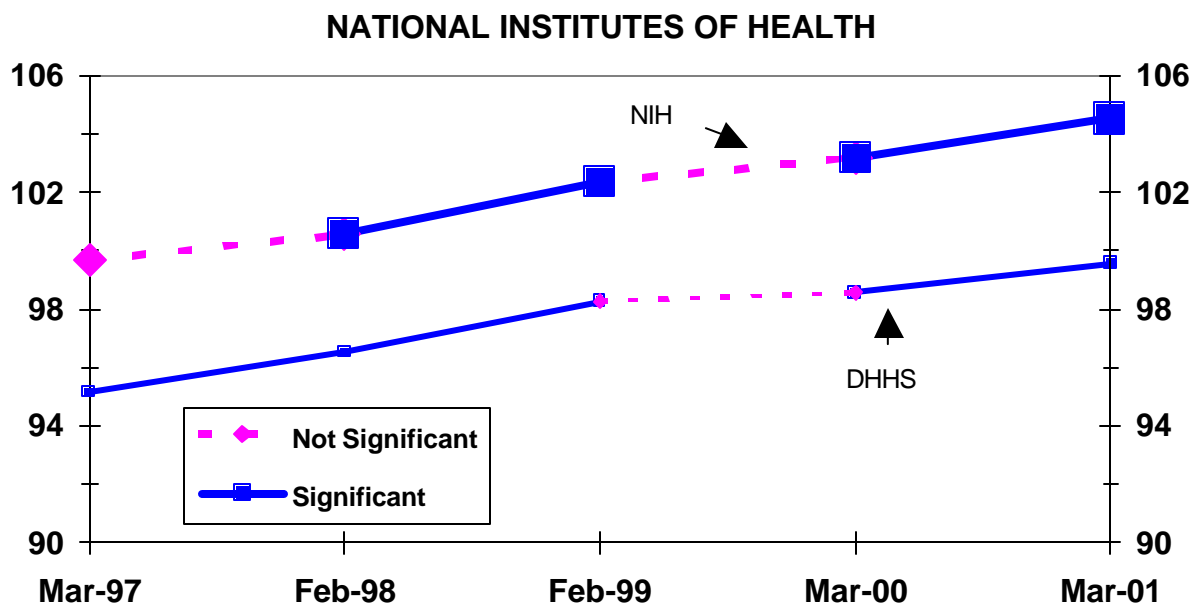




NATIONAL INSTITUTES OF HEALTH HUMAN RESOURCE MANAGEMENT INDEX TREND ANALYSIS

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 (March 1997 through March 2001). The trend for NIH is also shown.



Number of Respondents					
Date	MAR 97	FEB 98	FEB 99	MAR 00	MAR 01
NIH	766	4887	1467	1830	2716
DHHS	4917	10010	8327	12057	16808

⇒ The HRM Index for the Department increased since the previous HRM Index administration; this was a statistically significant change.

⇒ The HRM Index for the National Institutes of Health increased since the previous HRM Index administration; this was a statistically significant change.

More information about the 2001 results is contained in the NIH feedback report.