

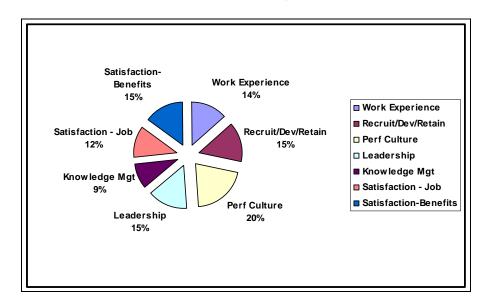
## 2008 Federal Human Capital Survey NTSB Results

#### **Background**

All agencies are accountable for ensuring that the Federal Government has an effective workforce one that gets things done. To assess the leadership and management practices that contribute to agency performance, Federal agencies are required to conduct an annual survey of its employees. In alternating years, NTSB participates in two Office of Personnel Management (OPM) administered government wide surveys to meet this requirement: The Federal Human Capital Survey (FHCS) and the Annual Employee Survey. The results of these surveys help our senior executive answer the question "What can I do to make my agency work better?" In addition, the Office of Personnel Management (OPM) in its oversight role, reviews the trend report as an indication of the agency's progress in the area of human capital management.

## **The Survey**

For NTSB employees, the 2008 FHCS included 74 questions in seven areas: 1) Personal Work Experiences; 2) Recruitment, Development, & Retention; 3) Performance Culture; 4) Leadership; 5) Learning (Knowledge Management); 6) Job Satisfaction; and 7) Satisfaction with Benefits. A report including the questions and responses from NTSB employees can be found below.



Seventy three (73) of the questions were also included on the 2007 Annual Employee Survey. This provides a basis for comparison and for benchmarking our progress. The 2007 data is used below for a comparison. There were six response categories: Strongly Agree, Agree, Neither Agree or Disagree, Disagree Strongly, Disagree, and no Basis to Judge/Do Not Know. In the discussions that follow, the responses are collapsed into one positive category (Strongly Agree and Agree) and one negative category (Strongly Disagree and Disagree), and a neutral category (Neither Agree or Disagree).

How the survey was conducted?	The survey was conducted online from August 1, 2008 to September 26, 2008.
Description of sample:	344 full-time permanent employees of the agency were surveyed.
Survey items and response choices:	See the tables on the following pages.
Number of employees surveyed and number who responded:	Of the 344 employees surveyed, 226 responded, for a 65.7% response rate.

#### **Response Rate**

Since 2004 the response rate of full time permanent employees has exceeded the government-wide rate. In 2008 the government wide response rate was 51% while the NTSB response rate was 65.7%. To view the government wide results see <a href="www.fhcs.opm.gov">www.fhcs.opm.gov</a>. We commend our employees for their participation in this effort and in our internal surveys on communication and customer service.

Instrument	Survey Pool	Respondents	Response Rate
2008 Federal Human Capital Survey	344	226	65.70%
2007 Annual Employee Survey	377	260	69%
2006 Federal Human Capital Survey	375	235	63%
2004 Federal Human Capital Survey	398	280	70%

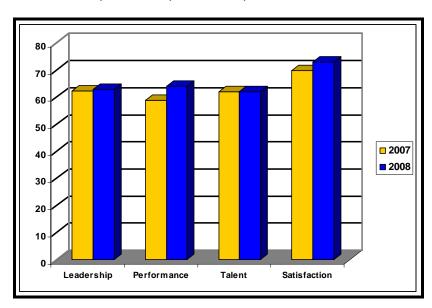
## **Interpretation of Results**

The results of the survey show some progress across the items that were measured. For 60% of the items, the percent of positive responses rated above 60%. The overall average positive response was 63.8%

		Ten Highest Positive Reponses
% Positive	Item	Short Description
95.60	54	Using information technology
93.60	20	My work is important
91.80	69	Paid Vacations
90.70	33	Accountability
90.50	10	Quality of work of the team
89.20	6	Satisfaction with work.
88.90	19	Agency goals and priorities.
88.40	1	Cooperation.
88.00	70	Satisfaction with paid leave for illness.
87.60	42	Protection from health & safety hazards

### **Trend Analysis**

Overall, NTSB employees responded more positively on the 2008 FHCS than they did on previous surveys. For 70% of the items, the percent of positive responses increased.



#### Leadership

Increases in positive responses were shown in 8 of the 11 questions in this category Satisfaction with the policies and practices of senior leaders is increasing. More respondents perceive that managers communicate goals and priorities.

#### Performance

Improvements are evident in this category, with 11 of 15 questions showing increases in positive responses compared to the last survey

#### Talent

Respondents increasingly agree that supervisors assess their training needs and support their development

#### **Job Satisfaction**

Employees report greater overall satisfaction with the organization, their jobs and their pay than in the last survey. Satisfaction with involvement in decision-making increased over 9%, from 44% to 53.3%.

## **Additional Results**

Category	Percent	Item	Short Description
Highest Positive	95.6%	Q. 54	Employees use information technology to do their work.
Lowest Positive	4.2%	Q. 71	Childcare subsidies. (Also the highest I don't have a basis to judge.)
Highest Negative	34.5%	Q. 16	Sufficient resources to get my job done.
Highest Neutral	36.2%	Q. 59	Opportunities to get a better job in your organization. (equal to the positives)

A full copy of the report is below.

Full copy of the report follows on the next page.

## NATIONAL TRANSPORTATION SAFETY BOARD 2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS

(Survey Administration Period 8/1/08 to 9/26/08)

		·	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
*1.	The people I work with cooperate to get the job done.	N	89	111	14	8	4	NA		226
1.	The people I work with cooperate to get the job done.	%	39.6	48.8	6.3	3.4	1.8	NA	88.4	100
*2.	I am given a real opportunity to improve my skills in my	N	51	87	45	32	11	NA		226
· Z.	organization.	%	22.2	37.7	20.5	14.5	5.1	NA	59.9	100
3.	I have enough information to do my job well.	N	50	117	36	19	4	NA		226
٥.	Thave enough information to do my job wen.	%	22.0	51.5	16.2	8.4	1.9	NA	73.6	100
4.	I feel encouraged to come up with new and better ways of	N	69	72	42	25	18	NA		226
4.	doing things.	%	29.7	31.6	19.2	11.0	8.4	NA	61.3	100
*5.	My work sives me a feeling of negonal accomplishment	N	102	90	18	10	6	NA		226
*J.	My work gives me a feeling of personal accomplishment.	%	45.3	39.6	8.0	4.4	2.7	NA	84.9	100
*6.	I like the kind of work I do.	N	122	80	16	4	4	NA		226
0.	Thre the kind of work I do.	%	54.0	35.2	7.2	1.8	1.8	NA	89.2	100
*7.	I have tweet and confidence in more among the	N	70	79	37	22	18	NA		226
·· /.	I have trust and confidence in my supervisor.	%	31.2	34.0	16.6	10.0	8.2	NA	65.2	100
0	I accommond any annimation as a seed along to small	N	80	93	34	12	7	NA		226
8.	I recommend my organization as a good place to work.	%	35.0	41.1	15.4	5.3	3.2	NA	76.1	100
			Very Good	Good	Fair	Poor	Very Poor	Do Not Know/ No Basis to Judge	Percent Positive	Total
*9.	Overall, how good a job do you feel is being done by your	N	77	74	46	17	12	NA		226
	immediate supervisor/team leader?	%	33.6	32.3	20.8	7.8	5.5	NA	65.9	100
10.	How would you rate the overall quality of work done by your	N	111	94	17	2	2	NA		226
	work group?	%	48.4	42.1	7.7	0.8	1.0	NA	90.5	100
			Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
*11.	The workforce has the job-relevant knowledge and skills	N	57	121	30	13	3	2		226
	necessary to accomplish organizational goals.	%	25.3	53.4	13.4	5.7	1.2	0.9	78.7	100
*12.	My supervisor supports my need to balance work and other life	N	105	80	20	11	10	0		226

	issues.	%	46.7	34.8	8.9	4.9	4.6	0.0	81.6	100
13.	Supervisors/team readers in my work and provide employees	N	56	93	36	22	16	3		226
	with the opportunities to demonstrate their leadership skills.	%	24.6	40.7	16.3	9.8	7.3	1.3	65.3	100
*14.	My work unit is able to recruit people with the right skills.	N	27	91	52	38	13	5		226
17.	wiy work unit is able to rectuit people with the right skins.	%	12.1	39.7	23.2	17.0	5.9	2.1	51.7	100

\* AES prescribed items.

Sample or Population: Population

Page 1

Percentages are weighted to be representative of the Agency's population. Surveys Completed: 226

15. The skill level in my work unit has improved in the past year.  16. I have sufficient resources (for example, people, materials, budget) to get my job done.  17. My workload is reasonable.  18. My talents are used well in the workplace.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency's goals and priorities.  19. I know how my work relates to the agency agency ag	Numl	per in Population: 344			Page 1					Response R	ate: 65.7%
16.   The sufficient resources (for example, people, materials, budget) to get my job done.					Agree	Agree Nor	Disagree		Know/ No Basis to		Total
16.   I have sufficient resources (for example, people, materials, budget) to get my job done.   N   22   88   38   54   24   0   0   22   22   23.5   23.	15.	The skill level in my work unit has improved in the past year.	N	40	74	72	20	14	6		226
budget) to get my job done.  **N** 9.9** 38.9** 16.7** 23.9** 10.6** 0.0** 48.8** 10.0** 11.7** 11.0			%						2.5	49.7	100
*17. My workload is reasonable.  *18. My talents are used well in the workplace.  *19. I know how my work relates to the agency's goals and priorities.  *19. I know how my work relates to the agency's goals and priorities.  *19. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  *20. Promotions in my work unit are based on merit.  *21. Promotions in my work unit are based on merit.  *22. Promotions in my work unit, steps are taken to deal with a poor performer who cannot or will not improve.  *23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.  *24. Employees have a feeling of personal empowerment with N 27 87 56 35 15 6 22 27 49.7 10.  *25. Employees have a feeling of personal empowerment with N 27 87 56 35 15 6 22 27 49.7 10.  *26. Employees have a feeling of personal empowerment with N 52 98 34 23 17 2 2 2.  *27. Employees have a feeling of personal empowerment with N 52 98 34 23 17 2 2 2.  *28. Employees have a feeling of personal empowerment with N 52 98 34 23 17 2 2 2.  *29. Employees are rewarded for providing high quality products and Services to customers.  *20. Creativity and innovation are rewarded.  *21. Promotion in my work unit are based on merit.  *22. Employees are rewarded for providing high quality products and Services to customers.  *24. Employees are rewarded for providing high quality products and Services to customers.  *25. Employees are rewarded for providing high quality products and Services to customers.  *26. Creativity and innovation are rewarded.  *27. Promotion in my work unit necessarily and innovation are rewarded.  *28. Creativity and innovation are rewarded.  *29. Services to customers.  *20. The work I do is important.  *20. D 11.4	16.		N	22	88	38	54	24	0		226
*11. My workload is reasonable.  **No. My talents are used well in the workplace.  **No. My talents are used well in the workplace.  **No. My talents are used well in the workplace.  **No. Mo. My talents are used well in the workplace.  **No. Mo. My talents are used well in the workplace.  **No. Mo. My talents are used well in the workplace.  **No. Mo. Mo. Mo. Mo. Mo. Mo. Mo. Mo. Mo. M		budget) to get my job done.	%	9.9	38.9	16.7	23.9	10.6	0.0	48.8	100
*18. My talents are used well in the workplace.  *19. I know how my work relates to the agency's goals and priorities.  *19. I know how my work relates to the agency's goals and priorities.  *20. The work I do is important.  *21. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  *22. Promotions in my work unit, steps are taken to deal with a poor performer  *23. In my work unit, steps are taken to deal with a poor performer  *24. Employees have a feeling of personal empowerment with respect to work processes.  *25. Employees have a feeling of personal empowerment with respect to work processes.  *26. Employees are rewarded for providing high quality products and services to customers.  *27. N 43. A 44. A 55. A 56. A 50. A 5	*17	My workload is reasonable	N	26	99	42	40	18	1		226
*18. My talents are used well in the workplace.  **19. I know how my work relates to the agency's goals and priorities.  **19. I know how my work relates to the agency's goals and priorities.  **19. I know how my work relates to the agency's goals and priorities.  **20. The work I do is important.  **21. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  **22. Promotions in my work unit are based on merit.  **23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.  **24. Employees have a feeling of personal empowerment with respect to work processes.  **25. Employees are rewarded for providing high quality products and services to customers.  **26. Creativity and innovation are rewarded.  **27. N	17.	Workfold is reasonable.	%	11.7	43.6	18.7	17.8	7.8	0.4	55.3	100
*20. The work I do is important.  **Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  **22. Promotions in my work unit are based on merit.  **Promotions in my work unit, steps are taken to deal with a poor performer who cannot or will not improve.  **23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.  **24. Employees have a feeling of personal empowerment with respect to work processes.  **25. Employees are rewarded for providing high quality products and services to customers.  **26. Creativity and innovation are rewarded.  **No 42 74 56 27 21 6 22  **28 11. 12. 77 5 5 0  **29. 110  **20 110  **20 2 1  **20 12  **20 10  **20 2 1  **21 10  **22 2  **2 1  **22 2  **2 1  **2 2  **2 2  **2 1  **2 2  **2 2  **2 1  **2 2  **2 2  **2 1  **2 2  **2 2  **2 2  **2 1  **2 2  **2 3	*18	My talents are used well in the workplace	N	44	100	34	26	20	2		226
*19. How how my work relates to the agency's goals and priorities.  *20. The work I do is important.  *21. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  *22. Promotions in my work unit are based on merit.  *23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.  *24. Employees have a feeling of personal empowerment with respect to work processes.  *25. Employees have a feeling of personal empowerment with respect to work processes.  *26. Creativity and innovation are rewarded.  *27. Creativity and innovation are rewarded.  *28. Monowhow my work relates to the agency's goals and priorities.  *39. 949.0 5.6 3.2 2.3 0.0 88.9 10  *20. 2.1 10 2.2 2.1 17  *27. 17. 17. 17. 4 2.2 2.2 2.2 10  *28. 2.2 10  *29. 18.6 18.6 11.5 2.6 48.8 10  *29. 18.6 18.6 11.5 2.6 48.8 10  *20. 24 2.2 2.2 2.2 2.2 2.2 2.2 2.2 2.2 2.2	10.	My talents are used wen in the workplace.	%	19.3	44.1	15.0	11.4	9.3	0.9	63.4	100
*20. The work I do is important.  *21. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  *22. Promotions in my work unit are based on merit.  *23. In my work unit, steps are taken to deal with a poor performer N 18 70 54 40 20 24 22 24 22 20 22 20 10 25 20 20 24 20 20 20 24 20 20 20 20 20 20 20 20 20 20 20 20 20	*10	I know how my work relates to the agency's goals and priorities	N	90	112	12	7	5	0		226
*21. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  *22. Promotions in my work unit are based on merit.  *23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.  *24. Employees have a feeling of personal empowerment with respect to work processes.  *25. Employees are rewarded for providing high quality products and services to customers.  *26. Creativity and innovation are rewarded.  *27. The work I do is important.  *28. By 61.7 31.9 4.3 0.9 0.8 0.4 93.6 10  *29. At 1 1.7 17 4 2 2.2  *20. At 1.8 0.9 82.2 10  *20. At 1.8 0.9 82.2 10  *21. At 1.8 0.9 82.2 10  *22. Promotions in my work unit are based on merit.  *28. By 19.7 29.0 18.6 18.6 11.5 2.6 48.8 10  *29. At 1.8 0.9 10.9 38.0 10  *20. At 1.8 18.0 10.9 38.0 10  *20. At 1.8 18.0 10.9 38.0 10  *21. Employees have a feeling of personal empowerment with N 27 87 56 35 15 6  *22. Employees are rewarded for providing high quality products and services to customers.  *29. Employees are rewarded for providing high quality products and services to customers.  *20. Creativity and innovation are rewarded.  *21. At 1.8 0.9 0.8 65.8 10  *22. At 1.8 0.9 0.8 65.8 10  *23. At 1.8 0.9 0.8 65.8 10  *24. At 1.8 0.9 0.8 65.8 10  *25. Creativity and innovation are rewarded.  *26. Creativity and innovation are rewarded.	19.	I know now my work relates to the agency's goals and priorities.	%	39.9	49.0	5.6	3.2	2.3	0.0	88.9	100
*21. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  *22. Promotions in my work unit are based on merit.  *23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.  *24. Employees have a feeling of personal empowerment with respect to work processes.  *25. Employees are rewarded for providing high quality products and services to customers.  *26. Creativity and innovation are rewarded.  *27. Physical conditions (for example, noise level, temperature, N 85 101 17 17 17 4 2 22 22 22 22 22 22 22 22 22 22 22 22	*20	The week I do is important	N	139	72	10	2	2	1		226
Physical colonions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.  *22. Promotions in my work unit are based on merit.  *23. In my work unit, steps are taken to deal with a poor performer N 18 70 54 40 20 24 22 who cannot or will not improve.  *24. Employees have a feeling of personal empowerment with N 27 87 56 35 15 6 22 respect to work processes.  *25. Employees are rewarded for providing high quality products and services to customers.  *26. Creativity and innovation are rewarded.  *27. The state of the work process to customers.  *27. The state of the work process to the work process to the work process to customers.  *28. Creativity and innovation are rewarded.  *29. The work process to the work process the work process to the work process to the work process to the work process the work process to the work proc	··20.	The work I do is important.	%	61.7	31.9	4.3	0.9	0.8	0.4	93.6	100
1   1   2   2   2   2   2   2   2   2	*21.	Physical conditions (for example, noise level, temperature.	N	85	101	17	17	4	2		226
*22. Promotions in my work unit are based on merit.  *23. In my work unit, steps are taken to deal with a poor performer N 18 70 54 40 20 24 22 22 22 23 24 24 24 25 24 25 24 25 24 25 24 25 24 25 25 25 26 26 27 21 6 22 26 26 26 27 26 26 26 27 26 26 26 27 26 26 26 27 26 26 26 27 26 26 26 27 26 26 26 27 26 26 26 27 26 26 27 26 26 27 26 26 27 26 26 27 26 26 27 26 26 27 26 26 27 26 27 26 27 26 26 27 26 27 26 27 26 26 27 26 26 27 26 26 27 26 26 27 26 26 27 26 26 27 26 26 27 26 26 27 26 26 27 26 26 27 26 26 27 26 26 27 26 26 27 26 26 27 26 26 27 26 27 26 27 26 27 27 27 27 27 27 27 27 27 27 27 27 27		lighting, cleanliness in the workplace) allow employees to	%	38.0	44.1	7.7	7.4	1.8	0.9	82.2	100
*23. In my work unit, steps are taken to deal with a poor performer N 18 70 54 40 20 24 22 who cannot or will not improve. % 7.5 30.6 24.5 17.6 8.9 10.9 38.0 10 *24. Employees have a feeling of personal empowerment with N 27 87 56 35 15 6 22 respect to work processes. % 11.4 38.4 25.1 15.6 6.9 2.7 49.7 10 25. Employees are rewarded for providing high quality products and Services to customers. % 22.4 43.4 15.4 10.1 7.9 0.8 65.8 10 *26. Creativity and innovation are rewarded. N 42 74 56 27 21 6 22 22 24 32.6 50.7 10 *26. *27. *28. *29. *29. *29. *29. *29. *29. *29. *29	*22	December in more made unit and hand an arrait	N	45	68	41	41	25	6		226
who cannot or will not improve.  *24. Employees have a feeling of personal empowerment with N 27 87 56 35 15 6 22 respect to work processes.  *25. Employees are rewarded for providing high quality products and services to customers.  *26. Creativity and innovation are rewarded.  *27. Solution of the content of the conte	*22.	Promotions in my work unit are based on merit.	%	19.7	29.0	18.6	18.6	11.5	2.6	48.8	100
*24.       Employees have a feeling of personal empowerment with respect to work processes.       N       27       87       56       35       15       6       22         25.       Employees are rewarded for providing high quality products and services to customers.       N       52       98       34       23       17       2       22         *26.       Creativity and innovation are rewarded.       N       42       74       56       27       21       6       22         *26.       Treativity and innovation are rewarded.       N       42       74       56       27       21       6       22         *26.       18.1       32.6       25.1       11.8       9.7       2.6       50.7       10	*23.	In my work unit, steps are taken to deal with a poor performer	N	18	70	54	40	20	24		226
respect to work processes.  % 11.4 38.4 25.1 15.6 6.9 2.7 49.7 10  25. Employees are rewarded for providing high quality products and services to customers.  % 22.4 43.4 15.4 10.1 7.9 0.8 65.8 10  *26. Creativity and innovation are rewarded.  N 42 74 56 27 21 6 22  % 18.1 32.6 25.1 11.8 9.7 2.6 50.7 10		who cannot or will not improve.	%	7.5	30.6	24.5	17.6	8.9	10.9	38.0	100
respect to work processes.	*24.	Employees have a feeling of personal empowerment with	N	27	87	56	35	15	6		226
25.       Employees are rewarded for providing high quality products and services to customers.       N       52       98       34       23       17       2       22         *26.       Creativity and innovation are rewarded.       N       42       74       56       27       21       6       22         *26.       W       18.1       32.6       25.1       11.8       9.7       2.6       50.7       10			%	11.4	38.4	25.1	15.6	6.9	2.7	49.7	100
services to customers.         %         22.4         43.4         15.4         10.1         7.9         0.8         65.8         10           *26.         Creativity and innovation are rewarded.         N         42         74         56         27         21         6         22           %         18.1         32.6         25.1         11.8         9.7         2.6         50.7         10	25.	Employees are rewarded for providing high quality products and		52							226
*26. Creativity and innovation are rewarded.  N 42 74 56 27 21 6 22  % 18.1 32.6 25.1 11.8 9.7 2.6 50.7 10										65.8	100
*26. Creativity and innovation are rewarded.  **26. Creativity and innovation are rewarded.  **27. **28. **28. **29. **2											226
	*26.	Creativity and innovation are rewarded.					11.8	9.7		50.7	100
where $P$ is a set of $P$ is a set of $P$ in $P$ is a set of $P$ in $P$			N	30	70	56	34	25	11		226
*2/. Pay raises depend on how well employees perform their jobs.	*27.	Pay raises depend on how well employees perform their jobs.	%							43.7	100

28.	Awards in my work unit depend on how well employees	N	43	86	43	27	22	5		226
	perform their jobs.	%	19.0	37.2	19.8	12.1	9.7	2.2	56.2	100
*29.	In my work unit, differences in performance are recognized in a	N	25	66	63	34	23	15		226
	meaningful way.	%	10.9	28.8	27.9	15.3	10.2	6.9	39.7	100
*30.	My performance appraisal is a fair reflection of my	N	69	95	28	18	14	2		226
	performance.	%	30.4	42.3	12.5	7.7	6.4	0.8	72.7	100
*31.	Discussions with my supervisor/team leader about my	N	53	71	60	22	17	3		226
	performance are worthwhile.	%	23.5	31.6	26.2	9.9	7.6	1.3	55.1	100

<sup>\*</sup> AES prescribed items.

				1 age 2						
			Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
*32.	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).	N %	68 30.2	93 40.6	37 16.6	16 7.2	7 3.2	5 2.2	70.8	226 100
33.	I am held accountable for achieving results.	N %	77 33.7	128 57.0	15 6.6	2 0.8	4 1.9	0 0.0	90.7	226 100
34.	Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.	N %	46 19.7	86 37.6	53 24.3	9 3.9	10 4.6	22 9.8	57.3	226 100
35.	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	38 16.0	91 39.9	52 23.6	12 5.3	9 4.1	24 11.0	55.9	226 100
*36.	Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	54 23.6	97 42.7	40 17.8	11 4.9	10 4.6	14 6.4	66.4	226 100
*37.	I have a high level of respect for my organization's senior leaders.	N %	43 18.9	80 35.1	48 21.3	31 14.0	22 9.8	2 0.8	54.0	226 100
*38.	In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	30 13.0	61 26.8	77 34.4	31 13.4	22 10.2	5 2.2	39.7	226 100
39.	My organization's leaders maintain high standards of honesty and integrity.	N %	40 17.1	75 33.4	54 23.9	24 10.8	20 8.9	13 5.9	50.5	226 100
*40.	Managers communicate the goals and priorities of the organization.	N %	40 17.2	118 51.9	41 18.5	16 7.2	11 5.3	0 0.0	69.0	226 100
*41.	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	38 16.2	111 49.2	40 17.8	13 5.6	9 4.4	15 6.7	65.4	226 100
*42.	Employees are protected from health and safety hazards on the	N	74	124	16	7	3	2		226

	job.	%	32.8	54.8	7.2	2.9	1.4	0.9	87.6	100
*43.	My organization has prepared employees for potential security	N	45	133	27	8	2	11		226
43.	threats.	%	20.2	58.2	11.9	3.6	1.0	5.2	78.4	100
44.	Complaints, disputes or grievances are resolved fairly in my	N	28	68	53	15	14	48		226
<del></del>	work unit.	%	12.0	29.5	23.8	6.6	6.5	21.7	41.5	100
45.	Arbitrary action, personal favoritism and coercion for partisan	N	36	75	37	29	19	30		226
	political purposes are not tolerated.	%	15.7	33.1	16.3	13.1	8.5	13.3	48.8	100
46.	Prohibited Personnel Practices (for example, illegally	N	51	90	34	10	9	32		226
	discriminating for or against any employee/applicant, obstructing a person's right to compete for employment,	%	21.8	40.0	15.0	4.6	4.1	14.5	61.8	100
	knowingly violating veterans' preference requirements) are not tolerated.									
47.	I can disclose a suspected violation of any law, rule or regulation	N	42	79	35	26	14	30		226
	without fear of reprisal.	%	18.0	35.1	15.5	11.5	6.4	13.6	53.1	100

\*55. How satisfied are you with your involvement in decisions that

			Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
48.	Supervisors/team leaders provide employees with constructive	N	30	103	47	26	16	4		226
	suggestions to improve their job performance.	%	13.0	45.0	21.2	11.7	7.4	1.7	58.0	100
*49.	Supervisors/team leaders in my work unit support employee	N	46	110	28	28	13	1		226
	development.	%	20.0	48.2	12.7	12.6	6.0	0.5	68.2	100
50.	Employees have electronic access to learning and training	N	54	128	28	8	4	4		226
	programs readily available at their desk.	%	23.0	57.1	12.6	3.5	2.0	1.9	80.1	100
*51.	My training needs are assessed.	N	29	94	53	37	13	0		226
<i>J</i> 1.	wy training needs are assessed.	%	12.7	41.0	24.0	16.3	6.1	0.0	53.6	100
52.	Managers promote communication among different work units	N	34	98	45	29	17	3		226
	(for example, about projects, goals, needed resources).	%	14.7	42.5	20.5	13.2	7.7	1.4	57.2	100
53.	Employees in my work unit share job knowledge with each	N	61	124	17	14	9	1		226
33.	other.	%	27.2	54.5	7.7	6.0	4.2	0.4	81.7	100
54.	Employees use information technology (for example, intranet,	N	111	105	6	0	3	1		226
	shared networks) to perform work.	%	48.6	47.0	2.5	0.0	1.4	0.5	95.6	100
					Neither Satisfied			Do Not Know/		
			Very		nor		Strongly	No Basis to	Percent	

Satisfied

81

Satisfied

41

N

Dissatisfied

43

Dissatisfied

47

Dissatisfied

14

Positive

Total

226

Judge

NA

<sup>\*</sup> AES prescribed items.

	affect your work?	%	18.2	35.1	21.0	19.1	6.5	NA	53.3	100
*56.	How satisfied are you with the information you receive from	N	33	89	50	41	13	NA		226
	management on what's going on in your organization?	%	14.0	39.2	22.4	18.2	6.1	NA	53.3	100
*57.	How satisfied are you with the recognition you receive for doing	N	58	87	36	28	17	NA		226
	a good job?	%	25.4	38.4	16.2	12.2	7.9	NA	63.8	100
*58.	How satisfied are you with the policies and practices of your	N	34	75	61	38	18	NA		226
	senior leaders?	%	14.8	33.5	26.7	16.9	8.1	NA	48.3	100
*59.	How satisfied are you with your opportunity to get a better job	N	30	55	81	37	23	NA		226
	in your organization?	%	13.0	23.8	36.2	16.7	10.3	NA	36.8	100
*60.	How satisfied are you with the training you receive for your	N	25	100	49	34	18	NA		226
	present job?	%	10.7	44.0	21.5	15.4	8.4	NA	54.7	100
*61.	Considering everything, how satisfied are you with your job?	N	64	118	25	15	4	NA		226
-01.	Considering everything, now satisfied are you with your job:	%	28.1	52.4	11.0	6.5	1.9	NA	80.5	100
*62.	Considering everything, how satisfied are you with your pay?	N	70	92	31	24	9	NA		226
02.	Considering everything, now satisfied are you with your pay:	%	30.8	40.6	13.9	10.8	4.0	NA	71.4	100
63.	Considering everything, how satisfied are you with your	N	54	111	29	24	8	NA		226
03.	organization?	%	23.6	49.1	12.8	10.8	3.7	NA	72.7	100

<sup>\*</sup> AES prescribed items.

			1 age 4						
				Neither			Do Not		
				Satisfied					
		Very		nor		Strongly	No Basis to	Percent	
		Satisfied	Satisfied	Dissatisfied	Dissatisfied	Dissatisfied	Judge	Positive	Total
How satisfied are you with retirement benefits?	N	53	104	31	17	6	15		226
··	%	23.2	45.9	13.6	7.9	2.7	6.7	69.1	100
How satisfied are you with health insurance benefits?	N	46	122	29	15	5	9		226
5. How satisfied are you with health insurance benefits?	%	20.2	53.9	12.8	6.5	2.3	4.2	74.1	100
How satisfied are you with life insurance benefits?	N	38	106	39	11	5	27		226
Tion satisfied the you with the institute beliefits.	%	16.8	47.2	16.9	4.7	2.2	12.2	64.0	100
How satisfied are you with long term care insurance benefits?	N	16	49	63	13	8	77		226
now satisfied the you with long term care insurance benefits.	%	7.1	22.0	27.6	5.6	3.6	34.1	29.0	100
How satisfied are you with the flexible spending account (FSA)	N	35	73	46	7	1	64		226
program?	%	15.5	32.6	20.0	3.1	0.5	28.4	48.0	100
How satisfied are you with paid vacation time?	N	100	108	12	3	3	NA		226
riow saustied are you with paid vacation time?	%	44.0	47.8	5.5	1.3	1.4	NA	91.8	100
How satisfied are you with paid leave for illness (for example,	N	102	97	18	6	3	NA		226
	program?  How satisfied are you with paid vacation time?	How satisfied are you with health insurance benefits?  How satisfied are you with life insurance benefits?  N How satisfied are you with life insurance benefits?  N How satisfied are you with long term care insurance benefits?  N How satisfied are you with the flexible spending account (FSA) Program?  N How satisfied are you with paid vacation time?  N	How satisfied are you with retirement benefits?  N 53 % 23.2  How satisfied are you with health insurance benefits?  N 46 % 20.2  How satisfied are you with life insurance benefits?  N 38 % 16.8  How satisfied are you with long term care insurance benefits?  N 16 % 7.1  How satisfied are you with the flexible spending account (FSA) Program?  N 35 program?  N 35 How satisfied are you with paid vacation time?  N 100 How satisfied are you with paid vacation time?	Very Satisfied   Satisfied	How satisfied are you with health insurance benefits?         N 38 106 39 12.8           How satisfied are you with life insurance benefits?         N 38 106 39 12.8           How satisfied are you with life insurance benefits?         N 38 106 39 12.8           How satisfied are you with long term care insurance benefits?         N 16 49 63 47.2           How satisfied are you with long term care insurance benefits?         N 16 49 63 47.2           How satisfied are you with he flexible spending account (FSA) program?         N 35 73 46 20.0           How satisfied are you with paid vacation time?         N 100 108 12         12 20.0           How satisfied are you with paid vacation time?         N 100 108 12         12 20.0	How satisfied are you with health insurance benefits?         Notestistied are you with hong term care insurance benefits?         Notestistied are you with hong term care insurance benefits?         Notestistied are you with the flexible spending account (FSA) program?         Notestistied are you with health insurance benefits?         Notestistied are you with he	Very Satisfied         Very Satisfied         Neither Satisfied nor Dissatisfied         Strongly Dissatisfied           How satisfied are you with retirement benefits?         N         53         104         31         17         6           How satisfied are you with health insurance benefits?         N         46         122         29         15         5           How satisfied are you with life insurance benefits?         N         38         106         39         11         5           How satisfied are you with long term care insurance benefits?         N         16.8         47.2         16.9         4.7         2.2           How satisfied are you with the flexible spending account (FSA) program?         N         35         73         46         7         1           How satisfied are you with the flexible spending account (FSA) program?         N         35         73         46         7         1           How satisfied are you with paid vacation time?         N         10.0         108         12         3         3           How satisfied are you with paid vacation time?         N         35         73         46         7         1           How satisfied are you with paid vacation time?         N         100         108         12         3	How satisfied are you with life insurance benefits?         N         33         104         31         17         6         15           How satisfied are you with life insurance benefits?         N         23.2         45.9         13.6         7.9         2.7         6.7           How satisfied are you with life insurance benefits?         N         38         104         39         11         5         9           How satisfied are you with life insurance benefits?         N         38         106         39         11         5         27           How satisfied are you with long term care insurance benefits?         N         16.8         47.2         16.9         4,7         2.2         12.2           How satisfied are you with long term care insurance benefits?         N         16         49         63         13         8         77           How satisfied are you with the flexible spending account (FSA)         N         35         73         46         7         1         64           program?         N         15.5         32.6         20.0         3.1         0.5         28.4           How satisfied are you with the flexible spending account (FSA)         N         35         73         46         7         1         <	Neither Satisfied   Satisfie

	personal), including family care situations (for example, childbirth/adoption or eldercare)?	%	45.0	42.9	8.1	2.6	1.3	NA	88.0	100
71	How satisfied are you with child care subsidies?	N	6	4	39	8	5	164		226
/1.	now satisfied are you with child care subsidies:	%	2.6	1.6	17.0	3.7	2.4	72.8	4.2	100
72.	How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support	N	24	56	36	9	3	98		226
	groups)?	%	10.6	24.9	15.7	3.9	1.4	43.6	35.5	100
73.	How satisfied are you with telework/telecommuting?	N	66	55	39	17	6	43		226
	now satisfied are you with telework telecommuting.	%	29.8	24.4	16.9	7.4	2.6	19.0	54.2	100
74.	How satisfied are you with alternative work schedules?	N	95	81	21	6	4	19		226
, 4.	Tion substice are you will attend to work selledules.	%	42.9	35.7	9.0	2.6	1.7	8.1	78.5	100

<sup>\*</sup> AES prescribed items.

# NATIONAL TRANSPORTATION SAFETY BOARD 2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS

(Survey Administration Period 8/1/08 to 9/26/08)

			Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
*1.	The people I work with cooperate to get the job done.	N	89	111	14	8	4	NA		226
	The people I work with cooperate to get the job done.	%	39.6	48.8	6.3	3.4	1.8	NA	88.4	100
*2.	I am given a real opportunity to improve my skills in my	N	51	87	45	32	11	NA		226
	organization.	%	22.2	37.7	20.5	14.5	5.1	NA	59.9	100
3.	I have enough information to do my job well.	N	50	117	36	19	4	NA	_	226
	Thave enough information to do my job wen.	%	22.0	51.5	16.2	8.4	1.9	NA	73.6	100
4.	I feel encouraged to come up with new and better ways of	N	69	72	42	25	18	NA		226
	doing things.	%	29.7	31.6	19.2	11.0	8.4	NA	61.3	100
*5.	My work gives me a feeling of personal accomplishment.	N	102	90	18	10	6	NA		226
<i>J</i> .	work gives me a reemig of personal accompnishment.	%	45.3	39.6	8.0	4.4	2.7	NA	84.9	100
*6.	I like the kind of work I do.	N	122	80	16	4	4	NA		226
-0.	Thre the killd of work I do.	%	54.0	35.2	7.2	1.8	1.8	NA	89.2	100
*7.	I have trust and confidence in my supervisor.	N	70	79	37	22	18	NA		226
٠/.	Thave trust and confidence in my supervisor.	%	31.2	34.0	16.6	10.0	8.2	NA	65.2	100
	I was a way and was a way a wa	N	80	93	34	12	7	NA		226
8.	I recommend my organization as a good place to work.	%	35.0	41.1	15.4	5.3	3.2	NA	76.1	100
			Very Good	Good	Fair	Poor	Very Poor	Do Not Know/ No Basis to Judge	Percent Positive	Total
*9.	Overall, how good a job do you feel is being done by your	N	77	74	46	17	12	NA		226
	immediate supervisor/team leader?	%	33.6	32.3	20.8	7.8	5.5	NA	65.9	100
10.	How would you rate the overall quality of work done by your	N	111	94	17	2	2	NA		226
	work group?	%	48.4	42.1	7.7	0.8	1.0	NA	90.5	100
			Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
*11.	The workforce has the job-relevant knowledge and skills	N	57	121	30	13	3	2		226
	necessary to accomplish organizational goals.	%	25.3	53.4	13.4	5.7	1.2	0.9	78.7	100
*12.	My supervisor supports my need to balance work and other life	N	105	80	20	11	10	0		226
12.	issues.	%	46.7	34.8	8.9	4.9	4.6	0.0	81.6	100

13.	Supervisors/team leaders in my work unit provide employees	N	56	93	36	22	16	3		226
	with the opportunities to demonstrate their leadership skills.	%	24.6	40.7	16.3	9.8	7.3	1.3	65.3	100
*14.	My work unit is able to recruit people with the right skills.	N	27	91	52	38	13	5		226
14.	wy work unit is able to recruit people with the right skins.	%	12.1	39.7	23.2	17.0	5.9	2.1	51.7	100

\* AES prescribed items.

Sample or Population: Population

Percentages are weighted to be representative of the Agency's population. Surveys Completed: 226

Num	per in Population: 344			Page 1					Response R	Late: 65.7%
			Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
15.	The skill level in my work unit has improved in the past year.	N	40	74	72	20	14	6		226
	The same to ver in any work and this improved in the past your	%	17.5	32.2	32.5	8.9	6.4	2.5	49.7	100
16.	I have sufficient resources (for example, people, materials,	N	22	88	38	54	24	0		226
	budget) to get my job done.	%	9.9	38.9	16.7	23.9	10.6	0.0	48.8	100
*17	My workload is reasonable.	N	26	99	42	40	18	1		226
17.	Wy Workload is reasonable.	%	11.7	43.6	18.7	17.8	7.8	0.4	55.3	100
*1Q	My talents are used well in the workplace.	N	44	100	34	26	20	2		226
10.	My talents are used wen in the workplace.	%	19.3	44.1	15.0	11.4	9.3	0.9	63.4	100
*10	I know how my work relates to the agency's goals and priorities.	N	90	112	12	7	5	0		226
19.	I know now my work relates to the agency's goals and priorities.	%	39.9	49.0	5.6	3.2	2.3	0.0	88.9	100
*20	The week I do is immentant	N	139	72	10	2	2	1		226
*20.	The work I do is important.	%	61.7	31.9	4.3	0.9	0.8	0.4	93.6	100
*21.	Physical conditions (for example, noise level, temperature,	N	85	101	17	17	4	2		226
	lighting, cleanliness in the workplace) allow employees to perform their jobs well.	%	38.0	44.1	7.7	7.4	1.8	0.9	82.2	100
*22.	Promotions in my work unit are based on merit.	N	45	68	41	41	25	6		226
22.	Promotions in my work unit are based on merit.	%	19.7	29.0	18.6	18.6	11.5	2.6	48.8	100
*23.	In my work unit, steps are taken to deal with a poor performer	N	18	70	54	40	20	24		226
	who cannot or will not improve.	%	7.5	30.6	24.5	17.6	8.9	10.9	38.0	100
*24.	Employees have a feeling of personal empowerment with	N	27	87	56	35	15	6		226
	respect to work processes.	%	11.4	38.4	25.1	15.6	6.9	2.7	49.7	100
25.	Employees are rewarded for providing high quality products and	N	52	98	34	23	17	2		226
	services to customers.	%	22.4	43.4	15.4	10.1	7.9	0.8	65.8	100
*26		N	42	74	56	27	21	6		226
*26.	Creativity and innovation are rewarded.	%	18.1	32.6	25.1	11.8	9.7	2.6	50.7	100
*27	Day raises depend on how well appleaded particular their ichs	N	30	70	56	34	25	11		226
*27.	Pay raises depend on how well employees perform their jobs.	%	13.4	30.3	25.2	15.3	11.1	4.7	43.7	100
28.	Awards in my work unit depend on how well employees	N	43	86	43	27	22	5		226
	perform their jobs.	%	19.0	37.2	19.8	12.1	9.7	2.2	56.2	100

				<b>.</b> .						
*29.	In my work unit, differences in performance are recognized in a	N	25	66	63	34	23	15		226
	meaningful way.	%	10.9	28.8	27.9	15.3	10.2	6.9	39.7	100
*30.	My performance appraisal is a fair reflection of my	N	69	95	28	18	14	2		226
	performance.	%	30.4	42.3	12.5	7.7	6.4	0.8	72.7	100
*31.	Discussions with my supervisor/team leader about my	N	53	71	60	22	17	3		226
	performance are worthwhile.	%	23.5	31.6	26.2	9.9	7.6	1.3	55.1	100

<sup>\*</sup> AES prescribed items.

				Page 2						
			Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
*32.	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).	N %	68 30.2	93 40.6	37 16.6	16 7.2	7 3.2	5 2.2	70.8	226 100
33.	I am held accountable for achieving results.	N %	77 33.7	128 57.0	15 6.6	2 0.8	4 1.9	0 0.0	90.7	226 100
34.	Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.	N %	46 19.7	86 37.6	53 24.3	9 3.9	10 4.6	22 9.8	57.3	226 100
35.	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	38 16.0	91 39.9	52 23.6	12 5.3	9 4.1	24 11.0	55.9	226 100
*36.	Managers/supervisors/team leaders work well with employees of different backgrounds.	N %	54 23.6	97 42.7	40 17.8	11 4.9	10 4.6	14 6.4	66.4	226 100
*37.	I have a high level of respect for my organization's senior leaders.	N %	43 18.9	80 35.1	48 21.3	31 14.0	22 9.8	2 0.8	54.0	226 100
*38.	In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	30 13.0	61 26.8	77 34.4	31 13.4	22 10.2	5 2.2	39.7	226 100
39.	My organization's leaders maintain high standards of honesty and integrity.	N %	40 17.1	75 33.4	54 23.9	24 10.8	20 8.9	13 5.9	50.5	226 100
*40.	Managers communicate the goals and priorities of the organization.	N %	40 17.2	118 51.9	41 18.5	16 7.2	11 5.3	0 0.0	69.0	226 100
*41.	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N %	38 16.2	111 49.2	40 17.8	13 5.6	9 4.4	15 6.7	65.4	226 100
*42.	Employees are protected from health and safety hazards on the job.	N %	74 32.8	124 54.8	16 7.2	7 2.9	3 1.4	2 0.9	87.6	226 100
*43.	My organization has prepared employees for potential security threats.	N %	45 20.2	133 58.2	27 11.9	8 3.6	2 1.0	11 5.2	78.4	226 100

				10						
44.	Complaints, disputes or grievances are resolved fairly in my	N	28	68	53	15	14	48		226
44.	work unit.	%	12.0	29.5	23.8	6.6	6.5	21.7	41.5	100
45.	Arbitrary action, personal favoritism and coercion for partisan	N	36	75	37	29	19	30		226
	political purposes are not tolerated.	%	15.7	33.1	16.3	13.1	8.5	13.3	48.8	100
46.	Prohibited Personnel Practices (for example, illegally	N	51	90	34	10	9	32		226
	discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	%	21.8	40.0	15.0	4.6	4.1	14.5	61.8	100
47.	I can disclose a suspected violation of any law, rule or regulation	N	42	79	35	26	14	30		226
	without fear of reprisal.	%	18.0	35.1	15.5	11.5	6.4	13.6	53.1	100

<sup>\*</sup> AES prescribed items.

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			Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
48.	Supervisors/team leaders provide employees with constructive	N	30	103	47	26	16	4		226
	suggestions to improve their job performance.	%	13.0	45.0	21.2	11.7	7.4	1.7	58.0	100
*49.	Supervisors/team leaders in my work unit support employee	N	46	110	28	28	13	1		226
	development.	%	20.0	48.2	12.7	12.6	6.0	0.5	68.2	100
50.	Employees have electronic access to learning and training	N	54	128	28	8	4	4		226
-	programs readily available at their desk.	%	23.0	57.1	12.6	3.5	2.0	1.9	80.1	100
*51.	My training needs are assessed.	N	29	94	53	37	13	0		226
	Try training needs are assessed.	%	12.7	41.0	24.0	16.3	6.1	0.0	53.6	100
52.	Managers promote communication among different work units	N	34	98	45	29	17	3		226
	(for example, about projects, goals, needed resources).	%	14.7	42.5	20.5	13.2	7.7	1.4	57.2	100
53.	Employees in my work unit share job knowledge with each	N	61	124	17	14	9	1		226
<i>J</i> 3.	other.	%	27.2	54.5	7.7	6.0	4.2	0.4	81.7	100
54.	Employees use information technology (for example, intranet,	N	111	105	6	0	3	1		226
	shared networks) to perform work.	%	48.6	47.0	2.5	0.0	1.4	0.5	95.6	100
					Neither Satisfied			Do Not Know/		
			Very		nor		Strongly	No Basis to	Percent	
			Satisfied	Satisfied	Dissatisfied	Dissatisfied	Dissatisfied	Judge	Positive	Total
*55.	How satisfied are you with your involvement in decisions that	N	41	81	47	43	14	NA		226
	affect your work?	%	18.2	35.1	21.0	19.1	6.5	NA	53.3	100
*56.	How satisfied are you with the information you receive from	N	33	89	50	41	13	NA		226
	management on what's going on in your organization?	%	14.0	39.2	22.4	18.2	6.1	NA	53.3	100
*57.	How satisfied are you with the recognition you receive for doing	N	58	87	36	28	17	NA		226

	a good job?	%	25.4	38.4	16.2	12.2	7.9	NA	63.8	100
*58.	How satisfied are you with the policies and practices of your	N	34	75	61	38	18	NA		226
	senior leaders?	%	14.8	33.5	26.7	16.9	8.1	NA	48.3	100
*59.	How satisfied are you with your opportunity to get a better job	N	30	55	81	37	23	NA		226
	in your organization?	%	13.0	23.8	36.2	16.7	10.3	NA	36.8	100
*60.	How satisfied are you with the training you receive for your	N	25	100	49	34	18	NA		226
	present job?	%	10.7	44.0	21.5	15.4	8.4	NA	54.7	100
*61.	Considering everything, how satisfied are you with your job?	N	64	118	25	15	4	NA		226
01.	Considering everything, now satisfied are you with your job:	%	28.1	52.4	11.0	6.5	1.9	NA	80.5	100
*62.	Considering everything, how satisfied are you with your pay?	N	70	92	31	24	9	NA		226
	Considering everything, now satisfied are you with your pay:	%	30.8	40.6	13.9	10.8	4.0	NA	71.4	100
63.	Considering everything, how satisfied are you with your	N	54	111	29	24	8	NA		226
	organization?	%	23.6	49.1	12.8	10.8	3.7	NA	72.7	100

<sup>\*</sup> AES prescribed items.

			Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Strongly Dissatisfied	Do Not Know/ No Basis to Judge	Percent Positive	Total
64.	How satisfied are you with retirement benefits?	N	53	104	31	17	6	15		226
	·	%	23.2	45.9	13.6	7.9	2.7	6.7	69.1	100
65.	How satisfied are you with health insurance benefits?	N	46	122	29	15	5	9		226
	Tion building the you will heaten insurance continue.	%	20.2	53.9	12.8	6.5	2.3	4.2	74.1	100
66.	How satisfied are you with life insurance benefits?	N	38	106	39	11	5	27		226
	Trow satisfied the you with the insurance benefits.	%	16.8	47.2	16.9	4.7	2.2	12.2	64.0	100
67.	How satisfied are you with long term care insurance benefits?	N	16	49	63	13	8	77		226
	or. How satisfied are you with long term care hisurance benefits?	%	7.1	22.0	27.6	5.6	3.6	34.1	29.0	100
68.	How satisfied are you with the flexible spending account (FSA)	N	35	73	46	7	1	64		226
	program?	%	15.5	32.6	20.0	3.1	0.5	28.4	48.0	100
69.	How satisfied are you with paid vacation time?	N	100	108	12	3	3	NA		226
<u> </u>	now satisfied are you with paid vacation time:	%	44.0	47.8	5.5	1.3	1.4	NA	91.8	100
70.	How satisfied are you with paid leave for illness (for example,	N	102	97	18	6	3	NA		226
	personal), including family care situations (for example, childbirth/adoption or eldercare)?	%	45.0	42.9	8.1	2.6	1.3	NA	88.0	100
71.	How satisfied are you with child care subsidies?	N	6	4	39	8	5	164		226
/1.	flow satisfied are you with child care subsidies?	%	2.6	1.6	17.0	3.7	2.4	72.8	4.2	100
72.	How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support	N	24	56	36	9	3	98		226
	groups)?	%	10.6	24.9	15.7	3.9	1.4	43.6	35.5	100

73. How satisfied are you with telework/telecommuting?	N	66	55	39	17	6	43		226
	%	29.8	24.4	16.9	7.4	2.6	19.0	54.2	100
74. How satisfied are you with alternative work schedules?	N	95	81	21	6	4	19		226
	%	42.9	35.7	9.0	2.6	1.7	8.1	78.5	100

<sup>\*</sup> AES prescribed items.