



*FY10 Army Civilian  
Attitude Survey*



*Civilian  
Non-Supervisors*

G1



**FY10 Army Civilian Attitude Survey  
G1  
Results for Non-Supervisors**



**Table of Contents**

About This Report .....	1
Results Summary .....	10
Critical Components Analysis (CCA) .....	11
Ten Most Favorable/Unfavorable Items .....	13
Composite Summary .....	15
Item Detail .....	20
CURRENT EMPLOYMENT STATUS .....	21
LEADERSHIP and MANAGEMENT .....	22
SUPERVISION .....	26
TRAINING and DEVELOPMENT .....	30
LEADERSHIP DEVELOPMENT .....	38
PERSONAL WORK EXPERIENCES .....	42
PERFORMANCE CULTURE .....	50
FAIRNESS .....	56
DISCRIMINATION .....	59
HARASSMENT .....	61
CAREER PLANS .....	63
OVERALL SATISFACTION .....	70
QUALITY OF WORK LIFE .....	77
YOUR ORGANIZATION .....	81
SATISFACTION with CIVILIAN HUMAN RESOURCES ....	86
ARMY PERSONNEL SYSTEMS .....	91
ORGANIZATIONAL INFORMATION .....	95
CONDITIONS FOR ENGAGEMENT .....	97



**FY10 Army Civilian Attitude Survey  
G1  
Results for Non-Supervisors**



# **About This Report**



# FY10 Army Civilian Attitude Survey

## G1

### Results for Non-Supervisors



**Survey Background** – One of the main goals of Army is to be judged the employer of choice by its civilian employees. For over 25 years, Army has periodically surveyed the morale of its workforce. In 2010 Army used a web-based version of the Army Civilian Attitude Survey. Over 104,000 employees (supervisors and non-supervisors) "logged on" and completed the survey. The Internet survey method allowed Army to conduct a census of civilian incumbents in Appropriated (APF) and Non-appropriated (NAF) Fund positions. What follows are the results from this survey.

**Employee Survey Content** – The Army Civilian Attitude Survey for Non-Supervisors is composed of a series of core and supplemental items.

**Composites** – The survey includes a number of scaled items that were grouped into 12 composites. Each composite is made up of multiple core items. In the table below are the composite labels and a brief composite description.

Composite Label	Composite Description
Leadership and Management (q2a-q2h)	Employees' view of leadership and management above their level.
Supervision (q4a-q4f)	Employees' view of immediate supervisors.
Training and Development (q5a-q5i, q8)	Satisfaction with the opportunities employees have to participate in training and development.
Leadership Development (q10a-q10f)	Satisfaction with opportunities for leadership development.
Personal Work Experiences (q11a-q11o)	Employees' view of the actual work they do, feelings of accomplishment, and safety.
Performance Culture (q12a-q12k)	Extent to which employees feel that the culture supports high performance.
Fairness (q13a-q13e)	Employees' perceptions that others are treated fairly, regardless of gender or race, and that they can report instances of discrimination without fear of retribution.
Career Plans (q16, q17a-q17c, q18a-q18c)	Report of employees' intentions around continuing to work for their organization and willingness to relocate.
Overall Satisfaction (q21a-q21k, q23a-q23b)	Employees' satisfaction with aspects of their current job.
Quality of Work Life (q21i-q21q)	Satisfaction with issues related to work life balance.
Your Organization (q22, q24a-q24h)	Employees' perceptions around organizational preparedness to perform mission and manage human resources.
Satisfaction with Civilian Human Resources (q26a-q26h, q27a-q27b)	Employees' overall satisfaction with the level of service received from the Human Resource Office.
Conditions for Engagement (q2c, q2e, q4c, q4f, q11a, q11f, q11i, q11k)	Employees' overall level of motivation, commitment, and alignment with organization goals.

**Supplemental Items** – In addition to the core items and their composites, the civilian attitude survey included a series of *supplemental* items that deal with specific issues:

- Discrimination (q14-q14b)
- Harassment (q15-q15b)
- Army Personnel Systems (q28-q28c)
- Organizational Information (q29a-q29d)



# FY10 Army Civilian Attitude Survey

## G1

### Results for Non-Supervisors



However, because these supplemental items included both nominal (e.g., yes/no) and scaled (5=Strongly Agree, 4=Agree....) response options, composite scores were not computed.

Results for all items (core and supplemental) can be seen in the item detail section of the report immediately following the composite summary pages.

**Response Rates\*** – Participants were asked to take their survey electronically and an independent research and consulting firm processed the results. Of the approximately 294,972 Army civilian employees and supervisors who were invited to complete the attitude survey, 104,914 returned surveys for a 36% response rate. The response rate for overall Army allows results to be generalized at a 95% confidence level to  $\pm 0.2$  percentage points. This means that if 60% of the survey respondents are satisfied with a particular item, we can be very confident (95% sure) that between 59.8% and 60.2% of the civilian employee population hold the same view.

For Army civilian non-supervisors, the results are similar to the combined results above. Of the 259,335 non-supervisors who were invited to complete the survey, 84,155 responded for a response rate of 32%. This yields a margin for non-supervisors of  $\pm 0.3$  percentage points. This means that the data presented in this report are generalizable to the population of Army civilian non-supervisors.

In the following table, this same information is presented by Army Commands, Army Service Component Commands, and Direct Reporting Units, Race, Pay Plan, Gender, and NAF.

	Population**	Responses	Response Rate***	Margin of Error +/-
TOTAL ARMY NON-SUPERVISORS (including NAF non-supervisors)	259335	84155	32%	0.3
TOTAL ARMY NON-SUPERVISORS (excluding NAF non-supervisors)	232378	81696	35%	0.3

Army Commands, Army Service Component Commands, and Direct Reporting Units †					
	HQDA	14382	5513	38%	1.0
	FORCES COMMAND	3272	1543	47%	1.8
	TRAINING AND DOCTRINE COMMAND	13423	5626	42%	1.0
	ARMY MATERIEL COMMAND	62398	22252	36%	0.5
	U.S. ARMY CENTRAL	311	114	37%	7.3
	U.S. ARMY NORTH	249	139	56%	5.5
	U.S. ARMY SOUTH	249	96	39%	7.8
	U.S. ARMY EUROPE	1630	694	43%	2.8
	U.S. ARMY PACIFIC	741	345	47%	3.9
	EIGHTH U.S. ARMY	586	180	31%	6.1
	USA SPECIAL OPS COMMAND	1574	622	40%	3.1
	USA SPACE & MISSILE DEF CMD	825	370	45%	3.8
	USA NETCOM/9TH AR SIG CMD	3634	1371	38%	2.1
	USA MEDICAL COMMAND	38435	12408	32%	0.7



## FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



	Population**	Responses	Response Rate***	Margin of Error +/-
USA INTEL AND SECURITY COMMAND	2024	816	40%	2.7
USA CRIMINAL INVEST COMMAND	617	244	40%	4.9
USA CORPS OF ENGINEERS	34416	8999	26%	0.9
USA MILITARY DISTRICT OF WASHINGTON	366	103	28%	8.2
USA TEST AND EVALUATION CMD	4011	1650	41%	1.9
U.S. MILITARY ACADEMY	1112	205	18%	6.2
USA RESERVE COMMAND	9036	2904	32%	1.5
USA ACQUISITION SUPPORT	4150	1834	44%	1.7
USA INST MANAGEMENT COMMAND	55645	14067	25%	0.7
JOINT ACTIVITIES	1670	460	28%	3.9
U.S. ARMY ACCESSION COMMAND	2016	939	47%	2.3
U.S. ARMY ELEMENT SHAPE	123	35	28%	14.0
U.S. MIL ENTRANCE PROC CMD	1952	454	23%	4.0
USA NATIONAL GUARD BUREAU	416	172	41%	5.7

RACE (APF employees)*					
	Non-minority	157867	57275	36%	0.3
	Minority	74483	24418	33%	0.5

PAY PLAN‡					
	GS/GS Equivalents	156872	59464	38%	0.3
	Demonstration Projects	13161	4763	36%	1.1
	DCIPS	4879	2006	41%	1.7
	NSPS	18135	7227	40%	0.9
	Wage Grade	36230	7675	21%	1.0
	SES	71	11	15%	27.2
	NAF	26957	2459	9%	1.9
	Other	3023	550	18%	3.8

GENDER					
	Female	110524	36344	33%	0.4
	Male	148785	47811	32%	0.4

NAF	26957	2459	9%	1.9
-----	-------	------	----	-----

\*Response rates for Army Commands, Army Service Component Commands, and Direct Reporting Units, Pay Plan and Gender refer to Appropriated Fund (APF) and Non-appropriated Fund (NAF) employees. Response rates for Race refer to Appropriated Fund (APF) employees only. Non-Appropriated Fund (NAF) response rates are also represented in the last row. Also included are non-Army personnel serviced by the Army.



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



\*\*Population figures as of August, 2010. These population figures do not account for changes in employee headcounts during the survey administration period. They do include non-Army commands serviced by the Army.

\*\*\*Response rates were calculated using both database information and responses to Q1 (What is your current employment status with the Army?).

†The following command groups are comprised of multiple command codes (HQDA = SE, SB, SJ, SF, SA, CS; TRADOC = TC, TW, TM, TA; AMC = X2, XK, XD, XR, XP, X7, XT, X4, XC, X6, XB, X8, XQ, XX; USAREUR = EN, E5, E2, E1).

‡Pay Plan groups are defined using the following pay plan codes (GS/GS Equivalent = GG, GL, GM, GS; Demonstration Projects = DB, DE, DJ, DK, NH, NJ, NK; DCIPS = IA; NSPS = YA, YB, YC, YD, YE, YF, YG, YH, YI, YJ, YK, YL, YM, YN, YP; Wage Grade = WA, WB, WD, WG, WJ, WK, WL, WN, WO, WR, WS, WT, WU, WY, XF, XG, XH; SES = EE, ES; NAF = NF, CY, NA, NL, NS, CC; Other = AD, CA, ED, EF, EH, EX, IE, IG, IP, SL, ST, ZZ).

Installation response rates, margins of error and other questions regarding the survey can also be obtained from the Army Point of Contact, Mr. Murray Mack at (703) 325-8713 (DSN 221-8713) or email [murray.mack@us.army.mil](mailto:murray.mack@us.army.mil).



# FY10 Army Civilian Attitude Survey

## G1

### Results for Non-Supervisors



**Item Scoring** – To accurately interpret data, it is necessary to understand how items are scored. The multiple-choice (scaled) items asked employees to respond on a scale of 1-5 with 5 being most favorable (Strongly Agree; Very Good) and 1 being least favorable (Strongly Disagree; Very Poor). For these types of items, the five response categories were collapsed into three, as shown below. The percentage of responses in each category (Favorable, Neutral, Unfavorable) are then presented in 3-part bars.

FAVORABLE		NEUTRAL	UNFAVORABLE	
<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
<i>Very likely</i>	<i>Likely</i>	<i>Neither likely nor unlikely</i>	<i>Unlikely</i>	<i>Very unlikely</i>
<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
<i>Very well</i>	<i>Well</i>	<i>Adequately</i>	<i>Poorly</i>	<i>Very poorly</i>
<i>Very well prepared</i>	<i>Well prepared</i>	<i>Neither well nor poorly prepared</i>	<i>Poorly prepared</i>	<i>Very poorly prepared</i>
5	4	3	2	1



# FY10 Army Civilian Attitude Survey

## G1

### Results for Non-Supervisors



**Organization of the Report** – Results for each group and sub-group in this report are compared to Army Overall.

Results are presented in the following sections:

- Results Summary:** This section contains overall summary information which includes:
  - ✓ CCA: The Critical Components Analysis (CCA) tells you “at a glance” which survey areas are higher priorities to focus on for improving your organization.
  - ✓ Ten most favorable/ten most unfavorable items: This section displays in rank-order the ten most favorable items and ten most unfavorable items for overall Army and for the subgroup comparison.
  - ✓ Composite summaries: A quick overview of the Composite results for overall Army and for each subgroup comparison. Composites are presented in the same order as they appeared in the survey. Three-part bar graphs display average percentages of favorable, neutral, and unfavorable responses to the composites.
  
- Item Detail:** This section provides a detailed look at results for each question, including a composite summary at the beginning of each group of items.
  - ✓ For the scaled items (5=Strongly Agree, 4=Agree...), three-part bar graphs again display percentages of favorable, neutral, and unfavorable responses. In addition, the Category Percent column details the percentage of responses in each category, while the other columns display percent favorable from 2006 and 2005, item means, standard deviations, and the valid number of responses to each item.
  - ✓ For the nominal items (e.g., yes/no), the percentage of individuals selecting each response option is displayed by columns.
  - ✓ Due to rounding in the three-part bar graphs, the percentage values may not always add up to 100%.
  - ✓ Because of space limitations, bars containing low percentages might not have enough room to display the number and/or percent sign.

**SPECIAL NOTE:**

If fewer than 10 employees responded to the survey item, data results will be suppressed for the item. When interpreting the data, note the number of respondents listed in the column titled “# Resp.” Consider the number of employees who responded to the survey and how it compares with the total number of employees working in your group/organization. For data results in which a small number and/or a small percentage of employees responded, results should be interpreted with caution. Responses to questions from a small sample of your group/organization should not be interpreted as being indicative of the beliefs of your entire group/organization. In interpreting the data, it is important to respect the feedback that you received from those who took time to complete the survey, yet do not assume that those who did not respond to the survey feel the same way. Responses with fewer than 25 or 30 people should be examined with particular care: In these cases look at the results as the number of people in your group/organization who feel that way and not as percentages of the population. In groups this small, a few people can have a disproportional impact on the percentages reported, thus creating misleading interpretations of the percentages.



# FY10 Army Civilian Attitude Survey

## G1

### Results for Non-Supervisors



**Interpreting the Results:** Surveys are valuable when data are analyzed, results are communicated to employees, and information is acted upon in the spirit of continuous improvement. The purpose of this section is to provide some general guidelines on interpreting data. The guidelines below are consistent with well-established industry standards for employee opinion survey research.

Begin by getting an overview of the results by reviewing the 10 Most Favorable/10 Most Unfavorable Items. Then use the following steps to thoroughly interpret the survey results.

#### 1. Using the information in the Results Summary section, classify the Composites using the following criteria:

**Strengths:** At least 50% favorable response AND less than 20% unfavorable response. These are the issues that are working well for the majority of respondents, and should be maintained and reinforced.

**Opportunities for Improvement:** 30% or higher unfavorable response OR at least 20% unfavorable and less than 45% favorable response. These are the issues where action is indicated, either because the negative perceptions are large (over one-third of the group) or are large enough to overbalance a relatively small positive group.

**Mixed:** Mixed Items are items for which additional examination/clarification is needed to determine the best actions to take. A classic Mixed Item is one that doesn't fall neatly into either the Strength or Opportunities for Improvement category, e.g., 47% favorable/ 26% neutral/ 27% unfavorable.

**Undecided:** If the neutral category is 35% or more, the issue is *undecided*, which may be the result of respondents' unfamiliarity with the issue, concerns about confidentiality, inconsistency, or perceptions of the issue as "average." In certain cases, *undecided* items may also be **Opportunities for Improvement**.

**Divided:** If the favorable and unfavorable percents are almost equal, or there is almost no neutral (e.g., 55% favorable/ 5% neutral/ 40% unfavorable), the issue is *divided*, which indicates that specific constituencies feel differently. This is less threatening in large groups, but in small groups may indicate that teamwork and morale are in danger. In many cases, *divided* items are also **Opportunities for Improvement**.

#### 2. Review the items within each Composite and classify them using the same criteria you used to classify the Composites.

3. **Look for themes within Composites.** For each Composite, examine your classification of the items and determine whether all of the strengths or opportunities have anything in common.

4. **Look for trends across Composites.** Sometimes themes or patterns emerge that cross several survey Composites. Ask yourself:

- ✓ Are certain things (for example, a frame of reference like "manager") consistently more favorable or unfavorable?
- ✓ Do you see any contradictory responses (for example, are first-line supervisors rated differently than management)?
- ✓ Are the most favorable (or unfavorable) items from a small number of Composites? If they are from a number of different Composites, is there a common underlying theme?



# FY10 Army Civilian Attitude Survey

## G1

### Results for Non-Supervisors



- 1. Review supplemental items.** Could scores on any of the scaled supplemental items relate to other survey items or themes that you've already identified? Although many of the supplemental items deal with specific issues (for example, Harassment, Mandatory Mobility), problems in these areas could impact other areas such as **Performance Culture** or **Training and Development**.
- 2. Dealing with perceptions.** Keep in mind that survey results reflect perceptions, which differ from one person to another. You must deal with the perception, whether or not you agree with or understand its source. Do not expect to understand what everything means. You should get clarification on issues with high neutral responses, contradictory responses, and divided responses by discussing those issues with your immediate group of employees. Many internal and external events, including organizational changes, policy changes, the local economy, and recent news events may have contributed to the results. You should not use these events to rationalize your results, but consider them as potential areas of discussion.
- 3. Additional Support.** For more information regarding these results and how you may better utilize the information, please phone Mr. Murray Mack at (703) 325-8713 (DSN 221-8713) or email [murray.mack@us.army.mil](mailto:murray.mack@us.army.mil).



**FY10 Army Civilian Attitude Survey  
G1  
Results for Non-Supervisors**



# **Results Summary**



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



## Understanding and Using Your Critical Components Analysis (CCA)

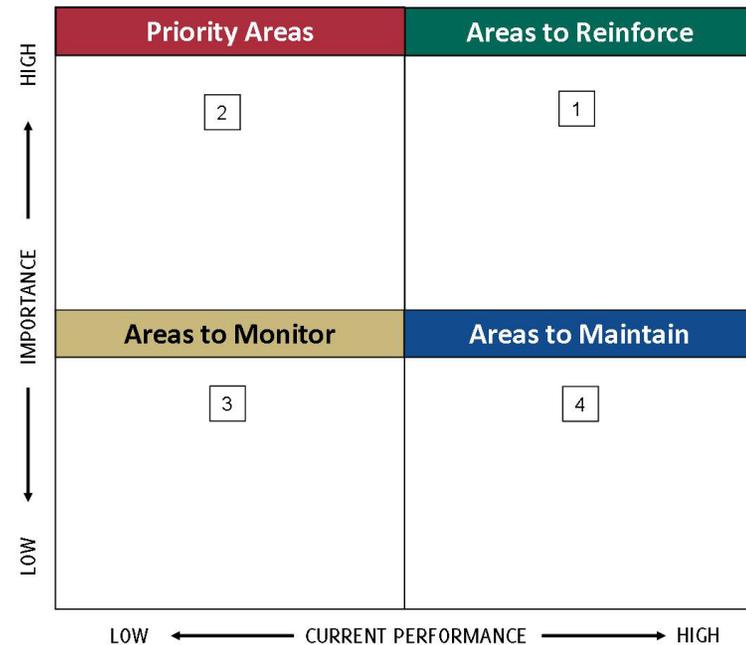
The Critical Components Analysis (CCA), shown on the following page(s), tells you "at a glance" which survey areas are higher priorities to focus on for improving your organization.

The CCA shows you the "key drivers" of your desired outcome (e.g., satisfaction). For instance, an area that is more strongly linked to your desired outcome and received high marks on the survey is an Area to Reinforce. A Priority Area is one that is more strongly linked to your desired outcomes but received low marks on the survey.

A priority, then, is determined by two things:

**Importance:** Shown on the vertical axis and determined statistically by identifying those survey composites that were more strongly related to Overall Job Satisfaction for your group.

**Current Performance:** Shown on the horizontal axis and determined by how favorably non-supervisors in your group responded to the survey questions. Composites with 50%+ favorable scores are considered high in performance.



## Using The CCA For Action Planning

To help you identify the 2 or 3 most important things your group needs to focus on, it's often best to look at the CCA in the following order:

- 1. Areas to Reinforce:** Higher importance, higher results. This is where you are doing well. It is very important to reinforce these areas - to build your strengths so you can leverage them in accomplishing your goals.
- 2. Priority Areas:** Higher importance, lower results. These are priority areas for action; they may be actively causing non-supervisors to "disengage" from the organization.
- 3. Areas to Monitor:** Lower importance, lower results. These areas should be monitored because, if ignored, they could become more urgent issues in the future.
- 4. Areas to Maintain:** Lower importance, higher results. These are areas your employees feel good about, but they don't contribute as directly to Overall Job Satisfaction. These issues do not require immediate attention.

To help you focus on specific things to change, next to the chart are the items for each composite in the Areas to Reinforce quadrant and the Priority Areas quadrant that will have the biggest impact on employee engagement.

For more information regarding these results or how to better use this information, please phone Mr. Murray Mack at (703) 325-8713 (DSN 221-8713) or e-mail him at [murray.mack@us.army.mil](mailto:murray.mack@us.army.mil).



# FY10 Army Civilian Attitude Survey

## G1

### Results for Non-Supervisors



G1

HIGH	<b>Priority Areas</b>	<b>Areas to Reinforce</b>
↑	<p>LEADERSHIP DEVELOPMENT (30%)</p> <p>YOUR ORGANIZATION (41%)</p> <p>TRAINING and DEVELOPMENT (46%)</p>	<p>PERSONAL WORK EXPERIENCES (70%)</p> <p>LEADERSHIP and MANAGEMENT (64%)</p> <p>PERFORMANCE CULTURE (50%)</p>
↓	<b>Areas to Monitor</b>	<b>Areas to Maintain</b>
LOW	<p>QUALITY OF WORK LIFE (40%)</p> <p>FAIRNESS (47%)</p>	<p>SUPERVISION (75%)</p>
	←	→
	LOW	HIGH

### Areas to Reinforce

- PERSONAL WORK EXPERIENCES**
- 11d. The work I do is important. (91%)
  - 11e. I know how my work relates to the organization's goals and priorities. (88%)
- LEADERSHIP and MANAGEMENT**
- 2a. Managers/supervisors/team leaders work well with employees of different backgrounds. (73%)
  - 2f. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (72%)
- PERFORMANCE CULTURE**
- 12c. My performance standards/expectations are directly related to my organization's mission. (76%)
  - 12d. My most recent performance appraisal is a fair reflection of my performance. (72%)

### Priority Areas

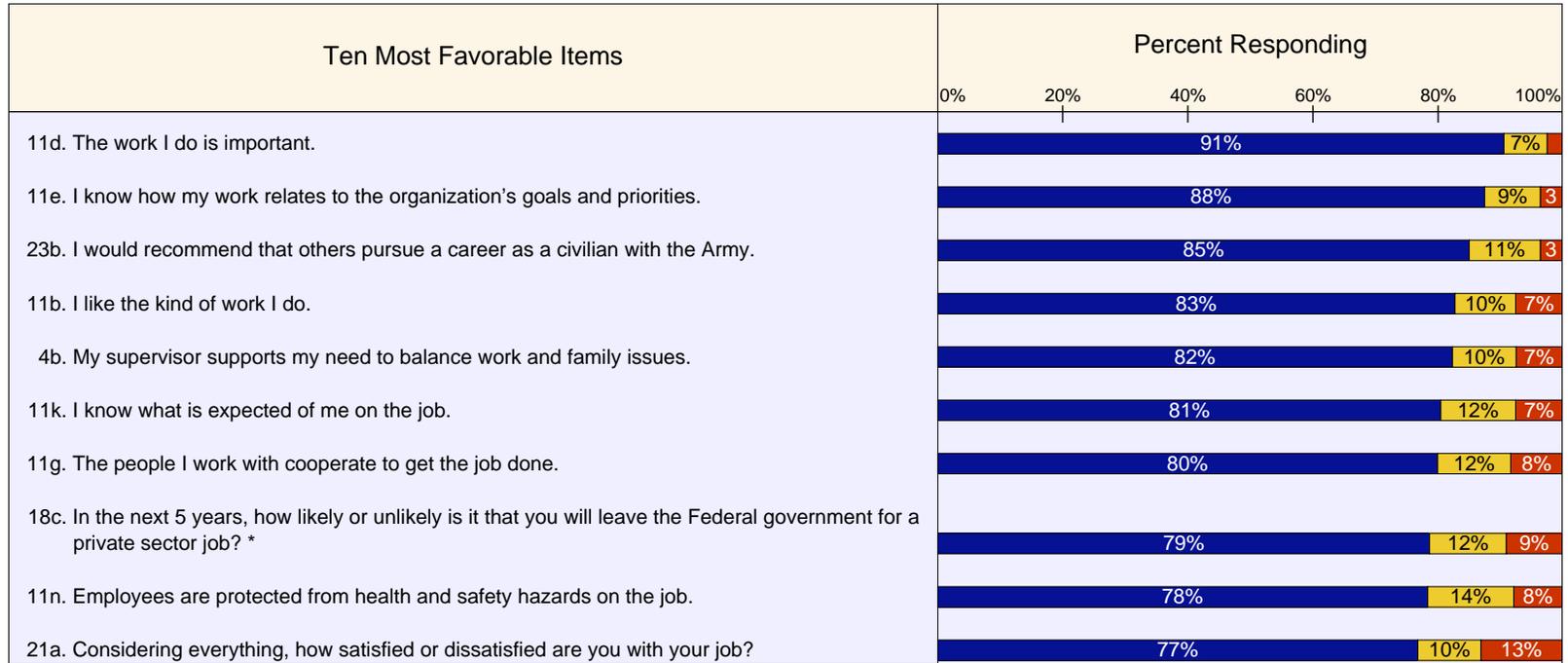
- LEADERSHIP DEVELOPMENT**
- 10e. The help you have received to plan your career path. (25%)
  - 10b. The quality of available leader development training. (29%)
- YOUR ORGANIZATION**
- 24b. How well or poorly does your organization discipline/correct poor work performance? (23%)
  - 24g. How well or poorly does your organization fill vacancies quickly? (29%)
- TRAINING and DEVELOPMENT**
- 8. How much help, if any, have you had from a formal or informal mentor for planning your career path in the Army? (6%)
  - 5e. The Army invests adequate resources for training and developing its civilian work force. (45%)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



G1



■ = % Favorable   
 ■ = % Neutral   
 ■ = % Unfavorable

\* Any item marked with an asterisk is phrased such that Disagree/Unlikely is a FAVORABLE response and is shown under the % Favorable category

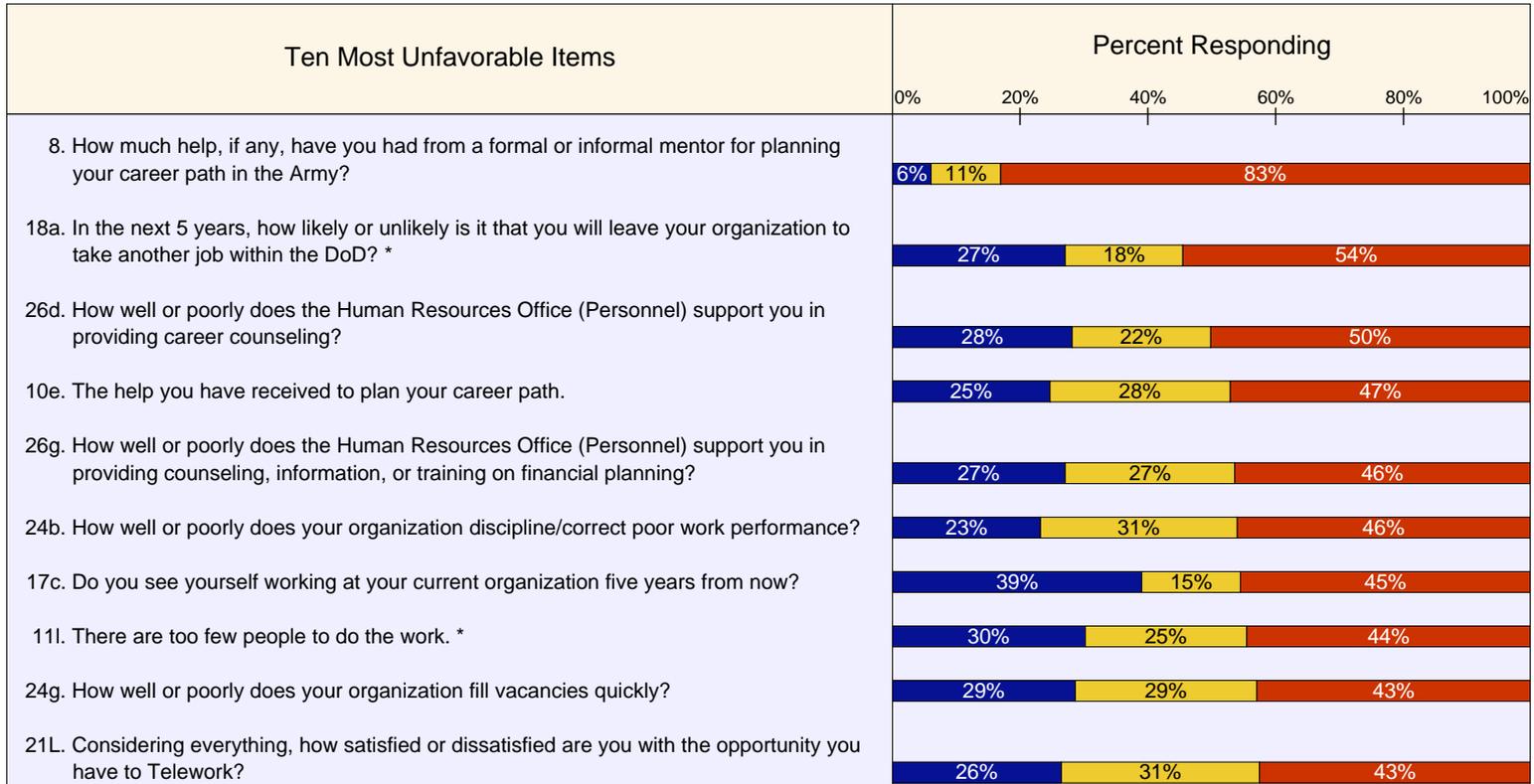


# FY10 Army Civilian Attitude Survey

G1

## Results for Non-Supervisors

G1

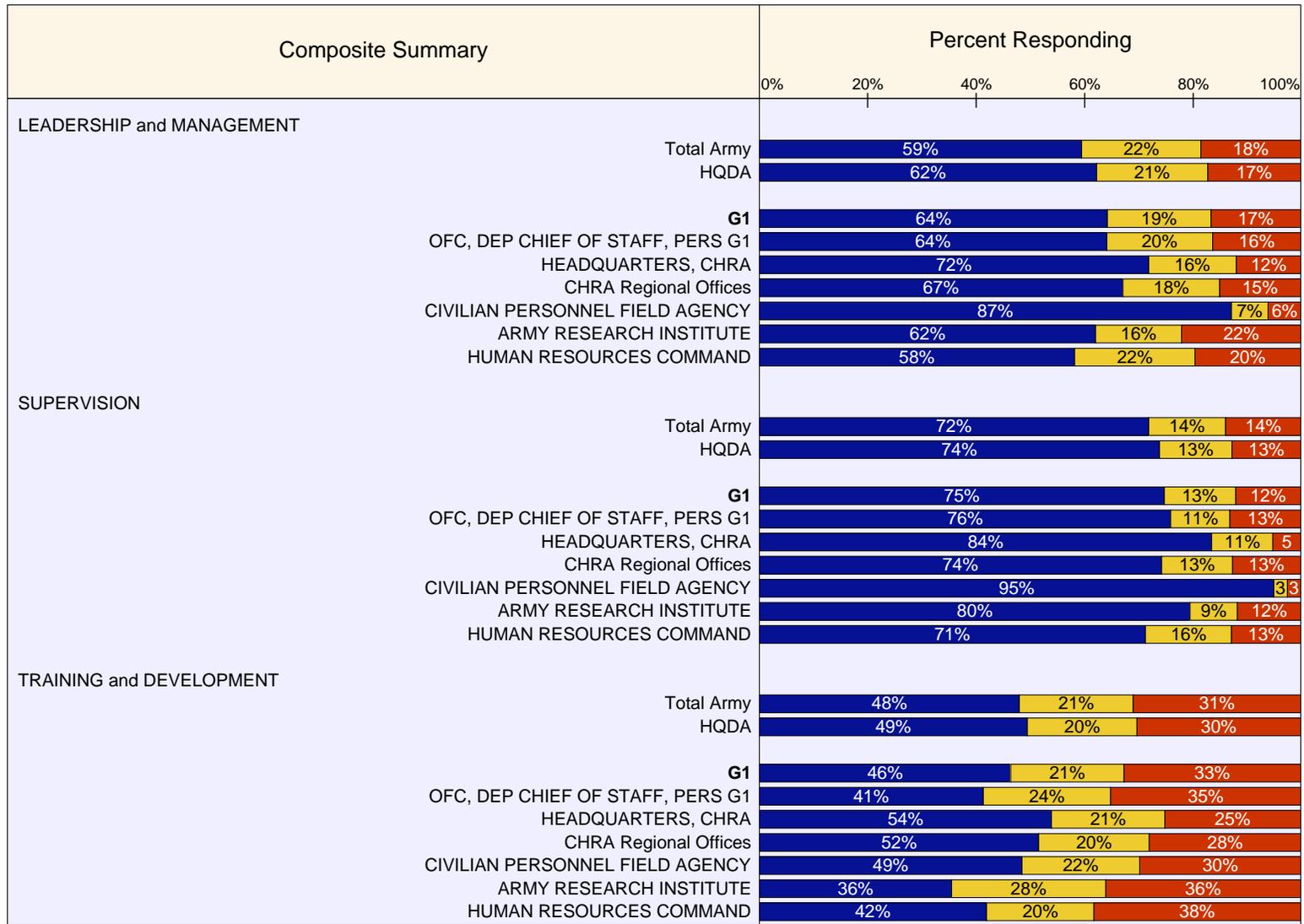


■ = % Favorable   ■ = % Neutral   ■ = % Unfavorable

\* Any item marked with an asterisk is phrased such that Disagree/Unlikely is a FAVORABLE response and is shown under the % Favorable category



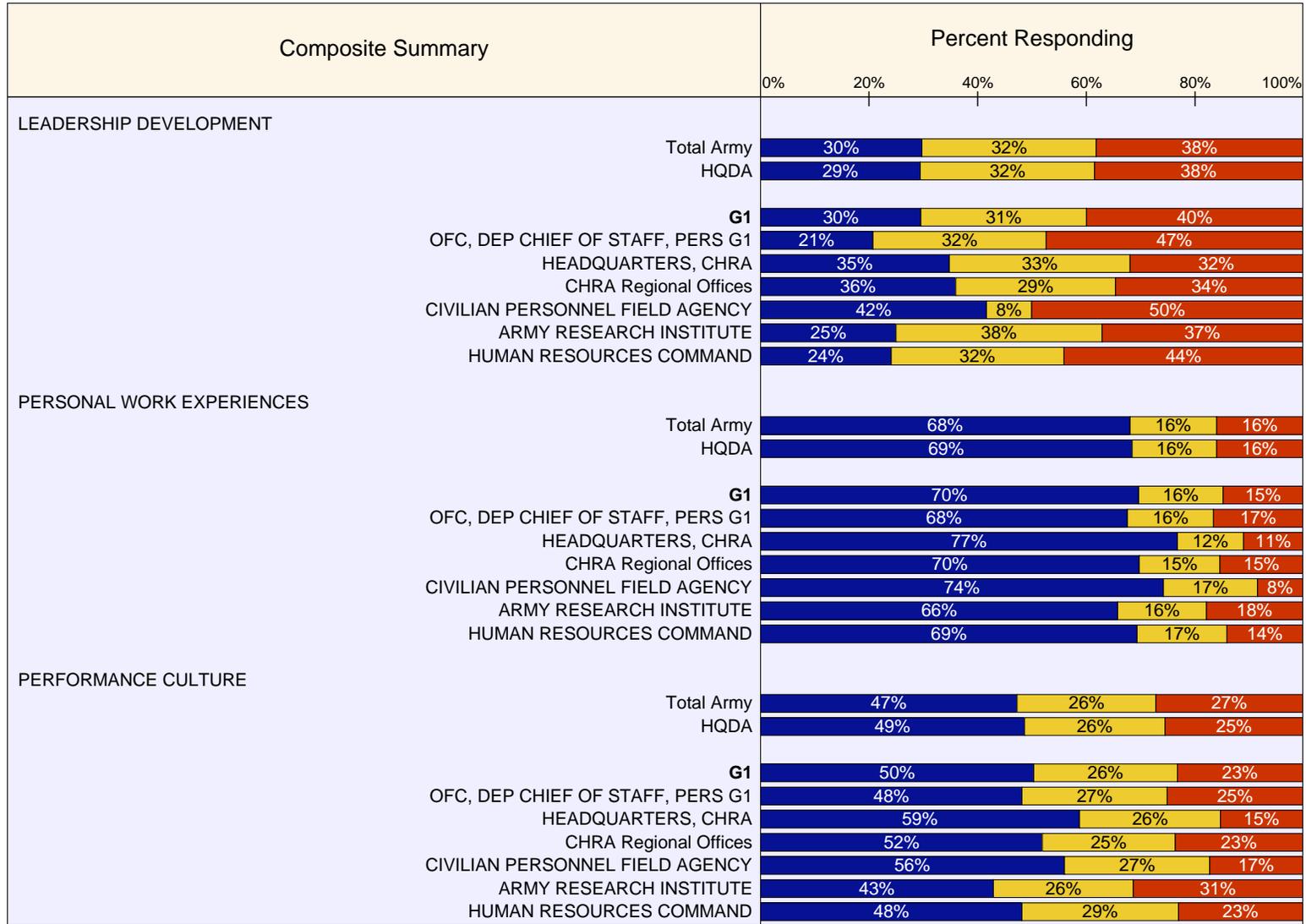
# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



■ = % Favorable   ■ = % Neutral   ■ = % Unfavorable



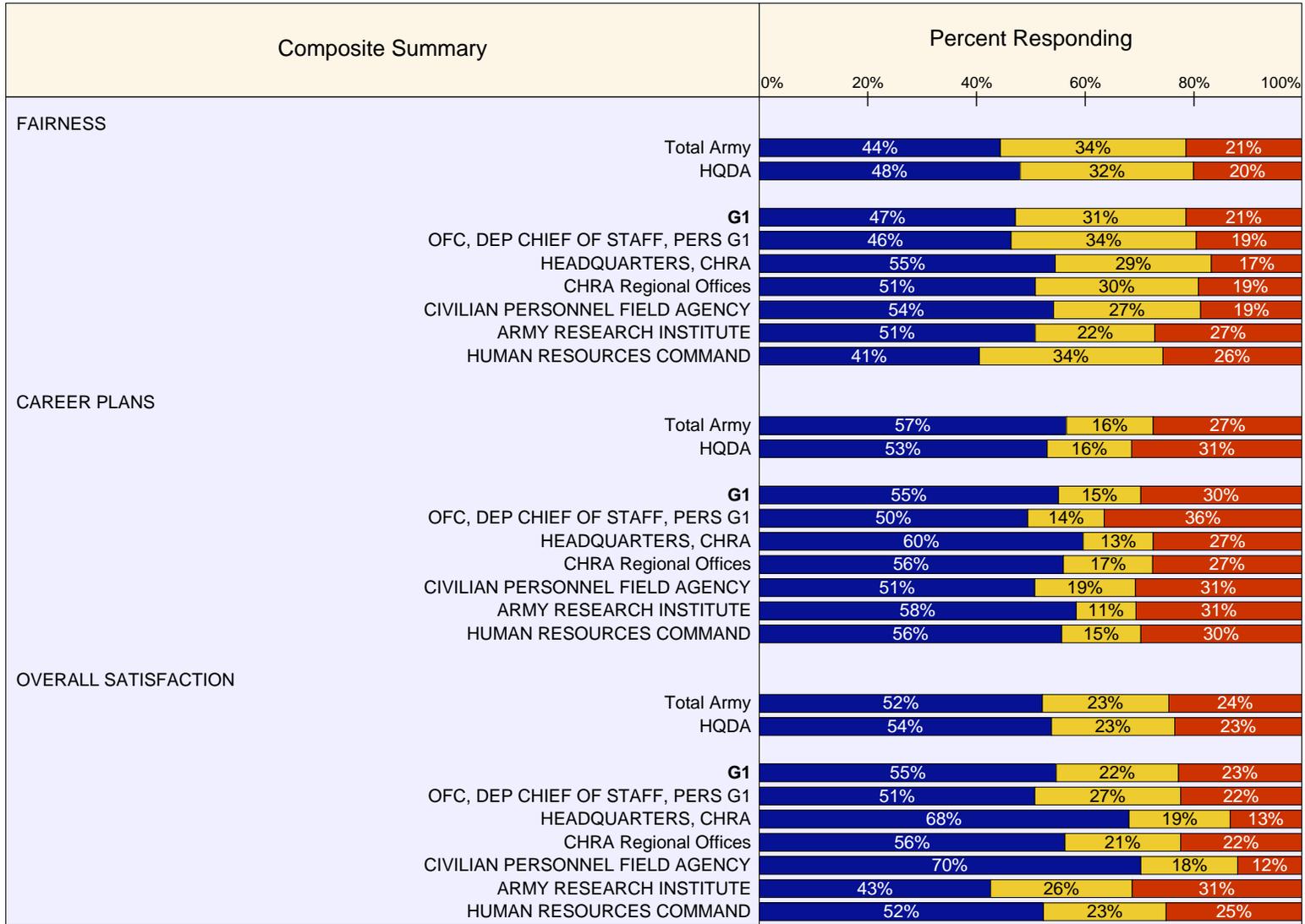
# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



■ = % Favorable   ■ = % Neutral   ■ = % Unfavorable



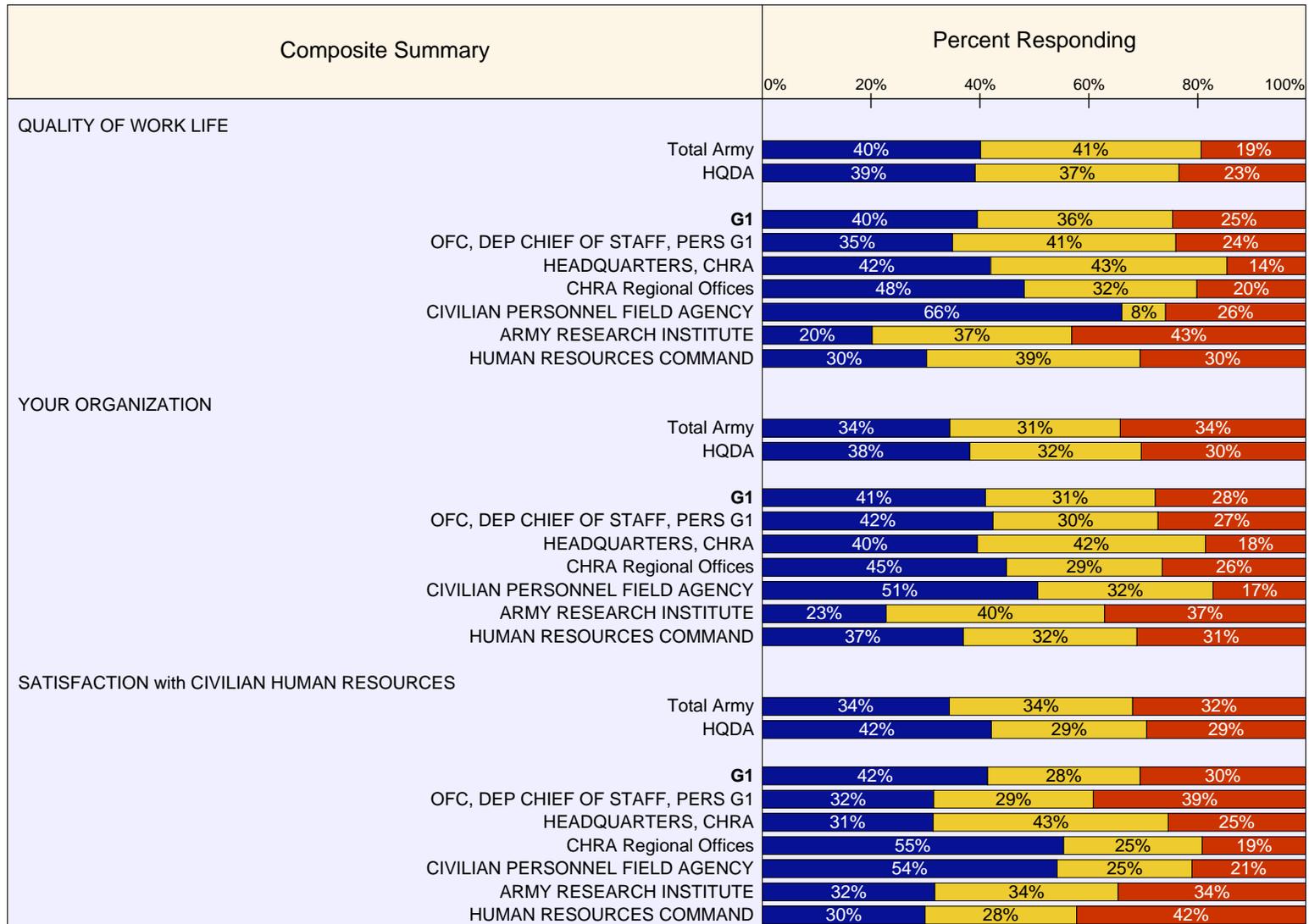
# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



■ = % Favorable   ■ = % Neutral   ■ = % Unfavorable



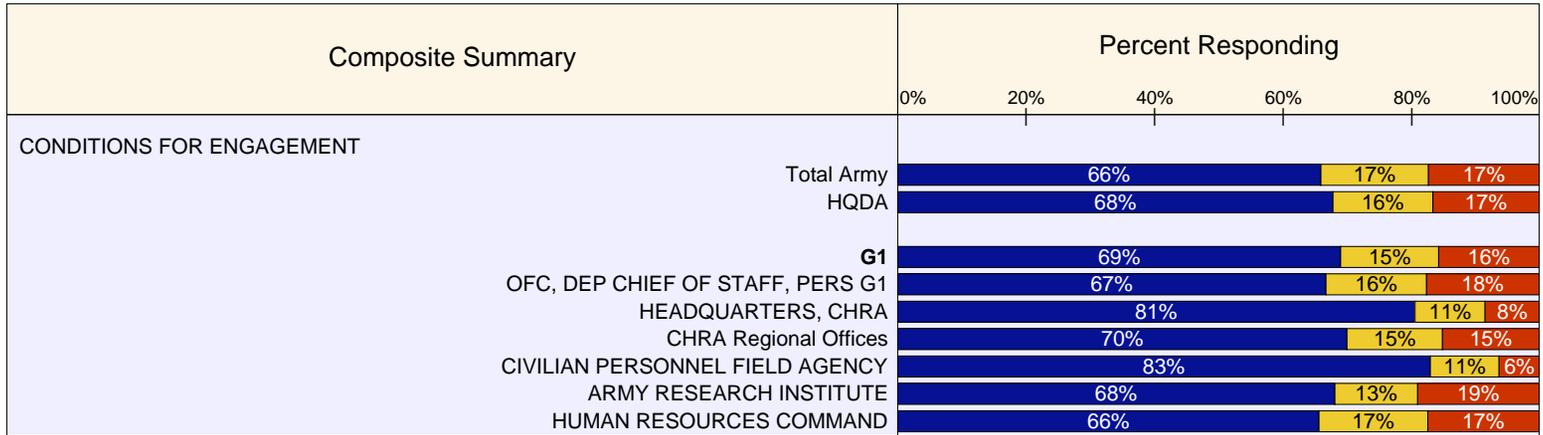
# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



■ = % Favorable   ■ = % Neutral   ■ = % Unfavorable



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



■ = % Favorable  
 ■ = % Neutral  
 ■ = % Unfavorable



**FY10 Army Civilian Attitude Survey  
G1  
Results for Non-Supervisors**



# Item Detail



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Employee (non- supervisory)	Team Leader	Supervisor	Manager	Executive	Contractor (not a federal employee)	I have retired from a civilian position with the Army.
<b>CURRENT EMPLOYMENT STATUS</b>								
1. What is your current employment status with the Army?								
Total Army	84155	87%	13%	0%	0%	0%	0%	0%
HQDA	4377	88%	12%	0%	0%	0%	0%	0%
<b>G1</b>	701	89%	11%	0%	0%	0%	0%	0%
OFC, DEP CHIEF OF STAFF, PERS G1	93	94%	6%	0%	0%	0%	0%	0%
HEADQUARTERS, CHRA	36	89%	11%	0%	0%	0%	0%	0%
CHRA Regional Offices	284	90%	10%	0%	0%	0%	0%	0%
CIVILIAN PERSONNEL FIELD AGENCY	20	60%	40%	0%	0%	0%	0%	0%
ARMY RESEARCH INSTITUTE	23	78%	22%	0%	0%	0%	0%	0%
HUMAN RESOURCES COMMAND	245	89%	11%	0%	0%	0%	0%	0%



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP and MANAGEMENT</b>																
2a. Managers/supervisors/team leaders work well with employees of different backgrounds.																
Total Army	82605	69% Favorable, 16% Neither, 15% Unfavorable					17	52	16	10	5	-4	-1	3.66	1.03	
HQDA	4283	70% Favorable, 16% Neither, 14% Unfavorable					20	50	16	10	4	--	--	3.72	1.03	
<b>G1</b>	683	73% Favorable, 14% Neither, 13% Unfavorable					21	53	14	9	4	--	--	3.77	1.01	
OFC, DEP CHIEF OF STAFF, PERS G1	90	72% Favorable, 11% Neither, 17% Unfavorable					20	52	11	12	4	--	--	3.71	1.06	
HEADQUARTERS, CHRA	36	83% Favorable, 6% Neither, 11% Unfavorable					28	56	6	11	0	--	--	4.00	0.88	
CHRA Regional Offices	277	75% Favorable, 13% Neither, 12% Unfavorable					23	53	13	8	4	--	--	3.82	1.00	
CIVILIAN PERSONNEL FIELD AGENCY	20	95% Favorable, 5% Unfavorable					25	70	5	0	0	--	--	4.20	0.51	
ARMY RESEARCH INSTITUTE	21	71% Favorable, 14% Neither, 14% Unfavorable					19	52	14	0	14	--	--	3.62	1.21	
HUMAN RESOURCES COMMAND	239	68% Favorable, 18% Neither, 15% Unfavorable					17	51	18	10	4	--	--	3.66	1.01	
2b. I have a high level of respect for my organization's senior leaders.																
Total Army	83362	59% Favorable, 20% Neither, 21% Unfavorable					19	40	20	13	8	+1	+2	3.49	1.17	
HQDA	4336	64% Favorable, 18% Neither, 18% Unfavorable					23	40	18	11	7	--	--	3.61	1.17	
<b>G1</b>	687	64% Favorable, 19% Neither, 16% Unfavorable					24	40	19	9	7	--	--	3.64	1.16	
OFC, DEP CHIEF OF STAFF, PERS G1	92	67% Favorable, 18% Neither, 14% Unfavorable					24	43	18	8	7	--	--	3.71	1.11	
HEADQUARTERS, CHRA	35	77% Favorable, 14% Neither, 9% Unfavorable					29	49	14	9	0	--	--	3.97	0.88	
CHRA Regional Offices	279	65% Favorable, 19% Neither, 16% Unfavorable					29	36	19	9	7	--	--	3.70	1.18	
CIVILIAN PERSONNEL FIELD AGENCY	20	90% Favorable, 10% Unfavorable					25	65	0	5	5	--	--	4.00	0.95	
ARMY RESEARCH INSTITUTE	20	50% Favorable, 20% Neither, 30% Unfavorable					10	40	20	5	25	--	--	3.05	1.36	
HUMAN RESOURCES COMMAND	241	59% Favorable, 22% Neither, 18% Unfavorable					19	40	22	10	8	--	--	3.52	1.15	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP and MANAGEMENT</b>																
2c. In my organization, leaders generate high levels of motivation and commitment in the workforce.																
Total Army	83046						12	34	25	19	10	-1	-1	3.18	1.18	
HQDA	4314						15	34	23	18	10	--	--	3.28	1.20	
<b>G1</b>	685						17	35	22	16	10	--	--	3.34	1.21	
OFC, DEP CHIEF OF STAFF, PERS G1	90						19	32	27	14	8	--	--	3.40	1.17	
HEADQUARTERS, CHRA	36						11	56	17	17	0	--	--	3.61	0.89	
CHRA Regional Offices	279						20	35	21	15	9	--	--	3.42	1.21	
CIVILIAN PERSONNEL FIELD AGENCY	19						21	47	16	11	5	--	--	3.68	1.08	
ARMY RESEARCH INSTITUTE	20						5	15	30	20	30	--	--	2.45	1.20	
HUMAN RESOURCES COMMAND	241						15	34	22	17	12	--	--	3.24	1.24	
2d. Managers/supervisors deal effectively with reports of prejudice and discrimination.																
Total Army	67889						17	38	27	10	8	-3	0	3.46	1.12	
HQDA	3331						19	36	27	10	8	--	--	3.48	1.14	
<b>G1</b>	520						22	36	25	11	7	--	--	3.55	1.14	
OFC, DEP CHIEF OF STAFF, PERS G1	55						20	33	25	16	5	--	--	3.45	1.14	
HEADQUARTERS, CHRA	29						28	31	24	14	3	--	--	3.66	1.12	
CHRA Regional Offices	241						24	36	24	12	4	--	--	3.64	1.10	
CIVILIAN PERSONNEL FIELD AGENCY	14						36	50	7	0	7	--	--	4.07	1.03	
ARMY RESEARCH INSTITUTE	13						15	62	8	8	8	--	--	3.69	1.07	
HUMAN RESOURCES COMMAND	168						16	36	29	9	11	--	--	3.38	1.17	

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
 ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP and MANAGEMENT</b>																
2e. Managers communicate the goals and priorities of the organization.																
Total Army	82936	62% 19% 19%					15	47	19	13	6	--	--	3.51	1.10	
HQDA	4317	67% 15% 18%					18	49	15	12	6	--	--	3.62	1.08	
<b>G1</b>	686	70% 14% 16%					21	49	14	12	5	--	--	3.70	1.06	
OFC, DEP CHIEF OF STAFF, PERS G1	91	64% 15% 21%					22	42	15	18	3	--	--	3.62	1.11	
HEADQUARTERS, CHRA	36	75% 8% 17%					19	56	8	17	0	--	--	3.78	0.95	
CHRA Regional Offices	278	74% 12% 14%					26	48	12	10	3	--	--	3.83	1.03	
CIVILIAN PERSONNEL FIELD AGENCY	20	95% 5					25	70	0	5	0	--	--	4.15	0.65	
ARMY RESEARCH INSTITUTE	21	76% 10% 14%					14	62	10	0	14	--	--	3.62	1.17	
HUMAN RESOURCES COMMAND	240	63% 18% 18%					15	49	18	12	7	--	--	3.53	1.08	
2f. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.																
Total Army	82651	73% 15% 12%					19	54	15	9	4	--	--	3.76	0.98	
HQDA	4282	72% 15% 14%					19	52	15	10	4	--	--	3.73	1.01	
<b>G1</b>	679	72% 14% 14%					18	54	14	9	5	--	--	3.72	1.02	
OFC, DEP CHIEF OF STAFF, PERS G1	88	80% 10% 10%					23	57	10	9	1	--	--	3.91	0.89	
HEADQUARTERS, CHRA	36	81% 11% 8%					14	67	11	8	0	--	--	3.86	0.75	
CHRA Regional Offices	273	73% 12% 14%					21	53	12	8	6	--	--	3.74	1.06	
CIVILIAN PERSONNEL FIELD AGENCY	19	95% 5					21	74	0	5	0	--	--	4.11	0.64	
ARMY RESEARCH INSTITUTE	22	77% 5 18%					27	50	5	5	14	--	--	3.73	1.29	
HUMAN RESOURCES COMMAND	241	65% 19% 16%					13	52	19	10	5	--	--	3.57	1.02	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP and MANAGEMENT</b>																
2g. Managers review and evaluate the organization's progress toward meeting its goals and objectives.																
Total Army	78595						15	48	22	10	5	--	--	3.58	1.01	
HQDA	4086						17	50	19	9	4	--	--	3.68	1.00	
<b>G1</b>	639						20	51	18	7	4	--	--	3.75	0.98	
OFC, DEP CHIEF OF STAFF, PERS G1	82						20	46	21	11	2	--	--	3.70	0.98	
HEADQUARTERS, CHRA	35						29	49	17	6	0	--	--	4.00	0.83	
CHRA Regional Offices	273						23	51	14	7	4	--	--	3.82	1.00	
CIVILIAN PERSONNEL FIELD AGENCY	18						22	67	11	0	0	--	--	4.11	0.57	
ARMY RESEARCH INSTITUTE	18						11	72	6	0	11	--	--	3.72	1.04	
HUMAN RESOURCES COMMAND	213						14	50	23	8	5	--	--	3.62	0.97	
2h. There are generally good relationships between the union(s) and management here.																
Total Army	54619						10	34	38	10	8	--	+1	3.28	1.04	
HQDA	2421						12	32	42	7	7	--	--	3.36	1.01	
<b>G1</b>	373						13	30	38	7	12	--	--	3.25	1.15	
OFC, DEP CHIEF OF STAFF, PERS G1	40						13	35	45	3	5	--	--	3.48	0.92	
HEADQUARTERS, CHRA	17						6	29	53	12	0	--	--	3.29	0.75	
CHRA Regional Offices	157						19	34	36	6	5	--	--	3.56	1.02	
CIVILIAN PERSONNEL FIELD AGENCY	3	Fewer than 10 non-supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	10						10	20	50	10	10	--	--	3.10	1.04	
HUMAN RESOURCES COMMAND	146						8	26	34	10	23	--	--	2.85	1.25	

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
 ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Military	Civilian
<b>SUPERVISION</b>			
3. Is your immediate supervisor military or civilian?			
Total Army	74397	14%	86%
HQDA	3881	14%	86%
<b>G1</b>	622	14%	86%
OFC, DEP CHIEF OF STAFF, PERS G1	83	17%	83%
HEADQUARTERS, CHRA	27	0%	100%
CHRA Regional Offices	259	1%	99%
CIVILIAN PERSONNEL FIELD AGENCY	18	0%	100%
ARMY RESEARCH INSTITUTE	21	0%	100%
HUMAN RESOURCES COMMAND	214	33%	67%



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>SUPERVISION</b>																
4a. Discussions with my supervisor/team leader about my performance are worthwhile.																
Total Army	81998	68% 16% 16%					26	42	16	10	6	+9	+9	3.72	1.14	
HQDA	4247	70% 15% 15%					30	40	15	9	6	--	--	3.79	1.14	
<b>G1</b>	674	69% 16% 14%					29	40	16	9	5	--	--	3.80	1.11	
OFC, DEP CHIEF OF STAFF, PERS G1	90	67% 16% 18%					31	36	16	12	6	--	--	3.74	1.18	
HEADQUARTERS, CHRA	34	79% 15% 6%					29	50	15	6	0	--	--	4.03	0.82	
CHRA Regional Offices	275	69% 17% 14%					32	37	17	9	5	--	--	3.83	1.12	
CIVILIAN PERSONNEL FIELD AGENCY	20	95% 5%					30	65	0	5	0	--	--	4.20	0.68	
ARMY RESEARCH INSTITUTE	22	73% 18% 9%					36	36	18	0	9	--	--	3.91	1.16	
HUMAN RESOURCES COMMAND	233	67% 18% 15%					24	43	18	9	6	--	--	3.70	1.10	
4b. My supervisor supports my need to balance work and family issues.																
Total Army	82196	81% 11% 8%					40	41	11	4	4	--	--	4.10	0.99	
HQDA	4262	83% 10% 7%					45	38	10	3	3	--	--	4.18	0.97	
<b>G1</b>	682	82% 10% 7%					45	38	10	4	3	--	--	4.16	0.99	
OFC, DEP CHIEF OF STAFF, PERS G1	92	84% 11% 5%					54	29	11	3	2	--	--	4.30	0.94	
HEADQUARTERS, CHRA	36	83% 8% 8%					53	31	8	6	3	--	--	4.25	1.01	
CHRA Regional Offices	276	83% 10% 7%					45	38	10	4	3	--	--	4.18	0.99	
CIVILIAN PERSONNEL FIELD AGENCY	20	95% 5%					45	50	0	5	0	--	--	4.35	0.73	
ARMY RESEARCH INSTITUTE	23	83% 13% 4%					57	26	13	0	4	--	--	4.30	1.00	
HUMAN RESOURCES COMMAND	235	80% 11% 9%					37	43	11	4	4	--	--	4.05	1.02	

■ = % Favorable (Agree)  
■ = % Neither agree/disagree  
■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>SUPERVISION</b>																
4c. Supervisors/team leaders in my work unit support employee development.																
Total Army	82313	70% 15% 15%					29	41	15	9	6	+5	+5	3.79	1.13	
HQDA	4276	72% 14% 13%					33	39	14	8	5	--	--	3.87	1.12	
<b>G1</b>	679	71% 15% 15%					30	40	15	9	6	--	--	3.81	1.13	
OFC, DEP CHIEF OF STAFF, PERS G1	92	66% 17% 16%					29	37	17	11	5	--	--	3.74	1.15	
HEADQUARTERS, CHRA	36	86% 11%					31	56	11	3	0	--	--	4.14	0.71	
CHRA Regional Offices	272	74% 11% 15%					35	38	11	8	7	--	--	3.86	1.19	
CIVILIAN PERSONNEL FIELD AGENCY	20	85% 10% 5%					40	45	10	5	0	--	--	4.20	0.81	
ARMY RESEARCH INSTITUTE	23	83% 4% 13%					35	48	4	4	9	--	--	3.96	1.16	
HUMAN RESOURCES COMMAND	236	65% 19% 16%					24	41	19	10	6	--	--	3.68	1.11	
4d. Overall, my immediate supervisor/team leader is doing a good job.																
Total Army	82749	72% 14% 14%					33	39	14	8	6	+1	+1	3.84	1.15	
HQDA	4308	73% 13% 13%					37	37	13	8	5	--	--	3.91	1.14	
<b>G1</b>	685	76% 14% 11%					35	40	14	6	5	--	--	3.96	1.07	
OFC, DEP CHIEF OF STAFF, PERS G1	92	79% 5% 15%					42	37	5	11	4	--	--	4.02	1.14	
HEADQUARTERS, CHRA	36	83% 14%					39	44	14	3	0	--	--	4.19	0.78	
CHRA Regional Offices	277	73% 15% 12%					39	34	15	7	5	--	--	3.96	1.11	
CIVILIAN PERSONNEL FIELD AGENCY	20	100%					40	60	0	0	0	--	--	4.40	0.49	
ARMY RESEARCH INSTITUTE	23	78% 9% 13%					39	39	9	4	9	--	--	3.96	1.20	
HUMAN RESOURCES COMMAND	237	73% 17% 10%					27	46	17	4	5	--	--	3.85	1.04	

■ = % Favorable (Agree)  
■ = % Neither agree/disagree  
■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>SUPERVISION</b>																
4e. I have trust and confidence in my supervisor.																
Total Army	82837	67% 15% 17%					32	35	15	9	8	--	--	3.74	1.23	
HQDA	4312	69% 15% 16%					36	33	15	9	8	--	--	3.82	1.22	
<b>G1</b>	683	73% 13% 14%					35	39	13	8	6	--	--	3.89	1.14	
OFC, DEP CHIEF OF STAFF, PERS G1	92	78% 8% 14%					42	36	8	10	4	--	--	4.02	1.13	
HEADQUARTERS, CHRA	35	83% 14%					46	37	14	3	0	--	--	4.26	0.81	
CHRA Regional Offices	276	72% 13% 15%					38	34	13	8	7	--	--	3.88	1.21	
CIVILIAN PERSONNEL FIELD AGENCY	20	100%					40	60	0	0	0	--	--	4.40	0.49	
ARMY RESEARCH INSTITUTE	23	74% 9% 17%					30	43	9	4	13	--	--	3.74	1.29	
HUMAN RESOURCES COMMAND	237	70% 16% 14%					27	43	16	10	5	--	--	3.78	1.09	
4f. My supervisor/team leader listens to what I have to say.																
Total Army	82739	72% 14% 14%					33	40	14	7	6	--	--	3.86	1.14	
HQDA	4310	75% 13% 12%					38	37	13	7	5	--	--	3.95	1.12	
<b>G1</b>	687	77% 11% 12%					36	40	11	8	4	--	--	3.97	1.08	
OFC, DEP CHIEF OF STAFF, PERS G1	93	82% 9% 10%					40	42	9	6	3	--	--	4.09	1.01	
HEADQUARTERS, CHRA	36	86% 6 8%					42	44	6	6	3	--	--	4.17	0.96	
CHRA Regional Offices	276	75% 13% 12%					38	36	13	7	5	--	--	3.96	1.12	
CIVILIAN PERSONNEL FIELD AGENCY	20	95% 5					50	45	5	0	0	--	--	4.45	0.59	
ARMY RESEARCH INSTITUTE	23	87% 13%					43	43	0	4	9	--	--	4.09	1.18	
HUMAN RESOURCES COMMAND	239	73% 13% 13%					30	44	13	10	4	--	--	3.86	1.07	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>TRAINING and DEVELOPMENT</b>																
5a. My training needs are assessed.																
Total Army	80635						14	45	18	16	7	--	--	3.44	1.12	
HQDA	4148						13	44	18	18	7	--	--	3.38	1.14	
<b>G1</b>	658						11	43	18	19	10	--	--	3.27	1.17	
OFC, DEP CHIEF OF STAFF, PERS G1	88						5	33	25	20	17	--	--	2.88	1.18	
HEADQUARTERS, CHRA	35						9	54	9	29	0	--	--	3.43	0.99	
CHRA Regional Offices	265						15	52	13	12	7	--	--	3.55	1.11	
CIVILIAN PERSONNEL FIELD AGENCY	19						5	37	16	26	16	--	--	2.89	1.21	
ARMY RESEARCH INSTITUTE	21						5	48	19	14	14	--	--	3.14	1.17	
HUMAN RESOURCES COMMAND	230						10	34	22	23	10	--	--	3.10	1.18	
5b. My work unit is able to recruit people with the right skills.																
Total Army	81361						11	42	22	18	7	+7	+6	3.31	1.10	
HQDA	4220						11	40	21	20	8	--	--	3.26	1.13	
<b>G1</b>	669						10	36	23	21	10	--	--	3.15	1.16	
OFC, DEP CHIEF OF STAFF, PERS G1	88						7	31	25	25	13	--	--	2.94	1.15	
HEADQUARTERS, CHRA	33						9	33	27	30	0	--	--	3.21	0.98	
CHRA Regional Offices	271						13	44	21	16	7	--	--	3.41	1.11	
CIVILIAN PERSONNEL FIELD AGENCY	18						0	39	28	17	17	--	--	2.89	1.10	
ARMY RESEARCH INSTITUTE	23						4	4	43	26	22	--	--	2.43	1.01	
HUMAN RESOURCES COMMAND	236						8	32	23	24	12	--	--	3.00	1.18	

■ = % Favorable (Agree)   
 ■ = % Neither agree/disagree   
 ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>TRAINING and DEVELOPMENT</b>																
5c. I have received sufficient training to be competitive for jobs at the next higher level.																
Total Army	79096						9	40	26	16	8	+2	+3	3.27	1.08	
HQDA	4095						10	44	25	15	6	--	--	3.37	1.05	
<b>G1</b>	646						9	43	25	15	7	--	--	3.32	1.07	
OFC, DEP CHIEF OF STAFF, PERS G1	83						11	41	28	12	8	--	--	3.34	1.09	
HEADQUARTERS, CHRA	34						9	41	35	15	0	--	--	3.44	0.85	
CHRA Regional Offices	263						12	44	24	14	6	--	--	3.43	1.05	
CIVILIAN PERSONNEL FIELD AGENCY	19						5	53	26	11	5	--	--	3.42	0.94	
ARMY RESEARCH INSTITUTE	21						5	48	24	14	10	--	--	3.24	1.06	
HUMAN RESOURCES COMMAND	226						6	42	23	18	10	--	--	3.17	1.10	
5d. I am satisfied with the career progression opportunities available to me.																
Total Army	81432						12	36	23	20	10	+8	+8	3.21	1.17	
HQDA	4220						13	36	22	20	9	--	--	3.24	1.17	
<b>G1</b>	670						12	34	21	22	10	--	--	3.17	1.20	
OFC, DEP CHIEF OF STAFF, PERS G1	87						9	34	25	20	11	--	--	3.10	1.16	
HEADQUARTERS, CHRA	34						12	35	24	29	0	--	--	3.29	1.02	
CHRA Regional Offices	271						14	39	17	19	11	--	--	3.26	1.23	
CIVILIAN PERSONNEL FIELD AGENCY	20						10	35	25	15	15	--	--	3.10	1.22	
ARMY RESEARCH INSTITUTE	21						10	33	29	19	10	--	--	3.14	1.12	
HUMAN RESOURCES COMMAND	237						12	30	22	25	11	--	--	3.08	1.21	

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
 ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>TRAINING and DEVELOPMENT</b>																
5e. The Army invests adequate resources for training and developing its civilian work force.																
Total Army	81803						10	33	21	21	14	--	--	3.05	1.23	
HQDA	4252						12	35	22	19	13	--	--	3.14	1.23	
<b>G1</b>	678						12	33	21	20	14	--	--	3.08	1.24	
OFC, DEP CHIEF OF STAFF, PERS G1	91						9	32	25	21	13	--	--	3.02	1.19	
HEADQUARTERS, CHRA	35						11	37	34	14	3	--	--	3.40	0.96	
CHRA Regional Offices	273						15	32	21	19	13	--	--	3.18	1.26	
CIVILIAN PERSONNEL FIELD AGENCY	19						11	47	21	16	5	--	--	3.42	1.04	
ARMY RESEARCH INSTITUTE	22						18	27	18	18	18	--	--	3.09	1.38	
HUMAN RESOURCES COMMAND	238						8	33	18	24	17	--	--	2.92	1.25	
5f. I am given a real opportunity to improve my skills in my organization.																
Total Army	81981						13	38	23	16	9	--	--	3.29	1.16	
HQDA	4249						14	39	22	16	9	--	--	3.35	1.16	
<b>G1</b>	676						13	39	22	17	10	--	--	3.29	1.17	
OFC, DEP CHIEF OF STAFF, PERS G1	90						7	41	22	18	12	--	--	3.12	1.15	
HEADQUARTERS, CHRA	35						11	57	20	11	0	--	--	3.69	0.82	
CHRA Regional Offices	270						17	37	22	14	9	--	--	3.39	1.18	
CIVILIAN PERSONNEL FIELD AGENCY	20						15	55	10	15	5	--	--	3.60	1.07	
ARMY RESEARCH INSTITUTE	22						9	45	18	9	18	--	--	3.18	1.27	
HUMAN RESOURCES COMMAND	239						11	35	23	20	10	--	--	3.17	1.18	

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
 ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>TRAINING and DEVELOPMENT</b>																
5g. I am interested in receiving training in skills related to but different from those I use on my current job.																
Total Army	82379						30	47	17	5	1	--	--	3.98	0.89	
HQDA	4279						29	47	16	6	2	--	--	3.96	0.92	
<b>G1</b>	682						32	45	14	6	2	--	--	4.00	0.94	
OFC, DEP CHIEF OF STAFF, PERS G1	91						31	38	22	9	0	--	--	3.91	0.93	
HEADQUARTERS, CHRA	35						26	49	14	11	0	--	--	3.89	0.92	
CHRA Regional Offices	273						32	49	11	5	4	--	--	4.00	0.97	
CIVILIAN PERSONNEL FIELD AGENCY	20						25	40	30	5	0	--	--	3.85	0.85	
ARMY RESEARCH INSTITUTE	23						17	52	22	9	0	--	--	3.78	0.83	
HUMAN RESOURCES COMMAND	240						37	43	13	5	2	--	--	4.08	0.93	
5h. I know what training I need to advance my career with the Army.																
Total Army	82462						17	46	21	12	3	--	--	3.61	1.02	
HQDA	4287						19	46	19	12	4	--	--	3.64	1.04	
<b>G1</b>	684						17	42	23	13	5	--	--	3.52	1.06	
OFC, DEP CHIEF OF STAFF, PERS G1	91						12	45	22	13	8	--	--	3.41	1.10	
HEADQUARTERS, CHRA	35						11	69	11	9	0	--	--	3.83	0.74	
CHRA Regional Offices	275						20	40	26	9	4	--	--	3.63	1.04	
CIVILIAN PERSONNEL FIELD AGENCY	20						10	55	30	5	0	--	--	3.70	0.71	
ARMY RESEARCH INSTITUTE	23						0	26	52	13	9	--	--	2.96	0.86	
HUMAN RESOURCES COMMAND	240						17	39	19	20	5	--	--	3.44	1.12	

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
 ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>TRAINING and DEVELOPMENT</b>																
5i. I know what developmental experiences I need to advance my career with the Army.																
Total Army	82377						16	44	23	14	4	--	--	3.54	1.03	
HQDA	4278						18	45	21	13	4	--	--	3.59	1.04	
<b>G1</b>	684						16	42	24	13	5	--	--	3.50	1.06	
OFC, DEP CHIEF OF STAFF, PERS G1	91						12	40	29	11	9	--	--	3.35	1.10	
HEADQUARTERS, CHRA	35						11	69	14	6	0	--	--	3.86	0.68	
CHRA Regional Offices	275						19	41	26	9	4	--	--	3.62	1.02	
CIVILIAN PERSONNEL FIELD AGENCY	20						10	40	30	15	5	--	--	3.35	1.01	
ARMY RESEARCH INSTITUTE	23						0	35	43	13	9	--	--	3.04	0.91	
HUMAN RESOURCES COMMAND	240						16	40	19	19	5	--	--	3.42	1.13	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Nothing at all	A little	Some	A lot
<b>TRAINING and DEVELOPMENT</b>					
6. How much, if anything, have you heard about the Enterprise Human Capital Lifecycle Management System? This is an Army initiative to establish new, broader career paths for civilians and help them manage their development and training.					
Total Army	82638	85%	11%	4%	1%
HQDA	4299	72%	19%	8%	2%
<b>G1</b>	686	71%	18%	8%	2%
OFC, DEP CHIEF OF STAFF, PERS G1	91	47%	30%	15%	8%
HEADQUARTERS, CHRA	35	37%	40%	17%	6%
CHRA Regional Offices	276	83%	11%	5%	2%
CIVILIAN PERSONNEL FIELD AGENCY	20	20%	40%	30%	10%
ARMY RESEARCH INSTITUTE	23	70%	26%	4%	0%
HUMAN RESOURCES COMMAND	241	77%	16%	7%	0%



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Do not know
TRAINING and DEVELOPMENT				
7. Are you in an Army career program?				
Total Army	82506	32%	37%	31%
HQDA	4284	45%	33%	22%
<b>G1</b>	682	37%	37%	26%
OFC, DEP CHIEF OF STAFF, PERS G1	90	52%	31%	17%
HEADQUARTERS, CHRA	35	51%	40%	9%
CHRA Regional Offices	274	36%	39%	24%
CIVILIAN PERSONNEL FIELD AGENCY	20	85%	5%	10%
ARMY RESEARCH INSTITUTE	23	26%	48%	26%
HUMAN RESOURCES COMMAND	240	25%	38%	36%



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>TRAINING and DEVELOPMENT</b>																
8. How much help, if any, have you had from a formal or informal mentor for planning your career path in the Army?																
Total Army	82213						1	4	11	23	61	--	--	1.62	0.93	
HQDA	4281						2	5	12	25	56	--	--	1.73	1.00	
<b>G1</b>	679						2	4	11	25	58	--	--	1.66	0.95	
OFC, DEP CHIEF OF STAFF, PERS G1	91						2	3	11	29	55	--	--	1.69	0.95	
HEADQUARTERS, CHRA	35						0	6	14	23	57	--	--	1.69	0.92	
CHRA Regional Offices	272						2	7	13	25	54	--	--	1.79	1.03	
CIVILIAN PERSONNEL FIELD AGENCY	20						5	5	10	25	55	--	--	1.80	1.12	
ARMY RESEARCH INSTITUTE	21						5	0	5	29	62	--	--	1.57	0.95	
HUMAN RESOURCES COMMAND	240						1	2	9	24	65	--	--	1.51	0.81	

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
 ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Not sure
<b>LEADERSHIP DEVELOPMENT</b>				
9. Are you interested in advancing to a leadership position within the Army?				
Total Army	82735	60%	20%	20%
HQDA	4300	59%	20%	20%
<b>G1</b>	684	62%	19%	19%
OFC, DEP CHIEF OF STAFF, PERS G1	91	46%	31%	23%
HEADQUARTERS, CHRA	35	60%	29%	11%
CHRA Regional Offices	275	59%	19%	23%
CIVILIAN PERSONNEL FIELD AGENCY	20	55%	35%	10%
ARMY RESEARCH INSTITUTE	23	61%	17%	22%
HUMAN RESOURCES COMMAND	240	72%	13%	16%



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP DEVELOPMENT</b>																
10a. The priority your organization places on leader development.																
Total Army	61518						6	26	33	23	12	--	--	2.91	1.09	
HQDA	3144						7	23	35	24	12	--	--	2.88	1.10	
<b>G1</b>	515						7	23	34	23	13	--	--	2.89	1.12	
OFC, DEP CHIEF OF STAFF, PERS G1	60						3	17	32	30	18	--	--	2.57	1.07	
HEADQUARTERS, CHRA	24						8	38	29	21	4	--	--	3.25	1.01	
CHRA Regional Offices	211						10	27	32	19	11	--	--	3.06	1.15	
CIVILIAN PERSONNEL FIELD AGENCY	12						8	42	17	25	8	--	--	3.17	1.14	
ARMY RESEARCH INSTITUTE	19						5	11	47	21	16	--	--	2.68	1.03	
HUMAN RESOURCES COMMAND	189						5	18	38	24	14	--	--	2.76	1.07	
10b. The quality of available leader development training.																
Total Army	58404						6	25	34	24	12	--	--	2.90	1.08	
HQDA	2946						6	23	35	24	12	--	--	2.89	1.09	
<b>G1</b>	484						7	22	33	23	14	--	--	2.84	1.13	
OFC, DEP CHIEF OF STAFF, PERS G1	57						5	14	37	30	14	--	--	2.67	1.05	
HEADQUARTERS, CHRA	22						5	45	27	23	0	--	--	3.32	0.87	
CHRA Regional Offices	196						10	29	32	16	13	--	--	3.06	1.18	
CIVILIAN PERSONNEL FIELD AGENCY	11						9	36	9	27	18	--	--	2.91	1.31	
ARMY RESEARCH INSTITUTE	17						0	6	53	24	18	--	--	2.47	0.85	
HUMAN RESOURCES COMMAND	181						4	16	34	29	17	--	--	2.63	1.07	

■ = % Favorable (Satisfied)   ■ = % Neither satisfied/dissatisfied   ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP DEVELOPMENT</b>																
10c. Developmental assignments that give you experience in other functions in the organization.																
Total Army	61415						6	24	32	25	12	--	--	2.87	1.10	
HQDA	3143						7	23	31	25	13	--	--	2.84	1.12	
<b>G1</b>	513						8	22	29	25	15	--	--	2.82	1.17	
OFC, DEP CHIEF OF STAFF, PERS G1	59						2	22	22	34	20	--	--	2.51	1.10	
HEADQUARTERS, CHRA	23						0	22	43	35	0	--	--	2.87	0.74	
CHRA Regional Offices	212						10	26	30	23	11	--	--	3.00	1.16	
CIVILIAN PERSONNEL FIELD AGENCY	12						17	8	0	50	25	--	--	2.42	1.38	
ARMY RESEARCH INSTITUTE	16						6	25	38	6	25	--	--	2.81	1.24	
HUMAN RESOURCES COMMAND	191						9	18	30	25	18	--	--	2.74	1.20	
10d. The availability of opportunities to expand the range of your skills.																
Total Army	63140						6	27	28	26	13	--	--	2.88	1.13	
HQDA	3235						7	26	29	25	13	--	--	2.89	1.14	
<b>G1</b>	524						8	26	27	25	15	--	--	2.88	1.18	
OFC, DEP CHIEF OF STAFF, PERS G1	61						3	23	30	25	20	--	--	2.66	1.13	
HEADQUARTERS, CHRA	24						0	33	29	38	0	--	--	2.96	0.84	
CHRA Regional Offices	215						10	30	27	21	12	--	--	3.04	1.18	
CIVILIAN PERSONNEL FIELD AGENCY	12						17	8	17	33	25	--	--	2.58	1.38	
ARMY RESEARCH INSTITUTE	19						0	42	26	11	21	--	--	2.89	1.17	
HUMAN RESOURCES COMMAND	193						9	21	26	28	16	--	--	2.78	1.20	

■ = % Favorable (Satisfied)  
 ■ = % Neither satisfied/dissatisfied  
 ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>LEADERSHIP DEVELOPMENT</b>																
10e. The help you have received to plan your career path.																
Total Army	63765						5	18	30	28	19	--	--	2.62	1.12	
HQDA	3293						6	19	30	28	18	--	--	2.65	1.14	
<b>G1</b>	531						6	19	28	27	20	--	--	2.63	1.17	
OFC, DEP CHIEF OF STAFF, PERS G1	61						0	13	39	21	26	--	--	2.39	1.01	
HEADQUARTERS, CHRA	24						0	21	38	42	0	--	--	2.79	0.76	
CHRA Regional Offices	216						9	21	26	26	18	--	--	2.77	1.21	
CIVILIAN PERSONNEL FIELD AGENCY	13						23	23	8	23	23	--	--	3.00	1.52	
ARMY RESEARCH INSTITUTE	19						5	26	21	21	26	--	--	2.63	1.27	
HUMAN RESOURCES COMMAND	198						5	17	28	28	23	--	--	2.52	1.14	
10f. The way your supervisor creates or calls attention to leader development opportunities.																
Total Army	62715						7	23	34	21	15	--	--	2.85	1.14	
HQDA	3214						8	22	34	21	14	--	--	2.89	1.15	
<b>G1</b>	519						9	20	32	23	16	--	--	2.84	1.18	
OFC, DEP CHIEF OF STAFF, PERS G1	59						3	19	32	24	22	--	--	2.58	1.12	
HEADQUARTERS, CHRA	21						10	29	33	24	5	--	--	3.14	1.04	
CHRA Regional Offices	214						12	23	30	22	13	--	--	2.99	1.21	
CIVILIAN PERSONNEL FIELD AGENCY	12						17	42	0	17	25	--	--	3.08	1.50	
ARMY RESEARCH INSTITUTE	18						6	17	44	17	17	--	--	2.78	1.08	
HUMAN RESOURCES COMMAND	195						7	16	35	25	17	--	--	2.71	1.13	

■ = % Favorable (Satisfied)  
 ■ = % Neither satisfied/dissatisfied  
 ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev		
		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
<b>PERSONAL WORK EXPERIENCES</b>																	
<b>11a. My work gives me a feeling of personal accomplishment.</b>																	
Total Army	81107	77%					12%	11%	28	49	12	7	4	--	--	3.89	1.02
HQDA	4215	77%					11%	12%	28	49	11	7	4	--	--	3.89	1.03
<b>G1</b>	669	76%					13%	11%	28	48	13	8	4	--	--	3.88	1.02
OFC, DEP CHIEF OF STAFF, PERS G1	90	69%					14%	17%	28	41	14	10	7	--	--	3.73	1.16
HEADQUARTERS, CHRA	35	86%						11%	29	57	11	3	0	--	--	4.11	0.71
CHRA Regional Offices	268	75%					13%	13%	28	47	13	9	3	--	--	3.86	1.03
CIVILIAN PERSONNEL FIELD AGENCY	20	80%					15%	5%	30	50	15	5	0	--	--	4.05	0.80
ARMY RESEARCH INSTITUTE	23	78%					13%	9%	35	43	13	4	4	--	--	4.00	1.02
HUMAN RESOURCES COMMAND	233	77%					13%	10%	26	51	13	6	4	--	--	3.90	0.98
<b>11b. I like the kind of work I do.</b>																	
Total Army	81129	85%					10%	5%	37	48	10	4	2	--	--	4.15	0.85
HQDA	4214	83%					11%	6%	35	49	11	4	2	--	--	4.10	0.88
<b>G1</b>	668	83%					10%	7%	32	51	10	5	2	--	--	4.05	0.91
OFC, DEP CHIEF OF STAFF, PERS G1	90	81%					11%	8%	36	46	11	6	2	--	--	4.07	0.94
HEADQUARTERS, CHRA	35	86%					9%	6%	31	54	9	6	0	--	--	4.11	0.78
CHRA Regional Offices	268	83%					11%	6%	32	51	11	4	2	--	--	4.07	0.87
CIVILIAN PERSONNEL FIELD AGENCY	20	90%					5%	5%	45	45	5	5	0	--	--	4.30	0.78
ARMY RESEARCH INSTITUTE	23	78%					9%	13%	39	39	9	9	4	--	--	4.00	1.10
HUMAN RESOURCES COMMAND	232	82%					9%	9%	30	53	9	6	3	--	--	4.00	0.94

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)

-- No history data available

\* Any item marked with an asterisk is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERSONAL WORK EXPERIENCES</b>																
11c. Creativity and innovation are rewarded.																
Total Army	79907						15	32	25	18	10	+2	+3	3.24	1.21	
HQDA	4121						16	33	25	16	10	--	--	3.28	1.20	
<b>G1</b>	642						15	37	26	14	9	--	--	3.35	1.15	
OFC, DEP CHIEF OF STAFF, PERS G1	88						17	35	27	11	9	--	--	3.40	1.16	
HEADQUARTERS, CHRA	34						12	59	26	3	0	--	--	3.79	0.68	
CHRA Regional Offices	261						15	36	21	18	10	--	--	3.28	1.21	
CIVILIAN PERSONNEL FIELD AGENCY	20						20	55	20	0	5	--	--	3.85	0.91	
ARMY RESEARCH INSTITUTE	22						9	32	36	9	14	--	--	3.14	1.14	
HUMAN RESOURCES COMMAND	217						14	33	31	13	8	--	--	3.31	1.12	
11d. The work I do is important.																
Total Army	80909						45	45	7	2	1	--	--	4.32	0.76	
HQDA	4194						47	43	7	2	1	--	--	4.34	0.76	
<b>G1</b>	666						48	43	7	2	1	--	--	4.36	0.74	
OFC, DEP CHIEF OF STAFF, PERS G1	90						43	42	10	4	0	--	--	4.24	0.81	
HEADQUARTERS, CHRA	35						31	60	9	0	0	--	--	4.23	0.59	
CHRA Regional Offices	267						54	40	4	1	0	--	--	4.45	0.69	
CIVILIAN PERSONNEL FIELD AGENCY	20						45	50	5	0	0	--	--	4.40	0.58	
ARMY RESEARCH INSTITUTE	23						26	57	13	0	4	--	--	4.00	0.88	
HUMAN RESOURCES COMMAND	231						48	42	8	2	1	--	--	4.34	0.77	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)

-- No history data available

\* Any item marked with an asterisk is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev		
		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
<b>PERSONAL WORK EXPERIENCES</b>																	
11e. I know how my work relates to the organization's goals and priorities.																	
Total Army	80665	85%					10%	5	36	49	10	3	2	--	--	4.16	0.84
HQDA	4185	87%					9%	4	40	47	9	3	1	--	--	4.21	0.82
<b>G1</b>	663	88%					9%	3	40	48	9	2	1	--	--	4.23	0.79
OFC, DEP CHIEF OF STAFF, PERS G1	89	89%					7%	4	42	47	7	4	0	--	--	4.26	0.77
HEADQUARTERS, CHRA	35	91%					9%		34	57	9	0	0	--	--	4.26	0.60
CHRA Regional Offices	267	89%					8%		44	45	8	2	0	--	--	4.30	0.74
CIVILIAN PERSONNEL FIELD AGENCY	20	95%						5	35	60	0	5	0	--	--	4.25	0.70
ARMY RESEARCH INSTITUTE	23	78%					13%	9%	22	57	13	4	4	--	--	3.87	0.95
HUMAN RESOURCES COMMAND	229	85%					11%	4	37	48	11	2	2	--	--	4.16	0.85
11f. My talents are used well in the workplace.																	
Total Army	80925	62%					17%	21%	22	40	17	13	8	--	--	3.56	1.19
HQDA	4203	62%					18%	21%	22	39	18	13	8	--	--	3.55	1.19
<b>G1</b>	665	62%					16%	22%	22	40	16	14	8	--	--	3.54	1.20
OFC, DEP CHIEF OF STAFF, PERS G1	90	62%					12%	26%	26	37	12	21	4	--	--	3.58	1.20
HEADQUARTERS, CHRA	35	80%					9%	11%	26	54	9	11	0	--	--	3.94	0.89
CHRA Regional Offices	264	61%					19%	20%	23	39	19	13	7	--	--	3.57	1.18
CIVILIAN PERSONNEL FIELD AGENCY	20	75%					10%	15%	25	50	10	10	5	--	--	3.80	1.08
ARMY RESEARCH INSTITUTE	23	61%					13%	26%	17	43	13	4	22	--	--	3.30	1.40
HUMAN RESOURCES COMMAND	233	59%					16%	25%	19	40	16	15	10	--	--	3.44	1.23

■ = % Favorable (Agree)  
■ = % Neither agree/disagree  
■ = % Unfavorable (Disagree)

-- No history data available

\* Any item marked with an asterisk is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERSONAL WORK EXPERIENCES</b>																
11g. The people I work with cooperate to get the job done.																
Total Army	80954	72% 15% 13%					25	47	15	8	5	--	--	3.79	1.06	
HQDA	4200	77% 13% 11%					29	48	13	7	4	--	--	3.92	1.01	
<b>G1</b>	665	80% 12% 8%					32	48	12	5	3	--	--	4.01	0.96	
OFC, DEP CHIEF OF STAFF, PERS G1	91	78% 14% 8%					35	43	14	8	0	--	--	4.05	0.89	
HEADQUARTERS, CHRA	35	89% 6 6					29	60	6	6	0	--	--	4.11	0.75	
CHRA Regional Offices	267	79% 12% 9%					32	47	12	6	3	--	--	4.00	0.96	
CIVILIAN PERSONNEL FIELD AGENCY	20	80% 10% 10%					20	60	10	5	5	--	--	3.85	0.96	
ARMY RESEARCH INSTITUTE	23	78% 4 17%					39	39	4	9	9	--	--	3.91	1.25	
HUMAN RESOURCES COMMAND	229	81% 12% 7%					33	48	12	3	4	--	--	4.02	0.98	
11h. Employees have a feeling of personal empowerment with respect to work processes.																
Total Army	79335	50% 26% 24%					14	36	26	15	9	--	--	3.31	1.16	
HQDA	4099	53% 24% 23%					16	36	24	15	8	--	--	3.38	1.17	
<b>G1</b>	651	53% 27% 19%					16	37	27	13	7	--	--	3.44	1.10	
OFC, DEP CHIEF OF STAFF, PERS G1	88	47% 31% 23%					20	26	31	17	6	--	--	3.39	1.15	
HEADQUARTERS, CHRA	35	71% 20% 9%					17	54	20	9	0	--	--	3.80	0.82	
CHRA Regional Offices	262	56% 24% 20%					15	41	24	14	6	--	--	3.44	1.09	
CIVILIAN PERSONNEL FIELD AGENCY	20	55% 35% 10%					20	35	35	5	5	--	--	3.60	1.02	
ARMY RESEARCH INSTITUTE	22	32% 32% 36%					5	27	32	14	23	--	--	2.77	1.20	
HUMAN RESOURCES COMMAND	224	53% 30% 17%					17	35	30	10	7	--	--	3.46	1.11	

■ = % Favorable (Agree)  
■ = % Neither agree/disagree  
■ = % Unfavorable (Disagree)

-- No history data available

\* Any item marked with an asterisk is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERSONAL WORK EXPERIENCES</b>																
11i. I feel encouraged to come up with better ways of doing things.																
Total Army	80885						20	38	20	13	8	--	--	3.49	1.18	
HQDA	4192						22	39	19	12	8	--	--	3.55	1.19	
<b>G1</b>	662						21	43	19	10	6	--	--	3.63	1.11	
OFC, DEP CHIEF OF STAFF, PERS G1	90						24	38	19	11	8	--	--	3.60	1.19	
HEADQUARTERS, CHRA	35						20	57	17	6	0	--	--	3.91	0.77	
CHRA Regional Offices	265						22	43	18	12	5	--	--	3.65	1.10	
CIVILIAN PERSONNEL FIELD AGENCY	20						30	45	20	0	5	--	--	3.95	0.97	
ARMY RESEARCH INSTITUTE	23						13	39	26	13	9	--	--	3.35	1.13	
HUMAN RESOURCES COMMAND	229						19	43	21	9	8	--	--	3.56	1.13	
11j. My workload is reasonable.																
Total Army	80919						16	50	15	11	7	--	--	3.55	1.11	
HQDA	4199						16	48	15	12	8	--	--	3.53	1.14	
<b>G1</b>	667						18	47	14	12	8	--	--	3.55	1.16	
OFC, DEP CHIEF OF STAFF, PERS G1	90						21	44	12	16	7	--	--	3.58	1.17	
HEADQUARTERS, CHRA	35						9	66	6	17	3	--	--	3.60	0.96	
CHRA Regional Offices	266						18	48	12	11	11	--	--	3.51	1.22	
CIVILIAN PERSONNEL FIELD AGENCY	20						20	30	40	10	0	--	--	3.60	0.92	
ARMY RESEARCH INSTITUTE	23						13	39	22	22	4	--	--	3.35	1.09	
HUMAN RESOURCES COMMAND	233						19	47	16	10	8	--	--	3.60	1.13	

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
 ■ = % Unfavorable (Disagree)

-- No history data available

\* Any item marked with an asterisk is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERSONAL WORK EXPERIENCES</b>																
11k. I know what is expected of me on the job.																
Total Army	80795	80% Favorable, 11% Neither, 8% Unfavorable					27	54	11	6	3	--	--	3.95	0.92	
HQDA	4201	79% Favorable, 11% Neither, 9% Unfavorable					28	52	11	6	3	--	--	3.94	0.96	
<b>G1</b>	668	81% Favorable, 12% Neither, 7% Unfavorable					28	52	12	5	2	--	--	3.99	0.91	
OFC, DEP CHIEF OF STAFF, PERS G1	91	77% Favorable, 12% Neither, 11% Unfavorable					31	46	12	8	3	--	--	3.93	1.01	
HEADQUARTERS, CHRA	35	89% Favorable, 9% Neither, 2% Unfavorable					17	71	9	3	0	--	--	4.03	0.61	
CHRA Regional Offices	267	83% Favorable, 12% Neither, 5% Unfavorable					31	52	12	3	2	--	--	4.07	0.84	
CIVILIAN PERSONNEL FIELD AGENCY	20	90% Favorable, 10% Neither, 0% Unfavorable					30	60	10	0	0	--	--	4.20	0.60	
ARMY RESEARCH INSTITUTE	23	83% Favorable, 9% Neither, 9% Unfavorable					39	43	9	9	0	--	--	4.13	0.90	
HUMAN RESOURCES COMMAND	232	77% Favorable, 13% Neither, 10% Unfavorable					25	52	13	7	3	--	--	3.88	0.97	
11l. There are too few people to do the work. *																
Total Army	80148	27% Favorable, 27% Neither, 46% Unfavorable					6	20	27	26	20	--	--	2.67	1.19	
HQDA	4154	28% Favorable, 26% Neither, 46% Unfavorable					6	21	26	26	20	--	--	2.68	1.19	
<b>G1</b>	655	30% Favorable, 25% Neither, 44% Unfavorable					7	23	25	25	19	--	--	2.74	1.21	
OFC, DEP CHIEF OF STAFF, PERS G1	87	30% Favorable, 24% Neither, 46% Unfavorable					5	25	24	25	21	--	--	2.68	1.19	
HEADQUARTERS, CHRA	35	31% Favorable, 17% Neither, 51% Unfavorable					6	26	17	37	14	--	--	2.71	1.16	
CHRA Regional Offices	259	27% Favorable, 26% Neither, 47% Unfavorable					8	19	26	25	22	--	--	2.64	1.23	
CIVILIAN PERSONNEL FIELD AGENCY	20	25% Favorable, 30% Neither, 45% Unfavorable					0	25	30	30	15	--	--	2.65	1.01	
ARMY RESEARCH INSTITUTE	23	13% Favorable, 26% Neither, 61% Unfavorable					0	13	26	13	48	--	--	2.04	1.12	
HUMAN RESOURCES COMMAND	231	36% Favorable, 26% Neither, 38% Unfavorable					10	27	26	25	13	--	--	2.95	1.19	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)

-- No history data available

\* Any item marked with an asterisk is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERSONAL WORK EXPERIENCES</b>																
11m. Physical conditions (noise, temperature, lighting, cleanliness) allow employees to perform their jobs well.																
Total Army	80691	65% Favorable, 17% Neither, 18% Unfavorable					17	48	17	11	7	--	--	3.58	1.10	
HQDA	4200	64% Favorable, 16% Neither, 20% Unfavorable					18	46	16	12	8	--	--	3.53	1.15	
<b>G1</b>	669	66% Favorable, 15% Neither, 20% Unfavorable					20	46	15	13	7	--	--	3.59	1.13	
OFC, DEP CHIEF OF STAFF, PERS G1	91	58% Favorable, 19% Neither, 23% Unfavorable					16	42	19	15	8	--	--	3.44	1.16	
HEADQUARTERS, CHRA	35	63% Favorable, 9% Neither, 29% Unfavorable					14	49	9	26	3	--	--	3.46	1.10	
CHRA Regional Offices	268	66% Favorable, 16% Neither, 18% Unfavorable					19	47	16	12	6	--	--	3.62	1.10	
CIVILIAN PERSONNEL FIELD AGENCY	20	60% Favorable, 30% Neither, 10% Unfavorable					30	30	30	5	5	--	--	3.75	1.09	
ARMY RESEARCH INSTITUTE	23	74% Favorable, 13% Neither, 13% Unfavorable					26	48	13	13	0	--	--	3.87	0.95	
HUMAN RESOURCES COMMAND	232	68% Favorable, 12% Neither, 20% Unfavorable					20	47	12	12	8	--	--	3.59	1.17	
11n. Employees are protected from health and safety hazards on the job.																
Total Army	80430	77% Favorable, 14% Neither, 9% Unfavorable					23	54	14	6	3	--	--	3.89	0.94	
HQDA	4159	77% Favorable, 14% Neither, 9% Unfavorable					23	54	14	6	3	--	--	3.88	0.94	
<b>G1</b>	659	78% Favorable, 14% Neither, 8% Unfavorable					25	53	14	5	3	--	--	3.93	0.91	
OFC, DEP CHIEF OF STAFF, PERS G1	90	81% Favorable, 9% Neither, 10% Unfavorable					23	58	9	7	3	--	--	3.91	0.94	
HEADQUARTERS, CHRA	35	80% Favorable, 17% Neither, 3% Unfavorable					31	49	17	3	0	--	--	4.09	0.77	
CHRA Regional Offices	263	76% Favorable, 13% Neither, 11% Unfavorable					24	52	13	7	5	--	--	3.83	1.01	
CIVILIAN PERSONNEL FIELD AGENCY	20	80% Favorable, 20% Neither, 0% Unfavorable					25	55	20	0	0	--	--	4.05	0.67	
ARMY RESEARCH INSTITUTE	23	91% Favorable, 9% Neither, 0% Unfavorable					39	52	9	0	0	--	--	4.30	0.62	
HUMAN RESOURCES COMMAND	228	79% Favorable, 16% Neither, 5% Unfavorable					26	53	16	4	1	--	--	3.99	0.82	

█ = % Favorable (Agree)   █ = % Neither agree/disagree   █ = % Unfavorable (Disagree)

-- No history data available

\* Any item marked with an asterisk is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev		
		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
<b>PERSONAL WORK EXPERIENCES</b>																	
11o. My organization has prepared employees for potential security threats.																	
Total Army	80108	79%					14%	7%	24	55	14	5	3	--	--	3.94	0.89
HQDA	4153	78%					15%	8%	24	54	15	5	2	--	--	3.91	0.89
<b>G1</b>	657	77%					15%	8%	23	54	15	6	2	--	--	3.90	0.88
OFC, DEP CHIEF OF STAFF, PERS G1	90	76%					17%	8%	26	50	17	7	1	--	--	3.92	0.88
HEADQUARTERS, CHRA	34	74%					12%	15%	21	53	12	12	3	--	--	3.76	1.00
CHRA Regional Offices	263	74%					15%	11%	23	51	15	9	2	--	--	3.85	0.94
CIVILIAN PERSONNEL FIELD AGENCY	20	90%					10%		20	70	10	0	0	--	--	4.10	0.54
ARMY RESEARCH INSTITUTE	23	91%					9%		30	61	9	0	0	--	--	4.22	0.59
HUMAN RESOURCES COMMAND	227	78%					17%	5	21	57	17	2	3	--	--	3.92	0.84

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
 ■ = % Unfavorable (Disagree)

-- No history data available

\* Any item marked with an asterisk is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERFORMANCE CULTURE</b>																
12a. The performance management system I am under improves organizational performance.																
Total Army	71702						7	28	39	18	9	0	0	3.06	1.03	
HQDA	3699						7	28	39	19	8	--	--	3.05	1.02	
<b>G1</b>	569						7	28	40	17	7	--	--	3.11	1.01	
OFC, DEP CHIEF OF STAFF, PERS G1	79						3	20	41	25	11	--	--	2.77	0.98	
HEADQUARTERS, CHRA	33						3	27	48	18	3	--	--	3.09	0.83	
CHRA Regional Offices	234						9	35	34	15	6	--	--	3.25	1.03	
CIVILIAN PERSONNEL FIELD AGENCY	17						6	29	53	12	0	--	--	3.29	0.75	
ARMY RESEARCH INSTITUTE	20						0	15	35	30	20	--	--	2.45	0.97	
HUMAN RESOURCES COMMAND	186						8	26	45	15	6	--	--	3.13	0.98	
12b. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.																
Total Army	70183						5	23	28	24	19	+1	+2	2.71	1.16	
HQDA	3452						6	25	30	23	16	--	--	2.81	1.15	
<b>G1</b>	529						7	24	33	22	14	--	--	2.88	1.14	
OFC, DEP CHIEF OF STAFF, PERS G1	70						3	24	31	21	20	--	--	2.69	1.13	
HEADQUARTERS, CHRA	26						4	27	38	27	4	--	--	3.00	0.92	
CHRA Regional Offices	232						9	26	25	24	16	--	--	2.90	1.23	
CIVILIAN PERSONNEL FIELD AGENCY	16						13	25	31	31	0	--	--	3.19	1.01	
ARMY RESEARCH INSTITUTE	15						0	27	20	27	27	--	--	2.47	1.15	
HUMAN RESOURCES COMMAND	170						6	21	44	19	11	--	--	2.92	1.02	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERFORMANCE CULTURE</b>																
12c. My performance standards/expectations are directly related to my organization's mission.																
Total Army	77163						16	57	19	5	3	-1	-1	3.79	0.87	
HQDA	3987						18	59	17	4	2	--	--	3.86	0.84	
<b>G1</b>	616						17	59	18	3	2	--	--	3.86	0.82	
OFC, DEP CHIEF OF STAFF, PERS G1	87						14	62	22	1	1	--	--	3.86	0.70	
HEADQUARTERS, CHRA	34						15	68	12	6	0	--	--	3.91	0.70	
CHRA Regional Offices	248						19	60	14	4	3	--	--	3.88	0.87	
CIVILIAN PERSONNEL FIELD AGENCY	19						16	74	11	0	0	--	--	4.05	0.51	
ARMY RESEARCH INSTITUTE	22						9	59	23	5	5	--	--	3.64	0.88	
HUMAN RESOURCES COMMAND	206						18	54	23	2	2	--	--	3.83	0.84	
12d. My most recent performance appraisal is a fair reflection of my performance.																
Total Army	74753						24	50	15	6	4	0	+1	3.84	1.00	
HQDA	3823						21	50	16	7	6	--	--	3.75	1.04	
<b>G1</b>	603						24	48	17	6	5	--	--	3.79	1.04	
OFC, DEP CHIEF OF STAFF, PERS G1	87						22	48	18	2	9	--	--	3.71	1.11	
HEADQUARTERS, CHRA	30						17	57	20	7	0	--	--	3.83	0.78	
CHRA Regional Offices	239						23	48	17	6	7	--	--	3.74	1.08	
CIVILIAN PERSONNEL FIELD AGENCY	19						32	42	11	16	0	--	--	3.89	1.02	
ARMY RESEARCH INSTITUTE	22						18	55	9	9	9	--	--	3.64	1.15	
HUMAN RESOURCES COMMAND	206						26	47	18	7	2	--	--	3.87	0.96	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERFORMANCE CULTURE</b>																
12e. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.																
Total Army	75382						19	44	20	11	6	-6	--	3.60	1.09	
HQDA	3857						18	43	21	11	6	--	--	3.56	1.10	
<b>G1</b>	602						19	46	20	9	5	--	--	3.64	1.05	
OFC, DEP CHIEF OF STAFF, PERS G1	87						16	46	18	10	9	--	--	3.49	1.15	
HEADQUARTERS, CHRA	31						10	61	13	16	0	--	--	3.65	0.86	
CHRA Regional Offices	238						21	47	20	9	4	--	--	3.71	1.02	
CIVILIAN PERSONNEL FIELD AGENCY	19						26	58	11	0	5	--	--	4.00	0.92	
ARMY RESEARCH INSTITUTE	22						14	55	14	9	9	--	--	3.55	1.12	
HUMAN RESOURCES COMMAND	205						20	41	25	9	5	--	--	3.61	1.05	
12f. I receive regular performance feedback.																
Total Army	79679						13	37	22	19	10	-4	-5	3.25	1.18	
HQDA	4112						13	37	23	18	10	--	--	3.24	1.18	
<b>G1</b>	644						12	39	23	16	9	--	--	3.29	1.15	
OFC, DEP CHIEF OF STAFF, PERS G1	90						8	44	18	21	9	--	--	3.21	1.13	
HEADQUARTERS, CHRA	33						9	55	15	18	3	--	--	3.48	0.99	
CHRA Regional Offices	255						15	36	25	15	9	--	--	3.33	1.17	
CIVILIAN PERSONNEL FIELD AGENCY	19						11	37	32	5	16	--	--	3.21	1.20	
ARMY RESEARCH INSTITUTE	23						9	48	26	9	9	--	--	3.39	1.05	
HUMAN RESOURCES COMMAND	224						12	38	24	16	11	--	--	3.24	1.17	

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
 ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERFORMANCE CULTURE</b>																
12g. The performance feedback I receive is useful.																
Total Army	76846						14	39	28	12	8	-4	-4	3.39	1.10	
HQDA	3946						14	40	27	12	8	--	--	3.41	1.10	
<b>G1</b>	620						14	41	27	10	7	--	--	3.44	1.08	
OFC, DEP CHIEF OF STAFF, PERS G1	89						9	52	20	12	7	--	--	3.44	1.04	
HEADQUARTERS, CHRA	34						15	47	26	6	6	--	--	3.59	1.00	
CHRA Regional Offices	245						16	40	28	9	7	--	--	3.49	1.08	
CIVILIAN PERSONNEL FIELD AGENCY	19						11	53	26	0	11	--	--	3.53	1.04	
ARMY RESEARCH INSTITUTE	22						9	36	32	18	5	--	--	3.27	1.01	
HUMAN RESOURCES COMMAND	211						14	36	30	11	8	--	--	3.37	1.11	
12h. My cash awards depend on how well I perform my job.																
Total Army	68558						14	34	24	13	15	-6	-5	3.20	1.27	
HQDA	3428						15	35	24	13	13	--	--	3.27	1.23	
<b>G1</b>	529						15	35	24	13	12	--	--	3.28	1.23	
OFC, DEP CHIEF OF STAFF, PERS G1	80						13	36	24	14	14	--	--	3.20	1.23	
HEADQUARTERS, CHRA	27						15	52	19	11	4	--	--	3.63	0.99	
CHRA Regional Offices	211						17	28	29	13	13	--	--	3.22	1.24	
CIVILIAN PERSONNEL FIELD AGENCY	19						16	42	16	16	11	--	--	3.37	1.22	
ARMY RESEARCH INSTITUTE	19						0	26	37	5	32	--	--	2.58	1.18	
HUMAN RESOURCES COMMAND	173						17	41	19	12	11	--	--	3.40	1.22	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERFORMANCE CULTURE</b>																
12i. In my work unit, differences in performance are recognized in a meaningful way.																
Total Army	72270						8	25	29	20	17	-4	-4	2.88	1.20	
HQDA	3589						9	26	29	20	16	--	--	2.91	1.20	
<b>G1</b>	550						9	29	31	17	15	--	--	3.01	1.18	
OFC, DEP CHIEF OF STAFF, PERS G1	73						5	29	37	15	14	--	--	2.97	1.10	
HEADQUARTERS, CHRA	22						5	45	32	14	5	--	--	3.32	0.92	
CHRA Regional Offices	229						10	30	28	18	15	--	--	3.02	1.21	
CIVILIAN PERSONNEL FIELD AGENCY	16						6	31	38	6	19	--	--	3.00	1.17	
ARMY RESEARCH INSTITUTE	20						10	15	25	20	30	--	--	2.55	1.32	
HUMAN RESOURCES COMMAND	190						8	29	33	16	14	--	--	3.02	1.16	
12j. Pay raises in my work unit depend on how well employees perform their jobs.																
Total Army	68532						7	21	29	22	21	-8	-7	2.70	1.21	
HQDA	3426						8	24	30	20	18	--	--	2.84	1.21	
<b>G1</b>	522						8	26	30	20	15	--	--	2.92	1.18	
OFC, DEP CHIEF OF STAFF, PERS G1	74						5	27	36	19	12	--	--	2.95	1.08	
HEADQUARTERS, CHRA	25						4	36	40	16	4	--	--	3.20	0.89	
CHRA Regional Offices	212						9	26	25	23	17	--	--	2.90	1.23	
CIVILIAN PERSONNEL FIELD AGENCY	18						6	33	33	17	11	--	--	3.06	1.08	
ARMY RESEARCH INSTITUTE	18						6	17	33	22	22	--	--	2.61	1.16	
HUMAN RESOURCES COMMAND	175						9	25	31	19	17	--	--	2.90	1.20	

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
 ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>PERFORMANCE CULTURE</b>																
12k. Promotions in my work unit are based on merit.																
Total Army	68555						6	21	30	19	23	-11	-10	2.70	1.21	
HQDA	3482						9	26	30	17	18	--	--	2.90	1.22	
<b>G1</b>	535						9	27	30	16	19	--	--	2.91	1.23	
OFC, DEP CHIEF OF STAFF, PERS G1	69						4	25	36	19	16	--	--	2.83	1.10	
HEADQUARTERS, CHRA	28						11	57	29	4	0	--	--	3.75	0.69	
CHRA Regional Offices	223						10	31	28	13	17	--	--	3.02	1.24	
CIVILIAN PERSONNEL FIELD AGENCY	17						18	24	41	6	12	--	--	3.29	1.18	
ARMY RESEARCH INSTITUTE	18						11	17	33	17	22	--	--	2.78	1.27	
HUMAN RESOURCES COMMAND	180						8	19	29	21	24	--	--	2.66	1.24	
12l. Personnel with recent military experience perform better in Army civilian positions than those without recent military experience.																
Total Army	70421						14	20	32	19	15	--	--	2.98	1.25	
HQDA	3673						12	19	33	19	16	--	--	2.92	1.24	
<b>G1</b>	568						12	18	33	20	17	--	--	2.88	1.24	
OFC, DEP CHIEF OF STAFF, PERS G1	79						11	13	35	22	19	--	--	2.76	1.22	
HEADQUARTERS, CHRA	31						3	10	42	35	10	--	--	2.61	0.90	
CHRA Regional Offices	222						14	14	39	18	15	--	--	2.93	1.21	
CIVILIAN PERSONNEL FIELD AGENCY	15						7	7	20	47	20	--	--	2.33	1.07	
ARMY RESEARCH INSTITUTE	14						7	14	29	36	14	--	--	2.64	1.11	
HUMAN RESOURCES COMMAND	207						13	26	26	15	20	--	--	2.97	1.32	

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
 ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>FAIRNESS</b>																
13a. Personnel who recently retired from the military and then are hired by the Army are often selected over fully qualified civilian candidates who have not served in the military.																
Total Army	62457						22	31	30	11	5	+12	+17	3.54	1.11	
HQDA	3400						23	28	29	14	6	--	--	3.49	1.17	
<b>G1</b>	528						26	28	28	11	7	--	--	3.54	1.20	
OFC, DEP CHIEF OF STAFF, PERS G1	72						28	25	28	8	11	--	--	3.50	1.28	
HEADQUARTERS, CHRA	30						27	37	27	10	0	--	--	3.80	0.95	
CHRA Regional Offices	205						19	27	33	14	7	--	--	3.37	1.14	
CIVILIAN PERSONNEL FIELD AGENCY	17						29	29	24	18	0	--	--	3.71	1.07	
ARMY RESEARCH INSTITUTE	10						10	20	40	20	10	--	--	3.00	1.10	
HUMAN RESOURCES COMMAND	194						33	29	22	8	8	--	--	3.70	1.24	
13b. Employees at this installation/activity are treated fairly with regard to grievances.																
Total Army	51040						8	32	38	12	11	-2	0	3.14	1.07	
HQDA	2456						10	34	38	10	9	--	--	3.26	1.05	
<b>G1</b>	372						9	31	37	11	11	--	--	3.16	1.09	
OFC, DEP CHIEF OF STAFF, PERS G1	46						2	37	41	9	11	--	--	3.11	0.98	
HEADQUARTERS, CHRA	22						14	32	32	23	0	--	--	3.36	0.98	
CHRA Regional Offices	160						13	35	36	6	11	--	--	3.33	1.11	
CIVILIAN PERSONNEL FIELD AGENCY	8	Fewer than 10 non-supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	8	Fewer than 10 non-supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	128						5	26	41	16	13	--	--	2.96	1.06	

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
 ■ = % Unfavorable (Disagree)

-- No history data available

\* Any item marked with an asterisk phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>FAIRNESS</b>																
13c. Employees at this installation/activity are treated fairly with regard to appeals.																
Total Army	46485						7	29	45	9	9	-2	0	3.16	1.01	
HQDA	2304						9	32	43	7	8	--	--	3.28	1.01	
<b>G1</b>	355						9	29	42	9	10	--	--	3.17	1.06	
OFC, DEP CHIEF OF STAFF, PERS G1	44						5	36	45	7	7	--	--	3.25	0.91	
HEADQUARTERS, CHRA	21						14	29	38	19	0	--	--	3.38	0.95	
CHRA Regional Offices	157						13	32	39	6	9	--	--	3.35	1.08	
CIVILIAN PERSONNEL FIELD AGENCY	8	Fewer than 10 non-supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	7	Fewer than 10 non-supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	118						4	21	47	12	15	--	--	2.87	1.05	
13d. Prohibited Personnel Practices (e.g., 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.																
Total Army	60753						16	40	27	8	8	-12	-9	3.48	1.11	
HQDA	3237						23	41	22	7	7	--	--	3.65	1.12	
<b>G1</b>	503						19	44	21	9	8	--	--	3.56	1.13	
OFC, DEP CHIEF OF STAFF, PERS G1	74						7	55	20	9	8	--	--	3.43	1.03	
HEADQUARTERS, CHRA	32						22	50	16	13	0	--	--	3.81	0.92	
CHRA Regional Offices	213						28	45	16	7	4	--	--	3.85	1.03	
CIVILIAN PERSONNEL FIELD AGENCY	13						31	38	15	8	8	--	--	3.77	1.19	
ARMY RESEARCH INSTITUTE	18						17	50	22	6	6	--	--	3.67	1.00	
HUMAN RESOURCES COMMAND	153						10	35	29	10	16	--	--	3.14	1.22	

■ = % Favorable (Agree)  
■ = % Neither agree/disagree  
■ = % Unfavorable (Disagree)

-- No history data available

\* Any item marked with an asterisk phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>FAIRNESS</b>																
13e. If I complained of discrimination, it would be held against me. *																
Total Army	61031						10	24	34	20	12	-2	+2	3.00	1.16	
HQDA	3049						12	24	33	18	12	--	--	3.06	1.19	
<b>G1</b>	457						13	22	34	17	13	--	--	3.05	1.20	
OFC, DEP CHIEF OF STAFF, PERS G1	63						10	21	44	13	13	--	--	3.02	1.11	
HEADQUARTERS, CHRA	27						7	33	37	22	0	--	--	3.26	0.89	
CHRA Regional Offices	188						17	22	30	16	15	--	--	3.09	1.29	
CIVILIAN PERSONNEL FIELD AGENCY	13						23	46	31	0	0	--	--	3.92	0.73	
ARMY RESEARCH INSTITUTE	16						6	38	13	38	6	--	--	3.00	1.12	
HUMAN RESOURCES COMMAND	150						11	18	38	19	15	--	--	2.91	1.17	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)

-- No history data available

\* Any item marked with an asterisk phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Yes	No
<b>DISCRIMINATION</b>			
14. During the last 12 months, have you been discriminated against (e.g., on the basis of your gender, race, national origin, religion, age, cultural background, disability, sexual orientation) while working in the Army?			
Total Army	79363	12%	88%
HQDA	4109	11%	89%
<b>G1</b>	647	11%	89%
OFC, DEP CHIEF OF STAFF, PERS G1	89	10%	90%
HEADQUARTERS, CHRA	35	9%	91%
CHRA Regional Offices	258	12%	88%
CIVILIAN PERSONNEL FIELD AGENCY	19	5%	95%
ARMY RESEARCH INSTITUTE	22	5%	95%
HUMAN RESOURCES COMMAND	224	13%	87%
14a. If you were discriminated against, did you report the incident?			
Total Army	9668	31%	69%
HQDA	488	33%	67%
<b>G1</b>	74	31%	69%
OFC, DEP CHIEF OF STAFF, PERS G1	9	--	--
HEADQUARTERS, CHRA	3	--	--
CHRA Regional Offices	30	47%	53%
CIVILIAN PERSONNEL FIELD AGENCY	1	--	--
ARMY RESEARCH INSTITUTE	1	--	--
HUMAN RESOURCES COMMAND	30	23%	77%



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Too soon to know
<b>DISCRIMINATION</b>				
14b. If you reported the incident, did you experience any adverse consequences?				
Total Army	3023	53%	21%	26%
HQDA	165	56%	23%	21%
<b>G1</b>	24	54%	17%	29%
OFC, DEP CHIEF OF STAFF, PERS G1	2	--	--	--
HEADQUARTERS, CHRA	1	--	--	--
CHRA Regional Offices	14	50%	21%	29%
HUMAN RESOURCES COMMAND	7	--	--	--



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Yes	No
<b>HARASSMENT</b>			
15. During the last 12 months, have you been harassed (e.g., on the basis of your gender, race, national origin, religion, age, cultural background, disability, sexual orientation) while working in the Army?			
Total Army	78891	8%	92%
HQDA	4085	7%	93%
<b>G1</b>	644	7%	93%
OFC, DEP CHIEF OF STAFF, PERS G1	87	7%	93%
HEADQUARTERS, CHRA	35	3%	97%
CHRA Regional Offices	255	7%	93%
CIVILIAN PERSONNEL FIELD AGENCY	18	0%	100%
ARMY RESEARCH INSTITUTE	23	4%	96%
HUMAN RESOURCES COMMAND	226	7%	93%
15a. If you were harassed, did you report the incident?			
Total Army	6639	41%	59%
HQDA	311	41%	59%
<b>G1</b>	52	37%	63%
OFC, DEP CHIEF OF STAFF, PERS G1	10	30%	70%
HEADQUARTERS, CHRA	1	--	--
CHRA Regional Offices	22	45%	55%
CIVILIAN PERSONNEL FIELD AGENCY	1	--	--
ARMY RESEARCH INSTITUTE	1	--	--
HUMAN RESOURCES COMMAND	17	35%	65%



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Too soon to know
<b>HARASSMENT</b>				
15b. If you reported the incident, did you experience any adverse consequences?				
Total Army	2709	50%	27%	23%
HQDA	129	47%	29%	23%
<b>G1</b>	20	35%	45%	20%
OFC, DEP CHIEF OF STAFF, PERS G1	3	--	--	--
CHRA Regional Offices	11	27%	36%	36%
HUMAN RESOURCES COMMAND	6	--	--	--



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>CAREER PLANS</b>																
16. Suppose that you have to decide whether or not to continue to work for your organization. If you had to make this decision now, how likely or unlikely is it that you would choose to stay?																
Total Army	77083	69% Favorable, 12% Neither, 19% Unfavorable					41	28	12	11	8	+6	0	3.83	1.29	
HQDA	4019	65% Favorable, 13% Neither, 22% Unfavorable					38	28	13	12	10	--	--	3.71	1.34	
<b>G1</b>	643	68% Favorable, 13% Neither, 18% Unfavorable					41	28	13	11	8	--	--	3.83	1.27	
OFC, DEP CHIEF OF STAFF, PERS G1	90	62% Favorable, 13% Neither, 24% Unfavorable					33	29	13	16	9	--	--	3.62	1.32	
HEADQUARTERS, CHRA	31	84% Favorable, 6% Neither, 10% Unfavorable					39	45	6	3	6	--	--	4.06	1.08	
CHRA Regional Offices	255	71% Favorable, 12% Neither, 17% Unfavorable					44	27	12	10	7	--	--	3.92	1.25	
CIVILIAN PERSONNEL FIELD AGENCY	19	68% Favorable, 16% Neither, 16% Unfavorable					47	21	16	11	5	--	--	3.95	1.23	
ARMY RESEARCH INSTITUTE	22	64% Favorable, 9% Neither, 27% Unfavorable					32	32	9	5	23	--	--	3.45	1.53	
HUMAN RESOURCES COMMAND	226	66% Favorable, 16% Neither, 18% Unfavorable					40	26	16	11	7	--	--	3.81	1.26	
17a. Do you see yourself working at your current organization one year from now?																
Total Army	74263	77% Favorable, 8% Neither, 14% Unfavorable					48	29	8	7	7	--	--	4.04	1.22	
HQDA	3891	73% Favorable, 10% Neither, 18% Unfavorable					45	28	10	9	9	--	--	3.91	1.29	
<b>G1</b>	615	72% Favorable, 10% Neither, 18% Unfavorable					45	27	10	10	8	--	--	3.91	1.29	
OFC, DEP CHIEF OF STAFF, PERS G1	82	68% Favorable, 11% Neither, 21% Unfavorable					34	34	11	15	6	--	--	3.76	1.24	
HEADQUARTERS, CHRA	35	80% Favorable, 9% Neither, 11% Unfavorable					43	37	9	3	9	--	--	4.03	1.18	
CHRA Regional Offices	245	73% Favorable, 11% Neither, 17% Unfavorable					48	25	11	11	6	--	--	3.98	1.25	
CIVILIAN PERSONNEL FIELD AGENCY	18	67% Favorable, 6% Neither, 28% Unfavorable					56	11	6	17	11	--	--	3.83	1.50	
ARMY RESEARCH INSTITUTE	22	68% Favorable, 9% Neither, 23% Unfavorable					50	18	9	0	23	--	--	3.73	1.60	
HUMAN RESOURCES COMMAND	213	71% Favorable, 10% Neither, 18% Unfavorable					46	26	10	9	9	--	--	3.90	1.31	

■ = % Favorable (Likely)   ■ = % Neither likely/unlikely   ■ = % Unfavorable (Unlikely)

-- No history data available

\* Any item marked with an asterisk phrased such that Unlikely is a FAVORABLE response and is shown under the % Favorable (Likely) category



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>CAREER PLANS</b>																
17b. Do you see yourself working at your current organization three years from now?																
Total Army	73611						31	25	14	14	15	--	--	3.43	1.44	
HQDA	3893						26	25	15	15	19	--	--	3.23	1.46	
<b>G1</b>	612						28	25	14	13	20	--	--	3.27	1.49	
OFC, DEP CHIEF OF STAFF, PERS G1	82						20	18	16	21	26	--	--	2.85	1.47	
HEADQUARTERS, CHRA	35						14	29	9	31	17	--	--	2.91	1.36	
CHRA Regional Offices	244						29	26	16	10	20	--	--	3.34	1.47	
CIVILIAN PERSONNEL FIELD AGENCY	16						31	13	25	13	19	--	--	3.25	1.48	
ARMY RESEARCH INSTITUTE	22						27	23	9	9	32	--	--	3.05	1.64	
HUMAN RESOURCES COMMAND	213						31	26	13	12	17	--	--	3.42	1.47	
17c. Do you see yourself working at your current organization five years from now?																
Total Army	76072						25	18	16	15	25	--	--	3.03	1.53	
HQDA	3956						20	16	17	17	29	--	--	2.80	1.51	
<b>G1</b>	627						24	15	15	16	30	--	--	2.88	1.56	
OFC, DEP CHIEF OF STAFF, PERS G1	87						20	10	11	18	40	--	--	2.51	1.56	
HEADQUARTERS, CHRA	35						9	14	23	23	31	--	--	2.46	1.29	
CHRA Regional Offices	247						23	15	19	15	28	--	--	2.93	1.53	
CIVILIAN PERSONNEL FIELD AGENCY	17						29	6	24	18	24	--	--	3.00	1.53	
ARMY RESEARCH INSTITUTE	22						18	18	5	18	41	--	--	2.55	1.59	
HUMAN RESOURCES COMMAND	219						29	17	12	14	27	--	--	3.06	1.60	

■ = % Favorable (Likely)   ■ = % Neither likely/unlikely   ■ = % Unfavorable (Unlikely)

-- No history data available

\* Any item marked with an asterisk phrased such that Unlikely is a FAVORABLE response and is shown under the % Favorable (Likely) category



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>CAREER PLANS</b>																
18a. In the next 5 years, how likely or unlikely is it that you will leave your organization to take another job within the DoD? *																
Total Army	77968						14	17	21	24	24	-3	-7	2.73	1.37	
HQDA	4050						12	14	18	27	28	--	--	2.55	1.35	
<b>G1</b>	639						13	14	18	26	29	--	--	2.56	1.37	
OFC, DEP CHIEF OF STAFF, PERS G1	88						15	15	14	28	28	--	--	2.59	1.41	
HEADQUARTERS, CHRA	35						14	23	17	20	26	--	--	2.80	1.41	
CHRA Regional Offices	253						12	13	22	22	30	--	--	2.55	1.36	
CIVILIAN PERSONNEL FIELD AGENCY	18						11	17	11	44	17	--	--	2.61	1.25	
ARMY RESEARCH INSTITUTE	22						27	14	32	18	9	--	--	3.32	1.29	
HUMAN RESOURCES COMMAND	223						11	14	16	28	31	--	--	2.46	1.35	
18b. In the next 5 years, how likely or unlikely is it that you will leave to take another job in the Federal government outside of the DoD? *																
Total Army	77368						22	26	23	17	11	+1	0	3.33	1.29	
HQDA	4028						20	24	23	20	13	--	--	3.18	1.32	
<b>G1</b>	638						23	26	22	18	11	--	--	3.32	1.30	
OFC, DEP CHIEF OF STAFF, PERS G1	88						18	26	23	23	10	--	--	3.19	1.26	
HEADQUARTERS, CHRA	35						34	29	17	6	14	--	--	3.63	1.37	
CHRA Regional Offices	251						25	25	24	17	9	--	--	3.41	1.27	
CIVILIAN PERSONNEL FIELD AGENCY	18						17	17	33	17	17	--	--	3.00	1.29	
ARMY RESEARCH INSTITUTE	22						27	32	14	18	9	--	--	3.50	1.31	
HUMAN RESOURCES COMMAND	224						21	27	20	20	13	--	--	3.24	1.32	

■ = % Favorable (Likely)   ■ = % Neither likely/unlikely   ■ = % Unfavorable (Unlikely)

-- No history data available

\* Any item marked with an asterisk phrased such that Unlikely is a FAVORABLE response and is shown under the % Favorable (Likely) category



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>CAREER PLANS</b>																
18c. In the next 5 years, how likely or unlikely is it that you will leave the Federal government for a private sector job? *																
Total Army	77356	71% Favorable, 16% Neither, 12% Unfavorable					41	30	16	8	4	+7	+6	3.96	1.13	
HQDA	4024	77% Favorable, 13% Neither, 10% Unfavorable					47	30	13	6	3	--	--	4.12	1.07	
<b>G1</b>	635	79% Favorable, 12% Neither, 9% Unfavorable					49	30	12	6	3	--	--	4.16	1.04	
OFC, DEP CHIEF OF STAFF, PERS G1	87	75% Favorable, 10% Neither, 15% Unfavorable					49	25	10	14	1	--	--	4.08	1.12	
HEADQUARTERS, CHRA	35	91% Favorable, 9% Unfavorable					60	31	9	0	0	--	--	4.51	0.65	
CHRA Regional Offices	249	79% Favorable, 12% Neither, 9% Unfavorable					49	30	12	6	3	--	--	4.16	1.05	
CIVILIAN PERSONNEL FIELD AGENCY	18	78% Favorable, 17% Neither, 6% Unfavorable					56	22	17	6	0	--	--	4.28	0.93	
ARMY RESEARCH INSTITUTE	22	91% Favorable, 9% Unfavorable					59	32	0	5	5	--	--	4.36	1.02	
HUMAN RESOURCES COMMAND	224	77% Favorable, 15% Neither, 8% Unfavorable					44	33	15	5	3	--	--	4.09	1.04	
18d. In the next 5 years, how likely or unlikely is it that you will retire from Federal service? *																
Total Army	78615	58% Favorable, 10% Neither, 31% Unfavorable					43	15	10	12	19	+6	+5	3.51	1.58	
HQDA	4069	60% Favorable, 9% Neither, 30% Unfavorable					46	14	9	11	19	--	--	3.57	1.59	
<b>G1</b>	641	59% Favorable, 9% Neither, 32% Unfavorable					44	16	9	9	23	--	--	3.49	1.63	
OFC, DEP CHIEF OF STAFF, PERS G1	87	57% Favorable, 13% Neither, 30% Unfavorable					43	15	13	10	20	--	--	3.51	1.57	
HEADQUARTERS, CHRA	35	57% Favorable, 11% Neither, 31% Unfavorable					40	17	11	11	20	--	--	3.46	1.57	
CHRA Regional Offices	253	60% Favorable, 9% Neither, 31% Unfavorable					47	12	9	8	23	--	--	3.53	1.66	
CIVILIAN PERSONNEL FIELD AGENCY	19	37% Favorable, 5% Neither, 58% Unfavorable					26	11	5	21	37	--	--	2.68	1.66	
ARMY RESEARCH INSTITUTE	22	59% Favorable, 41% Unfavorable					41	18	0	18	23	--	--	3.36	1.67	
HUMAN RESOURCES COMMAND	225	62% Favorable, 8% Neither, 29% Unfavorable					42	20	8	7	23	--	--	3.52	1.61	

■ = % Favorable (Likely)   ■ = % Neither likely/unlikely   ■ = % Unfavorable (Unlikely)

-- No history data available

\* Any item marked with an asterisk phrased such that Unlikely is a FAVORABLE response and is shown under the % Favorable (Likely) category



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	No	Yes, but only within the Federal government	Yes, but only outside the Federal government	Yes, I plan to look both within and outside the Federal government	I have not decided whether or not to look for another job
<b>CAREER PLANS</b>						
19. In the coming year (the next 12 months), do you plan to look for another job?						
Total Army	79215	42%	34%	1%	11%	12%
HQDA	4098	37%	40%	1%	9%	13%
<b>G1</b>	647	36%	42%	1%	9%	13%
OFC, DEP CHIEF OF STAFF, PERS G1	90	40%	38%	0%	11%	11%
HEADQUARTERS, CHRA	35	43%	29%	0%	3%	26%
CHRA Regional Offices	256	38%	41%	1%	8%	12%
CIVILIAN PERSONNEL FIELD AGENCY	19	58%	32%	0%	5%	5%
ARMY RESEARCH INSTITUTE	22	50%	14%	5%	14%	18%
HUMAN RESOURCES COMMAND	225	27%	51%	1%	10%	12%



# FY10 Army Civilian Attitude Survey

## G1

### Results for Non-Supervisors



Item Detail	# Resp	Not willing to relocate	Within my immediate area	Within my CONUS region	Within my OCONUS region	Anywhere
<b>CAREER PLANS</b>						
20a. Where would you be willing to relocate to stay with your job if it moved?						
Total Army	78418	28%	36%	16%	3%	17%
HQDA	4061	27%	39%	16%	1%	16%
<b>G1</b>	637	28%	34%	15%	1%	22%
OFC, DEP CHIEF OF STAFF, PERS G1	89	20%	58%	8%	2%	11%
HEADQUARTERS, CHRA	35	20%	40%	11%	0%	29%
CHRA Regional Offices	250	35%	28%	13%	2%	22%
CIVILIAN PERSONNEL FIELD AGENCY	19	32%	37%	21%	5%	5%
ARMY RESEARCH INSTITUTE	22	23%	41%	14%	0%	23%
HUMAN RESOURCES COMMAND	222	24%	29%	21%	1%	25%
20b. Where would you be willing to relocate for a career enhancing development opportunity?						
Total Army	78210	21%	33%	19%	3%	23%
HQDA	4048	19%	36%	19%	2%	24%
<b>G1</b>	634	20%	35%	15%	2%	29%
OFC, DEP CHIEF OF STAFF, PERS G1	89	20%	48%	12%	0%	19%
HEADQUARTERS, CHRA	35	20%	37%	14%	0%	29%
CHRA Regional Offices	247	24%	32%	14%	2%	29%
CIVILIAN PERSONNEL FIELD AGENCY	18	39%	33%	0%	6%	22%
ARMY RESEARCH INSTITUTE	22	23%	36%	9%	0%	32%
HUMAN RESOURCES COMMAND	223	14%	33%	18%	2%	34%



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Not willing to relocate	Within my immediate area	Within my CONUS region	Within my OCONUS region	Anywhere
<b>CAREER PLANS</b>						
20c. Where would you be willing to relocate to get an increase in pay?						
Total Army	78214	21%	37%	18%	3%	21%
HQDA	4055	19%	39%	19%	2%	21%
<b>G1</b>	636	20%	38%	15%	2%	25%
OFC, DEP CHIEF OF STAFF, PERS G1	90	20%	51%	11%	1%	17%
HEADQUARTERS, CHRA	35	26%	37%	6%	6%	26%
CHRA Regional Offices	247	23%	38%	14%	2%	24%
CIVILIAN PERSONNEL FIELD AGENCY	18	33%	39%	6%	6%	17%
ARMY RESEARCH INSTITUTE	22	27%	32%	14%	0%	27%
HUMAN RESOURCES COMMAND	224	13%	34%	21%	2%	30%
20d. Where would you be willing to relocate to get a promotion?						
Total Army	78202	20%	36%	19%	3%	22%
HQDA	4046	18%	38%	19%	2%	23%
<b>G1</b>	634	19%	36%	15%	2%	27%
OFC, DEP CHIEF OF STAFF, PERS G1	89	19%	51%	9%	4%	17%
HEADQUARTERS, CHRA	35	17%	37%	11%	6%	29%
CHRA Regional Offices	247	23%	35%	14%	2%	26%
CIVILIAN PERSONNEL FIELD AGENCY	18	33%	39%	6%	6%	17%
ARMY RESEARCH INSTITUTE	22	27%	32%	9%	0%	32%
HUMAN RESOURCES COMMAND	223	13%	32%	21%	2%	32%



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>OVERALL SATISFACTION</b>																
21a. Considering everything, how satisfied or dissatisfied are you with your job?																
Total Army	78629	78% Favorable, 12% Neither, 10% Unfavorable					28	50	12	7	3	+5	+3	3.93	0.99	
HQDA	4057	76% Favorable, 12% Neither, 12% Unfavorable					27	49	12	8	4	--	--	3.87	1.02	
<b>G1</b>	640	77% Favorable, 10% Neither, 13% Unfavorable					26	51	10	9	4	--	--	3.86	1.02	
OFC, DEP CHIEF OF STAFF, PERS G1	89	72% Favorable, 13% Neither, 15% Unfavorable					26	46	13	12	2	--	--	3.81	1.03	
HEADQUARTERS, CHRA	35	86% Favorable, 6% Neither, 9% Unfavorable					20	66	6	9	0	--	--	3.97	0.77	
CHRA Regional Offices	252	79% Favorable, 9% Neither, 12% Unfavorable					27	52	9	8	4	--	--	3.89	1.02	
CIVILIAN PERSONNEL FIELD AGENCY	19	89% Favorable, 11% Unfavorable					42	47	11	0	0	--	--	4.32	0.65	
ARMY RESEARCH INSTITUTE	21	76% Favorable, 5% Neither, 19% Unfavorable					38	38	5	10	10	--	--	3.86	1.28	
HUMAN RESOURCES COMMAND	224	75% Favorable, 11% Neither, 14% Unfavorable					23	52	11	10	4	--	--	3.79	1.03	
21b. Considering everything, how satisfied or dissatisfied are you with your pay?																
Total Army	78868	65% Favorable, 15% Neither, 20% Unfavorable					17	48	15	14	6	+5	+5	3.57	1.10	
HQDA	4074	67% Favorable, 15% Neither, 19% Unfavorable					20	47	15	13	5	--	--	3.63	1.10	
<b>G1</b>	641	61% Favorable, 15% Neither, 24% Unfavorable					17	44	15	17	7	--	--	3.47	1.16	
OFC, DEP CHIEF OF STAFF, PERS G1	90	71% Favorable, 14% Neither, 14% Unfavorable					26	46	14	11	3	--	--	3.79	1.05	
HEADQUARTERS, CHRA	35	83% Favorable, 6% Neither, 11% Unfavorable					31	51	6	6	6	--	--	3.97	1.06	
CHRA Regional Offices	251	54% Favorable, 15% Neither, 31% Unfavorable					15	39	15	23	8	--	--	3.31	1.19	
CIVILIAN PERSONNEL FIELD AGENCY	19	84% Favorable, 5% Neither, 11% Unfavorable					37	47	5	0	11	--	--	4.00	1.17	
ARMY RESEARCH INSTITUTE	21	52% Favorable, 24% Neither, 24% Unfavorable					10	43	24	14	10	--	--	3.29	1.12	
HUMAN RESOURCES COMMAND	225	60% Favorable, 16% Neither, 24% Unfavorable					13	47	16	17	7	--	--	3.42	1.12	

■ = % Favorable (Satisfied)   ■ = % Neither satisfied/dissatisfied   ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>OVERALL SATISFACTION</b>																
21c. Considering everything, how satisfied or dissatisfied are you with the training you receive for your present job?																
Total Army	78820						12	37	25	18	7	--	--	3.28	1.11	
HQDA	4069						12	35	27	19	8	--	--	3.25	1.12	
<b>G1</b>	641						11	33	28	19	10	--	--	3.15	1.15	
OFC, DEP CHIEF OF STAFF, PERS G1	90						7	28	37	18	11	--	--	3.01	1.08	
HEADQUARTERS, CHRA	35						9	43	29	14	6	--	--	3.34	1.01	
CHRA Regional Offices	252						15	34	22	19	9	--	--	3.28	1.19	
CIVILIAN PERSONNEL FIELD AGENCY	19						16	26	37	11	11	--	--	3.26	1.16	
ARMY RESEARCH INSTITUTE	21						0	29	38	24	10	--	--	2.86	0.94	
HUMAN RESOURCES COMMAND	224						8	33	29	20	12	--	--	3.05	1.13	
21d. Considering everything, how satisfied or dissatisfied are you with the recognition you receive for doing a good job?																
Total Army	78795						13	35	24	17	11	-3	-4	3.22	1.19	
HQDA	4073						14	35	23	17	10	--	--	3.28	1.19	
<b>G1</b>	640						14	38	24	15	9	--	--	3.33	1.16	
OFC, DEP CHIEF OF STAFF, PERS G1	90						11	42	28	11	8	--	--	3.38	1.07	
HEADQUARTERS, CHRA	35						9	57	20	9	6	--	--	3.54	0.97	
CHRA Regional Offices	252						16	36	23	17	9	--	--	3.34	1.19	
CIVILIAN PERSONNEL FIELD AGENCY	19						26	42	16	5	11	--	--	3.68	1.22	
ARMY RESEARCH INSTITUTE	21						14	38	29	10	10	--	--	3.38	1.13	
HUMAN RESOURCES COMMAND	223						13	35	24	18	10	--	--	3.23	1.17	

■ = % Favorable (Satisfied)   ■ = % Neither satisfied/dissatisfied   ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>OVERALL SATISFACTION</b>																
21e. Considering everything, how satisfied or dissatisfied are you with your involvement in decisions that affect your work?																
Total Army	78768						13	37	25	17	9	--	--	3.28	1.15	
HQDA	4073						15	37	24	16	9	--	--	3.33	1.16	
<b>G1</b>	640						14	41	23	13	9	--	--	3.40	1.14	
OFC, DEP CHIEF OF STAFF, PERS G1	90						13	39	27	12	9	--	--	3.36	1.13	
HEADQUARTERS, CHRA	35						11	63	20	3	3	--	--	3.77	0.80	
CHRA Regional Offices	251						15	37	24	16	8	--	--	3.37	1.14	
CIVILIAN PERSONNEL FIELD AGENCY	19						32	47	16	0	5	--	--	4.00	0.97	
ARMY RESEARCH INSTITUTE	21						10	52	19	5	14	--	--	3.38	1.17	
HUMAN RESOURCES COMMAND	224						13	42	21	13	10	--	--	3.35	1.17	
21f. Considering everything, how satisfied or dissatisfied are you with your opportunities to be innovative or expand the scope of your job?																
Total Army	78720						13	35	27	16	8	-1	-2	3.29	1.13	
HQDA	4066						15	36	26	16	8	--	--	3.33	1.14	
<b>G1</b>	636						15	37	26	14	8	--	--	3.37	1.15	
OFC, DEP CHIEF OF STAFF, PERS G1	90						16	36	30	10	9	--	--	3.39	1.13	
HEADQUARTERS, CHRA	35						17	60	11	9	3	--	--	3.80	0.92	
CHRA Regional Offices	248						16	32	27	16	8	--	--	3.31	1.17	
CIVILIAN PERSONNEL FIELD AGENCY	19						21	42	26	5	5	--	--	3.68	1.03	
ARMY RESEARCH INSTITUTE	21						19	33	19	19	10	--	--	3.33	1.25	
HUMAN RESOURCES COMMAND	223						13	39	26	13	9	--	--	3.34	1.14	

■ = % Favorable (Satisfied)   ■ = % Neither satisfied/dissatisfied   ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>OVERALL SATISFACTION</b>																
21g. Considering everything, how satisfied or dissatisfied are you with your opportunity to get a better job in your organization?																
Total Army	78786						7	24	33	22	14	+2	0	2.89	1.14	
HQDA	4074						9	26	33	19	13	--	--	2.97	1.16	
<b>G1</b>	637						9	28	32	17	14	--	--	2.99	1.17	
OFC, DEP CHIEF OF STAFF, PERS G1	90						3	20	49	18	10	--	--	2.89	0.95	
HEADQUARTERS, CHRA	35						6	43	31	14	6	--	--	3.29	0.97	
CHRA Regional Offices	249						11	31	31	14	14	--	--	3.11	1.19	
CIVILIAN PERSONNEL FIELD AGENCY	19						16	26	32	16	11	--	--	3.21	1.20	
ARMY RESEARCH INSTITUTE	21						5	19	29	19	29	--	--	2.52	1.22	
HUMAN RESOURCES COMMAND	223						9	26	28	20	17	--	--	2.88	1.22	
21h. Considering everything, how satisfied or dissatisfied are you with your opportunities for promotion?																
Total Army	78752						7	22	30	25	16	-1	-3	2.79	1.15	
HQDA	4070						8	24	31	22	15	--	--	2.89	1.17	
<b>G1</b>	637						9	24	30	22	15	--	--	2.91	1.18	
OFC, DEP CHIEF OF STAFF, PERS G1	90						3	19	47	19	12	--	--	2.82	0.98	
HEADQUARTERS, CHRA	35						3	37	31	26	3	--	--	3.11	0.92	
CHRA Regional Offices	250						11	25	30	21	12	--	--	3.01	1.18	
CIVILIAN PERSONNEL FIELD AGENCY	19						21	26	26	16	11	--	--	3.32	1.26	
ARMY RESEARCH INSTITUTE	20						10	10	20	30	30	--	--	2.40	1.28	
HUMAN RESOURCES COMMAND	223						9	25	25	23	19	--	--	2.81	1.24	

■ = % Favorable (Satisfied)   ■ = % Neither satisfied/dissatisfied   ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>OVERALL SATISFACTION</b>																
21i. Considering everything, how satisfied or dissatisfied are you with management at your organization?																
Total Army	78683						11	33	25	17	13	-3	-3	3.12	1.21	
HQDA	4060						14	34	24	16	12	--	--	3.21	1.23	
<b>G1</b>	637						13	38	23	14	12	--	--	3.25	1.21	
OFC, DEP CHIEF OF STAFF, PERS G1	90						11	38	19	22	10	--	--	3.18	1.19	
HEADQUARTERS, CHRA	35						14	60	14	9	3	--	--	3.74	0.91	
CHRA Regional Offices	248						16	37	21	12	14	--	--	3.29	1.27	
CIVILIAN PERSONNEL FIELD AGENCY	19						26	47	11	5	11	--	--	3.74	1.21	
ARMY RESEARCH INSTITUTE	21						0	24	33	14	29	--	--	2.52	1.14	
HUMAN RESOURCES COMMAND	224						11	35	28	15	11	--	--	3.20	1.16	
21j. Considering everything, how satisfied or dissatisfied are you with the information you receive from management on what's going on in your organization?																
Total Army	78766						11	34	25	19	12	--	--	3.13	1.19	
HQDA	4070						13	36	23	17	11	--	--	3.23	1.19	
<b>G1</b>	639						13	38	22	16	11	--	--	3.28	1.19	
OFC, DEP CHIEF OF STAFF, PERS G1	90						8	37	27	18	11	--	--	3.12	1.13	
HEADQUARTERS, CHRA	35						23	43	17	14	3	--	--	3.69	1.06	
CHRA Regional Offices	250						16	41	18	15	10	--	--	3.39	1.20	
CIVILIAN PERSONNEL FIELD AGENCY	19						26	53	16	0	5	--	--	3.95	0.94	
ARMY RESEARCH INSTITUTE	21						0	24	33	24	19	--	--	2.62	1.05	
HUMAN RESOURCES COMMAND	224						11	35	25	17	13	--	--	3.15	1.20	

■ = % Favorable (Satisfied)   ■ = % Neither satisfied/dissatisfied   ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>OVERALL SATISFACTION</b>																
21k. Considering everything, how satisfied or dissatisfied are you with policies and practices of your senior leaders?																
Total Army	78679						10	32	29	16	12	-1	-1	3.12	1.17	
HQDA	4062						12	35	27	15	11	--	--	3.21	1.16	
<b>G1</b>	637						12	36	28	12	12	--	--	3.24	1.17	
OFC, DEP CHIEF OF STAFF, PERS G1	90						8	39	27	19	8	--	--	3.20	1.08	
HEADQUARTERS, CHRA	35						17	40	29	9	6	--	--	3.54	1.05	
CHRA Regional Offices	249						15	37	28	11	9	--	--	3.38	1.15	
CIVILIAN PERSONNEL FIELD AGENCY	18						22	61	6	6	6	--	--	3.89	0.99	
ARMY RESEARCH INSTITUTE	21						0	10	52	14	24	--	--	2.48	0.96	
HUMAN RESOURCES COMMAND	224						9	35	28	12	17	--	--	3.08	1.22	
23a. I would recommend that others pursue a career as a civilian with this organization.																
Total Army	78745						25	41	20	10	5	+9	+6	3.70	1.10	
HQDA	4067						25	39	20	10	6	--	--	3.66	1.13	
<b>G1</b>	639						26	40	20	9	4	--	--	3.74	1.07	
OFC, DEP CHIEF OF STAFF, PERS G1	90						19	38	24	10	9	--	--	3.48	1.17	
HEADQUARTERS, CHRA	35						26	49	20	3	3	--	--	3.91	0.91	
CHRA Regional Offices	250						28	40	20	8	4	--	--	3.81	1.05	
CIVILIAN PERSONNEL FIELD AGENCY	19						37	42	21	0	0	--	--	4.16	0.74	
ARMY RESEARCH INSTITUTE	21						10	43	19	19	10	--	--	3.24	1.15	
HUMAN RESOURCES COMMAND	224						27	40	20	10	4	--	--	3.76	1.07	

■ = % Favorable (Satisfied)  
 ■ = % Neither satisfied/dissatisfied  
 ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev		
		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
OVERALL SATISFACTION																	
23b. I would recommend that others pursue a career as a civilian with the Army.																	
Total Army	78555	83%					13%	4	36	47	13	3	2	--	--	4.14	0.85
HQDA	4061	86%					10%	4	41	45	10	2	2	--	--	4.21	0.84
<b>G1</b>	640	85%					11%	3	43	43	11	2	1	--	--	4.23	0.83
OFC, DEP CHIEF OF STAFF, PERS G1	89	84%					8%	8	38	46	8	2	6	--	--	4.09	1.02
HEADQUARTERS, CHRA	35	89%					9%		40	49	9	3	0	--	--	4.26	0.73
CHRA Regional Offices	252	90%					9%		51	39	9	1	0	--	--	4.39	0.72
CIVILIAN PERSONNEL FIELD AGENCY	19	84%					11%	5	42	42	11	5	0	--	--	4.21	0.83
ARMY RESEARCH INSTITUTE	21	76%					19%	5	19	57	19	5	0	--	--	3.90	0.75
HUMAN RESOURCES COMMAND	224	81%					15%	4	38	43	15	3	1	--	--	4.13	0.85

■ = % Favorable (Satisfied)   ■ = % Neither satisfied/dissatisfied   ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>QUALITY OF WORK LIFE</b>																
21L. Considering everything, how satisfied or dissatisfied are you with the opportunity you have to Telework?																
Total Army	53884						7	18	39	18	19	--	--	2.76	1.15	
HQDA	3156						9	17	29	21	25	--	--	2.63	1.26	
<b>G1</b>	487						7	20	31	20	23	--	--	2.68	1.21	
OFC, DEP CHIEF OF STAFF, PERS	83						4	19	30	20	27	--	--	2.53	1.18	
HEADQUARTERS, CHRA	31						13	23	23	26	16	--	--	2.90	1.28	
CHRA Regional Offices	181						8	20	39	18	15	--	--	2.90	1.14	
CIVILIAN PERSONNEL FIELD AGENCY	18						28	50	6	6	11	--	--	3.78	1.23	
ARMY RESEARCH INSTITUTE	20						0	5	20	20	55	--	--	1.75	0.94	
HUMAN RESOURCES COMMAND	154						3	18	29	22	29	--	--	2.45	1.17	
21m. Considering everything, how satisfied or dissatisfied are you with Alternative Work Schedules?																
Total Army	67864						19	37	24	10	10	--	--	3.45	1.20	
HQDA	3683						23	37	19	9	12	--	--	3.48	1.28	
<b>G1</b>	584						19	36	18	11	16	--	--	3.30	1.34	
OFC, DEP CHIEF OF STAFF, PERS	87						23	36	17	9	15	--	--	3.43	1.34	
HEADQUARTERS, CHRA	33						27	52	9	12	0	--	--	3.94	0.92	
CHRA Regional Offices	228						26	42	14	8	10	--	--	3.66	1.22	
CIVILIAN PERSONNEL FIELD AGENCY	18						28	50	6	6	11	--	--	3.78	1.23	
ARMY RESEARCH INSTITUTE	21						19	38	19	10	14	--	--	3.38	1.29	
HUMAN RESOURCES COMMAND	197						8	24	25	15	28	--	--	2.68	1.32	

■ = % Favorable (Satisfied)   ■ = % Neither satisfied/dissatisfied   ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>QUALITY OF WORK LIFE</b>																
21n. Considering everything, how satisfied or dissatisfied are you with Health and Wellness Programs (e.g., exercise, medical screening, quit smoking programs)?																
Total Army	64742						12	37	32	10	8	--	--	3.36	1.08	
HQDA	3175						11	33	33	12	11	--	--	3.22	1.13	
<b>G1</b>	488						9	33	33	14	11	--	--	3.16	1.11	
OFC, DEP CHIEF OF STAFF, PERS G1	75						7	27	41	17	8	--	--	3.07	1.01	
HEADQUARTERS, CHRA	26						8	31	54	4	4	--	--	3.35	0.83	
CHRA Regional Offices	196						12	35	26	15	13	--	--	3.19	1.21	
CIVILIAN PERSONNEL FIELD AGENCY	14						14	57	7	7	14	--	--	3.50	1.24	
ARMY RESEARCH INSTITUTE	14						7	7	50	21	14	--	--	2.71	1.03	
HUMAN RESOURCES COMMAND	163						7	34	36	13	10	--	--	3.14	1.06	
21o. Considering everything, how satisfied or dissatisfied are you with Employee Assistance Program (EAP)?																
Total Army	49053						10	31	47	6	6	--	--	3.33	0.95	
HQDA	2309						10	30	47	6	6	--	--	3.32	0.97	
<b>G1</b>	366						12	33	40	7	8	--	--	3.34	1.04	
OFC, DEP CHIEF OF STAFF, PERS G1	48						6	29	58	2	4	--	--	3.31	0.79	
HEADQUARTERS, CHRA	23						0	39	57	0	4	--	--	3.30	0.69	
CHRA Regional Offices	157						18	40	30	5	6	--	--	3.59	1.05	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 non-supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	10						10	0	60	10	20	--	--	2.70	1.10	
HUMAN RESOURCES COMMAND	122						7	27	44	10	11	--	--	3.09	1.06	

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>QUALITY OF WORK LIFE</b>																
21p. Considering everything, how satisfied or dissatisfied are you with Child Care Programs (e.g., daycare, parenting classes, parenting support groups)?																
Total Army	37087						9	22	58	5	6	--	--	3.23	0.90	
HQDA	1680						8	19	61	5	7	--	--	3.15	0.91	
<b>G1</b>	284						10	23	54	6	7	--	--	3.22	0.96	
OFC, DEP CHIEF OF STAFF, PERS G1	38						5	18	68	3	5	--	--	3.16	0.78	
HEADQUARTERS, CHRA	21						0	29	67	5	0	--	--	3.24	0.53	
CHRA Regional Offices	129						16	26	44	7	7	--	--	3.36	1.05	
CIVILIAN PERSONNEL FIELD AGENCY	3	Fewer than 10 non-supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	7	Fewer than 10 non-supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	86						7	20	60	5	8	--	--	3.13	0.91	
21q. Considering everything, how satisfied or dissatisfied are you with Elder Care Programs (e.g., support groups, speakers)?																
Total Army	33641						6	17	67	5	5	--	--	3.13	0.80	
HQDA	1552						6	15	67	5	6	--	--	3.09	0.83	
<b>G1</b>	260						9	17	64	4	7	--	--	3.18	0.90	
OFC, DEP CHIEF OF STAFF, PERS G1	37						5	16	70	3	5	--	--	3.14	0.78	
HEADQUARTERS, CHRA	18						0	11	83	6	0	--	--	3.06	0.40	
CHRA Regional Offices	116						15	21	54	3	7	--	--	3.33	1.00	
CIVILIAN PERSONNEL FIELD AGENCY	3	Fewer than 10 non-supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	7	Fewer than 10 non-supervisors responded to this item					--	--	--	--	--	--	--	--	--	
HUMAN RESOURCES COMMAND	79						6	14	72	1	6	--	--	3.13	0.80	

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



# FY10 Army Civilian Attitude Survey

## G1

### Results for Non-Supervisors



Item Detail	# Resp	I telework on a regular basis (at least one entire work day a week).	I telework infrequently (less than one entire work day a week).	I DO NOT telework because I have to be physically present on the job.	I DO NOT telework because I have technical issues that prevent me from teleworking.	I DO NOT telework because I am not allowed to.	I DO NOT telework because I choose not to telework.
<b>QUALITY OF WORK LIFE</b>							
25. Please select the response below that best describes your telework situation.							
Total Army	75800	5%	8%	32%	7%	34%	15%
HQDA	3962	5%	8%	14%	8%	48%	16%
<b>G1</b>	626	5%	9%	13%	7%	52%	14%
OFC, DEP CHIEF OF STAFF, PERS G1	89	2%	18%	3%	8%	49%	19%
HEADQUARTERS, CHRA	35	9%	23%	0%	6%	49%	14%
CHRA Regional Offices	245	5%	9%	17%	11%	43%	15%
CIVILIAN PERSONNEL FIELD AGENCY	19	21%	11%	0%	5%	16%	47%
ARMY RESEARCH INSTITUTE	21	0%	0%	10%	0%	90%	0%
HUMAN RESOURCES COMMAND	217	4%	6%	15%	4%	64%	9%



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
YOUR ORGANIZATION																
22. Overall, how well or poorly prepared is your organization to perform its mission?																
Total Army	78557	72% Favorable, 19% Neither, 8% Unfavorable					24	49	19	6	2	+2	+1	3.86	0.91	
HQDA	4064	73% Favorable, 19% Neither, 8% Unfavorable					24	49	19	6	2	--	--	3.87	0.91	
<b>G1</b>	643	73% Favorable, 21% Neither, 6% Unfavorable					24	49	21	5	2	--	--	3.88	0.88	
OFC, DEP CHIEF OF STAFF, PERS G1	90	72% Favorable, 19% Neither, 9% Unfavorable					21	51	19	6	3	--	--	3.81	0.94	
HEADQUARTERS, CHRA	34	79% Favorable, 21% Neither, 0% Unfavorable					21	59	21	0	0	--	--	4.00	0.64	
CHRA Regional Offices	254	74% Favorable, 21% Neither, 6% Unfavorable					31	42	21	4	1	--	--	3.98	0.90	
CIVILIAN PERSONNEL FIELD AGENCY	19	89% Favorable, 5% Neither, 5% Unfavorable					26	63	5	5	0	--	--	4.11	0.72	
ARMY RESEARCH INSTITUTE	21	81% Favorable, 10% Neither, 10% Unfavorable					14	67	10	0	10	--	--	3.76	1.02	
HUMAN RESOURCES COMMAND	225	69% Favorable, 24% Neither, 7% Unfavorable					17	52	24	5	2	--	--	3.77	0.85	

■ = % Favorable (Well prepared)  
 ■ = % Neither well/poorly prepared  
 ■ = % Unfavorable (Poorly prepared)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>YOUR ORGANIZATION</b>																
24a. How well or poorly does your organization reward good work performance?																
Total Army	72604						10	23	32	21	13	--	--	2.97	1.18	
HQDA	3620						12	25	32	19	12	--	--	3.05	1.18	
<b>G1</b>	556						12	30	31	18	10	--	--	3.15	1.15	
OFC, DEP CHIEF OF STAFF, PERS G1	78						10	33	27	21	9	--	--	3.15	1.13	
HEADQUARTERS, CHRA	32						6	38	38	16	3	--	--	3.28	0.91	
CHRA Regional Offices	229						13	28	31	17	11	--	--	3.14	1.19	
CIVILIAN PERSONNEL FIELD AGENCY	18						17	33	33	17	0	--	--	3.50	0.96	
ARMY RESEARCH INSTITUTE	18						0	28	28	28	17	--	--	2.67	1.05	
HUMAN RESOURCES COMMAND	181						13	29	31	17	10	--	--	3.16	1.17	
24b. How well or poorly does your organization discipline/correct poor work performance?																
Total Army	64705						5	14	28	32	21	--	--	2.51	1.13	
HQDA	3075						6	15	30	29	20	--	--	2.59	1.15	
<b>G1</b>	470						6	17	31	29	17	--	--	2.66	1.13	
OFC, DEP CHIEF OF STAFF, PERS G1	61						2	18	34	30	16	--	--	2.59	1.01	
HEADQUARTERS, CHRA	24						0	17	50	33	0	--	--	2.83	0.69	
CHRA Regional Offices	212						9	19	26	26	20	--	--	2.70	1.24	
CIVILIAN PERSONNEL FIELD AGENCY	12						17	8	25	42	8	--	--	2.83	1.21	
ARMY RESEARCH INSTITUTE	16						0	0	25	50	25	--	--	2.00	0.71	
HUMAN RESOURCES COMMAND	145						5	17	34	28	16	--	--	2.66	1.08	

■ = % Favorable (Well)   ■ = % Adequately   ■ = % Unfavorable (Poorly)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>YOUR ORGANIZATION</b>																
24c. How well or poorly does your organization link pay to performance?																
Total Army	65785						6	16	29	29	20	--	--	2.59	1.14	
HQDA	3260						7	19	32	26	17	--	--	2.73	1.16	
<b>G1</b>	508						7	22	30	26	15	--	--	2.80	1.14	
OFC, DEP CHIEF OF STAFF, PERS G1	74						5	28	32	22	12	--	--	2.93	1.09	
HEADQUARTERS, CHRA	31						3	32	39	23	3	--	--	3.10	0.89	
CHRA Regional Offices	212						9	20	26	30	15	--	--	2.77	1.19	
CIVILIAN PERSONNEL FIELD AGENCY	18						17	11	50	17	6	--	--	3.17	1.07	
ARMY RESEARCH INSTITUTE	17						0	18	41	24	18	--	--	2.59	0.97	
HUMAN RESOURCES COMMAND	156						5	21	29	26	19	--	--	2.69	1.15	
24d. How well or poorly does your organization promote good communication between supervisors and employees?																
Total Army	75886						10	25	32	19	14	--	--	2.99	1.18	
HQDA	3889						12	27	30	18	13	--	--	3.08	1.20	
<b>G1</b>	613						12	31	31	16	9	--	--	3.21	1.14	
OFC, DEP CHIEF OF STAFF, PERS G1	86						6	45	26	15	8	--	--	3.26	1.05	
HEADQUARTERS, CHRA	35						11	26	49	14	0	--	--	3.34	0.86	
CHRA Regional Offices	238						17	30	26	17	9	--	--	3.29	1.20	
CIVILIAN PERSONNEL FIELD AGENCY	19						11	42	37	5	5	--	--	3.47	0.94	
ARMY RESEARCH INSTITUTE	20						0	5	55	15	25	--	--	2.40	0.92	
HUMAN RESOURCES COMMAND	215						11	27	33	18	10	--	--	3.12	1.14	

■ = % Favorable (Well)  
 ■ = % Adequately  
 ■ = % Unfavorable (Poorly)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>YOUR ORGANIZATION</b>																
24e. How well or poorly does your organization ensure that individual performance supports organizational mission effectiveness?																
Total Army	72609						10	29	38	15	9	--	--	3.16	1.07	
HQDA	3724						12	31	36	13	8	--	--	3.25	1.08	
<b>G1</b>	589						12	35	35	11	7	--	--	3.35	1.05	
OFC, DEP CHIEF OF STAFF, PERS G1	84						7	42	37	8	6	--	--	3.36	0.95	
HEADQUARTERS, CHRA	34						3	47	41	9	0	--	--	3.44	0.69	
CHRA Regional Offices	238						18	30	34	10	9	--	--	3.38	1.15	
CIVILIAN PERSONNEL FIELD AGENCY	19						16	53	21	5	5	--	--	3.68	0.98	
ARMY RESEARCH INSTITUTE	19						5	26	53	0	16	--	--	3.05	1.05	
HUMAN RESOURCES COMMAND	195						10	34	36	15	5	--	--	3.29	1.01	
24f. How well or poorly does your organization attract new employees?																
Total Army	66134						8	24	39	18	10	--	--	3.02	1.08	
HQDA	3405						9	26	39	17	9	--	--	3.10	1.07	
<b>G1</b>	534						11	28	37	17	7	--	--	3.19	1.07	
OFC, DEP CHIEF OF STAFF, PERS G1	70						4	36	34	20	6	--	--	3.13	0.97	
HEADQUARTERS, CHRA	34						12	15	53	18	3	--	--	3.15	0.94	
CHRA Regional Offices	220						14	34	32	14	6	--	--	3.35	1.08	
CIVILIAN PERSONNEL FIELD AGENCY	18						11	33	44	6	6	--	--	3.39	0.95	
ARMY RESEARCH INSTITUTE	17						0	12	47	18	24	--	--	2.47	0.98	
HUMAN RESOURCES COMMAND	175						11	21	39	19	9	--	--	3.06	1.11	

■ = % Favorable (Well)  
 ■ = % Adequately  
 ■ = % Unfavorable (Poorly)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>YOUR ORGANIZATION</b>																
24g. How well or poorly does your organization fill vacancies quickly?																
Total Army	70217						5	15	29	26	24	--	--	2.51	1.17	
HQDA	3622						8	20	30	23	19	--	--	2.74	1.20	
<b>G1</b>	575						8	21	29	24	19	--	--	2.75	1.21	
OFC, DEP CHIEF OF STAFF, PERS G1	78						1	17	28	29	24	--	--	2.41	1.07	
HEADQUARTERS, CHRA	32						6	13	44	31	6	--	--	2.81	0.95	
CHRA Regional Offices	224						13	31	29	16	11	--	--	3.20	1.19	
CIVILIAN PERSONNEL FIELD AGENCY	18						11	17	44	28	0	--	--	3.11	0.94	
ARMY RESEARCH INSTITUTE	18						0	0	44	28	28	--	--	2.17	0.83	
HUMAN RESOURCES COMMAND	205						5	15	23	29	28	--	--	2.40	1.18	
24h. How well or poorly does your organization link individual and organizational performance?																
Total Army	67258						7	22	38	21	12	--	--	2.90	1.09	
HQDA	3444						9	24	37	18	11	--	--	3.02	1.11	
<b>G1</b>	534						9	28	39	16	9	--	--	3.12	1.06	
OFC, DEP CHIEF OF STAFF, PERS G1	77						3	40	39	12	6	--	--	3.21	0.92	
HEADQUARTERS, CHRA	32						6	34	47	13	0	--	--	3.34	0.77	
CHRA Regional Offices	219						12	28	34	16	9	--	--	3.19	1.13	
CIVILIAN PERSONNEL FIELD AGENCY	17						18	41	29	12	0	--	--	3.65	0.90	
ARMY RESEARCH INSTITUTE	16						0	19	63	0	19	--	--	2.81	0.95	
HUMAN RESOURCES COMMAND	173						8	20	41	20	11	--	--	2.93	1.07	

■ = % Favorable (Well)  
 ■ = % Adequately  
 ■ = % Unfavorable (Poorly)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
26a. How well or poorly does the Human Resources Office (Personnel) support you in processing personnel actions (e.g., pay, promotions, benefits) accurately and in a timely manner?																
Total Army	68044						12	28	37	14	9	-9	-11	3.20	1.11	
HQDA	3587						21	30	31	11	8	--	--	3.45	1.16	
<b>G1</b>	569						20	32	30	10	7	--	--	3.48	1.13	
OFC, DEP CHIEF OF STAFF, PERS G1	76						8	34	32	16	11	--	--	3.13	1.10	
HEADQUARTERS, CHRA	32						6	28	53	13	0	--	--	3.28	0.76	
CHRA Regional Offices	230						33	37	25	3	2	--	--	3.96	0.94	
CIVILIAN PERSONNEL FIELD AGENCY	17						41	29	24	6	0	--	--	4.06	0.94	
ARMY RESEARCH INSTITUTE	15						20	33	27	7	13	--	--	3.40	1.25	
HUMAN RESOURCES COMMAND	199						11	27	32	18	13	--	--	3.06	1.18	
26b. How well or poorly does the Human Resources Office (Personnel) support you in providing customer-focused service?																
Total Army	65001						11	27	37	15	10	-2	+2	3.16	1.11	
HQDA	3560						20	30	30	12	8	--	--	3.41	1.17	
<b>G1</b>	557						17	31	31	13	8	--	--	3.38	1.14	
OFC, DEP CHIEF OF STAFF, PERS G1	73						5	30	38	16	10	--	--	3.05	1.03	
HEADQUARTERS, CHRA	31						10	29	45	16	0	--	--	3.32	0.86	
CHRA Regional Offices	231						31	37	23	6	3	--	--	3.87	1.02	
CIVILIAN PERSONNEL FIELD AGENCY	13						15	46	23	8	8	--	--	3.54	1.08	
ARMY RESEARCH INSTITUTE	16						13	25	44	6	13	--	--	3.19	1.13	
HUMAN RESOURCES COMMAND	193						7	25	34	21	13	--	--	2.93	1.12	

■ = % Favorable (Well)   ■ = % Adequately   ■ = % Unfavorable (Poorly)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
26c. How well or poorly does the Human Resources Office (Personnel) support you in providing guidance and program assistance on family-friendly quality of work-life issues?																
Total Army	51871						10	25	37	17	11	0	+5	3.05	1.13	
HQDA	2773						18	27	30	15	10	--	--	3.29	1.20	
<b>G1</b>	426						16	27	32	15	9	--	--	3.25	1.17	
OFC, DEP CHIEF OF STAFF, PERS G1	53						8	21	36	28	8	--	--	2.92	1.04	
HEADQUARTERS, CHRA	22						9	18	50	23	0	--	--	3.14	0.87	
CHRA Regional Offices	192						24	34	30	7	4	--	--	3.68	1.05	
CIVILIAN PERSONNEL FIELD AGENCY	6	Fewer than 10 non-supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	14						14	7	29	29	21	--	--	2.64	1.29	
HUMAN RESOURCES COMMAND	139						7	24	32	19	17	--	--	2.86	1.18	
26d. How well or poorly does the Human Resources Office (Personnel) support you in providing career counseling?																
Total Army	53450						6	16	28	29	21	--	-2	2.59	1.17	
HQDA	2893						11	17	25	26	21	--	--	2.72	1.27	
<b>G1</b>	447						9	19	22	29	21	--	--	2.66	1.25	
OFC, DEP CHIEF OF STAFF, PERS G1	56						2	16	20	36	27	--	--	2.30	1.08	
HEADQUARTERS, CHRA	20						10	10	35	40	5	--	--	2.80	1.03	
CHRA Regional Offices	194						15	25	24	20	15	--	--	3.05	1.30	
CIVILIAN PERSONNEL FIELD AGENCY	8	Fewer than 10 non-supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	14						7	7	21	36	29	--	--	2.29	1.16	
HUMAN RESOURCES COMMAND	155						3	15	19	35	28	--	--	2.32	1.13	

■ = % Favorable (Well)   ■ = % Adequately   ■ = % Unfavorable (Poorly)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
26e. How well or poorly does the Human Resources Office (Personnel) support you in providing counseling, information, or training on retirement and benefits?																
Total Army	59321						9	22	36	19	14	-8	-6	2.93	1.14	
HQDA	3151						15	23	32	16	13	--	--	3.11	1.24	
<b>G1</b>	480						12	24	31	21	13	--	--	3.02	1.19	
OFC, DEP CHIEF OF STAFF, PERS G1	58						3	21	28	29	19	--	--	2.60	1.11	
HEADQUARTERS, CHRA	28						14	25	43	18	0	--	--	3.36	0.93	
CHRA Regional Offices	206						19	29	27	17	8	--	--	3.35	1.19	
CIVILIAN PERSONNEL FIELD AGENCY	8	Fewer than 10 non-supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	16						6	19	56	6	13	--	--	3.00	1.00	
HUMAN RESOURCES COMMAND	164						5	20	32	25	18	--	--	2.68	1.13	
26f. How well or poorly does the Human Resources Office (Personnel) support you in finding sources for all types of training?																
Total Army	55935						7	20	34	23	16	-8	-2	2.80	1.14	
HQDA	3065						13	21	30	21	15	--	--	2.96	1.24	
<b>G1</b>	473						11	21	29	23	15	--	--	2.89	1.22	
OFC, DEP CHIEF OF STAFF, PERS G1	61						2	18	31	28	21	--	--	2.51	1.07	
HEADQUARTERS, CHRA	27						11	19	52	15	4	--	--	3.19	0.94	
CHRA Regional Offices	208						20	26	28	16	10	--	--	3.32	1.23	
CIVILIAN PERSONNEL FIELD AGENCY	8	Fewer than 10 non-supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	12						8	8	33	33	17	--	--	2.58	1.11	
HUMAN RESOURCES COMMAND	157						4	16	26	32	22	--	--	2.47	1.11	

■ = % Favorable (Well)   ■ = % Adequately   ■ = % Unfavorable (Poorly)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
26g. How well or poorly does the Human Resources Office (Personnel) support you in providing counseling, information, or training on financial planning?																
Total Army	51218						7	18	32	25	18	--	--	2.70	1.16	
HQDA	2669						11	17	28	25	18	--	--	2.78	1.25	
<b>G1</b>	425						10	17	27	28	18	--	--	2.72	1.22	
OFC, DEP CHIEF OF STAFF, PERS	52						2	17	27	29	25	--	--	2.42	1.10	
HEADQUARTERS, CHRA	24						8	4	46	38	4	--	--	2.75	0.92	
CHRA Regional Offices	189						16	21	25	25	12	--	--	3.04	1.27	
CIVILIAN PERSONNEL FIELD AGENCY	4	Fewer than 10 non-supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	12						8	8	25	33	25	--	--	2.42	1.19	
HUMAN RESOURCES COMMAND	144						4	16	25	31	24	--	--	2.45	1.14	
26h. How well or poorly does the Human Resources Office (Personnel) support you in providing counseling, information, or training on employee wellness (e.g., employee assistance/physical fitness programs)?																
Total Army	53579						7	19	34	22	17	--	--	2.78	1.15	
HQDA	2776						11	19	29	23	19	--	--	2.80	1.25	
<b>G1</b>	451						10	20	28	25	18	--	--	2.80	1.23	
OFC, DEP CHIEF OF STAFF, PERS	59						2	24	32	25	17	--	--	2.68	1.06	
HEADQUARTERS, CHRA	26						8	8	42	35	8	--	--	2.73	0.98	
CHRA Regional Offices	195						17	21	26	23	13	--	--	3.08	1.28	
CIVILIAN PERSONNEL FIELD AGENCY	7	Fewer than 10 non-supervisors responded to this item					--	--	--	--	--	--	--	--	--	
ARMY RESEARCH INSTITUTE	15						7	13	33	20	27	--	--	2.53	1.20	
HUMAN RESOURCES COMMAND	149						5	19	26	26	25	--	--	2.52	1.18	

■ = % Favorable (Well)   ■ = % Adequately   ■ = % Unfavorable (Poorly)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>SATISFACTION with CIVILIAN HUMAN RESOURCES</b>																
27a. Overall, I am satisfied with the timeliness of Human Resources Office personnel services I receive.																
Total Army	70280						9	36	31	14	10	-8	-5	3.20	1.11	
HQDA	3758						16	38	25	12	9	--	--	3.40	1.17	
<b>G1</b>	589						15	39	25	13	8	--	--	3.39	1.13	
OFC, DEP CHIEF OF STAFF, PERS G1	81						5	42	25	19	10	--	--	3.14	1.09	
HEADQUARTERS, CHRA	33						6	36	33	21	3	--	--	3.21	0.95	
CHRA Regional Offices	233						25	43	24	5	3	--	--	3.84	0.94	
CIVILIAN PERSONNEL FIELD AGENCY	17						18	59	18	6	0	--	--	3.88	0.76	
ARMY RESEARCH INSTITUTE	19						11	37	32	11	11	--	--	3.26	1.12	
HUMAN RESOURCES COMMAND	206						8	33	24	20	15	--	--	2.99	1.21	
27b. Overall, I am satisfied with the quality of Human Resources Office personnel services I receive.																
Total Army	70202						9	36	31	14	10	-8	-5	3.21	1.11	
HQDA	3755						16	37	26	12	9	--	--	3.39	1.15	
<b>G1</b>	588						14	39	26	12	9	--	--	3.36	1.13	
OFC, DEP CHIEF OF STAFF, PERS G1	81						4	37	26	23	10	--	--	3.01	1.07	
HEADQUARTERS, CHRA	34						6	35	35	15	9	--	--	3.15	1.03	
CHRA Regional Offices	231						24	45	23	5	3	--	--	3.82	0.95	
CIVILIAN PERSONNEL FIELD AGENCY	17						24	41	29	6	0	--	--	3.82	0.86	
ARMY RESEARCH INSTITUTE	18						11	39	33	6	11	--	--	3.33	1.11	
HUMAN RESOURCES COMMAND	207						7	33	28	17	15	--	--	2.99	1.18	

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
 ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Yes	No	I was never in NSPS	Do not know
<b>ARMY PERSONNEL SYSTEMS</b>					
28. Was your position converted back to GS from NSPS?					
Total Army	78268	25%	22%	47%	6%
HQDA	4054	72%	8%	18%	2%
<b>G1</b>	640	61%	13%	23%	3%
OFC, DEP CHIEF OF STAFF, PERS G1	90	97%	0%	2%	1%
HEADQUARTERS, CHRA	34	85%	3%	12%	0%
CHRA Regional Offices	253	76%	8%	14%	1%
CIVILIAN PERSONNEL FIELD AGENCY	19	100%	0%	0%	0%
ARMY RESEARCH INSTITUTE	21	95%	0%	5%	0%
HUMAN RESOURCES COMMAND	223	20%	26%	47%	8%



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Do not know
<b>ARMY PERSONNEL SYSTEMS</b>				
28a. Did you receive information in writing on the transition (e.g., an NSPS Employee Bulletin dealing with the impact of the transition on your pay and pay grade) from your supervisor?				
Total Army	19596	81%	15%	4%
HQDA	2908	87%	10%	3%
<b>G1</b>	392	89%	8%	3%
OFC, DEP CHIEF OF STAFF, PERS G1	87	91%	8%	1%
HEADQUARTERS, CHRA	30	100%	0%	0%
CHRA Regional Offices	192	92%	5%	3%
CIVILIAN PERSONNEL FIELD AGENCY	19	84%	16%	0%
ARMY RESEARCH INSTITUTE	20	85%	5%	10%
HUMAN RESOURCES COMMAND	44	68%	23%	9%



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Not at all	A little helpful	Somewhat helpful	Very helpful
<b>ARMY PERSONNEL SYSTEMS</b>					
28b. How helpful was the information provided to you?					
Total Army	15924	7%	27%	39%	27%
HQDA	2549	5%	20%	38%	38%
<b>G1</b>	350	4%	26%	35%	35%
OFC, DEP CHIEF OF STAFF, PERS G1	79	4%	32%	38%	27%
HEADQUARTERS, CHRA	30	3%	27%	40%	30%
CHRA Regional Offices	178	2%	25%	34%	39%
CIVILIAN PERSONNEL FIELD AGENCY	16	13%	6%	19%	63%
ARMY RESEARCH INSTITUTE	17	0%	24%	53%	24%
HUMAN RESOURCES COMMAND	30	10%	27%	33%	30%



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Do not know
<b>ARMY PERSONNEL SYSTEMS</b>				
28c. Did you receive information about your transition back to GS prior to the date that you were converted back to GS?				
Total Army	15846	94%	4%	2%
HQDA	2541	96%	3%	1%
<b>G1</b>	349	96%	3%	1%
OFC, DEP CHIEF OF STAFF, PERS G1	79	95%	5%	0%
HEADQUARTERS, CHRA	30	100%	0%	0%
CHRA Regional Offices	177	97%	1%	2%
CIVILIAN PERSONNEL FIELD AGENCY	16	100%	0%	0%
ARMY RESEARCH INSTITUTE	17	94%	6%	0%
HUMAN RESOURCES COMMAND	30	93%	7%	0%



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Do not know
<b>ORGANIZATIONAL INFORMATION</b>				
29a. Has your organization been identified for BRAC realignment/relocation?				
Total Army	76923	20%	55%	25%
HQDA	4011	34%	58%	8%
<b>G1</b>	633	42%	48%	9%
OFC, DEP CHIEF OF STAFF, PERS G1	90	39%	58%	3%
HEADQUARTERS, CHRA	35	9%	89%	3%
CHRA Regional Offices	249	5%	76%	18%
CIVILIAN PERSONNEL FIELD AGENCY	19	95%	5%	0%
ARMY RESEARCH INSTITUTE	19	100%	0%	0%
HUMAN RESOURCES COMMAND	221	81%	14%	5%
29b. Has your organization been identified for BRAC closure?				
Total Army	74684	7%	68%	25%
HQDA	3774	7%	83%	10%
<b>G1</b>	580	7%	80%	12%
OFC, DEP CHIEF OF STAFF, PERS G1	85	2%	94%	4%
HEADQUARTERS, CHRA	34	3%	94%	3%
CHRA Regional Offices	243	1%	82%	17%
CIVILIAN PERSONNEL FIELD AGENCY	16	13%	88%	0%
ARMY RESEARCH INSTITUTE	18	0%	89%	11%
HUMAN RESOURCES COMMAND	184	20%	68%	13%



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Yes	No	Do not know
<b>ORGANIZATIONAL INFORMATION</b>				
29c. Has your organization been identified for A-76/Outsourcing?				
Total Army	74214	4%	48%	48%
HQDA	3757	2%	69%	30%
<b>G1</b>	579	0%	63%	36%
OFC, DEP CHIEF OF STAFF, PERS G1	85	0%	76%	24%
HEADQUARTERS, CHRA	35	0%	94%	6%
CHRA Regional Offices	243	0%	66%	34%
CIVILIAN PERSONNEL FIELD AGENCY	16	0%	81%	19%
ARMY RESEARCH INSTITUTE	18	0%	44%	56%
HUMAN RESOURCES COMMAND	182	1%	48%	52%
29d. Has your organization been identified for other orders impacting location (specify below)?				
Total Army	71997	2%	43%	55%
HQDA	3667	1%	61%	38%
<b>G1</b>	566	1%	54%	44%
OFC, DEP CHIEF OF STAFF, PERS G1	80	3%	66%	31%
HEADQUARTERS, CHRA	35	0%	80%	20%
CHRA Regional Offices	242	1%	57%	41%
CIVILIAN PERSONNEL FIELD AGENCY	15	0%	67%	33%
ARMY RESEARCH INSTITUTE	16	0%	44%	56%
HUMAN RESOURCES COMMAND	178	2%	39%	59%



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>CONDITIONS FOR ENGAGEMENT</b>																
2c. In my organization, leaders generate high levels of motivation and commitment in the workforce.																
Total Army	83046						12	34	25	19	10	-1	-1	3.18	1.18	
HQDA	4314						15	34	23	18	10	--	--	3.28	1.20	
<b>G1</b>	685						17	35	22	16	10	--	--	3.34	1.21	
OFC, DEP CHIEF OF STAFF, PERS G1	90						19	32	27	14	8	--	--	3.40	1.17	
HEADQUARTERS, CHRA	36						11	56	17	17	0	--	--	3.61	0.89	
CHRA Regional Offices	279						20	35	21	15	9	--	--	3.42	1.21	
CIVILIAN PERSONNEL FIELD AGENCY	19						21	47	16	11	5	--	--	3.68	1.08	
ARMY RESEARCH INSTITUTE	20						5	15	30	20	30	--	--	2.45	1.20	
HUMAN RESOURCES COMMAND	241						15	34	22	17	12	--	--	3.24	1.24	
2e. Managers communicate the goals and priorities of the organization.																
Total Army	82936						15	47	19	13	6	--	--	3.51	1.10	
HQDA	4317						18	49	15	12	6	--	--	3.62	1.08	
<b>G1</b>	686						21	49	14	12	5	--	--	3.70	1.06	
OFC, DEP CHIEF OF STAFF, PERS G1	91						22	42	15	18	3	--	--	3.62	1.11	
HEADQUARTERS, CHRA	36						19	56	8	17	0	--	--	3.78	0.95	
CHRA Regional Offices	278						26	48	12	10	3	--	--	3.83	1.03	
CIVILIAN PERSONNEL FIELD AGENCY	20						25	70	0	5	0	--	--	4.15	0.65	
ARMY RESEARCH INSTITUTE	21						14	62	10	0	14	--	--	3.62	1.17	
HUMAN RESOURCES COMMAND	240						15	49	18	12	7	--	--	3.53	1.08	

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>CONDITIONS FOR ENGAGEMENT</b>																
4c. Supervisors/team leaders in my work unit support employee development.																
Total Army	82313	70% 15% 15%					29	41	15	9	6	+5	+5	3.79	1.13	
HQDA	4276	72% 14% 13%					33	39	14	8	5	--	--	3.87	1.12	
<b>G1</b>	679	71% 15% 15%					30	40	15	9	6	--	--	3.81	1.13	
OFC, DEP CHIEF OF STAFF, PERS G1	92	66% 17% 16%					29	37	17	11	5	--	--	3.74	1.15	
HEADQUARTERS, CHRA	36	86% 11%					31	56	11	3	0	--	--	4.14	0.71	
CHRA Regional Offices	272	74% 11% 15%					35	38	11	8	7	--	--	3.86	1.19	
CIVILIAN PERSONNEL FIELD AGENCY	20	85% 10% 5%					40	45	10	5	0	--	--	4.20	0.81	
ARMY RESEARCH INSTITUTE	23	83% 4% 13%					35	48	4	4	9	--	--	3.96	1.16	
HUMAN RESOURCES COMMAND	236	65% 19% 16%					24	41	19	10	6	--	--	3.68	1.11	
4f. My supervisor/team leader listens to what I have to say.																
Total Army	82739	72% 14% 14%					33	40	14	7	6	--	--	3.86	1.14	
HQDA	4310	75% 13% 12%					38	37	13	7	5	--	--	3.95	1.12	
<b>G1</b>	687	77% 11% 12%					36	40	11	8	4	--	--	3.97	1.08	
OFC, DEP CHIEF OF STAFF, PERS G1	93	82% 9% 10%					40	42	9	6	3	--	--	4.09	1.01	
HEADQUARTERS, CHRA	36	86% 6% 8%					42	44	6	6	3	--	--	4.17	0.96	
CHRA Regional Offices	276	75% 13% 12%					38	36	13	7	5	--	--	3.96	1.12	
CIVILIAN PERSONNEL FIELD AGENCY	20	95% 5%					50	45	5	0	0	--	--	4.45	0.59	
ARMY RESEARCH INSTITUTE	23	87% 13%					43	43	0	4	9	--	--	4.09	1.18	
HUMAN RESOURCES COMMAND	239	73% 13% 13%					30	44	13	10	4	--	--	3.86	1.07	

■ = % Favorable (Agree)  
■ = % Neither agree/disagree  
■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev		
		0%	20%	40%	60%	80%	100%	5	4	3	2					1	
<b>CONDITIONS FOR ENGAGEMENT</b>																	
11a. My work gives me a feeling of personal accomplishment.																	
Total Army	81107	77%					12%	11%	28	49	12	7	4	--	--	3.89	1.02
HQDA	4215	77%					11%	12%	28	49	11	7	4	--	--	3.89	1.03
<b>G1</b>	669	76%					13%	11%	28	48	13	8	4	--	--	3.88	1.02
OFC, DEP CHIEF OF STAFF, PERS G1	90	69%					14%	17%	28	41	14	10	7	--	--	3.73	1.16
HEADQUARTERS, CHRA	35	86%						11%	29	57	11	3	0	--	--	4.11	0.71
CHRA Regional Offices	268	75%					13%	13%	28	47	13	9	3	--	--	3.86	1.03
CIVILIAN PERSONNEL FIELD AGENCY	20	80%					15%	5%	30	50	15	5	0	--	--	4.05	0.80
ARMY RESEARCH INSTITUTE	23	78%					13%	9%	35	43	13	4	4	--	--	4.00	1.02
HUMAN RESOURCES COMMAND	233	77%					13%	10%	26	51	13	6	4	--	--	3.90	0.98
11f. My talents are used well in the workplace.																	
Total Army	80925	62%					17%	21%	22	40	17	13	8	--	--	3.56	1.19
HQDA	4203	62%					18%	21%	22	39	18	13	8	--	--	3.55	1.19
<b>G1</b>	665	62%					16%	22%	22	40	16	14	8	--	--	3.54	1.20
OFC, DEP CHIEF OF STAFF, PERS G1	90	62%					12%	26%	26	37	12	21	4	--	--	3.58	1.20
HEADQUARTERS, CHRA	35	80%					9%	11%	26	54	9	11	0	--	--	3.94	0.89
CHRA Regional Offices	264	61%					19%	20%	23	39	19	13	7	--	--	3.57	1.18
CIVILIAN PERSONNEL FIELD AGENCY	20	75%					10%	15%	25	50	10	10	5	--	--	3.80	1.08
ARMY RESEARCH INSTITUTE	23	61%					13%	26%	17	43	13	4	22	--	--	3.30	1.40
HUMAN RESOURCES COMMAND	233	59%					16%	25%	19	40	16	15	10	--	--	3.44	1.23

■ = % Favorable (Agree)   ■ = % Neither agree/disagree   ■ = % Unfavorable (Disagree)



# FY10 Army Civilian Attitude Survey G1 Results for Non-Supervisors



Item Detail	# Resp	Percent Responding					Category Percents					% Fav Diff from 2006	% Fav Diff from 2005	Mean	Std Dev	
		0%	20%	40%	60%	80%	100%	5	4	3	2					1
<b>CONDITIONS FOR ENGAGEMENT</b>																
11i. I feel encouraged to come up with better ways of doing things.																
Total Army	80885	58% 20% 21%					20	38	20	13	8	--	--	3.49	1.18	
HQDA	4192	61% 19% 20%					22	39	19	12	8	--	--	3.55	1.19	
<b>G1</b>	662	64% 19% 17%					21	43	19	10	6	--	--	3.63	1.11	
OFC, DEP CHIEF OF STAFF, PERS G1	90	62% 19% 19%					24	38	19	11	8	--	--	3.60	1.19	
HEADQUARTERS, CHRA	35	77% 17% 6%					20	57	17	6	0	--	--	3.91	0.77	
CHRA Regional Offices	265	65% 18% 17%					22	43	18	12	5	--	--	3.65	1.10	
CIVILIAN PERSONNEL FIELD AGENCY	20	75% 20% 5%					30	45	20	0	5	--	--	3.95	0.97	
ARMY RESEARCH INSTITUTE	23	52% 26% 22%					13	39	26	13	9	--	--	3.35	1.13	
HUMAN RESOURCES COMMAND	229	62% 21% 17%					19	43	21	9	8	--	--	3.56	1.13	
11k. I know what is expected of me on the job.																
Total Army	80795	80% 11% 8%					27	54	11	6	3	--	--	3.95	0.92	
HQDA	4201	79% 11% 9%					28	52	11	6	3	--	--	3.94	0.96	
<b>G1</b>	668	81% 12% 7%					28	52	12	5	2	--	--	3.99	0.91	
OFC, DEP CHIEF OF STAFF, PERS G1	91	77% 12% 11%					31	46	12	8	3	--	--	3.93	1.01	
HEADQUARTERS, CHRA	35	89% 9%					17	71	9	3	0	--	--	4.03	0.61	
CHRA Regional Offices	267	83% 12% 5%					31	52	12	3	2	--	--	4.07	0.84	
CIVILIAN PERSONNEL FIELD AGENCY	20	90% 10%					30	60	10	0	0	--	--	4.20	0.60	
ARMY RESEARCH INSTITUTE	23	83% 9% 9%					39	43	9	9	0	--	--	4.13	0.90	
HUMAN RESOURCES COMMAND	232	77% 13% 10%					25	52	13	7	3	--	--	3.88	0.97	

■ = % Favorable (Agree)  
 ■ = % Neither agree/disagree  
 ■ = % Unfavorable (Disagree)