

**2009 Annual Employee Survey Results for  
Department of Energy  
All Respondents**

**1) Interpretation of Results:** The agency's overall results were favorable and showed the agency improving in most areas. The agency remained strong in areas pertaining to Job Satisfaction and Talent Management. The agency's biggest challenge is in Performance Culture. This is an area that the agency has been working on for several years and will continue to do so in 2010. Scores related to Leadership/Supervisory dimension showed a substantial decrease from the 2008 Federal Human Capital Survey. This may stem from the stress related to the major transition in the Administration's leadership and the lack of management stability during this process. This is an area that the agency will be closely reviewing following the 2010 Employee Viewpoint Survey results.

**2) How the survey was conducted:** The survey was conducted online from July 27 to September 2, 2009.

**3) Description of sample:** 4,004 full-time permanent employees were randomly sampled and sent a survey.

**4) Survey items and response choices:** See the tables on the following page

**5) Number of employees surveyed, number who responded, and representativeness of respondents:** Of the 4,004 employees surveyed, 2,464 responded, for a 62% response rate. These respondents are representative of the population with the exception of a higher percentage of respondents indicating they are Team Leaders. A comparison has been provided below.

<b>Supervisory Status</b>	<b>Population</b>	<b>Respondents</b>
Non-supervisor	79%	70%
Team Leader	5%	15%
Supervisor	13%	12%
Manager		
Executive	3%	3%
<b>Gender</b>		
Male	61%	59%
Female	39%	41%
<b>Are you: Hispanic or Latino</b>		
Yes	7%	5%
No	93%	95%
<b>Racial Category</b>		
White	75%	80%
Black or African-American	11%	12%
Native Hawaiian or Other Pacific Islander	0%	0%
Asian	5%	4%
American Indian or Alaska Native	2%	1%
Two or more races (not Hispanic or Latino)	---	2%
<b>Sub-Agency</b>		
Asst Sec for Cong and Intergovernmental Affairs	0%	0%
Asst Sec for Elec. Delivery and Energy Reliability	1%	1%

Asst Secy. for Energy Eff. and Renewable Energy	3%	4%
Asst Secretary for Environmental Management	15%	15%
Assistant Secretary for Fossil Energy	1%	3%
Assistant Secretary for Nuclear Energy	1%	2%
Assistant Secretary for Pol. and Inter. Affairs	1%	1%
Bonneville Power Administration	17%	18%
Chief Information Officer	1%	1%
General Counsel	2%	2%
Golden Field Office	1%	1%
Idaho Operations Office	3%	2%
National Energy Technology Laboratory	6%	4%
Naval Pet Reserves in Col, Utah, and Wyoming	0%	0%
Office of Civilian Radioactive Waste Management	2%	2%
Office of Economic Impact and Diversity	0%	1%
Office of Health, Safety and Security	3%	4%
Office of Hearings and Appeals	0%	1%
Office of Inspector General	2%	2%
Office of Intelligence and Counterintelligence	2%	1%
Office of Legacy Management	1%	1%
Office of Management	2%	2%
Office of Public Affairs	0%	0%
Office of Science	11%	11%
Office of the Administrator, EIA	4%	3%
Office of the Chief Financial Officer	2%	2%
Office of the Chief Human Capital Officer	2%	2%
Off of the Proj. Manager, Strat Petroleum Reserve	1%	1%
Office of the Secretary of Energy	0%	1%
Southwestern Power Administration	2%	2%
Western Area Power Administration	14%	12%
Southeast Power Administration	0%	1%

**2009 Annual Employee Survey Results for**

**Department of Energy**

**All Respondents**

Surveys Sent: 4004

Surveys Returned: 2464

Response Rate: 62%

**Prescribed Questions: Personal Work Experiences**

<b>Item Text</b>		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>		<b>Total</b>
1. The people I work with cooperate to get the job done.	Frequencies	804	1,347	170	114	26		2,461
	Percentages	32.7%	54.7%	6.9%	4.6%	1.1%		100.0%
2. I am given a real opportunity to improve my skills in my organization.	Frequencies	554	1,116	416	277	99		2,462
	Percentages	22.5%	45.3%	16.9%	11.3%	4.0%		100.0%
3. My work gives me a feeling of personal accomplishment.	Frequencies	705	1,158	327	196	75		2,461
	Percentages	28.6%	47.1%	13.3%	8.0%	3.0%		100.0%
4. I like the kind of work I do.	Frequencies	933	1,128	279	94	29		2,463
	Percentages	37.9%	45.8%	11.3%	3.8%	1.2%		100.0%
5. I have trust and confidence in my supervisor.	Frequencies	778	889	370	243	177		2,457
	Percentages	31.7%	36.2%	15.1%	9.9%	7.2%		100.0%
<b>Item Text</b>		<b>Very Good</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>	<b>Very Poor</b>		<b>Total</b>
6. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	Frequencies	578	719	481	369	311		2,458
	Percentages	23.5%	29.3%	19.6%	15.0%	12.7%		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	495	1,354	313	226	35	38	2,461
	Percentages	20.1%	55.0%	12.7%	9.2%	1.4%	1.5%	100.0%
8. My work unit is able to recruit people with the right skills.	Frequencies	333	1,023	496	398	124	86	2,460
	Percentages	13.5%	41.6%	20.2%	16.2%	5.0%	3.5%	100.0%
9. I know how my work relates to the agency's goals and priorities.	Frequencies	884	1,283	167	83	31	14	2,462
	Percentages	35.9%	52.1%	6.8%	3.4%	1.3%	0.6%	100.0%
10. The work I do is important.	Frequencies	1,140	1,025	172	66	33	24	2,460
	Percentages	46.3%	41.7%	7.0%	2.7%	1.3%	1.0%	100.0%
11. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	Frequencies	651	1,189	284	236	77	16	2,453
	Percentages	26.5%	48.5%	11.6%	9.6%	3.1%	0.7%	100.0%
12. Supervisors/team leaders in my work unit support employee development.	Frequencies	671	1,054	348	234	129	26	2,462
	Percentages	27.3%	42.8%	14.1%	9.5%	5.2%	1.1%	100.0%
13. My talents are used well in the workplace.	Frequencies	559	1,069	347	326	147	15	2,463
	Percentages	22.7%	43.4%	14.1%	13.2%	6.0%	0.6%	100.0%
14. My training needs are assessed.	Frequencies	370	997	516	395	150	32	2,460
	Percentages	15.0%	40.5%	21.0%	16.1%	6.1%	1.3%	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	262	738	580	417	279	171	2,447
	Percentages	10.7%	30.2%	23.7%	17.0%	11.4%	7.0%	100.0%
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Frequencies	124	559	595	563	335	272	2,448
	Percentages	5.1%	22.8%	24.3%	23.0%	13.7%	11.1%	100.0%
17. Creativity and innovation are rewarded.	Frequencies	255	873	580	445	221	74	2,448
	Percentages	10.4%	35.7%	23.7%	18.2%	9.0%	3.0%	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	465	1,075	359	312	170	64	2,445
	Percentages	19.0%	44.0%	14.7%	12.8%	7.0%	2.6%	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	165	741	615	540	211	173	2,445
	Percentages	6.7%	30.3%	25.2%	22.1%	8.6%	7.1%	100.0%
20. Pay raises depend on how well employees perform their jobs.	Frequencies	105	487	624	654	392	185	2,447
	Percentages	4.3%	19.9%	25.5%	26.7%	16.0%	7.6%	100.0%
21. My performance appraisal is a fair reflection of my performance.	Frequencies	403	1,119	430	283	160	54	2,449
	Percentages	16.5%	45.7%	17.6%	11.6%	6.5%	2.2%	100.0%
22. Discussions with my supervisor/ team leader about my performance are worthwhile.	Frequencies	423	1,033	460	314	192	24	2,446
	Percentages	17.3%	42.2%	18.8%	12.8%	7.8%	1.0%	100.0%
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	Frequencies	482	1,114	432	204	135	82	2,449
	Percentages	19.7%	45.5%	17.6%	8.3%	5.5%	3.3%	100.0%
24. My supervisor supports my need to balance work and family issues.	Frequencies	1,038	995	244	73	69	28	2,447
	Percentages	42.4%	40.7%	10.0%	3.0%	2.8%	1.1%	100.0%

<b>Prescribed Questions: Leadership</b>								
<b>Item Text</b>		<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Do Not Know</b>	<b>Total</b>
25. I have a high level of respect for my organization's senior leaders.	Frequencies	469	863	509	330	257	15	2,443
	Percentages	19.2%	35.3%	20.8%	13.5%	10.5%	0.6%	100.0%
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Frequencies	264	724	647	496	288	22	2,441
	Percentages	10.8%	29.7%	26.5%	20.3%	11.8%	0.9%	100.0%
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Frequencies	343	1,113	526	189	114	160	2,445
	Percentages	14.0%	45.5%	21.5%	7.7%	4.7%	6.5%	100.0%
28. Employees are protected from health and safety hazards on the job.	Frequencies	928	1,207	176	64	25	44	2,444
	Percentages	38.0%	49.4%	7.2%	2.6%	1.0%	1.8%	100.0%
29. Employees have a feeling of personal empowerment with respect to work processes.	Frequencies	263	951	577	416	176	61	2,444
	Percentages	10.8%	38.9%	23.6%	17.0%	7.2%	2.5%	100.0%
30. My workload is reasonable.	Frequencies	246	1,366	351	340	134	6	2,443
	Percentages	10.1%	55.9%	14.4%	13.9%	5.5%	0.2%	100.0%
31. Managers communicate the goals and priorities of the organization.	Frequencies	357	1,209	449	284	123	17	2,439
	Percentages	14.6%	49.6%	18.4%	11.6%	5.0%	0.7%	100.0%
32. My organization has prepared employees for potential security threats.	Frequencies	541	1,295	371	137	44	53	2,441
	Percentages	22.2%	53.1%	15.2%	5.6%	1.8%	2.2%	100.0%

<b>Prescribed Questions: Job Satisfaction</b>								
<b>Item Text</b>		<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neither</b>	<b>Dis-satisfied</b>	<b>Very Dis-satisfied</b>		<b>Total</b>
33. How satisfied are you with the information you receive from management on what's going on in your organization?	Frequencies	234	1,056	569	418	170		2,447
	Percentages	9.6%	43.2%	23.3%	17.1%	6.9%		100.0%
34. How satisfied are you with your involvement in decisions that affect your work?	Frequencies	224	993	579	456	194		2,446
	Percentages	9.2%	40.6%	23.7%	18.6%	7.9%		100.0%
35. How satisfied are you with your opportunity to get a better job in your organization?	Frequencies	201	728	745	449	316		2,439
	Percentages	8.2%	29.8%	30.5%	18.4%	13.0%		100.0%
36. How satisfied are you with the recognition you receive for doing a good job?	Frequencies	321	970	544	400	208		2,443
	Percentages	13.1%	39.7%	22.3%	16.4%	8.5%		100.0%
37. How satisfied are you with the policies and practices of your senior leaders?	Frequencies	179	830	736	419	277		2,441
	Percentages	7.3%	34.0%	30.2%	17.2%	11.3%		100.0%
38. How satisfied are you with the training you receive for your present job?	Frequencies	286	1,081	637	300	137		2,441
	Percentages	11.7%	44.3%	26.1%	12.3%	5.6%		100.0%
39. Considering everything, how satisfied are you with your job?	Frequencies	475	1,201	419	257	87		2,439
	Percentages	19.5%	49.2%	17.2%	10.5%	3.6%		100.0%
40. Considering everything, how satisfied are you with your pay?	Frequencies	440	1,214	401	281	106		2,442
	Percentages	18.0%	49.7%	16.4%	11.5%	4.3%		100.0%

**Demographics:**

What is your supervisory status?	N	%
Non-Supervisor	1,711	70%
Team Leader	354	15%
Supervisor	216	9%
Manager	78	3%
Executive	75	3%

Are you...	N	%
Male	1,424	59%
Female	999	41%

Are you Hispanic or Latino?	N	%
Yes	111	5%
No	2,289	95%

Please select the racial category or categories with which you most closely identify.		
	N	%
White	1,889	80%
Black or African-American	287	12%
Native Hawaiian or other Pacific Islander	6	0%
Asian	94	4%
American Indian or Alaska Native	28	1%
Two or more races	55	2%

What is your agency subcomponent?	N	%
<b>Department of Energy</b>	<b>2,386</b>	<b>100%</b>
Asst Sec for Congressional and Intergovernmental Affairs	6	0%
Asst Sec for Electricity Delivery and Energy Reliability	29	1%
Asst Secy for Energy Efficiency and Renewable Energy	90	4%
<b>Asst Secretary for Environmental Management</b>	<b>348</b>	<b>15%</b>
EM Consolidated Business Center	49	2%
EM-Carlsbad Field Office	11	0%
EM-Headquarters	89	4%
EM-Office of River Protection	37	2%
EM-Portsmouth & Paducah Project Office	11	0%
EM-Richland Operations Office	60	3%
EM-Savannah River Operations Office	91	4%
Assistant Secretary for Fossil Energy	68	3%
Assistant Secretary for Nuclear Energy	48	2%
Assistant Secretary for Policy and International Affairs	15	1%



Bonneville Power Administration	429	18%
Chief Information Officer	33	1%
General Counsel	37	2%
Golden Field Office	16	1%
Idaho Operations Office	58	2%
National Energy Technology Laboratory	95	4%
Naval Pet Reserves in Colorado, Utah, and Wyoming	1	0%
Office of Civilian Radioactive Waste Management	55	2%
Office of Economic Impact and Diversity	13	1%
Office of Health, Safety and Security	89	4%
Office of Hearings and Appeals	17	1%
Office of Inspector General	52	2%
Office of Intelligence and Counterintelligence	35	1%
Office of Legacy Management	18	1%
Office of Management	44	2%
Office of Public Affairs	5	0%
<b>Office of Science</b>	<b>261</b>	<b>11%</b>
Office of Science-Headquarters	70	3%
Office of Science-Chicago Office	60	3%
Office of Science-Oak Ridge Office	88	4%
Office of Science-Ames Site Office	2	0%
Office of Science-Argonne Site Office	4	0%
Office of Science-Berkley Site Office	8	0%
Office of Science-Brookhaven Site Office	7	0%
Office of Science-Fermi Site Office	4	0%
Office of Science-Pacific Northwest Site Office	6	0%
Office of Science-Princeton Site Office	3	0%
Office of Science-Stanford Site Office	6	0%
Office of Science-Thomas Jefferson Site Office	3	0%
Office of the Administrator, EIA	78	3%
Office of the Chief Financial Officer	45	2%
Office of the Chief Human Capital Officer	37	2%
Off of the Project Manager, Strategic Petroleum Reserve	15	1%
Office of the Secretary of Energy	18	1%
Southwestern Power Administration	41	2%
Western Area Power Administration	276	12%
Southeast Power Administration	14	1%