

**USDA – FOREIGN AGRICULTURAL SERVICE
Federal Human Capital Survey (2002)
Critical Analytical Summary**

Overall, the **Positive** responses outweigh the **Negative** and **Neutral** responses in the major human capital categories of Strategic Alignment, Talent, Leadership, performance Culture and Knowledge Management.

Some of the more notable positive responses of the FAS employees polled are:

- 91% of FAS employees know how their jobs relate to the agency's mission and goals (Strategic Alignment)
- 82% of FAS employees claim their supervisors support their needs to balance work and family issues (Talent)
- 89% of FAS employees claim the work they do is important (Leadership)
- 71% of FAS employees claim policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring) (Performance Culture)
- 74% of FAS employees claim employees have electronic access to learning and training programs readily available at their desk (Knowledge Management)

On the other hand, some of the responses that indicate improvement opportunities are:

- Only 45% of FAS employees claim that information collected on my work unit's performance is used to improve my work unit's performance (Strategic Alignment)
- Only 49% of FAS employees claim they have sufficient resources (for example, people, materials, budget, etc.) to get their job done (Talent)
- Only 33% of FAS employees claim that leaders generate high levels of motivation and commitment in the workforce (Leadership)
- Only 32% of FAS employees claim that the organization's awards program provides them with an incentive to do their best (performance Culture)
- Some 52% of FAS employees claim their managers promote communication among different work units (for example, about projects, goals, needed resources (Knowledge Management)

In the months to come, Human Resources will engage several strategies, emphasizing those already in the Human Capital Plan, to enhance what the Agency is doing well and to improve upon what the Agency has identified as improvement areas. In addition, HR will coordinate Government wide improvement areas initiated by OPM, such as dealing with poor performers and ensuring selections for promotions are based on merit.

