

U.S. Office of Government Ethics (OGE)

2007 Annual Employee Survey Results

1. Interpretation of results: The results for the 2007 OGE survey are consistent with the results of previous surveys. Overall, the results are very positive. The percentage of negative responses rarely exceeds 30% of the total. Particularly noteworthy items from the 2007 OGE survey include:

Item #8: Recruiting people with the right skills (65.8% positive)

Item #11: Physical working conditions (92.1% positive)

Item #17: Rewarding creativity and innovation (64.8% positive)

Item #21: Fairness in performance appraisals (78.3% positive)

Item #40: Overall satisfaction with pay (70.6% positive)

While the percentage of negative responses rarely exceeded 30%, OGE will work to improve upon the results for certain items, such as the one that deals with talents being used well in the workplace.

2. How the survey was conducted: The survey was distributed, completed, and submitted electronically during the administration period of December 6-21, 2007. Employees received a reminder about completing the survey during the administration period.

3. Description of sample: The survey was delivered to 73 full-time and part-time OGE employees (excluding contractor employees).

4. Survey items and response choices: The survey contained all 40 of the questions prescribed in Office of Personnel Management (OPM) regulations (5 CFR part 250 subpart C). No additional questions were asked. The questions, response choices, response frequencies, and response percentages all appear below. The percentages do not always total exactly 100.0% due to rounding. Non-responses were not included in the calculation of percentages. OGE did not collect demographic information from respondents.

5. Number of employees surveyed and number of responses: Of the 73 employees surveyed, the agency received 39 responses, giving a response rate of 53.4%. The number of responses to individual questions ranged from 34 to 39, as noted for each question in the chart below.

Personal Work Experiences

1. The people I work with cooperate to get the job done. (*responses = 39*)

Strongly Disagree.....	2.6%	1
Disagree	5.1%	2
Neutral.....	12.8%	5
Agree.....	43.6%	17
Strongly Agree	35.9%	14
Does Not Apply	0.0%	0

2. I am given a real opportunity to improve my skills in my organization. (39)

Strongly Disagree.....	2.6%	1
Disagree	7.7%	3
Neutral.....	30.8%	12
Agree.....	35.9%	14
Strongly Agree	23.1%	9
Does Not Apply	0.0%	0

3. My work gives me a feeling of personal accomplishment and satisfaction. (39)

Strongly Disagree.....	2.6%	1
Disagree	12.8%	5
Neutral.....	20.5%	8
Agree.....	30.8%	12
Strongly Agree	33.3%	13
Does Not Apply	0.0%	0

4. I like the kind of work I do. (39)

Strongly Disagree.....	2.6%	1
Disagree	2.6%	1
Neutral.....	15.4%	6
Agree.....	46.2%	18
Strongly Agree	33.3%	13
Does Not Apply	0.0%	0

5.	I have trust and confidence in my supervisor. (39)	
Strongly Disagree.....	5.1%	2
Disagree	15.4%	6
Neutral.....	12.8%	5
Agree.....	30.8%	12
Strongly Agree	35.9%	14
Does Not Apply	0.0%	0
6.	Overall, I believe my immediate supervisor/team leader is doing a good job. (38)	
Strongly Disagree.....	0.0%	0
Disagree	18.4%	7
Neutral.....	15.8%	6
Agree.....	34.2%	13
Strongly Agree	31.6%	12
Does Not Apply	0.0%	0

Recruitment, Development, & Retention

7.	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (38)	
	Strongly Disagree.....	2.6%1
	Disagree	7.9%3
	Neutral.....	10.5%4
	Agree.....	44.7%17
	Strongly Agree	34.2%13
	Does Not Apply	0.0%0
8.	My work unit is able to recruit people with the right skills. (38)	
	Strongly Disagree.....	2.6%1
	Disagree	10.5%4
	Neutral.....	21.1%8
	Agree.....	44.7%17
	Strongly Agree	21.1%8
	Does Not Apply	0.0%0

9. I know how my work relates to the agency's goals, objectives and priorities. (38)		
Strongly Disagree.....	2.6%	1
Disagree	0.0%	0
Neutral.....	15.8%	6
Agree.....	26.3%	10
Strongly Agree	55.3%	21
Does Not Apply	0.0%	0
10. The work I do is important. (38)		
Strongly Disagree.....	0.0%	0
Disagree	0.0%	0
Neutral.....	18.4%	7
Agree.....	39.5%	15
Strongly Agree	42.1%	16
Does Not Apply	0.0%	0
11. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. (38)		
Strongly Disagree.....	0.0%	0
Disagree	5.3%	2
Neutral.....	2.6%	1
Agree.....	31.6%	12
Strongly Agree	60.5%	23
Does Not Apply	0.0%	0
12. Supervisors/team leaders in my work unit support employee development. (38)		
Strongly Disagree.....	5.3%	2
Disagree	5.3%	2
Neutral.....	18.4%	7
Agree.....	39.5%	15
Strongly Agree	31.6%	12
Does Not Apply	0.0%	0

13. My talents are used well in the workplace. (38)		
Strongly Disagree.....	5.3%	2
Disagree	23.7%	9
Neutral.....	18.4%	7
Agree.....	26.3%	10
Strongly Agree	26.3%	10
Does Not Apply	0.0%	0
14. My training needs are assessed. (38)		
Strongly Disagree.....	7.9%	3
Disagree	13.2%	5
Neutral.....	28.9%	11
Agree.....	31.6%	12
Strongly Agree	15.8%	6
Does Not Apply	2.6%	1

Performance Culture

15. Promotions in my work unit are based on merit. (38)		
Strongly Disagree.....	2.6%	1
Disagree	7.9%	3
Neutral.....	23.7%	9
Agree.....	36.8%	14
Strongly Agree	23.7%	9
Does Not Apply	5.3%	2
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (36)		
Strongly Disagree.....	13.9%	5
Disagree	11.1%	4
Neutral.....	25.0%	9
Agree.....	27.8%	10
Strongly Agree	11.1%	4
Does Not Apply	11.1%	4

17. Creativity and innovation are rewarded. (37)		
Strongly Disagree.....	8.1%	3
Disagree	8.1%	3
Neutral.....	18.9%	7
Agree.....	29.7%	11
Strongly Agree.....	35.1%	13
Does Not Apply	0.0%	0
18. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g. Pass or Fail). (37)		
Strongly Disagree.....	0.0%	0
Disagree	2.7%	1
Neutral.....	8.1%	3
Agree.....	48.6%	18
Strongly Agree.....	35.1%	13
Does Not Apply	5.4%	2
19. In my work unit, differences in performance are recognized in a meaningful way. (36)		
Strongly Disagree.....	5.6%	2
Disagree	13.9%	5
Neutral.....	25.0%	9
Agree.....	36.1%	13
Strongly Agree.....	19.4%	7
Does Not Apply	0.0%	0
20. Pay raises depend on how well employees perform their jobs. (37)		
Strongly Disagree.....	2.7%	1
Disagree	16.2%	6
Neutral.....	24.3%	9
Agree.....	32.4%	12
Strongly Agree.....	16.2%	6
Does Not Apply	8.1%	3

21. My performance appraisal is a fair reflection of my performance. (37)	
Strongly Disagree.....	0.0%0
Disagree	2.7%1
Neutral.....	16.2%6
Agree.....	48.6%18
Strongly Agree	29.7%11
Does Not Apply	2.7%1
22. Discussions with my supervisor/team leader about my performance are worthwhile. (37)	
Strongly Disagree.....	5.4%2
Disagree	13.5%5
Neutral.....	13.5%5
Agree.....	40.5%15
Strongly Agree	24.3%9
Does Not Apply	2.7%1
23. Managers/supervisors/team leaders work well with employees of different backgrounds. (37)	
Strongly Disagree.....	5.4%2
Disagree	8.1%3
Neutral.....	13.5%5
Agree.....	40.5%15
Strongly Agree	29.7%11
Does Not Apply	2.7%1
24. My supervisor supports my need to balance work and family issues. (37)	
Strongly Disagree.....	0.0%0
Disagree	2.7%1
Neutral.....	10.8%4
Agree.....	27.0%10
Strongly Agree	48.6%18
Does Not Apply	10.8%4

Leadership

25. I have a high level of respect for OGE's senior leaders. (37)		
Strongly Disagree.....	10.8%	4
Disagree	21.6%	8
Neutral.....	24.3%	9
Agree.....	24.3%	9
Strongly Agree	18.9%	7
Does Not Apply		
26. In my organization, leaders generate high levels of motivation and commitment in the workforce. (36)		
Strongly Disagree.....	11.1%	4
Disagree	22.2%	8
Neutral.....	25.0%	9
Agree.....	25.0%	9
Strongly Agree	16.7%	6
Does Not Apply		
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives. (35)		
Strongly Disagree.....	2.9%	1
Disagree	14.3%	5
Neutral.....	22.9%	8
Agree.....	28.6%	10
Strongly Agree	28.6%	10
Does Not Apply		
28. Employees are protected from health and safety hazards on the job. (35)		
Strongly Disagree.....	0.0%	0
Disagree	8.6%	3
Neutral.....	5.7%	2
Agree.....	40.0%	14
Strongly Agree	45.7%	16
Does Not Apply		

29. Employees have a feeling of personal empowerment with respect to work processes. (35)		
Strongly Disagree.....	17.1%	6
Disagree	11.4%	4
Neutral.....	22.9%	8
Agree.....	34.3%	12
Strongly Agree.....	14.3%	5
Does Not Apply	0.0%	0
30. My workload is reasonable. (35)		
Strongly Disagree.....	2.9%	1
Disagree	14.3%	5
Neutral.....	17.1%	6
Agree.....	48.6%	17
Strongly Agree.....	17.1%	6
Does Not Apply	0.0%	0
31. Managers communicate the goals and priorities of the organization. (35)		
Strongly Disagree.....	2.9%	1
Disagree	8.6%	3
Neutral.....	20.0%	7
Agree.....	42.9%	15
Strongly Agree.....	22.9%	8
Does Not Apply	2.9%	1
32. My organization has prepared employees for potential security threats. (35)		
Strongly Disagree.....	0.0%	0
Disagree	0.0%	0
Neutral.....	42.9%	15
Agree.....	45.7%	16
Strongly Agree.....	11.4%	4
Does Not Apply	0.0%	0

Job Satisfaction

33. How satisfied are you with the information you receive from management on what's going on in your organization? (34)

Very Unsatisfied	8.8%	3
Unsatisfied	23.5%	8
Neutral.....	8.8%	3
Satisfied.....	32.4%	11
Very Satisfied.....	26.5%	9
Does Not Apply	0.0%	0

34. How satisfied are you with your involvement in decisions that affect your work? (34)

Very Unsatisfied	8.8%	3
Unsatisfied	20.6%	7
Neutral.....	17.6%	6
Satisfied.....	29.4%	10
Very Satisfied.....	23.5%	8
Does Not Apply	0.0%	0

35. How satisfied are you with your opportunity to get a better job in your organization? (34)

Very Unsatisfied	5.9%	2
Unsatisfied	11.8%	4
Neutral.....	44.1%	15
Satisfied.....	17.6%	6
Very Satisfied.....	11.8%	4
Does Not Apply	8.8%	3

36. How satisfied are you with the recognition you receive for doing a good job? (34)

Very Unsatisfied	8.8%	3
Unsatisfied	17.6%	6
Neutral.....	11.8%	4
Satisfied.....	32.4%	11
Very Satisfied.....	26.5%	9
Does Not Apply	2.9%	1

37. How satisfied are you with the policies and practices of your senior leaders? (34)		
Very Unsatisfied	17.6%	6
Unsatisfied	17.6%	6
Neutral.....	23.5%	8
Satisfied.....	26.5%	9
Very Satisfied.....	14.7%	5
Does Not Apply	0.0%	0
38. How satisfied are you with the training you receive for your present job? (34)		
Very Unsatisfied	5.9%	2
Unsatisfied	8.8%	3
Neutral.....	26.5%	9
Satisfied.....	41.2%	14
Very Satisfied.....	14.7%	5
Does Not Apply	2.9%	1
39. Considering everything, how satisfied are you with your job? (34)		
Very Unsatisfied	0.0%	0
Unsatisfied	14.7%	5
Neutral.....	23.5%	8
Satisfied.....	35.3%	12
Very Satisfied.....	26.5%	9
Does Not Apply	0.0%	0
40. Considering everything, how satisfied are you with your pay? (34)		
Very Unsatisfied	2.9%	1
Unsatisfied	2.9%	1
Neutral.....	23.5%	8
Satisfied.....	50.0%	17
Very Satisfied.....	20.6%	7
Does Not Apply	0.0%	0