



2009 Annual Employee Survey (AES) Survey Results

Federal Deposit Insurance Corporation

Survey Sent: 6,691 | Surveys Returned: 3,869 | Response Rate: 58%

What is your supervisory status?

	Valid N	%
Non-supervisor	2843	74%
Team Leader	480	13%
Supervisor	355	9%
Manager	105	3%
Executive	57	1%

Are you...

	Valid N	%
Male	2198	58%
Female	1585	42%

Are you Hispanic or Latino?

	Valid N	%
Yes	176	5%
No	3600	95%

Please select the racial category or categories with which you most closely identify.
(Please select one or more)

	Valid N	%
White	2988	78%
Black or African-American	569	15%
Native Hawaiian or other Pac. Islander	21	1%
Asian	148	4%
American Indian or Alaskan Native	61	2%
Two or more races		

What is your agency subcomponent?

	Valid N	%
Corporate University	194	5%
Division of Administration	230	6%
Division of Finance	92	2%
Division of Information Technology	185	5%
Division of Insurance and Research	119	3%
Division of Resolutions and Receiverships	663	17%
Division of Supervision and Consumer Protection	1930	50%
Legal Division	331	9%
Office of Inspector General	52	1%
All other Offices (including Executive Offices)	63	2%

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Personal Work Experiences									
OPM's AES Question #	FDIC's AES Question #	Question Text	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree		Total N (surveys returned)
1	113	The people I work with cooperate to get the job done.	1463 38%	1898 49%	302 8%	147 4%	31 1%		3841
2	110	I am given a real opportunity to improve my skills in my organization.	1278 33%	1952 51%	314 9%	195 5%	81 2%		3843
3	112	My work gives me a feeling of personal accomplishment.	1518 39%	1722 45%	388 11%	165 4%	51 1%		3844
4	111	I like the kind of work I do.	1676 44%	1716 45%	316 7%	100 3%	39 1%		3847
5	84	I have trust and confidence in my supervisor.	1553 41%	1377 36%	427 11%	307 8%	157 4%		3821
			Very Good	Good	Fair	Poor	Very Poor		Total N (surveys returned)
6	85	Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	1608 42%	1282 33%	589 16%	232 6%	134 3%		3845
Recruitment, Development, and Retention									
OPM's AES Question #	FDIC's AES Question #	Question Text	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know/No Basis to Judge	Total N (surveys returned)
7	96	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	750 20%	2211 58%	415 11%	317 8%	92 2%	52 1%	3837
8	98	My work unit is able to recruit people with the right skills.	522 14%	1576 42%	832 22%	390 10%	151 4%	316 8%	3787
9	3	I know how my work relates to the agency's goals and priorities.	1927 50%	1727 45%	141 4%	47 1%	17 0%	1 0%	3860
10	105	The work I do is important.	1959 51%	1655 43%	150 5%	51 1%	13 0%	17 0%	3845
11	102	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	1097 29%	2014 52%	382 11%	243 6%	83 2%	18 0%	3837
12	81	Supervisors/team leaders in my work unit support employee development.	1300 34%	1648 43%	486 12%	207 5%	141 4%	69 2%	3851
13	107	My talents are used well in the workplace.	898 23%	1810 47%	498 13%	432 11%	176 5%	21 1%	3835
14	106	My training needs are assessed.	704 18%	1699 44%	736 20%	505 13%	139 4%	57 1%	3840

Performance Culture									
OPM's AES Question #	FDIC's AES Question #	Question Text	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know/No Basis to Judge	Total N (surveys returned)
15	108	Promotions in my work unit are based on merit.	480 13%	1135 30%	812 20%	413 11%	363 9%	634 17%	3837
16	88	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	298 8%	936 24%	739 20%	505 13%	360 9%	1010 26%	3848
17	16	Creativity and innovation are rewarded.	267 7%	1299 34%	1256 33%	582 15%	211 5%	236 6%	3851
18	92	In my most recent performance appraisal, I understand what I had to do to be rated at different performance levels.	597 16%	1520 40%	620 15%	452 12%	263 7%	394 10%	3846
19	89	In my work unit, differences in performance are recognized in a meaningful way.	347 9%	1061 28%	860 22%	601 16%	343 9%	632 16%	3844
20	90	Pay raises depend on how well employees perform their jobs.	384 10%	1155 30%	803 21%	541 14%	363 9%	605 16%	3851
21	86	My performance appraisal is a fair reflection of my performance.	579 15%	1700 44%	592 15%	420 11%	217 6%	347 9%	3855
22	87	Discussions with my supervisor/team leader about my performance are worthwhile.	667 17%	1523 40%	682 17%	484 13%	264 7%	233 6%	3853
23	67	Managers/supervisors/team leaders work well with employees of different backgrounds.	769 20%	1858 48%	605 16%	272 7%	150 4%	189 5%	3843
24	138	My supervisor supports my need to balance work and family issues.	1602 42%	1522 40%	386 10%	134 3%	113 3%	86 2%	3843
Leadership									
OPM's AES Question #	FDIC's AES Question #	Question Text	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know/No Basis to Judge	Total N (surveys returned)
25	61	I have a high level of respect for my organization's senior leaders.	840 22%	1808 47%	725 18%	290 8%	111 3%	76 2%	3850
26	62	In my organization, leaders generate high levels of motivation and commitment in the workforce.	520 14%	1480 39%	1002 25%	548 14%	183 5%	108 3%	3841
27	66	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	732 19%	2005 52%	519 14%	142 4%	81 2%	351 9%	3830
28	103	Employees are protected from health and safety hazards on the job.	1312 34%	2099 55%	272 7%	67 2%	33 1%	50 1%	3833
29	23	Employees have a feeling of personal empowerment with respect to work processes.	339 9%	1472 38%	1002 26%	686 18%	275 7%	69 2%	3843
30	95	My workload is reasonable.	478 12%	1940 51%	498 12%	640 17%	259 7%	24 1%	3839
31	68	Managers communicate the goals and priorities of the organization.	687 18%	2013 52%	603 17%	325 8%	132 3%	81 2%	3841
32	104	My organization has prepared employees for potential security threats.	958 25%	2014 52%	464 13%	217 6%	56 1%	128 3%	3837

Job Satisfaction

OPM's AES Question #	FDIC's AES Question #	Question Text	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied		Total N (surveys returned)
33	143	Information you receive from management on what's going on in your organization?	533	1867	848	436	151		3835
			14%	49%	22%	11%	4%		
34	139	Your involvement in decisions that affect your work?	552	1822	874	496	95		3839
			14%	47%	24%	13%	2%		
35	142	Opportunity to get a better job in your organization?	414	1345	1222	579	252		3812
			11%	35%	32%	15%	7%		
36	141	Recognition you receive for doing a good job?	583	1615	834	613	197		3842
			15%	42%	22%	16%	5%		
37	144	Policies and practices of your senior leaders?	475	1675	1088	419	170		3827
			12%	44%	29%	11%	4%		
38	140	Training you receive for your present job?	570	1836	825	484	122		3837
			15%	48%	21%	13%	3%		
39	146	Considering everything, how satisfied are you with your job?	1085	2003	477	221	52		3838
			28%	52%	13%	6%	1%		
40	145	Considering everything, how satisfied are you with your pay?	832	1919	534	443	115		3843
			22%	50%	13%	12%	3%		