

EXPORT-IMPORT BANK
2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS
(Survey Administration Period 8/1/08 to 9/26/08)

		Strongly Agree		Neither Agree Nor Disagree		Strongly Disagree		Do Not Know/ No Basis to Judge	Percent Positive	Total
		N	%	N	%	N	%	N		
*1. The people I work with cooperate to get the job done.	N	72	94	16	10	1	NA		193	
	%	37.5	49.0	7.8	5.1	0.5	NA	86.6	100	
*2. I am given a real opportunity to improve my skills in my organization.	N	50	77	35	22	9	NA		193	
	%	25.5	40.7	18.2	11.2	4.4	NA	66.2	100	
3. I have enough information to do my job well.	N	50	105	19	13	6	NA		193	
	%	26.3	54.3	9.6	7.0	2.9	NA	80.6	100	
4. I feel encouraged to come up with new and better ways of doing things.	N	48	86	30	19	10	NA		193	
	%	24.4	44.8	15.9	10.1	4.8	NA	69.2	100	
*5. My work gives me a feeling of personal accomplishment.	N	70	78	33	7	5	NA		193	
	%	36.3	40.4	17.3	3.7	2.4	NA	76.7	100	
*6. I like the kind of work I do.	N	76	86	23	6	2	NA		193	
	%	39.0	44.7	12.2	3.0	1.1	NA	83.8	100	
*7. I have trust and confidence in my supervisor.	N	66	75	25	13	14	NA		193	
	%	33.8	39.2	13.5	6.8	6.8	NA	73.0	100	
8. I recommend my organization as a good place to work.	N	55	68	43	14	13	NA		193	
	%	27.8	35.8	22.8	7.0	6.6	NA	63.6	100	
							Do Not Know/ No Basis to Judge	Percent Positive	Total	
		Very Good	Good	Fair	Poor	Very Poor				
*9. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N	78	72	20	12	11	NA		193	
	%	40.2	37.8	10.3	6.3	5.4	NA	78.0	100	
10. How would you rate the overall quality of work done by your work group?	N	101	67	21	4	0	NA		193	
	%	52.0	34.7	11.5	1.8	0.0	NA	86.7	100	
							Do Not Know/ No Basis to Judge	Percent Positive	Total	
		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree				
*11. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N	36	116	25	13	2	1		193	
	%	18.5	59.9	13.7	6.4	0.9	0.5	78.4	100	
*12. My supervisor supports my need to balance work and other life issues.	N	95	65	20	5	6	2		193	
	%	49.1	34.2	10.2	2.4	3.0	1.0	83.3	100	
13. Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.	N	50	77	37	16	12	1		193	
	%	25.8	40.2	19.0	8.7	5.8	0.5	66.0	100	
*14. My work unit is able to recruit people with the right skills.	N	38	70	48	20	12	5		193	
	%	19.8	36.1	25.5	10.1	5.7	2.7	56.0	100	

* AES prescribed items.

Percentages are weighted to be representative of the Agency's population.

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		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
15. The skill level in my work unit has improved in the past year.	N	42	67	56	16	10	2		193
	%	22.0	34.3	29.8	7.9	5.0	1.0	56.3	100
16. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	26	101	22	35	9	0		193
	%	13.7	52.7	11.6	17.8	4.2	0.0	66.4	100
*17. My workload is reasonable.	N	33	109	22	20	9	0		193
	%	17.5	56.9	11.0	9.9	4.6	0.0	74.5	100
*18. My talents are used well in the workplace.	N	46	85	30	15	17	0		193
	%	23.7	43.8	16.1	7.8	8.6	0.0	67.6	100
*19. I know how my work relates to the agency's goals and priorities.	N	76	99	7	5	6	0		193
	%	39.7	51.5	3.3	2.5	2.9	0.0	91.2	100
*20. The work I do is important.	N	88	83	17	3	2	0		193
	%	45.4	43.4	8.8	1.4	1.0	0.0	88.8	100
*21. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	37	90	35	23	8	0		193
	%	19.5	46.3	18.5	11.9	3.8	0.0	65.8	100
*22. Promotions in my work unit are based on merit.	N	19	61	41	25	30	17		193
	%	9.2	31.1	21.2	13.5	15.7	9.3	40.3	100
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N	9	55	59	25	23	22		193
	%	4.2	28.0	31.4	12.5	11.9	11.9	32.2	100
*24. Employees have a feeling of personal empowerment with respect to work processes.	N	13	73	55	33	12	7		193
	%	6.4	37.3	28.9	17.5	5.9	4.0	43.7	100
25. Employees are rewarded for providing high quality products and services to customers.	N	28	72	39	32	20	2		193
	%	14.2	36.7	20.4	17.4	10.1	1.2	50.9	100
*26. Creativity and innovation are rewarded.	N	27	61	51	23	26	5		193
	%	13.6	31.6	26.7	12.3	13.3	2.6	45.1	100
*27. Pay raises depend on how well employees perform their jobs.	N	18	44	47	41	35	8		193
	%	8.9	23.3	24.2	21.3	18.0	4.4	32.2	100
28. Awards in my work unit depend on how well employees perform their jobs.	N	36	65	36	24	25	7		193
	%	18.0	33.9	18.8	12.3	13.1	3.9	51.9	100
*29. In my work unit, differences in performance are recognized in a meaningful way.	N	24	55	49	29	24	12		193
	%	12.0	27.6	26.0	15.4	12.4	6.6	39.6	100
*30. My performance appraisal is a fair reflection of my performance.	N	60	85	20	18	8	2		193
	%	30.1	44.0	10.8	9.6	4.2	1.2	74.1	100
*31. Discussions with my supervisor/team leader about my performance are worthwhile.	N	53	70	41	16	13	0		193
	%	27.0	36.1	21.6	8.5	6.7	0.0	63.2	100

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		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
*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).	N	61	74	34	11	10	3		193
	%	31.0	38.6	17.7	5.8	5.1	1.8	69.6	100
33. I am held accountable for achieving results.	N	53	108	25	4	3	0		193
	%	26.6	56.8	13.0	2.1	1.5	0.0	83.4	100
34. Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.	N	49	72	44	11	5	12		193
	%	24.5	37.4	23.0	5.7	2.6	6.7	61.9	100
35. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N	38	79	45	7	10	14		193
	%	18.9	41.3	23.0	3.8	5.4	7.6	60.2	100
*36. Managers/supervisors/team leaders work well with employees of different backgrounds.	N	48	84	40	9	8	4		193
	%	23.6	43.9	21.5	4.6	4.0	2.3	67.5	100
*37. I have a high level of respect for my organization's senior leaders.	N	39	69	46	22	17	0		193
	%	19.7	36.2	24.3	11.3	8.6	0.0	55.9	100
*38. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N	27	51	54	37	22	2		193
	%	13.8	26.0	28.6	19.1	11.4	1.1	39.8	100
39. My organization's leaders maintain high standards of honesty and integrity.	N	43	69	49	10	20	2		193
	%	21.7	36.2	25.6	5.2	10.2	1.1	58.0	100
*40. Managers communicate the goals and priorities of the organization.	N	25	80	41	30	17	0		193
	%	12.3	42.1	21.3	15.8	8.6	0.0	54.4	100
*41. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N	24	78	45	20	13	13		193
	%	12.1	41.2	23.3	10.1	6.2	7.0	53.3	100
*42. Employees are protected from health and safety hazards on the job.	N	37	105	35	7	3	6		193
	%	18.4	55.5	18.3	3.4	1.5	2.9	73.9	100
*43. My organization has prepared employees for potential security threats.	N	44	110	26	11	1	1		193
	%	22.7	57.3	13.7	5.4	0.5	0.5	80.0	100
44. Complaints, disputes or grievances are resolved fairly in my work unit.	N	27	56	48	18	13	31		193
	%	13.5	29.2	25.3	9.5	6.3	16.1	42.7	100
45. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	34	57	56	11	16	19		193
	%	17.5	29.1	29.6	6.0	7.9	9.9	46.6	100
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.	N	42	67	45	5	13	21		193
	%	21.9	33.9	23.7	2.7	6.7	11.1	55.8	100
47. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N	31	61	46	10	20	25		193
	%	15.9	31.4	24.6	5.1	10.0	13.1	47.3	100

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		Strongly		Neither		Strongly		Do Not Know/ No Basis to Judge	Percent Positive	Total
		Agree	Agree	Agree Nor Disagree	Disagree	Disagree	Disagree			
48. Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.	N	27	97	38	17	12	2			193
	%	14.1	49.3	20.7	9.2	5.8	0.9	63.4		100
*49. Supervisors/team leaders in my work unit support employee development.	N	48	93	25	15	12	0			193
	%	24.7	48.2	13.1	8.2	5.8	0.0	72.8		100
50. Employees have electronic access to learning and training programs readily available at their desk.	N	39	99	25	15	6	9			193
	%	20.3	51.7	12.7	7.9	3.0	4.5	72.0		100
*51. My training needs are assessed.	N	23	66	46	42	11	5			193
	%	12.2	34.0	24.1	22.0	5.3	2.4	46.1		100
52. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N	27	79	44	25	16	2			193
	%	13.9	41.1	22.8	13.3	7.9	1.0	55.0		100
53. Employees in my work unit share job knowledge with each other.	N	62	95	24	7	5	0			193
	%	31.9	49.1	12.8	3.6	2.6	0.0	81.0		100
54. Employees use information technology (for example, intranet, shared networks) to perform work.	N	73	102	13	3	2	0			193
	%	37.5	53.3	6.7	1.6	1.0	0.0	90.8		100
		Very		Neither		Strongly		Do Not Know/ No Basis to Judge	Percent Positive	Total
		Satisfied	Satisfied	Satisfied nor Dissatisfied	Dissatisfied	Dissatisfied	Dissatisfied			
*55. How satisfied are you with your involvement in decisions that affect your work?	N	26	93	35	28	11	NA			193
	%	12.5	48.7	18.7	14.6	5.4	NA	61.2		100
*56. How satisfied are you with the information you receive from management on what's going on in your organization?	N	19	82	49	26	17	NA			193
	%	9.3	42.3	25.9	14.1	8.4	NA	51.6		100
*57. How satisfied are you with the recognition you receive for doing a good job?	N	48	70	34	26	15	NA			193
	%	24.5	36.3	18.3	13.5	7.4	NA	60.7		100
*58. How satisfied are you with the policies and practices of your senior leaders?	N	23	69	51	31	19	NA			193
	%	11.8	35.4	27.2	16.1	9.5	NA	47.2		100
*59. How satisfied are you with your opportunity to get a better job in your organization?	N	25	50	53	41	24	NA			193
	%	12.2	26.4	26.8	22.2	12.4	NA	38.6		100
*60. How satisfied are you with the training you receive for your present job?	N	32	76	54	25	6	NA			193
	%	16.0	39.6	28.4	13.1	2.9	NA	55.6		100
*61. Considering everything, how satisfied are you with your job?	N	52	90	29	16	6	NA			193
	%	26.4	47.2	15.6	8.1	2.8	NA	73.6		100
*62. Considering everything, how satisfied are you with your pay?	N	22	75	39	45	12	NA			193
	%	11.2	38.6	20.0	23.5	6.7	NA	49.8		100
63. Considering everything, how satisfied are you with your organization?	N	34	89	35	22	13	NA			193
	%	17.0	45.9	19.0	11.6	6.5	NA	62.9		100

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		Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Strongly Dissatisfied	Do Not Know/ No Basis to Judge	Percent Positive	Total
64. How satisfied are you with retirement benefits?	N	36	87	35	19	2	14		193
	%	18.5	44.7	18.0	10.0	1.2	7.7	63.1	100
65. How satisfied are you with health insurance benefits?	N	33	105	19	24	5	7		193
	%	17.0	53.9	10.1	12.5	2.5	4.0	70.9	100
66. How satisfied are you with life insurance benefits?	N	23	90	38	16	4	22		193
	%	11.9	46.7	19.8	8.0	2.0	11.6	58.6	100
67. How satisfied are you with long term care insurance benefits?	N	11	49	53	16	6	58		193
	%	5.5	25.6	27.5	8.4	3.1	30.0	31.1	100
68. How satisfied are you with the flexible spending account (FSA) program?	N	24	65	47	7	3	47		193
	%	11.9	33.5	24.4	3.6	1.5	25.1	45.3	100
69. How satisfied are you with paid vacation time?	N	74	93	17	8	1	NA		193
	%	38.4	48.0	9.1	4.1	0.5	NA	86.4	100
70. How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?	N	78	87	16	9	3	NA		193
	%	40.2	44.8	8.8	4.6	1.6	NA	85.0	100
71. How satisfied are you with child care subsidies?	N	1	13	46	9	4	120		193
	%	0.6	6.7	23.9	4.8	2.0	62.0	7.3	100
72. How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?	N	8	35	41	9	5	95		193
	%	4.2	17.7	21.5	4.6	2.4	49.6	21.9	100
73. How satisfied are you with telework/telecommuting?	N	7	24	32	20	28	82		193
	%	3.8	12.5	16.6	9.9	14.6	42.7	16.2	100
74. How satisfied are you with alternative work schedules?	N	32	54	38	13	14	42		193
	%	17.5	27.2	19.5	6.7	7.0	22.1	44.7	100

* AES prescribed items.