

# 2012

## Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

NATIONAL ARCHIVES AND RECORDS ADMINISTRATION  
AGENCY RESULTS

UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT



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

## NATIONAL ARCHIVES AND RECORDS ADMINISTRATION 2012 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		340	831	368	337	206	2,082	NA
	%	55.2	15.7	39.6	17.9	16.7	10.2	100.0	
2. I have enough information to do my job well.	N		326	984	332	304	130	2,076	NA
	%	62.8	15.6	47.2	16.2	14.7	6.3	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		405	707	384	328	245	2,069	NA
	%	53.0	18.9	34.1	18.6	16.3	12.1	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		649	813	280	181	155	2,078	NA
	%	69.7	30.4	39.3	13.7	9.0	7.6	100.0	
*5. I like the kind of work I do.	N		822	845	229	100	68	2,064	NA
	%	80.3	39.0	41.3	11.5	4.9	3.3	100.0	
6. I know what is expected of me on the job.	N		573	989	225	179	98	2,064	NA
	%	76.0	27.8	48.2	10.8	8.5	4.7	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		1,327	653	62	17	18	2,077	NA
	%	95.0	62.9	32.1	3.3	0.9	0.9	100.0	
8. I am constantly looking for ways to do my job better.	N		1,004	830	193	34	19	2,080	NA
	%	87.7	47.6	40.1	9.7	1.7	1.0	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		162	703	335	506	367	2,073	9
	%	42.2	7.9	34.4	16.5	24.0	17.3	100.0	
*10. My workload is reasonable.	N		186	944	361	362	221	2,074	2
	%	54.6	9.0	45.6	17.6	17.3	10.6	100.0	
*11. My talents are used well in the workplace.	N		297	785	312	343	307	2,044	6
	%	52.3	14.2	38.1	15.5	16.8	15.4	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		587	1,004	248	119	101	2,059	14
	%	77.1	27.9	49.2	12.1	5.9	4.9	100.0	
*13. The work I do is important.	N		1,016	815	158	42	34	2,065	6
	%	88.5	48.9	39.7	7.7	2.1	1.7	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		537	860	288	247	143	2,075	5
	%	66.4	25.3	41.1	14.0	12.4	7.3	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		532	793	272	238	216	2,051	26
	%	63.3	25.1	38.2	13.7	12.0	10.9	100.0	
16. I am held accountable for achieving results.	N		591	1,061	284	75	48	2,059	17
	%	79.9	28.3	51.6	14.2	3.6	2.4	100.0	

Survey Administration Period: May 15, 2012 to June 26, 2012

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: Census

Number of surveys completed: 2,085

Number of surveys administered: 2,773

Response Rate: 75.2%

**NATIONAL ARCHIVES AND RECORDS ADMINISTRATION  
2012 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
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		466	709	378	204	210	1,967	99
	%	58.5	22.5	36.0	19.7	10.7	11.1	100.0	
*18. My training needs are assessed.	N		229	655	514	382	260	2,040	30
	%	43.1	10.9	32.2	25.3	18.6	13.0	100.0	
*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		554	804	235	221	222	2,036	47
	%	66.5	26.9	39.6	11.5	10.9	11.1	100.0	
*20. The people I work with cooperate to get the job done.	N		530	917	294	234	102	2,077	NA
	%	69.0	24.8	44.2	14.4	11.6	5.0	100.0	
*21. My work unit is able to recruit people with the right skills.	N		159	617	539	404	279	1,998	83
	%	38.0	7.7	30.3	27.5	20.3	14.2	100.0	
*22. Promotions in my work unit are based on merit.	N		180	460	499	361	443	1,943	127
	%	31.6	8.7	23.0	25.3	19.2	23.9	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		125	438	537	354	431	1,885	186
	%	29.2	6.2	23.0	28.9	19.0	22.9	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		146	475	572	422	351	1,966	106
	%	30.8	7.0	23.8	29.3	21.8	18.2	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		229	617	443	319	340	1,948	128
	%	43.2	11.5	31.7	22.5	16.6	17.6	100.0	
26. Employees in my work unit share job knowledge with each other.	N		449	929	283	245	168	2,074	8
	%	65.5	20.8	44.7	13.8	12.1	8.6	100.0	
27. The skill level in my work unit has improved in the past year.	N		306	665	570	258	176	1,975	104
	%	48.5	15.0	33.5	29.0	13.3	9.2	100.0	
		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		924	793	277	50	30	2,074	NA
	%	82.3	43.4	38.9	13.7	2.5	1.5	100.0	
		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		231	992	414	245	121	2,003	55
	%	60.6	11.2	49.4	21.0	12.2	6.2	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		141	528	511	531	298	2,009	48
	%	32.9	6.8	26.1	25.6	26.5	15.0	100.0	
31. Employees are recognized for providing high quality products and services.	N		203	670	447	415	278	2,013	37
	%	42.9	9.8	33.1	22.3	20.8	14.0	100.0	
*32. Creativity and innovation are rewarded.	N		163	467	545	464	344	1,983	60
	%	31.1	7.8	23.3	27.7	23.6	17.6	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		83	309	468	506	547	1,913	138
	%	20.4	4.3	16.0	24.3	26.2	29.1	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		208	705	550	241	192	1,896	158
	%	47.0	10.5	36.6	29.0	13.2	10.8	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		373	1,025	338	154	116	2,006	48
	%	68.6	17.7	50.9	17.3	8.1	6.1	100.0	
*36. My organization has prepared employees for potential security threats.	N		374	1,120	321	141	70	2,026	29
	%	73.3	18.0	55.2	16.2	6.9	3.6	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		323	647	395	251	328	1,944	109
	%	48.5	15.6	32.9	20.8	13.4	17.3	100.0	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		402	767	387	126	182	1,864	184
	%	61.0	20.5	40.5	21.5	7.1	10.4	100.0	
39. My agency is successful at accomplishing its mission.	N		280	933	421	205	142	1,981	65
	%	60.9	13.8	47.0	21.5	10.4	7.3	100.0	
40. I recommend my organization as a good place to work.	N		301	681	504	341	232	2,059	NA
	%	46.9	14.2	32.7	24.5	16.9	11.7	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		266	479	463	378	317	1,903	156
	%	38.8	13.6	25.1	24.7	19.7	16.9	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		814	828	201	106	89	2,038	23
	%	79.6	38.6	41.0	10.3	5.5	4.7	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		567	728	351	218	186	2,050	8
	%	62.2	26.6	35.6	17.5	10.8	9.5	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		532	688	404	205	196	2,025	25
	%	59.7	25.5	34.2	20.2	10.2	10.0	100.0	

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		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/team leader is committed to a workforce representative of all segments of society.	N		519	645	490	109	109	1,872	182
	%	60.6	26.6	34.1	26.7	6.3	6.3	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		486	694	410	265	185	2,040	14
	%	57.0	23.0	34.0	20.6	13.1	9.3	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		523	737	377	200	186	2,023	34
	%	61.2	25.0	36.2	19.0	10.2	9.6	100.0	
48. My supervisor/team leader listens to what I have to say.	N		705	811	262	164	113	2,055	NA
	%	72.9	33.2	39.8	13.2	8.1	5.7	100.0	
49. My supervisor/team leader treats me with respect.	N		806	790	220	132	101	2,049	NA
	%	77.2	38.1	39.1	11.1	6.7	5.0	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		693	947	183	150	82	2,055	NA
	%	79.5	32.8	46.7	9.1	7.4	4.0	100.0	
*51. I have trust and confidence in my supervisor.	N		664	615	363	214	193	2,049	NA
	%	61.5	31.4	30.2	18.3	10.5	9.8	100.0	
		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/team leader?	N		781	598	385	157	128	2,049	NA
	%	66.6	37.3	29.3	19.2	7.7	6.5	100.0	
		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, leaders generate high levels of motivation and commitment in the workforce.	N		174	493	485	490	377	2,019	28
	%	32.6	8.3	24.3	24.4	24.2	18.8	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		263	611	508	281	280	1,943	104
	%	43.9	12.9	31.0	26.4	15.0	14.7	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		279	731	485	232	181	1,908	133
	%	51.6	14.0	37.6	25.7	12.7	10.0	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		256	795	438	298	232	2,019	21
	%	51.6	12.2	39.4	22.0	14.9	11.5	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		247	742	474	235	190	1,888	151
	%	51.9	12.8	39.2	25.8	12.3	9.9	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		232	614	430	373	322	1,971	65
	%	42.6	11.3	31.2	22.0	19.1	16.4	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		252	644	451	331	279	1,957	80
	%	45.0	12.3	32.7	23.4	17.0	14.5	100.0	
		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/team leader?	N		418	586	487	202	210	1,903	134
	%	51.7	21.3	30.4	25.9	11.0	11.4	100.0	
		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		290	553	500	358	312	2,013	24
	%	41.6	14.3	27.3	25.1	17.6	15.6	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		280	601	537	165	176	1,759	278
	%	48.9	15.4	33.5	31.0	9.5	10.6	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		257	655	448	468	204	2,032	NA
	%	44.3	12.0	32.2	22.4	22.9	10.4	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		235	694	454	442	202	2,027	NA
	%	45.2	11.1	34.1	22.9	21.6	10.2	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		283	635	430	410	270	2,028	NA
	%	44.5	13.4	31.1	21.5	20.4	13.7	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		159	513	578	474	300	2,024	NA
	%	32.7	7.5	25.2	29.0	23.2	15.1	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		153	354	548	482	494	2,031	NA
	%	24.6	7.1	17.5	26.6	24.0	24.8	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		229	676	585	330	205	2,025	NA
	%	44.2	11.1	33.1	29.0	16.4	10.4	100.0	

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## NATIONAL ARCHIVES AND RECORDS ADMINISTRATION 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		383	817	394	269	165	2,028	NA
	%	58.5	18.5	40.0	19.9	13.3	8.3	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		323	714	334	388	267	2,026	NA
	%	49.9	15.2	34.8	16.7	19.7	13.7	100.0	
71. Considering everything, how satisfied are you with your organization?	N		230	653	494	405	244	2,026	NA
	%	42.9	11.0	31.9	24.5	20.3	12.3	100.0	

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	%
<b>Yes</b>	895	42.4
<b>No</b>	984	50.0
<b>Not sure</b>	147	7.6
<b>Total</b>	2,026	100.0

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

	N	%
<b>I telework 3 or more days per week.</b>	42	2.2
<b>I telework 1 or 2 days per week.</b>	255	12.6
<b>I telework, but no more than 1 or 2 days per month.</b>	80	3.8
<b>I telework very infrequently, on an unscheduled or short-term basis.</b>	251	11.8
<b>I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).</b>	725	37.5
<b>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.</b>	113	6.0
<b>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.</b>	202	10.8
<b>I do not telework because I choose not to telework.</b>	293	15.3
<b>Total</b>	1,961	100.0

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## NATIONAL ARCHIVES AND RECORDS ADMINISTRATION 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

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

	N	%
<b>Yes</b>	440	22.5
<b>No</b>	1,291	63.1
<b>Not available to me</b>	289	14.4
<b>Total</b>	2,020	100.0

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>	483	24.5
<b>No</b>	1,234	60.9
<b>Not available to me</b>	298	14.6
<b>Total</b>	2,015	100.0

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

	N	%
<b>Yes</b>	245	12.7
<b>No</b>	1,630	80.7
<b>Not available to me</b>	131	6.6
<b>Total</b>	2,006	100.0

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>	55	3.0
<b>No</b>	1,520	75.1
<b>Not available to me</b>	443	21.9
<b>Total</b>	2,018	100.0

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

	N	%
<b>Yes</b>	42	2.2
<b>No</b>	1,520	74.8
<b>Not available to me</b>	463	23.0
<b>Total</b>	2,025	100.0



**NATIONAL ARCHIVES AND RECORDS ADMINISTRATION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	71.0	193 30.9	252 40.1	116 18.6	51 8.4	12 2.0	624 100.0	71
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	83.7	181 42.5	176 41.1	48 11.8	13 3.4	5 1.2	423 100.0	23
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 %	78.9	152 31.5	217 47.4	76 17.2	17 3.6	1 0.3	463 100.0	30
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	75.8	66 28.1	108 47.7	50 22.8	3 1.3	0 0.0	227 100.0	35
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 %	72.4	12 27.4	20 45.0	13 25.7	1 1.8	0 0.0	46 100.0	20
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	72.9	8 25.3	14 47.7	9 27.1	0 0.0	0 0.0	31 100.0	12

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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85. Where do you work?	N	%
Headquarters	925	46.1
Field	1,082	53.9
<b>Total</b>	<b>2,007</b>	<b>100.0</b>

  

*86. What is your supervisory status?	N	%
Non-Supervisor	1,339	66.7
Team Leader	323	16.1
Supervisor	222	11.1
Manager	106	5.3
Executive	19	0.9
<b>Total</b>	<b>2,009</b>	<b>100.0</b>

  

*87. Are you:	N	%
Male	932	46.8
Female	1,060	53.2
<b>Total</b>	<b>1,992</b>	<b>100.0</b>

  

*88. Are you Hispanic or Latino?	N	%
Yes	67	3.4
No	1,904	96.6
<b>Total</b>	<b>1,971</b>	<b>100.0</b>

  

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	14	0.7
Asian	50	2.6
Black or African American	399	20.8
Native Hawaiian or Other Pacific Islander	5	0.3
White	1,399	72.9
Two or more races	52	2.7
<b>Total</b>	<b>1,919</b>	<b>100.0</b>

Survey Administration Period: May 15, 2012 to June 26, 2012  
 Percentages are weighted to represent the Agency's population.  
 \* AES prescribed items

Sample or Census: Census  
 Number of surveys completed: 2,085  
 Number of surveys administered: 2,773  
 Response Rate: 75.2%

**NATIONAL ARCHIVES AND RECORDS ADMINISTRATION  
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90. What is your age group?

	N	%
<b>25 and under</b>	42	2.1
<b>26-29</b>	115	5.9
<b>30-39</b>	378	19.3
<b>40-49</b>	544	27.8
<b>50-59</b>	593	30.3
<b>60 or older</b>	284	14.5
<b>Total</b>	1,956	100.0

91. What is your pay category/grade?

	N	%
<b>Federal Wage System</b>	13	0.7
<b>GS 1-6</b>	561	28.2
<b>GS 7-12</b>	897	45.1
<b>GS 13-15</b>	494	24.8
<b>Senior Executive Service</b>	16	0.8
<b>Senior Level (SL) or Scientific or Professional (ST)</b>	2	0.1
<b>Other</b>	8	0.4
<b>Total</b>	1,991	100.0

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

	N	%
<b>Less than 1 year</b>	17	0.8
<b>1 to 3 years</b>	313	15.6
<b>4 to 5 years</b>	189	9.4
<b>6 to 10 years</b>	381	19.0
<b>11 to 14 years</b>	264	13.2
<b>15 to 20 years</b>	234	11.7
<b>More than 20 years</b>	603	30.1
<b>Total</b>	2,001	100.0

## NATIONAL ARCHIVES AND RECORDS ADMINISTRATION 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

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

	N	%
<b>Less than 1 year</b>	36	1.8
<b>1 to 3 years</b>	407	20.5
<b>4 to 5 years</b>	237	11.9
<b>6 to 10 years</b>	423	21.3
<b>11 to 20 years</b>	426	21.5
<b>More than 20 years</b>	457	23.0
<b>Total</b>	1,986	100.0

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

	N	%
<b>No</b>	1,316	66.2
<b>Yes, to retire</b>	99	5.0
<b>Yes, to take another job within the Federal Government</b>	388	19.5
<b>Yes, to take another job outside the Federal Government</b>	78	3.9
<b>Yes, other</b>	108	5.4
<b>Total</b>	1,989	100.0

95. I am planning to retire:

	N	%
<b>Within one year</b>	62	3.2
<b>Between one and three years</b>	155	8.0
<b>Between three and five years</b>	169	8.7
<b>Five or more years</b>	1,561	80.2
<b>Total</b>	1,947	100.0

## NATIONAL ARCHIVES AND RECORDS ADMINISTRATION 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

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96. Self-Identify as:	N	%
Heterosexual or Straight	1,485	78.5
Gay, Lesbian, Bisexual, or Transgender	76	4.0
I prefer not to say	331	17.5
<b>Total</b>	<b>1,892</b>	<b>100.0</b>

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Yes	404	20.3
No	1,587	79.7
<b>Total</b>	<b>1,991</b>	<b>100.0</b>

98. Are you an individual with a disability?	N	%
Yes	183	9.2
No	1,802	90.8
<b>Total</b>	<b>1,985</b>	<b>100.0</b>



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Office of Personnel Management  
Planning and Policy Analysis

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