Manager-Model (questions utilize the ACSI methodo	logy to determine scores

19

ELEMENTS (drivers of satisfaction)

Workforce Planning (1=Strongly Disagree, 10=Strongly Agree, Don't Know)

- 1 Have the information I need to make effective decisions regarding workforce staffing.
- 2 lam fully involved in the workforce planning process including determining current and future workforce requirements.

Human Resources (HR) Interaction (1=Strongly Disagree, 10=Strongly Agree, Don't Know)

- 3 Human Resources actively participated with me in the planning process to fill this position including reviewing the position description and duties to verify that they were still accurate.
- 4 Human Resources discussed a recruitment strategy with me prior to the interview.
- 5 Human Resources worked closely with me to develop the job analysis and rating/crediting plan.

CUSTOMER SATISFACTION

Satisfaction (see scale per question)

- What is your **overall satisfaction** with this recruitment process hiring process? (1=Very dissatisfied, 10=Very satisfied)
- How well does this recruitment process hiring process meet your expectations? (1=falls short of expectations, 10=exceeds expectations)
- 18 How does this recruitment process hiring process compare to your idea of an ideal hiring process? (1=not close to ideal, 10=very close to ideal)

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Federal Mine Safety and Health Review Commission Federal Retirement Thrift Investment Board			
Federal Trade Commission General Services Administration			
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Homeland Security Inter-American Foundation			
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National Aeronautics and Space Administration National Archives and Records Administration			
National Capital Planning Commission National Commission on Libraries and Information Science			
National Council on Disability National Credit Union Administration			
National Defense University National Foundation on the Arts and the Humanities			
National Gallery of Art National Geospatial Intelligence Agency			
National Labor Relations Board National Mediation Board			
National Science Foundation National Security Agency/Central Security			
National Security Council National Transportation Safety Board			
Nuclear Regulatory Commission Nuclear Waste Technical Review Board			
Occupational Safety and Health Review Commission Office of Administration			
Office of Economic Adjustment Office of Government Ethics			
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Office of National Drug Control Policy Office of Navajo and Hopi Indian Relocation			
Office of Personnel Management Office of Science and Technology Policy			
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Skip Logic Label	Question Text	Answer Choices (limited to 50 characters) Kentucky	Skip to	Type (select from list)	Single or Multi	Required Y/N
		Louisiana Marytand Massachusetts				
		Maine Michigan Minnesota				
		Missouri Mississippi Montana				
		Nebraska New Hampshire				
		New Jersey New Mexico Newada New York				
		North Carolina North Dakota Ohio				
		Oklahoma Oregon Pennsylvania				
		Rhode Island South Carolina South Dakota				
		Tennessee Texas Utah				
		Virginia Vermont West Virginia				
		Washington Wisconsin Wyoming				
	What series are you hiring for?	Outside the U.S. Series 1 Series 2		Drop down, select one	Single	Y
		Series 3 Series 4 00xx-Miscellaneous Occupations				
		01xx-Social Science, Psychology and Wellness 02xx-Personnel Mgmt & Industrial Relations 03xx-General Admin. Clerical and Office Services				
		04xx-Natural Resources Mgt and Bio Sci 05xx-Accounting and Budget				
		06xx-Medical, Hospital, Dental and Public Health 07xx-Veterinary Medical Science 08xx-Engineering and Architecture 09xx-Leoal and Kindred				
		10xx-Information and Arts 11xx-Business and Industry 12xx-Copyright, Patent and Trademark				
		12xx-Opphysical Sciences 14xx-Library and Archives 15xx-Mathematics and Statistics				
		16xx-Equipment, Facilities and Services 17xx-Education 18xx-Investigation				
		18xx-Auality Assurance, Inspection 20xx-Supply 21xx-Transportation				
		22xx-Information Technology 25xx-Wire Comm. Equip Installation & Maint				
		26xx-Electronic Equip. Install & Maint 28xx-Electrical Equip. Installation & Maint 31xx-Fabric and Leather Work 33xx-Instrument Work				
		34xx-Machine Tool Work 35xx-General Services and Support Work 36xx-Structural and Finishing Work				
		37xx-Metal Processing 38xx-Metal Work 39xx-Movie, Radio, TV and Sound Equip Operation				
		40xx-Lense and Crystal Work 41xx-Painting and Paperhanging 42xx-Plumbing and Pipelitting				
		43xx-Pliable Materials Work 44xx-Printing 46xx-Wood Work				
		47xx-General Maintenance and Operations 48xx-General Equipment Maintenance 50xx-Plant and Animal Work				
		52xx-Miscellaneous Occupations 53xx-Industrial Equipment Maintenance 54xx-Industrial Equipment Operation				
		57xx-Transport/Mobile Equipment Operation 58xx-Transport/Mobile Equipment Maintenance				
		65xx-Ammo, Explosives & Toxic Materials 66xx-Amament Work 69xx-Warehouse and Stock Handling 70xx-Packing and Processing				
		73xx-Laundry, Dry Cleaning and Pressing 74xx-Fond Prenaration and Serving				
		76xx-Personal Services 82xx-Fluid Systems Maintenance 86xx-Engine Overhaul				
	What grade are you hiring for?	88xx-Aircraft Overhaul 99x-Vessel Jobs Excluded from Fed Wage Grade 1 Grade 2 Grade 2		Drop down, select one	Single	Y
		Grade 3 Grade 4 GS1 or equivalent				
		GS2 or equivalent GS3 or equivalent				
		SS4 or equivalent SS5 or equivalent SS6 or equivalent				
		GS7 or equivalent GS8 or equivalent GS9 or equivalent				
		GS10 or equivalent GS11 or equivalent GS12 or equivalent				
		SS13 or equivalent SS14 or equivalent SS15 or equivalent				
	How many selections did you make off this certificate of eligibles?	0		Drop down, select one	Single	Y
	SEE THIS QUESTION FOR ANSWER CHOICE ADDITION	1 2 3				
	Fwork for an agency or department that hires a large volume	4 5 Yes		Drop down, select one	Single	¥
	ot standardized positions, where many of the steps have been completed at a centralized level.	N o				
	I was actively involved in the recruitment for this job.	Yes No	В	Drop down, select one	Single	Y
В	Please select all that apply:	l personally attended a career fair, conference, or other function to recruit for this job opportunity. I personally reached out to specific organizations to promote this job		Checkbox, one-up vertical	Multi	Y
		opportunity I personally referred candidates to the job opportunity announcement (JOA).				
		l personally contacted local colleges and universities to reach out to students or alumni groups for this job opportunity. Other, please specify	С			
С	Other actively involved in recruitment Did you use an OPM Standing Register to fill this position?	Other, please specify Yes		Text area, no char limit Drop down, select one	Single	N Y
	Please rate the following Yes/No or if it does not apply, choose N/A.	No Yes		Radio button, one-up vertical	Multi	Y
	choose N/A, I actively participated in reviewing the applications listed on the certificate of eligibles.					
		No NIA				
	I actively participated in interviewing applicants.	Yes				
	I actively participated in selecting the final candidate.	NO N/A Yes No				
	Prior to receiving the certificate, I had already (yes/no or if it does not apply, choose N/A) Discussed the hiring process with my HR Specialist and knew	N/A		Radio button, one-up vertical	Multi	Y
	Discussed the hiring process with my HR Specialist and knew the approximate date that I would receive the certificate of eligibles.					
		No N/A				
	Chosen the interview panel or interviewer.	Yes				
	Scheduled potential interview dates and blocked off time on my calendar to conduct interviews.	N/A Yes				
	Developed new interview questions	No N/A Yes				
		No N/A				

Skip						
Logic Label	Question Text	Answer Choices (limited to 50 characters)	Skip to	Type (select from list)	Single or Multi	Required Y/N
	What Agency/Department do you currently work for?	Agency 1	, ,	Drop down, select one	Single	Y
		Agency 2 Agency 3				
Α	Other_work for agency			Text area, no char limit		N
	WhatBureau/DepartmentComponent/OPDIV do you work for?	Dept 1		Drop down, select one	Single	Y
		Dept 2 Dept 3	1			
Α	Other_work for bureau or department			Text area, no char limit		N
	What is your Geographic Location?	Alabama Alaska		Drop down, select one	Single	Υ
	What series are you hiring for?	Series 1 Series 2		Drop down, select one	Single	Υ
	M. A. C. C. C. C. C. C. C. C. C. C. C. C. C.	Series 3 Series 4		Book down and the	Circula	V
	What grade are you hiring for?	Grade 1 Grade 2 Grade 3		Drop down, select one	Single	Y
	How many selections did you make off this certificate of elig	Grade 4		Drop down, select one	Single	Υ
		2 3 4				
		5				
	I work for an agency or department that hires a large volume of standardized positions, where many of the steps have been completed at a centralized level.	Yes		Drop down, select one	Single	Y
		No				
	I was actively involved in the recruitment for this job.	Yes	В	Drop down, select one	Single	Y
В	Please select all that apply:	I personally attended a career fair, conference, or other function to recruit		Checkbox, one-up vertical	Multi	Υ
		for this job opportunity. I personally reached out to specific organizations to promote this job opportunity I personally referred candidates to the job opportunity announcement (JOA).				
		l personally contacted local colleges and universities to reach out to students or alumni groups for this job opportunity. Other, please specify	С			
С	Other_actively involved in recruitment			Text area, no char limit		N
	Did you use an OPM Standing Register to fill this position?	Yes		Drop down, select one	Single	Y
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	ractively participated in interviewing applicants.	Yos				
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	ractivery participated in selecting the final candidate.	165 No NA				
	Prior to receiving the certificate, I had already (yes/no or if it does not apply, choose N/A):Discussed the hiring process with my HR Specialist and	Yes		Radio button, one-up vertical	Multi	Y
	knew the approximate date that I would receive the certificate of eligibles.					
	Chosen the interview panel or interviewer.	NO N/A Yes				
	Shows the interview paner of interviewer.	No.				
		N/A				
	Scheduled potential interview dates and blocked off time on my calendar to conduct interviews.	Yes No				
		N/A				
	Developed new interview questions	Yes No				
		NA				