

2007 Annual Employee Survey Results

Federal Election Commission

1) Interpretation of Results:

An analysis of the data from the 2007 AES and comparison to identical questions from the 2006 Federal Human Capital Survey Data shows that the Federal Election Commission has improved in the areas of Performance Culture and Leadership, but still has room for improvement in the areas of Job Satisfaction, Personal Work Experience and Learning and Knowledge Management.

The largest increases in positive responses from 2006 to 2007 were: “In my organization, leaders generate high levels of motivation and commitment in the workforce.” (up 10%), “How satisfied are you with the information you receive from management on what's going on in your organization?” (up 11%) and “ In my work unit, differences in performance are recognized in a meaningful way” (up 11%).

The items that saw the largest decrease from 2006 to 2007 were questions on preparing employees for health and safety threats (down 9%), protecting employees from health and safety hazards (down 7%) and assessing employee training needs (down 14%).

The Federal Election Commission shows positive growth over the 2006 government averages in the areas of performance culture (34% higher) and recruitment, retention and development (17% higher). FEC reports higher satisfaction with our workload than other Federal employees and is 15% more positive that, “my work unit is able to recruit people with the right skills” than the rest of the Federal government. The Federal Election Commission falls furthest below the Government average in the area of job satisfaction with 61% of employees reporting that they feel their work gives them a feeling of personal accomplishment compared to 73% of all Federal employees.

- 2) **How the survey was conducted:** The survey was conducted online from October 31, 2007 to November 21, 2007.
- 3) **Description of sample:** All 353 full-time permanent employees of the agency were surveyed.
- 4) **Survey items and response choices:** See the tables on following pages.
- 5) **Number of employees surveyed, number responded, and representativeness of respondents:** Of the 353 employees surveyed 262 responded. Representativeness is not required to be reported for FEC.

**2007 Annual Employee Survey Results
Federal Election Commission
All Respondents**

Surveys Sent: 353

Surveys Returned: 262

Response Rate: 74%

Prescribed Questions: Personal Work Experiences								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree		Total
1. The people I work with cooperate to get the job done.	Frequencies	81	128	25	22	6		262
	Percentages	30.9%	48.9%	9.5%	8.4%	2.3%		100.0%
2. I am given a real opportunity to improve my skills in my organization.	Frequencies	51	96	54	33	28		262
	Percentages	19.5%	36.6%	20.6%	12.6%	10.7%		100.0%
3. My work gives me a feeling of personal accomplishment.	Frequencies	60	100	58	29	15		262
	Percentages	22.9%	38.2%	22.1%	11.1%	5.7%		100.0%
4. I like the kind of work I do.	Frequencies	70	118	55	14	5		262
	Percentages	26.7%	45.0%	21.0%	5.3%	1.9%		100.0%
5. I have trust and confidence in my supervisor.	Frequencies	105	78	42	15	22		262
	Percentages	40.1%	29.8%	16.0%	5.7%	8.4%		100.0%
Item Text		Very Good	Good	Fair	Poor	Very Poor		Total
6. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	Frequencies	103	77	47	17	16		260
	Percentages	39.6%	29.6%	18.1%	6.5%	6.2%		100.0%

Prescribed Questions: Recruitment, Development, & Retention								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Frequencies	54	137	32	28	4	7	262
	Percentages	20.6%	52.3%	12.2%	10.7%	1.5%	2.7%	100.0%
8. My work unit is able to recruit people with the right skills.	Frequencies	40	112	56	29	13	12	262
	Percentages	15.3%	42.7%	21.4%	11.1%	5.0%	4.6%	100.0%
9. I know how my work relates to the agency's goals and priorities.	Frequencies	107	121	15	11	4	4	262
	Percentages	40.8%	46.2%	5.7%	4.2%	1.5%	1.5%	100.0%
10. The work I do is important.	Frequencies	120	93	29	8	4	7	261
	Percentages	46.0%	35.6%	11.1%	3.1%	1.5%	2.7%	100.0%
11. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	Frequencies	47	108	35	45	23	3	261
	Percentages	18.0%	41.4%	13.4%	17.2%	8.8%	1.1%	100.0%
12. Supervisors/team leaders in my work unit support employee development.	Frequencies	81	93	34	23	18	12	261
	Percentages	31.0%	35.6%	13.0%	8.8%	6.9%	4.6%	100.0%
13. My talents are used well in the workplace.	Frequencies	58	94	46	35	23	6	262
	Percentages	22.1%	35.9%	17.6%	13.4%	8.8%	2.3%	100.0%
14. My training needs are assessed.	Frequencies	29	90	63	45	29	5	261
	Percentages	11.1%	34.5%	24.1%	17.2%	11.1%	1.9%	100.0%

Prescribed Questions: Performance Culture								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
15. Promotions in my work unit are based on merit.	Frequencies	37	75	57	40	37	16	262
	Percentages	14.1%	28.6%	21.8%	15.3%	14.1%	6.1%	100.0%
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Frequencies	16	69	46	51	49	31	262
	Percentages	6.1%	26.3%	17.6%	19.5%	18.7%	11.8%	100.0%
17. Creativity and innovation are rewarded.	Frequencies	31	86	52	43	38	12	262
	Percentages	11.8%	32.8%	19.8%	16.4%	14.5%	4.6%	100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	No Basis to Judge	Total
18. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	Frequencies	64	88	35	30	20	24	261
	Percentages	24.5%	33.7%	13.4%	11.5%	7.7%	9.2%	100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
19. In my work unit, differences in performance are recognized in a meaningful way.	Frequencies	22	77	52	52	32	26	261
	Percentages	8.4%	29.5%	19.9%	19.9%	12.3%	10.0%	100.0%
20. Pay raises depend on how well employees perform their jobs.	Frequencies	16	53	46	67	50	29	261
	Percentages	6.1%	20.3%	17.6%	25.7%	19.2%	11.1%	100.0%
21. My performance appraisal is a fair reflection of my performance.	Frequencies	64	112	29	20	20	17	262
	Percentages	24.4%	42.7%	11.1%	7.6%	7.6%	6.5%	100.0%
22. Discussions with my supervisor/ team leader about my performance are worthwhile.	Frequencies	61	105	38	32	21	4	261
	Percentages	23.4%	40.2%	14.6%	12.3%	8.0%	1.5%	100.0%
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	Frequencies	66	104	40	23	15	14	262
	Percentages	25.2%	39.7%	15.3%	8.8%	5.7%	5.3%	100.0%
24. My supervisor supports my need to balance work and family issues.	Frequencies	139	83	17	10	6	7	262
	Percentages	53.1%	31.7%	6.5%	3.8%	2.3%	2.7%	100.0%

Prescribed Questions: Leadership								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
25. I have a high level of respect for my organization's senior leaders.	Frequencies	39	83	57	41	34	4	258
	Percentages	15.1%	32.2%	22.1%	15.9%	13.2%	1.6%	100.0%
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Frequencies	24	66	63	73	34	1	261
	Percentages	9.2%	25.3%	24.1%	28.0%	13.0%	0.4%	100.0%
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Frequencies	28	105	58	28	16	25	260
	Percentages	10.8%	40.4%	22.3%	10.8%	6.2%	9.6%	100.0%
28. Employees are protected from health and safety hazards on the job.	Frequencies	36	131	40	26	19	9	261
	Percentages	13.8%	50.2%	15.3%	10.0%	7.3%	3.4%	100.0%
29. Employees have a feeling of personal empowerment with respect to work processes.	Frequencies	15	72	60	71	31	11	260
	Percentages	5.8%	27.7%	23.1%	27.3%	11.9%	4.2%	100.0%
30. My workload is reasonable.	Frequencies	41	144	32	30	14	0	261
	Percentages	15.7%	55.2%	12.3%	11.5%	5.4%	0.0%	100.0%
31. Managers communicate the goals and priorities of the organization.	Frequencies	35	114	45	43	19	5	261
	Percentages	13.4%	43.7%	17.2%	16.5%	7.3%	1.9%	100.0%
32. My organization has prepared employees for potential security threats.	Frequencies	33	136	34	29	11	17	260
	Percentages	12.7%	52.3%	13.1%	11.2%	4.2%	6.5%	100.0%

Prescribed Questions: Job Satisfaction								
Item Text		Very Satisfied	Satisfied	Neither	Dis-satisfied	Very Dis-satisfied		Total
33. How satisfied are you with the information you receive from management on what's going on in your organization?	Frequencies	19	107	54	54	23		257
	Percentages	7.4%	41.6%	21.0%	21.0%	8.9%		100.0%
34. How satisfied are you with your involvement in decisions that affect your work?	Frequencies	25	71	56	75	30		257
	Percentages	9.7%	27.6%	21.8%	29.2%	11.7%		100.0%
35. How satisfied are you with your opportunity to get a better job in your organization?	Frequencies	17	48	71	67	54		257
	Percentages	6.6%	18.7%	27.6%	26.1%	21.0%		100.0%
36. How satisfied are you with the recognition you receive for doing a good job?	Frequencies	31	93	55	36	40		255
	Percentages	12.2%	36.5%	21.6%	14.1%	15.7%		100.0%
37. How satisfied are you with the policies and practices of your senior leaders?	Frequencies	16	79	74	50	37		256
	Percentages	6.3%	30.9%	28.9%	19.5%	14.5%		100.0%
38. How satisfied are you with the training you receive for your present job?	Frequencies	28	95	74	37	23		257
	Percentages	10.9%	37.0%	28.8%	14.4%	8.9%		100.0%
39. Considering everything, how satisfied are you with your job?	Frequencies	33	113	52	46	13		257
	Percentages	12.8%	44.0%	20.2%	17.9%	5.1%		100.0%
40. Considering everything, how satisfied are you with your pay?	Frequencies	20	108	55	48	25		256
	Percentages	7.8%	42.2%	21.5%	18.8%	9.8%		100.0%