

FEDERAL LABOR RELATIONS AUTHORITY

About this report

Part of delivering a world-class Federal workforce is acknowledging that our employees are our greatest asset. It is for this reason that we focus on employee perceptions regarding critical areas of their work lives: areas which drive employee satisfaction, commitment, and ultimately retention in the workforce.

This report highlights your agency's areas of strengths and challenges, identifies areas of progress and opportunities for improvement. Your agency's 2011 results are compared with both the 2011 Governmentwide results and your agency's 2010 survey results. These results allow agency leaders and employees to reflect on past accomplishments while setting priorities for the future.

WHO RESPONDED

FLRA 75% response rate GOVERNMENTWIDE 49% response rate

STRENGTHS AND CHALLENGES

 STRENGTHS  CHALLENGES  GOVERNMENTWIDE

Your agency's 5 highest % positive and % negative ratings, including the 2011 Governmentwide percentage for comparison.

7. When needed I am willing to put in the extra effort to get a job done.	 98%	 97%	9. I have sufficient resources (for example, people, materials, budget) to get my job done.	 42%	 34%
12. I know how my work relates to the agency's goals and priorities.	 95%	 85%	18. My training needs are assessed.	 37%	 22%
13. The work I do is important.	 94%	 92%	33. Pay raises depend on how well employees perform their jobs.	 29%	 47%
16. I am held accountable for achieving results.	 93%	 84%	21. My work unit is able to recruit people with the right skills.	 28%	 27%
26. Employees in my work unit share job knowledge with each other.	 93%	 73%	10. My workload is reasonable.	 27%	 24%

INCREASES AND DECREASES

 INCREASE  DECREASE

Up to 5 items with positive ratings that increased or decreased at least 5 percentage points from 2010 to 2011.

	2010	2011	Diff.		2010	2011	Diff.
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	41%	62%	 +21	70. Considering everything, how satisfied are you with your pay?	78%	69%	 -9
40. I recommend my organization as a good place to work.	63%	79%	 +16	19. 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).	78%	71%	 -7
48. My supervisor/team leader listens to what I have to say.	74%	89%	 +15	36. My organization has prepared employees for potential security threats.	64%	58%	 -6
41. I believe the results of this survey will be used to make my agency a better place to work.	67%	81%	 +14	59. Managers support collaboration across work units to accomplish work objectives.	78%	72%	 -6
67. How satisfied are you with your opportunity to get a better job in your organization?	31%	44%	 +13	60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	80%	74%	 -6

HUMAN CAPITAL ASSESSMENT AND ACCOUNTABILITY FRAMEWORK (HCAAF)

The HCAAF indices provide consistent metrics for measuring progress toward HCAAF objectives. Here are your agency results compared with the Governmentwide results.



LEADERSHIP & KNOWLEDGE MANAGEMENT



RESULTS-ORIENTED PERFORMANCE CULTURE



TALENT MANAGEMENT

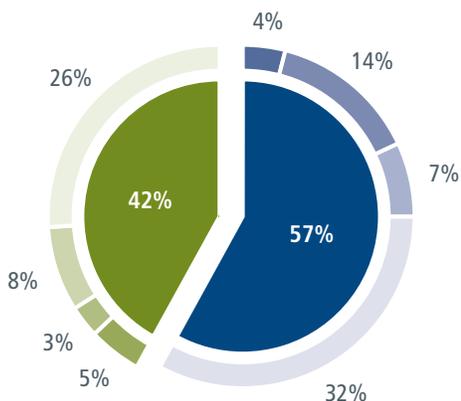


JOB SATISFACTION



TELEWORK

FLRA



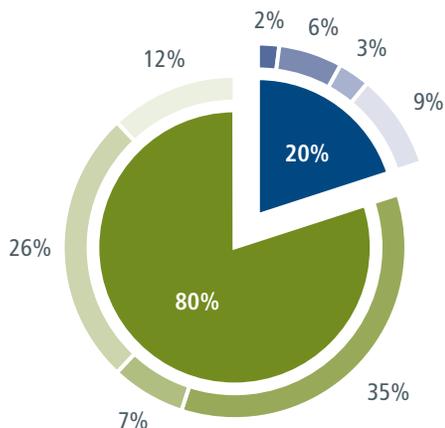
TELEWORK

- I telework 3 or more days per week.
- I telework 1 or 2 days per week.
- I telework, but no more than 1 or 2 days per month.
- I telework very infrequently, on an unscheduled or short-term basis.

DO NOT TELEWORK

- I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).
- I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.
- I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.
- I do not telework because I choose not to telework.

GOVERNMENTWIDE



Note: The sum of percentages may not add to 100 due to rounding.



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