



U.S. OFFICE OF SPECIAL COUNSEL Annual Employee Survey Results

1. How the survey was conducted:

OSC is required to conduct a survey of its employees on a yearly basis to assess employee satisfaction as well as leadership and management practices that contribute to agency performance. The specific areas and questions are mandated by OPM in its regulations found in 5 CFR Part 250, Subpart C.

Individual's responses are and will remain anonymous. The only demographic information collected is broad enough in scope that identification of a specific individual from the information provided is not possible. The aggregated responses will be used by management to identify relative levels of satisfaction in a number of Human Capital related areas.

The survey was conducted online from January 31, 2008 through February 14, 2008. An invitation to participate in the survey was sent via e-mail to all agency employees with a link to the survey website.

2. Description of sample:

All 103 employees of the agency were invited to participate in the survey. Because OSC has a small workforce, the opportunity to complete the survey will be offered to all employees each year. All OSC employees were encouraged to participate.

3. Number of employees surveyed, number responded, and representativeness of respondents:

The survey was distributed to all 103 OSC employees of whom 58 responded for an overall response rate of 56.3%. Of those employees who responded regarding the position they occupy, 42 (76.4%) were non-supervisory employees, 13 (23.6%) were supervisory/managerial employees. Of those employees who responded regarding their gender, 25 (45.5%) were male, 30 (54.5%) were female. Finally, of those employees who responded regarding where they work, 15 (27.3%) worked in a Field Office, and 40 (72.7%) worked in Headquarters in Washington, DC.

4. Interpretation of Results:

The results of the 2007 OSC employee survey showed some very positive responses in the areas of Personal Work Experiences, and Recruitment, Development and Retention. In particular in the area of Personal Work Experiences, 87.3% of employees responded that the people they work with cooperate to get the job done, and 80% responded that they liked the kind of work they do. In addition in the area of Recruitment, Development and Retention, 89% of employees responded that the work they do is important, and 81.8% responded that they know how their work relates to the agency's goals and priorities. In the area of Job Satisfaction, 78.2% of employees responded that considering everything they are satisfied with their pay, and 71% of employees responded that considering everything they are satisfied with their job. Of particular note in the area of Performance Culture, 80% of employees responded that their supervisors supported their need to balance work and family issues. The findings suggest that OSC employees enjoy their work, have a clear sense of mission, and find worth in what they do. Furthermore, OSC's employees feel that considering everything they are satisfied with their pay and jobs, and that supervisors are supportive of their balance between work and family.

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