

2006 Federal Human Capital Survey
Department of Health and Human Services - National Institutes of Health Trend Report
Number of Surveys Returned: 4877

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".

Positive Responses		Neutral Responses	Negative Responses		Do Not Know/No Basis to Judge
<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 - National Institutes of Health 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 National Institutes of Health	85.2%	8.4%	6.4%
2004 National Institutes of Health	85.0%	8.5%	6.5%
2002 National Institutes of Health	81.4%	9.2%	9.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 National Institutes of Health	70.0%	15.9%	14.2%
2004 National Institutes of Health	67.7%	16.2%	16.2%
2002 National Institutes of Health	65.6%	17.3%	17.1%

03 I have enough information to do my job well.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 National Institutes of Health	77.1%	13.4%	9.5%
2004 National Institutes of Health	78.4%	11.0%	10.6%
2002 National Institutes of Health	79.9%	9.3%	10.9%

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 National Institutes of Health	68.1%	16.9%	15.1%
2004 National Institutes of Health	65.6%	17.4%	17.0%
2002 National Institutes of Health	66.6%	18.1%	15.3%

Personal Work Experiences

05 My work gives me a feeling of personal accomplishment.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 National Institutes of Health	76.2%	14.0%	9.8%
2004 National Institutes of Health	70.9%	15.7%	13.4%
2002 National Institutes of Health	75.5%	11.1%	13.4%

06 I like the kind of work I do.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 National Institutes of Health	83.9%	11.3%	4.8%
2004 National Institutes of Health	78.9%	15.4%	5.7%
2002 National Institutes of Health	84.3%	9.9%	5.8%

07 I have trust and confidence in my supervisor.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 National Institutes of Health	70.6%	15.4%	14.1%
2004 National Institutes of Health	N/A	N/A	N/A
2002 National Institutes of Health	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 National Institutes of Health	67.2%	18.9%	13.9%
2004 National Institutes of Health	64.3%	15.6%	20.1%
2002 National Institutes of Health	67.5%	15.4%	17.2%

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 National Institutes of Health	73.0%	17.0%	10.0%
2004 National Institutes of Health	66.5%	20.8%	12.7%
2002 National Institutes of Health	67.7%	20.6%	11.7%

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 National Institutes of Health	87.1%	10.8%	2.1%
2004 National Institutes of Health	83.6%	15.3%	1.2%
2002 National Institutes of Health	86.7%	11.0%	2.3%

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 National Institutes of Health	79.6%	12.5%	7.0%	0.9%
2004 National Institutes of Health	78.7%	12.8%	7.6%	0.8%
2002 National Institutes of Health	80.8%	10.0%	8.5%	0.7%

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 National Institutes of Health	81.0%	11.6%	6.4%	1.0%
2004 National Institutes of Health	76.3%	14.7%	8.0%	1.0%
2002 National Institutes of Health	82.8%	9.5%	7.1%	0.6%

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 National Institutes of Health	65.1%	19.0%	14.9%	1.0%
2004 National Institutes of Health	60.0%	21.1%	17.5%	1.4%
2002 National Institutes of Health	57.3%	20.2%	22.0%	0.5%

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 National Institutes of Health	55.8%	23.9%	17.6%	2.8%
2004 National Institutes of Health	56.6%	21.5%	19.3%	2.6%
2002 National Institutes of Health	56.5%	16.9%	24.1%	2.6%

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 National Institutes of Health	53.0%	29.7%	13.8%	3.5%
2004 National Institutes of Health	47.7%	32.4%	17.4%	2.6%
2002 National Institutes of Health	58.1%	21.4%	16.3%	4.3%

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 National Institutes of Health	60.5%	15.6%	23.3%	0.6%
2004 National Institutes of Health	61.7%	15.4%	22.7%	0.2%
2002 National Institutes of Health	68.3%	9.7%	22.0%	0.0%

17 My workload is reasonable.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 National Institutes of Health	63.5%	15.7%	20.3%	0.5%
2004 National Institutes of Health	65.7%	15.3%	18.2%	0.8%
2002 National Institutes of Health	71.9%	10.6%	17.2%	0.3%

18 My talents are used well in the workplace.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 National Institutes of Health	64.8%	15.8%	18.2%	1.2%
2004 National Institutes of Health	61.4%	16.7%	20.5%	1.4%
2002 National Institutes of Health	66.7%	11.8%	21.2%	0.4%

Recruitment, Development, & Retention

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 National Institutes of Health	86.2%	9.0%	4.1%	0.7%
2004 National Institutes of Health	85.2%	9.7%	4.7%	0.4%
2002 National Institutes of Health	89.9%	4.7%	4.0%	1.4%

20 The work I do is important.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 National Institutes of Health	90.8%	6.6%	2.2%	0.5%
2004 National Institutes of Health	90.0%	7.1%	2.8%	0.2%
2002 National Institutes of Health	91.6%	5.6%	2.2%	0.6%

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 National Institutes of Health	72.7%	14.3%	12.4%	0.7%
2004 National Institutes of Health	73.1%	13.1%	13.5%	0.2%
2002 National Institutes of Health	72.2%	12.4%	15.4%	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 National Institutes of Health	45.4%	24.4%	22.8%	7.3%
2004 National Institutes of Health	41.3%	24.2%	27.5%	7.0%
2002 National Institutes of Health	44.2%	21.4%	26.0%	8.4%

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 National Institutes of Health	35.1%	27.1%	27.6%	10.3%
2004 National Institutes of Health	27.5%	23.4%	37.6%	11.5%
2002 National Institutes of Health	29.3%	20.8%	38.7%	11.1%

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 National Institutes of Health	47.6%	26.7%	21.8%	4.0%
2004 National Institutes of Health	44.0%	26.1%	27.1%	2.8%
2002 National Institutes of Health	46.5%	20.7%	30.7%	2.1%

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 National Institutes of Health	53.1%	22.8%	20.1%	3.9%
2004 National Institutes of Health	45.9%	21.0%	24.7%	8.4%
2002 National Institutes of Health	52.5%	23.0%	19.9%	4.6%

26 Creativity and innovation are rewarded.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 National Institutes of Health	50.6%	25.0%	21.2%	3.3%
2004 National Institutes of Health	46.0%	23.4%	26.9%	3.7%
2002 National Institutes of Health	47.0%	25.7%	24.0%	3.3%

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 National Institutes of Health	35.9%	28.4%	27.3%	8.5%
2004 National Institutes of Health	N/A	N/A	N/A	N/A
2002 National Institutes of Health	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 National Institutes of Health	50.1%	21.6%	21.1%	7.2%
2004 National Institutes of Health	48.6%	19.2%	25.4%	6.9%
2002 National Institutes of Health	54.7%	17.6%	23.1%	4.6%

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 National Institutes of Health	36.1%	30.2%	25.8%	7.9%
2004 National Institutes of Health	31.3%	28.0%	31.8%	8.9%
2002 National Institutes of Health	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 National Institutes of Health	69.1%	18.0%	10.3%	2.6%
2004 National Institutes of Health	69.7%	15.9%	11.9%	2.5%
2002 National Institutes of Health	69.6%	16.6%	12.6%	1.3%

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 National Institutes of Health	61.6%	20.3%	15.9%	2.2%
2004 National Institutes of Health	60.9%	19.2%	18.1%	1.8%
2002 National Institutes of Health	65.0%	17.0%	15.9%	2.1%

32 I am held accountable for achieving results.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 National Institutes of Health	84.0%	11.4%	3.9%	0.8%
2004 National Institutes of Health	85.0%	9.4%	4.9%	0.7%
2002 National Institutes of Health	81.7%	12.5%	5.1%	0.6%

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 National Institutes of Health	62.8%	22.3%	8.1%	6.9%
2004 National Institutes of Health	58.3%	21.7%	10.6%	9.4%
2002 National Institutes of Health	65.5%	19.4%	8.8%	6.4%

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 National Institutes of Health	65.1%	20.5%	7.9%	6.5%
2004 National Institutes of Health	62.2%	20.4%	10.2%	7.3%
2002 National Institutes of Health	69.7%	15.2%	10.8%	4.3%

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 National Institutes of Health	70.6%	17.7%	9.0%	2.7%
2004 National Institutes of Health	70.0%	16.2%	10.7%	3.1%
2002 National Institutes of Health	70.9%	15.2%	12.6%	1.3%

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 National Institutes of Health	57.5%	21.5%	20.1%	0.9%
2004 National Institutes of Health	52.2%	23.4%	24.0%	0.4%
2002 National Institutes of Health	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 National Institutes of Health	45.0%	27.2%	26.3%	1.5%
2004 National Institutes of Health	42.3%	26.3%	30.9%	0.5%
2002 National Institutes of Health	44.2%	25.0%	30.8%	0.0%

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 National Institutes of Health	56.9%	23.3%	15.3%	4.6%
2004 National Institutes of Health	50.7%	25.4%	19.6%	4.4%
2002 National Institutes of Health	57.0%	18.2%	21.1%	3.6%

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 National Institutes of Health	60.4%	21.8%	16.3%	1.6%
2004 National Institutes of Health	57.4%	22.6%	19.3%	0.8%
2002 National Institutes of Health	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 National Institutes of Health	56.9%	24.3%	12.5%	6.4%
2004 National Institutes of Health	55.5%	22.5%	14.3%	7.7%
2002 National Institutes of Health	67.0%	13.2%	11.3%	8.5%

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 National Institutes of Health	78.4%	13.4%	6.0%	2.2%
2004 National Institutes of Health	76.1%	13.9%	8.1%	2.0%
2002 National Institutes of Health	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 National Institutes of Health	57.8%	23.4%	13.9%	5.0%
2004 National Institutes of Health	53.2%	24.9%	19.1%	2.8%
2002 National Institutes of Health	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 National Institutes of Health	40.7%	28.3%	15.8%	15.2%
2004 National Institutes of Health	36.6%	28.6%	20.4%	14.4%
2002 National Institutes of Health	42.5%	24.6%	22.2%	10.7%

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 National Institutes of Health	48.9%	23.8%	16.4%	10.8%
2004 National Institutes of Health	47.5%	22.2%	19.6%	10.7%
2002 National Institutes of Health	44.8%	23.5%	23.3%	8.5%

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 National Institutes of Health	63.3%	16.8%	7.6%	12.4%
2004 National Institutes of Health	59.5%	16.3%	8.9%	15.3%
2002 National Institutes of Health	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 National Institutes of Health	44.7%	25.0%	16.6%	13.7%
2004 National Institutes of Health	41.0%	23.0%	21.4%	14.7%
2002 National Institutes of Health	48.0%	20.4%	17.9%	13.7%

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 National Institutes of Health	64.3%	20.2%	13.9%	1.5%
2004 National Institutes of Health	62.4%	21.5%	15.4%	0.8%
2002 National Institutes of Health	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 National Institutes of Health	72.5%	15.1%	11.7%	0.8%
2004 National Institutes of Health	69.6%	17.6%	11.7%	1.1%
2002 National Institutes of Health	62.9%	16.6%	20.2%	0.3%

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 National Institutes of Health	80.6%	11.7%	5.1%	2.7%
2004 National Institutes of Health	77.5%	12.2%	8.3%	2.0%
2002 National Institutes of Health	74.0%	12.3%	10.2%	3.5%

50 My training needs are assessed.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 National Institutes of Health	50.4%	26.9%	20.5%	2.2%
2004 National Institutes of Health	47.7%	25.1%	24.7%	2.6%
2002 National Institutes of Health	43.9%	29.0%	25.1%	2.0%

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 National Institutes of Health	59.3%	21.3%	16.4%	3.0%
2004 National Institutes of Health	57.0%	18.9%	21.8%	2.3%
2002 National Institutes of Health	53.8%	19.2%	25.6%	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 National Institutes of Health	76.8%	12.4%	10.2%	0.6%
2004 National Institutes of Health	74.7%	12.3%	12.6%	0.6%
2002 National Institutes of Health	76.6%	9.6%	13.8%	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 National Institutes of Health	90.8%	5.8%	2.5%	0.9%
2004 National Institutes of Health	90.2%	5.8%	3.0%	1.0%
2002 National Institutes of Health	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 National Institutes of Health	58.0%	20.8%	21.2%
2004 National Institutes of Health	53.2%	19.9%	27.0%
2002 National Institutes of Health	55.9%	20.9%	23.2%

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 National Institutes of Health	48.9%	24.3%	26.8%
2004 National Institutes of Health	44.9%	23.9%	31.2%
2002 National Institutes of Health	48.8%	22.4%	28.8%

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 National Institutes of Health	57.9%	20.4%	21.8%
2004 National Institutes of Health	52.8%	20.3%	26.9%
2002 National Institutes of Health	55.6%	21.1%	23.3%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 National Institutes of Health	46.0%	28.7%	25.4%
2004 National Institutes of Health	42.0%	28.7%	29.3%
2002 National Institutes of Health	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 National Institutes of Health	37.2%	33.1%	29.7%
2004 National Institutes of Health	32.6%	29.5%	37.9%
2002 National Institutes of Health	36.6%	34.6%	28.8%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 National Institutes of Health	61.0%	24.2%	14.8%
2004 National Institutes of Health	62.2%	24.4%	13.3%
2002 National Institutes of Health	62.7%	25.2%	12.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 National Institutes of Health	69.3%	16.6%	14.1%
2004 National Institutes of Health	65.6%	17.7%	16.7%
2002 National Institutes of Health	74.0%	11.0%	15.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 National Institutes of Health	59.9%	19.0%	21.1%
2004 National Institutes of Health	59.1%	17.3%	23.6%
2002 National Institutes of Health	63.7%	12.4%	23.9%

Job Satisfaction

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 National Institutes of Health	61.5%	20.6%	17.9%
2004 National Institutes of Health	59.2%	20.3%	20.6%
2002 National Institutes of Health	62.9%	17.1%	20.1%

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 National Institutes of Health	66.0%	18.3%	8.8%	6.9%
2004 National Institutes of Health	68.2%	21.4%	10.4%	N/A
2002 National Institutes of Health	70.3%	19.0%	10.7%	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 National Institutes of Health	66.8%	15.6%	14.2%	3.4%
2004 National Institutes of Health	64.9%	18.0%	17.1%	N/A
2002 National Institutes of Health	61.5%	18.3%	20.2%	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 National Institutes of Health	57.5%	23.0%	8.2%	11.3%
2004 National Institutes of Health	60.9%	29.7%	9.4%	N/A
2002 National Institutes of Health	55.4%	35.5%	9.1%	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 National Institutes of Health	33.5%	27.2%	8.5%	30.8%
2004 National Institutes of Health	37.1%	54.5%	8.5%	N/A
2002 National Institutes of Health	23.2%	67.5%	9.4%	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 National Institutes of Health	39.0%	24.1%	3.5%	33.4%
2004 National Institutes of Health	32.9%	62.1%	5.0%	N/A
2002 National Institutes of Health	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 National Institutes of Health	83.9%	9.5%	6.6%
2004 National Institutes of Health	82.8%	10.1%	7.1%
2002 National Institutes of Health	84.1%	8.6%	7.2%

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 National Institutes of Health	81.8%	11.6%	6.6%
2004 National Institutes of Health	82.3%	13.3%	4.4%
2002 National Institutes of Health	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 National Institutes of Health	8.3%	20.6%	5.9%	65.2%
2004 National Institutes of Health	11.4%	78.9%	9.7%	N/A
2002 National Institutes of Health	7.0%	80.4%	12.5%	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 National Institutes of Health	30.4%	23.6%	5.3%	40.6%
2004 National Institutes of Health	39.9%	52.6%	7.4%	N/A
2002 National Institutes of Health	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 National Institutes of Health	29.6%	16.7%	15.4%	38.3%
2004 National Institutes of Health	24.3%	50.9%	24.8%	N/A
2002 National Institutes of Health	22.6%	53.2%	24.2%	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 National Institutes of Health	48.8%	14.3%	10.2%	26.7%
2004 National Institutes of Health	51.9%	29.7%	18.3%	N/A
2002 National Institutes of Health	57.2%	26.0%	16.8%	N/A

Demographics

74. Where do you work?

Headquarters	60%
Field	40%

75. What is your supervisory status?

Non-Supervisor	58%
Team Leader	21%
Supervisor	14%
Manager	5%
Executive	1%

76. Are you:

Male	37%
Female	63%

77. Are you Hispanic or Latino?

Yes	4%
No	96%

78. Are you:

White	66%
Black or African American	20%
Native Hawaiian or Other Pacific Islander	0%
Asian	11%
American Indian or Alaska Native	0%
Two or more races (Not Hispanic or Latino)	2%

79. What is your age group?

25 and under	1%
26 - 29	3%
30 - 39	18%
40 - 49	32%
50 - 59	34%
60 or older	12%

80. What is your pay category/grade?

Federal Wage System	2%
GS 1-6	4%
GS 7-12	43%
GS 13-15	44%
Senior Executive Service	1%
Senior Level (SL) or Scientific or Professional (ST)	1%
Other	6%

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

Less than 1 year	2%
1 to 3 years	11%
4 to 5 years	11%
6 to 10 years	17%
11 to 20 years	28%
More than 20 years	31%

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

Less than 1 year	4%
1 to 3 years	15%
4 to 5 years	14%
6 to 10 years	21%
11 to 20 years	27%
More than 20 years	20%

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

No	67%
Yes, to retire	5%
Yes, to take another job in the Federal Government	19%
Yes, to take another job outside the Federal Government	5%
Yes, other	4%

84. I am planning to retire:

Within one year	3%
Between one and three years	8%
Between three and five years	10%
Five or more years	79%