

**2008 Federal Human Capital Survey
Department of Veterans Affairs Trend Report
Number of Surveys Returned: 3283**

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"

<i>Positive Responses</i>		<i>Neutral Responses</i>	<i>Negative Responses</i>		<i>Do Not Know/No Basis to Judge</i>
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</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>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>No Basis to Judge</i>
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	<i>No Basis to Judge</i>
<i>Very Good</i>	<i>Good</i>	<i>Fair</i>	<i>Poor</i>	<i>Very Poor</i>	

Department of Veterans Affairs Trend Report

Personal Work Experiences

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	83.9%	8.4%	7.7%
2008 Department of Veterans Affairs	80.9%	8.3%	10.8%
2006 Department of Veterans Affairs	77.5%	10.2%	12.3%
2004 Department of Veterans Affairs	84.3%	7.7%	8.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	64.0%	17.9%	18.1%
2008 Department of Veterans Affairs	64.3%	14.7%	21.1%
2006 Department of Veterans Affairs	58.9%	18.6%	22.5%
2004 Department of Veterans Affairs	65.0%	18.0%	17.0%

03 I have enough information to do my job well.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	73.4%	15.2%	11.4%
2008 Department of Veterans Affairs	77.0%	12.1%	10.9%
2006 Department of Veterans Affairs	73.1%	15.7%	11.2%
2004 Department of Veterans Affairs	78.3%	11.4%	10.3%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	60.7%	19.4%	19.9%
2008 Department of Veterans Affairs	59.7%	18.2%	22.2%
2006 Department of Veterans Affairs	59.2%	17.9%	22.9%
2004 Department of Veterans Affairs	63.4%	19.6%	17.1%

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Personal Work Experiences

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	73.4%	14.9%	11.7%
2008 Department of Veterans Affairs	76.9%	12.2%	10.9%
2006 Department of Veterans Affairs	76.2%	11.9%	11.9%
2004 Department of Veterans Affairs	75.6%	14.6%	9.8%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	83.8%	11.0%	5.2%
2008 Department of Veterans Affairs	86.9%	10.4%	2.7%
2006 Department of Veterans Affairs	87.6%	8.5%	3.8%
2004 Department of Veterans Affairs	87.4%	8.9%	3.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	64.2%	17.8%	18.0%
2008 Department of Veterans Affairs	61.2%	20.2%	18.6%
2006 Department of Veterans Affairs	58.7%	20.0%	21.4%
2004 Department of Veterans Affairs	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	65.5%	19.6%	14.9%
2008 Department of Veterans Affairs	69.2%	17.9%	12.9%
2006 Department of Veterans Affairs	65.3%	19.9%	14.8%
2004 Department of Veterans Affairs	69.0%	19.3%	11.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	66.2%	20.9%	12.9%
2008 Department of Veterans Affairs	63.0%	23.3%	13.7%
2006 Department of Veterans Affairs	61.9%	23.1%	15.0%
2004 Department of Veterans Affairs	67.1%	19.1%	13.8%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	83.4%	13.5%	3.0%
2008 Department of Veterans Affairs	83.7%	12.7%	3.6%
2006 Department of Veterans Affairs	82.3%	15.6%	2.1%
2004 Department of Veterans Affairs	84.4%	13.4%	2.3%

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Recruitment, Development, & Retention

11 *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	73.8%	15.1%	10.4%	0.7%
2008 Department of Veterans Affairs	74.3%	15.3%	9.7%	0.7%
2006 Department of Veterans Affairs	72.4%	16.8%	10.3%	0.4%
2004 Department of Veterans Affairs	74.2%	15.9%	9.2%	0.8%

12 *My supervisor supports my need to balance work and other life issues.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	75.3%	13.4%	10.6%	0.6%
2008 Department of Veterans Affairs	68.0%	17.9%	13.3%	0.8%
2006 Department of Veterans Affairs	74.3%	14.2%	10.5%	1.1%
2004 Department of Veterans Affairs	79.5%	10.8%	9.3%	0.5%

13 *Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	60.6%	21.0%	17.4%	1.0%
2008 Department of Veterans Affairs	54.9%	22.4%	20.6%	2.0%
2006 Department of Veterans Affairs	55.9%	23.0%	20.0%	1.2%
2004 Department of Veterans Affairs	59.6%	21.0%	18.6%	0.8%

14 *My work unit is able to recruit people with the right skills.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	44.9%	27.8%	24.5%	2.8%
2008 Department of Veterans Affairs	53.1%	21.4%	23.4%	2.2%
2006 Department of Veterans Affairs	49.0%	23.9%	24.5%	2.6%
2004 Department of Veterans Affairs	52.0%	24.8%	21.2%	2.1%

15 *The skill level in my work unit has improved in the past year.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	52.7%	27.2%	17.4%	2.6%
2008 Department of Veterans Affairs	57.9%	24.5%	14.8%	2.8%
2006 Department of Veterans Affairs	53.9%	26.0%	18.8%	1.3%
2004 Department of Veterans Affairs	57.2%	28.0%	14.4%	0.4%

16 *I have sufficient resources (for example, people, materials, budget) to get my job done.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	51.2%	18.1%	29.9%	0.8%
2008 Department of Veterans Affairs	52.6%	18.0%	28.3%	1.0%
2006 Department of Veterans Affairs	46.9%	20.2%	31.6%	1.4%
2004 Department of Veterans Affairs	53.4%	18.0%	28.1%	0.5%

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Recruitment, Development, & Retention

17 *My workload is reasonable.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	60.0%	16.2%	23.3%	0.5%
2008 Department of Veterans Affairs	60.7%	13.7%	24.7%	0.9%
2006 Department of Veterans Affairs	55.7%	16.3%	27.4%	0.7%
2004 Department of Veterans Affairs	59.7%	14.4%	25.0%	1.0%

18 *My talents are used well in the workplace.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	62.3%	17.0%	19.8%	0.9%
2008 Department of Veterans Affairs	64.6%	15.3%	18.6%	1.5%
2006 Department of Veterans Affairs	60.3%	18.3%	20.9%	0.6%
2004 Department of Veterans Affairs	67.1%	17.8%	14.5%	0.5%

19 *I know how my work relates to the agency's goals and priorities.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	83.9%	10.3%	5.1%	0.6%
2008 Department of Veterans Affairs	86.4%	10.4%	2.1%	1.2%
2006 Department of Veterans Affairs	84.8%	8.9%	5.5%	0.8%
2004 Department of Veterans Affairs	88.0%	7.7%	3.6%	0.7%

20 *The work I do is important.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	90.8%	6.3%	2.6%	0.2%
2008 Department of Veterans Affairs	95.1%	2.7%	2.2%	0.0%
2006 Department of Veterans Affairs	94.2%	4.5%	1.1%	0.2%
2004 Department of Veterans Affairs	95.2%	3.4%	1.2%	0.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	67.2%	14.6%	17.7%	0.5%
2008 Department of Veterans Affairs	64.1%	15.5%	20.0%	0.4%
2006 Department of Veterans Affairs	63.3%	16.8%	19.1%	0.8%
2004 Department of Veterans Affairs	68.0%	15.5%	16.3%	0.3%

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Performance Culture

22 *Promotions in my work unit are based on merit.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	35.2%	26.2%	34.0%	4.6%
2008 Department of Veterans Affairs	34.2%	27.1%	33.3%	5.4%
2006 Department of Veterans Affairs	29.0%	26.0%	40.7%	4.4%
2004 Department of Veterans Affairs	33.2%	28.9%	33.1%	4.8%

23 *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	29.6%	26.5%	37.3%	6.5%
2008 Department of Veterans Affairs	32.2%	24.1%	39.9%	3.9%
2006 Department of Veterans Affairs	31.0%	24.3%	40.1%	4.7%
2004 Department of Veterans Affairs	29.4%	29.1%	37.6%	4.0%

24 *Employees have a feeling of personal empowerment with respect to work processes.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	43.8%	28.5%	25.4%	2.3%
2008 Department of Veterans Affairs	42.8%	28.1%	27.4%	1.6%
2006 Department of Veterans Affairs	40.7%	27.3%	30.3%	1.8%
2004 Department of Veterans Affairs	47.0%	26.7%	25.3%	1.0%

25 *Employees are rewarded for providing high quality products and services to customers.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	46.1%	23.6%	28.0%	2.2%
2008 Department of Veterans Affairs	42.3%	25.5%	30.3%	2.0%
2006 Department of Veterans Affairs	39.3%	21.5%	38.0%	1.2%
2004 Department of Veterans Affairs	38.9%	24.1%	34.3%	2.7%

26 *Creativity and innovation are rewarded.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	40.0%	28.1%	29.3%	2.5%
2008 Department of Veterans Affairs	36.9%	27.0%	33.5%	2.6%
2006 Department of Veterans Affairs	35.8%	26.9%	35.9%	1.3%
2004 Department of Veterans Affairs	33.5%	30.1%	32.9%	3.5%

27 *Pay raises depend on how well employees perform their jobs.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	25.6%	26.7%	42.5%	5.2%
2008 Department of Veterans Affairs	24.4%	22.0%	49.3%	4.4%
2006 Department of Veterans Affairs	18.7%	25.2%	52.3%	3.8%
2004 Department of Veterans Affairs	N/A	N/A	N/A	N/A

28 *Awards in my work unit depend on how well employees perform their jobs.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	41.4%	23.2%	30.9%	4.4%
2008 Department of Veterans Affairs	38.4%	23.3%	33.4%	4.9%
2006 Department of Veterans Affairs	33.2%	22.1%	40.9%	3.8%
2004 Department of Veterans Affairs	35.4%	27.6%	34.6%	2.4%

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Performance Culture

29 *In my work unit, differences in performance are recognized in a meaningful way.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	31.4%	30.5%	33.8%	4.2%
2008 Department of Veterans Affairs	31.2%	33.2%	33.2%	2.3%
2006 Department of Veterans Affairs	28.6%	25.7%	42.7%	3.0%
2004 Department of Veterans Affairs	27.8%	32.6%	36.9%	2.7%

30 *My performance appraisal is a fair reflection of my performance.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	63.2%	18.0%	16.7%	2.2%
2008 Department of Veterans Affairs	62.2%	18.5%	16.5%	2.8%
2006 Department of Veterans Affairs	59.5%	18.7%	20.4%	1.4%
2004 Department of Veterans Affairs	68.0%	17.0%	14.3%	0.7%

31 *Discussions with my supervisor/team leader about my performance are worthwhile.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	56.2%	23.1%	19.0%	1.8%
2008 Department of Veterans Affairs	54.7%	26.5%	16.6%	2.1%
2006 Department of Veterans Affairs	49.7%	23.3%	26.4%	0.7%
2004 Department of Veterans Affairs	60.1%	19.1%	19.7%	1.0%

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).*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	64.3%	15.9%	16.2%	3.6%
2008 Department of Veterans Affairs	67.2%	14.2%	14.9%	3.7%
2006 Department of Veterans Affairs	N/A	N/A	N/A	N/A
2004 Department of Veterans Affairs	N/A	N/A	N/A	N/A

33 *I am held accountable for achieving results.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	81.8%	12.7%	4.8%	0.8%
2008 Department of Veterans Affairs	80.3%	15.4%	3.5%	0.8%
2006 Department of Veterans Affairs	77.1%	14.8%	7.4%	0.7%
2004 Department of Veterans Affairs	82.2%	13.3%	4.0%	0.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	56.8%	25.7%	11.0%	6.5%
2008 Department of Veterans Affairs	56.2%	28.2%	11.1%	4.5%
2006 Department of Veterans Affairs	52.1%	28.5%	14.8%	4.6%
2004 Department of Veterans Affairs	56.5%	26.7%	12.6%	4.2%

Department of Veterans Affairs Trend Report

Performance Culture

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	59.7%	23.8%	10.6%	5.9%
2008 Department of Veterans Affairs	62.2%	23.7%	10.2%	3.9%
2006 Department of Veterans Affairs	61.0%	22.3%	12.9%	3.9%
2004 Department of Veterans Affairs	62.2%	22.5%	10.9%	4.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	65.2%	19.4%	12.2%	3.3%
2008 Department of Veterans Affairs	63.0%	20.9%	13.2%	3.0%
2006 Department of Veterans Affairs	61.5%	19.5%	16.6%	2.4%
2004 Department of Veterans Affairs	64.2%	19.1%	14.3%	2.4%

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Leadership

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	51.8%	22.7%	24.9%	0.6%
2008 Department of Veterans Affairs	50.6%	24.2%	24.7%	0.5%
2006 Department of Veterans Affairs	47.4%	24.5%	27.5%	0.6%
2004 Department of Veterans Affairs	53.2%	18.0%	28.4%	0.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	39.9%	28.0%	31.3%	0.9%
2008 Department of Veterans Affairs	38.8%	29.8%	30.3%	1.0%
2006 Department of Veterans Affairs	39.0%	26.9%	33.7%	0.5%
2004 Department of Veterans Affairs	40.7%	25.4%	33.2%	0.7%

39 *My organization's leaders maintain high standards of honesty and integrity.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	49.5%	25.7%	21.6%	3.1%
2008 Department of Veterans Affairs	42.9%	33.0%	21.8%	2.3%
2006 Department of Veterans Affairs	45.3%	25.5%	27.5%	1.7%
2004 Department of Veterans Affairs	48.1%	24.7%	24.5%	2.8%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	59.7%	21.4%	18.1%	0.8%
2008 Department of Veterans Affairs	61.6%	21.7%	16.1%	0.6%
2006 Department of Veterans Affairs	57.6%	21.1%	20.8%	0.6%
2004 Department of Veterans Affairs	64.8%	17.5%	17.0%	0.8%

41 *Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	57.5%	23.6%	13.7%	5.1%
2008 Department of Veterans Affairs	61.2%	24.0%	11.8%	3.0%
2006 Department of Veterans Affairs	58.9%	22.8%	15.0%	3.3%
2004 Department of Veterans Affairs	64.4%	19.8%	12.3%	3.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	76.2%	13.2%	9.6%	1.1%
2008 Department of Veterans Affairs	77.5%	12.7%	8.7%	1.1%
2006 Department of Veterans Affairs	76.6%	11.9%	11.2%	0.4%
2004 Department of Veterans Affairs	78.3%	11.9%	9.5%	0.3%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	74.1%	15.6%	8.9%	1.4%
2008 Department of Veterans Affairs	70.2%	17.9%	11.2%	0.8%
2006 Department of Veterans Affairs	73.1%	15.2%	10.6%	1.1%
2004 Department of Veterans Affairs	75.6%	13.9%	8.9%	1.6%

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Leadership

44 *Complaints, disputes or grievances are resolved fairly in my work unit.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	39.4%	27.5%	20.8%	12.2%
2008 Department of Veterans Affairs	39.2%	28.6%	25.8%	6.4%
2006 Department of Veterans Affairs	43.7%	22.4%	26.1%	7.8%
2004 Department of Veterans Affairs	45.0%	26.4%	22.0%	6.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	47.7%	23.4%	21.5%	7.4%
2008 Department of Veterans Affairs	45.4%	26.2%	23.2%	5.2%
2006 Department of Veterans Affairs	47.0%	22.6%	25.1%	5.3%
2004 Department of Veterans Affairs	49.0%	22.0%	23.2%	5.8%

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.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	60.1%	19.2%	11.5%	9.2%
2008 Department of Veterans Affairs	58.3%	22.8%	12.7%	6.2%
2006 Department of Veterans Affairs	60.0%	20.4%	13.9%	5.8%
2004 Department of Veterans Affairs	63.0%	17.1%	12.0%	7.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	50.5%	22.6%	19.0%	7.9%
2008 Department of Veterans Affairs	52.3%	22.5%	20.6%	4.5%
2006 Department of Veterans Affairs	51.3%	21.6%	22.2%	4.8%
2004 Department of Veterans Affairs	50.0%	22.7%	19.3%	8.1%

Department of Veterans Affairs Trend Report

Learning (Knowledge Management)

48 *Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	58.3%	22.3%	18.2%	1.3%
2008 Department of Veterans Affairs	57.2%	21.5%	20.0%	1.3%
2006 Department of Veterans Affairs	54.2%	22.9%	21.8%	1.2%
2004 Department of Veterans Affairs	58.7%	20.7%	19.2%	1.4%

49 *Supervisors/team leaders in my work unit support employee development.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	64.5%	19.1%	15.6%	0.8%
2008 Department of Veterans Affairs	59.7%	20.5%	19.2%	0.6%
2006 Department of Veterans Affairs	59.1%	20.6%	19.8%	0.5%
2004 Department of Veterans Affairs	63.5%	19.6%	16.5%	0.4%

50 *Employees have electronic access to learning and training programs readily available at their desk.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	78.6%	11.9%	7.8%	1.6%
2008 Department of Veterans Affairs	81.4%	11.9%	5.6%	1.2%
2006 Department of Veterans Affairs	83.1%	9.6%	6.2%	1.1%
2004 Department of Veterans Affairs	84.1%	8.5%	5.9%	1.5%

51 *My training needs are assessed.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	53.4%	24.7%	20.4%	1.6%
2008 Department of Veterans Affairs	57.8%	23.8%	17.5%	0.9%
2006 Department of Veterans Affairs	54.1%	23.3%	21.1%	1.4%
2004 Department of Veterans Affairs	60.1%	19.9%	18.8%	1.2%

52 *Managers promote communication among different work units (for example, about projects, goals, needed resources).*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	54.5%	23.1%	19.6%	2.8%
2008 Department of Veterans Affairs	53.5%	24.2%	18.5%	3.8%
2006 Department of Veterans Affairs	53.5%	25.6%	19.8%	1.1%
2004 Department of Veterans Affairs	54.7%	22.3%	21.0%	2.1%

53 *Employees in my work unit share job knowledge with each other.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	75.4%	12.8%	11.3%	0.5%
2008 Department of Veterans Affairs	77.2%	12.4%	9.9%	0.5%
2006 Department of Veterans Affairs	72.2%	14.0%	13.3%	0.6%
2004 Department of Veterans Affairs	75.1%	14.2%	10.3%	0.5%

Department of Veterans Affairs Trend Report

Learning (Knowledge Management)

54 *Employees use information technology (for example, intranet, shared networks) to perform work.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	87.3%	8.2%	3.8%	0.8%
2008 Department of Veterans Affairs	87.1%	9.1%	3.4%	0.5%
2006 Department of Veterans Affairs	84.6%	11.1%	3.8%	0.5%
2004 Department of Veterans Affairs	84.9%	9.5%	4.5%	1.2%

Department of Veterans Affairs Trend Report

Job Satisfaction

55 *How satisfied are you with your involvement in decisions that affect your work?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	53.4%	22.8%	23.9%
2008 Department of Veterans Affairs	50.0%	24.2%	25.8%
2006 Department of Veterans Affairs	53.2%	19.1%	27.8%
2004 Department of Veterans Affairs	54.2%	20.1%	25.6%

56 *How satisfied are you with the information you receive from management on what's going on in your organization?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	48.1%	24.4%	27.4%
2008 Department of Veterans Affairs	47.2%	26.6%	26.2%
2006 Department of Veterans Affairs	46.5%	24.1%	29.4%
2004 Department of Veterans Affairs	48.2%	22.8%	29.0%

57 *How satisfied are you with the recognition you receive for doing a good job?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	50.3%	22.8%	26.9%
2008 Department of Veterans Affairs	46.9%	21.8%	31.4%
2006 Department of Veterans Affairs	41.7%	24.5%	33.8%
2004 Department of Veterans Affairs	46.1%	23.8%	30.1%

58 *How satisfied are you with the policies and practices of your senior leaders?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	42.3%	28.8%	28.9%
2008 Department of Veterans Affairs	40.5%	28.4%	31.1%
2006 Department of Veterans Affairs	41.7%	27.9%	30.4%
2004 Department of Veterans Affairs	43.7%	29.0%	27.3%

59 *How satisfied are you with your opportunity to get a better job in your organization?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	39.0%	28.2%	32.8%
2008 Department of Veterans Affairs	43.0%	24.1%	33.0%
2006 Department of Veterans Affairs	35.8%	29.1%	35.2%
2004 Department of Veterans Affairs	38.3%	28.3%	33.4%

60 *How satisfied are you with the training you receive for your present job?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	55.3%	24.5%	20.2%
2008 Department of Veterans Affairs	56.5%	23.5%	19.9%
2006 Department of Veterans Affairs	52.2%	23.8%	24.0%
2004 Department of Veterans Affairs	58.2%	24.9%	16.9%

Department of Veterans Affairs Trend Report

Job Satisfaction

61 *Considering everything, how satisfied are you with your job?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	68.5%	17.5%	14.1%
2008 Department of Veterans Affairs	70.5%	17.3%	12.3%
2006 Department of Veterans Affairs	67.2%	16.6%	16.2%
2004 Department of Veterans Affairs	70.9%	17.6%	11.5%

62 *Considering everything, how satisfied are you with your pay?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	60.4%	17.4%	22.2%
2008 Department of Veterans Affairs	55.4%	16.7%	27.9%
2006 Department of Veterans Affairs	52.7%	20.0%	27.3%
2004 Department of Veterans Affairs	54.0%	17.7%	28.4%

63 *Considering everything, how satisfied are you with your organization?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	57.5%	22.2%	20.3%
2008 Department of Veterans Affairs	59.7%	22.9%	17.4%
2006 Department of Veterans Affairs	55.0%	23.9%	21.1%
2004 Department of Veterans Affairs	60.1%	23.5%	16.4%

Department of Veterans Affairs Trend Report

Satisfaction with Benefits

64 *How satisfied are you with retirement benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	60.9%	19.4%	12.5%	7.3%
2008 Department of Veterans Affairs	59.6%	21.6%	11.9%	7.0%
2006 Department of Veterans Affairs	57.8%	21.8%	12.2%	8.2%
2004 Department of Veterans Affairs	65.7%	23.6%	10.8%	N/A

65 *How satisfied are you with health insurance benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	62.0%	17.2%	15.8%	5.0%
2008 Department of Veterans Affairs	60.4%	21.4%	13.2%	5.0%
2006 Department of Veterans Affairs	56.5%	16.5%	21.9%	5.2%
2004 Department of Veterans Affairs	58.7%	18.1%	23.2%	N/A

66 *How satisfied are you with life insurance benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	60.2%	21.7%	9.5%	8.6%
2008 Department of Veterans Affairs	59.1%	23.4%	10.1%	7.5%
2006 Department of Veterans Affairs	61.6%	21.3%	8.1%	9.0%
2004 Department of Veterans Affairs	68.0%	24.1%	7.9%	N/A

67 *How satisfied are you with long term care insurance benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	32.0%	28.4%	9.6%	30.0%
2008 Department of Veterans Affairs	31.8%	29.9%	9.6%	28.7%
2006 Department of Veterans Affairs	30.1%	28.6%	10.0%	31.4%
2004 Department of Veterans Affairs	38.2%	52.4%	9.4%	N/A

68 *How satisfied are you with the flexible spending account (FSA) program?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	34.8%	27.0%	3.7%	34.5%
2008 Department of Veterans Affairs	34.6%	29.0%	3.0%	33.3%
2006 Department of Veterans Affairs	33.4%	31.2%	3.3%	32.1%
2004 Department of Veterans Affairs	32.7%	62.5%	4.8%	N/A

69 *How satisfied are you with paid vacation time?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	87.7%	7.7%	4.7%
2008 Department of Veterans Affairs	84.2%	9.3%	6.5%
2006 Department of Veterans Affairs	86.8%	7.7%	5.5%
2004 Department of Veterans Affairs	87.8%	6.6%	5.7%

Department of Veterans Affairs Trend Report

Satisfaction with Benefits

70 How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	84.3%	9.4%	6.3%
2008 Department of Veterans Affairs	80.5%	12.9%	6.5%
2006 Department of Veterans Affairs	83.9%	8.4%	7.7%
2004 Department of Veterans Affairs	86.2%	8.4%	5.4%

71 How satisfied are you with child care subsidies?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	9.1%	23.0%	4.2%	63.7%
2008 Department of Veterans Affairs	12.3%	22.5%	3.3%	61.9%
2006 Department of Veterans Affairs	9.1%	26.2%	4.8%	59.9%
2004 Department of Veterans Affairs	19.7%	75.4%	4.9%	N/A

72 How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	28.5%	24.4%	7.4%	39.7%
2008 Department of Veterans Affairs	29.1%	23.5%	8.9%	38.4%
2006 Department of Veterans Affairs	25.6%	26.2%	11.1%	37.1%
2004 Department of Veterans Affairs	37.7%	51.2%	11.2%	N/A

73 How satisfied are you with telework/telecommuting?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	22.6%	20.3%	13.7%	43.3%
2008 Department of Veterans Affairs	21.8%	22.9%	11.8%	43.5%
2006 Department of Veterans Affairs	23.5%	24.3%	10.1%	42.0%
2004 Department of Veterans Affairs	30.7%	55.2%	14.2%	N/A

74 How satisfied are you with alternative work schedules?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	46.9%	17.0%	12.7%	23.4%
2008 Department of Veterans Affairs	32.2%	24.4%	16.9%	26.5%
2006 Department of Veterans Affairs	34.1%	23.3%	13.2%	29.4%
2004 Department of Veterans Affairs	41.0%	41.4%	17.6%	N/A

Department of Veterans Affairs Trend Report

Demographics

75. Where do you work?

<i>Headquarters</i>	30%
<i>Field</i>	70%

76. What is your supervisory status?

<i>Non-Supervisor</i>	45%
<i>Team Leader</i>	11%
<i>Supervisor</i>	24%
<i>Manager</i>	15%
<i>Executive</i>	5%

77. Are you:

<i>Male</i>	49%
<i>Female</i>	51%

78. Are you Hispanic or Latino?

<i>Yes</i>	6%
<i>No</i>	94%

79. Are you:

<i>American Indian or Alaska Native</i>	1%
<i>Asian</i>	3%
<i>Black or African American</i>	20%
<i>Native Hawaiian or Other Pacific Islander</i>	1%
<i>White</i>	71%
<i>Two or more races</i>	3%

80. What is your age group?

<i>25 and under</i>	1%
<i>26 - 29</i>	3%
<i>30 - 39</i>	13%
<i>40 - 49</i>	30%
<i>50 - 59</i>	42%
<i>60 or older</i>	12%

81. What is your pay category/grade?

<i>Federal Wage System</i>	5%
<i>GS 1-6</i>	7%
<i>GS 7-12</i>	39%
<i>GS 13-15</i>	39%
<i>Senior Executive Service</i>	4%
<i>Senior Level (SL) or Scientific or Professional (ST)</i>	1%
<i>Other</i>	4%

82. How long have you been with the Federal Government (excluding military service)?

<i>Less than 1 year</i>	1%
<i>1 to 3 years</i>	10%
<i>4 to 5 years</i>	7%
<i>6 to 10 years</i>	16%
<i>11 to 14 years</i>	9%
<i>15 to 20 years</i>	17%
<i>More than 20 years</i>	40%

83. How long have you been with your current agency?

<i>Less than 1 year</i>	3%
<i>1 to 3 years</i>	16%
<i>4 to 5 years</i>	9%
<i>6 to 10 years</i>	21%
<i>11 to 20 years</i>	24%
<i>More than 20 years</i>	28%

84. Are you considering leaving your organization within the next year?

<i>No</i>	71%
<i>Yes, to retire</i>	7%
<i>Yes, to take another job in the Federal Government</i>	16%
<i>Yes, to take another job outside the Federal Government</i>	2%
<i>Yes, other</i>	4%

85. I am planning to retire:

<i>Within one year</i>	4%
<i>Between one and three years</i>	12%
<i>Between three and five years</i>	13%
<i>Five or more years</i>	71%