

SECURITIES AND EXCHANGE COMMISSION

2008 Federal Human Capital Survey Results

1. Interpretation of results:

The 2008 survey results clearly demonstrate that the SEC has highly skilled employees who like their work, their workplace, their co-workers, and their work/life balance. Furthermore, most are satisfied with their jobs, their pay, and their workloads. They are somewhat less positive about their training opportunities, promotion potential, and the recognition they receive for their performance. Though its scores dropped in 2008, the SEC has a history of maintaining one of the best work environments in the Federal service. The Commission is undertaking a robust program to address its current challenges and expects to score substantially better when the next survey administration occurs.

2. How the survey was conducted:

The survey was conducted online during August and September of 2008. An invitation to participate in the survey was sent via e-mail to all full-time, permanent, non-seasonal agency employees. The invitation included a link to the survey web site and a unique identification number and password to access the survey.

3. Description of survey respondents:

The population of employees eligible for survey participation was all full-time, permanent, non-seasonal employees who were employed by the agency as of December 2007. A total of 3125 employees were eligible for survey participation, 2428 non-supervisory employees and 697 supervisory employees (including supervisors, managers, and executives).

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

Of the population of 3125 employees, 1605 responded for an overall response rate of 51.4%. The response group included 1265 non-supervisory employees (52.1% response rate among non-supervisory employees) and 340 supervisors (48.7% response rate among supervisors). The respondents are representative of the agency population in all demographics.

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DEMOGRAPHICS

Supervisory Status	Population (%)	Respondents (%)
Non-Supervisor	77.7%	78.8%
Supervisor	22.3%	21.2%

Gender	Population (%)	Respondents (%)
Male	53.6%	49%
Female	46.4%	51%

Are you Hispanic or Latino?	Population (%)	Respondents (%)
Yes	5.0%	6%
No	95.0%	94%

Racial Category	Population (%)	Respondents (%)
White	67.2%	69%
Black or African American	18.9%	19%
Native Hawaiian or other Pacific Islander	0.1%	< 1%
Asian	8.4%	8%
American Indian or Alaska Native	0.3%	< 1%
Two or more races (not Hispanic or Latino)	5.1%	3%

Age	Population (%)	Respondents (%)
25 and under	0.5%	< 1%
26 - 29	5.6%	5%
30 - 39	35.1%	31%
40 - 49	30.7%	32%
50 - 59	21.0%	24%
60 or older	7.1%	8%

2008 Federal Human Capital Survey

This is a summary of the responses to the 2008 Federal Human Capital Survey of the U.S. Securities & Exchange Commission. 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		
<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>	

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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 Securities and Exchange Commission	82.5%	10.0%	7.5%
2006 Securities and Exchange Commission	85.9%	7.9%	6.2%
2004 Securities and Exchange Commission	87.2%	6.6%	6.3%

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 Securities and Exchange Commission	60.6%	18.2%	21.2%
2006 Securities and Exchange Commission	67.3%	16.0%	16.7%
2004 Securities and Exchange Commission	68.2%	15.3%	16.5%

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 Securities and Exchange Commission	75.0%	14.8%	10.1%
2006 Securities and Exchange Commission	77.9%	12.7%	9.5%
2004 Securities and Exchange Commission	74.6%	13.6%	11.8%

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 Securities and Exchange Commission	51.8%	19.1%	29.1%
2006 Securities and Exchange Commission	57.9%	19.4%	22.7%
2004 Securities and Exchange Commission	56.9%	20.8%	22.3%

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Personal Work Experiences

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 Securities and Exchange Commission	69.0%	16.6%	14.4%
2006 Securities and Exchange Commission	73.8%	15.2%	11.0%
2004 Securities and Exchange Commission	73.6%	14.6%	11.9%

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 Securities and Exchange Commission	81.1%	13.4%	5.4%
2006 Securities and Exchange Commission	82.2%	12.5%	5.2%
2004 Securities and Exchange Commission	82.5%	11.7%	5.8%

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 Securities and Exchange Commission	64.6%	16.2%	19.2%
2006 Securities and Exchange Commission	69.7%	14.1%	16.1%
2004 Securities and Exchange Commission	N/A	N/A	N/A

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 Securities and Exchange Commission	71.1%	17.8%	11.2%
2006 Securities and Exchange Commission	75.2%	14.7%	10.1%
2004 Securities and Exchange Commission	75.6%	15.3%	9.1%

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 Securities and Exchange Commission	68.3%	18.5%	13.2%
2006 Securities and Exchange Commission	71.7%	17.1%	11.1%
2004 Securities and Exchange Commission	69.5%	18.5%	12.0%

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 Securities and Exchange Commission	84.3%	13.1%	2.6%
2006 Securities and Exchange Commission	86.4%	10.8%	2.9%
2004 Securities and Exchange Commission	87.1%	11.2%	1.7%

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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 Securities and Exchange Commission	77.4%	13.7%	8.1%	0.8%
2006 Securities and Exchange Commission	82.8%	10.1%	6.6%	0.6%
2004 Securities and Exchange Commission	79.6%	11.2%	8.1%	1.1%

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 Securities and Exchange Commission	80.0%	10.8%	8.8%	0.5%
2006 Securities and Exchange Commission	84.3%	9.1%	6.0%	0.7%
2004 Securities and Exchange Commission	82.3%	10.2%	6.6%	0.9%

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 Securities and Exchange Commission	57.3%	18.9%	22.5%	1.3%
2006 Securities and Exchange Commission	61.9%	19.7%	17.2%	1.2%
2004 Securities and Exchange Commission	60.6%	21.2%	17.2%	1.1%

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 Securities and Exchange Commission	61.6%	21.0%	13.2%	4.2%
2006 Securities and Exchange Commission	56.4%	22.6%	16.9%	4.1%
2004 Securities and Exchange Commission	66.7%	20.3%	10.1%	3.0%

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 Securities and Exchange Commission	50.2%	30.4%	15.5%	3.9%
2006 Securities and Exchange Commission	55.4%	27.8%	13.5%	3.3%
2004 Securities and Exchange Commission	57.3%	25.0%	10.9%	6.9%

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 Securities and Exchange Commission	58.2%	18.0%	22.9%	0.9%
2006 Securities and Exchange Commission	58.2%	14.6%	26.6%	0.7%
2004 Securities and Exchange Commission	59.8%	15.8%	24.1%	0.4%

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Recruitment, Development, & Retention

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 Securities and Exchange Commission	71.7%	11.5%	16.7%	0.1%
2006 Securities and Exchange Commission	73.9%	12.2%	13.6%	0.3%
2004 Securities and Exchange Commission	71.3%	13.8%	14.7%	0.2%

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 Securities and Exchange Commission	57.8%	15.9%	25.2%	1.1%
2006 Securities and Exchange Commission	62.5%	16.2%	20.4%	0.9%
2004 Securities and Exchange Commission	64.5%	15.0%	19.7%	0.8%

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 Securities and Exchange Commission	86.2%	7.9%	5.3%	0.7%
2006 Securities and Exchange Commission	87.5%	7.7%	4.5%	0.4%
2004 Securities and Exchange Commission	87.5%	7.4%	4.6%	0.5%

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 Securities and Exchange Commission	86.7%	8.8%	4.0%	0.5%
2006 Securities and Exchange Commission	89.5%	6.9%	3.3%	0.2%
2004 Securities and Exchange Commission	89.6%	7.2%	3.0%	0.3%

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 Securities and Exchange Commission	86.3%	7.6%	5.9%	0.3%
2006 Securities and Exchange Commission	86.3%	6.7%	6.7%	0.3%
2004 Securities and Exchange Commission	70.7%	12.2%	17.0%	0.2%

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Performance Culture

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	35.2%	26.2%	34.0%	4.6%
2008 Securities and Exchange Commission	35.5%	21.6%	36.5%	6.3%
2006 Securities and Exchange Commission	45.9%	22.5%	26.6%	5.0%
2004 Securities and Exchange Commission	44.0%	21.2%	27.3%	7.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	29.6%	26.5%	37.3%	6.5%
2008 Securities and Exchange Commission	25.0%	25.9%	36.4%	12.7%
2006 Securities and Exchange Commission	26.7%	28.0%	32.2%	13.2%
2004 Securities and Exchange Commission	25.2%	25.9%	32.0%	16.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	43.8%	28.5%	25.4%	2.3%
2008 Securities and Exchange Commission	37.9%	26.1%	32.2%	3.8%
2006 Securities and Exchange Commission	43.7%	27.0%	25.8%	3.5%
2004 Securities and Exchange Commission	38.7%	27.3%	29.3%	4.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	46.1%	23.6%	28.0%	2.2%
2008 Securities and Exchange Commission	38.6%	23.0%	34.6%	3.8%
2006 Securities and Exchange Commission	47.1%	24.7%	24.1%	4.2%
2004 Securities and Exchange Commission	42.0%	26.5%	22.2%	9.4%

26 *Creativity and innovation are rewarded.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	40.0%	28.1%	29.3%	2.5%
2008 Securities and Exchange Commission	33.2%	26.2%	36.6%	4.0%
2006 Securities and Exchange Commission	41.3%	27.3%	28.3%	3.1%
2004 Securities and Exchange Commission	37.8%	28.0%	28.5%	5.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	25.6%	26.7%	42.5%	5.2%
2008 Securities and Exchange Commission	24.0%	21.3%	48.9%	5.8%
2006 Securities and Exchange Commission	44.5%	20.2%	28.8%	6.6%
2004 Securities and Exchange Commission	N/A	N/A	N/A	N/A

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	41.4%	23.2%	30.9%	4.4%
2008 Securities and Exchange Commission	34.9%	21.3%	35.2%	8.6%
2006 Securities and Exchange Commission	45.0%	22.6%	24.2%	8.2%
2004 Securities and Exchange Commission	47.3%	19.4%	25.2%	8.1%

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Performance Culture

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	31.4%	30.5%	33.8%	4.2%
2008 Securities and Exchange Commission	23.9%	25.2%	43.7%	7.2%
2006 Securities and Exchange Commission	32.6%	28.0%	30.8%	8.6%
2004 Securities and Exchange Commission	30.7%	26.8%	32.1%	10.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	63.2%	18.0%	16.7%	2.2%
2008 Securities and Exchange Commission	61.5%	18.5%	18.5%	1.5%
2006 Securities and Exchange Commission	64.9%	17.5%	15.5%	2.2%
2004 Securities and Exchange Commission	64.5%	13.9%	16.7%	4.9%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	56.2%	23.1%	19.0%	1.8%
2008 Securities and Exchange Commission	52.6%	21.4%	24.8%	1.2%
2006 Securities and Exchange Commission	57.3%	20.3%	21.4%	1.0%
2004 Securities and Exchange Commission	55.6%	19.6%	22.2%	2.7%

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 Securities and Exchange Commission	52.6%	19.0%	21.4%	7.0%
2006 Securities and Exchange Commission	N/A	N/A	N/A	N/A
2004 Securities and Exchange Commission	N/A	N/A	N/A	N/A

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 Securities and Exchange Commission	80.0%	13.7%	5.4%	1.0%
2006 Securities and Exchange Commission	79.9%	13.5%	5.5%	1.1%
2004 Securities and Exchange Commission	79.7%	12.5%	5.7%	2.1%

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 Securities and Exchange Commission	56.6%	22.0%	11.1%	10.2%
2006 Securities and Exchange Commission	58.5%	22.4%	10.1%	9.0%
2004 Securities and Exchange Commission	53.8%	22.1%	11.6%	12.5%

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Performance Culture

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 Securities and Exchange Commission	56.3%	20.5%	14.6%	8.6%
2006 Securities and Exchange Commission	58.1%	22.3%	12.2%	7.5%
2004 Securities and Exchange Commission	55.8%	20.4%	13.9%	9.8%

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 Securities and Exchange Commission	62.6%	18.1%	13.4%	5.8%
2006 Securities and Exchange Commission	65.3%	17.5%	12.0%	5.3%
2004 Securities and Exchange Commission	63.4%	18.5%	13.4%	4.8%

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Leadership

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	51.8%	22.7%	24.9%	0.6%
2008 Securities and Exchange Commission	53.9%	19.7%	25.9%	0.5%
2006 Securities and Exchange Commission	59.9%	19.1%	20.4%	0.6%
2004 Securities and Exchange Commission	61.7%	18.6%	19.4%	0.3%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	39.9%	28.0%	31.3%	0.9%
2008 Securities and Exchange Commission	39.5%	25.3%	34.4%	0.8%
2006 Securities and Exchange Commission	46.0%	23.9%	28.7%	1.4%
2004 Securities and Exchange Commission	43.2%	26.3%	29.7%	0.8%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	49.5%	25.7%	21.6%	3.1%
2008 Securities and Exchange Commission	57.1%	20.9%	17.6%	4.4%
2006 Securities and Exchange Commission	64.9%	18.1%	13.0%	4.0%
2004 Securities and Exchange Commission	64.0%	18.9%	13.8%	3.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	59.7%	21.4%	18.1%	0.8%
2008 Securities and Exchange Commission	55.3%	21.0%	23.0%	0.8%
2006 Securities and Exchange Commission	60.5%	18.5%	20.2%	0.9%
2004 Securities and Exchange Commission	57.5%	19.8%	21.4%	1.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	57.5%	23.6%	13.7%	5.1%
2008 Securities and Exchange Commission	52.6%	22.5%	16.3%	8.6%
2006 Securities and Exchange Commission	56.8%	21.7%	14.3%	7.3%
2004 Securities and Exchange Commission	53.7%	22.1%	14.6%	9.6%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	76.2%	13.2%	9.6%	1.1%
2008 Securities and Exchange Commission	85.6%	9.3%	3.3%	1.8%
2006 Securities and Exchange Commission	83.3%	10.5%	3.9%	2.2%
2004 Securities and Exchange Commission	75.2%	12.2%	8.4%	4.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	74.1%	15.6%	8.9%	1.4%
2008 Securities and Exchange Commission	85.5%	9.8%	3.3%	1.4%
2006 Securities and Exchange Commission	78.5%	12.7%	7.1%	1.7%
2004 Securities and Exchange Commission	71.1%	14.7%	11.8%	2.4%

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Leadership

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	39.4%	27.5%	20.8%	12.2%
2008 Securities and Exchange Commission	32.4%	25.7%	19.1%	22.8%
2006 Securities and Exchange Commission	34.1%	26.8%	16.5%	22.6%
2004 Securities and Exchange Commission	30.0%	27.3%	17.0%	25.8%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	47.7%	23.4%	21.5%	7.4%
2008 Securities and Exchange Commission	45.3%	19.2%	24.3%	11.2%
2006 Securities and Exchange Commission	45.7%	20.8%	22.0%	11.5%
2004 Securities and Exchange Commission	43.9%	20.5%	21.6%	14.0%

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 Securities and Exchange Commission	57.1%	16.9%	10.5%	15.5%
2006 Securities and Exchange Commission	59.2%	17.5%	9.0%	14.4%
2004 Securities and Exchange Commission	57.3%	16.0%	9.4%	17.4%

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 Securities and Exchange Commission	49.7%	20.3%	18.0%	11.9%
2006 Securities and Exchange Commission	51.6%	20.9%	14.8%	12.7%
2004 Securities and Exchange Commission	48.3%	19.1%	17.0%	15.6%

Securities and Exchange Commission Trend Report

Learning (Knowledge Management)

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	58.3%	22.3%	18.2%	1.3%
2008 Securities and Exchange Commission	56.4%	20.3%	21.5%	1.7%
2006 Securities and Exchange Commission	62.4%	18.9%	17.5%	1.2%
2004 Securities and Exchange Commission	59.8%	17.6%	20.9%	1.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	64.5%	19.1%	15.6%	0.8%
2008 Securities and Exchange Commission	59.5%	20.4%	18.8%	1.3%
2006 Securities and Exchange Commission	66.2%	17.7%	15.9%	0.3%
2004 Securities and Exchange Commission	66.7%	16.4%	15.7%	1.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	78.6%	11.9%	7.8%	1.6%
2008 Securities and Exchange Commission	78.6%	12.3%	6.1%	3.0%
2006 Securities and Exchange Commission	78.1%	12.4%	6.9%	2.6%
2004 Securities and Exchange Commission	69.8%	15.3%	9.5%	5.4%

51 *My training needs are assessed.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	53.4%	24.7%	20.4%	1.6%
2008 Securities and Exchange Commission	39.6%	26.5%	30.3%	3.6%
2006 Securities and Exchange Commission	41.0%	28.1%	28.0%	2.9%
2004 Securities and Exchange Commission	38.7%	27.9%	29.4%	4.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	54.5%	23.1%	19.6%	2.8%
2008 Securities and Exchange Commission	47.7%	19.9%	28.0%	4.4%
2006 Securities and Exchange Commission	50.8%	22.4%	23.5%	3.3%
2004 Securities and Exchange Commission	47.1%	23.4%	26.1%	3.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	75.4%	12.8%	11.3%	0.5%
2008 Securities and Exchange Commission	75.4%	11.1%	12.7%	0.8%
2006 Securities and Exchange Commission	77.7%	11.0%	10.9%	0.4%
2004 Securities and Exchange Commission	78.6%	9.9%	11.0%	0.6%

Securities and Exchange Commission Trend Report

Learning (Knowledge Management)

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
2008 Governmentwide	87.3%	8.2%	3.8%	0.8%
2008 Securities and Exchange Commission	93.8%	3.8%	1.9%	0.4%
2006 Securities and Exchange Commission	93.9%	3.7%	1.9%	0.4%
2004 Securities and Exchange Commission	93.4%	3.8%	2.5%	0.4%

Securities and Exchange Commission 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 Securities and Exchange Commission	50.0%	22.2%	27.9%
2006 Securities and Exchange Commission	57.3%	20.2%	22.5%
2004 Securities and Exchange Commission	53.8%	22.4%	23.8%

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 Securities and Exchange Commission	43.1%	22.6%	34.3%
2006 Securities and Exchange Commission	47.7%	22.0%	30.3%
2004 Securities and Exchange Commission	44.8%	23.4%	31.8%

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 Securities and Exchange Commission	48.4%	21.3%	30.2%
2006 Securities and Exchange Commission	55.9%	20.4%	23.7%
2004 Securities and Exchange Commission	56.0%	19.2%	24.8%

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 Securities and Exchange Commission	41.8%	27.7%	30.4%
2006 Securities and Exchange Commission	47.9%	27.1%	25.1%
2004 Securities and Exchange Commission	48.6%	25.1%	26.3%

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 Securities and Exchange Commission	32.8%	27.1%	40.1%
2006 Securities and Exchange Commission	33.5%	30.6%	35.9%
2004 Securities and Exchange Commission	36.8%	30.9%	32.4%

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 Securities and Exchange Commission	51.3%	27.5%	21.1%
2006 Securities and Exchange Commission	52.2%	25.5%	22.3%
2004 Securities and Exchange Commission	54.1%	26.1%	19.8%

Securities and Exchange Commission Trend Report

Job Satisfaction

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 Securities and Exchange Commission	67.3%	16.9%	15.8%
2006 Securities and Exchange Commission	71.7%	15.1%	13.2%
2004 Securities and Exchange Commission	73.8%	14.6%	11.6%

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 Securities and Exchange Commission	66.7%	15.9%	17.4%
2006 Securities and Exchange Commission	70.5%	15.6%	13.9%
2004 Securities and Exchange Commission	72.2%	13.3%	14.5%

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 Securities and Exchange Commission	61.0%	21.1%	17.8%
2006 Securities and Exchange Commission	69.1%	16.0%	15.0%
2004 Securities and Exchange Commission	70.3%	17.0%	12.7%

Securities and Exchange Commission 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 Securities and Exchange Commission	64.4%	18.4%	12.5%	4.8%
2006 Securities and Exchange Commission	67.5%	17.0%	9.3%	6.2%
2004 Securities and Exchange Commission	68.1%	21.6%	10.4%	N/A

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 Securities and Exchange Commission	78.2%	13.3%	7.0%	1.6%
2006 Securities and Exchange Commission	76.7%	11.5%	9.9%	1.9%
2004 Securities and Exchange Commission	72.4%	15.7%	11.9%	N/A

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 Securities and Exchange Commission	55.8%	21.1%	11.1%	12.0%
2006 Securities and Exchange Commission	55.0%	21.2%	11.7%	12.1%
2004 Securities and Exchange Commission	57.9%	30.6%	11.5%	N/A

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 Securities and Exchange Commission	33.4%	26.7%	11.1%	28.8%
2006 Securities and Exchange Commission	35.1%	26.5%	10.0%	28.4%
2004 Securities and Exchange Commission	39.1%	49.6%	11.3%	N/A

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 Securities and Exchange Commission	58.9%	17.8%	3.9%	19.4%
2006 Securities and Exchange Commission	56.5%	19.2%	3.8%	20.5%
2004 Securities and Exchange Commission	56.3%	39.5%	4.3%	N/A

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 Securities and Exchange Commission	87.1%	7.8%	5.1%
2006 Securities and Exchange Commission	83.7%	8.3%	8.1%
2004 Securities and Exchange Commission	78.6%	10.8%	10.6%

Securities and Exchange Commission Trend Report

Satisfaction with Benefits

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 Securities and Exchange Commission	80.6%	8.6%	10.8%
2006 Securities and Exchange Commission	81.7%	9.2%	9.1%
2004 Securities and Exchange Commission	76.7%	12.4%	10.9%

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 Securities and Exchange Commission	11.3%	19.5%	6.4%	62.8%
2006 Securities and Exchange Commission	8.7%	22.4%	6.0%	62.9%
2004 Securities and Exchange Commission	19.1%	71.3%	9.7%	N/A

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 Securities and Exchange Commission	32.3%	24.1%	5.6%	38.0%
2006 Securities and Exchange Commission	30.6%	25.7%	5.6%	38.0%
2004 Securities and Exchange Commission	47.4%	46.3%	6.3%	N/A

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 Securities and Exchange Commission	46.7%	16.3%	15.0%	22.0%
2006 Securities and Exchange Commission	36.1%	18.2%	18.0%	27.8%
2004 Securities and Exchange Commission	23.0%	48.6%	28.4%	N/A

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 Securities and Exchange Commission	64.7%	13.2%	8.4%	13.7%
2006 Securities and Exchange Commission	63.3%	12.3%	9.0%	15.5%
2004 Securities and Exchange Commission	62.7%	25.0%	12.2%	N/A