

2011 Employee Satisfaction & Engagement Survey and Human Resources Client Satisfaction Survey

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INTRODUCTION

At the 2004 Annual Public Service Commissioner's conference, measuring employee satisfaction and engagement was raised as a challenge for public sector organizations. While many governments conduct their own surveys, there had never been a tool to compare employee satisfaction and engagement across all jurisdictions. To address this data gap, each jurisdiction agreed to conduct an employee satisfaction and engagement survey using a common set of questions.

The survey questions and their order were originally designed by a project team including public service representatives from Alberta, British Columbia, Saskatchewan, Ontario, Nova Scotia and the federal government. Currently, the federal government and all provincial and territorial governments (except Quebec, Saskatchewan and Nunavut) are participating in the survey and the provincial/territorial results are reported through the Employee Engagement Interjurisdictional Team.

This report begins with a brief description of the methodology, followed by an overview of the results and a comparison to previous years. Detailed crosstabulations from the employee satisfaction survey and the client satisfaction survey are found in Appendix A and Appendix B, respectively.

METHODOLOGY

In February 2011, the NWT Bureau of Statistics conducted the Employee Satisfaction & Engagement Survey on behalf of the Department of Human Resources. The survey also included questions related to client satisfaction with the services offered by the Department of Human Resources. Results from this section will be used to assess the progress of their strategic plan.

E-mail messages with a link to the on-line survey were sent out to all employees of the Government of the Northwest Territories (GNWT) and its boards and agencies and paper copies of the questionnaire were sent by regular mail to those employees without e-mail addresses. Some positions were excluded from the survey as it was deemed that they follow neither the same organizational structure nor the same HR practices; as a result, Members of the Legislative Assembly, Judges, Doctors, Interpreters and casual employees were not included in the survey frame. Employees on long term disability or extended leave past March 31, 2011 were also excluded from the survey frame. Overall, nearly 2,100 employees responded to the survey representing a response rate of approximately 48%; the data was not weighted to the population and as a result, the tables found in this report only reflect the answers of the respondents.

For more information regarding the survey design or methodology, please contact the NWT Bureau of Statistics at 867-873-7147.

OVERVIEW OF RESULTS

Table A: Summary of 2011 Employee Satisfaction & Engagement Survey

| | Agree or Strongly Agree | Undecided | Disagree or Strongly Disagree |
|---|-------------------------|-----------|-------------------------------|
| | (%) | (%) | (%) |
| I have positive working relationships with my co-workers. | 88.8 | 6.8 | 4.2 |
| I have support at work to provide a high level of service. | 71.3 | 13.0 | 15.2 |
| My job is a good fit with my skills and interests. | 87.6 | 6.6 | 5.4 |
| I have support at work to balance my work and personal life. | 71.0 | 15.9 | 12.9 |
| I am satisfied with the quality of supervision I receive. | 70.2 | 13.1 | 16.1 |
| I have confidence in the senior leadership of my department. | 59.5 | 17.6 | 22.5 |
| Essential information flows effectively from senior leadership to staff. | 48.9 | 20.9 | 29.7 |
| I know how my work contributes to the achievement of my department's goals. | 80.4 | 12.0 | 7.2 |
| My organization supports my work related learning and development. | 67.2 | 16.0 | 16.4 |
| I have opportunities to provide input into decisions that affect my work. | 68.7 | 13.8 | 16.9 |
| Innovation is valued in my work. | 64.3 | 19.8 | 15.4 |
| I receive meaningful recognition for work well done. | 56.4 | 19.9 | 22.9 |
| I have opportunities for career growth within the GNWT. | 50.4 | 24.9 | 24.0 |
| Overall, I am satisfied in my work as a GNWT employee. | 75.0 | 14.0 | 10.5 |
| I am satisfied with my department. | 66.8 | 16.9 | 15.8 |
| I am inspired to give my very best. | 68.4 | 16.3 | 14.5 |
| I would recommend the GNWT as a great place to work. | 70.5 | 19.4 | 9.5 |
| I would prefer to stay with the GNWT even if offered a similar job elsewhere. | 58.6 | 27.0 | 13.6 |
| I am proud to tell people I work for the GNWT. | 69.2 | 21.5 | 8.3 |

Table A: Summary of 2011 Employee Satisfaction & Engagement Survey Cont'd

| | Agree or Strongly Agree | Undecided | Disagree or Strongly Disagree |
|---|-------------------------|-----------|-------------------------------|
| Overall, people in the GNWT strive to improve its results. | 56.8 | 28.0 | 14.1 |
| My job gives me the chance to do challenging and interesting work. | 80.4 | 9.3 | 9.3 |
| I am satisfied with my workload. | 63.3 | 14.7 | 21.1 |
| I am satisfied with my physical workplace conditions. | 70.5 | 10.6 | 17.9 |
| Commitment to quality is a high priority in the GNWT. | 53.2 | 26.5 | 18.3 |
| I feel the GNWT promotes an inclusive public service where staff are treated equitably. | 49.2 | 22.2 | 26.8 |
| I am satisfied with the health and wellness programs that are available to me as a GNWT employee. | 60.2 | 24.6 | 13.4 |
| I am satisfied with the safety measures that are in place in the GNWT. | 66.1 | 21.6 | 10.2 |
| The GNWT promotes cross-cultural awareness opportunities for employees. | 50.2 | 26.6 | 21.0 |
| The GNWT provides adequate sensitivity training with regards to people with disabilities in the workplace. | 35.2 | 37.9 | 24.7 |
| The GNWT has adequate reward programs in place to help celebrate and acknowledge individual and team efforts. | 36.4 | 29.1 | 32.3 |
| Overall, I feel valued as a GNWT employee. | 56.0 | 22.9 | 19.3 |

Table A summarizes the 2011 results of the employee satisfaction and engagement survey. As in previous years, many respondents agreed or strongly agreed with the majority of the statements, most notably, nearly 89% of GNWT employees felt they had positive working relationships with their co-workers. Approximately 88% agreed or strongly agreed that their job was a good fit with their skills and interests. Slightly more than 80% knew how their work contributed to the achievement of departmental goals and felt that their job gave them the chance to do challenging and interesting work. Conversely, very few respondents were satisfied with rewards programs in place to help celebrate and acknowledge individual and team efforts and only 35% felt the GNWT provides adequate sensitivity training with regards to people with disabilities in the workplace. In addition, nearly 30% of respondents did not feel that essential information flowed from senior leadership to staff.

For 2011, one new question was added to the survey asking if GNWT employees felt valued. While 56% of respondents agreed or strongly agreed to feeling valued as a GNWT employee, approximately 23% were undecided and 19% did not feel valued.

For a good number of the other indicators of engagement and satisfaction, the results are generally positive, however, there is room for improvement; looking at the historical trends, where possible, yields a better understanding of some of the indicators and how they have changed over time.

Table B: Historical Comparison of Results

| | Percent Who Agree or Strongly Agree | | | |
|---|-------------------------------------|------|------|------|
| | 2006 | 2008 | 2010 | 2011 |
| | (%) | (%) | (%) | (%) |
| I have positive working relationships with my co-workers. | 86.9 | 87.8 | 90.0 | 88.8 |
| I have support at work to provide a high level of service. | 61.2 | 61.5 | 72.4 | 71.3 |
| My job is a good fit with my skills and interests. | 85.2 | 86.1 | 88.2 | 87.6 |
| I have support at work to balance my work and personal life. | 64.9 | 63.2 | 70.2 | 71.0 |
| I know how my work contributes to the achievement of my department's goals. | 87.5 | 86.5 | 82.9 | 80.4 |
| My organization supports my work related learning and development. | 68.2 | 66.9 | 71.7 | 67.2 |
| I have opportunities to provide input into decisions that affect my work.* | 68.1 | 66.8 | 68.5 | 68.7 |
| I receive meaningful recognition for work well done. | 52.8 | 54.4 | 57.7 | 56.4 |
| I have opportunities for career growth within the GNWT.* | 52.1 | 50.1 | 53.6 | 50.4 |
| I would recommend the GNWT as a great place to work.* | 54.6 | 53.0 | 70.2 | 70.5 |
| I would prefer to stay with the GNWT even if offered a similar job elsewhere.* | 48.4 | 49.1 | 56.6 | 58.6 |
| I am proud to tell people I work for the GNWT.* | 67.7 | 68.5 | 70.5 | 69.2 |
| Overall, people in the GNWT strive to improve its results.* | 61.4 | 59.5 | 58.5 | 56.8 |
| My job gives me the chance to do challenging and interesting work. | 79.5 | 78.4 | 81.9 | 80.4 |
| I am satisfied with my workload. | 58.6 | 60.7 | 65.0 | 63.3 |
| I am satisfied with my physical workplace conditions. | 66.5 | 67.2 | 71.4 | 70.5 |
| Commitment to quality is a high priority in the GNWT.* | 60.6 | 59.5 | 53.8 | 53.2 |
| I feel the GNWT promotes an inclusive public service where staff are treated equitably. | 52.5 | 51.3 | 50.4 | 49.2 |

*As a result of slight wording changes in the questions, 2010 and 2011 are not strictly comparable to previous years.

While some indicators have remained remarkably stable over the past 4 cycles of the survey, there have been improvements in some areas and declines in other areas. Since 2006, fewer respondents agreed or strongly agreed to indicators in areas pertaining to quality of work, people striving to improve results and promoting an inclusive public service. Although the proportion of respondents who knew how their work contributed to the achievement of departmental goals was quite high (80%), it has declined over the past 5 years from nearly 88%.

The percentage of respondents who felt they had support at work to provide a high level of service and support at work to balance work/personal life has increased since 2006. Consistently, GNWT respondents have had positive working relationships with their co-workers, think their job is a good fit with their skills and interests and feel that their job allows them the chance to do challenging and interesting work.

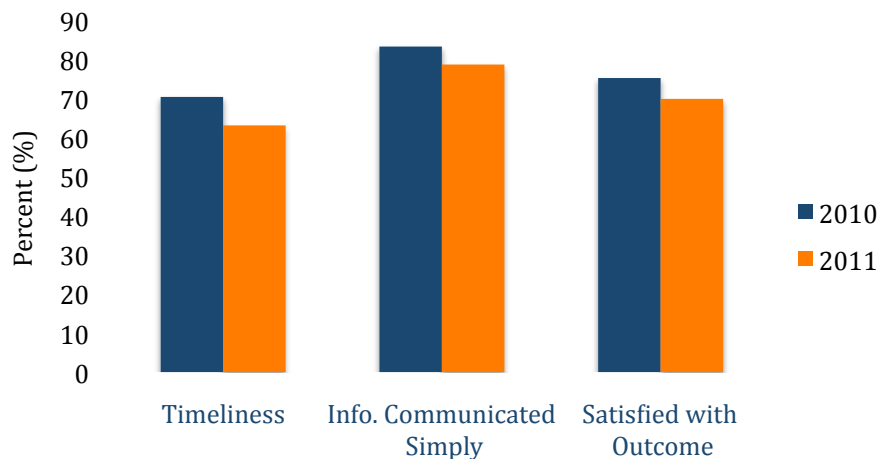
Department of Human Resources Client Satisfaction Survey

In addition to content regarding satisfaction and engagement with the GNWT, respondents were asked about their level of satisfaction with the services provided by the Department of Human Resources (HR). The questions were designed to gauge satisfaction with the tools used by HR such as their website, the HR helpdesk and PeopleSoft. For those employees who had contact with specific divisions within HR, it was an opportunity to comment on the quality of service they received. This was the second time the client satisfaction section was asked and results are comparable to the previous cycle.

Overall, 86% of respondents had used the HR website in the past 12 months. Similar to the 2010 results, of those who had used the website, the majority felt the website had the information they needed, however one in every four were not able to find the information easily. About 82% agreed or strongly agreed that the website is up-to-date. Almost all respondents had used Peoplesoft in the previous year, however, approximately 32% indicated they did not receive adequate PeopleSoft training and nearly 19% did not feel the information in PeopleSoft was accurate. Both these results are similar to those from the 2010 survey.

Compared with 2010, fewer respondents were satisfied with the helpdesk client satisfaction statements. The timeliness with which issues were addressed decreased from 70% in 2010 to 63% in 2011 and the communication of information in an easily understood manner declined from 83% to 79%. Over the past year, satisfaction with the way issues were addressed decreased from 75% to 70% in 2011. (Figure 1)

Figure 1 – Historical Comparison of Client Satisfaction with HR Helpdesk



Although respondents were primarily happy with the service provided by staff from benefits and payroll, their level of satisfaction declined slightly between 2010 and 2011. Results for medical travel/removal staff were quite consistent between the two years.

Only 41% of respondents agreed that the training courses offered through HR were related to the requirements of their job and a large proportion (27%) were not aware of any courses offered through HR. Similarly, a high proportion of respondents had never seen course summaries and had not registered for courses.

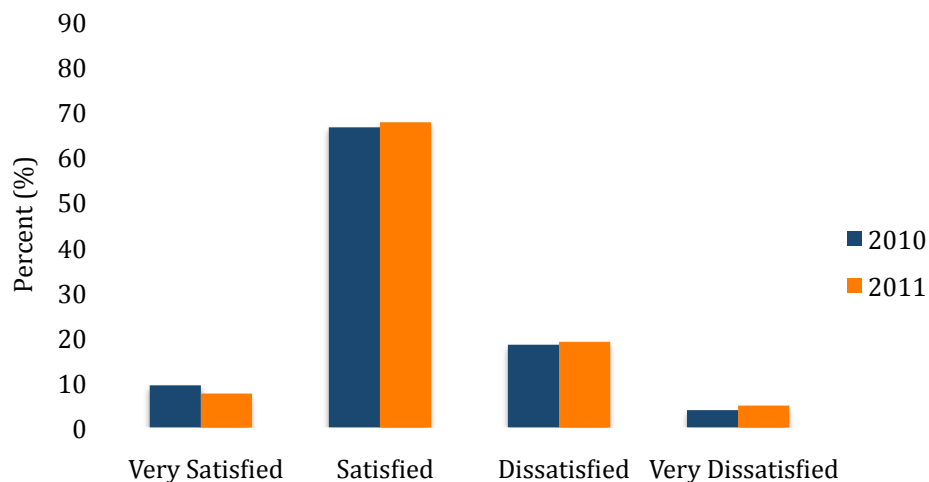
The survey also contained a section with questions specific to those who supervised others. Of the respondents who supervised others, the majority were satisfied with their contact with client service managers and recruitment unit staff. In fact, client satisfaction with recruitment unit staff improved over 2010 results (see Table C). For both job evaluation staff and labour relations staff, client satisfaction declined somewhat from 2010.

Table C: Supervisors' Client Satisfaction by HR Unit

| | % who Strongly Agree or Agree | | | | | | | |
|---------------------------------|-------------------------------|------|------------------------|------|----------------------|------|------------------------|------|
| | Client Service Managers | | Recruitment Unit Staff | | Job Evaluation Staff | | Labour Relations Staff | |
| | 2010 | 2011 | 2010 | 2011 | 2010 | 2011 | 2010 | 2011 |
| Responded in a timely manner | 81 | 80 | 74 | 79 | 62 | 53 | 78 | 74 |
| Information was understood | 88 | 89 | 82 | 88 | 76 | 66 | 85 | 79 |
| Satisfied with service provided | 79 | 81 | 65 | 73 | 63 | 54 | 72 | 64 |

Overall, nearly 75% of all respondents were satisfied or very satisfied with the services provided by HR, a slight decrease from 2010. (Figure 2)

Figure 2 – Overall Satisfaction with HR



The final question on the survey allowed respondents the opportunity to add any comments they would like to make related to HR. Over 450 employees commented in this section and most addressed at least two or three different issues. The comments were very similar in nature to those from the 2010 survey with the majority of comments related to the quality of service from HR and in particular, the length of time to get issues resolved or answers to questions. Many felt that the HR help desk was not helpful; specifically that the response times were unreasonable, the responses were not adequate and they would like to speak to a human about their HR issues. Both the time for recruitment and for job evaluation was considered to be unreasonable and there were comments indicating that both groups appeared to be overworked and understaffed.

Some employees who commented were quite happy with the training opportunities provided by the GNWT while others did not have the time to take training or were not approved for career development training. Others mentioned the difficulties faced in attending training because of travel restrictions. Respondents were interested in understanding their benefits and basic entitlements as well as pension and retirement calculations.

Finally, there were a number of positive comments related to the quality of service from HR and particularly that once they were able to contact the appropriate person, the answers were given speedily and accurately. Some indicated that the services have shown improvement and that HR is very helpful.

The full set of results for the Employee Satisfaction and Engagement Survey and the HR Client Satisfaction Survey may be found in Appendix A and Appendix B, respectively.

Appendix A

Table 1
Respondents by Nature of Working Relationship with Co-Workers
Government of the Northwest Territories, February 2011

| | "I have positive working relationships with my co-workers." | | | | | | | | | | | | | |
|-----------------------------|--|--------------|----------------|-------------|--------------|-------------|------------|------------|-----------|------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 756 | 36.0 | 1,108 | 52.8 | 143 | 6.8 | 66 | 3.1 | 22 | 1.0 | 3 | 0.1 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 267 | 38.6 | 369 | 53.4 | 33 | 4.8 | 16 | 2.3 | 6 | 0.9 | - | - |
| Female | 1,329 | 100.0 | 468 | 35.2 | 694 | 52.2 | 102 | 7.7 | 46 | 3.5 | 16 | 1.2 | 3 | 0.2 |
| Not Stated | 78 | 100.0 | 21 | 26.9 | 45 | 57.7 | 8 | 10.3 | 4 | 5.1 | - | - | - | - |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 68 | 35.8 | 102 | 53.7 | 15 | 7.9 | 5 | 2.6 | - | - | - | - |
| 30 - 39 Years | 511 | 100.0 | 178 | 34.8 | 288 | 56.4 | 22 | 4.3 | 14 | 2.7 | 8 | 1.6 | 1 | 0.2 |
| 40 - 49 Years | 593 | 100.0 | 214 | 36.1 | 316 | 53.3 | 36 | 6.1 | 20 | 3.4 | 7 | 1.2 | - | - |
| 50 - 59 Years | 610 | 100.0 | 221 | 36.2 | 303 | 49.7 | 57 | 9.3 | 20 | 3.3 | 7 | 1.1 | 2 | 0.3 |
| 60+ | 110 | 100.0 | 48 | 43.6 | 56 | 50.9 | 5 | 4.5 | 1 | 0.9 | - | - | - | - |
| Not Stated | 84 | 100.0 | 27 | 32.1 | 43 | 51.2 | 8 | 9.5 | 6 | 7.1 | - | - | - | - |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 148 | 40.1 | 191 | 51.8 | 14 | 3.8 | 14 | 3.8 | 2 | 0.5 | - | - |
| Administration | 408 | 100.0 | 145 | 35.5 | 211 | 51.7 | 31 | 7.6 | 13 | 3.2 | 8 | 2.0 | - | - |
| Technical or Professional | 880 | 100.0 | 317 | 36.0 | 475 | 54.0 | 54 | 6.1 | 23 | 2.6 | 9 | 1.0 | 2 | 0.2 |
| Other | 370 | 100.0 | 128 | 34.6 | 190 | 51.4 | 36 | 9.7 | 12 | 3.2 | 3 | 0.8 | 1 | 0.3 |
| Not Stated | 71 | 100.0 | 18 | 25.4 | 41 | 57.7 | 8 | 11.3 | 4 | 5.6 | - | - | - | - |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 61 | 41.5 | 69 | 46.9 | 9 | 6.1 | 6 | 4.1 | 1 | 0.7 | 1 | 0.7 |
| 1 - 4 Years | 496 | 100.0 | 172 | 34.7 | 260 | 52.4 | 47 | 9.5 | 12 | 2.4 | 4 | 0.8 | 1 | 0.2 |
| 5 - 10 Years | 511 | 100.0 | 177 | 34.6 | 282 | 55.2 | 30 | 5.9 | 13 | 2.5 | 8 | 1.6 | 1 | 0.2 |
| Over 10 Years | 871 | 100.0 | 324 | 37.2 | 456 | 52.4 | 51 | 5.9 | 31 | 3.6 | 9 | 1.0 | - | - |
| Not Stated | 73 | 100.0 | 22 | 30.1 | 41 | 56.2 | 6 | 8.2 | 4 | 5.5 | - | - | - | - |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 359 | 37.6 | 492 | 51.5 | 59 | 6.2 | 30 | 3.1 | 14 | 1.5 | 1 | 0.1 |
| Regional Offices | 824 | 100.0 | 288 | 35.0 | 445 | 54.0 | 58 | 7.0 | 24 | 2.9 | 8 | 1.0 | 1 | 0.1 |
| Not Stated | 319 | 100.0 | 109 | 34.2 | 171 | 53.6 | 26 | 8.2 | 12 | 3.8 | - | - | 1 | 0.3 |

Table 2
Respondents by Support to Provide High Level of Service
Government of the Northwest Territories, February 2011

| | "I have support at work to provide a high level of service." | | | | | | | | | | | | | |
|-----------------------------|---|--------------|----------------|-------------|--------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 469 | 22.4 | 1,026 | 48.9 | 272 | 13.0 | 249 | 11.9 | 70 | 3.3 | 12 | 0.6 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 157 | 22.7 | 354 | 51.2 | 79 | 11.4 | 78 | 11.3 | 20 | 2.9 | 3 | 0.4 |
| Female | 1,329 | 100.0 | 292 | 22.0 | 643 | 48.4 | 176 | 13.2 | 162 | 12.2 | 47 | 3.5 | 9 | 0.7 |
| Not Stated | 78 | 100.0 | 20 | 25.6 | 29 | 37.2 | 17 | 21.8 | 9 | 11.5 | 3 | 3.8 | - | - |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 48 | 25.3 | 93 | 48.9 | 24 | 12.6 | 18 | 9.5 | 6 | 3.2 | 1 | 0.5 |
| 30 - 39 Years | 511 | 100.0 | 104 | 20.4 | 246 | 48.1 | 72 | 14.1 | 68 | 13.3 | 19 | 3.7 | 2 | 0.4 |
| 40 - 49 Years | 593 | 100.0 | 141 | 23.8 | 297 | 50.1 | 74 | 12.5 | 59 | 9.9 | 20 | 3.4 | 2 | 0.3 |
| 50 - 59 Years | 610 | 100.0 | 126 | 20.7 | 294 | 48.2 | 78 | 12.8 | 86 | 14.1 | 19 | 3.1 | 7 | 1.1 |
| 60+ | 110 | 100.0 | 30 | 27.3 | 64 | 58.2 | 10 | 9.1 | 5 | 4.5 | 1 | 0.9 | - | - |
| Not Stated | 84 | 100.0 | 20 | 23.8 | 32 | 38.1 | 14 | 16.7 | 13 | 15.5 | 5 | 6.0 | - | - |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 75 | 20.3 | 195 | 52.8 | 40 | 10.8 | 49 | 13.3 | 10 | 2.7 | - | - |
| Administration | 408 | 100.0 | 110 | 27.0 | 189 | 46.3 | 49 | 12.0 | 42 | 10.3 | 13 | 3.2 | 5 | 1.2 |
| Technical or Professional | 880 | 100.0 | 193 | 21.9 | 430 | 48.9 | 115 | 13.1 | 106 | 12.0 | 34 | 3.9 | 2 | 0.2 |
| Other | 370 | 100.0 | 75 | 20.3 | 182 | 49.2 | 55 | 14.9 | 43 | 11.6 | 10 | 2.7 | 5 | 1.4 |
| Not Stated | 71 | 100.0 | 16 | 22.5 | 30 | 42.3 | 13 | 18.3 | 9 | 12.7 | 3 | 4.2 | - | - |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 46 | 31.3 | 60 | 40.8 | 17 | 11.6 | 18 | 12.2 | 5 | 3.4 | 1 | 0.7 |
| 1 - 4 Years | 496 | 100.0 | 110 | 22.2 | 241 | 48.6 | 70 | 14.1 | 52 | 10.5 | 21 | 4.2 | 2 | 0.4 |
| 5 - 10 Years | 511 | 100.0 | 118 | 23.1 | 246 | 48.1 | 66 | 12.9 | 63 | 12.3 | 15 | 2.9 | 3 | 0.6 |
| Over 10 Years | 871 | 100.0 | 177 | 20.3 | 450 | 51.7 | 107 | 12.3 | 105 | 12.1 | 26 | 3.0 | 6 | 0.7 |
| Not Stated | 73 | 100.0 | 18 | 24.7 | 29 | 39.7 | 12 | 16.4 | 11 | 15.1 | 3 | 4.1 | - | - |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 201 | 21.0 | 466 | 48.8 | 130 | 13.6 | 113 | 11.8 | 41 | 4.3 | 4 | 0.4 |
| Regional Offices | 824 | 100.0 | 193 | 23.4 | 410 | 49.8 | 98 | 11.9 | 96 | 11.7 | 23 | 2.8 | 4 | 0.5 |
| Not Stated | 319 | 100.0 | 75 | 23.5 | 150 | 47.0 | 44 | 13.8 | 40 | 12.5 | 6 | 1.9 | 4 | 1.3 |

Table 3
Respondents by Fit of Position with Skills & Interests
Government of the Northwest Territories, February 2011

| | "My job is a good fit with my skills and interests." | | | | | | | | | | | | | |
|-----------------------------|---|--------------|----------------|-------------|--------------|-------------|------------|------------|-----------|------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 800 | 38.1 | 1,038 | 49.5 | 138 | 6.6 | 85 | 4.1 | 29 | 1.4 | 8 | 0.4 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 266 | 38.5 | 348 | 50.4 | 36 | 5.2 | 27 | 3.9 | 14 | 2.0 | - | - |
| Female | 1,329 | 100.0 | 504 | 37.9 | 656 | 49.4 | 96 | 7.2 | 53 | 4.0 | 14 | 1.1 | 6 | 0.5 |
| Not Stated | 78 | 100.0 | 30 | 38.5 | 34 | 43.6 | 6 | 7.7 | 5 | 6.4 | 1 | 1.3 | 2 | 2.6 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 62 | 32.6 | 96 | 50.5 | 17 | 8.9 | 12 | 6.3 | 2 | 1.1 | 1 | 0.5 |
| 30 - 39 Years | 511 | 100.0 | 171 | 33.5 | 257 | 50.3 | 45 | 8.8 | 26 | 5.1 | 9 | 1.8 | 3 | 0.6 |
| 40 - 49 Years | 593 | 100.0 | 232 | 39.1 | 300 | 50.6 | 32 | 5.4 | 20 | 3.4 | 8 | 1.3 | 1 | 0.2 |
| 50 - 59 Years | 610 | 100.0 | 244 | 40.0 | 303 | 49.7 | 34 | 5.6 | 21 | 3.4 | 7 | 1.1 | 1 | 0.2 |
| 60+ | 110 | 100.0 | 57 | 51.8 | 46 | 41.8 | 4 | 3.6 | 1 | 0.9 | 2 | 1.8 | - | - |
| Not Stated | 84 | 100.0 | 34 | 40.5 | 36 | 42.9 | 6 | 7.1 | 5 | 6.0 | 1 | 1.2 | 2 | 2.4 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 149 | 40.4 | 193 | 52.3 | 17 | 4.6 | 6 | 1.6 | 2 | 0.5 | 2 | 0.5 |
| Administration | 408 | 100.0 | 143 | 35.0 | 190 | 46.6 | 39 | 9.6 | 28 | 6.9 | 8 | 2.0 | - | - |
| Technical or Professional | 880 | 100.0 | 359 | 40.8 | 435 | 49.4 | 40 | 4.5 | 30 | 3.4 | 13 | 1.5 | 3 | 0.3 |
| Other | 370 | 100.0 | 125 | 33.8 | 186 | 50.3 | 36 | 9.7 | 17 | 4.6 | 5 | 1.4 | 1 | 0.3 |
| Not Stated | 71 | 100.0 | 24 | 33.8 | 34 | 47.9 | 6 | 8.5 | 4 | 5.6 | 1 | 1.4 | 2 | 2.8 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 62 | 42.2 | 60 | 40.8 | 14 | 9.5 | 8 | 5.4 | 2 | 1.4 | 1 | 0.7 |
| 1 - 4 Years | 496 | 100.0 | 176 | 35.5 | 254 | 51.2 | 29 | 5.8 | 25 | 5.0 | 9 | 1.8 | 3 | 0.6 |
| 5 - 10 Years | 511 | 100.0 | 186 | 36.4 | 261 | 51.1 | 40 | 7.8 | 16 | 3.1 | 8 | 1.6 | - | - |
| Over 10 Years | 871 | 100.0 | 347 | 39.8 | 431 | 49.5 | 49 | 5.6 | 32 | 3.7 | 10 | 1.1 | 2 | 0.2 |
| Not Stated | 73 | 100.0 | 29 | 39.7 | 32 | 43.8 | 6 | 8.2 | 4 | 5.5 | - | - | 2 | 2.7 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 336 | 35.2 | 478 | 50.1 | 71 | 7.4 | 50 | 5.2 | 18 | 1.9 | 2 | 0.2 |
| Regional Offices | 824 | 100.0 | 345 | 41.9 | 390 | 47.3 | 53 | 6.4 | 26 | 3.2 | 8 | 1.0 | 2 | 0.2 |
| Not Stated | 319 | 100.0 | 119 | 37.3 | 170 | 53.3 | 14 | 4.4 | 9 | 2.8 | 3 | 0.9 | 4 | 1.3 |

Table 4
Respondents by Support to Balance Work & Personal Life
Government of the Northwest Territories, February 2011

| | "I have support at work to balance my work and personal life." | | | | | | | | | | | | | |
|-----------------------------|---|--------------|----------------|-------------|------------|-------------|------------|-------------|------------|------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 520 | 24.8 | 969 | 46.2 | 334 | 15.9 | 189 | 9.0 | 82 | 3.9 | 4 | 0.2 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 170 | 24.6 | 307 | 44.4 | 115 | 16.6 | 70 | 10.1 | 29 | 4.2 | - | - |
| Female | 1,329 | 100.0 | 332 | 25.0 | 630 | 47.4 | 202 | 15.2 | 111 | 8.4 | 50 | 3.8 | 4 | 0.3 |
| Not Stated | 78 | 100.0 | 18 | 23.1 | 32 | 41.0 | 17 | 21.8 | 8 | 10.3 | 3 | 3.8 | - | - |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 54 | 28.4 | 86 | 45.3 | 34 | 17.9 | 12 | 6.3 | 4 | 2.1 | - | - |
| 30 - 39 Years | 511 | 100.0 | 130 | 25.4 | 241 | 47.2 | 70 | 13.7 | 45 | 8.8 | 24 | 4.7 | 1 | 0.2 |
| 40 - 49 Years | 593 | 100.0 | 154 | 26.0 | 273 | 46.0 | 87 | 14.7 | 55 | 9.3 | 24 | 4.0 | - | - |
| 50 - 59 Years | 610 | 100.0 | 137 | 22.5 | 278 | 45.6 | 112 | 18.4 | 60 | 9.8 | 21 | 3.4 | 2 | 0.3 |
| 60+ | 110 | 100.0 | 28 | 25.5 | 58 | 52.7 | 13 | 11.8 | 8 | 7.3 | 2 | 1.8 | 1 | 0.9 |
| Not Stated | 84 | 100.0 | 17 | 20.2 | 33 | 39.3 | 18 | 21.4 | 9 | 10.7 | 7 | 8.3 | - | - |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 85 | 23.0 | 180 | 48.8 | 55 | 14.9 | 32 | 8.7 | 16 | 4.3 | 1 | 0.3 |
| Administration | 408 | 100.0 | 116 | 28.4 | 182 | 44.6 | 63 | 15.4 | 31 | 7.6 | 15 | 3.7 | 1 | 0.2 |
| Technical or Professional | 880 | 100.0 | 224 | 25.5 | 403 | 45.8 | 128 | 14.5 | 89 | 10.1 | 35 | 4.0 | 1 | 0.1 |
| Other | 370 | 100.0 | 81 | 21.9 | 176 | 47.6 | 71 | 19.2 | 29 | 7.8 | 12 | 3.2 | 1 | 0.3 |
| Not Stated | 71 | 100.0 | 14 | 19.7 | 28 | 39.4 | 17 | 23.9 | 8 | 11.3 | 4 | 5.6 | - | - |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 45 | 30.6 | 62 | 42.2 | 28 | 19.0 | 7 | 4.8 | 4 | 2.7 | 1 | 0.7 |
| 1 - 4 Years | 496 | 100.0 | 119 | 24.0 | 231 | 46.6 | 88 | 17.7 | 38 | 7.7 | 19 | 3.8 | 1 | 0.2 |
| 5 - 10 Years | 511 | 100.0 | 131 | 25.6 | 235 | 46.0 | 71 | 13.9 | 53 | 10.4 | 21 | 4.1 | - | - |
| Over 10 Years | 871 | 100.0 | 208 | 23.9 | 414 | 47.5 | 129 | 14.8 | 83 | 9.5 | 35 | 4.0 | 2 | 0.2 |
| Not Stated | 73 | 100.0 | 17 | 23.3 | 27 | 37.0 | 18 | 24.7 | 8 | 11.0 | 3 | 4.1 | - | - |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 263 | 27.5 | 446 | 46.7 | 125 | 13.1 | 83 | 8.7 | 38 | 4.0 | - | - |
| Regional Offices | 824 | 100.0 | 191 | 23.2 | 375 | 45.5 | 155 | 18.8 | 69 | 8.4 | 32 | 3.9 | 2 | 0.2 |
| Not Stated | 319 | 100.0 | 66 | 20.7 | 148 | 46.4 | 54 | 16.9 | 37 | 11.6 | 12 | 3.8 | 2 | 0.6 |

Table 5
Respondents by Satisfaction with Quality of Supervision
Government of the Northwest Territories, February 2011

| | "I am satisfied with the quality of supervision I receive." | | | | | | | | | | | | | |
|-----------------------------|--|--------------|----------------|-------------|------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 520 | 24.8 | 952 | 45.4 | 274 | 13.1 | 221 | 10.5 | 117 | 5.6 | 14 | 0.7 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 165 | 23.9 | 331 | 47.9 | 83 | 12.0 | 66 | 9.6 | 44 | 6.4 | 2 | 0.3 |
| Female | 1,329 | 100.0 | 337 | 25.4 | 589 | 44.3 | 181 | 13.6 | 148 | 11.1 | 63 | 4.7 | 11 | 0.8 |
| Not Stated | 78 | 100.0 | 18 | 23.1 | 32 | 41.0 | 10 | 12.8 | 7 | 9.0 | 10 | 12.8 | 1 | 1.3 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 53 | 27.9 | 85 | 44.7 | 32 | 16.8 | 18 | 9.5 | 2 | 1.1 | - | - |
| 30 - 39 Years | 511 | 100.0 | 116 | 22.7 | 226 | 44.2 | 74 | 14.5 | 59 | 11.5 | 34 | 6.7 | 2 | 0.4 |
| 40 - 49 Years | 593 | 100.0 | 147 | 24.8 | 288 | 48.6 | 62 | 10.5 | 63 | 10.6 | 32 | 5.4 | 1 | 0.2 |
| 50 - 59 Years | 610 | 100.0 | 153 | 25.1 | 266 | 43.6 | 82 | 13.4 | 67 | 11.0 | 34 | 5.6 | 8 | 1.3 |
| 60+ | 110 | 100.0 | 33 | 30.0 | 54 | 49.1 | 12 | 10.9 | 6 | 5.5 | 3 | 2.7 | 2 | 1.8 |
| Not Stated | 84 | 100.0 | 18 | 21.4 | 33 | 39.3 | 12 | 14.3 | 8 | 9.5 | 12 | 14.3 | 1 | 1.2 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 91 | 24.7 | 192 | 52.0 | 30 | 8.1 | 36 | 9.8 | 17 | 4.6 | 3 | 0.8 |
| Administration | 408 | 100.0 | 120 | 29.4 | 179 | 43.9 | 53 | 13.0 | 36 | 8.8 | 16 | 3.9 | 4 | 1.0 |
| Technical or Professional | 880 | 100.0 | 215 | 24.4 | 386 | 43.9 | 120 | 13.6 | 97 | 11.0 | 59 | 6.7 | 3 | 0.3 |
| Other | 370 | 100.0 | 78 | 21.1 | 168 | 45.4 | 61 | 16.5 | 45 | 12.2 | 15 | 4.1 | 3 | 0.8 |
| Not Stated | 71 | 100.0 | 16 | 22.5 | 27 | 38.0 | 10 | 14.1 | 7 | 9.9 | 10 | 14.1 | 1 | 1.4 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 50 | 34.0 | 58 | 39.5 | 22 | 15.0 | 8 | 5.4 | 8 | 5.4 | 1 | 0.7 |
| 1 - 4 Years | 496 | 100.0 | 116 | 23.4 | 234 | 47.2 | 61 | 12.3 | 56 | 11.3 | 27 | 5.4 | 2 | 0.4 |
| 5 - 10 Years | 511 | 100.0 | 135 | 26.4 | 224 | 43.8 | 70 | 13.7 | 50 | 9.8 | 27 | 5.3 | 5 | 1.0 |
| Over 10 Years | 871 | 100.0 | 203 | 23.3 | 408 | 46.8 | 111 | 12.7 | 101 | 11.6 | 43 | 4.9 | 5 | 0.6 |
| Not Stated | 73 | 100.0 | 16 | 21.9 | 28 | 38.4 | 10 | 13.7 | 6 | 8.2 | 12 | 16.4 | 1 | 1.4 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 235 | 24.6 | 429 | 44.9 | 128 | 13.4 | 104 | 10.9 | 56 | 5.9 | 3 | 0.3 |
| Regional Offices | 824 | 100.0 | 204 | 24.8 | 376 | 45.6 | 105 | 12.7 | 90 | 10.9 | 41 | 5.0 | 8 | 1.0 |
| Not Stated | 319 | 100.0 | 81 | 25.4 | 147 | 46.1 | 41 | 12.9 | 27 | 8.5 | 20 | 6.3 | 3 | 0.9 |

Table 6
Respondents by Confidence in Senior Leadership
Government of the Northwest Territories, February 2011

| | "I have confidence in the senior leadership of my department." | | | | | | | | | | | | | |
|-----------------------------|---|--------------|----------------|-------------|------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 480 | 22.9 | 768 | 36.6 | 369 | 17.6 | 272 | 13.0 | 200 | 9.5 | 9 | 0.4 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 152 | 22.0 | 258 | 37.3 | 113 | 16.4 | 96 | 13.9 | 72 | 10.4 | - | - |
| Female | 1,329 | 100.0 | 309 | 23.3 | 481 | 36.2 | 246 | 18.5 | 167 | 12.6 | 117 | 8.8 | 9 | 0.7 |
| Not Stated | 78 | 100.0 | 19 | 24.4 | 29 | 37.2 | 10 | 12.8 | 9 | 11.5 | 11 | 14.1 | - | - |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 51 | 26.8 | 61 | 32.1 | 38 | 20.0 | 24 | 12.6 | 15 | 7.9 | 1 | 0.5 |
| 30 - 39 Years | 511 | 100.0 | 99 | 19.4 | 188 | 36.8 | 88 | 17.2 | 75 | 14.7 | 60 | 11.7 | 1 | 0.2 |
| 40 - 49 Years | 593 | 100.0 | 153 | 25.8 | 213 | 35.9 | 100 | 16.9 | 80 | 13.5 | 45 | 7.6 | 2 | 0.3 |
| 50 - 59 Years | 610 | 100.0 | 121 | 19.8 | 227 | 37.2 | 116 | 19.0 | 77 | 12.6 | 64 | 10.5 | 5 | 0.8 |
| 60+ | 110 | 100.0 | 36 | 32.7 | 47 | 42.7 | 17 | 15.5 | 6 | 5.5 | 4 | 3.6 | - | - |
| Not Stated | 84 | 100.0 | 20 | 23.8 | 32 | 38.1 | 10 | 11.9 | 10 | 11.9 | 12 | 14.3 | - | - |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 95 | 25.7 | 143 | 38.8 | 61 | 16.5 | 40 | 10.8 | 30 | 8.1 | - | - |
| Administration | 408 | 100.0 | 107 | 26.2 | 162 | 39.7 | 61 | 15.0 | 44 | 10.8 | 31 | 7.6 | 3 | 0.7 |
| Technical or Professional | 880 | 100.0 | 174 | 19.8 | 301 | 34.2 | 176 | 20.0 | 127 | 14.4 | 97 | 11.0 | 5 | 0.6 |
| Other | 370 | 100.0 | 88 | 23.8 | 135 | 36.5 | 62 | 16.8 | 51 | 13.8 | 33 | 8.9 | 1 | 0.3 |
| Not Stated | 71 | 100.0 | 16 | 22.5 | 27 | 38.0 | 9 | 12.7 | 10 | 14.1 | 9 | 12.7 | - | - |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 53 | 36.1 | 50 | 34.0 | 23 | 15.6 | 10 | 6.8 | 8 | 5.4 | 3 | 2.0 |
| 1 - 4 Years | 496 | 100.0 | 112 | 22.6 | 175 | 35.3 | 88 | 17.7 | 64 | 12.9 | 55 | 11.1 | 2 | 0.4 |
| 5 - 10 Years | 511 | 100.0 | 124 | 24.3 | 179 | 35.0 | 92 | 18.0 | 68 | 13.3 | 47 | 9.2 | 1 | 0.2 |
| Over 10 Years | 871 | 100.0 | 173 | 19.9 | 340 | 39.0 | 156 | 17.9 | 120 | 13.8 | 79 | 9.1 | 3 | 0.3 |
| Not Stated | 73 | 100.0 | 18 | 24.7 | 24 | 32.9 | 10 | 13.7 | 10 | 13.7 | 11 | 15.1 | - | - |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 208 | 21.8 | 344 | 36.0 | 176 | 18.4 | 126 | 13.2 | 97 | 10.2 | 4 | 0.4 |
| Regional Offices | 824 | 100.0 | 198 | 24.0 | 298 | 36.2 | 140 | 17.0 | 107 | 13.0 | 78 | 9.5 | 3 | 0.4 |
| Not Stated | 319 | 100.0 | 74 | 23.2 | 126 | 39.5 | 53 | 16.6 | 39 | 12.2 | 25 | 7.8 | 2 | 0.6 |

Table 7
Respondents by Satisfaction with Communication from Senior Leadership
Government of the Northwest Territories, February 2011

| | "Essential information flows effectively from senior leadership to staff." | | | | | | | | | | | | | |
|-----------------------------|--|--------------|----------------|-------------|------------|-------------|------------|-------------|------------|-------------|-------------------|-------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 279 | 13.3 | 746 | 35.6 | 438 | 20.9 | 375 | 17.9 | 248 | 11.8 | 12 | 0.6 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 95 | 13.7 | 261 | 37.8 | 136 | 19.7 | 119 | 17.2 | 79 | 11.4 | 1 | 0.1 |
| Female | 1,329 | 100.0 | 174 | 13.1 | 458 | 34.5 | 287 | 21.6 | 244 | 18.4 | 155 | 11.7 | 11 | 0.8 |
| Not Stated | 78 | 100.0 | 10 | 12.8 | 27 | 34.6 | 15 | 19.2 | 12 | 15.4 | 14 | 17.9 | - | - |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 29 | 15.3 | 63 | 33.2 | 49 | 25.8 | 32 | 16.8 | 15 | 7.9 | 2 | 1.1 |
| 30 - 39 Years | 511 | 100.0 | 50 | 9.8 | 178 | 34.8 | 113 | 22.1 | 97 | 19.0 | 71 | 13.9 | 2 | 0.4 |
| 40 - 49 Years | 593 | 100.0 | 90 | 15.2 | 222 | 37.4 | 107 | 18.0 | 102 | 17.2 | 70 | 11.8 | 2 | 0.3 |
| 50 - 59 Years | 610 | 100.0 | 82 | 13.4 | 201 | 33.0 | 131 | 21.5 | 119 | 19.5 | 72 | 11.8 | 5 | 0.8 |
| 60+ | 110 | 100.0 | 17 | 15.5 | 52 | 47.3 | 22 | 20.0 | 14 | 12.7 | 4 | 3.6 | 1 | 0.9 |
| Not Stated | 84 | 100.0 | 11 | 13.1 | 30 | 35.7 | 16 | 19.0 | 11 | 13.1 | 16 | 19.0 | - | - |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 53 | 14.4 | 145 | 39.3 | 65 | 17.6 | 65 | 17.6 | 39 | 10.6 | 2 | 0.5 |
| Administration | 408 | 100.0 | 64 | 15.7 | 147 | 36.0 | 85 | 20.8 | 63 | 15.4 | 46 | 11.3 | 3 | 0.7 |
| Technical or Professional | 880 | 100.0 | 94 | 10.7 | 299 | 34.0 | 192 | 21.8 | 178 | 20.2 | 112 | 12.7 | 5 | 0.6 |
| Other | 370 | 100.0 | 60 | 16.2 | 128 | 34.6 | 83 | 22.4 | 58 | 15.7 | 39 | 10.5 | 2 | 0.5 |
| Not Stated | 71 | 100.0 | 8 | 11.3 | 27 | 38.0 | 13 | 18.3 | 11 | 15.5 | 12 | 16.9 | - | - |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 27 | 18.4 | 58 | 39.5 | 33 | 22.4 | 15 | 10.2 | 12 | 8.2 | 2 | 1.4 |
| 1 - 4 Years | 496 | 100.0 | 72 | 14.5 | 173 | 34.9 | 105 | 21.2 | 80 | 16.1 | 64 | 12.9 | 2 | 0.4 |
| 5 - 10 Years | 511 | 100.0 | 74 | 14.5 | 181 | 35.4 | 97 | 19.0 | 90 | 17.6 | 66 | 12.9 | 3 | 0.6 |
| Over 10 Years | 871 | 100.0 | 98 | 11.3 | 307 | 35.2 | 192 | 22.0 | 178 | 20.4 | 91 | 10.4 | 5 | 0.6 |
| Not Stated | 73 | 100.0 | 8 | 11.0 | 27 | 37.0 | 11 | 15.1 | 12 | 16.4 | 15 | 20.5 | - | - |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 113 | 11.8 | 313 | 32.8 | 216 | 22.6 | 187 | 19.6 | 122 | 12.8 | 4 | 0.4 |
| Regional Offices | 824 | 100.0 | 115 | 14.0 | 315 | 38.2 | 154 | 18.7 | 135 | 16.4 | 98 | 11.9 | 7 | 0.8 |
| Not Stated | 319 | 100.0 | 51 | 16.0 | 118 | 37.0 | 68 | 21.3 | 53 | 16.6 | 28 | 8.8 | 1 | 0.3 |

Table 8
Respondents by Knowledge of Work Contributions to Departmental Goals
Government of the Northwest Territories, February 2011

| | "I know how my work contributes to the achievement of my department's goals." | | | | | | | | | | | | | |
|-----------------------------|--|--------------|----------------|-------------|--------------|-------------|------------|-------------|------------|------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 570 | 27.2 | 1,117 | 53.2 | 251 | 12.0 | 105 | 5.0 | 47 | 2.2 | 8 | 0.4 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 179 | 25.9 | 379 | 54.8 | 80 | 11.6 | 33 | 4.8 | 19 | 2.7 | 1 | 0.1 |
| Female | 1,329 | 100.0 | 375 | 28.2 | 697 | 52.4 | 162 | 12.2 | 64 | 4.8 | 24 | 1.8 | 7 | 0.5 |
| Not Stated | 78 | 100.0 | 16 | 20.5 | 41 | 52.6 | 9 | 11.5 | 8 | 10.3 | 4 | 5.1 | - | - |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 48 | 25.3 | 94 | 49.5 | 34 | 17.9 | 10 | 5.3 | 4 | 2.1 | - | - |
| 30 - 39 Years | 511 | 100.0 | 116 | 22.7 | 272 | 53.2 | 76 | 14.9 | 37 | 7.2 | 9 | 1.8 | 1 | 0.2 |
| 40 - 49 Years | 593 | 100.0 | 174 | 29.3 | 318 | 53.6 | 65 | 11.0 | 25 | 4.2 | 8 | 1.3 | 3 | 0.5 |
| 50 - 59 Years | 610 | 100.0 | 175 | 28.7 | 330 | 54.1 | 57 | 9.3 | 24 | 3.9 | 20 | 3.3 | 4 | 0.7 |
| 60+ | 110 | 100.0 | 39 | 35.5 | 59 | 53.6 | 9 | 8.2 | 1 | 0.9 | 2 | 1.8 | - | - |
| Not Stated | 84 | 100.0 | 18 | 21.4 | 44 | 52.4 | 10 | 11.9 | 8 | 9.5 | 4 | 4.8 | - | - |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 115 | 31.2 | 209 | 56.6 | 24 | 6.5 | 16 | 4.3 | 5 | 1.4 | - | - |
| Administration | 408 | 100.0 | 126 | 30.9 | 212 | 52.0 | 49 | 12.0 | 11 | 2.7 | 8 | 2.0 | 2 | 0.5 |
| Technical or Professional | 880 | 100.0 | 218 | 24.8 | 469 | 53.3 | 112 | 12.7 | 53 | 6.0 | 24 | 2.7 | 4 | 0.5 |
| Other | 370 | 100.0 | 97 | 26.2 | 189 | 51.1 | 58 | 15.7 | 17 | 4.6 | 7 | 1.9 | 2 | 0.5 |
| Not Stated | 71 | 100.0 | 14 | 19.7 | 38 | 53.5 | 8 | 11.3 | 8 | 11.3 | 3 | 4.2 | - | - |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 43 | 29.3 | 68 | 46.3 | 25 | 17.0 | 7 | 4.8 | 2 | 1.4 | 2 | 1.4 |
| 1 - 4 Years | 496 | 100.0 | 137 | 27.6 | 262 | 52.8 | 61 | 12.3 | 24 | 4.8 | 9 | 1.8 | 3 | 0.6 |
| 5 - 10 Years | 511 | 100.0 | 152 | 29.7 | 259 | 50.7 | 59 | 11.5 | 29 | 5.7 | 10 | 2.0 | 2 | 0.4 |
| Over 10 Years | 871 | 100.0 | 224 | 25.7 | 488 | 56.0 | 98 | 11.3 | 37 | 4.2 | 23 | 2.6 | 1 | 0.1 |
| Not Stated | 73 | 100.0 | 14 | 19.2 | 40 | 54.8 | 8 | 11.0 | 8 | 11.0 | 3 | 4.1 | - | - |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 243 | 25.4 | 503 | 52.7 | 132 | 13.8 | 53 | 5.5 | 23 | 2.4 | 1 | 0.1 |
| Regional Offices | 824 | 100.0 | 242 | 29.4 | 443 | 53.8 | 83 | 10.1 | 34 | 4.1 | 17 | 2.1 | 5 | 0.6 |
| Not Stated | 319 | 100.0 | 85 | 26.6 | 171 | 53.6 | 36 | 11.3 | 18 | 5.6 | 7 | 2.2 | 2 | 0.6 |

Table 9
Respondents by Perception of GNWT's Support for Work Related Learning
Government of the Northwest Territories, February 2011

| | "My organization supports my work related learning & development." | | | | | | | | | | | | | |
|-----------------------------|---|--------------|----------------|-------------|------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 410 | 19.5 | 999 | 47.6 | 335 | 16.0 | 239 | 11.4 | 106 | 5.1 | 9 | 0.4 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 126 | 18.2 | 348 | 50.4 | 110 | 15.9 | 68 | 9.8 | 36 | 5.2 | 3 | 0.4 |
| Female | 1,329 | 100.0 | 267 | 20.1 | 620 | 46.7 | 215 | 16.2 | 160 | 12.0 | 64 | 4.8 | 3 | 0.2 |
| Not Stated | 78 | 100.0 | 17 | 21.8 | 31 | 39.7 | 10 | 12.8 | 11 | 14.1 | 6 | 7.7 | 3 | 3.8 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 48 | 25.3 | 86 | 45.3 | 34 | 17.9 | 14 | 7.4 | 8 | 4.2 | - | - |
| 30 - 39 Years | 511 | 100.0 | 105 | 20.5 | 237 | 46.4 | 80 | 15.7 | 65 | 12.7 | 23 | 4.5 | 1 | 0.2 |
| 40 - 49 Years | 593 | 100.0 | 122 | 20.6 | 285 | 48.1 | 98 | 16.5 | 57 | 9.6 | 29 | 4.9 | 2 | 0.3 |
| 50 - 59 Years | 610 | 100.0 | 89 | 14.6 | 299 | 49.0 | 102 | 16.7 | 83 | 13.6 | 35 | 5.7 | 2 | 0.3 |
| 60+ | 110 | 100.0 | 26 | 23.6 | 56 | 50.9 | 13 | 11.8 | 10 | 9.1 | 4 | 3.6 | 1 | 0.9 |
| Not Stated | 84 | 100.0 | 20 | 23.8 | 36 | 42.9 | 8 | 9.5 | 10 | 11.9 | 7 | 8.3 | 3 | 3.6 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 74 | 20.1 | 183 | 49.6 | 58 | 15.7 | 38 | 10.3 | 15 | 4.1 | 1 | 0.3 |
| Administration | 408 | 100.0 | 76 | 18.6 | 159 | 39.0 | 98 | 24.0 | 53 | 13.0 | 21 | 5.1 | 1 | 0.2 |
| Technical or Professional | 880 | 100.0 | 178 | 20.2 | 436 | 49.5 | 123 | 14.0 | 95 | 10.8 | 45 | 5.1 | 3 | 0.3 |
| Other | 370 | 100.0 | 68 | 18.4 | 190 | 51.4 | 49 | 13.2 | 42 | 11.4 | 20 | 5.4 | 1 | 0.3 |
| Not Stated | 71 | 100.0 | 14 | 19.7 | 31 | 43.7 | 7 | 9.9 | 11 | 15.5 | 5 | 7.0 | 3 | 4.2 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 31 | 21.1 | 72 | 49.0 | 31 | 21.1 | 10 | 6.8 | 3 | 2.0 | - | - |
| 1 - 4 Years | 496 | 100.0 | 109 | 22.0 | 229 | 46.2 | 85 | 17.1 | 42 | 8.5 | 29 | 5.8 | 2 | 0.4 |
| 5 - 10 Years | 511 | 100.0 | 113 | 22.1 | 248 | 48.5 | 60 | 11.7 | 65 | 12.7 | 24 | 4.7 | 1 | 0.2 |
| Over 10 Years | 871 | 100.0 | 141 | 16.2 | 417 | 47.9 | 153 | 17.6 | 113 | 13.0 | 44 | 5.1 | 3 | 0.3 |
| Not Stated | 73 | 100.0 | 16 | 21.9 | 33 | 45.2 | 6 | 8.2 | 9 | 12.3 | 6 | 8.2 | 3 | 4.1 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 171 | 17.9 | 430 | 45.0 | 171 | 17.9 | 124 | 13.0 | 58 | 6.1 | 1 | 0.1 |
| Regional Offices | 824 | 100.0 | 162 | 19.7 | 407 | 49.4 | 128 | 15.5 | 87 | 10.6 | 36 | 4.4 | 4 | 0.5 |
| Not Stated | 319 | 100.0 | 77 | 24.1 | 162 | 50.8 | 36 | 11.3 | 28 | 8.8 | 12 | 3.8 | 4 | 1.3 |

Table 10
Respondents by Opportunities to Provide Input
Government of the Northwest Territories, February 2011

| | "I have opportunities to provide input into decisions that affect my work." | | | | | | | | | | | | | |
|-----------------------------|--|--------------|----------------|-------------|--------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 385 | 18.4 | 1,057 | 50.4 | 290 | 13.8 | 264 | 12.6 | 90 | 4.3 | 12 | 0.6 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 133 | 19.2 | 368 | 53.3 | 89 | 12.9 | 73 | 10.6 | 25 | 3.6 | 3 | 0.4 |
| Female | 1,329 | 100.0 | 237 | 17.8 | 656 | 49.4 | 189 | 14.2 | 182 | 13.7 | 59 | 4.4 | 6 | 0.5 |
| Not Stated | 78 | 100.0 | 15 | 19.2 | 33 | 42.3 | 12 | 15.4 | 9 | 11.5 | 6 | 7.7 | 3 | 3.8 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 44 | 23.2 | 100 | 52.6 | 24 | 12.6 | 19 | 10.0 | 3 | 1.6 | - | - |
| 30 - 39 Years | 511 | 100.0 | 84 | 16.4 | 264 | 51.7 | 78 | 15.3 | 58 | 11.4 | 26 | 5.1 | 1 | 0.2 |
| 40 - 49 Years | 593 | 100.0 | 119 | 20.1 | 294 | 49.6 | 75 | 12.6 | 80 | 13.5 | 21 | 3.5 | 4 | 0.7 |
| 50 - 59 Years | 610 | 100.0 | 97 | 15.9 | 308 | 50.5 | 87 | 14.3 | 87 | 14.3 | 29 | 4.8 | 2 | 0.3 |
| 60+ | 110 | 100.0 | 24 | 21.8 | 58 | 52.7 | 13 | 11.8 | 11 | 10.0 | 3 | 2.7 | 1 | 0.9 |
| Not Stated | 84 | 100.0 | 17 | 20.2 | 33 | 39.3 | 13 | 15.5 | 9 | 10.7 | 8 | 9.5 | 4 | 4.8 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 91 | 24.7 | 196 | 53.1 | 32 | 8.7 | 33 | 8.9 | 14 | 3.8 | 3 | 0.8 |
| Administration | 408 | 100.0 | 74 | 18.1 | 199 | 48.8 | 55 | 13.5 | 60 | 14.7 | 20 | 4.9 | - | - |
| Technical or Professional | 880 | 100.0 | 145 | 16.5 | 457 | 51.9 | 129 | 14.7 | 113 | 12.8 | 33 | 3.8 | 3 | 0.3 |
| Other | 370 | 100.0 | 63 | 17.0 | 173 | 46.8 | 62 | 16.8 | 52 | 14.1 | 17 | 4.6 | 3 | 0.8 |
| Not Stated | 71 | 100.0 | 12 | 16.9 | 32 | 45.1 | 12 | 16.9 | 6 | 8.5 | 6 | 8.5 | 3 | 4.2 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 32 | 21.8 | 73 | 49.7 | 22 | 15.0 | 15 | 10.2 | 4 | 2.7 | 1 | 0.7 |
| 1 - 4 Years | 496 | 100.0 | 94 | 19.0 | 250 | 50.4 | 73 | 14.7 | 58 | 11.7 | 19 | 3.8 | 2 | 0.4 |
| 5 - 10 Years | 511 | 100.0 | 96 | 18.8 | 265 | 51.9 | 59 | 11.5 | 65 | 12.7 | 25 | 4.9 | 1 | 0.2 |
| Over 10 Years | 871 | 100.0 | 149 | 17.1 | 439 | 50.4 | 125 | 14.4 | 117 | 13.4 | 36 | 4.1 | 5 | 0.6 |
| Not Stated | 73 | 100.0 | 14 | 19.2 | 30 | 41.1 | 11 | 15.1 | 9 | 12.3 | 6 | 8.2 | 3 | 4.1 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 172 | 18.0 | 492 | 51.5 | 121 | 12.7 | 120 | 12.6 | 46 | 4.8 | 4 | 0.4 |
| Regional Offices | 824 | 100.0 | 154 | 18.7 | 412 | 50.0 | 122 | 14.8 | 102 | 12.4 | 32 | 3.9 | 2 | 0.2 |
| Not Stated | 319 | 100.0 | 59 | 18.5 | 153 | 48.0 | 47 | 14.7 | 42 | 13.2 | 12 | 3.8 | 6 | 1.9 |

Table 11
Respondents by Perception of Value for Innovation
Government of the Northwest Territories, February 2011

| | "Innovation is valued in my work." | | | | | | | | | | | | | |
|-----------------------------|---|--------------|----------------|-------------|------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 377 | 18.0 | 972 | 46.3 | 415 | 19.8 | 226 | 10.8 | 97 | 4.6 | 11 | 0.5 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 114 | 16.5 | 326 | 47.2 | 133 | 19.2 | 75 | 10.9 | 39 | 5.6 | 4 | 0.6 |
| Female | 1,329 | 100.0 | 247 | 18.6 | 613 | 46.1 | 269 | 20.2 | 142 | 10.7 | 55 | 4.1 | 3 | 0.2 |
| Not Stated | 78 | 100.0 | 16 | 20.5 | 33 | 42.3 | 13 | 16.7 | 9 | 11.5 | 3 | 3.8 | 4 | 5.1 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 42 | 22.1 | 82 | 43.2 | 41 | 21.6 | 17 | 8.9 | 7 | 3.7 | 1 | 0.5 |
| 30 - 39 Years | 511 | 100.0 | 89 | 17.4 | 229 | 44.8 | 104 | 20.4 | 61 | 11.9 | 28 | 5.5 | - | - |
| 40 - 49 Years | 593 | 100.0 | 113 | 19.1 | 286 | 48.2 | 118 | 19.9 | 47 | 7.9 | 27 | 4.6 | 2 | 0.3 |
| 50 - 59 Years | 610 | 100.0 | 92 | 15.1 | 284 | 46.6 | 120 | 19.7 | 85 | 13.9 | 28 | 4.6 | 1 | 0.2 |
| 60+ | 110 | 100.0 | 24 | 21.8 | 56 | 50.9 | 19 | 17.3 | 5 | 4.5 | 3 | 2.7 | 3 | 2.7 |
| Not Stated | 84 | 100.0 | 17 | 20.2 | 35 | 41.7 | 13 | 15.5 | 11 | 13.1 | 4 | 4.8 | 4 | 4.8 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 83 | 22.5 | 173 | 46.9 | 62 | 16.8 | 34 | 9.2 | 16 | 4.3 | 1 | 0.3 |
| Administration | 408 | 100.0 | 75 | 18.4 | 183 | 44.9 | 92 | 22.5 | 43 | 10.5 | 15 | 3.7 | - | - |
| Technical or Professional | 880 | 100.0 | 148 | 16.8 | 405 | 46.0 | 169 | 19.2 | 108 | 12.3 | 48 | 5.5 | 2 | 0.2 |
| Other | 370 | 100.0 | 58 | 15.7 | 179 | 48.4 | 82 | 22.2 | 32 | 8.6 | 15 | 4.1 | 4 | 1.1 |
| Not Stated | 71 | 100.0 | 13 | 18.3 | 32 | 45.1 | 10 | 14.1 | 9 | 12.7 | 3 | 4.2 | 4 | 5.6 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 31 | 21.1 | 65 | 44.2 | 36 | 24.5 | 10 | 6.8 | 5 | 3.4 | - | - |
| 1 - 4 Years | 496 | 100.0 | 89 | 17.9 | 221 | 44.6 | 99 | 20.0 | 58 | 11.7 | 25 | 5.0 | 4 | 0.8 |
| 5 - 10 Years | 511 | 100.0 | 100 | 19.6 | 230 | 45.0 | 102 | 20.0 | 55 | 10.8 | 23 | 4.5 | 1 | 0.2 |
| Over 10 Years | 871 | 100.0 | 142 | 16.3 | 425 | 48.8 | 167 | 19.2 | 94 | 10.8 | 41 | 4.7 | 2 | 0.2 |
| Not Stated | 73 | 100.0 | 15 | 20.5 | 31 | 42.5 | 11 | 15.1 | 9 | 12.3 | 3 | 4.1 | 4 | 5.5 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 165 | 17.3 | 434 | 45.4 | 184 | 19.3 | 114 | 11.9 | 57 | 6.0 | 1 | 0.1 |
| Regional Offices | 824 | 100.0 | 156 | 18.9 | 379 | 46.0 | 175 | 21.2 | 84 | 10.2 | 27 | 3.3 | 3 | 0.4 |
| Not Stated | 319 | 100.0 | 56 | 17.6 | 159 | 49.8 | 56 | 17.6 | 28 | 8.8 | 13 | 4.1 | 7 | 2.2 |

Table 12
Respondents by Meaningful Recognition for Work
Government of the Northwest Territories, February 2011

| | "I receive meaningful recognition for work well done." | | | | | | | | | | | | | |
|-----------------------------|---|--------------|----------------|-------------|------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 334 | 15.9 | 850 | 40.5 | 418 | 19.9 | 353 | 16.8 | 127 | 6.1 | 16 | 0.8 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 99 | 14.3 | 294 | 42.5 | 141 | 20.4 | 109 | 15.8 | 45 | 6.5 | 3 | 0.4 |
| Female | 1,329 | 100.0 | 225 | 16.9 | 529 | 39.8 | 258 | 19.4 | 235 | 17.7 | 75 | 5.6 | 7 | 0.5 |
| Not Stated | 78 | 100.0 | 10 | 12.8 | 27 | 34.6 | 19 | 24.4 | 9 | 11.5 | 7 | 9.0 | 6 | 7.7 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 36 | 18.9 | 81 | 42.6 | 37 | 19.5 | 27 | 14.2 | 6 | 3.2 | 3 | 1.6 |
| 30 - 39 Years | 511 | 100.0 | 87 | 17.0 | 193 | 37.8 | 111 | 21.7 | 81 | 15.9 | 38 | 7.4 | 1 | 0.2 |
| 40 - 49 Years | 593 | 100.0 | 94 | 15.9 | 251 | 42.3 | 104 | 17.5 | 110 | 18.5 | 30 | 5.1 | 4 | 0.7 |
| 50 - 59 Years | 610 | 100.0 | 86 | 14.1 | 243 | 39.8 | 125 | 20.5 | 115 | 18.9 | 41 | 6.7 | - | - |
| 60+ | 110 | 100.0 | 19 | 17.3 | 55 | 50.0 | 22 | 20.0 | 10 | 9.1 | 2 | 1.8 | 2 | 1.8 |
| Not Stated | 84 | 100.0 | 12 | 14.3 | 27 | 32.1 | 19 | 22.6 | 10 | 11.9 | 10 | 11.9 | 6 | 7.1 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 61 | 16.5 | 157 | 42.5 | 72 | 19.5 | 61 | 16.5 | 16 | 4.3 | 2 | 0.5 |
| Administration | 408 | 100.0 | 80 | 19.6 | 148 | 36.3 | 87 | 21.3 | 68 | 16.7 | 24 | 5.9 | 1 | 0.2 |
| Technical or Professional | 880 | 100.0 | 128 | 14.5 | 365 | 41.5 | 175 | 19.9 | 148 | 16.8 | 60 | 6.8 | 4 | 0.5 |
| Other | 370 | 100.0 | 57 | 15.4 | 155 | 41.9 | 68 | 18.4 | 68 | 18.4 | 19 | 5.1 | 3 | 0.8 |
| Not Stated | 71 | 100.0 | 8 | 11.3 | 25 | 35.2 | 16 | 22.5 | 8 | 11.3 | 8 | 11.3 | 6 | 8.5 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 28 | 19.0 | 61 | 41.5 | 35 | 23.8 | 17 | 11.6 | 4 | 2.7 | 2 | 1.4 |
| 1 - 4 Years | 496 | 100.0 | 90 | 18.1 | 197 | 39.7 | 91 | 18.3 | 83 | 16.7 | 30 | 6.0 | 5 | 1.0 |
| 5 - 10 Years | 511 | 100.0 | 85 | 16.6 | 212 | 41.5 | 83 | 16.2 | 97 | 19.0 | 33 | 6.5 | 1 | 0.2 |
| Over 10 Years | 871 | 100.0 | 122 | 14.0 | 355 | 40.8 | 192 | 22.0 | 148 | 17.0 | 52 | 6.0 | 2 | 0.2 |
| Not Stated | 73 | 100.0 | 9 | 12.3 | 25 | 34.2 | 17 | 23.3 | 8 | 11.0 | 8 | 11.0 | 6 | 8.2 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 148 | 15.5 | 380 | 39.8 | 190 | 19.9 | 172 | 18.0 | 62 | 6.5 | 3 | 0.3 |
| Regional Offices | 824 | 100.0 | 137 | 16.6 | 332 | 40.3 | 174 | 21.1 | 128 | 15.5 | 48 | 5.8 | 5 | 0.6 |
| Not Stated | 319 | 100.0 | 49 | 15.4 | 138 | 43.3 | 54 | 16.9 | 53 | 16.6 | 17 | 5.3 | 8 | 2.5 |

Table 13
Respondents by Opportunities for Career Growth
Government of the Northwest Territories, February 2011

| "I have opportunities for career growth within the GNWT." | | | | | | | | | | | | | | |
|--|--------------|--------------|----------------|-------------|------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 276 | 13.2 | 782 | 37.3 | 523 | 24.9 | 339 | 16.2 | 165 | 7.9 | 13 | 0.6 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 95 | 13.7 | 245 | 35.5 | 176 | 25.5 | 112 | 16.2 | 61 | 8.8 | 2 | 0.3 |
| Female | 1,329 | 100.0 | 171 | 12.9 | 513 | 38.6 | 326 | 24.5 | 214 | 16.1 | 98 | 7.4 | 7 | 0.5 |
| Not Stated | 78 | 100.0 | 10 | 12.8 | 24 | 30.8 | 21 | 26.9 | 13 | 16.7 | 6 | 7.7 | 4 | 5.1 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 33 | 17.4 | 76 | 40.0 | 54 | 28.4 | 16 | 8.4 | 11 | 5.8 | - | - |
| 30 - 39 Years | 511 | 100.0 | 66 | 12.9 | 205 | 40.1 | 125 | 24.5 | 79 | 15.5 | 36 | 7.0 | - | - |
| 40 - 49 Years | 593 | 100.0 | 87 | 14.7 | 222 | 37.4 | 148 | 25.0 | 89 | 15.0 | 43 | 7.3 | 4 | 0.7 |
| 50 - 59 Years | 610 | 100.0 | 66 | 10.8 | 214 | 35.1 | 141 | 23.1 | 128 | 21.0 | 59 | 9.7 | 2 | 0.3 |
| 60+ | 110 | 100.0 | 12 | 10.9 | 40 | 36.4 | 34 | 30.9 | 13 | 11.8 | 8 | 7.3 | 3 | 2.7 |
| Not Stated | 84 | 100.0 | 12 | 14.3 | 25 | 29.8 | 21 | 25.0 | 14 | 16.7 | 8 | 9.5 | 4 | 4.8 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 62 | 16.8 | 152 | 41.2 | 72 | 19.5 | 56 | 15.2 | 26 | 7.0 | 1 | 0.3 |
| Administration | 408 | 100.0 | 48 | 11.8 | 136 | 33.3 | 105 | 25.7 | 79 | 19.4 | 40 | 9.8 | - | - |
| Technical or Professional | 880 | 100.0 | 105 | 11.9 | 330 | 37.5 | 231 | 26.3 | 146 | 16.6 | 62 | 7.0 | 6 | 0.7 |
| Other | 370 | 100.0 | 52 | 14.1 | 138 | 37.3 | 99 | 26.8 | 48 | 13.0 | 31 | 8.4 | 2 | 0.5 |
| Not Stated | 71 | 100.0 | 9 | 12.7 | 26 | 36.6 | 16 | 22.5 | 10 | 14.1 | 6 | 8.5 | 4 | 5.6 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 19 | 12.9 | 56 | 38.1 | 53 | 36.1 | 13 | 8.8 | 5 | 3.4 | 1 | 0.7 |
| 1 - 4 Years | 496 | 100.0 | 76 | 15.3 | 192 | 38.7 | 135 | 27.2 | 61 | 12.3 | 28 | 5.6 | 4 | 0.8 |
| 5 - 10 Years | 511 | 100.0 | 73 | 14.3 | 189 | 37.0 | 125 | 24.5 | 73 | 14.3 | 48 | 9.4 | 3 | 0.6 |
| Over 10 Years | 871 | 100.0 | 98 | 11.3 | 319 | 36.6 | 195 | 22.4 | 181 | 20.8 | 77 | 8.8 | 1 | 0.1 |
| Not Stated | 73 | 100.0 | 10 | 13.7 | 26 | 35.6 | 15 | 20.5 | 11 | 15.1 | 7 | 9.6 | 4 | 5.5 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 121 | 12.7 | 354 | 37.1 | 236 | 24.7 | 161 | 16.9 | 81 | 8.5 | 2 | 0.2 |
| Regional Offices | 824 | 100.0 | 108 | 13.1 | 290 | 35.2 | 219 | 26.6 | 135 | 16.4 | 66 | 8.0 | 6 | 0.7 |
| Not Stated | 319 | 100.0 | 47 | 14.7 | 138 | 43.3 | 68 | 21.3 | 43 | 13.5 | 18 | 5.6 | 5 | 1.6 |

Table 14
Respondents by Satisfaction with Work as a GNWT Employee
Government of the Northwest Territories, February 2011

| | "Overall, I am satisfied in my work as a GNWT employee." | | | | | | | | | | | | | |
|-----------------------------|---|--------------|----------------|-------------|--------------|-------------|------------|-------------|------------|------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 413 | 19.7 | 1,161 | 55.3 | 293 | 14.0 | 163 | 7.8 | 58 | 2.8 | 10 | 0.5 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 146 | 21.1 | 372 | 53.8 | 87 | 12.6 | 58 | 8.4 | 26 | 3.8 | 2 | 0.3 |
| Female | 1,329 | 100.0 | 250 | 18.8 | 757 | 57.0 | 192 | 14.4 | 96 | 7.2 | 30 | 2.3 | 4 | 0.3 |
| Not Stated | 78 | 100.0 | 17 | 21.8 | 32 | 41.0 | 14 | 17.9 | 9 | 11.5 | 2 | 2.6 | 4 | 5.1 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 46 | 24.2 | 100 | 52.6 | 30 | 15.8 | 10 | 5.3 | 4 | 2.1 | - | - |
| 30 - 39 Years | 511 | 100.0 | 86 | 16.8 | 285 | 55.8 | 80 | 15.7 | 48 | 9.4 | 12 | 2.3 | - | - |
| 40 - 49 Years | 593 | 100.0 | 114 | 19.2 | 340 | 57.3 | 77 | 13.0 | 38 | 6.4 | 21 | 3.5 | 3 | 0.5 |
| 50 - 59 Years | 610 | 100.0 | 123 | 20.2 | 337 | 55.2 | 84 | 13.8 | 48 | 7.9 | 17 | 2.8 | 1 | 0.2 |
| 60+ | 110 | 100.0 | 28 | 25.5 | 65 | 59.1 | 8 | 7.3 | 7 | 6.4 | 1 | 0.9 | 1 | 0.9 |
| Not Stated | 84 | 100.0 | 16 | 19.0 | 34 | 40.5 | 14 | 16.7 | 12 | 14.3 | 3 | 3.6 | 5 | 6.0 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 76 | 20.6 | 202 | 54.7 | 53 | 14.4 | 26 | 7.0 | 10 | 2.7 | 2 | 0.5 |
| Administration | 408 | 100.0 | 83 | 20.3 | 227 | 55.6 | 62 | 15.2 | 26 | 6.4 | 10 | 2.5 | - | - |
| Technical or Professional | 880 | 100.0 | 158 | 18.0 | 509 | 57.8 | 112 | 12.7 | 76 | 8.6 | 23 | 2.6 | 2 | 0.2 |
| Other | 370 | 100.0 | 83 | 22.4 | 193 | 52.2 | 53 | 14.3 | 27 | 7.3 | 13 | 3.5 | 1 | 0.3 |
| Not Stated | 71 | 100.0 | 13 | 18.3 | 30 | 42.3 | 13 | 18.3 | 8 | 11.3 | 2 | 2.8 | 5 | 7.0 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 37 | 25.2 | 76 | 51.7 | 24 | 16.3 | 7 | 4.8 | 3 | 2.0 | - | - |
| 1 - 4 Years | 496 | 100.0 | 102 | 20.6 | 264 | 53.2 | 77 | 15.5 | 42 | 8.5 | 10 | 2.0 | 1 | 0.2 |
| 5 - 10 Years | 511 | 100.0 | 106 | 20.7 | 287 | 56.2 | 69 | 13.5 | 31 | 6.1 | 15 | 2.9 | 3 | 0.6 |
| Over 10 Years | 871 | 100.0 | 153 | 17.6 | 504 | 57.9 | 110 | 12.6 | 74 | 8.5 | 28 | 3.2 | 2 | 0.2 |
| Not Stated | 73 | 100.0 | 15 | 20.5 | 30 | 41.1 | 13 | 17.8 | 9 | 12.3 | 2 | 2.7 | 4 | 5.5 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 171 | 17.9 | 520 | 54.5 | 147 | 15.4 | 81 | 8.5 | 35 | 3.7 | 1 | 0.1 |
| Regional Offices | 824 | 100.0 | 175 | 21.2 | 470 | 57.0 | 101 | 12.3 | 56 | 6.8 | 19 | 2.3 | 3 | 0.4 |
| Not Stated | 319 | 100.0 | 67 | 21.0 | 171 | 53.6 | 45 | 14.1 | 26 | 8.2 | 4 | 1.3 | 6 | 1.9 |

Table 15
Respondents by Satisfaction with Department
Government of the Northwest Territories, February 2011

| | "I am satisfied with my department." | | | | | | | | | | | | | |
|-----------------------------|---|--------------|----------------|-------------|------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 425 | 20.3 | 976 | 46.5 | 354 | 16.9 | 227 | 10.8 | 104 | 5.0 | 12 | 0.6 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 142 | 20.5 | 324 | 46.9 | 111 | 16.1 | 84 | 12.2 | 27 | 3.9 | 3 | 0.4 |
| Female | 1,329 | 100.0 | 267 | 20.1 | 622 | 46.8 | 226 | 17.0 | 137 | 10.3 | 71 | 5.3 | 6 | 0.5 |
| Not Stated | 78 | 100.0 | 16 | 20.5 | 30 | 38.5 | 17 | 21.8 | 6 | 7.7 | 6 | 7.7 | 3 | 3.8 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 45 | 23.7 | 88 | 46.3 | 31 | 16.3 | 20 | 10.5 | 5 | 2.6 | 1 | 0.5 |
| 30 - 39 Years | 511 | 100.0 | 97 | 19.0 | 231 | 45.2 | 88 | 17.2 | 65 | 12.7 | 29 | 5.7 | 1 | 0.2 |
| 40 - 49 Years | 593 | 100.0 | 122 | 20.6 | 283 | 47.7 | 96 | 16.2 | 63 | 10.6 | 26 | 4.4 | 3 | 0.5 |
| 50 - 59 Years | 610 | 100.0 | 122 | 20.0 | 277 | 45.4 | 111 | 18.2 | 63 | 10.3 | 35 | 5.7 | 2 | 0.3 |
| 60+ | 110 | 100.0 | 23 | 20.9 | 63 | 57.3 | 12 | 10.9 | 9 | 8.2 | 1 | 0.9 | 2 | 1.8 |
| Not Stated | 84 | 100.0 | 16 | 19.0 | 34 | 40.5 | 16 | 19.0 | 7 | 8.3 | 8 | 9.5 | 3 | 3.6 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 81 | 22.0 | 171 | 46.3 | 57 | 15.4 | 42 | 11.4 | 17 | 4.6 | 1 | 0.3 |
| Administration | 408 | 100.0 | 94 | 23.0 | 189 | 46.3 | 69 | 16.9 | 39 | 9.6 | 15 | 3.7 | 2 | 0.5 |
| Technical or Professional | 880 | 100.0 | 153 | 17.4 | 427 | 48.5 | 147 | 16.7 | 105 | 11.9 | 45 | 5.1 | 3 | 0.3 |
| Other | 370 | 100.0 | 85 | 23.0 | 157 | 42.4 | 67 | 18.1 | 36 | 9.7 | 22 | 5.9 | 3 | 0.8 |
| Not Stated | 71 | 100.0 | 12 | 16.9 | 32 | 45.1 | 14 | 19.7 | 5 | 7.0 | 5 | 7.0 | 3 | 4.2 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 39 | 26.5 | 71 | 48.3 | 19 | 12.9 | 14 | 9.5 | 4 | 2.7 | - | - |
| 1 - 4 Years | 496 | 100.0 | 110 | 22.2 | 217 | 43.8 | 87 | 17.5 | 53 | 10.7 | 24 | 4.8 | 5 | 1.0 |
| 5 - 10 Years | 511 | 100.0 | 109 | 21.3 | 234 | 45.8 | 95 | 18.6 | 50 | 9.8 | 22 | 4.3 | 1 | 0.2 |
| Over 10 Years | 871 | 100.0 | 153 | 17.6 | 424 | 48.7 | 139 | 16.0 | 104 | 11.9 | 48 | 5.5 | 3 | 0.3 |
| Not Stated | 73 | 100.0 | 14 | 19.2 | 30 | 41.1 | 14 | 19.2 | 6 | 8.2 | 6 | 8.2 | 3 | 4.1 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 181 | 19.0 | 431 | 45.1 | 173 | 18.1 | 117 | 12.3 | 51 | 5.3 | 2 | 0.2 |
| Regional Offices | 824 | 100.0 | 175 | 21.2 | 389 | 47.2 | 127 | 15.4 | 85 | 10.3 | 42 | 5.1 | 6 | 0.7 |
| Not Stated | 319 | 100.0 | 69 | 21.6 | 156 | 48.9 | 54 | 16.9 | 25 | 7.8 | 11 | 3.4 | 4 | 1.3 |

Table 16
Respondents by Inspiration to Give Their Best
Government of the Northwest Territories, February 2011

| | "I am inspired to give my very best." | | | | | | | | | | | | | |
|-----------------------------|--|--------------|----------------|-------------|------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 511 | 24.4 | 924 | 44.0 | 343 | 16.3 | 225 | 10.7 | 80 | 3.8 | 15 | 0.7 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 165 | 23.9 | 287 | 41.5 | 123 | 17.8 | 77 | 11.1 | 37 | 5.4 | 2 | 0.3 |
| Female | 1,329 | 100.0 | 330 | 24.8 | 606 | 45.6 | 209 | 15.7 | 141 | 10.6 | 38 | 2.9 | 5 | 0.4 |
| Not Stated | 78 | 100.0 | 16 | 20.5 | 31 | 39.7 | 11 | 14.1 | 7 | 9.0 | 5 | 6.4 | 8 | 10.3 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 50 | 26.3 | 78 | 41.1 | 37 | 19.5 | 19 | 10.0 | 5 | 2.6 | 1 | 0.5 |
| 30 - 39 Years | 511 | 100.0 | 103 | 20.2 | 231 | 45.2 | 86 | 16.8 | 67 | 13.1 | 23 | 4.5 | 1 | 0.2 |
| 40 - 49 Years | 593 | 100.0 | 153 | 25.8 | 264 | 44.5 | 89 | 15.0 | 62 | 10.5 | 22 | 3.7 | 3 | 0.5 |
| 50 - 59 Years | 610 | 100.0 | 152 | 24.9 | 266 | 43.6 | 106 | 17.4 | 62 | 10.2 | 22 | 3.6 | 2 | 0.3 |
| 60+ | 110 | 100.0 | 37 | 33.6 | 52 | 47.3 | 12 | 10.9 | 7 | 6.4 | 1 | 0.9 | 1 | 0.9 |
| Not Stated | 84 | 100.0 | 16 | 19.0 | 33 | 39.3 | 13 | 15.5 | 8 | 9.5 | 7 | 8.3 | 7 | 8.3 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 85 | 23.0 | 169 | 45.8 | 61 | 16.5 | 41 | 11.1 | 11 | 3.0 | 2 | 0.5 |
| Administration | 408 | 100.0 | 101 | 24.8 | 189 | 46.3 | 65 | 15.9 | 39 | 9.6 | 13 | 3.2 | 1 | 0.2 |
| Technical or Professional | 880 | 100.0 | 198 | 22.5 | 389 | 44.2 | 142 | 16.1 | 106 | 12.0 | 42 | 4.8 | 3 | 0.3 |
| Other | 370 | 100.0 | 113 | 30.5 | 147 | 39.7 | 66 | 17.8 | 33 | 8.9 | 9 | 2.4 | 2 | 0.5 |
| Not Stated | 71 | 100.0 | 14 | 19.7 | 30 | 42.3 | 9 | 12.7 | 6 | 8.5 | 5 | 7.0 | 7 | 9.9 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 49 | 33.3 | 55 | 37.4 | 27 | 18.4 | 13 | 8.8 | 3 | 2.0 | - | - |
| 1 - 4 Years | 496 | 100.0 | 128 | 25.8 | 210 | 42.3 | 93 | 18.8 | 48 | 9.7 | 15 | 3.0 | 2 | 0.4 |
| 5 - 10 Years | 511 | 100.0 | 132 | 25.8 | 227 | 44.4 | 68 | 13.3 | 67 | 13.1 | 15 | 2.9 | 2 | 0.4 |
| Over 10 Years | 871 | 100.0 | 189 | 21.7 | 402 | 46.2 | 144 | 16.5 | 91 | 10.4 | 41 | 4.7 | 4 | 0.5 |
| Not Stated | 73 | 100.0 | 13 | 17.8 | 30 | 41.1 | 11 | 15.1 | 6 | 8.2 | 6 | 8.2 | 7 | 9.6 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 190 | 19.9 | 406 | 42.5 | 195 | 20.4 | 118 | 12.4 | 45 | 4.7 | 1 | 0.1 |
| Regional Offices | 824 | 100.0 | 233 | 28.3 | 371 | 45.0 | 113 | 13.7 | 78 | 9.5 | 23 | 2.8 | 6 | 0.7 |
| Not Stated | 319 | 100.0 | 88 | 27.6 | 147 | 46.1 | 35 | 11.0 | 29 | 9.1 | 12 | 3.8 | 8 | 2.5 |

Table 17
Respondents by Willingness to Recommend the GNWT as a Great Place to Work
Government of the Northwest Territories, February 2011

| | "I would recommend the GNWT as a great place to work." | | | | | | | | | | | | | |
|-----------------------------|---|--------------|----------------|-------------|--------------|-------------|------------|-------------|------------|------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 407 | 19.4 | 1,073 | 51.1 | 407 | 19.4 | 150 | 7.1 | 49 | 2.3 | 12 | 0.6 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 133 | 19.2 | 347 | 50.2 | 139 | 20.1 | 53 | 7.7 | 16 | 2.3 | 3 | 0.4 |
| Female | 1,329 | 100.0 | 260 | 19.6 | 696 | 52.4 | 244 | 18.4 | 96 | 7.2 | 31 | 2.3 | 2 | 0.2 |
| Not Stated | 78 | 100.0 | 14 | 17.9 | 30 | 38.5 | 24 | 30.8 | 1 | 1.3 | 2 | 2.6 | 7 | 9.0 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 59 | 31.1 | 88 | 46.3 | 32 | 16.8 | 8 | 4.2 | 3 | 1.6 | - | - |
| 30 - 39 Years | 511 | 100.0 | 89 | 17.4 | 272 | 53.2 | 101 | 19.8 | 37 | 7.2 | 11 | 2.2 | 1 | 0.2 |
| 40 - 49 Years | 593 | 100.0 | 108 | 18.2 | 320 | 54.0 | 104 | 17.5 | 48 | 8.1 | 12 | 2.0 | 1 | 0.2 |
| 50 - 59 Years | 610 | 100.0 | 111 | 18.2 | 304 | 49.8 | 124 | 20.3 | 50 | 8.2 | 18 | 3.0 | 3 | 0.5 |
| 60+ | 110 | 100.0 | 27 | 24.5 | 58 | 52.7 | 20 | 18.2 | 4 | 3.6 | 1 | 0.9 | - | - |
| Not Stated | 84 | 100.0 | 13 | 15.5 | 31 | 36.9 | 26 | 31.0 | 3 | 3.6 | 4 | 4.8 | 7 | 8.3 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 68 | 18.4 | 192 | 52.0 | 75 | 20.3 | 24 | 6.5 | 9 | 2.4 | 1 | 0.3 |
| Administration | 408 | 100.0 | 79 | 19.4 | 230 | 56.4 | 66 | 16.2 | 26 | 6.4 | 5 | 1.2 | 2 | 0.5 |
| Technical or Professional | 880 | 100.0 | 151 | 17.2 | 449 | 51.0 | 179 | 20.3 | 76 | 8.6 | 24 | 2.7 | 1 | 0.1 |
| Other | 370 | 100.0 | 98 | 26.5 | 174 | 47.0 | 66 | 17.8 | 22 | 5.9 | 9 | 2.4 | 1 | 0.3 |
| Not Stated | 71 | 100.0 | 11 | 15.5 | 28 | 39.4 | 21 | 29.6 | 2 | 2.8 | 2 | 2.8 | 7 | 9.9 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 38 | 25.9 | 75 | 51.0 | 21 | 14.3 | 9 | 6.1 | 4 | 2.7 | - | - |
| 1 - 4 Years | 496 | 100.0 | 105 | 21.2 | 251 | 50.6 | 90 | 18.1 | 39 | 7.9 | 8 | 1.6 | 3 | 0.6 |
| 5 - 10 Years | 511 | 100.0 | 109 | 21.3 | 266 | 52.1 | 91 | 17.8 | 34 | 6.7 | 11 | 2.2 | - | - |
| Over 10 Years | 871 | 100.0 | 143 | 16.4 | 454 | 52.1 | 183 | 21.0 | 65 | 7.5 | 24 | 2.8 | 2 | 0.2 |
| Not Stated | 73 | 100.0 | 12 | 16.4 | 27 | 37.0 | 22 | 30.1 | 3 | 4.1 | 2 | 2.7 | 7 | 9.6 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 155 | 16.2 | 492 | 51.5 | 193 | 20.2 | 83 | 8.7 | 30 | 3.1 | 2 | 0.2 |
| Regional Offices | 824 | 100.0 | 179 | 21.7 | 431 | 52.3 | 147 | 17.8 | 50 | 6.1 | 14 | 1.7 | 3 | 0.4 |
| Not Stated | 319 | 100.0 | 73 | 22.9 | 150 | 47.0 | 67 | 21.0 | 17 | 5.3 | 5 | 1.6 | 7 | 2.2 |

Table 18
Respondents by Willingness to Stay with the GNWT
Government of the Northwest Territories, February 2011

| "I would prefer to stay with the GNWT even if offered a similar job elsewhere." | | | | | | | | | | | | | | |
|--|--------------|--------------|----------------|-------------|------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 404 | 19.3 | 826 | 39.4 | 566 | 27.0 | 212 | 10.1 | 73 | 3.5 | 17 | 0.8 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 118 | 17.1 | 264 | 38.2 | 198 | 28.7 | 76 | 11.0 | 31 | 4.5 | 4 | 0.6 |
| Female | 1,329 | 100.0 | 273 | 20.5 | 536 | 40.3 | 345 | 26.0 | 129 | 9.7 | 42 | 3.2 | 4 | 0.3 |
| Not Stated | 78 | 100.0 | 13 | 16.7 | 26 | 33.3 | 23 | 29.5 | 7 | 9.0 | - | - | 9 | 11.5 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 58 | 30.5 | 67 | 35.3 | 44 | 23.2 | 19 | 10.0 | 2 | 1.1 | - | - |
| 30 - 39 Years | 511 | 100.0 | 79 | 15.5 | 189 | 37.0 | 152 | 29.7 | 66 | 12.9 | 24 | 4.7 | 1 | 0.2 |
| 40 - 49 Years | 593 | 100.0 | 114 | 19.2 | 237 | 40.0 | 163 | 27.5 | 55 | 9.3 | 22 | 3.7 | 2 | 0.3 |
| 50 - 59 Years | 610 | 100.0 | 115 | 18.9 | 260 | 42.6 | 152 | 24.9 | 57 | 9.3 | 21 | 3.4 | 5 | 0.8 |
| 60+ | 110 | 100.0 | 26 | 23.6 | 46 | 41.8 | 29 | 26.4 | 8 | 7.3 | 1 | 0.9 | - | - |
| Not Stated | 84 | 100.0 | 12 | 14.3 | 27 | 32.1 | 26 | 31.0 | 7 | 8.3 | 3 | 3.6 | 9 | 10.7 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 59 | 16.0 | 152 | 41.2 | 94 | 25.5 | 48 | 13.0 | 14 | 3.8 | 2 | 0.5 |
| Administration | 408 | 100.0 | 96 | 23.5 | 170 | 41.7 | 102 | 25.0 | 28 | 6.9 | 10 | 2.5 | 2 | 0.5 |
| Technical or Professional | 880 | 100.0 | 151 | 17.2 | 323 | 36.7 | 264 | 30.0 | 99 | 11.3 | 40 | 4.5 | 3 | 0.3 |
| Other | 370 | 100.0 | 88 | 23.8 | 153 | 41.4 | 88 | 23.8 | 30 | 8.1 | 9 | 2.4 | 2 | 0.5 |
| Not Stated | 71 | 100.0 | 10 | 14.1 | 28 | 39.4 | 18 | 25.4 | 7 | 9.9 | - | - | 8 | 11.3 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 33 | 22.4 | 52 | 35.4 | 40 | 27.2 | 12 | 8.2 | 9 | 6.1 | 1 | 0.7 |
| 1 - 4 Years | 496 | 100.0 | 102 | 20.6 | 179 | 36.1 | 144 | 29.0 | 49 | 9.9 | 19 | 3.8 | 3 | 0.6 |
| 5 - 10 Years | 511 | 100.0 | 96 | 18.8 | 198 | 38.7 | 141 | 27.6 | 56 | 11.0 | 19 | 3.7 | 1 | 0.2 |
| Over 10 Years | 871 | 100.0 | 162 | 18.6 | 370 | 42.5 | 220 | 25.3 | 89 | 10.2 | 26 | 3.0 | 4 | 0.5 |
| Not Stated | 73 | 100.0 | 11 | 15.1 | 27 | 37.0 | 21 | 28.8 | 6 | 8.2 | - | - | 8 | 11.0 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 159 | 16.6 | 375 | 39.3 | 265 | 27.7 | 109 | 11.4 | 44 | 4.6 | 3 | 0.3 |
| Regional Offices | 824 | 100.0 | 186 | 22.6 | 324 | 39.3 | 212 | 25.7 | 76 | 9.2 | 22 | 2.7 | 4 | 0.5 |
| Not Stated | 319 | 100.0 | 59 | 18.5 | 127 | 39.8 | 89 | 27.9 | 27 | 8.5 | 7 | 2.2 | 10 | 3.1 |

Table 19
Respondents by Pride in Workplace
Government of the Northwest Territories, February 2011

| | "I am proud to tell people I work for the GNWT." | | | | | | | | | | | | | |
|-----------------------------|---|--------------|----------------|-------------|--------------|-------------|------------|-------------|------------|------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 442 | 21.1 | 1,010 | 48.1 | 452 | 21.5 | 134 | 6.4 | 41 | 2.0 | 19 | 0.9 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 136 | 19.7 | 322 | 46.6 | 164 | 23.7 | 49 | 7.1 | 16 | 2.3 | 4 | 0.6 |
| Female | 1,329 | 100.0 | 291 | 21.9 | 654 | 49.2 | 271 | 20.4 | 83 | 6.2 | 23 | 1.7 | 7 | 0.5 |
| Not Stated | 78 | 100.0 | 15 | 19.2 | 34 | 43.6 | 17 | 21.8 | 2 | 2.6 | 2 | 2.6 | 8 | 10.3 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 55 | 28.9 | 79 | 41.6 | 39 | 20.5 | 15 | 7.9 | 2 | 1.1 | - | - |
| 30 - 39 Years | 511 | 100.0 | 99 | 19.4 | 245 | 47.9 | 121 | 23.7 | 35 | 6.8 | 10 | 2.0 | 1 | 0.2 |
| 40 - 49 Years | 593 | 100.0 | 120 | 20.2 | 286 | 48.2 | 134 | 22.6 | 37 | 6.2 | 12 | 2.0 | 4 | 0.7 |
| 50 - 59 Years | 610 | 100.0 | 122 | 20.0 | 310 | 50.8 | 119 | 19.5 | 41 | 6.7 | 13 | 2.1 | 5 | 0.8 |
| 60+ | 110 | 100.0 | 30 | 27.3 | 55 | 50.0 | 19 | 17.3 | 3 | 2.7 | 2 | 1.8 | 1 | 0.9 |
| Not Stated | 84 | 100.0 | 16 | 19.0 | 35 | 41.7 | 20 | 23.8 | 3 | 3.6 | 2 | 2.4 | 8 | 9.5 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 66 | 17.9 | 180 | 48.8 | 86 | 23.3 | 24 | 6.5 | 11 | 3.0 | 2 | 0.5 |
| Administration | 408 | 100.0 | 101 | 24.8 | 195 | 47.8 | 84 | 20.6 | 20 | 4.9 | 6 | 1.5 | 2 | 0.5 |
| Technical or Professional | 880 | 100.0 | 163 | 18.5 | 433 | 49.2 | 198 | 22.5 | 66 | 7.5 | 17 | 1.9 | 3 | 0.3 |
| Other | 370 | 100.0 | 98 | 26.5 | 172 | 46.5 | 69 | 18.6 | 22 | 5.9 | 5 | 1.4 | 4 | 1.1 |
| Not Stated | 71 | 100.0 | 14 | 19.7 | 30 | 42.3 | 15 | 21.1 | 2 | 2.8 | 2 | 2.8 | 8 | 11.3 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 39 | 26.5 | 69 | 46.9 | 29 | 19.7 | 6 | 4.1 | 4 | 2.7 | - | - |
| 1 - 4 Years | 496 | 100.0 | 117 | 23.6 | 243 | 49.0 | 96 | 19.4 | 32 | 6.5 | 4 | 0.8 | 4 | 0.8 |
| 5 - 10 Years | 511 | 100.0 | 116 | 22.7 | 239 | 46.8 | 115 | 22.5 | 28 | 5.5 | 11 | 2.2 | 2 | 0.4 |
| Over 10 Years | 871 | 100.0 | 155 | 17.8 | 427 | 49.0 | 199 | 22.8 | 65 | 7.5 | 20 | 2.3 | 5 | 0.6 |
| Not Stated | 73 | 100.0 | 15 | 20.5 | 32 | 43.8 | 13 | 17.8 | 3 | 4.1 | 2 | 2.7 | 8 | 11.0 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 158 | 16.5 | 453 | 47.4 | 230 | 24.1 | 86 | 9.0 | 25 | 2.6 | 3 | 0.3 |
| Regional Offices | 824 | 100.0 | 211 | 25.6 | 403 | 48.9 | 156 | 18.9 | 37 | 4.5 | 13 | 1.6 | 4 | 0.5 |
| Not Stated | 319 | 100.0 | 73 | 22.9 | 154 | 48.3 | 66 | 20.7 | 11 | 3.4 | 3 | 0.9 | 12 | 3.8 |

Table 20
Respondents by Perception that Others Strive to Improve Results
Government of the Northwest Territories, February 2011

| | "Overall, people in the GNWT strive to improve its results." | | | | | | | | | | | | | |
|-----------------------------|---|--------------|----------------|-------------|------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 236 | 11.2 | 955 | 45.5 | 587 | 28.0 | 248 | 11.8 | 48 | 2.3 | 24 | 1.1 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 62 | 9.0 | 322 | 46.6 | 194 | 28.1 | 84 | 12.2 | 25 | 3.6 | 4 | 0.6 |
| Female | 1,329 | 100.0 | 162 | 12.2 | 602 | 45.3 | 379 | 28.5 | 157 | 11.8 | 20 | 1.5 | 9 | 0.7 |
| Not Stated | 78 | 100.0 | 12 | 15.4 | 31 | 39.7 | 14 | 17.9 | 7 | 9.0 | 3 | 3.8 | 11 | 14.1 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 27 | 14.2 | 80 | 42.1 | 55 | 28.9 | 21 | 11.1 | 6 | 3.2 | 1 | 0.5 |
| 30 - 39 Years | 511 | 100.0 | 45 | 8.8 | 224 | 43.8 | 166 | 32.5 | 63 | 12.3 | 12 | 2.3 | 1 | 0.2 |
| 40 - 49 Years | 593 | 100.0 | 64 | 10.8 | 275 | 46.4 | 161 | 27.2 | 73 | 12.3 | 15 | 2.5 | 5 | 0.8 |
| 50 - 59 Years | 610 | 100.0 | 67 | 11.0 | 295 | 48.4 | 161 | 26.4 | 73 | 12.0 | 9 | 1.5 | 5 | 0.8 |
| 60+ | 110 | 100.0 | 21 | 19.1 | 51 | 46.4 | 25 | 22.7 | 10 | 9.1 | 2 | 1.8 | 1 | 0.9 |
| Not Stated | 84 | 100.0 | 12 | 14.3 | 30 | 35.7 | 19 | 22.6 | 8 | 9.5 | 4 | 4.8 | 11 | 13.1 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 29 | 7.9 | 182 | 49.3 | 92 | 24.9 | 54 | 14.6 | 9 | 2.4 | 3 | 0.8 |
| Administration | 408 | 100.0 | 56 | 13.7 | 190 | 46.6 | 113 | 27.7 | 43 | 10.5 | 3 | 0.7 | 3 | 0.7 |
| Technical or Professional | 880 | 100.0 | 88 | 10.0 | 393 | 44.7 | 260 | 29.5 | 109 | 12.4 | 27 | 3.1 | 3 | 0.3 |
| Other | 370 | 100.0 | 54 | 14.6 | 162 | 43.8 | 109 | 29.5 | 34 | 9.2 | 7 | 1.9 | 4 | 1.1 |
| Not Stated | 71 | 100.0 | 9 | 12.7 | 28 | 39.4 | 13 | 18.3 | 8 | 11.3 | 2 | 2.8 | 11 | 15.5 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 19 | 12.9 | 66 | 44.9 | 46 | 31.3 | 10 | 6.8 | 6 | 4.1 | - | - |
| 1 - 4 Years | 496 | 100.0 | 56 | 11.3 | 222 | 44.8 | 135 | 27.2 | 67 | 13.5 | 11 | 2.2 | 5 | 1.0 |
| 5 - 10 Years | 511 | 100.0 | 67 | 13.1 | 225 | 44.0 | 153 | 29.9 | 52 | 10.2 | 13 | 2.5 | 1 | 0.2 |
| Over 10 Years | 871 | 100.0 | 85 | 9.8 | 414 | 47.5 | 238 | 27.3 | 113 | 13.0 | 14 | 1.6 | 7 | 0.8 |
| Not Stated | 73 | 100.0 | 9 | 12.3 | 28 | 38.4 | 15 | 20.5 | 6 | 8.2 | 4 | 5.5 | 11 | 15.1 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 78 | 8.2 | 427 | 44.7 | 300 | 31.4 | 116 | 12.1 | 28 | 2.9 | 6 | 0.6 |
| Regional Offices | 824 | 100.0 | 115 | 14.0 | 382 | 46.4 | 213 | 25.8 | 95 | 11.5 | 13 | 1.6 | 6 | 0.7 |
| Not Stated | 319 | 100.0 | 43 | 13.5 | 146 | 45.8 | 74 | 23.2 | 37 | 11.6 | 7 | 2.2 | 12 | 3.8 |

Table 21
Respondents by the Chance to do Challenging & Interesting Work
Government of the Northwest Territories, February 2011

| "My job gives me the chance to do challenging and interesting work." | | | | | | | | | | | | | | |
|--|--------------|--------------|----------------|-------------|--------------|-------------|------------|------------|------------|------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 581 | 27.7 | 1,106 | 52.7 | 196 | 9.3 | 144 | 6.9 | 51 | 2.4 | 20 | 1.0 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 196 | 28.4 | 363 | 52.5 | 67 | 9.7 | 39 | 5.6 | 21 | 3.0 | 5 | 0.7 |
| Female | 1,329 | 100.0 | 369 | 27.8 | 703 | 52.9 | 123 | 9.3 | 102 | 7.7 | 27 | 2.0 | 5 | 0.4 |
| Not Stated | 78 | 100.0 | 16 | 20.5 | 40 | 51.3 | 6 | 7.7 | 3 | 3.8 | 3 | 3.8 | 10 | 12.8 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 60 | 31.6 | 91 | 47.9 | 18 | 9.5 | 15 | 7.9 | 6 | 3.2 | - | - |
| 30 - 39 Years | 511 | 100.0 | 130 | 25.4 | 275 | 53.8 | 48 | 9.4 | 43 | 8.4 | 14 | 2.7 | 1 | 0.2 |
| 40 - 49 Years | 593 | 100.0 | 155 | 26.1 | 319 | 53.8 | 58 | 9.8 | 42 | 7.1 | 15 | 2.5 | 4 | 0.7 |
| 50 - 59 Years | 610 | 100.0 | 178 | 29.2 | 318 | 52.1 | 61 | 10.0 | 37 | 6.1 | 11 | 1.8 | 5 | 0.8 |
| 60+ | 110 | 100.0 | 39 | 35.5 | 59 | 53.6 | 6 | 5.5 | 4 | 3.6 | 2 | 1.8 | - | - |
| Not Stated | 84 | 100.0 | 19 | 22.6 | 44 | 52.4 | 5 | 6.0 | 3 | 3.6 | 3 | 3.6 | 10 | 11.9 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 111 | 30.1 | 208 | 56.4 | 27 | 7.3 | 19 | 5.1 | 3 | 0.8 | 1 | 0.3 |
| Administration | 408 | 100.0 | 98 | 24.0 | 184 | 45.1 | 52 | 12.7 | 55 | 13.5 | 15 | 3.7 | 4 | 1.0 |
| Technical or Professional | 880 | 100.0 | 251 | 28.5 | 491 | 55.8 | 68 | 7.7 | 46 | 5.2 | 20 | 2.3 | 4 | 0.5 |
| Other | 370 | 100.0 | 107 | 28.9 | 186 | 50.3 | 45 | 12.2 | 21 | 5.7 | 10 | 2.7 | 1 | 0.3 |
| Not Stated | 71 | 100.0 | 14 | 19.7 | 37 | 52.1 | 4 | 5.6 | 3 | 4.2 | 3 | 4.2 | 10 | 14.1 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 42 | 28.6 | 77 | 52.4 | 14 | 9.5 | 9 | 6.1 | 5 | 3.4 | - | - |
| 1 - 4 Years | 496 | 100.0 | 138 | 27.8 | 250 | 50.4 | 51 | 10.3 | 39 | 7.9 | 14 | 2.8 | 4 | 0.8 |
| 5 - 10 Years | 511 | 100.0 | 137 | 26.8 | 272 | 53.2 | 49 | 9.6 | 39 | 7.6 | 12 | 2.3 | 2 | 0.4 |
| Over 10 Years | 871 | 100.0 | 249 | 28.6 | 468 | 53.7 | 78 | 9.0 | 55 | 6.3 | 17 | 2.0 | 4 | 0.5 |
| Not Stated | 73 | 100.0 | 15 | 20.5 | 39 | 53.4 | 4 | 5.5 | 2 | 2.7 | 3 | 4.1 | 10 | 13.7 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 251 | 26.3 | 496 | 51.9 | 95 | 9.9 | 77 | 8.1 | 32 | 3.4 | 4 | 0.4 |
| Regional Offices | 824 | 100.0 | 247 | 30.0 | 434 | 52.7 | 73 | 8.9 | 51 | 6.2 | 14 | 1.7 | 5 | 0.6 |
| Not Stated | 319 | 100.0 | 83 | 26.0 | 176 | 55.2 | 28 | 8.8 | 16 | 5.0 | 5 | 1.6 | 11 | 3.4 |

Table 22
Respondents by Satisfaction with Workload
Government of the Northwest Territories, February 2011

| | "I am satisfied with my workload." | | | | | | | | | | | | | |
|-----------------------------|---|--------------|----------------|-------------|--------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 288 | 13.7 | 1,040 | 49.6 | 309 | 14.7 | 323 | 15.4 | 119 | 5.7 | 19 | 0.9 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 92 | 13.3 | 350 | 50.7 | 107 | 15.5 | 95 | 13.7 | 41 | 5.9 | 6 | 0.9 |
| Female | 1,329 | 100.0 | 185 | 13.9 | 660 | 49.7 | 188 | 14.1 | 219 | 16.5 | 73 | 5.5 | 4 | 0.3 |
| Not Stated | 78 | 100.0 | 11 | 14.1 | 30 | 38.5 | 14 | 17.9 | 9 | 11.5 | 5 | 6.4 | 9 | 11.5 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 41 | 21.6 | 84 | 44.2 | 33 | 17.4 | 21 | 11.1 | 11 | 5.8 | - | - |
| 30 - 39 Years | 511 | 100.0 | 57 | 11.2 | 248 | 48.5 | 83 | 16.2 | 90 | 17.6 | 32 | 6.3 | 1 | 0.2 |
| 40 - 49 Years | 593 | 100.0 | 78 | 13.2 | 296 | 49.9 | 88 | 14.8 | 92 | 15.5 | 36 | 6.1 | 3 | 0.5 |
| 50 - 59 Years | 610 | 100.0 | 88 | 14.4 | 317 | 52.0 | 82 | 13.4 | 89 | 14.6 | 28 | 4.6 | 6 | 1.0 |
| 60+ | 110 | 100.0 | 14 | 12.7 | 65 | 59.1 | 10 | 9.1 | 17 | 15.5 | 4 | 3.6 | - | - |
| Not Stated | 84 | 100.0 | 10 | 11.9 | 30 | 35.7 | 13 | 15.5 | 14 | 16.7 | 8 | 9.5 | 9 | 10.7 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 40 | 10.8 | 184 | 49.9 | 40 | 10.8 | 79 | 21.4 | 25 | 6.8 | 1 | 0.3 |
| Administration | 408 | 100.0 | 59 | 14.5 | 191 | 46.8 | 81 | 19.9 | 53 | 13.0 | 21 | 5.1 | 3 | 0.7 |
| Technical or Professional | 880 | 100.0 | 117 | 13.3 | 445 | 50.6 | 118 | 13.4 | 144 | 16.4 | 51 | 5.8 | 5 | 0.6 |
| Other | 370 | 100.0 | 65 | 17.6 | 191 | 51.6 | 59 | 15.9 | 39 | 10.5 | 15 | 4.1 | 1 | 0.3 |
| Not Stated | 71 | 100.0 | 7 | 9.9 | 29 | 40.8 | 11 | 15.5 | 8 | 11.3 | 7 | 9.9 | 9 | 12.7 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 25 | 17.0 | 76 | 51.7 | 19 | 12.9 | 18 | 12.2 | 8 | 5.4 | 1 | 0.7 |
| 1 - 4 Years | 496 | 100.0 | 85 | 17.1 | 227 | 45.8 | 88 | 17.7 | 69 | 13.9 | 24 | 4.8 | 3 | 0.6 |
| 5 - 10 Years | 511 | 100.0 | 70 | 13.7 | 266 | 52.1 | 70 | 13.7 | 75 | 14.7 | 29 | 5.7 | 1 | 0.2 |
| Over 10 Years | 871 | 100.0 | 100 | 11.5 | 442 | 50.7 | 119 | 13.7 | 152 | 17.5 | 53 | 6.1 | 5 | 0.6 |
| Not Stated | 73 | 100.0 | 8 | 11.0 | 29 | 39.7 | 13 | 17.8 | 9 | 12.3 | 5 | 6.8 | 9 | 12.3 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 109 | 11.4 | 456 | 47.7 | 153 | 16.0 | 172 | 18.0 | 60 | 6.3 | 5 | 0.5 |
| Regional Offices | 824 | 100.0 | 131 | 15.9 | 420 | 51.0 | 112 | 13.6 | 114 | 13.8 | 43 | 5.2 | 4 | 0.5 |
| Not Stated | 319 | 100.0 | 48 | 15.0 | 164 | 51.4 | 44 | 13.8 | 37 | 11.6 | 16 | 5.0 | 10 | 3.1 |

Table 23
Respondents by Satisfaction with Physical Workplace Conditions
Government of the Northwest Territories, February 2011

| | "I am satisfied with my physical workplace conditions." | | | | | | | | | | | | | |
|-----------------------------|--|--------------|----------------|-------------|--------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 409 | 19.5 | 1,070 | 51.0 | 222 | 10.6 | 254 | 12.1 | 122 | 5.8 | 21 | 1.0 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 139 | 20.1 | 371 | 53.7 | 65 | 9.4 | 79 | 11.4 | 32 | 4.6 | 5 | 0.7 |
| Female | 1,329 | 100.0 | 257 | 19.3 | 665 | 50.0 | 144 | 10.8 | 171 | 12.9 | 86 | 6.5 | 6 | 0.5 |
| Not Stated | 78 | 100.0 | 13 | 16.7 | 34 | 43.6 | 13 | 16.7 | 4 | 5.1 | 4 | 5.1 | 10 | 12.8 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 44 | 23.2 | 87 | 45.8 | 21 | 11.1 | 23 | 12.1 | 13 | 6.8 | 2 | 1.1 |
| 30 - 39 Years | 511 | 100.0 | 89 | 17.4 | 275 | 53.8 | 47 | 9.2 | 62 | 12.1 | 36 | 7.0 | 2 | 0.4 |
| 40 - 49 Years | 593 | 100.0 | 111 | 18.7 | 318 | 53.6 | 57 | 9.6 | 81 | 13.7 | 24 | 4.0 | 2 | 0.3 |
| 50 - 59 Years | 610 | 100.0 | 130 | 21.3 | 284 | 46.6 | 75 | 12.3 | 76 | 12.5 | 40 | 6.6 | 5 | 0.8 |
| 60+ | 110 | 100.0 | 20 | 18.2 | 70 | 63.6 | 10 | 9.1 | 6 | 5.5 | 4 | 3.6 | - | - |
| Not Stated | 84 | 100.0 | 15 | 17.9 | 36 | 42.9 | 12 | 14.3 | 6 | 7.1 | 5 | 6.0 | 10 | 11.9 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 74 | 20.1 | 205 | 55.6 | 28 | 7.6 | 47 | 12.7 | 14 | 3.8 | 1 | 0.3 |
| Administration | 408 | 100.0 | 91 | 22.3 | 199 | 48.8 | 49 | 12.0 | 45 | 11.0 | 20 | 4.9 | 4 | 1.0 |
| Technical or Professional | 880 | 100.0 | 153 | 17.4 | 447 | 50.8 | 91 | 10.3 | 122 | 13.9 | 64 | 7.3 | 3 | 0.3 |
| Other | 370 | 100.0 | 80 | 21.6 | 188 | 50.8 | 43 | 11.6 | 35 | 9.5 | 21 | 5.7 | 3 | 0.8 |
| Not Stated | 71 | 100.0 | 11 | 15.5 | 31 | 43.7 | 11 | 15.5 | 5 | 7.0 | 3 | 4.2 | 10 | 14.1 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 33 | 22.4 | 67 | 45.6 | 20 | 13.6 | 14 | 9.5 | 13 | 8.8 | - | - |
| 1 - 4 Years | 496 | 100.0 | 101 | 20.4 | 235 | 47.4 | 55 | 11.1 | 71 | 14.3 | 31 | 6.3 | 3 | 0.6 |
| 5 - 10 Years | 511 | 100.0 | 98 | 19.2 | 287 | 56.2 | 46 | 9.0 | 50 | 9.8 | 26 | 5.1 | 4 | 0.8 |
| Over 10 Years | 871 | 100.0 | 165 | 18.9 | 452 | 51.9 | 90 | 10.3 | 112 | 12.9 | 49 | 5.6 | 3 | 0.3 |
| Not Stated | 73 | 100.0 | 12 | 16.4 | 29 | 39.7 | 11 | 15.1 | 7 | 9.6 | 3 | 4.1 | 11 | 15.1 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 184 | 19.3 | 498 | 52.1 | 93 | 9.7 | 118 | 12.4 | 58 | 6.1 | 4 | 0.4 |
| Regional Offices | 824 | 100.0 | 167 | 20.3 | 417 | 50.6 | 91 | 11.0 | 93 | 11.3 | 50 | 6.1 | 6 | 0.7 |
| Not Stated | 319 | 100.0 | 58 | 18.2 | 155 | 48.6 | 38 | 11.9 | 43 | 13.5 | 14 | 4.4 | 11 | 3.4 |

Table 24
Respondents by Belief that Commitment to Quality is a High Priority
Government of the Northwest Territories, February 2011

| | "Commitment to quality is a high priority in this organization." | | | | | | | | | | | | | |
|-----------------------------|--|--------------|----------------|-------------|------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 212 | 10.1 | 905 | 43.1 | 557 | 26.5 | 300 | 14.3 | 83 | 4.0 | 41 | 2.0 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 65 | 9.4 | 298 | 43.1 | 173 | 25.0 | 111 | 16.1 | 42 | 6.1 | 2 | 0.3 |
| Female | 1,329 | 100.0 | 143 | 10.8 | 587 | 44.2 | 369 | 27.8 | 187 | 14.1 | 39 | 2.9 | 4 | 0.3 |
| Not Stated | 78 | 100.0 | 4 | 5.1 | 20 | 25.6 | 15 | 19.2 | 2 | 2.6 | 2 | 2.6 | 35 | 44.9 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 24 | 12.6 | 90 | 47.4 | 46 | 24.2 | 22 | 11.6 | 8 | 4.2 | - | - |
| 30 - 39 Years | 511 | 100.0 | 41 | 8.0 | 220 | 43.1 | 143 | 28.0 | 89 | 17.4 | 18 | 3.5 | - | - |
| 40 - 49 Years | 593 | 100.0 | 59 | 9.9 | 250 | 42.2 | 163 | 27.5 | 94 | 15.9 | 25 | 4.2 | 2 | 0.3 |
| 50 - 59 Years | 610 | 100.0 | 64 | 10.5 | 270 | 44.3 | 166 | 27.2 | 83 | 13.6 | 24 | 3.9 | 3 | 0.5 |
| 60+ | 110 | 100.0 | 20 | 18.2 | 54 | 49.1 | 24 | 21.8 | 7 | 6.4 | 4 | 3.6 | 1 | 0.9 |
| Not Stated | 84 | 100.0 | 4 | 4.8 | 21 | 25.0 | 15 | 17.9 | 5 | 6.0 | 4 | 4.8 | 35 | 41.7 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 35 | 9.5 | 152 | 41.2 | 101 | 27.4 | 65 | 17.6 | 15 | 4.1 | 1 | 0.3 |
| Administration | 408 | 100.0 | 53 | 13.0 | 181 | 44.4 | 118 | 28.9 | 48 | 11.8 | 7 | 1.7 | 1 | 0.2 |
| Technical or Professional | 880 | 100.0 | 71 | 8.1 | 371 | 42.2 | 243 | 27.6 | 144 | 16.4 | 48 | 5.5 | 3 | 0.3 |
| Other | 370 | 100.0 | 51 | 13.8 | 182 | 49.2 | 84 | 22.7 | 40 | 10.8 | 12 | 3.2 | 1 | 0.3 |
| Not Stated | 71 | 100.0 | 2 | 2.8 | 19 | 26.8 | 11 | 15.5 | 3 | 4.2 | 1 | 1.4 | 35 | 49.3 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 23 | 15.6 | 70 | 47.6 | 37 | 25.2 | 11 | 7.5 | 6 | 4.1 | - | - |
| 1 - 4 Years | 496 | 100.0 | 55 | 11.1 | 218 | 44.0 | 127 | 25.6 | 72 | 14.5 | 23 | 4.6 | 1 | 0.2 |
| 5 - 10 Years | 511 | 100.0 | 60 | 11.7 | 221 | 43.2 | 135 | 26.4 | 76 | 14.9 | 19 | 3.7 | - | - |
| Over 10 Years | 871 | 100.0 | 71 | 8.2 | 379 | 43.5 | 247 | 28.4 | 137 | 15.7 | 33 | 3.8 | 4 | 0.5 |
| Not Stated | 73 | 100.0 | 3 | 4.1 | 17 | 23.3 | 11 | 15.1 | 4 | 5.5 | 2 | 2.7 | 36 | 49.3 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 65 | 6.8 | 400 | 41.9 | 285 | 29.8 | 164 | 17.2 | 38 | 4.0 | 3 | 0.3 |
| Regional Offices | 824 | 100.0 | 114 | 13.8 | 373 | 45.3 | 209 | 25.4 | 92 | 11.2 | 34 | 4.1 | 2 | 0.2 |
| Not Stated | 319 | 100.0 | 33 | 10.3 | 132 | 41.4 | 63 | 19.7 | 44 | 13.8 | 11 | 3.4 | 36 | 11.3 |

Table 25
Respondents by Belief of Inclusive Public Service
Government of the Northwest Territories, February 2011

| "I feel the GNWT promotes an inclusive public service where staff are treated equitably." | | | | | | | | | | | | | | |
|--|--------------|--------------|----------------|------------|------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 180 | 8.6 | 852 | 40.6 | 466 | 22.2 | 375 | 17.9 | 188 | 9.0 | 37 | 1.8 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 63 | 9.1 | 300 | 43.4 | 134 | 19.4 | 110 | 15.9 | 82 | 11.9 | 2 | 0.3 |
| Female | 1,329 | 100.0 | 112 | 8.4 | 541 | 40.7 | 315 | 23.7 | 258 | 19.4 | 102 | 7.7 | 1 | 0.1 |
| Not Stated | 78 | 100.0 | 5 | 6.4 | 11 | 14.1 | 17 | 21.8 | 7 | 9.0 | 4 | 5.1 | 34 | 43.6 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 23 | 12.1 | 101 | 53.2 | 36 | 18.9 | 22 | 11.6 | 8 | 4.2 | - | - |
| 30 - 39 Years | 511 | 100.0 | 46 | 9.0 | 225 | 44.0 | 108 | 21.1 | 87 | 17.0 | 45 | 8.8 | - | - |
| 40 - 49 Years | 593 | 100.0 | 52 | 8.8 | 231 | 39.0 | 142 | 23.9 | 104 | 17.5 | 63 | 10.6 | 1 | 0.2 |
| 50 - 59 Years | 610 | 100.0 | 43 | 7.0 | 233 | 38.2 | 130 | 21.3 | 141 | 23.1 | 61 | 10.0 | 2 | 0.3 |
| 60+ | 110 | 100.0 | 9 | 8.2 | 50 | 45.5 | 35 | 31.8 | 10 | 9.1 | 6 | 5.5 | - | - |
| Not Stated | 84 | 100.0 | 7 | 8.3 | 12 | 14.3 | 15 | 17.9 | 11 | 13.1 | 5 | 6.0 | 34 | 40.5 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 30 | 8.1 | 153 | 41.5 | 69 | 18.7 | 83 | 22.5 | 34 | 9.2 | - | - |
| Administration | 408 | 100.0 | 36 | 8.8 | 144 | 35.3 | 122 | 29.9 | 75 | 18.4 | 31 | 7.6 | - | - |
| Technical or Professional | 880 | 100.0 | 61 | 6.9 | 380 | 43.2 | 186 | 21.1 | 166 | 18.9 | 84 | 9.5 | 3 | 0.3 |
| Other | 370 | 100.0 | 50 | 13.5 | 162 | 43.8 | 77 | 20.8 | 45 | 12.2 | 36 | 9.7 | - | - |
| Not Stated | 71 | 100.0 | 3 | 4.2 | 13 | 18.3 | 12 | 16.9 | 6 | 8.5 | 3 | 4.2 | 34 | 47.9 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 21 | 14.3 | 80 | 54.4 | 27 | 18.4 | 16 | 10.9 | 3 | 2.0 | - | - |
| 1 - 4 Years | 496 | 100.0 | 52 | 10.5 | 217 | 43.8 | 116 | 23.4 | 65 | 13.1 | 45 | 9.1 | 1 | 0.2 |
| 5 - 10 Years | 511 | 100.0 | 52 | 10.2 | 222 | 43.4 | 108 | 21.1 | 82 | 16.0 | 47 | 9.2 | - | - |
| Over 10 Years | 871 | 100.0 | 52 | 6.0 | 320 | 36.7 | 202 | 23.2 | 206 | 23.7 | 89 | 10.2 | 2 | 0.2 |
| Not Stated | 73 | 100.0 | 3 | 4.1 | 13 | 17.8 | 13 | 17.8 | 6 | 8.2 | 4 | 5.5 | 34 | 46.6 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 70 | 7.3 | 396 | 41.5 | 207 | 21.7 | 191 | 20.0 | 90 | 9.4 | 1 | 0.1 |
| Regional Offices | 824 | 100.0 | 84 | 10.2 | 338 | 41.0 | 193 | 23.4 | 136 | 16.5 | 71 | 8.6 | 2 | 0.2 |
| Not Stated | 319 | 100.0 | 26 | 8.2 | 118 | 37.0 | 66 | 20.7 | 48 | 15.0 | 27 | 8.5 | 34 | 10.7 |

Table 26
Respondents by Satisfaction with Health and Wellness Programs
Government of the Northwest Territories, February 2011

| "I am satisfied with the health and wellness programs that are available to me as a GNWT employee." | | | | | | | | | | | | | | |
|--|--------------|--------------|----------------|-------------|------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 264 | 12.6 | 998 | 47.6 | 517 | 24.6 | 213 | 10.2 | 68 | 3.2 | 38 | 1.8 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 89 | 12.9 | 349 | 50.5 | 174 | 25.2 | 54 | 7.8 | 24 | 3.5 | 1 | 0.1 |
| Female | 1,329 | 100.0 | 170 | 12.8 | 630 | 47.4 | 326 | 24.5 | 158 | 11.9 | 41 | 3.1 | 4 | 0.3 |
| Not Stated | 78 | 100.0 | 5 | 6.4 | 19 | 24.4 | 17 | 21.8 | 1 | 1.3 | 3 | 3.8 | 33 | 42.3 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 23 | 12.1 | 81 | 42.6 | 58 | 30.5 | 23 | 12.1 | 5 | 2.6 | - | - |
| 30 - 39 Years | 511 | 100.0 | 62 | 12.1 | 248 | 48.5 | 130 | 25.4 | 59 | 11.5 | 11 | 2.2 | 1 | 0.2 |
| 40 - 49 Years | 593 | 100.0 | 81 | 13.7 | 275 | 46.4 | 158 | 26.6 | 57 | 9.6 | 22 | 3.7 | - | - |
| 50 - 59 Years | 610 | 100.0 | 73 | 12.0 | 311 | 51.0 | 136 | 22.3 | 66 | 10.8 | 21 | 3.4 | 3 | 0.5 |
| 60+ | 110 | 100.0 | 20 | 18.2 | 62 | 56.4 | 18 | 16.4 | 4 | 3.6 | 5 | 4.5 | 1 | 0.9 |
| Not Stated | 84 | 100.0 | 5 | 6.0 | 21 | 25.0 | 17 | 20.2 | 4 | 4.8 | 4 | 4.8 | 33 | 39.3 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 37 | 10.0 | 189 | 51.2 | 89 | 24.1 | 48 | 13.0 | 6 | 1.6 | - | - |
| Administration | 408 | 100.0 | 57 | 14.0 | 196 | 48.0 | 107 | 26.2 | 38 | 9.3 | 8 | 2.0 | 2 | 0.5 |
| Technical or Professional | 880 | 100.0 | 105 | 11.9 | 411 | 46.7 | 229 | 26.0 | 98 | 11.1 | 35 | 4.0 | 2 | 0.2 |
| Other | 370 | 100.0 | 62 | 16.8 | 184 | 49.7 | 80 | 21.6 | 27 | 7.3 | 16 | 4.3 | 1 | 0.3 |
| Not Stated | 71 | 100.0 | 3 | 4.2 | 18 | 25.4 | 12 | 16.9 | 2 | 2.8 | 3 | 4.2 | 33 | 46.5 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 21 | 14.3 | 60 | 40.8 | 50 | 34.0 | 14 | 9.5 | 2 | 1.4 | - | - |
| 1 - 4 Years | 496 | 100.0 | 64 | 12.9 | 231 | 46.6 | 135 | 27.2 | 50 | 10.1 | 14 | 2.8 | 2 | 0.4 |
| 5 - 10 Years | 511 | 100.0 | 82 | 16.0 | 244 | 47.7 | 112 | 21.9 | 57 | 11.2 | 16 | 3.1 | - | - |
| Over 10 Years | 871 | 100.0 | 94 | 10.8 | 445 | 51.1 | 204 | 23.4 | 91 | 10.4 | 34 | 3.9 | 3 | 0.3 |
| Not Stated | 73 | 100.0 | 3 | 4.1 | 18 | 24.7 | 16 | 21.9 | 1 | 1.4 | 2 | 2.7 | 33 | 45.2 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 113 | 11.8 | 461 | 48.3 | 247 | 25.9 | 100 | 10.5 | 31 | 3.2 | 3 | 0.3 |
| Regional Offices | 824 | 100.0 | 110 | 13.3 | 403 | 48.9 | 196 | 23.8 | 91 | 11.0 | 23 | 2.8 | 1 | 0.1 |
| Not Stated | 319 | 100.0 | 41 | 12.9 | 134 | 42.0 | 74 | 23.2 | 22 | 6.9 | 14 | 4.4 | 34 | 10.7 |

Table 27
Respondents by Satisfaction with GNWT Safety Measures
Government of the Northwest Territories, February 2011

| | "I am satisfied with the safety measures that are in place in the GNWT." | | | | | | | | | | | | | |
|-----------------------------|---|--------------|----------------|-------------|--------------|-------------|------------|-------------|------------|------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 237 | 11.3 | 1,149 | 54.8 | 453 | 21.6 | 157 | 7.5 | 56 | 2.7 | 46 | 2.2 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 81 | 11.7 | 395 | 57.2 | 139 | 20.1 | 54 | 7.8 | 19 | 2.7 | 3 | 0.4 |
| Female | 1,329 | 100.0 | 151 | 11.4 | 730 | 54.9 | 303 | 22.8 | 101 | 7.6 | 35 | 2.6 | 9 | 0.7 |
| Not Stated | 78 | 100.0 | 5 | 6.4 | 24 | 30.8 | 11 | 14.1 | 2 | 2.6 | 2 | 2.6 | 34 | 43.6 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 28 | 14.7 | 110 | 57.9 | 36 | 18.9 | 13 | 6.8 | 3 | 1.6 | - | - |
| 30 - 39 Years | 511 | 100.0 | 56 | 11.0 | 281 | 55.0 | 127 | 24.9 | 32 | 6.3 | 12 | 2.3 | 3 | 0.6 |
| 40 - 49 Years | 593 | 100.0 | 64 | 10.8 | 330 | 55.6 | 135 | 22.8 | 45 | 7.6 | 17 | 2.9 | 2 | 0.3 |
| 50 - 59 Years | 610 | 100.0 | 71 | 11.6 | 335 | 54.9 | 126 | 20.7 | 56 | 9.2 | 17 | 2.8 | 5 | 0.8 |
| 60+ | 110 | 100.0 | 14 | 12.7 | 68 | 61.8 | 15 | 13.6 | 7 | 6.4 | 4 | 3.6 | 2 | 1.8 |
| Not Stated | 84 | 100.0 | 4 | 4.8 | 25 | 29.8 | 14 | 16.7 | 4 | 4.8 | 3 | 3.6 | 34 | 40.5 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 41 | 11.1 | 213 | 57.7 | 78 | 21.1 | 31 | 8.4 | 5 | 1.4 | 1 | 0.3 |
| Administration | 408 | 100.0 | 52 | 12.7 | 227 | 55.6 | 94 | 23.0 | 26 | 6.4 | 7 | 1.7 | 2 | 0.5 |
| Technical or Professional | 880 | 100.0 | 86 | 9.8 | 485 | 55.1 | 202 | 23.0 | 71 | 8.1 | 30 | 3.4 | 6 | 0.7 |
| Other | 370 | 100.0 | 56 | 15.1 | 205 | 55.4 | 69 | 18.6 | 27 | 7.3 | 11 | 3.0 | 2 | 0.5 |
| Not Stated | 71 | 100.0 | 2 | 2.8 | 19 | 26.8 | 10 | 14.1 | 2 | 2.8 | 3 | 4.2 | 35 | 49.3 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 18 | 12.2 | 73 | 49.7 | 40 | 27.2 | 12 | 8.2 | 4 | 2.7 | - | - |
| 1 - 4 Years | 496 | 100.0 | 61 | 12.3 | 266 | 53.6 | 113 | 22.8 | 39 | 7.9 | 15 | 3.0 | 2 | 0.4 |
| 5 - 10 Years | 511 | 100.0 | 72 | 14.1 | 293 | 57.3 | 101 | 19.8 | 33 | 6.5 | 9 | 1.8 | 3 | 0.6 |
| Over 10 Years | 871 | 100.0 | 84 | 9.6 | 496 | 56.9 | 188 | 21.6 | 70 | 8.0 | 26 | 3.0 | 7 | 0.8 |
| Not Stated | 73 | 100.0 | 2 | 2.7 | 21 | 28.8 | 11 | 15.1 | 3 | 4.1 | 2 | 2.7 | 34 | 46.6 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 108 | 11.3 | 537 | 56.2 | 224 | 23.5 | 63 | 6.6 | 19 | 2.0 | 4 | 0.4 |
| Regional Offices | 824 | 100.0 | 97 | 11.8 | 455 | 55.2 | 170 | 20.6 | 71 | 8.6 | 25 | 3.0 | 6 | 0.7 |
| Not Stated | 319 | 100.0 | 32 | 10.0 | 157 | 49.2 | 59 | 18.5 | 23 | 7.2 | 12 | 3.8 | 36 | 11.3 |

Table 28
Respondents by Perception of Cross-Cultural Opportunities
Government of the Northwest Territories, February 2011

| "The GNWT promotes cross-cultural awareness opportunities for employees." | | | | | | | | | | | | | | |
|--|--------------|--------------|----------------|------------|------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 188 | 9.0 | 866 | 41.3 | 558 | 26.6 | 337 | 16.1 | 104 | 5.0 | 45 | 2.1 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 60 | 8.7 | 300 | 43.4 | 186 | 26.9 | 110 | 15.9 | 34 | 4.9 | 1 | 0.1 |
| Female | 1,329 | 100.0 | 120 | 9.0 | 554 | 41.7 | 358 | 26.9 | 222 | 16.7 | 66 | 5.0 | 9 | 0.7 |
| Not Stated | 78 | 100.0 | 8 | 10.3 | 12 | 15.4 | 14 | 17.9 | 5 | 6.4 | 4 | 5.1 | 35 | 44.9 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 19 | 10.0 | 84 | 44.2 | 46 | 24.2 | 34 | 17.9 | 7 | 3.7 | - | - |
| 30 - 39 Years | 511 | 100.0 | 43 | 8.4 | 211 | 41.3 | 154 | 30.1 | 76 | 14.9 | 26 | 5.1 | 1 | 0.2 |
| 40 - 49 Years | 593 | 100.0 | 53 | 8.9 | 244 | 41.1 | 159 | 26.8 | 107 | 18.0 | 29 | 4.9 | 1 | 0.2 |
| 50 - 59 Years | 610 | 100.0 | 43 | 7.0 | 271 | 44.4 | 155 | 25.4 | 102 | 16.7 | 33 | 5.4 | 6 | 1.0 |
| 60+ | 110 | 100.0 | 21 | 19.1 | 41 | 37.3 | 28 | 25.5 | 13 | 11.8 | 5 | 4.5 | 2 | 1.8 |
| Not Stated | 84 | 100.0 | 9 | 10.7 | 15 | 17.9 | 16 | 19.0 | 5 | 6.0 | 4 | 4.8 | 35 | 41.7 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 23 | 6.2 | 143 | 38.8 | 93 | 25.2 | 88 | 23.8 | 21 | 5.7 | 1 | 0.3 |
| Administration | 408 | 100.0 | 37 | 9.1 | 171 | 41.9 | 124 | 30.4 | 52 | 12.7 | 21 | 5.1 | 3 | 0.7 |
| Technical or Professional | 880 | 100.0 | 78 | 8.9 | 371 | 42.2 | 230 | 26.1 | 155 | 17.6 | 42 | 4.8 | 4 | 0.5 |
| Other | 370 | 100.0 | 43 | 11.6 | 168 | 45.4 | 101 | 27.3 | 38 | 10.3 | 18 | 4.9 | 2 | 0.5 |
| Not Stated | 71 | 100.0 | 7 | 9.9 | 13 | 18.3 | 10 | 14.1 | 4 | 5.6 | 2 | 2.8 | 35 | 49.3 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 16 | 10.9 | 66 | 44.9 | 40 | 27.2 | 23 | 15.6 | 2 | 1.4 | - | - |
| 1 - 4 Years | 496 | 100.0 | 45 | 9.1 | 201 | 40.5 | 147 | 29.6 | 74 | 14.9 | 27 | 5.4 | 2 | 0.4 |
| 5 - 10 Years | 511 | 100.0 | 63 | 12.3 | 221 | 43.2 | 117 | 22.9 | 80 | 15.7 | 28 | 5.5 | 2 | 0.4 |
| Over 10 Years | 871 | 100.0 | 58 | 6.7 | 365 | 41.9 | 243 | 27.9 | 155 | 17.8 | 45 | 5.2 | 5 | 0.6 |
| Not Stated | 73 | 100.0 | 6 | 8.2 | 13 | 17.8 | 11 | 15.1 | 5 | 6.8 | 2 | 2.7 | 36 | 49.3 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 70 | 7.3 | 372 | 39.0 | 271 | 28.4 | 182 | 19.1 | 54 | 5.7 | 6 | 0.6 |
| Regional Offices | 824 | 100.0 | 80 | 9.7 | 367 | 44.5 | 217 | 26.3 | 119 | 14.4 | 39 | 4.7 | 2 | 0.2 |
| Not Stated | 319 | 100.0 | 38 | 11.9 | 127 | 39.8 | 70 | 21.9 | 36 | 11.3 | 11 | 3.4 | 37 | 11.6 |

Table 29
Respondents by Satisfaction with Sensitivity Training with Regards to Persons with Disabilities
Government of the Northwest Territories, February 2011

| "The GNWT provides adequate sensitivity training with regards to people with disabilities in the workplace." | | | | | | | | | | | | | | |
|---|--------------|--------------|----------------|------------|------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 134 | 6.4 | 604 | 28.8 | 795 | 37.9 | 398 | 19.0 | 121 | 5.8 | 46 | 2.2 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 41 | 5.9 | 218 | 31.5 | 279 | 40.4 | 111 | 16.1 | 38 | 5.5 | 4 | 0.6 |
| Female | 1,329 | 100.0 | 91 | 6.8 | 372 | 28.0 | 497 | 37.4 | 281 | 21.1 | 81 | 6.1 | 7 | 0.5 |
| Not Stated | 78 | 100.0 | 2 | 2.6 | 14 | 17.9 | 19 | 24.4 | 6 | 7.7 | 2 | 2.6 | 35 | 44.9 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 18 | 9.5 | 56 | 29.5 | 75 | 39.5 | 28 | 14.7 | 12 | 6.3 | 1 | 0.5 |
| 30 - 39 Years | 511 | 100.0 | 29 | 5.7 | 141 | 27.6 | 212 | 41.5 | 98 | 19.2 | 28 | 5.5 | 3 | 0.6 |
| 40 - 49 Years | 593 | 100.0 | 39 | 6.6 | 171 | 28.8 | 222 | 37.4 | 120 | 20.2 | 39 | 6.6 | 2 | 0.3 |
| 50 - 59 Years | 610 | 100.0 | 33 | 5.4 | 178 | 29.2 | 235 | 38.5 | 124 | 20.3 | 36 | 5.9 | 4 | 0.7 |
| 60+ | 110 | 100.0 | 12 | 10.9 | 44 | 40.0 | 32 | 29.1 | 18 | 16.4 | 3 | 2.7 | 1 | 0.9 |
| Not Stated | 84 | 100.0 | 3 | 3.6 | 14 | 16.7 | 19 | 22.6 | 10 | 11.9 | 3 | 3.6 | 35 | 41.7 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 23 | 6.2 | 101 | 27.4 | 125 | 33.9 | 92 | 24.9 | 26 | 7.0 | 2 | 0.5 |
| Administration | 408 | 100.0 | 27 | 6.6 | 132 | 32.4 | 163 | 40.0 | 60 | 14.7 | 25 | 6.1 | 1 | 0.2 |
| Technical or Professional | 880 | 100.0 | 45 | 5.1 | 238 | 27.0 | 354 | 40.2 | 189 | 21.5 | 49 | 5.6 | 5 | 0.6 |
| Other | 370 | 100.0 | 38 | 10.3 | 119 | 32.2 | 138 | 37.3 | 52 | 14.1 | 19 | 5.1 | 4 | 1.1 |
| Not Stated | 71 | 100.0 | 1 | 1.4 | 14 | 19.7 | 15 | 21.1 | 5 | 7.0 | 2 | 2.8 | 34 | 47.9 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 10 | 6.8 | 44 | 29.9 | 68 | 46.3 | 18 | 12.2 | 6 | 4.1 | 1 | 0.7 |
| 1 - 4 Years | 496 | 100.0 | 37 | 7.5 | 135 | 27.2 | 201 | 40.5 | 89 | 17.9 | 30 | 6.0 | 4 | 0.8 |
| 5 - 10 Years | 511 | 100.0 | 43 | 8.4 | 154 | 30.1 | 179 | 35.0 | 98 | 19.2 | 34 | 6.7 | 3 | 0.6 |
| Over 10 Years | 871 | 100.0 | 44 | 5.1 | 256 | 29.4 | 328 | 37.7 | 189 | 21.7 | 51 | 5.9 | 3 | 0.3 |
| Not Stated | 73 | 100.0 | - | - | 15 | 20.5 | 19 | 26.0 | 4 | 5.5 | - | - | 35 | 47.9 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 57 | 6.0 | 262 | 27.4 | 360 | 37.7 | 199 | 20.8 | 71 | 7.4 | 6 | 0.6 |
| Regional Offices | 824 | 100.0 | 55 | 6.7 | 249 | 30.2 | 317 | 38.5 | 158 | 19.2 | 42 | 5.1 | 3 | 0.4 |
| Not Stated | 319 | 100.0 | 22 | 6.9 | 93 | 29.2 | 118 | 37.0 | 41 | 12.9 | 8 | 2.5 | 37 | 11.6 |

Table 30
Respondents by Satisfaction with Reward Programs
Government of the Northwest Territories, February 2011

| "The GNWT has adequate reward programs in place to help celebrate and acknowledge individual and team efforts." | | | | | | | | | | | | | | |
|--|--------------|--------------|----------------|------------|------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 114 | 5.4 | 650 | 31.0 | 610 | 29.1 | 473 | 22.5 | 204 | 9.7 | 47 | 2.2 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 30 | 4.3 | 221 | 32.0 | 204 | 29.5 | 146 | 21.1 | 86 | 12.4 | 4 | 0.6 |
| Female | 1,329 | 100.0 | 83 | 6.2 | 415 | 31.2 | 391 | 29.4 | 318 | 23.9 | 113 | 8.5 | 9 | 0.7 |
| Not Stated | 78 | 100.0 | 1 | 1.3 | 14 | 17.9 | 15 | 19.2 | 9 | 11.5 | 5 | 6.4 | 34 | 43.6 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 13 | 6.8 | 61 | 32.1 | 61 | 32.1 | 42 | 22.1 | 13 | 6.8 | - | - |
| 30 - 39 Years | 511 | 100.0 | 23 | 4.5 | 152 | 29.7 | 147 | 28.8 | 127 | 24.9 | 59 | 11.5 | 3 | 0.6 |
| 40 - 49 Years | 593 | 100.0 | 40 | 6.7 | 180 | 30.4 | 179 | 30.2 | 130 | 21.9 | 61 | 10.3 | 3 | 0.5 |
| 50 - 59 Years | 610 | 100.0 | 28 | 4.6 | 195 | 32.0 | 179 | 29.3 | 148 | 24.3 | 56 | 9.2 | 4 | 0.7 |
| 60+ | 110 | 100.0 | 8 | 7.3 | 48 | 43.6 | 29 | 26.4 | 15 | 13.6 | 7 | 6.4 | 3 | 2.7 |
| Not Stated | 84 | 100.0 | 2 | 2.4 | 14 | 16.7 | 15 | 17.9 | 11 | 13.1 | 8 | 9.5 | 34 | 40.5 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 21 | 5.7 | 116 | 31.4 | 74 | 20.1 | 112 | 30.4 | 44 | 11.9 | 2 | 0.5 |
| Administration | 408 | 100.0 | 24 | 5.9 | 138 | 33.8 | 126 | 30.9 | 76 | 18.6 | 42 | 10.3 | 2 | 0.5 |
| Technical or Professional | 880 | 100.0 | 41 | 4.7 | 245 | 27.8 | 284 | 32.3 | 219 | 24.9 | 85 | 9.7 | 6 | 0.7 |
| Other | 370 | 100.0 | 28 | 7.6 | 135 | 36.5 | 116 | 31.4 | 58 | 15.7 | 29 | 7.8 | 4 | 1.1 |
| Not Stated | 71 | 100.0 | - | - | 16 | 22.5 | 10 | 14.1 | 8 | 11.3 | 4 | 5.6 | 33 | 46.5 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 8 | 5.4 | 41 | 27.9 | 72 | 49.0 | 20 | 13.6 | 5 | 3.4 | 1 | 0.7 |
| 1 - 4 Years | 496 | 100.0 | 27 | 5.4 | 147 | 29.6 | 159 | 32.1 | 115 | 23.2 | 44 | 8.9 | 4 | 0.8 |
| 5 - 10 Years | 511 | 100.0 | 35 | 6.8 | 165 | 32.3 | 122 | 23.9 | 130 | 25.4 | 56 | 11.0 | 3 | 0.6 |
| Over 10 Years | 871 | 100.0 | 44 | 5.1 | 283 | 32.5 | 244 | 28.0 | 200 | 23.0 | 95 | 10.9 | 5 | 0.6 |
| Not Stated | 73 | 100.0 | - | - | 14 | 19.2 | 13 | 17.8 | 8 | 11.0 | 4 | 5.5 | 34 | 46.6 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 41 | 4.3 | 296 | 31.0 | 268 | 28.1 | 231 | 24.2 | 113 | 11.8 | 6 | 0.6 |
| Regional Offices | 824 | 100.0 | 57 | 6.9 | 261 | 31.7 | 246 | 29.9 | 187 | 22.7 | 69 | 8.4 | 4 | 0.5 |
| Not Stated | 319 | 100.0 | 16 | 5.0 | 93 | 29.2 | 96 | 30.1 | 55 | 17.2 | 22 | 6.9 | 37 | 11.6 |

Table 31
Respondents by Satisfaction with Reward Programs
Government of the Northwest Territories, February 2011

| | "Overall, I feel valued as a GNWT employee." | | | | | | | | | | | | | |
|-----------------------------|--|--------------|----------------|-------------|------------|-------------|------------|-------------|------------|-------------|-------------------|------------|------------|------------|
| | Total | % | Strongly Agree | % | Agree | % | Undecided | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Total Respondents | 2,098 | 100.0 | 229 | 10.9 | 945 | 45.0 | 481 | 22.9 | 288 | 13.7 | 117 | 5.6 | 38 | 1.8 |
| Gender | | | | | | | | | | | | | | |
| Male | 691 | 100.0 | 72 | 10.4 | 336 | 48.6 | 153 | 22.1 | 81 | 11.7 | 47 | 6.8 | 2 | 0.3 |
| Female | 1,329 | 100.0 | 154 | 11.6 | 587 | 44.2 | 316 | 23.8 | 203 | 15.3 | 66 | 5.0 | 3 | 0.2 |
| Not Stated | 78 | 100.0 | 3 | 3.8 | 22 | 28.2 | 12 | 15.4 | 4 | 5.1 | 4 | 5.1 | 33 | 42.3 |
| Age Groups | | | | | | | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 22 | 11.6 | 86 | 45.3 | 55 | 28.9 | 19 | 10.0 | 7 | 3.7 | 1 | 0.5 |
| 30 - 39 Years | 511 | 100.0 | 47 | 9.2 | 232 | 45.4 | 126 | 24.7 | 75 | 14.7 | 31 | 6.1 | - | - |
| 40 - 49 Years | 593 | 100.0 | 65 | 11.0 | 276 | 46.5 | 131 | 22.1 | 85 | 14.3 | 36 | 6.1 | - | - |
| 50 - 59 Years | 610 | 100.0 | 71 | 11.6 | 272 | 44.6 | 138 | 22.6 | 95 | 15.6 | 33 | 5.4 | 1 | 0.2 |
| 60+ | 110 | 100.0 | 20 | 18.2 | 56 | 50.9 | 19 | 17.3 | 10 | 9.1 | 2 | 1.8 | 3 | 2.7 |
| Not Stated | 84 | 100.0 | 4 | 4.8 | 23 | 27.4 | 12 | 14.3 | 4 | 4.8 | 8 | 9.5 | 33 | 39.3 |
| Occupation Groups | | | | | | | | | | | | | | |
| Management | 369 | 100.0 | 37 | 10.0 | 179 | 48.5 | 78 | 21.1 | 51 | 13.8 | 23 | 6.2 | 1 | 0.3 |
| Administration | 408 | 100.0 | 47 | 11.5 | 182 | 44.6 | 101 | 24.8 | 60 | 14.7 | 17 | 4.2 | 1 | 0.2 |
| Technical or Professional | 880 | 100.0 | 87 | 9.9 | 398 | 45.2 | 212 | 24.1 | 128 | 14.5 | 53 | 6.0 | 2 | 0.2 |
| Other | 370 | 100.0 | 55 | 14.9 | 166 | 44.9 | 83 | 22.4 | 44 | 11.9 | 21 | 5.7 | 1 | 0.3 |
| Not Stated | 71 | 100.0 | 3 | 4.2 | 20 | 28.2 | 7 | 9.9 | 5 | 7.0 | 3 | 4.2 | 33 | 46.5 |
| Length of Service | | | | | | | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 25 | 17.0 | 73 | 49.7 | 30 | 20.4 | 12 | 8.2 | 7 | 4.8 | - | - |
| 1 - 4 Years | 496 | 100.0 | 53 | 10.7 | 225 | 45.4 | 126 | 25.4 | 69 | 13.9 | 22 | 4.4 | 1 | 0.2 |
| 5 - 10 Years | 511 | 100.0 | 63 | 12.3 | 229 | 44.8 | 113 | 22.1 | 78 | 15.3 | 28 | 5.5 | - | - |
| Over 10 Years | 871 | 100.0 | 85 | 9.8 | 397 | 45.6 | 204 | 23.4 | 126 | 14.5 | 55 | 6.3 | 4 | 0.5 |
| Not Stated | 73 | 100.0 | 3 | 4.1 | 21 | 28.8 | 8 | 11.0 | 3 | 4.1 | 5 | 6.8 | 33 | 45.2 |
| Location of Position | | | | | | | | | | | | | | |
| Headquarters | 955 | 100.0 | 90 | 9.4 | 426 | 44.6 | 233 | 24.4 | 143 | 15.0 | 60 | 6.3 | 3 | 0.3 |
| Regional Offices | 824 | 100.0 | 105 | 12.7 | 385 | 46.7 | 189 | 22.9 | 102 | 12.4 | 41 | 5.0 | 2 | 0.2 |
| Not Stated | 319 | 100.0 | 34 | 10.7 | 134 | 42.0 | 59 | 18.5 | 43 | 13.5 | 16 | 5.0 | 33 | 10.3 |

Table 32
Percentage Distribution of Overall Responses
Government of the Northwest Territories, 2006, 2008, 2010 & 2011

| | Strongly Disagree | | | | Disagree | | | | Undecided | | | | Agree | | | | Strongly Agree | | | |
|---|-------------------|------|------|------|----------|------|------|------|-----------|------|------|------|-------|------|------|------|----------------|------|------|------|
| | 2006 | 2008 | 2010 | 2011 | 2006 | 2008 | 2010 | 2011 | 2006 | 2008 | 2010 | 2011 | 2006 | 2008 | 2010 | 2011 | 2006 | 2008 | 2010 | 2011 |
| I have positive working relationships with my co-workers. | 1.0 | 1.4 | 0.6 | 1.0 | 3.7 | 3.3 | 3.6 | 3.1 | 6.7 | 6.7 | 5.5 | 6.8 | 53.2 | 51.2 | 53.3 | 52.8 | 33.7 | 36.6 | 36.7 | 36.0 |
| I have support at work to provide a high level of service. | 3.7 | 5.4 | 2.1 | 3.3 | 15.0 | 14.5 | 11.6 | 11.9 | 18.9 | 18.3 | 13.2 | 13.0 | 49.1 | 46.7 | 48.5 | 48.9 | 12.1 | 14.8 | 23.9 | 22.4 |
| My job is a good fit with my skills and interests. | 0.9 | 1.6 | 1.1 | 1.4 | 4.6 | 3.9 | 3.7 | 4.1 | 7.8 | 8.1 | 6.6 | 6.6 | 51.2 | 45.9 | 46.8 | 49.5 | 34.0 | 40.2 | 41.4 | 38.1 |
| I have support at work to balance my work and personal life. | 5.1 | 5.3 | 3.4 | 3.9 | 12.2 | 12.2 | 9.8 | 9.0 | 16.8 | 19.0 | 16.1 | 15.9 | 50.9 | 46.9 | 46.7 | 46.2 | 14.0 | 16.3 | 23.5 | 24.8 |
| I know how my work contributes to the achievement of my department's goals. | 1.6 | 1.9 | 1.8 | 2.2 | 3.8 | 3.5 | 4.7 | 5.0 | 5.4 | 7.7 | 10.2 | 12.0 | 55.5 | 52.3 | 56.0 | 53.2 | 32.0 | 34.2 | 26.9 | 27.2 |
| My organization supports my work related learning and development. | 4.5 | 5.3 | 3.3 | 5.1 | 10.7 | 11.1 | 9.5 | 11.4 | 15.2 | 16.5 | 15.1 | 16.0 | 46.8 | 47.0 | 50.0 | 47.6 | 21.4 | 19.9 | 21.6 | 19.5 |
| I have opportunities to provide input into decisions that affect my work.* | 5.1 | 6.0 | 4.0 | 4.3 | 14.6 | 13.9 | 12.1 | 12.6 | 10.6 | 13.1 | 14.9 | 13.8 | 50.9 | 46.8 | 48.7 | 50.4 | 17.2 | 20.0 | 19.8 | 18.4 |
| I receive meaningful recognition for work well done. | 7.9 | 7.7 | 5.5 | 6.1 | 19.3 | 17.9 | 15.2 | 16.8 | 19.0 | 19.9 | 20.7 | 19.9 | 41.3 | 42.4 | 41.8 | 40.5 | 11.5 | 12.0 | 15.9 | 15.9 |
| I have opportunities for career growth within the GNWT.** | 7.2 | 8.9 | 6.4 | 7.9 | 18.0 | 17.8 | 13.9 | 16.2 | 21.7 | 22.8 | 25.4 | 24.9 | 41.9 | 36.9 | 39.1 | 37.3 | 10.2 | 13.2 | 14.5 | 13.2 |
| I would recommend the GNWT as a great place to work.** | 4.9 | 6.6 | 2.0 | 2.3 | 13.5 | 13.9 | 6.3 | 7.1 | 26.6 | 25.1 | 20.6 | 19.4 | 42.2 | 38.6 | 48.8 | 51.1 | 12.4 | 14.4 | 21.4 | 19.4 |
| I would prefer to stay with the GNWT even if offered a similar job elsewhere.** | 5.4 | 6.1 | 3.6 | 3.5 | 13.8 | 13.6 | 10.7 | 10.1 | 32.0 | 29.8 | 28.1 | 27.0 | 34.1 | 32.3 | 37.4 | 39.4 | 14.3 | 16.8 | 19.2 | 19.3 |
| I am proud to tell people I work for the GNWT.** | 3.0 | 3.6 | 1.7 | 2.0 | 8.1 | 8.0 | 6.0 | 6.4 | 20.1 | 18.2 | 21.0 | 21.5 | 47.5 | 47.8 | 48.5 | 48.1 | 20.2 | 20.7 | 22.0 | 21.1 |
| Overall, people in the GNWT strive to improve its results.** | 3.4 | 4.2 | 2.6 | 2.3 | 12.6 | 10.5 | 10.1 | 11.8 | 22.1 | 24.2 | 27.5 | 28.0 | 51.2 | 46.4 | 46.3 | 45.5 | 10.2 | 13.1 | 12.2 | 11.2 |
| My job gives me the chance to do challenging and interesting work. | 1.9 | 2.2 | 1.9 | 2.4 | 8.3 | 7.9 | 5.2 | 6.9 | 10.1 | 9.4 | 9.9 | 9.3 | 55.5 | 53.5 | 51.5 | 52.7 | 24.0 | 24.9 | 30.4 | 27.7 |
| I am satisfied with my workload. | 6.0 | 6.3 | 5.9 | 5.7 | 18.9 | 16.6 | 14.6 | 15.4 | 15.8 | 14.4 | 13.5 | 14.7 | 51.4 | 50.6 | 51.0 | 49.6 | 7.2 | 10.1 | 14.0 | 13.7 |
| I am satisfied with my physical workplace conditions. | 6.9 | 6.3 | 5.1 | 5.8 | 14.4 | 13.5 | 11.1 | 12.1 | 11.6 | 11.1 | 11.4 | 10.6 | 53.9 | 53.3 | 52.2 | 51.0 | 12.6 | 13.9 | 19.2 | 19.5 |
| Commitment to quality is a high priority in the GNWT.** | 4.3 | 5.2 | 4.5 | 4.0 | 15.4 | 13.9 | 13.8 | 14.3 | 19.2 | 19.4 | 26.0 | 26.5 | 46.8 | 44.1 | 42.9 | 43.1 | 13.8 | 15.4 | 10.9 | 10.1 |
| I feel the GNWT promotes an inclusive public service where staff are treated equitably.** | 8.9 | 11.4 | 8.8 | 9.0 | 18.4 | 16.4 | 15.6 | 17.9 | 19.5 | 18.9 | 23.2 | 22.2 | 42.1 | 38.1 | 41.9 | 40.6 | 10.4 | 13.2 | 8.5 | 8.6 |

** 2010 and 2011 results are not strictly comparable with previous years; the word "meaningful" was removed.

** 2010 and 2011 results are not strictly comparable with previous years as the questions changed slightly by substituting "the GNWT" for "this organization".

Appendix B

Table B1
Respondents by Use of Human Resources Website
Government of the Northwest Territories, February 2011

| | USED HR WEBSITE IN PAST 12 MONTHS | | | | | | | |
|-----------------------------|-----------------------------------|--------------|--------------|-------------|------------|-------------|------------|-----|
| | Total | % | Yes | % | No | % | Not Stated | % |
| Total Respondents | 2,060 | 100.0 | 1,777 | 86.3 | 281 | 13.6 | 2 | 0.1 |
| Gender | | | | | | | | |
| Male | 691 | 100.0 | 595 | 86.1 | 96 | 13.9 | - | - |
| Female | 1,328 | 100.0 | 1,147 | 86.4 | 179 | 13.5 | 2 | 0.2 |
| Not Stated | 41 | 100.0 | 35 | 85.4 | 6 | 14.6 | - | - |
| Age Groups | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 174 | 91.6 | 16 | 8.4 | - | - |
| 30 - 39 Years | 511 | 100.0 | 450 | 88.1 | 61 | 11.9 | - | - |
| 40 - 49 Years | 593 | 100.0 | 512 | 86.3 | 81 | 13.7 | - | - |
| 50 - 59 Years | 609 | 100.0 | 511 | 83.9 | 97 | 15.9 | 1 | 0.2 |
| 60+ | 110 | 100.0 | 89 | 80.9 | 20 | 18.2 | 1 | 0.9 |
| Not Stated | 47 | 100.0 | 41 | 87.2 | 6 | 12.8 | - | - |
| Occupation Groups | | | | | | | | |
| Management | 369 | 100.0 | 343 | 93.0 | 26 | 7.0 | - | - |
| Administration | 408 | 100.0 | 356 | 87.3 | 51 | 12.5 | 1 | 0.2 |
| Technical or Professional | 880 | 100.0 | 745 | 84.7 | 135 | 15.3 | - | - |
| Other | 369 | 100.0 | 305 | 82.7 | 64 | 17.3 | - | - |
| Not Stated | 34 | 100.0 | 28 | 82.4 | 5 | 14.7 | 1 | 2.9 |
| Length of Service | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 117 | 79.6 | 30 | 20.4 | - | - |
| 1 - 4 Years | 496 | 100.0 | 440 | 88.7 | 54 | 10.9 | 2 | 0.4 |
| 5 - 10 Years | 511 | 100.0 | 442 | 86.5 | 69 | 13.5 | - | - |
| Over 10 Years | 870 | 100.0 | 749 | 86.1 | 121 | 13.9 | - | - |
| Not Stated | 36 | 100.0 | 29 | 80.6 | 7 | 19.4 | - | - |
| Location of Position | | | | | | | | |
| Headquarters | 955 | 100.0 | 851 | 89.1 | 104 | 10.9 | - | - |
| Regional Offices | 823 | 100.0 | 706 | 85.8 | 116 | 14.1 | 1 | 0.1 |
| Not Stated | 282 | 100.0 | 220 | 78.0 | 61 | 21.6 | 1 | 0.4 |

Table B1a
Evaluation of Human Resources Website
 No. of Employees who used the HR website in the past 12 months

| | No. of employees who used HR website | | | | | | | | | | | |
|--|--------------------------------------|-------|----------------|------|-------|------|----------|------|-------------------|-----|------------|-----|
| | Total | % | Strongly Agree | % | Agree | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Website has information needed | 1,777 | 100.0 | 243 | 13.7 | 1,364 | 76.8 | 140 | 7.9 | 17 | 1.0 | 13 | 0.7 |
| Can easily find information on website | 1,777 | 100.0 | 190 | 10.7 | 1,132 | 63.7 | 380 | 21.4 | 63 | 3.5 | 12 | 0.7 |
| Website is up-to-date | 1,777 | 100.0 | 178 | 10.0 | 1,286 | 72.4 | 250 | 14.1 | 33 | 1.9 | 30 | 1.7 |

Table B2
Respondents by Use of PeopleSoft
Government of the Northwest Territories, February 2011

| USED PEOPLESOFT IN PAST 12 MONTHS | | | | | | | | |
|-----------------------------------|--------------|--------------|--------------|-------------|-----------|------------|------------|------------|
| | Total | % | Yes | % | No | % | Not Stated | % |
| Total Respondents | 2,060 | 100.0 | 2,017 | 97.9 | 37 | 1.8 | 6 | 0.3 |
| Gender | | | | | | | | |
| Male | 691 | 100.0 | 680 | 98.4 | 11 | 1.6 | - | - |
| Female | 1,328 | 100.0 | 1,296 | 97.6 | 26 | 2.0 | 6 | 0.5 |
| Not Stated | 41 | 100.0 | 41 | 100.0 | - | - | - | - |
| Age Groups | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 188 | 98.9 | 2 | 1.1 | - | - |
| 30 - 39 Years | 511 | 100.0 | 507 | 99.2 | 4 | 0.8 | - | - |
| 40 - 49 Years | 593 | 100.0 | 582 | 98.1 | 9 | 1.5 | 2 | 0.3 |
| 50 - 59 Years | 609 | 100.0 | 594 | 97.5 | 14 | 2.3 | 1 | 0.2 |
| 60+ | 110 | 100.0 | 99 | 90.0 | 8 | 7.3 | 3 | 2.7 |
| Not Stated | 47 | 100.0 | 47 | 100.0 | - | - | - | - |
| Occupation Groups | | | | | | | | |
| Management | 369 | 100.0 | 365 | 98.9 | 4 | 1.1 | - | - |
| Administration | 408 | 100.0 | 398 | 97.5 | 7 | 1.7 | 3 | 0.7 |
| Technical or Professional | 880 | 100.0 | 873 | 99.2 | 6 | 0.7 | 1 | 0.1 |
| Other | 369 | 100.0 | 348 | 94.3 | 20 | 5.4 | 1 | 0.3 |
| Not Stated | 34 | 100.0 | 33 | 97.1 | - | - | 1 | 2.9 |
| Length of Service | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 140 | 95.2 | 6 | 4.1 | 1 | 0.7 |
| 1 - 4 Years | 496 | 100.0 | 488 | 98.4 | 7 | 1.4 | 1 | 0.2 |
| 5 - 10 Years | 511 | 100.0 | 502 | 98.2 | 5 | 1.0 | 4 | 0.8 |
| Over 10 Years | 870 | 100.0 | 851 | 97.8 | 19 | 2.2 | - | - |
| Not Stated | 36 | 100.0 | 36 | 100.0 | - | - | - | - |
| Location of Position | | | | | | | | |
| Headquarters | 955 | 100.0 | 945 | 99.0 | 9 | 0.9 | 1 | 0.1 |
| Regional Offices | 823 | 100.0 | 806 | 97.9 | 13 | 1.6 | 4 | 0.5 |
| Not Stated | 282 | 100.0 | 266 | 94.3 | 15 | 5.3 | 1 | 0.4 |

Table B2a
Evaluation of PeopleSoft
No. of Employees who used PeopleSoft in the past 12 months

| | No. of employees who used PeopleSoft | | | | | | | | | | | |
|---|--------------------------------------|-------|----------------|------|-------|------|----------|------|-------------------|-----|------------|-----|
| | Total | % | Strongly Agree | % | Agree | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| I received adequate PeopleSoft training | 2,017 | 100.0 | 228 | 11.3 | 1,129 | 56.0 | 507 | 25.1 | 146 | 7.2 | 7 | 0.3 |
| PeopleSoft has the information I need | 2,017 | 100.0 | 291 | 14.4 | 1,484 | 73.6 | 199 | 9.9 | 32 | 1.6 | 11 | 0.5 |
| Information in PeopleSoft is accurate | 2,017 | 100.0 | 218 | 10.8 | 1,391 | 69.0 | 322 | 16.0 | 56 | 2.8 | 30 | 1.5 |

Table B3
Respondents by Use of GNWT Human Resources Helpdesk
Government of the Northwest Territories, February 2011

| USED HELPDESK IN PAST 12 MONTHS | | | | | | | | |
|---------------------------------|--------------|--------------|--------------|-------------|------------|-------------|------------|------------|
| | Total | % | Yes | % | No | % | Not Stated | % |
| Total Respondents | 2,060 | 100.0 | 1,447 | 70.2 | 606 | 29.4 | 7 | 0.3 |
| Gender | | | | | | | | |
| Male | 691 | 100.0 | 469 | 67.9 | 219 | 31.7 | 3 | 0.4 |
| Female | 1,328 | 100.0 | 949 | 71.5 | 375 | 28.2 | 4 | 0.3 |
| Not Stated | 41 | 100.0 | 29 | 70.7 | 12 | 29.3 | - | - |
| Age Groups | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 139 | 73.2 | 51 | 26.8 | - | - |
| 30 - 39 Years | 511 | 100.0 | 374 | 73.2 | 137 | 26.8 | - | - |
| 40 - 49 Years | 593 | 100.0 | 413 | 69.6 | 179 | 30.2 | 1 | 0.2 |
| 50 - 59 Years | 609 | 100.0 | 418 | 68.6 | 187 | 30.7 | 4 | 0.7 |
| 60+ | 110 | 100.0 | 70 | 63.6 | 38 | 34.5 | 2 | 1.8 |
| Not Stated | 47 | 100.0 | 33 | 70.2 | 14 | 29.8 | - | - |
| Occupation Groups | | | | | | | | |
| Management | 369 | 100.0 | 284 | 77.0 | 84 | 22.8 | 1 | 0.3 |
| Administration | 408 | 100.0 | 289 | 70.8 | 118 | 28.9 | 1 | 0.2 |
| Technical or Professional | 880 | 100.0 | 604 | 68.6 | 274 | 31.1 | 2 | 0.2 |
| Other | 369 | 100.0 | 249 | 67.5 | 118 | 32.0 | 2 | 0.5 |
| Not Stated | 34 | 100.0 | 21 | 61.8 | 12 | 35.3 | 1 | 2.9 |
| Length of Service | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 102 | 69.4 | 44 | 29.9 | 1 | 0.7 |
| 1 - 4 Years | 496 | 100.0 | 355 | 71.6 | 139 | 28.0 | 2 | 0.4 |
| 5 - 10 Years | 511 | 100.0 | 373 | 73.0 | 138 | 27.0 | - | - |
| Over 10 Years | 870 | 100.0 | 592 | 68.0 | 274 | 31.5 | 4 | 0.5 |
| Not Stated | 36 | 100.0 | 25 | 69.4 | 11 | 30.6 | - | - |
| Location of Position | | | | | | | | |
| Headquarters | 955 | 100.0 | 696 | 72.9 | 256 | 26.8 | 3 | 0.3 |
| Regional Offices | 823 | 100.0 | 548 | 66.6 | 273 | 33.2 | 2 | 0.2 |
| Not Stated | 282 | 100.0 | 203 | 72.0 | 77 | 27.3 | 2 | 0.7 |

Table B3a
Evaluation of Human Resources Helpdesk
No. of Employees who used the helpdesk in the past 12 months

| | No. of employees who used the helpdesk | | | | | | | | | | | |
|---|--|-------|----------------|------|-------|------|----------|------|-------------------|------|------------|-----|
| | Total | % | Strongly Agree | % | Agree | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| My issues were addressed in timely manner | 1,447 | 100.0 | 207 | 14.3 | 705 | 48.7 | 338 | 23.4 | 193 | 13.3 | 4 | 0.3 |
| The information was communicated simply | 1,447 | 100.0 | 218 | 15.1 | 919 | 63.5 | 195 | 13.5 | 104 | 7.2 | 11 | 0.8 |
| Satisfied with way issues were addressed | 1,447 | 100.0 | 208 | 14.4 | 802 | 55.4 | 294 | 20.3 | 131 | 9.1 | 12 | 0.8 |

Table B4
Respondents by Contact with Benefits Staff
Government of the Northwest Territories, February 2011

| CONTACTED BENEFITS STAFF IN PAST 12 MONTHS | | | | | | | | |
|--|--------------|--------------|------------|-------------|--------------|-------------|------------|-----|
| | Total | % | Yes | % | No | % | Not Stated | % |
| Total Respondents | 2,060 | 100.0 | 943 | 45.8 | 1,108 | 53.8 | 9 | 0.4 |
| Gender | | | | | | | | |
| Male | 691 | 100.0 | 304 | 44.0 | 384 | 55.6 | 3 | 0.4 |
| Female | 1,328 | 100.0 | 619 | 46.6 | 703 | 52.9 | 6 | 0.5 |
| Not Stated | 41 | 100.0 | 20 | 48.8 | 21 | 51.2 | - | - |
| Age Groups | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 84 | 44.2 | 105 | 55.3 | 1 | 0.5 |
| 30 - 39 Years | 511 | 100.0 | 253 | 49.5 | 256 | 50.1 | 2 | 0.4 |
| 40 - 49 Years | 593 | 100.0 | 256 | 43.2 | 334 | 56.3 | 3 | 0.5 |
| 50 - 59 Years | 609 | 100.0 | 276 | 45.3 | 330 | 54.2 | 3 | 0.5 |
| 60+ | 110 | 100.0 | 53 | 48.2 | 57 | 51.8 | - | - |
| Not Stated | 47 | 100.0 | 21 | 44.7 | 26 | 55.3 | - | - |
| Occupation Groups | | | | | | | | |
| Management | 369 | 100.0 | 167 | 45.3 | 201 | 54.5 | 1 | 0.3 |
| Administration | 408 | 100.0 | 214 | 52.5 | 194 | 47.5 | - | - |
| Technical or Professional | 880 | 100.0 | 389 | 44.2 | 486 | 55.2 | 5 | 0.6 |
| Other | 369 | 100.0 | 156 | 42.3 | 210 | 56.9 | 3 | 0.8 |
| Not Stated | 34 | 100.0 | 17 | 50.0 | 17 | 50.0 | - | - |
| Length of Service | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 82 | 55.8 | 62 | 42.2 | 3 | 2.0 |
| 1 - 4 Years | 496 | 100.0 | 209 | 42.1 | 285 | 57.5 | 2 | 0.4 |
| 5 - 10 Years | 511 | 100.0 | 232 | 45.4 | 278 | 54.4 | 1 | 0.2 |
| Over 10 Years | 870 | 100.0 | 404 | 46.4 | 463 | 53.2 | 3 | 0.3 |
| Not Stated | 36 | 100.0 | 16 | 44.4 | 20 | 55.6 | - | - |
| Location of Position | | | | | | | | |
| Headquarters | 955 | 100.0 | 429 | 44.9 | 524 | 54.9 | 2 | 0.2 |
| Regional Offices | 823 | 100.0 | 394 | 47.9 | 426 | 51.8 | 3 | 0.4 |
| Not Stated | 282 | 100.0 | 120 | 42.6 | 158 | 56.0 | 4 | 1.4 |

Table B4a
Evaluation of Benefits Staff
 No. of Employees who had contact with Benefits staff in the past 12 months

| | No. of employees who contacted Benefits staff | | | | | | | | | | | |
|---|---|-------|----------------|------|-------|------|----------|------|-------------------|------|------------|-----|
| | Total | % | Strongly Agree | % | Agree | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| My issues were addressed in timely manner | 943 | 100.0 | 155 | 16.4 | 472 | 50.1 | 200 | 21.2 | 111 | 11.8 | 5 | 0.5 |
| The information was communicated simply | 943 | 100.0 | 161 | 17.1 | 577 | 61.2 | 124 | 13.1 | 74 | 7.8 | 7 | 0.7 |
| Satisfied with way issues were addressed | 943 | 100.0 | 166 | 17.6 | 481 | 51.0 | 177 | 18.8 | 112 | 11.9 | 7 | 0.7 |

Table B5
Respondents by Contact with Payroll Staff
Government of the Northwest Territories, February 2011

| CONTACTED PAYROLL STAFF IN PAST 12 MONTHS | | | | | | | | |
|---|--------------|--------------|------------|-------------|--------------|-------------|------------|-----|
| | Total | % | Yes | % | No | % | Not Stated | % |
| Total Respondents | 2,060 | 100.0 | 701 | 34.0 | 1,339 | 65.0 | 20 | 1.0 |
| Gender | | | | | | | | |
| Male | 691 | 100.0 | 218 | 31.5 | 467 | 67.6 | 6 | 0.9 |
| Female | 1,328 | 100.0 | 469 | 35.3 | 846 | 63.7 | 13 | 1.0 |
| Not Stated | 41 | 100.0 | 14 | 34.1 | 26 | 63.4 | 1 | 2.4 |
| Age Groups | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 57 | 30.0 | 132 | 69.5 | 1 | 0.5 |
| 30 - 39 Years | 511 | 100.0 | 185 | 36.2 | 325 | 63.6 | 1 | 0.2 |
| 40 - 49 Years | 593 | 100.0 | 202 | 34.1 | 385 | 64.9 | 6 | 1.0 |
| 50 - 59 Years | 609 | 100.0 | 198 | 32.5 | 402 | 66.0 | 9 | 1.5 |
| 60+ | 110 | 100.0 | 40 | 36.4 | 68 | 61.8 | 2 | 1.8 |
| Not Stated | 47 | 100.0 | 19 | 40.4 | 27 | 57.4 | 1 | 2.1 |
| Occupation Groups | | | | | | | | |
| Management | 369 | 100.0 | 139 | 37.7 | 226 | 61.2 | 4 | 1.1 |
| Administration | 408 | 100.0 | 139 | 34.1 | 266 | 65.2 | 3 | 0.7 |
| Technical or Professional | 880 | 100.0 | 267 | 30.3 | 605 | 68.8 | 8 | 0.9 |
| Other | 369 | 100.0 | 144 | 39.0 | 221 | 59.9 | 4 | 1.1 |
| Not Stated | 34 | 100.0 | 12 | 35.3 | 21 | 61.8 | 1 | 2.9 |
| Length of Service | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 54 | 36.7 | 92 | 62.6 | 1 | 0.7 |
| 1 - 4 Years | 496 | 100.0 | 162 | 32.7 | 330 | 66.5 | 4 | 0.8 |
| 5 - 10 Years | 511 | 100.0 | 182 | 35.6 | 325 | 63.6 | 4 | 0.8 |
| Over 10 Years | 870 | 100.0 | 289 | 33.2 | 571 | 65.6 | 10 | 1.1 |
| Not Stated | 36 | 100.0 | 14 | 38.9 | 21 | 58.3 | 1 | 2.8 |
| Location of Position | | | | | | | | |
| Headquarters | 955 | 100.0 | 307 | 32.1 | 642 | 67.2 | 6 | 0.6 |
| Regional Offices | 823 | 100.0 | 283 | 34.4 | 530 | 64.4 | 10 | 1.2 |
| Not Stated | 282 | 100.0 | 111 | 39.4 | 167 | 59.2 | 4 | 1.4 |

Table B5a
Evaluation of Payroll Staff
No. of Employees who had contact with Payroll staff in the past 12 months

| | No. of employees who contacted Payroll Staff | | | | | | | | | | | |
|---|--|-------|----------------|------|-------|------|----------|------|-------------------|------|------------|-----|
| | Total | % | Strongly Agree | % | Agree | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| My issues were addressed in timely manner | 701 | 100.0 | 133 | 19.0 | 352 | 50.2 | 140 | 20.0 | 71 | 10.1 | 5 | 0.7 |
| The information was communicated simply | 701 | 100.0 | 135 | 19.3 | 416 | 59.3 | 91 | 13.0 | 51 | 7.3 | 8 | 1.1 |
| Satisfied with way issues were addressed | 701 | 100.0 | 135 | 19.3 | 365 | 52.1 | 126 | 18.0 | 67 | 9.6 | 8 | 1.1 |

Table B6
Respondents by Contact with Medical Travel/Removal Staff
Government of the Northwest Territories, February 2011

| CONTACTED MEDICAL TRAVEL/REMOVAL IN PAST 12 MONTHS | | | | | | | | |
|--|--------------|--------------|------------|-------------|--------------|-------------|------------|-----|
| | Total | % | Yes | % | No | % | Not Stated | % |
| Total Respondents | 2,060 | 100.0 | 760 | 36.9 | 1,288 | 62.5 | 12 | 0.6 |
| Gender | | | | | | | | |
| Male | 691 | 100.0 | 225 | 32.6 | 461 | 66.7 | 5 | 0.7 |
| Female | 1,328 | 100.0 | 519 | 39.1 | 802 | 60.4 | 7 | 0.5 |
| Not Stated | 41 | 100.0 | 16 | 39.0 | 25 | 61.0 | - | - |
| Age Groups | | | | | | | | |
| Less Than 30 | 190 | 100.0 | 42 | 22.1 | 147 | 77.4 | 1 | 0.5 |
| 30 - 39 Years | 511 | 100.0 | 158 | 30.9 | 351 | 68.7 | 2 | 0.4 |
| 40 - 49 Years | 593 | 100.0 | 252 | 42.5 | 339 | 57.2 | 2 | 0.3 |
| 50 - 59 Years | 609 | 100.0 | 243 | 39.9 | 362 | 59.4 | 4 | 0.7 |
| 60+ | 110 | 100.0 | 48 | 43.6 | 59 | 53.6 | 3 | 2.7 |
| Not Stated | 47 | 100.0 | 17 | 36.2 | 30 | 63.8 | - | - |
| Occupation Groups | | | | | | | | |
| Management | 369 | 100.0 | 128 | 34.7 | 237 | 64.2 | 4 | 1.1 |
| Administration | 408 | 100.0 | 164 | 40.2 | 243 | 59.6 | 1 | 0.2 |
| Technical or Professional | 880 | 100.0 | 318 | 36.1 | 559 | 63.5 | 3 | 0.3 |
| Other | 369 | 100.0 | 134 | 36.3 | 231 | 62.6 | 4 | 1.1 |
| Not Stated | 34 | 100.0 | 16 | 47.1 | 18 | 52.9 | - | - |
| Length of Service | | | | | | | | |
| Less than 1 Year | 147 | 100.0 | 55 | 37.4 | 91 | 61.9 | 1 | 0.7 |
| 1 - 4 Years | 496 | 100.0 | 148 | 29.8 | 346 | 69.8 | 2 | 0.4 |
| 5 - 10 Years | 511 | 100.0 | 188 | 36.8 | 322 | 63.0 | 1 | 0.2 |
| Over 10 Years | 870 | 100.0 | 354 | 40.7 | 508 | 58.4 | 8 | 0.9 |
| Not Stated | 36 | 100.0 | 15 | 41.7 | 21 | 58.3 | - | - |
| Location of Position | | | | | | | | |
| Headquarters | 955 | 100.0 | 272 | 28.5 | 683 | 71.5 | - | - |
| Regional Offices | 823 | 100.0 | 357 | 43.4 | 458 | 55.7 | 8 | 1.0 |
| Not Stated | 282 | 100.0 | 131 | 46.5 | 147 | 52.1 | 4 | 1.4 |

Table B6a
Evaluation of Medical Travel/Removal Staff
No. of Employees who had contact with Medical Travel/Removal staff in the past 12 months

| | No. of employees who contacted Medical Travel/Removal Staff | | | | | | | | | | | |
|---|---|-------|----------------|------|-------|------|----------|------|-------------------|-----|------------|-----|
| | Total | % | Strongly Agree | % | Agree | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| My issues were addressed in timely manner | 760 | 100.0 | 211 | 27.8 | 396 | 52.1 | 95 | 12.5 | 56 | 7.4 | 2 | 0.3 |
| The information was communicated simply | 760 | 100.0 | 214 | 28.2 | 433 | 57.0 | 66 | 8.7 | 44 | 5.8 | 3 | 0.4 |
| Satisfied with way issues were addressed | 760 | 100.0 | 212 | 27.9 | 401 | 52.8 | 82 | 10.8 | 63 | 8.3 | 2 | 0.3 |

Table B7
Training Courses Offered Through the GNWT Department of Human Resources
Government of the Northwest Territories, February 2011

| | Training | | | | | | | | | | | | | |
|---|----------|-------|----------------|-----|-------|------|----------|------|-------------------|-----|-----------------|------|------------|-----|
| | Total | % | Strongly Agree | % | Agree | % | Disagree | % | Strongly Disagree | % | Not Applicable* | % | Not Stated | % |
| The training courses offered are the kind required for my job | 2,060 | 100.0 | 69 | 3.3 | 775 | 37.6 | 514 | 25.0 | 113 | 5.5 | 564 | 27.4 | 25 | 1.2 |
| The course summaries are helpful | 2,060 | 100.0 | 110 | 5.3 | 1,127 | 54.7 | 121 | 5.9 | 17 | 0.8 | 660 | 32.0 | 25 | 1.2 |
| It is easy to register for courses | 2,060 | 100.0 | 139 | 6.7 | 865 | 42.0 | 115 | 5.6 | 28 | 1.4 | 891 | 43.3 | 22 | 1.1 |

*Respondents may not be aware of the courses available, may not have seen course summaries or may not have registered for a course.

Table B8
Contact with Client Services Managers
No. of Supervisors

| | No. of Persons | % |
|---|-------------------|-------|
| No. of Supervisors | 706 | 100.0 |
| Had contact with Client Services Staff | 376 | 53.3 |
| Did not have contact with Client Services Staff | 327 | 46.3 |
| Not Stated | 3 | 0.4 |

Table B8a
Evaluation of Client Services Managers
No. of Supervisors who had contact with a Client Service Manager in the past 12 months

| | No. of Supervisors who contacted Client Service Managers | | | | | | | | | | | |
|---------------------------------|--|-------|-------------------|------|-------|------|----------|------|----------------------|-----|---------------|-----|
| | Total | % | Strongly Agree | % | Agree | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Responded in timely manner | 376 | 100.0 | 73 | 19.4 | 229 | 60.9 | 58 | 15.4 | 16 | 4.3 | - | - |
| Information was understood | 376 | 100.0 | 83 | 22.1 | 252 | 67.0 | 28 | 7.4 | 13 | 3.5 | - | - |
| Satisfied with service provided | 376 | 100.0 | 78 | 20.7 | 227 | 60.4 | 51 | 13.6 | 18 | 4.8 | 2 | 0.5 |

Table B9
Contact with Recruitment Unit Staff
No. of Supervisors

| | No. of Persons | % |
|--|-------------------|-------|
| No. of Supervisors | 706 | 100.0 |
| Had contact with Recruitment Unit Staff | 318 | 45.0 |
| Did not have contact with Recruitment Unit Staff | 385 | 54.5 |
| Not Stated | 3 | 0.4 |

Table B9a
Evaluation of Recruitment Unit Staff
No. of Supervisors who had contact with Recruitment Unit Staff in the past 12 months

| | No. of Supervisors who contacted Recruitment Unit Staff | | | | | | | | | | | |
|---------------------------------|---|-------|-------------------|------|-------|------|----------|------|----------------------|-----|---------------|-----|
| | Total | % | Strongly Agree | % | Agree | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Responded in timely manner | 318 | 100.0 | 40 | 12.6 | 211 | 66.4 | 44 | 13.8 | 21 | 6.6 | 2 | 0.6 |
| Information was understood | 318 | 100.0 | 42 | 13.2 | 237 | 74.5 | 29 | 9.1 | 10 | 3.1 | - | - |
| Satisfied with service provided | 318 | 100.0 | 41 | 12.9 | 191 | 60.1 | 62 | 19.5 | 22 | 6.9 | 2 | 0.6 |

Table B10
Contact with Job Evaluation Staff
No. of Supervisors

| | No. of Persons | % |
|--|-------------------|-------|
| No. of Supervisors | 706 | 100.0 |
| Had contact with Job Evaluation Staff | 190 | 26.9 |
| Did not have contact with Job Evaluation Staff | 512 | 72.5 |
| Not Stated | 4 | 0.6 |

Table B10a
Evaluation of Job Evaluation Staff
No. of Supervisors who had contact with Job Evaluation Staff in the past 12 months

| | No. of Supervisors who contacted Job Evaluation Staff | | | | | | | | | | | |
|---------------------------------|---|-------|-------------------|-----|-------|------|----------|------|----------------------|------|---------------|-----|
| | Total | % | Strongly Agree | % | Agree | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Responded in timely manner | 190 | 100.0 | 14 | 7.4 | 86 | 45.3 | 55 | 28.9 | 34 | 17.9 | 1 | 0.5 |
| Information was understood | 190 | 100.0 | 17 | 8.9 | 109 | 57.4 | 41 | 21.6 | 21 | 11.1 | 2 | 1.1 |
| Satisfied with service provided | 190 | 100.0 | 17 | 8.9 | 85 | 44.7 | 54 | 28.4 | 32 | 16.8 | 2 | 1.1 |

Table B11
Contact with Labour Relations Staff
No. of Supervisors

| | No. of Persons | % |
|--|-------------------|-------|
| No. of Supervisors | 706 | 100.0 |
| Had contact with Labour Relations Staff | 160 | 22.7 |
| Did not have contact with Labour Relations Staff | 542 | 76.8 |
| Not Stated | 4 | 0.6 |

Table B11a
Evaluation of Labour Relations Staff
No. of Supervisors who had contact with Labour Relations Staff in the past 12 months

| | No. of Supervisors who contacted Labour Relations Staff | | | | | | | | | | | |
|---------------------------------|---|-------|-------------------|------|-------|------|----------|------|----------------------|------|---------------|-----|
| | Total | % | Strongly Agree | % | Agree | % | Disagree | % | Strongly Disagree | % | Not Stated | % |
| Responded in timely manner | 160 | 100.0 | 27 | 16.9 | 92 | 57.5 | 25 | 15.6 | 16 | 10.0 | - | - |
| Information was understood | 160 | 100.0 | 30 | 18.8 | 96 | 60.0 | 24 | 15.0 | 10 | 6.3 | - | - |
| Satisfied with service provided | 160 | 100.0 | 29 | 18.1 | 74 | 46.3 | 37 | 23.1 | 19 | 11.9 | 1 | 0.6 |

Table B12
Overall Satisfaction with the Department of Human Resources

| | 2011 | | 2010 | |
|-------------------|----------------|-------|----------------|-------|
| | No. of Persons | % | No. of Persons | % |
| Total Respondents | 2,060 | 100.0 | 1,906 | 100.0 |
| Very Satisfied | 154 | 7.5 | 178 | 9.3 |
| Satisfied | 1,393 | 67.6 | 1,268 | 66.5 |
| Dissatisfied | 390 | 18.9 | 349 | 18.3 |
| Very Dissatisfied | 99 | 4.8 | 73 | 3.8 |
| Not Stated | 24 | 1.2 | 38 | 2.0 |

