

2014 FEDERAL
EMPLOYEE VIEWPOINT
SURVEY – TEMPORARY,
TERM, SEASONAL,
INTERMITTENT
RESULTS

United States Geological Survey

*Employees
Influencing Change*

United States Geological Survey (USGS)
 Federal Employee Viewpoint Survey -Temporary, Term, Seasonal, Intermittent Employees
 (FEVS-TTTSI)

Response Summary

USGS Temporary, Term, Seasonal, Intermittent Employees	Surveys Completed 705
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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

My Work Experience

	N	Positive	Neutral	Negative	DNK/ NBJ
1. I am given a real opportunity to improve my skills in my organization.	703	76.8%	9.0%	14.2%	
2. I have enough information to do my job well.	703	82.8%	9.7%	7.5%	
3. I feel encouraged to come up with new and better ways of doing things.	703	77.7%	12.4%	10.0%	
4. My work gives me a feeling of personal accomplishment.	702	80.6%	12.0%	7.4%	
5. I like the kind of work I do.	702	88.6%	8.3%	3.1%	
6. I know what is expected of me on the job.	696	81.3%	11.5%	7.2%	
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%	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	689	67.1%	13.8%	19.1%	2
10. My workload is reasonable.	691	74.6%	13.1%	12.3%	2
11. My talents are used well in the workplace.	688	69.5%	14.5%	16.1%	3
12. I know how my work relates to the agency's goals and priorities.	692	81.4%	12.0%	6.5%	2
13. The work I do is important.	690	88.4%	9.3%	2.3%	2
14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	691	76.2%	13.5%	10.3%	2
15. My performance appraisal is a fair reflection of my performance.	690	77.3%	14.3%	8.4%	48
16. I am held accountable for achieving results.	691	87.4%	9.2%	3.4%	9
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	691	75.8%	16.8%	7.4%	43
18. My training needs are assessed.	690	57.3%	23.0%	19.7%	16
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	38.1%	50.4%	11.6%	73

My Work Unit

	N	Positive	Neutral	Negative	DNK/ NBJ
20. The people I work with cooperate to get the job done.	687	85.6%	9.2%	5.2%	
21. My work unit is able to recruit people with the right skills.	679	58.6%	17.8%	23.6%	34
22*. Promotions in my work unit are based on merit. *asked only of Term, Seasonal, or Intermittent employees	475	41.3%	28.0%	30.7%	71
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	678	36.1%	31.3%	32.6%	138
24. In my work unit, differences in performance are recognized in a meaningful way.	679	39.9%	32.5%	27.6%	100
25. Awards in my work unit depend on how well employees perform their jobs.	676	47.9%	32.3%	19.8%	125
26. Employees in my work unit share job knowledge with each other.	678	84.6%	8.0%	7.4%	4
27. The skill level in my work unit has improved in the past year.	679	66.9%	25.0%	8.1%	75
28. How would you rate the overall quality of work done by your work unit?	680	91.8%	6.8%	1.5%	

My Agency

	N	Positive	Neutral	Negative	DNK/ NBJ
29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	666	85.6%	9.9%	4.5%	19
30. Employees have a feeling of personal empowerment with respect to work processes.	666	63.3%	21.6%	15.1%	31
31. Employees are recognized for providing high quality products and services.	665	68.0%	18.8%	13.2%	36
32. Creativity and innovation are rewarded.	665	60.8%	21.8%	17.3%	42
33. Pay raises depend on how well employees perform their jobs.	666	32.2%	30.3%	37.5%	122
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	664	54.5%	31.7%	13.8%	99
35. Employees are protected from health and safety hazards on the job.	664	85.1%	9.6%	5.3%	8
36. My organization has prepared employees for potential security threats.	666	73.0%	20.3%	6.7%	41
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	663	71.6%	17.9%	10.5%	72
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	83.7%	11.7%	4.6%	84
39. My agency is successful at accomplishing its mission.	665	89.2%	8.3%	2.5%	15
40. I recommend my organization as a good place to work.	665	82.9%	11.4%	5.7%	

	N	Positive	Neutral	Negative	DNK/ NBJ
41. I believe the results of this survey will be used to make my agency a better place to work.	665	48.3%	30.9%	20.8%	98

My Supervisor/Team Leader

	N	Positive	Neutral	Negative	DNK/ NBJ
42. My supervisor supports my need to balance work and other life issues.	663	91.7%	4.4%	3.9%	4
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	664	74.9%	15.0%	10.1%	10
44. Discussions with my supervisor about my performance are worthwhile.	663	76.0%	14.5%	9.5%	21
45. My supervisor is committed to a workforce representative of all segments of society.	663	73.6%	21.8%	4.7%	84
46. My supervisor provides me with constructive suggestions to improve my job performance.	664	72.1%	15.4%	12.5%	7
47. Supervisors in my work unit support employee development.	664	75.3%	14.7%	10.0%	17
48. My supervisor listens to what I have to say.	662	89.0%	6.9%	4.1%	
49. My supervisor treats me with respect.	663	90.8%	6.0%	3.2%	
50. In the last six months, my supervisor has talked with me about my performance.	662	85.2%	7.7%	7.1%	
51. I have trust and confidence in my supervisor.	661	82.1%	10.0%	7.9%	
52. Overall, how good a job do you feel is being done by your immediate supervisor?	662	83.2%	11.0%	5.7%	

Leadership

	N	Positive	Neutral	Negative	DNK/ NBJ
53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	659	53.9%	23.9%	22.2%	41
54. My organization's senior leaders maintain high standards of honesty and integrity.	659	70.1%	20.5%	9.3%	70
55. Supervisors work well with employees of different backgrounds.	657	78.1%	16.9%	5.0%	78
56. Managers communicate the goals and priorities of the organization.	657	69.4%	17.4%	13.3%	24
57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	659	68.9%	21.3%	9.8%	77
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	656	61.6%	19.6%	18.8%	54
59. Managers support collaboration across work units to accomplish work objectives.	656	68.8%	20.3%	10.9%	
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	657	71.9%	17.6%	10.6%	99
61. I have a high level of respect for my organization's senior leaders.	657	67.4%	21.5%	11.1%	34
62. Senior leaders demonstrate support for Work/Life programs.	658	67.6%	24.6%	7.8%	146

My Satisfaction

	N	Positive	Neutral	Negative	DNK/ NBJ
63. How satisfied are you with your involvement in decisions that affect your work?	653	66.3%	19.3%	14.4%	
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%	
65. How satisfied are you with the recognition you receive for doing a good job?	652	62.9%	20.7%	16.4%	
66. How satisfied are you with the policies and practices of your senior leaders?	650	60.8%	25.2%	14.0%	
67. How satisfied are you with your opportunity to get a better job in your organization?	651	33.6%	27.3%	39.0%	
68. How satisfied are you with the training you receive for your present job?	651	59.1%	21.2%	19.7%	
69. Considering everything, how satisfied are you with your job?	653	77.0%	12.6%	10.4%	
70. Considering everything, how satisfied are you with your pay?	654	49.1%	18.7%	32.3%	
71. Considering everything, how satisfied are you with your organization?	653	74.6%	15.8%	9.6%	

Work/Life

	N	Yes	No	Not Sure
72. Have you been notified whether or not you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel)	653	67.2%	16.2%	16.5%
73. Please select the response below that BEST describes your current teleworking situation:				
		Telework		
	N	3+ days per week	1-2 Days Per Week	No More than 1-2 Days Per Month
	634	3.6%	9.0%	7.7%
		Do Not Telework		
	N	Must Be Physically Present	Technical Issues	Not Allowed to Telework
	634	24.1%	9.8%	24.0%
				Not Available To Me
74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	652	32.5%	56.6%	10.9%
75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	654	16.2%	68.8%	15.0%
76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	653	6.1%	82.8%	11.0%

	N	Yes	No	Not Available To Me	
77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	653	1.2%	75.0%	23.7%	
78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	651	0.6%	77.7%	21.7%	
	N	Positive	Neutral	Negative	NBJ
79. How satisfied are you with the following Work/Life programs in your agency? Telework*	652	66.0%	26.0%	8.0%	279
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*	652	71.5%	26.4%	2.1%	319
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*	650	45.7%	44.4%	9.9%	407
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*	652	26.0%	68.0%	6.1%	471
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*	651	8.5%	79.8%	11.6%	522
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*	649	7.6%	89.0%	3.4%	531

Demographics

Where do you work?	N	%
Headquarters	235	36.4%
Field	411	63.6%
Are you:	N	%
Male	349	54.2%
Female	295	45.8%
Are you Hispanic or Latino?	N	%
Yes	31	4.8%
No	610	95.2%
Race	N	%
American Indian or Alaska Native	15	2.3%
Asian	33	5.0%
Black or African American	18	2.7%
Native Hawaiian or Other Pacific Islander	8	1.2%
White	589	88.8%
Two or more races (Not Hispanic or Latino)	0	0.0%
Are you a:	N	%
Pathways Temporary Intern	103	60.6%
Field Assistant	54	31.8%
Mendenhall	13	7.6%

What is your pay category/grade?	N	%
Federal Wage System	5	0.8%
GS 1-6	230	35.4%
GS 7-12	386	59.4%
GS 13-15	24	3.7%
Senior Executive Service	0	0.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	5	0.8%
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How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	114	17.6%
1 to 3 years	260	40.2%
4 to 5 years	113	17.5%
6 to 10 years	90	13.9%
11 to 14 years	32	4.9%
15 to 20 years	17	2.6%
More than 20 years	21	3.2%
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How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	141	21.7%
1 to 3 years	262	40.3%
4 to 5 years	97	14.9%
6 to 10 years	86	13.2%
11 to 20 years	46	7.1%
More than 20 years	18	2.8%
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Are you considering leaving your organization within the next year, and if so, why?	N	%
No	333	51.4%
Yes, to retire	8	1.2%
Yes, to take another job within the Federal Government	28	4.3%
Yes, to take another job outside the Federal Government	34	5.2%
Yes, my appointment expires	94	14.5%
Yes, no Perm conversion opportunity	97	15.0%
Yes, other	54	8.3%
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I am planning to retire:	N	%
Within one year	3	9.7%
Between one and three years	5	1.2%
Between three and five years	7	1.6%
Five or more years	412	96.5%
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Self-Identify as:	N	%
Heterosexual or Straight	510	81.5%
Gay, Lesbian, Bisexual, or Transgender	36	5.8%
I prefer not to say	80	12.8%
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Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Yes	82	12.8%
No	560	87.2%
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Are you an individual with a disability?	N	%
Yes	40	6.2%
No	604	93.8%