

# 2008 Federal Human Capital Survey Results Federal Election Commission

## 1) Interpretation of Results:

An analysis of the data from the 2007 AES and comparison to identical questions from the 2008 Federal Human Capital Survey Data shows that the Federal Election Commission has improved in the areas of Learning and Knowledge Management, Talent Management, and Job Satisfaction but still has room for improvement in the areas of Leadership and Performance Culture.

The largest increases in positive responses from 2007 to 2008 were:

Greatest Increase in Positive Response (Top 5)	% change (magnitude of change)	% positive response
34. How satisfied are you with your involvement in decisions that affect your work?	36.73%	51%
35. How satisfied are you with your opportunity to get a better job in your organization?	24.51%	31.50%
14. My training needs are assessed.	21.93%	55.60%
39. Considering everything, how satisfied are you with your job?	17.08%	66.50%
38. How satisfied are you with the training you receive for your present job?	15.66%	55.40%

The items that saw the largest decrease in positive responses from 2007 to 2008 were :

Greatest Increase in Negative Response (Top 5)	% change (magnitude of change)	% negative response
09. I know how my work relates to the agency's goals and priorities.	167.72%	15.26%
25. I have a high level of respect for my organization's senior leaders.	28.42%	37.37%
10. The work I do is important.	25.87%	5.79%
28. Employees are protected from health and safety hazards on the job.	21.68%	21.05%
33. How satisfied are you with the information you receive from management on what's going on in your organization?	21.47%	36.32%

The Federal Election Commission shows positive growth over the 2008 government averages in the indices of Learning & Knowledge Management, Performance Culture, and Talent Management, yet FEC lags 5 percentage points behind the government in Job Satisfaction and Leadership. FEC reports higher satisfaction with our work-life balance than other Federal employees and is 10% higher on the question, “My supervisor supports my need to balance work and

other life issues” than the rest of the Federal government. The Federal Election Commission falls furthest below the Government average in the area of leadership satisfaction with 37% of employees reporting that they feel the organization's leaders maintain high standards of honesty and integrity compared to 50% of all Federal employees.

- 2) **How the survey was conducted:** The survey was conducted online from August 13<sup>th</sup> to September 19<sup>th</sup>, 2008 as part of the Federal Human Capital Survey.
- 3) **Description of sample:** All full-time permanent employees at FEC as of December 31, 2007 were surveyed.
- 4) **Survey items and response choices:** See the tables on following pages.
- 5) **Number of employees surveyed, number responded, and representativeness of respondents:** Of the 298 employees surveyed 190 responded (63.8%). Representativeness is not required to be reported for FEC.

**2008 Annual Employee Survey Results  
Federal Election Commission  
All Respondents**

*Surveys Sent: 298*

*Surveys Returned: 190*

*Response Rate: 63.8%*

			<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Do Not Know/ No Basis to Judge</b>	<b>Percent Positive</b>	<b>Total</b>
*1.	The people I work with cooperate to get the job done.	N	72	86	21	9	2	NA		190
		%	38.3	44.8	11.2	4.6	1.1	NA	83.1	100
*2.	I am given a real opportunity to improve my skills in my organization.	N	40	81	31	30	8	NA		190
		%	20.5	42.7	16.5	16.0	4.4	NA	63.1	100
*3.	My work gives me a feeling of personal accomplishment.	N	45	88	30	19	8	NA		190
		%	23.3	47.0	15.8	9.8	4.2	NA	70.2	100
*4.	I like the kind of work I do.	N	52	94	32	8	4	NA		190
		%	26.6	50.0	16.9	4.2	2.3	NA	76.6	100
*5.	I have trust and confidence in my supervisor.	N	64	64	36	12	14	NA		190
		%	34.1	33.7	18.6	6.1	7.5	NA	67.9	100
			<b>Very Good</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>	<b>Very Poor</b>	<b>Do Not Know/ No Basis to Judge</b>	<b>Percent Positive</b>	<b>Total</b>
*6.	Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N	64	64	44	8	10	NA		190
		%	34.0	33.6	22.9	4.2	5.3	NA	67.6	100
			<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Do Not Know/ No Basis to Judge</b>	<b>Percent Positive</b>	<b>Total</b>
*7.	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N	26	116	34	11	3	0		190
		%	13.4	61.2	18.0	5.8	1.6	0.0	74.6	100
*8.	My supervisor supports my need to balance work and other life issues.	N	83	78	23	3	3	0		190
		%	44.3	40.6	12.1	1.5	1.5	0.0	84.9	100
*9.	My work unit is able to recruit people with the right skills.	N	28	75	52	20	9	6		190
		%	14.4	39.4	27.4	10.7	5.1	3.1	53.8	100

\* AES prescribed items.

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

			Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
*10.	My workload is reasonable.	N	26	108	27	21	8	0		190
		%	13.6	57.6	14.1	10.7	4.0	0.0	71.3	100
*11.	My talents are used well in the workplace.	N	27	85	30	30	15	3		190
		%	13.6	45.3	16.0	15.4	8.2	1.6	58.9	100
*12.	I know how my work relates to the agency's goals and priorities.	N	58	103	20	6	1	2		190
		%	30.1	54.6	10.7	3.1	0.5	1.0	84.7	100
*13.	The work I do is important.	N	75	86	18	6	5	0		190
		%	38.9	46.0	9.5	3.0	2.7	0.0	84.9	100
*14.	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	28	89	25	29	16	3		190
		%	15.0	46.7	13.2	15.0	8.5	1.6	61.8	100
*15.	Promotions in my work unit are based on merit.	N	18	59	40	35	29	9		190
		%	8.7	31.0	21.7	18.1	15.8	4.7	39.7	100
*16.	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N	10	46	49	32	38	15		190
		%	5.0	23.1	26.7	16.9	20.4	7.9	28.1	100
*17.	Employees have a feeling of personal empowerment with respect to work processes.	N	12	58	52	43	22	3		190
		%	5.9	30.7	27.4	22.7	11.7	1.6	36.6	100
*18.	Creativity and innovation are rewarded.	N	18	69	40	39	22	2		190
		%	8.9	36.7	21.2	20.7	11.5	0.9	45.6	100
*19.	Pay raises depend on how well employees perform their jobs.	N	13	45	46	47	32	7		190
		%	6.5	24.0	24.3	24.5	16.9	3.8	30.5	100
*20.	In my work unit, differences in performance are recognized in a meaningful way.	N	13	57	45	39	27	9		190
		%	6.6	29.5	24.3	20.5	14.3	4.8	36.1	100
*21.	My performance appraisal is a fair reflection of my performance.	N	46	85	28	14	12	5		190
		%	24.3	44.7	14.7	7.7	6.3	2.4	68.9	100
*22.	Discussions with my supervisor/team leader about my performance are worthwhile.	N	46	68	39	15	17	5		190
		%	24.7	36.1	20.2	7.7	8.9	2.5	60.8	100
*23.	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	52	75	26	19	11	7		190
		%	27.8	39.4	13.5	9.7	6.1	3.5	67.2	100
*24.	Managers/supervisors/team leaders work well with employees of different backgrounds.	N	47	79	31	14	11	8		190
		%	24.2	41.9	16.2	7.3	6.2	4.2	66.0	100
*25.	I have a high level of respect for my organization's senior leaders.	N	23	52	43	46	25	1		190
		%	12.5	27.4	22.4	23.9	13.3	0.5	39.9	100
*26.	In my organization, leaders generate high levels of motivation and commitment in the workforce.	N	12	47	47	51	30	3		190
		%	6.2	25.0	24.6	27.1	15.6	1.5	31.2	100

		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Do Not Know/ No Basis to Judge</b>	<b>Percent Positive</b>	<b>Total</b>
*27.	Managers communicate the goals and priorities of the organization.	N	26	73	41	27	21	2	190
		%	13.6	38.3	21.6	14.2	11.2	1.1	51.9
*28.	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N	22	75	44	20	15	14	190
		%	11.2	39.9	23.4	10.1	8.0	7.3	51.1
*29.	Employees are protected from health and safety hazards on the job.	N	26	95	27	26	14	2	190
		%	13.8	50.3	13.8	13.6	7.4	1.1	64.1
*30.	My organization has prepared employees for potential security threats.	N	29	96	27	21	12	5	190
		%	15.2	51.3	13.7	10.8	6.6	2.4	66.5
*31.	Supervisors/team leaders in my work unit support employee development.	N	49	82	29	18	12	0	190
		%	25.6	42.7	15.7	9.5	6.6	0.0	68.2
*32.	My training needs are assessed.	N	27	79	38	34	10	2	190
		%	13.7	41.9	20.0	17.9	5.4	1.0	55.6
			<b>Very Satisfied</b>	<b>Neither Satisfied nor Dissatisfied</b>	<b>Dissatisfied</b>	<b>Strongly Dissatisfied</b>	<b>Do Not Know/ No Basis to Judge</b>	<b>Percent Positive</b>	<b>Total</b>
*33.	How satisfied are you with your involvement in decisions that affect your work?	N	19	78	39	42	12	NA	190
		%	9.4	41.7	21.0	21.7	6.3	NA	51.0
*34.	How satisfied are you with the information you receive from management on what's going on in your organization?	N	19	60	42	51	18	NA	190
		%	9.8	31.2	22.4	27.1	9.5	NA	41.0
*35.	How satisfied are you with the recognition you receive for doing a good job?	N	22	76	38	41	13	NA	190
		%	11.5	40.0	19.9	21.5	7.0	NA	51.6
*36.	How satisfied are you with the policies and practices of your senior leaders?	N	16	46	58	49	21	NA	190
		%	8.3	24.2	30.6	25.8	11.1	NA	32.5
*37.	How satisfied are you with your opportunity to get a better job in your organization?	N	14	46	47	54	29	NA	190
		%	7.1	24.4	24.8	28.5	15.3	NA	31.5
*38.	How satisfied are you with the training you receive for your present job?	N	22	83	42	28	15	NA	190
		%	11.5	44.0	21.6	14.9	8.1	NA	55.4
*39.	Considering everything, how satisfied are you with your job?	N	23	103	37	16	11	NA	190
		%	12.0	54.5	19.1	8.5	5.8	NA	66.5
*40.	Considering everything, how satisfied are you with your pay?	N	19	84	40	32	15	NA	190
		%	9.9	44.2	21.2	16.5	8.2	NA	54.1