



U.S. ELECTION ASSISTANCE COMMISSION
1201 New York Avenue, NW, Suite 300
Washington, DC 20005

Annual Employee Survey Results

This brief analysis was provided along with the attached survey results:

EAC's response rate was quite good. However, given the very small number of people who work at EAC, even "Very Good" does not produce a large database. Fourteen out of 24 people responded. That is about the same response rate as in years past so it's fair to compare the 2012 results to those from previous years.

Overall, the EAC's results were quite good and often noticeably better than last year. The large declines in many aspects of the work environment in 2011 have been reversed, returning to (or sometimes exceeding) the 2009 scores. Even given the small number of people involved, the data is convincing that EAC is a better place to work than it was a year ago.

The one disappointment this year relates to the comments. Very few people made comments. The positive comments say EAC's mission is important and people are proud to perform it.

February 2013

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

Sent: 24

Surveys Returned: 14

Response Rate: 58%

Prescribed Questions: Personal Work Experience

Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree		Total
1. The people I work with cooperate to get the job done.	Frequencies	6	6	2	0	0		14
	Percentages	42.9%	42.9%	14.3%	0.0%	0.0%		100.0%
2. I am given a real opportunity to improve my skills in my organization.	Frequencies	5	4	2	1	2		14
	Percentages	35.7%	28.6%	14.3%	7.1%	14.3%		100.0%
3. My work gives me a feeling of personal accomplishment.	Frequencies	9	3	1	0	1		14
	Percentages	64.3%	21.4%	7.1%	0.0%	7.1%		100.0%
4. I like the kind of work I do.	Frequencies	9	4	0	0	1		14
	Percentages	64.3%	28.6%	0.0%	0.0%	7.1%		100.0%
5. I have trust and confidence in my supervisor.	Frequencies	6	3	3	0	2		14
	Percentages	42.9%	21.4%	21.4%	0.0%	14.3%		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	7	2	4	0	1		14
	Percentages	50.0%	14.3%	28.6%	0.0%	7.1%		100.0%

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

Surveys Sent: 24

Surveys Returned: 14

Response Rate: 58%

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	5	5	3	0	1	0	14
	Percentages	35.7%	35.7%	21.4%	0.0%	7.1%	0.0%	100.0%
8. My work unit is able to recruit people with the right skills.	Frequencies	5	4	4	1	0	0	14
	Percentages	35.7%	28.6%	28.6%	7.1%	0.0%	0.0%	100.0%
9. I know how my work relates to the agency's goals and priorities.	Frequencies	9	4	0	0	0	1	14
	Percentages	64.3%	28.6%	0.0%	0.0%	0.0%	7.1%	100.0%
10. The work I do is important.	Frequencies	9	4	0	0	1	0	14
	Percentages	64.3%	28.6%	0.0%	0.0%	7.1%	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	7	6	0	1	0	0	14
	Percentages	50.0%	42.9%	0.0%	7.1%	0.0%	0.0%	100.0%
12. Supervisors/team leaders in my work unit support employee development.	Frequencies	6	3	2	2	0	1	14
	Percentages	42.9%	21.4%	14.3%	14.3%	0.0%	7.1%	100.0%
13. My talents are used well in the workplace.	Frequencies	6	2	2	2	2	0	14
	Percentages	42.9%	14.3%	14.3%	14.3%	14.3%	0.0%	100.0%
14. My training needs are assessed.	Frequencies	6	3	2	1	2	0	14
	Percentages	42.9%	21.4%	14.3%	7.1%	14.3%	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	5	0	4	1	1	3	14
	Percentages	35.7%	0.0%	28.6%	7.1%	7.1%	21.4%	100.0%
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Frequencies	5	3	2	1	2	1	14
	Percentages	35.7%	21.4%	14.3%	7.1%	14.3%	7.1%	100.0%
17. Creativity and innovation are rewarded.	Frequencies	5	2	4	1	2	0	14
	Percentages	35.7%	14.3%	28.6%	7.1%	14.3%	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	4	3	0	1	1	14
	Percentages	35.7%	28.6%	21.4%	0.0%	7.1%	7.1%	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	2	5	0	1	2	14
	Percentages	28.6%	14.3%	35.7%	0.0%	7.1%	14.3%	100.0%
20. Pay raises depend on how well employees perform their jobs.	Frequencies	3	2	3	1	1	3	13
	Percentages	23.1%	15.4%	23.1%	7.7%	7.7%	23.1%	100.0%
21. My performance appraisal is a fair reflection of my performance.	Frequencies	6	2	3	1	0	2	14
	Percentages	42.9%	14.3%	21.4%	7.1%	0.0%	14.3%	100.0%
22. Discussions with my supervisor/ team leader about my performance are worthwhile.	Frequencies	5	2	4	0	1	2	14
	Percentages	35.7%	14.3%	28.6%	0.0%	7.1%	14.3%	100.0%

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Prescribed Questions: Performance Culture

Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	Frequencies	5	4	2	1	1	1	14
	Percentages	35.7%	28.6%	14.3%	7.1%	7.1%	7.1%	100.0%
24. My supervisor supports my need to balance work and family issues.	Frequencies	9	3	2	0	0	0	14
	Percentages	64.3%	21.4%	14.3%	0.0%	0.0%	0.0%	100.0%

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	6	3	3	1	1	0	14
	Percentages	42.9%	21.4%	21.4%	7.1%	7.1%	0.0%	100.0%
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Frequencies	4	3	4	1	1	1	14
	Percentages	28.6%	21.4%	28.6%	7.1%	7.1%	7.1%	100.0%
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Frequencies	5	4	2	1	1	1	14
	Percentages	35.7%	28.6%	14.3%	7.1%	7.1%	7.1%	100.0%
28. Employees are protected from health and safety hazards on the job.	Frequencies	7	6	1	0	0	0	14
	Percentages	50.0%	42.9%	7.1%	0.0%	0.0%	0.0%	100.0%
29. Employees have a feeling of personal empowerment with respect to work processes.	Frequencies	5	5	3	1	0	0	14
	Percentages	35.7%	35.7%	21.4%	7.1%	0.0%	0.0%	100.0%
30. My workload is reasonable.	Frequencies	4	8	1	0	0	1	14
	Percentages	28.6%	57.1%	7.1%	0.0%	0.0%	7.1%	100.0%
31. Managers communicate the goals and priorities of the organization.	Frequencies	5	5	2	1	1	0	14
	Percentages	35.7%	35.7%	14.3%	7.1%	7.1%	0.0%	100.0%
32. My organization has prepared employees for potential security threats.	Frequencies	6	7	1	0	0	0	14
	Percentages	42.9%	50.0%	7.1%	0.0%	0.0%	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	5	5	0	3	1		14
	Percentages	35.7%	35.7%	0.0%	21.4%	7.1%		100.0%
34. How satisfied are you with your involvement in decisions that affect your work?	Frequencies	5	5	0	3	1		14
	Percentages	35.7%	35.7%	0.0%	21.4%	7.1%		100.0%
35. How satisfied are you with your opportunity to get a better job in your organization?	Frequencies	2	4	4	2	1		13
	Percentages	15.4%	30.8%	30.8%	15.4%	7.7%		100.0%
36. How satisfied are you with the recognition you receive for doing a good job?	Frequencies	6	3	1	3	1		14
	Percentages	42.9%	21.4%	7.1%	21.4%	7.1%		100.0%
37. How satisfied are you with the policies and practices of your senior leaders?	Frequencies	6	3	3	1	1		14
	Percentages	42.9%	21.4%	21.4%	7.1%	7.1%		100.0%
38. How satisfied are you with the training you receive for your present job?	Frequencies	7	4	2	1	0		14
	Percentages	50.0%	28.6%	14.3%	7.1%	0.0%		100.0%
39. Considering everything, how satisfied are you with your job?	Frequencies	5	4	2	2	1		14
	Percentages	35.7%	28.6%	14.3%	14.3%	7.1%		100.0%
40. Considering everything, how satisfied are you with your pay?	Frequencies	4	5	2	3	0		14
	Percentages	28.6%	35.7%	14.3%	21.4%	0.0%		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	5	3	3	2	1	0	14
	Percentages	35.7%	21.4%	21.4%	14.3%	7.1%	0.0%	100.0%
42. I have sufficient resources (for example, people; materials; budget) to get my job done.	Frequencies	4	6	3	0	1	0	14
	Percentages	28.6%	42.9%	21.4%	0.0%	7.1%	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	6	6	0	0	1	1	14
	Percentages	42.9%	42.9%	0.0%	0.0%	7.1%	7.1%	100.0%
44. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Frequencies	4	4	2	1	1	0	12
	Percentages	33.3%	33.3%	16.7%	8.3%	8.3%	0.0%	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	6	4	2	1	1		14
	Percentages	42.9%	28.6%	14.3%	7.1%	7.1%		100.0%



Annual Employee Survey (AES) 3-Year Results Summary for 2010 to 2012

This is an overall summary of the 2010, 2011 and 2012
U.S. Election Assistance Commission's Annual Employee Survey results.

Differences between 2012 and 2011/2010 must be at least 15 percentage points to be worth mentioning (e.g., 55% vs. 70%).

Personal Work Experiences (Items 1 - 6)

There were no marked differences in the percent favorable scores since 2011/2010 for personal work experience items.

Recruitment, Development and Selection (Items 7 - 14)

There were three notable increases in percent favorable scores for recruitment, development and selection items.

- ▲ Favorability increased 17 percentage points for "My work unit is able to recruit people with the right skills" since 2011.
- ▲ Favorability increased 24 percentage points for "Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well" since 2011, and 30 points since 2010.
- ▲ Favorability increased 22 percentage points for "My training needs are assessed" since 2011.

Performance Culture (Items 15 - 24)

There were three conspicuous increases and one noteworthy decrease in percent favorable scores for performance culture items.

- ▲ Favorability increased 24 percentage points for "In my work unit, steps are taken to deal with a poor performer who cannot or will not improve" since 2011, and 19% since 2010.
- ▲ Favorability increased 17 percentage points for "Pay raises depend on how well employees perform their jobs" since 2011.
- ▲ Favorability increased 17 percentage points for "Managers/supervisors/team leaders work well with employees of different backgrounds" since 2011.
- ▼ Favorability decreased 18 percentage points for "Discussions with my supervisor/ team leader about my performance are worthwhile" since 2011.

Leadership (Items 25 - 32)

There were five noteworthy increases in percent favorable scores for leadership survey items.

- ▲ Favorability increased 27 percentage points for "I have a high level of respect for my organization's senior leaders" since 2011.
- ▲ Favorability increased 17 percentage points for "Managers review and evaluate the organization's progress toward meeting its goals and objectives." since 2011.
- ▲ Favorability increased 24 percentage points for "Employees have a feeling of personal empowerment with respect to work processes" since 2011.
- ▲ Favorability increased 24 percentage points for "Managers communicate the goals and priorities of the organization" since 2011, and 20% since 2010.
- ▲ Favorability increased 35 percentage points for "My organization has prepared employees for potential security threats" since 2010.

Job Satisfaction (Items 33 - 40)

There were six marked increases and one notable decrease in percent favorable scores for job satisfaction items.

- ▲ Favorability increased 29 percentage points for "How satisfied are you with the information you receive from management on what's going on in your organization?" since 2011, and 21% since 2010.
- ▲ Favorability increased 29 percentage points for "How satisfied are you with your involvement in decisions that affect your work?" since 2011.
- ▲ Favorability increased 29 percentage points for "How satisfied are you with your opportunity to get a better job in your organization?" since 2011.



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- ▲ Favorability increased 22 percentage points for "How satisfied are you with the recognition you receive for doing a good job?" since 2011.
- ▲ Favorability increased 22 percentage points for "How satisfied are you with the policies and practices of your senior leaders?" since 2011.
- ▲ Favorability increased 21 percentage points for "How satisfied are you with the training you receive for your present job?" since 2011, and 17% since 2010.
- ▼ For "Considering everything, how satisfied are you with your job?" favorability stayed approximately even with 2011 levels, but decreased 16 percentage points since 2010.

Agency-Specific Items (Items 41 - 45)

All five agency-specific items showed prominent increases in percent favorable responses from the prior year.

- ▲ Favorability increased 36 percentage points for "I recommend my organization as a good place to work" since 2011.
- ▲ Favorability increased 34 percentage points for "I have sufficient resources (for example, people; materials; budget) to get my job done" since 2011.
- ▲ Favorability increased 39 percentage points for "Policies and programs promote diversity in the workplace (for example, recruiting minorities and women; training in awareness of diversity issues; mentoring)" since 2011.
- ▲ Favorability increased 20 percentage points for "I can disclose a suspected violation of any law, rule or regulation without fear of reprisal" since 2011.
- ▲ Favorability increased 38 percentage points for "Considering everything, how satisfied are you with your organization?" since 2011.