

**FEDERAL LABOR RELATIONS AUTHORITY  
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
*1. The people I work with cooperate to get the job done.	N	28	35	8	6	2	NA		79
	%	35.4	44.9	9.5	8.0	2.2	NA	80.3	100
*2. I am given a real opportunity to improve my skills in my organization.	N	9	19	17	20	14	NA		79
	%	11.0	24.5	22.0	25.1	17.4	NA	35.5	100
3. I have enough information to do my job well.	N	11	32	16	15	5	NA		79
	%	14.1	41.0	19.9	19.3	5.8	NA	55.0	100
4. I feel encouraged to come up with new and better ways of doing things.	N	8	13	19	19	20	NA		79
	%	9.6	16.4	24.6	24.5	25.0	NA	26.0	100
*5. My work gives me a feeling of personal accomplishment.	N	15	28	13	9	14	NA		79
	%	18.7	35.2	16.9	11.6	17.5	NA	53.9	100
*6. I like the kind of work I do.	N	26	34	6	8	5	NA		79
	%	32.8	43.2	7.4	10.1	6.5	NA	76.0	100
*7. I have trust and confidence in my supervisor.	N	14	26	13	14	12	NA		79
	%	17.1	33.6	16.5	18.2	14.6	NA	50.7	100
8. I recommend my organization as a good place to work.	N	3	11	13	22	30	NA		79
	%	3.6	13.9	16.3	28.2	38.0	NA	17.5	100
							Do Not Know/ No Basis to Judge	Percent Positive	Total
*9. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N	25	21	13	9	11	NA		79
	%	31.9	26.5	16.6	11.6	13.4	NA	58.3	100
10. How would you rate the overall quality of work done by your work group?	N	38	24	14	3	0	NA		79
	%	47.4	31.6	17.6	3.4	0.0	NA	79.0	100
							Do Not Know/ No Basis to Judge	Percent Positive	Total
*11. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N	17	36	10	11	3	2		79
	%	21.2	46.5	12.6	13.1	3.9	2.6	67.7	100
*12. My supervisor supports my need to balance work and other life issues.	N	26	30	14	4	5	0		79
	%	32.7	38.5	17.5	5.2	6.1	0.0	71.2	100
13. Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.	N	11	25	20	14	9	0		79
	%	13.8	31.0	25.6	18.3	11.3	0.0	44.9	100
*14. My work unit is able to recruit people with the right skills.	N	4	10	18	12	25	10		79
	%	5.0	13.0	22.7	14.2	32.6	12.4	18.0	100

\* AES prescribed items.

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

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		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	5	21	24	14	13	2		79
	%	6.4	26.5	30.4	17.8	16.4	2.5	32.9	100
16. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	5	13	9	24	26	2		79
	%	6.4	16.5	10.8	30.8	33.0	2.4	23.0	100
*17. My workload is reasonable.	N	8	32	9	14	15	1		79
	%	10.0	40.6	11.1	18.0	19.1	1.2	50.7	100
*18. My talents are used well in the workplace.	N	13	20	16	8	21	1		79
	%	15.9	25.5	20.6	10.0	26.9	1.1	41.4	100
*19. I know how my work relates to the agency's goals and priorities.	N	16	34	8	9	9	3		79
	%	19.9	43.5	9.4	11.7	11.5	4.0	63.4	100
*20. The work I do is important.	N	31	31	7	1	8	1		79
	%	38.9	39.4	8.8	1.1	10.5	1.3	78.3	100
*21. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	16	42	9	7	3	2		79
	%	19.6	54.0	11.3	8.9	3.7	2.5	73.6	100
*22. Promotions in my work unit are based on merit.	N	4	19	20	11	13	12		79
	%	4.8	24.0	25.0	14.1	16.7	15.3	28.8	100
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N	2	15	17	16	17	12		79
	%	2.5	18.6	21.3	19.7	21.7	16.3	21.0	100
*24. Employees have a feeling of personal empowerment with respect to work processes.	N	7	9	9	30	21	3		79
	%	8.6	11.2	11.5	37.6	27.0	4.1	19.9	100
25. Employees are rewarded for providing high quality products and services to customers.	N	7	17	23	11	19	2		79
	%	8.8	21.3	29.1	14.0	24.3	2.5	30.1	100
*26. Creativity and innovation are rewarded.	N	3	10	20	21	21	4		79
	%	3.6	12.7	25.0	26.5	27.2	5.0	16.2	100
*27. Pay raises depend on how well employees perform their jobs.	N	3	12	20	22	15	7		79
	%	3.8	15.3	25.1	27.2	19.1	9.5	19.1	100
28. Awards in my work unit depend on how well employees perform their jobs.	N	7	23	18	13	11	7		79
	%	8.8	28.8	22.7	16.6	13.7	9.4	37.6	100
*29. In my work unit, differences in performance are recognized in a meaningful way.	N	3	16	19	19	14	8		79
	%	3.9	19.8	24.4	23.9	17.8	10.2	23.7	100
*30. My performance appraisal is a fair reflection of my performance.	N	11	35	13	6	6	8		79
	%	13.4	45.2	16.5	7.5	7.6	9.8	58.6	100
*31. Discussions with my supervisor/team leader about my performance are worthwhile.	N	9	27	22	5	11	5		79
	%	11.4	34.4	28.1	5.9	14.1	6.1	45.8	100

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*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	10	24	14	7	11	13		79
	%	12.3	30.8	17.7	8.7	14.3	16.2	43.1	100
33. I am held accountable for achieving results.	N	14	49	11	4	1	0		79
	%	17.1	63.1	13.5	4.8	1.4	0.0	80.2	100
34. Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.	N	10	27	15	7	5	15		79
	%	12.3	34.8	18.6	8.7	6.4	19.3	47.1	100
35. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N	5	14	23	11	10	16		79
	%	6.1	17.9	29.3	13.6	12.6	20.6	24.0	100
*36. Managers/supervisors/team leaders work well with employees of different backgrounds.	N	9	32	23	9	3	3		79
	%	11.3	41.2	28.9	11.2	3.7	3.7	52.5	100
*37. I have a high level of respect for my organization's senior leaders.	N	4	9	13	10	40	3		79
	%	4.8	11.5	17.1	12.3	50.6	3.7	16.3	100
*38. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N	1	7	15	15	38	3		79
	%	1.3	9.0	18.9	18.1	49.0	3.8	10.3	100
39. My organization's leaders maintain high standards of honesty and integrity.	N	4	8	17	15	29	6		79
	%	4.8	10.4	21.5	18.4	36.6	8.2	15.2	100
*40. Managers communicate the goals and priorities of the organization.	N	3	22	9	14	26	5		79
	%	3.8	27.8	11.7	17.1	33.4	6.2	31.6	100
*41. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N	4	16	16	11	19	13		79
	%	5.1	20.2	20.3	13.7	24.0	16.7	25.2	100
*42. Employees are protected from health and safety hazards on the job.	N	8	45	19	0	2	5		79
	%	9.5	57.7	23.8	0.0	2.6	6.5	67.2	100
*43. My organization has prepared employees for potential security threats.	N	3	28	20	17	5	6		79
	%	3.5	35.7	24.9	22.2	5.8	7.9	39.1	100
44. Complaints, disputes or grievances are resolved fairly in my work unit.	N	3	14	18	9	13	22		79
	%	3.7	17.9	22.4	11.3	16.8	27.9	21.6	100
45. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	6	11	15	14	15	18		79
	%	7.4	13.8	18.5	17.8	19.3	23.3	21.2	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	5	22	16	6	9	21		79
	%	6.0	27.9	20.6	7.4	11.3	26.7	33.9	100
47. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N	6	16	24	9	10	14		79
	%	7.0	20.6	30.7	10.9	12.2	18.5	27.6	100

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48. Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.	N	9	38	14	11	6	1		79
	%	11.5	48.5	17.3	13.9	7.4	1.3	60.1	100
*49. Supervisors/team leaders in my work unit support employee development.	N	10	39	15	6	8	1		79
	%	13.1	48.9	19.1	7.5	10.2	1.2	62.0	100
50. Employees have electronic access to learning and training programs readily available at their desk.	N	4	21	12	21	15	6		79
	%	4.9	26.4	15.2	26.7	19.3	7.5	31.3	100
*51. My training needs are assessed.	N	2	17	16	23	20	1		79
	%	2.5	22.4	19.8	28.7	25.6	1.1	24.8	100
52. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N	2	18	12	19	24	4		79
	%	2.5	22.6	15.5	23.5	30.6	5.4	25.1	100
53. Employees in my work unit share job knowledge with each other.	N	20	40	6	7	6	0		79
	%	25.8	50.2	7.7	8.9	7.4	0.0	76.0	100
54. Employees use information technology (for example, intranet, shared networks) to perform work.	N	19	51	3	4	2	0		79
	%	23.9	65.7	3.5	4.5	2.3	0.0	89.6	100

  

		Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	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	4	15	13	25	22	NA		79
	%	4.7	19.0	17.1	31.0	28.2	NA	23.7	100
*56. How satisfied are you with the information you receive from management on what's going on in your organization?	N	3	7	7	27	35	NA		79
	%	3.6	8.8	8.9	33.9	44.8	NA	12.4	100
*57. How satisfied are you with the recognition you receive for doing a good job?	N	6	20	16	23	14	NA		79
	%	7.4	25.4	20.1	28.7	18.4	NA	32.8	100
*58. How satisfied are you with the policies and practices of your senior leaders?	N	2	6	10	19	42	NA		79
	%	2.2	7.7	12.5	23.6	53.9	NA	9.9	100
*59. How satisfied are you with your opportunity to get a better job in your organization?	N	1	3	29	16	30	NA		79
	%	1.3	3.8	36.7	20.1	38.1	NA	5.1	100
*60. How satisfied are you with the training you receive for your present job?	N	3	16	14	23	23	NA		79
	%	3.9	20.2	17.7	29.0	29.2	NA	24.1	100
*61. Considering everything, how satisfied are you with your job?	N	6	21	24	12	16	NA		79
	%	7.0	26.5	30.2	15.8	20.5	NA	33.5	100
*62. Considering everything, how satisfied are you with your pay?	N	12	31	11	15	10	NA		79
	%	15.1	39.6	14.0	18.7	12.7	NA	54.6	100
63. Considering everything, how satisfied are you with your organization?	N	3	6	10	30	30	NA		79
	%	3.6	7.4	13.7	37.3	38.0	NA	11.0	100

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		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	13	35	13	9	1	8		79
	%	16.1	44.3	16.3	11.4	1.3	10.5	60.4	100
65. How satisfied are you with health insurance benefits?	N	18	33	11	10	6	1		79
	%	22.3	42.0	13.1	13.5	7.8	1.3	64.3	100
66. How satisfied are you with life insurance benefits?	N	9	25	22	6	2	15		79
	%	11.5	31.5	27.5	7.8	2.6	19.3	42.9	100
67. How satisfied are you with long term care insurance benefits?	N	4	18	21	4	3	29		79
	%	4.6	23.4	25.9	5.1	3.7	37.3	28.0	100
68. How satisfied are you with the flexible spending account (FSA) program?	N	17	30	12	4	3	13		79
	%	20.6	38.7	15.0	5.1	3.7	16.8	59.4	100
69. How satisfied are you with paid vacation time?	N	30	40	4	5	0	NA		79
	%	37.3	51.6	4.8	6.2	0.0	NA	89.0	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	28	39	4	8	0	NA		79
	%	35.0	50.2	4.8	10.0	0.0	NA	85.2	100
71. How satisfied are you with child care subsidies?	N	1	4	11	1	3	59		79
	%	1.4	5.3	13.4	1.2	4.0	74.6	6.7	100
72. How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?	N	2	7	23	3	7	37		79
	%	2.7	8.6	29.2	4.0	8.8	46.7	11.3	100
73. How satisfied are you with telework/telecommuting?	N	3	9	11	11	21	24		79
	%	3.6	11.1	13.3	14.8	26.5	30.7	14.6	100
74. How satisfied are you with alternative work schedules?	N	13	37	10	5	8	6		79
	%	15.9	47.7	12.7	6.0	10.3	7.4	63.6	100

\* AES prescribed items.