

**DEPARTMENT OF ENERGY
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		1,196	2,771	1,112	974	454	6,507	NA
	%	60.66	18.21	42.45	17.09	15.12	7.13	100.00	
2. I have enough information to do my job well.	N		1,035	3,343	973	816	281	6,448	NA
	%	67.85	15.84	52.01	15.14	12.65	4.36	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		1,281	2,370	1,118	1,102	538	6,409	NA
	%	56.65	19.72	36.93	17.47	17.33	8.54	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		1,524	2,795	989	724	426	6,458	NA
	%	66.59	23.46	43.12	15.41	11.29	6.72	100.00	
*5. I like the kind of work I do.	N		2,118	3,004	793	329	146	6,390	NA
	%	79.98	33.03	46.95	12.52	5.17	2.34	100.00	
6. I know what is expected of me on the job.	N		1,537	3,189	859	609	249	6,443	NA
	%	73.25	23.67	49.58	13.37	9.52	3.85	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		3,916	2,265	168	57	59	6,465	NA
	%	95.44	60.39	35.06	2.68	0.94	0.94	100.00	
8. I am constantly looking for ways to do my job better.	N		2,793	2,993	567	90	42	6,485	NA
	%	89.20	42.99	46.21	8.76	1.37	0.67	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		603	2,441	1,016	1,513	910	6,483	18
	%	46.87	9.16	37.71	15.62	23.29	14.21	100.00	
*10. My workload is reasonable.	N		580	2,948	1,120	1,189	605	6,442	12
	%	54.90	8.93	45.97	17.33	18.33	9.44	100.00	
*11. My talents are used well in the workplace.	N		827	2,563	1,038	1,135	704	6,267	26
	%	53.84	13.01	40.83	16.68	18.16	11.32	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		1,723	3,426	738	368	184	6,439	23
	%	79.85	26.60	53.25	11.50	5.76	2.89	100.00	

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

Sample or Census: Census

Number of surveys completed: 6,515

Number of surveys administered: 12,976

Response Rate: 50.2%

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*13. The work I do is important.	N		2,557	2,926	591	194	119	6,387	21
	%	85.87	40.36	45.50	9.24	3.01	1.88	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		1,313	3,068	947	734	410	6,472	19
	%	67.36	20.02	47.34	14.71	11.38	6.55	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		1,161	2,759	1,107	752	616	6,395	83
	%	60.91	17.98	42.93	17.24	11.87	9.98	100.00	
16. I am held accountable for achieving results.	N		1,552	3,584	865	306	139	6,446	26
	%	79.20	23.75	55.45	13.62	4.92	2.26	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		1,511	2,178	1,111	710	695	6,205	267
	%	59.21	24.04	35.17	17.96	11.52	11.30	100.00	
*18. My training needs are assessed.	N		711	2,262	1,524	1,232	700	6,429	54
	%	46.09	10.92	35.17	23.60	19.22	11.10	100.00	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		1,128	2,435	1,052	1,005	787	6,407	95
	%	55.26	17.37	37.89	16.42	15.81	12.51	100.00	
*20. The people I work with cooperate to get the job done.	N		1,637	3,244	862	566	190	6,499	NA
	%	75.01	25.04	49.97	13.39	8.62	2.98	100.00	
*21. My work unit is able to recruit people with the right skills.	N		424	1,889	1,533	1,533	882	6,261	237
	%	36.91	6.79	30.12	24.51	24.42	14.16	100.00	
*22. Promotions in my work unit are based on merit.	N		436	1,641	1,687	1,168	1,088	6,020	456
	%	34.41	7.09	27.32	27.99	19.21	18.39	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		320	1,437	1,624	1,329	1,155	5,865	613
	%	29.67	5.34	24.33	27.70	22.69	19.94	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		333	1,434	1,776	1,570	1,025	6,138	342
	%	28.56	5.40	23.16	29.09	25.48	16.87	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		426	1,675	1,616	1,186	1,073	5,976	491
	%	34.86	7.04	27.82	27.22	19.67	18.25	100.00	
26. Employees in my work unit share job knowledge with each other.	N		1,393	3,320	885	545	320	6,463	22
	%	72.86	21.35	51.52	13.73	8.44	4.97	100.00	
27. The skill level in my work unit has improved in the past year.	N		802	2,293	1,901	803	474	6,273	221
	%	49.09	12.58	36.51	30.40	12.91	7.60	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		2,666	2,767	888	99	70	6,490	NA
	%	83.52	40.73	42.79	13.88	1.51	1.09	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		808	3,511	1,127	645	208	6,299	135
	%	68.56	12.74	55.82	17.81	10.31	3.33	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		442	1,991	1,544	1,511	809	6,297	124
	%	38.43	6.97	31.46	24.53	24.20	12.85	100.00	
31. Employees are recognized for providing high quality products and services.	N		521	2,124	1,559	1,381	692	6,277	137
	%	41.94	8.24	33.70	24.77	22.03	11.25	100.00	
*32. Creativity and innovation are rewarded.	N		406	1,611	1,842	1,519	863	6,241	168
	%	32.04	6.45	25.59	29.47	24.43	14.06	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		200	937	1,633	1,705	1,507	5,982	402
	%	19.14	3.35	15.79	27.15	28.25	25.46	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		814	2,441	1,669	508	485	5,917	497
	%	54.50	13.55	40.96	28.25	8.79	8.45	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		1,691	3,441	743	278	166	6,319	86
	%	80.83	26.46	54.36	11.82	4.62	2.74	100.00	
*36. My organization has prepared employees for potential security threats.	N		1,182	3,541	958	448	182	6,311	95
	%	74.58	18.57	56.01	15.26	7.18	2.98	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		935	2,131	1,329	855	789	6,039	368
	%	50.49	15.20	35.29	22.15	14.21	13.15	100.00	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		1,265	2,454	1,098	487	526	5,830	546
	%	63.62	21.41	42.20	18.83	8.49	9.07	100.00	
39. My agency is successful at accomplishing its mission.	N		1,124	3,434	1,200	353	166	6,277	121
	%	72.65	17.88	54.77	19.11	5.63	2.61	100.00	
40. I recommend my organization as a good place to work.	N		1,112	2,565	1,435	850	451	6,413	NA
	%	57.12	17.14	39.99	22.37	13.28	7.22	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		493	1,361	1,739	1,297	966	5,856	566
	%	31.29	8.38	22.91	29.65	22.05	17.01	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		2,581	2,703	585	258	239	6,366	44
	%	82.95	40.49	42.46	9.16	4.07	3.82	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		1,715	2,431	1,082	681	451	6,360	40
	%	65.23	26.84	38.39	16.91	10.78	7.08	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		1,431	2,306	1,182	812	574	6,305	55
	%	59.20	22.62	36.58	18.70	12.81	9.28	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		1,497	2,202	1,418	270	287	5,674	716
	%	65.09	26.16	38.93	24.96	4.75	5.19	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		1,317	2,386	1,332	805	517	6,357	33
	%	58.22	20.71	37.51	21.00	12.61	8.17	100.00	
*47. Supervisors in my work unit support employee development.	N		1,499	2,594	1,141	600	469	6,303	96
	%	64.75	23.68	41.08	18.16	9.57	7.51	100.00	
48. My supervisor listens to what I have to say.	N		2,192	2,615	810	505	278	6,400	NA
	%	75.16	34.18	40.98	12.54	7.95	4.34	100.00	
49. My supervisor treats me with respect.	N		2,560	2,529	692	347	257	6,385	NA
	%	79.77	40.11	39.66	10.83	5.41	3.99	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		2,239	3,161	450	386	145	6,381	NA
	%	84.48	34.96	49.52	7.09	6.15	2.28	100.00	
*51. I have trust and confidence in my supervisor.	N		2,067	2,072	1,082	633	538	6,392	NA
	%	64.83	32.34	32.48	16.89	9.78	8.50	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		2,338	2,012	1,199	475	366	6,390	NA
	%	68.11	36.60	31.51	18.72	7.42	5.75	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		463	1,594	1,564	1,495	1,166	6,282	89
	%	32.39	7.29	25.10	24.73	23.86	19.02	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		836	1,932	1,505	864	897	6,034	336
	%	45.42	13.67	31.74	25.02	14.37	15.20	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		830	2,754	1,355	533	431	5,903	403
	%	60.43	13.83	46.60	22.98	9.08	7.52	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		738	2,808	1,320	845	572	6,283	71
	%	55.99	11.54	44.45	21.05	13.60	9.36	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		686	2,563	1,522	663	448	5,882	466
	%	54.88	11.44	43.44	25.98	11.32	7.82	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		640	2,226	1,480	1,070	737	6,153	198
	%	46.29	10.28	36.02	24.17	17.25	12.29	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		726	2,482	1,446	877	640	6,171	182
	%	51.78	11.64	40.14	23.50	14.08	10.64	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		1,225	1,975	1,627	650	565	6,042	318
	%	52.72	20.00	32.71	27.01	10.75	9.53	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		936	1,879	1,592	1,084	809	6,300	63
	%	44.26	14.67	29.59	25.30	17.27	13.17	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		958	2,193	1,574	596	442	5,763	593
	%	54.21	16.37	37.84	27.39	10.55	7.84	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		748	2,324	1,468	1,320	473	6,333	NA
	%	48.26	11.64	36.62	23.25	20.91	7.57	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		653	2,203	1,478	1,440	550	6,324	NA
	%	44.62	10.12	34.49	23.52	22.98	8.87	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		690	2,000	1,636	1,297	677	6,300	NA
	%	42.47	10.83	31.64	26.07	20.58	10.88	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		472	1,814	1,944	1,387	694	6,311	NA
	%	35.84	7.34	28.51	30.70	22.16	11.30	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		460	1,383	1,896	1,416	1,149	6,304	NA
	%	29.31	7.29	22.02	29.81	22.36	18.52	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		757	2,419	1,580	1,017	537	6,310	NA
	%	50.02	11.84	38.18	25.01	16.23	8.74	100.00	
*69. Considering everything, how satisfied are you with your job?	N		1,050	2,755	1,303	844	360	6,312	NA
	%	60.17	16.44	43.73	20.57	13.44	5.82	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		1,023	2,778	1,129	932	464	6,326	NA
	%	60.21	16.11	44.10	17.70	14.71	7.38	100.00	
71. Considering everything, how satisfied are you with your organization?	N		738	2,427	1,501	1,124	528	6,318	NA
	%	49.84	11.48	38.36	23.63	17.98	8.55	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	3,989	62.17
Yes, I was notified that I was not eligible to telework.	773	12.72
No, I was not notified of my telework eligibility.	1,028	16.84
Not sure if I was notified of my telework eligibility.	510	8.27
Total	6,300	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	89	1.39
I telework 1 or 2 days per week.	864	13.38
I telework, but no more than 1 or 2 days per month.	645	10.03
I telework very infrequently, on an unscheduled or short-term basis.	1,638	25.55
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	890	14.94
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	213	3.50
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	771	12.71
I do not telework because I choose not to telework.	1,166	18.51
Total	6,276	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	3,473	54.76
No	2,291	36.37
Not available to me	540	8.87
Total	6,304	100.00

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N	%
Yes	2,232	35.58
No	3,653	58.24
Not available to me	379	6.18
Total	6,264	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	1,003	16.09
No	5,067	81.45
Not available to me	145	2.46
Total	6,215	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N	%
Yes	220	3.50
No	5,112	80.76
Not available to me	964	15.74
Total	6,296	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	215	3.34
No	5,149	81.47
Not available to me	939	15.19
Total	6,303	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		999	1,375	471	257	88	3,190	94
	%	74.31	31.29	43.02	14.76	8.13	2.79	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		1,715	1,465	171	51	14	3,416	39
	%	92.95	49.88	43.07	5.08	1.55	0.42	100.00	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		617	1,149	289	64	20	2,139	142
	%	82.24	28.47	53.77	13.74	2.98	1.04	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		263	473	182	24	10	952	160
	%	77.19	27.25	49.93	19.34	2.42	1.06	100.00	
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N		65	70	35	3	1	174	79
	%	77.70	37.49	40.21	19.82	1.82	0.67	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		41	86	42	2	0	171	68
	%	74.39	23.73	50.66	24.58	1.03	0.00	100.00	

Survey Administration Period: April 29, 2014 to June 6, 2014

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

Percentages are weighted to represent the Agency's population.

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

Sample or Census: Census

Number of surveys completed: 6,515

Number of surveys administered: 12,976

Response Rate: 50.2%

**DEPARTMENT OF ENERGY
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Where do you work?	N	%
Headquarters	2,762	43.89
Field	3,531	56.11
Total	6,293	100.00

*What is your supervisory status?	N	%
Non-Supervisor	4,288	68.12
Team Leader	852	13.53
Supervisor	741	11.77
Manager	273	4.34
Senior Leader	141	2.24
Total	6,295	100.00

*Are you:	N	%
Male	3,842	61.78
Female	2,377	38.22
Total	6,219	100.00

*Are you Hispanic or Latino?	N	%
Yes	448	7.30
No	5,686	92.70
Total	6,134	100.00

Survey Administration Period: April 29, 2014 to June 6, 2014
 Percentages are weighted to represent the Agency's population.
 * AES prescribed items

Sample or Census: Census
 Number of surveys completed: 6,515
 Number of surveys administered: 12,976
 Response Rate: 50.2%

DEPARTMENT OF ENERGY
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

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

	N	%
American Indian or Alaska Native	76	1.28
Asian	223	3.75
Black or African American	490	8.24
Native Hawaiian or Other Pacific Islander	20	0.34
White	4,902	82.43
Two or more races	236	3.97
Total	5,947	100.00

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

	N	%
Less than High School	4	0.06
High School Diploma/GED or equivalent	196	3.14
Trade or Technical Certificate	199	3.19
Some College (no degree)	672	10.77
Associate's Degree (e.g., AA, AS)	393	6.30
Bachelor's Degree (e.g., BA, BS)	2,268	36.34
Master's Degree (e.g., MA, MS, MBA)	1,997	32.00
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	512	8.20
Total	6,241	100.00

Survey Administration Period: April 29, 2014 to June 6, 2014
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 * AES prescribed items

Sample or Census: Census
 Number of surveys completed: 6,515
 Number of surveys administered: 12,976
 Response Rate: 50.2%

DEPARTMENT OF ENERGY
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

What is your pay category/grade?	N	%
Federal Wage System	259	4.15
GS 1-6	35	0.56
GS 7-12	1,402	22.47
GS 13-15	3,771	60.44
Senior Executive Service	193	3.09
Senior Level (SL) or Scientific or Professional (ST)	37	0.59
Other	542	8.69
Total	6,239	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	56	0.90
1 to 3 years	475	7.60
4 to 5 years	724	11.59
6 to 10 years	1,189	19.04
11 to 14 years	856	13.70
15 to 20 years	520	8.33
More than 20 years	2,426	38.84
Total	6,246	100.00

Survey Administration Period: April 29, 2014 to June 6, 2014
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Sample or Census: Census
 Number of surveys completed: 6,515
 Number of surveys administered: 12,976
 Response Rate: 50.2%

DEPARTMENT OF ENERGY
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	118	1.89
1 to 3 years	788	12.63
4 to 5 years	923	14.79
6 to 10 years	1,396	22.38
11 to 20 years	1,279	20.50
More than 20 years	1,735	27.81
Total	6,239	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	3,863	62.03
Yes, to retire	487	7.82
Yes, to take another job within the Federal Government	1,088	17.47
Yes, to take another job outside the Federal Government	418	6.71
Yes, other	372	5.97
Total	6,228	100.00

I am planning to retire:	N	%
Within one year	287	4.62
Between one and three years	715	11.52
Between three and five years	741	11.94
Five or more years	4,465	71.92
Total	6,208	100.00

Survey Administration Period: April 29, 2014 to June 6, 2014
 Percentages are weighted to represent the Agency's population.

Sample or Census: Census
 Number of surveys completed: 6,515
 Number of surveys administered: 12,976
 Response Rate: 50.2%

DEPARTMENT OF ENERGY
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

Self-Identify as:	N	%
Heterosexual or Straight	4,884	83.49
Gay, Lesbian, Bisexual, or Transgender	141	2.41
I prefer not to say	825	14.10
Total	5,850	100.00

What is your US military service status?	N	%
No Prior Military Service	4,422	71.69
Currently in National Guard or Reserves	72	1.17
Retired	501	8.12
Separated or Discharged	1,173	19.02
Total	6,168	100.00

Are you an individual with a disability?	N	%
Yes	642	10.40
No	5,534	89.60
Total	6,176	100.00

What is your age group?	N	%
25 and under	41	0.63
26-29	202	3.10
30-39	1,075	16.50
40-49	1,596	24.50
50-59	2,583	39.65
60 or older	1,018	15.63
Total	6,515	100.00

Survey Administration Period: April 29, 2014 to June 6, 2014
Percentages are weighted to represent the Agency's population.

Sample or Census: Census
Number of surveys completed: 6,515
Number of surveys administered: 12,976
Response Rate: 50.2%