



Federal Energy Regulatory Commission 2008 Annual Employee Survey Results

Interpretation of Results:

There were seven sections in the 2008 Federal Human Capital Survey (FHCS): Personal Work Experiences; Recruitment, Development, and Retention; Performance Culture; Leadership; Learning (Knowledge Management); Job Satisfaction; and Satisfaction with Benefits. Overall, the FERC had positive responses to the survey questions. A few examples of some of the highest positive responses are: *The People I work with cooperate to get the job done; I know how my work relates to the agency's goals and priorities; My supervisor supports my need to balance work and family issues; and Employees are protected from health and safety hazards on the job.*

Most of the positive responses were in Personal Work Experiences; FERC positive responses averaged 77.6%. Some examples of the questions were: *The people I work with cooperate to get the job done; I like the kind of work I do; I have trust and confidence in my supervisor; and I recommend my organization as a good place to work.* The overwhelming positive responses in the section of the survey reflect the pride and personal commitment FERC employees have to their careers.

The Recruitment, Development, and Retention section also ranked high amongst FERC employees at an average of 74.9% positive responses. Most employees agreed with the statements: *My supervisor supports my need to balance work and other life issues; The work I do is important; and My talents are used well in the workplace.* The answers to this section reflect the confidence FERC employees have in their leadership and the importance of their own contributions in the workplace.

The Learning (Knowledge Management) section yielded high-scoring results as well. FERC employees feel that employees in their work unit share job knowledge with each other and supervisors/team leaders provide employee with constructive suggestions to improve their job performance.

Leadership ranked 4th overall with an average of 61.7% positive responses. Some examples of positive responses in this section include: *Employees are protected from health and safety hazards and Managers Communicate the goals and priorities of the organization.* Job Satisfaction ranked 5th overall with 61.2% positive responses. FERC employees expressed in this category that considering everything, they are satisfied with their job. Performance Culture ranked 6th overall with 57.7% positive responses. In this section, 73.3% of FERC employees agreed or strongly agreed that they are held accountable for achieving results. Satisfaction with

Benefits ranked 7th overall, averaging 57.1% positive responses. FERC employees indicated contentment with health insurance benefits, paid vacation time, and paid leave for illness.

Overall, the FERC responded very positively to the 2008 Annual Employee Survey. FERC responses averaged higher positive responses in 68 out of the 74 questions compared to Government-wide results. Additionally, FERC was ranked in the top ten agency rankings by the Human Capital Assessment and Accountability Framework (HCAAF) which include the Leadership and Knowledge Management Index; the Results-Oriented Performance Culture Index; the Talent Management Index; and the Job Satisfaction Index. Out of the 83 agencies who participated in 2008 FHCS, the FERC ranked 3rd in the Leadership and Knowledge Management Index; 5th in the Results-Oriented Performance Culture Index; 8th in the Talent Management Index; and 9th in the Job Satisfaction Index.

**2008 Federal Human Capital Survey
Federal Energy Regulatory Commission Trend Report
Number of Surveys Returned: 671**

This is a summary of your department's or agency's responses to the 2008 Federal Human Capital Survey. This summary displays results by Positive, Neutral, Negative and where applicable, Do Not Know or No Basis to Judge responses. As shown below, for each response scale two responses are categorized as "Positive", one response is categorized as "Neutral", and two responses are categorized as "Negative"

<i>Positive Responses</i>		<i>Neutral Responses</i>	<i>Negative Responses</i>		<i>Do Not Know/No Basis to Judge</i>
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>Do Not Know</i>
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>No Basis to Judge</i>
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	<i>No Basis to Judge</i>
<i>Very Good</i>	<i>Good</i>	<i>Fair</i>	<i>Poor</i>	<i>Very Poor</i>	

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Personal Work Experiences

01 The people I work with cooperate to get the job done.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	83.9%	8.4%	7.7%
2008 Federal Energy Regulatory Commission	90.4%	5.5%	4.1%
2006 Federal Energy Regulatory Commission	89.9%	6.0%	4.0%

02 I am given a real opportunity to improve my skills in my organization.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	64.0%	17.9%	18.1%
2008 Federal Energy Regulatory Commission	71.1%	15.3%	13.6%
2006 Federal Energy Regulatory Commission	68.5%	15.0%	16.6%

03 I have enough information to do my job well.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	73.4%	15.2%	11.4%
2008 Federal Energy Regulatory Commission	81.7%	10.1%	8.1%
2006 Federal Energy Regulatory Commission	77.0%	13.2%	9.8%

04 I feel encouraged to come up with new and better ways of doing things.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	60.7%	19.4%	19.9%
2008 Federal Energy Regulatory Commission	63.3%	18.2%	18.5%
2006 Federal Energy Regulatory Commission	60.6%	19.8%	19.5%

05 My work gives me a feeling of personal accomplishment.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	73.4%	14.9%	11.7%
2008 Federal Energy Regulatory Commission	75.3%	13.5%	11.3%
2006 Federal Energy Regulatory Commission	69.0%	17.1%	13.9%

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Personal Work Experiences

06 *I like the kind of work I do.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	83.8%	11.0%	5.2%
2008 Federal Energy Regulatory Commission	78.0%	14.8%	7.3%
2006 Federal Energy Regulatory Commission	76.1%	16.2%	7.7%

07 *I have trust and confidence in my supervisor.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	64.2%	17.8%	18.0%
2008 Federal Energy Regulatory Commission	75.3%	12.3%	12.5%
2006 Federal Energy Regulatory Commission	71.9%	15.7%	12.4%

08 *I recommend my organization as a good place to work.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	65.5%	19.6%	14.9%
2008 Federal Energy Regulatory Commission	75.8%	14.1%	10.0%
2006 Federal Energy Regulatory Commission	71.1%	18.2%	10.7%

09 *Overall, how good a job do you feel is being done by your immediate supervisor/team leader?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	66.2%	20.9%	12.9%
2008 Federal Energy Regulatory Commission	77.9%	13.6%	8.4%
2006 Federal Energy Regulatory Commission	76.0%	16.4%	7.7%

10 *How would you rate the overall quality of work done by your work group?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	83.4%	13.5%	3.0%
2008 Federal Energy Regulatory Commission	87.4%	10.3%	2.2%
2006 Federal Energy Regulatory Commission	87.0%	11.2%	1.8%

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Recruitment, Development, & Retention

11 *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	73.8%	15.1%	10.4%	0.7%
2008 Federal Energy Regulatory Commission	79.3%	12.0%	8.0%	0.7%
2006 Federal Energy Regulatory Commission	76.1%	14.9%	7.6%	1.5%

12 *My supervisor supports my need to balance work and other life issues.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	75.3%	13.4%	10.6%	0.6%
2008 Federal Energy Regulatory Commission	85.5%	7.8%	6.5%	0.1%
2006 Federal Energy Regulatory Commission	86.0%	7.1%	5.1%	1.7%

13 *Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	60.6%	21.0%	17.4%	1.0%
2008 Federal Energy Regulatory Commission	72.3%	15.8%	10.9%	1.0%
2006 Federal Energy Regulatory Commission	65.6%	20.6%	12.5%	1.3%

14 *My work unit is able to recruit people with the right skills.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	44.9%	27.8%	24.5%	2.8%
2008 Federal Energy Regulatory Commission	58.8%	24.4%	14.6%	2.2%
2006 Federal Energy Regulatory Commission	58.7%	24.0%	13.5%	3.8%

15 *The skill level in my work unit has improved in the past year.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	52.7%	27.2%	17.4%	2.6%
2008 Federal Energy Regulatory Commission	57.6%	29.2%	10.7%	2.4%
2006 Federal Energy Regulatory Commission	55.6%	28.7%	11.1%	4.6%

16 *I have sufficient resources (for example, people, materials, budget) to get my job done.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	51.2%	18.1%	29.9%	0.8%
2008 Federal Energy Regulatory Commission	70.5%	14.9%	14.0%	0.6%
2006 Federal Energy Regulatory Commission	67.4%	16.4%	15.8%	0.5%

17 *My workload is reasonable.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	60.0%	16.2%	23.3%	0.5%
2008 Federal Energy Regulatory Commission	72.6%	12.0%	14.9%	0.4%
2006 Federal Energy Regulatory Commission	68.7%	14.1%	16.7%	0.5%

18 *My talents are used well in the workplace.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	62.3%	17.0%	19.8%	0.9%
2008 Federal Energy Regulatory Commission	66.2%	15.1%	17.4%	1.2%
2006 Federal Energy Regulatory Commission	61.1%	16.7%	20.4%	1.8%

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Recruitment, Development, & Retention

19 *I know how my work relates to the agency's goals and priorities.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	83.9%	10.3%	5.1%	0.6%
2008 Federal Energy Regulatory Commission	86.7%	7.6%	5.3%	0.4%
2006 Federal Energy Regulatory Commission	83.9%	9.9%	5.0%	1.2%

20 *The work I do is important.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	90.8%	6.3%	2.6%	0.2%
2008 Federal Energy Regulatory Commission	86.5%	7.9%	4.7%	0.9%
2006 Federal Energy Regulatory Commission	83.2%	12.2%	4.2%	0.4%

21 *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	67.2%	14.6%	17.7%	0.5%
2008 Federal Energy Regulatory Commission	88.2%	5.0%	6.6%	0.2%
2006 Federal Energy Regulatory Commission	87.3%	6.8%	5.7%	0.1%

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Performance Culture

22 *Promotions in my work unit are based on merit.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	35.2%	26.2%	34.0%	4.6%
2008 Federal Energy Regulatory Commission	50.1%	23.3%	21.4%	5.3%
2006 Federal Energy Regulatory Commission	46.5%	21.9%	24.5%	7.1%

23 *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	29.6%	26.5%	37.3%	6.5%
2008 Federal Energy Regulatory Commission	31.7%	29.4%	27.8%	11.1%
2006 Federal Energy Regulatory Commission	28.6%	28.9%	30.1%	12.4%

24 *Employees have a feeling of personal empowerment with respect to work processes.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	43.8%	28.5%	25.4%	2.3%
2008 Federal Energy Regulatory Commission	49.6%	28.1%	18.8%	3.5%
2006 Federal Energy Regulatory Commission	44.2%	29.8%	21.5%	4.6%

25 *Employees are rewarded for providing high quality products and services to customers.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	46.1%	23.6%	28.0%	2.2%
2008 Federal Energy Regulatory Commission	62.4%	20.8%	13.7%	3.2%
2006 Federal Energy Regulatory Commission	60.7%	17.5%	18.9%	2.9%

26 *Creativity and innovation are rewarded.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	40.0%	28.1%	29.3%	2.5%
2008 Federal Energy Regulatory Commission	52.0%	25.9%	19.5%	2.6%
2006 Federal Energy Regulatory Commission	45.5%	27.0%	23.6%	3.8%

27 *Pay raises depend on how well employees perform their jobs.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	25.6%	26.7%	42.5%	5.2%
2008 Federal Energy Regulatory Commission	34.4%	30.3%	26.3%	9.0%
2006 Federal Energy Regulatory Commission	30.5%	29.4%	31.5%	8.6%

28 *Awards in my work unit depend on how well employees perform their jobs.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	41.4%	23.2%	30.9%	4.4%
2008 Federal Energy Regulatory Commission	56.4%	18.9%	18.6%	6.0%
2006 Federal Energy Regulatory Commission	55.1%	19.4%	18.8%	6.7%

29 *In my work unit, differences in performance are recognized in a meaningful way.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	31.4%	30.5%	33.8%	4.2%
2008 Federal Energy Regulatory Commission	43.9%	24.8%	23.0%	8.2%
2006 Federal Energy Regulatory Commission	37.0%	31.1%	23.3%	8.5%

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Performance Culture

30 *My performance appraisal is a fair reflection of my performance.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	63.2%	18.0%	16.7%	2.2%
2008 Federal Energy Regulatory Commission	65.7%	14.4%	17.7%	2.2%
2006 Federal Energy Regulatory Commission	60.2%	17.2%	19.5%	3.1%

31 *Discussions with my supervisor/team leader about my performance are worthwhile.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	56.2%	23.1%	19.0%	1.8%
2008 Federal Energy Regulatory Commission	66.6%	16.8%	15.7%	0.9%
2006 Federal Energy Regulatory Commission	57.3%	22.3%	19.1%	1.3%

32 *In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	64.3%	15.9%	16.2%	3.6%
2008 Federal Energy Regulatory Commission	66.5%	15.6%	14.6%	3.4%
2006 Federal Energy Regulatory Commission	N/A	N/A	N/A	N/A

33 *I am held accountable for achieving results.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	81.8%	12.7%	4.8%	0.8%
2008 Federal Energy Regulatory Commission	85.6%	9.6%	4.2%	0.6%
2006 Federal Energy Regulatory Commission	81.0%	13.5%	4.9%	0.7%

34 *Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	56.8%	25.7%	11.0%	6.5%
2008 Federal Energy Regulatory Commission	62.2%	22.0%	6.2%	9.5%
2006 Federal Energy Regulatory Commission	57.6%	23.6%	10.8%	8.1%

35 *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	59.7%	23.8%	10.6%	5.9%
2008 Federal Energy Regulatory Commission	64.3%	17.5%	10.5%	7.7%
2006 Federal Energy Regulatory Commission	63.6%	19.4%	11.4%	5.6%

36 *Managers/supervisors/team leaders work well with employees of different backgrounds.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	65.2%	19.4%	12.2%	3.3%
2008 Federal Energy Regulatory Commission	73.6%	13.0%	8.4%	5.1%
2006 Federal Energy Regulatory Commission	67.8%	17.6%	9.8%	4.8%

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Leadership

37 *I have a high level of respect for my organization's senior leaders.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	51.8%	22.7%	24.9%	0.6%
2008 Federal Energy Regulatory Commission	64.4%	17.1%	18.0%	0.4%
2006 Federal Energy Regulatory Commission	55.2%	20.6%	23.5%	0.7%

38 *In my organization, leaders generate high levels of motivation and commitment in the workforce.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	39.9%	28.0%	31.3%	0.9%
2008 Federal Energy Regulatory Commission	49.0%	26.5%	23.7%	0.9%
2006 Federal Energy Regulatory Commission	42.8%	29.6%	26.5%	1.2%

39 *My organization's leaders maintain high standards of honesty and integrity.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	49.5%	25.7%	21.6%	3.1%
2008 Federal Energy Regulatory Commission	58.6%	21.7%	15.2%	4.5%
2006 Federal Energy Regulatory Commission	55.0%	22.5%	19.1%	3.5%

40 *Managers communicate the goals and priorities of the organization.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	59.7%	21.4%	18.1%	0.8%
2008 Federal Energy Regulatory Commission	65.3%	18.9%	14.2%	1.6%
2006 Federal Energy Regulatory Commission	63.2%	20.2%	15.9%	0.7%

41 *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	57.5%	23.6%	13.7%	5.1%
2008 Federal Energy Regulatory Commission	62.1%	18.6%	10.4%	8.9%
2006 Federal Energy Regulatory Commission	58.0%	24.5%	11.4%	6.1%

42 *Employees are protected from health and safety hazards on the job.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	76.2%	13.2%	9.6%	1.1%
2008 Federal Energy Regulatory Commission	86.0%	7.9%	4.9%	1.2%
2006 Federal Energy Regulatory Commission	84.2%	10.8%	2.9%	2.1%

43 *My organization has prepared employees for potential security threats.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	74.1%	15.6%	8.9%	1.4%
2008 Federal Energy Regulatory Commission	84.5%	10.4%	4.1%	1.0%
2006 Federal Energy Regulatory Commission	79.5%	13.1%	5.8%	1.6%

44 *Complaints, disputes or grievances are resolved fairly in my work unit.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	39.4%	27.5%	20.8%	12.2%
2008 Federal Energy Regulatory Commission	37.8%	27.5%	10.0%	24.7%
2006 Federal Energy Regulatory Commission	36.5%	28.4%	11.7%	23.4%

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Leadership

45 *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	47.7%	23.4%	21.5%	7.4%
2008 Federal Energy Regulatory Commission	54.0%	20.7%	13.6%	11.7%
2006 Federal Energy Regulatory Commission	43.2%	24.1%	20.3%	12.4%

46 *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	60.1%	19.2%	11.5%	9.2%
2008 Federal Energy Regulatory Commission	64.6%	12.7%	8.1%	14.6%
2006 Federal Energy Regulatory Commission	57.5%	18.9%	9.1%	14.5%

47 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	50.5%	22.6%	19.0%	7.9%
2008 Federal Energy Regulatory Commission	52.4%	21.8%	12.3%	13.5%
2006 Federal Energy Regulatory Commission	39.4%	26.7%	19.9%	14.0%

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Learning (Knowledge Management)

48 *Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	58.3%	22.3%	18.2%	1.3%
2008 Federal Energy Regulatory Commission	71.0%	15.8%	11.6%	1.6%
2006 Federal Energy Regulatory Commission	66.4%	18.9%	13.3%	1.5%

49 *Supervisors/team leaders in my work unit support employee development.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	64.5%	19.1%	15.6%	0.8%
2008 Federal Energy Regulatory Commission	74.3%	13.6%	11.2%	0.9%
2006 Federal Energy Regulatory Commission	73.5%	15.3%	10.6%	0.6%

50 *Employees have electronic access to learning and training programs readily available at their desk.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	78.6%	11.9%	7.8%	1.6%
2008 Federal Energy Regulatory Commission	76.3%	14.0%	6.6%	3.1%
2006 Federal Energy Regulatory Commission	77.0%	12.8%	6.8%	3.4%

51 *My training needs are assessed.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	53.4%	24.7%	20.4%	1.6%
2008 Federal Energy Regulatory Commission	52.4%	23.1%	22.8%	1.6%
2006 Federal Energy Regulatory Commission	51.5%	24.1%	21.6%	2.8%

52 *Managers promote communication among different work units (for example, about projects, goals, needed resources).*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	54.5%	23.1%	19.6%	2.8%
2008 Federal Energy Regulatory Commission	64.4%	17.4%	15.6%	2.6%
2006 Federal Energy Regulatory Commission	58.9%	22.8%	15.8%	2.5%

53 *Employees in my work unit share job knowledge with each other.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	75.4%	12.8%	11.3%	0.5%
2008 Federal Energy Regulatory Commission	80.3%	10.0%	9.4%	0.3%
2006 Federal Energy Regulatory Commission	79.3%	10.1%	10.2%	0.4%

54 *Employees use information technology (for example, intranet, shared networks) to perform work.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	87.3%	8.2%	3.8%	0.8%
2008 Federal Energy Regulatory Commission	92.4%	4.0%	2.8%	0.7%
2006 Federal Energy Regulatory Commission	91.8%	5.3%	1.8%	1.1%

Federal Energy Regulatory Commission Trend Report

Job Satisfaction

55 *How satisfied are you with your involvement in decisions that affect your work?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	53.4%	22.8%	23.9%
2008 Federal Energy Regulatory Commission	62.6%	22.8%	14.6%
2006 Federal Energy Regulatory Commission	60.6%	21.6%	17.8%

56 *How satisfied are you with the information you receive from management on what's going on in your organization?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	48.1%	24.4%	27.4%
2008 Federal Energy Regulatory Commission	54.4%	23.8%	21.9%
2006 Federal Energy Regulatory Commission	54.0%	22.4%	23.6%

57 *How satisfied are you with the recognition you receive for doing a good job?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	50.3%	22.8%	26.9%
2008 Federal Energy Regulatory Commission	66.3%	17.6%	16.0%
2006 Federal Energy Regulatory Commission	57.8%	20.8%	21.3%

58 *How satisfied are you with the policies and practices of your senior leaders?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	42.3%	28.8%	28.9%
2008 Federal Energy Regulatory Commission	54.2%	25.9%	19.9%
2006 Federal Energy Regulatory Commission	46.6%	29.4%	24.0%

59 *How satisfied are you with your opportunity to get a better job in your organization?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	39.0%	28.2%	32.8%
2008 Federal Energy Regulatory Commission	44.5%	32.5%	23.0%
2006 Federal Energy Regulatory Commission	38.1%	33.4%	28.5%

60 *How satisfied are you with the training you receive for your present job?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	55.3%	24.5%	20.2%
2008 Federal Energy Regulatory Commission	60.3%	22.3%	17.4%
2006 Federal Energy Regulatory Commission	57.3%	25.2%	17.5%

61 *Considering everything, how satisfied are you with your job?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	68.5%	17.5%	14.1%
2008 Federal Energy Regulatory Commission	74.3%	13.0%	12.7%
2006 Federal Energy Regulatory Commission	69.5%	18.4%	12.0%

62 *Considering everything, how satisfied are you with your pay?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	60.4%	17.4%	22.2%
2008 Federal Energy Regulatory Commission	65.4%	16.3%	18.3%
2006 Federal Energy Regulatory Commission	62.6%	18.4%	19.0%

Federal Energy Regulatory Commission Trend Report

Job Satisfaction

63 *Considering everything, how satisfied are you with your organization?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	57.5%	22.2%	20.3%
2008 Federal Energy Regulatory Commission	68.7%	17.2%	14.1%
2006 Federal Energy Regulatory Commission	65.3%	20.1%	14.6%

Federal Energy Regulatory Commission Trend Report

Satisfaction with Benefits

64 *How satisfied are you with retirement benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	60.9%	19.4%	12.5%	7.3%
2008 Federal Energy Regulatory Commission	69.1%	16.8%	8.2%	6.0%
2006 Federal Energy Regulatory Commission	71.0%	15.3%	9.7%	4.0%

65 *How satisfied are you with health insurance benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	62.0%	17.2%	15.8%	5.0%
2008 Federal Energy Regulatory Commission	76.5%	11.5%	9.4%	2.6%
2006 Federal Energy Regulatory Commission	73.6%	12.4%	11.8%	2.2%

66 *How satisfied are you with life insurance benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	60.2%	21.7%	9.5%	8.6%
2008 Federal Energy Regulatory Commission	57.5%	20.0%	7.7%	14.8%
2006 Federal Energy Regulatory Commission	54.5%	22.3%	8.1%	15.0%

67 *How satisfied are you with long term care insurance benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	32.0%	28.4%	9.6%	30.0%
2008 Federal Energy Regulatory Commission	35.3%	24.0%	7.5%	33.2%
2006 Federal Energy Regulatory Commission	30.7%	29.3%	7.4%	32.6%

68 *How satisfied are you with the flexible spending account (FSA) program?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	34.8%	27.0%	3.7%	34.5%
2008 Federal Energy Regulatory Commission	57.3%	17.3%	2.6%	22.8%
2006 Federal Energy Regulatory Commission	51.4%	21.4%	3.0%	24.3%

69 *How satisfied are you with paid vacation time?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	87.7%	7.7%	4.7%
2008 Federal Energy Regulatory Commission	90.5%	6.2%	3.3%
2006 Federal Energy Regulatory Commission	89.1%	6.8%	4.1%

70 *How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	84.3%	9.4%	6.3%
2008 Federal Energy Regulatory Commission	87.1%	6.1%	6.8%
2006 Federal Energy Regulatory Commission	88.8%	6.7%	4.5%

71 *How satisfied are you with child care subsidies?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	9.1%	23.0%	4.2%	63.7%
2008 Federal Energy Regulatory Commission	8.8%	19.4%	3.2%	68.5%
2006 Federal Energy Regulatory Commission	6.9%	23.0%	3.2%	67.0%

Federal Energy Regulatory Commission Trend Report

Satisfaction with Benefits

72 *How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	28.5%	24.4%	7.4%	39.7%
2008 Federal Energy Regulatory Commission	39.9%	20.0%	1.9%	38.2%
2006 Federal Energy Regulatory Commission	34.0%	24.1%	2.7%	39.2%

73 *How satisfied are you with telework/telecommuting?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	22.6%	20.3%	13.7%	43.3%
2008 Federal Energy Regulatory Commission	27.6%	16.9%	24.0%	31.5%
2006 Federal Energy Regulatory Commission	29.5%	18.1%	18.4%	34.0%

74 *How satisfied are you with alternative work schedules?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	46.9%	17.0%	12.7%	23.4%
2008 Federal Energy Regulatory Commission	78.9%	8.6%	3.9%	8.7%
2006 Federal Energy Regulatory Commission	77.5%	9.7%	4.6%	8.2%

Federal Energy Regulatory Commission Trend Report

Demographics

75. Where do you work?

<i>Headquarters</i>	89%
<i>Field</i>	11%

76. What is your supervisory status?

<i>Non-Supervisor</i>	58%
<i>Team Leader</i>	23%
<i>Supervisor</i>	10%
<i>Manager</i>	4%
<i>Executive</i>	6%

77. Are you:

<i>Male</i>	54%
<i>Female</i>	46%

78. Are you Hispanic or Latino?

<i>Yes</i>	4%
<i>No</i>	96%

79. Are you:

<i>American Indian or Alaska Native</i>	1%
<i>Asian</i>	6%
<i>Black or African American</i>	22%
<i>Native Hawaiian or Other Pacific Islander</i>	< 1%
<i>White</i>	67%
<i>Two or more races</i>	3%

80. What is your age group?

<i>25 and under</i>	4%
<i>26 - 29</i>	10%
<i>30 - 39</i>	18%
<i>40 - 49</i>	22%
<i>50 - 59</i>	32%
<i>60 or older</i>	14%

81. What is your pay category/grade?

<i>Federal Wage System</i>	< 1%
<i>GS 1-6</i>	< 1%
<i>GS 7-12</i>	25%
<i>GS 13-15</i>	68%
<i>Senior Executive Service</i>	4%
<i>Senior Level (SL) or Scientific or Professional (ST)</i>	1%
<i>Other</i>	1%

82. How long have you been with the Federal Government (excluding military service)?

<i>Less than 1 year</i>	1%
<i>1 to 3 years</i>	17%
<i>4 to 5 years</i>	10%
<i>6 to 10 years</i>	12%
<i>11 to 14 years</i>	5%
<i>15 to 20 years</i>	12%
<i>More than 20 years</i>	42%

83. How long have you been with your current agency?

<i>Less than 1 year</i>	2%
<i>1 to 3 years</i>	23%
<i>4 to 5 years</i>	11%
<i>6 to 10 years</i>	11%
<i>11 to 20 years</i>	23%
<i>More than 20 years</i>	31%

84. Are you considering leaving your organization within the next year?

<i>No</i>	71%
<i>Yes, to retire</i>	4%
<i>Yes, to take another job in the Federal Government</i>	14%
<i>Yes, to take another job outside the Federal Government</i>	6%
<i>Yes, other</i>	6%

85. I am planning to retire:

<i>Within one year</i>	3%
<i>Between one and three years</i>	10%
<i>Between three and five years</i>	11%
<i>Five or more years</i>	76%