

2006 Federal Human Capital Survey

Department of Health and Human Services - Substance Abuse and Mental Health Services Administration Report

Number of Surveys Returned: 284

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 - Substance Abuse and Mental Health Services Administration Report

Personal Work Experiences

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

	Positive	Neutral	Negative
2006 Substance Abuse and Mental Health Services Administration	76.8%	13.0%	10.2%

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

	Positive	Neutral	Negative
2006 Substance Abuse and Mental Health Services Administration	50.0%	20.5%	29.5%

03 I have enough information to do my job well.

	Positive	Neutral	Negative
2006 Substance Abuse and Mental Health Services Administration	59.4%	20.3%	20.2%

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

	Positive	Neutral	Negative
2006 Substance Abuse and Mental Health Services Administration	46.8%	19.8%	33.4%

05 My work gives me a feeling of personal accomplishment.

	Positive	Neutral	Negative
2006 Substance Abuse and Mental Health Services Administration	62.3%	15.6%	22.2%

06 I like the kind of work I do.

	Positive	Neutral	Negative
2006 Substance Abuse and Mental Health Services Administration	75.0%	14.9%	10.2%

07 I have trust and confidence in my supervisor.

	Positive	Neutral	Negative
2006 Substance Abuse and Mental Health Services Administration	61.7%	11.9%	26.4%

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

	Positive	Neutral	Negative
2006 Substance Abuse and Mental Health Services Administration	36.8%	24.2%	39.1%

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

	Positive	Neutral	Negative
2006 Substance Abuse and Mental Health Services Administration	60.0%	21.9%	18.2%

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

	Positive	Neutral	Negative
2006 Substance Abuse and Mental Health Services Administration	79.7%	14.6%	5.7%

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 Substance Abuse and Mental Health Services Administration	56.8%	19.8%	22.4%	1.0%

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 Substance Abuse and Mental Health Services Administration	71.0%	11.4%	15.6%	2.1%

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 Substance Abuse and Mental Health Services Administration	49.8%	18.6%	29.0%	2.7%

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 Substance Abuse and Mental Health Services Administration	32.3%	27.0%	33.7%	7.1%

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 Substance Abuse and Mental Health Services Administration	38.3%	29.1%	26.4%	6.2%

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 Substance Abuse and Mental Health Services Administration	43.3%	17.3%	36.3%	3.2%

17 My workload is reasonable.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Substance Abuse and Mental Health Services Administration	49.2%	14.3%	34.7%	1.8%

18 My talents are used well in the workplace.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Substance Abuse and Mental Health Services Administration	42.7%	18.0%	34.2%	5.2%

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 Substance Abuse and Mental Health Services Administration	78.4%	12.0%	7.6%	2.0%

20 The work I do is important.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Substance Abuse and Mental Health Services Administration	81.9%	12.2%	4.9%	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 Substance Abuse and Mental Health Services Administration	75.4%	11.0%	13.2%	0.4%

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 Substance Abuse and Mental Health Services Administration	30.8%	21.8%	40.4%	7.1%

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 Substance Abuse and Mental Health Services Administration	24.0%	23.3%	45.0%	7.7%

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 Substance Abuse and Mental Health Services Administration	26.9%	21.0%	49.8%	2.4%

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 Substance Abuse and Mental Health Services Administration	38.6%	20.5%	38.4%	2.5%

26 Creativity and innovation are rewarded.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Substance Abuse and Mental Health Services Administration	30.3%	23.2%	43.4%	3.1%

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 Substance Abuse and Mental Health Services Administration	19.2%	22.7%	51.6%	6.6%

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 Substance Abuse and Mental Health Services Administration	35.0%	19.4%	38.6%	7.0%

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 Substance Abuse and Mental Health Services Administration	28.6%	19.8%	47.1%	4.5%

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 Substance Abuse and Mental Health Services Administration	55.0%	19.5%	23.1%	2.4%

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 Substance Abuse and Mental Health Services Administration	49.9%	21.1%	28.0%	1.0%

32 I am held accountable for achieving results.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Substance Abuse and Mental Health Services Administration	74.8%	16.2%	7.4%	1.7%

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 Substance Abuse and Mental Health Services Administration	53.5%	17.4%	22.4%	6.8%

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 Substance Abuse and Mental Health Services Administration	48.6%	22.5%	22.2%	6.6%

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 Substance Abuse and Mental Health Services Administration	50.4%	19.7%	26.9%	3.1%

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 Substance Abuse and Mental Health Services Administration	32.1%	25.6%	41.7%	0.7%

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 Substance Abuse and Mental Health Services Administration	26.4%	20.8%	52.5%	0.3%

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 Substance Abuse and Mental Health Services Administration	30.7%	26.5%	38.7%	4.1%

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 Substance Abuse and Mental Health Services Administration	52.8%	17.7%	28.4%	1.1%

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 Substance Abuse and Mental Health Services Administration	43.5%	24.6%	27.8%	4.0%

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 Substance Abuse and Mental Health Services Administration	67.6%	17.9%	12.2%	2.3%

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 Substance Abuse and Mental Health Services Administration	42.5%	24.9%	27.8%	4.8%

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 Substance Abuse and Mental Health Services Administration	31.5%	21.4%	36.1%	11.0%

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 Substance Abuse and Mental Health Services Administration	31.2%	20.7%	38.3%	9.8%

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 Substance Abuse and Mental Health Services Administration	41.2%	20.7%	26.3%	11.8%

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 Substance Abuse and Mental Health Services Administration	31.3%	18.8%	37.5%	12.4%

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 Substance Abuse and Mental Health Services Administration	47.6%	21.7%	30.4%	0.3%

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 Substance Abuse and Mental Health Services Administration	54.2%	14.8%	31.0%	0.0%

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 Substance Abuse and Mental Health Services Administration	69.6%	16.9%	9.2%	4.3%

50 *My training needs are assessed.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Don't Know</i>
2006 Substance Abuse and Mental Health Services Administration	31.5%	24.2%	43.7%	0.6%

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 Substance Abuse and Mental Health Services Administration	42.1%	19.4%	36.9%	1.7%

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 Substance Abuse and Mental Health Services Administration	65.2%	13.7%	20.0%	1.1%

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 Substance Abuse and Mental Health Services Administration	86.1%	7.1%	5.5%	1.3%

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 Substance Abuse and Mental Health Services Administration	38.0%	21.5%	40.5%

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 Substance Abuse and Mental Health Services Administration	37.7%	17.3%	45.0%

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 Substance Abuse and Mental Health Services Administration	42.1%	19.1%	38.8%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Substance Abuse and Mental Health Services Administration	29.1%	23.1%	47.8%

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 Substance Abuse and Mental Health Services Administration	25.6%	28.9%	45.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Substance Abuse and Mental Health Services Administration	39.9%	28.5%	31.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Substance Abuse and Mental Health Services Administration	53.5%	18.9%	27.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Substance Abuse and Mental Health Services Administration	59.1%	16.7%	24.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Substance Abuse and Mental Health Services Administration	37.9%	18.6%	43.5%

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 Substance Abuse and Mental Health Services Administration	59.0%	20.9%	11.1%	9.0%

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 Substance Abuse and Mental Health Services Administration	67.6%	13.8%	14.7%	3.9%

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 Substance Abuse and Mental Health Services Administration	61.5%	17.4%	10.5%	10.7%

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 Substance Abuse and Mental Health Services Administration	31.2%	28.8%	9.3%	30.7%

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 Substance Abuse and Mental Health Services Administration	39.6%	23.9%	5.6%	30.9%

68 How satisfied are you with paid vacation time?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2006 Substance Abuse and Mental Health Services Administration	85.8%	8.0%	6.2%

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 Substance Abuse and Mental Health Services Administration	81.3%	10.6%	8.2%

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 Substance Abuse and Mental Health Services Administration	5.2%	17.7%	5.2%	71.9%

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 Substance Abuse and Mental Health Services Administration	37.7%	23.7%	5.7%	32.9%

72 How satisfied are you with telework/telecommuting?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2006 Substance Abuse and Mental Health Services Administration	35.7%	16.8%	27.0%	20.5%

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 Substance Abuse and Mental Health Services Administration	61.5%	13.4%	12.6%	12.6%

Demographics

74. Where do you work?

Headquarters	79%
Field	21%

75. What is your supervisory status?

Non-Supervisor	74%
Team Leader	11%
Supervisor	6%
Manager	6%
Executive	3%

76. Are you:

Male	31%
Female	69%

77. Are you Hispanic or Latino?

Yes	5%
No	95%

78. Are you:

White	64%
Black or African American	28%
Native Hawaiian or Other Pacific Islander	0%
Asian	5%
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	11%
40 - 49	24%
50 - 59	43%
60 or older	19%

80. What is your pay category/grade?

Federal Wage System	0%
GS 1-6	2%
GS 7-12	22%
GS 13-15	73%
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	2%
1 to 3 years	7%
4 to 5 years	6%
6 to 10 years	14%
11 to 20 years	32%
More than 20 years	38%

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

Less than 1 year	2%
1 to 3 years	17%
4 to 5 years	7%
6 to 10 years	23%
11 to 20 years	38%
More than 20 years	13%

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

No	55%
Yes, to retire	6%
Yes, to take another job in the Federal Government	30%
Yes, to take another job outside the Federal Government	4%
Yes, other	6%

84. I am planning to retire:

Within one year	6%
Between one and three years	13%
Between three and five years	14%
Five or more years	67%