	Population	Respondents
Supervisory Status		
Non supervisor	82.0%	70%
Team Leader	5.6%	13%
Supervisor	7.8%	9%
Manager	2.5%	3%
• Executive	2.1%	2%
Gender		
• Male	56%	54%
• Female	44%	42%
Are you: Hispanic or Latino		
• Yes	4.2%	4%
• No	95.8%	91%
Racial Category		
• White	76.5%	73%
Black or African-American	19.0%	15%
Native Hawaiian or Other Pacific Islande	r N/A - included in Asian category	0%
• Asian	3.9%	2%
• American Indian or Alaska Native	0.6%	0%
• Two or more races (not Hispanic or Latin	no) N/A	2%
Sub-Agency		
Corporate University	4.2%	3%
Div. of Administration	7.0%	7%
Division of Finance	3.7%	4%
Division of Information Technology	6.1%	6%
• Division of Insurance & Research	4.0%	4%
• Division of Resolutions and Receivership	os 4.7%	4%
Division of Supervision and Consumer Protection	56.8%	58%
Legal Division	8.8%	9%
Office of Inspector General	2.5%	3%
All Offices/Exec Support	2.2%	2%

FDIC Population and Respondents to 2007 Annual Employee Survey

2007 Annual Employee Survey (AES)

Survey Results

Federal Deposit Insurance Corporation Survey Sent: 4,698 | Surveys Returned: 3,596 | Response Rate: 76.5%

			_					
Person	al Work Experiences						_	
450	r T		1	NI 11	1	1		
AES Question #	Question Text	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree		Total N (survey returned
1	The people I work with cooperate to	977	1946	394	247	69		3633
1	get the job done.	27%	54%	11%	7%	2%		
	I am given a real opportunity to	572	1724	641	570	120		3627
2	improve my skills in my organization.	16%	48%	18%	16%	3%		
2	My work gives me a feeling of	1001	1682	527	313	106		3629
3	personal accomplishment.	28%	46%	15%	9%	3%		
4		1206	1788	385	188	66		3633
4	I like the kind of work I do.	33%	49%	11%	5%	2%		
5	I have trust and confidence in my	1164	1245	546	410	287		3652
5	supervisor.	32%	34%	15%	11%	8%		
		Very Good	Good	Fair	Poor	Very Poo	or	Total N (survey returned
	Overall, how good a job do you feel	1183	1185	710	338	242		3658
6	is being done by your immediate supervisor/team leader?	32%	32%	19%	9%	7%		
Retent	ion	_	-					-
AES Question		Strongly		Neither Agree nor		Strongly	Don't Know/No Basis to	Total N (survey
#	Question Text	Agree	Agree	Disagree	Disagree	Disagree	Judge	returned
	The workforce has the job-relevant	545	1954	434	468	164	57	3622
7	knowledge and skills necessary to accomplish organizational goals.	15%	54%	12%	13%	5%	2%	
0	My work unit is able to recruit	260	1161	851	644	375	336	3627
8	people with the right skills.	7%	32%	23%	18%	10%	9%	
0	I know how my work relates to the	1209	1974	282	183	79	10	3737
9	agency's goals and priorities.	32%	53%	8%	5%	2%	0%	
10	The work I do is important.	1392	1813	230	140	47	13	3635
10		38%	50%	6%	4%	1%	0%	
	Physical conditions (for example,	889	1937	374	284	125	21	3630
11	noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs	2404			0.04			
12	well. Supervisors/team leaders in my	<u>24%</u> 1093	53% 1520	10% 473	8% 285	3% 181	1% 43	3595
		100.2	1 16.00	11.7		101		

stion Text re a high level of respect for my nization's senior leaders. y organization, leaders generate hig s of motivation and commitment in vorkforce. agers review and evaluate the nization's progress toward meeting	11% 339 9% 1511 42% Strongl y Agree 291 8% yh 185 5% 284	33% 1522 42% 1334 37% Agree 1171 32% 772 21% 1729	18% 828 23% 352 10% Neither Agree nor Disagree 955 26% 920 25% 735	17% 484 13% 215 6% 0 0 0 0 0 0 0 104 30% 329	306 8% 151 4% Strongly Disagree 417 11% 603 16% 204	182 5% 37 1% Don't Know/No Basis to Judge 73 2% 76 2% 374	3661 3600 Total N (surveys returned 3663 3660 3655
ervisor/team leader about my ormance are worthwhile. agers/supervisors/team ers work well with employees fferent backgrounds. supervisor supports my need to nce work and family issues.	339 9% 1511 42% Strongl y Agree 291 8% 185 5%	1522 42% 1334 37% Agree 1171 32% 772 21%	828 23% 352 10% Neither Agree nor Disagree 955 26% 920 25%	484 13% 215 6% Disagree 756 21% 1104 30%	306 8% 151 4% Strongly Disagree 417 11% 603 16%	5% 37 1% Don't Know/No Basis to Judge 73 2% 76 2%	3600 Total N (surveys returned 3663 3660
ervisor/team leader about my ormance are worthwhile. agers/supervisors/team ers work well with employees fferent backgrounds. supervisor supports my need to nce work and family issues.	339 9% 1511 42% Strongl y Agree 291 8%	1522 42% 1334 37% Agree 1171 32%	828 23% 352 10% Neither Agree nor Disagree 955 26%	484 13% 215 6% Disagree 756 21%	306 8% 151 4% Strongly Disagree 417 11%	5% 37 1% Don't Know/No Basis to Judge 73 2%	3600 Total N (surveys returned 3663
ervisor/team leader about my ormance are worthwhile. agers/supervisors/team ers work well with employees fferent backgrounds. supervisor supports my need to nce work and family issues.	339 9% 1511 42% Strongl y Agree 291 8%	1522 42% 1334 37% Agree 1171 32%	828 23% 352 10% Neither Agree nor Disagree 955 26%	484 13% 215 6% Disagree 756 21%	306 8% 151 4% Strongly Disagree 417 11%	5% 37 1% Don't Know/No Basis to Judge 73 2%	3600 Total N (surveys returned 3663
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ervisor/team leader about my ormance are worthwhile. agers/supervisors/team ers work well with employees fferent backgrounds. supervisor supports my need to nce work and family issues.	339 9% 1511 42% Strongl y Agree	1522 42% 1334 37% Agree	828 23% 352 10% Neither Agree nor Disagree	484 13% 215 6% Disagree	306 8% 151 4% Strongly Disagree	5% 37 1% Don't Know/No Basis to Judge	3600 Total N (surveys returned
ervisor/team leader about my ormance are worthwhile. agers/supervisors/team ers work well with employees fferent backgrounds. supervisor supports my need to nce work and family issues.	339 9% 1511	1522 42% 1334	828 23% 352 10%	484 13% 215	306 8% 151	5% 37 1% Don't	3600
ervisor/team leader about my ormance are worthwhile. agers/supervisors/team ers work well with employees fferent backgrounds. supervisor supports my need to nce work and family issues.	339 9% 1511	1522 42% 1334	828 23% 352	484 13% 215	306 8% 151	5% 37	
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ervisor/team leader about my ormance are worthwhile. agers/supervisors/team ers work well with employees fferent backgrounds. supervisor supports my need to	339 9% 1511	1522 42% 1334	828 23% 352	484 13% 215	306 8% 151	5% 37	
ervisor/team leader about my ormance are worthwhile. agers/supervisors/team ers work well with employees fferent backgrounds. supervisor supports my need to	339 9% 1511	1522 42% 1334	828 23% 352	484 13% 215	306 8% 151	5% 37	
ervisor/team leader about my ormance are worthwhile. agers/supervisors/team ers work well with employees fferent backgrounds.	339 9%	1522 42%	828 23%	484 13%	306 8%	5%	
ervisor/team leader about my ormance are worthwhile. agers/supervisors/team ers work well with employees	339	1522	828	484	306		3661
ervisor/team leader about my prmance are worthwhile.						100	2661
				170/	17%	3%	
	571	1200	000	030	030	100	3043
• •							3643
							3643
							0.110
							3150
ningful way.	3%	12%	18%	27%	31%	9%	
prmance are recognized in a							
	103	365	571	846	989	277	3151
aisal, I understand what I had					21%		
y most recent performance	327	982	608	744	749	227	3637
irded.	3%	21%	30%	28%	15%	4%	
itivity and innovation are	93	784	1099	1023	564	133	3696
with a poor performer who not or will not improve.	5%	18%	18%	17%	21%	21%	
y work unit, steps are taken to	166	671	645	615	758	774	3629
ed on merit.							5051
stion Text	Strongly Agree	Agree	Agree nor Disagree	Disagree	Strongly Disagree	Basis to Judge	Total N (surveys returnec 3631
						Don't	
e Culture						-	
				-			
aining needs are assessed.	12%	43%	18%	20%	6%	1%	
	418	1572	667	710	232	34	3633
place.							0001
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	aining needs are assessed.	opment.30%ilents are used well in the olace.537alining needs are assessed.15%alining needs are assessed.41812%12%se CultureStrongly Agreeotions in my work unit are d on merit.d on merit.6%v work unit, steps are taken to with a poor performer who ot or will not improve.fivity and innovation are rded.93rded.3%rmost recent performance aisal, I understand what I had to be rated at different rmance are recognized in a ningful way.9%rwork unit, differences in rmance are recognized in a aises depend on how well pyees perform their jobs.5%erformance appraisal is a fair tion of my performance.12%ussions with my397	opment.30%42%ilents are used well in the place.5371699olace.15%47%aining needs are assessed.418157212%43%43% e CultureStrongly AgreeAgreeotions in my work unit are d on merit.219785d on merit.6%22%work unit, steps are taken to with a poor performer who ot or will not improve.166671work unit, steps are taken to with a poor performance aisal, I understand what I had to be rated at different rmance levels.3%21%work unit, differences in rmance are recognized in a aingful way.3%12%aises depend on how well oyees perform their jobs.145480oyees performance.12%38%usions with my rvisor/team leader about my3971200	opment. 30% 42% 13% ilents are used well in the place. 537 1699 492 aining needs are assessed. 15% 47% 14% aining needs are assessed. 418 1572 667 12% 43% 18% re Culture Neither Agree Agree Agree nor Disagree otions in my work unit are d on merit. 219 785 794 6% 22% 22% vork unit, steps are taken to with a poor performer who ot or will not improve. 5% 18% 18% ivity and innovation are reded. 93 784 1099 30% reded. 327 982 608 327 982 608 aisal, I understand what I had to be rated at different rmance levels. 9% 27% 17% rwork unit, differences in rmance are recognized in a aingful way. 3% 12% 18% aises depend on how well 145 480 497 poyees perf	opment. 30% 42% 13% 8% lents are used well in the place. 537 1699 492 579 place. 15% 47% 14% 16% aining needs are assessed. 418 1572 667 710 12% 43% 18% 20% re Culture Neither Agree nor Disagree Agree nor Disagree Disagree Disagree Disagree of on merit. 6% 22% 22% 21% 746 d on merit. 6% 22% 22% 21% 746 d on merit. 6% 22% 22% 21% 746 d on merit. 5% 18% 18% 17% work unit, steps are taken to with a poor performer who bot or will not improve. 5% 18% 18% 17% gded. 784 1099 1023 3% 21% 30% 28% rmost recent performance sisal, I understand what I had to be rated at different rmance are recognized in a singful way. <td< td=""><td>opment. 30% 42% 13% 8% 5% lents are used well in the place. 537 1699 492 579 314 laning needs are assessed. 418 1572 667 710 232 aining needs are assessed. 418 1572 667 710 232 tion Text Strongly Agree Agree Agree Disagree Disagree<</td><td>opment. 30% 42% 13% 8% 5% 1% lents are used well in the place. 537 1699 492 579 314 13 place. 15% 47% 14% 16% 9% 0% aining needs are assessed. 11% 15% 667 710 232 34 12% 43% 18% 20% 6% 1% ke Culture biagree Disagree Disagree Judge option Text down merit. 6% 22% 22% 21% 20% 10% option my work unit are 166 671 645 615 758 774 option my rove. 5% 18% 18% 17% 21% 21% option will not improve. 5% 18% 18% 17% 21% 21% 10% option will not improve. 5% 18% 18% 17%<!--</td--></td></td<>	opment. 30% 42% 13% 8% 5% lents are used well in the place. 537 1699 492 579 314 laning needs are assessed. 418 1572 667 710 232 aining needs are assessed. 418 1572 667 710 232 tion Text Strongly Agree Agree Agree Disagree Disagree<	opment. 30% 42% 13% 8% 5% 1% lents are used well in the place. 537 1699 492 579 314 13 place. 15% 47% 14% 16% 9% 0% aining needs are assessed. 11% 15% 667 710 232 34 12% 43% 18% 20% 6% 1% ke Culture biagree Disagree Disagree Judge option Text down merit. 6% 22% 22% 21% 20% 10% option my work unit are 166 671 645 615 758 774 option my rove. 5% 18% 18% 17% 21% 21% option will not improve. 5% 18% 18% 17% 21% 21% 10% option will not improve. 5% 18% 18% 17% </td

28	Employees are protected from health and	1055	2033	329	105	48	60	3630
20	safety hazards on the job.	29%	56%	9%	3%	1%	2%	
	Employees have a feeling of personal	96	682	817	1228	815	52	3690
29	empowerment with respect to work							
	processes.	3%	18%	22%	33%	22%	1%	
30	My workload is reasonable.	324	1761	476	704	358	10	3633
	5	9%	48%	13%	19%	10%	0%	
31	Managers communicate the goals and	269	1517	805	662	333	71	3657
	priorities of the organization.	7%	41%	22%	18%	9%	2%	
32	My organization has prepared employees	649	1925	560	305	85	105	3629
-	for potential security threats.	18%	53%	15%	8%	2%	3%	
					_		_	
Job Sa	tisfaction							
		r			r	-		
AES				Neither Satisfied				Total N
Question #	Question Text	Very Satisfied	Satisfied	Nor Dissatisfied	Dissatisf	Very Dissatisfied		(surveys
#	Information you receive from	204	1098	904	ied 973	437		returned) 3616
33	management on what's going on in your	204	1090	904	915	437		3010
55	organization?	6%	30%	25%	27%	12%		
	Your involvement in decisions that affect	239	1210	971	953	245		3618
34	your work?	7%	33%	27%	26%	7%		0010
	Opportunity to get a better job in your organization?	173	911	1228	834	464		3610
35		5%	25%	34%	23%	13%		0010
0/	Recognition you receive for doing a good job?	306	1184	725	960	443		3618
36		8%	33%	20%	27%	12%		
07	Policies and practices of your senior leaders?	166	829	1084	976	555		3610
37		5%	23%	30%	27%	15%		
38	Training you receive for your present job?	359	1705	815	574	165		3618
		10%	47%	23%	16%	5%		
39	Considering everything, how satisfied are you with your job?	479	1909	670	444	125		3627
37		13%	53%	18%	12%	3%		
10	Considering everything, how satisfied are	625	1694	541	553	200		3613
40	you with your pay?	17%	47%	15%	15%	6%		