

# **National Endowment for the Arts: 2008 Annual Employee Survey Report**

## **1. Interpretation of results:**

When compared with the government-wide results of the 2008 Federal Human Capital Survey (FHCS), the National Endowment for the ARTS (NEA) maintained positive results in several areas that are important to NEA employees. The following are examples of noteworthy results:

- More than 80% of NEA employees surveyed reported that they like the type of work they do at NEA and that their fellow co-workers cooperate with each other to get the job done;
- A significant majority of NEA employees reported that their work at NEA gives them a feeling of personal accomplishment and that the NEA workforce has job-relevant knowledge and skills necessary to accomplish organizational goals;
- More than 80% of employees surveyed responded that their supervisor supported their need to balance work and family issues;
- 75% of employees surveyed reported that they were satisfied with their jobs at NEA; and
- 90% of NEA employees surveyed reported that they are held accountable for achieving results.

Despite these encouraging results and increases in perceptions compared to the 2006 FHCS, some ongoing challenges remain. The 2008 survey results revealed that:

- Employee perception of the physical condition of the Old Post Office Pavilion and the working environment it creates is very poor. 52% of NEA employees surveyed agreed with a poor assessment of the physical condition of the building and 13% neither agreed or disagreed;

Even though the survey results showed that the NEA has maintained positive ratings in employee perceptions in key areas, the results also illustrate opportunities to further improve employee perceptions & experiences. We will share our survey results with the General Services Administration so that the employee concerns about the physical condition of the building may be addressed.

## **2. How the survey was conducted:**

The survey was conducted online from August 1 until September 26, 2008 by the Office of Personnel Management. An invitation to participate in the survey was sent via e-mail to 100 agency employees selected in the sample. The invitation included a link to the survey web site and a unique identification number and password to access the survey.

### **3. Description of sample:**

The population of employees sampled for survey participation consisted of all full-time, permanent, non-seasonal employees. Supervisory and non-supervisory employees were separately sampled to allow later analyses of differences between these two groups. Past experience shows that supervisors and non-supervisors typically respond differently to employee survey questions.

A total of 100 employees were selected for survey participation. The NEA had approximately 166 employees at the time the sample was drawn.

### **4. Survey Items and Response Choices:**

[NEA 2008 Federal Human Capital Survey Results](#)

### **5. Number of employees surveyed, number responded, and representativeness of respondents:**

Of the total agency sample of 100 employees, 83 responded for an overall agency response rate of 83%. The sample included executives, supervisory, and non-supervisory employees. Employees who completed at least one of the FHCS questions are counted as respondents although the majority of employees completed all questions.