

2007 Annual Employee Survey Results Office of Management and Budget

Interpretation of Results: OMB scored especially high (i.e., greater than 73 % favorable - Strongly Agree/Agree or Very Satisfied/Satisfied) on all or the majority of the items for questions measuring satisfaction with Personal Work Experiences and Recruitment, Development, and Retention.

The two lowest scoring questions in these categories that stand out are "Physical Conditions (noise, temperature, lighting, cleanliness)" and "My Training Needs are Assessed."

Under performance culture, the majority of the answers that were favorable were 58% and above. The lowest scoring questions in this category are "In my work unit, steps are taken to deal with a poor performer who cannot or will not improve", and "Pay raises depend on how well employees perform their jobs."

Under leadership, the majority of the answers were favorable above 54%. The lowest scoring answer in this category was "My workload is reasonable."

Under job satisfaction, the majority of the answers were favorable above 57%. The lowest scoring questions were regarding training, satisfaction with policies/procedures of senior officials, and the opportunity to get a better job in the organization. However, overall 75% were satisfied with their job.

How the survey was conducted: The survey was conducted online from July 18, 2007, until August 8, 2007.

Description of sample: All 480 full-time permanent employees of the agency were surveyed.

Survey items and response choices: See the tables on following pages.

Number of employees surveyed, number responded, and representativeness of respondents: Of the 480 employees surveyed 258 responded. Representativeness is not required to be reported for OMB.

**2007 Annual Employee Survey Results for
Office of Management and Budget
All Respondents**

Surveys Sent: 480

Surveys Returned: 258

Response Rate: 54%

Prescribed Questions: Personal Work Experiences								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree		Total
1. The people I work with cooperate to get the job done.	Frequencies	120	115	9	9	5		258
	Percentages	46.5%	44.6%	3.5%	3.5%	1.9%		100.0%
2. I am given a real opportunity to improve my skills in my organization.	Frequencies	68	119	41	19	9		256
	Percentages	26.6%	46.5%	16.0%	7.4%	3.5%		100.0%
3. My work gives me a feeling of personal accomplishment.	Frequencies	89	120	28	14	4		255
	Percentages	34.9%	47.1%	11.0%	5.5%	1.6%		100.0%
4. I like the kind of work I do.	Frequencies	94	125	25	10	3		257
	Percentages	36.6%	48.6%	9.7%	3.9%	1.2%		100.0%
5. I have trust and confidence in my supervisor.	Frequencies	118	87	27	10	15		257
	Percentages	45.9%	33.9%	10.5%	3.9%	5.8%		100.0%
Item Text		Very Good	Good	Fair	Poor	Very Poor		Total
6. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	Frequencies	108	96	33	10	11		258
	Percentages	41.9%	37.2%	12.8%	3.9%	4.3%		100.0%

Prescribed Questions: Recruitment, Development & Retention								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Frequencies	110	117	13	10	2	5	257
	Percentages	42.8%	45.5%	5.1%	3.9%	0.8%	1.9%	100.0%
8. My work unit is able to recruit people with the right skills.	Frequencies	86	118	26	15	3	8	256
	Percentages	33.6%	46.1%	10.2%	5.9%	1.2%	3.1%	100.0%
9. I know how my work relates to the agency's goals and priorities.	Frequencies	109	117	17	9	0	6	258
	Percentages	42.2%	45.3%	6.6%	3.5%	0.0%	2.3%	100.0%
10. The work I do is important.	Frequencies	122	105	16	7	2	5	257
	Percentages	47.5%	40.9%	6.2%	2.7%	0.8%	1.9%	100.0%
11. Physical conditions (for example, noise, temperature, lighting, cleanliness) allow employees to perform their jobs well.	Frequencies	35	105	40	59	13	3	255
	Percentages	13.7%	41.2%	15.7%	23.1%	5.1%	1.2%	100.0%
12. Supervisors/team leaders in my work unit support employee development.	Frequencies	67	131	24	22	8	5	257
	Percentages	26.1%	51.0%	9.3%	8.6%	3.1%	1.9%	100.0%
13. My talents are used well in the workplace.	Frequencies	72	120	34	20	7	4	257
	Percentages	28.0%	46.7%	13.2%	7.8%	2.7%	1.6%	100.0%
14. My training needs are assessed.	Frequencies	28	91	69	46	16	6	256
	Percentages	10.9%	35.5%	27.0%	18.0%	6.3%	2.3%	100.0%

Prescribed Questions: Performance Culture								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
15. Promotions in my work unit are based on merit.	Frequencies	48	101	36	28	10	34	257
	Percentages	18.7%	39.3%	14.0%	10.9%	3.9%	13.2%	100.0%
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Frequencies	13	64	60	43	17	60	257
	Percentages	5.1%	24.9%	23.3%	16.7%	6.6%	23.3%	100.0%
17. Creativity and innovation are rewarded.	Frequencies	53	118	37	27	7	15	257
	Percentages	20.6%	45.9%	14.4%	10.5%	2.7%	5.8%	100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	No Basis to Judge	Total
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).	Frequencies	38	97	44	35	19	25	258
	Percentages	14.7%	37.6%	17.1%	13.6%	7.4%	9.7%	100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
19. In my work unit, differences in performance are recognized in a meaningful way.	Frequencies	25	85	62	45	14	27	258
	Percentages	9.7%	32.9%	24.0%	17.4%	5.4%	10.5%	100.0%
20. Pay raises depend on how well employees perform their jobs.	Frequencies	20	73	56	46	18	44	257
	Percentages	7.8%	28.4%	21.8%	17.9%	7.0%	17.1%	100.0%
21. My performance appraisal is a fair reflection of my performance.	Frequencies	49	114	35	21	14	24	257
	Percentages	19.1%	44.4%	13.6%	8.2%	5.4%	9.3%	100.0%
22. Discussions with my supervisor/ team leader about my performance are worthwhile.	Frequencies	54	95	53	28	12	15	257
	Percentages	21.0%	37.0%	20.6%	10.9%	4.7%	5.8%	100.0%
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	Frequencies	88	113	27	11	7	10	256
	Percentages	34.4%	44.1%	10.5%	4.3%	2.7%	3.9%	100.0%
24. My supervisor supports my need to balance work and family issues.	Frequencies	94	94	31	17	17	2	255
	Percentages	36.9%	36.9%	12.2%	6.7%	6.7%	0.8%	100.0%

Prescribed Questions: Leadership								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
25. I have a high level of respect for my organization's senior leaders.	Frequencies	63	99	58	28	6	2	256
	Percentages	24.6%	38.7%	22.7%	10.9%	2.3%	0.8%	100.0%
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Frequencies	46	94	56	45	11	4	256
	Percentages	18.0%	36.7%	21.9%	17.6%	4.3%	1.6%	100.0%
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Frequencies	40	105	52	27	7	25	256
	Percentages	15.6%	41.0%	20.3%	10.5%	2.7%	9.8%	100.0%
28. Employees are protected from health and safety hazards on the job.	Frequencies	52	122	41	21	2	17	255
	Percentages	20.4%	47.8%	16.1%	8.2%	0.8%	6.7%	100.0%
29. Employees have a feeling of personal empowerment and ownership of work processes.	Frequencies	69	104	42	23	9	7	254
	Percentages	27.2%	40.9%	16.5%	9.1%	3.5%	2.8%	100.0%
30. My workload is reasonable.	Frequencies	26	105	51	47	26	1	256
	Percentages	10.2%	41.0%	19.9%	18.4%	10.2%	0.4%	100.0%
31. Managers communicate the goals and priorities of the organization.	Frequencies	42	128	53	21	8	4	256
	Percentages	16.4%	50.0%	20.7%	8.2%	3.1%	1.6%	100.0%
32. My organization has prepared employees for potential security threats.	Frequencies	53	123	41	27	9	4	257
	Percentages	20.6%	47.9%	16.0%	10.5%	3.5%	1.6%	100.0%

Prescribed Questions: Job Satisfaction								
Item Text		Very Satisfied	Satisfied	Neither	Dis-satisfied	Very Dis-satisfied		Total
33. How satisfied are you with the information you receive from management on what's going on in your organization?	Frequencies	29	117	60	38	12		256
	Percentages	11.3%	45.7%	23.4%	14.8%	4.7%		100.0%
34. How satisfied are you with your involvement in decisions that affect your work?	Frequencies	38	111	58	36	12		255
	Percentages	14.9%	43.5%	22.7%	14.1%	4.7%		100.0%
35. How satisfied are you with your opportunity to get a better job in your organization?	Frequencies	40	81	81	39	15		256
	Percentages	15.6%	31.6%	31.6%	15.2%	5.9%		100.0%
36. How satisfied are you with the recognition you receive for doing a good job?	Frequencies	52	100	54	33	14		253
	Percentages	20.6%	39.5%	21.3%	13.0%	5.5%		100.0%
37. How satisfied are you with the policies and practices of your senior leaders?	Frequencies	29	92	96	26	13		256
	Percentages	11.3%	35.9%	37.5%	10.2%	5.1%		100.0%
38. How satisfied are you with the training you receive for your present job?	Frequencies	24	89	75	48	18		254
	Percentages	9.4%	35.0%	29.5%	18.9%	7.1%		100.0%
39. Considering everything, how satisfied are you with your job?	Frequencies	67	124	35	25	4		255
	Percentages	26.3%	48.6%	13.7%	9.8%	1.6%		100.0%
40. Considering everything, how satisfied are you with your pay?	Frequencies	55	112	37	35	16		255
	Percentages	21.6%	43.9%	14.5%	13.7%	6.3%		100.0%