

**DEPARTMENT OF VETERANS AFFAIRS
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		5,611	12,268	5,029	4,765	2,160	29,833	NA
	%	59.96	18.84	41.13	16.68	15.94	7.42	100.00	
2. I have enough information to do my job well.	N		5,477	14,814	4,411	3,666	1,153	29,521	NA
	%	69.80	19.38	50.42	14.68	11.70	3.82	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		5,738	10,196	5,415	5,193	2,793	29,335	NA
	%	54.66	19.50	35.16	18.31	17.52	9.52	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		9,167	12,533	3,931	2,568	1,456	29,655	NA
	%	73.50	31.10	42.40	13.18	8.50	4.82	100.00	
*5. I like the kind of work I do.	N		12,593	12,398	2,654	1,072	532	29,249	NA
	%	85.85	43.69	42.15	8.99	3.41	1.75	100.00	
6. I know what is expected of me on the job.	N		9,671	13,849	3,139	1,990	851	29,500	NA
	%	80.89	33.91	46.99	10.11	6.27	2.72	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		18,740	9,784	754	185	190	29,653	NA
	%	96.09	62.33	33.75	2.63	0.61	0.67	100.00	
8. I am constantly looking for ways to do my job better.	N		15,010	12,354	1,992	257	165	29,778	NA
	%	91.98	50.26	41.71	6.62	0.82	0.58	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		3,372	10,784	4,792	6,549	4,227	29,724	84
	%	48.20	11.58	36.62	16.24	21.54	14.02	100.00	
*10. My workload is reasonable.	N		3,170	12,563	4,671	5,391	3,696	29,491	68
	%	54.64	11.30	43.33	15.84	17.55	11.98	100.00	
*11. My talents are used well in the workplace.	N		5,045	11,716	4,557	4,329	2,861	28,508	163
	%	59.65	18.16	41.49	15.73	14.83	9.78	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		9,267	15,595	2,923	1,090	671	29,546	126
	%	84.16	30.94	53.22	9.93	3.64	2.26	100.00	
*13. The work I do is important.	N		16,627	10,908	1,257	285	241	29,318	54
	%	94.44	57.17	37.27	3.97	0.82	0.77	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		6,423	12,002	4,277	4,171	2,747	29,620	156
	%	62.37	21.42	40.95	14.36	14.03	9.24	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		7,604	11,735	4,166	3,050	2,612	29,167	550
	%	66.28	26.26	40.02	14.35	10.20	9.17	100.00	
16. I am held accountable for achieving results.	N		9,468	15,325	3,267	908	516	29,484	142
	%	83.55	31.50	52.05	11.53	3.15	1.77	100.00	

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		6,614	10,375	5,592	2,884	3,228	28,693	911
	%	59.18	22.68	36.50	19.61	9.92	11.29	100.00	
*18. My training needs are assessed.	N		4,339	11,647	6,550	4,244	2,606	29,386	317
	%	56.06	15.28	40.78	22.01	13.64	8.30	100.00	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		8,526	11,662	3,624	2,954	2,291	29,057	755
	%	69.43	29.50	39.94	12.64	10.05	7.87	100.00	
*20. The people I work with cooperate to get the job done.	N		7,078	13,397	4,402	3,493	1,398	29,768	NA
	%	67.99	23.40	44.59	15.08	11.96	4.97	100.00	
*21. My work unit is able to recruit people with the right skills.	N		2,860	10,721	7,263	5,293	2,951	29,088	731
	%	47.65	10.18	37.47	24.82	17.56	9.97	100.00	
*22. Promotions in my work unit are based on merit.	N		2,227	6,519	8,465	5,384	5,131	27,726	1,924
	%	30.54	7.75	22.79	31.16	19.53	18.77	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		1,624	6,492	7,384	6,246	6,088	27,834	1,832
	%	29.00	5.86	23.14	26.81	22.17	22.02	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		1,932	7,282	8,075	6,436	4,734	28,459	1,275
	%	32.60	6.85	25.75	28.40	22.19	16.82	100.00	
25. Awards in my work unit depend on how well employees perform their jobs.	N		2,640	8,027	7,377	5,036	4,954	28,034	1,661
	%	37.52	9.36	28.16	26.63	17.86	17.99	100.00	
26. Employees in my work unit share job knowledge with each other.	N		6,292	14,716	4,347	2,502	1,762	29,619	125
	%	70.05	20.43	49.63	15.18	8.60	6.17	100.00	
27. The skill level in my work unit has improved in the past year.	N		4,730	11,092	7,935	2,972	2,125	28,854	861
	%	54.39	16.21	38.18	27.70	10.27	7.64	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		12,700	11,867	4,160	660	312	29,699	NA
	%	82.09	42.23	39.86	14.43	2.38	1.10	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		4,209	15,412	5,336	2,673	1,020	28,650	398
	%	69.27	15.17	54.11	18.56	8.67	3.49	100.00	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N		2,493	9,115	7,115	6,346	3,530	28,599	427
	%	41.36	8.84	32.52	25.07	21.50	12.07	100.00	
31. Employees are recognized for providing high quality products and services.	N		2,882	9,367	6,729	5,866	3,634	28,478	475
	%	42.86	10.15	32.70	23.76	20.42	12.95	100.00	
*32. Creativity and innovation are rewarded.	N		2,380	7,229	7,989	6,303	4,255	28,156	752
	%	34.26	8.49	25.77	28.38	22.09	15.27	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		1,248	4,050	7,086	7,341	7,385	27,110	1,765
	%	20.03	4.76	15.26	26.08	26.60	27.30	100.00	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		3,801	11,229	8,050	2,079	2,064	27,223	1,778
	%	54.96	13.71	41.26	29.68	7.69	7.67	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		5,714	15,223	4,262	2,113	1,363	28,675	273
	%	72.80	19.59	53.22	14.80	7.47	4.92	100.00	
*36. My organization has prepared employees for potential security threats.	N		4,895	14,643	5,114	2,428	1,402	28,482	445
	%	68.79	17.29	51.50	18.01	8.28	4.92	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		4,253	9,452	6,325	3,661	4,096	27,787	1,128
	%	48.95	14.93	34.02	23.11	13.06	14.89	100.00	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		5,546	11,131	5,757	2,061	2,569	27,064	1,758
	%	61.21	19.89	41.32	21.41	7.73	9.64	100.00	
39. My agency is successful at accomplishing its mission.	N		4,883	14,184	6,086	1,994	1,236	28,383	499
	%	67.47	17.09	50.38	21.84	6.56	4.14	100.00	
40. I recommend my organization as a good place to work.	N		6,513	11,856	6,078	2,932	1,503	28,882	NA
	%	64.32	23.01	41.31	21.10	9.66	4.92	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		3,961	7,200	7,294	4,344	3,490	26,289	2,609
	%	43.94	16.09	27.86	27.34	15.73	12.99	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		8,948	11,572	3,781	2,154	2,112	28,567	195
	%	71.00	30.59	40.41	13.47	7.78	7.75	100.00	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		7,087	10,122	5,467	3,260	2,617	28,553	150
	%	60.20	24.39	35.82	19.03	11.32	9.45	100.00	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		6,922	9,928	5,443	3,188	2,799	28,280	313
	%	59.33	24.17	35.16	19.30	11.11	10.26	100.00	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		6,756	10,067	6,469	1,635	1,937	26,864	1,794
	%	61.99	24.66	37.34	24.07	6.47	7.47	100.00	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		6,539	10,226	5,895	3,201	2,639	28,500	158
	%	58.80	22.84	35.96	20.61	11.10	9.50	100.00	
*47. Supervisors/team leaders in my work unit support employee development.	N		6,995	10,448	5,379	2,842	2,685	28,349	324
	%	61.15	24.34	36.81	18.94	10.10	9.81	100.00	
48. My supervisor/team leader listens to what I have to say.	N		8,814	11,335	4,023	2,874	1,560	28,606	NA
	%	69.68	30.04	39.64	14.36	10.30	5.65	100.00	
49. My supervisor/team leader treats me with respect.	N		10,374	11,453	3,417	1,871	1,392	28,507	NA
	%	75.99	35.59	40.40	12.30	6.73	4.98	100.00	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		8,583	13,121	2,982	2,658	1,152	28,496	NA
	%	75.41	29.25	46.16	10.95	9.49	4.14	100.00	
*51. I have trust and confidence in my supervisor.	N		8,847	9,032	5,076	2,933	2,653	28,541	NA
	%	62.16	30.33	31.83	17.93	10.38	9.53	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		10,380	8,373	5,579	2,305	1,896	28,533	NA
	%	64.90	35.69	29.21	19.87	8.36	6.87	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		2,909	8,358	7,132	5,797	3,754	27,950	284
	%	40.81	10.33	30.48	25.77	20.17	13.25	100.00	
54. My organization's leaders maintain high standards of honesty and integrity.	N		4,134	9,378	6,776	3,638	3,456	27,382	815
	%	49.31	14.81	34.49	24.94	13.17	12.59	100.00	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		4,443	11,714	6,371	2,339	2,075	26,942	1,146
	%	59.46	16.20	43.26	23.69	8.91	7.94	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		4,439	12,755	5,524	2,943	2,173	27,834	291
	%	61.43	15.67	45.76	20.40	10.39	7.78	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		4,434	12,270	6,116	2,326	1,743	26,889	1,188
	%	61.51	16.07	45.44	23.31	8.62	6.56	100.00	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		3,695	10,100	6,371	4,033	3,135	27,334	786
	%	50.54	13.47	37.08	23.72	14.32	11.42	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		3,896	10,448	6,452	3,641	2,806	27,243	869
	%	52.45	14.10	38.35	24.17	13.15	10.23	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		5,712	8,491	6,600	2,860	2,668	26,331	1,740
	%	53.67	21.41	32.27	25.24	10.83	10.26	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		5,223	8,561	6,683	3,763	3,396	27,626	462
	%	50.25	18.97	31.28	24.40	13.19	12.15	100.00	
62. Senior leaders demonstrate support for Work/Life programs.	N		3,888	7,491	7,731	3,066	2,660	24,836	3,229
	%	45.88	15.59	30.29	31.40	12.02	10.70	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		3,532	9,469	6,519	6,018	2,319	27,857	NA
	%	46.86	12.69	34.18	23.26	21.48	8.40	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		3,029	9,605	6,717	5,994	2,450	27,795	NA
	%	45.64	10.83	34.81	24.40	21.27	8.70	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		3,559	8,681	6,440	5,689	3,329	27,698	NA
	%	44.12	12.84	31.28	23.10	20.50	12.27	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		2,730	8,268	8,216	5,590	2,938	27,742	NA
	%	40.18	9.94	30.24	29.74	19.69	10.39	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		2,781	7,263	7,889	5,592	4,214	27,739	NA
	%	36.27	9.99	26.28	28.42	20.06	15.25	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		3,714	10,753	6,476	4,404	2,388	27,735	NA
	%	53.34	13.74	39.60	23.44	14.96	8.26	100.00	

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*69. Considering everything, how satisfied are you with your job?	N		5,902	12,121	4,925	3,121	1,600	27,669	NA
	%	65.51	21.56	43.95	17.84	10.95	5.70	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		3,795	10,434	5,053	5,463	2,986	27,731	NA
	%	49.24	12.68	36.56	18.83	20.38	11.56	100.00	
71. Considering everything, how satisfied are you with your organization?	N		3,958	11,255	6,231	4,176	2,160	27,780	NA
	%	55.17	14.30	40.87	22.58	14.64	7.62	100.00	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
Yes	7,510	21.59
No	18,654	71.92
Not sure	1,581	6.49
Total	27,745	100.00

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
I telework 3 or more days per week.	1,092	3.14
I telework 1 or 2 days per week.	1,138	2.82
I telework, but no more than 1 or 2 days per month.	425	1.22
I telework very infrequently, on an unscheduled or short-term basis.	1,106	3.21
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	11,363	46.65
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1,215	4.47
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	7,865	28.88
I do not telework because I choose not to telework.	2,614	9.61
Total	26,818	100.00

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74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	%
Yes	5,510	17.63
No	13,085	48.91
Not available to me	8,745	33.46
Total	27,340	100.00

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	%
Yes	5,903	21.88
No	18,008	66.12
Not available to me	3,381	12.00
Total	27,292	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	%
Yes	3,257	12.34
No	21,981	80.33
Not available to me	1,884	7.32
Total	27,122	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	%
Yes	933	3.63
No	21,929	79.28
Not available to me	4,642	17.09
Total	27,504	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	%
Yes	827	3.44
No	22,030	79.47
Not available to me	4,742	17.09
Total	27,599	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		1,262	1,323	766	274	143	3,768	923
	%	65.78	31.14	34.64	25.11	5.99	3.12	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		1,953	2,422	696	188	97	5,356	430
	%	79.20	34.10	45.10	15.24	3.58	1.97	100.00	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		1,040	2,991	1,317	167	55	5,570	742
	%	71.99	18.62	53.37	24.03	2.97	1.01	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		619	1,481	801	121	67	3,089	776
	%	68.47	19.81	48.67	25.51	3.70	2.32	100.00	
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N		181	288	286	23	18	796	395
	%	61.39	23.86	37.53	32.94	3.31	2.36	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		160	305	240	12	5	722	262
	%	66.11	23.09	43.02	31.38	1.77	0.74	100.00	

Survey Administration Period: April 30, 2013 to June 14, 2013

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

Percentages are weighted to represent the Agency's population.

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

Sample or Census: Sample

Number of surveys completed: 29,893

Number of surveys administered: 78,818

Response Rate: 37.9%

**DEPARTMENT OF VETERANS AFFAIRS
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

85. Where do you work?	N	%
Headquarters	11,071	41.12
Field	15,854	58.88
Total	26,925	100.00

*86. What is your supervisory status?	N	%
Non-Supervisor	19,247	70.26
Team Leader	4,028	14.70
Supervisor	2,534	9.25
Manager	1,273	4.65
Executive	312	1.14
Total	27,394	100.00

*87. Are you:	N	%
Male	10,683	39.28
Female	16,511	60.72
Total	27,194	100.00

*88. Are you Hispanic or Latino?	N	%
Yes	1,967	7.29
No	25,014	92.71
Total	26,981	100.00

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	362	1.37
Asian	1,250	4.74
Black or African American	4,877	18.51
Native Hawaiian or Other Pacific Islander	226	0.86
White	18,695	70.95
Two or more races	938	3.56
Total	26,348	100.00

Survey Administration Period: April 30, 2013 to June 14, 2013

Percentages are weighted to represent the Agency's population.

* AES prescribed items

Sample or Census: Sample

Number of surveys completed: 29,893

Number of surveys administered: 78,818

Response Rate: 37.9%

**DEPARTMENT OF VETERANS AFFAIRS
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

90. What is your age group?

	N	%
25 and under	158	0.59
26-29	901	3.35
30-39	4,203	15.60
40-49	6,955	25.82
50-59	10,128	37.60
60 or older	4,589	17.04
Total	26,934	100.00

91. What is your pay category/grade?

	N	%
Federal Wage System	1,665	6.13
GS 1-6	5,632	20.73
GS 7-12	11,363	41.83
GS 13-15	4,851	17.86
Senior Executive Service	217	0.80
Senior Level (SL) or Scientific or Professional (ST)	275	1.01
Other	3,163	11.64
Total	27,166	100.00

92. How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	834	3.05
1 to 3 years	4,352	15.93
4 to 5 years	4,425	16.20
6 to 10 years	5,590	20.47
11 to 14 years	3,012	11.03
15 to 20 years	2,550	9.34
More than 20 years	6,550	23.98
Total	27,313	100.00

**DEPARTMENT OF VETERANS AFFAIRS
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	1,286	4.75
1 to 3 years	5,616	20.74
4 to 5 years	4,894	18.07
6 to 10 years	5,685	20.99
11 to 20 years	4,795	17.71
More than 20 years	4,803	17.74
Total	27,079	100.00

94. Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	18,745	68.73
Yes, to retire	1,607	5.89
Yes, to take another job within the Federal Government	4,111	15.07
Yes, to take another job outside the Federal Government	1,236	4.53
Yes, other	1,573	5.77
Total	27,272	100.00

95. I am planning to retire:

	N	%
Within one year	921	3.43
Between one and three years	2,570	9.58
Between three and five years	2,895	10.79
Five or more years	20,440	76.19
Total	26,826	100.00

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2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

96. Self-Identify as:	N	%
Heterosexual or Straight	22,118	84.68
Gay, Lesbian, Bisexual, or Transgender	701	2.68
I prefer not to say	3,301	12.64
Total	26,120	100.00

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Yes	9,735	35.80
No	17,460	64.20
Total	27,195	100.00

98. Are you an individual with a disability?	N	%
Yes	6,271	23.12
No	20,855	76.88
Total	27,126	100.00