

Federal Human Capital Survey - Coast Guard Civilian responses

Item	Year	Positive	Neutral	Negative	DK
(01) The people I work with cooperate to get the job done.	2006	84.4%	8.3%	7.3%	
	2004	88.6%	6.5%	4.9%	
	2002	80.4%	11.4%	8.2%	
(02) I am given a real opportunity to improve my skills in my organization.	2006	63.2%	19.0%	17.8%	
	2004	68.5%	18.6%	12.9%	
	2002	55.3%	24.2%	20.6%	
(03) I have enough information to do my job well.	2006	74.5%	13.2%	12.4%	
	2004	76.5%	13.2%	10.3%	
	2002	74.4%	13.5%	12.1%	
(04) I feel encouraged to come up with new and better ways of doing things.	2006	65.1%	17.3%	17.6%	
	2004	69.0%	16.6%	14.4%	
	2002	58.9%	19.3%	21.8%	
(05) My work gives me a feeling of personal accomplishment.	2006	75.0%	14.1%	10.9%	
	2004	77.1%	13.4%	9.4%	
	2002	73.2%	13.9%	12.9%	
(06) I like the kind of work I do.	2006	84.8%	10.6%	4.5%	
	2004	89.2%	8.2%	2.6%	
	2002	83.3%	10.3%	6.4%	
(07) I have trust and confidence in my supervisor.	2006	65.3%	18.1%	16.6%	
	2004	N/A	N/A	N/A	
	2002	N/A	N/A	N/A	
(08) I recommend my organization as a good place to work.	2006	71.0%	17.5%	11.5%	
	2004	75.8%	14.7%	9.5%	
	2002	69.7%	16.0%	14.0%	
(09) Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	2006	69.1%	18.8%	12.1%	
	2004	69.5%	19.8%	10.7%	
	2002	62.7%	22.2%	15.1%	
(10) How would you rate the overall quality of work done by your work group?	2006	85.3%	12.2%	2.5%	
	2004	85.6%	11.5%	2.9%	
	2002	82.6%	15.3%	2.1%	
(11) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	2006	76.3%	13.5%	9.4%	0.8%
	2004	76.5%	13.1%	10.2%	0.3%
	2002	74.6%	9.6%	14.4%	1.4%
(12) My supervisor supports my need to balance work and family issues.	2006	80.6%	11.6%	7.1%	0.8%
	2004	83.0%	10.1%	6.6%	0.3%
	2002	82.2%	8.6%	8.4%	0.9%
(13) Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.	2006	60.6%	21.6%	16.4%	1.5%
	2004	66.1%	18.8%	14.3%	0.8%
	2002	58.8%	18.9%	21.9%	0.4%
(14) My work unit is able to recruit people with the right skills.	2006	43.6%	30.8%	21.8%	3.8%
	2002	43.7%	28.6%	25.5%	2.2%

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(15) The skill level in my work unit has improved in the past Year.	2006	52.0%	29.8%	15.6%	2.6%
	2004	55.6%	29.3%	13.6%	1.5%
	2002	56.4%	20.4%	21.5%	1.8%
(16) I have sufficient resources (for example, people, materials, budget) to get my job done.	2006	54.1%	19.4%	25.3%	1.2%
	2004	57.0%	15.4%	26.8%	0.8%
	2002	56.4%	14.5%	28.9%	0.2%
(17) My workload is reasonable.	2006	62.3%	16.1%	20.6%	1.0%
	2004	66.1%	15.0%	18.6%	0.3%
	2002	67.6%	10.1%	22.4%	0.0%
(18) My talents are used well in the workplace.	2006	62.6%	17.5%	18.5%	1.4%
	2004	68.1%	14.1%	16.7%	1.2%
	2002	64.4%	12.0%	23.6%	0.1%
(19) I know how my work relates to the agency's goals and priorities.	2006	81.9%	11.6%	5.1%	1.4%
	2004	87.3%	7.0%	5.0%	0.8%
	2002	89.7%	5.7%	4.4%	0.3%
(20) The work I do is important.	2006	90.4%	7.7%	1.1%	0.8%
	2004	92.3%	5.4%	1.8%	0.5%
	2002	91.6%	4.6%	3.0%	0.8%
(21) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	2006	67.3%	15.4%	16.3%	1.0%
	2004	68.6%	12.4%	18.6%	0.4%
	2002	65.1%	15.5%	19.3%	0.2%
(22) Promotions in my work unit are based on merit.	2006	33.3%	26.7%	35.3%	4.8%
	2004	30.9%	30.8%	33.1%	5.2%
	2002	34.9%	24.7%	36.9%	3.6%
(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	2006	30.4%	27.3%	34.5%	7.9%
	2004	32.0%	26.5%	33.1%	8.4%
	2002	25.8%	22.7%	40.8%	10.7%
(24) Employees have a feeling of personal empowerment with respect to work processes.	2006	50.0%	26.2%	21.7%	2.2%
	2004	50.6%	26.9%	20.9%	1.5%
	2002	45.3%	21.5%	32.0%	1.2%
(25) Employees are rewarded for providing high quality products and services to customers.	2006	49.6%	23.7%	24.9%	1.8%
	2004	47.4%	22.1%	28.0%	2.5%
	2002	49.7%	19.3%	29.8%	1.2%
(26) Creativity and innovation are rewarded.	2006	44.1%	28.0%	26.1%	1.8%
	2004	41.1%	27.1%	28.6%	3.3%
	2002	42.2%	24.0%	32.2%	1.7%
(27) Pay raises depend on how well employees perform their jobs.	2006	22.1%	29.1%	43.6%	5.2%
	2004	N/A	N/A	N/A	N/A
	2002	N/A	N/A	N/A	N/A
(28) Awards in my work unit depend on how well employees perform their jobs.	2006	41.2%	26.1%	29.0%	3.7%
	2004	44.1%	25.7%	27.2%	3.0%
	2002	54.6%	14.1%	30.5%	0.9%
(29) In my work unit, differences in performance are recognized in a meaningful way.	2006	32.7%	32.0%	31.4%	3.9%
	2004	34.4%	29.6%	32.4%	3.5%
	2002	N/A	N/A	N/A	N/A

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(30) My performance appraisal is a fair reflection of my performance.	2006	74.3%	13.3%	11.2%	1.2%
	2004	76.2%	13.0%	8.9%	2.0%
	2002	74.6%	10.1%	14.9%	0.4%
(31) Discussions with my supervisor/team leader about my performance are worthwhile.	2006	60.7%	21.2%	16.6%	1.5%
	2004	63.9%	20.1%	15.0%	1.0%
	2002	61.6%	17.4%	20.8%	0.3%
(32) I am held accountable for achieving results.	2006	80.8%	14.0%	4.1%	1.1%
	2004	84.0%	11.5%	4.6%	0.0%
	2002	80.5%	13.5%	5.5%	0.5%
(33) Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.	2006	56.7%	26.6%	10.5%	6.2%
	2004	56.5%	28.6%	9.2%	5.7%
	2002	52.6%	27.0%	12.2%	8.2%
(34) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	2006	56.6%	27.3%	10.7%	5.4%
	2004	55.5%	27.8%	10.4%	6.4%
	2002	59.2%	21.9%	12.9%	5.9%
(35) Managers/supervisors/team leaders work well with employees of different backgrounds.	2006	67.5%	20.0%	9.9%	2.7%
	2004	68.1%	18.5%	11.0%	2.4%
	2002	64.6%	19.2%	13.0%	3.2%
(36) I have a high level of respect for my organization's senior leaders.	2006	62.2%	19.9%	17.5%	0.4%
	2004	63.5%	17.2%	19.3%	0.1%
	2002	N/A	N/A	N/A	N/A
(37) In my organization, leaders generate high levels of motivation and commitment in the workforce.	2006	49.8%	25.8%	23.3%	1.2%
	2004	50.1%	23.7%	25.7%	0.4%
	2002	39.3%	25.2%	35.1%	0.4%
(38) My organization's leaders maintain high standards of honesty and integrity.	2006	61.1%	20.9%	15.6%	2.4%
	2004	63.5%	18.4%	15.7%	2.4%
	2002	54.9%	22.8%	20.2%	2.1%
(39) Managers communicate the goals and priorities of the organization.	2006	61.2%	20.2%	17.7%	0.8%
	2004	65.5%	17.6%	16.0%	1.0%
	2002	N/A	N/A	N/A	N/A
(40) Managers review and evaluate the organization's progress toward meeting its goals and objectives.	2006	58.5%	22.6%	14.1%	4.9%
	2004	62.6%	20.5%	13.6%	3.4%
	2002	67.9%	13.7%	11.5%	6.9%
(41) Employees are protected from health and safety hazards on the job.	2006	78.5%	12.4%	7.8%	1.2%
	2004	77.8%	13.2%	8.1%	1.0%
	2002	N/A	N/A	N/A	N/A
(42) My organization has prepared employees for potential security threats.	2006	69.2%	18.6%	10.5%	1.7%
	2004	72.3%	17.4%	9.6%	0.8%
	2002	N/A	N/A	N/A	N/A
(43) Complaints, disputes or grievances are resolved fairly in my work unit.	2006	40.6%	30.4%	18.2%	10.8%
	2004	42.0%	30.3%	15.2%	12.5%
	2002	40.3%	26.6%	22.9%	10.2%
(44) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	2006	49.6%	24.7%	19.4%	6.3%
	2004	52.9%	21.4%	17.7%	8.0%
	2002	45.1%	21.5%	26.1%	7.3%

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(45) 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.	2006	61.8%	18.5%	12.0%	7.7%
	2004	63.3%	17.2%	10.4%	9.1%
	2002	N/A	N/A	N/A	N/A
(46) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	2006	48.9%	26.7%	16.9%	7.5%
	2004	51.3%	25.0%	14.9%	8.8%
	2002	50.7%	19.1%	19.0%	11.2%
(47) Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.	2006	60.8%	20.8%	17.3%	1.1%
	2004	62.5%	21.1%	15.6%	0.8%
	2002	N/A	N/A	N/A	N/A
(48) Supervisors/team leaders in my work unit support employee development.	2006	66.0%	18.7%	14.9%	0.4%
	2004	71.7%	16.4%	11.2%	0.8%
	2002	60.9%	18.5%	20.4%	0.3%
(49) Employees have electronic access to learning and training programs readily available at their desk.	2006	69.5%	15.8%	11.3%	3.4%
	2004	67.7%	16.2%	13.7%	2.4%
	2002	65.7%	13.2%	17.8%	3.3%
(50) My training needs are assessed.	2006	47.7%	26.5%	24.7%	1.1%
	2004	46.7%	25.5%	26.3%	1.5%
	2002	43.3%	24.4%	31.9%	0.4%
(51) Managers promote communication among different work units (for example, about projects, goals, needed resources).	2006	56.5%	22.4%	19.7%	1.4%
	2004	59.2%	21.7%	16.8%	2.4%
	2002	49.4%	21.4%	26.5%	2.7%
(52) Employees in my work unit share job knowledge with each other.	2006	73.0%	13.6%	13.0%	0.4%
	2004	76.1%	12.5%	10.6%	0.8%
	2002	73.9%	10.0%	15.4%	0.7%
(53) Employees use information technology (for example, intranet, shared networks) to perform work.	2006	85.9%	9.6%	3.8%	0.6%
	2004	88.6%	7.6%	3.6%	0.3%
	2002	N/A	N/A	N/A	N/A
(54) How satisfied are you with your involvement in decisions that affect your work?	2006	57.0%	21.7%	21.3%	
	2004	62.9%	17.3%	19.8%	
	2002	57.0%	22.2%	20.8%	
(55) How satisfied are you with the information you receive from management on what's going on in your organization?	2006	52.4%	22.8%	24.8%	
	2004	54.4%	20.7%	24.8%	
	2002	48.8%	24.7%	26.5%	
(56) How satisfied are you with the recognition you receive for doing a good job?	2006	51.9%	23.9%	24.2%	
	2004	51.0%	24.3%	24.6%	
	2002	50.5%	21.0%	28.6%	
(57) How satisfied are you with the policies and practices of your senior leaders?	2006	49.3%	27.2%	23.6%	
	2004	51.0%	25.4%	23.6%	
	2002	N/A	N/A	N/A	
(58) How satisfied are you with your opportunity to get a better job in your organization?	2006	35.0%	26.2%	38.8%	
	2004	31.4%	31.3%	37.3%	
	2002	29.1%	26.5%	44.4%	
(59) How satisfied are you with the training you receive for your present job?	2006	53.7%	24.9%	21.5%	
	2004	53.8%	26.7%	19.4%	
	2002	50.0%	24.9%	25.0%	

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(60) Considering everything, how satisfied are you with your job?	2006	70.3%	16.3%	13.5%	
	2004	73.8%	16.0%	10.2%	
	2002	70.2%	16.5%	13.3%	
(61) Considering everything, how satisfied are you with your pay?	2006	59.1%	19.7%	21.2%	
	2004	56.1%	18.3%	25.6%	
	2002	61.7%	14.7%	23.7%	
(62) Considering everything, how satisfied are you with your organization?	2006	65.3%	20.3%	14.4%	
	2004	70.4%	18.2%	11.4%	
	2002	61.7%	22.7%	15.7%	
(63) How satisfied are you with retirement benefits?	2006	61.3%	21.5%	10.3%	7.0%
	2004	60.8%	24.3%	15.1%	N/A
	2002	63.2%	21.1%	15.7%	N/A
(64) How satisfied are you with health insurance benefits?	2006	54.9%	21.9%	16.1%	7.1%
	2004	51.2%	24.0%	24.8%	N/A
	2002	47.3%	24.3%	28.4%	N/A
(65) How satisfied are you with life insurance benefits?	2006	59.9%	25.9%	7.8%	6.5%
	2004	60.6%	29.1%	10.3%	N/A
	2002	55.9%	36.2%	7.9%	N/A
(66) How satisfied are you with long term care insurance?	2006	34.3%	32.9%	7.7%	25.0%
	2004	32.3%	55.6%	12.1%	N/A
	2002	22.2%	67.3%	10.5%	N/A
(67) How satisfied are you with the flexible spending account (FSA) program?	2006	32.0%	33.5%	4.2%	30.3%
	2004	29.3%	62.9%	7.8%	N/A
	2002		N/A	N/A	N/A
(68) How satisfied are you with paid vacation time?	2006	81.5%	10.0%	8.5%	
	2004	79.1%	8.4%	12.5%	
	2002	88.5%	6.8%	4.7%	
(69) How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or elder care)?	2006	84.6%	10.3%	5.2%	
	2004	81.7%	13.0%	5.3%	
	2002	N/A	N/A	N/A	
(70) How satisfied are you with child care subsidies?	2006	8.2%	25.6%	3.9%	62.3%
	2004	13.6%	78.7%	7.8%	N/A
	2002	7.2%	81.8%	11.0%	N/A
(71) How satisfied are you with work/life programs (for example, health and wellness, employee assistance, elder care, and support groups)?	2006	36.0%	27.9%	7.0%	29.2%
	2004	47.3%	45.3%	7.5%	N/A
	2002	N/A	N/A	N/A	N/A
(72) How satisfied are you with telework/telecommuting?	2006	22.7%	23.3%	15.6%	38.5%
	2004	30.8%	52.3%	16.9%	N/A
	2002	21.8%	54.7%	23.6%	N/A
(73) How satisfied are you with alternative work schedules?	2006	58.6%	17.4%	8.5%	15.6%
	2004	68.9%	23.3%	7.9%	N/A
	2002	67.1%	22.2%	10.7%	N/A