

USGS
**2014 Federal Employee Viewpoint Survey (FEVS) – Temporary, Term,
 Seasonal, Intermittent (TTSI) Results**

N = 705

Response rate: 45.8%

FEVS results are reported as percent positive, percent neutral, and percent negative.

- Percent positive represents the proportion of people who selected Strongly Agree/Agree; Very Satisfied/Satisfied; Very Good/Good
- Percent Neutral represents the proportion of people who selected Neither Agree nor Disagree; Neither Satisfied nor Dissatisfied; Fair
- Percent Negative represents the proportion of people who selected Strongly Disagree/Disagree; Dissatisfied/Very Dissatisfied; Poor/Very Poor
- DNK/NBJ stands for “Do Not Know” and “No Basis to Judge” respectively

OED has created the attached summary as a snapshot of the results from your organization’s full FEVS report. This summary provides an overview of your organization’s Top Strengths, Top Challenges, Top Neutrals, as well as responses to the Best Place to Work index items and other FEVS items to consider. Each section provides a unique view of your FEVS results. For each item included in the summary report, the first line of data is your group’s responses. Below this line are the results for USGS as a whole. Highlighted question numbers indicate where group results are 5 or more percentage points different from USGS results and may be of interest for further exploration.

Top Strengths Responses that are 65% or more positive are strengths. These are items where your organization is doing very well, and areas where you can capitalize on successes.

Question	N	Percent Positive	Percent Neutral	Percent Negative	DNK/ NBJ
7. When needed I am willing to put in the extra effort to get a job done.	703	98.6%	1.0%	0.4%	
8. I am constantly looking for ways to do my job better.	702	94.3%	4.8%	0.9%	
28. How would you rate the overall quality of work done by your work unit?	680	91.8%	6.8%	1.5%	
42. My supervisor supports my need to balance work and other life issues.	663	91.1%	4.4%	3.9%	4
49. My supervisor treats me with respect.	663	90.8%	6.0%	3.2%	
48. My supervisor listens to what I have to say.	662	89.0%	6.9%	4.1%	
5. I like the kind of work I do.	702	88.6%	8.3%	3.1%	
13. The work I do is important.	690	88.1%	9.3%	2.3%	2
39. My agency is successful at accomplishing its mission.	665	87.2%	8.1%	2.4%	15
16. I am held accountable for achieving results.	691	86.3%	9.1%	3.3%	9

	N	Percent Positive	Percent Neutral	Percent Negative	DNK/ NBJ
20. The people I work with cooperate to get the job done.	687	85.6%	9.2%	5.2%	
50. In the last six months, my supervisor has talked with me about my performance.	662	85.2%	7.7%	7.1%	
26. Employees in my work unit share job knowledge with each other.	678	84.1%	8.0%	7.4%	4
35. Employees are protected from health and safety hazards on the job.	664	84.0%	9.5%	5.3%	8
52. Overall, how good a job do you feel is being done by your immediate supervisor?	662	83.2%	11.0%	5.7%	
29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	666	83.2%	9.6%	4.4%	19
40. I recommend my organization as a good place to work.	665	82.9%	11.4%	5.7%	
2. I have enough information to do my job well.	703	82.8%	9.7%	7.5%	
51. I have trust and confidence in my supervisor.	661	82.1%	10.0%	7.9%	
6. I know what is expected of me on the job.	696	81.3%	11.5%	7.2%	
12. I know how my work relates to the agency's goals and priorities.	692	81.2%	12.0%	6.5%	2
4. My work gives me a feeling of personal accomplishment.	702	80.6%	12.0%	7.4%	
3. I feel encouraged to come up with new and better ways of doing things.	703	77.7%	12.4%	10.0%	
69. Considering everything, how satisfied are you with your job?	653	77.0%	12.6%	10.4%	
1. I am given a real opportunity to improve my skills in my organization.	703	76.8%	9.0%	14.2%	
14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	691	76.0%	13.5%	10.3%	2
71. Considering everything, how satisfied are you with your organization?	653	74.6%	15.8%	9.6%	
10. My workload is reasonable.	691	74.4%	13.0%	12.3%	2
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	664	73.8%	14.8%	9.9%	10
44. Discussions with my supervisor about my performance are worthwhile.	663	73.6%	14.0%	9.2%	21
47. Supervisors in my work unit support employee development.	664	73.3%	14.3%	9.8%	17

	N	Percent Positive	Percent Neutral	Percent Negative	DNK/ NBJ
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.	666	73.1%	10.2%	4.1%	84
15. My performance appraisal is a fair reflection of my performance.	690	71.9%	13.3%	7.8%	48
46. My supervisor provides me with constructive suggestions to improve my job performance.	664	71.4%	15.2%	12.3%	7
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	691	71.1%	15.8%	6.9%	43
11. My talents are used well in the workplace.	688	69.2%	14.4%	16.0%	
55. Supervisors work well with employees of different backgrounds.	657	71.4%	15.2%	12.3%	78
36. My organization has prepared employees for potential security threats.	666	71.1%	15.8%	6.9%	41
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	689	69.2%	14.4%	16.0%	2
56. Managers communicate the goals and priorities of the organization.	657	68.8%	14.9%	4.4%	24
63. How satisfied are you with your involvement in decisions that affect your work?	653	66.3%	19.3%	14.4%	

Top Challenges Responses that are 35% or more negative are challenges. These items represent areas in which your group may benefit from effort or attention to the topic.

Question	N	Percent Positive	Percent Neutral	Percent Negative	DNK/ NBJ
67. How satisfied are you with your opportunity to get a better job in your organization?	651	33.6%	27.3%	39.0%	

Also to Consider Responses that are between 25% and 35% negative. Items that may be “at risk,” in that a quarter or more of the respondents gave a negative response.

Question	N	Percent Positive	Percent Neutral	Percent Negative	DNK/ NBJ
70. Considering everything, how satisfied are you with your pay?	654	49.1%	18.7%	32.3%	
33. Pay raises depend on how well employees perform their jobs.	666	30.6%	30.6%	30.6%	122
22*. Promotions in my work unit are based on merit. *Asked only of Term, Seasonal, and Intermittent Employees	475	35.2%	23.8%	26.1%	71

	N	Percent Positive	Percent Neutral	Percent Negative	DNK/ NBJ
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	678	28.8%	24.9%	26.0%	138

Top Neutral Items Responses that are 30% or more neutral may indicate opportunities for additional communication. These items are opportunities for further communication, and may be in areas that you decide to work on to see how you can make improvements leading to increased knowledge, gained commitment and/or enhanced engagement.

Question	N	Percent Positive	Percent Neutral	Percent Negative	DNK/ NBJ
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).	643	33.7%	44.6%	10.3%	73

Best Places to Work Index Items These items are used by the Partnership for Public Service in its annual ranking of the Best Places to Work in the Federal Government.

Question	N	Percent Positive	Percent Neutral	Percent Negative
40. I recommend my organization as a good place to work.	665	82.9%	11.4%	5.7%
69. Considering everything, how satisfied are you with your job?	653	77.0%	12.6%	10.4%
71. Considering everything, how satisfied are you with your organization?	653	74.6%	15.8%	9.6%

Number of Appointments: Participants were asked to respond to the question, “How many Temporary or Term appointments have you held?” Responses were then categorized as 1 Appt, 2 Appts, 3 Appts, 4 Appts, or 5+ Appts. The frequencies for each of these categories are shown below. 706 surveys were answered; the N next to the group is the number of responses that indicated 1 to 5+ appts; the N underneath the percentage is the number of people that fall into that category out of the total N for the group.

706 Surveys	1 Appt	2 Appts	3 Appts	4 Appts	5+ Appts
All (N=571)	47.5%	23.5%	11.2%	8.4%	8.1%
N	271	134	64	48	46
	1 Appt	2 Appts	3 Appts	4 Appts	5+ Appts
Temporary (N=158)	55.7%	24.1%	7.0%	3.8%	8.2%
N	88	38	11	6	13
Term, Seasonal, Intermittent (N=413)	44.3%	23.2%	12.8%	10.2%	8.0%
N	183	96	53	42	33

	1 Appt	2 Appts	3 Appts	4 Appts	5+ Appts
Pathways Temporary Intern (N=82)	64.6%	18.3%	7.3%	6.1%	1.2%
N	53	15	6	5	1
Field Assistant (N=51)	45.1%	19.6%	11.8%	9.8%	13.7%
N	23	10	6	5	7
Mendenhall (N=13)	53.8%	30.8%	0	0	7.7%
N	7	4	0	0	1

Demographics

Where do you work?

Headquarters 36.4%
Field 63.6%

Are you:

Male 54.2%
Female 45.8%

Are you Hispanic or Latino?

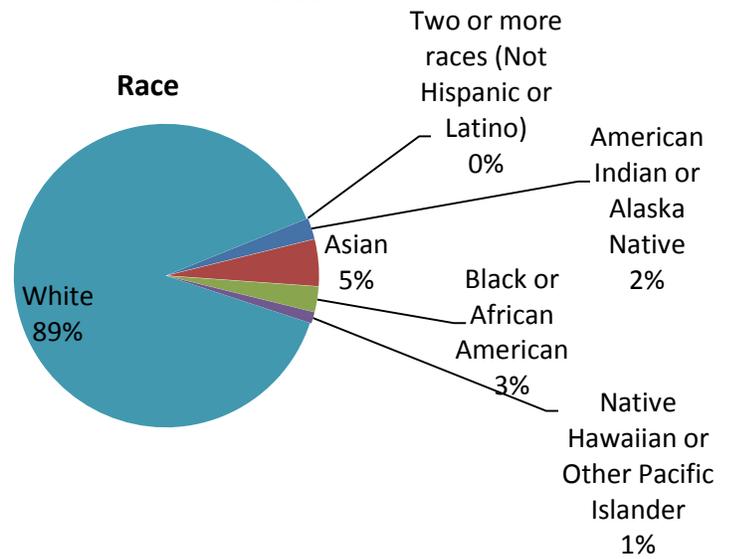
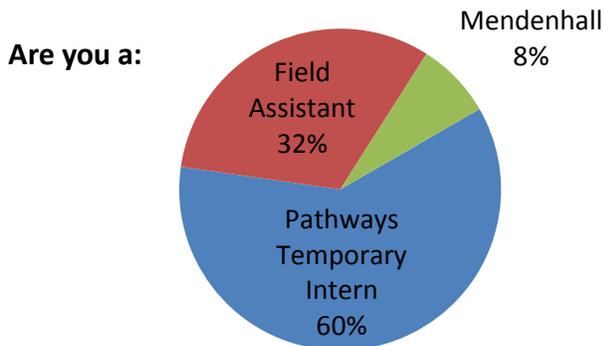
Yes 4.8%
No 95.2%

Self-Identify as:

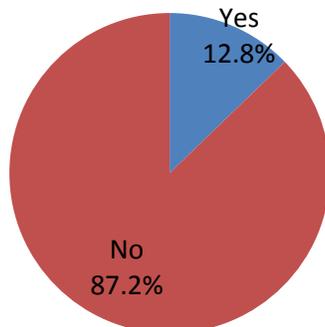
Heterosexual or Straight 81.5%
Gay, Lesbian, Bisexual, or Transgender 5.8%

Are you an individual with a disability?

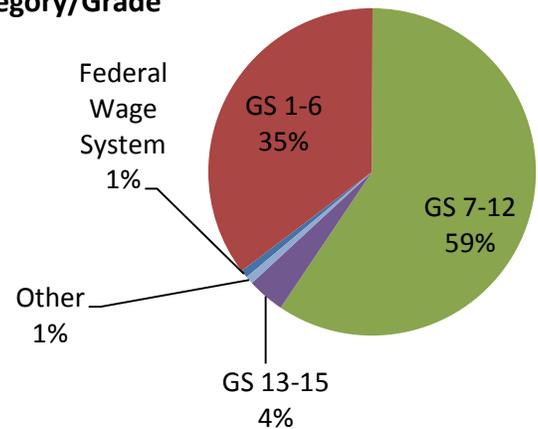
Yes 6.2%
No 93.8%



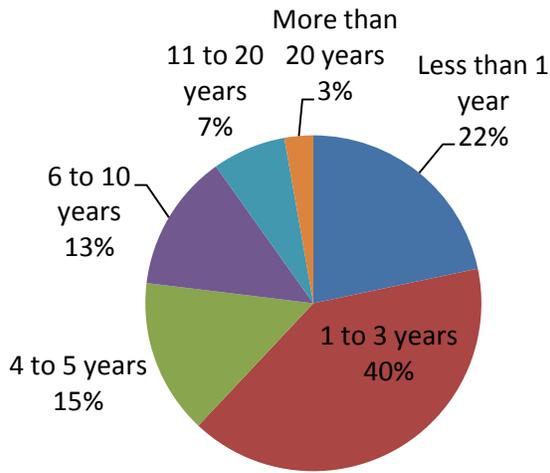
Have you ever served on Active Duty in the US Armed Forces?



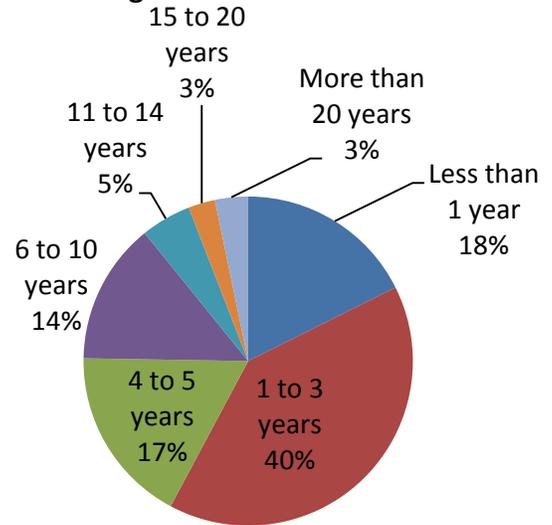
Pay Category/Grade



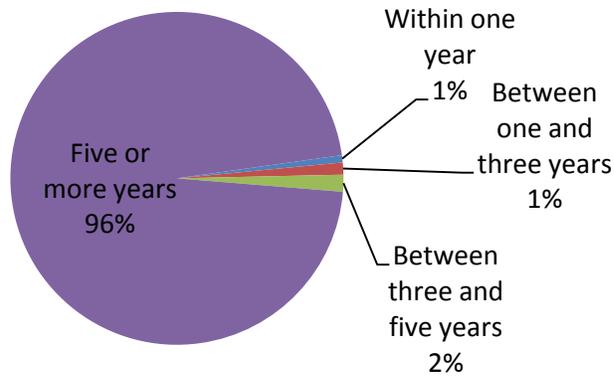
Length of Agency Service



Length of Federal Service



I am planning to retire:



Are you considering leaving your organization within the next year, and if so, why?

