

FEDERAL EMPLOYEE VIEWPOINT SURVEY Temporary, Term, Seasonal, Intermittent

2017 RESULTS

United States Geological Survey
1st Level Subagency Report

*Empowering
Employees.*

*Influencing
Change.*

**United States Geological Survey (USGS)
Federal Employee Viewpoint Survey -Temporary, Term, Seasonal, Intermittent Employees
(FEVS-TTSI)**

USGS

Response Summary

USGS Temporary, Term, Seasonal, Intermittent Employees _____ Surveys Completed
745

FEVS results are reported as percent positive, percent neutral, and percent negative.

- Percent positive represents the proportion of people who selected Strongly Agree/Agree; Very Satisfied/Satisfied; Very Good/Good
- Percent Neutral represents the proportion of people who selected Neither Agree nor Disagree; Neither Satisfied nor Dissatisfied; Fair
- Percent Negative represents the proportion of people who selected Strongly Disagree/Disagree; Dissatisfied/Very Dissatisfied; Poor/Very Poor
- DNK/NBJ stands for “Do Not Know” and “No Basis to Judge” respectively

My Work Experience

	N	Positive	Neutral	Negative	DNK/ NBJ
1. I am given a real opportunity to improve my skills in my organization.	714	77.9%	12.9%	9.2%	0
2. I have enough information to do my job well.	713	82.0%	11.2%	6.7%	0
3. I feel encouraged to come up with new and better ways of doing things.	714	77.9%	11.5%	10.6%	0
4. My work gives me a feeling of personal accomplishment.	714	81.8%	11.8%	6.4%	0
5. I like the kind of work I do.	713	90.2%	6.9%	2.9%	0
6. I know what is expected of me on the job.	712	81.7%	12.9%	5.3%	0
7. When needed I am willing to put in the extra effort to get a job done.	714	98.7%	1.1%	0.1%	0
8. I am constantly looking for ways to do my job better.	713	94.4%	5.0%	0.6%	0
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	709	60.1%	19.9%	20.0%	1
10. My workload is reasonable.	710	72.3%	15.1%	12.7%	0
11. My talents are used well in the workplace.	709	64.5%	17.8%	17.8%	0
12. I know how my work relates to the agency's goals and priorities.	708	83.5%	9.9%	6.6%	1
13. The work I do is important.	708	90.4%	7.5%	2.1%	2
14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	707	76.4%	12.9%	10.7%	2
15. My performance appraisal is a fair reflection of my performance.	668	77.1%	16.6%	6.3%	41
16. I am held accountable for achieving results.	704	86.9%	10.8%	2.3%	6
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	681	75.3%	16.9%	7.8%	29

18. My training needs are assessed.	698	58.6%	24.6%	16.8%	11
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).	650	74.8%	14.5%	10.8%	59

My Work Unit

	N	Positive	Neutral	Negative	DNK/ NBJ
20. The people I work with cooperate to get the job done.	709	89.0%	7.3%	3.7%	0
21. My work unit is able to recruit people with the right skills.	668	59.0%	21.9%	19.2%	33
22. Promotions in my work unit are based on merit.	590	49.0%	28.5%	22.5%	110
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	545	40.4%	37.1%	22.6%	155
24. In my work unit, differences in performance are recognized in a meaningful way.	614	43.2%	33.2%	23.6%	87
25. Awards in my work depend on how well employees perform their jobs.	596	56.4%	27.7%	15.9%	105
26. Employees in my work unit share job knowledge with each other.	694	87.0%	8.8%	4.2%	8
27. The skill level in my work unit has improved in the past year.	651	72.4%	20.9%	6.8%	50
28. How would you rate the overall quality of work done by your work unit?	701	93.6%	5.8%	0.6%	0

My Agency

	N	Positive	Neutral	Negative	DNK/ NBJ
29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	668	87.1%	9.0%	3.9%	21
30. Employees have a feeling of personal empowerment with respect to work processes.	651	67.0%	19.8%	13.2%	37
31. Employees are recognized for providing high quality products and services.	663	67.3%	21.6%	11.2%	26
32. Creativity and innovation are rewarded.	643	59.6%	24.6%	15.9%	45
33. Pay raises depend on how well employees perform their jobs.	550	33.8%	33.6%	32.5%	138
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	588	52.9%	29.6%	17.5%	101
35. Employees are protected from health and safety hazards on the job.	680	84.6%	11.3%	4.1%	8
36. My organization has prepared employees for potential security threats.	679	79.7%	15.3%	5.0%	10
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	622	72.8%	17.2%	10.0%	66

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.	614	83.7%	11.9%	4.4%	74
39. My agency is successful at accomplishing its mission.	674	90.7%	7.4%	1.9%	14
40. I recommend my organization as a good place to work.	687	83.7%	9.8%	6.6%	0
41. I believe the results of this survey will be used to make my agency a better place to work.	608	48.4%	30.8%	20.9%	80

My Supervisor

	N	Positive	Neutral	Negative	DNK/ NBJ
42. My supervisor supports my need to balance work and other life issues.	684	92.4%	4.4%	3.2%	2
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	682	77.3%	16.0%	6.7%	4
44. Discussions with my supervisor about my performance are worthwhile.	663	79.2%	11.5%	9.4%	22
45. My supervisor is committed to a workforce representative of all segments of society.	610	79.3%	17.4%	3.3%	76
46. My supervisor provides me with constructive suggestions to improve my job performance.	680	74.3%	15.9%	9.9%	6
47. Supervisors in my work unit support employee development.	680	80.0%	13.2%	6.8%	6
48. My supervisor listens to what I have to say.	686	89.4%	7.1%	3.5%	0
49. My supervisor treats me with respect.	686	93.1%	5.1%	1.7%	0
50. In the last six months, my supervisor has talked with me about my performance.	685	86.1%	6.1%	7.7%	0
51. I have trust and confidence in my supervisor.	686	85.6%	8.9%	5.5%	0
52. Overall, how good a job do you feel is being done by your immediate supervisor?	686	86.4%	9.9%	3.6%	0

Leadership

	N	Positive	Neutral	Negative	DNK/ NBJ
53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	640	50.5%	30.2%	19.4%	39
54. My organization's senior leaders maintain high standards of honesty and integrity.	601	73.5%	17.8%	8.7%	77
55. Supervisors work well with employees of different backgrounds.	611	78.9%	15.5%	5.6%	67
56. Managers communicate the goals and priorities of the organization.	659	69.8%	17.3%	12.9%	20
57. Managers review and evaluate the organization's progress towards meeting its goals and objectives.	592	71.5%	19.1%	9.5%	87

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	621	62.8%	19.2%	18.0%	58
59. Managers support collaboration across work units to accomplish work objectives.	621	67.6%	18.5%	13.8%	58
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	619	73.3%	17.0%	9.7%	62
61. I have a high level of respect for my organization's senior leaders.	650	66.5%	22.9%	10.6%	30
62. Senior leaders demonstrate support for Work/Life programs.	534	66.7%	26.2%	7.1%	146

My Satisfaction

	N	Positive	Neutral	Negative	DNK/ NBJ
63. How satisfied are you with your involvement in decisions that affect your work?	676	59.9%	24.1%	16.0%	0
64. How satisfied are you with the information you receive from management on what's going on in your organization?	675	58.2%	20.1%	21.6%	0
65. How satisfied are you with the recognition you receive for doing a good job?	676	59.0%	25.4%	15.5%	0
66. How satisfied are you with the policies and practices of your senior leaders?	672	53.9%	33.0%	13.1%	0
67. How satisfied are you with your opportunity to get a better job in your organization?	676	27.4%	26.6%	46.0%	0
68. How satisfied are you with the training you receive for your present job?	675	61.5%	23.4%	15.1%	0
69. Considering everything, how satisfied are you with your job?	674	77.2%	13.4%	9.5%	0
70. Considering everything, how satisfied are you with your pay?	676	50.3%	20.0%	29.7%	0
71. Considering everything, how satisfied are you with your organization?	676	75.0%	17.5%	7.5%	0

Work/Life

	N	Eligible	Not Eligible	Not Sure Notified	Not Notified
72. Have you been notified whether or not you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel)	675	61.2%	12.1%	13.2%	13.5%
73. Please select the response below that BEST describes your current teleworking situation:	Telework				
	N	3+ days per week	1-2 Days per week	No More than 1-2 Days per month	Infrequently
	654	5.2%	12.1%	12.8%	25.5%
	Do Not Telework				
	Must Be Physically Present	Technical Issues	Not Allowed to Telework	Choose Not To Telework	
	23.5%	4.4%	0.0%	16.4%	
	N	Yes	No	Not Available To Me	
74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	680	29.4%	60.6%	10.0%	
75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	680	15.3%	71.5%	13.2%	
76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	680	6.8%	87.9%	5.3%	
77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	680	0.1%	77.1%	22.8%	
78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	680	0.1%	81.6%	18.2%	
	N	Positive	Neutral	Negative	DNK/ NBJ
79. How satisfied are you with the following Work/Life programs in your agency? Telework*	474	67.3%	24.7%	8.0%	203
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*	199	94.5%	3.5%	2.0%	2
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*	100	78.0%	15.0%	7.0%	5
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*	44	70.5%	18.2%	11.4%	2

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

1 **0.0%** **100.0%** **0.0%** 0

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

1 **100.0%** **0.0%** **0.0%** 0

*Questions were answered only by those who indicated they participated in that particular work/life program.

Demographics

Where do you work?	N	%
Headquarters	239	35.7%
Field	430	64.3%
Are you:	N	%
Male	362	54.4%
Female	303	45.6%
Are you Hispanic or Latino?	N	%
Yes	35	5.3%
No	626	94.7%
Race (select as many as apply):	N	%
American Indian or Alaska Native	5	0.8%
Asian	15	2.3%
Black or African American	12	1.8%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	596	90.6%
2 or more	30	4.6%
Are you a:	N	%
Pathways Temporary Intern	45	6.7%
Field Assistant	18	2.7%
Mendenhall	39	5.8%
None of the Above	568	84.8%
What is your pay category/grade?	N	%
Federal Wage System	10	1.5%
GS 1-6	204	30.3%
GS 7-12	428	63.6%
GS 13-15	25	3.7%
Senior Executive Service	0	0.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	6	0.9%

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	130	19.3%
1 to 3 years	280	41.6%
4 to 5 years	91	13.5%
6 to 10 years	101	15.0%
11 to 14 years	22	3.3%
15 to 20 years	15	2.2%
More than 20 years	34	5.1%
How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	144	21.4%
1 to 3 years	303	45.1%
4 to 5 years	81	12.1%
6 to 10 years	84	12.5%
11 to 20 years	33	4.9%
More than 20 years	27	4.0%
Are you considering leaving your organization within the next year, and if so, why?	N	%
No	339	50.6%
Yes, to retire	16	2.4%
Yes, to take another job within the Federal Government	23	3.4%
Yes, to take another job outside the Federal Government	33	4.9%
Yes, my appointment expires	80	11.9%
Yes, no Perm conversion opportunity	130	19.4%
Yes, other	49	7.3%
Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Currently in National Guard/Reserves	8	1.2%
No prior Military Service	586	87.3%
Retired	12	1.8%
Separated or Discharged	65	9.7%
Are you an individual with a disability?	N	%
Yes	55	8.3%
No	611	91.7%
What is your age group?	N	%
25 and under	74	11.2%
26-29	141	21.3%
30-39	260	39.3%
40-49	108	16.3%
50-59	44	6.6%
60 or older	35	5.3%

What is your supervisory status?	N	%
Non-Supervisor	543	80.7%
Supervisor	19	2.8%
Team Leader	111	16.5%
Manager	0	0.0%
Senior Leader	0	0.0%

What is your level of education?	N	%
Master's Degree	203	30.3%
Doctoral	154	23.0%
Bachelor's Degree	267	39.9%
Associate's Degree	19	2.8%
Some college (no degree)	24	3.6%
High School Diploma	3	0.4%
Trade/Technical School	0	0.0%

How many term appointments have you held?	N	%
1-3	600	89.6%
4-5	54	8.1%
6-10	16	2.4%
More than 10	0	0.0%