

			2006*****				
MSPB 2006 Federal Human Capital Survey Results			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree
*1.	I am given a real opportunity to improve my skills in my organization.	N %	79.1	32	47.1	12	4.9
2.	I have enough information to do my job well.	N %	89.5	41.2	48.3	4.5	5.2
3.	I feel encouraged to come up with new and better ways of doing things.	N %	64.9	28.8	36.1	17.9	13.2
*4.	My work gives me a feeling of personal accomplishment.	N %	79.6	40	39.6	10.7	6.5
*5.	I like the kind of work I do.	N %	87.7	51.1	36.6	6.2	4.4
6.	I know what is expected of me on the job.	N %					
7.	When needed I am willing to put in the extra effort to get a job done.	N %					
8.	I am constantly looking for ways to do my job better.	N %					
9.	I have sufficient resources (for example, people, materials, budget) to get my job done.	N %		43	60	18	12
			76.2	31.8	44.5	13.7	9.2
*10.	My workload is reasonable.	N %		34	65	11	16
			73.7	25.2	48.5	8.0	11.8
*11.	My talents are used well in the workplace.	N %		38	59	20	11
			73.0	28.8	44.2	15.1	8.1
*12.	I know how my work relates to the agency's goals and priorities.	N %		81	46	7	2
			93.2	59.5	33.7	5.3	1.5
*13.	The work I do is important.	N %		76	47	9	3
			91.0	56.2	34.8	6.7	2.3
*14.	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %		68	50	10	4
			87.5	50.4	37.1	7.2	3.1
*15.	My performance appraisal is a fair reflection of my performance.	N %		43	66	12	9
			81.4	32.2	49.2	9.0	6.6
16.	I am held accountable for achieving results.	N %		57	68	9	3
			91.3	41.6	49.7	6.7	2.0
17.	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %		27	36	32	19
			51.2	21.8	29.5	25.7	15.3
*18.	My training needs are assessed.	N %		23	52	34	22
			54.8	16.8	38.0	25.1	16.1
*19.	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example,	N %					
*20.	The people I work with cooperate to get the job done.	N %		92.5	51.4	41.1	4.4
*21.	My work unit is able to recruit people with the right skills.	N %		40	59	24	6
			75.9	30.5	45.4	18.0	4.7
*22.	Promotions in my work unit are based on merit.	N %		27	52	30	13
			61.8	21.4	40.5	23.3	10.0
*23.	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %		15	53	35	14
			54.0	11.6	42.4	27.7	11.5
*24.	In my work unit, differences in performance are recognized in a meaningful way.	N %		15	44	44	18
			45.6	11.4	34.1	34.3	13.8
25.	Awards in my work unit depend on how well employees perform their jobs.	N %		32	55	25	10
			67.7	24.7	43.0	19.3	8.1

26.	Employees in my work unit share job knowledge with each other.	N		53	57	13	10
		%	81.1	39.3	41.7	9.3	7.2
27.	The skill level in my work unit has improved in the past year.	N		29	46	47	6
		%	57.4	22.3	35.1	35.4	4.7
28.	How would you rate the overall quality of work done by your work unit?	N		81	47	7	1
		%	94.0	59.4	34.6	5.1	0.9
*29.	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		56	70	7	0
		%	93.6	41.5	52.1	5.4	0.0
*30.	Employees have a feeling of personal empowerment with respect to work processes.	N		31	53	30	15
		%	62.9	23.2	39.7	22.7	11.2
31.	Employees are recognized for providing high quality products and services.	N					
		%	70.7	24.8	45.9	16.9	8.4
*32.	Creativity and innovation are rewarded.	N		29	48	32	16
		%	57.6	21.4	36.2	24.2	12.2
*33.	Pay raises depend on how well employees perform their jobs.	N		17	44	41	21
		%	47.3	13.2	34.0	31.6	16.5
34.	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness	N		43	53	26	4
		%	73.0	32.9	40.1	20.0	3.1
*35.	Employees are protected from health and safety hazards on the job.	N		49	72	11	0
		%	89.4	36.3	53.1	8.3	0.0
*36.	My organization has prepared employees for potential security threats.	N		30	70	20	9
		%	74.3	22.3	52.0	15.0	6.8
37.	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		37	45	25	15
		%	61.6	27.8	33.8	19.3	11.5
38.	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a	N		48	50	21	5
		%	75.7	37.2	38.5	15.8	3.8
39.	My agency is successful at accomplishing its mission.	N					
		%					
40.	I recommend my organization as a good place to work.	N		61	46	18	4
		%	78.9	45.2	33.7	13.6	2.9
41.	I believe the results of this survey will be used to make my agency a better place to work.	N					
		%					
*42.	My supervisor supports my need to balance work and other life issues.	N		74	40	15	5
		%	84.4	54.8	29.6	11.1	3.8
43.	My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		34	58	28	8
		%	69.3	25.7	43.7	20.6	6.1
*44.	Discussions with my supervisor/team leader about my performance are worthwhile.	N		32	57	26	15
		%	65.2	23.4	41.8	19.1	10.7
45.	My supervisor/team leader is committed to a workforce representative of all segments of society.	N		37	56	29	4
		%	70.9	28.5	42.5	22.0	3.1
46.	My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		23	67	28	14
		%	66.6	17.3	49.3	20.4	10.3
*47.	Supervisors/team leaders in my work unit support employee development.	N		38	68	16	6
		%	78.6	28.3	50.3	12.2	4.5
48.	My supervisor/team leader listens to what I have to say.	N					
		%					
49.	My supervisor/team leader treats me with respect.	N					
		%					
50.	In the last six months, my supervisor/team leader has talked with me about my performance.	N					
		%					
*51.	I have trust and confidence in my supervisor.	N					
		%	69.9	37.6	32.3	16.1	6.3
*52.	Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		52	48	19	13
		%	73.2	38.1	35.1	14.0	9.3
*53.	In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		15	50	42	20
		%	48.3	11.2	37.2	30.9	14.5
54.	My organization's leaders maintain high standards of honesty and	N		26	46	32	19

	integrity.	%	54.9	19.7	35.2	24.4	14.5
*55.	Managers/supervisors/team leaders work well with employees of different backgrounds.	N		42	65	16	4
		%	80.8	31.9	48.9	12.0	3.2
*56.	Managers communicate the goals and priorities of the organization.	N		27	73	24	8
		%	73.0	19.6	53.4	17.9	6.0
*57.	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		32	68	24	5
		%	77.5	24.8	52.7	18.7	3.8
58.	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		24	50	32	15
		%	57.7	18.8	38.8	24.6	11.4
59.	Managers support collaboration across work units to accomplish work objectives.	N					
		%					
60.	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N					
		%	73.2	38.1	35.1	14	9.3
*61.	I have a high level of respect for my organization's senior leaders.	N		18	56	32	19
		%	55.5	13.5	42.0	23.9	14.3
62.	Senior leaders demonstrate support for Work/Life programs.	N					
		%					
*63.	How satisfied are you with your involvement in decisions that affect your work?	N					
		%	62.9	19.9	43	19.2	15.5
*64.	How satisfied are you with the information you receive from management on what's going on in your organization?	N					
		%	60.6	16.7	43.9	20.6	15.4
*65.	How satisfied are you with the recognition you receive for doing a good job?	N					
		%	70.1	24.9	45.2	14.4	13.2
*66.	How satisfied are you with the policies and practices of your senior leaders?	N					
		%	47.9	10.4	37.5	29.3	18.3
*67.	How satisfied are you with your opportunity to get a better job in your organization?	N					
		%	32.7	10.5	22.2	38.3	18.9
*68.	How satisfied are you with the training you receive for your present job?	N					
		%	64.5	22.8	41.7	24.5	6.5
*69.	Considering everything, how satisfied are you with your job?	N					
		%	78.1	35.4	42.7	11	6.2
*70.	Considering everything, how satisfied are you with your pay?	N					
		%	64.3	22.5	41.8	20	11.1
71.	Considering everything, how satisfied are you with your organization?	N					
		%	76.1	28.4	48.3	11.4	8

*--OPM-weighted data, DKs had already been calculated out

**--MSPB data, unweighted, DKs calculated out from frequencies

***--OPM data, unweighted (original data was weighted), DKs calculated out from frequencies

****--MSPB data, unweighted, DK was not an option on survey

*****--OPM data, weighting unknown, DKs calculated out from percentages (not provided frequencies)

Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
3.9	136	
0.8	100.0	
4	100.0	
3.2	136	
1.7	136	
1	134	2
0.8	100.0	
9	135	1
6.6	100.00	0.8
5	134	2
3.8	100.00	1.6
0	136	0
0.0	100.00	0.0
0	136	
0.0	100.00	
3	135	1
2.2	100.00	0.8
4	135	1
3.0	100.00	1.1
0	136	0
0.0	100.0	
10	124	12
7.8	100.0	
5	136	0
4.0	100.00	0.0
0.9	136	
2	131	5
1.4	100.00	4.1
6	129	7
4.9	100.00	5.7
8	125	11
6.7	100.00	8.7
8	128	8
6.4	100.00	5.9
6	129	7
4.9	100.0	

3	136	0
2.4	100.0	
3	131	5
2.5	100.0	
0	136	
0.0	100.0	
1	135	1
0.9	100.00	0.8
4	134	2
3.1	100.00	1.5
		0
3.9	99.9	
8	134	2
6.0	100.00	1.5
6	129	7
4.7	100.00	5.7
5	132	4
3.9	100.0	
3	136	0
2.3	100.00	0.0
5	135	1
3.9	100.00	0.7
10	132	4
7.6	100.0	
6	130	6
4.7	100.0	
6	136	0
4.6	100.0	
1	135	1
0.7	100.00	0.8
5	134	2
4.0	100.0	
7	135	1
5.0	100.00	0.4
5	131	5
3.9	100.0	
4	135	1
2.7	100.0	
6	135	1
4.7	100.00	0.7
7.7	136	
5	136	0
3.5	100.0	
8	135	1
6.2	100.00	0.7
8	130	6

6.2	100.0	
5	132	4
3.9	100.00	3.0
4	136	0
3.1	100.00	0.0
0	129	6
0.0	100.00	4.9
8	129	7
6.3	100.0	
3.5	136	
9	134	2
6.4	100.00	1.3
2.4	136	
3.4	136	
2.2	136	
4.5	136	
10.1	136	
4.4	136	
4.7	136	
4.6	136	
3.9	136	