

CONTROLLED

2020 FHFA FEVS RESULTS

Employee Engagement

Abstract

This report contains FHFA's agency level results for all questions contained within the 2020 Federal Employee Viewpoint Survey. The survey was administered to eligible FHFA employees between September 24, 2020 and November 5, 2020. During the survey period, 502 surveys were completed out of a total population of 556 surveys administered, which equates to a response rate of 90.3%. Data from this survey will be used to improve employee engagement and satisfaction within FHFA and action planning will take place at both the agency and Division/Office levels.



FHFA Learning Academy
FHFA LearningAcademy@fhfa.gov

CONTROLLED

| Item Number | Item Text | Percent Positive % | Strongly Agree/Very Good/Very Satisfied % | Neither Agree nor Fair/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 Fair/Satisfied nor Dissatisfied N | Disagree/Poor/Dissatisfied N | Strongly Disagree/Very Poor/Very Dissatisfied N | Item Response Total** N | Do Not Know N |
|-------------|---|--------------------|---|---|------------------------------|---|--------------------|---|------------------------|---|------------------------------|---|-------------------------|---------------|
| 1 | *I am given a real opportunity to improve my skills in my organization. | 77.5% | 31.2% | 46.2% | 13.2% | 7.6% | 1.8% | 160 | 229 | 65 | 37 | 8 | 499 | N/A |
| 2 | I feel encouraged to come up with new and better ways of doing things. | 74.3% | 34.4% | 39.9% | 12.7% | 9.8% | 3.2% | 176 | 199 | 60 | 47 | 15 | 497 | N/A |
| 3 | My work gives me a feeling of personal accomplishment. | 78.9% | 37.4% | 41.5% | 12.4% | 6.5% | 2.2% | 189 | 207 | 59 | 32 | 10 | 497 | N/A |
| 4 | I know what is expected of me on the job. | 84.8% | 38.7% | 46.2% | 9.2% | 3.8% | 2.1% | 198 | 228 | 45 | 18 | 10 | 499 | N/A |
| 5 | *My workload is reasonable. | 67.5% | 18.3% | 49.2% | 13.3% | 12.4% | 6.8% | 94 | 243 | 67 | 60 | 34 | 498 | 0 |
| 6 | *My talents are used well in the workplace. | 67.2% | 21.9% | 45.3% | 13.9% | 11.5% | 7.5% | 111 | 223 | 64 | 55 | 34 | 487 | 0 |
| 7 | *I know how my work relates to the agency's goals. | 91.3% | 42.5% | 48.8% | 5.7% | 2.0% | 1.1% | 217 | 238 | 27 | 10 | 5 | 497 | 1 |
| 8 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 66.1% | 35.0% | 31.2% | 17.3% | 7.7% | 8.9% | 170 | 145 | 78 | 34 | 40 | 467 | 32 |
| 9 | *The people I work with cooperate to get the job done. | 88.4% | 50.9% | 37.5% | 7.1% | 3.7% | 0.8% | 261 | 183 | 35 | 18 | 4 | 501 | N/A |
| 10 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 58.8% | 25.6% | 33.3% | 27.5% | 8.9% | 4.9% | 108 | 135 | 105 | 35 | 19 | 402 | 96 |
| 12 | *In my work unit, differences in performance are recognized in a meaningful way. | 55.4% | 19.3% | 36.0% | 24.9% | 12.9% | 6.8% | 89 | 157 | 105 | 55 | 27 | 433 | 68 |
| 13 | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 88.1% | 43.0% | 45.1% | 7.0% | 4.1% | 0.8% | 217 | 221 | 35 | 19 | 4 | 496 | 5 |
| 14 | Employees are recognized for providing high quality products and services. | 69.7% | 23.3% | 46.4% | 16.9% | 9.9% | 3.5% | 121 | 226 | 79 | 47 | 16 | 489 | 10 |
| 15 | Employees are protected from health and safety hazards on the job. | 94.3% | 62.2% | 32.0% | 3.0% | 1.4% | 1.3% | 310 | 154 | 14 | 7 | 6 | 491 | 8 |
| 16 | My agency is successful at accomplishing its mission. | 90.7% | 38.4% | 52.3% | 6.9% | 1.3% | 1.1% | 192 | 252 | 34 | 7 | 5 | 490 | 9 |
| 17 | *I recommend my organization as a good place to work. | 82.0% | 35.5% | 46.5% | 12.5% | 3.6% | 1.9% | 185 | 226 | 62 | 18 | 10 | 501 | N/A |
| 18 | *I believe the results of this survey will be used to make my agency a better place to work. | 64.3% | 26.7% | 37.6% | 21.2% | 9.8% | 4.7% | 131 | 177 | 100 | 44 | 22 | 474 | 27 |

CONTROLLED

| | | | | | | | | | | | | | | | |
|----|---|-------|-------|-------|-------|-------|------|-------|-----|-----|-----|----|----|-----|-----|
| 19 | My supervisor supports my need to balance work and other life issues. | 89.1% | 58.4% | 30.6% | 5.8% | 3.4% | 1.7% | 5.2% | 297 | 149 | 28 | 17 | 8 | 499 | 3 |
| 20 | My supervisor is committed to a workforce representative of all segments of society. | 83.4% | 56.5% | 26.9% | 11.8% | 3.4% | 1.5% | 4.9% | 270 | 121 | 53 | 15 | 7 | 466 | 34 |
| 21 | Supervisors in my work unit support employee development. | 84.1% | 49.8% | 34.3% | 10.1% | 3.7% | 2.1% | 5.8% | 252 | 165 | 47 | 18 | 9 | 491 | 10 |
| 22 | My supervisor listens to what I have to say. | 86.4% | 56.5% | 30.0% | 6.5% | 4.8% | 2.3% | 7.0% | 287 | 149 | 32 | 22 | 11 | 501 | N/A |
| 23 | My supervisor treats me with respect. | 88.6% | 64.1% | 24.5% | 6.1% | 2.6% | 2.7% | 5.3% | 323 | 120 | 30 | 13 | 12 | 498 | N/A |
| 24 | I have trust and confidence in my supervisor. | 81.0% | 53.2% | 27.8% | 10.3% | 5.4% | 3.3% | 8.7% | 271 | 138 | 50 | 27 | 15 | 501 | N/A |
| 25 | Overall, how good a job do you feel is being done by your immediate supervisor? | 84.0% | 54.8% | 29.2% | 10.7% | 3.1% | 2.2% | 5.2% | 279 | 143 | 53 | 15 | 10 | 500 | N/A |
| 26 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 66.1% | 23.6% | 42.5% | 20.7% | 9.6% | 3.6% | 13.1% | 123 | 209 | 101 | 47 | 17 | 497 | 2 |
| 27 | My organization's senior leaders maintain high standards of honesty and integrity. | 70.8% | 27.9% | 42.9% | 21.6% | 4.5% | 3.2% | 7.6% | 139 | 200 | 98 | 21 | 14 | 472 | 27 |
| 28 | *Managers communicate the goals of the organization. | 77.6% | 27.1% | 50.5% | 12.6% | 6.3% | 3.5% | 9.8% | 142 | 246 | 61 | 31 | 16 | 496 | 2 |
| 29 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | 66.2% | 24.2% | 42.0% | 18.0% | 11.2% | 4.5% | 15.8% | 128 | 204 | 86 | 55 | 21 | 494 | 4 |
| 30 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 71.4% | 37.0% | 34.4% | 18.9% | 5.9% | 3.8% | 9.7% | 186 | 164 | 87 | 26 | 17 | 480 | 19 |
| 31 | I have a high level of respect for my organization's senior leaders. | 71.2% | 29.9% | 41.3% | 19.7% | 7.4% | 1.7% | 9.1% | 154 | 203 | 94 | 37 | 8 | 496 | 2 |
| 32 | Senior leaders demonstrate support for Work-Life programs. | 87.0% | 46.4% | 40.6% | 8.4% | 3.4% | 1.2% | 4.6% | 229 | 192 | 40 | 16 | 6 | 483 | 17 |
| 33 | *How satisfied are you with your involvement in decisions that affect your work? | 63.9% | 22.3% | 41.7% | 20.5% | 12.0% | 3.6% | 15.6% | 118 | 204 | 101 | 59 | 17 | 499 | N/A |
| 34 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 74.9% | 29.4% | 45.5% | 14.0% | 9.0% | 2.1% | 11.1% | 153 | 223 | 69 | 44 | 10 | 499 | N/A |
| 35 | *How satisfied are you with the recognition you receive for doing a good job? | 62.2% | 20.8% | 41.4% | 22.0% | 10.6% | 5.1% | 15.8% | 111 | 204 | 108 | 52 | 23 | 498 | N/A |
| 36 | *Considering everything, how satisfied are you with your job? | 78.2% | 28.1% | 50.1% | 12.7% | 8.1% | 1.1% | 9.2% | 148 | 244 | 61 | 40 | 5 | 498 | N/A |
| 37 | Considering everything, how satisfied are you with your pay? | 74.1% | 31.0% | 43.1% | 13.9% | 8.5% | 3.5% | 12.0% | 160 | 215 | 67 | 41 | 17 | 500 | N/A |
| 38 | *Considering everything, how satisfied are you with your organization? | 78.3% | 28.1% | 50.2% | 14.4% | 5.9% | 1.4% | 7.3% | 146 | 247 | 70 | 29 | 7 | 499 | N/A |