

Comparison of the Department of Energy's 2007, 2008, & 2009 Annual Employee Survey Results

Item #	<i>Personal Work Experiences</i>	Year	Favorable	Neutral	Unfavorable	DNK/NBJ
1	The people I work with cooperate to get the job done.	2009	87%	7%	6%	0%
		2008	86%	8%	6%	0%
		2007	78%	13%	9%	0%
2	I am given a real opportunity to improve my skills in my organization.	2009	68%	17%	15%	0%
		2008	66%	17%	17%	0%
		2007	57%	25%	19%	0%
3	My work gives me a feeling of personal accomplishment.	2009	76%	13%	11%	0%
		2008	72%	14%	14%	0%
		2007	74%	14%	12%	0%
4	I like the kind of work I do.	2009	84%	11%	5%	0%
		2008	82%	11%	7%	0%
		2007	85%	10%	5%	0%

5	I have trust and confidence in my supervisor.	2009	68%	15%	17%	0%
		2008	66%	17%	17%	0%
		2007	66%	18%	16%	0%
6	Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	2009	53%	20%	28%	0%
		2008	68%	19%	13%	0%
		2007	69%	20%	11%	0%

Item #	<i>Recruitment, Development, & Retention</i>	Year	Favorable	Neutral	Unfavorable	DNK/NBJ
7	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	2009	75%	13%	11%	2%
		2008	75%	14%	10%	1%
		2007	78%	13%	9%	0%
8	My work unit is able to recruit people with the right skills.	2009	55%	20%	21%	3%
		2008	48%	25%	24%	3%
		2007	54%	23%	23%	0%
9	I know how my work relates to the agency's goals and priorities.	2009	88%	7%	5%	1%
		2008	84%	10%	6%	0%
		2007	85%	9%	6%	0%
10	The work I do is important.	2009	88%	7%	4%	1%
		2008	87%	9%	4%	0%
		2007	88%	9%	3%	0%
11	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	2009	75%	12%	13%	1%
		2008	73%	14%	13%	0%
		2007	74%	10%	8%	9%

12	Supervisors/team leaders in my work unit support employee development.	2009	70%	14%	15%	1%
		2008	69%	17%	13%	1%
		2007	63%	18%	14%	5%
13	My talents are used well in the workplace.	2009	66%	14%	19%	1%
		2008	61%	16%	22%	1%
		2007	63%	16%	21%	0%
14	My training needs are assessed.	2009	56%	21%	22%	1%
		2008	53%	24%	21%	1%
		2007	45%	29%	22%	5%

Item #	<i>Performance Culture</i>	Year	Favorable	Neutral	Unfavorable	DNK/NBJ
15	Promotions in my work unit are based on merit.	2009	41%	24%	28%	7%
		2008	38%	26%	31%	5%
		2007	51%	24%	21%	4%
16	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	2009	28%	24%	37%	11%
		2008	26%	28%	38%	8%
		2007	30%	34%	33%	4%
17	Creativity and innovation are rewarded.	2009	46%	24%	27%	3%
		2008	42%	29%	27%	2%
		2007	40%	31%	25%	4%
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).	2009	63%	15%	20%	3%
		2008	59%	18%	20%	3%
		2007	59%	19%	18%	4%
19	In my work unit, differences in performance are recognized in a meaningful way.	2009	37%	25%	31%	7%
		2008	30%	31%	33%	5%
		2007	35%	35%	26%	4%

20	Pay raises depend on how well employees perform their jobs.	2009	24%	26%	43%	8%
		2008	26%	29%	39%	6%
		2007	22%	32%	42%	4%
21	My performance appraisal is a fair reflection of my performance.	2009	62%	18%	18%	2%
		2008	61%	20%	17%	2%
		2007	57%	21%	18%	4%
22	Discussions with my supervisor/ team leader about my performance are worthwhile.	2009	60%	19%	21%	1%
		2008	56%	22%	20%	1%
		2007	62%	23%	15%	1%
23	Managers/supervisors/team leaders work well with employees of different backgrounds.	2009	65%	18%	14%	3%
		2008	68%	18%	11%	3%
		2007	57%	25%	13%	5%

Item #	<i>Leadership</i>	Year	Favorable	Neutral	Unfavorable	DNK/NBJ
24	My supervisor supports my need to balance work and other life issues.	2009	83%	10%	6%	1%
		2008	82%	10%	7%	1%
		2007	81%	13%	6%	1%
25	I have a high level of respect for my organization's senior leaders.	2009	55%	21%	24%	1%
		2008	50%	23%	27%	0%
		2007	42%	28%	26%	4%
26	In my organization, leaders generate high levels of motivation and commitment in the workforce.	2009	40%	27%	32%	1%
		2008	37%	28%	34%	1%
		2007	30%	31%	34%	4%
27	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	2009	60%	22%	12%	7%
		2008	60%	21%	13%	5%
		2007	56%	27%	12%	5%
28	Employees are protected from health and safety hazards on the job.	2009	87%	7%	4%	2%
		2008	86%	8%	5%	1%
		2007	83%	7%	3%	7%

29	Employees have a feeling of personal empowerment with respect to work processes.	2009	50%	24%	24%	2%
		2008	47%	26%	25%	2%
		2007	47%	26%	27%	0%
30	My workload is reasonable.	2009	66%	14%	19%	0%
		2008	59%	17%	23%	0%
		2007	67%	12%	21%	0%
31	Managers communicate the goals and priorities of the organization.	2009	64%	18%	17%	1%
		2008	62%	20%	18%	1%
		2007	61%	21%	14%	5%
32	My organization has prepared employees for potential security threats.	2009	75%	15%	7%	2%
		2008	80%	13%	6%	1%
		2007	79%	11%	3%	7%

Item #	<i>Job Satisfaction</i>	Year	Favorable	Neutral	Unfavorable	DNK/NBJ
33	How satisfied are you with the information you receive from management on what's going on in your organization?	2009	53%	23%	24%	0%
		2008	50%	24%	26%	0%
		2007	45%	28%	27%	0%
34	How satisfied are you with your involvement in decisions that affect your work?	2009	50%	24%	27%	0%
		2008	55%	22%	23%	0%
		2007	51%	24%	25%	0%
35	How satisfied are you with your opportunity to get a better job in your organization?	2009	38%	31%	31%	0%
		2008	39%	30%	32%	0%
		2007	35%	32%	33%	0%
36	How satisfied are you with the recognition you receive for doing a good job?	2009	53%	22%	25%	0%
		2008	53%	23%	25%	0%
		2007	32%	33%	35%	0%
37	How satisfied are you with the policies and practices of your senior leaders?	2009	41%	30%	29%	0%
		2008	42%	29%	29%	0%
		2007	38%	33%	29%	0%

38	How satisfied are you with the training you receive for your present job?	2009	56%	26%	18%	0%
		2008	56%	26%	18%	0%
		2007	53%	28%	19%	0%
39	Considering everything, how satisfied are you with your job?	2009	69%	17%	14%	0%
		2008	67%	17%	16%	0%
		2007	72%	15%	13%	0%
40	Considering everything, how satisfied are you with your pay?	2009	68%	16%	16%	0%
		2008	67%	17%	16%	0%
		2007	66%	17%	17%	0%