

FEDERAL HUMAN CAPITAL SURVEY 2006
FRA Comparison to DOT/Government Wide Responses

Personal Work Experiences

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

	Positive	Neutral	Negative	Do Not Know
FRA	87.7%	7.7%	4.7%	
DOT	82.0%	9.1%	8.8%	
Gov't	83.3%	8.8%	7.8%	

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

	Positive	Neutral	Negative	Do Not Know
FRA	76.4%	12.3%	11.3%	
DOT	54.3%	20.2%	25.6%	
Gov't	62.1%	18.8%	19.2%	

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

	Positive	Neutral	Negative	Do Not Know
FRA	78.7%	12.1%	9.2%	
DOT	63.6%	21.2%	15.2%	
Gov't	72.4%	15.7%	11.9%	

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

	Positive	Neutral	Negative	Do Not Know
FRA	66.8%	16.6%	16.6%	
DOT	48.3%	18.5%	33.2%	
Gov't	60.3%	19.3%	20.4%	

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

	Positive	Neutral	Negative	Do Not Know
FRA	83.1%	10.4%	6.5%	
DOT	73.3%	14.4%	12.3%	
Gov't	72.9%	14.9%	12.1%	

6. I like the kind of work I do.

	Positive	Neutral	Negative	Do Not Know
FRA	92.2%	4.9%	3.0%	
DOT	86.0%	9.2%	4.9%	
Gov't	83.3%	11.1%	5.5%	

7. I have trust and confidence in my supervisor

	Positive	Neutral	Negative	Do Not Know
FRA	74.3%	13.5%	12.2%	
DOT	56.7%	17.5%	25.8%	
Gov't	63.8%	18.1%	18.1%	

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

	Positive	Neutral	Negative	Do Not Know
FRA	78.7%	13.4%	7.9%	
DOT	53.8%	20.5%	25.8%	
Gov't	63.5%	20.5%	16.0%	

Personal Work Experiences - Continued

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

	Positive	Neutral	Negative	Do Not Know
FRA	76.6%	15.6%	7.8%	
DOT	58.9%	21.1%	20.1%	
Gov't	66.1%	20.9%	12.9%	

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

	Positive	Neutral	Negative	Do Not Know
FRA	88.3%	11.1%	0.7%	
DOT	80.3%	15.3%	4.4%	
Gov't	83.1%	14.1%	2.9%	

Recruitment, Development, & Retention

11. The workforce has the job-relevant knowledge/skills necessary to accomplish organizational goals.

	Positive	Neutral	Negative	Do Not Know
FRA	81.8%	12.7%	4.8%	0.6%
DOT	70.8%	14.7%	13.8%	0.7%
Gov't	73.6%	15.2%	10.5%	0.7%

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

	Positive	Neutral	Negative	Do Not Know
FRA	85.5%	9.1%	4.9%	0.5%
DOT	71.0%	14.2%	14.0%	0.9%
Gov't	77.7%	12.5%	8.9%	0.9%

13. Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.

	Positive	Neutral	Negative	Do Not Know
FRA	77.4%	13.7%	8.5%	0.4%
DOT	54.6%	20.7%	23.8%	1.0%
Gov't	60.2%	21.5%	17.3%	1.0%

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

	Positive	Neutral	Negative	Do Not Know
FRA	57.5%	25.5%	14.1%	2.9%
DOT	36.1%	25.6%	33.7%	4.6%
Gov't	43.5%	28.3%	24.7%	3.4%

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

	Positive	Neutral	Negative	Do Not Know
FRA	61.5%	24.1%	11.7%	2.7%
DOT	41.6%	28.6%	27.3%	2.6%
Gov't	50.8%	28.5%	18.1%	2.5%

16. I have sufficient resources (i.e., people, materials, budget) to get my job done.

	Positive	Neutral	Negative	Do Not Know
FRA	62.0%	19.6%	17.4%	1.0%
DOT	41.6%	15.6%	41.4%	1.3%
Gov't	47.6%	18.3%	33.1%	1.0%

Recruitment, Development, & Retention - Continued

17. My workload is reasonable.

	Positive	Neutral	Negative	Do Not Know
FRA	66.3%	15.6%	17.8%	0.2%
DOT	55.9%	16.9%	26.5%	0.6%
Gov't	59.0%	16.7%	23.7%	0.6%

18. My talents are used well in the workplace.

	Positive	Neutral	Negative	Do Not Know
FRA	72.1%	12.8%	14.5%	0.6%
DOT	56.8%	19.7%	22.8%	0.8%
Gov't	61.5%	17.3%	20.4%	0.8%

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

	Positive	Neutral	Negative	Do Not Know
FRA	85.1%	10.0%	4.7%	0.3%
DOT	74.0%	11.9%	12.6%	1.4%
Gov't	82.8%	10.5%	6.0%	0.8%

20. The work I do is important.

	Positive	Neutral	Negative	Do Not Know
FRA	94.3%	4.1%	1.4%	0.3%
DOT	91.0%	6.9%	1.7%	0.4%
Gov't	90.1%	7.0%	2.5%	0.4%

21. Physical conditions (noise level, temperature, lighting) allow employees to perform their jobs well.

	Positive	Neutral	Negative	Do Not Know
FRA	75.9%	16.0%	6.5%	1.6%
DOT	63.5%	15.4%	20.5%	0.6%
Gov't	66.7%	14.9%	17.8%	0.7%

Performance Culture

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

	Positive	Neutral	Negative	Do Not Know
FRA	41.0%	27.5%	25.2%	6.4%
DOT	26.2%	27.8%	42.4%	3.7%
Gov't	33.6%	26.6%	35.4%	4.4%

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

	Positive	Neutral	Negative	Do Not Know
FRA	40.0%	29.8%	22.0%	8.2%
DOT	23.5%	24.5%	44.8%	7.2%
Gov't	28.7%	26.3%	38.8%	6.2%

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

	Positive	Neutral	Negative	Do Not Know
FRA	60.8%	21.1%	16.5%	1.6%
DOT	37.8%	27.3%	33.4%	1.6%
Gov't	42.2%	29.2%	26.3%	2.3%

Performance Culture - Continued

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

	Positive	Neutral	Negative	Do Not Know
FRA	67.9%	15.2%	15.9%	1.0%
DOT	34.4%	20.8%	43.5%	1.3%
Gov't	44.6%	23.6%	29.7%	2.0%

26. Creativity and innovation are rewarded.

	Positive	Neutral	Negative	Do Not Know
FRA	57.9%	22.9%	17.7%	1.5%
DOT	29.4%	25.5%	43.4%	1.7%
Gov't	38.9%	28.4%	30.5%	2.2%

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

	Positive	Neutral	Negative	Do Not Know
FRA	36.8%	30.9%	27.7%	4.6%
DOT	17.9%	25.0%	53.4%	3.6%
Gov't	21.7%	28.1%	45.4%	4.8%

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

	Positive	Neutral	Negative	Do Not Know
FRA	60.5%	17.6%	18.1%	3.7%
DOT	31.1%	22.9%	42.5%	3.4%
Gov't	39.8%	23.4%	32.9%	4.0%

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

	Positive	Neutral	Negative	Do Not Know
FRA	51.7%	25.1%	17.6%	5.7%
DOT	21.9%	27.5%	46.7%	3.9%
Gov't	29.7%	30.0%	36.2%	4.2%

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

	Positive	Neutral	Negative	Do Not Know
FRA	74.5%	13.9%	9.9%	1.7%
DOT	51.8%	25.3%	21.0%	1.7%
Gov't	64.3%	17.9%	16.0%	1.7%

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

	Positive	Neutral	Negative	Do Not Know
FRA	69.6%	15.9%	13.0%	1.5%
DOT	49.6%	22.8%	26.4%	1.2%
Gov't	55.9%	22.9%	19.9%	1.4%

32. I am held accountable for achieving results.

	Positive	Neutral	Negative	Do Not Know
FRA	89.1%	7.7%	2.4%	0.7%
DOT	77.7%	12.1%	9.2%	1.0%
Gov't	79.0%	14.0%	6.2%	0.7%

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

	Positive	Neutral	Negative	Do Not Know
FRA	65.9%	18.7%	9.0%	6.4%
DOT	46.4%	29.5%	14.9%	9.2%
Gov't	53.8%	27.9%	11.9%	6.4%

Performance Culture - Continued

34. Policies and programs promote diversity in the workplace.

	Positive	Neutral	Negative	Do Not Know
FRA	67.0%	20.1%	8.0%	4.9%
DOT	48.3%	28.8%	13.2%	9.7%
Gov't	56.7%	25.6%	11.7%	6.1%

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

	Positive	Neutral	Negative	Do Not Know
FRA	69.7%	18.0%	8.3%	4.1%
DOT	57.4%	23.9%	14.7%	3.9%
Gov't	63.7%	20.6%	12.8%	2.9%

Leadership

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

	Positive	Neutral	Negative	Do Not Know
FRA	64.3%	19.4%	15.8%	0.6%
DOT	34.8%	21.2%	43.9%	0.1%
Gov't	49.3%	23.8%	26.5%	0.5%

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

	Positive	Neutral	Negative	Do Not Know
FRA	53.9%	25.4%	19.8%	0.9%
DOT	25.0%	27.2%	46.6%	1.2%
Gov't	37.9%	28.5%	32.9%	0.8%

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

	Positive	Neutral	Negative	Do Not Know
FRA	62.1%	18.4%	15.8%	3.8%
DOT	35.4%	22.6%	37.4%	4.6%
Gov't	48.7%	25.8%	22.4%	3.1%

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

	Positive	Neutral	Negative	Do Not Know
FRA	69.1%	15.1%	15.1%	0.8%
DOT	49.0%	20.6%	29.8%	0.7%
Gov't	58.2%	21.8%	19.2%	0.8%

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

	Positive	Neutral	Negative	Do Not Know
FRA	71.8%	16.0%	7.8%	4.4%
DOT	48.9%	23.4%	18.6%	9.2%
Gov't	56.4%	24.3%	13.8%	5.5%

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

	Positive	Neutral	Negative	Do Not Know
FRA	83.1%	11.6%	4.0%	1.3%
DOT	64.8%	16.2%	17.4%	1.6%
Gov't	74.9%	13.6%	10.5%	1.0%

Leadership - Continued

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

	Positive	Neutral	Negative	Do Not Know
FRA	66.3%	21.1%	10.3%	2.3%
DOT	65.8%	17.9%	14.9%	1.4%
Gov't	72.6%	15.9%	10.0%	1.4%

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

	Positive	Neutral	Negative	Do Not Know
FRA	43.6%	27.3%	13.9%	15.2%
DOT	35.1%	23.0%	30.0%	11.9%
Gov't	39.4%	27.6%	21.2%	11.7%

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

	Positive	Neutral	Negative	Do Not Know
FRA	47.6%	25.7%	15.6%	11.1%
DOT	38.6%	23.3%	29.0%	9.1%
Gov't	45.2%	24.7%	22.7%	7.3%

45. Prohibited Personnel Practices are not tolerated.

	Positive	Neutral	Negative	Do Not Know
FRA	60.0%	20.0%	8.5%	11.5%
DOT	52.6%	19.0%	12.8%	15.6%
Gov't	58.9%	19.9%	11.6%	9.6%

46. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	Positive	Neutral	Negative	Do Not Know
FRA	50.4%	24.2%	14.8%	10.7%
DOT	43.0%	21.6%	26.0%	9.4%
Gov't	47.9%	23.8%	20.2%	8.1%

Learning (Knowledge Management)

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

	Positive	Neutral	Negative	Do Not Know
FRA	72.1%	16.1%	10.5%	1.3%
DOT	49.5%	24.5%	25.1%	0.8%
Gov't	57.6%	22.9%	18.4%	1.1%

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

	Positive	Neutral	Negative	Do Not Know
FRA	78.4%	11.7%	8.3%	1.7%
DOT	57.1%	20.1%	22.2%	0.6%
Gov't	64.1%	19.3%	15.8%	0.8%

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

	Positive	Neutral	Negative	Do Not Know
FRA	64.6%	19.8%	10.1%	5.5%
DOT	74.0%	9.4%	14.3%	2.2%
Gov't	75.1%	12.7%	10.3%	2.0%

Learning (Knowledge Management) - Continued

50. My training needs are assessed.

	Positive	Neutral	Negative	Do Not Know
FRA	65.4%	18.9%	13.2%	2.5%
DOT	49.3%	23.6%	24.9%	2.3%
Gov't	51.0%	24.9%	22.4%	1.6%

51. Managers promote communication among different work units.

	Positive	Neutral	Negative	Do Not Know
FRA	64.4%	18.9%	14.3%	2.4%
DOT	57.3%	20.2%	28.8%	3.8%
Gov't	53.2%	23.7%	20.7%	2.4%

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

	Positive	Neutral	Negative	Do Not Know
FRA	79.2%	11.6%	8.8%	0.4%
DOT	73.5%	12.8%	13.4%	0.3%
Gov't	74.3%	13.3%	12.0%	0.4%

53. Employees use information technology (i.e., intranet, shared networks) to perform work.

	Positive	Neutral	Negative	Do Not Know
FRA	84.6%	10.5%	3.1%	1.8%
DOT	78.7%	11.0%	9.1%	1.2%
Gov't	86.0%	8.6%	4.7%	0.8%

Job Satisfaction

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

	Positive	Neutral	Negative	Do Not Know
FRA	67.8%	17.5%	14.7%	
DOT	47.3%	19.4%	33.2%	
Gov't	53.7%	21.8%	24.5%	

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

	Positive	Neutral	Negative	Do Not Know
FRA	56.9%	20.7%	22.4%	
DOT	36.2%	24.5%	39.3%	
Gov't	46.6%	24.2%	29.2%	

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

	Positive	Neutral	Negative	Do Not Know
FRA	69.7%	14.5%	15.8%	
DOT	39.6%	22.6%	37.8%	
Gov't	48.6%	23.4%	28.0%	

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

	Positive	Neutral	Negative	No Basis to Judge
FRA	54.8%	26.0%	19.2%	
DOT	30.5%	24.0%	45.6%	
Gov't	40.9%	29.1%	30.0%	

Job Satisfaction - Continued

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

	Positive	Neutral	Negative	No Basis to Judge
FRA	51.5%	24.0%	24.5%	
DOT	30.0%	32.4%	37.7%	
Gov't	36.5%	29.1%	34.4%	

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

	Positive	Neutral	Negative	No Basis to Judge
FRA	73.2%	15.8%	11.0%	
DOT	48.8%	27.4%	23.7%	
Gov't	53.7%	24.5%	21.8%	

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

	Positive	Neutral	Negative	No Basis to Judge
FRA	81.7%	11.4%	6.9%	
DOT	63.0%	17.6%	19.4%	
Gov't	67.5%	17.6%	14.8%	

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

	Positive	Neutral	Negative	No Basis to Judge
FRA	65.2%	15.3%	19.5%	
DOT	64.1%	15.9%	20.0%	
Gov't	61.3%	17.9%	20.8%	

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

	Positive	Neutral	Negative	No Basis to Judge
FRA	73.0%	16.3%	10.8%	
DOT	44.5%	18.5%	36.9%	
Gov't	56.1%	22.4%	21.4%	

Satisfaction with Benefits

63. How satisfied are you with retirement benefits?

	Positive	Neutral	Negative	No Basis to Judge
FRA	56.9%	20.6%	13.9%	8.6%
DOT	55.5%	20.7%	16.9%	7.0%
Gov't	60.8%	19.4%	12.4%	7.4%

64. How satisfied are you with health insurance benefits?

	Positive	Neutral	Negative	No Basis to Judge
FRA	53.0%	20.3%	25.0%	1.8%
DOT	55.6%	15.8%	26.5%	2.1%
Gov't	58.0%	16.6%	20.6%	4.8%

Satisfaction with Benefits - Continued

65. How satisfied are you with life insurance benefits?

	Positive	Neutral	Negative	No Basis to Judge
FRA	58.5%	20.8%	12.7%	8.0%
DOT	52.6%	23.0%	16.5%	7.8%
Gov't	59.7%	22.1%	9.5%	8.7%

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

	Positive	Neutral	Negative	No Basis to Judge
FRA	29.4%	30.4%	13.3%	26.9%
DOT	24.1%	29.8%	14.4%	31.7%
Gov't	29.9%	30.2%	9.9%	29.9%

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

	Positive	Neutral	Negative	No Basis to Judge
FRA	32.4%	29.5%	4.6%	33.6%
DOT	37.2%	22.6%	5.1%	35.0%
Gov't	31.7%	29.0%	3.9%	35.3%

68. How satisfied are you with paid vacation time?

	Positive	Neutral	Negative	No Basis to Judge
FRA	86.6%	6.6%	6.9%	
DOT	86.0%	8.1%	5.9%	
Gov't	88.4%	7.4%	4.2%	

69. How satisfied are you with paid leave for illness, including family care situations?

	Positive	Neutral	Negative	No Basis to Judge
FRA	88.4%	8.3%	3.3%	
DOT	82.5%	9.6%	8.0%	
Gov't	85.9%	8.6%	5.4%	

70. How satisfied are you with child care subsidies?

	Positive	Neutral	Negative	No Basis to Judge
FRA	6.2%	23.6%	1.3%	68.9%
DOT	5.8%	21.4%	5.8%	66.8%
Gov't	8.1%	24.5%	4.4%	62.9%

71. How satisfied are you with work/life programs (health & wellness, EAP, eldercare, etc.)

	Positive	Neutral	Negative	No Basis to Judge
FRA	18.5%	25.3%	4.6%	51.6%
DOT	20.1%	24.0%	12.3%	43.5%
Gov't	27.5%	25.7%	7.8%	39.1%

72. How satisfied are you with telework/telecommuting?

	Positive	Neutral	Negative	No Basis to Judge
FRA	61.0%	11.2%	15.6%	12.1%
DOT	16.1%	16.8%	19.0%	48.0%

Gov't	21.8%	21.9%	12.6%	43.7%
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Satisfaction with Benefits - Continued

73. How satisfied are you with alternative work schedules?

	Positive	Neutral	Negative	No Basis to Judge
FRA	84.1%	8.2%	4.0%	3.7%
DOT	57.5%	11.6%	17.5%	13.5%
Gov't	49.2%	17.1%	11.9%	21.8%

Demographics

74. Where do you work?

	HQ	Field
FRA	29.0%	71.0%
DOT	40.0%	60.0%
Gov't	39.8%	60.2%

75. What is your supervisory status?

	Non-Supvr	Team Leader	Supervisor	Manager	Executive
FRA	70.0%	13.0%	9.0%	5.0%	2.0%
DOT	57.2%	14.5%	15.3%	8.5%	4.5%
Gov't	54.4%	14.6%	18.3%	10.3%	2.4%

76. Gender

	Male	Female
FRA	79.0%	21.0%
DOT	64.2%	35.8%
Gov't	54.2%	45.8%

77. Are you Hispanic or Latino?

	Yes	No
FRA	5.0%	95.0%
DOT	8.9%	91.1%
Gov't	6.3%	93.7%

78. Racial or ethnic background.

	White	Black	Native Hawaiian or Other Pacific Islander	Asian	Amer. Indian/ Alaska Native	2 or more races
FRA	83.0%	11.0%	0.0%	2.0%	1.0%	2.0%
DOT	75.3%	16.9%	0.4%	3.7%	0.8%	2.9%
Gov't	73.9%	15.5%	0.7%	4.1%	2.9%	2.9%

79. Age group

	25 or Under	26-29	30-39	40-49	50-59	60 or older
FRA	0.0%	2.0%	7.0%	21.0%	54.0%	16.0%
DOT	1.1%	3.1%	14.4%	30.5%	40.0%	11.0%
Gov't	1.1%	2.9%	14.4%	32.2%	40.0%	9.3%

80. Pay Category/Grade

	WG	GS 1-6	GS 7-12	GS 13-15	SES	SL/ST	Other
FRA	0.0%	2.0%	60.0%	36.0%	2.0%	0.0%	0.0%
DOT	1.6%	2.5%	34.2%	51.5%	3.9%	0.3%	6.0%
Gov't	4.4%	5.0%	42.3%	42.3%	1.9%	0.3%	3.8%

Demographics - Continued

81. How long have you been with the Federal Government?

	< 1 year	1-3 years	4-5 years	6-10 years	11-20 years	> 20 years
FRA	5.0%	14.0%	11.0%	16.0%	27.0%	28.0%
DOT	1.3%	9.0%	10.3%	12.8%	27.2%	39.3%
Gov't	1.2%	8.1%	7.5%	12.2%	28.9%	42.2%

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

	< 1 year	1-3 years	4-5 years	6-10 years	11-20 years	> 20 years
FRA	6.0%	17.0%	12.0%	20.0%	27.0%	17.0%
DOT	2.3%	14.5%	14.3%	17.1%	27.4%	24.3%
Gov't	2.3%	13.0%	10.4%	16.2%	29.9%	28.3%

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

	No	Yes, to retire	Yes, inside gov't	Yes, outside gov't	Yes, other
FRA	80.0%	6.0%	8.0%	4.0%	3.0%
DOT	67.4%	7.1%	17.4%	4.3%	3.9%
Gov't	69.2%	6.6%	16.4%	3.6%	4.2%

84. I am planning to retire:

	Within 1 year	1-3 years	3-5 years	> 5 years
FRA	2.0%	12.0%	16.0%	69.0%
DOT	4.8%	12.5%	12.9%	69.8%
Gov't	4.2%	11.6%	12.9%	71.3%