

FARM CREDIT SYSTEM INSURANCE CORPORATION

2012 Federal Human Capital Survey Results

This section of the survey addresses individuals' own work experiences or their personal opinions/attitudes about various aspects of their job. These questions are often used in private sector surveys and help to compare Government employees' opinions with their private sector counterparts.

Question Number	Question	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
1	The people I work with cooperate to get the job done.	10					10
2	I am given a real opportunity to improve my skills in my organization.	10					10
3	My training needs are assessed.	8	2				10
4	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).	10					10
5	I feel encouraged to come up with new and better ways of doing things.	9	1				10
6	I have enough information to do my job well.	9	1				10
7	I know what is expected of me on the job.	9	1				10
8	When needed, I am willing to put in the extra effort to get a job done.	10					10
9	I am constantly looking for ways to do my job better.	10					10
10	I am held accountable for achieving results.	10					10
11	My work gives me a feeling of personal accomplishment.	8	2				10
12	I like the kind of work I do.	9	1				10
13	I have trust and confidence in my supervisor.	9	1				10
14	Supervisors/team leaders in my work unit support employee development.	10					10
15	Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	9	1				10

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This section of the survey asks six questions about agency conditions related to the effective recruitment, development, and retention of employees.

<i>Question Number</i>	<i>Question</i>	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>Total</i>
16	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	8	2				10
17	My agency is successful in accomplishing its mission.	10					10
18	I have sufficient resources (for example, people, materials, budget) to get my job done.	9	1				10
19	My work unit is able to recruit people with the right skills.	8	1	1			10
20	I recommend my agency as a good place to work.	10					10
21	I believe that the results of this survey will be used to make my agency a better place to work.	8	1	1			10
22	My talents are used well in the workplace.	10					10
23	I know how my work relates to the agency's goals and priorities.	10					10
24	The work I do is important.	8	2				10
25	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	8	2				10

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This section of the survey asks eleven questions on whether the agency's culture motivates employees to achieve optimal performance and whether the agency fosters a climate that values diversity in the workplace.

<i>Question Number</i>	<i>Question</i>	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>Don't Know</i>	<i>Total</i>
26	Promotions in my work unit are based on merit.	9					1	10
27	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	6	3				1	10
28	My supervisor supports my need to balance work and family issues.	10						10
29	Awards in my work unit depend on how well employees perform their jobs.	8	1	1				10
30	Employees in my work unit share job knowledge with each other.	9	1					10
31	Creativity and innovation are rewarded.	10						10
32	Pay raises depend on how well employees perform their jobs.	7	1		1		1	10
33	How would you rate the overall quality of work done by your work unit?	10						10
34	In my work unit, differences in performance are recognized in a meaningful way.	7	2				1	10
35	My performance appraisal is a fair reflection of my performance.	10						10
36	Discussions with my supervisor/team leader about my performance are worthwhile.	9	1					10
37	Employees are recognized for providing high quality products and services.	9	1					10
38	Arbitrary action, personal favoritism and coercion for partisan	9	1					10

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	political purposes are not tolerated.							
39	Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.	10						10
40	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring)	10						10
41	Managers/supervisors/team leaders work well with employees of different backgrounds.	10						10

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This section of the survey asks ten questions about agency leadership and management practices and seeks to learn whether leadership fosters a culture of honesty, integrity, trust, openness, and respect for individuals.

<i>Question Number</i>	<i>Question</i>	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>Do Not Know</i>	<i>Total</i>
42	I have a high level of respect for my organization's senior leaders.	10						10
43	My workload is reasonable.	10						10
44	My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	10						10
45	My supervisor/team leader provides me with constructive suggestions to improve my job performance.	10						10
46	My supervisor/team leader listens to what I have to say.	10						10
47	My supervisor/team leader treats me with respect.	10						10
48	In the last six months, my supervisor/team leader has talked to me about my performance.	6	2	1	1			10
49	My organization's leaders maintain high standards of honesty and integrity.	10						10
50	Managers promote communication among different work units (for example, about projects, goals, needed resources).	9	1					10
51	Employees have a feeling of personal empowerment with respect to work processes.	9	1					10
52	In my organization, leaders generate high levels of motivation and commitment in the workplace.	9	1					10
53	Managers communicate the goals and priorities of the organization.	10						10
54	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	10						10
55	Employees are protected from health and safety hazards on the job.	9	1					10
56	My organization has prepared employees for potential security threats.	8	2					10

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57	Prohibited Personal Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veteran's preference requirements) are not tolerated.	10						10
58	I can disclose a suspected violation of any law, rule of regulation without fear of reprisal.	10						10

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This section of the survey asks nine questions regarding how satisfied individuals are with various aspects of their jobs. These questions are often used in private sector surveys and help to compare Government employees' opinions with their private sector counterparts.

<i>Question Number</i>	<i>Question</i>	<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Dissatisfied nor Satisfied</i>	<i>Dissatisfied Disagree</i>	<i>Very Dissatisfied</i>	<i>Total</i>
59	How satisfied are you with your involvement in decisions that affect your work?	10					10
60	How satisfied are you with the information you receive from management on what's going on in your organization?	8	1	1			10
61	How satisfied are you with the recognition you receive for doing a good job?	8	2				10
62	How satisfied are you with the policies and practices of your senior leaders?	9	1				10
63	How satisfied are you with your opportunity to get a better job in your organization?	9		1			10
64	How satisfied are you with the training you receive for your present job?	9	1				10
65	Considering everything, how satisfied are you with your job?	9	1				10
66	Considering everything, how satisfied are you with your pay?	8	2				10
67	Considering everything, how satisfied are you with your organization?	9					9