

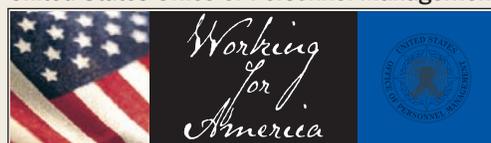
Federal Human Capital Survey

2006



Results from the 2006 Federal Human Capital Survey **FHCS Report by Demographics**

United States Office of Personnel Management



2006 Federal Human Capital Survey: Survey Methodology Highlights

Survey Objective

The 2006 Federal Human Capital Survey (FHCS) was conducted to collect data on Federal employees' perceptions about how effectively agencies are managing their workforces. OPM and agency managers will use the findings to develop policies and action plans for improving agency performance.

Questionnaire Content

The questionnaire was designed to assist in measuring how well the Federal Government and individual agencies are running their human resources management systems. The 84 items in the questionnaire are grouped into eight topic areas: Personal Work Experiences; Recruitment, Development, and Retention; Performance Culture; Leadership; Learning (Knowledge Management); Job Satisfaction; Satisfaction with Benefits; and Demographics.

Sample Design and Selection

The population of interest for the 2006 Federal Human Capital Survey was all employees from major Federal agencies represented on the President's Management Council and 59 small/independent agencies that chose to participate in the survey. Results for small agencies with fewer than 800 employees are rolled up and presented as a "Small Agencies" line in this report.

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

Sample Type. The sample was a probability sample; that is each employee in the target population has a known, non-zero probability of selection. Probability sampling is a prerequisite to generalizing from survey respondents to the survey population.

Sampling Frame. The sampling frame was the lists of employees from all agencies participating in the survey. Employees were grouped into 875 sample subgroups corresponding to agency, subagency, and supervisory status reporting requirements.

Sample Size and Selection. A total of 436,020 employees were randomly selected to participate in the survey. In 11 agencies, at the agency's request, all full-time permanent employees were invited to participate.

Data Collection

Mode/Method. The 2006 FHCS was a self-administered Web survey. OPM distributed paper versions of the survey to components of agencies that did not have electronic access.

Response Rate. Of the 390,657 employees receiving surveys, 221,479 completed the survey for a governmentwide response rate of 57 percent.

Data Weighting

Data collected from 2006 FHCS respondents were weighted to produce survey estimates that accurately represent the survey population. Unweighted data are likely to produce biased estimates of population statistics. The weights developed for the 2006 FHCS take into account the variable probabilities of selection across the sample domains, nonresponse, and known demographic characteristics of the survey population. Thus, the final data set reflects the agency composition and demographic makeup of the Federal workforce.

Reported Data

The population sizes and percentages presented in report tables are weighted data that are representative of the survey population of the Federal workforce. Appropriate domain weights were applied to the answers of each respondent. This process did not change any answers; rather, it gave accurate relative importance to a respondent's answers, adjusting for over- and under-represented groups of respondents.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,425	147,898	100,656	30.2%	31.9%	24.3%	53.1%	53.5%	55.5%	8.8%	7.7%	10.6%	6.2%	5.8%	7.9%	1.6%	1.1%	1.8%
Work Location																		
Headquarters	86,487	51,144	35,976	32.4%	33.7%	24.6%	52.0%	52.2%	55.0%	8.6%	7.4%	10.6%	5.4%	5.5%	7.8%	1.5%	1.3%	1.9%
Field	130,932	93,049	64,680	29.2%	31.3%	24.1%	53.6%	54.0%	55.7%	8.9%	7.8%	10.6%	6.6%	5.9%	7.9%	1.7%	1.1%	1.7%
Supervisor Status																		
Non-Supervisor	118,190	74,551	46,868	29.5%	30.4%	23.1%	52.0%	53.6%	55.3%	9.7%	8.3%	11.1%	6.9%	6.4%	8.5%	1.9%	1.2%	2.1%
Team Leader	31,768	20,113	13,639	29.3%	33.3%	25.1%	54.8%	53.3%	55.6%	8.4%	7.2%	10.4%	5.8%	5.2%	7.5%	1.6%	1.0%	1.3%
Supervisor	39,858	28,516	22,902	30.8%	34.7%	27.8%	56.3%	54.5%	56.7%	7.1%	5.8%	9.0%	4.8%	4.1%	5.7%	1.0%	0.8%	0.9%
Manager	22,462	17,116	14,118	36.8%	39.3%	30.3%	54.3%	53.4%	56.9%	4.7%	4.1%	7.2%	3.7%	2.9%	4.6%	0.5%	0.4%	1.0%
Executive	5,135	3,906	3,129	42.7%	52.9%	38.8%	49.0%	41.5%	50.1%	5.0%	3.2%	6.6%	2.3%	1.9%	3.3%	1.1%	0.5%	1.2%
Sex																		
Male	117,812	81,626	59,070	30.2%	32.0%	24.1%	54.0%	53.8%	56.8%	8.8%	7.8%	10.7%	5.7%	5.4%	6.8%	1.3%	1.1%	1.6%
Female	99,718	62,575	41,586	30.2%	31.7%	24.4%	51.9%	53.2%	53.9%	8.8%	7.6%	10.4%	7.0%	6.3%	9.4%	2.1%	1.1%	1.9%
Hispanic or Latino																		
Yes	13,631	8,465	5,531	28.9%	31.8%	24.6%	52.6%	51.6%	49.9%	10.1%	9.0%	12.6%	6.7%	5.7%	10.8%	1.6%	1.9%	2.1%
No	203,785	135,490	95,125	30.3%	31.9%	24.2%	53.2%	53.7%	56.0%	8.7%	7.5%	10.4%	6.2%	5.8%	7.7%	1.6%	1.0%	1.7%
Race																		
White	156,719	---	80,079	30.7%	---	24.6%	53.4%	---	56.0%	8.4%	---	10.2%	6.1%	---	7.6%	1.5%	---	1.6%
Black or African American	32,864	---	12,860	30.4%	---	24.0%	52.2%	---	53.7%	8.8%	---	10.6%	6.5%	---	9.0%	2.1%	---	2.7%
Native Hawaiian/Pacific Islander	1,487	---	698	33.4%	---	29.5%	49.5%	---	42.7%	9.9%	---	18.9%	5.1%	---	6.7%	2.1%	---	2.1%
Asian	8,611	---	3,633	28.4%	---	19.4%	55.0%	---	62.4%	10.0%	---	13.4%	5.8%	---	4.1%	0.9%	---	0.6%
AmerIndian/Alskn Native	6,152	---	1,602	28.3%	---	22.7%	50.1%	---	50.1%	11.5%	---	14.6%	8.0%	---	9.2%	2.1%	---	3.4%
Two or more races (Not Hispanic/Latino)	6,193	---	1,502	26.5%	---	25.2%	51.0%	---	48.9%	11.0%	---	11.1%	8.4%	---	14.1%	3.0%	---	0.7%
Age Group																		
<30	8,793	5,461	2,787	28.2%	29.3%	24.7%	54.8%	56.6%	57.1%	9.7%	7.4%	9.7%	6.0%	5.6%	7.5%	1.3%	1.0%	1.0%
(25 and under)	2,476	---	---	30.1%	---	---	53.2%	---	---	10.0%	---	---	4.4%	---	---	2.2%	---	---
(26-29)	6,317	---	---	27.4%	---	---	55.4%	---	---	9.5%	---	---	6.7%	---	---	0.9%	---	---
30-39	31,368	20,919	15,010	27.0%	27.5%	22.8%	55.0%	56.0%	55.0%	9.4%	8.3%	11.3%	6.6%	7.2%	8.7%	1.9%	1.0%	2.3%
40-49	70,124	47,041	34,006	28.9%	30.7%	22.2%	54.2%	54.8%	57.8%	8.4%	7.7%	10.5%	6.7%	5.6%	7.7%	1.8%	1.1%	1.7%
50-59	87,043	57,866	41,243	31.9%	33.8%	25.8%	51.9%	51.8%	54.2%	8.7%	7.5%	10.4%	5.9%	5.7%	7.9%	1.7%	1.2%	1.8%
60+	20,187	12,864	7,610	35.3%	38.4%	29.8%	49.4%	49.5%	51.9%	9.2%	7.2%	10.3%	5.4%	4.1%	6.9%	0.7%	0.8%	1.1%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,425	147,898	100,656	30.2%	31.9%	24.3%	53.1%	53.5%	55.5%	8.8%	7.7%	10.6%	6.2%	5.8%	7.9%	1.6%	1.1%	1.8%
Pay Category																		
Federal Wage System	9,479	5,511	4,855	24.9%	28.1%	24.3%	56.1%	54.2%	54.0%	10.9%	9.0%	10.6%	6.4%	7.2%	8.7%	1.8%	1.6%	2.4%
GS 1-6 or equivalent	10,826	6,708	4,848	30.4%	28.0%	25.8%	48.1%	53.2%	50.4%	10.3%	9.4%	10.0%	8.1%	8.2%	10.8%	2.9%	1.2%	3.1%
GS 7-12 or equivalent	91,791	58,907	39,563	28.9%	30.4%	22.7%	53.6%	54.5%	55.9%	9.2%	7.8%	11.5%	6.8%	6.2%	8.2%	1.6%	1.1%	1.7%
GS 13-15 or equivalent	91,615	64,038	41,791	34.7%	36.5%	25.2%	52.8%	51.9%	58.6%	7.1%	6.6%	9.3%	4.6%	4.1%	5.7%	0.8%	0.9%	1.1%
Senior Executive Service	4,206	3,314	2,542	49.7%	48.9%	36.5%	43.5%	41.4%	53.1%	4.0%	2.5%	6.2%	2.2%	6.4%	3.2%	0.7%	0.8%	1.1%
SL/ST	688	490	---	23.6%	53.2%	---	66.3%	42.5%	---	2.2%	2.0%	---	1.1%	2.1%	---	6.8%	0.1%	---
Other	8,187	5,202	7,057	29.2%	33.1%	28.0%	54.0%	53.6%	53.1%	8.1%	7.6%	9.7%	6.3%	4.2%	7.9%	2.4%	1.5%	1.3%
Time in Federal Government																		
< 1 year	2,614	1,316	---	39.6%	34.4%	---	50.4%	49.4%	---	5.8%	11.5%	---	3.6%	3.8%	---	0.6%	1.0%	---
1-3 years	17,544	12,897	---	30.1%	30.0%	---	53.2%	54.9%	---	9.3%	7.8%	---	5.5%	6.4%	---	1.8%	1.0%	---
4-5 years	16,229	8,710	---	27.2%	30.5%	---	52.5%	52.1%	---	9.6%	8.0%	---	7.8%	8.7%	---	2.9%	0.7%	---
6-10 years	26,506	13,912	---	26.5%	29.6%	---	55.2%	54.5%	---	9.9%	7.9%	---	7.1%	6.7%	---	1.3%	1.2%	---
11-20 years	62,911	44,998	---	29.0%	30.8%	---	54.0%	53.9%	---	8.3%	8.2%	---	6.8%	5.8%	---	1.9%	1.2%	---
> 20 years	91,710	62,354	---	32.8%	34.3%	---	52.0%	52.9%	---	8.6%	7.0%	---	5.4%	4.7%	---	1.3%	1.1%	---
Time w/ Current Agency																		
< 1 year	5,025	2,815	---	36.3%	37.1%	---	49.3%	50.3%	---	7.0%	8.3%	---	5.3%	3.5%	---	2.0%	0.7%	---
1-3 years	28,264	21,640	---	29.6%	30.6%	---	52.7%	53.7%	---	9.7%	7.9%	---	6.3%	6.7%	---	1.7%	1.0%	---
4-5 years	22,564	13,235	---	27.1%	29.9%	---	53.8%	52.7%	---	9.4%	8.3%	---	7.0%	7.9%	---	2.6%	1.3%	---
6-10 years	35,125	18,823	---	27.5%	29.7%	---	54.3%	54.3%	---	9.4%	8.7%	---	7.1%	6.0%	---	1.6%	1.3%	---
11-20 years	64,989	46,192	---	29.7%	31.6%	---	53.5%	53.9%	---	8.6%	7.7%	---	6.5%	5.7%	---	1.7%	1.1%	---
> 20 years	61,527	41,485	---	33.4%	34.7%	---	52.3%	53.3%	---	8.1%	6.6%	---	5.2%	4.4%	---	1.1%	1.0%	---
Leaving																		
No	150,501	101,442	---	33.6%	35.5%	---	53.9%	53.2%	---	7.4%	6.4%	---	4.2%	4.1%	---	1.0%	0.7%	---
Yes, to retire	14,408	9,503	---	31.9%	32.2%	---	51.6%	53.0%	---	8.4%	9.2%	---	6.8%	4.5%	---	1.3%	1.0%	---
Yes, to other job in Govt	35,608	22,688	---	20.4%	21.3%	---	53.0%	55.5%	---	12.0%	10.6%	---	11.5%	10.2%	---	3.0%	2.3%	---
Yes, to other job outside Govt	7,856	5,069	---	19.8%	21.6%	---	48.5%	51.3%	---	15.3%	12.5%	---	11.7%	11.6%	---	4.8%	3.0%	---
Yes, other	9,086	5,479	---	18.9%	20.2%	---	47.9%	54.8%	---	14.7%	10.5%	---	13.5%	12.6%	---	5.0%	1.9%	---
Retiring																		
with 1 year	9,139	6,073	4,001	32.3%	34.1%	25.6%	50.7%	50.5%	52.4%	8.4%	9.7%	9.8%	6.0%	4.5%	10.5%	2.7%	1.2%	1.7%
Between 1 and 3 years	25,216	16,417	12,087	32.3%	32.0%	24.3%	52.1%	53.6%	54.7%	9.3%	8.5%	11.5%	5.0%	4.9%	8.1%	1.4%	0.9%	1.3%
Between 3 and 5 years	28,078	19,274	13,876	31.2%	34.3%	25.8%	53.5%	51.0%	54.7%	8.6%	8.1%	10.8%	5.6%	5.8%	6.7%	1.1%	0.8%	2.0%
5 or more years	155,006	102,415	70,692	29.6%	31.3%	23.9%	53.3%	54.1%	55.9%	8.8%	7.4%	10.4%	6.6%	6.0%	7.9%	1.7%	1.2%	1.8%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,438	147,902	100,656	19.1%	19.3%	14.8%	43.0%	43.7%	41.7%	18.8%	18.1%	21.4%	14.1%	14.0%	17.6%	5.1%	4.9%	4.5%
Work Location																		
Headquarters	86,483	51,143	35,976	21.8%	21.8%	16.1%	43.4%	42.9%	41.4%	17.7%	17.2%	20.9%	12.4%	13.4%	17.6%	4.7%	4.8%	4.0%
Field	130,951	93,052	64,680	17.8%	18.6%	14.2%	42.8%	43.9%	41.8%	19.3%	18.4%	21.5%	14.8%	14.2%	17.7%	5.2%	4.9%	4.7%
Supervisor Status																		
Non-Supervisor	118,195	74,552	46,868	17.6%	17.4%	13.5%	40.6%	42.6%	40.1%	20.3%	19.2%	21.9%	15.6%	15.2%	19.2%	5.9%	5.6%	5.4%
Team Leader	31,773	20,114	13,639	20.3%	21.9%	16.3%	45.7%	45.3%	44.2%	16.9%	16.5%	20.5%	12.9%	12.4%	15.9%	4.3%	4.0%	3.0%
Supervisor	39,858	28,516	22,902	19.9%	21.4%	16.2%	49.4%	47.1%	46.4%	16.5%	16.3%	21.2%	11.0%	11.9%	13.8%	3.2%	3.2%	2.4%
Manager	22,465	17,118	14,118	27.7%	29.7%	22.2%	48.1%	47.5%	47.3%	13.9%	12.8%	18.7%	8.2%	8.1%	10.0%	2.1%	1.9%	1.8%
Executive	5,135	3,906	3,129	34.1%	40.5%	29.3%	42.2%	42.4%	43.9%	10.7%	10.6%	17.3%	10.4%	5.1%	8.0%	2.7%	1.5%	1.6%
Sex																		
Male	117,817	81,628	59,070	18.5%	18.5%	13.7%	43.6%	44.2%	42.7%	19.1%	18.6%	22.3%	13.6%	13.7%	17.0%	5.2%	4.9%	4.2%
Female	99,729	62,577	41,586	19.9%	20.3%	16.1%	42.2%	43.0%	40.5%	18.3%	17.3%	20.2%	14.7%	14.5%	18.4%	4.9%	4.9%	4.8%
Hispanic or Latino																		
Yes	13,630	8,466	5,531	20.2%	19.4%	16.5%	40.9%	40.3%	37.7%	18.9%	19.0%	21.1%	13.8%	15.7%	18.1%	6.2%	5.6%	6.6%
No	203,800	135,495	95,125	19.0%	19.3%	14.6%	43.2%	43.9%	42.0%	18.7%	18.0%	21.4%	14.1%	13.9%	17.6%	5.0%	4.8%	4.3%
Race																		
White	156,726	---	80,079	19.0%	---	14.6%	43.6%	---	42.2%	18.6%	---	21.8%	14.2%	---	17.2%	4.7%	---	4.2%
Black or African American	32,868	---	12,860	20.2%	---	15.2%	41.8%	---	40.0%	18.1%	---	19.8%	14.4%	---	19.3%	5.5%	---	5.7%
Native Hawaiian/Pacific Islander	1,488	---	698	21.8%	---	14.2%	41.6%	---	34.3%	17.0%	---	15.4%	13.3%	---	33.0%	6.3%	---	3.1%
Asian	8,610	---	3,633	20.4%	---	17.3%	48.4%	---	43.7%	18.6%	---	22.1%	8.7%	---	13.8%	3.9%	---	3.1%
AmerIndian/Alskn Native	6,154	---	1,602	18.3%	---	15.9%	43.5%	---	35.9%	17.9%	---	23.1%	14.4%	---	20.7%	5.9%	---	4.4%
Two or more races (Not Hispanic/Latino)	6,194	---	1,502	15.3%	---	12.5%	31.1%	---	43.2%	25.6%	---	17.0%	19.1%	---	21.8%	8.9%	---	5.6%
Age Group																		
<30 (25 and under)	8,794	5,461	2,787	21.1%	21.4%	20.7%	44.6%	43.5%	45.6%	16.8%	16.4%	18.1%	13.4%	13.3%	11.7%	4.2%	5.3%	3.9%
(26-29)	2,477	---	---	21.7%	---	---	48.6%	---	---	14.4%	---	---	10.5%	---	---	4.8%	---	---
30-39	6,317	---	---	20.8%	---	---	42.8%	---	---	17.7%	---	---	14.7%	---	---	3.9%	---	---
40-49	31,368	20,920	15,010	19.3%	18.7%	16.6%	43.9%	45.5%	43.3%	18.0%	17.5%	19.2%	14.1%	14.2%	16.7%	4.8%	4.0%	4.3%
50-59	70,129	47,041	34,006	18.9%	19.5%	13.9%	43.8%	44.5%	41.5%	18.7%	17.0%	21.1%	13.6%	14.0%	19.1%	5.0%	5.0%	4.3%
60+	87,049	57,870	41,243	18.7%	18.8%	14.2%	41.5%	42.4%	41.0%	19.5%	19.0%	22.4%	14.7%	14.5%	17.3%	5.6%	5.3%	5.0%
60+	20,188	12,864	7,610	19.8%	21.0%	15.2%	43.3%	42.4%	41.0%	19.0%	20.4%	23.6%	13.5%	11.9%	17.0%	4.5%	4.3%	3.2%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,438	147,902	100,656	19.1%	19.3%	14.8%	43.0%	43.7%	41.7%	18.8%	18.1%	21.4%	14.1%	14.0%	17.6%	5.1%	4.9%	4.5%
Pay Category																		
Federal Wage System	9,478	5,512	4,855	13.1%	14.6%	11.4%	43.9%	43.1%	39.9%	21.9%	20.2%	21.6%	15.0%	15.6%	22.0%	6.1%	6.4%	5.1%
GS 1-6 or equivalent	10,826	6,708	4,848	18.7%	15.7%	17.3%	36.2%	38.5%	34.2%	22.0%	20.9%	19.1%	15.4%	16.7%	22.8%	7.8%	8.1%	6.6%
GS 7-12 or equivalent	91,799	58,908	39,563	18.4%	18.3%	13.8%	42.4%	44.1%	41.7%	19.3%	18.4%	21.9%	14.9%	14.3%	17.8%	5.0%	4.9%	4.8%
GS 13-15 or equivalent	91,617	64,041	41,791	22.7%	22.8%	16.0%	46.3%	46.0%	45.6%	16.0%	16.0%	21.6%	11.3%	11.9%	14.0%	3.7%	3.4%	2.8%
Senior Executive Service	4,206	3,314	2,542	38.4%	37.4%	26.9%	42.3%	39.0%	47.1%	11.5%	9.1%	15.2%	6.2%	8.4%	9.4%	1.7%	6.1%	1.4%
SL/ST	688	490	---	16.2%	33.6%	---	50.3%	46.4%	---	5.3%	12.0%	---	18.0%	7.1%	---	10.2%	0.8%	---
Other	8,187	5,203	7,057	19.5%	22.4%	16.5%	45.9%	39.7%	41.8%	16.7%	18.5%	20.4%	13.8%	15.1%	16.7%	4.2%	4.4%	4.7%
Time in Federal Government																		
< 1 year	2,614	1,316	---	33.8%	34.3%	---	47.0%	35.9%	---	13.0%	21.9%	---	5.2%	6.4%	---	1.1%	1.5%	---
1-3 years	17,546	12,895	---	23.4%	20.9%	---	44.8%	42.5%	---	15.6%	16.1%	---	11.7%	15.2%	---	4.5%	5.3%	---
4-5 years	16,231	8,711	---	18.0%	21.4%	---	41.7%	44.3%	---	19.4%	16.4%	---	15.2%	12.8%	---	5.7%	5.0%	---
6-10 years	26,510	13,915	---	18.5%	18.6%	---	42.2%	44.0%	---	19.2%	18.0%	---	14.8%	14.4%	---	5.4%	4.9%	---
11-20 years	62,915	44,998	---	17.8%	18.7%	---	43.0%	43.5%	---	19.1%	18.0%	---	15.1%	14.6%	---	5.1%	5.1%	---
> 20 years	91,712	62,357	---	18.6%	18.8%	---	42.9%	44.1%	---	19.4%	19.1%	---	13.9%	13.4%	---	5.1%	4.7%	---
Time w/ Current Agency																		
< 1 year	5,023	2,815	---	31.4%	32.8%	---	44.1%	36.3%	---	15.0%	20.1%	---	7.5%	8.1%	---	2.0%	2.7%	---
1-3 years	28,267	21,639	---	22.1%	20.4%	---	43.4%	42.8%	---	17.3%	16.1%	---	11.9%	14.7%	---	5.3%	6.1%	---
4-5 years	22,567	13,236	---	17.4%	20.0%	---	41.5%	43.5%	---	19.0%	18.2%	---	16.4%	13.4%	---	5.8%	5.0%	---
6-10 years	35,130	18,824	---	18.3%	18.4%	---	42.1%	42.0%	---	18.7%	19.3%	---	15.3%	15.4%	---	5.6%	5.0%	---
11-20 years	64,993	46,192	---	17.3%	18.2%	---	43.1%	44.3%	---	19.3%	18.2%	---	15.3%	14.3%	---	5.0%	4.9%	---
> 20 years	61,528	41,489	---	19.0%	18.9%	---	43.7%	45.2%	---	19.4%	18.7%	---	13.1%	13.1%	---	4.7%	4.2%	---
Leaving																		
No	150,509	101,442	---	22.9%	22.9%	---	46.8%	47.7%	---	17.3%	16.5%	---	10.4%	10.0%	---	2.6%	2.8%	---
Yes, to retire	14,410	9,504	---	15.1%	15.3%	---	41.8%	40.2%	---	20.8%	23.8%	---	16.2%	15.5%	---	6.2%	5.3%	---
Yes, to other job in Govt	35,608	22,692	---	9.6%	10.1%	---	34.2%	34.7%	---	22.5%	21.2%	---	23.3%	24.3%	---	10.4%	9.8%	---
Yes, to other job outside Govt	7,859	5,068	---	8.5%	10.0%	---	29.5%	26.8%	---	18.5%	20.9%	---	26.4%	27.3%	---	17.2%	15.0%	---
Yes, other	9,087	5,479	---	8.0%	9.2%	---	28.9%	30.5%	---	24.7%	22.3%	---	25.0%	26.8%	---	13.4%	11.2%	---
Retiring																		
with 1 year	9,140	6,073	4,001	16.0%	17.4%	11.7%	40.0%	38.4%	36.3%	21.6%	19.7%	25.7%	16.1%	17.7%	20.0%	6.3%	6.8%	6.2%
Between 1 and 3 years	25,221	16,417	12,087	16.1%	15.7%	11.0%	44.1%	43.4%	40.3%	20.3%	21.9%	24.8%	13.9%	14.1%	19.8%	5.6%	4.9%	4.2%
Between 3 and 5 years	28,078	19,276	13,876	17.0%	18.1%	13.4%	43.1%	43.2%	40.7%	19.7%	20.2%	23.8%	14.7%	13.7%	17.4%	5.5%	4.8%	4.7%
5 or more years	155,011	102,416	70,692	20.0%	20.1%	15.7%	43.0%	44.1%	42.4%	18.2%	17.2%	20.3%	13.9%	13.8%	17.3%	4.9%	4.8%	4.4%

Note: * # of Respondents is the unweighted count of responses.

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,424	147,898	100,656	18.5%	18.8%	15.3%	53.9%	54.8%	55.8%	15.7%	14.8%	16.0%	9.8%	9.8%	10.9%	2.1%	1.9%	2.0%
Work Location																		
Headquarters	86,480	51,144	35,976	20.8%	20.2%	16.8%	52.3%	53.1%	53.8%	15.0%	14.7%	16.0%	9.9%	10.0%	11.0%	2.0%	2.1%	2.4%
Field	130,942	93,047	64,680	17.4%	18.3%	14.7%	54.6%	55.3%	56.6%	16.1%	14.8%	16.0%	9.7%	9.8%	10.8%	2.2%	1.8%	1.8%
Supervisor Status																		
Non-Supervisor	118,191	74,550	46,868	17.7%	17.3%	14.0%	52.8%	54.5%	54.9%	16.6%	15.5%	17.2%	10.5%	10.7%	11.7%	2.5%	2.1%	2.2%
Team Leader	31,771	20,114	13,639	19.5%	21.3%	16.9%	55.2%	54.5%	57.5%	14.7%	14.1%	14.0%	9.2%	8.4%	9.9%	1.5%	1.7%	1.7%
Supervisor	39,855	28,515	22,902	18.0%	19.5%	17.1%	57.3%	56.8%	58.8%	14.2%	13.8%	13.8%	8.8%	8.3%	9.0%	1.6%	1.5%	1.3%
Manager	22,464	17,118	14,118	23.4%	25.6%	22.3%	56.0%	56.5%	57.4%	13.0%	10.6%	12.4%	6.2%	6.4%	7.0%	1.4%	0.9%	0.9%
Executive	5,134	3,906	3,129	31.2%	38.3%	29.8%	50.1%	48.7%	53.4%	11.6%	7.7%	8.7%	4.7%	4.3%	7.1%	2.4%	0.9%	1.0%
Sex																		
Male	117,808	81,624	59,070	18.1%	18.2%	14.7%	54.2%	55.1%	57.2%	16.5%	15.6%	16.4%	9.1%	9.2%	9.7%	2.2%	1.9%	2.0%
Female	99,723	62,577	41,586	19.1%	19.5%	16.1%	53.6%	54.3%	54.0%	14.7%	13.7%	15.6%	10.6%	10.6%	12.4%	2.1%	1.9%	1.9%
Hispanic or Latino																		
Yes	13,630	8,468	5,531	20.6%	22.2%	14.7%	50.4%	51.3%	51.8%	17.7%	15.2%	18.3%	8.9%	9.3%	13.2%	2.4%	1.9%	2.0%
No	203,786	135,487	95,125	18.3%	18.5%	15.3%	54.2%	55.0%	56.1%	15.5%	14.7%	15.9%	9.8%	9.8%	10.7%	2.1%	1.9%	2.0%
Race																		
White	156,720	---	80,079	17.7%	---	14.9%	54.5%	---	56.3%	15.7%	---	16.0%	10.0%	---	10.8%	2.1%	---	1.9%
Black or African American	32,865	---	12,860	21.6%	---	17.5%	53.1%	---	54.8%	14.1%	---	13.9%	9.4%	---	11.4%	1.9%	---	2.4%
Native Hawaiian/Pacific Islander	1,488	---	698	21.3%	---	15.3%	50.7%	---	49.1%	18.6%	---	27.1%	6.6%	---	7.1%	2.8%	---	1.4%
Asian	8,607	---	3,633	21.6%	---	17.8%	53.8%	---	56.0%	15.7%	---	17.0%	6.9%	---	7.7%	2.0%	---	1.5%
AmerIndian/Alskn Native	6,153	---	1,602	17.8%	---	12.3%	53.9%	---	51.2%	15.4%	---	18.8%	10.9%	---	15.1%	2.1%	---	2.5%
Two or more races (Not Hispanic/Latino)	6,194	---	1,502	16.5%	---	12.4%	49.9%	---	54.4%	19.3%	---	16.2%	11.5%	---	14.1%	2.8%	---	2.9%
Age Group																		
<30	8,793	5,461	2,787	17.7%	19.9%	14.4%	52.0%	53.8%	58.8%	17.4%	14.4%	16.3%	11.2%	10.6%	8.7%	1.7%	1.3%	1.7%
(25 and under)	2,476	---	---	19.8%	---	---	51.1%	---	---	16.0%	---	---	11.6%	---	---	1.5%	---	---
(26-29)	6,317	---	---	16.8%	---	---	52.4%	---	---	18.0%	---	---	11.1%	---	---	1.8%	---	---
30-39	31,368	20,921	15,010	16.6%	16.9%	16.3%	55.3%	55.4%	55.4%	16.5%	15.4%	15.9%	9.6%	10.3%	9.9%	1.9%	2.0%	2.5%
40-49	70,123	47,041	34,006	17.3%	17.9%	13.4%	53.8%	55.7%	55.6%	16.3%	14.9%	16.9%	10.3%	9.7%	12.0%	2.2%	1.8%	2.1%
50-59	87,039	57,868	41,243	19.2%	18.9%	15.5%	54.0%	54.2%	56.1%	15.0%	14.8%	15.7%	9.5%	10.1%	10.9%	2.3%	2.0%	1.8%
60+	20,190	12,860	7,610	24.1%	25.0%	21.8%	52.2%	52.7%	55.3%	13.5%	12.8%	13.4%	8.2%	7.8%	8.4%	2.0%	1.7%	1.1%

Note: * # of Respondents is the unweighted count of responses.

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,424	147,898	100,656	18.5%	18.8%	15.3%	53.9%	54.8%	55.8%	15.7%	14.8%	16.0%	9.8%	9.8%	10.9%	2.1%	1.9%	2.0%
Pay Category																		
Federal Wage System	9,479	5,510	4,855	16.9%	18.6%	14.7%	57.1%	54.9%	56.4%	15.7%	15.9%	17.3%	8.3%	8.7%	9.6%	2.0%	1.9%	1.9%
GS 1-6 or equivalent	10,826	6,708	4,848	23.1%	19.9%	18.0%	50.7%	53.3%	54.4%	15.1%	13.8%	13.9%	9.0%	11.1%	10.7%	2.1%	1.9%	3.1%
GS 7-12 or equivalent	91,787	58,904	39,563	17.3%	17.4%	13.9%	53.7%	55.0%	55.8%	16.2%	15.2%	16.5%	10.4%	10.4%	11.7%	2.3%	2.0%	2.1%
GS 13-15 or equivalent	91,615	64,040	41,791	19.1%	19.9%	16.3%	55.2%	55.8%	57.2%	14.8%	13.6%	14.7%	9.1%	9.0%	10.2%	1.8%	1.7%	1.6%
Senior Executive Service	4,206	3,314	2,542	33.9%	34.7%	27.7%	51.9%	46.9%	56.6%	8.2%	8.5%	8.5%	4.8%	4.4%	6.3%	1.2%	5.5%	0.9%
SL/ST	688	490	---	11.7%	43.8%	---	61.4%	47.6%	---	13.7%	5.1%	---	8.0%	3.4%	---	5.2%	0.0%	---
Other	8,187	5,203	7,057	19.9%	20.2%	17.2%	51.9%	51.4%	53.6%	16.8%	18.0%	17.9%	9.5%	8.6%	9.9%	1.9%	1.8%	1.4%
Time in Federal Government																		
< 1 year	2,614	1,316	---	22.5%	15.6%	---	55.9%	50.1%	---	13.7%	22.4%	---	6.9%	10.6%	---	1.0%	1.3%	---
1-3 years	17,542	12,894	---	19.9%	17.0%	---	51.9%	54.0%	---	16.8%	16.8%	---	9.3%	9.9%	---	2.1%	2.2%	---
4-5 years	16,231	8,712	---	16.3%	20.4%	---	54.3%	54.8%	---	15.4%	14.2%	---	11.1%	8.7%	---	3.0%	1.9%	---
6-10 years	26,506	13,912	---	18.4%	19.4%	---	53.3%	54.0%	---	17.0%	14.9%	---	9.3%	9.4%	---	2.0%	2.3%	---
11-20 years	62,909	44,997	---	17.2%	18.1%	---	54.8%	55.4%	---	16.0%	14.2%	---	10.1%	10.5%	---	1.9%	1.7%	---
> 20 years	91,712	62,356	---	19.5%	19.5%	---	53.8%	54.8%	---	14.9%	14.4%	---	9.6%	9.4%	---	2.2%	1.8%	---
Time w/ Current Agency																		
< 1 year	5,023	2,814	---	22.4%	18.7%	---	49.3%	49.1%	---	16.2%	20.0%	---	10.4%	10.2%	---	1.7%	2.0%	---
1-3 years	28,262	21,638	---	18.7%	17.6%	---	50.9%	52.4%	---	16.9%	16.4%	---	10.8%	11.1%	---	2.7%	2.4%	---
4-5 years	22,566	13,237	---	15.7%	18.8%	---	54.3%	55.0%	---	16.2%	14.7%	---	10.9%	9.4%	---	2.8%	2.1%	---
6-10 years	35,127	18,822	---	18.9%	18.6%	---	54.1%	55.0%	---	16.2%	15.1%	---	8.8%	9.4%	---	2.0%	1.9%	---
11-20 years	64,987	46,191	---	17.4%	18.7%	---	55.2%	55.4%	---	15.6%	14.1%	---	10.0%	10.1%	---	1.8%	1.8%	---
> 20 years	61,530	41,488	---	20.0%	19.7%	---	54.5%	56.1%	---	14.5%	13.8%	---	9.0%	8.9%	---	2.0%	1.5%	---
Leaving																		
No	150,502	101,441	---	21.1%	21.4%	---	56.9%	57.3%	---	13.7%	12.9%	---	7.3%	7.3%	---	1.1%	1.0%	---
Yes, to retire	14,407	9,505	---	19.3%	18.2%	---	51.7%	52.8%	---	15.9%	16.7%	---	10.8%	10.0%	---	2.4%	2.2%	---
Yes, to other job in Govt	35,604	22,689	---	11.3%	12.0%	---	47.1%	48.9%	---	20.4%	19.0%	---	16.7%	16.0%	---	4.4%	4.2%	---
Yes, to other job outside Govt	7,859	5,067	---	9.0%	9.8%	---	45.9%	43.3%	---	21.5%	22.5%	---	16.0%	19.3%	---	7.6%	5.1%	---
Yes, other	9,086	5,479	---	10.1%	10.5%	---	41.6%	46.6%	---	25.8%	20.1%	---	16.4%	18.5%	---	6.1%	4.3%	---
Retiring																		
with 1 year	9,137	6,074	4,001	19.1%	20.5%	15.1%	51.0%	51.4%	54.0%	16.6%	14.7%	16.5%	10.3%	10.2%	12.1%	3.1%	3.1%	2.3%
Between 1 and 3 years	25,222	16,417	12,087	20.1%	18.7%	15.3%	52.7%	54.8%	55.5%	15.2%	15.5%	16.3%	9.7%	9.5%	10.7%	2.3%	1.5%	2.1%
Between 3 and 5 years	28,075	19,272	13,876	18.2%	20.4%	15.4%	55.4%	54.0%	57.5%	14.4%	13.8%	15.1%	10.0%	10.0%	10.3%	2.0%	1.8%	1.7%
5 or more years	155,004	102,415	70,692	18.3%	18.4%	15.3%	54.0%	55.1%	55.6%	16.0%	14.8%	16.1%	9.7%	9.8%	10.9%	2.1%	1.9%	2.0%

Note: * # of Respondents is the unweighted count of responses.

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,417	147,899	100,656	21.3%	21.6%	17.7%	39.0%	38.5%	39.0%	19.3%	19.4%	20.1%	14.3%	14.6%	17.8%	6.1%	5.8%	5.4%
Work Location																		
Headquarters	86,481	51,142	35,976	24.5%	25.2%	18.7%	40.0%	38.3%	40.1%	18.2%	18.2%	18.6%	12.5%	13.0%	17.8%	4.8%	5.3%	4.8%
Field	130,933	93,052	64,680	19.8%	20.5%	17.2%	38.6%	38.6%	38.6%	19.8%	19.8%	20.8%	15.1%	15.1%	17.8%	6.7%	6.0%	5.6%
Supervisor Status																		
Non-Supervisor	118,184	74,550	46,868	18.7%	18.8%	15.6%	37.6%	37.1%	37.3%	21.0%	21.3%	21.7%	15.6%	16.2%	19.2%	7.0%	6.6%	6.2%
Team Leader	31,769	20,114	13,639	23.5%	25.4%	20.1%	40.5%	41.7%	41.8%	16.9%	15.8%	17.7%	13.8%	12.2%	16.4%	5.3%	4.9%	4.0%
Supervisor	39,853	28,516	22,902	23.6%	26.1%	20.9%	43.6%	41.7%	43.8%	17.1%	16.5%	17.6%	11.2%	11.9%	14.0%	4.4%	3.7%	3.7%
Manager	22,464	17,118	14,118	34.1%	36.4%	29.0%	41.8%	40.7%	44.2%	13.5%	12.5%	13.9%	8.3%	8.4%	10.5%	2.3%	2.1%	2.4%
Executive	5,135	3,906	3,129	41.2%	48.0%	40.4%	34.5%	34.5%	37.6%	9.9%	10.0%	11.2%	9.3%	5.7%	8.6%	5.1%	1.8%	2.2%
Sex																		
Male	117,808	81,626	59,070	20.9%	20.9%	16.6%	38.7%	38.2%	39.1%	19.2%	19.9%	20.9%	14.5%	14.8%	17.6%	6.7%	6.2%	5.8%
Female	99,718	62,576	41,586	21.7%	22.4%	19.0%	39.5%	39.0%	38.9%	19.5%	18.8%	19.2%	14.1%	14.4%	18.2%	5.3%	5.4%	4.7%
Hispanic or Latino																		
Yes	13,626	8,468	5,531	21.1%	20.8%	17.2%	38.4%	38.3%	36.1%	20.5%	20.6%	21.5%	13.1%	14.7%	19.3%	7.0%	5.5%	6.0%
No	203,784	135,489	95,125	21.3%	21.7%	17.7%	39.1%	38.6%	39.2%	19.2%	19.3%	20.0%	14.4%	14.6%	17.7%	6.0%	5.9%	5.3%
Race																		
White	156,721	---	80,079	21.6%	---	17.4%	38.6%	---	39.6%	19.0%	---	19.9%	14.4%	---	17.7%	6.3%	---	5.4%
Black or African American	32,858	---	12,860	21.2%	---	18.1%	41.9%	---	38.3%	18.6%	---	19.7%	13.3%	---	18.9%	5.0%	---	5.0%
Native Hawaiian/Pacific Islander	1,488	---	698	26.1%	---	25.0%	39.6%	---	41.9%	18.5%	---	19.3%	9.7%	---	10.6%	6.2%	---	3.3%
Asian	8,606	---	3,633	20.0%	---	20.8%	43.5%	---	39.4%	23.6%	---	22.0%	8.8%	---	15.4%	4.1%	---	2.4%
AmerIndian/Alskn Native	6,154	---	1,602	18.5%	---	17.3%	38.9%	---	34.8%	20.8%	---	22.3%	14.2%	---	18.8%	7.6%	---	6.7%
Two or more races (Not Hispanic/Latino)	6,193	---	1,502	18.1%	---	14.5%	28.3%	---	27.4%	19.8%	---	28.4%	24.2%	---	17.9%	9.6%	---	11.8%
Age Group																		
<30 (25 and under)	8,794	5,461	2,787	21.0%	22.4%	18.6%	37.0%	35.0%	38.9%	19.5%	19.4%	23.2%	17.1%	16.3%	14.8%	5.4%	6.9%	4.6%
(26-29)	2,477	---	---	21.6%	---	---	38.5%	---	---	20.4%	---	---	13.7%	---	---	5.9%	---	---
30-39	6,317	---	---	20.7%	---	---	36.4%	---	---	19.1%	---	---	18.5%	---	---	5.2%	---	---
40-49	31,365	20,919	15,010	19.8%	19.8%	18.3%	40.7%	38.9%	40.5%	19.3%	19.6%	17.9%	13.8%	15.9%	18.2%	6.4%	5.9%	5.1%
50-59	70,122	47,042	34,006	21.2%	22.0%	17.2%	40.3%	39.8%	39.6%	18.6%	18.3%	20.2%	13.9%	14.2%	17.7%	5.9%	5.7%	5.3%
60+	87,039	57,866	41,243	21.5%	21.4%	17.1%	37.8%	38.1%	38.4%	19.9%	19.6%	20.5%	14.2%	14.8%	18.1%	6.6%	6.1%	5.9%
60+	20,186	12,864	7,610	23.4%	23.8%	20.8%	37.8%	37.1%	35.6%	19.0%	22.8%	22.4%	15.0%	12.0%	17.1%	4.9%	4.2%	4.1%

Note: * # of Respondents is the unweighted count of responses.

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,417	147,899	100,656	21.3%	21.6%	17.7%	39.0%	38.5%	39.0%	19.3%	19.4%	20.1%	14.3%	14.6%	17.8%	6.1%	5.8%	5.4%
Pay Category																		
Federal Wage System	9,473	5,507	4,855	18.6%	17.9%	14.7%	38.2%	39.9%	38.6%	21.8%	20.4%	21.9%	14.8%	15.7%	18.4%	6.6%	6.1%	6.4%
GS 1-6 or equivalent	10,826	6,708	4,848	20.8%	18.5%	19.1%	38.9%	35.1%	38.4%	19.5%	20.5%	18.6%	14.7%	17.5%	18.7%	6.1%	8.4%	5.2%
GS 7-12 or equivalent	91,791	58,907	39,563	20.1%	20.3%	16.1%	39.4%	38.9%	38.3%	20.0%	20.4%	21.4%	14.4%	14.8%	18.6%	6.1%	5.5%	5.6%
GS 13-15 or equivalent	91,613	64,040	41,791	25.0%	25.6%	20.3%	40.6%	39.3%	40.9%	17.0%	17.5%	18.5%	12.6%	12.6%	15.9%	4.8%	5.0%	4.5%
Senior Executive Service	4,206	3,314	2,542	46.4%	43.0%	36.9%	35.6%	31.0%	40.9%	8.3%	10.4%	11.2%	7.3%	8.2%	8.9%	2.4%	7.4%	2.2%
SL/ST	688	490	---	12.7%	34.8%	---	40.9%	45.1%	---	12.5%	10.0%	---	17.9%	8.1%	---	16.1%	2.0%	---
Other	8,187	5,203	7,057	21.7%	22.7%	19.8%	35.5%	37.2%	39.1%	21.8%	17.0%	18.0%	15.1%	16.2%	17.3%	5.9%	6.8%	5.9%
Time in Federal Government																		
< 1 year	2,613	1,316	---	26.6%	31.9%	---	43.9%	26.5%	---	20.5%	31.9%	---	6.3%	8.1%	---	2.7%	1.7%	---
1-3 years	17,546	12,898	---	23.2%	20.3%	---	37.2%	35.1%	---	19.3%	19.5%	---	14.1%	16.5%	---	6.2%	8.7%	---
4-5 years	16,231	8,711	---	19.8%	21.6%	---	35.8%	39.8%	---	20.9%	17.1%	---	16.0%	15.9%	---	7.6%	5.6%	---
6-10 years	26,507	13,913	---	20.2%	21.7%	---	38.9%	38.0%	---	18.4%	18.9%	---	15.9%	15.4%	---	6.7%	5.9%	---
11-20 years	62,904	44,997	---	20.1%	21.3%	---	40.6%	39.0%	---	18.3%	19.2%	---	14.6%	15.1%	---	6.3%	5.5%	---
> 20 years	91,705	62,353	---	22.0%	22.1%	---	39.1%	39.6%	---	19.9%	19.8%	---	13.4%	13.2%	---	5.5%	5.2%	---
Time w/ Current Agency																		
< 1 year	5,021	2,815	---	27.1%	31.8%	---	43.0%	32.6%	---	18.9%	23.6%	---	7.7%	9.5%	---	3.4%	2.4%	---
1-3 years	28,266	21,641	---	22.5%	20.8%	---	37.0%	35.4%	---	19.4%	19.5%	---	14.6%	16.0%	---	6.5%	8.3%	---
4-5 years	22,563	13,236	---	19.1%	21.1%	---	37.1%	40.0%	---	19.9%	17.7%	---	16.4%	15.8%	---	7.5%	5.4%	---
6-10 years	35,130	18,823	---	20.2%	21.6%	---	39.5%	38.2%	---	18.6%	18.9%	---	15.1%	15.6%	---	6.6%	5.7%	---
11-20 years	64,982	46,190	---	20.3%	21.1%	---	39.9%	39.4%	---	19.2%	19.6%	---	14.3%	14.3%	---	6.3%	5.6%	---
> 20 years	61,525	41,486	---	22.5%	22.2%	---	39.5%	40.1%	---	19.6%	19.7%	---	13.4%	13.3%	---	5.0%	4.7%	---
Leaving																		
No	150,487	101,441	---	24.8%	25.3%	---	42.1%	41.8%	---	18.4%	18.7%	---	11.1%	11.0%	---	3.6%	3.2%	---
Yes, to retire	14,407	9,504	---	18.3%	17.6%	---	37.4%	37.2%	---	21.6%	22.0%	---	16.1%	16.5%	---	6.6%	6.8%	---
Yes, to other job in Govt	35,609	22,689	---	12.6%	12.9%	---	32.2%	30.9%	---	22.0%	21.0%	---	22.1%	24.0%	---	11.1%	11.2%	---
Yes, to other job outside Govt	7,857	5,069	---	11.0%	9.9%	---	27.7%	25.9%	---	16.9%	17.6%	---	24.5%	27.7%	---	19.9%	19.0%	---
Yes, other	9,088	5,479	---	9.6%	10.3%	---	27.6%	27.0%	---	22.5%	22.9%	---	24.5%	24.7%	---	15.8%	15.1%	---
Retiring																		
with 1 year	9,139	6,074	4,001	18.5%	18.0%	15.4%	36.4%	37.5%	33.3%	20.1%	19.3%	22.3%	17.8%	15.5%	21.8%	7.1%	9.8%	7.2%
Between 1 and 3 years	25,219	16,417	12,087	20.4%	18.5%	15.6%	38.3%	38.8%	35.9%	19.9%	22.8%	23.3%	15.1%	14.6%	19.3%	6.2%	5.2%	5.8%
Between 3 and 5 years	28,076	19,273	13,876	20.0%	22.1%	17.0%	38.4%	37.0%	37.4%	19.8%	20.8%	21.7%	15.5%	14.8%	18.2%	6.3%	5.4%	5.7%
5 or more years	154,997	102,414	70,692	21.7%	22.1%	18.2%	39.4%	38.9%	40.0%	19.1%	18.7%	19.3%	13.8%	14.5%	17.4%	6.0%	5.7%	5.2%

Note: * # of Respondents is the unweighted count of responses.

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,423	147,905	100,656	27.6%	26.7%	24.9%	45.3%	44.2%	44.9%	14.9%	15.6%	15.0%	8.2%	9.4%	9.9%	3.9%	4.1%	5.2%
Work Location																		
Headquarters	86,481	51,145	35,976	28.7%	26.8%	25.1%	43.6%	44.1%	43.9%	15.0%	14.8%	15.1%	8.6%	10.0%	10.7%	4.1%	4.4%	5.1%
Field	130,941	93,053	64,680	27.1%	26.7%	24.9%	46.2%	44.3%	45.3%	14.9%	15.8%	14.9%	8.0%	9.2%	9.6%	3.9%	4.0%	5.2%
Supervisor Status																		
Non-Supervisor	118,190	74,552	46,868	25.2%	23.8%	23.1%	45.2%	44.4%	44.2%	16.1%	16.9%	16.2%	8.9%	10.1%	10.5%	4.6%	4.8%	6.0%
Team Leader	31,774	20,114	13,639	29.7%	31.2%	27.1%	46.0%	43.8%	46.6%	13.1%	13.5%	13.0%	8.1%	8.6%	9.5%	3.2%	2.9%	3.8%
Supervisor	39,851	28,518	22,902	30.0%	29.9%	27.8%	47.0%	45.9%	47.0%	13.7%	13.3%	13.0%	6.4%	8.0%	8.7%	2.9%	2.9%	3.5%
Manager	22,462	17,119	14,118	39.2%	41.1%	35.5%	43.8%	41.8%	45.4%	10.0%	9.8%	10.0%	5.2%	5.4%	6.8%	1.8%	1.8%	2.2%
Executive	5,135	3,906	3,129	51.2%	57.7%	50.1%	32.2%	31.1%	35.8%	9.9%	6.3%	6.7%	4.6%	3.5%	4.8%	2.1%	1.4%	2.6%
Sex																		
Male	117,811	81,630	59,070	27.0%	26.3%	24.5%	45.5%	44.1%	45.0%	15.0%	16.2%	15.4%	8.2%	9.3%	9.8%	4.2%	4.2%	5.4%
Female	99,719	62,579	41,586	28.4%	27.3%	25.6%	45.1%	44.4%	44.9%	14.7%	14.8%	14.4%	8.2%	9.6%	10.2%	3.5%	4.0%	5.0%
Hispanic or Latino																		
Yes	13,625	8,468	5,531	30.1%	31.2%	25.9%	44.1%	41.3%	44.0%	14.4%	14.8%	14.2%	6.5%	8.5%	9.6%	4.9%	4.2%	6.3%
No	203,792	135,495	95,125	27.4%	26.4%	24.9%	45.5%	44.4%	45.0%	15.0%	15.6%	15.0%	8.3%	9.5%	10.0%	3.8%	4.1%	5.1%
Race																		
White	156,721	---	80,079	27.0%	---	24.7%	46.0%	---	45.9%	14.7%	---	14.2%	8.4%	---	10.0%	3.9%	---	5.2%
Black or African American	32,864	---	12,860	29.2%	---	25.2%	43.5%	---	41.5%	15.5%	---	17.8%	8.1%	---	9.7%	3.7%	---	5.7%
Native Hawaiian/Pacific Islander	1,488	---	698	30.5%	---	34.4%	45.1%	---	45.2%	15.2%	---	10.5%	5.7%	---	6.0%	3.6%	---	4.0%
Asian	8,609	---	3,633	30.9%	---	26.6%	47.7%	---	45.4%	13.5%	---	17.6%	5.6%	---	7.8%	2.2%	---	2.6%
AmerIndian/Alskn Native	6,152	---	1,602	27.6%	---	25.8%	43.9%	---	39.6%	15.4%	---	17.6%	7.2%	---	10.7%	6.0%	---	6.3%
Two or more races (Not Hispanic/Latino)	6,193	---	1,502	25.6%	---	22.1%	43.5%	---	42.0%	16.7%	---	15.0%	9.4%	---	12.3%	4.9%	---	8.7%
Age Group																		
<30	8,793	5,460	2,787	23.7%	20.6%	22.1%	42.5%	42.7%	44.3%	18.8%	18.5%	17.0%	10.2%	12.9%	11.6%	4.7%	5.2%	5.0%
(25 and under)	2,477	---	---	20.1%	---	---	47.6%	---	---	17.2%	---	---	10.5%	---	---	4.6%	---	---
(26-29)	6,316	---	---	25.2%	---	---	40.4%	---	---	19.5%	---	---	10.1%	---	---	4.8%	---	---
30-39	31,368	20,922	15,010	24.8%	22.7%	25.4%	46.4%	45.5%	44.8%	16.3%	17.2%	15.2%	7.9%	10.1%	9.7%	4.6%	4.5%	4.9%
40-49	70,121	47,042	34,006	26.2%	25.9%	23.6%	46.2%	45.7%	45.5%	15.1%	15.1%	15.4%	8.4%	9.3%	10.0%	4.0%	4.0%	5.5%
50-59	87,039	57,872	41,243	28.7%	28.4%	25.4%	45.3%	43.4%	44.3%	14.3%	15.2%	14.8%	8.1%	8.8%	10.1%	3.7%	4.3%	5.4%
60+	20,192	12,863	7,610	36.1%	34.6%	29.5%	42.4%	40.2%	46.4%	11.6%	14.2%	12.3%	6.9%	8.6%	8.4%	3.0%	2.4%	3.5%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,423	147,905	100,656	27.6%	26.7%	24.9%	45.3%	44.2%	44.9%	14.9%	15.6%	15.0%	8.2%	9.4%	9.9%	3.9%	4.1%	5.2%
Pay Category																		
Federal Wage System	9,478	5,512	4,855	25.5%	24.5%	25.6%	48.4%	45.3%	44.7%	15.2%	17.6%	16.0%	6.9%	9.0%	8.8%	3.9%	3.6%	5.0%
GS 1-6 or equivalent	10,825	6,708	4,848	27.1%	21.2%	25.8%	44.6%	43.8%	43.0%	15.4%	19.7%	15.5%	8.0%	9.9%	10.3%	4.9%	5.5%	5.4%
GS 7-12 or equivalent	91,790	58,909	39,563	26.4%	25.5%	23.2%	45.0%	44.7%	45.7%	15.6%	15.9%	15.3%	8.9%	9.9%	10.4%	4.0%	4.1%	5.3%
GS 13-15 or equivalent	91,615	64,041	41,791	30.5%	29.8%	26.1%	46.2%	44.1%	45.6%	12.9%	13.5%	13.8%	7.2%	8.8%	9.6%	3.1%	3.8%	4.9%
Senior Executive Service	4,206	3,314	2,542	54.5%	52.3%	47.4%	33.6%	28.0%	38.7%	6.0%	7.0%	5.7%	4.4%	5.8%	6.0%	1.4%	6.8%	2.2%
SL/ST	688	490	---	37.3%	58.0%	---	48.4%	32.4%	---	11.3%	6.8%	---	1.6%	2.0%	---	1.4%	0.8%	---
Other	8,187	5,203	7,057	27.5%	31.9%	28.6%	43.7%	42.7%	41.9%	15.8%	14.0%	14.9%	8.8%	8.2%	9.1%	4.2%	3.2%	5.4%
Time in Federal Government																		
< 1 year	2,614	1,316	---	35.8%	37.2%	---	43.4%	37.1%	---	14.0%	18.3%	---	4.5%	5.8%	---	2.3%	1.6%	---
1-3 years	17,545	12,896	---	28.2%	24.2%	---	44.3%	43.4%	---	15.5%	17.8%	---	7.8%	10.1%	---	4.2%	4.5%	---
4-5 years	16,228	8,712	---	25.5%	26.6%	---	45.2%	44.6%	---	16.4%	15.7%	---	7.8%	9.6%	---	5.1%	3.6%	---
6-10 years	26,506	13,915	---	26.9%	27.8%	---	45.6%	42.1%	---	15.4%	15.5%	---	8.2%	10.2%	---	3.9%	4.3%	---
11-20 years	62,907	44,998	---	25.8%	25.9%	---	46.3%	45.4%	---	14.9%	15.3%	---	8.9%	9.3%	---	4.1%	4.1%	---
> 20 years	91,713	62,358	---	29.2%	27.8%	---	45.0%	44.2%	---	14.2%	14.9%	---	8.0%	9.0%	---	3.5%	4.1%	---
Time w/ Current Agency																		
< 1 year	5,023	2,815	---	33.1%	33.6%	---	43.1%	41.6%	---	14.6%	15.8%	---	6.2%	7.1%	---	3.0%	1.9%	---
1-3 years	28,263	21,639	---	27.0%	24.7%	---	44.3%	42.1%	---	15.9%	17.7%	---	8.2%	10.4%	---	4.6%	5.0%	---
4-5 years	22,565	13,237	---	24.4%	25.6%	---	45.6%	45.1%	---	16.7%	15.3%	---	8.0%	10.0%	---	5.3%	4.0%	---
6-10 years	35,123	18,825	---	27.4%	26.7%	---	45.5%	43.8%	---	14.9%	15.3%	---	8.5%	9.8%	---	3.7%	4.5%	---
11-20 years	64,991	46,192	---	26.2%	26.6%	---	46.1%	44.9%	---	14.7%	15.3%	---	9.0%	9.2%	---	4.0%	4.0%	---
> 20 years	61,531	41,490	---	30.3%	28.3%	---	45.3%	45.1%	---	13.7%	14.6%	---	7.5%	8.4%	---	3.1%	3.6%	---
Leaving																		
No	150,502	101,446	---	32.1%	31.2%	---	48.0%	47.5%	---	12.8%	13.3%	---	5.3%	6.1%	---	1.8%	1.9%	---
Yes, to retire	14,410	9,504	---	27.1%	23.3%	---	43.4%	42.8%	---	14.4%	17.4%	---	10.0%	10.5%	---	5.1%	5.9%	---
Yes, to other job in Govt	35,603	22,690	---	15.5%	14.5%	---	39.5%	37.3%	---	21.1%	21.0%	---	15.6%	18.1%	---	8.5%	9.1%	---
Yes, to other job outside Govt	7,856	5,069	---	14.0%	13.8%	---	37.8%	32.0%	---	19.1%	21.4%	---	16.4%	20.5%	---	12.7%	12.3%	---
Yes, other	9,087	5,479	---	14.2%	15.1%	---	34.2%	28.5%	---	22.7%	25.4%	---	16.5%	19.2%	---	12.3%	11.8%	---
Retiring																		
with 1 year	9,141	6,072	4,001	26.8%	24.8%	19.7%	42.2%	39.4%	42.9%	15.0%	16.6%	14.9%	9.9%	12.2%	14.0%	6.0%	7.0%	8.5%
Between 1 and 3 years	25,218	16,417	12,087	28.6%	25.2%	22.3%	43.6%	43.3%	43.2%	14.9%	17.5%	16.5%	8.9%	9.7%	11.9%	4.1%	4.3%	6.0%
Between 3 and 5 years	28,079	19,277	13,876	27.0%	29.4%	23.9%	46.1%	43.8%	44.8%	15.3%	14.0%	15.6%	7.7%	9.3%	10.0%	3.8%	3.5%	5.7%
5 or more years	154,998	102,419	70,692	27.6%	26.6%	25.7%	45.6%	44.7%	45.3%	14.8%	15.5%	14.6%	8.1%	9.2%	9.5%	3.8%	4.0%	4.9%

Note: * # of Respondents is the unweighted count of responses.

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,432	147,892	100,656	38.7%	37.4%	36.3%	44.6%	45.1%	45.3%	11.1%	11.7%	11.8%	3.8%	4.3%	4.5%	1.7%	1.6%	2.1%
Work Location																		
Headquarters	86,480	51,143	35,976	37.6%	35.2%	35.1%	43.8%	45.1%	44.4%	12.3%	12.9%	12.7%	4.4%	4.9%	5.3%	1.9%	1.9%	2.4%
Field	130,948	93,042	64,680	39.3%	38.0%	36.8%	45.0%	45.1%	45.6%	10.5%	11.3%	11.4%	3.5%	4.0%	4.2%	1.7%	1.5%	2.0%
Supervisor Status																		
Non-Supervisor	118,192	74,550	46,868	36.4%	34.5%	33.8%	44.8%	45.8%	45.7%	12.3%	13.0%	12.7%	4.3%	4.8%	5.1%	2.1%	1.9%	2.6%
Team Leader	31,776	20,113	13,639	41.3%	42.1%	40.7%	45.0%	44.2%	44.3%	9.3%	9.2%	10.4%	3.2%	3.3%	3.4%	1.2%	1.1%	1.2%
Supervisor	39,857	28,510	22,902	41.1%	41.3%	39.4%	46.0%	45.0%	45.6%	9.2%	9.7%	10.3%	2.8%	3.1%	3.6%	0.9%	0.9%	1.1%
Manager	22,466	17,119	14,118	48.7%	50.1%	45.6%	41.4%	40.3%	43.0%	7.2%	6.8%	7.7%	2.2%	2.3%	3.0%	0.5%	0.5%	0.8%
Executive	5,133	3,905	3,129	56.7%	62.4%	55.0%	30.5%	29.7%	34.4%	8.3%	5.3%	7.0%	3.1%	1.8%	1.9%	1.3%	0.9%	1.6%
Sex																		
Male	117,812	81,622	59,070	38.7%	37.8%	36.7%	44.6%	45.1%	44.6%	11.1%	11.7%	12.2%	3.8%	3.8%	4.4%	1.8%	1.6%	2.1%
Female	99,727	62,573	41,586	38.8%	36.8%	35.7%	44.7%	45.1%	46.2%	11.0%	11.6%	11.2%	3.9%	4.9%	4.7%	1.6%	1.6%	2.2%
Hispanic or Latino																		
Yes	13,630	8,467	5,531	45.6%	44.8%	43.8%	41.5%	40.1%	41.3%	8.0%	10.8%	10.3%	2.8%	3.2%	3.2%	2.1%	1.1%	1.4%
No	203,798	135,483	95,125	38.1%	36.8%	35.7%	44.9%	45.5%	45.6%	11.4%	11.7%	11.9%	3.9%	4.3%	4.6%	1.7%	1.6%	2.2%
Race																		
White	156,720	---	80,079	38.4%	---	36.1%	45.3%	---	46.2%	10.8%	---	11.3%	3.9%	---	4.3%	1.6%	---	2.1%
Black or African American	32,868	---	12,860	39.0%	---	36.5%	42.9%	---	41.5%	11.9%	---	13.2%	4.0%	---	5.8%	2.3%	---	3.0%
Native Hawaiian/Pacific Islander	1,488	---	698	45.8%	---	53.1%	42.1%	---	35.1%	7.5%	---	9.2%	2.2%	---	1.1%	2.4%	---	1.4%
Asian	8,608	---	3,633	37.3%	---	32.4%	46.6%	---	46.8%	12.5%	---	14.7%	2.7%	---	5.1%	0.9%	---	1.0%
AmerIndian/Alskn Native	6,153	---	1,602	43.1%	---	41.4%	41.3%	---	41.5%	9.6%	---	12.9%	3.3%	---	3.0%	2.8%	---	1.2%
Two or more races (Not Hispanic/Latino)	6,194	---	1,502	38.7%	---	32.3%	42.7%	---	48.0%	12.4%	---	13.0%	4.5%	---	5.5%	1.7%	---	1.2%
Age Group																		
<30	8,793	5,461	2,787	30.4%	30.0%	28.9%	44.1%	43.5%	43.1%	16.6%	15.7%	18.4%	7.1%	8.4%	6.3%	1.9%	2.4%	3.3%
(25 and under)	2,477	---	---	26.0%	---	---	43.9%	---	---	20.1%	---	---	7.9%	---	---	2.1%	---	---
(26-29)	6,316	---	---	32.3%	---	---	44.1%	---	---	15.1%	---	---	6.7%	---	---	1.8%	---	---
30-39	31,366	20,921	15,010	36.1%	33.7%	37.8%	46.4%	47.1%	43.9%	11.4%	12.7%	11.9%	4.0%	4.9%	4.4%	2.1%	1.6%	2.0%
40-49	70,125	47,036	34,006	37.9%	36.7%	35.8%	45.7%	46.1%	45.1%	11.0%	11.5%	12.5%	3.7%	4.2%	4.5%	1.7%	1.4%	2.1%
50-59	87,047	57,870	41,243	40.4%	39.2%	35.9%	43.7%	44.2%	46.2%	10.7%	11.2%	11.2%	3.5%	3.5%	4.4%	1.6%	1.8%	2.2%
60+	20,189	12,857	7,610	45.5%	44.0%	39.7%	42.0%	41.4%	45.6%	8.2%	9.8%	8.4%	2.9%	3.7%	4.8%	1.4%	1.1%	1.6%

Note: * # of Respondents is the unweighted count of responses.

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,432	147,892	100,656	38.7%	37.4%	36.3%	44.6%	45.1%	45.3%	11.1%	11.7%	11.8%	3.8%	4.3%	4.5%	1.7%	1.6%	2.1%
Pay Category																		
Federal Wage System	9,479	5,510	4,855	39.0%	37.5%	39.9%	46.9%	47.8%	43.7%	9.5%	10.7%	10.3%	3.2%	2.5%	3.9%	1.4%	1.4%	2.1%
GS 1-6 or equivalent	10,825	6,705	4,848	39.5%	34.1%	38.3%	42.2%	44.3%	40.3%	11.9%	15.1%	14.1%	3.4%	4.4%	4.8%	3.0%	2.2%	2.6%
GS 7-12 or equivalent	91,798	58,904	39,563	38.0%	36.5%	34.4%	44.8%	45.6%	46.9%	11.3%	11.6%	12.0%	4.1%	4.7%	4.5%	1.8%	1.6%	2.1%
GS 13-15 or equivalent	91,616	64,036	41,791	39.6%	38.9%	35.0%	44.9%	44.8%	46.5%	10.6%	11.1%	11.0%	3.7%	3.9%	5.3%	1.2%	1.3%	2.2%
Senior Executive Service	4,204	3,314	2,542	59.2%	56.4%	52.3%	32.1%	28.8%	38.6%	5.2%	6.9%	6.0%	2.8%	2.1%	1.6%	0.7%	5.7%	1.4%
SL/ST	688	490	---	48.7%	60.0%	---	42.6%	35.8%	---	7.1%	3.3%	---	1.1%	0.9%	---	0.5%	0.0%	---
Other	8,187	5,203	7,057	38.3%	42.1%	42.7%	44.7%	41.2%	41.0%	11.9%	11.2%	11.6%	3.8%	4.3%	3.3%	1.3%	1.2%	1.4%
Time in Federal Government																		
< 1 year	2,614	1,316	---	46.7%	48.8%	---	39.5%	32.4%	---	8.7%	15.1%	---	4.2%	2.4%	---	0.9%	1.2%	---
1-3 years	17,545	12,893	---	38.0%	34.3%	---	42.7%	45.3%	---	12.2%	13.8%	---	4.9%	4.8%	---	2.1%	1.8%	---
4-5 years	16,228	8,711	---	37.9%	39.1%	---	43.8%	44.9%	---	12.5%	10.6%	---	3.6%	3.5%	---	2.1%	1.9%	---
6-10 years	26,509	13,915	---	39.7%	39.3%	---	45.0%	43.2%	---	10.2%	12.3%	---	3.6%	3.8%	---	1.5%	1.4%	---
11-20 years	62,915	44,991	---	37.8%	37.1%	---	45.7%	45.6%	---	11.2%	11.1%	---	3.5%	4.7%	---	1.9%	1.4%	---
> 20 years	91,712	62,356	---	39.2%	37.6%	---	44.8%	45.3%	---	10.6%	11.3%	---	3.8%	4.0%	---	1.5%	1.7%	---
Time w/ Current Agency																		
< 1 year	5,023	2,815	---	41.8%	41.2%	---	40.2%	40.0%	---	11.8%	13.8%	---	4.1%	3.6%	---	2.2%	1.6%	---
1-3 years	28,264	21,635	---	37.4%	35.5%	---	43.1%	43.0%	---	12.3%	14.5%	---	5.0%	5.1%	---	2.1%	2.0%	---
4-5 years	22,562	13,236	---	36.7%	37.3%	---	44.6%	45.2%	---	12.4%	11.5%	---	4.2%	4.2%	---	2.1%	1.9%	---
6-10 years	35,129	18,825	---	39.4%	38.3%	---	44.6%	44.4%	---	10.7%	11.8%	---	3.7%	4.0%	---	1.6%	1.4%	---
11-20 years	64,992	46,186	---	38.3%	37.6%	---	45.8%	46.2%	---	11.0%	10.4%	---	3.2%	4.3%	---	1.7%	1.5%	---
> 20 years	61,530	41,488	---	40.1%	37.9%	---	44.9%	46.0%	---	10.0%	10.9%	---	3.6%	3.8%	---	1.4%	1.4%	---
Leaving																		
No	150,505	101,438	---	43.5%	42.0%	---	44.9%	45.7%	---	8.7%	9.2%	---	2.2%	2.3%	---	0.7%	0.8%	---
Yes, to retire	14,411	9,505	---	36.7%	33.9%	---	43.6%	45.0%	---	11.9%	13.2%	---	5.1%	5.6%	---	2.7%	2.4%	---
Yes, to other job in Govt	35,606	22,686	---	26.3%	25.5%	---	45.2%	43.9%	---	16.9%	17.7%	---	7.9%	9.4%	---	3.7%	3.6%	---
Yes, to other job outside Govt	7,855	5,069	---	25.7%	24.7%	---	41.2%	41.6%	---	16.7%	19.6%	---	8.7%	9.9%	---	7.7%	4.2%	---
Yes, other	9,087	5,478	---	23.5%	23.4%	---	42.4%	41.6%	---	21.3%	21.2%	---	8.4%	9.3%	---	4.5%	4.6%	---
Retiring																		
with 1 year	9,140	6,074	4,001	37.1%	34.2%	29.2%	41.7%	44.8%	45.8%	12.7%	12.5%	14.1%	5.0%	5.4%	6.5%	3.5%	3.1%	4.3%
Between 1 and 3 years	25,223	16,415	12,087	38.3%	35.8%	31.6%	43.8%	45.1%	46.2%	11.6%	13.4%	12.4%	4.5%	4.1%	7.0%	1.8%	1.6%	2.8%
Between 3 and 5 years	28,078	19,274	13,876	38.8%	39.0%	34.0%	45.7%	44.6%	47.4%	10.7%	10.9%	11.3%	3.3%	4.1%	4.5%	1.4%	1.5%	2.9%
5 or more years	155,004	102,409	70,692	38.9%	37.5%	37.7%	44.7%	45.2%	44.8%	11.0%	11.5%	11.7%	3.7%	4.2%	4.1%	1.7%	1.5%	1.8%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(7) I have trust and confidence in my supervisor.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,424	---	---	27.8%	---	---	36.0%	---	---	18.1%	---	---	10.1%	---	---	8.0%	---	---
Work Location																		
Headquarters	86,482	---	---	29.9%	---	---	35.8%	---	---	17.5%	---	---	9.5%	---	---	7.3%	---	---
Field	130,937	---	---	26.8%	---	---	36.1%	---	---	18.4%	---	---	10.4%	---	---	8.4%	---	---
Supervisor Status																		
Non-Supervisor	118,182	---	---	26.3%	---	---	35.5%	---	---	18.8%	---	---	10.5%	---	---	8.8%	---	---
Team Leader	31,776	---	---	27.8%	---	---	35.7%	---	---	18.6%	---	---	10.4%	---	---	7.6%	---	---
Supervisor	39,858	---	---	29.4%	---	---	38.5%	---	---	17.0%	---	---	8.7%	---	---	6.4%	---	---
Manager	22,462	---	---	37.0%	---	---	38.0%	---	---	13.0%	---	---	7.8%	---	---	4.2%	---	---
Executive	5,134	---	---	43.9%	---	---	33.5%	---	---	10.9%	---	---	6.2%	---	---	5.4%	---	---
Sex																		
Male	117,813	---	---	27.1%	---	---	37.2%	---	---	18.2%	---	---	9.7%	---	---	7.8%	---	---
Female	99,719	---	---	28.6%	---	---	34.5%	---	---	17.9%	---	---	10.6%	---	---	8.4%	---	---
Hispanic or Latino																		
Yes	13,628	---	---	27.6%	---	---	33.5%	---	---	20.9%	---	---	9.7%	---	---	8.4%	---	---
No	203,788	---	---	27.8%	---	---	36.3%	---	---	17.8%	---	---	10.1%	---	---	8.0%	---	---
Race																		
White	156,717	---	---	29.0%	---	---	36.3%	---	---	17.0%	---	---	10.1%	---	---	7.6%	---	---
Black or African American	32,863	---	---	24.9%	---	---	35.0%	---	---	21.4%	---	---	9.5%	---	---	9.3%	---	---
Native Hawaiian/Pacific Islander	1,488	---	---	26.7%	---	---	35.9%	---	---	20.8%	---	---	9.4%	---	---	7.2%	---	---
Asian	8,609	---	---	25.7%	---	---	42.0%	---	---	18.7%	---	---	8.7%	---	---	4.8%	---	---
AmerIndian/Alskn Native	6,153	---	---	27.4%	---	---	32.0%	---	---	20.4%	---	---	11.6%	---	---	8.6%	---	---
Two or more races (Not Hispanic/Latino)	6,193	---	---	23.2%	---	---	31.9%	---	---	17.7%	---	---	14.2%	---	---	13.0%	---	---
Age Group																		
<30	8,794	---	---	28.6%	---	---	38.4%	---	---	17.5%	---	---	9.6%	---	---	5.9%	---	---
(25 and under)	2,477	---	---	32.2%	---	---	37.4%	---	---	16.6%	---	---	7.8%	---	---	6.0%	---	---
(26-29)	6,317	---	---	27.1%	---	---	38.8%	---	---	17.9%	---	---	10.3%	---	---	5.9%	---	---
30-39	31,362	---	---	26.7%	---	---	38.0%	---	---	17.9%	---	---	9.6%	---	---	7.8%	---	---
40-49	70,124	---	---	27.6%	---	---	35.8%	---	---	18.0%	---	---	10.1%	---	---	8.5%	---	---
50-59	87,042	---	---	27.8%	---	---	35.1%	---	---	18.7%	---	---	10.3%	---	---	8.2%	---	---
60+	20,189	---	---	29.8%	---	---	35.2%	---	---	17.1%	---	---	10.4%	---	---	7.5%	---	---

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(7) I have trust and confidence in my supervisor.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,424	---	---	27.8%	---	---	36.0%	---	---	18.1%	---	---	10.1%	---	---	8.0%	---	---
Pay Category																		
Federal Wage System	9,476	---	---	21.4%	---	---	37.5%	---	---	19.6%	---	---	11.7%	---	---	9.7%	---	---
GS 1-6 or equivalent	10,823	---	---	30.3%	---	---	31.5%	---	---	19.7%	---	---	9.3%	---	---	9.3%	---	---
GS 7-12 or equivalent	91,793	---	---	26.4%	---	---	36.6%	---	---	19.0%	---	---	10.0%	---	---	8.0%	---	---
GS 13-15 or equivalent	91,617	---	---	31.9%	---	---	37.1%	---	---	15.4%	---	---	9.4%	---	---	6.2%	---	---
Senior Executive Service	4,205	---	---	47.1%	---	---	32.7%	---	---	9.6%	---	---	5.7%	---	---	5.0%	---	---
SL/ST	688	---	---	13.8%	---	---	40.5%	---	---	25.2%	---	---	7.8%	---	---	12.6%	---	---
Other	8,187	---	---	28.2%	---	---	34.9%	---	---	16.7%	---	---	11.1%	---	---	9.1%	---	---
Time in Federal Government																		
< 1 year	2,613	---	---	40.3%	---	---	38.3%	---	---	13.0%	---	---	5.0%	---	---	3.4%	---	---
1-3 years	17,545	---	---	32.1%	---	---	37.5%	---	---	16.4%	---	---	7.7%	---	---	6.3%	---	---
4-5 years	16,224	---	---	26.1%	---	---	36.2%	---	---	18.2%	---	---	11.0%	---	---	8.6%	---	---
6-10 years	26,506	---	---	26.9%	---	---	35.7%	---	---	19.0%	---	---	10.4%	---	---	8.0%	---	---
11-20 years	62,914	---	---	26.2%	---	---	36.3%	---	---	17.7%	---	---	10.1%	---	---	9.7%	---	---
> 20 years	91,712	---	---	27.8%	---	---	35.3%	---	---	18.8%	---	---	10.7%	---	---	7.4%	---	---
Time w/ Current Agency																		
< 1 year	5,023	---	---	37.5%	---	---	38.4%	---	---	14.7%	---	---	4.9%	---	---	4.5%	---	---
1-3 years	28,262	---	---	30.6%	---	---	36.3%	---	---	17.6%	---	---	8.1%	---	---	7.3%	---	---
4-5 years	22,560	---	---	25.1%	---	---	36.7%	---	---	18.6%	---	---	11.2%	---	---	8.4%	---	---
6-10 years	35,125	---	---	27.0%	---	---	35.0%	---	---	18.8%	---	---	10.6%	---	---	8.6%	---	---
11-20 years	64,996	---	---	26.1%	---	---	36.1%	---	---	18.0%	---	---	10.4%	---	---	9.4%	---	---
> 20 years	61,528	---	---	28.3%	---	---	35.8%	---	---	18.3%	---	---	10.7%	---	---	6.9%	---	---
Leaving																		
No	150,506	---	---	32.3%	---	---	38.2%	---	---	16.7%	---	---	7.8%	---	---	5.0%	---	---
Yes, to retire	14,410	---	---	25.2%	---	---	35.8%	---	---	18.9%	---	---	11.7%	---	---	8.3%	---	---
Yes, to other job in Govt	35,600	---	---	15.9%	---	---	31.1%	---	---	21.2%	---	---	16.4%	---	---	15.4%	---	---
Yes, to other job outside Govt	7,855	---	---	14.6%	---	---	28.2%	---	---	21.2%	---	---	18.3%	---	---	17.7%	---	---
Yes, other	9,086	---	---	14.2%	---	---	26.7%	---	---	25.2%	---	---	14.2%	---	---	19.6%	---	---
Retiring																		
with 1 year	9,140	---	---	26.2%	---	---	34.5%	---	---	17.7%	---	---	12.6%	---	---	9.1%	---	---
Between 1 and 3 years	25,221	---	---	26.7%	---	---	35.6%	---	---	19.2%	---	---	10.5%	---	---	8.0%	---	---
Between 3 and 5 years	28,078	---	---	25.2%	---	---	36.9%	---	---	18.7%	---	---	11.7%	---	---	7.4%	---	---
5 or more years	154,997	---	---	28.4%	---	---	36.0%	---	---	17.9%	---	---	9.6%	---	---	8.0%	---	---

Note: * # of Respondents is the unweighted count of responses.

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,434	147,899	100,656	23.8%	23.6%	19.9%	39.7%	39.9%	40.2%	20.5%	20.1%	18.2%	10.0%	10.4%	13.2%	6.0%	5.9%	8.4%	---	---	0.1%
Work Location																					
Headquarters	86,485	51,143	35,976	25.0%	24.1%	20.8%	39.3%	38.8%	38.9%	20.2%	20.1%	19.1%	9.7%	10.8%	13.1%	5.8%	6.2%	8.0%	---	---	0.1%
Field	130,945	93,049	64,680	23.2%	23.5%	19.5%	40.0%	40.3%	40.8%	20.6%	20.1%	17.8%	10.1%	10.3%	13.2%	6.1%	5.8%	8.6%	---	---	0.1%
Supervisor Status																					
Non-Supervisor	118,189	74,548	46,868	22.5%	21.8%	19.1%	38.5%	39.8%	39.0%	21.9%	20.9%	18.8%	10.4%	10.9%	13.7%	6.8%	6.6%	9.4%	---	---	0.1%
Team Leader	31,774	20,115	13,639	23.2%	24.3%	19.2%	40.7%	40.7%	42.6%	20.0%	19.8%	17.9%	10.5%	10.4%	13.1%	5.7%	4.8%	7.2%	---	---	0.1%
Supervisor	39,857	28,517	22,902	24.9%	27.5%	22.4%	44.4%	40.8%	43.0%	17.5%	18.1%	17.5%	9.2%	9.2%	11.4%	4.0%	4.4%	5.6%	---	---	0.1%
Manager	22,466	17,119	14,118	34.1%	37.7%	29.2%	42.2%	38.9%	43.6%	14.3%	13.5%	13.5%	6.4%	6.8%	9.3%	2.9%	3.1%	4.5%	---	---	0.0%
Executive	5,135	3,905	3,129	44.2%	50.4%	38.4%	34.5%	32.1%	39.6%	12.1%	10.4%	10.0%	6.4%	4.6%	8.3%	2.9%	2.4%	3.7%	---	---	0.0%
Sex																					
Male	117,813	81,627	59,070	23.0%	23.6%	19.9%	40.4%	40.1%	40.5%	20.4%	19.7%	18.2%	10.1%	10.4%	13.0%	6.0%	6.2%	8.4%	---	---	0.1%
Female	99,730	62,576	41,586	24.8%	23.7%	19.9%	38.9%	39.7%	39.9%	20.5%	20.6%	18.2%	9.9%	10.4%	13.4%	5.9%	5.5%	8.5%	---	---	0.1%
Hispanic or Latino																					
Yes	13,631	8,468	5,531	26.9%	27.3%	20.9%	39.7%	39.9%	40.8%	19.4%	19.2%	16.8%	8.5%	8.0%	11.4%	5.5%	5.6%	10.0%	---	---	0.1%
No	203,795	135,490	95,125	23.5%	23.4%	19.8%	39.8%	40.0%	40.2%	20.5%	20.2%	18.3%	10.2%	10.6%	13.3%	6.0%	5.9%	8.3%	---	---	0.1%
Race																					
White	156,723	---	80,079	23.9%	---	20.5%	39.8%	---	40.7%	19.7%	---	17.5%	10.5%	---	13.6%	6.1%	---	7.7%	---	---	0.1%
Black or African American	32,868	---	12,860	23.4%	---	16.6%	39.9%	---	39.3%	22.5%	---	20.4%	8.4%	---	12.2%	5.8%	---	11.4%	---	---	0.1%
Native Hawaiian/Pacific Islander	1,488	---	698	28.2%	---	19.4%	41.3%	---	41.4%	17.8%	---	23.6%	8.2%	---	7.9%	4.4%	---	7.4%	---	---	0.3%
Asian	8,610	---	3,633	25.8%	---	21.6%	44.6%	---	41.1%	18.6%	---	20.9%	7.3%	---	10.1%	3.7%	---	6.1%	---	---	0.2%
AmerIndian/Alskn Native	6,152	---	1,602	20.4%	---	19.9%	40.3%	---	36.9%	22.6%	---	18.8%	10.9%	---	16.5%	5.6%	---	7.8%	---	---	0.2%
Two or more races (Not Hispanic/Latino)	6,193	---	1,502	22.0%	---	16.7%	32.0%	---	33.7%	26.1%	---	21.0%	12.1%	---	11.1%	7.9%	---	17.4%	---	---	0.1%
Age Group																					
<30	8,794	5,461	2,787	24.3%	25.7%	25.8%	42.6%	42.1%	42.0%	19.8%	17.6%	17.1%	9.5%	9.8%	9.6%	3.8%	4.8%	5.2%	---	---	0.3%
(25 and under)	2,477	---	---	27.7%	---	---	42.5%	---	---	17.1%	---	---	8.8%	---	---	3.8%	---	---	---	---	---
(26-29)	6,317	---	---	22.8%	---	---	42.6%	---	---	21.0%	---	---	9.7%	---	---	3.8%	---	---	---	---	---
30-39	31,367	20,922	15,010	23.3%	23.3%	21.1%	41.6%	41.1%	41.7%	20.4%	19.8%	17.9%	8.8%	10.3%	11.6%	6.0%	5.6%	7.7%	---	---	0.0%
40-49	70,128	47,040	34,006	22.8%	23.5%	18.5%	40.6%	40.3%	41.1%	20.1%	19.9%	18.9%	10.0%	10.5%	13.1%	6.4%	5.8%	8.2%	---	---	0.1%
50-59	87,047	57,868	41,243	23.9%	22.8%	19.5%	38.1%	39.2%	38.3%	21.0%	20.8%	18.1%	10.7%	10.5%	14.5%	6.2%	6.7%	9.6%	---	---	0.1%
60+	20,187	12,862	7,610	27.2%	28.0%	23.2%	38.0%	38.5%	41.9%	20.1%	19.5%	16.4%	9.8%	10.2%	11.7%	4.9%	3.9%	6.6%	---	---	0.2%

Note: * # of Respondents is the unweighted count of responses.

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,434	147,899	100,656	23.8%	23.6%	19.9%	39.7%	39.9%	40.2%	20.5%	20.1%	18.2%	10.0%	10.4%	13.2%	6.0%	5.9%	8.4%	---	---	0.1%
Pay Category																					
Federal Wage System	9,479	5,510	4,855	22.5%	21.6%	18.0%	39.7%	41.4%	40.5%	21.1%	20.5%	20.4%	10.2%	9.9%	13.2%	6.5%	6.7%	7.8%	---	---	0.1%
GS 1-6 or equivalent	10,826	6,708	4,848	26.6%	20.9%	21.6%	38.1%	39.0%	39.9%	21.7%	20.7%	15.3%	7.5%	11.9%	13.6%	6.1%	7.4%	9.7%	---	---	0.1%
GS 7-12 or equivalent	91,796	58,905	39,563	22.8%	22.7%	18.7%	39.7%	40.1%	40.5%	21.4%	21.1%	18.8%	10.4%	10.6%	13.3%	5.6%	5.4%	8.6%	---	---	0.1%
GS 13-15 or equivalent	91,616	64,040	41,791	25.7%	25.4%	20.9%	40.6%	40.6%	40.5%	18.6%	18.1%	17.9%	9.9%	10.0%	13.3%	5.2%	5.9%	7.3%	---	---	0.1%
Senior Executive Service	4,206	3,314	2,542	48.2%	46.0%	34.9%	35.2%	29.8%	44.3%	9.4%	11.3%	9.4%	4.4%	5.0%	8.1%	2.7%	8.0%	3.2%	---	---	0.0%
SL/ST	688	490	---	15.0%	39.2%	---	55.8%	40.2%	---	11.3%	9.0%	---	5.6%	9.3%	---	12.3%	2.2%	---	---	---	---
Other	8,187	5,203	7,057	23.1%	28.6%	22.5%	42.0%	36.2%	38.2%	18.3%	19.6%	17.4%	10.2%	9.6%	11.9%	6.3%	6.0%	9.9%	---	---	0.1%
Time in Federal Government																					
< 1 year	2,614	1,316	---	36.3%	44.9%	---	44.5%	27.8%	---	11.7%	22.5%	---	5.6%	2.4%	---	1.8%	2.3%	---	---	---	---
1-3 years	17,545	12,895	---	27.7%	25.4%	---	41.4%	39.3%	---	18.0%	18.5%	---	7.9%	10.7%	---	5.0%	6.1%	---	---	---	---
4-5 years	16,227	8,712	---	23.3%	27.7%	---	38.9%	40.4%	---	21.2%	18.2%	---	9.9%	8.9%	---	6.8%	4.8%	---	---	---	---
6-10 years	26,508	13,915	---	23.9%	24.8%	---	41.7%	40.7%	---	19.5%	18.8%	---	9.6%	10.3%	---	5.4%	5.4%	---	---	---	---
11-20 years	62,915	44,996	---	22.1%	22.7%	---	39.9%	40.7%	---	21.0%	20.4%	---	10.2%	10.6%	---	6.7%	5.6%	---	---	---	---
> 20 years	91,715	62,356	---	23.4%	22.3%	---	38.5%	39.5%	---	21.4%	21.1%	---	10.9%	10.6%	---	5.9%	6.5%	---	---	---	---
Time w/ Current Agency																					
< 1 year	5,024	2,815	---	33.5%	37.6%	---	42.4%	37.0%	---	14.4%	17.3%	---	6.9%	4.9%	---	2.7%	3.1%	---	---	---	---
1-3 years	28,265	21,638	---	26.0%	25.4%	---	39.8%	37.7%	---	19.3%	19.4%	---	8.9%	10.7%	---	6.0%	6.9%	---	---	---	---
4-5 years	22,564	13,236	---	21.7%	25.9%	---	39.2%	39.3%	---	21.0%	19.4%	---	11.0%	9.9%	---	7.0%	5.6%	---	---	---	---
6-10 years	35,126	18,825	---	23.4%	22.2%	---	40.7%	41.3%	---	20.4%	19.8%	---	10.0%	10.8%	---	5.5%	6.0%	---	---	---	---
11-20 years	64,997	46,189	---	22.0%	22.5%	---	39.6%	40.7%	---	21.5%	20.2%	---	10.1%	10.8%	---	6.8%	5.8%	---	---	---	---
> 20 years	61,530	41,490	---	24.3%	22.4%	---	39.2%	40.6%	---	20.6%	21.1%	---	10.5%	10.2%	---	5.3%	5.7%	---	---	---	---
Leaving																					
No	150,508	101,441	---	29.1%	29.1%	---	44.2%	44.3%	---	17.6%	17.4%	---	6.3%	6.4%	---	2.9%	2.7%	---	---	---	---
Yes, to retire	14,411	9,504	---	20.4%	17.2%	---	35.4%	36.7%	---	22.7%	24.5%	---	13.2%	13.9%	---	8.2%	7.7%	---	---	---	---
Yes, to other job in Govt	35,605	22,689	---	9.9%	9.7%	---	30.4%	30.1%	---	27.4%	26.3%	---	19.5%	20.0%	---	12.8%	13.8%	---	---	---	---
Yes, to other job outside Govt	7,856	5,069	---	9.1%	7.5%	---	23.2%	24.4%	---	25.6%	24.2%	---	22.4%	25.3%	---	19.7%	18.6%	---	---	---	---
Yes, other	9,087	5,480	---	8.1%	9.4%	---	24.2%	23.5%	---	32.2%	29.7%	---	19.1%	21.8%	---	16.4%	15.6%	---	---	---	---
Retiring																					
with 1 year	9,140	6,073	4,001	20.9%	20.1%	14.4%	33.2%	32.6%	34.2%	21.9%	23.3%	18.8%	14.0%	15.1%	18.5%	10.0%	8.8%	13.9%	---	---	0.2%
Between 1 and 3 years	25,222	16,418	12,087	21.8%	20.1%	17.5%	37.5%	37.4%	37.2%	21.3%	23.1%	18.2%	12.2%	12.7%	15.9%	7.2%	6.7%	11.1%	---	---	0.1%
Between 3 and 5 years	28,078	19,274	13,876	21.7%	22.8%	18.1%	38.1%	39.1%	38.9%	23.0%	21.3%	19.3%	11.4%	10.6%	14.3%	5.7%	6.2%	9.3%	---	---	0.1%
5 or more years	155,006	102,414	70,692	24.6%	24.5%	20.7%	40.7%	40.8%	41.2%	19.8%	19.3%	18.0%	9.3%	9.8%	12.4%	5.6%	5.6%	7.7%	---	---	0.1%

Note: * # of Respondents is the unweighted count of responses.

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(9) Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	# of Respondents*			Very Good			Good			Fair			Poor			Very Poor		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,419	147,902	100,656	31.0%	29.6%	25.5%	35.1%	35.7%	35.5%	20.9%	21.3%	23.3%	7.7%	8.3%	8.6%	5.2%	5.1%	7.1%
Work Location																		
Headquarters	86,477	51,142	35,976	33.6%	32.4%	27.1%	35.1%	34.2%	35.5%	18.9%	21.1%	22.2%	7.3%	7.4%	8.8%	5.1%	4.9%	6.4%
Field	130,937	93,053	64,680	29.9%	28.7%	24.9%	35.1%	36.2%	35.5%	21.8%	21.3%	23.7%	7.9%	8.6%	8.6%	5.3%	5.1%	7.3%
Supervisor Status																		
Non-Supervisor	118,181	74,551	46,868	30.5%	29.0%	25.5%	34.2%	34.8%	34.0%	21.5%	22.1%	23.5%	8.1%	8.6%	9.2%	5.8%	5.6%	7.7%
Team Leader	31,776	20,113	13,639	30.3%	29.9%	23.7%	35.4%	37.2%	38.4%	21.2%	20.1%	23.9%	8.1%	8.5%	7.6%	5.0%	4.3%	6.5%
Supervisor	39,852	28,519	22,902	31.0%	29.2%	25.7%	38.8%	38.7%	39.2%	19.5%	20.8%	22.7%	6.9%	7.4%	7.6%	3.9%	3.9%	4.7%
Manager	22,465	17,118	14,118	37.6%	36.5%	31.1%	36.9%	38.3%	38.2%	17.1%	17.1%	19.5%	5.8%	5.4%	7.4%	2.7%	2.8%	3.8%
Executive	5,134	3,906	3,129	44.1%	47.5%	39.1%	32.8%	33.1%	35.8%	15.7%	12.7%	16.1%	3.5%	4.4%	5.8%	3.9%	2.3%	3.2%
Sex																		
Male	117,807	81,628	59,070	29.8%	29.1%	23.7%	36.4%	36.2%	36.4%	20.8%	21.4%	23.9%	7.9%	8.5%	9.1%	5.2%	4.7%	6.9%
Female	99,719	62,577	41,586	32.7%	30.2%	27.8%	33.5%	35.1%	34.3%	21.0%	21.1%	22.5%	7.6%	8.0%	8.1%	5.3%	5.6%	7.3%
Hispanic or Latino																		
Yes	13,629	8,468	5,531	29.8%	29.5%	21.1%	34.6%	36.3%	33.9%	21.2%	20.7%	26.3%	8.9%	9.1%	7.7%	5.5%	4.5%	11.0%
No	203,783	135,492	95,125	31.2%	29.7%	25.8%	35.2%	35.6%	35.6%	20.9%	21.3%	23.1%	7.6%	8.3%	8.7%	5.2%	5.1%	6.8%
Race																		
White	156,709	---	80,079	31.9%	---	26.2%	35.2%	---	36.0%	19.9%	---	22.6%	7.8%	---	8.4%	5.2%	---	6.8%
Black or African American	32,868	---	12,860	30.7%	---	23.5%	35.5%	---	34.5%	21.7%	---	25.6%	7.0%	---	9.1%	5.3%	---	7.3%
Native Hawaiian/Pacific Islander	1,488	---	698	28.7%	---	27.3%	34.4%	---	28.5%	24.0%	---	30.1%	7.3%	---	8.4%	5.7%	---	5.7%
Asian	8,609	---	3,633	27.5%	---	21.5%	39.7%	---	38.0%	22.7%	---	24.5%	6.4%	---	8.7%	3.8%	---	7.3%
AmerIndian/Alskn Native	6,153	---	1,602	27.5%	---	24.0%	29.7%	---	28.5%	26.1%	---	27.7%	10.7%	---	10.5%	5.9%	---	9.3%
Two or more races (Not Hispanic/Latino)	6,193	---	1,502	26.1%	---	24.5%	29.5%	---	30.2%	29.8%	---	22.2%	7.7%	---	13.4%	6.8%	---	9.7%
Age Group																		
<30	8,793	5,461	2,787	31.7%	31.1%	27.0%	34.8%	34.3%	33.9%	23.2%	22.4%	27.2%	6.0%	8.0%	6.9%	4.3%	4.2%	5.0%
(25 and under)	2,477	---	---	38.0%	---	---	33.1%	---	---	18.8%	---	---	6.4%	---	---	3.8%	---	---
(26-29)	6,316	---	---	29.1%	---	---	35.5%	---	---	25.1%	---	---	5.9%	---	---	4.5%	---	---
30-39	31,364	20,921	15,010	29.9%	28.4%	28.3%	36.1%	36.0%	34.9%	20.9%	21.8%	22.1%	8.2%	8.1%	8.0%	4.9%	5.7%	6.7%
40-49	70,122	47,039	34,006	29.9%	29.1%	24.5%	36.1%	35.8%	35.0%	20.6%	21.6%	24.5%	7.9%	8.7%	8.6%	5.5%	4.8%	7.4%
50-59	87,037	57,871	41,243	31.7%	29.4%	25.2%	34.0%	35.8%	35.4%	21.4%	21.1%	22.9%	7.6%	8.2%	9.1%	5.4%	5.4%	7.4%
60+	20,188	12,863	7,610	34.0%	34.6%	24.4%	34.7%	34.6%	40.6%	18.4%	19.2%	21.0%	7.9%	7.6%	8.7%	4.9%	4.0%	5.3%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(9) Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	# of Respondents*			Very Good			Good			Fair			Poor			Very Poor		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,419	147,902	100,656	31.0%	29.6%	25.5%	35.1%	35.7%	35.5%	20.9%	21.3%	23.3%	7.7%	8.3%	8.6%	5.2%	5.1%	7.1%
Pay Category																		
Federal Wage System	9,474	5,512	4,855	24.7%	23.2%	18.9%	34.5%	32.9%	33.5%	24.2%	25.9%	27.0%	10.0%	11.4%	11.0%	6.6%	6.6%	9.6%
GS 1-6 or equivalent	10,822	6,707	4,848	33.6%	27.6%	26.8%	31.4%	35.1%	31.4%	22.0%	22.4%	23.3%	6.3%	8.7%	9.7%	6.6%	6.1%	8.8%
GS 7-12 or equivalent	91,789	58,907	39,563	30.0%	29.4%	24.7%	36.0%	36.2%	35.9%	21.1%	21.6%	23.7%	8.0%	8.0%	8.8%	4.9%	4.8%	6.9%
GS 13-15 or equivalent	91,616	64,041	41,791	34.5%	32.3%	28.5%	35.9%	36.5%	36.8%	18.6%	19.1%	21.9%	7.0%	7.5%	7.8%	4.0%	4.5%	5.1%
Senior Executive Service	4,205	3,314	2,542	47.4%	41.0%	40.9%	33.0%	36.1%	33.6%	13.5%	11.9%	15.4%	3.2%	4.5%	6.5%	2.9%	6.5%	3.5%
SL/ST	688	490	---	19.1%	53.1%	---	36.1%	30.4%	---	31.2%	8.7%	---	5.7%	2.6%	---	8.0%	5.1%	---
Other	8,187	5,201	7,057	32.5%	28.7%	26.1%	34.1%	33.2%	36.5%	20.2%	22.0%	21.9%	6.4%	9.9%	7.0%	6.9%	6.2%	8.5%
Time in Federal Government																		
< 1 year	2,614	1,316	---	45.9%	41.9%	---	31.1%	33.9%	---	18.2%	18.6%	---	3.1%	2.6%	---	1.8%	2.9%	---
1-3 years	17,546	12,896	---	34.7%	29.1%	---	35.8%	35.1%	---	18.7%	21.3%	---	7.0%	9.5%	---	3.8%	4.9%	---
4-5 years	16,224	8,712	---	30.0%	29.6%	---	33.4%	36.0%	---	23.1%	21.6%	---	7.5%	7.7%	---	6.0%	5.2%	---
6-10 years	26,506	13,911	---	29.0%	30.9%	---	35.4%	32.5%	---	22.2%	21.6%	---	8.3%	9.5%	---	5.0%	5.4%	---
11-20 years	62,912	44,998	---	29.7%	29.3%	---	35.7%	35.8%	---	20.1%	21.6%	---	8.3%	8.2%	---	6.2%	5.0%	---
> 20 years	91,707	62,358	---	31.3%	29.4%	---	35.0%	36.7%	---	21.2%	20.8%	---	7.6%	7.9%	---	4.9%	5.1%	---
Time w/ Current Agency																		
< 1 year	5,024	2,815	---	42.4%	43.7%	---	32.8%	32.1%	---	18.4%	18.5%	---	3.5%	3.2%	---	2.8%	2.4%	---
1-3 years	28,261	21,639	---	33.0%	29.5%	---	35.3%	34.7%	---	19.5%	21.5%	---	7.7%	9.3%	---	4.4%	5.1%	---
4-5 years	22,558	13,236	---	29.5%	29.5%	---	33.7%	35.3%	---	23.4%	21.2%	---	7.4%	8.2%	---	5.9%	5.8%	---
6-10 years	35,126	18,822	---	29.1%	29.1%	---	35.3%	34.2%	---	21.5%	22.0%	---	8.7%	9.0%	---	5.5%	5.8%	---
11-20 years	64,993	46,192	---	29.6%	29.3%	---	35.8%	35.7%	---	20.4%	21.9%	---	8.1%	8.2%	---	6.1%	5.0%	---
> 20 years	61,524	41,490	---	32.0%	29.3%	---	35.1%	38.0%	---	20.9%	20.2%	---	7.4%	7.9%	---	4.5%	4.7%	---
Leaving																		
No	150,498	101,442	---	36.0%	34.3%	---	36.9%	37.9%	---	18.5%	19.2%	---	5.4%	5.9%	---	3.3%	2.7%	---
Yes, to retire	14,408	9,505	---	28.3%	25.8%	---	35.6%	35.9%	---	22.2%	22.5%	---	9.2%	9.2%	---	4.7%	6.6%	---
Yes, to other job in Govt	35,603	22,690	---	18.3%	17.1%	---	31.1%	30.4%	---	26.9%	27.7%	---	13.8%	13.9%	---	9.8%	11.0%	---
Yes, to other job outside Govt	7,856	5,069	---	16.4%	18.6%	---	26.6%	26.2%	---	29.4%	24.5%	---	14.4%	17.1%	---	13.2%	13.6%	---
Yes, other	9,085	5,480	---	15.8%	16.1%	---	28.6%	28.8%	---	28.5%	26.6%	---	14.2%	16.9%	---	12.9%	11.6%	---
Retiring																		
with 1 year	9,141	6,074	4,001	29.3%	25.8%	19.9%	33.8%	34.2%	34.9%	21.7%	22.4%	24.5%	9.7%	8.5%	10.5%	5.5%	9.1%	10.2%
Between 1 and 3 years	25,219	16,418	12,087	30.0%	27.0%	21.8%	34.6%	37.0%	36.5%	21.7%	22.0%	23.4%	8.8%	8.7%	10.8%	4.8%	5.3%	7.5%
Between 3 and 5 years	28,074	19,275	13,876	29.9%	29.2%	24.0%	36.7%	35.5%	36.5%	20.0%	21.9%	23.5%	8.2%	8.8%	9.8%	5.2%	4.5%	6.2%
5 or more years	154,998	102,414	70,692	31.5%	30.3%	26.5%	35.0%	35.7%	35.2%	20.8%	21.0%	23.2%	7.4%	8.1%	8.1%	5.2%	4.9%	7.0%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(10) How would you rate the overall quality of work done by your work group?

	# of Respondents*			Very Good			Good			Fair			Poor			Very Poor		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,401	147,881	100,656	37.3%	37.2%	33.1%	45.8%	46.2%	47.9%	14.1%	14.0%	15.8%	2.3%	2.1%	2.6%	0.6%	0.6%	0.7%
Work Location																		
Headquarters	86,477	51,143	35,976	40.0%	39.6%	34.1%	44.8%	44.2%	46.7%	12.4%	13.5%	15.9%	2.2%	2.0%	2.5%	0.5%	0.7%	0.8%
Field	130,923	93,032	64,680	36.0%	36.4%	32.7%	46.3%	46.8%	48.3%	14.8%	14.1%	15.7%	2.3%	2.2%	2.6%	0.6%	0.5%	0.6%
Supervisor Status																		
Non-Supervisor	118,169	74,544	46,868	35.7%	35.0%	31.8%	45.4%	46.6%	47.4%	15.5%	15.2%	17.2%	2.6%	2.4%	2.8%	0.7%	0.7%	0.8%
Team Leader	31,775	20,113	13,639	36.0%	39.3%	32.9%	47.7%	45.6%	49.8%	13.6%	12.9%	14.2%	2.2%	1.8%	2.7%	0.5%	0.3%	0.4%
Supervisor	39,851	28,509	22,902	40.7%	42.4%	39.0%	46.9%	46.1%	47.8%	10.3%	10.0%	11.7%	1.8%	1.2%	1.2%	0.3%	0.4%	0.3%
Manager	22,462	17,116	14,118	46.8%	47.7%	42.6%	43.9%	43.8%	46.8%	8.1%	7.4%	9.7%	1.0%	1.0%	0.8%	0.2%	0.1%	0.2%
Executive	5,135	3,905	3,129	53.7%	60.8%	54.2%	34.2%	34.0%	38.3%	10.9%	4.6%	6.3%	0.7%	0.6%	0.9%	0.6%	0.1%	0.2%
Sex																		
Male	117,801	81,615	59,070	36.5%	35.9%	31.9%	46.1%	46.9%	48.1%	14.4%	14.2%	16.5%	2.3%	2.5%	2.8%	0.7%	0.6%	0.6%
Female	99,706	62,569	41,586	38.2%	38.8%	34.7%	45.4%	45.3%	47.6%	13.7%	13.7%	14.7%	2.2%	1.6%	2.3%	0.5%	0.5%	0.7%
Hispanic or Latino																		
Yes	13,629	8,468	5,531	34.8%	33.9%	29.0%	44.9%	46.0%	47.8%	16.5%	16.1%	18.1%	3.1%	3.2%	4.0%	0.8%	0.9%	1.1%
No	203,761	135,471	95,125	37.5%	37.4%	33.4%	45.9%	46.2%	47.9%	13.8%	13.8%	15.6%	2.2%	2.1%	2.5%	0.6%	0.6%	0.6%
Race																		
White	156,696	---	80,079	38.5%	---	34.2%	45.4%	---	48.0%	13.3%	---	14.7%	2.3%	---	2.5%	0.5%	---	0.6%
Black or African American	32,865	---	12,860	34.8%	---	31.6%	47.8%	---	48.0%	15.0%	---	17.9%	1.9%	---	1.8%	0.5%	---	0.7%
Native Hawaiian/Pacific Islander	1,488	---	698	32.5%	---	34.6%	48.2%	---	49.2%	15.1%	---	12.2%	3.4%	---	3.1%	0.8%	---	0.9%
Asian	8,610	---	3,633	32.2%	---	25.0%	48.7%	---	48.2%	15.8%	---	23.8%	2.8%	---	2.3%	0.6%	---	0.8%
AmerIndian/Alskn Native	6,152	---	1,602	36.2%	---	28.6%	42.6%	---	42.1%	16.7%	---	23.4%	3.4%	---	5.0%	1.1%	---	0.8%
Two or more races (Not Hispanic/Latino)	6,190	---	1,502	36.0%	---	31.0%	42.2%	---	44.5%	18.4%	---	13.0%	2.2%	---	10.5%	1.2%	---	1.0%
Age Group																		
<30	8,791	5,461	2,787	34.0%	33.5%	28.5%	45.7%	47.1%	48.5%	17.9%	15.2%	20.8%	2.1%	3.9%	1.5%	0.3%	0.2%	0.7%
(25 and under)	2,476	---	---	33.1%	---	---	47.1%	---	---	17.9%	---	---	1.4%	---	---	0.5%	---	---
(26-29)	6,315	---	---	34.3%	---	---	45.1%	---	---	18.0%	---	---	2.4%	---	---	0.2%	---	---
30-39	31,364	20,917	15,010	32.3%	32.2%	30.7%	48.5%	48.8%	51.0%	15.9%	16.3%	15.0%	2.6%	2.0%	2.7%	0.8%	0.7%	0.6%
40-49	70,111	47,041	34,006	35.9%	36.2%	31.8%	46.6%	47.1%	48.9%	14.6%	14.2%	16.0%	2.2%	1.9%	2.7%	0.6%	0.6%	0.6%
50-59	87,041	57,855	41,243	40.0%	39.6%	34.7%	44.5%	44.6%	46.0%	12.7%	12.9%	15.8%	2.3%	2.2%	2.8%	0.6%	0.6%	0.7%
60+	20,181	12,860	7,610	42.2%	41.6%	38.9%	43.4%	43.7%	44.7%	11.7%	12.4%	14.3%	2.1%	1.9%	1.5%	0.6%	0.4%	0.7%

Note: * # of Respondents is the unweighted count of responses.

2006 Federal Human Capital Survey: Report by Demographics

(10) How would you rate the overall quality of work done by your work group?

	# of Respondents*			Very Good			Good			Fair			Poor			Very Poor		
	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002	2006	2004	2002
All Responses	221,401	147,881	100,656	37.3%	37.2%	33.1%	45.8%	46.2%	47.9%	14.1%	14.0%	15.8%	2.3%	2.1%	2.6%	0.6%	0.6%	0.7%
Pay Category																		
Federal Wage System	9,475	5,506	4,855	33.6%	33.3%	33.5%	46.3%	48.1%	45.3%	16.8%	14.8%	17.0%	2.6%	3.0%	3.4%	0.8%	0.8%	0.8%
GS 1-6 or equivalent	10,822	6,708	4,848	37.9%	32.9%	34.8%	43.9%	45.9%	44.6%	15.2%	17.5%	17.0%	2.4%	2.8%	2.9%	0.6%	0.9%	0.8%
GS 7-12 or equivalent	91,783	58,896	39,563	35.7%	36.0%	30.8%	46.0%	46.9%	49.5%	15.1%	14.4%	16.4%	2.6%	2.1%	2.6%	0.6%	0.5%	0.7%
GS 13-15 or equivalent	91,610	64,038	41,791	41.6%	40.9%	35.2%	45.3%	45.2%	47.8%	10.9%	11.8%	14.5%	1.8%	1.7%	2.0%	0.4%	0.5%	0.5%
Senior Executive Service	4,206	3,313	2,542	60.1%	61.0%	55.4%	33.1%	31.9%	38.0%	5.9%	6.2%	5.6%	0.6%	0.8%	0.9%	0.2%	0.0%	0.1%
SL/ST	688	490	---	39.3%	60.8%	---	45.0%	33.8%	---	14.9%	4.6%	---	0.2%	0.9%	---	0.6%	0.0%	---
Other	8,187	5,201	7,057	37.1%	39.3%	37.0%	48.4%	44.1%	46.0%	12.7%	13.9%	13.7%	1.2%	2.2%	2.9%	0.6%	0.5%	0.3%
Time in Federal Government																		
< 1 year	2,614	1,316	---	43.8%	33.6%	---	45.3%	54.9%	---	9.0%	8.9%	---	1.7%	1.9%	---	0.3%	0.8%	---
1-3 years	17,542	12,893	---	37.5%	33.2%	---	45.5%	48.2%	---	14.3%	15.7%	---	2.2%	2.3%	---	0.5%	0.5%	---
4-5 years	16,226	8,711	---	34.7%	35.4%	---	46.2%	46.2%	---	15.6%	15.8%	---	2.8%	2.2%	---	0.8%	0.4%	---
6-10 years	26,501	13,915	---	33.9%	35.3%	---	47.2%	46.2%	---	16.0%	15.5%	---	2.3%	2.5%	---	0.7%	0.6%	---
11-20 years	62,910	44,988	---	36.5%	36.9%	---	46.1%	46.3%	---	14.4%	13.9%	---	2.4%	2.2%	---	0.6%	0.6%	---
> 20 years	91,698	62,348	---	39.2%	39.8%	---	45.2%	45.2%	---	12.9%	12.6%	---	2.2%	1.9%	---	0.6%	0.6%	---
Time w/ Current Agency																		
< 1 year	5,024	2,815	---	41.2%	39.0%	---	44.0%	47.5%	---	12.3%	11.3%	---	2.1%	1.7%	---	0.4%	0.6%	---
1-3 years	28,260	21,635	---	35.8%	33.7%	---	46.9%	46.9%	---	14.3%	16.3%	---	2.4%	2.4%	---	0.5%	0.6%	---
4-5 years	22,559	13,234	---	34.8%	37.2%	---	46.0%	45.5%	---	15.8%	14.5%	---	2.6%	2.3%	---	0.8%	0.5%	---
6-10 years	35,117	18,824	---	35.2%	35.9%	---	45.7%	46.2%	---	16.2%	14.9%	---	2.2%	2.3%	---	0.8%	0.6%	---
11-20 years	64,991	46,184	---	37.3%	37.5%	---	46.0%	46.3%	---	13.8%	13.6%	---	2.3%	2.1%	---	0.6%	0.5%	---
> 20 years	61,519	41,481	---	39.9%	39.9%	---	45.2%	45.7%	---	12.4%	11.9%	---	2.1%	1.8%	---	0.5%	0.6%	---
Leaving																		
No	150,484	101,428	---	41.6%	41.8%	---	46.1%	45.9%	---	10.6%	10.8%	---	1.4%	1.3%	---	0.3%	0.3%	---
Yes, to retire	14,407	9,503	---	37.5%	35.1%	---	44.4%	46.2%	---	14.7%	15.9%	---	2.6%	2.0%	---	0.8%	0.9%	---
Yes, to other job in Govt	35,601	22,689	---	25.5%	24.8%	---	45.6%	47.6%	---	23.3%	22.2%	---	4.3%	4.0%	---	1.4%	1.4%	---
Yes, to other job outside Govt	7,857	5,069	---	23.9%	23.2%	---	46.2%	46.0%	---	22.4%	23.3%	---	6.1%	6.1%	---	1.6%	1.4%	---
Yes, other	9,085	5,477	---	22.6%	23.2%	---	43.0%	45.7%	---	26.6%	23.7%	---	5.6%	6.2%	---	2.2%	1.2%	---
Retiring																		
with 1 year	9,141	6,073	4,001	39.7%	34.4%	32.5%	40.8%	46.4%	44.1%	15.4%	15.5%	18.2%	3.0%	2.6%	3.7%	1.2%	1.1%	1.5%
Between 1 and 3 years	25,207	16,413	12,087	37.3%	37.1%	33.3%	46.4%	45.9%	47.0%	12.9%	14.5%	16.0%	2.7%	2.0%	2.7%	0.6%	0.6%	1.0%
Between 3 and 5 years	28,076	19,275	13,876	39.4%	39.8%	33.9%	44.8%	45.5%	47.1%	13.4%	12.4%	15.6%	1.8%	2.0%	2.8%	0.5%	0.3%	0.5%
5 or more years	154,990	102,401	70,692	36.8%	36.9%	33.0%	46.1%	46.4%	48.3%	14.2%	14.0%	15.6%	2.3%	2.2%	2.5%	0.6%	0.6%	0.6%

Note: * # of Respondents is the unweighted count of responses.