

**2006 Federal Human Capital Survey
Department of Health and Human Services - Administration On Aging Report**

Number of Surveys Returned: 74

This is a summary-by-question of your agency's/sub-agency's response to the 2006 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>Neither Agree nor Disagree</i>		
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>		<i>Do Not Know</i>
		<i>Neither Satisfied nor Dissatisfied</i>		
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>		<i>No Basis to Judge</i>
<i>Very Good</i>		<i>Fair</i>		

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

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

Department of Health and Human Services - Administration On Aging Report

Personal Work Experiences

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Administration On Aging	90.7%	2.4%	6.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Administration On Aging	52.9%	25.3%	21.9%

03 I have enough information to do my job well.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Administration On Aging	64.8%	15.6%	19.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Administration On Aging	55.3%	26.5%	18.2%

05 My work gives me a feeling of personal accomplishment.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Administration On Aging	69.0%	11.8%	19.2%

06 I like the kind of work I do.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Administration On Aging	82.6%	13.5%	3.9%

07 I have trust and confidence in my supervisor.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Administration On Aging	77.0%	12.4%	10.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Administration On Aging	54.7%	29.0%	16.3%

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>
2006 Administration On Aging	78.7%	11.9%	9.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Administration On Aging	88.4%	7.5%	4.1%

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>Don't Know</i>
2006 Administration On Aging	77.9%	11.0%	11.1%	0.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	85.0%	7.1%	6.5%	1.4%

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>Don't Know</i>
2006 Administration On Aging	73.1%	13.5%	10.6%	2.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	43.1%	24.7%	28.0%	4.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	49.4%	29.0%	17.6%	4.0%

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>Don't Know</i>
2006 Administration On Aging	41.3%	17.4%	39.9%	1.5%

17 *My workload is reasonable.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	60.8%	20.5%	17.2%	1.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	56.2%	17.4%	25.1%	1.3%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	75.8%	15.0%	7.8%	1.4%

20 *The work I do is important.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	82.0%	12.7%	2.7%	2.6%

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>Don't Know</i>
2006 Administration On Aging	84.0%	9.6%	6.4%	0.0%

Performance Culture

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	37.8%	26.7%	26.4%	9.1%

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>Don't Know</i>
2006 Administration On Aging	33.3%	27.5%	29.2%	10.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	47.9%	22.1%	27.5%	2.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	54.8%	16.9%	25.4%	2.9%

26 *Creativity and innovation are rewarded.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	47.4%	25.8%	23.9%	2.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	20.4%	23.3%	45.4%	10.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	58.4%	21.4%	15.9%	4.3%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	41.7%	24.3%	28.0%	6.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	69.1%	17.3%	12.2%	1.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	65.4%	19.8%	12.0%	2.9%

32 *I am held accountable for achieving results.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	81.8%	13.0%	3.8%	1.5%

33 *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>Don't Know</i>
2006 Administration On Aging	68.2%	23.7%	2.6%	5.6%

34 *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>Don't Know</i>
2006 Administration On Aging	54.4%	20.2%	13.2%	12.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	63.3%	19.1%	12.1%	5.6%

Leadership

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

	Positive	Neutral	Negative	Don't Know
2006 Administration On Aging	55.2%	16.4%	28.4%	0.0%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration On Aging	40.1%	26.3%	32.3%	1.3%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration On Aging	51.2%	23.0%	23.2%	2.7%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration On Aging	73.4%	12.9%	13.7%	0.0%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration On Aging	70.9%	14.1%	9.6%	5.5%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration On Aging	82.0%	12.1%	4.5%	1.5%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration On Aging	90.4%	8.2%	1.4%	0.0%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration On Aging	42.5%	22.3%	12.9%	22.3%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration On Aging	47.4%	19.9%	24.3%	8.4%

45 *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.*

	Positive	Neutral	Negative	Don't Know
2006 Administration On Aging	50.3%	12.1%	14.8%	22.8%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration On Aging	48.5%	24.7%	15.9%	10.9%

Learning (Knowledge Management)

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	65.7%	23.8%	9.0%	1.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	78.1%	15.2%	5.3%	1.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	72.0%	13.5%	9.4%	5.1%

50 *My training needs are assessed.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	47.3%	25.9%	25.3%	1.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	54.3%	22.9%	21.5%	1.3%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	77.4%	10.7%	11.9%	0.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration On Aging	90.5%	5.6%	3.9%	0.0%

Job Satisfaction

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Administration On Aging	50.9%	22.4%	26.8%

55 *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>
2006 Administration On Aging	46.0%	25.9%	28.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Administration On Aging	57.2%	22.7%	20.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Administration On Aging	42.5%	23.4%	34.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Administration On Aging	33.0%	32.2%	34.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Administration On Aging	42.6%	39.9%	17.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Administration On Aging	60.1%	23.7%	16.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Administration On Aging	72.3%	14.2%	13.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Administration On Aging	54.4%	22.6%	23.0%

Satisfaction with Benefits

63 *How satisfied are you with retirement benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Administration On Aging	79.8%	9.6%	5.5%	5.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Administration On Aging	74.8%	6.9%	18.3%	0.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Administration On Aging	69.7%	17.2%	3.2%	9.9%

66 *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>
2006 Administration On Aging	39.9%	23.6%	1.4%	35.1%

67 *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>
2006 Administration On Aging	53.3%	24.4%	2.3%	20.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Administration On Aging	84.1%	10.7%	5.2%

69 *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>
2006 Administration On Aging	86.7%	8.2%	5.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Administration On Aging	7.7%	27.4%	0.0%	0.0%

71 *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>
2006 Administration On Aging	36.0%	27.5%	5.3%	31.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Administration On Aging	30.9%	21.1%	10.9%	37.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Administration On Aging	58.4%	16.8%	4.0%	20.9%

74. Where do you work?

Headquarters 68%
Field 32%

Non-Supervisor 65%
Team Leader 11%
Supervisor 19%
Manager 3%
Executive 3%

Male 36%
Female 64%

Yes 3%
No 97%

White 64%
Black or African American 25%
Native Hawaiian or Other Pacific Islander 0%
Asian 7%
American Indian or Alaska Native 1%
Two or more races (Not Hispanic or Latino) 3%

25 and under 1%
26 - 29 1%
30 - 39 12%
40 - 49 20%
50 - 59 39%
60 or older 26%

Federal Wage System 0%
GS 1-6 1%
GS 7-12 20%
GS 13-15 76%
Senior Executive Service 3%
Senior Level (SL) or Scientific or Professional (ST) 0%
Other 0%

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

Less than 1 year 4%
1 to 3 years 15%
4 to 5 years 5%
6 to 10 years 12%
11 to 20 years 18%
More than 20 years 46%

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

Less than 1 year 3%
1 to 3 years 26%
4 to 5 years 8%
6 to 10 years 12%
11 to 20 years 24%
More than 20 years 27%

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

No 69%
Yes, to retire 5%
Yes, to take another job in the Federal Government 16%
Yes, to take another job outside the Federal Government 4%
Yes, other 5%

84. I am planning to retire:

Within one year 4%
Between one and three years 19%
Between three and five years 16%
Five or more years 61%