

**2014 Federal Employee Viewpoint Survey
Temporary, Term, Seasonal, or Intermittent
(FEVS-TTSI) Summary—U.S. Geological Survey**

USGS Temp, Term, Seasonal, or Intermittent employees completed 705 surveys with a response rate of 45.8%

TOP POSITIVE ITEMS: Percent of positive responses (agree or strongly agree) 65% or more equals a strength.	N	% Pos	% Neu	% Neg	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%	
<i>FEVS-USGS (1st)</i>	2588	97.0%	2.1%	0.8%	
8. I am constantly looking for ways to do my job better.	702	94.3%	4.8%	0.9%	
<i>FEVS-USGS (3rd)</i>	2598	91.4%	7.7%	0.8%	
28. How would you rate the overall quality of work done by your work unit?	680	91.8%	6.8%	1.5%	
<i>FEVS-USGS (6th)</i>	2600	88.2%	9.8%	2.0%	
42. My supervisor supports my need to balance work and other life issues.	663	91.1%	4.4%	3.9%	4
<i>FEVS-USGS (10th)</i>	2547	83.5%	9.5%	7.0%	24
49. My supervisor treats me with respect.	663	90.8%	6.0%	3.2%	
<i>FEVS-USGS (13th)</i>	2556	82.6%	9.0%	8.3%	
48. My supervisor listens to what I have to say.	662	89.0%	6.9%	4.1%	
<i>FEVS-USGS (18th)</i>	2564	78.3%	11.9%	9.8%	
5. I like the kind of work I do.	702	88.6%	8.3%	3.1%	
<i>FEVS-USGS (5th)</i>	2573	88.3%	8.3%	3.4%	
13. The work I do is important.	690	88.1%	9.3%	2.3%	2
<i>FEVS-USGS (4th)</i>	2563	89.1%	8.8%	2.0%	8
39. My agency is successful at accomplishing its mission.	665	87.2%	8.1%	2.4%	15
<i>FEVS-USGS (12th)</i>	2515	82.6%	13.6%	3.8%	51
16. I am held accountable for achieving results.	691	86.3%	9.1%	3.3%	9
<i>FEVS-USGS (9th)</i>	2576	83.7%	11.2%	5.1%	10

Italicized data from the 2014 FEVS.

DNK stands for "Do Not Know"

NBJ stands for "No Basis to Judge"

*Asked only of Term, Seasonal, or Intermittent employees

TOP NEGATIVE ITEMS: Percent of negative responses (disagree or strongly disagree) 35% or more equals a challenge.	N	% Pos	% Neu	% Neg	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%	
<i>FEVS-USGS (7th)</i>	2533	34.5%	33.2%	32.3%	
70. Considering everything, how satisfied are you with your pay?	654	49.1%	18.7%	32.3%	
<i>FEVS-USGS (19th)</i>	2539	59.8%	17.5%	22.8%	
33. Pay raises depend on how well employees perform their jobs.	666	26.3%	24.8%	30.6%	122
<i>FEVS-USGS (3rd)</i>	2383	31.5%	31.0%	37.5%	170
22*. Promotions in my work unit are based on merit.	475	35.2%	23.8%	26.1%	71
<i>FEVS-USGS (9th)</i>	2422	47.0%	24.5%	28.5%	161
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
<i>FEVS-USGS (2nd)</i>	2320	31.5%	29.3%	39.2%	273
24. In my work unit, differences in performance are recognized in a meaningful way.	679	34.0%	27.7%	23.6%	100
<i>FEVS-USGS (6th)</i>	2408	35.9%	30.9%	33.1%	179
21. My work unit is able to recruit people with the right skills.	679	55.7%	16.9%	22.4%	34
<i>FEVS-USGS (4th)</i>	2505	36.2%	27.5%	36.2%	98
53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	659	50.5%	22.5%	20.8%	41
<i>FEVS-USGS (5th)</i>	2492	35.9%	30.4%	33.6%	59
68. How satisfied are you with the training you receive for your present job?	651	59.1%	21.2%	19.7%	
<i>FEVS-USGS (20th)</i>	2522	48.8%	28.8%	22.4%	
18. My training needs are assessed.	690	55.9%	22.5%	19.3%	16
<i>FEVS-USGS (14th)</i>	2574	49.0%	25.7%	25.3%	23
9. I have sufficient resources (people, materials, budget) to get my job done.	689	66.9%	13.8%	19.0%	2
<i>FEVS-USGS (1st)</i>	2602	42.9%	17.1%	40.0%	3

TOP NEUTRAL ITEMS: Percent of neutral responses 30% or more indicates a need for more communication.	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
<i>FEVS-USGS (56st)</i>	2591	69.6%	13.9%	16.5%	17
24. In my work unit, differences in performance are recognized in a meaningful way.	679	34.0%	27.7%	23.6%	100
<i>FEVS-USGS (6th)</i>	2408	35.9%	30.9%	33.1%	179
67. How satisfied are you with your opportunity to get a better job in your organization?	651	33.6%	27.3%	39.0%	
<i>FEVS-USGS (3rd)</i>	2533	34.5%	33.2%	32.3%	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	664	46.4%	27.0%	11.7%	99
<i>FEVS-USGS (8th)</i>	2354	55.7%	29.9%	14.4%	208
25. Awards in my work unit depend on how well employees perform their jobs.	676	39.1%	26.3%	16.1%	125
<i>FEVS-USGS (25th)</i>	2393	47.8%	24.1%	28.1%	190
41. I believe the results of this survey will be used to make my agency a better place to work.	665	41.2%	26.3%	17.7%	98
<i>FEVS-USGS (2nd)</i>	2335	38.3%	33.4%	28.4%	236
66. How satisfied are you with the policies and practices of your leaders?.	650	60.8%	25.2%	14.0%	
<i>FEVS-USGS (1st)</i>	2526	40.2%	33.9%	25.9%	
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
<i>FEVS-USGS (11th)</i>	2320	31.5%	29.3%	39.2%	273
33. Pay raises depend on how well employees perform their jobs.	666	26.3%	24.8%	30.6%	122
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22*. Promotions in my work unit are based on merit. *Asked only of Term, Seasonal, or Intermittent employees	475	35.2%	23.8%	26.1%	71
<i>FEVS-USGS (24th)</i>	2422	47.0%	24.5%	28.5%	161
64. How satisfied are you with the information you receive from management on what's going on in your organization?	653	57.7%	23.7%	18.5%	
<i>FEVS-TTSI (18th)</i>	2531	49.4%	26.3%	24.3%	

Best Places to Work Index Items

