

WHAT DO **FEDERAL** **EMPLOYEES** SAY?



DATA FROM THE 2004 FEDERAL HUMAN CAPITAL SURVEY

Agency for International Development



FEDERAL HUMAN CAPITAL SURVEY 2004

Report of Results

Enclosed is a question-by-question summary of your department's or agency's response to the 2004 Federal Human Capital Survey. This summary displays results by Favorable, Neutral, Unfavorable, and in some cases where applicable, Do Not Know responses. Each item on the survey is associated with one of five response scales. As shown below, for each response scale two responses are categorized as "Favorable", one response is categorized as "Neutral", and two responses are categorized as Unfavorable".

Favorable Responses		Neutral Response	Unfavorable Responses		Do Not Know
Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Do Not Know
Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	
Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	
One of the Best	Above Average	Average	Below Average	One of the Worst	
Very Good	Good	Fair	Poor	Very Poor	

The total number of respondents answering each question is also displayed in the summary and is identified under the column heading "N".

Detailed survey data for your department or agency are available on a private Web site maintained by OPM. Your agency has already identified personnel who will have access to this Web site.

Thank you for your support of the Federal Human Capital Survey.

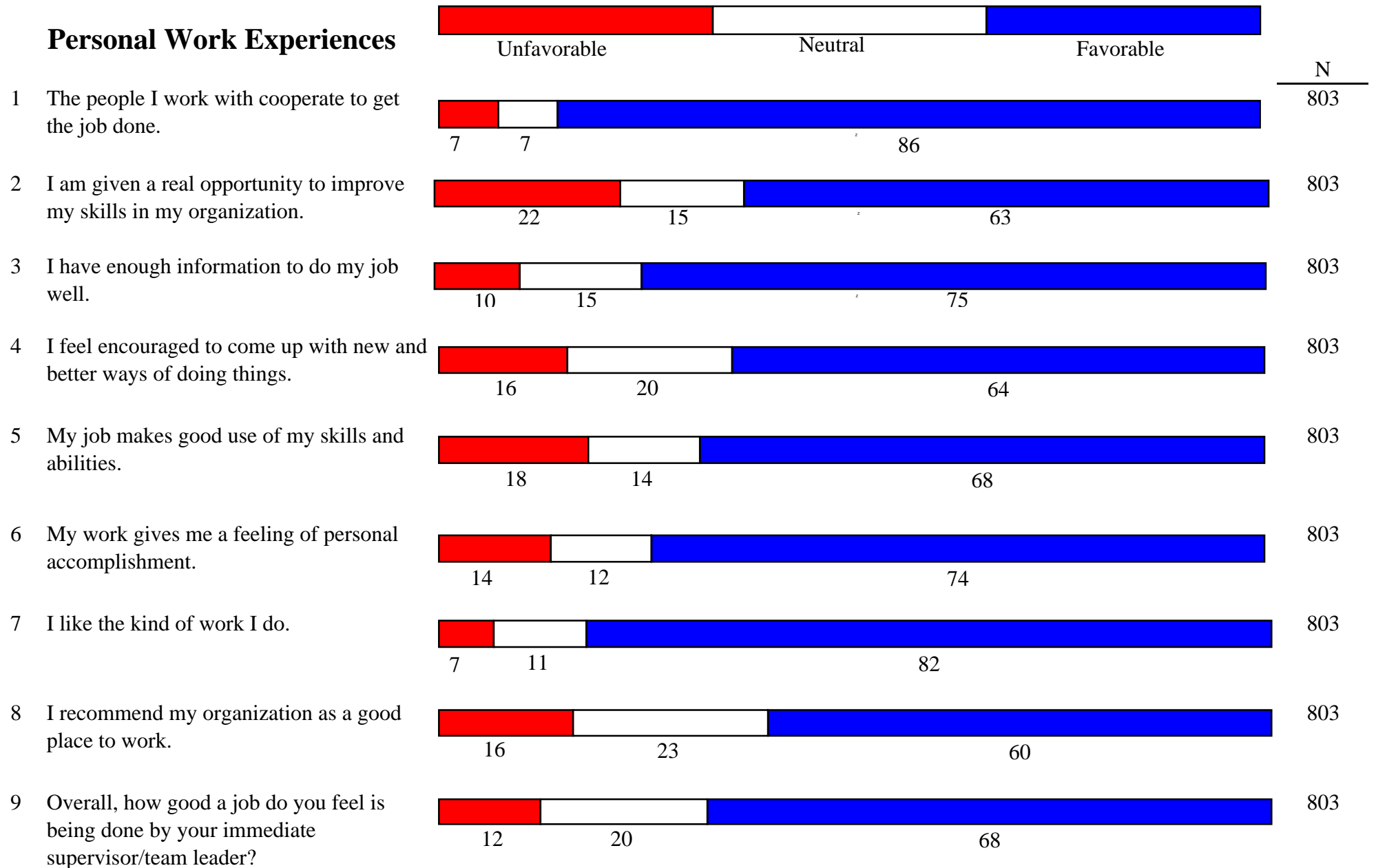
AGENCY FOR INTERNATIONAL DEVELOPMENT 2004 FHCS RESULTS

Results for:

All Respondents

Number of Forms Returned: 803

Note: Totals may not add to 100% due to rounding.



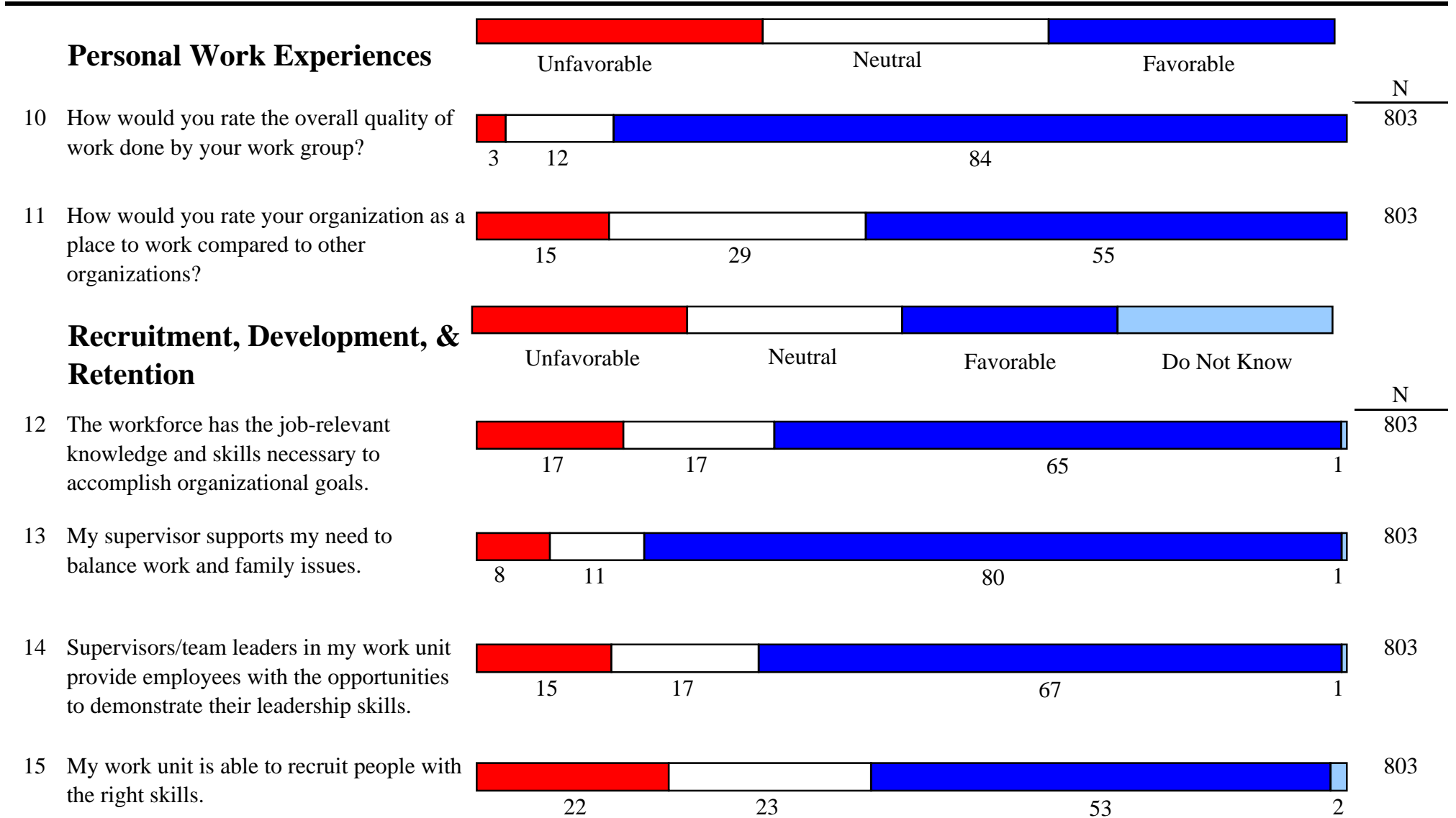
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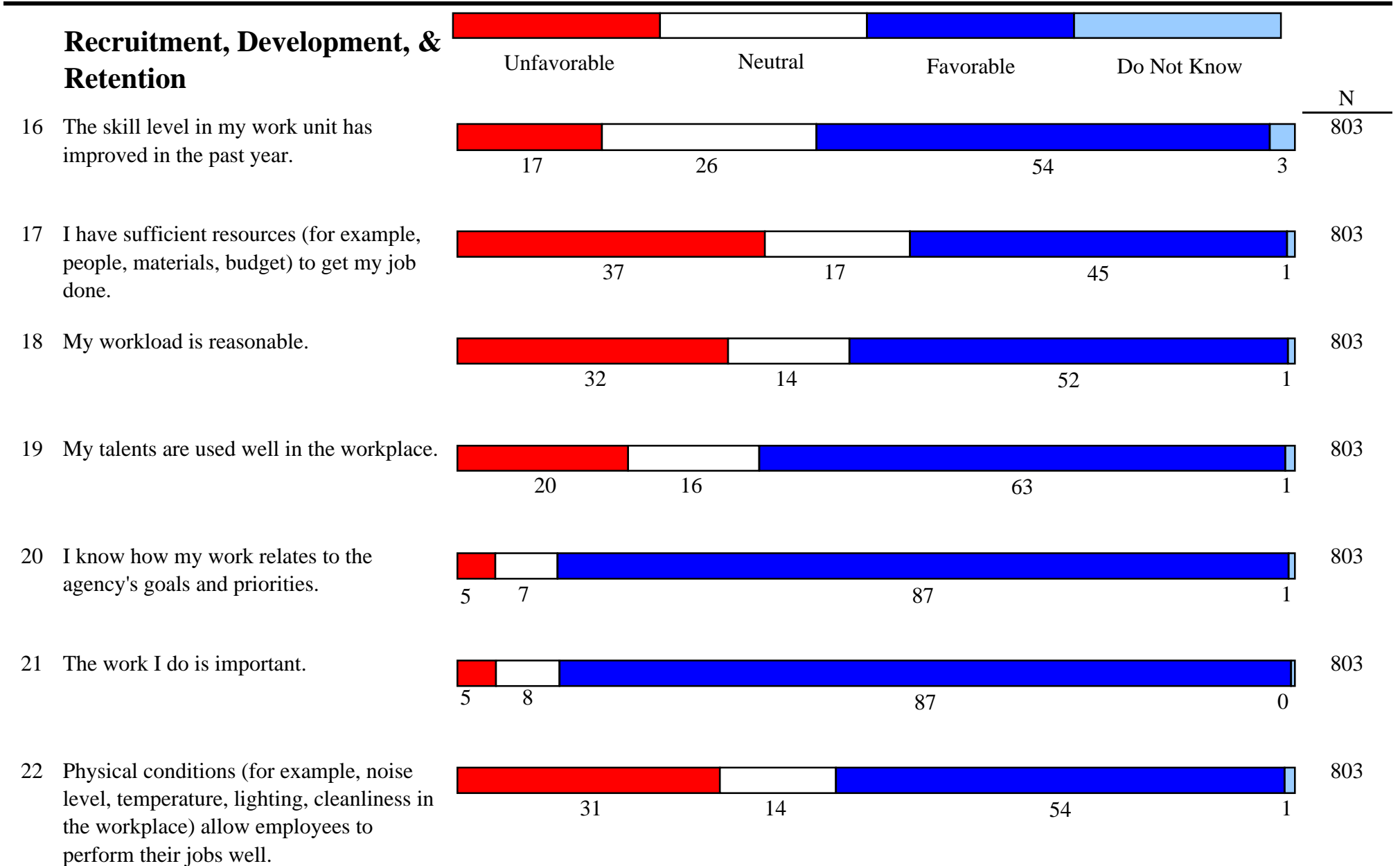
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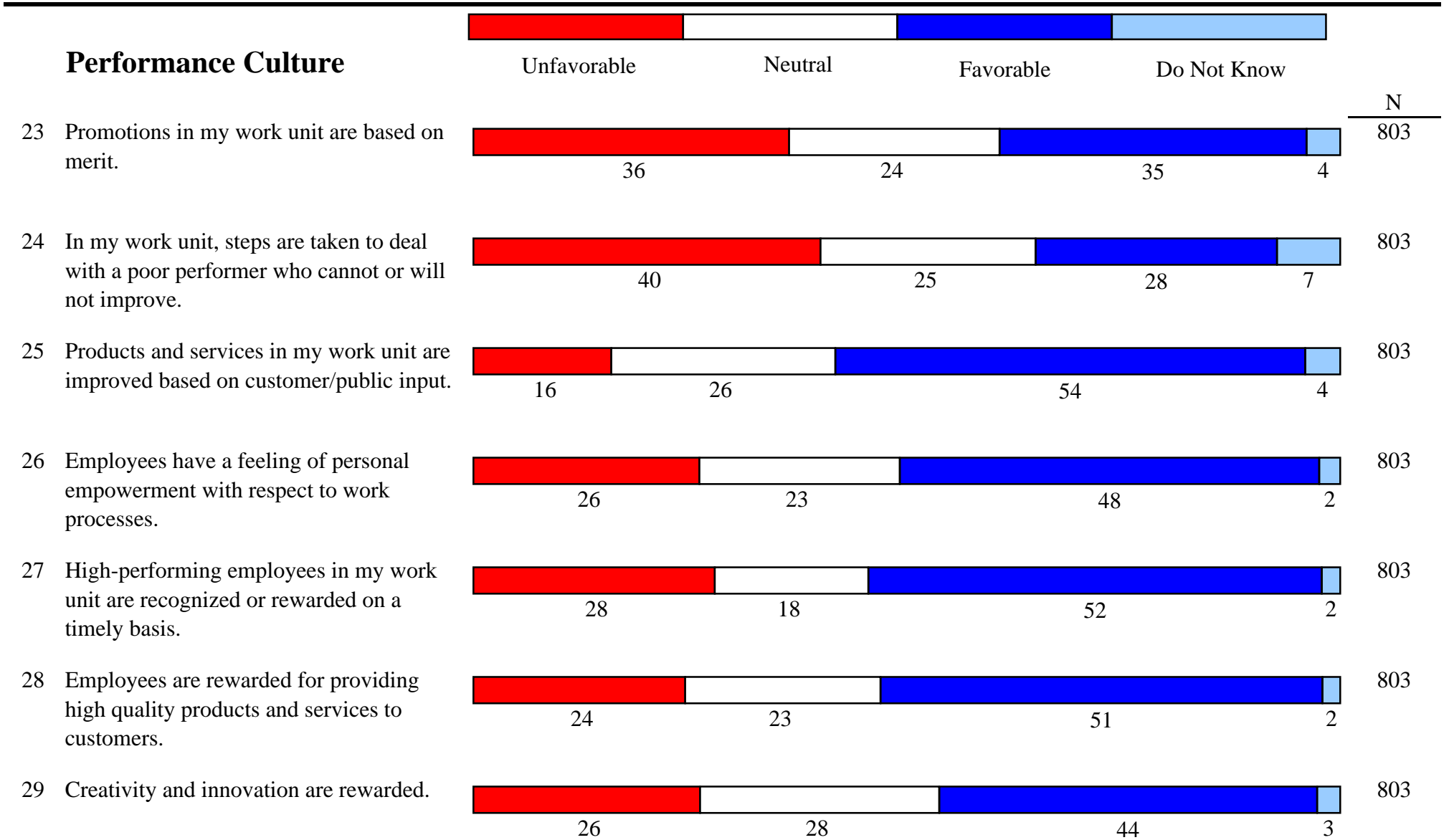
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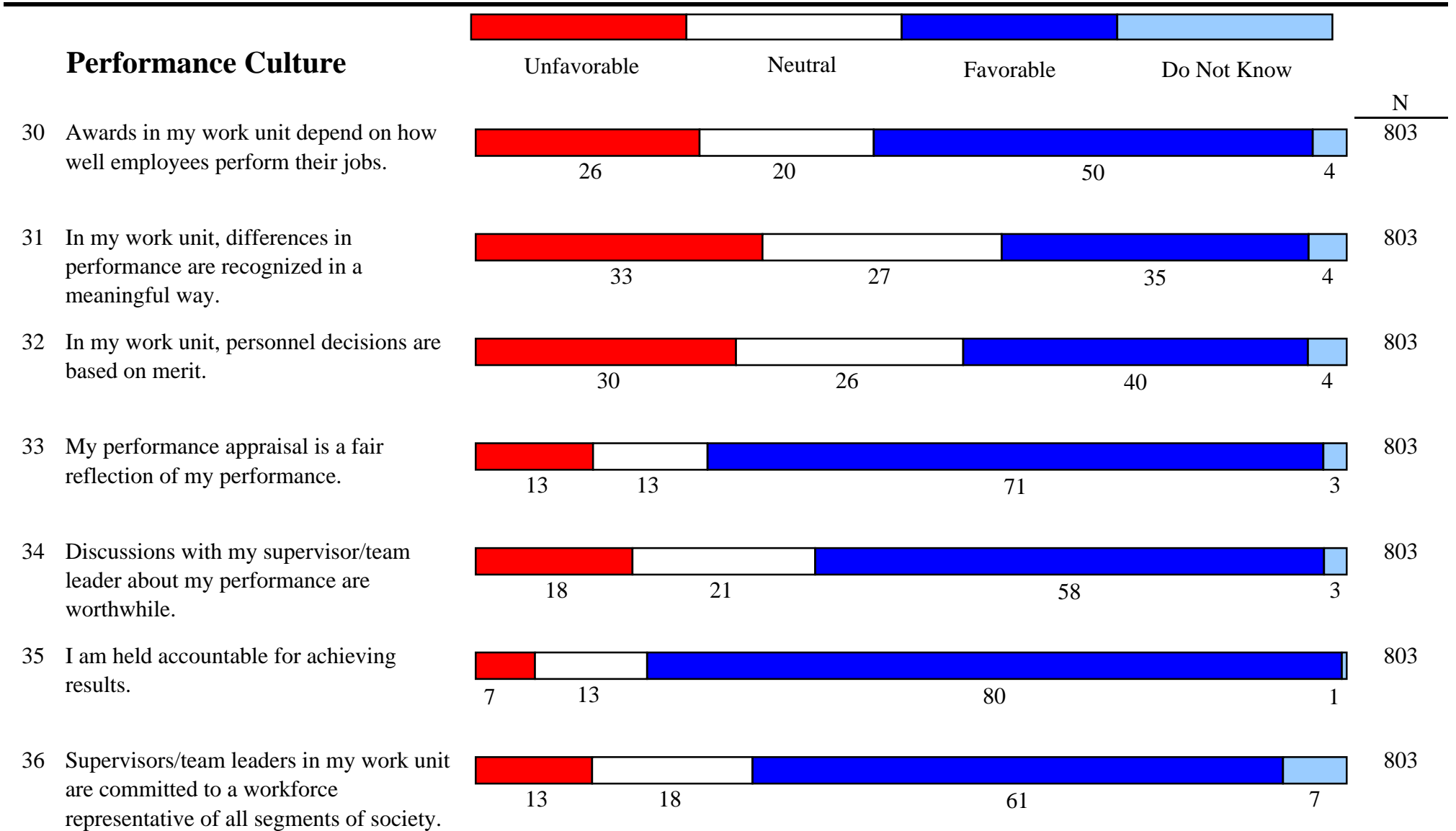
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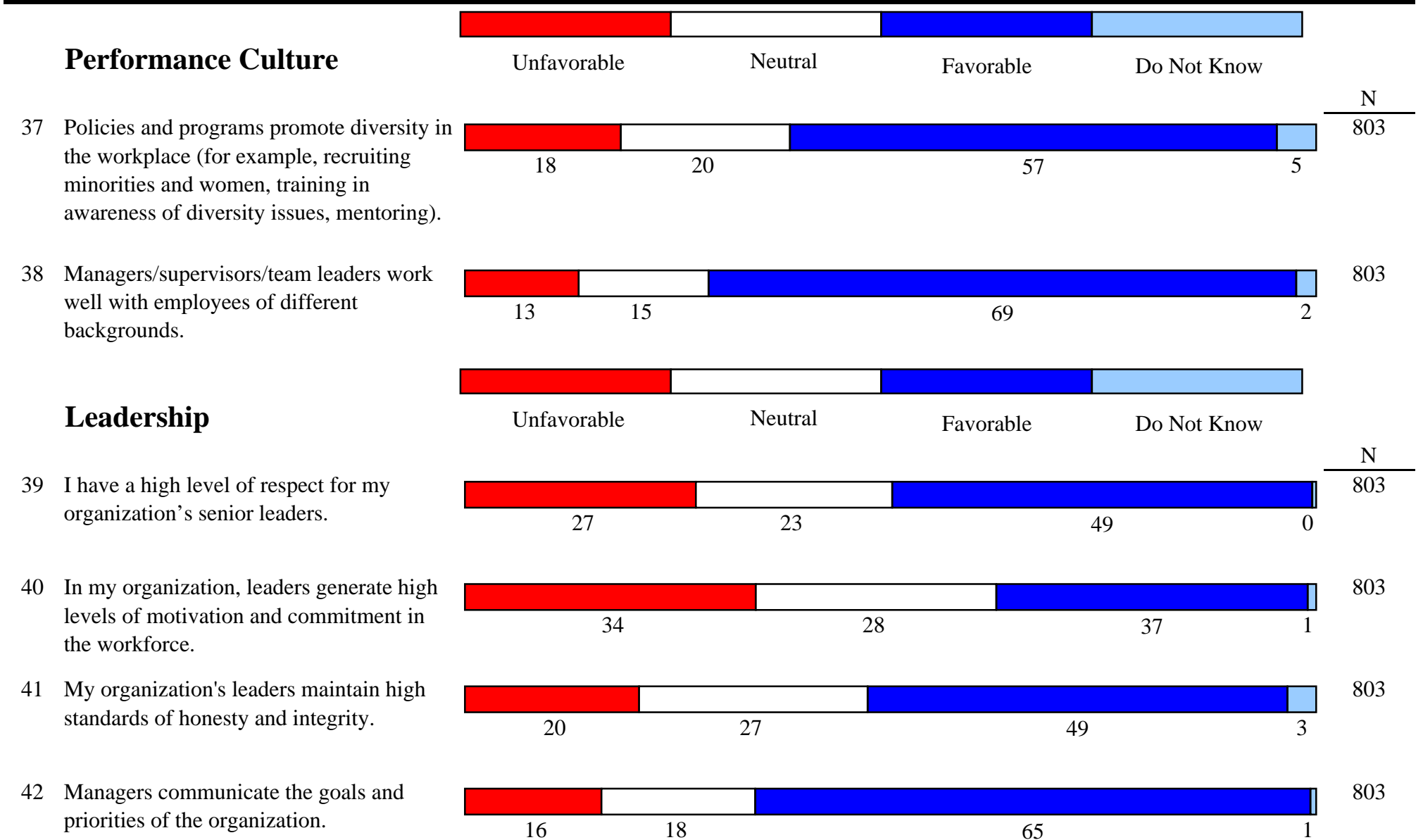
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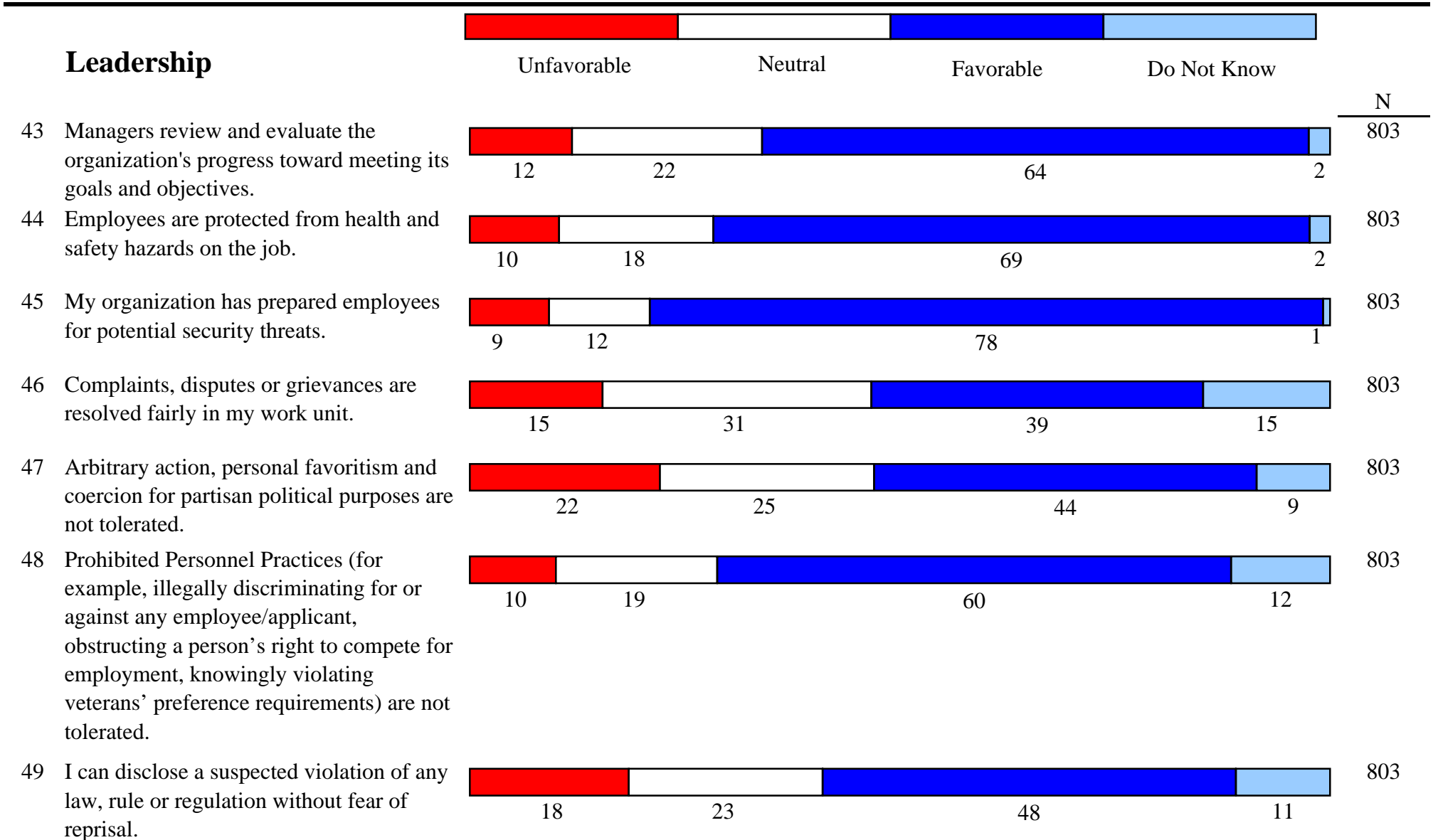
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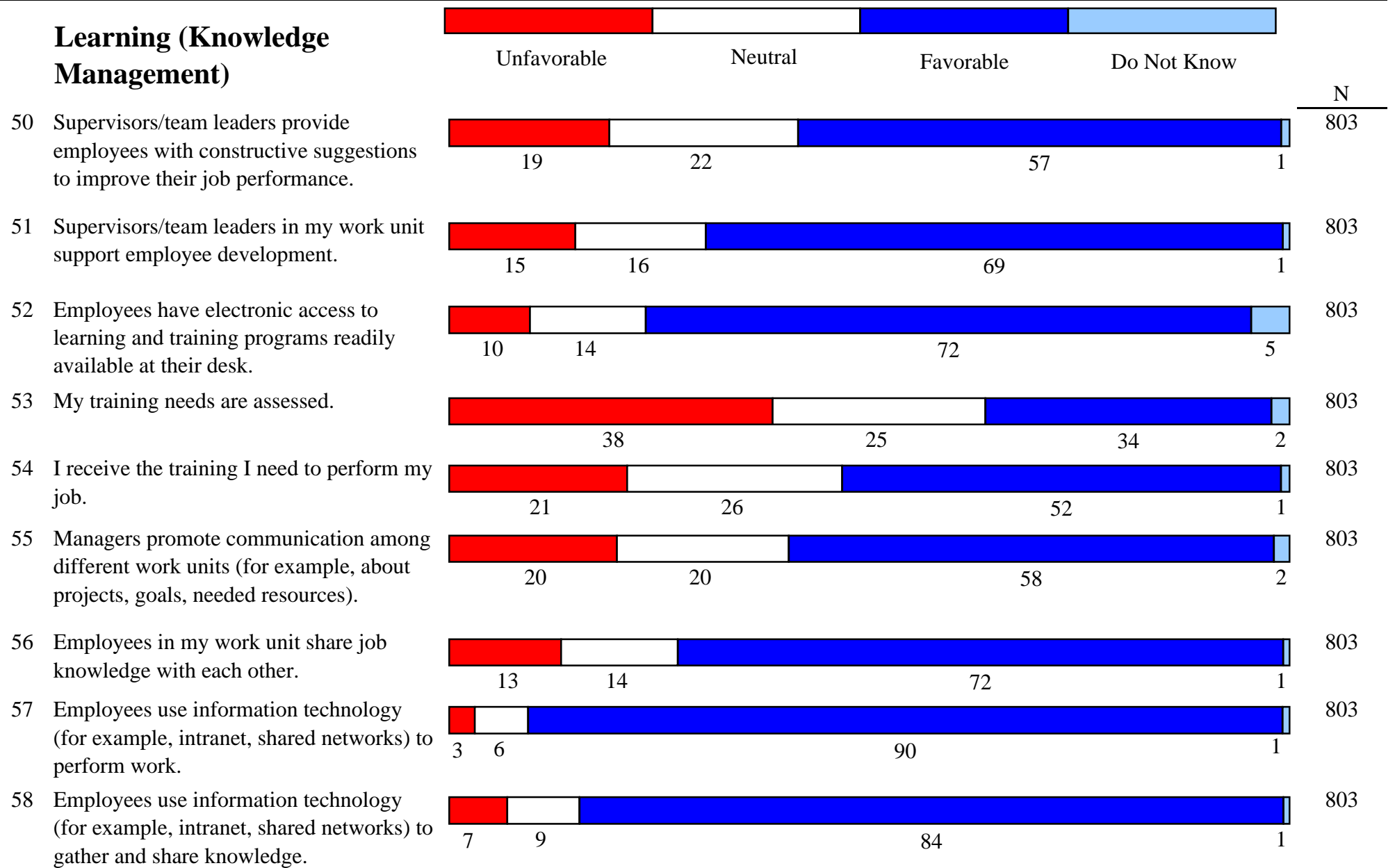
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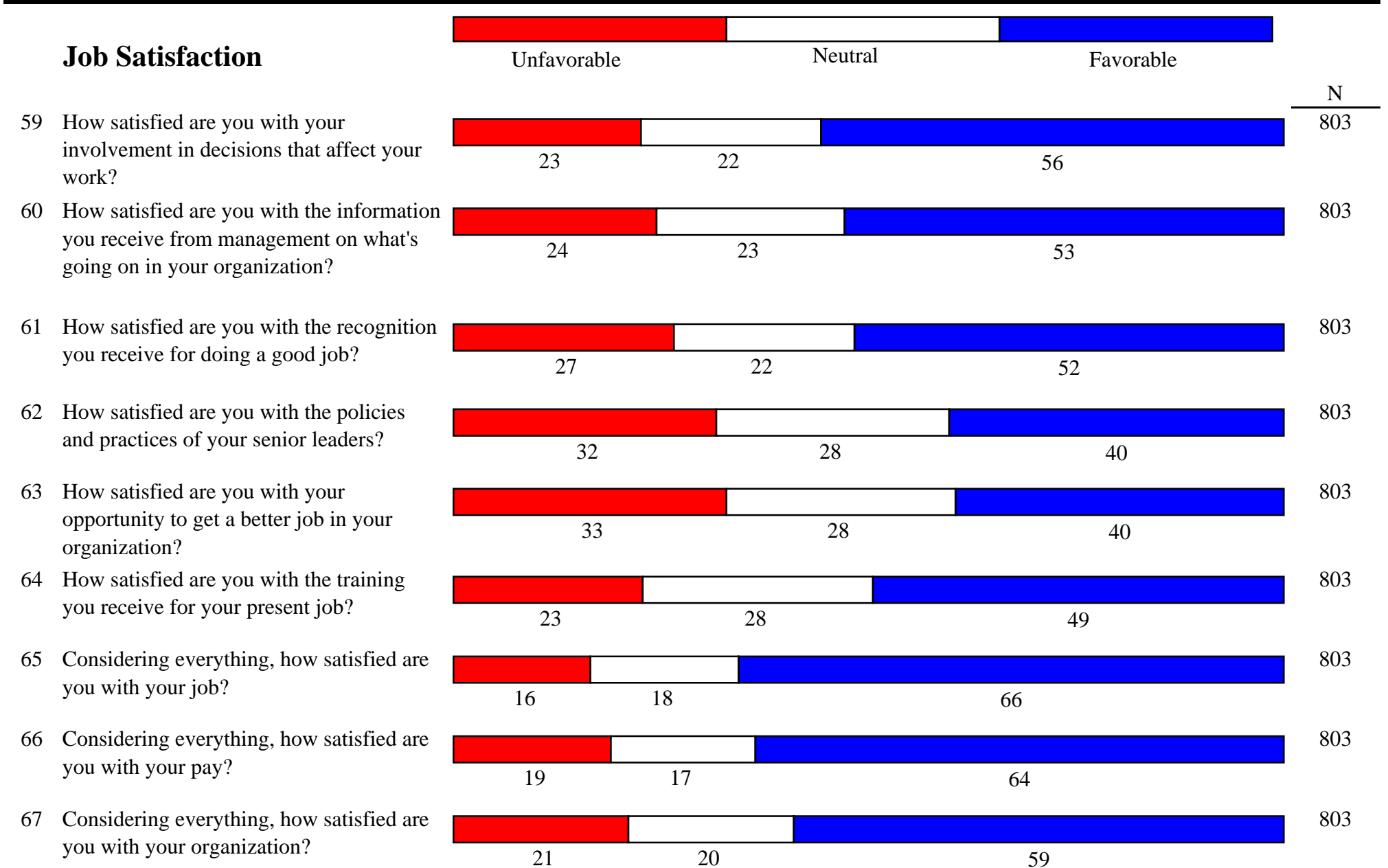
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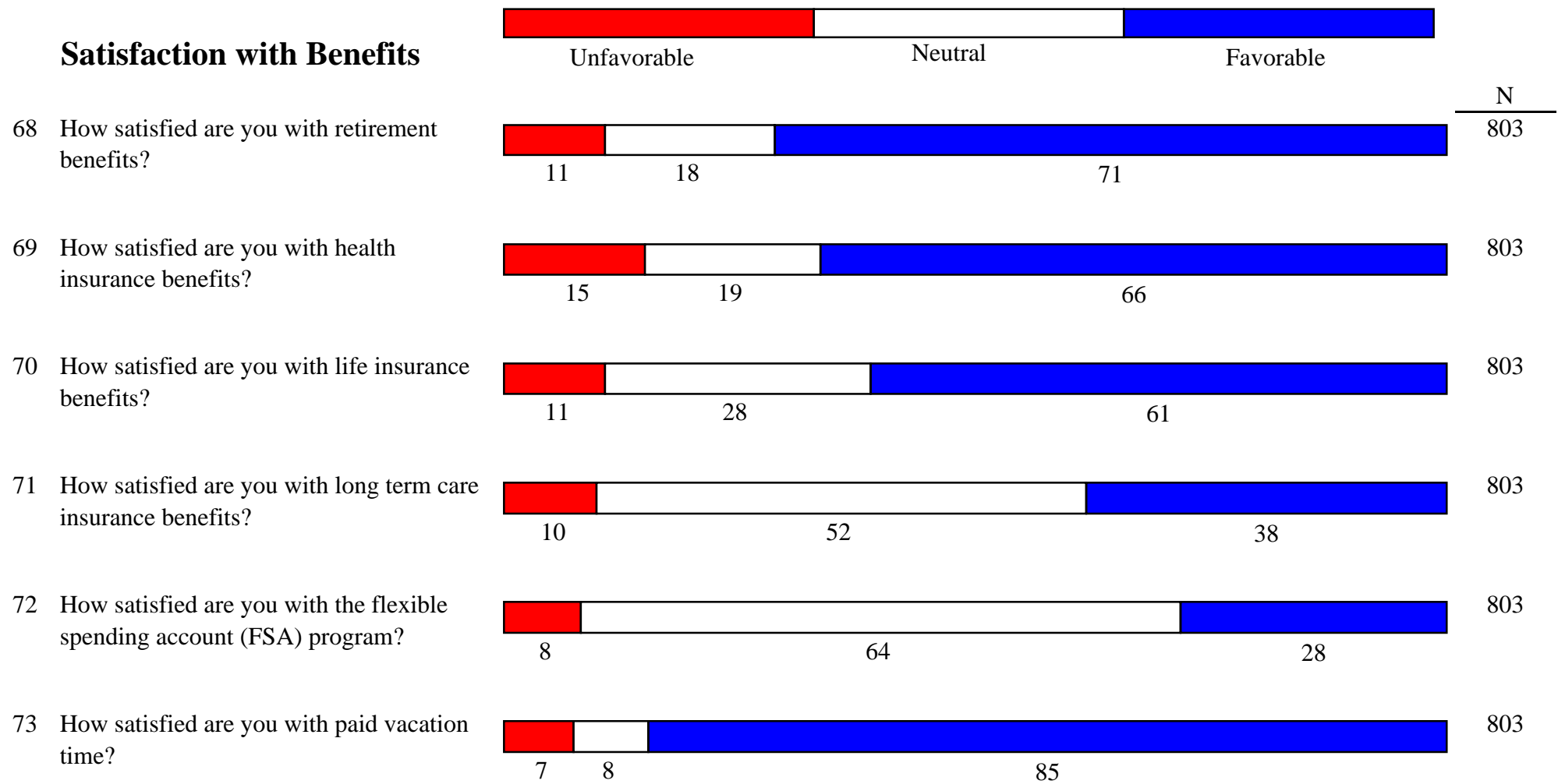
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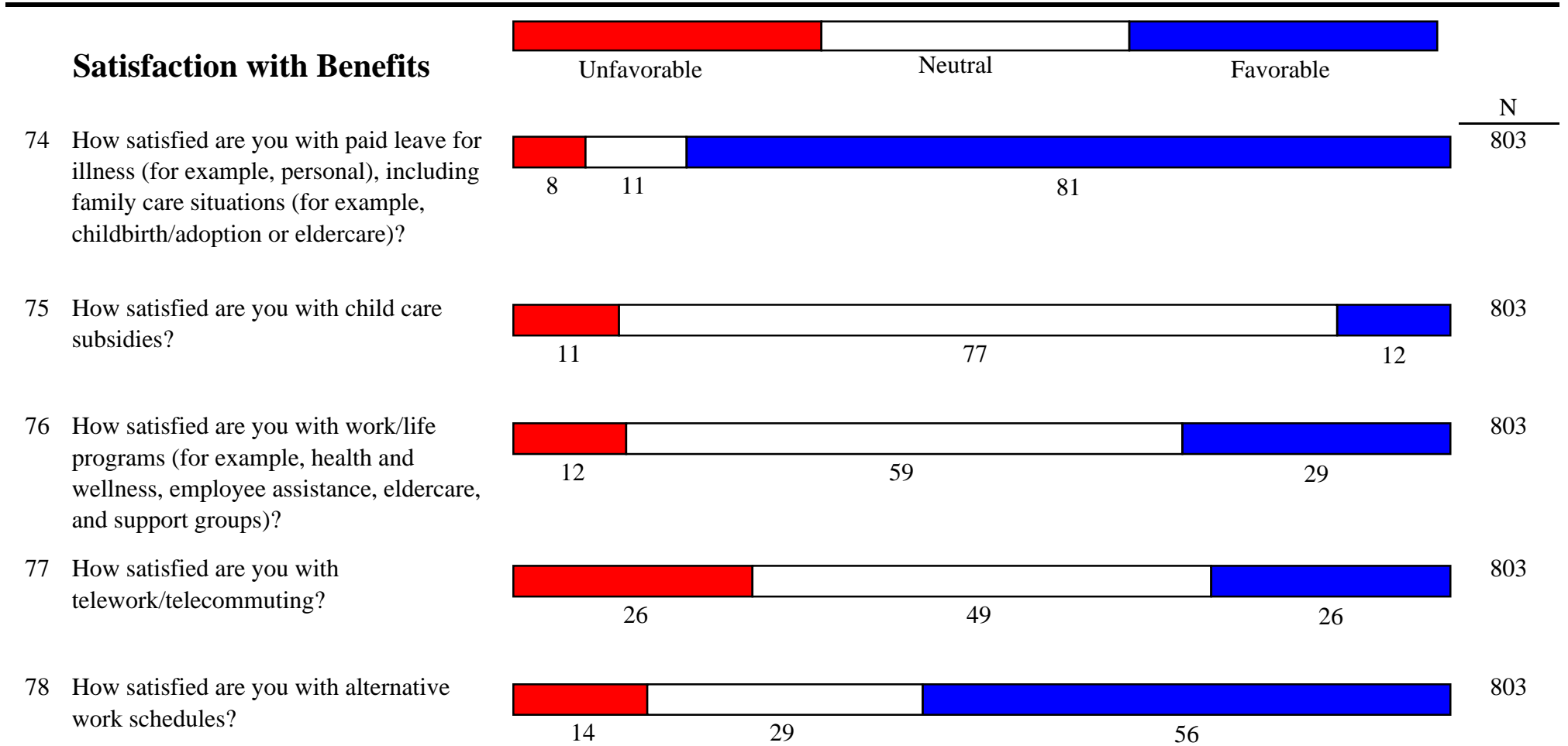
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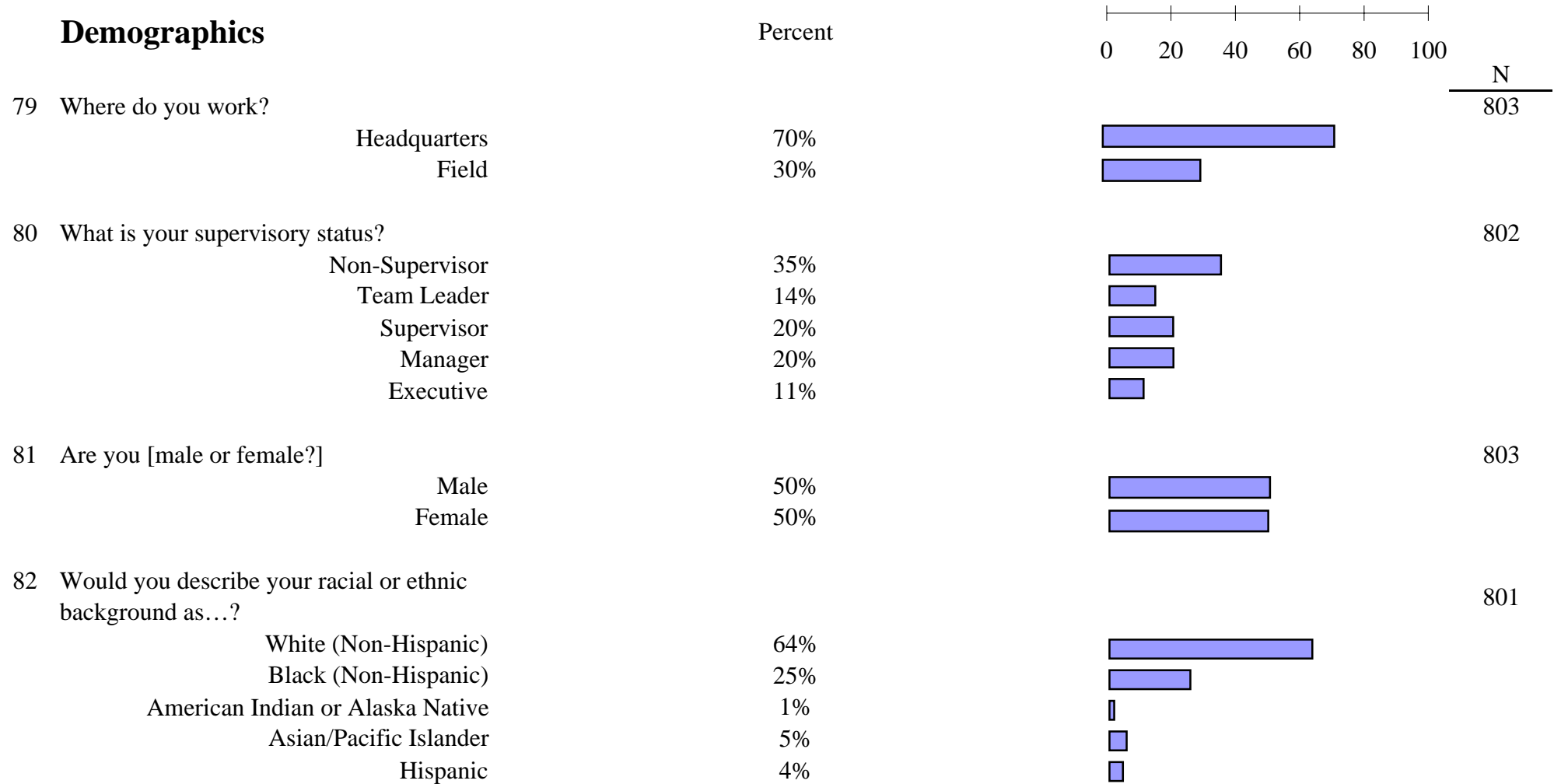
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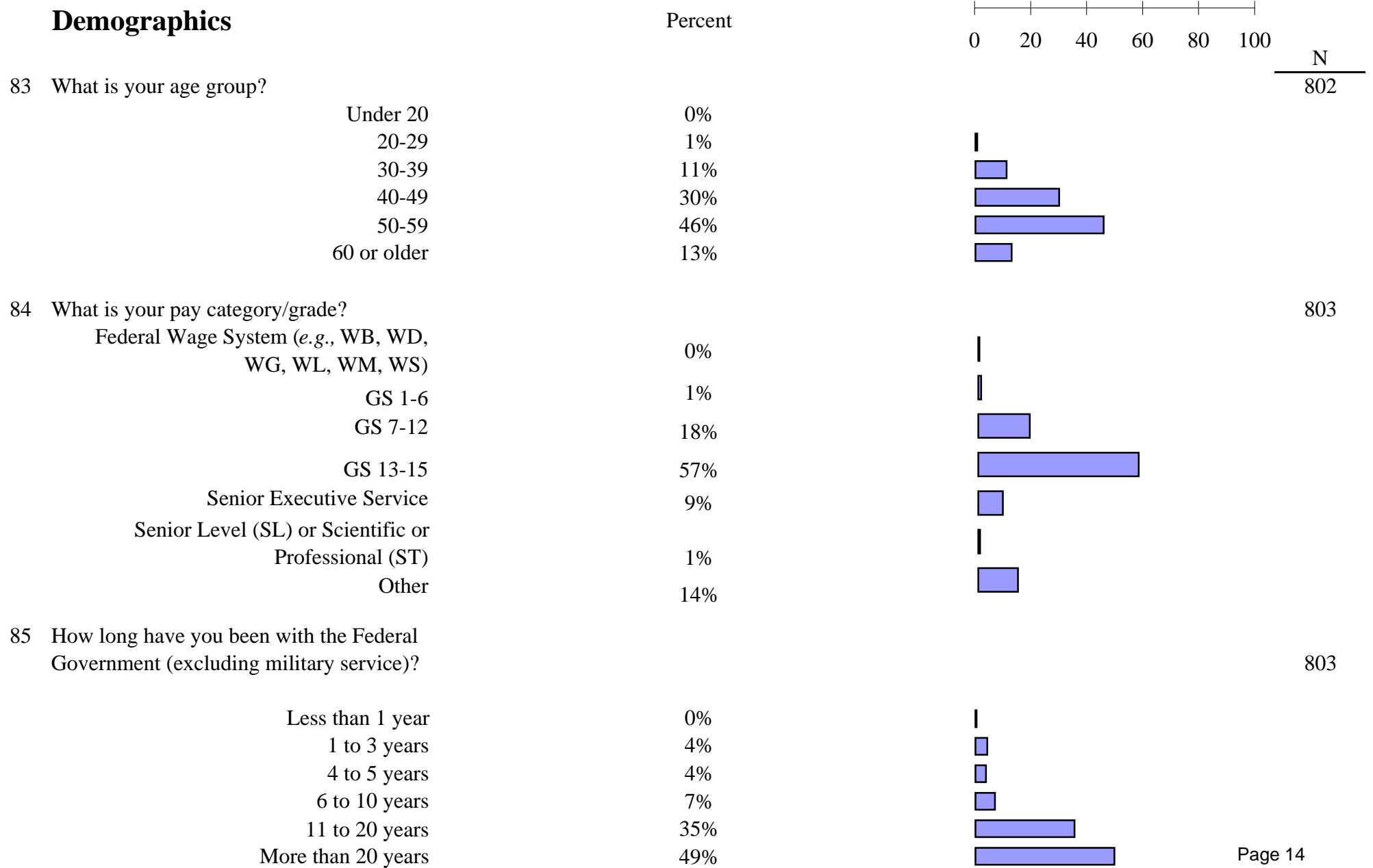
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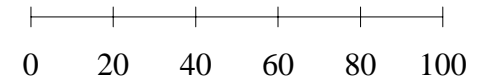
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Demographics

Percent

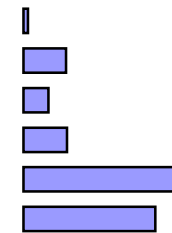


N

86 How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

803

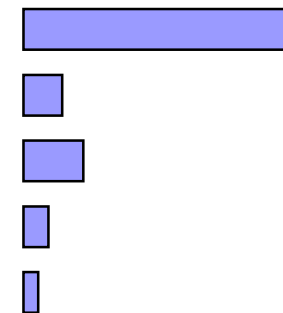
Less than 1 year	1%
1 to 3 years	10%
4 to 5 years	6%
6 to 10 years	11%
11 to 20 years	40%
More than 20 years	32%



87 Are you considering leaving your organization within the next year, and if so, why?

803

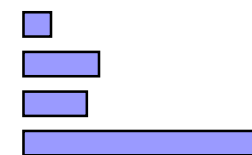
No	66%
Yes, to retire	9%
Yes, to take another job in the Federal Government	15%
Yes, to take another job outside the Federal Government	6%
Yes, other	4%



88 I am planning to retire:

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Within one year	7%
Between one and three years	18%
Between three and five years	15%
Five or more years	59%





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