

HCAAF-SSM SURVEY INDICES

Questions from the Federal Human Capital Survey

Leadership and Knowledge Management Index

I have trust and confidence in my supervisor.

Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

In my organization, leaders generate high levels of motivation and commitment in the workforce.

Managers/supervisors/team leaders work well with employees of different backgrounds.

I have a high level of respect for my organization's senior leaders.

Managers review and evaluate the organization's progress toward meeting its goals and objectives.

Managers communicate the goals and priorities of the organization.

My workload is reasonable.

My organization has prepared employees for potential security threats.

How satisfied are you with the information you receive from management on what's going on in your organization?

How satisfied are you with the policies and practices of your senior leaders?

Employees are protected from health and safety hazards on the job.

Results-Oriented Performance Culture Index

The people I work with cooperate to get the job done.

I know how my work relates to the agency's goals and priorities.

Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

Promotions in my work unit are based on merit.

In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

Creativity and innovation are rewarded.

In my work unit, differences in performance are recognized in a meaningful way.

My performance appraisal is a fair reflection of my performance.

Discussions with my supervisor/team leader about my performance are worthwhile.

My supervisor supports my need to balance work and family issues.

Employees have a feeling of personal empowerment with respect to work processes.

Pay raises depend on how well employees perform their jobs.

How satisfied are you with the recognition you receive for doing a good job?

Talent Management Index

I am given a real opportunity to improve my skills in my organization.
The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

My work unit is able to recruit people with the right skills.

Supervisors/team leaders in my work unit support employee development.

My talents are used well in the workplace.

My training needs are assessed.

How satisfied are you with the training you receive for your present job?

Job Satisfaction Index

My work gives me a feeling of personal accomplishment.

I like the kind of work I do.

The work I do is important.

How satisfied are you with your involvement in decisions that affect your work?

How satisfied are you with your opportunity to get a better job in your organization?

Considering everything, how satisfied are you with your job?

Considering everything, how satisfied are you with your pay?