



Annual Employee Survey (AES) Report

U.S. Agency for Global Media

The Dashboard's percent positive and negative results only include items 1-38, excluding item 11.

FIELD PERIOD	Sept 22 - Nov 3, 2020
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS	612
NUMBER OF SURVEYS	1,262
RESPONSE RATE	48.5%

14 items identified as **strengths** (65% positive or higher)

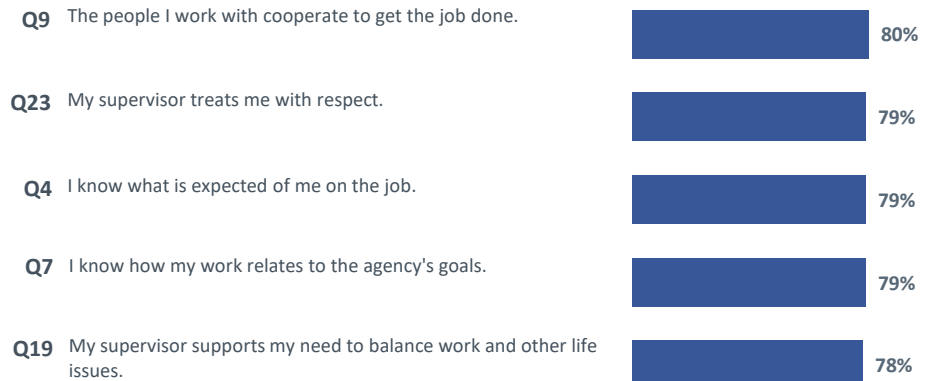
6 items identified as **challenges** (35% negative or higher)

Engagement Index Score

2020 ENGAGEMENT INDEX		
60%		
LEADERS LEAD	SUPERVISORS	INTRINSIC WORK EXPERIENCE
42%	70%	69%

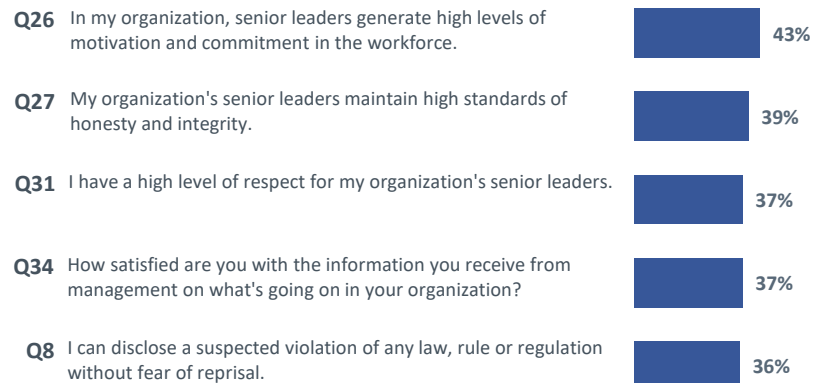
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative

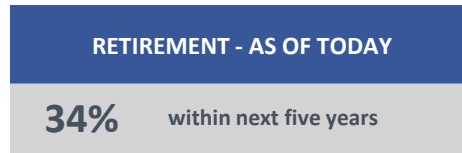
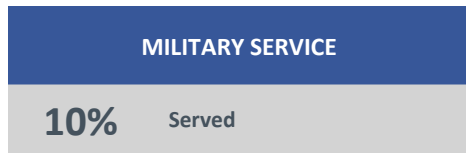
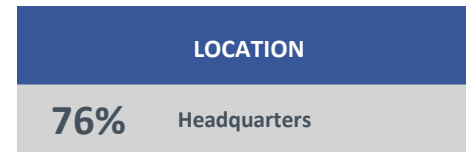
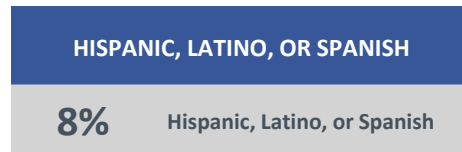
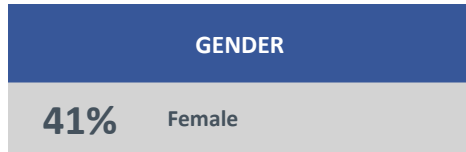


2020



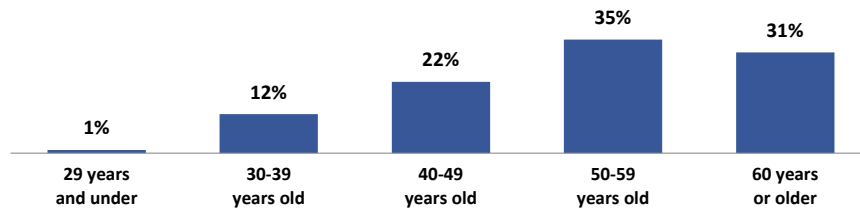
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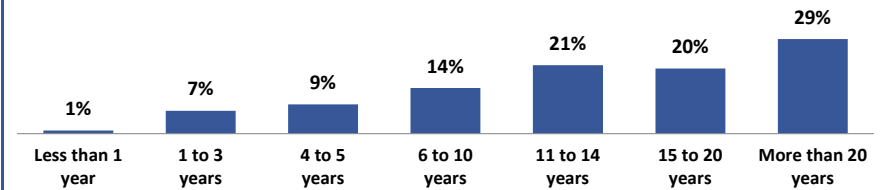
Age Group

- Age Group
- Racial Category
- Education



Agency Tenure

- Agency Tenure
- Federal Tenure
- Supervisory Status
- Pay Category/Grade



Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither 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 Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know N
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	58.2%	21.3%	36.9%	18.4%	10.6%	12.9%	23.5%	129	228	108	67	74	606	N/A
Agree-disagree	2	I feel encouraged to come up with new and better ways of doing things.	58.1%	22.5%	35.6%	18.2%	11.2%	12.6%	23.8%	133	216	106	69	72	596	N/A
Agree-disagree	3	My work gives me a feeling of personal accomplishment.	71.7%	32.0%	39.7%	13.5%	6.3%	8.5%	14.9%	193	237	76	40	52	598	N/A
Agree-disagree	4	I know what is expected of me on the job.	78.7%	34.0%	44.7%	10.1%	4.3%	6.9%	11.2%	210	271	60	26	42	609	N/A
Agree-disagree	5	*My workload is reasonable.	65.2%	16.6%	48.5%	14.1%	10.7%	10.0%	20.7%	101	288	86	66	58	599	4
Agree-disagree	6	*My talents are used well in the workplace.	58.9%	19.2%	39.7%	14.6%	11.4%	15.2%	26.6%	114	238	84	65	92	593	1
Agree-disagree	7	*I know how my work relates to the agency's goals.	78.5%	33.6%	44.9%	10.4%	3.1%	7.9%	11.0%	199	268	64	18	47	596	3
Agree-disagree	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	41.6%	16.8%	24.8%	22.0%	11.9%	24.6%	36.5%	98	142	128	70	141	579	28
Agree-disagree	9	*The people I work with cooperate to get the job done.	80.5%	38.1%	42.4%	9.7%	3.6%	6.2%	9.8%	234	262	58	22	35	611	N/A
Agree-disagree	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	41.4%	10.7%	30.7%	28.1%	15.1%	15.4%	30.5%	59	167	154	83	80	543	68
Agree-disagree	12	*In my work unit, differences in performance are recognized in a meaningful way.	48.9%	15.5%	33.4%	19.8%	16.4%	14.9%	31.3%	88	196	114	93	84	575	36
Agree-disagree	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	71.8%	25.9%	45.9%	13.6%	6.8%	7.8%	14.5%	159	277	81	41	44	602	9
Agree-disagree	14	Employees are recognized for providing high quality products and services.	51.5%	15.5%	36.0%	19.4%	14.8%	14.2%	29.1%	94	219	114	89	82	598	8
Agree-disagree	15	Employees are protected from health and safety hazards on the job.	63.4%	20.3%	43.1%	18.0%	9.2%	9.3%	18.6%	120	250	103	57	54	584	20
Agree-disagree	16	My agency is successful at accomplishing its mission.	63.7%	17.7%	46.0%	17.9%	7.9%	10.5%	18.4%	103	266	104	46	62	581	21
Agree-disagree	17	*I recommend my organization as a good place to work.	47.6%	13.6%	34.0%	26.2%	12.1%	14.1%	26.2%	80	209	157	74	88	608	N/A
Agree-disagree	18	*I believe the results of this survey will be used to make my agency a better place to work.	39.2%	12.3%	26.9%	26.3%	15.1%	19.4%	34.5%	68	153	144	86	109	560	52

Agree-disagree	19	My supervisor supports my need to balance work and other life issues.	77.6%	40.6%	37.0%	9.9%	5.7%	6.8%	12.5%	250	226	56	34	40	606	3
Agree-disagree	20	My supervisor is committed to a workforce representative of all segments of society.	69.4%	37.0%	32.4%	17.9%	5.3%	7.4%	12.7%	218	190	98	28	41	575	28
Agree-disagree	21	Supervisors in my work unit support employee development.	65.9%	33.7%	32.1%	16.2%	7.7%	10.3%	17.9%	205	193	95	45	58	596	10
Agree-disagree	22	My supervisor listens to what I have to say.	74.2%	39.6%	34.6%	12.3%	6.6%	6.9%	13.5%	246	209	74	37	40	606	N/A
Agree-disagree	23	My supervisor treats me with respect.	79.2%	45.0%	34.2%	11.6%	3.9%	5.4%	9.3%	276	207	69	22	32	606	N/A
Agree-disagree	24	I have trust and confidence in my supervisor.	65.5%	38.8%	26.7%	16.5%	8.9%	9.1%	18.0%	240	164	99	52	53	608	N/A
Good-poor	25	Overall, how good a job do you feel is being done by your immediate supervisor?	66.0%	41.9%	24.1%	18.9%	6.0%	9.1%	15.1%	262	147	110	37	53	609	N/A
Agree-disagree	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	33.4%	8.4%	25.0%	23.5%	14.6%	28.4%	43.1%	47	147	136	85	165	580	25
Agree-disagree	27	My organization's senior leaders maintain high standards of honesty and integrity.	37.3%	11.7%	25.6%	23.3%	11.3%	28.1%	39.4%	65	145	129	62	156	557	44
Agree-disagree	28	*Managers communicate the goals of the organization.	47.4%	11.9%	35.5%	20.5%	12.8%	19.2%	32.1%	70	208	120	74	111	583	19
Agree-disagree	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	43.6%	12.4%	31.2%	22.5%	13.7%	20.1%	33.9%	73	185	131	79	115	583	24
Good-poor	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	51.9%	23.3%	28.6%	20.8%	11.3%	16.0%	27.3%	132	162	114	64	88	560	45
Agree-disagree	31	I have a high level of respect for my organization's senior leaders.	40.7%	17.5%	23.2%	21.9%	12.9%	24.5%	37.4%	102	136	126	73	142	579	25
Agree-disagree	32	Senior leaders demonstrate support for Work-Life programs.	44.4%	16.7%	27.6%	29.9%	8.5%	17.2%	25.7%	85	147	152	45	87	516	88
Satisfied-dissatisfied	33	*How satisfied are you with your involvement in decisions that affect your work?	45.5%	11.2%	34.3%	25.2%	14.8%	14.5%	29.3%	68	206	150	88	86	598	N/A
Satisfied-dissatisfied	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	40.0%	9.1%	31.0%	22.7%	21.2%	16.1%	37.3%	54	186	134	126	96	596	N/A
Satisfied-dissatisfied	35	*How satisfied are you with the recognition you receive for doing a good job?	51.2%	14.6%	36.5%	18.5%	13.9%	16.5%	30.4%	86	223	111	80	96	596	N/A
Satisfied-dissatisfied	36	*Considering everything, how satisfied are you with your job?	64.4%	20.1%	44.3%	17.5%	9.2%	9.0%	18.2%	118	264	104	54	55	595	N/A

Satisfied-dissatisfied	37	Considering everything, how satisfied are you with your pay?	65.2%	20.8%	44.4%	19.7%	8.6%	6.5%	15.1%	121	270	118	52	39	600	N/A
Satisfied-dissatisfied	38	*Considering everything, how satisfied are you with your organization?	49.5%	12.7%	36.8%	22.7%	14.6%	13.2%	27.8%	73	226	134	87	80	600	N/A

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

** Unweighted count of responses excluding "Do Not Know"

The Dashboard only includes items 1-38, excluding item 11.

Percentages are weighted to represent the Agency's population.

When responding to the Core OPM FEVS questions 1 through 38, respondents were asked to share their work experiences since the last OPM FEVS administration (June 2019).

Source: 2020 OPM Federal Employee Viewpoint Survey