

2008 Federal Human Capital Survey Results
Overseas Private Investment Corporation (OPIC)
(posted February 2009)

OPIC values its employees and is committed to making improvements based on employee feedback. Employee feedback is drawn from many sources, including the 2008 Federal Human Capital Survey – a government-wide survey measuring employee satisfaction on a variety of human capital program areas including: Leadership and Knowledge Management, Results-Oriented Performance Culture, Talent Management, and Job Satisfaction.

The Federal Human Capital Survey is administered by the Office of Personnel Management (OPM) every two years to full-time, permanent employees in major agencies represented on the President's Management Council (PMC) and in small/independent agencies that accepted the invitation to participate. These agencies comprise approximately 97 percent of the executive branch workforce. OPIC accepted the invitation and the survey was conducted online from August 1, 2008 through September 26, 2008.

A little over 212,000 federal employees completed the survey resulting in a government-wide response rate of 51%. At OPIC approximately 145 employees were asked to participate in the 2008 survey. 106 OPIC employees completed the survey, resulting in a response rate of 73% - higher than the government-wide average. On many of the items OPIC is also above the government-wide average of percentage of positive responses.

Areas in which OPIC is doing well are:

- 94.6% of employees believe the physical conditions of their workspace allow them to perform their jobs well
- 92.3% of employees feel protected from health and safety hazards on the job
- 92.7% of employees know how their work is related to the agency's goals and priorities
- 90.7% of employees believe their work is important
- 90.7% of employees feel that the agency has done a good job in preparing employees for potential security threats
- 87.7% of employees like the kind of work they do
- 86.5% of employees believe people they work with cooperate to get the job done
- 85.8% of employees are satisfied that their supervisor supports their need to balance work and family issues
- 82.5% of employees believe the workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals

Areas in which OPIC needs to continue to focus are:

- 41.4% of employees feel leaders generate high levels of motivation and commitment in the workforce
- 39.3% of employees believe pay raises depend on how well employees perform their jobs
- 38.5% of employees feel their training needs are assessed
- 34.8% of employees feel that differences in performance are recognized in a meaningful way
- 27.5% of employees are satisfied with their opportunity to get a better job in their organization

The complete results of the 2008 Federal Human Capital Survey are found below:

**2008 Federal Human Capital Survey
Overseas Private Investment Corporation Trend Report
Number of Surveys Returned: 106**

This is a summary of your department's or agency's responses to the 2008 Federal Human Capital Survey. This summary displays results by Positive, Neutral, Negative and where applicable, Do Not Know or No Basis to Judge responses. As shown below, for each response scale two responses are categorized as "Positive", one response is categorized as "Neutral", and two responses are categorized as "Negative"

Positive Responses		Neutral Responses	Negative Responses		Do Not Know/No Basis to Judge
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>Do Not Know</i>
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>No Basis to Judge</i>
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	<i>No Basis to Judge</i>
<i>Very Good</i>	<i>Good</i>	<i>Fair</i>	<i>Poor</i>	<i>Very Poor</i>	

Overseas Private Investment Corporation Trend Report

Personal Work Experiences

01 The people I work with cooperate to get the job done.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	83.9%	8.4%	7.7%
2008 Overseas Private Investment Corporation	86.5%	6.8%	6.7%

02 I am given a real opportunity to improve my skills in my organization.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	64.0%	17.9%	18.1%
2008 Overseas Private Investment Corporation	61.2%	24.5%	14.3%

03 I have enough information to do my job well.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	73.4%	15.2%	11.4%
2008 Overseas Private Investment Corporation	79.7%	14.6%	5.7%

04 I feel encouraged to come up with new and better ways of doing things.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	60.7%	19.4%	19.9%
2008 Overseas Private Investment Corporation	62.6%	16.4%	21.0%

05 My work gives me a feeling of personal accomplishment.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	73.4%	14.9%	11.7%
2008 Overseas Private Investment Corporation	78.1%	14.9%	7.0%

06 I like the kind of work I do.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	83.8%	11.0%	5.2%
2008 Overseas Private Investment Corporation	87.7%	10.5%	1.9%

Overseas Private Investment Corporation Trend Report

Personal Work Experiences

07 *I have trust and confidence in my supervisor.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	64.2%	17.8%	18.0%
2008 Overseas Private Investment Corporation	73.8%	9.0%	17.2%

08 *I recommend my organization as a good place to work.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	65.5%	19.6%	14.9%
2008 Overseas Private Investment Corporation	86.1%	11.1%	2.8%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	66.2%	20.9%	12.9%
2008 Overseas Private Investment Corporation	72.1%	18.1%	9.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	83.4%	13.5%	3.0%
2008 Overseas Private Investment Corporation	92.4%	6.7%	0.9%

Overseas Private Investment Corporation Trend Report

Recruitment, Development, & Retention

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	73.8%	15.1%	10.4%	0.7%
2008 Overseas Private Investment Corporation	82.5%	10.8%	6.7%	0.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	75.3%	13.4%	10.6%	0.6%
2008 Overseas Private Investment Corporation	85.8%	6.5%	7.7%	0.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	60.6%	21.0%	17.4%	1.0%
2008 Overseas Private Investment Corporation	66.6%	15.6%	17.7%	0.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	44.9%	27.8%	24.5%	2.8%
2008 Overseas Private Investment Corporation	70.8%	15.4%	13.9%	0.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	52.7%	27.2%	17.4%	2.6%
2008 Overseas Private Investment Corporation	54.0%	27.6%	17.6%	0.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	51.2%	18.1%	29.9%	0.8%
2008 Overseas Private Investment Corporation	50.7%	16.2%	33.1%	0.0%

17 *My workload is reasonable.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	60.0%	16.2%	23.3%	0.5%
2008 Overseas Private Investment Corporation	70.4%	15.3%	14.4%	0.0%

18 *My talents are used well in the workplace.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	62.3%	17.0%	19.8%	0.9%
2008 Overseas Private Investment Corporation	62.0%	21.7%	16.2%	0.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	83.9%	10.3%	5.1%	0.6%
2008 Overseas Private Investment Corporation	92.7%	3.6%	3.7%	0.0%

20 *The work I do is important.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	90.8%	6.3%	2.6%	0.2%
2008 Overseas Private Investment Corporation	90.7%	8.4%	0.9%	0.0%

Overseas Private Investment Corporation Trend Report

Recruitment, Development, & Retention

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	67.2%	14.6%	17.7%	0.5%
2008 Overseas Private Investment Corporation	94.6%	3.6%	1.8%	0.0%

Overseas Private Investment Corporation Trend Report

Performance Culture

22 *Promotions in my work unit are based on merit.*

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	35.2%	26.2%	34.0%	4.6%
2008 Overseas Private Investment Corporation	47.6%	24.3%	23.3%	4.8%

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

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	29.6%	26.5%	37.3%	6.5%
2008 Overseas Private Investment Corporation	42.2%	29.9%	15.8%	12.1%

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

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	43.8%	28.5%	25.4%	2.3%
2008 Overseas Private Investment Corporation	43.6%	30.4%	19.4%	6.6%

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

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	46.1%	23.6%	28.0%	2.2%
2008 Overseas Private Investment Corporation	52.8%	19.7%	26.5%	0.9%

26 *Creativity and innovation are rewarded.*

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	40.0%	28.1%	29.3%	2.5%
2008 Overseas Private Investment Corporation	48.1%	19.9%	30.2%	1.8%

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

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	25.6%	26.7%	42.5%	5.2%
2008 Overseas Private Investment Corporation	39.3%	30.3%	25.3%	5.1%

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

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	41.4%	23.2%	30.9%	4.4%
2008 Overseas Private Investment Corporation	54.0%	19.4%	19.6%	6.9%

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

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	31.4%	30.5%	33.8%	4.2%
2008 Overseas Private Investment Corporation	34.8%	26.7%	31.2%	7.3%

30 *My performance appraisal is a fair reflection of my performance.*

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	63.2%	18.0%	16.7%	2.2%
2008 Overseas Private Investment Corporation	75.9%	9.3%	13.1%	1.8%

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

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	56.2%	23.1%	19.0%	1.8%
2008 Overseas Private Investment Corporation	60.3%	26.8%	12.9%	0.0%

Overseas Private Investment Corporation Trend Report

Performance Culture

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).*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	64.3%	15.9%	16.2%	3.6%
2008 Overseas Private Investment Corporation	70.6%	10.4%	16.0%	3.0%

33 *I am held accountable for achieving results.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	81.8%	12.7%	4.8%	0.8%
2008 Overseas Private Investment Corporation	85.4%	7.0%	6.6%	1.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	56.8%	25.7%	11.0%	6.5%
2008 Overseas Private Investment Corporation	60.3%	25.0%	5.5%	9.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	59.7%	23.8%	10.6%	5.9%
2008 Overseas Private Investment Corporation	53.3%	29.3%	8.9%	8.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	65.2%	19.4%	12.2%	3.3%
2008 Overseas Private Investment Corporation	75.3%	19.1%	4.7%	0.9%

Overseas Private Investment Corporation Trend Report

Leadership

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

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	51.8%	22.7%	24.9%	0.6%
2008 Overseas Private Investment Corporation	53.3%	29.6%	17.2%	0.0%

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

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	39.9%	28.0%	31.3%	0.9%
2008 Overseas Private Investment Corporation	41.4%	24.4%	32.4%	1.8%

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

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	49.5%	25.7%	21.6%	3.1%
2008 Overseas Private Investment Corporation	56.2%	24.3%	16.5%	3.0%

40 *Managers communicate the goals and priorities of the organization.*

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	59.7%	21.4%	18.1%	0.8%
2008 Overseas Private Investment Corporation	68.2%	16.0%	14.2%	1.7%

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

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	57.5%	23.6%	13.7%	5.1%
2008 Overseas Private Investment Corporation	62.4%	17.0%	12.5%	8.1%

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

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	76.2%	13.2%	9.6%	1.1%
2008 Overseas Private Investment Corporation	92.3%	6.8%	0.0%	0.9%

43 *My organization has prepared employees for potential security threats.*

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	74.1%	15.6%	8.9%	1.4%
2008 Overseas Private Investment Corporation	90.7%	6.2%	3.1%	0.0%

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

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	39.4%	27.5%	20.8%	12.2%
2008 Overseas Private Investment Corporation	40.8%	34.1%	9.2%	15.8%

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

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	47.7%	23.4%	21.5%	7.4%
2008 Overseas Private Investment Corporation	51.9%	26.3%	12.5%	9.4%

Overseas Private Investment Corporation Trend Report

Leadership

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.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	60.1%	19.2%	11.5%	9.2%
2008 Overseas Private Investment Corporation	70.8%	15.9%	2.2%	11.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	50.5%	22.6%	19.0%	7.9%
2008 Overseas Private Investment Corporation	51.8%	23.4%	15.2%	9.6%

Overseas Private Investment Corporation Trend Report

Learning (Knowledge Management)

48 Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	58.3%	22.3%	18.2%	1.3%
2008 Overseas Private Investment Corporation	69.3%	14.1%	16.6%	0.0%

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

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	64.5%	19.1%	15.6%	0.8%
2008 Overseas Private Investment Corporation	75.1%	8.4%	16.5%	0.0%

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

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	78.6%	11.9%	7.8%	1.6%
2008 Overseas Private Investment Corporation	48.0%	15.1%	33.4%	3.5%

51 My training needs are assessed.

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	53.4%	24.7%	20.4%	1.6%
2008 Overseas Private Investment Corporation	38.5%	23.2%	36.5%	1.8%

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

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	54.5%	23.1%	19.6%	2.8%
2008 Overseas Private Investment Corporation	59.9%	14.7%	22.9%	2.5%

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

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	75.4%	12.8%	11.3%	0.5%
2008 Overseas Private Investment Corporation	81.2%	4.8%	13.1%	0.9%

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

	Positive	Neutral	Negative	Do Not Know
2008 Governmentwide	87.3%	8.2%	3.8%	0.8%
2008 Overseas Private Investment Corporation	96.2%	2.7%	1.0%	0.0%

Overseas Private Investment Corporation Trend Report

Job Satisfaction

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	53.4%	22.8%	23.9%
2008 Overseas Private Investment Corporation	57.4%	22.2%	20.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	48.1%	24.4%	27.4%
2008 Overseas Private Investment Corporation	62.7%	17.3%	19.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	50.3%	22.8%	26.9%
2008 Overseas Private Investment Corporation	56.5%	17.8%	25.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	42.3%	28.8%	28.9%
2008 Overseas Private Investment Corporation	51.3%	29.3%	19.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	39.0%	28.2%	32.8%
2008 Overseas Private Investment Corporation	27.5%	42.0%	30.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	55.3%	24.5%	20.2%
2008 Overseas Private Investment Corporation	48.4%	25.7%	25.8%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	68.5%	17.5%	14.1%
2008 Overseas Private Investment Corporation	76.2%	14.3%	9.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	60.4%	17.4%	22.2%
2008 Overseas Private Investment Corporation	59.2%	17.4%	23.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	57.5%	22.2%	20.3%
2008 Overseas Private Investment Corporation	77.6%	12.8%	9.6%

Overseas Private Investment Corporation Trend Report

Satisfaction with Benefits

64 How satisfied are you with retirement benefits?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	60.9%	19.4%	12.5%	7.3%
2008 Overseas Private Investment Corporation	67.7%	19.2%	9.4%	3.7%

65 How satisfied are you with health insurance benefits?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	62.0%	17.2%	15.8%	5.0%
2008 Overseas Private Investment Corporation	70.2%	16.1%	9.5%	4.3%

66 How satisfied are you with life insurance benefits?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	60.2%	21.7%	9.5%	8.6%
2008 Overseas Private Investment Corporation	64.3%	17.2%	6.6%	11.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	32.0%	28.4%	9.6%	30.0%
2008 Overseas Private Investment Corporation	38.8%	27.0%	6.8%	27.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	34.8%	27.0%	3.7%	34.5%
2008 Overseas Private Investment Corporation	58.2%	16.5%	5.6%	19.8%

69 How satisfied are you with paid vacation time?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	87.7%	7.7%	4.7%
2008 Overseas Private Investment Corporation	92.4%	3.7%	3.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2008 Governmentwide	84.3%	9.4%	6.3%
2008 Overseas Private Investment Corporation	91.6%	2.8%	5.7%

71 How satisfied are you with child care subsidies?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	9.1%	23.0%	4.2%	63.7%
2008 Overseas Private Investment Corporation	8.8%	23.4%	4.9%	62.8%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	28.5%	24.4%	7.4%	39.7%
2008 Overseas Private Investment Corporation	47.5%	19.9%	3.7%	28.9%

Overseas Private Investment Corporation Trend Report

Satisfaction with Benefits

73 How satisfied are you with telework/telecommuting?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	22.6%	20.3%	13.7%	43.3%
2008 Overseas Private Investment Corporation	30.3%	21.4%	13.7%	34.6%

74 How satisfied are you with alternative work schedules?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
2008 Governmentwide	46.9%	17.0%	12.7%	23.4%
2008 Overseas Private Investment Corporation	20.3%	13.7%	25.8%	40.2%

Overseas Private Investment Corporation Trend Report

Demographics

75. Where do you work?

<i>Headquarters</i>	< 1%
<i>Field</i>	< 1%

76. What is your supervisory status?

<i>Non-Supervisor</i>	< 1%
<i>Team Leader</i>	< 1%
<i>Supervisor</i>	< 1%
<i>Manager</i>	< 1%
<i>Executive</i>	< 1%

77. Are you:

<i>Male</i>	< 1%
<i>Female</i>	< 1%

78. Are you Hispanic or Latino?

<i>Yes</i>	< 1%
<i>No</i>	< 1%

79. Are you:

<i>American Indian or Alaska Native</i>	< 1%
<i>Asian</i>	< 1%
<i>Black or African American</i>	< 1%
<i>Native Hawaiian or Other Pacific Islander</i>	< 1%
<i>White</i>	< 1%
<i>Two or more races</i>	< 1%

80. What is your age group?

<i>25 and under</i>	< 1%
<i>26 - 29</i>	< 1%
<i>30 - 39</i>	< 1%
<i>40 - 49</i>	< 1%
<i>50 - 59</i>	< 1%
<i>60 or older</i>	< 1%

81. What is your pay category/grade?

<i>Federal Wage System</i>	< 1%
<i>GS 1-6</i>	< 1%
<i>GS 7-12</i>	< 1%
<i>GS 13-15</i>	< 1%
<i>Senior Executive Service</i>	< 1%
<i>Senior Level (SL) or Scientific or Professional (ST)</i>	< 1%
<i>Other</i>	< 1%

82. How long have you been with the Federal Government (excluding military service)?

<i>Less than 1 year</i>	< 1%
<i>1 to 3 years</i>	< 1%
<i>4 to 5 years</i>	< 1%
<i>6 to 10 years</i>	< 1%
<i>11 to 14 years</i>	< 1%
<i>15 to 20 years</i>	< 1%
<i>More than 20 years</i>	< 1%

83. How long have you been with your current agency?

<i>Less than 1 year</i>	< 1%
<i>1 to 3 years</i>	< 1%
<i>4 to 5 years</i>	< 1%
<i>6 to 10 years</i>	< 1%
<i>11 to 20 years</i>	< 1%
<i>More than 20 years</i>	< 1%

84. Are you considering leaving your organization within the next year?

<i>No</i>	< 1%
<i>Yes, to retire</i>	< 1%
<i>Yes, to take another job in the Federal Government</i>	< 1%
<i>Yes, to take another job outside the Federal Government</i>	< 1%
<i>Yes, other</i>	< 1%

85. I am planning to retire:

<i>Within one year</i>	< 1%
<i>Between one and three years</i>	< 1%
<i>Between three and five years</i>	< 1%
<i>Five or more years</i>	< 1%