

Federal Human Capital Survey 2006

PARTICIPATION RATES	Total	%
	Participation	Participation
SELECTIVE SERVICE SYSTEM	89 of 139	64.03%
Small Agencies Combined	19,451	61.80%
Governmentwide	221,479	56.70%

QUESTION CATEGORIES	Question #'s
Personal Work Experiences	1-10
Recruitment, Development & Retention	11-21
Performance Culture	22-35
Leadership	36-46
Learning (Knowledge Management)	47-53
Job Satisfaction	54-62
Satisfaction with Benefits	63-73

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PERSONAL WORK EXPERIENCES, Item 1-11

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	# of Respondents	Percentage of Positive Responses
(1) The people I work with cooperate to get the job done.							
OPM 2006 Survey	29.80%	55.20%	5.70%	4.90%	4.40%	89	85.00%
(2) I am given a real opportunity to improve my skills in my organization.							
OPM 2006	23.70%	32.40%	18.20%	20.00%	5.70%	89	56.20%
(3) I have enough information to do my job well.							
OPM 2006	24.60%	50.30%	15.70%	8.10%	1.30%	89	74.90%
(4) I feel encouraged to come up with new and better ways of doing things.							
OPM 2006	27.80%	30.30%	18.60%	18.60%	4.60%	89	58.10%
(5) My work gives me a feeling of personal accomplishment.							
OPM 2006	28.90%	40.40%	12.10%	15.00%	3.60%	89	69.30%
(6) I like the kind of work I do.							
OPM 2006	32.50%	48.00%	12.20%	7.40%	0.00%	89	80.50%
(7) I have trust and confidence in my supervisor.							
OPM 2006	33.00%	31.80%	19.30%	4.50%	11.40%	89	64.80%
(8) I recommend my organization as a good place to work.							
OPM 2006	16.80%	31.20%	30.20%	11.50%	10.40%	89	47.90%
(9) Overall, how good a job do you feel is being done by your immediate supervisor/team leader?							
OPM 2006	35.40%	34.80%	12.20%	9.00%	8.60%	89	70.20%
(10) How would you rate the overall quality of work done by your work group?							
OPM 2006	39.70%	40.80%	16.90%	1.30%	1.30%	89	80.50%

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RECRUITMENT, DEVELOPMENT, & RETENTION, Items 11-21

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Do Not Know	# of Respondents	Percentage of Positive Responses
(11) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.								
OPM 2006	18.00%	54.70%	18.90%	2.40%	6.00%	0.00%	89	72.70%
(12) My supervisor supports my need to balance work and family issues.								
OPM 2006	45.60%	36.00%	7.10%	4.10%	3.70%	3.50%	89	81.60%
(13) Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.								
OPM 2006	21.90%	35.10%	25.60%	12.40%	3.70%	1.30%	89	57.00%
(14) My work unit is able to recruit people with the right skills.								
OPM 2006	9.10%	29.70%	32.70%	12.10%	10.90%	5.50%	89	38.80%
(15) The skill level in my work unit has improved in the past year.								
OPM 2006	14.10%	40.40%	22.80%	9.90%	8.30%	4.50%	89	54.50%
(16) I have sufficient resources (for example, people, materials, budget) to get my job done.								
OPM 2006	11.60%	38.00%	13.30%	15.80%	20.40%	1.00%	89	49.50%
(17) My workload is reasonable.								
OPM 2006	10.70%	47.50%	17.20%	12.30%	11.30%	1.00%	89	58.20%
(18) My talents are used well in the workplace.								
OPM 2006	18.60%	39.10%	23.70%	8.60%	9.90%	0.00%	89	57.70%
(19) I know how my work relates to the agency's goals and priorities.								
OPM 2006	34.40%	53.00%	3.80%	6.50%	1.30%	1.00%	89	87.40%
(20) The work I do is important.								
OPM 2006	45.90%	42.10%	4.80%	5.90%	1.30%	0.00%	89	88.00%
(21) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.								
OPM 2006	27.40%	48.50%	10.80%	5.50%	7.70%	0.00%	89	75.90%

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PERFORMANCE CULTURE, Items 22-35

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Do Not Know	# of Respondents	Percentage of Positive Responses
(22) Promotions in my work unit are based on merit.								
OPM 2006	9.60%	30.80%	25.30%	17.20%	14.80%	2.30%	89	40.40%
(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.								
OPM 2006	7.80%	24.80%	25.80%	19.80%	15.90%	5.90%	89	32.60%
(24) Employees have a feeling of personal empowerment with respect to work processes.								
OPM 2006	9.90%	35.50%	28.60%	16.20%	8.90%	1.00%	89	45.40%
(25) Employees are rewarded for providing high quality products and services to customers.								
OPM 2006	17.70%	35.60%	20.80%	18.10%	5.80%	2.00%	89	53.30%
(26) Creativity and innovation are rewarded.								
OPM 2006	12.80%	29.60%	27.10%	18.30%	11.10%	1.20%	89	42.40%
(27) Pay raises depend on how well employees perform their jobs.								
OPM 2006	7.70%	24.90%	26.10%	24.00%	16.30%	1.00%	89	32.60%
(28) Awards in my work unit depend on how well employees perform their jobs.								
OPM 2006	9.70%	42.80%	19.30%	17.90%	9.40%	1.00%	89	52.50%
(29) In my work unit, differences in performance are recognized in a meaningful way.								
OPM 2006	6.60%	25.80%	30.70%	20.90%	13.70%	2.20%	89	32.40%
(30) My performance appraisal is a fair reflection of my performance.								
OPM 2006	27.20%	45.30%	13.80%	7.00%	5.70%	1.00%	89	72.50%
(31) Discussions with my supervisor/team leader about my performance are worthwhile.								
OPM 2006	21.80%	36.20%	22.80%	5.40%	10.60%	3.30%	89	58.00%
(32) I am held accountable for achieving results.								
OPM 2006	28.00%	55.90%	11.30%	2.30%	2.60%	0.00%	89	83.90%
(33) Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.								
OPM 2006	15.60%	37.30%	35.50%	4.50%	7.10%	0.00%	89	52.90%
(34) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).								
OPM 2006	15.30%	34.20%	24.10%	15.00%	6.80%	4.50%	89	49.60%
(35) Managers/supervisors/team leaders work well with employees of different backgrounds.								
OPM 2006	20.80%	43.50%	25.80%	4.30%	4.70%	1.00%	89	64.20%

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LEADERSHIP, Items 36-46

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Do Not Know	# of Respondents	Percentage of Positive Responses
(36) I have a high level of respect for my organization's senior leaders.								
OPM 2006	16.90%	27.20%	30.30%	11.10%	14.50%	0.00%	89	44.10%
(37) In my organization, leaders generate high levels of motivation and commitment in the workforce.								
OPM 2006	9.10%	29.90%	27.20%	21.10%	12.80%	0.00%	89	39.00%
(38) My organization's leaders maintain high standards of honesty and integrity.								
OPM 2006	16.50%	28.50%	21.80%	18.80%	13.50%	1.00%	89	44.90%
(39) Managers communicate the goals and priorities of the organization.								
OPM 2006	19.80%	26.40%	30.80%	14.70%	8.30%	0.00%	89	46.30%
(40) Managers review and evaluate the organization's progress toward meeting its goals and objectives.								
OPM 2006	13.30%	33.00%	35.80%	11.30%	4.70%	2.00%	89	46.30%
(41) Employees are protected from health and safety hazards on the job.								
OPM 2006	22.10%	57.20%	10.20%	7.20%	3.20%	0.00%	89	79.30%
(42) My organization has prepared employees for potential security threats.								
OPM 2006	13.40%	53.90%	17.10%	10.50%	4.10%	1.00%	89	67.30%
(43) Complaints, disputes or grievances are resolved fairly in my work unit.								
OPM 2006	10.90%	38.30%	22.60%	14.00%	6.70%	7.50%	89	49.20%
(44) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.								
OPM 2006	12.90%	34.00%	24.70%	10.00%	12.70%	5.70%	89	46.90%
(45) 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.								
OPM 2006	20.40%	32.80%	20.30%	9.80%	10.20%	6.50%	89	53.10%
(46) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.								
OPM 2006	15.20%	21.40%	38.80%	8.20%	11.30%	5.10%	89	36.60%

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Selective Service System

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LEARNING (Knowledge Management), Items 47-53

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Do Not Know	# of Respondents	Percentage of Positive Responses
(47) Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.								
OPM 2006	16.50%	39.00%	30.40%	8.50%	4.40%	1.30%	89	55.50%
(48) Supervisors/team leaders in my work unit support employee development.								
OPM 2006	19.20%	44.40%	22.50%	5.90%	6.70%	1.30%	89	63.60%
(49) Employees have electronic access to learning and training programs readily available at their desk.								
OPM 2006	31.10%	56.80%	3.10%	1.10%	6.60%	1.30%	89	87.90%
(50) My training needs are assessed.								
OPM 2006	13.60%	38.40%	26.40%	11.10%	9.20%	1.30%	89	52.00%
(51) Managers promote communication among different work units (for example, about projects, goals, needed resources).								
OPM 2006	19.20%	36.20%	21.20%	9.70%	11.40%	2.40%	89	55.40%
(52) Employees in my work unit share job knowledge with each other.								
OPM 2006	21.30%	46.00%	14.30%	5.80%	11.30%	1.30%	89	67.40%
(53) Employees use information technology (for example, intranet, shared networks) to perform work.								
OPM 2006	33.70%	52.80%	6.40%	0.00%	3.60%	3.40%	89	86.50%

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JOB SATISFACTION, Items 54-62

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	# of Respondents	Percentage of Positive Responses
(54) How satisfied are you with your involvement in decisions that affect your work?							
OPM 2006	16.50%	31.10%	27.40%	17.60%	7.30%	89	47.70%
(55) How satisfied are you with the information you receive from management on what's going on in your							
OPM 2006	10.00%	28.90%	28.50%	25.70%	6.80%	89	38.90%
(56) How satisfied are you with the recognition you receive for doing a good job?							
OPM 2006	16.80%	36.20%	21.10%	17.90%	7.90%	89	53.00%
(57) How satisfied are you with the policies and practices of your senior leaders?							
OPM 2006	8.10%	32.30%	26.20%	24.40%	9.00%	89	40.40%
(58) How satisfied are you with your opportunity to get a better job in your organization?							
OPM 2006	10.50%	17.70%	26.50%	28.00%	17.30%	89	28.20%
(59) How satisfied are you with the training you receive for your present job?							
OPM 2006	13.20%	32.90%	29.50%	14.60%	9.80%	89	46.10%
(60) Considering everything, how satisfied are you with your job?							
OPM 2006	19.10%	45.20%	16.80%	13.70%	5.20%	89	64.30%
(61) Considering everything, how satisfied are you with your pay?							
OPM 2006	18.00%	41.30%	13.30%	20.40%	7.00%	89	59.30%
(62) Considering everything, how satisfied are you with your organization?							
OPM 2006	12.50%	39.10%	19.10%	23.40%	5.90%	89	51.70%

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SATISFACTION WITH BENEFITS, Items 63-73

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Basis to Judge	# of Respondents	Percentage of Positive Responses
(63) How satisfied are you with retirement benefits?								
OPM 2006	26.00%	42.00%	17.70%	7.60%	0.00%	6.60%	89	68.00%
(64) How satisfied are you with health insurance benefits?								
OPM 2006	21.40%	40.50%	18.40%	8.60%	2.10%	8.90%	89	61.90%
(65) How satisfied are you with life insurance benefits?								
OPM 2006	23.50%	46.80%	18.80%	5.30%	1.00%	4.60%	89	70.40%
(66) How satisfied are you with long term care insurance benefits?								
OPM 2006	8.90%	24.80%	31.60%	5.30%	1.10%	28.20%	89	33.70%
(67) How satisfied are you with the flexible spending account (FSA) program?								
OPM 2006	11.50%	22.20%	28.30%	3.40%	0.00%	34.60%	89	33.70%
(68) How satisfied are you with paid vacation time?								
OPM 2006	41.40%	41.00%	12.80%	4.90%	0.00%		89	82.30%
(69) How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example,								
OPM 2006	38.80%	50.70%	8.10%	2.40%	0.00%		89	89.50%
(70) How satisfied are you with child care subsidies?								
OPM 2006	5.20%	5.70%	22.70%	1.10%	0.00%	65.30%	89	10.80%
(71) How satisfied are you with work/life programs (for example, health and wellness, employee assistance, elder care, and support								
OPM 2006	6.30%	23.00%	29.80%	3.60%	1.50%	35.70%	89	29.40%
(72) How satisfied are you with telework/telecommuting?								
OPM 2006	14.40%	21.60%	24.10%	3.00%	5.90%	31.00%	89	35.90%
(73) How satisfied are you with alternative work schedules?								
OPM 2006	40.00%	31.20%	16.60%	2.60%	2.10%	7.50%	89	71.20%