

2015 USGS
FEDERAL EMPLOYEE VIEWPOINT SURVEY
Temporary, Term, Seasonal & Intermittent
FEVS-TTSI

FIRST LEVEL RESULTS

*Employees
Influencing Change*

United States Geological Survey (USGS)
Federal Employee Viewpoint Survey – Temporary, Term, Seasonal & Intermittent
FEVS-TTSI

Response Summary

	Surveys Completed	Response Rate
USGS Temporary, Term, Seasonal, Intermittent Employees	748	52.5%

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. Responses that are 65% or more *positive* indicates a strength.
- Percent Neutral represents the proportion of people who selected Neither Agree nor Disagree; Neither Satisfied nor Dissatisfied; Fair. Responses that are 30% or more *neutral* may indicate an opportunity for more communication or further explanation.
- Percent Negative represents the proportion of people who selected Strongly Disagree/Disagree; Dissatisfied/Very Dissatisfied; Poor/Very Poor. Responses that are 35% or more *negative* indicates a challenge or area of opportunity.
- 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.	701	78.6%	11.0%	10.4%	
2. I have enough information to do my job well.	700	77.9%	12.7%	9.4%	
3. I feel encouraged to come up with new and better ways of doing things.	702	78.3%	11.5%	10.1%	
4. My work gives me a feeling of personal accomplishment.	699	82.1%	10.2%	7.7%	
5. I like the kind of work I do.	698	89.4%	7.0%	3.6%	
6. I know what is expected of me on the job.	698	81.9%	10.7%	7.3%	
7. When needed I am willing to put in the extra effort to get a job done.	701	98.0%	1.4%	0.6%	
8. I am constantly looking for ways to do my job better.	702	95.9%	4.0%	0.1%	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	697	64.1%	15.8%	19.7%	3
10. My workload is reasonable.	696	73.9%	12.2%	13.6%	2
11. My talents are used well in the workplace.	697	65.3%	19.4%	15.1%	2
12. I know how my work relates to the agency's goals and priorities.	697	79.2%	13.6%	7.0%	1
13. The work I do is important.	697	87.2%	10.2%	2.2%	3
14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	695	70.9%	14.4%	14.2%	3
15. My performance appraisal is a fair reflection of my performance.	696	70.5%	14.8%	7.0%	53
16. I am held accountable for achieving results.	695	86.0%	9.8%	3.0%	8
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	696	70.8%	14.9%	7.5%	47

18. My training needs are assessed.	693	55.6%	24.0%	18.2%	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).	694	65.0%	12.2%	11.5%	78

My Work Unit

	N	Positive	Neutral	Negative	DNK/ NBJ
20. The people I work with cooperate to get the job done.	693	86.3%	8.4%	5.3%	
21. My work unit is able to recruit people with the right skills.	686	54.7%	22.9%	15.7%	46
22. Promotions in my work unit are based on merit.	688	40.6%	22.1%	19.2%	125
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	686	29.6%	26.4%	21.0%	158
24. In my work unit, differences in performance are recognized in a meaningful way.	687	35.1%	27.5%	20.5%	116
25. Awards in my work depend on how well employees perform their jobs.	686	43.7%	25.7%	13.0%	121
26. Employees in my work unit share job knowledge with each other.	688	84.4%	7.1%	7.3%	8
27. The skill level in my work unit has improved in the past year.	687	66.4%	18.8%	6.7%	56
28. How would you rate the overall quality of work done by your work unit?	685	91.5%	7.7%	0.7%	

My Agency

	N	Positive	Neutral	Negative	DNK/ NBJ
29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	667	84.4%	7.8%	3.6%	28
30. Employees have a feeling of personal empowerment with respect to work processes.	665	57.1%	20.9%	16.1%	39
31. Employees are recognized for providing high quality products and services.	665	64.4%	17.6%	13.2%	32
32. Creativity and innovation are rewarded.	667	55.3%	21.9%	15.6%	48
33. Pay raises depend on how well employees perform their jobs.	663	29.0%	23.2%	26.7%	140
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	667	44.4%	26.1%	13.8%	105
35. Employees are protected from health and safety hazards on the job.	668	82.8%	9.9%	5.7%	11
36. My organization has prepared employees for potential security threats.	666	67.0%	19.2%	8.9%	33
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	666	62.0%	16.8%	10.5%	71

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.	664	71.1%	9.3%	4.4%	101
39. My agency is successful at accomplishing its mission.	667	83.2%	11.1%	1.9%	25
40. I recommend my organization as a good place to work.	668	80.5%	12.7%	6.7%	
41. I believe the results of this survey will be used to make my agency a better place to work.	667	41.7%	27.3%	19.6%	76

My Supervisor/Team Leader

	N	Positive	Neutral	Negative	DNK/ NBJ
42. My supervisor supports my need to balance work and other life issues.	669	89.8%	5.2%	3.6%	9
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	667	72.3%	16.3%	10.0%	9
44. Discussions with my supervisor about my performance are worthwhile.	669	74.1%	13.2%	9.9%	19
45. My supervisor is committed to a workforce representative of all segments of society.	665	65.6%	17.1%	4.7%	84
46. My supervisor provides me with constructive suggestions to improve my job performance.	669	71.0%	14.1%	14.1%	6
47. Supervisors in my work unit support employee development.	667	76.2%	13.9%	8.1%	12
48. My supervisor listens to what I have to say.	668	88.3%	6.4%	5.2%	
49. My supervisor treats me with respect.	668	91.3%	5.1%	3.6%	
50. In the last six months, my supervisor has talked with me about my performance.	669	85.5%	6.1%	8.4%	
51. I have trust and confidence in my supervisor.	666	82.4%	9.9%	7.7%	
52. Overall, how good a job do you feel is being done by your immediate supervisor?	664	81.6%	13.9%	4.5%	

Leadership

	N	Positive	Neutral	Negative	DNK/ NBJ
53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	653	43.0%	24.8%	23.1%	59
54. My organization's senior leaders maintain high standards of honesty and integrity.	653	59.0%	18.7%	6.3%	105
55. Supervisors work well with employees of different backgrounds.	653	66.8%	14.7%	4.9%	89
56. Managers communicate the goals and priorities of the organization.	651	61.6%	18.1%	15.2%	33
57. Managers review and evaluate the organization's progress towards meeting its goals and objectives.	652	57.5%	18.3%	9.2%	98

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	654	51.2%	22.6%	18.3%	51
59. Managers support collaboration across work units to accomplish work objectives.	653	60.0%	18.5%	13.8%	50
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	655	59.5%	17.3%	8.5%	96
61. I have a high level of respect for my organization's senior leaders.	654	59.0%	24.6%	8.9%	49
62. Senior leaders demonstrate support for Work/Life programs.	653	49.2%	18.4%	5.4%	177

My Satisfaction

	N	Positive	Neutral	Negative	DNK/ NBJ
63. How satisfied are you with your involvement in decisions that affect your work?	651	56.1%	25.0%	18.9%	
64. How satisfied are you with the information you receive from management on what's going on in your organization?	650	50.2%	25.8%	24.0%	
65. How satisfied are you with the recognition you receive for doing a good job?	649	59.5%	21.1%	19.4%	
66. How satisfied are you with the policies and practices of your senior leaders?	648	47.7%	36.0%	16.4%	
67. How satisfied are you with your opportunity to get a better job in your organization?	646	30.3%	25.2%	44.4%	
68. How satisfied are you with the training you receive for your present job?	649	59.6%	21.7%	18.6%	
69. Considering everything, how satisfied are you with your job?	647	75.1%	14.8%	10.0%	
70. Considering everything, how satisfied are you with your pay?	648	48.9%	20.4%	30.7%	
71. Considering everything, how satisfied are you with your organization?	650	72.8%	17.8%	9.4%	

Additional Questions

	N	Positive	Neutral	Negative	DNK/ NBJ
A. Employees of all cultures and backgrounds are welcomed in my bureau/office.	641	81.7%	10.0%	2.7%	36
B. In my bureau/office, management decisions are communicated and rationale and context for the decisions are explained.	639	52.6%	23.8%	19.9%	24
C. In my unit, employees are able to provide feedback to decision-makers.	636	67.0%	16.8%	12.3%	25
D. In my organization, senior leaders have the skills to lead across differences (generational, gender, cultural, functional, geographic).	637	57.6%	20.7%	8.5%	84
E. My supervisor promotes innovative and creative solutions in the workplace.	637	71.9%	18.4%	7.7%	13

F. In my bureau/office, communications from my organization's senior leaders are timely, relevant, and credible. 638 53.0% 27.0% 13.9% 39

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)	650	70.6%	16.2%	13.2%		
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	Infrequently	
	623	4.3%	10.0%	9.6%	25.4%	
	Do Not Telework					
	N	Must Be Physically Present	Technical Issues	Not Allowed to Telework	Choose Not To Telework	
	623	20.4%	9.8%		20.5%	
		N	Yes	No	Not Available To Me	
74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	653		32.8%	55.0%	12.3%	
75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	653		15.6%	70.3%	14.1%	
76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	653		7.2%	85.6%	7.2%	
77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	653		0.3%	78.7%	21.0%	
78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	653		0.2%	82.4%	17.5%	
		N	Positive	Neutral	Negative	NBJ
79. How satisfied are you with the following Work/Life programs in your agency? Telework*	650		42.0%	17.7%	7.5%	213
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*	214		93.0%	4.7%	2.3%	0
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)*	102		79.4%	14.7%	3.9%	2
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*	46		84.8%	4.3%	6.5%	2

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)*

2	50.0%	50.0%	0.0%	0
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84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

1	100.0%	0.0%	0.0%	0
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*Questions were answered only by those who indicated they participated in that particular work/life program.

Demographics

Where do you work?	N	%
Headquarters	246	38.3%
Field	397	61.7%
Are you:	N	%
Male	336	53.5%
Female	292	46.5%
Are you Hispanic or Latino?	N	%
Yes	29	4.6%
No	603	95.4%
Race (select as many as apply):	N	%
American Indian or Alaska Native	15	2.5%
Asian	29	4.8%
Black or African American	20	3.3%
Native Hawaiian or Other Pacific Islander	12	2.0%
White	562	92.4%
Are you a:	N	%
Pathways Temporary Intern	90	58.8%
Field Assistant	39	25.5%
Mendenhall	24	15.7%
What is your pay category/grade?	N	%
Federal Wage System	5	80.0%
GS 1-6	196	30.3%
GS 7-12	428	66.2%
GS 13-15	16	2.5%
Senior Executive Service	0	0.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	2	2.6%
How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	112	17.3%
1 to 3 years	238	36.8%
4 to 5 years	121	18.7%
6 to 10 years	101	15.6%
11 to 14 years	33	5.1%
15 to 20 years	25	3.9%
More than 20 years	17	2.6%
How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	134	20.8%
1 to 3 years	248	38.5%
4 to 5 years	109	16.9%

6 to 10 years	84	13.0%
11 to 20 years	56	8.7%
More than 20 years	13	2.0%
Are you considering leaving your organization within the next year, and if so, why?		
	N	%
No	363	56.1%
Yes, to retire	8	1.2%
Yes, to take another job within the Federal Government	38	5.9%
Yes, to take another job outside the Federal Government	24	3.7%
Yes, my appointment expires	48	7.4%
Yes, no Perm conversion opportunity	115	17.8%
Yes, other	51	7.9%
Self-Identify as (select as many as apply):		
	N	%
Heterosexual or Straight	510	85.4%
Gay, Lesbian, Bisexual, or Transgender	30	4.9%
I prefer not to say	66	11.1%
Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?		
	N	%
Yes	80	12.6%
No	552	87.3%
Are you an individual with a disability?		
	N	%
Yes	41	6.4%
No	595	93.6%
What is your age group?		
	N	%
25 and under	76	12.1%
26-29	127	20.2%
30-39	262	41.7%
40-49	98	15.6%
50-59	49	7.8%
60 or older	17	2.7%
How many Temporary or Term appointments have you held?		
	N	%
1	293	48.8%
2	133	22.2%
3	77	12.8%
4	43	7.2%
5	23	3.8%
6	12	2.0%
7	7	1.2%
8	2	0.3%
9	2	0.3%
10	4	0.7%
12	3	0.5%
15	1	0.2%