

## **MSA-WDC Survey of Permanent Hires 2001-early 2003 Brief Summary**

Refer to summary slides in the power point presentation for further details if needed

Response success:

- 125 current employees were sent copies of the enclosed survey.
- 79 responded (78 completed the majority of the questions).
- What did the silent 1/3% have to say?

Following are responses to questions (by number in the survey) that define the population of respondents, show results that were unexpected, point to possible problems, or suggest opportunities for improvement:

1. Respondents had been first hired by ARS from 1992-2003
2. Grades ranged from WG-2 to GS-15, with most in the GS5-9, GS11-15 ranges
3. Ten employees had been hired prior to current permanent hiring as temporary employees
5. Most employees had found out about the position through word of mouth or a job listing, with very few indicating job fair/career day as the source.
10. Most employees felt that their duties correspond to their job description.
11. Half indicated that their supervisor had contacted them about further career enhancement.
12. Half did not respond to the question or indicated the absence of an IDP, and some of the ones that indicated they had one, said it was not actively being pursued.
- 13/14 A noticeable proportion of respondents indicated being overqualified or underutilized.
16. 11 respondents indicated encountering roadblocks during the hiring process.
- 17 Employee orientation to agency policies, ethics and EEO appeared satisfactory or good to most employees, but introduction to the RPES process appeared incomplete even for employees at the higher grades.