

Appendix A – Annual Employee Survey Report



Annual Employee Survey Report
Udall Foundation Results

Prepared by: Duty First Consulting

November 3, 2016

Introduction

This report provides the Udall Foundation's 2016 responses to the Annual Employee Survey (AES) compared to governmentwide results for the same questions within the 2016 Federal Employee Viewpoint Survey (FEVS). The 2016 FEVS response data in this report is weighted to represent the sample population, taking factors such as the number of employees in the survey population and agency size into account. These data are publicly available through the United States Office of Personnel Management (OPM).

The definitions for the Positive, Neutral, and Negative response percentages vary across the three primary response scales used in the survey:

- Positive: Strongly Agree and Agree / Very Satisfied and Satisfied / Very Good and Good
- Neutral: Neither Agree nor Disagree / Neither Satisfied nor Dissatisfied / Fair
- Negative: Disagree and Strongly Disagree / Dissatisfied and Very Dissatisfied / Poor and Very Poor

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of Do Not Know (DNK) or No Basis to Judge (NBJ) responses, where applicable, is listed separately. Please note that responses may not add up to 100% due to rounding.

Response Summary

| | Surveys Completed | Response Rate |
|------------------|-------------------|---------------|
| Governmentwide | 406,992 | 45.8% |
| Udall Foundation | 23 | 100% |

Personal Work Experiences

1. *The people I work with cooperate to get the job done.*

| | N | Positive | Neutral | Negative |
|------------------|---------|----------|---------|----------|
| Governmentwide | 406,886 | 73.3% | 13.5% | 13.2% |
| Udall Foundation | 23 | 60.9% | 26.1% | 13.1% |

2. *I am given a real opportunity to improve my skills in my organization.*

| | N | Positive | Neutral | Negative |
|------------------|---------|----------|---------|----------|
| Governmentwide | 406,992 | 62.6% | 16.3% | 21.1% |
| Udall Foundation | 23 | 56.5% | 26.1% | 17.4% |

3. My work gives me a feeling of personal accomplishment.

| | N | Positive | Neutral | Negative |
|------------------|---------|----------|---------|----------|
| Governmentwide | 404,402 | 71.6% | 14.3% | 14.1% |
| Udall Foundation | 23 | 73.9% | 21.7% | 4.4% |

4. I like the kind of work I do.

| | N | Positive | Neutral | Negative |
|------------------|---------|----------|---------|----------|
| Governmentwide | 401,675 | 83.2% | 10.8% | 6% |
| Udall Foundation | 23 | 82.6% | 13.0% | 4.4% |

5. I have trust and confidence in my supervisor.

| | N | Positive | Neutral | Negative |
|------------------|---------|----------|---------|----------|
| Governmentwide | 398,003 | 67.4% | 16.0% | 16.6% |
| Udall Foundation | 23 | 47.8% | 26.1% | 26.1% |

6. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

| | N | Positive | Neutral | Negative |
|------------------|---------|----------|---------|----------|
| Governmentwide | 398,213 | 70.5% | 17.4% | 12.1% |
| Udall Foundation | 23 | 52.2% | 26.1% | 21.7% |

Recruitment, Development, & Retention

7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|-------|
| Governmentwide | 393,750 | 69.4% | 17.3% | 13.3% | 6,753 |
| Udall Foundation | 21 | 71.4% | 0.0% | 28.6% | 1 |

8. My work unit is able to recruit people with the right skills.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|--------|
| Governmentwide | 392,412 | 42.6% | 25.2% | 32.2% | 14,370 |
| Udall Foundation | 21 | 47.6% | 23.8% | 28.6% | 1 |

9. I know how my work relates to the agency's goals and priorities.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|-------|
| Governmentwide | 402,835 | 83.1% | 9.9% | 7.0% | 1,337 |
| Udall Foundation | 22 | 95.5% | 4.5% | 0% | 0 |

10. The work I do is important.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|-------|
| Governmentwide | 399,340 | 90.3% | 6.6% | 3.2% | 1,152 |
| Udall Foundation | 22 | 100% | 0% | 0% | 0 |

11. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|-------|
| Governmentwide | 403,735 | 65.7% | 14.0% | 20.3% | 1,775 |
| Udall Foundation | 21 | 81.0% | 19.0% | 0% | 1 |

12. Supervisors/team leaders in my work unit support employee development.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|-------|
| Governmentwide | 392,465 | 65.6% | 17.8% | 16.6% | 6,120 |
| Udall Foundation | 22 | 68.2% | 13.6% | 18.2% | 0 |

13. My talents are used well in the workplace.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|-------|
| Governmentwide | 394,751 | 58.4% | 16.5% | 25.1% | 1,759 |
| Udall Foundation | 22 | 59.1% | 31.8% | 9.1% | 0 |

14. My training needs are assessed.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|-------|
| Governmentwide | 401,073 | 52.9% | 22.9% | 24.2% | 4,002 |
| Udall Foundation | 21 | 57.1% | 19.0% | 23.8% | 1 |

Performance Culture

15. Promotions in my work unit are based on merit.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|--------|
| Governmentwide | 376,444 | 34.5% | 27.6% | 38.0% | 27,943 |
| Udall Foundation | 18 | 61.1% | 16.7% | 22.2% | 4 |

16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|--------|
| Governmentwide | 363,758 | 29.3% | 27.1% | 43.5% | 41,216 |
| Udall Foundation | 17 | 47.1% | 17.6% | 35.3% | 5 |

17. Creativity and innovation are rewarded.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|--------|
| Governmentwide | 385,387 | 38.4% | 28.3% | 33.3% | 13,365 |
| Udall Foundation | 21 | 42.9% | 33.3% | 23.8% | 1 |

18. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).

| | N | Positive | Neutral | Negative | NBJ |
|------------------|---------|----------|---------|----------|--------|
| Governmentwide | 396,712 | 69.0% | 13.6% | 17.3% | 10,380 |
| Udall Foundation | 21 | 76.2% | 14.3% | 9.5% | 1 |

19. In my work unit, differences in performance are recognized in a meaningful way.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|--------|
| Governmentwide | 380,352 | 34.0% | 27.9% | 38.1% | 25,041 |
| Udall Foundation | 18 | 61.1% | 16.7% | 22.2% | 4 |

20. Pay raises depend on how well employees perform their jobs.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|--------|
| Governmentwide | 368,966 | 22.3% | 26.9% | 50.7% | 29,028 |
| Udall Foundation | 17 | 47.1% | 17.6% | 35.3% | 5 |

21. My performance appraisal is a fair reflection of my performance.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|-------|
| Governmentwide | 399,544 | 69.6% | 14.3% | 16.2% | 6,003 |
| Udall Foundation | 20 | 80.0% | 15.0% | 5.0% | 1 |

22. Discussions with my supervisor/team leader about my performance are worthwhile.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|-------|
| Governmentwide | 391,835 | 63.4% | 18.2% | 18.5% | 4,496 |
| Udall Foundation | 21 | 71.4% | 14.3% | 14.3% | 1 |

23. Managers/supervisors/team leaders work well with employees of different backgrounds.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|--------|
| Governmentwide | 368,225 | 64.0% | 22.0% | 14.0% | 25,081 |
| Udall Foundation | 22 | 50.0% | 22.7% | 27.3% | 0 |

24. My supervisor supports my need to balance work and family issues.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|-------|
| Governmentwide | 397,533 | 78.3% | 10.8% | 11.0% | 2,147 |
| Udall Foundation | 22 | 77.3% | 9.1% | 13.6% | 0 |

Leadership

25. I have a high level of respect for my organization's senior leaders.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|-------|
| Governmentwide | 390,254 | 53.1% | 23.5% | 23.3% | 5,078 |
| Udall Foundation | 22 | 50.0% | 22.7% | 27.3% | 0 |

26. In my organization, leaders generate high levels of motivation and commitment in the workforce.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|-------|
| Governmentwide | 388,819 | 40.9% | 24.1% | 35.0% | 7,594 |
| Udall Foundation | 21 | 23.8% | 23.8% | 52.4% | 1 |

27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|--------|
| Governmentwide | 367,493 | 60.1% | 23.5% | 16.3% | 26,319 |
| Udall Foundation | 21 | 57.1% | 23.8% | 19.0% | 1 |

28. Employees are protected from health and safety hazards on the job.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|-------|
| Governmentwide | 393,340 | 76.0% | 13.3% | 10.7% | 6,278 |
| Udall Foundation | 21 | 81.0% | 9.5% | 9.5% | 1 |

29. Employees have a feeling of personal empowerment with respect to work processes.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|-------|
| Governmentwide | 390,805 | 44.8% | 24.6% | 30.5% | 9,449 |
| Udall Foundation | 21 | 38.1% | 9.5% | 52.4% | 1 |

30. My workload is reasonable.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|-----|
| Governmentwide | 403,398 | 57.5% | 16.2% | 26.3% | 693 |
| Udall Foundation | 22 | 63.6% | 13.6% | 22.7% | 0 |

31. Managers communicate the goals and priorities of the organization.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|-------|
| Governmentwide | 389,027 | 60.3% | 20.1% | 19.7% | 5,145 |
| Udall Foundation | 22 | 63.6% | 18.2% | 18.2% | 0 |

32. My organization has prepared employees for potential security threats.

| | N | Positive | Neutral | Negative | DNK |
|------------------|---------|----------|---------|----------|-------|
| Governmentwide | 393,948 | 77.2% | 13.3% | 9.5% | 4,677 |
| Udall Foundation | 21 | 52.4% | 19.0% | 28.6% | 1 |

Job Satisfaction

33. How satisfied are you with the information you receive from management on what's going on in your organization?

| | N | Positive | Neutral | Negative |
|------------------|---------|----------|---------|----------|
| Governmentwide | 393,156 | 48.0% | 23.5% | 28.5% |
| Udall Foundation | 22 | 36.4% | 22.7% | 40.9% |

34. How satisfied are you with your involvement in decisions that affect your work?

| | N | Positive | Neutral | Negative |
|------------------|---------|----------|---------|----------|
| Governmentwide | 394,068 | 50.7% | 22.7% | 26.6% |
| Udall Foundation | 22 | 36.4% | 27.3% | 36.4% |

35. How satisfied are you with your opportunity to get a better job in your organization?

| | N | Positive | Neutral | Negative |
|------------------|---------|----------|---------|----------|
| Governmentwide | 392,739 | 35.9% | 27.3% | 36.8% |
| Udall Foundation | 22 | 22.7% | 50.0% | 27.3% |

36. How satisfied are you with the recognition you receive for doing a good job?

| | N | Positive | Neutral | Negative |
|------------------|---------|----------|---------|----------|
| Governmentwide | 392,389 | 47.5% | 23.8% | 28.6% |
| Udall Foundation | 21 | 66.7% | 19.0% | 14.3% |

37. How satisfied are you with the policies and practices of your senior leaders?

| | N | Positive | Neutral | Negative |
|------------------|---------|----------|---------|----------|
| Governmentwide | 392,440 | 42.5% | 29.3% | 28.3% |
| Udall Foundation | 22 | 31.8% | 40.9% | 27.3% |

38. How satisfied are you with the training you receive for your present job?

| | N | Positive | Neutral | Negative |
|------------------|---------|----------|---------|----------|
| Governmentwide | 392,659 | 52.5% | 23.5% | 23.9% |
| Udall Foundation | 22 | 50.0% | 18.2% | 31.8% |

39. Considering everything, how satisfied are you with your job?

| | N | Positive | Neutral | Negative |
|------------------|---------|----------|---------|----------|
| Governmentwide | 392,826 | 66.2% | 17.4% | 16.4% |
| Udall Foundation | 22 | 45.5% | 31.8% | 22.7% |

40. Considering everything, how satisfied are you with your pay?

| | N | Positive | Neutral | Negative |
|------------------|---------|----------|---------|----------|
| Governmentwide | 393,242 | 58.2% | 16.9% | 24.9% |
| Udall Foundation | 22 | 68.2% | 18.2% | 13.6% |