

U.S. Department of Labor 2016 Employee Viewpoint Survey (EVS) Results

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/ No Basis to Judge N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	63.79%	21.50%	42.29%	16.86%	12.99%	6.36%	19.35%	2,474	4,774	1,864	1,427	695	11,234	N/A
Agree -disagree	2	I have enough information to do my job well.	71.06%	20.30%	50.76%	14.49%	10.71%	3.74%	14.45%	2,309	5,681	1,604	1,189	406	11,189	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	58.34%	22.93%	35.41%	17.97%	15.40%	8.29%	23.69%	2,602	3,929	1,966	1,682	906	11,085	N/A
Agree -disagree	4	*My work gives me a feeling of personal accomplishment.	75.36%	33.21%	42.15%	13.45%	7.07%	4.12%	11.19%	3,765	4,697	1,480	781	451	11,174	N/A
Agree -disagree	5	*I like the kind of work I do.	83.28%	41.08%	42.20%	11.00%	3.78%	1.94%	5.72%	4,600	4,676	1,200	420	211	11,107	N/A
Agree -disagree	6	I know what is expected of me on the job.	79.45%	31.90%	47.55%	10.87%	6.56%	3.12%	9.68%	3,571	5,268	1,212	730	344	11,125	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	96.18%	64.86%	31.31%	2.46%	0.69%	0.67%	1.36%	7,314	3,461	267	75	73	11,190	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	89.75%	48.02%	41.72%	8.42%	1.20%	0.64%	1.84%	5,419	4,644	927	136	69	11,195	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	50.11%	11.94%	38.17%	16.59%	20.96%	12.33%	33.29%	1,330	4,257	1,860	2,376	1,380	11,203	33
Agree -disagree	10	*My workload is reasonable.	59.42%	13.17%	46.25%	15.91%	14.71%	9.96%	24.67%	1,468	5,162	1,773	1,649	1,093	11,145	19
Agree -disagree	11	*My talents are used well in the workplace.	59.81%	18.19%	41.63%	17.02%	13.40%	9.76%	23.17%	2,021	4,565	1,829	1,448	1,041	10,904	48
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	86.55%	35.10%	51.45%	8.30%	3.07%	2.08%	5.15%	3,967	5,693	907	341	231	11,139	35
Agree -disagree	13	*The work I do is important.	91.05%	53.11%	37.95%	6.51%	1.53%	0.91%	2.44%	5,889	4,157	707	170	100	11,023	30
Agree -disagree	14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	70.82%	27.75%	43.07%	13.34%	9.86%	5.98%	15.84%	3,111	4,778	1,467	1,097	662	11,115	77
Agree -disagree	15	*My performance appraisal is a fair reflection of my performance.	68.44%	27.39%	41.05%	14.14%	9.49%	7.93%	17.43%	3,056	4,523	1,540	1,035	852	11,006	187
Agree -disagree	16	I am held accountable for achieving results.	86.72%	34.43%	52.29%	9.67%	2.18%	1.43%	3.61%	3,865	5,775	1,061	242	154	11,097	57
Agree -disagree	17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	63.82%	28.09%	35.73%	18.64%	8.16%	9.38%	17.54%	3,058	3,793	1,939	852	971	10,613	574
Agree -disagree	18	*My training needs are assessed.	52.72%	15.75%	36.97%	22.85%	14.78%	9.66%	24.43%	1,782	4,100	2,518	1,623	1,050	11,073	116
Agree -disagree	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).	68.77%	28.64%	40.13%	13.36%	10.17%	7.70%	17.87%	3,169	4,401	1,464	1,117	838	10,989	257
Agree -disagree	20	*The people I work with cooperate to get the job done.	77.12%	31.96%	45.16%	12.41%	7.52%	2.95%	10.46%	3,633	5,083	1,365	835	325	11,241	N/A
Agree -disagree	21	*My work unit is able to recruit people with the right skills.	48.72%	12.44%	36.28%	26.08%	15.95%	9.25%	25.20%	1,354	3,909	2,748	1,711	974	10,696	535
Agree -disagree	22	*Promotions in my work unit are based on merit.	42.46%	13.76%	28.70%	26.06%	15.11%	16.36%	31.48%	1,488	3,026	2,674	1,544	1,646	10,378	771
Agree -disagree	23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.95%	9.10%	25.85%	29.39%	18.82%	16.84%	35.66%	934	2,594	2,863	1,862	1,645	9,898	1,268
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	38.81%	10.26%	28.55%	28.12%	18.46%	14.61%	33.07%	1,112	3,021	2,896	1,921	1,499	10,449	744
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	46.49%	13.12%	33.37%	25.33%	14.42%	13.76%	28.18%	1,402	3,476	2,583	1,470	1,384	10,315	859

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Agree -disagree	26	Employees in my work unit share job knowledge with each other.	77.67%	30.48%	47.18%	11.22%	6.54%	4.57%	11.11%	3,461	5,264	1,221	713	490	11,149	55
Agree -disagree	27	The skill level in my work unit has improved in the past year.	58.50%	21.10%	37.41%	26.96%	8.95%	5.59%	14.54%	2,310	4,016	2,846	948	579	10,699	512
Good -poor	28	How would you rate the overall quality of work done by your work unit?	85.46%	45.58%	39.88%	12.09%	1.79%	0.66%	2.45%	5,168	4,452	1,330	195	73	11,218	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	73.53%	18.15%	55.38%	16.02%	7.71%	2.74%	10.45%	2,021	6,071	1,720	839	292	10,943	196
Agree -disagree	30	*Employees have a feeling of personal empowerment with respect to work processes.	49.07%	13.02%	36.06%	24.26%	17.22%	9.45%	26.67%	1,450	3,921	2,607	1,853	1,006	10,837	301
Agree -disagree	31	Employees are recognized for providing high quality products and services.	52.79%	15.39%	37.41%	22.62%	15.16%	9.42%	24.58%	1,726	4,088	2,423	1,620	995	10,852	272
Agree -disagree	32	*Creativity and innovation are rewarded.	41.65%	13.30%	28.35%	28.70%	17.32%	12.33%	29.65%	1,472	3,071	3,039	1,841	1,292	10,715	401
Agree -disagree	33	*Pay raises depend on how well employees perform their jobs.	28.67%	7.82%	20.86%	29.91%	22.78%	18.63%	41.41%	808	2,129	3,051	2,333	1,888	10,209	861
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	59.66%	19.55%	40.11%	25.44%	7.27%	7.64%	14.90%	2,071	4,159	2,602	727	759	10,318	819
Agree -disagree	35	*Employees are protected from health and safety hazards on the job.	80.26%	28.00%	52.26%	11.94%	4.70%	3.10%	7.80%	3,159	5,709	1,280	504	331	10,983	150
Agree -disagree	36	*My organization has prepared employees for potential security threats.	76.95%	23.47%	53.48%	13.67%	6.09%	3.29%	9.38%	2,610	5,841	1,485	666	358	10,960	148
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	56.87%	22.07%	34.80%	21.14%	9.94%	12.05%	21.99%	2,376	3,645	2,161	1,012	1,225	10,419	695
Agree -disagree	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.	67.75%	28.78%	38.96%	18.34%	5.78%	8.14%	13.92%	2,983	3,930	1,787	563	793	10,056	1,001
Agree -disagree	39	My agency is successful at accomplishing its mission.	79.80%	27.65%	52.15%	14.24%	3.69%	2.27%	5.96%	3,095	5,682	1,510	396	241	10,924	196
Agree -disagree	40	I recommend my organization as a good place to work.	67.46%	25.94%	41.52%	18.04%	9.16%	5.34%	14.49%	2,957	4,647	1,976	1,002	582	11,164	N/A
Agree -disagree	41	I believe the results of this survey will be used to make my agency a better place to work.	53.48%	20.06%	33.43%	23.89%	12.19%	10.44%	22.63%	2,108	3,468	2,452	1,264	1,064	10,356	822
Agree -disagree	42	*My supervisor supports my need to balance work and other life issues.	82.62%	46.72%	35.90%	9.22%	3.94%	4.22%	8.16%	5,256	3,966	1,001	431	456	11,110	51
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	68.87%	34.46%	34.41%	15.88%	8.54%	6.71%	15.25%	3,885	3,811	1,708	926	724	11,054	76
Agree -disagree	44	*Discussions with my supervisor about my performance are worthwhile.	67.67%	32.77%	34.90%	16.15%	8.57%	7.61%	16.18%	3,647	3,818	1,756	932	821	10,974	111
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	72.03%	36.09%	35.95%	18.70%	4.29%	4.98%	9.27%	3,743	3,655	1,863	425	491	10,177	936
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	68.26%	31.33%	36.93%	16.46%	8.41%	6.88%	15.28%	3,504	4,061	1,797	925	748	11,035	70

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Agree -disagree	47	*Supervisors in my work unit support employee development.	68.72%	31.63%	37.09%	16.94%	7.30%	7.05%	14.35%	3,531	4,068	1,811	781	747	10,938	201
Agree -disagree	48	My supervisor listens to what I have to say.	79.04%	42.36%	36.68%	10.50%	6.56%	3.89%	10.46%	4,791	4,061	1,150	722	424	11,148	N/A
Agree -disagree	49	My supervisor treats me with respect.	83.03%	48.00%	35.03%	8.71%	4.65%	3.60%	8.26%	5,395	3,843	949	512	394	11,093	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	86.29%	42.01%	44.28%	6.86%	4.38%	2.47%	6.85%	4,739	4,868	755	493	271	11,126	N/A
Agree -disagree	51	*I have trust and confidence in my supervisor.	70.95%	40.61%	30.34%	14.02%	7.75%	7.29%	15.03%	4,584	3,366	1,533	847	795	11,125	N/A
Good -poor	52	*Overall, how good a job do you feel is being done by your immediate supervisor?	74.68%	45.60%	29.08%	15.39%	5.45%	4.48%	9.92%	5,123	3,235	1,687	599	488	11,132	N/A
Agree -disagree	53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	47.62%	15.56%	32.06%	23.19%	16.38%	12.81%	29.19%	1,729	3,501	2,498	1,771	1,370	10,869	245
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	56.69%	21.25%	35.45%	22.77%	9.40%	11.13%	20.54%	2,267	3,710	2,326	969	1,131	10,403	686
Agree -disagree	55	*Supervisors work well with employees of different backgrounds.	66.65%	23.19%	43.46%	19.65%	6.86%	6.83%	13.69%	2,458	4,520	1,986	693	682	10,339	694
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	69.08%	21.61%	47.48%	16.22%	8.20%	6.50%	14.70%	2,416	5,185	1,751	889	701	10,942	107
Agree -disagree	57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	71.02%	22.75%	48.27%	18.18%	5.70%	5.11%	10.81%	2,437	5,041	1,870	590	524	10,462	577
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	56.99%	18.71%	38.27%	20.54%	12.81%	9.66%	22.47%	2,053	4,116	2,174	1,365	1,015	10,723	363
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	59.71%	20.03%	39.68%	20.35%	11.23%	8.71%	19.94%	2,184	4,240	2,133	1,186	905	10,648	411
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	63.97%	29.92%	34.04%	20.47%	7.52%	8.04%	15.57%	3,184	3,579	2,131	786	827	10,507	595
Agree -disagree	61	*I have a high level of respect for my organization's senior leaders.	59.77%	26.00%	33.76%	21.51%	10.05%	8.68%	18.73%	2,889	3,696	2,334	1,097	937	10,953	135
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	67.46%	28.85%	38.61%	20.40%	6.46%	5.68%	12.14%	3,032	3,995	2,069	658	578	10,332	765
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	56.06%	17.09%	38.96%	21.62%	16.31%	6.01%	22.32%	1,944	4,334	2,357	1,786	651	11,072	N/A
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	54.21%	15.86%	38.36%	22.27%	16.75%	6.77%	23.52%	1,800	4,247	2,429	1,834	742	11,052	N/A
Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	53.55%	18.24%	35.31%	22.17%	15.70%	8.58%	24.28%	2,057	3,906	2,427	1,704	931	11,025	N/A
Satisfied -dissatisfied	66	*How satisfied are you with the policies and practices of your senior leaders?	48.70%	14.16%	34.54%	27.74%	15.23%	8.33%	23.56%	1,601	3,835	3,024	1,662	910	11,032	N/A
Satisfied -dissatisfied	67	*How satisfied are you with your opportunity to get a better job in your organization?	39.04%	12.95%	26.09%	27.29%	18.43%	15.25%	33.67%	1,475	2,900	3,003	2,008	1,655	11,041	N/A
Satisfied -dissatisfied	68	*How satisfied are you with the training you receive for your present job?	53.22%	15.48%	37.73%	23.26%	15.37%	8.15%	23.52%	1,746	4,182	2,553	1,681	882	11,044	N/A

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Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	70.12%	24.73%	45.39%	15.88%	9.44%	4.56%	14.00%	2,771	5,005	1,727	1,032	497	11,032	N/A
Satisfied -dissatisfied	70	*Considering everything, how satisfied are you with your pay?	63.69%	20.57%	43.13%	15.90%	13.71%	6.70%	20.41%	2,308	4,769	1,741	1,500	724	11,042	N/A
Satisfied -dissatisfied	71	Considering everything, how satisfied are you with your organization?	63.47%	19.76%	43.70%	19.60%	11.11%	5.83%	16.94%	2,231	4,856	2,128	1,220	632	11,067	N/A
Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	84.04%	46.04%	38.00%	9.60%	4.51%	1.85%	6.36%	3,531	2,909	738	347	142	7,667	132
Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	92.10%	57.43%	34.67%	6.30%	1.13%	0.47%	1.60%	1,470	886	159	29	12	2,556	107
Satisfied -dissatisfied	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)	82.71%	32.95%	49.76%	13.99%	2.51%	0.79%	3.30%	741	1,124	315	58	19	2,257	180
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	82.21%	34.88%	47.33%	14.83%	1.73%	1.23%	2.96%	495	673	209	25	18	1,420	186
Satisfied -dissatisfied	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)	80.75%	40.82%	39.92%	16.70%	1.67%	0.88%	2.55%	173	169	70	7	4	423	152
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	74.69%	37.40%	37.29%	23.75%	0.84%	0.73%	1.56%	86	87	55	2	2	232	118

* AES prescribed items

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.