

## Overall Index Scores for Employee Satisfaction and Commitment

The overall index score measures the performance of agencies and agency subcomponents related to employee satisfaction and commitment.

### Agency Subcomponents

Rank	Agency	2011	2010	2009	2007	% Change
1	<a href="#">Department of Justice</a>	81.5	86.7	83.5	80.0	-5.90
2	<a href="#">Department of the Army</a>	80.4	85.9			-6.40
2	<a href="#">Department of Justice</a>	80.4	83.4	81.1	74.7	-3.50
2	<a href="#">National Aeronautics and Space Administration</a>	80.4	77.0	72.0	75.1	4.40
5	<a href="#">Department of Justice</a>	80.1	76.5	77.2	70.6	4.60
6	<a href="#">Department of the Treasury</a>	79.4	83.5	75.2	79.4	-5.00
7	<a href="#">Office of Personnel Management</a>	78.0	76.5	81.3	77.1	2.00
8	<a href="#">Environmental Protection Agency</a>	77.9	73.7	76.5	67.6	5.70
9	<a href="#">Environmental Protection Agency</a>	77.8	78.8	76.1	72.8	-1.20
10	<a href="#">Department of the Treasury</a>	77.2	80.6	78.7	71.8	-4.20
11	<a href="#">National Aeronautics and Space Administration</a>	77.1	79.5	74.5	67.1	-3.00
12	<a href="#">Department of Transportation</a>	76.1	75.2	70.4	71.9	1.30
13	<a href="#">National Aeronautics and Space Administration</a>	75.9	73.1	69.6	64.0	3.90
14	<a href="#">Environmental Protection Agency</a>	75.8	78.3	77.8	79.7	-3.20
15	<a href="#">Department of the Treasury</a>	75.4	85.0	69.0	84.4	-11.30
16	<a href="#">Department of the Treasury</a>	74.6	75.3	75.8	72.8	-1.10
17	<a href="#">Department of Justice</a>	74.3	79.3	78.2	73.8	-6.30
18	<a href="#">Department of Justice</a>	74.2	72.4	69.3	73.4	2.40
19	<a href="#">Department of Commerce</a>	74.1	69.6	64.3	57.2	6.60
20	<a href="#">Department of Health and Human Services</a>	73.5	72.4	62.1	56.4	1.50
21	<a href="#">National Aeronautics and Space Administration</a>	73.4	76.7	78.7	77.8	-4.30
22	<a href="#">Environmental Protection Agency</a>	73.3	72.7	74.0	68.9	0.80
23	<a href="#">Environmental Protection Agency</a>	73.2	72.9	66.7	64.1	0.50
23	<a href="#">National Aeronautics and Space Administration</a>	73.2	75.9	70.7	68.7	-3.50
25	<a href="#">Environmental Protection Agency</a>	73.1	75.6	73.3	77.2	-3.30
26	<a href="#">Department of Justice</a>	73.0	72.1	67.9	65.6	1.30
27	<a href="#">National Aeronautics and Space Administration</a>	72.2	74.8	69.4	78.3	-3.40
28	<a href="#">Environmental Protection Agency</a>	71.9	73.4	71.8	67.6	-2.10
29	<a href="#">Department of Education</a>	71.8	73.7	66.3	62.5	-2.50
29	<a href="#">Department of the Navy</a>	71.8	72.7	65.5	68.4	-1.20
31	<a href="#">Department of the Army</a>	71.7	70.9	70.5	70.9	1.10
32	<a href="#">National Aeronautics and Space Administration</a>	71.6	74.6	75.7	74.9	-4.10
33	<a href="#">Department of Veterans Affairs</a>	71.5	75.0	71.9	62.5	-4.60
34	<a href="#">Department of the Treasury</a>	71.4	68.0	77.9	75.3	5.00
35	<a href="#">Department of the Interior</a>	71.0	69.0	75.9	57.5	3.00
35	<a href="#">Office of Personnel Management</a>	71.0	72.7			-2.40
37	<a href="#">Department of the Army</a>	70.9	70.9			0.10
37	<a href="#">Department of Homeland Security</a>	70.9	69.9	70.9	68.6	1.40
37	<a href="#">Department of the Interior</a>	70.9	72.2	66.7	64.1	-1.70
37	<a href="#">Office of Personnel Management</a>	70.9	65.5	60.9	46.6	8.30
41	<a href="#">Department of Justice</a>	70.5	66.4	64.7	59.5	6.10
41	<a href="#">Department of the Navy</a>	70.5	74.0	64.7	63.5	-4.70
43	<a href="#">Department of the Army</a>	69.9	73.2	69.2		-4.40
43	<a href="#">Office of Personnel Management</a>	69.9	66.5	58.0		5.00
45	<a href="#">Environmental Protection Agency</a>	69.6	69.8	66.7	62.2	-0.20
46	<a href="#">Department of the Army</a>	69.5	71.8	65.4	63.3	-3.20
46	<a href="#">Department of the Navy</a>	69.5	68.1	65.1	59.4	2.00

48	<a href="#">General Services Administration</a>	69.4	68.3	64.1		1.60
49	<a href="#">National Aeronautics and Space Administration</a>	69.3	70.4	67.2	65.0	-1.70
49	<a href="#">Department of the Navy</a>	69.3	67.1	66.0	62.9	3.20
51	<a href="#">Environmental Protection Agency</a>	69.2	69.7	67.4	67.1	-0.80
52	<a href="#">Department of Agriculture</a>	69.1	68.5	66.7	67.8	0.90
52	<a href="#">Department of Justice</a>	69.1	69.0	73.7	71.4	0.20
54	<a href="#">Department of the Air Force</a>	69.0	72.7			-5.10
55	<a href="#">Department of the Army</a>	68.9	74.5	72.2	74.5	-7.60
55	<a href="#">General Services Administration</a>	68.9	71.3	69.2	69.5	-3.40
57	<a href="#">Department of Commerce</a>	68.5	73.3	74.1	71.7	-6.60
57	<a href="#">Department of Health and Human Services</a>	68.5	69.4	66.1	65.6	-1.30
57	<a href="#">Department of the Treasury</a>	68.5	56.5	54.1	51.8	21.20
60	<a href="#">Department of the Air Force</a>	68.3				0.00
61	<a href="#">Environmental Protection Agency</a>	68.2	68.6	73.6		-0.50
62	<a href="#">Department of the Navy</a>	68.0	64.5	60.7	59.3	5.50
63	<a href="#">Department of the Navy</a>	67.9	68.2	66.3	62.0	-0.50
64	<a href="#">Department of the Interior</a>	67.7	70.2	64.1	61.1	-3.50
65	<a href="#">Department of the Army</a>	67.6	67.7	65.7	64.7	-0.20
65	<a href="#">Department of the Treasury</a>	67.6	68.2	62.6	62.0	-0.80
67	<a href="#">Department of Justice</a>	67.5	69.3	64.2	58.6	-2.60
67	<a href="#">General Services Administration</a>	67.5	69.2			-2.50
69	<a href="#">Department of the Air Force</a>	67.4				0.00
69	<a href="#">Department of Agriculture</a>	67.4	67.3	63.8	60.5	0.20
71	<a href="#">Department of the Army</a>	67.3	65.2			3.30
72	<a href="#">Department of the Army</a>	67.2	69.3	65.0	68.0	-3.00
73	<a href="#">Department of Energy</a>	66.9	70.2	69.0	68.7	-4.70
73	<a href="#">Department of Health and Human Services</a>	66.9	67.6	65.5	64.5	-1.00
75	<a href="#">Department of Labor</a>	66.8				0.00
76	<a href="#">Department of the Navy</a>	66.7	67.7	65.7	61.9	-1.60
76	<a href="#">Department of Veterans Affairs</a>	66.7		65.3		0.00
78	<a href="#">Department of Justice</a>	66.6	63.1	62.9	61.8	5.50
79	<a href="#">Department of the Army</a>	66.5	67.2	65.2	67.2	-1.00
79	<a href="#">Department of Homeland Security</a>	66.5	68.9	69.5	68.0	-3.50
81	<a href="#">Department of the Air Force</a>	66.4	67.2	66.5	63.1	-1.30
81	<a href="#">Department of the Army</a>	66.4	63.0			5.40
81	<a href="#">Department of the Navy</a>	66.4	69.3	70.6	64.0	-4.20
84	<a href="#">Department of Transportation</a>	66.3	65.3	63.3	61.9	1.50
85	<a href="#">Department of Commerce</a>	66.2	68.4	69.8	67.8	-3.20
85	<a href="#">Department of Energy</a>	66.2	70.2	67.2	69.7	-5.60
85	<a href="#">National Aeronautics and Space Administration</a>	66.2	68.5	62.1	57.6	-3.40
88	<a href="#">Department of Agriculture</a>	66.1	65.8	68.8	67.3	0.50
88	<a href="#">Department of Defense</a>	66.1	69.2	62.9	62.1	-4.50
88	<a href="#">Department of Health and Human Services</a>	66.1	68.2	61.5	54.0	-3.10
91	<a href="#">Environmental Protection Agency</a>	66.0	65.7	70.2	61.0	0.30
91	<a href="#">Department of Homeland Security</a>	66.0	70.5	58.7	63.5	-6.40
93	<a href="#">Department of Labor</a>	65.9	68.9	66.3	64.7	-4.30
94	<a href="#">Department of Justice</a>	65.8	66.8	65.8	60.0	-1.40
94	<a href="#">Department of Homeland Security</a>	65.8	59.0	59.6	65.4	11.50
96	<a href="#">Environmental Protection Agency</a>	65.7	64.5	61.6	57.4	1.80
97	<a href="#">Environmental Protection Agency</a>	65.6	71.8	63.7	62.0	-8.70
98	<a href="#">Department of the Army</a>	65.5	60.0	63.6	60.4	9.10
98	<a href="#">Environmental Protection Agency</a>	65.5	69.3	67.3	65.9	-5.40
98	<a href="#">Environmental Protection Agency</a>	65.5	67.9	67.2	60.7	-3.50
101	<a href="#">Department of the Air Force</a>	65.4	65.6	65.6	65.7	-0.30
101	<a href="#">Department of Defense</a>	65.4	66.8	62.6	58.0	-2.10

103	<a href="#">Department of Health and Human Services</a>	65.3	61.8	57.6	53.6	5.60
103	<a href="#">Department of the Navy</a>	65.3	65.9	59.1	67.8	-0.90
105	<a href="#">National Aeronautics and Space Administration</a>	65.1	64.5	63.1	64.1	1.00
106	<a href="#">Department of the Air Force</a>	65.0	66.4	63.7	62.8	-2.00
107	<a href="#">Department of Agriculture</a>	64.9	71.9	69.5	70.6	-9.70
107	<a href="#">Department of Justice</a>	64.9	71.9	74.0	74.0	-9.70
107	<a href="#">Department of the Navy</a>	64.9	68.6	61.6	56.1	-5.40
110	<a href="#">Department of the Army</a>	64.8	59.7	64.7	68.0	8.50
110	<a href="#">Department of Commerce</a>	64.8	69.4	65.7	63.6	-6.50
110	<a href="#">Department of the Navy</a>	64.8	63.6	61.9	62.9	1.80
113	<a href="#">Department of the Navy</a>	64.6	65.3	67.9	59.8	-1.00
114	<a href="#">Environmental Protection Agency</a>	64.4	64.6	67.0	66.9	-0.40
115	<a href="#">Department of the Air Force</a>	64.3	65.7	56.6	62.7	-2.10
115	<a href="#">Department of Agriculture</a>	64.3	65.8	58.2	57.8	-2.20
115	<a href="#">Department of Defense</a>	64.3	65.5	62.6	60.7	-1.90
118	<a href="#">Department of Agriculture</a>	64.0	64.0	60.5	63.6	-0.10
118	<a href="#">Department of the Army</a>	64.0	68.6	58.2	59.8	-6.70
118	<a href="#">Department of Justice</a>	64.0	65.1	59.6	65.2	-1.70
118	<a href="#">General Services Administration</a>	64.0	62.5	65.1	65.9	2.50
122	<a href="#">Department of Veterans Affairs</a>	63.9	63.5	66.4	73.4	0.60
123	<a href="#">Department of Veterans Affairs</a>	63.8	63.7	66.1	61.9	0.20
124	<a href="#">Department of Justice</a>	63.7	67.6	65.5	58.3	-5.80
124	<a href="#">Department of Justice</a>	63.7	64.6	66.6	61.6	-1.30
124	<a href="#">Environmental Protection Agency</a>	63.7	60.7	62.0	61.9	4.90
127	<a href="#">Department of Health and Human Services</a>	63.6	69.3	63.1	57.4	-8.20
127	<a href="#">Department of the Navy</a>	63.6	63.1	61.6	63.3	0.90
129	<a href="#">Environmental Protection Agency</a>	63.5	65.3	64.3	64.8	-2.80
130	<a href="#">Department of the Air Force</a>	63.3	68.0	66.5	65.5	-7.00
130	<a href="#">Department of the Army</a>	63.3	58.6			8.00
130	<a href="#">Department of the Navy</a>	63.3	64.6	58.1	61.9	-1.90
130	<a href="#">Department of the Navy</a>	63.3	65.5	60.6	54.4	-3.40
130	<a href="#">Department of the Treasury</a>	63.3	68.5	68.4	64.8	-7.70
135	<a href="#">Department of the Air Force</a>	63.2	67.9	68.0	67.7	-7.00
136	<a href="#">Department of Housing and Urban Development</a>	63.1				0.00
137	<a href="#">Department of Defense</a>	63.0	66.7	62.0	64.3	-5.50
137	<a href="#">Department of Homeland Security</a>	63.0	66.2	66.9	59.5	-4.80
139	<a href="#">Office of Personnel Management</a>	62.9	62.6			0.50
140	<a href="#">Department of Housing and Urban Development</a>	62.8				0.00
141	<a href="#">Department of Labor</a>	62.7	63.2	59.1	63.8	-0.80
142	<a href="#">Department of Justice</a>	62.6	63.5	63.0	64.6	-1.40
142	<a href="#">Department of the Treasury</a>	62.6	64.6	67.3	68.8	-3.00
144	<a href="#">Department of the Air Force</a>	62.5	66.2	66.1	66.8	-5.60
145	<a href="#">Department of Labor</a>	62.4	63.2	64.6	60.9	-1.20
145	<a href="#">Department of Homeland Security</a>	62.4	63.3	58.2	53.2	-1.50
147	<a href="#">Department of the Air Force</a>	62.3	67.1	64.4	69.0	-7.20
148	<a href="#">Department of the Air Force</a>	62.2	61.2	59.5	62.6	1.70
149	<a href="#">Environmental Protection Agency</a>	62.1	69.3	65.7	64.5	-10.40
149	<a href="#">Department of the Interior</a>	62.1	64.5	58.8	58.4	-3.70
149	<a href="#">Department of the Navy</a>	62.1	65.5			-5.20
152	<a href="#">Department of the Air Force</a>	62.0	63.4	61.6	61.4	-2.10
153	<a href="#">Department of Agriculture</a>	61.9	63.8	68.1		-3.00
154	<a href="#">Department of the Air Force</a>	61.7	58.2	57.2	61.8	6.10
154	<a href="#">Department of Agriculture</a>	61.7	65.3	65.8	60.8	-5.40
154	<a href="#">Department of Labor</a>	61.7	67.0		66.1	-8.00
154	<a href="#">Department of Education</a>	61.7	61.7			0.10

154	<a href="#">Department of the Interior</a>	61.7	57.8			6.70
159	<a href="#">Department of Justice</a>	61.6	63.5	49.1	57.8	-3.00
159	<a href="#">Department of Health and Human Services</a>	61.6	59.1	54.0	55.1	4.30
161	<a href="#">Department of the Interior</a>	61.3	56.3	53.5	44.5	8.90
162	<a href="#">Department of the Interior</a>	61.2	63.1	61.0	58.4	-3.00
163	<a href="#">Department of the Interior</a>	61.0	63.7	59.8	58.2	-4.30
163	<a href="#">Department of the Interior</a>	61.0	67.3	62.4	61.9	-9.30
165	<a href="#">Department of the Army</a>	60.9	64.6	65.8	67.2	-5.60
165	<a href="#">Department of Energy</a>	60.9				0.00
165	<a href="#">Department of Veterans Affairs</a>	60.9				0.00
168	<a href="#">Department of the Interior</a>	60.8	58.6	55.8	47.2	3.70
169	<a href="#">Department of the Army</a>	60.6	65.0	61.5	67.0	-6.80
169	<a href="#">Department of the Treasury</a>	60.6	75.8	69.4	53.4	-19.90
171	<a href="#">Department of Agriculture</a>	60.4	54.7	55.4	54.8	10.40
172	<a href="#">Department of Agriculture</a>	60.3	61.1	59.5	60.1	-1.30
173	<a href="#">Department of Agriculture</a>	60.2	60.1	62.1	59.4	0.20
174	<a href="#">Department of Commerce</a>	60.0	60.3	57.4	59.6	-0.50
174	<a href="#">Department of the Treasury</a>	60.0	51.5	54.5	59.3	16.60
176	<a href="#">Department of Agriculture</a>	59.8	56.4	55.5	50.9	6.00
177	<a href="#">Department of the Air Force</a>	59.4	60.4	61.2	62.1	-1.60
178	<a href="#">Department of Defense</a>	59.3	61.7	63.1	61.5	-3.80
178	<a href="#">Department of Justice</a>	59.3	74.7	76.3	73.7	-20.70
178	<a href="#">Department of Energy</a>	59.3	61.4	63.4	61.0	-3.50
178	<a href="#">Department of Housing and Urban Development</a>	59.3			52.9	0.00
182	<a href="#">Department of Agriculture</a>	58.9	61.9	62.0		-4.80
183	<a href="#">Department of Labor</a>	58.8				0.00
183	<a href="#">Department of Education</a>	58.8	59.5	59.3	52.3	-1.20
185	<a href="#">Department of Education</a>	58.7	54.3	54.3	50.3	8.10
186	<a href="#">Department of the Army</a>	58.6	60.4	57.3	58.9	-2.90
186	<a href="#">Department of Defense</a>	58.6	62.0			-5.40
186	<a href="#">Department of Defense</a>	58.6	62.3	57.9	62.3	-6.00
189	<a href="#">Department of Housing and Urban Development</a>	58.3				0.00
189	<a href="#">Department of the Interior</a>	58.3	59.9			-2.60
191	<a href="#">Department of Defense</a>	58.2	61.6	50.9	49.8	-5.50
191	<a href="#">Department of Labor</a>	58.2	62.9	65.3	63.9	-7.50
191	<a href="#">Department of Housing and Urban Development</a>	58.2				0.00
194	<a href="#">Department of Agriculture</a>	58.1	56.3	53.3	59.9	3.20
194	<a href="#">Department of the Army</a>	58.1	64.4	64.6	64.2	-9.70
194	<a href="#">Department of the Army</a>	58.1	55.4	56.8	56.2	4.70
197	<a href="#">Department of Defense</a>	57.9	59.4	59.7	57.3	-2.50
198	<a href="#">Department of Defense</a>	57.8	57.7	54.0	61.1	0.20
199	<a href="#">Department of Health and Human Services</a>	57.7	62.6	63.5	56.6	-7.70
200	<a href="#">Department of Justice</a>	57.6	57.8	54.6	57.2	-0.30
200	<a href="#">Department of Transportation</a>	57.6	58.9	49.4	50.3	-2.20
202	<a href="#">Department of the Interior</a>	57.3	66.9	63.8	63.2	-14.30
202	<a href="#">Department of the Navy</a>	57.3	59.3	59.2	56.4	-3.20
204	<a href="#">Environmental Protection Agency</a>	57.0	65.0	66.0	63.1	-12.20
205	<a href="#">Department of the Army</a>	56.9	57.8	65.2	64.2	-1.50
205	<a href="#">Department of the Navy</a>	56.9	52.9			7.60
207	<a href="#">Department of Defense</a>	56.7	61.6	63.6	60.7	-7.90
208	<a href="#">Department of the Army</a>	56.5	54.0	63.1	60.6	4.70
209	<a href="#">Department of Health and Human Services</a>	56.4	60.0	60.9	63.2	-5.90
209	<a href="#">Department of Housing and Urban Development</a>	56.4				0.00
211	<a href="#">Department of Commerce</a>	56.2	58.2	56.2	52.7	-3.40
212	<a href="#">Department of the Army</a>	56.1	56.1	65.6		0.10

212	<a href="#">Department of Education</a>	56.1	60.6	57.7	57.0	-7.50
214	<a href="#">Department of Labor</a>	55.9				0.00
215	<a href="#">Department of Housing and Urban Development</a>	55.6				0.00
216	<a href="#">Department of Education</a>	54.8	52.8	51.5	48.3	3.80
217	<a href="#">Department of the Treasury</a>	54.6	57.8	49.8	51.6	-5.50
218	<a href="#">Department of Housing and Urban Development</a>	54.5				0.00
219	<a href="#">Department of Health and Human Services</a>	53.8	60.9	61.3	63.6	-11.70
220	<a href="#">Department of Housing and Urban Development</a>	53.7				0.00
221	<a href="#">Department of Agriculture</a>	53.0	49.9	58.8	46.5	6.10
222	<a href="#">Department of Homeland Security</a>	52.5	54.7	54.5	46.7	-3.90
223	<a href="#">Department of Labor</a>	52.4	57.7	61.4	58.1	-9.20
224	<a href="#">Department of Homeland Security</a>	52.3	57.4	52.3		-8.80
225	<a href="#">Department of Energy</a>	52.2	50.7	58.6	53.7	3.00
226	<a href="#">Department of Health and Human Services</a>	51.9	53.1	60.9	41.9	-2.30
227	<a href="#">Department of Energy</a>	51.8	58.0	59.8	55.2	-10.80
228	<a href="#">Department of Defense</a>	51.4	49.5			3.90
229	<a href="#">Department of Defense</a>	50.3				0.00
230	<a href="#">Department of Labor</a>	49.0	53.5	54.0	56.6	-8.40
231	<a href="#">Department of Homeland Security</a>	48.3	55.9	51.1	47.5	-13.70
232	<a href="#">Department of Homeland Security</a>	48.0	51.3	49.7	40.6	-6.40
233	<a href="#">Department of Agriculture</a>	47.7	52.7	59.9	63.5	-9.60
234	<a href="#">Department of Education</a>	47.6	54.2	56.1		-12.10
235	<a href="#">Department of Housing and Urban Development</a>	47.1				0.00
236	<a href="#">Office of Personnel Management</a>	47.0	53.4	61.5	56.8	-12.00
237	<a href="#">Department of Labor</a>	45.5				0.00
238	<a href="#">Department of Homeland Security</a>	41.0	59.1	61.3	32.6	-30.60
239	<a href="#">Department of Education</a>	39.7	32.9	39.3	38.0	20.80
240	<a href="#">Department of Housing and Urban Development</a>	37.0				0.00
	<a href="#">All Department of Defense</a>	64.3	65.4	63.6	62.9	-1.70