

U.S. Merit Systems Protection Board 2016 Annual Employee Survey Results (From the Federal Employee Viewpoint Survey)

1. Interpretation of results: An analysis of MSPB's 2016 Annual Employee Survey results indicate that employees continue to be committed to the work that we do and understand their role in accomplishing the agency's goals and priorities. For 2016, the largest increase in percent positive among the 71 core questions was 4 percent for policies and programs promoting diversity in the workplace.

Unfortunately, the percent positive response for several questions decreased from 2015. These questions included topics such as policies and practices of senior leaders, skill level in the work unit, and ability to recruit people with the right skills. The decreases may be due in part to the direct and residual effects from the IT outage in June 2015, and continuing issues with IT stability and connectivity. Skills levels may be temporarily affected by the recent departure of several highly experienced employees.

2. How the survey was conducted: The web-based 2016 FEVS was administered from May 3, 2016 to June 14, 2016. An invitation to participate in the survey was sent via e-mail to the entire sample.

3. Description of sample: All of MSPB's permanent part- or full-time career civil service employees on-board as of October 30, 2015 were invited to participate in the survey. (Political appointees and Schedule C employees were not invited to participate.)

4. Number of employees surveyed, number responded, and representativeness of respondents: The survey was distributed to 200 MSPB employees and 141 employees participated yielding an overall response rate of 71%. Due to MSPB's small size, MSPB survey results are not linked to specific agency offices nor to demographic data beyond duty location (field or HQ) and bargaining unit status. These data have not yet been made available to MSPB.

5. The survey items and responses calculated as percentages for each response choice are attached.

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
1	*I am given a real opportunity to improve my skills in my organization.	74.39%	25.74%	48.64%	11.26%	10.02%	4.33%	14.35%	36	69	16	14	6	141	N/A
2	I have enough information to do my job well.	85.14%	31.08%	54.06%	8.13%	3.77%	2.95%	6.72%	42	75	11	5	4	137	N/A
3	I feel encouraged to come up with new and better ways of doing things.	53.48%	24.51%	28.96%	21.27%	18.08%	7.17%	25.25%	34	41	30	25	10	140	N/A
4	*My work gives me a feeling of personal accomplishment.	80.37%	31.79%	48.58%	9.34%	4.56%	5.73%	10.29%	44	68	13	6	8	139	N/A
5	*I like the kind of work I do.	86.85%	40.40%	46.45%	9.49%	2.22%	1.44%	3.66%	56	65	13	3	2	139	N/A
6	I know what is expected of me on the job.	86.24%	36.30%	49.94%	6.45%	4.29%	3.02%	7.30%	49	69	9	6	4	137	N/A
7	When needed I am willing to put in the extra effort to get a job done.	97.23%	71.61%	25.62%	0.65%	0.73%	1.39%	2.12%	100	36	1	1	2	140	N/A
8	I am constantly looking for ways to do my job better.	92.74%	50.03%	42.71%	6.56%	0.00%	0.70%	0.70%	70	60	9	0	1	140	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	50.98%	13.07%	37.91%	14.89%	25.82%	8.31%	34.13%	18	53	21	37	12	141	0
10	*My workload is reasonable.	56.05%	17.93%	38.12%	16.62%	17.06%	10.28%	27.33%	24	53	23	24	14	138	0
11	*My talents are used well in the workplace.	68.93%	20.46%	48.48%	11.75%	12.65%	6.66%	19.31%	27	67	16	17	9	136	0
12	*I know how my work relates to the agency's goals and priorities.	92.24%	44.94%	47.30%	3.50%	2.82%	1.44%	4.26%	62	66	5	4	2	139	0
13	*The work I do is important.	92.19%	53.00%	39.19%	5.76%	1.35%	0.70%	2.05%	74	55	8	2	1	140	1
14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	83.37%	40.47%	42.90%	6.68%	7.84%	2.10%	9.95%	56	61	9	11	3	140	0
15	*My performance appraisal is a fair reflection of my performance.	77.41%	37.69%	39.72%	11.25%	3.46%	7.88%	11.34%	52	55	16	5	11	139	1
16	I am held accountable for achieving results.	90.04%	43.48%	46.56%	5.70%	2.83%	1.43%	4.26%	61	65	8	4	2	140	0

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17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	59.16%	30.37%	28.79%	13.93%	11.55%	15.36%	26.91%	41	40	19	16	21	137	4
18	*My training needs are assessed.	55.79%	20.57%	35.22%	21.49%	14.73%	8.00%	22.73%	28	49	30	21	11	139	1
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).	78.76%	36.95%	41.81%	7.06%	7.72%	6.45%	14.17%	51	59	10	11	9	140	1
20	*The people I work with cooperate to get the job done.	76.94%	34.15%	42.79%	11.71%	8.57%	2.78%	11.35%	47	60	17	12	4	140	N/A
21	*My work unit is able to recruit people with the right skills.	63.69%	24.97%	38.72%	20.71%	11.16%	4.43%	15.59%	33	53	28	15	6	135	4
22	*Promotions in my work unit are based on merit.	52.54%	15.43%	37.11%	22.98%	13.28%	11.20%	24.48%	20	49	31	17	15	132	7
23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	31.59%	9.79%	21.79%	28.13%	28.54%	11.74%	40.28%	12	28	35	36	15	126	13
24	*In my work unit, differences in performance are recognized in a meaningful way.	39.97%	10.78%	29.19%	26.21%	22.03%	11.79%	33.81%	14	39	35	29	16	133	6
25	Awards in my work unit depend on how well employees perform their jobs.	48.01%	15.45%	32.56%	29.06%	11.30%	11.62%	22.93%	20	44	39	15	16	134	5
26	Employees in my work unit share job knowledge with each other.	78.60%	33.09%	45.51%	7.17%	9.34%	4.89%	14.23%	46	64	10	13	7	140	0
27	The skill level in my work unit has improved in the past year.	54.86%	20.10%	34.76%	31.03%	9.71%	4.41%	14.12%	26	47	42	13	6	134	5
28	How would you rate the overall quality of work done by your work unit?	85.05%	55.15%	29.90%	11.47%	3.47%	0.00%	3.47%	78	42	16	5	0	141	N/A
29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	80.40%	31.89%	48.51%	11.72%	4.41%	3.47%	7.88%	43	67	16	6	5	137	2
30	*Employees have a feeling of personal empowerment with respect to work processes.	59.38%	15.66%	43.72%	21.31%	11.85%	7.46%	19.31%	21	59	29	16	10	135	4

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31	Employees are recognized for providing high quality products and services.	58.14%	17.44%	40.70%	23.20%	10.61%	8.05%	18.66%	23	55	31	14	11	134	5
32	*Creativity and innovation are rewarded.	39.57%	11.50%	28.08%	32.00%	17.32%	11.10%	28.42%	15	38	43	23	15	134	6
33	*Pay raises depend on how well employees perform their jobs.	29.87%	9.50%	20.37%	34.87%	17.52%	17.74%	35.26%	12	26	45	23	23	129	10
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	69.90%	27.49%	42.41%	15.32%	7.05%	7.73%	14.78%	35	55	20	9	10	129	11
35	*Employees are protected from health and safety hazards on the job.	84.71%	38.97%	45.73%	9.33%	3.10%	2.86%	5.97%	53	64	13	4	4	138	2
36	*My organization has prepared employees for potential security threats.	91.14%	45.34%	45.80%	6.57%	1.58%	0.71%	2.30%	61	62	9	2	1	135	1
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	57.67%	25.25%	32.42%	17.19%	10.92%	14.21%	25.14%	33	44	23	14	19	133	6
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.	68.16%	33.27%	34.89%	11.78%	6.29%	13.77%	20.06%	43	46	15	8	18	130	9
39	My agency is successful at accomplishing its mission.	82.81%	30.50%	52.31%	12.20%	3.53%	1.45%	4.98%	42	72	17	5	2	138	2
40	I recommend my organization as a good place to work.	69.68%	32.61%	37.08%	15.04%	12.47%	2.80%	15.27%	45	52	21	17	4	139	N/A
41	I believe the results of this survey will be used to make my agency a better place to work.	46.46%	17.58%	28.89%	24.04%	17.14%	12.36%	29.50%	21	36	30	21	15	123	17
42	*My supervisor supports my need to balance work and other life issues.	88.13%	56.21%	31.92%	5.08%	3.80%	2.99%	6.79%	77	44	7	5	4	137	3

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43	My supervisor provides me with opportunities to demonstrate my leadership skills.	64.77%	38.07%	26.70%	17.36%	11.50%	6.37%	17.87%	53	37	24	16	9	139	1
44	*Discussions with my supervisor about my performance are worthwhile.	64.93%	36.02%	28.91%	17.94%	11.47%	5.65%	17.12%	50	40	25	16	8	139	1
45	My supervisor is committed to a workforce representative of all segments of society.	72.24%	37.95%	34.28%	17.96%	5.26%	4.54%	9.80%	50	45	23	7	6	131	9
46	My supervisor provides me with constructive suggestions to improve my job performance.	67.36%	34.20%	33.16%	19.12%	8.62%	4.90%	13.53%	47	46	27	12	7	139	0
47	*Supervisors in my work unit support employee development.	75.61%	38.36%	37.26%	11.42%	8.00%	4.97%	12.97%	53	52	16	11	7	139	0
48	My supervisor listens to what I have to say.	82.34%	48.69%	33.65%	7.13%	7.75%	2.78%	10.53%	68	47	10	11	4	140	N/A
49	My supervisor treats me with respect.	83.71%	53.93%	29.79%	11.33%	3.57%	1.39%	4.96%	75	42	16	5	2	140	N/A
50	In the last six months, my supervisor has talked with me about my performance.	86.11%	48.28%	37.83%	5.24%	5.78%	2.87%	8.66%	66	53	7	8	4	138	N/A
51	*I have trust and confidence in my supervisor.	70.89%	44.34%	26.55%	14.10%	9.43%	5.57%	15.01%	62	37	20	13	8	140	N/A
52	*Overall, how good a job do you feel is being done by your immediate supervisor?	73.66%	45.17%	28.49%	17.16%	5.00%	4.18%	9.18%	63	40	24	7	6	140	N/A
53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	40.89%	10.58%	30.30%	26.45%	19.87%	12.79%	32.66%	14	42	37	27	18	138	2
54	My organization's senior leaders maintain high standards of honesty and integrity.	50.93%	16.85%	34.08%	20.91%	17.05%	11.12%	28.17%	22	45	28	22	15	132	7
55	*Supervisors work well with employees of different backgrounds.	69.47%	20.59%	48.88%	19.42%	6.44%	4.67%	11.11%	26	63	25	8	6	128	10
56	*Managers communicate the goals and priorities of the organization.	71.15%	17.48%	53.67%	15.28%	8.66%	4.92%	13.58%	24	74	21	12	7	138	2

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57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	75.67%	19.12%	56.54%	14.07%	5.61%	4.65%	10.26%	24	71	18	7	6	126	12
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	53.18%	13.62%	39.56%	20.31%	16.06%	10.46%	26.52%	18	53	27	22	14	134	6
59	Managers support collaboration across work units to accomplish work objectives.	53.04%	13.72%	39.33%	20.95%	14.74%	11.27%	26.01%	18	52	28	20	15	133	6
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	60.25%	28.14%	32.11%	21.28%	7.78%	10.69%	18.47%	37	42	28	10	14	131	8
61	*I have a high level of respect for my organization's senior leaders.	50.87%	18.71%	32.16%	24.91%	11.96%	12.27%	24.23%	25	44	34	16	17	136	4
62	Senior leaders demonstrate support for Work/Life programs.	68.71%	29.81%	38.90%	18.09%	9.35%	3.85%	13.20%	39	52	24	12	5	132	7
63	*How satisfied are you with your involvement in decisions that affect your work?	57.65%	19.54%	38.12%	23.65%	13.66%	5.03%	18.69%	27	54	33	19	7	140	N/A
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	52.83%	13.17%	39.66%	25.07%	15.19%	6.91%	22.10%	18	56	35	21	10	140	N/A
65	*How satisfied are you with the recognition you receive for doing a good job?	55.44%	19.73%	35.72%	23.06%	14.27%	7.23%	21.50%	27	50	33	20	10	140	N/A
66	*How satisfied are you with the policies and practices of your senior leaders?	40.74%	11.52%	29.21%	33.35%	14.97%	10.94%	25.91%	15	40	46	20	15	136	N/A
67	*How satisfied are you with your opportunity to get a better job in your organization?	31.44%	11.78%	19.66%	40.75%	13.41%	14.40%	27.81%	16	27	57	19	20	139	N/A
68	*How satisfied are you with the training you receive for your present job?	63.33%	18.38%	44.95%	20.94%	10.78%	4.96%	15.74%	25	63	30	15	7	140	N/A

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69	*Considering everything, how satisfied are you with your job?	73.41%	28.79%	44.62%	12.05%	11.10%	3.44%	14.54%	40	63	17	15	5	140	N/A
70	*Considering everything, how satisfied are you with your pay?	65.37%	21.88%	43.50%	20.31%	11.51%	2.81%	14.32%	30	61	28	16	4	139	N/A
71	Considering everything, how satisfied are you with your organization?	68.32%	22.53%	45.79%	18.04%	7.16%	6.48%	13.64%	31	64	25	10	9	139	N/A
79	How satisfied are you with the following Work/Life programs in your agency? Telework	89.17%	45.78%	43.39%	1.94%	6.96%	1.93%	8.89%	44	43	2	7	2	98	2
80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	93.71%	55.90%	37.81%	6.29%	0.00%	0.00%	0.00%	36	25	4	0	0	65	0
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)	80.13%	16.53%	63.60%	16.71%	3.16%	0.00%	3.16%	5	20	5	1	0	31	1
82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	86.56%	12.95%	73.62%	13.44%	0.00%	0.00%	0.00%	2	11	2	0	0	15	3
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)	50.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0	1	1	0	0	2	1
84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	66.15%	0.00%	66.15%	0.00%	0.00%	33.85%	33.85%	0	2	0	0	1	3	0

72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	113	80.44%
Yes, I was notified that I was not eligible to telework.	19	13.79%
No, I was not notified of my telework eligibility.	5	3.63%
Not sure if I was notified of my telework eligibility.	3	2.14%
Total	140	100.00%

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	24	17.26%
I telework 1 or 2 days per week.	49	34.97%
I telework, but no more than 1 or 2 days per month.	10	6.97%
I telework very infrequently.	18	12.70%
I do not telework because I have to be physically present on the job.	10	7.24%
I do not telework because I have technical issues.	1	0.73%
I do not telework because I did not receive approval to do so.	12	8.71%
I do not telework because I choose not to telework.	16	11.43%
Total	140	100.00%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules	N	%
Yes	62	45.63%
No	55	40.51%
Not available to me	18	13.87%
Total	135	100.00%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs	N	%
Yes	31	22.33%
No	91	65.50%
Not available to me	17	12.17%
Total	139	100.00%

76. Do you participate in the following Work/Life programs? Employee Assistance Program	N	%
Yes	14	10.33%
No	120	88.84%
Not available to me	1	0.83%
Total	135	100.00%

77. Do you participate in the following Work/Life programs? Child Care Programs	N	%
Yes	1	0.74%
No	100	72.59%
Not available to me	36	26.67%
Total	137	100.00%

78. Do you participate in the following Work/Life programs? Elder Care Programs	N	%
Yes	1	0.74%
No	102	74.24%
Not available to me	34	25.02%
Total	137	100.00%

Percentages are weighted to represent the Agency's population.