

Organization	Year	Item	Item Text	Item Respondents N	Positive %	Neutral %	Negative %	Do Not Know/No Basis to Judge N	Strongly Agree %	Agree %	Neither Agree nor Disagree %	Disagree %	Strongly Disagree %	Strongly Agree N	Agree N	Neither Agree nor Disagree N	Disagree N	Strongly Disagree N	Mean	SD
TVA OIG	2023	Q1	1. My supervisor provides me with constructive suggestions to improve my job performance.	79	87.3%	7.6%	5.1%	0	58.2%	29.1%	7.6%	2.5%	2.5%	46	23	6	2	2	4.38	0.92
TVA OIG	2023	Q2	2. My supervisor listens to what I have to say.	79	91.1%	5.1%	3.8%	0	69.6%	21.5%	5.1%	1.3%	2.5%	55	17	4	1	2	4.54	0.86
TVA OIG	2023	Q3	3. My supervisor treats me with respect.	79	94.9%	1.3%	3.8%	0	77.2%	17.7%	1.3%	1.3%	2.5%	61	14	1	1	2	4.66	0.80
TVA OIG	2023	Q4	4. I have trust and confidence in my supervisor.	79	89.9%	5.1%	5.1%	0	64.6%	25.3%	5.1%	1.3%	3.8%	51	20	4	1	3	4.46	0.94
TVA OIG	2023	Q5	5. Supervisors in my work unit support employee development.	79	89.9%	2.5%	7.6%	0	63.3%	26.6%	2.5%	5.1%	2.5%	50	21	2	4	2	4.43	0.96
TVA OIG	2023	Q6	6. My supervisor provides me with performance feedback throughout the year.	78	83.3%	10.3%	6.4%	1	59.0%	24.4%	10.3%	3.8%	2.6%	46	19	8	3	2	4.33	0.99
TVA OIG	2023	Q7	7. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	78	84.6%	5.1%	10.3%	1	60.3%	24.4%	5.1%	6.4%	3.8%	47	19	4	5	3	4.31	1.08
TVA OIG	2023	Q8	8. I feel encouraged to come up with new and better ways of doing things.	79	83.5%	6.3%	10.1%	0	49.4%	34.2%	6.3%	7.6%	2.5%	39	27	5	6	2	4.20	1.03
TVA OIG	2023	Q9	9. My workload is reasonable.	79	86.1%	11.4%	2.5%	0	50.6%	35.4%	11.4%	2.5%	0.0%	40	28	9	2	0	4.34	0.78
TVA OIG	2023	Q10	10. The work I do gives me a sense of accomplishment.	79	86.1%	7.6%	6.3%	0	50.6%	35.4%	7.6%	5.1%	1.3%	40	28	6	4	1	4.29	0.91
TVA OIG	2023	Q11	11. I feel a strong personal attachment to my organization.	79	81.0%	13.9%	5.1%	0	49.4%	31.6%	13.9%	2.5%	2.5%	39	25	11	2	2	4.23	0.96
TVA OIG	2023	Q12	12. The people I work with cooperate to get the job done.	79	91.1%	3.8%	5.1%	0	62.0%	29.1%	3.8%	3.8%	1.3%	49	23	3	3	1	4.47	0.84
TVA OIG	2023	Q13	13. Employees in my work unit make me feel I belong.	78	91.0%	2.6%	6.4%	1	59.0%	32.1%	2.6%	3.8%	2.6%	46	25	2	3	2	4.41	0.92
TVA OIG	2023	Q14	14. I am comfortable expressing opinions that are different from other employees in my work unit.	77	88.3%	3.9%	7.8%	1	59.7%	28.6%	3.9%	3.9%	3.9%	46	22	3	3	3	4.36	1.01
TVA OIG	2023	Q15	15. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	78	71.8%	11.5%	16.7%	1	47.4%	24.4%	11.5%	12.8%	3.8%	37	19	9	10	3	3.99	1.21
TVA OIG	2023	Q16	16. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	78	89.7%	5.1%	5.1%	1	67.9%	21.8%	5.1%	2.6%	2.6%	53	17	4	2	2	4.50	0.91
TVA OIG	2023	Q17	17. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	78	60.3%	17.9%	21.8%	1	28.2%	32.1%	17.9%	16.7%	5.1%	22	25	14	13	4	3.62	1.21
TVA OIG	2023	Q18	18. My organization's senior leaders maintain high standards of honesty and integrity.	79	72.2%	16.5%	11.4%	0	43.0%	29.1%	16.5%	7.6%	3.8%	34	23	13	6	3	4.00	1.12
TVA OIG	2023	Q25	25. I recommend TVA OIG as a good place to work.	79	88.6%	5.1%	6.3%	0	58.2%	30.4%	5.1%	2.5%	3.8%	46	24	4	2	3	4.37	0.98

Organization	Year	Item	Item Text	Item Respondents N	Positive %	Neutral %	Negative %	Very Satisfied %	Satisfied %	Neither Satisfied nor Dissatisfied %	Dissatisfied %	Very Dissatisfied %	Very Satisfied N	Satisfied N	Neither Satisfied nor Dissatisfied N	Dissatisfied N	Very Dissatisfied N	Mean	SD
TVA OIG	2023	Q19	19. How satisfied are you with the recognition you receive for doing a good job?	78	82.1%	7.7%	10.3%	48.7%	33.3%	7.7%	6.4%	3.8%	38	26	6	5	3	4.17	1.07
TVA OIG	2023	Q20	20. How satisfied are you with your involvement in decisions that affect your work?	79	70.9%	16.5%	12.7%	36.7%	34.2%	16.5%	10.1%	2.5%	29	27	13	8	2	3.92	1.08
TVA OIG	2023	Q21	21. How satisfied are you with the information you receive from management on what's going on in your organization?	79	64.6%	12.7%	22.8%	34.2%	30.4%	12.7%	19.0%	3.8%	27	24	10	15	3	3.72	1.23
TVA OIG	2023	Q22	22. Considering everything, how satisfied are you with your pay?	79	74.7%	11.4%	13.9%	38.0%	36.7%	11.4%	11.4%	2.5%	30	29	9	9	2	3.96	1.09
TVA OIG	2023	Q23	23. Considering everything, how satisfied are you with your job?	79	84.8%	7.6%	7.6%	49.4%	35.4%	7.6%	3.8%	3.8%	39	28	6	3	3	4.23	1.01
TVA OIG	2023	Q24	24. Considering everything, how satisfied are you with TVA OIG?	79	87.3%	5.1%	7.6%	45.6%	41.8%	5.1%	2.5%	5.1%	36	33	4	2	4	4.20	1.02