

## Federal Human Capital Survey (FHCS) Questions Related to the Talent Management System

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### WHAT IT IS

The Federal Human Capital Survey (<http://www.fhcs2004.opm.gov/What.htm>) is a tool that measures employee perceptions about the extent to which certain conditions – those present in successful organizations – are present in their agencies. The 2004 Survey results will serve as the baseline for ongoing human capital assessment across Government.

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### WHY USE IT

Continual use of this tool will assist managers in helping their agencies work better, through people, to accomplish the agency mission. The Survey is a significant resource for agencies' use in improving human capital management.

The Federal Human Capital Survey Web site (<http://www.fhcs2004.opm.gov/>) is data rich and contains helpful hints on why and how to analyze the Survey data (<http://www.fhcs2004.opm.gov/Definitions.htm>). It allows agency managers to focus on important management practices and workplace conditions about which employees are concerned.

Employee concerns should be addressed in agencies' strategic human capital plans. Future survey results will help agency managers gauge improvement in the practices or conditions identified as action items in strategic human capital plans. (For information on future survey results, see <http://www.opm.gov/viewDocument.aspx?q=552>.)

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### HOW TO USE IT

This Guide, The Human Capital Assessment and Accountability Framework (HCAAF) Practitioners' Guide, indicates how the Federal Human Capital Survey tool may be used to measure specific human capital outcomes in all agencies. Consequently, agency managers should consider what actions need to be taken to meet these mandated Governmentwide outcomes, as they use this tool in addressing all aspects of their human capital requirements.

## Federal Human Capital Survey (FHCS) Questions Related to the Talent Management System (continued)

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### QUESTIONS RELATED TO TALENT

The following Federal Human Capital Survey questions relate directly to three areas in the Retention critical success factor of the overall Talent Management system – Awards, Compensation and Benefits, and Work/Life Flexibilities. As agencies address retention issues, it may be beneficial to review these questions, including the responses of agency employees (<http://www.fhcs2004.opm.gov/Published.htm>). Determine where the agency falls in these three areas – for example, is there strong agreement/satisfaction or disagreement/dissatisfaction? Space is provided to note possible actions to take or improvements that can be made.



Federal Human Capital Survey 2004 Web site:  
<http://www.fhcs2004.opm.gov>

**Federal Human Capital Survey (FHCS)**  
**Questions Related to the Talent Management System (continued)**

**Awards**

- 35. Awards in my work unit depend on how well employees perform their jobs.
  - 36. High-performing employees in my work unit are recognized or rewarded on a timely basis.
  - 37. Employees are rewarded for providing high quality products and services to customers.
  - 38. Creativity and innovation are rewarded.
  - 36. Our organization's awards program provides me with an incentive to do my best.
  - 66. How satisfied are you with the recognition you receive for doing a good job?
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**Notes:**

## **Federal Human Capital Survey (FHCS)**

### **Questions Related to the Talent Management System (continued)**

#### **Compensation and Benefits**

70. Rank the following items in terms of their importance to you:
- Your pay
  - Retirement benefits
  - Life insurance benefits
  - Health insurance benefits
  - Long-term care benefits
  - Paid time off (leave).
71. How satisfied are you with your pay?
72. How satisfied are you with retirement benefits?
73. How satisfied are you with life insurance benefits?
74. How satisfied are you with health insurance benefits?
75. How satisfied are you with long-term care benefits?
76. How satisfied are you with paid time off (leave)?
77. Rank the following items in terms of their importance to you:
- Paid vacation time
  - Paid leave for personal illness
  - Paid leave for family illness
  - Paid leave for childbirth/adoption
  - Paid leave for elder care.
78. How satisfied are you with paid vacation time?
79. How satisfied are you with paid leave for personal illness?
80. How satisfied are you with paid leave for family illness?
81. How satisfied are you with paid leave for childbirth/adoption?
82. How satisfied are you with paid leave for elder care?

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#### **Notes:**

## **Federal Human Capital Survey (FHCS)** **Questions Related to the Talent Management System (continued)**

### **Work/Life Flexibilities**

- 83a. How satisfied are you with telework/telecommuting?
  - 84a. How satisfied are you with alternative work schedules?
  - 85a. How satisfied are you with child care subsidies?
  - 86a. How satisfied are you with employee assistance programs?
  - 87a. How satisfied are you with health and wellness programs?
  - 88a. How satisfied are you with support groups?
  - 89a. How satisfied are you with elder care programs?
  
  - 83b. How important is telework/telecommuting to you?
  - 84b. How important are alternative work schedules to you?
  - 85b. How important are child care subsidies to you?
  - 86b. How important are employee assistance programs to you?
  - 87b. How important are health and wellness programs to you?
  - 88b. How important are support groups to you?
  - 89b. How important are elder care programs to you?
  
  - 83c. Is telework/telecommuting available to you?
  - 84c. Are alternative work schedules available to you?
  - 85c. Are child care subsidies available to you?
  - 86c. Are employee assistance programs available to you?
  - 87c. Are health and wellness programs available to you?
  - 88c. Are support groups available to you?
  - 89c. Are elder care programs available to you?
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