

2011 Results

The U.S. Election Assistance Commission (EAC) 2011 Annual Employee Survey was administered by the Office of Personnel Management from December 5 through December 23, 2011 to gain employee insight into leadership, performance culture, personal work experiences and job satisfaction.

The survey reports showed that 84% of EAC employees reported overall satisfaction with their individual work experience, and this is consistent with the Government-wide rating. Although declining slightly since the 2010 survey, the percent of employees giving personal work experience a favorable rating has not changed significantly in the last three years. It is important to note that this favorable rating was given during a year when EAC faced legislative elimination, a hiring freeze, and the departure 34% of its workforce, including the Executive Director and two remaining Commissioners. Under these circumstances, it is understandable that survey items pertaining to career development, job promotions and job resources decreased in percentage of favorable scores.

EAC's strengths continue to be the agency's effectiveness in meeting its mandates and agency mission, providing valuable resources to election officials and voters, and providing Best Practices in the election arena. Employees feel that management is doing a good job of communicating with them on the agency's operating status, as well as how budget projections affect the current workforce. They feel that management has been supportive in helping them deal with the uncertain status of the agency and actively working to keep morale up.

Management strives for continuous improvement and uses the areas with low scores for ongoing action planning to address challenges.

**2012 Annual Employee Survey Results for
U.S. Election Assistance Commission
All Respondents**

Surveys Sent: 33

Surveys Returned: 19

Response Rate: 58%

Prescribed Questions: Personal Work Experiences								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree		Total
1. The people I work with cooperate to get the job done.	Frequencies	7	8	2	1	1		19
	Percentages	36.8%	42.1%	10.5%	5.3%	5.3%		100.0%
2. I am given a real opportunity to improve my skills in my organization.	Frequencies	4	7	3	2	3		19
	Percentages	21.1%	36.8%	15.8%	10.5%	15.8%		100.0%
3. My work gives me a feeling of personal accomplishment.	Frequencies	9	5	1	4	0		19
	Percentages	47.4%	26.3%	5.3%	21.1%	0.0%		100.0%
4. I like the kind of work I do.	Frequencies	11	5	1	2	0		19
	Percentages	57.9%	26.3%	5.3%	10.5%	0.0%		100.0%
5. I have trust and confidence in my supervisor.	Frequencies	5	6	2	2	4		19
	Percentages	26.3%	31.6%	10.5%	10.5%	21.1%		100.0%
Item Text		Very Good	Good	Fair	Poor	Very Poor		Total
6. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	Frequencies	8	4	4	1	2		19
	Percentages	42.1%	21.1%	21.1%	5.3%	10.5%		100.0%

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Prescribed Questions: Recruitment, Development, & Retention								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Frequencies	4	9	3	0	3	0	19
	Percentages	21.1%	47.4%	15.8%	0.0%	15.8%	0.0%	100.0%
8. My work unit is able to recruit people with the right skills.	Frequencies	3	6	3	4	2	1	19
	Percentages	15.8%	31.6%	15.8%	21.1%	10.5%	5.3%	100.0%
9. I know how my work relates to the agency's goals and priorities.	Frequencies	10	7	1	1	0	0	19
	Percentages	52.6%	36.8%	5.3%	5.3%	0.0%	0.0%	100.0%
10. The work I do is important.	Frequencies	11	5	2	1	0	0	19
	Percentages	57.9%	26.3%	10.5%	5.3%	0.0%	0.0%	100.0%
11. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	Frequencies	6	7	3	2	1	0	19
	Percentages	31.6%	36.8%	15.8%	10.5%	5.3%	0.0%	100.0%
12. Supervisors/team leaders in my work unit support employee development.	Frequencies	6	5	4	1	2	1	19
	Percentages	31.6%	26.3%	21.1%	5.3%	10.5%	5.3%	100.0%
13. My talents are used well in the workplace.	Frequencies	6	5	3	2	3	0	19
	Percentages	31.6%	26.3%	15.8%	10.5%	15.8%	0.0%	100.0%
14. My training needs are assessed.	Frequencies	5	3	4	4	3	0	19
	Percentages	26.3%	15.8%	21.1%	21.1%	15.8%	0.0%	100.0%

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Prescribed Questions: Performance Culture								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
15. Promotions in my work unit are based on merit.	Frequencies	4	2	7	2	4	0	19
	Percentages	21.1%	10.5%	36.8%	10.5%	21.1%	0.0%	100.0%
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Frequencies	3	3	8	1	2	1	18
	Percentages	16.7%	16.7%	44.4%	5.6%	11.1%	5.6%	100.0%
17. Creativity and innovation are rewarded.	Frequencies	4	3	5	3	3	0	18
	Percentages	22.2%	16.7%	27.8%	16.7%	16.7%	0.0%	100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	No Basis to Judge	Total
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).	Frequencies	5	8	2	1	2	1	19
	Percentages	26.3%	42.1%	10.5%	5.3%	10.5%	5.3%	100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
19. In my work unit, differences in performance are recognized in a meaningful way.	Frequencies	4	3	3	5	3	1	19
	Percentages	21.1%	15.8%	15.8%	26.3%	15.8%	5.3%	100.0%
20. Pay raises depend on how well employees perform their jobs.	Frequencies	1	3	3	3	6	3	19
	Percentages	5.3%	15.8%	15.8%	15.8%	31.6%	15.8%	100.0%
21. My performance appraisal is a fair reflection of my performance.	Frequencies	3	9	4	1	0	2	19
	Percentages	15.8%	47.4%	21.1%	5.3%	0.0%	10.5%	100.0%
22. Discussions with my supervisor/ team leader about my performance are worthwhile.	Frequencies	5	8	0	3	1	2	19
	Percentages	26.3%	42.1%	0.0%	15.8%	5.3%	10.5%	100.0%
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	Frequencies	3	6	2	3	4	1	19
	Percentages	15.8%	31.6%	10.5%	15.8%	21.1%	5.3%	100.0%
24. My supervisor supports my need to balance work and family issues.	Frequencies	11	5	3	0	0	0	19
	Percentages	57.9%	26.3%	15.8%	0.0%	0.0%	0.0%	100.0%

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Prescribed Questions: Leadership								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
25. I have a high level of respect for my organization's senior leaders.	Frequencies	5	2	4	2	6	0	19
	Percentages	26.3%	10.5%	21.1%	10.5%	31.6%	0.0%	100.0%
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Frequencies	3	4	3	3	6	0	19
	Percentages	15.8%	21.1%	15.8%	15.8%	31.6%	0.0%	100.0%
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Frequencies	3	6	3	2	3	2	19
	Percentages	15.8%	31.6%	15.8%	10.5%	15.8%	10.5%	100.0%
28. Employees are protected from health and safety hazards on the job.	Frequencies	5	11	0	1	1	1	19
	Percentages	26.3%	57.9%	0.0%	5.3%	5.3%	5.3%	100.0%
29. Employees have a feeling of personal empowerment with respect to work processes.	Frequencies	4	5	5	0	5	0	19
	Percentages	21.1%	26.3%	26.3%	0.0%	26.3%	0.0%	100.0%
30. My workload is reasonable.	Frequencies	3	11	3	1	1	0	19
	Percentages	15.8%	57.9%	15.8%	5.3%	5.3%	0.0%	100.0%
31. Managers communicate the goals and priorities of the organization.	Frequencies	5	4	1	3	6	0	19
	Percentages	26.3%	21.1%	5.3%	15.8%	31.6%	0.0%	100.0%
32. My organization has prepared employees for potential security threats.	Frequencies	4	11	1	2	1	0	19
	Percentages	21.1%	57.9%	5.3%	10.5%	5.3%	0.0%	100.0%

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Prescribed Questions: Job Satisfaction								
Item Text		Very Satisfied	Satisfied	Neither	Dis-satisfied	Very Dis-satisfied		Total
33. How satisfied are you with the information you receive from management on what's going on in your organization?	Frequencies	4	4	2	4	5		19
	Percentages	21.1%	21.1%	10.5%	21.1%	26.3%		100.0%
34. How satisfied are you with your involvement in decisions that affect your work?	Frequencies	4	4	3	6	2		19
	Percentages	21.1%	21.1%	15.8%	31.6%	10.5%		100.0%
35. How satisfied are you with your opportunity to get a better job in your organization?	Frequencies	1	2	5	4	6		18
	Percentages	5.6%	11.1%	27.8%	22.2%	33.3%		100.0%
36. How satisfied are you with the recognition you receive for doing a good job?	Frequencies	5	3	5	3	3		19
	Percentages	26.3%	15.8%	26.3%	15.8%	15.8%		100.0%
37. How satisfied are you with the policies and practices of your senior leaders?	Frequencies	5	3	3	4	4		19
	Percentages	26.3%	15.8%	15.8%	21.1%	21.1%		100.0%
38. How satisfied are you with the training you receive for your present job?	Frequencies	4	7	3	2	3		19
	Percentages	21.1%	36.8%	15.8%	10.5%	15.8%		100.0%
39. Considering everything, how satisfied are you with your job?	Frequencies	3	8	2	2	4		19
	Percentages	15.8%	42.1%	10.5%	10.5%	21.1%		100.0%
40. Considering everything, how satisfied are you with your pay?	Frequencies	2	10	2	4	1		19
	Percentages	10.5%	52.6%	10.5%	21.1%	5.3%		100.0%

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Agency-Specific Items								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	No Basis to Judge	Total
41. I recommend my organization as a good place to work.	Frequencies	2	2	4	4	7	0	19
	Percentages	10.5%	10.5%	21.1%	21.1%	36.8%	0.0%	100.0%
42. I have sufficient resources (for example, people; materials; budget) to get my job done.	Frequencies	1	6	4	2	6	0	19
	Percentages	5.3%	31.6%	21.1%	10.5%	31.6%	0.0%	100.0%
43. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women; training in awareness of diversity issues; mentoring).	Frequencies	4	5	5	2	3	0	19
	Percentages	21.1%	26.3%	26.3%	10.5%	15.8%	0.0%	100.0%
44. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Frequencies	4	5	1	2	4	3	19
	Percentages	21.1%	26.3%	5.3%	10.5%	21.1%	15.8%	100.0%
Item Text		Very Satisfied	Satisfied	Neither	Dis-satisfied	Very Dis-satisfied		Total
45. Considering everything, how satisfied are you with your organization?	Frequencies	2	4	6	3	3		18
	Percentages	11.1%	22.2%	33.3%	16.7%	16.7%		100.0%



Annual Employee Survey (AES) 3-Year Results Summary for 2009 to 2011

This is an overall summary of the 2009, 2010 and 2011
U.S. Election Assistance Commission's Annual Employee Survey results.
Differences between 2011 and 2010/2009 must be at least 20 percentage points to be meaningful (e.g., 50% vs. 70%).

Personal Work Experiences (Items 1 - 6)

There were no meaningful differences in the percent favorable scores since 2010/2009 for personal work experience items.

Recruitment, Development and Selection (Items 7 - 14)

There was one meaningful decrease in percent favorable scores for recruitment, development and selection items.

- ▼ Favorability decreased 26 percentage points since 2009 and 24 percentage points since 2010 for "My work unit is able to recruit people with the right skills."

Performance Culture (Items 15 - 24)

There was one meaningful increase and one decrease in percent favorable scores for performance culture items.

- ▲ Favorability increased 27 percentage points since 2009 for "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)."
- ▼ Favorability decreased 21 percentage points since 2010 for "Managers/supervisors/team leaders work well with employees of different backgrounds."

Leadership (Items 25 - 32)

There was one meaningful increase and one decrease in percent favorable scores for leadership survey items.

- ▲ Favorability increased 21 percentage points since 2010 for "My organization has prepared employees for potential security threats."
- ▼ Favorability decreased 20 percentage points since 2010 for "My workload is reasonable," bringing that item's score approximately back to its value in 2009.

Job Satisfaction (Items 33 - 40)

Overall, percent favorable for job satisfaction items has decreased since 2009.

- ▼ Favorability decreased 24 percentage points since 2009 and for "How satisfied are you with your opportunity to get a better job in your organization?" and "How satisfied are you with your involvement in decisions that affect your work?"
- ▼ Favorability decreased 23 percentage points since 2010 for "Considering everything, how satisfied are you with your job?"

Agency-Specific Items (Items 41 - 45)

There were three meaningful decreases in percent favorable for agency-specific items.

- ▼ Favorability decreased 37 percentage points since 2010 for "I recommend my organization as a good place to work."
- ▼ Favorability decreased 35 percentage points since 2010 for "I have sufficient resources (for example, people; materials; budget) to get my job done."
- ▼ Favorability decreased 22 percentage points since 2010 for "Policies and programs promote diversity in the workplace."
- ▼ Favorability decreased 28 percentage points since 2010 for "Considering everything, how satisfied are you with your organization?"