








1. I work at a:

		Response Percent	Response Count
Cabinet Agency (i.e. Transportation, VA, etc.)		25.0%	3
Large agency (GSA, EPA, etc.)		41.7%	5
Small agency		33.3%	4
		answered question	12
		skipped question	0



2. I am a:

		Response Percent	Response Count
CHCO		63.6%	7
Deputy CHCO		36.4%	4
Senior HR professional		0.0%	0
		answered question	11
		skipped question	1





3. I am a:

		Response Percent	Response Count
Career employee		91.7%	11
Political appointee		8.3%	1
		answered question	12
		skipped question	0

4. Have budget constraints affected your agency?

		Response Percent	Response Count
Yes		91.7%	11
No		8.3%	1
		Comments	1
		answered question	12
		skipped question	0

5. If yes, how? (check all that apply)



		Response Percent	Response Count
Impacted my ability to recruit		63.6%	7
Impacted how we train employees to perform better		90.9%	10
Impacted our ability to retain valuable employees		36.4%	4
Helped us get rid of problem employees		0.0%	0
Budget constraints have not affected the HR operations at my agency		9.1%	1

Comments: 1

answered question 11

skipped question 1

6. Have budget constraints affecting your ability to recruit new employees?



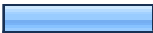
		Response Percent	Response Count
Yes		75.0%	9
No		25.0%	3

Comments 3





answered question 12

skipped question 0

7. If yes, how? (check all that apply)

		Response Percent	Response Count
A great extent		22.2%	2
A moderate extent		55.6%	5
A limited extent		22.2%	2
Not at all		0.0%	0
It's not clear		0.0%	0
	Comments:		0
	answered question		9
	skipped question		3

8. How much are budget constraints affecting your agency's training programs?

		Response Percent	Response Count
A great extent		25.0%	3
A moderate extent		33.3%	4
A limited extent		25.0%	3
Not at all		16.7%	2
It's not clear		0.0%	0
	If other (please specify)		0
	answered question		12
	skipped question		0

9. To what extent are budget constraints hurting morale in your agency?

		Response Percent	Response Count
A great extent		33.3%	4
A moderate extent		33.3%	4
A limited extent		33.3%	4
Not at all		0.0%	0
It's not clear		0.0%	0

Comments 2

answered question 12

skipped question 0

10. Has your agency reduced the size of its workforce in fiscal 2012?



		Response Percent	Response Count
Yes		50.0%	6
No		50.0%	6

If yes, by how many positions? 2


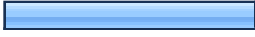


answered question 12

skipped question 0




11. Does your agency have plans to reduce its workforce between now and the end of fiscal 2012?

		Response Percent	Response Count
Yes		58.3%	7
No		41.7%	5
If yes, by how many positions?			3
answered question			12
skipped question			0





12. If your agency plans to reduce the size of its workforce between now and the end of fiscal 2012, how will it do so? (check all that apply)

		Response Percent	Response Count
Reductions in force		12.5%	1
Voluntary Early Retirement Incentive (i.e., buyouts)		37.5%	3
Voluntary Early Retirement Authority (i.e., early outs)		62.5%	5
Attrition		87.5%	7
Other (please specify)		0.0%	0
Comments			0
answered question			8
skipped question			4

13. How much does HR University factor into your agency's training for human capital professionals?

		Response Percent	Response Count
A great extent		0.0%	0
A moderate extent		45.5%	5
A limited extent		36.4%	4
Not at all		18.2%	2
It's not clear		0.0%	0
	Comments		0
answered question			11
skipped question			1

14. How important are internships and programs such as Pathways in helping to recruit college students and recent college graduates?

		Response Percent	Response Count
Very important		50.0%	6
Somewhat important		16.7%	2
Of limited importance		0.0%	0
Not at all		16.7%	2
It's not clear		16.7%	2
	Comments		2
answered question			12
skipped question			0


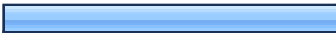







15. How closely does your organization work with colleges and universities in recruiting new employees?

		Response Percent	Response Count
A great extent		58.3%	7
A moderate extent		8.3%	1
A limited extent		33.3%	4
Not at all		0.0%	0
It's not clear		0.0%	0
	Comments		0
answered question			12
skipped question			0






16. What are your agency's priorities in its efforts to increase telework?

		Response Percent	Response Count
Helping managers embrace the idea of letting employees work remotely		72.7%	8
Helping to resolve technology issues that prevent telework		18.2%	2
Encouraging more employees to sign telework agreements		9.1%	1
Other		0.0%	0
	Comments		0
answered question			11
skipped question			1

17. In which HR areas has your agency made the most progress so far in fiscal 2012?

		Response Percent	Response Count
Hiring more people		0.0%	0
Hiring better-skilled people		0.0%	0
Making my agency's hiring process faster and easier for applicants		58.3%	7
Training supervisors across the agency in management skills		50.0%	6
Training HR professionals to do their job better		16.7%	2
Retaining good employees under a pay freeze and program cuts		25.0%	3
Making the agency workforce more diverse and accepting of differences		58.3%	7
Reducing our workforce through buyouts, early retirement or other programs		8.3%	1
Upgrading our HR technology		25.0%	3
Improving agency-union relations		66.7%	8
Other (please specify)		8.3%	1
	Comments		2
answered question			12
skipped question			0

18. What do you see as the biggest HR challenge facing your agency?

		Response Percent	Response Count
Pay freezes and cuts to employee benefits make it hard to recruit and retain talent		41.7%	5
Program budget cuts make it hard for us to implement HR strategy		33.3%	4
Agency leadership lacks interest in HR issues		8.3%	1
HR technology is cumbersome		0.0%	0
Supervisors lack management training		8.3%	1
Other (please specify)		8.3%	1

Comments 1

answered question 12

skipped question 0

19. Do you have other comments about the state of federal HR?

Response Count

1

answered question 1

skipped question 11