

2007 Commerce Annual Employee Survey Subagency Comparison Report National Oceanic and Atmospheric Administration

Personal Work Experiences

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	82.9%	9.3%	7.8%	0.0%
2007 Nat'l Oceanic and Atmospheric Administration	84.8%	8.0%	7.2%	0.0%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	87.2%	7.1%	5.6%	0.0%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	63.4%	17.9%	18.6%	0.0%
2007 Nat'l Oceanic and Atmospheric Administration	65.3%	17.4%	17.4%	0.0%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	67.2%	17.1%	15.7%	0.0%

(3) My work gives me a feeling of personal

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	71.6%	14.8%	13.6%	0.0%
2007 Nat'l Oceanic and Atmospheric Administration	75.2%	13.3%	11.5%	0.0%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	77.6%	12.0%	10.4%	0.0%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	79.5%	13.5%	7.0%	0.0%
2007 Nat'l Oceanic and Atmospheric Administration	83.8%	11.0%	5.2%	0.0%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	86.1%	9.3%	4.7%	0.0%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	67.8%	15.1%	17.1%	0.0%
2007 Nat'l Oceanic and Atmospheric Administration	66.1%	15.3%	18.5%	0.0%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	66.2%	16.0%	17.8%	0.0%

Overall Rating

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	69.1%	17.9%	13.0%	0.0%
2007 Nat'l Oceanic and Atmospheric Administration	67.1%	18.3%	14.6%	0.0%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	65.8%	20.1%	14.1%	0.0%

Recruitment, Development, and Retention

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	74.3%	14.4%	10.5%	0.8%
2007 Nat'l Oceanic and Atmospheric Administration	76.2%	13.5%	9.7%	0.7%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	79.8%	12.6%	7.1%	0.4%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	54.2%	23.6%	18.9%	3.3%
2007 Nat'l Oceanic and Atmospheric Administration	55.3%	22.4%	19.7%	2.6%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	52.9%	26.2%	18.1%	2.8%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	85.7%	8.7%	5.1%	0.5%
2007 Nat'l Oceanic and Atmospheric Administration	84.3%	10.0%	5.2%	0.5%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	84.7%	9.5%	5.4%	0.4%

(10) The work I do is important.

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	88.4%	7.9%	3.4%	0.3%
2007 Nat'l Oceanic and Atmospheric Administration	90.6%	6.5%	2.6%	0.3%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	91.8%	5.8%	2.0%	0.4%

(11) 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
2007 Commerce Annual Employee Survey	73.2%	13.4%	13.4%	0.0%
2007 Nat'l Oceanic and Atmospheric Administration	67.4%	16.0%	16.3%	0.3%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	69.6%	15.8%	14.4%	0.3%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	67.4%	16.4%	14.9%	1.3%
2007 Nat'l Oceanic and Atmospheric Administration	68.0%	16.0%	14.9%	1.2%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	70.6%	16.4%	11.9%	1.1%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	60.5%	16.2%	22.3%	1.0%
2007 Nat'l Oceanic and Atmospheric Administration	76.2%	13.5%	9.7%	0.7%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	63.2%	16.8%	19.4%	0.6%

(14) My training needs are assessed.

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	51.2%	23.7%	23.5%	1.7%
2007 Nat'l Oceanic and Atmospheric Administration	50.6%	24.1%	23.7%	1.5%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	50.0%	25.6%	23.2%	1.3%

Performance Culture

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	48.0%	22.4%	23.9%	5.7%
2007 Nat'l Oceanic and Atmospheric Administration	44.8%	23.6%	25.3%	6.3%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	45.5%	26.7%	21.6%	6.3%

(16) 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
2007 Commerce Annual Employee Survey	33.7%	26.5%	29.0%	10.8%
2007 Nat'l Oceanic and Atmospheric Administration	28.4%	26.7%	35.4%	9.5%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	26.6%	28.6%	36.1%	8.7%

(17) Creativity and innovation are rewarded.

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	46.9%	23.7%	26.5%	2.9%
2007 Nat'l Oceanic and Atmospheric Administration	54.7%	21.5%	21.5%	2.3%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	54.0%	24.6%	19.1%	2.3%

(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).

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	62.9%	16.3%	17.5%	3.4%
2007 Nat'l Oceanic and Atmospheric Administration	59.3%	18.9%	18.1%	3.7%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	N/A	N/A	N/A	N/A

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	40.2%	25.6%	28.0%	6.2%
2007 Nat'l Oceanic and Atmospheric Administration	39.1%	26.1%	28.6%	6.3%
2006 FHCS Nat'l Oceanic and Atmospheric Administration				

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	34.4%	24.5%	34.3%	6.8%
2007 Nat'l Oceanic and Atmospheric Administration	30.7%	25.0%	36.3%	7.9%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	28.0%	31.6%	33.7%	6.7%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	61.2%	16.9%	18.3%	3.7%
2007 Nat'l Oceanic and Atmospheric Administration	62.7%	17.4%	15.8%	4.1%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	66.5%	18.9%	13.1%	1.5%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	59.9%	19.0%	19.3%	1.8%
2007 Nat'l Oceanic and Atmospheric Administration	60.1%	19.0%	19.4%	1.5%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	61.3%	19.5%	18.0%	1.2%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	64.1%	18.5%	13.8%	3.6%
2007 Nat'l Oceanic and Atmospheric Administration	61.8%	19.8%	14.8%	3.6%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	66.3%	18.8%	11.5%	3.4%

(24) My supervisor supports my need to balance work and family issues.

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	76.9%	13.2%	8.0%	1.8%

2007 Nat'l Oceanic and Atmospheric Administration	78.2%	12.7%	7.5%	1.6%
2006 FHCS Nat'l Oceanic and Atmospheric Administrati	80.0%	12.2%	6.9%	0.9%

Leadership

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	50.3%	22.9%	26.0%	0.7%
2007 Nat'l Oceanic and Atmospheric Administration	45.5%	25.4%	28.5%	0.6%
2006 FHCS Nat'l Oceanic and Atmospheric Administrati	44.9%	27.1%	27.2%	0.8%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	38.2%	28.0%	32.5%	1.3%
2007 Nat'l Oceanic and Atmospheric Administration	35.5%	29.8%	33.5%	1.2%
2006 FHCS Nat'l Oceanic and Atmospheric Administrati	36.7%	31.5%	30.6%	1.2%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	56.9%	23.6%	12.7%	6.8%
2007 Nat'l Oceanic and Atmospheric Administration	52.2%	26.4%	13.9%	7.5%
2006 FHCS Nat'l Oceanic and Atmospheric Administrati	53.4%	27.7%	11.6%	7.3%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	78.5%	13.0%	6.8%	1.7%
2007 Nat'l Oceanic and Atmospheric Administration	82.4%	10.9%	5.6%	1.1%
2006 FHCS Nat'l Oceanic and Atmospheric Administrati	83.1%	10.8%	5.1%	0.9%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	45.2%	25.3%	27.3%	2.2%
2007 Nat'l Oceanic and Atmospheric Administration	47.3%	25.1%	25.6%	2.1%
2006 FHCS Nat'l Oceanic and Atmospheric Administrati	45.3%	30.7%	21.2%	2.8%

(30) My workload is reasonable.

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	59.3%	16.3%	24.0%	0.3%
2007 Nat'l Oceanic and Atmospheric Administration	63.6%	16.4%	19.8%	0.2%
2006 FHCS Nat'l Oceanic and Atmospheric Administrati	59.1%	17.9%	22.8%	0.2%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	61.6%	20.0%	17.6%	0.8%
2007 Nat'l Oceanic and Atmospheric Administration	57.1%	22.5%	19.7%	0.8%
2006 FHCS Nat'l Oceanic and Atmospheric Administrati	57.3%	24.2%	17.7%	0.8%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	63.5%	20.9%	12.7%	2.9%
2007 Nat'l Oceanic and Atmospheric Administration	65.4%	20.6%	11.8%	2.2%
2006 FHCS Nat'l Oceanic and Atmospheric Administrati	69.9%	18.9%	9.9%	1.4%

Job Satisfaction

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	50.5%	23.7%	25.8%	0.0%
2007 Nat'l Oceanic and Atmospheric Administration	48.7%	25.5%	25.7%	0.0%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	47.2%	25.5%	27.4%	0.0%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	44.2%	24.8%	31.0%	0.0%
2007 Nat'l Oceanic and Atmospheric Administration	46.4%	24.2%	29.4%	0.0%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	57.0%	22.3%	20.7%	0.0%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	38.8%	30.8%	30.3%	0.0%
2007 Nat'l Oceanic and Atmospheric Administration	36.9%	31.9%	31.1%	0.0%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	35.7%	35.0%	29.3%	0.0%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	54.7%	20.7%	24.6%	0.0%
2007 Nat'l Oceanic and Atmospheric Administration	56.5%	19.5%	24.0%	0.0%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	57.1%	21.1%	21.9%	0.0%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	40.6%	28.1%	31.3%	0.0%
2007 Nat'l Oceanic and Atmospheric Administration	37.3%	30.5%	32.2%	0.0%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	39.7%	30.3%	30.1%	0.0%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	54.0%	24.2%	21.8%	0.0%
2007 Nat'l Oceanic and Atmospheric Administration	53.4%	25.4%	21.1%	0.0%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	52.7%	26.9%	20.4%	0.0%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	66.2%	17.7%	16.0%	0.0%
2007 Nat'l Oceanic and Atmospheric Administration	69.3%	16.6%	14.1%	0.0%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	69.9%	17.0%	13.1%	0.0%

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

	Positive	Neutral	Negative	Don't Know
2007 Commerce Annual Employee Survey	61.1%	18.5%	20.4%	0.0%
2007 Nat'l Oceanic and Atmospheric Administration	64.5%	16.4%	19.1%	0.0%
2006 FHCS Nat'l Oceanic and Atmospheric Administration	69.4%	15.3%	15.3%	0.0%