

One-in-Five Government Workers Plan to Leave Their Jobs in 2007, CareerBuilder.com Survey Finds

-- Thirty-six percent say they are motivated to leave by better pay or career advancement opportunities --

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Eighteen percent of government workers say they are dissatisfied with their jobs, and 20 percent plan to leave their current positions by the end of 2007, according to a recent CareerBuilder.com survey. Thirty-six percent say better pay and/or career advancement opportunities will be their primary motivations for leaving. The survey, "Job forecast 2007 - Government," was conducted from November 17 through December 11, 2006 and included more than 115 government workers.

Climbing the government ranks may not be happening as quickly as many public-sector workers would like. Seventy-one percent did not receive a promotion in 2006, and 36 percent feel they were overlooked for one. Forty-three percent of government workers say they are dissatisfied with their organizations' overall career advancement opportunities and 45 percent are dissatisfied with the training and learning opportunities.

Nearly one-third of government workers surveyed (32 percent) expressed they are dissatisfied with their salaries. Nearly one-in-ten (7 percent) did not receive a raise this year, and of those who did, 80 percent earned an extra 3 percent or less. Seventy-six percent did not receive a bonus.

Likely a further frustration for government workers is the perception they are working longer hours without additional pay. Fifty-four percent of government employees say their workload is heavier than it was six months ago, and 29 percent report dissatisfaction with their overall work/life balance.

"Government employers are in a precarious position as their workforce rapidly shifts toward older age brackets," said Stanley Paul, general manager of CareerBuilder.com's government services division. "According to the U.S. Office of Personnel Management, 50- to 59-year-olds make up one-third of the full-time, permanent federal workforce. To mitigate the loss of talent as the baby boomers retire, government organizations are increasingly offering incentives to workers approaching retirement age to prolong their careers."

Survey Methodology

This survey was conducted online by Harris Interactive on behalf of CareerBuilder.com among 116 government workers (employed full-time; not self employed), ages 18 and over within the United States between November 17 and December 11, 2006. Figures for age, sex, race/ethnicity, education, region and household income were weighted where necessary to bring them into line with their actual proportions in the population. Propensity score weighting was also used to adjust for respondents' propensity to be online.

With a pure probability sample of 116 one could say with a ninety-five percent probability that the overall results would have a sampling error of +/-10 percentage points. Sampling error for data from subsamples would be higher and may vary. However that does not take other sources of error into account. This online survey is not based on a probability sample and therefore no theoretical sampling error can be calculated.

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