

2019 National Labor Relations Board		Percent Positive %	Strongly Agree/ 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.	57.4%	20.4%	37.0%	14.7%	13.6%	14.3%	27.9%	155	284	110	106	108	763	N/A
2	I have enough information to do my job well.	68.0%	20.3%	47.7%	15.9%	11.9%	4.2%	16.1%	154	360	121	92	31	758	N/A
3	I feel encouraged to come up with new and better ways of doing things.	40.3%	16.9%	23.4%	15.8%	22.4%	21.5%	44.0%	127	178	121	173	163	762	N/A
4	My work gives me a feeling of personal accomplishment.	72.7%	29.9%	42.8%	13.6%	9.3%	4.4%	13.7%	229	326	103	70	34	762	N/A
5	I like the kind of work I do.	83.6%	38.2%	45.5%	10.0%	3.7%	2.7%	6.4%	292	346	76	29	20	763	N/A
6	I know what is expected of me on the job.	72.8%	29.2%	43.6%	9.4%	7.3%	10.5%	17.9%	222	335	72	57	80	766	N/A
7	When needed I am willing to put in the extra effort to get a job done.	95.4%	65.0%	30.4%	3.5%	0.7%	0.4%	1.1%	495	231	26	6	3	761	N/A
8	I am constantly looking for ways to do my job better.	86.1%	44.2%	41.9%	11.4%	1.9%	0.7%	2.5%	338	319	87	15	5	764	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	30.8%	8.2%	22.6%	11.6%	18.7%	38.9%	57.6%	61	171	88	142	298	760	2
10	*My workload is reasonable.	41.0%	11.3%	29.7%	14.5%	15.2%	29.4%	44.5%	85	223	109	113	223	753	2

11	*My talents are used well in the workplace.	55.5%	18.6%	36.9%	18.2%	16.1%	10.2%	26.3%	141	281	136	122	77	757	1
12	*I know how my work relates to the agency's goals.	82.0%	34.8%	47.2%	9.3%	5.3%	3.4%	8.8%	264	362	70	40	26	762	1
13	The work I do is important.	90.7%	52.4%	38.3%	6.1%	2.0%	1.2%	3.2%	399	294	46	16	9	764	0
14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	70.0%	28.0%	41.9%	12.4%	10.0%	7.6%	17.6%	210	318	96	77	57	758	6
15	My performance appraisal is a fair reflection of my performance.	70.6%	26.9%	43.7%	14.0%	7.1%	8.3%	15.4%	199	327	104	53	61	744	18
16	I am held accountable for achieving results.	83.4%	30.8%	52.6%	13.2%	2.4%	1.0%	3.4%	231	401	100	18	8	758	3
17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	50.8%	23.9%	26.9%	18.3%	9.5%	21.4%	30.9%	173	192	132	68	156	721	45
18	My training needs are assessed.	33.6%	11.5%	22.1%	21.6%	19.1%	25.7%	44.8%	84	165	161	142	195	747	17
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).	64.4%	28.4%	36.0%	12.7%	11.7%	11.2%	22.9%	206	263	93	86	81	729	36
20	*The people I work with cooperate to get the job done.	83.5%	42.5%	41.0%	10.6%	3.2%	2.6%	5.9%	325	312	80	24	20	761	N/A
21	My work unit is able to recruit people with the right skills.	36.9%	12.1%	24.8%	18.5%	19.2%	25.5%	44.6%	86	175	131	136	180	708	52
22	Promotions in my work unit are based on merit.	42.8%	14.7%	28.1%	26.2%	15.5%	15.5%	31.0%	101	191	181	105	106	684	74

23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	35.1%	9.0%	26.2%	27.5%	21.1%	16.3%	37.4%	56	168	177	134	105	640	117
24	*In my work unit, differences in performance are recognized in a meaningful way.	37.5%	10.8%	26.7%	24.9%	21.7%	15.9%	37.6%	75	187	175	150	110	697	64
25	Awards in my work unit depend on how well employees perform their	48.9%	14.6%	34.3%	21.9%	16.2%	13.0%	29.2%	98	232	150	109	88	677	79
26	Employees in my work unit share job knowledge with each other.	85.4%	44.0%	41.4%	9.0%	2.8%	2.8%	5.6%	335	310	68	21	21	755	3
27	The skill level in my work unit has improved in the past year.	51.8%	19.6%	32.2%	28.0%	7.3%	12.8%	20.2%	136	224	198	51	89	698	59
28	How would you rate the overall quality of work done by your work unit?	92.6%	60.2%	32.3%	6.0%	0.8%	0.6%	1.4%	455	244	45	6	5	755	N/A
29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	86.3%	43.0%	43.2%	9.3%	3.6%	0.9%	4.5%	321	322	69	27	7	746	11
30	Employees have a feeling of personal empowerment with respect to work processes.	31.3%	9.8%	21.5%	15.5%	19.3%	33.9%	53.2%	71	157	111	141	250	730	27
31	Employees are recognized for providing high quality products and	46.4%	13.8%	32.6%	17.0%	14.9%	21.8%	36.6%	101	240	126	109	160	736	17
32	Creativity and innovation are rewarded.	30.3%	10.0%	20.3%	21.7%	21.1%	26.8%	48.0%	72	147	159	156	194	728	22
33	Pay raises depend on how well employees perform their jobs.	25.4%	7.4%	18.0%	27.4%	23.1%	24.2%	47.2%	50	123	190	159	168	690	57
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	49.1%	16.0%	33.1%	24.6%	8.5%	17.9%	26.4%	111	228	169	58	121	687	65

35	Employees are protected from health and safety hazards on the job.	64.0%	21.6%	42.4%	19.2%	7.3%	9.6%	16.8%	154	304	139	52	69	718	35
36	My organization has prepared employees for potential security threats.	68.8%	22.4%	46.4%	16.4%	7.4%	7.5%	14.8%	165	344	122	55	55	741	10
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	48.5%	19.1%	29.4%	18.4%	10.2%	23.0%	33.2%	134	206	128	72	165	705	48
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.	62.0%	25.9%	36.2%	18.0%	5.0%	15.0%	20.0%	169	235	118	32	97	651	100
39	My agency is successful at accomplishing its mission.	53.2%	18.7%	34.4%	16.2%	8.7%	21.9%	30.6%	136	250	119	65	163	733	19
40	*I recommend my organization as a good place to work.	50.7%	17.1%	33.6%	20.4%	14.5%	14.3%	28.9%	128	252	153	110	107	750	N/A
41	*I believe the results of this survey will be used to make my agency a better place to work.	26.4%	10.4%	16.0%	17.0%	17.8%	38.8%	56.6%	72	114	119	128	279	712	42
42	My supervisor supports my need to balance work and other life issues.	84.8%	51.7%	33.1%	7.2%	3.9%	4.1%	8.0%	386	244	53	28	30	741	6
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	67.5%	35.1%	32.4%	16.5%	9.0%	7.0%	16.0%	258	240	121	66	51	736	10
44	Discussions with my supervisor about my performance are worthwhile.	71.2%	35.4%	35.8%	14.2%	7.2%	7.4%	14.6%	261	263	104	52	54	734	14

45	My supervisor is committed to a workforce representative of all segments of society.	75.8%	41.2%	34.6%	17.5%	2.3%	4.4%	6.7%	277	230	115	14	29	665	74
46	My supervisor provides me with constructive suggestions to improve my job performance.	71.0%	36.5%	34.5%	15.2%	7.3%	6.6%	13.8%	271	256	112	53	48	740	6
47	Supervisors in my work unit support employee development.	69.8%	36.4%	33.3%	16.4%	6.2%	7.6%	13.8%	264	243	118	45	54	724	21
48	My supervisor listens to what I have to say.	82.4%	49.1%	33.3%	8.4%	5.2%	3.9%	9.2%	369	246	62	38	29	744	N/A
49	My supervisor treats me with respect.	86.8%	55.5%	31.2%	7.2%	3.1%	2.9%	6.0%	415	231	52	23	22	743	N/A
50	In the last six months, my supervisor has talked with me about my performance.	81.6%	40.2%	41.4%	9.2%	6.8%	2.4%	9.2%	300	307	69	50	18	744	N/A
51	I have trust and confidence in my supervisor.	75.5%	46.6%	28.9%	14.2%	5.0%	5.4%	10.4%	348	214	104	37	39	742	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	80.9%	53.7%	27.2%	12.5%	3.9%	2.7%	6.6%	400	199	92	28	20	739	N/A
53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	24.9%	9.5%	15.4%	13.7%	15.6%	45.8%	61.5%	69	110	100	113	340	732	12
54	My organization's senior leaders maintain high standards of honesty and integrity.	35.0%	15.3%	19.6%	16.7%	9.9%	38.5%	48.3%	107	137	116	70	276	706	37
55	Supervisors work well with employees of different backgrounds.	71.0%	30.3%	40.8%	17.5%	6.2%	5.2%	11.5%	207	275	117	42	35	676	58
56	*Managers communicate the goals of the organization.	60.8%	19.5%	41.3%	18.9%	10.6%	9.8%	20.4%	142	298	137	77	70	724	14

57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	61.0%	20.0%	41.0%	22.8%	8.0%	8.2%	16.2%	134	273	152	53	54	666	70
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	50.4%	18.3%	32.1%	19.1%	12.6%	17.9%	30.5%	130	226	135	88	125	704	34
59	Managers support collaboration across work units to accomplish work objectives.	56.9%	21.1%	35.8%	17.5%	10.3%	15.3%	25.6%	148	248	123	70	106	695	35
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	70.8%	36.2%	34.6%	15.9%	6.2%	7.2%	13.4%	257	244	112	43	50	706	32
61	I have a high level of respect for my organization's senior leaders.	37.7%	16.3%	21.4%	14.7%	13.0%	34.6%	47.6%	119	155	107	96	259	736	6
62	Senior leaders demonstrate support for Work-Life programs.	44.7%	20.1%	24.6%	21.7%	12.7%	20.9%	33.6%	135	167	146	86	141	675	66
63	*How satisfied are you with your involvement in decisions that affect your work?	43.4%	14.7%	28.8%	17.2%	21.1%	18.3%	39.4%	109	213	128	158	136	744	N/A
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	39.6%	12.5%	27.1%	18.9%	24.2%	17.2%	41.5%	93	200	142	181	128	744	N/A
65	*How satisfied are you with the recognition you receive for doing a good job?	52.4%	18.2%	34.1%	19.0%	16.2%	12.4%	28.6%	134	251	141	118	92	736	N/A
66	How satisfied are you with the policies and practices of your senior leaders?	26.7%	9.2%	17.5%	18.8%	19.6%	34.8%	54.5%	68	128	138	145	262	741	N/A

67	How satisfied are you with your opportunity to get a better job in your organization?	23.8%	9.4%	14.4%	24.1%	20.7%	31.4%	52.1%	69	105	179	151	235	739	N/A
68	How satisfied are you with the training you receive for your present job?	42.6%	12.7%	29.9%	22.2%	18.4%	16.8%	35.2%	94	221	164	137	125	741	N/A
69	*Considering everything, how satisfied are you with your job?	59.2%	19.3%	39.9%	17.8%	14.6%	8.3%	23.0%	144	294	131	109	62	740	N/A
70	Considering everything, how satisfied are you with your pay?	58.3%	18.6%	39.7%	18.5%	13.4%	9.8%	23.1%	138	293	138	98	73	740	N/A
71	*Considering everything, how satisfied are you with your organization?	41.7%	14.0%	27.6%	18.5%	16.3%	23.5%	39.8%	104	201	137	122	176	740	N/A

72. Currently, in my work unit poor performers usually:	N	%
Remain in the work unit and improve their performance over time	136	24.6%
Remain in the work unit and continue to underperform	256	45.8%
Leave the work unit - removed or transferred	24	4.2%
Leave the work unit - quit	12	2.2%
There are no poor performers in my work unit	131	23.2%
Item Response Total	559	100.0%
Do not know	180	--
Total	739	100.0%

Percentages are weighted to represent the Agency's population.

73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status?	N	%
The shutdown had no impact on my working/pay status	667	90.5%
I did not work and did not receive pay until after the lapse ended	43	5.9%
I worked some of the shutdown but did not receive pay until after the lapse ended	0	0.0%
I worked for the entirety of the shutdown but did not receive pay until after the lapse ended	3	0.4%
Other, not listed above	24	3.3%
Total	737	100.0%

74. How was your everyday work impacted during (if you worked) or after the partial government shutdown?	N	%
It had no impact	458	63.3%
A slightly negative impact	129	17.6%
A moderately negative impact	79	10.8%
A very negative impact	34	4.8%
An extremely negative impact	27	3.7%
Total	727	100.0%

If the response to item 74 was "It had no impact", item 75 was skipped.

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply)	N	%
Unmanageable workload	30	12.3%
Missed deadlines	44	17.9%
Unrecoverable loss of work	13	5.3%
Reduced customer service	89	36.2%
Delayed work	101	40.9%
Reduced work quality	28	11.3%
Cutback of critical work	23	9.3%
Time lost in restarting work	47	19.1%
Unmet statutory requirements	19	7.9%
Other	119	46.9%
Total (percents will add to more than 100% because respondents could choose more than one response option)	248	--

76. Are you looking for another job because of the partial government shutdown?	N	%
I am looking for another job specifically because of the shutdown	9	1.3%
I am looking for another job, but the shutdown is only one of the reasons	60	8.1%
I am looking for another job, but the shutdown had no influence on that decision	79	11.2%
I am not looking for another job currently	570	79.3%

Total	718	100.0%
77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.	N	%
Strongly Agree	81	23.4%
Agree	113	32.5%
Neither Agree nor Disagree	127	36.7%
Disagree	10	2.9%
Strongly Disagree	16	4.5%
Item Response Total	347	100.0%
No support required	380	--
Total	727	100.0%

Percentages are weighted to represent the Agency's population.

78. Please select the response below that BEST describes your current teleworking schedule.	2019		2018	
	N	%	N	%
I telework very infrequently, on an unscheduled or short-term basis	77	10.6%	122	14.7%
I telework, but only about 1 or 2 days per month	63	8.6%	65	8.0%
I telework 1 or 2 days per week	347	47.5%	347	43.0%
I telework 3 or 4 days per week	97	13.4%	104	10.9%
I telework every work day	27	3.5%	35	4.4%
I do not telework because I have to be physically present on the job	17	2.5%	18	2.3%
I do not telework because of technical issues that prevent me from teleworking	6	0.9%	9	1.2%
I do not telework because I did not receive approval to do so, even though I have the kind of job	27	3.7%	35	4.6%
I do not telework because I choose not to telework	66	9.2%	85	10.8%
Total	727	100.0%	820	100.0%

79. How satisfied are you with the Telework program in your agency?	2019			2018		
	N	Satisfaction %	All Response	N	Satisfaction %	All Response
Very Satisfied	228	33.8%	31.1%	322	43.2%	38.8%
Satisfied	228	33.5%	30.9%	260	35.9%	32.2%
Neither Satisfied nor Dissatisfied	87	12.9%	11.9%	80	11.1%	10.0%
Dissatisfied	61	8.9%	8.2%	46	6.6%	5.9%
Very Dissatisfied	74	11.0%	10.2%	22	3.2%	2.9%
Item Response Total	678	100.0%	92.2%	730	100.0%	89.8%
I choose not to participate in this program	29	--	4.0%	45	--	5.9%
This program is not available to me	23	--	3.4%	31	--	4.0%
I am unaware of this program	3	--	0.4%	2	--	0.3%
Total	733	100.0%	100.0%	808	100.0%	100.0%

80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):	2019	
	N	%
Alternative Work Schedules	459	63.6%
Health and Wellness Programs	63	8.7%
Employee Assistance Program – EAP	29	4.1%
Child Care Programs	13	1.8%
Elder Care Programs	3	0.4%
None listed above	237	32.4%
Total (percents will add to more than 100% because respondents could choose more than one)	725	--

Note: This item was not in the 2018 OPM FEVS.

81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules	2019			2018		
	N	Satisfaction %	All Response	N	Satisfaction %	All Response
Very Satisfied	230	38.3%	31.8%	326	48.5%	40.7%
Satisfied	237	39.0%	32.4%	238	36.5%	30.6%
Neither Satisfied nor Dissatisfied	56	9.4%	7.8%	75	11.1%	9.3%
Dissatisfied	23	3.8%	3.1%	19	2.7%	2.2%
Very Dissatisfied	57	9.6%	8.0%	8	1.2%	1.0%
Item Response Total	603	100.0%	83.0%	666	100.0%	83.8%
I choose not to participate in these programs	85	--	11.4%	110	--	12.6%
These programs are not available to me	34	--	4.5%	26	--	2.9%
I am unaware of these programs	9	--	1.2%	6	--	0.6%
Total	731	100.0%	100.0%	808	100.0%	100.0%

82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs	2019			2018		
	N	Satisfaction %	All Response	N	Satisfaction %	All Response
Very Satisfied	29	7.4%	4.1%	70	12.6%	8.6%
Satisfied	63	15.8%	8.7%	130	24.4%	16.8%
Neither Satisfied nor Dissatisfied	93	23.4%	12.9%	126	22.7%	15.6%
Dissatisfied	52	13.0%	7.2%	99	17.3%	11.9%
Very Dissatisfied	166	40.4%	22.2%	142	23.0%	15.8%
Item Response Total	403	100.0%	55.0%	567	100.0%	68.7%
I choose not to participate in these programs	84	--	11.5%	57	--	6.9%
These programs are not available to me	194	--	26.4%	159	--	19.7%
I am unaware of these programs	52	--	7.1%	36	--	4.7%
Total	733	100.0%	100.0%	819	100.0%	100.0%

83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP	2019			2018		
	N	Satisfaction %	All Response	N	Satisfaction %	All Response
Very Satisfied	34	11.7%	4.9%	64	13.7%	7.8%
Satisfied	53	18.1%	7.6%	121	26.9%	15.2%
Neither Satisfied nor Dissatisfied	180	59.6%	25.0%	245	53.8%	30.5%
Dissatisfied	8	2.5%	1.1%	14	3.1%	1.7%
Very Dissatisfied	25	8.1%	3.4%	12	2.5%	1.4%
Item Response Total	300	100.0%	42.0%	456	100.0%	56.6%
I choose not to participate in these programs	338	--	46.1%	265	--	32.1%
These programs are not available to me	17	--	2.4%	11	--	1.4%
I am unaware of these programs	70	--	9.5%	84	--	9.9%

Total	725	100.0%	100.0%	816	100.0%	100.0%
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84. How satisfied are you with the following Work-Life programs in your agency? Child Care

Programs	2019			2018		
	N	Satisfaction %	All Response	N	Satisfaction %	All Response
Very Satisfied	18	8.0%	2.6%	36	12.1%	4.3%
Satisfied	30	12.6%	4.1%	41	14.3%	5.1%
Neither Satisfied nor Dissatisfied	121	51.8%	16.9%	182	63.9%	22.8%
Dissatisfied	12	5.1%	1.7%	12	4.0%	1.4%
Very Dissatisfied	53	22.4%	7.3%	17	5.7%	2.0%
Item Response Total	234	100.0%	32.6%	288	100.0%	35.7%
I choose not to participate in these programs	256	--	35.3%	208	--	25.5%
These programs are not available to me	126	--	17.2%	166	--	20.2%
I am unaware of these programs	109	--	15.0%	156	--	18.6%
Total	725	100.0%	100.0%	818	100.0%	100.0%

85. How satisfied are you with the following Work-Life programs in your agency? Elder Care

Programs	2019			2018		
	N	Satisfaction %	All Response	N	Satisfaction %	All Response
Very Satisfied	12	6.4%	1.7%	22	9.4%	2.7%
Satisfied	7	3.7%	1.0%	16	6.9%	1.9%
Neither Satisfied nor Dissatisfied	117	60.2%	16.3%	173	75.5%	21.4%
Dissatisfied	9	4.7%	1.3%	7	3.2%	0.9%
Very Dissatisfied	49	25.0%	6.8%	12	5.0%	1.4%
Item Response Total	194	100.0%	27.1%	230	100.0%	28.3%
I choose not to participate in these programs	233	--	32.1%	189	--	23.2%
These programs are not available to me	115	--	15.8%	137	--	16.6%
I am unaware of these programs	182	--	25.1%	260	--	31.9%
Total	724	100.0%	100.0%	816	100.0%	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any item or year when there were fewer than 4 completed surveys.

