

2008 Federal Human Capital Survey: Report by Agency

(36) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,163	221,376	147,878	18.6%	18.3%	18.0%	46.6%	45.4%	46.2%	19.4%	20.6%	20.0%	7.0%	6.9%	7.5%	5.1%	5.9%	5.6%	3.3%	2.9%	2.8%
AID	831	726	803	24.9%	22.3%	20.3%	49.1%	49.8%	48.7%	14.4%	14.3%	15.3%	6.4%	6.6%	7.0%	4.1%	5.0%	6.4%	1.2%	2.0%	2.4%
BBG	556	570	543	16.0%	15.5%	17.5%	35.2%	38.0%	36.6%	21.6%	24.0%	23.4%	10.7%	8.9%	9.9%	11.5%	8.7%	10.2%	5.2%	4.8%	2.5%
CSOSA	604	518	554	22.1%	18.3%	19.3%	43.2%	40.7%	45.4%	20.2%	23.1%	20.4%	6.4%	5.7%	6.5%	4.1%	6.1%	4.8%	3.9%	6.2%	3.6%
DHS	9,550	10,368	10,466	15.9%	12.9%	14.0%	45.0%	42.6%	44.8%	19.6%	23.3%	20.3%	9.1%	9.2%	9.4%	7.5%	9.0%	9.3%	2.9%	2.8%	2.3%
DOC	3,556	5,204	4,021	21.0%	19.4%	19.7%	47.3%	47.0%	45.8%	16.2%	18.2%	18.7%	6.7%	5.8%	7.0%	4.6%	5.1%	5.1%	4.3%	4.5%	3.6%
DOE	6,093	7,742	1,485	19.6%	17.9%	19.7%	48.0%	46.8%	47.4%	18.3%	20.1%	20.2%	6.2%	6.9%	5.8%	4.6%	5.3%	4.7%	3.4%	3.1%	2.3%
DOI	27,020	25,493	5,178	15.7%	14.4%	14.5%	45.9%	45.7%	45.5%	21.2%	22.6%	23.7%	7.5%	7.5%	7.6%	5.6%	5.8%	5.7%	4.1%	4.1%	3.0%
DOJ	14,014	10,951	7,701	20.1%	17.9%	18.4%	47.0%	49.0%	46.0%	19.4%	19.2%	18.9%	6.0%	6.5%	7.5%	4.2%	4.1%	6.1%	3.4%	3.4%	3.1%
DOL	4,110	4,538	4,082	20.2%	19.1%	17.0%	43.2%	42.9%	43.5%	18.7%	19.5%	20.0%	7.3%	7.5%	8.0%	7.4%	7.0%	7.4%	3.1%	4.0%	4.0%
DOT	6,352	5,451	4,948	16.0%	18.2%	14.8%	43.3%	39.2%	51.1%	20.2%	23.9%	18.8%	7.8%	5.8%	6.2%	8.8%	8.9%	6.7%	3.8%	3.9%	2.3%
Educ	2,393	2,909	2,408	19.4%	15.8%	17.2%	39.9%	41.3%	39.1%	20.1%	20.6%	22.5%	8.0%	9.3%	9.4%	8.1%	9.6%	8.8%	4.6%	3.5%	3.0%
EEOC	1,210	1,173	1,693	24.3%	22.3%	21.8%	38.1%	40.8%	41.9%	18.2%	19.1%	17.0%	7.0%	7.5%	9.3%	9.2%	7.2%	7.4%	3.1%	3.1%	2.6%
EPA	6,986	9,115	6,895	19.6%	17.2%	18.2%	47.1%	46.2%	46.8%	18.2%	20.1%	19.2%	6.3%	7.3%	7.8%	4.8%	5.1%	4.5%	4.0%	4.1%	3.6%
FCC	733	---	---	22.9%	---	---	42.0%	---	---	18.0%	---	---	6.0%	---	---	5.7%	---	---	5.3%	---	---
FERC	671	753	---	22.8%	23.7%	---	50.8%	44.1%	---	13.0%	17.6%	---	4.4%	5.5%	---	3.9%	4.4%	---	5.1%	4.8%	---

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	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,163	221,376	147,878	18.6%	18.3%	18.0%	46.6%	45.4%	46.2%	19.4%	20.6%	20.0%	7.0%	6.9%	7.5%	5.1%	5.9%	5.6%	3.3%	2.9%	2.8%
FTC	560	459	616	33.1%	25.3%	23.3%	38.0%	43.2%	38.8%	14.7%	16.2%	17.7%	5.8%	4.5%	8.0%	3.5%	4.4%	6.5%	4.8%	6.3%	5.7%
GSA	3,396	3,916	2,869	23.0%	21.8%	25.1%	43.9%	44.1%	41.7%	18.1%	19.3%	19.5%	6.3%	6.9%	6.4%	5.2%	5.4%	4.9%	3.5%	2.5%	2.4%
HHS	22,730	25,756	4,653	20.5%	18.6%	18.0%	43.1%	43.7%	43.8%	19.2%	20.7%	20.8%	7.6%	7.4%	8.4%	6.2%	6.3%	5.5%	3.4%	3.4%	3.5%
HUD	3,467	4,075	5,343	15.8%	17.8%	16.4%	41.6%	39.9%	41.9%	20.8%	20.9%	21.2%	10.0%	8.6%	8.1%	8.3%	9.0%	8.0%	3.5%	3.7%	4.5%
NARA	1,370	1,442	1,415	18.4%	17.2%	15.8%	39.5%	38.6%	40.5%	23.1%	21.7%	22.5%	8.1%	9.5%	9.4%	7.6%	8.4%	8.2%	3.3%	4.6%	3.5%
NASA	4,375	4,734	4,766	30.8%	28.3%	27.8%	46.1%	48.0%	50.2%	12.2%	14.2%	13.7%	4.6%	4.3%	4.0%	2.7%	2.4%	2.3%	3.5%	2.8%	2.1%
NCUA	588	623	538	15.6%	16.9%	14.8%	48.4%	48.3%	47.0%	20.1%	20.8%	21.4%	6.4%	8.0%	7.9%	4.6%	2.7%	5.8%	5.0%	3.3%	3.3%
NLRB	803	963	979	18.1%	18.3%	21.8%	40.4%	42.9%	40.9%	20.2%	20.3%	17.1%	9.0%	6.9%	7.5%	7.5%	6.9%	7.5%	4.7%	4.7%	5.2%
NRC	2,179	1,692	1,876	36.7%	26.8%	23.4%	43.8%	47.4%	48.3%	11.5%	15.3%	17.3%	3.8%	5.4%	5.2%	1.8%	2.6%	2.6%	2.4%	2.5%	3.2%
NSF	583	596	778	30.4%	25.4%	25.8%	41.2%	42.0%	40.4%	14.4%	16.1%	18.5%	7.5%	10.0%	7.5%	4.1%	5.7%	5.3%	2.5%	0.9%	2.6%
OMB	253	250	249	28.6%	27.0%	27.6%	49.4%	45.6%	46.2%	12.8%	16.5%	14.7%	4.7%	4.8%	5.4%	1.7%	3.9%	3.8%	2.8%	2.2%	2.4%
OPM	2,932	3,012	1,539	18.7%	17.7%	17.2%	43.9%	42.6%	43.9%	19.4%	20.5%	20.2%	6.2%	5.5%	6.5%	3.7%	5.1%	7.1%	8.0%	8.6%	5.2%
PBGC	515	---	---	22.9%	---	---	40.3%	---	---	18.4%	---	---	8.2%	---	---	6.7%	---	---	3.5%	---	---
RRB	570	680	700	14.2%	13.4%	15.2%	45.8%	44.4%	46.2%	23.0%	24.2%	21.7%	6.1%	7.3%	7.6%	4.3%	5.1%	4.6%	6.7%	5.6%	4.8%
SBA	1,618	1,447	1,661	17.4%	16.2%	15.1%	45.7%	41.8%	44.3%	21.1%	23.2%	23.9%	6.8%	7.9%	8.2%	5.1%	8.0%	6.2%	3.9%	2.9%	2.3%
SEC	1,605	1,905	2,166	23.2%	24.3%	18.7%	39.5%	41.0%	44.7%	18.1%	17.5%	18.5%	7.0%	6.2%	7.4%	6.4%	5.8%	6.0%	5.8%	5.3%	4.8%

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	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,163	221,376	147,878	18.6%	18.3%	18.0%	46.6%	45.4%	46.2%	19.4%	20.6%	20.0%	7.0%	6.9%	7.5%	5.1%	5.9%	5.6%	3.3%	2.9%	2.8%
SSA	5,959	1,317	1,172	20.4%	20.2%	15.7%	43.4%	41.5%	44.5%	18.8%	22.0%	20.0%	7.9%	8.6%	8.7%	5.9%	5.4%	6.1%	3.6%	2.4%	5.0%
State	1,720	1,310	1,272	25.4%	24.1%	30.1%	47.2%	47.1%	41.0%	16.4%	16.9%	16.5%	5.9%	4.7%	6.3%	2.8%	4.0%	3.2%	2.2%	3.3%	2.9%
Treasury	8,623	7,032	5,676	18.9%	18.8%	17.2%	45.6%	47.1%	47.7%	18.5%	18.3%	18.4%	7.4%	6.5%	8.1%	5.3%	5.6%	4.6%	4.2%	3.7%	4.0%
USDA	13,686	13,584	10,402	16.8%	17.1%	16.2%	50.2%	48.5%	49.9%	19.7%	20.2%	20.0%	6.4%	6.9%	7.0%	4.1%	4.7%	4.4%	2.9%	2.6%	2.6%
VA	3,283	3,144	3,344	16.6%	18.7%	20.9%	46.4%	42.8%	43.3%	20.9%	19.5%	19.1%	7.9%	7.6%	8.1%	5.3%	9.0%	6.2%	3.0%	2.4%	2.4%
Small Agencies	3,225	4,141	3,679	23.7%	21.1%	22.3%	42.7%	42.7%	43.5%	18.1%	19.0%	18.0%	6.6%	7.5%	7.4%	5.2%	5.4%	5.5%	3.8%	4.3%	3.3%
All DoD	43,444	50,702	40,187	18.9%	18.8%	18.0%	47.9%	46.7%	47.0%	19.5%	21.0%	20.8%	6.3%	6.4%	6.9%	4.4%	4.7%	4.8%	3.0%	2.5%	2.4%
USACE	5,035	5,154	6,295	17.3%	16.8%	17.1%	50.6%	49.3%	50.3%	18.9%	21.5%	19.3%	6.1%	5.7%	6.9%	3.3%	3.9%	3.6%	3.8%	2.8%	2.8%
Air Force	8,971	10,068	8,694	18.8%	19.4%	17.4%	47.3%	45.8%	46.4%	20.6%	21.4%	21.4%	6.0%	6.0%	7.5%	4.8%	5.0%	5.1%	2.5%	2.4%	2.2%
Army	11,658	13,735	8,406	19.2%	20.7%	19.1%	48.6%	46.2%	47.2%	18.3%	20.3%	19.9%	6.5%	6.7%	6.7%	4.8%	4.3%	5.0%	2.7%	1.8%	2.1%
Navy	9,578	12,613	9,511	18.6%	16.6%	17.4%	48.6%	48.1%	48.2%	19.9%	20.9%	21.4%	5.8%	6.3%	6.3%	3.6%	4.6%	4.1%	3.5%	3.4%	2.5%
Marine Corps	797	909	764	21.7%	18.2%	19.0%	41.6%	44.6%	42.1%	19.5%	23.2%	22.6%	8.4%	5.4%	8.0%	4.9%	6.1%	6.7%	3.9%	2.5%	1.6%
Other DoD	7,405	8,223	6,517	18.9%	17.9%	17.6%	46.5%	45.9%	45.1%	19.6%	21.2%	20.8%	7.2%	6.6%	7.3%	4.6%	5.4%	5.6%	3.2%	2.9%	3.6%

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

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(37) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,160	221,415	147,895	16.1%	14.8%	14.6%	35.7%	34.5%	34.9%	22.7%	23.8%	22.5%	14.1%	14.7%	15.7%	10.8%	11.8%	11.9%	0.6%	0.5%	0.4%
AID	831	726	803	16.0%	11.8%	12.5%	37.5%	32.9%	36.8%	23.4%	27.2%	23.1%	13.8%	16.0%	15.5%	8.6%	11.6%	11.6%	0.7%	0.6%	0.5%
BBG	556	570	543	9.4%	9.7%	11.9%	23.0%	24.8%	20.0%	18.7%	21.3%	23.6%	19.3%	15.2%	18.2%	26.6%	27.1%	25.9%	3.1%	1.9%	0.4%
CSOSA	604	518	554	26.1%	20.9%	25.8%	36.9%	33.2%	39.2%	19.2%	21.0%	18.9%	10.5%	12.9%	8.0%	6.9%	12.0%	7.9%	0.3%	0.2%	0.2%
DHS	9,550	10,369	10,472	15.3%	12.3%	12.0%	31.7%	28.2%	27.1%	21.3%	22.7%	21.0%	15.2%	16.3%	18.5%	16.0%	20.2%	21.0%	0.5%	0.4%	0.3%
DOC	3,556	5,204	4,021	14.9%	13.8%	12.0%	39.7%	34.7%	33.7%	22.6%	25.7%	25.4%	13.3%	14.8%	16.5%	9.0%	10.0%	11.6%	0.6%	0.9%	0.8%
DOE	6,092	7,742	1,485	14.5%	13.0%	12.7%	35.1%	34.2%	34.8%	23.1%	23.6%	25.3%	15.2%	15.8%	14.9%	11.8%	13.0%	12.1%	0.3%	0.3%	0.2%
DOI	27,023	25,502	5,180	10.8%	9.5%	9.4%	32.0%	31.1%	32.6%	25.4%	25.8%	25.4%	17.5%	18.8%	18.7%	13.7%	14.2%	13.6%	0.6%	0.6%	0.4%
DOJ	14,012	10,962	7,701	18.1%	15.9%	18.3%	38.7%	37.0%	36.0%	20.2%	22.8%	20.4%	12.3%	14.4%	14.0%	9.9%	9.5%	11.1%	0.8%	0.4%	0.2%
DOL	4,110	4,538	4,082	16.0%	15.0%	14.9%	34.1%	35.7%	35.5%	22.5%	23.9%	22.5%	14.5%	14.0%	14.2%	12.2%	11.0%	12.3%	0.7%	0.5%	0.6%
DOT	6,351	5,451	4,951	10.4%	10.3%	8.9%	25.7%	24.5%	28.4%	20.5%	21.2%	26.3%	16.6%	16.3%	17.2%	26.2%	27.6%	19.0%	0.6%	0.1%	0.1%
Educ	2,393	2,909	2,408	11.8%	10.4%	12.1%	30.2%	29.3%	28.3%	25.7%	26.8%	23.6%	15.8%	17.1%	18.8%	15.6%	15.6%	16.6%	0.9%	0.8%	0.6%
EEOC	1,210	1,173	1,693	16.3%	12.0%	13.0%	28.9%	32.0%	28.6%	21.6%	22.4%	23.8%	14.7%	16.7%	17.3%	17.9%	16.7%	16.6%	0.7%	0.2%	0.8%
EPA	6,986	9,115	6,895	10.9%	10.6%	11.2%	35.0%	33.8%	33.2%	24.8%	25.8%	26.2%	15.6%	17.3%	17.8%	13.0%	11.9%	11.1%	0.8%	0.6%	0.5%
FCC	733	---	---	11.4%	---	---	26.8%	---	---	21.4%	---	---	18.9%	---	---	21.1%	---	---	0.4%	---	---
FERC	671	753	---	20.5%	18.5%	---	44.0%	36.6%	---	17.1%	20.6%	---	10.0%	13.3%	---	8.0%	10.2%	---	0.4%	0.7%	---

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

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FTC	560	459	616	23.0%	20.2%	23.3%	42.0%	39.1%	37.4%	15.7%	19.4%	20.9%	12.2%	12.3%	10.7%	6.7%	8.5%	7.1%	0.3%	0.5%	0.6%
GSA	3,396	3,916	2,869	17.3%	17.7%	21.3%	37.2%	36.1%	36.1%	23.4%	22.3%	20.9%	12.0%	12.9%	12.5%	9.5%	10.5%	8.9%	0.7%	0.6%	0.3%
HHS	22,730	25,756	4,653	17.0%	16.1%	15.7%	35.5%	35.0%	34.2%	22.1%	23.6%	24.2%	13.5%	13.4%	14.3%	11.1%	11.0%	10.7%	0.8%	0.8%	0.8%
HUD	3,467	4,075	5,343	12.8%	13.1%	13.7%	33.1%	32.2%	32.1%	25.3%	25.3%	27.4%	15.5%	15.3%	14.6%	12.6%	13.4%	11.8%	0.7%	0.7%	0.5%
NARA	1,370	1,442	1,415	14.6%	13.1%	15.0%	32.6%	31.9%	34.1%	23.7%	25.1%	21.8%	15.2%	16.4%	15.9%	13.3%	12.8%	12.3%	0.6%	0.7%	0.9%
NASA	4,375	4,734	4,766	23.0%	19.7%	18.7%	38.9%	38.6%	38.7%	20.0%	21.4%	20.3%	10.8%	12.9%	13.4%	6.8%	6.8%	8.5%	0.5%	0.6%	0.4%
NCUA	588	623	538	8.7%	11.1%	10.5%	26.1%	35.2%	36.5%	24.2%	22.1%	24.8%	17.4%	17.5%	15.3%	22.9%	13.6%	12.7%	0.7%	0.6%	0.2%
NLRB	803	963	979	12.3%	16.0%	18.0%	34.9%	36.7%	34.1%	21.0%	23.2%	20.6%	16.5%	12.8%	15.3%	15.1%	10.7%	11.7%	0.4%	0.6%	0.2%
NRC	2,179	1,692	1,876	30.6%	20.2%	17.2%	41.6%	41.7%	43.5%	16.0%	20.7%	20.2%	7.3%	10.7%	12.2%	4.1%	6.5%	6.7%	0.4%	0.2%	0.3%
NSF	583	596	778	26.5%	24.7%	21.8%	37.9%	38.1%	36.0%	18.9%	17.8%	23.3%	9.0%	12.7%	11.5%	7.1%	6.4%	7.2%	0.7%	0.5%	0.1%
OMB	253	250	249	20.2%	21.3%	21.4%	41.7%	45.9%	46.5%	28.6%	18.6%	20.7%	6.5%	11.4%	6.6%	3.1%	2.8%	4.4%	0.0%	0.0%	0.4%
OPM	2,932	3,012	1,539	15.4%	14.4%	13.3%	37.4%	33.5%	30.0%	24.6%	24.1%	23.3%	12.1%	14.4%	16.1%	9.7%	12.9%	16.7%	0.8%	0.8%	0.6%
PBGC	515	---	---	15.2%	---	---	33.1%	---	---	22.6%	---	---	14.4%	---	---	13.6%	---	---	1.1%	---	---
RRB	570	680	700	12.1%	13.0%	13.3%	35.5%	32.3%	36.3%	29.2%	29.3%	27.4%	15.2%	16.6%	14.8%	7.1%	7.9%	7.7%	0.9%	0.9%	0.6%
SBA	1,618	1,447	1,661	13.2%	9.4%	8.8%	32.5%	23.2%	24.6%	24.6%	22.3%	23.2%	16.9%	19.2%	19.3%	12.1%	25.7%	23.7%	0.7%	0.2%	0.5%
SEC	1,605	1,905	2,166	17.6%	20.8%	20.6%	36.2%	39.1%	41.0%	19.7%	19.1%	18.6%	13.7%	11.7%	11.0%	12.3%	8.7%	8.5%	0.5%	0.5%	0.3%

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

2008 Federal Human Capital Survey: Report by Agency

(37) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,160	221,415	147,895	16.1%	14.8%	14.6%	35.7%	34.5%	34.9%	22.7%	23.8%	22.5%	14.1%	14.7%	15.7%	10.8%	11.8%	11.9%	0.6%	0.5%	0.4%
SSA	5,959	1,317	1,172	19.9%	17.0%	15.1%	37.6%	38.9%	35.3%	21.3%	22.2%	25.8%	11.4%	13.3%	12.0%	8.9%	8.3%	11.6%	0.9%	0.3%	0.2%
State	1,720	1,310	1,272	17.4%	18.1%	28.2%	38.7%	39.6%	35.9%	22.3%	23.5%	15.7%	13.2%	11.6%	10.1%	7.6%	6.9%	9.5%	0.8%	0.2%	0.6%
Treasury	8,620	7,033	5,677	12.1%	12.8%	9.6%	35.4%	30.6%	33.5%	25.4%	25.5%	24.0%	15.9%	17.3%	17.8%	10.8%	12.8%	14.0%	0.4%	0.9%	1.0%
USDA	13,686	13,587	10,403	11.2%	11.4%	12.2%	33.5%	35.0%	34.4%	26.0%	27.3%	26.4%	17.3%	15.5%	16.5%	11.3%	10.2%	10.2%	0.6%	0.6%	0.4%
VA	3,283	3,144	3,344	16.9%	14.5%	15.9%	33.6%	32.9%	37.3%	24.2%	24.5%	18.0%	15.1%	14.3%	17.8%	9.6%	13.2%	10.7%	0.5%	0.6%	0.4%
Small Agencies	3,226	4,141	3,679	16.8%	15.6%	13.8%	35.3%	32.7%	31.4%	21.2%	23.4%	22.4%	14.0%	14.8%	17.2%	12.1%	12.7%	14.7%	0.6%	0.8%	0.6%
All DoD	43,444	50,716	40,191	17.5%	16.4%	15.7%	37.8%	36.8%	36.9%	22.3%	23.4%	22.8%	13.0%	13.8%	14.5%	8.9%	9.2%	9.8%	0.5%	0.4%	0.3%
USACE	5,035	5,154	6,295	13.4%	12.2%	14.5%	40.7%	37.9%	38.4%	23.4%	23.1%	23.1%	13.8%	16.8%	14.2%	8.1%	9.5%	9.4%	0.6%	0.5%	0.4%
Air Force	8,971	10,075	8,694	17.5%	17.2%	15.8%	36.7%	37.6%	37.5%	22.5%	23.5%	21.5%	13.7%	12.7%	14.9%	9.1%	8.7%	10.1%	0.5%	0.3%	0.2%
Army	11,658	13,738	8,407	19.2%	18.4%	18.1%	39.0%	37.7%	36.9%	21.0%	21.8%	21.7%	12.3%	13.4%	13.3%	8.0%	8.4%	9.6%	0.5%	0.3%	0.3%
Navy	9,578	12,612	9,511	15.8%	14.2%	14.1%	38.2%	35.3%	36.5%	23.5%	25.4%	25.1%	13.0%	14.9%	14.9%	9.0%	9.8%	9.0%	0.4%	0.5%	0.3%
Marine Corps	797	910	765	22.4%	20.4%	17.7%	33.8%	32.3%	37.2%	20.5%	24.4%	20.0%	12.0%	14.3%	14.3%	10.8%	8.4%	10.5%	0.4%	0.2%	0.2%
Other DoD	7,405	8,227	6,519	17.2%	15.0%	13.5%	36.0%	36.5%	35.5%	22.4%	23.3%	23.4%	13.5%	13.7%	15.5%	10.4%	11.1%	11.2%	0.5%	0.6%	0.8%

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

2008 Federal Human Capital Survey: Report by Agency

(38) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,185	221,405	147,896	10.5%	9.3%	8.7%	29.4%	28.6%	28.6%	28.0%	28.5%	27.4%	19.5%	20.2%	21.9%	11.7%	12.7%	12.7%	0.9%	0.8%	0.8%
AID	831	726	803	8.2%	8.6%	8.2%	34.2%	23.7%	28.4%	25.8%	30.6%	28.3%	21.2%	22.6%	22.2%	9.8%	13.7%	12.0%	0.7%	0.8%	1.0%
BBG	556	570	543	5.1%	5.4%	6.4%	16.3%	16.6%	16.2%	21.0%	22.8%	24.5%	24.7%	23.6%	22.5%	31.0%	29.5%	29.2%	1.9%	2.1%	1.3%
CSOSA	604	518	554	15.2%	12.9%	13.6%	34.5%	29.0%	37.0%	23.3%	23.6%	23.2%	16.8%	19.6%	16.4%	8.6%	14.1%	9.5%	1.6%	0.7%	0.4%
DHS	9,550	10,369	10,474	8.7%	6.1%	5.8%	25.7%	20.6%	21.2%	24.9%	25.1%	21.9%	21.7%	25.1%	27.8%	18.5%	22.3%	23.0%	0.6%	0.7%	0.4%
DOC	3,556	5,204	4,021	9.3%	8.9%	7.6%	31.8%	29.0%	26.1%	28.6%	29.3%	28.9%	20.0%	19.9%	23.0%	9.3%	11.5%	12.9%	0.9%	1.4%	1.5%
DOE	6,093	7,742	1,485	8.8%	7.4%	7.3%	28.5%	27.4%	31.5%	28.3%	28.8%	27.8%	21.8%	22.4%	20.2%	11.9%	13.3%	12.6%	0.7%	0.7%	0.6%
DOI	27,027	25,501	5,180	6.4%	5.5%	5.2%	25.3%	24.4%	25.2%	29.5%	29.6%	29.1%	23.5%	24.7%	26.2%	14.3%	15.0%	13.6%	0.9%	0.8%	0.7%
DOJ	14,014	10,962	7,701	10.7%	8.6%	10.3%	30.5%	29.7%	28.5%	28.2%	30.7%	26.7%	19.2%	19.4%	21.1%	10.7%	10.9%	12.9%	0.6%	0.7%	0.5%
DOL	4,110	4,538	4,082	9.9%	9.2%	8.7%	27.2%	28.9%	28.7%	28.4%	28.0%	27.4%	19.4%	20.1%	20.6%	14.0%	12.6%	13.3%	1.0%	1.1%	1.3%
DOT	6,353	5,451	4,951	6.5%	5.3%	4.2%	21.6%	19.7%	23.0%	22.9%	27.2%	27.4%	21.2%	20.3%	24.8%	27.4%	26.3%	20.4%	0.4%	1.2%	0.2%
Educ	2,393	2,909	2,408	9.0%	6.4%	7.7%	23.7%	22.0%	23.3%	26.0%	28.3%	25.6%	22.3%	23.9%	23.3%	17.3%	18.3%	18.5%	1.7%	1.1%	1.7%
EEOC	1,210	1,173	1,693	10.4%	6.7%	6.3%	23.3%	24.6%	24.6%	24.1%	24.8%	25.2%	22.3%	25.3%	24.6%	18.7%	17.9%	18.0%	1.2%	0.7%	1.2%
EPA	6,986	9,115	6,895	7.4%	6.5%	6.8%	28.2%	27.1%	27.0%	29.9%	30.1%	30.1%	20.8%	22.9%	23.9%	12.6%	12.3%	11.3%	1.1%	1.1%	0.9%
FCC	733	---	---	9.1%	---	---	22.0%	---	---	22.5%	---	---	23.0%	---	---	22.2%	---	---	1.2%	---	---
FERC	671	753	---	13.0%	8.9%	---	36.0%	33.9%	---	26.5%	29.6%	---	15.5%	16.9%	---	8.2%	9.5%	---	0.9%	1.2%	---

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

2008 Federal Human Capital Survey: Report by Agency

(38) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,185	221,405	147,896	10.5%	9.3%	8.7%	29.4%	28.6%	28.6%	28.0%	28.5%	27.4%	19.5%	20.2%	21.9%	11.7%	12.7%	12.7%	0.9%	0.8%	0.8%
FTC	560	459	616	17.5%	14.1%	17.2%	35.4%	33.1%	31.0%	23.1%	24.8%	27.5%	15.3%	18.1%	15.7%	7.6%	9.1%	7.7%	1.3%	0.9%	0.9%
GSA	3,396	3,916	2,869	13.1%	12.7%	15.6%	31.8%	30.1%	34.2%	27.0%	27.1%	23.4%	17.2%	18.4%	16.0%	10.2%	11.0%	9.9%	0.7%	0.8%	1.0%
HHS	22,730	25,756	4,653	10.9%	9.9%	10.0%	29.6%	28.9%	27.6%	27.3%	28.3%	27.5%	18.8%	19.2%	21.5%	12.2%	12.3%	12.1%	1.2%	1.4%	1.3%
HUD	3,467	4,075	5,343	7.1%	8.4%	8.1%	24.6%	25.2%	24.2%	29.5%	28.6%	32.2%	21.6%	20.8%	20.7%	15.9%	15.8%	13.8%	1.3%	1.3%	1.0%
NARA	1,370	1,442	1,415	9.4%	8.0%	7.0%	23.5%	25.5%	27.6%	27.2%	27.5%	27.2%	23.4%	22.9%	22.9%	15.4%	15.1%	14.0%	1.2%	1.0%	1.3%
NASA	4,375	4,734	4,766	15.2%	13.4%	11.9%	37.3%	34.7%	34.5%	23.8%	27.5%	26.6%	15.9%	16.1%	18.8%	7.0%	7.4%	7.8%	0.7%	0.9%	0.4%
NCUA	588	623	538	5.1%	8.1%	4.9%	24.0%	27.7%	32.2%	25.1%	29.0%	29.0%	22.9%	20.8%	21.6%	22.4%	13.2%	11.5%	0.6%	1.2%	0.7%
NLRB	803	963	979	6.7%	8.5%	11.5%	21.3%	27.5%	22.4%	27.7%	28.8%	28.1%	24.7%	20.7%	22.9%	18.9%	13.7%	14.1%	0.8%	0.9%	0.8%
NRC	2,179	1,692	1,876	20.4%	12.1%	8.7%	41.4%	36.9%	37.0%	22.5%	27.8%	28.6%	11.1%	16.2%	17.8%	3.9%	6.3%	6.9%	0.6%	0.7%	0.8%
NSF	583	596	778	16.2%	16.4%	14.3%	39.2%	32.0%	30.8%	21.6%	25.7%	30.1%	14.3%	17.4%	17.2%	7.9%	8.0%	7.2%	0.8%	0.5%	0.5%
OMB	253	250	249	14.3%	14.6%	14.0%	41.9%	38.1%	37.1%	27.8%	25.4%	27.2%	12.2%	16.3%	18.2%	3.4%	5.6%	3.5%	0.4%	0.0%	0.0%
OPM	2,932	3,012	1,539	9.4%	10.0%	7.8%	31.9%	28.0%	24.9%	28.1%	26.1%	27.2%	18.5%	20.0%	21.8%	10.1%	14.7%	16.5%	2.0%	1.2%	1.8%
PBGC	515	---	---	9.5%	---	---	32.3%	---	---	24.7%	---	---	19.4%	---	---	13.0%	---	---	1.1%	---	---
RRB	570	680	700	7.8%	8.4%	7.3%	28.2%	24.4%	26.6%	32.2%	32.8%	32.2%	20.6%	22.2%	22.7%	8.7%	9.4%	9.5%	2.5%	2.8%	1.7%
SBA	1,618	1,447	1,661	9.0%	6.0%	6.3%	27.9%	19.5%	20.3%	28.2%	24.2%	25.1%	21.5%	22.3%	22.9%	12.6%	27.1%	24.5%	0.9%	0.9%	1.0%
SEC	1,605	1,905	2,166	11.3%	13.7%	10.9%	28.1%	32.3%	32.2%	25.3%	23.9%	26.3%	19.9%	17.2%	18.2%	14.6%	11.5%	11.4%	0.8%	1.4%	0.8%

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

2008 Federal Human Capital Survey: Report by Agency

(38) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,185	221,405	147,896	10.5%	9.3%	8.7%	29.4%	28.6%	28.6%	28.0%	28.5%	27.4%	19.5%	20.2%	21.9%	11.7%	12.7%	12.7%	0.9%	0.8%	0.8%
SSA	5,959	1,317	1,172	12.1%	9.9%	8.7%	32.6%	33.7%	26.6%	25.3%	26.6%	32.9%	18.8%	19.9%	17.9%	10.1%	9.1%	12.9%	1.2%	0.9%	0.9%
State	1,720	1,310	1,272	11.6%	10.9%	18.4%	32.6%	29.3%	32.0%	27.7%	33.3%	21.8%	17.4%	18.4%	15.8%	9.2%	7.0%	10.9%	1.4%	1.1%	1.1%
Treasury	8,636	7,031	5,677	8.9%	9.4%	5.6%	27.6%	26.2%	27.3%	29.0%	27.3%	26.5%	21.7%	22.9%	26.1%	12.1%	12.9%	13.3%	0.7%	1.3%	1.3%
USDA	13,687	13,588	10,403	6.1%	6.7%	6.0%	27.1%	27.4%	29.1%	30.4%	32.3%	30.7%	23.6%	22.2%	23.3%	11.7%	10.7%	10.2%	1.1%	0.7%	0.6%
VA	3,283	3,144	3,344	13.1%	10.6%	9.4%	25.7%	28.4%	31.3%	29.8%	26.9%	25.4%	19.9%	19.0%	20.1%	10.4%	14.7%	13.1%	1.0%	0.5%	0.7%
Small Agencies	3,226	4,141	3,679	10.8%	10.3%	8.5%	30.0%	26.2%	26.6%	25.7%	27.1%	26.4%	19.2%	20.8%	21.5%	12.9%	14.1%	15.9%	1.3%	1.5%	1.2%
All DoD	43,443	50,708	40,190	11.2%	10.4%	10.0%	32.4%	31.1%	30.4%	28.3%	29.1%	28.4%	17.8%	18.8%	20.5%	9.5%	9.9%	9.9%	0.8%	0.7%	0.7%
USACE	5,035	5,154	6,295	8.3%	7.8%	8.1%	32.2%	29.8%	32.4%	30.6%	30.0%	29.4%	19.3%	22.4%	19.8%	8.6%	9.2%	9.5%	1.0%	0.7%	0.7%
Air Force	8,971	10,073	8,694	11.3%	11.0%	11.1%	32.7%	31.8%	31.5%	28.0%	29.3%	26.9%	17.4%	17.7%	20.0%	10.0%	9.5%	10.0%	0.7%	0.6%	0.5%
Army	11,657	13,734	8,407	12.5%	11.9%	11.7%	33.5%	32.9%	31.2%	28.1%	28.2%	27.1%	16.4%	17.5%	19.5%	8.6%	9.0%	9.4%	0.9%	0.5%	1.0%
Navy	9,578	12,610	9,510	9.6%	8.4%	8.0%	32.2%	28.6%	28.5%	28.9%	30.6%	31.3%	18.9%	20.7%	21.9%	9.6%	10.9%	9.8%	0.9%	0.9%	0.6%
Marine Corps	797	910	765	15.1%	13.8%	10.1%	27.6%	26.8%	31.8%	26.8%	28.7%	26.6%	19.8%	19.5%	19.4%	9.8%	10.2%	11.8%	0.9%	1.0%	0.2%
Other DoD	7,405	8,227	6,519	11.2%	9.9%	8.8%	30.1%	31.6%	29.4%	27.9%	27.8%	28.0%	19.2%	18.6%	21.7%	10.6%	11.4%	11.4%	1.0%	0.8%	0.7%

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

2008 Federal Human Capital Survey: Report by Agency

(39) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,185	221,409	147,892	15.1%	14.4%	14.3%	34.4%	34.3%	34.4%	25.7%	25.8%	25.2%	11.6%	11.8%	12.0%	10.0%	10.6%	10.8%	3.1%	3.1%	3.3%
AID	831	726	803	15.6%	13.4%	13.8%	40.3%	38.8%	35.5%	24.2%	26.4%	26.8%	8.9%	9.8%	10.0%	7.4%	7.5%	10.5%	3.7%	4.1%	3.4%
BBG	556	570	543	8.3%	8.9%	9.4%	20.9%	20.0%	20.0%	21.3%	24.0%	25.0%	15.5%	16.2%	17.6%	26.3%	23.6%	22.6%	7.7%	7.4%	5.3%
CSOSA	604	518	554	18.1%	17.7%	19.2%	35.1%	30.7%	39.6%	24.3%	24.4%	22.1%	9.6%	13.4%	7.9%	9.7%	10.8%	8.6%	3.2%	3.0%	2.7%
DHS	9,550	10,368	10,472	13.8%	10.7%	12.3%	33.0%	30.9%	27.0%	23.4%	24.8%	26.1%	12.0%	13.9%	12.7%	15.0%	16.7%	18.7%	2.9%	3.0%	3.2%
DOC	3,556	5,204	4,021	14.2%	13.2%	12.7%	38.8%	35.0%	33.7%	24.5%	27.9%	27.1%	10.3%	9.4%	11.2%	7.0%	8.9%	8.6%	5.3%	5.7%	6.5%
DOE	6,093	7,742	1,485	15.3%	14.1%	12.3%	35.0%	33.1%	37.3%	23.9%	25.6%	25.7%	12.2%	13.0%	11.0%	10.7%	11.3%	11.0%	3.0%	2.9%	2.6%
DOI	27,024	25,500	5,178	10.3%	9.7%	10.6%	32.9%	32.2%	31.8%	26.9%	28.4%	28.3%	14.0%	14.0%	14.3%	11.8%	12.0%	11.5%	4.2%	3.8%	3.5%
DOJ	14,016	10,962	7,701	18.6%	18.3%	19.4%	37.4%	36.7%	35.2%	22.4%	24.6%	21.7%	10.6%	9.9%	12.0%	8.1%	7.6%	9.6%	2.9%	3.0%	2.1%
DOL	4,110	4,538	4,082	16.4%	15.0%	14.2%	32.1%	34.1%	35.1%	24.3%	25.8%	23.3%	10.9%	11.1%	11.5%	12.6%	9.9%	11.4%	3.7%	4.2%	4.5%
DOT	6,353	5,451	4,951	10.4%	9.9%	9.6%	25.0%	25.5%	27.0%	22.6%	22.6%	25.8%	14.8%	14.4%	15.5%	24.2%	23.0%	17.0%	3.1%	4.6%	5.0%
Educ	2,393	2,909	2,408	12.7%	11.1%	12.8%	27.8%	29.4%	27.2%	26.1%	28.1%	26.8%	14.0%	12.7%	13.3%	12.7%	13.7%	14.4%	6.6%	5.1%	5.5%
EEOC	1,210	1,173	1,693	13.5%	10.5%	10.5%	28.8%	30.1%	27.5%	24.6%	26.0%	26.6%	13.1%	14.0%	14.8%	15.2%	15.4%	16.0%	4.8%	4.0%	4.5%
EPA	6,986	9,115	6,895	11.5%	11.1%	12.0%	35.1%	35.3%	33.8%	26.1%	27.5%	28.1%	11.6%	11.9%	12.6%	11.1%	9.7%	8.9%	4.5%	4.5%	4.6%
FCC	733	---	---	11.7%	---	---	26.1%	---	---	24.1%	---	---	14.5%	---	---	18.7%	---	---	4.9%	---	---
FERC	671	753	---	20.6%	19.2%	---	38.0%	35.7%	---	21.7%	22.5%	---	8.1%	11.1%	---	7.1%	8.0%	---	4.5%	3.5%	---

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

2008 Federal Human Capital Survey: Report by Agency

(39) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,185	221,409	147,892	15.1%	14.4%	14.3%	34.4%	34.3%	34.4%	25.7%	25.8%	25.2%	11.6%	11.8%	12.0%	10.0%	10.6%	10.8%	3.1%	3.1%	3.3%
FTC	560	459	616	32.0%	23.9%	27.7%	36.2%	41.6%	37.2%	15.5%	16.9%	20.7%	7.6%	7.9%	7.0%	4.0%	4.9%	4.8%	4.6%	4.8%	2.8%
GSA	3,396	3,916	2,869	18.1%	18.1%	20.5%	34.7%	33.4%	34.8%	26.1%	25.9%	23.9%	9.5%	10.8%	9.7%	8.6%	8.3%	7.9%	3.0%	3.4%	3.2%
HHS	22,730	25,756	4,653	15.0%	14.2%	13.8%	33.5%	33.7%	33.0%	25.0%	26.4%	27.1%	11.7%	11.3%	12.5%	10.8%	10.1%	9.6%	4.1%	4.4%	3.9%
HUD	3,467	4,075	5,343	12.1%	12.9%	13.2%	28.5%	30.4%	32.6%	27.7%	27.5%	27.7%	12.9%	12.2%	11.9%	14.2%	13.2%	10.7%	4.6%	3.9%	3.8%
NARA	1,370	1,442	1,415	15.4%	13.0%	12.5%	29.2%	33.3%	31.8%	25.6%	25.4%	26.7%	12.8%	12.7%	13.0%	13.8%	12.6%	11.4%	3.3%	3.0%	4.6%
NASA	4,375	4,734	4,766	24.4%	22.6%	20.5%	39.8%	40.2%	40.9%	19.1%	20.9%	20.7%	7.8%	7.4%	8.4%	6.1%	5.7%	6.5%	2.8%	3.2%	2.9%
NCUA	588	623	538	8.8%	13.2%	11.7%	30.9%	34.5%	36.1%	27.0%	25.6%	26.5%	13.6%	12.1%	12.8%	16.3%	11.1%	9.4%	3.3%	3.4%	3.6%
NLRB	803	963	979	13.3%	18.6%	19.9%	33.8%	36.9%	36.4%	25.6%	23.5%	20.7%	12.5%	9.9%	11.0%	12.5%	8.2%	9.3%	2.3%	2.8%	2.6%
NRC	2,179	1,692	1,876	33.5%	23.9%	21.7%	40.6%	41.1%	42.6%	15.4%	20.5%	20.3%	4.8%	6.8%	7.6%	3.3%	4.9%	5.0%	2.4%	2.8%	2.8%
NSF	583	596	778	27.9%	26.7%	27.8%	36.2%	35.1%	32.5%	21.3%	20.0%	23.2%	6.0%	7.9%	7.6%	6.4%	6.8%	5.7%	2.2%	3.5%	3.3%
OMB	253	250	249	23.9%	22.4%	22.6%	45.2%	41.5%	42.5%	21.6%	25.5%	25.2%	4.9%	6.3%	4.6%	2.1%	2.8%	1.9%	2.4%	1.6%	3.2%
OPM	2,932	3,012	1,539	16.2%	14.1%	11.1%	37.7%	33.3%	28.7%	23.4%	25.8%	26.9%	9.1%	10.1%	14.1%	6.6%	9.8%	12.5%	6.8%	6.9%	6.8%
PBGC	515	---	---	12.7%	---	---	28.7%	---	---	30.2%	---	---	11.6%	---	---	13.7%	---	---	3.1%	---	---
RRB	570	680	700	11.1%	11.4%	12.5%	35.2%	37.2%	33.9%	29.0%	27.4%	30.6%	11.8%	10.2%	10.4%	5.9%	6.9%	6.3%	6.9%	6.9%	6.4%
SBA	1,618	1,447	1,661	12.6%	8.9%	8.6%	31.0%	23.8%	25.2%	27.8%	27.7%	27.0%	13.1%	13.2%	15.0%	11.1%	21.5%	19.8%	4.5%	4.8%	4.3%
SEC	1,605	1,905	2,166	21.8%	27.8%	24.5%	35.3%	37.1%	39.4%	20.9%	18.1%	18.9%	8.8%	6.7%	7.1%	8.9%	6.3%	6.7%	4.4%	4.0%	3.4%

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

2008 Federal Human Capital Survey: Report by Agency

(39) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,185	221,409	147,892	15.1%	14.4%	14.3%	34.4%	34.3%	34.4%	25.7%	25.8%	25.2%	11.6%	11.8%	12.0%	10.0%	10.6%	10.8%	3.1%	3.1%	3.3%
SSA	5,959	1,317	1,172	17.3%	16.8%	13.1%	35.5%	36.5%	38.5%	23.9%	23.4%	25.4%	9.8%	10.2%	8.9%	8.4%	8.4%	9.4%	5.1%	4.7%	4.8%
State	1,720	1,310	1,272	18.4%	17.6%	27.3%	39.8%	38.1%	34.7%	23.8%	22.6%	16.5%	9.8%	10.2%	9.5%	5.1%	6.4%	7.0%	3.1%	5.0%	5.1%
Treasury	8,636	7,034	5,677	13.5%	13.4%	9.4%	32.9%	30.8%	37.1%	26.6%	29.1%	24.3%	11.3%	12.9%	13.1%	11.0%	9.6%	10.0%	4.6%	4.2%	6.1%
USDA	13,687	13,586	10,404	10.2%	11.1%	10.9%	35.2%	37.2%	36.9%	28.8%	28.3%	27.1%	12.8%	11.3%	12.6%	9.1%	8.4%	8.4%	3.9%	3.6%	4.0%
VA	3,283	3,144	3,344	14.6%	14.9%	14.3%	28.4%	30.4%	33.8%	33.0%	25.5%	24.7%	13.3%	13.8%	12.2%	8.4%	13.7%	12.3%	2.3%	1.7%	2.8%
Small Agencies	3,226	4,141	3,679	17.6%	16.6%	14.4%	34.0%	31.6%	31.9%	23.1%	24.5%	25.1%	11.0%	11.1%	11.8%	10.0%	11.5%	11.9%	4.3%	4.7%	5.0%
All DoD	43,444	50,713	40,189	16.1%	15.3%	15.6%	37.1%	36.6%	36.0%	24.7%	25.7%	25.2%	10.9%	11.1%	11.6%	8.8%	8.8%	9.2%	2.4%	2.5%	2.4%
USACE	5,035	5,154	6,295	14.0%	13.6%	14.7%	41.3%	39.4%	39.2%	24.6%	25.7%	25.7%	9.4%	10.9%	10.7%	7.1%	7.5%	7.4%	3.5%	2.9%	2.3%
Air Force	8,971	10,071	8,694	16.6%	15.8%	16.4%	35.9%	36.5%	36.2%	24.9%	24.9%	23.3%	11.9%	10.8%	11.6%	9.1%	9.3%	10.5%	1.6%	2.7%	2.0%
Army	11,658	13,740	8,407	16.9%	16.8%	17.7%	38.3%	37.6%	35.3%	23.2%	24.4%	24.1%	10.7%	11.2%	11.8%	8.6%	8.2%	8.8%	2.2%	1.8%	2.2%
Navy	9,578	12,612	9,509	14.7%	13.5%	13.5%	37.3%	35.9%	37.1%	26.2%	27.6%	27.6%	10.5%	11.2%	10.9%	8.3%	8.9%	8.3%	3.1%	2.9%	2.6%
Marine Corps	797	910	765	19.0%	18.5%	17.2%	34.0%	29.4%	33.9%	23.1%	26.3%	23.5%	11.8%	14.7%	14.3%	10.3%	9.0%	9.7%	1.7%	2.1%	1.4%
Other DoD	7,405	8,226	6,519	15.6%	13.8%	13.2%	35.2%	35.6%	34.1%	25.1%	27.1%	26.7%	11.0%	10.7%	12.3%	9.9%	9.7%	10.4%	3.2%	3.1%	3.3%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,181	221,418	147,891	13.5%	12.8%	12.3%	46.2%	45.4%	47.3%	21.4%	21.8%	20.6%	11.3%	11.9%	12.2%	6.8%	7.3%	6.9%	0.8%	0.8%	0.7%
AID	831	726	803	13.3%	10.2%	12.8%	48.7%	47.5%	52.4%	21.0%	22.9%	18.1%	10.9%	12.0%	10.4%	5.5%	6.7%	5.6%	0.5%	0.7%	0.7%
BBG	556	570	543	6.6%	7.0%	7.4%	26.6%	29.1%	27.7%	19.3%	26.5%	23.7%	19.6%	16.8%	20.9%	26.4%	19.1%	19.5%	1.4%	1.5%	0.8%
CSOSA	604	518	554	19.1%	17.0%	19.8%	52.5%	48.7%	52.2%	16.5%	15.7%	15.9%	6.6%	12.1%	8.4%	4.5%	6.3%	3.2%	0.8%	0.2%	0.5%
DHS	9,550	10,369	10,474	10.8%	8.5%	9.1%	41.7%	40.1%	40.0%	21.7%	23.3%	20.9%	13.8%	14.3%	16.4%	11.1%	12.8%	12.7%	0.9%	1.1%	0.8%
DOC	3,556	5,204	4,021	13.5%	12.5%	11.6%	49.4%	47.4%	46.9%	21.1%	22.0%	22.5%	10.3%	10.7%	12.1%	5.0%	6.5%	6.0%	0.7%	0.9%	0.8%
DOE	6,093	7,742	1,485	13.6%	13.0%	15.6%	48.3%	46.8%	49.7%	19.8%	20.9%	18.1%	11.3%	11.9%	10.8%	6.2%	6.7%	5.7%	0.7%	0.5%	0.0%
DOI	27,025	25,500	5,178	8.7%	7.8%	7.7%	43.1%	42.2%	43.6%	23.9%	24.8%	23.8%	15.0%	15.4%	16.0%	8.5%	9.0%	8.3%	0.8%	0.9%	0.6%
DOJ	14,016	10,964	7,701	13.5%	13.0%	14.6%	48.7%	49.2%	47.6%	21.1%	20.5%	19.6%	10.4%	11.1%	11.1%	5.6%	5.5%	6.6%	0.6%	0.8%	0.5%
DOL	4,110	4,538	4,082	15.6%	13.8%	13.6%	49.5%	50.3%	52.3%	17.2%	19.3%	17.2%	10.2%	9.2%	9.6%	6.9%	6.4%	6.6%	0.6%	1.0%	0.7%
DOT	6,353	5,451	4,950	10.1%	10.3%	8.0%	40.6%	38.7%	46.2%	18.8%	20.6%	20.0%	14.7%	13.8%	13.8%	15.0%	16.0%	10.6%	0.7%	0.7%	1.4%
Educ	2,393	2,909	2,408	12.7%	10.5%	12.6%	45.5%	45.0%	46.9%	19.9%	21.4%	20.0%	11.3%	13.2%	12.1%	9.7%	9.0%	7.8%	0.9%	0.9%	0.5%
EEOC	1,210	1,173	1,693	17.6%	15.9%	15.3%	47.4%	50.7%	52.6%	15.6%	15.0%	15.4%	8.9%	10.0%	8.7%	9.7%	8.2%	7.2%	0.8%	0.2%	0.8%
EPA	6,986	9,115	6,895	11.0%	9.5%	10.1%	48.4%	48.4%	46.5%	21.9%	21.9%	22.5%	11.7%	13.0%	13.9%	6.2%	6.7%	6.1%	0.8%	0.5%	0.9%
FCC	733	---	---	11.5%	---	---	37.3%	---	---	19.5%	---	---	16.6%	---	---	13.6%	---	---	1.6%	---	---
FERC	671	753	---	15.9%	15.2%	---	49.4%	48.0%	---	18.9%	20.2%	---	9.7%	10.3%	---	4.5%	5.7%	---	1.6%	0.7%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,181	221,418	147,891	13.5%	12.8%	12.3%	46.2%	45.4%	47.3%	21.4%	21.8%	20.6%	11.3%	11.9%	12.2%	6.8%	7.3%	6.9%	0.8%	0.8%	0.7%
FTC	560	459	616	21.8%	14.2%	18.1%	41.9%	42.4%	45.8%	17.0%	21.8%	16.9%	12.5%	14.8%	11.9%	5.8%	6.4%	6.3%	0.9%	0.5%	0.9%
GSA	3,396	3,916	2,869	16.9%	19.3%	21.7%	48.0%	44.2%	48.3%	18.8%	18.3%	16.2%	9.3%	10.9%	8.0%	6.2%	6.7%	5.4%	0.8%	0.4%	0.4%
HHS	22,730	25,756	4,653	13.4%	11.9%	11.6%	43.7%	45.2%	44.5%	22.1%	22.6%	22.7%	12.0%	11.7%	12.7%	7.7%	7.3%	7.4%	1.1%	1.3%	1.0%
HUD	3,467	4,075	5,343	13.4%	14.1%	14.1%	48.2%	46.4%	48.6%	19.2%	19.6%	17.1%	10.9%	11.0%	12.5%	7.5%	8.2%	6.6%	0.8%	0.8%	1.0%
NARA	1,370	1,442	1,415	13.0%	12.0%	12.6%	43.2%	41.8%	49.6%	18.8%	21.5%	18.0%	13.3%	13.8%	12.0%	10.7%	9.8%	6.7%	1.1%	1.0%	1.1%
NASA	4,375	4,734	4,766	18.9%	16.9%	16.3%	47.6%	49.2%	48.0%	18.7%	19.0%	20.0%	9.9%	10.3%	10.8%	4.1%	4.2%	4.4%	0.7%	0.4%	0.6%
NCUA	588	623	538	8.9%	13.0%	10.0%	49.9%	50.3%	55.8%	20.2%	21.1%	19.5%	12.6%	10.8%	10.7%	8.2%	4.3%	3.3%	0.2%	0.5%	0.7%
NLRB	803	963	979	12.2%	14.8%	16.4%	49.2%	47.0%	50.0%	18.5%	22.7%	17.4%	11.4%	10.2%	8.6%	7.9%	4.7%	6.6%	0.8%	0.5%	1.0%
NRC	2,179	1,692	1,876	28.3%	19.6%	19.9%	49.8%	52.2%	54.4%	13.7%	16.7%	15.4%	5.9%	8.0%	7.3%	1.9%	3.2%	2.8%	0.3%	0.3%	0.3%
NSF	583	596	778	22.6%	21.0%	18.6%	45.4%	46.1%	46.5%	18.4%	17.4%	21.2%	8.9%	9.6%	8.1%	4.4%	5.4%	4.9%	0.3%	0.5%	0.7%
OMB	253	250	249	14.0%	15.3%	12.1%	52.1%	48.6%	51.0%	21.7%	20.1%	19.3%	8.8%	10.9%	12.8%	2.9%	4.4%	4.0%	0.4%	0.7%	0.8%
OPM	2,932	3,012	1,539	16.7%	17.5%	10.3%	54.3%	51.9%	44.3%	16.5%	17.1%	22.3%	7.6%	7.7%	13.4%	4.0%	4.9%	8.8%	0.9%	0.8%	0.9%
PBGC	515	---	---	15.8%	---	---	50.7%	---	---	17.3%	---	---	8.1%	---	---	7.2%	---	---	0.9%	---	---
RRB	570	680	700	11.7%	10.8%	12.2%	47.3%	46.6%	50.7%	22.0%	24.9%	22.0%	12.1%	11.1%	9.6%	5.9%	4.6%	4.0%	1.0%	2.0%	1.5%
SBA	1,618	1,447	1,661	13.4%	11.3%	11.8%	49.3%	45.8%	49.3%	18.9%	17.5%	17.2%	11.7%	11.8%	10.6%	6.0%	12.5%	10.4%	0.8%	1.0%	0.6%
SEC	1,605	1,905	2,166	13.0%	16.1%	12.8%	42.2%	44.4%	44.7%	21.0%	18.5%	19.7%	13.9%	13.4%	13.4%	9.1%	6.8%	8.0%	0.8%	0.9%	1.4%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,181	221,418	147,891	13.5%	12.8%	12.3%	46.2%	45.4%	47.3%	21.4%	21.8%	20.6%	11.3%	11.9%	12.2%	6.8%	7.3%	6.9%	0.8%	0.8%	0.7%
SSA	5,959	1,317	1,172	21.1%	21.7%	17.0%	53.5%	51.7%	57.8%	14.6%	15.0%	15.4%	6.2%	7.2%	5.9%	4.1%	3.9%	3.5%	0.5%	0.5%	0.4%
State	1,720	1,310	1,272	13.3%	12.5%	15.8%	47.8%	48.6%	47.4%	22.7%	21.0%	18.3%	10.8%	11.6%	12.5%	4.6%	5.4%	5.1%	0.8%	0.9%	0.9%
Treasury	8,632	7,033	5,677	16.4%	15.3%	11.5%	50.5%	53.0%	55.2%	17.9%	18.9%	18.5%	9.7%	8.2%	9.2%	4.8%	4.1%	5.0%	0.8%	0.4%	0.7%
USDA	13,685	13,588	10,403	8.5%	10.0%	9.5%	49.3%	49.9%	49.7%	23.1%	21.5%	22.0%	12.2%	12.1%	12.6%	6.0%	5.9%	5.5%	1.0%	0.6%	0.6%
VA	3,283	3,144	3,344	15.0%	14.8%	13.3%	46.5%	42.8%	51.5%	21.7%	21.1%	17.5%	10.0%	12.2%	9.6%	6.1%	8.6%	7.4%	0.6%	0.6%	0.7%
Small Agencies	3,227	4,141	3,679	14.1%	13.4%	12.6%	45.5%	43.7%	44.8%	19.6%	20.5%	20.4%	12.0%	13.4%	12.1%	7.9%	8.1%	9.0%	0.9%	1.0%	1.1%
All DoD	43,444	50,718	40,188	13.5%	12.5%	12.6%	45.2%	44.5%	45.0%	22.6%	23.4%	22.4%	11.6%	12.3%	13.1%	6.3%	6.4%	6.2%	0.8%	0.8%	0.7%
USACE	5,035	5,154	6,295	9.7%	9.6%	10.6%	47.1%	46.1%	48.5%	25.4%	24.5%	23.1%	11.9%	13.4%	11.6%	5.1%	5.9%	5.5%	0.8%	0.5%	0.7%
Air Force	8,971	10,076	8,694	13.0%	12.3%	11.6%	43.8%	44.0%	45.9%	23.3%	24.0%	23.0%	12.8%	12.2%	13.0%	6.3%	6.6%	6.0%	0.9%	0.8%	0.5%
Army	11,658	13,738	8,406	14.6%	14.2%	14.6%	45.2%	44.4%	43.6%	22.3%	22.7%	20.9%	10.8%	11.9%	14.0%	6.2%	6.1%	6.2%	0.8%	0.7%	0.8%
Navy	9,578	12,613	9,510	12.4%	10.8%	11.4%	45.9%	44.3%	44.1%	23.0%	24.1%	24.2%	11.7%	13.2%	13.4%	6.2%	6.7%	6.2%	0.8%	1.0%	0.7%
Marine Corps	797	910	765	17.7%	14.3%	11.5%	38.7%	39.1%	44.8%	21.2%	25.5%	23.7%	13.0%	13.4%	11.9%	8.5%	6.8%	7.8%	1.0%	0.9%	0.2%
Other DoD	7,405	8,227	6,518	14.1%	12.9%	13.2%	47.4%	46.7%	47.5%	20.5%	21.7%	20.6%	10.7%	11.2%	11.2%	6.4%	6.5%	6.7%	0.8%	1.0%	0.8%

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

2008 Federal Human Capital Survey: Report by Agency

(41) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,177	221,412	147,886	13.2%	12.2%	12.0%	44.4%	44.2%	45.3%	23.6%	24.3%	23.4%	8.4%	8.6%	9.0%	5.3%	5.2%	4.8%	5.1%	5.5%	5.5%
AID	831	726	803	10.9%	10.4%	11.4%	47.6%	44.9%	52.2%	23.9%	25.6%	22.1%	9.9%	10.1%	8.0%	5.0%	4.8%	3.9%	2.8%	4.3%	2.5%
BBG	556	570	543	6.5%	6.7%	9.3%	23.5%	24.4%	24.5%	24.4%	28.4%	27.5%	15.0%	15.1%	15.1%	19.6%	15.3%	16.2%	10.9%	10.1%	7.5%
CSOSA	604	518	554	18.7%	14.1%	19.8%	50.9%	49.3%	50.8%	16.5%	18.5%	15.9%	5.8%	7.6%	6.0%	4.3%	4.9%	3.6%	3.8%	5.5%	4.0%
DHS	9,550	10,366	10,467	10.1%	7.4%	7.3%	36.8%	34.1%	32.2%	24.8%	27.6%	27.8%	11.7%	11.9%	13.6%	9.6%	9.2%	8.1%	7.0%	9.9%	11.0%
DOC	3,556	5,204	4,021	13.1%	11.7%	11.8%	48.7%	46.5%	46.8%	21.6%	23.8%	22.8%	6.9%	7.1%	7.9%	3.8%	4.7%	4.1%	6.0%	6.3%	6.6%
DOE	6,093	7,742	1,485	13.4%	12.5%	13.4%	47.0%	47.3%	52.7%	21.4%	22.4%	18.5%	8.9%	8.7%	9.0%	4.3%	4.9%	3.8%	4.9%	4.1%	2.5%
DOI	27,026	25,502	5,181	8.2%	7.1%	6.9%	40.3%	40.5%	42.0%	26.8%	28.1%	27.1%	11.9%	11.9%	12.2%	6.5%	6.1%	5.6%	6.3%	6.4%	6.2%
DOJ	14,013	10,960	7,701	12.4%	10.6%	13.7%	45.0%	45.9%	46.0%	24.6%	24.9%	22.1%	7.2%	7.5%	8.2%	4.7%	3.9%	5.0%	6.1%	7.2%	4.9%
DOL	4,110	4,538	4,082	16.5%	15.4%	14.8%	49.9%	49.4%	51.6%	17.5%	19.9%	17.9%	6.8%	6.4%	5.8%	4.3%	4.3%	4.3%	5.2%	4.5%	5.6%
DOT	6,353	5,451	4,949	10.4%	12.3%	9.1%	40.0%	36.6%	43.7%	21.3%	23.4%	22.2%	10.6%	8.9%	10.0%	9.5%	9.7%	7.2%	8.2%	9.2%	7.9%
Educ	2,393	2,909	2,408	12.7%	10.1%	12.2%	43.4%	43.3%	46.4%	22.7%	23.9%	21.2%	7.3%	8.9%	8.7%	6.8%	6.6%	5.1%	7.1%	7.3%	6.3%
EEOC	1,210	1,173	1,693	17.8%	17.0%	15.8%	46.5%	48.9%	53.9%	17.3%	17.9%	16.6%	6.3%	6.3%	5.6%	6.9%	5.9%	4.7%	5.2%	4.0%	3.5%
EPA	6,986	9,115	6,895	11.7%	10.1%	10.1%	48.5%	47.8%	46.6%	22.6%	23.9%	24.8%	7.7%	8.5%	9.5%	4.2%	4.6%	3.9%	5.3%	5.2%	5.1%
FCC	733	---	---	10.9%	---	---	40.5%	---	---	20.7%	---	---	11.5%	---	---	8.4%	---	---	8.0%	---	---
FERC	671	753	---	14.9%	13.5%	---	47.2%	44.5%	---	18.6%	24.5%	---	6.9%	6.7%	---	3.5%	4.8%	---	8.9%	6.1%	---

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

2008 Federal Human Capital Survey: Report by Agency

(41) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,177	221,412	147,886	13.2%	12.2%	12.0%	44.4%	44.2%	45.3%	23.6%	24.3%	23.4%	8.4%	8.6%	9.0%	5.3%	5.2%	4.8%	5.1%	5.5%	5.5%
FTC	560	459	616	19.6%	13.6%	15.0%	42.4%	39.0%	44.9%	16.4%	24.9%	18.2%	8.7%	8.0%	10.4%	3.9%	3.0%	3.6%	9.0%	11.5%	7.8%
GSA	3,396	3,916	2,869	17.9%	19.8%	22.6%	47.1%	46.3%	48.7%	19.9%	19.0%	16.4%	6.4%	7.0%	4.9%	4.6%	4.5%	3.9%	4.2%	3.4%	3.6%
HHS	22,730	25,756	4,653	12.6%	11.5%	11.1%	42.3%	43.4%	43.6%	23.7%	25.0%	24.1%	9.2%	9.0%	10.0%	6.3%	5.4%	5.3%	5.9%	5.7%	5.9%
HUD	3,467	4,075	5,343	14.5%	14.6%	15.0%	47.4%	46.3%	46.9%	20.4%	20.7%	19.9%	7.1%	7.9%	9.6%	5.2%	6.0%	4.5%	5.4%	4.5%	4.1%
NARA	1,370	1,442	1,415	13.9%	12.9%	13.1%	44.1%	45.2%	52.3%	19.8%	21.1%	18.1%	8.8%	9.8%	7.5%	7.1%	5.8%	4.1%	6.2%	5.2%	4.9%
NASA	4,375	4,734	4,766	16.6%	14.8%	14.3%	46.7%	46.3%	46.2%	20.7%	22.6%	21.9%	8.0%	8.2%	9.3%	2.9%	3.2%	3.3%	5.0%	5.0%	5.0%
NCUA	588	623	538	10.4%	14.5%	11.6%	58.3%	56.8%	62.9%	17.3%	19.3%	16.3%	7.6%	5.1%	5.1%	3.3%	1.9%	1.8%	3.1%	2.4%	2.3%
NLRB	803	963	979	13.6%	13.8%	16.8%	46.3%	47.3%	46.6%	21.2%	23.2%	18.3%	7.5%	5.6%	5.5%	4.9%	3.2%	4.6%	6.5%	6.9%	8.1%
NRC	2,179	1,692	1,876	27.7%	21.4%	17.3%	49.2%	50.9%	54.8%	14.2%	17.0%	17.5%	3.8%	4.4%	5.3%	1.5%	2.2%	1.8%	3.6%	4.2%	3.3%
NSF	583	596	778	20.9%	22.3%	19.7%	45.1%	43.0%	45.2%	19.4%	18.8%	20.8%	6.3%	8.9%	7.4%	3.1%	4.3%	3.3%	5.3%	2.8%	3.6%
OMB	253	250	249	11.8%	13.6%	11.2%	44.9%	41.0%	37.7%	22.4%	25.1%	26.7%	12.3%	12.9%	16.9%	2.2%	3.9%	3.6%	6.5%	3.5%	4.0%
OPM	2,932	3,012	1,539	16.8%	17.5%	10.4%	51.3%	51.2%	41.7%	18.2%	18.8%	26.0%	4.7%	4.3%	8.9%	2.4%	3.2%	6.3%	6.7%	5.0%	6.7%
PBGC	515	---	---	15.2%	---	---	47.7%	---	---	19.0%	---	---	8.3%	---	---	5.9%	---	---	3.8%	---	---
RRB	570	680	700	12.0%	10.3%	11.4%	45.2%	46.6%	50.4%	23.6%	25.0%	22.9%	6.5%	6.7%	6.0%	2.9%	3.5%	2.3%	9.9%	8.0%	7.1%
SBA	1,618	1,447	1,661	14.1%	13.5%	13.3%	52.0%	50.7%	54.5%	18.2%	17.1%	17.0%	6.8%	8.2%	6.2%	4.5%	7.0%	5.4%	4.4%	3.5%	3.5%
SEC	1,605	1,905	2,166	12.4%	15.2%	11.8%	40.2%	41.6%	41.8%	22.5%	21.7%	22.1%	9.6%	9.7%	9.5%	6.6%	4.6%	5.1%	8.6%	7.3%	9.6%

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

2008 Federal Human Capital Survey: Report by Agency

(41) 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		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,177	221,412	147,886	13.2%	12.2%	12.0%	44.4%	44.2%	45.3%	23.6%	24.3%	23.4%	8.4%	8.6%	9.0%	5.3%	5.2%	4.8%	5.1%	5.5%	5.5%
SSA	5,959	1,317	1,172	21.2%	21.0%	17.9%	51.3%	51.2%	54.8%	16.3%	16.8%	16.2%	4.6%	5.1%	4.0%	3.0%	2.1%	2.8%	3.6%	3.8%	4.3%
State	1,720	1,310	1,272	12.0%	11.9%	15.1%	46.5%	44.0%	43.7%	23.5%	23.7%	22.3%	9.8%	11.3%	10.1%	3.7%	4.4%	3.0%	4.5%	4.9%	5.7%
Treasury	8,631	7,031	5,677	17.2%	14.8%	11.8%	48.8%	49.1%	49.5%	19.0%	21.3%	20.9%	6.5%	6.0%	7.2%	3.2%	2.9%	4.2%	5.3%	5.8%	6.4%
USDA	13,685	13,588	10,403	8.8%	10.0%	9.1%	47.5%	48.1%	47.3%	25.1%	24.7%	24.4%	8.8%	8.7%	10.2%	4.9%	3.7%	3.7%	4.9%	4.8%	5.4%
VA	3,283	3,144	3,344	15.4%	14.2%	13.6%	45.8%	44.7%	50.8%	24.0%	22.8%	19.8%	6.5%	7.8%	6.7%	5.3%	7.1%	5.6%	3.0%	3.3%	3.5%
Small Agencies	3,226	4,141	3,679	13.1%	12.9%	12.5%	43.3%	42.0%	43.3%	21.6%	23.0%	21.7%	8.4%	10.1%	9.2%	6.1%	5.3%	6.7%	7.5%	6.7%	6.8%
All DoD	43,444	50,719	40,188	12.7%	11.8%	12.3%	43.8%	44.0%	43.9%	25.0%	25.6%	25.4%	8.8%	9.1%	9.4%	4.8%	4.6%	4.2%	4.9%	5.0%	4.8%
USACE	5,035	5,154	6,295	9.7%	9.5%	10.1%	45.6%	44.3%	46.1%	25.3%	27.0%	25.2%	9.1%	10.0%	9.1%	3.6%	4.1%	3.8%	6.8%	5.1%	5.8%
Air Force	8,971	10,073	8,692	12.1%	12.1%	11.8%	43.0%	43.0%	44.4%	26.1%	26.7%	26.0%	9.4%	8.7%	9.7%	4.7%	4.6%	3.8%	4.6%	4.9%	4.4%
Army	11,658	13,737	8,407	13.4%	13.2%	14.2%	44.0%	44.3%	42.3%	24.8%	24.6%	25.5%	8.3%	9.2%	9.4%	5.2%	4.5%	4.2%	4.3%	4.3%	4.5%
Navy	9,578	12,616	9,510	11.8%	9.6%	10.4%	43.4%	43.7%	43.5%	25.4%	26.2%	26.2%	8.9%	9.6%	10.0%	4.5%	4.7%	4.5%	6.0%	6.1%	5.4%
Marine Corps	797	911	765	16.6%	13.1%	11.5%	36.8%	37.1%	42.6%	24.4%	27.7%	25.7%	11.1%	11.7%	10.5%	6.4%	5.1%	5.9%	4.7%	5.3%	3.8%
Other DoD	7,405	8,228	6,519	14.3%	13.3%	13.6%	46.6%	47.0%	47.4%	22.0%	23.4%	22.0%	8.1%	7.6%	7.9%	4.6%	4.3%	4.3%	4.4%	4.5%	4.8%

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

2008 Federal Human Capital Survey: Report by Agency

(42) Employees are protected from health and safety hazards on the job.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,189	221,429	147,890	22.6%	21.3%	21.0%	53.5%	53.6%	54.1%	13.2%	13.6%	13.2%	5.8%	6.7%	6.7%	3.8%	3.8%	4.2%	1.1%	1.0%	0.9%
AID	831	726	803	23.0%	18.5%	15.2%	55.2%	53.5%	54.1%	12.5%	17.2%	17.9%	4.1%	4.6%	6.8%	3.0%	3.8%	3.6%	2.2%	2.4%	2.4%
BBG	556	570	543	13.1%	10.5%	10.0%	40.0%	41.9%	42.8%	22.1%	22.0%	22.0%	13.5%	14.2%	12.3%	8.0%	8.3%	9.4%	3.3%	3.0%	3.4%
CSOSA	604	518	554	17.8%	11.9%	16.7%	48.5%	42.8%	43.1%	15.2%	20.8%	17.8%	9.7%	11.7%	10.8%	7.7%	10.7%	10.0%	1.2%	2.2%	1.6%
DHS	9,550	10,369	10,472	13.6%	10.9%	9.9%	45.6%	41.0%	37.9%	18.2%	19.3%	18.2%	12.0%	15.6%	18.1%	9.6%	11.8%	15.1%	1.1%	1.4%	0.9%
DOC	3,556	5,204	4,021	26.0%	21.5%	20.7%	54.8%	55.9%	54.2%	11.3%	12.9%	13.8%	4.6%	5.3%	6.1%	2.1%	2.7%	3.8%	1.3%	1.7%	1.5%
DOE	6,093	7,742	1,485	32.8%	30.8%	36.6%	53.6%	54.1%	51.0%	8.1%	8.9%	7.7%	3.0%	3.3%	3.3%	1.6%	1.9%	1.1%	0.9%	1.0%	0.2%
DOI	27,027	25,503	5,182	19.9%	19.1%	20.1%	57.1%	57.7%	56.6%	13.2%	13.1%	13.4%	5.6%	6.0%	6.0%	3.3%	3.1%	3.3%	1.0%	1.0%	0.7%
DOJ	14,017	10,964	7,701	18.5%	16.7%	19.2%	51.2%	54.7%	53.7%	14.9%	14.3%	14.2%	8.3%	9.0%	7.4%	5.7%	3.6%	4.4%	1.3%	1.7%	1.1%
DOL	4,110	4,538	4,082	24.7%	23.5%	22.7%	52.8%	54.7%	55.5%	13.0%	12.4%	12.5%	4.9%	5.2%	5.0%	3.4%	3.1%	2.9%	1.1%	1.2%	1.5%
DOT	6,353	5,453	4,949	17.6%	18.4%	18.1%	49.8%	46.4%	55.8%	15.3%	16.2%	13.2%	9.7%	9.7%	7.6%	6.5%	7.7%	4.3%	1.1%	1.6%	1.1%
Educ	2,393	2,909	2,408	23.0%	17.8%	19.4%	53.3%	56.0%	53.3%	12.5%	15.5%	15.5%	4.1%	5.0%	5.9%	4.0%	3.1%	3.1%	3.0%	2.6%	2.8%
EEOC	1,210	1,173	1,693	20.4%	18.2%	18.2%	48.4%	52.8%	53.9%	15.9%	15.8%	15.9%	7.7%	6.9%	6.1%	5.0%	3.4%	3.5%	2.7%	2.9%	2.6%
EPA	6,986	9,115	6,895	27.5%	25.4%	26.8%	55.2%	57.6%	57.6%	11.3%	11.0%	9.4%	2.8%	2.8%	3.1%	1.5%	1.5%	1.4%	1.8%	1.6%	1.6%
FCC	733	---	---	24.9%	---	---	52.8%	---	---	13.7%	---	---	3.7%	---	---	2.9%	---	---	1.9%	---	---
FERC	671	753	---	33.5%	35.1%	---	52.5%	49.1%	---	7.9%	10.8%	---	3.1%	1.9%	---	1.8%	1.0%	---	1.2%	2.1%	---

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

2008 Federal Human Capital Survey: Report by Agency

(42) Employees are protected from health and safety hazards on the job.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,189	221,429	147,890	22.6%	21.3%	21.0%	53.5%	53.6%	54.1%	13.2%	13.6%	13.2%	5.8%	6.7%	6.7%	3.8%	3.8%	4.2%	1.1%	1.0%	0.9%
FTC	560	459	616	36.0%	27.2%	27.0%	49.8%	54.6%	52.7%	7.3%	9.1%	9.6%	2.3%	2.9%	5.1%	1.3%	0.7%	1.9%	3.3%	5.5%	3.7%
GSA	3,396	3,916	2,869	29.0%	29.1%	29.4%	52.3%	53.5%	52.0%	10.8%	11.1%	10.9%	3.3%	3.1%	4.6%	2.4%	1.4%	1.7%	2.1%	1.7%	1.4%
HHS	22,730	25,756	4,653	23.5%	22.4%	22.9%	54.6%	54.6%	53.1%	12.9%	13.7%	14.7%	4.5%	4.6%	5.0%	2.7%	2.7%	2.6%	1.8%	2.0%	1.7%
HUD	3,467	4,075	5,343	18.8%	18.5%	18.1%	52.3%	52.4%	53.6%	15.2%	16.6%	16.1%	6.9%	6.0%	6.0%	5.1%	4.4%	4.0%	1.7%	2.0%	2.2%
NARA	1,370	1,442	1,415	19.0%	18.6%	17.1%	46.4%	45.8%	47.2%	16.3%	16.0%	15.7%	9.3%	10.6%	11.0%	7.4%	7.4%	7.7%	1.5%	1.7%	1.4%
NASA	4,375	4,734	4,766	44.3%	40.7%	43.9%	46.9%	50.7%	47.5%	5.3%	6.2%	6.0%	1.7%	1.4%	1.5%	1.0%	0.4%	0.6%	0.8%	0.5%	0.5%
NCUA	588	623	538	17.6%	15.7%	16.5%	51.2%	53.2%	54.2%	19.4%	21.8%	19.0%	6.4%	6.0%	7.0%	3.1%	1.5%	1.5%	2.2%	1.7%	1.8%
NLRB	803	963	979	20.7%	20.8%	23.2%	53.0%	52.3%	48.3%	13.1%	13.9%	14.2%	5.7%	6.6%	8.4%	4.6%	4.2%	3.0%	2.9%	2.2%	2.8%
NRC	2,179	1,692	1,876	46.9%	39.2%	37.2%	42.9%	49.5%	51.8%	6.8%	8.1%	7.2%	1.9%	1.2%	1.9%	0.7%	1.0%	0.4%	0.8%	1.1%	1.6%
NSF	583	596	778	40.4%	40.2%	37.1%	48.5%	47.0%	50.5%	8.2%	7.8%	8.0%	0.9%	1.5%	2.3%	0.8%	1.0%	0.6%	1.3%	2.6%	1.6%
OMB	253	250	249	22.1%	24.9%	12.3%	44.7%	47.2%	48.0%	18.4%	19.5%	22.5%	8.0%	4.6%	8.3%	3.1%	2.3%	6.1%	3.7%	1.6%	2.7%
OPM	2,932	3,012	1,539	15.9%	16.3%	18.3%	48.5%	48.5%	53.8%	19.2%	19.1%	15.5%	7.5%	7.4%	7.2%	3.9%	4.0%	3.1%	5.0%	4.8%	2.2%
PBGC	515	---	---	28.0%	---	---	51.9%	---	---	12.6%	---	---	2.4%	---	---	2.2%	---	---	2.9%	---	---
RRB	570	680	700	18.7%	16.7%	17.4%	53.4%	51.3%	53.0%	15.7%	16.7%	17.5%	5.8%	8.5%	7.2%	1.9%	5.0%	2.6%	4.4%	1.8%	2.3%
SBA	1,618	1,447	1,661	20.4%	16.3%	17.6%	57.4%	54.4%	56.4%	12.9%	18.8%	14.8%	5.0%	4.9%	5.1%	2.6%	4.1%	3.9%	1.7%	1.5%	2.1%
SEC	1,605	1,905	2,166	34.2%	35.2%	23.8%	51.3%	48.1%	51.4%	9.3%	10.5%	12.2%	2.2%	2.2%	4.4%	1.1%	1.7%	4.0%	1.8%	2.2%	4.2%

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

2008 Federal Human Capital Survey: Report by Agency

(42) Employees are protected from health and safety hazards on the job.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,189	221,429	147,890	22.6%	21.3%	21.0%	53.5%	53.6%	54.1%	13.2%	13.6%	13.2%	5.8%	6.7%	6.7%	3.8%	3.8%	4.2%	1.1%	1.0%	0.9%
SSA	5,959	1,317	1,172	23.5%	19.7%	18.4%	49.8%	51.2%	51.0%	13.7%	14.9%	15.3%	7.0%	8.5%	9.1%	4.5%	4.9%	5.0%	1.4%	0.8%	1.2%
State	1,720	1,310	1,272	22.4%	20.2%	22.5%	52.8%	50.9%	46.6%	13.7%	17.4%	16.4%	6.2%	5.3%	7.9%	3.0%	4.2%	4.0%	1.9%	1.9%	2.6%
Treasury	8,635	7,035	5,677	21.0%	17.6%	15.7%	55.7%	53.0%	57.2%	12.7%	17.7%	14.8%	4.9%	8.1%	7.8%	3.6%	3.0%	3.7%	2.1%	0.6%	0.8%
USDA	13,688	13,589	10,401	18.7%	19.6%	19.1%	59.0%	59.6%	59.1%	13.1%	12.5%	12.7%	5.8%	5.1%	5.8%	2.8%	2.4%	2.5%	0.7%	0.9%	0.7%
VA	3,283	3,144	3,344	23.7%	23.5%	19.5%	53.8%	53.0%	58.9%	12.7%	11.9%	11.9%	4.9%	7.5%	5.1%	3.8%	3.7%	4.4%	1.1%	0.4%	0.3%
Small Agencies	3,226	4,141	3,679	26.1%	27.4%	22.7%	52.1%	51.5%	52.6%	12.6%	12.5%	13.4%	4.4%	4.5%	5.8%	2.3%	2.0%	3.6%	2.5%	2.1%	1.9%
All DoD	43,444	50,721	40,188	24.8%	23.4%	24.1%	55.3%	55.9%	55.3%	12.2%	12.4%	12.1%	4.6%	4.8%	4.9%	2.4%	2.6%	2.8%	0.7%	0.9%	0.7%
USACE	5,035	5,154	6,295	26.1%	25.4%	28.5%	59.5%	58.6%	56.5%	9.2%	10.4%	9.3%	3.1%	3.4%	3.4%	1.3%	1.3%	1.8%	0.8%	1.0%	0.4%
Air Force	8,971	10,072	8,691	27.0%	26.2%	23.8%	54.5%	55.7%	56.5%	11.1%	10.0%	11.5%	4.6%	4.4%	4.8%	2.2%	2.9%	3.0%	0.5%	0.8%	0.4%
Army	11,658	13,740	8,407	23.4%	22.8%	24.7%	55.6%	55.5%	53.3%	13.0%	13.2%	12.8%	4.4%	5.2%	5.5%	2.6%	2.5%	3.0%	0.8%	0.8%	0.8%
Navy	9,578	12,616	9,511	23.9%	22.1%	24.0%	55.3%	55.9%	56.4%	13.0%	13.4%	11.7%	5.0%	5.1%	4.8%	2.3%	2.8%	2.4%	0.5%	0.9%	0.7%
Marine Corps	797	911	765	25.0%	23.3%	24.9%	49.2%	51.9%	51.0%	13.6%	14.7%	14.0%	6.9%	6.1%	5.7%	4.9%	3.5%	3.5%	0.4%	0.5%	0.9%
Other DoD	7,405	8,228	6,519	25.4%	21.7%	21.7%	55.4%	56.9%	56.1%	11.6%	13.4%	13.5%	4.4%	4.5%	4.6%	2.1%	2.3%	2.8%	1.2%	1.2%	1.4%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,183	221,419	147,894	20.3%	18.6%	19.4%	53.8%	54.0%	54.3%	15.6%	15.9%	14.9%	6.1%	7.0%	6.9%	2.8%	3.0%	3.4%	1.4%	1.4%	1.3%
AID	831	726	803	24.4%	19.9%	20.2%	57.7%	55.4%	58.0%	11.0%	15.3%	11.7%	3.8%	6.3%	7.6%	2.2%	2.2%	1.6%	0.9%	0.9%	0.8%
BBG	556	570	543	6.7%	8.7%	7.4%	40.0%	41.3%	31.4%	28.6%	24.3%	22.4%	10.4%	14.6%	18.9%	10.2%	9.2%	16.1%	4.1%	1.9%	3.8%
CSOSA	604	518	554	15.9%	8.5%	16.0%	44.1%	43.6%	50.4%	19.9%	20.3%	17.7%	10.7%	14.9%	9.5%	7.0%	9.6%	4.9%	2.5%	3.1%	1.5%
DHS	9,550	10,367	10,474	14.5%	11.5%	13.7%	47.4%	48.1%	46.6%	18.5%	18.3%	16.5%	11.3%	12.4%	12.5%	7.0%	8.7%	9.8%	1.3%	1.0%	0.9%
DOC	3,556	5,204	4,021	23.1%	15.4%	15.7%	56.0%	51.2%	53.1%	12.8%	19.8%	17.5%	4.7%	8.3%	7.6%	2.0%	2.9%	3.7%	1.4%	2.4%	2.5%
DOE	6,093	7,742	1,485	22.3%	20.8%	27.6%	57.2%	56.0%	55.4%	12.9%	14.1%	10.8%	4.6%	5.3%	4.2%	1.6%	2.2%	1.3%	1.4%	1.6%	0.7%
DOI	27,026	25,502	5,183	12.7%	11.3%	10.8%	50.2%	50.4%	50.4%	21.4%	21.9%	20.7%	9.4%	10.1%	11.4%	3.8%	4.1%	4.3%	2.5%	2.3%	2.3%
DOJ	14,014	10,964	7,701	19.5%	18.1%	21.3%	53.9%	57.8%	53.8%	15.1%	13.9%	13.9%	7.4%	6.4%	7.2%	3.0%	2.6%	3.4%	1.1%	1.2%	0.5%
DOL	4,110	4,538	4,082	19.3%	16.7%	17.6%	53.7%	52.5%	50.9%	16.6%	17.6%	16.4%	5.7%	7.7%	9.0%	2.9%	3.5%	4.2%	1.8%	2.1%	1.9%
DOT	6,352	5,452	4,950	14.7%	14.2%	14.5%	53.9%	51.6%	57.5%	16.5%	17.9%	15.7%	9.2%	10.1%	6.4%	4.2%	4.8%	3.8%	1.5%	1.4%	2.1%
Educ	2,393	2,909	2,408	21.8%	22.2%	15.9%	55.9%	56.4%	53.6%	12.8%	13.9%	15.0%	5.0%	4.6%	9.7%	2.2%	1.8%	3.9%	2.3%	1.1%	1.9%
EEOC	1,210	1,173	1,693	19.7%	13.0%	14.1%	50.9%	46.4%	45.7%	16.1%	19.3%	17.8%	8.0%	13.6%	13.2%	3.5%	5.8%	6.5%	1.9%	2.0%	2.7%
EPA	6,986	9,115	6,895	18.7%	16.4%	17.7%	56.0%	54.7%	58.2%	15.8%	17.9%	15.2%	5.5%	6.6%	5.6%	1.9%	2.3%	1.9%	2.0%	2.1%	1.4%
FCC	733	---	---	22.6%	---	---	56.7%	---	---	13.3%	---	---	4.5%	---	---	1.2%	---	---	1.6%	---	---
FERC	671	753	---	26.7%	25.0%	---	57.8%	54.5%	---	10.4%	13.1%	---	2.5%	4.6%	---	1.6%	1.2%	---	1.0%	1.6%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,183	221,419	147,894	20.3%	18.6%	19.4%	53.8%	54.0%	54.3%	15.6%	15.9%	14.9%	6.1%	7.0%	6.9%	2.8%	3.0%	3.4%	1.4%	1.4%	1.3%
FTC	560	459	616	29.7%	20.5%	25.2%	49.6%	55.7%	56.1%	12.4%	12.7%	12.3%	4.5%	6.8%	4.2%	0.9%	1.5%	1.3%	2.9%	2.8%	0.8%
GSA	3,396	3,916	2,869	24.5%	23.2%	26.5%	52.0%	51.3%	49.1%	13.9%	15.4%	13.9%	4.8%	6.0%	6.6%	2.3%	2.5%	2.4%	2.5%	1.6%	1.5%
HHS	22,730	25,756	4,653	16.7%	15.0%	16.1%	49.6%	48.5%	46.8%	19.1%	20.5%	20.4%	7.5%	9.1%	10.3%	3.5%	3.5%	3.6%	3.6%	3.4%	2.8%
HUD	3,467	4,075	5,343	18.4%	16.7%	16.6%	58.2%	55.3%	54.0%	13.6%	16.0%	16.2%	5.5%	6.7%	7.5%	2.7%	3.4%	3.9%	1.7%	1.9%	1.8%
NARA	1,370	1,442	1,415	17.8%	13.4%	13.8%	49.5%	45.9%	47.6%	17.3%	21.8%	19.1%	8.5%	10.5%	11.8%	4.7%	6.0%	5.4%	2.1%	2.4%	2.2%
NASA	4,375	4,734	4,766	27.6%	23.1%	24.5%	49.4%	51.7%	51.5%	14.7%	15.2%	15.3%	4.6%	6.1%	5.6%	1.4%	1.4%	1.5%	2.2%	2.5%	1.5%
NCUA	588	623	538	14.8%	14.3%	12.2%	50.6%	53.4%	51.8%	20.2%	18.7%	19.7%	9.0%	10.1%	10.3%	3.2%	2.6%	3.8%	2.2%	0.9%	2.1%
NLRB	803	963	979	16.5%	15.7%	18.1%	48.9%	49.1%	47.9%	19.1%	18.0%	17.2%	8.1%	9.5%	10.1%	5.0%	5.9%	3.3%	2.4%	1.8%	3.3%
NRC	2,179	1,692	1,876	32.7%	26.4%	27.5%	46.2%	50.8%	55.9%	13.5%	16.1%	10.9%	4.3%	4.6%	3.8%	1.5%	0.9%	0.8%	1.8%	1.3%	1.2%
NSF	583	596	778	34.2%	36.3%	38.8%	51.6%	50.3%	49.6%	10.3%	8.9%	8.6%	1.7%	2.6%	1.5%	1.3%	1.2%	0.6%	1.0%	0.7%	0.9%
OMB	253	250	249	21.3%	23.8%	23.2%	53.5%	49.7%	47.6%	14.4%	13.5%	12.5%	9.9%	8.6%	10.2%	1.0%	4.3%	6.5%	0.0%	0.0%	0.0%
OPM	2,932	3,012	1,539	15.9%	16.0%	23.1%	57.1%	52.8%	59.6%	15.6%	17.1%	10.9%	6.1%	8.4%	3.6%	2.9%	3.2%	1.9%	2.5%	2.4%	1.0%
PBGC	515	---	---	24.4%	---	---	55.6%	---	---	14.2%	---	---	2.6%	---	---	0.9%	---	---	2.4%	---	---
RRB	570	680	700	13.9%	13.5%	13.2%	51.8%	47.2%	54.7%	20.5%	22.3%	19.4%	6.9%	10.9%	8.2%	2.4%	3.9%	2.4%	4.5%	2.3%	2.2%
SBA	1,618	1,447	1,661	17.3%	10.4%	11.6%	59.8%	47.0%	51.3%	13.9%	22.3%	18.8%	5.2%	11.1%	10.9%	2.3%	6.3%	5.3%	1.5%	2.8%	2.1%
SEC	1,605	1,905	2,166	28.4%	26.6%	18.5%	57.1%	51.9%	52.7%	9.8%	12.7%	14.7%	2.4%	4.7%	8.0%	0.9%	2.4%	3.8%	1.4%	1.7%	2.4%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,183	221,419	147,894	20.3%	18.6%	19.4%	53.8%	54.0%	54.3%	15.6%	15.9%	14.9%	6.1%	7.0%	6.9%	2.8%	3.0%	3.4%	1.4%	1.4%	1.3%
SSA	5,959	1,317	1,172	24.8%	20.5%	21.0%	54.8%	49.7%	54.4%	11.8%	16.4%	13.9%	5.2%	8.2%	7.1%	2.2%	3.8%	2.9%	1.2%	1.4%	0.7%
State	1,720	1,310	1,272	28.9%	23.4%	30.6%	52.3%	57.2%	49.2%	11.7%	11.9%	11.8%	4.3%	4.3%	5.3%	1.4%	1.9%	2.4%	1.4%	1.2%	0.7%
Treasury	8,637	7,031	5,677	18.7%	14.8%	16.2%	54.7%	53.2%	57.2%	16.1%	17.9%	14.8%	6.6%	9.7%	7.6%	2.3%	2.9%	3.4%	1.6%	1.5%	0.9%
USDA	13,685	13,588	10,403	12.8%	13.2%	13.7%	56.4%	55.9%	54.5%	18.5%	18.8%	18.9%	7.9%	8.2%	8.7%	2.7%	2.4%	2.6%	1.7%	1.6%	1.7%
VA	3,283	3,144	3,344	20.4%	20.6%	18.2%	49.8%	52.6%	57.3%	17.9%	15.2%	13.9%	7.6%	7.4%	4.4%	3.6%	3.2%	4.5%	0.8%	1.1%	1.6%
Small Agencies	3,226	4,141	3,679	18.2%	18.4%	20.1%	50.5%	48.6%	50.5%	15.7%	16.8%	15.9%	9.4%	9.0%	8.2%	3.1%	4.3%	3.5%	3.0%	2.9%	1.8%
All DoD	43,444	50,720	40,186	23.2%	21.9%	22.9%	56.7%	56.6%	55.6%	13.6%	14.0%	13.3%	3.5%	4.5%	5.4%	1.7%	1.8%	1.8%	1.3%	1.1%	1.0%
USACE	5,035	5,154	6,295	19.3%	18.3%	17.4%	58.9%	57.9%	53.6%	14.8%	14.9%	17.4%	3.9%	6.1%	7.5%	1.6%	1.7%	2.5%	1.5%	1.1%	1.5%
Air Force	8,971	10,073	8,692	26.0%	26.7%	26.9%	58.0%	57.8%	57.6%	11.5%	10.7%	10.1%	2.3%	2.7%	3.7%	1.3%	1.3%	1.2%	0.9%	0.8%	0.5%
Army	11,658	13,739	8,407	22.6%	22.0%	23.5%	56.1%	56.2%	54.5%	14.5%	14.7%	13.7%	3.3%	4.5%	5.2%	1.8%	1.7%	1.9%	1.5%	0.8%	1.1%
Navy	9,578	12,616	9,510	20.8%	17.9%	20.3%	56.4%	55.9%	55.3%	15.0%	16.2%	14.8%	4.6%	6.2%	6.5%	1.9%	2.2%	2.0%	1.4%	1.7%	1.1%
Marine Corps	797	911	764	24.5%	19.2%	21.9%	51.1%	48.3%	46.9%	13.7%	19.3%	17.2%	6.3%	6.9%	10.1%	3.1%	3.9%	3.2%	1.3%	2.3%	0.7%
Other DoD	7,405	8,227	6,518	25.7%	22.3%	21.3%	56.6%	57.5%	57.5%	11.8%	13.2%	13.4%	3.4%	3.8%	5.0%	1.5%	2.0%	1.6%	1.0%	1.1%	1.2%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,176	221,417	147,895	9.9%	9.1%	8.7%	29.5%	30.3%	30.5%	27.5%	27.6%	28.6%	11.1%	11.1%	11.8%	9.7%	10.1%	9.8%	12.2%	11.7%	10.7%
AID	831	726	803	8.8%	9.0%	6.2%	33.2%	33.6%	32.4%	27.4%	27.3%	31.2%	9.6%	8.8%	8.4%	6.6%	6.3%	7.1%	14.4%	14.9%	14.8%
BBG	556	570	543	7.5%	6.2%	7.2%	21.2%	26.0%	24.0%	21.6%	24.9%	27.8%	15.7%	17.6%	17.1%	22.0%	16.0%	16.4%	12.0%	9.2%	7.6%
CSOSA	604	518	554	10.8%	7.7%	9.2%	30.2%	29.3%	33.5%	27.1%	25.6%	22.2%	10.1%	13.9%	11.3%	9.3%	13.5%	10.3%	12.5%	10.0%	13.6%
DHS	9,550	10,366	10,474	7.4%	6.1%	5.5%	27.2%	24.6%	23.8%	25.3%	27.2%	26.2%	14.4%	16.5%	18.3%	15.4%	16.8%	18.1%	10.2%	8.9%	8.0%
DOC	3,556	5,204	4,021	8.9%	8.1%	7.8%	29.9%	31.4%	28.9%	26.7%	27.4%	29.0%	8.9%	9.0%	9.6%	6.7%	8.4%	7.6%	18.9%	15.7%	17.1%
DOE	6,092	7,742	1,485	8.3%	8.8%	9.8%	28.3%	28.5%	32.9%	28.0%	28.7%	28.3%	10.3%	10.6%	10.5%	8.4%	8.1%	6.4%	16.6%	15.3%	12.1%
DOI	27,023	25,499	5,182	6.7%	6.0%	5.8%	28.8%	29.3%	29.6%	27.7%	29.5%	29.7%	12.4%	12.8%	13.3%	11.1%	10.7%	10.2%	13.3%	11.7%	11.4%
DOJ	14,016	10,962	7,701	9.3%	8.6%	8.7%	31.1%	31.8%	30.4%	26.6%	28.7%	26.1%	12.4%	11.4%	13.0%	9.5%	8.1%	11.1%	11.1%	11.4%	10.7%
DOL	4,110	4,538	4,082	10.1%	9.6%	8.4%	28.0%	30.2%	28.4%	27.2%	27.9%	27.5%	9.4%	9.5%	11.4%	10.3%	9.6%	10.2%	15.1%	13.3%	14.2%
DOT	6,351	5,451	4,950	7.5%	8.6%	7.4%	24.8%	26.5%	33.0%	25.0%	23.0%	28.5%	12.0%	13.0%	11.9%	19.1%	17.0%	11.2%	11.6%	11.9%	8.0%
Educ	2,393	2,909	2,408	9.3%	6.6%	6.6%	19.8%	21.6%	22.8%	26.4%	28.7%	27.3%	10.1%	10.8%	11.3%	11.7%	13.2%	12.3%	22.8%	19.1%	19.7%
EEOC	1,210	1,173	1,693	10.5%	8.7%	8.9%	25.0%	26.2%	24.7%	26.6%	28.8%	28.1%	10.1%	12.7%	13.4%	12.8%	11.7%	11.6%	14.9%	11.8%	13.3%
EPA	6,986	9,115	6,895	7.1%	6.7%	6.4%	26.4%	24.5%	25.8%	28.4%	31.1%	30.6%	8.9%	9.8%	10.9%	7.6%	8.1%	7.0%	21.7%	19.8%	19.2%
FCC	733	---	---	8.3%	---	---	23.8%	---	---	26.9%	---	---	9.2%	---	---	8.7%	---	---	23.2%	---	---
FERC	671	753	---	12.0%	9.3%	---	25.8%	27.2%	---	27.5%	28.4%	---	4.8%	4.6%	---	5.2%	7.2%	---	24.7%	23.4%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,176	221,417	147,895	9.9%	9.1%	8.7%	29.5%	30.3%	30.5%	27.5%	27.6%	28.6%	11.1%	11.1%	11.8%	9.7%	10.1%	9.8%	12.2%	11.7%	10.7%
FTC	560	459	616	15.1%	11.5%	10.2%	23.3%	21.5%	23.5%	21.2%	27.8%	26.3%	7.6%	8.4%	9.5%	5.3%	4.7%	6.6%	27.5%	26.1%	23.9%
GSA	3,396	3,916	2,869	12.6%	13.1%	13.2%	28.2%	29.2%	29.3%	26.6%	27.6%	28.1%	9.0%	9.4%	9.7%	8.0%	8.5%	7.2%	15.5%	12.1%	12.5%
HHS	22,730	25,756	4,653	9.2%	8.0%	7.5%	27.4%	27.9%	27.2%	26.5%	28.6%	28.8%	10.7%	11.2%	13.0%	10.7%	10.0%	10.3%	15.6%	14.3%	13.1%
HUD	3,467	4,075	5,343	7.3%	8.4%	7.1%	24.6%	25.0%	25.2%	26.6%	29.8%	30.5%	12.8%	11.2%	11.4%	13.5%	13.4%	11.4%	15.3%	12.1%	14.3%
NARA	1,370	1,442	1,415	10.6%	7.5%	6.3%	27.6%	28.3%	29.6%	25.9%	26.3%	28.4%	12.2%	14.0%	12.8%	13.8%	13.5%	10.5%	9.9%	10.5%	12.5%
NASA	4,375	4,734	4,766	14.8%	14.0%	12.6%	35.8%	33.6%	34.5%	22.0%	25.4%	26.2%	5.9%	5.7%	7.2%	4.5%	4.4%	4.1%	17.0%	16.9%	15.5%
NCUA	588	623	538	7.9%	8.2%	5.6%	24.0%	27.9%	28.5%	27.3%	30.1%	28.7%	10.7%	11.6%	12.8%	8.7%	8.6%	11.1%	21.3%	13.6%	13.2%
NLRB	803	963	979	8.7%	10.0%	12.5%	30.2%	34.1%	28.1%	26.3%	25.1%	22.2%	13.6%	13.0%	14.1%	11.6%	9.2%	11.7%	9.6%	8.7%	11.4%
NRC	2,179	1,692	1,876	19.8%	12.5%	9.5%	30.8%	32.8%	31.9%	19.9%	25.6%	27.6%	5.8%	7.9%	6.8%	3.0%	3.8%	4.6%	20.7%	17.4%	19.6%
NSF	583	596	778	16.0%	17.1%	12.8%	28.4%	26.2%	27.7%	25.1%	26.3%	28.0%	7.8%	8.1%	10.7%	5.7%	7.9%	6.0%	17.0%	14.4%	14.9%
OMB	253	250	249	8.0%	8.6%	6.5%	33.8%	28.4%	28.1%	20.6%	29.0%	27.5%	8.9%	5.0%	10.9%	2.7%	5.0%	3.2%	26.1%	24.0%	23.9%
OPM	2,932	3,012	1,539	7.3%	8.1%	7.4%	25.2%	23.5%	27.7%	25.9%	29.8%	30.9%	9.8%	9.6%	9.6%	6.4%	9.1%	9.3%	25.4%	19.9%	15.0%
PBGC	515	---	---	9.7%	---	---	24.5%	---	---	22.9%	---	---	13.8%	---	---	12.4%	---	---	16.7%	---	---
RRB	570	680	700	7.1%	7.2%	7.7%	32.4%	34.5%	33.0%	31.8%	27.7%	28.6%	10.3%	11.2%	13.7%	7.7%	9.1%	7.6%	10.8%	10.4%	9.4%
SBA	1,618	1,447	1,661	8.6%	7.8%	6.3%	25.1%	25.7%	28.6%	30.1%	30.5%	31.3%	10.2%	11.0%	10.9%	9.9%	12.8%	11.4%	16.1%	12.2%	11.4%
SEC	1,605	1,905	2,166	9.6%	11.1%	6.8%	22.7%	23.1%	23.2%	25.7%	26.8%	27.3%	9.5%	7.6%	8.0%	9.6%	8.9%	8.9%	22.8%	22.6%	25.8%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,176	221,417	147,895	9.9%	9.1%	8.7%	29.5%	30.3%	30.5%	27.5%	27.6%	28.6%	11.1%	11.1%	11.8%	9.7%	10.1%	9.8%	12.2%	11.7%	10.7%
SSA	5,959	1,317	1,172	10.7%	9.3%	8.3%	27.2%	29.2%	26.2%	29.4%	27.7%	31.8%	10.8%	11.2%	11.3%	9.3%	9.5%	10.1%	12.7%	13.1%	12.4%
State	1,720	1,310	1,272	12.1%	11.2%	10.0%	36.9%	33.8%	28.4%	24.3%	25.7%	28.4%	8.7%	8.9%	8.7%	4.7%	5.0%	5.2%	13.2%	15.3%	19.2%
Treasury	8,633	7,034	5,677	9.1%	8.3%	7.6%	28.1%	28.0%	30.9%	28.2%	27.9%	28.6%	10.2%	11.8%	10.8%	10.1%	8.2%	8.9%	14.3%	15.8%	13.2%
USDA	13,685	13,592	10,403	7.1%	7.2%	7.3%	30.8%	31.0%	30.5%	29.8%	29.6%	29.7%	11.3%	11.5%	13.5%	8.9%	8.9%	9.3%	12.2%	11.8%	9.7%
VA	3,283	3,144	3,344	12.2%	10.6%	9.0%	27.1%	33.1%	36.0%	28.6%	22.4%	26.4%	15.6%	11.9%	11.7%	10.2%	14.2%	10.3%	6.4%	7.8%	6.6%
Small Agencies	3,226	4,141	3,679	10.8%	9.9%	9.2%	28.0%	27.9%	26.9%	25.7%	27.8%	27.4%	8.6%	9.2%	10.8%	7.7%	8.2%	9.7%	19.3%	17.0%	16.1%
All DoD	43,444	50,718	40,188	10.7%	9.9%	10.1%	31.6%	31.6%	31.2%	27.9%	29.1%	29.6%	9.2%	9.7%	10.5%	7.9%	8.2%	8.2%	12.7%	11.5%	10.4%
USACE	5,035	5,154	6,295	8.1%	8.4%	8.2%	30.5%	29.9%	32.4%	28.1%	29.3%	29.6%	8.9%	9.5%	10.2%	6.7%	7.2%	7.0%	17.7%	15.6%	12.6%
Air Force	8,971	10,071	8,693	10.8%	11.0%	10.2%	31.8%	30.6%	31.0%	28.3%	28.8%	29.4%	9.6%	10.1%	11.2%	8.3%	8.5%	8.9%	11.2%	11.0%	9.4%
Army	11,658	13,740	8,407	11.7%	11.0%	11.6%	32.0%	33.3%	30.5%	27.0%	28.1%	29.8%	9.6%	9.9%	10.2%	8.0%	8.1%	8.5%	11.6%	9.6%	9.5%
Navy	9,578	12,615	9,510	9.6%	7.9%	9.1%	32.3%	31.7%	33.0%	28.3%	30.2%	29.6%	8.2%	8.9%	10.0%	7.1%	8.0%	7.0%	14.5%	13.2%	11.4%
Marine Corps	797	911	764	14.9%	11.3%	13.2%	27.9%	31.0%	28.6%	27.0%	27.9%	29.4%	10.7%	12.4%	10.9%	9.6%	9.4%	8.8%	9.9%	8.0%	8.9%
Other DoD	7,405	8,227	6,519	10.2%	9.2%	9.0%	29.9%	30.1%	29.2%	28.4%	30.4%	29.3%	9.2%	9.4%	10.9%	8.5%	8.2%	9.2%	13.8%	12.6%	12.4%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,182	221,409	147,891	14.3%	13.0%	14.0%	33.4%	32.2%	33.3%	23.4%	24.7%	23.8%	11.1%	11.5%	11.8%	10.4%	11.2%	10.3%	7.4%	7.3%	6.8%
AID	831	726	803	14.4%	12.7%	11.4%	37.5%	33.9%	33.1%	19.9%	24.5%	24.9%	12.0%	11.3%	10.7%	7.6%	10.3%	11.3%	8.6%	7.4%	8.6%
BBG	556	570	543	10.4%	8.8%	10.0%	21.9%	21.9%	21.0%	19.6%	22.6%	23.8%	12.8%	18.5%	16.1%	23.9%	18.9%	18.8%	11.3%	9.2%	10.3%
CSOSA	604	518	554	13.9%	13.0%	17.7%	33.6%	27.9%	30.1%	23.1%	24.9%	21.4%	8.2%	12.9%	9.2%	9.6%	12.1%	10.3%	11.7%	9.1%	11.4%
DHS	9,550	10,367	10,474	10.8%	8.5%	9.3%	28.2%	24.7%	23.5%	23.5%	23.7%	23.8%	13.9%	16.4%	16.9%	16.7%	20.5%	19.9%	6.9%	6.3%	6.6%
DOC	3,556	5,204	4,021	15.4%	13.4%	15.2%	37.7%	34.2%	35.0%	20.0%	23.2%	21.8%	8.3%	9.3%	9.9%	7.5%	8.4%	7.5%	11.0%	11.3%	10.6%
DOE	6,093	7,742	1,485	16.3%	13.5%	16.4%	34.7%	32.3%	36.0%	20.6%	23.5%	22.8%	10.4%	12.3%	10.3%	9.4%	10.2%	8.8%	8.6%	8.2%	5.6%
DOI	27,025	25,499	5,180	12.0%	11.3%	12.5%	34.8%	33.9%	35.4%	22.6%	24.0%	22.7%	11.7%	12.9%	13.5%	11.1%	11.0%	9.4%	7.7%	6.8%	6.5%
DOJ	14,017	10,960	7,701	14.3%	12.5%	15.6%	33.4%	33.0%	33.4%	23.4%	24.8%	22.7%	12.2%	12.3%	11.2%	9.6%	9.9%	10.4%	7.1%	7.5%	6.6%
DOL	4,110	4,538	4,082	16.5%	14.5%	14.3%	30.1%	31.8%	31.9%	22.0%	23.1%	22.5%	10.5%	10.5%	10.4%	12.0%	10.8%	11.2%	8.9%	9.4%	9.7%
DOT	6,352	5,450	4,950	12.5%	12.8%	11.9%	31.5%	25.8%	38.0%	21.1%	23.3%	22.3%	11.3%	15.2%	12.6%	14.2%	13.8%	11.0%	9.5%	9.1%	4.2%
Educ	2,393	2,909	2,408	13.9%	10.8%	11.8%	27.4%	25.8%	27.3%	22.4%	24.7%	22.9%	10.8%	12.0%	12.4%	13.4%	15.2%	14.9%	12.1%	11.6%	10.7%
EEOC	1,210	1,173	1,693	14.0%	11.7%	11.9%	26.5%	26.9%	25.5%	22.5%	24.6%	25.7%	13.5%	15.2%	14.6%	14.0%	13.7%	14.6%	9.5%	7.8%	7.8%
EPA	6,986	9,115	6,895	13.9%	12.2%	14.4%	33.7%	31.6%	33.5%	22.0%	24.0%	22.6%	10.2%	11.9%	11.1%	9.0%	10.0%	8.6%	11.1%	10.3%	9.9%
FCC	733	---	---	13.0%	---	---	22.0%	---	---	23.0%	---	---	13.4%	---	---	17.7%	---	---	10.9%	---	---
FERC	671	753	---	19.6%	14.1%	---	34.4%	29.1%	---	20.7%	24.1%	---	6.7%	9.1%	---	6.9%	11.2%	---	11.7%	12.4%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,182	221,409	147,891	14.3%	13.0%	14.0%	33.4%	32.2%	33.3%	23.4%	24.7%	23.8%	11.1%	11.5%	11.8%	10.4%	11.2%	10.3%	7.4%	7.3%	6.8%
FTC	560	459	616	27.0%	22.3%	20.4%	31.8%	33.3%	32.9%	14.0%	15.0%	18.4%	8.7%	8.9%	8.9%	5.7%	6.4%	8.1%	12.8%	14.2%	11.3%
GSA	3,396	3,916	2,869	18.0%	17.3%	19.0%	33.3%	31.2%	31.3%	20.9%	24.5%	24.1%	9.2%	9.4%	9.3%	9.1%	9.5%	8.6%	9.5%	8.2%	7.6%
HHS	22,730	25,756	4,653	14.1%	12.3%	13.0%	32.0%	30.2%	29.3%	22.7%	24.8%	25.2%	10.8%	11.6%	12.5%	10.9%	11.5%	10.8%	9.5%	9.7%	9.1%
HUD	3,467	4,075	5,343	11.9%	11.8%	11.5%	28.0%	27.0%	26.8%	24.6%	26.8%	25.8%	12.0%	11.2%	14.9%	13.9%	14.6%	11.9%	9.7%	8.7%	9.0%
NARA	1,370	1,442	1,415	17.9%	12.7%	14.0%	31.6%	28.9%	32.2%	20.6%	24.0%	22.5%	10.9%	12.3%	11.3%	12.8%	15.0%	11.6%	6.2%	7.3%	8.4%
NASA	4,375	4,734	4,766	23.6%	20.6%	22.2%	36.9%	36.4%	37.5%	18.4%	21.1%	19.8%	7.0%	7.9%	7.3%	6.1%	6.3%	5.3%	8.0%	7.7%	7.9%
NCUA	588	623	538	12.5%	11.0%	10.3%	33.5%	29.7%	32.0%	21.9%	26.9%	28.0%	12.2%	11.6%	12.5%	9.4%	10.8%	8.8%	10.5%	10.0%	8.4%
NLRB	803	963	979	14.6%	15.4%	18.7%	29.8%	31.6%	30.4%	22.6%	21.1%	17.8%	12.9%	14.2%	13.0%	13.4%	12.0%	10.7%	6.7%	5.7%	9.4%
NRC	2,179	1,692	1,876	29.5%	21.1%	20.6%	33.4%	33.7%	33.1%	17.1%	20.7%	21.0%	5.9%	8.7%	9.6%	4.0%	6.0%	5.5%	10.1%	9.7%	10.3%
NSF	583	596	778	24.0%	24.6%	23.3%	33.0%	27.5%	30.6%	17.3%	22.6%	18.7%	10.3%	9.1%	9.1%	7.4%	8.4%	8.6%	8.0%	7.8%	9.7%
OMB	253	250	249	24.3%	21.4%	17.2%	40.4%	36.1%	40.1%	15.6%	18.4%	21.9%	6.5%	7.4%	6.0%	2.8%	5.8%	7.1%	10.3%	10.8%	7.6%
OPM	2,932	3,012	1,539	15.0%	12.6%	11.1%	32.0%	28.1%	28.1%	22.8%	25.9%	27.3%	9.2%	10.7%	10.2%	7.8%	8.6%	11.7%	13.1%	14.1%	11.6%
PBGC	515	---	---	17.9%	---	---	26.7%	---	---	23.2%	---	---	10.6%	---	---	13.1%	---	---	8.5%	---	---
RRB	570	680	700	12.7%	11.3%	15.6%	37.8%	38.3%	34.4%	23.3%	23.0%	24.3%	10.4%	9.0%	10.2%	6.3%	8.5%	6.5%	9.6%	10.0%	8.9%
SBA	1,618	1,447	1,661	13.4%	11.8%	10.2%	31.9%	27.6%	30.0%	23.2%	25.3%	24.7%	10.7%	12.5%	13.6%	11.3%	14.3%	13.6%	9.6%	8.5%	7.8%
SEC	1,605	1,905	2,166	17.2%	18.3%	13.9%	28.0%	27.3%	30.0%	19.2%	20.8%	20.5%	11.5%	10.8%	10.5%	12.8%	11.2%	11.1%	11.2%	11.5%	14.0%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,182	221,409	147,891	14.3%	13.0%	14.0%	33.4%	32.2%	33.3%	23.4%	24.7%	23.8%	11.1%	11.5%	11.8%	10.4%	11.2%	10.3%	7.4%	7.3%	6.8%
SSA	5,959	1,317	1,172	17.4%	13.5%	13.1%	31.6%	32.8%	32.3%	22.4%	26.9%	27.0%	11.0%	7.6%	10.5%	9.5%	11.0%	10.8%	8.2%	8.2%	6.3%
State	1,720	1,310	1,272	17.1%	18.2%	16.6%	36.9%	32.2%	33.8%	19.5%	20.9%	21.1%	10.8%	12.9%	9.8%	6.2%	8.2%	8.7%	9.5%	7.7%	10.0%
Treasury	8,633	7,033	5,676	14.4%	14.9%	12.6%	34.0%	32.3%	34.9%	22.8%	23.8%	22.6%	11.5%	10.5%	11.4%	9.5%	9.5%	8.2%	7.7%	9.0%	10.4%
USDA	13,686	13,589	10,402	12.8%	12.4%	13.6%	37.4%	37.9%	38.9%	24.3%	23.1%	23.3%	10.7%	10.8%	10.1%	7.9%	8.9%	7.6%	6.9%	6.8%	6.5%
VA	3,283	3,144	3,344	14.0%	13.3%	14.2%	31.4%	33.7%	34.8%	26.2%	22.6%	22.0%	11.7%	10.9%	12.8%	11.6%	14.2%	10.4%	5.2%	5.3%	5.8%
Small Agencies	3,226	4,141	3,679	16.9%	15.2%	14.7%	30.9%	28.8%	29.3%	20.9%	22.8%	21.7%	10.7%	11.7%	11.7%	10.2%	11.0%	12.5%	10.4%	10.5%	10.1%
All DoD	43,444	50,716	40,188	14.8%	13.3%	15.0%	34.8%	32.9%	33.7%	23.5%	26.3%	25.0%	10.4%	11.1%	11.1%	9.3%	9.5%	9.1%	7.2%	6.9%	6.0%
USACE	5,035	5,154	6,295	13.2%	13.6%	15.6%	37.6%	36.0%	38.0%	22.8%	24.3%	23.3%	9.8%	10.6%	9.9%	7.3%	7.7%	7.3%	9.3%	7.7%	5.9%
Air Force	8,971	10,071	8,693	15.2%	14.3%	15.0%	34.3%	31.7%	33.4%	22.1%	25.9%	25.1%	11.5%	11.7%	12.2%	10.7%	10.2%	9.7%	6.2%	6.2%	4.6%
Army	11,658	13,739	8,407	15.2%	14.3%	15.8%	35.3%	33.3%	33.5%	23.8%	26.9%	24.5%	9.7%	10.7%	10.8%	9.3%	8.5%	9.3%	6.6%	6.2%	6.1%
Navy	9,578	12,617	9,509	14.2%	11.8%	14.8%	35.5%	33.3%	34.6%	24.4%	25.9%	25.8%	10.4%	10.7%	10.6%	7.7%	9.8%	8.0%	7.9%	8.4%	6.3%
Marine Corps	797	910	765	18.4%	13.8%	17.4%	29.2%	29.6%	29.5%	24.5%	27.5%	25.9%	10.1%	13.8%	10.6%	11.0%	9.4%	9.6%	6.8%	5.9%	6.9%
Other DoD	7,405	8,225	6,519	13.9%	11.4%	13.2%	33.1%	32.5%	32.1%	24.0%	27.4%	25.2%	10.6%	11.2%	11.0%	10.0%	10.4%	10.5%	8.5%	7.1%	8.1%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,184	221,426	147,893	20.8%	19.7%	20.5%	39.4%	39.2%	39.9%	19.2%	19.9%	18.7%	5.5%	5.5%	5.6%	6.0%	6.1%	5.9%	9.2%	9.6%	9.4%
AID	831	726	803	21.8%	20.2%	20.5%	45.8%	42.7%	39.2%	13.4%	16.9%	18.8%	6.0%	4.4%	4.3%	4.3%	5.5%	5.7%	8.7%	10.4%	11.5%
BBG	556	570	543	13.9%	12.0%	13.7%	26.4%	29.6%	27.3%	20.3%	23.0%	25.1%	9.7%	9.7%	10.2%	13.4%	12.6%	12.7%	16.3%	13.0%	11.0%
CSOSA	604	518	554	18.8%	17.0%	21.9%	40.6%	37.4%	37.3%	18.4%	22.6%	18.4%	5.2%	3.8%	5.1%	5.2%	7.4%	4.3%	11.7%	11.8%	13.0%
DHS	9,550	10,368	10,473	17.2%	13.8%	14.6%	37.1%	35.5%	34.4%	20.0%	21.1%	19.9%	6.9%	7.2%	7.8%	8.9%	9.9%	11.1%	9.9%	12.6%	12.2%
DOC	3,556	5,204	4,021	22.1%	20.3%	20.7%	40.9%	40.4%	40.6%	16.0%	17.0%	16.3%	3.8%	3.9%	4.7%	3.7%	4.8%	4.2%	13.4%	13.6%	13.5%
DOE	6,093	7,742	1,485	21.9%	20.8%	24.3%	39.5%	39.4%	40.5%	17.4%	18.1%	16.3%	5.6%	6.0%	5.8%	5.3%	5.6%	5.7%	10.2%	10.0%	7.5%
DOI	27,023	25,502	5,181	17.8%	18.2%	17.9%	42.2%	41.3%	43.2%	17.6%	18.9%	17.2%	6.0%	6.2%	7.4%	6.5%	6.5%	5.3%	9.9%	8.9%	8.9%
DOJ	14,017	10,962	7,701	22.8%	21.4%	22.9%	41.1%	42.5%	39.1%	17.5%	16.2%	17.8%	4.6%	5.3%	5.0%	5.1%	3.8%	5.5%	8.9%	10.8%	9.7%
DOL	4,110	4,538	4,082	22.1%	20.3%	20.2%	35.2%	37.9%	36.3%	17.8%	18.7%	17.3%	4.8%	5.3%	6.4%	8.1%	6.4%	7.2%	12.0%	11.3%	12.5%
DOT	6,353	5,451	4,950	18.2%	19.8%	18.9%	37.0%	32.8%	44.8%	18.1%	19.0%	16.3%	6.7%	5.3%	4.3%	6.9%	7.5%	5.7%	13.0%	15.6%	10.0%
Educ	2,393	2,910	2,408	17.6%	15.7%	16.1%	33.1%	32.3%	32.7%	19.1%	21.8%	21.6%	6.1%	6.5%	7.1%	7.9%	8.6%	8.4%	16.1%	15.1%	13.9%
EEOC	1,210	1,173	1,693	22.9%	20.6%	20.7%	30.7%	33.7%	33.1%	20.0%	19.7%	19.3%	7.2%	7.5%	7.9%	9.4%	8.8%	8.1%	9.7%	9.6%	10.9%
EPA	6,986	9,115	6,895	19.5%	19.1%	20.2%	38.3%	37.6%	39.0%	18.1%	18.6%	17.3%	5.2%	5.5%	6.0%	5.5%	5.6%	5.1%	13.4%	13.6%	12.4%
FCC	733	---	---	15.4%	---	---	29.8%	---	---	20.1%	---	---	5.5%	---	---	10.0%	---	---	19.2%	12.9%	11.6%
FERC	671	753	---	25.0%	21.1%	---	39.6%	36.4%	---	12.7%	18.9%	---	3.5%	3.7%	---	4.6%	5.4%	---	14.6%	14.5%	---

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

2008 Federal Human Capital Survey: Report by Agency

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	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,184	221,426	147,893	20.8%	19.7%	20.5%	39.4%	39.2%	39.9%	19.2%	19.9%	18.7%	5.5%	5.5%	5.6%	6.0%	6.1%	5.9%	9.2%	9.6%	9.4%
FTC	560	459	616	34.5%	26.8%	30.1%	33.7%	35.0%	31.8%	11.1%	14.8%	16.1%	2.5%	3.0%	3.1%	3.8%	2.6%	3.8%	14.4%	17.9%	15.0%
GSA	3,396	3,916	2,869	24.0%	24.5%	25.0%	36.5%	36.3%	35.4%	18.9%	19.3%	18.9%	4.1%	4.3%	4.4%	5.2%	5.1%	5.8%	11.2%	10.5%	10.4%
HHS	22,730	25,756	4,653	19.1%	18.2%	19.1%	37.7%	37.4%	35.9%	19.1%	20.3%	20.3%	5.8%	5.5%	6.2%	6.7%	6.5%	6.4%	11.6%	12.1%	12.2%
HUD	3,467	4,075	5,343	16.0%	16.3%	16.6%	34.4%	34.2%	32.0%	19.8%	23.0%	23.9%	6.9%	5.4%	5.9%	9.2%	9.0%	7.9%	13.7%	12.1%	13.6%
NARA	1,370	1,442	1,415	21.3%	19.7%	19.8%	35.6%	35.8%	38.7%	19.4%	20.0%	18.8%	5.8%	5.6%	5.7%	8.9%	7.7%	6.1%	8.9%	11.2%	11.0%
NASA	4,375	4,734	4,766	34.1%	31.4%	31.8%	37.9%	40.7%	40.3%	11.6%	12.5%	12.7%	3.8%	3.2%	3.5%	3.2%	2.9%	2.8%	9.3%	9.3%	8.9%
NCUA	588	623	538	18.8%	18.1%	18.6%	39.1%	38.1%	37.1%	16.7%	20.6%	21.8%	6.7%	5.1%	7.5%	5.8%	6.4%	5.1%	12.9%	11.7%	9.9%
NLRB	803	963	979	21.9%	23.6%	26.3%	34.3%	35.7%	33.3%	20.6%	17.4%	15.1%	5.0%	4.3%	5.2%	6.7%	5.4%	5.2%	11.4%	13.6%	14.8%
NRC	2,179	1,692	1,876	39.3%	30.0%	29.7%	35.8%	37.9%	37.7%	10.0%	15.2%	15.7%	2.5%	3.6%	4.0%	2.4%	3.1%	3.0%	10.0%	10.2%	10.0%
NSF	583	596	778	34.4%	32.9%	33.1%	35.7%	33.3%	31.5%	13.9%	15.0%	15.1%	3.6%	4.3%	4.7%	3.4%	4.8%	5.0%	8.9%	9.7%	10.5%
OMB	253	250	249	34.0%	30.2%	25.9%	38.9%	40.3%	42.3%	12.5%	12.0%	13.3%	1.3%	3.9%	3.0%	0.8%	3.1%	2.3%	12.5%	10.5%	13.2%
OPM	2,932	3,012	1,539	19.9%	19.0%	17.3%	36.3%	36.1%	35.6%	18.3%	19.8%	21.8%	4.7%	4.7%	5.8%	4.1%	4.4%	6.6%	16.7%	16.0%	12.9%
PBGC	515	---	---	18.5%	---	---	32.3%	---	---	20.4%	---	---	7.0%	---	---	8.0%	---	---	13.8%	---	---
RRB	570	680	700	16.5%	18.2%	19.4%	42.9%	39.9%	42.2%	19.2%	22.4%	21.2%	4.4%	3.3%	2.5%	4.7%	4.0%	2.8%	12.2%	12.1%	11.9%
SBA	1,618	1,447	1,661	17.4%	16.3%	13.3%	36.9%	34.6%	38.5%	20.4%	23.1%	22.9%	5.4%	6.0%	6.5%	7.2%	10.3%	8.1%	12.8%	9.7%	10.7%
SEC	1,605	1,905	2,166	23.9%	25.6%	21.6%	33.2%	33.6%	35.7%	16.9%	17.5%	16.0%	4.4%	3.9%	3.8%	6.1%	5.0%	5.5%	15.5%	14.4%	17.4%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,184	221,426	147,893	20.8%	19.7%	20.5%	39.4%	39.2%	39.9%	19.2%	19.9%	18.7%	5.5%	5.5%	5.6%	6.0%	6.1%	5.9%	9.2%	9.6%	9.4%
SSA	5,959	1,317	1,172	24.1%	22.2%	18.7%	36.2%	36.7%	39.7%	18.3%	19.4%	22.6%	4.7%	3.6%	4.6%	5.3%	6.4%	5.3%	11.4%	11.6%	9.1%
State	1,720	1,310	1,272	28.8%	23.5%	29.9%	40.6%	44.5%	35.2%	13.7%	15.0%	13.3%	4.6%	5.0%	4.2%	2.7%	2.0%	4.3%	9.6%	10.0%	12.9%
Treasury	8,635	7,035	5,676	21.8%	19.6%	20.3%	37.8%	37.4%	41.4%	18.0%	20.9%	17.8%	5.7%	5.8%	4.8%	6.0%	5.2%	4.4%	10.7%	11.0%	11.3%
USDA	13,687	13,590	10,403	19.4%	19.8%	19.5%	45.1%	44.6%	44.9%	18.0%	18.3%	17.4%	5.2%	5.5%	5.3%	4.9%	4.7%	4.9%	7.4%	7.2%	8.1%
VA	3,283	3,144	3,344	20.2%	19.8%	20.4%	38.1%	40.2%	42.6%	22.8%	20.4%	17.1%	6.1%	5.9%	5.4%	6.7%	7.9%	6.6%	6.2%	5.8%	7.9%
Small Agencies	3,226	4,141	3,679	22.5%	22.1%	21.5%	35.2%	35.9%	37.3%	17.8%	17.7%	16.8%	5.2%	5.1%	5.5%	5.9%	5.9%	6.4%	13.4%	13.4%	12.6%
All DoD	43,444	50,722	40,189	20.9%	20.0%	21.4%	40.4%	39.6%	39.7%	19.5%	21.0%	19.8%	5.2%	5.4%	5.6%	5.5%	5.4%	5.3%	8.6%	8.6%	8.2%
USACE	5,035	5,154	6,295	19.4%	19.9%	22.1%	43.8%	42.7%	42.3%	17.5%	18.8%	17.9%	4.9%	5.0%	5.3%	4.1%	4.4%	4.7%	10.3%	9.2%	7.7%
Air Force	8,971	10,072	8,693	21.8%	21.5%	21.7%	40.1%	37.9%	39.0%	20.2%	20.5%	21.3%	5.1%	5.7%	5.5%	5.2%	6.0%	5.6%	7.6%	8.3%	6.9%
Army	11,658	13,740	8,407	20.6%	20.8%	22.2%	40.6%	40.6%	39.6%	19.6%	21.0%	19.0%	5.1%	5.2%	5.4%	5.7%	5.3%	5.6%	8.4%	7.1%	8.2%
Navy	9,578	12,617	9,511	20.5%	18.6%	21.4%	41.0%	40.0%	40.9%	18.7%	21.3%	19.3%	5.5%	5.2%	5.6%	5.1%	4.9%	4.3%	9.1%	10.0%	8.5%
Marine Corps	797	911	764	23.1%	19.0%	20.3%	33.2%	35.2%	33.5%	22.5%	23.7%	21.3%	6.9%	6.8%	7.7%	6.8%	7.4%	8.1%	7.4%	7.9%	9.0%
Other DoD	7,405	8,228	6,519	20.6%	17.8%	18.9%	39.0%	38.9%	38.8%	19.4%	22.1%	20.6%	5.0%	5.7%	5.7%	6.1%	5.7%	6.2%	9.8%	9.9%	9.8%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,168	221,392	147,889	15.6%	14.1%	14.1%	34.9%	33.8%	33.5%	22.6%	23.8%	23.9%	10.1%	10.6%	11.0%	9.0%	9.6%	9.2%	7.9%	8.1%	8.3%
AID	831	726	803	16.6%	14.0%	12.9%	38.1%	36.0%	35.1%	18.4%	23.2%	22.5%	9.5%	9.5%	8.5%	7.8%	7.2%	10.0%	9.6%	10.0%	11.0%
BBG	556	570	543	9.2%	8.6%	8.3%	21.6%	20.4%	21.9%	22.9%	27.0%	27.3%	13.7%	13.6%	11.8%	19.6%	17.3%	18.2%	13.0%	13.0%	12.4%
CSOSA	604	518	554	12.8%	10.7%	12.7%	33.7%	26.6%	31.7%	24.2%	26.6%	25.5%	8.4%	11.2%	9.1%	9.6%	14.1%	9.0%	11.3%	10.8%	12.1%
DHS	9,550	10,366	10,471	13.1%	10.0%	10.3%	32.1%	29.9%	29.8%	21.7%	24.7%	22.3%	12.2%	13.2%	14.7%	13.3%	15.8%	16.5%	7.6%	6.5%	6.4%
DOC	3,556	5,204	4,021	15.9%	12.5%	12.4%	35.4%	31.6%	32.7%	20.5%	25.4%	23.7%	8.6%	9.6%	9.2%	7.0%	7.9%	7.6%	12.7%	12.9%	14.3%
DOE	6,093	7,742	1,485	17.0%	14.8%	17.0%	35.3%	34.0%	35.7%	21.5%	22.7%	21.7%	9.3%	10.5%	11.7%	8.4%	9.1%	7.0%	8.5%	9.0%	6.9%
DOI	27,020	25,499	5,179	12.1%	11.0%	10.8%	34.2%	33.5%	32.8%	23.0%	23.6%	23.1%	11.6%	12.6%	14.0%	10.8%	11.0%	10.6%	8.4%	8.4%	8.8%
DOJ	14,015	10,960	7,701	17.2%	14.6%	16.2%	35.4%	35.5%	33.5%	21.8%	23.2%	22.7%	9.7%	10.5%	10.7%	7.6%	8.5%	8.9%	8.2%	7.7%	8.0%
DOL	4,110	4,538	4,082	16.6%	13.9%	12.7%	29.6%	32.8%	31.6%	23.0%	23.1%	23.9%	9.9%	9.8%	10.0%	10.4%	9.2%	10.5%	10.5%	11.2%	11.4%
DOT	6,351	5,451	4,950	13.0%	13.4%	13.5%	31.9%	29.6%	33.3%	19.1%	21.6%	23.3%	13.0%	13.7%	11.4%	14.4%	12.3%	9.7%	8.7%	9.4%	8.8%
Educ	2,393	2,909	2,408	14.5%	11.1%	11.3%	27.9%	26.6%	26.7%	23.1%	25.5%	24.6%	10.1%	10.5%	11.9%	11.9%	13.0%	13.0%	12.6%	13.3%	12.5%
EEOC	1,210	1,173	1,693	15.6%	11.9%	11.8%	27.5%	26.6%	26.0%	20.7%	25.8%	25.0%	12.9%	13.2%	14.5%	14.8%	13.7%	13.4%	8.4%	8.9%	9.3%
EPA	6,986	9,115	6,895	13.1%	11.3%	12.0%	31.2%	29.9%	31.0%	23.5%	25.4%	24.7%	10.1%	10.8%	11.5%	8.7%	9.5%	7.9%	13.5%	13.1%	13.0%
FCC	733	---	---	11.9%	---	---	27.4%	---	---	23.2%	---	---	10.6%	---	---	15.2%	---	---	11.7%	---	---
FERC	671	753	---	17.4%	9.7%	---	35.0%	29.7%	---	21.8%	26.7%	---	5.7%	10.6%	---	6.6%	9.3%	---	13.5%	14.0%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,168	221,392	147,889	15.6%	14.1%	14.1%	34.9%	33.8%	33.5%	22.6%	23.8%	23.9%	10.1%	10.6%	11.0%	9.0%	9.6%	9.2%	7.9%	8.1%	8.3%
FTC	560	459	616	28.8%	16.9%	19.8%	32.7%	32.6%	29.0%	16.3%	19.7%	23.3%	5.1%	6.7%	6.0%	4.8%	5.1%	5.7%	12.3%	19.0%	16.3%
GSA	3,396	3,916	2,869	19.1%	18.4%	18.6%	32.3%	30.7%	31.3%	23.1%	24.2%	23.9%	7.9%	9.0%	8.5%	6.9%	8.1%	8.4%	10.8%	9.6%	9.4%
HHS	22,730	25,756	4,653	14.1%	11.9%	11.5%	31.9%	29.3%	28.1%	23.5%	25.9%	26.1%	10.2%	10.6%	12.6%	9.8%	10.3%	9.9%	10.5%	12.0%	11.9%
HUD	3,467	4,075	5,343	10.8%	11.4%	11.1%	29.4%	28.8%	27.9%	24.1%	26.9%	27.7%	11.1%	10.7%	10.6%	12.5%	12.4%	10.7%	11.9%	9.8%	12.0%
NARA	1,370	1,442	1,415	15.3%	12.6%	11.9%	31.4%	28.2%	32.3%	22.7%	25.2%	24.1%	9.8%	10.2%	9.8%	11.3%	12.4%	9.8%	9.4%	11.5%	12.1%
NASA	4,375	4,734	4,766	26.3%	23.5%	23.5%	37.2%	39.5%	39.6%	17.5%	17.7%	19.1%	6.8%	6.5%	7.4%	5.4%	5.3%	4.2%	6.8%	7.3%	6.2%
NCUA	588	623	538	14.1%	12.6%	13.0%	33.4%	32.7%	35.5%	23.3%	25.3%	22.5%	10.2%	10.3%	12.8%	8.6%	9.1%	7.9%	10.4%	10.1%	8.2%
NLRB	803	963	979	13.2%	14.9%	17.1%	30.6%	31.3%	30.1%	25.5%	24.5%	22.7%	9.7%	9.2%	9.1%	9.6%	8.6%	7.7%	11.4%	11.4%	13.3%
NRC	2,179	1,692	1,876	36.6%	23.5%	22.8%	35.7%	37.6%	36.9%	13.6%	19.3%	19.0%	4.5%	8.1%	8.0%	3.1%	4.8%	5.5%	6.5%	6.7%	7.7%
NSF	583	596	778	25.4%	22.7%	21.2%	32.6%	28.4%	30.1%	19.3%	23.6%	20.8%	4.9%	5.5%	6.8%	7.3%	8.0%	6.5%	10.4%	11.8%	14.5%
OMB	253	250	249	28.0%	19.3%	16.3%	37.1%	38.0%	38.7%	15.1%	16.9%	21.1%	5.4%	4.3%	6.8%	1.6%	3.0%	5.1%	12.8%	18.5%	12.0%
OPM	2,932	3,012	1,539	14.3%	13.0%	10.0%	33.5%	30.5%	27.9%	22.9%	25.9%	28.6%	7.9%	8.1%	10.4%	7.0%	8.5%	9.7%	14.4%	14.0%	13.3%
PBGC	515	---	---	13.6%	---	---	31.4%	---	---	25.7%	---	---	8.4%	---	---	10.3%	---	---	10.6%	---	---
RRB	570	680	700	11.4%	12.0%	11.1%	31.7%	34.2%	32.1%	26.3%	28.0%	28.6%	8.5%	8.0%	9.5%	6.5%	6.6%	5.1%	15.6%	11.2%	13.7%
SBA	1,618	1,447	1,661	12.8%	9.8%	9.0%	32.6%	28.5%	31.6%	24.1%	27.7%	24.9%	10.6%	11.0%	12.9%	9.7%	13.6%	11.2%	10.1%	9.4%	10.4%
SEC	1,605	1,905	2,166	18.1%	20.1%	15.5%	31.7%	31.5%	32.7%	20.3%	20.9%	19.1%	8.8%	7.5%	9.1%	9.2%	7.3%	7.9%	11.9%	12.7%	15.6%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,168	221,392	147,889	15.6%	14.1%	14.1%	34.9%	33.8%	33.5%	22.6%	23.8%	23.9%	10.1%	10.6%	11.0%	9.0%	9.6%	9.2%	7.9%	8.1%	8.3%
SSA	5,959	1,317	1,172	17.6%	16.1%	13.1%	31.4%	34.4%	34.1%	23.7%	23.3%	27.1%	8.6%	6.8%	9.1%	8.3%	8.1%	7.0%	10.5%	11.2%	9.6%
State	1,720	1,310	1,272	20.1%	15.7%	18.2%	36.7%	33.1%	31.0%	19.7%	21.2%	18.8%	8.4%	10.6%	7.9%	4.6%	8.0%	7.9%	10.5%	11.4%	16.2%
Treasury	8,630	7,027	5,677	16.0%	15.8%	13.4%	33.9%	33.9%	35.7%	24.7%	22.9%	22.8%	8.8%	10.2%	11.6%	8.3%	8.6%	7.1%	8.4%	8.6%	9.3%
USDA	13,683	13,584	10,403	11.9%	11.2%	11.6%	36.8%	35.0%	35.5%	23.9%	24.8%	25.0%	12.0%	11.6%	11.7%	8.0%	9.4%	8.8%	7.4%	8.1%	7.4%
VA	3,283	3,144	3,344	15.0%	15.3%	15.1%	37.4%	36.0%	34.9%	22.5%	21.6%	22.7%	11.2%	11.7%	10.4%	9.4%	10.5%	8.9%	4.5%	4.8%	8.1%
Small Agencies	3,226	4,141	3,679	16.2%	14.7%	14.5%	31.6%	28.1%	30.9%	22.0%	24.5%	21.4%	8.9%	9.4%	10.6%	8.7%	9.8%	9.7%	12.7%	13.5%	13.0%
All DoD	43,444	50,710	40,188	16.4%	14.8%	15.2%	35.9%	34.6%	34.1%	23.0%	24.6%	24.6%	9.3%	9.9%	10.3%	7.9%	8.4%	8.5%	7.6%	7.7%	7.2%
USACE	5,035	5,154	6,295	14.1%	13.3%	13.4%	37.6%	35.2%	36.4%	21.8%	22.7%	23.7%	9.3%	11.5%	10.5%	7.6%	7.6%	7.8%	9.6%	9.7%	8.2%
Air Force	8,971	10,071	8,692	17.7%	15.6%	15.6%	35.3%	33.4%	34.0%	23.4%	23.5%	24.4%	8.7%	11.0%	10.7%	8.6%	9.4%	9.8%	6.3%	7.1%	5.4%
Army	11,658	13,737	8,407	16.8%	16.2%	16.5%	36.1%	35.4%	32.8%	22.9%	24.8%	24.3%	9.8%	9.1%	10.5%	7.6%	7.6%	8.8%	6.8%	7.0%	7.1%
Navy	9,578	12,611	9,510	15.5%	13.5%	14.6%	36.6%	35.9%	36.7%	23.2%	24.6%	24.8%	8.8%	9.2%	9.4%	7.2%	8.3%	6.8%	8.8%	8.5%	7.7%
Marine Corps	797	911	765	17.9%	15.3%	16.4%	32.2%	31.7%	29.3%	22.9%	25.5%	23.0%	11.3%	11.1%	13.1%	9.1%	10.9%	11.2%	6.6%	5.5%	7.0%
Other DoD	7,405	8,226	6,519	14.9%	12.8%	12.8%	34.9%	32.7%	31.4%	22.5%	27.4%	26.6%	9.9%	10.0%	10.7%	8.7%	8.8%	8.8%	9.0%	8.3%	9.8%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,183	221,424	147,893	11.7%	11.2%	10.7%	46.7%	46.4%	47.2%	22.3%	22.9%	22.4%	12.7%	12.8%	13.5%	5.5%	5.6%	5.2%	1.3%	1.1%	1.0%
AID	831	726	803	11.1%	11.4%	9.3%	49.7%	49.4%	48.2%	21.3%	21.8%	22.5%	11.2%	12.0%	13.2%	5.7%	4.7%	5.8%	1.0%	0.6%	1.0%
BBG	556	570	543	7.5%	8.6%	9.7%	34.2%	36.0%	36.9%	23.2%	26.4%	23.8%	19.7%	17.0%	17.2%	14.3%	10.7%	11.0%	1.1%	1.2%	1.3%
CSOSA	604	518	554	20.2%	17.8%	17.8%	52.1%	46.3%	54.0%	15.9%	16.7%	14.5%	6.5%	13.1%	10.4%	4.2%	4.8%	3.0%	1.0%	1.2%	0.4%
DHS	9,550	10,370	10,474	9.9%	7.6%	8.0%	43.5%	41.4%	43.4%	22.5%	24.4%	22.7%	15.5%	17.0%	17.2%	7.5%	8.7%	7.7%	1.2%	1.0%	0.9%
DOC	3,556	5,204	4,021	13.7%	12.0%	12.7%	51.5%	51.0%	50.3%	18.6%	20.4%	19.7%	9.7%	10.2%	11.7%	5.0%	5.3%	4.4%	1.4%	1.3%	1.2%
DOE	6,093	7,742	1,485	10.4%	10.5%	10.2%	47.2%	48.1%	49.6%	22.4%	22.7%	22.0%	13.9%	12.1%	13.9%	4.7%	5.4%	3.3%	1.5%	1.2%	1.0%
DOI	27,024	25,500	5,180	8.2%	7.8%	7.2%	45.6%	45.7%	47.1%	24.8%	25.3%	24.7%	14.3%	14.2%	14.1%	5.8%	5.9%	5.6%	1.3%	1.1%	1.2%
DOJ	14,017	10,962	7,701	12.1%	11.6%	11.8%	47.0%	48.9%	46.2%	22.2%	20.7%	21.3%	13.3%	13.9%	13.5%	4.5%	4.0%	6.4%	0.9%	0.8%	0.8%
DOL	4,110	4,538	4,082	13.2%	12.6%	11.7%	46.8%	48.4%	48.3%	19.4%	19.6%	19.8%	12.6%	12.3%	12.6%	6.5%	6.1%	6.2%	1.4%	0.9%	1.4%
DOT	6,353	5,453	4,950	8.7%	9.5%	8.0%	42.5%	40.0%	48.7%	22.0%	24.5%	21.3%	16.3%	16.2%	13.8%	9.1%	8.9%	7.7%	1.3%	0.8%	0.5%
Educ	2,393	2,909	2,408	14.3%	10.1%	12.5%	43.3%	44.9%	45.5%	18.6%	20.8%	19.4%	13.1%	13.8%	13.3%	8.7%	8.7%	7.4%	2.0%	1.6%	2.0%
EEOC	1,210	1,173	1,693	14.7%	11.8%	12.2%	43.0%	45.0%	45.6%	18.2%	21.1%	18.4%	13.8%	12.4%	15.3%	8.2%	7.9%	7.0%	2.1%	1.8%	1.5%
EPA	6,986	9,115	6,895	10.8%	10.2%	10.1%	50.6%	49.6%	50.5%	20.7%	21.5%	22.1%	11.3%	12.2%	12.0%	5.0%	5.0%	4.0%	1.7%	1.4%	1.2%
FCC	733	---	---	12.1%	---	---	45.6%	---	---	22.2%	---	---	11.2%	---	---	7.3%	---	---	1.5%	---	---
FERC	671	753	---	17.5%	13.7%	---	53.5%	52.7%	---	15.8%	18.9%	---	7.4%	9.4%	---	4.2%	3.9%	---	1.6%	1.5%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,183	221,424	147,893	11.7%	11.2%	10.7%	46.7%	46.4%	47.2%	22.3%	22.9%	22.4%	12.7%	12.8%	13.5%	5.5%	5.6%	5.2%	1.3%	1.1%	1.0%
FTC	560	459	616	24.5%	18.8%	18.6%	45.7%	44.5%	43.6%	15.0%	20.1%	19.9%	9.9%	10.6%	11.7%	4.1%	3.0%	4.7%	0.8%	2.9%	1.6%
GSA	3,396	3,916	2,869	16.8%	17.4%	17.2%	44.7%	46.6%	47.2%	20.5%	19.8%	19.8%	11.5%	10.3%	10.4%	5.3%	5.1%	4.7%	1.2%	0.8%	0.7%
HHS	22,730	25,756	4,653	12.9%	12.6%	11.6%	45.3%	45.9%	44.1%	21.1%	21.8%	22.8%	12.5%	12.5%	14.3%	6.8%	5.9%	5.7%	1.5%	1.3%	1.5%
HUD	3,467	4,075	5,343	9.2%	11.1%	10.5%	43.0%	42.6%	42.4%	23.1%	21.7%	23.8%	14.6%	13.6%	14.2%	8.1%	9.7%	7.4%	1.9%	1.3%	1.6%
NARA	1,370	1,442	1,415	13.8%	12.1%	11.5%	44.7%	44.4%	46.4%	19.1%	21.0%	21.4%	13.4%	14.4%	13.1%	7.4%	6.9%	5.5%	1.6%	1.2%	2.0%
NASA	4,375	4,734	4,766	17.4%	14.6%	13.4%	49.5%	52.0%	52.8%	18.7%	20.2%	19.8%	10.0%	8.7%	10.3%	3.4%	3.4%	2.9%	0.9%	1.2%	0.8%
NCUA	588	623	538	15.2%	14.4%	10.7%	53.0%	52.9%	55.6%	15.7%	17.7%	17.8%	10.6%	11.8%	9.9%	4.9%	2.3%	5.7%	0.6%	1.0%	0.2%
NLRB	803	963	979	12.1%	13.3%	14.7%	47.4%	48.8%	48.0%	18.6%	19.5%	16.7%	13.0%	11.7%	12.5%	7.5%	5.7%	6.6%	1.4%	0.9%	1.5%
NRC	2,179	1,692	1,876	22.4%	14.9%	12.1%	51.4%	55.6%	54.3%	14.6%	16.5%	19.6%	8.0%	8.5%	10.5%	2.6%	3.1%	2.6%	1.0%	1.4%	0.9%
NSF	583	596	778	21.4%	19.0%	14.0%	43.8%	45.4%	47.9%	17.2%	17.4%	19.4%	10.5%	11.5%	11.9%	5.2%	5.3%	4.6%	1.9%	1.5%	2.2%
OMB	253	250	249	13.6%	13.7%	12.3%	58.3%	49.2%	47.6%	14.0%	18.9%	18.9%	9.4%	13.1%	17.2%	3.5%	4.3%	3.7%	1.2%	0.8%	0.4%
OPM	2,932	3,012	1,539	14.4%	13.5%	10.9%	50.5%	47.3%	45.9%	18.7%	20.3%	21.4%	10.4%	12.1%	12.6%	4.5%	5.3%	7.4%	1.5%	1.5%	1.8%
PBGC	515	---	---	14.7%	---	---	48.7%	---	---	17.0%	---	---	12.4%	---	---	6.2%	---	---	1.1%	---	---
RRB	570	680	700	9.4%	8.9%	9.4%	45.8%	44.0%	47.6%	23.3%	25.9%	19.8%	13.9%	13.5%	17.1%	5.0%	6.3%	4.8%	2.6%	1.4%	1.3%
SBA	1,618	1,447	1,661	11.4%	8.5%	8.0%	44.1%	46.2%	47.0%	23.9%	23.0%	24.3%	13.1%	12.7%	14.0%	6.0%	8.6%	5.3%	1.5%	1.1%	1.4%
SEC	1,605	1,905	2,166	12.1%	15.3%	11.7%	44.4%	47.1%	48.1%	20.3%	18.9%	17.6%	13.9%	11.8%	13.3%	7.6%	5.7%	7.6%	1.7%	1.2%	1.7%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,183	221,424	147,893	11.7%	11.2%	10.7%	46.7%	46.4%	47.2%	22.3%	22.9%	22.4%	12.7%	12.8%	13.5%	5.5%	5.6%	5.2%	1.3%	1.1%	1.0%
SSA	5,959	1,317	1,172	14.5%	13.6%	8.9%	46.7%	48.4%	46.2%	19.8%	19.2%	23.8%	12.6%	12.1%	13.6%	5.3%	5.3%	6.7%	1.1%	1.4%	0.8%
State	1,720	1,310	1,272	13.5%	11.7%	13.5%	54.5%	51.8%	49.9%	17.8%	19.9%	21.7%	8.4%	11.3%	12.2%	3.5%	3.7%	1.8%	2.3%	1.6%	0.9%
Treasury	8,632	7,037	5,677	13.0%	14.3%	11.5%	48.7%	50.9%	51.7%	20.2%	19.1%	18.5%	12.6%	10.6%	12.4%	4.5%	3.5%	4.9%	1.0%	1.6%	1.1%
USDA	13,688	13,588	10,403	8.4%	9.4%	9.0%	48.1%	49.5%	50.3%	24.9%	24.2%	23.2%	12.7%	11.7%	13.0%	4.9%	4.0%	3.8%	1.1%	1.1%	0.8%
VA	3,283	3,144	3,344	10.8%	11.2%	11.8%	46.5%	42.9%	46.9%	21.5%	22.9%	20.7%	13.5%	14.0%	14.2%	6.5%	7.8%	5.0%	1.3%	1.1%	1.4%
Small Agencies	3,226	4,141	3,679	14.0%	13.8%	12.6%	47.3%	46.9%	46.9%	20.0%	21.0%	20.1%	11.6%	11.5%	12.8%	5.4%	5.6%	5.9%	1.7%	1.2%	1.8%
All DoD	43,444	50,719	40,188	12.1%	11.2%	11.0%	46.8%	46.8%	46.7%	23.4%	24.3%	23.9%	11.7%	12.0%	12.9%	4.7%	4.7%	4.6%	1.3%	0.9%	0.9%
USACE	5,035	5,154	6,295	9.8%	9.6%	10.5%	48.3%	49.3%	49.0%	24.0%	22.9%	23.5%	12.6%	13.0%	11.9%	3.8%	3.9%	4.0%	1.4%	1.2%	1.1%
Air Force	8,971	10,072	8,693	11.7%	11.8%	10.8%	46.1%	46.9%	47.2%	23.6%	24.0%	22.5%	11.9%	11.4%	14.0%	5.6%	5.1%	4.7%	1.1%	0.8%	0.8%
Army	11,658	13,741	8,407	13.1%	12.1%	12.5%	46.8%	47.2%	45.3%	23.2%	24.3%	24.4%	11.2%	11.8%	11.7%	4.2%	3.7%	5.2%	1.4%	0.9%	1.0%
Navy	9,578	12,615	9,510	11.1%	9.5%	9.4%	48.0%	46.9%	47.9%	23.8%	25.1%	25.3%	11.4%	12.4%	13.1%	4.4%	5.2%	3.7%	1.2%	1.0%	0.7%
Marine Corps	797	910	765	14.2%	14.1%	12.7%	40.4%	41.6%	44.7%	24.7%	24.1%	23.4%	13.5%	14.5%	13.7%	5.9%	4.7%	4.9%	1.3%	1.0%	0.6%
Other DoD	7,405	8,227	6,518	12.7%	11.7%	11.3%	46.7%	45.7%	45.9%	21.9%	23.9%	22.6%	12.1%	12.0%	13.8%	5.1%	5.6%	5.2%	1.5%	1.0%	1.3%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,183	221,424	147,895	16.9%	16.5%	16.3%	47.6%	47.6%	48.3%	19.1%	19.3%	19.0%	10.0%	10.2%	10.6%	5.6%	5.6%	5.1%	0.8%	0.8%	0.7%
AID	831	726	803	19.9%	18.4%	16.0%	51.1%	52.0%	52.6%	17.2%	14.9%	15.5%	5.9%	9.6%	9.1%	4.5%	4.8%	5.9%	1.3%	0.4%	0.8%
BBG	556	570	543	11.5%	11.1%	15.4%	34.2%	37.3%	39.5%	17.8%	21.9%	19.4%	18.4%	16.1%	13.0%	16.4%	12.1%	10.9%	1.7%	1.5%	1.8%
CSOSA	604	518	554	27.1%	23.1%	24.6%	48.5%	48.8%	52.0%	13.9%	15.2%	13.8%	6.1%	7.3%	5.3%	4.2%	4.7%	3.6%	0.3%	0.9%	0.8%
DHS	9,550	10,370	10,474	13.4%	9.9%	9.4%	44.4%	42.4%	42.0%	20.4%	22.9%	24.6%	13.1%	15.4%	15.5%	7.7%	8.7%	7.9%	1.0%	0.8%	0.6%
DOC	3,556	5,204	4,021	20.9%	18.8%	19.9%	52.0%	51.3%	51.1%	15.4%	16.4%	15.1%	6.9%	7.2%	8.6%	4.3%	5.1%	4.4%	0.6%	1.3%	0.8%
DOE	6,093	7,742	1,485	18.3%	17.3%	19.8%	51.0%	49.8%	52.0%	16.7%	17.5%	16.3%	8.7%	9.3%	8.6%	4.8%	5.5%	3.0%	0.7%	0.6%	0.3%
DOI	27,025	25,501	5,182	15.2%	14.0%	13.9%	48.6%	49.0%	50.0%	18.6%	19.0%	18.6%	10.8%	11.0%	11.3%	6.1%	6.4%	5.4%	0.8%	0.6%	0.7%
DOJ	14,017	10,962	7,701	16.7%	16.0%	15.8%	48.2%	51.4%	45.9%	19.3%	17.5%	20.0%	10.1%	9.7%	11.6%	4.8%	4.5%	5.9%	0.9%	0.9%	0.8%
DOL	4,110	4,538	4,082	17.2%	17.2%	15.7%	45.4%	46.3%	47.1%	18.6%	18.6%	18.0%	10.9%	10.4%	10.7%	6.9%	6.3%	7.4%	1.0%	1.1%	1.1%
DOT	6,352	5,452	4,950	13.2%	15.1%	12.0%	43.9%	42.0%	50.1%	19.8%	20.1%	19.9%	13.2%	13.7%	10.3%	9.1%	8.5%	7.0%	0.8%	0.6%	0.7%
Educ	2,393	2,909	2,408	20.3%	15.8%	17.6%	46.7%	46.9%	46.8%	15.4%	19.0%	17.4%	8.9%	9.8%	10.8%	7.9%	7.5%	6.6%	0.8%	1.0%	0.8%
EEOC	1,210	1,173	1,693	17.2%	15.2%	15.0%	42.1%	39.8%	41.4%	16.3%	21.2%	19.8%	13.1%	13.5%	14.3%	10.1%	9.3%	8.2%	1.1%	1.0%	1.3%
EPA	6,986	9,115	6,895	20.1%	18.1%	19.3%	51.6%	52.2%	53.8%	15.6%	15.9%	15.1%	7.5%	8.6%	7.6%	4.4%	4.3%	3.5%	0.8%	0.8%	0.8%
FCC	733	---	---	20.3%	---	---	49.9%	---	---	14.1%	---	---	8.1%	---	---	6.3%	---	---	1.3%	---	---
FERC	671	753	---	24.3%	21.0%	---	50.1%	52.5%	---	13.6%	15.3%	---	7.6%	7.0%	---	3.6%	3.6%	---	0.9%	0.6%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,183	221,424	147,895	16.9%	16.5%	16.3%	47.6%	47.6%	48.3%	19.1%	19.3%	19.0%	10.0%	10.2%	10.6%	5.6%	5.6%	5.1%	0.8%	0.8%	0.7%
FTC	560	459	616	31.2%	25.1%	25.1%	44.3%	47.9%	46.5%	12.3%	13.0%	15.5%	9.0%	8.3%	8.6%	2.7%	3.7%	3.5%	0.7%	2.0%	0.9%
GSA	3,396	3,916	2,869	25.8%	24.9%	25.7%	44.9%	46.6%	46.4%	15.8%	15.1%	15.4%	7.8%	8.0%	7.5%	5.2%	4.8%	4.4%	0.5%	0.5%	0.5%
HHS	22,730	25,756	4,653	19.7%	18.6%	17.9%	46.4%	47.2%	45.9%	17.5%	17.8%	19.2%	9.0%	9.7%	11.2%	6.5%	5.9%	4.9%	0.9%	0.9%	0.9%
HUD	3,467	4,075	5,343	15.1%	14.8%	15.2%	41.2%	42.2%	45.7%	21.7%	21.1%	19.8%	11.5%	10.9%	10.9%	9.2%	9.9%	7.1%	1.4%	1.2%	1.3%
NARA	1,370	1,442	1,415	19.7%	15.9%	16.6%	43.6%	46.6%	48.2%	17.7%	18.5%	16.7%	10.5%	11.4%	11.2%	7.6%	6.8%	5.7%	0.8%	0.8%	1.6%
NASA	4,375	4,734	4,766	29.3%	27.1%	27.4%	49.7%	52.8%	53.0%	12.5%	12.0%	11.8%	4.9%	4.9%	5.5%	3.0%	2.7%	2.1%	0.6%	0.5%	0.3%
NCUA	588	623	538	22.1%	22.1%	19.8%	52.3%	52.5%	53.7%	13.4%	15.1%	15.3%	6.4%	7.0%	7.3%	5.4%	2.9%	3.6%	0.3%	0.4%	0.3%
NLRB	803	963	979	15.4%	16.6%	17.2%	46.7%	50.1%	47.9%	20.3%	17.7%	17.6%	8.8%	9.2%	9.5%	7.4%	5.8%	6.3%	1.4%	0.7%	1.4%
NRC	2,179	1,692	1,876	40.2%	30.5%	27.9%	45.0%	51.6%	53.0%	9.1%	10.6%	11.4%	3.6%	4.6%	5.5%	1.9%	2.3%	1.8%	0.3%	0.5%	0.5%
NSF	583	596	778	34.4%	31.7%	30.2%	41.4%	47.7%	43.7%	14.9%	10.7%	14.8%	5.3%	6.2%	6.8%	3.6%	3.5%	3.4%	0.5%	0.2%	1.1%
OMB	253	250	249	25.2%	17.7%	16.5%	51.2%	54.1%	49.0%	12.2%	14.1%	17.5%	8.7%	10.7%	13.5%	2.7%	3.0%	3.5%	0.0%	0.4%	0.0%
OPM	2,932	3,012	1,539	18.0%	16.9%	14.8%	47.9%	44.0%	47.3%	18.8%	20.5%	19.5%	8.3%	10.7%	10.1%	5.2%	5.7%	7.4%	1.9%	2.2%	1.0%
PBGC	515	---	---	23.6%	---	---	50.9%	---	---	13.6%	---	---	7.6%	---	---	4.0%	---	---	0.4%	---	---
RRB	570	680	700	11.3%	10.4%	11.1%	48.4%	44.8%	43.0%	20.6%	24.2%	23.5%	11.2%	13.4%	15.5%	5.6%	6.1%	5.0%	3.0%	1.1%	1.9%
SBA	1,618	1,447	1,661	15.5%	13.5%	11.6%	49.3%	44.4%	45.4%	18.8%	21.6%	23.0%	10.1%	11.6%	11.9%	5.8%	8.2%	7.1%	0.6%	0.6%	1.1%
SEC	1,605	1,905	2,166	16.9%	19.9%	17.0%	42.6%	46.3%	49.7%	20.4%	17.7%	16.4%	11.0%	10.0%	9.7%	7.8%	5.8%	6.0%	1.3%	0.3%	1.2%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,183	221,424	147,895	16.9%	16.5%	16.3%	47.6%	47.6%	48.3%	19.1%	19.3%	19.0%	10.0%	10.2%	10.6%	5.6%	5.6%	5.1%	0.8%	0.8%	0.7%
SSA	5,959	1,317	1,172	17.6%	18.4%	12.9%	45.4%	45.7%	44.9%	19.7%	18.9%	21.8%	10.3%	10.7%	13.6%	5.6%	4.5%	5.5%	1.4%	1.8%	1.4%
State	1,720	1,310	1,272	21.6%	20.1%	21.8%	51.8%	50.2%	51.5%	15.1%	17.5%	15.8%	7.4%	7.9%	7.0%	3.0%	3.4%	2.0%	1.0%	0.9%	2.0%
Treasury	8,633	7,031	5,677	18.8%	18.7%	16.5%	47.7%	49.1%	53.5%	17.9%	16.4%	16.0%	9.8%	10.3%	9.2%	5.2%	4.5%	3.8%	0.6%	0.9%	1.0%
USDA	13,687	13,590	10,403	14.0%	15.0%	15.2%	52.2%	53.2%	54.2%	19.5%	18.2%	17.0%	9.2%	8.9%	9.2%	4.5%	4.2%	4.0%	0.6%	0.5%	0.4%
VA	3,283	3,144	3,344	15.4%	17.3%	17.7%	44.3%	41.8%	45.8%	20.5%	20.6%	19.6%	12.7%	12.0%	11.5%	6.5%	7.9%	4.9%	0.6%	0.5%	0.4%
Small Agencies	3,226	4,141	3,679	22.6%	22.4%	20.4%	47.1%	46.9%	48.0%	15.4%	16.0%	15.5%	8.8%	8.8%	9.9%	5.4%	5.1%	5.2%	0.7%	0.8%	0.9%
All DoD	43,444	50,723	40,188	17.2%	16.6%	17.3%	49.0%	49.1%	48.8%	19.4%	20.0%	18.8%	8.7%	8.9%	9.7%	4.8%	4.7%	4.7%	0.8%	0.8%	0.7%
USACE	5,035	5,154	6,295	17.8%	16.7%	18.1%	51.9%	52.0%	52.1%	16.5%	17.4%	17.7%	9.1%	9.2%	7.9%	3.8%	3.9%	3.9%	0.9%	0.7%	0.3%
Air Force	8,971	10,075	8,692	15.4%	16.3%	15.9%	48.1%	48.8%	48.7%	21.5%	19.8%	20.1%	9.2%	9.7%	9.9%	5.1%	4.5%	4.8%	0.7%	0.9%	0.7%
Army	11,658	13,741	8,407	18.2%	17.7%	19.6%	48.8%	49.5%	47.5%	18.9%	19.9%	17.4%	8.7%	8.0%	9.6%	4.5%	4.3%	5.3%	0.9%	0.6%	0.7%
Navy	9,578	12,614	9,510	16.9%	15.2%	15.8%	50.5%	48.9%	49.9%	18.7%	20.9%	19.1%	8.2%	9.1%	10.4%	4.8%	5.2%	4.2%	0.8%	0.7%	0.6%
Marine Corps	797	911	765	19.7%	19.5%	18.5%	41.3%	43.3%	45.8%	24.8%	20.6%	20.0%	8.0%	10.2%	10.1%	5.8%	5.5%	5.2%	0.3%	0.8%	0.4%
Other DoD	7,405	8,228	6,519	18.3%	16.9%	17.1%	48.9%	48.8%	49.5%	17.9%	19.8%	19.1%	9.0%	8.6%	8.5%	4.7%	4.9%	4.7%	1.1%	1.0%	1.1%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,183	221,401	147,881	24.1%	22.0%	20.6%	54.5%	53.1%	50.1%	11.9%	12.7%	13.8%	5.5%	6.8%	8.9%	2.4%	3.5%	4.0%	1.6%	2.0%	2.6%
AID	831	726	803	30.7%	24.9%	22.7%	56.3%	57.0%	49.4%	7.3%	8.7%	13.8%	3.2%	4.4%	7.3%	0.7%	1.9%	2.3%	1.8%	3.1%	4.6%
BBG	556	570	543	9.2%	8.3%	9.3%	32.6%	26.1%	30.6%	22.7%	25.8%	19.0%	17.5%	21.3%	20.4%	11.2%	11.5%	13.4%	6.8%	7.0%	7.2%
CSOSA	604	518	554	19.6%	18.4%	17.2%	42.6%	37.5%	43.5%	15.6%	18.4%	15.3%	13.1%	14.7%	16.1%	5.2%	5.8%	4.4%	4.0%	5.1%	3.5%
DHS	9,550	10,365	10,469	21.2%	14.0%	12.0%	54.6%	49.2%	39.4%	11.2%	13.9%	18.1%	6.9%	11.8%	15.5%	4.6%	9.3%	11.7%	1.5%	1.8%	3.4%
DOC	3,556	5,204	4,021	28.4%	23.5%	20.2%	54.8%	53.4%	50.8%	9.2%	12.3%	14.1%	4.0%	5.4%	8.3%	1.6%	2.2%	2.5%	1.9%	3.3%	4.1%
DOE	6,093	7,742	1,485	25.3%	19.2%	24.8%	59.6%	56.1%	52.7%	9.6%	14.2%	12.4%	3.2%	6.0%	6.1%	1.1%	2.0%	2.2%	1.2%	2.5%	1.7%
DOI	27,025	25,494	5,178	21.4%	18.9%	14.2%	58.0%	55.5%	48.8%	11.7%	12.6%	15.5%	5.5%	7.0%	10.9%	2.1%	4.2%	7.0%	1.4%	1.8%	3.6%
DOJ	14,017	10,963	7,701	21.9%	18.2%	15.5%	51.9%	50.9%	44.0%	13.3%	13.0%	16.1%	8.0%	11.1%	14.2%	2.7%	4.3%	6.3%	2.1%	2.6%	4.0%
DOL	4,110	4,538	4,082	22.7%	19.9%	20.3%	55.5%	52.6%	53.5%	12.2%	14.1%	13.0%	5.2%	6.9%	6.8%	1.9%	2.4%	2.3%	2.4%	4.0%	4.2%
DOT	6,351	5,450	4,949	22.1%	22.9%	18.9%	50.4%	51.1%	49.1%	10.8%	9.4%	13.9%	7.9%	7.7%	9.9%	6.1%	6.6%	6.3%	2.7%	2.2%	2.0%
Educ	2,393	2,909	2,408	28.9%	25.5%	22.9%	56.6%	59.7%	57.4%	9.0%	9.6%	10.2%	2.6%	2.6%	5.2%	1.7%	1.0%	1.4%	1.2%	1.7%	2.8%
EEOC	1,210	1,173	1,693	21.3%	18.2%	15.9%	53.6%	52.2%	45.0%	14.5%	15.1%	18.0%	4.8%	8.3%	11.2%	3.3%	3.2%	4.2%	2.5%	3.0%	5.7%
EPA	6,986	9,115	6,895	21.2%	20.4%	18.6%	57.0%	55.9%	54.2%	13.1%	14.0%	14.7%	4.5%	5.3%	7.7%	1.2%	1.5%	1.3%	2.9%	3.0%	3.5%
FCC	733	---	---	32.8%	---	---	54.6%	---	---	7.8%	---	---	3.1%	---	---	0.8%	---	---	1.0%	---	---
FERC	671	753	---	20.2%	22.3%	---	56.1%	54.7%	---	14.0%	12.8%	---	4.5%	5.9%	---	2.1%	0.9%	---	3.1%	3.4%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,183	221,401	147,881	24.1%	22.0%	20.6%	54.5%	53.1%	50.1%	11.9%	12.7%	13.8%	5.5%	6.8%	8.9%	2.4%	3.5%	4.0%	1.6%	2.0%	2.6%
FTC	560	459	616	22.7%	13.8%	15.7%	41.5%	33.7%	39.4%	14.1%	21.8%	17.5%	14.1%	17.7%	15.1%	2.7%	3.0%	2.7%	5.0%	10.0%	9.6%
GSA	3,396	3,916	2,869	33.2%	31.0%	32.3%	52.8%	55.2%	51.9%	8.4%	8.6%	9.4%	2.8%	2.7%	3.4%	1.5%	1.1%	1.3%	1.2%	1.4%	1.7%
HHS	22,730	25,756	4,653	23.6%	22.2%	19.5%	53.6%	53.0%	48.4%	13.1%	13.6%	14.9%	5.1%	6.2%	9.5%	2.5%	2.2%	4.0%	2.2%	2.9%	3.7%
HUD	3,467	4,075	5,343	26.9%	23.4%	25.8%	59.3%	57.5%	56.9%	8.6%	11.5%	10.9%	3.0%	3.9%	3.7%	1.5%	2.3%	1.5%	0.7%	1.3%	1.2%
NARA	1,370	1,442	1,415	23.3%	13.7%	12.3%	50.9%	38.4%	42.6%	13.2%	20.3%	18.3%	6.5%	17.3%	15.3%	3.8%	6.6%	5.7%	2.3%	3.7%	5.9%
NASA	4,375	4,734	4,766	45.5%	34.7%	30.4%	47.6%	53.1%	54.0%	4.7%	8.0%	9.7%	1.2%	2.4%	3.2%	0.4%	0.5%	0.8%	0.6%	1.4%	1.8%
NCUA	588	623	538	17.0%	18.1%	15.6%	47.1%	47.7%	50.7%	17.0%	15.7%	14.2%	13.6%	12.6%	13.4%	3.5%	3.7%	3.4%	1.9%	2.2%	2.7%
NLRB	803	963	979	20.7%	18.2%	15.2%	49.0%	48.8%	37.7%	13.6%	16.0%	18.4%	8.9%	8.3%	17.7%	3.5%	3.3%	4.8%	4.3%	5.3%	6.1%
NRC	2,179	1,692	1,876	40.8%	30.4%	27.0%	46.9%	50.6%	49.4%	7.4%	10.9%	12.6%	3.4%	5.7%	7.9%	1.0%	1.3%	1.6%	0.5%	1.1%	1.5%
NSF	583	596	778	45.0%	49.1%	46.3%	46.0%	44.5%	44.9%	5.4%	4.3%	5.8%	2.5%	0.7%	1.2%	0.0%	0.1%	0.3%	1.2%	1.3%	1.5%
OMB	253	250	249	8.6%	6.0%	5.2%	33.0%	28.7%	24.1%	21.6%	21.3%	23.2%	23.5%	26.4%	30.2%	5.8%	8.7%	11.3%	7.5%	9.0%	6.0%
OPM	2,932	3,012	1,539	10.1%	12.8%	12.8%	43.6%	42.5%	43.9%	19.8%	21.1%	20.5%	13.3%	12.4%	11.9%	4.9%	4.6%	5.0%	8.3%	6.6%	5.9%
PBGC	515	---	---	18.0%	---	---	47.0%	---	---	17.4%	---	---	11.4%	---	---	3.8%	---	---	2.4%	---	---
RRB	570	680	700	11.1%	15.3%	12.3%	53.6%	49.5%	42.7%	18.2%	17.9%	18.9%	11.5%	10.0%	17.9%	1.8%	3.6%	4.1%	3.7%	3.6%	4.2%
SBA	1,618	1,447	1,661	23.5%	20.5%	18.6%	63.2%	61.4%	59.6%	8.5%	11.3%	12.5%	2.9%	3.3%	5.1%	0.9%	2.1%	2.3%	1.1%	1.4%	1.9%
SEC	1,605	1,905	2,166	26.2%	25.0%	17.7%	52.4%	53.1%	52.0%	12.3%	12.4%	15.3%	4.5%	4.8%	7.5%	1.5%	2.1%	2.0%	3.0%	2.6%	5.4%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,183	221,401	147,881	24.1%	22.0%	20.6%	54.5%	53.1%	50.1%	11.9%	12.7%	13.8%	5.5%	6.8%	8.9%	2.4%	3.5%	4.0%	1.6%	2.0%	2.6%
SSA	5,959	1,317	1,172	31.4%	26.1%	23.4%	57.0%	53.8%	59.2%	6.9%	11.9%	10.2%	2.5%	4.3%	4.5%	0.8%	1.4%	1.5%	1.4%	2.6%	1.3%
State	1,720	1,310	1,272	31.7%	27.0%	21.5%	52.0%	50.2%	46.4%	8.4%	11.1%	11.7%	4.3%	6.1%	11.6%	1.0%	2.3%	2.7%	2.5%	3.3%	6.1%
Treasury	8,633	7,030	5,677	25.6%	23.3%	24.3%	55.3%	58.8%	56.5%	12.0%	9.7%	10.0%	4.3%	4.8%	5.4%	1.4%	1.1%	2.0%	1.4%	2.2%	1.8%
USDA	13,687	13,587	10,403	25.3%	21.3%	17.8%	60.3%	58.2%	55.1%	7.7%	11.3%	15.4%	3.9%	5.2%	7.0%	2.0%	2.3%	2.6%	0.7%	1.6%	2.2%
VA	3,283	3,144	3,344	26.2%	28.0%	30.7%	55.2%	55.1%	53.4%	11.9%	9.6%	8.5%	4.2%	3.5%	4.3%	1.4%	2.6%	1.6%	1.2%	1.1%	1.5%
Small Agencies	3,227	4,141	3,679	18.1%	18.4%	16.7%	44.0%	42.0%	40.1%	16.5%	17.1%	17.8%	13.1%	13.2%	15.5%	4.2%	5.1%	5.0%	4.1%	4.3%	4.8%
All DoD	43,444	50,717	40,184	22.6%	21.3%	19.6%	54.1%	51.9%	49.7%	13.4%	14.4%	15.0%	5.9%	7.2%	9.6%	2.4%	3.4%	3.7%	1.6%	1.8%	2.4%
USACE	5,035	5,154	6,295	19.7%	19.0%	18.3%	57.0%	56.0%	53.9%	14.2%	14.9%	15.7%	5.1%	6.3%	7.3%	1.5%	1.7%	2.3%	2.6%	2.1%	2.5%
Air Force	8,971	10,069	8,690	21.0%	22.3%	18.9%	54.0%	51.3%	48.9%	14.0%	14.8%	16.4%	7.0%	6.8%	9.6%	2.4%	3.2%	3.6%	1.6%	1.6%	2.6%
Army	11,658	13,739	8,407	24.2%	23.6%	23.5%	54.2%	51.6%	49.5%	12.9%	13.1%	12.5%	5.3%	7.0%	8.7%	2.2%	3.2%	3.8%	1.2%	1.5%	1.9%
Navy	9,578	12,616	9,511	21.8%	18.7%	16.2%	54.3%	52.2%	49.4%	13.7%	15.2%	16.4%	6.0%	7.9%	11.3%	2.7%	4.0%	3.9%	1.6%	2.1%	2.7%
Marine Corps	797	911	765	21.3%	17.2%	17.9%	45.3%	44.4%	41.9%	18.0%	19.1%	18.1%	8.0%	10.1%	13.2%	4.8%	6.2%	6.7%	2.6%	3.1%	2.2%
Other DoD	7,405	8,228	6,516	24.3%	20.7%	19.6%	54.4%	53.4%	52.4%	12.0%	14.4%	14.1%	5.1%	6.6%	8.1%	2.1%	2.8%	3.2%	2.1%	2.2%	2.6%

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

2008 Federal Human Capital Survey: Report by Agency

(51) My training needs are assessed.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,182	221,411	147,894	12.2%	11.2%	10.7%	41.2%	39.8%	40.7%	24.7%	24.9%	23.7%	15.0%	15.9%	16.8%	5.4%	6.5%	6.5%	1.6%	1.6%	1.5%
AID	831	726	803	8.9%	9.2%	6.3%	32.3%	31.4%	27.7%	25.2%	21.9%	25.3%	23.0%	25.7%	27.8%	9.4%	10.6%	10.6%	1.2%	1.2%	2.2%
BBG	556	570	543	6.8%	5.9%	7.1%	22.1%	21.2%	24.7%	22.4%	29.2%	26.6%	25.0%	24.6%	21.9%	20.6%	16.0%	17.4%	3.2%	3.2%	2.4%
CSOSA	604	518	554	17.9%	14.5%	15.0%	46.0%	44.6%	51.0%	17.1%	19.4%	15.3%	11.4%	15.1%	14.1%	5.7%	4.2%	3.7%	1.9%	2.3%	0.9%
DHS	9,550	10,367	10,473	10.5%	7.5%	7.1%	38.3%	35.8%	33.6%	24.4%	25.5%	23.6%	16.7%	19.2%	22.4%	7.8%	9.8%	10.4%	2.4%	2.2%	2.8%
DOC	3,556	5,204	4,021	10.7%	10.5%	10.9%	39.2%	39.4%	37.7%	26.1%	25.2%	26.3%	16.4%	16.3%	17.5%	5.9%	6.5%	5.7%	1.8%	2.1%	1.9%
DOE	6,093	7,742	1,485	11.1%	9.5%	12.1%	42.1%	41.4%	43.2%	24.4%	24.7%	24.3%	15.5%	16.9%	14.6%	5.6%	6.2%	4.9%	1.3%	1.3%	1.0%
DOI	27,025	25,501	5,182	8.7%	7.5%	7.3%	38.0%	36.0%	38.3%	25.4%	26.4%	23.8%	19.2%	20.7%	21.5%	7.3%	8.1%	7.9%	1.3%	1.3%	1.3%
DOJ	14,017	10,961	7,701	11.5%	10.1%	10.0%	40.8%	39.5%	39.3%	24.7%	25.0%	24.0%	15.4%	17.4%	17.7%	5.8%	6.1%	6.8%	1.9%	1.9%	2.2%
DOL	4,110	4,538	4,082	9.6%	8.0%	8.3%	33.6%	35.5%	35.6%	27.4%	27.4%	25.2%	18.7%	18.1%	19.9%	8.4%	8.6%	8.5%	2.3%	2.4%	2.7%
DOT	6,352	5,452	4,950	9.8%	11.5%	9.0%	40.4%	37.8%	42.1%	23.1%	23.6%	23.2%	14.7%	14.9%	16.7%	9.1%	10.0%	7.4%	2.9%	2.3%	1.6%
Educ	2,393	2,909	2,408	12.7%	8.0%	8.6%	33.4%	34.3%	32.0%	24.1%	25.9%	25.9%	19.3%	21.6%	22.7%	8.8%	8.6%	9.1%	1.7%	1.6%	1.7%
EEOC	1,210	1,173	1,693	8.1%	6.4%	5.6%	26.2%	27.6%	25.4%	27.9%	26.2%	23.7%	22.2%	25.9%	28.8%	13.6%	11.7%	13.6%	2.0%	2.3%	2.9%
EPA	6,986	9,115	6,895	9.3%	8.4%	8.5%	38.1%	37.6%	36.8%	26.5%	27.1%	27.7%	19.4%	19.6%	20.0%	5.4%	5.8%	5.6%	1.4%	1.5%	1.4%
FCC	733	---	---	15.1%	---	---	38.2%	---	---	23.0%	---	---	15.9%	---	---	5.9%	---	---	1.9%	---	---
FERC	671	753	---	11.1%	12.4%	---	41.3%	39.1%	---	23.1%	24.1%	---	15.6%	15.2%	---	7.2%	6.4%	---	1.6%	2.7%	---

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

2008 Federal Human Capital Survey: Report by Agency

(51) My training needs are assessed.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,182	221,411	147,894	12.2%	11.2%	10.7%	41.2%	39.8%	40.7%	24.7%	24.9%	23.7%	15.0%	15.9%	16.8%	5.4%	6.5%	6.5%	1.6%	1.6%	1.5%
FTC	560	459	616	15.7%	10.6%	8.8%	32.4%	28.8%	29.2%	25.0%	26.2%	31.9%	20.1%	25.0%	20.3%	4.5%	5.9%	6.0%	2.3%	3.6%	3.9%
GSA	3,396	3,916	2,869	18.2%	18.0%	17.4%	43.4%	44.3%	43.3%	19.7%	20.8%	20.1%	12.9%	11.1%	13.3%	4.7%	4.9%	4.8%	1.0%	0.9%	1.0%
HHS	22,730	25,756	4,653	11.8%	10.4%	9.1%	37.4%	36.7%	35.6%	25.4%	26.5%	25.1%	16.6%	17.7%	20.3%	7.2%	6.8%	7.9%	1.7%	1.8%	1.9%
HUD	3,467	4,075	5,343	7.5%	7.7%	8.1%	34.1%	31.0%	33.8%	28.3%	26.4%	27.3%	20.2%	21.1%	20.4%	8.3%	12.1%	9.0%	1.6%	1.8%	1.5%
NARA	1,370	1,442	1,415	11.1%	8.6%	8.6%	35.6%	33.5%	39.1%	27.2%	27.6%	25.8%	17.0%	19.1%	16.9%	7.5%	9.4%	7.4%	1.6%	1.8%	2.3%
NASA	4,375	4,734	4,766	20.3%	15.7%	16.2%	44.6%	45.8%	45.1%	20.5%	23.5%	22.1%	11.0%	11.2%	12.6%	2.8%	2.8%	2.7%	0.9%	1.0%	1.5%
NCUA	588	623	538	14.0%	14.8%	13.1%	49.7%	49.3%	55.1%	16.8%	19.7%	14.9%	14.7%	12.7%	12.7%	3.9%	3.3%	3.9%	0.9%	0.1%	0.4%
NLRB	803	963	979	7.4%	8.1%	7.9%	31.3%	34.3%	28.5%	27.7%	27.8%	26.0%	20.9%	19.1%	22.8%	9.3%	7.5%	10.7%	3.4%	3.4%	4.0%
NRC	2,179	1,692	1,876	23.4%	16.1%	14.9%	43.0%	42.2%	41.6%	18.1%	23.6%	24.4%	10.7%	13.4%	14.9%	3.5%	3.3%	3.4%	1.3%	1.3%	0.8%
NSF	583	596	778	21.4%	18.4%	16.0%	37.5%	34.5%	33.4%	20.6%	25.9%	26.5%	15.4%	16.7%	18.0%	3.5%	3.9%	4.3%	1.6%	0.6%	1.8%
OMB	253	250	249	5.2%	5.1%	4.3%	36.8%	26.9%	26.9%	23.7%	26.7%	21.1%	26.7%	28.8%	30.5%	6.8%	10.5%	16.9%	0.7%	2.1%	0.4%
OPM	2,932	3,012	1,539	8.1%	7.6%	7.0%	41.1%	31.1%	34.7%	25.4%	28.5%	27.6%	16.0%	19.9%	20.1%	6.2%	9.7%	8.3%	3.3%	3.2%	2.4%
PBGC	515	---	---	11.6%	---	---	42.8%	---	---	17.9%	---	---	19.0%	---	---	7.9%	---	---	0.8%	---	---
RRB	570	680	700	6.2%	7.7%	5.9%	39.8%	36.3%	37.8%	28.6%	28.6%	27.6%	18.3%	20.0%	21.5%	4.5%	5.7%	5.6%	2.6%	1.8%	1.7%
SBA	1,618	1,447	1,661	10.2%	7.5%	5.1%	41.2%	34.7%	31.0%	26.1%	25.9%	29.0%	15.7%	19.1%	22.4%	5.2%	11.4%	10.3%	1.6%	1.3%	2.1%
SEC	1,605	1,905	2,166	9.8%	9.4%	6.8%	29.8%	31.6%	31.9%	26.5%	28.1%	27.9%	21.4%	19.8%	21.3%	8.9%	8.2%	8.1%	3.6%	2.9%	4.0%

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

2008 Federal Human Capital Survey: Report by Agency

(51) My training needs are assessed.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,182	221,411	147,894	12.2%	11.2%	10.7%	41.2%	39.8%	40.7%	24.7%	24.9%	23.7%	15.0%	15.9%	16.8%	5.4%	6.5%	6.5%	1.6%	1.6%	1.5%
SSA	5,959	1,317	1,172	12.6%	12.2%	8.3%	37.9%	39.1%	37.7%	26.4%	23.9%	26.3%	15.1%	16.3%	19.0%	6.0%	5.9%	7.4%	2.0%	2.6%	1.4%
State	1,720	1,310	1,272	11.6%	9.5%	10.1%	34.6%	32.1%	32.7%	25.7%	29.4%	26.3%	20.9%	21.7%	21.7%	5.3%	5.7%	5.8%	2.0%	1.6%	3.3%
Treasury	8,633	7,033	5,677	11.1%	11.1%	8.2%	42.8%	42.4%	41.7%	25.4%	25.1%	25.6%	15.7%	14.3%	17.1%	3.5%	4.4%	5.6%	1.4%	2.7%	1.7%
USDA	13,686	13,591	10,402	9.4%	9.9%	9.1%	43.7%	43.5%	47.1%	26.1%	24.3%	23.1%	14.6%	15.9%	15.0%	5.2%	5.2%	4.6%	1.0%	1.2%	1.1%
VA	3,283	3,144	3,344	15.2%	14.7%	15.6%	42.6%	39.4%	44.5%	23.8%	23.3%	19.9%	14.7%	13.4%	13.0%	2.8%	7.8%	5.8%	0.9%	1.4%	1.2%
Small Agencies	3,226	4,141	3,679	11.3%	10.7%	9.4%	36.4%	35.1%	34.0%	23.3%	24.5%	24.2%	19.9%	19.5%	22.0%	7.7%	8.3%	8.3%	1.4%	1.9%	2.2%
All DoD	43,444	50,711	40,189	12.6%	11.7%	11.5%	42.8%	41.4%	41.9%	24.5%	25.1%	24.0%	13.4%	15.0%	15.5%	5.2%	5.6%	5.9%	1.5%	1.2%	1.2%
USACE	5,035	5,154	6,295	10.6%	10.5%	11.6%	46.9%	48.1%	49.0%	23.0%	22.1%	21.7%	13.6%	13.7%	12.0%	4.6%	4.7%	4.9%	1.3%	0.9%	0.9%
Air Force	8,971	10,072	8,693	12.9%	12.8%	11.2%	43.3%	40.8%	43.5%	24.0%	25.5%	24.2%	13.1%	14.6%	14.6%	5.2%	5.2%	5.5%	1.6%	1.2%	1.0%
Army	11,658	13,735	8,407	13.4%	12.9%	13.8%	42.8%	41.8%	40.5%	24.2%	23.8%	22.2%	13.3%	15.4%	16.0%	4.9%	5.2%	6.5%	1.4%	1.0%	1.0%
Navy	9,578	12,615	9,510	10.8%	9.4%	8.9%	41.7%	39.1%	39.5%	26.4%	27.4%	26.8%	14.0%	16.2%	17.3%	5.4%	6.4%	6.0%	1.6%	1.6%	1.4%
Marine Corps	797	911	765	14.4%	10.3%	12.0%	35.7%	40.0%	34.8%	28.0%	25.6%	24.5%	13.0%	15.5%	17.9%	7.7%	7.6%	10.3%	1.3%	1.0%	0.5%
Other DoD	7,405	8,224	6,519	13.9%	12.2%	11.7%	44.5%	44.5%	45.6%	22.3%	23.4%	22.8%	12.9%	12.6%	13.5%	5.0%	5.8%	4.8%	1.4%	1.4%	1.6%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,179	221,425	147,892	12.4%	11.5%	10.9%	42.0%	41.7%	41.3%	23.1%	23.7%	23.3%	12.9%	13.2%	15.0%	6.7%	7.5%	7.1%	2.8%	2.4%	2.4%
AID	831	726	803	12.3%	11.1%	10.0%	49.6%	44.7%	47.7%	19.0%	23.2%	20.5%	13.4%	12.0%	14.2%	4.8%	7.0%	5.8%	0.9%	2.0%	1.9%
BBG	556	570	543	8.1%	8.3%	6.4%	23.8%	27.0%	28.9%	23.2%	23.2%	22.9%	21.6%	19.8%	20.8%	20.6%	17.3%	18.2%	2.8%	4.4%	2.9%
CSOSA	604	518	554	16.7%	12.5%	14.1%	44.5%	43.7%	43.2%	20.3%	19.4%	21.0%	10.6%	13.6%	13.9%	6.0%	7.9%	5.7%	2.0%	2.9%	2.1%
DHS	9,550	10,369	10,473	9.6%	6.4%	6.5%	36.3%	32.7%	31.0%	23.9%	25.2%	26.1%	16.8%	19.1%	19.7%	10.6%	12.9%	13.1%	2.7%	3.7%	3.6%
DOC	3,556	5,204	4,021	12.0%	11.9%	10.4%	44.3%	41.1%	41.9%	22.0%	23.8%	22.5%	13.2%	13.4%	15.5%	5.4%	7.2%	6.6%	3.1%	2.7%	3.1%
DOE	6,092	7,742	1,485	12.5%	11.4%	13.8%	45.6%	44.6%	44.9%	20.5%	21.2%	23.0%	13.0%	14.0%	12.2%	6.5%	6.9%	5.2%	1.9%	1.8%	1.0%
DOI	27,025	25,500	5,180	10.0%	8.9%	8.2%	41.1%	40.4%	40.4%	22.6%	23.4%	23.2%	15.9%	16.6%	17.8%	8.7%	8.7%	8.7%	1.8%	2.0%	1.7%
DOJ	14,018	10,962	7,701	12.1%	9.3%	10.8%	41.2%	41.5%	40.5%	25.0%	25.2%	23.8%	13.0%	14.3%	14.3%	5.5%	6.3%	7.6%	3.2%	3.4%	3.0%
DOL	4,110	4,538	4,082	12.2%	11.2%	10.2%	40.4%	42.6%	41.7%	22.5%	21.3%	21.4%	13.4%	13.7%	14.3%	8.9%	8.7%	9.7%	2.6%	2.5%	2.7%
DOT	6,353	5,452	4,950	10.7%	11.3%	8.8%	36.0%	36.0%	40.5%	20.8%	20.2%	21.4%	15.9%	15.0%	18.0%	13.2%	13.8%	8.7%	3.4%	3.8%	2.6%
Educ	2,393	2,909	2,408	13.5%	9.1%	10.4%	39.6%	38.8%	37.3%	19.5%	21.7%	22.1%	13.9%	16.3%	16.1%	11.3%	11.1%	11.4%	2.1%	3.0%	2.8%
EEOC	1,210	1,173	1,693	11.9%	10.4%	9.4%	37.9%	37.8%	39.6%	18.8%	22.6%	20.9%	16.8%	16.1%	16.4%	11.9%	9.8%	10.7%	2.7%	3.2%	3.0%
EPA	6,986	9,115	6,895	12.1%	11.2%	10.5%	46.4%	44.2%	43.2%	20.1%	21.4%	22.2%	13.3%	14.4%	16.1%	6.0%	6.7%	6.2%	2.1%	2.1%	1.7%
FCC	733	---	---	10.9%	---	---	36.7%	---	---	20.3%	---	---	15.3%	---	---	13.8%	---	---	3.1%	---	---
FERC	671	753	---	15.4%	15.8%	---	48.9%	43.1%	---	17.4%	22.8%	---	9.8%	11.3%	---	5.8%	4.5%	---	2.6%	2.5%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,179	221,425	147,892	12.4%	11.5%	10.9%	42.0%	41.7%	41.3%	23.1%	23.7%	23.3%	12.9%	13.2%	15.0%	6.7%	7.5%	7.1%	2.8%	2.4%	2.4%
FTC	560	459	616	18.6%	15.4%	13.4%	39.8%	42.3%	38.4%	19.5%	18.3%	22.2%	13.5%	13.9%	16.9%	5.5%	4.9%	5.1%	3.0%	5.3%	4.1%
GSA	3,396	3,916	2,869	19.6%	18.7%	19.3%	41.1%	44.6%	45.8%	18.9%	18.2%	15.7%	12.9%	10.5%	11.4%	5.6%	6.4%	6.2%	1.9%	1.6%	1.6%
HHS	22,730	25,756	4,653	13.4%	12.1%	11.0%	41.2%	41.2%	39.3%	21.9%	22.8%	24.0%	13.1%	13.5%	15.9%	8.0%	7.6%	7.4%	2.4%	2.8%	2.5%
HUD	3,467	4,075	5,343	10.3%	11.5%	10.2%	38.9%	38.4%	39.1%	22.5%	22.6%	22.6%	16.6%	14.2%	17.1%	8.9%	10.8%	8.5%	2.8%	2.4%	2.4%
NARA	1,370	1,442	1,415	12.1%	9.6%	8.8%	34.8%	35.4%	36.6%	21.8%	21.3%	21.3%	16.5%	16.9%	18.2%	11.2%	14.3%	10.5%	3.6%	2.6%	4.7%
NASA	4,375	4,734	4,766	20.6%	18.4%	16.7%	47.9%	47.7%	48.4%	17.7%	18.7%	18.5%	9.1%	10.0%	10.8%	3.4%	3.2%	3.7%	1.3%	2.0%	1.9%
NCUA	588	623	538	11.3%	12.8%	9.1%	42.6%	45.0%	47.2%	21.1%	21.7%	22.2%	14.1%	13.7%	14.9%	8.1%	4.6%	5.3%	2.9%	2.1%	1.2%
NLRB	803	963	979	8.8%	9.7%	10.2%	32.6%	36.6%	31.5%	27.1%	24.5%	25.3%	17.3%	17.2%	18.2%	9.2%	7.2%	8.4%	5.0%	4.8%	6.4%
NRC	2,179	1,692	1,876	26.7%	17.1%	13.9%	47.1%	46.5%	48.4%	13.7%	19.5%	19.7%	7.6%	10.2%	12.0%	2.9%	4.3%	4.2%	1.9%	2.2%	1.8%
NSF	583	596	778	24.2%	20.1%	17.3%	41.0%	39.6%	41.6%	17.5%	17.9%	22.7%	11.1%	14.2%	10.3%	5.1%	6.4%	6.5%	1.0%	1.7%	1.6%
OMB	253	250	249	17.6%	15.6%	11.9%	46.0%	48.2%	51.7%	20.6%	19.0%	16.2%	11.5%	11.1%	15.7%	3.7%	4.6%	3.7%	0.6%	1.5%	0.8%
OPM	2,932	3,012	1,539	10.7%	10.7%	8.8%	40.0%	37.0%	38.4%	24.2%	23.9%	23.2%	12.4%	14.8%	14.6%	6.5%	8.6%	10.9%	6.2%	5.1%	4.1%
PBGC	515	---	---	15.1%	---	---	43.1%	---	---	18.3%	---	---	14.8%	---	---	6.4%	---	---	2.3%	---	---
RRB	570	680	700	8.7%	9.2%	7.4%	40.6%	39.5%	40.4%	23.4%	24.1%	25.5%	15.2%	15.0%	15.2%	5.9%	6.9%	6.1%	6.3%	5.4%	5.3%
SBA	1,618	1,447	1,661	12.0%	10.2%	9.2%	41.4%	43.8%	43.0%	22.8%	19.3%	22.1%	13.9%	14.2%	15.1%	7.8%	10.3%	8.8%	2.2%	2.1%	1.8%
SEC	1,605	1,905	2,166	11.3%	13.4%	9.2%	36.4%	37.4%	37.9%	19.9%	22.4%	23.4%	17.5%	14.6%	15.7%	10.6%	8.9%	10.3%	4.4%	3.3%	3.4%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,179	221,425	147,892	12.4%	11.5%	10.9%	42.0%	41.7%	41.3%	23.1%	23.7%	23.3%	12.9%	13.2%	15.0%	6.7%	7.5%	7.1%	2.8%	2.4%	2.4%
SSA	5,959	1,317	1,172	15.4%	14.3%	10.1%	42.0%	43.5%	41.2%	20.0%	19.2%	24.4%	13.1%	12.5%	15.4%	6.6%	6.6%	6.4%	2.9%	3.8%	2.5%
State	1,720	1,310	1,272	17.2%	13.4%	13.0%	46.0%	45.6%	45.2%	18.2%	18.8%	19.0%	10.8%	14.5%	16.0%	5.1%	5.1%	4.8%	2.7%	2.6%	2.0%
Treasury	8,628	7,032	5,677	11.0%	12.3%	8.7%	42.1%	43.8%	44.9%	23.6%	20.8%	21.8%	14.0%	14.5%	13.5%	6.1%	5.2%	7.4%	3.1%	3.3%	3.7%
USDA	13,686	13,590	10,403	9.8%	10.0%	9.1%	45.3%	44.5%	43.1%	22.5%	23.2%	24.3%	14.0%	14.4%	15.5%	6.0%	5.9%	5.3%	2.5%	1.9%	2.7%
VA	3,283	3,144	3,344	13.8%	13.2%	14.1%	39.7%	40.4%	40.5%	24.2%	25.6%	22.3%	12.3%	9.4%	14.3%	6.2%	10.4%	6.7%	3.8%	1.1%	2.1%
Small Agencies	3,227	4,141	3,679	13.6%	13.0%	11.5%	40.4%	39.3%	38.8%	20.3%	20.7%	21.7%	15.2%	15.7%	15.6%	8.3%	8.5%	9.7%	2.2%	2.8%	2.6%
All DoD	43,444	50,725	40,188	12.7%	11.8%	11.5%	44.2%	43.4%	42.8%	23.6%	24.8%	23.7%	11.3%	12.2%	14.1%	5.6%	5.7%	5.8%	2.6%	2.1%	2.1%
USACE	5,035	5,154	6,295	12.2%	11.2%	12.2%	46.7%	47.2%	47.2%	22.9%	22.7%	21.7%	10.9%	12.2%	12.9%	5.4%	4.8%	4.5%	1.9%	1.9%	1.5%
Air Force	8,971	10,074	8,693	13.0%	12.8%	11.4%	44.4%	42.6%	43.8%	24.2%	25.8%	23.6%	10.3%	11.7%	13.9%	5.2%	5.0%	5.4%	2.9%	2.1%	2.0%
Army	11,658	13,741	8,407	13.0%	12.8%	13.2%	44.7%	43.8%	42.6%	23.3%	24.4%	22.7%	10.6%	11.9%	13.4%	5.8%	5.5%	6.1%	2.7%	1.6%	2.0%
Navy	9,578	12,618	9,509	11.7%	9.8%	10.0%	43.8%	43.7%	42.0%	24.0%	25.0%	25.3%	12.1%	12.5%	15.4%	5.7%	6.5%	5.4%	2.7%	2.5%	2.0%
Marine Corps	797	911	765	14.8%	12.3%	12.4%	37.1%	39.0%	38.8%	27.3%	25.8%	27.5%	13.6%	15.0%	12.2%	6.0%	6.6%	6.7%	1.2%	1.4%	2.5%
Other DoD	7,405	8,227	6,519	13.0%	11.7%	11.0%	44.1%	42.6%	41.9%	21.7%	23.5%	23.1%	12.9%	13.0%	14.5%	6.1%	6.7%	6.9%	2.3%	2.5%	2.6%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,194	221,426	147,890	23.0%	22.0%	22.1%	52.5%	52.3%	53.2%	12.8%	13.3%	12.9%	7.7%	7.8%	7.9%	3.6%	4.2%	3.5%	0.5%	0.4%	0.4%
AID	831	726	803	20.2%	20.8%	18.0%	54.3%	51.1%	54.1%	11.7%	14.0%	13.9%	9.1%	8.9%	7.8%	4.0%	4.5%	5.5%	0.7%	0.8%	0.8%
BBG	556	570	543	15.8%	14.9%	17.3%	43.0%	48.4%	47.4%	18.6%	17.6%	16.6%	11.6%	10.9%	9.7%	10.4%	6.9%	7.7%	0.7%	1.3%	1.3%
CSOSA	604	518	554	25.3%	29.2%	26.0%	54.2%	52.6%	55.6%	10.4%	8.9%	6.4%	5.7%	5.6%	8.0%	3.9%	2.5%	3.4%	0.6%	1.2%	0.5%
DHS	9,550	10,370	10,473	20.3%	17.9%	19.3%	53.0%	54.4%	55.7%	12.7%	13.3%	12.5%	8.7%	8.4%	8.2%	4.8%	5.7%	4.1%	0.5%	0.4%	0.3%
DOC	3,556	5,204	4,021	23.1%	22.2%	21.8%	52.8%	52.7%	53.9%	12.5%	12.6%	11.9%	7.4%	8.0%	8.2%	3.6%	4.1%	3.7%	0.5%	0.3%	0.5%
DOE	6,092	7,742	1,485	22.0%	22.5%	23.6%	52.1%	51.2%	52.1%	13.0%	13.6%	13.1%	8.8%	8.3%	7.7%	3.6%	3.8%	3.5%	0.4%	0.5%	0.1%
DOI	27,028	25,500	5,182	19.4%	18.6%	18.9%	52.7%	53.3%	55.6%	13.7%	14.0%	12.0%	9.3%	9.1%	9.0%	4.4%	4.6%	4.0%	0.5%	0.5%	0.5%
DOJ	14,019	10,963	7,701	24.0%	23.2%	22.5%	52.4%	51.7%	53.9%	12.2%	12.7%	11.5%	8.1%	8.7%	7.9%	3.0%	3.2%	3.7%	0.3%	0.5%	0.4%
DOL	4,110	4,538	4,082	28.0%	26.0%	25.7%	49.3%	50.1%	50.1%	10.2%	12.4%	10.8%	7.6%	6.9%	8.3%	4.3%	4.2%	4.3%	0.5%	0.4%	0.7%
DOT	6,353	5,451	4,949	23.0%	20.8%	17.5%	54.2%	52.7%	55.8%	12.1%	12.8%	14.5%	6.8%	8.0%	8.7%	3.4%	5.4%	3.4%	0.5%	0.3%	0.1%
Educ	2,393	2,909	2,408	25.9%	21.0%	22.2%	48.0%	49.6%	48.2%	11.7%	14.1%	12.5%	7.7%	8.8%	9.7%	6.2%	5.8%	6.6%	0.5%	0.7%	0.8%
EEOC	1,210	1,173	1,693	27.3%	27.2%	28.5%	48.8%	49.3%	49.5%	9.5%	10.1%	10.5%	7.9%	7.5%	6.7%	5.7%	5.1%	4.5%	0.8%	0.8%	0.2%
EPA	6,986	9,115	6,895	22.2%	20.0%	19.9%	51.4%	52.3%	53.0%	14.4%	14.0%	13.7%	7.7%	9.0%	8.9%	3.7%	4.0%	3.9%	0.5%	0.6%	0.6%
FCC	733	---	---	20.7%	---	---	50.2%	---	---	13.0%	---	---	10.2%	---	---	5.2%	---	---	0.8%	---	---
FERC	671	753	---	25.8%	25.9%	---	54.5%	53.4%	---	10.0%	10.1%	---	6.6%	6.9%	---	2.8%	3.3%	---	0.3%	0.4%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,194	221,426	147,890	23.0%	22.0%	22.1%	52.5%	52.3%	53.2%	12.8%	13.3%	12.9%	7.7%	7.8%	7.9%	3.6%	4.2%	3.5%	0.5%	0.4%	0.4%
FTC	560	459	616	37.6%	33.8%	36.5%	47.5%	51.2%	44.2%	6.8%	7.7%	10.6%	6.1%	4.8%	6.4%	1.6%	2.1%	1.7%	0.4%	0.4%	0.5%
GSA	3,396	3,916	2,869	27.8%	28.2%	28.0%	48.4%	48.1%	50.3%	11.9%	11.6%	11.2%	7.4%	7.2%	6.4%	4.0%	4.4%	3.6%	0.4%	0.4%	0.4%
HHS	22,730	25,756	4,653	21.8%	21.8%	22.2%	48.8%	49.1%	49.4%	14.2%	14.4%	13.8%	9.3%	8.9%	9.3%	5.3%	5.2%	4.5%	0.6%	0.6%	0.7%
HUD	3,467	4,075	5,343	21.3%	20.8%	20.3%	47.9%	48.9%	47.5%	12.7%	13.5%	13.8%	11.0%	9.8%	10.1%	6.4%	6.3%	7.8%	0.7%	0.7%	0.5%
NARA	1,370	1,442	1,415	22.9%	22.4%	21.3%	47.4%	47.7%	51.4%	14.6%	14.0%	12.7%	8.5%	10.2%	8.8%	5.6%	5.3%	5.1%	1.0%	0.6%	0.7%
NASA	4,375	4,734	4,766	28.8%	25.4%	26.0%	51.5%	52.7%	53.2%	12.0%	11.9%	12.0%	5.1%	7.2%	6.3%	2.2%	2.3%	2.3%	0.3%	0.5%	0.2%
NCUA	588	623	538	28.3%	29.3%	27.0%	54.6%	52.5%	55.9%	7.5%	10.8%	10.2%	6.3%	4.4%	4.8%	3.2%	2.6%	1.7%	0.0%	0.5%	0.4%
NLRB	803	963	979	26.3%	29.3%	34.9%	51.0%	50.0%	46.9%	12.1%	10.2%	8.8%	6.1%	7.4%	6.5%	3.7%	2.9%	2.5%	0.8%	0.2%	0.5%
NRC	2,179	1,692	1,876	37.2%	28.6%	28.4%	46.5%	51.0%	51.0%	9.1%	11.0%	10.5%	4.9%	6.7%	7.4%	1.8%	2.4%	2.3%	0.4%	0.4%	0.3%
NSF	583	596	778	33.7%	31.2%	26.9%	44.6%	42.3%	46.8%	10.6%	11.8%	12.8%	6.8%	10.3%	9.1%	3.8%	4.3%	4.1%	0.5%	0.1%	0.3%
OMB	253	250	249	31.3%	37.6%	36.5%	49.6%	49.3%	48.3%	10.7%	4.5%	6.7%	6.2%	7.0%	6.6%	1.7%	1.5%	1.9%	0.5%	0.0%	0.0%
OPM	2,932	3,012	1,539	27.5%	26.7%	25.7%	48.9%	48.9%	50.4%	10.6%	11.6%	11.9%	8.0%	7.9%	7.4%	4.3%	4.5%	3.9%	0.7%	0.5%	0.7%
PBGC	515	---	---	23.0%	---	---	50.4%	---	---	12.3%	---	---	10.0%	---	---	4.1%	---	---	0.2%	---	---
RRB	570	680	700	21.1%	24.2%	25.1%	54.7%	50.9%	51.2%	12.1%	12.8%	11.1%	7.5%	7.7%	7.8%	4.0%	3.9%	4.5%	0.7%	0.4%	0.4%
SBA	1,618	1,447	1,661	19.9%	17.9%	17.6%	52.8%	51.8%	52.9%	13.6%	15.3%	16.4%	8.0%	8.4%	8.4%	4.9%	6.0%	4.2%	0.9%	0.7%	0.5%
SEC	1,605	1,905	2,166	25.3%	27.8%	27.1%	50.0%	49.9%	51.5%	11.1%	11.0%	9.9%	8.4%	7.3%	7.7%	4.4%	3.7%	3.3%	0.8%	0.4%	0.6%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,194	221,426	147,890	23.0%	22.0%	22.1%	52.5%	52.3%	53.2%	12.8%	13.3%	12.9%	7.7%	7.8%	7.9%	3.6%	4.2%	3.5%	0.5%	0.4%	0.4%
SSA	5,959	1,317	1,172	32.2%	33.3%	27.7%	49.7%	48.3%	52.3%	9.1%	9.1%	9.9%	5.6%	5.7%	6.9%	3.0%	3.2%	2.5%	0.5%	0.4%	0.6%
State	1,720	1,310	1,272	28.3%	25.7%	27.8%	51.7%	51.3%	50.2%	11.6%	12.9%	10.2%	5.6%	6.9%	8.8%	2.5%	2.9%	2.3%	0.4%	0.4%	0.6%
Treasury	8,640	7,033	5,676	29.8%	27.5%	27.6%	50.9%	53.1%	53.3%	9.0%	10.5%	9.1%	6.7%	6.4%	5.5%	3.0%	2.3%	4.0%	0.5%	0.3%	0.5%
USDA	13,686	13,590	10,402	18.4%	20.4%	19.1%	55.9%	53.2%	55.0%	13.3%	13.2%	12.9%	8.6%	8.8%	9.1%	3.5%	3.9%	3.5%	0.4%	0.5%	0.4%
VA	3,283	3,144	3,344	22.1%	21.9%	22.3%	55.1%	50.3%	52.8%	12.4%	14.0%	14.2%	7.1%	7.6%	7.5%	2.9%	5.6%	2.7%	0.5%	0.6%	0.4%
Small Agencies	3,226	4,141	3,679	27.3%	25.8%	27.8%	50.1%	49.5%	48.7%	11.0%	11.8%	10.8%	7.4%	7.5%	8.1%	3.9%	4.8%	4.2%	0.3%	0.6%	0.4%
All DoD	43,444	50,724	40,187	22.0%	20.7%	21.6%	52.1%	53.3%	52.9%	14.2%	14.2%	13.8%	7.7%	7.5%	8.0%	3.6%	3.9%	3.3%	0.5%	0.4%	0.4%
USACE	5,035	5,154	6,295	21.8%	20.1%	22.7%	53.3%	53.4%	54.1%	13.4%	13.6%	12.2%	7.5%	8.9%	8.0%	3.3%	3.4%	2.7%	0.6%	0.6%	0.3%
Air Force	8,971	10,074	8,692	22.1%	22.0%	20.9%	52.0%	52.9%	54.6%	14.7%	13.3%	13.8%	7.1%	7.2%	7.7%	3.7%	4.3%	2.8%	0.5%	0.3%	0.3%
Army	11,658	13,740	8,407	22.1%	20.6%	22.7%	51.2%	53.7%	51.5%	14.4%	14.5%	13.6%	7.9%	7.2%	7.9%	4.0%	3.6%	3.7%	0.4%	0.4%	0.6%
Navy	9,578	12,617	9,510	21.3%	19.9%	20.8%	53.5%	54.2%	54.1%	13.7%	14.3%	14.2%	8.2%	7.5%	7.5%	2.8%	3.6%	3.0%	0.4%	0.5%	0.4%
Marine Corps	797	911	765	23.3%	21.4%	21.1%	51.0%	48.3%	52.1%	16.5%	17.3%	15.2%	4.8%	8.0%	8.3%	4.3%	4.6%	2.7%	0.1%	0.4%	0.6%
Other DoD	7,405	8,228	6,518	23.1%	20.2%	21.8%	51.5%	51.4%	49.7%	13.2%	15.0%	13.8%	7.8%	8.4%	9.6%	3.8%	4.5%	4.6%	0.5%	0.5%	0.6%

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

2008 Federal Human Capital Survey: Report by Agency

(54) Employees use information technology (for example, intranet, shared networks) to perform work.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,182	221,405	147,889	31.5%	30.8%	29.4%	55.8%	55.2%	56.3%	8.2%	8.6%	8.2%	2.6%	2.9%	3.2%	1.2%	1.8%	1.9%	0.8%	0.8%	1.1%
AID	831	726	803	32.4%	31.4%	30.8%	58.8%	60.1%	58.9%	4.9%	4.6%	6.3%	2.4%	1.9%	1.8%	1.0%	1.1%	1.3%	0.5%	0.7%	0.8%
BBG	556	570	543	22.8%	24.6%	24.3%	56.1%	56.3%	53.4%	11.9%	12.8%	13.8%	4.1%	2.3%	4.5%	3.4%	1.9%	3.0%	1.7%	2.2%	1.1%
CSOSA	604	518	554	42.7%	41.9%	41.1%	48.6%	52.4%	52.4%	5.4%	3.3%	4.3%	1.3%	1.0%	1.1%	0.9%	0.8%	0.4%	1.0%	0.6%	0.6%
DHS	9,550	10,368	10,473	26.7%	21.7%	21.2%	56.0%	55.2%	47.5%	9.9%	10.9%	11.9%	3.8%	6.5%	9.1%	2.4%	4.4%	7.2%	1.2%	1.4%	3.2%
DOC	3,556	5,204	4,021	41.2%	38.0%	38.4%	50.5%	54.2%	53.8%	5.1%	4.3%	5.0%	1.5%	1.6%	1.3%	0.9%	1.1%	0.8%	0.8%	0.8%	0.7%
DOE	6,092	7,742	1,485	32.6%	32.0%	34.4%	56.8%	57.4%	54.8%	6.9%	6.9%	7.1%	2.2%	1.9%	2.5%	0.9%	1.3%	1.1%	0.7%	0.7%	0.2%
DOI	27,027	25,500	5,184	29.3%	28.8%	26.2%	57.6%	56.3%	57.0%	8.3%	8.1%	8.4%	2.8%	3.3%	4.7%	1.2%	2.7%	2.8%	0.8%	0.9%	1.0%
DOJ	14,018	10,962	7,701	31.5%	31.4%	28.7%	57.2%	56.7%	58.5%	7.9%	7.0%	7.7%	2.1%	3.0%	3.0%	0.6%	1.3%	1.0%	0.6%	0.7%	1.1%
DOL	4,110	4,538	4,082	37.1%	33.8%	31.9%	54.5%	56.1%	57.2%	5.4%	7.0%	6.3%	1.4%	1.6%	2.4%	0.9%	0.8%	1.0%	0.7%	0.7%	1.1%
DOT	6,351	5,448	4,948	27.0%	28.8%	25.7%	51.7%	49.9%	54.7%	11.2%	11.0%	9.8%	5.7%	3.9%	4.7%	3.0%	5.2%	4.2%	1.3%	1.2%	0.9%
Educ	2,393	2,909	2,408	33.5%	32.1%	31.1%	55.2%	57.1%	58.0%	6.5%	6.7%	5.9%	2.5%	2.3%	2.2%	1.9%	1.2%	1.4%	0.4%	0.6%	1.4%
EEOC	1,210	1,173	1,693	31.4%	30.1%	27.8%	55.2%	55.5%	59.3%	8.3%	9.2%	6.9%	2.4%	2.1%	3.1%	1.4%	1.2%	0.9%	1.3%	1.8%	1.8%
EPA	6,986	9,115	6,895	34.7%	33.1%	32.6%	56.9%	58.0%	58.5%	5.7%	6.2%	5.8%	1.5%	1.4%	1.9%	0.6%	0.7%	0.6%	0.6%	0.7%	0.7%
FCC	733	---	---	35.4%	---	---	57.0%	---	---	4.0%	---	---	2.2%	---	---	0.5%	---	---	0.8%	---	---
FERC	671	753	---	37.6%	37.4%	---	54.9%	54.5%	---	4.0%	5.3%	---	1.9%	1.3%	---	0.9%	0.4%	---	0.7%	1.1%	---

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

2008 Federal Human Capital Survey: Report by Agency

(54) Employees use information technology (for example, intranet, shared networks) to perform work.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,182	221,405	147,889	31.5%	30.8%	29.4%	55.8%	55.2%	56.3%	8.2%	8.6%	8.2%	2.6%	2.9%	3.2%	1.2%	1.8%	1.9%	0.8%	0.8%	1.1%
FTC	560	459	616	49.8%	45.0%	52.1%	44.5%	49.8%	44.7%	3.4%	2.5%	1.9%	1.9%	1.9%	0.9%	0.3%	0.6%	0.3%	0.0%	0.2%	0.1%
GSA	3,396	3,916	2,869	39.1%	40.7%	40.2%	50.8%	51.0%	51.3%	6.5%	4.9%	5.4%	1.6%	1.9%	1.5%	1.2%	1.0%	0.8%	0.7%	0.5%	0.7%
HHS	22,730	25,756	4,653	33.4%	33.7%	32.7%	54.2%	53.6%	54.3%	7.7%	7.9%	8.0%	2.4%	2.5%	2.7%	1.5%	1.3%	1.3%	0.9%	1.0%	1.0%
HUD	3,467	4,075	5,343	31.3%	27.9%	27.4%	57.0%	58.5%	59.2%	6.6%	8.2%	8.8%	2.6%	2.4%	2.3%	1.2%	1.7%	1.3%	1.3%	1.3%	1.0%
NARA	1,370	1,442	1,415	28.9%	27.9%	27.2%	53.0%	52.4%	52.1%	10.7%	10.7%	10.7%	3.2%	4.9%	5.4%	2.5%	2.7%	2.6%	1.7%	1.5%	2.0%
NASA	4,375	4,734	4,766	48.1%	45.6%	45.5%	45.4%	48.0%	48.0%	4.7%	4.4%	4.6%	0.7%	0.9%	1.1%	0.4%	0.4%	0.2%	0.7%	0.7%	0.5%
NCUA	588	623	538	38.7%	40.4%	38.5%	55.1%	55.5%	56.2%	3.8%	2.7%	3.2%	1.4%	0.5%	1.8%	0.5%	0.7%	0.2%	0.5%	0.3%	0.2%
NLRB	803	963	979	34.0%	35.3%	38.3%	56.6%	53.9%	52.4%	6.0%	6.7%	5.7%	1.5%	2.1%	1.2%	0.9%	1.0%	0.8%	1.0%	1.0%	1.7%
NRC	2,179	1,692	1,876	47.7%	39.3%	39.2%	46.3%	53.6%	52.9%	3.9%	4.5%	4.9%	0.9%	1.2%	1.9%	0.8%	0.9%	0.4%	0.5%	0.5%	0.7%
NSF	583	596	778	51.6%	55.0%	56.1%	43.3%	38.2%	39.8%	3.0%	5.6%	3.0%	0.8%	0.8%	0.3%	0.4%	0.0%	0.6%	0.9%	0.5%	0.3%
OMB	253	250	249	40.1%	42.7%	39.3%	51.0%	47.1%	54.5%	3.3%	5.4%	2.8%	4.8%	3.6%	2.8%	0.8%	0.4%	0.5%	0.0%	0.8%	0.0%
OPM	2,932	3,012	1,539	32.6%	31.4%	28.6%	54.9%	55.2%	58.1%	7.0%	7.7%	8.4%	2.7%	2.5%	2.0%	1.2%	1.3%	1.1%	1.7%	1.9%	1.9%
PBGC	515	---	---	34.6%	---	---	55.9%	---	---	4.3%	---	---	3.8%	---	---	1.1%	---	---	0.2%	---	---
RRB	570	680	700	28.8%	30.2%	30.0%	62.0%	60.7%	59.9%	6.1%	6.6%	7.1%	1.0%	0.8%	1.6%	0.9%	0.7%	0.8%	1.2%	1.0%	0.6%
SBA	1,618	1,447	1,661	27.0%	25.1%	25.3%	61.2%	62.9%	63.0%	7.7%	7.8%	7.5%	1.8%	1.8%	1.6%	1.5%	1.5%	1.3%	0.8%	0.8%	1.3%
SEC	1,605	1,905	2,166	42.4%	43.4%	38.5%	51.4%	50.5%	54.8%	3.8%	3.7%	3.8%	1.3%	1.1%	2.0%	0.6%	0.9%	0.6%	0.4%	0.4%	0.4%

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

2008 Federal Human Capital Survey: Report by Agency

(54) Employees use information technology (for example, intranet, shared networks) to perform work.

	# of Respondents*			Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Do Not Know		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,182	221,405	147,889	31.5%	30.8%	29.4%	55.8%	55.2%	56.3%	8.2%	8.6%	8.2%	2.6%	2.9%	3.2%	1.2%	1.8%	1.9%	0.8%	0.8%	1.1%
SSA	5,959	1,317	1,172	39.8%	39.0%	31.0%	53.7%	53.3%	61.2%	4.5%	5.3%	5.3%	0.9%	1.5%	1.2%	0.5%	0.6%	0.7%	0.5%	0.3%	0.7%
State	1,720	1,310	1,272	42.6%	41.1%	43.3%	49.6%	50.1%	48.8%	5.2%	5.8%	5.2%	1.4%	1.8%	0.9%	0.4%	1.0%	0.5%	0.7%	0.3%	1.3%
Treasury	8,634	7,029	5,677	37.6%	31.8%	32.2%	52.9%	58.0%	58.0%	6.0%	6.6%	5.4%	2.3%	2.1%	1.9%	0.9%	1.1%	1.7%	0.3%	0.4%	0.9%
USDA	13,684	13,590	10,400	27.8%	27.2%	24.6%	60.4%	60.1%	61.1%	7.7%	7.7%	9.0%	2.2%	2.7%	3.1%	1.3%	1.5%	1.1%	0.6%	0.8%	1.0%
VA	3,283	3,144	3,344	29.9%	29.2%	27.8%	57.1%	55.4%	57.1%	9.1%	11.1%	9.5%	2.7%	2.1%	3.0%	0.7%	1.7%	1.5%	0.5%	0.5%	1.1%
Small Agencies	3,226	4,141	3,679	39.7%	39.8%	39.5%	52.4%	51.7%	52.6%	5.2%	5.4%	4.9%	1.3%	1.6%	1.5%	0.9%	0.8%	0.9%	0.5%	0.8%	0.5%
All DoD	43,444	50,713	40,186	30.2%	30.7%	29.9%	56.4%	54.8%	56.9%	8.8%	9.2%	8.4%	2.6%	2.9%	2.7%	1.2%	1.5%	1.4%	0.8%	0.9%	0.7%
USACE	5,035	5,154	6,295	31.0%	30.3%	30.3%	58.6%	58.8%	58.0%	6.8%	7.3%	8.5%	2.3%	2.2%	2.0%	0.7%	0.7%	0.7%	0.6%	0.8%	0.6%
Air Force	8,971	10,074	8,694	29.4%	32.0%	27.6%	56.4%	53.4%	57.8%	9.0%	9.8%	9.7%	2.7%	2.7%	2.9%	1.4%	1.5%	1.3%	1.1%	0.6%	0.6%
Army	11,658	13,740	8,406	30.3%	31.4%	30.9%	56.9%	54.8%	55.9%	8.8%	8.9%	8.0%	2.3%	2.7%	2.8%	1.1%	1.4%	1.6%	0.6%	0.9%	0.8%
Navy	9,578	12,611	9,508	29.5%	29.6%	30.8%	56.6%	55.7%	57.1%	8.8%	8.8%	7.7%	3.0%	3.3%	2.5%	1.2%	1.6%	1.2%	0.9%	1.0%	0.6%
Marine Corps	797	910	765	33.0%	30.2%	28.7%	50.5%	49.9%	56.8%	11.1%	12.1%	8.6%	2.4%	3.5%	3.2%	2.7%	2.7%	1.8%	0.2%	1.5%	0.9%
Other DoD	7,405	8,224	6,518	32.5%	28.9%	29.5%	54.9%	55.4%	57.0%	8.4%	9.5%	8.4%	2.1%	3.0%	2.8%	1.1%	1.7%	1.3%	1.0%	1.5%	1.1%

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,188	221,436	147,896	13.0%	12.8%	12.3%	40.4%	40.9%	39.8%	22.8%	21.8%	22.1%	17.4%	17.5%	19.3%	6.5%	7.0%	6.5%
AID	831	726	803	18.2%	13.8%	13.1%	41.9%	44.6%	42.7%	19.2%	19.4%	21.7%	15.5%	15.3%	17.0%	5.1%	6.8%	5.6%
BBG	556	570	543	8.3%	9.3%	11.5%	32.4%	30.4%	28.0%	16.2%	23.8%	22.5%	22.4%	22.3%	23.1%	20.8%	14.3%	14.9%
CSOSA	604	518	554	13.5%	12.3%	11.6%	41.3%	36.0%	35.1%	20.1%	20.4%	21.0%	18.0%	21.7%	24.1%	7.2%	9.5%	8.1%
DHS	9,550	10,369	10,473	9.6%	8.1%	7.4%	35.3%	30.5%	28.5%	23.3%	23.7%	22.9%	21.8%	26.0%	27.9%	10.0%	11.7%	13.3%
DOC	3,556	5,204	4,021	12.6%	12.1%	12.1%	42.4%	42.2%	40.2%	22.6%	22.1%	22.4%	16.7%	16.5%	19.2%	5.7%	7.1%	6.0%
DOE	6,092	7,742	1,485	13.4%	12.9%	15.5%	41.8%	41.9%	42.0%	21.6%	20.9%	19.9%	17.3%	17.6%	17.0%	5.9%	6.7%	5.6%
DOI	27,025	25,502	5,185	11.6%	11.3%	11.4%	41.1%	41.0%	42.1%	21.1%	21.5%	22.4%	19.1%	19.4%	18.0%	7.2%	6.7%	6.0%
DOJ	14,016	10,967	7,701	14.5%	12.8%	13.6%	40.8%	43.5%	38.6%	22.9%	21.9%	22.0%	16.5%	17.2%	18.2%	5.3%	4.6%	7.7%
DOL	4,110	4,538	4,082	13.1%	13.1%	12.5%	40.5%	39.3%	38.4%	22.3%	22.9%	22.4%	17.8%	18.1%	19.3%	6.4%	6.7%	7.4%
DOT	6,353	5,452	4,949	10.8%	12.4%	10.9%	33.3%	34.9%	37.1%	21.7%	19.4%	23.9%	19.3%	20.3%	21.4%	14.9%	12.9%	6.6%
Educ	2,393	2,909	2,408	13.7%	10.6%	12.2%	36.6%	37.8%	36.5%	21.1%	22.0%	21.1%	19.0%	19.7%	19.2%	9.6%	9.9%	11.0%
EEOC	1,210	1,173	1,693	14.3%	12.1%	11.3%	32.9%	35.8%	37.0%	21.9%	21.3%	20.8%	21.0%	22.1%	23.1%	9.9%	8.7%	7.8%
EPA	6,986	9,115	6,895	13.9%	13.2%	13.6%	44.7%	43.2%	44.4%	20.8%	21.2%	20.9%	15.3%	17.0%	16.2%	5.4%	5.3%	5.0%
FCC	733	---	---	12.4%	---	---	30.6%	---	---	21.7%	---	---	23.6%	---	---	11.7%	---	---
FERC	671	753	---	18.8%	14.1%	---	43.8%	46.5%	---	22.8%	21.6%	---	10.3%	12.9%	---	4.2%	4.9%	---

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

2008 Federal Human Capital Survey: Report by Agency

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

	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004	2008	2006	2004
All Responses	212,188	221,436	147,896	13.0%	12.8%	12.3%	40.4%	40.9%	39.8%	22.8%	21.8%	22.1%	17.4%	17.5%	19.3%	6.5%	7.0%	6.5%
FTC	560	459	616	20.0%	17.0%	19.0%	40.1%	43.7%	39.6%	20.2%	19.1%	20.2%	14.7%	17.3%	17.5%	5.1%	2.8%	3.7%
GSA	3,396	3,916	2,869	17.4%	17.0%	20.3%	41.6%	41.8%	39.5%	20.1%	18.7%	18.8%	14.9%	16.8%	15.7%	6.0%	5.6%	5.7%
HHS	22,730	25,756	4,653	13.4%	12.6%	11.9%	40.5%	41.0%	39.3%	22.4%	22.3%	22.5%	17.2%	17.6%	19.4%	6.6%	6.4%	6.8%
HUD	3,467	4,075	5,343	11.6%	12.1%	10.9%	34.8%	36.8%	39.1%	25.4%	22.9%	22.2%	20.1%	20.0%	20.6%	8.1%	8.2%	7.2%
NARA	1,370	1,442	1,415	15.2%	13.6%	12.4%	35.3%	35.0%	36.0%	21.6%	20.7%	23.0%	18.7%	21.9%	21.5%	9.2%	8.8%	7.0%
NASA	4,375	4,734	4,766	19.4%	18.5%	17.7%	45.3%	45.3%	44.5%	18.6%	18.4%	18.9%	12.1%	14.1%	14.5%	4.6%	3.7%	4.4%
NCUA	588	623	538	9.7%	13.9%	9.5%	41.1%	44.1%	43.2%	21.5%	21.8%	23.7%	21.1%	16.8%	18.7%	6.5%	3.3%	4.8%
NLRB	803	963	979	12.5%	14.4%	13.7%	35.7%	41.3%	40.0%	25.8%	21.8%	20.7%	18.6%	17.4%	18.6%	7.4%	5.2%	6.9%
NRC	2,179	1,692	1,876	25.7%	18.1%	13.7%	45.1%	47.3%	47.6%	15.7%	18.4%	21.9%	11.0%	12.9%	13.2%	2.5%	3.3%	3.6%
NSF	583	596	778	23.7%	24.6%	17.2%	42.2%	35.9%	42.5%	13.6%	16.2%	18.7%	16.4%	19.3%	15.5%	4.1%	4.1%	6.2%
OMB	253	250	249	19.6%	21.8%	14.4%	52.2%	43.7%	49.4%	18.8%	19.8%	20.5%	7.7%	11.2%	14.5%	1.6%	3.5%	1.2%
OPM	2,932	3,012	1,539	11.9%	11.1%	10.1%	36.1%	34.3%	39.6%	26.9%	23.1%	23.4%	18.0%	21.4%	19.1%	7.1%	10.1%	7.8%
PBGC	515	---	---	15.9%	---	---	43.0%	---	---	16.5%	---	---	17.8%	---	---	6.8%	---	---
RRB	570	680	700	12.9%	13.5%	10.8%	38.4%	35.8%	43.4%	25.2%	28.9%	22.9%	18.1%	17.8%	18.4%	5.3%	4.0%	4.6%
SBA	1,618	1,447	1,661	11.6%	11.6%	9.2%	39.5%	36.5%	36.3%	22.1%	20.1%	22.6%	20.0%	22.2%	22.2%	6.8%	9.6%	9.6%
SEC	1,605	1,905	2,166	13.8%	15.4%	13.0%	36.1%	41.9%	40.8%	22.2%	20.2%	22.4%	18.7%	15.9%	18.3%	9.2%	6.6%	5.5%

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

2008 Federal Human Capital Survey: Report by Agency

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	# of Respondents*			Very Satisfied			Satisfied			Neither Satisfied nor Dissatisfied			Dissatisfied			Very Dissatisfied		
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All Responses	212,188	221,436	147,896	13.0%	12.8%	12.3%	40.4%	40.9%	39.8%	22.8%	21.8%	22.1%	17.4%	17.5%	19.3%	6.5%	7.0%	6.5%
SSA	5,959	1,317	1,172	13.9%	12.6%	9.5%	38.3%	38.8%	36.8%	23.4%	22.0%	28.3%	18.0%	19.5%	19.5%	6.5%	7.0%	5.9%
State	1,720	1,310	1,272	15.8%	15.0%	15.2%	46.6%	43.0%	42.8%	20.5%	21.8%	18.4%	12.5%	16.1%	18.9%	4.5%	4.1%	4.6%
Treasury	8,635	7,039	5,677	9.9%	10.8%	9.7%	37.9%	43.0%	38.1%	24.6%	22.5%	22.9%	19.7%	18.5%	22.0%	7.9%	5.3%	7.3%
USDA	13,691	13,591	10,400	10.1%	11.1%	10.6%	41.8%	42.1%	41.6%	23.5%	23.1%	22.8%	18.7%	17.9%	19.6%	5.9%	5.8%	5.4%
VA	3,283	3,144	3,344	13.9%	14.3%	12.4%	36.1%	38.9%	41.8%	24.2%	19.1%	20.1%	19.5%	16.6%	19.1%	6.3%	11.2%	6.5%
Small Agencies	3,226	4,141	3,679	16.3%	15.7%	13.4%	40.1%	38.0%	40.5%	19.8%	21.7%	20.7%	16.7%	17.5%	18.6%	7.1%	7.1%	6.7%
All DoD	43,444	50,721	40,191	13.7%	13.6%	13.9%	43.5%	43.4%	41.7%	22.4%	22.3%	21.8%	15.2%	15.4%	17.4%	5.2%	5.2%	5.2%
USACE	5,035	5,154	6,295	12.5%	12.6%	13.6%	45.3%	44.8%	44.6%	22.2%	21.2%	21.7%	15.3%	16.4%	16.0%	4.7%	5.0%	4.0%
Air Force	8,971	10,074	8,695	14.0%	13.9%	14.2%	42.8%	43.3%	41.9%	23.1%	22.0%	21.8%	15.4%	15.8%	16.5%	4.6%	4.9%	5.6%
Army	11,658	13,739	8,408	13.9%	15.4%	15.8%	44.5%	44.3%	41.7%	22.1%	21.2%	20.7%	14.0%	14.0%	16.7%	5.5%	5.1%	5.1%
Navy	9,578	12,617	9,509	13.5%	11.7%	12.1%	43.9%	43.2%	42.0%	21.8%	23.4%	23.1%	15.8%	16.0%	18.3%	4.9%	5.6%	4.5%
Marine Corps	797	911	765	15.7%	17.0%	16.1%	41.1%	39.4%	38.5%	22.8%	25.5%	21.3%	14.3%	13.6%	17.4%	6.1%	4.6%	6.7%
Other DoD	7,405	8,226	6,519	13.3%	12.5%	12.1%	41.1%	41.4%	40.1%	22.7%	23.3%	22.0%	17.1%	17.0%	19.7%	5.9%	5.8%	6.2%

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