

2006 Federal Human Capital Survey
Department of Health and Human Services - Food and Drug Administration Trend Report

Number of Surveys Returned: 4880

This is a summary-by-question of your department's/agency's/subagency's response to the 2006 Federal Human Capital Survey, compared to your 2004 and/or 2002 results. 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>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>	

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 - Food and Drug Administration Trend 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 Food and Drug Administration	85.1%	8.8%	6.2%
2004 Food and Drug Administration	86.8%	7.2%	6.1%
2002 Food and Drug Administration	80.4%	11.9%	7.8%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Food and Drug Administration	65.4%	17.9%	16.7%
2004 Food and Drug Administration	64.4%	20.1%	15.5%
2002 Food and Drug Administration	60.7%	21.7%	17.7%

03 I have enough information to do my job well.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Food and Drug Administration	73.3%	15.7%	11.1%
2004 Food and Drug Administration	74.8%	15.6%	9.6%
2002 Food and Drug Administration	71.5%	16.2%	12.4%

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 Food and Drug Administration	60.4%	20.1%	19.6%
2004 Food and Drug Administration	56.4%	22.7%	20.9%
2002 Food and Drug Administration	56.1%	24.2%	19.8%

Personal Work Experiences

05 My work gives me a feeling of personal accomplishment.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Food and Drug Administration	73.5%	15.2%	11.3%
2004 Food and Drug Administration	70.4%	16.3%	13.4%
2002 Food and Drug Administration	72.6%	13.2%	14.3%

06 I like the kind of work I do.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Food and Drug Administration	82.2%	12.0%	5.8%
2004 Food and Drug Administration	80.9%	12.6%	6.5%
2002 Food and Drug Administration	82.7%	11.9%	5.4%

07 I have trust and confidence in my supervisor.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Food and Drug Administration	65.8%	17.5%	16.7%
2004 Food and Drug Administration	N/A	N/A	N/A
2002 Food and Drug Administration	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Food and Drug Administration	67.3%	18.9%	13.8%
2004 Food and Drug Administration	65.5%	20.7%	13.8%
2002 Food and Drug Administration	65.3%	20.6%	13.6%

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 Food and Drug Administration	68.2%	19.8%	12.0%
2004 Food and Drug Administration	65.3%	22.1%	12.6%
2002 Food and Drug Administration	63.0%	23.9%	13.1%

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 Food and Drug Administration	84.9%	12.7%	2.4%
2004 Food and Drug Administration	84.8%	13.5%	1.7%
2002 Food and Drug Administration	80.1%	16.9%	3.0%

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 Food and Drug Administration	75.4%	14.1%	9.6%	0.9%
2004 Food and Drug Administration	75.0%	15.0%	9.4%	0.6%
2002 Food and Drug Administration	75.9%	10.6%	13.1%	0.4%

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 Food and Drug Administration	83.6%	9.9%	5.5%	1.0%
2004 Food and Drug Administration	83.8%	10.8%	4.2%	1.2%
2002 Food and Drug Administration	81.8%	9.8%	7.3%	1.2%

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 Food and Drug Administration	62.4%	20.9%	15.6%	1.2%
2004 Food and Drug Administration	59.7%	21.9%	16.9%	1.5%
2002 Food and Drug Administration	57.9%	20.0%	21.4%	0.7%

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 Food and Drug Administration	43.2%	27.6%	25.4%	3.8%
2004 Food and Drug Administration	43.7%	28.3%	24.3%	3.7%
2002 Food and Drug Administration	47.0%	22.2%	27.5%	3.3%

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 Food and Drug Administration	50.0%	29.6%	17.6%	2.8%
2004 Food and Drug Administration	52.4%	28.9%	15.4%	3.4%
2002 Food and Drug Administration	55.2%	23.0%	19.1%	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 Food and Drug Administration	42.3%	18.7%	38.0%	1.0%
2004 Food and Drug Administration	45.9%	17.7%	35.4%	1.0%
2002 Food and Drug Administration	56.2%	13.4%	30.1%	0.2%

17 My workload is reasonable.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Food and Drug Administration	57.6%	17.6%	24.2%	0.5%
2004 Food and Drug Administration	60.4%	17.9%	20.6%	1.2%
2002 Food and Drug Administration	65.0%	11.8%	22.7%	0.6%

18 My talents are used well in the workplace.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Food and Drug Administration	59.9%	17.9%	20.9%	1.2%
2004 Food and Drug Administration	59.5%	20.4%	17.8%	2.3%
2002 Food and Drug Administration	60.7%	13.4%	25.7%	0.2%

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 Food and Drug Administration	84.1%	10.0%	5.3%	0.7%
2004 Food and Drug Administration	84.5%	11.0%	3.6%	0.8%
2002 Food and Drug Administration	91.3%	5.1%	2.6%	0.9%

20 The work I do is important.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Food and Drug Administration	88.5%	8.3%	2.9%	0.3%
2004 Food and Drug Administration	89.0%	8.6%	1.5%	0.9%
2002 Food and Drug Administration	89.3%	7.0%	3.2%	0.5%

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 Food and Drug Administration	74.9%	13.1%	11.4%	0.5%
2004 Food and Drug Administration	72.7%	13.7%	13.0%	0.6%
2002 Food and Drug Administration	72.3%	11.3%	16.2%	0.2%

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 Food and Drug Administration	39.7%	24.5%	30.1%	5.7%
2004 Food and Drug Administration	37.4%	26.6%	30.4%	5.6%
2002 Food and Drug Administration	42.1%	22.8%	29.9%	5.2%

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 Food and Drug Administration	28.1%	26.4%	35.2%	10.3%
2004 Food and Drug Administration	27.5%	24.8%	38.8%	8.9%
2002 Food and Drug Administration	25.2%	25.4%	38.1%	11.3%

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 Food and Drug Administration	43.3%	28.5%	24.6%	3.7%
2004 Food and Drug Administration	41.3%	28.9%	26.2%	3.6%
2002 Food and Drug Administration	40.2%	26.9%	31.1%	1.9%

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 Food and Drug Administration	51.9%	22.8%	23.3%	2.0%
2004 Food and Drug Administration	49.3%	24.0%	22.5%	4.2%
2002 Food and Drug Administration	49.1%	24.0%	22.9%	4.0%

26 Creativity and innovation are rewarded.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Food and Drug Administration	44.4%	27.7%	25.2%	2.7%
2004 Food and Drug Administration	39.8%	31.1%	24.6%	4.4%
2002 Food and Drug Administration	40.1%	27.4%	28.5%	4.0%

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 Food and Drug Administration	23.0%	28.8%	41.5%	6.7%
2004 Food and Drug Administration	N/A	N/A	N/A	N/A
2002 Food and Drug Administration	N/A	N/A	N/A	N/A

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 Food and Drug Administration	43.3%	22.9%	28.6%	5.1%
2004 Food and Drug Administration	45.8%	23.9%	25.8%	4.6%
2002 Food and Drug Administration	46.5%	21.0%	28.9%	3.6%

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 Food and Drug Administration	31.3%	30.7%	31.9%	6.1%
2004 Food and Drug Administration	28.8%	33.8%	31.6%	5.8%
2002 Food and Drug Administration	N/A	N/A	N/A	N/A

Performance Culture

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 Food and Drug Administration	71.8%	15.9%	11.2%	1.1%
2004 Food and Drug Administration	71.8%	15.5%	10.9%	1.9%
2002 Food and Drug Administration	66.0%	19.9%	12.1%	2.1%

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 Food and Drug Administration	60.9%	21.6%	16.3%	1.3%
2004 Food and Drug Administration	60.9%	22.1%	15.8%	1.2%
2002 Food and Drug Administration	58.8%	25.2%	15.2%	0.9%

32 I am held accountable for achieving results.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Food and Drug Administration	82.8%	12.6%	4.0%	0.7%
2004 Food and Drug Administration	83.8%	11.4%	4.2%	0.6%
2002 Food and Drug Administration	83.3%	11.8%	4.5%	0.3%

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 Food and Drug Administration	58.1%	25.0%	9.3%	7.6%
2004 Food and Drug Administration	54.6%	24.5%	12.4%	8.5%
2002 Food and Drug Administration	59.6%	21.6%	11.2%	7.6%

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 Food and Drug Administration	59.9%	22.7%	10.5%	7.0%
2004 Food and Drug Administration	60.0%	24.0%	10.2%	5.8%
2002 Food and Drug Administration	65.7%	19.7%	11.1%	3.5%

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 Food and Drug Administration	66.7%	17.6%	11.9%	3.8%
2004 Food and Drug Administration	62.1%	20.7%	11.8%	5.5%
2002 Food and Drug Administration	65.1%	18.0%	12.5%	4.3%

Leadership

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Food and Drug Administration	50.3%	24.4%	24.4%	0.9%
2004 Food and Drug Administration	50.8%	24.3%	23.9%	1.0%
2002 Food and Drug Administration	N/A	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Food and Drug Administration	38.7%	29.4%	30.4%	1.4%
2004 Food and Drug Administration	37.6%	29.8%	30.7%	1.9%
2002 Food and Drug Administration	36.9%	27.9%	35.0%	0.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Food and Drug Administration	50.3%	25.7%	19.1%	4.9%
2004 Food and Drug Administration	52.9%	26.2%	16.4%	4.5%
2002 Food and Drug Administration	50.7%	25.6%	19.3%	4.4%

39 Managers communicate the goals and priorities of the organization.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Food and Drug Administration	61.6%	20.9%	16.6%	1.0%
2004 Food and Drug Administration	65.0%	19.3%	14.9%	0.8%
2002 Food and Drug Administration	N/A	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Food and Drug Administration	61.7%	22.0%	10.9%	5.4%
2004 Food and Drug Administration	66.1%	19.6%	9.4%	4.9%
2002 Food and Drug Administration	73.9%	10.8%	9.7%	5.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Food and Drug Administration	77.4%	13.6%	6.9%	2.1%
2004 Food and Drug Administration	76.6%	14.8%	7.4%	1.1%
2002 Food and Drug Administration	N/A	N/A	N/A	N/A

42 My organization has prepared employees for potential security threats.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Food and Drug Administration	63.6%	20.6%	12.7%	3.1%
2004 Food and Drug Administration	68.2%	17.1%	11.7%	3.0%
2002 Food and Drug Administration	N/A	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Food and Drug Administration	35.2%	29.1%	18.6%	17.2%
2004 Food and Drug Administration	38.3%	28.0%	19.7%	14.0%
2002 Food and Drug Administration	37.6%	27.6%	23.1%	11.7%

Leadership

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Food and Drug Administration	43.3%	23.6%	21.4%	11.7%
2004 Food and Drug Administration	46.0%	25.2%	20.3%	8.5%
2002 Food and Drug Administration	42.4%	25.1%	24.2%	8.3%

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.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Food and Drug Administration	57.0%	19.2%	10.0%	13.8%
2004 Food and Drug Administration	58.7%	19.0%	9.9%	12.5%
2002 Food and Drug Administration	N/A	N/A	N/A	N/A

46 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>Don't Know</i>
2006 Food and Drug Administration	42.3%	25.7%	18.6%	13.5%
2004 Food and Drug Administration	40.9%	27.8%	17.2%	14.1%
2002 Food and Drug Administration	45.7%	22.1%	18.9%	13.3%

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 Food and Drug Administration	62.2%	20.6%	16.3%	0.9%
2004 Food and Drug Administration	57.5%	24.1%	17.3%	1.2%
2002 Food and Drug Administration	N/A	N/A	N/A	N/A

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 Food and Drug Administration	69.6%	16.4%	13.3%	0.8%
2004 Food and Drug Administration	65.9%	20.0%	13.8%	0.4%
2002 Food and Drug Administration	58.1%	20.9%	20.5%	0.6%

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 Food and Drug Administration	79.7%	11.7%	6.1%	2.5%
2004 Food and Drug Administration	79.3%	10.7%	6.3%	3.7%
2002 Food and Drug Administration	80.3%	11.0%	7.0%	1.8%

50 My training needs are assessed.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Food and Drug Administration	49.5%	27.0%	22.0%	1.5%
2004 Food and Drug Administration	50.9%	25.6%	21.8%	1.7%
2002 Food and Drug Administration	49.7%	20.7%	27.3%	2.3%

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 Food and Drug Administration	57.0%	21.0%	19.4%	2.6%
2004 Food and Drug Administration	51.3%	25.0%	21.4%	2.2%
2002 Food and Drug Administration	54.5%	18.7%	24.6%	2.3%

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 Food and Drug Administration	75.2%	13.4%	10.8%	0.7%
2004 Food and Drug Administration	76.0%	13.3%	9.9%	0.8%
2002 Food and Drug Administration	72.8%	14.9%	12.1%	0.2%

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 Food and Drug Administration	93.4%	4.5%	1.5%	0.6%
2004 Food and Drug Administration	93.7%	3.4%	2.3%	0.7%
2002 Food and Drug Administration	N/A	N/A	N/A	N/A

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 Food and Drug Administration	54.0%	23.3%	22.8%
2004 Food and Drug Administration	53.9%	23.4%	22.8%
2002 Food and Drug Administration	54.2%	25.5%	20.4%

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 Food and Drug Administration	47.7%	25.3%	27.0%
2004 Food and Drug Administration	50.3%	25.5%	24.2%
2002 Food and Drug Administration	47.5%	22.5%	30.0%

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 Food and Drug Administration	54.7%	22.5%	22.8%
2004 Food and Drug Administration	54.9%	22.7%	22.4%
2002 Food and Drug Administration	50.0%	25.1%	24.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Food and Drug Administration	40.6%	30.6%	28.8%
2004 Food and Drug Administration	41.0%	31.4%	27.6%
2002 Food and Drug Administration	N/A	N/A	N/A

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 Food and Drug Administration	37.4%	32.7%	29.9%
2004 Food and Drug Administration	37.4%	29.3%	33.3%
2002 Food and Drug Administration	37.3%	33.6%	29.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Food and Drug Administration	58.1%	24.9%	17.0%
2004 Food and Drug Administration	59.9%	24.5%	15.6%
2002 Food and Drug Administration	58.7%	25.8%	15.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Food and Drug Administration	68.3%	17.9%	13.8%
2004 Food and Drug Administration	66.3%	19.5%	14.2%
2002 Food and Drug Administration	68.7%	18.2%	13.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Food and Drug Administration	62.0%	19.2%	18.8%
2004 Food and Drug Administration	59.1%	18.3%	22.6%
2002 Food and Drug Administration	62.9%	16.4%	20.7%

Job Satisfaction

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Food and Drug Administration	59.0%	22.7%	18.3%
2004 Food and Drug Administration	62.2%	20.0%	17.9%
2002 Food and Drug Administration	60.8%	19.6%	19.6%

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 Food and Drug Administration	62.6%	19.6%	10.1%	7.7%
2004 Food and Drug Administration	65.9%	24.2%	9.9%	N/A
2002 Food and Drug Administration	70.1%	21.3%	8.6%	N/A

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 Food and Drug Administration	62.1%	17.1%	17.1%	3.7%
2004 Food and Drug Administration	55.9%	20.1%	23.9%	N/A
2002 Food and Drug Administration	57.3%	21.6%	21.1%	N/A

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 Food and Drug Administration	54.6%	24.1%	8.9%	12.4%
2004 Food and Drug Administration	56.7%	32.3%	11.0%	N/A
2002 Food and Drug Administration	55.8%	36.7%	7.5%	N/A

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 Food and Drug Administration	31.0%	28.2%	8.7%	32.2%
2004 Food and Drug Administration	35.4%	54.2%	10.4%	N/A
2002 Food and Drug Administration	23.9%	67.4%	8.7%	N/A

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 Food and Drug Administration	36.8%	25.3%	3.4%	34.5%
2004 Food and Drug Administration	35.1%	58.7%	6.1%	N/A
2002 Food and Drug Administration	N/A	N/A	N/A	N/A

68 How satisfied are you with paid vacation time?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Food and Drug Administration	89.2%	7.5%	3.4%
2004 Food and Drug Administration	89.6%	6.2%	4.2%
2002 Food and Drug Administration	88.3%	7.7%	4.0%

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 Food and Drug Administration	86.7%	7.8%	5.5%
2004 Food and Drug Administration	87.3%	7.8%	4.9%
2002 Food and Drug Administration	N/A	N/A	N/A

Satisfaction with Benefits

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 Food and Drug Administration	7.2%	21.7%	4.0%	67.2%
2004 Food and Drug Administration	16.8%	75.1%	8.1%	N/A
2002 Food and Drug Administration	9.0%	83.3%	7.7%	N/A

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 Food and Drug Administration	26.7%	24.4%	6.1%	42.8%
2004 Food and Drug Administration	41.0%	52.5%	6.5%	N/A
2002 Food and Drug Administration	N/A	N/A	N/A	N/A

72 How satisfied are you with telework/telecommuting?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Food and Drug Administration	41.2%	17.7%	13.4%	27.7%
2004 Food and Drug Administration	44.3%	38.7%	17.0%	N/A
2002 Food and Drug Administration	37.0%	48.3%	14.7%	N/A

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 Food and Drug Administration	66.1%	12.4%	8.2%	13.3%
2004 Food and Drug Administration	72.3%	19.0%	8.7%	N/A
2002 Food and Drug Administration	73.7%	17.4%	8.9%	N/A

Demographics

74. Where do you work?

Headquarters	56%
Field	44%

75. What is your supervisory status?

Non-Supervisor	73%
Team Leader	11%
Supervisor	10%
Manager	5%
Executive	1%

76. Are you:

Male	43%
Female	57%

77. Are you Hispanic or Latino?

Yes	7%
No	93%

78. Are you:

White	70%
Black or African American	15%
Native Hawaiian or Other Pacific Islander	1%
Asian	10%
American Indian or Alaska Native	0%
Two or more races (Not Hispanic or Latino)	3%

79. What is your age group?

25 and under	1%
26 - 29	3%
30 - 39	19%
40 - 49	32%
50 - 59	35%
60 or older	11%

80. What is your pay category/grade?

Federal Wage System	0%
GS 1-6	1%
GS 7-12	38%
GS 13-15	60%
Senior Executive Service	1%
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	1%
1 to 3 years	6%
4 to 5 years	14%
6 to 10 years	15%
11 to 20 years	35%
More than 20 years	30%

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

Less than 1 year	1%
1 to 3 years	9%
4 to 5 years	18%
6 to 10 years	18%
11 to 20 years	35%
More than 20 years	19%

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

No	72%
Yes, to retire	5%
Yes, to take another job in the Federal Government	14%
Yes, to take another job outside the Federal Government	4%
Yes, other	4%

84. I am planning to retire:

Within one year	3%
Between one and three years	9%
Between three and five years	11%
Five or more years	77%