

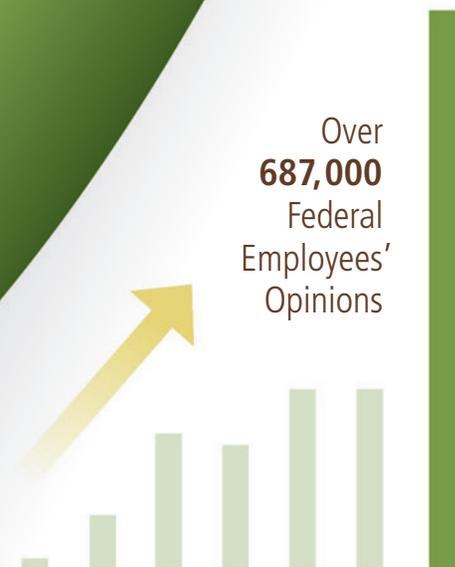
2012

Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

COMMODITY FUTURES TRADING COMMISSION
AGENCY RESULTS

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT



Over
687,000
Federal
Employees'
Opinions

COMMODITY FUTURES TRADING COMMISSION 2012 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		71	159	53	54	15	352	NA
	%	65.4	19.6	45.7	14.9	15.5	4.2	100.0	
2. I have enough information to do my job well.	N		59	174	62	48	9	352	NA
	%	65.7	16.3	49.4	17.9	13.9	2.5	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		92	136	59	43	20	350	NA
	%	64.9	25.6	39.3	16.9	12.2	6.0	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		91	154	76	19	13	353	NA
	%	68.6	25.3	43.2	22.7	5.1	3.6	100.0	
*5. I like the kind of work I do.	N		124	161	48	14	6	353	NA
	%	81.1	34.7	46.4	13.2	3.9	1.8	100.0	
6. I know what is expected of me on the job.	N		89	161	52	38	9	349	NA
	%	71.1	24.3	46.7	15.9	10.4	2.7	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		246	102	4	1	0	353	NA
	%	98.6	68.5	30.1	1.0	0.4	0.0	100.0	
8. I am constantly looking for ways to do my job better.	N		177	151	22	2	0	352	NA
	%	93.2	49.9	43.3	6.2	0.6	0.0	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		19	106	63	97	66	351	0
	%	34.8	5.1	29.7	19.0	27.4	18.9	100.0	
*10. My workload is reasonable.	N		35	164	62	57	33	351	0
	%	56.9	10.2	46.7	18.2	16.0	9.0	100.0	
*11. My talents are used well in the workplace.	N		55	145	66	46	34	346	0
	%	57.5	15.1	42.4	19.7	13.0	9.8	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		101	180	44	18	6	349	3
	%	80.0	27.8	52.2	13.0	5.1	2.0	100.0	
*13. The work I do is important.	N		145	154	37	9	3	348	1
	%	86.0	41.7	44.3	10.5	2.5	0.9	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		137	166	24	19	6	352	0
	%	86.2	39.1	47.0	7.0	5.0	1.8	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		81	172	46	27	19	345	7
	%	73.2	22.6	50.6	13.4	8.0	5.4	100.0	
16. I am held accountable for achieving results.	N		90	203	45	8	3	349	2
	%	83.8	25.2	58.7	13.0	2.2	0.9	100.0	

Survey Administration Period: April 4, 2012 to May 16, 2012
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* AES prescribed items

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

**COMMODITY FUTURES TRADING COMMISSION
2012 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
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		93	122	69	17	18	319	32
	%	68.0	28.7	39.3	21.6	5.0	5.4	100.0	
*18. My training needs are assessed.	N		37	104	100	71	36	348	4
	%	40.3	10.0	30.2	28.9	20.4	10.4	100.0	
*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		54	150	70	48	27	349	4
	%	58.1	15.2	43.0	20.1	14.2	7.5	100.0	
*20. The people I work with cooperate to get the job done.	N		113	170	46	20	4	353	NA
	%	80.8	31.4	49.4	12.6	5.5	1.0	100.0	
*21. My work unit is able to recruit people with the right skills.	N		42	143	82	56	22	345	8
	%	51.9	11.5	40.4	25.4	16.2	6.5	100.0	
*22. Promotions in my work unit are based on merit.	N		29	105	95	45	42	316	36
	%	41.1	9.0	32.2	31.2	14.9	12.7	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		13	91	95	67	42	308	43
	%	32.2	3.8	28.3	32.0	22.7	13.2	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		23	77	96	87	44	327	26
	%	29.4	6.6	22.8	29.3	27.8	13.6	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		34	106	85	53	39	317	36
	%	42.4	10.0	32.4	28.4	17.2	12.1	100.0	
26. Employees in my work unit share job knowledge with each other.	N		101	177	40	18	17	353	0
	%	78.9	27.5	51.4	11.3	5.1	4.7	100.0	
27. The skill level in my work unit has improved in the past year.	N		75	156	87	15	9	342	11
	%	67.8	21.7	46.1	25.1	4.5	2.6	100.0	
		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		187	132	29	4	1	353	NA
	%	89.9	52.0	37.9	8.7	1.2	0.2	100.0	
		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		53	172	60	44	10	339	11
	%	65.6	14.8	50.9	19.1	12.4	2.9	100.0	

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

**COMMODITY FUTURES TRADING COMMISSION
2012 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
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		38	127	73	69	30	337	13
	%	48.5	10.6	37.9	21.7	21.1	8.7	100.0	
31. Employees are recognized for providing high quality products and services.	N		52	124	77	58	31	342	7
	%	50.8	14.4	36.5	23.4	17.0	8.8	100.0	
*32. Creativity and innovation are rewarded.	N		47	104	89	64	34	338	11
	%	44.6	13.4	31.1	25.8	19.5	10.1	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		21	70	85	75	62	313	32
	%	28.4	6.5	21.9	27.7	24.3	19.6	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		48	142	80	20	22	312	36
	%	61.2	14.7	46.5	25.6	6.3	6.8	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		114	188	33	5	2	342	6
	%	88.3	33.6	54.6	9.9	1.3	0.5	100.0	
*36. My organization has prepared employees for potential security threats.	N		72	171	69	20	5	337	12
	%	72.7	21.1	51.6	20.1	5.8	1.4	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		65	125	59	30	28	307	40
	%	62.5	21.3	41.2	19.1	9.9	8.5	100.0	
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		87	145	51	9	18	310	37
	%	75.8	28.4	47.3	16.0	2.7	5.5	100.0	
39. My agency is successful at accomplishing its mission.	N		74	182	58	21	6	341	6
	%	75.3	21.3	54.0	16.7	6.1	2.0	100.0	
40. I recommend my organization as a good place to work.	N		120	144	60	18	7	349	NA
	%	75.6	33.8	41.8	17.1	5.2	2.0	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		51	100	84	42	28	305	44
	%	48.2	16.0	32.2	28.6	14.4	8.8	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		176	126	27	14	4	347	2
	%	87.5	50.5	37.0	7.2	4.1	1.2	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		115	131	54	35	14	349	0
	%	70.2	32.1	38.1	16.1	9.7	4.0	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		98	130	61	41	16	346	2
	%	65.5	27.5	38.0	18.4	11.5	4.6	100.0	

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**COMMODITY FUTURES TRADING COMMISSION
2012 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
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		93	135	68	12	8	316	33
	%	71.6	28.3	43.3	22.4	3.5	2.4	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		82	136	80	30	19	347	2
	%	62.1	22.7	39.4	23.6	9.2	5.1	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		96	145	59	32	14	346	3
	%	69.3	27.1	42.2	17.0	9.9	3.8	100.0	
48. My supervisor/team leader listens to what I have to say.	N		149	140	34	22	4	349	NA
	%	83.1	42.5	40.6	9.6	6.2	1.1	100.0	
49. My supervisor/team leader treats me with respect.	N		169	126	32	12	10	349	NA
	%	84.3	48.3	36.0	9.4	3.5	2.7	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		146	165	21	10	6	348	NA
	%	89.4	41.2	48.2	6.1	2.9	1.6	100.0	
*51. I have trust and confidence in my supervisor.	N		148	107	49	28	17	349	NA
	%	72.8	42.4	30.5	14.5	8.0	4.7	100.0	
		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		163	98	57	17	12	347	NA
	%	74.5	46.3	28.2	17.1	5.1	3.3	100.0	
		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		41	131	78	59	32	341	6
	%	49.0	11.6	37.4	24.0	18.2	8.8	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		75	148	67	29	17	336	12
	%	65.9	21.6	44.3	20.5	8.8	4.8	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		67	161	74	21	11	334	13
	%	68.4	19.3	49.0	22.2	6.5	2.9	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		55	141	78	57	15	346	1
	%	56.1	15.2	40.8	22.6	17.0	4.4	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		50	140	94	29	11	324	24
	%	58.5	15.2	43.3	28.9	9.2	3.4	100.0	

Survey Administration Period: April 4, 2012 to May 16, 2012

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

Sample or Census: Census

Number of surveys completed: 353

Number of surveys administered: 616

Response Rate: 57.3%

**COMMODITY FUTURES TRADING COMMISSION
2012 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
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		40	134	75	64	26	339	8
	%	51.6	11.9	39.7	21.8	18.9	7.7	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		50	147	68	51	26	342	5
	%	57.3	14.7	42.6	20.3	14.7	7.7	100.0	
		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		96	119	76	31	17	339	8
	%	62.0	27.7	34.4	24.2	9.2	4.5	100.0	
		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		79	133	75	32	25	344	1
	%	62.0	22.7	39.4	21.9	9.3	6.7	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		79	128	74	28	16	325	22
	%	64.1	24.5	39.6	22.8	8.4	4.7	100.0	
		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		55	136	76	63	15	345	NA
	%	55.3	15.3	40.0	22.7	17.7	4.3	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		47	126	76	71	25	345	NA
	%	49.0	13.3	35.7	23.4	20.2	7.4	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		59	129	75	53	30	346	NA
	%	53.8	16.6	37.2	22.3	15.4	8.4	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		46	124	93	58	24	345	NA
	%	48.5	12.8	35.8	28.3	16.8	6.3	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		33	77	118	62	57	347	NA
	%	31.5	9.3	22.2	33.8	18.6	16.1	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		32	130	100	54	26	342	NA
	%	46.8	9.4	37.5	28.7	16.8	7.6	100.0	

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**COMMODITY FUTURES TRADING COMMISSION
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		81	157	68	26	10	342	NA
	%	69.2	23.8	45.4	20.4	7.6	2.8	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		67	157	54	39	29	346	NA
	%	65.5	19.4	46.0	15.9	10.8	7.8	100.0	
71. Considering everything, how satisfied are you with your organization?	N		78	160	62	35	9	344	NA
	%	68.8	22.9	45.9	18.6	10.1	2.5	100.0	

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	313	91.5
No	17	4.4
Not sure	15	4.0
Total	345	100.0

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

	N	%
I telework 3 or more days per week.	0	0.0
I telework 1 or 2 days per week.	52	15.2
I telework, but no more than 1 or 2 days per month.	100	29.9
I telework very infrequently, on an unscheduled or short-term basis.	109	31.1
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	5	1.4
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	6	1.7
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.	10	3.1
I do not telework because I choose not to telework.	64	17.6
Total	346	100.0

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Sample or Census: Census
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**COMMODITY FUTURES TRADING COMMISSION
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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

	N	%
Yes	207	59.2
No	126	36.7
Not available to me	12	4.2
Total	345	100.0

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

	N	%
Yes	76	22.0
No	242	70.1
Not available to me	26	7.9
Total	344	100.0

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

	N	%
Yes	54	16.2
No	281	81.5
Not available to me	8	2.4
Total	343	100.0

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

	N	%
Yes	5	1.4
No	253	73.7
Not available to me	85	25.0
Total	343	100.0

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

	N	%
Yes	18	5.1
No	266	77.5
Not available to me	61	17.4
Total	345	100.0

**COMMODITY FUTURES TRADING COMMISSION
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	71.7	81 30.9	102 40.8	43 16.6	25 9.7	6 2.1	257 100.0	3
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	89.6	95 47.0	85 42.6	13 6.1	5 2.9	3 1.4	201 100.0	5
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 %	74.7	19 25.9	35 48.8	14 20.4	4 4.8	0 0.0	72 100.0	3
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	72.7	14 28.8	22 43.8	12 25.4	1 1.9	0 0.0	49 100.0	7
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 %	82.4	1 16.2	4 66.2	0 0.0	1 17.6	0 0.0	6 100.0	1
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	61.5	5 31.3	5 30.2	6 38.5	0 0.0	0 0.0	16 100.0	2

Survey Administration Period: April 4, 2012 to May 16, 2012

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

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United States
Office of Personnel Management
Planning and Policy Analysis

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