

# 2011 Federal Employee Viewpoint Survey

## Empowering Employees

*inspiring change*

**Small Business Administration**  
AGENCY RESULTS

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



**SMALL BUSINESS ADMINISTRATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period May 3, 2011 to May 31, 2011)

		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		225	702	321	259	110	1,617	NA
	%	57.5	14.3	43.2	19.7	15.9	6.9	100.0	
2. I have enough information to do my job well.	N		247	820	248	233	70	1,618	NA
	%	66.2	15.8	50.5	15.1	14.3	4.3	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		303	601	298	295	122	1,619	NA
	%	56.0	19.2	36.8	18.1	18.4	7.5	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		504	693	219	126	74	1,616	NA
	%	73.8	31.2	42.6	13.7	7.9	4.6	100.0	
*5. I like the kind of work I do.	N		665	694	163	57	33	1,612	NA
	%	84.0	41.1	42.9	10.3	3.6	2.1	100.0	
6. I know what is expected of me on the job.	N		465	777	181	137	53	1,613	NA
	%	76.5	28.8	47.6	11.7	8.6	3.2	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		1,063	504	31	12	7	1,617	NA
	%	96.9	65.9	31.0	2.0	0.7	0.4	100.0	
8. I am constantly looking for ways to do my job better.	N		796	668	123	19	6	1,612	NA
	%	90.8	49.5	41.3	7.5	1.3	0.4	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		151	543	274	400	244	1,612	5
	%	43.1	9.7	33.4	16.7	24.6	15.6	100.0	
*10. My workload is reasonable.	N		160	698	275	271	206	1,610	5
	%	53.0	10.0	43.0	17.2	16.7	13.0	100.0	
*11. My talents are used well in the workplace.	N		280	649	260	238	164	1,591	16
	%	58.0	17.8	40.2	16.4	15.1	10.5	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		499	836	156	74	42	1,607	8
	%	83.0	31.2	51.9	9.7	4.7	2.6	100.0	
*13. The work I do is important.	N		784	670	111	25	13	1,603	8
	%	90.6	49.1	41.5	7.0	1.5	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		408	750	193	171	87	1,609	7
	%	71.6	25.4	46.2	12.2	10.8	5.5	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		354	686	224	161	163	1,588	28
	%	65.4	22.6	42.8	14.3	9.9	10.3	100.0	
16. I am held accountable for achieving results.	N		508	879	147	40	24	1,598	9
	%	86.5	31.9	54.6	9.4	2.6	1.6	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 2,252

Percentages are weighted to represent the Agency's population.

**SMALL BUSINESS ADMINISTRATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period May 3, 2011 to May 31, 2011)

		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		336	542	343	141	170	1,532	83
	%	57.5	22.3	35.2	22.2	9.1	11.2	100.0	
*18. My training needs are assessed.	N		142	495	445	273	210	1,565	38
	%	40.8	9.5	31.3	28.4	17.2	13.6	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		345	704	212	189	147	1,597	20
	%	65.6	21.8	43.8	13.2	12.1	9.2	100.0	
*20. The people I work with cooperate to get the job done.	N		398	805	184	149	40	1,576	NA
	%	76.4	25.4	51.0	11.6	9.5	2.5	100.0	
*21. My work unit is able to recruit people with the right skills.	N		144	465	429	297	184	1,519	98
	%	40.4	9.8	30.6	28.1	19.3	12.2	100.0	
*22. Promotions in my work unit are based on merit.	N		146	374	462	270	256	1,508	105
	%	34.7	9.9	24.8	30.4	17.8	17.1	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		100	365	484	279	259	1,487	130
	%	31.4	7.0	24.3	32.4	18.8	17.4	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		118	448	415	334	223	1,538	78
	%	36.9	8.0	28.9	26.9	21.5	14.7	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		165	540	338	269	204	1,516	97
	%	46.9	11.1	35.8	22.1	17.5	13.5	100.0	
26. Employees in my work unit share job knowledge with each other.	N		341	789	222	148	99	1,599	13
	%	70.7	21.5	49.2	13.8	9.4	6.2	100.0	
27. The skill level in my work unit has improved in the past year.	N		237	609	458	160	88	1,552	61
	%	54.4	15.6	38.8	29.6	10.3	5.7	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		669	675	218	41	13	1,616	NA
	%	82.8	41.3	41.5	13.7	2.6	0.8	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		197	805	325	189	55	1,571	37
	%	63.6	12.7	50.9	20.6	12.2	3.6	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 2,252

Percentages are weighted to represent the Agency's population.

**SMALL BUSINESS ADMINISTRATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period May 3, 2011 to May 31, 2011)

		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	45.1	134	581	392	312	150	1,569	40
	%		8.6	36.4	25.1	20.1	9.7	100.0	
31. Employees are recognized for providing high quality products and services.	N	47.5	169	581	379	292	157	1,578	32
	%		11.0	36.6	23.8	18.8	9.9	100.0	
*32. Creativity and innovation are rewarded.	N	39.9	140	474	424	344	171	1,553	52
	%		9.3	30.6	27.0	22.2	11.0	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N	26.5	86	307	436	380	284	1,493	114
	%		6.0	20.5	29.3	25.4	18.8	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	49.0	179	530	490	126	127	1,452	158
	%		12.7	36.2	33.5	8.6	8.8	100.0	
*35. Employees are protected from health and safety hazards on the job.	N	77.5	326	900	231	70	46	1,573	37
	%		20.9	56.6	15.2	4.4	2.9	100.0	
*36. My organization has prepared employees for potential security threats.	N	74.8	287	901	252	100	46	1,586	17
	%		18.4	56.5	15.9	6.3	2.9	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	52.9	239	570	343	171	191	1,514	91
	%		15.8	37.1	22.8	11.4	12.9	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	62.4	307	606	304	101	134	1,452	151
	%		21.2	41.2	21.2	7.1	9.3	100.0	
39. My agency is successful at accomplishing its mission.	N	73.0	292	860	305	66	45	1,568	35
	%		18.8	54.2	19.8	4.3	2.9	100.0	
40. I recommend my organization as a good place to work.	N	54.3	293	588	397	197	129	1,604	NA
	%		18.5	35.8	24.8	12.7	8.2	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N	53.0	230	563	380	193	133	1,499	108
	%		15.7	37.3	25.0	12.9	9.1	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N	78.5	584	664	177	84	81	1,590	11
	%		37.1	41.4	11.0	5.3	5.2	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N	64.9	449	580	279	165	115	1,588	11
	%		28.5	36.3	17.5	10.3	7.4	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N	61.6	402	572	297	167	145	1,583	16
	%		25.5	36.0	18.7	10.6	9.2	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 2,252

Percentages are weighted to represent the Agency's population.

**SMALL BUSINESS ADMINISTRATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period May 3, 2011 to May 31, 2011)

		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		416	559	332	80	84	1,471	125
	%	66.3	28.5	37.8	22.3	5.5	5.8	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		356	628	317	155	126	1,582	12
	%	62.1	22.7	39.4	19.9	9.9	8.0	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		386	613	302	141	125	1,567	28
	%	63.8	24.9	38.9	19.0	9.2	8.0	100.0	
48. My supervisor/team leader listens to what I have to say.	N		516	685	190	130	74	1,595	NA
	%	75.5	32.5	43.0	11.8	8.1	4.6	100.0	
49. My supervisor/team leader treats me with respect.	N		601	657	166	100	74	1,598	NA
	%	78.6	37.9	40.7	10.4	6.3	4.6	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		512	794	127	105	56	1,594	NA
	%	81.5	32.2	49.3	8.0	6.8	3.7	100.0	
*51. I have trust and confidence in my supervisor.	N		526	518	258	156	131	1,589	NA
	%	65.6	33.1	32.6	16.1	9.8	8.5	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		606	492	272	144	82	1,596	NA
	%	68.8	38.0	30.8	17.0	9.1	5.0	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		181	516	383	300	184	1,564	22
	%	44.4	11.8	32.6	24.4	19.4	11.9	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		275	548	356	190	148	1,517	72
	%	54.2	18.3	35.9	23.4	12.7	9.7	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		284	692	329	123	92	1,520	67
	%	64.1	18.8	45.2	21.6	8.3	6.0	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		298	752	281	153	92	1,576	12
	%	66.3	19.2	47.1	17.8	10.1	5.8	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		289	782	271	114	72	1,528	59
	%	69.4	18.9	50.5	18.0	7.8	4.8	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 2,252

Percentages are weighted to represent the Agency's population.

**SMALL BUSINESS ADMINISTRATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period May 3, 2011 to May 31, 2011)

		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		235	633	306	231	150	1,555	37
	%	55.6	15.2	40.4	19.7	15.0	9.7	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		242	650	307	213	141	1,553	29
	%	57.3	15.8	41.5	19.8	13.7	9.2	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		356	533	361	147	133	1,530	55
	%	58.0	23.5	34.5	23.6	9.8	8.6	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		322	542	351	201	149	1,565	18
	%	55.1	20.9	34.3	22.3	13.0	9.6	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		307	547	383	118	104	1,459	125
	%	58.4	21.3	37.1	26.0	8.4	7.2	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		231	624	352	285	92	1,584	NA
	%	53.8	15.0	38.7	22.4	18.0	5.8	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		214	631	341	289	111	1,586	NA
	%	53.1	13.8	39.3	21.5	18.4	6.9	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		258	542	350	283	148	1,581	NA
	%	50.4	16.5	34.0	22.2	18.1	9.3	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		191	527	434	300	131	1,583	NA
	%	45.5	12.4	33.1	27.0	19.3	8.2	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		156	360	486	327	256	1,585	NA
	%	32.6	10.1	22.5	30.6	20.6	16.3	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		165	525	442	296	152	1,580	NA
	%	43.8	10.9	32.8	28.1	18.6	9.5	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 2,252

Percentages are weighted to represent the Agency's population.

**SMALL BUSINESS ADMINISTRATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period May 3, 2011 to May 31, 2011)

		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		378	693	285	142	81	1,579	NA
	%	67.2	23.9	43.3	18.4	9.2	5.2	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		297	764	267	187	71	1,586	NA
	%	66.7	18.7	48.1	16.8	11.9	4.5	100.0	
71. Considering everything, how satisfied are you with your organization?	N		264	660	343	218	99	1,584	NA
	%	57.7	17.0	40.7	21.9	14.2	6.3	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		1,022	65.5
No		490	30.4
Not sure		65	4.0
<b>Total</b>		<b>1,577</b>	<b>100.0</b>

73. Please select the response below that BEST describes your current teleworking situation:		N	%
I telework 3 or more days per week.		29	1.8
I telework 1 or 2 days per week.		252	16.4
I telework, but no more than 1 or 2 days per month.		107	7.0
I telework very infrequently, on an unscheduled or short-term basis.		306	20.4
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).		125	7.8
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.		84	5.2
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.		372	23.4
I do not telework because I choose not to telework.		279	18.0
<b>Total</b>		<b>1,554</b>	<b>100.0</b>

**SMALL BUSINESS ADMINISTRATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period May 3, 2011 to May 31, 2011)

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

	N	%
<b>Yes</b>	891	56.0
<b>No</b>	609	39.0
<b>Not available to me</b>	82	5.0
<b>Total</b>	1,582	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	%
<b>Yes</b>	227	14.3
<b>No</b>	1,061	68.0
<b>Not available to me</b>	288	17.6
<b>Total</b>	1,576	100.0

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

	N	%
<b>Yes</b>	194	11.9
<b>No</b>	1,350	86.3
<b>Not available to me</b>	28	1.8
<b>Total</b>	1,572	100.0

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

	N	%
<b>Yes</b>	19	1.2
<b>No</b>	1,270	81.1
<b>Not available to me</b>	282	17.7
<b>Total</b>	1,571	100.0

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

	N	%
<b>Yes</b>	21	1.3
<b>No</b>	1,284	82.0
<b>Not available to me</b>	268	16.6
<b>Total</b>	1,573	100.0

**SMALL BUSINESS ADMINISTRATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period May 3, 2011 to May 31, 2011)

		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	53.1	248	349	283	125	123	1,128	446
	%		22.2	31.0	24.7	11.2	11.0	100.0	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N	78.5	553	468	197	39	44	1,301	268
	%		42.7	35.8	15.1	3.0	3.3	100.0	
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	36.6	64	210	375	71	37	757	809
	%		8.8	27.8	49.2	9.3	5.0	100.0	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N	37.8	70	220	440	18	15	763	804
	%		9.3	28.4	57.9	2.2	2.1	100.0	
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	12.4	17	45	392	20	18	492	1,080
	%		3.5	8.9	79.7	4.0	3.9	100.0	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N	12.4	18	44	392	23	18	495	1,077
	%		3.8	8.6	79.6	4.4	3.6	100.0	

\*\* Sum of responses excluding DNK/NBJ  
Sample or Census: Census  
Number of Employees Selected: 2,252

Percentages are weighted to represent the Agency's population.  
Surveys Completed: 1,621  
Response Rate: 72.0%

**SMALL BUSINESS ADMINISTRATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period May 3, 2011 to May 31, 2011)

85. Where do you work?	N	%
<b>Headquarters</b>	441	28.1
<b>Field</b>	1,127	71.9
<b>Total</b>	1,568	100.0

*86. What is your supervisory status?	N	%
<b>Non-Supervisor</b>	1,080	68.7
<b>Team Leader</b>	190	12.1
<b>Supervisor</b>	153	9.7
<b>Manager</b>	120	7.6
<b>Executive</b>	30	1.9
<b>Total</b>	1,573	100.0

*87. Are you:	N	%
<b>Male</b>	693	44.3
<b>Female</b>	871	55.7
<b>Total</b>	1,564	100.0

*88. Are you Hispanic or Latino?	N	%
<b>Yes</b>	196	12.7
<b>No</b>	1,352	87.3
<b>Total</b>	1,548	100.0

*89. Please select the racial category or categories with which you most closely identify.	N	%
<b>American Indian or Alaska Native</b>	12	0.8
<b>Asian</b>	85	5.7
<b>Black or African American</b>	369	24.7
<b>Native Hawaiian or Other Pacific Islander</b>	19	1.3
<b>White</b>	958	64.1
<b>Two or more races</b>	51	3.4
<b>Total</b>	1,494	100.0

**SMALL BUSINESS ADMINISTRATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period May 3, 2011 to May 31, 2011)

---

90. What is your age group?	N	%
<b>25 and under</b>	4	0.3
<b>26-29</b>	34	2.2
<b>30-39</b>	136	8.8
<b>40-49</b>	394	25.4
<b>50-59</b>	637	41.1
<b>60 or older</b>	344	22.2
<b>Total</b>	1,549	100.0

91. What is your pay category/grade?	N	%
<b>Federal Wage System</b>	0	0.0
<b>GS 1-6</b>	37	2.4
<b>GS 7-12</b>	773	49.2
<b>GS 13-15</b>	733	46.7
<b>Senior Executive Service</b>	26	1.7
<b>Senior Level (SL) or Scientific or Professional (ST)</b>	1	0.1
<b>Other</b>	0	0.0
<b>Total</b>	1,570	100.0

92. How long have you been with the Federal Government (excluding military service)?	N	%
<b>Less than 1 year</b>	26	1.7
<b>1 to 3 years</b>	172	11.0
<b>4 to 5 years</b>	78	5.0
<b>6 to 10 years</b>	110	7.0
<b>11 to 14 years</b>	140	9.0
<b>15 to 20 years</b>	221	14.1
<b>More than 20 years</b>	816	52.2
<b>Total</b>	1,563	100.0

**SMALL BUSINESS ADMINISTRATION**  
**2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period May 3, 2011 to May 31, 2011)

---

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

	N	%
<b>Less than 1 year</b>	35	2.3
<b>1 to 3 years</b>	241	15.5
<b>4 to 5 years</b>	117	7.5
<b>6 to 10 years</b>	123	7.9
<b>11 to 20 years</b>	448	28.8
<b>More than 20 years</b>	590	38.0
<b>Total</b>	1,554	100.0

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

	N	%
<b>No</b>	1,101	70.5
<b>Yes, to retire</b>	134	8.6
<b>Yes, to take another job within the Federal Government</b>	239	15.3
<b>Yes, to take another job outside the Federal Government</b>	42	2.7
<b>Yes, other</b>	46	2.9
<b>Total</b>	1,562	100.0

95. I am planning to retire:

	N	%
<b>Within one year</b>	86	5.6
<b>Between one and three years</b>	232	15.1
<b>Between three and five years</b>	193	12.5
<b>Five or more years</b>	1,030	66.8
<b>Total</b>	1,541	100.0



UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT  
Planning and Policy Analysis  
1900 E Street, NW  
Washington, DC 20415  
[www.FedView.opm.gov](http://www.FedView.opm.gov)