

CONSUMER PRODUCT SAFETY COMMISSION
2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS
(Survey Administration Period 8/1/08 to 9/26/08)

		Strongly Agree		Neither Agree Nor Disagree		Strongly Disagree		Do Not Know/ No Basis to Judge	Percent Positive	Total
		Agree	Disagree	Disagree	Disagree	Disagree	Disagree			
*1. The people I work with cooperate to get the job done.	N	50	114	13	10	0	NA		187	
	%	27.0	60.9	6.7	5.3	0.0	NA	87.9	100	
*2. I am given a real opportunity to improve my skills in my organization.	N	27	83	42	27	8	NA		187	
	%	14.5	44.2	22.5	14.5	4.3	NA	58.7	100	
3. I have enough information to do my job well.	N	23	110	30	19	5	NA		187	
	%	11.9	59.2	16.2	10.1	2.6	NA	71.1	100	
4. I feel encouraged to come up with new and better ways of doing things.	N	29	76	25	40	17	NA		187	
	%	15.4	40.3	13.4	21.7	9.2	NA	55.7	100	
*5. My work gives me a feeling of personal accomplishment.	N	52	81	34	15	5	NA		187	
	%	28.0	42.9	18.9	7.5	2.7	NA	70.9	100	
*6. I like the kind of work I do.	N	66	89	25	6	1	NA		187	
	%	35.5	47.5	13.4	3.1	0.5	NA	83.0	100	
*7. I have trust and confidence in my supervisor.	N	53	67	27	21	19	NA		187	
	%	28.2	35.6	14.8	11.4	10.0	NA	63.9	100	
8. I recommend my organization as a good place to work.	N	37	73	44	21	12	NA		187	
	%	19.9	38.7	24.0	10.9	6.4	NA	58.6	100	
							Do Not Know/ No Basis to Judge	Percent Positive	Total	
		Very Good	Good	Fair	Poor	Very Poor				
*9. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N	64	60	37	18	8	NA		187	
	%	34.3	32.1	20.0	9.6	4.1	NA	66.3	100	
10. How would you rate the overall quality of work done by your work group?	N	72	92	20	3	0	NA		187	
	%	38.2	49.3	11.0	1.5	0.0	NA	87.5	100	
							Do Not Know/ No Basis to Judge	Percent Positive	Total	
		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree				
*11. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N	33	103	30	20	0	1		187	
	%	17.9	54.7	16.3	10.6	0.0	0.5	72.6	100	
*12. My supervisor supports my need to balance work and other life issues.	N	78	70	21	13	4	1		187	
	%	41.8	37.1	11.7	6.8	2.1	0.5	78.8	100	
13. Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.	N	36	71	46	21	11	2		187	
	%	19.3	37.7	24.5	11.5	5.9	1.0	57.0	100	
*14. My work unit is able to recruit people with the right skills.	N	22	81	42	25	10	7		187	
	%	11.3	43.0	23.1	13.5	5.3	3.8	54.3	100	

* AES prescribed items.

Percentages are weighted to be representative of the Agency's population.

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		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
15. The skill level in my work unit has improved in the past year.	N	35	63	60	18	6	5		187
	%	18.7	33.6	32.3	9.6	3.2	2.7	52.3	100
16. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	13	77	48	34	13	2		187
	%	7.1	41.2	26.0	17.8	6.6	1.2	48.3	100
*17. My workload is reasonable.	N	16	95	34	32	10	0		187
	%	8.9	51.0	18.2	16.3	5.5	0.0	59.9	100
*18. My talents are used well in the workplace.	N	21	84	35	32	14	1		187
	%	11.3	44.8	19.1	16.7	7.6	0.5	56.1	100
*19. I know how my work relates to the agency's goals and priorities.	N	56	93	23	13	2	0		187
	%	29.5	50.1	12.5	7.0	1.0	0.0	79.5	100
*20. The work I do is important.	N	90	71	17	8	1	0		187
	%	48.2	38.0	9.0	4.2	0.6	0.0	86.3	100
*21. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	53	85	24	13	11	1		187
	%	28.6	45.1	12.9	7.0	6.0	0.4	73.7	100
*22. Promotions in my work unit are based on merit.	N	16	50	47	32	24	18		187
	%	8.2	26.0	25.8	17.7	12.6	9.7	34.2	100
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N	9	56	57	22	14	29		187
	%	4.5	29.1	31.5	11.4	7.5	16.0	33.6	100
*24. Employees have a feeling of personal empowerment with respect to work processes.	N	7	60	58	42	13	7		187
	%	3.4	32.0	31.5	22.2	7.1	3.7	35.4	100
25. Employees are rewarded for providing high quality products and services to customers.	N	19	73	38	33	16	8		187
	%	10.1	38.2	20.6	18.3	8.4	4.4	48.3	100
*26. Creativity and innovation are rewarded.	N	21	57	47	36	21	5		187
	%	10.8	30.6	25.1	19.5	11.4	2.6	41.4	100
*27. Pay raises depend on how well employees perform their jobs.	N	11	34	50	45	30	17		187
	%	5.7	17.7	27.7	23.9	15.9	9.0	23.4	100
28. Awards in my work unit depend on how well employees perform their jobs.	N	17	66	34	37	22	11		187
	%	8.9	34.6	18.8	20.2	11.9	5.6	43.5	100
*29. In my work unit, differences in performance are recognized in a meaningful way.	N	10	54	46	40	18	19		187
	%	5.1	28.5	25.0	21.4	9.6	10.3	33.7	100
*30. My performance appraisal is a fair reflection of my performance.	N	34	98	25	20	7	3		187
	%	17.7	52.3	13.4	11.1	4.1	1.5	69.9	100
*31. Discussions with my supervisor/team leader about my performance are worthwhile.	N	33	76	34	26	13	5		187
	%	17.8	40.2	18.3	14.0	7.1	2.7	57.9	100

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		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
*32. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N	33	95	26	22	8	3		187
	%	17.4	50.6	14.1	12.0	4.3	1.6	68.1	100
33. I am held accountable for achieving results.	N	47	107	22	9	0	2		187
	%	25.0	57.1	11.9	4.8	0.0	1.2	82.1	100
34. Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.	N	38	62	45	14	11	17		187
	%	19.7	33.2	24.0	7.6	6.0	9.5	52.9	100
35. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N	40	73	34	11	7	22		187
	%	21.2	38.7	18.3	5.7	3.7	12.4	59.9	100
*36. Managers/supervisors/team leaders work well with employees of different backgrounds.	N	39	66	37	12	12	21		187
	%	20.3	34.8	20.0	6.8	6.3	11.8	55.1	100
*37. I have a high level of respect for my organization's senior leaders.	N	14	65	47	33	28	0		187
	%	7.5	35.0	24.8	17.6	15.0	0.0	42.5	100
*38. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N	9	47	56	39	32	4		187
	%	4.8	24.9	30.3	20.9	16.8	2.3	29.8	100
39. My organization's leaders maintain high standards of honesty and integrity.	N	18	49	56	23	22	19		187
	%	9.6	26.1	29.9	12.3	11.4	10.7	35.7	100
*40. Managers communicate the goals and priorities of the organization.	N	18	67	58	23	17	4		187
	%	9.4	36.3	31.1	12.0	8.9	2.3	45.7	100
*41. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N	19	86	50	9	10	13		187
	%	10.0	45.7	26.9	4.8	5.3	7.3	55.7	100
*42. Employees are protected from health and safety hazards on the job.	N	29	97	37	10	4	10		187
	%	15.3	51.1	20.7	5.3	2.1	5.5	66.3	100
*43. My organization has prepared employees for potential security threats.	N	15	84	38	23	14	13		187
	%	8.1	44.7	20.5	12.2	7.6	6.9	52.8	100
44. Complaints, disputes or grievances are resolved fairly in my work unit.	N	13	45	46	17	11	55		187
	%	6.4	23.3	24.7	9.4	5.8	30.4	29.7	100
45. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	25	41	43	20	24	34		187
	%	12.6	21.3	23.6	10.6	13.0	18.8	33.9	100
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.	N	29	47	42	12	14	43		187
	%	14.9	24.6	22.4	6.5	7.9	23.7	39.5	100
47. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N	26	47	44	26	16	28		187
	%	13.2	24.5	24.2	14.1	8.8	15.2	37.8	100

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		Strongly		Neither		Strongly		Do Not Know/ No Basis to Judge	Percent Positive	Total
		Agree	Agree	Agree Nor Disagree	Disagree	Disagree	Disagree			
48. Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.	N	18	95	41	26	7	0			187
	%	9.5	50.6	21.7	14.5	3.7	0.0	60.1		100
*49. Supervisors/team leaders in my work unit support employee development.	N	35	86	33	25	6	2			187
	%	18.1	46.5	17.2	13.8	3.2	1.1	64.6		100
50. Employees have electronic access to learning and training programs readily available at their desk.	N	48	103	25	8	1	2			187
	%	24.8	55.4	13.7	4.5	0.5	1.1	80.2		100
*51. My training needs are assessed.	N	19	69	48	39	10	2			187
	%	9.9	36.7	26.0	21.3	5.1	1.1	46.5		100
52. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N	19	67	44	34	18	5			187
	%	10.0	35.4	23.9	18.3	9.6	2.7	45.4		100
53. Employees in my work unit share job knowledge with each other.	N	44	96	27	12	7	1			187
	%	23.4	51.4	14.7	6.2	3.7	0.5	74.8		100
54. Employees use information technology (for example, intranet, shared networks) to perform work.	N	80	90	14	2	0	1			187
	%	42.8	48.0	7.6	1.0	0.0	0.6	90.8		100
		Very	Neither	Strongly		Do Not Know/ No Basis to Judge	Percent Positive	Total		
		Satisfied	Satisfied	Satisfied nor Dissatisfied	Dissatisfied					
*55. How satisfied are you with your involvement in decisions that affect your work?	N	17	71	49	31	19	NA		187	
	%	8.8	38.0	27.0	16.0	10.2	NA	46.8	100	
*56. How satisfied are you with the information you receive from management on what's going on in your organization?	N	15	67	46	40	19	NA		187	
	%	7.9	35.8	25.5	20.9	10.0	NA	43.7	100	
*57. How satisfied are you with the recognition you receive for doing a good job?	N	22	74	44	34	13	NA		187	
	%	11.4	39.0	23.9	18.6	7.1	NA	50.4	100	
*58. How satisfied are you with the policies and practices of your senior leaders?	N	12	49	60	42	24	NA		187	
	%	6.4	26.3	31.8	22.3	13.1	NA	32.8	100	
*59. How satisfied are you with your opportunity to get a better job in your organization?	N	14	41	58	47	27	NA		187	
	%	7.4	21.7	31.1	25.4	14.3	NA	29.2	100	
*60. How satisfied are you with the training you receive for your present job?	N	19	73	59	26	10	NA		187	
	%	10.1	38.2	32.4	14.0	5.3	NA	48.3	100	
*61. Considering everything, how satisfied are you with your job?	N	32	93	34	21	7	NA		187	
	%	17.1	49.2	18.9	11.0	3.7	NA	66.3	100	
*62. Considering everything, how satisfied are you with your pay?	N	28	88	32	25	14	NA		187	
	%	14.8	46.6	17.2	13.7	7.7	NA	61.4	100	
63. Considering everything, how satisfied are you with your organization?	N	19	78	47	34	9	NA		187	
	%	10.3	41.7	25.4	17.9	4.8	NA	52.0	100	

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		Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Strongly Dissatisfied	Do Not Know/ No Basis to Judge	Percent Positive	Total
64. How satisfied are you with retirement benefits?	N	35	94	33	12	3	10		187
	%	18.2	50.2	18.0	6.4	1.6	5.6	68.5	100
65. How satisfied are you with health insurance benefits?	N	29	103	23	21	3	8		187
	%	14.7	55.5	12.5	11.3	1.7	4.3	70.2	100
66. How satisfied are you with life insurance benefits?	N	23	85	39	13	2	25		187
	%	12.2	45.2	21.2	7.2	1.1	13.1	57.3	100
67. How satisfied are you with long term care insurance benefits?	N	14	44	45	9	2	73		187
	%	7.3	23.3	24.2	4.8	1.3	39.0	30.7	100
68. How satisfied are you with the flexible spending account (FSA) program?	N	27	70	30	5	3	52		187
	%	13.9	37.8	16.0	2.7	1.6	28.0	51.7	100
69. How satisfied are you with paid vacation time?	N	68	99	12	6	2	NA		187
	%	36.0	53.4	6.3	3.3	1.1	NA	89.3	100
70. How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?	N	68	93	19	3	4	NA		187
	%	35.9	50.1	9.9	1.7	2.4	NA	86.0	100
71. How satisfied are you with child care subsidies?	N	6	10	29	1	3	138		187
	%	3.0	6.0	15.2	0.6	1.8	73.5	9.0	100
72. How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?	N	10	32	26	13	7	99		187
	%	5.3	17.6	13.6	7.3	3.7	52.5	22.9	100
73. How satisfied are you with telework/telecommuting?	N	53	46	22	18	8	40		187
	%	28.4	24.9	11.5	9.8	4.2	21.2	53.3	100
74. How satisfied are you with alternative work schedules?	N	70	75	6	5	5	26		187
	%	37.0	40.3	3.3	2.7	2.5	14.3	77.3	100

* AES prescribed items.