

FHCS Report by Agency

(45) My organization has prepared employees for potential security threats.

	# 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
All Survey Responses	147,894	N/A	19.4%	N/A	54.3%	N/A	14.9%	N/A	6.9%	N/A	3.4%	N/A	1.3%	N/A
AID	803	N/A	20.2%	N/A	58.0%	N/A	11.7%	N/A	7.6%	N/A	1.6%	N/A	0.8%	N/A
DHS	10,474	N/A	13.7%	N/A	46.6%	N/A	16.5%	N/A	12.5%	N/A	9.8%	N/A	0.9%	N/A
DOC	4,021	N/A	15.7%	N/A	53.1%	N/A	17.5%	N/A	7.6%	N/A	3.7%	N/A	2.5%	N/A
DOE	1,485	N/A	27.6%	N/A	55.4%	N/A	10.8%	N/A	4.2%	N/A	1.3%	N/A	0.7%	N/A
DOI	5,183	N/A	10.8%	N/A	50.4%	N/A	20.7%	N/A	11.4%	N/A	4.3%	N/A	2.3%	N/A
DOJ	7,701	N/A	21.3%	N/A	53.8%	N/A	13.9%	N/A	7.2%	N/A	3.4%	N/A	0.5%	N/A
DOL	4,082	N/A	17.6%	N/A	50.9%	N/A	16.4%	N/A	9.0%	N/A	4.2%	N/A	1.9%	N/A
DOT	4,950	N/A	14.5%	N/A	57.5%	N/A	15.7%	N/A	6.4%	N/A	3.8%	N/A	2.1%	N/A
EDUC	2,408	N/A	15.9%	N/A	53.6%	N/A	15.0%	N/A	9.7%	N/A	3.9%	N/A	1.9%	N/A
EPA	6,895	N/A	17.7%	N/A	58.2%	N/A	15.2%	N/A	5.6%	N/A	1.9%	N/A	1.4%	N/A
GSA	2,869	N/A	26.5%	N/A	49.1%	N/A	13.9%	N/A	6.6%	N/A	2.4%	N/A	1.5%	N/A
HHS	4,653	N/A	16.1%	N/A	46.8%	N/A	20.4%	N/A	10.3%	N/A	3.6%	N/A	2.8%	N/A
HUD	5,343	N/A	16.6%	N/A	54.0%	N/A	16.2%	N/A	7.5%	N/A	3.9%	N/A	1.8%	N/A
NASA	4,766	N/A	24.5%	N/A	51.5%	N/A	15.3%	N/A	5.6%	N/A	1.5%	N/A	1.5%	N/A
NSF	778	N/A	38.8%	N/A	49.6%	N/A	8.6%	N/A	1.5%	N/A	0.6%	N/A	0.9%	N/A

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

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	# 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
All Survey Responses	147,894	N/A	19.4%	N/A	54.3%	N/A	14.9%	N/A	6.9%	N/A	3.4%	N/A	1.3%	N/A
OMB	249	N/A	23.2%	N/A	47.6%	N/A	12.5%	N/A	10.2%	N/A	6.5%	N/A	0.0%	N/A
OPM	1,539	N/A	23.1%	N/A	59.6%	N/A	10.9%	N/A	3.6%	N/A	1.9%	N/A	1.0%	N/A
SBA	1,661	N/A	11.6%	N/A	51.3%	N/A	18.8%	N/A	10.9%	N/A	5.3%	N/A	2.1%	N/A
SSA	1,172	N/A	21.0%	N/A	54.4%	N/A	13.9%	N/A	7.1%	N/A	2.9%	N/A	0.7%	N/A
State	1,272	N/A	30.6%	N/A	49.2%	N/A	11.8%	N/A	5.3%	N/A	2.4%	N/A	0.7%	N/A
Treasury	5,677	N/A	16.2%	N/A	57.2%	N/A	14.8%	N/A	7.6%	N/A	3.4%	N/A	0.9%	N/A
USDA	10,403	N/A	13.7%	N/A	54.5%	N/A	18.9%	N/A	8.7%	N/A	2.6%	N/A	1.7%	N/A
VA	3,344	N/A	18.2%	N/A	57.3%	N/A	13.9%	N/A	4.4%	N/A	4.5%	N/A	1.6%	N/A
Small Agencies	15,964	N/A	17.5%	N/A	50.9%	N/A	16.2%	N/A	9.0%	N/A	4.3%	N/A	2.0%	N/A
All DoD	40,186	N/A	22.9%	N/A	55.6%	N/A	13.3%	N/A	5.4%	N/A	1.8%	N/A	1.0%	N/A
Army	8,407	N/A	23.5%	N/A	54.5%	N/A	13.7%	N/A	5.2%	N/A	1.9%	N/A	1.1%	N/A
ACE	6,295	N/A	17.4%	N/A	53.6%	N/A	17.4%	N/A	7.5%	N/A	2.5%	N/A	1.5%	N/A
Air Force	8,692	N/A	26.9%	N/A	57.6%	N/A	10.1%	N/A	3.7%	N/A	1.2%	N/A	0.5%	N/A
Navy	9,510	N/A	20.3%	N/A	55.3%	N/A	14.8%	N/A	6.5%	N/A	2.0%	N/A	1.1%	N/A
Marine Corps	764	N/A	21.9%	N/A	46.9%	N/A	17.2%	N/A	10.1%	N/A	3.2%	N/A	0.7%	N/A
Other DoD	6,518	N/A	21.3%	N/A	57.5%	N/A	13.4%	N/A	5.0%	N/A	1.6%	N/A	1.2%	N/A

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

FHCS Report by Agency

(46) Complaints, disputes or grievances are resolved fairly in my work unit.

	# 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
All Survey Responses	147,895	100,656	8.7%	9.1%	30.5%	31.4%	28.6%	25.8%	11.8%	14.4%	9.8%	11.3%	10.7%	8.0%
AID	803	560	6.2%	7.5%	32.4%	35.6%	31.2%	29.9%	8.4%	11.9%	7.1%	8.3%	14.8%	6.8%
DHS	10,474	N/A	5.5%	N/A	23.8%	N/A	26.2%	N/A	18.3%	N/A	18.1%	N/A	8.0%	N/A
DOC	4,021	4,134	7.8%	8.0%	28.9%	33.3%	29.0%	27.0%	9.6%	11.6%	7.6%	9.1%	17.1%	11.2%
DOE	1,485	922	9.8%	8.0%	32.9%	32.6%	28.3%	24.4%	10.5%	10.8%	6.4%	8.7%	12.1%	15.4%
DOI	5,182	5,412	5.8%	8.4%	29.6%	31.0%	29.7%	26.0%	13.3%	15.7%	10.2%	9.2%	11.4%	9.7%
DOJ	7,701	4,363	8.7%	7.7%	30.4%	30.6%	26.1%	24.4%	13.0%	17.0%	11.1%	15.0%	10.7%	5.3%
DOL	4,082	4,105	8.4%	8.5%	28.4%	30.4%	27.5%	25.9%	11.4%	13.3%	10.2%	10.5%	14.2%	11.2%
DOT	4,950	3,003	7.4%	8.4%	33.0%	30.9%	28.5%	26.6%	11.9%	15.4%	11.2%	10.8%	8.0%	8.0%
EDUC	2,408	1,671	6.6%	8.3%	22.8%	24.6%	27.3%	26.5%	11.3%	16.0%	12.3%	12.2%	19.7%	12.4%
EPA	6,895	5,666	6.4%	6.1%	25.8%	29.2%	30.6%	26.2%	10.9%	13.8%	7.0%	9.6%	19.2%	15.1%
GSA	2,869	2,559	13.2%	13.5%	29.3%	31.4%	28.1%	25.8%	9.7%	12.0%	7.2%	9.5%	12.5%	7.8%
HHS	4,653	4,862	7.5%	8.6%	27.2%	29.7%	28.8%	25.6%	13.0%	15.0%	10.3%	11.6%	13.1%	9.5%
HUD	5,343	1,246	7.1%	7.7%	25.2%	26.4%	30.5%	26.7%	11.4%	14.7%	11.4%	12.3%	14.3%	12.2%
NASA	4,766	4,225	12.6%	13.8%	34.5%	39.3%	26.2%	23.7%	7.2%	9.0%	4.1%	4.7%	15.5%	9.5%
NSF	778	441	12.8%	9.0%	27.7%	29.1%	28.0%	25.4%	10.7%	13.2%	6.0%	11.8%	14.9%	11.5%

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

FHCS Report by Agency

(46) Complaints, disputes or grievances are resolved fairly in my work unit.

	# 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
All Survey Responses	147,895	100,656	8.7%	9.1%	30.5%	31.4%	28.6%	25.8%	11.8%	14.4%	9.8%	11.3%	10.7%	8.0%
OMB	249	249	6.5%	8.9%	28.1%	37.3%	27.5%	26.9%	10.9%	7.6%	3.2%	5.5%	23.9%	13.8%
OPM	1,539	1,311	7.4%	9.8%	27.7%	30.4%	30.9%	25.2%	9.6%	13.2%	9.3%	9.9%	15.0%	11.6%
SBA	1,661	881	6.3%	8.5%	28.6%	32.1%	31.3%	24.9%	10.9%	13.8%	11.4%	11.9%	11.4%	8.7%
SSA	1,172	1,023	8.3%	7.6%	26.2%	31.4%	31.8%	25.7%	11.3%	15.0%	10.1%	11.9%	12.4%	8.4%
State	1,272	689	10.0%	8.8%	28.4%	36.2%	28.4%	22.7%	8.7%	16.6%	5.2%	9.2%	19.2%	6.5%
Treasury	5,677	7,314	7.6%	9.5%	30.9%	31.9%	28.6%	25.9%	10.8%	13.7%	8.9%	9.4%	13.2%	9.5%
USDA	10,403	10,441	7.3%	7.0%	30.5%	32.4%	29.7%	26.6%	13.5%	15.8%	9.3%	9.6%	9.7%	8.7%
VA	3,344	2,388	9.0%	11.5%	36.0%	31.6%	26.4%	24.8%	11.7%	12.7%	10.3%	13.8%	6.6%	5.6%
Small Agencies	15,964	N/A	7.9%	N/A	27.0%	N/A	27.6%	N/A	11.5%	N/A	9.9%	N/A	16.1%	N/A
All DoD	40,188	32,559	10.1%	9.0%	31.2%	31.1%	29.6%	26.3%	10.5%	14.7%	8.2%	11.2%	10.4%	7.8%
Army	8,407	8,964	11.6%	9.4%	30.5%	30.9%	29.8%	26.4%	10.2%	15.9%	8.5%	11.4%	9.5%	6.0%
ACE	6,295	711	8.2%	12.9%	32.4%	29.6%	29.6%	23.0%	10.2%	13.4%	7.0%	9.8%	12.6%	11.3%
Air Force	8,693	6,545	10.2%	9.5%	31.0%	31.9%	29.4%	26.6%	11.2%	13.4%	8.9%	10.6%	9.4%	7.9%
Navy	9,510	9,043	9.1%	8.3%	33.0%	32.6%	29.6%	25.7%	10.0%	14.1%	7.0%	10.9%	11.4%	8.4%
Marine Corps	764	658	13.2%	7.4%	28.6%	26.5%	29.4%	25.0%	10.9%	20.3%	8.8%	14.8%	8.9%	5.9%
Other DoD	6,519	6,638	9.0%	7.2%	29.2%	28.6%	29.3%	28.1%	10.9%	15.1%	9.2%	12.1%	12.4%	8.9%

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

FHCS Report by Agency

(47) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	# 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
All Survey Responses	147,891	100,656	14.0%	12.1%	33.3%	30.0%	23.8%	23.9%	11.8%	15.7%	10.3%	12.7%	6.8%	5.7%
AID	803	560	11.4%	15.9%	33.1%	30.0%	24.9%	20.2%	10.7%	16.3%	11.3%	13.1%	8.6%	4.4%
DHS	10,474	N/A	9.3%	N/A	23.5%	N/A	23.8%	N/A	16.9%	N/A	19.9%	N/A	6.6%	N/A
DOC	4,021	4,134	15.2%	13.2%	35.0%	32.4%	21.8%	23.1%	9.9%	13.5%	7.5%	9.2%	10.6%	8.6%
DOE	1,485	922	16.4%	12.5%	36.0%	32.5%	22.8%	22.4%	10.3%	15.7%	8.8%	10.6%	5.6%	6.3%
DOI	5,180	5,412	12.5%	12.5%	35.4%	34.8%	22.7%	23.1%	13.5%	15.7%	9.4%	9.1%	6.5%	4.8%
DOJ	7,701	4,363	15.6%	10.0%	33.4%	26.1%	22.7%	23.2%	11.2%	18.3%	10.4%	17.8%	6.6%	4.6%
DOL	4,082	4,105	14.3%	12.3%	31.9%	30.1%	22.5%	23.3%	10.4%	15.2%	11.2%	12.3%	9.7%	6.9%
DOT	4,950	3,003	11.9%	12.1%	38.0%	29.6%	22.3%	24.0%	12.6%	13.9%	11.0%	15.0%	4.2%	5.4%
EDUC	2,408	1,671	11.8%	11.0%	27.3%	26.3%	22.9%	24.8%	12.4%	17.5%	14.9%	12.7%	10.7%	7.6%
EPA	6,895	5,666	14.4%	10.8%	33.5%	29.7%	22.6%	22.6%	11.1%	17.3%	8.6%	11.5%	9.9%	8.1%
GSA	2,869	2,559	19.0%	14.6%	31.3%	29.3%	24.1%	25.0%	9.3%	13.4%	8.6%	11.7%	7.6%	5.9%
HHS	4,653	4,862	13.0%	12.0%	29.3%	28.6%	25.2%	25.1%	12.5%	14.9%	10.8%	12.0%	9.1%	7.5%
HUD	5,343	1,246	11.5%	10.5%	26.8%	26.2%	25.8%	23.5%	14.9%	17.9%	11.9%	13.9%	9.0%	8.0%
NASA	4,766	4,225	22.2%	19.3%	37.5%	36.6%	19.8%	20.9%	7.3%	11.5%	5.3%	6.2%	7.9%	5.5%
NSF	778	441	23.3%	13.9%	30.6%	25.5%	18.7%	22.3%	9.1%	17.7%	8.6%	12.1%	9.7%	8.4%

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	# 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
All Survey Responses	147,891	100,656	14.0%	12.1%	33.3%	30.0%	23.8%	23.9%	11.8%	15.7%	10.3%	12.7%	6.8%	5.7%
OMB	249	249	17.2%	15.3%	40.1%	40.4%	21.9%	19.7%	6.0%	14.1%	7.1%	5.1%	7.6%	5.4%
OPM	1,539	1,311	11.1%	13.4%	28.1%	31.9%	27.3%	23.2%	10.2%	14.1%	11.7%	9.3%	11.6%	8.1%
SBA	1,661	881	10.2%	11.1%	30.0%	30.2%	24.7%	26.5%	13.6%	14.4%	13.6%	13.4%	7.8%	4.5%
SSA	1,172	1,023	13.1%	13.1%	32.3%	27.5%	27.0%	24.6%	10.5%	15.0%	10.8%	12.3%	6.3%	7.6%
State	1,272	689	16.6%	16.6%	33.8%	32.1%	21.1%	21.6%	9.8%	17.3%	8.7%	8.6%	10.0%	3.8%
Treasury	5,676	7,314	12.6%	13.1%	34.9%	30.9%	22.6%	22.3%	11.4%	15.2%	8.2%	10.9%	10.4%	7.5%
USDA	10,402	10,441	13.6%	11.1%	38.9%	35.0%	23.3%	23.1%	10.1%	16.2%	7.6%	9.6%	6.5%	5.0%
VA	3,344	2,388	14.2%	12.5%	34.8%	27.7%	22.0%	24.6%	12.8%	14.1%	10.4%	16.0%	5.8%	5.1%
Small Agencies	15,964	N/A	14.2%	N/A	29.5%	N/A	22.8%	N/A	11.9%	N/A	11.4%	N/A	10.2%	N/A
All DoD	40,188	32,559	15.0%	11.7%	33.7%	30.2%	25.0%	24.3%	11.1%	16.3%	9.1%	12.3%	6.0%	5.2%
Army	8,407	8,964	15.8%	11.1%	33.5%	30.3%	24.5%	25.2%	10.8%	16.7%	9.3%	11.9%	6.1%	4.8%
ACE	6,295	711	15.6%	15.9%	38.0%	34.5%	23.3%	19.8%	9.9%	14.3%	7.3%	9.8%	5.9%	5.7%
Air Force	8,693	6,545	15.0%	11.4%	33.4%	30.4%	25.1%	24.4%	12.2%	16.6%	9.7%	12.2%	4.6%	5.0%
Navy	9,509	9,043	14.8%	12.5%	34.6%	30.8%	25.8%	24.1%	10.6%	15.1%	8.0%	12.2%	6.3%	5.4%
Marine Corps	765	658	17.4%	10.8%	29.5%	25.0%	25.9%	22.9%	10.6%	20.7%	9.6%	16.4%	6.9%	4.2%
Other DoD	6,519	6,638	13.2%	10.7%	32.1%	27.5%	25.2%	24.8%	11.0%	17.2%	10.5%	14.0%	8.1%	5.8%

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

FHCS Report by Agency

(48) Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	# 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
All Survey Responses	147,893	N/A	20.5%	N/A	39.9%	N/A	18.7%	N/A	5.6%	N/A	5.9%	N/A	9.4%	N/A
AID	803	N/A	20.5%	N/A	39.2%	N/A	18.8%	N/A	4.3%	N/A	5.7%	N/A	11.5%	N/A
DHS	10,473	N/A	14.6%	N/A	34.4%	N/A	19.9%	N/A	7.8%	N/A	11.1%	N/A	12.2%	N/A
DOC	4,021	N/A	20.7%	N/A	40.6%	N/A	16.3%	N/A	4.7%	N/A	4.2%	N/A	13.5%	N/A
DOE	1,485	N/A	24.3%	N/A	40.5%	N/A	16.3%	N/A	5.8%	N/A	5.7%	N/A	7.5%	N/A
DOI	5,181	N/A	17.9%	N/A	43.2%	N/A	17.2%	N/A	7.4%	N/A	5.3%	N/A	8.9%	N/A
DOJ	7,701	N/A	22.9%	N/A	39.1%	N/A	17.8%	N/A	5.0%	N/A	5.5%	N/A	9.7%	N/A
DOL	4,082	N/A	20.2%	N/A	36.3%	N/A	17.3%	N/A	6.4%	N/A	7.2%	N/A	12.5%	N/A
DOT	4,950	N/A	18.9%	N/A	44.8%	N/A	16.3%	N/A	4.3%	N/A	5.7%	N/A	10.0%	N/A
EDUC	2,408	N/A	16.1%	N/A	32.7%	N/A	21.6%	N/A	7.1%	N/A	8.4%	N/A	13.9%	N/A
EPA	6,895	N/A	20.2%	N/A	39.0%	N/A	17.3%	N/A	6.0%	N/A	5.1%	N/A	12.4%	N/A
GSA	2,869	N/A	25.0%	N/A	35.4%	N/A	18.9%	N/A	4.4%	N/A	5.8%	N/A	10.4%	N/A
HHS	4,653	N/A	19.1%	N/A	35.9%	N/A	20.3%	N/A	6.2%	N/A	6.4%	N/A	12.2%	N/A
HUD	5,343	N/A	16.6%	N/A	32.0%	N/A	23.9%	N/A	5.9%	N/A	7.9%	N/A	13.6%	N/A
NASA	4,766	N/A	31.8%	N/A	40.3%	N/A	12.7%	N/A	3.5%	N/A	2.8%	N/A	8.9%	N/A
NSF	778	N/A	33.1%	N/A	31.5%	N/A	15.1%	N/A	4.7%	N/A	5.0%	N/A	10.5%	N/A

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

FHCS Report by Agency

(48) Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	# 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
All Survey Responses	147,893	N/A	20.5%	N/A	39.9%	N/A	18.7%	N/A	5.6%	N/A	5.9%	N/A	9.4%	N/A
OMB	249	N/A	25.9%	N/A	42.3%	N/A	13.3%	N/A	3.0%	N/A	2.3%	N/A	13.2%	N/A
OPM	1,539	N/A	17.3%	N/A	35.6%	N/A	21.8%	N/A	5.8%	N/A	6.6%	N/A	12.9%	N/A
SBA	1,661	N/A	13.3%	N/A	38.5%	N/A	22.9%	N/A	6.5%	N/A	8.1%	N/A	10.7%	N/A
SSA	1,172	N/A	18.7%	N/A	39.7%	N/A	22.6%	N/A	4.6%	N/A	5.3%	N/A	9.1%	N/A
State	1,272	N/A	29.9%	N/A	35.2%	N/A	13.3%	N/A	4.2%	N/A	4.3%	N/A	12.9%	N/A
Treasury	5,676	N/A	20.3%	N/A	41.4%	N/A	17.8%	N/A	4.8%	N/A	4.4%	N/A	11.3%	N/A
USDA	10,403	N/A	19.5%	N/A	44.9%	N/A	17.4%	N/A	5.3%	N/A	4.9%	N/A	8.1%	N/A
VA	3,344	N/A	20.4%	N/A	42.6%	N/A	17.1%	N/A	5.4%	N/A	6.6%	N/A	7.9%	N/A
Small Agencies	15,964	N/A	21.2%	N/A	36.2%	N/A	18.2%	N/A	5.8%	N/A	6.1%	N/A	12.5%	N/A
All DoD	40,189	N/A	21.4%	N/A	39.7%	N/A	19.8%	N/A	5.6%	N/A	5.3%	N/A	8.2%	N/A
Army	8,407	N/A	22.2%	N/A	39.6%	N/A	19.0%	N/A	5.4%	N/A	5.6%	N/A	8.2%	N/A
ACE	6,295	N/A	22.1%	N/A	42.3%	N/A	17.9%	N/A	5.3%	N/A	4.7%	N/A	7.7%	N/A
Air Force	8,693	N/A	21.7%	N/A	39.0%	N/A	21.3%	N/A	5.5%	N/A	5.6%	N/A	6.9%	N/A
Navy	9,511	N/A	21.4%	N/A	40.9%	N/A	19.3%	N/A	5.6%	N/A	4.3%	N/A	8.5%	N/A
Marine Corps	764	N/A	20.3%	N/A	33.5%	N/A	21.3%	N/A	7.7%	N/A	8.1%	N/A	9.0%	N/A
Other DoD	6,519	N/A	18.9%	N/A	38.8%	N/A	20.6%	N/A	5.7%	N/A	6.2%	N/A	9.8%	N/A

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

FHCS Report by Agency

(49) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	# 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
All Survey Responses	147,889	100,656	14.1%	12.5%	33.5%	38.2%	23.9%	20.2%	11.0%	12.6%	9.2%	8.6%	8.3%	7.9%
AID	803	560	12.9%	16.4%	35.1%	39.6%	22.5%	17.6%	8.5%	10.6%	10.0%	5.5%	11.0%	10.3%
DHS	10,471	N/A	10.3%	N/A	29.8%	N/A	22.3%	N/A	14.7%	N/A	16.5%	N/A	6.4%	N/A
DOC	4,021	4,134	12.4%	11.1%	32.7%	36.6%	23.7%	21.8%	9.2%	11.6%	7.6%	6.2%	14.3%	12.8%
DOE	1,485	922	17.0%	13.4%	35.7%	39.6%	21.7%	18.8%	11.7%	9.7%	7.0%	8.3%	6.9%	10.3%
DOI	5,179	5,412	10.8%	11.0%	32.8%	38.4%	23.1%	21.8%	14.0%	12.5%	10.6%	7.2%	8.8%	9.1%
DOJ	7,701	4,363	16.2%	13.0%	33.5%	37.2%	22.7%	20.0%	10.7%	13.1%	8.9%	10.3%	8.0%	6.4%
DOL	4,082	4,105	12.7%	11.7%	31.6%	36.0%	23.9%	21.6%	10.0%	11.7%	10.5%	7.4%	11.4%	11.6%
DOT	4,950	3,003	13.5%	11.9%	33.3%	37.6%	23.3%	19.7%	11.4%	13.8%	9.7%	9.0%	8.8%	7.9%
EDUC	2,408	1,671	11.3%	9.9%	26.7%	35.4%	24.6%	20.1%	11.9%	14.3%	13.0%	9.6%	12.5%	10.6%
EPA	6,895	5,666	12.0%	10.4%	31.0%	36.7%	24.7%	20.9%	11.5%	11.6%	7.9%	6.7%	13.0%	13.7%
GSA	2,869	2,559	18.6%	15.5%	31.3%	37.0%	23.9%	20.4%	8.5%	11.3%	8.4%	6.8%	9.4%	9.1%
HHS	4,653	4,862	11.5%	11.2%	28.1%	32.6%	26.1%	22.3%	12.6%	13.5%	9.9%	8.7%	11.9%	11.6%
HUD	5,343	1,246	11.1%	11.4%	27.9%	32.0%	27.7%	23.0%	10.6%	13.4%	10.7%	8.9%	12.0%	11.2%
NASA	4,766	4,225	23.5%	20.3%	39.6%	44.8%	19.1%	16.7%	7.4%	7.4%	4.2%	3.5%	6.2%	7.3%
NSF	778	441	21.2%	12.8%	30.1%	34.8%	20.8%	15.6%	6.8%	14.9%	6.5%	6.9%	14.5%	15.0%

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

FHCS Report by Agency

(49) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	# 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
All Survey Responses	147,889	100,656	14.1%	12.5%	33.5%	38.2%	23.9%	20.2%	11.0%	12.6%	9.2%	8.6%	8.3%	7.9%
OMB	249	249	16.3%	13.6%	38.7%	47.3%	21.1%	16.5%	6.8%	8.1%	5.1%	1.6%	12.0%	12.9%
OPM	1,539	1,311	10.0%	11.8%	27.9%	33.8%	28.6%	22.9%	10.4%	11.8%	9.7%	6.8%	13.3%	12.9%
SBA	1,661	881	9.0%	14.1%	31.6%	38.7%	24.9%	19.9%	12.9%	11.9%	11.2%	8.6%	10.4%	6.8%
SSA	1,172	1,023	13.1%	13.1%	34.1%	41.1%	27.1%	19.0%	9.1%	8.7%	7.0%	7.4%	9.6%	10.7%
State	1,272	689	18.2%	13.4%	31.0%	40.0%	18.8%	18.8%	7.9%	15.2%	7.9%	4.2%	16.2%	8.4%
Treasury	5,677	7,314	13.4%	14.2%	35.7%	40.6%	22.8%	18.3%	11.6%	11.1%	7.1%	8.0%	9.3%	7.8%
USDA	10,403	10,441	11.6%	9.7%	35.5%	41.3%	25.0%	21.9%	11.7%	13.1%	8.8%	7.1%	7.4%	7.0%
VA	3,344	2,388	15.1%	13.4%	34.9%	39.8%	22.7%	16.8%	10.4%	12.4%	8.9%	10.9%	8.1%	6.6%
Small Agencies	15,964	N/A	13.8%	N/A	31.1%	N/A	23.3%	N/A	10.1%	N/A	9.2%	N/A	12.5%	N/A
All DoD	40,188	32,559	15.2%	12.3%	34.1%	37.1%	24.6%	21.3%	10.3%	13.4%	8.5%	8.5%	7.2%	7.4%
Army	8,407	8,964	16.5%	12.2%	32.8%	35.2%	24.3%	22.1%	10.5%	14.6%	8.8%	9.1%	7.1%	6.9%
ACE	6,295	711	13.4%	14.3%	36.4%	34.1%	23.7%	22.3%	10.5%	12.8%	7.8%	7.6%	8.2%	8.9%
Air Force	8,692	6,545	15.6%	13.0%	34.0%	40.7%	24.4%	18.9%	10.7%	12.8%	9.8%	8.0%	5.4%	6.6%
Navy	9,510	9,043	14.6%	12.4%	36.7%	37.6%	24.8%	21.4%	9.4%	12.2%	6.8%	8.1%	7.7%	8.3%
Marine Corps	765	658	16.4%	11.1%	29.3%	32.3%	23.0%	23.1%	13.1%	15.5%	11.2%	11.9%	7.0%	6.1%
Other DoD	6,519	6,638	12.8%	10.3%	31.4%	35.8%	26.6%	23.0%	10.7%	14.2%	8.8%	9.1%	9.8%	7.6%

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

FHCS Report by Agency

(50) Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.

	# 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
All Survey Responses	147,893	N/A	10.7%	N/A	47.2%	N/A	22.4%	N/A	13.5%	N/A	5.2%	N/A	1.0%	N/A
AID	803	N/A	9.3%	N/A	48.2%	N/A	22.5%	N/A	13.2%	N/A	5.8%	N/A	1.0%	N/A
DHS	10,474	N/A	8.0%	N/A	43.4%	N/A	22.7%	N/A	17.2%	N/A	7.7%	N/A	0.9%	N/A
DOC	4,021	N/A	12.7%	N/A	50.3%	N/A	19.7%	N/A	11.7%	N/A	4.4%	N/A	1.2%	N/A
DOE	1,485	N/A	10.2%	N/A	49.6%	N/A	22.0%	N/A	13.9%	N/A	3.3%	N/A	1.0%	N/A
DOI	5,180	N/A	7.2%	N/A	47.1%	N/A	24.7%	N/A	14.1%	N/A	5.6%	N/A	1.2%	N/A
DOJ	7,701	N/A	11.8%	N/A	46.2%	N/A	21.3%	N/A	13.5%	N/A	6.4%	N/A	0.8%	N/A
DOL	4,082	N/A	11.7%	N/A	48.3%	N/A	19.8%	N/A	12.6%	N/A	6.2%	N/A	1.4%	N/A
DOT	4,950	N/A	8.0%	N/A	48.7%	N/A	21.3%	N/A	13.8%	N/A	7.7%	N/A	0.5%	N/A
EDUC	2,408	N/A	12.5%	N/A	45.5%	N/A	19.4%	N/A	13.3%	N/A	7.4%	N/A	2.0%	N/A
EPA	6,895	N/A	10.1%	N/A	50.5%	N/A	22.1%	N/A	12.0%	N/A	4.0%	N/A	1.2%	N/A
GSA	2,869	N/A	17.2%	N/A	47.2%	N/A	19.8%	N/A	10.4%	N/A	4.7%	N/A	0.7%	N/A
HHS	4,653	N/A	11.6%	N/A	44.1%	N/A	22.8%	N/A	14.3%	N/A	5.7%	N/A	1.5%	N/A
HUD	5,343	N/A	10.5%	N/A	42.4%	N/A	23.8%	N/A	14.2%	N/A	7.4%	N/A	1.6%	N/A
NASA	4,766	N/A	13.4%	N/A	52.8%	N/A	19.8%	N/A	10.3%	N/A	2.9%	N/A	0.8%	N/A
NSF	778	N/A	14.0%	N/A	47.9%	N/A	19.4%	N/A	11.9%	N/A	4.6%	N/A	2.2%	N/A

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

FHCS Report by Agency

(50) Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.

	# 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
All Survey Responses	147,893	N/A	10.7%	N/A	47.2%	N/A	22.4%	N/A	13.5%	N/A	5.2%	N/A	1.0%	N/A
OMB	249	N/A	12.3%	N/A	47.6%	N/A	18.9%	N/A	17.2%	N/A	3.7%	N/A	0.4%	N/A
OPM	1,539	N/A	10.9%	N/A	45.9%	N/A	21.4%	N/A	12.6%	N/A	7.4%	N/A	1.8%	N/A
SBA	1,661	N/A	8.0%	N/A	47.0%	N/A	24.3%	N/A	14.0%	N/A	5.3%	N/A	1.4%	N/A
SSA	1,172	N/A	8.9%	N/A	46.2%	N/A	23.8%	N/A	13.6%	N/A	6.7%	N/A	0.8%	N/A
State	1,272	N/A	13.5%	N/A	49.9%	N/A	21.7%	N/A	12.2%	N/A	1.8%	N/A	0.9%	N/A
Treasury	5,677	N/A	11.5%	N/A	51.7%	N/A	18.5%	N/A	12.4%	N/A	4.9%	N/A	1.1%	N/A
USDA	10,403	N/A	9.0%	N/A	50.3%	N/A	23.2%	N/A	13.0%	N/A	3.8%	N/A	0.8%	N/A
VA	3,344	N/A	11.8%	N/A	46.9%	N/A	20.7%	N/A	14.2%	N/A	5.0%	N/A	1.4%	N/A
Small Agencies	15,964	N/A	11.6%	N/A	47.6%	N/A	20.1%	N/A	13.4%	N/A	5.9%	N/A	1.4%	N/A
All DoD	40,188	N/A	11.0%	N/A	46.7%	N/A	23.9%	N/A	12.9%	N/A	4.6%	N/A	0.9%	N/A
Army	8,407	N/A	12.5%	N/A	45.3%	N/A	24.4%	N/A	11.7%	N/A	5.2%	N/A	1.0%	N/A
ACE	6,295	N/A	10.5%	N/A	49.0%	N/A	23.5%	N/A	11.9%	N/A	4.0%	N/A	1.1%	N/A
Air Force	8,693	N/A	10.8%	N/A	47.2%	N/A	22.5%	N/A	14.0%	N/A	4.7%	N/A	0.8%	N/A
Navy	9,510	N/A	9.4%	N/A	47.9%	N/A	25.3%	N/A	13.1%	N/A	3.7%	N/A	0.7%	N/A
Marine Corps	765	N/A	12.7%	N/A	44.7%	N/A	23.4%	N/A	13.7%	N/A	4.9%	N/A	0.6%	N/A
Other DoD	6,518	N/A	11.3%	N/A	45.9%	N/A	22.6%	N/A	13.8%	N/A	5.2%	N/A	1.3%	N/A

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

FHCS Report by Agency

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

	# 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
All Survey Responses	147,895	100,656	16.3%	16.1%	48.3%	43.0%	19.0%	18.8%	10.6%	13.8%	5.1%	8.2%	0.7%	0.2%
AID	803	560	16.0%	16.7%	52.6%	44.2%	15.5%	20.1%	9.1%	12.9%	5.9%	6.0%	0.8%	0.0%
DHS	10,474	N/A	9.4%	N/A	42.0%	N/A	24.6%	N/A	15.5%	N/A	7.9%	N/A	0.6%	N/A
DOC	4,021	4,134	19.9%	17.0%	51.1%	46.6%	15.1%	17.8%	8.6%	12.8%	4.4%	5.6%	0.8%	0.3%
DOE	1,485	922	19.8%	20.9%	52.0%	46.5%	16.3%	14.8%	8.6%	10.4%	3.0%	7.2%	0.3%	0.2%
DOI	5,182	5,412	13.9%	16.4%	50.0%	44.1%	18.6%	18.5%	11.3%	14.3%	5.4%	6.5%	0.7%	0.2%
DOJ	7,701	4,363	15.8%	11.9%	45.9%	42.3%	20.0%	19.5%	11.6%	15.7%	5.9%	10.4%	0.8%	0.2%
DOL	4,082	4,105	15.7%	14.7%	47.1%	44.0%	18.0%	18.9%	10.7%	14.0%	7.4%	8.0%	1.1%	0.4%
DOT	4,950	3,003	12.0%	14.4%	50.1%	43.8%	19.9%	17.7%	10.3%	14.5%	7.0%	9.2%	0.7%	0.4%
EDUC	2,408	1,671	17.6%	15.0%	46.8%	44.5%	17.4%	16.9%	10.8%	14.2%	6.6%	9.2%	0.8%	0.1%
EPA	6,895	5,666	19.3%	16.7%	53.8%	46.3%	15.1%	17.7%	7.6%	11.9%	3.5%	7.1%	0.8%	0.2%
GSA	2,869	2,559	25.7%	23.8%	46.4%	42.3%	15.4%	14.9%	7.5%	12.6%	4.4%	6.4%	0.5%	0.1%
HHS	4,653	4,862	17.9%	18.4%	45.9%	39.9%	19.2%	18.4%	11.2%	14.6%	4.9%	8.3%	0.9%	0.3%
HUD	5,343	1,246	15.2%	14.4%	45.7%	40.6%	19.8%	22.2%	10.9%	12.9%	7.1%	9.5%	1.3%	0.4%
NASA	4,766	4,225	27.4%	23.6%	53.0%	48.3%	11.8%	15.5%	5.5%	9.2%	2.1%	3.2%	0.3%	0.2%
NSF	778	441	30.2%	26.4%	43.7%	37.7%	14.8%	15.6%	6.8%	10.8%	3.4%	9.4%	1.1%	0.0%

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

FHCS Report by Agency

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

	# 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
All Survey Responses	147,895	100,656	16.3%	16.1%	48.3%	43.0%	19.0%	18.8%	10.6%	13.8%	5.1%	8.2%	0.7%	0.2%
OMB	249	249	16.5%	14.2%	49.0%	52.6%	17.5%	15.2%	13.5%	11.1%	3.5%	7.0%	0.0%	0.0%
OPM	1,539	1,311	14.8%	16.4%	47.3%	44.9%	19.5%	17.4%	10.1%	13.6%	7.4%	7.6%	1.0%	0.2%
SBA	1,661	881	11.6%	14.7%	45.4%	44.2%	23.0%	19.1%	11.9%	14.0%	7.1%	7.8%	1.1%	0.3%
SSA	1,172	1,023	12.9%	15.1%	44.9%	37.2%	21.8%	20.3%	13.6%	16.0%	5.5%	11.2%	1.4%	0.4%
State	1,272	689	21.8%	12.8%	51.5%	45.6%	15.8%	18.6%	7.0%	17.3%	2.0%	5.3%	2.0%	0.4%
Treasury	5,677	7,314	16.5%	15.2%	53.5%	45.6%	16.0%	18.8%	9.2%	11.7%	3.8%	8.6%	1.0%	0.3%
USDA	10,403	10,441	15.2%	14.5%	54.2%	47.9%	17.0%	18.0%	9.2%	13.9%	4.0%	5.6%	0.4%	0.2%
VA	3,344	2,388	17.7%	20.5%	45.8%	41.7%	19.6%	16.2%	11.5%	10.2%	4.9%	11.4%	0.4%	0.0%
Small Agencies	15,964	N/A	18.7%	N/A	48.9%	N/A	16.3%	N/A	9.7%	N/A	5.4%	N/A	1.0%	N/A
All DoD	40,188	32,559	17.3%	15.5%	48.8%	42.3%	18.8%	20.0%	9.7%	14.9%	4.7%	7.2%	0.7%	0.1%
Army	8,407	8,964	19.6%	15.0%	47.5%	42.1%	17.4%	20.7%	9.6%	15.1%	5.3%	6.9%	0.7%	0.2%
ACE	6,295	711	18.1%	20.3%	52.1%	44.8%	17.7%	13.4%	7.9%	14.4%	3.9%	7.1%	0.3%	0.0%
Air Force	8,692	6,545	15.9%	16.2%	48.7%	42.3%	20.1%	21.3%	9.9%	14.4%	4.8%	5.8%	0.7%	0.0%
Navy	9,510	9,043	15.8%	15.4%	49.9%	42.5%	19.1%	19.7%	10.4%	14.7%	4.2%	7.7%	0.6%	0.1%
Marine Corps	765	658	18.5%	14.0%	45.8%	36.4%	20.0%	19.9%	10.1%	18.9%	5.2%	10.2%	0.4%	0.6%
Other DoD	6,519	6,638	17.1%	14.0%	49.5%	42.2%	19.1%	19.3%	8.5%	15.4%	4.7%	8.9%	1.1%	0.2%

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

FHCS Report by Agency

(52) Employees have electronic access to learning and training programs readily available at their desk.

	# 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
All Survey Responses	147,881	100,656	20.6%	17.4%	50.1%	47.2%	13.8%	12.9%	8.9%	14.3%	4.0%	5.2%	2.6%	3.1%
AID	803	560	22.7%	8.2%	49.4%	29.1%	13.8%	18.4%	7.3%	29.4%	2.3%	8.8%	4.6%	6.0%
DHS	10,469	N/A	12.0%	N/A	39.4%	N/A	18.1%	N/A	15.5%	N/A	11.7%	N/A	3.4%	N/A
DOC	4,021	4,134	20.2%	16.3%	50.8%	46.9%	14.1%	14.0%	8.3%	14.6%	2.5%	3.5%	4.1%	4.7%
DOE	1,485	922	24.8%	22.7%	52.7%	54.0%	12.4%	10.6%	6.1%	8.9%	2.2%	1.9%	1.7%	1.8%
DOI	5,178	5,412	14.2%	13.6%	48.8%	50.8%	15.5%	13.3%	10.9%	14.3%	7.0%	4.1%	3.6%	3.9%
DOJ	7,701	4,363	15.5%	8.6%	44.0%	34.1%	16.1%	16.9%	14.2%	24.1%	6.3%	11.9%	4.0%	4.5%
DOL	4,082	4,105	20.3%	22.1%	53.5%	55.0%	13.0%	10.0%	6.8%	7.4%	2.3%	1.9%	4.2%	3.6%
DOT	4,949	3,003	18.9%	16.3%	49.1%	49.9%	13.9%	12.6%	9.9%	14.8%	6.3%	3.4%	2.0%	3.1%
EDUC	2,408	1,671	22.9%	28.7%	57.4%	58.3%	10.2%	6.6%	5.2%	4.3%	1.4%	0.8%	2.8%	1.4%
EPA	6,895	5,666	18.6%	11.8%	54.2%	49.3%	14.7%	15.9%	7.7%	15.3%	1.3%	2.8%	3.5%	4.9%
GSA	2,869	2,559	32.3%	31.1%	51.9%	52.9%	9.4%	8.6%	3.4%	4.2%	1.3%	1.1%	1.7%	2.0%
HHS	4,653	4,862	19.5%	20.0%	48.4%	46.4%	14.9%	12.2%	9.5%	13.5%	4.0%	3.9%	3.7%	4.0%
HUD	5,343	1,246	25.8%	24.1%	56.9%	54.2%	10.9%	10.1%	3.7%	7.8%	1.5%	1.6%	1.2%	2.2%
NASA	4,766	4,225	30.4%	30.0%	54.0%	51.3%	9.7%	9.8%	3.2%	5.8%	0.8%	0.8%	1.8%	2.3%
NSF	778	441	46.3%	40.1%	44.9%	44.9%	5.8%	5.0%	1.2%	6.1%	0.3%	1.3%	1.5%	2.7%

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

FHCS Report by Agency

(52) Employees have electronic access to learning and training programs readily available at their desk.

	# 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
All Survey Responses	147,881	100,656	20.6%	17.4%	50.1%	47.2%	13.8%	12.9%	8.9%	14.3%	4.0%	5.2%	2.6%	3.1%
OMB	249	249	5.2%	1.7%	24.1%	23.4%	23.2%	17.7%	30.2%	37.3%	11.3%	13.2%	6.0%	6.7%
OPM	1,539	1,311	12.8%	11.9%	43.9%	37.4%	20.5%	15.9%	11.9%	22.0%	5.0%	7.0%	5.9%	5.8%
SBA	1,661	881	18.6%	26.1%	59.6%	55.6%	12.5%	9.9%	5.1%	5.8%	2.3%	1.6%	1.9%	1.0%
SSA	1,172	1,023	23.4%	23.8%	59.2%	60.0%	10.2%	7.1%	4.5%	4.3%	1.5%	2.4%	1.3%	2.4%
State	1,272	689	21.5%	8.3%	46.4%	25.4%	11.7%	13.6%	11.6%	32.4%	2.7%	15.7%	6.1%	4.6%
Treasury	5,677	7,314	24.3%	15.3%	56.5%	50.1%	10.0%	12.4%	5.4%	14.0%	2.0%	5.8%	1.8%	2.4%
USDA	10,403	10,441	17.8%	11.8%	55.1%	50.6%	15.4%	16.1%	7.0%	14.4%	2.6%	3.5%	2.2%	3.6%
VA	3,344	2,388	30.7%	26.7%	53.4%	49.6%	8.5%	9.6%	4.3%	9.4%	1.6%	2.6%	1.5%	2.1%
Small Agencies	15,964	N/A	16.4%	N/A	45.8%	N/A	16.4%	N/A	12.5%	N/A	4.2%	N/A	4.7%	N/A
All DoD	40,184	32,559	19.6%	15.8%	49.7%	45.2%	15.0%	13.8%	9.6%	15.8%	3.7%	6.2%	2.4%	3.2%
Army	8,407	8,964	23.5%	16.7%	49.5%	45.1%	12.5%	13.9%	8.7%	15.5%	3.8%	6.2%	1.9%	2.6%
ACE	6,295	711	18.3%	21.1%	53.9%	48.9%	15.7%	11.4%	7.3%	11.9%	2.3%	3.9%	2.5%	2.9%
Air Force	8,690	6,545	18.9%	14.8%	48.9%	46.7%	16.4%	14.8%	9.6%	14.6%	3.6%	5.7%	2.6%	3.4%
Navy	9,511	9,043	16.2%	14.8%	49.4%	43.3%	16.4%	14.1%	11.3%	17.3%	3.9%	7.0%	2.7%	3.5%
Marine Corps	765	658	17.9%	9.4%	41.9%	35.1%	18.1%	12.8%	13.2%	28.1%	6.7%	9.6%	2.2%	4.9%
Other DoD	6,516	6,638	19.6%	16.6%	52.4%	46.8%	14.1%	12.2%	8.1%	15.3%	3.2%	6.0%	2.6%	3.1%

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

FHCS Report by Agency

(53) My training needs are assessed.

	# 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
All Survey Responses	147,894	100,656	10.7%	8.9%	40.7%	41.0%	23.7%	20.8%	16.8%	20.4%	6.5%	7.4%	1.5%	1.5%
AID	803	560	6.3%	4.0%	27.7%	25.3%	25.3%	19.9%	27.8%	34.5%	10.6%	14.8%	2.2%	1.5%
DHS	10,473	N/A	7.1%	N/A	33.6%	N/A	23.6%	N/A	22.4%	N/A	10.4%	N/A	2.8%	N/A
DOC	4,021	4,134	10.9%	8.8%	37.7%	39.5%	26.3%	22.7%	17.5%	21.3%	5.7%	6.4%	1.9%	1.4%
DOE	1,485	922	12.1%	11.4%	43.2%	44.3%	24.3%	20.3%	14.6%	17.9%	4.9%	4.5%	1.0%	1.5%
DOI	5,182	5,412	7.3%	6.6%	38.3%	39.2%	23.8%	21.3%	21.5%	23.3%	7.9%	8.6%	1.3%	1.1%
DOJ	7,701	4,363	10.0%	6.8%	39.3%	35.7%	24.0%	20.8%	17.7%	22.9%	6.8%	12.4%	2.2%	1.6%
DOL	4,082	4,105	8.3%	7.1%	35.6%	38.3%	25.2%	22.4%	19.9%	22.3%	8.5%	7.8%	2.7%	2.2%
DOT	4,950	3,003	9.0%	10.0%	42.1%	44.1%	23.2%	22.3%	16.7%	16.2%	7.4%	6.7%	1.6%	0.7%
EDUC	2,408	1,671	8.6%	8.5%	32.0%	33.8%	25.9%	23.5%	22.7%	25.9%	9.1%	6.9%	1.7%	1.4%
EPA	6,895	5,666	8.5%	5.0%	36.8%	36.9%	27.7%	22.4%	20.0%	27.2%	5.6%	7.4%	1.4%	1.1%
GSA	2,869	2,559	17.4%	15.2%	43.3%	45.1%	20.1%	18.6%	13.3%	15.3%	4.8%	4.7%	1.0%	1.1%
HHS	4,653	4,862	9.1%	8.8%	35.6%	34.1%	25.1%	23.3%	20.3%	24.3%	7.9%	7.8%	1.9%	1.6%
HUD	5,343	1,246	8.1%	8.7%	33.8%	33.4%	27.3%	22.2%	20.4%	24.3%	9.0%	9.2%	1.5%	2.2%
NASA	4,766	4,225	16.2%	14.1%	45.1%	45.2%	22.1%	21.3%	12.6%	14.9%	2.7%	3.2%	1.5%	1.3%
NSF	778	441	16.0%	16.5%	33.4%	34.5%	26.5%	23.9%	18.0%	18.9%	4.3%	5.1%	1.8%	1.2%

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

FHCS Report by Agency

(53) My training needs are assessed.

	# 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
All Survey Responses	147,894	100,656	10.7%	8.9%	40.7%	41.0%	23.7%	20.8%	16.8%	20.4%	6.5%	7.4%	1.5%	1.5%
OMB	249	249	4.3%	0.8%	26.9%	28.2%	21.1%	19.7%	30.5%	34.9%	16.9%	15.2%	0.4%	1.2%
OPM	1,539	1,311	7.0%	7.9%	34.7%	37.3%	27.6%	23.2%	20.1%	22.0%	8.3%	8.4%	2.4%	1.2%
SBA	1,661	881	5.1%	6.6%	31.0%	33.6%	29.0%	26.0%	22.4%	24.2%	10.3%	8.4%	2.1%	1.2%
SSA	1,172	1,023	8.3%	8.8%	37.7%	38.2%	26.3%	23.0%	19.0%	22.2%	7.4%	6.4%	1.4%	1.4%
State	1,272	689	10.1%	4.2%	32.7%	29.1%	26.3%	19.8%	21.7%	33.8%	5.8%	13.0%	3.3%	0.1%
Treasury	5,677	7,314	8.2%	6.8%	41.7%	38.4%	25.6%	22.6%	17.1%	22.6%	5.6%	8.1%	1.7%	1.6%
USDA	10,402	10,441	9.1%	6.7%	47.1%	47.2%	23.1%	21.0%	15.0%	18.2%	4.6%	5.9%	1.1%	1.0%
VA	3,344	2,388	15.6%	11.7%	44.5%	46.2%	19.9%	17.9%	13.0%	16.5%	5.8%	5.0%	1.2%	2.6%
Small Agencies	15,964	N/A	8.7%	N/A	35.7%	N/A	25.1%	N/A	20.1%	N/A	8.1%	N/A	2.2%	N/A
All DoD	40,189	32,559	11.5%	9.2%	41.9%	41.2%	24.0%	20.6%	15.5%	20.2%	5.9%	7.6%	1.2%	1.3%
Army	8,407	8,964	13.8%	9.4%	40.5%	38.7%	22.2%	21.4%	16.0%	21.2%	6.5%	8.3%	1.0%	1.1%
ACE	6,295	711	11.6%	13.8%	49.0%	50.4%	21.7%	14.9%	12.0%	13.8%	4.9%	6.1%	0.9%	1.0%
Air Force	8,693	6,545	11.2%	9.2%	43.5%	43.5%	24.2%	21.4%	14.6%	19.0%	5.5%	5.6%	1.0%	1.4%
Navy	9,510	9,043	8.9%	8.2%	39.5%	39.6%	26.8%	20.9%	17.3%	21.0%	6.0%	8.8%	1.4%	1.5%
Marine Corps	765	658	12.0%	8.5%	34.8%	35.2%	24.5%	17.8%	17.9%	26.3%	10.3%	11.5%	0.5%	0.8%
Other DoD	6,519	6,638	11.7%	9.2%	45.6%	42.8%	22.8%	19.6%	13.5%	20.2%	4.8%	7.0%	1.6%	1.1%

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

FHCS Report by Agency

(54) I receive the training I need to perform my job.

	# 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
All Survey Responses	147,889	100,656	13.1%	12.5%	46.8%	47.7%	21.7%	18.8%	12.6%	14.8%	5.6%	6.0%	0.2%	0.1%
AID	803	560	9.3%	9.1%	42.9%	38.2%	25.6%	24.2%	14.7%	19.8%	6.5%	8.6%	1.0%	0.1%
DHS	10,469	N/A	9.0%	N/A	44.7%	N/A	21.5%	N/A	16.8%	N/A	7.9%	N/A	0.1%	N/A
DOC	4,021	4,134	13.2%	12.2%	48.7%	52.0%	22.6%	19.9%	10.5%	11.4%	4.7%	4.0%	0.4%	0.3%
DOE	1,485	922	16.2%	16.2%	46.3%	50.9%	20.9%	18.4%	12.0%	10.2%	4.2%	4.3%	0.4%	0.0%
DOI	5,181	5,412	10.0%	11.5%	45.5%	50.1%	23.0%	19.7%	14.9%	13.3%	6.4%	5.2%	0.2%	0.2%
DOJ	7,701	4,363	13.2%	10.7%	47.8%	46.3%	21.6%	19.2%	11.7%	15.7%	5.7%	7.8%	0.1%	0.2%
DOL	4,082	4,105	10.9%	9.9%	44.9%	48.7%	24.0%	20.6%	13.3%	14.3%	6.6%	6.4%	0.3%	0.2%
DOT	4,950	3,003	9.8%	11.0%	47.4%	50.1%	20.9%	18.9%	15.6%	12.7%	5.8%	6.8%	0.5%	0.6%
EDUC	2,408	1,671	12.7%	12.1%	45.3%	54.2%	24.4%	17.1%	11.3%	12.0%	6.0%	4.3%	0.4%	0.3%
EPA	6,895	5,666	12.6%	9.7%	50.2%	53.9%	23.8%	20.0%	9.8%	12.1%	3.3%	4.0%	0.3%	0.2%
GSA	2,869	2,559	20.5%	19.4%	47.3%	49.3%	18.9%	15.9%	8.7%	10.8%	4.1%	4.1%	0.5%	0.4%
HHS	4,653	4,862	13.3%	14.8%	46.0%	48.7%	23.5%	19.3%	11.6%	12.6%	5.3%	4.3%	0.2%	0.2%
HUD	5,343	1,246	9.0%	10.4%	42.5%	41.3%	22.4%	21.1%	17.0%	19.4%	8.6%	7.5%	0.5%	0.2%
NASA	4,766	4,225	20.9%	18.9%	52.1%	56.1%	18.9%	15.9%	5.9%	7.4%	1.8%	1.7%	0.4%	0.0%
NSF	778	441	22.9%	22.4%	47.2%	48.3%	18.5%	19.0%	8.2%	7.6%	2.9%	2.7%	0.3%	0.0%

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

FHCS Report by Agency

(54) I receive the training I need to perform my job.

	# 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
All Survey Responses	147,889	100,656	13.1%	12.5%	46.8%	47.7%	21.7%	18.8%	12.6%	14.8%	5.6%	6.0%	0.2%	0.1%
OMB	249	249	4.8%	1.8%	34.1%	36.9%	27.0%	31.2%	23.6%	22.0%	10.1%	7.7%	0.4%	0.5%
OPM	1,539	1,311	9.9%	12.7%	42.9%	49.2%	24.5%	19.1%	15.1%	13.8%	7.2%	5.1%	0.3%	0.1%
SBA	1,661	881	5.1%	9.5%	33.2%	42.3%	28.0%	20.4%	21.6%	19.3%	11.3%	8.5%	0.8%	0.0%
SSA	1,172	1,023	11.4%	11.9%	44.1%	46.8%	22.9%	19.0%	15.2%	16.0%	6.0%	6.1%	0.4%	0.2%
State	1,272	689	16.9%	7.8%	45.8%	42.3%	22.2%	22.9%	9.7%	18.3%	4.2%	8.3%	1.1%	0.3%
Treasury	5,677	7,314	10.1%	8.8%	47.4%	46.0%	21.4%	18.6%	15.0%	20.2%	6.1%	6.5%	0.0%	0.0%
USDA	10,403	10,441	11.4%	9.6%	52.1%	52.9%	20.6%	18.3%	11.9%	14.6%	3.8%	4.5%	0.2%	0.1%
VA	3,344	2,388	17.4%	17.3%	47.3%	44.3%	21.2%	18.1%	8.6%	14.5%	5.5%	5.8%	0.0%	0.0%
Small Agencies	15,964	N/A	12.7%	N/A	47.0%	N/A	22.1%	N/A	12.3%	N/A	5.5%	N/A	0.4%	N/A
All DoD	40,188	32,559	13.7%	12.5%	46.4%	47.6%	21.8%	18.8%	12.6%	14.7%	5.3%	6.3%	0.2%	0.1%
Army	8,407	8,964	15.8%	12.5%	44.2%	47.2%	20.9%	18.3%	13.0%	15.3%	5.8%	6.4%	0.3%	0.2%
ACE	6,295	711	13.0%	16.6%	48.5%	49.4%	21.2%	12.8%	12.2%	15.6%	5.0%	5.7%	0.2%	0.0%
Air Force	8,692	6,545	14.0%	12.6%	48.5%	48.4%	20.3%	19.2%	12.6%	14.3%	4.5%	5.4%	0.2%	0.1%
Navy	9,511	9,043	11.0%	11.6%	46.8%	47.6%	24.1%	20.3%	12.6%	13.7%	5.3%	6.8%	0.2%	0.1%
Marine Corps	764	658	15.3%	13.9%	39.1%	37.6%	23.7%	18.8%	12.8%	20.8%	9.1%	8.9%	0.0%	0.0%
Other DoD	6,519	6,638	13.8%	12.2%	47.0%	48.3%	21.9%	18.1%	11.5%	15.0%	5.4%	6.4%	0.3%	0.1%

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

FHCS Report by Agency

(55) Managers promote communication among different work units (for example, about projects, goals, needed resources).

	# 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
All Survey Responses	147,892	100,656	10.9%	10.6%	41.3%	39.5%	23.3%	20.2%	15.0%	17.9%	7.1%	9.6%	2.4%	2.2%
AID	803	560	10.0%	9.2%	47.7%	39.0%	20.5%	23.4%	14.2%	18.9%	5.8%	7.7%	1.9%	1.8%
DHS	10,473	N/A	6.5%	N/A	31.0%	N/A	26.1%	N/A	19.7%	N/A	13.1%	N/A	3.6%	N/A
DOC	4,021	4,134	10.4%	10.2%	41.9%	39.4%	22.5%	21.2%	15.5%	17.6%	6.6%	8.7%	3.1%	2.9%
DOE	1,485	922	13.8%	10.6%	44.9%	42.2%	23.0%	18.4%	12.2%	17.1%	5.2%	9.8%	1.0%	1.9%
DOI	5,180	5,412	8.2%	9.0%	40.4%	38.1%	23.2%	19.8%	17.8%	21.9%	8.7%	9.5%	1.7%	1.7%
DOJ	7,701	4,363	10.8%	9.2%	40.5%	35.3%	23.8%	21.0%	14.3%	19.4%	7.6%	12.6%	3.0%	2.6%
DOL	4,082	4,105	10.2%	10.9%	41.7%	38.3%	21.4%	19.8%	14.3%	18.2%	9.7%	10.3%	2.7%	2.5%
DOT	4,950	3,003	8.8%	11.2%	40.5%	40.8%	21.4%	21.2%	18.0%	17.4%	8.7%	8.0%	2.6%	1.5%
EDUC	2,408	1,671	10.4%	10.4%	37.3%	37.4%	22.1%	18.0%	16.1%	19.6%	11.4%	12.6%	2.8%	2.0%
EPA	6,895	5,666	10.5%	7.7%	43.2%	39.6%	22.2%	20.2%	16.1%	21.6%	6.2%	8.9%	1.7%	2.0%
GSA	2,869	2,559	19.3%	17.4%	45.8%	42.6%	15.7%	17.2%	11.4%	13.9%	6.2%	7.5%	1.6%	1.4%
HHS	4,653	4,862	11.0%	12.0%	39.3%	36.8%	24.0%	20.8%	15.9%	18.8%	7.4%	9.8%	2.5%	1.8%
HUD	5,343	1,246	10.2%	11.8%	39.1%	39.9%	22.6%	19.1%	17.1%	18.9%	8.5%	7.7%	2.4%	2.6%
NASA	4,766	4,225	16.7%	16.7%	48.4%	45.9%	18.5%	18.7%	10.8%	12.8%	3.7%	4.4%	1.9%	1.5%
NSF	778	441	17.3%	15.0%	41.6%	38.2%	22.7%	17.5%	10.3%	17.0%	6.5%	9.5%	1.6%	2.8%

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

FHCS Report by Agency

(55) Managers promote communication among different work units (for example, about projects, goals, needed resources).

	# 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
All Survey Responses	147,892	100,656	10.9%	10.6%	41.3%	39.5%	23.3%	20.2%	15.0%	17.9%	7.1%	9.6%	2.4%	2.2%
OMB	249	249	11.9%	15.0%	51.7%	50.1%	16.2%	18.1%	15.7%	12.1%	3.7%	4.8%	0.8%	0.0%
OPM	1,539	1,311	8.8%	13.0%	38.4%	37.8%	23.2%	18.4%	14.6%	18.7%	10.9%	9.5%	4.1%	2.6%
SBA	1,661	881	9.2%	9.7%	43.0%	39.7%	22.1%	18.9%	15.1%	20.4%	8.8%	9.3%	1.8%	2.0%
SSA	1,172	1,023	10.1%	11.7%	41.2%	38.2%	24.4%	23.1%	15.4%	14.9%	6.4%	9.4%	2.5%	2.7%
State	1,272	689	13.0%	9.3%	45.2%	36.6%	19.0%	21.5%	16.0%	21.1%	4.8%	10.2%	2.0%	1.3%
Treasury	5,677	7,314	8.7%	10.3%	44.9%	40.7%	21.8%	19.3%	13.5%	17.8%	7.4%	9.5%	3.7%	2.6%
USDA	10,403	10,441	9.1%	8.7%	43.1%	44.4%	24.3%	19.3%	15.5%	17.4%	5.3%	8.2%	2.7%	2.0%
VA	3,344	2,388	14.1%	11.3%	40.5%	37.9%	22.3%	19.5%	14.3%	17.6%	6.7%	11.0%	2.1%	2.6%
Small Agencies	15,964	N/A	9.7%	N/A	39.7%	N/A	22.3%	N/A	16.0%	N/A	8.9%	N/A	3.3%	N/A
All DoD	40,188	32,559	11.5%	10.5%	42.8%	39.9%	23.7%	20.4%	14.1%	17.7%	5.8%	9.3%	2.1%	2.1%
Army	8,407	8,964	13.2%	9.4%	42.6%	40.1%	22.7%	21.6%	13.4%	18.1%	6.1%	9.0%	2.0%	1.8%
ACE	6,295	711	12.2%	14.4%	47.2%	42.8%	21.7%	16.8%	12.9%	15.4%	4.5%	8.3%	1.5%	2.2%
Air Force	8,693	6,545	11.4%	11.3%	43.8%	42.1%	23.6%	19.4%	13.9%	17.3%	5.4%	8.1%	2.0%	1.8%
Navy	9,509	9,043	10.0%	10.6%	42.0%	38.8%	25.3%	20.9%	15.4%	17.2%	5.4%	10.0%	2.0%	2.5%
Marine Corps	765	658	12.4%	9.1%	38.8%	36.9%	27.5%	16.6%	12.2%	23.7%	6.7%	10.3%	2.5%	3.4%
Other DoD	6,519	6,638	11.0%	9.9%	41.9%	36.8%	23.1%	21.1%	14.5%	18.8%	6.9%	10.8%	2.6%	2.6%

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

FHCS Report by Agency

(56) Employees in my work unit share job knowledge with each other.

	# 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
All Survey Responses	147,890	100,656	22.1%	21.4%	53.2%	52.5%	12.9%	12.5%	7.9%	9.0%	3.5%	4.3%	0.4%	0.3%
AID	803	560	18.0%	17.6%	54.1%	52.8%	13.9%	15.4%	7.8%	8.1%	5.5%	5.5%	0.8%	0.6%
DHS	10,473	N/A	19.3%	N/A	55.7%	N/A	12.5%	N/A	8.2%	N/A	4.1%	N/A	0.3%	N/A
DOC	4,021	4,134	21.8%	20.9%	53.9%	53.7%	11.9%	12.9%	8.2%	8.8%	3.7%	3.5%	0.5%	0.3%
DOE	1,485	922	23.6%	20.0%	52.1%	53.0%	13.1%	10.8%	7.7%	11.3%	3.5%	4.8%	0.1%	0.2%
DOI	5,182	5,412	18.9%	19.6%	55.6%	52.5%	12.0%	13.8%	9.0%	10.1%	4.0%	3.6%	0.5%	0.4%
DOJ	7,701	4,363	22.5%	20.6%	53.9%	53.2%	11.5%	12.3%	7.9%	9.2%	3.7%	4.4%	0.4%	0.4%
DOL	4,082	4,105	25.7%	24.4%	50.1%	51.7%	10.8%	10.3%	8.3%	9.1%	4.3%	4.0%	0.7%	0.5%
DOT	4,949	3,003	17.5%	21.0%	55.8%	54.9%	14.5%	12.4%	8.7%	6.7%	3.4%	4.7%	0.1%	0.3%
EDUC	2,408	1,671	22.2%	21.5%	48.2%	49.6%	12.5%	12.4%	9.7%	11.0%	6.6%	5.2%	0.8%	0.4%
EPA	6,895	5,666	19.9%	18.0%	53.0%	50.8%	13.7%	14.8%	8.9%	11.1%	3.9%	4.7%	0.6%	0.5%
GSA	2,869	2,559	28.0%	24.1%	50.3%	51.3%	11.2%	11.7%	6.4%	8.5%	3.6%	3.8%	0.4%	0.5%
HHS	4,653	4,862	22.2%	21.0%	49.4%	47.7%	13.8%	14.6%	9.3%	11.1%	4.5%	5.2%	0.7%	0.4%
HUD	5,343	1,246	20.3%	20.5%	47.5%	54.0%	13.8%	12.4%	10.1%	7.4%	7.8%	5.1%	0.5%	0.6%
NASA	4,766	4,225	26.0%	24.0%	53.2%	53.5%	12.0%	12.5%	6.3%	7.0%	2.3%	2.6%	0.2%	0.4%
NSF	778	441	26.9%	22.8%	46.8%	47.5%	12.8%	16.2%	9.1%	7.2%	4.1%	5.3%	0.3%	1.0%

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

FHCS Report by Agency

(56) Employees in my work unit share job knowledge with each other.

	# 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
All Survey Responses	147,890	100,656	22.1%	21.4%	53.2%	52.5%	12.9%	12.5%	7.9%	9.0%	3.5%	4.3%	0.4%	0.3%
OMB	249	249	36.5%	30.1%	48.3%	51.2%	6.7%	11.5%	6.6%	5.7%	1.9%	1.5%	0.0%	0.0%
OPM	1,539	1,311	25.7%	26.2%	50.4%	49.0%	11.9%	11.8%	7.4%	8.8%	3.9%	3.5%	0.7%	0.7%
SBA	1,661	881	17.6%	20.8%	52.9%	52.1%	16.4%	10.7%	8.4%	11.6%	4.2%	4.2%	0.5%	0.5%
SSA	1,172	1,023	27.7%	27.0%	52.3%	54.0%	9.9%	8.7%	6.9%	5.7%	2.5%	4.2%	0.6%	0.4%
State	1,272	689	27.8%	17.6%	50.2%	57.3%	10.2%	12.4%	8.8%	9.3%	2.3%	3.4%	0.6%	0.0%
Treasury	5,676	7,314	27.6%	22.7%	53.3%	54.2%	9.1%	10.8%	5.5%	8.4%	4.0%	3.6%	0.5%	0.2%
USDA	10,402	10,441	19.1%	18.1%	55.0%	55.0%	12.9%	13.0%	9.1%	9.4%	3.5%	4.1%	0.4%	0.5%
VA	3,344	2,388	22.3%	25.8%	52.8%	51.7%	14.2%	10.3%	7.5%	7.9%	2.7%	4.4%	0.4%	0.0%
Small Agencies	15,964	N/A	26.3%	N/A	51.1%	N/A	10.7%	N/A	7.6%	N/A	3.8%	N/A	0.5%	N/A
All DoD	40,187	32,559	21.6%	20.0%	52.9%	52.0%	13.8%	13.6%	8.0%	9.6%	3.3%	4.4%	0.4%	0.4%
Army	8,407	8,964	22.7%	19.6%	51.5%	50.7%	13.6%	14.6%	7.9%	9.9%	3.7%	4.8%	0.6%	0.4%
ACE	6,295	711	22.7%	26.2%	54.1%	47.8%	12.2%	12.6%	8.0%	9.4%	2.7%	3.7%	0.3%	0.3%
Air Force	8,692	6,545	20.9%	20.6%	54.6%	53.1%	13.8%	12.9%	7.7%	9.3%	2.8%	3.9%	0.3%	0.3%
Navy	9,510	9,043	20.8%	20.3%	54.1%	53.2%	14.2%	13.0%	7.5%	9.1%	3.0%	4.0%	0.4%	0.4%
Marine Corps	765	658	21.1%	17.4%	52.1%	54.6%	15.2%	11.0%	8.3%	12.4%	2.7%	4.3%	0.6%	0.4%
Other DoD	6,518	6,638	21.8%	17.4%	49.7%	51.5%	13.8%	14.5%	9.6%	10.6%	4.6%	5.4%	0.6%	0.5%

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

FHCS Report by Agency

(57) Employees use information technology (for example, intranet, shared networks) to perform 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
All Survey Responses	147,889	N/A	29.4%	N/A	56.3%	N/A	8.2%	N/A	3.2%	N/A	1.9%	N/A	1.1%	N/A
AID	803	N/A	30.8%	N/A	58.9%	N/A	6.3%	N/A	1.8%	N/A	1.3%	N/A	0.8%	N/A
DHS	10,473	N/A	21.2%	N/A	47.5%	N/A	11.9%	N/A	9.1%	N/A	7.2%	N/A	3.2%	N/A
DOC	4,021	N/A	38.4%	N/A	53.8%	N/A	5.0%	N/A	1.3%	N/A	0.8%	N/A	0.7%	N/A
DOE	1,485	N/A	34.4%	N/A	54.8%	N/A	7.1%	N/A	2.5%	N/A	1.1%	N/A	0.2%	N/A
DOI	5,184	N/A	26.2%	N/A	57.0%	N/A	8.4%	N/A	4.7%	N/A	2.8%	N/A	1.0%	N/A
DOJ	7,701	N/A	28.7%	N/A	58.5%	N/A	7.7%	N/A	3.0%	N/A	1.0%	N/A	1.1%	N/A
DOL	4,082	N/A	31.9%	N/A	57.2%	N/A	6.3%	N/A	2.4%	N/A	1.0%	N/A	1.1%	N/A
DOT	4,948	N/A	25.7%	N/A	54.7%	N/A	9.8%	N/A	4.7%	N/A	4.2%	N/A	0.9%	N/A
EDUC	2,408	N/A	31.1%	N/A	58.0%	N/A	5.9%	N/A	2.2%	N/A	1.4%	N/A	1.4%	N/A
EPA	6,895	N/A	32.6%	N/A	58.5%	N/A	5.8%	N/A	1.9%	N/A	0.6%	N/A	0.7%	N/A
GSA	2,869	N/A	40.2%	N/A	51.3%	N/A	5.4%	N/A	1.5%	N/A	0.8%	N/A	0.7%	N/A
HHS	4,653	N/A	32.7%	N/A	54.3%	N/A	8.0%	N/A	2.7%	N/A	1.3%	N/A	1.0%	N/A
HUD	5,343	N/A	27.4%	N/A	59.2%	N/A	8.8%	N/A	2.3%	N/A	1.3%	N/A	1.0%	N/A
NASA	4,766	N/A	45.5%	N/A	48.0%	N/A	4.6%	N/A	1.1%	N/A	0.2%	N/A	0.5%	N/A
NSF	778	N/A	56.1%	N/A	39.8%	N/A	3.0%	N/A	0.3%	N/A	0.6%	N/A	0.3%	N/A

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

FHCS Report by Agency

(57) Employees use information technology (for example, intranet, shared networks) to perform 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
All Survey Responses	147,889	N/A	29.4%	N/A	56.3%	N/A	8.2%	N/A	3.2%	N/A	1.9%	N/A	1.1%	N/A
OMB	249	N/A	39.3%	N/A	54.5%	N/A	2.8%	N/A	2.8%	N/A	0.5%	N/A	0.0%	N/A
OPM	1,539	N/A	28.6%	N/A	58.1%	N/A	8.4%	N/A	2.0%	N/A	1.1%	N/A	1.9%	N/A
SBA	1,661	N/A	25.3%	N/A	63.0%	N/A	7.5%	N/A	1.6%	N/A	1.3%	N/A	1.3%	N/A
SSA	1,172	N/A	31.0%	N/A	61.2%	N/A	5.3%	N/A	1.2%	N/A	0.7%	N/A	0.7%	N/A
State	1,272	N/A	43.3%	N/A	48.8%	N/A	5.2%	N/A	0.9%	N/A	0.5%	N/A	1.3%	N/A
Treasury	5,677	N/A	32.2%	N/A	58.0%	N/A	5.4%	N/A	1.9%	N/A	1.7%	N/A	0.9%	N/A
USDA	10,400	N/A	24.6%	N/A	61.1%	N/A	9.0%	N/A	3.1%	N/A	1.1%	N/A	1.0%	N/A
VA	3,344	N/A	27.8%	N/A	57.1%	N/A	9.5%	N/A	3.0%	N/A	1.5%	N/A	1.1%	N/A
Small Agencies	15,964	N/A	35.7%	N/A	54.3%	N/A	6.0%	N/A	2.1%	N/A	1.0%	N/A	0.9%	N/A
All DoD	40,186	N/A	29.9%	N/A	56.9%	N/A	8.4%	N/A	2.7%	N/A	1.4%	N/A	0.7%	N/A
Army	8,406	N/A	30.9%	N/A	55.9%	N/A	8.0%	N/A	2.8%	N/A	1.6%	N/A	0.8%	N/A
ACE	6,295	N/A	30.3%	N/A	58.0%	N/A	8.5%	N/A	2.0%	N/A	0.7%	N/A	0.6%	N/A
Air Force	8,694	N/A	27.6%	N/A	57.8%	N/A	9.7%	N/A	2.9%	N/A	1.3%	N/A	0.6%	N/A
Navy	9,508	N/A	30.8%	N/A	57.1%	N/A	7.7%	N/A	2.5%	N/A	1.2%	N/A	0.6%	N/A
Marine Corps	765	N/A	28.7%	N/A	56.8%	N/A	8.6%	N/A	3.2%	N/A	1.8%	N/A	0.9%	N/A
Other DoD	6,518	N/A	29.5%	N/A	57.0%	N/A	8.4%	N/A	2.8%	N/A	1.3%	N/A	1.1%	N/A

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

FHCS Report by Agency

(58) Employees use information technology (for example, intranet, shared networks) to gather and share knowledge.

	# 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
All Survey Responses	147,890	N/A	26.8%	N/A	54.6%	N/A	11.2%	N/A	4.3%	N/A	1.8%	N/A	1.3%	N/A
AID	803	N/A	26.7%	N/A	57.1%	N/A	8.6%	N/A	4.5%	N/A	2.4%	N/A	0.7%	N/A
DHS	10,471	N/A	19.6%	N/A	46.8%	N/A	14.7%	N/A	9.2%	N/A	6.2%	N/A	3.6%	N/A
DOC	4,021	N/A	34.3%	N/A	52.1%	N/A	8.7%	N/A	2.8%	N/A	1.1%	N/A	1.0%	N/A
DOE	1,485	N/A	32.3%	N/A	51.6%	N/A	10.8%	N/A	3.1%	N/A	1.7%	N/A	0.5%	N/A
DOI	5,186	N/A	23.8%	N/A	55.0%	N/A	11.4%	N/A	5.6%	N/A	3.1%	N/A	1.1%	N/A
DOJ	7,701	N/A	26.6%	N/A	56.8%	N/A	10.1%	N/A	3.9%	N/A	1.0%	N/A	1.5%	N/A
DOL	4,082	N/A	29.2%	N/A	55.2%	N/A	9.3%	N/A	3.3%	N/A	1.5%	N/A	1.5%	N/A
DOT	4,947	N/A	23.6%	N/A	54.6%	N/A	9.3%	N/A	7.2%	N/A	3.6%	N/A	1.8%	N/A
EDUC	2,408	N/A	28.0%	N/A	56.7%	N/A	8.2%	N/A	3.5%	N/A	2.0%	N/A	1.6%	N/A
EPA	6,895	N/A	31.0%	N/A	56.3%	N/A	8.2%	N/A	2.8%	N/A	0.8%	N/A	0.8%	N/A
GSA	2,869	N/A	35.9%	N/A	51.4%	N/A	8.0%	N/A	2.8%	N/A	1.3%	N/A	0.7%	N/A
HHS	4,653	N/A	30.4%	N/A	51.6%	N/A	11.3%	N/A	3.7%	N/A	1.9%	N/A	1.1%	N/A
HUD	5,343	N/A	24.1%	N/A	55.9%	N/A	12.7%	N/A	4.3%	N/A	1.6%	N/A	1.4%	N/A
NASA	4,766	N/A	41.2%	N/A	48.9%	N/A	6.6%	N/A	2.3%	N/A	0.3%	N/A	0.6%	N/A
NSF	778	N/A	48.0%	N/A	42.7%	N/A	6.0%	N/A	1.7%	N/A	0.9%	N/A	0.8%	N/A

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

FHCS Report by Agency

(58) Employees use information technology (for example, intranet, shared networks) to gather and share knowledge.

	# 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
All Survey Responses	147,890	N/A	26.8%	N/A	54.6%	N/A	11.2%	N/A	4.3%	N/A	1.8%	N/A	1.3%	N/A
OMB	249	N/A	39.8%	N/A	50.4%	N/A	4.8%	N/A	3.3%	N/A	1.7%	N/A	0.0%	N/A
OPM	1,539	N/A	25.5%	N/A	54.8%	N/A	12.6%	N/A	2.9%	N/A	2.1%	N/A	2.1%	N/A
SBA	1,661	N/A	22.5%	N/A	60.1%	N/A	11.4%	N/A	3.1%	N/A	1.6%	N/A	1.4%	N/A
SSA	1,172	N/A	28.3%	N/A	57.6%	N/A	9.5%	N/A	2.7%	N/A	0.7%	N/A	1.2%	N/A
State	1,272	N/A	38.5%	N/A	47.8%	N/A	8.7%	N/A	1.9%	N/A	1.2%	N/A	1.9%	N/A
Treasury	5,677	N/A	27.7%	N/A	56.5%	N/A	9.3%	N/A	3.7%	N/A	1.5%	N/A	1.2%	N/A
USDA	10,402	N/A	22.5%	N/A	59.5%	N/A	11.0%	N/A	4.4%	N/A	1.3%	N/A	1.3%	N/A
VA	3,344	N/A	26.1%	N/A	55.6%	N/A	13.3%	N/A	3.0%	N/A	0.9%	N/A	1.1%	N/A
Small Agencies	15,964	N/A	32.4%	N/A	52.7%	N/A	8.7%	N/A	3.6%	N/A	1.4%	N/A	1.2%	N/A
All DoD	40,186	N/A	27.3%	N/A	55.0%	N/A	11.3%	N/A	4.1%	N/A	1.5%	N/A	0.9%	N/A
Army	8,406	N/A	28.3%	N/A	54.1%	N/A	10.6%	N/A	4.5%	N/A	1.7%	N/A	0.9%	N/A
ACE	6,295	N/A	27.6%	N/A	56.6%	N/A	11.0%	N/A	3.3%	N/A	0.8%	N/A	0.7%	N/A
Air Force	8,693	N/A	26.0%	N/A	55.4%	N/A	12.6%	N/A	3.8%	N/A	1.4%	N/A	0.7%	N/A
Navy	9,509	N/A	27.7%	N/A	56.0%	N/A	10.1%	N/A	3.9%	N/A	1.4%	N/A	0.9%	N/A
Marine Corps	765	N/A	26.0%	N/A	52.4%	N/A	14.7%	N/A	3.9%	N/A	1.7%	N/A	1.4%	N/A
Other DoD	6,518	N/A	26.3%	N/A	53.8%	N/A	12.6%	N/A	4.1%	N/A	1.7%	N/A	1.5%	N/A

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

FHCS Report by Agency

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

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
	All Survey Responses	147,896	100,656	12.3%	12.3%	39.8%	39.8%	22.1%	23.4%	19.3%	18.2%	6.5%
AID	803	560	13.1%	12.0%	42.7%	42.8%	21.7%	20.9%	17.0%	19.2%	5.6%	5.2%
DHS	10,473	N/A	7.4%	N/A	28.5%	N/A	22.9%	N/A	27.9%	N/A	13.3%	N/A
DOC	4,021	4,134	12.1%	10.8%	40.2%	40.0%	22.4%	25.8%	19.2%	18.6%	6.0%	4.8%
DOE	1,485	922	15.5%	12.0%	42.0%	43.4%	19.9%	19.9%	17.0%	18.0%	5.6%	6.8%
DOI	5,185	5,412	11.4%	13.4%	42.1%	42.8%	22.4%	20.0%	18.0%	19.2%	6.0%	4.7%
DOJ	7,701	4,363	13.6%	8.7%	38.6%	38.5%	22.0%	22.8%	18.2%	20.6%	7.7%	9.3%
DOL	4,082	4,105	12.5%	10.8%	38.4%	38.9%	22.4%	24.4%	19.3%	19.2%	7.4%	6.7%
DOT	4,949	3,003	10.9%	12.5%	37.1%	40.4%	23.9%	23.6%	21.4%	18.4%	6.6%	5.1%
EDUC	2,408	1,671	12.2%	10.6%	36.5%	39.3%	21.1%	23.0%	19.2%	20.4%	11.0%	6.7%
EPA	6,895	5,666	13.6%	13.3%	44.4%	43.5%	20.9%	22.1%	16.2%	16.6%	5.0%	4.5%
GSA	2,869	2,559	20.3%	18.6%	39.5%	41.2%	18.8%	21.0%	15.7%	14.6%	5.7%	4.6%
HHS	4,653	4,862	11.9%	12.6%	39.3%	39.5%	22.5%	24.3%	19.4%	17.3%	6.8%	6.3%
HUD	5,343	1,246	10.9%	9.4%	39.1%	37.7%	22.2%	26.8%	20.6%	19.2%	7.2%	6.8%
NASA	4,766	4,225	17.7%	17.6%	44.5%	47.0%	18.9%	19.7%	14.5%	13.1%	4.4%	2.6%
NSF	778	441	17.2%	17.3%	42.5%	40.7%	18.7%	18.7%	15.5%	17.0%	6.2%	6.4%

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

FHCS Report by Agency

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

	# of Respondents*		Very Satisfied		Satisfied		Neither Satisfied nor Dissatisfied		Dissatisfied		Very Dissatisfied	
	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002	2004	2002
All Survey Responses	147,896	100,656	12.3%	12.3%	39.8%	39.8%	22.1%	23.4%	19.3%	18.2%	6.5%	6.2%
OMB	249	249	14.4%	8.1%	49.4%	45.9%	20.5%	24.3%	14.5%	19.4%	1.2%	2.2%
OPM	1,539	1,311	10.1%	13.8%	39.6%	39.9%	23.4%	23.3%	19.1%	17.3%	7.8%	5.6%
SBA	1,661	881	9.2%	9.2%	36.3%	41.3%	22.6%	23.9%	22.2%	20.4%	9.6%	5.1%
SSA	1,172	1,023	9.5%	9.4%	36.8%	37.6%	28.3%	26.6%	19.5%	19.6%	5.9%	6.8%
State	1,272	689	15.2%	9.6%	42.8%	35.2%	18.4%	28.6%	18.9%	21.3%	4.6%	5.4%
Treasury	5,677	7,314	9.7%	10.4%	38.1%	37.7%	22.9%	24.1%	22.0%	21.6%	7.3%	6.2%
USDA	10,400	10,441	10.6%	10.4%	41.6%	42.9%	22.8%	24.6%	19.6%	18.0%	5.4%	4.0%
VA	3,344	2,388	12.4%	12.6%	41.8%	37.5%	20.1%	22.9%	19.1%	18.0%	6.5%	9.0%
Small Agencies	15,964	N/A	11.7%	N/A	38.5%	N/A	22.7%	N/A	20.1%	N/A	7.0%	N/A
All DoD	40,191	32,559	13.9%	13.5%	41.7%	40.4%	21.8%	23.2%	17.4%	17.3%	5.2%	5.5%
Army	8,408	8,964	15.8%	13.8%	41.7%	39.8%	20.7%	23.1%	16.7%	17.7%	5.1%	5.5%
ACE	6,295	711	13.6%	15.9%	44.6%	43.6%	21.7%	18.5%	16.0%	18.3%	4.0%	3.6%
Air Force	8,695	6,545	14.2%	14.9%	41.9%	40.1%	21.8%	25.1%	16.5%	15.4%	5.6%	4.6%
Navy	9,509	9,043	12.1%	13.2%	42.0%	41.4%	23.1%	22.4%	18.3%	17.4%	4.5%	5.7%
Marine Corps	765	658	16.1%	10.9%	38.5%	41.2%	21.3%	22.1%	17.4%	17.5%	6.7%	8.4%
Other DoD	6,519	6,638	12.1%	10.6%	40.1%	39.1%	22.0%	23.9%	19.7%	19.1%	6.2%	7.3%

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