

2007 Commerce Annual Employee Survey Subagency Comparison Report International Trade Administration

Personal Work Experiences

(1) The people I work with cooperate to get the job done.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	82.9%	9.3%	7.8%	0.0%
2007 International Trade Administration	81.1%	10.1%	8.9%	0.0%
2006 FHCS International Trade Administration	82.1%	10.7%	7.2%	0.0%

(2) I am given a real opportunity to improve my skills in my organization.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	63.4%	17.9%	18.6%	0.0%
2007 International Trade Administration	57.8%	20.1%	22.1%	0.0%
2006 FHCS International Trade Administration	54.3%	21.4%	24.2%	0.0%

(3) My work gives me a feeling of personal accomplishment.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	71.6%	14.8%	13.6%	0.0%
2007 International Trade Administration	70.0%	16.1%	13.9%	0.0%
2006 FHCS International Trade Administration	65.7%	17.9%	16.4%	0.0%

(4) I like the kind of work I do.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	79.5%	13.5%	7.0%	0.0%
2007 International Trade Administration	80.3%	14.1%	5.6%	0.0%
2006 FHCS International Trade Administration	74.0%	18.7%	7.4%	0.0%

(5) I have trust and confidence in my supervisor.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	67.8%	15.1%	17.1%	0.0%
2007 International Trade Administration	64.3%	16.4%	19.4%	0.0%
2006 FHCS International Trade Administration	60.6%	17.8%	21.5%	0.0%

Overall Rating

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

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	69.1%	17.9%	13.0%	0.0%
2007 International Trade Administration	64.4%	20.8%	14.7%	0.0%
2006 FHCS International Trade Administration	61.4%	22.3%	16.3%	0.0%

Recruitment, Development, and Retention

(7) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	74.3%	14.4%	10.5%	0.8%
2007 International Trade Administration	69.3%	16.5%	13.6%	0.7%
2006 FHCS International Trade Administration	71.1%	14.5%	13.5%	0.9%

(8) My work unit is able to recruit people with the right skills.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	54.2%	23.6%	18.9%	3.3%
2007 International Trade Administration	52.4%	23.0%	20.8%	3.8%
2006 FHCS International Trade Administration	47.5%	23.9%	25.2%	3.3%

(9) I know how my work relates to the agency's goals and priorities.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	85.7%	8.7%	5.1%	0.5%
2007 International Trade Administration	82.7%	9.9%	6.8%	0.6%
2006 FHCS International Trade Administration	78.7%	11.4%	9.4%	0.5%

(10) The work I do is important.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	88.4%	7.9%	3.4%	0.3%
2007 International Trade Administration	83.3%	10.4%	6.1%	0.3%
2006 FHCS International Trade Administration	76.9%	16.8%	6.1%	0.3%

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

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	73.2%	13.4%	13.4%	0.0%
2007 International Trade Administration	67.6%	16.7%	15.5%	0.2%
2006 FHCS International Trade Administration	69.0%	12.3%	18.2%	0.5%

(12) Supervisors/team leaders in my work unit support employee development.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	67.4%	16.4%	14.9%	1.3%
2007 International Trade Administration	64.6%	17.3%	17.0%	1.1%
2006 FHCS International Trade Administration	61.5%	18.1%	19.7%	0.8%

(13) My talents are used well in the workplace.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	60.5%	16.2%	22.3%	1.0%
2007 International Trade Administration	52.4%	23.0%	20.8%	3.8%
2006 FHCS International Trade Administration	50.9%	19.3%	28.1%	1.7%

(14) My training needs are assessed.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	51.2%	23.7%	23.5%	1.7%
2007 International Trade Administration	41.8%	26.1%	30.6%	1.5%
2006 FHCS International Trade Administration	32.2%	31.4%	35.3%	1.1%

Performance Culture

(15) Promotions in my work unit are based on merit.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	48.0%	22.4%	23.9%	5.7%
2007 International Trade Administration	41.7%	25.4%	28.2%	4.7%
2006 FHCS International Trade Administration	42.7%	18.2%	33.0%	6.1%

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

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	33.7%	26.5%	29.0%	10.8%
2007 International Trade Administration	31.7%	27.9%	31.3%	9.2%
2006 FHCS International Trade Administration	28.1%	25.2%	39.5%	7.2%

(17) Creativity and innovation are rewarded.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	46.9%	23.7%	26.5%	2.9%
2007 International Trade Administration	47.1%	22.8%	28.2%	2.0%
2006 FHCS International Trade Administration	38.0%	29.7%	31.0%	1.3%

(18) 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).

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	62.9%	16.3%	17.5%	3.4%
2007 International Trade Administration	57.4%	17.7%	21.5%	3.4%
2006 FHCS International Trade Administration	N/A	N/A	N/A	N/A

(19) In my work unit, differences in performance are recognized in a meaningful way.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	40.2%	25.6%	28.0%	6.2%
2007 International Trade Administration	37.7%	26.3%	30.8%	5.1%
2006 FHCS International Trade Administration	30.4%	26.5%	37.5%	5.6%

(20) Pay raises depend on how well employees perform their jobs.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	34.4%	24.5%	34.3%	6.8%
2007 International Trade Administration	28.1%	25.9%	39.2%	6.8%
2006 FHCS International Trade Administration	26.2%	29.1%	38.9%	5.8%

(21) My performance appraisal is a fair reflection of my performance.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	61.2%	16.9%	18.3%	3.7%
2007 International Trade Administration	58.7%	16.8%	21.0%	3.5%
2006 FHCS International Trade Administration	64.4%	17.5%	16.6%	1.5%

(22) Discussions with my supervisor/team leader about my performance are worthwhile.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	59.9%	19.0%	19.3%	1.8%
2007 International Trade Administration	55.6%	21.0%	21.3%	2.1%
2006 FHCS International Trade Administration	53.8%	19.0%	26.2%	1.0%

(23) Managers/supervisors/team leaders work well with employees of different backgrounds.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	64.1%	18.5%	13.8%	3.6%
2007 International Trade Administration	64.4%	17.6%	15.4%	2.6%
2006 FHCS International Trade Administration	64.9%	15.2%	14.4%	5.5%

(24) My supervisor supports my need to balance work and family issues.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	76.9%	13.2%	8.0%	1.8%

2007 International Trade Administration	74.1%	13.8%	10.3%	1.8%
2006 FHCS International Trade Administration	81.0%	11.4%	6.4%	1.2%

Leadership

(25) I have a high level of respect for my organization's senior leaders.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	50.3%	22.9%	26.0%	0.7%
2007 International Trade Administration	48.9%	22.0%	28.6%	0.5%
2006 FHCS International Trade Administration	38.2%	28.4%	32.5%	0.8%

(26) In my organization, leaders generate high levels of motivation and commitment in the workforce.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	38.2%	28.0%	32.5%	1.3%
2007 International Trade Administration	34.5%	27.2%	37.3%	1.0%
2006 FHCS International Trade Administration	29.3%	29.6%	39.8%	1.4%

(27) Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	56.9%	23.6%	12.7%	6.8%
2007 International Trade Administration	55.1%	23.2%	15.2%	6.5%
2006 FHCS International Trade Administration	54.1%	23.5%	17.4%	5.0%

(28) Employees are protected from health and safety hazards on the job.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	78.5%	13.0%	6.8%	1.7%
2007 International Trade Administration	74.6%	15.5%	7.0%	2.9%
2006 FHCS International Trade Administration	75.4%	13.2%	8.0%	3.4%

(29) Employees have a feeling of personal empowerment with respect to work processes.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	45.2%	25.3%	27.3%	2.2%
2007 International Trade Administration	41.4%	27.1%	29.7%	1.8%
2006 FHCS International Trade Administration	42.4%	21.1%	33.7%	2.8%

(30) My workload is reasonable.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	59.3%	16.3%	24.0%	0.3%
2007 International Trade Administration	61.3%	16.1%	22.5%	0.2%
2006 FHCS International Trade Administration	57.4%	18.1%	22.8%	1.8%

(31) Managers communicate the goals and priorities of the organization.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	61.6%	20.0%	17.6%	0.8%
2007 International Trade Administration	61.9%	18.8%	18.8%	0.6%
2006 FHCS International Trade Administration	58.8%	22.7%	18.5%	0.0%

(32) My organization has prepared employees for potential security threats.

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	63.5%	20.9%	12.7%	2.9%
2007 International Trade Administration	67.3%	18.5%	11.3%	3.0%
2006 International Trade Administration	69.4%	18.6%	10.1%	2.0%

Job Satisfaction

(33) How satisfied are you with the information you receive from management on what's going on in your organization?

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	50.5%	23.7%	25.8%	0.0%
2007 International Trade Administration	49.6%	22.7%	27.8%	0.0%
2006 FHCS International Trade Administration	37.8%	24.9%	37.3%	0.0%

(34) How satisfied are you with your involvement in decisions that affect your work?

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	44.2%	24.8%	31.0%	0.0%
2007 International Trade Administration	42.5%	24.3%	33.1%	0.0%
2006 FHCS International Trade Administration	47.2%	22.6%	30.2%	0.0%

(35) How satisfied are you with your opportunity to get a better job in your organization?

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	38.8%	30.8%	30.3%	0.0%
2007 International Trade Administration	34.1%	30.4%	35.5%	0.0%
2006 FHCS International Trade Administration	24.1%	30.8%	45.2%	0.0%

(36) How satisfied are you with the recognition you receive for doing a good job?

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	54.7%	20.7%	24.6%	0.0%
2007 International Trade Administration	47.8%	23.0%	29.2%	0.0%
2006 FHCS International Trade Administration	42.9%	26.3%	30.9%	0.0%

(37) How satisfied are you with the policies and practices of your senior leaders?

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	40.6%	28.1%	31.3%	0.0%
2007 International Trade Administration	38.0%	28.4%	33.6%	0.0%
2006 FHCS International Trade Administration	30.9%	32.6%	36.6%	0.0%

(38) How satisfied are you with the training you receive for your present job?

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	54.0%	24.2%	21.8%	0.0%
2007 International Trade Administration	45.9%	27.9%	26.3%	0.0%
2006 FHCS International Trade Administration	36.8%	31.9%	31.2%	0.0%

(39) Considering everything, how satisfied are you with your job?

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	66.2%	17.7%	16.0%	0.0%
2007 International Trade Administration	63.4%	19.0%	17.6%	0.0%
2006 FHCS International Trade Administration	58.4%	19.1%	22.5%	0.0%

(40) Considering everything, how satisfied are you with your pay?

	Positive	Neutral	legativ	Don't Know
2007 Commerce Annual Employee Survey	61.1%	18.5%	20.4%	0.0%
2007 International Trade Administration	50.9%	24.3%	24.8%	0.0%
2006 FHCS International Trade Administration	58.7%	20.2%	21.1%	0.0%

