

2006 Federal Human Capital Survey: Report by Agency

(26) Creativity and innovation are rewarded.

	# 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	147,895	100,656	8.6%	7.9%	8.1%	30.3%	28.2%	29.0%	28.4%	28.8%	24.7%	19.4%	20.6%	22.3%	11.1%	11.3%	12.8%	2.2%	3.1%	3.1%
AID	726	803	560	9.5%	9.0%	8.2%	36.7%	34.6%	31.9%	28.1%	27.6%	25.2%	15.9%	15.3%	22.0%	8.2%	10.8%	9.2%	1.7%	2.7%	3.5%
BBG	570	543	---	6.1%	7.0%	---	19.5%	22.1%	---	24.7%	26.3%	---	25.5%	21.2%	---	22.3%	21.0%	---	2.0%	2.3%	---
CSOSA	518	554	---	9.8%	9.4%	---	30.8%	31.5%	---	27.7%	26.4%	---	17.7%	20.1%	---	11.8%	8.8%	---	2.1%	3.8%	---
DHS	10,369	10,475	---	4.4%	4.0%	---	20.7%	17.1%	---	27.2%	26.3%	---	25.6%	28.7%	---	19.9%	20.3%	---	2.2%	3.5%	---
DOC	5,204	4,021	4,134	10.4%	10.9%	10.4%	34.1%	34.4%	34.1%	26.7%	24.7%	23.3%	16.3%	16.9%	19.5%	9.9%	9.9%	9.0%	2.6%	3.3%	3.7%
DOE	7,742	1,485	922	8.2%	9.8%	8.9%	31.8%	33.9%	32.2%	28.5%	26.2%	24.8%	19.0%	17.7%	20.2%	10.6%	10.4%	9.8%	1.9%	1.9%	4.0%
DOI	25,499	5,181	5,412	7.3%	7.3%	7.0%	30.9%	29.6%	30.4%	27.9%	29.0%	25.2%	20.2%	21.2%	22.8%	11.6%	10.6%	10.7%	2.1%	2.3%	3.9%
DOJ	10,962	7,701	4,363	6.9%	7.7%	6.2%	30.2%	28.1%	26.5%	30.7%	26.7%	25.4%	21.1%	22.8%	24.1%	9.0%	11.9%	15.4%	2.2%	2.7%	2.3%
DOL	4,538	4,082	4,105	8.4%	7.4%	7.4%	29.7%	27.9%	27.8%	28.1%	27.4%	25.9%	19.7%	20.5%	21.9%	11.3%	13.0%	13.1%	2.8%	3.8%	3.8%
DOT	5,452	4,950	3,003	6.5%	5.7%	7.3%	22.9%	26.0%	25.7%	25.5%	28.5%	26.2%	23.4%	21.2%	24.2%	20.0%	16.3%	13.1%	1.7%	2.3%	3.5%
Educ	2,909	2,408	1,671	6.3%	8.9%	6.6%	24.6%	26.4%	26.9%	26.0%	24.9%	24.2%	21.3%	19.3%	22.3%	18.2%	15.8%	15.8%	3.6%	4.8%	4.2%
EEOC	1,173	1,693	---	6.9%	6.6%	---	25.1%	25.1%	---	23.5%	24.6%	---	24.4%	23.8%	---	17.0%	16.2%	---	3.0%	3.7%	---
EPA	9,115	6,895	5,666	9.9%	11.7%	8.2%	38.4%	37.1%	34.5%	26.9%	25.8%	23.9%	14.2%	15.1%	19.0%	8.3%	7.9%	11.2%	2.3%	2.5%	3.2%
FDIC	3,085	1,205	---	5.3%	4.3%	---	25.6%	24.6%	---	29.2%	26.2%	---	23.5%	28.7%	---	15.0%	14.1%	---	1.4%	2.1%	---
FERC	753	---	---	11.9%	---	---	33.7%	---	---	27.0%	---	---	15.1%	---	---	8.6%	---	---	3.8%	---	---

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

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	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	147,895	100,656	8.6%	7.9%	8.1%	30.3%	28.2%	29.0%	28.4%	28.8%	24.7%	19.4%	20.6%	22.3%	11.1%	11.3%	12.8%	2.2%	3.1%	3.1%
FTC	459	616	---	14.5%	16.3%	---	40.1%	34.2%	---	23.3%	23.9%	---	11.5%	12.8%	---	7.1%	8.4%	---	3.4%	4.3%	---
GSA	3,916	2,869	2,559	11.8%	15.1%	14.2%	29.5%	31.2%	33.8%	26.9%	24.3%	22.2%	19.7%	17.0%	16.5%	9.4%	8.3%	9.8%	2.7%	4.1%	3.6%
HHS	25,756	4,653	4,862	9.7%	9.0%	9.1%	31.2%	28.4%	29.5%	27.5%	27.8%	25.5%	17.5%	19.0%	20.3%	11.0%	11.9%	12.5%	3.2%	4.0%	3.1%
HUD	4,075	5,343	1,246	9.7%	8.7%	9.3%	30.2%	26.7%	29.6%	25.6%	28.5%	23.4%	17.9%	19.9%	18.6%	13.8%	12.6%	13.6%	2.8%	3.7%	5.4%
NARA	1,442	1,415	---	9.3%	7.5%	---	28.7%	23.8%	---	26.2%	29.1%	---	19.8%	22.1%	---	13.7%	11.9%	---	2.2%	5.6%	---
NASA	4,734	4,766	4,225	16.6%	15.3%	14.6%	42.4%	41.2%	42.5%	22.9%	25.0%	21.9%	11.4%	11.5%	13.6%	4.7%	4.7%	4.9%	2.1%	2.2%	2.5%
NCUA	623	538	---	9.7%	7.5%	---	38.6%	39.9%	---	25.9%	26.3%	---	16.8%	17.0%	---	7.1%	7.8%	---	1.8%	1.4%	---
NLRB	963	979	---	5.2%	7.7%	---	22.8%	19.7%	---	30.5%	23.1%	---	22.6%	26.2%	---	16.0%	18.4%	---	2.9%	4.9%	---
NRC	1,692	1,876	---	12.7%	9.9%	---	38.3%	34.9%	---	26.8%	28.6%	---	13.9%	15.8%	---	6.3%	6.7%	---	2.0%	4.1%	---
NSF	596	778	441	25.3%	18.5%	15.5%	35.0%	33.9%	31.9%	19.4%	25.0%	23.0%	12.6%	12.8%	15.3%	6.1%	6.7%	9.5%	1.5%	3.1%	4.8%
OMB	250	249	249	21.1%	15.0%	8.4%	39.6%	47.6%	42.6%	20.5%	18.1%	21.2%	12.4%	11.9%	17.4%	4.9%	5.8%	8.2%	1.5%	1.5%	2.2%
OPM	3,012	1,539	1,311	7.1%	6.6%	10.2%	23.9%	23.9%	30.9%	27.7%	29.0%	24.0%	21.7%	20.3%	19.7%	14.0%	14.7%	10.9%	5.6%	5.5%	4.2%
RRB	680	700	---	7.9%	6.0%	---	27.2%	27.0%	---	32.8%	32.1%	---	20.9%	21.4%	---	8.6%	8.3%	---	2.6%	5.2%	---
SBA	1,447	1,661	881	7.5%	5.9%	9.8%	26.0%	24.5%	30.9%	25.5%	26.4%	23.2%	21.7%	23.6%	21.4%	15.9%	15.5%	11.5%	3.4%	4.1%	3.1%
SEC	1,905	2,166	---	10.5%	8.0%	---	30.8%	29.9%	---	27.3%	28.0%	---	16.8%	18.0%	---	11.5%	10.5%	---	3.1%	5.7%	---

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

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	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	147,895	100,656	8.6%	7.9%	8.1%	30.3%	28.2%	29.0%	28.4%	28.8%	24.7%	19.4%	20.6%	22.3%	11.1%	11.3%	12.8%	2.2%	3.1%	3.1%
SSA	1,317	1,172	1,023	8.9%	6.8%	7.3%	29.8%	28.5%	26.3%	28.3%	30.6%	26.3%	20.1%	17.4%	22.0%	9.9%	13.8%	13.3%	3.0%	2.9%	4.8%
State	1,310	1,272	689	9.6%	12.8%	6.2%	37.5%	29.9%	29.4%	27.3%	25.4%	23.4%	15.8%	19.0%	24.3%	8.1%	9.8%	13.2%	1.7%	3.0%	3.5%
Treasury	7,031	5,677	7,314	9.3%	7.1%	7.1%	32.1%	30.3%	31.8%	27.7%	28.0%	22.9%	19.5%	20.6%	22.1%	7.3%	9.9%	12.1%	4.1%	4.1%	3.9%
USDA	13,589	10,402	10,441	7.2%	5.9%	5.6%	28.2%	27.9%	29.4%	30.8%	31.1%	27.2%	21.5%	22.5%	22.9%	10.3%	10.3%	12.1%	1.9%	2.3%	2.9%
VA	3,144	3,344	2,388	8.9%	8.2%	8.2%	26.9%	25.2%	23.9%	26.9%	30.1%	22.3%	21.2%	22.6%	27.5%	14.7%	10.4%	14.9%	1.3%	3.5%	3.2%
Small Agencies	4,141	3,679	---	12.7%	10.7%	---	31.0%	29.4%	---	25.5%	26.4%	---	17.4%	18.5%	---	10.6%	10.9%	---	2.8%	4.1%	---
All DoD	50,713	40,189	32,559	9.4%	8.5%	8.6%	33.0%	30.2%	29.9%	29.4%	30.0%	25.2%	17.3%	18.8%	20.9%	8.9%	9.7%	12.8%	2.0%	2.8%	2.6%
USACE	5,154	6,295	711	8.3%	8.3%	8.7%	35.0%	32.4%	33.5%	28.7%	30.5%	25.7%	17.7%	18.0%	20.0%	8.3%	8.3%	9.5%	2.0%	2.4%	2.6%
Air Force	10,074	8,694	6,545	10.3%	8.2%	10.4%	33.7%	30.2%	31.7%	30.3%	30.8%	26.2%	15.4%	19.0%	19.5%	8.9%	9.7%	10.3%	1.5%	2.1%	2.0%
Army	13,735	8,407	8,964	10.2%	9.8%	8.2%	32.4%	30.1%	29.1%	29.1%	29.2%	24.5%	18.2%	18.3%	21.6%	8.1%	9.4%	13.5%	2.1%	3.2%	3.0%
Navy	12,615	9,510	9,043	7.9%	7.6%	8.1%	33.1%	30.4%	30.2%	29.1%	31.0%	25.4%	18.1%	19.0%	20.4%	9.7%	9.3%	13.6%	2.2%	2.6%	2.3%
Marine Corps	910	765	658	10.2%	7.9%	6.4%	28.4%	26.7%	24.3%	28.3%	28.5%	22.2%	20.0%	20.8%	27.2%	11.1%	13.8%	18.2%	2.1%	2.3%	1.7%
Other DoD	8,225	6,518	6,638	8.7%	8.2%	7.1%	33.3%	29.9%	27.4%	29.5%	27.9%	25.0%	16.1%	19.2%	22.6%	9.6%	10.7%	14.5%	2.9%	4.2%	3.4%

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

2006 Federal Human Capital Survey: Report by Agency

(27) Pay raises depend on how well employees perform their jobs.

	# 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	221,372	---	---	4.4%	---	---	17.3%	---	---	28.1%	---	---	26.3%	---	---	19.1%	---	---	4.8%	---	---
AID	726	---	---	3.1%	---	---	22.5%	---	---	29.0%	---	---	24.9%	---	---	15.2%	---	---	5.4%	---	---
BBG	570	---	---	2.7%	---	---	10.4%	---	---	25.1%	---	---	28.6%	---	---	28.0%	---	---	5.3%	---	---
CSOSA	518	---	---	11.0%	---	---	31.5%	---	---	23.8%	---	---	19.4%	---	---	11.1%	---	---	3.2%	---	---
DHS	10,364	---	---	2.8%	---	---	12.6%	---	---	25.1%	---	---	27.1%	---	---	27.3%	---	---	5.0%	---	---
DOC	5,204	---	---	7.7%	---	---	26.7%	---	---	27.0%	---	---	20.0%	---	---	12.8%	---	---	5.8%	---	---
DOE	7,742	---	---	3.5%	---	---	19.0%	---	---	29.1%	---	---	26.0%	---	---	17.6%	---	---	4.8%	---	---
DOI	25,495	---	---	3.0%	---	---	16.8%	---	---	29.4%	---	---	27.8%	---	---	18.3%	---	---	4.7%	---	---
DOJ	10,955	---	---	3.5%	---	---	16.8%	---	---	27.3%	---	---	29.5%	---	---	18.9%	---	---	4.0%	---	---
DOL	4,538	---	---	5.1%	---	---	23.5%	---	---	28.5%	---	---	22.8%	---	---	14.7%	---	---	5.4%	---	---
DOT	5,452	---	---	3.4%	---	---	14.5%	---	---	25.0%	---	---	24.4%	---	---	29.0%	---	---	3.6%	---	---
Educ	2,909	---	---	5.3%	---	---	20.3%	---	---	24.3%	---	---	23.6%	---	---	20.0%	---	---	6.5%	---	---
EEOC	1,173	---	---	3.1%	---	---	13.6%	---	---	26.2%	---	---	26.5%	---	---	25.0%	---	---	5.6%	---	---
EPA	9,115	---	---	3.6%	---	---	18.8%	---	---	30.0%	---	---	25.6%	---	---	15.5%	---	---	6.6%	---	---
FDIC	3,085	---	---	7.0%	---	---	27.8%	---	---	18.7%	---	---	24.0%	---	---	21.1%	---	---	1.4%	---	---
FERC	753	---	---	6.6%	---	---	24.0%	---	---	29.4%	---	---	19.2%	---	---	12.3%	---	---	8.6%	---	---

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(27) Pay raises depend on how well employees perform their jobs.

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	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,372	---	---	4.4%	---	---	17.3%	---	---	28.1%	---	---	26.3%	---	---	19.1%	---	---	4.8%	---	---
FTC	459	---	---	9.0%	---	---	31.5%	---	---	25.7%	---	---	12.2%	---	---	8.5%	---	---	13.1%	---	---
GSA	3,916	---	---	6.9%	---	---	21.0%	---	---	28.9%	---	---	22.8%	---	---	15.7%	---	---	4.7%	---	---
HHS	25,756	---	---	5.6%	---	---	21.8%	---	---	27.8%	---	---	22.2%	---	---	15.4%	---	---	7.1%	---	---
HUD	4,075	---	---	5.0%	---	---	21.0%	---	---	27.7%	---	---	23.4%	---	---	17.9%	---	---	5.1%	---	---
NARA	1,442	---	---	5.3%	---	---	19.9%	---	---	26.8%	---	---	23.8%	---	---	19.0%	---	---	5.2%	---	---
NASA	4,734	---	---	5.7%	---	---	22.3%	---	---	30.2%	---	---	22.8%	---	---	12.7%	---	---	6.3%	---	---
NCUA	623	---	---	9.9%	---	---	36.7%	---	---	19.9%	---	---	18.3%	---	---	12.9%	---	---	2.3%	---	---
NLRB	963	---	---	4.8%	---	---	19.7%	---	---	26.6%	---	---	24.1%	---	---	20.2%	---	---	4.6%	---	---
NRC	1,692	---	---	4.9%	---	---	22.8%	---	---	30.7%	---	---	22.4%	---	---	12.9%	---	---	6.3%	---	---
NSF	596	---	---	14.9%	---	---	27.4%	---	---	26.5%	---	---	15.2%	---	---	9.7%	---	---	6.3%	---	---
OMB	250	---	---	8.5%	---	---	24.3%	---	---	25.5%	---	---	27.1%	---	---	8.7%	---	---	5.8%	---	---
OPM	3,012	---	---	6.5%	---	---	25.8%	---	---	28.5%	---	---	19.0%	---	---	12.3%	---	---	7.9%	---	---
RRB	680	---	---	7.7%	---	---	26.3%	---	---	25.9%	---	---	24.4%	---	---	13.0%	---	---	2.7%	---	---
SBA	1,447	---	---	4.4%	---	---	16.4%	---	---	28.0%	---	---	23.6%	---	---	22.7%	---	---	4.9%	---	---
SEC	1,905	---	---	11.0%	---	---	33.5%	---	---	20.2%	---	---	16.7%	---	---	12.1%	---	---	6.6%	---	---

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(27) Pay raises depend on how well employees perform their jobs.

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	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,372	---	---	4.4%	---	---	17.3%	---	---	28.1%	---	---	26.3%	---	---	19.1%	---	---	4.8%	---	---
SSA	1,317	---	---	3.5%	---	---	14.6%	---	---	27.4%	---	---	27.5%	---	---	20.9%	---	---	6.0%	---	---
State	1,310	---	---	4.2%	---	---	13.9%	---	---	29.1%	---	---	29.7%	---	---	17.2%	---	---	5.9%	---	---
Treasury	7,033	---	---	6.0%	---	---	20.2%	---	---	29.4%	---	---	24.8%	---	---	13.5%	---	---	6.1%	---	---
USDA	13,580	---	---	3.3%	---	---	17.0%	---	---	29.4%	---	---	28.5%	---	---	18.1%	---	---	3.8%	---	---
VA	3,144	---	---	4.0%	---	---	14.6%	---	---	25.2%	---	---	27.5%	---	---	24.8%	---	---	3.8%	---	---
Small Agencies	4,141	---	---	7.7%	---	---	24.6%	---	---	26.6%	---	---	20.8%	---	---	13.1%	---	---	7.3%	---	---
All DoD	50,698	---	---	4.8%	---	---	17.6%	---	---	29.8%	---	---	26.2%	---	---	17.1%	---	---	4.6%	---	---
USACE	5,154	---	---	3.5%	---	---	17.2%	---	---	30.0%	---	---	28.8%	---	---	16.2%	---	---	4.3%	---	---
Air Force	10,068	---	---	5.0%	---	---	17.2%	---	---	29.9%	---	---	25.4%	---	---	17.5%	---	---	4.9%	---	---
Army	13,733	---	---	5.5%	---	---	18.6%	---	---	30.0%	---	---	25.9%	---	---	15.7%	---	---	4.2%	---	---
Navy	12,609	---	---	4.2%	---	---	17.1%	---	---	28.7%	---	---	26.8%	---	---	18.5%	---	---	4.7%	---	---
Marine Corps	911	---	---	4.1%	---	---	15.9%	---	---	30.7%	---	---	24.7%	---	---	20.1%	---	---	4.4%	---	---
Other DoD	8,223	---	---	4.2%	---	---	16.9%	---	---	31.1%	---	---	26.4%	---	---	16.3%	---	---	5.1%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(28) Awards in my work unit depend on how well employees perform their jobs.

	# 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	221,399	147,886	100,656	8.4%	8.5%	9.9%	31.4%	33.2%	36.4%	23.4%	23.5%	17.7%	18.4%	19.2%	19.7%	14.5%	12.3%	13.9%	4.0%	3.3%	2.4%
AID	726	803	560	10.1%	9.5%	11.0%	38.8%	40.8%	37.7%	23.7%	20.0%	16.6%	13.4%	13.9%	21.7%	8.6%	11.8%	9.7%	5.4%	3.9%	3.3%
BBG	570	543	---	7.3%	9.1%	---	19.5%	24.0%	---	21.9%	22.6%	---	22.3%	20.2%	---	24.2%	19.6%	---	4.7%	4.6%	---
CSOSA	518	554	---	13.7%	14.5%	---	36.2%	40.4%	---	20.6%	18.1%	---	14.5%	15.3%	---	12.5%	7.6%	---	2.5%	4.0%	---
DHS	10,366	10,471	---	4.9%	5.1%	---	24.2%	25.5%	---	23.2%	20.6%	---	22.3%	23.5%	---	21.3%	21.6%	---	3.9%	3.6%	---
DOC	5,204	4,021	4,134	12.1%	12.2%	14.3%	40.7%	40.9%	44.0%	19.8%	18.9%	14.9%	13.9%	15.7%	16.3%	8.5%	8.9%	8.1%	4.9%	3.4%	2.4%
DOE	7,742	1,485	922	6.7%	9.3%	8.3%	33.3%	34.2%	41.9%	25.4%	24.7%	17.5%	17.9%	17.8%	16.8%	12.3%	11.4%	12.4%	4.4%	2.6%	3.1%
DOI	25,498	5,177	5,412	7.0%	7.3%	7.8%	34.1%	33.3%	39.4%	22.8%	25.1%	18.2%	18.3%	19.3%	20.0%	14.1%	11.6%	11.9%	3.7%	3.4%	2.6%
DOJ	10,957	7,701	4,363	7.5%	9.1%	9.0%	31.2%	31.9%	32.8%	22.6%	20.5%	16.3%	21.3%	20.9%	21.9%	13.8%	13.9%	17.4%	3.5%	3.6%	2.6%
DOL	4,538	4,082	4,105	8.9%	9.0%	9.7%	35.6%	36.6%	38.3%	22.9%	20.9%	16.4%	16.6%	16.8%	19.4%	11.6%	12.4%	12.2%	4.4%	4.4%	3.9%
DOT	5,452	4,950	3,003	6.5%	6.3%	8.7%	24.6%	32.0%	32.8%	22.9%	22.6%	20.7%	19.1%	18.7%	21.2%	23.4%	17.6%	14.4%	3.4%	2.8%	2.2%
Educ	2,909	2,408	1,671	8.2%	11.0%	7.9%	28.6%	31.7%	30.8%	18.9%	18.4%	20.1%	18.6%	16.9%	21.8%	19.2%	15.7%	15.3%	6.3%	6.3%	4.1%
EEOC	1,173	1,693	---	7.2%	7.8%	---	24.5%	29.3%	---	23.6%	21.8%	---	19.8%	21.4%	---	19.4%	15.4%	---	5.4%	4.4%	---
EPA	9,115	6,895	5,666	8.5%	10.3%	8.5%	37.6%	38.4%	36.9%	22.8%	22.5%	17.3%	15.3%	15.9%	21.0%	10.6%	8.8%	12.8%	5.2%	4.1%	3.5%
FDIC	3,085	1,205	---	7.0%	5.4%	---	30.6%	34.9%	---	20.4%	23.2%	---	22.2%	21.6%	---	17.7%	13.6%	---	2.1%	1.4%	---
FERC	753	---	---	14.7%	---	---	40.4%	---	---	19.4%	---	---	10.0%	---	---	8.8%	---	---	6.7%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(28) Awards in my work unit depend on how well employees perform their jobs.

	# 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	221,399	147,886	100,656	8.4%	8.5%	9.9%	31.4%	33.2%	36.4%	23.4%	23.5%	17.7%	18.4%	19.2%	19.7%	14.5%	12.3%	13.9%	4.0%	3.3%	2.4%
FTC	459	616	---	12.6%	15.9%	---	39.4%	39.5%	---	21.3%	19.9%	---	7.2%	11.5%	---	7.6%	7.1%	---	11.8%	6.1%	---
GSA	3,916	2,869	2,559	12.2%	16.4%	17.1%	32.1%	35.2%	38.9%	23.7%	21.4%	15.0%	17.1%	15.3%	16.3%	11.1%	8.6%	9.9%	3.8%	3.1%	2.8%
HHS	25,756	4,653	4,862	9.1%	9.2%	10.8%	33.3%	33.1%	38.0%	22.9%	22.2%	18.3%	16.4%	18.4%	18.0%	12.5%	11.6%	11.7%	5.8%	5.6%	3.3%
HUD	4,075	5,343	1,246	10.2%	9.6%	12.8%	35.7%	36.0%	41.1%	20.1%	21.6%	16.1%	15.6%	16.8%	15.7%	14.4%	12.4%	12.1%	4.0%	3.6%	2.3%
NARA	1,442	1,415	---	10.8%	10.4%	---	38.6%	40.9%	---	19.5%	18.5%	---	15.3%	15.1%	---	11.6%	9.4%	---	4.2%	5.7%	---
NASA	4,734	4,766	4,225	12.9%	13.2%	13.5%	41.7%	43.0%	46.8%	21.1%	21.6%	16.7%	11.9%	13.1%	14.2%	7.4%	5.9%	6.6%	4.9%	3.3%	2.1%
NCUA	623	538	---	10.8%	10.9%	---	40.2%	39.9%	---	19.7%	22.0%	---	19.4%	17.5%	---	8.2%	6.9%	---	1.7%	2.7%	---
NLRB	963	979	---	7.7%	11.0%	---	27.0%	29.6%	---	20.8%	19.3%	---	19.3%	18.1%	---	18.4%	15.6%	---	6.8%	6.5%	---
NRC	1,692	1,876	---	13.5%	12.8%	---	39.8%	43.6%	---	20.2%	19.5%	---	15.2%	14.1%	---	7.6%	6.1%	---	3.8%	3.9%	---
NSF	596	778	441	22.9%	17.8%	15.2%	32.7%	36.9%	39.8%	20.5%	21.0%	13.4%	11.9%	12.1%	18.3%	7.9%	7.3%	11.9%	4.1%	4.9%	1.5%
OMB	250	249	249	12.6%	14.2%	8.8%	41.1%	48.4%	43.3%	18.1%	15.8%	16.4%	17.4%	11.4%	15.4%	7.3%	8.5%	11.0%	3.5%	1.7%	5.1%
OPM	3,012	1,539	1,311	9.3%	7.7%	12.5%	31.2%	31.0%	39.2%	23.8%	24.9%	16.4%	14.8%	15.8%	18.2%	11.3%	14.0%	10.8%	9.7%	6.5%	2.9%
RRB	680	700	---	11.6%	10.6%	---	39.5%	40.9%	---	21.7%	21.5%	---	14.7%	16.1%	---	9.6%	7.8%	---	2.8%	3.2%	---
SBA	1,447	1,661	881	7.1%	6.8%	12.2%	31.5%	31.1%	39.1%	22.6%	23.9%	15.5%	17.3%	19.5%	19.8%	17.6%	14.4%	11.4%	3.8%	4.3%	2.0%
SEC	1,905	2,166	---	12.1%	10.0%	---	32.9%	37.3%	---	22.6%	19.4%	---	13.4%	14.8%	---	10.7%	10.4%	---	8.2%	8.1%	---

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

2006 Federal Human Capital Survey: Report by Agency

(28) Awards in my work unit depend on how well employees perform their jobs.

	# 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	221,399	147,886	100,656	8.4%	8.5%	9.9%	31.4%	33.2%	36.4%	23.4%	23.5%	17.7%	18.4%	19.2%	19.7%	14.5%	12.3%	13.9%	4.0%	3.3%	2.4%
SSA	1,317	1,172	1,023	8.1%	9.6%	9.4%	34.4%	33.8%	33.0%	18.9%	20.6%	17.3%	19.8%	15.3%	20.2%	15.2%	17.9%	16.6%	3.6%	2.8%	3.4%
State	1,310	1,272	689	9.7%	10.7%	7.5%	32.5%	32.7%	38.5%	26.0%	24.2%	16.9%	16.0%	17.7%	21.6%	9.9%	8.6%	11.6%	5.9%	6.0%	3.8%
Treasury	7,029	5,677	7,314	10.9%	11.3%	11.1%	37.0%	41.7%	41.0%	20.9%	19.6%	16.1%	14.3%	15.1%	16.9%	10.5%	8.0%	12.0%	6.4%	4.4%	2.9%
USDA	13,586	10,402	10,441	6.3%	6.8%	7.0%	32.4%	34.0%	36.2%	25.7%	24.8%	19.6%	20.0%	19.9%	21.7%	12.5%	10.9%	13.0%	3.2%	3.5%	2.5%
VA	3,144	3,344	2,388	8.9%	7.6%	8.8%	24.3%	27.9%	33.7%	22.1%	27.6%	20.0%	19.8%	23.6%	18.2%	21.1%	11.0%	16.8%	3.7%	2.3%	2.5%
Small Agencies	4,141	3,679	---	12.9%	11.6%	---	35.1%	33.9%	---	20.7%	20.9%	---	13.7%	15.6%	---	10.6%	10.5%	---	7.1%	7.6%	---
All DoD	50,716	40,188	32,559	8.6%	8.6%	10.5%	32.7%	34.2%	36.0%	24.9%	24.7%	17.3%	17.8%	18.4%	20.5%	12.4%	11.1%	13.8%	3.6%	2.9%	1.9%
USACE	5,154	6,295	711	7.5%	8.8%	10.1%	36.8%	37.0%	37.6%	22.3%	24.6%	18.1%	18.4%	17.6%	20.9%	11.3%	9.6%	11.4%	3.6%	2.5%	2.1%
Air Force	10,073	8,694	6,545	8.5%	7.7%	10.8%	32.9%	33.3%	38.9%	25.6%	25.4%	16.7%	17.6%	19.6%	19.9%	12.4%	11.9%	12.4%	3.0%	2.1%	1.4%
Army	13,738	8,407	8,964	9.1%	10.1%	11.1%	32.1%	32.9%	34.0%	24.8%	24.9%	18.6%	18.5%	17.7%	20.0%	11.9%	10.5%	14.2%	3.6%	3.9%	2.1%
Navy	12,616	9,509	9,043	8.0%	7.2%	10.1%	31.9%	35.7%	35.8%	25.5%	24.8%	17.4%	18.0%	19.0%	21.1%	12.9%	11.0%	13.8%	3.7%	2.3%	1.8%
Marine Corps	911	765	658	7.8%	9.0%	9.1%	28.8%	29.1%	32.4%	24.2%	25.6%	13.5%	19.4%	16.5%	23.8%	15.8%	16.6%	18.9%	3.9%	3.3%	2.4%
Other DoD	8,224	6,518	6,638	9.4%	9.1%	9.8%	34.3%	36.2%	35.4%	24.1%	22.6%	15.8%	15.6%	17.1%	21.0%	12.4%	11.2%	15.9%	4.1%	3.8%	2.2%

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

2006 Federal Human Capital Survey: Report by Agency

(29) In my work unit, differences in performance are recognized in a meaningful way.

	# 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	221,396	147,885	---	5.6%	5.2%	---	24.1%	24.2%	---	30.0%	31.2%	---	22.5%	23.2%	---	13.7%	12.1%	---	4.2%	4.1%	---
AID	726	803	---	6.9%	5.6%	---	29.9%	29.6%	---	29.0%	27.4%	---	19.7%	21.3%	---	9.2%	11.6%	---	5.3%	4.4%	---
BBG	570	543	---	2.0%	5.9%	---	17.0%	17.3%	---	24.3%	25.9%	---	30.1%	24.3%	---	21.3%	21.4%	---	5.3%	5.2%	---
CSOSA	518	554	---	8.3%	7.6%	---	26.4%	31.7%	---	27.8%	26.9%	---	21.9%	18.8%	---	12.9%	9.3%	---	2.6%	5.6%	---
DHS	10,366	10,471	---	3.1%	3.3%	---	18.6%	17.7%	---	27.0%	27.2%	---	26.7%	27.8%	---	20.9%	20.4%	---	3.7%	3.6%	---
DOC	5,204	4,021	---	6.9%	7.1%	---	28.5%	28.5%	---	29.9%	29.7%	---	18.8%	19.4%	---	9.4%	9.9%	---	6.4%	5.4%	---
DOE	7,742	1,485	---	4.3%	5.4%	---	24.1%	27.3%	---	31.2%	32.2%	---	23.0%	20.4%	---	12.6%	10.5%	---	4.9%	4.1%	---
DOI	25,495	5,179	---	3.9%	3.8%	---	23.0%	24.0%	---	31.7%	31.7%	---	23.8%	25.0%	---	13.7%	11.7%	---	4.0%	3.8%	---
DOJ	10,959	7,701	---	4.4%	5.3%	---	23.0%	24.2%	---	30.1%	27.5%	---	25.3%	25.3%	---	12.8%	13.4%	---	4.4%	4.2%	---
DOL	4,538	4,082	---	5.4%	5.7%	---	27.5%	24.9%	---	30.0%	28.7%	---	19.7%	21.9%	---	12.2%	12.6%	---	5.2%	6.1%	---
DOT	5,451	4,949	---	3.2%	3.9%	---	18.7%	21.1%	---	27.5%	28.7%	---	24.4%	26.9%	---	22.3%	16.9%	---	3.9%	2.6%	---
Educ	2,909	2,408	---	4.8%	7.1%	---	22.7%	24.4%	---	25.5%	24.7%	---	21.9%	21.3%	---	19.2%	15.8%	---	5.8%	6.7%	---
EEOC	1,173	1,693	---	4.2%	4.7%	---	19.7%	21.2%	---	27.3%	25.3%	---	24.1%	27.8%	---	19.5%	15.3%	---	5.2%	5.7%	---
EPA	9,115	6,895	---	4.8%	6.0%	---	26.3%	27.4%	---	30.7%	30.3%	---	21.1%	21.9%	---	11.0%	8.8%	---	6.0%	5.6%	---
FDIC	3,085	1,205	---	5.0%	2.7%	---	23.0%	23.4%	---	26.6%	27.3%	---	26.0%	29.2%	---	17.0%	14.9%	---	2.4%	2.5%	---
FERC	753	---	---	7.3%	---	---	29.7%	---	---	31.1%	---	---	13.6%	---	---	9.7%	---	---	8.5%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(29) In my work unit, differences in performance are recognized in a meaningful way.

	# 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	221,396	147,885	---	5.6%	5.2%	---	24.1%	24.2%	---	30.0%	31.2%	---	22.5%	23.2%	---	13.7%	12.1%	---	4.2%	4.1%	---
FTC	459	616	---	6.8%	8.2%	---	28.6%	29.7%	---	29.2%	29.1%	---	13.7%	15.3%	---	7.8%	8.8%	---	13.9%	8.8%	---
GSA	3,916	2,869	---	9.0%	11.9%	---	28.0%	28.9%	---	28.1%	27.1%	---	19.1%	18.6%	---	11.3%	9.1%	---	4.5%	4.4%	---
HHS	25,756	4,653	---	5.6%	5.2%	---	25.4%	23.7%	---	30.2%	30.2%	---	20.2%	22.2%	---	12.6%	11.9%	---	6.1%	6.7%	---
HUD	4,075	5,343	---	6.9%	6.1%	---	25.5%	24.8%	---	26.7%	28.5%	---	20.6%	21.6%	---	15.5%	13.9%	---	4.8%	5.1%	---
NARA	1,442	1,415	---	5.6%	4.4%	---	25.1%	25.9%	---	28.6%	27.5%	---	22.0%	23.2%	---	14.1%	11.4%	---	4.7%	7.5%	---
NASA	4,734	4,766	---	7.5%	7.7%	---	30.7%	30.5%	---	30.9%	31.7%	---	18.3%	19.3%	---	7.4%	6.2%	---	5.2%	4.5%	---
NCUA	623	538	---	7.0%	6.3%	---	32.4%	34.8%	---	26.7%	27.6%	---	21.1%	20.7%	---	9.8%	7.5%	---	3.1%	3.1%	---
NLRB	963	979	---	3.6%	5.9%	---	21.4%	21.5%	---	26.8%	24.2%	---	24.8%	26.6%	---	17.7%	15.2%	---	5.6%	6.5%	---
NRC	1,692	1,876	---	8.7%	6.9%	---	30.5%	32.5%	---	30.8%	30.6%	---	18.8%	17.7%	---	6.7%	6.4%	---	4.5%	5.9%	---
NSF	596	778	---	14.9%	11.6%	---	27.1%	27.2%	---	26.0%	27.9%	---	17.7%	19.0%	---	8.8%	7.9%	---	5.5%	6.4%	---
OMB	250	249	---	6.0%	8.8%	---	37.1%	32.0%	---	24.4%	32.3%	---	22.2%	14.3%	---	8.2%	9.7%	---	2.0%	2.8%	---
OPM	3,012	1,539	---	5.8%	4.9%	---	22.4%	22.7%	---	28.6%	30.7%	---	20.8%	20.5%	---	13.1%	14.1%	---	9.3%	7.1%	---
RRB	680	700	---	6.7%	4.5%	---	25.7%	26.2%	---	30.4%	30.9%	---	20.2%	24.4%	---	12.0%	8.1%	---	5.1%	5.8%	---
SBA	1,447	1,661	---	5.1%	4.4%	---	23.4%	23.3%	---	28.4%	28.6%	---	20.6%	23.4%	---	18.0%	14.8%	---	4.4%	5.5%	---
SEC	1,905	2,166	---	7.0%	5.5%	---	25.6%	25.2%	---	28.0%	26.8%	---	19.4%	20.7%	---	11.4%	11.4%	---	8.6%	10.5%	---

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

2006 Federal Human Capital Survey: Report by Agency

(29) In my work unit, differences in performance are recognized in a meaningful way.

	# 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	221,396	147,885	---	5.6%	5.2%	---	24.1%	24.2%	---	30.0%	31.2%	---	22.5%	23.2%	---	13.7%	12.1%	---	4.2%	4.1%	---
SSA	1,317	1,172	---	5.3%	6.0%	---	25.1%	19.5%	---	28.5%	33.0%	---	23.7%	22.8%	---	13.1%	14.8%	---	4.3%	4.0%	---
State	1,310	1,272	---	5.4%	6.0%	---	23.9%	24.8%	---	33.1%	30.0%	---	22.7%	24.6%	---	9.5%	8.0%	---	5.2%	6.6%	---
Treasury	7,038	5,677	---	6.9%	4.9%	---	26.5%	27.6%	---	30.2%	30.4%	---	20.8%	20.9%	---	9.6%	8.9%	---	6.1%	7.4%	---
USDA	13,588	10,404	---	4.1%	3.7%	---	22.1%	24.1%	---	33.2%	33.5%	---	24.8%	23.4%	---	11.9%	11.3%	---	3.9%	4.0%	---
VA	3,144	3,344	---	7.5%	5.8%	---	21.1%	22.0%	---	25.7%	32.6%	---	24.0%	24.7%	---	18.7%	12.2%	---	3.0%	2.6%	---
Small Agencies	4,141	3,679	---	7.9%	7.0%	---	26.4%	25.3%	---	28.1%	28.0%	---	19.8%	19.9%	---	10.9%	12.2%	---	6.9%	7.5%	---
All DoD	50,704	40,184	---	5.7%	5.5%	---	26.0%	25.7%	---	31.8%	32.7%	---	21.0%	21.9%	---	11.8%	10.6%	---	3.8%	3.6%	---
USACE	5,154	6,295	---	4.9%	5.2%	---	25.2%	26.3%	---	31.5%	33.2%	---	23.4%	22.2%	---	11.4%	9.5%	---	3.6%	3.5%	---
Air Force	10,069	8,690	---	6.5%	5.1%	---	25.4%	26.2%	---	31.6%	33.8%	---	21.4%	21.9%	---	11.4%	10.6%	---	3.6%	2.5%	---
Army	13,735	8,406	---	6.2%	6.5%	---	27.0%	24.8%	---	31.6%	32.1%	---	20.2%	21.7%	---	11.4%	10.5%	---	3.6%	4.4%	---
Navy	12,610	9,509	---	4.1%	4.5%	---	24.8%	25.9%	---	32.5%	33.3%	---	22.2%	22.7%	---	12.4%	10.5%	---	4.0%	3.2%	---
Marine Corps	911	765	---	7.0%	6.7%	---	22.9%	20.9%	---	29.0%	31.6%	---	22.7%	22.7%	---	14.3%	14.8%	---	4.2%	3.3%	---
Other DoD	8,225	6,519	---	6.0%	5.7%	---	27.5%	26.8%	---	31.6%	31.1%	---	18.3%	20.4%	---	11.9%	10.8%	---	4.6%	5.1%	---

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

2006 Federal Human Capital Survey: Report by Agency

(30) My performance appraisal is a fair reflection of my performance.

	# 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	221,395	147,891	100,656	17.6%	18.9%	17.3%	46.7%	47.4%	46.7%	17.9%	16.7%	16.2%	9.2%	8.9%	10.5%	6.8%	6.3%	7.9%	1.7%	1.7%	1.5%
AID	726	803	560	26.0%	21.5%	23.3%	50.8%	49.2%	47.9%	12.1%	13.2%	11.9%	5.1%	6.8%	10.4%	5.0%	6.7%	5.2%	1.0%	2.7%	1.2%
BBG	570	543	---	18.0%	21.9%	---	42.9%	42.8%	---	20.1%	14.7%	---	7.1%	7.8%	---	8.0%	9.7%	---	4.0%	3.2%	---
CSOSA	518	554	---	21.5%	25.9%	---	41.3%	44.1%	---	16.3%	12.8%	---	11.6%	9.4%	---	7.5%	6.6%	---	1.8%	1.3%	---
DHS	10,366	10,475	---	11.8%	14.9%	---	44.1%	41.8%	---	22.3%	18.2%	---	11.8%	12.9%	---	7.8%	9.7%	---	2.2%	2.6%	---
DOC	5,204	4,021	4,134	15.5%	19.7%	15.6%	50.2%	49.3%	50.5%	18.0%	15.8%	15.9%	9.2%	8.3%	10.4%	5.4%	5.5%	6.4%	1.6%	1.5%	1.1%
DOE	7,742	1,485	922	15.6%	17.9%	14.9%	48.1%	49.6%	52.2%	19.4%	19.2%	17.2%	9.2%	7.4%	8.8%	6.3%	4.8%	6.2%	1.3%	1.0%	0.8%
DOI	25,499	5,177	5,412	11.3%	12.7%	13.0%	47.6%	52.6%	51.9%	20.4%	18.7%	17.5%	11.6%	9.0%	10.8%	7.5%	4.9%	5.3%	1.7%	2.0%	1.5%
DOJ	10,962	7,701	4,363	18.3%	20.7%	17.2%	47.3%	46.0%	44.3%	15.5%	14.8%	15.5%	10.6%	9.0%	12.7%	6.7%	7.6%	9.1%	1.6%	1.8%	1.2%
DOL	4,538	4,082	4,105	16.2%	15.6%	15.4%	46.3%	44.7%	43.3%	17.6%	17.2%	17.7%	10.9%	11.7%	11.6%	7.7%	9.3%	10.2%	1.3%	1.6%	1.8%
DOT	5,451	4,950	3,003	12.3%	12.9%	11.9%	39.5%	43.1%	40.5%	25.3%	22.2%	22.7%	11.0%	11.1%	11.9%	10.0%	8.6%	8.9%	1.7%	2.2%	4.1%
Educ	2,909	2,408	1,671	16.8%	22.9%	12.1%	39.2%	41.9%	45.3%	14.7%	13.8%	20.2%	13.9%	10.8%	11.5%	14.4%	9.4%	7.8%	1.0%	1.2%	3.1%
EEOC	1,173	1,693	---	22.8%	23.3%	---	43.1%	41.8%	---	13.7%	13.7%	---	9.8%	11.7%	---	8.4%	7.7%	---	2.1%	1.7%	---
EPA	9,115	6,895	5,666	13.7%	18.1%	15.8%	48.1%	53.4%	50.6%	18.5%	16.9%	17.6%	11.0%	6.2%	9.4%	7.3%	4.1%	5.9%	1.4%	1.2%	0.9%
FDIC	3,085	1,205	---	13.0%	14.7%	---	45.9%	55.5%	---	15.5%	14.9%	---	13.6%	9.5%	---	11.4%	4.5%	---	0.6%	0.9%	---
FERC	753	---	---	18.5%	---	---	41.7%	---	---	17.2%	---	---	9.8%	---	---	9.6%	---	---	3.1%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(30) My performance appraisal is a fair reflection of my performance.

	# 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	221,395	147,891	100,656	17.6%	18.9%	17.3%	46.7%	47.4%	46.7%	17.9%	16.7%	16.2%	9.2%	8.9%	10.5%	6.8%	6.3%	7.9%	1.7%	1.7%	1.5%
FTC	459	616	---	28.9%	31.1%	---	49.2%	44.7%	---	10.5%	9.6%	---	3.1%	5.6%	---	4.4%	5.2%	---	4.0%	3.8%	---
GSA	3,916	2,869	2,559	17.3%	21.9%	24.2%	41.5%	47.3%	45.3%	16.9%	18.1%	14.7%	14.1%	5.6%	8.2%	8.8%	4.8%	5.9%	1.4%	2.3%	1.6%
HHS	25,756	4,653	4,862	18.0%	19.5%	18.9%	48.4%	48.4%	47.3%	18.8%	16.8%	17.8%	7.6%	8.2%	9.1%	5.2%	5.1%	5.0%	2.0%	1.9%	1.8%
HUD	4,075	5,343	1,246	23.0%	22.0%	21.1%	42.7%	43.5%	45.8%	13.9%	16.4%	15.2%	9.9%	8.7%	8.5%	9.9%	8.1%	8.2%	0.7%	1.2%	1.2%
NARA	1,442	1,415	---	24.5%	20.2%	---	44.0%	43.1%	---	13.4%	14.9%	---	9.6%	10.1%	---	7.1%	6.8%	---	1.4%	4.9%	---
NASA	4,734	4,766	4,225	22.8%	23.7%	20.8%	49.4%	54.0%	54.1%	16.1%	13.8%	14.7%	7.1%	4.5%	6.0%	3.2%	2.8%	3.2%	1.3%	1.1%	1.1%
NCUA	623	538	---	17.2%	16.7%	---	47.7%	46.1%	---	17.0%	17.9%	---	11.5%	10.3%	---	6.1%	7.0%	---	0.5%	1.9%	---
NLRB	963	979	---	16.7%	20.7%	---	48.3%	43.7%	---	15.7%	13.1%	---	9.1%	9.8%	---	8.2%	8.0%	---	1.9%	4.7%	---
NRC	1,692	1,876	---	20.6%	20.1%	---	49.5%	46.3%	---	13.7%	15.9%	---	8.4%	8.1%	---	5.6%	4.4%	---	2.2%	5.3%	---
NSF	596	778	441	39.7%	32.2%	31.4%	36.3%	40.2%	40.8%	10.3%	11.9%	11.2%	7.6%	6.0%	8.5%	4.9%	5.8%	7.5%	1.2%	4.0%	0.5%
OMB	250	249	249	19.3%	20.8%	12.3%	41.0%	43.8%	46.3%	18.0%	15.2%	17.0%	13.6%	12.9%	12.3%	4.6%	6.1%	9.3%	3.6%	1.3%	2.7%
OPM	3,012	1,539	1,311	15.8%	16.8%	21.7%	41.2%	43.9%	46.4%	16.9%	18.0%	13.5%	13.3%	10.6%	10.2%	11.0%	8.8%	6.8%	1.8%	1.9%	1.4%
RRB	680	700	---	18.1%	16.3%	---	49.6%	50.1%	---	14.0%	14.4%	---	11.2%	12.5%	---	6.3%	6.0%	---	0.7%	0.7%	---
SBA	1,447	1,661	881	15.1%	11.4%	18.7%	46.3%	47.2%	49.5%	15.8%	18.9%	13.5%	11.7%	12.0%	11.5%	10.1%	8.3%	6.2%	1.1%	2.2%	0.6%
SEC	1,905	2,166	---	19.8%	20.4%	---	45.1%	44.1%	---	17.5%	13.9%	---	8.8%	9.1%	---	6.6%	7.6%	---	2.2%	4.9%	---

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

2006 Federal Human Capital Survey: Report by Agency

(30) My performance appraisal is a fair reflection of my performance.

	# 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	221,395	147,891	100,656	17.6%	18.9%	17.3%	46.7%	47.4%	46.7%	17.9%	16.7%	16.2%	9.2%	8.9%	10.5%	6.8%	6.3%	7.9%	1.7%	1.7%	1.5%
SSA	1,317	1,172	1,023	13.9%	13.2%	14.9%	49.5%	47.5%	42.6%	17.8%	22.4%	19.1%	10.5%	8.8%	12.2%	6.4%	6.5%	8.8%	1.9%	1.6%	2.4%
State	1,310	1,272	689	24.5%	26.0%	18.9%	48.6%	45.0%	51.3%	15.3%	13.9%	12.1%	6.0%	6.9%	9.9%	3.0%	3.0%	5.6%	2.5%	5.2%	2.2%
Treasury	7,033	5,677	7,314	18.8%	20.3%	15.0%	48.7%	49.6%	48.8%	14.5%	12.1%	14.6%	11.5%	9.7%	14.0%	5.8%	6.6%	6.3%	0.7%	1.7%	1.3%
USDA	13,587	10,403	10,441	12.8%	14.7%	11.1%	49.9%	49.2%	51.6%	19.0%	19.1%	17.0%	10.4%	10.3%	12.0%	6.2%	5.3%	6.7%	1.7%	1.3%	1.6%
VA	3,144	3,344	2,388	18.4%	18.6%	17.8%	41.0%	49.3%	41.6%	18.7%	17.0%	18.9%	9.6%	7.9%	9.5%	10.8%	6.4%	11.3%	1.4%	0.7%	0.9%
Small Agencies	4,141	3,679	---	22.1%	23.9%	---	45.2%	44.9%	---	15.1%	13.5%	---	8.0%	7.5%	---	6.3%	5.7%	---	3.4%	4.5%	---
All DoD	50,702	40,188	32,559	19.9%	21.2%	19.5%	48.5%	47.3%	47.4%	17.0%	15.9%	14.5%	7.4%	8.2%	9.5%	5.3%	5.6%	7.8%	1.9%	1.8%	1.3%
USACE	5,154	6,295	711	20.0%	21.2%	18.5%	52.5%	53.2%	55.2%	14.4%	14.4%	12.9%	7.3%	6.0%	7.1%	4.7%	3.8%	5.0%	1.2%	1.5%	1.4%
Air Force	10,071	8,693	6,545	23.1%	23.5%	21.2%	46.6%	45.0%	48.4%	14.9%	14.8%	11.5%	7.5%	8.8%	9.3%	6.3%	6.6%	9.0%	1.6%	1.3%	0.6%
Army	13,731	8,406	8,964	22.3%	24.3%	22.8%	50.6%	47.6%	48.6%	16.0%	14.8%	13.6%	5.1%	6.6%	7.3%	3.7%	4.0%	5.9%	2.3%	2.7%	1.9%
Navy	12,612	9,510	9,043	13.7%	15.8%	15.0%	47.7%	48.8%	45.9%	20.4%	18.1%	17.5%	10.0%	9.5%	11.5%	6.2%	6.4%	8.6%	2.0%	1.4%	1.5%
Marine Corps	910	765	658	18.3%	19.1%	17.4%	46.0%	46.1%	43.1%	20.5%	18.8%	18.4%	7.3%	8.7%	11.5%	6.4%	6.3%	8.4%	1.5%	1.0%	1.3%
Other DoD	8,224	6,519	6,638	20.9%	20.9%	18.8%	47.1%	46.1%	43.7%	16.9%	16.3%	15.7%	7.8%	8.6%	11.3%	5.8%	6.5%	9.5%	1.5%	1.5%	1.0%

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

2006 Federal Human Capital Survey: Report by Agency

(31) Discussions with my supervisor/team leader about my performance are worthwhile.

	# 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	221,369	147,887	100,656	16.1%	16.5%	13.8%	39.8%	41.0%	43.8%	22.9%	21.7%	20.8%	11.7%	11.5%	13.3%	8.2%	7.9%	7.2%	1.4%	1.4%	1.1%
AID	726	803	560	21.2%	17.9%	15.1%	42.8%	40.5%	46.7%	17.7%	21.0%	17.0%	9.5%	10.6%	12.5%	7.3%	7.4%	7.3%	1.5%	2.6%	1.3%
BBG	570	543	---	14.0%	15.9%	---	32.3%	34.3%	---	24.9%	22.0%	---	14.5%	13.5%	---	10.9%	12.4%	---	3.4%	2.0%	---
CSOSA	518	554	---	23.9%	25.5%	---	39.4%	39.7%	---	18.9%	18.5%	---	9.4%	9.1%	---	7.2%	6.6%	---	1.3%	0.6%	---
DHS	10,364	10,471	---	11.7%	12.0%	---	36.7%	37.0%	---	24.9%	24.9%	---	14.3%	13.3%	---	10.3%	10.8%	---	2.2%	2.0%	---
DOC	5,204	4,021	4,134	17.2%	19.7%	15.0%	43.8%	42.2%	47.2%	20.2%	19.4%	18.8%	10.7%	10.8%	11.9%	6.9%	6.8%	6.3%	1.2%	1.1%	0.9%
DOE	7,742	1,485	922	15.2%	17.5%	13.4%	42.5%	42.3%	49.2%	21.2%	22.3%	18.5%	11.5%	10.8%	11.4%	8.5%	6.4%	6.6%	1.1%	0.5%	0.9%
DOI	25,493	5,179	5,412	12.8%	13.0%	14.2%	40.6%	43.2%	47.0%	23.7%	22.0%	19.3%	12.7%	12.7%	11.8%	8.8%	7.7%	6.6%	1.4%	1.3%	1.2%
DOJ	10,954	7,701	4,363	16.6%	18.2%	10.5%	39.2%	37.3%	42.1%	22.9%	21.5%	22.1%	12.3%	12.3%	15.2%	7.4%	9.3%	9.2%	1.5%	1.3%	0.9%
DOL	4,538	4,082	4,105	15.8%	14.9%	13.3%	42.3%	39.8%	45.5%	20.4%	20.5%	19.6%	11.5%	13.4%	12.3%	8.9%	9.9%	8.5%	1.1%	1.5%	0.8%
DOT	5,450	4,949	3,003	12.7%	13.2%	12.2%	36.9%	39.6%	39.9%	22.8%	24.1%	25.3%	13.9%	13.1%	13.0%	12.5%	8.8%	7.9%	1.2%	1.2%	1.6%
Educ	2,909	2,408	1,671	15.6%	20.3%	13.4%	36.9%	37.2%	43.8%	19.4%	18.6%	18.6%	12.6%	12.3%	15.0%	14.3%	10.7%	7.9%	1.2%	0.9%	1.4%
EEOC	1,173	1,693	---	18.8%	19.3%	---	37.5%	37.2%	---	22.4%	21.3%	---	9.8%	11.5%	---	9.9%	9.5%	---	1.6%	1.3%	---
EPA	9,115	6,895	5,666	15.5%	17.5%	13.4%	43.4%	44.9%	46.8%	19.8%	19.5%	18.4%	12.5%	10.9%	13.9%	7.7%	6.5%	6.9%	1.1%	0.8%	0.6%
FDIC	3,085	1,205	---	10.5%	12.3%	---	36.9%	41.6%	---	22.1%	23.7%	---	16.4%	13.1%	---	13.4%	8.7%	---	0.7%	0.7%	---
FERC	753	---	---	18.7%	---	---	38.6%	---	---	22.3%	---	---	10.7%	---	---	8.4%	---	---	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

(31) Discussions with my supervisor/team leader about my performance are worthwhile.

	# 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	221,369	147,887	100,656	16.1%	16.5%	13.8%	39.8%	41.0%	43.8%	22.9%	21.7%	20.8%	11.7%	11.5%	13.3%	8.2%	7.9%	7.2%	1.4%	1.4%	1.1%
FTC	459	616	---	20.3%	24.7%	---	39.7%	36.8%	---	22.0%	18.4%	---	10.4%	11.1%	---	6.1%	7.0%	---	1.5%	2.0%	---
GSA	3,916	2,869	2,559	20.7%	23.6%	20.9%	37.8%	39.4%	43.7%	20.6%	20.9%	18.2%	11.8%	9.1%	9.6%	8.3%	5.9%	6.3%	0.8%	1.0%	1.4%
HHS	25,756	4,653	4,862	17.5%	17.2%	15.0%	40.3%	40.6%	44.1%	22.2%	22.2%	20.2%	10.5%	10.8%	12.0%	7.7%	7.6%	7.6%	1.7%	1.6%	1.2%
HUD	4,075	5,343	1,246	18.2%	17.2%	13.9%	35.6%	38.1%	42.3%	21.3%	22.1%	20.9%	11.6%	10.7%	12.6%	12.3%	10.3%	8.9%	1.2%	1.5%	1.4%
NARA	1,442	1,415	---	20.3%	16.8%	---	36.6%	38.9%	---	20.6%	20.3%	---	12.1%	13.7%	---	9.2%	8.0%	---	1.2%	2.4%	---
NASA	4,734	4,766	4,225	22.5%	21.8%	17.9%	43.2%	46.5%	49.4%	19.9%	17.3%	18.0%	9.1%	9.0%	10.2%	4.4%	4.6%	3.8%	0.8%	0.8%	0.7%
NCUA	623	538	---	16.2%	13.1%	---	41.5%	44.5%	---	20.9%	18.6%	---	13.3%	13.4%	---	7.5%	8.7%	---	0.6%	1.7%	---
NLRB	963	979	---	14.5%	18.4%	---	41.3%	38.3%	---	23.3%	19.5%	---	10.7%	11.7%	---	8.2%	9.0%	---	1.9%	3.0%	---
NRC	1,692	1,876	---	20.9%	18.7%	---	44.3%	44.3%	---	18.5%	20.3%	---	10.4%	9.4%	---	5.1%	5.6%	---	0.8%	1.7%	---
NSF	596	778	441	27.0%	25.4%	22.0%	35.2%	36.9%	40.5%	18.3%	19.4%	16.7%	10.7%	10.8%	13.4%	8.2%	5.9%	6.7%	0.6%	1.6%	0.8%
OMB	250	249	249	19.1%	19.3%	12.5%	32.8%	41.2%	47.6%	20.8%	16.6%	21.0%	16.7%	15.3%	12.0%	8.3%	7.0%	6.0%	2.4%	0.7%	0.8%
OPM	3,012	1,539	1,311	16.7%	15.7%	15.1%	40.5%	41.2%	47.4%	20.9%	21.4%	18.3%	12.1%	10.8%	12.7%	8.3%	9.0%	5.7%	1.5%	1.9%	0.9%
RRB	680	700	---	15.2%	15.2%	---	40.2%	40.9%	---	22.3%	20.9%	---	13.9%	13.1%	---	7.8%	8.8%	---	0.6%	1.0%	---
SBA	1,447	1,661	881	12.9%	12.3%	16.9%	41.3%	40.0%	44.3%	21.0%	23.4%	17.3%	11.1%	13.8%	14.9%	12.8%	8.9%	6.0%	1.0%	1.7%	0.6%
SEC	1,905	2,166	---	19.3%	17.5%	---	38.0%	38.1%	---	20.3%	19.6%	---	12.9%	11.8%	---	8.5%	10.4%	---	1.0%	2.7%	---

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

2006 Federal Human Capital Survey: Report by Agency

(31) Discussions with my supervisor/team leader about my performance are worthwhile.

	# 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	221,369	147,887	100,656	16.1%	16.5%	13.8%	39.8%	41.0%	43.8%	22.9%	21.7%	20.8%	11.7%	11.5%	13.3%	8.2%	7.9%	7.2%	1.4%	1.4%	1.1%
SSA	1,317	1,172	1,023	16.8%	13.9%	13.3%	42.7%	40.8%	39.0%	20.3%	22.6%	22.3%	10.4%	11.9%	16.4%	8.0%	9.4%	7.3%	1.8%	1.5%	1.6%
State	1,310	1,272	689	17.9%	21.8%	14.8%	44.0%	41.2%	41.9%	21.8%	18.9%	18.5%	8.3%	11.0%	18.2%	5.3%	4.6%	5.6%	2.7%	2.4%	0.9%
Treasury	7,031	5,677	7,314	18.3%	17.7%	13.3%	40.7%	43.8%	47.4%	21.8%	19.3%	18.8%	11.3%	10.3%	12.7%	6.7%	7.8%	6.4%	1.2%	1.2%	1.4%
USDA	13,578	10,404	10,441	14.0%	15.8%	12.2%	44.8%	43.7%	49.0%	21.1%	21.2%	19.4%	11.5%	11.5%	13.0%	7.4%	6.5%	5.6%	1.1%	1.3%	0.8%
VA	3,144	3,344	2,388	16.1%	16.6%	15.9%	33.6%	43.5%	41.7%	23.3%	19.1%	20.1%	14.6%	11.5%	13.7%	11.8%	8.2%	8.0%	0.7%	1.0%	0.6%
Small Agencies	4,141	3,679	---	20.1%	20.0%	---	39.8%	39.4%	---	20.4%	18.8%	---	9.5%	10.6%	---	8.5%	8.5%	---	1.7%	2.7%	---
All DoD	50,704	40,186	32,559	16.7%	17.2%	13.6%	41.0%	40.6%	43.4%	23.7%	22.5%	21.5%	10.3%	11.0%	13.2%	6.8%	7.1%	7.1%	1.5%	1.6%	1.2%
USACE	5,154	6,295	711	15.9%	16.9%	17.5%	43.3%	43.2%	42.1%	21.0%	21.6%	19.3%	12.0%	10.9%	13.6%	6.7%	6.2%	6.7%	1.0%	1.2%	0.9%
Air Force	10,069	8,692	6,545	18.8%	18.2%	14.4%	40.2%	40.0%	44.3%	22.7%	21.3%	21.1%	9.6%	11.6%	12.3%	7.4%	7.8%	6.8%	1.3%	1.2%	1.1%
Army	13,736	8,405	8,964	17.5%	19.2%	13.5%	42.6%	40.0%	44.1%	23.6%	22.0%	21.9%	9.5%	10.0%	12.3%	5.4%	7.0%	7.0%	1.4%	1.8%	1.2%
Navy	12,608	9,511	9,043	13.5%	14.0%	13.1%	39.8%	41.7%	42.7%	25.6%	24.5%	21.8%	11.5%	11.5%	14.4%	7.6%	6.8%	6.8%	2.0%	1.5%	1.3%
Marine Corps	911	765	658	16.6%	19.0%	11.3%	38.5%	38.3%	41.5%	24.6%	24.1%	20.9%	8.8%	11.2%	16.2%	9.5%	6.2%	9.0%	2.0%	1.3%	1.2%
Other DoD	8,226	6,518	6,638	17.5%	17.2%	12.6%	40.3%	40.4%	42.1%	22.6%	22.0%	21.6%	10.7%	11.3%	13.9%	7.5%	6.9%	8.5%	1.4%	2.2%	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

(32) I am held accountable for achieving results.

	# 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	221,407	147,892	100,656	23.6%	23.8%	21.2%	55.4%	55.8%	58.6%	14.0%	13.8%	12.4%	4.2%	4.0%	5.3%	2.0%	1.9%	2.0%	0.7%	0.6%	0.5%
AID	726	803	560	28.8%	26.1%	16.8%	52.3%	53.7%	60.2%	12.6%	12.9%	13.0%	4.3%	4.0%	7.8%	1.9%	2.8%	1.8%	0.1%	0.6%	0.4%
BBG	570	543	---	20.8%	21.3%	---	47.2%	45.7%	---	19.3%	18.3%	---	6.9%	7.7%	---	4.3%	5.4%	---	1.6%	1.5%	---
CSOSA	518	554	---	33.9%	32.7%	---	51.8%	55.0%	---	10.1%	7.7%	---	2.5%	2.6%	---	1.3%	0.8%	---	0.4%	1.1%	---
DHS	10,365	10,473	---	17.5%	17.9%	---	51.2%	50.3%	---	18.7%	18.8%	---	7.0%	8.0%	---	4.3%	3.9%	---	1.3%	1.0%	---
DOC	5,204	4,021	4,134	24.9%	26.7%	20.5%	56.2%	55.3%	61.2%	13.1%	11.8%	12.3%	3.6%	3.9%	3.9%	1.4%	1.8%	1.6%	0.8%	0.6%	0.5%
DOE	7,742	1,485	922	22.7%	25.5%	18.7%	58.1%	53.8%	60.1%	13.1%	13.9%	11.1%	4.1%	5.0%	6.6%	1.6%	1.5%	3.3%	0.5%	0.4%	0.3%
DOI	25,499	5,180	5,412	19.8%	19.4%	19.2%	59.1%	58.6%	63.5%	14.2%	14.9%	10.2%	4.5%	4.6%	5.5%	1.9%	1.8%	1.3%	0.6%	0.8%	0.4%
DOJ	10,963	7,701	4,363	21.3%	24.8%	17.4%	57.0%	54.5%	56.2%	14.0%	13.3%	14.5%	5.4%	4.5%	7.1%	1.8%	2.4%	4.0%	0.6%	0.6%	0.7%
DOL	4,538	4,082	4,105	24.8%	25.3%	23.1%	59.3%	58.6%	60.3%	11.1%	11.2%	11.0%	2.7%	2.7%	3.2%	1.4%	1.7%	1.9%	0.7%	0.5%	0.5%
DOT	5,452	4,949	3,003	26.0%	21.2%	23.0%	51.7%	52.4%	53.0%	12.1%	15.6%	14.1%	5.7%	7.1%	6.7%	3.5%	3.0%	1.6%	1.0%	0.6%	1.6%
Educ	2,909	2,408	1,671	25.2%	27.5%	18.9%	55.9%	54.0%	57.6%	12.6%	11.3%	14.0%	3.1%	4.3%	6.2%	2.6%	2.4%	2.6%	0.7%	0.5%	0.7%
EEOC	1,173	1,693	---	31.5%	32.6%	---	52.2%	52.7%	---	10.7%	9.4%	---	2.5%	3.0%	---	2.2%	1.4%	---	1.0%	0.9%	---
EPA	9,115	6,895	5,666	21.2%	21.7%	13.9%	59.6%	57.6%	59.7%	13.7%	13.7%	15.2%	3.5%	5.0%	8.2%	1.4%	1.6%	2.5%	0.6%	0.5%	0.5%
FDIC	3,085	1,205	---	18.4%	20.3%	---	61.0%	62.9%	---	14.5%	11.2%	---	4.0%	4.1%	---	1.8%	1.4%	---	0.3%	0.1%	---
FERC	753	---	---	25.4%	---	---	55.6%	---	---	13.4%	---	---	3.1%	---	---	1.8%	---	---	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

(32) I am held accountable for achieving results.

	# 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	221,407	147,892	100,656	23.6%	23.8%	21.2%	55.4%	55.8%	58.6%	14.0%	13.8%	12.4%	4.2%	4.0%	5.3%	2.0%	1.9%	2.0%	0.7%	0.6%	0.5%
FTC	459	616	---	25.2%	27.3%	---	53.9%	51.3%	---	14.8%	15.3%	---	4.8%	2.7%	---	0.2%	2.0%	---	1.1%	1.3%	---
GSA	3,916	2,869	2,559	29.7%	31.7%	26.5%	54.4%	53.6%	55.2%	11.3%	9.5%	11.9%	2.4%	3.2%	3.9%	1.4%	1.3%	1.5%	0.7%	0.7%	1.1%
HHS	25,756	4,653	4,862	24.2%	24.5%	21.5%	55.6%	55.8%	58.3%	14.1%	13.2%	13.7%	3.4%	3.4%	4.5%	1.8%	2.0%	1.5%	0.9%	1.1%	0.5%
HUD	4,075	5,343	1,246	27.4%	27.1%	25.2%	53.7%	55.8%	60.1%	12.3%	10.9%	9.3%	3.2%	3.5%	3.9%	2.7%	2.0%	1.2%	0.7%	0.6%	0.3%
NARA	1,442	1,415	---	27.6%	25.0%	---	52.8%	57.4%	---	13.1%	11.5%	---	3.9%	3.3%	---	1.9%	1.6%	---	0.8%	1.3%	---
NASA	4,734	4,766	4,225	27.9%	26.0%	22.6%	54.7%	56.6%	58.9%	13.2%	12.0%	11.9%	2.7%	3.7%	5.0%	0.9%	1.2%	1.2%	0.5%	0.5%	0.4%
NCUA	623	538	---	28.9%	30.4%	---	59.7%	60.3%	---	8.7%	6.5%	---	2.0%	1.9%	---	0.3%	0.4%	---	0.3%	0.5%	---
NLRB	963	979	---	23.3%	28.2%	---	59.2%	55.7%	---	13.5%	9.8%	---	2.3%	3.1%	---	1.3%	1.5%	---	0.4%	1.8%	---
NRC	1,692	1,876	---	28.9%	27.2%	---	55.6%	59.1%	---	11.0%	10.4%	---	3.0%	2.2%	---	0.8%	0.7%	---	0.7%	0.6%	---
NSF	596	778	441	38.4%	32.1%	22.6%	48.6%	50.0%	58.3%	7.9%	12.2%	11.4%	3.1%	3.3%	5.6%	1.4%	1.3%	0.7%	0.6%	1.2%	1.4%
OMB	250	249	249	23.6%	25.4%	16.6%	51.2%	54.1%	61.3%	14.3%	13.7%	16.5%	6.2%	4.9%	3.2%	3.1%	1.7%	2.0%	1.6%	0.4%	0.4%
OPM	3,012	1,539	1,311	28.8%	23.2%	28.6%	58.4%	57.8%	57.4%	9.0%	13.7%	8.8%	1.9%	3.0%	3.0%	1.1%	1.7%	1.7%	0.8%	0.6%	0.5%
RRB	680	700	---	21.5%	22.8%	---	60.5%	59.5%	---	13.4%	13.3%	---	1.7%	3.1%	---	1.5%	0.7%	---	1.4%	0.6%	---
SBA	1,447	1,661	881	25.5%	24.5%	25.9%	58.0%	60.0%	58.3%	11.0%	10.7%	10.3%	2.7%	2.7%	4.3%	2.2%	1.4%	1.2%	0.5%	0.7%	0.0%
SEC	1,905	2,166	---	25.0%	22.5%	---	54.9%	57.2%	---	13.5%	12.5%	---	3.8%	3.8%	---	1.7%	1.9%	---	1.1%	2.1%	---

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

2006 Federal Human Capital Survey: Report by Agency

(32) I am held accountable for achieving results.

	# 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	221,407	147,892	100,656	23.6%	23.8%	21.2%	55.4%	55.8%	58.6%	14.0%	13.8%	12.4%	4.2%	4.0%	5.3%	2.0%	1.9%	2.0%	0.7%	0.6%	0.5%
SSA	1,317	1,172	1,023	23.2%	21.1%	23.0%	58.6%	57.7%	56.2%	11.3%	15.7%	12.7%	4.1%	3.5%	4.4%	1.6%	1.6%	2.9%	1.1%	0.4%	0.7%
State	1,310	1,272	689	22.6%	26.2%	17.0%	56.7%	50.1%	55.2%	13.0%	15.7%	14.3%	4.2%	5.4%	10.9%	2.9%	1.6%	1.7%	0.5%	1.0%	0.8%
Treasury	7,035	5,677	7,314	24.4%	23.9%	16.9%	58.2%	57.4%	60.4%	12.9%	11.9%	13.6%	2.7%	3.9%	6.0%	0.8%	2.2%	2.7%	1.0%	0.8%	0.5%
USDA	13,586	10,403	10,441	22.1%	20.8%	17.3%	60.1%	59.9%	64.1%	12.5%	13.8%	12.4%	3.4%	3.8%	4.5%	1.4%	1.3%	1.3%	0.5%	0.5%	0.5%
VA	3,144	3,344	2,388	26.8%	27.0%	23.2%	50.3%	55.2%	60.3%	14.8%	13.3%	10.0%	5.1%	2.9%	4.3%	2.3%	1.2%	1.9%	0.7%	0.4%	0.3%
Small Agencies	4,141	3,679	---	28.4%	26.9%	---	54.4%	54.3%	---	11.8%	11.9%	---	2.9%	3.9%	---	1.7%	1.9%	---	0.7%	1.1%	---
All DoD	50,712	40,189	32,559	23.9%	24.4%	22.5%	56.0%	56.5%	57.6%	14.0%	13.5%	12.5%	3.6%	3.3%	5.2%	1.9%	1.8%	1.7%	0.6%	0.6%	0.5%
USACE	5,154	6,295	711	21.8%	22.6%	23.8%	59.3%	60.4%	58.3%	13.5%	12.0%	11.2%	3.5%	3.4%	5.1%	1.4%	1.2%	1.0%	0.4%	0.4%	0.5%
Air Force	10,074	8,693	6,545	25.2%	24.6%	22.6%	54.4%	55.9%	57.8%	13.6%	13.2%	13.6%	4.2%	3.7%	3.9%	1.9%	1.9%	1.8%	0.6%	0.6%	0.4%
Army	13,738	8,407	8,964	25.2%	26.6%	22.6%	56.2%	54.6%	57.7%	13.5%	13.6%	12.2%	3.1%	2.6%	5.4%	1.5%	1.9%	1.7%	0.6%	0.7%	0.5%
Navy	12,612	9,511	9,043	20.7%	21.6%	22.3%	57.6%	58.7%	56.7%	15.0%	13.9%	12.6%	4.0%	3.8%	6.2%	2.2%	1.6%	1.7%	0.5%	0.3%	0.5%
Marine Corps	910	764	658	25.6%	25.6%	21.3%	53.9%	52.7%	57.2%	14.1%	15.5%	12.1%	3.3%	3.7%	5.9%	2.3%	2.1%	2.9%	0.8%	0.4%	0.7%
Other DoD	8,224	6,519	6,638	25.1%	24.7%	22.2%	54.8%	56.5%	58.7%	14.2%	12.7%	11.6%	2.9%	3.3%	4.8%	2.2%	1.9%	1.9%	0.7%	1.0%	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

(33) Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.

	# 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	221,397	147,889	100,656	14.8%	15.1%	12.9%	39.0%	39.2%	43.4%	27.9%	27.3%	24.4%	6.5%	7.1%	8.1%	5.4%	5.1%	4.8%	6.4%	6.3%	6.4%
AID	726	803	560	20.4%	17.9%	16.1%	43.7%	43.0%	44.8%	20.8%	18.4%	22.2%	5.2%	7.4%	4.9%	5.7%	6.0%	6.1%	4.1%	7.3%	5.9%
BBG	570	543	---	14.6%	13.6%	---	28.4%	29.0%	---	28.2%	29.3%	---	10.0%	9.9%	---	9.2%	10.5%	---	9.6%	7.6%	---
CSOSA	518	554	---	17.2%	17.6%	---	39.9%	40.9%	---	23.2%	23.7%	---	8.4%	6.3%	---	5.3%	4.8%	---	6.0%	6.8%	---
DHS	10,365	10,472	---	10.2%	10.5%	---	34.7%	35.8%	---	31.8%	30.4%	---	8.1%	7.7%	---	8.2%	8.2%	---	7.0%	7.4%	---
DOC	5,204	4,021	4,134	16.8%	17.0%	15.4%	39.7%	39.8%	45.8%	25.6%	25.3%	22.3%	5.2%	6.1%	5.6%	4.4%	3.8%	4.0%	8.4%	7.9%	7.0%
DOE	7,742	1,485	922	15.3%	17.5%	14.5%	40.2%	42.0%	48.4%	26.5%	26.4%	20.4%	6.0%	5.8%	4.5%	4.5%	3.5%	4.2%	7.4%	4.9%	7.9%
DOI	25,495	5,177	5,412	11.6%	11.6%	12.1%	38.3%	38.8%	44.2%	30.1%	29.1%	24.6%	7.1%	8.2%	8.0%	5.8%	5.7%	3.6%	7.0%	6.6%	7.5%
DOJ	10,957	7,701	4,363	13.6%	15.6%	11.5%	38.4%	38.0%	40.8%	28.6%	27.1%	25.7%	7.3%	7.1%	9.6%	3.5%	5.2%	6.8%	8.6%	6.9%	5.6%
DOL	4,538	4,082	4,105	16.7%	15.7%	14.5%	38.9%	39.0%	41.6%	24.8%	24.5%	23.7%	6.4%	7.2%	7.5%	5.4%	5.9%	5.0%	7.8%	7.8%	7.6%
DOT	5,451	4,948	3,003	15.4%	13.3%	13.3%	31.0%	37.6%	43.2%	29.5%	27.4%	22.5%	6.7%	6.8%	7.6%	8.2%	7.8%	5.0%	9.2%	7.1%	8.3%
Educ	2,909	2,408	1,671	15.5%	17.6%	15.2%	36.9%	35.8%	40.6%	23.9%	24.9%	22.8%	8.0%	7.1%	9.0%	7.8%	7.3%	6.0%	7.9%	7.3%	6.3%
EEOC	1,173	1,693	---	21.4%	21.8%	---	36.9%	37.5%	---	24.2%	21.1%	---	5.4%	6.6%	---	5.7%	6.3%	---	6.3%	6.7%	---
EPA	9,115	6,895	5,666	16.2%	18.5%	14.5%	41.6%	41.7%	47.3%	24.9%	22.9%	20.2%	5.8%	6.4%	7.1%	4.2%	3.7%	4.2%	7.3%	6.8%	6.8%
FDIC	3,085	1,205	---	11.4%	10.0%	---	39.6%	42.4%	---	28.9%	28.0%	---	7.4%	7.2%	---	6.0%	5.3%	---	6.8%	7.1%	---
FERC	753	---	---	20.2%	---	---	37.4%	---	---	23.6%	---	---	6.1%	---	---	4.6%	---	---	8.1%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(33) Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.

	# 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	221,397	147,889	100,656	14.8%	15.1%	12.9%	39.0%	39.2%	43.4%	27.9%	27.3%	24.4%	6.5%	7.1%	8.1%	5.4%	5.1%	4.8%	6.4%	6.3%	6.4%
FTC	459	616	---	19.7%	20.3%	---	37.7%	33.4%	---	21.0%	21.1%	---	5.1%	8.6%	---	6.1%	5.9%	---	10.4%	10.7%	---
GSA	3,916	2,869	2,559	21.0%	21.9%	18.7%	38.4%	38.7%	40.3%	24.4%	21.2%	22.7%	5.4%	6.3%	6.0%	4.8%	5.4%	4.9%	6.2%	6.6%	7.4%
HHS	25,756	4,653	4,862	15.7%	15.5%	14.0%	39.2%	38.4%	43.3%	26.0%	24.9%	23.2%	6.7%	8.3%	8.2%	5.6%	5.6%	5.5%	6.9%	7.3%	5.8%
HUD	4,075	5,343	1,246	16.3%	15.8%	14.0%	37.4%	35.0%	41.9%	25.9%	28.6%	23.5%	6.5%	7.3%	8.3%	7.9%	6.2%	6.3%	6.0%	7.2%	6.0%
NARA	1,442	1,415	---	15.5%	14.0%	---	34.6%	37.0%	---	28.9%	26.2%	---	7.2%	8.3%	---	6.8%	5.8%	---	7.0%	8.7%	---
NASA	4,734	4,766	4,225	22.3%	22.9%	19.4%	42.3%	42.8%	46.2%	22.4%	22.2%	20.8%	4.1%	4.1%	4.7%	2.5%	2.0%	2.3%	6.4%	6.0%	6.7%
NCUA	623	538	---	15.8%	13.3%	---	42.6%	46.1%	---	25.8%	24.6%	---	5.4%	6.6%	---	3.9%	3.3%	---	6.5%	6.1%	---
NLRB	963	979	---	16.3%	18.6%	---	35.3%	35.2%	---	25.4%	21.1%	---	7.5%	7.8%	---	7.0%	7.6%	---	8.5%	9.7%	---
NRC	1,692	1,876	---	25.1%	21.4%	---	42.6%	42.2%	---	20.5%	22.0%	---	3.7%	4.1%	---	2.2%	2.8%	---	5.8%	7.4%	---
NSF	596	778	441	29.5%	29.3%	23.5%	37.8%	35.9%	36.3%	18.1%	19.7%	21.1%	7.1%	5.8%	6.9%	4.3%	4.6%	4.1%	3.2%	4.8%	8.1%
OMB	250	249	249	17.7%	18.7%	12.8%	40.1%	38.0%	47.4%	27.4%	24.1%	21.9%	5.4%	6.5%	7.3%	6.2%	7.1%	4.4%	3.2%	5.6%	6.2%
OPM	3,012	1,539	1,311	16.7%	15.9%	16.5%	37.6%	38.9%	42.0%	25.9%	25.1%	22.0%	4.9%	6.3%	8.3%	3.9%	6.4%	4.2%	10.9%	7.3%	7.0%
RRB	680	700	---	11.6%	11.4%	---	35.6%	38.7%	---	31.5%	27.5%	---	7.9%	8.0%	---	5.0%	4.0%	---	8.3%	10.4%	---
SBA	1,447	1,661	881	16.0%	14.6%	14.9%	37.2%	37.7%	43.4%	28.0%	28.7%	21.6%	5.0%	7.0%	8.8%	7.4%	5.8%	4.3%	6.4%	6.1%	6.9%
SEC	1,905	2,166	---	21.3%	15.7%	---	37.2%	38.1%	---	22.4%	22.1%	---	5.1%	6.0%	---	5.0%	5.6%	---	9.0%	12.5%	---

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

2006 Federal Human Capital Survey: Report by Agency

(33) Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.

	# 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	221,397	147,889	100,656	14.8%	15.1%	12.9%	39.0%	39.2%	43.4%	27.9%	27.3%	24.4%	6.5%	7.1%	8.1%	5.4%	5.1%	4.8%	6.4%	6.3%	6.4%
SSA	1,317	1,172	1,023	14.4%	14.7%	13.6%	39.1%	37.9%	45.0%	25.7%	26.4%	20.3%	8.0%	6.7%	8.9%	5.1%	6.8%	4.6%	7.6%	7.6%	7.6%
State	1,310	1,272	689	17.8%	22.2%	14.1%	43.4%	37.1%	45.3%	24.4%	23.6%	21.0%	4.6%	5.6%	7.6%	3.5%	3.1%	5.7%	6.4%	8.5%	6.3%
Treasury	7,032	5,677	7,314	15.4%	14.4%	12.7%	38.7%	41.5%	45.2%	27.9%	24.9%	22.7%	5.3%	7.0%	7.9%	4.8%	3.8%	4.5%	7.9%	8.5%	7.1%
USDA	13,587	10,404	10,441	14.6%	15.4%	12.9%	45.3%	42.7%	48.7%	25.1%	26.2%	22.6%	6.1%	6.8%	6.9%	3.9%	3.9%	3.5%	4.9%	5.0%	5.5%
VA	3,144	3,344	2,388	15.2%	17.2%	13.9%	36.9%	39.3%	45.7%	28.5%	26.7%	23.3%	6.8%	7.9%	6.5%	8.0%	4.7%	5.0%	4.6%	4.2%	5.6%
Small Agencies	4,141	3,679	---	18.5%	18.7%	---	37.9%	38.2%	---	24.5%	24.5%	---	6.5%	6.7%	---	4.9%	5.0%	---	7.7%	7.0%	---
All DoD	50,715	40,190	32,559	15.0%	14.8%	12.1%	40.2%	39.5%	41.5%	28.2%	28.4%	26.4%	6.2%	7.0%	8.9%	4.6%	4.5%	4.9%	5.8%	5.9%	6.2%
USACE	5,154	6,295	711	13.9%	14.8%	13.6%	42.1%	42.2%	45.3%	27.4%	28.3%	21.7%	6.3%	5.7%	9.2%	3.8%	3.8%	4.0%	6.6%	5.3%	6.3%
Air Force	10,072	8,694	6,545	15.3%	15.5%	12.6%	38.2%	37.1%	39.7%	28.9%	28.5%	27.9%	6.7%	8.1%	8.1%	5.2%	5.2%	5.3%	5.8%	5.6%	6.4%
Army	13,739	8,407	8,964	16.1%	16.5%	11.7%	43.2%	40.6%	42.6%	25.8%	26.7%	26.0%	5.9%	6.6%	9.8%	4.3%	4.4%	4.3%	4.7%	5.2%	5.6%
Navy	12,614	9,511	9,043	13.2%	12.2%	12.1%	38.5%	40.2%	41.1%	30.9%	30.3%	27.1%	6.1%	6.7%	8.3%	4.5%	3.9%	4.8%	6.8%	6.7%	6.5%
Marine Corps	911	764	658	14.1%	15.2%	10.8%	37.6%	37.7%	37.8%	30.5%	27.7%	26.7%	7.5%	8.2%	12.8%	4.5%	5.7%	6.1%	5.7%	5.5%	5.7%
Other DoD	8,225	6,519	6,638	15.5%	14.9%	11.9%	40.0%	39.1%	42.2%	27.1%	28.2%	25.0%	6.3%	6.4%	8.7%	5.0%	4.9%	5.6%	6.0%	6.5%	6.7%

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

2006 Federal Human Capital Survey: Report by Agency

(34) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	# 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	221,393	147,885	100,656	15.6%	16.7%	15.3%	41.1%	40.6%	45.9%	25.6%	25.2%	21.5%	6.6%	6.6%	7.8%	5.1%	5.2%	4.8%	6.1%	5.6%	4.7%
AID	726	803	560	16.1%	16.3%	16.8%	42.4%	40.9%	44.3%	22.6%	19.9%	20.6%	6.9%	10.1%	9.2%	7.2%	8.2%	7.0%	4.9%	4.6%	2.1%
BBG	570	543	---	12.8%	13.0%	---	34.7%	29.7%	---	26.1%	29.2%	---	7.7%	7.8%	---	9.9%	11.6%	---	8.8%	8.7%	---
CSOSA	518	554	---	20.3%	24.1%	---	43.2%	42.8%	---	20.1%	19.8%	---	6.0%	4.8%	---	5.4%	3.8%	---	5.0%	4.7%	---
DHS	10,368	10,472	---	11.9%	11.6%	---	36.7%	36.7%	---	27.7%	27.4%	---	8.0%	8.3%	---	7.6%	8.7%	---	8.1%	7.3%	---
DOC	5,204	4,021	4,134	16.9%	18.0%	17.0%	42.4%	43.7%	49.1%	23.0%	20.5%	17.7%	5.5%	6.3%	6.6%	4.9%	4.5%	4.5%	7.3%	7.0%	5.1%
DOE	7,742	1,485	922	18.3%	21.7%	19.4%	43.4%	47.5%	52.1%	22.5%	19.7%	15.0%	6.0%	3.9%	6.0%	4.7%	3.8%	4.3%	5.2%	3.4%	3.1%
DOI	25,500	5,172	5,412	12.9%	13.3%	14.3%	40.8%	40.9%	48.4%	27.1%	26.2%	20.8%	8.0%	8.4%	8.2%	5.8%	6.6%	3.3%	5.4%	4.6%	4.9%
DOJ	10,956	7,701	4,363	16.1%	18.3%	16.2%	42.7%	40.1%	43.4%	23.6%	24.3%	20.9%	5.4%	6.4%	8.5%	3.7%	5.6%	5.5%	8.4%	5.4%	5.6%
DOL	4,538	4,082	4,105	15.2%	15.4%	15.4%	37.2%	37.2%	43.0%	24.7%	25.7%	21.5%	8.3%	8.0%	8.0%	7.0%	6.3%	5.7%	7.5%	7.3%	6.5%
DOT	5,450	4,950	3,003	15.1%	14.5%	17.8%	33.2%	40.8%	45.4%	28.8%	27.0%	21.4%	6.6%	4.6%	6.4%	6.6%	6.2%	3.9%	9.7%	7.0%	5.1%
Educ	2,910	2,408	1,671	11.3%	13.7%	14.5%	34.3%	33.7%	42.0%	26.3%	25.8%	22.2%	8.9%	9.5%	9.5%	10.4%	9.8%	6.7%	8.8%	7.6%	5.1%
EEOC	1,173	1,693	---	17.9%	19.5%	---	32.1%	35.0%	---	25.1%	22.7%	---	8.4%	8.3%	---	8.3%	7.2%	---	8.2%	7.2%	---
EPA	9,115	6,895	5,666	18.4%	21.1%	18.8%	44.4%	46.1%	50.3%	21.4%	18.5%	16.5%	5.9%	6.5%	6.7%	4.7%	4.0%	4.0%	5.2%	3.8%	3.7%
FDIC	3,085	1,205	---	16.7%	18.1%	---	48.3%	49.3%	---	20.9%	19.4%	---	5.7%	5.3%	---	4.4%	4.9%	---	4.0%	3.1%	---
FERC	753	---	---	22.1%	---	---	41.4%	---	---	19.4%	---	---	6.2%	---	---	5.2%	---	---	5.6%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(34) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	# 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	221,393	147,885	100,656	15.6%	16.7%	15.3%	41.1%	40.6%	45.9%	25.6%	25.2%	21.5%	6.6%	6.6%	7.8%	5.1%	5.2%	4.8%	6.1%	5.6%	4.7%
FTC	459	616	---	18.9%	18.1%	---	37.2%	33.5%	---	18.5%	21.4%	---	8.1%	10.7%	---	6.5%	6.6%	---	10.7%	9.6%	---
GSA	3,916	2,869	2,559	18.7%	21.0%	18.0%	38.1%	39.5%	41.6%	24.6%	21.1%	20.9%	7.1%	7.9%	8.3%	4.9%	5.2%	4.9%	6.5%	5.3%	6.3%
HHS	25,756	4,653	4,862	15.7%	16.5%	15.4%	39.9%	40.1%	45.4%	24.8%	23.1%	20.2%	7.3%	8.2%	9.7%	5.8%	5.7%	4.9%	6.5%	6.4%	4.3%
HUD	4,075	5,343	1,246	15.0%	16.4%	12.5%	34.3%	34.9%	44.8%	26.9%	27.4%	21.3%	7.8%	7.4%	9.3%	8.4%	7.0%	6.0%	7.6%	6.9%	6.1%
NARA	1,442	1,415	---	14.0%	13.6%	---	34.5%	37.6%	---	26.5%	25.0%	---	9.9%	9.8%	---	8.3%	6.3%	---	6.8%	7.6%	---
NASA	4,734	4,766	4,225	25.9%	27.6%	24.9%	44.1%	45.7%	50.0%	19.1%	17.1%	15.1%	3.7%	3.9%	3.8%	2.2%	1.9%	2.5%	4.9%	3.8%	3.7%
NCUA	623	538	---	18.1%	16.3%	---	41.3%	44.7%	---	24.0%	24.7%	---	6.5%	5.1%	---	3.4%	4.0%	---	6.6%	5.2%	---
NLRB	963	979	---	16.2%	18.1%	---	36.7%	34.3%	---	23.8%	22.0%	---	6.6%	9.0%	---	8.1%	7.7%	---	8.6%	8.8%	---
NRC	1,692	1,876	---	32.1%	29.9%	---	45.9%	46.6%	---	14.5%	14.3%	---	3.2%	3.0%	---	2.0%	2.2%	---	2.4%	4.0%	---
NSF	596	778	441	29.6%	28.4%	22.0%	37.9%	41.7%	44.8%	16.9%	15.0%	14.0%	6.3%	6.2%	11.0%	5.8%	5.1%	4.5%	3.6%	3.6%	3.7%
OMB	250	249	249	16.0%	17.8%	12.1%	41.0%	39.7%	47.6%	24.4%	21.3%	19.2%	8.4%	8.4%	12.4%	6.3%	6.7%	4.7%	4.0%	6.0%	4.0%
OPM	3,012	1,539	1,311	13.6%	13.7%	17.0%	36.0%	38.8%	43.6%	26.7%	26.7%	21.4%	6.3%	6.4%	8.5%	5.4%	7.2%	4.5%	12.0%	7.2%	5.1%
RRB	680	700	---	13.6%	14.6%	---	41.1%	43.1%	---	25.2%	24.9%	---	7.2%	6.2%	---	4.1%	3.1%	---	8.9%	8.1%	---
SBA	1,447	1,661	881	13.2%	11.1%	13.4%	32.5%	35.3%	39.9%	31.1%	31.4%	23.8%	8.1%	8.0%	11.2%	8.9%	7.2%	5.7%	6.2%	7.0%	6.0%
SEC	1,905	2,166	---	21.6%	15.8%	---	36.4%	40.0%	---	22.2%	20.4%	---	5.9%	7.0%	---	6.2%	6.9%	---	7.5%	9.8%	---

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

2006 Federal Human Capital Survey: Report by Agency

(34) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	# 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	221,393	147,885	100,656	15.6%	16.7%	15.3%	41.1%	40.6%	45.9%	25.6%	25.2%	21.5%	6.6%	6.6%	7.8%	5.1%	5.2%	4.8%	6.1%	5.6%	4.7%
SSA	1,317	1,172	1,023	17.3%	17.8%	17.3%	38.4%	40.8%	43.6%	25.3%	23.5%	21.9%	6.6%	6.0%	6.4%	4.6%	5.9%	6.2%	7.8%	6.0%	4.5%
State	1,310	1,272	689	18.2%	22.2%	15.3%	43.5%	41.4%	44.7%	21.5%	20.1%	20.1%	5.5%	6.1%	7.1%	3.8%	3.5%	5.5%	7.5%	6.6%	7.3%
Treasury	7,031	5,677	7,314	14.7%	15.8%	15.3%	42.7%	41.8%	47.9%	27.1%	24.8%	20.0%	5.2%	5.5%	7.5%	2.4%	4.8%	4.5%	7.9%	7.3%	4.8%
USDA	13,586	10,403	10,441	17.4%	18.2%	16.6%	48.2%	47.6%	52.7%	20.5%	20.9%	18.4%	6.2%	6.4%	6.2%	4.4%	4.0%	3.5%	3.3%	3.0%	2.7%
VA	3,144	3,344	2,388	16.3%	21.0%	16.7%	44.6%	41.2%	50.1%	22.3%	22.5%	17.0%	7.5%	6.6%	7.3%	5.4%	4.2%	5.2%	3.9%	4.4%	3.7%
Small Agencies	4,141	3,679	---	16.3%	17.7%	---	37.4%	38.5%	---	24.0%	21.7%	---	8.2%	9.0%	---	6.6%	6.5%	---	7.4%	6.5%	---
All DoD	50,706	40,190	32,559	15.2%	15.6%	13.5%	40.5%	39.9%	43.6%	27.5%	27.9%	24.5%	6.3%	6.3%	8.4%	4.9%	4.8%	5.0%	5.6%	5.6%	4.9%
USACE	5,154	6,295	711	14.8%	17.4%	17.0%	45.6%	45.2%	48.7%	24.2%	23.9%	19.9%	6.3%	6.0%	6.9%	4.1%	3.6%	3.6%	5.1%	3.9%	4.0%
Air Force	10,071	8,694	6,545	15.4%	15.4%	13.1%	38.2%	37.5%	42.6%	29.8%	29.8%	26.2%	5.9%	6.5%	8.2%	5.1%	5.5%	5.0%	5.5%	5.3%	4.9%
Army	13,735	8,407	8,964	16.2%	16.7%	13.3%	41.1%	40.0%	41.8%	26.7%	27.3%	25.8%	6.6%	6.1%	9.2%	4.7%	4.7%	4.9%	4.8%	5.3%	5.0%
Navy	12,614	9,512	9,043	13.6%	13.8%	13.3%	41.0%	40.3%	45.3%	27.6%	29.0%	23.5%	6.5%	6.6%	7.8%	4.8%	4.2%	4.9%	6.6%	6.2%	5.2%
Marine Corps	910	765	658	16.4%	14.7%	11.6%	34.1%	36.1%	36.2%	30.6%	29.7%	26.2%	7.3%	7.0%	14.4%	5.2%	7.1%	6.6%	6.5%	5.3%	4.9%
Other DoD	8,222	6,517	6,638	15.6%	16.5%	14.1%	41.6%	41.8%	45.0%	25.4%	24.3%	22.2%	6.0%	6.1%	8.1%	5.7%	5.1%	6.0%	5.7%	6.1%	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

(35) Managers/supervisors/team leaders work well with employees of different backgrounds.

	# 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	221,376	147,878	100,656	18.3%	18.0%	15.5%	45.4%	46.2%	48.1%	20.6%	20.0%	19.8%	6.9%	7.5%	7.6%	5.9%	5.6%	5.7%	2.9%	2.8%	3.2%
AID	726	803	560	22.3%	20.3%	19.8%	49.8%	48.7%	45.0%	14.3%	15.3%	17.6%	6.6%	7.0%	9.6%	5.0%	6.4%	5.6%	2.0%	2.4%	2.3%
BBG	570	543	---	15.5%	17.5%	---	38.0%	36.6%	---	24.0%	23.4%	---	8.9%	9.9%	---	8.7%	10.2%	---	4.8%	2.5%	---
CSOSA	518	554	---	18.3%	19.3%	---	40.7%	45.4%	---	23.1%	20.4%	---	5.7%	6.5%	---	6.1%	4.8%	---	6.2%	3.6%	---
DHS	10,368	10,466	---	12.9%	14.0%	---	42.6%	44.8%	---	23.3%	20.3%	---	9.2%	9.4%	---	9.0%	9.3%	---	2.8%	2.3%	---
DOC	5,204	4,021	4,134	19.4%	19.7%	17.2%	47.0%	45.8%	50.7%	18.2%	18.7%	17.7%	5.8%	7.0%	6.2%	5.1%	5.1%	4.2%	4.5%	3.6%	4.1%
DOE	7,742	1,485	922	17.9%	19.7%	17.1%	46.8%	47.4%	52.5%	20.1%	20.2%	17.3%	6.9%	5.8%	5.8%	5.3%	4.7%	5.1%	3.1%	2.3%	2.3%
DOI	25,493	5,178	5,412	14.4%	14.5%	12.8%	45.7%	45.5%	49.7%	22.6%	23.7%	21.7%	7.5%	7.6%	7.9%	5.8%	5.7%	3.7%	4.1%	3.0%	4.2%
DOJ	10,951	7,701	4,363	17.9%	18.4%	13.9%	49.0%	46.0%	46.9%	19.2%	18.9%	20.9%	6.5%	7.5%	8.7%	4.1%	6.1%	6.6%	3.4%	3.1%	3.0%
DOL	4,538	4,082	4,105	19.1%	17.0%	15.8%	42.9%	43.5%	44.9%	19.5%	20.0%	20.9%	7.5%	8.0%	8.7%	7.0%	7.4%	6.2%	4.0%	4.0%	3.6%
DOT	5,451	4,948	3,003	18.2%	14.8%	15.1%	39.2%	51.1%	49.9%	23.9%	18.8%	20.2%	5.8%	6.2%	5.9%	8.9%	6.7%	4.7%	3.9%	2.3%	4.2%
Educ	2,909	2,408	1,671	15.8%	17.2%	14.4%	41.3%	39.1%	44.6%	20.6%	22.5%	18.9%	9.3%	9.4%	11.8%	9.6%	8.8%	7.1%	3.5%	3.0%	3.2%
EEOC	1,173	1,693	---	22.3%	21.8%	---	40.8%	41.9%	---	19.1%	17.0%	---	7.5%	9.3%	---	7.2%	7.4%	---	3.1%	2.6%	---
EPA	9,115	6,895	5,666	17.2%	18.2%	13.8%	46.2%	46.8%	48.1%	20.1%	19.2%	19.6%	7.3%	7.8%	9.3%	5.1%	4.5%	5.0%	4.1%	3.6%	4.2%
FDIC	3,085	1,205	---	11.4%	12.6%	---	47.2%	50.1%	---	23.2%	22.2%	---	8.5%	7.2%	---	5.9%	5.3%	---	3.7%	2.6%	---
FERC	753	---	---	23.7%	---	---	44.1%	---	---	17.6%	---	---	5.5%	---	---	4.4%	---	---	4.8%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(35) Managers/supervisors/team leaders work well with employees of different backgrounds.

	# 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	221,376	147,878	100,656	18.3%	18.0%	15.5%	45.4%	46.2%	48.1%	20.6%	20.0%	19.8%	6.9%	7.5%	7.6%	5.9%	5.6%	5.7%	2.9%	2.8%	3.2%
FTC	459	616	---	25.3%	23.3%	---	43.2%	38.8%	---	16.2%	17.7%	---	4.5%	8.0%	---	4.4%	6.5%	---	6.3%	5.7%	---
GSA	3,916	2,869	2,559	21.8%	25.1%	21.4%	44.1%	41.7%	43.0%	19.3%	19.5%	19.0%	6.9%	6.4%	7.6%	5.4%	4.9%	5.5%	2.5%	2.4%	3.5%
HHS	25,756	4,653	4,862	18.6%	18.0%	14.9%	43.7%	43.8%	47.7%	20.7%	20.8%	19.4%	7.4%	8.4%	9.7%	6.3%	5.5%	5.7%	3.4%	3.5%	2.6%
HUD	4,075	5,343	1,246	17.8%	16.4%	15.5%	39.9%	41.9%	45.6%	20.9%	21.2%	20.1%	8.6%	8.1%	8.1%	9.0%	8.0%	7.2%	3.7%	4.5%	3.6%
NARA	1,442	1,415	---	17.2%	15.8%	---	38.6%	40.5%	---	21.7%	22.5%	---	9.5%	9.4%	---	8.4%	8.2%	---	4.6%	3.5%	---
NASA	4,734	4,766	4,225	28.3%	27.8%	24.5%	48.0%	50.2%	52.1%	14.2%	13.7%	14.1%	4.3%	4.0%	4.6%	2.4%	2.3%	2.2%	2.8%	2.1%	2.5%
NCUA	623	538	---	16.9%	14.8%	---	48.3%	47.0%	---	20.8%	21.4%	---	8.0%	7.9%	---	2.7%	5.8%	---	3.3%	3.3%	---
NLRB	963	979	---	18.3%	21.8%	---	42.9%	40.9%	---	20.3%	17.1%	---	6.9%	7.5%	---	6.9%	7.5%	---	4.7%	5.2%	---
NRC	1,692	1,876	---	26.8%	23.4%	---	47.4%	48.3%	---	15.3%	17.3%	---	5.4%	5.2%	---	2.6%	2.6%	---	2.5%	3.2%	---
NSF	596	778	441	25.4%	25.8%	19.9%	42.0%	40.4%	39.3%	16.1%	18.5%	20.5%	10.0%	7.5%	11.8%	5.7%	5.3%	6.9%	0.9%	2.6%	1.5%
OMB	250	249	249	27.0%	27.6%	16.6%	45.6%	46.2%	56.3%	16.5%	14.7%	15.1%	4.8%	5.4%	5.9%	3.9%	3.8%	3.4%	2.2%	2.4%	2.7%
OPM	3,012	1,539	1,311	17.7%	17.2%	16.0%	42.6%	43.9%	49.0%	20.5%	20.2%	19.2%	5.5%	6.5%	7.2%	5.1%	7.1%	4.6%	8.6%	5.2%	4.0%
RRB	680	700	---	13.4%	15.2%	---	44.4%	46.2%	---	24.2%	21.7%	---	7.3%	7.6%	---	5.1%	4.6%	---	5.6%	4.8%	---
SBA	1,447	1,661	881	16.2%	15.1%	15.6%	41.8%	44.3%	45.6%	23.2%	23.9%	20.9%	7.9%	8.2%	7.6%	8.0%	6.2%	7.2%	2.9%	2.3%	3.2%
SEC	1,905	2,166	---	24.3%	18.7%	---	41.0%	44.7%	---	17.5%	18.5%	---	6.2%	7.4%	---	5.8%	6.0%	---	5.3%	4.8%	---

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

2006 Federal Human Capital Survey: Report by Agency

(35) Managers/supervisors/team leaders work well with employees of different backgrounds.

	# 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	221,376	147,878	100,656	18.3%	18.0%	15.5%	45.4%	46.2%	48.1%	20.6%	20.0%	19.8%	6.9%	7.5%	7.6%	5.9%	5.6%	5.7%	2.9%	2.8%	3.2%
SSA	1,317	1,172	1,023	20.2%	15.7%	15.9%	41.5%	44.5%	45.6%	22.0%	20.0%	18.6%	8.6%	8.7%	8.3%	5.4%	6.1%	8.1%	2.4%	5.0%	3.5%
State	1,310	1,272	689	24.1%	30.1%	17.3%	47.1%	41.0%	51.9%	16.9%	16.5%	15.9%	4.7%	6.3%	5.8%	4.0%	3.2%	7.2%	3.3%	2.9%	1.8%
Treasury	7,032	5,676	7,314	18.8%	17.2%	14.1%	47.1%	47.7%	49.2%	18.3%	18.4%	18.5%	6.5%	8.1%	8.8%	5.6%	4.6%	5.9%	3.7%	4.0%	3.5%
USDA	13,584	10,402	10,441	17.1%	16.2%	14.1%	48.5%	49.9%	51.8%	20.2%	20.0%	19.2%	6.9%	7.0%	7.9%	4.7%	4.4%	3.7%	2.6%	2.6%	3.4%
VA	3,144	3,344	2,388	18.7%	20.9%	17.3%	42.8%	43.3%	44.3%	19.5%	19.1%	20.3%	7.6%	8.1%	5.6%	9.0%	6.2%	7.8%	2.4%	2.4%	4.7%
Small Agencies	4,141	3,679	---	21.1%	22.3%	---	42.7%	43.5%	---	19.0%	18.0%	---	7.5%	7.4%	---	5.4%	5.5%	---	4.3%	3.3%	---
All DoD	50,702	40,187	32,559	18.8%	18.0%	15.4%	46.7%	47.0%	48.6%	21.0%	20.8%	20.3%	6.4%	6.9%	7.9%	4.7%	4.8%	5.3%	2.5%	2.4%	2.5%
USACE	5,154	6,295	711	16.8%	17.1%	18.1%	49.3%	50.3%	46.6%	21.5%	19.3%	21.0%	5.7%	6.9%	7.3%	3.9%	3.6%	4.6%	2.8%	2.8%	2.5%
Air Force	10,068	8,694	6,545	19.4%	17.4%	15.8%	45.8%	46.4%	51.2%	21.4%	21.4%	18.4%	6.0%	7.5%	6.8%	5.0%	5.1%	5.0%	2.4%	2.2%	2.8%
Army	13,735	8,406	8,964	20.7%	19.1%	15.5%	46.2%	47.2%	48.0%	20.3%	19.9%	20.9%	6.7%	6.7%	8.1%	4.3%	5.0%	5.4%	1.8%	2.1%	2.1%
Navy	12,613	9,511	9,043	16.6%	17.4%	15.3%	48.1%	48.2%	48.4%	20.9%	21.4%	20.5%	6.3%	6.3%	7.9%	4.6%	4.1%	5.2%	3.4%	2.5%	2.8%
Marine Corps	909	764	658	18.2%	19.0%	13.6%	44.6%	42.1%	45.5%	23.2%	22.6%	23.0%	5.4%	8.0%	9.6%	6.1%	6.7%	6.9%	2.5%	1.6%	1.5%
Other DoD	8,223	6,517	6,638	17.9%	17.6%	13.9%	45.9%	45.1%	47.2%	21.2%	20.8%	21.0%	6.6%	7.3%	9.1%	5.4%	5.6%	6.2%	2.9%	3.6%	2.6%

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

2006 Federal Human Capital Survey: Report by Agency

(36) I have a high level of respect for my organization's senior leaders.

	# 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	---	14.8%	14.6%	---	34.5%	34.9%	---	23.8%	22.5%	---	14.7%	15.7%	---	11.8%	11.9%	---	0.5%	0.4%	---
AID	726	803	---	11.8%	12.5%	---	32.9%	36.8%	---	27.2%	23.1%	---	16.0%	15.5%	---	11.6%	11.6%	---	0.6%	0.5%	---
BBG	570	543	---	9.7%	11.9%	---	24.8%	20.0%	---	21.3%	23.6%	---	15.2%	18.2%	---	27.1%	25.9%	---	1.9%	0.4%	---
CSOSA	518	554	---	20.9%	25.8%	---	33.2%	39.2%	---	21.0%	18.9%	---	12.9%	8.0%	---	12.0%	7.9%	---	0.2%	0.2%	---
DHS	10,369	10,472	---	12.3%	12.0%	---	28.2%	27.1%	---	22.7%	21.0%	---	16.3%	18.5%	---	20.2%	21.0%	---	0.4%	0.3%	---
DOC	5,204	4,021	---	13.8%	12.0%	---	34.7%	33.7%	---	25.7%	25.4%	---	14.8%	16.5%	---	10.0%	11.6%	---	0.9%	0.8%	---
DOE	7,742	1,485	---	13.0%	12.7%	---	34.2%	34.8%	---	23.6%	25.3%	---	15.8%	14.9%	---	13.0%	12.1%	---	0.3%	0.2%	---
DOI	25,502	5,180	---	9.5%	9.4%	---	31.1%	32.6%	---	25.8%	25.4%	---	18.8%	18.7%	---	14.2%	13.6%	---	0.6%	0.4%	---
DOJ	10,962	7,701	---	15.9%	18.3%	---	37.0%	36.0%	---	22.8%	20.4%	---	14.4%	14.0%	---	9.5%	11.1%	---	0.4%	0.2%	---
DOL	4,538	4,082	---	15.0%	14.9%	---	35.7%	35.5%	---	23.9%	22.5%	---	14.0%	14.2%	---	11.0%	12.3%	---	0.5%	0.6%	---
DOT	5,451	4,951	---	10.3%	8.9%	---	24.5%	28.4%	---	21.2%	26.3%	---	16.3%	17.2%	---	27.6%	19.0%	---	0.1%	0.1%	---
Educ	2,909	2,408	---	10.4%	12.1%	---	29.3%	28.3%	---	26.8%	23.6%	---	17.1%	18.8%	---	15.6%	16.6%	---	0.8%	0.6%	---
EEOC	1,173	1,693	---	12.0%	13.0%	---	32.0%	28.6%	---	22.4%	23.8%	---	16.7%	17.3%	---	16.7%	16.6%	---	0.2%	0.8%	---
EPA	9,115	6,895	---	10.6%	11.2%	---	33.8%	33.2%	---	25.8%	26.2%	---	17.3%	17.8%	---	11.9%	11.1%	---	0.6%	0.5%	---
FDIC	3,085	1,205	---	7.2%	5.2%	---	28.0%	24.0%	---	27.0%	24.2%	---	20.7%	24.0%	---	16.6%	22.4%	---	0.4%	0.3%	---
FERC	753	---	---	18.5%	---	---	36.6%	---	---	20.6%	---	---	13.3%	---	---	10.2%	---	---	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

(36) I have a high level of respect for my organization's senior leaders.

	# 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	---	14.8%	14.6%	---	34.5%	34.9%	---	23.8%	22.5%	---	14.7%	15.7%	---	11.8%	11.9%	---	0.5%	0.4%	---
FTC	459	616	---	20.2%	23.3%	---	39.1%	37.4%	---	19.4%	20.9%	---	12.3%	10.7%	---	8.5%	7.1%	---	0.5%	0.6%	---
GSA	3,916	2,869	---	17.7%	21.3%	---	36.1%	36.1%	---	22.3%	20.9%	---	12.9%	12.5%	---	10.5%	8.9%	---	0.6%	0.3%	---
HHS	25,756	4,653	---	16.1%	15.7%	---	35.0%	34.2%	---	23.6%	24.2%	---	13.4%	14.3%	---	11.0%	10.7%	---	0.8%	0.8%	---
HUD	4,075	5,343	---	13.1%	13.7%	---	32.2%	32.1%	---	25.3%	27.4%	---	15.3%	14.6%	---	13.4%	11.8%	---	0.7%	0.5%	---
NARA	1,442	1,415	---	13.1%	15.0%	---	31.9%	34.1%	---	25.1%	21.8%	---	16.4%	15.9%	---	12.8%	12.3%	---	0.7%	0.9%	---
NASA	4,734	4,766	---	19.7%	18.7%	---	38.6%	38.7%	---	21.4%	20.3%	---	12.9%	13.4%	---	6.8%	8.5%	---	0.6%	0.4%	---
NCUA	623	538	---	11.1%	10.5%	---	35.2%	36.5%	---	22.1%	24.8%	---	17.5%	15.3%	---	13.6%	12.7%	---	0.6%	0.2%	---
NLRB	963	979	---	16.0%	18.0%	---	36.7%	34.1%	---	23.2%	20.6%	---	12.8%	15.3%	---	10.7%	11.7%	---	0.6%	0.2%	---
NRC	1,692	1,876	---	20.2%	17.2%	---	41.7%	43.5%	---	20.7%	20.2%	---	10.7%	12.2%	---	6.5%	6.7%	---	0.2%	0.3%	---
NSF	596	778	---	24.7%	21.8%	---	38.1%	36.0%	---	17.8%	23.3%	---	12.7%	11.5%	---	6.4%	7.2%	---	0.5%	0.1%	---
OMB	250	249	---	21.3%	21.4%	---	45.9%	46.5%	---	18.6%	20.7%	---	11.4%	6.6%	---	2.8%	4.4%	---	0.0%	0.4%	---
OPM	3,012	1,539	---	14.4%	13.3%	---	33.5%	30.0%	---	24.1%	23.3%	---	14.4%	16.1%	---	12.9%	16.7%	---	0.8%	0.6%	---
RRB	680	700	---	13.0%	13.3%	---	32.3%	36.3%	---	29.3%	27.4%	---	16.6%	14.8%	---	7.9%	7.7%	---	0.9%	0.6%	---
SBA	1,447	1,661	---	9.4%	8.8%	---	23.2%	24.6%	---	22.3%	23.2%	---	19.2%	19.3%	---	25.7%	23.7%	---	0.2%	0.5%	---
SEC	1,905	2,166	---	20.8%	20.6%	---	39.1%	41.0%	---	19.1%	18.6%	---	11.7%	11.0%	---	8.7%	8.5%	---	0.5%	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

(36) I have a high level of respect for my organization's senior leaders.

	# 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	---	14.8%	14.6%	---	34.5%	34.9%	---	23.8%	22.5%	---	14.7%	15.7%	---	11.8%	11.9%	---	0.5%	0.4%	---
SSA	1,317	1,172	---	17.0%	15.1%	---	38.9%	35.3%	---	22.2%	25.8%	---	13.3%	12.0%	---	8.3%	11.6%	---	0.3%	0.2%	---
State	1,310	1,272	---	18.1%	28.2%	---	39.6%	35.9%	---	23.5%	15.7%	---	11.6%	10.1%	---	6.9%	9.5%	---	0.2%	0.6%	---
Treasury	7,033	5,677	---	12.8%	9.6%	---	30.6%	33.5%	---	25.5%	24.0%	---	17.3%	17.8%	---	12.8%	14.0%	---	0.9%	1.0%	---
USDA	13,587	10,403	---	11.4%	12.2%	---	35.0%	34.4%	---	27.3%	26.4%	---	15.5%	16.5%	---	10.2%	10.2%	---	0.6%	0.4%	---
VA	3,144	3,344	---	14.5%	15.9%	---	32.9%	37.3%	---	24.5%	18.0%	---	14.3%	17.8%	---	13.2%	10.7%	---	0.6%	0.4%	---
Small Agencies	4,141	3,679	---	15.6%	13.8%	---	32.7%	31.4%	---	23.4%	22.4%	---	14.8%	17.2%	---	12.7%	14.7%	---	0.8%	0.6%	---
All DoD	50,716	40,191	---	16.4%	15.7%	---	36.8%	36.9%	---	23.4%	22.8%	---	13.8%	14.5%	---	9.2%	9.8%	---	0.4%	0.3%	---
USACE	5,154	6,295	---	12.2%	14.5%	---	37.9%	38.4%	---	23.1%	23.1%	---	16.8%	14.2%	---	9.5%	9.4%	---	0.5%	0.4%	---
Air Force	10,075	8,694	---	17.2%	15.8%	---	37.6%	37.5%	---	23.5%	21.5%	---	12.7%	14.9%	---	8.7%	10.1%	---	0.3%	0.2%	---
Army	13,738	8,407	---	18.4%	18.1%	---	37.7%	36.9%	---	21.8%	21.7%	---	13.4%	13.3%	---	8.4%	9.6%	---	0.3%	0.3%	---
Navy	12,612	9,511	---	14.2%	14.1%	---	35.3%	36.5%	---	25.4%	25.1%	---	14.9%	14.9%	---	9.8%	9.0%	---	0.5%	0.3%	---
Marine Corps	910	765	---	20.4%	17.7%	---	32.3%	37.2%	---	24.4%	20.0%	---	14.3%	14.3%	---	8.4%	10.5%	---	0.2%	0.2%	---
Other DoD	8,227	6,519	---	15.0%	13.5%	---	36.5%	35.5%	---	23.3%	23.4%	---	13.7%	15.5%	---	11.1%	11.2%	---	0.6%	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

(37) In my organization, leaders generate high levels of motivation and commitment in the workforce.

	# 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	221,405	147,896	100,656	9.3%	8.7%	8.9%	28.6%	28.6%	27.1%	28.5%	27.4%	23.9%	20.2%	21.9%	23.6%	12.7%	12.7%	16.1%	0.8%	0.8%	0.3%
AID	726	803	560	8.6%	8.2%	7.4%	23.7%	28.4%	25.5%	30.6%	28.3%	25.7%	22.6%	22.2%	23.9%	13.7%	12.0%	17.3%	0.8%	1.0%	0.3%
BBG	570	543	---	5.4%	6.4%	---	16.6%	16.2%	---	22.8%	24.5%	---	23.6%	22.5%	---	29.5%	29.2%	---	2.1%	1.3%	---
CSOSA	518	554	---	12.9%	13.6%	---	29.0%	37.0%	---	23.6%	23.2%	---	19.6%	16.4%	---	14.1%	9.5%	---	0.7%	0.4%	---
DHS	10,369	10,474	---	6.1%	5.8%	---	20.6%	21.2%	---	25.1%	21.9%	---	25.1%	27.8%	---	22.3%	23.0%	---	0.7%	0.4%	---
DOC	5,204	4,021	4,134	8.9%	7.6%	7.4%	29.0%	26.1%	27.9%	29.3%	28.9%	26.4%	19.9%	23.0%	24.3%	11.5%	12.9%	13.5%	1.4%	1.5%	0.5%
DOE	7,742	1,485	922	7.4%	7.3%	8.0%	27.4%	31.5%	31.2%	28.8%	27.8%	21.5%	22.4%	20.2%	23.2%	13.3%	12.6%	15.8%	0.7%	0.6%	0.3%
DOI	25,501	5,180	5,412	5.5%	5.2%	6.9%	24.4%	25.2%	26.8%	29.6%	29.1%	26.1%	24.7%	26.2%	24.9%	15.0%	13.6%	14.8%	0.8%	0.7%	0.4%
DOJ	10,962	7,701	4,363	8.6%	10.3%	5.9%	29.7%	28.5%	23.9%	30.7%	26.7%	22.2%	19.4%	21.1%	25.5%	10.9%	12.9%	22.3%	0.7%	0.5%	0.2%
DOL	4,538	4,082	4,105	9.2%	8.7%	8.4%	28.9%	28.7%	26.2%	28.0%	27.4%	24.6%	20.1%	20.6%	23.7%	12.6%	13.3%	16.4%	1.1%	1.3%	0.7%
DOT	5,451	4,951	3,003	5.3%	4.2%	6.9%	19.7%	23.0%	25.0%	27.2%	27.4%	26.3%	20.3%	24.8%	25.4%	26.3%	20.4%	16.3%	1.2%	0.2%	0.1%
Educ	2,909	2,408	1,671	6.4%	7.7%	8.0%	22.0%	23.3%	24.2%	28.3%	25.6%	24.3%	23.9%	23.3%	24.6%	18.3%	18.5%	18.3%	1.1%	1.7%	0.7%
EEOC	1,173	1,693	---	6.7%	6.3%	---	24.6%	24.6%	---	24.8%	25.2%	---	25.3%	24.6%	---	17.9%	18.0%	---	0.7%	1.2%	---
EPA	9,115	6,895	5,666	6.5%	6.8%	6.1%	27.1%	27.0%	25.7%	30.1%	30.1%	24.8%	22.9%	23.9%	26.8%	12.3%	11.3%	16.0%	1.1%	0.9%	0.5%
FDIC	3,085	1,205	---	4.0%	3.5%	---	20.8%	15.4%	---	29.0%	23.4%	---	27.5%	32.0%	---	17.7%	25.1%	---	1.0%	0.6%	---
FERC	753	---	---	8.9%	---	---	33.9%	---	---	29.6%	---	---	16.9%	---	---	9.5%	---	---	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

(37) In my organization, leaders generate high levels of motivation and commitment in the workforce.

	# 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	221,405	147,896	100,656	9.3%	8.7%	8.9%	28.6%	28.6%	27.1%	28.5%	27.4%	23.9%	20.2%	21.9%	23.6%	12.7%	12.7%	16.1%	0.8%	0.8%	0.3%
FTC	459	616	---	14.1%	17.2%	---	33.1%	31.0%	---	24.8%	27.5%	---	18.1%	15.7%	---	9.1%	7.7%	---	0.9%	0.9%	---
GSA	3,916	2,869	2,559	12.7%	15.6%	14.8%	30.1%	34.2%	31.2%	27.1%	23.4%	19.9%	18.4%	16.0%	21.0%	11.0%	9.9%	12.6%	0.8%	1.0%	0.5%
HHS	25,756	4,653	4,862	9.9%	10.0%	10.2%	28.9%	27.6%	27.1%	28.3%	27.5%	23.9%	19.2%	21.5%	23.0%	12.3%	12.1%	15.5%	1.4%	1.3%	0.3%
HUD	4,075	5,343	1,246	8.4%	8.1%	8.4%	25.2%	24.2%	22.8%	28.6%	32.2%	24.5%	20.8%	20.7%	25.3%	15.8%	13.8%	18.0%	1.3%	1.0%	1.0%
NARA	1,442	1,415	---	8.0%	7.0%	---	25.5%	27.6%	---	27.5%	27.2%	---	22.9%	22.9%	---	15.1%	14.0%	---	1.0%	1.3%	---
NASA	4,734	4,766	4,225	13.4%	11.9%	12.5%	34.7%	34.5%	34.7%	27.5%	26.6%	25.1%	16.1%	18.8%	19.0%	7.4%	7.8%	8.3%	0.9%	0.4%	0.4%
NCUA	623	538	---	8.1%	4.9%	---	27.7%	32.2%	---	29.0%	29.0%	---	20.8%	21.6%	---	13.2%	11.5%	---	1.2%	0.7%	---
NLRB	963	979	---	8.5%	11.5%	---	27.5%	22.4%	---	28.8%	28.1%	---	20.7%	22.9%	---	13.7%	14.1%	---	0.9%	0.8%	---
NRC	1,692	1,876	---	12.1%	8.7%	---	36.9%	37.0%	---	27.8%	28.6%	---	16.2%	17.8%	---	6.3%	6.9%	---	0.7%	0.8%	---
NSF	596	778	441	16.4%	14.3%	10.9%	32.0%	30.8%	27.8%	25.7%	30.1%	21.0%	17.4%	17.2%	23.9%	8.0%	7.2%	15.4%	0.5%	0.5%	1.0%
OMB	250	249	249	14.6%	14.0%	8.4%	38.1%	37.1%	32.3%	25.4%	27.2%	22.5%	16.3%	18.2%	20.2%	5.6%	3.5%	16.3%	0.0%	0.0%	0.4%
OPM	3,012	1,539	1,311	10.0%	7.8%	10.2%	28.0%	24.9%	29.4%	26.1%	27.2%	23.9%	20.0%	21.8%	21.9%	14.7%	16.5%	14.0%	1.2%	1.8%	0.5%
RRB	680	700	---	8.4%	7.3%	---	24.4%	26.6%	---	32.8%	32.2%	---	22.2%	22.7%	---	9.4%	9.5%	---	2.8%	1.7%	---
SBA	1,447	1,661	881	6.0%	6.3%	8.1%	19.5%	20.3%	25.3%	24.2%	25.1%	22.9%	22.3%	22.9%	24.6%	27.1%	24.5%	18.8%	0.9%	1.0%	0.2%
SEC	1,905	2,166	---	13.7%	10.9%	---	32.3%	32.2%	---	23.9%	26.3%	---	17.2%	18.2%	---	11.5%	11.4%	---	1.4%	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

(37) In my organization, leaders generate high levels of motivation and commitment in the workforce.

	# 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	221,405	147,896	100,656	9.3%	8.7%	8.9%	28.6%	28.6%	27.1%	28.5%	27.4%	23.9%	20.2%	21.9%	23.6%	12.7%	12.7%	16.1%	0.8%	0.8%	0.3%
SSA	1,317	1,172	1,023	9.9%	8.7%	9.2%	33.7%	26.6%	26.0%	26.6%	32.9%	22.4%	19.9%	17.9%	23.4%	9.1%	12.9%	18.6%	0.9%	0.9%	0.3%
State	1,310	1,272	689	10.9%	18.4%	8.8%	29.3%	32.0%	26.2%	33.3%	21.8%	22.7%	18.4%	15.8%	26.8%	7.0%	10.9%	14.8%	1.1%	1.1%	0.7%
Treasury	7,031	5,677	7,314	9.4%	5.6%	7.7%	26.2%	27.3%	27.7%	27.3%	26.5%	20.8%	22.9%	26.1%	25.3%	12.9%	13.3%	18.0%	1.3%	1.3%	0.6%
USDA	13,588	10,403	10,441	6.7%	6.0%	6.6%	27.4%	29.1%	26.8%	32.3%	30.7%	27.1%	22.2%	23.3%	24.5%	10.7%	10.2%	14.6%	0.7%	0.6%	0.3%
VA	3,144	3,344	2,388	10.6%	9.4%	12.1%	28.4%	31.3%	26.3%	26.9%	25.4%	25.1%	19.0%	20.1%	18.1%	14.7%	13.1%	17.9%	0.5%	0.7%	0.5%
Small Agencies	4,141	3,679	---	10.3%	8.5%	---	26.2%	26.6%	---	27.1%	26.4%	---	20.8%	21.5%	---	14.1%	15.9%	---	1.5%	1.2%	---
All DoD	50,708	40,190	32,559	10.4%	10.0%	9.1%	31.1%	30.4%	27.8%	29.1%	28.4%	23.7%	18.8%	20.5%	24.4%	9.9%	9.9%	14.8%	0.7%	0.7%	0.2%
USACE	5,154	6,295	711	7.8%	8.1%	11.4%	29.8%	32.4%	27.9%	30.0%	29.4%	23.6%	22.4%	19.8%	21.6%	9.2%	9.5%	15.4%	0.7%	0.7%	0.0%
Air Force	10,073	8,694	6,545	11.0%	11.1%	9.9%	31.8%	31.5%	29.7%	29.3%	26.9%	23.9%	17.7%	20.0%	24.5%	9.5%	10.0%	11.9%	0.6%	0.5%	0.3%
Army	13,734	8,407	8,964	11.9%	11.7%	9.7%	32.9%	31.2%	27.9%	28.2%	27.1%	23.1%	17.5%	19.5%	24.9%	9.0%	9.4%	14.3%	0.5%	1.0%	0.1%
Navy	12,610	9,510	9,043	8.4%	8.0%	8.3%	28.6%	28.5%	27.6%	30.6%	31.3%	24.5%	20.7%	21.9%	23.6%	10.9%	9.8%	15.8%	0.9%	0.6%	0.2%
Marine Corps	910	765	658	13.8%	10.1%	8.0%	26.8%	31.8%	24.2%	28.7%	26.6%	22.0%	19.5%	19.4%	24.8%	10.2%	11.8%	20.6%	1.0%	0.2%	0.4%
Other DoD	8,227	6,519	6,638	9.9%	8.8%	7.4%	31.6%	29.4%	25.2%	27.8%	28.0%	23.5%	18.6%	21.7%	25.7%	11.4%	11.4%	17.9%	0.8%	0.7%	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

(38) My organization's leaders maintain high standards of honesty and integrity.

	# 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	221,409	147,892	100,656	14.4%	14.3%	14.3%	34.3%	34.4%	32.9%	25.8%	25.2%	24.2%	11.8%	12.0%	14.0%	10.6%	10.8%	11.9%	3.1%	3.3%	2.6%
AID	726	803	560	13.4%	13.8%	15.1%	38.8%	35.5%	36.0%	26.4%	26.8%	27.5%	9.8%	10.0%	10.0%	7.5%	10.5%	9.3%	4.1%	3.4%	2.1%
BBG	570	543	---	8.9%	9.4%	---	20.0%	20.0%	---	24.0%	25.0%	---	16.2%	17.6%	---	23.6%	22.6%	---	7.4%	5.3%	---
CSOSA	518	554	---	17.7%	19.2%	---	30.7%	39.6%	---	24.4%	22.1%	---	13.4%	7.9%	---	10.8%	8.6%	---	3.0%	2.7%	---
DHS	10,368	10,472	---	10.7%	12.3%	---	30.9%	27.0%	---	24.8%	26.1%	---	13.9%	12.7%	---	16.7%	18.7%	---	3.0%	3.2%	---
DOC	5,204	4,021	4,134	13.2%	12.7%	13.1%	35.0%	33.7%	35.6%	27.9%	27.1%	26.4%	9.4%	11.2%	12.1%	8.9%	8.6%	8.8%	5.7%	6.5%	4.0%
DOE	7,742	1,485	922	14.1%	12.3%	13.9%	33.1%	37.3%	35.7%	25.6%	25.7%	24.7%	13.0%	11.0%	12.6%	11.3%	11.0%	11.1%	2.9%	2.6%	1.9%
DOI	25,500	5,178	5,412	9.7%	10.6%	12.5%	32.2%	31.8%	34.6%	28.4%	28.3%	26.8%	14.0%	14.3%	13.2%	12.0%	11.5%	9.6%	3.8%	3.5%	3.3%
DOJ	10,962	7,701	4,363	18.3%	19.4%	13.9%	36.7%	35.2%	31.9%	24.6%	21.7%	23.0%	9.9%	12.0%	15.0%	7.6%	9.6%	13.5%	3.0%	2.1%	2.7%
DOL	4,538	4,082	4,105	15.0%	14.2%	14.6%	34.1%	35.1%	34.2%	25.8%	23.3%	24.4%	11.1%	11.5%	12.4%	9.9%	11.4%	11.1%	4.2%	4.5%	3.3%
DOT	5,451	4,951	3,003	9.9%	9.6%	14.6%	25.5%	27.0%	29.7%	22.6%	25.8%	25.1%	14.4%	15.5%	14.5%	23.0%	17.0%	13.6%	4.6%	5.0%	2.5%
Educ	2,909	2,408	1,671	11.1%	12.8%	14.0%	29.4%	27.2%	31.6%	28.1%	26.8%	24.9%	12.7%	13.3%	13.0%	13.7%	14.4%	12.4%	5.1%	5.5%	4.1%
EEOC	1,173	1,693	---	10.5%	10.5%	---	30.1%	27.5%	---	26.0%	26.6%	---	14.0%	14.8%	---	15.4%	16.0%	---	4.0%	4.5%	---
EPA	9,115	6,895	5,666	11.1%	12.0%	11.5%	35.3%	33.8%	34.8%	27.5%	28.1%	25.3%	11.9%	12.6%	14.3%	9.7%	8.9%	11.0%	4.5%	4.6%	3.1%
FDIC	3,085	1,205	---	7.2%	6.3%	---	31.2%	25.0%	---	29.3%	31.9%	---	13.6%	15.6%	---	12.5%	14.6%	---	6.2%	6.5%	---
FERC	753	---	---	19.2%	---	---	35.7%	---	---	22.5%	---	---	11.1%	---	---	8.0%	---	---	3.5%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(38) My organization's leaders maintain high standards of honesty and integrity.

	# 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	221,409	147,892	100,656	14.4%	14.3%	14.3%	34.3%	34.4%	32.9%	25.8%	25.2%	24.2%	11.8%	12.0%	14.0%	10.6%	10.8%	11.9%	3.1%	3.3%	2.6%
FTC	459	616	---	23.9%	27.7%	---	41.6%	37.2%	---	16.9%	20.7%	---	7.9%	7.0%	---	4.9%	4.8%	---	4.8%	2.8%	---
GSA	3,916	2,869	2,559	18.1%	20.5%	19.0%	33.4%	34.8%	33.5%	25.9%	23.9%	23.6%	10.8%	9.7%	11.5%	8.3%	7.9%	10.0%	3.4%	3.2%	2.4%
HHS	25,756	4,653	4,862	14.2%	13.8%	15.4%	33.7%	33.0%	33.5%	26.4%	27.1%	24.1%	11.3%	12.5%	13.0%	10.1%	9.6%	11.1%	4.4%	3.9%	2.9%
HUD	4,075	5,343	1,246	12.9%	13.2%	12.8%	30.4%	32.6%	31.6%	27.5%	27.7%	29.0%	12.2%	11.9%	11.8%	13.2%	10.7%	11.4%	3.9%	3.8%	3.4%
NARA	1,442	1,415	---	13.0%	12.5%	---	33.3%	31.8%	---	25.4%	26.7%	---	12.7%	13.0%	---	12.6%	11.4%	---	3.0%	4.6%	---
NASA	4,734	4,766	4,225	22.6%	20.5%	23.2%	40.2%	40.9%	40.4%	20.9%	20.7%	20.9%	7.4%	8.4%	7.9%	5.7%	6.5%	5.6%	3.2%	2.9%	2.1%
NCUA	623	538	---	13.2%	11.7%	---	34.5%	36.1%	---	25.6%	26.5%	---	12.1%	12.8%	---	11.1%	9.4%	---	3.4%	3.6%	---
NLRB	963	979	---	18.6%	19.9%	---	36.9%	36.4%	---	23.5%	20.7%	---	9.9%	11.0%	---	8.2%	9.3%	---	2.8%	2.6%	---
NRC	1,692	1,876	---	23.9%	21.7%	---	41.1%	42.6%	---	20.5%	20.3%	---	6.8%	7.6%	---	4.9%	5.0%	---	2.8%	2.8%	---
NSF	596	778	441	26.7%	27.8%	18.7%	35.1%	32.5%	35.0%	20.0%	23.2%	20.8%	7.9%	7.6%	14.3%	6.8%	5.7%	8.5%	3.5%	3.3%	2.6%
OMB	250	249	249	22.4%	22.6%	18.9%	41.5%	42.5%	43.4%	25.5%	25.2%	23.5%	6.3%	4.6%	8.5%	2.8%	1.9%	3.3%	1.6%	3.2%	2.3%
OPM	3,012	1,539	1,311	14.1%	11.1%	16.5%	33.3%	28.7%	33.0%	25.8%	26.9%	23.5%	10.1%	14.1%	13.4%	9.8%	12.5%	9.8%	6.9%	6.8%	3.8%
RRB	680	700	---	11.4%	12.5%	---	37.2%	33.9%	---	27.4%	30.6%	---	10.2%	10.4%	---	6.9%	6.3%	---	6.9%	6.4%	---
SBA	1,447	1,661	881	8.9%	8.6%	12.3%	23.8%	25.2%	36.4%	27.7%	27.0%	23.4%	13.2%	15.0%	12.1%	21.5%	19.8%	12.4%	4.8%	4.3%	3.3%
SEC	1,905	2,166	---	27.8%	24.5%	---	37.1%	39.4%	---	18.1%	18.9%	---	6.7%	7.1%	---	6.3%	6.7%	---	4.0%	3.4%	---

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

2006 Federal Human Capital Survey: Report by Agency

(38) My organization's leaders maintain high standards of honesty and integrity.

	# 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	221,409	147,892	100,656	14.4%	14.3%	14.3%	34.3%	34.4%	32.9%	25.8%	25.2%	24.2%	11.8%	12.0%	14.0%	10.6%	10.8%	11.9%	3.1%	3.3%	2.6%
SSA	1,317	1,172	1,023	16.8%	13.1%	12.7%	36.5%	38.5%	35.2%	23.4%	25.4%	22.8%	10.2%	8.9%	14.1%	8.4%	9.4%	11.7%	4.7%	4.8%	3.6%
State	1,310	1,272	689	17.6%	27.3%	17.2%	38.1%	34.7%	39.3%	22.6%	16.5%	22.6%	10.2%	9.5%	11.0%	6.4%	7.0%	7.6%	5.0%	5.1%	2.4%
Treasury	7,034	5,677	7,314	13.4%	9.4%	12.9%	30.8%	37.1%	33.4%	29.1%	24.3%	21.9%	12.9%	13.1%	15.5%	9.6%	10.0%	11.8%	4.2%	6.1%	4.5%
USDA	13,586	10,404	10,441	11.1%	10.9%	11.9%	37.2%	36.9%	36.4%	28.3%	27.1%	25.8%	11.3%	12.6%	14.1%	8.4%	8.4%	9.2%	3.6%	4.0%	2.6%
VA	3,144	3,344	2,388	14.9%	14.3%	13.4%	30.4%	33.8%	30.4%	25.5%	24.7%	24.4%	13.8%	12.2%	13.7%	13.7%	12.3%	14.7%	1.7%	2.8%	3.5%
Small Agencies	4,141	3,679	---	16.6%	14.4%	---	31.6%	31.9%	---	24.5%	25.1%	---	11.1%	11.8%	---	11.5%	11.9%	---	4.7%	5.0%	---
All DoD	50,713	40,189	32,559	15.3%	15.6%	15.2%	36.6%	36.0%	32.6%	25.7%	25.2%	24.3%	11.1%	11.6%	14.3%	8.8%	9.2%	11.9%	2.5%	2.4%	1.7%
USACE	5,154	6,295	711	13.6%	14.7%	21.6%	39.4%	39.2%	31.7%	25.7%	25.7%	21.7%	10.9%	10.7%	13.3%	7.5%	7.4%	9.5%	2.9%	2.3%	2.3%
Air Force	10,071	8,694	6,545	15.8%	16.4%	16.3%	36.5%	36.2%	34.5%	24.9%	23.3%	22.5%	10.8%	11.6%	14.2%	9.3%	10.5%	10.9%	2.7%	2.0%	1.5%
Army	13,740	8,407	8,964	16.8%	17.7%	15.1%	37.6%	35.3%	32.2%	24.4%	24.1%	25.7%	11.2%	11.8%	14.2%	8.2%	8.8%	11.3%	1.8%	2.2%	1.4%
Navy	12,612	9,509	9,043	13.5%	13.5%	14.5%	35.9%	37.1%	33.3%	27.6%	27.6%	24.1%	11.2%	10.9%	13.7%	8.9%	8.3%	12.7%	2.9%	2.6%	1.8%
Marine Corps	910	765	658	18.5%	17.2%	14.5%	29.4%	33.9%	25.1%	26.3%	23.5%	22.1%	14.7%	14.3%	21.0%	9.0%	9.7%	15.7%	2.1%	1.4%	1.6%
Other DoD	8,226	6,519	6,638	13.8%	13.2%	12.2%	35.6%	34.1%	30.1%	27.1%	26.7%	26.2%	10.7%	12.3%	15.3%	9.7%	10.4%	13.6%	3.1%	3.3%	2.6%

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

2006 Federal Human Capital Survey: Report by Agency

(39) Managers communicate the goals and priorities of the organization.

	# 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	221,418	147,891	---	12.8%	12.3%	---	45.4%	47.3%	---	21.8%	20.6%	---	11.9%	12.2%	---	7.3%	6.9%	---	0.8%	0.7%	---
AID	726	803	---	10.2%	12.8%	---	47.5%	52.4%	---	22.9%	18.1%	---	12.0%	10.4%	---	6.7%	5.6%	---	0.7%	0.7%	---
BBG	570	543	---	7.0%	7.4%	---	29.1%	27.7%	---	26.5%	23.7%	---	16.8%	20.9%	---	19.1%	19.5%	---	1.5%	0.8%	---
CSOSA	518	554	---	17.0%	19.8%	---	48.7%	52.2%	---	15.7%	15.9%	---	12.1%	8.4%	---	6.3%	3.2%	---	0.2%	0.5%	---
DHS	10,369	10,474	---	8.5%	9.1%	---	40.1%	40.0%	---	23.3%	20.9%	---	14.3%	16.4%	---	12.8%	12.7%	---	1.1%	0.8%	---
DOC	5,204	4,021	---	12.5%	11.6%	---	47.4%	46.9%	---	22.0%	22.5%	---	10.7%	12.1%	---	6.5%	6.0%	---	0.9%	0.8%	---
DOE	7,742	1,485	---	13.0%	15.6%	---	46.8%	49.7%	---	20.9%	18.1%	---	11.9%	10.8%	---	6.7%	5.7%	---	0.5%	0.0%	---
DOI	25,500	5,178	---	7.8%	7.7%	---	42.2%	43.6%	---	24.8%	23.8%	---	15.4%	16.0%	---	9.0%	8.3%	---	0.9%	0.6%	---
DOJ	10,964	7,701	---	13.0%	14.6%	---	49.2%	47.6%	---	20.5%	19.6%	---	11.1%	11.1%	---	5.5%	6.6%	---	0.8%	0.5%	---
DOL	4,538	4,082	---	13.8%	13.6%	---	50.3%	52.3%	---	19.3%	17.2%	---	9.2%	9.6%	---	6.4%	6.6%	---	1.0%	0.7%	---
DOT	5,451	4,950	---	10.3%	8.0%	---	38.7%	46.2%	---	20.6%	20.0%	---	13.8%	13.8%	---	16.0%	10.6%	---	0.7%	1.4%	---
Educ	2,909	2,408	---	10.5%	12.6%	---	45.0%	46.9%	---	21.4%	20.0%	---	13.2%	12.1%	---	9.0%	7.8%	---	0.9%	0.5%	---
EEOC	1,173	1,693	---	15.9%	15.3%	---	50.7%	52.6%	---	15.0%	15.4%	---	10.0%	8.7%	---	8.2%	7.2%	---	0.2%	0.8%	---
EPA	9,115	6,895	---	9.5%	10.1%	---	48.4%	46.5%	---	21.9%	22.5%	---	13.0%	13.9%	---	6.7%	6.1%	---	0.5%	0.9%	---
FDIC	3,085	1,205	---	6.5%	7.5%	---	48.8%	51.1%	---	22.6%	20.8%	---	14.3%	13.1%	---	7.2%	7.2%	---	0.6%	0.2%	---
FERC	753	---	---	15.2%	---	---	48.0%	---	---	20.2%	---	---	10.3%	---	---	5.7%	---	---	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

(39) Managers communicate the goals and priorities of the organization.

	# 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	221,418	147,891	---	12.8%	12.3%	---	45.4%	47.3%	---	21.8%	20.6%	---	11.9%	12.2%	---	7.3%	6.9%	---	0.8%	0.7%	---
FTC	459	616	---	14.2%	18.1%	---	42.4%	45.8%	---	21.8%	16.9%	---	14.8%	11.9%	---	6.4%	6.3%	---	0.5%	0.9%	---
GSA	3,916	2,869	---	19.3%	21.7%	---	44.2%	48.3%	---	18.3%	16.2%	---	10.9%	8.0%	---	6.7%	5.4%	---	0.4%	0.4%	---
HHS	25,756	4,653	---	11.9%	11.6%	---	45.2%	44.5%	---	22.6%	22.7%	---	11.7%	12.7%	---	7.3%	7.4%	---	1.3%	1.0%	---
HUD	4,075	5,343	---	14.1%	14.1%	---	46.4%	48.6%	---	19.6%	17.1%	---	11.0%	12.5%	---	8.2%	6.6%	---	0.8%	1.0%	---
NARA	1,442	1,415	---	12.0%	12.6%	---	41.8%	49.6%	---	21.5%	18.0%	---	13.8%	12.0%	---	9.8%	6.7%	---	1.0%	1.1%	---
NASA	4,734	4,766	---	16.9%	16.3%	---	49.2%	48.0%	---	19.0%	20.0%	---	10.3%	10.8%	---	4.2%	4.4%	---	0.4%	0.6%	---
NCUA	623	538	---	13.0%	10.0%	---	50.3%	55.8%	---	21.1%	19.5%	---	10.8%	10.7%	---	4.3%	3.3%	---	0.5%	0.7%	---
NLRB	963	979	---	14.8%	16.4%	---	47.0%	50.0%	---	22.7%	17.4%	---	10.2%	8.6%	---	4.7%	6.6%	---	0.5%	1.0%	---
NRC	1,692	1,876	---	19.6%	19.9%	---	52.2%	54.4%	---	16.7%	15.4%	---	8.0%	7.3%	---	3.2%	2.8%	---	0.3%	0.3%	---
NSF	596	778	---	21.0%	18.6%	---	46.1%	46.5%	---	17.4%	21.2%	---	9.6%	8.1%	---	5.4%	4.9%	---	0.5%	0.7%	---
OMB	250	249	---	15.3%	12.1%	---	48.6%	51.0%	---	20.1%	19.3%	---	10.9%	12.8%	---	4.4%	4.0%	---	0.7%	0.8%	---
OPM	3,012	1,539	---	17.5%	10.3%	---	51.9%	44.3%	---	17.1%	22.3%	---	7.7%	13.4%	---	4.9%	8.8%	---	0.8%	0.9%	---
RRB	680	700	---	10.8%	12.2%	---	46.6%	50.7%	---	24.9%	22.0%	---	11.1%	9.6%	---	4.6%	4.0%	---	2.0%	1.5%	---
SBA	1,447	1,661	---	11.3%	11.8%	---	45.8%	49.3%	---	17.5%	17.2%	---	11.8%	10.6%	---	12.5%	10.4%	---	1.0%	0.6%	---
SEC	1,905	2,166	---	16.1%	12.8%	---	44.4%	44.7%	---	18.5%	19.7%	---	13.4%	13.4%	---	6.8%	8.0%	---	0.9%	1.4%	---

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

2006 Federal Human Capital Survey: Report by Agency

(39) Managers communicate the goals and priorities of the organization.

	# 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	221,418	147,891	---	12.8%	12.3%	---	45.4%	47.3%	---	21.8%	20.6%	---	11.9%	12.2%	---	7.3%	6.9%	---	0.8%	0.7%	---
SSA	1,317	1,172	---	21.7%	17.0%	---	51.7%	57.8%	---	15.0%	15.4%	---	7.2%	5.9%	---	3.9%	3.5%	---	0.5%	0.4%	---
State	1,310	1,272	---	12.5%	15.8%	---	48.6%	47.4%	---	21.0%	18.3%	---	11.6%	12.5%	---	5.4%	5.1%	---	0.9%	0.9%	---
Treasury	7,033	5,677	---	15.3%	11.5%	---	53.0%	55.2%	---	18.9%	18.5%	---	8.2%	9.2%	---	4.1%	5.0%	---	0.4%	0.7%	---
USDA	13,588	10,403	---	10.0%	9.5%	---	49.9%	49.7%	---	21.5%	22.0%	---	12.1%	12.6%	---	5.9%	5.5%	---	0.6%	0.6%	---
VA	3,144	3,344	---	14.8%	13.3%	---	42.8%	51.5%	---	21.1%	17.5%	---	12.2%	9.6%	---	8.6%	7.4%	---	0.6%	0.7%	---
Small Agencies	4,141	3,679	---	13.4%	12.6%	---	43.7%	44.8%	---	20.5%	20.4%	---	13.4%	12.1%	---	8.1%	9.0%	---	1.0%	1.1%	---
All DoD	50,718	40,188	---	12.5%	12.6%	---	44.5%	45.0%	---	23.4%	22.4%	---	12.3%	13.1%	---	6.4%	6.2%	---	0.8%	0.7%	---
USACE	5,154	6,295	---	9.6%	10.6%	---	46.1%	48.5%	---	24.5%	23.1%	---	13.4%	11.6%	---	5.9%	5.5%	---	0.5%	0.7%	---
Air Force	10,076	8,694	---	12.3%	11.6%	---	44.0%	45.9%	---	24.0%	23.0%	---	12.2%	13.0%	---	6.6%	6.0%	---	0.8%	0.5%	---
Army	13,738	8,406	---	14.2%	14.6%	---	44.4%	43.6%	---	22.7%	20.9%	---	11.9%	14.0%	---	6.1%	6.2%	---	0.7%	0.8%	---
Navy	12,613	9,510	---	10.8%	11.4%	---	44.3%	44.1%	---	24.1%	24.2%	---	13.2%	13.4%	---	6.7%	6.2%	---	1.0%	0.7%	---
Marine Corps	910	765	---	14.3%	11.5%	---	39.1%	44.8%	---	25.5%	23.7%	---	13.4%	11.9%	---	6.8%	7.8%	---	0.9%	0.2%	---
Other DoD	8,227	6,518	---	12.9%	13.2%	---	46.7%	47.5%	---	21.7%	20.6%	---	11.2%	11.2%	---	6.5%	6.7%	---	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

(40) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	# 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	221,412	147,886	100,656	12.2%	12.0%	15.2%	44.2%	45.3%	51.8%	24.3%	23.4%	13.6%	8.6%	9.0%	10.3%	5.2%	4.8%	4.2%	5.5%	5.5%	5.0%
AID	726	803	560	10.4%	11.4%	15.1%	44.9%	52.2%	52.5%	25.6%	22.1%	13.7%	10.1%	8.0%	11.9%	4.8%	3.9%	4.9%	4.3%	2.5%	1.9%
BBG	570	543	---	6.7%	9.3%	---	24.4%	24.5%	---	28.4%	27.5%	---	15.1%	15.1%	---	15.3%	16.2%	---	10.1%	7.5%	---
CSOSA	518	554	---	14.1%	19.8%	---	49.3%	50.8%	---	18.5%	15.9%	---	7.6%	6.0%	---	4.9%	3.6%	---	5.5%	4.0%	---
DHS	10,366	10,467	---	7.4%	7.3%	---	34.1%	32.2%	---	27.6%	27.8%	---	11.9%	13.6%	---	9.2%	8.1%	---	9.9%	11.0%	---
DOC	5,204	4,021	4,134	11.7%	11.8%	14.9%	46.5%	46.8%	54.5%	23.8%	22.8%	13.6%	7.1%	7.9%	8.5%	4.7%	4.1%	2.8%	6.3%	6.6%	5.7%
DOE	7,742	1,485	922	12.5%	13.4%	15.7%	47.3%	52.7%	57.0%	22.4%	18.5%	10.8%	8.7%	9.0%	7.6%	4.9%	3.8%	4.1%	4.1%	2.5%	4.9%
DOI	25,502	5,181	5,412	7.1%	6.9%	10.7%	40.5%	42.0%	53.1%	28.1%	27.1%	14.4%	11.9%	12.2%	10.8%	6.1%	5.6%	4.6%	6.4%	6.2%	6.3%
DOJ	10,960	7,701	4,363	10.6%	13.7%	10.5%	45.9%	46.0%	47.8%	24.9%	22.1%	14.7%	7.5%	8.2%	14.6%	3.9%	5.0%	6.6%	7.2%	4.9%	5.8%
DOL	4,538	4,082	4,105	15.4%	14.8%	18.8%	49.4%	51.6%	54.0%	19.9%	17.9%	13.0%	6.4%	5.8%	6.5%	4.3%	4.3%	2.8%	4.5%	5.6%	5.0%
DOT	5,451	4,949	3,003	12.3%	9.1%	15.1%	36.6%	43.7%	47.6%	23.4%	22.2%	13.6%	8.9%	10.0%	11.1%	9.7%	7.2%	6.4%	9.2%	7.9%	6.1%
Educ	2,909	2,408	1,671	10.1%	12.2%	15.2%	43.3%	46.4%	50.3%	23.9%	21.2%	14.1%	8.9%	8.7%	9.9%	6.6%	5.1%	5.0%	7.3%	6.3%	5.6%
EEOC	1,173	1,693	---	17.0%	15.8%	---	48.9%	53.9%	---	17.9%	16.6%	---	6.3%	5.6%	---	5.9%	4.7%	---	4.0%	3.5%	---
EPA	9,115	6,895	5,666	10.1%	10.1%	11.7%	47.8%	46.6%	53.8%	23.9%	24.8%	13.7%	8.5%	9.5%	10.9%	4.6%	3.9%	4.2%	5.2%	5.1%	5.7%
FDIC	3,085	1,205	---	7.3%	9.8%	---	50.4%	52.2%	---	23.5%	22.7%	---	8.0%	7.2%	---	4.5%	4.4%	---	6.2%	3.7%	---
FERC	753	---	---	13.5%	---	---	44.5%	---	---	24.5%	---	---	6.7%	---	---	4.8%	---	---	6.1%	---	---

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

2006 Federal Human Capital Survey: Report by Agency

(40) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	# 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	221,412	147,886	100,656	12.2%	12.0%	15.2%	44.2%	45.3%	51.8%	24.3%	23.4%	13.6%	8.6%	9.0%	10.3%	5.2%	4.8%	4.2%	5.5%	5.5%	5.0%
FTC	459	616	---	13.6%	15.0%	---	39.0%	44.9%	---	24.9%	18.2%	---	8.0%	10.4%	---	3.0%	3.6%	---	11.5%	7.8%	---
GSA	3,916	2,869	2,559	19.8%	22.6%	21.1%	46.3%	48.7%	53.1%	19.0%	16.4%	12.0%	7.0%	4.9%	6.1%	4.5%	3.9%	3.6%	3.4%	3.6%	4.1%
HHS	25,756	4,653	4,862	11.5%	11.1%	14.0%	43.4%	43.6%	51.4%	25.0%	24.1%	14.0%	9.0%	10.0%	9.9%	5.4%	5.3%	4.4%	5.7%	5.9%	6.2%
HUD	4,075	5,343	1,246	14.6%	15.0%	19.9%	46.3%	46.9%	51.4%	20.7%	19.9%	13.1%	7.9%	9.6%	7.4%	6.0%	4.5%	2.4%	4.5%	4.1%	5.8%
NARA	1,442	1,415	---	12.9%	13.1%	---	45.2%	52.3%	---	21.1%	18.1%	---	9.8%	7.5%	---	5.8%	4.1%	---	5.2%	4.9%	---
NASA	4,734	4,766	4,225	14.8%	14.3%	19.8%	46.3%	46.2%	54.7%	22.6%	21.9%	11.7%	8.2%	9.3%	7.4%	3.2%	3.3%	1.7%	5.0%	5.0%	4.8%
NCUA	623	538	---	14.5%	11.6%	---	56.8%	62.9%	---	19.3%	16.3%	---	5.1%	5.1%	---	1.9%	1.8%	---	2.4%	2.3%	---
NLRB	963	979	---	13.8%	16.8%	---	47.3%	46.6%	---	23.2%	18.3%	---	5.6%	5.5%	---	3.2%	4.6%	---	6.9%	8.1%	---
NRC	1,692	1,876	---	21.4%	17.3%	---	50.9%	54.8%	---	17.0%	17.5%	---	4.4%	5.3%	---	2.2%	1.8%	---	4.2%	3.3%	---
NSF	596	778	441	22.3%	19.7%	25.6%	43.0%	45.2%	45.6%	18.8%	20.8%	12.0%	8.9%	7.4%	11.3%	4.3%	3.3%	2.8%	2.8%	3.6%	2.7%
OMB	250	249	249	13.6%	11.2%	7.5%	41.0%	37.7%	51.2%	25.1%	26.7%	16.3%	12.9%	16.9%	14.9%	3.9%	3.6%	7.1%	3.5%	4.0%	2.9%
OPM	3,012	1,539	1,311	17.5%	10.4%	18.2%	51.2%	41.7%	50.3%	18.8%	26.0%	14.2%	4.3%	8.9%	7.7%	3.2%	6.3%	3.3%	5.0%	6.7%	6.3%
RRB	680	700	---	10.3%	11.4%	---	46.6%	50.4%	---	25.0%	22.9%	---	6.7%	6.0%	---	3.5%	2.3%	---	8.0%	7.1%	---
SBA	1,447	1,661	881	13.5%	13.3%	22.1%	50.7%	54.5%	53.5%	17.1%	17.0%	10.1%	8.2%	6.2%	8.0%	7.0%	5.4%	2.8%	3.5%	3.5%	3.5%
SEC	1,905	2,166	---	15.2%	11.8%	---	41.6%	41.8%	---	21.7%	22.1%	---	9.7%	9.5%	---	4.6%	5.1%	---	7.3%	9.6%	---

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

2006 Federal Human Capital Survey: Report by Agency

(40) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	# 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	221,412	147,886	100,656	12.2%	12.0%	15.2%	44.2%	45.3%	51.8%	24.3%	23.4%	13.6%	8.6%	9.0%	10.3%	5.2%	4.8%	4.2%	5.5%	5.5%	5.0%
SSA	1,317	1,172	1,023	21.0%	17.9%	26.1%	51.2%	54.8%	51.8%	16.8%	16.2%	9.5%	5.1%	4.0%	6.0%	2.1%	2.8%	3.3%	3.8%	4.3%	3.3%
State	1,310	1,272	689	11.9%	15.1%	14.3%	44.0%	43.7%	50.6%	23.7%	22.3%	12.8%	11.3%	10.1%	13.3%	4.4%	3.0%	4.8%	4.9%	5.7%	4.2%
Treasury	7,031	5,677	7,314	14.8%	11.8%	13.5%	49.1%	49.5%	48.6%	21.3%	20.9%	16.1%	6.0%	7.2%	10.8%	2.9%	4.2%	4.8%	5.8%	6.4%	6.2%
USDA	13,588	10,403	10,441	10.0%	9.1%	11.6%	48.1%	47.3%	54.2%	24.7%	24.4%	15.0%	8.7%	10.2%	10.6%	3.7%	3.7%	3.9%	4.8%	5.4%	4.7%
VA	3,144	3,344	2,388	14.2%	13.6%	21.0%	44.7%	50.8%	51.7%	22.8%	19.8%	10.3%	7.8%	6.7%	7.1%	7.1%	5.6%	4.7%	3.3%	3.5%	5.1%
Small Agencies	4,141	3,679	---	12.9%	12.5%	---	42.0%	43.3%	---	23.0%	21.7%	---	10.1%	9.2%	---	5.3%	6.7%	---	6.7%	6.8%	---
All DoD	50,719	40,188	32,559	11.8%	12.3%	13.9%	44.0%	43.9%	52.6%	25.6%	25.4%	14.2%	9.1%	9.4%	11.1%	4.6%	4.2%	3.7%	5.0%	4.8%	4.4%
USACE	5,154	6,295	711	9.5%	10.1%	15.3%	44.3%	46.1%	48.4%	27.0%	25.2%	16.3%	10.0%	9.1%	10.6%	4.1%	3.8%	3.7%	5.1%	5.8%	5.6%
Air Force	10,073	8,692	6,545	12.1%	11.8%	14.3%	43.0%	44.4%	54.8%	26.7%	26.0%	13.1%	8.7%	9.7%	11.7%	4.6%	3.8%	2.6%	4.9%	4.4%	3.5%
Army	13,737	8,407	8,964	13.2%	14.2%	12.9%	44.3%	42.3%	52.1%	24.6%	25.5%	15.3%	9.2%	9.4%	11.6%	4.5%	4.2%	3.6%	4.3%	4.5%	4.4%
Navy	12,616	9,510	9,043	9.6%	10.4%	13.2%	43.7%	43.5%	51.9%	26.2%	26.2%	14.5%	9.6%	10.0%	11.0%	4.7%	4.5%	4.0%	6.1%	5.4%	5.3%
Marine Corps	911	765	658	13.1%	11.5%	11.4%	37.1%	42.6%	43.8%	27.7%	25.7%	16.4%	11.7%	10.5%	15.4%	5.1%	5.9%	7.4%	5.3%	3.8%	5.6%
Other DoD	8,228	6,519	6,638	13.3%	13.6%	16.6%	47.0%	47.4%	54.4%	23.4%	22.0%	12.2%	7.6%	7.9%	8.7%	4.3%	4.3%	4.4%	4.5%	4.8%	3.7%

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