

**2006 Federal Human Capital Survey
Department of Health and Human Services - Administration for Children and Families Report**

Number of Surveys Returned: 659

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".

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

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 for Children and Families Report

Personal Work Experiences

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

	Positive	Neutral	Negative
2006 Administration for Children and Families	84.9%	8.7%	6.4%

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

	Positive	Neutral	Negative
2006 Administration for Children and Families	62.0%	19.0%	19.0%

03 I have enough information to do my job well.

	Positive	Neutral	Negative
2006 Administration for Children and Families	68.3%	17.1%	14.6%

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

	Positive	Neutral	Negative
2006 Administration for Children and Families	56.3%	19.7%	24.0%

05 My work gives me a feeling of personal accomplishment.

	Positive	Neutral	Negative
2006 Administration for Children and Families	71.2%	16.0%	12.8%

06 I like the kind of work I do.

	Positive	Neutral	Negative
2006 Administration for Children and Families	79.2%	13.8%	7.1%

07 I have trust and confidence in my supervisor.

	Positive	Neutral	Negative
2006 Administration for Children and Families	63.8%	17.9%	18.3%

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

	Positive	Neutral	Negative
2006 Administration for Children and Families	55.9%	23.9%	20.2%

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

	Positive	Neutral	Negative
2006 Administration for Children and Families	69.4%	17.4%	13.2%

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

	Positive	Neutral	Negative
2006 Administration for Children and Families	82.7%	13.8%	3.5%

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 for Children and Families	67.9%	16.0%	15.1%	1.1%

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 for Children and Families	82.3%	9.3%	6.8%	1.6%

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 for Children and Families	64.6%	15.9%	18.2%	1.4%

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 for Children and Families	34.9%	29.5%	30.2%	5.5%

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 for Children and Families	45.3%	29.5%	22.4%	2.8%

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 for Children and Families	44.5%	20.3%	34.0%	1.3%

17 *My workload is reasonable.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration for Children and Families	55.7%	15.2%	27.7%	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 for Children and Families	59.7%	15.3%	23.9%	1.1%

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 for Children and Families	83.7%	8.9%	6.6%	0.7%

20 *The work I do is important.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration for Children and Families	86.9%	8.8%	3.3%	1.0%

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 for Children and Families	62.0%	18.4%	19.1%	0.6%

Performance Culture

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	26.7%	27.6%	39.8%	5.9%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	21.0%	26.9%	43.4%	8.7%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	38.5%	28.6%	30.6%	2.2%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	42.6%	23.1%	31.0%	3.2%

26 *Creativity and innovation are rewarded.*

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	37.4%	27.7%	31.7%	3.2%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	19.1%	27.6%	45.6%	7.7%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	41.7%	20.9%	32.3%	5.1%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	32.2%	26.0%	37.2%	4.6%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	68.2%	15.0%	16.0%	0.9%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	54.2%	23.4%	20.6%	1.8%

32 *I am held accountable for achieving results.*

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	80.8%	12.2%	6.3%	0.6%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	54.4%	25.3%	14.4%	5.9%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	50.5%	26.9%	15.3%	7.3%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	57.5%	23.7%	15.2%	3.6%

Leadership

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	43.6%	24.4%	31.4%	0.6%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	34.0%	25.3%	39.8%	0.9%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	41.1%	25.6%	28.4%	4.9%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	61.1%	21.1%	16.9%	0.9%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	58.3%	22.5%	14.6%	4.6%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	70.1%	18.8%	8.7%	2.5%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	58.0%	24.2%	13.5%	4.2%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	29.7%	29.6%	22.4%	18.4%

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

	Positive	Neutral	Negative	Don't Know
2006 Administration for Children and Families	37.5%	26.5%	25.3%	10.7%

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 for Children and Families	50.3%	21.4%	12.5%	15.8%

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 for Children and Families	36.1%	29.8%	19.3%	14.8%

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 for Children and Families	54.2%	23.2%	20.9%	1.7%

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 for Children and Families	66.4%	15.8%	17.3%	0.5%

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 for Children and Families	83.2%	10.0%	4.4%	2.3%

50 My training needs are assessed.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Administration for Children and Families	43.3%	27.2%	27.3%	2.2%

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 for Children and Families	51.4%	20.3%	25.0%	3.4%

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 for Children and Families	72.8%	13.8%	12.6%	0.8%

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 for Children and Families	90.1%	5.5%	3.6%	0.8%

Job Satisfaction

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

	Positive	Neutral	Negative
2006 Administration for Children and Families	49.3%	22.7%	28.0%

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

	Positive	Neutral	Negative
2006 Administration for Children and Families	40.2%	22.9%	36.9%

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

	Positive	Neutral	Negative
2006 Administration for Children and Families	54.8%	18.7%	26.5%

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

	Positive	Neutral	Negative
2006 Administration for Children and Families	35.2%	29.6%	35.2%

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

	Positive	Neutral	Negative
2006 Administration for Children and Families	28.1%	29.6%	42.3%

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

	Positive	Neutral	Negative
2006 Administration for Children and Families	50.6%	26.6%	22.8%

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

	Positive	Neutral	Negative
2006 Administration for Children and Families	64.6%	19.6%	15.8%

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

	Positive	Neutral	Negative
2006 Administration for Children and Families	65.9%	17.1%	17.0%

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

	Positive	Neutral	Negative
2006 Administration for Children and Families	51.3%	24.4%	24.4%

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 for Children and Families	69.8%	16.1%	6.4%	7.7%

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 for Children and Families	68.5%	14.6%	14.1%	2.9%

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 for Children and Families	58.1%	23.3%	6.7%	12.0%

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 for Children and Families	33.5%	27.9%	7.2%	31.4%

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 for Children and Families	43.6%	22.8%	3.1%	30.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Administration for Children and Families	89.1%	7.6%	3.2%

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 for Children and Families	85.7%	10.1%	4.2%

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 for Children and Families	7.5%	20.1%	4.0%	68.4%

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 for Children and Families	32.3%	26.2%	6.0%	35.5%

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 for Children and Families	44.3%	16.9%	17.3%	21.5%

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 for Children and Families	67.3%	11.2%	7.8%	13.7%

Demographics

74. Where do you work?

<i>Headquarters</i>	<i>45%</i>
<i>Field</i>	<i>55%</i>

75. What is your supervisory status?

<i>Non-Supervisor</i>	<i>71%</i>
<i>Team Leader</i>	<i>12%</i>
<i>Supervisor</i>	<i>10%</i>
<i>Manager</i>	<i>5%</i>
<i>Executive</i>	<i>2%</i>

76. Are you:

<i>Male</i>	<i>33%</i>
<i>Female</i>	<i>67%</i>

77. Are you Hispanic or Latino?

<i>Yes</i>	<i>5%</i>
<i>No</i>	<i>95%</i>

78. Are you:

<i>White</i>	<i>58%</i>
<i>Black or African American</i>	<i>34%</i>
<i>Native Hawaiian or Other Pacific Islander</i>	<i>0%</i>
<i>Asian</i>	<i>2%</i>
<i>American Indian or Alaska Native</i>	<i>2%</i>
<i>Two or more races (Not Hispanic or Latino)</i>	<i>4%</i>

79. What is your age group?

<i>25 and under</i>	<i>0%</i>
<i>26 - 29</i>	<i>2%</i>
<i>30 - 39</i>	<i>14%</i>
<i>40 - 49</i>	<i>20%</i>
<i>50 - 59</i>	<i>47%</i>
<i>60 or older</i>	<i>16%</i>

80. What is your pay category/grade?

<i>Federal Wage System</i>	<i>0%</i>
<i>GS 1-6</i>	<i>1%</i>
<i>GS 7-12</i>	<i>38%</i>
<i>GS 13-15</i>	<i>59%</i>
<i>Senior Executive Service</i>	<i>2%</i>
<i>Senior Level (SL) or Scientific or Professional (ST)</i>	<i>0%</i>
<i>Other</i>	<i>1%</i>

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

<i>Less than 1 year</i>	<i>1%</i>
<i>1 to 3 years</i>	<i>10%</i>
<i>4 to 5 years</i>	<i>7%</i>
<i>6 to 10 years</i>	<i>7%</i>
<i>11 to 20 years</i>	<i>23%</i>
<i>More than 20 years</i>	<i>53%</i>

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

<i>Less than 1 year</i>	<i>2%</i>
<i>1 to 3 years</i>	<i>15%</i>
<i>4 to 5 years</i>	<i>9%</i>
<i>6 to 10 years</i>	<i>8%</i>
<i>11 to 20 years</i>	<i>35%</i>
<i>More than 20 years</i>	<i>31%</i>

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

<i>No</i>	<i>67%</i>
<i>Yes, to retire</i>	<i>10%</i>
<i>Yes, to take another job in the Federal Government</i>	<i>18%</i>
<i>Yes, to take another job outside the Federal Government</i>	<i>3%</i>
<i>Yes, other</i>	<i>2%</i>

84. I am planning to retire:

<i>Within one year</i>	<i>7%</i>
<i>Between one and three years</i>	<i>19%</i>
<i>Between three and five years</i>	<i>15%</i>
<i>Five or more years</i>	<i>60%</i>