



2008 Annual Employee Survey (AES) Survey Results

Federal Deposit Insurance Corporation

Survey Sent: 5,124 | Surveys Returned: 3,566 | Response Rate: 69.6%

What is your supervisory status?

	Valid N	%
Non-supervisor	2439	68%
Team Leader	480	13%
Supervisor	320	9%
Manager	92	3%
Executive	70	2%

Are you...

	Valid N	%
Male	1907	53%
Female	1458	41%

Are you Hispanic or Latino?

	Valid N	%
Yes	139	4%
No	3212	90%

Please select the racial category or categories with which you most closely identify.
(Please select one or more)

	Valid N	%
White	2584	72%
Black or African-American	492	14%
Native Hawaiian or other Pac. Islander	7	0%
Asian	102	3%
American Indian or Alaskan Native	20	1%
Two or more races	62	2%

What is your agency subcomponent?

	Valid N	%
Corporate University	147	4%
Division of Administration	226	6%
Division of Finance	106	3%
Division of Information Technology	210	6%
Division of Insurance and Research	128	4%
Division of Resolutions and Receiverships	250	7%
Division of Supervision and Consumer Protection	2031	57%
Legal Division	316	9%
Office of Inspector General	68	2%
All other Offices (including Executive Offices)	84	2%

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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	107	The people I work with cooperate to get the job done.	1183 35%	1770 52%	289 8%	153 4%	30 1%		3425
2	104	I am given a real opportunity to improve my skills in my organization.	779 23%	1674 49%	574 17%	325 10%	69 2%		3421
3	106	My work gives me a feeling of personal accomplishment.	1335 39%	1495 44%	367 11%	174 5%	50 1%		3421
4	105	I like the kind of work I do.	1456 43%	1536 45%	313 9%	93 3%	27 1%		3425
5	82	I have trust and confidence in my supervisor.	1353 39%	1202 35%	415 12%	302 9%	170 5%		3442
			Very Good	Good	Fair	Poor	Very Poor		Total N (surveys returned)
6	83	Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	1431 42%	1105 32%	555 16%	209 6%	137 4%		3437
Recruitment, Development & 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	93	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	611 18%	1911 56%	388 11%	363 11%	103 3%	46 1%	3422
8	94	My work unit is able to recruit people with the right skills.	364 11%	1332 39%	756 22%	490 14%	218 6%	270 8%	3430
9	3	I know how my work relates to the agency's goals and priorities.	1566 44%	1750 49%	142 4%	67 2%	24 1%	5 0%	3554
10	100	The work I do is important.	1698 50%	1515 44%	129 4%	54 2%	19 1%	8 0%	3423
11	97	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	980 29%	1867 55%	287 8%	209 6%	70 2%	12 0%	3425
12	79	Supervisors/team leaders in my work unit support employee development.	1226 36%	1483 43%	379 11%	173 5%	106 3%	61 2%	3428
13	102	My talents are used well in the workplace.	752 22%	1668 49%	475 14%	342 10%	171 5%	17 0%	3425
14	101	My training needs are assessed.	580 17%	1563 46%	624 18%	484 14%	114 3%	54 2%	3419

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	103	Promotions in my work unit are based on merit.	370	973	766	501	396	412	3418
			11%	28%	22%	15%	12%	12%	
16	86	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	224	792	701	592	403	722	3434
			7%	23%	20%	17%	12%	21%	
17	18	Creativity and innovation are rewarded.	151	1106	1134	689	255	159	3494
			4%	32%	32%	20%	7%	5%	
18	89	In my most recent performance appraisal, I understand what I had to do to be rated at different performance levels.	342	1033	725	637	384	314	3435
			10%	30%	21%	19%	11%	9%	
19	87	In my work unit, differences in performance are recognized in a meaningful way.	233	914	780	717	358	422	3424
			7%	27%	23%	21%	10%	12%	
20	88	Pay raises depend on how well employees perform their jobs.	260	820	727	739	509	384	3439
			8%	24%	21%	21%	15%	11%	
21	84	My performance appraisal is a fair reflection of my performance.	587	1555	506	344	171	274	3437
			17%	45%	15%	10%	5%	8%	
22	85	Discussions with my supervisor/team leader about my performance are worthwhile.	585	1367	634	450	234	166	3436
			17%	40%	18%	13%	7%	5%	
23	67	Managers/supervisors/team leaders work well with employees of different backgrounds.	512	1702	594	302	161	173	3444
			15%	49%	17%	9%	5%	5%	
24	78	My supervisor supports my need to balance work and family issues.	1639	1243	300	114	91	43	3430
			48%	36%	9%	3%	3%	1%	
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	62	I have a high level of respect for my organization's senior leaders.	533	1569	736	387	174	49	3448
			15%	46%	21%	11%	5%	1%	
26	63	In my organization, leaders generate high levels of motivation and commitment in the workforce.	319	1202	935	678	238	72	3444
			9%	35%	27%	20%	7%	2%	
27	66	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	442	1767	601	189	124	312	3435
			13%	51%	17%	6%	4%	9%	
28	98	Employees are protected from health and safety hazards on the job.	1205	1832	246	61	39	46	3429
			35%	53%	7%	2%	1%	1%	
29	24	Employees have a feeling of personal empowerment with respect to work processes.	193	1178	936	799	328	49	3483
			6%	34%	27%	23%	9%	1%	
30	92	My workload is reasonable.	364	1647	452	626	323	8	3420
			11%	48%	13%	18%	9%	0%	
31	68	Managers communicate the goals and priorities of the organization.	425	1797	642	344	159	77	3444
			12%	52%	19%	10%	5%	2%	
32	99	My organization has prepared employees for potential security threats.	779	1896	423	171	56	104	3429
			23%	55%	12%	5%	2%	3%	

Job Satisfaction									
AES Question #	FDIC Survey Question #	Question Text	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied		Total N (surveys returned)
33	133	Information you receive from management on what's going on in your organization?	384	1488	827	551	156		3406
			11%	44%	24%	16%	5%		
34	129	Your involvement in decisions that affect your work?	368	1599	837	499	102		3405
			11%	47%	25%	15%	3%		

Job Satisfaction (continued)

35	132	Opportunity to get a better job in your organization?	281	1134	1114	590	282		3401
			8%	33%	33%	17%	8%		
36	131	Recognition you receive for doing a good job?	440	1331	735	670	229		3405
			13%	39%	22%	20%	7%		
37	134	Policies and practices of your senior leaders?	317	1338	1016	519	213		3403
			9%	39%	30%	15%	6%		
38	130	Training you receive for your present job?	470	1672	726	443	95		3406
			14%	49%	21%	13%	3%		
39	136	Considering everything, how satisfied are you with your job?	781	1874	470	222	61		3408
			23%	55%	14%	7%	2%		
40	135	Considering everything, how satisfied are you with your pay?	640	1658	519	455	142		3414
			19%	49%	15%	13%	4%		