

BROADCASTING BOARD OF GOVERNORS 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		147	410	213	173	105	1,048	NA
	%	52.24	13.67	38.57	20.54	16.84	10.38	100.00	
2. I have enough information to do my job well.	N		168	471	181	160	65	1,045	NA
	%	61.02	15.77	45.26	17.23	15.33	6.42	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		170	356	205	168	131	1,030	NA
	%	50.17	15.99	34.18	20.02	16.53	13.28	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		280	440	163	91	66	1,040	NA
	%	69.15	26.72	42.43	15.55	8.79	6.52	100.00	
*5. I like the kind of work I do.	N		442	437	91	33	19	1,022	NA
	%	86.18	43.64	42.54	8.70	3.25	1.87	100.00	
6. I know what is expected of me on the job.	N		299	486	134	70	46	1,035	NA
	%	75.61	28.62	47.00	13.12	6.70	4.57	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		696	305	23	11	8	1,043	NA
	%	95.87	66.60	29.27	2.25	1.06	0.81	100.00	
8. I am constantly looking for ways to do my job better.	N		552	392	82	12	11	1,049	NA
	%	89.74	52.60	37.14	7.94	1.24	1.08	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		52	258	212	275	244	1,041	5
	%	29.60	4.88	24.72	20.89	26.21	23.30	100.00	
*10. My workload is reasonable.	N		81	503	191	151	111	1,037	2
	%	56.65	7.72	48.93	18.65	14.28	10.41	100.00	
*11. My talents are used well in the workplace.	N		134	385	190	161	139	1,009	5
	%	50.96	12.85	38.11	18.74	16.18	14.13	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		311	486	127	62	48	1,034	5
	%	76.54	29.80	46.74	12.45	6.25	4.77	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

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** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 1,051

Number of surveys administered: 1,530

Response Rate: 68.7%

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*13. The work I do is important.	N		508	413	65	17	19	1,022	6
	%	90.14	49.54	40.60	6.30	1.68	1.88	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		135	363	184	191	160	1,033	9
	%	47.69	12.80	34.89	17.90	18.48	15.92	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		180	444	225	68	89	1,006	38
	%	61.74	17.63	44.11	22.31	6.93	9.02	100.00	
16. I am held accountable for achieving results.	N		214	545	187	44	43	1,033	6
	%	73.09	20.55	52.54	18.24	4.35	4.32	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		154	301	248	127	163	993	47
	%	45.20	15.10	30.10	25.19	12.84	16.77	100.00	
*18. My training needs are assessed.	N		84	274	287	223	147	1,015	24
	%	34.64	8.08	26.56	28.60	21.74	15.01	100.00	
*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).	N		181	349	222	77	76	905	142
	%	58.62	19.73	38.88	24.17	8.60	8.61	100.00	
*20. The people I work with cooperate to get the job done.	N		243	491	168	106	39	1,047	NA
	%	69.98	23.15	46.83	15.98	10.14	3.90	100.00	
*21. My work unit is able to recruit people with the right skills.	N		64	273	265	226	195	1,023	24
	%	32.63	6.20	26.43	25.94	22.01	19.41	100.00	
*22. Promotions in my work unit are based on merit.	N		73	209	242	175	276	975	66
	%	28.15	7.20	20.95	24.86	18.19	28.80	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		52	189	274	202	261	978	59
	%	23.85	5.10	18.75	28.34	20.65	27.16	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		56	216	266	216	254	1,008	37
	%	26.22	5.38	20.84	26.68	21.22	25.88	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		66	250	260	161	260	997	47
	%	30.88	6.42	24.46	26.27	16.09	26.75	100.00	
26. Employees in my work unit share job knowledge with each other.	N		161	509	171	115	79	1,035	9
	%	64.05	15.20	48.84	16.92	10.99	8.04	100.00	
27. The skill level in my work unit has improved in the past year.	N		120	377	306	118	100	1,021	24
	%	48.04	11.46	36.58	30.26	11.52	10.17	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		386	404	180	58	22	1,050	NA
	%	74.66	36.36	38.31	17.52	5.58	2.23	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		102	437	242	151	83	1,015	23
	%	52.99	9.89	43.10	24.19	14.47	8.35	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		58	280	260	249	165	1,012	31
	%	33.00	5.54	27.46	25.86	24.47	16.67	100.00	
31. Employees are recognized for providing high quality products and services.	N		74	274	248	226	190	1,012	23
	%	33.85	7.07	26.77	24.65	22.18	19.33	100.00	
*32. Creativity and innovation are rewarded.	N		63	235	287	224	207	1,016	23
	%	28.47	5.98	22.48	28.45	21.90	21.18	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		31	114	256	244	329	974	56
	%	14.61	3.14	11.46	26.04	24.96	34.39	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		105	351	334	91	85	966	74
	%	46.49	10.63	35.86	34.96	9.58	8.97	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		105	454	239	124	91	1,013	31
	%	54.48	10.07	44.41	23.97	12.29	9.26	100.00	
*36. My organization has prepared employees for potential security threats.	N		99	461	261	96	88	1,005	33
	%	55.06	9.67	45.39	26.10	9.73	9.11	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		95	258	265	145	219	982	61
	%	35.45	9.35	26.10	27.09	14.77	22.68	100.00	
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.	N		125	350	249	91	120	935	99
	%	50.06	12.94	37.13	27.01	9.77	13.16	100.00	
39. My agency is successful at accomplishing its mission.	N		115	435	250	118	90	1,008	36
	%	54.12	11.12	43.00	24.82	11.66	9.39	100.00	
40. I recommend my organization as a good place to work.	N		93	325	292	194	139	1,043	NA
	%	40.06	9.00	31.06	28.18	18.44	13.32	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		124	303	234	145	159	965	79
	%	44.01	12.70	31.31	24.41	14.95	16.64	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		302	465	134	59	73	1,033	6
	%	73.73	28.60	45.13	13.19	5.72	7.36	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		232	344	202	129	123	1,030	5
	%	54.83	21.83	33.00	20.22	12.51	12.43	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		209	359	229	100	111	1,008	19
	%	55.75	20.13	35.62	23.18	9.81	11.26	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		217	343	262	52	79	953	77
	%	58.21	22.04	36.17	27.85	5.40	8.54	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		187	349	266	105	118	1,025	8
	%	51.66	17.74	33.92	26.31	10.22	11.80	100.00	
*47. Supervisors in my work unit support employee development.	N		190	369	230	113	118	1,020	17
	%	53.95	18.01	35.94	22.98	11.08	11.99	100.00	
48. My supervisor listens to what I have to say.	N		304	419	148	100	68	1,039	NA
	%	69.09	28.70	40.39	14.41	9.64	6.86	100.00	
49. My supervisor treats me with respect.	N		347	424	134	62	64	1,031	NA
	%	74.47	33.19	41.27	13.24	5.91	6.39	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		232	409	172	135	80	1,028	NA
	%	62.30	22.34	39.96	16.75	13.13	7.81	100.00	
*51. I have trust and confidence in my supervisor.	N		267	327	213	106	120	1,033	NA
	%	57.27	25.43	31.84	21.01	10.06	11.66	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		324	311	221	84	97	1,037	NA
	%	60.82	30.92	29.90	21.45	8.15	9.59	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		66	236	271	201	244	1,018	19
	%	29.47	6.34	23.13	26.37	19.60	24.56	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		81	279	286	126	196	968	66
	%	37.00	8.14	28.86	29.33	13.08	20.59	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		99	391	276	99	118	983	48
	%	49.65	9.77	39.88	28.02	10.25	12.08	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		75	371	254	165	155	1,020	12
	%	43.54	7.13	36.41	24.79	16.09	15.58	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		73	309	304	126	145	957	73
	%	39.50	7.35	32.15	31.84	13.24	15.42	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		85	305	285	141	180	996	39
	%	38.80	8.30	30.50	28.74	13.99	18.47	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		88	345	272	138	152	995	36
	%	43.20	8.48	34.72	27.39	13.90	15.51	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		160	297	279	113	128	977	56
	%	46.32	16.17	30.15	28.55	11.68	13.45	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		110	296	283	153	179	1,021	16
	%	39.53	10.66	28.87	27.65	14.86	17.97	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		106	352	283	97	100	938	100
	%	47.45	10.63	36.82	30.72	10.52	11.32	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		81	325	256	247	125	1,034	NA
	%	38.63	7.56	31.07	24.66	24.17	12.54	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		64	322	247	256	144	1,033	NA
	%	36.72	6.06	30.66	24.15	24.64	14.49	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		78	292	248	246	160	1,024	NA
	%	35.81	7.34	28.47	24.18	24.04	15.97	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		52	250	323	238	170	1,033	NA
	%	28.91	4.88	24.03	31.18	23.03	16.87	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		50	210	311	238	216	1,025	NA
	%	24.88	4.71	20.18	30.35	23.12	21.65	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		72	341	307	193	111	1,024	NA
	%	39.56	6.80	32.76	29.87	19.28	11.28	100.00	
*69. Considering everything, how satisfied are you with your job?	N		150	456	210	143	65	1,024	NA
	%	59.15	14.60	44.55	20.63	13.76	6.46	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		127	449	205	151	89	1,021	NA
	%	56.71	12.29	44.43	19.83	14.61	8.85	100.00	
71. Considering everything, how satisfied are you with your organization?	N		80	356	267	196	131	1,030	NA
	%	42.23	7.84	34.39	26.11	18.67	12.99	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	460	43.09
Yes, I was notified that I was not eligible to telework.	133	13.04
No, I was not notified of my telework eligibility.	338	34.44
Not sure if I was notified of my telework eligibility.	93	9.43
Total	1,024	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	18	1.86
I telework 1 or 2 days per week.	155	14.55
I telework, but no more than 1 or 2 days per month.	43	3.91
I telework very infrequently, on an unscheduled or short-term basis.	137	13.00
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	274	28.22
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	65	6.40
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	192	19.23
I do not telework because I choose not to telework.	132	12.83
Total	1,016	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	204	18.89
No	543	53.36
Not available to me	272	27.75
Total	1,019	100.00

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N	%
Yes	261	25.21
No	633	62.57
Not available to me	112	12.21
Total	1,006	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	67	6.41
No	794	78.69
Not available to me	140	14.90
Total	1,001	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N	%
Yes	17	1.64
No	777	75.78
Not available to me	218	22.58
Total	1,012	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	22	2.07
No	786	76.13
Not available to me	213	21.79
Total	1,021	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		97	153	49	24	18	341	25
	%	72.60	28.32	44.28	14.37	7.34	5.69	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		66	93	27	2	7	195	17
	%	81.53	34.16	47.37	13.76	1.14	3.58	100.00	
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)	N		73	125	57	5	0	260	24
	%	75.87	27.62	48.25	22.15	1.98	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		17	31	16	5	1	70	27
	%	69.64	25.61	44.03	21.38	7.17	1.81	100.00	
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)	N		4	5	15	0	0	24	13
	%	37.67	16.34	21.33	62.33	0.00	0.00	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		4	10	8	0	1	23	10
	%	59.48	17.21	42.27	35.09	0.00	5.43	100.00	

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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Where do you work?	N	%
Headquarters	965	94.42
Field	57	5.58
Total	1,022	100.00

*What is your supervisory status?	N	%
Non-Supervisor	625	60.80
Team Leader	138	13.42
Supervisor	171	16.63
Manager	76	7.39
Senior Leader	18	1.75
Total	1,028	100.00

*Are you:	N	%
Male	592	58.44
Female	421	41.56
Total	1,013	100.00

*Are you Hispanic or Latino?	N	%
Yes	96	9.53
No	911	90.47
Total	1,007	100.00

Survey Administration Period: May 6, 2014 to June 13, 2014
 Percentages are weighted to represent the Agency's population.
 * AES prescribed items

Sample or Census: Census
 Number of surveys completed: 1,051
 Number of surveys administered: 1,530
 Response Rate: 68.7%

BROADCASTING BOARD OF GOVERNORS 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

*Please select the racial category or categories with which you most closely identify.

	N	%
American Indian or Alaska Native	5	0.50
Asian	192	19.32
Black or African American	220	22.13
Native Hawaiian or Other Pacific Islander	3	0.30
White	548	55.13
Two or more races	26	2.62
Total	994	100.00

What is the highest degree or level of education you have completed?

	N	%
Less than High School	1	0.10
High School Diploma/GED or equivalent	45	4.42
Trade or Technical Certificate	29	2.85
Some College (no degree)	134	13.15
Associate's Degree (e.g., AA, AS)	53	5.20
Bachelor's Degree (e.g., BA, BS)	393	38.57
Master's Degree (e.g., MA, MS, MBA)	328	32.19
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	36	3.53
Total	1,019	100.00

Survey Administration Period: May 6, 2014 to June 13, 2014

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* AES prescribed items

Sample or Census: Census

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Number of surveys administered: 1,530

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**BROADCASTING BOARD OF GOVERNORS
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

What is your pay category/grade?	N	%
Federal Wage System	35	3.43
GS 1-6	6	0.59
GS 7-12	467	45.83
GS 13-15	491	48.18
Senior Executive Service	11	1.08
Senior Level (SL) or Scientific or Professional (ST)	0	0.00
Other	9	0.88
Total	1,019	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	7	0.69
1 to 3 years	59	5.79
4 to 5 years	91	8.93
6 to 10 years	212	20.80
11 to 14 years	136	13.35
15 to 20 years	96	9.42
More than 20 years	418	41.02
Total	1,019	100.00

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BROADCASTING BOARD OF GOVERNORS 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	11	1.09
1 to 3 years	85	8.40
4 to 5 years	100	9.88
6 to 10 years	221	21.84
11 to 20 years	251	24.80
More than 20 years	344	33.99
Total	1,012	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	712	69.74
Yes, to retire	72	7.05
Yes, to take another job within the Federal Government	131	12.83
Yes, to take another job outside the Federal Government	56	5.48
Yes, other	50	4.90
Total	1,021	100.00

I am planning to retire:	N	%
Within one year	41	4.10
Between one and three years	99	9.91
Between three and five years	98	9.81
Five or more years	761	76.18
Total	999	100.00

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BROADCASTING BOARD OF GOVERNORS 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

Self-Identify as:	N	%
Heterosexual or Straight	831	83.52
Gay, Lesbian, Bisexual, or Transgender	19	1.91
I prefer not to say	145	14.57
Total	995	100.00

What is your US military service status?	N	%
No Prior Military Service	898	89.35
Currently in National Guard or Reserves	2	0.20
Retired	32	3.18
Separated or Discharged	73	7.26
Total	1,005	100.00

Are you an individual with a disability?	N	%
Yes	60	5.92
No	953	94.08
Total	1,013	100.00

What is your age group?	N	%
25 and under	5	0.48
26-29	11	1.05
30-39	123	11.70
40-49	264	25.12
50-59	390	37.11
60 or older	258	24.55
Total	1,051	100.00

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