

2018 Federal Employee Viewpoint Survey
FCC Results

The 2018 Federal Employee Viewpoint Survey was administered by the U.S. Office of Personnel Management (OPM) from May 8, 2018, through June 19, 2018. The survey was anonymous, web based, and offered to all permanent FCC employees on board as of October 31st, 2017. Of the 1,406 employees surveyed, 594, or 42.2%, chose to participate. Included in the survey were the 40 survey questions prescribed by OPM that must be asked of employees each year (identified with an asterisk).

When the FCC responses to the mandatory questions (excluding the demographic questions) are ranked by positive response, e.g., strongly agree and agree, or very satisfied and satisfied, the top five responses indicate that most employees feel: 1) that employees are willing to put in the extra effort to get the job done; 2) that the quality of the work done in work units is high; 3) that supervisors support the need to balance work and other life issues; 4) that supervisors treat employees with respect; 5) that employees are constantly looking for ways to do their jobs better. The bottom five responses indicate that few employees agree: 1) that pay raises depend on how well employees perform their jobs; 2) that employees have sufficient resources to get their jobs done; 3) that in their work units, steps are taken to deal with a poor performer who cannot or will not improve; 4) that differences in performance are recognized in a meaningful way; 5) that employee work units are able to recruit the right people with the right skills.

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	2018	1	*I am given a real opportunity to improve my skills in my organization.	70.3%	14.3%	15.4%	590	N/A
Agree-disagree	2018	2	I have enough information to do my job well.	71.4%	15.8%	12.7%	588	N/A

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Agree-disagree	2018	3	I feel encouraged to come up with new and better ways of doing things.	64.0%	18.7%	17.3%	590	N/A
Agree-disagree	2018	4	My work gives me a feeling of personal accomplishment.	71.1%	14.8%	14.2%	590	N/A
Agree-disagree	2018	5	I like the kind of work I do.	80.1%	13.5%	6.4%	591	N/A
Agree-disagree	2018	6	I know what is expected of me on the job.	81.2%	10.9%	7.9%	592	N/A
Agree-disagree	2018	7	When needed I am willing to put in the extra effort to get a job done.	96.6%	2.3%	1.1%	594	N/A
Agree-disagree	2018	8	I am constantly looking for ways to do my job better.	88.9%	9.1%	2.0%	592	N/A
Agree-disagree	2018	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	45.3%	18.7%	36.0%	586	4
Agree-disagree	2018	10	*My workload is reasonable.	67.1%	14.8%	18.1%	593	0

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Agree-disagree	2018	11	*My talents are used well in the workplace.	60.6%	17.3%	22.1%	586	0
Agree-disagree	2018	12	*I know how my work relates to the agency's goals.	82.8%	10.4%	6.8%	589	3
Agree-disagree	2018	13	The work I do is important.	84.7%	11.4%	3.9%	591	0
Agree-disagree	2018	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	78.8%	11.5%	9.7%	589	2
Agree-disagree	2018	15	My performance appraisal is a fair reflection of my performance.	79.3%	12.9%	7.8%	587	5
Agree-disagree	2018	16	I am held accountable for achieving results.	85.8%	10.1%	4.1%	587	6
Agree-disagree	2018	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69.2%	17.6%	13.2%	552	38

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Agree-disagree	2018	18	My training needs are assessed.	54.3%	25.0%	20.8%	583	9
Agree-disagree	2018	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).	69.5%	17.3%	13.2%	547	47
Agree-disagree	2018	20	*The people I work with cooperate to get the job done.	86.6%	8.0%	5.4%	592	N/A
Agree-disagree	2018	21	My work unit is able to recruit people with the right skills.	47.9%	21.7%	30.4%	569	24
Agree-disagree	2018	22	Promotions in my work unit are based on merit.	47.5%	25.7%	26.8%	537	53
Agree-disagree	2018	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	32.8%	34.3%	32.9%	497	96
Agree-disagree	2018	24	*In my work unit, differences in performance are recognized in a meaningful way.	38.1%	29.5%	32.4%	529	61

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Agree-disagree	2018	25	Awards in my work unit depend on how well employees perform their jobs.	47.9%	27.5%	24.6%	514	79
Agree-disagree	2018	26	Employees in my work unit share job knowledge with each other.	79.1%	12.0%	8.9%	591	3
Agree-disagree	2018	27	The skill level in my work unit has improved in the past year.	51.8%	32.8%	15.4%	553	34
Good-poor	2018	28	How would you rate the overall quality of work done by your work unit?	89.4%	8.5%	2.1%	592	N/A
Agree-disagree	2018	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	83.1%	9.8%	7.1%	584	9
Agree-disagree	2018	30	Employees have a feeling of personal empowerment with respect to work processes.	45.3%	25.7%	29.0%	567	14
Agree-disagree	2018	31	Employees are recognized for providing high quality products and services.	57.6%	22.9%	19.5%	569	11

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Agree-disagree	2018	32	Creativity and innovation are rewarded.	42.6%	30.6%	26.9%	550	23
Agree-disagree	2018	33	Pay raises depend on how well employees perform their jobs.	26.7%	32.5%	40.8%	515	66
Agree-disagree	2018	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	56.4%	29.2%	14.3%	513	69
Agree-disagree	2018	35	Employees are protected from health and safety hazards on the job.	82.9%	13.9%	3.2%	556	24
Agree-disagree	2018	36	My organization has prepared employees for potential security threats.	83.5%	10.9%	5.6%	576	4
Agree-disagree	2018	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	55.7%	23.2%	21.1%	535	47

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Agree-disagree	2018	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.	68.0%	21.0%	11.0%	525	57
Agree-disagree	2018	39	My agency is successful at accomplishing its mission.	69.2%	21.5%	9.4%	568	11
Agree-disagree	2018	40	*I recommend my organization as a good place to work.	69.2%	19.6%	11.2%	578	N/A
Agree-disagree	2018	41	*I believe the results of this survey will be used to make my agency a better place to work.	46.0%	28.8%	25.1%	530	50
Agree-disagree	2018	42	My supervisor supports my need to balance work and other life issues.	89.1%	7.6%	3.4%	580	1
Agree-disagree	2018	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	73.5%	13.7%	12.8%	577	1

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Agree-disagree	2018	44	Discussions with my supervisor about my performance are worthwhile.	72.5%	14.9%	12.5%	575	5
Agree-disagree	2018	45	My supervisor is committed to a workforce representative of all segments of society.	77.0%	16.6%	6.4%	526	53
Agree-disagree	2018	46	My supervisor provides me with constructive suggestions to improve my job performance.	69.1%	19.8%	11.1%	575	4
Agree-disagree	2018	47	Supervisors in my work unit support employee development.	74.9%	14.8%	10.3%	569	11
Agree-disagree	2018	48	My supervisor listens to what I have to say.	85.0%	8.2%	6.8%	578	N/A
Agree-disagree	2018	49	My supervisor treats me with respect.	88.9%	6.2%	4.9%	578	N/A
Agree-disagree	2018	50	In the last six months, my supervisor has talked with me about my performance.	85.1%	8.6%	6.3%	578	N/A
Agree-disagree	2018	51	I have trust and confidence in my supervisor.	79.1%	10.5%	10.4%	577	N/A

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Good-poor	2018	52	Overall, how good a job do you feel is being done by your immediate supervisor?	82.3%	11.0%	6.8%	574	N/A
Agree-disagree	2018	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	47.0%	25.6%	27.5%	564	10
Agree-disagree	2018	54	My organization's senior leaders maintain high standards of honesty and integrity.	54.8%	26.4%	18.7%	536	39
Agree-disagree	2018	55	Supervisors work well with employees of different backgrounds.	74.1%	16.9%	8.9%	540	32
Agree-disagree	2018	56	*Managers communicate the goals of the organization.	63.7%	18.6%	17.7%	561	12
Agree-disagree	2018	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	65.0%	21.5%	13.5%	517	56
Agree-disagree	2018	58	Managers promote communication among different work units (for	59.4%	21.4%	19.2%	551	22

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			example, about projects, goals, needed resources).					
Agree-disagree	2018	59	Managers support collaboration across work units to accomplish work objectives.	65.6%	19.5%	14.9%	545	24
Good-poor	2018	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	71.9%	16.7%	11.4%	545	26
Agree-disagree	2018	61	I have a high level of respect for my organization's senior leaders.	55.6%	26.9%	17.5%	562	5
Agree-disagree	2018	62	Senior leaders demonstrate support for Work/Life programs.	64.3%	24.8%	11.0%	515	57
Satisfied-dissatisfied	2018	63	*How satisfied are you with your involvement in decisions that affect your work?	56.8%	23.3%	19.8%	569	N/A
Satisfied-dissatisfied	2018	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	54.5%	22.4%	23.1%	570	N/A

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Satisfied-dissatisfied	2018	65	*How satisfied are you with the recognition you receive for doing a good job?	58.3%	22.4%	19.3%	571	N/A
Satisfied-dissatisfied	2018	66	How satisfied are you with the policies and practices of your senior leaders?	45.8%	31.0%	23.2%	573	N/A
Satisfied-dissatisfied	2018	67	How satisfied are you with your opportunity to get a better job in your organization?	42.4%	33.0%	24.6%	571	N/A
Satisfied-dissatisfied	2018	68	How satisfied are you with the training you receive for your present job?	58.3%	25.9%	15.8%	568	N/A
Satisfied-dissatisfied	2018	69	*Considering everything, how satisfied are you with your job?	69.0%	17.4%	13.6%	569	N/A
Satisfied-dissatisfied	2018	70	Considering everything, how satisfied are you with your pay?	61.6%	16.4%	22.0%	571	N/A

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Satisfied-dissatisfied	2018	71	*Considering everything, how satisfied are you with your organization?	63.1%	21.5%	15.4%	571	N/A