2008 Federal Human Capital Survey Results  
Overseas Private Investment Corporation (OPIC)  
(posted February 2009)

OPIC values its employees and is committed to making improvements based on employee feedback. Employee feedback is drawn from many sources, including the 2008 Federal Human Capital Survey – a government-wide survey measuring employee satisfaction on a variety of human capital program areas including: Leadership and Knowledge Management, Results-Oriented Performance Culture, Talent Management, and Job Satisfaction.

The Federal Human Capital Survey is administered by the Office of Personnel Management (OPM) every two years to full-time, permanent employees in major agencies represented on the President’s Management Council (PMC) and in small/independent agencies that accepted the invitation to participate. These agencies comprise approximately 97 percent of the executive branch workforce. OPIC accepted the invitation and the survey was conducted online from August 1, 2008 through September 26, 2008.

A little over 212,000 federal employees completed the survey resulting in a government-wide response rate of 51%. At OPIC approximately 145 employees were asked to participate in the 2008 survey. 106 OPIC employees completed the survey, resulting in a response rate of 73% - higher than the government-wide average. On many of the items OPIC is also above the government-wide average of percentage of positive responses.

Areas in which OPIC is doing well are:

- 94.6% of employees believe the physical conditions of their workspace allow them to perform their jobs well
- 92.3% of employees feel protected from health and safety hazards on the job
- 92.7% of employees know how their work is related to the agency’s goals and priorities
- 90.7% of employees believe their work is important
- 90.7% of employees feel that the agency has done a good job in preparing employees for potential security threats
- 87.7% of employees like the kind of work they do
- 86.5% of employees believe people they work with cooperate to get the job done
- 85.8% of employees are satisfied that their supervisor supports their need to balance work and family issues
- 82.5% of employees believe the workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals

Areas in which OPIC needs to continue to focus are:

- 41.4% of employees feel leaders generate high levels of motivation and commitment in the workforce
- 39.3% of employees believe pay raises depend on how well employees perform their jobs
- 38.5% of employees feel their training needs are assessed
- 34.8% of employees feel that differences in performance are recognized in a meaningful way
- 27.5% of employees are satisfied with their opportunity to get a better job in their organization

The complete results of the 2008 Federal Human Capital Survey are found below:
2008 Federal Human Capital Survey
Overseas Private Investment Corporation Trend Report
Number of Surveys Returned: 106

This is a summary of your department’s or agency’s responses to the 2008 Federal Human Capital Survey. 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 responses are categorized as “Negative”.

<table>
<thead>
<tr>
<th>Positive Responses</th>
<th>Neutral Responses</th>
<th>Negative Responses</th>
<th>Do Not Know/No Basis to Judge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>Agree</td>
<td>Neither Agree nor Disagree</td>
<td>Disagree</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>Agree</td>
<td>Neither Agree nor Disagree</td>
<td>Disagree</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>Agree</td>
<td>Neither Agree nor Disagree</td>
<td>Disagree</td>
</tr>
<tr>
<td>Very Satisfied</td>
<td>Satisfied</td>
<td>Neither Satisfied nor Dissatisfied</td>
<td>Dissatisfied</td>
</tr>
<tr>
<td>Very Satisfied</td>
<td>Satisfied</td>
<td>Neither Satisfied nor Dissatisfied</td>
<td>Dissatisfied</td>
</tr>
<tr>
<td>Very Good</td>
<td>Good</td>
<td>Fair</td>
<td>Poor</td>
</tr>
</tbody>
</table>

**Overseas Private Investment Corporation Trend Report**

**Personal Work Experiences**

**01** The people I work with cooperate to get the job done.

<table>
<thead>
<tr>
<th></th>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008 Governmentwide</td>
<td>83.9%</td>
<td>8.4%</td>
<td>7.7%</td>
</tr>
<tr>
<td>2008 Overseas Private Investment Corporation</td>
<td>86.5%</td>
<td>6.8%</td>
<td>6.7%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008 Governmentwide</td>
<td>64.0%</td>
<td>17.3%</td>
<td>18.1%</td>
</tr>
<tr>
<td>2008 Overseas Private Investment Corporation</td>
<td>61.2%</td>
<td>24.5%</td>
<td>14.3%</td>
</tr>
</tbody>
</table>

**03** I have enough information to do my job well.

<table>
<thead>
<tr>
<th></th>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008 Governmentwide</td>
<td>73.4%</td>
<td>15.2%</td>
<td>11.4%</td>
</tr>
<tr>
<td>2008 Overseas Private Investment Corporation</td>
<td>79.7%</td>
<td>14.6%</td>
<td>5.7%</td>
</tr>
</tbody>
</table>

**04** I feel encouraged to come up with new and better ways of doing things.

<table>
<thead>
<tr>
<th></th>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008 Governmentwide</td>
<td>60.7%</td>
<td>19.4%</td>
<td>19.9%</td>
</tr>
<tr>
<td>2008 Overseas Private Investment Corporation</td>
<td>62.6%</td>
<td>16.4%</td>
<td>21.0%</td>
</tr>
</tbody>
</table>

**05** My work gives me a feeling of personal accomplishment.

<table>
<thead>
<tr>
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<th>Negative</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008 Governmentwide</td>
<td>73.4%</td>
<td>14.9%</td>
<td>11.7%</td>
</tr>
<tr>
<td>2008 Overseas Private Investment Corporation</td>
<td>78.1%</td>
<td>14.9%</td>
<td>7.0%</td>
</tr>
</tbody>
</table>

**06** I like the kind of work I do.

<table>
<thead>
<tr>
<th></th>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008 Governmentwide</td>
<td>83.8%</td>
<td>11.0%</td>
<td>5.2%</td>
</tr>
<tr>
<td>2008 Overseas Private Investment Corporation</td>
<td>87.7%</td>
<td>10.5%</td>
<td>1.9%</td>
</tr>
</tbody>
</table>
## Personal Work Experiences

### 07 I have trust and confidence in my supervisor.

<table>
<thead>
<tr>
<th></th>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008 Governmentwide</td>
<td>64.2%</td>
<td>17.8%</td>
<td>18.0%</td>
</tr>
<tr>
<td>2008 Overseas Private Investment Corporation</td>
<td>73.8%</td>
<td>9.0%</td>
<td>17.2%</td>
</tr>
</tbody>
</table>

### 08 I recommend my organization as a good place to work.

<table>
<thead>
<tr>
<th></th>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008 Governmentwide</td>
<td>65.5%</td>
<td>19.6%</td>
<td>14.9%</td>
</tr>
<tr>
<td>2008 Overseas Private Investment Corporation</td>
<td>86.1%</td>
<td>11.1%</td>
<td>2.8%</td>
</tr>
</tbody>
</table>

### 09 Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

<table>
<thead>
<tr>
<th></th>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008 Governmentwide</td>
<td>66.2%</td>
<td>20.9%</td>
<td>12.9%</td>
</tr>
<tr>
<td>2008 Overseas Private Investment Corporation</td>
<td>72.1%</td>
<td>18.1%</td>
<td>9.7%</td>
</tr>
</tbody>
</table>

### 10 How would you rate the overall quality of work done by your work group?

<table>
<thead>
<tr>
<th></th>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008 Governmentwide</td>
<td>83.4%</td>
<td>13.5%</td>
<td>3.0%</td>
</tr>
<tr>
<td>2008 Overseas Private Investment Corporation</td>
<td>92.4%</td>
<td>6.7%</td>
<td>0.9%</td>
</tr>
</tbody>
</table>
### Recruitment, Development, & Retention

<table>
<thead>
<tr>
<th></th>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
<th>Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.</td>
<td>2008 Governmentwide</td>
<td>73.8%</td>
<td>15.1%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>82.5%</td>
<td>10.8%</td>
<td>6.7%</td>
</tr>
<tr>
<td>12</td>
<td>My supervisor supports my need to balance work and other life issues.</td>
<td>2008 Governmentwide</td>
<td>75.3%</td>
<td>13.4%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>85.8%</td>
<td>6.5%</td>
<td>7.7%</td>
</tr>
<tr>
<td>13</td>
<td>Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.</td>
<td>2008 Governmentwide</td>
<td>60.6%</td>
<td>21.0%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>66.6%</td>
<td>15.6%</td>
<td>17.7%</td>
</tr>
<tr>
<td>14</td>
<td>My work unit is able to recruit people with the right skills.</td>
<td>2008 Governmentwide</td>
<td>44.9%</td>
<td>27.8%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>70.8%</td>
<td>15.4%</td>
<td>13.9%</td>
</tr>
<tr>
<td>15</td>
<td>The skill level in my work unit has improved in the past year.</td>
<td>2008 Governmentwide</td>
<td>52.7%</td>
<td>27.2%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>54.0%</td>
<td>27.6%</td>
<td>17.6%</td>
</tr>
<tr>
<td>16</td>
<td>I have sufficient resources (for example, people, materials, budget) to get my job done.</td>
<td>2008 Governmentwide</td>
<td>51.2%</td>
<td>18.1%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>50.7%</td>
<td>16.2%</td>
<td>33.1%</td>
</tr>
<tr>
<td>17</td>
<td>My workload is reasonable.</td>
<td>2008 Governmentwide</td>
<td>60.0%</td>
<td>16.2%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>70.4%</td>
<td>15.3%</td>
<td>14.4%</td>
</tr>
<tr>
<td>18</td>
<td>My talents are used well in the workplace.</td>
<td>2008 Governmentwide</td>
<td>62.3%</td>
<td>17.0%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>62.0%</td>
<td>21.7%</td>
<td>16.2%</td>
</tr>
<tr>
<td>19</td>
<td>I know how my work relates to the agency's goals and priorities.</td>
<td>2008 Governmentwide</td>
<td>83.9%</td>
<td>10.3%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>92.7%</td>
<td>3.6%</td>
<td>3.7%</td>
</tr>
<tr>
<td>20</td>
<td>The work I do is important.</td>
<td>2008 Governmentwide</td>
<td>90.8%</td>
<td>6.3%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>90.7%</td>
<td>8.4%</td>
<td>0.9%</td>
</tr>
</tbody>
</table>
Recruitment, Development, & Retention

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

<table>
<thead>
<tr>
<th></th>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
<th>Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008 Governmentwide</td>
<td>67.2%</td>
<td>14.6%</td>
<td>17.7%</td>
<td>0.5%</td>
</tr>
<tr>
<td>2008 Overseas Private Investment Corporation</td>
<td>94.8%</td>
<td>3.6%</td>
<td>1.8%</td>
<td>0.0%</td>
</tr>
<tr>
<td></td>
<td>Positive</td>
<td>Neutral</td>
<td>Negative</td>
<td>Do Not Know</td>
</tr>
<tr>
<td>---</td>
<td>----------</td>
<td>---------</td>
<td>----------</td>
<td>-------------</td>
</tr>
<tr>
<td>22 Promotions in my work unit are based on merit.</td>
<td>2008 Governmentwide</td>
<td>35.2%</td>
<td>26.2%</td>
<td>34.0%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>47.6%</td>
<td>24.3%</td>
<td>23.3%</td>
</tr>
<tr>
<td>23 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</td>
<td>2008 Governmentwide</td>
<td>29.6%</td>
<td>26.5%</td>
<td>37.3%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>42.2%</td>
<td>29.9%</td>
<td>15.8%</td>
</tr>
<tr>
<td>24 Employees have a feeling of personal empowerment with respect to work processes.</td>
<td>2008 Governmentwide</td>
<td>43.8%</td>
<td>28.5%</td>
<td>25.4%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>43.5%</td>
<td>30.4%</td>
<td>19.4%</td>
</tr>
<tr>
<td>25 Employees are rewarded for providing high quality products and services to customers.</td>
<td>2008 Governmentwide</td>
<td>46.1%</td>
<td>23.8%</td>
<td>28.0%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>52.8%</td>
<td>19.7%</td>
<td>26.5%</td>
</tr>
<tr>
<td>26 Creativity and innovation are rewarded.</td>
<td>2008 Governmentwide</td>
<td>40.0%</td>
<td>28.1%</td>
<td>29.3%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>48.1%</td>
<td>19.9%</td>
<td>30.2%</td>
</tr>
<tr>
<td>27 Pay raises depend on how well employees perform their jobs.</td>
<td>2008 Governmentwide</td>
<td>25.6%</td>
<td>26.7%</td>
<td>42.5%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>39.3%</td>
<td>30.3%</td>
<td>25.3%</td>
</tr>
<tr>
<td>28 Awards in my work unit depend on how well employees perform their jobs.</td>
<td>2008 Governmentwide</td>
<td>41.4%</td>
<td>23.2%</td>
<td>30.9%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>54.0%</td>
<td>19.4%</td>
<td>19.6%</td>
</tr>
<tr>
<td>29 In my work unit, differences in performance are recognized in a meaningful way.</td>
<td>2008 Governmentwide</td>
<td>31.4%</td>
<td>30.5%</td>
<td>33.8%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>34.8%</td>
<td>26.7%</td>
<td>31.2%</td>
</tr>
<tr>
<td>30 My performance appraisal is a fair reflection of my performance.</td>
<td>2008 Governmentwide</td>
<td>63.2%</td>
<td>18.0%</td>
<td>16.7%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>75.9%</td>
<td>9.3%</td>
<td>13.1%</td>
</tr>
<tr>
<td>31 Discussions with my supervisor/team leader about my performance are worthwhile.</td>
<td>2008 Governmentwide</td>
<td>56.2%</td>
<td>23.1%</td>
<td>19.0%</td>
</tr>
<tr>
<td></td>
<td>2008 Overseas Private Investment Corporation</td>
<td>60.3%</td>
<td>26.8%</td>
<td>12.9%</td>
</tr>
</tbody>
</table>
### 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).

<table>
<thead>
<tr>
<th></th>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
<th>No Basis to Judge</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008 Governmentwide</td>
<td>64.3%</td>
<td>15.9%</td>
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<tr>
<td>2008 Overseas Private Investment Corporation</td>
<td>70.6%</td>
<td>10.4%</td>
<td>16.0%</td>
<td>3.0%</td>
</tr>
</tbody>
</table>

#### 33 I am held accountable for achieving results.

<table>
<thead>
<tr>
<th></th>
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<th>Neutral</th>
<th>Negative</th>
<th>Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008 Governmentwide</td>
<td>81.8%</td>
<td>12.7%</td>
<td>4.8%</td>
<td>0.8%</td>
</tr>
<tr>
<td>2008 Overseas Private Investment Corporation</td>
<td>85.4%</td>
<td>7.0%</td>
<td>8.6%</td>
<td>1.0%</td>
</tr>
</tbody>
</table>

#### 34 Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.

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<th>Do Not Know</th>
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<td>2008 Overseas Private Investment Corporation</td>
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<td>25.0%</td>
<td>5.5%</td>
<td>9.2%</td>
</tr>
</tbody>
</table>

#### 35 Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

<table>
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<th>Negative</th>
<th>Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008 Governmentwide</td>
<td>59.7%</td>
<td>23.8%</td>
<td>10.5%</td>
<td>5.9%</td>
</tr>
<tr>
<td>2008 Overseas Private Investment Corporation</td>
<td>53.3%</td>
<td>29.3%</td>
<td>8.9%</td>
<td>8.5%</td>
</tr>
</tbody>
</table>

#### 36 Managers/supervisors/team leaders work well with employees of different backgrounds.

<table>
<thead>
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<th>Negative</th>
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<td>2008 Governmentwide</td>
<td>65.2%</td>
<td>19.4%</td>
<td>12.2%</td>
<td>3.3%</td>
</tr>
<tr>
<td>2008 Overseas Private Investment Corporation</td>
<td>75.3%</td>
<td>19.1%</td>
<td>4.7%</td>
<td>0.9%</td>
</tr>
</tbody>
</table>
### Leadership

37. *I have a high level of respect for my organization's senior leaders.*

<table>
<thead>
<tr>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
<th>Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008 Governmentwide</td>
<td>51.6%</td>
<td>22.7%</td>
<td>24.9%</td>
</tr>
<tr>
<td>2008 Overseas Private Investment Corporation</td>
<td>53.3%</td>
<td>29.6%</td>
<td>17.2%</td>
</tr>
</tbody>
</table>

38. *In my organization, leaders generate high levels of motivation and commitment in the workforce.*

<table>
<thead>
<tr>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
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<td>41.4%</td>
<td>24.4%</td>
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39. *My organization's leaders maintain high standards of honesty and integrity.*

<table>
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<th>Do Not Know</th>
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<td>56.2%</td>
<td>24.3%</td>
<td>16.5%</td>
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</tbody>
</table>

40. *Managers communicate the goals and priorities of the organization.*

<table>
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<th>Do Not Know</th>
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<td>68.2%</td>
<td>16.0%</td>
<td>14.2%</td>
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41. *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

<table>
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<th>Negative</th>
<th>Do Not Know</th>
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<td>13.7%</td>
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<tr>
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<td>62.4%</td>
<td>17.0%</td>
<td>12.5%</td>
</tr>
</tbody>
</table>

42. *Employees are protected from health and safety hazards on the job.*

<table>
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<th>Negative</th>
<th>Do Not Know</th>
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<td>13.2%</td>
<td>9.6%</td>
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<tr>
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<td>92.3%</td>
<td>6.8%</td>
<td>0.0%</td>
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</table>

43. *My organization has prepared employees for potential security threats.*

<table>
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<td>90.7%</td>
<td>6.2%</td>
<td>3.1%</td>
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44. *Complaints, disputes or grievances are resolved fairly in my work unit.*

<table>
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<th>Negative</th>
<th>Do Not Know</th>
</tr>
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<td>40.8%</td>
<td>34.1%</td>
<td>9.2%</td>
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</table>

45. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

<table>
<thead>
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<th>Neutral</th>
<th>Negative</th>
<th>Do Not Know</th>
</tr>
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<td>51.9%</td>
<td>26.3%</td>
<td>12.5%</td>
</tr>
</tbody>
</table>
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.

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<th>Neutral</th>
<th>Negative</th>
<th>Do Not Know</th>
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<td>70.8%</td>
<td>15.9%</td>
<td>2.2%</td>
<td>11.1%</td>
</tr>
</tbody>
</table>

47 I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

<table>
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<th>Do Not Know</th>
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<td>23.4%</td>
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### Overseas Private Investment Corporation Trend Report

#### Learning (Knowledge Management)

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<tbody>
<tr>
<td>48 Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.</td>
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<td></td>
<td></td>
<td></td>
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<tr>
<td>2008 Governmentwide</td>
<td>58.3%</td>
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<tr>
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<td>69.3%</td>
<td>14.1%</td>
<td>16.8%</td>
<td>0.0%</td>
</tr>
<tr>
<td>49 Supervisors/team leaders in my work unit support employee development.</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>2008 Governmentwide</td>
<td>64.5%</td>
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<tr>
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<td>75.1%</td>
<td>8.4%</td>
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</tr>
<tr>
<td>50 Employees have electronic access to learning and training programs readily available at their desk.</td>
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<td></td>
<td></td>
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<tr>
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<td>78.6%</td>
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<td>48.0%</td>
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<tr>
<td>51 My training needs are assessed.</td>
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<td></td>
<td></td>
<td></td>
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<tr>
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<td>38.5%</td>
<td>23.2%</td>
<td>36.5%</td>
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<tr>
<td>52 Managers promote communication among different work units (for example, about projects, goals, needed resources).</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>2008 Governmentwide</td>
<td>54.5%</td>
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<td>59.9%</td>
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</tr>
<tr>
<td>53 Employees in my work unit share job knowledge with each other.</td>
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<td></td>
<td></td>
<td></td>
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<tr>
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<td>81.2%</td>
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</tr>
<tr>
<td>54 Employees use information technology (for example, intranet, shared networks) to perform work.</td>
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<td></td>
<td></td>
<td></td>
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<tr>
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<td>87.3%</td>
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<tr>
<td>-------------------------------------------------------------------------</td>
<td>----------</td>
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<td></td>
</tr>
<tr>
<td><strong>55. How satisfied are you with your involvement in decisions that affect your work?</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2008 Governmentwide</td>
<td>53.4%</td>
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<tr>
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<td>57.4%</td>
<td>22.2%</td>
<td>20.4%</td>
<td></td>
</tr>
<tr>
<td><strong>56. How satisfied are you with the information you receive from management on what's going on in your organization?</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2008 Governmentwide</td>
<td>48.1%</td>
<td>24.4%</td>
<td>27.4%</td>
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<tr>
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<td>62.7%</td>
<td>17.3%</td>
<td>19.9%</td>
<td></td>
</tr>
<tr>
<td><strong>57. How satisfied are you with the recognition you receive for doing a good job?</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
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<td>50.3%</td>
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<tr>
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<td>56.5%</td>
<td>17.6%</td>
<td>25.7%</td>
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</tr>
<tr>
<td><strong>58. How satisfied are you with the policies and practices of your senior leaders?</strong></td>
<td></td>
<td></td>
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<td></td>
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<td>19.4%</td>
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</tr>
<tr>
<td><strong>59. How satisfied are you with your opportunity to get a better job in your organization?</strong></td>
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<td></td>
<td></td>
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<tr>
<td><strong>60. How satisfied are you with the training you receive for your present job?</strong></td>
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<td>25.8%</td>
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</tr>
<tr>
<td><strong>61. Considering everything, how satisfied are you with your job?</strong></td>
<td></td>
<td></td>
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<tr>
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<td>68.5%</td>
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<td></td>
</tr>
<tr>
<td><strong>62. Considering everything, how satisfied are you with your pay?</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td><strong>63. Considering everything, how satisfied are you with your organization?</strong></td>
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<tr>
<td><strong>64  How satisfied are you with retirement benefits?</strong></td>
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<tr>
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<td><strong>65  How satisfied are you with health insurance benefits?</strong></td>
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<td><strong>66  How satisfied are you with life insurance benefits?</strong></td>
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<td><strong>67  How satisfied are you with long term care insurance benefits?</strong></td>
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<tr>
<td><strong>68  How satisfied are you with the flexible spending account (FSA) program?</strong></td>
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<td><strong>69  How satisfied are you with paid vacation time?</strong></td>
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<td>3.9%</td>
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<tr>
<td><strong>70  How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoptions or eldercare)?</strong></td>
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<td></td>
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<td><strong>71  How satisfied are you with child care subsidies?</strong></td>
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<td>23.4%</td>
<td>4.9%</td>
<td>62.8%</td>
</tr>
<tr>
<td><strong>72  How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Governmentwide</td>
<td>28.5%</td>
<td>24.4%</td>
<td>7.4%</td>
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<td>19.9%</td>
<td>3.7%</td>
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</tbody>
</table>
## Satisfaction with Benefits

### 73 How satisfied are you with telework/telecommuting?

<table>
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<th></th>
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<th>Negative</th>
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<td>21.4%</td>
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</table>

### 74 How satisfied are you with alternative work schedules?

<table>
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<th>Negative</th>
<th>No Basis to Judge</th>
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<td>40.2%</td>
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</tbody>
</table>

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*Page 12 of 13*
<table>
<thead>
<tr>
<th>Demographics</th>
<th>82. How long have you been with the Federal Government (excluding military service)?</th>
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<tr>
<td>75. Where do you work?</td>
<td></td>
</tr>
<tr>
<td>Headquarters</td>
<td>Less than 1 year &lt; 1%</td>
</tr>
<tr>
<td>Field</td>
<td>1 to 3 years &lt; 1%</td>
</tr>
<tr>
<td>76. What is your supervisory status?</td>
<td>4 to 5 years &lt; 1%</td>
</tr>
<tr>
<td>Non-Supervisor</td>
<td>6 to 10 years &lt; 1%</td>
</tr>
<tr>
<td>Team Leader</td>
<td>11 to 14 years &lt; 1%</td>
</tr>
<tr>
<td>Supervisor</td>
<td>15 to 20 years &lt; 1%</td>
</tr>
<tr>
<td>Manager</td>
<td>More than 20 years &lt; 1%</td>
</tr>
<tr>
<td>Executive</td>
<td></td>
</tr>
<tr>
<td>77. Are you:</td>
<td>83. How long have you been with your current agency?</td>
</tr>
<tr>
<td>Male</td>
<td>Less than 1 year &lt; 1%</td>
</tr>
<tr>
<td>Female</td>
<td>1 to 3 years &lt; 1%</td>
</tr>
<tr>
<td>78. Are you Hispanic or Latino?</td>
<td>4 to 5 years &lt; 1%</td>
</tr>
<tr>
<td>Yes</td>
<td>6 to 10 years &lt; 1%</td>
</tr>
<tr>
<td>No</td>
<td>11 to 20 years &lt; 1%</td>
</tr>
<tr>
<td>79. Are you:</td>
<td>More than 20 years &lt; 1%</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>84. Are you considering leaving your organization within the next year?</td>
</tr>
<tr>
<td>Black or African American</td>
<td>No &lt; 1%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>Yes, to retire &lt; 1%</td>
</tr>
<tr>
<td>White</td>
<td>Yes, to take another job in the Federal Government &lt; 1%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>Yes, to take another job outside the Federal Government &lt; 1%</td>
</tr>
<tr>
<td>80. What is your age group?</td>
<td>Yes, other &lt; 1%</td>
</tr>
<tr>
<td>25 and under</td>
<td></td>
</tr>
<tr>
<td>26 - 29</td>
<td>85. I am planning to retire:</td>
</tr>
<tr>
<td>30 - 39</td>
<td>Within one year &lt; 1%</td>
</tr>
<tr>
<td>40 - 49</td>
<td>Between one and three years &lt; 1%</td>
</tr>
<tr>
<td>50 - 59</td>
<td>Between three and five years &lt; 1%</td>
</tr>
<tr>
<td>60 or older</td>
<td>Five or more years &lt; 1%</td>
</tr>
<tr>
<td>81. What is your pay category/grade?</td>
<td></td>
</tr>
<tr>
<td>Federal Wage System</td>
<td></td>
</tr>
<tr>
<td>GS 1-6</td>
<td></td>
</tr>
<tr>
<td>GS 7-12</td>
<td></td>
</tr>
<tr>
<td>GS 13-15</td>
<td></td>
</tr>
<tr>
<td>Senior Executive Service</td>
<td></td>
</tr>
<tr>
<td>Senior Level (SL) or Scientific or Professional (ST)</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
</tr>
</tbody>
</table>