

FedView 2006 to 2008 to 2010 Comparison

Question	FHCS 2006	FHCS 2008	FEVS 2010	2006/2008	2008/2010
(1) I am given a real opportunity to improve my skills in my organization.	72.40%	77.20%	80.50%		
(2) I have enough information to do my job well.	83.40%	88.10%	87.60%		
(3) I feel encouraged to come up with new and better ways of doing things.	68.00%	73.00%	84.40%		
(4) My work gives me a feeling of personal accomplishment.	74.80%	78.60%	87.20%		
(5) I like the kind of work I do.	79.50%	86.30%	86.50%		
(6) I know what is expected of me on the job.	No Data	No Data	89.50%		
(7) When needed I am willing to put in the extra effort to get a job done.	No Data	No Data	99.00%		
(8) I am constantly looking for ways to do my job better.	No Data	No Data	93.90%		
(9) I have sufficient resources (for example, people, materials, budget) to get my job done.	84.50%	79.40%	77.10%		
(10) My workload is reasonable.	86.30%	84.90%	84.20%		
(11) My talents are used well in the workplace.	69.10%	68.20%	76.60%		
(12) I know how my work relates to the agency's goals and priorities.	88.20%	83.80%	93.00%		
(13) The work I do is important.	86.20%	87.00%	89.70%		

(14) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	88.40%	88.50%	92.30%		
(15) My performance appraisal is a fair reflection of my performance.	82.70%	83.00%	85.10%		
(16) I am held accountable for achieving results.	84.90%	87.30%	90.30%		
(17) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69.60%	63.80%	74.20%		
(18) My training needs are assessed.	46.40%	63.70%	67.70%		
(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).	No Data	79.60%	84.60%		
(20) The people I work with cooperate to get the job done.	89.20%	95.70%	90.00%		
(21) My work unit is able to recruit people with the right skills.	80.10%	80.10%	86.50%		
(22) Promotions in my work unit are based on merit.	57.40%	57.50%	66.80%		
(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	43.60%	46.20%	52.40%		
(24) In my work unit, differences in performance are recognized in a meaningful way.	54.60%	52.50%	58.50%		
(25) Awards in my work unit depend on how well employees perform their jobs.	57.10%	66.20%	63.30%		

(26) Employees in my work unit share job knowledge with each other.	86.60%	84.40%	86.70%		
(27) The skill level in my work unit has improved in the past year.	75.80%	71.20%	75.90%		
(28) How would you rate the overall quality of work done by your work unit?	93.60%	92.60%	95.10%		
(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	89.30%	87.10%	91.20%		
(30) Employees have a feeling of personal empowerment with respect to work processes.	63.40%	59.30%	73.50%		
(31) Employees are recognized for providing high quality products and services.	No Data	No Data	79.90%		
(32) Creativity and innovation are rewarded.	56.10%	60.50%	68.70%		
(33) Pay raises depend on how well employees perform their jobs.	47.90%	56.80%	54.00%		
(34) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	62.70%	67.50%	68.80%		
(35) Employees are protected from health and safety hazards on the job.	94.20%	90.00%	93.20%		
(36) My organization has prepared employees for potential security threats.	83.40%	87.70%	92.20%		

(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	66.80%	69.10%	77.30%		
(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.	76.10%	77.70%	82.00%		
(39) My agency is successful at accomplishing its mission.	No Data	No Data	93.50%		
(40) I recommend my organization as a good place to work.	77.20%	83.10%	90.80%		
(41) I believe the results of this survey will be used to make my agency a better place to work.	No Data	No Data	73.80%		
(42) My supervisor supports my need to balance work and other life issues.	90.80%	94.70%	95.90%		
(43) My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	No Data	No Data	85.50%		
(44) Discussions with my supervisor/team leader about my performance are worthwhile.	79.20%	77.10%	83.70%		
(45) My supervisor/team leader is committed to a workforce representative of all segments of society.	No Data	No Data	86.20%		
(46) My supervisor/team leader provides me with constructive suggestions to improve my job performance.	No Data	No Data	83.70%		

(47) Supervisors/team leaders in my work unit support employee development.	82.00%	82.10%	89.40%		
(48) My supervisor/team leader listens to what I have to say.	No Data	No Data	88.70%		
(49) My supervisor/team leader treats me with respect.	No Data	No Data	90.80%		
(50) In the last six months, my supervisor/team leader has talked with me about my performance.	No Data	No Data	91.10%		
(51) I have trust and confidence in my supervisor.	80.60%	82.00%	83.30%		
(52) Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	82.00%	85.80%	89.70%		
(53) In my organization, leaders generate high levels of motivation and commitment in the workforce.	68.00%	67.70%	72.90%		
(54) My organization's leaders maintain high standards of honesty and integrity.	82.00%	78.00%	76.70%		
(55) Managers/supervisors/team leaders work well with employees of different backgrounds.	89.10%	85.80%	83.70%		
(56) Managers communicate the goals and priorities of the organization.	72.70%	71.00%	79.50%		
(57) Managers review and evaluate the organization's progress toward meeting its goals and objectives.	68.30%	71.60%	80.20%		
(58) Managers promote communication among different work units (for example, about projects, goals, needed resources).	69.00%	69.90%	82.20%		

(59) Managers support collaboration across work units to accomplish work objectives.	No Data	No Data	80.00%		
(60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	No Data	No Data	84.50%		
(61) I have a high level of respect for my organization's senior leaders.	77.60%	76.10%	81.60%		
(62) Senior leaders demonstrate support for Work/Life programs.	No Data	No Data	91.60%		
(63) How satisfied are you with your involvement in decisions that affect your work?	71.70%	71.70%	78.10%		
(64) How satisfied are you with the information you receive from management on what's going on in your organization?	61.60%	63.00%	74.70%		
(65) How satisfied are you with the recognition you receive for doing a good job?	69.90%	77.00%	80.00%		
(66) How satisfied are you with the policies and practices of your senior leaders?	68.30%	64.70%	72.80%		
(67) How satisfied are you with your opportunity to get a better job in your organization?	35.60%	42.20%	50.00%		
(68) How satisfied are you with the training you receive for your present job?	62.70%	75.20%	71.80%		
(69) Considering everything, how satisfied are you with your job?	74.10%	81.70%	85.30%		

(70) Considering everything, how satisfied are you with your pay?	71.10%	75.50%	80.70%		
(71) Considering everything, how satisfied are you with your organization?	77.40%	77.80%	85.40%		
(73) How satisfied are you with the Telework program in your agency?	59.50%	70.50%	76.30%		
(74) How satisfied are you with the Alternative Work Schedules (AWS) program in your agency?	43.40%	36.10%	69.60%		
(75) How satisfied are you with the Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) in your agency?	No Data	No Data	60.60%		
(76) How satisfied are you with the Employee Assistance Program (EAP) in your agency?	No Data	No Data	55.10%		
(77) How satisfied are you with the Child Care Programs (for example, daycare, parenting classes, parenting support groups) in your agency?	No Data	No Data	10.40%		
(78) How satisfied are you with the Elder Care Programs (for example, support groups, speakers) in your agency?	No Data	No Data	13.00%		