

**2008 Federal Human Capital Survey Results**  
**U.S. Occupational Safety and Health Review Commission**

1. Interpretation of Results: The U.S. Occupational Safety and Health Review Commission (OSHRC) scored especially high (i.e., greater than 74% favorable – Strongly Agree/Agree) on all of the items for questions measuring personal work experiences. Remarkably, 100% of the respondent's like the kind of work they perform. OSHRC also scored well (i.e., greater than 77% favorable – Strongly Agree/Agree) on the items regarding recruitment, development, and retention. In fact, 88% of the respondent's thought the workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. An overwhelming 90% of the respondent's know how their work relates to the agency's goals and priorities and believe the work they do is important. An incredible 94% of the respondent's thought the physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their job well.

The category with the overall lowest positive scores was performance culture (i.e., promotions, awards, etc). OSHRC will review these areas and determine ways to improve them for the upcoming year. If necessary, OSHRC will create and/or modify agency directives.

2. How the survey was conducted: The 2008 Federal Human Capital Survey was conducted by the Office of Personnel Management (OPM). OPM distributed survey invitations to OSHRC employees by individual electronic mail messages. The survey administration period began on August 1, 2008 and ended on September 26, 2008. The Office of Administration informed employees about the survey invitation and encouraged them to participate. Survey results were collected by OPM and forwarded to OSHRC for evaluation.
3. Description of sample: All full-time agency employees who were employed as of December 31, 2007 were surveyed.

4. Survey items and response choices: See the attached documents for survey items and choices.
5. Number of employees surveyed, number responded, and representatives of respondents. The survey was distributed to 46 employees and 30 responded. The response rate is 65%. These respondents are representatives of the agency population and include non-supervisors, supervisors, managers, and executives. OSHRC employees did not respond to the demographic items. Responses to demographic items are mandatory for agencies with more than 800 employees.

**2008 Federal Human Capital Survey**  
**Occupational Safety and Health Review Commission Trend Report**  
**Number of Surveys Returned: 30**

*This is a summary of your department's or agency's responses to the 2008 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"*

<b>Positive Responses</b>		<b>Neutral Responses</b>	<b>Negative Responses</b>		<b>Do Not Know/No Basis to Judge</b>
<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>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>No Basis to Judge</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>	

**Occupational Safety and Health Review Commission Trend Report**

**Personal Work Experiences**

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2008 Governmentwide	83.9%	8.4%	7.7%
2008 Occupational Safety and Health Review Commission	80.7%	2.8%	16.5%
2004 Occupational Safety and Health Review Commission	77.6%	15.4%	7.0%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2008 Governmentwide	64.0%	17.9%	18.1%
2008 Occupational Safety and Health Review Commission	77.2%	2.7%	20.1%
2004 Occupational Safety and Health Review Commission	32.5%	47.9%	19.6%

*03 I have enough information to do my job well.*

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2008 Governmentwide	73.4%	15.2%	11.4%
2008 Occupational Safety and Health Review Commission	75.1%	18.5%	6.4%
2004 Occupational Safety and Health Review Commission	77.0%	19.3%	3.7%

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

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2008 Governmentwide	60.7%	19.4%	19.9%
2008 Occupational Safety and Health Review Commission	61.1%	25.6%	13.2%
2004 Occupational Safety and Health Review Commission	54.4%	19.0%	26.6%

*05 My work gives me a feeling of personal accomplishment.*

	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2008 Governmentwide	73.4%	14.9%	11.7%
2008 Occupational Safety and Health Review Commission	75.1%	5.5%	19.5%
2004 Occupational Safety and Health Review Commission	81.9%	11.1%	7.0%

## Occupational Safety and Health Review Commission Trend Report

### Personal Work Experiences

06 *I like the kind of work I do.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	83.8%	11.0%	5.2%
2008 Occupational Safety and Health Review Commission	100.0%	0.0%	0.0%
2004 Occupational Safety and Health Review Commission	82.2%	17.9%	0.0%

07 *I have trust and confidence in my supervisor.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	64.2%	17.8%	18.0%
2008 Occupational Safety and Health Review Commission	70.5%	19.5%	10.0%
2004 Occupational Safety and Health Review Commission	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>
2008 Governmentwide	65.5%	19.6%	14.9%
2008 Occupational Safety and Health Review Commission	55.5%	25.3%	19.1%
2004 Occupational Safety and Health Review Commission	34.3%	23.5%	42.3%

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>
2008 Governmentwide	66.2%	20.9%	12.9%
2008 Occupational Safety and Health Review Commission	64.6%	25.4%	10.0%
2004 Occupational Safety and Health Review Commission	76.4%	23.6%	0.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	83.4%	13.5%	3.0%
2008 Occupational Safety and Health Review Commission	80.3%	16.9%	2.9%
2004 Occupational Safety and Health Review Commission	91.4%	4.9%	3.7%

**Occupational Safety and Health Review Commission Trend Report**

**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>Do Not Know</i>
2008 Governmentwide	73.8%	15.1%	10.4%	0.7%
2008 Occupational Safety and Health Review Commission	88.1%	5.8%	6.1%	0.0%
2004 Occupational Safety and Health Review Commission	84.5%	15.5%	0.0%	0.0%

12 *My supervisor supports my need to balance work and other life issues.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	75.3%	13.4%	10.6%	0.6%
2008 Occupational Safety and Health Review Commission	80.0%	12.8%	7.2%	0.0%
2004 Occupational Safety and Health Review Commission	83.7%	11.4%	0.0%	4.9%

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>Do Not Know</i>
2008 Governmentwide	60.6%	21.0%	17.4%	1.0%
2008 Occupational Safety and Health Review Commission	64.8%	11.7%	23.5%	0.0%
2004 Occupational Safety and Health Review Commission	57.7%	15.3%	27.0%	0.0%

14 *My work unit is able to recruit people with the right skills.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	44.9%	27.8%	24.5%	2.8%
2008 Occupational Safety and Health Review Commission	59.0%	27.9%	10.0%	3.1%
2004 Occupational Safety and Health Review Commission	45.4%	22.8%	19.9%	11.9%

15 *The skill level in my work unit has improved in the past year.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	52.7%	27.2%	17.4%	2.6%
2008 Occupational Safety and Health Review Commission	59.9%	19.7%	17.3%	3.1%
2004 Occupational Safety and Health Review Commission	42.9%	45.8%	11.4%	0.0%

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>Do Not Know</i>
2008 Governmentwide	51.2%	18.1%	29.9%	0.8%
2008 Occupational Safety and Health Review Commission	78.2%	18.8%	3.0%	0.0%
2004 Occupational Safety and Health Review Commission	61.1%	19.1%	15.2%	4.5%

17 *My workload is reasonable.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	60.0%	16.2%	23.3%	0.5%
2008 Occupational Safety and Health Review Commission	79.5%	8.2%	12.3%	0.0%
2004 Occupational Safety and Health Review Commission	73.5%	6.6%	19.9%	0.0%

18 *My talents are used well in the workplace.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	62.3%	17.0%	19.8%	0.9%
2008 Occupational Safety and Health Review Commission	68.6%	12.1%	19.3%	0.0%
2004 Occupational Safety and Health Review Commission	57.4%	20.1%	22.4%	0.0%

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**Occupational Safety and Health Review Commission Trend Report**

**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>Do Not Know</i>
2008 Governmentwide	83.9%	10.3%	5.1%	0.6%
2008 Occupational Safety and Health Review Commission	90.0%	0.0%	10.0%	0.0%
2004 Occupational Safety and Health Review Commission	81.1%	7.8%	11.1%	0.0%

20 *The work I do is important.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	90.8%	6.3%	2.6%	0.2%
2008 Occupational Safety and Health Review Commission	90.6%	6.2%	3.2%	0.0%
2004 Occupational Safety and Health Review Commission	81.9%	14.8%	3.3%	0.0%

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>Do Not Know</i>
2008 Governmentwide	67.2%	14.6%	17.7%	0.5%
2008 Occupational Safety and Health Review Commission	94.3%	0.0%	5.7%	0.0%
2004 Occupational Safety and Health Review Commission	96.3%	3.7%	0.0%	0.0%

**Occupational Safety and Health Review Commission Trend Report**

**Performance Culture**

22 *Promotions in my work unit are based on merit.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	35.2%	26.2%	34.0%	4.6%
2008 Occupational Safety and Health Review Commission	52.1%	22.4%	22.5%	3.0%
2004 Occupational Safety and Health Review Commission	37.1%	24.0%	35.0%	4.0%

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>Do Not Know</i>
2008 Governmentwide	29.6%	26.5%	37.3%	6.5%
2008 Occupational Safety and Health Review Commission	39.9%	22.2%	29.1%	8.8%
2004 Occupational Safety and Health Review Commission	14.4%	38.4%	27.2%	19.9%

24 *Employees have a feeling of personal empowerment with respect to work processes.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	43.8%	28.5%	25.4%	2.3%
2008 Occupational Safety and Health Review Commission	49.5%	31.2%	19.3%	0.0%
2004 Occupational Safety and Health Review Commission	23.1%	28.3%	48.6%	0.0%

25 *Employees are rewarded for providing high quality products and services to customers.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	46.1%	23.6%	28.0%	2.2%
2008 Occupational Safety and Health Review Commission	65.5%	12.0%	22.5%	0.0%
2004 Occupational Safety and Health Review Commission	22.1%	31.0%	38.0%	8.9%

26 *Creativity and innovation are rewarded.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	40.0%	28.1%	29.3%	2.5%
2008 Occupational Safety and Health Review Commission	53.8%	17.7%	25.8%	2.7%
2004 Occupational Safety and Health Review Commission	30.5%	27.5%	38.1%	4.0%

27 *Pay raises depend on how well employees perform their jobs.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	25.6%	26.7%	42.5%	5.2%
2008 Occupational Safety and Health Review Commission	43.5%	25.0%	25.4%	6.1%
2004 Occupational Safety and Health Review Commission	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>Do Not Know</i>
2008 Governmentwide	41.4%	23.2%	30.9%	4.4%
2008 Occupational Safety and Health Review Commission	62.9%	18.0%	16.0%	3.1%
2004 Occupational Safety and Health Review Commission	37.3%	31.2%	23.3%	8.2%

29 *In my work unit, differences in performance are recognized in a meaningful way.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	31.4%	30.5%	33.8%	4.2%
2008 Occupational Safety and Health Review Commission	46.5%	30.7%	22.8%	0.0%
2004 Occupational Safety and Health Review Commission	20.9%	40.8%	31.3%	7.0%

**Occupational Safety and Health Review Commission Trend Report**

**Performance Culture**

30 *My performance appraisal is a fair reflection of my performance.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	63.2%	18.0%	16.7%	2.2%
2008 Occupational Safety and Health Review Commission	62.4%	13.0%	18.5%	6.1%
2004 Occupational Safety and Health Review Commission	51.2%	30.1%	11.4%	7.3%

31 *Discussions with my supervisor/team leader about my performance are worthwhile.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	56.2%	23.1%	19.0%	1.8%
2008 Occupational Safety and Health Review Commission	55.8%	21.5%	19.6%	3.1%
2004 Occupational Safety and Health Review Commission	63.2%	14.4%	15.1%	7.3%

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).*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	64.3%	15.9%	16.2%	3.6%
2008 Occupational Safety and Health Review Commission	72.5%	15.2%	3.2%	9.1%

33 *I am held accountable for achieving results.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	81.8%	12.7%	4.8%	0.8%
2008 Occupational Safety and Health Review Commission	91.1%	5.7%	3.2%	0.0%
2004 Occupational Safety and Health Review Commission	83.4%	12.6%	4.0%	0.0%

34 *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>Do Not Know</i>
2008 Governmentwide	56.8%	25.7%	11.0%	6.5%
2008 Occupational Safety and Health Review Commission	65.0%	16.3%	9.3%	9.4%
2004 Occupational Safety and Health Review Commission	42.7%	39.3%	11.0%	7.0%

35 *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>Do Not Know</i>
2008 Governmentwide	59.7%	23.8%	10.6%	5.9%
2008 Occupational Safety and Health Review Commission	59.0%	15.1%	22.5%	3.3%
2004 Occupational Safety and Health Review Commission	35.9%	40.6%	19.9%	3.7%

36 *Managers/supervisors/team leaders work well with employees of different backgrounds.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	65.2%	19.4%	12.2%	3.3%
2008 Occupational Safety and Health Review Commission	64.1%	15.4%	20.5%	0.0%
2004 Occupational Safety and Health Review Commission	53.6%	27.6%	7.7%	11.0%



## Occupational Safety and Health Review Commission Trend Report

### Leadership

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	51.8%	22.7%	24.9%	0.6%
2008 Occupational Safety and Health Review Commission	61.5%	18.9%	19.6%	0.0%
2004 Occupational Safety and Health Review Commission	26.5%	19.3%	54.2%	0.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	39.9%	28.0%	31.3%	0.9%
2008 Occupational Safety and Health Review Commission	54.8%	18.6%	26.6%	0.0%
2004 Occupational Safety and Health Review Commission	14.9%	23.7%	61.5%	0.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	49.5%	25.7%	21.6%	3.1%
2008 Occupational Safety and Health Review Commission	60.5%	12.8%	26.7%	0.0%
2004 Occupational Safety and Health Review Commission	22.3%	34.9%	42.8%	0.0%

40 *Managers communicate the goals and priorities of the organization.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	59.7%	21.4%	18.1%	0.8%
2008 Occupational Safety and Health Review Commission	73.7%	17.3%	8.9%	0.0%
2004 Occupational Safety and Health Review Commission	51.4%	22.4%	22.9%	3.3%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	57.5%	23.6%	13.7%	5.1%
2008 Occupational Safety and Health Review Commission	73.8%	10.3%	8.9%	7.0%
2004 Occupational Safety and Health Review Commission	51.4%	30.5%	7.4%	10.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	76.2%	13.2%	9.6%	1.1%
2008 Occupational Safety and Health Review Commission	97.1%	0.0%	2.9%	0.0%
2004 Occupational Safety and Health Review Commission	77.1%	12.2%	7.4%	3.3%

43 *My organization has prepared employees for potential security threats.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	74.1%	15.6%	8.9%	1.4%
2008 Occupational Safety and Health Review Commission	72.5%	24.5%	3.0%	0.0%
2004 Occupational Safety and Health Review Commission	74.1%	11.9%	7.0%	7.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	39.4%	27.5%	20.8%	12.2%
2008 Occupational Safety and Health Review Commission	42.9%	22.3%	19.5%	15.4%
2004 Occupational Safety and Health Review Commission	15.1%	34.4%	38.8%	11.7%

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**Occupational Safety and Health Review Commission Trend Report**

**Leadership**

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	47.7%	23.4%	21.5%	7.4%
2008 Occupational Safety and Health Review Commission	49.6%	15.4%	26.4%	8.7%
2004 Occupational Safety and Health Review Commission	33.9%	16.2%	37.0%	12.9%

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 tolerated.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	60.1%	19.2%	11.5%	9.2%
2008 Occupational Safety and Health Review Commission	61.2%	9.0%	20.1%	9.6%
2004 Occupational Safety and Health Review Commission	41.2%	23.8%	15.1%	19.9%

47 *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>Do Not Know</i>
2008 Governmentwide	50.5%	22.6%	19.0%	7.9%
2008 Occupational Safety and Health Review Commission	49.4%	22.1%	21.9%	6.6%
2004 Occupational Safety and Health Review Commission	38.5%	19.0%	30.4%	12.2%

**Occupational Safety and Health Review Commission Trend Report**

**Learning (Knowledge Management)**

48 *Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	58.3%	22.3%	18.2%	1.3%
2008 Occupational Safety and Health Review Commission	74.0%	12.8%	13.2%	0.0%
2004 Occupational Safety and Health Review Commission	46.3%	30.6%	19.1%	4.0%

49 *Supervisors/team leaders in my work unit support employee development.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	64.5%	19.1%	15.6%	0.8%
2008 Occupational Safety and Health Review Commission	78.1%	2.9%	19.1%	0.0%
2004 Occupational Safety and Health Review Commission	54.2%	26.4%	15.4%	4.0%

50 *Employees have electronic access to learning and training programs readily available at their desk.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	78.6%	11.9%	7.8%	1.6%
2008 Occupational Safety and Health Review Commission	47.4%	23.9%	28.7%	0.0%
2004 Occupational Safety and Health Review Commission	46.4%	23.4%	22.0%	8.2%

51 *My training needs are assessed.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	53.4%	24.7%	20.4%	1.6%
2008 Occupational Safety and Health Review Commission	48.9%	20.3%	27.8%	3.1%
2004 Occupational Safety and Health Review Commission	25.2%	37.3%	30.6%	7.0%

52 *Managers promote communication among different work units (for example, about projects, goals, needed resources).*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	54.5%	23.1%	19.6%	2.8%
2008 Occupational Safety and Health Review Commission	55.9%	19.2%	24.9%	0.0%
2004 Occupational Safety and Health Review Commission	39.1%	27.0%	29.4%	4.5%

53 *Employees in my work unit share job knowledge with each other.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	75.4%	12.8%	11.3%	0.5%
2008 Occupational Safety and Health Review Commission	71.6%	16.2%	12.2%	0.0%
2004 Occupational Safety and Health Review Commission	73.5%	14.3%	7.7%	4.5%

54 *Employees use information technology (for example, intranet, shared networks) to perform work.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	87.3%	8.2%	3.8%	0.8%
2008 Occupational Safety and Health Review Commission	85.0%	5.9%	9.0%	0.0%
2004 Occupational Safety and Health Review Commission	92.3%	7.7%	0.0%	0.0%

## Occupational Safety and Health Review Commission Trend Report

### Job Satisfaction

55 *How satisfied are you with your involvement in decisions that affect your work?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	53.4%	22.8%	23.9%
2008 Occupational Safety and Health Review Commission	68.2%	15.7%	16.1%
2004 Occupational Safety and Health Review Commission	53.7%	23.7%	22.6%

56 *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>
2008 Governmentwide	48.1%	24.4%	27.4%
2008 Occupational Safety and Health Review Commission	68.7%	5.8%	25.5%
2004 Occupational Safety and Health Review Commission	34.5%	39.4%	26.1%

57 *How satisfied are you with the recognition you receive for doing a good job?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	50.3%	22.8%	26.9%
2008 Occupational Safety and Health Review Commission	69.6%	9.4%	21.1%
2004 Occupational Safety and Health Review Commission	47.1%	15.1%	37.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	42.3%	28.8%	28.9%
2008 Occupational Safety and Health Review Commission	55.6%	22.0%	22.5%
2004 Occupational Safety and Health Review Commission	18.3%	31.9%	49.8%

59 *How satisfied are you with your opportunity to get a better job in your organization?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	39.0%	28.2%	32.8%
2008 Occupational Safety and Health Review Commission	43.8%	23.5%	32.7%
2004 Occupational Safety and Health Review Commission	24.9%	32.7%	42.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	55.3%	24.5%	20.2%
2008 Occupational Safety and Health Review Commission	65.0%	6.2%	28.8%
2004 Occupational Safety and Health Review Commission	47.7%	36.4%	15.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	68.5%	17.5%	14.1%
2008 Occupational Safety and Health Review Commission	74.6%	9.2%	16.1%
2004 Occupational Safety and Health Review Commission	70.5%	0.0%	29.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	60.4%	17.4%	22.2%
2008 Occupational Safety and Health Review Commission	65.6%	9.5%	24.9%
2004 Occupational Safety and Health Review Commission	53.8%	33.3%	12.9%

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*Occupational Safety and Health Review Commission Trend Report*

**Job Satisfaction**

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	57.5%	22.2%	20.3%
2008 Occupational Safety and Health Review Commission	64.2%	19.7%	16.1%
2004 Occupational Safety and Health Review Commission	41.7%	20.5%	37.8%

## Occupational Safety and Health Review Commission Trend Report

### Satisfaction with Benefits

64 How satisfied are you with retirement benefits?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	60.9%	19.4%	12.5%	7.3%
2008 Occupational Safety and Health Review Commission	88.2%	2.9%	8.9%	0.0%
2004 Occupational Safety and Health Review Commission	73.8%	22.5%	3.7%	N/A

65 How satisfied are you with health insurance benefits?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	62.0%	17.2%	15.8%	5.0%
2008 Occupational Safety and Health Review Commission	83.3%	7.6%	5.9%	3.2%
2004 Occupational Safety and Health Review Commission	68.7%	19.2%	12.2%	N/A

66 How satisfied are you with life insurance benefits?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	60.2%	21.7%	9.5%	8.6%
2008 Occupational Safety and Health Review Commission	69.9%	17.9%	5.9%	6.3%
2004 Occupational Safety and Health Review Commission	50.9%	37.1%	12.0%	N/A

67 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>
2008 Governmentwide	32.0%	28.4%	9.6%	30.0%
2008 Occupational Safety and Health Review Commission	49.1%	35.6%	0.0%	15.3%
2004 Occupational Safety and Health Review Commission	46.3%	53.7%	0.0%	N/A

68 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>
2008 Governmentwide	34.8%	27.0%	3.7%	34.5%
2008 Occupational Safety and Health Review Commission	66.9%	23.2%	2.9%	7.0%
2004 Occupational Safety and Health Review Commission	10.3%	84.8%	4.9%	N/A

69 How satisfied are you with paid vacation time?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	87.7%	7.7%	4.7%
2008 Occupational Safety and Health Review Commission	94.1%	0.0%	5.9%
2004 Occupational Safety and Health Review Commission	88.0%	12.0%	0.0%

70 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>
2008 Governmentwide	84.3%	9.4%	6.3%
2008 Occupational Safety and Health Review Commission	88.6%	8.5%	2.9%
2004 Occupational Safety and Health Review Commission	92.6%	7.4%	0.0%

71 How satisfied are you with child care subsidies?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	9.1%	23.0%	4.2%	63.7%
2008 Occupational Safety and Health Review Commission	6.1%	21.8%	5.8%	66.4%
2004 Occupational Safety and Health Review Commission	11.2%	79.9%	8.9%	N/A

**Occupational Safety and Health Review Commission Trend Report**

**Satisfaction with Benefits**

72 *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>
2008 Governmentwide	28.5%	24.4%	7.4%	39.7%
2008 Occupational Safety and Health Review Commission	18.2%	30.7%	12.4%	38.8%
2004 Occupational Safety and Health Review Commission	28.0%	48.0%	24.0%	N/A

73 *How satisfied are you with telework/telecommuting?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	22.6%	20.3%	13.7%	43.3%
2008 Occupational Safety and Health Review Commission	25.3%	8.6%	24.4%	41.7%
2004 Occupational Safety and Health Review Commission	31.4%	40.5%	28.2%	N/A

74 *How satisfied are you with alternative work schedules?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	46.9%	17.0%	12.7%	23.4%
2008 Occupational Safety and Health Review Commission	49.6%	16.1%	12.0%	22.3%
2004 Occupational Safety and Health Review Commission	38.7%	51.9%	9.4%	N/A

**Occupational Safety and Health Review Commission Trend Report**

**Demographics**

**75. Where do you work?**

<i>Headquarters</i>	<i>&lt; 1%</i>
<i>Field</i>	<i>&lt; 1%</i>

**76. What is your supervisory status?**

<i>Non-Supervisor</i>	<i>&lt; 1%</i>
<i>Team Leader</i>	<i>&lt; 1%</i>
<i>Supervisor</i>	<i>&lt; 1%</i>
<i>Manager</i>	<i>&lt; 1%</i>
<i>Executive</i>	<i>&lt; 1%</i>

**77. Are you:**

<i>Male</i>	<i>&lt; 1%</i>
<i>Female</i>	<i>&lt; 1%</i>

**78. Are you Hispanic or Latino?**

<i>Yes</i>	<i>&lt; 1%</i>
<i>No</i>	<i>&lt; 1%</i>

**79. Are you:**

<i>American Indian or Alaska Native</i>	<i>&lt; 1%</i>
<i>Asian</i>	<i>&lt; 1%</i>
<i>Black or African American</i>	<i>&lt; 1%</i>
<i>Native Hawaiian or Other Pacific Islander</i>	<i>&lt; 1%</i>
<i>White</i>	<i>&lt; 1%</i>
<i>Two or more races</i>	<i>&lt; 1%</i>

**80. What is your age group?**

<i>25 and under</i>	<i>&lt; 1%</i>
<i>26 - 29</i>	<i>&lt; 1%</i>
<i>30 - 39</i>	<i>&lt; 1%</i>
<i>40 - 49</i>	<i>&lt; 1%</i>
<i>50 - 59</i>	<i>&lt; 1%</i>
<i>60 or older</i>	<i>&lt; 1%</i>

**81. What is your pay category/grade?**

<i>Federal Wage System</i>	<i>&lt; 1%</i>
<i>GS 1-6</i>	<i>&lt; 1%</i>
<i>GS 7-12</i>	<i>&lt; 1%</i>
<i>GS 13-15</i>	<i>&lt; 1%</i>
<i>Senior Executive Service</i>	<i>&lt; 1%</i>
<i>Senior Level (SL) or Scientific or Professional (ST)</i>	<i>&lt; 1%</i>
<i>Other</i>	<i>&lt; 1%</i>

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

<i>Less than 1 year</i>	<i>&lt; 1%</i>
<i>1 to 3 years</i>	<i>&lt; 1%</i>
<i>4 to 5 years</i>	<i>&lt; 1%</i>
<i>6 to 10 years</i>	<i>&lt; 1%</i>
<i>11 to 14 years</i>	<i>&lt; 1%</i>
<i>15 to 20 years</i>	<i>&lt; 1%</i>
<i>More than 20 years</i>	<i>&lt; 1%</i>

**83. How long have you been with your current agency?**

<i>Less than 1 year</i>	<i>&lt; 1%</i>
<i>1 to 3 years</i>	<i>&lt; 1%</i>
<i>4 to 5 years</i>	<i>&lt; 1%</i>
<i>6 to 10 years</i>	<i>&lt; 1%</i>
<i>11 to 20 years</i>	<i>&lt; 1%</i>
<i>More than 20 years</i>	<i>&lt; 1%</i>

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

<i>No</i>	<i>&lt; 1%</i>
<i>Yes, to retire</i>	<i>&lt; 1%</i>
<i>Yes, to take another job in the Federal Government</i>	<i>&lt; 1%</i>
<i>Yes, to take another job outside the Federal Government</i>	<i>&lt; 1%</i>
<i>Yes, other</i>	<i>&lt; 1%</i>

**85. I am planning to retire:**

<i>Within one year</i>	<i>&lt; 1%</i>
<i>Between one and three years</i>	<i>&lt; 1%</i>
<i>Between three and five years</i>	<i>&lt; 1%</i>
<i>Five or more years</i>	<i>&lt; 1%</i>



**OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION**  
**2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS**  
(Survey Administration Period 8/1/08 to 9/26/08)

		Strongly Agree		Neither Agree Nor Disagree		Strongly Disagree		Do Not Know/ No Basis to Judge	Percent Positive	Total
		Agree	Disagree	Disagree	Disagree	Disagree	Disagree			
*1. The people I work with cooperate to get the job done.	N	10	15	1	4	0	NA			30
	%	30.0	50.7	2.8	16.5	0.0	NA	80.7		100
*2. I am given a real opportunity to improve my skills in my organization.	N	4	20	1	4	1	NA			30
	%	12.6	64.6	2.7	16.9	3.2	NA	77.2		100
3. I have enough information to do my job well.	N	8	15	5	1	1	NA			30
	%	24.3	50.8	18.5	3.2	3.2	NA	75.1		100
4. I feel encouraged to come up with new and better ways of doing things.	N	10	9	7	2	2	NA			30
	%	34.7	26.4	25.6	7.2	6.1	NA	61.1		100
*5. My work gives me a feeling of personal accomplishment.	N	11	11	2	4	2	NA			30
	%	33.0	42.1	5.5	13.4	6.1	NA	75.1		100
*6. I like the kind of work I do.	N	15	15	0	0	0	NA			30
	%	54.4	45.6	0.0	0.0	0.0	NA	100.0		100
*7. I have trust and confidence in my supervisor.	N	10	12	5	0	3	NA			30
	%	33.9	36.6	19.5	0.0	10.0	NA	70.5		100
8. I recommend my organization as a good place to work.	N	8	9	7	1	5	NA			30
	%	23.9	31.7	25.3	3.0	16.1	NA	55.5		100
							Do Not Know/ No Basis to Judge	Percent Positive		Total
		Very Good	Good	Fair	Poor	Very Poor				
*9. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N	14	6	7	1	2	NA			30
	%	46.4	18.2	25.4	2.9	7.2	NA	64.6		100
10. How would you rate the overall quality of work done by your work group?	N	14	11	4	1	0	NA			30
	%	41.7	38.6	16.9	2.9	0.0	NA	80.3		100
							Do Not Know/ No Basis to Judge	Percent Positive		Total
		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree				
*11. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N	7	19	2	2	0	0			30
	%	21.4	66.7	5.8	6.1	0.0	0.0	88.1		100
*12. My supervisor supports my need to balance work and other life issues.	N	14	11	3	0	2	0			30
	%	46.3	33.7	12.8	0.0	7.2	0.0	80.0		100
13. Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.	N	7	13	4	4	2	0			30
	%	25.9	38.9	11.7	17.4	6.1	0.0	64.8		100
*14. My work unit is able to recruit people with the right skills.	N	8	10	8	0	3	1			30
	%	28.6	30.4	27.9	0.0	10.0	3.1	59.0		100

\* AES prescribed items.

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

**OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION**  
**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
15. The skill level in my work unit has improved in the past year.	N	7	13	5	2	2	1		30
	%	21.5	38.4	19.7	10.1	7.2	3.1	59.9	100
16. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	8	16	5	1	0	0		30
	%	24.1	54.1	18.8	3.0	0.0	0.0	78.2	100
*17. My workload is reasonable.	N	11	12	3	3	1	0		30
	%	33.3	46.2	8.2	9.1	3.2	0.0	79.5	100
*18. My talents are used well in the workplace.	N	8	12	4	1	5	0		30
	%	23.9	44.7	12.1	3.2	16.1	0.0	68.6	100
*19. I know how my work relates to the agency's goals and priorities.	N	13	14	0	2	1	0		30
	%	43.6	46.4	0.0	6.8	3.2	0.0	90.0	100
*20. The work I do is important.	N	15	12	2	0	1	0		30
	%	44.6	46.0	6.2	0.0	3.2	0.0	90.6	100
*21. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	15	13	0	2	0	0		30
	%	54.4	40.0	0.0	5.7	0.0	0.0	94.3	100
*22. Promotions in my work unit are based on merit.	N	5	11	6	1	6	1		30
	%	15.3	36.8	22.4	3.2	19.2	3.0	52.1	100
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N	4	8	6	4	5	3		30
	%	12.1	27.7	22.2	12.9	16.1	8.8	39.9	100
*24. Employees have a feeling of personal empowerment with respect to work processes.	N	6	9	9	3	3	0		30
	%	18.4	31.1	31.2	9.3	10.0	0.0	49.5	100
25. Employees are rewarded for providing high quality products and services to customers.	N	7	12	4	3	4	0		30
	%	21.3	44.2	12.0	9.6	12.9	0.0	65.5	100
*26. Creativity and innovation are rewarded.	N	7	8	6	4	4	1		30
	%	21.3	32.5	17.7	12.9	12.9	2.7	53.8	100
*27. Pay raises depend on how well employees perform their jobs.	N	3	10	7	2	6	2		30
	%	9.0	34.5	25.0	6.2	19.2	6.1	43.5	100
28. Awards in my work unit depend on how well employees perform their jobs.	N	6	12	6	1	4	1		30
	%	18.2	44.8	18.0	3.0	13.0	3.1	62.9	100
*29. In my work unit, differences in performance are recognized in a meaningful way.	N	6	8	9	4	3	0		30
	%	18.0	28.5	30.7	12.8	10.0	0.0	46.5	100
*30. My performance appraisal is a fair reflection of my performance.	N	12	7	3	4	2	2		30
	%	36.3	26.0	13.0	12.4	6.1	6.1	62.4	100
*31. Discussions with my supervisor/team leader about my performance are worthwhile.	N	10	7	6	3	3	1		30
	%	34.9	20.9	21.5	9.6	10.0	3.1	55.8	100

\* AES prescribed items.

**OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION**  
**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
*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	12	9	5	0	1	3		30
	%	35.5	36.9	15.2	0.0	3.2	9.1	72.5	100
33. I am held accountable for achieving results.	N	16	11	2	0	1	0		30
	%	56.3	34.7	5.7	0.0	3.2	0.0	91.1	100
34. Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.	N	11	8	5	1	2	3		30
	%	41.6	23.4	16.3	2.9	6.4	9.4	65.0	100
35. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N	9	8	5	3	4	1		30
	%	31.3	27.7	15.1	9.3	13.2	3.3	59.0	100
*36. Managers/supervisors/team leaders work well with employees of different backgrounds.	N	10	10	5	2	3	0		30
	%	34.5	29.7	15.4	10.1	10.4	0.0	64.1	100
*37. I have a high level of respect for my organization's senior leaders.	N	6	13	5	3	3	0		30
	%	22.4	39.1	18.9	9.6	10.0	0.0	61.5	100
*38. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N	6	11	6	3	4	0		30
	%	22.4	32.4	18.6	13.7	12.9	0.0	54.8	100
39. My organization's leaders maintain high standards of honesty and integrity.	N	7	12	4	3	4	0		30
	%	25.5	34.9	12.8	13.8	12.9	0.0	60.5	100
*40. Managers communicate the goals and priorities of the organization.	N	9	14	4	0	3	0		30
	%	31.5	42.2	17.3	0.0	8.9	0.0	73.7	100
*41. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N	9	14	2	0	3	2		30
	%	31.9	41.8	10.3	0.0	8.9	7.0	73.8	100
*42. Employees are protected from health and safety hazards on the job.	N	15	14	0	1	0	0		30
	%	55.3	41.8	0.0	2.9	0.0	0.0	97.1	100
*43. My organization has prepared employees for potential security threats.	N	5	16	8	1	0	0		30
	%	15.3	57.2	24.5	3.0	0.0	0.0	72.5	100
44. Complaints, disputes or grievances are resolved fairly in my work unit.	N	7	6	6	1	5	5		30
	%	25.5	17.4	22.3	3.3	16.1	15.4	42.9	100
45. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	8	7	5	3	4	3		30
	%	28.7	20.8	15.4	13.5	12.9	8.7	49.6	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 tolerated.	N	7	12	3	0	5	3		30
	%	25.8	35.5	9.0	0.0	20.1	9.6	61.2	100
47. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N	5	10	6	3	4	2		30
	%	19.6	29.8	22.1	9.0	12.9	6.6	49.4	100

\* AES prescribed items.

**OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION**  
**2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS**  
(Survey Administration Period 8/1/08 to 9/26/08)

		Strongly Agree		Neither Agree Nor Disagree		Strongly Disagree		Do Not Know/ No Basis to Judge	Percent Positive	Total
		Agree	Disagree	Disagree	Disagree	Disagree	Disagree			
48. Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.	N	8	15	3	3	1	0			30
	%	24.4	49.6	12.8	10.0	3.2	0.0	74.0		100
*49. Supervisors/team leaders in my work unit support employee development.	N	6	18	1	4	1	0			30
	%	17.8	60.3	2.9	15.9	3.2	0.0	78.1		100
50. Employees have electronic access to learning and training programs readily available at their desk.	N	8	8	5	8	1	0			30
	%	23.5	23.9	23.9	25.8	2.9	0.0	47.4		100
*51. My training needs are assessed.	N	5	10	5	7	2	1			30
	%	15.0	33.9	20.3	21.7	6.1	3.1	48.9		100
52. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N	8	9	5	5	3	0			30
	%	28.2	27.7	19.2	15.9	8.9	0.0	55.9		100
53. Employees in my work unit share job knowledge with each other.	N	13	9	4	2	2	0			30
	%	43.6	28.0	16.2	6.1	6.1	0.0	71.6		100
54. Employees use information technology (for example, intranet, shared networks) to perform work.	N	15	10	2	1	2	0			30
	%	50.1	34.9	5.9	2.9	6.1	0.0	85.0		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	11	9	5	3	2	NA			30
	%	37.6	30.6	15.7	10.0	6.1	NA	68.2		100
*56. How satisfied are you with the information you receive from management on what's going on in your organization?	N	9	11	2	4	4	NA			30
	%	32.0	36.7	5.8	12.6	12.9	NA	68.7		100
*57. How satisfied are you with the recognition you receive for doing a good job?	N	14	6	3	4	3	NA			30
	%	47.0	22.6	9.4	12.0	9.1	NA	69.6		100
*58. How satisfied are you with the policies and practices of your senior leaders?	N	6	11	6	3	4	NA			30
	%	22.8	32.8	22.0	9.6	12.9	NA	55.6		100
*59. How satisfied are you with your opportunity to get a better job in your organization?	N	5	8	8	4	5	NA			30
	%	19.7	24.1	23.5	16.5	16.2	NA	43.8		100
*60. How satisfied are you with the training you receive for your present job?	N	5	15	2	7	1	NA			30
	%	19.7	45.3	6.2	25.9	2.9	NA	65.0		100
*61. Considering everything, how satisfied are you with your job?	N	10	12	3	2	3	NA			30
	%	29.9	44.7	9.2	6.1	10.0	NA	74.6		100
*62. Considering everything, how satisfied are you with your pay?	N	6	13	3	6	2	NA			30
	%	17.7	47.9	9.5	18.1	6.8	NA	65.6		100
63. Considering everything, how satisfied are you with your organization?	N	9	11	5	0	5	NA			30
	%	26.9	37.3	19.7	0.0	16.1	NA	64.2		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	8	18	1	3	0	0		30
	%	24.3	64.0	2.9	8.9	0.0	0.0	88.2	100
65. How satisfied are you with health insurance benefits?	N	10	16	1	2	0	1		30
	%	30.1	53.2	7.6	5.9	0.0	3.2	83.3	100
66. How satisfied are you with life insurance benefits?	N	5	18	3	2	0	2		30
	%	15.3	54.6	17.9	5.9	0.0	6.3	69.9	100
67. How satisfied are you with long term care insurance benefits?	N	5	11	9	0	0	5		30
	%	15.7	33.4	35.6	0.0	0.0	15.3	49.1	100
68. How satisfied are you with the flexible spending account (FSA) program?	N	7	12	8	1	0	2		30
	%	21.9	45.0	23.2	2.9	0.0	7.0	66.9	100
69. How satisfied are you with paid vacation time?	N	16	12	0	0	2	NA		30
	%	52.9	41.1	0.0	0.0	5.9	NA	94.1	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	14	12	3	0	1	NA		30
	%	47.3	41.3	8.5	0.0	2.9	NA	88.6	100
71. How satisfied are you with child care subsidies?	N	0	2	6	1	1	20		30
	%	0.0	6.1	21.8	2.8	3.0	66.4	6.1	100
72. How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?	N	2	4	9	2	2	11		30
	%	6.2	12.0	30.7	6.2	6.2	38.8	18.2	100
73. How satisfied are you with telework/telecommuting?	N	2	5	3	5	3	12		30
	%	5.9	19.4	8.6	15.3	9.1	41.7	25.3	100
74. How satisfied are you with alternative work schedules?	N	7	9	4	2	2	6		30
	%	22.4	27.2	16.1	6.3	5.7	22.3	49.6	100

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