

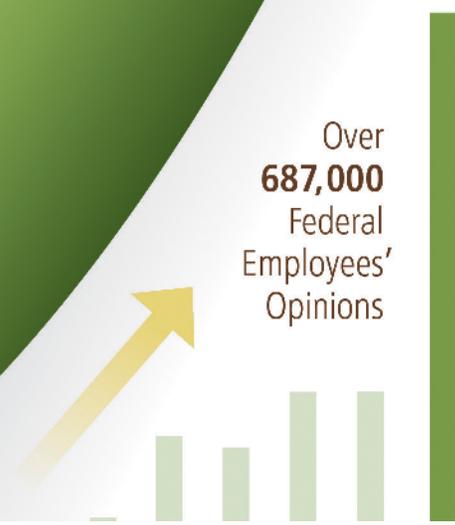
# 2012

## Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

**Bureau of Economic Analysis**  
1st Level Subagency Report

UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT



Over  
**687,000**  
Federal  
Employees'  
Opinions

# Department of Commerce Bureau of Economic Analysis *1st Level Subagency Report*

## Response Summary

|                                    | Surveys Completed |
|------------------------------------|-------------------|
| Governmentwide                     | 687,687           |
| Department of Commerce             | 19,872            |
| <b>Bureau of Economic Analysis</b> | <b>362</b>        |

This 2012 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

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

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

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

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

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

## My Work Experience

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

|                                    | N          | Positive     | Neutral      | Negative     |
|------------------------------------|------------|--------------|--------------|--------------|
| Governmentwide                     | 686,499    | 63.2%        | 16.6%        | 20.2%        |
| Department of Commerce             | 19,832     | 68.6%        | 16.2%        | 15.3%        |
| <b>Bureau of Economic Analysis</b> | <b>362</b> | <b>73.8%</b> | <b>12.6%</b> | <b>13.6%</b> |

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

|                                    | N          | Positive     | Neutral      | Negative    |
|------------------------------------|------------|--------------|--------------|-------------|
| Governmentwide                     | 684,821    | 71.9%        | 14.5%        | 13.6%       |
| Department of Commerce             | 19,781     | 75.7%        | 13.1%        | 11.2%       |
| <b>Bureau of Economic Analysis</b> | <b>359</b> | <b>78.6%</b> | <b>12.2%</b> | <b>9.2%</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     |
|------------------------------------|------------|--------------|--------------|--------------|
| Governmentwide                     | 681,499    | 57.8%        | 18.7%        | 23.5%        |
| Department of Commerce             | 19,705     | 60.3%        | 21.0%        | 18.7%        |
| <b>Bureau of Economic Analysis</b> | <b>362</b> | <b>68.1%</b> | <b>15.9%</b> | <b>16.0%</b> |

**Department of Commerce**  
**Bureau of Economic Analysis**  
*1st Level Subagency Report*

**My Work Experience** (continued)

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

|                                    | N          | Positive     | Neutral      | Negative     |
|------------------------------------|------------|--------------|--------------|--------------|
| Governmentwide                     | 684,685    | 72.4%        | 14.4%        | 13.2%        |
| Department of Commerce             | 19,772     | 73.8%        | 14.8%        | 11.4%        |
| <b>Bureau of Economic Analysis</b> | <b>359</b> | <b>71.5%</b> | <b>16.3%</b> | <b>12.2%</b> |

**5. I like the kind of work I do.**

|                                    | N          | Positive     | Neutral      | Negative    |
|------------------------------------|------------|--------------|--------------|-------------|
| Governmentwide                     | 682,133    | 83.8%        | 10.4%        | 5.7%        |
| Department of Commerce             | 19,708     | 82.5%        | 11.9%        | 5.6%        |
| <b>Bureau of Economic Analysis</b> | <b>361</b> | <b>79.4%</b> | <b>14.1%</b> | <b>6.4%</b> |

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

|                                    | N          | Positive     | Neutral      | Negative    |
|------------------------------------|------------|--------------|--------------|-------------|
| Governmentwide                     | 681,765    | 80.1%        | 10.9%        | 9.0%        |
| Department of Commerce             | 19,699     | 82.9%        | 10.0%        | 7.1%        |
| <b>Bureau of Economic Analysis</b> | <b>359</b> | <b>81.9%</b> | <b>12.5%</b> | <b>5.7%</b> |

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

|                                    | N          | Positive     | Neutral     | Negative    |
|------------------------------------|------------|--------------|-------------|-------------|
| Governmentwide                     | 684,790    | 96.5%        | 2.3%        | 1.2%        |
| Department of Commerce             | 19,782     | 96.9%        | 2.3%        | 0.8%        |
| <b>Bureau of Economic Analysis</b> | <b>361</b> | <b>96.4%</b> | <b>2.6%</b> | <b>1.0%</b> |

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

|                                    | N          | Positive     | Neutral     | Negative    |
|------------------------------------|------------|--------------|-------------|-------------|
| Governmentwide                     | 685,285    | 91.4%        | 7.1%        | 1.5%        |
| Department of Commerce             | 19,795     | 90.0%        | 8.6%        | 1.4%        |
| <b>Bureau of Economic Analysis</b> | <b>360</b> | <b>90.1%</b> | <b>8.5%</b> | <b>1.3%</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK      |
|------------------------------------|------------|--------------|--------------|--------------|----------|
| Governmentwide                     | 684,607    | 48.0%        | 16.9%        | 35.1%        | 1,655    |
| Department of Commerce             | 19,780     | 53.3%        | 16.5%        | 30.2%        | 44       |
| <b>Bureau of Economic Analysis</b> | <b>358</b> | <b>64.1%</b> | <b>14.6%</b> | <b>21.3%</b> | <b>3</b> |

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**Bureau of Economic Analysis**  
*1st Level Subagency Report*

**My Work Experience** (continued)

**10. My workload is reasonable.**

|                                    | N          | Positive     | Neutral      | Negative     | DNK      |
|------------------------------------|------------|--------------|--------------|--------------|----------|
| Governmentwide                     | 683,078    | 58.9%        | 16.2%        | 24.9%        | 1,258    |
| Department of Commerce             | 19,739     | 58.8%        | 18.4%        | 22.8%        | 31       |
| <b>Bureau of Economic Analysis</b> | <b>359</b> | <b>68.2%</b> | <b>14.6%</b> | <b>17.2%</b> | <b>1</b> |

**11. My talents are used well in the workplace.**

|                                    | N          | Positive     | Neutral      | Negative     | DNK      |
|------------------------------------|------------|--------------|--------------|--------------|----------|
| Governmentwide                     | 671,969    | 59.5%        | 16.8%        | 23.7%        | 3,517    |
| Department of Commerce             | 19,451     | 61.8%        | 18.4%        | 19.8%        | 67       |
| <b>Bureau of Economic Analysis</b> | <b>350</b> | <b>59.0%</b> | <b>18.9%</b> | <b>22.1%</b> | <b>3</b> |

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

|                                    | N          | Positive     | Neutral      | Negative    | DNK      |
|------------------------------------|------------|--------------|--------------|-------------|----------|
| Governmentwide                     | 681,644    | 83.7%        | 10.1%        | 6.2%        | 2,503    |
| Department of Commerce             | 19,710     | 85.2%        | 9.4%         | 5.4%        | 49       |
| <b>Bureau of Economic Analysis</b> | <b>360</b> | <b>86.1%</b> | <b>10.5%</b> | <b>3.5%</b> | <b>1</b> |

**13. The work I do is important.**

|                                    | N          | Positive     | Neutral      | Negative    | DNK      |
|------------------------------------|------------|--------------|--------------|-------------|----------|
| Governmentwide                     | 680,836    | 91.2%        | 6.2%         | 2.5%        | 1,769    |
| Department of Commerce             | 19,664     | 89.9%        | 7.5%         | 2.7%        | 52       |
| <b>Bureau of Economic Analysis</b> | <b>357</b> | <b>85.0%</b> | <b>10.4%</b> | <b>4.6%</b> | <b>2</b> |

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

|                                    | N          | Positive     | Neutral     | Negative    | DNK      |
|------------------------------------|------------|--------------|-------------|-------------|----------|
| Governmentwide                     | 683,306    | 67.5%        | 14.0%       | 18.5%       | 2,522    |
| Department of Commerce             | 19,689     | 74.4%        | 13.0%       | 12.6%       | 106      |
| <b>Bureau of Economic Analysis</b> | <b>359</b> | <b>82.9%</b> | <b>9.9%</b> | <b>7.3%</b> | <b>2</b> |

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

|                                    | N          | Positive     | Neutral      | Negative    | DNK      |
|------------------------------------|------------|--------------|--------------|-------------|----------|
| Governmentwide                     | 675,095    | 68.8%        | 14.8%        | 16.4%       | 10,306   |
| Department of Commerce             | 19,650     | 72.3%        | 14.8%        | 12.9%       | 149      |
| <b>Bureau of Economic Analysis</b> | <b>358</b> | <b>72.9%</b> | <b>17.8%</b> | <b>9.3%</b> | <b>3</b> |

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**Bureau of Economic Analysis**  
*1st Level Subagency Report*

**My Work Experience** (continued)

**16. I am held accountable for achieving results.**

|                                    | N          | Positive     | Neutral      | Negative    | DNK      |
|------------------------------------|------------|--------------|--------------|-------------|----------|
| Governmentwide                     | 681,102    | 82.8%        | 11.8%        | 5.5%        | 3,032    |
| Department of Commerce             | 19,696     | 85.3%        | 10.6%        | 4.2%        | 56       |
| <b>Bureau of Economic Analysis</b> | <b>357</b> | <b>85.8%</b> | <b>10.7%</b> | <b>3.5%</b> | <b>2</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK       |
|------------------------------------|------------|--------------|--------------|--------------|-----------|
| Governmentwide                     | 656,457    | 61.5%        | 19.5%        | 19.0%        | 27,152    |
| Department of Commerce             | 18,431     | 63.9%        | 22.0%        | 14.2%        | 1,327     |
| <b>Bureau of Economic Analysis</b> | <b>312</b> | <b>69.7%</b> | <b>17.3%</b> | <b>13.0%</b> | <b>49</b> |

**18. My training needs are assessed.**

|                                    | N          | Positive     | Neutral      | Negative     | DNK      |
|------------------------------------|------------|--------------|--------------|--------------|----------|
| Governmentwide                     | 677,385    | 53.1%        | 23.4%        | 23.6%        | 7,250    |
| Department of Commerce             | 19,550     | 52.2%        | 24.7%        | 23.1%        | 232      |
| <b>Bureau of Economic Analysis</b> | <b>352</b> | <b>61.2%</b> | <b>21.9%</b> | <b>16.9%</b> | <b>6</b> |

**19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).**

|                                    | N          | Positive     | Neutral      | Negative     | NBJ      |
|------------------------------------|------------|--------------|--------------|--------------|----------|
| Governmentwide                     | 668,068    | 67.5%        | 14.8%        | 17.7%        | 18,229   |
| Department of Commerce             | 19,436     | 70.0%        | 14.5%        | 15.6%        | 387      |
| <b>Bureau of Economic Analysis</b> | <b>353</b> | <b>72.4%</b> | <b>15.0%</b> | <b>12.6%</b> | <b>8</b> |

**My Work Unit**

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

|                                    | N          | Positive     | Neutral     | Negative    |
|------------------------------------|------------|--------------|-------------|-------------|
| Governmentwide                     | 685,205    | 72.8%        | 14.3%       | 12.9%       |
| Department of Commerce             | 19,824     | 78.0%        | 13.1%       | 8.8%        |
| <b>Bureau of Economic Analysis</b> | <b>362</b> | <b>83.6%</b> | <b>8.5%</b> | <b>7.9%</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK       |
|------------------------------------|------------|--------------|--------------|--------------|-----------|
| Governmentwide                     | 662,253    | 43.5%        | 27.2%        | 29.4%        | 23,872    |
| Department of Commerce             | 18,908     | 53.8%        | 25.3%        | 20.9%        | 917       |
| <b>Bureau of Economic Analysis</b> | <b>341</b> | <b>50.7%</b> | <b>24.1%</b> | <b>25.2%</b> | <b>21</b> |

**Department of Commerce**  
**Bureau of Economic Analysis**  
*1st Level Subagency Report*

**My Work Unit (continued)**

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK       |
|------------------------------------|------------|--------------|--------------|--------------|-----------|
| Governmentwide                     | 645,137    | 33.5%        | 29.2%        | 37.3%        | 39,208    |
| Department of Commerce             | 18,757     | 52.5%        | 24.1%        | 23.3%        | 1,019     |
| <b>Bureau of Economic Analysis</b> | <b>337</b> | <b>53.6%</b> | <b>23.0%</b> | <b>23.5%</b> | <b>25</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK       |
|------------------------------------|------------|--------------|--------------|--------------|-----------|
| Governmentwide                     | 632,125    | 29.4%        | 27.8%        | 42.8%        | 51,759    |
| Department of Commerce             | 17,578     | 38.4%        | 29.1%        | 32.6%        | 2,205     |
| <b>Bureau of Economic Analysis</b> | <b>310</b> | <b>30.1%</b> | <b>29.8%</b> | <b>40.1%</b> | <b>52</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK       |
|------------------------------------|------------|--------------|--------------|--------------|-----------|
| Governmentwide                     | 652,024    | 33.8%        | 29.2%        | 37.0%        | 32,505    |
| Department of Commerce             | 18,494     | 42.9%        | 29.3%        | 27.8%        | 1,283     |
| <b>Bureau of Economic Analysis</b> | <b>333</b> | <b>46.1%</b> | <b>26.0%</b> | <b>27.9%</b> | <b>28</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK       |
|------------------------------------|------------|--------------|--------------|--------------|-----------|
| Governmentwide                     | 648,791    | 41.0%        | 25.4%        | 33.6%        | 35,445    |
| Department of Commerce             | 18,813     | 55.2%        | 21.9%        | 22.8%        | 942       |
| <b>Bureau of Economic Analysis</b> | <b>332</b> | <b>54.8%</b> | <b>23.5%</b> | <b>21.7%</b> | <b>28</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK      |
|------------------------------------|------------|--------------|--------------|--------------|----------|
| Governmentwide                     | 681,951    | 72.3%        | 14.6%        | 13.1%        | 2,878    |
| Department of Commerce             | 19,656     | 74.7%        | 14.3%        | 11.0%        | 116      |
| <b>Bureau of Economic Analysis</b> | <b>360</b> | <b>73.3%</b> | <b>13.0%</b> | <b>13.7%</b> | <b>2</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK       |
|------------------------------------|------------|--------------|--------------|--------------|-----------|
| Governmentwide                     | 661,501    | 54.7%        | 28.6%        | 16.8%        | 23,067    |
| Department of Commerce             | 18,738     | 56.9%        | 30.3%        | 12.8%        | 1,038     |
| <b>Bureau of Economic Analysis</b> | <b>347</b> | <b>61.3%</b> | <b>27.9%</b> | <b>10.8%</b> | <b>14</b> |

**Department of Commerce**  
**Bureau of Economic Analysis**  
*1st Level Subagency Report*

**My Work Unit (continued)**

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

|                                    | N          | Positive     | Neutral      | Negative    |
|------------------------------------|------------|--------------|--------------|-------------|
| Governmentwide                     | 683,823    | 83.4%        | 13.6%        | 3.0%        |
| Department of Commerce             | 19,781     | 88.6%        | 9.5%         | 1.9%        |
| <b>Bureau of Economic Analysis</b> | <b>359</b> | <b>87.7%</b> | <b>10.5%</b> | <b>1.8%</b> |

**My Agency**

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

|                                    | N          | Positive     | Neutral      | Negative    | DNK      |
|------------------------------------|------------|--------------|--------------|-------------|----------|
| Governmentwide                     | 662,287    | 71.6%        | 17.2%        | 11.2%       | 9,223    |
| Department of Commerce             | 19,200     | 76.9%        | 15.0%        | 8.0%        | 337      |
| <b>Bureau of Economic Analysis</b> | <b>351</b> | <b>81.9%</b> | <b>11.7%</b> | <b>6.5%</b> | <b>6</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK       |
|------------------------------------|------------|--------------|--------------|--------------|-----------|
| Governmentwide                     | 657,623    | 45.2%        | 26.0%        | 28.8%        | 13,810    |
| Department of Commerce             | 18,998     | 51.7%        | 25.4%        | 23.0%        | 532       |
| <b>Bureau of Economic Analysis</b> | <b>345</b> | <b>59.6%</b> | <b>21.2%</b> | <b>19.2%</b> | <b>12</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK      |
|------------------------------------|------------|--------------|--------------|--------------|----------|
| Governmentwide                     | 658,648    | 48.4%        | 24.1%        | 27.5%        | 11,646   |
| Department of Commerce             | 19,163     | 58.6%        | 21.9%        | 19.4%        | 327      |
| <b>Bureau of Economic Analysis</b> | <b>348</b> | <b>65.7%</b> | <b>18.3%</b> | <b>16.0%</b> | <b>8</b> |

*32. Creativity and innovation are rewarded.*

|                                    | N          | Positive     | Neutral      | Negative     | DNK      |
|------------------------------------|------------|--------------|--------------|--------------|----------|
| Governmentwide                     | 650,663    | 38.5%        | 29.6%        | 31.9%        | 18,726   |
| Department of Commerce             | 18,894     | 46.4%        | 29.0%        | 24.7%        | 584      |
| <b>Bureau of Economic Analysis</b> | <b>346</b> | <b>56.8%</b> | <b>22.4%</b> | <b>20.9%</b> | <b>9</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK       |
|------------------------------------|------------|--------------|--------------|--------------|-----------|
| Governmentwide                     | 628,870    | 21.6%        | 28.1%        | 50.2%        | 40,108    |
| Department of Commerce             | 18,445     | 39.4%        | 25.6%        | 35.1%        | 1,042     |
| <b>Bureau of Economic Analysis</b> | <b>335</b> | <b>54.0%</b> | <b>20.4%</b> | <b>25.7%</b> | <b>21</b> |

**Department of Commerce**  
**Bureau of Economic Analysis**  
*1st Level Subagency 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       |
|------------------------------------|------------|--------------|--------------|--------------|-----------|
| Governmentwide                     | 625,285    | 56.8%        | 29.1%        | 14.1%        | 44,977    |
| Department of Commerce             | 18,032     | 64.2%        | 25.6%        | 10.2%        | 1,469     |
| <b>Bureau of Economic Analysis</b> | <b>313</b> | <b>68.6%</b> | <b>21.1%</b> | <b>10.3%</b> | <b>44</b> |

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

|                                    | N          | Positive     | Neutral     | Negative    | DNK       |
|------------------------------------|------------|--------------|-------------|-------------|-----------|
| Governmentwide                     | 662,923    | 76.9%        | 13.4%       | 9.7%        | 7,525     |
| Department of Commerce             | 19,135     | 83.7%        | 11.3%       | 4.9%        | 394       |
| <b>Bureau of Economic Analysis</b> | <b>344</b> | <b>90.6%</b> | <b>7.4%</b> | <b>2.0%</b> | <b>12</b> |

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

|                                    | N          | Positive     | Neutral     | Negative    | DNK      |
|------------------------------------|------------|--------------|-------------|-------------|----------|
| Governmentwide                     | 661,974    | 78.0%        | 13.9%       | 8.2%        | 7,292    |
| Department of Commerce             | 19,204     | 80.8%        | 13.7%       | 5.5%        | 288      |
| <b>Bureau of Economic Analysis</b> | <b>346</b> | <b>85.4%</b> | <b>9.9%</b> | <b>4.7%</b> | <b>9</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK       |
|------------------------------------|------------|--------------|--------------|--------------|-----------|
| Governmentwide                     | 636,579    | 51.2%        | 23.4%        | 25.4%        | 32,982    |
| Department of Commerce             | 18,042     | 61.7%        | 21.8%        | 16.5%        | 1,440     |
| <b>Bureau of Economic Analysis</b> | <b>317</b> | <b>65.3%</b> | <b>19.1%</b> | <b>15.7%</b> | <b>39</b> |

**38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.**

|                                    | N          | Positive     | Neutral      | Negative     | DNK       |
|------------------------------------|------------|--------------|--------------|--------------|-----------|
| Governmentwide                     | 615,998    | 65.9%        | 20.0%        | 14.1%        | 51,862    |
| Department of Commerce             | 17,562     | 73.2%        | 18.0%        | 8.7%         | 1,904     |
| <b>Bureau of Economic Analysis</b> | <b>300</b> | <b>73.9%</b> | <b>15.9%</b> | <b>10.2%</b> | <b>55</b> |

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

|                                    | N          | Positive     | Neutral     | Negative    | DNK      |
|------------------------------------|------------|--------------|-------------|-------------|----------|
| Governmentwide                     | 658,423    | 76.4%        | 16.7%       | 6.9%        | 10,424   |
| Department of Commerce             | 19,099     | 82.5%        | 13.1%       | 4.5%        | 357      |
| <b>Bureau of Economic Analysis</b> | <b>351</b> | <b>91.1%</b> | <b>7.3%</b> | <b>1.6%</b> | <b>4</b> |

**Department of Commerce**  
**Bureau of Economic Analysis**  
*1st Level Subagency Report*

**My Agency (continued)**

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

|                                    | N          | Positive     | Neutral      | Negative    |
|------------------------------------|------------|--------------|--------------|-------------|
| Governmentwide                     | 669,665    | 66.8%        | 19.9%        | 13.4%       |
| Department of Commerce             | 19,513     | 74.0%        | 16.3%        | 9.8%        |
| <b>Bureau of Economic Analysis</b> | <b>357</b> | <b>73.9%</b> | <b>16.3%</b> | <b>9.8%</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK       |
|------------------------------------|------------|--------------|--------------|--------------|-----------|
| Governmentwide                     | 606,522    | 42.4%        | 29.1%        | 28.4%        | 63,385    |
| Department of Commerce             | 17,673     | 46.1%        | 29.6%        | 24.3%        | 1,873     |
| <b>Bureau of Economic Analysis</b> | <b>317</b> | <b>51.3%</b> | <b>25.1%</b> | <b>23.6%</b> | <b>40</b> |

**My Supervisor/Team Leader**

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

|                                    | N          | Positive     | Neutral     | Negative    | DNK      |
|------------------------------------|------------|--------------|-------------|-------------|----------|
| Governmentwide                     | 663,393    | 76.7%        | 11.9%       | 11.4%       | 4,030    |
| Department of Commerce             | 19,376     | 83.4%        | 9.8%        | 6.8%        | 123      |
| <b>Bureau of Economic Analysis</b> | <b>353</b> | <b>85.7%</b> | <b>8.2%</b> | <b>6.1%</b> | <b>3</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK      |
|------------------------------------|------------|--------------|--------------|--------------|----------|
| Governmentwide                     | 663,693    | 65.2%        | 17.7%        | 17.1%        | 2,957    |
| Department of Commerce             | 19,333     | 68.5%        | 17.9%        | 13.6%        | 143      |
| <b>Bureau of Economic Analysis</b> | <b>353</b> | <b>66.7%</b> | <b>18.0%</b> | <b>15.3%</b> | <b>2</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK      |
|------------------------------------|------------|--------------|--------------|--------------|----------|
| Governmentwide                     | 658,206    | 62.2%        | 19.2%        | 18.6%        | 6,888    |
| Department of Commerce             | 19,279     | 68.7%        | 16.9%        | 14.4%        | 157      |
| <b>Bureau of Economic Analysis</b> | <b>352</b> | <b>69.1%</b> | <b>17.0%</b> | <b>13.9%</b> | <b>4</b> |

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

|                                    | N          | Positive     | Neutral      | Negative    | DNK       |
|------------------------------------|------------|--------------|--------------|-------------|-----------|
| Governmentwide                     | 615,578    | 64.5%        | 24.6%        | 10.9%       | 49,711    |
| Department of Commerce             | 17,644     | 70.1%        | 22.7%        | 7.3%        | 1,790     |
| <b>Bureau of Economic Analysis</b> | <b>313</b> | <b>70.9%</b> | <b>21.8%</b> | <b>7.3%</b> | <b>43</b> |

**Department of Commerce**  
**Bureau of Economic Analysis**  
*1st Level Subagency Report*

**My Supervisor/Team Leader** (continued)

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK      |
|------------------------------------|------------|--------------|--------------|--------------|----------|
| Governmentwide                     | 662,244    | 60.8%        | 20.6%        | 18.7%        | 3,265    |
| Department of Commerce             | 19,351     | 66.4%        | 19.4%        | 14.3%        | 85       |
| <b>Bureau of Economic Analysis</b> | <b>354</b> | <b>68.5%</b> | <b>19.1%</b> | <b>12.4%</b> | <b>2</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK      |
|------------------------------------|------------|--------------|--------------|--------------|----------|
| Governmentwide                     | 657,845    | 65.1%        | 18.6%        | 16.3%        | 7,510    |
| Department of Commerce             | 19,227     | 72.4%        | 16.1%        | 11.4%        | 219      |
| <b>Bureau of Economic Analysis</b> | <b>348</b> | <b>77.0%</b> | <b>12.9%</b> | <b>10.0%</b> | <b>7</b> |

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

|                                    | N          | Positive     | Neutral     | Negative    |
|------------------------------------|------------|--------------|-------------|-------------|
| Governmentwide                     | 665,079    | 74.3%        | 13.2%       | 12.5%       |
| Department of Commerce             | 19,488     | 80.7%        | 10.7%       | 8.6%        |
| <b>Bureau of Economic Analysis</b> | <b>355</b> | <b>83.4%</b> | <b>8.7%</b> | <b>7.9%</b> |

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

|                                    | N          | Positive     | Neutral     | Negative    |
|------------------------------------|------------|--------------|-------------|-------------|
| Governmentwide                     | 664,171    | 79.4%        | 11.1%       | 9.5%        |
| Department of Commerce             | 19,461     | 84.3%        | 8.8%        | 6.9%        |
| <b>Bureau of Economic Analysis</b> | <b>356</b> | <b>85.4%</b> | <b>7.7%</b> | <b>7.0%</b> |

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

|                                    | N          | Positive     | Neutral     | Negative    |
|------------------------------------|------------|--------------|-------------|-------------|
| Governmentwide                     | 664,039    | 76.8%        | 10.5%       | 12.7%       |
| Department of Commerce             | 19,436     | 87.2%        | 6.9%        | 5.9%        |
| <b>Bureau of Economic Analysis</b> | <b>356</b> | <b>90.0%</b> | <b>5.2%</b> | <b>4.8%</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     |
|------------------------------------|------------|--------------|--------------|--------------|
| Governmentwide                     | 663,909    | 65.8%        | 17.2%        | 17.0%        |
| Department of Commerce             | 19,451     | 73.0%        | 14.6%        | 12.4%        |
| <b>Bureau of Economic Analysis</b> | <b>356</b> | <b>75.8%</b> | <b>12.6%</b> | <b>11.6%</b> |

**Department of Commerce**  
**Bureau of Economic Analysis**  
*1st Level Subagency Report*

**My Supervisor/Team Leader** (continued)

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

|                                    | N          | Positive     | Neutral      | Negative    |
|------------------------------------|------------|--------------|--------------|-------------|
| Governmentwide                     | 663,472    | 68.4%        | 18.9%        | 12.6%       |
| Department of Commerce             | 19,458     | 75.5%        | 15.8%        | 8.7%        |
| <b>Bureau of Economic Analysis</b> | <b>355</b> | <b>77.3%</b> | <b>15.7%</b> | <b>6.9%</b> |

**Leadership**

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK      |
|------------------------------------|------------|--------------|--------------|--------------|----------|
| Governmentwide                     | 651,887    | 42.9%        | 26.2%        | 30.9%        | 6,310    |
| Department of Commerce             | 19,130     | 48.0%        | 26.6%        | 25.4%        | 229      |
| <b>Bureau of Economic Analysis</b> | <b>345</b> | <b>51.3%</b> | <b>24.6%</b> | <b>24.1%</b> | <b>8</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK       |
|------------------------------------|------------|--------------|--------------|--------------|-----------|
| Governmentwide                     | 638,553    | 55.1%        | 23.1%        | 21.8%        | 19,203    |
| Department of Commerce             | 18,475     | 60.8%        | 22.6%        | 16.6%        | 863       |
| <b>Bureau of Economic Analysis</b> | <b>334</b> | <b>71.3%</b> | <b>15.0%</b> | <b>13.7%</b> | <b>18</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK       |
|------------------------------------|------------|--------------|--------------|--------------|-----------|
| Governmentwide                     | 631,883    | 63.4%        | 22.2%        | 14.4%        | 24,592    |
| Department of Commerce             | 18,228     | 69.9%        | 20.0%        | 10.1%        | 1,065     |
| <b>Bureau of Economic Analysis</b> | <b>326</b> | <b>70.6%</b> | <b>17.7%</b> | <b>11.7%</b> | <b>24</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK      |
|------------------------------------|------------|--------------|--------------|--------------|----------|
| Governmentwide                     | 651,106    | 62.4%        | 19.9%        | 17.7%        | 5,427    |
| Department of Commerce             | 19,116     | 66.7%        | 18.7%        | 14.6%        | 163      |
| <b>Bureau of Economic Analysis</b> | <b>344</b> | <b>76.4%</b> | <b>13.5%</b> | <b>10.1%</b> | <b>8</b> |

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

|                                    | N          | Positive     | Neutral      | Negative    | DNK       |
|------------------------------------|------------|--------------|--------------|-------------|-----------|
| Governmentwide                     | 621,279    | 62.0%        | 23.4%        | 14.6%       | 34,259    |
| Department of Commerce             | 18,250     | 67.7%        | 20.8%        | 11.5%       | 1,009     |
| <b>Bureau of Economic Analysis</b> | <b>331</b> | <b>80.9%</b> | <b>13.1%</b> | <b>6.0%</b> | <b>20</b> |

**Department of Commerce**  
**Bureau of Economic Analysis**  
*1st Level Subagency Report*

**Leadership** (continued)

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK      |
|------------------------------------|------------|--------------|--------------|--------------|----------|
| Governmentwide                     | 639,009    | 53.3%        | 23.0%        | 23.8%        | 17,366   |
| Department of Commerce             | 18,709     | 56.7%        | 22.8%        | 20.5%        | 592      |
| <b>Bureau of Economic Analysis</b> | <b>343</b> | <b>64.7%</b> | <b>19.7%</b> | <b>15.7%</b> | <b>8</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK      |
|------------------------------------|------------|--------------|--------------|--------------|----------|
| Governmentwide                     | 637,138    | 56.9%        | 23.0%        | 20.1%        | 18,374   |
| Department of Commerce             | 18,681     | 61.8%        | 21.8%        | 16.4%        | 601      |
| <b>Bureau of Economic Analysis</b> | <b>345</b> | <b>66.3%</b> | <b>20.6%</b> | <b>13.0%</b> | <b>6</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK       |
|------------------------------------|------------|--------------|--------------|--------------|-----------|
| Governmentwide                     | 625,622    | 57.9%        | 24.0%        | 18.1%        | 30,480    |
| Department of Commerce             | 17,769     | 64.0%        | 22.5%        | 13.6%        | 1,549     |
| <b>Bureau of Economic Analysis</b> | <b>334</b> | <b>75.0%</b> | <b>14.5%</b> | <b>10.5%</b> | <b>18</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK      |
|------------------------------------|------------|--------------|--------------|--------------|----------|
| Governmentwide                     | 648,951    | 54.1%        | 23.3%        | 22.6%        | 7,190    |
| Department of Commerce             | 18,959     | 57.2%        | 23.2%        | 19.6%        | 359      |
| <b>Bureau of Economic Analysis</b> | <b>349</b> | <b>68.9%</b> | <b>18.0%</b> | <b>13.1%</b> | <b>2</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     | DNK       |
|------------------------------------|------------|--------------|--------------|--------------|-----------|
| Governmentwide                     | 598,453    | 54.0%        | 27.6%        | 18.4%        | 56,981    |
| Department of Commerce             | 17,314     | 62.7%        | 25.3%        | 12.0%        | 2,011     |
| <b>Bureau of Economic Analysis</b> | <b>324</b> | <b>66.7%</b> | <b>21.3%</b> | <b>12.0%</b> | <b>28</b> |

**My Satisfaction**

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

|                                    | N          | Positive     | Neutral      | Negative     |
|------------------------------------|------------|--------------|--------------|--------------|
| Governmentwide                     | 652,744    | 51.6%        | 23.7%        | 24.7%        |
| Department of Commerce             | 19,287     | 56.0%        | 23.6%        | 20.4%        |
| <b>Bureau of Economic Analysis</b> | <b>352</b> | <b>57.7%</b> | <b>22.3%</b> | <b>19.9%</b> |

**Department of Commerce**  
**Bureau of Economic Analysis**  
*1st Level Subagency Report*

**My Satisfaction** (continued)

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

|                                    | N          | Positive     | Neutral      | Negative     |
|------------------------------------|------------|--------------|--------------|--------------|
| Governmentwide                     | 652,105    | 48.4%        | 24.2%        | 27.5%        |
| Department of Commerce             | 19,262     | 52.4%        | 23.3%        | 24.2%        |
| <b>Bureau of Economic Analysis</b> | <b>352</b> | <b>61.4%</b> | <b>20.0%</b> | <b>18.6%</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     |
|------------------------------------|------------|--------------|--------------|--------------|
| Governmentwide                     | 650,832    | 48.0%        | 23.8%        | 28.2%        |
| Department of Commerce             | 19,221     | 56.7%        | 22.1%        | 21.2%        |
| <b>Bureau of Economic Analysis</b> | <b>350</b> | <b>60.1%</b> | <b>20.1%</b> | <b>19.7%</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     |
|------------------------------------|------------|--------------|--------------|--------------|
| Governmentwide                     | 650,372    | 43.4%        | 29.3%        | 27.3%        |
| Department of Commerce             | 19,191     | 47.0%        | 29.5%        | 23.5%        |
| <b>Bureau of Economic Analysis</b> | <b>349</b> | <b>56.6%</b> | <b>23.7%</b> | <b>19.6%</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     |
|------------------------------------|------------|--------------|--------------|--------------|
| Governmentwide                     | 650,630    | 36.4%        | 28.4%        | 35.1%        |
| Department of Commerce             | 19,236     | 41.8%        | 30.4%        | 27.8%        |
| <b>Bureau of Economic Analysis</b> | <b>352</b> | <b>39.8%</b> | <b>30.0%</b> | <b>30.2%</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     |
|------------------------------------|------------|--------------|--------------|--------------|
| Governmentwide                     | 650,514    | 53.7%        | 23.5%        | 22.8%        |
| Department of Commerce             | 19,219     | 57.5%        | 23.9%        | 18.6%        |
| <b>Bureau of Economic Analysis</b> | <b>353</b> | <b>64.9%</b> | <b>23.5%</b> | <b>11.6%</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     |
|------------------------------------|------------|--------------|--------------|--------------|
| Governmentwide                     | 650,211    | 68.0%        | 17.3%        | 14.7%        |
| Department of Commerce             | 19,227     | 71.7%        | 15.8%        | 12.5%        |
| <b>Bureau of Economic Analysis</b> | <b>349</b> | <b>69.3%</b> | <b>15.0%</b> | <b>15.7%</b> |

**Department of Commerce**  
**Bureau of Economic Analysis**  
*1st Level Subagency Report*

**My Satisfaction** (continued)

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

|                                    | N          | Positive     | Neutral      | Negative     |
|------------------------------------|------------|--------------|--------------|--------------|
| Governmentwide                     | 650,947    | 58.8%        | 17.2%        | 24.0%        |
| Department of Commerce             | 19,247     | 65.1%        | 16.6%        | 18.2%        |
| <b>Bureau of Economic Analysis</b> | <b>350</b> | <b>63.7%</b> | <b>16.1%</b> | <b>20.2%</b> |

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

|                                    | N          | Positive     | Neutral      | Negative     |
|------------------------------------|------------|--------------|--------------|--------------|
| Governmentwide                     | 651,064    | 58.9%        | 21.6%        | 19.5%        |
| Department of Commerce             | 19,229     | 65.1%        | 19.6%        | 15.3%        |
| <b>Bureau of Economic Analysis</b> | <b>351</b> | <b>70.0%</b> | <b>17.1%</b> | <b>12.8%</b> |

**Work/Life**

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

|                                    | N          | Yes          | No           | Not Sure    |
|------------------------------------|------------|--------------|--------------|-------------|
| Governmentwide                     | 651,238    | 36.2%        | 57.9%        | 5.9%        |
| Department of Commerce             | 19,237     | 70.8%        | 25.2%        | 4.0%        |
| <b>Bureau of Economic Analysis</b> | <b>353</b> | <b>72.0%</b> | <b>20.3%</b> | <b>7.7%</b> |

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

|                                    | N          | Telework         |                   |                                 |              |
|------------------------------------|------------|------------------|-------------------|---------------------------------|--------------|
|                                    |            | 3+ Days Per Week | 1-2 Days Per Week | No More Than 1-2 Days Per Month | Infrequently |
| Governmentwide                     | 631,985    | 2.6%             | 7.7%              | 3.8%                            | 9.6%         |
| Department of Commerce             | 19,061     | 13.2%            | 17.7%             | 7.7%                            | 16.7%        |
| <b>Bureau of Economic Analysis</b> | <b>351</b> | <b>2.9%</b>      | <b>11.1%</b>      | <b>6.7%</b>                     | <b>14.3%</b> |

(continued)

**Department of Commerce**  
**Bureau of Economic Analysis**  
*1st Level Subagency Report*

**Work/Life (continued)**

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

|                                    | Do Not Telework |                            |                  |                         |                        |
|------------------------------------|-----------------|----------------------------|------------------|-------------------------|------------------------|
|                                    | N               | Must Be Physically Present | Technical Issues | Not Allowed To Telework | Choose Not To Telework |
| Governmentwide                     | 631,985         | 35.0%                      | 6.2%             | 22.2%                   | 12.9%                  |
| Department of Commerce             | 19,061          | 11.5%                      | 5.5%             | 13.4%                   | 14.3%                  |
| <b>Bureau of Economic Analysis</b> | <b>351</b>      | <b>9.4%</b>                | <b>5.9%</b>      | <b>16.0%</b>            | <b>33.8%</b>           |

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

|                                    | N          | Yes          | No           | Not Available To Me |
|------------------------------------|------------|--------------|--------------|---------------------|
| Governmentwide                     | 648,172    | 32.3%        | 45.3%        | 22.4%               |
| Department of Commerce             | 19,215     | 55.4%        | 37.0%        | 7.6%                |
| <b>Bureau of Economic Analysis</b> | <b>353</b> | <b>47.1%</b> | <b>48.8%</b> | <b>4.1%</b>         |

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

|                                    | N          | Yes          | No           | Not Available To Me |
|------------------------------------|------------|--------------|--------------|---------------------|
| Governmentwide                     | 646,836    | 29.3%        | 58.7%        | 12.0%               |
| Department of Commerce             | 19,138     | 28.9%        | 63.9%        | 7.3%                |
| <b>Bureau of Economic Analysis</b> | <b>352</b> | <b>30.2%</b> | <b>66.0%</b> | <b>3.8%</b>         |

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

|                                    | N          | Yes         | No           | Not Available To Me |
|------------------------------------|------------|-------------|--------------|---------------------|
| Governmentwide                     | 645,355    | 14.0%       | 80.0%        | 6.0%                |
| Department of Commerce             | 19,072     | 12.3%       | 84.3%        | 3.4%                |
| <b>Bureau of Economic Analysis</b> | <b>350</b> | <b>4.5%</b> | <b>89.9%</b> | <b>5.6%</b>         |

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

|                                    | N          | Yes         | No           | Not Available To Me |
|------------------------------------|------------|-------------|--------------|---------------------|
| Governmentwide                     | 648,002    | 3.7%        | 79.1%        | 17.2%               |
| Department of Commerce             | 19,164     | 4.0%        | 84.8%        | 11.2%               |
| <b>Bureau of Economic Analysis</b> | <b>353</b> | <b>1.1%</b> | <b>83.2%</b> | <b>15.7%</b>        |

**Department of Commerce**  
**Bureau of Economic Analysis**  
*1st Level Subagency Report*

**Work/Life (continued)**

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

|                                    | N          | Yes         | No           | Not Available To Me |
|------------------------------------|------------|-------------|--------------|---------------------|
| Governmentwide                     | 647,966    | 2.5%        | 80.0%        | 17.6%               |
| Department of Commerce             | 19,136     | 2.9%        | 85.3%        | 11.8%               |
| <b>Bureau of Economic Analysis</b> | <b>352</b> | <b>0.9%</b> | <b>82.9%</b> | <b>16.2%</b>        |

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

|                                    | N          | Positive     | Neutral      | Negative     | NBJ      |
|------------------------------------|------------|--------------|--------------|--------------|----------|
| Governmentwide                     | 187,559    | 72.8%        | 17.5%        | 9.7%         | 21,200   |
| Department of Commerce             | 11,156     | 82.6%        | 10.4%        | 7.0%         | 276      |
| <b>Bureau of Economic Analysis</b> | <b>120</b> | <b>66.3%</b> | <b>16.7%</b> | <b>16.9%</b> | <b>1</b> |

\*The results for this item only include employees who indicated that they participated in this program.

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

|                                    | N          | Positive     | Neutral     | Negative    | NBJ      |
|------------------------------------|------------|--------------|-------------|-------------|----------|
| Governmentwide                     | 228,200    | 88.5%        | 8.0%        | 3.5%        | 5,463    |
| Department of Commerce             | 10,795     | 93.9%        | 4.4%        | 1.7%        | 133      |
| <b>Bureau of Economic Analysis</b> | <b>163</b> | <b>96.4%</b> | <b>2.3%</b> | <b>1.2%</b> | <b>4</b> |

\*The results for this item only include employees who indicated that they participated in this program.

**81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)\***

|                                    | N         | Positive     | Neutral     | Negative    | NBJ      |
|------------------------------------|-----------|--------------|-------------|-------------|----------|
| Governmentwide                     | 184,051   | 80.0%        | 16.6%       | 3.4%        | 12,511   |
| Department of Commerce             | 5,391     | 85.8%        | 12.1%       | 2.1%        | 319      |
| <b>Bureau of Economic Analysis</b> | <b>99</b> | <b>88.6%</b> | <b>9.5%</b> | <b>1.9%</b> | <b>6</b> |

\*The results for this item only include employees who indicated that they participated in this program.

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

|                                    | N         | Positive     | Neutral      | Negative    | NBJ      |
|------------------------------------|-----------|--------------|--------------|-------------|----------|
| Governmentwide                     | 88,192    | 75.6%        | 20.6%        | 3.8%        | 11,655   |
| Department of Commerce             | 2,348     | 78.3%        | 17.0%        | 4.8%        | 281      |
| <b>Bureau of Economic Analysis</b> | <b>14</b> | <b>69.6%</b> | <b>30.4%</b> | <b>0.0%</b> | <b>4</b> |

\*The results for this item only include employees who indicated that they participated in this program.

**Department of Commerce**  
**Bureau of Economic Analysis**  
*1st Level Subagency Report*

**Work/Life (continued)**

**83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)\***

|                                    | N        | Positive      | Neutral     | Negative    | NBJ      |
|------------------------------------|----------|---------------|-------------|-------------|----------|
| Governmentwide                     | 18,627   | 72.0%         | 24.3%       | 3.7%        | 6,929    |
| Department of Commerce             | 704      | 73.4%         | 24.3%       | 2.4%        | 232      |
| <b>Bureau of Economic Analysis</b> | <b>1</b> | <b>100.0%</b> | <b>0.0%</b> | <b>0.0%</b> | <b>2</b> |

\*The results for this item only include employees who indicated that they participated in this program.

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

|                                    | N        | Positive  | Neutral   | Negative  | NBJ      |
|------------------------------------|----------|-----------|-----------|-----------|----------|
| Governmentwide                     | 12,577   | 67.9%     | 30.0%     | 2.2%      | 5,846    |
| Department of Commerce             | 525      | 71.6%     | 26.6%     | 1.8%      | 216      |
| <b>Bureau of Economic Analysis</b> | <b>0</b> | <b>--</b> | <b>--</b> | <b>--</b> | <b>3</b> |

\*The results for this item only include employees who indicated that they participated in this program.

**Department of Commerce**  
**Bureau of Economic Analysis**  
*1st Level Subagency Report*

**Demographic Questions**

**85. Where do you work?**

|              | N   | %     |
|--------------|-----|-------|
| Headquarters | 302 | 85.6% |
| Field        | 51  | 14.4% |

**86. What is your supervisory status?**

|                | N   | %     |
|----------------|-----|-------|
| Non-Supervisor | 230 | 65.5% |
| Team Leader    | 44  | 12.5% |
| Supervisor     | 42  | 12.0% |
| Manager        | 26  | 7.4%  |
| Executive      | 9   | 2.6%  |

**87. Are you:**

|        | N   | %     |
|--------|-----|-------|
| Male   | 192 | 55.2% |
| Female | 156 | 44.8% |

**88. Are you Hispanic or Latino?**

|     | N   | %     |
|-----|-----|-------|
| Yes | 20  | 5.9%  |
| No  | 321 | 94.1% |

**89. Race**

|  | N   | %     |
|--|-----|-------|
| American Indian or Alaska Native           | 0   | 0.0%  |
| Asian                                      | 29  | 8.8%  |
| Black or African American                  | 49  | 14.8% |
| Native Hawaiian or Other Pacific Islander  | 0   | 0.0%  |
| White                                      | 240 | 72.5% |
| Two or more races (Not Hispanic or Latino) | 13  | 3.9%  |

**Department of Commerce**  
**Bureau of Economic Analysis**  
*1st Level Subagency Report*

**Demographic Questions (continued)**

**90. What is your age group?**

|              | N  | %     |
|--------------|----|-------|
| 25 and under | 10 | 2.9%  |
| 26-29        | 46 | 13.5% |
| 30-39        | 97 | 28.4% |
| 40-49        | 80 | 23.4% |
| 50-59        | 85 | 24.9% |
| 60 or older  | 24 | 7.0%  |

**91. What is your pay category/grade?**

|  | N   | %     |
|--|-----|-------|
| Federal Wage System                                  | 12  | 3.5%  |
| GS 1-6   | 3   | 0.9%  |
| GS 7-12  | 114 | 33.2% |
| GS 13-15   | 123 | 35.9% |
| Senior Executive Service                             | 7   | 2.0%  |
| Senior Level (SL) or Scientific or Professional (ST) | 10  | 2.9%  |
| Other  | 74  | 21.6% |

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

|                    | N   | %     |
|--------------------|-----|-------|
| Less than 1 year   | 3   | 0.9%  |
| 1 to 3 years       | 61  | 17.6% |
| 4 to 5 years       | 37  | 10.7% |
| 6 to 10 years      | 76  | 21.9% |
| 11 to 14 years     | 38  | 11.0% |
| 15 to 20 years     | 26  | 7.5%  |
| More than 20 years | 106 | 30.5% |

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

|                    | N  | %     |
|--------------------|----|-------|
| Less than 1 year   | 3  | 0.9%  |
| 1 to 3 years       | 79 | 22.8% |
| 4 to 5 years       | 42 | 12.1% |
| 6 to 10 years      | 84 | 24.3% |
| 11 to 20 years     | 59 | 17.1% |
| More than 20 years | 79 | 22.8% |

**Department of Commerce**  
**Bureau of Economic Analysis**  
*1st Level Subagency Report*

**Demographic Questions (continued)**

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

|   | N   | %     |
|---|-----|-------|
| No  | 217 | 63.5% |
| Yes, to retire  | 13  | 3.8%  |
| Yes, to take another job within the Federal Government  | 73  | 21.3% |
| Yes, to take another job outside the Federal Government | 23  | 6.7%  |
| Yes, other  | 16  | 4.7%  |

**95. I am planning to retire:**

|                              | N   | %     |
|------------------------------|-----|-------|
| Within one year              | 7   | 2.1%  |
| Between one and three years  | 18  | 5.3%  |
| Between three and five years | 22  | 6.5%  |
| Five or more years           | 291 | 86.1% |

**96. Self-Identify as:**

|  | N   | %     |
|--|-----|-------|
| Heterosexual or Straight               | 258 | 78.9% |
| Gay, Lesbian, Bisexual, or Transgender | 19  | 5.8%  |
| I prefer not to say                    | 50  | 15.3% |

**97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?**

|     | N   | %     |
|-----|-----|-------|
| Yes | 34  | 9.8%  |
| No  | 314 | 90.2% |

**98. Are you an individual with a disability?**

|     | N   | %     |
|-----|-----|-------|
| Yes | 15  | 4.3%  |
| No  | 332 | 95.7% |