

Goddard Space Flight Center (NASA)

Index Score: 77.1 (Ranked #11 out of varied totals)

To expand the knowledge on the earth and its environment, the solar system and the universe through observations from space. To develop and operate unmanned scientific spacecraft and manage many of NASA's earth observation, astronomy and space physics missions.

Scores and Rankings by Class

Class	2011 Score	Rank (out of varied totals)
Employee Skills/Mission Match	84.9	2
Strategic Management	66.5	12
Teamwork	77.0	5
Effective Leadership	69.8	6
Effective Leadership - Empowerment	65.6	4
Effective Leadership - Fairness	68.3	7
Effective Leadership - Senior Leaders	65.3	11
Effective Leadership - Supervisors	77.2	6
Performance Based Rewards and Advancement	62.5	4
Training and Development	74.7	7
Support for Diversity	76.4	2
Pay	70.0	31
Family Friendly Culture and Benefits	56.1	4
Work/Life Balance	66.1	45

Scores by Class	2010	2009	2007	2005	2003
Employee Skills/Mission Match	84.7	83.5	79.3	80.5	83.0
Strategic Management	65.1	63.2	58.6	62.0	63.2
Teamwork	77.4	81.6	74.8	79.6	75.0
Effective Leadership	70.0	65.6	63.2	64.6	63.3
Performance Based Rewards and Advancement	64.2	62.9	59.7	60.9	57.6
Training and Development	75.5	74.3	67.8	72.5	69.4
Support for Diversity	77.2	73.9	71.7	76.5	73.3
Pay	74.7	70.1	68.1		
Family Friendly Culture and Benefits	61.2				
Work/Life Balance	67.7	69.2	64.3	67.8	71.6

Index Scores

Year	Score
2011	77.1
2010	79.5
2009	74.5
2007	67.1
2005	73.9
2003	74.6

Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
Female	78.3	11
Male	80.7	7
40 and over	79.1	8
Under 40	83.5	8
Asian	78.2	15
Black or African-American	80.5	5
Hispanic or Latino	79.1	15
Multi-racial	71.0	9
White	80.7	9
American Indian or Native American		

Scores by Demographic	2010	2009	2007	2005	2003
Female	79.7				
Male	82.0				
40 and over	80.0	73.7			
Under 40	86.5	75.0			
Asian	81.8	62.7			
Black or African-American	79.8				
Hispanic or Latino	75.9	75.8			
Multi-racial	77.6	73.4			
White	82.2	79.6			
American Indian or Native American		75.3			

Staff/Manager Alignment

Score: 15

More Aligned / More Satisfied:

This agency has *Best Places* Index scores that exceed government-wide norms, as well as greater-than-normal alignment between staff and managers on key workforce issues. These results suggest that an agency is well positioned to maintain and improve on current efforts and to recognize shared challenges in order to better address them.

Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
	3,144	3,210	3,180	3,178	3,155	3,085	3,012	2,971	2,949	3,005

Employees joined (2009): 162

Percentage joined (2009): 5.40%

Average joined (2004-2009): 95

Employees left (2009): 128

Percentage left (2009): 4.30%

Average left (2004-2009): 146

Rookie ratio (percentage of workforce with less than three years of service): 7.20%

More About the Agency

Headquartered in Greenbelt, MD

<http://www.nasa.gov/centers/goddard/home/index.html>