

USGS
2016 Federal Employee Viewpoint Survey – Temporary, Term, Seasonal and Intermittent (FEVS-TTSI)

Summary Results
n = 595; Response rate = 40.0%

The FEVS-TTSI is an internal survey administered yearly to allow USGS employees in temporary, term, seasonal, or intermittent hiring appointments the opportunity to respond to the FEVS questions.

FEVS-TTSI 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

The information below captures the organization’s Top Strengths, Top Challenges, Top Neutrals, as well as responses to the Best Places to Work Index items, and other FEVS items to consider.

Top Strengths Responses that are 65% or more positive are strengths. These items are 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
83. How satisfied are you with the Child Care Programs (for example, daycare, parenting classes, parenting support groups) in your agency?	2	100.0%	0.0%	0.0%	0
84. How satisfied are you with the Elder Care Programs (for example, support groups, speakers) in your agency?	1	100.0%	0.0%	0.0%	0
7. When needed I am willing to put in the extra effort to get a job done.	566	98.6%	1.2%	0.2%	N/A
80. How satisfied are you with the Alternative Work Schedules (AWS) program in your agency?	163	95.7%	3.7%	0.6%	1
8. I am constantly looking for ways to do my job better.	566	95.1%	4.2%	0.7%	N/A
28. How would you rate the overall quality of work done by your work unit?	550	93.6%	4.5%	1.8%	N/A
49. My supervisor treats me with respect.	536	92.0%	5.0%	3.0%	N/A
42. My supervisor supports my need to balance work and other life issues.	533	91.7%	5.3%	3.0%	2

16. I am held accountable for achieving results.	557	89.9%	8.1%	2.0%	3
5. I like the kind of work I do.	566	89.9%	7.1%	3.0%	N/A
13. The work I do is important.	556	89.7%	7.2%	3.1%	3
39. My agency is successful at accomplishing its mission.	521	87.7%	10.2%	2.1%	17
50. In the last six months, my supervisor has talked with me about my performance.	536	86.9%	6.0%	7.1%	N/A
48. My supervisor listens to what I have to say.	536	86.6%	8.0%	5.4%	N/A
20. The people I work with cooperate to get the job done.	559	86.2%	9.5%	4.3%	N/A
26. Employees in my work unit share job knowledge with each other.	546	85.2%	9.0%	5.9%	3
29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	523	85.1%	10.3%	4.6%	16
35. Employees are protected from health and safety hazards on the job.	532	84.0%	10.7%	5.3%	6
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.	469	84.0%	11.3%	4.7%	68
40. I recommend my organization as a good place to work.	536	83.8%	9.0%	7.3%	N/A
6. I know what is expected of me on the job.	566	83.6%	10.2%	6.2%	N/A
12. I know how my work relates to the agency's goals and priorities.	558	82.4%	11.1%	6.5%	3
4. My work gives me a feeling of personal accomplishment.	566	82.3%	9.4%	8.3%	N/A
52. Overall, how good a job do you feel is being done by your immediate supervisor?	535	82.2%	12.0%	5.8%	N/A
15. My performance appraisal is a fair reflection of my performance.	528	82.2%	11.6%	6.3%	33
2. I have enough information to do my job well.	566	81.6%	10.6%	7.8%	N/A
51. I have trust and confidence in my supervisor.	536	81.0%	11.4%	7.6%	N/A
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).	518	79.3%	9.1%	11.6%	42

81. How satisfied are you with the Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) in your agency?	93	78.5%	15.1%	6.5%	2
69. Considering everything, how satisfied are you with your job?	530	77.7%	10.9%	11.3%	N/A
47. Supervisors in my work unit support employee development.	528	77.5%	11.6%	11.0%	8
44. Discussions with my supervisor about my performance are worthwhile.	526	77.4%	13.1%	9.5%	10
71. Considering everything, how satisfied are you with your organization?	530	76.6%	13.8%	9.6%	N/A
3. I feel encouraged to come up with new and better ways of doing things.	566	75.8%	13.3%	11.0%	N/A
1. I am given a real opportunity to improve my skills in my organization.	565	75.6%	12.0%	12.4%	N/A
36. My organization has prepared employees for potential security threats.	522	75.5%	16.5%	8.0%	16
55. Supervisors work well with employees of different backgrounds.	464	75.2%	19.6%	5.2%	69
45. My supervisor is committed to a workforce representative of all segments of society.	492	75.2%	18.3%	6.5%	44
14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	559	74.4%	12.2%	13.4%	1
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	521	74.3%	16.5%	9.2%	38
82. How satisfied are you with the Employee Assistance program (EAP) in your agency?	31	74.2%	12.9%	12.9%	2
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	532	74.1%	14.5%	11.5%	4
54. My organization's senior leaders maintain high standards of honesty and integrity.	448	73.7%	20.1%	6.3%	85
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	483	73.3%	15.9%	10.8%	53
27. The skill level in my work unit has improved in the past year.	503	73.2%	19.1%	7.8%	46
46. My supervisor provides me with constructive suggestions to improve my job performance.	533	72.8%	16.5%	10.7%	2
57. Managers review and evaluate the organization's progress towards meeting its goals and objectives.	473	72.1%	19.0%	8.9%	60
10. My workload is reasonable.	559	71.6%	16.8%	11.6%	2

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	472	71.2%	19.9%	8.9%	58
56. Managers communicate the goals and priorities of the organization.	515	69.3%	19.4%	11.3%	17
31. Employees are recognized for providing high quality products and services.	514	68.9%	15.4%	15.8%	23
79. How satisfied are you with the Telework program in your agency?	374	68.4%	22.2%	9.4%	156
62. Senior leaders demonstrate support for Work/Life programs.	409	68.2%	23.7%	8.1%	121
61. I have a high level of respect for my organization's senior leaders.	498	67.9%	21.9%	10.2%	32
59. Managers support collaboration across work units to accomplish work objectives.	500	65.4%	19.8%	14.8%	33
11. My talents are used well in the workplace.	555	64.9%	17.3%	17.8%	4

*The results for this item only include employees who indicated that they participated in this program.

Top Challenges Responses that are 35% or more negative are challenges. These items represent areas in which your organization 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?	527	32.1%	27.7%	40.2%	N/A

Also to Consider Responses that are between 25% and 35% negative. These 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
33. Pay raises depend on how well employees perform their jobs.	432	35.9%	31.9%	32.2%	102
70. Considering everything, how satisfied are you with your pay?	530	51.1%	20.0%	28.9%	N/A
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	425	37.4%	35.1%	27.5%	124
24. In my work unit, differences in performance are recognized in a meaningful way.	469	41.6%	33.3%	25.2%	80
22. Promotions in my work unit are based on merit.	471	47.1%	27.8%	25.1%	79

Top Neutral Items Responses that are 30% or more neutral may indicate opportunities for additional communication. These items 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
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	425	37.4%	35.1%	27.5%	124
24. In my work unit, differences in performance are recognized in a meaningful way.	469	41.6%	33.3%	25.2%	80
33. Pay raises depend on how well employees perform their jobs.	432	35.9%	31.9%	32.2%	102
25. Awards in my work depend on how well employees perform their jobs.	465	51.6%	31.4%	17.0%	84
66. How satisfied are you with the policies and practices of your senior leaders?	527	52.9%	31.1%	15.9%	N/A
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	476	48.7%	29.8%	21.4%	62
41. I believe the results of this survey will be used to make my agency a better place to work.	475	48.4%	29.7%	21.9%	62

*The results for this item only include employees who indicated that they participated in this program.

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.	536	83.8%	9.0%	7.3%
69. Considering everything, how satisfied are you with your job?	530	77.7%	10.9%	11.3%
71. Considering everything, how satisfied are you with your organization?	530	76.6%	13.8%	9.6%

Demographics

Where do you work?

Headquarters	37.5%
Field	62.5%

Are you?

Male	50.6%
Female	49.4%

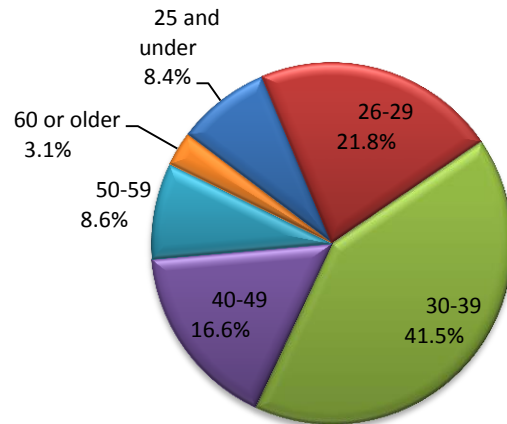
Are you an individual with a disability?

Yes	7.4%
No	92.6%

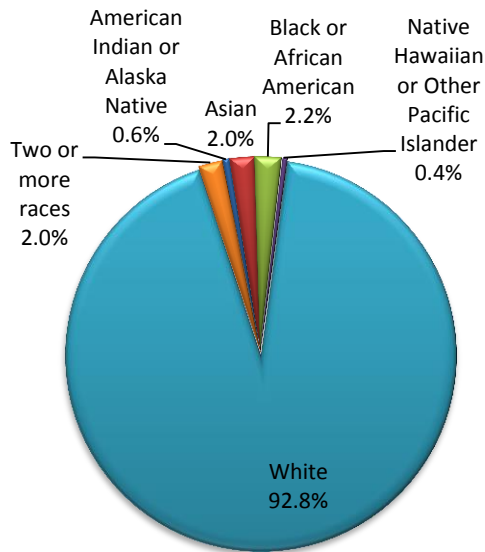
Are you Hispanic or Latino?

Yes	5.0%
No	95.0%

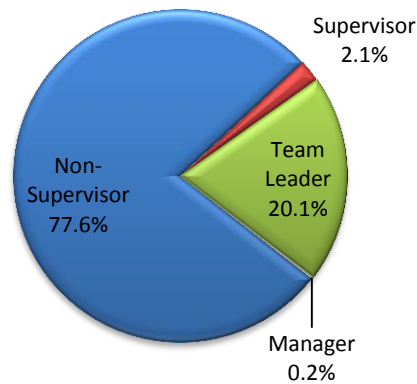
What is your age group?



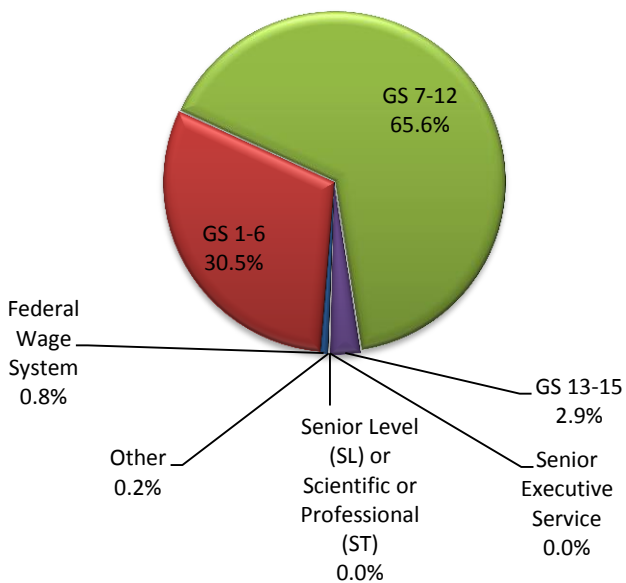
Race



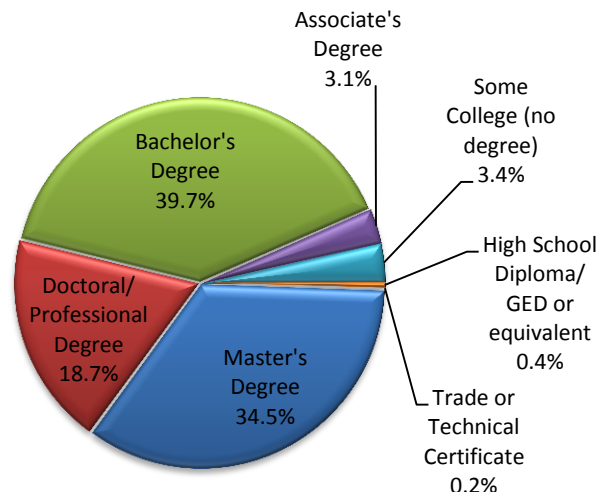
What is your supervisory status?



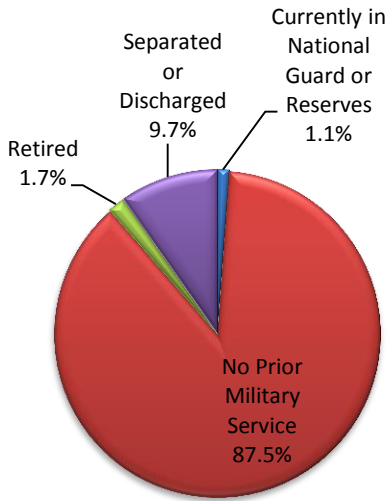
What is your pay grade?



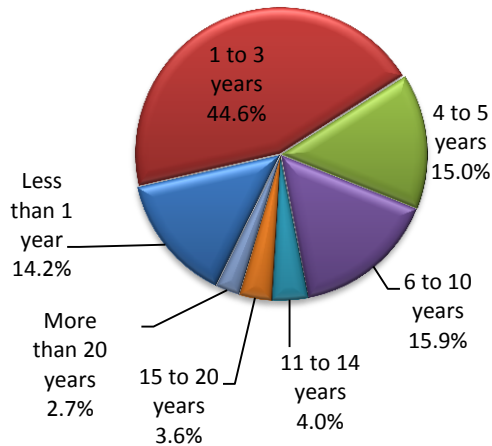
What is the highest degree or level of education you have completed?



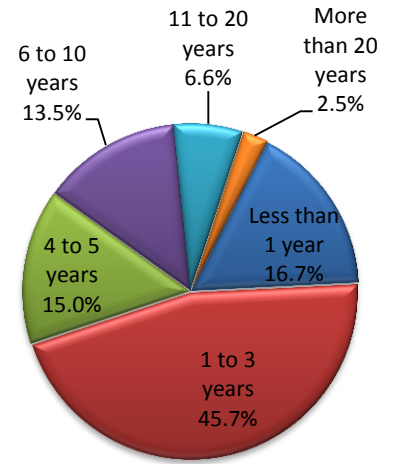
What is your US military service status?



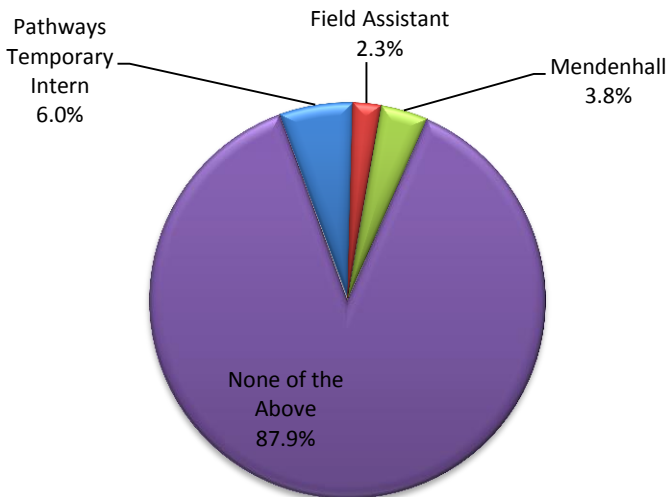
How long have you been with the Federal Government (excluding military service)?



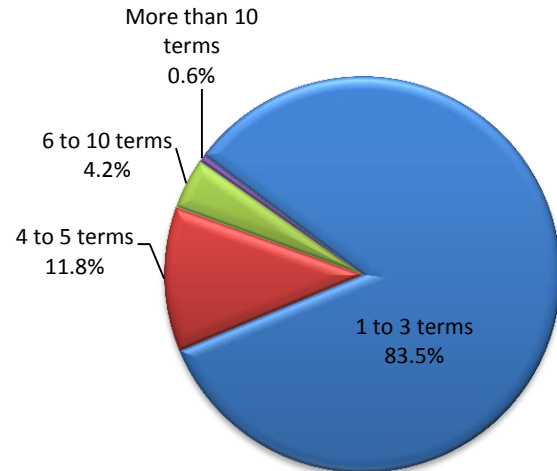
How long have you been with your current agency?



Are you a:



How many term appointments have you held?



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

