	10.2%	2,051
INDIAN HEALTH SERVICE	4,587	58.6%	25.3%	16.1%	185
Oklahoma Area	454	65.1%	22.6%	12.2%	15
CLAREMORE SERVICE UNIT	99	63.9%	21.8%	14.3%	3
CLINTON SERVICE UNIT	93	81.0%	13.3%	5.7%	2
IPA / MOA PROVIDER GRP	52	62.3%	26.6%	11.1%	0
Kansas Service Unit	21	62.5%	18.0%	19.6%	0
LAWTON SERVICE UNIT	77	52.8%	23.7%	23.6%	4
OEH & E GROUP	18	60.6%	27.2%	12.2%	0
OFC OF HLTH PRGM SERVS	10	73.3%	17.3%	9.4%	0
PAWNEE SERVICE UNIT	27	51.2%	38.3%	10.5%	4
WEWOKA SERVICE UNIT	31	65.8%	25.3%	8.9%	1

56. Managers communicate the goals of the organization.

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	41,299	68.8%	17.7%	13.4%	676
INDIAN HEALTH SERVICE	4,674	54.9%	25.7%	19.4%	113
Oklahoma Area	462	64.8%	21.3%	13.9%	8
CLAREMORE SERVICE UNIT	99	60.7%	21.6%	17.7%	2
CLINTON SERVICE UNIT	94	79.0%	13.0%	8.1%	1
IPA / MOA PROVIDER GRP	50	54.6%	22.4%	23.1%	3
Kansas Service Unit	21	81.4%	14.7%	3.9%	0
LAWTON SERVICE UNIT	80	60.7%	21.4%	18.0%	1
OEH & E GROUP	18	67.6%	21.8%	10.6%	0
OFC OF HLTH PRGM SERVS	10	60.7%	30.0%	9.4%	0
PAWNEE SERVICE UNIT	30	55.8%	35.9%	8.3%	1
WEWOKA SERVICE UNIT	33	54.0%	31.0%	15.1%	0

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

Leadership (continued)

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	39,561	68.5%	19.9%	11.7%	2,439
INDIAN HEALTH SERVICE	4,571	55.6%	26.8%	17.6%	216
Oklahoma Area	451	65.9%	23.0%	11.1%	21
CLAREMORE SERVICE UNIT	96	62.8%	21.5%	15.7%	6
CLINTON SERVICE UNIT	94	83.5%	11.4%	5.1%	2
IPA / MOA PROVIDER GRP	50	59.7%	23.4%	16.8%	3
Kansas Service Unit	21	75.1%	17.1%	7.7%	0
LAWTON SERVICE UNIT	77	52.4%	29.0%	18.7%	4
OEH & E GROUP	18	51.9%	31.5%	16.7%	0
OFC OF HLTH PRGM SERVS	10	73.3%	17.3%	9.4%	0
PAWNEE SERVICE UNIT	29	56.0%	38.5%	5.4%	2
WEWOKA SERVICE UNIT	32	67.1%	30.1%	2.8%	1

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	40,756	63.0%	19.5%	17.6%	1,298
INDIAN HEALTH SERVICE	4,631	49.4%	26.5%	24.1%	162
Oklahoma Area	460	57.6%	22.4%	20.0%	11
CLAREMORE SERVICE UNIT	98	48.9%	29.6%	21.5%	4
CLINTON SERVICE UNIT	96	73.8%	10.9%	15.2%	0
IPA / MOA PROVIDER GRP	50	60.1%	15.1%	24.8%	2
Kansas Service Unit	21	66.4%	19.5%	14.1%	0
LAWTON SERVICE UNIT	77	47.6%	23.7%	28.8%	4
OEH & E GROUP	18	51.4%	42.4%	6.2%	0
OFC OF HLTH PRGM SERVS	10	73.3%	17.3%	9.4%	0
PAWNEE SERVICE UNIT	30	47.6%	35.0%	17.3%	1
WEWOKA SERVICE UNIT	33	55.2%	25.2%	19.6%	0

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	40,629	66.7%	18.7%	14.6%	1,189
INDIAN HEALTH SERVICE	4,593	51.3%	27.3%	21.4%	156
Oklahoma Area	453	59.3%	23.7%	17.0%	13
CLAREMORE SERVICE UNIT	96	51.6%	25.3%	23.0%	4
CLINTON SERVICE UNIT	92	77.2%	11.1%	11.8%	3
IPA / MOA PROVIDER GRP	51	56.8%	25.6%	17.5%	1
Kansas Service Unit	21	72.7%	19.5%	7.8%	0
LAWTON SERVICE UNIT	77	47.6%	26.9%	25.5%	3
OEH & E GROUP	18	51.9%	41.9%	6.2%	0
OFC OF HLTH PRGM SERVS	10	51.0%	39.6%	9.4%	0
PAWNEE SERVICE UNIT	28	53.9%	34.1%	12.1%	2
WEWOKA SERVICE UNIT	33	60.5%	26.5%	13.0%	0

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	39,793	67.8%	19.7%	12.5%	2,181
INDIAN HEALTH SERVICE	4,421	52.9%	27.5%	19.6%	366
Oklahoma Area	442	60.4%	24.3%	15.4%	29
CLAREMORE SERVICE UNIT	100	55.1%	27.8%	17.1%	1
CLINTON SERVICE UNIT	93	70.7%	23.2%	6.2%	3
IPA / MOA PROVIDER GRP	50	57.4%	24.4%	18.1%	2
Kansas Service Unit	20	60.9%	20.1%	19.0%	1
LAWTON SERVICE UNIT	69	55.2%	19.7%	25.1%	13
OEH & E GROUP	18	65.7%	34.3%	0.0%	0
OFC OF HLTH PRGM SERVS	10	90.6%	0.0%	9.4%	0
PAWNEE SERVICE UNIT	26	50.8%	25.4%	23.8%	5
WEWOKA SERVICE UNIT	31	49.0%	34.0%	17.0%	2

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

Leadership (continued)

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	41,284	65.7%	20.4%	14.0%	645
INDIAN HEALTH SERVICE	4,658	56.8%	25.3%	18.0%	122
Oklahoma Area	467	63.4%	19.0%	17.5%	3
CLAREMORE SERVICE UNIT	101	57.3%	18.6%	24.2%	0
CLINTON SERVICE UNIT	96	73.7%	16.1%	10.2%	0
IPA / MOA PROVIDER GRP	51	62.7%	20.7%	16.6%	1
Kansas Service Unit	21	59.6%	14.6%	25.9%	0
LAWTON SERVICE UNIT	81	64.3%	17.7%	18.0%	1
OEH & E GROUP	18	60.5%	28.9%	10.6%	0
OFC OF HLTH PRGM SERVS	9	78.7%	0.0%	21.3%	1
PAWNEE SERVICE UNIT	30	57.5%	22.0%	20.5%	0
WEWOKA SERVICE UNIT	33	60.7%	30.5%	8.8%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Health and Human Services	38,629	66.9%	21.6%	11.5%	3,323
INDIAN HEALTH SERVICE	4,312	48.1%	32.8%	19.2%	463
Oklahoma Area	422	54.8%	32.2%	13.1%	47
CLAREMORE SERVICE UNIT	88	50.0%	31.3%	18.6%	12
CLINTON SERVICE UNIT	87	67.6%	25.2%	7.2%	9
IPA / MOA PROVIDER GRP	47	46.5%	43.8%	9.7%	4
Kansas Service Unit	20	46.9%	26.1%	26.9%	1
LAWTON SERVICE UNIT	78	55.4%	31.8%	12.9%	4
OEH & E GROUP	16	42.3%	50.8%	6.9%	2
OFC OF HLTH PRGM SERVS	8	65.7%	10.7%	23.6%	2
PAWNEE SERVICE UNIT	27	49.7%	29.8%	20.5%	4
WEWOKA SERVICE UNIT	30	46.1%	50.9%	3.0%	3

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

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	41,867	60.4%	20.6%	19.0%
INDIAN HEALTH SERVICE	4,772	53.3%	26.7%	20.0%
Oklahoma Area	470	56.2%	25.6%	18.2%
CLAREMORE SERVICE UNIT	101	54.6%	25.4%	20.0%
CLINTON SERVICE UNIT	96	63.8%	24.0%	12.3%
IPA / MOA PROVIDER GRP	53	54.4%	25.3%	20.3%
Kansas Service Unit	21	48.5%	36.0%	15.5%
LAWTON SERVICE UNIT	80	52.1%	21.9%	26.1%
OEH & E GROUP	18	63.1%	36.9%	0.0%
OFC OF HLTH PRGM SERVS	10	50.5%	31.3%	18.1%
PAWNEE SERVICE UNIT	31	49.6%	21.6%	28.8%
WEWOKA SERVICE UNIT	33	52.9%	26.2%	20.9%

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	41,871	57.8%	21.7%	20.5%
INDIAN HEALTH SERVICE	4,763	47.0%	27.2%	25.8%
Oklahoma Area	468	55.1%	23.5%	21.4%
CLAREMORE SERVICE UNIT	99	47.8%	20.5%	31.8%
CLINTON SERVICE UNIT	96	64.3%	21.1%	14.6%
IPA / MOA PROVIDER GRP	53	53.2%	25.5%	21.3%
Kansas Service Unit	21	64.8%	6.9%	28.3%
LAWTON SERVICE UNIT	80	51.3%	21.4%	27.3%
OEH & E GROUP	18	60.3%	39.7%	0.0%
OFC OF HLTH PRGM SERVS	10	81.6%	9.1%	9.4%
PAWNEE SERVICE UNIT	31	55.7%	19.4%	24.9%
WEWOKA SERVICE UNIT	33	44.5%	46.1%	9.4%

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Satisfaction (continued)

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	41,832	59.9%	20.6%	19.5%
INDIAN HEALTH SERVICE	4,767	45.5%	27.2%	27.2%
Oklahoma Area	471	52.7%	21.3%	26.0%
CLAREMORE SERVICE UNIT	101	54.0%	16.8%	29.2%
CLINTON SERVICE UNIT	96	58.3%	20.9%	20.7%
IPA / MOA PROVIDER GRP	53	53.4%	24.9%	21.7%
Kansas Service Unit	21	54.8%	13.0%	32.3%
LAWTON SERVICE UNIT	81	54.2%	13.0%	32.7%
OEH & E GROUP	18	55.8%	44.2%	0.0%
OFC OF HLTH PRGM SERVS	10	55.7%	8.3%	36.1%
PAWNEE SERVICE UNIT	31	35.1%	23.5%	41.4%
WEWOKA SERVICE UNIT	33	35.1%	44.5%	20.4%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	41,774	53.5%	28.2%	18.3%
INDIAN HEALTH SERVICE	4,764	45.6%	32.3%	22.1%
Oklahoma Area	469	54.5%	27.7%	17.8%
CLAREMORE SERVICE UNIT	101	51.2%	24.7%	24.2%
CLINTON SERVICE UNIT	95	67.7%	22.2%	10.1%
IPA / MOA PROVIDER GRP	53	49.8%	37.8%	12.4%
Kansas Service Unit	21	48.5%	31.9%	19.6%
LAWTON SERVICE UNIT	80	52.9%	28.4%	18.6%
OEH & E GROUP	18	45.8%	42.9%	11.4%
OFC OF HLTH PRGM SERVS	10	59.4%	31.3%	9.4%
PAWNEE SERVICE UNIT	31	46.1%	28.0%	26.0%
WEWOKA SERVICE UNIT	33	51.4%	28.4%	20.2%

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Satisfaction (continued)

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	41,793	43.3%	29.2%	27.5%
INDIAN HEALTH SERVICE	4,757	41.5%	33.1%	25.5%
Oklahoma Area	470	46.6%	29.5%	24.0%
CLAREMORE SERVICE UNIT	101	43.5%	29.9%	26.6%
CLINTON SERVICE UNIT	96	53.7%	28.5%	17.8%
IPA / MOA PROVIDER GRP	53	54.8%	26.3%	19.0%
Kansas Service Unit	21	41.3%	29.5%	29.2%
LAWTON SERVICE UNIT	81	49.6%	25.5%	24.9%
OEH & E GROUP	18	35.5%	31.0%	33.5%
OFC OF HLTH PRGM SERVS	10	41.4%	40.4%	18.1%
PAWNEE SERVICE UNIT	30	31.8%	27.6%	40.6%
WEWOKA SERVICE UNIT	33	44.6%	42.9%	12.5%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	41,795	62.1%	22.1%	15.8%
INDIAN HEALTH SERVICE	4,761	52.7%	26.1%	21.3%
Oklahoma Area	470	60.7%	21.8%	17.5%
CLAREMORE SERVICE UNIT	101	55.8%	24.9%	19.4%
CLINTON SERVICE UNIT	96	71.5%	19.6%	8.9%
IPA / MOA PROVIDER GRP	53	61.5%	22.4%	16.1%
Kansas Service Unit	21	64.3%	20.0%	15.7%
LAWTON SERVICE UNIT	81	61.1%	16.2%	22.7%
OEH & E GROUP	18	48.9%	40.8%	10.3%
OFC OF HLTH PRGM SERVS	9	56.2%	23.8%	20.0%
PAWNEE SERVICE UNIT	31	55.5%	9.8%	34.7%
WEWOKA SERVICE UNIT	33	60.6%	24.2%	15.2%

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	41,819	74.1%	14.9%	10.9%
INDIAN HEALTH SERVICE	4,760	70.8%	18.7%	10.5%
Oklahoma Area	467	73.5%	16.4%	10.0%
CLAREMORE SERVICE UNIT	99	65.1%	23.3%	11.6%
CLINTON SERVICE UNIT	96	84.2%	8.1%	7.8%
IPA / MOA PROVIDER GRP	52	66.4%	20.2%	13.5%
Kansas Service Unit	21	73.9%	7.9%	18.2%
LAWTON SERVICE UNIT	81	76.4%	16.2%	7.5%
OEH & E GROUP	17	58.7%	34.5%	6.8%
OFC OF HLTH PRGM SERVS	10	68.4%	22.2%	9.4%
PAWNEE SERVICE UNIT	31	68.4%	18.7%	13.0%
WEWOKA SERVICE UNIT	33	76.9%	14.7%	8.4%

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	41,785	65.6%	16.6%	17.8%
INDIAN HEALTH SERVICE	4,749	59.0%	19.6%	21.4%
Oklahoma Area	465	60.6%	18.2%	21.2%
CLAREMORE SERVICE UNIT	99	64.5%	20.9%	14.6%
CLINTON SERVICE UNIT	96	60.7%	14.5%	24.8%
IPA / MOA PROVIDER GRP	51	71.8%	11.9%	16.3%
Kansas Service Unit	21	43.4%	15.2%	41.4%
LAWTON SERVICE UNIT	80	66.3%	14.7%	19.1%
OEH & E GROUP	18	38.9%	37.7%	23.4%
OFC OF HLTH PRGM SERVS	10	81.6%	0.0%	18.4%
PAWNEE SERVICE UNIT	30	48.8%	20.7%	30.5%
WEWOKA SERVICE UNIT	33	56.6%	21.9%	21.5%

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Department of Health and Human Services	41,703	70.0%	17.9%	12.1%
INDIAN HEALTH SERVICE	4,728	59.4%	24.6%	16.0%
Oklahoma Area	464	65.5%	21.3%	13.2%
CLAREMORE SERVICE UNIT	97	62.3%	22.1%	15.6%
CLINTON SERVICE UNIT	95	82.9%	10.1%	7.0%
IPA / MOA PROVIDER GRP	52	60.8%	28.7%	10.6%
Kansas Service Unit	21	60.9%	17.1%	22.0%
LAWTON SERVICE UNIT	81	60.6%	23.0%	16.4%
OEH & E GROUP	18	49.8%	44.2%	6.0%
OFC OF HLTH PRGM SERVS	10	59.3%	31.3%	9.4%
PAWNEE SERVICE UNIT	30	51.0%	28.8%	20.2%
WEWOKA SERVICE UNIT	33	65.7%	18.9%	15.4%

Work/Life

72. 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	41,700	14.6%	7.3%	37.1%	7.6%	3.2%
INDIAN HEALTH SERVICE	4,673	5.1%	1.4%	3.3%	1.6%	4.4%
Oklahoma Area	455	4.1%	0.4%	1.4%	0.7%	2.4%
CLAREMORE SERVICE UNIT	97	2.9%	1.8%	1.4%	0.0%	5.5%
CLINTON SERVICE UNIT	95	5.2%	0.0%	1.2%	0.0%	2.3%
IPA / MOA PROVIDER GRP	49	9.9%	0.0%	2.3%	4.4%	3.6%
Kansas Service Unit	21	0.0%	0.0%	4.0%	0.0%	0.0%
LAWTON SERVICE UNIT	78	4.3%	0.0%	0.9%	0.0%	0.0%
OEH & E GROUP	18	6.5%	0.0%	0.0%	0.0%	0.0%
OFC OF HLTH PRGM SERVS	10	9.4%	0.0%	0.0%	13.4%	0.0%
PAWNEE SERVICE UNIT	30	0.0%	0.0%	0.0%	0.0%	4.8%
WEWOKA SERVICE UNIT	32	0.0%	0.0%	0.0%	0.0%	0.0%

(continued)

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

Work/Life (continued)

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

	N	Must Be Physically Present	Technical Issues	Do Not Telework	
				Not Approved To Telework	Choose Not To Telework
Department of Health and Human Services	41,700	14.0%	1.9%	6.0%	8.3%
INDIAN HEALTH SERVICE	4,673	45.7%	5.0%	17.8%	15.7%
Oklahoma Area	455	53.2%	3.7%	23.6%	10.6%
CLAREMORE SERVICE UNIT	97	61.8%	2.1%	14.5%	10.0%
CLINTON SERVICE UNIT	95	51.1%	6.7%	17.0%	16.5%
IPA / MOA PROVIDER GRP	49	57.5%	3.0%	13.3%	6.0%
Kansas Service Unit	21	63.7%	8.8%	23.5%	0.0%
LAWTON SERVICE UNIT	78	59.0%	3.5%	21.1%	11.2%
OEH & E GROUP	18	10.7%	6.8%	67.7%	8.3%
OFC OF HLTH PRGM SERVS	10	0.0%	0.0%	54.9%	22.4%
PAWNEE SERVICE UNIT	30	57.9%	3.0%	22.3%	12.0%
WEWOKA SERVICE UNIT	32	70.6%	0.0%	21.7%	7.6%

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
INDIAN HEALTH SERVICE	1,660	35.8%	47.3%	16.8%	263	2,232	476
Oklahoma Area	124	28.3%	57.0%	14.7%	14	256	56
CLAREMORE SERVICE UNIT	14	52.4%	41.5%	6.1%	3	67	11
CLINTON SERVICE UNIT	31	27.4%	56.4%	16.2%	7	43	13
IPA / MOA PROVIDER GRP	18	39.8%	45.6%	14.5%	0	23	7
Kansas Service Unit	5	0.0%	55.1%	44.9%	0	14	2
LAWTON SERVICE UNIT	22	16.5%	75.5%	8.0%	1	41	14
OEH & E GROUP	8	14.4%	65.3%	20.4%	0	9	0
OFC OF HLTH PRGM SERVS	3	41.3%	29.8%	28.8%	1	5	0
PAWNEE SERVICE UNIT	6	29.6%	70.4%	0.0%	1	18	4
WEWOKA SERVICE UNIT	7	19.6%	80.4%	0.0%	1	20	5

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

Work/Life (continued)

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	27,464	76.3%	17.0%	6.7%	7,207	5,300	1,253
INDIAN HEALTH SERVICE	2,781	59.5%	26.2%	14.3%	271	1,274	318
Oklahoma Area	216	58.6%	27.7%	13.7%	15	168	53
CLAREMORE SERVICE UNIT	34	62.2%	21.5%	16.3%	4	42	15
CLINTON SERVICE UNIT	56	69.5%	19.1%	11.3%	5	25	7
IPA / MOA PROVIDER GRP	24	53.1%	39.5%	7.4%	1	17	6
Kansas Service Unit	6	13.1%	86.9%	0.0%	0	12	2
LAWTON SERVICE UNIT	34	47.3%	39.5%	13.3%	0	33	13
OEH & E GROUP	11	29.8%	33.8%	36.5%	0	6	1
OFC OF HLTH PRGM SERV	4	30.4%	48.4%	21.2%	1	5	0
PAWNEE SERVICE UNIT	8	50.6%	39.3%	10.1%	2	15	5
WEWOKA SERVICE UNIT	18	73.7%	16.4%	9.9%	2	8	4

75. 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	35,973	77.5%	17.4%	5.2%	3,203	1,406	1,050
INDIAN HEALTH SERVICE	4,038	64.8%	24.9%	10.2%	114	347	216
Oklahoma Area	387	72.3%	19.8%	7.9%	6	44	25
CLAREMORE SERVICE UNIT	70	64.9%	23.9%	11.2%	2	18	7
CLINTON SERVICE UNIT	86	77.3%	17.8%	4.9%	0	4	4
IPA / MOA PROVIDER GRP	39	68.9%	21.4%	9.7%	1	4	7
Kansas Service Unit	18	59.7%	21.0%	19.3%	0	2	1
LAWTON SERVICE UNIT	71	80.9%	12.6%	6.5%	1	6	3
OEH & E GROUP	14	51.7%	28.9%	19.3%	1	3	0
OFC OF HLTH PRGM SERV	8	88.6%	0.0%	11.4%	0	2	0
PAWNEE SERVICE UNIT	26	68.0%	26.3%	5.7%	1	3	0
WEWOKA SERVICE UNIT	31	74.5%	20.8%	4.7%	0	1	1

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

Work/Life (continued)

76. 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	25,148	56.8%	38.3%	4.9%	11,779	696	4,023
INDIAN HEALTH SERVICE	3,322	47.1%	45.2%	7.7%	624	219	569
Oklahoma Area	315	48.4%	46.6%	4.9%	43	32	74
CLAREMORE SERVICE UNIT	56	53.2%	41.7%	5.1%	17	12	13
CLINTON SERVICE UNIT	73	54.3%	41.6%	4.1%	6	4	12
IPA / MOA PROVIDER GRP	31	42.8%	48.2%	9.0%	4	6	9
Kansas Service Unit	10	48.3%	35.6%	16.0%	1	2	8
LAWTON SERVICE UNIT	59	49.8%	44.2%	6.0%	7	3	12
OEH & E GROUP	15	31.6%	68.4%	0.0%	0	0	3
OFC OF HLTH PRGM SERV	8	26.5%	73.5%	0.0%	1	0	1
PAWNEE SERVICE UNIT	25	37.4%	56.6%	6.0%	2	2	2
WEWOKA SERVICE UNIT	20	67.6%	32.4%	0.0%	1	1	11

77. 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, flexible spending account)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	17,227	41.0%	51.2%	7.9%	16,540	3,800	4,102
INDIAN HEALTH SERVICE	1,855	23.6%	62.0%	14.3%	640	1,210	1,027
Oklahoma Area	202	33.4%	61.1%	5.5%	51	123	88
CLAREMORE SERVICE UNIT	35	54.3%	40.8%	4.9%	14	34	15
CLINTON SERVICE UNIT	38	41.6%	56.1%	2.3%	16	24	17
IPA / MOA PROVIDER GRP	25	25.5%	62.8%	11.7%	3	10	12
Kansas Service Unit	8	10.1%	79.8%	10.2%	2	6	5
LAWTON SERVICE UNIT	37	37.1%	58.4%	4.5%	9	16	19
OEH & E GROUP	13	9.6%	84.0%	6.4%	1	2	2
OFC OF HLTH PRGM SERV	4	0.0%	100.0%	0.0%	0	3	3
PAWNEE SERVICE UNIT	11	17.8%	82.2%	0.0%	2	11	7
WEWOKA SERVICE UNIT	16	37.4%	53.6%	8.9%	2	10	5

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

Work/Life (continued)

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Health and Human Services	14,131	34.1%	60.5%	5.5%	16,603	3,316	7,576
INDIAN HEALTH SERVICE	1,772	24.4%	62.8%	12.8%	584	1,121	1,246
Oklahoma Area	190	26.9%	66.8%	6.3%	46	113	113
CLAREMORE SERVICE UNIT	29	40.6%	51.0%	8.4%	13	35	20
CLINTON SERVICE UNIT	42	36.8%	61.2%	2.0%	12	19	22
IPA / MOA PROVIDER GRP	22	27.7%	59.9%	12.3%	4	7	16
Kansas Service Unit	7	0.0%	88.7%	11.3%	2	5	7
LAWTON SERVICE UNIT	34	29.7%	62.4%	7.9%	8	17	22
OEH & E GROUP	13	9.6%	77.7%	12.7%	1	2	2
OFC OF HLTH PRGM SERV	4	0.0%	100.0%	0.0%	0	3	3
PAWNEE SERVICE UNIT	10	19.4%	80.6%	0.0%	2	11	8
WEWOKA SERVICE UNIT	15	14.5%	79.4%	6.1%	2	9	7

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

Demographic Questions

Where do you work?

	%
Headquarters	6.3%
Field	93.7%

What is your supervisory status?

	%
Non-Supervisor	64.3%
Team Leader	11.8%
Supervisor	17.4%
Manager	4.4%
Senior Leader	2.2%

Are you:

	%
Male	26.1%
Female	73.9%

Are you Hispanic or Latino?

	%
Yes	5.5%
No	94.5%

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

	%
American Indian or Alaska Native	--
Asian	--
Black or African American	--
Native Hawaiian or Other Pacific Islander	--
White	--
Two or more races	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Note: Percentages for demographic questions are unweighted.

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

Demographic Questions (continued)

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

	%
Less than High School	0.0%
High School Diploma/GED or equivalent	7.4%
Trade or Technical Certificate	9.4%
Some College (no degree)	20.3%
Associate's Degree (e.g., AA, AS)	14.2%
Bachelor's Degree (e.g., BA, BS)	24.4%
Master's Degree (e.g., MA, MS, MBA)	12.2%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	12.2%

What is your pay category/grade?

	%
Federal Wage System	4.8%
GS 1-6	30.2%
GS 7-12	45.8%
GS 13-15	8.5%
Senior Executive Service	--
Senior Level (SL) or Scientific or Professional (ST)	--
Other	10.2%

Note: Results are suppressed for each demographic category with fewer than 4 responses.

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

	%
Less than 1 year	3.9%
1 to 3 years	20.8%
4 to 5 years	9.5%
6 to 10 years	20.1%
11 to 14 years	13.2%
15 to 20 years	12.8%
More than 20 years	19.7%

Note: Percentages for demographic questions are unweighted.

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

Demographic Questions (continued)

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

	%
Less than 1 year	5.2%
1 to 3 years	23.5%
4 to 5 years	9.3%
6 to 10 years	22.2%
11 to 20 years	23.7%
More than 20 years	16.1%

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

	%
No	75.4%
Yes, to retire	4.4%
Yes, to take another job within the Federal Government	9.8%
Yes, to take another job outside the Federal Government	2.8%
Yes, other	7.6%

I am planning to retire:

	%
Within one year	3.3%
Between one and three years	9.6%
Between three and five years	9.8%
Five or more years	77.3%

What is your US military service status?

	%
No Prior Military Service	88.6%
Currently in National Guard or Reserves	1.8%
Retired	1.1%
Separated or Discharged	8.6%

Note: Percentages for demographic questions are unweighted.

Department of Health and Human Services
Oklahoma Area
3rd Level Subagency Comparison Report

Demographic Questions (continued)

Are you an individual with a disability?

	%
Yes	7.4%
No	92.6%

What is your age group?

	%
25 and under	1.5%
26-29	4.8%
30-39	19.3%
40-49	26.6%
50-59	31.6%
60 or older	16.2%

Note: Percentages for demographic questions are unweighted.