

2006 Federal Human Capital Survey: Report by Agency

(11) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,410	147,898	100,656	16.9%	16.1%	17.2%	56.7%	57.6%	54.2%	15.2%	15.3%	11.6%	8.4%	8.4%	12.5%	2.1%	2.0%	3.9%	0.7%	0.7%	0.7%
AID	726	803	560	14.3%	12.6%	9.2%	51.3%	52.6%	49.4%	17.6%	17.4%	14.0%	11.9%	13.2%	19.9%	3.5%	3.6%	6.1%	1.3%	0.7%	1.3%
BBG	570	543	---	11.7%	13.5%	---	47.0%	46.2%	---	22.5%	21.7%	---	11.1%	12.2%	---	5.7%	4.8%	---	2.0%	1.6%	---
CSOSA	518	554	---	19.3%	18.7%	---	56.3%	60.7%	---	14.2%	11.6%	---	7.8%	6.7%	---	1.6%	0.9%	---	0.8%	1.4%	---
DHS	10,366	10,476	---	13.4%	12.5%	---	54.3%	51.1%	---	16.2%	20.0%	---	11.0%	11.1%	---	4.8%	4.8%	---	0.4%	0.5%	---
DOC	5,204	4,021	4,134	17.4%	17.5%	19.1%	60.6%	57.5%	59.1%	12.7%	14.9%	9.3%	6.6%	7.8%	9.2%	1.9%	1.5%	2.4%	0.8%	0.8%	1.1%
DOE	7,742	1,485	922	16.3%	19.6%	17.4%	58.0%	59.8%	53.5%	13.7%	10.6%	12.0%	9.0%	7.4%	12.8%	2.1%	2.2%	3.7%	0.9%	0.3%	0.7%
DOI	25,504	5,182	5,412	14.9%	14.8%	16.1%	57.5%	58.3%	55.1%	15.5%	15.8%	12.4%	9.0%	8.3%	12.3%	2.4%	2.1%	2.9%	0.7%	0.8%	1.1%
DOJ	10,962	7,701	4,363	17.7%	18.9%	16.1%	58.2%	59.5%	57.1%	14.3%	13.3%	10.6%	7.2%	6.3%	11.8%	1.9%	1.3%	3.8%	0.7%	0.7%	0.5%
DOL	4,538	4,082	4,105	16.2%	15.5%	15.2%	58.2%	59.2%	57.1%	14.4%	14.1%	11.2%	7.8%	7.9%	11.0%	2.5%	2.1%	4.0%	0.9%	1.2%	1.4%
DOT	5,451	4,950	3,003	16.4%	12.3%	14.8%	54.4%	61.0%	55.0%	14.7%	13.3%	11.8%	10.5%	10.2%	12.8%	3.2%	3.0%	4.8%	0.7%	0.3%	0.8%
Educ	2,909	2,408	1,671	12.4%	12.9%	12.4%	54.2%	52.9%	49.9%	17.7%	17.1%	14.5%	10.7%	12.7%	15.4%	3.3%	2.9%	5.6%	1.7%	1.5%	2.3%
EEOC	1,173	1,693	---	16.7%	15.7%	---	56.2%	54.0%	---	14.6%	15.0%	---	8.9%	11.4%	---	2.6%	2.5%	---	1.0%	1.4%	---
EPA	9,115	6,895	5,666	15.9%	15.7%	14.6%	59.1%	59.7%	55.0%	14.5%	14.0%	11.7%	7.8%	8.2%	13.6%	1.6%	1.6%	3.8%	1.1%	0.8%	1.2%
FDIC	3,085	1,205	---	16.3%	16.8%	---	62.3%	65.3%	---	11.8%	11.4%	---	7.4%	5.0%	---	1.7%	0.9%	---	0.5%	0.6%	---
FERC	753	---	---	20.0%	---	---	56.0%	---	---	14.8%	---	---	6.0%	---	---	1.7%	---	---	1.4%	---	---

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

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(11) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,410	147,898	100,656	16.9%	16.1%	17.2%	56.7%	57.6%	54.2%	15.2%	15.3%	11.6%	8.4%	8.4%	12.5%	2.1%	2.0%	3.9%	0.7%	0.7%	0.7%
FTC	459	616	---	30.2%	31.3%	---	53.8%	54.2%	---	9.5%	9.4%	---	4.9%	4.2%	---	0.9%	0.5%	---	0.7%	0.4%	---
GSA	3,916	2,869	2,559	18.5%	20.3%	17.8%	54.4%	55.0%	51.9%	14.5%	13.9%	11.6%	9.2%	8.0%	14.3%	2.6%	2.2%	3.2%	0.9%	0.6%	1.2%
HHS	25,756	4,653	4,862	16.9%	16.6%	18.4%	55.8%	55.8%	55.0%	15.9%	16.6%	11.8%	8.2%	7.8%	11.1%	2.2%	2.2%	3.0%	1.1%	1.0%	0.7%
HUD	4,075	5,343	1,246	13.5%	11.9%	12.4%	49.7%	50.7%	48.4%	18.1%	19.1%	13.7%	13.7%	13.6%	16.5%	4.1%	3.8%	7.8%	1.0%	1.1%	1.2%
NARA	1,442	1,415	---	14.9%	14.9%	---	55.0%	55.3%	---	16.7%	16.9%	---	10.5%	9.3%	---	2.3%	2.2%	---	0.7%	1.4%	---
NASA	4,734	4,766	4,225	23.6%	24.1%	24.5%	56.6%	56.7%	53.8%	11.0%	11.1%	9.3%	7.0%	6.3%	9.1%	1.2%	1.1%	2.1%	0.7%	0.7%	1.1%
NCUA	623	538	---	16.9%	14.5%	---	64.7%	72.1%	---	11.4%	8.6%	---	5.3%	3.8%	---	1.2%	0.6%	---	0.5%	0.4%	---
NLRB	963	979	---	27.0%	28.5%	---	58.8%	54.9%	---	9.6%	11.5%	---	3.5%	3.5%	---	0.7%	0.5%	---	0.4%	0.9%	---
NRC	1,692	1,876	---	25.3%	24.2%	---	58.1%	59.9%	---	9.1%	9.9%	---	5.4%	4.3%	---	1.3%	1.0%	---	0.8%	0.7%	---
NSF	596	778	441	27.8%	25.3%	25.2%	50.7%	53.7%	51.2%	14.0%	13.6%	9.9%	5.9%	6.1%	9.7%	1.0%	0.4%	2.3%	0.6%	1.0%	1.7%
OMB	250	249	249	38.5%	35.0%	23.9%	49.2%	55.3%	61.9%	8.8%	4.8%	5.3%	2.7%	4.2%	7.7%	0.4%	0.4%	0.8%	0.4%	0.4%	0.4%
OPM	3,012	1,539	1,311	11.4%	13.3%	14.7%	51.6%	53.5%	54.8%	18.6%	17.3%	13.7%	13.5%	10.7%	12.3%	3.9%	3.9%	2.7%	0.9%	1.3%	1.9%
RRB	680	700	---	15.6%	15.6%	---	57.5%	56.6%	---	15.3%	16.2%	---	8.3%	8.5%	---	1.8%	1.2%	---	1.5%	1.9%	---
SBA	1,447	1,661	881	9.8%	9.4%	14.8%	43.5%	51.1%	49.2%	20.3%	19.3%	13.9%	17.8%	15.0%	16.4%	7.2%	4.3%	5.5%	1.4%	0.8%	0.3%
SEC	1,905	2,166	---	25.0%	21.1%	---	57.8%	58.4%	---	10.1%	11.2%	---	4.9%	6.6%	---	1.6%	1.5%	---	0.6%	1.1%	---

Note: * # 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		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,410	147,898	100,656	16.9%	16.1%	17.2%	56.7%	57.6%	54.2%	15.2%	15.3%	11.6%	8.4%	8.4%	12.5%	2.1%	2.0%	3.9%	0.7%	0.7%	0.7%
SSA	1,317	1,172	1,023	16.3%	12.3%	13.2%	55.1%	55.7%	48.3%	17.5%	17.2%	13.2%	8.2%	11.8%	17.8%	1.9%	1.8%	6.1%	0.9%	1.2%	1.4%
State	1,310	1,272	689	16.3%	19.4%	17.7%	58.4%	58.7%	53.1%	15.3%	15.2%	11.1%	8.8%	4.3%	15.8%	0.4%	2.0%	1.2%	0.7%	0.4%	1.1%
Treasury	7,030	5,676	7,314	15.4%	10.3%	11.5%	57.0%	60.8%	54.1%	15.0%	15.6%	12.5%	9.3%	10.0%	16.2%	1.8%	1.6%	5.1%	1.4%	1.8%	0.8%
USDA	13,588	10,402	10,441	13.1%	12.1%	12.7%	57.6%	58.1%	54.6%	16.2%	18.1%	13.4%	10.6%	9.3%	14.2%	2.0%	1.8%	4.3%	0.5%	0.6%	0.8%
VA	3,144	3,344	2,388	17.0%	18.4%	17.0%	55.4%	55.8%	51.5%	16.8%	15.9%	15.5%	8.5%	7.7%	11.8%	1.9%	1.5%	4.0%	0.4%	0.8%	0.1%
Small Agencies	4,141	3,679	---	21.4%	20.6%	---	55.3%	55.5%	---	13.0%	14.9%	---	7.3%	6.3%	---	1.8%	1.8%	---	1.2%	0.9%	---
All DoD	50,714	40,191	32,559	18.2%	17.2%	19.7%	57.4%	58.8%	54.8%	14.6%	14.1%	9.9%	7.4%	7.7%	11.3%	1.7%	1.6%	3.5%	0.7%	0.6%	0.8%
USACE	5,154	6,295	711	16.1%	17.0%	22.0%	59.7%	62.5%	54.6%	14.6%	12.5%	6.5%	7.7%	6.4%	11.8%	1.3%	1.1%	3.9%	0.6%	0.5%	1.3%
Air Force	10,071	8,693	6,545	19.1%	17.2%	20.5%	57.8%	59.5%	55.4%	13.8%	13.7%	9.5%	7.5%	7.7%	10.4%	1.2%	1.5%	3.4%	0.6%	0.4%	0.9%
Army	13,740	8,408	8,964	20.1%	19.8%	21.1%	58.0%	57.0%	55.0%	13.3%	13.7%	9.3%	6.4%	7.2%	11.0%	1.7%	1.6%	2.9%	0.6%	0.6%	0.6%
Navy	12,611	9,511	9,043	16.6%	15.6%	19.6%	57.0%	60.1%	54.4%	16.2%	14.5%	10.5%	7.7%	7.6%	11.5%	1.9%	1.6%	3.3%	0.6%	0.6%	0.7%
Marine Corps	911	765	658	19.3%	17.8%	16.8%	53.9%	56.2%	53.0%	15.7%	15.5%	11.6%	7.7%	7.2%	13.0%	2.8%	3.0%	4.4%	0.6%	0.3%	1.2%
Other DoD	8,227	6,519	6,638	15.2%	14.5%	15.3%	56.1%	58.0%	54.3%	16.3%	15.6%	12.0%	9.0%	9.4%	12.6%	2.5%	1.9%	4.9%	1.0%	0.6%	0.8%

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

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(12) My supervisor supports my need to balance work and family issues.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,459	147,906	100,656	37.1%	37.5%	34.4%	40.6%	41.4%	43.0%	12.5%	11.8%	10.7%	4.9%	4.9%	6.1%	4.0%	3.5%	5.3%	0.9%	0.7%	0.6%
AID	726	803	560	45.8%	35.9%	34.9%	36.6%	44.2%	44.7%	9.4%	10.9%	11.6%	3.8%	3.4%	4.8%	3.1%	5.0%	3.4%	1.2%	0.6%	0.6%
BBG	570	543	---	33.7%	29.4%	---	40.6%	43.0%	---	14.2%	15.3%	---	4.8%	5.6%	---	5.7%	5.2%	---	1.0%	1.6%	---
CSOSA	518	554	---	42.7%	42.3%	---	35.5%	35.7%	---	10.5%	12.0%	---	5.9%	4.1%	---	4.3%	4.4%	---	1.1%	1.5%	---
DHS	10,371	10,477	---	24.8%	26.3%	---	38.8%	38.5%	---	15.9%	16.5%	---	10.0%	9.3%	---	8.8%	8.6%	---	1.6%	0.7%	---
DOC	5,204	4,021	4,134	40.2%	41.8%	36.9%	40.9%	40.4%	42.9%	11.9%	10.8%	11.0%	3.4%	3.8%	5.3%	2.7%	2.5%	3.2%	1.0%	0.7%	0.8%
DOE	7,742	1,485	922	41.7%	43.8%	39.4%	41.4%	40.3%	43.5%	10.0%	9.4%	10.2%	3.5%	3.7%	3.3%	2.7%	2.3%	2.8%	0.7%	0.6%	0.8%
DOI	25,506	5,185	5,412	39.1%	40.8%	38.2%	42.0%	41.8%	43.3%	11.0%	10.0%	9.6%	4.1%	3.9%	5.4%	2.9%	2.7%	2.8%	0.8%	0.7%	0.6%
DOJ	10,967	7,701	4,363	39.1%	38.1%	29.5%	38.7%	38.7%	41.8%	12.6%	11.8%	12.7%	5.0%	6.5%	6.8%	3.9%	4.2%	9.0%	0.8%	0.7%	0.3%
DOL	4,538	4,082	4,105	41.0%	39.2%	37.4%	39.4%	38.5%	40.0%	11.0%	12.3%	11.0%	3.9%	4.5%	5.8%	3.8%	4.3%	5.1%	0.9%	1.2%	0.6%
DOT	5,452	4,950	3,003	33.1%	34.6%	31.3%	37.9%	39.6%	43.7%	14.2%	13.3%	12.4%	6.3%	6.0%	6.8%	7.7%	5.8%	5.0%	0.9%	0.7%	0.8%
Educ	2,909	2,408	1,671	38.6%	40.8%	34.2%	39.3%	38.5%	43.7%	12.2%	11.7%	11.6%	4.6%	3.7%	6.0%	4.0%	4.2%	3.6%	1.2%	1.1%	0.9%
EEOC	1,173	1,693	---	38.9%	39.8%	---	38.8%	39.0%	---	12.3%	12.0%	---	4.9%	5.6%	---	3.9%	2.8%	---	1.3%	0.9%	---
EPA	9,115	6,895	5,666	42.9%	44.8%	39.7%	41.1%	40.4%	42.9%	9.7%	9.0%	9.7%	3.0%	3.0%	3.7%	2.2%	1.9%	2.8%	1.1%	0.9%	1.2%
FDIC	3,085	1,205	---	33.2%	36.1%	---	44.3%	45.3%	---	11.6%	11.1%	---	5.8%	4.2%	---	4.5%	2.9%	---	0.5%	0.4%	---
FERC	753	---	---	49.7%	---	---	36.3%	---	---	7.1%	---	---	2.3%	---	---	2.8%	---	---	1.7%	---	---

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

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(12) My supervisor supports my need to balance work and family issues.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,459	147,906	100,656	37.1%	37.5%	34.4%	40.6%	41.4%	43.0%	12.5%	11.8%	10.7%	4.9%	4.9%	6.1%	4.0%	3.5%	5.3%	0.9%	0.7%	0.6%
FTC	459	616	---	50.1%	46.4%	---	37.1%	36.6%	---	8.7%	8.7%	---	2.1%	4.3%	---	0.9%	2.1%	---	1.1%	2.0%	---
GSA	3,916	2,869	2,559	44.2%	45.9%	40.2%	36.4%	36.4%	39.8%	11.4%	10.9%	9.3%	3.8%	3.2%	5.8%	3.6%	3.1%	4.2%	0.7%	0.6%	0.7%
HHS	25,756	4,653	4,862	39.8%	38.5%	37.1%	38.9%	39.6%	41.1%	12.0%	12.4%	10.6%	4.7%	5.2%	6.1%	3.6%	3.3%	4.4%	1.0%	1.0%	0.6%
HUD	4,075	5,343	1,246	38.5%	39.1%	32.9%	37.8%	41.1%	42.6%	12.4%	10.9%	12.7%	5.1%	4.1%	4.5%	4.9%	3.8%	6.4%	1.2%	0.9%	1.0%
NARA	1,442	1,415	---	41.7%	41.1%	---	38.1%	38.2%	---	12.4%	12.7%	---	3.3%	4.6%	---	3.1%	2.2%	---	1.3%	1.2%	---
NASA	4,734	4,766	4,225	51.3%	51.3%	44.2%	36.2%	36.9%	41.1%	8.2%	7.4%	9.2%	2.2%	2.5%	3.0%	1.2%	1.3%	1.8%	0.8%	0.6%	0.7%
NCUA	623	538	---	37.7%	32.6%	---	43.9%	42.1%	---	10.7%	13.6%	---	3.9%	6.4%	---	3.3%	4.4%	---	0.5%	0.8%	---
NLRB	963	979	---	43.5%	45.8%	---	39.3%	36.2%	---	9.6%	10.3%	---	4.0%	3.7%	---	2.5%	3.0%	---	1.1%	1.0%	---
NRC	1,692	1,876	---	52.6%	48.2%	---	35.6%	37.8%	---	7.2%	8.3%	---	2.5%	3.2%	---	1.2%	1.5%	---	0.9%	1.0%	---
NSF	596	778	441	47.3%	45.3%	43.5%	35.3%	37.2%	37.4%	10.9%	9.1%	12.3%	3.3%	4.1%	3.2%	2.1%	2.6%	3.5%	1.1%	1.6%	0.0%
OMB	250	249	249	37.1%	35.9%	28.2%	30.2%	39.5%	43.3%	17.3%	11.4%	12.9%	7.9%	8.7%	10.8%	5.5%	4.1%	4.4%	2.0%	0.4%	0.5%
OPM	3,012	1,539	1,311	38.2%	38.5%	35.7%	38.6%	42.0%	43.4%	13.0%	10.2%	11.2%	4.6%	4.3%	5.5%	4.1%	3.6%	3.1%	1.5%	1.4%	1.2%
RRB	680	700	---	37.1%	39.3%	---	42.7%	40.7%	---	12.4%	12.0%	---	4.1%	5.1%	---	2.7%	2.1%	---	1.1%	0.8%	---
SBA	1,447	1,661	881	34.1%	36.0%	36.5%	42.3%	44.0%	43.9%	13.6%	12.2%	9.3%	4.6%	4.2%	5.2%	4.7%	2.4%	4.3%	0.6%	1.2%	0.8%
SEC	1,905	2,166	---	50.6%	45.6%	---	33.7%	36.7%	---	9.1%	10.2%	---	3.1%	3.4%	---	2.9%	3.3%	---	0.7%	0.9%	---

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

2006 Federal Human Capital Survey: Report by Agency

(12) My supervisor supports my need to balance work and family issues.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,459	147,906	100,656	37.1%	37.5%	34.4%	40.6%	41.4%	43.0%	12.5%	11.8%	10.7%	4.9%	4.9%	6.1%	4.0%	3.5%	5.3%	0.9%	0.7%	0.6%
SSA	1,317	1,172	1,023	35.8%	29.5%	26.2%	39.6%	45.1%	45.3%	15.5%	15.0%	14.2%	5.5%	5.7%	7.1%	2.9%	3.3%	5.9%	0.8%	1.4%	1.3%
State	1,310	1,272	689	37.3%	40.1%	30.1%	41.1%	38.6%	49.2%	14.3%	12.6%	11.2%	3.7%	4.2%	6.2%	2.4%	3.4%	3.2%	1.3%	1.3%	0.1%
Treasury	7,039	5,677	7,314	39.1%	38.2%	35.7%	39.8%	42.1%	40.4%	10.6%	12.6%	11.5%	5.7%	3.2%	5.8%	3.3%	2.9%	5.7%	1.5%	1.1%	0.8%
USDA	13,599	10,404	10,441	40.1%	41.0%	37.6%	41.2%	42.8%	44.6%	11.2%	9.4%	8.9%	4.0%	3.8%	4.5%	2.9%	2.3%	3.8%	0.6%	0.6%	0.6%
VA	3,144	3,344	2,388	34.0%	35.9%	33.2%	40.3%	43.6%	43.7%	14.2%	10.8%	8.7%	4.6%	5.5%	6.6%	5.8%	3.8%	7.4%	1.1%	0.5%	0.4%
Small Agencies	4,141	3,679	---	45.7%	46.1%	---	37.0%	37.2%	---	9.9%	9.7%	---	3.6%	3.3%	---	2.3%	2.8%	---	1.5%	0.9%	---
All DoD	50,730	40,192	32,559	38.2%	38.9%	34.5%	42.2%	42.0%	43.2%	11.7%	11.5%	10.6%	4.2%	4.3%	6.3%	2.9%	2.7%	4.8%	0.7%	0.6%	0.5%
USACE	5,154	6,295	711	40.3%	43.0%	36.3%	43.0%	42.0%	43.1%	10.1%	9.0%	10.1%	3.6%	3.0%	4.9%	2.3%	2.4%	4.7%	0.7%	0.6%	0.9%
Air Force	10,077	8,695	6,545	38.7%	38.4%	35.5%	40.4%	41.9%	45.1%	12.1%	11.4%	9.1%	4.6%	4.7%	6.2%	3.4%	2.8%	3.8%	0.8%	0.8%	0.3%
Army	13,744	8,408	8,964	38.8%	39.6%	34.6%	42.8%	41.0%	42.7%	11.4%	11.6%	10.7%	3.9%	4.7%	6.6%	2.4%	2.8%	4.9%	0.7%	0.4%	0.5%
Navy	12,615	9,510	9,043	37.0%	38.2%	35.0%	42.9%	43.4%	42.3%	12.2%	11.8%	11.2%	4.3%	3.8%	6.0%	2.9%	2.2%	5.0%	0.7%	0.7%	0.5%
Marine Corps	911	764	658	40.5%	40.8%	31.5%	39.2%	38.9%	42.9%	11.7%	12.0%	11.0%	4.8%	4.7%	7.1%	3.2%	3.4%	6.7%	0.5%	0.2%	0.8%
Other DoD	8,229	6,520	6,638	37.1%	37.3%	31.6%	43.5%	42.6%	42.9%	11.4%	12.1%	11.9%	4.2%	4.2%	7.0%	3.0%	3.3%	5.8%	0.7%	0.6%	0.7%

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

2006 Federal Human Capital Survey: Report by Agency

(13) Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,433	147,905	100,656	19.1%	17.4%	12.5%	41.1%	42.2%	44.3%	21.5%	21.3%	18.6%	11.2%	12.3%	15.9%	6.1%	6.1%	8.2%	1.0%	0.8%	0.5%
AID	726	803	560	24.7%	20.2%	13.6%	46.0%	46.8%	46.8%	15.9%	16.9%	21.6%	8.0%	9.3%	13.5%	4.3%	6.2%	3.9%	1.0%	0.6%	0.6%
BBG	570	543	---	12.3%	14.5%	---	31.6%	32.6%	---	26.6%	24.0%	---	15.7%	16.0%	---	12.3%	10.2%	---	1.5%	2.7%	---
CSOSA	518	554	---	24.1%	22.1%	---	41.6%	43.1%	---	18.3%	19.0%	---	10.2%	11.3%	---	4.8%	4.0%	---	1.0%	0.4%	---
DHS	10,366	10,476	---	12.8%	12.2%	---	37.4%	37.7%	---	23.2%	21.2%	---	14.5%	17.6%	---	10.9%	10.9%	---	1.2%	0.5%	---
DOC	5,204	4,021	4,134	19.1%	19.1%	12.1%	43.9%	41.3%	45.6%	20.7%	22.3%	20.3%	9.5%	10.9%	14.6%	5.7%	5.1%	6.6%	1.1%	1.2%	0.9%
DOE	7,742	1,485	922	18.1%	18.7%	10.6%	43.6%	47.0%	51.0%	20.4%	18.6%	16.4%	11.4%	10.4%	13.6%	5.7%	4.9%	7.5%	0.9%	0.3%	0.9%
DOI	25,504	5,187	5,412	16.2%	15.8%	11.4%	43.1%	42.0%	46.3%	21.1%	23.0%	19.0%	12.4%	12.4%	15.9%	6.4%	6.3%	6.9%	0.8%	0.5%	0.6%
DOJ	10,963	7,701	4,363	19.3%	18.3%	8.7%	44.4%	40.3%	43.2%	20.1%	20.9%	20.9%	10.6%	13.6%	16.9%	4.6%	6.0%	9.9%	0.9%	0.9%	0.5%
DOL	4,538	4,082	4,105	19.2%	17.4%	11.2%	41.3%	41.1%	44.5%	20.6%	20.5%	18.6%	11.8%	13.3%	16.0%	6.3%	6.8%	8.9%	0.7%	0.9%	0.8%
DOT	5,451	4,950	3,003	18.3%	14.9%	10.6%	36.3%	42.9%	45.9%	20.7%	20.3%	18.1%	14.2%	13.8%	16.5%	9.6%	7.4%	8.5%	1.0%	0.8%	0.5%
Educ	2,909	2,408	1,671	17.6%	18.6%	13.0%	41.0%	41.2%	43.9%	19.1%	17.7%	17.7%	13.0%	12.8%	15.0%	7.8%	8.4%	9.7%	1.4%	1.3%	0.8%
EEOC	1,173	1,693	---	17.9%	18.5%	---	38.2%	35.0%	---	22.1%	23.1%	---	12.8%	14.5%	---	7.7%	7.7%	---	1.3%	1.2%	---
EPA	9,115	6,895	5,666	20.7%	21.3%	12.0%	44.3%	44.7%	48.9%	19.0%	18.5%	17.4%	10.1%	10.5%	13.7%	4.9%	4.1%	7.4%	1.0%	0.8%	0.5%
FDIC	3,085	1,205	---	14.0%	14.3%	---	43.9%	49.0%	---	22.1%	21.3%	---	12.7%	9.9%	---	6.5%	4.9%	---	0.9%	0.6%	---
FERC	753	---	---	23.9%	---	---	41.7%	---	---	20.6%	---	---	7.6%	---	---	4.9%	---	---	1.3%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(13) Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,433	147,905	100,656	19.1%	17.4%	12.5%	41.1%	42.2%	44.3%	21.5%	21.3%	18.6%	11.2%	12.3%	15.9%	6.1%	6.1%	8.2%	1.0%	0.8%	0.5%
FTC	459	616	---	27.4%	24.8%	---	40.4%	42.3%	---	20.3%	17.3%	---	7.9%	9.3%	---	3.0%	5.4%	---	0.9%	0.9%	---
GSA	3,916	2,869	2,559	25.0%	26.1%	17.7%	41.0%	40.4%	45.4%	17.7%	18.2%	15.4%	9.9%	9.5%	13.0%	5.6%	5.1%	7.3%	0.8%	0.7%	1.1%
HHS	25,756	4,653	4,862	20.2%	18.0%	13.8%	40.5%	40.7%	40.9%	20.8%	21.2%	19.3%	11.2%	12.7%	16.7%	6.2%	6.3%	8.7%	1.1%	1.1%	0.6%
HUD	4,075	5,343	1,246	18.7%	17.3%	9.8%	37.3%	38.3%	45.6%	20.8%	23.7%	18.0%	12.8%	12.3%	15.3%	9.1%	7.3%	10.4%	1.4%	1.2%	0.9%
NARA	1,442	1,415	---	18.0%	14.3%	---	37.4%	38.9%	---	23.2%	23.6%	---	12.6%	13.9%	---	7.4%	7.6%	---	1.5%	1.6%	---
NASA	4,734	4,766	4,225	27.9%	26.6%	17.5%	45.9%	46.8%	52.6%	15.2%	16.4%	15.4%	7.3%	6.8%	10.5%	3.1%	3.0%	3.5%	0.6%	0.4%	0.6%
NCUA	623	538	---	23.4%	18.3%	---	49.6%	49.8%	---	13.9%	16.8%	---	9.3%	10.5%	---	3.0%	3.7%	---	0.8%	0.8%	---
NLRB	963	979	---	16.1%	17.7%	---	40.2%	37.1%	---	22.1%	21.8%	---	14.5%	14.8%	---	5.9%	6.9%	---	1.2%	1.7%	---
NRC	1,692	1,876	---	28.3%	22.7%	---	44.6%	46.0%	---	16.1%	19.7%	---	6.9%	7.5%	---	3.1%	3.1%	---	1.0%	1.0%	---
NSF	596	778	441	30.3%	26.7%	16.2%	37.3%	40.0%	43.1%	15.8%	16.1%	17.6%	10.7%	11.7%	12.9%	5.7%	4.1%	9.2%	0.3%	1.4%	0.9%
OMB	250	249	249	26.8%	24.7%	12.7%	43.0%	48.4%	50.1%	16.6%	14.6%	15.7%	9.8%	9.1%	14.2%	3.0%	2.4%	7.4%	0.7%	0.8%	0.0%
OPM	3,012	1,539	1,311	16.7%	17.3%	12.4%	37.6%	39.9%	44.0%	24.7%	22.2%	19.3%	12.7%	12.7%	14.9%	6.9%	6.9%	7.9%	1.4%	1.0%	1.4%
RRB	680	700	---	12.9%	12.6%	---	38.4%	38.9%	---	28.7%	24.7%	---	12.0%	15.9%	---	6.7%	6.2%	---	1.4%	1.7%	---
SBA	1,447	1,661	881	13.9%	13.7%	13.0%	40.2%	41.1%	39.3%	23.2%	23.8%	21.8%	12.9%	12.6%	16.1%	9.0%	7.2%	9.3%	0.8%	1.6%	0.5%
SEC	1,905	2,166	---	22.0%	19.8%	---	40.0%	40.7%	---	19.7%	21.2%	---	10.8%	12.1%	---	6.4%	5.1%	---	1.2%	1.1%	---

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

2006 Federal Human Capital Survey: Report by Agency

(13) Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,433	147,905	100,656	19.1%	17.4%	12.5%	41.1%	42.2%	44.3%	21.5%	21.3%	18.6%	11.2%	12.3%	15.9%	6.1%	6.1%	8.2%	1.0%	0.8%	0.5%
SSA	1,317	1,172	1,023	18.3%	11.9%	10.7%	36.2%	36.2%	39.5%	24.9%	29.7%	20.0%	13.1%	14.2%	19.4%	6.6%	6.8%	8.6%	1.0%	1.2%	1.8%
State	1,310	1,272	689	21.6%	23.2%	10.0%	45.4%	41.7%	47.3%	19.6%	21.7%	18.7%	9.5%	9.2%	17.9%	3.1%	3.9%	6.0%	0.9%	0.2%	0.0%
Treasury	7,036	5,677	7,314	21.2%	18.0%	13.2%	41.6%	45.8%	45.4%	22.2%	19.9%	18.6%	9.4%	10.2%	13.7%	4.2%	5.2%	7.9%	1.3%	0.8%	1.2%
USDA	13,596	10,403	10,441	17.3%	14.7%	10.0%	43.9%	46.0%	48.5%	21.6%	21.6%	20.1%	11.5%	12.7%	14.8%	5.0%	4.6%	6.1%	0.7%	0.5%	0.4%
VA	3,144	3,344	2,388	19.9%	17.9%	17.9%	35.9%	41.7%	41.3%	22.9%	21.0%	16.0%	11.2%	11.2%	14.1%	8.8%	7.4%	10.7%	1.2%	0.8%	0.1%
Small Agencies	4,141	3,679	---	22.1%	21.6%	---	39.7%	40.8%	---	19.8%	20.1%	---	10.8%	10.9%	---	6.1%	5.9%	---	1.5%	0.8%	---
All DoD	50,722	40,191	32,559	19.6%	18.5%	12.0%	43.0%	43.1%	44.3%	21.2%	21.0%	18.9%	10.6%	11.7%	16.8%	4.8%	5.0%	7.8%	0.8%	0.7%	0.3%
USACE	5,154	6,295	711	19.0%	19.0%	12.8%	46.4%	46.3%	49.6%	19.4%	19.6%	15.5%	10.3%	10.4%	15.8%	4.1%	4.1%	6.2%	0.7%	0.6%	0.0%
Air Force	10,073	8,696	6,545	19.9%	18.4%	12.8%	42.9%	43.2%	44.9%	20.7%	19.7%	19.7%	10.2%	12.2%	15.7%	5.3%	5.7%	6.7%	1.0%	0.8%	0.2%
Army	13,742	8,406	8,964	21.0%	20.7%	11.9%	43.4%	41.5%	43.8%	20.4%	20.6%	18.9%	10.5%	11.7%	17.3%	4.2%	4.8%	7.8%	0.7%	0.6%	0.3%
Navy	12,613	9,510	9,043	18.0%	16.5%	12.2%	43.3%	45.5%	44.7%	22.2%	22.1%	18.7%	10.6%	10.9%	15.9%	5.1%	4.3%	8.2%	0.8%	0.7%	0.3%
Marine Corps	912	764	658	22.6%	19.9%	10.5%	35.5%	39.9%	39.1%	23.4%	22.5%	18.5%	11.5%	11.4%	20.5%	6.3%	6.2%	11.1%	0.6%	0.2%	0.2%
Other DoD	8,228	6,520	6,638	18.4%	17.2%	10.0%	41.6%	41.0%	42.1%	22.7%	22.4%	19.5%	11.4%	13.0%	18.9%	5.1%	5.4%	9.1%	0.7%	0.9%	0.4%

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

2006 Federal Human Capital Survey: Report by Agency

(14) My work unit is able to recruit people with the right skills.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,411	147,896	100,656	9.7%	9.4%	6.5%	33.8%	34.3%	31.3%	28.3%	28.3%	23.0%	16.4%	16.9%	23.7%	8.3%	8.0%	12.9%	3.4%	3.0%	2.5%
AID	726	803	560	12.5%	9.6%	4.9%	40.3%	43.2%	38.0%	21.1%	23.3%	22.5%	15.7%	15.8%	24.4%	7.9%	6.3%	8.6%	2.6%	1.9%	1.4%
BBG	570	543	---	6.5%	8.6%	---	28.4%	24.7%	---	27.4%	26.0%	---	17.1%	19.5%	---	17.4%	17.3%	---	3.3%	3.8%	---
CSOSA	518	554	---	11.4%	12.5%	---	34.9%	35.6%	---	31.1%	29.6%	---	11.2%	13.1%	---	7.8%	5.7%	---	3.6%	3.5%	---
DHS	10,368	10,469	---	6.1%	5.7%	---	26.9%	24.3%	---	30.9%	33.5%	---	18.5%	19.4%	---	12.6%	12.8%	---	4.9%	4.4%	---
DOC	5,204	4,021	4,134	11.9%	10.9%	7.6%	39.9%	42.4%	39.1%	26.4%	23.8%	24.5%	12.2%	13.2%	19.0%	5.8%	5.6%	7.1%	3.9%	4.0%	2.7%
DOE	7,742	1,485	922	8.8%	9.9%	6.2%	33.3%	38.2%	30.1%	27.3%	25.9%	21.4%	18.1%	15.7%	24.6%	8.8%	8.3%	13.9%	3.7%	2.0%	3.8%
DOI	25,500	5,186	5,412	7.6%	8.7%	6.1%	34.2%	34.7%	35.0%	28.4%	29.2%	22.4%	17.9%	17.7%	24.2%	9.2%	7.3%	10.3%	2.7%	2.4%	2.0%
DOJ	10,962	7,701	4,363	10.0%	11.3%	6.5%	36.7%	36.4%	32.8%	29.6%	27.9%	24.1%	14.5%	14.6%	20.5%	5.2%	6.4%	14.6%	4.0%	3.4%	1.5%
DOL	4,538	4,082	4,105	10.2%	9.1%	6.5%	34.6%	36.6%	34.8%	28.5%	27.6%	24.9%	14.6%	15.1%	19.8%	7.6%	7.0%	9.9%	4.6%	4.6%	4.1%
DOT	5,450	4,951	3,003	7.7%	4.1%	5.9%	28.4%	28.1%	30.5%	25.6%	25.6%	21.8%	17.5%	22.3%	25.1%	16.2%	15.5%	14.5%	4.6%	4.4%	2.2%
Educ	2,909	2,408	1,671	8.2%	9.7%	7.5%	32.0%	31.8%	26.0%	27.8%	26.7%	21.4%	17.2%	17.0%	25.8%	10.2%	10.3%	14.9%	4.7%	4.5%	4.4%
EEOC	1,173	1,693	---	9.0%	7.9%	---	23.7%	25.8%	---	30.6%	29.3%	---	16.9%	18.8%	---	12.2%	11.6%	---	7.6%	6.6%	---
EPA	9,115	6,895	5,666	10.2%	11.6%	5.8%	35.9%	37.5%	34.1%	27.1%	26.0%	22.7%	16.0%	15.5%	23.3%	7.4%	6.4%	11.2%	3.4%	3.0%	2.9%
FDIC	3,085	1,205	---	6.2%	5.6%	---	29.5%	31.0%	---	33.5%	30.9%	---	16.8%	17.9%	---	7.9%	9.2%	---	6.0%	5.3%	---
FERC	753	---	---	15.2%	---	---	43.5%	---	---	24.0%	---	---	9.7%	---	---	3.8%	---	---	3.8%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(14) My work unit is able to recruit people with the right skills.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,411	147,896	100,656	9.7%	9.4%	6.5%	33.8%	34.3%	31.3%	28.3%	28.3%	23.0%	16.4%	16.9%	23.7%	8.3%	8.0%	12.9%	3.4%	3.0%	2.5%
FTC	459	616	---	22.8%	23.4%	---	46.2%	42.0%	---	19.0%	20.1%	---	6.5%	8.6%	---	2.7%	4.1%	---	2.8%	1.9%	---
GSA	3,916	2,869	2,559	13.4%	14.4%	11.1%	34.0%	36.8%	33.1%	26.1%	26.0%	23.0%	14.9%	12.4%	19.5%	7.7%	6.2%	9.7%	3.9%	4.2%	3.6%
HHS	25,756	4,653	4,862	10.8%	10.5%	8.9%	35.4%	36.9%	38.0%	26.6%	27.7%	21.7%	16.0%	15.6%	21.0%	8.1%	6.5%	8.3%	3.1%	2.7%	2.2%
HUD	4,075	5,343	1,246	7.3%	5.9%	3.5%	22.5%	23.5%	24.1%	30.0%	31.1%	22.6%	19.5%	21.7%	26.3%	14.4%	13.4%	19.0%	6.3%	4.5%	4.5%
NARA	1,442	1,415	---	9.8%	9.1%	---	33.3%	35.5%	---	29.3%	28.1%	---	16.6%	17.3%	---	8.0%	6.8%	---	2.9%	3.2%	---
NASA	4,734	4,766	4,225	11.4%	12.2%	8.9%	34.9%	36.1%	32.1%	24.9%	25.4%	21.4%	17.6%	16.5%	22.6%	8.2%	7.5%	12.8%	3.1%	2.3%	2.2%
NCUA	623	538	---	13.0%	9.8%	---	43.1%	51.0%	---	28.1%	22.6%	---	9.1%	9.4%	---	3.0%	3.5%	---	3.8%	3.7%	---
NLRB	963	979	---	12.1%	12.9%	---	38.4%	38.1%	---	26.6%	25.8%	---	11.5%	11.7%	---	5.4%	5.5%	---	6.0%	6.0%	---
NRC	1,692	1,876	---	17.8%	16.9%	---	46.5%	45.5%	---	20.4%	21.4%	---	9.5%	10.4%	---	3.6%	3.0%	---	2.1%	2.6%	---
NSF	596	778	441	18.2%	16.5%	13.0%	41.1%	41.3%	36.4%	19.9%	26.1%	22.9%	13.9%	11.5%	18.6%	4.1%	2.9%	6.1%	2.8%	1.7%	3.0%
OMB	250	249	249	32.5%	28.5%	16.0%	48.9%	52.9%	59.6%	11.2%	13.9%	13.4%	5.1%	2.7%	7.6%	1.5%	2.0%	3.4%	0.8%	0.0%	0.0%
OPM	3,012	1,539	1,311	9.6%	9.6%	8.6%	33.9%	36.7%	37.2%	31.8%	26.9%	23.3%	12.1%	14.2%	19.8%	6.3%	8.5%	7.7%	6.4%	4.1%	3.4%
RRB	680	700	---	7.6%	5.3%	---	22.6%	28.4%	---	34.9%	32.4%	---	18.7%	17.8%	---	11.4%	9.5%	---	4.8%	6.5%	---
SBA	1,447	1,661	881	5.5%	4.8%	3.8%	19.8%	18.2%	18.3%	25.5%	29.5%	23.1%	18.5%	17.2%	23.3%	23.5%	22.8%	27.1%	7.1%	7.4%	4.4%
SEC	1,905	2,166	---	17.3%	19.4%	---	39.1%	47.3%	---	22.6%	20.3%	---	10.7%	6.9%	---	6.1%	3.2%	---	4.1%	2.9%	---

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

2006 Federal Human Capital Survey: Report by Agency

(14) My work unit is able to recruit people with the right skills.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,411	147,896	100,656	9.7%	9.4%	6.5%	33.8%	34.3%	31.3%	28.3%	28.3%	23.0%	16.4%	16.9%	23.7%	8.3%	8.0%	12.9%	3.4%	3.0%	2.5%
SSA	1,317	1,172	1,023	8.5%	6.4%	4.8%	34.2%	27.6%	27.2%	27.1%	33.0%	21.9%	17.5%	19.3%	25.4%	7.4%	9.4%	15.5%	5.3%	4.2%	5.2%
State	1,310	1,272	689	15.1%	14.6%	7.9%	38.7%	40.9%	33.1%	25.5%	24.6%	22.7%	12.2%	14.3%	24.3%	4.7%	3.4%	10.4%	3.7%	2.2%	1.6%
Treasury	7,032	5,677	7,314	11.1%	7.0%	4.6%	29.0%	31.8%	27.3%	29.7%	28.9%	23.6%	17.9%	18.4%	25.6%	6.8%	9.4%	15.3%	5.5%	4.4%	3.6%
USDA	13,592	10,402	10,441	7.3%	6.7%	4.7%	31.4%	33.2%	32.5%	31.4%	31.6%	25.0%	19.3%	18.3%	25.2%	8.0%	7.8%	10.8%	2.6%	2.4%	1.8%
VA	3,144	3,344	2,388	12.0%	13.5%	6.9%	37.0%	38.5%	29.7%	23.9%	24.8%	22.2%	14.7%	15.2%	25.2%	9.8%	6.0%	14.3%	2.6%	2.1%	1.7%
Small Agencies	4,141	3,679	---	15.2%	15.8%	---	38.2%	41.3%	---	24.5%	23.6%	---	12.2%	11.6%	---	5.9%	5.0%	---	4.1%	2.6%	---
All DoD	50,712	40,190	32,559	9.6%	9.4%	6.9%	34.5%	35.4%	31.3%	29.3%	28.5%	23.1%	16.6%	16.8%	23.5%	7.3%	7.4%	12.7%	2.8%	2.5%	2.5%
USACE	5,154	6,295	711	8.6%	9.3%	7.9%	36.2%	39.8%	32.9%	29.3%	27.9%	23.3%	16.1%	15.2%	21.8%	7.4%	5.9%	11.4%	2.5%	2.0%	2.8%
Air Force	10,069	8,695	6,545	10.2%	9.0%	7.8%	35.1%	35.7%	32.9%	29.2%	28.6%	24.4%	16.3%	16.5%	22.4%	6.7%	7.5%	10.6%	2.4%	2.7%	2.1%
Army	13,740	8,405	8,964	10.9%	12.0%	7.2%	37.0%	37.4%	31.7%	28.3%	26.2%	22.2%	15.1%	15.6%	24.2%	6.3%	7.1%	12.4%	2.4%	1.7%	2.3%
Navy	12,611	9,510	9,043	7.9%	7.3%	6.6%	31.5%	33.7%	32.1%	30.3%	30.4%	22.3%	18.5%	18.1%	23.2%	8.6%	7.7%	13.3%	3.2%	2.8%	2.6%
Marine Corps	912	765	658	9.8%	10.1%	4.7%	31.3%	34.2%	27.8%	29.3%	28.9%	24.0%	19.3%	16.4%	26.2%	8.5%	8.6%	15.2%	1.8%	1.8%	2.1%
Other DoD	8,226	6,520	6,638	8.7%	8.2%	5.6%	32.9%	32.2%	26.5%	30.2%	30.0%	24.3%	16.6%	18.1%	24.6%	8.1%	8.0%	15.7%	3.5%	3.6%	3.3%

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

2006 Federal Human Capital Survey: Report by Agency

(15) The skill level in my work unit has improved in the past year.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,415	147,895	100,656	14.2%	13.6%	15.8%	36.6%	37.2%	40.5%	28.5%	29.1%	20.2%	12.7%	12.8%	16.0%	5.4%	5.2%	5.5%	2.5%	2.2%	1.9%
AID	726	803	560	15.4%	13.2%	14.3%	37.0%	40.9%	37.4%	25.0%	25.6%	23.5%	12.6%	11.9%	18.0%	5.8%	5.3%	6.2%	4.2%	3.0%	0.6%
BBG	570	543	---	11.6%	12.2%	---	30.3%	32.2%	---	27.9%	26.0%	---	17.1%	15.9%	---	9.6%	10.2%	---	3.4%	3.5%	---
CSOSA	518	554	---	17.9%	16.7%	---	41.1%	43.2%	---	25.2%	26.0%	---	7.7%	8.1%	---	4.5%	2.1%	---	3.6%	3.9%	---
DHS	10,370	10,474	---	12.1%	11.7%	---	37.4%	40.3%	---	26.8%	25.5%	---	12.9%	13.7%	---	8.0%	7.0%	---	2.8%	1.9%	---
DOC	5,204	4,021	4,134	14.1%	13.6%	14.8%	38.0%	38.9%	41.4%	29.5%	29.1%	24.0%	11.0%	11.7%	13.6%	4.0%	3.7%	3.8%	3.4%	3.0%	2.4%
DOE	7,742	1,485	922	12.2%	13.4%	15.3%	35.5%	38.4%	38.7%	29.6%	28.9%	21.8%	14.2%	12.9%	15.5%	5.8%	4.9%	6.1%	2.7%	1.4%	2.6%
DOI	25,501	5,184	5,412	11.0%	11.7%	15.5%	36.1%	35.9%	42.9%	30.6%	31.6%	20.2%	14.3%	14.7%	15.1%	6.1%	4.7%	4.5%	2.0%	1.5%	1.8%
DOJ	10,961	7,701	4,363	13.7%	14.1%	13.3%	37.9%	36.2%	39.6%	30.0%	29.1%	21.1%	11.8%	13.7%	17.3%	3.8%	4.1%	7.0%	2.8%	2.8%	1.7%
DOL	4,538	4,082	4,105	13.9%	13.3%	15.3%	37.0%	37.8%	42.8%	28.9%	28.0%	20.6%	12.0%	12.4%	13.3%	5.1%	5.5%	5.9%	3.1%	3.0%	2.2%
DOT	5,451	4,948	3,003	10.8%	8.6%	13.6%	30.8%	33.7%	41.8%	28.6%	31.2%	19.3%	16.4%	15.4%	16.0%	10.9%	8.7%	7.2%	2.6%	2.5%	2.2%
Educ	2,909	2,408	1,671	12.1%	12.4%	13.8%	37.0%	34.7%	39.3%	28.2%	28.6%	22.0%	13.0%	13.6%	16.8%	6.0%	6.7%	5.6%	3.7%	3.9%	2.6%
EEOC	1,173	1,693	---	11.8%	11.9%	---	32.9%	35.3%	---	32.1%	31.2%	---	12.2%	12.8%	---	6.2%	4.8%	---	4.9%	4.0%	---
EPA	9,115	6,895	5,666	11.6%	12.3%	11.7%	34.0%	34.4%	37.9%	32.4%	32.5%	24.6%	13.9%	13.4%	16.9%	5.0%	4.7%	5.7%	3.1%	2.7%	3.1%
FDIC	3,085	1,205	---	7.9%	7.5%	---	34.3%	34.4%	---	32.9%	35.7%	---	16.1%	14.5%	---	6.7%	5.2%	---	2.1%	2.6%	---
FERC	753	---	---	17.2%	---	---	38.4%	---	---	28.7%	---	---	8.8%	---	---	2.3%	---	---	4.6%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(15) The skill level in my work unit has improved in the past year.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,415	147,895	100,656	14.2%	13.6%	15.8%	36.6%	37.2%	40.5%	28.5%	29.1%	20.2%	12.7%	12.8%	16.0%	5.4%	5.2%	5.5%	2.5%	2.2%	1.9%
FTC	459	616	---	17.7%	15.2%	---	34.7%	34.7%	---	29.9%	32.6%	---	8.7%	9.4%	---	2.7%	2.9%	---	6.2%	5.3%	---
GSA	3,916	2,869	2,559	19.0%	21.5%	20.4%	38.3%	37.9%	43.0%	24.0%	24.5%	18.1%	10.8%	9.4%	12.8%	5.0%	4.2%	3.7%	2.8%	2.4%	2.1%
HHS	25,756	4,653	4,862	14.7%	13.9%	16.2%	36.5%	37.1%	40.9%	28.8%	30.1%	21.0%	11.7%	11.4%	15.3%	5.4%	5.2%	4.1%	2.9%	2.4%	2.5%
HUD	4,075	5,343	1,246	11.1%	10.5%	12.5%	33.8%	33.0%	39.2%	28.9%	32.1%	22.2%	14.4%	14.1%	17.4%	8.8%	7.6%	6.5%	3.0%	2.8%	2.2%
NARA	1,442	1,415	---	14.6%	14.0%	---	35.0%	36.4%	---	30.1%	29.4%	---	12.2%	11.3%	---	5.1%	5.0%	---	2.9%	3.8%	---
NASA	4,734	4,766	4,225	13.8%	13.9%	18.1%	34.6%	35.6%	39.5%	29.7%	31.3%	21.6%	13.4%	12.7%	14.5%	5.2%	4.0%	4.2%	3.2%	2.6%	2.2%
NCUA	623	538	---	16.6%	11.5%	---	37.6%	45.5%	---	31.1%	26.5%	---	10.7%	12.6%	---	1.3%	1.7%	---	2.7%	2.2%	---
NLRB	963	979	---	11.5%	12.3%	---	34.8%	33.4%	---	36.0%	32.3%	---	9.8%	12.2%	---	3.2%	4.0%	---	4.7%	5.7%	---
NRC	1,692	1,876	---	18.2%	15.6%	---	35.4%	36.1%	---	29.2%	29.3%	---	10.9%	11.2%	---	3.8%	3.5%	---	2.4%	4.2%	---
NSF	596	778	441	21.7%	17.2%	21.3%	32.6%	33.8%	35.9%	28.7%	29.9%	19.6%	11.6%	12.2%	14.6%	3.1%	3.0%	5.4%	2.2%	3.9%	3.3%
OMB	250	249	249	18.9%	15.1%	14.3%	31.7%	38.4%	44.4%	33.1%	35.0%	22.8%	11.5%	6.1%	11.8%	3.5%	2.8%	3.2%	1.4%	2.5%	3.4%
OPM	3,012	1,539	1,311	13.9%	13.2%	15.9%	37.2%	37.1%	42.4%	28.6%	27.1%	19.5%	11.1%	13.5%	15.3%	4.8%	5.9%	4.2%	4.5%	3.2%	2.8%
RRB	680	700	---	11.0%	9.2%	---	34.4%	36.9%	---	34.0%	30.4%	---	13.3%	17.8%	---	4.8%	3.1%	---	2.4%	2.5%	---
SBA	1,447	1,661	881	9.6%	8.7%	13.8%	32.6%	31.2%	36.5%	27.9%	30.3%	23.6%	15.5%	16.0%	17.8%	11.4%	11.1%	6.8%	3.0%	2.7%	1.5%
SEC	1,905	2,166	---	18.9%	18.7%	---	36.5%	38.6%	---	27.8%	25.0%	---	8.9%	8.2%	---	4.6%	2.7%	---	3.3%	6.9%	---

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

2006 Federal Human Capital Survey: Report by Agency

(15) The skill level in my work unit has improved in the past year.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,415	147,895	100,656	14.2%	13.6%	15.8%	36.6%	37.2%	40.5%	28.5%	29.1%	20.2%	12.7%	12.8%	16.0%	5.4%	5.2%	5.5%	2.5%	2.2%	1.9%
SSA	1,317	1,172	1,023	14.3%	11.5%	14.3%	40.0%	37.4%	38.3%	24.6%	28.4%	18.0%	13.5%	12.4%	17.3%	4.5%	6.8%	7.6%	3.1%	3.6%	4.5%
State	1,310	1,272	689	15.8%	15.6%	14.4%	35.6%	34.3%	39.9%	28.1%	30.4%	20.4%	9.9%	11.2%	19.6%	4.2%	2.6%	3.4%	6.3%	5.9%	2.3%
Treasury	7,033	5,677	7,314	15.4%	11.1%	14.4%	36.6%	39.2%	42.0%	30.2%	29.9%	19.9%	10.5%	10.8%	15.4%	3.6%	5.6%	5.3%	3.7%	3.4%	2.9%
USDA	13,595	10,402	10,441	11.3%	11.5%	13.4%	37.1%	38.8%	43.3%	30.6%	29.6%	21.2%	13.3%	13.7%	15.6%	5.5%	4.5%	5.2%	2.2%	1.9%	1.4%
VA	3,144	3,344	2,388	18.2%	18.5%	20.9%	35.7%	38.7%	44.7%	25.9%	28.0%	16.2%	13.5%	10.1%	13.2%	5.4%	4.3%	3.7%	1.3%	0.4%	1.4%
Small Agencies	4,141	3,679	---	17.6%	15.8%	---	34.8%	35.6%	---	29.3%	29.4%	---	10.3%	11.1%	---	4.7%	4.7%	---	3.2%	3.5%	---
All DoD	50,709	40,189	32,559	14.1%	13.6%	15.6%	37.0%	36.3%	38.6%	28.9%	29.4%	21.1%	12.6%	13.4%	17.1%	5.0%	5.0%	6.0%	2.3%	2.2%	1.6%
USACE	5,154	6,295	711	11.0%	12.9%	18.2%	36.4%	38.0%	42.0%	30.7%	29.9%	15.8%	14.8%	13.4%	17.5%	5.1%	4.0%	5.5%	2.0%	1.8%	1.1%
Air Force	10,070	8,694	6,545	14.5%	13.4%	16.3%	35.9%	35.0%	39.6%	29.1%	29.8%	21.0%	13.1%	14.1%	15.9%	5.2%	5.3%	5.7%	2.1%	2.4%	1.4%
Army	13,737	8,407	8,964	15.5%	16.3%	15.3%	39.3%	36.7%	38.0%	27.8%	27.9%	22.2%	11.0%	11.9%	16.8%	4.1%	5.0%	6.0%	2.3%	2.2%	1.7%
Navy	12,610	9,509	9,043	12.6%	11.6%	15.9%	35.5%	36.8%	39.1%	30.0%	31.2%	20.1%	13.8%	13.6%	17.5%	5.7%	4.8%	5.7%	2.4%	2.0%	1.7%
Marine Corps	912	765	658	17.5%	13.6%	14.3%	37.0%	39.2%	36.2%	24.9%	28.0%	22.5%	12.6%	11.9%	18.7%	6.2%	6.2%	7.5%	1.8%	1.0%	0.8%
Other DoD	8,226	6,519	6,638	13.4%	12.3%	13.7%	36.8%	36.1%	36.5%	28.8%	28.6%	22.9%	12.5%	15.1%	18.3%	5.5%	5.1%	6.8%	3.0%	2.8%	1.8%

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

2006 Federal Human Capital Survey: Report by Agency

(16) I have sufficient resources (for example, people, materials, budget) to get my job done.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,389	147,887	100,656	10.7%	10.5%	10.2%	36.9%	39.0%	38.3%	18.3%	17.5%	13.1%	21.4%	21.3%	25.0%	11.7%	11.0%	13.3%	1.0%	0.8%	0.1%
AID	726	803	560	7.8%	7.8%	6.0%	32.7%	37.2%	38.1%	17.3%	17.3%	12.2%	25.9%	25.7%	29.4%	15.2%	11.0%	14.3%	1.1%	1.0%	0.0%
BBG	570	543	---	5.3%	7.9%	---	27.9%	27.9%	---	19.8%	15.2%	---	25.7%	26.1%	---	17.9%	20.9%	---	3.4%	2.0%	---
CSOSA	518	554	---	16.9%	19.7%	---	41.9%	45.7%	---	18.5%	14.6%	---	14.3%	15.0%	---	7.9%	4.8%	---	0.6%	0.2%	---
DHS	10,360	10,468	---	6.3%	6.7%	---	30.8%	30.5%	---	18.5%	17.0%	---	24.6%	25.8%	---	18.4%	18.8%	---	1.3%	1.1%	---
DOC	5,204	4,021	4,134	11.1%	11.1%	12.0%	40.5%	40.1%	43.9%	17.7%	18.8%	14.4%	19.9%	19.6%	21.0%	10.0%	9.6%	8.4%	0.7%	0.7%	0.2%
DOE	7,742	1,485	922	9.3%	11.0%	13.9%	40.1%	45.5%	42.7%	18.8%	16.3%	12.3%	20.6%	19.0%	22.7%	10.5%	7.7%	7.9%	0.8%	0.5%	0.6%
DOI	25,495	5,183	5,412	7.7%	7.5%	9.2%	32.7%	34.1%	37.9%	16.4%	16.9%	11.4%	25.4%	25.5%	26.2%	16.9%	15.3%	15.2%	1.0%	0.8%	0.1%
DOJ	10,961	7,701	4,363	9.8%	10.2%	8.9%	36.0%	36.5%	33.0%	16.9%	16.2%	13.1%	23.3%	22.8%	24.9%	13.2%	13.4%	19.9%	0.9%	0.9%	0.2%
DOL	4,538	4,082	4,105	9.4%	9.8%	10.1%	37.8%	41.5%	40.9%	17.3%	17.9%	13.6%	21.6%	20.0%	24.2%	12.6%	10.0%	10.8%	1.3%	0.8%	0.3%
DOT	5,451	4,951	3,003	8.4%	7.0%	9.9%	33.2%	35.4%	35.4%	15.6%	13.6%	12.2%	24.4%	26.8%	27.8%	17.0%	16.8%	14.5%	1.3%	0.4%	0.2%
Educ	2,909	2,408	1,671	9.6%	11.7%	10.1%	42.0%	42.5%	39.8%	18.6%	16.7%	13.8%	18.0%	18.4%	24.1%	10.8%	9.7%	11.9%	1.1%	1.0%	0.3%
EEOC	1,173	1,693	---	7.3%	7.9%	---	27.6%	29.5%	---	14.9%	15.0%	---	28.5%	26.5%	---	19.5%	19.4%	---	2.1%	1.7%	---
EPA	9,115	6,895	5,666	8.3%	9.3%	9.0%	37.2%	38.7%	39.9%	18.8%	17.1%	13.5%	24.2%	23.3%	26.1%	10.4%	10.5%	11.4%	0.9%	1.0%	0.1%
FDIC	3,085	1,205	---	10.8%	9.3%	---	44.7%	44.9%	---	16.7%	16.4%	---	17.9%	20.6%	---	9.4%	8.1%	---	0.5%	0.6%	---
FERC	753	---	---	17.7%	---	---	49.6%	---	---	16.3%	---	---	11.4%	---	---	4.4%	---	---	0.5%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(16) I have sufficient resources (for example, people, materials, budget) to get my job done.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,389	147,887	100,656	10.7%	10.5%	10.2%	36.9%	39.0%	38.3%	18.3%	17.5%	13.1%	21.4%	21.3%	25.0%	11.7%	11.0%	13.3%	1.0%	0.8%	0.1%
FTC	459	616	---	13.8%	12.8%	---	43.4%	44.7%	---	18.3%	14.8%	---	17.5%	18.0%	---	6.4%	8.9%	---	0.6%	0.8%	---
GSA	3,916	2,869	2,559	17.1%	20.5%	18.3%	42.1%	44.2%	45.5%	15.4%	14.4%	10.6%	17.4%	14.3%	18.2%	7.4%	5.9%	7.4%	0.7%	0.6%	0.1%
HHS	25,756	4,653	4,862	11.6%	11.9%	14.2%	38.3%	40.1%	41.9%	18.3%	18.2%	12.7%	19.9%	19.2%	22.4%	11.0%	9.7%	8.7%	1.0%	0.9%	0.1%
HUD	4,075	5,343	1,246	9.3%	7.7%	8.9%	33.0%	34.7%	36.5%	20.0%	18.2%	12.2%	22.5%	25.7%	28.4%	13.6%	12.7%	13.9%	1.5%	1.1%	0.1%
NARA	1,442	1,415	---	10.1%	12.1%	---	38.4%	44.5%	---	18.1%	16.5%	---	20.6%	17.1%	---	10.9%	8.1%	---	1.9%	1.6%	---
NASA	4,734	4,766	4,225	11.0%	10.3%	13.9%	38.0%	38.3%	40.2%	19.3%	19.3%	15.0%	21.8%	21.8%	22.7%	9.3%	9.9%	8.2%	0.6%	0.5%	0.1%
NCUA	623	538	---	15.0%	12.5%	---	51.1%	53.8%	---	15.6%	13.5%	---	13.3%	14.5%	---	4.7%	5.1%	---	0.3%	0.7%	---
NLRB	963	979	---	11.5%	11.8%	---	44.5%	38.6%	---	19.6%	16.0%	---	16.6%	21.4%	---	6.4%	10.5%	---	1.3%	1.7%	---
NRC	1,692	1,876	---	17.3%	16.4%	---	49.5%	48.4%	---	14.8%	17.0%	---	13.5%	13.1%	---	4.1%	4.6%	---	0.8%	0.5%	---
NSF	596	778	441	19.4%	16.7%	21.6%	38.0%	41.1%	36.9%	14.8%	16.0%	10.4%	18.6%	19.5%	23.0%	8.8%	6.0%	8.2%	0.4%	0.5%	0.0%
OMB	250	249	249	13.0%	11.3%	9.6%	41.5%	46.8%	46.6%	15.2%	18.1%	13.6%	22.4%	17.3%	23.3%	7.6%	6.2%	7.0%	0.4%	0.4%	0.0%
OPM	3,012	1,539	1,311	10.4%	10.3%	12.3%	39.1%	41.1%	45.1%	18.3%	16.2%	12.4%	20.3%	19.6%	22.1%	10.5%	11.3%	8.0%	1.5%	1.5%	0.1%
RRB	680	700	---	11.6%	11.8%	---	39.8%	41.0%	---	16.7%	16.0%	---	21.3%	21.8%	---	9.6%	8.3%	---	0.9%	1.2%	---
SBA	1,447	1,661	881	6.0%	5.2%	8.5%	25.7%	24.7%	30.2%	17.4%	15.9%	13.4%	24.4%	26.8%	28.9%	23.2%	25.0%	19.0%	3.2%	2.4%	0.0%
SEC	1,905	2,166	---	14.7%	14.6%	---	43.4%	45.3%	---	14.6%	15.8%	---	16.9%	17.8%	---	9.6%	6.3%	---	0.6%	0.4%	---

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

2006 Federal Human Capital Survey: Report by Agency

(16) I have sufficient resources (for example, people, materials, budget) to get my job done.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,389	147,887	100,656	10.7%	10.5%	10.2%	36.9%	39.0%	38.3%	18.3%	17.5%	13.1%	21.4%	21.3%	25.0%	11.7%	11.0%	13.3%	1.0%	0.8%	0.1%
SSA	1,317	1,172	1,023	15.6%	11.4%	11.0%	38.4%	37.7%	35.2%	14.6%	17.7%	11.8%	16.8%	16.5%	25.3%	12.5%	14.9%	16.2%	2.2%	1.8%	0.4%
State	1,310	1,272	689	11.7%	14.6%	9.5%	39.2%	42.1%	33.5%	18.0%	14.3%	15.2%	22.1%	21.4%	30.7%	8.5%	6.3%	11.0%	0.6%	1.3%	0.0%
Treasury	7,033	5,677	7,314	12.6%	8.8%	7.0%	42.2%	46.1%	37.2%	18.6%	15.1%	12.9%	18.3%	20.8%	30.0%	7.5%	8.8%	12.9%	0.8%	0.4%	0.0%
USDA	13,593	10,401	10,441	9.4%	9.9%	8.4%	36.4%	40.0%	39.2%	17.3%	17.1%	13.8%	23.1%	21.9%	26.6%	12.8%	10.3%	11.9%	1.0%	0.8%	0.1%
VA	3,144	3,344	2,388	13.7%	13.5%	8.0%	33.1%	39.8%	39.3%	20.1%	18.0%	12.0%	19.7%	19.0%	22.7%	11.9%	9.1%	17.9%	1.4%	0.5%	0.0%
Small Agencies	4,141	3,679	---	15.0%	12.0%	---	41.9%	40.4%	---	15.5%	17.1%	---	18.0%	20.4%	---	8.9%	9.2%	---	0.8%	0.9%	---
All DoD	50,701	40,186	32,559	10.4%	10.7%	11.4%	38.4%	40.0%	38.7%	18.9%	18.6%	13.6%	21.4%	20.8%	24.6%	10.1%	9.2%	11.6%	0.9%	0.7%	0.1%
USACE	5,154	6,295	711	8.5%	9.2%	15.6%	39.0%	42.6%	37.7%	19.1%	18.4%	15.3%	22.2%	21.1%	20.4%	10.2%	8.2%	10.9%	0.9%	0.5%	0.0%
Air Force	10,069	8,693	6,545	10.9%	11.1%	12.1%	39.8%	40.3%	40.2%	17.5%	17.5%	13.3%	20.5%	20.6%	23.7%	10.6%	9.6%	10.7%	0.7%	0.8%	0.1%
Army	13,736	8,406	8,964	10.8%	12.6%	11.1%	37.4%	39.3%	38.5%	18.2%	17.9%	13.4%	22.2%	20.7%	25.1%	10.5%	9.0%	11.7%	0.8%	0.5%	0.2%
Navy	12,607	9,510	9,043	9.4%	8.2%	10.7%	37.0%	39.5%	37.4%	21.0%	19.8%	13.5%	22.0%	22.3%	25.6%	9.7%	9.5%	12.6%	0.8%	0.8%	0.1%
Marine Corps	912	764	658	11.0%	13.3%	11.3%	37.7%	35.9%	34.4%	19.2%	18.6%	15.6%	21.4%	20.5%	26.8%	9.7%	11.3%	11.8%	1.0%	0.4%	0.2%
Other DoD	8,223	6,518	6,638	11.0%	11.0%	10.2%	41.1%	41.6%	39.8%	18.5%	19.9%	13.9%	19.4%	18.3%	24.2%	8.7%	8.2%	11.7%	1.3%	1.0%	0.1%

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

2006 Federal Human Capital Survey: Report by Agency

(17) My workload is reasonable.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,433	147,903	100,656	10.6%	10.2%	13.5%	48.4%	49.9%	51.5%	16.7%	15.7%	10.1%	15.4%	15.8%	15.5%	8.3%	7.8%	9.2%	0.6%	0.6%	0.2%
AID	726	803	560	8.8%	6.6%	10.3%	43.3%	45.7%	46.1%	15.4%	14.5%	6.8%	21.3%	21.8%	23.9%	10.5%	10.5%	12.4%	0.7%	0.8%	0.5%
BBG	570	543	---	8.2%	11.0%	---	51.0%	46.0%	---	14.8%	16.2%	---	17.3%	16.4%	---	8.3%	9.4%	---	0.5%	1.0%	---
CSOSA	518	554	---	10.9%	12.2%	---	41.6%	45.8%	---	16.1%	12.8%	---	16.5%	17.9%	---	12.1%	10.5%	---	2.8%	0.9%	---
DHS	10,370	10,477	---	7.3%	9.3%	---	47.6%	47.9%	---	17.0%	15.9%	---	16.8%	15.6%	---	10.3%	10.8%	---	0.9%	0.6%	---
DOC	5,204	4,021	4,134	9.4%	8.7%	12.8%	46.9%	48.2%	51.2%	17.4%	16.2%	10.0%	16.7%	17.8%	17.1%	9.2%	8.5%	8.9%	0.4%	0.6%	0.1%
DOE	7,742	1,485	922	8.4%	10.3%	14.8%	51.7%	54.0%	57.7%	15.9%	14.2%	9.1%	15.9%	15.6%	11.9%	7.5%	5.3%	6.4%	0.6%	0.6%	0.0%
DOI	25,503	5,186	5,412	6.7%	6.5%	11.1%	44.3%	47.9%	49.5%	17.1%	17.2%	10.3%	20.3%	19.6%	19.1%	11.0%	8.3%	9.9%	0.6%	0.5%	0.1%
DOJ	10,962	7,701	4,363	10.8%	9.6%	12.3%	51.9%	49.2%	49.7%	14.4%	15.3%	11.2%	15.3%	16.5%	15.3%	7.1%	8.7%	11.4%	0.5%	0.7%	0.1%
DOL	4,538	4,082	4,105	10.3%	9.2%	12.8%	47.8%	52.5%	50.8%	17.0%	14.6%	11.5%	14.6%	15.0%	15.8%	9.6%	8.1%	9.0%	0.7%	0.6%	0.1%
DOT	5,451	4,949	3,003	8.3%	6.8%	13.2%	47.6%	51.9%	53.8%	16.9%	16.4%	8.9%	16.6%	17.7%	15.3%	9.9%	7.1%	8.7%	0.6%	0.1%	0.0%
Educ	2,909	2,408	1,671	9.3%	11.7%	14.4%	48.1%	48.2%	51.3%	15.9%	15.3%	10.3%	16.8%	16.1%	16.8%	8.8%	8.1%	7.1%	1.0%	0.8%	0.2%
EEOC	1,173	1,693	---	10.2%	10.5%	---	41.9%	49.5%	---	14.1%	13.5%	---	18.5%	16.9%	---	14.4%	8.5%	---	0.9%	1.1%	---
EPA	9,115	6,895	5,666	8.9%	9.2%	13.6%	50.8%	52.2%	55.6%	17.4%	16.1%	9.3%	15.8%	15.7%	14.4%	6.7%	6.4%	6.9%	0.5%	0.5%	0.1%
FDIC	3,085	1,205	---	9.4%	8.6%	---	52.2%	58.2%	---	15.8%	16.0%	---	14.8%	12.3%	---	7.4%	4.7%	---	0.4%	0.3%	---
FERC	753	---	---	15.1%	---	---	53.6%	---	---	14.1%	---	---	12.8%	---	---	3.9%	---	---	0.5%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(17) My workload is reasonable.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,433	147,903	100,656	10.6%	10.2%	13.5%	48.4%	49.9%	51.5%	16.7%	15.7%	10.1%	15.4%	15.8%	15.5%	8.3%	7.8%	9.2%	0.6%	0.6%	0.2%
FTC	459	616	---	18.9%	19.1%	---	57.1%	54.3%	---	12.2%	12.8%	---	9.1%	8.6%	---	2.4%	4.3%	---	0.4%	0.9%	---
GSA	3,916	2,869	2,559	15.6%	16.7%	19.9%	48.3%	49.3%	48.1%	14.7%	13.6%	10.0%	13.7%	13.1%	14.6%	7.1%	6.5%	7.3%	0.6%	0.8%	0.1%
HHS	25,756	4,653	4,862	11.6%	11.9%	15.3%	48.2%	49.2%	51.0%	16.7%	16.6%	11.0%	15.3%	14.5%	15.3%	7.6%	7.0%	7.0%	0.6%	0.8%	0.3%
HUD	4,075	5,343	1,246	10.4%	9.4%	13.3%	46.2%	47.8%	49.2%	17.2%	16.2%	9.2%	15.1%	14.8%	17.6%	9.8%	11.0%	10.6%	1.2%	0.8%	0.1%
NARA	1,442	1,415	---	11.0%	11.4%	---	49.6%	52.1%	---	15.8%	16.0%	---	15.4%	13.9%	---	7.4%	5.9%	---	0.7%	0.8%	---
NASA	4,734	4,766	4,225	10.9%	11.0%	16.8%	51.7%	53.7%	54.7%	16.7%	15.8%	9.6%	15.0%	14.3%	13.5%	5.4%	4.8%	5.3%	0.3%	0.3%	0.0%
NCUA	623	538	---	11.0%	8.0%	---	54.2%	53.9%	---	15.4%	14.8%	---	14.6%	15.5%	---	4.4%	7.4%	---	0.5%	0.4%	---
NLRB	963	979	---	15.1%	16.2%	---	59.2%	57.0%	---	14.1%	13.1%	---	7.7%	8.8%	---	3.4%	3.9%	---	0.5%	1.0%	---
NRC	1,692	1,876	---	15.0%	13.4%	---	49.7%	51.4%	---	14.1%	15.0%	---	16.3%	14.4%	---	4.5%	5.4%	---	0.4%	0.3%	---
NSF	596	778	441	15.6%	13.1%	16.1%	42.3%	44.4%	46.5%	16.9%	13.7%	9.9%	15.1%	18.6%	16.6%	9.7%	9.8%	10.5%	0.3%	0.5%	0.3%
OMB	250	249	249	10.5%	6.5%	9.5%	30.8%	48.2%	46.8%	19.1%	16.7%	13.5%	27.1%	19.2%	21.1%	12.0%	9.0%	9.1%	0.4%	0.4%	0.0%
OPM	3,012	1,539	1,311	9.0%	10.3%	13.3%	45.4%	47.6%	54.0%	17.1%	16.8%	10.9%	17.0%	14.8%	14.1%	10.4%	9.8%	7.4%	1.1%	0.7%	0.2%
RRB	680	700	---	12.0%	10.1%	---	50.5%	59.1%	---	15.3%	13.2%	---	15.2%	11.4%	---	6.5%	5.8%	---	0.6%	0.3%	---
SBA	1,447	1,661	881	7.8%	7.9%	15.3%	41.2%	48.1%	47.7%	18.1%	17.2%	10.6%	17.6%	14.5%	15.2%	13.9%	11.0%	11.1%	1.3%	1.2%	0.0%
SEC	1,905	2,166	---	19.2%	15.2%	---	54.8%	56.2%	---	12.2%	13.8%	---	8.3%	10.0%	---	5.4%	4.7%	---	0.3%	0.2%	---

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

2006 Federal Human Capital Survey: Report by Agency

(17) My workload is reasonable.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,433	147,903	100,656	10.6%	10.2%	13.5%	48.4%	49.9%	51.5%	16.7%	15.7%	10.1%	15.4%	15.8%	15.5%	8.3%	7.8%	9.2%	0.6%	0.6%	0.2%
SSA	1,317	1,172	1,023	14.9%	8.4%	9.3%	43.4%	35.4%	42.1%	15.2%	16.1%	11.6%	15.0%	20.3%	18.6%	10.5%	16.9%	18.0%	1.1%	2.9%	0.4%
State	1,310	1,272	689	9.5%	13.9%	12.2%	45.5%	47.7%	51.1%	16.3%	15.3%	9.4%	20.4%	17.5%	17.6%	7.7%	5.2%	9.3%	0.5%	0.4%	0.3%
Treasury	7,035	5,676	7,314	11.5%	9.2%	13.3%	48.9%	53.2%	52.3%	16.8%	14.3%	9.1%	13.4%	14.2%	15.5%	8.3%	8.6%	9.7%	1.1%	0.5%	0.2%
USDA	13,595	10,402	10,441	9.3%	8.4%	10.8%	46.3%	49.9%	49.9%	16.8%	16.8%	10.8%	18.2%	16.6%	19.0%	8.8%	7.8%	9.3%	0.6%	0.6%	0.2%
VA	3,144	3,344	2,388	11.6%	11.8%	12.8%	44.1%	47.9%	50.6%	16.2%	14.3%	10.6%	16.5%	17.3%	15.1%	10.9%	7.7%	10.2%	0.7%	1.0%	0.8%
Small Agencies	4,141	3,679	---	14.4%	12.5%	---	51.1%	53.4%	---	14.9%	14.4%	---	12.7%	13.2%	---	6.5%	6.1%	---	0.5%	0.4%	---
All DoD	50,722	40,192	32,559	10.8%	10.9%	14.6%	50.5%	51.7%	52.8%	17.3%	16.1%	9.8%	14.1%	14.5%	14.6%	6.8%	6.4%	8.0%	0.5%	0.4%	0.1%
USACE	5,154	6,295	711	8.2%	8.9%	16.1%	49.7%	53.9%	51.3%	17.1%	15.8%	11.2%	17.0%	15.1%	13.1%	7.6%	5.9%	8.1%	0.4%	0.4%	0.2%
Air Force	10,073	8,694	6,545	12.0%	11.3%	16.5%	50.4%	51.7%	54.6%	16.5%	15.6%	8.7%	13.8%	14.2%	13.4%	6.9%	6.8%	6.9%	0.4%	0.5%	0.0%
Army	13,741	8,408	8,964	11.4%	13.0%	14.2%	50.8%	50.0%	53.9%	17.0%	15.2%	9.5%	13.5%	14.8%	14.4%	6.6%	6.7%	7.9%	0.7%	0.3%	0.1%
Navy	12,615	9,511	9,043	9.4%	9.0%	14.2%	50.5%	53.8%	51.9%	18.4%	17.1%	10.1%	14.7%	14.2%	15.7%	6.6%	5.4%	7.9%	0.5%	0.5%	0.2%
Marine Corps	912	764	658	12.5%	12.1%	13.9%	48.6%	51.5%	50.7%	16.4%	16.7%	10.9%	15.5%	12.9%	16.2%	6.8%	6.8%	8.2%	0.2%	0.1%	0.0%
Other DoD	8,227	6,520	6,638	10.5%	10.1%	12.6%	50.6%	50.6%	49.8%	17.7%	16.8%	11.2%	13.6%	14.9%	15.7%	7.0%	6.9%	10.6%	0.6%	0.6%	0.1%

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

2006 Federal Human Capital Survey: Report by Agency

(18) My talents are used well in the workplace.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,436	147,905	100,656	17.1%	16.4%	19.3%	44.4%	45.8%	43.7%	17.3%	17.3%	11.1%	12.7%	13.0%	15.4%	7.7%	6.8%	10.3%	0.8%	0.7%	0.1%
AID	726	803	560	18.1%	16.1%	16.8%	45.0%	46.7%	42.2%	14.4%	15.7%	12.1%	13.5%	12.8%	18.1%	7.4%	7.6%	10.8%	1.5%	1.2%	0.0%
BBG	570	543	---	16.4%	15.7%	---	36.6%	38.3%	---	14.3%	16.9%	---	15.4%	14.6%	---	15.0%	11.6%	---	2.2%	2.9%	---
CSOSA	518	554	---	17.8%	19.3%	---	38.2%	40.2%	---	15.7%	16.9%	---	16.7%	15.2%	---	9.9%	7.4%	---	1.7%	0.9%	---
DHS	10,370	10,477	---	11.1%	10.2%	---	36.7%	37.3%	---	19.9%	18.2%	---	17.7%	19.4%	---	13.3%	13.7%	---	1.3%	1.2%	---
DOC	5,204	4,021	4,134	14.8%	16.6%	17.3%	46.0%	47.7%	45.7%	17.5%	16.9%	13.3%	13.3%	12.5%	15.1%	7.6%	5.5%	8.4%	0.8%	0.8%	0.3%
DOE	7,742	1,485	922	15.1%	17.3%	17.1%	44.4%	48.7%	42.1%	16.8%	15.7%	11.0%	13.5%	11.6%	17.8%	9.0%	6.1%	11.9%	1.1%	0.6%	0.0%
DOI	25,504	5,186	5,412	13.5%	13.5%	17.6%	46.1%	49.5%	46.5%	16.9%	17.2%	12.1%	14.3%	12.8%	15.0%	8.5%	6.2%	8.6%	0.7%	0.8%	0.2%
DOJ	10,961	7,701	4,363	17.4%	17.2%	15.1%	47.4%	45.4%	42.5%	16.0%	15.9%	12.0%	12.8%	14.1%	17.7%	5.8%	6.4%	12.6%	0.6%	0.9%	0.1%
DOL	4,538	4,082	4,105	15.0%	15.8%	16.5%	45.0%	43.8%	43.6%	17.9%	17.5%	13.3%	13.1%	13.9%	15.6%	8.1%	7.8%	10.5%	1.0%	1.2%	0.4%
DOT	5,450	4,950	3,003	13.5%	11.4%	17.1%	43.2%	48.5%	44.6%	19.7%	16.4%	13.7%	13.3%	14.5%	14.1%	9.5%	8.7%	10.4%	0.8%	0.4%	0.0%
Educ	2,909	2,408	1,671	14.1%	16.0%	14.4%	40.5%	40.0%	40.4%	16.8%	16.7%	13.4%	15.8%	15.3%	18.6%	10.7%	10.5%	12.8%	2.0%	1.5%	0.4%
EEOC	1,173	1,693	---	16.3%	17.0%	---	40.7%	43.5%	---	17.9%	17.0%	---	14.1%	13.3%	---	9.5%	7.8%	---	1.5%	1.4%	---
EPA	9,115	6,895	5,666	14.2%	15.8%	16.2%	45.7%	46.8%	45.1%	17.2%	16.9%	11.6%	14.1%	13.2%	16.6%	7.9%	6.3%	10.3%	0.9%	1.0%	0.2%
FDIC	3,085	1,205	---	11.0%	10.0%	---	46.1%	49.3%	---	16.8%	17.9%	---	16.7%	16.2%	---	8.3%	5.8%	---	1.1%	0.8%	---
FERC	753	---	---	18.8%	---	---	42.3%	---	---	16.7%	---	---	13.4%	---	---	7.0%	---	---	1.8%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(18) My talents are used well in the workplace.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,436	147,905	100,656	17.1%	16.4%	19.3%	44.4%	45.8%	43.7%	17.3%	17.3%	11.1%	12.7%	13.0%	15.4%	7.7%	6.8%	10.3%	0.8%	0.7%	0.1%
FTC	459	616	---	20.2%	21.5%	---	46.7%	45.1%	---	16.0%	14.9%	---	11.5%	12.3%	---	5.1%	5.4%	---	0.6%	0.9%	---
GSA	3,916	2,869	2,559	22.1%	23.2%	23.6%	41.0%	44.2%	41.2%	16.4%	14.9%	11.3%	11.3%	10.6%	14.3%	8.3%	6.0%	9.4%	0.9%	1.1%	0.2%
HHS	25,756	4,653	4,862	17.2%	17.2%	19.6%	44.5%	43.9%	43.1%	16.8%	17.7%	12.4%	12.7%	12.8%	14.8%	7.5%	7.0%	10.0%	1.2%	1.3%	0.2%
HUD	4,075	5,343	1,246	15.4%	15.0%	15.9%	40.1%	44.1%	41.0%	17.3%	15.7%	11.4%	14.2%	14.4%	18.1%	11.1%	9.4%	13.0%	1.9%	1.5%	0.6%
NARA	1,442	1,415	---	18.7%	16.5%	---	39.8%	40.9%	---	15.2%	16.5%	---	15.3%	15.6%	---	9.4%	8.9%	---	1.7%	1.5%	---
NASA	4,734	4,766	4,225	20.1%	18.8%	20.6%	46.3%	48.0%	48.4%	15.0%	16.1%	10.6%	11.4%	11.3%	13.5%	6.8%	5.3%	6.8%	0.4%	0.6%	0.0%
NCUA	623	538	---	14.3%	14.8%	---	53.9%	56.0%	---	15.8%	13.1%	---	11.4%	11.5%	---	4.4%	3.9%	---	0.3%	0.7%	---
NLRB	963	979	---	16.3%	20.7%	---	48.2%	46.2%	---	14.3%	14.4%	---	13.4%	11.0%	---	6.7%	6.6%	---	1.2%	1.1%	---
NRC	1,692	1,876	---	20.8%	17.8%	---	45.9%	48.9%	---	14.8%	17.4%	---	11.7%	10.2%	---	6.0%	5.1%	---	0.8%	0.6%	---
NSF	596	778	441	28.6%	21.8%	23.4%	36.3%	41.8%	40.7%	14.6%	16.0%	10.4%	12.7%	13.4%	16.3%	6.9%	6.1%	9.3%	0.9%	0.9%	0.0%
OMB	250	249	249	23.1%	21.5%	16.4%	45.1%	55.0%	51.8%	14.0%	15.1%	10.8%	13.1%	5.6%	17.3%	3.5%	2.0%	3.7%	1.2%	0.8%	0.0%
OPM	3,012	1,539	1,311	14.7%	14.6%	18.8%	42.9%	43.0%	44.9%	19.5%	19.3%	11.3%	13.5%	13.0%	14.4%	8.4%	9.4%	10.5%	0.9%	0.8%	0.1%
RRB	680	700	---	14.9%	15.2%	---	46.3%	47.1%	---	18.2%	20.4%	---	13.4%	11.8%	---	6.3%	4.5%	---	0.9%	1.0%	---
SBA	1,447	1,661	881	14.5%	14.2%	17.3%	39.7%	42.7%	44.2%	16.8%	17.8%	11.8%	15.2%	15.1%	16.2%	11.8%	8.3%	10.0%	1.9%	1.9%	0.5%
SEC	1,905	2,166	---	19.1%	19.0%	---	43.4%	45.5%	---	16.2%	15.0%	---	12.6%	12.7%	---	7.8%	7.0%	---	0.9%	0.8%	---

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

2006 Federal Human Capital Survey: Report by Agency

(18) My talents are used well in the workplace.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,436	147,905	100,656	17.1%	16.4%	19.3%	44.4%	45.8%	43.7%	17.3%	17.3%	11.1%	12.7%	13.0%	15.4%	7.7%	6.8%	10.3%	0.8%	0.7%	0.1%
SSA	1,317	1,172	1,023	17.5%	12.5%	16.5%	44.8%	44.3%	41.4%	17.7%	19.1%	14.9%	10.9%	13.6%	16.3%	8.3%	9.4%	10.6%	0.9%	1.1%	0.4%
State	1,310	1,272	689	17.5%	21.0%	15.3%	45.8%	41.7%	39.2%	16.1%	15.5%	10.8%	13.5%	13.7%	22.1%	6.4%	7.5%	12.2%	0.7%	0.6%	0.4%
Treasury	7,036	5,677	7,314	17.7%	14.4%	17.1%	47.4%	45.5%	44.6%	16.2%	17.2%	10.5%	13.3%	16.0%	18.6%	5.1%	6.2%	9.2%	0.3%	0.7%	0.1%
USDA	13,595	10,401	10,441	13.5%	12.5%	15.9%	47.6%	51.8%	46.9%	17.7%	16.8%	12.7%	13.5%	12.1%	15.2%	6.9%	6.1%	9.1%	0.9%	0.6%	0.2%
VA	3,144	3,344	2,388	20.4%	21.2%	23.3%	39.9%	45.8%	42.7%	18.3%	17.8%	6.3%	11.3%	9.3%	14.3%	9.6%	5.3%	13.4%	0.6%	0.5%	0.1%
Small Agencies	4,141	3,679	---	19.7%	18.1%	---	40.9%	43.6%	---	16.0%	15.8%	---	13.8%	13.8%	---	8.6%	7.5%	---	1.0%	1.2%	---
All DoD	50,725	40,193	32,559	18.1%	17.6%	20.6%	46.0%	46.6%	43.4%	16.9%	17.4%	11.5%	11.8%	12.1%	14.8%	6.3%	5.8%	9.6%	0.8%	0.6%	0.1%
USACE	5,154	6,295	711	15.2%	16.0%	20.4%	48.3%	51.3%	46.0%	17.1%	15.6%	9.9%	12.8%	11.7%	15.5%	5.9%	4.8%	8.1%	0.7%	0.6%	0.0%
Air Force	10,077	8,696	6,545	18.8%	17.1%	20.8%	45.3%	47.4%	44.1%	17.1%	17.5%	11.8%	11.7%	11.3%	14.7%	6.3%	6.0%	8.5%	0.8%	0.7%	0.1%
Army	13,742	8,407	8,964	19.2%	20.1%	21.0%	46.6%	44.6%	44.0%	16.8%	17.3%	11.7%	11.1%	11.9%	13.4%	5.3%	5.7%	9.7%	1.0%	0.4%	0.2%
Navy	12,611	9,511	9,043	17.1%	15.8%	21.3%	45.9%	48.1%	43.1%	16.8%	17.7%	10.7%	12.4%	12.5%	15.1%	7.1%	5.4%	9.7%	0.7%	0.5%	0.1%
Marine Corps	912	765	658	21.3%	20.1%	20.4%	46.2%	45.5%	41.6%	15.6%	16.7%	9.8%	9.8%	11.7%	14.9%	6.7%	5.3%	13.3%	0.5%	0.7%	0.0%
Other DoD	8,229	6,519	6,638	16.6%	16.6%	18.5%	45.3%	44.6%	40.4%	17.3%	17.2%	12.6%	12.6%	14.0%	17.1%	7.2%	6.8%	11.2%	1.1%	0.8%	0.2%

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

2006 Federal Human Capital Survey: Report by Agency

(19) I know how my work relates to the agency's goals and priorities.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,450	147,908	100,656	29.0%	28.6%	36.5%	53.8%	54.5%	52.4%	10.5%	10.6%	5.2%	3.9%	3.9%	3.8%	2.1%	1.8%	1.5%	0.8%	0.6%	0.6%
AID	726	803	560	33.0%	33.5%	44.3%	51.8%	53.7%	47.1%	9.5%	7.4%	3.5%	3.6%	3.4%	2.9%	1.5%	1.2%	1.4%	0.6%	0.8%	0.8%
BBG	570	543	---	27.4%	28.8%	---	45.8%	45.9%	---	13.9%	12.3%	---	6.0%	5.7%	---	5.5%	4.7%	---	1.3%	2.6%	---
CSOSA	518	554	---	40.7%	41.2%	---	48.6%	49.7%	---	6.4%	6.8%	---	2.2%	0.7%	---	1.6%	1.2%	---	0.5%	0.4%	---
DHS	10,371	10,477	---	23.4%	24.4%	---	53.0%	53.5%	---	13.0%	12.2%	---	5.8%	5.8%	---	3.8%	3.3%	---	0.9%	0.9%	---
DOC	5,204	4,021	4,134	27.0%	28.3%	34.2%	57.4%	56.2%	55.3%	9.4%	9.6%	5.6%	3.5%	3.5%	3.1%	2.1%	1.7%	1.0%	0.6%	0.7%	0.8%
DOE	7,742	1,485	922	28.5%	30.7%	33.7%	54.1%	51.5%	53.0%	10.4%	12.0%	6.4%	4.2%	3.6%	4.3%	2.2%	1.8%	1.9%	0.6%	0.4%	0.6%
DOI	25,506	5,186	5,412	25.9%	25.2%	36.7%	55.7%	57.1%	52.0%	11.4%	10.6%	5.4%	4.1%	4.5%	3.5%	2.2%	1.9%	1.3%	0.6%	0.7%	1.1%
DOJ	10,967	7,701	4,363	30.4%	31.1%	34.8%	55.5%	53.0%	52.5%	9.1%	9.8%	6.1%	3.2%	3.6%	4.4%	1.2%	2.0%	1.7%	0.4%	0.5%	0.4%
DOL	4,538	4,082	4,105	29.3%	30.5%	36.8%	55.1%	54.8%	52.3%	10.3%	8.5%	5.6%	3.1%	3.6%	3.3%	1.8%	2.0%	1.5%	0.4%	0.7%	0.5%
DOT	5,453	4,951	3,003	24.5%	21.4%	33.4%	49.5%	53.9%	53.4%	11.9%	15.0%	5.3%	6.5%	6.0%	5.4%	6.1%	2.7%	2.2%	1.4%	1.0%	0.4%
Educ	2,910	2,408	1,671	26.1%	28.8%	30.5%	54.8%	53.0%	55.4%	11.4%	10.7%	5.9%	4.0%	4.4%	5.1%	2.9%	2.3%	2.1%	0.9%	0.8%	1.0%
EEOC	1,173	1,693	---	35.3%	36.0%	---	53.3%	53.3%	---	7.1%	6.2%	---	2.1%	2.6%	---	1.8%	1.4%	---	0.4%	0.5%	---
EPA	9,115	6,895	5,666	28.7%	28.9%	36.4%	55.4%	55.9%	53.1%	9.7%	9.3%	5.2%	3.8%	3.8%	3.4%	1.8%	1.7%	1.5%	0.6%	0.5%	0.4%
FDIC	3,085	1,205	---	22.3%	20.3%	---	58.0%	57.3%	---	11.0%	13.3%	---	5.5%	6.5%	---	2.4%	2.3%	---	0.8%	0.3%	---
FERC	753	---	---	30.5%	---	---	53.5%	---	---	9.9%	---	---	2.7%	---	---	2.3%	---	---	1.2%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(19) I know how my work relates to the agency's goals and priorities.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,450	147,908	100,656	29.0%	28.6%	36.5%	53.8%	54.5%	52.4%	10.5%	10.6%	5.2%	3.9%	3.9%	3.8%	2.1%	1.8%	1.5%	0.8%	0.6%	0.6%
FTC	459	616	---	37.9%	40.0%	---	48.6%	49.4%	---	8.4%	5.8%	---	3.9%	3.3%	---	1.2%	1.1%	---	0.0%	0.3%	---
GSA	3,916	2,869	2,559	33.9%	36.7%	38.2%	50.9%	50.2%	51.2%	9.5%	7.5%	5.1%	3.0%	3.2%	3.4%	2.3%	1.7%	1.5%	0.4%	0.6%	0.5%
HHS	25,756	4,653	4,862	29.3%	29.3%	38.8%	54.2%	53.8%	50.1%	10.2%	10.7%	5.6%	3.6%	3.7%	3.2%	1.9%	1.9%	1.4%	0.8%	0.6%	0.8%
HUD	4,075	5,343	1,246	29.7%	28.8%	33.3%	53.0%	56.2%	54.2%	10.3%	9.0%	6.3%	3.6%	3.4%	3.8%	2.6%	1.8%	1.7%	0.8%	0.8%	0.7%
NARA	1,442	1,415	---	30.9%	30.4%	---	52.2%	53.9%	---	10.1%	9.2%	---	3.8%	3.6%	---	2.4%	2.1%	---	0.6%	0.8%	---
NASA	4,734	4,766	4,225	34.6%	32.1%	40.0%	51.5%	50.2%	49.8%	8.9%	11.0%	5.6%	3.1%	4.2%	3.2%	1.6%	2.0%	1.0%	0.4%	0.5%	0.5%
NCUA	623	538	---	25.5%	27.7%	---	59.5%	59.7%	---	9.9%	7.8%	---	3.4%	3.7%	---	1.1%	0.9%	---	0.7%	0.2%	---
NLRB	963	979	---	36.9%	40.5%	---	51.8%	49.9%	---	6.6%	5.2%	---	2.6%	2.8%	---	1.2%	0.8%	---	0.8%	0.8%	---
NRC	1,692	1,876	---	40.2%	37.2%	---	50.3%	51.6%	---	6.0%	7.9%	---	2.2%	2.5%	---	0.9%	0.7%	---	0.4%	0.1%	---
NSF	596	778	441	46.1%	44.0%	49.6%	44.1%	45.2%	41.1%	4.7%	6.1%	4.6%	3.0%	2.8%	4.0%	1.7%	1.1%	0.3%	0.5%	0.8%	0.3%
OMB	250	249	249	36.4%	33.2%	37.0%	50.6%	56.2%	54.3%	8.1%	8.2%	6.1%	3.2%	2.1%	2.3%	1.6%	0.4%	0.4%	0.0%	0.0%	0.0%
OPM	3,012	1,539	1,311	29.3%	25.7%	33.0%	52.9%	54.0%	51.8%	11.2%	11.4%	7.4%	3.6%	5.1%	4.9%	2.2%	2.8%	1.9%	0.8%	1.0%	1.1%
RRB	680	700	---	29.7%	32.8%	---	57.8%	55.8%	---	9.7%	8.3%	---	1.4%	1.6%	---	1.2%	1.0%	---	0.2%	0.6%	---
SBA	1,447	1,661	881	24.6%	25.8%	36.0%	55.0%	52.9%	50.7%	10.8%	12.0%	6.8%	5.0%	4.9%	4.4%	3.5%	3.3%	1.2%	1.2%	1.1%	0.9%
SEC	1,905	2,166	---	34.4%	33.6%	---	53.1%	54.0%	---	7.7%	7.4%	---	3.2%	3.4%	---	1.3%	1.2%	---	0.4%	0.5%	---

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

2006 Federal Human Capital Survey: Report by Agency

(19) I know how my work relates to the agency's goals and priorities.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,450	147,908	100,656	29.0%	28.6%	36.5%	53.8%	54.5%	52.4%	10.5%	10.6%	5.2%	3.9%	3.9%	3.8%	2.1%	1.8%	1.5%	0.8%	0.6%	0.6%
SSA	1,317	1,172	1,023	32.2%	27.3%	37.2%	53.3%	55.7%	52.2%	8.8%	11.8%	5.9%	3.7%	3.1%	2.8%	1.3%	1.4%	0.9%	0.7%	0.7%	1.0%
State	1,310	1,272	689	33.0%	34.3%	36.6%	51.3%	49.1%	52.0%	8.3%	10.4%	4.9%	5.1%	5.0%	5.2%	2.1%	0.3%	0.4%	0.2%	0.8%	0.9%
Treasury	7,036	5,677	7,314	26.5%	26.0%	30.1%	53.8%	56.3%	55.2%	11.9%	10.8%	6.3%	4.5%	4.3%	5.1%	1.9%	2.4%	2.8%	1.4%	0.3%	0.5%
USDA	13,596	10,403	10,441	25.2%	24.1%	32.1%	58.1%	58.6%	56.5%	11.0%	11.1%	5.8%	3.6%	4.1%	3.8%	1.5%	1.5%	1.1%	0.7%	0.6%	0.7%
VA	3,144	3,344	2,388	34.8%	34.3%	41.8%	50.1%	53.7%	49.8%	8.9%	7.7%	3.3%	3.6%	2.7%	3.7%	1.9%	0.9%	1.3%	0.8%	0.7%	0.1%
Small Agencies	4,141	3,679	---	36.5%	37.1%	---	48.6%	49.0%	---	8.6%	8.1%	---	4.1%	3.2%	---	1.9%	1.7%	---	0.3%	0.9%	---
All DoD	50,725	40,193	32,559	28.6%	28.4%	37.3%	54.5%	54.6%	52.1%	10.8%	10.9%	5.0%	3.7%	3.7%	3.4%	1.8%	1.7%	1.4%	0.8%	0.6%	0.8%
USACE	5,154	6,295	711	24.6%	25.0%	37.6%	57.8%	57.8%	52.1%	11.9%	11.8%	4.9%	3.5%	3.5%	3.9%	1.4%	1.4%	0.5%	0.8%	0.5%	1.0%
Air Force	10,076	8,696	6,545	29.2%	28.8%	37.7%	54.7%	55.4%	54.0%	9.9%	10.0%	3.5%	3.4%	3.8%	2.7%	1.9%	1.6%	1.2%	0.9%	0.4%	0.8%
Army	13,744	8,408	8,964	30.8%	30.0%	38.4%	53.6%	53.8%	51.7%	10.4%	10.5%	4.9%	3.2%	3.4%	3.2%	1.4%	1.8%	1.3%	0.6%	0.5%	0.5%
Navy	12,613	9,510	9,043	26.4%	26.4%	36.7%	54.8%	54.7%	51.2%	11.7%	12.1%	5.8%	4.3%	4.2%	3.8%	2.0%	1.9%	1.6%	0.8%	0.8%	0.8%
Marine Corps	911	764	658	32.4%	35.0%	36.0%	52.9%	49.9%	48.6%	9.5%	10.0%	7.7%	3.1%	2.6%	4.2%	1.4%	2.0%	1.4%	0.6%	0.4%	2.2%
Other DoD	8,227	6,520	6,638	26.9%	28.4%	35.5%	54.8%	54.7%	51.7%	11.6%	11.0%	6.2%	4.0%	3.6%	4.1%	1.9%	1.4%	1.7%	0.9%	1.0%	0.8%

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

2006 Federal Human Capital Survey: Report by Agency

(20) The work I do is important.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,430	147,893	100,656	47.1%	48.2%	46.3%	43.0%	42.5%	44.4%	7.0%	6.5%	5.9%	1.6%	1.6%	2.0%	0.9%	0.9%	1.2%	0.4%	0.3%	0.3%
AID	726	803	560	47.1%	46.0%	45.7%	41.7%	41.4%	45.2%	7.4%	7.6%	5.4%	2.2%	3.0%	2.7%	1.4%	1.6%	1.0%	0.3%	0.5%	0.1%
BBG	570	543	---	43.7%	42.8%	---	42.8%	43.9%	---	9.3%	8.5%	---	2.0%	2.1%	---	1.2%	2.0%	---	1.0%	0.7%	---
CSOSA	518	554	---	61.5%	62.4%	---	32.4%	31.2%	---	4.2%	3.9%	---	0.8%	1.0%	---	0.8%	1.1%	---	0.2%	0.3%	---
DHS	10,370	10,475	---	50.8%	56.4%	---	38.6%	34.6%	---	6.8%	5.6%	---	1.4%	1.6%	---	1.9%	1.3%	---	0.5%	0.4%	---
DOC	5,204	4,021	4,134	40.0%	42.7%	38.9%	48.4%	46.0%	49.7%	8.3%	7.8%	8.0%	1.8%	1.9%	1.8%	1.1%	1.2%	1.1%	0.4%	0.4%	0.5%
DOE	7,742	1,485	922	40.2%	45.1%	36.0%	46.8%	43.6%	48.9%	8.9%	7.2%	9.0%	2.4%	2.2%	3.2%	1.5%	1.6%	2.6%	0.3%	0.3%	0.3%
DOI	25,501	5,183	5,412	43.0%	44.8%	44.3%	46.1%	45.4%	46.6%	7.6%	6.4%	6.4%	1.9%	1.8%	1.6%	1.0%	1.0%	0.9%	0.3%	0.4%	0.3%
DOJ	10,961	7,701	4,363	49.6%	49.7%	45.6%	41.9%	40.6%	44.2%	6.5%	6.7%	6.4%	1.3%	1.7%	2.1%	0.6%	0.9%	1.4%	0.2%	0.4%	0.3%
DOL	4,538	4,082	4,105	47.4%	48.3%	44.9%	43.3%	41.1%	45.1%	6.1%	7.0%	6.6%	1.6%	1.7%	2.0%	1.2%	1.6%	1.1%	0.4%	0.2%	0.3%
DOT	5,452	4,949	3,003	50.7%	45.6%	46.5%	40.3%	44.9%	45.7%	6.9%	6.7%	4.4%	0.9%	1.4%	1.7%	0.8%	0.8%	1.3%	0.4%	0.5%	0.5%
Educ	2,909	2,408	1,671	40.0%	42.8%	41.5%	45.2%	42.2%	46.3%	9.8%	9.8%	7.3%	2.8%	2.8%	2.5%	1.9%	1.9%	1.6%	0.4%	0.5%	0.8%
EEOC	1,173	1,693	---	59.0%	61.1%	---	34.5%	33.1%	---	4.2%	4.0%	---	1.3%	1.0%	---	0.7%	0.6%	---	0.3%	0.2%	---
EPA	9,115	6,895	5,666	39.2%	40.8%	37.9%	48.3%	46.7%	49.0%	8.8%	8.3%	8.5%	2.2%	2.5%	2.8%	1.1%	1.3%	1.2%	0.3%	0.3%	0.5%
FDIC	3,085	1,205	---	31.0%	32.7%	---	52.3%	52.0%	---	11.1%	10.4%	---	3.5%	3.3%	---	1.6%	0.9%	---	0.4%	0.7%	---
FERC	753	---	---	38.4%	---	---	44.8%	---	---	12.2%	---	---	2.5%	---	---	1.7%	---	---	0.4%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(20) The work I do is important.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,430	147,893	100,656	47.1%	48.2%	46.3%	43.0%	42.5%	44.4%	7.0%	6.5%	5.9%	1.6%	1.6%	2.0%	0.9%	0.9%	1.2%	0.4%	0.3%	0.3%
FTC	459	616	---	42.4%	43.6%	---	43.6%	44.5%	---	9.6%	7.9%	---	2.8%	2.3%	---	1.2%	1.3%	---	0.4%	0.3%	---
GSA	3,916	2,869	2,559	44.6%	48.1%	44.2%	42.8%	40.6%	44.6%	9.0%	7.4%	6.4%	1.9%	2.1%	1.8%	1.3%	1.4%	2.2%	0.5%	0.4%	0.9%
HHS	25,756	4,653	4,862	47.8%	48.2%	46.9%	42.0%	41.3%	43.3%	7.2%	7.8%	6.5%	1.6%	1.3%	1.7%	1.0%	0.9%	1.2%	0.4%	0.5%	0.4%
HUD	4,075	5,343	1,246	41.3%	46.5%	40.2%	44.5%	40.3%	46.2%	9.6%	8.7%	8.9%	2.3%	2.5%	2.5%	1.9%	1.5%	1.6%	0.4%	0.5%	0.5%
NARA	1,442	1,415	---	48.2%	45.5%	---	42.4%	43.1%	---	6.4%	7.2%	---	1.8%	2.8%	---	1.1%	1.1%	---	0.2%	0.3%	---
NASA	4,734	4,766	4,225	42.7%	41.6%	40.9%	44.4%	45.4%	48.3%	9.2%	8.8%	7.9%	2.1%	2.5%	2.0%	1.3%	1.3%	0.7%	0.3%	0.4%	0.3%
NCUA	623	538	---	38.8%	38.5%	---	51.0%	52.2%	---	8.2%	7.1%	---	1.2%	1.7%	---	0.3%	0.2%	---	0.5%	0.3%	---
NLRB	963	979	---	46.4%	48.4%	---	41.4%	41.6%	---	9.2%	6.8%	---	2.0%	1.9%	---	0.5%	0.7%	---	0.5%	0.5%	---
NRC	1,692	1,876	---	45.6%	45.4%	---	43.7%	44.4%	---	7.5%	7.2%	---	2.1%	1.9%	---	1.0%	0.9%	---	0.2%	0.1%	---
NSF	596	778	441	53.9%	52.5%	53.9%	36.4%	37.5%	36.7%	7.1%	6.5%	5.3%	1.3%	2.4%	2.6%	1.1%	0.7%	0.3%	0.3%	0.3%	1.1%
OMB	250	249	249	44.6%	46.4%	36.6%	48.4%	46.5%	57.5%	5.8%	5.1%	5.5%	1.2%	1.6%	0.0%	0.0%	0.4%	0.4%	0.0%	0.0%	0.0%
OPM	3,012	1,539	1,311	55.6%	49.7%	47.5%	36.5%	41.0%	43.6%	5.2%	6.7%	4.9%	1.6%	1.5%	2.5%	1.0%	0.9%	1.4%	0.1%	0.2%	0.1%
RRB	680	700	---	47.4%	51.1%	---	44.7%	42.5%	---	5.5%	4.4%	---	1.3%	1.5%	---	1.1%	0.3%	---	0.0%	0.3%	---
SBA	1,447	1,661	881	40.0%	40.9%	42.6%	46.0%	46.1%	46.4%	9.3%	8.4%	6.6%	2.2%	2.3%	2.6%	2.0%	1.7%	1.4%	0.5%	0.8%	0.3%
SEC	1,905	2,166	---	44.2%	46.7%	---	45.4%	42.8%	---	6.9%	7.2%	---	1.9%	2.1%	---	1.4%	0.9%	---	0.2%	0.3%	---

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

2006 Federal Human Capital Survey: Report by Agency

(20) The work I do is important.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,430	147,893	100,656	47.1%	48.2%	46.3%	43.0%	42.5%	44.4%	7.0%	6.5%	5.9%	1.6%	1.6%	2.0%	0.9%	0.9%	1.2%	0.4%	0.3%	0.3%
SSA	1,317	1,172	1,023	53.5%	54.2%	54.2%	40.0%	38.5%	40.2%	4.8%	5.0%	3.4%	0.5%	1.5%	1.1%	1.0%	0.7%	0.7%	0.2%	0.2%	0.3%
State	1,310	1,272	689	46.0%	46.2%	42.4%	41.1%	39.6%	47.5%	7.8%	8.3%	7.1%	3.4%	2.9%	2.1%	1.5%	2.8%	0.8%	0.3%	0.2%	0.0%
Treasury	7,033	5,677	7,314	40.0%	39.0%	37.8%	47.0%	49.5%	49.5%	8.9%	7.6%	7.5%	2.9%	1.8%	2.9%	0.4%	1.9%	2.1%	0.8%	0.2%	0.3%
USDA	13,591	10,402	10,441	43.1%	43.6%	42.1%	46.2%	46.3%	48.9%	7.6%	7.6%	6.2%	2.2%	1.5%	1.7%	0.6%	0.7%	0.9%	0.3%	0.2%	0.2%
VA	3,144	3,344	2,388	55.7%	58.2%	58.4%	38.5%	37.0%	37.0%	4.5%	3.4%	2.9%	0.9%	0.6%	1.1%	0.2%	0.6%	0.6%	0.2%	0.2%	0.0%
Small Agencies	4,141	3,679	---	45.7%	46.3%	---	41.5%	41.2%	---	8.7%	8.8%	---	2.7%	2.4%	---	1.1%	1.2%	---	0.3%	0.2%	---
All DoD	50,727	40,186	32,559	45.3%	46.1%	45.5%	44.4%	44.4%	44.5%	7.4%	7.0%	6.2%	1.6%	1.6%	2.2%	0.9%	0.7%	1.3%	0.4%	0.2%	0.3%
USACE	5,154	6,295	711	38.7%	41.4%	44.2%	49.3%	48.5%	45.3%	8.5%	7.7%	6.6%	2.2%	1.5%	2.3%	1.1%	0.7%	1.6%	0.4%	0.2%	0.0%
Air Force	10,074	8,693	6,545	45.5%	45.2%	45.3%	44.5%	45.8%	45.5%	6.7%	6.7%	5.7%	1.9%	1.6%	2.4%	1.0%	0.6%	1.0%	0.5%	0.2%	0.2%
Army	13,744	8,408	8,964	47.9%	48.9%	46.0%	42.8%	42.3%	44.5%	7.2%	6.3%	5.8%	1.1%	1.7%	2.1%	0.6%	0.5%	1.3%	0.4%	0.3%	0.3%
Navy	12,617	9,509	9,043	43.4%	44.6%	47.0%	44.9%	45.4%	43.0%	8.3%	7.5%	6.6%	1.7%	1.5%	2.0%	1.3%	0.8%	1.2%	0.5%	0.1%	0.3%
Marine Corps	912	762	658	51.5%	54.2%	46.2%	40.7%	37.6%	42.6%	5.6%	5.5%	6.9%	0.5%	1.4%	2.6%	1.1%	1.3%	1.1%	0.6%	0.0%	0.6%
Other DoD	8,226	6,519	6,638	43.8%	44.7%	42.5%	45.8%	44.1%	45.8%	7.2%	8.2%	7.1%	1.9%	1.7%	2.3%	0.9%	0.8%	1.7%	0.4%	0.5%	0.5%

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

2006 Federal Human Capital Survey: Report by Agency

(21) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,439	147,909	100,656	21.3%	21.3%	17.3%	45.4%	45.6%	48.5%	14.9%	14.3%	13.0%	11.1%	11.8%	13.1%	6.7%	6.4%	8.0%	0.7%	0.6%	0.2%
AID	726	803	560	18.6%	16.2%	11.4%	43.5%	37.4%	34.5%	13.1%	13.8%	13.2%	13.3%	17.6%	17.4%	10.7%	13.8%	22.7%	0.7%	1.2%	0.9%
BBG	570	543	---	13.8%	14.2%	---	37.6%	34.5%	---	16.9%	19.9%	---	15.4%	17.2%	---	13.6%	11.8%	---	2.7%	2.5%	---
CSOSA	518	554	---	28.7%	32.8%	---	40.1%	41.0%	---	10.6%	11.5%	---	11.3%	9.3%	---	8.2%	4.7%	---	1.1%	0.7%	---
DHS	10,370	10,478	---	16.3%	16.3%	---	38.1%	35.7%	---	16.3%	15.0%	---	14.8%	17.7%	---	13.7%	14.6%	---	0.9%	0.8%	---
DOC	5,204	4,021	4,134	20.2%	19.8%	15.5%	47.4%	44.6%	48.0%	14.9%	14.5%	14.0%	10.8%	12.7%	13.8%	6.3%	7.7%	8.6%	0.4%	0.7%	0.1%
DOE	7,742	1,485	922	22.9%	26.8%	19.6%	50.1%	51.7%	55.5%	13.2%	11.5%	11.7%	8.9%	6.6%	7.9%	4.4%	2.8%	4.6%	0.4%	0.7%	0.7%
DOI	25,504	5,186	5,412	18.6%	19.0%	15.6%	49.4%	50.5%	50.5%	15.5%	14.9%	14.7%	10.5%	10.6%	12.9%	5.5%	4.7%	6.1%	0.6%	0.3%	0.3%
DOJ	10,964	7,701	4,363	25.3%	27.2%	18.0%	47.9%	47.8%	48.0%	12.1%	11.1%	13.7%	8.9%	8.1%	12.1%	5.3%	5.1%	7.9%	0.5%	0.7%	0.3%
DOL	4,538	4,082	4,105	24.2%	25.6%	17.5%	49.1%	45.9%	50.6%	12.8%	12.9%	13.4%	8.5%	9.1%	11.3%	4.9%	5.8%	6.8%	0.6%	0.7%	0.4%
DOT	5,453	4,950	3,003	21.7%	20.7%	20.6%	41.8%	49.2%	47.4%	15.4%	13.0%	13.5%	11.0%	10.1%	11.5%	9.5%	6.8%	6.8%	0.6%	0.2%	0.3%
Educ	2,910	2,408	1,671	18.6%	20.0%	14.9%	46.7%	45.6%	46.8%	14.6%	13.0%	13.2%	11.2%	12.6%	14.8%	8.0%	7.5%	9.7%	0.9%	1.3%	0.5%
EEOC	1,173	1,693	---	26.2%	28.5%	---	47.1%	44.1%	---	12.2%	11.4%	---	8.5%	8.9%	---	5.5%	6.5%	---	0.5%	0.7%	---
EPA	9,115	6,895	5,666	21.8%	25.4%	16.8%	49.3%	48.1%	50.7%	13.8%	13.0%	13.0%	10.1%	9.8%	12.5%	4.5%	3.3%	6.7%	0.4%	0.5%	0.3%
FDIC	3,085	1,205	---	25.4%	22.6%	---	53.1%	58.2%	---	11.8%	11.7%	---	6.7%	5.4%	---	2.7%	2.0%	---	0.3%	0.2%	---
FERC	753	---	---	41.9%	---	---	45.4%	---	---	6.8%	---	---	4.4%	---	---	1.4%	---	---	0.1%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(21) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,439	147,909	100,656	21.3%	21.3%	17.3%	45.4%	45.6%	48.5%	14.9%	14.3%	13.0%	11.1%	11.8%	13.1%	6.7%	6.4%	8.0%	0.7%	0.6%	0.2%
FTC	459	616	---	29.4%	32.4%	---	53.7%	48.7%	---	8.0%	9.9%	---	7.0%	6.5%	---	1.9%	2.0%	---	0.0%	0.4%	---
GSA	3,916	2,869	2,559	30.6%	29.9%	23.7%	45.2%	44.6%	49.1%	12.1%	10.6%	11.2%	7.5%	9.6%	9.9%	3.9%	4.6%	5.9%	0.7%	0.7%	0.2%
HHS	25,756	4,653	4,862	24.3%	24.2%	18.7%	47.0%	46.6%	50.5%	13.8%	14.0%	12.9%	9.3%	10.0%	11.3%	4.9%	4.6%	6.4%	0.7%	0.6%	0.1%
HUD	4,075	5,343	1,246	21.1%	21.4%	16.4%	45.8%	45.3%	48.2%	14.0%	13.2%	10.5%	11.1%	11.6%	14.3%	6.7%	7.6%	10.3%	1.3%	0.9%	0.3%
NARA	1,442	1,415	---	23.5%	23.3%	---	39.4%	39.1%	---	14.0%	12.5%	---	12.2%	12.4%	---	9.9%	11.0%	---	1.0%	1.6%	---
NASA	4,734	4,766	4,225	27.9%	28.2%	20.8%	50.2%	49.3%	54.1%	11.0%	12.0%	12.0%	7.7%	7.5%	9.2%	2.9%	2.7%	3.8%	0.3%	0.3%	0.2%
NCUA	623	538	---	21.7%	22.0%	---	48.8%	47.5%	---	22.0%	23.5%	---	5.1%	4.5%	---	1.8%	0.9%	---	0.6%	1.7%	---
NLRB	963	979	---	27.9%	29.7%	---	45.6%	44.5%	---	14.0%	11.6%	---	8.7%	9.5%	---	3.1%	3.6%	---	0.7%	1.1%	---
NRC	1,692	1,876	---	27.2%	27.7%	---	47.8%	45.6%	---	11.7%	12.3%	---	8.6%	9.7%	---	4.0%	4.3%	---	0.7%	0.4%	---
NSF	596	778	441	42.1%	38.5%	33.3%	46.7%	44.9%	49.9%	7.4%	9.7%	10.3%	2.6%	3.9%	5.2%	1.3%	2.8%	1.3%	0.0%	0.2%	0.0%
OMB	250	249	249	21.3%	20.3%	10.5%	44.3%	40.5%	57.0%	15.3%	17.9%	17.5%	14.3%	13.0%	11.9%	4.9%	7.2%	2.6%	0.0%	1.2%	0.5%
OPM	3,012	1,539	1,311	20.5%	21.7%	18.4%	44.0%	44.3%	50.2%	18.8%	15.8%	12.2%	9.1%	11.2%	12.8%	5.5%	5.9%	5.7%	2.2%	1.0%	0.6%
RRB	680	700	---	21.4%	20.8%	---	44.2%	44.2%	---	16.2%	14.6%	---	11.9%	13.1%	---	5.3%	5.5%	---	0.9%	1.7%	---
SBA	1,447	1,661	881	20.5%	21.5%	18.4%	48.3%	50.3%	51.4%	15.4%	12.1%	10.1%	8.9%	8.8%	11.8%	6.1%	6.2%	8.1%	0.8%	1.0%	0.2%
SEC	1,905	2,166	---	39.4%	26.5%	---	46.9%	44.2%	---	6.7%	12.2%	---	4.8%	9.9%	---	1.9%	7.1%	---	0.3%	0.2%	---

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

2006 Federal Human Capital Survey: Report by Agency

(21) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,439	147,909	100,656	21.3%	21.3%	17.3%	45.4%	45.6%	48.5%	14.9%	14.3%	13.0%	11.1%	11.8%	13.1%	6.7%	6.4%	8.0%	0.7%	0.6%	0.2%
SSA	1,317	1,172	1,023	23.1%	22.3%	16.7%	38.9%	37.2%	43.2%	17.3%	17.7%	13.2%	12.6%	12.8%	14.5%	7.5%	8.1%	11.9%	0.7%	2.0%	0.5%
State	1,310	1,272	689	22.2%	21.7%	16.5%	43.7%	42.7%	44.8%	13.7%	14.9%	11.8%	13.1%	10.8%	17.6%	7.1%	9.1%	9.2%	0.2%	0.7%	0.0%
Treasury	7,034	5,677	7,314	18.9%	15.5%	13.6%	48.1%	50.1%	47.9%	13.9%	13.8%	13.6%	11.9%	13.1%	14.7%	6.3%	6.5%	10.0%	0.9%	0.9%	0.2%
USDA	13,596	10,403	10,441	20.9%	18.7%	13.0%	48.0%	48.6%	53.4%	15.4%	15.1%	13.9%	9.9%	11.5%	12.8%	5.0%	5.5%	6.5%	0.7%	0.6%	0.3%
VA	3,144	3,344	2,388	23.2%	24.3%	19.6%	40.1%	43.6%	48.5%	16.8%	15.4%	10.4%	11.4%	11.6%	13.5%	7.7%	4.6%	8.0%	0.8%	0.3%	0.0%
Small Agencies	4,141	3,679	---	33.7%	29.4%	---	43.4%	43.6%	---	11.0%	12.0%	---	7.5%	9.3%	---	3.9%	5.3%	---	0.5%	0.4%	---
All DoD	50,722	40,194	32,559	20.4%	20.7%	17.3%	47.3%	46.6%	47.9%	14.9%	14.4%	13.3%	11.1%	11.9%	13.2%	5.8%	5.8%	8.1%	0.6%	0.5%	0.2%
USACE	5,154	6,295	711	20.8%	22.5%	16.8%	50.8%	52.3%	54.3%	14.3%	12.3%	11.6%	9.3%	8.9%	10.0%	4.3%	3.7%	7.3%	0.4%	0.4%	0.0%
Air Force	10,074	8,696	6,545	20.3%	19.3%	16.5%	48.2%	46.9%	46.7%	14.8%	15.3%	13.5%	10.5%	12.2%	14.8%	5.5%	5.6%	8.4%	0.6%	0.6%	0.2%
Army	13,741	8,408	8,964	21.9%	21.7%	18.0%	47.8%	46.1%	47.9%	13.9%	13.3%	13.0%	10.2%	12.1%	12.7%	5.7%	6.5%	8.3%	0.5%	0.3%	0.1%
Navy	12,614	9,512	9,043	17.7%	19.3%	17.5%	45.0%	46.1%	46.5%	16.5%	15.4%	13.8%	13.3%	12.6%	13.2%	7.0%	6.0%	8.8%	0.6%	0.6%	0.2%
Marine Corps	912	764	658	20.1%	22.6%	13.7%	43.0%	45.7%	47.0%	18.4%	16.3%	11.9%	10.9%	8.6%	16.0%	7.2%	6.3%	11.4%	0.4%	0.6%	0.0%
Other DoD	8,227	6,519	6,638	22.1%	23.1%	17.6%	48.3%	46.1%	50.8%	13.9%	13.7%	13.4%	10.5%	11.2%	12.3%	4.5%	5.1%	5.8%	0.6%	0.8%	0.2%

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

2006 Federal Human Capital Survey: Report by Agency

(22) Promotions in my work unit are based on merit.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,432	147,899	100,656	7.3%	7.0%	7.4%	26.3%	26.8%	27.3%	26.6%	26.2%	23.4%	19.0%	19.4%	19.3%	16.4%	16.6%	18.7%	4.4%	4.1%	4.0%
AID	726	803	560	7.1%	6.5%	7.7%	37.7%	28.9%	33.6%	22.9%	24.3%	21.1%	15.6%	18.8%	19.6%	12.7%	17.6%	13.5%	4.1%	3.9%	4.5%
BBG	570	543	---	6.3%	7.7%	---	17.5%	18.7%	---	29.0%	21.4%	---	15.9%	19.4%	---	26.7%	26.6%	---	4.7%	6.2%	---
CSOSA	518	554	---	10.1%	10.6%	---	28.9%	33.2%	---	23.4%	22.0%	---	18.3%	17.7%	---	13.5%	12.0%	---	5.8%	4.5%	---
DHS	10,367	10,473	---	4.2%	4.1%	---	18.1%	17.5%	---	23.5%	22.3%	---	22.1%	19.7%	---	27.6%	32.1%	---	4.6%	4.3%	---
DOC	5,204	4,021	4,134	11.2%	11.8%	11.1%	36.9%	35.7%	35.3%	23.3%	22.5%	21.9%	13.1%	14.8%	15.6%	9.7%	10.8%	11.5%	5.7%	4.4%	4.7%
DOE	7,742	1,485	922	7.4%	8.0%	8.5%	28.9%	30.4%	30.8%	26.1%	27.2%	21.1%	18.0%	17.8%	16.0%	14.7%	14.2%	17.3%	5.0%	2.4%	6.3%
DOI	25,503	5,184	5,412	6.1%	6.3%	8.1%	28.4%	28.5%	30.6%	27.5%	26.6%	23.7%	18.6%	20.3%	19.3%	15.0%	13.9%	13.0%	4.4%	4.5%	5.3%
DOJ	10,961	7,701	4,363	6.4%	7.5%	6.1%	28.2%	26.4%	22.3%	26.4%	25.6%	23.4%	20.7%	19.6%	20.5%	14.8%	16.7%	24.5%	3.5%	4.3%	3.2%
DOL	4,538	4,082	4,105	9.1%	8.4%	8.5%	31.8%	29.6%	28.9%	24.1%	23.3%	22.4%	17.0%	17.6%	17.1%	13.1%	16.4%	17.3%	4.8%	4.7%	5.8%
DOT	5,452	4,950	3,003	5.8%	3.9%	6.8%	20.4%	26.8%	25.0%	27.8%	25.3%	23.7%	18.2%	21.5%	20.3%	24.2%	19.1%	21.0%	3.7%	3.4%	3.2%
Educ	2,910	2,408	1,671	7.6%	8.9%	7.5%	25.5%	25.4%	24.7%	23.3%	23.4%	22.4%	18.7%	17.4%	20.8%	18.7%	18.5%	18.9%	6.2%	6.4%	5.7%
EEOC	1,173	1,693	---	6.9%	6.1%	---	23.7%	24.5%	---	28.4%	26.2%	---	16.4%	18.9%	---	17.5%	16.1%	---	7.1%	8.2%	---
EPA	9,115	6,895	5,666	7.2%	7.2%	7.5%	31.2%	32.5%	29.9%	25.4%	24.8%	22.3%	17.2%	18.3%	18.5%	13.1%	12.9%	16.3%	5.9%	4.3%	5.4%
FDIC	3,085	1,205	---	5.5%	3.0%	---	25.9%	25.3%	---	24.7%	28.3%	---	21.9%	22.3%	---	19.0%	17.0%	---	3.0%	4.0%	---
FERC	753	---	---	11.7%	---	---	34.8%	---	---	21.9%	---	---	12.3%	---	---	12.2%	---	---	7.1%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(22) Promotions in my work unit are based on merit.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,432	147,899	100,656	7.3%	7.0%	7.4%	26.3%	26.8%	27.3%	26.6%	26.2%	23.4%	19.0%	19.4%	19.3%	16.4%	16.6%	18.7%	4.4%	4.1%	4.0%
FTC	459	616	---	17.1%	16.1%	---	33.4%	36.1%	---	21.2%	19.7%	---	9.3%	11.9%	---	7.4%	8.6%	---	11.6%	7.5%	---
GSA	3,916	2,869	2,559	12.1%	12.0%	12.7%	28.0%	30.1%	30.0%	25.9%	23.6%	21.9%	16.0%	16.8%	15.4%	12.9%	12.0%	16.1%	5.1%	5.5%	3.8%
HHS	25,756	4,653	4,862	8.6%	8.6%	10.0%	29.7%	28.6%	29.6%	25.5%	24.7%	23.4%	16.2%	18.3%	16.7%	13.2%	13.3%	14.1%	6.8%	6.5%	6.3%
HUD	4,075	5,343	1,246	7.4%	6.3%	7.0%	26.0%	25.5%	24.1%	25.4%	26.0%	24.7%	17.6%	19.2%	19.2%	18.2%	18.0%	19.7%	5.4%	5.0%	5.2%
NARA	1,442	1,415	---	9.0%	6.4%	---	27.3%	27.1%	---	21.9%	23.9%	---	17.9%	18.5%	---	19.2%	16.6%	---	4.7%	7.5%	---
NASA	4,734	4,766	4,225	11.6%	10.2%	11.3%	36.0%	35.7%	34.2%	23.4%	23.4%	22.2%	14.1%	15.5%	15.0%	10.4%	11.3%	12.8%	4.5%	4.0%	4.4%
NCUA	623	538	---	7.6%	9.1%	---	38.6%	37.5%	---	23.9%	23.3%	---	15.6%	16.0%	---	11.0%	11.9%	---	3.4%	2.2%	---
NLRB	963	979	---	9.0%	9.1%	---	28.9%	29.5%	---	24.4%	19.2%	---	17.3%	19.6%	---	14.8%	14.1%	---	5.5%	8.7%	---
NRC	1,692	1,876	---	12.7%	9.2%	---	36.9%	35.9%	---	23.6%	24.7%	---	13.1%	14.2%	---	9.1%	10.2%	---	4.5%	5.8%	---
NSF	596	778	441	18.1%	13.4%	13.7%	32.2%	32.3%	29.7%	24.4%	24.1%	19.7%	10.5%	13.3%	17.0%	10.5%	8.5%	13.7%	4.3%	8.5%	6.2%
OMB	250	249	249	14.1%	16.1%	13.7%	40.2%	38.1%	42.1%	19.5%	21.8%	20.7%	13.2%	10.9%	12.4%	7.5%	8.3%	6.2%	5.4%	4.7%	4.8%
OPM	3,012	1,539	1,311	9.6%	9.0%	10.8%	27.9%	27.3%	30.1%	26.2%	23.0%	23.1%	15.5%	18.0%	17.8%	12.4%	17.2%	14.2%	8.4%	5.5%	4.1%
RRB	680	700	---	8.2%	7.7%	---	31.4%	33.3%	---	27.6%	24.6%	---	17.1%	17.5%	---	10.7%	11.4%	---	5.0%	5.5%	---
SBA	1,447	1,661	881	6.4%	5.3%	7.9%	23.6%	24.1%	27.1%	26.0%	27.1%	23.7%	15.8%	18.7%	18.2%	21.5%	19.5%	17.7%	6.7%	5.2%	5.4%
SEC	1,905	2,166	---	13.5%	11.2%	---	32.4%	32.8%	---	22.5%	21.2%	---	14.0%	14.2%	---	12.7%	13.1%	---	5.0%	7.6%	---

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

2006 Federal Human Capital Survey: Report by Agency

(22) Promotions in my work unit are based on merit.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,432	147,899	100,656	7.3%	7.0%	7.4%	26.3%	26.8%	27.3%	26.6%	26.2%	23.4%	19.0%	19.4%	19.3%	16.4%	16.6%	18.7%	4.4%	4.1%	4.0%
SSA	1,317	1,172	1,023	7.5%	6.0%	7.4%	30.7%	25.2%	25.6%	21.5%	27.4%	24.2%	20.4%	19.7%	18.9%	14.3%	18.4%	17.8%	5.7%	3.2%	6.0%
State	1,310	1,272	689	8.1%	9.8%	6.3%	30.6%	29.9%	28.5%	26.5%	27.7%	23.1%	20.1%	16.2%	20.8%	8.1%	10.7%	17.1%	6.6%	5.6%	4.2%
Treasury	7,038	5,677	7,314	8.2%	8.2%	6.1%	31.0%	31.9%	32.0%	24.7%	24.2%	21.8%	18.1%	17.9%	18.3%	12.6%	14.3%	17.6%	5.3%	3.6%	4.2%
USDA	13,597	10,404	10,441	5.8%	5.4%	5.2%	28.4%	27.6%	29.4%	28.9%	28.1%	25.7%	19.4%	20.4%	20.1%	13.0%	14.7%	15.5%	4.5%	3.8%	4.2%
VA	3,144	3,344	2,388	7.1%	7.2%	7.0%	21.8%	26.0%	26.2%	26.0%	28.9%	24.9%	20.7%	19.0%	19.5%	20.0%	14.1%	19.4%	4.3%	4.8%	3.1%
Small Agencies	4,141	3,679	---	11.7%	10.6%	---	30.4%	29.8%	---	23.7%	23.9%	---	14.7%	15.8%	---	12.8%	12.9%	---	6.7%	7.0%	---
All DoD	50,718	40,190	32,559	7.6%	7.1%	7.5%	26.2%	26.6%	26.1%	28.5%	26.8%	23.0%	18.6%	20.0%	19.8%	15.3%	15.9%	19.9%	3.8%	3.6%	3.7%
USACE	5,154	6,295	711	7.3%	7.1%	11.0%	30.9%	31.8%	28.3%	28.4%	26.7%	22.0%	17.5%	18.7%	18.7%	12.3%	12.8%	17.2%	3.7%	2.9%	2.7%
Air Force	10,073	8,694	6,545	7.7%	6.2%	7.8%	25.8%	25.6%	26.4%	27.9%	25.7%	22.6%	19.2%	21.3%	20.1%	16.0%	18.0%	19.6%	3.4%	3.2%	3.6%
Army	13,740	8,408	8,964	8.3%	8.7%	7.5%	25.5%	25.8%	25.1%	29.2%	27.7%	23.9%	18.4%	19.7%	20.2%	14.5%	14.3%	19.3%	4.1%	3.8%	3.9%
Navy	12,613	9,509	9,043	6.6%	6.3%	7.0%	26.6%	28.1%	28.1%	28.0%	27.2%	22.0%	19.0%	19.3%	19.3%	16.0%	15.6%	20.2%	3.8%	3.5%	3.4%
Marine Corps	911	765	658	7.6%	8.4%	7.2%	23.2%	22.0%	20.1%	29.4%	28.1%	19.6%	17.2%	17.9%	23.2%	18.9%	19.1%	26.9%	3.8%	4.4%	2.9%
Other DoD	8,227	6,519	6,638	7.4%	6.4%	6.8%	26.8%	26.0%	24.2%	28.5%	26.2%	24.5%	17.8%	20.6%	19.2%	15.5%	16.8%	20.9%	4.1%	4.1%	4.4%

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

2006 Federal Human Capital Survey: Report by Agency

(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,430	147,904	100,656	4.6%	4.5%	3.6%	24.1%	22.9%	21.4%	26.3%	26.2%	21.7%	22.0%	23.6%	25.5%	16.8%	16.9%	20.8%	6.2%	5.9%	7.2%
AID	726	803	560	5.4%	3.3%	3.8%	26.7%	24.5%	20.6%	22.4%	24.8%	22.5%	23.3%	20.6%	27.1%	15.1%	19.4%	18.8%	7.0%	7.3%	7.2%
BBG	570	543	---	4.3%	5.0%	---	17.9%	20.0%	---	28.3%	21.2%	---	22.2%	24.8%	---	20.5%	22.5%	---	6.9%	6.5%	---
CSOSA	518	554	---	9.7%	9.8%	---	34.7%	32.7%	---	22.3%	23.3%	---	15.9%	17.6%	---	11.4%	10.8%	---	5.9%	5.8%	---
DHS	10,370	10,477	---	3.7%	3.6%	---	19.6%	21.4%	---	23.7%	20.8%	---	24.4%	25.9%	---	24.3%	24.4%	---	4.3%	3.9%	---
DOC	5,204	4,021	4,134	6.0%	5.7%	4.4%	28.1%	28.0%	26.2%	26.2%	25.2%	22.9%	18.6%	19.5%	21.2%	11.6%	12.6%	16.2%	9.5%	9.0%	9.1%
DOE	7,742	1,485	922	3.5%	3.7%	1.8%	21.2%	26.0%	21.2%	27.5%	27.6%	22.7%	22.8%	22.7%	24.8%	17.2%	15.4%	18.5%	7.9%	4.7%	11.0%
DOI	25,501	5,184	5,412	3.4%	3.5%	2.6%	23.6%	23.1%	21.8%	26.7%	24.7%	22.4%	23.4%	25.3%	26.6%	17.2%	17.8%	19.5%	5.7%	5.6%	7.0%
DOJ	10,962	7,701	4,363	4.1%	4.1%	3.2%	24.4%	22.9%	20.5%	24.2%	23.8%	19.7%	25.1%	24.4%	27.5%	16.6%	19.0%	23.9%	5.5%	5.9%	5.2%
DOL	4,538	4,082	4,105	5.2%	4.8%	3.4%	27.0%	24.3%	22.3%	28.1%	26.2%	21.2%	18.9%	20.1%	23.8%	12.5%	15.2%	18.8%	8.3%	9.4%	10.5%
DOT	5,452	4,950	3,003	2.5%	3.1%	3.3%	21.0%	22.8%	16.6%	24.5%	21.1%	21.0%	21.4%	25.7%	30.4%	23.4%	23.3%	22.8%	7.2%	4.0%	5.9%
Educ	2,909	2,408	1,671	4.6%	4.4%	3.8%	20.8%	19.1%	17.3%	25.1%	23.4%	19.8%	20.6%	22.0%	26.1%	19.8%	21.5%	24.7%	9.1%	9.5%	8.3%
EEOC	1,173	1,693	---	5.7%	4.9%	---	24.5%	24.3%	---	26.0%	21.7%	---	17.8%	20.3%	---	17.4%	19.3%	---	8.6%	9.4%	---
EPA	9,115	6,895	5,666	2.8%	2.6%	1.9%	20.1%	18.5%	14.5%	27.5%	26.5%	20.5%	23.5%	26.0%	27.4%	16.5%	17.5%	24.9%	9.5%	8.9%	10.8%
FDIC	3,085	1,205	---	2.7%	2.3%	---	23.2%	21.2%	---	26.4%	22.6%	---	22.7%	26.8%	---	17.4%	20.4%	---	7.5%	6.7%	---
FERC	753	---	---	5.5%	---	---	23.1%	---	---	28.9%	---	---	18.1%	---	---	12.0%	---	---	12.4%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,430	147,904	100,656	4.6%	4.5%	3.6%	24.1%	22.9%	21.4%	26.3%	26.2%	21.7%	22.0%	23.6%	25.5%	16.8%	16.9%	20.8%	6.2%	5.9%	7.2%
FTC	459	616	---	4.9%	3.9%	---	18.9%	19.9%	---	28.8%	26.7%	---	18.3%	19.0%	---	10.6%	13.6%	---	18.5%	17.0%	---
GSA	3,916	2,869	2,559	7.6%	7.0%	5.7%	26.8%	26.8%	22.5%	26.7%	25.0%	23.6%	18.9%	19.6%	23.9%	13.3%	14.6%	16.5%	6.8%	7.1%	7.8%
HHS	25,756	4,653	4,862	4.7%	4.7%	3.9%	24.8%	22.1%	21.7%	26.3%	24.8%	21.3%	20.4%	23.2%	24.7%	14.8%	16.4%	19.4%	8.9%	8.6%	9.1%
HUD	4,075	5,343	1,246	3.8%	3.5%	2.6%	21.2%	19.0%	19.3%	25.2%	24.5%	20.6%	21.6%	23.1%	23.9%	19.8%	22.5%	22.7%	8.3%	7.5%	10.9%
NARA	1,442	1,415	---	5.8%	4.4%	---	26.7%	26.8%	---	22.1%	23.9%	---	20.3%	20.4%	---	17.4%	16.5%	---	7.6%	8.1%	---
NASA	4,734	4,766	4,225	4.5%	3.7%	3.4%	24.0%	22.4%	21.7%	29.0%	29.8%	25.7%	21.6%	22.8%	24.5%	11.0%	13.5%	15.9%	9.8%	7.7%	8.8%
NCUA	623	538	---	4.1%	4.6%	---	33.9%	32.9%	---	25.7%	28.2%	---	17.2%	16.2%	---	10.4%	10.7%	---	8.7%	7.4%	---
NLRB	963	979	---	3.6%	4.1%	---	25.1%	25.0%	---	25.6%	21.9%	---	21.5%	21.7%	---	14.3%	14.8%	---	9.9%	12.5%	---
NRC	1,692	1,876	---	4.7%	3.5%	---	24.1%	21.5%	---	29.1%	29.0%	---	21.1%	20.9%	---	10.8%	11.3%	---	10.1%	13.7%	---
NSF	596	778	441	6.3%	5.8%	3.7%	22.8%	21.6%	23.1%	27.9%	25.5%	18.1%	21.4%	25.0%	28.1%	15.9%	15.9%	17.7%	5.7%	6.3%	9.3%
OMB	250	249	249	3.2%	3.6%	1.9%	25.7%	27.3%	23.6%	27.8%	30.6%	23.1%	22.5%	18.6%	21.4%	11.3%	9.6%	13.7%	9.5%	10.3%	16.3%
OPM	3,012	1,539	1,311	6.7%	4.5%	3.3%	28.5%	22.7%	23.9%	26.5%	25.5%	23.7%	15.1%	22.2%	22.9%	11.2%	15.3%	15.8%	12.0%	9.7%	10.4%
RRB	680	700	---	4.8%	4.1%	---	24.7%	25.8%	---	27.4%	22.5%	---	21.6%	25.1%	---	12.5%	15.0%	---	9.1%	7.4%	---
SBA	1,447	1,661	881	4.3%	3.8%	4.2%	22.3%	22.5%	23.7%	26.5%	25.3%	25.1%	20.1%	22.5%	20.7%	18.9%	19.2%	18.3%	7.9%	6.7%	8.0%
SEC	1,905	2,166	---	5.8%	3.6%	---	20.9%	21.6%	---	28.0%	25.9%	---	18.6%	18.3%	---	13.6%	13.7%	---	13.2%	16.9%	---

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

2006 Federal Human Capital Survey: Report by Agency

(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,430	147,904	100,656	4.6%	4.5%	3.6%	24.1%	22.9%	21.4%	26.3%	26.2%	21.7%	22.0%	23.6%	25.5%	16.8%	16.9%	20.8%	6.2%	5.9%	7.2%
SSA	1,317	1,172	1,023	4.2%	3.6%	3.8%	21.5%	16.0%	16.8%	26.8%	28.5%	18.8%	22.4%	24.2%	26.2%	17.9%	20.6%	24.2%	7.3%	6.9%	10.2%
State	1,310	1,272	689	5.5%	4.3%	4.1%	23.3%	23.5%	18.5%	22.9%	27.1%	18.4%	25.2%	25.3%	32.9%	13.7%	12.0%	20.8%	9.4%	7.9%	5.3%
Treasury	7,035	5,677	7,314	5.0%	4.9%	3.9%	26.7%	25.2%	23.4%	24.7%	26.3%	21.5%	21.1%	20.9%	24.6%	12.8%	13.2%	17.6%	9.8%	9.5%	8.9%
USDA	13,600	10,403	10,441	3.9%	3.5%	2.5%	23.8%	23.4%	20.8%	27.9%	26.1%	24.3%	22.6%	24.5%	25.6%	16.2%	16.9%	19.9%	5.7%	5.6%	6.9%
VA	3,144	3,344	2,388	5.4%	6.4%	3.6%	25.6%	23.0%	26.1%	24.3%	29.1%	21.4%	20.0%	22.5%	21.0%	20.0%	15.1%	20.5%	4.7%	4.0%	7.5%
Small Agencies	4,141	3,679	---	6.6%	6.1%	---	26.7%	24.9%	---	25.8%	25.2%	---	17.4%	19.5%	---	12.8%	13.4%	---	10.8%	11.0%	---
All DoD	50,715	40,192	32,559	4.8%	4.5%	3.8%	24.4%	23.1%	20.5%	27.9%	27.2%	21.9%	22.1%	23.9%	26.3%	15.3%	15.7%	21.3%	5.6%	5.6%	6.2%
USACE	5,154	6,295	711	3.6%	3.3%	4.3%	22.5%	22.4%	19.6%	28.0%	27.5%	24.1%	24.0%	25.3%	25.9%	16.4%	16.8%	20.6%	5.6%	4.8%	5.5%
Air Force	10,073	8,696	6,545	5.3%	4.5%	3.9%	24.9%	23.1%	21.6%	27.4%	27.4%	22.6%	21.8%	23.7%	26.6%	15.6%	16.4%	19.7%	5.0%	5.0%	5.7%
Army	13,738	8,406	8,964	5.2%	5.7%	4.0%	25.4%	23.7%	20.7%	27.9%	26.7%	21.7%	21.9%	24.0%	26.9%	14.2%	14.3%	20.7%	5.4%	5.6%	6.0%
Navy	12,613	9,511	9,043	3.7%	3.4%	3.7%	22.8%	22.9%	20.4%	28.6%	28.2%	21.2%	22.8%	24.1%	25.3%	16.1%	15.7%	22.5%	6.0%	5.6%	6.9%
Marine Corps	912	765	658	6.1%	5.9%	3.5%	23.9%	23.6%	19.4%	27.3%	29.1%	20.0%	21.1%	19.9%	28.8%	17.1%	16.6%	22.5%	4.5%	4.9%	5.7%
Other DoD	8,225	6,519	6,638	4.9%	4.2%	3.1%	24.7%	22.3%	19.1%	28.0%	25.7%	22.2%	21.1%	23.6%	26.1%	15.0%	17.2%	22.9%	6.3%	7.0%	6.6%

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

2006 Federal Human Capital Survey: Report by Agency

(24) Employees have a feeling of personal empowerment with respect to work processes.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,444	147,906	100,656	7.1%	7.3%	8.3%	35.1%	35.3%	30.4%	29.2%	27.2%	22.5%	17.0%	18.8%	22.5%	9.3%	9.4%	15.4%	2.3%	2.0%	1.1%
AID	726	803	560	7.9%	9.6%	6.6%	41.3%	38.8%	28.8%	26.2%	23.1%	26.9%	14.8%	17.1%	23.6%	7.2%	8.9%	13.8%	2.7%	2.4%	0.3%
BBG	570	543	---	5.2%	6.1%	---	23.2%	21.0%	---	27.6%	31.0%	---	22.1%	20.6%	---	17.8%	17.8%	---	4.2%	3.6%	---
CSOSA	518	554	---	6.3%	6.4%	---	32.1%	30.6%	---	24.9%	27.2%	---	19.9%	21.5%	---	12.3%	11.1%	---	4.6%	3.3%	---
DHS	10,372	10,474	---	3.8%	4.2%	---	25.8%	23.8%	---	28.4%	26.5%	---	23.3%	24.1%	---	16.3%	18.9%	---	2.4%	2.5%	---
DOC	5,204	4,021	4,134	6.8%	7.7%	8.1%	38.9%	35.8%	33.0%	27.9%	28.6%	22.8%	15.7%	16.4%	21.5%	7.7%	8.9%	13.0%	3.1%	2.7%	1.4%
DOE	7,742	1,485	922	7.0%	9.1%	9.0%	38.6%	41.3%	36.2%	26.1%	24.8%	20.7%	17.4%	16.8%	20.5%	8.8%	6.8%	12.7%	2.1%	1.3%	0.9%
DOI	25,502	5,187	5,412	5.3%	6.2%	8.3%	35.8%	36.4%	32.6%	29.3%	27.0%	22.7%	18.0%	18.8%	21.9%	9.2%	9.4%	13.1%	2.4%	2.1%	1.4%
DOJ	10,964	7,701	4,363	5.4%	5.5%	4.9%	32.5%	33.1%	22.9%	33.3%	28.5%	23.3%	18.4%	20.0%	27.7%	6.8%	9.8%	19.8%	3.5%	3.0%	1.5%
DOL	4,538	4,082	4,105	6.5%	6.8%	7.6%	35.6%	32.8%	29.0%	28.1%	26.1%	23.3%	17.8%	20.6%	22.0%	9.3%	10.7%	16.6%	2.7%	2.9%	1.5%
DOT	5,453	4,950	3,003	5.4%	5.7%	8.7%	32.4%	33.8%	33.7%	27.3%	28.7%	18.9%	17.8%	19.4%	24.3%	15.6%	10.9%	13.5%	1.6%	1.6%	0.9%
Educ	2,909	2,408	1,671	5.2%	6.2%	7.6%	29.5%	29.6%	26.8%	25.4%	23.8%	19.6%	21.2%	21.7%	25.5%	15.6%	15.4%	18.9%	3.1%	3.3%	1.7%
EEOC	1,173	1,693	---	6.7%	6.2%	---	32.8%	32.0%	---	27.1%	23.1%	---	19.3%	23.5%	---	11.8%	11.7%	---	2.2%	3.5%	---
EPA	9,115	6,895	5,666	6.9%	8.0%	8.1%	39.7%	40.4%	34.0%	27.1%	25.8%	22.0%	16.1%	16.9%	21.6%	7.5%	6.6%	12.9%	2.7%	2.2%	1.4%
FDIC	3,085	1,205	---	4.0%	2.8%	---	29.4%	27.4%	---	28.9%	26.7%	---	22.9%	27.5%	---	12.6%	13.5%	---	2.2%	2.2%	---
FERC	753	---	---	9.4%	---	---	34.7%	---	---	29.8%	---	---	14.6%	---	---	6.8%	---	---	4.6%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(24) Employees have a feeling of personal empowerment with respect to work processes.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,444	147,906	100,656	7.1%	7.3%	8.3%	35.1%	35.3%	30.4%	29.2%	27.2%	22.5%	17.0%	18.8%	22.5%	9.3%	9.4%	15.4%	2.3%	2.0%	1.1%
FTC	459	616	---	9.4%	9.9%	---	38.0%	35.4%	---	24.8%	25.1%	---	15.5%	16.7%	---	7.8%	8.9%	---	4.5%	4.0%	---
GSA	3,916	2,869	2,559	12.5%	14.3%	15.4%	39.1%	41.5%	36.4%	23.2%	21.4%	19.5%	15.5%	13.7%	16.1%	7.7%	7.0%	11.2%	2.0%	2.1%	1.4%
HHS	25,756	4,653	4,862	7.1%	6.6%	10.1%	35.4%	34.8%	28.3%	28.5%	27.2%	24.1%	16.8%	18.2%	21.4%	8.9%	10.0%	14.7%	3.3%	3.0%	1.5%
HUD	4,075	5,343	1,246	5.9%	5.9%	6.1%	32.4%	31.3%	28.3%	28.2%	30.1%	22.0%	18.2%	19.7%	23.5%	12.5%	10.1%	17.8%	2.9%	2.8%	2.5%
NARA	1,442	1,415	---	5.7%	6.0%	---	30.0%	28.2%	---	31.1%	29.3%	---	19.0%	21.0%	---	11.8%	12.4%	---	2.4%	3.2%	---
NASA	4,734	4,766	4,225	11.2%	12.9%	14.1%	46.2%	44.9%	41.8%	23.3%	22.7%	21.1%	12.8%	13.2%	15.4%	4.7%	4.7%	6.9%	1.8%	1.5%	0.7%
NCUA	623	538	---	8.8%	5.9%	---	44.7%	43.1%	---	25.3%	24.5%	---	14.0%	19.0%	---	5.5%	6.1%	---	1.6%	1.4%	---
NLRB	963	979	---	6.6%	5.9%	---	30.9%	27.9%	---	28.0%	24.3%	---	21.6%	22.9%	---	10.5%	15.1%	---	2.5%	4.1%	---
NRC	1,692	1,876	---	8.6%	7.8%	---	41.8%	37.0%	---	26.3%	27.5%	---	15.9%	17.4%	---	5.3%	7.2%	---	2.0%	3.1%	---
NSF	596	778	441	12.9%	11.8%	11.2%	39.1%	34.1%	27.6%	23.5%	28.0%	23.3%	17.2%	17.1%	23.7%	6.3%	6.6%	13.2%	1.0%	2.5%	1.0%
OMB	250	249	249	15.6%	15.1%	10.6%	43.8%	45.0%	36.0%	21.3%	20.3%	19.7%	15.1%	15.4%	23.0%	2.8%	2.8%	9.8%	1.5%	1.5%	0.8%
OPM	3,012	1,539	1,311	6.7%	7.6%	9.4%	32.1%	32.7%	33.4%	25.3%	26.9%	21.2%	20.1%	16.8%	22.5%	12.6%	12.5%	11.6%	3.3%	3.4%	1.8%
RRB	680	700	---	8.6%	6.2%	---	31.0%	33.6%	---	31.8%	31.7%	---	17.5%	18.1%	---	6.4%	7.1%	---	4.7%	3.2%	---
SBA	1,447	1,661	881	5.9%	5.2%	7.9%	28.6%	29.1%	27.3%	29.5%	26.5%	21.4%	18.8%	22.7%	24.0%	14.7%	13.3%	18.0%	2.5%	3.1%	1.5%
SEC	1,905	2,166	---	9.1%	5.8%	---	34.6%	32.9%	---	27.0%	27.3%	---	16.7%	19.5%	---	9.1%	9.8%	---	3.5%	4.7%	---

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

2006 Federal Human Capital Survey: Report by Agency

(24) Employees have a feeling of personal empowerment with respect to work processes.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,444	147,906	100,656	7.1%	7.3%	8.3%	35.1%	35.3%	30.4%	29.2%	27.2%	22.5%	17.0%	18.8%	22.5%	9.3%	9.4%	15.4%	2.3%	2.0%	1.1%
SSA	1,317	1,172	1,023	5.5%	4.2%	6.6%	30.3%	28.1%	26.2%	30.8%	29.2%	20.0%	17.3%	22.4%	25.1%	11.9%	14.2%	18.7%	4.2%	1.9%	3.4%
State	1,310	1,272	689	8.1%	8.1%	6.1%	39.1%	37.1%	24.4%	29.2%	25.6%	23.4%	16.0%	19.1%	29.2%	5.3%	7.2%	16.7%	2.3%	2.8%	0.2%
Treasury	7,035	5,677	7,314	6.9%	4.9%	7.0%	35.2%	35.0%	26.7%	30.6%	25.9%	23.3%	16.7%	22.3%	24.1%	7.9%	9.6%	17.8%	2.8%	2.2%	1.2%
USDA	13,594	10,402	10,441	5.9%	5.7%	6.3%	35.9%	35.1%	32.6%	31.1%	29.8%	25.5%	17.6%	19.5%	21.2%	7.5%	7.5%	13.2%	2.1%	2.4%	1.1%
VA	3,144	3,344	2,388	9.1%	9.3%	9.0%	31.6%	37.7%	31.0%	27.3%	26.7%	19.9%	17.3%	15.3%	20.4%	13.0%	10.0%	19.3%	1.8%	1.0%	0.4%
Small Agencies	4,141	3,679	---	10.2%	9.7%	---	34.2%	33.6%	---	25.7%	24.6%	---	17.4%	18.4%	---	9.1%	10.5%	---	3.4%	3.3%	---
All DoD	50,729	40,195	32,559	7.8%	8.5%	8.8%	38.3%	37.8%	31.2%	29.6%	27.3%	23.1%	15.3%	17.8%	22.1%	7.1%	6.8%	13.9%	2.0%	1.8%	0.9%
USACE	5,154	6,295	711	6.5%	7.5%	10.9%	39.7%	40.5%	31.7%	29.6%	27.0%	24.5%	16.2%	18.0%	20.8%	6.3%	5.0%	11.2%	1.7%	2.0%	0.9%
Air Force	10,078	8,696	6,545	8.6%	8.1%	9.7%	38.8%	37.2%	34.4%	28.5%	27.3%	23.6%	14.9%	18.6%	20.2%	7.3%	7.1%	11.6%	1.8%	1.6%	0.5%
Army	13,740	8,408	8,964	8.7%	10.7%	8.6%	38.8%	38.9%	31.6%	29.9%	25.5%	23.8%	14.4%	16.2%	22.2%	6.2%	7.1%	12.9%	2.1%	1.6%	0.9%
Navy	12,618	9,511	9,043	6.5%	6.9%	9.2%	37.0%	37.8%	29.7%	30.4%	28.7%	22.7%	16.4%	18.6%	22.5%	7.7%	6.1%	14.9%	2.0%	2.0%	1.0%
Marine Corps	912	765	658	8.3%	8.2%	7.3%	37.4%	37.8%	23.4%	26.6%	30.2%	20.9%	18.2%	15.2%	25.6%	7.9%	7.0%	21.4%	1.7%	1.7%	1.3%
Other DoD	8,227	6,520	6,638	7.0%	7.5%	6.6%	38.2%	35.2%	28.8%	30.0%	28.0%	21.4%	15.0%	18.8%	24.5%	7.7%	8.0%	17.7%	2.1%	2.4%	0.9%

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

2006 Federal Human Capital Survey: Report by Agency

(25) Employees are rewarded for providing high quality products and services to customers.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,415	147,887	100,656	9.8%	9.2%	9.4%	34.8%	32.9%	33.1%	23.6%	24.4%	21.2%	18.7%	19.8%	21.2%	11.0%	10.6%	12.4%	2.0%	3.0%	2.6%
AID	726	803	560	10.1%	10.7%	8.9%	41.1%	40.3%	33.4%	23.1%	22.5%	23.2%	14.8%	14.4%	24.1%	8.2%	10.1%	8.1%	2.8%	2.1%	2.4%
BBG	570	543	---	6.3%	7.1%	---	18.8%	25.0%	---	25.8%	20.8%	---	25.6%	24.0%	---	21.7%	19.2%	---	1.7%	4.0%	---
CSOSA	518	554	---	12.4%	12.3%	---	38.4%	40.4%	---	21.2%	18.0%	---	14.4%	17.2%	---	11.8%	9.1%	---	1.7%	3.0%	---
DHS	10,370	10,467	---	5.2%	4.6%	---	24.8%	19.5%	---	24.0%	25.3%	---	24.4%	27.9%	---	18.9%	18.3%	---	2.6%	4.4%	---
DOC	5,204	4,021	4,134	12.4%	12.2%	12.2%	40.3%	40.4%	40.6%	21.6%	20.6%	19.0%	14.7%	14.9%	17.0%	8.7%	8.7%	8.6%	2.3%	3.1%	2.7%
DOE	7,742	1,485	922	9.6%	11.9%	10.7%	37.7%	36.1%	42.2%	24.0%	23.0%	18.8%	17.6%	17.9%	16.0%	9.3%	9.3%	8.0%	1.7%	1.8%	4.3%
DOI	25,500	5,181	5,412	8.0%	8.0%	7.3%	34.9%	33.3%	34.8%	23.9%	24.8%	21.8%	20.0%	21.0%	22.3%	11.4%	10.2%	10.0%	1.7%	2.7%	3.8%
DOJ	10,959	7,701	4,363	8.0%	8.1%	6.6%	32.7%	27.8%	26.6%	26.9%	27.1%	25.2%	20.4%	21.2%	22.7%	9.0%	11.3%	14.6%	3.0%	4.4%	4.4%
DOL	4,538	4,082	4,105	10.0%	8.9%	9.1%	37.0%	32.8%	33.1%	23.3%	24.5%	21.8%	17.3%	19.1%	20.6%	10.3%	10.8%	11.3%	2.2%	4.0%	4.1%
DOT	5,451	4,950	3,003	6.6%	7.3%	8.0%	27.8%	30.5%	30.6%	20.8%	21.8%	23.5%	24.0%	22.4%	21.7%	19.5%	16.2%	13.7%	1.3%	1.9%	2.5%
Educ	2,910	2,408	1,671	7.0%	11.7%	8.0%	30.0%	33.3%	33.4%	22.7%	20.6%	18.7%	19.8%	16.8%	22.7%	17.8%	13.1%	13.2%	2.8%	4.5%	4.0%
EEOC	1,173	1,693	---	7.0%	7.2%	---	26.2%	27.3%	---	21.4%	21.5%	---	25.1%	25.5%	---	18.0%	15.3%	---	2.2%	3.2%	---
EPA	9,115	6,895	5,666	10.7%	13.4%	9.0%	43.8%	42.9%	40.0%	22.1%	21.7%	20.0%	13.9%	12.8%	18.8%	7.6%	6.3%	9.4%	1.8%	2.7%	2.8%
FDIC	3,085	1,205	---	7.0%	5.5%	---	33.9%	33.2%	---	23.3%	24.9%	---	20.2%	23.1%	---	14.6%	11.6%	---	1.0%	1.6%	---
FERC	753	---	---	15.3%	---	---	45.4%	---	---	17.5%	---	---	12.4%	---	---	6.5%	---	---	2.9%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(25) Employees are rewarded for providing high quality products and services to customers.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,415	147,887	100,656	9.8%	9.2%	9.4%	34.8%	32.9%	33.1%	23.6%	24.4%	21.2%	18.7%	19.8%	21.2%	11.0%	10.6%	12.4%	2.0%	3.0%	2.6%
FTC	459	616	---	13.6%	16.8%	---	43.4%	35.9%	---	22.1%	23.1%	---	7.5%	10.8%	---	6.8%	6.2%	---	6.7%	7.1%	---
GSA	3,916	2,869	2,559	13.5%	18.6%	17.3%	33.9%	36.0%	38.4%	21.8%	19.9%	17.6%	19.6%	14.6%	15.8%	9.1%	7.7%	7.8%	2.2%	3.2%	3.2%
HHS	25,756	4,653	4,862	10.4%	9.9%	10.0%	35.6%	32.1%	34.8%	23.3%	24.1%	23.4%	17.3%	18.5%	17.9%	10.6%	10.6%	10.6%	2.8%	4.9%	3.2%
HUD	4,075	5,343	1,246	12.1%	10.8%	12.2%	38.6%	35.9%	38.7%	19.9%	21.0%	18.1%	15.3%	18.1%	15.2%	12.2%	10.4%	11.9%	1.8%	3.6%	3.9%
NARA	1,442	1,415	---	12.5%	11.4%	---	38.0%	34.9%	---	20.4%	22.1%	---	16.7%	16.1%	---	11.2%	9.3%	---	1.2%	6.2%	---
NASA	4,734	4,766	4,225	16.4%	14.9%	14.4%	45.8%	45.6%	46.1%	20.7%	21.6%	19.9%	10.0%	11.4%	12.5%	5.0%	4.3%	4.9%	2.1%	2.3%	2.2%
NCUA	623	538	---	10.3%	11.0%	---	43.3%	41.1%	---	20.6%	24.2%	---	17.0%	16.4%	---	7.2%	5.5%	---	1.5%	1.7%	---
NLRB	963	979	---	6.5%	10.1%	---	30.7%	28.0%	---	24.9%	20.4%	---	19.4%	21.9%	---	16.1%	15.1%	---	2.4%	4.5%	---
NRC	1,692	1,876	---	18.6%	15.7%	---	47.0%	45.2%	---	18.3%	19.2%	---	10.5%	12.0%	---	4.2%	4.5%	---	1.3%	3.3%	---
NSF	596	778	441	25.8%	19.4%	14.8%	41.3%	37.2%	40.9%	15.8%	21.8%	17.5%	10.7%	12.8%	17.2%	5.3%	4.6%	6.7%	1.2%	4.2%	2.8%
OMB	250	249	249	15.5%	13.9%	7.3%	44.0%	43.9%	47.0%	16.9%	22.7%	19.0%	18.9%	10.1%	14.0%	2.7%	7.7%	8.3%	1.9%	1.7%	4.4%
OPM	3,012	1,539	1,311	8.9%	7.7%	11.1%	30.7%	27.3%	40.1%	22.7%	24.8%	18.9%	20.3%	21.5%	17.4%	13.0%	13.6%	10.2%	4.4%	5.2%	2.3%
RRB	680	700	---	11.6%	10.0%	---	38.0%	37.9%	---	21.9%	22.5%	---	18.1%	19.2%	---	7.4%	6.3%	---	3.0%	4.2%	---
SBA	1,447	1,661	881	7.8%	6.8%	10.6%	30.3%	27.0%	36.2%	22.0%	24.2%	21.8%	20.9%	23.3%	17.8%	17.0%	14.9%	11.2%	2.0%	3.9%	2.4%
SEC	1,905	2,166	---	11.8%	8.9%	---	35.2%	33.1%	---	24.6%	26.5%	---	14.3%	14.1%	---	9.8%	8.1%	---	4.2%	9.4%	---

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

2006 Federal Human Capital Survey: Report by Agency

(25) Employees are rewarded for providing high quality products and services to customers.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,415	147,887	100,656	9.8%	9.2%	9.4%	34.8%	32.9%	33.1%	23.6%	24.4%	21.2%	18.7%	19.8%	21.2%	11.0%	10.6%	12.4%	2.0%	3.0%	2.6%
SSA	1,317	1,172	1,023	11.4%	11.0%	10.4%	37.3%	36.9%	33.9%	21.1%	23.2%	18.6%	18.5%	14.3%	21.4%	10.0%	12.2%	13.5%	1.6%	2.5%	2.2%
State	1,310	1,272	689	10.7%	11.9%	5.6%	38.8%	31.1%	32.0%	26.7%	24.8%	23.6%	15.1%	19.8%	24.6%	6.9%	8.3%	11.8%	1.8%	4.0%	2.4%
Treasury	7,034	5,677	7,314	10.4%	9.6%	9.6%	40.8%	40.1%	39.9%	23.0%	21.3%	18.9%	17.2%	17.7%	18.5%	6.1%	8.5%	9.9%	2.6%	2.8%	3.2%
USDA	13,589	10,403	10,441	8.4%	6.9%	5.8%	32.2%	32.8%	34.2%	26.2%	26.6%	25.0%	21.1%	21.2%	21.2%	10.4%	9.4%	10.6%	1.7%	3.1%	3.1%
VA	3,144	3,344	2,388	9.4%	8.9%	9.3%	29.8%	29.9%	23.2%	21.5%	24.1%	20.2%	22.5%	22.8%	27.2%	15.6%	11.5%	17.9%	1.2%	2.7%	2.1%
Small Agencies	4,141	3,679	---	13.9%	11.4%	---	36.0%	31.7%	---	21.3%	23.8%	---	15.9%	17.0%	---	9.7%	10.6%	---	3.1%	5.5%	---
All DoD	50,716	40,188	32,559	10.9%	10.0%	10.1%	37.4%	35.0%	34.2%	24.3%	25.1%	21.0%	16.4%	18.4%	20.5%	9.1%	9.1%	12.1%	1.9%	2.4%	2.1%
USACE	5,154	6,295	711	9.7%	10.0%	11.2%	40.8%	38.0%	39.2%	23.7%	25.5%	18.5%	16.5%	17.0%	18.3%	7.6%	7.4%	11.0%	1.8%	2.1%	1.8%
Air Force	10,073	8,693	6,545	11.6%	9.0%	11.1%	36.9%	34.2%	34.8%	25.4%	26.0%	22.8%	15.6%	19.3%	20.0%	9.2%	9.3%	9.6%	1.3%	2.2%	1.8%
Army	13,738	8,407	8,964	11.7%	11.5%	9.7%	37.1%	34.3%	33.3%	23.8%	24.7%	21.1%	16.4%	18.1%	20.4%	8.8%	8.9%	12.9%	2.2%	2.5%	2.6%
Navy	12,613	9,511	9,043	9.4%	8.7%	10.0%	37.6%	36.2%	34.0%	24.3%	25.6%	20.3%	17.4%	18.4%	21.3%	9.5%	9.0%	12.5%	1.8%	2.0%	1.9%
Marine Corps	910	763	658	11.9%	10.3%	8.0%	30.0%	31.1%	27.3%	27.1%	23.6%	19.7%	17.9%	17.4%	24.4%	10.7%	14.9%	18.9%	2.4%	2.7%	1.7%
Other DoD	8,228	6,519	6,638	10.8%	10.7%	9.2%	39.1%	35.5%	34.5%	23.6%	23.3%	20.3%	15.3%	18.2%	20.4%	8.9%	9.2%	13.3%	2.3%	3.2%	2.4%

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