



a New Day for Federal Service

2013

Federal Employee Viewpoint Survey

Employees Influencing Change



***National Council on Federal Labor-Management Relations
November 20, 2013***

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



Overview

Survey History

- ❑ 2002 to 2008: Federal Human Capital Survey administered on even years
- ❑ 2010: Name changed to the Federal Employee Viewpoint Survey
OPM Started administrating the survey annually
- ❑ 2012: 1st ever census, 1.6M employees were invited to participate and over 687,000 completed the survey
- ❑ **2013 Survey sample–781,047 : Survey Completes–376,577 : Reponses Rate–48.2%**

Survey Content

- ❑ 98-item survey: 84 core items & 14 demographic questions including LGBT, veteran, and disability status
- ❑ Critical Management Areas Measured: Leadership, Supervision, Performance Evaluation, Employee Engagement, Global Satisfaction & Work/Life Programs

Survey Methodology

- ❑ Self-administered confidential web-base survey of full-time and part-time permanent, non-seasonal employees across 81 agencies



Governmentwide Results at a Glance:

Strengths – 29 items with positive ratings of 65% or more.

- I am willing to put in the extra effort to get the job done.
- I am constantly looking for ways to do my job better.

Increases - 0 items increased by two or more percentage points since 2012.

Challenges – 8 items had negative ratings of 35% or more.

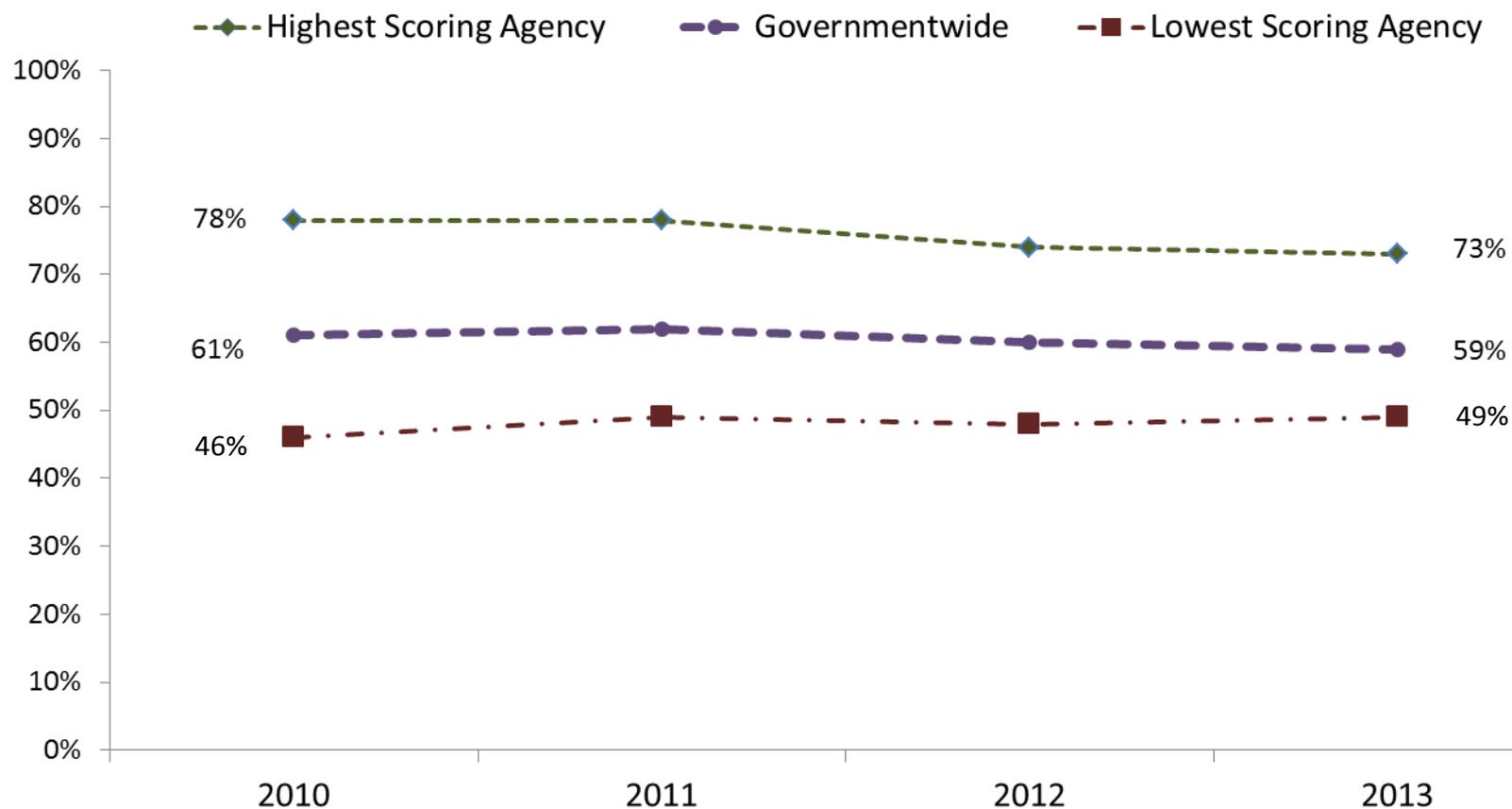
- Pay raises depend on how well employees perform their jobs.
- In my work unit, differences in performance are recognized in a meaningful way.

Decreases – 34 items decreased by two or more percentage points since 2012.

- How satisfied are you with the training you received for your present job?
- I have sufficient resources to get my job done.

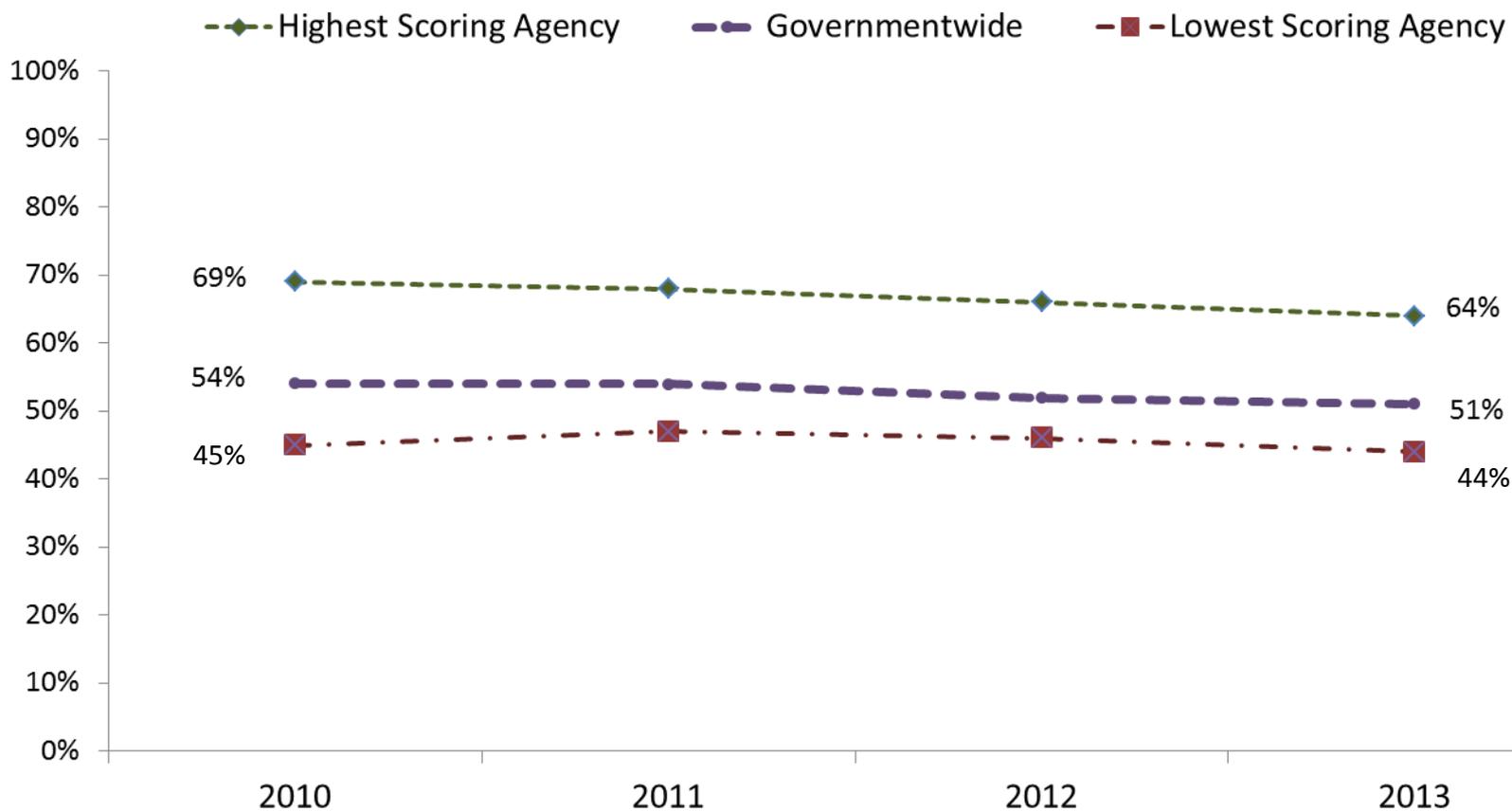


HCAAF: Leadership and Knowledge Management



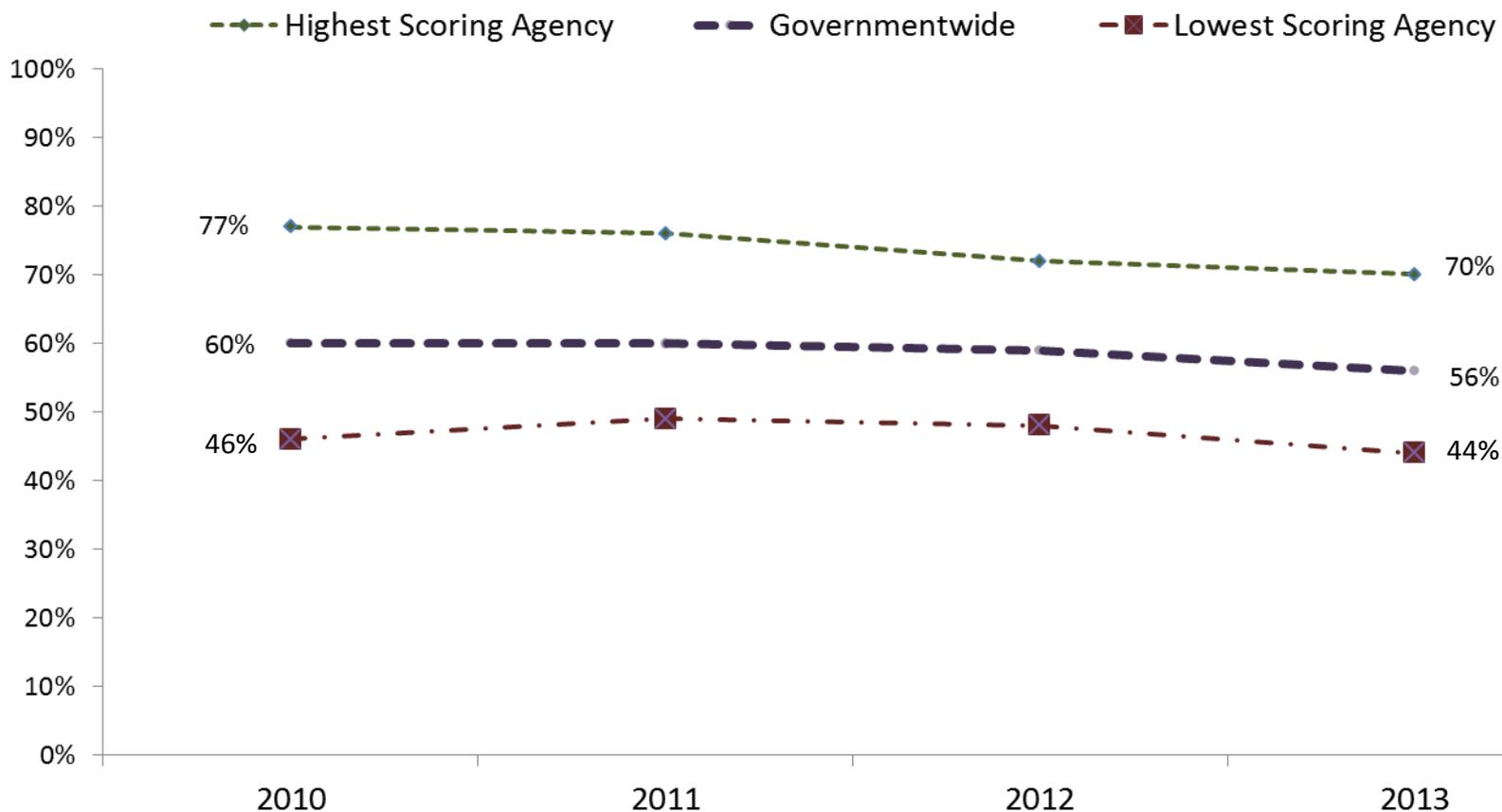


HCAAF: Results Oriented Performance Culture



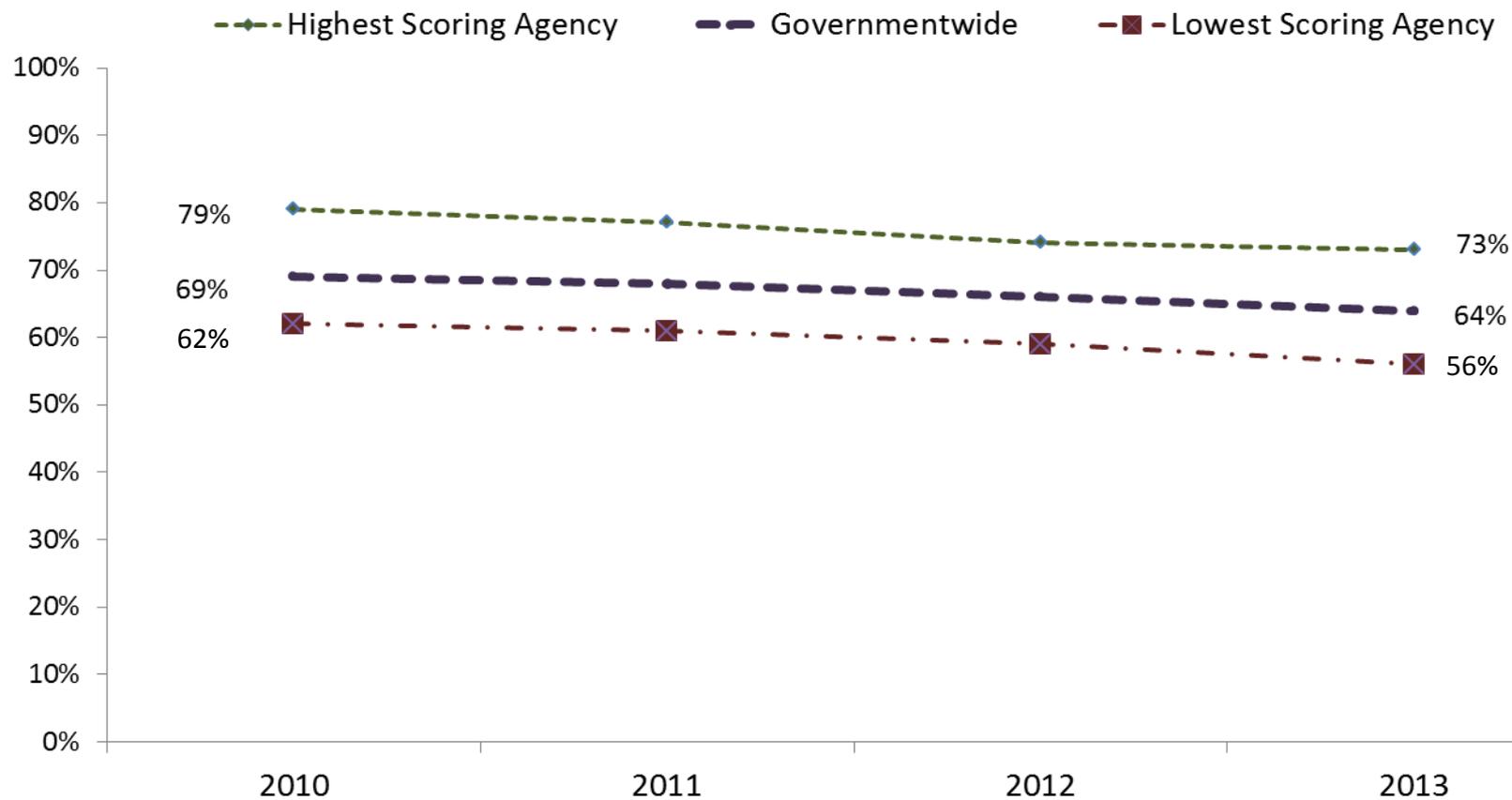


HCAAF: Talent Management



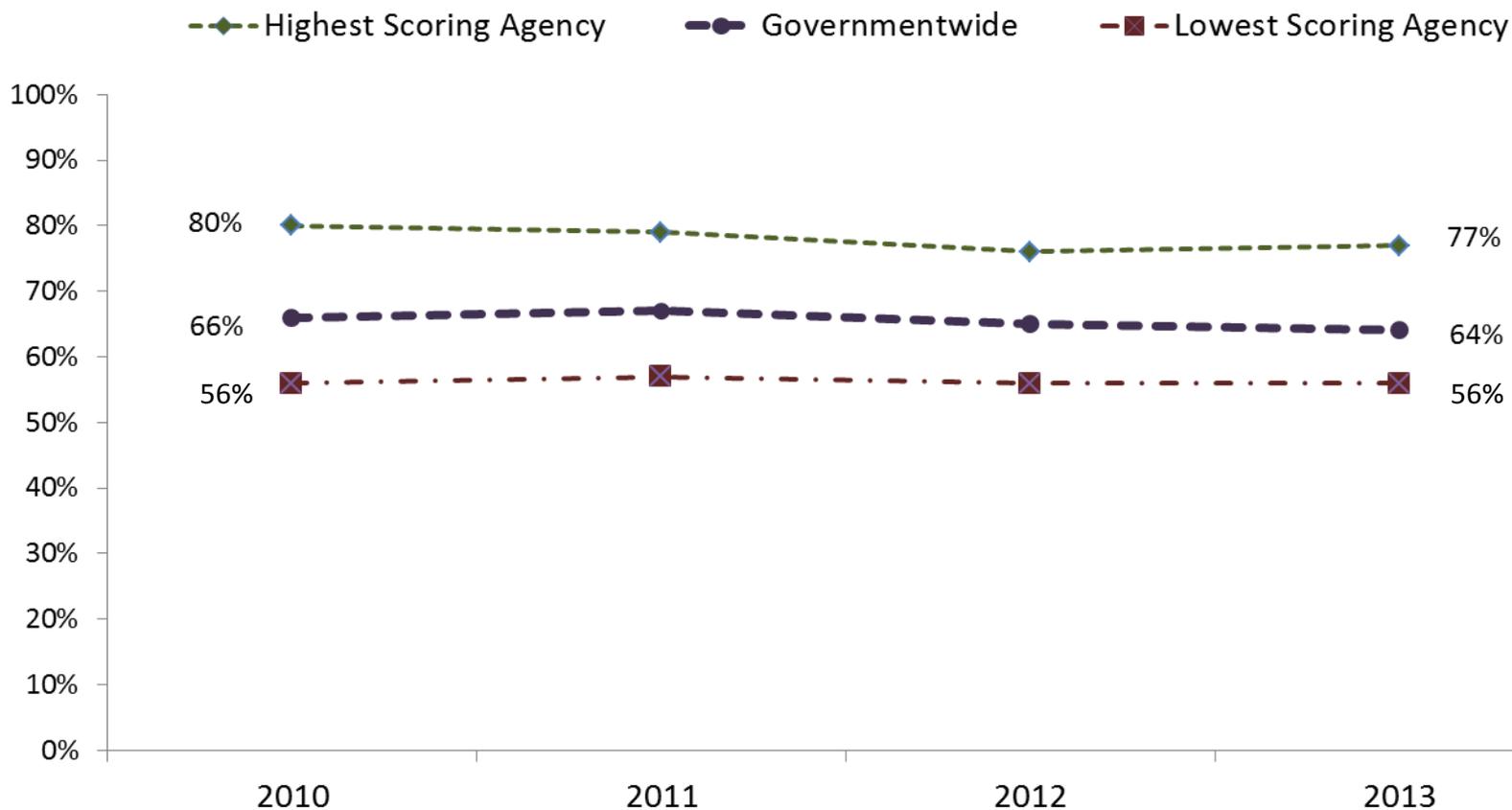


HCAAF: Job Satisfaction



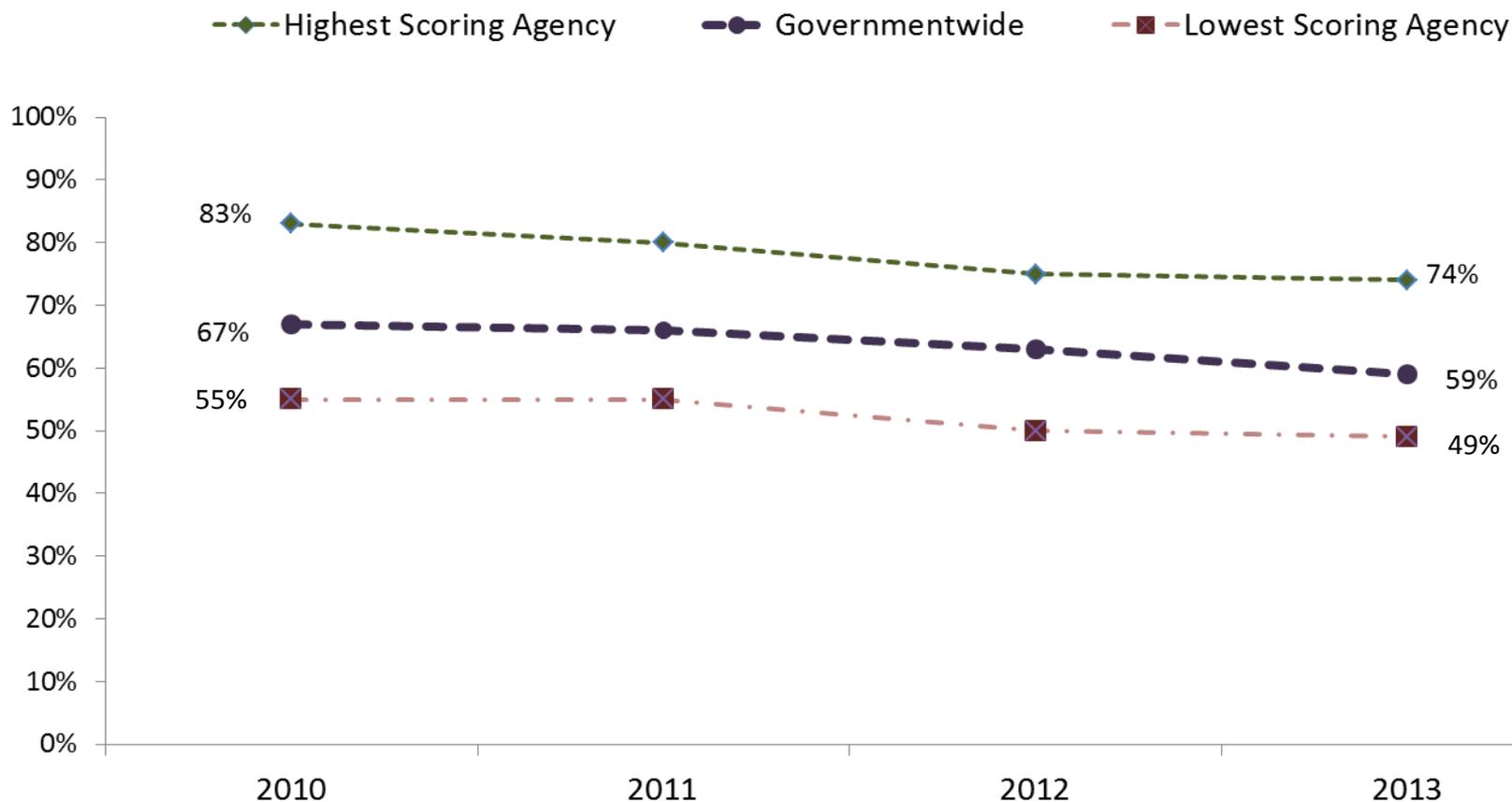


Employee Engagement Index





Global Satisfaction



2013

Federal Employee Viewpoint Survey

Employees Influencing Change



See More Results...

www.fedview.opm.gov