

2016 FEVS Results for NSF
The 2016 NSF FEVS response rate was 74% (854/1,152)
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Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	77.7%	34.4%	43.3%	10.6%	6.7%	5.1%	11.8%	295	369	90	57	40	851	N/A
Agree-disagree	2	I have enough information to do my job well.	78.1%	30.4%	47.7%	10.5%	9.1%	2.4%	11.4%	258	402	88	76	20	844	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	73.3%	36.3%	37.0%	12.6%	9.2%	4.9%	14.1%	307	312	107	79	40	845	N/A
Agree-disagree	4	*My work gives me a feeling of personal accomplishment.	79.8%	40.8%	39.0%	12.3%	4.1%	3.8%	7.9%	351	330	102	37	31	851	N/A
Agree-disagree	5	*I like the kind of work I do.	84.2%	43.9%	40.3%	10.9%	3.2%	1.7%	4.9%	373	337	90	28	14	842	N/A
Agree-disagree	6	I know what is expected of me on the job.	81.2%	38.7%	42.6%	10.7%	5.0%	3.2%	8.1%	328	365	86	42	27	848	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	97.2%	74.4%	22.8%	2.1%	0.3%	0.4%	0.8%	628	193	16	3	4	844	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	92.6%	58.5%	34.2%	6.5%	0.5%	0.3%	0.8%	491	291	54	5	3	844	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	56.0%	17.6%	38.5%	13.6%	21.4%	8.9%	30.3%	148	327	116	181	77	849	3
Agree-disagree	10	*My workload is reasonable.	50.2%	13.1%	37.1%	16.5%	21.5%	11.9%	33.3%	113	312	137	181	100	843	1
Agree-disagree	11	*My talents are used well in the workplace.	61.3%	23.9%	37.5%	14.5%	15.4%	8.8%	24.2%	197	317	119	124	69	826	2
Agree-disagree	12	*I know how my work relates to the agency's goals and priorities.	90.4%	48.9%	41.5%	5.4%	3.1%	1.1%	4.2%	415	351	47	25	10	848	0
Agree-disagree	13	*The work I do is important.	90.6%	56.6%	34.0%	7.2%	1.2%	0.9%	2.2%	475	288	59	11	9	842	0
Agree-disagree	14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	77.8%	36.1%	41.7%	11.4%	8.5%	2.3%	10.8%	305	356	98	71	20	850	0
Agree-disagree	15	*My performance appraisal is a fair reflection of my performance.	79.5%	45.3%	34.2%	8.2%	5.0%	7.3%	12.3%	386	291	69	41	59	846	4
Agree-disagree	16	I am held accountable for achieving results.	84.5%	43.1%	41.4%	10.7%	3.1%	1.8%	4.8%	362	351	89	26	14	842	4
Agree-disagree	17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	65.4%	34.9%	30.5%	15.4%	10.2%	9.0%	19.2%	277	242	120	77	69	785	63
Agree-disagree	18	*My training needs are assessed.	55.6%	23.4%	32.3%	23.6%	12.9%	7.9%	20.8%	195	274	199	109	63	840	10
Agree-disagree	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).	75.2%	41.6%	33.6%	11.2%	7.8%	5.9%	13.7%	348	281	93	65	48	835	18
Agree-disagree	20	*The people I work with cooperate to get the job done.	81.6%	37.2%	44.5%	10.8%	6.0%	1.6%	7.6%	319	381	89	49	14	852	N/A
Agree-disagree	21	*My work unit is able to recruit people with the right skills.	60.6%	18.2%	42.4%	19.7%	13.9%	5.8%	19.7%	152	360	163	114	49	838	15
Agree-disagree	22	*Promotions in my work unit are based on merit.	46.0%	17.1%	28.9%	25.1%	15.2%	13.8%	29.0%	131	229	192	118	106	776	74
Agree-disagree	23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.4%	11.3%	23.2%	26.5%	21.4%	17.7%	39.1%	83	181	197	157	130	748	100
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	39.5%	11.9%	27.6%	24.7%	20.6%	15.2%	35.8%	92	220	186	162	118	778	72
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	46.2%	15.3%	30.9%	24.3%	17.4%	12.1%	29.5%	116	241	184	132	93	766	77

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Agree-disagree	26	Employees in my work unit share job knowledge with each other.	77.7%	31.3%	46.4%	11.6%	7.1%	3.6%	10.7%	265	400	96	57	30	848	0
Agree-disagree	27	The skill level in my work unit has improved in the past year.	58.0%	24.2%	33.8%	27.2%	10.0%	4.8%	14.8%	196	276	216	78	37	803	48
Good-poor	28	How would you rate the overall quality of work done by your work unit?	90.9%	58.5%	32.4%	8.3%	0.2%	0.7%	0.9%	500	273	70	1	6	850	N/A
Agree-disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	78.5%	24.3%	54.2%	12.9%	7.0%	1.5%	8.6%	201	451	102	57	14	825	17
Agree-disagree	30	*Employees have a feeling of personal empowerment with respect to work processes.	54.9%	17.2%	37.8%	22.7%	15.6%	6.8%	22.4%	139	318	185	127	54	823	19
Agree-disagree	31	Employees are recognized for providing high quality products and services.	56.1%	20.5%	35.6%	23.8%	13.8%	6.3%	20.1%	165	296	192	112	50	815	24
Agree-disagree	32	*Creativity and innovation are rewarded.	52.8%	20.0%	32.8%	25.0%	14.5%	7.7%	22.2%	158	269	202	118	61	808	34
Agree-disagree	33	*Pay raises depend on how well employees perform their jobs.	34.3%	11.6%	22.7%	27.8%	21.3%	16.6%	37.9%	84	172	208	164	124	752	89
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	65.0%	23.9%	41.1%	21.7%	7.1%	6.2%	13.3%	191	337	176	57	48	809	32
Agree-disagree	35	*Employees are protected from health and safety hazards on the job.	84.9%	36.5%	48.4%	11.5%	2.0%	1.6%	3.6%	298	397	92	16	13	816	24
Agree-disagree	36	*My organization has prepared employees for potential security threats.	75.0%	27.2%	47.8%	16.6%	6.9%	1.5%	8.4%	221	395	139	56	13	824	13
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	58.7%	26.5%	32.3%	19.0%	10.6%	11.6%	22.3%	209	257	148	83	86	783	55
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.	68.9%	33.6%	35.2%	16.1%	7.8%	7.3%	15.1%	258	275	118	56	53	760	79
Agree-disagree	39	My agency is successful at accomplishing its mission.	88.2%	40.6%	47.6%	9.3%	1.7%	0.8%	2.5%	338	400	73	14	7	832	9
Agree-disagree	40	I recommend my organization as a good place to work.	74.8%	35.5%	39.3%	14.1%	7.3%	3.8%	11.1%	305	334	112	62	29	842	N/A
Agree-disagree	41	I believe the results of this survey will be used to make my agency a better place to work.	53.5%	22.5%	31.0%	23.2%	12.6%	10.7%	23.3%	179	243	184	98	85	789	57
Agree-disagree	42	*My supervisor supports my need to balance work and other life issues.	84.3%	53.3%	30.9%	8.6%	3.8%	3.4%	7.1%	452	259	70	32	27	840	5
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	74.4%	44.7%	29.8%	12.7%	7.2%	5.7%	12.8%	381	250	106	60	45	842	2
Agree-disagree	44	*Discussions with my supervisor about my performance are worthwhile.	72.7%	39.6%	33.1%	12.4%	7.3%	7.5%	14.8%	336	275	103	60	60	834	4
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	74.5%	43.0%	31.5%	16.7%	3.7%	5.1%	8.9%	341	250	130	27	38	786	56
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	67.9%	34.2%	33.7%	17.1%	8.9%	6.1%	15.0%	290	282	145	73	49	839	2
Agree-disagree	47	*Supervisors in my work unit support employee development.	77.4%	41.8%	35.6%	13.3%	4.5%	4.8%	9.3%	353	295	107	38	39	832	9
Agree-disagree	48	My supervisor listens to what I have to say.	81.3%	48.9%	32.3%	8.3%	6.7%	3.7%	10.4%	418	271	71	54	31	845	N/A

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Agree-disagree	49	My supervisor treats me with respect.	85.5%	54.1%	31.4%	6.5%	4.2%	3.8%	8.0%	461	260	54	36	31	842	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	90.3%	53.2%	37.2%	4.5%	3.1%	2.0%	5.2%	453	312	38	24	16	843	N/A
Agree-disagree	51	*I have trust and confidence in my supervisor.	71.8%	43.8%	28.0%	14.9%	6.4%	7.0%	13.3%	372	235	123	51	58	839	N/A
Good-poor	52	*Overall, how good a job do you feel is being done by your immediate supervisor?	78.4%	53.9%	24.6%	13.5%	3.3%	4.8%	8.1%	459	207	110	27	39	842	N/A
Agree-disagree	53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	49.2%	19.0%	30.2%	23.0%	17.6%	10.3%	27.9%	155	255	193	146	85	834	8
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	64.1%	25.7%	38.4%	18.6%	8.2%	9.2%	17.4%	204	309	145	63	72	793	44
Agree-disagree	55	*Supervisors work well with employees of different backgrounds.	65.9%	26.0%	39.9%	19.4%	8.9%	5.8%	14.7%	201	319	148	70	42	780	53
Agree-disagree	56	*Managers communicate the goals and priorities of the organization.	65.4%	24.0%	41.4%	17.8%	10.1%	6.8%	16.8%	193	349	146	82	55	825	11
Agree-disagree	57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	66.0%	23.8%	42.3%	20.2%	8.1%	5.7%	13.8%	183	338	156	64	44	785	48
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	59.5%	22.4%	37.1%	21.0%	12.3%	7.2%	19.5%	178	309	172	103	58	820	17
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	67.9%	25.4%	42.5%	18.3%	9.2%	4.6%	13.8%	204	352	148	76	37	817	18
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	67.1%	35.7%	31.4%	17.7%	7.9%	7.3%	15.2%	291	255	145	66	59	816	22
Agree-disagree	61	*I have a high level of respect for my organization's senior leaders.	61.4%	26.0%	35.4%	20.3%	9.3%	9.0%	18.3%	214	298	168	79	72	831	6
Agree-disagree	62	Senior leaders demonstrate support for Work/Life programs.	69.7%	32.2%	37.6%	16.8%	7.8%	5.7%	13.5%	254	303	133	60	45	795	42
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	61.9%	24.8%	37.2%	18.6%	14.5%	4.9%	19.5%	210	311	157	122	40	840	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	60.8%	21.1%	39.7%	18.2%	15.2%	5.8%	21.0%	175	332	152	130	47	836	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	61.2%	25.1%	36.2%	18.9%	11.0%	8.9%	19.9%	210	309	156	91	71	837	N/A
Satisfied-dissatisfied	66	*How satisfied are you with the policies and practices of your senior leaders?	52.4%	17.0%	35.4%	24.8%	14.7%	8.0%	22.7%	141	299	208	124	66	838	N/A
Satisfied-dissatisfied	67	*How satisfied are you with your opportunity to get a better job in your organization?	38.9%	15.2%	23.8%	28.7%	17.5%	14.8%	32.4%	128	201	243	144	122	838	N/A
Satisfied-dissatisfied	68	*How satisfied are you with the training you receive for your present job?	63.5%	24.6%	38.9%	24.3%	8.9%	3.3%	12.2%	208	328	203	71	28	838	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	72.5%	31.4%	41.1%	14.2%	8.5%	4.8%	13.3%	264	347	116	72	37	836	N/A
Satisfied-dissatisfied	70	*Considering everything, how satisfied are you with your pay?	64.0%	24.4%	39.6%	16.9%	12.4%	6.7%	19.1%	205	339	137	103	55	839	N/A
Satisfied-dissatisfied	71	Considering everything, how satisfied are you with your organization?	70.7%	28.2%	42.5%	15.3%	8.6%	5.4%	14.0%	238	361	126	73	42	840	N/A

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Satisfied-dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? - Telework <small>* = AES Required Item</small>	83.1%	44.0%	39.1%	9.1%	6.0%	1.8%	7.8%	310	279	65	43	13	710	14
Satisfied-dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? - Alternative Work Schedules (AWS)	90.3%	52.8%	37.6%	6.6%	0.9%	2.3%	3.1%	59	42	6	1	3	111	9
Satisfied-dissatisfied	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)	89.5%	36.9%	52.6%	9.3%	1.0%	0.3%	1.3%	97	139	24	3	1	264	15
Satisfied-dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? - Employee Assistance Program (EAP)	80.4%	37.1%	43.3%	16.4%	2.2%	1.0%	3.2%	30	36	14	2	1	83	17
Satisfied-dissatisfied	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)	58.9%	41.5%	17.4%	25.9%	3.9%	11.3%	15.2%	12	6	7	1	4	30	18
Satisfied-dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? - Elder Care Programs (for example, support groups, speakers)	73.7%	34.3%	39.5%	21.7%	0.0%	4.6%	4.6%	5	8	3	0	1	17	12

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2016 FEVS Demographics for NSF

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Where do you work?	N	%
Headquarters	820	98.6%
Field	12	1.4%
Total	832	100.0%

*What is your supervisory status?	N	%
Non-Supervisor	535	64.7%
Team Leader	141	17.1%
Supervisor	91	11.0%
Manager	20	2.4%
Senior Leader	40	4.8%
Total	827	100.0%

*Are you:	N	%
Male	314	39.3%
Female	485	60.7%
Total	799	100.0%

*Are you Hispanic or Latino?	N	%
Yes	42	5.3%
No	752	94.7%
Total	794	100.0%

*Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	1	0.1%
Asian	48	6.3%
Black or African American	187	24.6%
Native Hawaiian or Other Pacific Islander	1	0.1%
White	493	64.8%
Two or more races	31	4.1%
Total	761	100.0%

What is the highest degree or level of education you have completed?	N	%
Less than High School	1	0.1%
High School Diploma/GED or equivalent	18	2.2%
Trade or Technical Certificate	8	1.0%
Some College (no degree)	89	11.1%
Associate's Degree (e.g., AA, AS)	35	4.4%
Bachelor's Degree (e.g., BA, BS)	185	23.0%
Master's Degree (e.g., MA, MS, MBA)	202	25.1%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	267	33.2%
Total	805	100.0%

Percentages for demographic questions are unweighted.

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What is your pay category/grade?	N	%
Federal Wage System	3	0.4%
GS 1-6	8	1.0%
GS 7-12	197	24.2%
GS 13-15	349	42.8%
Senior Executive Service	56	6.9%
Senior Level (SL) or Scientific or Professional (ST)	45	5.5%
Other	157	19.3%
Total	815	100.0%

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	10	1.2%
1 to 3 years	61	7.4%
4 to 5 years	61	7.4%
6 to 10 years	176	21.4%
11 to 14 years	134	16.3%
15 to 20 years	115	14.0%
More than 20 years	264	32.2%
Total	821	100.0%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	25	3.1%
1 to 3 years	125	15.5%
4 to 5 years	88	10.9%
6 to 10 years	206	25.5%
11 to 20 years	203	25.2%
More than 20 years	160	19.8%
Total	807	100.0%

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	539	66.9%
Yes, to retire	39	4.8%
Yes, to take another job within the Federal Government	151	18.7%
Yes, to take another job outside the Federal Government	34	4.2%
Yes, other	43	5.3%
Total	806	100.0%

I am planning to retire:	N	%
Within one year	28	3.5%
Between one and three years	85	10.6%
Between three and five years	89	11.1%
Five or more years	602	74.9%
Total	804	100.0%

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Self-Identify as:	N	%
Heterosexual or Straight	627	81.9%
Gay, Lesbian, Bisexual, or Transgender	27	3.5%
I prefer not to say	112	14.6%
Total	766	100.0%

What is your US military service status?	N	%
No Prior Military Service	693	87.3%
Currently in National Guard or Reserves	6	0.8%
Retired	31	3.9%
Separated or Discharged	64	8.1%
Total	794	100.0%

Are you an individual with a disability?	N	%
Yes	67	8.4%
No	734	91.6%
Total	801	100.0%

What is your age group?	N	%
25 and under	11	1.3%
26-29	38	4.5%
30-39	119	13.9%
40-49	211	24.7%
50-59	273	32.0%
60 or older	202	23.7%
Total	854	100.0%

Percentages for demographic questions are unweighted.

* AES prescribed items