

**2007 Annual Employee Survey Results
U.S. Department of Agriculture**

Through the National Defense Authorization Act for Fiscal Year 2004, Congress established a requirement for Departments to survey employees annually to assess employee satisfaction, as well as leadership and management practices that contribute to Departmental performance.

The Office of Personnel Management (OPM) issued regulations effective January 1, 2007, that prescribed 45 questions that must be included in each Department's Annual Employee Survey (AES), and be reported to OPM annually. In addition to these required AES questions, the USDA Office of Human Capital Management, in collaboration with the Office of Civil Rights, developed and included an additional ten diversity questions in the 2007 USDA AES.

The USDA AES was administered to all USDA employees between December 3, 2007 through December 31, 2007 in electronic and paper form.

The AES is a tool that allows each mission area to focus its efforts and improve various programs and processes. Each mission area has received and will analyze its respective AES results. The Department will follow up with each agency to develop an action plan for improvement, as needed.

Table 1 - Survey Results

In your current personal work experience..

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
(1) The people I work with cooperate to get the job done.						
Frequency	9703	13805	2464	1703	434	28109
Percent	34.5	49.1	8.8	6.1	1.5	100
(2) I am given a real opportunity to improve my skills in my organization.						
Frequency	5333	12398	5440	3652	1286	28109
Percent	19	44.1	19.4	13	4.6	100
(3) My work gives me a feeling of personal accomplishment.						
Frequency	7623	13417	4009	2196	864	28109
Percent	27.1	47.7	14.3	7.8	3.1	100
(4) I like the kind of work I do.						
Frequency	10658	13244	2871	999	337	28109
Percent	37.9	47.1	10.2	3.6	1.2	100

(5) I have trust and confidence in my supervisor.	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
Frequency	10658	13244	2871	999	337	28109
Percent	37.9	47.1	10.2	3.6	1.2	100
(6) Overall, how good a job do you feel is being done by your immediate supervisor/team leader.	Very Good	Good	Fair	Poor	Very Poor	Total
Frequency	10031	9302	5336	2083	1357	28109
Percent	35.7	33.1	19	7.4	4.8	100
In my current work unit..						
(7) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
Frequency	4511	15848	4409	2845	496	28109
Percent	16	56.4	15.7	10.1	1.8	100
(8) My work unit is able to recruit people with the right skills.	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
Frequency	2259	9894	8985	5316	1655	28109
Percent	8	35.2	32	18.9	5.9	100
(9) I know how my work relates to the agency's goals and priorities.	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
Frequency	7592	16484	2758	991	284	28109
Percent	27	58.6	9.8	3.5	1	100
(10) The work I do is important.	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
Frequency	13014	12499	1882	516	198	28109
Percent	46.3	44.5	6.7	1.8	0.7	100
(11) Physical conditions (for example, noise level, temperature, lighting, cleanliness, in the workplace) allow employees to perform their jobs well.	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
Frequency	6040	13490	4109	3263	1207	28109
Percent	21.5	48	14.6	11.6	4.3	100
(12) Supervisors/team leaders in my work unit support employee development.	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
Frequency	6345	12684	4929	2803	1348	28109
Percent	22.6	45.1	17.5	10	4.8	100
(13) My talents are used well in the workplace.	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
Frequency	5329	13388	4667	3348	1377	28109
Percent	19	47.6	16.6	11.9	4.9	100

(14) My training needs are assessed.		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
	Frequency	3391	12022	6957	4249	1490	28109
	Percent	12.1	42.8	24.8	15.1	5.3	100
(15) Promotions in my work unit are based on merit.		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
	Frequency	2099	8872	8840	5209	3089	28109
	Percent	7.5	31.6	31.4	18.5	11	100
(16) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
	Frequency	1333	7203	9038	6685	3850	28109
	Percent	4.7	25.6	32.2	23.8	13.7	100
(17) Creativity and innovation are rewarded..		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
	Frequency	2236	9129	8565	5678	2501	28109
	Percent	8	32.5	30.5	20.2	8.9	100
(18) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
	Frequency	5035	13818	4655	3052	1549	28109
	Percent	17.9	49.2	16.6	10.9	5.5	100
(19) In my work unit, differences in performance are recognized in a meaningful way.		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
	Frequency	1997	8265	9170	5993	2684	28109
	Percent	7.1	29.4	32.6	21.3	9.5	100
(20) Pay raises depend on how well employees perform their jobs.		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
	Frequency	1190	5084	8979	7999	4857	28109
	Percent	4.2	18.1	31.9	28.5	17.3	100
(21) My performance appraisal is a fair reflection of my performance.		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
	Frequency	4204	13194	5827	3213	1671	28109
	Percent	15	46.9	20.7	11.4	5.9	100
(22) Discussions with my supervisor/team leader about my performance are worthwhile.		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
	Frequency	4587	11660	6553	3353	1956	28109
	Percent	16.3	41.5	23.3	11.9	7	100

(23) Managers/supervisors/team leaders work well with employees of different background.	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total	
	Frequency	4776	13402	6457	2133	1341	28109
	Percent	17	47.7	23	7.6	4.8	100
(24) My supervisor supports my need to balance work and family issues.	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total	
	Frequency	10296	12337	3480	1070	926	28109
	Percent	36.6	43.9	12.4	3.8	3.3	100
(25) I have a high level of respect for my organization's senior leaders.	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total	
	Frequency	3880	9664	7123	4671	2771	28109
	Percent	13.8	34.4	25.3	16.6	9.9	100
(26) In my organization, leaders generate high levels of motivation and commitment in the workforce.	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total	
	Frequency	2170	7975	8718	6174	3072	28109
	Percent	7.7	28.4	31	22	10.9	100
(27) Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total	
	Frequency	2787	12853	8754	2596	1119	28109
	Percent	9.9	45.7	31.1	9.2	4	100
(28) Employees are protected from health and safety hazards on the job..	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total	
	Frequency	5487	16368	4066	1532	656	28109
	Percent	19.5	58.2	14.5	5.5	2.3	100
(29) Employees have a feeling of personal empowerment with respect to work processes.	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total	
	Frequency	2190	10254	8497	5137	2031	28109
	Percent	7.8	36.5	30.2	18.3	7.2	100
(30) My workload is reasonable.	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total	
	Frequency	2535	14865	4624	4057	2028	28109
	Percent	9	52.9	16.5	14.4	7.2	100
(31) Managers communicate the goals and priorities of the organization.	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total	
	Frequency	3020	13960	6461	3326	1342	28109
	Percent	10.7	49.7	23	11.8	4.8	100
(32) My organization has prepared employees for potential security threats..	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total	
	Frequency	3738	15378	5790	2378	825	28109
	Percent	13.3	54.7	20.6	8.5	2.9	100

Please rate your level of satisfaction.....						
(33) How satisfied are you with the information you receive from management on what's going on in your organization?	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Total
Frequency	2014	10719	7126	5906	2344	28109
Percent	7.2	38.1	25.4	21	8.3	100
(34) How satisfied are you with your involvement in decisions that affect your work?	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Total
Frequency	1951	9708	7552	6278	2620	28109
Percent	6.9	34.5	26.9	22.3	9.3	100
(35) How satisfied are you with your opportunity to get a better job in your organization?	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Total
Frequency	2085	8947	8587	5286	3204	28109
Percent	7.4	31.8	30.5	18.8	11.4	100
(36) How satisfied are you with the recognition you receive for doing a good job?	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Total
Frequency	3242	10672	6472	4996	2727	28109
Percent	11.5	38	23	17.8	9.7	100
(37) How satisfied are you with the policies and practices of your senior leaders?	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Total
Frequency	1790	8401	8826	5784	3308	28109
Percent	6.4	29.9	31.4	20.6	11.8	100
(38) How satisfied are you with the training you receive for your present job?	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Total
Frequency	2789	12022	6951	4454	1893	28109
Percent	9.9	42.8	24.7	15.8	6.7	100
(39) Considering everything, how satisfied are you with your job?	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Total
Frequency	5137	14261	5074	2732	905	28109
Percent	18.3	50.7	18.1	9.7	3.2	100
(40) Considering everything, how satisfied are you with your pay?	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Total
Frequency	3908	13519	5182	3961	1539	28109
Percent	13.9	48.1	18.4	14.1	5.5	100
Do you agree with these statements as related to your work unit?						
(41) Employees are rewarded for providing high quality products and services to customers.	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
Frequency	1804	8695	8706	6429	2475	28109
Percent	6.4	30.9	31	22.9	8.8	100

(42) Awards in my work unit depend on how well employees perform their jobs.							
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total	
Frequency	2085	9155	7688	6026	3155	28109	
Percent	7.4	32.6	27.4	21.4	11.2	100	
(43) I am held accountable for achieving results.							
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total	
Frequency	5294	17506	3927	1047	335	28109	
Percent	18.8	62.3	14	3.7	1.2	100	
(44) Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.							
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total	
Frequency	2721	11986	7602	4027	1773	28109	
Percent	9.7	42.6	27	14.3	6.3	100	
Do you agree with the following statements as related to workplace diversity?							
(45) Employees in my agency sometimes make comments regarding race, national origin, gender, age, disabilities, religion, marital status or sexual orientation that might be considered offensive or inappropriate.							
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Decline to answer	Total
Frequency	771	3618	4906	10238	7976	600	28109
Percent	2.7	12.9	17.5	36.4	28.4	2.1	100
(46) Employees in my organization are willing to bring up a discrimination issue if it occurs.							
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Decline to answer	Total
Frequency	2124	14058	8296	2077	1038	516	28109
Percent	7.6	50	29.5	7.4	3.7	1.8	100
(47) USDA provides adequate programs to promote cultural understanding, and appreciation for differences, including differences between races and gender.							
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Decline to answer	Total
Frequency	4743	16284	4989	1175	589	329	28109
Percent	16.9	57.9	17.7	4.2	2.1	1.2	100
(48) My supervisor treats me with respect.							
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Decline to answer	Total
Frequency	10217	12537	2854	1215	965	321	28109
Percent	36.3	44.6	10.2	4.3	3.4	1.1	100

(49) Someone in the workplace who speaks little English, speaks English with an accent, or speaks to another person in a language other than English creates an uncomfortable working environment.							
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Decline to answer	Total
Frequency	1232	2859	8864	7842	6044	1268	28109
Percent	4.4	10.2	31.5	27.9	21.5	4.5	100
(50) I feel I am valued and respected by my coworkers.							
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Decline to answer	Total
Frequency	5133	16519	4271	1275	717	194	28109
Percent	18.3	58.8	15.2	4.5	2.6	0.7	100
(51) There are few or no barriers outside of my control for me to be promoted the higher GS levels or SES (Senior Executive Service) ranks.							
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Decline to answer	Total
Frequency	1740	7898	7823	4794	4585	1269	28109
Percent	6.2	28.1	27.8	17.1	16.3	4.5	100
(52) I am provided with equal opportunities to succeed in my job.							
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Decline to answer	Total
Frequency	3384	13449	6269	2347	2078	582	28109
Percent	12	47.8	22.3	8.3	7.4	2.1	100
(53) Diversity and Inclusion means achieving a diverse workforce and maintaining a work environment in which all employees feel valued and included.							
a. My organization's leadership is committed to workplace diversity and inclusion.							
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Decline to answer	Total
Frequency	5085	14288	5987	1332	971	446	28109
Percent	18.1	50.8	21.3	4.7	3.5	1.6	100
b. USDA Departmental leadership is committed to workplace diversity and inclusion.							
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Decline to answer	Total
Frequency	5181	14656	6056	939	767	510	28109
Percent	18.4	52.1	21.5	3.3	2.7	1.8	100
(54)The following employees are valued and respected:							
a. Employees of all racial and ethnic backgrounds in USDA are valued and respected.							
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Decline to answer	Total
Frequency	5366	15363	5029	1221	631	499	28109
Percent	19.1	54.7	17.9	4.3	2.2	1.8	100

b. Employees who are gay, lesbian, bisexual, and transgender are valued and respected.							
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Decline to answer	Total
Frequency	3508	10363	10825	1071	516	1826	28109
Percent	12.5	36.9	38.5	3.8	1.8	6.5	100
c. Female employees at the USDA are valued and respected.							
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Decline to answer	Total
Frequency	6189	15245	4314	1327	604	430	28109
Percent	22	54.2	15.3	4.7	2.1	1.5	100
d. Employees with disabilities in USDA are valued and respected.							
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Decline to answer	Total
Frequency	5367	15044	5998	754	387	559	28109
Percent	19.1	53.5	21.3	2.7	1.4	2	100
e. Employees in USDA who are age 40 and over are valued and respected.							
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Decline to answer	Total
Frequency	5824	14774	4815	1402	861	433	28109
Percent	20.7	52.6	17.1	5	3.1	1.5	100

Table 2 - Demographics

(55) What is your supervisory status?		
	Frequency	Percent
Non-Supervisor: You do not supervise other employees	17253	61.4
Team Leader: You are not an official supervisor; you provide employees with day-to-day guidance in work projects, but do not have supervisory responsibilities or conduct performance appraisals.	3172	11.3
Supervisor: You are responsible for employees' performance appraisals and approval of their leave, but do not supervise other supervisors.	5369	19.1
Manager: You are in a management position and supervise one or more supervisors.	1564	5.6
Executive: Member of the Senior Executive Service or equivalent.	125	0.4
Decline to answer	626	2.2
Total	28109	100
(56) Are you?		
	Frequency	Percent
Male	13131	46.7
Female	13431	47.8
Decline to answer	1547	5.5
Total	28109	100

(57) Are you Hispanic or Latino?		
	Frequency	Percent
Yes	1112	4
No	24578	87.4
Decline to answer	2419	8.6
Total	28109	100
(58) Please select the racial category with which you most closely identify (Please select one or more).		
	Frequency	Percent
White	21830	77.7
Black or African American	1748	6.2
Native Hawaiian or other Pacific Islander	61	0.2
Asian	375	1.3
American Indian or Alaska Native	499	1.8
Two or more races (Not Hispanic or Latino)	441	1.6
Decline to answer	3155	11.2
Total	28109	100
(59) What is your agency subcomponent?		
	Frequency	Percent
Agricultural Marketing Service (AMS)	655	2.3
Agricultural Research Service (ARS)	2014	7.2
Animal and Plant Health Inspection Service (APHIS)	1689	6
Center for Nutrition Policy and Promotion (CNPP)	1	0
Cooperative State Research, Education and Extension Service (CSREES)	121	0.4
Economic Research Service (ERS)	3	0
Farm Service Agency (FSA)	5891	21
Food and Nutrition Service (FNS)	107	0.4
Food Safety and Inspection Service (FSIS)	3780	13.4
Foreign Agricultural Service (FAS)	106	0.4
Forest Service (FS)	3916	13.9
Grain Inspection, Packers and Stockyards Administration (GIPSA)	115	0.4
National Agricultural Library (NAL)	46	0.2
National Agricultural Statistics Agency (NASS)	573	2
Natural Resources Conservation Service (NRCS)	5057	18
Risk Management Agency (RMA)	205	0.7
Rural Development (RD)	2218	7.9
Departmental Administration (DA)	154	0.5
National Appeals Division (NAD)	34	0.1

(59) What is your agency subcomponent? (Continued)		
	Frequency	Percent
Office of the Assistant Secretary for Civil Rights (OASCR)	38	0.1
Office of Budget and Program Analysis (OBPA)	8	0
Office of the Chief Economist (OCE)	7	0
Office of the Chief Financial Officer (OCFO)	212	0.8
Office of the Chief Information Officer (OCIO)	376	1.3
Office of Communications (OC)	22	0.1
Office of Congressional Relations (OCR)	1	0
Office of the Executive Secretariat (OES)	10	0
Office of the Inspector General (OIG)	131	0.5
Office of the General Counsel (OGC)	4	0
Decline to answer	615	2.2
Total	28109	100
(60) What is your age group?		
	Frequency	Percent
25 and under	466	1.7
26 - 29	1166	4.1
30 - 39	3805	13.5
40 - 49	8073	28.7
50 - 59	10640	37.9
60 or older	2450	8.7
Decline to answer	1509	5.4
Total	28109	100
(61) What is your pay category/grade?		
	Frequency	Percent
Federal Wage System	286	1
GS 1-6	2101	7.5
GS 7-12	19668	70
GS 13-15	4189	14.9
Senior Executive Service	87	0.3
Senior Level (SL) or Scientific or Professional (ST)	14	0
Other	488	1.7
Decline to answer	1276	4.5
Total	28109	100

(62) How long have you been with the Federal Government (excluding military service)?		
	Frequency	Percent
Less than 1 year	721	2.6
1 to 3 years	2016	7.2
4 to 5 years	2209	7.9
6 to 10 years	3699	13.2
11 to 20 years	6628	23.6
More than 20 years	11963	42.6
Decline to answer	873	3.1
Total	28109	100
(63) How long have you been with your current agency?		
	Frequency	Percent
Less than 1 year	1153	4.1
1 to 3 years	2918	10.4
4 to 5 years	2559	9.1
6 to 10 years	4060	14.4
11 to 20 years	6542	23.3
More than 20 years	9963	35.4
Decline to answer	914	3.3
Total	28109	100
(64) Are you considering leaving your organization within the next year?		
	Frequency	Percent
No	19520	69.4
Yes, to retire	1500	5.3
Yes, to take another job in the Federal Government	2440	8.7
Yes, to take another job outside the Federal Government	867	3.1
Yes, other	780	2.8
Decline to answer	3002	10.7
Total	28109	100
(65) I am planning to retire:		
	Frequency	Percent
Within one year	1108	3.9
Between one and three years	2610	9.3
Between three and five years	2835	10.1
Five or more years	18130	64.5
Decline to answer	3426	12.2
Total	28109	100

