

# Federal Human Capital Survey

# Federal Human Capital Survey

- Personal work experience

# Federal Human Capital Survey

- Personal work experience
- Recruitment, development, and retention

# Federal Human Capital Survey

- Personal work experience
- Recruitment, development, and retention
- Performance culture

# Federal Human Capital Survey

- Personal work experience
- Recruitment, development, and retention
- Performance culture
- Leadership

# Federal Human Capital Survey

- Personal work experience
- Recruitment, development, and retention
- Performance culture
- Leadership
- Learning

# Federal Human Capital Survey

- Personal work experience
- Recruitment, development, and retention
- Performance culture
- Leadership
- Learning
- Job satisfaction

# Federal Human Capital Survey

- Personal work experience
- Recruitment, development, and retention
- Performance culture
- Leadership
- Learning
- Job satisfaction
- Satisfaction with benefits

# Federal Human Capital Survey

- Personal work experience
- Recruitment, development, and retention
- Performance culture
- Leadership
- Learning
- Job satisfaction
- Satisfaction with benefits
- Demographics

# Personal Work Experience

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

# Personal Work Experience

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

# Personal Work Experience

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

# Personal Work Experience

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

# Personal Work Experience

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

# Personal Work Experience

6. I like the kind of work I do.

# Personal Work Experience

7. I have trust and confidence in my supervisor.

# Personal Work Experience

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

# Personal Work Experience

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

# Personal Work Experience

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

# Recruitment & Retention

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

# Recruitment & Retention

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

# Recruitment & Retention

13. Supervisors provide employees with opportunities to demonstrate leadership skills.

# Recruitment & Retention

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

# Recruitment & Retention

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

# Recruitment & Retention

16. I have sufficient resources to get my job done.

# Recruitment & Retention

17. My workload is reasonable.

# Recruitment & Retention

18. My talents are used well in the workplace.

# Recruitment & Retention

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

# Recruitment & Retention

20. The work I do is important.

# Recruitment & Retention

21. Physical conditions allow employees to perform their jobs well.

# Performance Culture

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

# Performance Culture

23. Steps are taken to deal with a poor performer who cannot or will not improve.

# Performance Culture

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

# Performance Culture

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

# Performance Culture

26. Creativity and innovation are rewarded.

# Performance Culture

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

# Performance Culture

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

# Performance Culture

29. Differences in performance are recognized in a meaningful way.

# Performance Culture

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

# Performance Culture

31. Discussions with my supervisor about my performance are worthwhile.

# Performance Culture

32. I am held accountable for achieving results.

# Performance Culture

33. Supervisors are committed to a workforce representative of all segments of society.

# Performance Culture

34. Policies and programs promote diversity in the workplace.

# Performance Culture

35. Managers, supervisors, team leaders work well with employees of different backgrounds.

# Leadership

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

# Leadership

37. Leaders generate high levels of motivation and commitment in the workforce.

# Leadership

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

# Leadership

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

# Leadership

40. Managers evaluate progress toward meeting organization's goals and objectives.

# Leadership

41. Employees are protected from health and safety hazards on the job.

# Leadership

42. My organization has prepared employees for potential security threats.

# Leadership

43. Complaints, disputes or grievances are resolved fairly in my work unit.

# Leadership

44. Arbitrary action, personal favoritism and coercion are not tolerated.

# Leadership

45. Prohibited personnel practices are not tolerated.

# Leadership

46. I can disclose a suspected violation without fear of reprisal.

# Knowledge Management

47. Supervisors provide employees with suggestions to improve their job performance.

# Knowledge Management

48. Supervisors support employee development.

# Knowledge Management

49. Employees have electronic access to learning and training programs readily available at their desk.

# Knowledge Management

50. My training needs are assessed.

# Knowledge Management

51. Managers promote communication among different work units.

# Knowledge Management

52. Employees in my work unit share job knowledge with each other.

# Knowledge Management

53. Employees use information technology to perform work.

# Job Satisfaction

54. How satisfied are you with your involvement in decisions that affect your work?

# Job Satisfaction

55. How satisfied are you with the information you receive from management?

# Job Satisfaction

56. How satisfied are you with the recognition you receive for doing a good job?

# Job Satisfaction

57. How satisfied are you with the policies and practices of your senior leaders?

# Job Satisfaction

58. How satisfied are you with your opportunity to get a better job in your organization?

# Job Satisfaction

59. How satisfied are you with the training you receive for your present job?

# Job Satisfaction

60. How satisfied are you with your job?

# Job Satisfaction

61. How satisfied are you with your pay?

# Job Satisfaction

62. How satisfied are you with your organization?

# Satisfaction with Benefits

63. How satisfied are you with retirement benefits?

# Satisfaction with Benefits

64. How satisfied are you with health insurance benefits?

# Satisfaction with Benefits

65. How satisfied are you with life insurance benefits?

# Satisfaction with Benefits

66. How satisfied are you with long-term care insurance benefits?

# Satisfaction with Benefits

67. How satisfied are you with the flexible spending account program?

# Satisfaction with Benefits

68. How satisfied are you with paid vacation time?

# Satisfaction with Benefits

69. How satisfied are you with paid leave for illness?

# Satisfaction with Benefits

70. How satisfied are you with child care subsidies?

# Satisfaction with Benefits

71. How satisfied are you with work/life programs?

# Satisfaction with Benefits

72. How satisfied are you with telework/telecommuting?

# Satisfaction with Benefits

73. How satisfied are you with alternative work schedules?

# Demographics

74. Where do you work?

Headquarters

Field Office

# Demographics

75. What is your supervisory status?

Nonsupervisor

Manager

Team Leader

Executive

Supervisor

# Demographics

76. Are you...

Male

Female

# Demographics

77. Are you Hispanic or Latino?

Hispanic

Non-Hispanic

# Demographics

78. Are you...

White     Black

Pacific Islander

Native American

Two or more races

# Demographics

79. What is your age group?

< 26

26–29

30–39

40–49

50–59

60 or older

# Demographics

80. What is your pay grade?

FWS

GS 1–6

GS 7–12

GS 13–15

SES

SL or ST

Other

# Demographics

81. How long have you been with the Federal Gov't?

< 1 yr.

1–3 yrs.

4–5 yrs.

6–10 yrs.

11–20 yrs.

More than 20 yrs.

# Demographics

82. How long have you been with your current agency?

< 1 yr.

1– 3 yrs.

4–5 yrs.

6–10 yrs.

11–20 yrs.

More than 20 yrs.

# Demographics

83. Are you considering leaving your organization within the next year?

- No
- Yes, to retire
- Yes, to another agency
- Yes, outside government
- Yes, other

# Demographics

84. I am planning to retire...

Within 1 year

1–3 years

3–5 years

5 or more years

# HCAAF Systems

# HCAAF Systems

- Strategic alignment system

# HCAAF Systems

- Strategic alignment system
- Leadership and knowledge management system

# HCAAF Systems

- Strategic alignment system
- Leadership and knowledge management system
- Results-oriented performance culture system

# HCAAF Systems

- Strategic alignment system
- Leadership and knowledge management system
- Results-oriented performance culture system
- Talent management system

# HCAAF Systems

- Strategic alignment system
- Leadership and knowledge management system
- Results-oriented performance culture system
- Talent management system
- Accountability system

# FHCS Indexes

# FHCS Indexes

- Leadership and knowledge management index

# FHCS Indexes

- Leadership and knowledge management index
- Results-oriented performance index

# FHCS Indexes

- Leadership and knowledge management index
- Results-oriented performance index
- Talent management index

# FHCS Indexes

- Leadership and knowledge management index
- Results-oriented performance index
- Talent management index
- Job satisfaction index