

NATIONAL ENDOWMENT FOR THE ARTS
2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS
(Survey Administration Period 8/1/08 to 9/26/08)

		Strongly Agree		Neither Agree Nor Disagree		Strongly Disagree		Do Not Know/ No Basis to Judge	Percent Positive	Total
		Agree	Disagree	Disagree	Disagree	Disagree	Disagree			
*1. The people I work with cooperate to get the job done.	N	40	36	3	3	1	NA			83
	%	48.7	42.8	3.7	3.5	1.4	NA	91.5		100
*2. I am given a real opportunity to improve my skills in my organization.	N	18	40	12	10	3	NA			83
	%	21.8	48.2	14.4	12.0	3.5	NA	70.0		100
3. I have enough information to do my job well.	N	24	46	8	5	0	NA			83
	%	28.5	55.8	9.8	6.0	0.0	NA	84.2		100
4. I feel encouraged to come up with new and better ways of doing things.	N	28	32	15	7	1	NA			83
	%	34.2	38.1	17.9	8.7	1.1	NA	72.3		100
*5. My work gives me a feeling of personal accomplishment.	N	28	37	10	6	2	NA			83
	%	33.4	44.7	12.0	7.6	2.3	NA	78.1		100
*6. I like the kind of work I do.	N	31	38	9	4	1	NA			83
	%	36.5	46.2	11.0	5.2	1.1	NA	82.7		100
*7. I have trust and confidence in my supervisor.	N	33	25	10	9	6	NA			83
	%	39.9	29.9	12.3	11.0	7.0	NA	69.8		100
8. I recommend my organization as a good place to work.	N	28	33	13	4	5	NA			83
	%	33.9	39.6	15.8	4.9	5.9	NA	73.4		100
							Do Not Know/ No Basis to Judge	Percent Positive		Total
		Very Good	Good	Fair	Poor	Very Poor				
*9. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N	41	21	9	10	2	NA			83
	%	49.7	25.0	11.0	12.0	2.3	NA	74.7		100
10. How would you rate the overall quality of work done by your work group?	N	51	22	9	1	0	NA			83
	%	61.0	27.0	10.9	1.1	0.0	NA	88.0		100
							Do Not Know/ No Basis to Judge	Percent Positive		Total
		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree				
*11. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N	23	45	9	3	2	1			83
	%	27.7	54.2	10.9	3.6	2.5	1.1	82.0		100
*12. My supervisor supports my need to balance work and other life issues.	N	47	25	9	2	0	0			83
	%	56.4	30.3	11.0	2.3	0.0	0.0	86.7		100
13. Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.	N	24	34	16	5	3	1			83
	%	28.9	41.1	19.2	6.3	3.4	1.2	70.0		100
*14. My work unit is able to recruit people with the right skills.	N	20	36	15	5	5	2			83
	%	24.1	43.6	18.1	5.9	6.0	2.2	67.7		100

* AES prescribed items.

Percentages are weighted to be representative of the Agency's population.

NATIONAL ENDOWMENT FOR THE ARTS
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
15. The skill level in my work unit has improved in the past year.	N	17	29	25	8	3	1		83
	%	20.3	35.9	29.7	9.3	3.8	1.1	56.1	100
16. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	16	43	10	9	5	0		83
	%	19.7	52.0	12.0	10.2	6.0	0.0	71.7	100
*17. My workload is reasonable.	N	14	45	10	11	2	1		83
	%	17.3	53.9	11.8	13.3	2.5	1.1	71.3	100
*18. My talents are used well in the workplace.	N	18	36	18	8	3	0		83
	%	21.8	42.7	21.8	10.1	3.5	0.0	64.5	100
*19. I know how my work relates to the agency's goals and priorities.	N	41	36	4	1	1	0		83
	%	48.5	44.2	4.8	1.4	1.1	0.0	92.7	100
*20. The work I do is important.	N	46	28	7	0	2	0		83
	%	54.8	34.4	8.5	0.0	2.3	0.0	89.2	100
*21. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	8	20	11	28	15	1		83
	%	9.6	24.9	12.7	33.9	17.6	1.4	34.5	100
*22. Promotions in my work unit are based on merit.	N	11	29	18	10	10	5		83
	%	12.9	35.0	21.8	12.2	11.9	6.1	47.9	100
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N	8	25	20	12	10	8		83
	%	9.2	29.9	24.8	14.3	11.9	10.0	39.0	100
*24. Employees have a feeling of personal empowerment with respect to work processes.	N	11	33	16	13	4	6		83
	%	13.3	39.9	19.0	16.3	4.6	6.9	53.2	100
25. Employees are rewarded for providing high quality products and services to customers.	N	14	33	18	9	5	4		83
	%	17.1	39.8	21.2	11.2	5.8	4.9	56.9	100
*26. Creativity and innovation are rewarded.	N	13	33	21	8	3	5		83
	%	16.0	39.7	24.8	9.9	3.5	6.1	55.7	100
*27. Pay raises depend on how well employees perform their jobs.	N	6	23	13	23	11	7		83
	%	7.1	27.7	15.9	27.0	13.4	8.9	34.8	100
28. Awards in my work unit depend on how well employees perform their jobs.	N	11	33	17	10	7	5		83
	%	13.2	39.7	20.6	12.0	8.3	6.3	52.9	100
*29. In my work unit, differences in performance are recognized in a meaningful way.	N	9	29	16	13	8	8		83
	%	10.7	35.0	19.4	15.4	9.4	10.1	45.7	100
*30. My performance appraisal is a fair reflection of my performance.	N	27	42	8	4	0	2		83
	%	32.2	50.7	9.7	4.9	0.0	2.4	82.9	100
*31. Discussions with my supervisor/team leader about my performance are worthwhile.	N	18	33	21	5	4	2		83
	%	21.7	40.2	25.1	5.8	4.7	2.4	61.9	100

* AES prescribed items.

NATIONAL ENDOWMENT FOR THE ARTS
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
*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	21	38	11	6	2	5		83
	%	25.0	46.3	13.1	7.3	2.6	5.6	71.3	100
33. I am held accountable for achieving results.	N	32	42	6	2	0	1		83
	%	38.1	51.4	6.9	2.3	0.0	1.2	89.6	100
34. Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.	N	20	32	14	6	3	8		83
	%	23.7	38.7	17.3	7.5	3.5	9.3	62.4	100
35. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N	12	31	17	11	4	8		83
	%	14.2	36.8	21.3	13.6	4.8	9.2	51.0	100
*36. Managers/supervisors/team leaders work well with employees of different backgrounds.	N	24	34	12	8	2	3		83
	%	28.3	41.4	14.7	9.6	2.4	3.6	69.7	100
*37. I have a high level of respect for my organization's senior leaders.	N	16	25	17	15	10	0		83
	%	19.4	29.5	20.6	18.0	12.5	0.0	49.0	100
*38. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N	11	24	15	26	7	0		83
	%	13.5	28.8	18.0	31.2	8.5	0.0	42.3	100
39. My organization's leaders maintain high standards of honesty and integrity.	N	16	27	19	11	7	3		83
	%	19.3	32.2	22.9	13.5	8.4	3.7	51.5	100
*40. Managers communicate the goals and priorities of the organization.	N	16	41	16	8	2	0		83
	%	19.1	50.5	18.8	9.2	2.4	0.0	69.6	100
*41. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N	14	25	23	6	2	13		83
	%	16.7	30.7	28.1	7.0	2.4	15.1	47.5	100
*42. Employees are protected from health and safety hazards on the job.	N	5	32	20	18	5	3		83
	%	6.4	38.9	23.4	21.9	5.9	3.5	45.3	100
*43. My organization has prepared employees for potential security threats.	N	7	60	11	3	0	2		83
	%	8.4	72.6	12.9	3.7	0.0	2.3	81.0	100
44. Complaints, disputes or grievances are resolved fairly in my work unit.	N	11	26	18	9	7	12		83
	%	12.9	31.1	21.6	11.0	8.5	14.9	44.0	100
45. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	14	31	12	10	7	9		83
	%	16.8	37.3	14.1	12.4	8.5	11.0	54.1	100
46. 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.	N	21	33	10	5	6	8		83
	%	25.1	39.7	12.3	5.9	7.3	9.8	64.8	100
47. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N	17	26	13	5	7	15		83
	%	20.6	31.3	15.3	6.3	8.1	18.4	52.0	100

* AES prescribed items.

NATIONAL ENDOWMENT FOR THE ARTS
2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS
(Survey Administration Period 8/1/08 to 9/26/08)

		Strongly Agree		Neither Agree Nor Disagree		Strongly Disagree		Do Not Know/ No Basis to Judge		Percent Positive	Total
48. Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.	N	13	37	20	8	3	2				83
	%	15.9	44.5	24.0	9.9	3.4	2.3			60.4	100
*49. Supervisors/team leaders in my work unit support employee development.	N	18	39	15	7	3	1				83
	%	21.9	46.9	18.2	8.5	3.4	1.1			68.8	100
50. Employees have electronic access to learning and training programs readily available at their desk.	N	14	39	13	6	1	10				83
	%	16.8	46.2	16.4	7.3	1.2	12.0			63.1	100
*51. My training needs are assessed.	N	8	37	18	13	4	3				83
	%	9.5	44.8	21.8	15.7	4.8	3.5			54.3	100
52. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N	11	39	13	12	2	6				83
	%	13.2	47.3	15.2	14.5	2.5	7.2			60.5	100
53. Employees in my work unit share job knowledge with each other.	N	24	39	12	6	1	1				83
	%	28.5	47.6	14.3	7.3	1.2	1.1			76.1	100
54. Employees use information technology (for example, intranet, shared networks) to perform work.	N	36	45	2	0	0	0				83
	%	43.1	54.3	2.6	0.0	0.0	0.0			97.4	100
		Very Satisfied		Neither Satisfied nor Dissatisfied		Strongly Dissatisfied		Do Not Know/ No Basis to Judge		Percent Positive	Total
*55. How satisfied are you with your involvement in decisions that affect your work?	N	12	41	19	9	2	NA				83
	%	14.3	48.6	23.7	11.2	2.2	NA			62.9	100
*56. How satisfied are you with the information you receive from management on what's going on in your organization?	N	11	36	19	13	4	NA				83
	%	12.9	43.7	23.3	15.6	4.5	NA			56.6	100
*57. How satisfied are you with the recognition you receive for doing a good job?	N	19	38	10	12	4	NA				83
	%	23.2	45.9	11.7	14.2	5.0	NA			69.1	100
*58. How satisfied are you with the policies and practices of your senior leaders?	N	9	30	20	20	4	NA				83
	%	11.0	35.8	24.0	24.4	4.8	NA			46.8	100
*59. How satisfied are you with your opportunity to get a better job in your organization?	N	6	22	28	12	15	NA				83
	%	7.1	27.0	33.2	14.7	18.1	NA			34.1	100
*60. How satisfied are you with the training you receive for your present job?	N	11	35	23	11	3	NA				83
	%	13.4	42.7	27.6	12.9	3.4	NA			56.0	100
*61. Considering everything, how satisfied are you with your job?	N	29	34	13	4	3	NA				83
	%	34.5	40.4	16.6	4.9	3.6	NA			74.9	100
*62. Considering everything, how satisfied are you with your pay?	N	21	32	15	11	4	NA				83
	%	24.5	38.2	18.9	13.0	5.3	NA			62.7	100
63. Considering everything, how satisfied are you with your organization?	N	20	39	12	9	3	NA				83
	%	23.9	46.7	14.8	11.0	3.6	NA			70.6	100

* AES prescribed items.

**NATIONAL ENDOWMENT FOR THE ARTS
2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS
(Survey Administration Period 8/1/08 to 9/26/08)**

		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	19	43	9	5	0	7		83
	%	22.7	52.0	10.9	5.8	0.0	8.6	74.8	100
65. How satisfied are you with health insurance benefits?	N	20	44	9	8	0	2		83
	%	23.6	53.1	11.5	9.4	0.0	2.4	76.7	100
66. How satisfied are you with life insurance benefits?	N	13	39	10	6	0	15		83
	%	15.7	47.2	12.3	6.9	0.0	18.0	62.8	100
67. How satisfied are you with long term care insurance benefits?	N	9	24	20	1	0	29		83
	%	10.8	29.0	24.6	1.2	0.0	34.4	39.8	100
68. How satisfied are you with the flexible spending account (FSA) program?	N	12	28	20	1	0	22		83
	%	13.8	33.3	24.6	1.2	0.0	27.1	47.1	100
69. How satisfied are you with paid vacation time?	N	37	36	5	5	0	NA		83
	%	43.9	44.1	6.0	6.0	0.0	NA	88.0	100
70. How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?	N	34	27	12	5	5	NA		83
	%	39.9	33.0	14.9	6.2	6.1	NA	72.8	100
71. How satisfied are you with child care subsidies?	N	1	4	23	1	2	52		83
	%	1.1	4.7	28.1	1.2	2.4	62.4	5.8	100
72. How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?	N	2	13	23	8	6	31		83
	%	2.3	15.1	27.9	10.0	7.3	37.4	17.4	100
73. How satisfied are you with telework/telecommuting?	N	15	15	23	7	5	18		83
	%	17.5	18.0	28.2	8.6	6.1	21.6	35.5	100
74. How satisfied are you with alternative work schedules?	N	26	32	12	0	3	10		83
	%	30.9	38.6	14.5	0.0	3.6	12.4	69.5	100

* AES prescribed items.