

Penta Policy Insiders

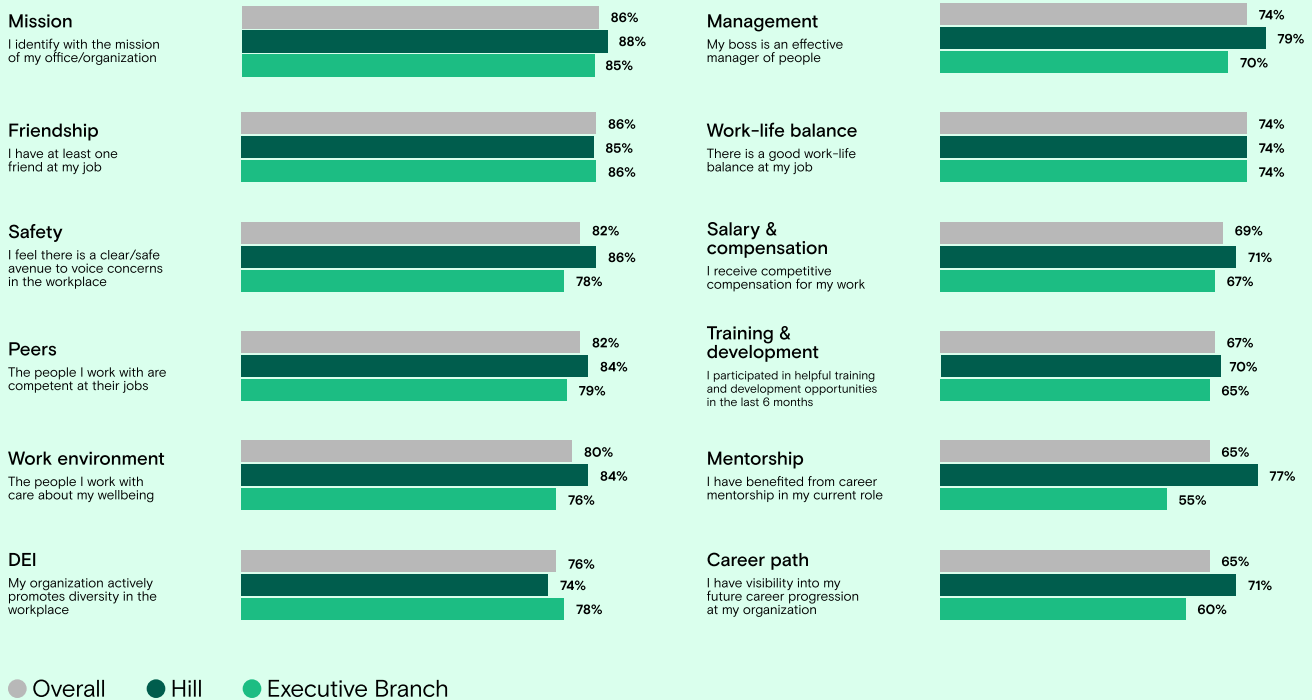
Professional Priorities:

Can Staff Get Some (Workplace) Satisfaction?

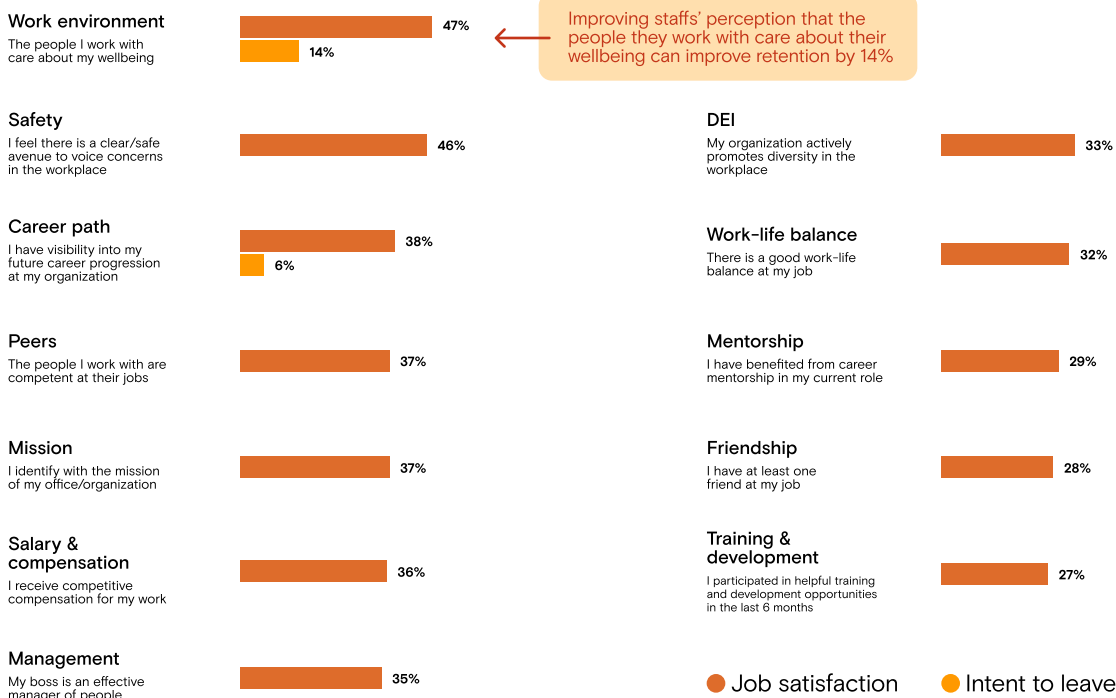
August 2023
policyinsiders.pentagroup.co

Drivers of job satisfaction and retention

By percentage of staff agreeing with each statement



Maximum impact* of drivers on retention behaviors



Are policy staff satisfied?

With the new Congress seated for over half a year now, policy staff have had time to adjust to their roles in a new political environment. Last year, discussions about employment standards were at the forefront of workplace conversations for policymakers. This year, with electoral challenges behind us for the time being, we thought it would be important to see how these professional priorities may have shifted in a new federal landscape.

As part of our annual flagship study on advocacy in D.C., conducted between February and May 2023, we asked federal policymakers – including staff from the Legislative and Executive branches – about job satisfaction and retention to find out what motivates staffers and what would help them stay in their current positions.

Policy staff this year once again highlight the importance of mission and friendship. They also still report that career path visibility is the area that is in most need of improvement when it comes to job satisfaction. Notably, compensation, which respondents last year reported to be in need of improvement, saw a bump in standing in 2023. Staff working for the House of Representatives saw changes to their salaries at the end of last year, which could have contributed to the shift in perspective about compensation.¹

This year, our statistical analysis of responses from more than 500 public sector staff found that work environment – the feeling that those they work with care about their wellbeing – is also an important factor for both job satisfaction and retention. In fact, it ranked first in both those categories, having the biggest impact on respondents' job satisfaction and intent to stay in their current positions. Senior policymakers should keep this in mind when thinking about the best ways to influence office culture and retain staff.



About Penta Policy Insiders

Penta Policy Insiders provides direct feedback from policymakers to government relations professionals, improving advocates' ability to understand, validate, and improve the efficiency and effectiveness of their engagement.

Credits

Content Associate
Maddie Markenson

Senior Content Associate
Kinda Ahmed

**Associate Director, Government
Insights & Research Products**
Natalie Bahmanyar

Director, Research
Sehare Hemani

Chief Research Officer
Michael Griffin

VP, Policy Insiders
Scott Luginbill

President
Michael Gottlieb

Citations

1. <https://thehill.com/homenews/house/3793799-pelosi-announces-maximum-salary-for-house-staff-being-raised-to-212000/>

Key*

“Maximum impact” measures the impact a driver can have on an outcome variable based on statistical regression. Specifically, it represents change in the outcome that results from moving from bottom quintile in the specified driver.

Quantitative n: 1,208

A Note on Use of These Materials

This document has been prepared by and comprises valuable proprietary information belonging to Penta. It is intended for educational purposes only.

Except as permitted under the United States Copyright Act of 1976, no part of this publication may be reproduced or distributed in any form or by any means, or stored in a database retrieval system without the prior written permission of Penta. The use of copyrighted materials and/or images belonging to unrelated parties and reproduced herein is permitted pursuant to license and/or 17 USC § 107.

Legal Caveat

Penta has worked to ensure the accuracy of the information it provides in this report. This report relies upon data obtained from many sources, however, and Penta is not able to guarantee the accuracy of the information or analysis contained in these materials. Furthermore, Penta is not engaged in rendering legal, accounting, or any other professional services. Penta specifically disclaims liability for any damages, claims or losses that may arise from a) any errors or omissions in these materials, whether caused by Penta or its sources, or b) reliance upon any recommendation made by Penta.

Confidentiality: All participation in our research is confidential and not for attribution.
