

2004 Federal Capital Survey Results

In 2002 and again in late 2004, the Office of Personnel Management conducted a government-wide Federal Human Capital Survey. The results of the survey are posted at <http://www.fhcs2004.opm.gov>.

Recently NASA Headquarters received NASA at both the Agency and Center levels. Overall, NASA continues to get very high marks on this survey relative to other Federal Agencies.

In key human capital management areas, NASA continues to rate higher than the Government-wide percentage of positive responses in the areas of:

- Leadership
- Performance Culture
- Talent

NASA's greatest drops in positive responses rates relate to how we monitor and improve work. However, if we reflect on what was occurring in our work environment during the time between the two surveys, NASA experienced the Columbia Accident, CAIB Report, a New Exploration Mission, the One NASA initiative and some corporate organizational changes, some of this drop can be explained.

NASA's results continue to compare favorably with private industry's Fortune most admired companies on most items where private industry surveys asked similar questions.

The OHCM web site has the survey results drilled-down to Langley's overall responses. There are four different documents:

1. [Weighted responses by subagency \(LaRC\) group.](#)
2. [Weighted summarized responses by subagency \(LaRC\) group.](#)
3. [LaRC's percentage of positive response to each question compared to the 2002 versus 2004 results.](#)
4. [The same information as #3, however, comparison of 2002 versus 2004 results across each NASA Center.](#)

The Agency Office of Human Capital Management at NASA Headquarters has developed a survey response team to perform the drill-down analysis. The team has members from Headquarters and all NASA Centers. Their focus will be to ensure that our current human capital efforts are focused appropriately and make any recommendations to bolster them where needed.