

Federal Human Capital Survey (FHCS): Questions Related to the Strategic Alignment System

WHAT IT IS

The Federal Human Capital Survey (<http://www.fhcs2004.opm.gov/What.htm>) is a tool that measures employee perceptions about the extent to which certain conditions—those present in successful organizations—are present in their agencies. The 2004 Survey results will serve as the baseline for ongoing human capital assessment across Government.

WHY USE IT

Regular use of this tool will assist managers in helping their agencies work better, through people, to accomplish the agency mission. The Survey is a significant resource for agencies' use in improving human capital management.

The Federal Human Capital Survey Web site (<http://www.fhcs2004.opm.gov/>) is data rich and contains helpful hints on why and how to analyze the Survey data (<http://www.fhcs2004.opm.gov/Definitions.htm>). It allows agency managers to focus on important management practices and workplace conditions about which employees are concerned.

Employee concerns should be addressed in agencies' strategic human capital plans. Future survey results will help agency managers gauge improvement in the practices or conditions identified as action items in strategic human capital plans. (For information on future survey results, see <http://www.opm.gov/viewDocument.aspx?q=552>.)

HOW TO USE IT

This Guide, The Human Capital Assessment and Accountability Framework (HCAAF) Practitioners' Guide, indicates how the Federal Human Capital Survey tool may be used to measure specific human capital outcomes in all agencies. Consequently, agency managers should consider what actions need to be taken to meet these mandated Governmentwide outcomes, as they use this tool in addressing all aspects of their human capital requirements.

Federal Human Capital Survey (FHCS): Questions Related to the Strategic Alignment System (continued)

QUESTIONS RELATED TO STRATEGIC ALIGNMENT

The following Federal Human Capital Survey questions relate directly to the Strategic Alignment system. As agencies address this system, it may be beneficial to review these questions, including the responses of agency employees (<http://www.fhcs2004.opm.gov/Published.htm>). Determine where the agency falls in this area—for example, is there strong agreement/satisfaction or disagreement/dissatisfaction? Space is provided to note possible actions to take or improvements that can be made.



Federal Human Capital Survey 2004 Web site:

<http://www.fhcs2004.opm.gov>

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Strategic Alignment

1. In my work unit, human resources management strategies are targeted to achieve my agency's missions and objectives.
 2. Managers review and evaluate the organization's progress toward meeting its goals and objectives.
 3. Products and services in my work unit are improved based on customer/public input.
 4. I am kept informed about changes in personnel policies and employee benefits.
 5. I know how my work relates to the agency's missions and goals.
 6. Information collected on my work unit's performance is used to improve my work unit's performance.
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Notes: