

**DEPARTMENT OF DEFENSE
2015 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		14,894	31,346	11,881	10,515	4,128	72,764	NA
	%	63.14	20.01	43.13	16.36	14.46	6.03	100.00	
2. I have enough information to do my job well.	N		14,736	37,398	10,375	7,661	2,136	72,306	NA
	%	71.38	19.57	51.81	14.79	10.71	3.12	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		16,628	27,531	12,320	10,261	4,866	71,606	NA
	%	60.26	22.21	38.05	17.72	14.69	7.33	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		20,426	30,981	10,721	6,805	3,456	72,389	NA
	%	70.06	27.37	42.69	15.26	9.54	5.13	100.00	
*5. I like the kind of work I do.	N		28,109	31,554	7,569	2,975	1,249	71,456	NA
	%	82.79	38.25	44.54	10.99	4.30	1.92	100.00	
6. I know what is expected of me on the job.	N		22,567	34,475	8,146	4,978	1,933	72,099	NA
	%	78.76	30.72	48.05	11.61	6.81	2.82	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		45,279	24,058	1,896	604	497	72,334	NA
	%	95.63	61.73	33.91	2.75	0.86	0.75	100.00	
8. I am constantly looking for ways to do my job better.	N		35,080	31,365	4,999	756	370	72,570	NA
	%	91.23	47.58	43.65	7.09	1.10	0.58	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		8,082	26,318	11,758	16,796	9,581	72,535	151
	%	46.86	11.09	35.77	16.79	22.96	13.38	100.00	
*10. My workload is reasonable.	N		8,742	34,090	11,659	11,592	6,122	72,205	113
	%	59.08	12.20	46.88	16.77	15.65	8.50	100.00	
*11. My talents are used well in the workplace.	N		12,823	30,036	11,250	9,874	6,199	70,182	281
	%	59.84	17.48	42.36	16.54	14.29	9.33	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		22,917	37,396	7,102	2,976	1,625	72,016	243
	%	82.78	30.35	52.43	10.47	4.34	2.41	100.00	

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Sample or Census: Sample
Number of surveys completed: 72,919

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*13. The work I do is important.	N		33,708	30,255	5,183	1,382	846	71,374	174
	%	89.42	46.85	42.57	7.43	1.92	1.22	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		16,534	32,086	9,882	8,875	4,984	72,361	206
	%	65.69	21.86	43.83	14.30	12.64	7.36	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		20,428	32,359	9,617	5,037	3,809	71,250	1,202
	%	73.05	27.79	45.26	14.17	7.19	5.59	100.00	
16. I am held accountable for achieving results.	N		22,561	37,569	8,137	2,476	1,293	72,036	296
	%	81.75	29.93	51.82	12.17	3.89	2.18	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		19,566	26,672	11,804	5,857	6,127	70,026	2,324
	%	64.58	26.49	38.09	17.65	8.51	9.27	100.00	
*18. My training needs are assessed.	N		10,829	27,236	16,358	11,044	6,305	71,772	669
	%	52.48	14.64	37.85	23.11	15.31	9.10	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		20,638	28,410	10,149	6,863	4,445	70,505	2,247
	%	68.70	28.47	40.23	14.89	9.89	6.52	100.00	
*20. The people I work with cooperate to get the job done.	N		19,753	34,881	9,526	6,218	2,328	72,706	NA
	%	74.18	26.20	47.98	13.65	8.70	3.47	100.00	
*21. My work unit is able to recruit people with the right skills.	N		5,817	23,927	18,556	14,534	7,739	70,573	2,188
	%	40.98	7.96	33.03	26.29	20.86	11.87	100.00	
*22. Promotions in my work unit are based on merit.	N		5,845	17,410	20,092	12,661	12,248	68,256	4,134
	%	32.93	7.96	24.97	28.84	18.68	19.55	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		4,104	16,282	18,796	14,809	13,157	67,148	5,278
	%	27.98	5.57	22.41	27.59	22.53	21.90	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		5,102	19,360	19,750	14,762	10,283	69,257	3,278
	%	33.30	6.83	26.46	28.65	21.76	16.30	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N			6,935	22,063	17,286	11,804	10,676	68,764	3,626
	%		40.23	9.40	30.83	25.58	17.33	16.87	100.00	
26. Employees in my work unit share job knowledge with each other.	N			15,274	36,899	10,507	5,774	3,771	72,225	287
	%		71.69	20.39	51.30	14.76	8.08	5.47	100.00	
27. The skill level in my work unit has improved in the past year.	N			10,532	26,534	20,873	7,855	4,715	70,509	2,073
	%		52.02	14.58	37.44	29.52	11.31	7.15	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			29,757	30,662	9,956	1,599	568	72,542	NA
	%		82.20	39.35	42.85	14.54	2.39	0.87	100.00	
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N			10,885	39,168	12,025	6,322	2,067	70,467	873
	%		70.06	14.87	55.19	17.57	9.23	3.15	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N			7,294	25,985	17,304	13,246	6,219	70,048	1,258
	%		45.77	9.82	35.95	25.43	19.45	9.36	100.00	
31. Employees are recognized for providing high quality products and services.	N			8,629	26,953	16,239	11,832	6,219	69,872	1,193
	%		49.15	11.51	37.64	23.74	17.50	9.61	100.00	
*32. Creativity and innovation are rewarded.	N			7,072	20,836	20,341	13,158	7,574	68,981	1,988
	%		38.80	9.43	29.37	29.54	19.70	11.96	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N			3,287	10,587	18,944	17,160	16,486	66,464	4,281
	%		20.68	4.88	15.81	27.69	25.41	26.22	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		10,912	26,875	19,199	4,679	4,206	65,871	5,286
	%	56.38	15.97	40.41	29.31	7.38	6.93	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		18,313	39,139	8,092	3,162	1,729	70,435	636
	%	80.52	25.03	55.49	11.99	4.76	2.72	100.00	
*36. My organization has prepared employees for potential security threats.	N		18,848	40,448	7,422	2,542	1,282	70,542	439
	%	83.12	25.85	57.27	11.09	3.80	1.99	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		12,948	24,574	14,904	7,578	7,533	67,537	3,438
	%	53.00	17.57	35.43	22.77	11.92	12.31	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		17,709	27,615	11,920	3,863	4,346	65,453	5,336
	%	67.36	25.51	41.85	18.88	6.42	7.34	100.00	
39. My agency is successful at accomplishing its mission.	N		17,565	38,526	10,197	2,658	1,173	70,119	944
	%	78.92	23.71	55.20	15.33	3.96	1.80	100.00	
40. I recommend my organization as a good place to work.	N		15,635	29,499	15,058	7,332	3,608	71,132	NA
	%	62.84	21.21	41.63	21.64	10.33	5.18	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		7,692	15,645	19,372	12,183	9,773	64,665	6,549
	%	35.23	11.44	23.79	29.79	18.97	16.01	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		27,324	29,842	7,376	3,283	2,781	70,606	407
	%	80.11	37.98	42.13	10.83	4.80	4.26	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		21,042	26,751	11,951	6,364	4,418	70,526	338
	%	67.00	28.82	38.17	17.27	9.13	6.61	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		18,909	25,101	13,581	6,779	5,091	69,461	943
	%	62.68	26.58	36.10	19.69	9.95	7.68	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		19,565	25,382	14,565	2,847	3,029	65,388	5,361
	%	67.60	28.92	38.68	22.67	4.69	5.04	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		17,628	25,635	14,492	7,477	5,044	70,276	438
	%	61.14	24.43	36.71	20.68	10.64	7.55	100.00	
*47. Supervisors in my work unit support employee development.	N		18,353	27,630	13,032	5,921	4,802	69,738	1,056
	%	65.06	25.66	39.40	18.74	8.74	7.46	100.00	
48. My supervisor listens to what I have to say.	N		25,744	28,893	8,534	5,001	2,628	70,800	NA
	%	76.52	35.55	40.97	12.42	7.14	3.92	100.00	
49. My supervisor treats me with respect.	N		29,520	28,344	7,077	3,247	2,422	70,610	NA
	%	81.56	41.06	40.50	10.33	4.67	3.45	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		22,818	29,760	7,980	6,978	3,122	70,658	NA
	%	74.24	31.90	42.34	11.50	9.76	4.50	100.00	
*51. I have trust and confidence in my supervisor.	N		24,730	23,488	11,448	5,913	5,085	70,664	NA
	%	67.49	34.15	33.33	16.54	8.52	7.46	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?	N		27,992	22,049	12,520	4,758	3,390	70,709	NA
	%	70.07	38.77	31.30	18.13	6.90	4.89	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		8,575	22,013	17,032	12,751	8,857	69,228	1,113
	%	41.80	11.37	30.43	25.20	19.07	13.94	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		12,749	25,374	15,406	6,811	6,688	67,028	3,216
	%	54.45	17.40	37.05	23.79	10.77	11.00	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		13,333	31,260	13,990	4,253	3,513	66,349	3,289
	%	65.45	18.86	46.58	21.83	6.87	5.85	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		10,873	30,963	14,482	7,827	4,961	69,106	890
	%	58.69	14.63	44.06	21.65	11.83	7.83	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		10,557	29,526	15,789	5,918	3,800	65,590	4,328
	%	59.17	15.09	44.08	24.75	9.60	6.48	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		9,898	26,965	15,408	9,370	6,162	67,803	2,271
	%	52.49	13.62	38.87	23.47	14.15	9.89	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		10,763	28,811	15,262	7,582	5,298	67,716	2,271
	%	56.68	14.78	41.90	23.27	11.61	8.44	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?	N		16,418	23,941	15,224	6,110	4,924	66,617	3,467
	%	58.85	23.06	35.79	23.43	9.74	7.98	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		15,345	23,848	16,068	8,177	5,913	69,351	710
	%	54.68	20.74	33.93	23.91	12.24	9.17	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		14,159	24,904	16,040	5,656	4,159	64,918	5,135
	%	57.29	20.07	37.22	26.07	9.32	7.31	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		10,733	27,053	15,751	12,092	4,229	69,858	NA
	%	52.82	14.33	38.49	23.42	17.51	6.25	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		8,925	25,761	16,313	13,529	5,213	69,741	NA
	%	48.13	11.80	36.33	24.12	19.90	7.84	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		10,152	23,687	17,243	11,931	6,507	69,520	NA
	%	47.12	13.56	33.56	25.21	17.73	9.93	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		8,198	23,725	20,113	11,948	5,566	69,550	NA
	%	43.72	10.82	32.90	29.66	17.90	8.72	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		6,793	16,646	20,098	14,557	11,501	69,595	NA
	%	33.90	9.54	24.36	28.33	20.86	16.91	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		9,596	26,524	17,101	10,783	5,611	69,615	NA
	%	51.18	13.20	37.99	24.67	15.61	8.53	100.00	
*69. Considering everything, how satisfied are you with your job?	N		14,816	31,353	12,389	7,644	3,377	69,579	NA
	%	65.49	20.35	45.14	18.20	11.20	5.12	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		11,244	30,135	12,184	10,919	5,208	69,690	NA
	%	58.47	15.78	42.70	18.14	15.63	7.75	100.00	
71. Considering everything, how satisfied are you with your organization?	N		10,945	29,183	15,402	9,583	4,587	69,700	NA
	%	56.22	14.64	41.58	22.71	14.09	6.99	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	24,313	30.98
Yes, I was notified that I was not eligible to telework.	15,539	22.02
No, I was not notified of my telework eligibility.	23,657	37.06
Not sure if I was notified of my telework eligibility.	6,057	9.94
Total	69,566	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	1,319	1.81
I telework 1 or 2 days per week.	5,685	6.56
I telework, but no more than 1 or 2 days per month.	2,864	3.66
I telework very infrequently, on an unscheduled or short-term basis.	9,398	12.01
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	19,576	29.72
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	4,397	6.54
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.	15,787	24.78
I do not telework because I choose not to telework.	9,719	14.91
Total	68,745	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	26,316	37.91
No	29,865	41.94
Not available to me	13,188	20.15
Total	69,369	100.00

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N	%
Yes	23,607	33.06
No	37,972	55.44
Not available to me	7,605	11.49
Total	69,184	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	7,346	11.26
No	56,200	81.64
Not available to me	4,860	7.10
Total	68,406	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	3,270	5.47
No	55,862	80.34
Not available to me	10,186	14.19
Total	69,318	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	1,609	2.50
No	56,471	81.69
Not available to me	11,247	15.81
Total	69,327	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		6,431	7,731	2,808	1,459	537	18,966	1,276
	%	72.83	31.46	41.37	15.94	8.17	3.06	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		12,423	10,973	1,715	550	205	25,866	503
	%	89.66	46.97	42.69	7.13	2.32	0.89	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		7,671	11,246	3,044	485	140	22,586	1,375
	%	82.49	33.11	49.38	14.62	2.18	0.71	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		1,678	3,239	1,597	155	96	6,765	1,857
	%	72.79	24.39	48.40	23.44	2.19	1.59	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		889	1,115	598	71	29	2,702	1,004
	%	76.07	33.87	42.21	19.97	2.62	1.33	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		328	463	420	9	8	1,228	797
	%	65.42	27.13	38.29	33.21	0.56	0.81	100.00	

Survey Administration Period: April 27, 2015 to June 12, 2015

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

Sample or Census: Sample

Number of surveys completed: 72,919

**DEPARTMENT OF DEFENSE
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Where do you work?	N	%
Headquarters	27,857	40.56
Field	40,828	59.44
Total	68,685	100.00

*What is your supervisory status?	N	%
Non-Supervisor	41,902	60.47
Team Leader	11,993	17.31
Supervisor	9,717	14.02
Manager	4,380	6.32
Senior Leader	1,299	1.87
Total	69,291	100.00

*Are you:	N	%
Male	43,537	63.45
Female	25,082	36.55
Total	68,619	100.00

*Are you Hispanic or Latino?	N	%
Yes	5,284	7.77
No	62,764	92.23
Total	68,048	100.00

**DEPARTMENT OF DEFENSE
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

*Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	773	1.17
Asian	2,960	4.46
Black or African American	9,488	14.30
Native Hawaiian or Other Pacific Islander	738	1.11
White	49,428	74.50
Two or more races	2,956	4.46
Total	66,343	100.00

What is the highest degree or level of education you have completed?	N	%
Less than High School	63	0.09
High School Diploma/GED or equivalent	3,285	4.76
Trade or Technical Certificate	2,020	2.93
Some College (no degree)	12,842	18.61
Associate's Degree (e.g., AA, AS)	7,957	11.53
Bachelor's Degree (e.g., BA, BS)	21,673	31.41
Master's Degree (e.g., MA, MS, MBA)	18,893	27.38
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	2,277	3.30
Total	69,010	100.00

**DEPARTMENT OF DEFENSE
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

What is your pay category/grade?	N	%
Federal Wage System	4,973	7.21
GS 1-6	5,374	7.79
GS 7-12	35,737	51.79
GS 13-15	20,884	30.26
Senior Executive Service	479	0.69
Senior Level (SL) or Scientific or Professional (ST)	81	0.12
Other	1,478	2.14
Total	69,006	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	1,016	1.47
1 to 3 years	5,380	7.79
4 to 5 years	9,812	14.20
6 to 10 years	17,830	25.80
11 to 14 years	9,240	13.37
15 to 20 years	6,635	9.60
More than 20 years	19,186	27.77
Total	69,099	100.00

**DEPARTMENT OF DEFENSE
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	2,582	3.74
1 to 3 years	9,188	13.32
4 to 5 years	11,564	16.77
6 to 10 years	18,779	27.23
11 to 20 years	13,936	20.20
More than 20 years	12,928	18.74
Total	68,977	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	40,774	59.07
Yes, to retire	4,432	6.42
Yes, to take another job within the Federal Government	17,534	25.40
Yes, to take another job outside the Federal Government	2,442	3.54
Yes, other	3,839	5.56
Total	69,021	100.00

I am planning to retire:	N	%
Within one year	2,769	4.03
Between one and three years	7,251	10.56
Between three and five years	8,070	11.75
Five or more years	50,563	73.65
Total	68,653	100.00

**DEPARTMENT OF DEFENSE
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Self-Identify as:	N	%
Heterosexual or Straight	57,212	86.83
Gay, Lesbian, Bisexual, or Transgender	1,065	1.62
I prefer not to say	7,611	11.55
Total	65,888	100.00

What is your US military service status?	N	%
No Prior Military Service	30,158	44.03
Currently in National Guard or Reserves	3,331	4.86
Retired	22,223	32.45
Separated or Discharged	12,776	18.65
Total	68,488	100.00

Are you an individual with a disability?	N	%
Yes	14,900	21.73
No	53,657	78.27
Total	68,557	100.00

What is your age group?	N	%
25 and under	415	0.57
26-29	2,016	2.76
30-39	10,197	13.98
40-49	17,517	24.02
50-59	31,554	43.27
60 or older	11,220	15.39
Total	72,919	100.00

Survey Administration Period: April 27, 2015 to June 12, 2015
Percentages for demographic questions are unweighted.

Sample or Census: Sample
Number of surveys completed: 72,919