

**2009 NOAA Annual Employee Survey Overall Results Report
National Oceanic and Atmospheric Administration**

PERSONAL WORK EXPERIENCES

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

| | <i>Positive</i> | <i>Neutral</i> | <i>Negative</i> |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 83.5% | 8.2% | 8.3% |
| 2008 National Oceanic and Atmospheric Administration | 91.4% | 4.9% | 3.7% |
| 2007 National Oceanic and Atmospheric Administration | 84.8% | 8.0% | 7.2% |

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

| | <i>Positive</i> | <i>Neutral</i> | <i>Negative</i> |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 68.1% | 14.8% | 17.1% |
| 2008 National Oceanic and Atmospheric Administration | 70.3% | 15.0% | 14.7% |
| 2007 National Oceanic and Atmospheric Administration | 65.3% | 17.4% | 17.4% |

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

| | <i>Positive</i> | <i>Neutral</i> | <i>Negative</i> |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 73.1% | 13.8% | 13.1% |
| 2008 National Oceanic and Atmospheric Administration | 76.5% | 12.6% | 10.9% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A |

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

| | <i>Positive</i> | <i>Neutral</i> | <i>Negative</i> |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 66.9% | 15.4% | 17.8% |
| 2008 National Oceanic and Atmospheric Administration | 69.3% | 17.5% | 13.2% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A |

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

| | <i>Positive</i> | <i>Neutral</i> | <i>Negative</i> |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 75.2% | 12.4% | 12.3% |
| 2008 National Oceanic and Atmospheric Administration | 80.5% | 11.4% | 8.1% |
| 2007 National Oceanic and Atmospheric Administration | 75.2% | 13.3% | 11.5% |

(6) I like the kind of work I do.

| | <i>Positive</i> | <i>Neutral</i> | <i>Negative</i> |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 84.4% | 10.0% | 5.6% |
| 2008 National Oceanic and Atmospheric Administration | 87.1% | 8.4% | 4.5% |
| 2007 National Oceanic and Atmospheric Administration | 83.8% | 11.0% | 5.2% |

(7) I have trust and confidence in my supervisor.

| | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 68.0% | 14.3% | 17.7% |
| 2008 National Oceanic and Atmospheric Administration | 68.7% | 12.7% | 18.6% |
| 2007 National Oceanic and Atmospheric Administration | 66.1% | 15.3% | 18.5% |

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

| | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 69.6% | 16.2% | 14.1% |
| 2008 National Oceanic and Atmospheric Administration | 74.1% | 15.4% | 10.5% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A |

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

| | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 69.0% | 17.4% | 13.6% |
| 2008 National Oceanic and Atmospheric Administration | 71.6% | 17.1% | 11.3% |
| 2007 National Oceanic and Atmospheric Administration | 67.1% | 18.3% | 14.6% |

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

| | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 86.4% | 10.8% | 2.9% |
| 2008 National Oceanic and Atmospheric Administration | 90.4% | 7.8% | 1.8% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A |

RECRUITMENT, DEVELOPMENT, & RETENTION

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 75.9% | 14.1% | 9.8% | 0.2% |
| 2008 National Oceanic and Atmospheric Administration | 82.8% | 11.3% | 5.2% | 0.7% |
| 2007 National Oceanic and Atmospheric Administration | 76.2% | 13.5% | 9.7% | 0.7% |

(12) My supervisor supports my need to balance work and other life issues.

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 82.7% | 10.2% | 6.5% | 0.6% |
| 2008 National Oceanic and Atmospheric Administration | 83.3% | 8.5% | 7.8% | 0.4% |
| 2007 National Oceanic and Atmospheric Administration | 78.2% | 12.7% | 7.5% | 1.6% |

(13) Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 65.7% | 17.6% | 15.8% | 0.9% |
| 2008 National Oceanic and Atmospheric Administration | 67.9% | 18.5% | 13.5% | 0.1% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 52.4% | 23.9% | 20.7% | 3.0% |
| 2008 National Oceanic and Atmospheric Administration | 58.1% | 22.5% | 17.7% | 1.7% |
| 2007 National Oceanic and Atmospheric Administration | 55.3% | 22.4% | 19.7% | 2.6% |

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 50.9% | 30.6% | 15.0% | 3.6% |
| 2008 National Oceanic and Atmospheric Administration | 55.5% | 27.3% | 14.8% | 2.3% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

(16) I have sufficient resources (for example, people, materials, budget) to get my job done.

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 44.9% | 17.5% | 37.2% | 0.4% |
| 2008 National Oceanic and Atmospheric Administration | 49.5% | 17.3% | 32.7% | 0.4% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

(17) My workload is reasonable.

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 57.8% | 18.0% | 24.0% | 0.1% |
| 2008 National Oceanic and Atmospheric Administration | 61.6% | 15.7% | 22.2% | 0.6% |
| 2007 National Oceanic and Atmospheric Administration | 63.6% | 16.4% | 19.8% | 0.2% |

(18) My talents are used well in the workplace.

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 63.5% | 16.1% | 20.2% | 0.2% |
| 2008 National Oceanic and Atmospheric Administration | 66.1% | 15.3% | 18.0% | 0.6% |
| 2007 National Oceanic and Atmospheric Administration | 76.2% | 13.5% | 9.7% | 0.7% |

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 83.5% | 9.8% | 6.3% | 0.3% |
| 2008 National Oceanic and Atmospheric Administration | 85.6% | 8.7% | 5.5% | 0.2% |
| 2007 National Oceanic and Atmospheric Administration | 84.3% | 10.0% | 5.2% | 0.5% |

(20) The work I do is important.

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 88.9% | 7.5% | 2.9% | 0.7% |
| 2008 National Oceanic and Atmospheric Administration | 91.3% | 7.0% | 1.7% | 0.0% |
| 2007 National Oceanic and Atmospheric Administration | 90.6% | 6.5% | 2.6% | 0.3% |

(21) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 68.8% | 14.3% | 16.5% | 0.4% |
| 2008 National Oceanic and Atmospheric Administration | 74.1% | 10.7% | 15.0% | 0.2% |
| 2007 National Oceanic and Atmospheric Administration | 67.4% | 16.0% | 16.3% | 0.3% |

PERFORMANCE CULTURE

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 46.0% | 26.3% | 23.5% | 4.2% |
| 2008 National Oceanic and Atmospheric Administration | 46.0% | 23.4% | 23.3% | 7.3% |
| 2007 National Oceanic and Atmospheric Administration | 44.8% | 23.6% | 25.3% | 6.3% |

(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 26.3% | 32.2% | 35.3% | 6.2% |
| 2008 National Oceanic and Atmospheric Administration | 25.5% | 29.2% | 36.8% | 8.5% |
| 2007 National Oceanic and Atmospheric Administration | 28.4% | 26.7% | 35.4% | 9.5% |

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 47.3% | 28.2% | 23.6% | 0.8% |
| 2008 National Oceanic and Atmospheric Administration | 50.3% | 27.0% | 20.5% | 2.3% |
| 2007 National Oceanic and Atmospheric Administration | 47.3% | 25.1% | 25.6% | 2.1% |

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 55.6% | 22.3% | 20.9% | 1.2% |
| 2008 National Oceanic and Atmospheric Administration | 57.8% | 19.2% | 19.8% | 3.2% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

(26) Creativity and innovation are rewarded.

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 53.2% | 24.6% | 21.2% | 1.0% |
| 2008 National Oceanic and Atmospheric Administration | 56.7% | 20.5% | 20.3% | 2.6% |
| 2007 National Oceanic and Atmospheric Administration | 54.7% | 21.5% | 21.5% | 2.3% |

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 40.0% | 27.3% | 28.2% | 4.5% |
| 2008 National Oceanic and Atmospheric Administration | 32.0% | 26.1% | 35.1% | 6.7% |
| 2007 National Oceanic and Atmospheric Administration | 30.7% | 25.0% | 36.3% | 7.9% |

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 49.8% | 25.1% | 22.5% | 2.6% |
| 2008 National Oceanic and Atmospheric Administration | 53.6% | 21.7% | 19.5% | 5.2% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

(29) In my work unit, differences in performance are recognized in a meaningful way.

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 34.9% | 34.0% | 28.4% | 2.7% |
| 2008 National Oceanic and Atmospheric Administration | 38.0% | 28.5% | 26.1% | 7.4% |
| 2007 National Oceanic and Atmospheric Administration | 39.1% | 26.1% | 28.6% | 6.3% |

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 63.3% | 18.8% | 14.4% | 3.6% |
| 2008 National Oceanic and Atmospheric Administration | 67.7% | 15.2% | 13.6% | 3.5% |
| 2007 National Oceanic and Atmospheric Administration | 62.7% | 17.4% | 15.8% | 4.1% |

(31) Discussions with my supervisor/team leader about my performance are worthwhile.

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 62.3% | 18.3% | 17.9% | 1.5% |
| 2008 National Oceanic and Atmospheric Administration | 62.6% | 18.0% | 18.0% | 1.4% |
| 2007 National Oceanic and Atmospheric Administration | 60.1% | 19.0% | 19.4% | 1.5% |

(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).

| | Positive | Neutral | Negative | No Basis to Judge |
|--|-----------------|----------------|-----------------|--------------------------|
| 2009 National Oceanic and Atmospheric Administration | 53.1% | 20.7% | 19.3% | 6.9% |
| 2008 National Oceanic and Atmospheric Administration | 61.3% | 17.0% | 15.9% | 5.7% |
| 2007 National Oceanic and Atmospheric Administration | 59.3% | 18.9% | 18.1% | 3.7% |

(33) I am held accountable for achieving results.

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 78.8% | 13.9% | 6.3% | 1.1% |
| 2008 National Oceanic and Atmospheric Administration | 84.2% | 11.1% | 4.2% | 0.6% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

(34) Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 55.8% | 29.8% | 10.6% | 3.8% |
| 2008 National Oceanic and Atmospheric Administration | 56.2% | 25.9% | 9.0% | 8.9% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

(35) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 57.6% | 27.9% | 11.5% | 3.0% |
| 2008 National Oceanic and Atmospheric Administration | 60.3% | 23.0% | 10.6% | 6.2% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

(36) Managers/supervisors/team leaders work well with employees of different backgrounds.

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 67.6% | 20.2% | 10.7% | 1.6% |
| 2008 National Oceanic and Atmospheric Administration | 65.8% | 17.5% | 13.0% | 3.8% |
| 2007 National Oceanic and Atmospheric Administration | 61.8% | 19.8% | 14.8% | 3.6% |

LEADERSHIP

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 51.7% | 23.9% | 23.9% | 0.4% |
| 2008 National Oceanic and Atmospheric Administration | 53.4% | 22.2% | 24.0% | 0.4% |
| 2007 National Oceanic and Atmospheric Administration | 45.5% | 25.4% | 28.5% | 0.6% |

(38) In my organization, leaders generate high levels of motivation and commitment in the workforce.

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 40.4% | 29.0% | 30.2% | 0.5% |
| 2008 National Oceanic and Atmospheric Administration | 40.2% | 30.1% | 29.0% | 0.7% |
| 2007 National Oceanic and Atmospheric Administration | 35.5% | 29.8% | 33.5% | 1.2% |

(39) My organization's leaders maintain high standards of honesty and integrity.

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 55.2% | 26.6% | 17.2% | 1.0% |
| 2008 National Oceanic and Atmospheric Administration | 54.9% | 23.6% | 15.7% | 5.7% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 56.2% | 23.5% | 19.9% | 0.4% |
| 2008 National Oceanic and Atmospheric Administration | 59.0% | 22.8% | 17.7% | 0.5% |
| 2007 National Oceanic and Atmospheric Administration | 57.1% | 22.5% | 19.7% | 0.8% |

(41) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 52.7% | 30.8% | 15.2% | 1.3% |
| 2008 National Oceanic and Atmospheric Administration | 53.6% | 25.5% | 13.5% | 7.4% |
| 2007 National Oceanic and Atmospheric Administration | 52.2% | 26.4% | 13.9% | 7.5% |

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 84.1% | 10.1% | 5.1% | 0.7% |
| 2008 National Oceanic and Atmospheric Administration | 81.8% | 9.8% | 7.5% | 0.9% |
| 2007 National Oceanic and Atmospheric Administration | 82.4% | 10.9% | 5.6% | 1.1% |

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 75.0% | 15.8% | 8.4% | 0.8% |
| 2008 National Oceanic and Atmospheric Administration | 75.0% | 14.4% | 8.7% | 1.8% |
| 2007 National Oceanic and Atmospheric Administration | 65.4% | 20.6% | 11.8% | 2.2% |

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 40.8% | 32.6% | 17.2% | 9.4% |
| 2008 National Oceanic and Atmospheric Administration | 40.6% | 25.4% | 16.7% | 17.2% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 54.7% | 23.8% | 16.6% | 4.9% |
| 2008 National Oceanic and Atmospheric Administration | 58.6% | 17.6% | 14.1% | 9.6% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

(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.

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 65.0% | 21.1% | 8.6% | 5.3% |
| 2008 National Oceanic and Atmospheric Administration | 66.5% | 13.9% | 6.5% | 13.1% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 55.8% | 24.4% | 15.9% | 3.9% |
| 2008 National Oceanic and Atmospheric Administration | 55.9% | 17.1% | 16.6% | 10.4% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

LEARNING (KNOWLEDGE MANAGEMENT)

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 62.0% | 20.5% | 16.9% | 0.6% |
| 2008 National Oceanic and Atmospheric Administration | 64.6% | 18.1% | 16.5% | 0.8% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 71.4% | 15.4% | 12.9% | 0.3% |
| 2008 National Oceanic and Atmospheric Administration | 74.0% | 14.0% | 11.8% | 0.2% |
| 2007 National Oceanic and Atmospheric Administration | 68.0% | 16.0% | 14.9% | 1.2% |

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 82.2% | 11.4% | 5.6% | 0.8% |
| 2008 National Oceanic and Atmospheric Administration | 87.4% | 7.3% | 3.8% | 1.5% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

(51) My training needs are assessed.

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 46.8% | 26.5% | 25.4% | 1.3% |
| 2008 National Oceanic and Atmospheric Administration | 49.3% | 26.2% | 23.0% | 1.6% |
| 2007 National Oceanic and Atmospheric Administration | 50.6% | 24.1% | 23.7% | 1.5% |

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 56.7% | 21.9% | 20.6% | 0.8% |
| 2008 National Oceanic and Atmospheric Administration | 57.1% | 23.3% | 17.3% | 2.3% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 74.8% | 12.6% | 12.3% | 0.4% |
| 2008 National Oceanic and Atmospheric Administration | 77.9% | 12.4% | 9.7% | 0.0% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

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

| | Positive | Neutral | Negative | Don't Know |
|--|-----------------|----------------|-----------------|-------------------|
| 2009 National Oceanic and Atmospheric Administration | 89.2% | 6.8% | 3.4% | 0.6% |
| 2008 National Oceanic and Atmospheric Administration | 92.2% | 4.7% | 2.0% | 1.1% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

JOB SATISFACTION

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

| | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 56.1% | 19.7% | 24.1% |
| 2008 National Oceanic and Atmospheric Administration | 56.4% | 21.4% | 22.2% |
| 2007 National Oceanic and Atmospheric Administration | 46.4% | 24.2% | 29.4% |

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

| | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 48.3% | 22.3% | 29.3% |
| 2008 National Oceanic and Atmospheric Administration | 52.6% | 22.5% | 24.8% |
| 2007 National Oceanic and Atmospheric Administration | 48.7% | 25.5% | 25.7% |

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

| | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 56.0% | 20.7% | 23.3% |
| 2008 National Oceanic and Atmospheric Administration | 57.3% | 20.4% | 22.3% |
| 2007 National Oceanic and Atmospheric Administration | 56.5% | 19.5% | 24.0% |

(58) How satisfied are you with the policies and practices of your senior leaders?

| | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 43.2% | 27.8% | 28.9% |
| 2008 National Oceanic and Atmospheric Administration | 47.4% | 28.8% | 23.7% |
| 2007 National Oceanic and Atmospheric Administration | 37.3% | 30.5% | 32.2% |

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

| | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 39.3% | 29.7% | 30.9% |
| 2008 National Oceanic and Atmospheric Administration | 36.9% | 36.5% | 26.6% |
| 2007 National Oceanic and Atmospheric Administration | 36.9% | 31.9% | 31.1% |

(60) How satisfied are you with the training you receive for your present job?

| | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 54.0% | 25.3% | 20.7% |
| 2008 National Oceanic and Atmospheric Administration | 54.1% | 27.1% | 18.9% |
| 2007 National Oceanic and Atmospheric Administration | 53.4% | 25.4% | 21.1% |

(61) Considering everything, how satisfied are you with your job?

| | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 69.6% | 15.0% | 15.4% |
| 2008 National Oceanic and Atmospheric Administration | 71.1% | 16.8% | 12.1% |
| 2007 National Oceanic and Atmospheric Administration | 69.3% | 16.6% | 14.1% |

(62) Considering everything, how satisfied are you with your pay?

| | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 68.8% | 14.8% | 16.3% |
| 2008 National Oceanic and Atmospheric Administration | 66.7% | 14.4% | 18.9% |
| 2007 National Oceanic and Atmospheric Administration | 64.5% | 16.4% | 19.1% |

(63) Considering everything, how satisfied are you with your organization?

| | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 62.7% | 18.4% | 18.8% |
| 2008 National Oceanic and Atmospheric Administration | 64.9% | 18.0% | 17.1% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A |

SATISFACTION WITH BENEFITS

(64) How satisfied are you with retirement benefits?

| | Positive | Neutral | Negative | No Basis to Judge |
|--|-----------------|----------------|-----------------|--------------------------|
| 2009 National Oceanic and Atmospheric Administration | 68.1% | 19.7% | 9.3% | 2.9% |
| 2008 National Oceanic and Atmospheric Administration | 69.9% | 12.1% | 8.9% | 9.1% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

(65) How satisfied are you with health insurance benefits?

| | Positive | Neutral | Negative | No Basis to Judge |
|--|-----------------|----------------|-----------------|--------------------------|
| 2009 National Oceanic and Atmospheric Administration | 66.7% | 15.7% | 14.0% | 3.6% |
| 2008 National Oceanic and Atmospheric Administration | 69.2% | 14.6% | 8.9% | 9.1% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

(66) How satisfied are you with life insurance benefits?

| | Positive | Neutral | Negative | No Basis to Judge |
|--|-----------------|----------------|-----------------|--------------------------|
| 2009 National Oceanic and Atmospheric Administration | 60.0% | 22.6% | 7.5% | 9.9% |
| 2008 National Oceanic and Atmospheric Administration | 62.7% | 16.5% | 8.6% | 12.1% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

(67) How satisfied are you with long term care insurance benefits?

| | Positive | Neutral | Negative | No Basis to Judge |
|--|-----------------|----------------|-----------------|------------------------------|
| 2009 National Oceanic and Atmospheric Administration | 31.1% | 30.7% | 8.2% | 30.0% |
| 2008 National Oceanic and Atmospheric Administration | 30.5% | 21.4% | 8.8% | 39.3% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

(68) How satisfied are you with the flexible spending account (FSA) program?

| | Positive | Neutral | Negative | No Basis to Judge |
|--|-----------------|----------------|-----------------|------------------------------|
| 2009 National Oceanic and Atmospheric Administration | 41.8% | 25.1% | 3.6% | 29.5% |
| 2008 National Oceanic and Atmospheric Administration | 37.7% | 18.7% | 5.0% | 38.5% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

(69) How satisfied are you with paid vacation time?

| | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 86.8% | 7.3% | 5.9% |
| 2008 National Oceanic and Atmospheric Administration | 92.9% | 4.5% | 2.7% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A |

(70) How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?

| | Positive | Neutral | Negative |
|--|-----------------|----------------|-----------------|
| 2009 National Oceanic and Atmospheric Administration | 86.8% | 7.7% | 5.5% |
| 2008 National Oceanic and Atmospheric Administration | 90.9% | 4.7% | 4.4% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A |

(71) How satisfied are you with child care subsidies?

| | Positive | Neutral | Negative | No Basis to Judge |
|--|-----------------|----------------|-----------------|------------------------------|
| 2009 National Oceanic and Atmospheric Administration | 9.8% | 23.5% | 6.0% | 60.8% |
| 2008 National Oceanic and Atmospheric Administration | 6.8% | 16.7% | 5.0% | 71.5% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

(72) How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?

| | Positive | Neutral | Negative | No Basis to Judge |
|--|-----------------|----------------|-----------------|------------------------------|
| 2009 National Oceanic and Atmospheric Administration | 33.0% | 31.2% | 9.1% | 26.8% |
| 2008 National Oceanic and Atmospheric Administration | 22.3% | 21.4% | 6.6% | 49.6% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

(73) How satisfied are you with telework/telecommuting?

| | Positive | Neutral | Negative | No Basis to Judge |
|--|-----------------|----------------|-----------------|------------------------------|
| 2009 National Oceanic and Atmospheric Administration | 39.2% | 17.5% | 17.5% | 25.8% |
| 2008 National Oceanic and Atmospheric Administration | 26.9% | 16.1% | 17.5% | 39.5% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

(74) How satisfied are you with alternative work schedules?

| | Positive | Neutral | Negative | No Basis to Judge |
|--|-----------------|----------------|-----------------|------------------------------|
| 2009 National Oceanic and Atmospheric Administration | 59.2% | 14.4% | 11.4% | 15.0% |
| 2008 National Oceanic and Atmospheric Administration | 50.6% | 17.4% | 9.8% | 22.2% |
| 2007 National Oceanic and Atmospheric Administration | N/A | N/A | N/A | N/A |

Notes:

Percentages may not equal 100%, since all percentages were rounded to the nearest tenth.