

**NATIONAL CAPITAL PLANNING COMMISSION**  
**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	10	8	2	2	0	NA			22
	%	44.1	36.2	10.4	9.3	0.0	NA	80.3		100
*2. I am given a real opportunity to improve my skills in my organization.	N	10	5	3	3	1	NA			22
	%	43.6	23.6	13.1	14.7	5.0	NA	67.2		100
3. I have enough information to do my job well.	N	7	8	3	3	1	NA			22
	%	30.9	35.5	14.9	13.7	5.0	NA	66.4		100
4. I feel encouraged to come up with new and better ways of doing things.	N	10	4	4	2	2	NA			22
	%	44.4	17.0	19.7	9.6	9.3	NA	61.4		100
*5. My work gives me a feeling of personal accomplishment.	N	9	8	1	2	2	NA			22
	%	39.1	37.6	5.0	9.0	9.3	NA	76.7		100
*6. I like the kind of work I do.	N	12	8	1	1	0	NA			22
	%	53.6	37.5	4.6	4.3	0.0	NA	91.2		100
*7. I have trust and confidence in my supervisor.	N	9	6	0	5	2	NA			22
	%	40.8	27.3	0.0	22.7	9.3	NA	68.1		100
8. I recommend my organization as a good place to work.	N	5	9	4	2	2	NA			22
	%	21.9	40.2	19.1	9.4	9.3	NA	62.1		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	9	5	6	1	1	NA			22
	%	40.9	22.9	26.9	4.3	5.0	NA	63.9		100
10. How would you rate the overall quality of work done by your work group?	N	12	6	4	0	0	NA			22
	%	55.2	26.4	18.4	0.0	0.0	NA	81.6		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	3	12	1	5	1	0			22
	%	13.1	55.0	4.2	22.7	5.0	0.0	68.1		100
*12. My supervisor supports my need to balance work and other life issues.	N	10	8	3	1	0	0			22
	%	47.0	34.8	13.3	5.0	0.0	0.0	81.7		100
13. Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.	N	7	9	3	2	1	0			22
	%	30.5	40.3	15.4	8.8	5.0	0.0	70.8		100
*14. My work unit is able to recruit people with the right skills.	N	4	9	4	3	1	1			22
	%	17.5	42.1	17.3	13.8	4.3	5.0	59.6		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	8	4	5	2	2	1		22
	%	35.2	18.9	22.8	9.6	9.3	4.3	54.1	100
16. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	1	7	7	3	3	1		22
	%	4.4	30.8	34.0	12.7	13.8	4.3	35.2	100
*17. My workload is reasonable.	N	3	11	4	3	0	1		22
	%	13.7	51.9	17.4	12.7	0.0	4.3	65.6	100
*18. My talents are used well in the workplace.	N	5	12	2	1	2	0		22
	%	22.7	54.1	9.6	4.4	9.2	0.0	76.8	100
*19. I know how my work relates to the agency's goals and priorities.	N	11	8	1	1	0	1		22
	%	48.6	37.0	5.0	5.0	0.0	4.4	85.5	100
*20. The work I do is important.	N	14	4	3	0	1	0		22
	%	63.2	17.8	14.0	0.0	5.0	0.0	81.0	100
*21. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	16	3	3	0	0	0		22
	%	71.5	14.4	14.0	0.0	0.0	0.0	86.0	100
*22. Promotions in my work unit are based on merit.	N	5	7	4	1	2	3		22
	%	21.7	31.3	19.2	5.0	9.3	13.5	53.0	100
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N	2	6	4	5	3	2		22
	%	8.5	26.3	19.1	22.8	13.7	9.5	34.8	100
*24. Employees have a feeling of personal empowerment with respect to work processes.	N	0	12	4	3	3	0		22
	%	0.0	54.6	17.7	14.0	13.6	0.0	54.6	100
25. Employees are rewarded for providing high quality products and services to customers.	N	3	12	3	4	0	0		22
	%	13.1	53.1	14.1	19.7	0.0	0.0	66.2	100
*26. Creativity and innovation are rewarded.	N	3	9	5	4	1	0		22
	%	12.7	39.8	23.2	19.3	5.0	0.0	52.5	100
*27. Pay raises depend on how well employees perform their jobs.	N	1	7	6	2	3	3		22
	%	4.3	30.9	27.7	10.4	13.7	13.1	35.2	100
28. Awards in my work unit depend on how well employees perform their jobs.	N	3	9	5	1	2	2		22
	%	12.8	40.1	24.1	4.4	9.3	9.2	53.0	100
*29. In my work unit, differences in performance are recognized in a meaningful way.	N	2	9	2	5	1	3		22
	%	8.5	39.9	10.3	22.6	5.0	13.7	48.4	100
*30. My performance appraisal is a fair reflection of my performance.	N	8	10	2	0	1	1		22
	%	35.6	46.1	9.0	0.0	5.0	4.3	81.7	100
*31. Discussions with my supervisor/team leader about my performance are worthwhile.	N	9	7	3	1	1	1		22
	%	39.9	33.1	12.9	4.4	5.0	4.6	73.1	100

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		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	8	9	3	1	0	1		22
	%	35.2	42.2	13.3	5.0	0.0	4.3	77.4	100
33. I am held accountable for achieving results.	N	12	8	2	0	0	0		22
	%	52.9	37.7	9.4	0.0	0.0	0.0	90.6	100
34. Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.	N	8	8	1	2	0	3		22
	%	34.4	37.2	5.0	8.9	0.0	14.5	71.6	100
35. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N	6	7	4	1	0	4		22
	%	25.9	31.1	20.6	4.3	0.0	18.1	57.0	100
*36. Managers/supervisors/team leaders work well with employees of different backgrounds.	N	5	11	5	1	0	0		22
	%	21.7	49.0	24.3	5.0	0.0	0.0	70.7	100
*37. I have a high level of respect for my organization's senior leaders.	N	5	10	2	2	3	0		22
	%	22.7	45.3	8.8	9.3	13.7	0.0	68.1	100
*38. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N	1	10	6	3	2	0		22
	%	4.6	44.1	28.3	13.7	9.3	0.0	48.7	100
39. My organization's leaders maintain high standards of honesty and integrity.	N	6	9	3	1	3	0		22
	%	26.0	41.3	13.9	5.0	13.7	0.0	67.3	100
*40. Managers communicate the goals and priorities of the organization.	N	2	14	3	3	0	0		22
	%	8.5	63.6	13.3	14.6	0.0	0.0	72.1	100
*41. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N	1	16	1	2	0	2		22
	%	4.3	73.5	4.3	8.6	0.0	9.3	77.8	100
*42. Employees are protected from health and safety hazards on the job.	N	14	8	0	0	0	0		22
	%	62.3	37.7	0.0	0.0	0.0	0.0	100.0	100
*43. My organization has prepared employees for potential security threats.	N	4	8	3	4	2	1		22
	%	17.8	37.1	13.3	18.8	8.6	4.4	54.9	100
44. Complaints, disputes or grievances are resolved fairly in my work unit.	N	4	6	3	1	3	5		22
	%	17.4	26.2	14.6	5.0	13.7	23.0	43.6	100
45. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	9	7	0	0	3	3		22
	%	39.7	32.8	0.0	0.0	13.7	13.8	72.5	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	12	5	1	2	0	2		22
	%	53.3	23.7	4.3	9.5	0.0	9.3	77.0	100
47. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N	6	7	1	1	1	6		22
	%	26.2	30.9	4.3	4.4	4.3	29.8	57.1	100

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		Agree	Disagree	Disagree	Disagree	Disagree	Disagree			
48. Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.	N	3	9	6	4	0	0			22
	%	13.2	39.5	28.8	18.5	0.0	0.0		52.7	100
*49. Supervisors/team leaders in my work unit support employee development.	N	9	10	2	0	1	0			22
	%	39.2	46.8	8.9	0.0	5.0	0.0		86.1	100
50. Employees have electronic access to learning and training programs readily available at their desk.	N	6	6	6	3	1	0			22
	%	26.1	26.0	28.9	14.5	4.5	0.0		52.1	100
*51. My training needs are assessed.	N	3	13	4	1	1	0			22
	%	13.3	59.0	17.7	5.0	5.0	0.0		72.3	100
52. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N	2	12	1	4	1	2			22
	%	8.8	54.3	4.4	18.1	5.0	9.3		63.1	100
53. Employees in my work unit share job knowledge with each other.	N	10	8	2	1	1	0			22
	%	46.1	36.0	8.6	4.3	5.0	0.0		82.1	100
54. Employees use information technology (for example, intranet, shared networks) to perform work.	N	13	9	0	0	0	0			22
	%	60.1	39.9	0.0	0.0	0.0	0.0		100.0	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	8	8	1	4	1	NA		22	
	%	36.7	35.7	5.0	17.6	5.0	NA	72.4	100	
*56. How satisfied are you with the information you receive from management on what's going on in your organization?	N	5	11	4	1	1	NA		22	
	%	21.9	50.2	18.3	4.6	5.0	NA	72.1	100	
*57. How satisfied are you with the recognition you receive for doing a good job?	N	8	7	5	1	1	NA		22	
	%	36.4	31.7	22.6	4.3	5.0	NA	68.1	100	
*58. How satisfied are you with the policies and practices of your senior leaders?	N	3	14	1	3	1	NA		22	
	%	14.8	62.1	4.3	14.5	4.3	NA	76.9	100	
*59. How satisfied are you with your opportunity to get a better job in your organization?	N	4	7	4	3	4	NA		22	
	%	17.5	32.6	18.1	13.8	18.0	NA	50.1	100	
*60. How satisfied are you with the training you receive for your present job?	N	7	9	2	3	1	NA		22	
	%	30.6	40.7	10.0	13.6	5.0	NA	71.3	100	
*61. Considering everything, how satisfied are you with your job?	N	8	7	4	2	1	NA		22	
	%	35.5	32.6	18.0	8.9	5.0	NA	68.1	100	
*62. Considering everything, how satisfied are you with your pay?	N	9	8	0	4	1	NA		22	
	%	39.8	36.9	0.0	18.3	5.0	NA	76.7	100	
63. Considering everything, how satisfied are you with your organization?	N	7	9	2	3	1	NA		22	
	%	32.3	40.0	8.9	13.7	5.0	NA	72.3	100	

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		Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Strongly Dissatisfied	Do Not Know/ No Basis to Judge	Percent Positive	Total
64. How satisfied are you with retirement benefits?	N	8	10	1	0	2		22
	%	36.8	44.5	4.2	0.0	10.0	81.3	100
65. How satisfied are you with health insurance benefits?	N	6	9	3	4	0		22
	%	28.3	40.1	14.0	17.7	0.0	68.4	100
66. How satisfied are you with life insurance benefits?	N	3	11	2	1	5		22
	%	14.9	49.5	8.9	4.3	22.5	64.3	100
67. How satisfied are you with long term care insurance benefits?	N	1	9	1	2	9		22
	%	5.9	40.3	4.5	8.5	40.8	46.2	100
68. How satisfied are you with the flexible spending account (FSA) program?	N	5	10	2	0	4		22
	%	23.2	45.2	8.8	0.0	18.3	68.4	100
69. How satisfied are you with paid vacation time?	N	8	11	2	1	NA		22
	%	36.8	50.4	8.7	4.2	NA	87.1	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	8	11	1	0	2		22
	%	38.0	48.8	4.3	0.0	8.9	86.8	100
71. How satisfied are you with child care subsidies?	N	1	3	4	0	13		22
	%	5.9	14.3	17.1	0.0	58.1	20.3	100
72. How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?	N	3	5	3	1	10		22
	%	14.6	22.5	12.8	4.2	45.9	37.1	100
73. How satisfied are you with telework/telecommuting?	N	2	10	2	2	6		22
	%	10.3	44.8	9.4	8.5	27.0	55.0	100
74. How satisfied are you with alternative work schedules?	N	7	10	1	0	4		22
	%	32.9	44.0	4.3	0.0	18.8	76.9	100

\* AES prescribed items.