

2019 Federal Employee Viewpoint Survey Results for the National Science Foundation

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.	80.8%	41.8%	39.0%	9.4%	5.8%	4.1%	9.9%	357	340	82	49	31	859	N/A
Agree-disagree	2	I have enough information to do my job well.	81.6%	35.8%	45.8%	9.3%	6.0%	3.1%	9.1%	307	397	77	52	25	858	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	75.5%	40.7%	34.8%	11.5%	7.4%	5.6%	12.9%	355	301	98	62	43	859	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	81.2%	45.9%	35.3%	10.4%	4.5%	3.9%	8.4%	393	306	89	40	31	859	N/A
Agree-disagree	5	I like the kind of work I do.	86.6%	48.7%	37.8%	8.3%	3.1%	2.0%	5.2%	417	329	69	29	16	860	N/A
Agree-disagree	6	I know what is expected of me on the job.	85.1%	46.4%	38.7%	7.4%	5.1%	2.5%	7.6%	398	334	62	43	20	857	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	97.5%	75.1%	22.4%	1.3%	0.2%	1.0%	1.2%	651	190	11	2	7	861	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	93.0%	59.7%	33.3%	5.4%	0.6%	1.0%	1.6%	513	290	47	5	7	862	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	58.8%	23.8%	34.9%	14.5%	17.6%	9.1%	26.7%	200	300	126	153	78	857	1
Agree-disagree	10	*My workload is reasonable.	56.9%	18.8%	38.0%	13.6%	18.5%	11.1%	29.6%	158	329	115	161	95	858	1
Agree-disagree	11	*My talents are used well in the workplace.	65.8%	28.0%	37.8%	16.1%	10.6%	7.4%	18.0%	240	329	138	92	61	860	1
Agree-disagree	12	*I know how my work relates to the agency's goals.	90.8%	52.2%	38.5%	5.1%	2.5%	1.6%	4.1%	446	334	44	22	13	859	2
Agree-disagree	13	The work I do is important.	92.3%	60.3%	32.0%	4.6%	1.7%	1.5%	3.1%	517	276	40	15	12	860	2
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	79.2%	40.7%	38.4%	9.9%	6.4%	4.5%	11.0%	353	332	84	54	39	862	1
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	82.5%	50.0%	32.5%	6.9%	5.0%	5.7%	10.6%	434	282	59	43	46	864	1
Agree-disagree	16	I am held accountable for achieving results.	88.4%	47.4%	41.0%	7.9%	1.6%	2.1%	3.7%	405	356	66	13	17	857	2
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	72.7%	43.6%	29.1%	14.1%	5.8%	7.4%	13.2%	357	243	112	45	56	813	50
Agree-disagree	18	My training needs are assessed.	63.9%	28.1%	35.8%	19.1%	10.7%	6.3%	17.0%	239	306	166	94	50	855	6
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).	79.1%	46.6%	32.5%	7.9%	7.3%	5.7%	13.0%	397	277	67	63	47	851	14
Agree-disagree	20	*The people I work with cooperate to get the job done.	85.6%	45.1%	40.5%	7.2%	4.6%	2.6%	7.2%	396	346	60	39	20	861	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	62.8%	24.8%	38.0%	19.2%	12.6%	5.3%	18.0%	212	322	160	107	43	844	14
Agree-disagree	22	Promotions in my work unit are based on merit.	53.5%	22.7%	30.8%	24.1%	12.6%	9.8%	22.4%	177	240	187	99	72	775	82
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	39.1%	14.5%	24.6%	29.4%	18.2%	13.3%	31.5%	107	183	215	133	97	735	125
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	45.1%	14.1%	31.1%	25.5%	18.1%	11.3%	29.4%	108	239	195	140	85	767	89
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	51.0%	18.3%	32.7%	22.6%	15.9%	10.5%	26.4%	145	255	178	121	81	780	78
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	81.0%	35.7%	45.3%	9.4%	6.1%	3.6%	9.6%	313	385	77	50	29	854	3
Agree-disagree	27	The skill level in my work unit has improved in the past year.	59.3%	25.0%	34.3%	28.3%	8.0%	4.4%	12.4%	209	281	233	65	33	821	38
Good-poor	28	How would you rate the overall quality of work done by your work unit?	92.8%	64.8%	28.0%	5.5%	0.6%	1.0%	1.7%	558	238	47	6	8	857	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	87.7%	47.6%	40.1%	7.1%	3.6%	1.6%	5.2%	409	340	58	31	13	851	6
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	65.2%	21.7%	43.5%	18.1%	10.9%	5.7%	16.6%	181	362	150	90	43	826	25
Agree-disagree	31	Employees are recognized for providing high quality products and services.	65.4%	25.4%	39.9%	18.5%	10.0%	6.2%	16.2%	215	334	155	80	48	832	18
Agree-disagree	32	Creativity and innovation are rewarded.	59.4%	25.4%	34.0%	23.2%	11.1%	6.3%	17.4%	210	278	193	89	47	817	31
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	40.4%	15.5%	24.9%	28.1%	19.6%	11.9%	31.5%	111	181	203	142	87	724	122
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	69.3%	29.3%	40.0%	20.0%	5.0%	5.7%	10.7%	237	325	161	39	44	806	46

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Agree-disagree	35	Employees are protected from health and safety hazards on the job.	85.6%	44.2%	41.4%	9.6%	2.8%	2.0%	4.8%	367	343	76	23	16	825	28
Agree-disagree	36	My organization has prepared employees for potential security threats.	79.7%	32.8%	46.9%	12.6%	5.7%	2.0%	7.7%	274	391	106	47	16	834	15
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	67.9%	33.7%	34.1%	16.3%	8.2%	7.6%	15.8%	270	275	127	63	56	791	60
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.	78.4%	43.2%	35.1%	12.0%	4.3%	5.3%	9.6%	340	271	90	31	38	770	81
Agree-disagree	39	My agency is successful at accomplishing its mission.	92.4%	52.7%	39.6%	5.9%	0.8%	0.9%	1.7%	449	337	46	7	7	846	4
Agree-disagree	40	*I recommend my organization as a good place to work.	81.7%	48.6%	33.1%	12.2%	3.7%	2.4%	6.1%	422	280	100	31	19	852	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	54.4%	25.3%	29.1%	25.0%	11.8%	8.9%	20.6%	206	239	205	96	71	817	34
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	88.2%	58.4%	29.8%	5.3%	3.4%	3.2%	6.5%	500	252	43	29	24	848	2
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	77.9%	48.9%	29.1%	10.0%	7.0%	5.1%	12.1%	418	248	83	61	40	850	1
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	73.6%	44.7%	28.8%	12.6%	7.6%	6.2%	13.9%	380	244	103	66	50	843	4
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	79.3%	47.0%	32.3%	13.6%	3.0%	4.2%	7.1%	376	258	105	23	31	793	57
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	71.7%	38.6%	33.1%	13.7%	8.6%	6.0%	14.6%	329	278	116	75	48	846	3
Agree-disagree	47	Supervisors in my work unit support employee development.	81.6%	48.9%	32.7%	10.7%	4.2%	3.5%	7.7%	414	272	90	36	26	838	10
Agree-disagree	48	My supervisor listens to what I have to say.	84.3%	53.5%	30.8%	8.0%	5.3%	2.4%	7.7%	458	262	66	42	19	847	N/A
Agree-disagree	49	My supervisor treats me with respect.	86.7%	58.6%	28.1%	7.7%	2.8%	2.7%	5.5%	503	237	64	23	22	849	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	91.2%	57.0%	34.2%	4.4%	2.9%	1.5%	4.4%	487	289	35	24	12	847	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	75.5%	49.9%	25.7%	12.3%	7.5%	4.7%	12.1%	431	216	101	61	39	848	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	81.4%	56.0%	25.4%	12.0%	3.7%	2.9%	6.6%	476	214	101	31	23	845	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	60.5%	21.9%	38.6%	20.6%	10.8%	8.1%	18.9%	183	326	169	92	63	833	13
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	71.7%	32.1%	39.5%	15.3%	6.2%	6.7%	13.0%	261	318	120	48	50	797	49
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	73.3%	29.8%	43.5%	16.9%	5.4%	4.4%	9.8%	241	352	128	42	33	796	49
Agree-disagree	56	*Managers communicate the goals of the organization.	73.4%	27.4%	46.0%	14.5%	7.1%	4.9%	12.0%	231	386	122	59	38	836	8
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	73.6%	27.6%	46.0%	15.3%	6.6%	4.5%	11.1%	218	370	122	52	33	795	51
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	65.7%	23.8%	41.9%	15.9%	11.1%	7.3%	18.4%	194	348	130	94	58	824	19
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	70.6%	29.4%	41.3%	16.9%	7.3%	5.2%	12.5%	242	345	141	62	41	831	11
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	73.7%	39.3%	34.3%	15.8%	5.2%	5.3%	10.5%	324	284	130	42	42	822	22
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	69.1%	32.9%	36.2%	18.1%	7.0%	5.7%	12.8%	278	306	151	59	46	840	4
Agree-disagree	62	Senior leaders demonstrate support for Work-Life programs.	77.5%	37.7%	39.9%	10.9%	6.8%	4.8%	11.6%	303	322	88	56	37	806	37
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	66.0%	27.7%	38.3%	16.5%	13.4%	4.1%	17.5%	232	325	140	110	34	841	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	64.5%	23.5%	40.9%	17.0%	13.1%	5.5%	18.6%	199	344	140	111	46	840	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	64.5%	28.0%	36.5%	17.8%	12.2%	5.5%	17.7%	239	306	151	100	44	840	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	58.4%	19.7%	38.8%	24.7%	11.8%	5.1%	16.9%	169	327	205	97	43	841	N/A

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Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	42.0%	17.6%	24.4%	32.0%	15.7%	10.3%	26.0%	151	201	269	131	85	837	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	70.7%	28.7%	42.0%	19.8%	6.7%	2.8%	9.5%	242	358	164	56	22	842	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	76.5%	36.4%	40.1%	12.4%	8.0%	3.1%	11.1%	308	341	101	66	26	842	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	69.7%	28.8%	40.9%	13.1%	12.4%	4.7%	17.1%	247	344	111	102	38	842	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	75.4%	32.5%	42.9%	14.1%	7.4%	3.1%	10.5%	274	364	115	61	25	839	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'
The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.