

2020 AES Report for NSF

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 N
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	85.5%	46.7%	38.7%	10.8%	2.0%	1.8%	3.8%	427	361	99	19	16	922	N/A
Agree-disagree	2	I feel encouraged to come up with new and better ways of doing things.	81.6%	45.9%	35.7%	10.5%	4.8%	3.1%	7.9%	423	331	95	44	27	920	N/A
Agree-disagree	3	My work gives me a feeling of personal accomplishment.	85.7%	46.7%	39.0%	8.8%	3.5%	2.0%	5.5%	429	362	80	34	18	923	N/A
Agree-disagree	4	I know what is expected of me on the job.	88.9%	48.5%	40.4%	6.1%	3.1%	1.9%	5.0%	442	375	57	29	17	920	N/A
Agree-disagree	5	*My workload is reasonable.	58.4%	17.8%	40.6%	14.6%	17.5%	9.6%	27.0%	163	378	133	158	89	921	2
Agree-disagree	6	*My talents are used well in the workplace.	71.6%	29.4%	42.2%	15.3%	8.2%	4.8%	13.1%	267	384	139	77	43	910	1
Agree-disagree	7	*I know how my work relates to the agency's goals.	94.4%	54.7%	39.8%	4.1%	0.7%	0.8%	1.5%	503	366	38	7	7	921	0
Agree-disagree	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	73.7%	42.9%	30.8%	15.2%	5.2%	5.8%	11.1%	380	275	129	46	48	878	42
Agree-disagree	9	*The people I work with cooperate to get the job done.	91.1%	55.4%	35.7%	5.2%	2.5%	1.2%	3.7%	514	329	46	23	11	923	N/A
Agree-disagree	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	47.9%	15.8%	32.1%	28.9%	13.7%	9.5%	23.2%	121	246	215	107	70	759	164
Agree-disagree	12	*In my work unit, differences in performance are recognized in a meaningful way.	63.1%	21.9%	41.2%	20.5%	11.6%	4.9%	16.4%	180	346	171	99	37	833	90
Agree-disagree	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	89.0%	45.2%	43.8%	6.4%	3.0%	1.6%	4.6%	418	403	55	28	14	918	7
Agree-disagree	14	Employees are recognized for providing high quality products and services.	82.2%	36.2%	46.0%	9.4%	5.2%	3.2%	8.4%	331	425	87	46	28	917	5
Agree-disagree	15	Employees are protected from health and safety hazards on the job.	94.1%	60.9%	33.3%	4.0%	0.9%	1.0%	1.9%	560	303	37	8	8	916	6
Agree-disagree	16	My agency is successful at accomplishing its mission.	95.6%	64.9%	30.7%	3.3%	0.8%	0.3%	1.1%	597	282	28	8	3	918	5
Agree-disagree	17	*I recommend my organization as a good place to work.	86.5%	53.7%	32.8%	9.5%	2.9%	1.2%	4.0%	503	301	85	26	10	925	N/A
Agree-disagree	18	*I believe the results of this survey will be used to make my agency a better place to work.	64.9%	30.8%	34.1%	20.1%	10.1%	4.9%	15.0%	267	302	175	89	43	876	50
Agree-disagree	19	My supervisor supports my need to balance work and other life issues.	91.1%	63.1%	28.0%	5.8%	1.3%	1.8%	3.1%	585	260	51	13	17	926	0
Agree-disagree	20	My supervisor is committed to a workforce representative of all segments of society.	86.7%	57.0%	29.7%	8.6%	2.7%	1.9%	4.7%	513	265	75	24	16	893	31
Agree-disagree	21	Supervisors in my work unit support employee development.	89.9%	59.7%	30.2%	6.1%	1.9%	2.1%	4.0%	551	279	56	18	18	922	3
Agree-disagree	22	My supervisor listens to what I have to say.	86.3%	60.3%	26.0%	7.9%	3.9%	1.9%	5.8%	558	242	70	34	18	922	N/A
Agree-disagree	23	My supervisor treats me with respect.	89.3%	66.5%	22.7%	6.5%	1.9%	2.4%	4.3%	614	210	60	16	21	921	N/A
Agree-disagree	24	I have trust and confidence in my supervisor.	80.9%	55.4%	25.5%	11.3%	3.9%	4.0%	7.9%	515	234	103	35	35	922	N/A
Good-poor	25	Overall, how good a job do you feel is being done by your immediate supervisor?	86.2%	61.9%	24.4%	8.7%	2.9%	2.2%	5.0%	577	223	81	25	19	925	N/A

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Agree-disagree	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	71.2%	29.8%	41.4%	17.2%	8.7%	2.9%	11.6%	271	382	157	78	25	913	10
Agree-disagree	27	My organization's senior leaders maintain high standards of honesty and integrity.	77.8%	40.9%	36.9%	13.7%	5.2%	3.3%	8.5%	368	328	119	44	27	886	36
Agree-disagree	28	*Managers communicate the goals of the organization.	79.3%	34.4%	45.0%	12.6%	4.9%	3.1%	8.0%	314	411	117	46	27	915	7
Agree-disagree	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	71.4%	31.3%	40.1%	16.2%	8.2%	4.2%	12.4%	287	365	151	76	37	916	7
Good-poor	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	78.2%	47.0%	31.1%	14.4%	4.4%	3.1%	7.5%	425	282	128	37	27	899	22
Agree-disagree	31	I have a high level of respect for my organization's senior leaders.	78.5%	41.4%	37.1%	13.8%	5.5%	2.2%	7.7%	381	343	127	48	19	918	3
Agree-disagree	32	Senior leaders demonstrate support for Work-Life programs.	86.7%	53.6%	33.0%	10.1%	2.3%	1.0%	3.3%	485	298	93	21	8	905	17
Satisfied-dissatisfied	33	*How satisfied are you with your involvement in decisions that affect your work?	72.4%	31.1%	41.3%	14.8%	9.6%	3.2%	12.8%	284	379	137	88	29	917	N/A
Satisfied-dissatisfied	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	72.6%	31.4%	41.1%	14.4%	10.8%	2.2%	13.1%	286	377	132	99	20	914	N/A
Satisfied-dissatisfied	35	*How satisfied are you with the recognition you receive for doing a good job?	75.6%	37.2%	38.4%	15.3%	5.6%	3.4%	9.0%	339	353	140	51	31	914	N/A
Satisfied-dissatisfied	36	*Considering everything, how satisfied are you with your job?	82.1%	41.9%	40.2%	11.3%	5.0%	1.6%	6.7%	382	368	102	47	15	914	N/A
Satisfied-dissatisfied	37	Considering everything, how satisfied are you with your pay?	77.3%	36.7%	40.6%	11.3%	8.7%	2.7%	11.4%	336	374	103	78	24	915	N/A
Satisfied-dissatisfied	38	*Considering everything, how satisfied are you with your organization?	83.6%	41.7%	42.0%	10.4%	4.3%	1.7%	6.0%	384	385	94	39	14	916	N/A

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

** Unweighted count of responses excluding "Do Not Know"

The Dashboard only includes items 1-38, excluding item 11. Item 11 is new, test item for OPM in 2020

Percentages are weighted to represent the Agency's population.

When responding to the Core OPM FEVS questions 1 through 38, respondents were asked to share their work experiences since the last OPM FEVS administration (June 2019).

Source: 2020 OPM Federal Employee Viewpoint Survey