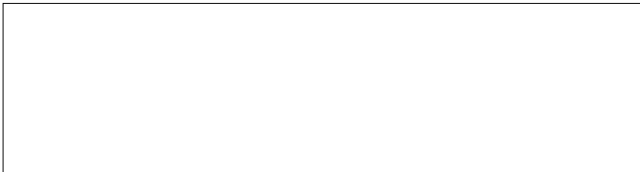


2013 ICECS Results



(b)(3)

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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1. The people I work with cooperate to get the job done.

Str. Agree										
	39.9%	38.6%	36.3%	44.0%	42.7%	42.5%	43.4%	40.2%	37.4%	37.1%

Agree										
	51.8%	54.2%	56.3%	48.7%	48.4%	48.7%	49.7%	51.4%	54.1%	53.5%

Neither										
	5.0%	4.2%	5.5%	3.4%	5.1%	5.9%	3.3%	4.8%	5.8%	5.8%

Disagree										
	2.9%	2.5%	1.8%	3.6%	3.3%	2.6%	2.6%	3.4%	2.4%	2.9%

Str. Disagree										
	0.4%	0.5%	0.2%	0.3%	0.6%	0.3%	1.2%	0.3%	0.3%	0.8%

Blank										
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Missing 2	-	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-	-

Base										
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Mean	4.28	4.28	4.27	4.33	4.29	4.30	4.31	4.28	4.26	4.23
------	------	------	------	------	------	------	------	------	------	------

S.D.	0.73	0.70	0.66	0.73	0.76	0.72	0.76	0.73	0.70	0.75
------	------	------	------	------	------	------	------	------	------	------

F value	1.9155
Probability	0.0533

Chi Square	64.7309 *
DF for Chi	32.
Probability	0.0005

\* Some cells had an expected value of less than 5.

.95 confidence level used for t-test of means

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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2. I have enough information to do my job well.

Str. Agree	21.6%				22.4%	22.5%	23.7%	22.0%	18.9%

Agree	60.9%				58.6%	61.4%	59.4%	62.4%	62.0%

Neither	10.1%				11.7%	8.9%	9.2%	9.0%	11.0%

Disagree	6.6%				6.8%	6.3%	6.8%	6.0%	7.0%

Str. Disagree	0.8%				0.5%	0.9%	0.8%	0.6%	1.1%

--

Missing 2	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-

Base	100.0%				100.0%	100.0%	100.0%	100.0%	100.0%

Mean	3.96	-	-	-	-	3.96	3.98	3.99	3.99	3.90
------	------	---	---	---	---	------	------	------	------	------

S.D.	0.81	-	-	-	-	0.81	0.81	0.82	0.78	0.82
------	------	---	---	---	---	------	------	------	------	------

F value	2.9546
Probability	0.0188

Chi Square	24.0956 *
DF for Chi	16.
Probability	0.0874

\* Some cells had an expected value of less than 5.

.95 confidence level used for t-test of means

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree	
	29.0% 29.9% 26.7% 33.5% 34.4% 29.6% 28.8% 29.6% 26.9% 24.9%

(b)(3)

Agree	
	49.3% 51.7% 53.3% 49.0% 45.5% 49.4% 49.1% 47.0% 50.6% 49.4%

(b)(3)

Neither	
	12.7% 10.4% 11.2% 10.7% 11.8% 13.0% 12.6% 13.4% 14.3% 13.8%

(b)(3)

Disagree	
	7.4% 6.8% 7.7% 5.5% 6.7% 7.0% 7.4% 7.7% 6.9% 9.6%

(b)(3)

Str. Disagree	
	1.6% 1.2% 1.1% 1.4% 1.6% 1.1% 2.1% 2.3% 1.3% 2.3%

(b)(3)

Blank	
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(b)(3)

Missing 2	-
Missing 3	-

Base	
	100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0%

(b)(3)

Mean	3.97 4.02 3.97 4.08 4.04 3.99 3.95 3.94 3.95 3.85
S.D.	0.93 0.89 0.88 0.88 0.94 0.90 0.95 0.97 0.90 0.98

F value 6.5120  
Probability 0.0000

Chi Square 80.5793  
DF for Chi 32.  
Probability 0.0000

.95 confidence level used for t-test of means

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree									
	26.1%							28.1%	24.1%

(b)(3)

Agree									
	44.2%							44.5%	43.9%

(b)(3)

Neither									
	16.7%							16.3%	17.2%

(b)(3)

Disagree									
	10.1%							9.0%	11.2%

(b)(3)

Str. Disagree									
	2.8%							2.1%	3.5%

(b)(3)

Blank									
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(b)(3)

Missing 2	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-

Base									
	100.0%							100.0%	100.0%

(b)(3)

Mean	3.81	-	-	-	-	-	-	3.87	3.74
------	------	---	---	---	---	---	---	------	------

S.D.	1.03	-	-	-	-	-	-	0.99	1.06
------	------	---	---	---	---	---	---	------	------

F value	14.0108
Probability	0.0002
t value	3.7431

Chi Square	14.7199
DF for Chi	4.
Probability	0.0053

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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5. My work gives me a feeling of personal accomplishment.

Str. Agree	34.2%	33.5%	30.8%	34.1%	35.5%	36.0%	36.0%	36.9%	33.3%	32.4%

Agree	47.3%	47.3%	54.3%	50.5%	49.1%	46.0%	46.7%	41.7%	47.7%	46.2%

Neither	10.9%	11.6%	9.1%	8.9%	8.9%	11.1%	10.5%	12.5%	11.3%	11.8%

Disagree	6.0%	5.9%	5.4%	5.3%	4.8%	5.9%	5.1%	6.4%	6.1%	7.1%

Str. Disagree	1.7%	1.6%	0.4%	1.2%	1.7%	1.0%	1.6%	2.4%	1.6%	2.5%

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Missing 2	-	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-	-

Base	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Mean	4.06	4.05	4.10	4.11	4.12	4.10	4.10	4.04	4.05	3.99
------	------	------	------	------	------	------	------	------	------	------

S.D.	0.91	0.91	0.80	0.86	0.88	0.89	0.90	0.98	0.91	0.98
------	------	------	------	------	------	------	------	------	------	------

F value	2.7035
Probability	0.0057

Chi Square	67.5929
DF for Chi	32.
Probability	0.0002

.95 confidence level used for t-test of means

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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6. I like the kind of work I do.

Str. Agree										
	40.7%	39.8%	39.4%	39.6%	42.9%	40.8%	42.7%	42.2%	41.6%	38.7%

(b)(3)

Agree										
	44.3%	45.5%	49.3%	45.3%	43.3%	44.3%	41.3%	44.0%	43.1%	44.0%

(b)(3)

Neither										
	9.8%	9.0%	7.2%	9.7%	9.9%	10.3%	11.1%	8.4%	10.7%	10.8%

(b)(3)

Disagree										
	4.0%	4.3%	3.6%	4.5%	3.3%	3.6%	4.2%	4.4%	3.6%	4.4%

(b)(3)

Str. Disagree										
	1.1%	1.4%	0.5%	0.8%	0.6%	0.9%	0.7%	1.1%	1.0%	2.1%

(b)(3)

Blank										
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(b)(3)

Missing 2	-	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-	-

Base										
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	4.19	4.18	4.23	4.18	4.25	4.20	4.21	4.22	4.21	4.13
S.D.	0.85	0.87	0.78	0.85	0.81	0.83	0.85	0.86	0.84	0.92

F value	1.9378
Probability	0.0502

Chi Square	44.5169 *
DF for Chi	32.
Probability	0.0696

\* Some cells had an expected value of less than 5.

.95 confidence level used for t-test of means

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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[Redacted]									
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(b)(3)

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

Str. Agree	[Redacted]								
	26.8%							29.2%	24.4%

(b)(3)

Agree	[Redacted]								
	56.4%							54.7%	58.2%

(b)(3)

Neither	[Redacted]								
	10.5%							9.8%	11.3%

(b)(3)

Disagree	[Redacted]								
	5.0%							5.2%	4.8%

(b)(3)

Str. Disagree	[Redacted]								
	1.3%							1.1%	1.4%

(b)(3)

Blank	[Redacted]								
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(b)(3)

Missing 2	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-

Base	[Redacted]								
	100.0%							100.0%	100.0%

(b)(3)

Mean	4.03	-	-	-	-	-	-	4.06	3.99
S.D.	0.83	-	-	-	-	-	-	0.83	0.82

F value	4.7812
Probability	0.0288
t value	2.1866

Chi Square	11.1245
DF for Chi	4.
Probability	0.0252

.95 confidence level used for t-test of means



===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

8. I have trust and confidence in my supervisor.

Str. Agree								
32.7%	32.6%	34.8%	32.3%	34.0%	32.2%	32.5%	32.7%	30.8%

(b)(3)

Agree								
41.4%	42.6%	38.6%	43.7%	41.7%	40.1%	42.0%	42.1%	40.6%

(b)(3)

Neither								
14.5%	14.1%	14.8%	12.0%	14.0%	16.9%	13.9%	14.1%	16.3%

(b)(3)

Disagree								
7.8%	7.1%	8.5%	7.6%	7.2%	7.5%	7.4%	7.9%	8.2%

(b)(3)

Str. Disagree								
3.7%	3.6%	3.3%	4.3%	3.1%	3.3%	4.2%	3.3%	4.1%

(b)(3)

Blank
-------

(b)(3)

Missing 2	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-

Base
------

(b)(3)

100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean	3.92	3.94	3.93	3.92	3.96	3.90	3.91	3.93	3.86
S.D.	1.05	1.03	1.06	1.06	1.02	1.04	1.06	1.04	1.07

F value	1.1290
Probability	0.3413

Chi Square	24.7043
DF for Chi	28.
Probability	0.6439

.95 confidence level used for t-test of means

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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9. I recommend my organization as a good place to work.

Str. Agree									
	36.6%			38.7%	39.3%	38.9%	36.3%	36.2%	33.5%

Agree									
	42.4%			42.4%	41.2%	42.2%	43.0%	42.4%	42.6%

Neither									
	13.3%			12.1%	13.7%	11.0%	12.1%	13.7%	15.0%

Disagree									
	5.7%			4.8%	4.5%	6.6%	6.2%	5.8%	6.3%

Str. Disagree									
	2.0%			2.0%	1.2%	1.4%	2.5%	1.9%	2.5%

Blank									
-------	--	--	--	--	--	--	--	--	--

Missing 2	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-

Base									
	100.0%			100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Mean	4.06	-	-	4.11	4.13	4.11	4.04	4.05	3.98
------	------	---	---	------	------	------	------	------	------

S.D.	0.95	-	-	0.93	0.90	0.94	0.98	0.95	0.98
------	------	---	---	------	------	------	------	------	------

F value	3.8605
Probability	0.0017

Chi Square	29.1664
DF for Chi	20.
Probability	0.0845

.95 confidence level used for t-test of means

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

10. I am treated respectfully without regard to my race, gender, age, disability status, sexual orientation, or cultural background.

Str. Agree										
	47.7%	44.0%	48.6%	49.2%	47.2%	47.8%	50.1%	48.3%	45.4%	

(b)(3)

Agree										
	39.0%	43.0%	38.0%	36.5%	39.0%	39.9%	36.7%	39.6%	40.4%	

(b)(3)

Neither										
	8.1%	8.8%	7.9%	8.7%	7.7%	7.7%	7.8%	7.5%	9.0%	

(b)(3)

Disagree										
	3.7%	2.7%	3.8%	4.4%	4.6%	3.3%	3.8%	3.3%	3.7%	

(b)(3)

Str. Disagree										
	1.5%	1.4%	1.7%	1.3%	1.5%	1.4%	1.5%	1.3%	1.6%	

(b)(3)

Blank										
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(b)(3)

Missing 2	-	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-	-

Base										
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	4.28	-	4.25	4.28	4.28	4.26	4.29	4.30	4.30	4.24
S.D.	0.87	-	0.84	0.89	0.89	0.89	0.85	0.88	0.85	0.88

F value .8131  
Probability 0.5762

Chi Square 22.4242  
DF for Chi 28.  
Probability 0.7613

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Very Good										
	37.7%	37.6%	33.6%	40.1%	38.6%	38.8%	34.5%	36.6%	38.5%	37.2%

(b)(3)

Good										
	37.2%	36.5%	42.9%	34.6%	37.5%	37.2%	40.3%	37.2%	37.2%	36.2%

(b)(3)

Fair										
	17.3%	17.6%	16.6%	17.1%	15.9%	17.0%	16.8%	18.2%	16.2%	18.9%

(b)(3)

Poor										
	5.4%	5.4%	5.0%	5.8%	5.5%	4.9%	6.5%	5.5%	5.6%	4.9%

(b)(3)

Very Poor										
	2.4%	2.8%	1.8%	2.4%	2.5%	2.1%	1.9%	2.4%	2.5%	2.8%

(b)(3)

Blank									
-------	--	--	--	--	--	--	--	--	--

(b)(3)

Missing 2	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-

Base									
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	4.02	4.01	4.02	4.04	4.04	4.06	3.99	4.00	4.04	4.00
S.D.	0.99	1.01	0.93	1.01	0.99	0.97	0.97	0.99	1.00	1.01

F value .5288  
Probability 0.8357

Chi Square 26.8720  
DF for Chi 32.  
Probability 0.7238

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Very Good	[Redacted]									
	29.1%							29.7%	28.5%	
Good	[Redacted]									
	41.4%							41.7%	41.0%	
Fair	[Redacted]									
	19.1%							19.1%	19.0%	
Poor	[Redacted]									
	5.9%							5.6%	6.2%	
Very Poor	[Redacted]									
	4.5%							3.8%	5.3%	
Blank	[Redacted]									
Do Not Know	[Redacted]									
Missing 3	-	-	-	-	-	-	-	-	-	-
Base	[Redacted]									
	100.0%							100.0%	100.0%	
Mean	3.85	-	-	-	-	-	-	3.88	3.81	
S.D.	1.05	-	-	-	-	-	-	1.02	1.08	

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

F value            3.2078  
 Probability       0.0734  
 t value            1.7910

Chi Square        4.7944  
 DF for Chi        4.  
 Probability       0.3091

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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13.The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Str. Agree										
	17.6%	13.5%	12.7%	17.6%	20.6%	18.5%	18.2%	18.8%	18.4%	17.3%

(b)(3)

Agree										
	60.3%	56.5%	57.8%	60.3%	57.7%	61.0%	61.7%	61.8%	60.5%	62.2%

(b)(3)

Neither										
	13.2%	16.5%	14.9%	12.8%	12.2%	13.4%	14.1%	11.7%	12.8%	12.8%

(b)(3)

Disagree										
	7.6%	11.4%	12.7%	8.2%	8.2%	6.4%	5.3%	6.4%	7.0%	6.2%

(b)(3)

Str. Disagree										
	1.3%	2.1%	1.8%	1.1%	1.3%	0.7%	0.7%	1.3%	1.3%	1.5%

(b)(3)

Blank										
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(b)(3)

Do Not Know										
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-	-
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Base										
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.85	3.68	3.67	3.85	3.88	3.90	3.91	3.90	3.88	3.88
				AB	AB	AB	AB	AB	AB	AB

S.D.	0.84	0.92	0.92	0.84	0.87	0.79	0.77	0.82	0.83	0.82
------	------	------	------	------	------	------	------	------	------	------

F value	9.2568
Probability	0.0000

Chi Square	94.2030
DF for Chi	32.
Probability	0.0000

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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14. My work unit is able to RECRUIT people with the right skills.

Str. Agree	
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13.4% 10.7% 11.2% 14.1% 15.5% 12.5% 13.4% 13.9% 13.5% 14.3%

Agree	
-------	--

46.1% 47.1% 43.7% 44.5% 46.7% 48.3% 50.5% 45.5% 46.5% 44.8%

Neither	
---------	--

22.7% 21.2% 21.1% 22.1% 21.7% 23.8% 21.7% 24.0% 22.0% 24.4%

Disagree	
----------	--

14.2% 17.1% 19.6% 14.6% 13.6% 12.9% 12.4% 13.4% 14.1% 12.9%

Str. Disagree	
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3.5% 3.9% 4.5% 4.7% 2.5% 2.5% 2.0% 3.3% 3.9% 3.6%

Blank	
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Do Not Know	
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Missing 3      -      -      -      -      -      -      -      -      -

Base	
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100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0%

Mean      3.52    3.44    3.38    3.49    3.59    3.55    3.61    3.53    3.52    3.53

S.D.      1.01    1.02    1.06    1.05    0.99    0.95    0.94    1.00    1.02    1.00

F value      3.3021  
Probability    0.0009

Chi Square    56.1656  
DF for Chi    32.  
Probability    0.0052

.95 confidence level used for t-test of means

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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15. My work unit is able to RETAIN people with the right skills.

Str. Agree									
	11.4%	8.1%	10.3%	12.3%	11.8%	10.9%	11.1%	12.3%	11.9%

(b)(3)

(b)(3)

Agree									
	41.1%	36.6%	41.2%	42.1%	41.5%	43.2%	41.6%	41.2%	40.8%

(b)(3)

Neither									
	24.5%	22.9%	24.1%	23.7%	26.6%	23.8%	25.5%	24.1%	24.1%

(b)(3)

Disagree									
	17.6%	26.4%	18.5%	15.9%	15.9%	17.9%	15.4%	17.5%	17.4%

(b)(3)

Str. Disagree									
	5.5%	5.9%	5.9%	6.1%	4.2%	4.2%	6.4%	4.9%	5.8%

(b)(3)

Blank									
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(b)(3)

Do Not Know									
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
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Base									
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.35	-	3.15	3.31	3.39	3.41	3.39	3.36	3.38	3.36
------	------	---	------	------	------	------	------	------	------	------

			B	B	BC	B	B	B	B	B
--	--	--	---	---	----	---	---	---	---	---

S.D.	1.07	-	1.08	1.07	1.08	1.02	1.03	1.07	1.06	1.08
------	------	---	------	------	------	------	------	------	------	------

F value 3.8389  
Probability 0.0004

Chi Square 54.0866  
DF for Chi 28.  
Probability 0.0022

.95 confidence level used for t-test of means



Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree	
	15.2% 15.3% 15.3% 14.9% 15.9% 14.4%

(b)(3)

Agree	
	41.9% 39.5% 47.4% 42.5% 43.6% 39.8%

(b)(3)

Neither	
	30.3% 33.9% 25.4% 31.0% 27.8% 31.2%

(b)(3)

Disagree	
	10.5% 10.0% 10.1% 9.6% 10.5% 11.7%

(b)(3)

Str. Disagree	
	2.1% 1.3% 1.9% 2.0% 2.2% 2.8%

(b)(3)

Blank	
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(b)(3)

Do Not Know	
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(b)(3)

Missing 3	-
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Base	
	100.0% 100.0% 100.0% 100.0% 100.0% 100.0%

(b)(3)

Mean	3.57 - - - - 3.57 3.64 3.59 3.61 3.51
------	---------------------------------------

S.D.	0.94 - - - - 0.91 0.92 0.92 0.95 0.97
------	---------------------------------------

F value 2.4181  
Probability 0.0465

Chi Square 27.3105  
DF for Chi 16.  
Probability 0.0382

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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17. I know how my work relates to the agency's goals and priorities.

Str. Agree	37.5%	39.0%	37.2%	40.2%	37.8%	39.1%	33.9%	38.8%	36.8%	34.5%

Agree	53.1%	52.7%	56.2%	50.6%	54.3%	51.5%	56.9%	51.9%	53.1%	54.5%

Neither	6.1%	5.5%	3.8%	6.5%	5.4%	6.1%	6.3%	6.0%	6.0%	7.7%

Disagree	2.4%	2.5%	2.9%	1.8%	2.2%	2.1%	1.9%	2.5%	3.1%	2.4%

Str. Disagree	0.8%	0.4%		0.8%	0.2%	1.2%	1.0%	0.8%	1.0%	0.9%

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Missing 3	-	-	-	-	-	-	-	-	-	-
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Base	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Mean	4.24	4.28	4.28	4.28	4.27	4.25	4.21	4.26	4.22	4.19
------	------	------	------	------	------	------	------	------	------	------

		I	I	HI	I			I		
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S.D.	0.74	0.71	0.67	0.73	0.69	0.76	0.72	0.74	0.77	0.75
------	------	------	------	------	------	------	------	------	------	------

F value 2.1243

Probability 0.0303

Chi Square 47.1338 \*

DF for Chi 32.

Probability 0.0412

\* Some cells had an expected value of less than 5.

.95 confidence level used for t-test of means

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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[Redacted]

18. The work I do is important.

Str. Agree	[Redacted]
	45.9% 46.5% 48.3% 47.2% 47.1% 46.2% 43.2% 47.8% 44.9% 43.0%

Agree	[Redacted]
	44.6% 44.8% 44.2% 44.9% 45.0% 44.4% 47.2% 42.2% 44.2% 45.8%

Neither	[Redacted]
	6.9% 6.8% 5.5% 5.7% 5.3% 7.1% 7.9% 6.8% 7.8% 7.6%

Disagree	[Redacted]
	1.9% 1.5% 1.6% 1.7% 2.1% 1.6% 1.2% 2.2% 2.1% 2.0%

Str. Disagree	[Redacted]
	0.8% 0.4% 0.4% 0.5% 0.5% 0.6% 0.5% 1.0% 0.9% 1.5%

Blank	[Redacted]
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Do Not Know	[Redacted]
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Missing 3	- - - - - - - - - -
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Base	[Redacted]
	100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0%

Mean	4.33 4.36 4.38 4.37 4.36 4.34 4.31 4.34 4.30 4.27
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	I HI HI I I I
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S.D.	0.75 0.71 0.70 0.71 0.72 0.73 0.71 0.78 0.78 0.81
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F value	2.6245
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Probability	0.0072
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Chi Square	40.9754 *
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DF for Chi	32.
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Probability	0.1328
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\* Some cells had an expected value of less than 5.

.95 confidence level used for t-test of means

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree										
	22.3%	21.5%	19.2%	23.4%	19.2%	21.8%	21.7%	24.0%	24.2%	21.8%

(b)(3)

Agree										
	50.9%	45.8%	53.8%	49.5%	53.2%	51.5%	55.6%	50.3%	52.1%	50.0%

(b)(3)

Neither										
	12.8%	14.8%	12.2%	12.2%	13.3%	13.0%	14.3%	11.5%	11.3%	14.3%

(b)(3)

Disagree										
	10.3%	12.6%	11.1%	11.6%	11.3%	10.7%	5.6%	10.8%	8.5%	9.9%

(b)(3)

Str. Disagree										
	3.7%	5.3%	3.8%	3.4%	2.9%	3.0%	2.9%	3.5%	3.8%	4.1%

(b)(3)

Blank									
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(b)(3)

Do Not Know									
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
-----------	---	---	---	---	---	---	---	---	---

Base										
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.78	3.66	3.73	3.78	3.74	3.78	3.88	3.80	3.84	3.76
------	------	------	------	------	------	------	------	------	------	------

			A			A	ABDI	A	ABDI	A
--	--	--	---	--	--	---	------	---	------	---

S.D.	1.02	1.11	1.01	1.04	0.99	1.00	0.91	1.03	1.01	1.03
------	------	------	------	------	------	------	------	------	------	------

F value 3.2272

Probability 0.0011

Chi Square 63.2945

DF for Chi 32.

Probability 0.0008

.95 confidence level used for t-test of means

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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[Redacted]

(b)(3)

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

Str. Agree	[Redacted]	13.3%						13.9%	12.7%
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(b)(3)

Agree	[Redacted]	49.8%						51.9%	47.6%
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(b)(3)

Neither	[Redacted]	15.2%						13.7%	16.7%
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(b)(3)

Disagree	[Redacted]	15.8%						15.0%	16.6%
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(b)(3)

Str. Disagree	[Redacted]	5.9%						5.4%	6.4%
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(b)(3)

Blank	[Redacted]								
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(b)(3)

Do Not Know	[Redacted]								
-------------	------------	--	--	--	--	--	--	--	--

(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
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Base	[Redacted]	100.0%						100.0%	100.0%
------	------------	--------	--	--	--	--	--	--------	--------

(b)(3)

Mean	3.49	-	-	-	-	-	-	3.54	3.44
------	------	---	---	---	---	---	---	------	------

S.D.	1.09	-	-	-	-	-	-	1.07	1.10
------	------	---	---	---	---	---	---	------	------

F value	7.0368
Probability	0.0080
t value	2.6527

Chi Square	10.9151
DF for Chi	4.
Probability	0.0275

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree	
	32.6%      28.9%   37.1%   35.6%   34.6%   33.0%   32.7%   30.8%   29.2%

(b)(3)

Agree	
	48.8%      53.0%   45.0%   45.2%   46.0%   50.1%   48.1%   51.7%   50.8%

(b)(3)

Neither	
	11.3%      10.0%   10.8%   11.1%   13.8%   10.4%   11.4%   10.6%   11.4%

(b)(3)

Disagree	
	5.3%      6.3%    5.1%    5.9%    4.5%    4.6%    5.5%    4.9%    5.9%

(b)(3)

Str. Disagree	
	2.1%      1.8%    1.9%    2.1%    1.0%    1.9%    2.3%    2.1%    2.7%

(b)(3)

Blank	
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(b)(3)

Do Not Know	
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(b)(3)

Missing 3	-      -      -      -      -      -      -      -      -
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Base	
	100.0%      100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%

(b)(3)

Mean	4.04      -      4.01      4.10      4.06      4.09      4.08      4.03      4.04      3.98
------	---

S.D.	0.91      -      0.90      0.92      0.94      0.87      0.89      0.93      0.89      0.94
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F value	2.2986
Probability	0.0244

Chi Square	54.5002
DF for Chi	28.
Probability	0.0020

.95 confidence level used for t-test of means

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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[Redacted]									
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(b)(3)

22. My talents are used well in the workplace.

Str. Agree	[Redacted]								
	21.1%	19.2%	23.6%	22.6%	22.0%	21.4%	19.8%	21.4%	19.0%

(b)(3)

Agree	[Redacted]								
	51.0%	53.3%	49.1%	52.7%	52.2%	51.0%	51.7%	49.7%	50.4%

(b)(3)

Neither	[Redacted]								
	14.4%	14.7%	14.3%	11.9%	15.0%	15.2%	13.8%	15.4%	14.6%

(b)(3)

Disagree	[Redacted]								
	9.5%	9.5%	9.1%	8.4%	8.3%	9.3%	10.3%	9.6%	10.4%

(b)(3)

Str. Disagree	[Redacted]								
	4.1%	3.2%	3.8%	4.4%	2.6%	3.1%	4.4%	3.8%	5.6%

(b)(3)

Blank	[Redacted]								
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(b)(3)

Do Not Know	[Redacted]								
-------------	------------	--	--	--	--	--	--	--	--

(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
-----------	---	---	---	---	---	---	---	---	---

Base	[Redacted]								
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.75	-	3.76	3.80	3.81	3.83	3.78	3.72	3.75	3.67
------	------	---	------	------	------	------	------	------	------	------

			I	I	GI	I		I		
--	--	--	---	---	----	---	--	---	--	--

S.D.	1.02	-	0.98	1.02	1.02	0.95	0.99	1.03	1.02	1.07
------	------	---	------	------	------	------	------	------	------	------

F value 3.1226

Probability 0.0027

Chi Square 40.5108

DF for Chi 28.

Probability 0.0595

.95 confidence level used for t-test of means

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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[Redacted]									
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(b)(3)

23. My training needs are assessed.

Str. Agree	[Redacted]								
	14.2%	10.8%	16.7%	14.0%	14.9%	13.0%	14.8%	14.5%	13.0%

(b)(3)

Agree	[Redacted]								
	45.2%	45.7%	45.1%	43.7%	44.3%	46.1%	42.2%	47.3%	46.2%

(b)(3)

Neither	[Redacted]								
	22.5%	21.8%	21.0%	22.7%	24.4%	24.4%	23.6%	21.2%	22.6%

(b)(3)

Disagree	[Redacted]								
	14.5%	17.6%	14.1%	15.2%	13.7%	13.0%	15.8%	13.0%	14.8%

(b)(3)

Str. Disagree	[Redacted]								
	3.6%	4.1%	3.1%	4.3%	2.8%	3.4%	3.6%	4.0%	3.4%

(b)(3)

Blank	[Redacted]								
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(b)(3)

Do Not Know	[Redacted]								
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
-----------	---	---	---	---	---	---	---	---	---

Base	[Redacted]								
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.52	-	3.41	3.58	3.48	3.55	3.52	3.49	3.55	3.51
------	------	---	------	------	------	------	------	------	------	------

			BDG		B				B	
--	--	--	-----	--	---	--	--	--	---	--

S.D.	1.02	-	1.03	1.02	1.05	0.99	0.99	1.04	1.02	1.01
------	------	---	------	------	------	------	------	------	------	------

F value 2.2196

Probability 0.0298

Chi Square 36.5466

DF for Chi 28.

Probability 0.1292

.95 confidence level used for t-test of means



===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree	
	33.6%      30.2%   34.8%   33.1%   33.7%   33.3%   35.6%   33.8%   32.8%

(b)(3)

Agree	
	52.8%      54.0%   52.6%   55.1%   51.5%   54.9%   50.6%   53.4%   52.7%

(b)(3)

Neither	
	8.1%      9.7%    7.1%    6.8%    8.0%    6.2%    8.3%    8.0%    9.5%

(b)(3)

Disagree	
	4.2%      4.7%    4.3%    3.7%    5.7%    4.8%    4.5%    3.5%    3.8%

(b)(3)

Str. Disagree	
	1.2%      1.4%    1.3%    1.3%    1.1%    1.0%    1.0%    1.3%    1.1%

(b)(3)

Blank	
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(b)(3)

Do Not Know	
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(b)(3)

Missing 3	-      -      -      -      -      -      -      -      -      -
-----------	--

Base	
	100.0%    100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%

(b)(3)

Mean	4.14      -      4.07    4.15    4.15    4.11    4.15    4.15    4.15    4.12
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S.D.	0.82      -      0.84    0.83    0.80    0.86    0.81    0.83    0.81    0.81
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F value                    .9744  
Probability                0.4479

Chi Square                28.4122 \*  
DF for Chi                28.  
Probability                0.4428

\* Some cells had an expected value of less than 5.

.95 confidence level used for t-test of means

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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[Redacted]

(b)(3)

24w. In my work unit, more experienced employees share their job knowledge and experience with less experienced employees.

Str. Agree	[Redacted]								
	37.7%		39.0%	36.0%					

(b)(3)

Agree	[Redacted]								
	49.1%		48.4%	49.9%					

(b)(3)

Neither	[Redacted]								
	7.7%		7.2%	8.5%					

(b)(3)

Disagree	[Redacted]								
	4.6%		4.5%	4.7%					

(b)(3)

Str. Disagree	[Redacted]								
	0.9%		0.9%	0.9%					

(b)(3)

Blank [Redacted]

(b)(3)

Do Not Know [Redacted]

(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
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Base	[Redacted]								
	100.0%		100.0%	100.0%					

(b)(3)

Mean	4.18	-	-	4.20	4.15				
S.D.	0.83	-	-	0.83	0.83				

F value	1.6177
Probability	0.2036
t value	1.2719

Chi Square	2.5047
DF for Chi	4.
Probability	0.6438

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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25. Promotions in my work unit are based on merit.

Str. Agree										
	10.8%	9.2%	10.0%	14.1%	10.0%	12.3%	11.3%	10.4%	11.1%	9.0%

Agree										
	40.3%	43.7%	42.5%	39.9%	41.9%	41.5%	42.1%	39.2%	38.8%	37.8%

Neither										
	26.3%	27.1%	24.9%	24.8%	25.4%	25.8%	24.2%	26.0%	26.8%	28.8%

Disagree										
	14.6%	14.5%	14.1%	14.5%	14.6%	12.6%	14.3%	15.8%	15.5%	14.7%

Str. Disagree										
	8.0%	5.5%	8.4%	6.8%	8.2%	7.9%	8.0%	8.6%	7.8%	9.7%

Blank									
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Do Not Know									
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Missing 3	-	-	-	-	-	-	-	-	-	-
-----------	---	---	---	---	---	---	---	---	---	---

Base										
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Mean	3.31	3.37	3.32	3.40	3.31	3.38	3.34	3.27	3.30	3.22
------	------	------	------	------	------	------	------	------	------	------

		I		GHI		GI				
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S.D.	1.10	1.02	1.10	1.11	1.09	1.10	1.10	1.11	1.10	1.11
------	------	------	------	------	------	------	------	------	------	------

F value 2.8661

Probability 0.0035

Chi Square 48.7013

DF for Chi 32.

Probability 0.0296

.95 confidence level used for t-test of means

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree										
	6.2%	4.3%	4.4%	5.4%	5.9%	6.5%	8.0%	6.0%	7.8%	6.5%

(b)(3)

Agree										
	32.0%	31.2%	29.4%	30.9%	30.3%	32.6%	34.9%	32.6%	34.1%	31.5%

(b)(3)

Neither										
	29.8%	31.8%	32.2%	31.5%	31.3%	30.9%	29.1%	28.6%	27.2%	28.6%

(b)(3)

Disagree										
	21.9%	23.8%	24.1%	22.6%	22.7%	19.9%	18.0%	21.5%	21.7%	21.7%

(b)(3)

Str. Disagree										
	10.1%	8.9%	9.9%	9.5%	9.9%	10.1%	10.0%	11.3%	9.2%	11.6%

(b)(3)

Blank										
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(b)(3)

Do Not Know										
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-	-
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Base										
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.02	2.98	2.94	3.00	3.00	3.06	3.13	3.00	3.10	3.00
------	------	------	------	------	------	------	------	------	------	------

S.D.	1.09	1.04	1.05	1.06	1.08	1.09	1.11	1.11	1.11	1.12
------	------	------	------	------	------	------	------	------	------	------

F value	1.8696
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Probability	0.0602
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Chi Square	40.7396
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DF for Chi	32.
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Probability	0.1383
-------------	--------

.95 confidence level used for t-test of means	
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Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree										
	15.9%						16.7%	16.2%	15.1%	

(b)(3)

Agree										
	52.3%						53.7%	51.9%	51.5%	

(b)(3)

Neither										
	17.7%						16.0%	17.8%	19.0%	

(b)(3)

Disagree										
	10.6%						10.2%	10.6%	11.0%	

(b)(3)

Str. Disagree										
	3.5%						3.4%	3.6%	3.4%	

(b)(3)

Blank										
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(b)(3)

Do Not Know										
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-	-
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Base										
	100.0%						100.0%	100.0%	100.0%	

(b)(3)

Mean	3.67	-	-	-	-	-	3.70	3.67	3.64	
S.D.	0.98	-	-	-	-	-	0.98	0.99	0.98	

F value	1.2295
Probability	0.2926

Chi Square	5.4623
DF for Chi	8.
Probability	0.7072

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

27v. Employees are rewarded for providing high quality products and services to customers.

Str. Agree										-	-	-
	16.5%			17.4%	16.3%	15.3%						

(b)(3)

Agree										-	-	-
	49.4%			49.6%	49.3%	49.4%						

(b)(3)

Neither										-	-	-
	20.3%			20.3%	20.5%	19.8%						

(b)(3)

Disagree										-	-	-
	10.4%			9.3%	10.7%	12.0%						

(b)(3)

Str. Disagree										-	-	-
	3.3%			3.4%	3.2%	3.5%						

(b)(3)

Blank												
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(b)(3)

Do Not Know										-	-	-
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-	-	-	-
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Base										-	-	-
	100.0%			100.0%	100.0%	100.0%						

(b)(3)

Mean	3.65	-	-	-	3.68	3.65	3.61	-	-	-	-	-
S.D.	0.98	-	-	-	0.98	0.98	1.00	-	-	-	-	-

F value	.7660
Probability	0.4650

Chi Square	2.8711
DF for Chi	8.
Probability	0.9422

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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28. Creativity and innovation are rewarded.

Str. Agree										
	14.4%	12.1%	11.3%	16.4%	15.7%	15.1%	14.3%	14.5%	14.7%	14.0%

Agree										
	45.3%	51.0%	52.3%	46.1%	42.9%	45.4%	46.5%	44.6%	44.0%	42.1%

Neither										
	24.2%	20.6%	21.9%	22.1%	25.9%	24.0%	23.4%	24.0%	25.6%	26.4%

Disagree										
	11.9%	13.5%	9.8%	11.6%	10.8%	12.1%	10.3%	12.5%	11.7%	12.8%

Str. Disagree										
	4.2%	2.9%	4.7%	3.8%	4.7%	3.4%	5.5%	4.4%	4.1%	4.7%

Blank										
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Do Not Know										
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Missing 3	-	-	-	-	-	-	-	-	-	-
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Base										
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Mean	3.54	3.56	3.56	3.60	3.54	3.57	3.54	3.52	3.53	3.48
------	------	------	------	------	------	------	------	------	------	------

S.D.	1.01	0.97	0.98	1.01	1.03	1.00	1.04	1.03	1.01	1.03
------	------	------	------	------	------	------	------	------	------	------

F value	1.3039
Probability	0.2362

Chi Square	55.5587
DF for Chi	32.
Probability	0.0061

.95 confidence level used for t-test of means

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

29. My supervisor sets and revises my performance objectives as needed during the performance cycle.

Str. Agree									
	12.8%				10.4%	10.9%	13.2%	14.5%	12.9%

(b)(3)

Agree									
	44.7%				40.2%	44.2%	44.4%	46.4%	46.1%

(b)(3)

Neither									
	21.8%				24.6%	23.1%	21.7%	20.3%	21.4%

(b)(3)

Disagree									
	15.6%				17.7%	16.9%	16.4%	14.3%	14.5%

(b)(3)

Str. Disagree									
	5.1%				7.1%	4.9%	4.3%	4.6%	5.1%

(b)(3)

Blank	
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(b)(3)

No Basis to Judge	
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(b)(3)

Missing 3	-
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Base									
	100.0%				100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.45	-	-	-	-	3.29	3.39	3.46	3.52	3.47
------	------	---	---	---	---	------	------	------	------	------

S.D.	1.06	-	-	-	-	1.09	1.05	1.05	1.05	1.05
------	------	---	---	---	---	------	------	------	------	------

F value	7.1021
Probability	0.0000

Chi Square	34.6661
DF for Chi	16.
Probability	0.0044

.95 confidence level used for t-test of means



Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

30. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).

Str. Agree

15.9%	14.5%	17.3%	17.9%	16.1%	14.5%	15.0%	16.7%	14.6%

(b)(3)

Agree

48.0%	49.5%	50.0%	48.1%	45.4%	49.2%	46.7%	48.4%	48.0%

(b)(3)

Neither

17.5%	17.0%	15.9%	15.4%	18.1%	19.2%	18.3%	17.0%	19.1%

(b)(3)

Disagree

12.9%	11.9%	13.5%	11.5%	14.3%	11.7%	13.4%	12.5%	13.1%

(b)(3)

Str. Disagree

5.6%	7.0%	3.4%	7.1%	6.1%	5.4%	6.5%	5.4%	5.3%

(b)(3)

Blank

--

(b)(3)

No Basis to Judge

--

(b)(3)

Missing 3

-   -   -   -   -   -   -   -   -   -

Base

100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean

3.56   -   3.52   3.64   3.58   3.51   3.56   3.50   3.59   3.54

S.D.

1.08   -   1.10   1.02   1.12   1.11   1.05   1.10   1.07   1.06

F value

1.8985

Probability

0.0655

Chi Square

37.4203

DF for Chi

28.

Probability

0.1099

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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31. I am held accountable for achieving results.

Str. Agree	23.0%			21.5%	23.8%	24.0%	22.8%	23.5%	22.8%

Agree	61.8%			63.4%	62.6%	62.5%	60.4%	61.4%	61.7%

Neither	11.0%			11.0%	10.0%	11.0%	11.9%	11.0%	10.9%

Disagree	3.3%			3.2%	3.1%	2.2%	4.2%	3.2%	3.3%

Str. Disagree	0.8%			0.8%	0.5%	0.2%	0.7%	0.9%	1.2%

Blank									

Do Not Know									

Missing 3	-	-	-	-	-	-	-	-	-
-----------	---	---	---	---	---	---	---	---	---

Base	100.0%			100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Mean	4.03	-	-	-	4.01	4.06	4.08	4.00	4.04	4.02
S.D.	0.74	-	-	-	0.73	0.71	0.68	0.76	0.74	0.76

F value	1.1415
Probability	0.3359

Chi Square	14.1016 *
DF for Chi	20.
Probability	0.8253

\* Some cells had an expected value of less than 5.

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree	
	28.0% <span style="float: right;">28.5% 27.6%</span>

(b)(3)

Agree	
	49.8% <span style="float: right;">49.7% 49.9%</span>

(b)(3)

Neither	
	11.9% <span style="float: right;">12.0% 11.8%</span>

(b)(3)

Disagree	
	6.0% <span style="float: right;">5.9% 6.2%</span>

(b)(3)

Str. Disagree	
	4.2% <span style="float: right;">3.9% 4.5%</span>

(b)(3)

Blank	
-------	--

(b)(3)

Do Not Know	
-------------	--

(b)(3)

Missing 3	- - - - - - - - - -
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Base	
	100.0% <span style="float: right;">100.0% 100.0%</span>

(b)(3)

Mean	3.92	-	-	-	-	-	-	3.93	3.90
S.D.	1.00	-	-	-	-	-	-	0.99	1.02

F value	.7126
Probability	0.3986
t value	.8442

Chi Square	1.0022
DF for Chi	4.
Probability	0.9095

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree										
	7.4%	5.7%	7.5%	8.1%	8.3%	6.1%	7.8%	7.2%	8.2%	7.3%

(b)(3)

Agree										
	37.4%	41.6%	35.4%	38.7%	35.8%	37.2%	38.3%	35.9%	38.2%	36.0%

(b)(3)

Neither										
	31.9%	31.1%	32.4%	31.5%	32.9%	31.7%	31.4%	32.5%	31.6%	32.0%

(b)(3)

Disagree										
	18.0%	17.1%	18.6%	17.4%	17.2%	20.0%	18.0%	18.1%	16.6%	19.5%

(b)(3)

Str. Disagree										
	5.3%	4.5%	6.1%	4.3%	5.9%	5.0%	4.6%	6.3%	5.4%	5.2%

(b)(3)

Blank										

(b)(3)

Do Not Know										

(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-	-
-----------	---	---	---	---	---	---	---	---	---	---

Base										
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.24	3.27	3.20	3.29	3.23	3.20	3.27	3.20	3.27	3.21
------	------	------	------	------	------	------	------	------	------	------

S.D.	1.00	0.96	1.02	0.99	1.02	0.99	0.99	1.02	1.01	1.01
------	------	------	------	------	------	------	------	------	------	------

F value	1.3899
Probability	0.1952

Chi Square	28.2121
DF for Chi	32.
Probability	0.6588

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree										
	5.5%	5.6%	5.9%	4.6%	5.8%	4.6%	6.1%	6.0%	4.9%	

(b)(3)

Agree										
	27.0%	29.2%	29.8%	29.8%	30.4%	28.6%	24.6%	25.2%	23.9%	

(b)(3)

Neither										
	30.3%	27.6%	30.2%	31.2%	29.0%	31.6%	31.1%	29.9%	31.3%	

(b)(3)

Disagree										
	23.9%	25.7%	24.1%	23.2%	23.6%	21.9%	25.0%	23.2%	24.2%	

(b)(3)

Str. Disagree										
	13.2%	11.9%	10.1%	11.1%	11.3%	13.2%	13.2%	15.7%	15.7%	

(b)(3)

Blank										
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(b)(3)

Do Not Know										
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-	-
-----------	---	---	---	---	---	---	---	---	---	---

Base										
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	2.88	-	2.91	2.97	2.94	2.96	2.89	2.86	2.83	2.78
------	------	---	------	------	------	------	------	------	------	------

			I	GHI	HI	GHI				
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S.D.	1.12	-	1.12	1.09	1.08	1.10	1.10	1.12	1.15	1.12
------	------	---	------	------	------	------	------	------	------	------

F value            3.9134  
Probability        0.0003

Chi Square        53.3940  
DF for Chi        28.  
Probability        0.0026

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree									
	10.4%			10.6%	11.3%	10.1%	10.1%	10.6%	10.0%

(b)(3)

Agree									
	43.8%			45.2%	46.2%	48.0%	42.4%	44.1%	41.1%

(b)(3)

Neither									
	24.3%			22.4%	22.6%	23.6%	26.7%	23.9%	25.3%

(b)(3)

Disagree									
	14.5%			15.1%	13.9%	11.7%	14.5%	14.6%	15.4%

(b)(3)

Str. Disagree									
	6.9%			6.7%	6.0%	6.6%	6.3%	6.8%	8.3%

(b)(3)

Blank									
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(b)(3)

Do Not Know									
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
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Base									
	100.0%			100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.36	-	-	3.38	3.43	3.43	3.35	3.37	3.29
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S.D.	1.07	-	-	1.07	1.05	1.04	1.05	1.07	1.10
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F value            2.2629  
Probability        0.0456

Chi Square        20.7753  
DF for Chi        20.  
Probability        0.4105

.95 confidence level used for t-test of means

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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36. My performance appraisal is a fair reflection of my performance.

Str. Agree										
	19.5%	16.9%	16.9%	22.6%	20.8%	22.5%	16.8%	18.5%	20.2%	17.5%

Agree										
	58.9%	58.3%	59.3%	55.6%	57.9%	59.1%	62.0%	60.5%	58.7%	59.7%

Neither										
	13.4%	15.9%	14.4%	13.1%	12.7%	11.5%	13.1%	12.7%	13.2%	14.2%

Disagree										
	5.7%	6.5%	5.8%	6.3%	6.2%	4.7%	5.8%	6.1%	4.9%	5.6%

Str. Disagree										
	2.6%	2.3%	3.5%	2.4%	2.4%	2.1%	2.4%	2.1%	3.0%	3.0%

Blank										
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Do Not Know										
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Missing 3	-	-	-	-	-	-	-	-	-	-
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Base										
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Mean	3.87	3.81	3.80	3.90	3.89	3.95	3.85	3.87	3.88	3.83
------	------	------	------	------	------	------	------	------	------	------

S.D.	0.88	0.87	0.91	0.90	0.88	0.85	0.85	0.86	0.89	0.89
------	------	------	------	------	------	------	------	------	------	------

F value	2.4238
Probability	0.0130

Chi Square	42.7718
DF for Chi	32.
Probability	0.0967

.95 confidence level used for t-test of means

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree										
	19.4%	19.3%	16.6%	21.3%	18.1%	21.0%	18.3%	19.7%	20.6%	17.7%

(b)(3)

Agree										
	48.3%	47.9%	50.5%	45.6%	49.0%	47.9%	49.5%	46.5%	49.1%	49.9%

(b)(3)

Neither										
	19.6%	19.7%	18.6%	20.9%	18.7%	20.8%	21.4%	20.8%	18.2%	18.8%

(b)(3)

Disagree										
	9.0%	8.5%	10.1%	9.5%	10.2%	7.3%	8.8%	8.5%	8.5%	9.6%

(b)(3)

Str. Disagree										
	3.7%	4.5%	4.3%	2.7%	3.9%	3.0%	2.0%	4.4%	3.6%	3.9%

(b)(3)

Blank										
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(b)(3)

Do Not Know										
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-	-
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Base										
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.71	3.69	3.65	3.73	3.67	3.77	3.73	3.69	3.75	3.68
------	------	------	------	------	------	------	------	------	------	------

S.D.	1.00	1.02	1.01	0.99	1.01	0.96	0.93	1.02	0.99	1.00
------	------	------	------	------	------	------	------	------	------	------

F value	1.4371
Probability	0.1753

Chi Square	37.2958
DF for Chi	32.
Probability	0.2385

.95 confidence level used for t-test of means



===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree										
	23.1%	19.5%	17.9%	23.0%	21.6%	25.6%	23.1%	23.9%	25.2%	23.2%

(b)(3)

Agree										
	56.0%	56.5%	61.1%	56.1%	57.2%	54.5%	56.0%	55.2%	56.4%	54.3%

(b)(3)

Neither										
	13.4%	14.5%	14.5%	12.8%	14.4%	12.8%	14.1%	13.0%	11.9%	14.3%

(b)(3)

Disagree										
	5.4%	7.3%	4.8%	6.2%	4.7%	5.1%	4.5%	5.8%	4.7%	5.5%

(b)(3)

Str. Disagree										
	2.1%	2.1%	1.7%	1.8%	2.2%	2.0%	2.3%	2.0%	1.8%	2.7%

(b)(3)

Blank										
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(b)(3)

Do Not Know										
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-	-
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Base										
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.93	3.84	3.89	3.92	3.91	3.97	3.93	3.93	3.99	3.90
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			A			A		A	ABI	
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S.D.	0.87	0.90	0.81	0.87	0.86	0.88	0.87	0.88	0.85	0.91
------	------	------	------	------	------	------	------	------	------	------

F value	2.4641
Probability	0.0115

Chi Square	41.9359
DF for Chi	32.
Probability	0.1123

.95 confidence level used for t-test of means

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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[Redacted]									
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(b)(3)

39. My Supervisor/team leader is committed to a workforce representative of all segments of society.

Str. Agree	[Redacted]								
	25.3%						27.2%	25.1%	24.2%

(b)(3)

Agree	[Redacted]								
	51.1%						49.7%	53.1%	50.2%

(b)(3)

Neither	[Redacted]								
	18.8%						18.0%	17.9%	20.2%

(b)(3)

Disagree	[Redacted]								
	3.2%						3.8%	2.6%	3.4%

(b)(3)

Str. Disagree	[Redacted]								
	1.5%						1.3%	1.3%	2.0%

(b)(3)

Blank	[Redacted]								
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(b)(3)

Do Not Know	[Redacted]								
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
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Base	[Redacted]								
	100.0%						100.0%	100.0%	100.0%

(b)(3)

Mean	3.96	-	-	-	-	-	3.98	3.98	3.91
------	------	---	---	---	---	---	------	------	------

S.D.	0.84	-	-	-	-	-	0.85	0.81	0.87
------	------	---	---	---	---	---	------	------	------

F value 2.6139  
Probability 0.0734

Chi Square 11.1928  
DF for Chi 8.  
Probability 0.1910

.95 confidence level used for t-test of means

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

39v. Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.

Str. Agree									
	23.0%				23.3%	22.5%			

(b)(3)

Agree									
	51.1%				51.0%	51.4%			

(b)(3)

Neither									
	21.5%				21.5%	21.7%			

(b)(3)

Disagree									
	3.4%				3.1%	4.2%			

(b)(3)

Str. Disagree									
	1.0%				1.2%	0.3%			

(b)(3)

Blank									
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(b)(3)

Do Not Know									

(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
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Base									
	100.0%				100.0%	100.0%			

(b)(3)

Mean	3.92	-	-	-	-	3.92	3.92	-	-
S.D.	0.81	-	-	-	-	0.82	0.79	-	-

F value .0029  
 Probability 0.9570  
 t value .0539

Chi Square 3.4879 \*  
 DF for Chi 4.  
 Probability 0.4797

\* Some cells had an expected value of less than 5.

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree									
	20.8%				22.3%	18.0%	21.7%	21.2%	19.3%

(b)(3)

Agree									
	52.3%				49.9%	58.8%	51.0%	52.8%	52.5%

(b)(3)

Neither									
	20.4%				22.4%	18.2%	21.4%	18.4%	21.2%

(b)(3)

Disagree									
	4.6%				4.1%	3.6%	4.4%	5.2%	4.8%

(b)(3)

Str. Disagree									
	1.9%				1.3%	1.4%	1.5%	2.3%	2.2%

(b)(3)

Blank									
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(b)(3)

Do Not Know									
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
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Base									
	100.0%				100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.85	-	-	-	3.88	3.88	3.87	3.85	3.82
------	------	---	---	---	------	------	------	------	------

S.D.	0.86	-	-	-	0.84	0.79	0.85	0.89	0.87
------	------	---	---	---	------	------	------	------	------

F value .9551

Probability 0.4310

Chi Square 22.6901

DF for Chi 16.

Probability 0.1223

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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[Redacted]

(b)(3)

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

Str. Agree	[Redacted]								
	36.8%						36.5%	37.3%	36.6%

(b)(3)

Agree	[Redacted]								
	48.5%						47.2%	48.9%	49.0%

(b)(3)

Neither	[Redacted]								
	9.6%						10.5%	9.2%	9.4%

(b)(3)

Disagree	[Redacted]								
	3.2%						3.8%	2.8%	3.2%

(b)(3)

Str. Disagree	[Redacted]								
	1.9%						2.0%	1.7%	1.9%

(b)(3)

Blank	[Redacted]								
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(b)(3)

Do Not Know	[Redacted]								
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
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Base	[Redacted]								
	100.0%						100.0%	100.0%	100.0%

(b)(3)

Mean	4.15	-	-	-	-	-	4.12	4.17	4.15
------	------	---	---	---	---	---	------	------	------

S.D.	0.86	-	-	-	-	-	0.89	0.84	0.86
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F value 1.0687

Probability 0.3435

Chi Square 4.2894

DF for Chi 8.

Probability 0.8301

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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41v. My supervisor supports my need to balance work and family issues.

Str. Agree				
	42.2%	40.6%	43.8%	45.5%

(b)(3)

(b)(3)

Agree				
	44.8%	47.1%	43.7%	40.4%

(b)(3)

(b)(3)

Neither				
	8.9%	8.2%	8.7%	9.4%

(b)(3)

Disagree				
	2.5%	2.0%	2.4%	2.5%

(b)(3)

Str. Disagree				
	1.6%	2.2%	1.3%	2.2%

(b)(3)

Blank	
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(b)(3)

Do Not Know				

(b)(3)

Missing 3				
	-	-	-	-

Base				
	100.0%	100.0%	100.0%	100.0%

Mean				
	4.23	4.22	4.26	4.25

S.D.				
	0.84	0.85	0.82	0.89

F value .7729  
Probability 0.5427

Chi Square 19.5040  
DF for Chi 16.  
Probability 0.2434

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree									
	23.3%							25.0%	21.4%

(b)(3)

Agree									
	46.3%							46.3%	46.3%

(b)(3)

Neither									
	17.2%							16.4%	18.1%

(b)(3)

Disagree									
	8.3%							8.2%	8.5%

(b)(3)

Str. Disagree									
	4.9%							4.2%	5.6%

(b)(3)

Blank									
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(b)(3)

Do Not Know									
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
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Base									
	100.0%							100.0%	100.0%

(b)(3)

Mean	3.75	-	-	-	-	-	-	3.80	3.69
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								I	
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S.D.	1.05	-	-	-	-	-	-	1.04	1.07
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F value	6.9943
Probability	0.0082
t value	2.6447

Chi Square	8.6082
DF for Chi	4.
Probability	0.0717

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree										
	21.0%	12.5%	20.2%	26.1%	24.8%	23.2%	21.2%	21.5%	19.6%	19.6%

(b)(3)

Agree										
	45.0%	40.9%	45.1%	44.3%	43.6%	43.8%	48.3%	44.7%	48.5%	44.9%

(b)(3)

Neither										
	21.0%	27.9%	24.5%	16.7%	19.2%	21.5%	20.0%	19.2%	20.4%	22.5%

(b)(3)

Disagree										
	9.5%	13.6%	6.4%	9.7%	8.4%	9.0%	7.9%	10.6%	8.6%	9.5%

(b)(3)

Str. Disagree										
	3.5%	5.2%	3.8%	3.3%	3.9%	2.5%	2.7%	4.1%	2.9%	3.5%

(b)(3)

Blank										
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(b)(3)

Do Not Know										
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-	-
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Base										
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.71	3.42	3.71	3.80	3.77	3.76	3.77	3.69	3.73	3.68
------	------	------	------	------	------	------	------	------	------	------

S.D.	1.01	1.04	0.98	1.04	1.04	0.99	0.96	1.05	0.96	1.01
------	------	------	------	------	------	------	------	------	------	------

F value            10.8913  
Probability        0.0000

Chi Square        138.384  
DF for Chi        32.  
Probability        0.0000

.95 confidence level used for t-test of means



===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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44. In my organization, leaders generate high levels of motivation and commitment in the workforce.

Str. Agree	12.2%	8.0%	12.7%	15.6%	12.0%	12.3%	14.3%	12.7%	11.8%	11.1%

(b)(3)

Agree	39.7%	34.1%	37.6%	40.3%	43.3%	40.1%	40.7%	41.3%	40.0%	39.2%

(b)(3)

(b)(3)

Neither	28.7%	31.4%	30.0%	26.1%	27.0%	30.5%	28.9%	25.6%	29.6%	29.8%

(b)(3)

Disagree	14.6%	20.7%	14.7%	14.2%	12.2%	13.8%	12.6%	14.2%	14.2%	14.8%

(b)(3)

Str. Disagree	4.8%	5.8%	4.9%	3.9%	5.5%	3.2%	3.5%	6.2%	4.4%	5.2%

(b)(3)

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(b)(3)

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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-	-
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Base	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.40	3.18	3.39	3.49	3.44	3.45	3.50	3.40	3.41	3.36
------	------	------	------	------	------	------	------	------	------	------

S.D.	1.03	1.03	1.04	1.04	1.03	0.98	1.00	1.07	1.01	1.03
------	------	------	------	------	------	------	------	------	------	------

F value	6.9909
Probability	0.0000

Chi Square	90.1865
DF for Chi	32.
Probability	0.0000

.95 confidence level used for t-test of means

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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[Redacted]									
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(b)(3)

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

Str. Agree	[Redacted]									
	12.9%	9.3%	11.5%	14.8%	11.5%	13.4%	10.4%	13.8%	15.2%	12.1%

(b)(3)

Agree	[Redacted]									
	55.4%	49.4%	54.0%	52.6%	54.7%	57.2%	61.8%	56.1%	57.2%	56.4%

(b)(3)

Neither	[Redacted]									
	21.5%	27.8%	23.1%	22.6%	22.5%	21.8%	20.3%	19.3%	17.9%	21.4%

(b)(3)

Disagree	[Redacted]									
	7.8%	10.3%	8.5%	7.6%	8.0%	5.5%	5.8%	8.2%	7.8%	8.2%

(b)(3)

Str. Disagree	[Redacted]									
	2.4%	3.2%	3.0%	2.3%	3.3%	2.2%	1.6%	2.6%	1.9%	2.0%

(b)(3)

Blank	[Redacted]									
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(b)(3)

Do Not Know	[Redacted]									
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-	-
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Base	[Redacted]									
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.69	3.51	3.62	3.70	3.63	3.74	3.74	3.70	3.76	3.68
------	------	------	------	------	------	------	------	------	------	------

S.D.	0.88	0.91	0.90	0.89	0.91	0.84	0.79	0.90	0.87	0.86
------	------	------	------	------	------	------	------	------	------	------

F value	6.1760
Probability	0.0000

Chi Square	82.0383
DF for Chi	32.
Probability	0.0000

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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46. Employees are protected from health and safety hazards on the job.

Str. Agree										
	26.4%	21.3%	23.4%	29.6%	25.1%	28.0%	27.8%	26.3%	28.3%	25.3%

(b)(3)

Agree										
	59.1%	61.2%	60.9%	56.3%	59.6%	57.7%	59.0%	60.6%	58.9%	59.4%

(b)(3)

Neither										
	10.0%	11.4%	9.6%	9.9%	9.6%	10.6%	10.3%	9.3%	9.6%	10.2%

(b)(3)

Disagree										
	3.5%	4.7%	4.4%	3.6%	4.4%	2.8%	2.5%	3.1%	2.2%	4.1%

(b)(3)

Str. Disagree										
	1.0%	1.4%	1.7%	0.7%	1.3%	0.7%	0.5%	0.7%	1.0%	1.0%

(b)(3)

Blank										

(b)(3)

Do Not Know										

(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-	-
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Base										
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	4.07	3.96	4.00	4.11	4.03	4.09	4.11	4.09	4.11	4.04
				ABDI		AB	AB	AB	ABDI	A

S.D.	0.77	0.80	0.81	0.77	0.80	0.75	0.72	0.73	0.74	0.78
------	------	------	------	------	------	------	------	------	------	------

F value	4.3380
Probability	0.0000

Chi Square	51.0335 *
DF for Chi	32.
Probability	0.0177

\* Some cells had an expected value of less than 5.

.95 confidence level used for t-test of means

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree									
	11.8%	8.4%	12.7%	11.3%	11.9%	13.8%	12.0%	12.8%	11.0%

(b)(3)

Agree									
	45.4%	49.9%	44.5%	47.8%	44.8%	42.6%	42.6%	46.8%	44.6%

(b)(3)

Neither									
	24.3%	23.1%	24.7%	22.6%	26.8%	27.5%	26.0%	22.4%	23.7%

(b)(3)

Disagree									
	14.3%	15.2%	14.6%	13.4%	12.7%	11.7%	15.4%	13.9%	15.7%

(b)(3)

Str. Disagree									
	4.2%	3.3%	3.5%	4.8%	3.7%	4.4%	4.1%	4.1%	5.0%

(b)(3)

Blank									
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(b)(3)

Do Not Know									
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
-----------	---	---	---	---	---	---	---	---	---

Base									
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.46	-	3.45	3.48	3.47	3.48	3.50	3.43	3.50	3.41
------	------	---	------	------	------	------	------	------	------	------

S.D.	1.01	-	0.96	1.00	1.02	0.98	1.01	1.02	1.02	1.04
------	------	---	------	------	------	------	------	------	------	------

F value 1.3271  
Probability 0.2327

Chi Square 39.5329  
DF for Chi 28.  
Probability 0.0727

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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[Redacted]									
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48. My workload is reasonable.

Str. Agree	[Redacted]								
	11.3%	10.5%	11.4%	11.3%	12.0%	12.2%	11.3%	11.8%	10.5%

(b)(3)

(b)(3)

Agree	[Redacted]								
	62.8%	61.3%	64.9%	62.4%	61.6%	63.9%	63.3%	62.6%	62.6%

(b)(3)

Neither	[Redacted]								
	12.7%	12.3%	11.0%	13.1%	14.5%	11.0%	11.1%	13.6%	13.2%

(b)(3)

Disagree	[Redacted]								
	10.0%	13.3%	9.7%	10.0%	9.3%	10.2%	11.4%	8.5%	10.1%

(b)(3)

Str. Disagree	[Redacted]								
	3.1%	2.7%	3.0%	3.2%	2.6%	2.7%	2.9%	3.5%	3.6%

(b)(3)

Blank	[Redacted]								
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(b)(3)

Do Not Know	[Redacted]								
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
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Base	[Redacted]								
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(b)(3)

Base	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Mean	3.69	-	3.63	3.72	3.69	3.71	3.73	3.69	3.71	3.66
S.D.	0.91	-	0.93	0.90	0.91	0.89	0.90	0.92	0.91	0.92

F value	.9348
Probability	0.4779

Chi Square	29.9661
DF for Chi	28.
Probability	0.3648

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

49. Managers communicate the goals and priorities of the organization.

Str. Agree	13.8%	11.4%	14.7%	12.5%	14.2%	12.3%	14.5%	14.4%	13.6%

(b)(3)

Agree	56.9%	57.0%	55.2%	56.4%	56.4%	63.6%	56.8%	56.7%	57.3%

(b)(3)

Neither	17.4%	17.6%	18.1%	16.8%	18.2%	13.5%	16.8%	17.7%	18.2%

(b)(3)

Disagree	9.3%	11.3%	9.0%	10.2%	9.2%	8.1%	9.5%	9.4%	8.3%

(b)(3)

Str. Disagree	2.6%	2.7%	3.0%	4.2%	2.1%	2.5%	2.4%	1.8%	2.6%

(b)(3)

Blank									

(b)(3)

Do Not Know									

(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
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Base	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.70	-	3.63	3.70	3.63	3.71	3.75	3.71	3.73	3.71
------	------	---	------	------	------	------	------	------	------	------

S.D.	0.91	-	0.92	0.93	0.97	0.89	0.86	0.91	0.89	0.89
------	------	---	------	------	------	------	------	------	------	------

F value            1.6791  
Probability        0.1091

Chi Square        34.0765  
DF for Chi        28.  
Probability        0.1984

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree										
	16.6%	16.8%	12.5%	14.1%	15.7%	19.5%	17.4%	18.2%	16.9%	16.8%

(b)(3)

Agree										
	55.1%	55.0%	51.8%	53.3%	56.0%	56.9%	56.8%	55.4%	54.7%	55.7%

(b)(3)

Neither										
	17.4%	16.8%	20.0%	21.5%	19.1%	14.0%	15.9%	15.4%	17.0%	17.3%

(b)(3)

Disagree										
	9.2%	9.5%	12.5%	9.5%	7.7%	8.7%	9.3%	8.8%	9.4%	8.9%

(b)(3)

Str. Disagree										
	1.7%	2.0%	3.1%	1.6%	1.6%	1.0%	0.5%	2.2%	2.0%	1.4%

(b)(3)

Blank									
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(b)(3)

Do Not Know									
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
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Base										
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.76	3.75	3.58	3.69	3.77	3.85	3.81	3.79	3.75	3.78
------	------	------	------	------	------	------	------	------	------	------

		B		B	B	ABCDHI	BC	BC	B	BC
--	--	---	--	---	---	--------	----	----	---	----

S.D.	0.90	0.91	0.97	0.89	0.86	0.86	0.85	0.92	0.91	0.88
------	------	------	------	------	------	------	------	------	------	------

F value                    5.2327  
Probability                0.0000

Chi Square                69.2082  
DF for Chi                32.  
Probability                0.0001

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

51. My leadership encourages and respects alternative points of view and recommendations.

Str. Agree									
	15.7%		16.2%	15.7%	16.2%	14.3%	15.8%	16.4%	14.4%

(b)(3)

Agree									
	50.5%		48.3%	50.9%	51.6%	51.1%	49.2%	51.0%	51.4%

(b)(3)

Neither									
	19.8%		20.8%	19.9%	21.1%	20.6%	20.5%	18.7%	18.8%

(b)(3)

Disagree									
	10.1%		10.3%	8.3%	8.1%	10.8%	10.8%	10.6%	11.0%

(b)(3)

Str. Disagree									
	3.9%		4.4%	5.2%	3.0%	3.3%	3.8%	3.3%	4.4%

(b)(3)

Blank									
-------	--	--	--	--	--	--	--	--	--

(b)(3)

Do Not Know									
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
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Base									
	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.64	-	-	3.62	3.64	3.70	3.62	3.62	3.67	3.60
------	------	---	---	------	------	------	------	------	------	------

S.D.	0.99	-	-	1.02	1.01	0.94	0.97	1.00	0.98	1.01
------	------	---	---	------	------	------	------	------	------	------

F value            1.2269  
Probability        0.2889

Chi Square        25.9384  
DF for Chi        24.  
Probability        0.3563

.95 confidence level used for t-test of means



Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

51y. My leadership encourages and respects alternative points of view and recommendations.

Strongly Agree	<input type="text"/>	-	-	-	-	-	-	-	-
	15.8%	15.8%							
Agree	<input type="text"/>	-	-	-	-	-	-	-	-
	51.7%	51.7%							
Neither	<input type="text"/>	-	-	-	-	-	-	-	-
	22.3%	22.3%							
Disagree	<input type="text"/>	-	-	-	-	-	-	-	-
	7.5%	7.5%							
Strongly Disagree	<input type="text"/>	-	-	-	-	-	-	-	-
	2.7%	2.7%							
Blank	<input type="text"/>								
Missing 2	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-
Base	<input type="text"/>	-	-	-	-	-	-	-	-
	100.0%	100.0%							
Mean	3.70	-	3.70	-	-	-	-	-	-
S.D.	0.92	-	0.92	-	-	-	-	-	-

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree									
	24.3%							24.9%	23.5%

(b)(3)

Agree									
	50.9%							51.7%	50.1%

(b)(3)

Neither									
	14.9%							14.4%	15.5%

(b)(3)

Disagree									
	7.0%							6.5%	7.6%

(b)(3)

Str. Disagree									
	2.9%							2.5%	3.3%

(b)(3)

Blank									
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(b)(3)

Do Not Know									
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
-----------	---	---	---	---	---	---	---	---	---

Base									
	100.0%							100.0%	100.0%

(b)(3)

Mean	3.87	-	-	-	-	-	-	3.90	3.83
------	------	---	---	---	---	---	---	------	------

S.D.	0.96	-	-	-	-	-	-	0.93	0.98
------	------	---	---	---	---	---	---	------	------

F value	4.2219
Probability	0.0400
t value	2.0547

Chi Square	4.6591
DF for Chi	4.
Probability	0.3241

.95 confidence level used for t-test of means

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree									
	32.5%							33.3%	31.6%

(b)(3)

Agree									
	52.1%							52.6%	51.5%

(b)(3)

Neither									
	9.4%							8.4%	10.6%

(b)(3)

Disagree									
	4.0%							4.0%	4.0%

(b)(3)

Str. Disagree									
	2.0%							1.7%	2.2%

(b)(3)

Blank									
-------	--	--	--	--	--	--	--	--	--

(b)(3)

Do Not Know									
-------------	--	--	--	--	--	--	--	--	--

(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
-----------	---	---	---	---	---	---	---	---	---

Base									
	100.0%							100.0%	100.0%

(b)(3)

Mean	4.09	-	-	-	-	-	-	4.12	4.06
S.D.	0.87	-	-	-	-	-	-	0.85	0.88

F value	2.8154
Probability	0.0935
t value	1.6779

Chi Square	5.6848
DF for Chi	4.
Probability	0.2240

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

54. My supervisor/team leader treats me with respect.

Str. Agree									
	39.5%							40.3%	38.6%

(b)(3)

Agree									
	49.1%							49.3%	48.8%

(b)(3)

Neither									
	7.4%							6.4%	8.6%

(b)(3)

Disagree									
	2.6%							2.6%	2.6%

(b)(3)

Str. Disagree									
	1.4%							1.3%	1.5%

(b)(3)

Blank									
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(b)(3)

Do Not Know									
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
-----------	---	---	---	---	---	---	---	---	---

Base									
	100.0%							100.0%	100.0%

(b)(3)

Mean	4.23	-	-	-	-	-	-	4.25	4.20
S.D.	0.80	-	-	-	-	-	-	0.79	0.82

F value	2.3224
Probability	0.1276
t value	1.5239

Chi Square	5.5844
DF for Chi	4.
Probability	0.2324

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Str. Agree									
	23.8%							25.5%	21.9%

(b)(3)

Agree									
	49.9%							50.6%	49.3%

(b)(3)

Neither									
	17.0%							15.5%	18.7%

(b)(3)

Disagree									
	6.3%							5.6%	7.1%

(b)(3)

Str. Disagree									
	2.9%							2.8%	3.0%

(b)(3)

Blank									
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(b)(3)

Do Not Know									
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
-----------	---	---	---	---	---	---	---	---	---

Base									
	100.0%							100.0%	100.0%

(b)(3)

Mean	3.85	-	-	-	-	-	-	3.90	3.80
------	------	---	---	---	---	---	---	------	------

S.D.	0.95	-	-	-	-	-	-	0.94	0.96
------	------	---	---	---	---	---	---	------	------

F value	8.5024
Probability	0.0036
t value	2.9159

Chi Square	11.3869
DF for Chi	4.
Probability	0.0225

.95 confidence level used for t-test of means

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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[Redacted]									
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(b)(3)

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

Str. Agree	[Redacted]								
	17.9%							18.2%	17.6%

(b)(3)

Agree	[Redacted]								
	53.1%							53.5%	52.7%

(b)(3)

Neither	[Redacted]								
	18.1%							18.2%	17.9%

(b)(3)

Disagree	[Redacted]								
	8.2%							7.9%	8.6%

(b)(3)

Str. Disagree	[Redacted]								
	2.7%							2.2%	3.2%

(b)(3)

Blank	[Redacted]								
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(b)(3)

Do Not Know	[Redacted]								
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(b)(3)

Missing 3	-	-	-	-	-	-	-	-	-
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Base	[Redacted]								
	100.0%							100.0%	100.0%

(b)(3)

Mean	3.75	-	-	-	-	-	-	3.78	3.73
S.D.	0.93	-	-	-	-	-	-	0.91	0.96

F value	1.9549
Probability	0.1622
t value	1.3982

Chi Square	3.5148
DF for Chi	4.
Probability	0.4756

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Very Satisfied	
	14.0%      13.4%   16.4%   14.3%   14.5%   12.2%   15.2%   12.6%   12.8%

(b)(3)

Satisfied	
	50.5%      51.7%   47.5%   53.1%   49.1%   52.0%   50.9%   49.7%   51.8%

(b)(3)

Neither	
	21.2%      19.9%   20.5%   18.8%   23.4%   23.4%   19.6%   22.9%   21.1%

(b)(3)

Dissatisfied	
	12.3%      13.4%   13.4%   12.0%   11.7%   11.2%   11.6%   12.7%   11.9%

(b)(3)

Very Dissatisf	
	2.1%      1.6%    2.2%    1.9%    1.2%    1.2%    2.7%    2.2%    2.4%

(b)(3)

Blank	
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(b)(3)

Missing 2	-
Missing 3	-

Base	
	100.0%    100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%

(b)(3)

Mean	3.62    -    3.62    3.63    3.66    3.64    3.63    3.64    3.58    3.61
------	---

S.D.	0.94    -    0.93    0.98    0.93    0.91    0.88    0.96    0.94    0.94
------	---

F value                    .8676  
Probability                0.5312

Chi Square                37.0199  
DF for Chi                28.  
Probability                0.1184

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Very Satisfied	
	13.1% 14.8% 9.3% 14.3% 13.2% 13.9% 10.4% 12.9% 13.5% 12.6%

(b)(3)

Satisfied	
	45.0% 51.5% 47.0% 44.1% 46.5% 43.1% 46.0% 45.2% 43.4% 43.1%

(b)(3)

Neither	
	24.4% 18.8% 24.7% 24.0% 23.8% 26.4% 24.3% 22.8% 25.0% 27.4%

(b)(3)

Dissatisfied	
	14.3% 12.3% 16.1% 14.5% 13.2% 14.0% 16.3% 16.0% 13.8% 13.7%

(b)(3)

Very Dissatisf	
	3.2% 2.6% 2.9% 3.1% 3.3% 2.7% 3.0% 3.2% 4.2% 3.2%

(b)(3)

Blank	
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(b)(3)

Missing 2	-
Missing 3	-

Base	
	100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0%

(b)(3)

Mean	3.51 3.64 3.44 3.52 3.53 3.51 3.45 3.49 3.48 3.48
	DEFGHI
	BC
S.D.	1.00 0.96 0.96 1.01 0.99 0.98 0.98 1.01 1.03 0.98

F value 2.6209  
Probability 0.0073

Chi Square 58.7163  
DF for Chi 32.  
Probability 0.0027

.95 confidence level used for t-test of means



===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Very Satisfied	
	13.1%      12.0%   14.6%   14.3%   12.6%   11.1%   12.9%   13.1%   12.6%

(b)(3)

Satisfied	
	40.8%      42.7%   42.3%   40.8%   43.3%   44.6%   40.1%   38.2%   39.8%

(b)(3)

Neither	
	27.4%      30.2%   26.6%   27.7%   26.9%   27.0%   28.9%   27.6%   26.0%

(b)(3)

Dissatisfied	
	13.3%      11.0%   12.7%   12.2%   12.8%   13.6%   11.6%   15.2%   14.7%

(b)(3)

Very Dissatisf	
	5.4%      4.1%    3.8%    5.0%    4.3%    3.7%    6.5%    6.0%    6.9%

(b)(3)

Blank	
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(b)(3)

Missing 2	-
Missing 3	-

Base	
	100.0%      100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%   100.0%

(b)(3)

Mean	3.43      -      3.48   3.51   3.47   3.47   3.46   3.41   3.37   3.37
------	--

S.D.	1.05      -      0.98   1.01   1.04   1.01   0.98   1.06   1.08   1.09
------	--

F value	3.0875
Probability	0.0030

Chi Square	49.1967
DF for Chi	28.
Probability	0.0079

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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60. How satisfied are you with the recognition you receive for doing a good job?

Very Satisfied	
	15.2% 17.0% 13.2% 18.1% 14.8% 17.4% 13.1% 14.8% 14.4% 13.5%

(b)(3)

Satisfied	
	44.5% 45.2% 47.8% 42.4% 47.0% 45.0% 47.7% 42.9% 44.1% 43.3%

(b)(3)

(b)(3)

Neither	
	23.1% 20.6% 21.6% 22.2% 23.0% 22.0% 24.2% 23.7% 23.5% 25.3%

(b)(3)

Dissatisfied	
	12.9% 12.9% 12.0% 13.7% 11.2% 12.8% 12.3% 14.6% 12.9% 12.6%

(b)(3)

Very Dissatisf	
	4.3% 4.3% 5.4% 3.5% 4.0% 2.8% 2.7% 3.9% 5.1% 5.3%

(b)(3)

Blank	
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(b)(3)

Missing 2	-
Missing 3	-

Base	
	100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0%

(b)(3)

Mean	3.53 3.58 3.52 3.58 3.57 3.61 3.56 3.50 3.50 3.47
------	---

S.D.	1.03 1.05 1.04 1.05 1.00 1.00 0.96 1.04 1.05 1.04
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F value	2.4515
Probability	0.0120

Chi Square	52.8340
DF for Chi	32.
Probability	0.0117

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Very Satisfied	[Redacted]									
	9.5%	7.1%	8.3%	11.5%	9.1%	9.9%	9.2%	9.3%	10.3%	9.1%

(b)(3)

Satisfied	[Redacted]									
	44.9%	39.3%	48.1%	48.6%	47.3%	45.5%	46.5%	44.0%	43.9%	43.7%

(b)(3)

Neither	[Redacted]									
	29.6%	31.9%	30.3%	25.0%	27.8%	30.0%	31.3%	29.8%	30.4%	30.5%

(b)(3)

Dissatisfied	[Redacted]									
	12.7%	18.3%	10.8%	12.2%	13.2%	12.2%	10.4%	12.4%	12.1%	12.5%

(b)(3)

Very Dissatisf	[Redacted]									
	3.3%	3.5%	2.5%	2.6%	2.6%	2.3%	2.5%	4.4%	3.3%	4.2%

(b)(3)

Blank	[Redacted]									
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(b)(3)

Missing 2	-	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-	-

Base	[Redacted]									
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean	3.45	3.28	3.49	3.54	3.47	3.49	3.50	3.41	3.46	3.41
			A	AGHI	A	A	A	A	A	A
S.D.	0.94	0.96	0.88	0.94	0.92	0.91	0.89	0.97	0.95	0.96

(b)(3)

F value                    5.5256  
Probability                0.0000

Chi Square                76.7533  
DF for Chi                32.  
Probability                0.0000

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005	2006	2007	2008	2009	2010	2011	2012	2013
	A	B	C	D	E	F	G	H	I

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

Very Satisfied										
	19.1%	21.7%	16.4%	21.0%	18.1%	20.4%	22.6%	17.4%	19.4%	17.1%

(b)(3)

Satisfied										
	50.4%	47.9%	50.7%	50.9%	50.7%	51.2%	45.4%	49.5%	51.4%	51.5%

(b)(3)

(b)(3)

Neither										
	19.3%	19.0%	19.3%	18.2%	20.6%	19.4%	20.3%	20.1%	18.2%	20.0%

(b)(3)

Dissatisfied										
	9.0%	9.4%	10.9%	8.3%	8.9%	6.5%	10.2%	10.7%	8.5%	9.1%

(b)(3)

Very Dissatisf										
	2.2%	2.1%	2.7%	1.6%	1.8%	2.5%	1.5%	2.3%	2.5%	2.2%

(b)(3)

Blank										
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(b)(3)

Missing 2	-	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-	-

Base										
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.75	3.78	3.67	3.81	3.74	3.81	3.77	3.69	3.77	3.72
		BG		BGI		BGI			BG	
S.D.	0.94	0.96	0.96	0.91	0.91	0.92	0.96	0.96	0.94	0.93

F value	2.4670
Probability	0.0114

Chi Square	42.4613
DF for Chi	32.
Probability	0.1023

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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63. Considering everything, how satisfied are you with your job?

Very Satisfied	
	27.7% 26.5% 26.0% 27.7% 28.0% 28.3% 29.2% 27.8% 27.7% 27.8%

Satisfied	
	49.6% 49.7% 53.6% 48.6% 49.1% 51.9% 46.9% 49.1% 50.5% 47.9%

Neither	
	13.3% 14.3% 12.4% 12.9% 12.9% 12.3% 14.7% 13.4% 13.4% 13.5%

Dissatisfied	
	7.3% 7.2% 7.0% 8.9% 7.8% 6.1% 8.5% 6.9% 6.2% 7.9%

Very Dissatisf	
	2.1% 2.3% 1.1% 1.8% 2.2% 1.3% 0.7% 2.9% 2.1% 2.8%

Blank	
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Missing 2	-
Missing 3	-

Base	
	100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0%

Mean	3.93 3.91 3.96 3.92 3.93 4.00 3.95 3.92 3.96 3.90
------	---

S.D.	0.94 0.95 0.87 0.96 0.96 0.88 0.92 0.97 0.92 0.99
------	---

F value	1.1521
Probability	0.3245

Chi Square	36.2033
DF for Chi	32.
Probability	0.2787

.95 confidence level used for t-test of means

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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64. Considering everything, how satisfied are you with your pay?

Very Satisfied	
	16.9% 12.7% 9.7% 15.7% 16.5% 21.2% 23.1% 19.8% 17.9% 14.8%

Satisfied	
	51.1% 47.0% 51.9% 50.1% 51.5% 53.0% 54.2% 51.4% 52.3% 49.9%

Neither	
	16.3% 15.0% 18.9% 17.2% 15.7% 14.0% 14.4% 15.4% 16.8% 17.7%

Dissatisfied	
	12.7% 20.6% 14.9% 14.2% 13.7% 9.4% 7.0% 11.4% 9.7% 13.8%

Very Dissatisf	
	3.1% 4.7% 4.7% 2.8% 2.6% 2.4% 1.2% 2.1% 3.2% 3.7%

Blank	
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Missing 2	-
Missing 3	-

Base	
	100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0% 100.0%

Mean	3.66 3.42 3.47 3.62 3.66 3.81 3.91 3.75 3.72 3.58
	AB AB ABCDHI BCDGHI ABCDI ABCI AB

S.D.	1.00 1.09 1.01 1.00 0.99 0.95 0.87 0.97 0.97 1.02
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F value	17.7495
Probability	0.0000

Chi Square	175.000
DF for Chi	32.
Probability	0.0000

.95 confidence level used for t-test of means

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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[Redacted]									
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(b)(3)

65. Considering everything, how satisfied are you with your total compensation (salary, bonus, benefits, etc.)?

Very Satisfied	[Redacted]								
	22.1%			19.6%	23.5%	29.3%	24.4%	21.7%	19.2%

(b)(3)

Satisfied	[Redacted]								
	51.0%			50.1%	52.4%	52.9%	50.1%	51.9%	49.9%

(b)(3)

Neither	[Redacted]								
	15.4%			17.5%	13.3%	11.9%	15.0%	15.4%	16.8%

(b)(3)

Dissatisfied	[Redacted]								
	9.6%			10.8%	9.5%	5.5%	9.0%	8.7%	11.4%

(b)(3)

Very Dissatisf	[Redacted]								
	1.9%			2.0%	1.2%	0.5%	1.5%	2.3%	2.6%

(b)(3)

Blank	[Redacted]								
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(b)(3)

Missing 2	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-

Base	[Redacted]								
	100.0%			100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.82	-	-	3.74	3.88	4.05	3.87	3.82	3.72
				DI	DEGHI	DI	I		
S.D.	0.95	-	-	0.96	0.92	0.82	0.93	0.95	0.99

F value 10.5436  
 Probability 0.0000

Chi Square 61.0494  
 DF for Chi 20.  
 Probability 0.0000

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

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

Very Satisfied									
	24.5%			24.7%	24.9%	25.9%	25.2%	23.8%	23.7%

(b)(3)

Satisfied									
	52.7%			51.0%	52.4%	52.8%	50.6%	54.3%	53.6%

(b)(3)

Neither									
	13.8%			14.2%	14.9%	13.1%	14.2%	13.0%	13.6%

(b)(3)

Dissatisfied									
	7.4%			7.9%	6.9%	7.2%	7.5%	7.6%	7.2%

(b)(3)

Very Dissatisf									
	1.7%			2.2%	0.8%	1.0%	2.4%	1.3%	2.0%

(b)(3)

Blank									
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(b)(3)

Missing 2	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-

Base									
	100.0%			100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.91	-	-	-	3.88	3.94	3.96	3.89	3.92	3.90
S.D.	0.91	-	-	-	0.95	0.86	0.87	0.95	0.89	0.91

F value	.7762
Probability	0.5667

Chi Square	19.1055
DF for Chi	20.
Probability	0.5150



===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

67. In comparison with people in similar jobs in the private sector, I feel my total compensation (salary, bonus, benefits, etc.) is . . .

Much More	[Redacted]								
	4.8%			4.0%	7.2%	5.4%	4.2%	4.4%	4.4%
Somewhat More	[Redacted]								
	16.0%			15.5%	16.6%	23.0%	15.9%	15.2%	15.2%
The Same	[Redacted]								
	26.5%			21.9%	27.2%	29.0%	27.7%	27.9%	25.5%
Somewhat Less	[Redacted]								
	38.1%			40.9%	36.7%	32.4%	38.4%	38.7%	38.2%
Much Less	[Redacted]								
	14.5%			17.6%	12.4%	10.1%	13.9%	13.9%	16.7%
Blank	[Redacted]								
Missing 2	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-
Base	[Redacted]								
	100.0%			100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean	2.58	-	-	2.47	2.70	2.81	2.58	2.58	2.52
					DGHI	DGHI	D	D	
S.D.	1.07	-	-	1.07	1.11	1.07	1.04	1.04	1.07
F value	8.6038								
Probability	0.0000								
Chi Square	64.3442								
DF for Chi	20.								
Probability	0.0000								

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

.95 confidence level used for t-test of means

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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[Redacted]									
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(b)(3)

68. I feel a sense of community (i.e., shared mission and values) with other employees across the IC.

Str. Agree	[Redacted]								
	11.0%	7.5%	10.6%	10.8%	10.2%	11.4%	10.1%	12.2%	12.3%

(b)(3)

Agree	[Redacted]								
	42.8%	35.5%	41.0%	41.9%	44.0%	42.3%	43.2%	45.4%	43.3%

(b)(3)

Neither	[Redacted]								
	28.4%	31.8%	30.1%	29.0%	29.1%	29.5%	27.2%	25.9%	28.6%

(b)(3)

Disagree	[Redacted]								
	15.0%	20.5%	15.4%	15.4%	14.0%	14.4%	17.1%	14.1%	12.6%

(b)(3)

Str. Disagree	[Redacted]								
	2.8%	4.7%	3.0%	2.8%	2.7%	2.5%	2.3%	2.4%	3.1%

(b)(3)

Blank	[Redacted]								
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(b)(3)

Missing 2	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-

Base	[Redacted]								
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.44	-	3.21	3.41	3.42	3.45	3.46	3.42	3.51	3.49
			B	B	B	B	B	B	BCDG	BC
S.D.	0.97	-	1.00	0.97	0.97	0.95	0.96	0.96	0.96	0.97

F value 6.6445  
Probability 0.0000

Chi Square 62.1828  
DF for Chi 28.  
Probability 0.0002

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

69. Our mission depends on IC agencies and components sharing knowledge and collaborating.

Str. Agree									
	31.6%	28.5%	34.5%	33.3%	29.5%	32.4%	29.6%	32.3%	31.4%

(b)(3)

Agree									
	50.4%	45.8%	49.7%	46.7%	52.0%	48.9%	52.8%	51.9%	50.7%

(b)(3)

Neither									
	13.4%	19.5%	12.0%	14.9%	12.9%	15.2%	12.2%	11.9%	13.5%

(b)(3)

Disagree									
	3.7%	5.4%	3.0%	3.9%	5.0%	3.0%	4.3%	2.9%	3.2%

(b)(3)

Str. Disagree									
	0.9%	0.9%	0.8%	1.2%	0.6%	0.5%	1.1%	0.9%	1.1%

(b)(3)

Blank									
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(b)(3)

Missing 2	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-

Base									
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	4.08	-	3.95	4.14	4.07	4.05	4.10	4.05	4.12	4.08
			BEG	B	B	B	B	B	BEG	B
S.D.	0.82	-	0.88	0.80	0.86	0.82	0.80	0.83	0.79	0.82

F value            3.5964  
Probability        0.0007

Chi Square        58.5220 \*  
DF for Chi        28.  
Probability        0.0006

\* Some cells had an expected value of less than 5.

.95 confidence level used for t-test of means

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

70. I have the opportunity to work directly with members of other IC agencies or components when necessary.

Str. Agree

39.1%		36.7%	40.2%	37.1%	37.5%	41.3%	39.2%	39.9%

(b)(3)

Agree

49.5%		52.4%	49.6%	49.0%	49.4%	47.9%	49.5%	49.1%

(b)(3)

Neither

8.1%		7.6%	6.2%	9.6%	9.0%	8.1%	8.6%	7.5%

(b)(3)

Disagree

2.7%		2.4%	3.0%	3.2%	3.5%	2.8%	2.1%	2.7%

(b)(3)

Str. Disagree

0.7%		0.9%	1.0%	1.2%	0.6%		0.6%	0.8%

(b)(3)

Blank

--

(b)(3)

Missing 2  
No Outside Collab

-	-	-	-	-	-	-	-	-

(b)(3)

Base

100.0%		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean

4.24	-	-	4.21	4.25	4.18	4.20	4.28	4.25	4.25
------	---	---	------	------	------	------	------	------	------

S.D.

0.77	-	-	0.76	0.78	0.82	0.79	0.73	0.74	0.77
------	---	---	------	------	------	------	------	------	------

F value  
Probability

1.4914  
0.1767

Chi Square  
DF for Chi  
Probability

25.0740 \*  
24.  
0.4017

\* Some cells had an expected value of less than 5.

.95 confidence level used for t-test of means

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

70y. I have the opportunity to work directly with members of other IC agencies or components when necessary.

Strongly Agree	<input type="text"/>	-	-	-	-	-	-	-	-
	12.8%	12.8%							
Agree	<input type="text"/>	-	-	-	-	-	-	-	-
	51.3%	51.3%							
Neither	<input type="text"/>	-	-	-	-	-	-	-	-
	22.1%	22.1%							
Disagree	<input type="text"/>	-	-	-	-	-	-	-	-
	11.9%	11.9%							
Strongly Disagree	<input type="text"/>	-	-	-	-	-	-	-	-
	2.0%	2.0%							
Blank	<input type="text"/>								
Missing 2	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-
Base	<input type="text"/>	-	-	-	-	-	-	-	-
	100.0%	100.0%							
Mean	3.61	-	3.61	-	-	-	-	-	-
S.D.	0.92	-	0.92	-	-	-	-	-	-

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

71. My work products are improved when I can collaborate with colleagues from other IC agencies or components.

Str. Agree

25.2%	14.3%	26.1%	25.3%	21.9%	26.0%	29.2%	26.0%	26.7%

(b)(3)

Agree

39.8%	34.2%	40.6%	39.6%	39.5%	40.0%	38.2%	42.5%	40.3%

(b)(3)

Neither

28.3%	42.3%	26.4%	28.7%	32.6%	28.0%	26.4%	24.9%	26.3%

(b)(3)

Disagree

5.5%	7.2%	6.1%	5.3%	4.8%	4.7%	5.6%	5.5%	4.9%

(b)(3)

Str. Disagree

1.2%	2.0%	0.8%	1.2%	1.2%	1.3%	0.6%	1.2%	1.8%

(b)(3)

Blank

--

(b)(3)

Missing 2  
No Outside Collab

--

(b)(3)

Base

100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean

3.82	-	3.52	3.85	3.82	3.76	3.85	3.90	3.87	3.85
------	---	------	------	------	------	------	------	------	------

S.D.

0.91	-	0.90	0.91	0.91	0.89	0.91	0.91	0.90	0.93
------	---	------	------	------	------	------	------	------	------

F value 9.2160

Probability 0.0000

Chi Square 94.8049 \*

DF for Chi 28.

Probability 0.0000

\* Some cells had an expected value of less than 5.

.95 confidence level used for t-test of means

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

72. My supervisor emphasizes collaboration and information sharing with other IC agencies or components.

Str. Agree									
	27.3%				26.3%	24.9%	26.5%	27.8%	28.5%

(b)(3)

Agree									
	43.3%				41.8%	46.0%	41.9%	43.6%	44.2%

(b)(3)

Neither									
	23.9%				25.5%	23.6%	26.5%	22.8%	21.8%

(b)(3)

Disagree									
	4.4%				4.3%	5.5%	4.3%	5.0%	3.5%

(b)(3)

Str. Disagree									
	1.2%				2.0%		0.8%	0.8%	1.9%

(b)(3)

Blank									
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(b)(3)

Missing 2 No Outside Collab	-	-	-	-	-	-	-	-	-
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(b)(3)

Base									
	100.0%				100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.91	-	-	-	-	3.86	3.90	3.89	3.93	3.94
S.D.	0.89	-	-	-	-	0.92	0.84	0.87	0.88	0.90

F value	1.0821
Probability	0.3636

Chi Square	26.9780 *
DF for Chi	16.
Probability	0.0417

\* Some cells had an expected value of less than 5.

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

73. How easy or difficult is it for you to share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?

Very Easy										
	13.5%	7.1%	13.6%	13.3%	14.0%	13.1%	14.0%	14.6%	14.2%	

(b)(3)

Easy										
	31.9%	27.7%	32.4%	31.7%	30.1%	29.5%	31.1%	34.5%	33.2%	

(b)(3)

Neither										
	35.3%	40.2%	34.0%	36.4%	37.8%	38.0%	35.2%	33.5%	33.1%	

(b)(3)

Difficult										
	16.3%	21.1%	17.4%	17.2%	15.0%	16.7%	16.7%	14.4%	15.8%	

(b)(3)

Very Difficult										
	3.0%	3.9%	2.7%	1.3%	3.1%	2.6%	2.9%	3.1%	3.7%	

(b)(3)

Blank										
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(b)(3)

Missing 2 No Outside Collab	-	-	-	-	-	-	-	-	-	-

(b)(3)

Base										
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(b)(3)

Mean	3.37	-	3.13	3.37	3.38	3.37	3.34	3.37	3.43	3.39
------	------	---	------	------	------	------	------	------	------	------

S.D.	1.00	-	0.95	1.01	0.96	1.00	0.99	1.01	1.01	1.03
------	------	---	------	------	------	------	------	------	------	------

F value 4.5047

Probability 0.0001

Chi Square 50.8390

DF for Chi 28.

Probability 0.0052

.95 confidence level used for t-test of means



Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
[Redacted]									
73z. How easy or difficult is it to communicate with other members of the IC (outside your currently assigned agency) on work related issues?									
Very Easy	[Redacted] 9.4% 9.4%	-	-	-	-	-	-	-	-
Easy	[Redacted] 28.5% 28.5%	-	-	-	-	-	-	-	-
Neither	[Redacted] 40.5% 40.5%	-	-	-	-	-	-	-	-
Difficult	[Redacted] 16.7% 16.7%	-	-	-	-	-	-	-	-
Very Difficult	[Redacted] 4.9% 4.9%	-	-	-	-	-	-	-	-
Blank	[Redacted]								
Missing 2	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-
Base	[Redacted] 100.0% 100.0%	-	-	-	-	-	-	-	-
Mean	3.21 3.21	-	-	-	-	-	-	-	-
S.D.	0.99 0.99	-	-	-	-	-	-	-	-

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

===== Year =====

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

74. How often do you share knowledge and collaborate on work related matters with members of the IC who are outside your own IC agency or component?

At least 1/day	
	11.1%      9.0%    8.9%    11.3%    8.6%    10.7%    13.0%    12.6%    12.1%

(b)(3)

At least 1/week	
	17.1%      16.0%    15.8%    16.5%    18.1%    16.7%    18.0%    17.3%    17.5%

(b)(3)

At least 1/month	
	18.0%      19.1%    18.6%    20.2%    18.3%    17.0%    16.4%    18.3%    17.0%

(b)(3)

Some, < 1/month	
	22.6%      27.7%    21.2%    21.5%    20.1%    27.4%    21.6%    22.6%    23.2%

(b)(3)

Not at all	
	31.2%      28.1%    35.5%    30.4%    34.8%    28.2%    31.0%    29.2%    30.2%

(b)(3)

Blank	
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(b)(3)

Missing 2	-
Missing 3	-

Base	
	100.0%    100.0%    100.0%    100.0%    100.0%    100.0%    100.0%    100.0%    100.0%

(b)(3)

Mean	2.54    -    2.50    2.41    2.57    2.46    2.54    2.60    2.61    2.58
S.D.	1.37    -    1.29    1.34    1.37    1.35    1.34    1.41    1.39    1.39

F value                    3.1975  
Probability                0.0022

Chi Square                61.0858  
DF for Chi                28.  
Probability                0.0003

.95 confidence level used for t-test of means

Year

Total Sample	2005 A	2006 B	2007 C	2008 D	2009 E	2010 F	2011 G	2012 H	2013 I
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(b)(3)

74z. How often do you communicate with other members of the IC (outside your currently assigned agency) on work related issues?

Daily	<input type="text"/>	-	-	-	-	-	-	-	-
	23.2% 23.2%								
Weekly	<input type="text"/>	-	-	-	-	-	-	-	-
	27.9% 27.9%								
Monthly	<input type="text"/>	-	-	-	-	-	-	-	-
	15.3% 15.3%								
Less than monthly	<input type="text"/>	-	-	-	-	-	-	-	-
	20.8% 20.8%								
Never	<input type="text"/>	-	-	-	-	-	-	-	-
	12.8% 12.8%								
Blank	<input type="text"/>								
Missing 2	-	-	-	-	-	-	-	-	-
Missing 3	-	-	-	-	-	-	-	-	-
Base	<input type="text"/>	-	-	-	-	-	-	-	-
	100.0% 100.0%								
Mean	3.28	3.28	-	-	-	-	-	-	-
S.D.	1.36	1.36	-	-	-	-	-	-	-

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)

(b)(3)