



Date: October 31, 2018

Notice of 2018 Federal Employee Viewpoint Survey Results

Building and maintaining a strong workforce in a collegial work environment has been, and remains, a major goal of the National Labor Relations Board (NLRB). The NLRB is also committed to utilizing survey results as a basis for making improvements that can drive greater employee engagement and performance.

The Federal Employee Viewpoint Survey (FEVS) is an effective survey instrument that allows the NLRB to inform and address management practices and measure employees' perceptions in areas such as Talent Management, Leadership and Knowledge Management, Performance Culture, and Job Satisfaction, all areas typically associated with high performing organizations. The FEVS is administered annually by the U.S. Office of Personnel Management (OPM).

We are pleased to release the 2018 FEVS results. This year, the NLRB achieved a 62.4 percent participation rate, reflecting a slight increase from our Agency's 61.6 percent participation rate in 2017. The 2018 FEVS results indicate a highly motivated workforce where 96 percent of the survey respondents are willing to commit extra effort when necessary and 92 percent of respondents view the work of the NLRB as important and the quality of work being performed as high. However, the results reflect that while progress has been achieved or sustained in some areas, there are also a number of challenges that need to be addressed. In this regard, Agency leaders will work with the Division of Administration to examine each of the survey topics in detail. Leadership across the Agency is committed to maintaining in the areas where we are doing well and to improving in those areas where challenges have been identified. Given that the Agency is starting FY19 with an approved budget, as opposed to being subject to a Continuing Resolution for much of the year, as occurred in FY18, and the fact that the Agency's new leadership is in place, we are confident in our ability to meet this commitment.

The NLRB relies upon FEVS results in identifying opportunities to drive higher employee motivation, satisfaction, and commitment that ultimately result in greater employee engagement and enhanced overall organizational performance. The NLRB leadership is committed to its mission and understands that organizational success requires both support from management leadership and a motivated and engaged workforce. The 2018 survey results will be a critical component of the Agency's ongoing strategic human capital planning efforts and action plans designed to drive higher employee engagement, satisfaction and organizational performance.

The 2018 FEVS results are available at <http://www.nlr.gov/reports-guidance/reports/employee-survey>.