

# OHR Pulse Survey (April 2015)

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Thank you for participating in this brief OHR Pulse Survey! Your valuable input will help make OHR a stronger and more effective organization.

This survey should take no more than 5 minutes to complete and individual responses will remain anonymous. Results will be compiled by the Survey Team in the HR Systems Analytics and Information Division, and summary reports will be provided to the OHR Leadership Team.

If you would like to finish the survey in another session, please use the “save and continue later” feature found at the top of the screen. For any technical difficulties with the survey, please contact [HRSystemsSupport@mail.nih.gov](mailto:HRSystemsSupport@mail.nih.gov).

OMB#: 0925-0648 ExpDate: 3/31/18

Public reporting burden for this collection of information is estimated to average 5 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: NIH, Project Clearance Branch, 6705 Rockledge Drive, MSC 7974, Bethesda, MD 20892-7974, ATTN: PRA (0925-0648). Do not return the completed form to this address.

## Demographic Questions

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**LOGIC** Show/hide trigger exists.

1. Are you a contractor? \*

- Yes
- No

**Logic** Hidden by default Dynamically shown if "Are you a contractor?" = No

What grade level are you? (Select one)

- GS11 or below
- GS12-GS13, or equivalent C.O.
- GS14 or above, or equivalent C.O.

## Retention Questions

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### Page entry logic:

This page will show when: Question "Are you a contractor?" #1 is one of the following answers ("No")

2. What is the likelihood that you would consider leaving NIH OHR within the next

	Very Unlikely	Unlikely	Neutral	Likely	Very Likely
12 months (year)?	<input type="radio"/> Very Unlikely	<input type="radio"/> Unlikely	<input type="radio"/> Neutral	<input type="radio"/> Likely	<input type="radio"/> Very Likely
1-3 years?	<input type="radio"/> Very Unlikely	<input type="radio"/> Unlikely	<input type="radio"/> Neutral	<input type="radio"/> Likely	<input type="radio"/> Very Likely
4-10 years?	<input type="radio"/> Very Unlikely	<input type="radio"/> Unlikely	<input type="radio"/> Neutral	<input type="radio"/> Likely	<input type="radio"/> Very Likely

## Retention Questions

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### Page entry logic:

This page will show when: Question "Are you a contractor?" #1 is one of the following answers ("No")

3. What factors would cause you to consider leaving OHR? [Select the top three]

- Appointment Expired
- Career Change
- Child Care
- Commute
- Conflict of Interests/ Ethics Issues
- Continued Education
- Developmental/ Growth Opportunities
- Division/Office Senior Leadership
- Elder Care
- Promotion/ Advancement Potential
- Recognition
- Relocation
- Retirement
- Supervisor
- Work Duties or Responsibilities
- Workload
- Workplace Conflict
- Workplace Flexibility (e.g. Flexible/Compressed Schedule, Telework)
- Other (please specify)

4. How influential have the following factors been in your decision to remain with NIH OHR?

	Not at all Influential	Slightly Influential	Moderately Influential	Very Influential	Extremely Influential
Connection to the NIH Mission	<input type="radio"/> Not at all Influential	<input type="radio"/> Slightly Influential	<input type="radio"/> Moderately Influential	<input type="radio"/> Very Influential	<input type="radio"/> Extremely Influential
Coworkers	<input type="radio"/> Not at all Influential	<input type="radio"/> Slightly Influential	<input type="radio"/> Moderately Influential	<input type="radio"/> Very Influential	<input type="radio"/> Extremely Influential
Current Pay	<input type="radio"/> Not at all Influential	<input type="radio"/> Slightly Influential	<input type="radio"/> Moderately Influential	<input type="radio"/> Very Influential	<input type="radio"/> Extremely Influential
Developmental Opportunities	<input type="radio"/> Not at all Influential	<input type="radio"/> Slightly Influential	<input type="radio"/> Moderately Influential	<input type="radio"/> Very Influential	<input type="radio"/> Extremely Influential
Growth/ Promotion Potential	<input type="radio"/> Not at all Influential	<input type="radio"/> Slightly Influential	<input type="radio"/> Moderately Influential	<input type="radio"/> Very Influential	<input type="radio"/> Extremely Influential
Recognition for/ Appreciation of Work	<input type="radio"/> Not at all Influential	<input type="radio"/> Slightly Influential	<input type="radio"/> Moderately Influential	<input type="radio"/> Very Influential	<input type="radio"/> Extremely Influential
Type of Work	<input type="radio"/> Not at all Influential	<input type="radio"/> Slightly Influential	<input type="radio"/> Moderately Influential	<input type="radio"/> Very Influential	<input type="radio"/> Extremely Influential
Workplace Flexibility (e.g. Flexible/Compressed Schedule, Telework)	<input type="radio"/> Not at all Influential	<input type="radio"/> Slightly Influential	<input type="radio"/> Moderately Influential	<input type="radio"/> Very Influential	<input type="radio"/> Extremely Influential
Your Direct Supervisor	<input type="radio"/> Not at all Influential	<input type="radio"/> Slightly Influential	<input type="radio"/> Moderately Influential	<input type="radio"/> Very Influential	<input type="radio"/> Extremely Influential

**Engagement/ Satisfaction Questions**

5. Please rate the extent to which you agree with the following statements:

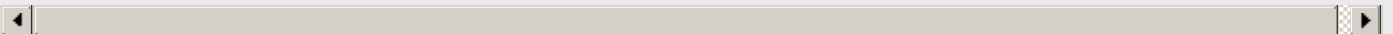
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
I have sufficient resources (for example, people, materials, budget) to get my job done	<input type="radio"/> Strongly Disagree	<input type="radio"/> Disagree	<input type="radio"/> Neutral	<input type="radio"/> Agree	<input type="radio"/> Strongly Agree	<input type="radio"/> Not Applicable
I feel that my job is important to NIH's mission	<input type="radio"/> Strongly Disagree	<input type="radio"/> Disagree	<input type="radio"/> Neutral	<input type="radio"/> Agree	<input type="radio"/> Strongly Agree	<input type="radio"/> Not Applicable
I am committed to NIH OHR	<input type="radio"/> Strongly Disagree	<input type="radio"/> Disagree	<input type="radio"/> Neutral	<input type="radio"/> Agree	<input type="radio"/> Strongly Agree	<input type="radio"/> Not Applicable
I would recommend NIH OHR as a great place to work	<input type="radio"/> Strongly Disagree	<input type="radio"/> Disagree	<input type="radio"/> Neutral	<input type="radio"/> Agree	<input type="radio"/> Strongly Agree	<input type="radio"/> Not Applicable
My supervisor encourages my development	<input type="radio"/> Strongly Disagree	<input type="radio"/> Disagree	<input type="radio"/> Neutral	<input type="radio"/> Agree	<input type="radio"/> Strongly Agree	<input type="radio"/> Not Applicable

**LOGIC** Hidden unless: (((((Question "I have sufficient resources (for example, people, materials, budget) to get my job done" is one of the following answers ("Strongly Disagree","Disagree") OR Question "I feel that my job is important to NIH's mission" is one of the following answers ("Strongly Disagree","Disagree")) OR Question "I feel challenged in my job" is one of the following answers ("Strongly Disagree","Disagree")) OR Question "I am committed to NIH OHR" is one of the following answers ("Strongly Disagree","Disagree")) OR Question "I would recommend NIH OHR as a great place to work" is one of the following answers ("Strongly Disagree","Disagree")) OR Question "My supervisor encourages my development" is one of the following answers ("Strongly Disagree","Disagree"))

You have indicated disagreement with one or more of the statements above, please elaborate.

6. Please rate your level of satisfaction with the following:

	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Not Applicable
Recognition for your accomplishments at work	<input type="radio"/> Very Dissatisfied	<input type="radio"/> Dissatisfied	<input type="radio"/> Neutral	<input type="radio"/> Satisfied	<input type="radio"/> Very Satisfied	<input type="radio"/> Not Applicable
Overall satisfaction with NIH OHR	<input type="radio"/> Very Dissatisfied	<input type="radio"/> Dissatisfied	<input type="radio"/> Neutral	<input type="radio"/> Satisfied	<input type="radio"/> Very Satisfied	<input type="radio"/> Not Applicable
Support from your supervisor(s)	<input type="radio"/> Very Dissatisfied	<input type="radio"/> Dissatisfied	<input type="radio"/> Neutral	<input type="radio"/> Satisfied	<input type="radio"/> Very Satisfied	<input type="radio"/> Not Applicable
Opportunities at work to learn or grow	<input type="radio"/> Very Dissatisfied	<input type="radio"/> Dissatisfied	<input type="radio"/> Neutral	<input type="radio"/> Satisfied	<input type="radio"/> Very Satisfied	<input type="radio"/> Not Applicable
Communication received from supervisor(s)	<input type="radio"/> Very Dissatisfied	<input type="radio"/> Dissatisfied	<input type="radio"/> Neutral	<input type="radio"/> Satisfied	<input type="radio"/> Very Satisfied	<input type="radio"/> Not Applicable
Opportunities for workplace flexibility (e.g., telework and flexible schedules)	<input type="radio"/> Very Dissatisfied	<input type="radio"/> Dissatisfied	<input type="radio"/> Neutral	<input type="radio"/> Satisfied	<input type="radio"/> Very Satisfied	<input type="radio"/> Not Applicable



**Logic** Hidden unless: (((((Question "Recognition for your accomplishments at work" is one of the following answers ("Very Dissatisfied","Dissatisfied") OR Question "Overall satisfaction with NIH OHR" is one of the following answers ("Very Dissatisfied","Dissatisfied")) OR Question "Support from your supervisor(s)" is one of the following answers ("Very Dissatisfied","Dissatisfied")) OR Question "Opportunities at work to learn or grow" is one of the following answers ("Very Dissatisfied","Dissatisfied")) OR Question "Communication received from supervisor(s)" is one of the following answers ("Very Dissatisfied","Dissatisfied")) OR Question "Opportunities for workplace flexibility (e.g., telework and flexible schedules)" is one of the following answers ("Very Dissatisfied","Dissatisfied"))

You have indicated dissatisfaction with one or more of the statements above, please elaborate.

7. Please rate the extent to which you agree with the following statements:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
I am able to apply my knowledge and skills at work	<input type="radio"/> Strongly Disagree	<input type="radio"/> Disagree	<input type="radio"/> Neutral	<input type="radio"/> Agree	<input type="radio"/> Strongly Agree	<input type="radio"/> Not Applicable
My supervisor gives me useful feedback that helps me improve my performance	<input type="radio"/> Strongly Disagree	<input type="radio"/> Disagree	<input type="radio"/> Neutral	<input type="radio"/> Agree	<input type="radio"/> Strongly Agree	<input type="radio"/> Not Applicable
I have adequate opportunities for professional growth in NIH-OHR	<input type="radio"/> Strongly Disagree	<input type="radio"/> Disagree	<input type="radio"/> Neutral	<input type="radio"/> Agree	<input type="radio"/> Strongly Agree	<input type="radio"/> Not Applicable

**LOGIC** Hidden unless: Question "I am able to apply my knowledge and skills at work" is one of the following answers ("Strongly Disagree","Disagree","Neutral")

8. What would help you apply your knowledge and skills at work?

**LOGIC** Hidden unless: Question "My supervisor gives me useful feedback that helps me improve my performance" is one of the following answers ("Strongly Disagree","Disagree","Neutral")

9. How could your supervisor provide more useful feedback to improve your performance?

**LOGIC** Hidden unless: Question "I have adequate opportunities for professional growth in NIH-OHR" is one of the following answers ("Strongly Disagree","Disagree","Neutral")

10. What additional opportunities would you like to be presented?

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## Organization and Open Questions



11. Select the division in which you currently work. \*

CSD
CSSED
HRSAID
OD (includes Division Directors, ADAM, ESG, PPAG, & OHR Interns)
WRD
WSDD

12. How many years have you worked in:

	Number of Years										
NIH OHR	<table border="1"><tr><td>Number of Years</td><td>Less than 1 Year</td></tr><tr><td></td><td>1-3 Years</td></tr><tr><td></td><td>4-7 Years</td></tr><tr><td></td><td>8-15 Years</td></tr><tr><td></td><td>Greater than 15 Years</td></tr></table>	Number of Years	Less than 1 Year		1-3 Years		4-7 Years		8-15 Years		Greater than 15 Years
Number of Years	Less than 1 Year										
	1-3 Years										
	4-7 Years										
	8-15 Years										
	Greater than 15 Years										

13. What is the main thing you would change within:

Your Division

OHR

14. What do you most look forward to when you come to work?

## Thank You!

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Thank you for taking our survey. Your response is very important to us.