

Pension Benefit Guaranty Corporation Federal Employee Viewpoint Survey 2019¹

We Seek Employees' Perspectives

To find out how PBGC employees feel about their work environment, leadership, work/life balance and other aspects of the agency, we ask them to take the Federal Employee Viewpoint Survey (FEVS). The survey was administered May 15, 2019 through June 26, 2019, and 69% of our employees completed the survey.

An Engaged Workforce

Our Employee Engagement Index (EEI) score is 80%, our highest score ever for this index. PBGC ranked 2nd among small agencies and 4th among large agencies in employee engagement. The EEI is comprised of three sub-factors: Leaders Lead, Supervisors, and Intrinsic Work Experience. The index provides a guide to the areas that agencies can focus on to foster an engaged workforce. PBGC employees responded positively to questions in this index. Those questions in this index receiving the highest scores included:

- *I know how my work relates to the agency's goals. (93%)*
- *My supervisor treats me with respect. (88%)*
- *I know what is expected of me on the job. (87%)*
- *My supervisor listens to what I have to say. (86%)*

An Inclusive Workforce

Our New Inclusion Quotient (New IQ) score is 74%. PBGC ranked 3rd among small agencies and 4th among large agencies in inclusiveness. The New IQ is grouped into five Habits of Inclusion: Fair, Open, Cooperative, Supportive, and Empowering. It is based on the concept that individual behaviors repeated over time will create habits necessary for inclusiveness. The Supportive Habit of Inclusion received the highest scores in this index. Those questions included:

- *My supervisor supports my need to balance work and other life issues. (90%)*
- *In the last six months, my supervisor has talked with me about my performance. (90%)*
- *My supervisor treats me with respect. (88%)*
- *My supervisor listens to what I have to say. (86%)*

Highest % Positive Items:

The top five ranking questions have scores ranging from 91% to 96%. The questions and responses are:

- *When needed, employees are willing to put in the extra effort to get a job done. (96%)*
- *The work I do is important. (94%)*
- *I know how my work relates to the agency's goals. (93%)*
- *I am held accountable for achieving results. (92%)*
- *My Agency is successful at accomplishing its mission. (91%)*

PBGC employees are very satisfied with our Work/Life Programs, giving high scores for Alternate Work Schedules, Telework, and Health and Wellness.

A Commitment to Improve

At PBGC, we value employees and recognize the importance of providing a work environment that is safe, conducive to professional growth and an overall good place to work. While some scores have improved over the last year, others have declined. However, there are 61 items identified as strengths (65% positive or higher). The 2019 FEVS results will help us strive toward a model work environment that supports effective human capital practices.

PBGC's Results

OPM provided results are included. The attached document includes the core survey trend responses, work/life programs results and demographics.² The scores have been rounded.

¹ The Office of Personnel Management (OPM) requires agencies to conduct an annual survey of their employees.

² Below is a compilation of the 2019 Federal Employee Viewpoint Survey (FEVS) questions and responses. Also included are the 2018, 2017, 2016, 2015, and 2014 results for comparison. This summary displays responses by *Positive*, *Neutral*, *Negative*, and where applicable, *Do Not Know or No Basis to Judge*. For example, **Positive** represents responses of Strongly Agree and Agree and Very Satisfied and Satisfied. **Neutral** represents responses of Neither Agree nor Disagree and Neither Satisfied nor Dissatisfied. **Negative** represents responses of Disagree and Strongly Disagree and Dissatisfied and Very Dissatisfied. * Denotes OPM FEVS questions modified slightly to improve understanding of questions. ** Denotes additional sections added by the OPM (Government Shutdown and Performance); only 2019 data available for those sections. The new sections were added at the request of other agencies and supported by OPM's Acting Director, Margaret Weichert. Note: The 2018-2019 partial government shutdown lasted 35 days from December 22, 2018 through January 25, 2019. The sum of percentages may not add to 100 due to rounding.

My Work Experiences

01. I am given a real opportunity to improve my skills in my organization.	Positive	Neutral	Negative
2019 FedView Results	79%	12%	10%
2018 FedView Results	79%	9%	11%
2017 FedView Results	76%	14%	10%
2016 FedView Results	70%	16%	14%
2015 FedView Results	72%	12%	16%
2014 FedView Results	71%	14%	15%
02. I have enough information to do my job well.	Positive	Neutral	Negative
2019 FedView Results	85%	9%	7%
2018 FedView Results	82%	10%	8%
2017 FedView Results	82%	11%	7%
2016 FedView Results	77%	13%	10%
2015 FedView Results	74%	14%	12%
2014 FedView Results	73%	13%	14%
03. I feel encouraged to come up with new and better ways of doing things.	Positive	Neutral	Negative
2019 FedView Results	77%	11%	12%
2018 FedView Results	77%	12%	11%
2017 FedView Results	73%	14%	14%
2016 FedView Results	66%	17%	17%
2015 FedView Results	67%	14%	20%
2014 FedView Results	67%	12%	21%
04. My work gives me a feeling of personal accomplishment.	Positive	Neutral	Negative
2019 FedView Results	82%	9%	9%
2018 FedView Results	80%	12%	8%
2017 FedView Results	81%	11%	8%

2016 FedView Results	79%	11%	10%
2015 FedView Results	77%	10%	13%
2014 FedView Result	74%	12%	14%

05. I like the kind of work I do.

Positive Neutral Negative

2019 FedView Results	85%	10%	5%
2018 FedView Results	84%	12%	4%
2017 FedView Results	82%	11%	7%
2016 FedView Results	86%	9%	5%
2015 FedView Results	82%	12%	6%
2014 FedView Results	81%	12%	7%

06. I know what is expected of me on the job.

Positive Neutral Negative

2019 FedView Results	87%	7%	6%
2018 FedView Results	88%	8%	5%
2017 FedView Results	86%	9%	5%
2016 FedView Results	82%	10%	8%
2015 FedView Results	81%	11%	8%
2014 FedView Results	78%	11%	11%

07. When needed I am willing to put in the extra effort to get a job done.

Positive Neutral Negative

2019 FedView Results	96%	3%	1%
2018 FedView Results	97%	2%	1%
2017 FedView Results	96%	3%	1%
2016 FedView Results	97%	2%	1%
2015 FedView Results	96%	3%	2%
2014 FedView Results	95%	3%	2%

08. I am constantly looking for ways to do my job better.

Positive Neutral Negative

2019 FedView Results	90%	8%	2%
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2018 FedView Results	92%	7%	1%
2017 FedView Results	90%	8%	1%
2016 FedView Results	89%	10%	1%
2015 FedView Results	90%	8%	3%
2014 FedView Results	90%	8%	2%

09. I have sufficient resources (for example, people, materials, budget) to get my job done.

Positive Neutral Negative

2019 FedView Results	77%	10%	13%
2018 FedView Results	70%	12%	18%
2017 FedView Results	64%	14%	22%
2016 FedView Results	64%	14%	22%
2015 FedView Results	60%	14%	27%
2014 FedView Results	57%	14%	29%

10. My workload is reasonable.

Positive Neutral Negative

2019 FedView Results	77%	11%	13%
2018 FedView Results	77%	11%	12%
2017 FedView Results	69%	14%	17%
2016 FedView Results	67%	14%	20%
2015 FedView Results	60%	15%	25%
2014 FedView Results	56%	17%	27%

11. My talents are used well in the workplace.

Positive Neutral Negative

2019 FedView Results	72%	12%	16%
2018 FedView Results	67%	16%	17%
2017 FedView Results	65%	16%	19%
2016 FedView Results	64%	15%	21%
2015 FedView Results	61%	16%	24%
2014 FedView Results	58%	18%	24%

12. I know how my work relates to the agency's goals. *

Positive Neutral Negative

2019 FedView Results	93%	5%	2%
2018 FedView Results	92%	4%	3%
2017 FedView Results	90%	7%	3%
2016 FedView Results	90%	5%	5%
2015 FedView Results	89%	7%	4%
2014 FedView Results	90%	6%	4%

13. The work I do is important.

	Positive	Neutral	Negative
2019 FedView Results	94%	5%	1%
2018 FedView Results	92%	5%	3%
2017 FedView Results	91%	6%	3%
2016 FedView Results	93%	5%	2%
2015 FedView Results	92%	6%	2%
2014 FedView Results	89%	7%	4%

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	Positive	Neutral	Negative
2019 FedView Results	88%	7%	5%
2018 FedView Results	90%	5%	5%
2017 FedView Results	89%	8%	3%
2016 FedView Results	86%	9%	5%
2015 FedView Results	88%	7%	5%
2014 FedView Results	86%	9%	5%

15. My performance appraisal is a fair reflection of my performance.

	Positive	Neutral	Negative
2019 FedView Results	77%	11%	11%
2018 FedView Results	79%	10%	11%
2017 FedView Results	77%	12%	11%
2016 FedView Results	69%	13%	18%
2015 FedView Results	67%	14%	19%
2014 FedView Results	59%	15%	26%

16. I am held accountable for achieving results.	Positive	Neutral	Negative
2019 FedView Results	92%	5%	3%
2018 FedView Results	91%	7%	3%
2017 FedView Results	89%	8%	3%
2016 FedView Results	86%	9%	5%
2015 FedView Results	86%	9%	4%
2014 FedView Results	85%	11%	4%

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Positive	Neutral	Negative
2019 FedView Results	72%	16%	11%
2018 FedView Results	75%	17%	9%
2017 FedView Results	71%	15%	14%
2016 FedView Results	63%	22%	15%
2015 FedView Results	63%	21%	17%
2014 FedView Results	60%	21%	19%

18. My training needs are assessed.	Positive	Neutral	Negative
2019 FedView Results	68%	18%	14%
2018 FedView Results	64%	21%	15%
2017 FedView Results	64%	20%	15%
2016 FedView Results	57%	23%	20%
2015 FedView Results	58%	20%	22%
2014 FedView Results	55%	21%	24%

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).	Positive	Neutral	Negative
2019 FedView Results	80%	10%	10%
2018 FedView Results	78%	10%	11%
2017 FedView Results	74%	14%	12%

2016 FedView Results	66%	13%	20%
2015 FedView Results	65%	13%	22%
2014 FedView Results	62%	13%	25%

My Work Unit

20. The people I work with cooperate to get the job done.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2019 FedView Results	86%	8%	6%
2018 FedView Results	85%	8%	8%
2017 FedView Results	83%	10%	6%
2016 FedView Results	80%	12%	9%
2015 FedView Results	77%	11%	12%
2014 FedView Results	73%	15%	12%

21. My work unit is able to recruit people with the right skills.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2019 FedView Results	66%	21%	13%
2018 FedView Results	61%	23%	16%
2017 FedView Results	55%	25%	20%
2016 FedView Results	63%	18%	19%
2015 FedView Results	53%	25%	22%
2014 FedView Results	53%	23%	24%

22. Promotions in my work unit are based on merit.

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2019 FedView Results	56%	25%	20%
2018 FedView Results	56%	25%	19%
2017 FedView Results	52%	24%	24%
2016 FedView Results	46%	25%	29%
2015 FedView Results	47%	25%	29%
2014 FedView Results	45%	27%	28%

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Positive	Neutral	Negative
2019 FedView Results	45%	29%	26%
2018 FedView Results	45%	33%	22%
2017 FedView Results	38%	33%	30%
2016 FedView Results	34%	33%	33%
2015 FedView Results	35%	30%	36%
2014 FedView Results	36%	29%	35%

24. In my work unit, differences in performance are recognized in a meaningful way.	Positive	Neutral	Negative
2019 FedView Results	50%	28%	22%
2018 FedView Results	53%	28%	19%
2017 FedView Results	47%	28%	26%
2016 FedView Results	38%	29%	33%
2015 FedView Results	36%	29%	35%
2014 FedView Results	34%	31%	35%

25. Awards in my work unit depend on how well employees perform their jobs.	Positive	Neutral	Negative
2019 FedView Results	59%	23%	18%
2018 FedView Results	60%	22%	18%
2017 FedView Results	57%	23%	20%
2016 FedView Results	50%	22%	28%
2015 FedView Results	44%	26%	30%
2014 FedView Results	48%	23%	29%

26. Employees in my work unit share job knowledge with each other.	Positive	Neutral	Negative
2019 FedView Results	83%	10%	6%
2018 FedView Results	81%	11%	8%
2017 FedView Results	80%	11%	9%
2016 FedView Results	77%	12%	11%

2015 FedView Results	76%	11%	13%
2014 FedView Results	74%	13%	13%

27. The skill level in my work unit has improved in the past year.

Positive Neutral Negative

2019 FedView Results	69%	21%	9%
2018 FedView Results	67%	23%	10%
2017 FedView Results	66%	25%	9%
2016 FedView Results	60%	29%	12%
2015 FedView Results	59%	24%	17%
2014 FedView Results	55%	29%	16%

28. How would you rate the overall quality of work done by your work group?

Positive Neutral Negative

2019 FedView Results	91%	7%	2%
2018 FedView Results	90%	8%	2%
2017 FedView Results	89%	9%	1%
2016 FedView Results	86%	12%	2%
2015 FedView Results	85%	12%	3%
2014 FedView Results	83%	14%	3%

29. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

Positive Neutral Negative

2019 FedView Results	90%	7%	3%
2018 FedView Results	88%	8%	4%
2017 FedView Results	78%	13%	9%
2016 FedView Results	76%	14%	10%
2015 FedView Results	72%	17%	11%
2014 FedView Results	72%	17%	11%

My Agency

30. Employees have a feeling of personal empowerment with respect to work processes.

Positive Neutral Negative

2019 FedView Results	67%	17%	16%
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2018 FedView Results	60%	24%	16%
2017 FedView Results	57%	24%	19%
2016 FedView Results	50%	25%	25%
2015 FedView Results	43%	27%	30%
2014 FedView Results	43%	26%	31%

31. Employees are recognized for providing high quality products and services.

Positive Neutral Negative

2019 FedView Results	70%	18%	12%
2018 FedView Results	68%	18%	14%
2017 FedView Results	64%	22%	14%
2016 FedView Results	57%	19%	25%
2015 FedView Results	50%	23%	27%
2014 FedView Results	53%	20%	27%

32. Creativity and innovation are rewarded.

Positive Neutral Negative

2019 FedView Results	60%	23%	16%
2018 FedView Results	62%	22%	16%
2017 FedView Results	52%	27%	20%
2016 FedView Results	47%	26%	27%
2015 FedView Results	40%	19%	30%
2014 FedView Results	44%	26%	30%

33. Pay raises depend on how well employees perform their jobs.

Positive Neutral Negative

2019 FedView Results	34%	33%	33%
2018 FedView Results	36%	33%	31%
2017 FedView Results	31%	31%	37%
2016 FedView Results	30%	30%	40%
2015 FedView Results	20%	33%	47%
2014 FedView Results	25%	31%	44%

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	Positive	Neutral	Negative
2019 FedView Results	73%	17%	10%
2018 FedView Results	71%	20%	10%
2017 FedView Results	70%	19%	11%
2016 FedView Results	63%	23%	14%
2015 FedView Results	68%	18%	14%
2014 FedView Results	66%	20%	14%
35. Employees are protected from health and safety hazards on the job.	Positive	Neutral	Negative
2019 FedView Results	90%	8%	2%
2018 FedView Results	92%	6%	2%
2017 FedView Results	90%	9%	1%
2016 FedView Results	89%	9%	2%
2015 FedView Results	87%	9%	4%
2014 FedView Results	87%	10%	3%
36. My organization has prepared employees for potential security threats.	Positive	Neutral	Negative
2019 FedView Results	91%	6%	3%
2018 FedView Results	88%	8%	4%
2017 FedView Results	86%	10%	4%
2016 FedView Results	82%	12%	6%
2015 FedView Results	78%	13%	9%
2014 FedView Results	84%	11%	5%
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	Positive	Neutral	Negative
2019 FedView Results	64%	20%	16%
2018 FedView Results	70%	17%	14%

2017 FedView Results	65%	20%	15%
2016 FedView Results	56%	24%	20%
2015 FedView Results	51%	23%	26%
2014 FedView Results	51%	22%	27%

38. Prohibited Personnel Practices are not tolerated.

Positive Neutral Negative

2019 FedView Results	74%	15%	10%
2018 FedView Results	78%	14%	9%
2017 FedView Results	75%	16%	10%
2016 FedView Results	67%	20%	14%
2015 FedView Results	70%	17%	13%
2014 FedView Results	64%	20%	16%

39. My agency is successful at accomplishing its mission.

Positive Neutral Negative

2019 FedView Results	91%	7%	2%
2018 FedView Results	89%	8%	2%
2017 FedView Results	88%	10%	2%
2016 FedView Results	83%	12%	5%
2015 FedView Results	79%	14%	7%
2014 FedView Results	80%	14%	6%

40. I recommend my organization as a good place to work.

Positive Neutral Negative

2019 FedView Results	84%	11%	5%
2018 FedView Results	82%	13%	5%
2017 FedView Results	78%	14%	7%
2016 FedView Results	72%	18%	10%
2015 FedView Results	66%	20%	14%
2014 FedView Results	64%	23%	13%

41. I believe the results of this survey will be used to make my agency a better place to work.	Positive	Neutral	Negative
2019 FedView Results	62%	21%	17%
2018 FedView Results	60%	23%	17%
2017 FedView Results	57%	25%	18%
2016 FedView Results	54%	24%	22%
2015 FedView Results	48%	28%	24%
2014 FedView Results	46%	25%	29%

My Supervisor

42. My supervisor supports my need to balance work and other life issues.	Positive	Neutral	Negative
2019 FedView Results	90%	4%	5%
2018 FedView Results	90%	4%	6%
2017 FedView Results	89%	6%	5%
2016 FedView Results	85%	8%	7%
2015 FedView Results	85%	9%	7%
2014 FedView Results	82%	8%	10%

43. My supervisor provides me with the opportunities to demonstrate my leadership skills.*	Positive	Neutral	Negative
2019 FedView Results	79%	11%	11%
2018 FedView Results	80%	10%	10%
2017 FedView Results	79%	11%	11%
2016 FedView Results	74%	13%	13%
2015 FedView Results	73%	13%	14%
2014 FedView Results	66%	17%	17%

44. Discussions with my supervisor about my performance are worthwhile.*	Positive	Neutral	Negative
2019 FedView Results	76%	13%	11%
2018 FedView Results	78%	13%	9%
2017 FedView Results	75%	14%	11%

2016 FedView Results	71%	14%	15%
2015 FedView Results	66%	17%	16%
2014 FedView Results	61%	18%	21%

45. My supervisor is committed to a workforce representative of all segments of society.*

Positive Neutral Negative

2019 FedView Results	80%	13%	6%
2018 FedView Results	79%	15%	6%
2017 FedView Results	80%	15%	5%
2016 FedView Results	76%	15%	9%
2015 FedView Results	74%	18%	9%
2014 FedView Results	69%	17%	14%

46. My supervisor provides me with constructive suggestions to improve my performance.*

Positive Neutral Negative

2019 FedView Results	76%	13%	10%
2018 FedView Results	78%	13%	9%
2017 FedView Results	74%	16%	10%
2016 FedView Results	71%	15%	14%
2015 FedView Results	68%	17%	15%
2014 FedView Results	61%	19%	20%

47. Supervisors in my work unit support employee development.*

Positive Neutral Negative

2019 FedView Results	82%	11%	8%
2018 FedView Results	81%	10%	9%
2017 FedView Results	79%	12%	9%
2016 FedView Results	75%	13%	12%
2015 FedView Results	73%	14%	13%
2014 FedView Results	69%	15%	16%

48. My supervisor listens to what I have to say.*

Positive Neutral Negative

2019 FedView Results	86%	7%	7%
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2018 FedView Results	87%	8%	6%
2017 FedView Results	86%	7%	7%
2016 FedView Results	82%	9%	8%
2015 FedView Results	80%	12%	8%
2014 FedView Results	78%	10%	12%

49. My supervisor treats me with respect.*

	Positive	Neutral	Negative
2019 FedView Results	88%	6%	6%
2018 FedView Results	89%	6%	6%
2017 FedView Results	88%	7%	6%
2016 FedView Results	85%	10%	5%
2015 FedView Results	84%	9%	8%
2014 FedView Results	81%	8%	11%

50. In the last six months, my supervisor has talked with me about my performance.*

	Positive	Neutral	Negative
2019 FedView Results	90%	6%	4%
2018 FedView Results	90%	6%	5%
2017 FedView Results	90%	5%	5%
2016 FedView Results	87%	8%	5%
2015 FedView Results	85%	8%	7%
2014 FedView Results	86%	6%	8%

51. I have trust and confidence in my supervisor.

	Positive	Neutral	Negative
2019 FedView Results	79%	10%	11%
2018 FedView Results	80%	11%	9%
2017 FedView Results	77%	12%	11%
2016 FedView Results	75%	13%	12%
2015 FedView Results	71%	15%	14%
2014 FedView Results	64%	18%	18%

52. Overall, how good a job do you feel is being done by your immediate supervisor? *	Positive	Neutral	Negative
2019 FedView Results	82%	12%	7%
2018 FedView Results	82%	13%	5%
2017 FedView Results	82%	13%	5%
2016 FedView Results	77%	16%	7%
2015 FedView Results	74%	16%	9%
2014 FedView Results	68%	20%	12%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.*	Positive	Neutral	Negative
2019 FedView Results	65%	18%	17%
2018 FedView Results	61%	21%	19%
2017 FedView Results	53%	25%	22%
2016 FedView Results	49%	24%	27%
2015 FedView Results	46%	23%	31%
2014 FedView Results	37%	23%	40%

54. My organization's senior leaders maintain high standards of honesty and integrity.*	Positive	Neutral	Negative
2019 FedView Results	69%	20%	11%
2018 FedView Results	69%	21%	10%
2017 FedView Results	63%	23%	14%
2016 FedView Results	57%	21%	21%
2015 FedView Results	57%	20%	23%
2014 FedView Results	45%	28%	27%

55. Supervisors work well with employees of different backgrounds.*	Positive	Neutral	Negative
2019 FedView Results	78%	15%	7%
2018 FedView Results	76%	16%	8%
2017 FedView Results	76%	15%	9%

2016 FedView Results	62%	23%	14%
2015 FedView Results	63%	20%	16%
2014 FedView Results	63%	22%	15%

56. Managers communicate the goals of the organization.*

Positive Neutral Negative

2019 FedView Results	81%	13%	6%
2018 FedView Results	79%	12%	10%
2017 FedView Results	74%	14%	12%
2016 FedView Results	67%	15%	18%
2015 FedView Results	62%	21%	16%
2014 FedView Results	65%	19%	16%

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

Positive Neutral Negative

2019 FedView Results	82%	13%	5%
2018 FedView Results	78%	14%	8%
2017 FedView Results	75%	17%	8%
2016 FedView Results	69%	16%	15%
2015 FedView Results	64%	24%	12%
2014 FedView Results	65%	23%	12%

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

Positive Neutral Negative

2019 FedView Results	75%	12%	13%
2018 FedView Results	70%	15%	15%
2017 FedView Results	66%	17%	17%
2016 FedView Results	58%	21%	21%
2015 FedView Results	58%	20%	22%
2014 FedView Results	59%	19%	22%

59. Managers support collaboration across work units to accomplish work objectives.	Positive	Neutral	Negative
2019 FedView Results	76%	12%	12%
2018 FedView Results	71%	15%	14%
2017 FedView Results	69%	18%	13%
2016 FedView Results	63%	20%	17%
2015 FedView Results	60%	20%	20%
2014 FedView Results	62%	20%	18%

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Positive	Neutral	Negative
2019 FedView Results	79%	16%	5%
2018 FedView Results	77%	16%	6%
2017 FedView Results	72%	19%	9%
2016 FedView Results	65%	21%	14%
2015 FedView Results	64%	21%	14%
2014 FedView Results	59%	22%	19%

61. I have a high level of respect for my organization's senior leaders.	Positive	Neutral	Negative
2018 FedView Results	74%	17%	10%
2017 FedView Results	64%	23%	13%
2016 FedView Results	61%	21%	18%
2015 FedView Results	54%	26%	20%
2014 FedView Results	47%	24%	29%
2013 FedView Results	48%	25%	27%

62. Senior leaders demonstrate support for Work/Life programs.	Positive	Neutral	Negative
2019 FedView Results	82%	13%	4%
2018 FedView Results	83%	11%	6%
2017 FedView Results	76%	18%	6%
2016 FedView Results	71%	18%	11%

2015 FedView Results	68%	20%	12%
2014 FedView Results	56%	24%	20%

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2019 FedView Results	72%	14%	14%
2018 FedView Results	72%	17%	11%
2017 FedView Results	68%	17%	15%
2016 FedView Results	60%	20%	20%
2015 FedView Results	58%	21%	21%
2014 FedView Results	54%	22%	24%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2019 FedView Results	73%	15%	12%
2018 FedView Results	72%	14%	14%
2017 FedView Results	65%	19%	16%
2016 FedView Results	56%	20%	24%
2015 FedView Results	53%	21%	25%
2014 FedView Results	52%	22%	26%

65. How satisfied are you with the recognition you receive for doing a good job?

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
2019 FedView Results	68%	15%	17%
2018 FedView Results	69%	15%	16%
2017 FedView Results	64%	18%	17%
2016 FedView Results	56%	21%	23%
2015 FedView Results	50%	23%	27%
2014 FedView Results	49%	23%	28%

66. How satisfied are you with the policies and practices of your senior leaders?	Positive	Neutral	Negative
2019 FedView Results	64%	25%	11%
2018 FedView Results	63%	25%	12%
2017 FedView Results	57%	27%	16%
2016 FedView Results	51%	26%	23%
2015 FedView Results	46%	29%	25%
2014 FedView Results	39%	31%	30%

67. How satisfied are you with your opportunity to get a better job in your organization?	Positive	Neutral	Negative
2019 FedView Results	50%	26%	24%
2018 FedView Results	50%	28%	22%
2017 FedView Results	42%	30%	29%
2016 FedView Results	37%	30%	32%
2015 FedView Results	35%	30%	35%
2014 FedView Results	35%	30%	35%

68. How satisfied are you with the training you receive for your present job?	Positive	Neutral	Negative
2019 FedView Results	73%	17%	9%
2018 FedView Results	72%	18%	10%
2017 FedView Results	72%	16%	12%
2016 FedView Results	65%	23%	12%
2015 FedView Results	61%	23%	15%
2014 FedView Results	61%	22%	17%

69. Considering everything, how satisfied are you with your job?	Positive	Neutral	Negative
2019 FedView Results	80%	11%	9%
2018 FedView Results	81%	11%	8%
2017 FedView Results	76%	14%	10%

2016 FedView Results	71%	16%	13%
2015 FedView Results	67%	20%	13%
2014 FedView Results	64%	19%	17%

70. Considering everything, how satisfied are you with your pay?

	Positive	Neutral	Negative
2019 FedView Results	67%	19%	14%
2018 FedView Results	65%	17%	18%
2017 FedView Results	64%	16%	20%
2016 FedView Results	57%	19%	24%
2015 FedView Results	56%	17%	26%
2014 FedView Results	52%	21%	27%

71. Considering everything, how satisfied are you with your organization?

	Positive	Neutral	Negative
2019 FedView Results	82%	10%	8%
2018 FedView Results	78%	14%	8%
2017 FedView Results	74%	16%	10%
2016 FedView Results	67%	17%	16%
2015 FedView Results	62%	22%	15%
2014 FedView Results	59%	22%	19%

Performance**

72. Currently, in my work unit poor performers usually:

	2019
Remain in the work unit and improve their performance over time	21%
Remain in the work unit and continue to underperform	39%
Leave the work unit - removed or transferred	10%
Leave the work unit - quit	3%
There are no poor performers in my work unit	27%

Partial Government Shutdown**

73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 – January 25, 2019) on your working/pay status? **2019**

The shutdown had no impact on my working/pay status	97%
I did not work and did not receive pay until after the lapse ended	0%
I worked some of the shutdown but did not receive pay until after the lapse ended	<1%
I worked for the entirety of the shutdown but did not receive pay until after the lapse ended	<1%
Other, not listed above	2%

74. How was your everyday work impacted during (if you worked) or after the partial government shutdown? **2019**

It had no impact	79%
A slightly negative impact	14%
A moderately negative impact	6%
A very negative impact	1%
An extremely negative impact	1%

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply) **2019**

Unmanageable workload	3%
Missed deadlines	20%
Unrecoverable loss of work	1%
Reduced customer service	27%
Delayed work	63%
Reduced work quality	6%
Cutback of critical work	8%
Time lost in restarting work	12%
Unmet statutory requirements	6%
Other	34%

76. Are you looking for another job because of the partial government shutdown? **2019**

I am looking for another job specifically because of the shutdown	0%
I am looking for another job, but the shutdown is only one of the reasons	2%
I am looking for another job, but the shutdown had no influence on that decision	17%
I am not looking for another job currently	81%

77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown. **2019**

Strongly Agree	57%
Agree	33%
Neither Agree nor Disagree	9%
Disagree	0%
Strongly Disagree	1%

Work/Life Programs*

78. Please select the response that BEST describes your current teleworking schedule.	2019	2018	2017	2016	2015	2014
I telework very infrequently, on an unscheduled or short-term basis.	13%	18%	19%	24%	23%	25%
I telework, but only about 1 or 2 days per month	8%	9%	9%	11%	10%	10%
I telework 1 or 2 days per week.	60%	60%	56%	50%	49%	44%
I telework 3 or 4 days per week.	8%	3%	4%	2%	2%	2%
I telework Every workday	3%	1%	--	--	--	--
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	<1%	<1%	<1%	<1%	1%	1%
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	<1%	1%	1%	1%	1%	1%
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	2%	1%	2%	2%	3%	5%
I do not telework because I choose not to telework.	6%	8%	8%	9%	11%	12%

79. How satisfied are you with the Telework program in your agency?	Satisfied	Neutral	Dissatisfied
2019 FedView Results	89%	7%	4%
2018 FedView Results	88%	9%	4%
2017 FedView Results	91%	5%	4%
2016 FedView Results	85%	9%	6%
2015 FedView Results	85%	8%	6%
2014 FedView Results	80%	11%	9%

80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):

	2019
Alternative Work Schedules	47%
Health and Wellness Programs	40%
Employee Assistance Program - EAP	5%
Child Care Programs	3%
Elder Care Programs	<1%
None listed above	32%

81. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)?	Satisfied	Neutral	Dissatisfied
2019 FedView Results	87%	11.5%	1%
2018 FedView Results	89%	10%	1%
2017 FedView Results	98%	2%	0%
2016 FedView Results	91%	8%	<1%
2015 FedView Results	90%	7%	2%
2014 FedView Results	94%	5%	1%

82. How satisfied are you with the following Work/Life programs in your agency... Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR Training, health and wellness fair)?

	Satisfied	Neutral	Dissatisfied
2019 FedView Results	89%	10%	<1%
2018 FedView Results	90%	8%	1%
2017 FedView Results	91%	8%	1%
2016 FedView Results	86%	12%	1%
2015 FedView Results	92%	7%	0%
2014 FedView Results	93%	6%	1%

83. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program – EAP (for example, short-term counseling, referral services, legal services, information services)?

	Satisfied	Neutral	Dissatisfied
2019 FedView Results	58%	41%	1%
2018 FedView Results	67%	32%	2%
2017 FedView Results	90%	10%	0%
2016 FedView Results	80%	16%	4%
2015 FedView Results	68%	28%	4%
2014 FedView Results	84%	12%	4%

84. How satisfied are you with the following Work/Life programs in your agency... Child Care Programs (for example, childcare center, parenting classes and support groups, back-up care, subsidy, flexible spending account)?

	Satisfied	Neutral	Dissatisfied
2019 FedView Results	44%	51.5%	5%
2018 FedView Results	50%	42%	8%
2017 FedView Results	60%	27%	14%
2016 FedView Results	90%	10%	0%
2015 FedView Results	59%	31%	9%
2014 FedView Results	67%	33%	0%

85. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, elder/adult care, support groups, resources)?	Satisfied	Neutral	Dissatisfied
2019 FedView Results	37%	61%	2%
2018 FedView Results	43%	52%	4%
2017 FedView Results	90%	10%	0%
2016 FedView Results	62%	38%	0%
2015 FedView Results	72%	28%	0%
2014 FedView Results	74%	26%	0%

ⁱ The Office of Personnel Management (OPM) requires agencies to conduct an annual survey of their employees.

¹ Below is a compilation of the 2019 Federal Employee Viewpoint Survey (FEVS) questions and responses. Also included are the 2018, 2017, 2016, 2015, and 2014 results for comparison. This summary displays responses by *Positive*, *Neutral*, *Negative*, and where applicable, *Do Not Know* or *No Basis to Judge*. For example, **Positive** represents responses of Strongly Agree and Agree and Very Satisfied and Satisfied. **Neutral** represents responses of Neither Agree nor Disagree and Neither Satisfied nor Dissatisfied. **Negative** represents responses of Disagree and Strongly Disagree and Dissatisfied and Very Dissatisfied. * Denotes OPM FEVS questions modified slightly to improve understanding of questions. ** Denotes additional sections added by the OPM (Government Shutdown and Performance); only 2019 data available for those sections. The new sections were added at the request of other agencies and supported by OPM's Acting Director, Margaret Weichert. Note: The 2018-2019 partial government shutdown lasted 35 days from December 22, 2018 through January 25, 2019. The sum of percentages may not add to 100 due to rounding.