

FDIC Population and Respondents to 2007 Annual Employee Survey

	Population	Respondents
Supervisory Status		
• Non supervisor	82.0%	70%
• Team Leader	5.6%	13%
• Supervisor	7.8%	9%
• Manager	2.5%	3%
• Executive	2.1%	2%
Gender		
• Male	56%	54%
• Female	44%	42%
Are you: Hispanic or Latino		
• Yes	4.2%	4%
• No	95.8%	91%
Racial Category		
• White	76.5%	73%
• Black or African-American	19.0%	15%
• Native Hawaiian or Other Pacific Islander	N/A - included in Asian category	0%
• Asian	3.9%	2%
• American Indian or Alaska Native	0.6%	0%
• Two or more races (not Hispanic or Latino)	N/A	2%
Sub-Agency		
• Corporate University	4.2%	3%
• Div. of Administration	7.0%	7%
• Division of Finance	3.7%	4%
• Division of Information Technology	6.1%	6%
• Division of Insurance & Research	4.0%	4%
• Division of Resolutions and Receiverships	4.7%	4%
• Division of Supervision and Consumer Protection	56.8%	58%
• Legal Division	8.8%	9%
• Office of Inspector General	2.5%	3%
• All Offices/Exec Support	2.2%	2%

2007 Annual Employee Survey (AES)

Survey Results

Federal Deposit Insurance Corporation

Survey Sent: 4,698 | Surveys Returned: 3,596 | Response Rate: 76.5%

Personal Work Experiences								
AES Question #	Question Text	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree		Total N (surveys returned)
1	The people I work with cooperate to get the job done.	977 27%	1946 54%	394 11%	247 7%	69 2%		3633
2	I am given a real opportunity to improve my skills in my organization.	572 16%	1724 48%	641 18%	570 16%	120 3%		3627
3	My work gives me a feeling of personal accomplishment.	1001 28%	1682 46%	527 15%	313 9%	106 3%		3629
4	I like the kind of work I do.	1206 33%	1788 49%	385 11%	188 5%	66 2%		3633
5	I have trust and confidence in my supervisor.	1164 32%	1245 34%	546 15%	410 11%	287 8%		3652
								Total N (surveys returned)
		Very Good	Good	Fair	Poor	Very Poor		
6	Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	1183 32%	1185 32%	710 19%	338 9%	242 7%		3658
Recruitment, Development & Retention								
AES Question #	Question Text	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know/No Basis to Judge	Total N (surveys returned)
7	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	545 15%	1954 54%	434 12%	468 13%	164 5%	57 2%	3622
8	My work unit is able to recruit people with the right skills.	260 7%	1161 32%	851 23%	644 18%	375 10%	336 9%	3627
9	I know how my work relates to the agency's goals and priorities.	1209 32%	1974 53%	282 8%	183 5%	79 2%	10 0%	3737
10	The work I do is important.	1392 38%	1813 50%	230 6%	140 4%	47 1%	13 0%	3635
11	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	889 24%	1937 53%	374 10%	284 8%	125 3%	21 1%	3630
12	Supervisors/team leaders in my	1093	1520	473	285	181	43	3595

	work unit support employee development.	30%	42%	13%	8%	5%	1%	
13	My talents are used well in the workplace.	537	1699	492	579	314	13	3634
		15%	47%	14%	16%	9%	0%	
14	My training needs are assessed.	418	1572	667	710	232	34	3633
		12%	43%	18%	20%	6%	1%	

Performance Culture

AES Question #	Question Text	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know/No Basis to Judge	Total N (surveys returned)
15	Promotions in my work unit are based on merit.	219	785	794	746	727	360	3631
		6%	22%	22%	21%	20%	10%	
16	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	166	671	645	615	758	774	3629
		5%	18%	18%	17%	21%	21%	
17	Creativity and innovation are rewarded.	93	784	1099	1023	564	133	3696
		3%	21%	30%	28%	15%	4%	
18	In my most recent performance appraisal, I understand what I had to do to be rated at different performance levels.	327	982	608	744	749	227	3637
		9%	27%	17%	20%	21%	6%	
19	In my work unit, differences in performance are recognized in a meaningful way.	103	365	571	846	989	277	3151
		3%	12%	18%	27%	31%	9%	
20	Pay raises depend on how well employees perform their jobs.	145	480	497	803	1035	190	3150
		5%	15%	16%	25%	33%	6%	
21	My performance appraisal is a fair reflection of my performance.	453	1370	519	612	535	154	3643
		12%	38%	14%	17%	15%	4%	
22	Discussions with my supervisor/team leader about my performance are worthwhile.	397	1200	668	635	635	108	3643
		11%	33%	18%	17%	17%	3%	
23	Managers/supervisors/team leaders work well with employees of different backgrounds.	339	1522	828	484	306	182	3661
		9%	42%	23%	13%	8%	5%	
24	My supervisor supports my need to balance work and family issues.	1511	1334	352	215	151	37	3600
		42%	37%	10%	6%	4%	1%	

Leadership

AES Question #	Question Text	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know/No Basis to Judge	Total N (surveys returned)
25	I have a high level of respect for my organization's senior leaders.	291	1171	955	756	417	73	3663
		8%	32%	26%	21%	11%	2%	
26	In my organization, leaders generate high levels of motivation and commitment in the workforce.	185	772	920	1104	603	76	3660
		5%	21%	25%	30%	16%	2%	
27	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	284	1729	735	329	204	374	3655
		8%	47%	20%	9%	6%	10%	

28	Employees are protected from health and safety hazards on the job.	1055	2033	329	105	48	60	3630
		29%	56%	9%	3%	1%	2%	
29	Employees have a feeling of personal empowerment with respect to work processes.	96	682	817	1228	815	52	3690
		3%	18%	22%	33%	22%	1%	
30	My workload is reasonable.	324	1761	476	704	358	10	3633
		9%	48%	13%	19%	10%	0%	
31	Managers communicate the goals and priorities of the organization.	269	1517	805	662	333	71	3657
		7%	41%	22%	18%	9%	2%	
32	My organization has prepared employees for potential security threats.	649	1925	560	305	85	105	3629
		18%	53%	15%	8%	2%	3%	

Job Satisfaction

AES Question #	Question Text	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied	Total N (surveys returned)
33	Information you receive from management on what's going on in your organization?	204	1098	904	973	437	3616
		6%	30%	25%	27%	12%	
34	Your involvement in decisions that affect your work?	239	1210	971	953	245	3618
		7%	33%	27%	26%	7%	
35	Opportunity to get a better job in your organization?	173	911	1228	834	464	3610
		5%	25%	34%	23%	13%	
36	Recognition you receive for doing a good job?	306	1184	725	960	443	3618
		8%	33%	20%	27%	12%	
37	Policies and practices of your senior leaders?	166	829	1084	976	555	3610
		5%	23%	30%	27%	15%	
38	Training you receive for your present job?	359	1705	815	574	165	3618
		10%	47%	23%	16%	5%	
39	Considering everything, how satisfied are you with your job?	479	1909	670	444	125	3627
		13%	53%	18%	12%	3%	
40	Considering everything, how satisfied are you with your pay?	625	1694	541	553	200	3613
		17%	47%	15%	15%	6%	