



National Archives and Records Administration

8601 Adelphi Road
College Park, Maryland 20740-6001

REFERENCE COPY OF TECHNICAL DOCUMENTATION FOR ACCESSIONED ELECTRONIC RECORDS

(Copied: July 20, 2004)

Merit Principles Survey I, 1983

Record Group 479: Records of the Merit Systems Protection Board

The National Archives and Records Administration (NARA) has been accepting electronic records into its holdings since the early 1970s. Technical documentation has accompanied each transfer of electronic records. The documentation is necessary to understand the meaning of the digitized bits of information within the electronic records.

Over the decades, NARA has had different procedures for compiling technical documentation into an organized unit for researchers, and different expectations regarding the content and extent of any NARA-produced portions of the documentation. Consequently, the structure, organization and contents of the documentation reflect the procedures in place when the technical documentation was compiled and arranged and may include out of date addresses, telephone numbers, or other items of unrevised information related to the agency that created or transferred the documentation and electronic records to NARA, to the NARA unit that processed these materials, or to the physical media of the electronic records files.

In creating the reference copy of the documentation package, NARA staff have selected from the technical and/or supplementary documentation available for this series or file(s). We have annotated or highlighted the table of contents that follows to indicate which portions of the full documentation for this series or file are included in this reference copy of documentation. Any materials not included here are available upon request. Any user notes prepared after the table of contents was prepared appear before the table of contents. This documentation will differ in structure, organization and contents from technical documentation for other series or files of accessioned electronic records. The readability and visual quality are also variable.

National Archives



Washington, DC 20408

Merit Principles Survey, 1983

Elements of Documentation	<u>Number of Pages</u>
1. Introduction to Documentation.....	1
2. Validation Statement.....	1
3. Notes on Documentation.....	1
3. Survey Form.....	17
4. Record Layout.....	14
4. NARA Printout Insert.....	2
5. Sample Printouts of Survey Data.....	1

Prepared by Lydia J.E. Reid
Date: January 4, 1993



Washington, DC 20408

Introduction to the Documentation

The Merit Systems Protection Board (MSPB) conducted the 1983 Merit Principles Survey I (MPS I). The MSPB is the successor of the US Civil Service Commission, and as such, its mission is to protect the integrity of the Federal merit systems and the rights of Federal employees working in the system. One duty of the MSPB is to conduct studies of the merit systems.

The "Merit Principles Survey: How Well is the Merit System Working" data file pertains to a variety of aspects of the merit system and. The data file contains 4,897 records. Section 1, "General Employment," queried Federal employees about their jobs and the personnel practices of their work group. Section 2, "Protections for Employees Who Report Fraud and Waste in Government Operations," asked respondents whether or not people reported waste and fraud, and if so, what were the consequences of their actions. Section 3, "Merit System," was given only to supervisors in Grades 13-15. The questions asked how well the merit pay system was working. Section 4, "For Supervisors Only," asked about experiences of respondents as supervisors in dealing with employees who did not or would not perform at a satisfactory level. Section 5, "For Senior Executives Only," asked about respondents experiences as members of the Senior Executive Service. Section 6, "Personal and Job Information" asked general questions and questions concerning respondents' job histories.

Supporting agency documentation includes a copy of the survey and a record layout.

Prepared by Lydia J.E. Reid
Date: January 3, 1994



Washington, DC 20408

Eva Crider
April 9, 1993
3-146-86-001

VALIDATION STATEMENT

When the National Archives acquired custody of this file, the accessioning procedures called for a manual comparison of the documentation to a printout of a portion of the records in each data set. This manual comparison is referred to as a "preliminary assessment" or "validation." The number of records which were compared varied from data set to data set. However, as a general rule the comparison involved less than ten records and was limited to only the first and last records in each data set. This is a statement of the results of the preliminary assessment or validation.

title: Merit Principles Survey, 1983

logical record length: 240

number of datafiles: 1

No discrepancies between the documentation and a sample dump were found during hand validation. The user should note, however, that a 0 indicates that a section of data is out of universe.

National Archives



Washington, DC 20408

S. Long
Sept. 17, 1992

NOTES ON DOCUMENTATION

The documentation for these records consists of a copy of the survey and record layouts, as provided by the agency.

RG 146

The Records of the U.S. Civil Service Commission



National Archives and Records Administration

Washington, DC 20408

August 18, 1992

Center for Electronic Records, Archival Services Branch,
Reference

Merit Systems Protection Board, Merit Principles Survey I
(1983)

Documentation Package

The documentation package for the datafile from the Merit Systems Protection Board, Merit Principles Survey I (1983) contains pages which appear to have their tops missing. These pages, however, are direct copies of the agency originals.

U.S. MERIT SYSTEMS PROTECTION BOARD
Washington, D.C. 20419

Merit Principles Survey: How Well is the Merit System Working?

This is a survey about your opinions and experiences as a Federal employee. Through this survey, we will be looking at how several key aspects of the merit system are working.

In this questionnaire we ask you about:

- Your job and the personnel practices in your work group.
- Protections for employees who report fraud and waste in Government operations.
- The merit pay system for Federal supervisors and management officials.
- The Government's ability to deal constructively with performance problems.
- Your work history and some general questions about you.

You will probably not need to answer every question. Instructions throughout the questionnaire will tell you which questions to skip since not every question will apply to you. You will also have the opportunity to write in any additional comments on the last page of the questionnaire.

Privacy Act Notice:

Collection of the requested information is authorized by the Civil Service Reform Act of 1978 (P.L. 95-554). Your participation in this survey is completely voluntary and none of the information you choose to supply will be associated with you individually.

Section I

General Employment Questions

This section asks about your job and the personnel practices in your work group. (Please check ONE box for each question, unless otherwise directed.)

THROUGHOUT THIS QUESTIONNAIRE, THE TERM "YOUR WORK GROUP" REFERS TO THE PEOPLE WITH WHOM YOU COME IN CONTACT ON A MORE-OR-LESS DAILY BASIS. IF YOU ARE A SUPERVISOR, ANSWER IN TERMS OF THE PEOPLE YOU SUPERVISE.

1. About how many people are there in your work group?

- 1 1 - 5 persons
- 2 6 - 15 persons
- 3 16 - 25 persons
- 4 26 or more
- 5 Don't know/can't judge

2. How often is good use made of your skills and abilities in your present job?

- 1 Almost always
- 2 Usually
- 3 Sometimes
- 4 Seldom
- 5 Never
- 6 Don't know/can't judge

3. If you work harder in your present job, how likely is it that you will:

Very likely
Somewhat likely
Neither likely nor unlikely
Somewhat unlikely
Very unlikely
Don't know/can't judge

- a. Receive more pay? 1 2 3 4 5 6
- b. Be recognized as a good performer? 1 2 3 4 5 6
- c. Receive other non-pay rewards? 1 2 3 4 5 6
- d. Be promoted or get a better job? 1 2 3 4 5 6

4. In general, how do you feel about your job and the personnel practices in your work group?

Definitely yes
Probably yes
Neither yes nor no
Probably no
Definitely no
Don't know/can't judge

- a. Are cash awards and bonuses given out fairly, on the basis of performance, in your work group? 1 2 3 4 5 6
- b. Would your supervisor try to help a poor performer improve? 1 2 3 4 5 6
- c. Would your supervisor try to remove an employee who even after coaching could not or would not perform satisfactorily? 1 2 3 4 5 6
- d. Would your supervisor try to force an employee to resign by attempting to transfer him or her to a different location? 1 2 3 4 5 6

Definitely Yes
 Probably Yes
 Neither Yes nor No
 Probably No
 Definitely No
 Don't know/
 can't judge

- e. Could you find a higher paying job outside Government within the next 12 months? 1 2 3 4 5 6
- f. During the past 12 months, have you actively looked for a job outside Government? 1 2 3 4 5 6
- g. During the past 12 months, have you been actively recruited for or offered a job outside Government? 1 2 3 4 5 6
- h. Do you plan to leave Government before you are eligible to retire? 1 2 3 4 5 6
- i. Do you plan to retire as soon as you are eligible? 1 2 3 4 5 6

5. How does your pay compare to that of employees outside Government who are doing jobs similar to yours?

- 1 I am paid much less
 2 I am paid somewhat less
 3 I am paid about the same
 4 I am paid somewhat more
 5 I am paid much more
 6 Don't know/can't judge

6. To what extent are the following reasons to continue working for the Government? (Please check only ONE box for each item.)

Strong reason for staying in Government
 More a reason to stay than leave

Neither a reason to stay or leave

More a reason to leave than stay

Strong reason for leaving Government

Don't know/
 can't judge

- a. Public image of Federal workers. 1 2 3 4 5 6
- b. Opportunity to have an impact on public affairs. 1 2 3 4 5 6
- c. The work itself, the duties you perform. 1 2 3 4 5 6
- d. Current Federal retirement system. 1 2 3 4 5 6
- e. Proposals to change current Federal retirement system. 1 2 3 4 5 6
- f. Salary. 1 2 3 4 5 6
- g. Promotional opportunities. 1 2 3 4 5 6
- h. Possibility of losing your job. 1 2 3 4 5 6
- i. Lack of jobs outside. 1 2 3 4 5 6
- j. Other (Please specify on the last page of this questionnaire.)

7. Considering everything, how satisfied are you with working for the Federal Government at the present time?

- 1 Very satisfied
- 2 Satisfied
- 3 Neither satisfied nor dissatisfied
- 4 Dissatisfied
- 5 Very dissatisfied
- 6 Don't know/can't judge

8. Does having your performance rated under your agency's performance appraisal system make you try to do a better job?

- 1 Definitely yes
 - 2 Probably yes
 - 3 Neither yes or no
 - 4 Probably not
 - 5 Definitely not
 - 6 Don't know/can't judge
- } → Please skip to Question 10.

9. If performance appraisal does not make you try to do a better job, which of the following best describes the reason why? (Please check only ONE box).

- 1 My performance standards are unfair as they are written.
- 2 My supervisor doesn't apply my standards fairly when rating me.
- 3 My supervisor doesn't take into account factors beyond my control when rating me (e.g., inadequate tools, resources, delays by other offices, etc.).
- 4 There is a limit on the number of people who can get high ratings.
- 5 If you are rated high nothing happens.
- 6 If you are rated low nothing happens.
- 7 Not sure/can't judge
- 8 Other reasons (Please specify on last page of this questionnaire.)

10. Have you received a performance appraisal in the past 12 months?

- 1 No
 - 2 Don't know/can't judge
 - 3 Yes
- } → Please Skip to Question 13.

11. Were written performance appraisal standards used as the basis for this rating?

- 1 Yes
- 2 No
- 3 Don't know/can't judge

12. Did your performance rating present a fair and accurate picture of your actual job performance?

- 1 Definitely yes
- 2 Probably yes
- 3 Not sure
- 4 Probably not
- 5 Definitely not
- 6 Don't know/can't judge

13. During the past 12 months, have you personally observed someone being given a job or job reward or have you been denied a job or job reward on the basis of any of the following? (If none of the following apply, please skip to Question 14.)

	I saw someone given a job or job reward because of:	I was denied a job or job reward because of:
NOTE: Job or job reward refers to training, bonuses, being hired or promoted, etc.		
a. Being a member of a minority group.	1 <input type="checkbox"/>	1 <input type="checkbox"/>
b. Being a woman.	1 <input type="checkbox"/>	1 <input type="checkbox"/>
c. Being a non-minority male.	1 <input type="checkbox"/>	1 <input type="checkbox"/>
d. Being over age 40.	1 <input type="checkbox"/>	1 <input type="checkbox"/>
e. Handicap unrelated to job requirements.	1 <input type="checkbox"/>	1 <input type="checkbox"/>
f. Marital status.	1 <input type="checkbox"/>	1 <input type="checkbox"/>
g. Religious affiliation or beliefs.	1 <input type="checkbox"/>	1 <input type="checkbox"/>
h. Political affiliation.	1 <input type="checkbox"/>	1 <input type="checkbox"/>

Section II

Protections for Employees Who Report Fraud and Waste in Government Operations

REPRODUCED AT THE NATIONAL ARCHIVES

In this section we want to know whether employees report illegal or wasteful activities involving their agency and, if they do, what happens. The activities could involve situations such as stealing Federal funds or property, serious violations of Federal laws or regulations, or waste caused by buying unnecessary or defective goods. We are especially interested in knowing whether anyone tries to get back at (i.e., take reprisal against) employees who do report such activities. (Please check ONE box for each question, unless otherwise directed.)

14. During the last twelve months, did you PERSONALLY OBSERVE or OBTAIN DIRECT EVIDENCE OF one or more illegal or wasteful activities involving your agency? (Note: Do not answer yes if you only read about the activity in the newspaper or heard about it as a rumor.)

- 1 No —————> Please skip to Section III, page 6.
2 Yes

15. If you said "yes" in question 14, please select the one activity that represents the most serious problem you know about and check the number of that activity below. (Please check only ONE box.)

- 1 Stealing Federal funds.
2 Stealing Federal property.
3 Accepting bribes or kickbacks.
4 Waste caused by ineligible people receiving funds, goods or services.
5 Waste caused by unnecessary or deficient goods or services.
6 Waste caused by a badly managed program.
7 Use of an official position for personal benefits.
8 Unfair advantage given to a contractor, consultant, or vendor.
9 Tolerating a situation or practice which poses a danger to public health or safety.
10 Serious violation of law or regulation.
11 Other. (Please specify on last page of this questionnaire.)

16. Did this activity occur or originate in your own work group?

- 1 Yes
2 No
3 Not sure

17. If a dollar value can be placed on the activity, what was the amount involved?

- 1 Less than \$100
2 \$100 to \$999
3 \$1,000 to \$100,000
4 More than \$100,000
5 A dollar value cannot be placed on the activity
6 Don't know/can't judge

18. How frequently did the activity occur?

- 1 Once or rarely
2 Occasionally
3 Frequently
4 Don't know/can't judge

19. Did you report the activity to any individual or group? (Note: Merely discussing the matter with family members or mentioning it informally to co-workers is not a report.)

- 1 Yes —————> Please skip to Question 21.
2 No

20. Which of the following statements best describes your reason(s) for not reporting the activity? (Please check ALL the boxes that apply. If none of the answers apply, please skip to Section III on page 6.)

- 1 The activity had already been reported by someone else.
- 2 I did not think the activity was serious enough to report.
- 3 I did not have enough evidence to report.
- 4 I was not sure to whom I should have reported the matter.
- 5 Reporting this matter would have been too great a risk for me.
- 6 I did not think that anything would have been done to correct the activity.
- 7 I did not think that anything could have been done to correct the activity.
- 8 Some reason not listed above. (Please specify on the last page of this questionnaire.)

After answering Q.20 please go on to Section III on page 6.

21. Were you identified as the source of the report?

- 1 No —————> Please skip to Section III, page 6.
- 2 Yes

22. What was the effect on you personally as a result of being identified? (Please check ALL the boxes that apply.)

- 1 I was given credit by my management for having reported the problem.
- 2 Nothing happened to me for having reported the problem.
- 3 My co-workers were unhappy with me for having reported the problem.
- 4 My supervisor was unhappy with me for having reported the problem.
- 5 Someone above my supervisor was unhappy with me for having reported the problem.
- 6 I was threatened with reprisal for having reported the problem.
- 7 I received an actual reprisal for having reported the problem.

23. Within the last 12 months, have you personally experienced some type of reprisal or threat of reprisal by management for having reported an activity?

- 1 No —————> Please skip to Section III, page 6
- 2 Yes

24. Did the reprisal or threat of reprisal take any of the following forms? (Please check ALL the boxes that apply)

	I was threatened with: _____	This was done to me: _____
a. Poor performance appraisal.	1 <input type="checkbox"/>	1 <input type="checkbox"/>
b. Denial of promotion.	1 <input type="checkbox"/>	1 <input type="checkbox"/>
c. Denial of opportunity for training.	1 <input type="checkbox"/>	1 <input type="checkbox"/>
d. Assigned less desirable or less important duties.	1 <input type="checkbox"/>	1 <input type="checkbox"/>
e. Transfer or reassignment to a different job with less desirable duties.	1 <input type="checkbox"/>	1 <input type="checkbox"/>
f. Reassignment to a different geographic location.	1 <input type="checkbox"/>	1 <input type="checkbox"/>
g. Suspension from your job.	1 <input type="checkbox"/>	1 <input type="checkbox"/>
h. Grade level demotion.	1 <input type="checkbox"/>	1 <input type="checkbox"/>
i. Other. (Please specify on the last page of this questionnaire.)	1 <input type="checkbox"/>	1 <input type="checkbox"/>

Section III

Merit Pay

25. Are you at the GS (or GM) 12 through 15 grade level?

- 1 No \longrightarrow Please skip to Section IV, page 8.
 2 Yes

In this section we want to know how well the Government's relatively new merit pay system for supervisors and management officials at grades 13 through 15 is working. (Please check ONE box for each question, unless otherwise directed.)

26. In general, do you support having your pay based upon how well you perform?

- 1 Definitely yes
 2 Probably yes
 3 Not sure
 4 Probably not
 5 Definitely not
 6 Don't know/can't judge

27. How much do you know about the current merit pay system for supervisors and management officials at grades 13 through 15 in your agency?

- 1 A great deal
 2 Quite a bit
 3 Some
 4 Little
 5 Very little or nothing. } \longrightarrow Please skip to Section IV, page 8.

28. If you had a choice, would you choose to be covered by your agency's current merit pay system?

- 1 Definitely yes
 2 Probably yes
 3 Not sure
 4 Probably not
 5 Definitely not
 6 Don't know/can't judge

29. Which one of the following actions would most improve merit pay in your work group? (Please check ONE box.)

- 1 Making performance ratings more accurate.
 2 Giving employees more opportunity to participate in the setting of their performance standards.
 3 Basing the pay-outs strictly on performance.
 4 Increasing the money available to reward good performers.
 5 Some other reason (please specify on the last page of this questionnaire.)
 6 Nothing needs to be done to improve the system.
 7 Don't know/can't judge

30. Are you presently covered by the merit pay system?

- 1 No
 2 Not sure } \longrightarrow Please skip to Question 34.
 3 Yes

31. How long have you been covered by the merit pay system?

- 1 Less than six months
 2 Six months to less than one year
 3 One to two years
 4 More than two years

32. How does your present salary compare to what you would be making if your current position were not covered by the merit pay system?

- 1 I am making substantially more under merit pay.
- 2 I am making a little more under merit pay.
- 3 I am making about the same under merit pay.
- 4 I am making a little less under merit pay.
- 5 I am making substantially less under merit pay.
- 6 Don't know/can't judge.

34. Would you join the Senior Executive Service if you had the opportunity?

- 1 Definitely yes
- 2 Probably yes
- 3 Neither yes nor no
- 4 Probably no
- 5 Definitely not
- 6 Don't know/can't judge

33. During 1982, was the amount of money paid to good performers in your merit pay pool large enough to encourage you personally to perform well?

- 1 Definitely yes
- 2 Probably yes
- 3 Not sure
- 4 Probably not
- 5 Definitely not
- 6 Don't know/can't judge

Section IV

For Supervisors Only

REPRODUCED AT THE NATIONAL ARCHIVES

35. Are you a supervisor (i.e., do you write performance appraisals for other employees)?

- 1 No
 - 2 Not sure
 - 3 Yes
- } → Please skip to Section V, page 10.

This section asks about your experience as a supervisor in dealing with employees who cannot or will not perform at a satisfactory level. As used below, the term formal disciplinary action includes: oral and written reprimands, denial of a within-grade increase, reassignment to lesser duties, downgrading, suspension, or removal. Please check ONE box for each question, unless otherwise directed.

36. Do you presently supervise one or more merit pay employees?

- 1 No
 - 2 Not sure
 - 3 Yes
- } → Please skip to Question 38.

37. Is merit pay, as it is currently operated in your work group, an effective tool for motivating employees to improve their performance?

- 1 Definitely yes
- 2 Probably yes
- 3 Neither yes nor no
- 4 Probably not
- 5 Definitely not
- 6 Don't know/can't judge

38. During the past 2 years, have you personally supervised any employees who did not perform at a satisfactory level?

- 1 No
 - 2 Not sure
 - 3 Yes
- } → Please skip to Question 42.

39. Was one of these poor performers a merit pay employee?

- 1 No
- 2 Not sure
- 3 Yes

40. What did you do about the employee's performance? (If more than one case, answer in terms of the most important one. If you answered "Yes" to Question 39, use that merit pay employee in answering this question. Check ALL boxes that apply.)

- 1 I counseled the employee and worked with him/her informally.
- 2 I gave the employee a less than satisfactory performance rating.
- 3 I initiated formal disciplinary action against him/her.
- 4 I took no action.
- 5 I have not yet decided what to do. → Please skip to Question 42.

41. How successful was the approach you took in getting the employee to perform satisfactorily?

- 1 Very successful
- 2 More successful than unsuccessful
- 3 Neither successful nor unsuccessful
- 4 More unsuccessful than successful
- 5 Very unsuccessful
- 6 Too soon to tell
- 7 Don't know/can't judge

42. If, in the future, you supervise an employee who does not perform satisfactorily, will you recommend formal disciplinary action if informal measures fail?

- 1 Very likely
- 2 More likely than unlikely
- 3 Neither likely nor unlikely
- 4 More unlikely than likely
- 5 Very unlikely
- 6 Don't know/can't judge

43. To what extent, if any, are the following an obstacle to taking disciplinary action against employees who do not improve their performance?

To a very great extent

To a considerable extent

To some extent

To a little extent

To no extent

Don't know/
can't judge

- | | | | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Lack of support from higher management. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| b. Possibility of lowering morale of other workers. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| c. Results don't justify the time and effort required of me. - | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| d. Too many reviews/appeals of decision to discipline. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| e. Possibility of labor relations complaint. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| f. Possibility of discrimination complaint. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| g. Possibility of "whistleblower" complaint. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| h. Lack of technical/legal assistance while carrying out the action. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | 1 | 2 | 3 | 4 | 5 | 6 |

Section V

For Senior Executives Only

44. Are you in the Senior Executive Service?

- 1 Yes
- 2 No \longrightarrow Skip to Section VI p. 15.

This section asks about your experiences as a member of the Senior Executive Service. Please check ONE box for each question, unless otherwise directed.

45. Approximately how many senior executives are there in your immediate agency?

- 1 Less than 10
- 2 11-25
- 3 26-50
- 4 51-100
- 5 101-200
- 6 over 200
- 7 Don't know/can't judge

46. All things considered, do you think the advantages to you of being in the Senior Executive Service outweigh any disadvantages?

- 1 Definitely yes
- 2 Probably yes
- 3 Neither yes nor no
- 4 Probably not
- 5 Definitely not
- 6 Don't know/can't judge

47. What impact, if any, does the Senior Executive Service as a system of management have on your ability to get you job done?

- 1 Greatly helps
- 2 Somewhat helps
- 3 Neither helps nor hinders
- 4 Somewhat hinders
- 5 Greatly hinders
- 6 Don't know/can't judge

48. To what extent do you agree with the following statements about the Senior Executive Service?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- Don't know/can't judge

a. Those who get SES bonuses earn them. 1 2 3 4 5 6

b. There are enough bonuses so that if I perform well I have a good chance of receiving one. 1 2 3 4 5 6

c. SES bonuses are distributed disproportionately to executives at the top of the agency. 1 2 3 4 5 6

d. Executives who work on projects of low visibility or low interest to top management have little chance of receiving an SES bonus regardless of how well they perform. 1 2 3 4 5 6

e. Pay compression, being paid the same as one's subordinates because of pay caps, will probably recur in the next few years. 1 2 3 4 5 6

49. If it were possible for you to move into a GS 16-18 vacancy in your agency involving approximately the same kind of work, would you seriously consider leaving the SES and moving to the GS 16-18 level?

- 1 Definitely yes
- 2 Probably yes
- 3 Not sure
- 4 Probably not
- 5 Definitely not
- 6 Don't know/can't judge

51. Write in below the amount of money, if any, these geographic reassignments cost you above the amount you were reimbursed by the Government.

My unreimbursed costs for reassignments in the past two years were approximately \$[.00] dollars.
(fill in)

My unreimbursed costs for reassignments in the three years prior to that were approximately \$[.00] dollars.
(fill in)

50. Write in below the number of times in the past 5 years that you have been reassigned geographically and had to relocate your household or maintain two separate residences as a result. (Skip to Question 52 if you have not been reassigned geographically in the past five years.)

This has occurred [] times in the past two years,
(fill in)
and [] times in the three years prior to that.
(fill in)

52. **Arbitrary Actions:** Check the appropriate box below, if, during the last two years, any of the actions listed have happened to you, or if you have personally observed any happen to another executive in your agency. (Do not check boxes if you have only heard about an incident in the news, or heard rumors. If none of the items apply, skip to Section VI on p. 15).

If you check any of the boxes below, write in on the line to the right of each the number of the ONE reason that best fits it from the following list:

- 1 "Buddy System".
- 2 Personality clashes.
- 3 Partisan Politics (Democratic or Republican party).
- 4 He/she was performing poorly.
- 5 They wanted to put in their own person.
- 6 Don't know/can't judge.
- 7 Other (Please explain on the last page of this questionnaire.)

Action:	This Happened To Me:	I Think the Cause Was:	I Saw This Happen To Another Executive in My Agency:	I Think The Cause Was:
1) "Shelving" an SES executive by detailing or reassigning him or her to lower level duties, or duties not SES in nature.	<input type="checkbox"/> 1	_____* *[Fill in number] [from list above.]	<input type="checkbox"/> 1	_____* *[Fill in number] [from list above.]
2) Trying to force an SES executive to resign by transferring him or her to an office in another geographic location.	<input type="checkbox"/> 1	_____	<input type="checkbox"/> 1	_____
3) Arbitrarily lowering an SES executive's performance rating.	<input type="checkbox"/> 1	_____	<input type="checkbox"/> 1	_____
4) Artificially structuring a reduction in force (RIF) in order to remove a specific SES executive.	<input type="checkbox"/> 1	_____	<input type="checkbox"/> 1	_____
5) Arbitrarily moving a career SES executive out of a job to make room for a non-career candidate.	<input type="checkbox"/> 1	_____	<input type="checkbox"/> 1	_____
6) Arbitrarily moving a career SES executive out of a job to make room for another career candidate.	<input type="checkbox"/> 1	_____	<input type="checkbox"/> 1	_____
7) Arbitrarily promoting a career SES executive.	<input type="checkbox"/> 1	_____	<input type="checkbox"/> 1	_____
8) Arbitrarily promoting a non-career SES executive.	<input type="checkbox"/> 1	_____	<input type="checkbox"/> 1	_____
9) Arbitrarily demoting a career SES executive.	<input type="checkbox"/> 1	_____	<input type="checkbox"/> 1	_____
10) Arbitrarily demoting a non-career SES executive.	<input type="checkbox"/> 1	_____	<input type="checkbox"/> 1	_____

53. The objectives for the Senior Executive Service listed below are taken directly from the law. How successfully do you think these objectives are *currently* being met in your agency?

HOW SUCCESSFULLY ARE THESE OBJECTIVES FOR THE SES CURRENTLY MET IN YOUR AGENCY?

Completely successfully
Somewhat successfully
Neither successfully nor unsuccessfully
Somewhat unsuccessfully
Completely unsuccessfully
Don't know/can't judge

- 1) Basing compensation, retention, and tenure on executive success measured in terms of individual and organizational performance. 1 2 3 4 5 6
- 2) Assuring that senior executives are accountable and responsible for the effectiveness and productivity of employees under them. 1 2 3 4 5 6
- 3) Recognizing exceptional accomplishment. 1 2 3 4 5 6
- 4) Enabling the head of an agency to reassign senior executives to best accomplish the agency's mission. 1 2 3 4 5 6
- 5) Providing severance pay, early retirement, and placement assistance for senior executives who are removed from the Senior Executive Service for non-disciplinary reasons. 1 2 3 4 5 6
- 6) Protecting senior executives from arbitrary or capricious actions. 1 2 3 4 5 6
- 7) Providing for program continuity and policy advocacy in the management of public programs. 1 2 3 4 5 6
- 8) Ensuring accountability for honest, economical, and efficient Government. 1 2 3 4 5 6
- 9) Providing for the initial and continuing systematic development of highly competent senior executives. 1 2 3 4 5 6
- 10) Providing for an executive system which is guided by the public interest and free from improper political interference. 1 2 3 4 5 6
- 11) Providing a compensation system designed to attract and retain highly competent senior executives. 1 2 3 4 5 6

54. Pick UP TO THREE of the objectives listed in Q. 53, and write in the spaces below what you think were the reasons for: the success (or failure) to achieve these objectives. If possible, choose objectives you said your agency has been completely successful or completely unsuccessful in achieving.

Where they apply, please identify:

- The positive (or negative) effect of your agency's implementation, the Office of Personnel Management's actions, Congressional actions, and the law itself—what it does or doesn't do; and
- Actions that would further achievement of any of the three objectives you chose.

Objective _____ (Fill in number)
(from Question 53).

Objective _____ (Fill in number)
(from Question 53).

Objective _____ (Fill in number)
(from Question 53).

Section VI

Personal and Job Information

This section asks for information about your job history and some general questions about you. (Please check ONE box for each question, unless otherwise directed.)

55. How many years have you been a Federal employee (excluding non-civilian military service)?

- 1 Less than 1 year
- 2 1 to less than 4 years
- 3 4 to less than 10 years
- 4 10 to less than 30 years
- 5 30 years or more

56. How long have you worked in your current position?

- 1 Less than 6 months
- 2 6 months to less than 2 years
- 3 2 to 5 years
- 4 6 to 10 years
- 5 More than 10 years

57. Where is your job located? (Please check ALL that apply.)

- 1 Within Washington, D.C., metropolitan area
- 2 Outside Washington, D.C., metropolitan area
- 3 Agency headquarters
- 4 Field or regional installation

58. When will you be eligible to retire voluntarily (age 55 and 30 years of service, age 60 and 20 years of service, age 62 and 5 years of service)?

- 1 I am eligible now
- 2 1 to 2 years
- 3 3 to 5 years
- 4 6 to 8 years
- 5 More than 8 years

59. How many years of full-time employment have you had outside the Federal Government within the past five years?

- 1 None
- 2 Less than 1 year
- 3 1 to less than 4 years
- 4 4 or more years

60. Are you?

- 1 Male
- 2 Female

61. Are you?

- 1 American Indian or Alaskan Native
- 2 Asian or Pacific Islander
- 3 Black, not of Hispanic origin
- 4 Hispanic
- 5 White, not of Hispanic origin
- 6 Other

62. What is your age?

- 1 Under 20
- 2 20 to 29
- 3 30 to 39
- 4 40 to 49
- 5 50 to 54
- 6 55 to 59
- 7 60 to 64
- 8 65 or older

63. Which of the following awards have you received within the past two years:

- 1 Cash award for sustained superior performance or outstanding performance rating.
- 2 Cash award for special act or achievement.
- 3 Quality step increase.
- 4 Merit Pay Cash Award.
- 5 SES Performance Bonus.
- 6 SES Distinguished or Meritorious Rank Award.
- 7 Cash award for suggestion.
- 8 Cash award—don't know the reason.
- 9 Non-monetary award.
- 10 I have not received any of these awards.

64. What type of appointment are you serving under?

- 1 Career or career-conditional
- 2 Non-career
- 3 Schedule C
- 4 Other

65. What is your highest educational level?

- 1 Less than high school diploma
- 2 High school diploma or GED (Graduate Equivalency Degree)
- 3 High school diploma plus some college or technical training
- 4 Graduated from college (B.A., B.S., or other Bachelor's Degree)
- 5 Graduate or professional degree

66. What is your pay category or classification?

- 1 General schedule and similar (GS, GG, GW)
- 2 Merit pay (GM)
- 3 Wage system supervisor or leader (WG, or WS)
- 4 Wage system non-supervisory (WG, WD, WN, etc.)
- 5 Executive (ST, EX, ES, etc.)
- 6 Other

67. What is your pay grade?

- 1 1-4
- 2 5-8
- 3 9-12
- 4 13-14
- 5 15
- 6 16-18
- 7 SES
- 8 Other

4 = 13 and above

68. Which of the following best describes your position? (Please check ONE box.)

- 1 Clerical or secretarial
- 2 Manual, service or trade
- 3 Technician (for example, accounting technician or electronics technician, etc.)
- 4 Professional (for example, accountant or engineer, etc.)
- 5 Other

} Please skip to Question 70.

69. Which of the following best describes the kind of work you do?

- 1 Administration (personnel, budget, etc.)
- 2 Computer and information systems
- 3 Biological, mathematical, and physical sciences
- 4 Accounting, economics
- 5 Medical and health
- 6 Engineering
- 7 Legal
- 8 Other

70. Where do you work?

- 1 Agriculture
- 2 Air Force
- 3 Army
- 4 Defense Logistics Agency, and other DoD
- 5 Commerce
- 6 Education
- 7 Energy
- 8 Environmental Protection Agency
- 9 General Services Administration
- 10 Health and Human Services
- 11 Housing and Urban Development
- 12 Interior
- 13 Justice
- 14 Labor
- 15 NASA
- 16 Navy
- 17 Office of Personnel Management
- 18 Small Business Administration
- 19 State, AID or ICA
- 20 Transportation
- 21 Treasury
- 22 Veterans Administration
- 23 Other

233 Q67, PAY GRADE /
234 Q68, DESCRIBE POSITION /

235 Q69, KIND OF WORK /
236 Q70, PLACE OF WORK /
238 Q74, STRATUM NUMBER /
240 COMMENT, SPECIFIC COMMENTS

VALUE LABELS

Q01 1-5 PERSONS (2) 6-15 PERSONS (3) 16-25 PERSONS (4) 26 OR MORE (5) DON'T KNOW

Q02 ALMOST ALWAYS (2) USUALLY (3) SOMETIMES (4) SELDOM (5) NEVER (6) DON'T KNOW

Q0301 TO Q0304 (1) VERY LIKELY (2) SOMEWHAT LIKELY (3) NEITHER (4) SOMEWHAT UNLIKELY (5) VERY UNLIKELY (6) DON'T KNOW

Q0401 TO Q0409 Q08 Q12 Q26 Q28 Q33 Q34 Q37 Q45 Q49 (1) DEFINITELY YES (2) PROBABLY YES (3) NEITHER (4) PROBABLY NO (5) DEFINITELY NO (6) DON'T KNOW

Q05 (1) PAID MUCH LESS (2) PAID SOMEWHAT LESS (3) PAID SAME (4) PAID SOMEWHAT MORE (5) PAID MUCH MORE (6) DON'T KNOW

Q0601 TO Q0609 (1) REASON FOR STAYING (2) STAY THAN LEAVE (3) NEITHER (4) LEAVE THAN STAY (5) REASON FOR LEAVING (6) DON'T KNOW

Q07 (1) VERY SATISFIED (2) SATISFIED (3) NEITHER (4) DISSATISFIED (5) VERY DISSATISFIED (6) DON'T KNOW

Q09 (1) STANDARDS UNFAIR (2) APPLIED UNFAIR (3) RESOURCES NOT COUNT (4) LIMIT ON RATING (5) NOTHING/HIGH RATING (6) NOTHING LOW RATING (7) NOT SURE (8) OTHER

Q10 (1) NO (2) DON'T KNOW (3) YES

Q11 (1) YES (2) NO (3) DON'T KNOW (4)1301 TO Q41308 Q1301 TO Q41308 Q2001 TO Q2008 Q2201 TO Q2207 Q42401 TO Q42409 Q4301 TO Q4305 Q45201 TO Q45210 Q45201 TO Q45210 Q4701 TO Q4704 Q48301 TO Q48310 Q14 Q21 Q23 Q25 Q44 (1) NO (2) YES

Q15 (1) STEALING FED FUNDS (2) STEALING FED PROP (3) ACCEPTING BRIBES (4) WASTE BY INELIGIBLE (5) WASTE BY UNNECESSARY (6) WASTE BY BAD PROGRAM (7) USE POSITION (8) UNFAIR ADVANTAGE (9) TOLERATING DANGER (10) LAW-REG VIOLATION (11) OTHER

Q16 (1) YES (2) NO (3) NOT SURE

Q17 (1) LESS THAN \$100 (2) \$100 TO \$999 (3) \$1,000 TO \$100,000 (4) MORE 100,000 (5) CAN'T PLACE VALUE (6) DON'T KNOW

Q18 (1) ONCE OR RARELY (2) OCCASIONALLY (3) FREQUENTLY (4) DON'T KNOW

Q19 (1) YES (2) NO

Q27 (1) A GREAT DEAL (2) SOME (3) A LITTLE (4) NEITHER (5) NOT SURE (6) DON'T KNOW

These show the legitimate values for each position (+ the related ones created) will use each

Q27 (1) A GREAT DEAL (2) SOME (3) A LITTLE (4) NEITHER (5) NOT SURE (6) DON'T KNOW
Q29 (1) RATE ACCURATELY (2) APPROXIMATELY (3) PAYROLLS ON FEELING

277
278
279
280
281
282
283
284
285
286
287
288
289
290
291
292
293
294
295
296
297
298
299
300
301
302
303
304
305
306
307
308
309
310
311
312
313
314
315
316
317
318
319
320
321
322
323
324
325
326
327
328
329
330
331
332
333
334
335
336
337
338
339
340
341

(4) INCREASE MONEY
(5) OTHER REASON
(6) DO NOTHING
(7) DON'T KNOW

- Q30 Q35 Q36 Q38 Q39
(1) NO (2) NOT SURE (3) YES
- Q31 (1) LESS THAN SIX MONTH (2) SIX TO ONE YEAR
(3) ONE TO TWO YEARS (4) MORE THAN TWO YEARS
- Q32 (1) MAKING MORE (2) MAKING LITTLE MORE
(3) MAKING SAME (4) MAKING LESS
(5) MAKING SUBSTAN LESS (6) DON'T KNOW
- Q41 (1) VERY SUCCESSFUL (2) SUCCESS THAN UNSUCCESS
(3) NEITHER (4) UNSUCCESS (5) VERY UNSUCCESSFUL
(6) TOO SOON (7) DON'T KNOW
- Q42 (1) VERY LIKELY (2) LIKELY THAN UNLIKE
(3) NEITHER (4) UNLIKELY THAN LIKE (5) VERY UNLIKELY (6) DON'T KNOW
- Q43 Q1 TO Q4308
(1) GREAT EXTENT (2) CONSIDERABLE EXTENT
(3) SOME EXTENT (4) LITTLE EXTENT (5) NO EXTENT (6) DON'T KNOW
- Q44 (1) LESS THAN 10 (2) 11-25 (3) 26-50
(4) 51-100 (5) 101-200 (6) OVER 200
(7) DON'T KNOW
- Q47 (1) GREATLY HELPS (2) SOMEWHAT HELPS
(3) NEITHER (4) SOMEWHAT HINDERS
(5) GREATLY HINDERS (6) DON'T KNOW
- Q48 Q1 TO Q4805
(1) STRONGLY AGREE (2) AGREE (3) NEITHER
(4) DISAGREE (5) STRONGLY DISAGREE (6) DON'T KNOW
- Q85201 TO Q85210 Q85201 TO Q85210
(1) BUDDY SYSTEM (2) CLASHES (3) POLITICS
(4) POOR PERFORMANCE (5) OWN PERSON
(6) DON'T KNOW (7) OTHER
- Q5301 TO Q5311
(1) COMPLETE SUCCESS (2) SOMEWHAT SUCCESS
(3) NEITHER (4) SOMEWHAT UNSUCCESS
(5) COMPLETE UNSUCCESS (6) DON'T KNOW
- Q5401 Q5402 Q5403
(1) BASING COMP ON PER (2) SES ARE ACCOUNTABLE
(3) RECOGNIZE ACCOMPLISH (4) HEAD REASSIGNS SES
(5) PROVIDE PAY (6) PROTECT SES (7) PROGRAM CONTINUITY (8) ENSURE ACCOUNTABILITY
(9) COMPETENT SES (10) FREE EXEC SYSTEM
(11) COMPENSATION SYSTEM
- Q55 (1) LESS THAN 1 YEAR (2) 1 LESS THAN 4 YEARS
(3) 4 LESS 10 YEARS (4) 10 LESS 30 YEARS
(5) 30 OR MORE YEARS
- Q56 (1) LESS 6 MONTHS (2) 6 LESS 2 YEARS
(3) 2-5 YEARS (4) 6-10 YEARS (5) MORE THAN 10 YEARS
- Q58 (1) ELIGIBLE NOW (2) 1-2 YEARS (3) 3-5 YEARS
(4) 6-8 YEARS (5) MORE THAN 8 YEARS
- Q59 (1) NONE (2) LESS THAN 1 YEAR (3) 1 LESS 4 YEARS
(4) 4 OR MORE YEARS
- Q60 (1) MALE (2) FEMALE
- Q61 (1) INDIAN (2) ASIAN (3) BLACK
(4) HISPANIC (5) WHITE (6) OTHER

Q62 (1) UNDER 20 (2) 20-29 (3) 30-39

4167 (4) 40-49 (5) 50-54 (6) 55-59
 4168 (7) 60-64 (8) 65 AND OVER
 Q64 (1) CAREER OR CONDITION (2) NON-CAREER
 (3) SCHEDULE C (4) OTHER
 Q65 (1) NO HS DIPLOMA (2) HS DIPLOMA (3) SOME TECH
 OR COLLEGE (4) COLLEGE GRAD (5) GRAD OR PROF
 DEGREE
 Q66 (1) GENERAL SCHEDULE (2) MERIT PAY (3) WAGE SUPR
 (4) WAGE-NON SUPRVSRY (5) EXECUTIVE (6) OTHER
 Q67 (1) 1-4 (2) 5-8 (3) 9-12 (4) 13-14 (5) 15
 (6) 16-18 (7) SES (8) OTHER
 Q68 (1) CLERICAL (2) MANUAL (3) TECHNICIAN
 (4) PROFESSIONAL (5) OTHER
 Q69 (1) ADMINISTRATION (2) COMPUTER (3) BIOLOGICAL
 (4) ACCOUNTING (5) MEDICAL (6) ENGINEERING
 (7) LEGAL (8) OTHER
 Q70 (1) AGRICULTURE (2) AIR FORCE (3) ARMY
 (4) DEFENSE (5) COMMERCE (6) EDUCATION
 (7) ENERGY (8) EPA (9) GSA (10) HHS
 (11) HUD (12) INTERIOR (13) JUSTICE
 (14) LABOR (15) NASA (16) NAVY (17) OPM
 (18) SBA (19) STATE (20) TRANSPORTATION
 (21) TREASURY (22) VA (23) OTHER
 STRATNUM SES AIR FORCE
 (01) 13-15 AIR FORCE
 (02) 13-15 AGRICULTURE
 (03) 13-15 AGRICULTURE
 (04) 13-15 AGRICULTURE
 (05) 13-15 ARMY
 (06) 13-15 ARMY
 (07) 13-15 COMMERCE
 (08) 13-15 COMMERCE
 (09) 13-15 OTHER DOD
 (10) 13-15 OTHER DOD
 (11) 13-15 JUSTICE
 (12) 13-15 JUSTICE
 (13) 13-15 LABOR
 (14) 13-15 LABOR
 (15) 13-15 ENERGY
 (16) 13-15 ENERGY
 (17) 13-15 EDUCATION
 (18) 13-15 EDUCATION
 (19) 13-15 EPA
 (20) 13-15 EPA
 (21) 13-15 GSA
 (22) 13-15 GSA
 (23) 13-15 HHS
 (24) 13-15 HHS
 (25) 13-15 HUD
 (26) 13-15 HUD
 (27) 13-15 INTERIOR
 (28) 13-15 INTERIOR
 (29) 13-15 NASA
 (30) 13-15 NASA
 (31) 13-15 NAVY
 (32) 13-15 NAVY
 (33) 13-15 OPM
 (34) 13-15 OPM
 (35) SES, SBA

(36) 13-15, 58A
 (37) SES, STATE - IDCA
 (38) 13-15, STATE - IDCA
 (39) SES, DOT
 (40) 13-15, DOT
 (41) SES, TREASURY
 (42) 13-15, TREASURY
 (43) SES, VA
 (44) 13-15, VA

(45) OTHER
 (46) 13-15, OTHER
 (47) SES, PROTECTED AGENCIES
 (48) 9-12, ALL AGENCIES
 (49) 5-8, ALL AGENCIES
 (50) 1-4, ALL AGENCIES
 (51) WS-01, ALL AGENCIES
 (52) MG, ALL AGENCIES

COMMENT
 (0) NO COMMENT
 (1) COMMENT
 DUMMY=VAR01 TO VAR04
 DUMMY=0

VAR01, RANGE CHECK 0-1/
 VAR02, RANGE CHECK 1-2/
 VAR03, RANGE CHECK 1-3/
 VAR04, RANGE CHECK 1-4

(0) NO PROBLEM (1) PROBLEM
 RANGE CHECK FOR VALUES 0 TO 1 USING VAR01
 VARX=Q1301 TO Q1308, Q1301 TO Q1308,
 Q2001 TO Q2008, Q2201 TO Q2207,
 Q42401 TO Q42409, Q42401 TO Q42409,
 Q4001 TO Q4005, Q45201 TO Q45210,
 Q6301 TO Q6310
 (VARX NE 0 AND 1 AND 9999) VAR01=1

RANGE CHECK FOR VALUES 1 AND 2 USING VAR02
 VARX=Q14, Q19, Q21, Q23, Q25, Q60
 (VARX LT 1 OR (VARX GT 2 AND NE 9999)) VAR02=1

RANGE CHECK FOR VALUES 1 AND 3 USING VAR03
 VARX=Q10, Q11, Q16, Q30, Q35, Q36, Q38, Q39
 (VARX LT 1 OR (VARX GT 3 AND NE 9999)) VAR03=1

RANGE CHECK FOR VALUES 1 TO 4 USING VAR04
 VARX=Q18, Q31, Q59, Q64
 (VARX LT 1 OR (VARX GT 4 AND NE 9999)) VAR04=1

RESPONDING VALUES
 Q45201 TO Q69 (9999), Q5001 TO Q5102 (0),
 COMMENT (9999)
 CHECK THAT RESPONDENT CODES SERIALY INCREASE BY ONE

COMMENT FILE *DAYESAVE →
 SAVE
 FINISH

IGNORE

DATE

480 DO REPEAT
 490 COMPLETE
 491 END REPEAT
 492 VAR LABELS
 493 001
 494 002
 495 003
 496 004
 497 007
 498 VALUE LABELS
 499 003,007
 500 COMMENT
 501 DO REPEAT
 502 01
 503 06
 504 07
 505 08
 506 09
 507 10
 508 11
 509 12
 510 13
 511 14
 512 15
 513 16
 514 17
 515 18
 516 19
 517 20
 518 21
 519 22
 520 23
 521 24
 522 25
 523 26
 524 27
 525 28
 526 29
 527 30
 528 31
 529 32
 530 33
 531 34
 532 35
 533 36
 534 37
 535 38
 536 39
 537 40
 538 41
 539 42
 540 43
 541 44
 542 45
 543 46
 544 47
 545 48
 546 49
 547 50
 548 51
 549 52
 550 53
 551 54
 552 55
 553 56
 554 57
 555 58
 556 59
 557 60
 558 61
 559 62
 560 63
 561 64
 562 65
 563 66
 564 67
 565 68
 566 69
 567 70
 568 71
 569 72
 570 73
 571 74
 572 75
 573 76
 574 77
 575 78
 576 79
 577 80
 578 81
 579 82
 580 83
 581 84
 582 85
 583 86
 584 87
 585 88
 586 89
 587 90
 588 91
 589 92
 590 93
 591 94
 592 95
 593 96
 594 97
 595 98
 596 99
 597 100

TUE, SEP 27, 1983, 3:58 PM
 User: JDC Account: MSRS

12 Q0402, Supervisor help poor performer
13 Q0403, Supervisor Remove Poor Performer
14 Q0404, Supervisor Force Resignation

15 Q0405, FIND HIGHER PAYING JOB?
16 Q0406, LOOKED FOR A JOB, NON-GOVT JOB?
17 Q0407, RECRUITED FOR GOVT EARLY?
18 Q0408, WILL LEAVE GOVT EARLY?
19 Q0409, RETIRE COMPAS WHEN ELIGIBLE?
20 Q0501, PUBLIC IMAGE, STAY-IMPACT ON PUBLIC?
21 Q0502, REASONS STAY-WORK ITSELF, RETIRE SYSTEM,
22 Q0503, REASONS STAY-CURRNT RETIRE SYSTEM,
23 Q0504, REASONS STAY-SALARY, RETIRE SYSTEM,
24 Q0505, REASONS STAY-PROMOTIONS,
25 Q0506, REASONS STAY-LOSE JOBS,
26 Q0507, REASONS STAY-LACK OF GOVT,
27 Q0508, REASONS STAY-LOSE JOBS,
28 Q0509, REASONS WORKING FOR GOVT,
29 Q07, RATING HELPS ME PERFORM,
30 Q08, RATING HELPS ME PERFORM,
31 Q09, APPRAISAL NOT MOTIV,
32 Q10, APPRAISAL NOT MOTIV,
33 Q11, STANDARDS USED FOR RATING,
34 Q12, RATING PRESENTS FAIR PICTURE,
35 Q1301, GIVEN BECAUSE MINORITY?
36 Q1302, GIVEN BECAUSE WOMAN?
37 Q1303, GIVEN BECAUSE NON-MINORITY?
38 Q1304, GIVEN BECAUSE OVER 40,
39 Q1305, GIVEN BECAUSE HANDICAPPED,
40 Q1306, GIVEN BECAUSE MARITAL STATUS,
41 Q1307, GIVEN BECAUSE POLITICAL AFFILIATION,
42 Q1308, GIVEN BECAUSE MINORITY,
43 Q1309, DENIED BECAUSE WOMAN,
44 Q1310, DENIED BECAUSE NON-MINORITY,
45 Q1311, DENIED BECAUSE OVER 40,
46 Q1312, DENIED BECAUSE HANDICAPPED,
47 Q1313, DENIED BECAUSE MARITAL STATUS,
48 Q1314, DENIED BECAUSE POLITICAL AFFILIATION,
49 Q14, MOST SERIOUS ACTIVITY,
50 Q15, WHERE ACTIVITY OCCURRED,
51 Q16, COST OF ACTIVITY,
52 Q17, FREQUENCY OF ACTIVITY,
53-54 Q18, DID YOU REPORT ALREADY REPORTED,
55 Q19, ACTIVITY NOT SERIOUS ENOUGH,
56 Q2001, ACTIVITY NOT SERIOUS ENOUGH,
57 Q2002, DID NOT HAVE ENOUGH EVIDENCE,
58 Q2003, DID NOT HAVE ENOUGH EVIDENCE,
59 Q2004, NOT SURE TO WHOM TO REPORT,
60 Q2005, REPORTING TOO GREAT A RISK,
61 Q2006, DID NOT THINK ANYTHING WOULD BE DONE,
62 Q2007, DID NOT THINK ANYTHING WOULD BE DONE,
63 Q2008, OTHER REASON FOR NOT REPORTING,
64 Q21, IDENTIFIED AS REPORTER,
65 Q2201, MANAGEMENT GAVE CREDIT,
66 Q2202, NOTHING HAPPENED TO ME,
67 Q2203, FELT SUPERVISOR UNHAPPY,
68 Q2204, FELT SUPERVISOR UNHAPPY,
69 Q2205, SOMEONE ABOVE SUPERVISOR UNHAPPY,
70 Q2206, RECEIVED APPRAISAL FOR REPORTING PROBLEM,
71 Q2207, RECEIVED APPRAISAL FOR REPORTING PROBLEM,
72 Q2301, EXPERIENCED POOR APPRAISAL,
73 Q2302, EXPERIENCED POOR APPRAISAL,
74 Q2303, EXPERIENCED POOR APPRAISAL,
75 Q2401, THREAT OF PROMOTION DENIAL,
76 Q2402, THREAT OF PROMOTION DENIAL,
77 Q2403, THREAT OF PROMOTION DENIAL,
78 Q2404, THREAT OF PROMOTION DENIAL,
79 Q2405, THREAT OF PROMOTION DENIAL,
80 Q2406, THREAT OF PROMOTION DENIAL

60
70
71
72
73
74
75
76
77
78
79
80
81
82
83
84
85
86
87
88
89
90
91
92
93
94
95
96
97
98
99
100
101
102
103
104
105
106
107
108
109
110
111
112
113
114
115
116
117
118
119
120
121
122
123
124
125
126
127
128
129
130
131
132
133
134
135
136
137
138
139
140

ACCORDING TO YOUR INPUT FORMAT, VARIABLES ARE TO BE READ AS FOLLOWS

VARIABLE	RESPONUM	FORMAT	RECORD	COLUMNS
001	001	F	0	1-5
002	002	F	0	6-10
003	003	F	0	11-15
004	004	F	0	16-20
005	005	F	0	21-25
006	006	F	0	26-30
007	007	F	0	31-35
008	008	F	0	36-40
009	009	F	0	41-45
010	010	F	0	46-50
011	011	F	0	51-55
012	012	F	0	56-60
013	013	F	0	61-65
014	014	F	0	66-70
015	015	F	0	71-75
016	016	F	0	76-80
017	017	F	0	81-85
018	018	F	0	86-90
019	019	F	0	91-95
020	020	F	0	96-100

RECORDS IN YOUR INPUT FORMAT, VARIABLES ARE TO BE READ AS FOLLOWS

VARIABLE	FORMAT	RECORD	COLUMNS
041	F	-----	1
042	F	-----	1
043	F	-----	1
044	F	-----	1
045	F	-----	1
046	F	-----	1
047	F	-----	1
048	F	-----	1
049	F	-----	1
050	F	-----	1
051	F	-----	1
052	F	-----	1
053	F	-----	1
054	F	-----	1
055	F	-----	1
056	F	-----	1
057	F	-----	1
058	F	-----	1
059	F	-----	1
060	F	-----	1
061	F	-----	1
062	F	-----	1
063	F	-----	1
064	F	-----	1
065	F	-----	1
066	F	-----	1
067	F	-----	1
068	F	-----	1
069	F	-----	1
070	F	-----	1
071	F	-----	1
072	F	-----	1
073	F	-----	1
074	F	-----	1
075	F	-----	1
076	F	-----	1
077	F	-----	1
078	F	-----	1
079	F	-----	1
080	F	-----	1
081	F	-----	1
082	F	-----	1
083	F	-----	1
084	F	-----	1
085	F	-----	1
086	F	-----	1
087	F	-----	1
088	F	-----	1
089	F	-----	1
090	F	-----	1
091	F	-----	1
092	F	-----	1
093	F	-----	1
094	F	-----	1
095	F	-----	1
096	F	-----	1
097	F	-----	1
098	F	-----	1
099	F	-----	1
100	F	-----	1

