



# **VA All Employee Survey**

## **Organizational Assessment Inventory**

### **Frequently Asked Questions**

**WHAT IS THE ORGANIZATIONAL ASSESSMENT INVENTORY (OAI)?** The OAI is designed to assess how effectively the organization operates. It consists of 31 questions that explore issues concerning employees' perceptions of conditions in their immediate work group. The OAI was administered as a component of the 2006, 2007, 2008, and 2009 VA All Employee Surveys.

**WHO SHOULD TAKE THE OAI?** The OAI is designed for administration to all current employees of the Department of Veterans Affairs.

**WHAT WILL HAPPEN TO THE RESULTS OF THE ASSESSMENT?**

The aggregate results will be made available to all employees of the VA via the intranet. In order to maintain individual confidentiality, no data from groups smaller than ten (10) will be released. The results of the assessment will be used by local organizations to update their strategic plans.

**WHO WILL SEE MY SURVEY RESULTS?**

The VHA National Center for Organization Development (NCOD) is responsible for maintaining the confidentiality of the data gathered from the OAI. No one outside the team that developed the instrument will have access to individual results.

**WILL MY RESULTS BE TIED TO MY PERFORMANCE APPRAISAL?** No, your results are confidential within NCOD and will not be shared with anyone outside the team that developed the instrument. No results from a group smaller than ten will be shared. In other words, your privacy and confidentiality are secure.

**IS THE WEB SITE SECURE?** Yes. The site is outside the VA system and only anonymous results will be stored in a separate database at the HPDM National Office and the VHA National Center for Organization Development.

**HOW LONG DOES IT TAKE TO FILL-OUT THE ASSESSMENT?** When combined with other elements of the 2010 VA ALL Employee Survey, the JSI and Facility Culture Surveys, the entire survey takes about 30 minutes to complete. Once the responses are collected, your organization should receive results within 6 to 8 weeks.

**HOW DO I SIGN-UP TO TAKE THE ASSESSMENT?** The OAI is scheduled to be administered nationally every year. If you would like your work group to be assessed more frequently, you may contact the VHA National Center for Organization Development at 513.247.4680.