

2010 Annual Employee Survey (AES)

Survey Results

Federal Deposit Insurance Corporation

Surveys Sent: 8,451 | Surveys Returned: 5,577 | Response Rate: 66%

Personal Work Experiences									
AES Question #	FDIC Survey Question #	Question Text	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree		Total N (surveys returned)
1	113	The people I work with cooperate to get the job done.	2291 41%	2651 48%	417 8%	147 3%	46 1%		5552
2	110	I am given a real opportunity to improve my skills in my organization.	1538 28%	2638 47%	842 15%	438 8%	104 2%		5560
3	112	My work gives me a feeling of personal accomplishment.	2432 44%	2290 41%	567 10%	205 4%	63 1%		5557
4	111	I like the kind of work I do.	2617 47%	2332 42%	448 8%	126 2%	36 1%		5559
5	84	I have trust and confidence in my supervisor.	2530 46%	1898 34%	589 11%	336 6%	199 4%		5552
			Very Good	Good	Fair	Poor	Very Poor		Total N (surveys returned)
6	85	Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	2589 47%	1802 32%	727 13%	266 5%	168 3%		5552
Recruitment, Development, and Retention									
AES Question #	FDIC Survey Question #	Question Text	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know/No Basis to Judge	Total N (surveys returned)
7	96	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	1363 25%	3169 57%	539 10%	338 6%	81 1%	61 1%	5551
8	98	My work unit is able to recruit people with the right skills.	1070 19%	2469 45%	1064 19%	429 8%	138 2%	371 7%	5541
9	3	I know how my work relates to the agency's goals and priorities.	3017 54%	2307 42%	156 3%	45 1%	20 0%	4 0%	5549
10	105	The work I do is important.	2956 53%	2274 41%	240 4%	57 1%	20 0%	9 0%	5556
11	102	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	1719 31%	2956 53%	502 9%	263 5%	105 2%	12 0%	5557
12	81	Supervisors/team leaders in my work unit support employee development.	2130 39%	2263 41%	608 11%	271 5%	156 3%	86 2%	5514
13	107	My talents are used well in the workplace.	1474 27%	2613 47%	662 12%	534 10%	245 4%	25 0%	5553
14	106	My training needs are assessed.	1222 22%	2522 45%	982 18%	585 11%	155 3%	83 1%	5549

Performance Culture

AES Question #	FDIC Survey Question #	Question Text	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know/No Basis to Judge	Total N (surveys returned)
15	108	Promotions in my work unit are based on merit.	874 16%	1728 31%	1110 20%	505 9%	377 7%	952 17%	5546
16	88	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	559 10%	1394 25%	1159 21%	645 12%	360 6%	1432 26%	5549
17	16	Creativity and innovation are rewarded.	577 10%	2279 41%	1557 28%	664 12%	224 4%	256 5%	5557
18	92	In my most recent performance appraisal, I understand what I had to do to be rated at different performance levels.	1011 18%	2213 40%	846 15%	450 8%	230 4%	797 14%	5547
19	89	In my work unit, differences in performance are recognized in a meaningful way.	662 12%	1704 31%	1239 22%	678 12%	316 6%	946 17%	5545
20	90	Pay raises depend on how well employees perform their jobs.	751 14%	1872 34%	1102 20%	603 11%	320 6%	901 16%	5549
21	86	My performance appraisal is a fair reflection of my performance.	1016 18%	2372 43%	826 15%	452 8%	195 4%	689 12%	5550
22	87	Discussions with my supervisor/team leader about my performance are worthwhile.	1177 21%	2215 40%	956 17%	543 10%	250 5%	404 7%	5545
23	67	Managers/supervisors/team leaders work well with employees of different backgrounds.	1464 26%	2667 48%	761 14%	299 5%	148 3%	214 4%	5553
24	138	My supervisor supports my need to balance work and family issues.	2587 47%	2042 37%	511 9%	197 4%	104 2%	105 2%	5546

Leadership

AES Question #	FDIC Survey Question #	Question Text	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know/No Basis to Judge	Total N (surveys returned)
25	61	I have a high level of respect for my organization's senior leaders.	1612 29%	2618 47%	824 15%	273 5%	130 2%	98 2%	5555
26	62	In my organization, leaders generate high levels of motivation and commitment in the workforce.	1063 19%	2442 44%	1199 22%	543 10%	168 3%	130 2%	5545
27	66	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	1423 26%	2845 51%	711 13%	137 2%	76 1%	354 6%	5546
28	103	Employees are protected from health and safety hazards on the job.	2133 38%	2909 52%	334 6%	78 1%	33 1%	68 1%	5555
29	23	Employees have a feeling of personal empowerment with respect to work processes.	717 13%	2401 43%	1311 24%	787 14%	256 5%	82 1%	5554
30	95	My workload is reasonable.	1052 19%	2959 53%	664 12%	625 11%	219 4%	22 0%	5541
31	68	Managers communicate the goals and priorities of the organization.	1305 24%	2938 53%	775 14%	325 6%	116 2%	85 2%	5544
32	104	My organization has prepared employees for potential security threats.	1532 28%	2890 52%	652 12%	243 4%	57 1%	176 3%	5550

Job Satisfaction

AES Question #	FDIC Survey Question #	Question Text	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied		Total N (surveys returned)
33	143	Information you receive from management on what's going on in your organization?	1003	2752	1115	527	148		5545
			18%	50%	20%	10%	3%		
34	139	Your involvement in decisions that affect your work?	1044	2702	1116	560	119		5541
			19%	49%	20%	10%	2%		
35	142	Opportunity to get a better job in your organization?	760	2056	1612	787	323		5538
			14%	37%	29%	14%	6%		
36	141	Recognition you receive for doing a good job?	1124	2502	1086	613	219		5544
			20%	45%	20%	11%	4%		
37	144	Policies and practices of your senior leaders?	960	2593	1343	451	184		5531
			17%	47%	24%	8%	3%		
38	140	Training you receive for your present job?	1023	2728	1078	593	127		5549
			18%	49%	19%	11%	2%		
39	146	Considering everything, how satisfied are you with your job?	1921	2749	556	252	67		5545
			35%	50%	10%	5%	1%		
40	145	Considering everything, how satisfied are you with your pay?	1435	2869	685	446	114		5549
			26%	52%	12%	8%	2%		



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What is your supervisory status?	Valid N	%
Non-supervisor	4066	73%
Team Leader	780	14%
Supervisor	511	9%
Manager	131	2%
Executive	68	1%
Not Identified	21	0%

Are you...	Valid N	%
Male	3219	58%
Female	2267	41%
Not Identified	91	2%

Are you Hispanic or Latino?	Valid N	%
Yes	266	5%
No	5177	93%
Not Identified	134	2%

Please select the racial category or categories with which you most closely identify. (Please select one or more)	Valid N	%
White	4257	76%
Black or African-American	871	16%
Native Hawaiian or other Pac. Islander	46	1%
Asian	246	4%
American Indian or Alaskan Native	77	1%
Two or more races	82	1%
Not Identified	280	5%

What is your agency subcomponent?	Valid N	%
Corporate University	149	3%
Division of Administration	305	5%
Division of Finance	114	2%
Division of Information Technology	208	4%
Division of Insurance and Research	132	2%
Division of Resolutions and Receiverships	1519	27%
Division of Supervision and Consumer Protection	2489	45%
Legal Division	466	8%
Office of Inspector General	98	2%
All other Offices (including Executive Offices)	95	2%
Not Identified	2	0%