

Federal Human Capital Survey 2005

Selective Service System

June 2005

of Respondents: 2005 = 91

| | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Do Not Know | Positive Responses |
|---|----------------|--------|----------------------------|----------|-------------------|-------------|--------------------|
| (1) Managers review and evaluate the organization's progress toward meeting its goals and objectives. | | | | | | | |
| 2005 | 10.99% | 45.05% | 25.27% | 9.89% | 4.40% | 4.40% | 56.04% |
| (2) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. | | | | | | | |
| 2005 | 12.09% | 50.55% | 15.38% | 15.38% | 4.40% | 2.20% | 62.64% |
| (3) My work unit is able to recruit people with the right skills. | | | | | | | |
| 2005 | 13.19% | 25.27% | 27.47% | 18.68% | 10.99% | 4.40% | 38.46% |
| (4) Promotions in my work unit are based on merit. | | | | | | | |
| 2005 | 7.69% | 31.87% | 25.27% | 10.99% | 15.37% | 7.69% | 39.56% |
| (5) The work I do is important. | | | | | | | |
| 2005 | 50.55% | 32.97% | 9.89% | 4.40% | 1.10% | 0.00% | 83.52% |
| (6) I have a high level of respect for my organization's senior leaders. | | | | | | | |
| 2005 | 26.37% | 34.07% | 19.78% | 10.99% | 7.69% | 0.00% | 60.44% |
| (7) Creativity and innovation are rewarded. | | | | | | | |
| 2005 | 9.89% | 37.36% | 25.27% | 10.99% | 12.09% | 4.40% | 47.25% |
| (8) My performance appraisal is a fair reflection of my performance. | | | | | | | |
| 2005 | 29.67% | 42.86% | 15.38% | 3.30% | 4.40% | 3.30% | 72.53% |
| (9) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | | | | | | | |
| 2005 | 5.49% | 20.88% | 19.78% | 31.78% | 13.19% | 8.79% | 26.37% |
| (10) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. | | | | | | | |
| 2005 | 27.47% | 49.45% | 14.29% | 5.49% | 3.30% | 0.00% | 76.92% |
| (11) Managers/supervisors/team leaders work well with employees of different backgrounds. | | | | | | | |
| 2005 | 16.48% | 47.25% | 17.58% | 5.49% | 9.89% | 3.30% | 63.73% |
| (12) Employees are protected from health and safety hazards on the job. | | | | | | | |
| 2005 | 24.18% | 64.84% | 7.69% | 1.10% | 1.10% | 1.10% | 89.02% |
| (13) My organization has prepared employees for potential security threats. | | | | | | | |
| 2005 | 15.38% | 50.55% | 19.78% | 6.59% | 4.40% | 3.30% | 65.93% |
| (14) In my work unit, differences in performance are recognized in a meaningful way. | | | | | | | |
| 2005 | 4.40% | 37.36% | 21.98% | 20.88% | 8.79% | 6.59% | 41.76% |

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| (15) The people I work with cooperate to get the job done. | | | | | | | |
| 2005 | 25.27% | 45.05% | 10.99% | 9.89% | 7.69% | 0.00% | 70.32% |
| (16) I am given a real opportunity to improve my skills in my organization. | | | | | | | |
| 2005 | 15.38% | 36.26% | 21.98% | 17.58% | 8.79% | 0.00% | 51.64% |
| (17) My work gives me a feeling of personal accomplishment. | | | | | | | |
| 2005 | 32.97% | 41.76% | 15.38% | 5.49% | 3.30% | 1.10% | 74.73% |
| (18) I like the kind of work I do. | | | | | | | |
| 2005 | 39.56% | 42.86% | 12.09% | 3.30% | 1.10% | 1.10% | 82.42% |
| (19) Overall, how good a job do you feel is being done by your immediate supervisor/team leader? | | | | | | | |
| 2005 | 42.86% | 34.07% | 12.09% | 2.20% | 8.79% | n/a | 76.93% |
| (20) How satisfied are you with your involvement in decisions that affect your work? | | | | | | | |
| 2005 | 25.27% | 38.46% | 15.38% | 17.58% | 3.30% | n/a | 63.73% |
| (21) How satisfied are you with the recognition you receive for doing a good job? | | | | | | | |
| 2005 | 25.27% | 39.56% | 14.29% | 15.38% | 5.49% | n/a | 64.83% |
| (22) How satisfied are you with the training you receive for your present job? | | | | | | | |
| 2005 | 17.58% | 30.77% | 24.18% | 18.68% | 7.69% | n/a | 48.35% |
| (23) How satisfied are you with the policies and practices of your senior leaders? | | | | | | | |
| 2005 | 15.38% | 32.97% | 26.37% | 14.29% | 9.89% | n/a | 48.35% |
| (24) Considering everything, how satisfied are you with your pay? | | | | | | | |
| 2005 | 18.68% | 47.25% | 20.88% | 9.89% | 2.20% | n/a | 65.93% |
| (25) Considering everything, how satisfied are you with your job? | | | | | | | |
| 2005 | 24.18% | 46.15% | 18.68% | 8.79% | 2.20% | n/a | 70.33% |
| (26) In my organization, leaders generate high levels of motivation and commitment in the workforce. | | | | | | | |
| 2005 | 12.09% | 27.47% | 30.77% | 15.38% | 10.99% | 0.00% | 39.56% |
| (27) I know how my work relates to the agency's goals and priorities. | | | | | | | |
| 2005 | 32.97% | 53.85% | 9.89% | 1.10% | 1.10% | 0.00% | 86.82% |
| (28) Discussions with my supervisor/team leader about my performance are worthwhile. | | | | | | | |
| 2005 | 20.88% | 42.86% | 20.88% | 3.30% | 9.89% | 2.20% | 63.74% |