

2009 NSF Human Capital Survey Trend Analysis

	Question	NSF 2002 % Positive	NSF 2004 % Positive	NSF 2006 % Positive	NSF 2007 % Positive	NSF 2008 % Positive	NSF 2009 % Positive
Personal Work Experiences	Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	67%	74%	75%	81%	76%	76%
	I have trust and confidence in my supervisor.	NA	NA	70%	76%	70%	74%
	The people I work with cooperate to get the job done.	80%	85%	88%	86%	88%	83%
	My work gives me a feeling of personal accomplishment.	73%	73%	79%	80%	79%	81%
	I like the kind of work I do.	78%	81%	83%	84%	86%	89%
	I am given a real opportunity to improve my skills in my organization.	66%	73%	74%	71%	77%	66%
	The workforce has job-relevant knowledge and skills necessary to accomplish organizational goals	76%	79%	78%	78%	82%	77%
	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	83%	83%	89%	86%	87%	78%
Recruitment Development Retention	The work I do is important.	91%	90%	90%	93%	89%	92%
	I know how my work relates to the agency's goals and priorities.	91%	89%	90%	95%	90%	92%
	My talents are used well in the workplace.	64%	64%	65%	72%	69%	69%
	Supervisors/team leaders in my work unit support employee development.	64%	74%	79%	75%	76%	74%
	My training needs are assessed.	51%	50%	53%	52%	59%	54%
	My work unit is able to recruit people with the right skills.	50%	58%	59%	61%	63%	53%

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Performance Culture	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	27%	27%	29%	31%	34%	31%
	Creativity and innovation are rewarded.	47%	52%	60%	60%	62%	61%
	Managers/supervisors/team leaders work well with employees of different backgrounds.	59%	66%	67%	71%	72%	69%
	Promotions in my work unit are based on merit.	43%	46%	50%	49%	50%	44%
	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	NA	NA	NA	71%	69%	71%
	In my work unit, differences in performance are recognized in a meaningful way.	NA	39%	42%	47%	44%	44%
	Pay raises depend on how well employees perform their jobs.	NA	NA	42%	39%	46%	40%
	My performance appraisal is a fair reflection of my performance.	72%	72%	76%	77%	78%	79%
	Discussions with my supervisor/team leader about my performance are worthwhile.	62%	62%	62%	67%	64%	65%
	My supervisor supports my need to balance work and family issues.	81%	83%	83%	82%	84%	81%

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Leadership	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	71%	65%	65%	62%	66%	59%
	Managers communicate the goals and priorities of the organization.	NA	65%	67%	65%	68%	67%
	I have a high level of respect for my organization's senior leaders.	NA	58%	63%	65%	64%	60%
	In my organization, leaders generate high levels of motivation and commitment in the workforce.	39%	45%	48%	50%	55%	49%
	Employees are protected from health and safety hazards on the job.	NA	88%	87%	88%	89%	86%
	My organization has prepared employees for potential security threats.	NA	88%	87%	85%	86%	81%
	My workload is reasonable.	63%	58%	58%	57%	59%	57%
	Employees have a feeling of personal empowerment with respect to work processes.	39%	46%	52%	53%	55%	50%

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Job Satisfaction	Considering everything, how satisfied are you with your job?	68%	72%	72%	77%	76%	76%
	How satisfied are you with the information you receive from management on what's going on in your organization?	53%	52%	55%	60%	61%	57%
	How satisfied are you with your involvement in decisions that affect your work?	58%	60%	60%	59%	66%	55%
	How satisfied are you with the policies and practices of your senior leaders?	NA	51%	53%	56%	56%	52%
	How satisfied are you with the recognition you receive for doing a good job?	60%	64%	69%	68%	69%	69%
	Considering everything, how satisfied are you with your pay?	65%	66%	72%	73%	74%	75%
	How satisfied are you with your opportunity to get a better job in your organization?	29%	34%	41%	39%	43%	39%
	How satisfied are you with the training you receive for your present job?	61%	64%	66%	61%	66%	64%

- Personal Work Experiences
- Recruitment Development Retention
- Performance Culture
- Leadership
- Job Satisfaction