

2007 PBGC Employee Survey
Survey Results
Total PBGC
Surveys Returned: 554



This is a summary-by-question of your organization's responses to the 2007 PBGC Employee Survey. This summary displays results by Positive, Neutral, Negative, and where applicable, Do Not Know or No Basis to Judge responses.

This spreadsheet contains trends to 2006, you will also see a column highlighting the difference between 2007 and 2006 for the Positive, Neutral, and Negative scores. If scores in 2007 are higher than 2006 by 10 or more percentage points, they are shaded green, while scores that are lower in 2007 by 10 or more percentage points are shaded red.

PBGC improved scores over 2006 results in 6 of the 7 areas and scored above the average results for the government in all of the 7 areas. PBGC scored especially high (i.e., greater than 70% favorable – Strongly Agree/Agree or Very Satisfied/Satisfied) on most of the items or questions measuring personal work experience, satisfaction with benefits, learning (knowledge management), and recruitment, development, & retention. A representative team of PBGC employees is analyzing the results to identify areas of improvement and will be making recommendations to address it

How the scales are grouped for results:

Positive Responses	Neutral Responses	Negative Responses	Don't 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	Don't 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	

Personal Work Experiences

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

	Positive			Neutral			Negative		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
Total PBGC	87	85	1	8	8	0	5	7	-1

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

	Positive			Neutral			Negative		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
Total PBGC	71	72	-1	13	13	0	16	15	1

3. I have enough information to do my job well.

	Positive			Neutral			Negative		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
Total PBGC	71	74	-2	14	14	0	15	13	2

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

	Positive			Neutral			Negative		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
Total PBGC	64	67	-3	17	14	3	19	18	0

5. My work gives me a feeling of personal accomplishment.

	Positive			Neutral			Negative		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
Total PBGC	76	75	1	13	16	-3	11	9	2

6. I like the kind of work I do.

	Positive			Neutral			Negative		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
Total PBGC	82	79	2	13	15	-2	5	6	0

7. I have trust and confidence in my supervisor.

	Positive			Neutral			Negative		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
Total PBGC	65	64	2	13	16	-2	21	21	1

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

	Positive			Neutral			Negative		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
Total PBGC	71	69	2	15	19	-4	14	12	2

9. 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>		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
Total PBGC	67	64	3	18	24	-5	14	12	2

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

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>		
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff
Total PBGC	86	82	4	12	16	-4	12	11	1

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>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	72	72	0	13	15	-2	12	11	1	2	1

12. My supervisor supports my need to balance work and family issues.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	79	79	0	12	9	2	7	9	-1	2	3

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>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	65	62	3	15	16	-2	18	20	-3	2	1

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

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	55	50	6	22	25	-3	17	22	-4	5	4

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

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	57	55	3	23	28	-5	14	15	-1	7	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>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	64	62	2	17	14	3	19	24	-5	0	1

17. My workload is reasonable.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	65	66	0	12	15	-3	22	19	3	1	0

18. My talents are used well in the workplace.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	62	58	4	15	17	-2	22	24	-2	1	1

19. I know how my work relates to the agency's goals and priorities.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	90	89	1	6	7	0	3	4	-1	1	0

20. The work I do is important.

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	91	89	2	6	9	-3	3	2	1	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>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	83	85	-3	9	10	-1	7	4	3	1	0

Performance Culture

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

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	43	40	3	20	25	-5	28	29	-2	10	6

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	33	31	2	26	25	1	26	34	-8	15	10

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

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	48	43	6	22	29	-7	24	25	0	5	4

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

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	63	54	9	11	24	-13	24	21	3	2	1

26. Creativity and innovation are rewarded.

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	54	48	6	17	27	-10	25	24	1	4	1

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

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	34	27	7	22	28	-5	36	39	-3	8	6

28. Awards in my work unit depend on how well employees perform their jobs.

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	54	47	8	17	23	-6	23	26	-3	6	4

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

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	40	32	8	25	32	-7	27	31	-5	8	4

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

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	66	61	6	13	18	-6	18	18	0	3	3

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

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	63	56	7	13	20	-7	22	22	0	2	2

32. I am held accountable for achieving results.

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	86	82	4	9	13	-4	5	4	0	1	1

33. Supervisors/team-leaders in my work unit are committed to a workforce representative of all segments of society.

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	63	58	5	17	24	-7	12	11	1	8	7

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	65	62	3	18	23	-5	11	10	1	6	5

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

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	66	63	3	15	20	-5	14	13	1	5	5

36. In my most recent performance appraisal, I understood what I had to do to be rated at different

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	62	--	--	13	--	--	19	--	--	6	--

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>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	54	46	9	20	26	-5	24	27	-3	1	2

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>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	47	36	10	22	28	-6	30	34	-4	2	2

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

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	52	43	9	20	26	-6	23	24	0	5	7

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

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	71	64	7	13	19	-5	15	17	-2	1	0

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>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	66	62	4	16	20	-4	13	15	-2	5	4

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

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	83	84	-1	11	11	0	3	3	0	3	2

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

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	81	77	5	11	16	-5	6	6	0	2	2

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

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	35	35	0	24	32	-8	17	16	1	24	17

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

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	46	40	5	19	25	-7	22	23	-1	14	11

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>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	57	55	3	15	20	-5	12	15	-2	15	11

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>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	48	39	9	21	29	-8	17	20	-3	15	12

Learning (Knowledge Management)

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

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	64	65	-1	13	17	-4	22	16	5	2	2

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

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	73	74	0	10	12	-1	15	14	1	1	1

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

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	70	69	1	16	16	-1	13	12	1	2	3

51. My training needs are assessed.

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	51	49	2	22	22	0	26	27	-1	1	2

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

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	59	57	2	16	20	-4	21	22	0	3	2

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

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	76	74	2	9	14	-5	13	12	1	2	0

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

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	92	92	0	4	6	-1	3	2	1	1	1

Job Satisfaction

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

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	63	55	8	17	20	-4	21	25	-4	0	0

56. How satisfied are you with information you receive from management on what's going on in your organization?

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	61	56	5	19	20	-1	20	25	-4	0	0

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

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	64	53	11	16	23	-7	21	24	-4	0	0

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

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	49	39	10	28	33	-5	23	28	-5	0	0

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

	Positive			Neutral			Negative			DK/NBJ	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	43	37	6	28	31	-3	29	32	-2	0	0

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

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	62	64	-1	21	20	1	16	17	0	0	0

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

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	71	66	5	13	19	-6	16	15	1	0	0

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

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	64	58	6	19	22	-3	17	20	-4	0	0

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

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	67	63	4	16	22	-6	17	15	2	0	0

Satisfaction with Benefits

64. How satisfied are you with retirement benefits?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	77	73	5	11	14	-3	5	8	-3	7	5

65. How satisfied are you with health insurance benefits?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	77	73	4	11	13	-2	7	12	-5	6	2

66. How satisfied are you with life insurance benefits?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	64	63	0	18	20	-2	6	7	-1	12	10

67. How satisfied are you with long term care insurance benefits?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	37	38	-1	26	28	-2	6	7	0	31	28

68. How satisfied are you with the flexible spending account (FSA) program?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	51	48	3	19	20	-1	2	3	-1	28	29

69. How satisfied are you with child care subsidies?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	10	11	0	24	21	3	5	8	-2	61	61

70. 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>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	35	35	0	23	25	-2	5	4	0	38	36

71. How satisfied are you with telework/telecommuting)?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	47	43	3	17	18	-1	18	17	1	18	21

72. How satisfied are you with alternative work schedules?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	71	71	0	10	12	-2	8	7	2	10	11

73. How satisfied are you with paid vacation time?

	<i>Positive</i>			<i>Neutral</i>			<i>Negative</i>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	90	91	-1	7	6	1	3	3	0	0	0

74. 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>			<i>DK/NBJ</i>	
	2007	2006	Diff	2007	2006	Diff	2007	2006	Diff	2007	2006
Total PBGC	87	86	1	8	7	1	5	8	-3	0	0