

2011 Federal Employee Viewpoint Survey- Comparison Results Overseas Private Investment Corporation (OPIC)

The enclosed report provides a comparison of the 2011 OPIC Employee Viewpoint Survey results with the OPM issued government-wide 2011 Federal Employee Viewpoint Survey results. The Employee Viewpoint Survey is a tool that measures employees' perceptions of whether, and to what extent, conditions that characterize successful organizations are present in their agencies. The survey:

- Provides general indicators of how well the Federal Government is running its human resource management systems.
- Serves as a tool for OPM to assess individual agencies and their progress on strategic management of human capital.
- Gives senior managers critical information to answer the question: What can I do to make my agency work better?

The Federal Employee Viewpoint Survey was administered to full-time, permanent employees. While OPM administered the survey for most agencies, OPIC chose to self administer the survey so that results could be broken down by department.

Of the 540,727 employees (97% of the executive branch workforce) receiving surveys, 266,276 completed the survey for a Government response rate of 49.3%. At OPIC, of the 182 employees who were eligible by OPM standards to participate in the 2011 survey, 151 employees responded, resulting in a response rate of 83% - significantly higher than the government-wide average.

Overall, OPIC employees responded more positively to more than 83% of the survey questions compared with the general government population. Noteworthy areas where OPIC employees showed a significant (greater than 15%) difference in positive ratings compared with overall government are as follows:

Survey Questions	2011 OPIC vs. Overall Government
Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	↑20%
My work unit is able to recruit people with the right skills.	↑25%
Creativity and innovation are rewarded.	↑23%
I believe the results of this survey will be used to make my agency a better place to work.	↑15%
In my organization, leaders generate high levels of motivation and commitment to the workforce.	↑16%
Managers communicate the goals and priorities of the organization.	↑15%
Managers support collaboration across work units to accomplish work objectives.	↑15%
Senior leaders demonstrate support for Work/Life programs.	↑18%
How satisfied are you with the information you receive from management on what's going on in your organization?	↑21%
How satisfied are you with the policies and practices of your senior leaders?	↑16%
How satisfied are you with the following Work/Life programs in your agency? Telework	↑25%
How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs	↑35%

This is a summary OPIC employee responses to the 2011 OPIC Employee Viewpoint Survey. This summary displays results by Positive, Neutral, Negative and where applicable, Do Not Know or No Basis to Judge responses. As shown below, for each response scale two responses are categorized as “Positive”, one response is categorized as “Neutral”, and two responses are categorized as “Negative”.

<i>Positive Responses</i>		<i>Neutral Responses</i>	<i>Negative Responses</i>	
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>

Overseas Private Investment Corporation Trend Report

My Work Experiences

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	68%	15%	17%
2011 Government wide Survey - Overall Results	67%	16%	17%
Difference in Positive Ratings	↑1%		

02 I have enough information to do my job well.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	76%	13%	11%
2011 Government wide Survey - Overall Results	74%	14%	12%
Difference in Positive Ratings	↑2%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	71%	14%	15%
2011 Government wide Survey - Overall Results	62%	18%	21%
Difference in Positive Ratings	↑9%		

04 My work gives me a feeling of personal accomplishment.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	77%	10%	13%
2011 Government wide Survey - Overall Results	75%	14%	12%
Difference in Positive Ratings	↑2%		

05 I like the kind of work I do.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	88%	5%	6%

2011 Government wide Survey - Overall Results	85%	10%	5%
Difference in Positive Ratings	↑3%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	80%	10%	10%
2011 Government wide Survey - Overall Results	80%	11%	9%
Difference in Positive Ratings	0%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	97%	1%	2%
2011 Government wide Survey - Overall Results	97%	2%	1%
Difference in Positive Ratings	0%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	90%	7%	3%
2011 Government wide Survey - Overall Results	92%	7%	1%
Difference in Positive Ratings	↓2%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	49%	16%	34%
2011 Government wide Survey - Overall Results	49%	17%	34%
Difference in Positive Ratings	0%		

10 My workload is reasonable.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	52%	23%	25%
2011 Government wide Survey - Overall Results	59%	17%	25%
Difference in Positive Ratings	↓7%		

11 My talents are used well in the workplace.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	65%	18%	16%
2011 Government wide Survey - Overall Results	61%	16%	22%
Difference in Positive Ratings	↑4%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	82%	10%	8%
2011 Government wide Survey - Overall Results	85%	9%	6%
Difference in Positive Ratings	↓3%		

13 The work I do is important.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	85%	8%	7%
2011 Government wide Survey - Overall Results	91%	7%	2%
Difference in Positive Ratings	↓6%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	91%	5%	4%
2011 Government wide Survey - Overall Results	71%	13%	16%
Difference in Positive Ratings	↑20%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	79%	11%	10%
2011 Government wide Survey - Overall Results	71%	14%	15%
Difference in Positive Ratings	↑8%		

16 *I am held accountable for achieving results.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	85%	10%	5%
2011 Government wide Survey - Overall Results	85%	10%	4%
Difference in Positive Ratings	0%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	69%	17%	14%
2011 Government wide Survey - Overall Results	64%	19%	17%
Difference in Positive Ratings	↑5%		

18 *My training needs are assessed.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	55%	21%	23%
2011 Government wide Survey - Overall Results	52%	24%	24%
Difference in Positive Ratings	↑3%		

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).*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	66%	18%	16%
2011 Government wide Survey - Overall Results	68%	15%	17%
Difference in Positive Ratings	↓2%		

My Work Unit

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	77%	13%	10%
2011 Government wide Survey - Overall Results	77%	13%	10%

Difference in Positive Ratings	0%		
--------------------------------	-----------	--	--

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	73%	12%	14%
2011 Government wide Survey - Overall Results	48%	26%	26%
Difference in Positive Ratings	↑25%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	53%	33%	14%
2011 Government wide Survey - Overall Results	42%	28%	30%
Difference in Positive Ratings	↑11%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	44%	37%	19%
2011 Government wide Survey - Overall Results	35%	28%	37%
Difference in Positive Ratings	↑9%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	48%	32%	20%
2011 Government wide Survey - Overall Results	40%	29%	32%
Difference in Positive Ratings	↑8%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	58%	27%	16%
2011 Government wide Survey - Overall Results	49%	24%	27%
Difference in Positive Ratings	↑9%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	80%	12%	8%
2011 Government wide Survey - Overall Results	75%	14%	12%
Difference in Positive Ratings	↑5%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	63%	26%	11%
2011 Government wide Survey - Overall Results	59%	27%	14%
Difference in Positive Ratings	↑4%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	87%	8%	5%
2011 Government wide Survey - Overall Results	85%	13%	3%
Difference in Positive Ratings	↑2%		

My Agency

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	86%	10%	5%
2011 Government wide Survey - Overall Results	74%	16%	10%
Difference in Positive Ratings	↑12%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	61%	25%	14%
2011 Government wide Survey - Overall Results	51%	25%	25%
Difference in Positive Ratings	↑10%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	70%	16%	14%
2011 Government wide Survey - Overall Results	56%	22%	22%
Difference in Positive Ratings	↑14%		

32 *Creativity and innovation are rewarded.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	68%	16%	16%
2011 Government wide Survey - Overall Results	45%	28%	27%
Difference in Positive Ratings	↑23%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	39%	34%	27%
2011 Government wide Survey - Overall Results	28%	30%	43%
Difference in Positive Ratings	↑11%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	61%	30%	9%
2011 Government wide Survey - Overall Results	61%	26%	13%
Difference in Positive Ratings	0%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	91%	7%	2%
2011 Government wide Survey - Overall Results	81%	12%	7%
Difference in Positive Ratings	↑10%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	86%	7%	6%
2011 Government wide Survey - Overall Results	77%	15%	8%
Difference in Positive Ratings	↑9%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	66%	21%	14%
2011 Government wide Survey - Overall Results	56%	23%	22%
Difference in Positive Ratings	↑10%		

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.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	75%	19%	5%
2011 Government wide Survey - Overall Results	70%	18%	12%
Difference in Positive Ratings	↑5%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	86%	8%	6%
2011 Government wide Survey - Overall Results	80%	14%	6%
Difference in Positive Ratings	↑6%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	82%	10%	8%
2011 Government wide Survey - Overall Results	70%	18%	12%
Difference in Positive Ratings	↑12%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	62%	26%	12%
2011 Government wide Survey - Overall Results	47%	29%	24%
Difference in Positive Ratings	↑15%		

My Supervisor/Team Leader

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	87%	8%	5%
2011 Government wide Survey - Overall Results	80%	11%	9%
Difference in Positive Ratings	↑7%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	75%	16%	9%
2011 Government wide Survey - Overall Results	69%	16%	15%
Difference in Positive Ratings	↑6%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	73%	17%	10%
2011 Government wide Survey - Overall Results	65%	19%	17%
Difference in Positive Ratings	↑8%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	75%	20%	5%
2011 Government wide Survey - Overall Results	69%	23%	9%
Difference in Positive Ratings	↑6%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	74%	16%	10%
2011 Government wide Survey - Overall Results	63%	20%	17%
Difference in Positive Ratings	↑11%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	75%	14%	11%
2011 Government wide Survey - Overall Results	70%	17%	13%
Difference in Positive Ratings	↑5%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	86%	6%	8%
2011 Government wide Survey - Overall Results	78%	12%	10%
Difference in Positive Ratings	↑8%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	86%	7%	6%
2011 Government wide Survey - Overall Results	82%	10%	8%
Difference in Positive Ratings	↑4%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	86%	6%	8%
2011 Government wide Survey - Overall Results	80%	9%	11%
Difference in Positive Ratings	↑6%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	78%	12%	10%
2011 Government wide Survey - Overall Results	69%	16%	15%
Difference in Positive Ratings	↑9%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	80%	12%	9%
2011 Government wide Survey - Overall Results	71%	18%	11%
Difference in Positive Ratings	↑9%		

Leadership

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	63%	20%	17%
2011 Government wide Survey - Overall Results	47%	26%	27%
Difference in Positive Ratings	↑16%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	71%	18%	11%
2011 Government wide Survey - Overall Results	60%	22%	18%
Difference in Positive Ratings	↑11%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	71%	21%	7%
2011 Government wide Survey - Overall Results	68%	20%	12%
Difference in Positive Ratings	↑3%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	81%	9%	10%
2011 Government wide Survey - Overall Results	66%	19%	15%
Difference in Positive Ratings	↑15%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	79%	14%	7%
2011 Government wide Survey - Overall Results	66%	22%	13%
Difference in Positive Ratings	↑13%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	71%	14%	15%
2011 Government wide Survey - Overall Results	57%	22%	21%
Difference in Positive Ratings	↑14%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	76%	13%	12%
2011 Government wide Survey - Overall Results	61%	21%	18%
Difference in Positive Ratings	↑15%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	68%	20%	13%
2011 Government wide Survey - Overall Results	60%	24%	16%
Difference in Positive Ratings	↑8%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	68%	19%	13%
2011 Government wide Survey - Overall Results	58%	22%	20%
Difference in Positive Ratings	↑10%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	77%	19%	4%
2011 Government wide Survey - Overall Results	59%	25%	16%
Difference in Positive Ratings	↑18%		

My Satisfaction

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	65%	23%	12%
2011 Government wide Survey - Overall Results	56%	23%	22%
Difference in Positive Ratings	↑9%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	74%	16%	10%
2011 Government wide Survey - Overall Results	53%	23%	24%
Difference in Positive Ratings	↑21%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	57%	22%	22%
2011 Government wide Survey - Overall Results	55%	23%	23%
Difference in Positive Ratings	↑2%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	64%	23%	13%
2011 Government wide Survey - Overall Results	48%	28%	24%
Difference in Positive Ratings	↑16%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	35%	40%	25%
2011 Government wide Survey - Overall Results	41%	29%	30%
Difference in Positive Ratings	↓6%		

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	59%	26%	15%
2011 Government wide Survey - Overall Results	56%	24%	21%
Difference in Positive Ratings	↑3%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	75%	13%	12%
2011 Government wide Survey - Overall Results	72%	16%	12%
Difference in Positive Ratings	↑3%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	60%	14%	26%
2011 Government wide Survey - Overall Results	66%	16%	18%
Difference in Positive Ratings	↓6%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	74%	16%	10%
2011 Government wide Survey - Overall Results	64%	20%	16%
Difference in Positive Ratings	↑10%		

Work/Life

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	77%	15%	8%
2011 Government wide Survey - Overall Results	52%	28%	20%
Difference in Positive Ratings	↑25%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	71%	26%	3%
2011 Government wide Survey - Overall Results	68%	21%	10%
Difference in Positive Ratings	↑3%		

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):*

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	91%	9%	0%
2011 Government wide Survey - Overall Results	56%	34%	10%
Difference in Positive Ratings	↑35%		

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

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	37%	63%	0%
2011 Government wide Survey - Overall Results	45%	50%	5%
Difference in Positive Ratings	↓8%		

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):*

	Positive	Neutral	Negative
2011 OPIC Employee Viewpoint Survey	37%	59%	4%
2011 Government wide Survey - Overall Results	24%	67%	10%

Difference in Positive Ratings	↑13%
--------------------------------	------

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2011 OPIC Employee Viewpoint Survey	25%	66%	9%
2011 Government wide Survey - Overall Results	18%	74%	8%
Difference in Positive Ratings	↑7%		
