

2008 Federal Human Capital Survey Question Comparisons

Question Category	Question	2008 Government wide results (GOVT)				2008 Department of Interior results (DOI)				2008 U.S. Fish and Wildlife Service results (FWS)				2002, 2004 and 2006 U.S. Fish and Wildlife results			The 2008 U.S. Fish and Wildlife Service results compared to: Government wide, DOI, FWS 2002, FWS 2004 and FWS 2006.				
		GOVT Positive %	GOVT Neutral %	GOVT Negative %	GOVT Don't Know %	DOI Positive %	DOI Neutral %	DOI Negative %	DOI Don't Know %	FWS Positive %	FWS Neutral %	FWS Negative %	FWS Don't Know %	2002 FWS FHCS	2004 FWS FHCS	2006 FWS FHCS	GOVT-- FWS 2008	DOI -- FWS 2008	FWS 2002 -- FWS 2008	FWS 2004 -- FWS 2008	FWS 2006- FWS 2008
Personal Work Experiences	1. The people I work with cooperate to get the job done.	83.9%	8.4%	7.7%		81.4%	9.8%	8.8%		83.3%	8.5%	8.2%		80.9%	84.0%	83.1%	-0.6%	1.9%	2.4%	-0.7%	0.2%
Personal Work Experiences	2. I am given a real opportunity to improve my skills in my organization.	64.0%	17.9%	18.1%		62.2%	17.7%	20.1%		71.3%	14.7%	14.0%		65.8%	68.9%	65.9%	7.3%	9.1%	5.5%	2.4%	5.4%
Personal Work Experiences	3. I have enough information to do my job well.	73.4%	15.2%	11.4%		69.6%	17.1%	13.3%		73.8%	15.7%	10.5%		72.5%	72.8%	71.5%	0.4%	4.2%	1.3%	1.0%	2.3%
Personal Work Experiences	4. I feel encouraged to come up with new and better ways of doing things.	60.7%	19.4%	19.9%		60.8%	18.6%	20.6%		66.2%	16.3%	17.6%		64.1%	66.3%	63.2%	5.5%	5.4%	2.1%	-0.1%	3.0%
Personal Work Experiences	5. My work gives me a feeling of personal accomplishment.	73.4%	14.9%	11.7%		73.0%	14.9%	12.2%		75.7%	13.7%	10.6%		75.1%	72.6%	73.8%	2.3%	2.7%	0.6%	3.1%	1.9%
Personal Work Experiences	6. I like the kind of work I do.	83.8%	11.0%	5.2%		85.4%	10.2%	4.4%		86.1%	9.4%	4.4%		86.7%	85.8%	86.0%	2.3%	0.7%	-0.6%	0.3%	0.1%
Personal Work Experiences	7. I have trust and confidence in my supervisor.	64.2%	17.8%	18.0%		61.5%	18.0%	20.5%		63.8%	17.0%	19.2%		No Data	No Data	62.6%	-0.4%	2.3%	N/A	N/A	1.2%
Personal Work Experiences	8. I recommend my organization as a good place to work.	65.5%	19.6%	14.9%		63.7%	20.1%	16.3%		70.9%	17.3%	11.8%		69.9%	72.3%	67.2%	5.4%	7.2%	1.0%	-1.4%	3.7%
Personal Work Experiences	9. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	66.2%	20.9%	12.9%		62.9%	21.2%	15.9%		65.0%	21.3%	13.7%		60.9%	66.4%	64.1%	-1.2%	2.1%	4.1%	-1.4%	0.9%
Personal Work Experiences	10. How would you rate the overall quality of work done by your work group?	83.4%	13.5%	3.0%		82.0%	14.5%	3.5%		84.5%	12.4%	3.1%		82.2%	84.6%	84.4%	1.1%	2.5%	2.3%	-0.1%	0.1%
Recruitment, Development, & Retention	11. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	73.8%	15.1%	10.4%	0.7%	71.7%	15.8%	11.7%	0.7%	78.3%	13.1%	8.1%	0.5%	78.4%	77.6%	76.6%	4.5%	6.6%	-0.1%	0.7%	1.7%
Recruitment, Development, & Retention	12. My supervisor supports my need to balance work and other life issues.	75.3%	13.4%	10.6%	0.6%	78.6%	11.5%	9.1%	0.7%	82.2%	9.8%	7.6%	0.4%	85.5%	84.4%	83.4%	6.9%	3.6%	-3.3%	-2.2%	-1.2%
Recruitment, Development, & Retention	13. Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.	60.6%	21.0%	17.4%	1.0%	58.9%	21.4%	18.8%	0.9%	63.7%	18.7%	17.0%	0.7%	62.3%	62.5%	62.0%	3.1%	4.8%	1.4%	1.2%	1.7%
Recruitment, Development, & Retention	14. My work unit is able to recruit people with the right skills.	44.9%	27.8%	24.5%	2.8%	42.0%	27.9%	27.6%	2.5%	48.7%	26.5%	22.3%	2.5%	47.4%	51.7%	46.9%	3.8%	6.7%	1.3%	-3.0%	1.8%
Recruitment, Development, & Retention	15. The skill level in my work unit has improved in the past year.	52.7%	27.2%	17.4%	2.6%	48.3%	29.6%	20.1%	1.9%	48.9%	31.8%	17.5%	1.8%	63.3%	51.8%	48.2%	-3.8%	0.6%	-14.4%	-2.9%	0.7%
Recruitment, Development, & Retention	16. I have sufficient resources (for example, people, materials, budget) to get my job done.	51.2%	18.1%	29.9%	0.8%	43.1%	17.1%	39.1%	0.8%	42.5%	15.2%	41.7%	0.5%	50.2%	41.9%	39.8%	-8.7%	-0.6%	-7.7%	0.6%	2.7%
Recruitment, Development, & Retention	17. My workload is reasonable.	60.0%	16.2%	23.3%	0.5%	50.6%	17.6%	31.1%	0.6%	48.6%	17.3%	33.6%	0.5%	59.6%	52.2%	48.9%	-11.4%	-2.0%	-11.0%	-3.6%	-0.3%

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Recruitment, Development, & Retention	18. My talents are used well in the workplace.	62.3%	17.0%	19.8%	0.9%	60.1%	16.5%	22.5%	0.9%	61.9%	16.4%	21.1%	0.6%	66.1%	64.2%	61.2%	-0.4%	1.8%	-4.2%	-2.3%	0.7%
Recruitment, Development, & Retention	19. I know how my work relates to the agency's goals and priorities.	83.9%	10.3%	5.1%	0.6%	82.5%	10.8%	6.1%	0.6%	83.1%	10.5%	6.0%	0.3%	92.2%	86.1%	82.0%	-0.8%	0.6%	-9.1%	-3.0%	1.1%
Recruitment, Development, & Retention	20. The work I do is important.	90.8%	6.3%	2.6%	0.2%	89.8%	7.3%	2.6%	0.3%	89.0%	7.5%	3.2%	0.3%	93.2%	92.3%	89.2%	-1.8%	-0.8%	-4.2%	-3.3%	-0.2%
Recruitment, Development, & Retention	21. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	67.2%	14.6%	17.7%	0.5%	68.4%	15.0%	16.0%	0.5%	74.4%	13.5%	11.9%	0.3%	74.1%	72.0%	73.3%	7.2%	6.0%	0.3%	2.4%	1.1%
Performance Culture	22. Promotions in my work unit are based on merit.	35.2%	26.2%	34.0%	4.6%	35.6%	26.6%	32.8%	5.0%	38.1%	26.8%	30.5%	4.6%	40.4%	39.1%	36.1%	2.9%	2.5%	-2.3%	-1.0%	2.0%
Performance Culture	23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	29.6%	26.5%	37.3%	6.5%	27.2%	26.3%	40.0%	6.4%	28.7%	27.1%	36.6%	7.7%	28.8%	32.2%	28.5%	-0.9%	1.5%	-0.1%	-3.5%	0.2%
Performance Culture	24. Employees have a feeling of personal empowerment with respect to work processes.	43.8%	28.5%	25.4%	2.3%	42.0%	28.7%	26.9%	2.4%	46.0%	28.0%	23.7%	2.4%	44.7%	48.8%	43.0%	2.2%	4.0%	1.3%	-2.8%	3.0%
Performance Culture	25. Employees are rewarded for providing high quality products and services to customers.	46.1%	23.6%	28.0%	2.2%	45.6%	23.0%	29.4%	2.1%	51.7%	22.5%	24.2%	1.6%	48.2%	47.9%	47.2%	5.6%	6.1%	3.5%	3.8%	4.5%
Performance Culture	26. Creativity and innovation are rewarded.	40.0%	28.1%	29.3%	2.5%	40.1%	27.2%	30.6%	2.2%	46.9%	26.2%	25.1%	1.7%	42.1%	44.7%	42.5%	6.9%	6.8%	4.8%	2.2%	4.4%
Performance Culture	27. Pay raises depend on how well employees perform their jobs.	25.6%	26.7%	42.5%	5.2%	21.9%	28.9%	43.9%	5.2%	21.8%	30.7%	42.9%	4.5%	No Data	No Data	20.6%	-3.8%	-0.1%	N/A	N/A	1.2%
Performance Culture	28. Awards in my work unit depend on how well employees perform their jobs.	41.4%	23.2%	30.9%	4.4%	43.9%	21.6%	30.1%	4.4%	49.5%	20.4%	25.9%	4.2%	49.7%	47.0%	46.6%	8.1%	5.6%	-0.2%	2.5%	2.9%
Performance Culture	29. In my work unit, differences in performance are recognized in a meaningful way.	31.4%	30.5%	33.8%	4.2%	29.3%	30.2%	35.9%	4.6%	33.0%	30.6%	32.1%	4.2%	No Data	33.1%	29.4%	1.6%	3.7%	N/A	-0.1%	3.6%
Performance Culture	30. My performance appraisal is a fair reflection of my performance.	63.2%	18.0%	16.7%	2.2%	59.9%	19.7%	18.4%	2.0%	60.1%	19.3%	18.9%	1.7%	64.4%	66.5%	58.1%	-3.1%	0.2%	-4.3%	-6.4%	2.0%
Performance Culture	31. Discussions with my supervisor/team leader about my performance are worthwhile.	56.2%	23.1%	19.0%	1.8%	54.3%	22.9%	21.4%	1.4%	56.0%	22.4%	20.4%	1.3%	61.9%	58.2%	55.2%	-0.2%	1.7%	-5.9%	-2.2%	0.8%
Performance Culture	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).	64.3%	15.9%	16.2%	3.6%	64.0%	16.5%	17.1%	2.4%	62.2%	17.1%	18.9%	1.8%	No Data	No Data	No Data	-2.1%	-1.8%	N/A	N/A	N/A
Performance Culture	33. I am held accountable for achieving results.	81.8%	12.7%	4.8%	0.8%	81.4%	12.8%	4.9%	0.9%	82.9%	11.6%	4.6%	0.9%	81.7%	79.8%	80.9%	1.1%	1.5%	1.2%	3.1%	2.0%
Performance Culture	34. Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.	56.8%	25.7%	11.0%	6.5%	52.9%	27.5%	12.3%	7.4%	57.0%	26.0%	9.9%	7.2%	58.8%	56.0%	53.5%	0.2%	4.1%	-1.8%	1.0%	3.5%

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Performance Culture	35. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	59.7%	23.8%	10.6%	5.9%	55.7%	25.5%	13.0%	5.9%	62.8%	22.7%	9.2%	5.3%	68.2%	61.0%	60.8%	3.1%	7.1%	-5.4%	1.8%	2.0%
Performance Culture	36. Managers/supervisors/team leaders work well with employees of different backgrounds.	65.2%	19.4%	12.2%	3.3%	61.6%	21.2%	13.1%	4.1%	65.4%	20.4%	10.3%	3.9%	65.6%	62.4%	64.4%	0.2%	3.8%	-0.2%	3.0%	1.0%
Leadership	37. I have a high level of respect for my organization's senior leaders.	51.8%	22.7%	24.9%	0.6%	42.8%	25.4%	31.2%	0.6%	42.7%	26.3%	30.5%	0.5%	No Data	46.0%	42.4%	-9.1%	-0.1%	N/A	-3.3%	0.3%
Leadership	38. In my organization, leaders generate high levels of motivation and commitment in the workforce.	39.9%	28.0%	31.3%	0.9%	31.8%	29.5%	37.8%	0.9%	33.3%	30.4%	35.5%	0.9%	39.6%	36.4%	32.2%	-6.6%	1.5%	-6.3%	-3.1%	1.1%
Leadership	39. My organization's leaders maintain high standards of honesty and integrity.	49.5%	25.7%	21.6%	3.1%	43.2%	26.9%	25.8%	4.2%	44.1%	28.2%	23.7%	4.0%	50.2%	45.8%	43.6%	-5.4%	0.9%	-6.1%	-1.7%	0.5%
Leadership	40. Managers communicate the goals and priorities of the organization.	59.7%	21.4%	18.1%	0.8%	51.8%	23.9%	23.6%	0.8%	57.3%	23.8%	18.3%	0.7%	No Data	58.6%	55.5%	-2.4%	5.5%	N/A	-1.3%	1.8%
Leadership	41. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	57.5%	23.6%	13.7%	5.1%	48.5%	26.8%	18.4%	6.3%	50.9%	27.5%	15.7%	5.9%	63.1%	50.7%	49.8%	-6.6%	2.4%	-12.2%	0.2%	1.1%
Leadership	42. Employees are protected from health and safety hazards on the job.	76.2%	13.2%	9.6%	1.1%	76.9%	13.2%	8.9%	1.0%	82.6%	10.7%	5.8%	0.9%	No Data	81.3%	81.2%	6.4%	5.7%	N/A	1.3%	1.4%
Leadership	43. My organization has prepared employees for potential security threats.	74.1%	15.6%	8.9%	1.4%	62.9%	21.4%	13.2%	2.5%	64.8%	21.7%	10.8%	2.7%	No Data	61.4%	62.6%	-9.3%	1.9%	N/A	3.4%	2.2%
Leadership	44. Complaints, disputes or grievances are resolved fairly in my work unit.	39.4%	27.5%	20.8%	12.2%	35.5%	27.7%	23.4%	13.3%	38.2%	28.2%	19.9%	13.6%	41.8%	40.1%	38.1%	-1.2%	2.7%	-3.6%	-1.9%	0.1%
Leadership	45. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	47.7%	23.4%	21.5%	7.4%	46.9%	22.6%	22.8%	7.7%	52.5%	20.9%	19.0%	7.6%	50.1%	52.5%	50.8%	4.8%	5.6%	2.4%	0.0%	1.7%
Leadership	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.	60.1%	19.2%	11.5%	9.2%	60.0%	17.6%	12.5%	9.9%	66.0%	15.7%	9.2%	9.0%	No Data	66.5%	66.4%	5.9%	6.0%	N/A	-0.5%	-0.4%
Leadership	47. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	50.5%	22.6%	19.0%	7.9%	46.3%	23.0%	22.3%	8.4%	48.4%	23.0%	20.3%	8.4%	52.9%	46.2%	46.8%	-2.1%	2.1%	-4.5%	2.2%	1.6%
Learning (Knowledge Management)	48. Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.	58.3%	22.3%	18.2%	1.3%	53.8%	24.8%	20.1%	1.3%	57.7%	24.0%	17.3%	1.1%	No Data	59.4%	57.8%	-0.6%	3.9%	N/A	-1.7%	-0.1%
Learning (Knowledge Management)	49. Supervisors/team leaders in my work unit support employee development.	64.5%	19.1%	15.6%	0.8%	63.8%	18.6%	16.9%	0.8%	73.9%	14.1%	11.6%	0.5%	64.5%	71.5%	70.0%	9.4%	10.1%	9.4%	2.4%	3.9%
Learning (Knowledge Management)	50. Employees have electronic access to learning and training programs readily available at their desk.	78.6%	11.9%	7.8%	1.6%	79.3%	11.7%	7.6%	1.4%	89.0%	7.3%	2.9%	0.8%	67.6%	72.2%	83.2%	10.4%	9.7%	21.4%	16.8%	5.8%

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Learning (Knowledge Management)	51. My training needs are assessed.	53.4%	24.7%	20.4%	1.6%	46.7%	25.4%	26.6%	1.3%	58.0%	22.8%	18.2%	1.0%	54.9%	60.7%	53.6%	4.6%	11.3%	3.1%	-2.7%	4.4%
Learning (Knowledge Management)	52. Managers promote communication among different work units (for example, about projects, goals, needed resources).	54.5%	23.1%	19.6%	2.8%	51.0%	22.6%	24.6%	1.8%	57.6%	21.2%	19.7%	1.5%	54.4%	57.7%	55.8%	3.1%	6.6%	3.2%	-0.1%	1.8%
Learning (Knowledge Management)	53. Employees in my work unit share job knowledge with each other.	75.4%	12.8%	11.3%	0.5%	72.1%	13.7%	13.7%	0.5%	74.1%	12.4%	13.0%	0.5%	74.2%	77.2%	75.0%	-1.3%	2.0%	-0.1%	-3.1%	-0.9%
Learning (Knowledge Management)	54. Employees use information technology (for example, intranet, shared networks) to perform work.	87.3%	8.2%	3.8%	0.8%	86.9%	8.3%	4.0%	0.8%	90.4%	6.3%	2.7%	0.6%	No Data	86.0%	90.2%	3.1%	3.5%	N/A	4.4%	0.2%
Job Satisfaction	55. How satisfied are you with your involvement in decisions that affect your work?	53.4%	22.8%	23.9%		52.7%	21.1%	26.2%		57.3%	19.8%	22.8%		60.3%	56.7%	54.3%	3.9%	4.6%	-3.0%	0.6%	3.0%
Job Satisfaction	56. How satisfied are you with the information you receive from management on what's going on in your organization?	48.1%	24.4%	27.4%		43.2%	24.7%	32.1%		46.7%	25.4%	27.9%		50.0%	48.1%	43.9%	-1.4%	3.5%	-3.3%	-1.4%	2.8%
Job Satisfaction	57. How satisfied are you with the recognition you receive for doing a good job?	50.3%	22.8%	26.9%		48.0%	23.3%	28.7%		53.2%	21.7%	25.1%		48.8%	51.7%	49.4%	2.9%	5.2%	4.4%	1.5%	3.8%
Job Satisfaction	58. How satisfied are you with the policies and practices of your senior leaders?	42.3%	28.8%	28.9%		35.5%	30.5%	34.0%		36.7%	31.7%	31.6%		No Data	36.6%	34.5%	-5.6%	1.2%	N/A	0.1%	2.2%
Job Satisfaction	59. How satisfied are you with your opportunity to get a better job in your organization?	39.0%	28.2%	32.8%		36.3%	29.6%	34.1%		39.7%	28.6%	31.7%		41.2%	43.5%	36.9%	0.7%	3.4%	-1.5%	-3.8%	2.8%
Job Satisfaction	60. How satisfied are you with the training you receive for your present job?	55.3%	24.5%	20.2%		52.5%	25.2%	22.3%		65.0%	21.6%	13.4%		63.3%	59.8%	59.7%	9.7%	12.5%	1.7%	5.2%	5.3%
Job Satisfaction	61. Considering everything, how satisfied are you with your job?	68.5%	17.5%	14.1%		66.6%	17.8%	15.7%		69.9%	17.3%	12.9%		73.9%	70.1%	68.5%	1.4%	3.3%	-4.0%	-0.2%	1.4%
Job Satisfaction	62. Considering everything, how satisfied are you with your pay?	60.4%	17.4%	22.2%		61.3%	17.2%	21.5%		65.4%	14.9%	19.8%		66.3%	64.6%	64.5%	5.0%	4.1%	-0.9%	0.8%	0.9%
Job Satisfaction	63. Considering everything, how satisfied are you with your organization?	57.5%	22.2%	20.3%		54.7%	22.2%	23.1%		60.5%	20.6%	18.9%		60.6%	62.6%	57.9%	3.0%	5.8%	-0.1%	-2.1%	2.6%
Satisfaction with Benefits	64. How satisfied are you with retirement benefits?	60.9%	19.4%	12.5%	7.3%	63.3%	18.4%	12.7%	5.6%	62.6%	17.3%	14.3%	5.7%	67.6%	67.3%	63.7%	1.7%	-0.7%	-5.0%	-4.7%	-1.1%
Satisfaction with Benefits	65. How satisfied are you with health insurance benefits?	62.0%	17.2%	15.8%	5.0%	65.0%	15.8%	16.0%	3.2%	63.3%	15.8%	18.1%	2.8%	49.7%	56.1%	57.9%	1.3%	-1.7%	13.6%	7.2%	5.4%
Satisfaction with Benefits	66. How satisfied are you with life insurance benefits?	60.2%	21.7%	9.5%	8.6%	57.7%	23.0%	9.1%	10.2%	56.9%	23.3%	9.5%	10.3%	51.7%	56.3%	55.8%	-3.3%	-0.8%	5.2%	0.6%	1.1%
Satisfaction with Benefits	67. How satisfied are you with long term care insurance benefits?	32.0%	28.4%	9.6%	30.0%	30.7%	29.2%	8.5%	31.7%	28.4%	30.0%	8.5%	33.1%	22.3%	28.9%	28.4%	-3.6%	-2.3%	6.1%	-0.5%	0.0%
Satisfaction with Benefits	68. How satisfied are you with the flexible spending account (FSA) program?	34.8%	27.0%	3.7%	34.5%	37.6%	26.6%	3.9%	31.9%	39.9%	24.5%	3.8%	31.8%	No Data	30.7%	36.9%	5.1%	2.3%	N/A	9.2%	3.0%
Satisfaction with Benefits	69. How satisfied are you with paid vacation time?	87.7%	7.7%	4.7%		90.6%	6.4%	3.0%		91.5%	5.2%	3.2%		88.4%	88.1%	90.9%	3.8%	0.9%	3.1%	3.4%	0.6%

2008 Federal Human Capital Survey Question Comparisons

Question Category	Question	GOVT Positive %	GOVT Neutral %	GOVT Negative %	GOVT Don't Know %	DOI Positive %	DOI Neutral %	DOI Negative %	DOI Don't Know %	FWS Positive %	FWS Neutral %	FWS Negative %	FWS Don't Know %	2002 FWS FHCS	2004 FWS FHCS	2006 FWS FHCS	GOVT-- FWS 2008	DOI -- FWS 2008	FWS 2002 -- FWS 2008	FWS 2004 -- FWS 2008	FWS 2006- FWS 2008
Satisfaction with Benefits	70. How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?	84.3%	9.4%	6.3%		89.1%	7.2%	3.8%		89.8%	6.0%	4.2%		No Data	88.5%	90.1%	5.5%	0.7%	N/A	1.3%	-0.3%
Satisfaction with Benefits	71. How satisfied are you with child care subsidies?	9.1%	23.0%	4.2%	63.7%	7.5%	23.8%	4.6%	64.2%	7.7%	22.3%	4.7%	65.3%	5.3%	13.1%	7.6%	-1.4%	0.2%	2.4%	-5.4%	0.1%
Satisfaction with Benefits	72. How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?	28.5%	24.4%	7.4%	39.7%	28.3%	26.0%	9.1%	36.5%	31.8%	23.8%	7.8%	36.6%	No Data	40.4%	29.5%	3.3%	3.5%	N/A	-8.6%	2.3%
Satisfaction with Benefits	73. How satisfied are you with telework/telecommuting?	22.6%	20.3%	13.7%	43.3%	21.3%	20.8%	16.8%	41.1%	19.6%	19.2%	16.6%	44.7%	14.4%	13.4%	12.2%	-3.0%	-1.7%	5.2%	6.2%	7.4%
Satisfaction with Benefits	74. How satisfied are you with alternative work schedules?	46.9%	17.0%	12.7%	23.4%	58.8%	14.6%	10.5%	16.0%	59.1%	14.6%	10.5%	15.8%	58.6%	57.6%	56.1%	12.2%	0.3%	0.5%	1.5%	3.0%

LEGEND	
Government wide results for 2008	
DOI Results for 2008	
FWS Results for 2008	
FWS Results for 2002, 2004 and 2006	
FWS is 5% better when compared to DOI or Government	
FWS is 5% worse when compared to DOI or Government	
No data, a question that was never asked before in previous surveys	
Personal Work Experiences	Questions 1-10
Recruitment, Development, & Retention	Questions 11-21
Performance Culture	Questions 22-36
Leadership	Questions 37-47
Learning (Knowledge Management)	Questions 48-54
Job Satisfaction	Questions 55-63
Satisfaction with Benefits	Questions 64-74