

**U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		480	909	305	233	74	2,001	NA
	%	69.35	23.72	45.63	15.40	11.68	3.56	100.00	
2. I have enough information to do my job well.	N		351	1,060	264	250	67	1,992	NA
	%	70.88	17.17	53.71	13.32	12.56	3.24	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		476	776	307	298	108	1,965	NA
	%	63.30	23.71	39.59	15.68	15.61	5.41	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		593	851	282	180	81	1,987	NA
	%	72.63	29.35	43.29	14.39	8.91	4.06	100.00	
*5. I like the kind of work I do.	N		696	885	255	90	38	1,964	NA
	%	80.45	35.13	45.32	13.07	4.51	1.96	100.00	
6. I know what is expected of me on the job.	N		497	982	249	175	74	1,977	NA
	%	74.88	24.95	49.93	12.58	8.83	3.71	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		1,309	608	46	11	10	1,984	NA
	%	96.54	65.77	30.77	2.42	0.53	0.51	100.00	
8. I am constantly looking for ways to do my job better.	N		1,005	828	132	18	8	1,991	NA
	%	92.17	50.39	41.78	6.54	0.89	0.40	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		168	679	285	554	303	1,989	3
	%	43.01	8.55	34.46	14.42	27.52	15.05	100.00	
*10. My workload is reasonable.	N		136	792	297	437	317	1,979	3
	%	46.66	6.72	39.94	15.14	21.96	16.24	100.00	
*11. My talents are used well in the workplace.	N		285	780	336	342	184	1,927	12
	%	55.06	14.65	40.42	17.49	17.98	9.46	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		665	1,020	166	89	41	1,981	9
	%	85.12	33.49	51.64	8.43	4.47	1.97	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015

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* AES prescribed items

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

Sample or Census: Census

Number of surveys completed: 2,004

Number of surveys administered: 3,543

Response Rate: 56.6%

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*13. The work I do is important.	N		902	810	167	51	30	1,960	2
	%	87.35	46.30	41.05	8.60	2.58	1.47	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		359	814	251	295	264	1,983	3
	%	60.48	18.59	41.89	12.49	14.37	12.67	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		459	835	259	212	192	1,957	29
	%	64.81	22.22	42.59	13.51	11.35	10.33	100.00	
16. I am held accountable for achieving results.	N		488	995	290	143	62	1,978	12
	%	74.72	24.01	50.71	14.69	7.37	3.23	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		491	729	328	164	155	1,867	124
	%	65.18	26.24	38.94	17.56	8.90	8.35	100.00	
*18. My training needs are assessed.	N		198	703	415	466	201	1,983	9
	%	44.87	9.56	35.31	21.03	23.80	10.31	100.00	
*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).	N		467	648	294	310	213	1,932	71
	%	56.47	23.10	33.37	15.62	16.44	11.48	100.00	
*20. The people I work with cooperate to get the job done.	N		577	971	208	188	53	1,997	NA
	%	77.28	28.41	48.87	10.65	9.46	2.61	100.00	
*21. My work unit is able to recruit people with the right skills.	N		211	870	357	376	148	1,962	34
	%	54.92	10.54	44.38	18.46	19.04	7.57	100.00	
*22. Promotions in my work unit are based on merit.	N		161	488	484	401	337	1,871	122
	%	33.51	8.17	25.34	26.36	21.52	18.61	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		100	427	421	472	417	1,837	148
	%	28.35	5.30	23.05	22.86	25.92	22.87	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		122	528	493	484	286	1,913	75
	%	33.53	6.15	27.38	25.73	25.53	15.21	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		188	634	439	333	275	1,869	111
	%	43.55	9.77	33.79	23.56	17.97	14.92	100.00	
26. Employees in my work unit share job knowledge with each other.	N		438	1,073	243	141	92	1,987	7
	%	75.81	21.23	54.58	12.48	7.10	4.62	100.00	
27. The skill level in my work unit has improved in the past year.	N		330	843	463	178	87	1,901	95
	%	61.85	16.88	44.97	24.56	9.05	4.54	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		827	851	265	44	14	2,001	NA
	%	83.46	40.47	43.00	13.61	2.25	0.68	100.00	
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*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		233	1,094	332	237	55	1,951	14
	%	67.63	11.70	55.93	17.25	12.26	2.85	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		164	699	434	461	182	1,940	25
	%	44.33	8.27	36.06	22.56	23.94	9.17	100.00	
31. Employees are recognized for providing high quality products and services.	N		204	860	424	298	156	1,942	16
	%	54.35	10.35	44.01	22.09	15.45	8.11	100.00	
*32. Creativity and innovation are rewarded.	N		207	686	511	347	172	1,923	33
	%	46.17	10.67	35.50	26.58	18.25	9.00	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		66	247	431	564	505	1,813	131
	%	16.95	3.52	13.43	23.39	31.57	28.09	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		294	849	409	164	103	1,819	139
	%	62.26	15.56	46.70	22.56	9.29	5.89	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		404	1,021	268	145	81	1,919	41
	%	74.64	21.27	53.37	13.74	7.51	4.12	100.00	
*36. My organization has prepared employees for potential security threats.	N		429	994	280	161	69	1,933	27
	%	74.59	22.75	51.84	13.97	7.90	3.53	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		320	721	350	233	205	1,829	125
	%	56.59	17.45	39.14	19.28	13.00	11.13	100.00	
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.	N		481	859	251	106	82	1,779	179
	%	75.42	26.98	48.44	13.96	5.99	4.62	100.00	
39. My agency is successful at accomplishing its mission.	N		346	1,068	355	115	57	1,941	24
	%	72.32	17.36	54.96	18.67	6.00	3.01	100.00	
40. I recommend my organization as a good place to work.	N		407	856	413	206	83	1,965	NA
	%	63.98	20.47	43.52	21.45	10.43	4.14	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		228	526	435	383	251	1,823	146
	%	40.82	12.19	28.63	24.23	21.12	13.83	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		758	825	148	112	110	1,953	6
	%	80.42	37.92	42.49	7.81	5.98	5.79	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		699	754	220	159	118	1,950	3
	%	74.34	35.27	39.07	11.27	8.33	6.06	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		539	685	317	220	147	1,908	29
	%	63.61	27.76	35.85	16.80	11.76	7.84	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		611	723	310	82	67	1,793	158
	%	73.75	33.47	40.28	17.54	4.82	3.88	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		466	715	336	273	144	1,934	11
	%	60.42	23.36	37.06	17.63	14.24	7.71	100.00	
*47. Supervisors in my work unit support employee development.	N		551	870	282	125	103	1,931	17
	%	73.32	27.92	45.41	14.87	6.46	5.35	100.00	
48. My supervisor listens to what I have to say.	N		807	776	168	125	74	1,950	NA
	%	80.94	40.68	40.26	8.72	6.59	3.74	100.00	
49. My supervisor treats me with respect.	N		906	715	167	93	68	1,949	NA
	%	82.97	45.79	37.19	8.71	4.80	3.51	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		660	817	186	205	76	1,944	NA
	%	75.38	32.97	42.41	9.72	10.92	3.98	100.00	
*51. I have trust and confidence in my supervisor.	N		705	676	259	170	139	1,949	NA
	%	70.23	35.51	34.72	13.47	9.04	7.26	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		755	644	323	129	96	1,947	NA
	%	71.24	38.28	32.96	16.92	6.81	5.03	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		181	586	473	413	265	1,918	22
	%	39.61	9.26	30.36	25.09	21.45	13.84	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		279	752	441	205	159	1,836	98
	%	55.77	14.87	40.90	24.40	11.24	8.59	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		340	893	361	126	100	1,820	93
	%	67.12	18.39	48.73	20.19	7.16	5.52	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		270	965	350	200	121	1,906	17
	%	64.67	13.84	50.84	18.43	10.58	6.31	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		250	892	408	199	108	1,857	68
	%	61.05	12.99	48.06	22.43	10.75	5.77	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		234	829	401	288	150	1,902	35
	%	55.95	12.04	43.91	21.30	14.97	7.78	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		258	869	401	235	138	1,901	36
	%	59.52	13.22	46.30	21.09	12.16	7.22	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		452	693	429	161	134	1,869	66
	%	60.52	23.77	36.75	23.41	8.84	7.23	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		294	664	484	299	184	1,925	13
	%	49.45	15.01	34.43	25.69	15.42	9.45	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		288	723	436	216	163	1,826	110
	%	54.62	15.42	39.20	24.19	12.07	9.11	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		286	763	410	367	107	1,933	NA
	%	54.10	14.39	39.71	21.30	19.13	5.47	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		271	778	423	350	102	1,924	NA
	%	54.36	13.72	40.63	21.99	18.38	5.27	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		274	648	471	356	173	1,922	NA
	%	47.42	13.74	33.68	24.68	18.88	9.02	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		185	642	564	366	158	1,915	NA
	%	42.81	9.38	33.43	29.85	19.11	8.23	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		204	579	528	389	218	1,918	NA
	%	41.03	10.47	30.56	27.88	20.18	10.90	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		248	785	472	316	94	1,915	NA
	%	53.74	12.58	41.17	24.75	16.62	4.88	100.00	
*69. Considering everything, how satisfied are you with your job?	N		364	896	338	229	94	1,921	NA
	%	65.18	18.75	46.43	18.07	11.99	4.77	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		295	861	344	285	139	1,924	NA
	%	59.98	14.98	45.01	17.83	14.90	7.29	100.00	
71. Considering everything, how satisfied are you with your organization?	N		253	899	391	290	95	1,928	NA
	%	59.36	12.94	46.42	20.59	15.21	4.84	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	1,270	62.03
Yes, I was notified that I was not eligible to telework.	208	11.99
No, I was not notified of my telework eligibility.	303	17.79
Not sure if I was notified of my telework eligibility.	142	8.19
Total	1,923	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	42	2.10
I telework 1 or 2 days per week.	315	15.25
I telework, but no more than 1 or 2 days per month.	264	12.79
I telework very infrequently, on an unscheduled or short-term basis.	573	28.57
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	159	9.27
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	39	2.17
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.	277	16.32
I do not telework because I choose not to telework.	244	13.53
Total	1,913	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	490	24.95
No	1,019	51.77
Not available to me	412	23.29
Total	1,921	100.00

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N	%
Yes	524	27.06
No	1,214	62.70
Not available to me	175	10.24
Total	1,913	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	155	8.22
No	1,523	79.90
Not available to me	208	11.88
Total	1,886	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N	%
Yes	87	4.33
No	1,489	76.06
Not available to me	343	19.62
Total	1,919	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	50	2.55
No	1,555	79.37
Not available to me	314	18.07
Total	1,919	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		418	472	141	90	35	1,156	51
	%	76.34	35.97	40.37	12.68	7.91	3.08	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		256	189	25	12	3	485	11
	%	91.34	52.06	39.28	5.38	2.71	0.57	100.00	
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)	N		162	256	65	5	3	491	41
	%	84.47	32.55	51.92	13.98	0.98	0.57	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		49	67	30	2	4	152	46
	%	74.81	30.47	44.33	20.99	1.37	2.83	100.00	
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)	N		31	33	14	2	1	81	15
	%	79.50	38.55	40.96	16.66	2.33	1.52	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		15	18	11	1	0	45	16
	%	72.65	31.60	41.06	24.66	2.69	0.00	100.00	

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Where do you work?	N	%
Headquarters	1,229	64.18
Field	686	35.82
Total	1,915	100.00

*What is your supervisory status?	N	%
Non-Supervisor	820	42.69
Team Leader	270	14.06
Supervisor	467	24.31
Manager	249	12.96
Senior Leader	115	5.99
Total	1,921	100.00

*Are you:	N	%
Male	875	45.84
Female	1,034	54.16
Total	1,909	100.00

*Are you Hispanic or Latino?	N	%
Yes	118	6.25
No	1,771	93.75
Total	1,889	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages for demographic questions are unweighted.

* AES prescribed items

Sample or Census: Census

Number of surveys completed: 2,004

Number of surveys administered: 3,543

Response Rate: 56.6%

**U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

***Please select the racial category or categories with which you most closely identify.**

	N	%
American Indian or Alaska Native	10	0.54
Asian	108	5.86
Black or African American	342	18.57
Native Hawaiian or Other Pacific Islander	2	0.11
White	1,321	71.72
Two or more races	59	3.20
Total	1,842	100.00

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

	N	%
Less than High School	3	0.16
High School Diploma/GED or equivalent	19	0.99
Trade or Technical Certificate	9	0.47
Some College (no degree)	87	4.53
Associate's Degree (e.g., AA, AS)	30	1.56
Bachelor's Degree (e.g., BA, BS)	266	13.86
Master's Degree (e.g., MA, MS, MBA)	1,168	60.87
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	337	17.56
Total	1,919	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages for demographic questions are unweighted.

* AES prescribed items

Sample or Census: Census

Number of surveys completed: 2,004

Number of surveys administered: 3,543

Response Rate: 56.6%

**U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT
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What is your pay category/grade?	N	%
Federal Wage System	20	1.04
GS 1-6	4	0.21
GS 7-12	259	13.51
GS 13-15	994	51.85
Senior Executive Service	82	4.28
Senior Level (SL) or Scientific or Professional (ST)	16	0.83
Other	542	28.27
Total	1,917	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	27	1.41
1 to 3 years	189	9.87
4 to 5 years	294	15.36
6 to 10 years	509	26.59
11 to 14 years	301	15.73
15 to 20 years	199	10.40
More than 20 years	395	20.64
Total	1,914	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages for demographic questions are unweighted.

Sample or Census: Census

Number of surveys completed: 2,004

Number of surveys administered: 3,543

Response Rate: 56.6%

**U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT
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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	58	3.04
1 to 3 years	331	17.32
4 to 5 years	409	21.40
6 to 10 years	494	25.85
11 to 20 years	386	20.20
More than 20 years	233	12.19
Total	1,911	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	1,235	64.69
Yes, to retire	87	4.56
Yes, to take another job within the Federal Government	294	15.40
Yes, to take another job outside the Federal Government	170	8.91
Yes, other	123	6.44
Total	1,909	100.00

I am planning to retire:	N	%
Within one year	51	2.70
Between one and three years	136	7.19
Between three and five years	160	8.46
Five or more years	1,545	81.66
Total	1,892	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015
Percentages for demographic questions are unweighted.

Sample or Census: Census
Number of surveys completed: 2,004
Number of surveys administered: 3,543
Response Rate: 56.6%

**U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT
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Self-Identify as:	N	%
Heterosexual or Straight	1,504	83.00
Gay, Lesbian, Bisexual, or Transgender	104	5.74
I prefer not to say	204	11.26
Total	1,812	100.00

What is your US military service status?	N	%
No Prior Military Service	1,648	87.15
Currently in National Guard or Reserves	23	1.22
Retired	62	3.28
Separated or Discharged	158	8.36
Total	1,891	100.00

Are you an individual with a disability?	N	%
Yes	133	7.00
No	1,766	93.00
Total	1,899	100.00

What is your age group?	N	%
25 and under	12	0.60
26-29	49	2.45
30-39	613	30.59
40-49	595	29.69
50-59	509	25.40
60 or older	226	11.28
Total	2,004	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015
Percentages for demographic questions are unweighted.

Sample or Census: Census
Number of surveys completed: 2,004
Number of surveys administered: 3,543
Response Rate: 56.6%