

<b>Composites for Civilian Employees</b>	Satisfaction With Civilian Personnel Service		Satisfaction with Job*		Career	
	N	%	N	%	N	%
Strongly Disagree	4701	13.1%	1615	9.2%	2100	20.1%
Disagree	5902	16.5%	2526	14.4%	1749	16.7%
Neither Agree Nor Disagree	9824	27.5%	2871	16.4%	2282	21.8%
Agree	12360	34.5%	6018	34.3%	3112	29.8%
Strongly Agree	2994	8.4%	4500	25.7%	1203	11.5%
Total Responses	35781	100%	17530	100%	10446	100%
Mean/Standard Deviation	3.09	1.10	3.53	1.26	2.96	1.31
	Missing cases: 27 Valid cases: 3526		Missing cases: 16 Valid cases: 3537		Missing cases: 34 Valid cases: 3519	

<b>Composites for Civilian Employees</b>	Satisfaction With First Line Supervisor		Satisfaction With Management		Satisfaction With Job Placement/Promotion System	
	N	%	N	%	N	%
Strongly Disagree	4531	16.2%	3499	20.4%	4186	31.6%
Disagree	3975	14.2%	3807	22.2%	3228	24.3%
Neither Agree Nor Disagree	4840	17.3%	3931	22.9%	3153	23.8%
Agree	9528	34.0%	4615	26.9%	2178	16.4%
Strongly Agree	5121	18.3%	1320	7.7%	514	3.9%
Total Responses	27995	100%	17172	100%	13259	100%
Mean/Standard Deviation	3.24	1.32	2.79	1.24	2.37	1.19
	Missing cases: 15 Valid cases: 3538		Missing cases: 66 Valid cases: 3487		Missing cases: 114 Valid cases: 3439	

<b>Composites for Civilian Employees</b>	Satisfaction With Awards and Recognition		Discipline/Grievances /EEO Procedures*		Satisfaction With Work Group	
	N	%	N	%	N	%
Strongly Disagree	3428	25.1%	1906	16.0%	624	6.0%
Disagree	3182	23.3%	2469	20.8%	1093	10.4%
Neither Agree Nor Disagree	3193	23.4%	4050	34.1%	1670	16.0%
Agree	3002	22.0%	2757	23.2%	4796	45.8%
Strongly Agree	854	6.3%	705	5.9%	2283	21.8%
Total Responses	13659	100%	11887	100%	10466	100%
Mean/Standard Deviation	2.61	1.15	2.82	1.10	3.67	1.09
	Missing cases: 34 Valid cases: 3519		Missing cases: 199 Valid cases: 3354		Missing cases: 34 Valid cases: 3519	

\* Composite includes reverse-scored items

<b>Composites for Civilian Employees</b>	Satisfaction With Training and Development		Satisfaction With Fairness*		Satisfaction With Physical Conditions	
	N	%	N	%	N	%
Strongly Disagree	1895	18.3%	1908	10.6%	1078	10.4%
Disagree	1820	17.6%	2728	15.2%	1474	14.2%
Neither Agree Nor Disagree	1726	16.7%	5847	32.5%	1883	18.1%
Agree	3740	36.1%	4614	25.7%	4760	45.8%
Strongly Agree	1173	11.3%	2885	16.0%	1197	11.5%
Total Responses	10354	100%	17982	100%	10392	100%
Mean/Standard Deviation	3.05	1.31	3.21	1.17	3.34	1.16
	Missing cases: 38 Valid cases: 3515		Missing cases: 203 Valid cases: 3350		Missing cases: 25 Valid cases: 3528	

<b>Composites for Civilian Employees</b>	Automation - Internet/World Wide Web		Automation - Resume Builder		Communication	
	N	%	N	%	N	%
Strongly Disagree	43	1.7%	54	7.1%	2111	15.7%
Disagree	117	4.7%	70	9.2%	3188	23.7%
Neither Agree Nor Disagree	727	29.0%	153	20.1%	3705	27.6%
Agree	1273	50.8%	358	47.1%	3813	28.4%
Strongly Agree	348	13.9%	125	16.4%	611	4.6%
Total Responses	2508	100%	760	100%	13428	100%
Mean/Standard Deviation	3.70	0.82	3.57	1.09	2.82	1.14
	Missing cases: 2153 Valid cases: 1,400		Missing cases: 3168 Valid cases: 385		Missing cases: 68 Valid cases: 3485	

<b>Composites for Civilian Employees</b>	Diversity		Empowerment/Reinvention		Civilian Work Force Morale*	
	N	%	N	%	N	%
Strongly Disagree	1021	10.2%	4143	17.4%	15931	18.4%
Disagree	1435	14.4%	4794	20.1%	15285	17.7%
Neither Agree Nor Disagree	3018	30.2%	5775	24.2%	17077	19.8%
Agree	3721	37.3%	7229	30.3%	25451	29.5%
Strongly Agree	790	7.9%	1900	8.0%	12658	14.7%
Total Responses	9985	100%	23841	100%	86402	100%
Mean/Standard Deviation	3.18	1.09	2.91	1.20	3.04	1.27
	Missing cases: 70 Valid cases: 3483		Missing cases: 20 Valid cases: 3533		Missing cases: 8 Valid cases: 3545	

\* Composite includes reverse-scored items