

The 2022 Federal Employee Viewpoint Survey was administered by the U.S. Office of Personnel Management (OPM) from June 6 – July 22, 2022. The survey was anonymous, web based, and offered to all permanent FCC employees on board as of October 31st, 2021. Of the 1381 employees surveyed, 526, or 38.1 percent chose to participate.

Per the authority cited in 5 U.S.C. 105; 5 U.S.C. 7101, each executive agency must conduct an annual survey of its employees to assess topics outlined in the National Defense Authorization Act for Fiscal Year 2004, Public Law 108– 136, sec. 1128, codified at 5 U.S.C. 7101. There are 16 prescribed survey questions that must be asked by each agency, which are indicated with asterisks (\*) in the table provided on the next page. In addition to the prescribed questions there are 72 additional questions and responses displayed in the table.

Please note Question-15 is not included in the table as its responses were different than the questions displayed in the table. Instead, Question-15 is displayed as a stand-alone entry following the table.

In summary, 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 employees feel: 1) Their work units contribute positively to the agency’s performance (Q20); 2) Employees in work units meet the needs of agency customers (Q19); 3) Their work contributes to the common good of the agency (Q89); 4) They are held accountable for the quality of work produced (Q11); 5) The agency has prepared employees for potential cybersecurity threats (Q41). The bottom five responses indicate employees are less inclined to agree: 1) Differences in work performance are recognized in a meaningful way (Q16); 2) Management involves employees in decisions affecting an employee’s work (Q64); 3) Senior leaders generate high levels of motivation and commitment in the workforce (Q55); 4) The survey results will be used to make the agency a better place to work (Q44); 5) When considering everything, how satisfied employees are with their pay (Q69).

Table begins on the following page.

Item	Item Text	Response Type	Percent Positive	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative	Item Response Total** N	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	73.1%	12.9%	14.0%	523	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	70.3%	16.3%	13.3%	512	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	77.3%	10.3%	12.4%	516	N/A
4	I know what is expected of me on the job.	Agree-disagree	84.9%	7.8%	7.3%	515	N/A
5	*My workload is reasonable.	Agree-disagree	71.6%	11.0%	17.5%	521	N/A
6	*My talents are used well in the workplace.	Agree-disagree	69.0%	15.0%	16.0%	519	N/A
7	*I know how my work relates to the agency's goals.	Agree-disagree	86.0%	8.2%	5.8%	522	N/A
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	73.2%	14.2%	12.7%	490	34
9	I have enough information to do my job well.	Agree-disagree	81.0%	10.6%	8.4%	524	N/A
10	I receive the training I need to do my job well.	Agree-disagree	72.9%	17.3%	9.8%	526	N/A

11	I am held accountable for the quality of work I produce.	Agree-disagree	92.0%	6.4%	1.6%	520	N/A
12	Continually changing work priorities make it hard for me to produce high quality work. <i>(Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean that continually changing work priorities do not make it hard for employees to produce high quality work.)</i>	Agree-disagree, negatively worded	41.0%	27.9%	31.1%	505	21
13	I have a clear idea of how well I am doing my job.	Agree-disagree	83.1%	9.9%	7.1%	524	N/A
14	*The people I work with cooperate to get the job done.	Agree-disagree	86.5%	7.7%	5.8%	524	N/A
16	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	49.0%	24.1%	27.0%	431	94
17	Employees in my work unit share job knowledge.	Agree-disagree	83.6%	10.7%	5.7%	520	6
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	85.3%	9.2%	5.6%	516	8
19	Employees in my work unit meet the needs of our customers.	Always-never	93.2%	5.8%	0.9%	487	31
20	Employees in my work unit contribute positively to my agency's performance.	Always-never	93.3%	5.5%	1.2%	492	19

21	Employees in my work unit produce high-quality work.	Always-never	90.5%	7.6%	1.9%	499	17
22	Employees in my work unit adapt to changing priorities.	Always-never	88.8%	8.7%	2.5%	490	23
23	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	Agree-disagree	68.8%	26.1%	5.1%	380	144
24	I can influence decisions in my work unit.	Agree-disagree	68.5%	17.0%	14.4%	524	N/A
25	I know what my work unit's goals are.	Agree-disagree	85.8%	8.2%	6.0%	524	N/A
26	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	56.5%	26.2%	17.3%	485	38
27	My work unit successfully manages disruptions to our work.	Agree-disagree	77.3%	14.5%	8.2%	500	23
28	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	67.9%	21.0%	11.1%	478	44
29	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	72.7%	16.7%	10.6%	476	40
30	Employees in my work unit approach change as an opportunity.	Agree-disagree	61.8%	26.9%	11.3%	469	47
31	Employees in my work unit consider customer needs a top priority.	Agree-disagree	79.0%	16.4%	4.5%	483	34
32	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	67.9%	24.9%	7.2%	471	46

33	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	78.4%	14.0%	7.6%	503	12
34	Employees in my work unit are typically under too much pressure to meet work goals. <i>(Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean employees are typically not pressured to meet work goals.)</i>	Agree-disagree, negatively worded	51.0%	27.0%	22.0%	470	39
35	Employees are recognized for providing high quality products and services.	Agree-disagree	64.5%	18.7%	16.8%	497	20
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	85.6%	10.2%	4.1%	491	26
37	My organization is successful at accomplishing its mission.	Agree-disagree	86.1%	7.5%	6.4%	506	12
38	I have a good understanding of my organization's priorities.	Agree-disagree	76.7%	13.7%	9.5%	516	N/A
39	My organization effectively adapts to changing government priorities.	Agree-disagree	78.5%	14.7%	6.7%	498	20
40	My organization has prepared me for potential physical security threats.	Agree-disagree	68.0%	19.4%	12.6%	493	23
41	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	91.0%	6.8%	2.1%	509	4

42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Agree-disagree	61.6%	19.2%	19.1%	455	60
43	*I recommend my organization as a good place to work.	Agree-disagree	73.8%	16.0%	10.2%	515	N/A
44	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	50.6%	25.4%	24.0%	459	57
45	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	79.9%	10.6%	9.5%	473	40
46	Supervisors in my work unit support employee development.	Agree-disagree	79.6%	10.2%	10.2%	505	9
47	My supervisor supports my need to balance work and other life issues.	Agree-disagree	88.4%	7.7%	3.9%	512	N/A
48	My supervisor listens to what I have to say.	Agree-disagree	86.2%	7.1%	6.7%	507	N/A
49	My supervisor treats me with respect.	Agree-disagree	88.2%	4.9%	6.9%	512	N/A
50	I have trust and confidence in my supervisor.	Agree-disagree	79.4%	10.3%	10.3%	507	N/A
51	My supervisor holds me accountable for achieving results.	Agree-disagree	90.6%	8.0%	1.4%	507	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	81.0%	11.6%	7.4%	512	N/A
53	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	74.2%	15.9%	9.9%	512	N/A

54	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	77.1%	12.5%	10.4%	504	7
55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	53.6%	22.0%	24.4%	490	16
56	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	69.8%	20.3%	9.9%	458	45
57	*Managers communicate the goals of the organization.	Agree-disagree	68.7%	16.0%	15.3%	495	8
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	67.4%	15.6%	17.0%	488	17
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	76.9%	12.9%	10.2%	482	25
60	I have a high level of respect for my organization's senior leaders.	Agree-disagree	67.8%	18.8%	13.3%	499	8
61	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	72.3%	16.7%	11.0%	461	39
62	Management encourages innovation.	Agree-disagree	59.6%	25.4%	15.0%	474	29
63	Management makes effective changes to address challenges facing our organization.	Agree-disagree	59.7%	26.5%	13.8%	471	31
64	Management involves employees in decisions that affect their work.	Agree-disagree	50.1%	24.4%	25.5%	480	20

65	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	58.8%	21.7%	19.5%	504	N/A
66	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	55.0%	24.4%	20.6%	501	N/A
67	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	63.7%	20.9%	15.3%	502	N/A
68	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	75.4%	12.7%	11.9%	503	N/A
69	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	62.4%	16.4%	21.2%	500	N/A
70	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	71.1%	16.9%	12.0%	503	N/A
71	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	69.3%	17.7%	13.0%	433	68
72	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Agree-disagree	72.7%	17.5%	9.8%	439	62
73	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Agree-disagree	67.4%	14.1%	18.5%	474	26
74	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	71.6%	14.7%	13.7%	462	38



75	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Agree-disagree	70.9%	14.8%	14.4%	446	50
76	Employees in my work unit treat me as a valued member of the team.	Agree-disagree	84.8%	10.9%	4.4%	497	4
77	Employees in my work unit make me feel I belong.	Agree-disagree	82.4%	11.8%	5.8%	494	6
78	Employees in my work unit care about me as a person.	Agree-disagree	81.3%	14.3%	4.5%	477	24
79	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	80.9%	10.3%	8.8%	493	6
80	In my work unit, people's differences are respected.	Agree-disagree	80.5%	13.6%	5.9%	483	16
81	I can be successful in my organization being myself.	Agree-disagree	78.3%	14.8%	6.8%	496	3
82	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	76.2%	17.7%	6.1%	242	254
83	My organization responds to my accessibility needs in a timely manner.	Agree-disagree	70.9%	24.5%	4.5%	224	271
84	My organization meets my accessibility needs.	Agree-disagree	74.6%	21.4%	4.1%	228	265
85	My job inspires me.	Agree-disagree	60.4%	23.1%	16.5%	493	N/A
86	The work I do gives me a sense of accomplishment.	Agree-disagree	76.3%	12.1%	11.7%	493	N/A

87	I feel a strong personal attachment to my organization.	Agree-disagree	64.5%	20.9%	14.7%	495	N/A
88	I identify with the mission of my organization.	Agree-disagree	77.2%	16.6%	6.1%	494	N/A
89	It is important to me that my work contribute to the common good.	Agree-disagree	92.1%	6.6%	1.3%	495	N/A

Question-15:

<b>15. In my work unit poor performers usually (select all that apply):</b>		
<b>Response Option</b>	<b>2022 N</b>	<b>2022 %</b>
Remain in the work unit and improve their performance over time	78	15.5%
Remain in the work unit and continue to underperform	174	32.3%
Leave the work unit - removed or transferred	37	7.5%
Leave the work unit - quit	21	4.1%
There are no poor performers in my work unit	141	25.9%
Do Not Know	128	25.1%
Total (percents will add to more than 100% because respondents could choose more than one response option)	525	N/A
Percentages are weighted to represent the Agency's population.		
Source: <b>Federal Communications Commission AES Report</b> , 2022 OPM Federal Employee Viewpoint Survey		