

Question/Factor Breakdown for DEOCS Version 3.3

OPR: DEOMI/J-9 (DSN: 854-2538/Commercial: 321-494-2538)

Factor 1: Sexual Harassment & Discrimination

EO23: 'When a person complained of sexual harassment, the supervisor said, "You're being too sensitive"'

EO26: 'A supervisor referred to subordinates of one gender by their first names in public while using titles for subordinates of the other gender'

EO27: 'Sexist jokes were frequently heard'

EO28: 'Someone made sexually suggestive remarks about another person'

Factor 2: Differential Command Behavior

EO17: 'A supervisor did not select for promotion a qualified subordinate of a different race/ethnicity'

EO18: 'A member was assigned less desirable office space because of their race/ethnicity.'

EO19: 'The person in charge of the organization changed the duty assignments when it was discovered that two people of the same race/ethnicity were assigned to the same sensitive area on the same shift'

EO20: 'While speaking to a group, the person in charge of the organization took more time to answer questions from one race/ethnic group than from another group'

Factor 3: Positive EO Behavior

EO15: 'Supervisors of different racial or ethnic backgrounds were seen having lunch together'

EO16: 'Personnel of different racial or ethnic backgrounds were seen having lunch together'

EO21: 'Members from different racial or ethnic groups were seen socializing together'

EO22: 'Members joined friends of a different racial or ethnic group at the same table in the cafeteria or designated eating area'

Factor 4: Racist Behaviors

EO14: 'A person told several jokes about a particular race/ethnicity'

EO24: 'Offensive racial/ethnic names were frequently heard'

EO25: 'Racial/ethnic jokes were frequently heard'

Factor 5: Age Discrimination

EO32: 'A younger person was selected for a prestigious assignment over an older person who was equally, if not slightly better qualified'

EO33: 'An older individual did not get the same career opportunities as did a younger individual'

EO35: 'A young supervisor did not recommend promotion for a qualified older worker'

Factor 6: Religious Discrimination

EO29: 'A well-qualified person was denied a job because the supervisor did not like the religious beliefs of the person'

EO30: 'A demeaning comment was made about a certain religious group'

EO31: 'A supervisor favored a worker who had the same religious beliefs as the supervisor'

Factor 7: Disability Discrimination

EO34: 'A worker with a disability was not given the same opportunities as other workers'

EO36: 'A career opportunity speech to a worker with a disability focused on the lack of opportunity elsewhere; to others, it emphasized promotion'

EO37: 'A supervisor did not appoint a qualified worker with a disability to a new position, but instead appointed another, less qualified worker'

Factor 8: Organizational Commitment

OE38: 'I find that my values and the organization's values are very similar'

OE39: 'I am proud to tell others that I am part of this organization'

OE40: 'There's not too much to be gained by sticking with this organization until retirement (assuming I could do so if I wanted to)'

OE41: 'Often, I find it difficult to agree with the policies of this organization on important matters relating to its people'

OE42: 'Becoming a part of this organization was definitely not in my best interests'

Factor 9: Trust in the Organization

OE43: 'The values of this organization reflect the values of its members'

OE44: 'This organization is loyal to its members'

OE45: 'This organization is proud of its people'

Factor 10: Work Group Effectiveness

OE46: 'The amount of output of my work group is very high'

OE47: 'The quality of output of my work group is very high'

OE48: 'When high priority work arises, such as short deadlines, crash programs, and schedule changes, the people in my work group do an outstanding job in handling these situations'

OE49: 'My work group's performance in comparison to similar work groups is very high'

Factor 11: Work Group Cohesion

OE50: 'My work group works well together as a team'

OE51: 'Members of my work group pull together to get the job done'

OE52: 'Members of my work group really care about each other'

OE53: 'Members of my work group trust each other'

Factor 12: Leadership Cohesion

OE54: 'Top leaders in my organization work well together as team'

OE55: 'Top leaders in my organization pull together to get the job done'

OE56: 'Top leaders in my organization really care about each other'

OE57: 'Top leaders in my organization trust each other'

Factor 13: Job Satisfaction

OE58: 'The chance to help people and improve their welfare through the performance of my job'

OE59: 'My amount of effort compared to the effort of my co-workers'

OE60: 'The recognition and pride my family has in the work I do'

OE61: 'The chance to acquire valuable skills in my job that prepare me for future opportunities'

OE62: 'My job as a whole'