

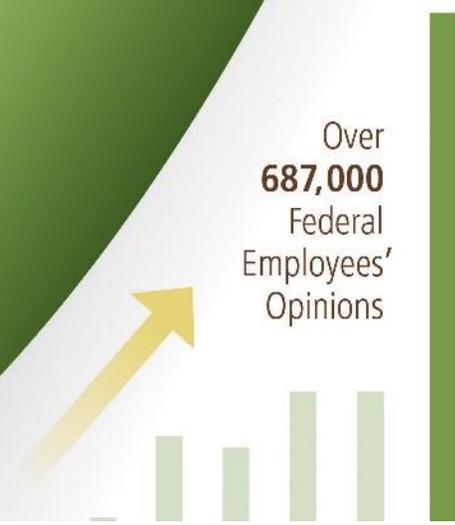
# 2012

## Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

**Risk Management Agency (RMA)**  
3rd Level Subagency Comparison Report

UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT



Over  
**687,000**  
Federal  
Employees'  
Opinions

# Department of Agriculture Risk Management Agency (RMA) 3rd Level Subagency Comparison Report

## Response Summary

	Surveys Completed
Department of Agriculture	42,569
Farm and Foreign Agriculture Services (FFAS)	1,900
<b>Risk Management Agency (RMA)</b>	<b>141</b>
Deputy Administrator for Compliance	33
Deputy Administrator for Insurance Services	42
Deputy Administrator for Product Management	35
Office of the Administrator	27

This 2012 Federal Employee Viewpoint Survey Report provides summary results for subagencies within 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 subagency 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
Department of Agriculture	42,508	61.1%	17.8%	21.1%
Farm and Foreign Agriculture Services (FFAS)	1,898	53.2%	21.0%	25.8%
<b>Risk Management Agency (RMA)</b>	<b>140</b>	<b>64.2%</b>	<b>16.0%</b>	<b>19.8%</b>
Deputy Administrator for Compliance	33	64.7%	20.9%	14.4%
Deputy Administrator for Insurance Services	42	65.5%	16.0%	18.5%
Deputy Administrator for Product Management	35	61.6%	19.7%	18.7%
Office of the Administrator	26	70.8%	4.1%	25.1%

**Department of Agriculture**  
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**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative
Department of Agriculture	42,402	68.1%	16.4%	15.5%
Farm and Foreign Agriculture Services (FFAS)	1,894	64.0%	18.0%	18.0%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>69.2%</b>	<b>17.6%</b>	<b>13.2%</b>
Deputy Administrator for Compliance	33	67.1%	26.9%	6.0%
Deputy Administrator for Insurance Services	42	69.5%	23.2%	7.4%
Deputy Administrator for Product Management	35	77.2%	11.8%	11.0%
Office of the Administrator	27	64.4%	8.1%	27.5%

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

	N	Positive	Neutral	Negative
Department of Agriculture	42,253	55.4%	21.0%	23.6%
Farm and Foreign Agriculture Services (FFAS)	1,882	53.3%	20.7%	25.9%
<b>Risk Management Agency (RMA)</b>	<b>139</b>	<b>64.3%</b>	<b>17.8%</b>	<b>17.9%</b>
Deputy Administrator for Compliance	33	70.8%	9.2%	20.0%
Deputy Administrator for Insurance Services	41	63.7%	27.1%	9.2%
Deputy Administrator for Product Management	35	58.4%	24.8%	16.7%
Office of the Administrator	26	71.0%	3.7%	25.3%

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

	N	Positive	Neutral	Negative
Department of Agriculture	42,398	71.4%	15.3%	13.3%
Farm and Foreign Agriculture Services (FFAS)	1,897	74.0%	14.6%	11.4%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>71.2%</b>	<b>13.1%</b>	<b>15.7%</b>
Deputy Administrator for Compliance	33	69.3%	12.2%	18.5%
Deputy Administrator for Insurance Services	42	70.5%	18.5%	11.0%
Deputy Administrator for Product Management	35	73.0%	13.0%	14.0%
Office of the Administrator	27	75.5%	4.2%	20.3%

**Department of Agriculture**  
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**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative
Department of Agriculture	42,271	85.0%	10.2%	4.8%
Farm and Foreign Agriculture Services (FFAS)	1,892	85.3%	10.0%	4.8%
<b>Risk Management Agency (RMA)</b>	<b>139</b>	<b>83.0%</b>	<b>11.2%</b>	<b>5.7%</b>
Deputy Administrator for Compliance	32	87.0%	0.0%	13.0%
Deputy Administrator for Insurance Services	41	79.9%	15.9%	4.2%
Deputy Administrator for Product Management	35	77.7%	19.3%	3.0%
Office of the Administrator	27	91.9%	4.0%	4.2%

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

	N	Positive	Neutral	Negative
Department of Agriculture	42,231	78.7%	12.0%	9.3%
Farm and Foreign Agriculture Services (FFAS)	1,893	77.2%	12.5%	10.3%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>80.9%</b>	<b>11.9%</b>	<b>7.2%</b>
Deputy Administrator for Compliance	33	70.0%	23.6%	6.4%
Deputy Administrator for Insurance Services	42	91.4%	6.5%	2.1%
Deputy Administrator for Product Management	35	82.8%	9.4%	7.8%
Office of the Administrator	27	71.7%	12.0%	16.3%

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

	N	Positive	Neutral	Negative
Department of Agriculture	42,412	96.8%	2.2%	1.0%
Farm and Foreign Agriculture Services (FFAS)	1,893	97.8%	1.1%	1.1%
<b>Risk Management Agency (RMA)</b>	<b>139</b>	<b>98.6%</b>	<b>0.6%</b>	<b>0.8%</b>
Deputy Administrator for Compliance	32	100.0%	0.0%	0.0%
Deputy Administrator for Insurance Services	42	100.0%	0.0%	0.0%
Deputy Administrator for Product Management	34	97.5%	2.5%	0.0%
Office of the Administrator	27	95.8%	0.0%	4.2%

**Department of Agriculture**  
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**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative
Department of Agriculture	42,426	90.8%	8.0%	1.3%
Farm and Foreign Agriculture Services (FFAS)	1,897	91.6%	7.3%	1.1%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>94.5%</b>	<b>4.1%</b>	<b>1.4%</b>
Deputy Administrator for Compliance	33	94.1%	5.9%	0.0%
Deputy Administrator for Insurance Services	42	97.8%	2.2%	0.0%
Deputy Administrator for Product Management	35	89.0%	8.6%	2.4%
Office of the Administrator	27	95.8%	0.0%	4.2%

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	42,404	40.4%	16.7%	42.9%	88
Farm and Foreign Agriculture Services (FFAS)	1,892	26.4%	15.9%	57.7%	6
<b>Risk Management Agency (RMA)</b>	<b>140</b>	<b>50.7%</b>	<b>17.2%</b>	<b>32.1%</b>	<b>1</b>
Deputy Administrator for Compliance	33	42.4%	20.8%	36.8%	0
Deputy Administrator for Insurance Services	42	52.3%	13.2%	34.5%	0
Deputy Administrator for Product Management	35	63.1%	25.7%	11.2%	0
Office of the Administrator	26	45.3%	11.1%	43.6%	1

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	42,297	52.3%	17.4%	30.3%	62
Farm and Foreign Agriculture Services (FFAS)	1,886	52.1%	15.9%	31.9%	3
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>62.9%</b>	<b>16.1%</b>	<b>21.0%</b>	<b>0</b>
Deputy Administrator for Compliance	33	42.1%	29.9%	28.0%	0
Deputy Administrator for Insurance Services	42	68.4%	13.7%	18.0%	0
Deputy Administrator for Product Management	35	77.5%	8.7%	13.8%	0
Office of the Administrator	27	61.2%	15.9%	22.9%	0

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**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,710	58.0%	17.9%	24.1%	156
Farm and Foreign Agriculture Services (FFAS)	1,860	59.0%	17.9%	23.1%	7
<b>Risk Management Agency (RMA)</b>	<b>138</b>	<b>58.3%</b>	<b>19.2%</b>	<b>22.5%</b>	<b>0</b>
Deputy Administrator for Compliance	32	50.8%	37.9%	11.3%	0
Deputy Administrator for Insurance Services	41	60.3%	19.6%	20.1%	0
Deputy Administrator for Product Management	34	65.6%	9.5%	24.9%	0
Office of the Administrator	27	63.9%	8.0%	28.1%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	42,231	81.3%	11.6%	7.1%	150
Farm and Foreign Agriculture Services (FFAS)	1,886	83.3%	10.8%	5.9%	9
<b>Risk Management Agency (RMA)</b>	<b>138</b>	<b>84.7%</b>	<b>10.9%</b>	<b>4.4%</b>	<b>1</b>
Deputy Administrator for Compliance	33	87.9%	9.1%	3.0%	0
Deputy Administrator for Insurance Services	40	81.3%	16.6%	2.1%	1
Deputy Administrator for Product Management	35	88.1%	9.0%	2.9%	0
Office of the Administrator	26	87.4%	4.1%	8.4%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	42,199	89.5%	7.7%	2.8%	96
Farm and Foreign Agriculture Services (FFAS)	1,887	90.7%	6.9%	2.4%	4
<b>Risk Management Agency (RMA)</b>	<b>138</b>	<b>87.0%</b>	<b>10.1%</b>	<b>2.9%</b>	<b>1</b>
Deputy Administrator for Compliance	31	77.7%	22.3%	0.0%	1
Deputy Administrator for Insurance Services	42	88.5%	7.3%	4.3%	0
Deputy Administrator for Product Management	35	88.6%	8.6%	2.9%	0
Office of the Administrator	26	95.7%	0.0%	4.3%	0

# Department of Agriculture Risk Management Agency (RMA) 3rd Level Subagency Comparison Report

## My Work Experience (continued)

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
Department of Agriculture	42,320	68.7%	15.3%	15.9%	135
Farm and Foreign Agriculture Services (FFAS)	1,888	67.3%	14.8%	18.0%	6
<b>Risk Management Agency (RMA)</b>	<b>138</b>	<b>77.9%</b>	<b>12.1%</b>	<b>10.0%</b>	<b>2</b>
Deputy Administrator for Compliance	31	71.5%	19.0%	9.6%	1
Deputy Administrator for Insurance Services	42	78.5%	11.9%	9.6%	0
Deputy Administrator for Product Management	35	78.2%	8.3%	13.5%	0
Office of the Administrator	27	88.3%	7.6%	4.2%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	42,159	66.9%	15.7%	17.4%	293
Farm and Foreign Agriculture Services (FFAS)	1,881	63.9%	16.0%	20.1%	14
<b>Risk Management Agency (RMA)</b>	<b>140</b>	<b>74.3%</b>	<b>13.1%</b>	<b>12.6%</b>	<b>1</b>
Deputy Administrator for Compliance	33	66.3%	19.1%	14.6%	0
Deputy Administrator for Insurance Services	42	81.7%	9.0%	9.3%	0
Deputy Administrator for Product Management	35	77.3%	11.8%	10.9%	0
Office of the Administrator	26	75.7%	16.3%	8.0%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	42,234	82.9%	11.9%	5.2%	149
Farm and Foreign Agriculture Services (FFAS)	1,882	79.9%	13.8%	6.3%	9
<b>Risk Management Agency (RMA)</b>	<b>140</b>	<b>78.0%</b>	<b>13.9%</b>	<b>8.1%</b>	<b>0</b>
Deputy Administrator for Compliance	33	75.7%	14.3%	10.0%	0
Deputy Administrator for Insurance Services	42	80.2%	15.3%	4.5%	0
Deputy Administrator for Product Management	35	82.5%	8.8%	8.6%	0
Office of the Administrator	26	71.5%	20.0%	8.5%	0

# Department of Agriculture Risk Management Agency (RMA) 3rd Level Subagency Comparison Report

## My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,836	57.5%	21.3%	21.2%	1,533
Farm and Foreign Agriculture Services (FFAS)	1,820	57.0%	21.0%	22.0%	72
<b>Risk Management Agency (RMA)</b>	<b>126</b>	<b>64.1%</b>	<b>17.0%</b>	<b>19.0%</b>	<b>15</b>
Deputy Administrator for Compliance	30	73.8%	10.4%	15.8%	3
Deputy Administrator for Insurance Services	36	69.5%	14.4%	16.1%	6
Deputy Administrator for Product Management	29	48.6%	31.4%	20.0%	6
Office of the Administrator	27	65.1%	15.0%	19.9%	0

### 18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	42,025	49.3%	24.9%	25.7%	340
Farm and Foreign Agriculture Services (FFAS)	1,878	36.0%	26.7%	37.2%	14
<b>Risk Management Agency (RMA)</b>	<b>140</b>	<b>52.5%</b>	<b>21.4%</b>	<b>26.1%</b>	<b>1</b>
Deputy Administrator for Compliance	32	48.3%	24.6%	27.1%	1
Deputy Administrator for Insurance Services	42	48.6%	21.0%	30.3%	0
Deputy Administrator for Product Management	35	48.7%	29.6%	21.8%	0
Office of the Administrator	27	72.1%	8.0%	19.9%	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	Positive	Neutral	Negative	NBJ
Department of Agriculture	41,978	64.0%	15.5%	20.6%	511
Farm and Foreign Agriculture Services (FFAS)	1,864	57.8%	15.0%	27.3%	33
<b>Risk Management Agency (RMA)</b>	<b>138</b>	<b>69.7%</b>	<b>11.4%</b>	<b>18.9%</b>	<b>3</b>
Deputy Administrator for Compliance	33	72.6%	12.0%	15.4%	0
Deputy Administrator for Insurance Services	42	70.8%	8.9%	20.3%	0
Deputy Administrator for Product Management	34	68.0%	17.9%	14.2%	1
Office of the Administrator	25	73.9%	4.5%	21.6%	2

**Department of Agriculture**  
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**My Work Unit**

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

	N	Positive	Neutral	Negative
Department of Agriculture	42,404	73.1%	14.5%	12.4%
Farm and Foreign Agriculture Services (FFAS)	1,895	76.4%	12.0%	11.5%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>78.8%</b>	<b>12.5%</b>	<b>8.7%</b>
Deputy Administrator for Compliance	33	84.7%	9.2%	6.1%
Deputy Administrator for Insurance Services	42	70.6%	22.8%	6.5%
Deputy Administrator for Product Management	35	91.8%	2.4%	5.7%
Office of the Administrator	27	75.9%	11.7%	12.4%

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,154	35.0%	28.3%	36.7%	1,327
Farm and Foreign Agriculture Services (FFAS)	1,832	33.9%	26.3%	39.8%	66
<b>Risk Management Agency (RMA)</b>	<b>134</b>	<b>41.4%</b>	<b>31.1%</b>	<b>27.5%</b>	<b>7</b>
Deputy Administrator for Compliance	31	25.4%	41.6%	33.0%	2
Deputy Administrator for Insurance Services	39	36.3%	33.3%	30.4%	3
Deputy Administrator for Product Management	34	61.0%	24.3%	14.7%	1
Office of the Administrator	26	44.5%	29.9%	25.6%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,203	31.9%	30.0%	38.1%	2,165
Farm and Foreign Agriculture Services (FFAS)	1,811	35.1%	27.8%	37.2%	79
<b>Risk Management Agency (RMA)</b>	<b>135</b>	<b>36.6%</b>	<b>27.1%</b>	<b>36.2%</b>	<b>5</b>
Deputy Administrator for Compliance	31	33.0%	38.5%	28.5%	2
Deputy Administrator for Insurance Services	41	28.5%	29.7%	41.8%	1
Deputy Administrator for Product Management	34	38.0%	20.1%	41.9%	1
Office of the Administrator	25	54.0%	19.9%	26.1%	1

**Department of Agriculture**  
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**My Work Unit (continued)**

**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
Department of Agriculture	39,727	25.0%	28.1%	47.0%	2,656
Farm and Foreign Agriculture Services (FFAS)	1,797	26.9%	26.7%	46.3%	98
<b>Risk Management Agency (RMA)</b>	<b>132</b>	<b>32.1%</b>	<b>21.4%</b>	<b>46.5%</b>	<b>9</b>
Deputy Administrator for Compliance	28	17.8%	25.4%	56.8%	5
Deputy Administrator for Insurance Services	41	31.4%	25.5%	43.1%	1
Deputy Administrator for Product Management	33	27.4%	23.2%	49.4%	2
Office of the Administrator	26	55.8%	12.3%	32.0%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,659	29.6%	31.3%	39.1%	1,726
Farm and Foreign Agriculture Services (FFAS)	1,825	29.3%	28.7%	41.9%	71
<b>Risk Management Agency (RMA)</b>	<b>133</b>	<b>34.5%</b>	<b>27.8%</b>	<b>37.7%</b>	<b>6</b>
Deputy Administrator for Compliance	30	20.1%	36.7%	43.2%	3
Deputy Administrator for Insurance Services	39	35.1%	30.9%	34.0%	2
Deputy Administrator for Product Management	35	32.6%	29.8%	37.7%	0
Office of the Administrator	25	50.1%	15.0%	34.8%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,593	39.3%	26.1%	34.6%	1,806
Farm and Foreign Agriculture Services (FFAS)	1,823	37.5%	24.3%	38.2%	73
<b>Risk Management Agency (RMA)</b>	<b>131</b>	<b>47.8%</b>	<b>19.5%</b>	<b>32.8%</b>	<b>9</b>
Deputy Administrator for Compliance	29	32.0%	20.3%	47.7%	4
Deputy Administrator for Insurance Services	37	52.3%	16.3%	31.4%	4
Deputy Administrator for Product Management	34	57.2%	25.6%	17.2%	1
Office of the Administrator	27	53.8%	13.9%	32.3%	0

**Department of Agriculture**  
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**My Work Unit (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	42,243	71.4%	15.4%	13.2%	164
Farm and Foreign Agriculture Services (FFAS)	1,889	72.7%	13.7%	13.6%	5
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>80.2%</b>	<b>9.1%</b>	<b>10.7%</b>	<b>0</b>
Deputy Administrator for Compliance	33	85.3%	9.0%	5.7%	0
Deputy Administrator for Insurance Services	42	77.4%	13.9%	8.7%	0
Deputy Administrator for Product Management	35	88.4%	0.0%	11.6%	0
Office of the Administrator	27	68.6%	15.0%	16.3%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,241	48.4%	32.3%	19.2%	1,168
Farm and Foreign Agriculture Services (FFAS)	1,851	53.8%	28.9%	17.3%	43
<b>Risk Management Agency (RMA)</b>	<b>137</b>	<b>64.1%</b>	<b>22.4%</b>	<b>13.5%</b>	<b>4</b>
Deputy Administrator for Compliance	31	67.5%	16.2%	16.3%	2
Deputy Administrator for Insurance Services	41	60.7%	28.4%	10.9%	1
Deputy Administrator for Product Management	34	64.0%	25.3%	10.7%	1
Office of the Administrator	27	68.1%	15.8%	16.1%	0

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

	N	Positive	Neutral	Negative
Department of Agriculture	42,389	82.6%	14.4%	3.0%
Farm and Foreign Agriculture Services (FFAS)	1,900	85.9%	11.7%	2.5%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>85.0%</b>	<b>13.4%</b>	<b>1.5%</b>
Deputy Administrator for Compliance	33	76.1%	23.9%	0.0%
Deputy Administrator for Insurance Services	42	95.6%	4.4%	0.0%
Deputy Administrator for Product Management	35	88.5%	8.6%	2.9%
Office of the Administrator	27	80.2%	15.6%	4.2%

# Department of Agriculture Risk Management Agency (RMA) 3rd Level Subagency Comparison Report

## My Agency

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,107	66.4%	19.9%	13.8%	602
Farm and Foreign Agriculture Services (FFAS)	1,869	64.1%	19.8%	16.1%	29
<b>Risk Management Agency (RMA)</b>	<b>138</b>	<b>69.1%</b>	<b>17.7%</b>	<b>13.2%</b>	<b>3</b>
Deputy Administrator for Compliance	30	58.8%	21.1%	20.1%	3
Deputy Administrator for Insurance Services	42	75.5%	22.4%	2.1%	0
Deputy Administrator for Product Management	35	69.6%	19.4%	11.0%	0
Office of the Administrator	27	75.9%	4.2%	19.9%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,856	40.0%	27.9%	32.1%	840
Farm and Foreign Agriculture Services (FFAS)	1,852	41.1%	27.1%	31.9%	41
<b>Risk Management Agency (RMA)</b>	<b>136</b>	<b>46.1%</b>	<b>27.1%</b>	<b>26.9%</b>	<b>5</b>
Deputy Administrator for Compliance	29	49.0%	27.8%	23.2%	4
Deputy Administrator for Insurance Services	42	40.8%	36.7%	22.5%	0
Deputy Administrator for Product Management	34	41.0%	24.8%	34.2%	1
Office of the Administrator	27	57.0%	18.5%	24.5%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,013	44.2%	26.8%	28.9%	649
Farm and Foreign Agriculture Services (FFAS)	1,864	39.5%	26.3%	34.2%	31
<b>Risk Management Agency (RMA)</b>	<b>135</b>	<b>50.7%</b>	<b>22.0%</b>	<b>27.3%</b>	<b>5</b>
Deputy Administrator for Compliance	29	38.2%	34.9%	26.9%	4
Deputy Administrator for Insurance Services	41	50.4%	23.5%	26.0%	1
Deputy Administrator for Product Management	35	54.7%	20.5%	24.8%	0
Office of the Administrator	26	62.8%	11.8%	25.4%	0

**Department of Agriculture**  
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**My Agency (continued)**

**32. Creativity and innovation are rewarded.**

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,575	33.6%	32.3%	34.1%	1,008
Farm and Foreign Agriculture Services (FFAS)	1,850	27.4%	31.5%	41.0%	43
<b>Risk Management Agency (RMA)</b>	<b>135</b>	<b>38.8%</b>	<b>30.5%</b>	<b>30.8%</b>	<b>6</b>
Deputy Administrator for Compliance	30	34.8%	39.6%	25.6%	3
Deputy Administrator for Insurance Services	41	40.6%	33.0%	26.4%	1
Deputy Administrator for Product Management	34	35.0%	29.1%	35.9%	1
Office of the Administrator	27	49.4%	22.1%	28.5%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	39,708	17.6%	28.5%	54.0%	1,875
Farm and Foreign Agriculture Services (FFAS)	1,812	14.2%	28.2%	57.5%	72
<b>Risk Management Agency (RMA)</b>	<b>129</b>	<b>20.0%</b>	<b>25.6%</b>	<b>54.3%</b>	<b>11</b>
Deputy Administrator for Compliance	28	11.0%	36.1%	52.8%	5
Deputy Administrator for Insurance Services	40	27.1%	18.9%	53.9%	2
Deputy Administrator for Product Management	34	14.9%	31.3%	53.8%	1
Office of the Administrator	24	28.0%	20.5%	51.6%	2

**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
Department of Agriculture	40,337	63.3%	24.2%	12.5%	1,325
Farm and Foreign Agriculture Services (FFAS)	1,839	60.6%	25.6%	13.8%	57
<b>Risk Management Agency (RMA)</b>	<b>134</b>	<b>69.4%</b>	<b>18.4%</b>	<b>12.3%</b>	<b>7</b>
Deputy Administrator for Compliance	29	68.9%	27.7%	3.3%	4
Deputy Administrator for Insurance Services	40	77.6%	9.8%	12.6%	2
Deputy Administrator for Product Management	34	65.0%	23.4%	11.6%	1
Office of the Administrator	27	66.1%	18.2%	15.7%	0

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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,386	78.5%	13.5%	8.0%	300
Farm and Foreign Agriculture Services (FFAS)	1,876	77.3%	14.2%	8.5%	17
<b>Risk Management Agency (RMA)</b>	<b>140</b>	<b>88.1%</b>	<b>5.7%</b>	<b>6.1%</b>	<b>0</b>
Deputy Administrator for Compliance	33	91.3%	5.9%	2.8%	0
Deputy Administrator for Insurance Services	42	88.2%	7.3%	4.5%	0
Deputy Administrator for Product Management	34	86.6%	5.4%	7.9%	0
Office of the Administrator	27	92.4%	0.0%	7.6%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,049	71.0%	18.4%	10.5%	530
Farm and Foreign Agriculture Services (FFAS)	1,869	69.9%	18.7%	11.4%	25
<b>Risk Management Agency (RMA)</b>	<b>139</b>	<b>81.6%</b>	<b>12.0%</b>	<b>6.4%</b>	<b>2</b>
Deputy Administrator for Compliance	31	77.8%	16.0%	6.2%	2
Deputy Administrator for Insurance Services	42	84.9%	10.6%	4.6%	0
Deputy Administrator for Product Management	35	86.5%	8.6%	4.9%	0
Office of the Administrator	27	79.7%	12.1%	8.2%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	39,738	53.1%	24.3%	22.7%	1,880
Farm and Foreign Agriculture Services (FFAS)	1,801	49.5%	23.3%	27.2%	91
<b>Risk Management Agency (RMA)</b>	<b>125</b>	<b>49.8%</b>	<b>24.7%</b>	<b>25.5%</b>	<b>14</b>
Deputy Administrator for Compliance	23	61.0%	30.5%	8.4%	9
Deputy Administrator for Insurance Services	38	60.3%	25.2%	14.6%	3
Deputy Administrator for Product Management	35	45.3%	28.8%	25.9%	0
Office of the Administrator	26	33.2%	12.0%	54.7%	1

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## My Agency (continued)

**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
Department of Agriculture	39,024	66.9%	19.0%	14.0%	2,488
Farm and Foreign Agriculture Services (FFAS)	1,777	66.7%	19.6%	13.7%	116
<b>Risk Management Agency (RMA)</b>	<b>124</b>	<b>63.3%</b>	<b>18.0%</b>	<b>18.7%</b>	<b>16</b>
Deputy Administrator for Compliance	23	65.2%	21.8%	13.0%	10
Deputy Administrator for Insurance Services	37	70.5%	24.7%	4.9%	4
Deputy Administrator for Product Management	35	60.0%	20.4%	19.6%	0
Office of the Administrator	26	60.0%	4.2%	35.8%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,815	69.4%	20.5%	10.1%	772
Farm and Foreign Agriculture Services (FFAS)	1,858	74.5%	18.7%	6.9%	37
<b>Risk Management Agency (RMA)</b>	<b>137</b>	<b>87.1%</b>	<b>8.4%</b>	<b>4.5%</b>	<b>4</b>
Deputy Administrator for Compliance	31	77.8%	22.2%	0.0%	2
Deputy Administrator for Insurance Services	41	93.3%	4.5%	2.3%	1
Deputy Administrator for Product Management	35	88.6%	6.1%	5.3%	0
Office of the Administrator	26	95.6%	0.0%	4.4%	1

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

	N	Positive	Neutral	Negative
Department of Agriculture	41,589	62.9%	22.0%	15.1%
Farm and Foreign Agriculture Services (FFAS)	1,897	58.1%	23.6%	18.4%
<b>Risk Management Agency (RMA)</b>	<b>140</b>	<b>68.1%</b>	<b>19.7%</b>	<b>12.2%</b>
Deputy Administrator for Compliance	33	71.0%	23.7%	5.3%
Deputy Administrator for Insurance Services	41	74.3%	20.9%	4.7%
Deputy Administrator for Product Management	35	71.6%	11.8%	16.6%
Office of the Administrator	27	57.2%	26.5%	16.3%

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**My Agency (continued)**

**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
Department of Agriculture	37,666	36.8%	32.1%	31.1%	3,952
Farm and Foreign Agriculture Services (FFAS)	1,748	37.1%	31.4%	31.5%	148
<b>Risk Management Agency (RMA)</b>	<b>131</b>	<b>50.7%</b>	<b>23.1%</b>	<b>26.2%</b>	<b>9</b>
Deputy Administrator for Compliance	29	62.4%	21.3%	16.3%	4
Deputy Administrator for Insurance Services	39	41.9%	23.3%	34.8%	3
Deputy Administrator for Product Management	34	61.2%	16.9%	22.0%	1
Office of the Administrator	26	40.2%	35.5%	24.3%	0

**My Supervisor/Team Leader**

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,280	81.1%	10.4%	8.5%	201
Farm and Foreign Agriculture Services (FFAS)	1,889	84.1%	8.4%	7.5%	8
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>88.3%</b>	<b>3.4%</b>	<b>8.3%</b>	<b>0</b>
Deputy Administrator for Compliance	33	91.3%	3.0%	5.7%	0
Deputy Administrator for Insurance Services	42	86.8%	6.6%	6.5%	0
Deputy Administrator for Product Management	35	91.8%	2.9%	5.3%	0
Office of the Administrator	27	88.0%	0.0%	12.0%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,280	67.3%	17.7%	15.0%	161
Farm and Foreign Agriculture Services (FFAS)	1,892	69.1%	15.8%	15.1%	5
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>78.3%</b>	<b>9.3%</b>	<b>12.4%</b>	<b>0</b>
Deputy Administrator for Compliance	33	82.4%	6.0%	11.5%	0
Deputy Administrator for Insurance Services	42	77.4%	11.7%	10.9%	0
Deputy Administrator for Product Management	35	78.0%	8.2%	13.9%	0
Office of the Administrator	27	80.1%	8.0%	12.0%	0

**Department of Agriculture**  
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**My Supervisor/Team Leader** (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,101	63.0%	19.2%	17.9%	278
Farm and Foreign Agriculture Services (FFAS)	1,872	60.2%	19.9%	19.9%	26
<b>Risk Management Agency (RMA)</b>	<b>140</b>	<b>72.0%</b>	<b>12.8%</b>	<b>15.2%</b>	<b>1</b>
Deputy Administrator for Compliance	33	73.5%	8.9%	17.6%	0
Deputy Administrator for Insurance Services	42	73.2%	8.9%	17.9%	0
Deputy Administrator for Product Management	34	71.3%	17.5%	11.2%	1
Office of the Administrator	27	76.3%	11.8%	12.0%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	38,922	67.9%	23.5%	8.7%	2,457
Farm and Foreign Agriculture Services (FFAS)	1,794	68.3%	23.0%	8.8%	104
<b>Risk Management Agency (RMA)</b>	<b>132</b>	<b>76.0%</b>	<b>16.7%</b>	<b>7.3%</b>	<b>9</b>
Deputy Administrator for Compliance	28	75.6%	17.5%	6.9%	5
Deputy Administrator for Insurance Services	41	81.2%	14.2%	4.6%	1
Deputy Administrator for Product Management	32	65.9%	25.4%	8.6%	3
Office of the Administrator	27	84.7%	7.8%	7.6%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	41,247	60.8%	21.4%	17.8%	144
Farm and Foreign Agriculture Services (FFAS)	1,887	57.9%	22.8%	19.3%	9
<b>Risk Management Agency (RMA)</b>	<b>137</b>	<b>64.9%</b>	<b>19.3%</b>	<b>15.8%</b>	<b>2</b>
Deputy Administrator for Compliance	33	67.5%	15.1%	17.3%	0
Deputy Administrator for Insurance Services	40	61.2%	26.7%	12.1%	0
Deputy Administrator for Product Management	34	71.8%	10.8%	17.3%	1
Office of the Administrator	26	64.3%	27.3%	8.4%	1

**Department of Agriculture**  
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**My Supervisor/Team Leader** (continued)

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,952	66.4%	18.9%	14.8%	399
Farm and Foreign Agriculture Services (FFAS)	1,877	63.5%	20.1%	16.4%	19
<b>Risk Management Agency (RMA)</b>	<b>139</b>	<b>77.7%</b>	<b>9.8%</b>	<b>12.5%</b>	<b>2</b>
Deputy Administrator for Compliance	33	74.0%	5.6%	20.4%	0
Deputy Administrator for Insurance Services	41	76.7%	16.3%	7.0%	1
Deputy Administrator for Product Management	34	83.7%	5.1%	11.2%	1
Office of the Administrator	27	84.1%	7.8%	8.1%	0

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

	N	Positive	Neutral	Negative
Department of Agriculture	41,324	76.5%	12.3%	11.2%
Farm and Foreign Agriculture Services (FFAS)	1,898	78.8%	10.9%	10.3%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>81.8%</b>	<b>8.6%</b>	<b>9.6%</b>
Deputy Administrator for Compliance	33	85.7%	3.0%	11.4%
Deputy Administrator for Insurance Services	42	76.5%	14.8%	8.7%
Deputy Administrator for Product Management	35	83.2%	8.4%	8.4%
Office of the Administrator	27	88.0%	0.0%	12.0%

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

	N	Positive	Neutral	Negative
Department of Agriculture	41,267	80.9%	10.2%	8.8%
Farm and Foreign Agriculture Services (FFAS)	1,895	82.7%	9.1%	8.3%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>83.5%</b>	<b>6.2%</b>	<b>10.4%</b>
Deputy Administrator for Compliance	33	85.7%	5.7%	8.6%
Deputy Administrator for Insurance Services	42	81.9%	7.3%	10.9%
Deputy Administrator for Product Management	35	80.7%	10.8%	8.4%
Office of the Administrator	27	88.0%	0.0%	12.0%

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**My Supervisor/Team Leader** (continued)

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

	N	Positive	Neutral	Negative
Department of Agriculture	41,268	84.9%	7.3%	7.7%
Farm and Foreign Agriculture Services (FFAS)	1,896	78.3%	7.9%	13.8%
<b>Risk Management Agency (RMA)</b>	<b>140</b>	<b>85.1%</b>	<b>6.3%</b>	<b>8.5%</b>
Deputy Administrator for Compliance	33	91.3%	5.9%	2.8%
Deputy Administrator for Insurance Services	42	83.7%	6.7%	9.7%
Deputy Administrator for Product Management	34	80.0%	9.0%	11.0%
Office of the Administrator	27	88.0%	4.0%	8.0%

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

	N	Positive	Neutral	Negative
Department of Agriculture	41,227	66.8%	17.1%	16.1%
Farm and Foreign Agriculture Services (FFAS)	1,895	67.0%	17.1%	15.8%
<b>Risk Management Agency (RMA)</b>	<b>139</b>	<b>70.6%</b>	<b>13.3%</b>	<b>16.1%</b>
Deputy Administrator for Compliance	32	82.2%	5.8%	12.0%
Deputy Administrator for Insurance Services	42	62.5%	19.9%	17.6%
Deputy Administrator for Product Management	35	77.8%	8.4%	13.9%
Office of the Administrator	26	67.6%	15.6%	16.8%

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

	N	Positive	Neutral	Negative
Department of Agriculture	41,224	69.1%	19.0%	11.9%
Farm and Foreign Agriculture Services (FFAS)	1,897	70.1%	18.5%	11.3%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>75.2%</b>	<b>15.2%</b>	<b>9.6%</b>
Deputy Administrator for Compliance	33	76.9%	11.7%	11.4%
Deputy Administrator for Insurance Services	42	75.8%	15.5%	8.7%
Deputy Administrator for Product Management	35	77.3%	14.1%	8.6%
Office of the Administrator	27	77.3%	15.0%	7.8%

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**Leadership**

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,388	35.9%	28.9%	35.2%	398
Farm and Foreign Agriculture Services (FFAS)	1,880	34.8%	28.6%	36.6%	17
<b>Risk Management Agency (RMA)</b>	<b>137</b>	<b>44.7%</b>	<b>27.3%</b>	<b>28.0%</b>	<b>4</b>
Deputy Administrator for Compliance	30	36.6%	40.8%	22.6%	3
Deputy Administrator for Insurance Services	41	46.8%	29.5%	23.7%	1
Deputy Administrator for Product Management	35	49.3%	26.7%	24.0%	0
Office of the Administrator	27	47.0%	14.9%	38.1%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	39,439	49.9%	26.6%	23.5%	1,309
Farm and Foreign Agriculture Services (FFAS)	1,848	50.1%	27.4%	22.5%	49
<b>Risk Management Agency (RMA)</b>	<b>132</b>	<b>51.4%</b>	<b>26.7%</b>	<b>21.8%</b>	<b>9</b>
Deputy Administrator for Compliance	27	67.7%	22.1%	10.2%	6
Deputy Administrator for Insurance Services	40	55.0%	30.8%	14.2%	2
Deputy Administrator for Product Management	35	45.4%	29.6%	25.0%	0
Office of the Administrator	26	41.4%	22.4%	36.3%	1

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	39,188	62.6%	24.3%	13.0%	1,517
Farm and Foreign Agriculture Services (FFAS)	1,832	63.6%	24.0%	12.5%	55
<b>Risk Management Agency (RMA)</b>	<b>132</b>	<b>62.8%</b>	<b>28.8%</b>	<b>8.4%</b>	<b>9</b>
Deputy Administrator for Compliance	27	67.1%	29.4%	3.6%	6
Deputy Administrator for Insurance Services	40	64.1%	28.7%	7.1%	2
Deputy Administrator for Product Management	34	67.4%	21.0%	11.6%	1
Office of the Administrator	27	53.0%	42.9%	4.2%	0

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**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,348	58.1%	22.6%	19.3%	351
Farm and Foreign Agriculture Services (FFAS)	1,883	58.5%	20.7%	20.8%	12
<b>Risk Management Agency (RMA)</b>	<b>137</b>	<b>60.2%</b>	<b>19.3%</b>	<b>20.5%</b>	<b>3</b>
Deputy Administrator for Compliance	31	52.1%	34.7%	13.1%	2
Deputy Administrator for Insurance Services	41	76.6%	9.7%	13.7%	1
Deputy Administrator for Product Management	35	54.9%	22.2%	22.9%	0
Office of the Administrator	26	52.1%	16.3%	31.6%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	38,429	57.4%	26.6%	15.9%	2,187
Farm and Foreign Agriculture Services (FFAS)	1,804	57.9%	24.6%	17.5%	88
<b>Risk Management Agency (RMA)</b>	<b>127</b>	<b>57.3%</b>	<b>24.4%</b>	<b>18.3%</b>	<b>14</b>
Deputy Administrator for Compliance	25	52.3%	35.9%	11.8%	8
Deputy Administrator for Insurance Services	41	61.7%	24.5%	13.8%	1
Deputy Administrator for Product Management	33	50.8%	24.4%	24.8%	2
Office of the Administrator	25	66.3%	16.7%	17.0%	2

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	39,618	49.9%	24.6%	25.5%	1,062
Farm and Foreign Agriculture Services (FFAS)	1,872	50.8%	22.3%	26.9%	25
<b>Risk Management Agency (RMA)</b>	<b>136</b>	<b>49.8%</b>	<b>17.5%</b>	<b>32.6%</b>	<b>5</b>
Deputy Administrator for Compliance	29	52.4%	20.9%	26.8%	4
Deputy Administrator for Insurance Services	41	41.6%	21.9%	36.6%	1
Deputy Administrator for Product Management	35	51.6%	20.1%	28.3%	0
Office of the Administrator	27	57.5%	7.1%	35.4%	0

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**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	39,500	55.7%	24.2%	20.1%	1,110
Farm and Foreign Agriculture Services (FFAS)	1,868	54.5%	21.1%	24.4%	26
<b>Risk Management Agency (RMA)</b>	<b>133</b>	<b>56.1%</b>	<b>18.9%</b>	<b>25.0%</b>	<b>6</b>
Deputy Administrator for Compliance	28	54.2%	20.8%	24.9%	4
Deputy Administrator for Insurance Services	39	55.5%	22.7%	21.8%	2
Deputy Administrator for Product Management	35	63.7%	16.3%	20.0%	0
Office of the Administrator	27	50.3%	17.7%	32.0%	0

**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
Department of Agriculture	38,732	54.6%	26.8%	18.6%	1,863
Farm and Foreign Agriculture Services (FFAS)	1,798	55.6%	24.1%	20.4%	100
<b>Risk Management Agency (RMA)</b>	<b>134</b>	<b>69.0%</b>	<b>16.0%</b>	<b>15.0%</b>	<b>7</b>
Deputy Administrator for Compliance	31	71.9%	18.3%	9.8%	2
Deputy Administrator for Insurance Services	41	64.6%	13.5%	21.8%	1
Deputy Administrator for Product Management	31	78.0%	9.7%	12.3%	4
Office of the Administrator	27	68.6%	19.2%	12.1%	0

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	40,132	45.7%	26.8%	27.6%	471
Farm and Foreign Agriculture Services (FFAS)	1,878	46.8%	26.0%	27.2%	20
<b>Risk Management Agency (RMA)</b>	<b>140</b>	<b>58.3%</b>	<b>20.7%</b>	<b>21.0%</b>	<b>1</b>
Deputy Administrator for Compliance	33	64.6%	32.5%	3.0%	0
Deputy Administrator for Insurance Services	41	62.3%	21.5%	16.1%	1
Deputy Administrator for Product Management	35	63.9%	7.8%	28.3%	0
Office of the Administrator	27	42.6%	25.3%	32.0%	0

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**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
Department of Agriculture	37,020	54.0%	30.0%	16.1%	3,526
Farm and Foreign Agriculture Services (FFAS)	1,756	55.3%	27.9%	16.8%	133
<b>Risk Management Agency (RMA)</b>	<b>125</b>	<b>63.8%</b>	<b>21.3%</b>	<b>14.9%</b>	<b>14</b>
Deputy Administrator for Compliance	28	74.8%	25.2%	0.0%	4
Deputy Administrator for Insurance Services	35	61.2%	22.4%	16.4%	6
Deputy Administrator for Product Management	33	67.4%	17.2%	15.4%	2
Office of the Administrator	26	55.1%	23.7%	21.2%	1

**My Satisfaction**

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

	N	Positive	Neutral	Negative
Department of Agriculture	40,279	49.0%	24.7%	26.2%
Farm and Foreign Agriculture Services (FFAS)	1,894	51.7%	23.0%	25.4%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>63.2%</b>	<b>18.4%</b>	<b>18.4%</b>
Deputy Administrator for Compliance	33	62.0%	26.4%	11.5%
Deputy Administrator for Insurance Services	42	65.9%	23.0%	11.1%
Deputy Administrator for Product Management	35	60.8%	14.1%	25.1%
Office of the Administrator	27	69.1%	6.8%	24.1%

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

	N	Positive	Neutral	Negative
Department of Agriculture	40,237	41.7%	25.8%	32.5%
Farm and Foreign Agriculture Services (FFAS)	1,893	42.5%	22.7%	34.8%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>55.3%</b>	<b>18.5%</b>	<b>26.2%</b>
Deputy Administrator for Compliance	33	59.2%	19.3%	21.5%
Deputy Administrator for Insurance Services	42	47.7%	29.7%	22.6%
Deputy Administrator for Product Management	35	59.9%	15.1%	25.0%
Office of the Administrator	27	60.8%	7.6%	31.6%

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**My Satisfaction (continued)**

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

	N	Positive	Neutral	Negative
Department of Agriculture	40,160	47.2%	24.6%	28.2%
Farm and Foreign Agriculture Services (FFAS)	1,884	44.8%	23.8%	31.4%
<b>Risk Management Agency (RMA)</b>	<b>139</b>	<b>57.3%</b>	<b>25.8%</b>	<b>17.0%</b>
Deputy Administrator for Compliance	33	49.5%	29.9%	20.5%
Deputy Administrator for Insurance Services	41	66.9%	24.4%	8.7%
Deputy Administrator for Product Management	34	54.6%	31.2%	14.2%
Office of the Administrator	27	64.1%	15.9%	19.9%

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

	N	Positive	Neutral	Negative
Department of Agriculture	40,123	34.8%	32.3%	33.0%
Farm and Foreign Agriculture Services (FFAS)	1,884	37.4%	31.0%	31.6%
<b>Risk Management Agency (RMA)</b>	<b>140</b>	<b>52.3%</b>	<b>22.9%</b>	<b>24.8%</b>
Deputy Administrator for Compliance	33	46.0%	45.4%	8.6%
Deputy Administrator for Insurance Services	41	54.3%	24.8%	20.9%
Deputy Administrator for Product Management	35	57.5%	11.9%	30.6%
Office of the Administrator	27	53.8%	11.6%	34.6%

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

	N	Positive	Neutral	Negative
Department of Agriculture	40,157	35.4%	29.2%	35.3%
Farm and Foreign Agriculture Services (FFAS)	1,881	33.0%	30.6%	36.4%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>39.6%</b>	<b>28.7%</b>	<b>31.7%</b>
Deputy Administrator for Compliance	33	33.6%	36.6%	29.8%
Deputy Administrator for Insurance Services	42	38.0%	32.0%	29.9%
Deputy Administrator for Product Management	35	37.6%	28.5%	33.8%
Office of the Administrator	27	53.2%	19.2%	27.6%

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**My Satisfaction (continued)**

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

	N	Positive	Neutral	Negative
Department of Agriculture	40,156	49.3%	24.5%	26.2%
Farm and Foreign Agriculture Services (FFAS)	1,890	36.6%	25.3%	38.1%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>48.3%</b>	<b>23.6%</b>	<b>28.1%</b>
Deputy Administrator for Compliance	33	22.3%	38.9%	38.9%
Deputy Administrator for Insurance Services	42	50.6%	19.6%	29.8%
Deputy Administrator for Product Management	35	53.4%	21.0%	25.6%
Office of the Administrator	27	71.9%	15.9%	12.2%

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

	N	Positive	Neutral	Negative
Department of Agriculture	40,137	66.8%	18.1%	15.1%
Farm and Foreign Agriculture Services (FFAS)	1,885	66.1%	19.6%	14.3%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>70.5%</b>	<b>20.4%</b>	<b>9.2%</b>
Deputy Administrator for Compliance	33	73.2%	18.4%	8.4%
Deputy Administrator for Insurance Services	42	75.8%	17.5%	6.6%
Deputy Administrator for Product Management	35	69.2%	25.5%	5.3%
Office of the Administrator	27	71.9%	15.8%	12.3%

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

	N	Positive	Neutral	Negative
Department of Agriculture	40,151	58.6%	18.1%	23.3%
Farm and Foreign Agriculture Services (FFAS)	1,890	62.4%	16.6%	21.0%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>74.1%</b>	<b>13.0%</b>	<b>12.8%</b>
Deputy Administrator for Compliance	33	79.3%	8.6%	12.1%
Deputy Administrator for Insurance Services	42	73.9%	16.5%	9.6%
Deputy Administrator for Product Management	35	79.6%	9.0%	11.4%
Office of the Administrator	27	68.8%	15.8%	15.4%

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**My Satisfaction (continued)**

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

	N	Positive	Neutral	Negative
Department of Agriculture	40,153	52.8%	23.7%	23.6%
Farm and Foreign Agriculture Services (FFAS)	1,887	52.3%	24.2%	23.5%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>63.7%</b>	<b>20.0%</b>	<b>16.2%</b>
Deputy Administrator for Compliance	33	67.6%	24.2%	8.1%
Deputy Administrator for Insurance Services	42	71.6%	17.3%	11.1%
Deputy Administrator for Product Management	35	62.9%	26.2%	10.9%
Office of the Administrator	27	53.7%	11.3%	35.0%

**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
Department of Agriculture	40,132	65.9%	28.5%	5.6%
Farm and Foreign Agriculture Services (FFAS)	1,895	67.6%	27.3%	5.1%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>93.5%</b>	<b>5.2%</b>	<b>1.3%</b>
Deputy Administrator for Compliance	33	100.0%	0.0%	0.0%
Deputy Administrator for Insurance Services	42	84.6%	11.2%	4.2%
Deputy Administrator for Product Management	35	95.1%	4.9%	0.0%
Office of the Administrator	27	96.6%	3.4%	0.0%

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
Department of Agriculture	39,575	3.1%	11.6%	5.9%	17.1%
Farm and Foreign Agriculture Services (FFAS)	1,872	2.2%	17.6%	4.5%	16.1%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>2.7%</b>	<b>28.2%</b>	<b>9.1%</b>	<b>33.9%</b>
Deputy Administrator for Compliance	33	0.0%	33.2%	21.0%	30.4%
Deputy Administrator for Insurance Services	42	4.7%	14.2%	2.0%	23.2%
Deputy Administrator for Product Management	35	2.4%	40.1%	9.4%	33.2%
Office of the Administrator	27	3.5%	29.7%	7.1%	52.9%

(continued)

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## Work/Life (continued)

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Department of Agriculture	39,575	24.0%	6.4%	12.1%	19.6%
Farm and Foreign Agriculture Services (FFAS)	1,872	13.0%	8.2%	16.6%	21.7%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>1.5%</b>	<b>2.9%</b>	<b>6.2%</b>	<b>15.6%</b>
Deputy Administrator for Compliance	33	0.0%	6.4%	0.0%	9.0%
Deputy Administrator for Insurance Services	42	2.8%	4.9%	17.7%	30.5%
Deputy Administrator for Product Management	35	0.0%	0.0%	0.0%	14.8%
Office of the Administrator	27	3.4%	0.0%	0.0%	3.4%

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

	N	Yes	No	Not Available To Me
Department of Agriculture	39,899	43.2%	42.8%	14.0%
Farm and Foreign Agriculture Services (FFAS)	1,890	65.9%	29.3%	4.8%
<b>Risk Management Agency (RMA)</b>	<b>139</b>	<b>69.0%</b>	<b>28.1%</b>	<b>2.9%</b>
Deputy Administrator for Compliance	32	78.4%	21.6%	0.0%
Deputy Administrator for Insurance Services	42	83.0%	14.9%	2.1%
Deputy Administrator for Product Management	35	59.7%	37.2%	3.1%
Office of the Administrator	27	48.3%	44.5%	7.3%

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
Department of Agriculture	39,900	31.9%	53.3%	14.8%
Farm and Foreign Agriculture Services (FFAS)	1,884	20.6%	59.6%	19.7%
<b>Risk Management Agency (RMA)</b>	<b>140</b>	<b>27.8%</b>	<b>54.9%</b>	<b>17.3%</b>
Deputy Administrator for Compliance	33	9.0%	55.2%	35.8%
Deputy Administrator for Insurance Services	41	43.2%	34.2%	22.6%
Deputy Administrator for Product Management	35	30.1%	69.9%	0.0%
Office of the Administrator	27	27.8%	64.2%	8.0%

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**Work/Life (continued)**

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

	N	Yes	No	Not Available To Me
Department of Agriculture	39,830	19.4%	77.3%	3.2%
Farm and Foreign Agriculture Services (FFAS)	1,886	14.4%	82.2%	3.4%
<b>Risk Management Agency (RMA)</b>	<b>140</b>	<b>12.4%</b>	<b>85.3%</b>	<b>2.3%</b>
Deputy Administrator for Compliance	33	6.0%	90.1%	3.9%
Deputy Administrator for Insurance Services	41	12.5%	82.8%	4.7%
Deputy Administrator for Product Management	35	14.0%	86.0%	0.0%
Office of the Administrator	27	15.3%	84.7%	0.0%

**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
Department of Agriculture	39,989	1.8%	75.7%	22.5%
Farm and Foreign Agriculture Services (FFAS)	1,893	2.0%	75.4%	22.6%
<b>Risk Management Agency (RMA)</b>	<b>140</b>	<b>1.6%</b>	<b>72.4%</b>	<b>26.0%</b>
Deputy Administrator for Compliance	33	0.0%	72.9%	27.1%
Deputy Administrator for Insurance Services	41	0.0%	65.5%	34.5%
Deputy Administrator for Product Management	35	2.7%	76.8%	20.5%
Office of the Administrator	27	0.0%	81.4%	18.6%

**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
Department of Agriculture	39,954	1.7%	76.4%	21.9%
Farm and Foreign Agriculture Services (FFAS)	1,891	4.2%	75.4%	20.4%
<b>Risk Management Agency (RMA)</b>	<b>141</b>	<b>1.4%</b>	<b>77.0%</b>	<b>21.6%</b>
Deputy Administrator for Compliance	33	0.0%	72.7%	27.3%
Deputy Administrator for Insurance Services	42	2.4%	68.5%	29.1%
Deputy Administrator for Product Management	35	2.7%	79.9%	17.4%
Office of the Administrator	27	0.0%	92.0%	8.0%

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## Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ
Department of Agriculture	14,569	72.9%	18.2%	9.0%	941
Farm and Foreign Agriculture Services (FFAS)	746	71.3%	14.7%	14.0%	36
<b>Risk Management Agency (RMA)</b>	<b>99</b>	<b>73.5%</b>	<b>13.2%</b>	<b>13.3%</b>	<b>2</b>
Deputy Administrator for Compliance	26	77.6%	10.9%	11.5%	1
Deputy Administrator for Insurance Services	16	54.5%	25.6%	19.9%	0
Deputy Administrator for Product Management	30	87.2%	9.4%	3.4%	0
Office of the Administrator	25	71.1%	13.0%	15.9%	0

\*The results for this item only include employees who indicated that they participated in this program.

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

	N	Positive	Neutral	Negative	NBJ
Department of Agriculture	17,093	90.9%	7.0%	2.1%	386
Farm and Foreign Agriculture Services (FFAS)	1,237	93.1%	5.0%	1.9%	18
<b>Risk Management Agency (RMA)</b>	<b>94</b>	<b>91.7%</b>	<b>1.0%</b>	<b>7.3%</b>	<b>1</b>
Deputy Administrator for Compliance	25	88.3%	0.0%	11.7%	1
Deputy Administrator for Insurance Services	32	94.5%	0.0%	5.5%	0
Deputy Administrator for Product Management	21	95.5%	4.5%	0.0%	0
Office of the Administrator	13	83.1%	0.0%	16.9%	0

\*The results for this item only include employees who indicated that they participated in this program.

### 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
Department of Agriculture	12,208	82.4%	14.3%	3.3%	580
Farm and Foreign Agriculture Services (FFAS)	379	77.2%	19.5%	3.3%	28
<b>Risk Management Agency (RMA)</b>	<b>37</b>	<b>81.4%</b>	<b>16.1%</b>	<b>2.5%</b>	<b>3</b>
Deputy Administrator for Compliance	3	63.7%	36.3%	0.0%	0
Deputy Administrator for Insurance Services	15	75.5%	18.3%	6.1%	3
Deputy Administrator for Product Management	11	81.1%	18.9%	0.0%	0
Office of the Administrator	8	100.0%	0.0%	0.0%	0

\*The results for this item only include employees who indicated that they participated in this program.

## Department of Agriculture Risk Management Agency (RMA) 3rd Level Subagency Comparison Report

### Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ
Department of Agriculture	7,452	77.6%	18.1%	4.3%	648
Farm and Foreign Agriculture Services (FFAS)	249	73.5%	23.8%	2.7%	33
<b>Risk Management Agency (RMA)</b>	<b>15</b>	<b>74.1%</b>	<b>19.9%</b>	<b>6.0%</b>	<b>3</b>
Deputy Administrator for Compliance	2	100.0%	0.0%	0.0%	0
Deputy Administrator for Insurance Services	5	62.2%	20.2%	17.7%	1
Deputy Administrator for Product Management	4	48.8%	51.2%	0.0%	1
Office of the Administrator	3	100.0%	0.0%	0.0%	1

\*The results for this item only include employees who indicated that they participated in this program.

#### 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
Department of Agriculture	570	62.8%	32.9%	4.3%	299
Farm and Foreign Agriculture Services (FFAS)	30	61.2%	27.2%	11.6%	13
<b>Risk Management Agency (RMA)</b>	<b>3</b>	<b>39.9%</b>	<b>60.1%</b>	<b>0.0%</b>	<b>0</b>
Deputy Administrator for Compliance	0	--	--	--	0
Deputy Administrator for Insurance Services	1	0.0%	100.0%	0.0%	0
Deputy Administrator for Product Management	1	0.0%	100.0%	0.0%	0
Office of the Administrator	0	--	--	--	0

\*The results for this item only include employees who indicated that they participated in this program.

#### 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
Department of Agriculture	566	64.8%	33.7%	1.5%	322
Farm and Foreign Agriculture Services (FFAS)	59	73.3%	26.7%	0.0%	24
<b>Risk Management Agency (RMA)</b>	<b>2</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0</b>
Deputy Administrator for Compliance	0	--	--	--	0
Deputy Administrator for Insurance Services	1	0.0%	100.0%	0.0%	0
Deputy Administrator for Product Management	1	0.0%	100.0%	0.0%	0
Office of the Administrator	0	--	--	--	0

\*The results for this item only include employees who indicated that they participated in this program.

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**Demographic Questions**

**85. Where do you work?**

	N	%
Headquarters	49	34.8%
Field	92	65.2%

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

	N	%
Non-Supervisor	92	65.2%
Team Leader	16	11.3%
Supervisor	17	12.1%
Manager	10	7.1%
Executive	6	4.3%

**87. Are you:**

	N	%
Male	90	64.7%
Female	49	35.3%

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

	N	%
Yes	8	5.8%
No	130	94.2%

**89. Race**

	N	%
American Indian or Alaska Native	1	0.7%
Asian	3	2.2%
Black or African American	14	10.4%
Native Hawaiian or Other Pacific Islander	1	0.7%
White	109	81.3%
Two or more races (Not Hispanic or Latino)	6	4.5%

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**Demographic Questions (continued)**

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

	N	%
25 and under	3	2.2%
26-29	7	5.1%
30-39	28	20.6%
40-49	31	22.8%
50-59	51	37.5%
60 or older	16	11.8%

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

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	55	39.9%
GS 13-15	76	55.1%
Senior Executive Service	4	2.9%
Senior Level (SL) or Scientific or Professional (ST)	1	0.7%
Other	2	1.4%

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

	N	%
Less than 1 year	0	0.0%
1 to 3 years	16	11.6%
4 to 5 years	11	8.0%
6 to 10 years	14	10.1%
11 to 14 years	17	12.3%
15 to 20 years	13	9.4%
More than 20 years	67	48.6%

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

	N	%
Less than 1 year	2	1.5%
1 to 3 years	24	17.5%
4 to 5 years	16	11.7%
6 to 10 years	20	14.6%
11 to 20 years	29	21.2%
More than 20 years	46	33.6%

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**Demographic Questions (continued)**

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

	N	%
No	106	76.8%
Yes, to retire	8	5.8%
Yes, to take another job within the Federal Government	16	11.6%
Yes, to take another job outside the Federal Government	3	2.2%
Yes, other	5	3.6%

**95. I am planning to retire:**

	N	%
Within one year	2	1.4%
Between one and three years	25	18.1%
Between three and five years	12	8.7%
Five or more years	99	71.7%

**97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?**

	N	%
Yes	21	15.1%
No	118	84.9%

**98. Are you an individual with a disability?**

	N	%
Yes	17	12.2%
No	122	87.8%