

Comparison Report

2009 Department of Energy Annual Employee Survey Results -vs- 2006 & 2008 All Federal Government Federal Human Capital Survey Results

This is a summary-by-question of DOE's responses to the 2009 Annual Employee Survey compared to corresponding items on the 2006 and 2008 Federal Human Capital Surveys. This summary displays results by Positive, Neutral, Negative, and where applicable, Do Not Know or No Basis to Judge responses. As shown below, for each response scale two responses are categorized as "Positive," one response is categorized as "Neutral," and two are categorized as "Negative." All of the data in this report is considered unweighted.

Positive Responses		Neutral Responses	Negative Responses		Do Not Know/No Basis to Judge
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>Do Not Know</i>
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	<i>No Basis to Judge</i>
<i>Very Good</i>	<i>Good</i>	<i>Fair</i>	<i>Poor</i>	<i>Very Poor</i>	

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 Department of Energy	87.4%	6.9%	5.7%
2008 All Fed Gov't FHCS	83.8%	8.4%	7.8%
2006 All Fed Gov't FHCS	83.3%	8.8%	7.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2009 Department of Energy	67.8%	16.9%	15.3%
2008 All Fed Gov't FHCS	64.0%	17.9%	18.1%
2006 All Fed Gov't FHCS	62.1%	18.8%	19.2%

3. My work gives me a feeling of personal accomplishment.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2009 Department of Energy	75.7%	13.3%	11.0%
2008 All Fed Gov't FHCS	73.4%	14.9%	11.7%
2006 All Fed Gov't FHCS	72.9%	14.9%	12.2%

<i>4. I like the kind of work I do.</i>			
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2009 Department of Energy	83.7%	11.3%	5.0%
2008 All Fed Gov't FHCS	83.9%	11.0%	5.2%
2006 All Fed Gov't FHCS	83.4%	11.1%	5.5%
<i>5. I have trust and confidence in my supervisor.</i>			
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2009 Department of Energy	67.8%	15.1%	17.1%
2008 All Fed Gov't FHCS	64.2%	17.8%	17.9%
2006 All Fed Gov't FHCS	63.8%	18.1%	18.1%
<i>6. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?</i>			
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2009 Department of Energy	52.8%	19.6%	27.7%
2008 All Fed Gov't FHCS	66.2%	20.9%	12.9%
2006 All Fed Gov't FHCS	66.2%	20.9%	12.9%

Recruitment, Development, & Retention				
<i>7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	75.1%	12.7%	10.6%	1.5%
2008 All Fed Gov't FHCS	73.8%	15.1%	10.4%	0.7%
2006 All Fed Gov't FHCS	73.6%	15.2%	10.5%	0.7%
<i>8. My work unit is able to recruit people with the right skills.</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	55.1%	20.2%	21.2%	3.5%
2008 All Fed Gov't FHCS	44.9%	27.8%	24.5%	2.8%
2006 All Fed Gov't FHCS	43.5%	28.3%	24.8%	3.5%
<i>9. I know how my work relates to the agency's goals and priorities.</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	88.0%	6.8%	4.6%	0.6%
2008 All Fed Gov't FHCS	83.9%	10.3%	5.1%	0.6%
2006 All Fed Gov't FHCS	82.8%	10.5%	6.0%	0.8%
<i>10. The work I do is important.</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>

2009 Department of Energy	88.0%	7.0%	4.0%	1.0%
2008 All Fed Gov't FHCS	90.8%	6.3%	2.6%	0.2%
2006 All Fed Gov't FHCS	90.1%	7.0%	2.5%	0.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	75.0%	11.6%	12.8%	0.7%
2008 All Fed Gov't FHCS	67.2%	14.6%	17.7%	0.5%
2006 All Fed Gov't FHCS	66.7%	14.9%	17.8%	0.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	70.1%	14.1%	14.7%	1.1%
2008 All Fed Gov't FHCS	64.5%	19.1%	15.6%	0.8%
2006 All Fed Gov't FHCS	64.2%	19.3%	15.8%	0.8%

13. My talents are used well in the workplace.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	66.1%	14.1%	19.2%	0.6%
2008 All Fed Gov't FHCS	62.2%	17.0%	19.8%	0.9%
2006 All Fed Gov't FHCS	61.5%	17.3%	20.4%	0.8%

14. My training needs are assessed.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	55.6%	21.0%	22.2%	1.3%
2008 All Fed Gov't FHCS	53.4%	24.7%	20.4%	1.6%
2006 All Fed Gov't FHCS	51.1%	24.9%	22.4%	1.6%

Performance Culture

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	40.9%	23.7%	28.4%	7.0%
2008 All Fed Gov't FHCS	35.2%	26.2%	34.0%	4.6%
2006 All Fed Gov't FHCS	33.6%	26.6%	35.4%	4.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	27.9%	24.3%	36.7%	11.1%
2008 All Fed Gov't FHCS	29.6%	26.5%	37.3%	6.5%
2006 All Fed Gov't FHCS	28.7%	26.3%	38.8%	6.2%

<i>17. Creativity and innovation are rewarded.</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	46.1%	23.7%	27.2%	3.0%
2008 All Fed Gov't FHCS	40.1%	28.1%	29.3%	2.5%
2006 All Fed Gov't FHCS	38.9%	28.4%	30.5%	2.2%
<i>18. 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).</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>NBJ</i>
2009 Department of Energy	63.0%	14.7%	19.7%	2.6%
2008 All Fed Gov't FHCS	64.2%	15.9%	16.3%	3.6%
2006 All Fed Gov't FHCS	No item in 2006; added in 2008.			
<i>19. In my work unit, differences in performance are recognized in a meaningful way.</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	37.1%	25.2%	30.7%	7.1%
2008 All Fed Gov't FHCS	31.4%	30.5%	33.8%	4.2%
2006 All Fed Gov't FHCS	29.7%	30.0%	36.2%	4.2%
<i>20. Pay raises depend on how well employees perform their jobs.</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	24.2%	25.5%	42.7%	7.6%
2008 All Fed Gov't FHCS	25.6%	26.7%	42.5%	5.2%
2006 All Fed Gov't FHCS	21.7%	28.1%	45.4%	4.8%
<i>21. My performance appraisal is a fair reflection of my performance.</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	62.1%	17.6%	18.1%	2.2%
2008 All Fed Gov't FHCS	63.2%	18.0%	16.7%	2.2%
2006 All Fed Gov't FHCS	64.4%	17.9%	16.1%	1.7%
<i>22. Discussions with my supervisor/team leader about my performance are worthwhile.</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	59.5%	18.8%	20.7%	1.0%
2008 All Fed Gov't FHCS	56.2%	23.1%	18.9%	1.8%
2006 All Fed Gov't FHCS	55.9%	22.9%	19.9%	1.4%

<i>23. Managers/supervisors/team leaders work well with employees of different backgrounds.</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	65.2%	17.6%	13.8%	3.3%
2008 All Fed Gov't FHCS	65.2%	19.4%	12.1%	3.3%
2006 All Fed Gov't FHCS	63.7%	20.6%	12.8%	2.9%

Leadership

<i>24. My supervisor supports my need to balance work and other life issues.</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	83.1%	10.0%	5.8%	1.1%
2008 All Fed Gov't FHCS	75.3%	13.4%	10.6%	0.6%
2006 All Fed Gov't FHCS	77.8%	12.5%	8.9%	0.9%

<i>25. I have a high level of respect for my organization's senior leaders.</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	54.5%	20.8%	24.0%	0.6%
2008 All Fed Gov't FHCS	75.3%	13.4%	10.6%	0.6%
2006 All Fed Gov't FHCS	77.8%	12.5%	8.9%	0.9%

<i>26. In my organization, leaders generate high levels of motivation and commitment in the workforce.</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	40.5%	26.5%	32.1%	0.9%
2008 All Fed Gov't FHCS	51.8%	22.7%	24.9%	0.6%
2006 All Fed Gov't FHCS	49.3%	23.8%	26.5%	0.5%

<i>27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	59.6%	21.5%	12.4%	6.5%
2008 All Fed Gov't FHCS	57.6%	23.6%	13.7%	5.1%
2006 All Fed Gov't FHCS	56.4%	24.3%	13.8%	5.5%

<i>28. Employees are protected from health and safety hazards on the job.</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	87.4%	7.2%	3.6%	1.8%
2008 All Fed Gov't FHCS	76.1%	13.2%	9.6%	1.1%
2006 All Fed Gov't FHCS	74.9%	13.6%	10.5%	1.0%

<i>29. Employees have a feeling of personal empowerment with respect to work processes.</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	49.7%	23.6%	24.2%	2.5%
2008 All Fed Gov't FHCS	43.9%	28.5%	25.4%	2.3%
2006 All Fed Gov't FHCS	42.2%	29.2%	26.3%	2.3%
<i>30. My workload is reasonable.</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	66.0%	14.4%	19.4%	0.2%
2008 All Fed Gov't FHCS	60.0%	16.2%	23.3%	0.5%
2006 All Fed Gov't FHCS	59.0%	16.7%	23.7%	0.7%
<i>31. Managers communicate the goals and priorities of the organization.</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	64.2%	18.4%	16.7%	0.7%
2008 All Fed Gov't FHCS	59.7%	21.4%	18.1%	0.8%
2006 All Fed Gov't FHCS	58.2%	21.8%	19.2%	0.8%
<i>32. My organization has prepared employees for potential security threats.</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	75.2%	15.2%	7.4%	2.2%
2008 All Fed Gov't FHCS	74.1%	15.6%	8.9%	1.4%
2006 All Fed Gov't FHCS	72.6%	15.9%	10.1%	1.4%

Job Satisfaction				
<i>33. How satisfied are you with the information you receive from management on what's going on in your organization?</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>DNK</i>
2009 Department of Energy	52.7%	23.3%	24.0%	0.0%
2008 All Fed Gov't FHCS	74.1%	15.6%	8.9%	1.4%
2006 All Fed Gov't FHCS	72.6%	15.9%	10.1%	1.4%
<i>34. How satisfied are you with your involvement in decisions that affect your work?</i>				
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	
2009 Department of Energy	49.8%	23.7%	26.6%	
2008 All Fed Gov't FHCS	53.4%	22.8%	23.9%	
2006 All Fed Gov't FHCS	53.7%	21.8%	24.5%	

<i>35. How satisfied are you with your opportunity to get a better job in your organization?</i>			
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2009 Department of Energy	38.1%	30.5%	31.4%
2008 All Fed Gov't FHCS	39.0%	28.2%	32.8%
2006 All Fed Gov't FHCS	36.5%	29.1%	34.4%
<i>36. How satisfied are you with the recognition you receive for doing a good job?</i>			
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2009 Department of Energy	52.8%	22.3%	24.9%
2008 All Fed Gov't FHCS	50.3%	22.8%	26.9%
2006 All Fed Gov't FHCS	48.6%	23.4%	28.0%
<i>37. How satisfied are you with the policies and practices of your senior leaders?</i>			
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2009 Department of Energy	41.3%	30.2%	28.5%
2008 All Fed Gov't FHCS	42.3%	28.8%	28.9%
2006 All Fed Gov't FHCS	40.9%	29.1%	30.0%
<i>38. How satisfied are you with the training you receive for your present job?</i>			
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2009 Department of Energy	56.0%	26.1%	17.9%
2008 All Fed Gov't FHCS	55.3%	24.5%	20.2%
2006 All Fed Gov't FHCS	53.7%	24.5%	21.8%
<i>39. Considering everything, how satisfied are you with your job?</i>			
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2009 Department of Energy	68.7%	17.2%	14.1%
2008 All Fed Gov't FHCS	68.5%	17.5%	14.1%
2006 All Fed Gov't FHCS	67.5%	17.6%	14.8%
<i>40. Considering everything, how satisfied are you with your pay?</i>			
	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2009 Department of Energy	67.7%	16.4%	15.8%
2008 All Fed Gov't FHCS	60.4%	17.4%	22.2%
2006 All Fed Gov't FHCS	61.3%	17.9%	20.8%