

## **2009 Annual Employee Survey Results for U.S. Federal Election Commission All Respondents**

**1. Interpretation of Results:**

An analysis of the data from the 2009 AES and comparison to identical questions from the 2008 Federal Human Capital Survey data shows that the Federal Election Commission has improved in all the indices of the Human Capital Accountability and Assessment Framework (HCAAF) : Performance Culture, Leadership & Knowledge Management, Talent Management and Job Satisfaction.

The largest increases in positive responses from 2008 to 2009 were: "Promotions in my work unit are based on merit" (from 34% to 44% positive), "Creativity and innovation are rewarded" (from 46 to 55% positive), "Considering everything, how satisfied are you with your pay?" (from 54% to 65% positive), "My work unit is able to recruit people with the right skills" (from 54% to 64% positive), "In my work unit, differences in performance are recognized in a meaningful way"(from 36% to 42% positive). These improvements lie mainly in the Performance Culture index where employee satisfaction grew from 52% to 57% percent positive in 2009.

The items that saw the largest decrease from 2008 to 2009 were questions related to pay and performance where fewer employees felt that " Pay raises depend on how well employees perform their jobs" (down 5% to 25% positive) and " In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding)" (down from 67% to 64%). Employees also responded that their "performance appraisal is a fair reflection of my performance" only 66% of the time compared to 69% of the time in 2008.

- 2. How the survey was conducted:** The survey was conducted online from November 23 to December 11, 2009.
- 3. Description of sample:** All 376 full-time permanent employees of the agency were surveyed.
- 4. Survey items and response choices:** See the tables on the following pages.
- 5. Number of employees surveyed, number who responded, and representativeness of respondents:** Of the 376 employees surveyed, 195 responded, for a 52% response rate.

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Surveys Sent: 376

Surveys Returned: 195

Response Rate: 52%

<b>Prescribed Questions: Personal Work Experiences</b>								
<b>Item Text</b>		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>		<b>Total</b>
1. The people I work with cooperate to get the job done.	Frequencies	70	89	22	12	2		195
	Percentages	35.9%	45.6%	11.3%	6.2%	1.0%		100.0%
2. I am given a real opportunity to improve my skills in my organization.	Frequencies	42	79	36	28	9		194
	Percentages	21.6%	40.7%	18.6%	14.4%	4.6%		100.0%
3. My work gives me a feeling of personal accomplishment.	Frequencies	40	98	33	20	3		194
	Percentages	20.6%	50.5%	17.0%	10.3%	1.5%		100.0%
4. I like the kind of work I do.	Frequencies	52	110	27	6	0		195
	Percentages	26.7%	56.4%	13.8%	3.1%	0.0%		100.0%
5. I have trust and confidence in my supervisor.	Frequencies	65	70	22	22	14		193
	Percentages	33.7%	36.3%	11.4%	11.4%	7.3%		100.0%
<b>Item Text</b>		<b>Very Good</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>	<b>Very Poor</b>		<b>Total</b>
6. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	Frequencies	76	52	30	19	13		190
	Percentages	40.0%	27.4%	15.8%	10.0%	6.8%		100.0%

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<b>Prescribed Questions: Recruitment, Development, &amp; Retention</b>								
<b>Item Text</b>		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Do Not Know</b>	<b>Total</b>
7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Frequencies	33	108	28	15	3	6	193
	Percentages	17.1%	56.0%	14.5%	7.8%	1.6%	3.1%	100.0%
8. My work unit is able to recruit people with the right skills.	Frequencies	35	90	35	20	6	9	195
	Percentages	17.9%	46.2%	17.9%	10.3%	3.1%	4.6%	100.0%
9. I know how my work relates to the agency's goals and priorities.	Frequencies	75	103	13	2	1	1	195
	Percentages	38.5%	52.8%	6.7%	1.0%	0.5%	0.5%	100.0%
10. The work I do is important.	Frequencies	82	85	18	6	2	2	195
	Percentages	42.1%	43.6%	9.2%	3.1%	1.0%	1.0%	100.0%
11. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	Frequencies	37	90	34	26	6	1	194
	Percentages	19.1%	46.4%	17.5%	13.4%	3.1%	0.5%	100.0%
12. Supervisors/team leaders in my work unit support employee development.	Frequencies	58	83	27	18	9	0	195
	Percentages	29.7%	42.6%	13.8%	9.2%	4.6%	0.0%	100.0%
13. My talents are used well in the workplace.	Frequencies	39	79	28	34	14	1	195
	Percentages	20.0%	40.5%	14.4%	17.4%	7.2%	0.5%	100.0%
14. My training needs are assessed.	Frequencies	34	77	38	29	16	0	194
	Percentages	17.5%	39.7%	19.6%	14.9%	8.2%	0.0%	100.0%

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<b>Prescribed Questions: Performance Culture</b>								
<b>Item Text</b>		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Do Not Know</b>	<b>Total</b>
15. Promotions in my work unit are based on merit.	Frequencies	26	59	34	42	20	13	194
	Percentages	13.4%	30.4%	17.5%	21.6%	10.3%	6.7%	100.0%
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Frequencies	16	42	48	31	27	30	194
	Percentages	8.2%	21.6%	24.7%	16.0%	13.9%	15.5%	100.0%
17. Creativity and innovation are rewarded.	Frequencies	22	85	37	30	16	4	194
	Percentages	11.3%	43.8%	19.1%	15.5%	8.2%	2.1%	100.0%
<b>Item Text</b>		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>No Basis to Judge</b>	<b>Total</b>
18. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	Frequencies	47	77	23	28	10	8	193
	Percentages	24.4%	39.9%	11.9%	14.5%	5.2%	4.1%	100.0%
<b>Item Text</b>		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Do Not Know</b>	<b>Total</b>
19. In my work unit, differences in performance are recognized in a meaningful way.	Frequencies	15	67	49	29	20	14	194
	Percentages	7.7%	34.5%	25.3%	14.9%	10.3%	7.2%	100.0%
20. Pay raises depend on how well employees perform their jobs.	Frequencies	10	38	56	53	25	13	195
	Percentages	5.1%	19.5%	28.7%	27.2%	12.8%	6.7%	100.0%
21. My performance appraisal is a fair reflection of my performance.	Frequencies	39	89	35	13	10	8	194
	Percentages	20.1%	45.9%	18.0%	6.7%	5.2%	4.1%	100.0%
22. Discussions with my supervisor/ team leader about my performance are worthwhile.	Frequencies	40	77	36	23	13	3	192
	Percentages	20.8%	40.1%	18.8%	12.0%	6.8%	1.6%	100.0%
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	Frequencies	48	91	28	12	9	6	194
	Percentages	24.7%	46.9%	14.4%	6.2%	4.6%	3.1%	100.0%
24. My supervisor supports my need to balance work and family issues.	Frequencies	87	82	13	6	3	2	193
	Percentages	45.1%	42.5%	6.7%	3.1%	1.6%	1.0%	100.0%

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<b>Prescribed Questions: Leadership</b>								
<b>Item Text</b>		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Do Not Know</b>	<b>Total</b>
25. I have a high level of respect for my organization's senior leaders.	Frequencies	17	65	45	32	34	2	195
	Percentages	8.7%	33.3%	23.1%	16.4%	17.4%	1.0%	100.0%
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Frequencies	9	54	52	42	32	6	195
	Percentages	4.6%	27.7%	26.7%	21.5%	16.4%	3.1%	100.0%
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Frequencies	18	83	39	16	19	17	192
	Percentages	9.4%	43.2%	20.3%	8.3%	9.9%	8.9%	100.0%
28. Employees are protected from health and safety hazards on the job.	Frequencies	30	106	34	10	10	5	195
	Percentages	15.4%	54.4%	17.4%	5.1%	5.1%	2.6%	100.0%
29. Employees have a feeling of personal empowerment with respect to work processes.	Frequencies	8	63	52	41	21	9	194
	Percentages	4.1%	32.5%	26.8%	21.1%	10.8%	4.6%	100.0%
30. My workload is reasonable.	Frequencies	32	123	16	17	6	1	195
	Percentages	16.4%	63.1%	8.2%	8.7%	3.1%	0.5%	100.0%
31. Managers communicate the goals and priorities of the organization.	Frequencies	19	90	41	24	18	3	195
	Percentages	9.7%	46.2%	21.0%	12.3%	9.2%	1.5%	100.0%
32. My organization has prepared employees for potential security threats.	Frequencies	24	110	35	12	9	4	194
	Percentages	12.4%	56.7%	18.0%	6.2%	4.6%	2.1%	100.0%

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<b>Prescribed Questions: Job Satisfaction</b>								
<b>Item Text</b>		<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neither</b>	<b>Dis-satisfied</b>	<b>Very Dis-satisfied</b>		<b>Total</b>
33. How satisfied are you with the information you receive from management on what's going on in your organization?	Frequencies	25	66	39	38	25		193
	Percentages	13.0%	34.2%	20.2%	19.7%	13.0%		100.0%
34. How satisfied are you with your involvement in decisions that affect your work?	Frequencies	20	77	40	45	13		195
	Percentages	10.3%	39.5%	20.5%	23.1%	6.7%		100.0%
35. How satisfied are you with your opportunity to get a better job in your organization?	Frequencies	10	54	64	45	21		194
	Percentages	5.2%	27.8%	33.0%	23.2%	10.8%		100.0%
36. How satisfied are you with the recognition you receive for doing a good job?	Frequencies	31	77	45	30	11		194
	Percentages	16.0%	39.7%	23.2%	15.5%	5.7%		100.0%
37. How satisfied are you with the policies and practices of your senior leaders?	Frequencies	15	57	52	44	26		194
	Percentages	7.7%	29.4%	26.8%	22.7%	13.4%		100.0%
38. How satisfied are you with the training you receive for your present job?	Frequencies	28	89	48	22	6		193
	Percentages	14.5%	46.1%	24.9%	11.4%	3.1%		100.0%
39. Considering everything, how satisfied are you with your job?	Frequencies	29	96	34	33	3		195
	Percentages	14.9%	49.2%	17.4%	16.9%	1.5%		100.0%
40. Considering everything, how satisfied are you with your pay?	Frequencies	21	105	31	31	7		195
	Percentages	10.8%	53.8%	15.9%	15.9%	3.6%		100.0%