

# U.S. Office of Government Ethics (OGE)

## 2008 Annual Employee Survey Results

**1. Brief interpretation of results:** OGE continues to outperform government-wide results on a number of issues (as measured by the weighted percentage of positive responses). The government-wide results are available at <http://www.fhcs.opm.gov/2008/Reports/>. In particular, OGE employees are relatively more satisfied with career aspects like performance appraisals, the promotion process, and pay (see items #15, 17, 18, 19, 20, 21, and 40 below). OGE employees are also relatively more satisfied with the physical work environment (see #11 and 28). The ability to recruit appropriately (#8) is notably higher than the government-wide result, as well.

OGE results were similar to the government-wide results on many of the 40 survey questions. It is important to note that, at the time of survey administration, OGE was undergoing a significant transition as a result of an internal reorganization. It is likely that some results reflect short-term effects of this transition period. For example, some employees expressed concern about their preparation and fit in the workplace (see items #3, 10, 13, and 14). Additionally, the reorganization may have contributed to some concerns about cooperation and management communication for certain employees (#1, 5, 23, 25, and 31), culminating in overall job dissatisfaction (#39).

**2. How the survey was conducted:** The Annual Employee Survey was completed as a portion of the Office of Personnel Management (OPM)'s Federal Human Capital Survey. The survey was distributed, completed, and submitted electronically during the administration period of August 1 to September 26, 2008. Employees received reminders about completing the survey. The survey was delivered to 57 full-time, permanent OGE employees.

**3. Description of sample:** Not applicable.

**4. Survey items and response choices:** The survey contained all 40 questions prescribed in OPM regulations (5 CFR part 250 subpart C). The survey items, response choices, response percentages, weighted response percentages, and response frequencies all appear below. The percentages do not always total exactly 100.0% due to rounding.

**5. Number of employees surveyed, number of responses, and representativeness of respondents:** Of the 57 employees surveyed, the agency received 28 responses, giving a response rate of 49.1%. All 28 respondents provided answers to every item listed below. The results below also include response percentages that have been weighted to better represent the overall OGE employee population.

**Notes:** Following each numbered item are (from left to right): response choices, response percentages for each choice, OPM’s weighted response percentages, in parentheses, and response frequencies.

## Personal Work Experiences

<b>1. The people I work with cooperate to get the job done.</b>			
Strongly Agree	17.9%	(18.9)	5
Agree	57.1%	(56.0)	16
Neither Agree nor Disagree	7.1%	(6.1)	2
Disagree	14.3%	(15.9)	4
Strongly Disagree	3.6%	(3.1)	1
<b>2. I am given a real opportunity to improve my skills in my organization.</b>			
Strongly Agree	17.9%	(19.6)	5
Agree	42.9%	(42.1)	12
Neither Agree nor Disagree	21.4%	(18.5)	6
Disagree	14.3%	(13.1)	4
Strongly Disagree	3.6%	(6.7)	1
<b>3. My work gives me a feeling of personal accomplishment.</b>			
Strongly Agree	32.1%	(35.5)	9
Agree	32.1%	(29.6)	9
Neither Agree nor Disagree	17.9%	(15.2)	5
Disagree	14.3%	(13.0)	4
Strongly Disagree	3.6%	(6.7)	1
<b>4. I like the kind of work I do.</b>			
Strongly Agree	28.6%	(32.4)	8
Agree	57.1%	(55.0)	16
Neither Agree nor Disagree	14.3%	(12.6)	4
Disagree	0.0%	(0.0)	0
Strongly Disagree	0.0%	(0.0)	0
<b>5. I have trust and confidence in my supervisor.</b>			
Strongly Agree	32.1%	(34.7)	9
Agree	21.4%	(19.6)	6
Neither Agree nor Disagree	21.4%	(18.8)	6
Disagree	10.7%	(9.7)	3
Strongly Disagree	14.3%	(17.2)	4

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6. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?		
Very Good.....	25.0% (28.8).....	7
Good.....	39.3% (35.1).....	11
Fair .....	21.4% (22.4).....	6
Poor .....	7.1% (6.5).....	2
Very Poor .....	7.1% (7.3).....	2

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### Recruitment, Development, & Retention

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7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.		
Strongly Agree .....	25.0% (25.8).....	7
Agree.....	46.4% (49.8).....	13
Neither Agree nor Disagree .....	10.7% (8.8).....	3
Disagree .....	10.7% (9.2).....	3
Strongly Disagree.....	7.1% (6.3).....	2
Do Not Know .....	0.0% (0.0).....	0

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8. My work unit is able to recruit people with the right skills.		
Strongly Agree .....	17.9% (18.9).....	5
Agree.....	35.7% (39.7).....	10
Neither Agree nor Disagree .....	21.4% (19.9).....	6
Disagree .....	14.3% (12.2).....	4
Strongly Disagree.....	10.7% (9.3).....	3
Do Not Know .....	0.0% (0.0).....	0

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9. I know how my work relates to the agency's goals and priorities.		
Strongly Agree .....	35.7% (38.8).....	10
Agree.....	42.9% (42.4).....	12
Neither Agree nor Disagree .....	14.3% (12.5).....	4
Disagree .....	3.6% (3.3).....	1
Strongly Disagree.....	3.6% (3.1).....	1
Do Not Know .....	0.0% (0.0).....	0

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<b>10. The work I do is important.</b>		
Strongly Agree .....	46.4% (48.5).....	13
Agree.....	32.1% (32.5).....	9
Neither Agree nor Disagree .....	17.9% (16.1).....	5
Disagree .....	3.6% (2.9).....	1
Strongly Disagree.....	0.0% (0.0).....	0
Do Not Know .....	0.0% (0.0).....	0
<b>11. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.</b>		
Strongly Agree .....	50.0% (51.5).....	14
Agree.....	46.4% (45.4).....	13
Neither Agree nor Disagree .....	0.0% (0.0).....	0
Disagree .....	3.6% (3.1).....	1
Strongly Disagree.....	0.0% (0.0).....	0
Do Not Know .....	0.0% (0.0).....	0
<b>12. Supervisors/team leaders in my work unit support employee development.</b>		
Strongly Agree .....	25.0% (28.1).....	7
Agree.....	39.3% (40.4).....	11
Neither Agree nor Disagree .....	25.0% (21.8).....	7
Disagree .....	7.1% (6.6).....	2
Strongly Disagree.....	3.6% (3.2).....	1
Do Not Know .....	0.0% (0.0).....	0
<b>13. My talents are used well in the workplace.</b>		
Strongly Agree .....	28.6% (32.2).....	8
Agree.....	14.3% (14.6).....	4
Neither Agree nor Disagree .....	25.0% (22.0).....	7
Disagree .....	21.4% (18.1).....	6
Strongly Disagree.....	10.7% (13.0).....	3
Do Not Know .....	0.0% (0.0).....	0

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14. My training needs are assessed.

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Strongly Agree .....	14.3% (15.9).....	4
Agree.....	21.4% (22.3).....	6
Neither Agree nor Disagree .....	17.9% (16.8).....	5
Disagree .....	35.7% (35.4).....	10
Strongly Disagree.....	10.7% (9.5).....	3
Do Not Know .....	0.0% (0.0).....	0

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Performance Culture

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

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Strongly Agree .....	25.0% (28.5).....	7
Agree.....	28.6% (30.1).....	8
Neither Agree nor Disagree .....	17.9% (15.9).....	5
Disagree .....	7.1% (6.5).....	2
Strongly Disagree.....	10.7% (9.6).....	3
Do Not Know .....	10.7% (9.5).....	3

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

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Strongly Agree .....	10.7% (15.7).....	3
Agree.....	10.7% (9.5).....	3
Neither Agree nor Disagree .....	21.4% (19.1).....	6
Disagree .....	21.4% (23.3).....	6
Strongly Disagree.....	25.0% (22.2).....	7
Do Not Know .....	10.7% (10.1).....	3

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17. Creativity and innovation are rewarded.

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Strongly Agree .....	28.6% (33.1).....	8
Agree.....	35.7% (31.3).....	10
Neither Agree nor Disagree .....	14.3% (12.9).....	4
Disagree .....	10.7% (9.7).....	3
Strongly Disagree.....	10.7% (13.0).....	3
Do Not Know .....	0.0% (0.0).....	0

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18. 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).

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Strongly Agree .....	25.0% (28.0).....	7
Agree.....	50.0% (50.3).....	14
Neither Agree nor Disagree .....	14.3% (12.3).....	4
Disagree .....	7.1% (6.0).....	2
Strongly Disagree.....	0.0% (0.0).....	0
No Basis to Judge.....	3.6% (3.4).....	1

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

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Strongly Agree .....	21.4% (25.2).....	6
Agree.....	14.3% (14.2).....	4
Neither Agree nor Disagree .....	28.6% (24.5).....	8
Disagree .....	17.9% (19.8).....	5
Strongly Disagree.....	10.7% (9.7).....	3
Do Not Know .....	7.1% (6.5).....	2

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

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Strongly Agree .....	3.6% (3.3).....	1
Agree.....	28.6% (32.0).....	8
Neither Agree nor Disagree .....	17.9% (15.6).....	5
Disagree .....	17.9% (20.1).....	5
Strongly Disagree.....	14.3% (12.5).....	4
Do Not Know .....	17.9% (16.4).....	5

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

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Strongly Agree .....	32.1% (34.7).....	9
Agree.....	53.6% (53.2).....	15
Neither Agree nor Disagree .....	10.7% (8.9).....	3
Disagree .....	3.6% (3.2).....	1
Strongly Disagree.....	0.0% (0.0).....	0
Do Not Know .....	0.0% (0.0).....	0

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

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Strongly Agree .....	39.3% (40.9).....	11
Agree.....	21.4% (20.8).....	6
Neither Agree nor Disagree .....	17.9% (16.1).....	5
Disagree .....	17.9% (19.3).....	5
Strongly Disagree.....	3.6% (2.9).....	1
Do Not Know .....	0.0% (0.0).....	0

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

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Strongly Agree .....	17.9% (22.3).....	5
Agree.....	25.0% (22.1).....	7
Neither Agree nor Disagree .....	28.6% (26.5).....	8
Disagree .....	10.7% (10.1).....	3
Strongly Disagree.....	10.7% (12.8).....	3
Do Not Know .....	7.1% (6.3).....	2

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

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Strongly Agree .....	46.4% (47.9).....	13
Agree.....	28.6% (26.1).....	8
Neither Agree nor Disagree .....	14.3% (13.1).....	4
Disagree .....	0.0% (0.0).....	0
Strongly Disagree.....	7.1% (9.6).....	2
Do Not Know .....	3.6% (3.3).....	1

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## Leadership

<b>25. I have a high level of respect for my organization's senior leaders.</b>		
Strongly Agree .....	14.3% (19.2).....	4
Agree.....	28.6% (25.9).....	8
Neither Agree nor Disagree .....	10.7% (9.9).....	3
Disagree .....	21.4% (18.4).....	6
Strongly Disagree.....	25.0% (26.6).....	7
Do Not Know .....	0.0% (0.0).....	0
<b>26. In my organization, leaders generate high levels of motivation and commitment in the workforce.</b>		
Strongly Agree .....	10.7% (15.7).....	3
Agree.....	25.0% (22.8).....	7
Neither Agree nor Disagree .....	10.7% (9.3).....	3
Disagree .....	25.0% (22.2).....	7
Strongly Disagree.....	28.6% (30.0).....	8
Do Not Know .....	0.0% (0.0).....	0
<b>27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.</b>		
Strongly Agree .....	14.3% (19.2).....	4
Agree.....	39.3% (39.1).....	11
Neither Agree nor Disagree .....	7.1% (6.0).....	2
Disagree .....	17.9% (16.6).....	5
Strongly Disagree.....	14.3% (12.8).....	4
Do Not Know .....	7.1% (6.4).....	2
<b>28. Employees are protected from health and safety hazards on the job.</b>		
Strongly Agree .....	35.7% (37.4).....	10
Agree.....	46.4% (46.6).....	13
Neither Agree nor Disagree .....	7.1% (6.5).....	2
Disagree .....	0.0% (0.0).....	0
Strongly Disagree.....	3.6% (3.0).....	1
Do Not Know .....	7.1% (6.6).....	2



<b>29. Employees have a feeling of personal empowerment with respect to work processes.</b>		
Strongly Agree .....	14.3% (18.8).....	4
Agree.....	21.4% (19.8).....	6
Neither Agree nor Disagree .....	21.4% (18.7).....	6
Disagree .....	10.7% (10.8).....	3
Strongly Disagree.....	25.0% (25.6).....	7
Do Not Know .....	7.1% (6.3).....	2
<b>30. My workload is reasonable.</b>		
Strongly Agree .....	14.3% (15.6).....	4
Agree.....	46.4% (46.5).....	13
Neither Agree nor Disagree .....	17.9% (15.6).....	5
Disagree .....	17.9% (19.2).....	5
Strongly Disagree.....	3.6% (3.1).....	1
Do Not Know .....	0.0% (0.0).....	0
<b>31. Managers communicate the goals and priorities of the organization.</b>		
Strongly Agree .....	14.3% (19.2).....	4
Agree.....	32.1% (29.4).....	9
Neither Agree nor Disagree .....	10.7% (9.0).....	3
Disagree .....	28.6% (29.3).....	8
Strongly Disagree.....	14.3% (13.1).....	4
Do Not Know .....	0.0% (0.0).....	0
<b>32. My organization has prepared employees for potential security threats.</b>		
Strongly Agree .....	17.9% (21.7).....	5
Agree.....	57.1% (55.7).....	16
Neither Agree nor Disagree .....	10.7% (10.1).....	3
Disagree .....	10.7% (9.5).....	3
Strongly Disagree.....	3.6% (3.0).....	1
Do Not Know .....	0.0% (0.0).....	0

## Job Satisfaction

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

Very Satisfied.....	14.3% (19.2).....	4
Satisfied.....	28.6% (26.2).....	8
Neither Satisfied nor Dissatisfied .....	10.7% (9.2).....	3
Dissatisfied.....	21.4% (18.8).....	6
Very Dissatisfied.....	25.0% (26.6).....	7

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

Very Satisfied.....	25.0% (28.8).....	7
Satisfied.....	21.4% (19.4).....	6
Neither Satisfied nor Dissatisfied... ..	14.3% (13.0).....	4
Dissatisfied.....	25.0% (21.7).....	7
Very Dissatisfied.....	14.3% (17.1).....	4

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

Very Satisfied.....	10.7% (12.8).....	3
Satisfied.....	21.4% (22.8).....	6
Neither Satisfied nor Dissatisfied... ..	32.1% (27.7).....	9
Dissatisfied.....	28.6% (26.5).....	8
Very Dissatisfied.....	7.1% (10.2).....	2

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

Very Satisfied.....	21.4% (22.5).....	6
Satisfied.....	32.1% (32.6).....	9
Neither Satisfied nor Dissatisfied... ..	17.9% (15.3).....	5
Dissatisfied.....	21.4% (19.8).....	6
Very Dissatisfied.....	7.1% (9.8).....	2

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

Very Satisfied.....	17.9% (22.6).....	5
Satisfied.....	17.9% (15.7).....	5
Neither Satisfied nor Dissatisfied... ..	25.0% (22.6).....	7
Dissatisfied.....	17.9% (15.4).....	5
Very Dissatisfied.....	21.4% (23.6).....	6

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

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Very Satisfied.....	17.9% (22.3).....	5
Satisfied.....	28.6% (27.1).....	8
Neither Satisfied nor Dissatisfied .....	32.1% (27.9).....	9
Dissatisfied.....	17.9% (19.3).....	5
Very Dissatisfied.....	3.6% (3.4).....	1

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

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Very Satisfied.....	17.9% (22.3).....	5
Satisfied.....	39.3% (36.2).....	11
Neither Satisfied nor Dissatisfied .....	10.7% (9.8).....	3
Dissatisfied.....	17.9% (15.7).....	5
Very Dissatisfied.....	14.3% (16.0).....	4

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

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Very Satisfied.....	21.4% (22.0).....	6
Satisfied.....	50.0% (50.0).....	14
Neither Satisfied nor Dissatisfied .....	14.3% (15.8).....	4
Dissatisfied.....	7.1% (6.3).....	2
Very Dissatisfied.....	7.1% (5.9).....	2

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