

**Federal Retirement Thrift Investment Board
2007 Annual Employee Survey Results**

Question	2007 FRTIB Survey Positive Responses (%)
I have trust and confidence in my supervisor.	70.8
Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	72.9
My workload is reasonable.	54.2
Managers/supervisors/team leaders work well with employees of different backgrounds.	70.8
I have a high level of respect for my organization's senior leaders.	58.3
In my organization, leaders generate high levels of motivation and commitment in the workforce.	56.3
Managers communicate the goals and priorities of the organization.	64.6
Managers review and evaluate the organization's progress toward meeting its goals and objectives.	58.3
Employees are protected from health and safety hazards on the job.	72.9
My organization has prepared employees for potential security threats.	54.2
How satisfied are you with the information you receive from management on what's going on in your organization?	60.4
How satisfied are you with the policies and practices of your senior leaders?	58.3
The people I work with cooperate to get the job done.	87.5
My supervisor supports my need to balance work and family issues.	77.1
I know how my work relates to the agency's goals and priorities.	91.7
Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	81.3
Promotions in my work unit are based on merit.	41.7
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	27.1
Employees have a feeling of personal empowerment with respect to work processes.	41.7
Creativity and innovation are rewarded.	39.6
Pay raises depend on how well employees perform their jobs.	22.9

Question	2007 FRTIB Survey Positive Responses (%)
In my work unit, differences in performance are recognized in a meaningful way.	29.2
My performance appraisal is a fair reflection of my performance.	35.4
Discussions with my supervisor/team leader about my performance are worthwhile.	56.3
How satisfied are you with the recognition you receive for doing a good job?	56.3
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).	45.8
I am given a real opportunity to improve my skills in my organization.	68.8
The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	70.8
My work unit is able to recruit people with the right skills.	54.2
My talents are used well in the workplace.	66.7
Supervisors/team leaders in my work unit support employee development.	70.8
My training needs are assessed.	58.3
How satisfied are you with the training you receive for your present job?	56.3
My work gives me a feeling of personal accomplishment.	75.0
I like the kind of work I do.	85.4
The work I do is important.	91.7
How satisfied are you with your involvement in decisions that affect your work?	52.1
How satisfied are you with your opportunity to get a better job in your organization?	25.0
Considering everything, how satisfied are you with your job?	64.6
Considering everything, how satisfied are you with your pay?	52.1