

# Federal Railroad Administration (FRA)

## 2011 Federal Employee Viewpoint Survey: Subagency Report

### Response Summary

	Surveys Completed
Governmentwide	266,376
Department of Transportation	10,203
<b>Federal Railroad Administration (FRA)</b>	<b>716</b>

This 2011 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

## My Work Experience

### 1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	265,945	65.1%	16.5%	18.4%
Department of Transportation	10,183	60.6%	18.1%	21.3%
<b>Federal Railroad Administration (FRA)</b>	<b>714</b>	<b>72.6%</b>	<b>15.4%</b>	<b>12.0%</b>

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	265,839	73.2%	14.3%	12.5%
Department of Transportation	10,181	70.4%	14.1%	15.4%
<b>Federal Railroad Administration (FRA)</b>	<b>713</b>	<b>77.2%</b>	<b>14.7%</b>	<b>8.1%</b>

### 3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	265,764	59.4%	18.7%	21.9%
Department of Transportation	10,186	50.8%	20.4%	28.8%
<b>Federal Railroad Administration (FRA)</b>	<b>716</b>	<b>68.8%</b>	<b>17.9%</b>	<b>13.3%</b>

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## Subagency Report

### My Work Experience (continued)

**4. My work gives me a feeling of personal accomplishment.**

	N	Positive	Neutral	Negative
Governmentwide	265,768	73.9%	14.1%	12.0%
Department of Transportation	10,169	74.9%	13.4%	11.8%
<b>Federal Railroad Administration (FRA)</b>	<b>714</b>	<b>81.8%</b>	<b>11.1%</b>	<b>7.2%</b>

**5. I like the kind of work I do.**

	N	Positive	Neutral	Negative
Governmentwide	265,594	85.0%	10.1%	4.9%
Department of Transportation	10,175	87.2%	8.3%	4.5%
<b>Federal Railroad Administration (FRA)</b>	<b>710</b>	<b>89.9%</b>	<b>6.9%</b>	<b>3.2%</b>

**6. I know what is expected of me on the job.**

	N	Positive	Neutral	Negative
Governmentwide	265,012	80.2%	11.3%	8.5%
Department of Transportation	10,147	80.1%	11.4%	8.5%
<b>Federal Railroad Administration (FRA)</b>	<b>712</b>	<b>81.7%</b>	<b>11.6%</b>	<b>6.7%</b>

**7. When needed I am willing to put in the extra effort to get a job done.**

	N	Positive	Neutral	Negative
Governmentwide	265,711	96.9%	2.2%	0.9%
Department of Transportation	10,181	95.9%	2.9%	1.2%
<b>Federal Railroad Administration (FRA)</b>	<b>714</b>	<b>97.6%</b>	<b>1.5%</b>	<b>0.9%</b>

**8. I am constantly looking for ways to do my job better.**

	N	Positive	Neutral	Negative
Governmentwide	265,389	91.8%	6.9%	1.3%
Department of Transportation	10,167	88.2%	8.9%	2.9%
<b>Federal Railroad Administration (FRA)</b>	<b>716</b>	<b>93.7%</b>	<b>5.3%</b>	<b>1.1%</b>

**9. I have sufficient resources (for example, people, materials, budget) to get my job done.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	264,984	47.8%	18.1%	34.1%	883
Department of Transportation	10,141	44.3%	19.9%	35.8%	34
<b>Federal Railroad Administration (FRA)</b>	<b>712</b>	<b>54.9%</b>	<b>19.5%</b>	<b>25.6%</b>	<b>3</b>

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## Subagency Report

### My Work Experience (continued)

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	265,001	59.0%	17.0%	24.0%	717
Department of Transportation	10,145	63.3%	17.5%	19.2%	28
<b>Federal Railroad Administration (FRA)</b>	<b>712</b>	<b>68.4%</b>	<b>16.5%</b>	<b>15.2%</b>	<b>3</b>

**11. My talents are used well in the workplace.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	262,958	60.5%	16.9%	22.6%	1,883
Department of Transportation	10,067	59.2%	17.9%	22.9%	76
<b>Federal Railroad Administration (FRA)</b>	<b>702</b>	<b>68.6%</b>	<b>15.7%</b>	<b>15.6%</b>	<b>7</b>

**12. I know how my work relates to the agency's goals and priorities.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	264,357	84.6%	9.8%	5.6%	1,002
Department of Transportation	10,128	79.9%	11.6%	8.5%	40
<b>Federal Railroad Administration (FRA)</b>	<b>710</b>	<b>86.2%</b>	<b>8.1%</b>	<b>5.7%</b>	<b>4</b>

**13. The work I do is important.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	264,040	91.8%	6.0%	2.3%	753
Department of Transportation	10,103	92.3%	5.5%	2.3%	33
<b>Federal Railroad Administration (FRA)</b>	<b>709</b>	<b>92.7%</b>	<b>5.9%</b>	<b>1.3%</b>	<b>2</b>

**14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	264,418	67.3%	14.3%	18.3%	1,201
Department of Transportation	10,111	63.6%	15.0%	21.3%	66
<b>Federal Railroad Administration (FRA)</b>	<b>709</b>	<b>71.5%</b>	<b>19.5%</b>	<b>9.0%</b>	<b>6</b>

**15. My performance appraisal is a fair reflection of my performance.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	261,100	69.7%	15.0%	15.3%	4,516
Department of Transportation	9,955	65.3%	16.7%	18.0%	210
<b>Federal Railroad Administration (FRA)</b>	<b>690</b>	<b>74.0%</b>	<b>14.7%</b>	<b>11.3%</b>	<b>25</b>

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## Subagency Report

### My Work Experience (continued)

*16. I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	263,651	84.0%	11.2%	4.8%	1,231
Department of Transportation	10,095	80.3%	12.4%	7.3%	55
<b>Federal Railroad Administration (FRA)</b>	<b>706</b>	<b>88.5%</b>	<b>9.2%</b>	<b>2.3%</b>	<b>7</b>

*17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	253,455	62.5%	19.7%	17.8%	11,875
Department of Transportation	9,682	58.5%	20.7%	20.7%	485
<b>Federal Railroad Administration (FRA)</b>	<b>678</b>	<b>75.0%</b>	<b>16.0%</b>	<b>9.0%</b>	<b>36</b>

*18. My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	260,288	54.0%	23.7%	22.3%	3,663
Department of Transportation	9,960	51.1%	24.2%	24.7%	143
<b>Federal Railroad Administration (FRA)</b>	<b>701</b>	<b>58.4%</b>	<b>24.4%</b>	<b>17.1%</b>	<b>9</b>

*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	Positive	Neutral	Negative	NBJ
Governmentwide	260,567	68.7%	14.9%	16.5%	4,926
Department of Transportation	9,931	60.6%	17.9%	21.5%	232
<b>Federal Railroad Administration (FRA)</b>	<b>691</b>	<b>73.6%</b>	<b>16.0%</b>	<b>10.5%</b>	<b>24</b>

### My Work Unit

*20. The people I work with cooperate to get the job done.*

	N	Positive	Neutral	Negative
Governmentwide	255,715	74.6%	13.9%	11.5%
Department of Transportation	9,604	74.9%	13.7%	11.4%
<b>Federal Railroad Administration (FRA)</b>	<b>704</b>	<b>84.3%</b>	<b>11.3%</b>	<b>4.3%</b>

*21. My work unit is able to recruit people with the right skills.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,103	45.5%	27.7%	26.8%	8,699
Department of Transportation	9,828	37.6%	27.7%	34.6%	350
<b>Federal Railroad Administration (FRA)</b>	<b>692</b>	<b>59.2%</b>	<b>24.9%</b>	<b>15.9%</b>	<b>22</b>

## Federal Railroad Administration (FRA) Subagency Report

### My Work Unit (continued)

**22. Promotions in my work unit are based on merit.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	249,968	35.6%	29.5%	35.0%	15,477
Department of Transportation	9,579	29.4%	26.7%	43.9%	586
<b>Federal Railroad Administration (FRA)</b>	<b>675</b>	<b>47.1%</b>	<b>31.4%</b>	<b>21.5%</b>	<b>37</b>

**23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	244,312	30.6%	28.7%	40.7%	21,336
Department of Transportation	9,406	26.5%	25.0%	48.5%	774
<b>Federal Railroad Administration (FRA)</b>	<b>638</b>	<b>38.3%</b>	<b>36.9%</b>	<b>24.8%</b>	<b>77</b>

**24. In my work unit, differences in performance are recognized in a meaningful way.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	252,163	35.9%	29.9%	34.3%	13,383
Department of Transportation	9,693	29.3%	28.7%	41.9%	483
<b>Federal Railroad Administration (FRA)</b>	<b>666</b>	<b>49.4%</b>	<b>32.0%</b>	<b>18.6%</b>	<b>48</b>

**25. Awards in my work unit depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	250,339	43.5%	25.5%	31.0%	14,993
Department of Transportation	9,574	36.3%	24.9%	38.9%	599
<b>Federal Railroad Administration (FRA)</b>	<b>675</b>	<b>52.3%</b>	<b>26.6%</b>	<b>21.1%</b>	<b>40</b>

**26. Employees in my work unit share job knowledge with each other.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	263,796	73.4%	14.5%	12.1%	1,396
Department of Transportation	10,116	76.8%	14.1%	9.2%	50
<b>Federal Railroad Administration (FRA)</b>	<b>708</b>	<b>79.4%</b>	<b>12.9%</b>	<b>7.7%</b>	<b>6</b>

**27. The skill level in my work unit has improved in the past year.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	254,995	57.0%	27.9%	15.1%	9,518
Department of Transportation	9,786	48.9%	28.5%	22.6%	348
<b>Federal Railroad Administration (FRA)</b>	<b>682</b>	<b>64.3%</b>	<b>27.3%</b>	<b>8.4%</b>	<b>31</b>

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## Subagency Report

### My Work Unit (continued)

28. *How would you rate the overall quality of work done by your work unit?*

	N	Positive	Neutral	Negative
Governmentwide	265,011	82.2%	14.7%	3.0%
Department of Transportation	10,141	78.1%	17.9%	4.0%
<b>Federal Railroad Administration (FRA)</b>	<b>712</b>	<b>88.4%</b>	<b>10.8%</b>	<b>0.8%</b>

### My Agency

29. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,174	73.2%	16.8%	10.1%	3,724
Department of Transportation	9,921	70.8%	16.5%	12.7%	135
<b>Federal Railroad Administration (FRA)</b>	<b>701</b>	<b>82.9%</b>	<b>11.6%</b>	<b>5.4%</b>	<b>10</b>

30. *Employees have a feeling of personal empowerment with respect to work processes.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	255,218	48.4%	26.2%	25.5%	5,729
Department of Transportation	9,856	41.5%	27.6%	30.9%	217
<b>Federal Railroad Administration (FRA)</b>	<b>698</b>	<b>69.4%</b>	<b>17.4%</b>	<b>13.2%</b>	<b>15</b>

31. *Employees are recognized for providing high quality products and services.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	256,448	51.5%	24.1%	24.4%	4,652
Department of Transportation	9,903	41.1%	26.2%	32.6%	174
<b>Federal Railroad Administration (FRA)</b>	<b>697</b>	<b>66.6%</b>	<b>20.6%</b>	<b>12.7%</b>	<b>16</b>

32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	252,887	40.9%	29.8%	29.3%	7,559
Department of Transportation	9,755	31.5%	30.2%	38.3%	294
<b>Federal Railroad Administration (FRA)</b>	<b>689</b>	<b>53.6%</b>	<b>30.4%</b>	<b>16.0%</b>	<b>22</b>

33. *Pay raises depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	244,884	24.0%	29.4%	46.6%	15,859
Department of Transportation	9,448	16.8%	22.6%	60.6%	623
<b>Federal Railroad Administration (FRA)</b>	<b>657</b>	<b>29.8%</b>	<b>38.7%</b>	<b>31.6%</b>	<b>55</b>

# Federal Railroad Administration (FRA)

## Subagency Report

### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK
Governmentwide	245,219	58.7%	28.4%	12.9%	15,514
Department of Transportation	9,386	55.5%	31.2%	13.4%	673
<b>Federal Railroad Administration (FRA)</b>	<b>657</b>	<b>65.1%</b>	<b>26.9%</b>	<b>8.0%</b>	<b>56</b>

35. *Employees are protected from health and safety hazards on the job.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,096	77.7%	13.4%	8.9%	3,675
Department of Transportation	9,941	73.7%	14.7%	11.7%	124
<b>Federal Railroad Administration (FRA)</b>	<b>700</b>	<b>85.0%</b>	<b>10.8%</b>	<b>4.1%</b>	<b>12</b>

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	256,453	78.1%	13.8%	8.0%	3,530
Department of Transportation	9,915	74.6%	16.0%	9.4%	119
<b>Federal Railroad Administration (FRA)</b>	<b>694</b>	<b>78.9%</b>	<b>15.1%</b>	<b>6.0%</b>	<b>13</b>

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	247,222	52.4%	24.0%	23.6%	13,206
Department of Transportation	9,506	51.3%	22.7%	25.9%	537
<b>Federal Railroad Administration (FRA)</b>	<b>663</b>	<b>58.4%</b>	<b>25.0%</b>	<b>16.6%</b>	<b>48</b>

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	Positive	Neutral	Negative	DNK
Governmentwide	240,999	67.0%	20.0%	13.0%	18,981
Department of Transportation	9,244	68.4%	19.6%	12.1%	786
<b>Federal Railroad Administration (FRA)</b>	<b>647</b>	<b>70.1%</b>	<b>20.0%</b>	<b>9.9%</b>	<b>62</b>

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	256,079	78.9%	15.3%	5.8%	3,625
Department of Transportation	9,899	74.5%	15.7%	9.9%	126
<b>Federal Railroad Administration (FRA)</b>	<b>707</b>	<b>85.4%</b>	<b>10.7%</b>	<b>3.9%</b>	<b>4</b>

# Federal Railroad Administration (FRA)

## Subagency Report

### My Agency (continued)

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
Governmentwide	260,072	68.9%	19.5%	11.6%
Department of Transportation	10,031	62.2%	21.3%	16.5%
<b>Federal Railroad Administration (FRA)</b>	<b>712</b>	<b>81.1%</b>	<b>13.2%</b>	<b>5.7%</b>

41. *I believe the results of this survey will be used to make my agency a better place to work.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	240,495	45.3%	29.5%	25.2%	20,071
Department of Transportation	9,378	39.4%	27.3%	33.3%	688
<b>Federal Railroad Administration (FRA)</b>	<b>663</b>	<b>53.6%</b>	<b>30.0%</b>	<b>16.4%</b>	<b>50</b>

### My Supervisor/Team Leader

42. *My supervisor supports my need to balance work and other life issues.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,542	77.2%	12.2%	10.6%	1,567
Department of Transportation	9,989	75.2%	13.1%	11.7%	56
<b>Federal Railroad Administration (FRA)</b>	<b>703</b>	<b>87.2%</b>	<b>7.7%</b>	<b>5.1%</b>	<b>10</b>

43. *My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	257,586	66.6%	17.8%	15.6%	1,210
Department of Transportation	9,988	62.8%	20.1%	17.1%	43
<b>Federal Railroad Administration (FRA)</b>	<b>705</b>	<b>75.9%</b>	<b>15.6%</b>	<b>8.5%</b>	<b>8</b>

44. *Discussions with my supervisor/team leader about my performance are worthwhile.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	255,863	63.3%	19.5%	17.2%	2,867
Department of Transportation	9,922	60.3%	20.0%	19.8%	106
<b>Federal Railroad Administration (FRA)</b>	<b>692</b>	<b>73.3%</b>	<b>16.3%</b>	<b>10.4%</b>	<b>19</b>

45. *My supervisor/team leader is committed to a workforce representative of all segments of society.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	239,887	66.0%	24.2%	9.8%	18,347
Department of Transportation	9,199	64.3%	26.0%	9.7%	798
<b>Federal Railroad Administration (FRA)</b>	<b>661</b>	<b>73.7%</b>	<b>21.0%</b>	<b>5.2%</b>	<b>49</b>



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### My Supervisor/Team Leader (continued)

46. *My supervisor/team leader provides me with constructive suggestions to improve my job performance.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	256,923	61.9%	20.7%	17.4%	1,460
Department of Transportation	9,968	61.2%	20.2%	18.6%	55
<b>Federal Railroad Administration (FRA)</b>	<b>698</b>	<b>71.5%</b>	<b>17.8%</b>	<b>10.7%</b>	<b>11</b>

47. *Supervisors/team leaders in my work unit support employee development.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	254,891	66.9%	18.4%	14.7%	2,994
Department of Transportation	9,872	64.1%	18.5%	17.4%	125
<b>Federal Railroad Administration (FRA)</b>	<b>697</b>	<b>74.2%</b>	<b>17.0%</b>	<b>8.8%</b>	<b>13</b>

48. *My supervisor/team leader listens to what I have to say.*

	N	Positive	Neutral	Negative
Governmentwide	258,503	75.2%	13.4%	11.4%
Department of Transportation	10,011	74.6%	13.5%	11.8%
<b>Federal Railroad Administration (FRA)</b>	<b>708</b>	<b>83.6%</b>	<b>9.7%</b>	<b>6.7%</b>

49. *My supervisor/team leader treats me with respect.*

	N	Positive	Neutral	Negative
Governmentwide	258,213	80.2%	11.4%	8.5%
Department of Transportation	10,016	81.5%	10.3%	8.1%
<b>Federal Railroad Administration (FRA)</b>	<b>710</b>	<b>86.5%</b>	<b>7.3%</b>	<b>6.2%</b>

50. *In the last six months, my supervisor/team leader has talked with me about my performance.*

	N	Positive	Neutral	Negative
Governmentwide	258,363	76.9%	10.6%	12.5%
Department of Transportation	10,022	83.1%	6.7%	10.3%
<b>Federal Railroad Administration (FRA)</b>	<b>709</b>	<b>72.4%</b>	<b>13.9%</b>	<b>13.7%</b>

51. *I have trust and confidence in my supervisor.*

	N	Positive	Neutral	Negative
Governmentwide	257,365	67.2%	17.1%	15.7%
Department of Transportation	9,992	65.3%	16.3%	18.5%
<b>Federal Railroad Administration (FRA)</b>	<b>708</b>	<b>76.7%</b>	<b>14.2%</b>	<b>9.1%</b>

# Federal Railroad Administration (FRA) Subagency Report

## My Supervisor/Team Leader (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	N	Positive	Neutral	Negative
Governmentwide	258,024	69.3%	18.8%	11.9%
Department of Transportation	10,005	66.7%	19.3%	14.0%
<b>Federal Railroad Administration (FRA)</b>	<b>708</b>	<b>78.7%</b>	<b>14.5%</b>	<b>6.9%</b>

## Leadership

53. In my organization, leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	253,376	45.0%	26.8%	28.2%	2,654
Department of Transportation	9,872	35.8%	26.2%	38.1%	104
<b>Federal Railroad Administration (FRA)</b>	<b>702</b>	<b>64.2%</b>	<b>22.8%</b>	<b>13.0%</b>	<b>8</b>

54. My organization's leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	248,067	57.0%	23.3%	19.7%	7,835
Department of Transportation	9,652	47.1%	24.7%	28.1%	320
<b>Federal Railroad Administration (FRA)</b>	<b>689</b>	<b>68.7%</b>	<b>21.4%</b>	<b>9.9%</b>	<b>22</b>

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	246,564	65.3%	21.9%	12.8%	9,219
Department of Transportation	9,606	61.1%	23.8%	15.0%	363
<b>Federal Railroad Administration (FRA)</b>	<b>684</b>	<b>74.0%</b>	<b>18.8%</b>	<b>7.1%</b>	<b>25</b>

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	253,364	64.4%	19.7%	15.8%	2,077
Department of Transportation	9,866	60.2%	20.3%	19.5%	92
<b>Federal Railroad Administration (FRA)</b>	<b>705</b>	<b>71.3%</b>	<b>18.7%</b>	<b>10.1%</b>	<b>3</b>

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	242,666	64.0%	23.1%	12.9%	12,588
Department of Transportation	9,466	58.2%	25.1%	16.7%	486
<b>Federal Railroad Administration (FRA)</b>	<b>675</b>	<b>72.4%</b>	<b>20.5%</b>	<b>7.1%</b>	<b>33</b>

# Federal Railroad Administration (FRA)

## Subagency Report

### Leadership (continued)

58. *Managers promote communication among different work units (for example, about projects, goals, needed resources).*

	N	Positive	Neutral	Negative	DNK
Governmentwide	249,144	55.2%	23.2%	21.5%	6,095
Department of Transportation	9,713	50.3%	24.1%	25.6%	220
<b>Federal Railroad Administration (FRA)</b>	<b>684</b>	<b>64.7%</b>	<b>22.3%</b>	<b>13.0%</b>	<b>20</b>

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	247,893	58.4%	23.2%	18.4%	6,253
Department of Transportation	9,669	54.0%	23.5%	22.5%	231
<b>Federal Railroad Administration (FRA)</b>	<b>679</b>	<b>70.7%</b>	<b>19.4%</b>	<b>9.9%</b>	<b>22</b>

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative	DNK
Governmentwide	246,381	57.6%	25.5%	17.0%	8,326
Department of Transportation	9,602	52.4%	25.8%	21.8%	324
<b>Federal Railroad Administration (FRA)</b>	<b>683</b>	<b>72.8%</b>	<b>19.5%</b>	<b>7.7%</b>	<b>24</b>

61. *I have a high level of respect for my organization's senior leaders.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	253,257	56.6%	23.0%	20.4%	2,080
Department of Transportation	9,850	45.0%	23.3%	31.6%	90
<b>Federal Railroad Administration (FRA)</b>	<b>698</b>	<b>69.0%</b>	<b>17.7%</b>	<b>13.3%</b>	<b>11</b>

62. *Senior leaders demonstrate support for Work/Life programs.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	237,194	55.4%	27.1%	17.5%	17,672
Department of Transportation	9,143	45.3%	28.0%	26.8%	790
<b>Federal Railroad Administration (FRA)</b>	<b>669</b>	<b>73.1%</b>	<b>18.3%</b>	<b>8.6%</b>	<b>38</b>

### My Satisfaction

63. *How satisfied are you with your involvement in decisions that affect your work?*

	N	Positive	Neutral	Negative
Governmentwide	254,203	53.4%	23.9%	22.8%
Department of Transportation	9,938	47.2%	25.0%	27.8%
<b>Federal Railroad Administration (FRA)</b>	<b>706</b>	<b>66.5%</b>	<b>20.2%</b>	<b>13.3%</b>

# Federal Railroad Administration (FRA)

## Subagency Report

### My Satisfaction (continued)

64. *How satisfied are you with the information you receive from management on what's going on in your organization?*

	N	Positive	Neutral	Negative
Governmentwide	254,125	50.7%	24.6%	24.7%
Department of Transportation	9,932	44.8%	26.2%	29.0%
<b>Federal Railroad Administration (FRA)</b>	<b>708</b>	<b>61.3%</b>	<b>22.7%</b>	<b>16.0%</b>

65. *How satisfied are you with the recognition you receive for doing a good job?*

	N	Positive	Neutral	Negative
Governmentwide	254,057	50.7%	23.9%	25.4%
Department of Transportation	9,936	43.3%	25.7%	30.9%
<b>Federal Railroad Administration (FRA)</b>	<b>709</b>	<b>62.5%</b>	<b>21.1%</b>	<b>16.3%</b>

66. *How satisfied are you with the policies and practices of your senior leaders?*

	N	Positive	Neutral	Negative
Governmentwide	253,587	45.6%	29.2%	25.3%
Department of Transportation	9,924	34.6%	29.1%	36.2%
<b>Federal Railroad Administration (FRA)</b>	<b>705</b>	<b>59.7%</b>	<b>24.3%</b>	<b>16.1%</b>

67. *How satisfied are you with your opportunity to get a better job in your organization?*

	N	Positive	Neutral	Negative
Governmentwide	253,853	39.7%	28.4%	31.9%
Department of Transportation	9,933	34.8%	29.1%	36.0%
<b>Federal Railroad Administration (FRA)</b>	<b>707</b>	<b>53.0%</b>	<b>25.9%</b>	<b>21.0%</b>

68. *How satisfied are you with the training you receive for your present job?*

	N	Positive	Neutral	Negative
Governmentwide	253,771	54.9%	23.6%	21.5%
Department of Transportation	9,928	53.5%	23.2%	23.3%
<b>Federal Railroad Administration (FRA)</b>	<b>706</b>	<b>62.3%</b>	<b>22.1%</b>	<b>15.5%</b>

69. *Considering everything, how satisfied are you with your job?*

	N	Positive	Neutral	Negative
Governmentwide	253,348	70.7%	16.7%	12.5%
Department of Transportation	9,917	70.8%	14.5%	14.7%
<b>Federal Railroad Administration (FRA)</b>	<b>705</b>	<b>81.1%</b>	<b>11.3%</b>	<b>7.5%</b>

# Federal Railroad Administration (FRA)

## Subagency Report

### My Satisfaction (continued)

70. *Considering everything, how satisfied are you with your pay?*

	N	Positive	Neutral	Negative
Governmentwide	253,704	62.5%	17.1%	20.4%
Department of Transportation	9,935	66.1%	15.0%	18.9%
<b>Federal Railroad Administration (FRA)</b>	<b>707</b>	<b>63.6%</b>	<b>18.7%</b>	<b>17.7%</b>

71. *Considering everything, how satisfied are you with your organization?*

	N	Positive	Neutral	Negative
Governmentwide	253,622	62.3%	20.9%	16.8%
Department of Transportation	9,923	52.6%	22.7%	24.6%
<b>Federal Railroad Administration (FRA)</b>	<b>705</b>	<b>76.4%</b>	<b>13.8%</b>	<b>9.7%</b>

### Work/Life

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	No	Not Sure
Governmentwide	253,632	27.2%	67.3%	5.5%
Department of Transportation	9,920	39.2%	57.7%	3.1%
<b>Federal Railroad Administration (FRA)</b>	<b>709</b>	<b>93.3%</b>	<b>5.4%</b>	<b>1.3%</b>

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	247,588	2.1%	6.0%	3.3%	9.4%
Department of Transportation	9,836	1.6%	6.6%	6.5%	12.5%
<b>Federal Railroad Administration (FRA)</b>	<b>707</b>	<b>34.6%</b>	<b>18.7%</b>	<b>16.3%</b>	<b>16.4%</b>

(continued)

## Federal Railroad Administration (FRA) Subagency Report

### Work/Life (continued)

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

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	247,588	35.0%	6.8%	25.7%	11.9%
Department of Transportation	9,836	40.7%	5.4%	16.8%	10.0%
<b>Federal Railroad Administration (FRA)</b>	<b>707</b>	<b>1.1%</b>	<b>0.2%</b>	<b>6.1%</b>	<b>6.6%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	251,340	32.7%	46.9%	20.3%
Department of Transportation	9,926	50.2%	36.2%	13.6%
<b>Federal Railroad Administration (FRA)</b>	<b>709</b>	<b>76.7%</b>	<b>19.4%</b>	<b>3.9%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	250,755	29.0%	59.3%	11.8%
Department of Transportation	9,890	16.5%	64.7%	18.8%
<b>Federal Railroad Administration (FRA)</b>	<b>704</b>	<b>19.5%</b>	<b>67.0%</b>	<b>13.5%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	250,174	12.7%	81.3%	6.0%
Department of Transportation	9,868	12.8%	83.4%	3.9%
<b>Federal Railroad Administration (FRA)</b>	<b>706</b>	<b>9.1%</b>	<b>88.6%</b>	<b>2.3%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	250,015	3.1%	80.5%	16.3%
Department of Transportation	9,854	2.6%	77.4%	20.0%
<b>Federal Railroad Administration (FRA)</b>	<b>704</b>	<b>1.5%</b>	<b>87.5%</b>	<b>11.0%</b>

# Federal Railroad Administration (FRA)

## Subagency Report

### Work/Life (continued)

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

	N	Yes	No	Not Available To Me
Governmentwide	249,620	1.9%	81.1%	17.0%
Department of Transportation	9,840	1.2%	78.9%	19.9%
<b>Federal Railroad Administration (FRA)</b>	<b>705</b>	<b>1.3%</b>	<b>88.0%</b>	<b>10.6%</b>

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	156,916	38.2%	38.8%	23.0%	95,920
Department of Transportation	7,588	45.2%	30.9%	23.9%	2,325
<b>Federal Railroad Administration (FRA)</b>	<b>665</b>	<b>82.7%</b>	<b>9.9%</b>	<b>7.4%</b>	<b>44</b>

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,371	60.6%	25.9%	13.5%	79,089
Department of Transportation	8,085	67.3%	18.1%	14.5%	1,782
<b>Federal Railroad Administration (FRA)</b>	<b>642</b>	<b>87.7%</b>	<b>9.2%</b>	<b>3.1%</b>	<b>66</b>

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	Positive	Neutral	Negative	NBJ
Governmentwide	152,195	52.5%	36.6%	10.9%	99,632
Department of Transportation	5,671	37.2%	41.4%	21.4%	4,211
<b>Federal Railroad Administration (FRA)</b>	<b>339</b>	<b>44.9%</b>	<b>47.9%</b>	<b>7.2%</b>	<b>366</b>

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	114,205	41.3%	52.2%	6.4%	138,036
Department of Transportation	4,581	39.7%	52.4%	7.9%	5,318
<b>Federal Railroad Administration (FRA)</b>	<b>263</b>	<b>37.1%</b>	<b>59.0%</b>	<b>3.9%</b>	<b>443</b>

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	Positive	Neutral	Negative	NBJ
Governmentwide	75,888	21.0%	68.3%	10.8%	176,005
Department of Transportation	3,025	18.9%	65.1%	16.0%	6,855
<b>Federal Railroad Administration (FRA)</b>	<b>195</b>	<b>15.6%</b>	<b>78.9%</b>	<b>5.5%</b>	<b>513</b>

# Federal Railroad Administration (FRA)

## *Subagency Report*

### Work/Life (continued)

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	69,641	16.0%	75.5%	8.5%	180,182
Department of Transportation	2,908	15.5%	74.5%	10.0%	6,955
<b>Federal Railroad Administration (FRA)</b>	<b>198</b>	<b>15.3%</b>	<b>79.9%</b>	<b>4.8%</b>	<b>506</b>



# Federal Railroad Administration (FRA)

## *Subagency Report*

### Demographic Questions

**85. Where do you work?**

	<i>N</i>	<i>%</i>
Headquarters	255	36.5%
Field	444	63.5%

**86. What is your supervisory status?**

	<i>N</i>	<i>%</i>
Non-Supervisor	518	73.4%
Team Leader	85	12.0%
Supervisor	62	8.8%
Manager	29	4.1%
Executive	12	1.7%

**87. Are you:**

	<i>N</i>	<i>%</i>
Male	549	78.4%
Female	151	21.6%

**88. Are you Hispanic or Latino?**

	<i>N</i>	<i>%</i>
Yes	39	5.6%
No	653	94.4%

**89. Race**

	<i>N</i>	<i>%</i>
American Indian or Alaska Native	6	0.9%
Asian	19	2.8%
Black or African American	77	11.4%
Native Hawaiian or Other Pacific Islander	1	0.1%
White	553	81.9%
Two or more races (Not Hispanic or Latino)	19	2.8%

# Federal Railroad Administration (FRA)

## Subagency Report

### Demographic Questions (continued)

**90. What is your age group?**

	N	%
25 and under	3	0.4%
26-29	17	2.5%
30-39	84	12.2%
40-49	136	19.7%
50-59	257	37.3%
60 or older	192	27.9%

**91. What is your pay category/grade?**

	N	%
Federal Wage System	0	0.0%
GS 1-6	13	1.9%
GS 7-12	351	50.4%
GS 13-15	323	46.3%
Senior Executive Service	8	1.1%
Senior Level (SL) or Scientific or Professional (ST)	1	0.1%
Other	1	0.1%

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

	N	%
Less than 1 year	14	2.0%
1 to 3 years	103	14.8%
4 to 5 years	77	11.1%
6 to 10 years	162	23.3%
11 to 14 years	91	13.1%
15 to 20 years	84	12.1%
More than 20 years	165	23.7%

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

	N	%
Less than 1 year	24	3.5%
1 to 3 years	123	17.7%
4 to 5 years	80	11.5%
6 to 10 years	169	24.3%
11 to 20 years	187	26.9%
More than 20 years	112	16.1%

# Federal Railroad Administration (FRA)

## Subagency Report

### Demographic Questions (continued)

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

	<i>N</i>	<i>%</i>
No	535	76.6%
Yes, to retire	53	7.6%
Yes, to take another job within the Federal Government	65	9.3%
Yes, to take another job outside the Federal Government	27	3.9%
Yes, other	18	2.6%

95. *I am planning to retire:*

	<i>N</i>	<i>%</i>
Within one year	28	4.0%
Between one and three years	96	13.8%
Between three and five years	103	14.8%
Five or more years	468	67.3%