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**(Ozella Batz)**

## GRENADÉ



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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 30 pages. LC Number: KF25 . E2 2009n OCLC Number: (OCoLC)613333786 Subject: Predatory lending -- United States. Excerpt: . . . vice to a pay-banding system. More and more often, Federal agencies are seeking permission to develop a compensation system outside the General Schedule. More than 20 percent of non-postal civil servants now work under alternate personnel systems according to the Volcker report, including those developed at the Federal Aviation Administration, the Internal Revenue Service and the General Accounting Office. In all of those examples, change in the compensation system was designed not merely as an end to itself but as a way to improve agency performance. The GAO is here today and I am looking forward to hearing how the various pay for performance systems are working so far, including GAOs own. We are also fortunate in holding this hearing just 1 week after the Office of Personnel Management released its Federal Human Capital Survey. The results contain lots of good news. Ninety-one percent of employees believe they are doing important work and the overall percentages of Federal workers who are satisfied with their job is 68 percent or who believe the work they produce is high quality at 81 percent. It is consistent with findings in the private sector. Moreover, more than 60 percent of employees are satisfied with the basic pay and benefits. Not all the news was good, however. Fewer than half of the employees are satisfied with the recognition they get for doing a good job. Just 30 percent said the rewards program gives them an incentive to do their best. Only 27 percent of employees believe that steps are taken to deal with poor performers. On the surface, it appears that those...



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