

**FY03 Army Civilian Attitude Survey
Results by Language: French for LN Positions
Results for Civilian Employees**

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About This Report

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About This Employee Report

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 2003 Army introduced its web-based version of the Army Civilian Attitude Survey to the foreign national employees. The survey was available in seven languages: French, German, Italian, Dutch, Japanese, Korean, and English. Over 2,000 foreign national employees and close to 250 supervisors "logged on" and completed the survey. The Internet survey method allowed Army to conduct a census of its entire foreign national, civilian workforce. What follows are the results from this survey.

Employee Survey Content – The Army Civilian Attitude Survey for Employees is composed of a series of core and supplemental items.

Composites – The survey includes a number of scaled items that were grouped in 18 composites. Each composite is made up of multiple items. In the table below are the composite labels, the items (in parentheses) and a brief composite description.

Composite Label	Composite Description
Satisfaction with "Civilian Personnel" Service (q2-q13)	Employees' overall satisfaction with the level of service received from personnel.
Satisfaction with Job (q14-q18)	Employees' satisfaction with their current job.
Satisfaction with Career (q19-q21)	The extent to which employees recommend their career to others.
Satisfaction with First Line Supervisor (q22-q29)	Employees' relationship with their first line supervisor (interaction, competence, support for employee, etc.).
Satisfaction with Management (q30-q34)	Employees' satisfaction with upper-level management (second line supervisor and above).
Satisfaction with Job Placement/Promotion System (q35-q38)	Perceptions of promotion processes (e.g., fairness) and outcomes (e.g., quality of candidates).
Satisfaction with Awards and Recognition (q39-q42)	Extent to which employees feel they are personally recognized and that others are fairly awarded.
Satisfaction with Discipline/Grievances/ EEO Procedures (q43-q46)	Employees' perceptions of how they and others are treated with regard to grievance and disciplinary procedures.
Satisfaction with Work Group (q47-q49)	Employees' assessment of work group on cooperation, effectiveness, and efficiency.
Satisfaction with Training and Development (q50-q52)	Satisfaction with the amount of training employees have received and the level of support they receive for additional training.
Satisfaction with Fairness (q53-q58)	Employees' perceptions that others are treated fairly, regardless of gender or race, and that they can report instances of discrimination without fear of retribution.
Satisfaction with Physical Conditions (q59-q61)	Employees' satisfaction with safety and physical working conditions.
Civilian Workplace Morale (q14-q38)	Composite of satisfaction with job, career, first line supervisor, management (second line supervisor and above), and job placement/promotion system.

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Composite Label	Composite Description
Your Organization (q62-q74)	Employees' assessment of the work environment (e.g., good working relationships, support, communication, empowerment, productivity, resources, etc.).
Performance Culture (q75-q77)	Extent to which employees feel that the culture supports high performance.
Strategic Planning (q78-q80)	Employees' perceptions of communication and effectiveness of planning in their organization.
Customer Satisfaction (q81-q83)	Employees' assessment of customer interactions and their satisfaction with products and services of work group.
Diversity (q84-q85)	Extent to which all civilian employees are valued and work together, regardless of differences (e.g., gender, race, religion).

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

- Harassment (q86-q88)
- Army Knowledge Online (AKO) (q89-q91)
- Army Civilian Personnel OnLine (CPOL) Applications (q92-q95)
- Family Friendly Flexibilities (q96-q)
- Career/Retirement Plans (q103-q107)
- Feedback on Survey Results (q108-q109)

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 complete their surveys, which were automatically returned electronically to an independent research and consulting firm for processing. Of the approximately 26,559 Army civilian foreign national employees and supervisors who were invited to complete the attitude survey, 2,259 returned surveys for a 9% response rate. The response rate for Total Army allows results to be generalized at a 95% confidence level to ± 2.0 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 58% and 62% of the civilian employee population hold the same view.

For Army civilian foreign national employees, the results are similar. Of the 23,231 employees who were invited to complete the survey, 2,012 responded for a response rate of 9%. This yields a margin for employees of ± 2.1 percentage points. This means that the data presented in this report are generalizable to the population of Army foreign national civilian employees.

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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	
5	4	3	2	1
Strongly Agree Very Good	Agree Good	Neither Agree Nor Disagree Neither Good Nor Poor	Disagree Poor	Strongly Disagree Very Poor

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:
 - ✓ Ten most favorable/ten most unfavorable items: This section displays in rank-order the ten most favorable items and ten most unfavorable items for Total Army and for each subgroup comparison.
 - ✓ Composite summaries: A quick overview of the Composite results for Total 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. The last column indicates the number of individuals in each group [Total Army and for each subgroup comparison] who responded to the items in the composite.

- 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 next columns display item means, standard deviations, and valid N's (the 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 a one-part bar, with the actual number who selected each option listed in the last column.

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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 60% 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 50% 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., 57% favorable/ 20% neutral/ 23% unfavorable.

Undecided: If the neutral category is 30% 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:

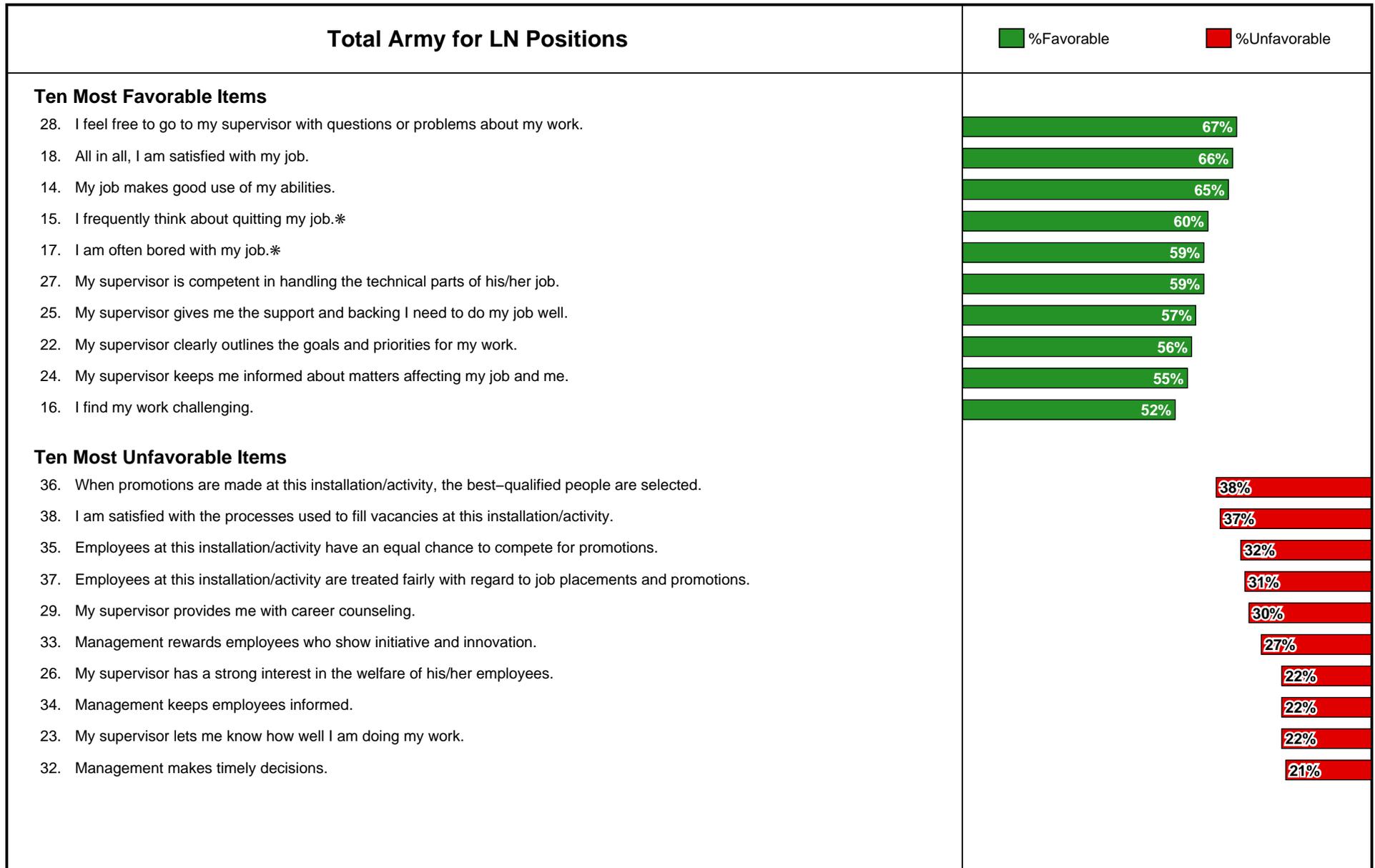
- ✓ Are certain things (for example, a frame of reference like "manager") consistently more favorable or unfavorable?
- ✓ Do you see any contradictory responses (for example, are first-line supervisors rated differently than management)?
- ✓ Are the most favorable (or unfavorable) items from a small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

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5. **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, OnLine Applications), problems in these areas could impact other areas such as **Satisfaction with Job** or **Satisfaction with Management**.
6. **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.
7. **Additional Support.** For more information regarding these results and how you may better utilize the information, please phone Mr. Murray Mack at (703) 325-8684 (DSN 225-8684) or email murray.mack@asamra.hoffman.army.mil.

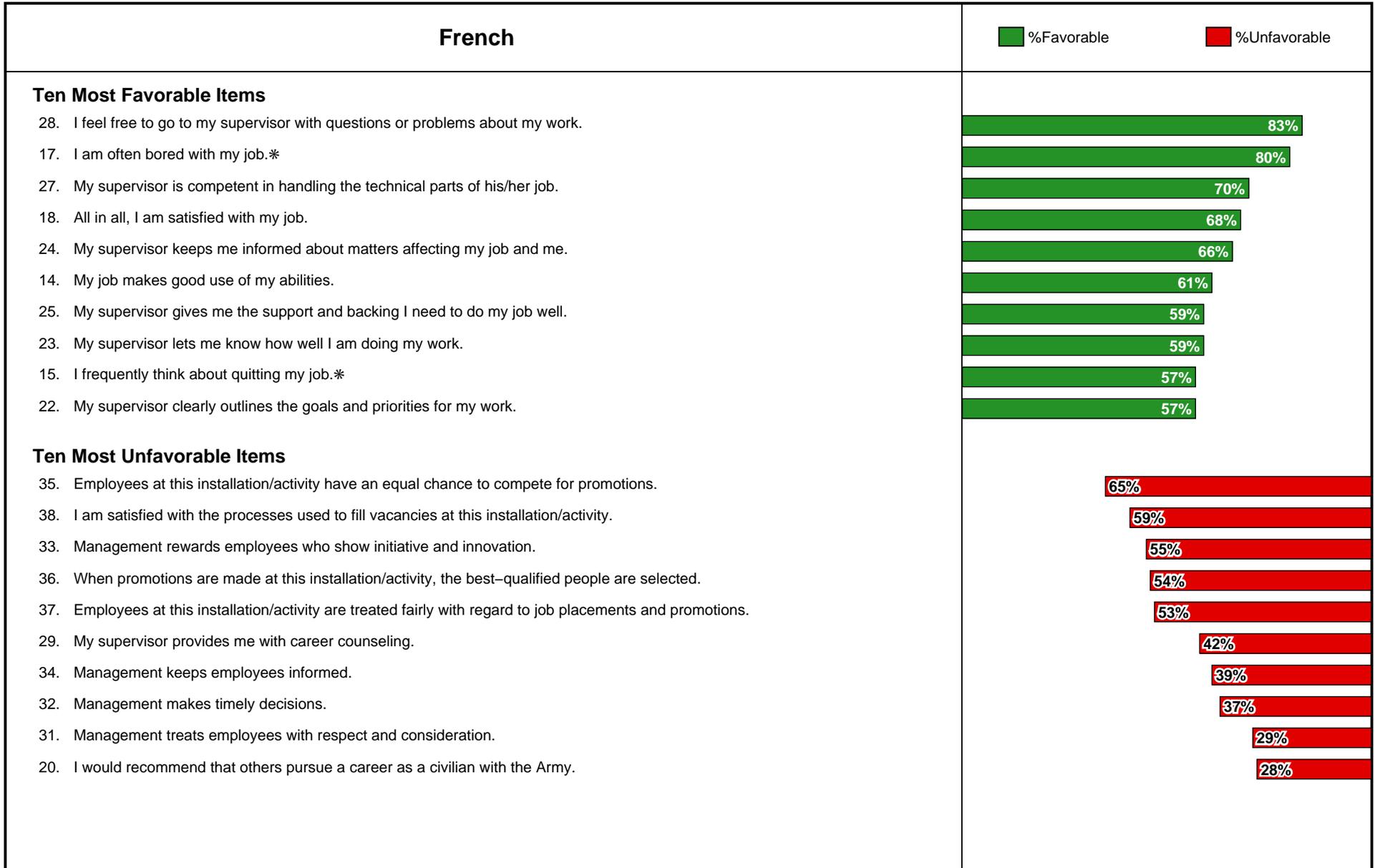
Ten Most Favorable/Unfavorable Items

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* Item is phrased in a negative manner.

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* Item is phrased in a negative manner.

Composite Summary

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Composite Summary	PERCENT OF RESPONDENTS			Number of Respondents
	 = Favorable	 = Neutral	 = Unfavorable	
Satisfaction with Civilian Personnel Service				
Total Army for LN Positions	45%	37%	18%	1,992
French	39%	33%	27%	71
Satisfaction with Job *				
Total Army for LN Positions	60%	26%	14%	1,994
French	63%	18%	20%	71
Satisfaction with Career				
Total Army for LN Positions	46%	42%	12%	1,681
French	41%	34%	25%	66
Satisfaction with First Line Supervisor				
Total Army for LN Positions	53%	28%	20%	1,932
French	58%	22%	20%	70
Satisfaction with Management				
Total Army for LN Positions	44%	35%	21%	1,617
French	31%	33%	36%	68

* Composite includes reverse-scored items.

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Composite Summary	PERCENT OF RESPONDENTS			Number of Respondents
	 = Favorable	 = Neutral	 = Unfavorable	
Satisfaction with Job Placement/Promotion System				
Total Army for LN Positions	32%	33%	35%	1,753
French	13%	29%	58%	65
Satisfaction with Awards and Recognition				
Total Army for LN Positions	41%	32%	28%	1,790
French	23%	31%	47%	66
Satisfaction with Discipline/Grievances/EEO Procedures *				
Total Army for LN Positions	34%	43%	23%	1,671
French	26%	38%	36%	61
Satisfaction with Work Group				
Total Army for LN Positions	65%	24%	10%	1,810
French	67%	19%	13%	68
Satisfaction with Training and Development				
Total Army for LN Positions	46%	28%	26%	1,785
French	51%	19%	30%	67

* Composite includes reverse-scored items.

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Composite Summary	PERCENT OF RESPONDENTS			Number of Respondents
	 = Favorable	 = Neutral	 = Unfavorable	
Satisfaction with Fairness *				
Total Army for LN Positions	45%	39%	16%	1,710
French	52%	30%	19%	66
Satisfaction with Physical Conditions				
Total Army for LN Positions	50%	27%	23%	1,825
French	67%	15%	18%	68
Civilian Workplace Morale *				
Total Army for LN Positions	49%	31%	20%	2,006
French	45%	26%	29%	71

* Composite includes reverse-scored items.

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Composite Summary	PERCENT OF RESPONDENTS			Number of Respondents
	 = Favorable	 = Neutral	 = Unfavorable	
Your Organization *				
Total Army for LN Positions	49%	32%	19%	2,001
French	49%	24%	27%	70
Performance Culture				
Total Army for LN Positions	51%	32%	17%	1,830
French	51%	29%	20%	69
Strategic Planning *				
Total Army for LN Positions	52%	31%	17%	1,803
French	56%	21%	23%	69
Customer Satisfaction				
Total Army for LN Positions	68%	25%	6%	1,745
French	78%	18%	4%	66

* Composite includes reverse-scored items.

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Composite Summary	PERCENT OF RESPONDENTS			Number of Respondents						
	■ = Favorable	■ = Neutral	■ = Unfavorable							
Diversity Total Army for LN Positions French	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:33%; text-align: center;">64%</td> <td style="width:33%; text-align: center;">24%</td> <td style="width:33%; text-align: center;">12%</td> </tr> <tr> <td style="text-align: center;">64%</td> <td style="text-align: center;">23%</td> <td style="text-align: center;">13%</td> </tr> </table>			64%	24%	12%	64%	23%	13%	1,821 67
64%	24%	12%								
64%	23%	13%								

Item Detail

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Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Valid N
1. My immediate supervisor is (do not consider team leaders): Total Army for LN Positions Military Civilian French Military Civilian	<p>A horizontal bar chart with green bars. The bars represent the percentage of employees selecting a response for each category. The percentages are: Total Army Military (17%), Total Army Civilian (83%), French Military (11%), and French Civilian (89%).</p>	 347 1,638 8 63

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Item Detail	 % Favorable  % Neutral  % Unfavorable			Category Percents					Mean	Std Dev	Valid N
	5	4	3	2	1						
Satisfaction with Civilian Personnel Service											
	Total Army for LN Positions	45%	37%	18%	11	34	37	12	6	3.29	0.79
French	39%	33%	27%	5	34	33	19	8	3.08	0.68	71
2. The personnel office treats people courteously.											
Total Army for LN Positions	54%	32%	14%	16	39	32	9	5	3.52	1.01	1,828
French	69%	20%	11%	10	59	20	6	6	3.62	0.95	71
3. The personnel office keeps people informed (through automated or manual means) about important changes in personnel rules and benefits.											
Total Army for LN Positions	55%	26%	20%	12	43	26	13	7	3.41	1.07	1,858
French	61%	18%	21%	11	49	18	18	3	3.48	1.01	71
4. If my supervisor can't help me with an employment matter, I can get information or help from the personnel office.											
Total Army for LN Positions	56%	29%	15%	14	42	29	9	6	3.50	1.03	1,740
French	49%	33%	19%	9	40	33	13	6	3.33	1.00	70

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Item Detail	 % Favorable  % Neutral  % Unfavorable			Category Percents					Mean	Std Dev	Valid N	
	5	4	3	2	1							
5. I have no problems finding or getting access to the appropriate personnel office staff member to get the information or service I need.	Total Army for LN Positions	50%	30%	20%	13	37	30	13	7	3.36	1.09	1,756
	French	23%	23%	54%	4	19	23	34	20	2.53	1.14	70
6. The staff of the personnel office acts with integrity.	Total Army for LN Positions	48%	36%	17%	14	34	36	10	7	3.39	1.06	1,695
	French	42%	28%	30%	8	34	28	20	9	3.11	1.11	64
7. Based on your recent experiences with the personnel office, rate the overall quality and timeliness of service on processing personnel and pay actions (e.g., promotions, within-grade increases, tax withholding, benefits).	Total Army for LN Positions	51%	34%	15%	13	38	34	10	5	3.44	1.01	1,858
	French	33%	43%	23%	7	26	43	12	12	3.06	1.07	69
8. Based on your recent experiences with the personnel office, rate the overall quality and timeliness of service on discipline, complaints, and performance appraisal.	Total Army for LN Positions	36%	45%	19%	7	29	45	12	7	3.17	0.97	1,520
	French	25%	56%	18%	0	25	56	15	4	3.04	0.74	55

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Item Detail	 % Favorable  % Neutral  % Unfavorable			Category Percents					Mean	Std Dev	Valid N	
	5	4	3	2	1							
9. Based on your recent experiences with the personnel office, rate the overall quality and timeliness of service on counseling employees on issues such as benefits (e.g., health, retirement), leave, hours of work, and worker's compensation.	Total Army for LN Positions	42%	41%	17%	10	32	41	11	6	3.30	0.99	1,628
	French	45%	30%	25%	6	39	30	14	10	3.16	1.08	69
10. Based on your recent experiences with the personnel office, rate the overall quality and timeliness of service on training.	Total Army for LN Positions	38%	41%	21%	7	30	41	15	7	3.17	0.99	1,706
	French	26%	34%	39%	2	25	34	31	8	2.80	0.96	61
11. Based on your recent experiences with the personnel office, rate the overall quality and timeliness of service on job and promotion information.	Total Army for LN Positions	34%	42%	24%	6	27	42	16	8	3.07	1.00	1,785
	French	31%	31%	37%	1	30	31	26	11	2.84	1.03	70
12. Overall, the quality of service given by the personnel office is:	Total Army for LN Positions	39%	42%	19%	7	32	42	13	5	3.22	0.95	1,841
	French	39%	41%	20%	3	37	41	14	6	3.17	0.91	71

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Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
13. Overall, the timeliness of service given by the personnel office is:									
Total Army for LN Positions	 35%  44%  21%	7	29	44	14	6	3.15	0.96	1,812
French	 23%  48%  30%	0	23	48	23	7	2.86	0.85	71

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Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N				
		5	4	3	2	1							
Satisfaction with Job*													
Total Army for LN Positions	60%	26%	14%			24	37	26	10	4	3.66	0.83	1,994
French	63%	18%	20%			24	39	18	14	5	3.61	0.89	71
14. My job makes good use of my abilities.													
Total Army for LN Positions	65%	24%	12%			20	45	24	8	3	3.69	0.99	1,961
French	61%	14%	25%			17	44	14	17	8	3.44	1.20	71
15. I frequently think about quitting my job.*													
Total Army for LN Positions	60%	23%	17%			34	26	23	12	5	3.72	1.18	1,886
French	57%	20%	23%			34	23	20	15	8	3.60	1.31	65
16. I find my work challenging.													
Total Army for LN Positions	52%	31%	16%			16	36	31	11	5	3.47	1.05	1,971
French	47%	30%	23%			7	40	30	16	7	3.24	1.04	70
17. I am often bored with my job.*													
Total Army for LN Positions	59%	27%	14%			29	30	27	11	3	3.70	1.09	1,923
French	80%	6%	14%			41	39	6	13	1	4.06	1.06	70

* Composite includes reverse-scored items.
* Item is phrased in a negative manner.

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Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
18. All in all, I am satisfied with my job.									
Total Army for LN Positions	66%  23%  11%	21	45	23	7	4	3.73	0.99	1,976
French	68%  20%  13%	20	48	20	10	3	3.72	0.99	71

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Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N			
		5	4	3	2	1						
Satisfaction with Career												
	Total Army for LN Positions	46%	42%	12%	12	34	42	7	4	3.42	0.89	1,681
	French	41%	34%	25%	7	34	34	13	12	3.10	0.93	66
19. I would recommend that others pursue a career as a civilian with the Federal Government.												
	Total Army for LN Positions	48%	41%	10%	13	35	41	6	4	3.48	0.93	1,591
	French	43%	38%	18%	7	37	38	10	8	3.23	1.01	60
20. I would recommend that others pursue a career as a civilian with the Army.												
	Total Army for LN Positions	45%	44%	12%	12	33	44	8	4	3.40	0.94	1,607
	French	39%	33%	28%	8	31	33	17	11	3.08	1.12	64
21. I would recommend that others pursue a career as a civilian with this organization.												
	Total Army for LN Positions	45%	41%	14%	11	35	41	8	6	3.37	0.97	1,652
	French	40%	32%	28%	6	34	32	12	15	3.03	1.16	65

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Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N			
		5	4	3	2	1						
Satisfaction with First Line Supervisor	Total Army for LN Positions	53%	28%	20%	17	35	28	11	9	3.41	0.98	1,932
	French	58%	22%	20%	15	43	22	10	10	3.43	0.87	70
22. My supervisor clearly outlines the goals and priorities for my work.	Total Army for LN Positions	56%	24%	20%	16	40	24	13	7	3.45	1.12	1,896
	French	57%	19%	24%	13	44	19	17	7	3.39	1.13	70
23. My supervisor lets me know how well I am doing my work.	Total Army for LN Positions	49%	29%	22%	14	35	29	13	9	3.32	1.14	1,860
	French	59%	23%	19%	10	49	23	10	9	3.41	1.08	70
24. My supervisor keeps me informed about matters affecting my job and me.	Total Army for LN Positions	55%	25%	20%	15	40	25	12	8	3.43	1.11	1,879
	French	66%	19%	16%	10	56	19	9	7	3.53	1.03	70
25. My supervisor gives me the support and backing I need to do my job well.	Total Army for LN Positions	57%	25%	18%	19	38	25	10	8	3.50	1.14	1,901
	French	59%	21%	20%	14	44	21	9	11	3.41	1.19	70

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Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
26. My supervisor has a strong interest in the welfare of his/her employees.									
Total Army for LN Positions		16	27	35	12	10	3.27	1.16	1,762
French		19	34	31	7	9	3.47	1.15	68
27. My supervisor is competent in handling the technical parts of his/her job.									
Total Army for LN Positions		22	37	25	8	8	3.57	1.15	1,844
French		19	51	12	7	12	3.58	1.22	69
28. I feel free to go to my supervisor with questions or problems about my work.									
Total Army for LN Positions		25	41	19	7	7	3.71	1.13	1,895
French		34	49	10	6	1	4.09	0.90	70
29. My supervisor provides me with career counseling.									
Total Army for LN Positions		9	23	38	15	14	2.97	1.15	1,686
French		1	15	42	18	24	2.52	1.06	67

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Item Detail	% Favorable % Neutral % Unfavorable			Category Percents					Mean	Std Dev	Valid N
	5	4	3	2	1						
Satisfaction with Management											
Total Army for LN Positions	44%	35%	21%	11	33	35	13	8	3.25	0.95	1,617
French	31%	33%	36%	3	28	33	20	16	2.84	0.87	68
30. Management is competent.											
Total Army for LN Positions	47%	35%	19%	12	35	35	11	7	3.33	1.06	1,534
French	46%	33%	21%	6	40	33	10	10	3.21	1.07	67
31. Management treats employees with respect and consideration.											
Total Army for LN Positions	50%	32%	18%	14	36	32	11	7	3.38	1.08	1,575
French	38%	32%	29%	6	32	32	16	13	3.01	1.13	68
32. Management makes timely decisions.											
Total Army for LN Positions	38%	40%	21%	10	29	40	14	7	3.19	1.03	1,526
French	25%	37%	37%	1	24	37	19	18	2.72	1.07	67
33. Management rewards employees who show initiative and innovation.											
Total Army for LN Positions	39%	34%	27%	10	29	34	16	11	3.10	1.13	1,493
French	18%	26%	55%	2	17	26	34	22	2.43	1.06	65

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
34. Management keeps employees informed.									
Total Army for LN Positions		10	35	34	14	8	3.24	1.07	1,570
French		1	25	34	22	16	2.73	1.07	67

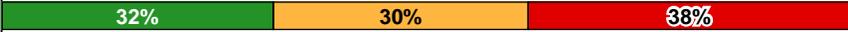
**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable			Category Percents					Mean	Std Dev	Valid N					
	5	4	3	2	1											
Satisfaction with Job Placement/Promotion System																
Total Army for LN Positions	32%			33%		35%			6	26	33	19	16	2.88	1.02	1,753
French	13%			29%		58%			2	11	29	22	36	2.24	1.06	65
35. Employees at this installation/activity have an equal chance to compete for promotions.																
Total Army for LN Positions	39%			28%		32%			8	31	28	17	15	2.99	1.19	1,690
French	16%			19%		65%			2	14	19	25	40	2.13	1.14	63
36. When promotions are made at this installation/activity, the best-qualified people are selected.																
Total Army for LN Positions	27%			35%		38%			5	22	35	20	18	2.77	1.13	1,627
French	15%			31%		54%			3	11	31	21	33	2.31	1.15	61
37. Employees at this installation/activity are treated fairly with regard to job placements and promotions.																
Total Army for LN Positions	34%			34%		31%			6	28	34	17	15	2.95	1.13	1,657
French	10%			37%		53%			2	8	37	22	32	2.27	1.06	60

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable			Category Percents					Mean	Std Dev	Valid N			
	5	4	3	2	1									
38. I am satisfied with the processes used to fill vacancies at this installation/activity.														
Total Army for LN Positions	28%	34%		37%			5	24	34	21	16	2.79	1.12	1,642
French	13%	29%		59%			2	11	29	19	40	2.16	1.12	63

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail				Category Percents					Mean	Std Dev	Valid N
	5	4	3	2	1						
Satisfaction with Awards and Recognition											
Total Army for LN Positions				9	31	32	16	12	3.10	1.03	1,790
French				2	21	31	21	25	2.52	0.97	66
39. When I do a good job, it is recognized.											
Total Army for LN Positions				12	35	29	14	11	3.24	1.15	1,750
French				2	30	30	20	18	2.77	1.12	66
40. When awards are given in my workgroup, they go to the people who earned them.											
Total Army for LN Positions				8	30	34	16	11	3.08	1.11	1,659
French				5	21	29	21	24	2.61	1.21	62
41. Employees at this installation/activity are treated fairly with regard to awards.											
Total Army for LN Positions				8	31	33	16	12	3.06	1.12	1,660
French				0	18	34	20	28	2.43	1.09	61
42. If I perform my job especially well, I will receive an award.											
Total Army for LN Positions				10	28	31	18	14	3.02	1.18	1,668
French				2	13	29	25	32	2.27	1.10	63

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable			Category Percents					Mean	Std Dev	Valid N	
	5	4	3	2	1							
Satisfaction with Discipline/Grievances- /EEO Procedures*	Total Army for LN Positions	34%	43%	23%	7	27	43	14	8	3.10	0.86	1,671
	French	26%	38%	36%	3	23	38	19	17	2.77	0.86	61
43. If I filed a grievance, it would be held against me.*	Total Army for LN Positions	23%	45%	31%	7	17	45	21	10	2.89	1.02	1,422
	French	20%	39%	41%	6	14	39	25	16	2.69	1.09	51
44. Top management at this installation/activity actively supports the Equal Employment Opportunity Program.	Total Army for LN Positions	37%	47%	16%	8	29	47	10	6	3.22	0.95	1,405
	French	24%	41%	35%	2	22	41	14	20	2.71	1.10	49
45. Employees at this installation/activity are treated fairly with regard to discipline.	Total Army for LN Positions	40%	40%	20%	8	32	40	12	8	3.19	1.03	1,484
	French	30%	30%	39%	4	27	30	23	16	2.79	1.12	56

* Composite includes reverse-scored items.
* Item is phrased in a negative manner.

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
46. Employees at this installation/activity are treated fairly with regard to grievances and appeals.									
Total Army for LN Positions	  	6	30	41	14	9	3.10	1.02	1,445
French	  	2	29	40	12	17	2.87	1.09	52

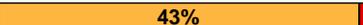
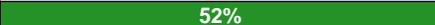
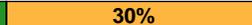
**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
Satisfaction with Work Group									
Total Army for LN Positions		21	45	24	7	4	3.72	0.90	1,810
French		20	47	19	9	4	3.70	0.90	68
47. The people I work with do a good job.									
Total Army for LN Positions		22	47	23	5	3	3.82	0.92	1,790
French		24	59	12	3	3	3.97	0.86	68
48. My work group is well run.									
Total Army for LN Positions		19	43	26	8	5	3.63	1.02	1,783
French		15	39	28	13	4	3.46	1.05	67
49. People in my work group work well together.									
Total Army for LN Positions		21	44	23	8	4	3.71	1.01	1,787
French		22	44	18	12	4	3.68	1.09	68

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
Satisfaction with Training and Development									
Total Army for LN Positions		12	34	28	15	11	3.19	1.03	1,785
French		9	42	19	15	15	3.11	1.03	67
50. My supervisor and I discuss my training and development needs at least once a year.									
Total Army for LN Positions		11	29	27	19	15	3.02	1.22	1,699
French		6	45	16	12	21	3.03	1.29	67
51. I receive the training I need to perform my job properly (e.g., on-the-job training, classroom instruction, conferences, workshops).									
Total Army for LN Positions		12	37	27	14	10	3.26	1.14	1,761
French		13	45	13	17	13	3.28	1.25	64
52. Management supports continued training and development.									
Total Army for LN Positions		13	36	30	12	9	3.32	1.12	1,663
French		8	35	29	16	13	3.10	1.16	63

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
Satisfaction with Fairness*									
Total Army for LN Positions	45%  39%  16% 	15	29	39	11	5	3.39	0.79	1,710
French	52%  30%  19% 	18	34	30	10	8	3.38	0.91	66
53. Managers/supervisors deal effectively with reports of prejudice and discrimination.									
Total Army for LN Positions	42%  37%  21% 	7	34	37	12	9	3.18	1.05	1,463
French	41%  37%  22% 	4	37	37	8	14	3.08	1.10	49
54. If I complained of discrimination, it would be held against me.*									
Total Army for LN Positions	34%  43%  24% 	11	23	43	17	7	3.14	1.04	1,360
French	30%  30%  39% 	4	26	30	24	15	2.80	1.13	46
55. Non-minority employees often get preferential treatment over minority employees.*									
Total Army for LN Positions	42%  43%  15% 	17	25	43	11	4	3.40	1.03	1,217
French	52%  30%  18% 	20	32	30	16	2	3.52	1.07	44
56. Minority employees often get preferential treatment over non-minority employees.*									
Total Army for LN Positions	44%  45%  11% 	17	27	45	8	3	3.48	0.95	1,214
French	49%  33%  19% 	14	35	33	14	5	3.40	1.05	43

* Composite includes reverse-scored items.
* Item is phrased in a negative manner.

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
57. Male employees often get preferential treatment over female employees.*									
Total Army for LN Positions	55%  36%  10% 	22	33	36	7	2	3.65	0.97	1,493
French	69%  26%  5%	33	36	26	3	2	3.95	0.94	58
58. Female employees often get preferential treatment over male employees.*									
Total Army for LN Positions	50%  35%  15% 	18	32	35	10	5	3.48	1.06	1,497
French	61%  26%  12% 	25	37	26	2	11	3.63	1.19	57

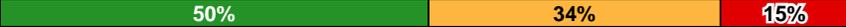
* Item is phrased in a negative manner.

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
Satisfaction with Physical Conditions									
Total Army for LN Positions		10	40	27	14	9	3.28	0.92	1,825
French		13	54	15	13	5	3.55	0.89	68
59. At this installation/activity, physical conditions (e.g., noise level, temperature, lighting, cleanliness) allow employees to perform their jobs well.									
Total Army for LN Positions		13	41	23	14	9	3.35	1.14	1,779
French		16	51	9	16	7	3.53	1.17	68
60. Programs that encourage good health practices are supported here (e.g., fitness centers, health education programs).									
Total Army for LN Positions		9	34	29	17	12	3.11	1.15	1,714
French		12	54	14	15	5	3.54	1.05	65
61. Employees are protected from health and safety hazards on the job.									
Total Army for LN Positions		10	44	30	11	6	3.40	1.00	1,759
French		11	56	22	8	3	3.64	0.90	64

Supplemental Item Detail

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable			Category Percents					Mean	Std Dev	Valid N
	5	4	3	2	1						
Your Organization*											
Total Army for LN Positions				10	39	32	13	6	3.34	0.67	2,001
French				6	43	24	16	11	3.17	0.63	70
62. There is a good working relationship between civilian and military personnel.											
Total Army for LN Positions				15	47	27	8	3	3.64	0.93	1,797
French				10	68	12	9	1	3.77	0.81	69
63. There is a good working relationship between civilian/military personnel and contractors.											
Total Army for LN Positions				10	46	35	6	3	3.53	0.86	1,597
French				8	68	19	3	2	3.77	0.71	62
64. Civilians are made to feel that they are an important part of the Army team.											
Total Army for LN Positions				17	48	27	6	3	3.70	0.90	1,868
French				6	30	31	20	13	2.96	1.12	70
65. Civilian supervisors are concerned about civilian employee job satisfaction.											
Total Army for LN Positions				11	40	34	10	5	3.40	0.99	1,739
French				0	43	28	15	13	3.01	1.07	67

* Composite includes reverse-scored items.

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable			Category Percents					Mean	Std Dev	Valid N				
	5	4	3	2	1										
66. Military supervisors are concerned about civilian employee job satisfaction.															
Total Army for LN Positions	49%			36%		15%		10	39	36	10	5	3.38	0.97	1,558
French	31%			36%		33%		3	28	36	19	14	2.88	1.08	58
67. I am satisfied with the amount of involvement I have in decisions that affect my work.															
Total Army for LN Positions	49%			35%		16%		9	40	35	11	5	3.37	0.97	1,849
French	51%			24%		24%		3	49	24	11	13	3.17	1.10	70
68. My work productivity is reduced by unnecessary rules and regulations.*															
Total Army for LN Positions	33%			39%		28%		8	25	39	21	7	3.06	1.02	1,782
French	34%			25%		40%		7	27	25	22	18	2.84	1.23	67
69. There is good communication between work groups/work units in my organization.															
Total Army for LN Positions	50%			30%		20%		9	41	30	14	6	3.33	1.02	1,898
French	39%			23%		38%		4	35	23	23	14	2.91	1.16	69
70. I feel my job is secure.															
Total Army for LN Positions	41%			28%		30%		8	33	28	18	12	3.07	1.16	1,887
French	37%			32%		31%		5	32	32	18	13	2.98	1.11	62

* Item is phrased in a negative manner.

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable			Category Percents					Mean	Std Dev	Valid N					
	5	4	3	2	1											
71. My organization encourages creative solutions and new practices/ways of doing business.																
Total Army for LN Positions	38%			39%		24%			7	30	39	17	7	3.14	1.01	1,801
French	29%			23%		48%			3	26	23	31	17	2.68	1.13	65
72. The amount of work I am expected to do is reasonable.																
Total Army for LN Positions	54%			30%		16%			9	46	30	12	5	3.42	0.96	1,932
French	65%			12%		23%			10	55	12	17	6	3.46	1.08	69
73. I have sufficient resources (e.g., people, equipment and materials, budget) to get my job done.																
Total Army for LN Positions	44%			25%		31%			8	36	25	20	11	3.09	1.15	1,896
French	61%			15%		24%			7	54	15	16	7	3.37	1.08	67
74. Compared to other organizations, how would you rate your organization as a place to work?																
Total Army for LN Positions	48%			36%		16%			15	32	36	12	4	3.43	1.02	1,786
French	55%			32%		13%			10	45	32	8	5	3.47	0.95	62

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail				Category Percents					Mean	Std Dev	Valid N			
	5	4	3	2	1									
Performance Culture														
Total Army for LN Positions	51%			32%		17%	10	40	32	11	6	3.40	0.77	1,830
French	51%			29%		20%	8	43	29	9	11	3.37	0.74	69
75. Corrective actions are taken when employees do not meet performance standards.														
Total Army for LN Positions	27%			40%		33%	3	24	40	20	13	2.85	1.03	1,495
French	28%			34%		38%	0	28	34	17	21	2.70	1.10	53
76. My performance appraisal is a fair reflection of my performance.														
Total Army for LN Positions	45%			40%		16%	8	37	40	10	6	3.31	0.96	1,547
French	32%			46%		22%	2	30	46	8	14	2.98	1.02	50
77. I know what is expected of me on the job.														
Total Army for LN Positions	76%			19%		5%	19	57	19	3	2	3.88	0.81	1,771
French	84%			12%			19	65	12	4	0	3.99	0.70	68

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
Strategic Planning*									
Total Army for LN Positions		11	41	31	12	4	3.43	0.73	1,803
French		10	46	21	13	10	3.33	0.81	69
78. Managers communicate the organization's strategic mission, vision, and priorities.									
Total Army for LN Positions		8	39	33	13	7	3.29	1.01	1,670
French		6	36	29	14	14	3.04	1.16	69
79. Productivity in my work group/work unit is hurt by a lack of planning.*									
Total Army for LN Positions		10	28	36	21	5	3.15	1.04	1,639
French		14	32	23	20	12	3.15	1.24	66
80. I know how my work relates to my organization's mission and goals.									
Total Army for LN Positions		16	55	25	3	2	3.81	0.79	1,754
French		12	69	10	4	4	3.79	0.87	68

* Composite includes reverse-scored items.
* Item is phrased in a negative manner.

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
Customer Satisfaction									
Total Army for LN Positions	68% 	22	46	25	5	2	3.83	0.69	1,745
French	78% 	27	51	18	4	0	4.01	0.58	66
81. I clearly understand who my customer(s) is/are.									
Total Army for LN Positions	85% 	35	49	13	2	1	4.17	0.76	1,732
French	95% 	41	55	5	0	0	4.36	0.57	66
82. Products and services in my work group/work unit are improved based on customer input.									
Total Army for LN Positions	55% 	13	43	34	8	3	3.55	0.92	1,597
French	56% 	16	40	35	8	0	3.65	0.85	62
83. Customers are satisfied with the products and services my work group/work unit provides.									
Total Army for LN Positions	64% 	17	47	30	5	1	3.73	0.84	1,573
French	81% 	23	58	15	5	0	3.98	0.76	62

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable			Category Percents					Mean	Std Dev	Valid N			
	5	4	3	2	1									
Diversity														
Total Army for LN Positions	64%			24%		12%	21	43	24	7	5	3.69	0.89	1,821
French	64%			23%		13%	14	50	23	9	5	3.57	0.91	67
84. Managers/supervisors/team leaders work well with employees of different backgrounds.														
Total Army for LN Positions	57%			28%		14%	14	44	28	8	6	3.51	1.03	1,736
French	60%			24%		16%	10	50	24	13	3	3.50	0.95	62
85. Discrimination (on the basis of gender, race, national origin, religion, age, cultural background, disability, or sexual orientation) is not tolerated here.														
Total Army for LN Positions	71%			20%		9%	28	43	20	6	3	3.87	0.99	1,766
French	68%			22%		11%	18	49	22	5	6	3.69	1.03	65

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Valid N
<p>Harassment</p> <p>86. 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 for the Army?</p> <p>Total Army for LN Positions</p> <p>Yes 10%</p> <p>No 90%</p> <p>French</p> <p>Yes 4%</p> <p>No 96%</p>		<p>207</p> <p>1,786</p> <p>3</p> <p>67</p>
<p>87. If you were harassed, did you report the incident?</p> <p>Total Army for LN Positions</p> <p>Yes 24%</p> <p>No 76%</p> <p>French</p> <p>Yes 12%</p> <p>No 88%</p>		<p>141</p> <p>446</p> <p>3</p> <p>22</p>
<p>88. If you reported the incident, was any action taken? (e.g., management spoke with the offending person)</p> <p>Total Army for LN Positions</p> <p>Yes 17%</p> <p>No 25%</p> <p>Don't Know 58%</p> <p>French</p> <p>Yes 5%</p> <p>No 26%</p> <p>Don't Know 68%</p>		<p>75</p> <p>113</p> <p>256</p> <p>1</p> <p>5</p> <p>13</p>

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Valid N
Army Knowledge Online (AKO)		
89. How frequently do you access Army Knowledge Online (AKO)?		
Total Army for LN Positions		
Once a month or less often	19%	372
2–3 times a month	6%	123
1–2 times a week	6%	117
3–4 times a week	3%	57
Almost every day	6%	114
Does not apply – I do not access AKO	60%	1,174
French		
Once a month or less often	31%	22
2–3 times a month	7%	5
1–2 times a week	4%	3
3–4 times a week	3%	2
Almost every day	6%	4
Does not apply – I do not access AKO	49%	34
90. How easy or difficult is it for you to navigate the AKO web site?		
Total Army for LN Positions		
Very difficult	1%	16
Difficult	5%	58
Neither easy nor difficult	26%	289
Easy	19%	213
Very easy	6%	69
Not sure – I do not use AKO very often	43%	484
French		
Very difficult	2%	1
Difficult	4%	2
Neither easy nor difficult	21%	10
Easy	21%	10
Very easy	2%	1
Not sure – I do not use AKO very often	50%	24

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable			Category Percents					Mean	Std Dev	Valid N			
	5	4	3	2	1									
Army Civilian Personnel OnLine (CPOL) Applications														
92. I find the information in PERMISS (Personnel Management and Information Support System) section of CPOL useful.														
Total Army for LN Positions	48%			44%		8%	11	37	44	5	3	3.47	0.87	1,010
French	69%			27%			12	58	27	4	0	3.77	0.71	26
93. The Vacancy Announcement section of CPOL is useful.														
Total Army for LN Positions	60%			32%		7%	16	45	32	4	3	3.66	0.89	1,170
French	74%			24%			21	53	24	3	0	3.92	0.75	38
94. The Resume Builder tool is easy to use.														
Total Army for LN Positions	33%			55%		11%	6	27	55	8	4	3.23	0.82	759
French	64%			36%			0	64	36	0	0	3.64	0.50	11
95. It is easy to apply for jobs being filled through RESUMIX.														
Total Army for LN Positions	28%			57%		15%	5	23	57	10	5	3.13	0.83	765
French	50%			40%		10%	0	50	40	10	0	3.40	0.70	10

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N	
		5	4	3	2	1				
Family Friendly Flexibilities (Importance)										
96a. How important is telework/telecommuting to you?										
Total Army for LN Positions		38	9	17	25	11	3.37	1.46	1,915	
French		30	9	14	34	13	3.09	1.47	70	
97a. How important are alternative work schedules to you?										
Total Army for LN Positions		33	13	21	24	9	3.36	1.38	1,927	
French		24	18	31	25	3	3.34	1.18	68	
98a. How important are child care subsidies to you?										
Total Army for LN Positions		33	30	18	12	6	3.73	1.21	1,925	
French		26	28	32	13	1	3.64	1.06	69	
99a. How important are employee assistance programs to you?										
Total Army for LN Positions		13	24	27	27	9	3.07	1.18	1,883	
French		7	33	41	14	4	3.25	0.95	69	
100a. How important are health and wellness programs to you?										
Total Army for LN Positions		4	35	32	22	6	3.10	0.99	1,924	
French		4	42	43	7	3	3.38	0.81	69	

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
101a. How important are support groups to you?									
Total Army for LN Positions		16	15	22	34	13	2.88	1.28	1,841
French		10	25	29	22	14	2.94	1.21	69
102a. How important are elder care programs to you?									
Total Army for LN Positions		13	27	27	25	9	3.11	1.17	1,855
French		9	33	33	13	12	3.14	1.13	69

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Valid N
Family Friendly Flexibilities (Availability)		
96b. Is telework/telecommuting available to you?		
Total Army for LN Positions		
Yes	16%	300
No	49%	949
Don't Know	35%	672
French		
Yes	1%	1
No	94%	65
Don't Know	4%	3
97b. Are alternative work schedules available to you?		
Total Army for LN Positions		
Yes	32%	613
No	48%	916
Don't Know	20%	384
French		
Yes	30%	21
No	58%	40
Don't Know	12%	8
98b. Are child care subsidies available to you?		
Total Army for LN Positions		
Yes	11%	216
No	59%	1,125
Don't Know	30%	563
French		
Yes	7%	5
No	69%	47
Don't Know	24%	16

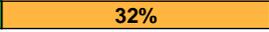
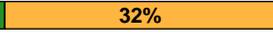
**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Valid N
99b. Are employee assistance programs available to you? Total Army for LN Positions		209 780 906
	French	
Yes		8
No		40
Don't Know		20
100b. Are health and wellness programs available to you? Total Army for LN Positions		664 676 565
	French	
Yes		22
No		32
Don't Know		15
101b. Are support groups available to you? Total Army for LN Positions		186 665 998
	French	
Yes		13
No		39
Don't Know		17

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Valid N
102b. Are elder care programs available to you? Total Army for LN Positions		75 910 888
French		2 49 19

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	 % Favorable  % Neutral  % Unfavorable	Category Percents					Mean	Std Dev	Valid N
		5	4	3	2	1			
Career/Retirement Plans 103. I am willing to relocate geographically for a promotion.									
Total Army for LN Positions	 37%  32%  32%	13	24	32	18	13	3.05	1.21	1,690
French	 26%  32%  42%	3	23	32	22	20	2.68	1.13	65

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Valid N
104. Select the response that best matches your career plans: <p align="center">Total Army for LN Positions</p> I intend to look for other employment outside of the Army. 4% I intend to look for other employment within the Army. 21% I intend to stay in my current organization. 74% <p align="center">French</p> I intend to look for other employment outside of the Army. 11% I intend to look for other employment within the Army. 9% I intend to stay in my current organization. 80%		88 418 1,468 8 6 56
105. How long do you expect to continue working for your organization? <p align="center">Total Army for LN Positions</p> More than 5 years 71% 4–5 years 9% 1–3 years 16% Less than 1 year 4% <p align="center">French</p> More than 5 years 78% 4–5 years 9% 1–3 years 6% Less than 1 year 7%		1,404 168 319 77 53 6 4 5

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Valid N
<p>106. Select the response that best matches your retirement plans:</p> <p>Total Army for LN Positions</p> <p>I plan to leave before retirement. 4%</p> <p>I am undecided about staying beyond my retirement eligibility date. 31%</p> <p>I plan to stay beyond my retirement eligibility date. 21%</p> <p>I would take an early out, if offered. 18%</p> <p>I plan to retire as soon as eligible. 26%</p> <p>French</p> <p>I plan to leave before retirement. 7%</p> <p>I am undecided about staying beyond my retirement eligibility date. 19%</p> <p>I plan to stay beyond my retirement eligibility date. 0%</p> <p>I would take an early out, if offered. 40%</p> <p>I plan to retire as soon as eligible. 34%</p>		<p>75</p> <p>609</p> <p>407</p> <p>351</p> <p>510</p> <p>5</p> <p>13</p> <p>0</p> <p>28</p> <p>24</p>
<p>107. I plan to retire in:</p> <p>Total Army for LN Positions</p> <p>More than 5 years 88%</p> <p>4–5 years 5%</p> <p>1–3 years 5%</p> <p>Less than 1 year 2%</p> <p>French</p> <p>More than 5 years 95%</p> <p>4–5 years 5%</p> <p>1–3 years 0%</p> <p>Less than 1 year 0%</p>		<p>1,649</p> <p>97</p> <p>89</p> <p>34</p> <p>62</p> <p>3</p> <p>0</p> <p>0</p>

**Civilian Employees – FY03
Results by Language: French for LN Positions**

Item Detail	PERCENT OF EMPLOYEES SELECTING RESPONSE	Valid N
Feedback on Survey Results		
108. I have seen my command or installation results from the last Army Civilian Attitude Survey (2001).		
Total Army for LN Positions		
Yes	7%	139
No	59%	1,154
Don't Know	33%	649
French		
Yes	14%	10
No	86%	60
Don't Know	0%	0
109. My organization has taken action based on results from the last Army Civilian Attitude Survey (2001).		
Total Army for LN Positions		
Yes	4%	73
No	14%	279
Don't Know	82%	1,591
French		
Yes	6%	4
No	31%	22
Don't Know	63%	44