







Agree-disagree	31	Employees are recognized for providing high quality products and services.	54.2%	15.1%	39.1%	19.8%	16.5%	9.5%	26.0%	134	343	169	141	81	868	15
Agree-disagree	32	Creativity and innovation are rewarded.	41.5%	13.1%	28.4%	25.7%	20.4%	12.3%	32.8%	114	244	217	173	103	851	29
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	47.8%	14.1%	33.7%	22.1%	15.9%	14.2%	30.1%	122	290	187	135	120	854	29
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	77.2%	32.5%	44.7%	15.6%	2.1%	5.1%	7.2%	277	373	129	17	43	839	43
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	71.8%	28.8%	43.0%	18.5%	6.0%	3.7%	9.6%	253	371	156	52	32	864	17
Agree-disagree	36	My organization has prepared employees for potential security threats.	86.1%	34.6%	51.5%	9.3%	2.7%	1.9%	4.6%	308	446	80	23	17	874	5
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	55.1%	20.3%	34.8%	23.4%	9.2%	12.3%	21.5%	164	280	186	74	98	802	77
Agree-disagree	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.	74.9%	31.2%	43.7%	14.3%	4.4%	6.3%	10.7%	250	342	112	35	50	789	92
Agree-disagree	39	My agency is successful at accomplishing its mission.	79.4%	27.2%	52.2%	15.4%	3.7%	1.5%	5.1%	238	450	132	31	13	864	16
Agree-disagree	40	*I recommend my organization as a good place to work.	75.3%	32.2%	43.1%	16.4%	5.6%	2.8%	8.4%	288	376	144	49	25	882	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	54.2%	23.6%	30.6%	20.7%	13.9%	11.1%	25.1%	203	258	173	115	93	842	40
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	82.3%	45.6%	36.7%	8.4%	4.3%	5.1%	9.3%	405	319	73	37	45	879	1
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	74.3%	36.9%	37.4%	12.9%	6.7%	6.1%	12.8%	326	325	114	58	54	877	4
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	70.8%	34.7%	36.0%	13.4%	8.1%	7.8%	15.9%	305	313	117	71	68	874	5

Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	77.1%	41.2%	35.9%	15.3%	2.7%	5.0%	7.6%	325	281	120	21	39	786	91
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	71.9%	34.7%	37.2%	13.0%	8.1%	7.0%	15.1%	304	323	115	72	61	875	6
Agree-disagree	47	Supervisors in my work unit support employee development.	75.9%	36.5%	39.3%	11.9%	6.4%	5.9%	12.2%	321	342	103	56	52	874	6
Agree-disagree	48	My supervisor listens to what I have to say.	80.3%	45.2%	35.1%	8.0%	7.4%	4.2%	11.6%	399	304	69	66	38	876	N/A
Agree-disagree	49	My supervisor treats me with respect.	85.5%	51.7%	33.8%	6.8%	4.2%	3.5%	7.6%	457	291	60	36	31	875	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	92.8%	50.1%	42.7%	4.0%	1.7%	1.5%	3.2%	442	372	35	14	14	877	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	73.6%	42.1%	31.5%	13.2%	6.4%	6.8%	13.2%	371	272	115	56	61	875	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	77.7%	47.3%	30.4%	13.0%	5.7%	3.6%	9.3%	417	265	114	50	33	879	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	43.8%	14.1%	29.8%	25.6%	16.8%	13.8%	30.6%	123	260	215	142	118	858	17
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	52.1%	17.8%	34.3%	23.3%	11.3%	13.3%	24.6%	148	279	185	91	108	811	60
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	74.0%	26.0%	48.0%	16.6%	4.0%	5.4%	9.4%	217	390	136	32	45	820	41
Agree-disagree	56	*Managers communicate the goals of the organization.	69.5%	20.5%	49.0%	17.6%	7.5%	5.4%	12.9%	180	419	149	63	47	858	7
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	69.6%	20.4%	49.2%	17.9%	6.4%	6.1%	12.5%	168	400	144	51	50	813	58
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	60.3%	18.4%	41.9%	19.5%	10.4%	9.8%	20.2%	160	354	163	87	84	848	24
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	63.1%	18.8%	44.3%	18.3%	9.4%	9.2%	18.6%	160	369	151	78	77	835	34

Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	65.3%	29.8%	35.5%	21.4%	7.2%	6.0%	13.3%	248	290	171	58	49	816	59
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	54.1%	20.0%	34.1%	23.4%	12.5%	10.0%	22.5%	174	294	196	106	85	855	15
Agree-disagree	62	Senior leaders demonstrate support for Work-Life programs.	56.8%	21.2%	35.6%	22.2%	10.9%	10.1%	21.0%	177	290	177	88	81	813	62
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	52.4%	17.0%	35.5%	22.4%	17.6%	7.6%	25.2%	151	310	190	153	66	870	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	58.7%	18.5%	40.3%	18.6%	16.1%	6.6%	22.7%	165	351	159	138	57	870	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	52.1%	17.2%	34.8%	22.2%	15.9%	9.9%	25.8%	154	302	189	135	86	866	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	44.8%	14.0%	30.8%	29.0%	17.2%	9.0%	26.2%	124	270	248	148	78	868	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	43.6%	13.4%	30.1%	22.9%	19.3%	14.2%	33.5%	118	259	196	167	123	863	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	60.9%	19.4%	41.5%	18.7%	12.9%	7.5%	20.4%	173	358	159	110	65	865	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	72.7%	24.9%	47.9%	14.3%	9.1%	4.0%	13.0%	219	414	123	78	35	869	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	71.0%	26.9%	44.1%	14.3%	9.0%	5.7%	14.7%	241	381	121	76	50	869	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	67.3%	21.8%	45.5%	19.4%	8.8%	4.4%	13.3%	193	392	166	75	39	865	N/A

\* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

<b>72. Currently, in my work unit poor performers usually:</b>	<b>N</b>	<b>%</b>
Remain in the work unit and improve their	123	17.8%
Remain in the work unit and continue to	329	48.4%
Leave the work unit - removed or transferred	52	7.8%
Leave the work unit - quit	20	3.0%

There are no poor performers in my work unit	157	23.1%
Item Response Total	681	100.0%
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<b>73. Which of the following best describes the impact of the partial</b>	<b>N</b>	<b>%</b>
The shutdown had no impact on my working/pay status	841	97.6%
I did not work and did not receive pay until after the	0	0.0%
I worked some of the shutdown but did not receive pay	0	0.0%
I worked for the entirety of the shutdown but did not	0	0.0%
Other, not listed above	21	2.4%
Total	862	100.0%

<b>74. How was your everyday work impacted during (if you worked)</b>	<b>N</b>	<b>%</b>
It had no impact	769	89.2%
A slightly negative impact	64	7.3%
A moderately negative impact	22	2.5%
A very negative impact	5	0.6%
An extremely negative impact	3	0.4%
Total	863	100.0%

*If the response to item 74 was "It had no impact", item 75 was skipped.*

<b>75. In what ways did the partial government shutdown negatively</b>	<b>N</b>	<b>%</b>
Unmanageable workload	4	4.5%
Missed deadlines	11	11.9%
Unrecoverable loss of work	3	3.4%
Reduced customer service	34	36.9%
Delayed work	32	34.2%
Reduced work quality	8	8.5%
Cutback of critical work	3	3.7%
Time lost in restarting work	9	10.1%
Unmet statutory requirements	5	5.6%
Other	48	52.4%
Total (percents will add to more than 100% because	92	--

<b>76. Are you looking for another job because of the partial</b>	<b>N</b>	<b>%</b>
I am looking for another job <u>specifically</u> because of the	1	0.1%
I am looking for another job, but the shutdown is <u>only</u>	8	1.0%
I am looking for another job, but the shutdown had <u>no</u>	154	17.9%
I am <u>not</u> looking for another job currently	697	81.0%
Total	860	100.0%

<b>77. My agency provided the support (e.g., communication,</b>	<b>N</b>	<b>%</b>
Strongly Agree	151	43.1%
Agree	126	37.1%
Neither Agree nor Disagree	61	18.0%
Disagree	0	0.0%
Strongly Disagree	6	1.7%
Item Response Total	344	100.0%
No support required	517	--
Total	861	100.0%

78. Please select the response below that BEST describes your current teleworking schedule.	2019		2018	
	N	%	N	%
I telework very infrequently, on an unscheduled or short-	205	24.8%	158	26.7%
I telework, but only about 1 or 2 days per month	130	15.9%	94	15.8%
I telework 1 or 2 days per week	150	18.2%	88	14.4%
I telework 3 or 4 days per week	35	4.3%	18	2.9%
I telework every work day	102	12.2%	79	13.9%
I do not telework because I have to be physically present	66	8.1%	65	11.7%
I do not telework because of technical issues that	12	1.5%	6	1.0%
I do not telework because I did not receive approval to	60	7.6%	33	5.8%
I do not telework because I choose not to telework	62	7.4%	44	7.8%
Total	822	100.0%	585	100.0%

79. How satisfied are you with the Telework program in your agency?	2019			2018		
	Satisfaction	Options	All Response	Satisfaction		All Response
				N	%	
Very Satisfied	220	32.2%	25.9%	107	23.3%	17.3%
Satisfied	224	33.4%	26.9%	178	40.1%	29.8%
Neither Satisfied nor Dissatisfied	127	19.1%	15.4%	79	18.3%	13.6%
Dissatisfied	69	10.3%	8.3%	52	11.5%	8.5%
Very Dissatisfied	33	5.1%	4.1%	31	6.8%	5.1%
Item Response Total	673	100.0%	80.6%	447	100.0%	74.3%
I choose not to participate in this program	38	--	4.5%	23	--	3.9%
This program is not available to me	115	--	14.1%	115	--	20.2%
I am unaware of this program	7	--	0.8%	8	--	1.6%
Total	833	100.0%	100.0%	593	100.0%	100.0%

80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months?	2019	
	N	%
Alternative Work Schedules	700	80.9%
Health and Wellness Programs	154	17.2%
Employee Assistance Program – EAP	44	4.9%
Child Care Programs	27	3.2%
Elder Care Programs	4	0.5%
None listed above	138	15.9%
Total (percents will add to more than 100% because	866	--

Note: This item was not in the 2018 OPM FEVS.

81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules	2019			2018		
	Satisfaction	Options	All Response	Satisfaction		All Response
				N	%	
Very Satisfied	421	50.8%	48.2%	248	43.4%	40.4%
Satisfied	295	36.2%	34.4%	233	41.8%	39.0%
Neither Satisfied nor Dissatisfied	72	8.8%	8.4%	52	9.4%	8.8%



Dissatisfied	19	2.4%	2.3%	19	3.2%	3.0%
Very Dissatisfied	15	1.9%	1.8%	12	2.1%	2.0%
Item Response Total	822	100.0%	95.0%	564	100.0%	93.2%
I choose not to participate in these programs	27	--	3.1%	15	--	2.5%
These programs are not available to me	11	--	1.2%	20	--	3.4%
I am unaware of these programs	6	--	0.7%	5	--	1.0%
Total	866	100.0%	100.0%	604	100.0%	100.0%

82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs	2019			2018		
	N	Satisfaction %	Options %	N	Satisfaction %	Response Options %
Very Satisfied	120	23.5%	13.4%	116	24.9%	17.9%
Satisfied	191	38.6%	21.9%	157	36.0%	25.9%
Neither Satisfied nor Dissatisfied	143	29.2%	16.6%	125	28.2%	20.3%
Dissatisfied	23	4.8%	2.7%	31	7.0%	5.0%
Very Dissatisfied	19	4.0%	2.3%	17	3.9%	2.8%
Item Response Total	496	100.0%	56.9%	446	100.0%	72.1%
I choose not to participate in these programs	215	--	24.9%	54	--	9.4%
These programs are not available to me	88	--	10.4%	87	--	14.5%
I am unaware of these programs	65	--	7.8%	23	--	4.1%
Total	864	100.0%	100.0%	610	100.0%	100.0%

83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP	2019			2018		
	N	Satisfaction %	Options %	N	Satisfaction %	Response Options %
Very Satisfied	48	13.9%	5.4%	62	16.9%	9.9%
Satisfied	80	23.8%	9.3%	92	25.5%	14.9%
Neither Satisfied nor Dissatisfied	193	57.4%	22.4%	169	48.2%	28.2%
Dissatisfied	5	1.4%	0.6%	19	5.2%	3.0%
Very Dissatisfied	12	3.6%	1.4%	14	4.2%	2.5%
Item Response Total	338	100.0%	39.0%	356	100.0%	58.5%
I choose not to participate in these programs	400	--	46.4%	187	--	30.8%
These programs are not available to me	19	--	2.3%	6	--	0.9%
I am unaware of these programs	102	--	12.3%	59	--	9.8%
Total	859	100.0%	100.0%	608	100.0%	100.0%

84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs	2019			2018		
	N	Satisfaction %	Options %	N	Satisfaction %	Response Options %
Very Satisfied	31	13.1%	3.6%	13	6.0%	2.0%
Satisfied	40	17.2%	4.7%	41	20.7%	6.8%
Neither Satisfied nor Dissatisfied	150	63.7%	17.4%	121	59.7%	19.7%

Dissatisfied	6	2.8%	0.8%			2.0%
Very Dissatisfied	7	3.2%	0.9%			2.5%
Item Response Total	234	100.0%	27.3%	202	100.0%	33.0%
I choose not to participate in these programs	391	--	45.3%	196	--	32.5%
These programs are not available to me	112	--	13.1%	104	--	16.9%
I am unaware of these programs	121	--	14.3%	105	--	17.6%
Total	858	100.0%	100.0%	607	100.0%	100.0%

85. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs	2019			2018		
	N	Satisfaction %	Options %	All Response		
				N	Satisfaction %	Options %
Very Satisfied	15	7.9%	1.7%	11	5.7%	1.7%
Satisfied	10	5.5%	1.2%	17	9.8%	2.9%
Neither Satisfied nor Dissatisfied	153	79.9%	17.7%	132	73.0%	21.5%
Dissatisfied	6	3.4%	0.7%	9	4.8%	1.4%
Very Dissatisfied	6	3.4%	0.7%	12	6.7%	2.0%
Item Response Total	190	100.0%	22.1%	181	100.0%	29.4%
I choose not to participate in these programs	386	--	45.0%	197	--	32.5%
These programs are not available to me	106	--	12.3%	88	--	14.3%
I am unaware of these programs	175	--	20.6%	142	--	23.8%
Total	857	100.0%	100.0%	608	100.0%	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any item or year when there were fewer than 4 completed surveys.