

Small Business Administration's 2007 Annual Survey Results

Partnership for Public Service Comparison of 2006 Federal Human Capital Survey Results to Small Business Administration's 2007 Annual Survey Results*		Annual Survey Question Number	Question	Total Government 2006	Small Business Administration 2006	Small Business Administration 2007	SBA Net Change 2006 to 2007
1	1		The people I work with cooperate to get the job done	83.3%	80.4%	81.3%	1.0%
2	2		I am given a real opportunity to improve my skills in my organization.	62.0%	45.4%	56.3%	10.9%
5	3		My work gives me a feeling of personal accomplishment.	72.9%	67.6%	75.5%	7.9%
6	4		I like the kind of work I do.	83.3%	79.7%	82.4%	2.7%
7	5		I have trust and confidence in my supervisor.	63.7%	61.1%	64.8%	3.7%
9	6		Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	66.1%	62.9%	65.9%	3.0%
11	7		The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	73.5%	53.3%	66.7%	13.4%
14	8		My work unit is able to recruit people with the right skills.	43.5%	25.4%	34.1%	8.7%
19	9		I know how my work relates to the agency's goals and priorities.	82.7%	79.6%	85.2%	5.6%
20	10		The work I do is important.	90.1%	86.0%	87.6%	1.6%
21	11		Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	66.7%	68.7%	71.9%	3.1%
48	12		Supervisors/team leaders in my work unit support employee development.	64.1%	58.0%	62.3%	4.3%
18	13		My talents are used well in the workplace.	61.5%	54.2%	65.3%	11.1%
50	14		My training needs are assessed.	51.0%	42.2%	49.1%	6.9%
22	15		Promotions in my work unit are based on merit.	33.6%	30.0%	35.3%	5.3%
23	16		In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	28.6%	26.7%	29.5%	2.8%
26	17		Creativity and innovation are rewarded.	29.6%	33.5%	42.6%	9.1%

27	19	Difference in performance are recognized in a meaningful way	21.7%	28.6%	37.8%	9.2%
26	20	Pay raises based on performance	38.9%	20.8%	26.3%	5.5%
30	21	My performance appraisal is a fair reflection of my performance.	64.3%	61.4%	62.1%	0.7%
31	22	Discussions with my supervisor/team leader about my performance are worthwhile.	55.8%	54.2%	57.2%	3.1%
35	23	Managers/supervisors/team leaders work well with employees of different backgrounds.	63.6%	57.9%	61.3%	3.4%
12	24	My supervisor supports my need to balance work and family issues.	77.8%	76.4%	78.3%	1.9%
36	25	I have a high level of respect for my organization's senior leaders.	49.2%	32.6%	54.1%	21.4%
37	26	In my organization, leaders generate high levels of motivation and commitment in the workforce.	37.8%	25.5%	42.6%	17.1%
40	27	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	56.3%	64.2%	65.2%	1.0%
24	29	Employees have a feeling of personal empowerment with respect to work processes.	42.2%	34.5%	43.8%	9.3%
17	30	My workload is reasonable.	58.9%	49.0%	61.5%	12.5%
39	31	Managers communicate the goals and priorities of the organization.	58.2%	57.1%	68.1%	10.9%
42	32	My organization has prepared employees for potential security threats.	72.5%	57.5%	63.8%	6.4%
55	33	How satisfied are you with the information you receive from management on what's going on in your organization?	46.6%	36.5%	52.1%	15.5%
54	34	How satisfied are you with your involvement in decisions that affect your work?	53.7%	48.1%	44.5%	-3.6%
58	35	How satisfied are you in decisions that affect your work?	36.4%	25.5%	31.0%	5.6%
56	36	How satisfied are you with the recognition you receive for doing a good job?	48.6%	44.2%	47.7%	3.6%
57	37	How satisfied are you with the policies and practices of your senior leaders?	40.9%	30.8%	42.5%	11.7%
59	38	How satisfied are you with the training you receive for your present job?	53.6%	35.7%	48.5%	12.9%
60	39	Considering everything, how satisfied are you with your job?	67.5%	56.9%	65.7%	8.8%
61	40	Considering everything, how satisfied are you with your pay?	61.3%	62.1%	63.5%	1.4%
AVERAGE			58.4%	51.7%	58.7%	7.0%
Bright Green = SBA 2007 is significantly higher than 2006 Gov't Average; Red = SBA 2007 is significantly lower than 2006 Gov't average;						
Green = Most significant SBA improvement, 2006 to 2007						