

**DEPARTMENT OF VETERANS AFFAIRS  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1.	I am given a real opportunity to improve my skills in my organization.	N		4,995	10,750	4,831	4,665	2,330	27,571	NA
		%	56.82	17.87	38.96	17.72	16.83	8.62	100.00	
2.	I have enough information to do my job well.	N		4,835	13,386	4,175	3,542	1,195	27,133	NA
		%	68.17	18.37	49.81	15.28	12.34	4.20	100.00	
3.	I feel encouraged to come up with new and better ways of doing things.	N		5,015	9,264	5,000	4,830	2,932	27,041	NA
		%	52.79	18.26	34.53	18.59	17.78	10.85	100.00	
*4.	My work gives me a feeling of personal accomplishment.	N		8,068	11,638	3,709	2,456	1,504	27,375	NA
		%	72.32	29.57	42.76	13.56	8.74	5.38	100.00	
*5.	I like the kind of work I do.	N		11,085	11,607	2,668	989	522	26,871	NA
		%	85.00	41.81	43.19	9.73	3.39	1.87	100.00	
6.	I know what is expected of me on the job.	N		8,555	12,783	3,095	1,952	852	27,237	NA
		%	79.61	32.55	47.06	10.93	6.56	2.90	100.00	
7.	When needed I am willing to put in the extra effort to get a job done.	N		17,022	9,210	715	216	190	27,353	NA
		%	95.80	61.38	34.42	2.70	0.80	0.70	100.00	
8.	I am constantly looking for ways to do my job better.	N		13,665	11,530	1,847	271	169	27,482	NA
		%	91.75	49.66	42.08	6.69	0.92	0.64	100.00	
9.	I have sufficient resources (for example, people, materials, budget) to get my job done.	N		3,006	9,679	4,410	6,109	4,255	27,459	87
		%	46.20	10.97	35.23	16.15	22.06	15.59	100.00	
*10.	My workload is reasonable.	N		2,890	11,491	4,459	4,909	3,473	27,222	64
		%	53.56	10.99	42.57	16.30	17.57	12.57	100.00	
*11.	My talents are used well in the workplace.	N		4,417	10,412	4,202	4,145	2,970	26,146	166
		%	57.44	17.23	40.21	15.94	15.52	11.10	100.00	
*12.	I know how my work relates to the agency's goals and priorities.	N		8,356	14,355	2,837	1,097	664	27,309	104
		%	83.12	30.08	53.04	10.55	3.94	2.39	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014  
Percentages are weighted to represent the Agency's population.

\* AES prescribed items

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

Sample or Census: Sample  
Number of surveys completed: 27,639  
Number of surveys administered: 84,862  
Response Rate: 32.6%

**DEPARTMENT OF VETERANS AFFAIRS  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*13.	The work I do is important.	N	15,032	10,063	1,338	306	229	26,968	44
		%	93.70	56.52	37.18	4.58	0.97	0.76	100.00
*14.	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	6,011	11,019	3,891	3,893	2,516	27,330	145
		%	61.71	21.43	40.28	14.43	14.43	9.43	100.00
*15.	My performance appraisal is a fair reflection of my performance.	N	6,864	10,697	3,999	2,823	2,558	26,941	530
		%	64.67	25.11	39.55	14.99	10.40	9.94	100.00
16.	I am held accountable for achieving results.	N	8,536	14,038	3,183	876	566	27,199	154
		%	82.30	30.73	51.57	12.19	3.28	2.22	100.00
17.	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N	5,710	9,278	5,232	2,806	3,491	26,517	878
		%	56.08	20.62	35.45	19.97	10.64	13.31	100.00
*18.	My training needs are assessed.	N	3,893	10,455	6,211	3,939	2,574	27,072	315
		%	54.56	14.58	39.98	22.80	13.84	8.80	100.00
*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	7,822	10,589	3,500	2,613	2,295	26,819	733
		%	68.42	28.81	39.61	13.31	9.55	8.72	100.00
*20.	The people I work with cooperate to get the job done.	N	6,577	12,014	4,165	3,295	1,387	27,438	NA
		%	66.55	22.98	43.57	15.63	12.40	5.43	100.00
*21.	My work unit is able to recruit people with the right skills.	N	2,556	9,518	6,519	5,178	3,084	26,855	702
		%	45.47	9.76	35.71	24.28	18.94	11.31	100.00
*22.	Promotions in my work unit are based on merit.	N	2,007	5,952	7,584	4,916	5,057	25,516	1,774
		%	30.15	7.49	22.66	30.07	19.30	20.47	100.00
*23.	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N	1,537	5,906	6,478	5,605	6,057	25,583	1,806
		%	28.37	5.88	22.49	25.53	21.86	24.24	100.00
*24.	In my work unit, differences in performance are recognized in a meaningful way.	N	1,779	6,523	7,203	5,858	4,852	26,215	1,274
		%	31.31	6.68	24.63	27.80	22.05	18.84	100.00

Survey Administration Period: May 6, 2014 to June 13, 2014  
Percentages are weighted to represent the Agency's population.

\* AES prescribed items

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

Sample or Census: Sample  
Number of surveys completed: 27,639  
Number of surveys administered: 84,862  
Response Rate: 32.6%

**DEPARTMENT OF VETERANS AFFAIRS  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
25.	Awards in my work unit depend on how well employees perform their jobs.	N		2,335	7,206	6,701	4,504	4,944	25,690	1,740
		%	36.29	9.00	27.29	26.45	17.52	19.74	100.00	
26.	Employees in my work unit share job knowledge with each other.	N		5,658	13,450	4,122	2,361	1,724	27,315	139
		%	69.11	19.77	49.34	15.70	8.70	6.49	100.00	
27.	The skill level in my work unit has improved in the past year.	N		4,095	9,885	7,649	2,823	2,089	26,541	948
		%	51.93	15.05	36.88	29.35	10.52	8.20	100.00	
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28.	How would you rate the overall quality of work done by your work unit?	N		11,379	11,026	3,963	739	329	27,436	NA
		%	80.75	40.31	40.44	15.02	2.90	1.34	100.00	
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29.	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		3,733	13,839	5,066	2,649	1,004	26,291	399
		%	67.36	14.32	53.04	19.50	9.35	3.79	100.00	
*30.	Employees have a feeling of personal empowerment with respect to work processes.	N		2,237	8,115	6,519	5,795	3,563	26,229	460
		%	39.88	8.54	31.33	25.37	21.42	13.33	100.00	
31.	Employees are recognized for providing high quality products and services.	N		2,542	8,345	6,183	5,368	3,675	26,113	481
		%	41.14	9.44	31.70	23.95	20.53	14.38	100.00	
*32.	Creativity and innovation are rewarded.	N		2,135	6,340	7,315	5,743	4,239	25,772	786
		%	32.66	8.13	24.54	28.51	22.23	16.59	100.00	
*33.	Pay raises depend on how well employees perform their jobs.	N		1,168	3,803	6,435	6,637	6,765	24,808	1,659
		%	20.40	4.91	15.49	25.44	26.54	27.62	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014  
Percentages are weighted to represent the Agency's population.

\* AES prescribed items

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

Sample or Census: Sample  
Number of surveys completed: 27,639  
Number of surveys administered: 84,862  
Response Rate: 32.6%

**DEPARTMENT OF VETERANS AFFAIRS  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
34.	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		3,438	10,285	7,124	1,978	2,054	24,879	1,753
		%	54.43	13.25	41.18	28.87	8.08	8.62	100.00	
*35.	Employees are protected from health and safety hazards on the job.	N		5,212	13,853	3,888	1,933	1,392	26,278	282
		%	71.65	18.87	52.78	14.97	7.72	5.67	100.00	
*36.	My organization has prepared employees for potential security threats.	N		4,276	13,341	4,769	2,301	1,446	26,133	425
		%	66.88	15.81	51.07	18.57	8.76	5.79	100.00	
37.	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		3,713	8,471	5,836	3,404	3,894	25,318	1,227
		%	47.58	14.06	33.52	23.22	13.50	15.70	100.00	
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		4,944	10,009	5,305	1,862	2,495	24,615	1,777
		%	59.90	18.95	40.95	22.07	7.56	10.48	100.00	
39.	My agency is successful at accomplishing its mission.	N		4,230	12,764	5,883	1,960	1,184	26,021	504
		%	64.94	15.79	49.15	23.24	7.33	4.49	100.00	
40.	I recommend my organization as a good place to work.	N		5,567	10,549	5,919	2,942	1,532	26,509	NA
		%	61.53	21.28	40.26	22.52	10.55	5.40	100.00	
41.	I believe the results of this survey will be used to make my agency a better place to work.	N		3,415	6,344	6,532	4,150	3,702	24,143	2,401
		%	41.81	15.20	26.61	26.91	16.41	14.87	100.00	
*42.	My supervisor supports my need to balance work and other life issues.	N		8,213	10,511	3,492	1,926	2,070	26,212	202
		%	70.03	30.03	40.01	13.91	7.54	8.53	100.00	
43.	My supervisor provides me with opportunities to demonstrate my leadership skills.	N		6,568	8,920	4,967	3,036	2,685	26,176	162
		%	58.50	24.25	34.26	19.12	11.61	10.77	100.00	
*44.	Discussions with my supervisor about my performance are worthwhile.	N		6,431	8,756	4,921	2,776	2,844	25,728	386
		%	58.44	24.30	34.14	19.28	10.72	11.56	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014  
Percentages are weighted to represent the Agency's population.

\* AES prescribed items

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

Sample or Census: Sample  
Number of surveys completed: 27,639  
Number of surveys administered: 84,862  
Response Rate: 32.6%

**DEPARTMENT OF VETERANS AFFAIRS  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45.	My supervisor is committed to a workforce representative of all segments of society.	N		6,512	9,062	5,616	1,408	1,916	24,514	1,807
		%	62.45	25.60	36.85	23.23	6.00	8.32	100.00	
46.	My supervisor provides me with constructive suggestions to improve my job performance.	N		6,073	9,016	5,326	2,957	2,713	26,085	174
		%	57.59	22.73	34.86	20.41	11.10	10.90	100.00	
*47.	Supervisors in my work unit support employee development.	N		6,305	9,276	4,967	2,569	2,760	25,877	425
		%	59.38	23.68	35.70	19.46	9.82	11.34	100.00	
48.	My supervisor listens to what I have to say.	N		8,327	10,193	3,628	2,611	1,521	26,280	NA
		%	69.49	30.63	38.86	14.24	10.16	6.11	100.00	
49.	My supervisor treats me with respect.	N		9,666	10,251	3,096	1,708	1,409	26,130	NA
		%	75.41	35.89	39.52	12.36	6.61	5.62	100.00	
50.	In the last six months, my supervisor has talked with me about my performance.	N		7,976	11,742	2,781	2,528	1,180	26,207	NA
		%	74.19	29.26	44.93	11.11	9.92	4.79	100.00	
*51.	I have trust and confidence in my supervisor.	N		8,134	7,974	4,683	2,751	2,680	26,222	NA
		%	60.44	30.03	30.41	18.26	10.63	10.67	100.00	
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52.	Overall, how good a job do you feel is being done by your immediate supervisor?	N		9,640	7,538	5,045	2,090	1,887	26,200	NA
		%	64.50	35.92	28.58	19.70	8.13	7.68	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014  
Percentages are weighted to represent the Agency's population.

\* AES prescribed items

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

Sample or Census: Sample  
Number of surveys completed: 27,639  
Number of surveys administered: 84,862  
Response Rate: 32.6%

**DEPARTMENT OF VETERANS AFFAIRS  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53.	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		2,495	6,685	6,218	5,235	4,750	25,383	581
		%	36.06	9.57	26.48	25.15	20.38	18.41	100.00	
54.	My organization's senior leaders maintain high standards of honesty and integrity.	N		3,296	7,592	6,554	3,181	3,926	24,549	1,352
		%	43.88	12.92	30.96	27.29	12.83	15.99	100.00	
*55.	Supervisors work well with employees of different backgrounds.	N		3,883	10,374	5,967	2,037	2,118	24,379	1,348
		%	57.74	15.49	42.25	24.84	8.33	9.08	100.00	
*56.	Managers communicate the goals and priorities of the organization.	N		3,572	11,061	5,476	2,796	2,473	25,378	427
		%	57.10	13.67	43.43	22.23	10.79	9.87	100.00	
*57.	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		3,552	10,585	6,011	2,186	1,975	24,309	1,491
		%	57.40	14.06	43.35	25.38	8.86	8.36	100.00	
58.	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		3,107	8,711	6,036	3,795	3,244	24,893	933
		%	47.26	12.20	35.06	25.00	14.92	12.83	100.00	
59.	Managers support collaboration across work units to accomplish work objectives.	N		3,228	9,034	6,229	3,292	3,017	24,800	993
		%	48.71	12.67	36.04	26.06	13.14	12.09	100.00	
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60.	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		4,939	7,393	5,960	2,710	2,656	23,658	2,113
		%	51.49	20.26	31.23	25.44	11.69	11.39	100.00	
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61.	I have a high level of respect for my organization's senior leaders.	N		4,285	7,443	6,433	3,724	3,404	25,289	496
		%	46.34	16.65	29.69	25.91	14.42	13.33	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014  
Percentages are weighted to represent the Agency's population.

\* AES prescribed items

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

Sample or Census: Sample  
Number of surveys completed: 27,639  
Number of surveys administered: 84,862  
Response Rate: 32.6%

**DEPARTMENT OF VETERANS AFFAIRS  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

			<b>Percent Positive</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
62.	Senior leaders demonstrate support for Work/Life programs.	N		3,225	6,548	7,190	2,856	2,680	22,499	3,262
		%	42.82	13.91	28.91	32.77	12.52	11.88	100.00	
			<b>Percent Positive</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neither Satisfied nor Dissatisfied</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>Item Response Total</b>	<b>Do Not Know/ No Basis to Judge</b>
*63.	How satisfied are you with your involvement in decisions that affect your work?	N		3,001	8,374	6,088	5,688	2,426	25,577	NA
		%	44.26	11.43	32.83	24.00	22.14	9.60	100.00	
*64.	How satisfied are you with the information you receive from management on what's going on in your organization?	N		2,647	8,339	6,306	5,666	2,552	25,510	NA
		%	42.88	10.20	32.68	25.44	21.86	9.82	100.00	
*65.	How satisfied are you with the recognition you receive for doing a good job?	N		3,100	7,663	5,982	5,348	3,285	25,378	NA
		%	41.78	11.76	30.02	23.41	21.41	13.39	100.00	
*66.	How satisfied are you with the policies and practices of your senior leaders?	N		2,338	7,111	7,596	5,379	3,033	25,457	NA
		%	37.31	9.08	28.23	30.48	20.55	11.66	100.00	
*67.	How satisfied are you with your opportunity to get a better job in your organization?	N		2,351	6,358	7,252	5,239	4,250	25,450	NA
		%	34.08	9.05	25.03	28.40	20.61	16.91	100.00	
*68.	How satisfied are you with the training you receive for your present job?	N		3,306	9,635	6,052	4,036	2,422	25,451	NA
		%	51.87	13.14	38.74	23.74	15.35	9.03	100.00	
*69.	Considering everything, how satisfied are you with your job?	N		5,189	10,902	4,687	3,027	1,651	25,456	NA
		%	63.54	20.40	43.13	18.58	11.47	6.40	100.00	
*70.	Considering everything, how satisfied are you with your pay?	N		3,546	9,761	4,635	4,751	2,741	25,434	NA
		%	49.19	12.54	36.65	18.96	19.95	11.89	100.00	
71.	Considering everything, how satisfied are you with your organization?	N		3,405	9,972	5,952	4,015	2,149	25,493	NA
		%	52.80	13.30	39.50	23.68	15.24	8.28	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014  
Percentages are weighted to represent the Agency's population.

\* AES prescribed items

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

Sample or Census: Sample  
Number of surveys completed: 27,639  
Number of surveys administered: 84,862  
Response Rate: 32.6%

## DEPARTMENT OF VETERANS AFFAIRS 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	5,814	14.84
Yes, I was notified that I was not eligible to telework.	8,913	36.92
No, I was not notified of my telework eligibility.	7,966	35.71
Not sure if I was notified of my telework eligibility.	2,715	12.53
<b>Total</b>	<b>25,408</b>	<b>100.00</b>

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	1,392	4.08
I telework 1 or 2 days per week.	1,333	3.05
I telework, but no more than 1 or 2 days per month.	457	1.15
I telework very infrequently, on an unscheduled or short-term basis.	1,276	3.33
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	9,580	44.24
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1,011	4.22
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	6,888	29.11
I do not telework because I choose not to telework.	2,606	10.82
<b>Total</b>	<b>24,543</b>	<b>100.00</b>

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	5,196	17.14
No	12,289	50.28
Not available to me	7,734	32.58
<b>Total</b>	<b>25,219</b>	<b>100.00</b>

**DEPARTMENT OF VETERANS AFFAIRS  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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

	N	%
<b>Yes</b>	5,353	21.64
<b>No</b>	16,779	67.06
<b>Not available to me</b>	2,920	11.30
<b>Total</b>	25,052	100.00

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

	N	%
<b>Yes</b>	2,968	12.39
<b>No</b>	20,245	80.45
<b>Not available to me</b>	1,651	7.16
<b>Total</b>	24,864	100.00

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

	N	%
<b>Yes</b>	827	3.79
<b>No</b>	20,132	78.74
<b>Not available to me</b>	4,279	17.47
<b>Total</b>	25,238	100.00

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

	N	%
<b>Yes</b>	780	3.55
<b>No</b>	20,218	79.20
<b>Not available to me</b>	4,314	17.25
<b>Total</b>	25,312	100.00

**DEPARTMENT OF VETERANS AFFAIRS  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		<b>Percent Positive</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neither Satisfied nor Dissatisfied</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		1,645	1,532	806	355	193	4,531	809
	%	66.27	33.56	32.71	23.10	6.56	4.07	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		1,929	2,233	609	161	93	5,025	300
	%	79.73	33.91	45.81	14.63	3.51	2.13	100.00	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		936	2,640	1,174	184	63	4,997	692
	%	71.25	17.78	53.47	23.74	3.64	1.37	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		607	1,305	724	116	61	2,813	699
	%	68.59	21.04	47.55	25.50	3.84	2.07	100.00	
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N		166	281	228	23	18	716	324
	%	64.17	23.38	40.79	30.06	3.39	2.37	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		156	300	188	16	7	667	252
	%	69.76	23.53	46.23	27.00	2.17	1.07	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014  
Percentages are weighted to represent the Agency's population.

\* AES prescribed items

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

Sample or Census: Sample  
Number of surveys completed: 27,639  
Number of surveys administered: 84,862  
Response Rate: 32.6%

**DEPARTMENT OF VETERANS AFFAIRS  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>Where do you work?</b>	<b>N</b>	<b>%</b>
Headquarters	9,969	40.37
Field	14,726	59.63
<b>Total</b>	<b>24,695</b>	<b>100.00</b>

<b>*What is your supervisory status?</b>	<b>N</b>	<b>%</b>
Non-Supervisor	17,685	70.46
Team Leader	3,613	14.39
Supervisor	2,311	9.21
Manager	1,090	4.34
Senior Leader	402	1.60
<b>Total</b>	<b>25,101</b>	<b>100.00</b>

<b>*Are you:</b>	<b>N</b>	<b>%</b>
Male	10,060	40.36
Female	14,864	59.64
<b>Total</b>	<b>24,924</b>	<b>100.00</b>

<b>*Are you Hispanic or Latino?</b>	<b>N</b>	<b>%</b>
Yes	1,875	7.58
No	22,852	92.42
<b>Total</b>	<b>24,727</b>	<b>100.00</b>

## DEPARTMENT OF VETERANS AFFAIRS 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

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

	N	%
American Indian or Alaska Native	365	1.51
Asian	1,151	4.77
Black or African American	4,377	18.14
Native Hawaiian or Other Pacific Islander	203	0.84
White	17,073	70.76
Two or more races	960	3.98
<b>Total</b>	<b>24,129</b>	<b>100.00</b>

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

	N	%
Less than High School	56	0.22
High School Diploma/GED or equivalent	1,327	5.30
Trade or Technical Certificate	1,257	5.02
Some College (no degree)	3,982	15.90
Associate's Degree (e.g., AA, AS)	3,136	12.52
Bachelor's Degree (e.g., BA, BS)	7,031	28.07
Master's Degree (e.g., MA, MS, MBA)	5,778	23.06
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	2,484	9.92
<b>Total</b>	<b>25,051</b>	<b>100.00</b>

## DEPARTMENT OF VETERANS AFFAIRS 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

What is your pay category/grade?	N	%
Federal Wage System	1,511	6.05
GS 1-6	5,038	20.18
GS 7-12	10,176	40.75
GS 13-15	4,833	19.36
Senior Executive Service	195	0.78
Senior Level (SL) or Scientific or Professional (ST)	260	1.04
Other	2,956	11.84
<b>Total</b>	<b>24,969</b>	<b>100.00</b>

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	732	2.91
1 to 3 years	4,099	16.31
4 to 5 years	3,544	14.10
6 to 10 years	5,928	23.59
11 to 14 years	2,962	11.79
15 to 20 years	2,283	9.09
More than 20 years	5,578	22.20
<b>Total</b>	<b>25,126</b>	<b>100.00</b>

## DEPARTMENT OF VETERANS AFFAIRS 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

<b>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</b>	<b>N</b>	<b>%</b>
Less than 1 year	1,173	4.71
1 to 3 years	5,502	22.08
4 to 5 years	3,886	15.60
6 to 10 years	5,973	23.97
11 to 20 years	4,324	17.35
More than 20 years	4,059	16.29
<b>Total</b>	<b>24,917</b>	<b>100.00</b>

<b>Are you considering leaving your organization within the next year, and if so, why?</b>	<b>N</b>	<b>%</b>
No	16,473	65.71
Yes, to retire	1,457	5.81
Yes, to take another job within the Federal Government	4,364	17.41
Yes, to take another job outside the Federal Government	1,209	4.82
Yes, other	1,565	6.24
<b>Total</b>	<b>25,068</b>	<b>100.00</b>

<b>I am planning to retire:</b>	<b>N</b>	<b>%</b>
Within one year	897	3.62
Between one and three years	2,360	9.54
Between three and five years	2,720	10.99
Five or more years	18,769	75.85
<b>Total</b>	<b>24,746</b>	<b>100.00</b>

## DEPARTMENT OF VETERANS AFFAIRS 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

<b>Self-Identify as:</b>	N	%
Heterosexual or Straight	20,037	83.51
Gay, Lesbian, Bisexual, or Transgender	784	3.27
I prefer not to say	3,173	13.22
<b>Total</b>	<b>23,994</b>	<b>100.00</b>

<b>What is your US military service status?</b>	N	%
No Prior Military Service	15,421	62.13
Currently in National Guard or Reserves	412	1.66
Retired	2,974	11.98
Separated or Discharged	6,014	24.23
<b>Total</b>	<b>24,821</b>	<b>100.00</b>

<b>Are you an individual with a disability?</b>	N	%
Yes	6,064	24.37
No	18,823	75.63
<b>Total</b>	<b>24,887</b>	<b>100.00</b>

<b>What is your age group?</b>	N	%
25 and under	153	0.55
26-29	815	2.95
30-39	4,272	15.46
40-49	6,960	25.18
50-59	10,300	37.27
60 or older	5,139	18.59
<b>Total</b>	<b>27,639</b>	<b>100.00</b>