

Federal Human Capital Survey 2002

Farm and Foreign Agricultural Services

Participation Level of Agency Sample

344 of 480 random sample (71.7% participation) - RMA
 287 of 621 random sample (46.2% participation) - FAS
 1135 of 1522 random sample (74.6% participation) - FSA

FFAS Overall Survey - Positive Responses

FFAS - 55.8
 FAS - 58.0 FSA - 54.8 RMA - 54.6

Organizational strengths = greater than 65% Positive Responses							
Improvement Opportunities = < 50% Positive Responses, >35% Negative Responses							
FFAS - Federal Human Capital Survey 2002		Positive Responses	Neutral Responses	Negative Responses	Bold numbers = USDA total		
STRATEGIC ALIGNMENT							
1	In my work unit, human capital management strategies are targeted to achieve the agency's missions and objectives.	63.1	16.4	20.5			
	RMA	55.8	20.6	23.7			
	FAS	60.1	18.7	21.2			
	FSA	63.2	15.5	21.3			
2	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	65.8	15.0	21.3			
	RMA	57.8	17.4	24.8			
	FAS	56.6	17.8	25.5			
	FSA	62.5	15.9	21.6			
3	Products & services in my work unit are improved based on customer/ public input.	52.5	22.2	25.2			
	RMA	53.7	25.4	20.9			
	FAS	64.6	13.0	22.4			
	FSA	46.6	25.5	27.9			
4	I am kept informed about changes in personnel policies and employee benefits.	72.3	11.4	16.3			
	RMA	61.1	17.3	21.6			
	FAS	62.9	15.9	21.1			
	FSA	71.2	11.3	17.5	FFAS HIGH		
5	I know how my work relates to the agency's missions and goals.	88.6	5.8	5.6	89.4	6.5	4.1
	RMA	86.7	8.3	5.1			
	FAS	90.7	6.2	3.0			
	FSA	90.7	5.0	4.3	FFAS LOW		
6	Information collected on my work unit's performance is used to improve my work unit's performance.	48.8	23.8	27.4	45.5	25.5	28.9
	RMA	44.1	29.5	26.4			
	FAS	45.3	23.6	31.0			
	FSA	47.2	23.5	29.3			
STRATEGIC COMPETENCIES (TALENT)							
7	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	67.8	13.5	18.7			
	RMA	64.7	16.0	19.3			
	FAS	70.5	16.5	13.0			
	FSA	72.0	11.3	16.7			
8	The skill level in my work unit has improved in the past year.	57.5	21.4	21.1			
	RMA	57.3	21.4	21.3			
	FAS	58.4	19.8	21.8			
	FSA	58.4	22.3	19.2	FFAS HIGH		
9	My supervisor supports my need to balance work and family issues.	82.2	8.9	8.9	81.9	9.8	8.4
	RMA	81.5	10.3	8.3			
	FAS	82.3	9.2	8.5			
	FSA	81.8	9.8	8.3			
10	My workload is reasonable.	60.7	10.8	28.5			
	RMA	65.7	12.8	21.6			
	FAS	64.3	13.3	22.5			
	FSA	62.0	8.8	29.2			
11	My talents are used well in the workplace.	62.8	12.7	24.5			
	RMA	57.9	18.2	23.9			
	FAS	63.5	10.8	25.7			
	FSA	63.6	12.8	23.6			
12	This is a friendly place to work.	72.4	13.5	14.1			
	RMA	65.8	21.0	13.2			
	FAS	74.0	14.7	11.3			
	FSA	67.5	15.0	17.5			
13	I recommend my organization as a good place to work.	62.1	19.2	18.7			
	RMA	53.5	25.5	21.0			
	FAS	65.3	21.3	13.4			
	FSA	59.7	20.4	19.9			
14	I have sufficient resources (for example, people, materials, budget, etc.) to get my job done.	47.6	13.8	38.6			
	RMA	54.6	15.7	29.7			
	FAS	48.9	17.6	33.6			
	FSA	52.9	11.2	36.0			

FFAS - Federal Human Capital Survey 2002		Positive Responses	Neutral Responses	Negative Responses	Bold numbers = USDA total					
15	My work unit is able to recruit people with the right skills.	37.9	25.5	36.7	FFAS LOW					
	RMA	36.2	29.2	34.6						
	FAS	54.2	17.9	27.9						
	FSA	35.5	26.7	37.9						
16	Selections for promotions in my work unit are based on merit.	36.1	26.8	37.1				35.2	25.5	39.2
	RMA	31.5	30.1	38.3				FFAS HIGH		
	FAS	39.6	24.0	36.4						
	FSA	34.5	22.5	42.9						
LEADERSHIP										
17	Supervisors/team leaders in my work unit provide employees with the opportunity to demonstrate their leadership skills.	58.8	20.2	21.0	FFAS LOW					
	RMA	54.6	20.6	24.8						
	FAS	61.4	12.7	25.9						
	FSA	56.1	20.4	23.6						
18	Supervisors/team leaders in my work unit encourage my development at work.	62.3	18.0	19.7				FFAS HIGH		
	RMA	58.2	23.3	18.4						
	FAS	63.0	15.1	21.8						
	FSA	57.8	19.3	22.9						
19	The work I do is important.	91.0	6.2	2.8	87.8	8.3	3.9			
	RMA	84.0	12.0	4.0	FFAS LOW					
	FAS	88.6	7.4	4.0						
	FSA	90.9	5.4	3.7						
20	In my organization, leaders generate high levels of motivation and commitment in the workforce.	33.4	27.1	39.5				30.7	43.6	43.2
	RMA	28.3	28.4	43.4				FFAS HIGH		
	FAS	33.2	24.4	42.5						
	FSA	30.5	25.6	43.8						
21	Employees have a feeling of personal empowerment and ownership of work processes.	39.4	25.8	34.8	FFAS LOW					
	RMA	33.0	24.4	42.6						
	FAS	42.4	23.9	33.7						
	FSA	36.7	25.3	38.1						
22	Supervisors/team leaders are receptive to change.	49.2	23.5	27.3				FFAS HIGH		
	RMA	48.6	23.5	27.9						
	FAS	44.2	24.2	31.6						
	FSA	45.8	24.5	29.7						
23	I hold my organization's leaders in high regard.	42.1	30.0	27.9	FFAS LOW					
	RMA	33.4	32.4	34.2						
	FAS	44.7	25.6	29.7						
	FSA	41.4	30.8	27.8						
24	My organization's leaders maintain high standards of honesty and integrity.	48.3	25.8	25.9				FFAS HIGH		
	RMA	39.1	29.0	31.9						
	FAS	46.5	25.0	28.4						
	FSA	44.1	28.0	27.9						
25	Complaints, disputes or grievances are resolved fairly in my work unit.	43.1	29.2	27.7	FFAS LOW					
	RMA	33.4	29.1	37.6						
	FAS	41.3	28.3	30.3						
	FSA	35.6	29.8	34.6						
26	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	48.5	24.3	27.2				FFAS HIGH		
	RMA	39.0	26.1	34.9						
	FAS	44.9	27.2	27.9						
	FSA	40.3	25.0	34.8						
27	I can disclose a suspected violation of law, rule or regulation without fear of reprisal.	54.8	23.5	21.7	FFAS LOW					
	RMA	48.1	27.8	24.1						
	FAS	51.1	29.1	19.8						
	FSA	49.8	23.7	26.5						
28	I know what the Merit System Principles are.	74.7	10.0	15.3				FFAS HIGH		
	RMA	73.4	8.9	17.7						
	FAS	67.3	14.9	17.8						
	FSA	76.5	9.5	14.0						
29	I know what the Prohibited Personnel Practices are.	84.7	6.6	8.7	FFAS LOW					
	RMA	80.1	10.6	9.3						
	FAS	79.5	11.5	9.0						
	FSA	84.2	7.3	8.5						
30	I know what to do if I believe that a Prohibited Personnel Practice has been committed.	71.1	12.4	16.5				FFAS HIGH		
	RMA	61.3	18.6	20.1						
	FAS	64.8	18.1	17.1						
	FSA	68.7	13.3	18.0						

FFAS - Federal Human Capital Survey 2002		Positive Responses	Neutral Responses	Negative Responses	Bold numbers = USDA total		
PERFORMANCE CULTURE							
31	Awards in my work unit depend on how well employees perform their jobs.	44.3	20.1	35.6			
	RMA	44.5	20.1	35.4			
	FAS	50.6	14.2	35.2			
	FSA	38.5	17.7	43.9			
32	High-performing employees in my work unit are recognized or rewarded on a timely basis.	38.4	23.2	38.5			
	RMA	40.5	21.6	37.9			
	FAS	43.2	21.2	35.6			
	FSA	29.7	21.3	49.0			
33	Employees are rewarded for providing high quality products and services to customers.	41.3	25.8	32.9			
	RMA	41.2	23.3	35.5			
	FAS	46.8	20.7	32.6			
	FSA	33.2	24.9	42.0			
34	Creativity and innovation are rewarded.	36.0	28.0	36.0			
	RMA	36.7	24.7	38.6			
	FAS	42.1	23.9	34.0			
	FSA	26.3	29.2	44.4			
35	My performance appraisal is a fair reflection of my performance.	63.7	17.3	19.0			
	RMA	62.1	19.0	18.9			
	FAS	64.4	15.7	19.9			
	FSA	64.5	17.1	18.4			
36	Our organization's awards program provides me with an incentive to do my best.	26.5	27.1	46.4			
	RMA	24.2	26.9	48.9			
	FAS	31.8	21.0	47.2			
	FSA	21.0	27.1	51.9	FFAS LOW		
37	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	25.0	26.1	48.9	20.2	24.9	54.9
	RMA	16.3	27.8	56.0			
	FAS	23.5	23.4	53.1			
	FSA	20.7	23.6	55.7			
38	I believe my organization can perform its function as effectively as any private sector provider.	63.2	15.4	21.4			
	RMA	73.0	13.6	13.5			
	FAS	55.2	20.0	24.7			
	FSA	66.7	12.3	21.1	FFAS HIGH		
39	I am held accountable for achieving results.	81.3	12.4	6.3	74.6	16.8	8.6
	RMA	75.1	17.4	7.5			
	FAS	69.1	20.3	10.6			
	FSA	79.7	12.7	7.6			
40	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	66.7	13.9	19.4			
	RMA	75.1	12.4	12.4			
	FAS	59.8	16.8	23.4			
	FSA	68.9	12.3	18.8			
41	Discussions with my supervisor/team leader about my performance are worthwhile.	61.1	19.4	19.4			
	RMA	54.0	23.0	23.0			
	FAS	60.5	20.6	18.9			
	FSA	54.2	23.4	22.3			
42	Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.	61.5	22.6	15.9			
	RMA	56.6	26.1	17.3			
	FAS	63.4	20.6	15.9			
	FSA	58.6	25.3	16.1			
43	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	71.1	18.9	10.0			
	RMA	65.5	21.2	13.4			
	FAS	71.3	18.7	10.0			
	FSA	70.0	18.5	11.5			
44	Managers/supervisors/team leaders work well with employees of different backgrounds.	68.2	19.8	12.0			
	RMA	61.6	21.2	17.2			
	FAS	63.8	19.8	16.4			
	FSA	66.8	21.3	12.0			

FFAS - Federal Human Capital Survey 2002		Positive Responses	Neutral Responses	Negative Responses	Bold numbers = USDA total		
LEARNING (KNOWLEDGE MANAGEMENT)					FFAS HIGH		
45	Employees have electronic access to learning and training programs readily available at their desk.	64.7	16.7	18.6	71.9	12.9	15.2
	RMA	89.2	4.1	6.7			
	FAS	73.7	13.3	13.0			
	FSA	52.9	21.2	25.9			
46	My training needs are assessed.	53.9	21.0	25.1			
	RMA	50.8	25.0	24.2			
	FAS	65.1	18.1	16.8			
	FSA	43.0	24.3	32.7			
					FFAS LOW		
47	Employees are willing to be retrained and moved to other positions in the organization.	42.9	34.8	22.3	43.3	31.1	25.5
	RMA	35.6	33.3	31.1			
	FAS	52.1	28.3	19.6			
	FSA	42.3	31.8	25.9			
48	I receive the training I need to perform my job.	62.5	18.3	19.1			
	RMA	59.3	22.0	18.7			
	FAS	70.9	14.7	14.4			
	FSA	53.7	21.1	25.2			
49	Employees in my work unit share their knowledge with each other.	73.5	13.0	13.5			
	RMA	71.7	13.1	15.2			
	FAS	63.3	20.3	16.4			
	FSA	67.0	13.1	19.8			
50	Managers promote communication among different work units (for example, about projects, goals, needed resources).	53.1	19.3	27.6			
	RMA	48.9	21.5	29.6			
	FAS	52.0	23.3	24.7			
	FSA	46.4	21.8	31.8			
PERSONAL EXPERIENCES							
51	The people I work with cooperate to get the job done.	80.1	10.5	9.3			
	RMA	76.6	13.5	9.9			
	FAS	79.8	12.7	7.5			
	FSA	75.2	10.5	14.3			
52	I am given a real opportunity to improve my skills in my organization.	59.6	21.9	18.5			
	RMA	55.6	24.4	20.0			
	FAS	63.7	20.8	15.5			
	FSA	50.8	25.7	23.6			
53	I have enough information to do my job well.	71.4	16.2	12.4			
	RMA	68.3	17.1	14.5			
	FAS	75.1	14.9	10.0			
	FSA	66.8	17.8	15.5			
54	I feel encouraged to come up with new and better ways of doing things.	57.3	21.6	21.1			
	RMA	54.3	24.8	20.9			
	FAS	63.8	18.5	17.7			
	FSA	49.4	24.8	25.8			
55	My job makes good use of my skills and abilities.	64.5	15.2	20.3			
	RMA	56.5	22.6	20.9			
	FAS	63.0	16.8	20.3			
	FSA	63.5	15.6	20.9			
56	My work gives me a feeling of personal accomplishment.	71.5	15.3	13.2			
	RMA	62.1	21.8	16.1			
	FAS	67.9	18.4	13.6			
	FSA	71.0	14.4	14.7			
57	I like the kind of work I do.	84.0	11.2	4.9			
	RMA	72.8	17.0	10.2			
	FAS	79.7	13.1	7.2			
	FSA	83.8	9.5	6.7			
58	How do you rate the amount of pay you get on your job?	53.6	30.7	15.7			
	RMA	72.7	22.5	4.7			
	FAS	50.2	35.4	14.4			
	FSA	62.6	25.7	11.7			
59	How do you rate your total benefits program?	65.0	25.7	9.3			
	RMA	76.8	20.9	2.3			
	FAS	72.6	21.9	5.6			
	FSA	76.0	17.6	6.4			
60	Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	63.4	22.8	13.8			
	RMA	59.9	24.2	15.9			
	FAS	61.9	23.9	14.2			
	FSA	59.7	25.8	14.5			
					FFAS HIGH		
61	How would you rate the overall quality of work done by your work group?	80.3	16.7	3.0	83.7	14.0	2.4
	RMA	82.2	14.5	3.3			
	FAS	85.6	13.3	1.2			
	FSA	83.2	14.2	2.6			
					FFAS LOW		

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62	How would you rate your organization as an organization to work for compared to other organizations?	51.5	33.3	15.2	50.1	36.9	13.0
	RMA	43.6	42.1	14.3			
	FAS	60.1	29.4	10.5			
	FSA	46.7	39.2	14.1			
JOB SATISFACTION							
63	How satisfied are you with your involvement in decisions that affect your work?	53.3	24.6	22.0			
	RMA	53.0	23.7	23.3			
	FAS	56.2	22.5	21.3			
	FSA	53.0	24.6	22.4			
64	How satisfied are you with the information you receive from management on what's going on in your organization?	43.4	25.3	31.3			
	RMA	37.7	28.1	34.2			
	FAS	46.6	25.0	28.4			
	FSA	42.5	24.1	33.4			
65	How satisfied are you with the recognition you receive for doing a good job?	44.3	26.6	29.1			
	RMA	45.9	24.6	29.5			
	FAS	45.8	26.6	27.6			
	FSA	40.3	26.4	33.3			
					FFAS LOW		
66	How satisfied are you with your opportunity to get a better job in your organization?	36.4	30.1	33.4	30.2	31.4	38.4
	RMA	26.6	36.4	37.0			
	FAS	33.0	24.3	42.7			
	FSA	30.9	33.5	35.6			
67	How satisfied are you with the training you receive for your present job?	55.3	24.0	20.7			
	RMA	55.7	25.5	18.8			
	FAS	59.2	28.2	12.6			
	FSA	49.0	23.7	27.4			
					FFAS HIGH		
68	Considering everything, how satisfied are you with your job?	69.1	18.3	12.5	67.1	19.0	13.9
	RMA	65.3	19.8	14.9			
	FAS	67.7	19.4	13.0			
	FSA	68.3	17.9	13.9			
69	Considering everything, how would you rate your overall satisfaction in your organization at the present time?	53.4	22.7	23.9			
	RMA	49.8	26.1	24.2			
	FAS	56.9	23.0	20.2			
	FSA	51.5	24.5	24.0			
COMPENSATION AND BENEFITS							
70	Rank the following items in terms of their importance to you:	HIGH	2	3	4	5	LOW
	Pay	68.2	14.7	1.5	6.9	2.0	6.8
	RMA	68.0	14.2	1.1	8.4	1.1	7.4
	FAS	72.6	12.8	0.5	7.3	1.7	5.1
	FSA	76.9	10.9	0.3	5.8	1.3	4.8
	Retirement Benefits	16.3	34.4	3.7	28.1	1.8	15.6
	RMA	19.1	38.3	1.1	26.9	1.0	13.6
	FAS	15.4	36.0	1.8	27.6	1.6	17.5
	FSA	13.6	34.8	2.5	30.0	1.1	18.0
	Life Insurance Benefits	6.9	25.7	6.9	36.3	4.2	20.0
	RMA	7.0	24.2	5.0	39.2	1.9	22.6
	FAS	4.4	24.4	10.2	35.4	4.0	21.7
	FSA	5.0	27.2	7.4	38.6	1.2	20.5
	Health Insurance Benefits	4.1	18.9	20.9	19.3	9.0	27.8
	RMA	2.9	17.9	23.7	19.4	6.9	29.2
	FAS	2.9	19.6	18.6	22.6	12.7	23.4
	FSA	2.0	22.2	21.0	18.0	4.4	32.4
	Long Term Care Benefits	1.5	4.4	41.3	5.3	31.1	16.4
	RMA	0.3	4.0	43.4	3.9	31.8	16.7
	FAS	3.9	4.8	33.4	5.2	37.4	15.3
	FSA	0.6	4.1	47.9	5.3	26.3	15.8
	Paid Time Off (Leave)	3.0	2.0	25.9	4.1	51.9	13.2
	RMA	2.7	1.4	25.7	2.2	57.3	10.5
	FAS	0.8	2.3	35.5	2.0	42.6	16.9
	FSA	2.0	0.8	20.9	2.3	65.6	8.4
71	How satisfied are you with your pay?	62.5	15.5	22.0			
	RMA	76.8	10.5	12.8			
	FAS	56.7	17.7	25.6			
	FSA	69.2	12.0	18.8			
72	How satisfied are you with retirement benefits?	68.4	18.6	13.1			
	RMA	73.5	17.2	9.3			
	FAS	67.3	18.9	13.8			
	FSA	72.8	16.4	10.8			
73	How satisfied are you with life insurance benefits?	60.2	31.6	8.3			
	RMA	57.6	34.6	7.8			
	FAS	48.3	42.1	9.6			
	FSA	64.3	26.9	8.9			

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74	How satisfied are you with health insurance benefits?	51.8	18.2	30.0		
	RMA	54.2	22.5	23.2		
	FAS	60.0	17.8	22.2		
	FSA	59.7	21.2	19.1		
75	How satisfied are you with long term care benefits?	22.0	65.6	12.5		
	RMA	19.4	72.7	7.9		
	FAS	22.8	64.7	12.4		
	FSA	21.7	66.7	11.7		
76	How satisfied are you with paid time off (Leave)?	85.8	10.0	4.2		
	RMA	87.2	9.2	3.6		
	FAS	82.0	10.3	7.7		
	FSA	88.1	7.3	4.5		
77	Rank the following items in terms of their importance to you:	HIGH	2	3	4	LOW
	Paid Vacation Time	62.9	22.9	8.9	3.0	2.3
	RMA	60.1	27.0	8.5	3.3	1.2
	FAS	62.3	23.1	6.4	5.1	3.0
	FSA	64.5	22.9	9.3	2.0	1.2
	Paid Leave for Personal Illness	15.6	59.4	18.3	3.8	2.9
	RMA	16.3	57.3	20.6	2.0	3.7
	FAS	14.2	56.1	23.2	3.2	3.4
	FSA	15.3	61.3	18.6	2.3	2.4
	Paid Leave for Family Illness	11.9	12.6	63.4	5.4	6.8
	RMA	15.4	11.0	62.5	4.0	7.1
	FAS	7.3	15.6	59.2	9.5	8.4
	FSA	14.6	12.2	63.4	3.6	6.3
	Paid Leave for Childbirth / Adoption	5.0	4.1	8.3	29.7	52.9
	RMA	5.6	4.4	7.6	30.1	52.2
	FAS	7.6	3.5	9.7	35.3	43.9
	FSA	3.6	2.4	8.1	27.2	58.8
	Paid Leave for Elder Care	4.4	1.1	1.5	58.1	35.0
	RMA	2.6	0.3	0.7	60.5	35.9
	FAS	8.6	1.6	1.5	46.9	41.3
	FSA	2.0	1.1	0.6	65.0	31.3
78	How satisfied are you with paid vacation time?	91.8	4.9	3.3		
	RMA	93.3	4.7	2.0		
	FAS	86.2	10.0	3.7		
	FSA	91.9	4.9	3.2		
79	How satisfied are you with paid leave for personal illness?	89.0	7.1	3.9		
	RMA	89.2	7.2	3.6		
	FAS	83.0	9.4	7.6		
	FSA	89.7	5.3	5.0		
80	How satisfied are you with paid leave for family illness?	79.1	16.3	4.6		
	RMA	83.1	13.4	3.5		
	FAS	68.8	23.1	8.2		
	FSA	83.6	11.8	4.5		
81	How satisfied are you with paid leave for childbirth / adoption?	43.8	52.5	3.7		
	RMA	39.0	56.9	4.1		
	FAS	40.1	52.7	7.2		
	FSA	44.8	52.9	2.3		
82	How satisfied are you with paid leave for elder care?	49.7	46.2	4.1		
	RMA	49.2	48.6	2.2		
	FAS	42.0	49.1	9.0		
	FSA	52.2	43.0	4.7		
Family Friendly Flexibilities						
83a	How satisfied are you with telework / telecommuting?	26.0	56.6	17.4		
	RMA	21.7	53.3	25.0		
	FAS	29.4	49.4	21.1		
	FSA	22.0	55.7	22.3		
84a	How satisfied are you with alternative work schedules?	75.7	16.6	7.8		
	RMA	84.7	10.4	4.9		
	FAS	74.3	16.3	9.4		
	FSA	82.5	10.6	6.9		
85a	How satisfied are you with child care subsidies?	8.0	81.5	10.5		
	RMA	7.3	83.8	8.9		
	FAS	16.1	71.3	12.6		
	FSA	7.2	84.8	8.0		
86a	How satisfied are you with employee assistance programs?	33.5	59.4	7.0		
	RMA	29.0	63.9	7.1		
	FAS	29.2	65.4	5.4		
	FSA	32.0	61.7	6.3		
87a	How satisfied are you with health and wellness programs?	36.7	47.5	15.8		
	RMA	34.6	52.6	12.9		
	FAS	30.8	59.6	9.5		
	FSA	34.6	51.3	14.1		

FFAS - Federal Human Capital Survey 2002		Positive Responses	Neutral Responses	Negative Responses	Bold numbers = USDA total
88a	How satisfied are you with support groups?	16.7	74.7	8.7	
	RMA	12.4	78.9	8.7	
	FAS	14.7	78.1	7.2	
	FSA	17.5	73.5	9.0	
89a	How satisfied are you with elder care programs?	11.9	81.0	7.1	
	RMA	11.1	84.3	4.7	
	FAS	12.2	80.3	7.4	
	FSA	12.0	81.3	6.7	
83b	How important is telework / telecommuting to you?	33.9	28.3	37.8	
	RMA	38.4	27.3	34.3	
	FAS	45.4	24.8	29.8	
	FSA	38.0	29.0	33.0	
84b	How important is alternative work schedules to you?	75.5	14.9	9.6	
	RMA	80.9	12.7	6.4	
	FAS	71.0	16.8	12.1	
	FSA	77.4	15.1	7.5	
85b	How important is child care subsidies to you?	16.5	15.5	68.0	
	RMA	12.4	15.2	72.4	
	FAS	21.7	11.8	66.5	
	FSA	12.4	14.1	73.5	
86b	How important is employee assistance programs to you?	28.0	33.7	38.3	
	RMA	21.9	36.3	41.8	
	FAS	22.1	27.7	50.2	
	FSA	23.7	33.7	42.7	
87b	How important is health and wellness programs to you?	45.7	29.3	25.0	
	RMA	42.3	28.2	29.5	
	FAS	35.5	24.0	40.5	
	FSA	38.7	30.1	31.2	
88b	How important is support groups to you?	16.7	28.7	54.6	
	RMA	14.7	25.5	59.8	
	FAS	15.4	19.9	64.7	
	FSA	17.2	28.1	54.7	
89b	How important is elder care programs to you?	23.0	29.8	47.2	
	RMA	21.7	30.1	48.2	
	FAS	24.3	22.2	53.5	
	FSA	21.9	27.4	50.7	
83c	Is telework / telecommuting available to you?	29.0	50.2	20.8	
	RMA	22.0	64.4	13.6	
	FAS	46.9	40.6	12.5	
	FSA	18.8	61.1	20.1	
84c	Are alternative work schedules available to you?	83.9	11.4	4.6	
	RMA	95.8	2.7	1.5	
	FAS	87.6	9.0	3.3	
	FSA	93.4	4.0	2.6	
85c	Are child care subsidies available to you?	6.5	40.6	52.9	
	RMA	5.3	37.9	56.8	
	FAS	26.9	35.9	37.2	
	FSA	6.7	42.7	50.6	
86c	Are employee assistance programs available to you?	81.0	3.3	15.7	
	RMA	83.7	1.6	14.7	
	FAS	76.5	3.5	20.1	
	FSA	81.4	2.9	15.7	
87c	Are health and wellness programs available to you?	58.9	17.0	24.1	
	RMA	59.5	13.4	27.1	
	FAS	51.9	10.3	37.8	
	FSA	50.4	20.4	29.2	
88c	Are support groups available to you?	23.4	18.9	57.6	
	RMA	19.7	17.8	62.5	
	FAS	31.4	13.6	55.0	
	FSA	22.6	22.4	55.1	
89c	Are elder care programs available to you?	11.1	21.0	67.9	
	RMA	12.2	16.6	71.2	
	FAS	10.2	16.2	73.6	
	FSA	10.5	24.2	65.3	