

2008 Federal Human Capital Survey Subagency Report
International Trade Administration

Sample size: 908 385 Respondents, 42%

Survey Period: August - September 2008

PERSONAL WORK EXPERIENCES

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

	Positive	Neutral	Negative
2008 Department of Commerce	87.3%	7.1%	5.6%
2008 International Trade Administration	87.4%	6.2%	6.4%
2007 International Trade Administration	81.1%	10.1%	8.9%
2006 International Trade Administration	82.1%	10.7%	7.2%

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

	Positive	Neutral	Negative
2008 Department of Commerce	68.4%	16.4%	15.2%
2008 International Trade Administration	56.7%	22.6%	20.7%
2007 International Trade Administration	57.8%	20.1%	22.1%
2006 International Trade Administration	54.3%	21.4%	24.2%

(3) I have enough information to do my job well.

	Positive	Neutral	Negative
2008 Department of Commerce	75.4%	13.7%	10.9%
2008 International Trade Administration	64.3%	18.5%	17.1%
2007 International Trade Administration	N/A	N/A	N/A
2006 International Trade Administration	69.6%	14.9%	15.5%

(4) I feel encouraged to come up with new and better ways of doing things.

	Positive	Neutral	Negative
2008 Department of Commerce	61.4%	20.1%	18.5%
2008 International Trade Administration	56.9%	17.8%	25.3%
2007 International Trade Administration	N/A	N/A	N/A
2006 International Trade Administration	56.0%	19.2%	24.8%

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

	Positive	Neutral	Negative
2008 Department of Commerce	74.7%	14.2%	11.1%
2008 International Trade Administration	67.8%	16.5%	15.7%
2007 International Trade Administration	70.0%	16.1%	13.9%
2006 International Trade Administration	65.7%	17.9%	16.4%

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

	Positive	Neutral	Negative
2008 Department of Commerce	81.9%	11.9%	6.2%
2008 International Trade Administration	80.5%	10.6%	8.9%
2007 International Trade Administration	80.3%	14.1%	5.6%
2006 International Trade Administration	74.0%	18.7%	7.4%

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

	Positive	Neutral	Negative
2008 Department of Commerce	70.4%	13.3%	16.3%
2008 International Trade Administration	59.3%	16.7%	23.9%
2007 International Trade Administration	64.3%	16.4%	19.4%
2006 International Trade Administration	60.6%	17.8%	21.5%

(8) I recommend my organization as a good place to work.

	Positive	Neutral	Negative
2008 Department of Commerce	69.4%	18.3%	12.2%
2008 International Trade Administration	60.6%	20.0%	19.3%
2007 International Trade Administration	N/A	N/A	N/A
2006 International Trade Administration	54.7%	23.3%	22.0%

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

	Positive	Neutral	Negative
2008 Department of Commerce	72.4%	16.8%	10.8%
2008 International Trade Administration	60.5%	22.9%	16.6%
2007 International Trade Administration	64.4%	20.8%	14.7%
2006 International Trade Administration	61.4%	22.3%	16.3%

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

	Positive	Neutral	Negative
2008 Department of Commerce	86.6%	11.1%	2.3%
2008 International Trade Administration	83.3%	12.4%	4.3%
2007 International Trade Administration	N/A	N/A	N/A
2006 International Trade Administration	86.1%	11.6%	2.4%

RECRUITMENT, DEVELOPMENT, & RETENTION

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	78.4%	13.6%	7.2%	0.7%
2008 International Trade Administration	71.1%	13.8%	14.7%	0.4%
2007 International Trade Administration	69.3%	16.5%	13.6%	0.7%
2006 International Trade Administration	71.1%	14.5%	13.5%	0.9%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	81.5%	10.2%	7.9%	0.4%
2008 International Trade Administration	75.3%	10.7%	12.9%	1.1%
2007 International Trade Administration	55.1%	23.2%	15.2%	6.5%
2006 International Trade Administration	81.0%	11.4%	6.4%	1.2%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	63.4%	21.3%	14.5%	0.9%
2008 International Trade Administration	57.6%	24.5%	17.4%	0.4%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	60.8%	17.9%	20.4%	1.0%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	54.9%	25.2%	16.7%	3.1%
2008 International Trade Administration	50.6%	26.4%	19.7%	3.3%
2007 International Trade Administration	52.4%	23.0%	20.8%	3.8%
2006 International Trade Administration	47.5%	23.9%	25.2%	3.3%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	54.1%	28.0%	14.4%	3.5%
2008 International Trade Administration	51.6%	26.4%	19.6%	2.5%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	52.0%	26.0%	18.5%	3.5%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	55.9%	17.1%	26.4%	0.6%
2008 International Trade Administration	39.5%	17.0%	42.7%	0.8%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	31.1%	17.4%	49.5%	2.1%

(17) My workload is reasonable.

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	56.0%	17.2%	26.3%	0.5%
2008 International Trade Administration	54.6%	17.9%	26.7%	0.8%
2007 International Trade Administration	74.1%	13.8%	10.3%	1.8%
2006 International Trade Administration	57.4%	18.1%	22.8%	1.8%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	61.6%	18.6%	19.2%	0.6%
2008 International Trade Administration	50.2%	21.9%	27.4%	0.5%
2007 International Trade Administration	52.4%	23.0%	20.8%	3.8%
2006 International Trade Administration	50.9%	19.3%	28.1%	1.7%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	85.5%	8.9%	5.3%	0.4%
2008 International Trade Administration	80.0%	10.4%	9.6%	0.0%
2007 International Trade Administration	82.7%	9.9%	6.8%	0.6%
2006 International Trade Administration	78.7%	11.4%	9.4%	0.5%

(20) The work I do is important.

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	89.3%	8.1%	2.3%	0.3%
2008 International Trade Administration	82.3%	10.8%	6.8%	0.2%
2007 International Trade Administration	83.3%	10.4%	6.1%	0.3%
2006 International Trade Administration	76.9%	16.8%	6.1%	0.3%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	74.5%	11.4%	13.5%	0.6%
2008 International Trade Administration	72.9%	13.2%	12.9%	1.0%
2007 International Trade Administration	67.6%	16.7%	15.5%	0.2%
2006 International Trade Administration	69.0%	12.3%	18.2%	0.5%

PERFORMANCE CULTURE

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	50.4%	21.3%	22.8%	5.5%
2008 International Trade Administration	41.0%	20.1%	34.8%	4.0%
2007 International Trade Administration	41.7%	25.4%	28.2%	4.7%
2006 International Trade Administration	42.7%	18.2%	33.0%	6.1%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	34.5%	26.6%	29.1%	9.7%
2008 International Trade Administration	28.9%	24.3%	38.3%	8.5%
2007 International Trade Administration	31.7%	27.9%	31.3%	9.2%
2006 International Trade Administration	28.1%	25.2%	39.5%	7.2%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	48.6%	27.3%	21.3%	2.8%
2008 International Trade Administration	41.5%	24.4%	33.2%	0.9%
2007 International Trade Administration	41.4%	27.1%	29.7%	1.8%
2006 International Trade Administration	42.4%	21.1%	33.7%	2.8%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	54.6%	20.3%	22.4%	2.7%
2008 International Trade Administration	45.2%	24.7%	29.3%	0.8%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	43.7%	23.9%	29.4%	3.1%

(26) Creativity and innovation are rewarded.

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	45.9%	26.0%	25.1%	3.0%
2008 International Trade Administration	37.7%	31.1%	30.2%	0.9%
2007 International Trade Administration	47.1%	22.8%	28.2%	2.0%
2006 International Trade Administration	38.0%	29.7%	31.0%	1.3%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	40.1%	23.6%	30.7%	5.7%
2008 International Trade Administration	28.4%	26.0%	40.9%	4.7%
2007 International Trade Administration	28.1%	25.9%	39.2%	6.8%
2006 International Trade Administration	26.2%	29.1%	38.9%	5.8%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	55.9%	19.2%	19.8%	5.1%
2008 International Trade Administration	45.2%	20.6%	29.9%	4.3%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	45.5%	22.0%	26.4%	6.1%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	38.6%	28.2%	26.2%	6.9%
2008 International Trade Administration	29.2%	30.1%	35.4%	5.4%
2007 International Trade Administration	37.7%	26.3%	30.8%	5.1%
2006 International Trade Administration	30.4%	26.5%	37.5%	5.6%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	66.5%	16.2%	14.9%	2.4%
2008 International Trade Administration	54.4%	19.3%	24.6%	1.7%
2007 International Trade Administration	58.7%	16.8%	21.0%	3.5%
2006 International Trade Administration	64.4%	17.5%	16.6%	1.5%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	62.2%	19.7%	16.5%	1.7%
2008 International Trade Administration	50.4%	22.4%	25.3%	1.9%
2007 International Trade Administration	55.6%	21.0%	21.3%	2.1%
2006 International Trade Administration	53.8%	19.0%	26.2%	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).

	Positive	Neutral	Negative	No Basis to Judge
2008 Department of Commerce	66.4%	15.1%	15.1%	3.4%
2008 International Trade Administration	55.2%	17.4%	24.9%	2.5%
2007 International Trade Administration	57.4%	17.7%	21.5%	3.4%
2006 International Trade Administration	N/A	N/A	N/A	N/A

(33) I am held accountable for achieving results.

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	85.7%	10.5%	3.2%	0.6%
2008 International Trade Administration	83.5%	10.5%	5.5%	0.5%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	79.2%	13.0%	7.7%	0.2%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	59.0%	24.0%	8.2%	8.7%
2008 International Trade Administration	56.5%	22.8%	11.6%	9.1%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	54.2%	25.8%	11.2%	8.8%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	61.9%	21.2%	9.5%	7.4%
2008 International Trade Administration	50.5%	25.0%	14.7%	9.9%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	51.3%	25.5%	14.6%	8.7%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	68.3%	16.2%	11.2%	4.3%
2008 International Trade Administration	64.2%	17.4%	14.9%	3.5%
2007 International Trade Administration	64.4%	17.6%	15.4%	2.6%
2006 International Trade Administration	64.9%	15.2%	14.4%	5.5%

LEADERSHIP

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	54.6%	22.6%	22.3%	0.6%
2008 International Trade Administration	41.5%	25.1%	33.4%	0.0%
2007 International Trade Administration	48.9%	22.0%	28.6%	0.5%
2006 International Trade Administration	38.2%	28.4%	32.5%	0.8%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	41.2%	28.6%	29.3%	0.9%
2008 International Trade Administration	31.8%	26.3%	41.6%	0.3%
2007 International Trade Administration	34.5%	27.2%	37.3%	1.0%
2006 International Trade Administration	29.3%	29.6%	39.8%	1.4%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	52.9%	24.5%	17.3%	5.3%
2008 International Trade Administration	44.5%	25.5%	25.9%	4.1%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	40.8%	31.5%	20.0%	7.7%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	62.9%	21.1%	15.3%	0.7%
2008 International Trade Administration	55.0%	23.6%	20.9%	0.5%
2007 International Trade Administration	61.9%	18.8%	18.8%	0.6%
2006 International Trade Administration	58.8%	22.7%	18.5%	0.0%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	61.8%	21.6%	10.7%	6.0%
2008 International Trade Administration	59.3%	20.4%	15.9%	4.4%
2007 International Trade Administration	61.3%	16.1%	22.5%	0.2%
2006 International Trade Administration	54.1%	23.5%	17.4%	5.0%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	80.8%	11.3%	6.7%	1.3%
2008 International Trade Administration	80.7%	10.3%	6.8%	2.1%
2007 International Trade Administration	74.6%	15.5%	7.0%	2.9%
2006 International Trade Administration	75.4%	13.2%	8.0%	3.4%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	79.1%	12.8%	6.7%	1.4%
2008 International Trade Administration	74.9%	16.4%	7.3%	1.5%
2007 International Trade Administration	67.3%	18.5%	11.3%	3.0%
2006 International Trade Administration	69.4%	18.6%	10.1%	2.0%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	38.8%	26.7%	15.6%	18.9%
2008 International Trade Administration	30.3%	28.4%	24.2%	17.0%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	31.5%	29.3%	20.2%	19.1%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	53.1%	20.0%	15.8%	11.0%
2008 International Trade Administration	39.1%	24.0%	26.5%	10.3%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	39.7%	24.2%	26.0%	10.1%

(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.

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	63.1%	16.0%	7.5%	13.4%
2008 International Trade Administration	55.5%	18.8%	13.3%	12.4%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	55.1%	17.0%	13.4%	14.5%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	51.3%	20.5%	15.6%	12.7%
2008 International Trade Administration	42.9%	21.2%	21.9%	14.0%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	41.8%	23.6%	19.6%	15.0%

LEARNING (KNOWLEDGE MANAGEMENT)**(48) Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.**

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	65.2%	18.6%	14.8%	1.4%
2008 International Trade Administration	54.5%	22.1%	22.8%	0.6%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	57.3%	20.2%	22.0%	0.6%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	72.9%	15.4%	11.2%	0.6%
2008 International Trade Administration	69.6%	15.2%	14.6%	0.5%
2007 International Trade Administration	64.6%	17.3%	17.0%	1.1%
2006 International Trade Administration	61.5%	18.1%	19.7%	0.8%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	83.3%	9.2%	5.6%	1.9%
2008 International Trade Administration	80.0%	10.2%	7.9%	1.8%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	62.7%	19.1%	12.6%	5.6%

(51) My training needs are assessed.

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	49.9%	26.1%	22.2%	1.8%
2008 International Trade Administration	35.0%	27.2%	36.2%	1.6%
2007 International Trade Administration	41.8%	26.1%	30.6%	1.5%
2006 International Trade Administration	32.2%	31.4%	35.3%	1.1%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	56.3%	22.0%	18.6%	3.1%
2008 International Trade Administration	49.1%	22.2%	26.9%	1.8%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	53.7%	21.3%	23.4%	1.6%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	75.9%	12.5%	11.0%	0.5%
2008 International Trade Administration	70.9%	12.4%	16.5%	0.3%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	74.7%	11.2%	14.1%	0.0%

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

	Positive	Neutral	Negative	Don't Know
2008 Department of Commerce	91.7%	5.1%	2.4%	0.8%
2008 International Trade Administration	91.3%	2.9%	4.9%	0.8%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	93.1%	3.3%	3.6%	0.0%

JOB SATISFACTION

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

	Positive	Neutral	Negative
2008 Department of Commerce	55.0%	22.6%	22.4%
2008 International Trade Administration	43.4%	22.9%	33.6%
2007 International Trade Administration	42.5%	24.3%	33.1%
2006 International Trade Administration	47.2%	22.6%	30.2%

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

	Positive	Neutral	Negative
2008 Department of Commerce	51.3%	23.2%	25.5%
2008 International Trade Administration	37.6%	24.5%	37.9%
2007 International Trade Administration	49.6%	22.7%	27.8%
2006 International Trade Administration	37.8%	24.9%	37.3%

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

	Positive	Neutral	Negative
2008 Department of Commerce	56.5%	21.7%	21.8%
2008 International Trade Administration	40.8%	26.0%	33.1%
2007 International Trade Administration	47.8%	23.0%	29.2%
2006 International Trade Administration	42.9%	26.3%	30.9%

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

	Positive	Neutral	Negative
2008 Department of Commerce	45.0%	29.4%	25.6%
2008 International Trade Administration	32.4%	26.5%	41.2%
2007 International Trade Administration	38.0%	28.4%	33.6%
2006 International Trade Administration	30.9%	32.6%	36.6%

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

	Positive	Neutral	Negative
2008 Department of Commerce	40.8%	32.1%	27.1%
2008 International Trade Administration	29.1%	30.8%	40.1%
2007 International Trade Administration	34.1%	30.4%	35.5%
2006 International Trade Administration	24.1%	30.8%	45.2%

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

	Positive	Neutral	Negative
2008 Department of Commerce	56.8%	24.7%	18.5%
2008 International Trade Administration	46.4%	28.3%	25.3%
2007 International Trade Administration	45.9%	27.9%	26.3%
2006 International Trade Administration	36.8%	31.9%	31.2%

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

	Positive	Neutral	Negative
2008 Department of Commerce	68.6%	17.4%	14.0%
2008 International Trade Administration	63.0%	15.5%	21.5%
2007 International Trade Administration	63.4%	19.0%	17.6%
2006 International Trade Administration	58.4%	19.1%	22.5%

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

	Positive	Neutral	Negative
2008 Department of Commerce	64.3%	17.1%	18.6%
2008 International Trade Administration	61.9%	16.1%	22.0%
2007 International Trade Administration	50.9%	24.3%	24.8%
2006 International Trade Administration	58.7%	20.2%	21.1%

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

	Positive	Neutral	Negative
2008 Department of Commerce	62.3%	19.9%	17.9%
2008 International Trade Administration	47.0%	25.8%	27.2%
2007 International Trade Administration	N/A	N/A	N/A
2006 International Trade Administration	46.7%	24.6%	28.7%

SATISFACTION WITH BENEFITS

(64) How satisfied are you with retirement benefits?

	Positive	Neutral	Negative	No Basis to Judge
2008 Department of Commerce	68.2%	16.2%	7.9%	7.7%
2008 International Trade Administration	64.1%	19.3%	9.3%	7.4%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	66.8%	16.5%	8.0%	8.7%

(65) How satisfied are you with health insurance benefits?

	Positive	Neutral	Negative	No Basis to Judge
2008 Department of Commerce	70.0%	15.9%	11.5%	2.6%
2008 International Trade Administration	71.2%	15.5%	9.9%	3.4%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	67.7%	17.5%	12.9%	1.9%

(66) How satisfied are you with life insurance benefits?

	Positive	Neutral	Negative	No Basis to Judge
2008 Department of Commerce	61.0%	19.1%	7.7%	12.2%
2008 International Trade Administration	57.1%	20.9%	9.3%	12.6%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	56.4%	21.7%	8.1%	13.8%

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

	Positive	Neutral	Negative	No Basis to Judge
2008 Department of Commerce	33.6%	23.8%	7.2%	35.3%
2008 International Trade Administration	33.8%	23.5%	6.6%	36.1%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	31.4%	28.6%	6.6%	33.5%

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

	Positive	Neutral	Negative	No Basis to Judge
2008 Department of Commerce	41.1%	20.8%	4.0%	34.2%
2008 International Trade Administration	44.6%	19.6%	4.1%	31.7%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	41.8%	21.5%	4.4%	32.3%

(69) How satisfied are you with paid vacation time?

	Positive	Neutral	Negative
2008 Department of Commerce	88.7%	7.1%	4.2%
2008 International Trade Administration	88.9%	7.1%	4.0%
2007 International Trade Administration	N/A	N/A	N/A
2006 International Trade Administration	86.7%	8.6%	4.8%

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

	Positive	Neutral	Negative
2008 Department of Commerce	86.5%	7.5%	6.0%
2008 International Trade Administration	82.1%	9.9%	8.0%
2007 International Trade Administration	N/A	N/A	N/A
2006 International Trade Administration	83.0%	9.5%	7.6%

(71) How satisfied are you with child care subsidies?

	Positive	Neutral	Negative	No Basis to Judge
2008 Department of Commerce	8.5%	19.1%	5.1%	67.2%
2008 International Trade Administration	6.9%	19.4%	5.5%	68.2%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	5.2%	17.0%	6.1%	71.7%

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

	Positive	Neutral	Negative	No Basis to Judge
2008 Department of Commerce	29.2%	22.3%	5.7%	42.9%
2008 International Trade Administration	19.6%	21.0%	11.7%	47.8%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	15.2%	20.3%	6.0%	58.5%

(73) How satisfied are you with telework/telecommuting?

	Positive	Neutral	Negative	No Basis to Judge
2008 Department of Commerce	35.9%	14.8%	15.9%	33.4%
2008 International Trade Administration	31.1%	18.1%	20.4%	30.4%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	31.3%	11.0%	21.3%	36.4%

(74) How satisfied are you with alternative work schedules?

	Positive	Neutral	Negative	No Basis to Judge
2008 Department of Commerce	67.0%	11.6%	7.3%	14.1%
2008 International Trade Administration	44.2%	14.5%	14.1%	27.2%
2007 International Trade Administration	N/A	N/A	N/A	N/A
2006 International Trade Administration	45.6%	12.1%	14.3%	28.1%

Notes:

N/A indicates the question was not asked in the corresponding year.

Percentages may not equal 100%, since all percentages were rounded to the nearest tenth.