

NATIONAL LABOR RELATIONS BOARD
2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS
(Survey Administration Period 8/1/08 to 9/26/08)

		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
*1. The people I work with cooperate to get the job done.	N	234	433	72	48	16	NA		803
	%	29.0	53.9	9.0	6.2	2.0	NA	82.9	100
*2. I am given a real opportunity to improve my skills in my organization.	N	125	355	163	112	48	NA		803
	%	15.3	44.4	20.4	14.0	5.9	NA	59.7	100
3. I have enough information to do my job well.	N	168	452	104	58	21	NA		803
	%	20.8	56.3	13.1	7.1	2.7	NA	77.1	100
4. I feel encouraged to come up with new and better ways of doing things.	N	119	242	169	178	95	NA		803
	%	14.5	29.8	21.2	22.5	12.1	NA	44.3	100
*5. My work gives me a feeling of personal accomplishment.	N	212	358	125	71	37	NA		803
	%	26.1	44.7	15.7	8.9	4.6	NA	70.8	100
*6. I like the kind of work I do.	N	280	382	103	30	8	NA		803
	%	34.5	47.7	13.1	3.8	1.0	NA	82.2	100
*7. I have trust and confidence in my supervisor.	N	233	299	128	73	70	NA		803
	%	28.7	37.5	16.0	9.0	8.8	NA	66.2	100
8. I recommend my organization as a good place to work.	N	157	320	157	94	75	NA		803
	%	19.2	40.0	19.7	11.6	9.4	NA	59.2	100
							Do Not Know/ No Basis to Judge	Percent Positive	Total
*9. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N	272	311	130	53	37	NA		803
	%	33.8	38.9	16.0	6.7	4.6	NA	72.7	100
10. How would you rate the overall quality of work done by your work group?	N	305	382	94	18	4	NA		803
	%	37.3	48.0	12.0	2.2	0.5	NA	85.3	100
							Do Not Know/ No Basis to Judge	Percent Positive	Total
*11. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N	178	469	100	38	12	6		803
	%	22.0	58.3	12.6	4.8	1.5	0.8	80.3	100
*12. My supervisor supports my need to balance work and other life issues.	N	322	323	82	39	31	6		803
	%	40.0	40.5	10.0	4.8	3.9	0.8	80.5	100
13. Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.	N	127	307	183	119	56	11		803
	%	15.5	37.9	23.2	15.0	6.9	1.4	53.5	100
*14. My work unit is able to recruit people with the right skills.	N	82	252	242	103	67	57		803
	%	10.0	31.4	30.3	12.8	8.4	7.2	41.4	100

* AES prescribed items.

Percentages are weighted to be representative of the Agency's population.

Sample or Population: Population
Number in Population: 1,499

Surveys Completed: 803
Response Rate: 53.6%

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15. The skill level in my work unit has improved in the past year.	N	88	244	268	114	48	41		803
	%	10.7	30.4	33.6	14.2	5.7	5.2	41.1	100
16. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	74	327	149	154	94	5		803
	%	9.4	40.8	18.7	19.0	11.5	0.6	50.2	100
*17. My workload is reasonable.	N	101	443	121	96	37	5		803
	%	12.5	55.2	15.4	11.8	4.4	0.7	67.7	100
*18. My talents are used well in the workplace.	N	129	378	122	103	62	9		803
	%	16.1	46.8	15.5	12.8	7.7	1.1	62.9	100
*19. I know how my work relates to the agency's goals and priorities.	N	274	431	60	22	13	3		803
	%	33.4	54.0	7.6	2.9	1.7	0.4	87.5	100
*20. The work I do is important.	N	343	348	76	18	14	4		803
	%	42.2	43.7	9.5	2.2	1.8	0.6	85.9	100
*21. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	209	386	96	69	34	9		803
	%	25.7	48.3	12.0	8.6	4.2	1.2	74.0	100
*22. Promotions in my work unit are based on merit.	N	74	215	184	154	131	45		803
	%	8.7	26.6	23.3	19.1	16.5	5.8	35.3	100
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N	32	154	196	200	150	71		803
	%	3.9	18.7	24.7	24.8	18.7	9.2	22.6	100
*24. Employees have a feeling of personal empowerment with respect to work processes.	N	38	235	206	178	123	23		803
	%	4.6	28.9	25.9	22.3	15.4	2.8	33.5	100
25. Employees are rewarded for providing high quality products and services to customers.	N	44	224	164	193	160	18		803
	%	5.4	27.3	20.6	24.5	20.0	2.3	32.6	100
*26. Creativity and innovation are rewarded.	N	37	180	200	210	156	20		803
	%	4.6	22.0	24.9	26.4	19.6	2.6	26.6	100
*27. Pay raises depend on how well employees perform their jobs.	N	29	106	208	235	181	44		803
	%	3.6	13.1	26.0	29.0	22.6	5.7	16.7	100
28. Awards in my work unit depend on how well employees perform their jobs.	N	46	195	166	184	161	51		803
	%	5.5	24.0	20.9	22.7	20.3	6.5	29.6	100
*29. In my work unit, differences in performance are recognized in a meaningful way.	N	26	132	221	205	168	51		803
	%	3.2	16.2	27.7	25.4	20.9	6.6	19.4	100
*30. My performance appraisal is a fair reflection of my performance.	N	117	377	129	94	70	16		803
	%	14.5	46.8	16.2	11.5	8.8	2.2	61.3	100
*31. Discussions with my supervisor/team leader about my performance are worthwhile.	N	109	303	191	96	81	23		803
	%	13.4	37.9	23.8	11.8	10.1	2.9	51.3	100

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*32. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N	130	286	154	116	84	33		803
	%	16.1	35.6	19.3	14.4	10.3	4.3	51.7	100
33. I am held accountable for achieving results.	N	199	456	103	22	10	13		803
	%	24.2	56.9	13.2	2.8	1.3	1.7	81.1	100
34. Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.	N	141	282	201	63	51	65		803
	%	17.0	35.3	25.1	7.9	6.3	8.3	52.3	100
35. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N	133	270	177	80	66	77		803
	%	16.1	33.7	22.1	10.1	8.1	9.9	49.9	100
*36. Managers/supervisors/team leaders work well with employees of different backgrounds.	N	147	324	162	72	61	37		803
	%	18.1	40.4	20.2	9.0	7.5	4.7	58.5	100
*37. I have a high level of respect for my organization's senior leaders.	N	100	279	167	134	120	3		803
	%	12.3	34.9	21.0	16.5	15.1	0.4	47.1	100
*38. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N	54	172	221	199	151	6		803
	%	6.7	21.3	27.7	24.7	18.9	0.8	28.0	100
39. My organization's leaders maintain high standards of honesty and integrity.	N	110	271	204	100	99	19		803
	%	13.3	33.8	25.6	12.5	12.5	2.3	47.2	100
*40. Managers communicate the goals and priorities of the organization.	N	102	393	147	91	64	6		803
	%	12.2	49.2	18.5	11.4	7.9	0.8	61.4	100
*41. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N	114	371	168	60	39	51		803
	%	13.6	46.3	21.2	7.5	4.9	6.5	59.9	100
*42. Employees are protected from health and safety hazards on the job.	N	169	425	104	46	37	22		803
	%	20.7	53.0	13.1	5.7	4.6	2.9	73.7	100
*43. My organization has prepared employees for potential security threats.	N	133	394	153	65	40	18		803
	%	16.5	48.9	19.1	8.1	5.0	2.4	65.4	100
44. Complaints, disputes or grievances are resolved fairly in my work unit.	N	75	244	207	110	92	75		803
	%	8.7	30.2	26.3	13.6	11.6	9.6	38.8	100
45. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	122	237	179	104	108	53		803
	%	14.6	29.8	22.6	12.9	13.4	6.7	44.4	100
46. 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 tolerate	N	181	275	162	41	54	90		803
	%	21.9	34.3	20.6	5.0	6.7	11.4	56.2	100
47. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N	110	246	203	79	77	88		803
	%	13.2	30.6	25.5	9.7	9.6	11.4	43.8	100

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48. Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.	N	100	379	147	106	60	11		803
	%	12.1	47.4	18.6	13.0	7.5	1.4	59.6	100
*49. Supervisors/team leaders in my work unit support employee development.	N	128	372	162	70	60	11		803
	%	15.4	46.7	20.3	8.8	7.4	1.4	62.1	100
50. Employees have electronic access to learning and training programs readily available at their desk.	N	169	394	107	72	28	33		803
	%	20.7	49.0	13.6	8.9	3.5	4.3	69.7	100
*51. My training needs are assessed.	N	61	251	221	169	75	26		803
	%	7.4	31.3	27.7	20.9	9.3	3.4	38.7	100
52. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N	73	264	214	139	74	39		803
	%	8.8	32.6	27.1	17.3	9.2	5.0	41.4	100
53. Employees in my work unit share job knowledge with each other.	N	215	408	95	49	30	6		803
	%	26.3	51.0	12.1	6.1	3.7	0.8	77.3	100
54. Employees use information technology (for example, intranet, shared networks) to perform work.	N	278	451	47	12	7	8		803
	%	34.0	56.6	6.0	1.5	0.9	1.0	90.6	100
		Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Strongly Dissatisfied	Do Not Know/ No Basis to Judge	Percent Positive	Total
*55. How satisfied are you with your involvement in decisions that affect your work?	N	103	289	202	149	60	NA		803
	%	12.5	35.7	25.8	18.6	7.4	NA	48.3	100
*56. How satisfied are you with the information you receive from management on what's going on in your organization?	N	80	288	207	156	72	NA		803
	%	9.6	36.0	26.0	19.5	8.9	NA	45.5	100
*57. How satisfied are you with the recognition you receive for doing a good job?	N	93	264	148	207	91	NA		803
	%	11.5	32.7	18.8	25.6	11.3	NA	44.2	100
*58. How satisfied are you with the policies and practices of your senior leaders?	N	70	221	209	196	107	NA		803
	%	8.6	27.5	26.4	24.0	13.5	NA	36.1	100
*59. How satisfied are you with your opportunity to get a better job in your organization?	N	71	191	230	178	133	NA		803
	%	8.5	23.8	28.8	22.3	16.6	NA	32.3	100
*60. How satisfied are you with the training you receive for your present job?	N	75	310	231	124	63	NA		803
	%	9.2	38.6	28.9	15.5	7.8	NA	47.8	100
*61. Considering everything, how satisfied are you with your job?	N	151	363	153	81	55	NA		803
	%	18.6	45.1	19.4	10.1	6.8	NA	63.7	100
*62. Considering everything, how satisfied are you with your pay?	N	107	352	142	119	83	NA		803
	%	13.3	43.8	18.1	14.6	10.1	NA	57.1	100
63. Considering everything, how satisfied are you with your organization?	N	107	302	189	135	70	NA		803
	%	13.2	37.7	23.6	16.7	8.8	NA	50.9	100

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		Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Strongly Dissatisfied	Do Not Know/ No Basis to Judge	Percent Positive	Total
64. How satisfied are you with retirement benefits?	N	136	369	137	67	26	68		803
	%	16.4	46.1	17.3	8.4	3.4	8.5	62.5	100
65. How satisfied are you with health insurance benefits?	N	143	397	123	88	28	24		803
	%	17.4	49.5	15.3	11.2	3.5	3.1	66.9	100
66. How satisfied are you with life insurance benefits?	N	87	339	178	62	21	116		803
	%	10.7	42.3	22.3	7.8	2.5	14.4	53.0	100
67. How satisfied are you with long term care insurance benefits?	N	46	177	212	61	28	279		803
	%	5.7	22.1	26.1	7.7	3.4	35.1	27.8	100
68. How satisfied are you with the flexible spending account (FSA) program?	N	132	257	161	20	3	230		803
	%	16.2	31.8	20.1	2.5	0.4	29.0	48.0	100
69. How satisfied are you with paid vacation time?	N	296	411	63	23	10	NA		803
	%	36.5	51.4	8.0	2.9	1.2	NA	87.8	100
70. How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?	N	297	375	71	33	27	NA		803
	%	36.5	47.2	8.8	4.1	3.4	NA	83.7	100
71. How satisfied are you with child care subsidies?	N	20	30	174	29	19	531		803
	%	2.4	3.7	21.5	3.8	2.4	66.3	6.1	100
72. How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?	N	37	131	197	53	31	354		803
	%	4.5	16.1	24.5	6.4	3.9	44.5	20.6	100
73. How satisfied are you with telework/telecommuting?	N	65	144	156	105	120	213		803
	%	8.0	17.6	19.5	13.1	15.1	26.8	25.6	100
74. How satisfied are you with alternative work schedules?	N	152	269	125	79	87	91		803
	%	19.0	33.5	15.5	9.7	10.9	11.4	52.5	100

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75. Where do you work?	N	%
Headquarters	221	27.5
Field	582	72.5
Total	803	100

*76. What is your supervisory status?	N	%
Non-Supervisor	524	65.3
Team Leader	48	6.0
Supervisor	120	14.9
Manager	58	7.2
Executive	53	6.6
Total	803	100

*77. Are you:	N	%
Male	290	36.1
Female	513	63.9
Total	803	100

*78. Are you Hispanic or Latino?	N	%
Yes	79	9.8
No	724	90.2
Total	803	100

*79. Please select the racial category or categories with which you most closely identify (mark as many as apply.)	N	%
American Indian or Alaska Native	8	1.0
Asian	26	3.4
Black or African American	178	23.0
Native Hawaiian or Other Pacific Islander	3	0.4
White	536	69.3
Two or more races	22	2.8
Total	773	100

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Percentages for demographic items are not weighted.

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80. What is your age group?	N	%
25 and under	6	0.7
26-29	27	3.4
30-39	131	16.3
40-49	195	24.3
50-59	317	39.5
60 or older	127	15.8
Total	803	100

81. What is your pay category/grade?	N	%
Federal Wage System	3	0.4
GS 1-6	56	7.0
GS 7-12	232	28.9
GS 13-15	451	56.2
SES	46	5.7
Senior Leader (SL) or Scientific or Professional (ST)	2	0.2
Other	13	1.6
Total	803	100

82. How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	3	0.4
1 to 3 years	42	5.2
4 to 5 years	43	5.4
6 to 10 years	121	15.1
11 to 14 years	56	7.0
15 to 20 years	103	12.8
More than 20 years	435	54.2
Total	803	100

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83. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	4	0.5
1 to 3 years	57	7.1
4 to 5 years	51	6.4
6 to 10 years	157	19.6
11 to 20 years	176	21.9
More than 20 years	358	44.6
Total	803	100

84. Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	568	70.7
Yes, to retire	70	8.7
Yes, to take another job within the Federal Government	99	12.3
Yes, to take another job outside the Federal Government	35	4.4
Yes, other	31	3.9
Total	803	100

85. I am planning to retire:

	N	%
Within one year	47	5.9
Between one and three years	104	13.0
Between three and five years	121	15.1
Five or more years	531	66.1
Total	803	100

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