NAVAL POSTGRADUATE SCHOOL

MONTEREY, CALIFORNIA

SUPPLEMENTAL TO JOINT APPLIED PROJECT (2 OF 2: APPENDIX D: MOTIVATIONAL FACTORS SURVEY – SURVEYMONKEY REPORTS)

DEVELOPMENT OF AN RDECOM WORKFORCE MOTIVATIONAL SURVEY INSTRUMENT

September 2016

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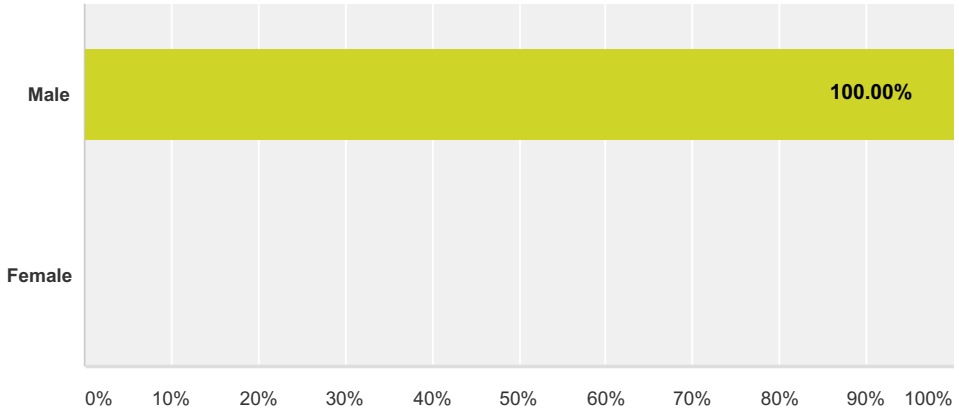
Approved for public release. Distribution is unlimited.

Q1 Are you male or female?

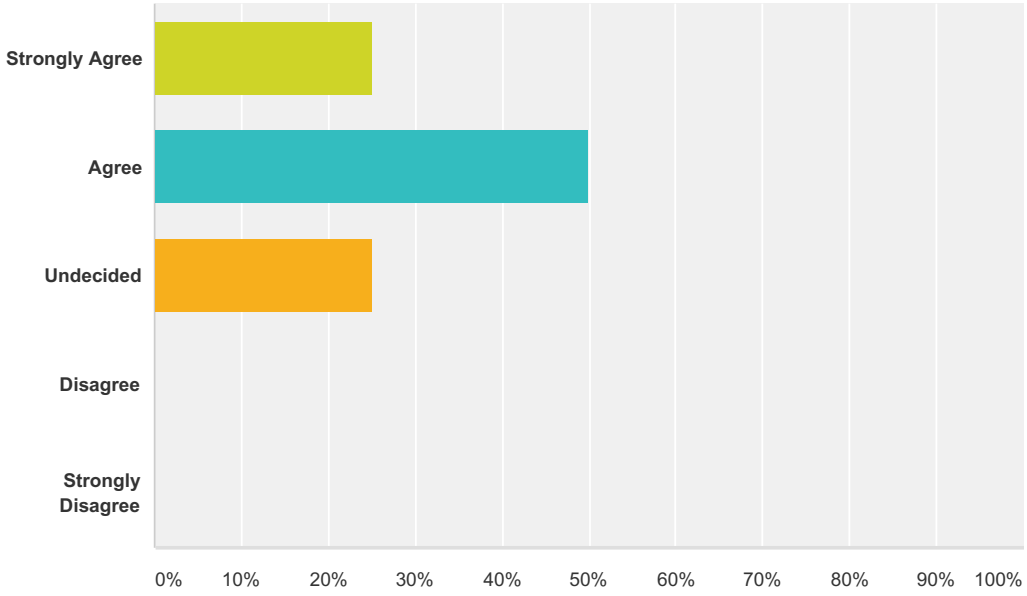
Answered: 4 Skipped: 0



Answer Choices	Responses	
Male	**100.00%**	4
Female	**0.00%**	0
Total		**4**

Q2 I am satisfied with the organization at the present time.

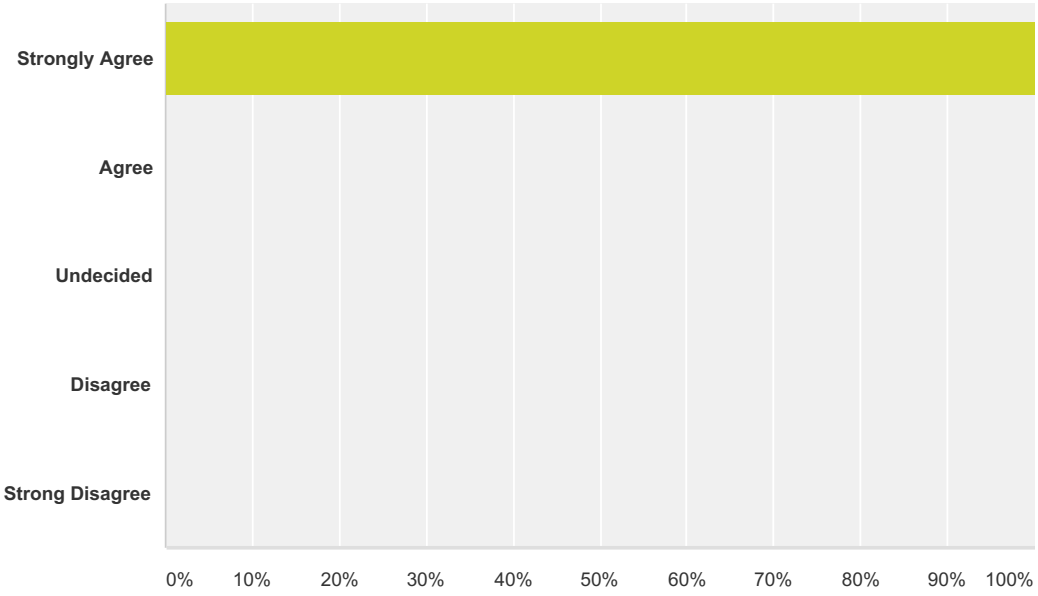
Answered: 4 Skipped: 0



Answer Choices	Responses	
Strongly Agree	**25.00%**	1
Agree	**50.00%**	2
Undecided	**25.00%**	1
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**4**

Q3 Receiving supervisor feedback on job performance is important to me.

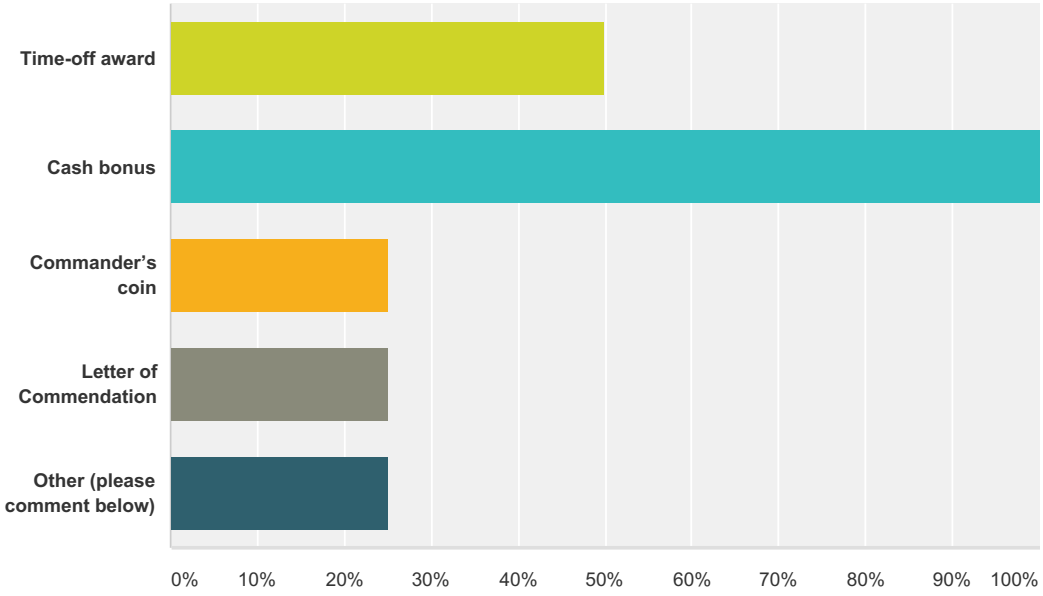
Answered: 4 Skipped: 0



Answer Choices	Responses	
Strongly Agree	**100.00%**	4
Agree	**0.00%**	0
Undecided	**0.00%**	0
Disagree	**0.00%**	0
Strong Disagree	**0.00%**	0
Total		**4**

Q4 What is your choice of recognition? (Select all that apply)

Answered: 4 Skipped: 0



Answer Choices	Responses	
Time-off award	**50.00%**	2
Cash bonus	**100.00%**	4
Commander's coin	**25.00%**	1
Letter of Commendation	**25.00%**	1
Other (please comment below)	**25.00%**	1
Total Respondents: 4		

#	Other (please specify)	Date
1	public recognition	5/10/2016 10:20 AM

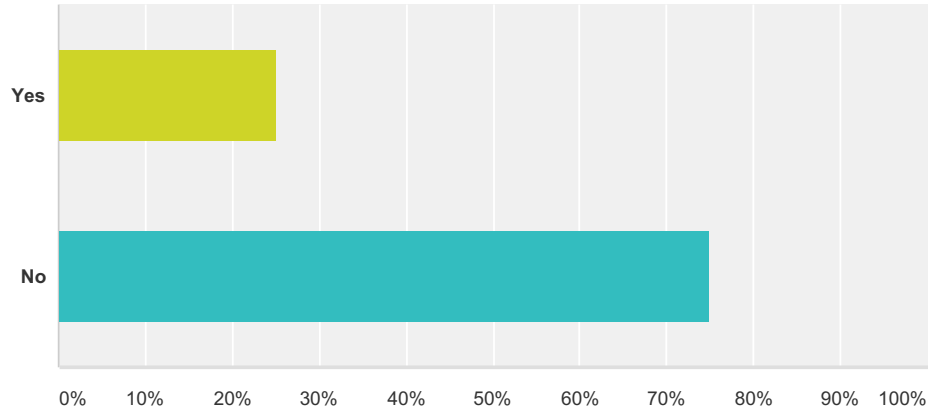
Q5 What changes would you like to see that incentivize the workforce within your organization?

Answered: 2 Skipped: 2

#	Responses	Date
1	Larger cash and performance awards. Limitations on performance awards are too restrictive with regards to dollar amount limits.	5/10/2016 10:20 AM
2	Suggestion program that actually is used.	5/3/2016 2:34 PM

Q6 When first hired, were you formally assigned or offered a mentor? (If No, Skip Q7 and Q8, Go to Q9)

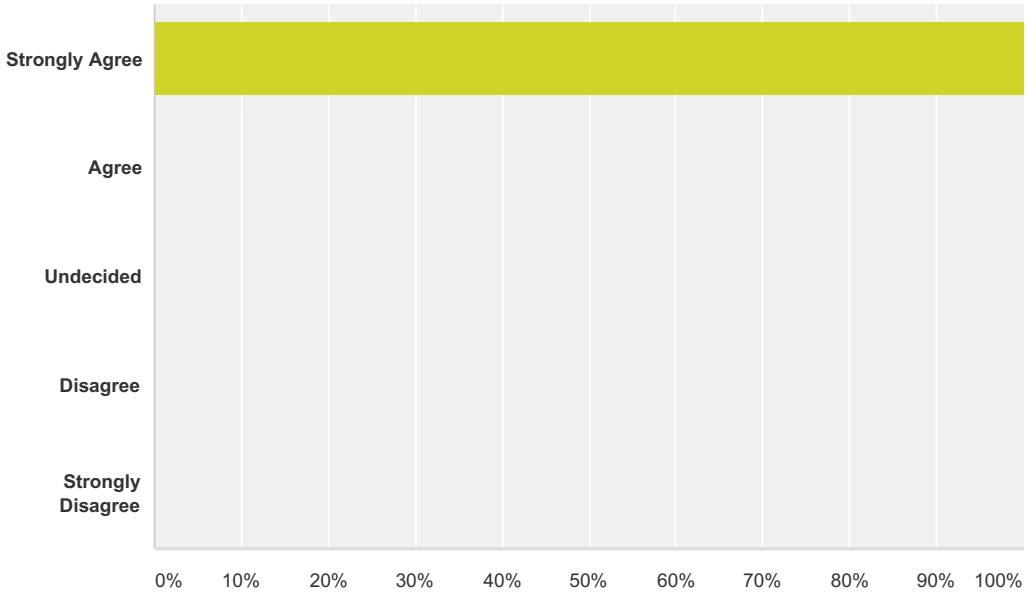
Answered: 4 Skipped: 0



Answer Choices	Responses	
Yes	**25.00%**	1
No	**75.00%**	3
Total		**4**

Q7 My mentor was a valuable resource for getting me oriented during my first year of Government service.

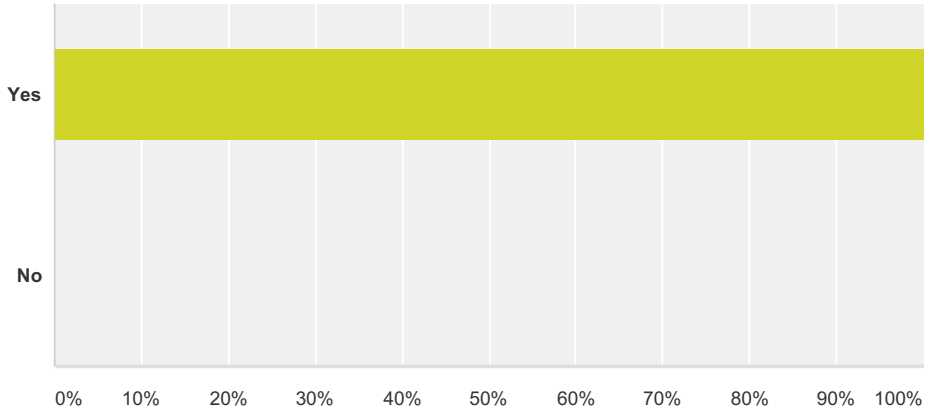
Answered: 1 Skipped: 3



Answer Choices	Responses	
Strongly Agree	**100.00%**	1
Agree	**0.00%**	0
Undecided	**0.00%**	0
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**1**

Q8 Did they influence you to remain in your Army (job) position?

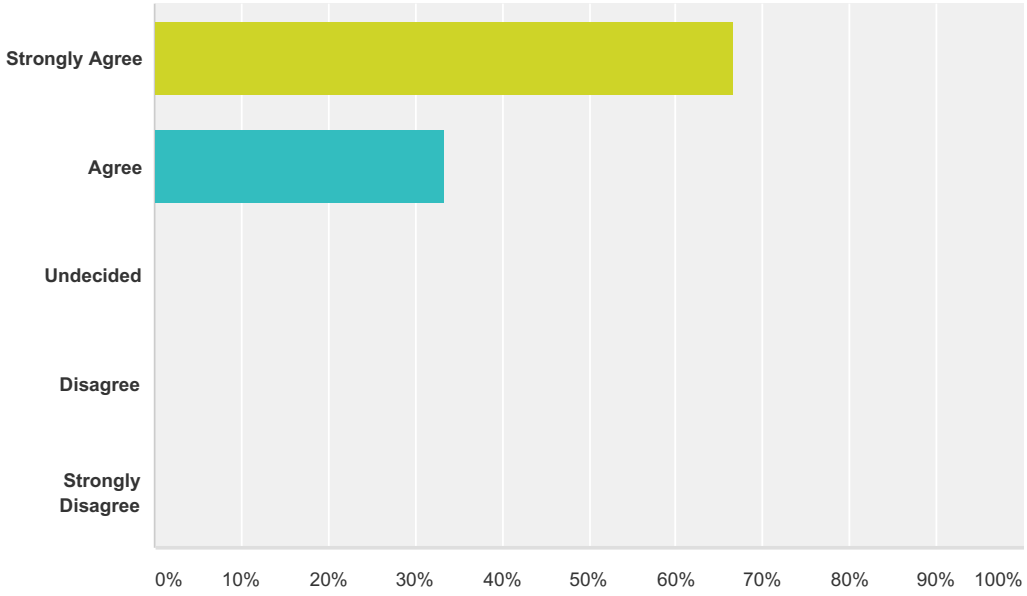
Answered: 1 Skipped: 3



Answer Choices	Responses	
Yes	**100.00%**	1
No	**0.00%**	0
Total		**1**

Q9 My current pay scale is satisfactory in relation to my job requirements.

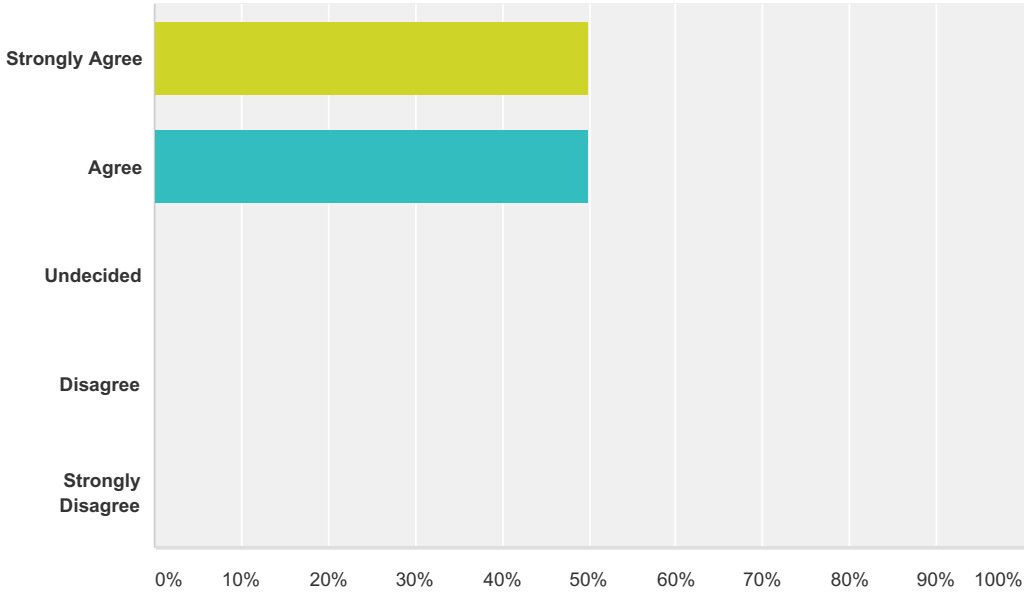
Answered: 3 Skipped: 1



Answer Choices	Responses	
Strongly Agree	**66.67%**	2
Agree	**33.33%**	1
Undecided	**0.00%**	0
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**3**

Q10 My work assignments are interesting and challenging.

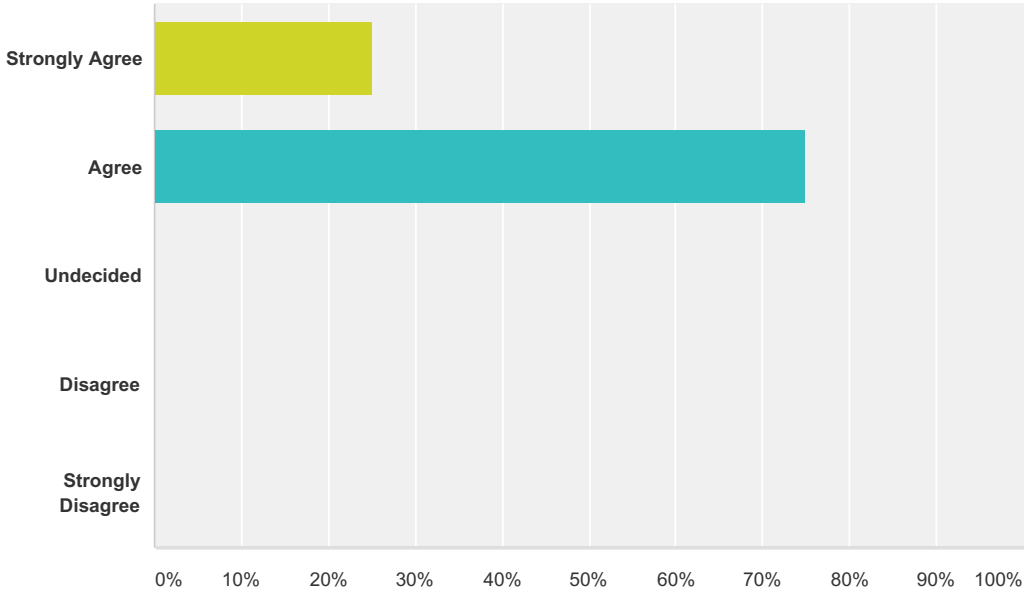
Answered: 4 Skipped: 0



Answer Choices	Responses	
Strongly Agree	**50.00%**	2
Agree	**50.00%**	2
Undecided	**0.00%**	0
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**4**

Q11 I am satisfied with the amount of engineering work I am given.

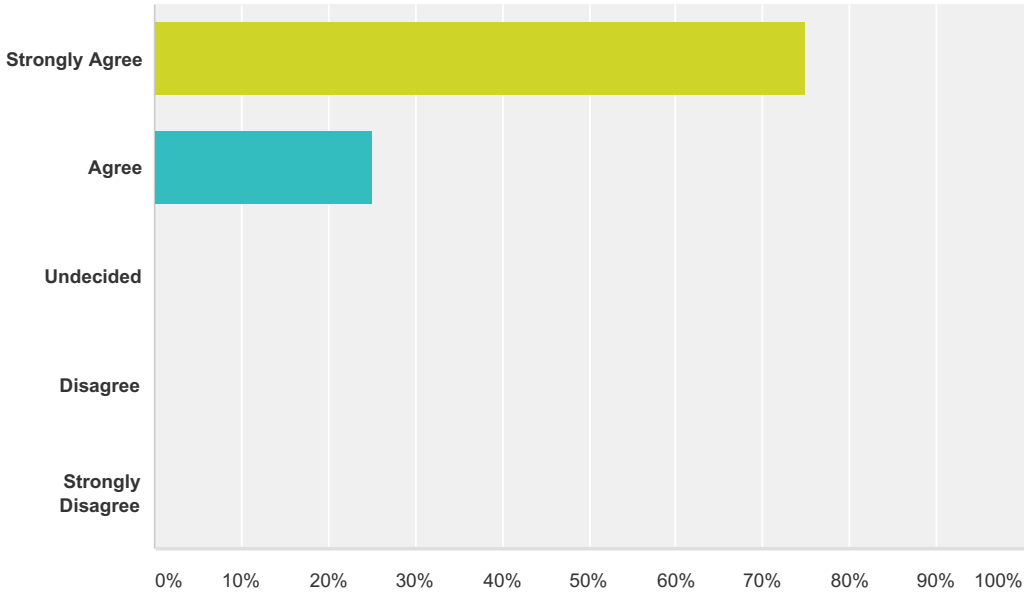
Answered: 4 Skipped: 0



Answer Choices	Responses	
Strongly Agree	**25.00%**	1
Agree	**75.00%**	3
Undecided	**0.00%**	0
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**4**

Q12 My supervisor trusts me to complete my work accurately and on time with the appropriate amount of supervision.

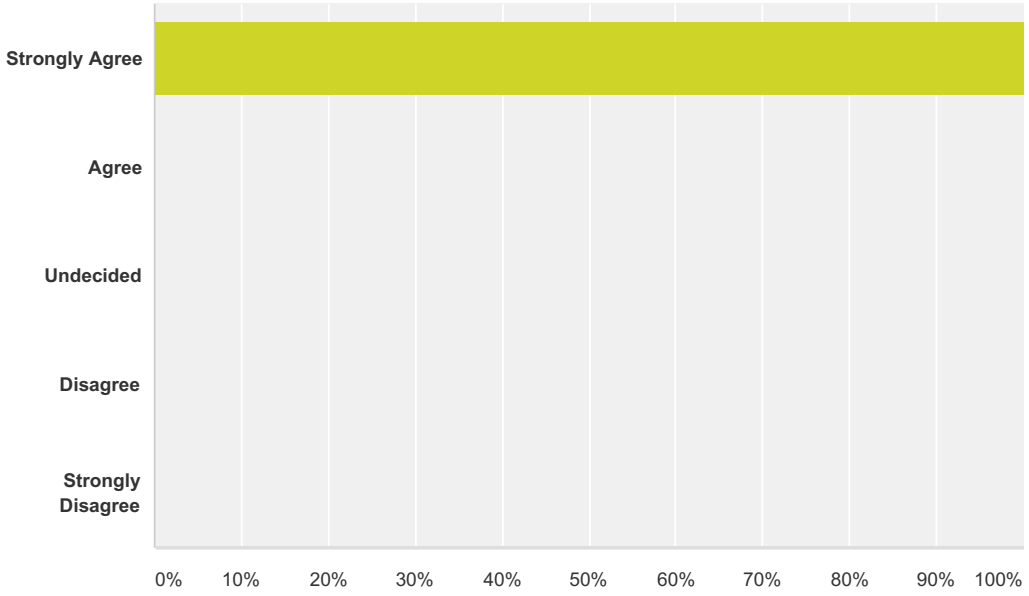
Answered: 4 Skipped: 0



Answer Choices	Responses	
Strongly Agree	**75.00%**	3
Agree	**25.00%**	1
Undecided	**0.00%**	0
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**4**

Q13 When given ownership of tasks, I am more satisfied with my job.

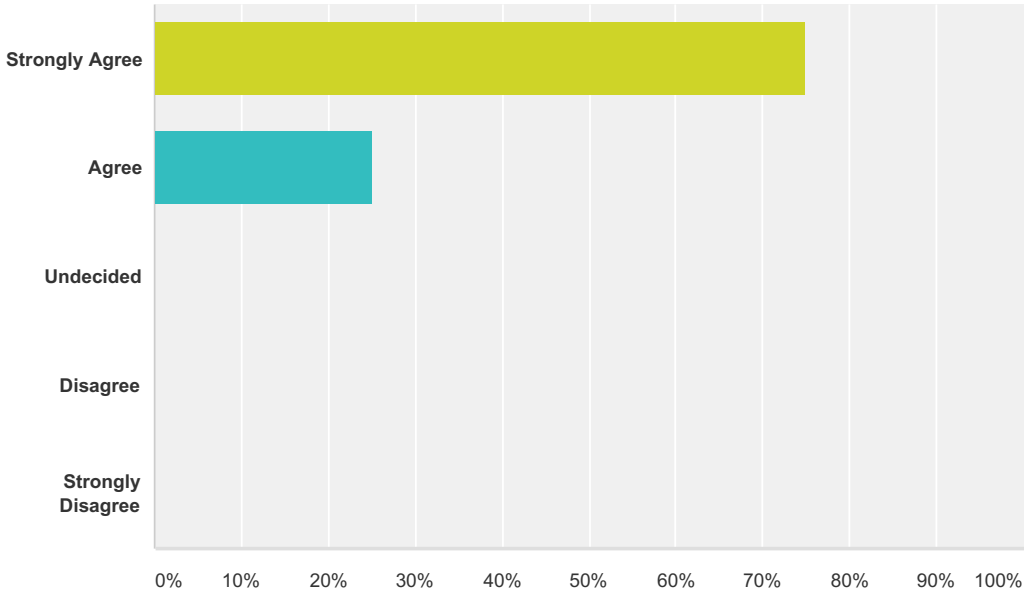
Answered: 4 Skipped: 0



Answer Choices	Responses	
Strongly Agree	**100.00%**	4
Agree	**0.00%**	0
Undecided	**0.00%**	0
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**4**

Q14 Having professional development opportunities available to me is an important factor for me to stay an Army civilian.

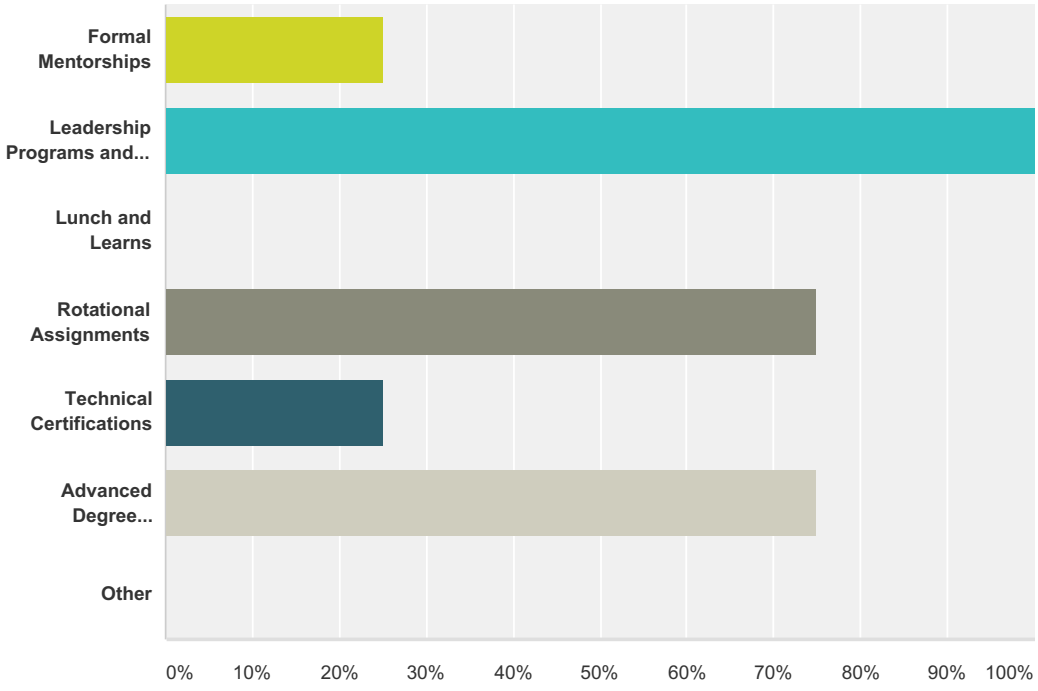
Answered: 4 Skipped: 0



Answer Choices	Responses	
Strongly Agree	**75.00%**	3
Agree	**25.00%**	1
Undecided	**0.00%**	0
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**4**

Q15 Please select which developmental programs are of interest. (Select all that apply)

Answered: 4 Skipped: 0

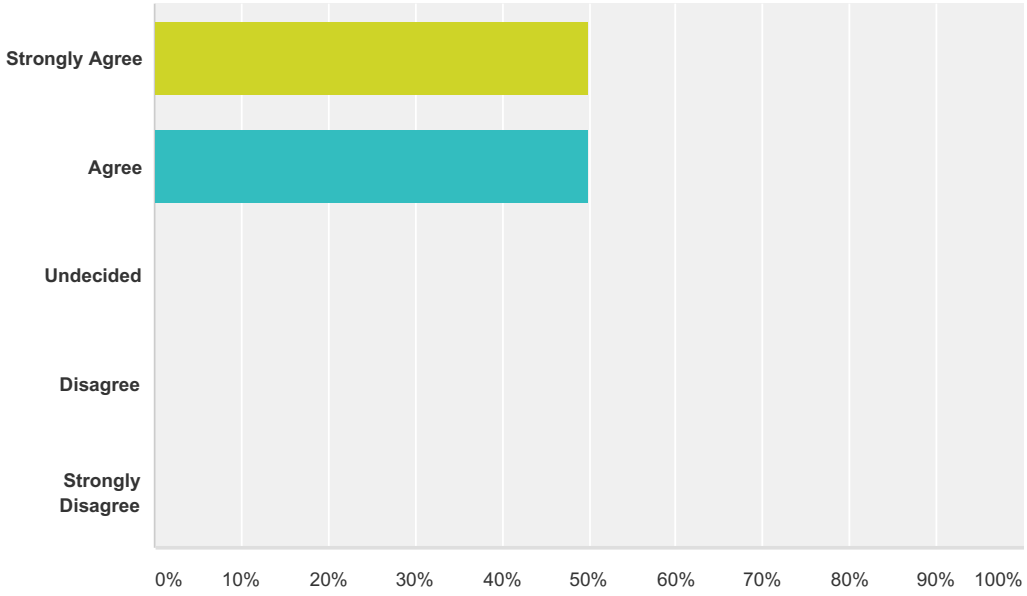


Answer Choices	Responses	
Formal Mentorships	**25.00%**	1
Leadership Programs and Cohorts	**100.00%**	4
Lunch and Learns	**0.00%**	0
Rotational Assignments	**75.00%**	3
Technical Certifications	**25.00%**	1
Advanced Degree (Masters, PhD) Programs	**75.00%**	3
Other	**0.00%**	0
Total Respondents: 4		

#	Other Programs (please specify)	Date
	There are no responses.	

Q16 I am able to apply my engineering education within my job position.

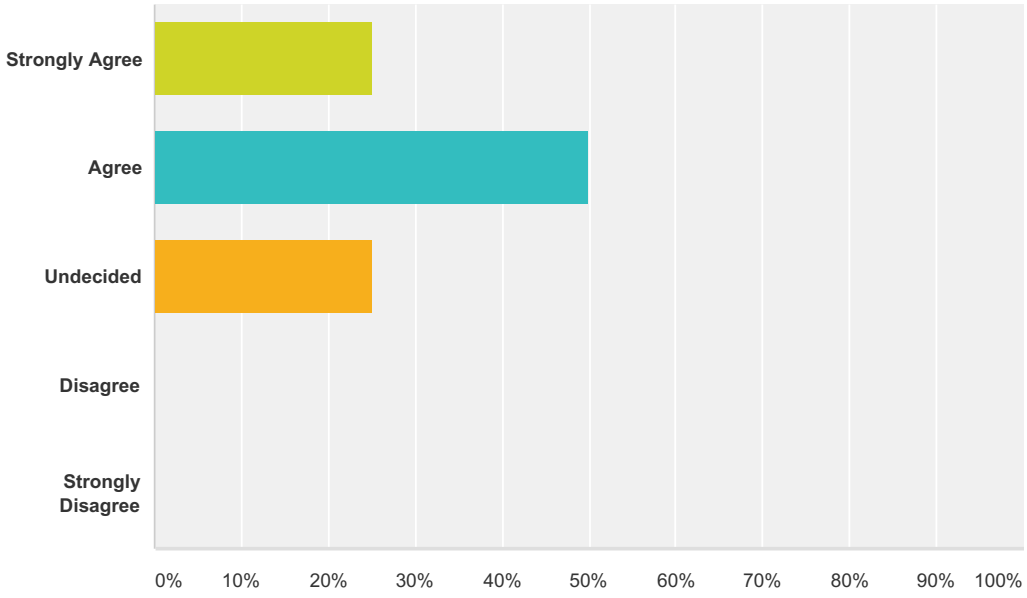
Answered: 4 Skipped: 0



Answer Choices	Responses	
Strongly Agree	**50.00%**	2
Agree	**50.00%**	2
Undecided	**0.00%**	0
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**4**

Q17 Telework opportunities are an important consideration for me to stay an Army civilian.

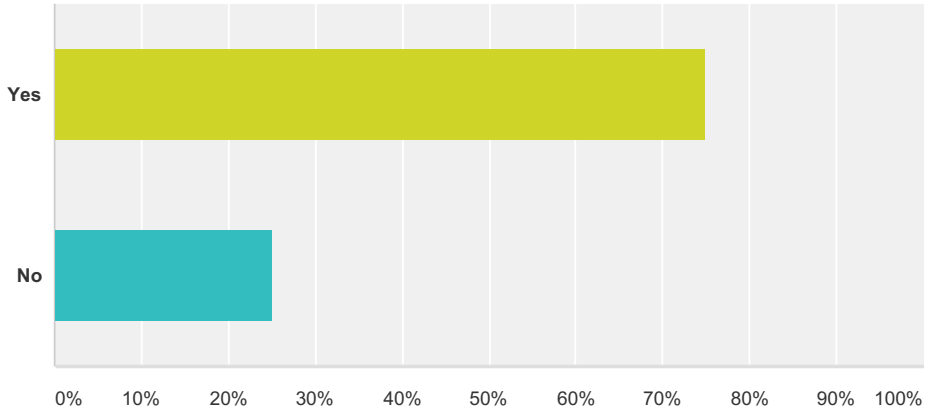
Answered: 4 Skipped: 0



Answer Choices	Responses	
Strongly Agree	**25.00%**	1
Agree	**50.00%**	2
Undecided	**25.00%**	1
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**4**

Q18 I have the option to telework.

Answered: 4 Skipped: 0



Answer Choices	Responses	
Yes	**75.00%**	3
No	**25.00%**	1
Total		**4**

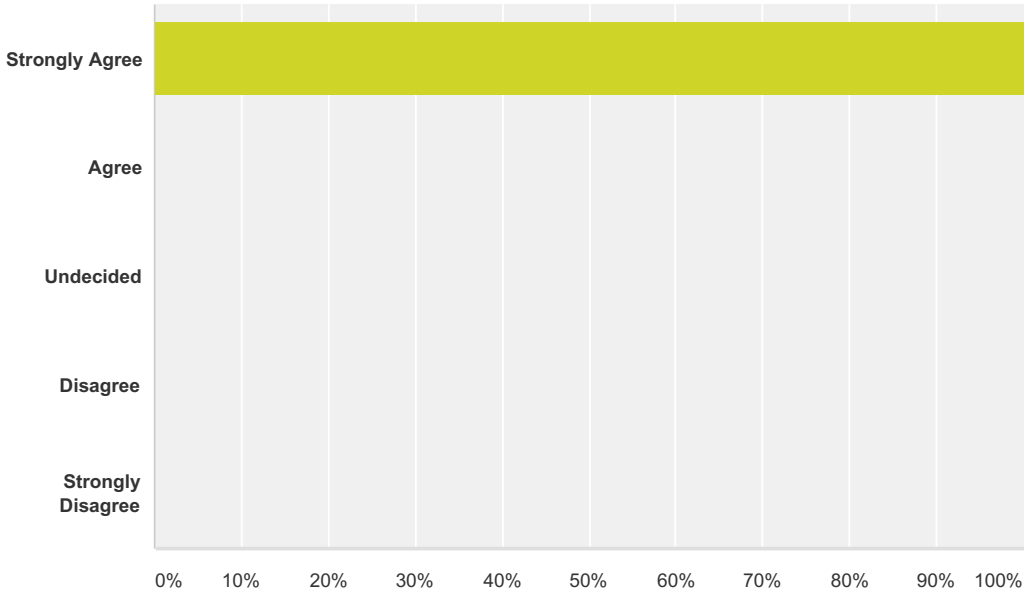
Q19 If No to question above (Q18 telework), why is it not provided to you?

Answered: 1 Skipped: 3

#	Responses	Date
1	Supervisor will not approve.	5/3/2016 2:35 PM

Q20 A flexible work schedule (such as Alternative Work Schedule, flexible hours) is an important considerations for me to stay an Army civilian.

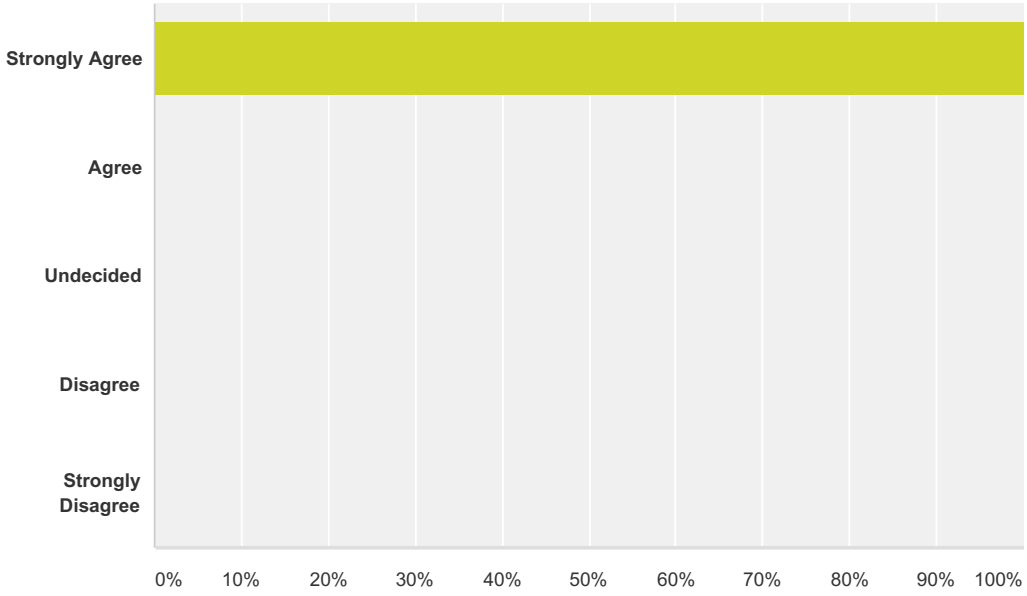
Answered: 4 Skipped: 0



Answer Choices	Responses	
Strongly Agree	**100.00%**	4
Agree	**0.00%**	0
Undecided	**0.00%**	0
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**4**

Q21 I am satisfied with the amount of annual and sick leave I accrue annually.

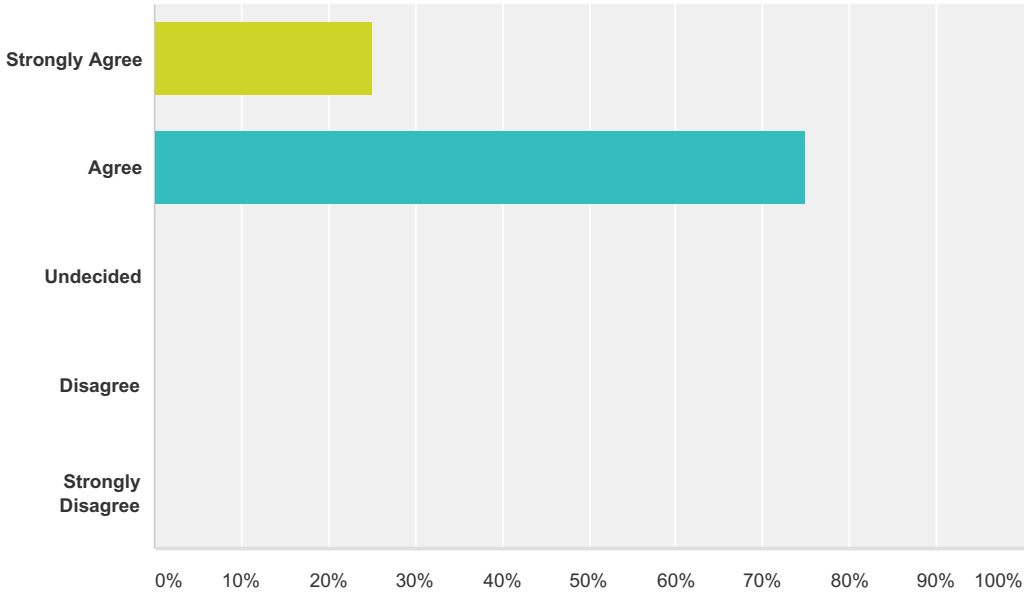
Answered: 4 Skipped: 0



Answer Choices	Responses	
Strongly Agree	**100.00%**	4
Agree	**0.00%**	0
Undecided	**0.00%**	0
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**4**

Q22 Working for the U.S. Army and supporting the mission of National Defense is an important consideration to me to stay an Army Civilian.

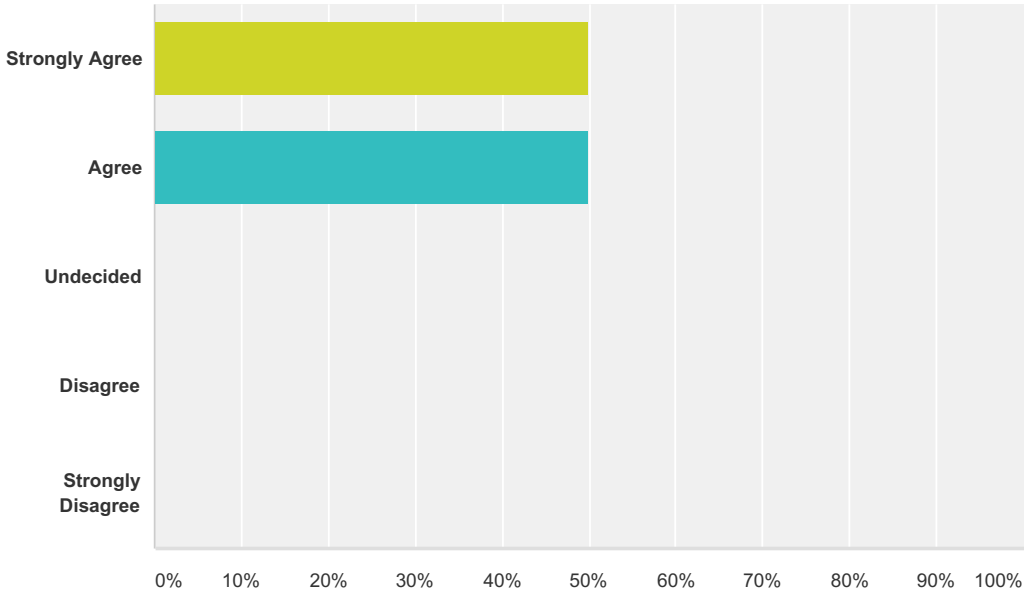
Answered: 4 Skipped: 0



Answer Choices	Responses	
Strongly Agree	**25.00%**	1
Agree	**75.00%**	3
Undecided	**0.00%**	0
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**4**

Q23 It is important to me that my organization provides me access to the most modern capabilities including tools, resources and information technologies to do my job.

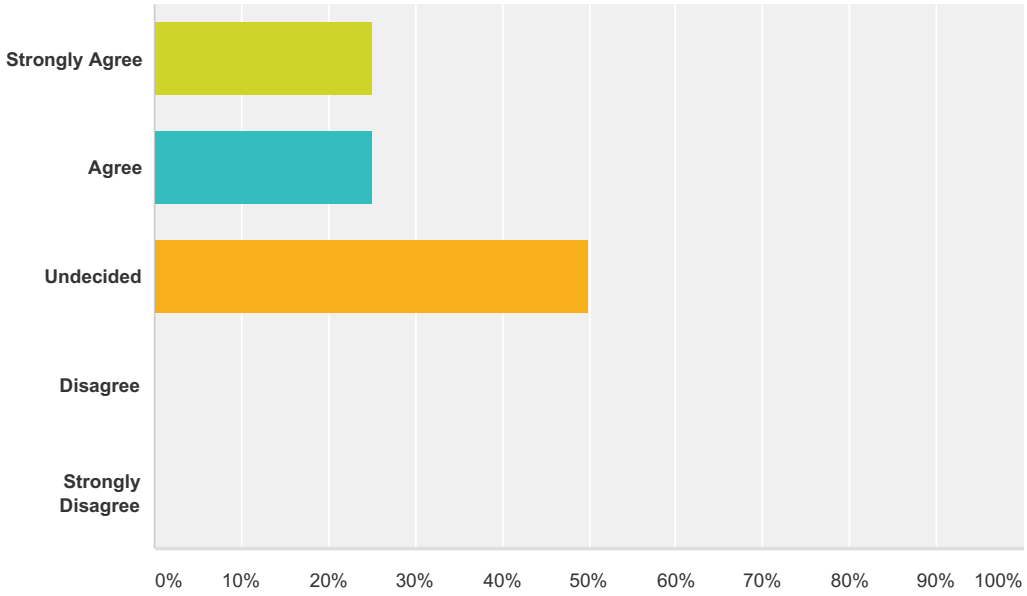
Answered: 4 Skipped: 0



Answer Choices	Responses	
Strongly Agree	**50.00%**	2
Agree	**50.00%**	2
Undecided	**0.00%**	0
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**4**

Q24 Provision of additional social media resources i.e. use of chat applications via wireless communication (Wi-Fi) devices increases my work efficiency.

Answered: 4 Skipped: 0



Answer Choices	Responses	
Strongly Agree	**25.00%**	1
Agree	**25.00%**	1
Undecided	**50.00%**	2
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**4**

Q25 What other technologies or resources would you like to see being used in your Army job? (e.g. telecommunications devices: Blackberry, iPhone, Android Smartphones, etc.)

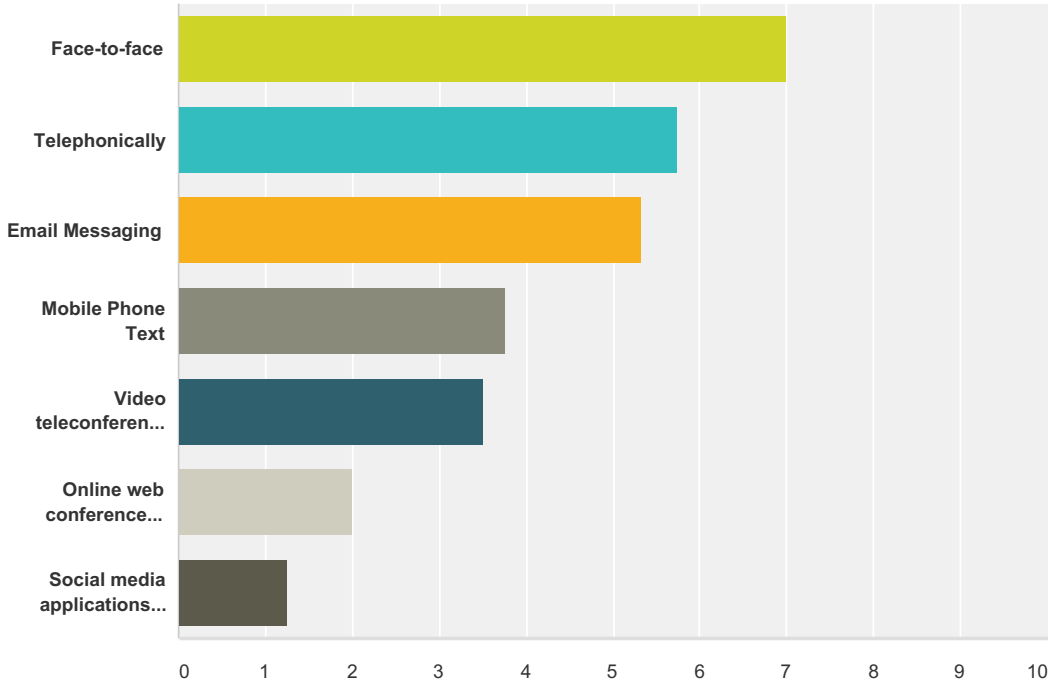
Answered: 2 Skipped: 2

Answer Choices	Responses	
Suggestion 1	**100.00%**	2
Suggestion 2	**100.00%**	2
Suggestion 3	**50.00%**	1
Suggestion 4	**0.00%**	0

#	Suggestion 1	Date
1	iphone	5/10/2016 10:23 AM
2	iPhone	5/3/2016 2:36 PM
#	**Suggestion 2**	**Date**
1	apple laptops	5/10/2016 10:23 AM
2	web cameras	5/3/2016 2:36 PM
#	**Suggestion 3**	**Date**
1	ability to use mobile devices for navigation and hot spot	5/3/2016 2:36 PM
#	**Suggestion 4**	**Date**
	There are no responses.	

Q26 Rank your preferences for general communication.

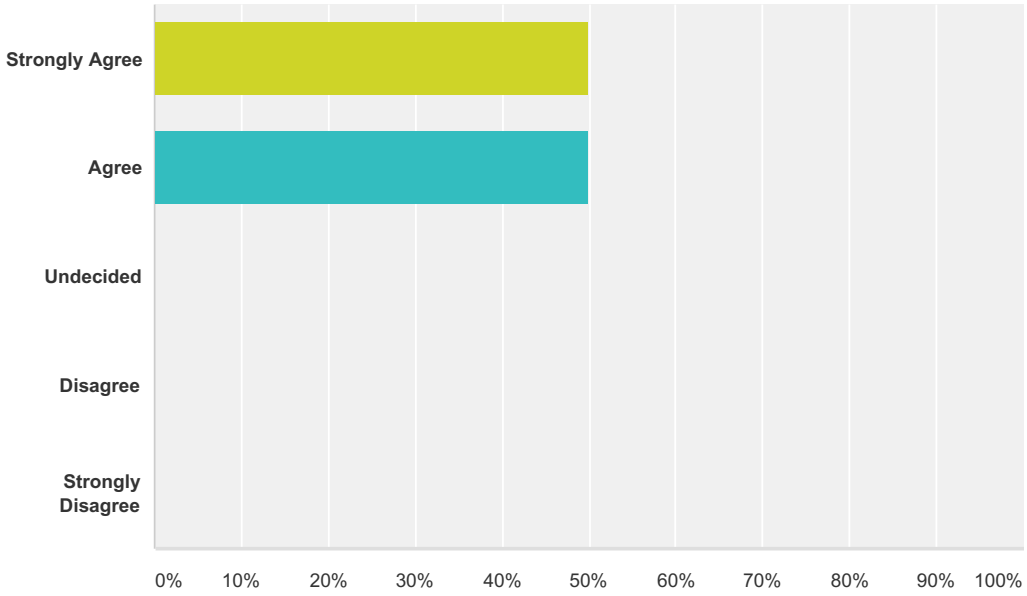
Answered: 4 Skipped: 0



	1	2	3	4	5	6	7	Total	Score
Face-to-face	**100.00%** 4	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	4	7.00
Telephonically	**0.00%** 0	**75.00%** 3	**25.00%** 1	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	4	5.75
Email Messaging	**0.00%** 0	**33.33%** 1	**66.67%** 2	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	3	5.33
Mobile Phone Text	**0.00%** 0	**0.00%** 0	**25.00%** 1	**50.00%** 2	**0.00%** 0	**25.00%** 1	**0.00%** 0	4	3.75
Video teleconference (VTC)	**0.00%** 0	**0.00%** 0	**0.00%** 0	**50.00%** 2	**50.00%** 2	**0.00%** 0	**0.00%** 0	4	3.50
Online web conference (Webinar)	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**25.00%** 1	**50.00%** 2	**25.00%** 1	4	2.00
Social media applications (Apps)	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**0.00%** 0	**25.00%** 1	**75.00%** 3	4	1.25

Q27 It is important to me when choosing a career to remain a close distance to family, friends, and other close relationships.

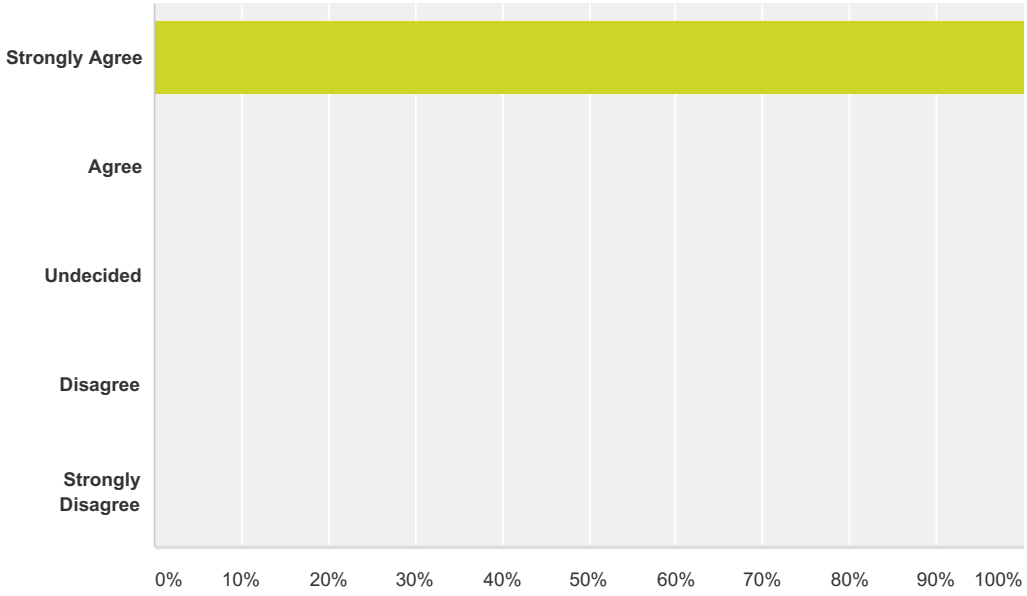
Answered: 4 Skipped: 0



Answer Choices	Responses	
Strongly Agree	**50.00%**	2
Agree	**50.00%**	2
Undecided	**0.00%**	0
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**4**

Q28 It is important to me to have work life balance as a positive lifestyle choice.(Work-life balance is a concept including proper prioritizing between "work" (career and ambition) and "lifestyle" (health, pleasure, leisure, family and spiritual development/meditation activities).

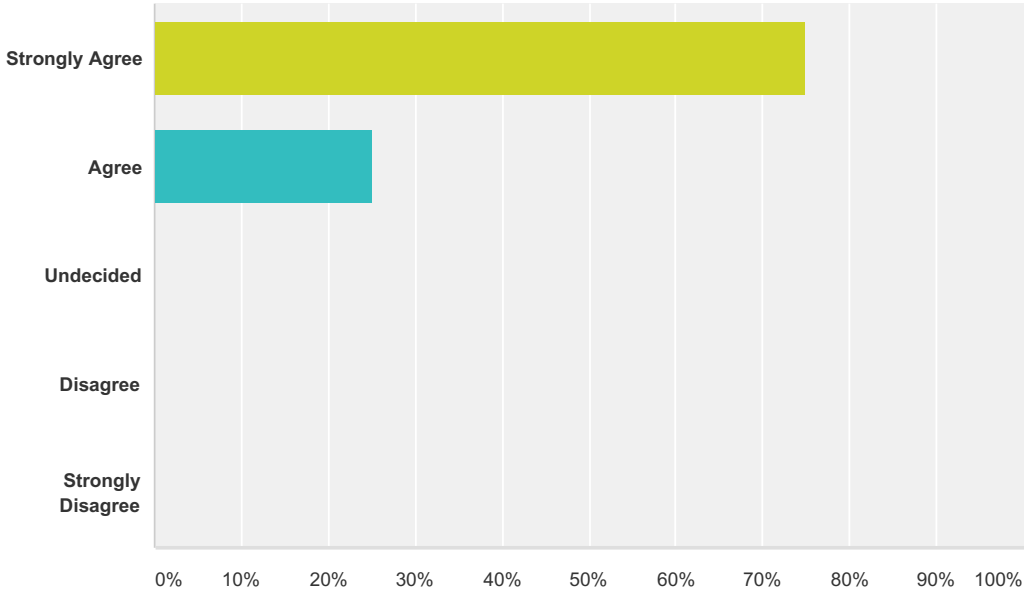
Answered: 4 Skipped: 0



Answer Choices	Responses	
Strongly Agree	**100.00%**	4
Agree	**0.00%**	0
Undecided	**0.00%**	0
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**4**

Q29 It is important to me to have job security.

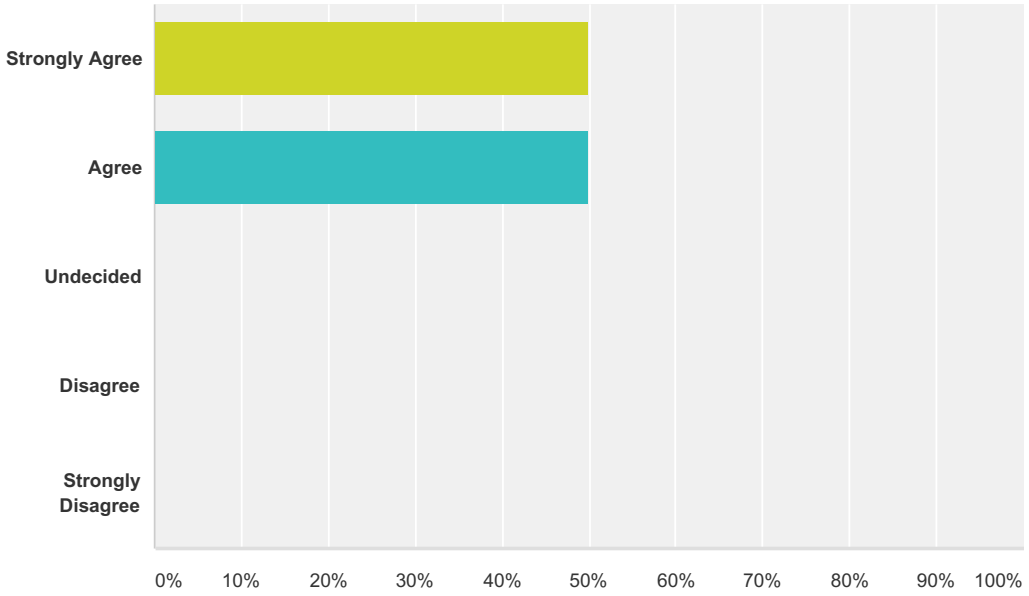
Answered: 4 Skipped: 0



Answer Choices	Responses	
Strongly Agree	**75.00%**	3
Agree	**25.00%**	1
Undecided	**0.00%**	0
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**4**

Q30 It is important to me to have the flexibility to move within Army organizations while maintaining my current benefits (i.e. pay grade, time in service, accrued leave, retirement benefits).

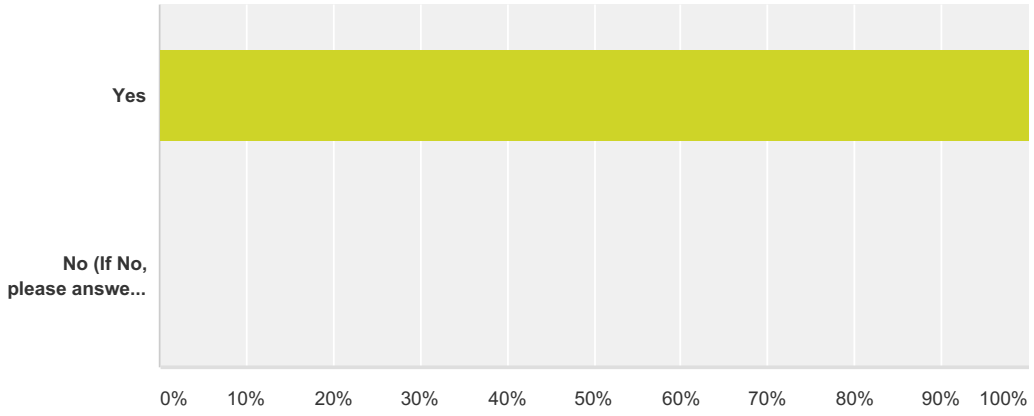
Answered: 4 Skipped: 0



Answer Choices	Responses	
Strongly Agree	**50.00%**	2
Agree	**50.00%**	2
Undecided	**0.00%**	0
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**4**

Q31 Are you satisfied with the opportunities for advancement and promotion within Government Service?

Answered: 4 Skipped: 0



Answer Choices	Responses	
Yes	**100.00%**	4
No (If No, please answer Q32)	**0.00%**	0
Total		**4**

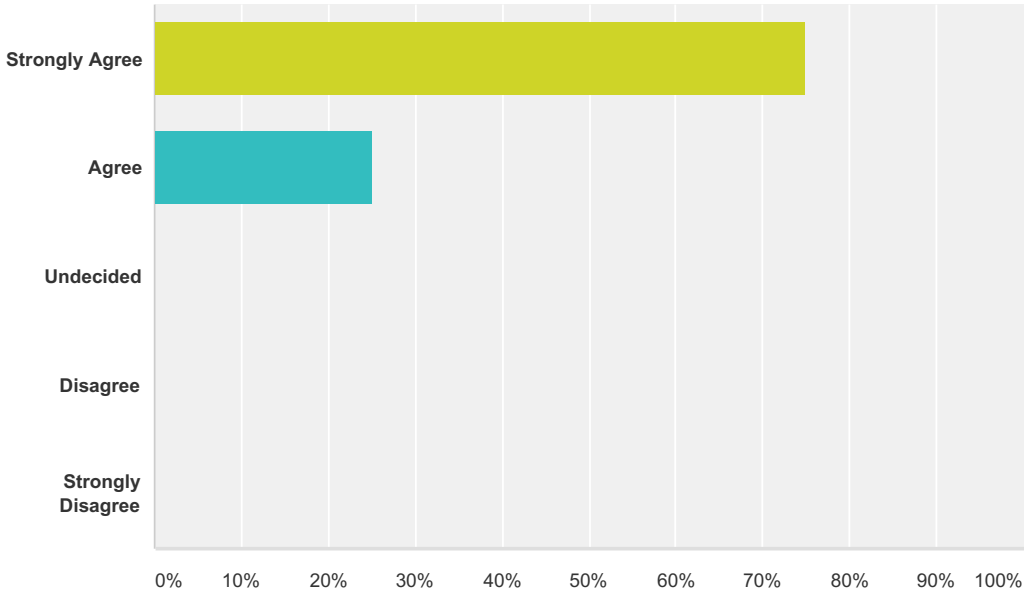
Q32 If not satisfied (Q31), what would make you satisfied?

Answered: 0 Skipped: 4

#	Responses	Date
	There are no responses.	

Q33 I am more likely to remain an Army Civilian rather than leave for opportunities in industry.

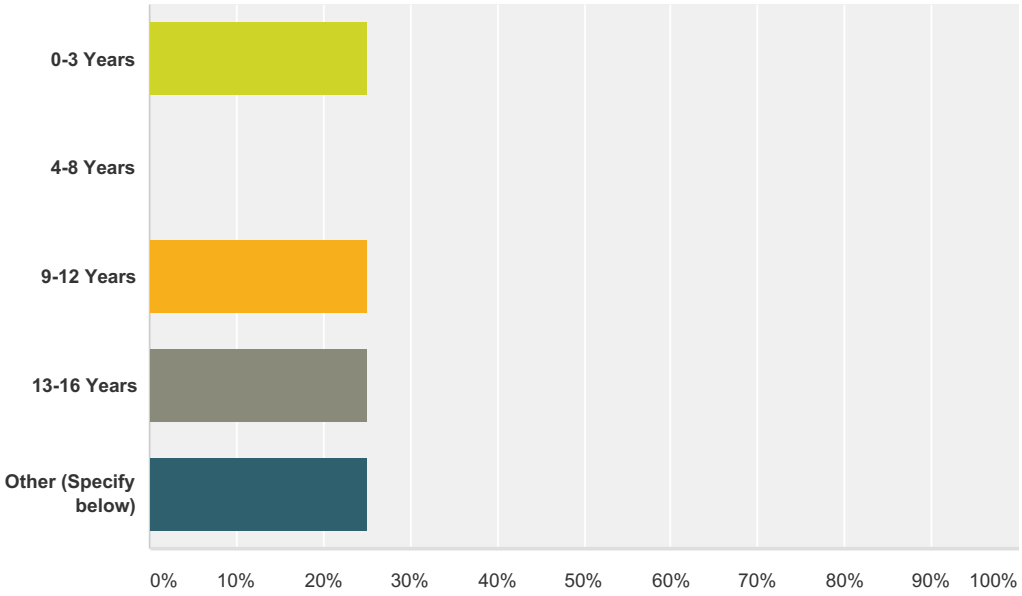
Answered: 4 Skipped: 0



Answer Choices	Responses	
Strongly Agree	**75.00%**	3
Agree	**25.00%**	1
Undecided	**0.00%**	0
Disagree	**0.00%**	0
Strongly Disagree	**0.00%**	0
Total		**4**

Q34 I currently plan to remain in Government service for the following time frame (select best option).

Answered: 4 Skipped: 0



Answer Choices	Responses	
0-3 Years	**25.00%**	1
4-8 Years	**0.00%**	0
9-12 Years	**25.00%**	1
13-16 Years	**25.00%**	1
Other (Specify below)	**25.00%**	1
Total		**4**

#	If Other selected, please comment here.	Date
1	I plan to make a career out of it.	5/3/2016 2:37 PM

Q35 Please provide additional comments on what is important to your job satisfaction and retaining you as an Army Acquisition GS engineer.

Answered: 2 Skipped: 2

#	Responses	Date
1	Retirement benefits are excellent including availability of pension. CSRS has excellent pension but FERS employees also get pension in addition to Thrift Savings.	5/10/2016 10:26 AM
2	We should have a beer fridge.	5/3/2016 2:37 PM

Motivation Factors to Retaining The Next Generational Workforce v2.0

Demographic Information

1. Are you male or female?

- ◯ Male
- ◯ Female

Work Experience and Recognition

2. I am satisfied with the organization at the present time.

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

3. Receiving supervisor feedback on job performance is important to me.

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strong Disagree

4. What is your choice of recognition? (Select all that apply)

- ☐ Time-off award
- ☐ Cash bonus
- ☐ Commander's coin
- ☐ Letter of Commendation
- ☐ Other (please comment below)

Other (please specify)

5. What changes would you like to see that incentivize the workforce within your organization?

6. When first hired, were you formally assigned or offered a mentor? (If No, Skip Q7 and Q8, Go to Q9)

- ◯ Yes
- ◯ No

7. My mentor was a valuable resource for getting me oriented during my first year of Government service.

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

8. Did they influence you to remain in your Army (job) position?

- ◯ Yes
- ◯ No

9. My current pay scale is satisfactory in relation to my job requirements.

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

Workforce Empowerment and Task Assignments

10. My work assignments are interesting and challenging.

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

11. I am satisfied with the amount of engineering work I am given.

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

12. My supervisor trusts me to complete my work accurately and on time with the appropriate amount of supervision.

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

13. When given ownership of tasks, I am more satisfied with my job.

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

Professional Development/Continuing Education

14. Having professional development opportunities available to me is an important factor for me to stay an Army civilian.

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

15. Please select which developmental programs are of interest. (Select all that apply)

- ☐ Formal Mentorships
- ☐ Leadership Programs and Cohorts
- ☐ Lunch and Learns
- ☐ Rotational Assignments
- ☐ Technical Certifications
- ☐ Advanced Degree (Masters, PhD) Programs
- ☐ Other

Other Programs (please specify)

16. I am able to apply my engineering education within my job position.

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

Telework/Flex Work Schedule

17. Telework opportunities are an important consideration for me to stay an Army civilian.

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

18. I have the option to telework.

- ◯ Yes
- ◯ No

19. If No to question above (Q18 telework), why is it not provided to you?

20. A flexible work schedule (such as Alternative Work Schedule, flexible hours) is an important considerations for me to stay an Army civilian.

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

21. I am satisfied with the amount of annual and sick leave I accrue annually.

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

Technology/Resources Availability

22. Working for the U.S. Army and supporting the mission of National Defense is an important consideration to me to stay an Army Civilian.

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

23. It is important to me that my organization provides me access to the most modern capabilities including tools, resources and information technologies to do my job.

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

24. Provision of additional social media resources i.e. use of chat applications via wireless communication (Wi-Fi) devices increases my work efficiency.

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

25. What other technologies or resources would you like to see being used in your Army job? (e.g. telecommunications devices: Blackberry, iPhone, Android Smartphones, etc.)

Suggestion 1

Suggestion 2

Suggestion 3

Suggestion 4

26. Rank your preferences for general communication.

- Face-to-face
- Telephonically
- Email Messaging
- Mobile Phone Text
- Video teleconference (VTC)
- Online web conference (Webinar)
- Social media applications (Apps)

Additional Factors in Retaining You as an Army GS Acquisition Engineering Employee

27. It is important to me when choosing a career to remain a close distance to family, friends, and other close relationships.

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

28. It is important to me to have work life balance as a positive lifestyle choice.
(Work-life balance is a concept including proper prioritizing between "work" (career and ambition) and "lifestyle" (health, pleasure, leisure, family and spiritual development/meditation activities).

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

29. It is important to me to have job security.

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

30. It is important to me to have the flexibility to move within Army organizations while maintaining my current benefits (i.e. pay grade, time in service, accrued leave, retirement benefits).

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

31. Are you satisfied with the opportunities for advancement and promotion within Government Service?

- ◯ Yes
- ◯ No (If No, please answer Q32)

32. If not satisfied (Q31), what would make you satisfied?

33. I am more likely to remain an Army Civilian rather than leave for opportunities in industry.

- ◯ Strongly Agree
- ◯ Agree
- ◯ Undecided
- ◯ Disagree
- ◯ Strongly Disagree

34. I currently plan to remain in Government service for the following time frame (select best option).

- ◯ 0-3 Years
- ◯ 4-8 Years
- ◯ 9-12 Years
- ◯ 13-16 Years
- ◯ Other (Specify below)

If Other selected, please comment here.

35. Please provide additional comments on what is important to your job satisfaction and retaining you as an Army Acquisition GS engineer.