

2008 Organizational Assessment Survey

BEA Sets the Gold Standard



Dear BEA staff,

Late last year, BEA conducted its fourth Organizational Assessment Survey (OAS) via an online questionnaire that was available to all BEA employees. The survey was administered by the Office of Personnel Management (OPM) and sought to assess employee views of the organization in a number of critical areas. The results are in and BEA has reason to be proud!

BEA has once again scored above the median on all 17 dimensions of the OAS. Moreover, we set new benchmark highs on six of these dimensions—that is, BEA's score in these six areas is the highest that has been achieved. While we are proud of these new benchmark highs, we are even more pleased that of the 23 organizations OPM surveyed in 2008, BEA achieved the highest overall ranking.

This document highlights top-level results of the survey, and I ask that you take a moment to review them and think of ways to improve BEA further. While none of the survey dimensions revealed problems that need to be addressed at BEA, we will be forming bureau-wide committees to review the results and determine areas for potential improvements.

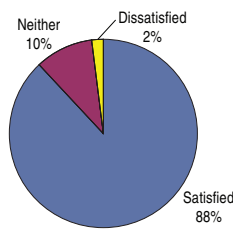
BEA is among the best in the world in producing and improving the most relevant economic statistics available, and it is because of our exceptional staff that we have earned this reputation. Our staff deserves to work in an outstanding organizational climate. I remain committed to maintaining this level of employee satisfaction into the future.

Thank you,
Steve

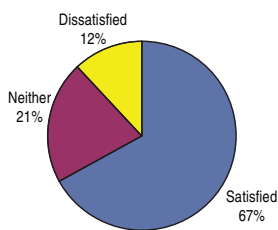
Dimensions
Leadership and Quality
Innovation
Fairness and Treatment of Others
Communication
Use of Resources
Strategic Planning
Performance Measures

Performance America, Dimensions in which BEA ranked #1 compared with 23 other Federal Agencies

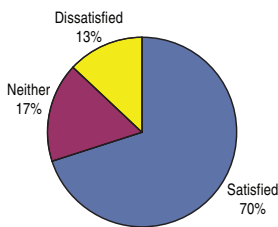
How satisfied do you think your organization's customers are with products and services it provides?



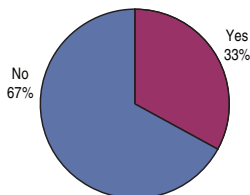
Considering everything, how would you rate your overall satisfaction in the organization at the present time?



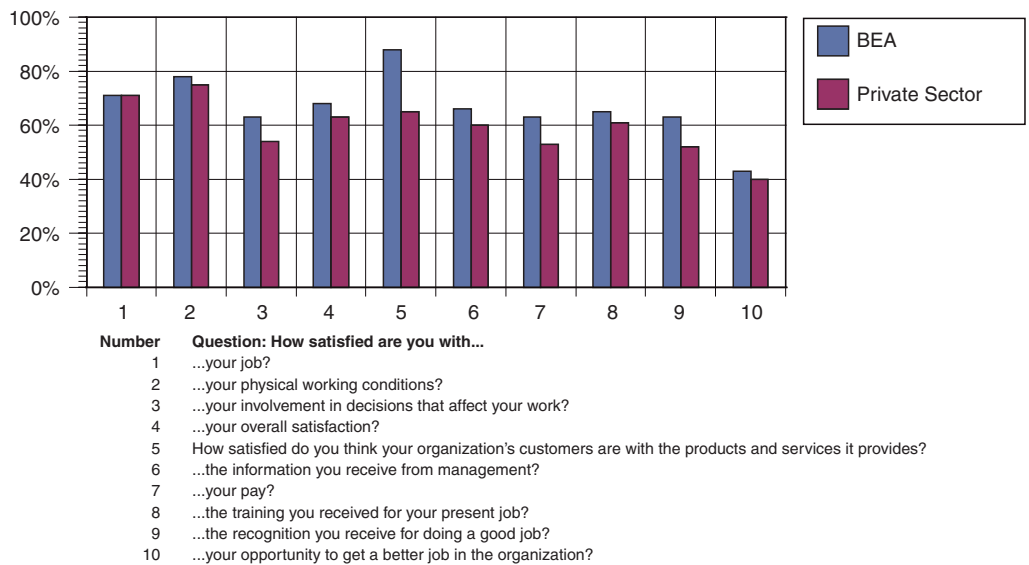
Considering everything, how satisfied are you with your job?



Are you considering leaving your organization?



Different Facets of Job Satisfaction

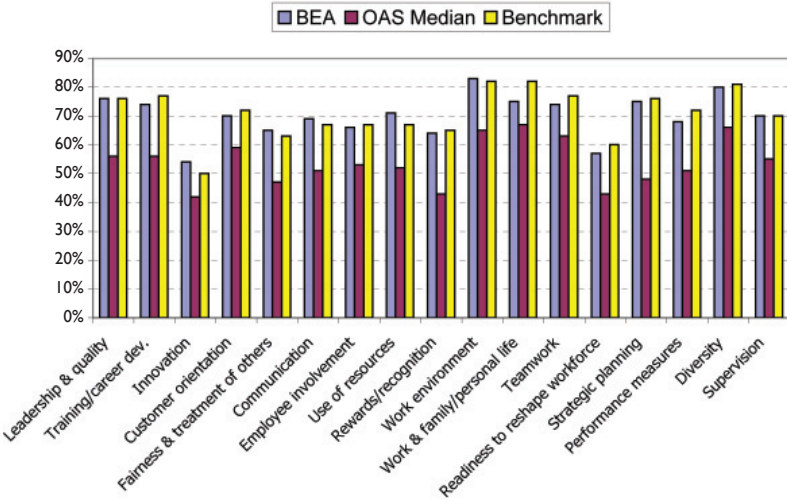


On a personal note....



Performance America (PA) Benchmarks

Percent Favorable by Dimension, BEA 2008 OAS Scores, and OAS Median Scores for Federal Agencies



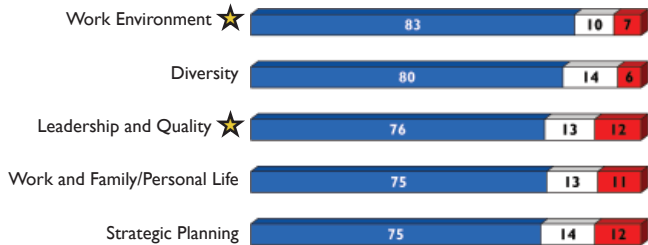
BEA 2008 OAS Scores and OAS Median Scores for Federal Agencies

	BEA	OAS Median	Benchmark
Leadership & quality	76%	56%	75%
Training/career dev.	74%	56%	77%
Innovation	54%	42%	50%
Customer orientation	70%	59%	72%
Fairness & treatment of others	65%	47%	63%
Communication	69%	51%	67%
Employee involvement	66%	53%	67%
Use of resources	71%	52%	67%
Rewards/recognition	64%	43%	65%
Work environment	83%	65%	82%
Work & family/personal life	75%	67%	82%
Teamwork	74%	63%	77%
Readiness to reshape workforce	57%	43%	60%
Strategic planning	75%	48%	76%
Performance measures	68%	51%	72%
Diversity	80%	66%	81%
Supervision	70%	55%	70%

Dimensions

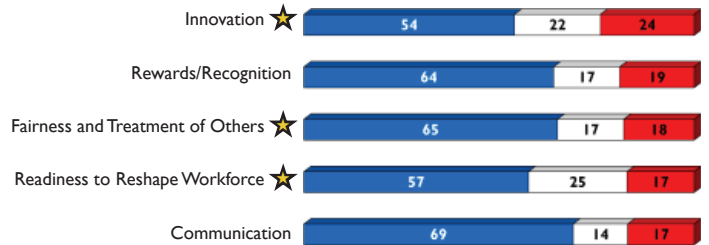
Five Highest Dimensions (by % Favorable)

★ - P A Benchmark High



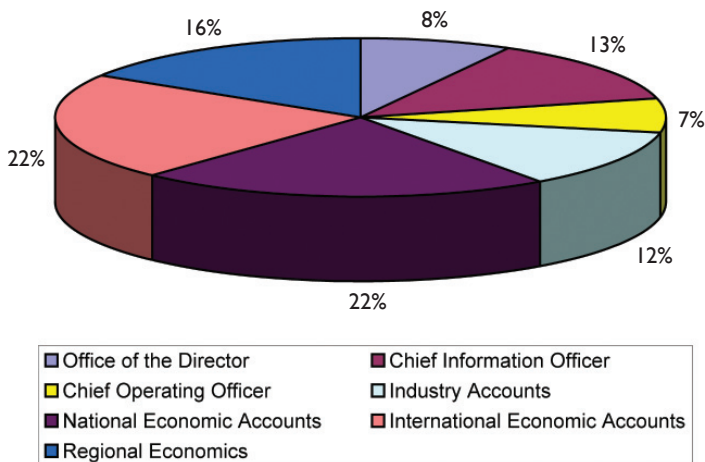
Five Lowest Dimensions (by % Unfavorable)

★ - P A Benchmark High



Survey Participation by Office

64% of all employees surveyed completed their questionnaires. The following chart shows the distribution by division.



BEA improvement efforts continue...

Over the next three months, BEA executive staff will review the 2008 OAS results, evaluate Directorate-level trends, and recommend broad categories for the action planning teams to consider. Employee action planning teams will be established and will develop suggestions on improving aspects of BEA's climate and culture. The Office of the Director encourages each of you to participate and volunteer to serve on one of the action planning teams.

