

# WHAT DO **FEDERAL** **EMPLOYEES** SAY?



RESULTS FROM THE 2004 FEDERAL HUMAN CAPITAL SURVEY

**FHCS Report by Demographics**



## **2004 Federal Human Capital Survey: Survey Methodology Highlights**

### **Survey Objective**

The 2004 Federal Human Capital Survey (FHCS) was conducted to collect data on Federal employees' perceptions about how effectively agencies are managing their workforces. OPM and agency managers will use the findings to develop policies and action plans for improving agency performance.

### **Questionnaire Content**

The questionnaire was designed to assist in measuring how well the Federal Government and individual agencies are running their human resources management systems. The 88 items in the questionnaire are grouped into eight topic areas: Personal Work Experiences; Recruitment, Development, and Retention; Performance Culture; Leadership; Learning (Knowledge Management); Job Satisfaction; Satisfaction with Benefits; and Demographics.

### **Sample Design and Selection**

The population of interest for the 2004 Federal Human Capital Survey was all employees from major Federal agencies represented on the President's Management Council and 44 small/independent agencies that chose to participate in the survey.

The sample was designed to ensure representative survey results would be reported by agency/subagency and supervisory status (i.e., non-supervisors, supervisors and managers, and executives) as well as for the overall Federal workforce.

**Sample type.** The sample was a probability sample; that is, each employee in the target population had a known, non-zero probability of selection. Probability sampling is a well-established survey technique and a prerequisite to generalizing from survey respondents to the survey population.

**Sampling frame.** The sampling frame was the lists of employees from all agencies participating in the survey. Employees were grouped into 786 sample subgroups corresponding to agency, subagency, and supervisory-status reporting requirements.

**Sample size and selection.** More than 276,000 employees were randomly selected from the frame. Selection probabilities varied across subgroups to ensure adequate representation of populations of interest. In some of the smaller subgroups, all employees were selected to provide broader coverage in critical areas.

### **Data Collection**

**Mode/Method.** The 2004 FHCS was a self-administered Web survey. A relatively small number of sampled employees who did not have access to the Internet or who preferred to complete the survey on paper were provided with paper versions of the questionnaire.

**Response Rate.** Of the 276,424 employees receiving surveys, 147,914 completed and returned the survey, for a governmentwide response rate of 54 percent.

## **Data Weighting**

Data collected from 2004 FHCS respondents were weighted to produce survey estimates that accurately represent the perceptions of the survey population. Unweighted data are likely to produce biased estimates of population statistics. The weights developed for the 2004 FHCS take into account the variable probabilities of selection across the sample subgroups, nonresponse, and known demographic characteristics of the survey population. Thus, the final data set reflects the agency composition and demographic make-up of the Federal workforce.

## **Reported Data**

The population sizes and percentages presented in report tables are weighted data that are representative of the survey population of Federal employees. Appropriate subgroup weights were applied to the answers of each respondent. This process did not change any answers; rather, it gave greater relative importance to a respondent's answers.

## *FHCS Report by Demographics*

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

1

	# of Respondents*	Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		
		2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	
<b>All Survey Responses</b> <u>2</u>	147,898	100,656	31.9%	24.3%	53.5%	55.5%	7.7%	10.6%	5.8%	7.9%	1.1%	1.8%
<b>Work Location</b>												
<b>Headquarters</b>	51,144	35,976	33.7%	24.6%	52.2%	55.0%	7.4%	10.6%	5.5%	7.8%	1.3%	1.9%
<b>Field</b>	93,049	64,680	31.3%	24.1%	54.0%	55.7%	7.8%	10.6%	5.9%	7.9%	1.1%	1.7%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,551	46,868	30.4%	23.1%	53.6%	55.3%	8.3%	11.1%	6.4%	8.5%	1.2%	2.1%
<b>Team Leader</b>	20,113	13,639	33.3%	25.1%	53.3%	55.6%	7.2%	10.4%	5.2%	7.5%	1.0%	1.3%
<b>Supervisor</b>	28,516	22,902	34.7%	27.8%	54.5%	56.7%	5.8%	9.0%	4.1%	5.7%	0.8%	0.9%
<b>Manager</b>	17,116	14,118	39.3%	30.3%	53.4%	56.9%	4.1%	7.2%	2.9%	4.6%	0.4%	1.0%
<b>Executive</b>	3,906	3,129	52.9%	38.8%	41.5%	50.1%	3.2%	6.6%	1.9%	3.3%	0.5%	1.2%
<b>Sex</b>												
<b>Male</b>	81,626	59,070	32.0%	24.1%	53.8%	56.8%	7.8%	10.7%	5.4%	6.8%	1.1%	1.6%
<b>Female</b>	62,575	41,586	31.7%	24.4%	53.2%	53.9%	7.6%	10.4%	6.3%	9.4%	1.1%	1.9%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,921	75,600	32.1%	24.5%	53.7%	56.6%	7.3%	10.0%	5.9%	7.4%	1.0%	1.6%
<b>Black Non-Hispanic</b>	22,478	13,055	31.8%	24.2%	54.0%	53.5%	7.8%	10.7%	5.3%	9.0%	1.1%	2.6%
<b>AmerIndian/Alskn Native</b>	2,496	2,046	29.8%	22.9%	49.8%	49.5%	10.8%	12.7%	7.7%	12.3%	1.9%	2.5%
<b>Asian/Pacific Islander</b>	6,595	4,424	30.5%	22.4%	55.2%	58.1%	8.6%	14.0%	4.4%	4.6%	1.3%	0.9%
<b>Hispanic</b>	8,465	5,531	31.8%	24.6%	51.6%	49.9%	9.0%	12.6%	5.7%	10.8%	1.9%	2.1%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

**Note 1:** The columns represent level of agreement with the survey item statement, and year of survey administration.

**Note 2:** The "All Survey Responses" row represents the overall level of agreement with the survey item statement (regardless of demographics).

**General Note:** The percents across a row for a given year sum to approximately 100% (any imprecision is due to rounding).





## *FHCS Report by Demographics*

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

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,898	100,656	31.9%	24.3%	53.5%	55.5%	7.7%	10.6%	5.8%	7.9%	1.1%	1.8%
<b>Work Location</b>												
<b>Headquarters</b>	51,144	35,976	33.7%	24.6%	52.2%	55.0%	7.4%	10.6%	5.5%	7.8%	1.3%	1.9%
<b>Field</b>	93,049	64,680	31.3%	24.1%	54.0%	55.7%	7.8%	10.6%	5.9%	7.9%	1.1%	1.7%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,551	46,868	30.4%	23.1%	53.6%	55.3%	8.3%	11.1%	6.4%	8.5%	1.2%	2.1%
<b>Team Leader</b>	20,113	13,639	33.3%	25.1%	53.3%	55.6%	7.2%	10.4%	5.2%	7.5%	1.0%	1.3%
<b>Supervisor</b>	28,516	22,902	34.7%	27.8%	54.5%	56.7%	5.8%	9.0%	4.1%	5.7%	0.8%	0.9%
<b>Manager</b>	17,116	14,118	39.3%	30.3%	53.4%	56.9%	4.1%	7.2%	2.9%	4.6%	0.4%	1.0%
<b>Executive</b>	3,906	3,129	52.9%	38.8%	41.5%	50.1%	3.2%	6.6%	1.9%	3.3%	0.5%	1.2%
<b>Sex</b>												
<b>Male</b>	81,626	59,070	32.0%	24.1%	53.8%	56.8%	7.8%	10.7%	5.4%	6.8%	1.1%	1.6%
<b>Female</b>	62,575	41,586	31.7%	24.4%	53.2%	53.9%	7.6%	10.4%	6.3%	9.4%	1.1%	1.9%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,921	75,600	32.1%	24.5%	53.7%	56.6%	7.3%	10.0%	5.9%	7.4%	1.0%	1.6%
<b>Black Non-Hispanic</b>	22,478	13,055	31.8%	24.2%	54.0%	53.5%	7.8%	10.7%	5.3%	9.0%	1.1%	2.6%
<b>AmerIndian/Alskn Native</b>	2,496	2,046	29.8%	22.9%	49.8%	49.5%	10.8%	12.7%	7.7%	12.3%	1.9%	2.5%
<b>Asian/Pacific Islander</b>	6,595	4,424	30.5%	22.4%	55.2%	58.1%	8.6%	14.0%	4.4%	4.6%	1.3%	0.9%
<b>Hispanic</b>	8,465	5,531	31.8%	24.6%	51.6%	49.9%	9.0%	12.6%	5.7%	10.8%	1.9%	2.1%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

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

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,898	100,656	31.9%	24.3%	53.5%	55.5%	7.7%	10.6%	5.8%	7.9%	1.1%	1.8%
<b>Leaving</b>												
<b>No</b>	101,442	N/A	35.5%	N/A	53.2%	N/A	6.4%	N/A	4.1%	N/A	0.7%	N/A
<b>Yes, to retire</b>	9,503	N/A	32.2%	N/A	53.0%	N/A	9.2%	N/A	4.5%	N/A	1.0%	N/A
<b>Yes, to other job in Govt</b>	22,688	N/A	21.3%	N/A	55.5%	N/A	10.6%	N/A	10.2%	N/A	2.3%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	21.6%	N/A	51.3%	N/A	12.5%	N/A	11.6%	N/A	3.0%	N/A
<b>Yes, other</b>	5,479	N/A	20.2%	N/A	54.8%	N/A	10.5%	N/A	12.6%	N/A	1.9%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,461	2,787	29.3%	24.7%	56.6%	57.1%	7.4%	9.7%	5.6%	7.5%	1.0%	1.0%
<b>30-39</b>	20,919	15,010	27.5%	22.8%	56.0%	55.0%	8.3%	11.3%	7.2%	8.7%	1.0%	2.3%
<b>40-49</b>	47,041	34,006	30.7%	22.2%	54.8%	57.8%	7.7%	10.5%	5.6%	7.7%	1.1%	1.7%
<b>50-59</b>	57,866	41,243	33.8%	25.8%	51.8%	54.2%	7.5%	10.4%	5.7%	7.9%	1.2%	1.8%
<b>60+</b>	12,864	7,610	38.4%	29.8%	49.5%	51.9%	7.2%	10.3%	4.1%	6.9%	0.8%	1.1%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,511	4,855	28.1%	24.3%	54.2%	54.0%	9.0%	10.6%	7.2%	8.7%	1.6%	2.4%
<b>GS 1-6 or equivalent</b>	6,708	4,848	28.0%	25.8%	53.2%	50.4%	9.4%	10.0%	8.2%	10.8%	1.2%	3.1%
<b>GS 7-12 or equivalent</b>	58,907	39,563	30.4%	22.7%	54.5%	55.9%	7.8%	11.5%	6.2%	8.2%	1.1%	1.7%
<b>GS 13-15 or equivalent</b>	64,038	41,791	36.5%	25.2%	51.9%	58.6%	6.6%	9.3%	4.1%	5.7%	0.9%	1.1%
<b>Senior Executive Service</b>	3,314	2,542	48.9%	36.5%	41.4%	53.1%	2.5%	6.2%	6.4%	3.2%	0.8%	1.1%
<b>SL/ST</b>	490	N/A	53.2%	N/A	42.5%	N/A	2.0%	N/A	2.1%	N/A	0.1%	N/A
<b>Other</b>	5,202	7,057	33.1%	28.0%	53.6%	53.1%	7.6%	9.7%	4.2%	7.9%	1.5%	1.3%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

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

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,898	100,656	31.9%	24.3%	53.5%	55.5%	7.7%	10.6%	5.8%	7.9%	1.1%	1.8%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	34.4%	N/A	49.4%	N/A	11.5%	N/A	3.8%	N/A	1.0%	N/A
1-3 years	12,897	N/A	30.0%	N/A	54.9%	N/A	7.8%	N/A	6.4%	N/A	1.0%	N/A
4-5 years	8,710	N/A	30.5%	N/A	52.1%	N/A	8.0%	N/A	8.7%	N/A	0.7%	N/A
6-10 years	13,912	N/A	29.6%	N/A	54.5%	N/A	7.9%	N/A	6.7%	N/A	1.2%	N/A
11-20 years	44,998	N/A	30.8%	N/A	53.9%	N/A	8.2%	N/A	5.8%	N/A	1.2%	N/A
> 20 years	62,354	N/A	34.3%	N/A	52.9%	N/A	7.0%	N/A	4.7%	N/A	1.1%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,815	N/A	37.1%	N/A	50.3%	N/A	8.3%	N/A	3.5%	N/A	0.7%	N/A
1-3 years	21,640	N/A	30.6%	N/A	53.7%	N/A	7.9%	N/A	6.7%	N/A	1.0%	N/A
4-5 years	13,235	N/A	29.9%	N/A	52.7%	N/A	8.3%	N/A	7.9%	N/A	1.3%	N/A
6-10 years	18,823	N/A	29.7%	N/A	54.3%	N/A	8.7%	N/A	6.0%	N/A	1.3%	N/A
11-20 years	46,192	N/A	31.6%	N/A	53.9%	N/A	7.7%	N/A	5.7%	N/A	1.1%	N/A
> 20 years	41,485	N/A	34.7%	N/A	53.3%	N/A	6.6%	N/A	4.4%	N/A	1.0%	N/A
<b>Retiring</b>												
with 1 year	6,073	4,001	34.1%	25.6%	50.5%	52.4%	9.7%	9.8%	4.5%	10.5%	1.2%	1.7%
Between 1 and 3 years	16,417	12,087	32.0%	24.3%	53.6%	54.7%	8.5%	11.5%	4.9%	8.1%	0.9%	1.3%
Between 3 and 5 years	19,274	13,876	34.3%	25.8%	51.0%	54.7%	8.1%	10.8%	5.8%	6.7%	0.8%	2.0%
5 or more years	102,415	70,692	31.3%	23.9%	54.1%	55.9%	7.4%	10.4%	6.0%	7.9%	1.2%	1.8%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(2) I am given a real opportunity to improve my skills in my organization.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,902	100,656	19.3%	14.8%	43.7%	41.7%	18.1%	21.4%	14.0%	17.6%	4.9%	4.5%
<b>Work Location</b>												
<b>Headquarters</b>	51,143	35,976	21.8%	16.1%	42.9%	41.4%	17.2%	20.9%	13.4%	17.6%	4.8%	4.0%
<b>Field</b>	93,052	64,680	18.6%	14.2%	43.9%	41.8%	18.4%	21.5%	14.2%	17.7%	4.9%	4.7%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,552	46,868	17.4%	13.5%	42.6%	40.1%	19.2%	21.9%	15.2%	19.2%	5.6%	5.4%
<b>Team Leader</b>	20,114	13,639	21.9%	16.3%	45.3%	44.2%	16.5%	20.5%	12.4%	15.9%	4.0%	3.0%
<b>Supervisor</b>	28,516	22,902	21.4%	16.2%	47.1%	46.4%	16.3%	21.2%	11.9%	13.8%	3.2%	2.4%
<b>Manager</b>	17,118	14,118	29.7%	22.2%	47.5%	47.3%	12.8%	18.7%	8.1%	10.0%	1.9%	1.8%
<b>Executive</b>	3,906	3,129	40.5%	29.3%	42.4%	43.9%	10.6%	17.3%	5.1%	8.0%	1.5%	1.6%
<b>Sex</b>												
<b>Male</b>	81,628	59,070	18.5%	13.7%	44.2%	42.7%	18.6%	22.3%	13.7%	17.0%	4.9%	4.2%
<b>Female</b>	62,577	41,586	20.3%	16.1%	43.0%	40.5%	17.3%	20.2%	14.5%	18.4%	4.9%	4.8%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,924	75,600	19.3%	14.4%	44.1%	42.6%	18.0%	21.8%	14.2%	17.1%	4.5%	4.1%
<b>Black Non-Hispanic</b>	22,478	13,055	19.5%	15.4%	44.9%	39.9%	16.1%	19.7%	13.6%	19.1%	5.9%	5.8%
<b>AmerIndian/Alskn Native</b>	2,498	2,046	19.7%	15.9%	35.0%	36.6%	17.9%	20.8%	18.1%	21.8%	9.2%	4.9%
<b>Asian/Pacific Islander</b>	6,595	4,424	19.0%	15.2%	43.2%	43.3%	23.4%	21.0%	9.8%	17.4%	4.6%	3.1%
<b>Hispanic</b>	8,466	5,531	19.4%	16.5%	40.3%	37.7%	19.0%	21.1%	15.7%	18.1%	5.6%	6.6%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(2) I am given a real opportunity to improve my skills in my organization.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,902	100,656	19.3%	14.8%	43.7%	41.7%	18.1%	21.4%	14.0%	17.6%	4.9%	4.5%
<b>Leaving</b>												
<b>No</b>	101,442	N/A	22.9%	N/A	47.7%	N/A	16.5%	N/A	10.0%	N/A	2.8%	N/A
<b>Yes, to retire</b>	9,504	N/A	15.3%	N/A	40.2%	N/A	23.8%	N/A	15.5%	N/A	5.3%	N/A
<b>Yes, to other job in Govt</b>	22,692	N/A	10.1%	N/A	34.7%	N/A	21.2%	N/A	24.3%	N/A	9.8%	N/A
<b>Yes, to other job outside Govt</b>	5,068	N/A	10.0%	N/A	26.8%	N/A	20.9%	N/A	27.3%	N/A	15.0%	N/A
<b>Yes, other</b>	5,479	N/A	9.2%	N/A	30.5%	N/A	22.3%	N/A	26.8%	N/A	11.2%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,461	2,787	21.4%	20.7%	43.5%	45.6%	16.4%	18.1%	13.3%	11.7%	5.3%	3.9%
<b>30-39</b>	20,920	15,010	18.7%	16.6%	45.5%	43.3%	17.5%	19.2%	14.2%	16.7%	4.0%	4.3%
<b>40-49</b>	47,041	34,006	19.5%	13.9%	44.5%	41.5%	17.0%	21.1%	14.0%	19.1%	5.0%	4.3%
<b>50-59</b>	57,870	41,243	18.8%	14.2%	42.4%	41.0%	19.0%	22.4%	14.5%	17.3%	5.3%	5.0%
<b>60+</b>	12,864	7,610	21.0%	15.2%	42.4%	41.0%	20.4%	23.6%	11.9%	17.0%	4.3%	3.2%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,512	4,855	14.6%	11.4%	43.1%	39.9%	20.2%	21.6%	15.6%	22.0%	6.4%	5.1%
<b>GS 1-6 or equivalent</b>	6,708	4,848	15.7%	17.3%	38.5%	34.2%	20.9%	19.1%	16.7%	22.8%	8.1%	6.6%
<b>GS 7-12 or equivalent</b>	58,908	39,563	18.3%	13.8%	44.1%	41.7%	18.4%	21.9%	14.3%	17.8%	4.9%	4.8%
<b>GS 13-15 or equivalent</b>	64,041	41,791	22.8%	16.0%	46.0%	45.6%	16.0%	21.6%	11.9%	14.0%	3.4%	2.8%
<b>Senior Executive Service</b>	3,314	2,542	37.4%	26.9%	39.0%	47.1%	9.1%	15.2%	8.4%	9.4%	6.1%	1.4%
<b>SL/ST</b>	490	N/A	33.6%	N/A	46.4%	N/A	12.0%	N/A	7.1%	N/A	0.8%	N/A
<b>Other</b>	5,203	7,057	22.4%	16.5%	39.7%	41.8%	18.5%	20.4%	15.1%	16.7%	4.4%	4.7%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(2) I am given a real opportunity to improve my skills in my organization.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,902	100,656	19.3%	14.8%	43.7%	41.7%	18.1%	21.4%	14.0%	17.6%	4.9%	4.5%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	34.3%	N/A	35.9%	N/A	21.9%	N/A	6.4%	N/A	1.5%	N/A
1-3 years	12,895	N/A	20.9%	N/A	42.5%	N/A	16.1%	N/A	15.2%	N/A	5.3%	N/A
4-5 years	8,711	N/A	21.4%	N/A	44.3%	N/A	16.4%	N/A	12.8%	N/A	5.0%	N/A
6-10 years	13,915	N/A	18.6%	N/A	44.0%	N/A	18.0%	N/A	14.4%	N/A	4.9%	N/A
11-20 years	44,998	N/A	18.7%	N/A	43.5%	N/A	18.0%	N/A	14.6%	N/A	5.1%	N/A
> 20 years	62,357	N/A	18.8%	N/A	44.1%	N/A	19.1%	N/A	13.4%	N/A	4.7%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,815	N/A	32.8%	N/A	36.3%	N/A	20.1%	N/A	8.1%	N/A	2.7%	N/A
1-3 years	21,639	N/A	20.4%	N/A	42.8%	N/A	16.1%	N/A	14.7%	N/A	6.1%	N/A
4-5 years	13,236	N/A	20.0%	N/A	43.5%	N/A	18.2%	N/A	13.4%	N/A	5.0%	N/A
6-10 years	18,824	N/A	18.4%	N/A	42.0%	N/A	19.3%	N/A	15.4%	N/A	5.0%	N/A
11-20 years	46,192	N/A	18.2%	N/A	44.3%	N/A	18.2%	N/A	14.3%	N/A	4.9%	N/A
> 20 years	41,489	N/A	18.9%	N/A	45.2%	N/A	18.7%	N/A	13.1%	N/A	4.2%	N/A
<b>Retiring</b>												
with 1 year	6,073	4,001	17.4%	11.7%	38.4%	36.3%	19.7%	25.7%	17.7%	20.0%	6.8%	6.2%
Between 1 and 3 years	16,417	12,087	15.7%	11.0%	43.4%	40.3%	21.9%	24.8%	14.1%	19.8%	4.9%	4.2%
Between 3 and 5 years	19,276	13,876	18.1%	13.4%	43.2%	40.7%	20.2%	23.8%	13.7%	17.4%	4.8%	4.7%
5 or more years	102,416	70,692	20.1%	15.7%	44.1%	42.4%	17.2%	20.3%	13.8%	17.3%	4.8%	4.4%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(3) I have enough information to do my job well.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,898	100,656	18.8%	15.3%	54.8%	55.8%	14.8%	16.0%	9.8%	10.9%	1.9%	2.0%
<b>Work Location</b>												
<b>Headquarters</b>	51,144	35,976	20.2%	16.8%	53.1%	53.8%	14.7%	16.0%	10.0%	11.0%	2.1%	2.4%
<b>Field</b>	93,047	64,680	18.3%	14.7%	55.3%	56.6%	14.8%	16.0%	9.8%	10.8%	1.8%	1.8%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,550	46,868	17.3%	14.0%	54.5%	54.9%	15.5%	17.2%	10.7%	11.7%	2.1%	2.2%
<b>Team Leader</b>	20,114	13,639	21.3%	16.9%	54.5%	57.5%	14.1%	14.0%	8.4%	9.9%	1.7%	1.7%
<b>Supervisor</b>	28,515	22,902	19.5%	17.1%	56.8%	58.8%	13.8%	13.8%	8.3%	9.0%	1.5%	1.3%
<b>Manager</b>	17,118	14,118	25.6%	22.3%	56.5%	57.4%	10.6%	12.4%	6.4%	7.0%	0.9%	0.9%
<b>Executive</b>	3,906	3,129	38.3%	29.8%	48.7%	53.4%	7.7%	8.7%	4.3%	7.1%	0.9%	1.0%
<b>Sex</b>												
<b>Male</b>	81,624	59,070	18.2%	14.7%	55.1%	57.2%	15.6%	16.4%	9.2%	9.7%	1.9%	2.0%
<b>Female</b>	62,577	41,586	19.5%	16.1%	54.3%	54.0%	13.7%	15.6%	10.6%	12.4%	1.9%	1.9%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,917	75,600	17.6%	15.0%	55.2%	56.6%	15.1%	15.9%	10.3%	10.6%	1.8%	1.9%
<b>Black Non-Hispanic</b>	22,478	13,055	21.7%	17.5%	54.9%	54.6%	12.5%	14.0%	8.7%	11.4%	2.3%	2.4%
<b>AmerIndian/Alskn Native</b>	2,498	2,046	19.6%	12.8%	47.1%	51.2%	19.1%	19.1%	12.2%	14.4%	2.0%	2.5%
<b>Asian/Pacific Islander</b>	6,594	4,424	20.4%	15.9%	56.8%	56.2%	14.8%	18.3%	6.5%	7.9%	1.5%	1.7%
<b>Hispanic</b>	8,468	5,531	22.2%	14.7%	51.3%	51.8%	15.2%	18.3%	9.3%	13.2%	1.9%	2.0%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(3) I have enough information to do my job well.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,898	100,656	18.8%	15.3%	54.8%	55.8%	14.8%	16.0%	9.8%	10.9%	1.9%	2.0%
<b>Leaving</b>												
<b>No</b>	101,441	N/A	21.4%	N/A	57.3%	N/A	12.9%	N/A	7.3%	N/A	1.0%	N/A
<b>Yes, to retire</b>	9,505	N/A	18.2%	N/A	52.8%	N/A	16.7%	N/A	10.0%	N/A	2.2%	N/A
<b>Yes, to other job in Govt</b>	22,689	N/A	12.0%	N/A	48.9%	N/A	19.0%	N/A	16.0%	N/A	4.2%	N/A
<b>Yes, to other job outside Govt</b>	5,067	N/A	9.8%	N/A	43.3%	N/A	22.5%	N/A	19.3%	N/A	5.1%	N/A
<b>Yes, other</b>	5,479	N/A	10.5%	N/A	46.6%	N/A	20.1%	N/A	18.5%	N/A	4.3%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,461	2,787	19.9%	14.4%	53.8%	58.8%	14.4%	16.3%	10.6%	8.7%	1.3%	1.7%
<b>30-39</b>	20,921	15,010	16.9%	16.3%	55.4%	55.4%	15.4%	15.9%	10.3%	9.9%	2.0%	2.5%
<b>40-49</b>	47,041	34,006	17.9%	13.4%	55.7%	55.6%	14.9%	16.9%	9.7%	12.0%	1.8%	2.1%
<b>50-59</b>	57,868	41,243	18.9%	15.5%	54.2%	56.1%	14.8%	15.7%	10.1%	10.9%	2.0%	1.8%
<b>60+</b>	12,860	7,610	25.0%	21.8%	52.7%	55.3%	12.8%	13.4%	7.8%	8.4%	1.7%	1.1%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,510	4,855	18.6%	14.7%	54.9%	56.4%	15.9%	17.3%	8.7%	9.6%	1.9%	1.9%
<b>GS 1-6 or equivalent</b>	6,708	4,848	19.9%	18.0%	53.3%	54.4%	13.8%	13.9%	11.1%	10.7%	1.9%	3.1%
<b>GS 7-12 or equivalent</b>	58,904	39,563	17.4%	13.9%	55.0%	55.8%	15.2%	16.5%	10.4%	11.7%	2.0%	2.1%
<b>GS 13-15 or equivalent</b>	64,040	41,791	19.9%	16.3%	55.8%	57.2%	13.6%	14.7%	9.0%	10.2%	1.7%	1.6%
<b>Senior Executive Service</b>	3,314	2,542	34.7%	27.7%	46.9%	56.6%	8.5%	8.5%	4.4%	6.3%	5.5%	0.9%
<b>SL/ST</b>	490	N/A	43.8%	N/A	47.6%	N/A	5.1%	N/A	3.4%	N/A	0.0%	N/A
<b>Other</b>	5,203	7,057	20.2%	17.2%	51.4%	53.6%	18.0%	17.9%	8.6%	9.9%	1.8%	1.4%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(3) I have enough information to do my job well.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,898	100,656	18.8%	15.3%	54.8%	55.8%	14.8%	16.0%	9.8%	10.9%	1.9%	2.0%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	15.6%	N/A	50.1%	N/A	22.4%	N/A	10.6%	N/A	1.3%	N/A
1-3 years	12,894	N/A	17.0%	N/A	54.0%	N/A	16.8%	N/A	9.9%	N/A	2.2%	N/A
4-5 years	8,712	N/A	20.4%	N/A	54.8%	N/A	14.2%	N/A	8.7%	N/A	1.9%	N/A
6-10 years	13,912	N/A	19.4%	N/A	54.0%	N/A	14.9%	N/A	9.4%	N/A	2.3%	N/A
11-20 years	44,997	N/A	18.1%	N/A	55.4%	N/A	14.2%	N/A	10.5%	N/A	1.7%	N/A
> 20 years	62,356	N/A	19.5%	N/A	54.8%	N/A	14.4%	N/A	9.4%	N/A	1.8%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,814	N/A	18.7%	N/A	49.1%	N/A	20.0%	N/A	10.2%	N/A	2.0%	N/A
1-3 years	21,638	N/A	17.6%	N/A	52.4%	N/A	16.4%	N/A	11.1%	N/A	2.4%	N/A
4-5 years	13,237	N/A	18.8%	N/A	55.0%	N/A	14.7%	N/A	9.4%	N/A	2.1%	N/A
6-10 years	18,822	N/A	18.6%	N/A	55.0%	N/A	15.1%	N/A	9.4%	N/A	1.9%	N/A
11-20 years	46,191	N/A	18.7%	N/A	55.4%	N/A	14.1%	N/A	10.1%	N/A	1.8%	N/A
> 20 years	41,488	N/A	19.7%	N/A	56.1%	N/A	13.8%	N/A	8.9%	N/A	1.5%	N/A
<b>Retiring</b>												
with 1 year	6,074	4,001	20.5%	15.1%	51.4%	54.0%	14.7%	16.5%	10.2%	12.1%	3.1%	2.3%
Between 1 and 3 years	16,417	12,087	18.7%	15.3%	54.8%	55.5%	15.5%	16.3%	9.5%	10.7%	1.5%	2.1%
Between 3 and 5 years	19,272	13,876	20.4%	15.4%	54.0%	57.5%	13.8%	15.1%	10.0%	10.3%	1.8%	1.7%
5 or more years	102,415	70,692	18.4%	15.3%	55.1%	55.6%	14.8%	16.1%	9.8%	10.9%	1.9%	2.0%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(4) I feel encouraged to come up with new and better ways of doing things.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,899	100,656	21.6%	17.7%	38.5%	39.0%	19.4%	20.1%	14.6%	17.8%	5.8%	5.4%
<b>Work Location</b>												
<b>Headquarters</b>	51,142	35,976	25.2%	18.7%	38.3%	40.1%	18.2%	18.6%	13.0%	17.8%	5.3%	4.8%
<b>Field</b>	93,052	64,680	20.5%	17.2%	38.6%	38.6%	19.8%	20.8%	15.1%	17.8%	6.0%	5.6%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,550	46,868	18.8%	15.6%	37.1%	37.3%	21.3%	21.7%	16.2%	19.2%	6.6%	6.2%
<b>Team Leader</b>	20,114	13,639	25.4%	20.1%	41.7%	41.8%	15.8%	17.7%	12.2%	16.4%	4.9%	4.0%
<b>Supervisor</b>	28,516	22,902	26.1%	20.9%	41.7%	43.8%	16.5%	17.6%	11.9%	14.0%	3.7%	3.7%
<b>Manager</b>	17,118	14,118	36.4%	29.0%	40.7%	44.2%	12.5%	13.9%	8.4%	10.5%	2.1%	2.4%
<b>Executive</b>	3,906	3,129	48.0%	40.4%	34.5%	37.6%	10.0%	11.2%	5.7%	8.6%	1.8%	2.2%
<b>Sex</b>												
<b>Male</b>	81,626	59,070	20.9%	16.6%	38.2%	39.1%	19.9%	20.9%	14.8%	17.6%	6.2%	5.8%
<b>Female</b>	62,576	41,586	22.4%	19.0%	39.0%	38.9%	18.8%	19.2%	14.4%	18.2%	5.4%	4.7%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,921	75,600	21.9%	17.4%	38.4%	39.8%	18.7%	19.7%	15.1%	17.7%	5.9%	5.4%
<b>Black Non-Hispanic</b>	22,477	13,055	21.2%	18.2%	39.4%	38.1%	19.9%	19.8%	13.7%	18.7%	5.8%	5.3%
<b>AmerIndian/Alskn Native</b>	2,496	2,046	18.6%	16.7%	35.4%	31.7%	21.9%	23.6%	15.9%	18.9%	8.1%	9.1%
<b>Asian/Pacific Islander</b>	6,595	4,424	21.4%	20.3%	39.9%	39.3%	23.1%	22.6%	11.0%	15.2%	4.6%	2.6%
<b>Hispanic</b>	8,468	5,531	20.8%	17.2%	38.3%	36.1%	20.6%	21.5%	14.7%	19.3%	5.5%	6.0%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(4) I feel encouraged to come up with new and better ways of doing things.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,899	100,656	21.6%	17.7%	38.5%	39.0%	19.4%	20.1%	14.6%	17.8%	5.8%	5.4%
<b>Leaving</b>												
<b>No</b>	101,441	N/A	25.3%	N/A	41.8%	N/A	18.7%	N/A	11.0%	N/A	3.2%	N/A
<b>Yes, to retire</b>	9,504	N/A	17.6%	N/A	37.2%	N/A	22.0%	N/A	16.5%	N/A	6.8%	N/A
<b>Yes, to other job in Govt</b>	22,689	N/A	12.9%	N/A	30.9%	N/A	21.0%	N/A	24.0%	N/A	11.2%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	9.9%	N/A	25.9%	N/A	17.6%	N/A	27.7%	N/A	19.0%	N/A
<b>Yes, other</b>	5,479	N/A	10.3%	N/A	27.0%	N/A	22.9%	N/A	24.7%	N/A	15.1%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,461	2,787	22.4%	18.6%	35.0%	38.9%	19.4%	23.2%	16.3%	14.8%	6.9%	4.6%
<b>30-39</b>	20,919	15,010	19.8%	18.3%	38.9%	40.5%	19.6%	17.9%	15.9%	18.2%	5.9%	5.1%
<b>40-49</b>	47,042	34,006	22.0%	17.2%	39.8%	39.6%	18.3%	20.2%	14.2%	17.7%	5.7%	5.3%
<b>50-59</b>	57,866	41,243	21.4%	17.1%	38.1%	38.4%	19.6%	20.5%	14.8%	18.1%	6.1%	5.9%
<b>60+</b>	12,864	7,610	23.8%	20.8%	37.1%	35.6%	22.8%	22.4%	12.0%	17.1%	4.2%	4.1%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,507	4,855	17.9%	14.7%	39.9%	38.6%	20.4%	21.9%	15.7%	18.4%	6.1%	6.4%
<b>GS 1-6 or equivalent</b>	6,708	4,848	18.5%	19.1%	35.1%	38.4%	20.5%	18.6%	17.5%	18.7%	8.4%	5.2%
<b>GS 7-12 or equivalent</b>	58,907	39,563	20.3%	16.1%	38.9%	38.3%	20.4%	21.4%	14.8%	18.6%	5.5%	5.6%
<b>GS 13-15 or equivalent</b>	64,040	41,791	25.6%	20.3%	39.3%	40.9%	17.5%	18.5%	12.6%	15.9%	5.0%	4.5%
<b>Senior Executive Service</b>	3,314	2,542	43.0%	36.9%	31.0%	40.9%	10.4%	11.2%	8.2%	8.9%	7.4%	2.2%
<b>SL/ST</b>	490	N/A	34.8%	N/A	45.1%	N/A	10.0%	N/A	8.1%	N/A	2.0%	N/A
<b>Other</b>	5,203	7,057	22.7%	19.8%	37.2%	39.1%	17.0%	18.0%	16.2%	17.3%	6.8%	5.9%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(4) I feel encouraged to come up with new and better ways of doing things.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,899	100,656	21.6%	17.7%	38.5%	39.0%	19.4%	20.1%	14.6%	17.8%	5.8%	5.4%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	31.9%	N/A	26.5%	N/A	31.9%	N/A	8.1%	N/A	1.7%	N/A
1-3 years	12,898	N/A	20.3%	N/A	35.1%	N/A	19.5%	N/A	16.5%	N/A	8.7%	N/A
4-5 years	8,711	N/A	21.6%	N/A	39.8%	N/A	17.1%	N/A	15.9%	N/A	5.6%	N/A
6-10 years	13,913	N/A	21.7%	N/A	38.0%	N/A	18.9%	N/A	15.4%	N/A	5.9%	N/A
11-20 years	44,997	N/A	21.3%	N/A	39.0%	N/A	19.2%	N/A	15.1%	N/A	5.5%	N/A
> 20 years	62,353	N/A	22.1%	N/A	39.6%	N/A	19.8%	N/A	13.2%	N/A	5.2%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,815	N/A	31.8%	N/A	32.6%	N/A	23.6%	N/A	9.5%	N/A	2.4%	N/A
1-3 years	21,641	N/A	20.8%	N/A	35.4%	N/A	19.5%	N/A	16.0%	N/A	8.3%	N/A
4-5 years	13,236	N/A	21.1%	N/A	40.0%	N/A	17.7%	N/A	15.8%	N/A	5.4%	N/A
6-10 years	18,823	N/A	21.6%	N/A	38.2%	N/A	18.9%	N/A	15.6%	N/A	5.7%	N/A
11-20 years	46,190	N/A	21.1%	N/A	39.4%	N/A	19.6%	N/A	14.3%	N/A	5.6%	N/A
> 20 years	41,486	N/A	22.2%	N/A	40.1%	N/A	19.7%	N/A	13.3%	N/A	4.7%	N/A
<b>Retiring</b>												
with 1 year	6,074	4,001	18.0%	15.4%	37.5%	33.3%	19.3%	22.3%	15.5%	21.8%	9.8%	7.2%
Between 1 and 3 years	16,417	12,087	18.5%	15.6%	38.8%	35.9%	22.8%	23.3%	14.6%	19.3%	5.2%	5.8%
Between 3 and 5 years	19,273	13,876	22.1%	17.0%	37.0%	37.4%	20.8%	21.7%	14.8%	18.2%	5.4%	5.7%
5 or more years	102,414	70,692	22.1%	18.2%	38.9%	40.0%	18.7%	19.3%	14.5%	17.4%	5.7%	5.2%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(5) My job makes good use of my skills and abilities.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,904	100,656	22.2%	18.5%	44.7%	45.7%	14.8%	14.5%	12.8%	15.3%	5.4%	6.1%
<b>Work Location</b>												
<b>Headquarters</b>	51,142	35,976	23.9%	18.8%	42.8%	44.4%	14.6%	13.8%	12.8%	16.6%	5.8%	6.5%
<b>Field</b>	93,055	64,680	21.7%	18.3%	45.4%	46.2%	14.9%	14.7%	12.8%	14.8%	5.3%	5.9%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,552	46,868	19.6%	16.7%	43.9%	44.3%	16.2%	15.3%	14.1%	16.6%	6.2%	7.0%
<b>Team Leader</b>	20,115	13,639	25.7%	20.7%	46.1%	47.9%	12.4%	12.9%	11.3%	13.6%	4.6%	4.8%
<b>Supervisor</b>	28,517	22,902	25.6%	20.5%	48.9%	50.0%	12.9%	13.3%	9.4%	12.6%	3.2%	3.6%
<b>Manager</b>	17,119	14,118	36.7%	28.1%	45.6%	48.9%	9.2%	11.2%	6.6%	9.0%	2.0%	2.8%
<b>Executive</b>	3,906	3,129	53.4%	41.6%	34.4%	39.6%	6.0%	7.2%	4.3%	8.4%	1.8%	3.2%
<b>Sex</b>												
<b>Male</b>	81,629	59,070	21.5%	17.7%	44.7%	45.7%	15.6%	15.2%	12.2%	15.0%	5.9%	6.4%
<b>Female</b>	62,577	41,586	23.1%	19.5%	44.8%	45.7%	13.7%	13.5%	13.7%	15.7%	4.8%	5.6%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,925	75,600	22.0%	18.3%	45.6%	46.9%	14.7%	14.1%	12.3%	15.0%	5.4%	5.8%
<b>Black Non-Hispanic</b>	22,477	13,055	21.1%	17.1%	41.7%	41.9%	15.6%	15.3%	15.5%	18.0%	6.1%	7.7%
<b>AmerIndian/Alskn Native</b>	2,499	2,046	21.8%	18.0%	40.5%	43.0%	15.1%	14.8%	15.7%	17.0%	6.9%	7.1%
<b>Asian/Pacific Islander</b>	6,594	4,424	26.8%	23.5%	47.2%	44.9%	12.9%	14.4%	9.5%	12.7%	3.6%	4.5%
<b>Hispanic</b>	8,468	5,531	23.3%	19.3%	42.9%	43.5%	15.3%	16.3%	13.6%	14.3%	4.9%	6.7%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(5) My job makes good use of my skills and abilities.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,904	100,656	22.2%	18.5%	44.7%	45.7%	14.8%	14.5%	12.8%	15.3%	5.4%	6.1%
<b>Leaving</b>												
<b>No</b>	101,443	N/A	26.4%	N/A	49.0%	N/A	13.4%	N/A	8.7%	N/A	2.6%	N/A
<b>Yes, to retire</b>	9,503	N/A	18.6%	N/A	44.7%	N/A	16.8%	N/A	14.4%	N/A	5.5%	N/A
<b>Yes, to other job in Govt</b>	22,692	N/A	11.4%	N/A	33.5%	N/A	19.0%	N/A	23.7%	N/A	12.5%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	10.0%	N/A	29.5%	N/A	17.3%	N/A	24.3%	N/A	19.0%	N/A
<b>Yes, other</b>	5,480	N/A	11.0%	N/A	31.8%	N/A	17.3%	N/A	26.5%	N/A	13.3%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,460	2,787	18.2%	18.3%	42.2%	45.9%	16.7%	16.4%	16.8%	13.3%	6.1%	6.2%
<b>30-39</b>	20,919	15,010	18.7%	18.9%	46.3%	46.6%	16.1%	14.8%	13.6%	13.5%	5.3%	6.1%
<b>40-49</b>	47,044	34,006	22.2%	17.7%	45.8%	45.4%	14.0%	14.2%	12.6%	16.6%	5.5%	6.0%
<b>50-59</b>	57,872	41,243	23.3%	18.4%	43.9%	45.9%	14.8%	14.3%	12.5%	15.1%	5.5%	6.3%
<b>60+</b>	12,863	7,610	27.0%	21.7%	42.4%	43.7%	14.4%	14.8%	11.7%	14.9%	4.5%	4.9%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,511	4,855	20.9%	18.2%	44.6%	46.0%	16.0%	16.0%	12.5%	13.6%	6.0%	6.2%
<b>GS 1-6 or equivalent</b>	6,708	4,848	18.4%	20.4%	38.7%	39.4%	17.1%	13.5%	17.4%	19.2%	8.4%	7.5%
<b>GS 7-12 or equivalent</b>	58,910	39,563	20.6%	16.4%	46.2%	46.7%	15.0%	15.3%	13.1%	15.3%	5.1%	6.2%
<b>GS 13-15 or equivalent</b>	64,040	41,791	26.2%	20.3%	44.9%	46.9%	13.4%	13.1%	11.0%	14.7%	4.5%	5.1%
<b>Senior Executive Service</b>	3,314	2,542	47.6%	38.5%	37.4%	42.5%	7.2%	5.9%	4.5%	10.2%	3.4%	2.8%
<b>SL/ST</b>	490	N/A	48.5%	N/A	35.5%	N/A	9.8%	N/A	4.8%	N/A	1.3%	N/A
<b>Other</b>	5,202	7,057	23.6%	21.6%	43.7%	44.0%	15.1%	13.5%	11.4%	14.7%	6.2%	6.1%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(5) My job makes good use of my skills and abilities.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,904	100,656	22.2%	18.5%	44.7%	45.7%	14.8%	14.5%	12.8%	15.3%	5.4%	6.1%
<b>Time in Federal Government</b>												
< 1 year	1,315	N/A	29.0%	N/A	41.9%	N/A	17.4%	N/A	7.9%	N/A	3.8%	N/A
1-3 years	12,897	N/A	18.7%	N/A	42.2%	N/A	15.4%	N/A	15.4%	N/A	8.2%	N/A
4-5 years	8,712	N/A	22.4%	N/A	43.8%	N/A	14.8%	N/A	13.8%	N/A	5.4%	N/A
6-10 years	13,913	N/A	22.9%	N/A	42.4%	N/A	15.4%	N/A	13.9%	N/A	5.3%	N/A
11-20 years	44,997	N/A	21.6%	N/A	46.0%	N/A	14.6%	N/A	12.8%	N/A	5.0%	N/A
> 20 years	62,359	N/A	23.6%	N/A	45.5%	N/A	14.4%	N/A	11.6%	N/A	4.8%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,814	N/A	27.5%	N/A	40.1%	N/A	17.8%	N/A	10.8%	N/A	3.8%	N/A
1-3 years	21,640	N/A	20.1%	N/A	40.8%	N/A	15.5%	N/A	15.6%	N/A	8.0%	N/A
4-5 years	13,237	N/A	21.7%	N/A	43.6%	N/A	14.9%	N/A	13.9%	N/A	5.8%	N/A
6-10 years	18,823	N/A	22.3%	N/A	43.9%	N/A	15.3%	N/A	13.2%	N/A	5.3%	N/A
11-20 years	46,191	N/A	21.8%	N/A	46.9%	N/A	14.5%	N/A	12.1%	N/A	4.7%	N/A
> 20 years	41,490	N/A	24.0%	N/A	46.6%	N/A	14.0%	N/A	11.1%	N/A	4.3%	N/A
<b>Retiring</b>												
with 1 year	6,073	4,001	20.6%	14.8%	40.2%	43.7%	15.9%	13.7%	15.3%	19.2%	8.0%	8.6%
Between 1 and 3 years	16,416	12,087	20.9%	16.2%	45.8%	45.0%	15.9%	15.7%	12.2%	16.7%	5.1%	6.4%
Between 3 and 5 years	19,276	13,876	24.3%	18.1%	43.9%	45.1%	15.0%	15.4%	12.8%	15.5%	4.1%	5.8%
5 or more years	102,418	70,692	22.1%	19.0%	45.0%	46.0%	14.6%	14.2%	12.8%	14.9%	5.5%	5.9%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(6) My work gives me a feeling of personal accomplishment.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,905	100,656	26.7%	24.9%	44.2%	44.9%	15.6%	15.0%	9.4%	9.9%	4.1%	5.2%
<b>Work Location</b>												
<b>Headquarters</b>	51,145	35,976	26.8%	25.1%	44.1%	43.9%	14.8%	15.1%	10.0%	10.7%	4.4%	5.1%
<b>Field</b>	93,053	64,680	26.7%	24.9%	44.3%	45.3%	15.8%	14.9%	9.2%	9.6%	4.0%	5.2%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,552	46,868	23.8%	23.1%	44.4%	44.2%	16.9%	16.2%	10.1%	10.5%	4.8%	6.0%
<b>Team Leader</b>	20,114	13,639	31.2%	27.1%	43.8%	46.6%	13.5%	13.0%	8.6%	9.5%	2.9%	3.8%
<b>Supervisor</b>	28,518	22,902	29.9%	27.8%	45.9%	47.0%	13.3%	13.0%	8.0%	8.7%	2.9%	3.5%
<b>Manager</b>	17,119	14,118	41.1%	35.5%	41.8%	45.4%	9.8%	10.0%	5.4%	6.8%	1.8%	2.2%
<b>Executive</b>	3,906	3,129	57.7%	50.1%	31.1%	35.8%	6.3%	6.7%	3.5%	4.8%	1.4%	2.6%
<b>Sex</b>												
<b>Male</b>	81,630	59,070	26.3%	24.5%	44.1%	45.0%	16.2%	15.4%	9.3%	9.8%	4.2%	5.4%
<b>Female</b>	62,579	41,586	27.3%	25.6%	44.4%	44.9%	14.8%	14.4%	9.6%	10.2%	4.0%	5.0%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,924	75,600	26.2%	24.6%	44.5%	45.9%	15.5%	14.3%	9.5%	10.1%	4.3%	5.1%
<b>Black Non-Hispanic</b>	22,478	13,055	25.4%	25.5%	44.4%	41.3%	16.5%	17.8%	9.8%	9.8%	3.9%	5.6%
<b>AmerIndian/Alskn Native</b>	2,498	2,046	26.5%	24.3%	44.9%	40.7%	16.3%	16.3%	8.3%	11.3%	4.0%	7.4%
<b>Asian/Pacific Islander</b>	6,595	4,424	30.4%	27.0%	43.9%	46.0%	14.1%	16.5%	8.8%	7.7%	2.9%	2.9%
<b>Hispanic</b>	8,468	5,531	31.2%	25.9%	41.3%	44.0%	14.8%	14.2%	8.5%	9.6%	4.2%	6.3%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(6) My work gives me a feeling of personal accomplishment.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,905	100,656	26.7%	24.9%	44.2%	44.9%	15.6%	15.0%	9.4%	9.9%	4.1%	5.2%
<b>Leaving</b>												
<b>No</b>	101,446	N/A	31.2%	N/A	47.5%	N/A	13.3%	N/A	6.1%	N/A	1.9%	N/A
<b>Yes, to retire</b>	9,504	N/A	23.3%	N/A	42.8%	N/A	17.4%	N/A	10.5%	N/A	5.9%	N/A
<b>Yes, to other job in Govt</b>	22,690	N/A	14.5%	N/A	37.3%	N/A	21.0%	N/A	18.1%	N/A	9.1%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	13.8%	N/A	32.0%	N/A	21.4%	N/A	20.5%	N/A	12.3%	N/A
<b>Yes, other</b>	5,479	N/A	15.1%	N/A	28.5%	N/A	25.4%	N/A	19.2%	N/A	11.8%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,460	2,787	20.6%	22.1%	42.7%	44.3%	18.5%	17.0%	12.9%	11.6%	5.2%	5.0%
<b>30-39</b>	20,922	15,010	22.7%	25.4%	45.5%	44.8%	17.2%	15.2%	10.1%	9.7%	4.5%	4.9%
<b>40-49</b>	47,042	34,006	25.9%	23.6%	45.7%	45.5%	15.1%	15.4%	9.3%	10.0%	4.0%	5.5%
<b>50-59</b>	57,872	41,243	28.4%	25.4%	43.4%	44.3%	15.2%	14.8%	8.8%	10.1%	4.3%	5.4%
<b>60+</b>	12,863	7,610	34.6%	29.5%	40.2%	46.4%	14.2%	12.3%	8.6%	8.4%	2.4%	3.5%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,512	4,855	24.5%	25.6%	45.3%	44.7%	17.6%	16.0%	9.0%	8.8%	3.6%	5.0%
<b>GS 1-6 or equivalent</b>	6,708	4,848	21.2%	25.8%	43.8%	43.0%	19.7%	15.5%	9.9%	10.3%	5.5%	5.4%
<b>GS 7-12 or equivalent</b>	58,909	39,563	25.5%	23.2%	44.7%	45.7%	15.9%	15.3%	9.9%	10.4%	4.1%	5.3%
<b>GS 13-15 or equivalent</b>	64,041	41,791	29.8%	26.1%	44.1%	45.6%	13.5%	13.8%	8.8%	9.6%	3.8%	4.9%
<b>Senior Executive Service</b>	3,314	2,542	52.3%	47.4%	28.0%	38.7%	7.0%	5.7%	5.8%	6.0%	6.8%	2.2%
<b>SL/ST</b>	490	N/A	58.0%	N/A	32.4%	N/A	6.8%	N/A	2.0%	N/A	0.8%	N/A
<b>Other</b>	5,203	7,057	31.9%	28.6%	42.7%	41.9%	14.0%	14.9%	8.2%	9.1%	3.2%	5.4%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(6) My work gives me a feeling of personal accomplishment.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,905	100,656	26.7%	24.9%	44.2%	44.9%	15.6%	15.0%	9.4%	9.9%	4.1%	5.2%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	37.2%	N/A	37.1%	N/A	18.3%	N/A	5.8%	N/A	1.6%	N/A
1-3 years	12,896	N/A	24.2%	N/A	43.4%	N/A	17.8%	N/A	10.1%	N/A	4.5%	N/A
4-5 years	8,712	N/A	26.6%	N/A	44.6%	N/A	15.7%	N/A	9.6%	N/A	3.6%	N/A
6-10 years	13,915	N/A	27.8%	N/A	42.1%	N/A	15.5%	N/A	10.2%	N/A	4.3%	N/A
11-20 years	44,998	N/A	25.9%	N/A	45.4%	N/A	15.3%	N/A	9.3%	N/A	4.1%	N/A
> 20 years	62,358	N/A	27.8%	N/A	44.2%	N/A	14.9%	N/A	9.0%	N/A	4.1%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,815	N/A	33.6%	N/A	41.6%	N/A	15.8%	N/A	7.1%	N/A	1.9%	N/A
1-3 years	21,639	N/A	24.7%	N/A	42.1%	N/A	17.7%	N/A	10.4%	N/A	5.0%	N/A
4-5 years	13,237	N/A	25.6%	N/A	45.1%	N/A	15.3%	N/A	10.0%	N/A	4.0%	N/A
6-10 years	18,825	N/A	26.7%	N/A	43.8%	N/A	15.3%	N/A	9.8%	N/A	4.5%	N/A
11-20 years	46,192	N/A	26.6%	N/A	44.9%	N/A	15.3%	N/A	9.2%	N/A	4.0%	N/A
> 20 years	41,490	N/A	28.3%	N/A	45.1%	N/A	14.6%	N/A	8.4%	N/A	3.6%	N/A
<b>Retiring</b>												
with 1 year	6,072	4,001	24.8%	19.7%	39.4%	42.9%	16.6%	14.9%	12.2%	14.0%	7.0%	8.5%
Between 1 and 3 years	16,417	12,087	25.2%	22.3%	43.3%	43.2%	17.5%	16.5%	9.7%	11.9%	4.3%	6.0%
Between 3 and 5 years	19,277	13,876	29.4%	23.9%	43.8%	44.8%	14.0%	15.6%	9.3%	10.0%	3.5%	5.7%
5 or more years	102,419	70,692	26.6%	25.7%	44.7%	45.3%	15.5%	14.6%	9.2%	9.5%	4.0%	4.9%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(7) I like the kind of work I do.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,892	100,656	37.4%	36.3%	45.1%	45.3%	11.7%	11.8%	4.3%	4.5%	1.6%	2.1%
<b>Work Location</b>												
<b>Headquarters</b>	51,143	35,976	35.2%	35.1%	45.1%	44.4%	12.9%	12.7%	4.9%	5.3%	1.9%	2.4%
<b>Field</b>	93,042	64,680	38.0%	36.8%	45.1%	45.6%	11.3%	11.4%	4.0%	4.2%	1.5%	2.0%
<b>Supervisor Status</b>												
<b>Non-Supervisor</b>	74,550	46,868	34.5%	33.8%	45.8%	45.7%	13.0%	12.7%	4.8%	5.1%	1.9%	2.6%
<b>Team Leader</b>	20,113	13,639	42.1%	40.7%	44.2%	44.3%	9.2%	10.4%	3.3%	3.4%	1.1%	1.2%
<b>Supervisor</b>	28,510	22,902	41.3%	39.4%	45.0%	45.6%	9.7%	10.3%	3.1%	3.6%	0.9%	1.1%
<b>Manager</b>	17,119	14,118	50.1%	45.6%	40.3%	43.0%	6.8%	7.7%	2.3%	3.0%	0.5%	0.8%
<b>Executive</b>	3,905	3,129	62.4%	55.0%	29.7%	34.4%	5.3%	7.0%	1.8%	1.9%	0.9%	1.6%
<b>Sex</b>												
<b>Male</b>	81,622	59,070	37.8%	36.7%	45.1%	44.6%	11.7%	12.2%	3.8%	4.4%	1.6%	2.1%
<b>Female</b>	62,573	41,586	36.8%	35.7%	45.1%	46.2%	11.6%	11.2%	4.9%	4.7%	1.6%	2.2%
<b>Race</b>												
<b>White Non-Hispanic</b>	103,916	75,600	37.0%	35.5%	45.6%	46.5%	11.6%	11.5%	4.2%	4.4%	1.6%	2.2%
<b>Black Non-Hispanic</b>	22,478	13,055	35.3%	36.5%	44.9%	41.6%	12.5%	13.4%	5.4%	5.6%	1.9%	2.9%
<b>AmerIndian/Alskn Native</b>	2,496	2,046	41.2%	37.7%	41.4%	45.3%	12.7%	11.5%	3.5%	4.6%	1.2%	0.8%
<b>Asian/Pacific Islander</b>	6,593	4,424	37.6%	35.7%	47.2%	44.9%	10.3%	13.9%	3.4%	4.3%	1.5%	1.2%
<b>Hispanic</b>	8,467	5,531	44.8%	43.8%	40.1%	41.3%	10.8%	10.3%	3.2%	3.2%	1.1%	1.4%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(7) I like the kind of work I do.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,892	100,656	37.4%	36.3%	45.1%	45.3%	11.7%	11.8%	4.3%	4.5%	1.6%	2.1%
<b>Leaving</b>												
<b>No</b>	101,438	N/A	42.0%	N/A	45.7%	N/A	9.2%	N/A	2.3%	N/A	0.8%	N/A
<b>Yes, to retire</b>	9,505	N/A	33.9%	N/A	45.0%	N/A	13.2%	N/A	5.6%	N/A	2.4%	N/A
<b>Yes, to other job in Govt</b>	22,686	N/A	25.5%	N/A	43.9%	N/A	17.7%	N/A	9.4%	N/A	3.6%	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	24.7%	N/A	41.6%	N/A	19.6%	N/A	9.9%	N/A	4.2%	N/A
<b>Yes, other</b>	5,478	N/A	23.4%	N/A	41.6%	N/A	21.2%	N/A	9.3%	N/A	4.6%	N/A
<b>Age Group</b>												
<b>&lt;30</b>	5,461	2,787	30.0%	28.9%	43.5%	43.1%	15.7%	18.4%	8.4%	6.3%	2.4%	3.3%
<b>30-39</b>	20,921	15,010	33.7%	37.8%	47.1%	43.9%	12.7%	11.9%	4.9%	4.4%	1.6%	2.0%
<b>40-49</b>	47,036	34,006	36.7%	35.8%	46.1%	45.1%	11.5%	12.5%	4.2%	4.5%	1.4%	2.1%
<b>50-59</b>	57,870	41,243	39.2%	35.9%	44.2%	46.2%	11.2%	11.2%	3.5%	4.4%	1.8%	2.2%
<b>60+</b>	12,857	7,610	44.0%	39.7%	41.4%	45.6%	9.8%	8.4%	3.7%	4.8%	1.1%	1.6%
<b>Pay Category</b>												
<b>Federal Wage System</b>	5,510	4,855	37.5%	39.9%	47.8%	43.7%	10.7%	10.3%	2.5%	3.9%	1.4%	2.1%
<b>GS 1-6 or equivalent</b>	6,705	4,848	34.1%	38.3%	44.3%	40.3%	15.1%	14.1%	4.4%	4.8%	2.2%	2.6%
<b>GS 7-12 or equivalent</b>	58,904	39,563	36.5%	34.4%	45.6%	46.9%	11.6%	12.0%	4.7%	4.5%	1.6%	2.1%
<b>GS 13-15 or equivalent</b>	64,036	41,791	38.9%	35.0%	44.8%	46.5%	11.1%	11.0%	3.9%	5.3%	1.3%	2.2%
<b>Senior Executive Service</b>	3,314	2,542	56.4%	52.3%	28.8%	38.6%	6.9%	6.0%	2.1%	1.6%	5.7%	1.4%
<b>SL/ST</b>	490	N/A	60.0%	N/A	35.8%	N/A	3.3%	N/A	0.9%	N/A	0.0%	N/A
<b>Other</b>	5,203	7,057	42.1%	42.7%	41.2%	41.0%	11.2%	11.6%	4.3%	3.3%	1.2%	1.4%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## ***FHCS Report by Demographics***

(7) I like the kind of work I do.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,892	100,656	37.4%	36.3%	45.1%	45.3%	11.7%	11.8%	4.3%	4.5%	1.6%	2.1%
<b>Time in Federal Government</b>												
< 1 year	1,316	N/A	48.8%	N/A	32.4%	N/A	15.1%	N/A	2.4%	N/A	1.2%	N/A
1-3 years	12,893	N/A	34.3%	N/A	45.3%	N/A	13.8%	N/A	4.8%	N/A	1.8%	N/A
4-5 years	8,711	N/A	39.1%	N/A	44.9%	N/A	10.6%	N/A	3.5%	N/A	1.9%	N/A
6-10 years	13,915	N/A	39.3%	N/A	43.2%	N/A	12.3%	N/A	3.8%	N/A	1.4%	N/A
11-20 years	44,991	N/A	37.1%	N/A	45.6%	N/A	11.1%	N/A	4.7%	N/A	1.4%	N/A
> 20 years	62,356	N/A	37.6%	N/A	45.3%	N/A	11.3%	N/A	4.0%	N/A	1.7%	N/A
<b>Time w/ Current Agency</b>												
< 1 year	2,815	N/A	41.2%	N/A	40.0%	N/A	13.8%	N/A	3.6%	N/A	1.6%	N/A
1-3 years	21,635	N/A	35.5%	N/A	43.0%	N/A	14.5%	N/A	5.1%	N/A	2.0%	N/A
4-5 years	13,236	N/A	37.3%	N/A	45.2%	N/A	11.5%	N/A	4.2%	N/A	1.9%	N/A
6-10 years	18,825	N/A	38.3%	N/A	44.4%	N/A	11.8%	N/A	4.0%	N/A	1.4%	N/A
11-20 years	46,186	N/A	37.6%	N/A	46.2%	N/A	10.4%	N/A	4.3%	N/A	1.5%	N/A
> 20 years	41,488	N/A	37.9%	N/A	46.0%	N/A	10.9%	N/A	3.8%	N/A	1.4%	N/A
<b>Retiring</b>												
with 1 year	6,074	4,001	34.2%	29.2%	44.8%	45.8%	12.5%	14.1%	5.4%	6.5%	3.1%	4.3%
Between 1 and 3 years	16,415	12,087	35.8%	31.6%	45.1%	46.2%	13.4%	12.4%	4.1%	7.0%	1.6%	2.8%
Between 3 and 5 years	19,274	13,876	39.0%	34.0%	44.6%	47.4%	10.9%	11.3%	4.1%	4.5%	1.5%	2.9%
5 or more years	102,409	70,692	37.5%	37.7%	45.2%	44.8%	11.5%	11.7%	4.2%	4.1%	1.5%	1.8%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(8) I recommend my organization as a good place to work.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,899	100,656	23.6%	19.9%	39.9%	40.2%	20.1%	18.2%	10.4%	13.2%	5.9%	8.4%	N/A	0.1%
<b>Work Location</b>														
<b>Headquarters</b>	51,143	35,976	24.1%	20.8%	38.8%	38.9%	20.1%	19.1%	10.8%	13.1%	6.2%	8.0%	N/A	0.1%
<b>Field</b>	93,049	64,680	23.5%	19.5%	40.3%	40.8%	20.1%	17.8%	10.3%	13.2%	5.8%	8.6%	N/A	0.1%
<b>Supervisor Status</b>														
<b>Non-Supervisor</b>	74,548	46,868	21.8%	19.1%	39.8%	39.0%	20.9%	18.8%	10.9%	13.7%	6.6%	9.4%	N/A	0.1%
<b>Team Leader</b>	20,115	13,639	24.3%	19.2%	40.7%	42.6%	19.8%	17.9%	10.4%	13.1%	4.8%	7.2%	N/A	0.1%
<b>Supervisor</b>	28,517	22,902	27.5%	22.4%	40.8%	43.0%	18.1%	17.5%	9.2%	11.4%	4.4%	5.6%	N/A	0.1%
<b>Manager</b>	17,119	14,118	37.7%	29.2%	38.9%	43.6%	13.5%	13.5%	6.8%	9.3%	3.1%	4.5%	N/A	0.0%
<b>Executive</b>	3,905	3,129	50.4%	38.4%	32.1%	39.6%	10.4%	10.0%	4.6%	8.3%	2.4%	3.7%	N/A	0.0%
<b>Sex</b>														
<b>Male</b>	81,627	59,070	23.6%	19.9%	40.1%	40.5%	19.7%	18.2%	10.4%	13.0%	6.2%	8.4%	N/A	0.1%
<b>Female</b>	62,576	41,586	23.7%	19.9%	39.7%	39.9%	20.6%	18.2%	10.4%	13.4%	5.5%	8.5%	N/A	0.1%
<b>Race</b>														
<b>White Non-Hispanic</b>	103,924	75,600	23.4%	20.3%	39.8%	40.6%	19.7%	17.6%	11.0%	13.8%	6.0%	7.6%	N/A	0.1%
<b>Black Non-Hispanic</b>	22,475	13,055	22.7%	16.6%	41.2%	39.3%	20.5%	20.3%	9.7%	12.2%	6.0%	11.5%	N/A	0.1%
<b>AmerIndian/Alskn Native</b>	2,497	2,046	23.8%	20.1%	34.5%	33.6%	23.8%	19.7%	11.8%	13.4%	6.1%	13.1%	N/A	0.2%
<b>Asian/Pacific Islander</b>	6,594	4,424	24.5%	21.2%	40.4%	40.4%	22.8%	21.8%	7.1%	10.0%	5.2%	6.3%	N/A	0.2%
<b>Hispanic</b>	8,468	5,531	27.3%	20.9%	39.9%	40.8%	19.2%	16.8%	8.0%	11.4%	5.6%	10.0%	N/A	0.1%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(8) I recommend my organization as a good place to work.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,899	100,656	23.6%	19.9%	39.9%	40.2%	20.1%	18.2%	10.4%	13.2%	5.9%	8.4%	N/A	0.1%
<b>Leaving</b>														
<b>No</b>	101,441	N/A	29.1%	N/A	44.3%	N/A	17.4%	N/A	6.4%	N/A	2.7%	N/A	N/A	N/A
<b>Yes, to retire</b>	9,504	N/A	17.2%	N/A	36.7%	N/A	24.5%	N/A	13.9%	N/A	7.7%	N/A	N/A	N/A
<b>Yes, to other job in Govt</b>	22,689	N/A	9.7%	N/A	30.1%	N/A	26.3%	N/A	20.0%	N/A	13.8%	N/A	N/A	N/A
<b>Yes, to other job outside Govt</b>	5,069	N/A	7.5%	N/A	24.4%	N/A	24.2%	N/A	25.3%	N/A	18.6%	N/A	N/A	N/A
<b>Yes, other</b>	5,480	N/A	9.4%	N/A	23.5%	N/A	29.7%	N/A	21.8%	N/A	15.6%	N/A	N/A	N/A
<b>Age Group</b>														
<b>&lt;30</b>	5,461	2,787	25.7%	25.8%	42.1%	42.0%	17.6%	17.1%	9.8%	9.6%	4.8%	5.2%	N/A	0.3%
<b>30-39</b>	20,922	15,010	23.3%	21.1%	41.1%	41.7%	19.8%	17.9%	10.3%	11.6%	5.6%	7.7%	N/A	0.0%
<b>40-49</b>	47,040	34,006	23.5%	18.5%	40.3%	41.1%	19.9%	18.9%	10.5%	13.1%	5.8%	8.2%	N/A	0.1%
<b>50-59</b>	57,868	41,243	22.8%	19.5%	39.2%	38.3%	20.8%	18.1%	10.5%	14.5%	6.7%	9.6%	N/A	0.1%
<b>60+</b>	12,862	7,610	28.0%	23.2%	38.5%	41.9%	19.5%	16.4%	10.2%	11.7%	3.9%	6.6%	N/A	0.2%
<b>Pay Category</b>														
<b>Federal Wage System</b>	5,510	4,855	21.6%	18.0%	41.4%	40.5%	20.5%	20.4%	9.9%	13.2%	6.7%	7.8%	N/A	0.1%
<b>GS 1-6 or equivalent</b>	6,708	4,848	20.9%	21.6%	39.0%	39.9%	20.7%	15.3%	11.9%	13.6%	7.4%	9.7%	N/A	0.1%
<b>GS 7-12 or equivalent</b>	58,905	39,563	22.7%	18.7%	40.1%	40.5%	21.1%	18.8%	10.6%	13.3%	5.4%	8.6%	N/A	0.1%
<b>GS 13-15 or equivalent</b>	64,040	41,791	25.4%	20.9%	40.6%	40.5%	18.1%	17.9%	10.0%	13.3%	5.9%	7.3%	N/A	0.1%
<b>Senior Executive Service</b>	3,314	2,542	46.0%	34.9%	29.8%	44.3%	11.3%	9.4%	5.0%	8.1%	8.0%	3.2%	N/A	0.0%
<b>SL/ST</b>	490	N/A	39.2%	N/A	40.2%	N/A	9.0%	N/A	9.3%	N/A	2.2%	N/A	N/A	N/A
<b>Other</b>	5,203	7,057	28.6%	22.5%	36.2%	38.2%	19.6%	17.4%	9.6%	11.9%	6.0%	9.9%	N/A	0.1%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).

## *FHCS Report by Demographics*

(8) I recommend my organization as a good place to work.

	# of Respondents*		Strongly Agree		Agree		Neither Agree nor Disagree		Disagree		Strongly Disagree		Do Not Know	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
<b>All Survey Responses</b>	147,899	100,656	23.6%	19.9%	39.9%	40.2%	20.1%	18.2%	10.4%	13.2%	5.9%	8.4%	N/A	0.1%
<b>Time in Federal Government</b>														
< 1 year	1,316	N/A	44.9%	N/A	27.8%	N/A	22.5%	N/A	2.4%	N/A	2.3%	N/A	N/A	N/A
1-3 years	12,895	N/A	25.4%	N/A	39.3%	N/A	18.5%	N/A	10.7%	N/A	6.1%	N/A	N/A	N/A
4-5 years	8,712	N/A	27.7%	N/A	40.4%	N/A	18.2%	N/A	8.9%	N/A	4.8%	N/A	N/A	N/A
6-10 years	13,915	N/A	24.8%	N/A	40.7%	N/A	18.8%	N/A	10.3%	N/A	5.4%	N/A	N/A	N/A
11-20 years	44,996	N/A	22.7%	N/A	40.7%	N/A	20.4%	N/A	10.6%	N/A	5.6%	N/A	N/A	N/A
> 20 years	62,356	N/A	22.3%	N/A	39.5%	N/A	21.1%	N/A	10.6%	N/A	6.5%	N/A	N/A	N/A
<b>Time w/ Current Agency</b>														
< 1 year	2,815	N/A	37.6%	N/A	37.0%	N/A	17.3%	N/A	4.9%	N/A	3.1%	N/A	N/A	N/A
1-3 years	21,638	N/A	25.4%	N/A	37.7%	N/A	19.4%	N/A	10.7%	N/A	6.9%	N/A	N/A	N/A
4-5 years	13,236	N/A	25.9%	N/A	39.3%	N/A	19.4%	N/A	9.9%	N/A	5.6%	N/A	N/A	N/A
6-10 years	18,825	N/A	22.2%	N/A	41.3%	N/A	19.8%	N/A	10.8%	N/A	6.0%	N/A	N/A	N/A
11-20 years	46,189	N/A	22.5%	N/A	40.7%	N/A	20.2%	N/A	10.8%	N/A	5.8%	N/A	N/A	N/A
> 20 years	41,490	N/A	22.4%	N/A	40.6%	N/A	21.1%	N/A	10.2%	N/A	5.7%	N/A	N/A	N/A
<b>Retiring</b>														
with 1 year	6,073	4,001	20.1%	14.4%	32.6%	34.2%	23.3%	18.8%	15.1%	18.5%	8.8%	13.9%	N/A	0.2%
Between 1 and 3 years	16,418	12,087	20.1%	17.5%	37.4%	37.2%	23.1%	18.2%	12.7%	15.9%	6.7%	11.1%	N/A	0.1%
Between 3 and 5 years	19,274	13,876	22.8%	18.1%	39.1%	38.9%	21.3%	19.3%	10.6%	14.3%	6.2%	9.3%	N/A	0.1%
5 or more years	102,414	70,692	24.5%	20.7%	40.8%	41.2%	19.3%	18.0%	9.8%	12.4%	5.6%	7.7%	N/A	0.1%

\* # of Respondents is the unweighted count of responses to this question for each demographic (row).