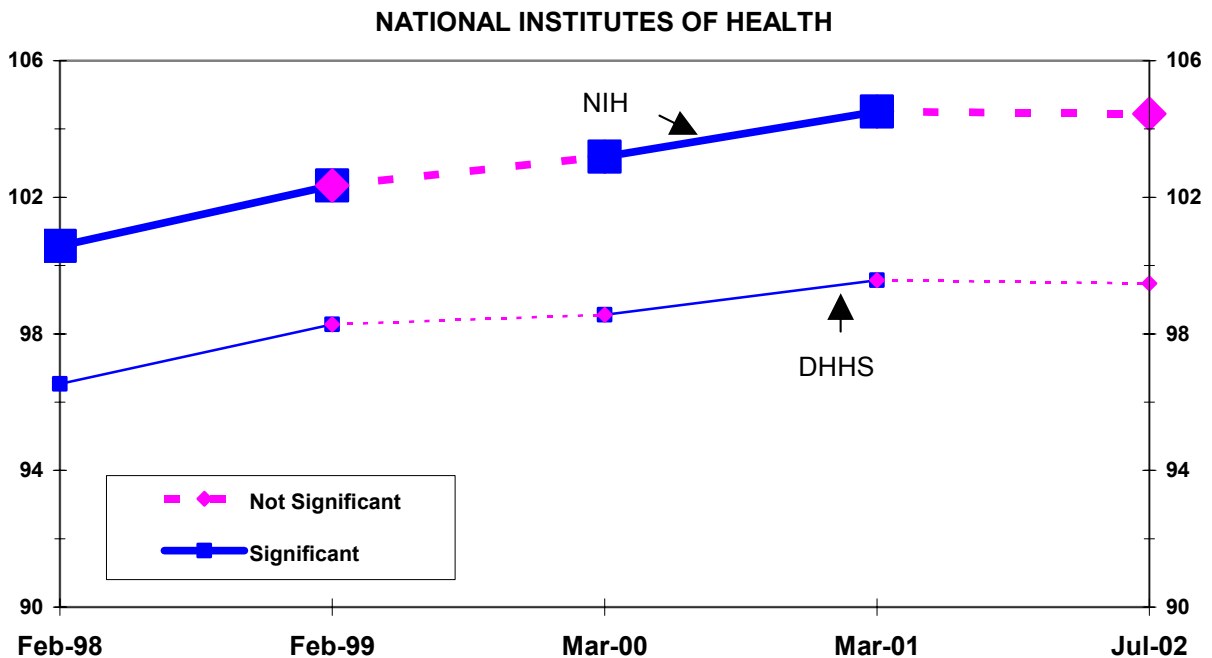




## NATIONAL INSTITUTES OF HEALTH HUMAN RESOURCE MANAGEMENT INDEX TREND ANALYSIS

The Human Resource Management (HRM) Index is a summary of employee perceptions of the work environment. Just as the Consumer Price Index is a composite of the costs of various market basket items, the HRM Index is a composite of various work environment factors including Morale, Climate for Innovation, Planning and Organization, Communication, and Operational Efficiency. The standard for the HRM Index trend analysis set the Department at 100 in 1990.

The chart below shows the trend of the Department's HRM Index based on the most recent five HRM Index surveys (February 1998 through July 2002). The trend for NIH is also shown.



### NUMBER OF RESPONDENTS

Date	FEB 98	FEB 99	MAR 00	MAR 01	JUL 02
NIH	4887	1467	1830	2716	2946
DHHS	10010	8327	12057	16808	16025

⇒ The HRM Index for the Department decreased since the previous HRM Index administration; this was not a statistically significant change.

⇒ The HRM Index for the National Institutes of Health decreased slightly since the previous HRM Index administration; this was not a statistically significant change.

More information about the 2002 results is contained in the NIH feedback report.