

**The 2008 Federal Human Capital
Survey
The Fish and Wildlife Service Results**

The Office of Human
Capital



What is the Federal Human Capital Survey?

The Federal Human Capital Survey is a tool to measure employees' perceptions of their workplace conditions. The first survey took place in 2002 and was conducted again in 2004, 2006 and 2008.

What does the survey mean to OPM?

The survey provides general indicators of how well the Federal Government is running its human resources management programs and serves as a tool for OPM to assess individual agencies.

Who Participated in the Survey?

The Survey was administered to full-time, permanent employees of the major agencies and the small/independent agencies.

How Was the Survey Administered?

The survey was conducted via the Internet and paper versions were provided to employees without Internet access.

How Was the Survey Administered? Continued

To encourage higher response rates, OPM extended survey deadlines and sent multiple follow-up letters to sample members. These efforts contributed to an overall high response rate.

How Was the Survey Administered? Continued

Of the 417,128 employees who received surveys Government-wide, 212,223 completed the survey for a Governmentwide response rate of 51 percent.

How did FWS do on the survey?

- FWS placed fourth place compared to other Bureaus in the Department.
- FWS scored higher than the Government-wide average for 59% of the questions.
- FWS scored higher than the Department-wide average for 85% of the questions.

How did FWS do on the survey?

Positive highlights.

- 90% of our employees had a positive response to using our IT systems.
- 89% of FWS employees believe the work they do is important.
- 83% said they knew how their work related to FWS' goals and priorities.

How did FWS do on the survey? Negative highlights.

- 43% don't believe pay raises depend on job performance.
- 41% employees believe they lack the resources to do their job.
- 36% believe poor performers are not dealt with accordingly.

Quick Facts

- Almost 40% of the 67,000 DOI employees took the 2008 survey and 45% of 9,521 FWS employees took the survey.
- Almost 25% of the FWS workforce is planning to retire within the next 5 years.
- Almost 80% of the FWS workforce is 40 or older.

Information or Questions

More survey results can be found at:
http://www.fws.gov/humancapital/FW/FHC_survey_results.html

For questions or comments about the 2008 Federal Human Capital Survey, please contact Ben Livingston at 703.358.1935.