

BROADCASTING BOARD OF GOVERNORS
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		176	416	203	155	150	1,100	NA
	%	53.43	15.75	37.68	18.65	14.36	13.57	100.00	
2. I have enough information to do my job well.	N		195	469	183	151	83	1,081	NA
	%	61.38	18.00	43.37	17.07	13.95	7.60	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		207	344	185	195	148	1,079	NA
	%	50.84	18.85	31.98	17.31	18.03	13.83	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		336	453	134	87	77	1,087	NA
	%	72.56	30.88	41.68	12.36	7.98	7.10	100.00	
*5. I like the kind of work I do.	N		504	431	86	37	25	1,083	NA
	%	86.39	46.50	39.89	7.97	3.37	2.27	100.00	
6. I know what is expected of me on the job.	N		367	447	135	74	54	1,077	NA
	%	75.74	34.22	41.52	12.63	6.77	4.86	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		767	281	20	5	14	1,087	NA
	%	96.40	70.24	26.16	1.82	0.47	1.30	100.00	
8. I am constantly looking for ways to do my job better.	N		635	364	79	7	11	1,096	NA
	%	91.09	57.60	33.49	7.29	0.65	0.97	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		92	290	207	279	221	1,089	10
	%	35.33	8.38	26.95	19.03	25.63	20.01	100.00	
*10. My workload is reasonable.	N		123	511	193	155	105	1,087	11
	%	58.48	11.28	47.20	17.90	14.13	9.49	100.00	
*11. My talents are used well in the workplace.	N		176	390	163	157	168	1,054	7
	%	53.25	16.57	36.68	15.61	15.12	16.02	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		352	469	121	69	65	1,076	10
	%	76.50	32.62	43.88	11.07	6.49	5.93	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

Sample or Census: Census

Percentages are weighted to represent the Agency's population.

Number of surveys completed: 1,102

* AES prescribed items

Number of surveys administered: 1,484

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Response Rate: 74.3%

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*13. The work I do is important.	N		554	383	85	22	20	1,064	10
	%	88.13	52.14	35.99	7.92	2.08	1.86	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		167	384	204	171	158	1,084	9
	%	50.84	15.40	35.44	18.82	15.65	14.68	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		212	450	215	74	84	1,035	60
	%	63.97	20.44	43.53	20.69	7.14	8.20	100.00	
16. I am held accountable for achieving results.	N		258	515	181	65	57	1,076	14
	%	71.88	23.88	48.00	16.72	6.11	5.29	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		195	294	246	114	176	1,025	62
	%	47.38	18.75	28.63	24.22	11.35	17.05	100.00	
*18. My training needs are assessed.	N		113	321	281	198	154	1,067	24
	%	40.41	10.46	29.96	26.59	18.58	14.42	100.00	
*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).	N		213	341	205	95	80	934	166
	%	59.39	22.70	36.69	21.98	10.12	8.51	100.00	
*20. The people I work with cooperate to get the job done.	N		278	512	167	88	52	1,097	NA
	%	72.06	25.28	46.78	15.23	7.97	4.74	100.00	
*21. My work unit is able to recruit people with the right skills.	N		82	297	273	228	182	1,062	32
	%	35.34	7.63	27.71	25.77	21.67	17.22	100.00	
*22. Promotions in my work unit are based on merit.	N		89	219	262	180	286	1,036	54
	%	29.41	8.52	20.89	25.29	17.40	27.90	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		64	202	270	201	270	1,007	83
	%	26.27	6.35	19.92	26.90	19.89	26.94	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		77	236	265	210	256	1,044	50
	%	29.64	7.24	22.40	25.51	20.28	24.57	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		95	254	259	180	242	1,030	63
	%	33.36	9.04	24.32	25.29	17.79	23.55	100.00	
26. Employees in my work unit share job knowledge with each other.	N		209	517	163	108	85	1,082	8
	%	67.03	19.07	47.96	15.11	9.96	7.91	100.00	
27. The skill level in my work unit has improved in the past year.	N		162	380	275	121	116	1,054	41
	%	51.27	15.21	36.05	26.12	11.53	11.08	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		435	387	189	63	24	1,098	NA
	%	74.49	39.32	35.17	17.64	5.61	2.26	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		130	461	235	138	104	1,068	19
	%	55.23	12.15	43.09	22.18	12.87	9.72	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		90	288	261	224	190	1,053	32
	%	35.73	8.58	27.14	25.04	21.10	18.13	100.00	
31. Employees are recognized for providing high quality products and services.	N		103	297	258	208	195	1,061	26
	%	37.42	9.65	27.77	24.54	19.65	18.39	100.00	
*32. Creativity and innovation are rewarded.	N		98	235	277	226	220	1,056	30
	%	31.34	9.20	22.14	26.35	21.33	20.98	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		51	124	249	272	305	1,001	75
	%	17.35	5.04	12.32	24.84	27.24	30.57	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N			126	339	343	92	107	1,007	75
	%		46.15	12.41	33.74	34.03	9.11	10.70	100.00	
*35. Employees are protected from health and safety hazards on the job.	N			137	470	240	114	95	1,056	32
	%		57.16	12.83	44.33	22.96	10.73	9.15	100.00	
*36. My organization has prepared employees for potential security threats.	N			129	512	232	98	85	1,056	27
	%		60.61	12.13	48.48	22.33	9.17	7.89	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N			115	277	241	163	229	1,025	57
	%		38.08	11.18	26.89	23.67	15.96	22.30	100.00	
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.	N			157	347	243	84	130	961	115
	%		52.28	16.24	36.04	25.56	8.74	13.41	100.00	
39. My agency is successful at accomplishing its mission.	N			177	439	234	102	99	1,051	35
	%		58.46	16.73	41.73	22.16	9.92	9.46	100.00	
40. I recommend my organization as a good place to work.	N			145	344	282	177	140	1,088	NA
	%		44.80	13.24	31.56	26.10	16.28	12.82	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N			184	312	215	143	154	1,008	82
	%		49.30	18.28	31.02	21.23	14.09	15.38	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N			358	456	138	60	65	1,077	11
	%		75.17	32.84	42.33	13.21	5.53	6.09	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N			280	342	211	126	120	1,079	8
	%		57.20	25.44	31.76	19.64	11.88	11.27	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N			248	379	200	110	109	1,046	32
	%		59.60	23.41	36.19	19.37	10.57	10.46	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		271	331	256	71	68	997	85
	%	59.92	26.75	33.18	26.05	7.18	6.85	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		238	364	231	121	113	1,067	11
	%	56.19	22.19	33.99	21.87	11.38	10.56	100.00	
*47. Supervisors in my work unit support employee development.	N		238	358	223	132	106	1,057	25
	%	56.04	22.32	33.72	21.17	12.64	10.16	100.00	
48. My supervisor listens to what I have to say.	N		346	432	147	91	70	1,086	NA
	%	71.32	31.49	39.83	13.69	8.50	6.48	100.00	
49. My supervisor treats me with respect.	N		398	436	135	54	55	1,078	NA
	%	77.03	36.47	40.56	12.76	5.03	5.18	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		268	437	155	142	80	1,082	NA
	%	65.29	24.51	40.78	14.26	13.12	7.33	100.00	
*51. I have trust and confidence in my supervisor.	N		319	328	216	114	103	1,080	NA
	%	59.70	29.26	30.44	20.16	10.64	9.51	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		367	309	228	100	80	1,084	NA
	%	62.03	33.53	28.50	21.38	9.31	7.28	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N			97	264	246	190	259	1,056	25
	%		34.26	9.06	25.20	23.19	18.11	24.44	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N			115	265	282	138	217	1,017	64
	%		37.49	11.20	26.29	27.64	13.65	21.22	100.00	
*55. Supervisors work well with employees of different backgrounds.	N			137	386	252	105	111	991	82
	%		52.39	13.60	38.79	25.77	10.60	11.24	100.00	
*56. Managers communicate the goals and priorities of the organization.	N			113	371	234	153	177	1,048	26
	%		46.40	10.71	35.70	22.20	14.58	16.81	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N			104	328	277	115	162	986	87
	%		43.81	10.38	33.44	28.07	11.72	16.40	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N			102	325	249	163	200	1,039	41
	%		41.17	9.57	31.60	24.08	15.51	19.24	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N			116	348	254	141	170	1,029	50
	%		45.04	11.07	33.97	24.69	13.74	16.53	100.00	
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N			207	309	243	113	151	1,023	61
	%		50.46	20.11	30.34	23.84	11.06	14.64	100.00	
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N			160	317	243	153	197	1,070	14
	%		44.60	14.91	29.68	22.81	14.28	18.31	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		178	365	238	84	113	978	103
	%	55.11	17.97	37.14	24.72	8.55	11.62	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		135	327	246	228	143	1,079	NA
	%	42.50	12.25	30.25	22.86	21.33	13.30	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		112	342	238	232	150	1,074	NA
	%	42.20	10.32	31.88	22.22	21.58	13.99	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		131	307	237	221	178	1,074	NA
	%	40.52	12.12	28.41	22.32	20.69	16.47	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		100	259	317	213	190	1,079	NA
	%	33.05	9.11	23.94	29.60	19.71	17.65	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		91	226	314	217	223	1,071	NA
	%	29.29	8.39	20.90	29.47	20.26	20.98	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		113	349	313	170	131	1,076	NA
	%	42.56	10.31	32.25	29.31	16.08	12.05	100.00	
*69. Considering everything, how satisfied are you with your job?	N		195	467	209	119	81	1,071	NA
	%	61.75	18.17	43.58	19.79	10.93	7.53	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		173	446	208	155	96	1,078	NA
	%	56.86	15.80	41.05	19.48	14.67	8.99	100.00	
71. Considering everything, how satisfied are you with your organization?	N		127	373	238	207	135	1,080	NA
	%	46.12	11.54	34.58	22.25	19.15	12.47	100.00	

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72. Have you been notified whether or not you are eligible to telework?		N	%
	Yes, I was notified that I was eligible to telework.	527	48.51
	Yes, I was notified that I was not eligible to telework.	145	13.61
	No, I was not notified of my telework eligibility.	290	26.96
	Not sure if I was notified of my telework eligibility.	116	10.92
	Total	1,078	100.00
73. Please select the response below that BEST describes your current teleworking situation.		N	%
	I telework 3 or more days per week.	28	2.64
	I telework 1 or 2 days per week.	182	17.14
	I telework, but no more than 1 or 2 days per month.	50	4.59
	I telework very infrequently, on an unscheduled or short-term basis.	146	13.53
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	268	25.27
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	75	7.25
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	155	14.38
	I do not telework because I choose not to telework.	163	15.21
	Total	1,067	100.00
74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)		N	%
	Yes	184	16.90
	No	634	59.32
	Not available to me	253	23.78
	Total	1,071	100.00

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)		N	%
Yes		218	20.71
No		739	69.30
Not available to me		108	9.99
Total		1,065	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)		N	%
Yes		71	6.88
No		862	82.32
Not available to me		113	10.80
Total		1,046	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)		N	%
Yes		16	1.44
No		840	78.61
Not available to me		213	19.94
Total		1,069	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)		N	%
Yes		17	1.54
No		858	79.98
Not available to me		199	18.48
Total		1,074	100.00

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79.	How satisfied are you with the following Work/Life programs in your agency? Telework	N 74.11	130 31.92	169 42.19	66 16.63	20 5.03	17 4.24	402 100.00	18
80.	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N 82.97	73 39.75	78 43.22	24 14.23	4 2.22	1 0.58	180 100.00	13
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)	N 74.63	53 25.63	100 49.00	44 21.04	7 3.41	2 0.93	206 100.00	25
82.	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N 65.60	18 26.59	25 39.01	21 31.46	1 1.39	1 1.54	66 100.00	39
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)	N 64.05	7 33.96	6 30.09	6 30.75	1 5.20	0 0.00	20 100.00	10
84.	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N 72.52	10 51.97	4 20.55	4 21.96	0 0.00	1 5.52	19 100.00	7

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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Where do you work?	N	%
Headquarters	982	91.78
Field	88	8.22
Total	1,070	100.00

*What is your supervisory status?	N	%
Non-Supervisor	659	61.36
Team Leader	136	12.66
Supervisor	176	16.39
Manager	86	8.01
Senior Leader	17	1.58
Total	1,074	100.00

*Are you:	N	%
Male	640	60.38
Female	420	39.62
Total	1,060	100.00

*Are you Hispanic or Latino?	N	%
Yes	113	10.79
No	934	89.21
Total	1,047	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

* AES prescribed items

Sample or Census: Census

Number of surveys completed: 1,102

Number of surveys administered: 1,484

Response Rate: 74.3%

**BROADCASTING BOARD OF GOVERNORS
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

***Please select the racial category or categories with which you most closely identify.**

	N	%
American Indian or Alaska Native	4	0.39
Asian	187	18.16
Black or African American	212	20.58
Native Hawaiian or Other Pacific Islander	2	0.19
White	597	57.96
Two or more races	28	2.72
Total	1,030	100.00

What is the highest degree or level of education you have completed?

	N	%
Less than High School	3	0.28
High School Diploma/GED or equivalent	46	4.30
Trade or Technical Certificate	25	2.34
Some College (no degree)	155	14.49
Associate's Degree (e.g., AA, AS)	56	5.23
Bachelor's Degree (e.g., BA, BS)	401	37.48
Master's Degree (e.g., MA, MS, MBA)	350	32.71
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	34	3.18
Total	1,070	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

* AES prescribed items

Sample or Census: Census

Number of surveys completed: 1,102

Number of surveys administered: 1,484

Response Rate: 74.3%