

2016

Federal Employee Viewpoint Survey



Annual Employee Survey (AES) Report

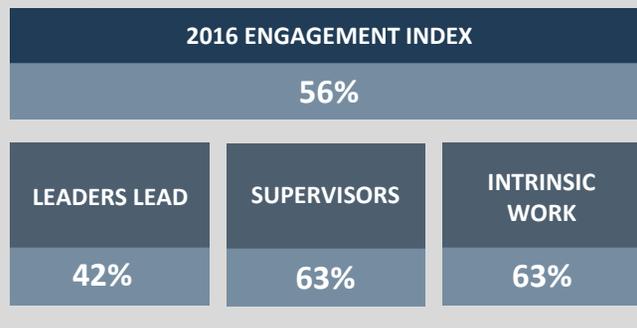
Broadcasting Board of Governors

FIELD PERIOD	May 3 - June 14, 2016
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS	904
NUMBER OF SURVEYS	1,427
RESPONSE RATE	63.3%

14 items identified as **strengths** (65% positive or

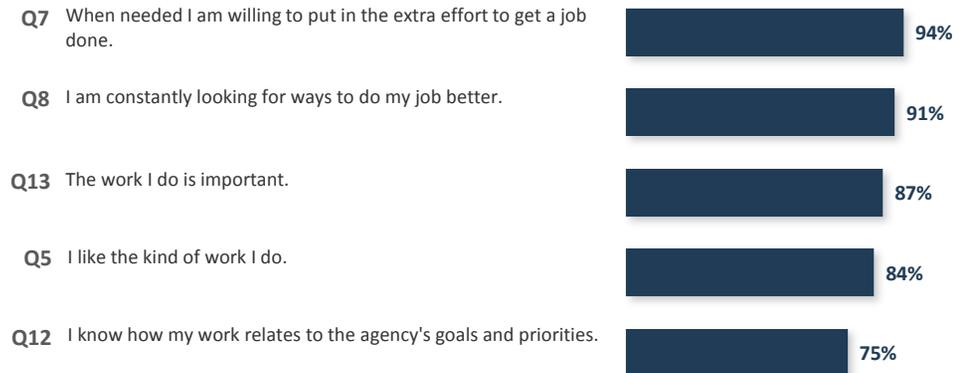
17 items identified as **challenges** (35% negative or

Engagement Index Score



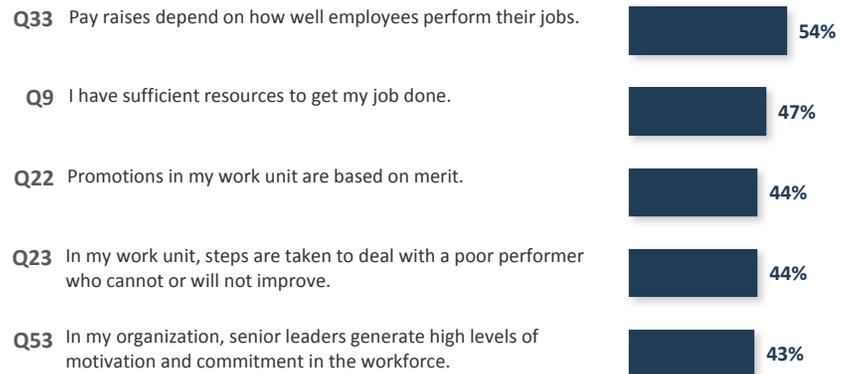
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative



Broadcasting Board of Governors 2016 Federal Employee Viewpoint Survey Results

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1	*I am given a real opportunity to improve my skills in my organization.	52.69%	18.04%	34.64%	18.26%	14.98%	14.07%	29.05%	164	311	166	135	127	903	N/A
2	I have enough information to do my job well.	59.50%	17.54%	41.96%	14.55%	16.17%	9.78%	25.95%	159	370	131	142	89	891	N/A
3	I feel encouraged to come up with new and better ways of doing things.	49.64%	19.64%	30.00%	19.25%	15.04%	16.07%	31.11%	177	264	166	136	143	886	N/A
4	*My work gives me a feeling of personal accomplishment.	66.82%	29.13%	37.69%	16.89%	7.88%	8.40%	16.28%	260	335	149	71	74	889	N/A
5	*I like the kind of work I do.	84.49%	44.71%	39.78%	8.99%	3.52%	3.00%	6.52%	396	353	80	31	27	887	N/A
6	I know what is expected of me on the job.	73.24%	31.53%	41.70%	10.72%	8.78%	7.26%	16.04%	279	367	96	80	65	887	N/A
7	When needed I am willing to put in the extra effort to get a job done.	94.35%	68.22%	26.14%	2.45%	1.22%	1.97%	3.20%	613	233	21	11	18	896	N/A
8	I am constantly looking for ways to do my job better.	91.06%	56.35%	34.70%	6.21%	1.48%	1.26%	2.74%	511	308	55	13	12	899	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	36.52%	8.73%	27.79%	16.91%	23.23%	23.33%	46.56%	79	240	149	207	213	888	7
10	*My workload is reasonable.	57.33%	11.05%	46.28%	17.69%	13.82%	11.16%	24.98%	100	403	155	127	103	888	4
11	*My talents are used well in the workplace.	50.87%	15.83%	35.04%	16.80%	16.01%	16.32%	32.33%	138	301	146	140	143	868	8
12	*I know how my work relates to the agency's goals and priorities.	75.02%	32.99%	42.03%	10.74%	6.49%	7.75%	14.23%	289	370	93	59	69	880	12
13	*The work I do is important.	87.45%	50.71%	36.73%	6.53%	3.23%	2.80%	6.03%	446	320	58	29	25	878	6
14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	48.30%	15.24%	33.06%	16.94%	17.58%	17.18%	34.76%	136	287	149	155	152	879	12
15	*My performance appraisal is a fair reflection of my performance.	59.76%	19.29%	40.47%	21.71%	7.90%	10.62%	18.52%	163	343	181	69	91	847	43
16	I am held accountable for achieving results.	70.29%	23.31%	46.97%	17.47%	5.88%	6.37%	12.24%	207	409	149	54	56	875	16

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17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	45.92%	18.29%	27.63%	22.67%	11.25%	20.16%	31.41%	158	230	186	95	173	842	55
18	*My training needs are assessed.	41.21%	11.55%	29.66%	25.90%	16.36%	16.53%	32.89%	101	253	226	142	145	867	28
19	*In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	59.01%	20.58%	38.43%	21.07%	9.13%	10.79%	19.92%	164	307	169	76	87	803	99
20	*The people I work with cooperate to get the job done.	70.59%	24.45%	46.14%	17.43%	6.89%	5.10%	11.98%	222	411	155	63	48	899	N/A
21	*My work unit is able to recruit people with the right skills.	35.70%	9.42%	26.28%	24.81%	18.66%	20.83%	39.49%	83	227	208	164	184	866	29
22	*Promotions in my work unit are based on merit.	30.33%	10.49%	19.84%	25.40%	16.02%	28.25%	44.27%	93	168	214	135	240	850	40
23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	27.09%	6.74%	20.35%	29.02%	16.79%	27.10%	43.88%	59	170	239	145	233	846	50
24	*In my work unit, differences in performance are recognized in a meaningful way.	33.52%	9.64%	23.88%	25.76%	16.81%	23.90%	40.71%	86	205	219	146	208	864	31
25	Awards in my work unit depend on how well employees perform their jobs.	39.15%	12.75%	26.40%	23.13%	13.31%	24.42%	37.73%	111	229	195	114	209	858	38
26	Employees in my work unit share job knowledge with each other.	62.78%	18.54%	44.24%	17.74%	9.74%	9.73%	19.47%	169	392	155	86	87	889	5
27	The skill level in my work unit has improved in the past year.	52.47%	16.87%	35.60%	26.10%	9.12%	12.31%	21.43%	151	310	223	81	108	873	24
28	How would you rate the overall quality of work done by your work unit?	72.81%	40.60%	32.20%	18.47%	4.80%	3.92%	8.73%	369	287	165	44	36	901	N/A
29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	53.18%	10.64%	42.55%	22.48%	14.30%	10.04%	24.33%	94	362	194	127	91	868	24
30	*Employees have a feeling of personal empowerment with respect to work processes.	33.31%	8.19%	25.13%	27.28%	19.84%	19.57%	39.41%	72	211	236	170	173	862	26

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31	Employees are recognized for providing high quality products and services.	40.18%	10.50%	29.68%	23.57%	18.51%	17.74%	36.25%	94	257	200	163	157	871	15
32	*Creativity and innovation are rewarded.	34.63%	9.02%	25.61%	26.42%	18.70%	20.26%	38.96%	79	218	223	158	176	854	26
33	*Pay raises depend on how well employees perform their jobs.	20.03%	6.49%	13.54%	25.81%	22.21%	31.95%	54.16%	53	109	205	181	265	813	69
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	48.39%	14.62%	33.76%	32.40%	8.60%	10.61%	19.21%	123	276	260	70	88	817	69
35	*Employees are protected from health and safety hazards on the job.	54.35%	12.58%	41.76%	22.62%	11.69%	11.34%	23.03%	110	353	190	99	97	849	33
36	*My organization has prepared employees for potential security threats.	53.56%	11.64%	41.92%	23.33%	13.25%	9.86%	23.12%	100	351	195	115	84	845	38
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	40.65%	12.97%	27.68%	21.76%	15.10%	22.50%	37.59%	110	230	179	128	191	838	50
38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	51.80%	16.92%	34.88%	24.71%	7.84%	15.66%	23.49%	137	273	191	62	125	788	88
39	My agency is successful at accomplishing its mission.	56.35%	16.19%	40.16%	23.11%	9.54%	11.01%	20.54%	139	341	192	82	96	850	35
40	I recommend my organization as a good place to work.	43.98%	13.10%	30.88%	24.85%	16.63%	14.54%	31.17%	119	271	222	149	130	891	N/A
41	I believe the results of this survey will be used to make my agency a better place to work.	47.33%	16.41%	30.92%	20.94%	13.41%	18.32%	31.73%	137	255	171	113	153	829	63
42	*My supervisor supports my need to balance work and other life issues.	72.98%	30.76%	42.23%	15.33%	4.32%	7.36%	11.68%	273	371	133	37	65	879	7

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43	My supervisor provides me with opportunities to demonstrate my leadership skills.	55.72%	25.24%	30.47%	20.37%	10.08%	13.84%	23.92%	224	268	178	89	123	882	6
44	*Discussions with my supervisor about my performance are worthwhile.	57.02%	24.48%	32.54%	20.91%	8.92%	13.15%	22.07%	210	274	178	75	112	849	26
45	My supervisor is committed to a workforce representative of all segments of society.	61.04%	26.95%	34.09%	24.70%	5.07%	9.19%	14.26%	217	267	193	40	73	790	89
46	My supervisor provides me with constructive suggestions to improve my job performance.	52.68%	21.46%	31.22%	23.12%	11.25%	12.95%	24.20%	190	272	201	99	113	875	10
47	*Supervisors in my work unit support employee development.	53.79%	22.45%	31.34%	21.61%	10.94%	13.66%	24.60%	197	271	185	95	118	866	20
48	My supervisor listens to what I have to say.	68.35%	32.41%	35.93%	15.18%	9.15%	7.32%	16.47%	287	316	133	82	65	883	N/A
49	My supervisor treats me with respect.	72.83%	36.08%	36.75%	15.21%	5.77%	6.19%	11.96%	320	327	131	52	54	884	N/A
50	In the last six months, my supervisor has talked with me about my performance.	65.19%	26.51%	38.68%	13.47%	12.65%	8.69%	21.34%	236	342	119	111	76	884	N/A
51	*I have trust and confidence in my supervisor.	56.92%	28.13%	28.79%	19.53%	10.64%	12.91%	23.55%	252	250	172	93	114	881	N/A
52	*Overall, how good a job do you feel is being done by your immediate supervisor?	60.68%	32.90%	27.78%	20.15%	10.41%	8.75%	19.16%	292	244	180	93	76	885	N/A
53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	33.35%	10.05%	23.30%	23.28%	19.87%	23.50%	43.37%	88	198	197	172	206	861	20
54	My organization's senior leaders maintain high standards of honesty and integrity.	39.74%	13.36%	26.38%	27.85%	10.76%	21.65%	32.41%	108	209	219	89	175	800	80
55	*Supervisors work well with employees of different backgrounds.	51.08%	14.00%	37.08%	26.12%	8.80%	14.00%	22.80%	115	299	205	71	113	803	71
56	*Managers communicate the goals and priorities of the organization.	44.82%	11.27%	33.55%	21.41%	14.40%	19.37%	33.77%	99	288	180	129	170	866	12

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57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	42.97%	11.65%	31.32%	26.59%	12.43%	18.01%	30.44%	96	254	213	103	149	815	63
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	41.19%	11.86%	29.32%	23.00%	14.29%	21.52%	35.82%	101	244	192	123	186	846	31
59	Managers support collaboration across work units to accomplish work objectives.	45.25%	13.12%	32.13%	23.97%	12.10%	18.68%	30.78%	112	266	200	105	161	844	37
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	47.05%	21.71%	25.34%	24.32%	12.25%	16.38%	28.62%	183	212	201	102	139	837	46
61	*I have a high level of respect for my organization's senior leaders.	43.63%	17.21%	26.42%	25.35%	13.30%	17.71%	31.01%	148	227	213	113	156	857	24
62	Senior leaders demonstrate support for Work/Life programs.	50.77%	17.17%	33.60%	27.77%	8.59%	12.87%	21.47%	137	263	211	68	103	782	99
63	*How satisfied are you with your involvement in decisions that affect your work?	42.40%	10.90%	31.50%	23.18%	18.80%	15.63%	34.43%	97	276	202	166	140	881	N/A
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	38.30%	9.69%	28.61%	25.10%	20.39%	16.22%	36.60%	85	250	216	178	145	874	N/A
65	*How satisfied are you with the recognition you receive for doing a good job?	42.03%	11.87%	30.16%	24.07%	17.49%	16.41%	33.90%	104	264	206	153	143	870	N/A
66	*How satisfied are you with the policies and practices of your senior leaders?	35.83%	9.11%	26.72%	26.94%	19.11%	18.12%	37.23%	81	231	233	166	162	873	N/A
67	*How satisfied are you with your opportunity to get a better job in your organization?	30.25%	9.16%	21.09%	26.99%	21.23%	21.54%	42.76%	82	183	231	186	190	872	N/A
68	*How satisfied are you with the training you receive for your present job?	41.54%	10.79%	30.75%	28.00%	17.85%	12.61%	30.47%	97	263	244	155	112	871	N/A

Survey Administration Period: May 3, 2016 to June 14, 2016

Percentages are weighted to represent the Agency's population.

* AES prescribed items

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69	*Considering everything, how satisfied are you with your job?	60.57%	18.21%	42.36%	19.31%	12.38%	7.73%	20.11%	159	368	168	110	68	873	N/A
70	*Considering everything, how satisfied are you with your pay?	59.85%	16.61%	43.23%	19.67%	11.45%	9.03%	20.48%	147	376	173	100	79	875	N/A
71	Considering everything, how satisfied are you with your organization?	47.06%	12.00%	35.07%	21.17%	16.60%	15.17%	31.77%	105	305	185	147	135	877	N/A
79	How satisfied are you with the following Work/Life programs in your agency? Telework	73.76%	32.43%	41.33%	13.95%	7.56%	4.73%	12.29%	117	148	49	28	17	359	17
80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	87.72%	45.58%	42.14%	9.64%	1.57%	1.07%	2.64%	57	53	11	2	1	124	7
81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	70.60%	22.98%	47.62%	15.84%	11.21%	2.35%	13.56%	27	55	19	13	3	117	21
82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	75.24%	24.20%	51.04%	17.55%	5.00%	2.20%	7.20%	10	20	7	2	1	40	16
83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	45.43%	31.38%	14.05%	54.57%	0.00%	0.00%	0.00%	3	1	5	0	0	9	9
84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	51.92%	25.85%	26.06%	42.11%	5.97%	0.00%	5.97%	4	4	6	1	0	15	9