

**NATIONAL SCIENCE FOUNDATION
2015 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		285	387	104	81	41	898	NA
		%	75.13	31.04	44.09	11.26	9.13	4.48	100.00	
2.	I have enough information to do my job well.	N		244	445	83	87	36	895	NA
		%	77.20	27.10	50.10	9.15	9.71	3.93	100.00	
3.	I feel encouraged to come up with new and better ways of doing things.	N		297	318	122	95	52	884	NA
		%	69.38	32.92	36.46	13.82	11.07	5.73	100.00	
*4.	My work gives me a feeling of personal accomplishment.	N		365	341	96	59	32	893	NA
		%	79.07	40.62	38.45	10.94	6.52	3.47	100.00	
*5.	I like the kind of work I do.	N		366	365	98	41	20	890	NA
		%	81.71	41.24	40.47	11.37	4.82	2.09	100.00	
6.	I know what is expected of me on the job.	N		337	384	84	61	25	891	NA
		%	81.34	37.33	44.01	9.09	6.69	2.88	100.00	
7.	When needed I am willing to put in the extra effort to get a job done.	N		637	224	16	8	7	892	NA
		%	96.58	71.40	25.18	1.70	0.83	0.88	100.00	
8.	I am constantly looking for ways to do my job better.	N		527	307	47	10	5	896	NA
		%	93.50	59.05	34.45	4.94	1.02	0.54	100.00	
9.	I have sufficient resources (for example, people, materials, budget) to get my job done.	N		125	356	118	200	96	895	1
		%	54.23	14.58	39.65	12.97	22.23	10.57	100.00	
*10.	My workload is reasonable.	N		103	355	124	184	129	895	1
		%	51.48	11.70	39.77	13.86	20.58	14.08	100.00	
*11.	My talents are used well in the workplace.	N		191	342	121	125	86	865	3
		%	61.56	22.05	39.51	14.21	14.10	10.13	100.00	
*12.	I know how my work relates to the agency's goals and priorities.	N		395	396	65	23	10	889	2
		%	89.55	43.96	45.59	6.96	2.42	1.07	100.00	
*13.	The work I do is important.	N		488	321	53	14	9	885	2
		%	91.83	55.18	36.65	5.67	1.55	0.96	100.00	

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* AES prescribed items

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

Sample or Census: Census

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**14.	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	306	420	95	51	24	896	1
		%	81.63	33.95	47.68	10.21	5.57	2.59	100.00
*15.	My performance appraisal is a fair reflection of my performance.	N	369	319	80	55	59	882	10
		%	77.78	41.51	36.27	9.19	6.38	6.65	100.00
16.	I am held accountable for achieving results.	N	353	403	83	32	17	888	4
		%	85.15	39.57	45.58	9.49	3.47	1.88	100.00
17.	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N	295	259	138	62	72	826	67
		%	67.01	34.87	32.14	16.48	7.79	8.73	100.00
*18.	My training needs are assessed.	N	165	311	203	132	74	885	10
		%	53.13	18.18	34.95	23.15	14.93	8.78	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	337	291	98	76	71	873	24
		%	71.83	37.91	33.92	11.17	9.11	7.88	100.00
*20.	The people I work with cooperate to get the job done.	N	328	392	94	61	21	896	NA
		%	80.33	35.99	44.34	10.32	6.92	2.43	100.00
*21.	My work unit is able to recruit people with the right skills.	N	146	340	186	145	64	881	18
		%	55.13	16.68	38.45	21.43	16.31	7.13	100.00
*22.	Promotions in my work unit are based on merit.	N	132	223	217	127	117	816	73
		%	42.94	15.74	27.20	27.03	15.76	14.27	100.00
*23.	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N	83	183	215	185	143	809	85
		%	32.69	10.24	22.46	26.68	23.20	17.42	100.00
*24.	In my work unit, differences in performance are recognized in a meaningful way.	N	95	205	207	196	121	824	74
		%	36.39	11.43	24.96	25.44	23.72	14.44	100.00
25.	Awards in my work unit depend on how well employees perform their jobs.	N	110	256	196	132	119	813	81
		%	45.21	13.56	31.65	24.00	16.15	14.63	100.00
26.	Employees in my work unit share job knowledge with each other.	N	273	404	106	69	41	893	3
		%	75.41	30.07	45.34	12.37	7.49	4.72	100.00
27.	The skill level in my work unit has improved in the past year.	N	176	296	241	86	55	854	43
		%	55.92	20.46	35.46	27.91	9.93	6.24	100.00
28.	How would you rate the overall quality of work done by your work unit?	N	540	263	77	9	6	895	NA
		%	89.54	60.30	29.25	8.76	1.04	0.66	100.00
*29.	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N	198	482	121	64	17	882	9
		%	76.81	22.50	54.32	14.01	7.36	1.82	100.00
**30.	Employees have a feeling of personal empowerment with respect to work processes.	N	125	337	185	147	69	863	31
		%	53.47	14.80	38.67	21.87	16.96	7.70	100.00

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31.	Employees are recognized for providing high quality products and services.	N		153	333	172	140	68	866	25
		%	55.80	17.59	38.21	19.90	16.68	7.62	100.00	
*32.	Creativity and innovation are rewarded.	N		153	261	210	156	77	857	32
		%	47.96	17.41	30.55	24.31	18.98	8.75	100.00	
*33.	Pay raises depend on how well employees perform their jobs.	N		76	173	211	172	150	782	104
		%	32.09	9.87	22.21	27.32	21.84	18.75	100.00	
34.	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		191	352	181	75	57	856	37
		%	62.63	21.90	40.73	21.16	9.13	7.08	100.00	
*35.	Employees are protected from health and safety hazards on the job.	N		276	471	85	14	9	855	32
		%	87.38	31.90	55.49	10.18	1.45	0.99	100.00	
*36.	My organization has prepared employees for potential security threats.	N		217	445	131	52	20	865	21
		%	76.88	25.42	51.45	15.06	5.90	2.16	100.00	
37.	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		197	278	155	103	95	828	61
		%	56.70	23.57	33.14	18.88	12.48	11.94	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		247	313	125	55	65	805	83
		%	68.28	30.14	38.14	16.12	7.21	8.38	100.00	
39.	My agency is successful at accomplishing its mission.	N		343	424	85	18	8	878	12
		%	87.27	38.68	48.59	9.73	2.11	0.89	100.00	
40.	I recommend my organization as a good place to work.	N		317	321	156	63	34	891	NA
		%	71.04	35.46	35.58	18.00	7.37	3.59	100.00	
41.	I believe the results of this survey will be used to make my agency a better place to work.	N		182	232	185	131	103	833	60
		%	49.98	22.10	27.88	22.10	15.87	12.04	100.00	
*42.	My supervisor supports my need to balance work and other life issues.	N		427	323	68	33	34	885	9
		%	84.05	47.57	36.48	7.79	4.02	4.14	100.00	
43.	My supervisor provides me with opportunities to demonstrate my leadership skills.	N		351	302	108	67	60	888	4
		%	72.70	38.76	33.94	12.71	7.55	7.04	100.00	
*44.	Discussions with my supervisor about my performance are worthwhile.	N		311	288	126	79	71	875	15
		%	68.06	34.93	33.13	14.50	8.94	8.50	100.00	
45.	My supervisor is committed to a workforce representative of all segments of society.	N		331	279	143	31	43	827	65
		%	72.96	39.49	33.47	17.62	3.96	5.45	100.00	

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46.	My supervisor provides me with constructive suggestions to improve my job performance.	N		292	295	132	97	66	882	8
		%	66.37	32.84	33.53	14.87	10.92	7.84	100.00	
*47.	Supervisors in my work unit support employee development.	N		338	313	117	51	53	872	19
		%	73.88	38.33	35.55	13.69	6.10	6.32	100.00	
48.	My supervisor listens to what I have to say.	N		422	292	84	56	39	893	NA
		%	79.67	46.61	33.06	9.90	6.21	4.23	100.00	
49.	My supervisor treats me with respect.	N		464	285	74	35	32	890	NA
		%	84.07	51.63	32.45	8.52	3.88	3.53	100.00	
50.	In the last six months, my supervisor has talked with me about my performance.	N		424	356	45	36	29	890	NA
		%	86.99	46.60	40.38	5.61	4.24	3.16	100.00	
*51.	I have trust and confidence in my supervisor.	N		387	234	134	79	58	892	NA
		%	69.13	42.71	26.42	15.05	9.37	6.45	100.00	
*52.	Overall, how good a job do you feel is being done by your immediate supervisor?	N		452	223	129	47	38	889	NA
		%	75.41	50.05	25.36	14.83	5.40	4.37	100.00	
*53.	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		129	267	180	182	108	866	17
		%	46.06	14.97	31.09	20.49	20.93	12.52	100.00	
54.	My organization's senior leaders maintain high standards of honesty and integrity.	N		194	280	189	85	79	827	61
		%	56.77	23.13	33.64	23.32	10.22	9.68	100.00	
*55.	Supervisors work well with employees of different backgrounds.	N		177	333	168	72	69	819	59
		%	61.63	21.54	40.10	20.52	9.33	8.52	100.00	
*56.	Managers communicate the goals and priorities of the organization.	N		177	382	149	90	75	873	9
		%	63.96	20.48	43.48	16.92	10.48	8.65	100.00	
*57.	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		170	365	152	74	55	816	63
		%	65.52	21.09	44.43	18.74	8.82	6.92	100.00	
58.	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		162	339	148	131	77	857	27
		%	58.75	19.16	39.59	17.28	15.00	8.97	100.00	
59.	Managers support collaboration across work units to accomplish work objectives.	N		198	371	153	78	66	866	19
		%	65.56	23.06	42.51	17.92	8.93	7.59	100.00	
60.	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		286	273	171	55	61	846	38
		%	66.12	34.07	32.06	20.12	6.45	7.31	100.00	
*61.	I have a high level of respect for my organization's senior leaders.	N		203	287	209	102	77	878	10
		%	56.08	23.58	32.51	23.68	11.46	8.78	100.00	

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62.	Senior leaders demonstrate support for Work/Life programs.	N		232	341	148	69	41	831	53
		%	68.32	27.80	40.52	18.42	8.31	4.96	100.00	
*63.	How satisfied are you with your involvement in decisions that affect your work?	N		194	322	177	128	61	882	NA
		%	58.52	21.67	36.85	20.64	13.99	6.85	100.00	
*64.	How satisfied are you with the information you receive from management on what's going on in your organization?	N		161	321	178	158	67	885	NA
		%	54.34	18.28	36.06	20.63	17.67	7.36	100.00	
*65.	How satisfied are you with the recognition you receive for doing a good job?	N		201	302	164	128	82	877	NA
		%	57.22	22.91	34.32	18.67	14.62	9.48	100.00	
*66.	How satisfied are you with the policies and practices of your senior leaders?	N		139	294	219	156	70	878	NA
		%	49.24	16.04	33.19	25.46	17.24	8.06	100.00	
*67.	How satisfied are you with your opportunity to get a better job in your organization?	N		114	198	251	191	122	876	NA
		%	35.75	13.03	22.72	27.91	22.52	13.81	100.00	
*68.	How satisfied are you with the training you receive for your present job?	N		207	325	216	93	38	879	NA
		%	60.34	23.45	36.89	24.32	10.84	4.50	100.00	
*69.	Considering everything, how satisfied are you with your job?	N		255	373	126	87	39	880	NA
		%	71.29	28.49	42.80	14.26	10.22	4.23	100.00	
*70.	Considering everything, how satisfied are you with your pay?	N		186	337	143	148	69	883	NA
		%	59.18	21.00	38.18	16.14	16.78	7.89	100.00	
71.	Considering everything, how satisfied are you with your organization?	N		216	366	159	96	44	881	NA
		%	65.62	24.26	41.36	18.49	10.98	4.91	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.	809	91.20
	Yes, I was notified that I was not eligible to telework.	16	2.21
	No, I was not notified of my telework eligibility.	23	2.58
	Not sure if I was notified of my telework eligibility.	32	4.01
	Total	880	100.00
73. Please select the response below that BEST describes your current teleworking situation.		N	%
	I telework 3 or more days per week.	17	2.02
	I telework 1 or 2 days per week.	300	33.73
	I telework, but no more than 1 or 2 days per month.	142	15.76
	I telework very infrequently, on an unscheduled or short-term basis.	281	31.61
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	10	1.12
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	13	1.72
	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.	14	1.75
	I do not telework because I choose not to telework.	105	12.30
	Total	882	100.00
74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)		N	%
	Yes	137	15.48
	No	637	72.40
	Not available to me	104	12.12
	Total	878	100.00
75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)		N	%
	Yes	303	34.59
	No	560	63.51
	Not available to me	17	1.90
	Total	880	100.00
76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)		N	%
	Yes	101	11.55
	No	756	86.57
	Not available to me	15	1.88
	Total	872	100.00

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77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)			
		N	%
	Yes	40	4.43
	No	810	92.21
	Not available to me	29	3.35
	Total	879	100.00
78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)			
		N	%
	Yes	27	3.38
	No	814	92.71
	Not available to me	33	3.91
	Total	874	100.00

			Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79.	How satisfied are you with the following Work/Life programs in your agency? Telework	N		315	303	58	36	15	727	12
		%	84.97	42.89	42.08	8.17	4.75	2.11	100.00	
80.	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		82	40	8	3	3	136	5
		%	90.16	62.01	28.15	5.54	2.11	2.19	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		126	139	24	3	2	294	9
		%	90.52	42.30	48.22	7.96	0.94	0.58	100.00	
82.	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		42	44	11	0	1	98	14
		%	86.89	43.75	43.15	12.25	0.00	0.85	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		14	11	3	2	2	32	13
		%	79.57	47.28	32.29	9.24	5.77	5.43	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	11	7	1	1	24	13
		%	63.33	20.50	42.82	29.85	3.54	3.28	100.00	

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Demographics (1 of 3)

Where do you work?		N	%
	Headquarters	865	98.07
	Field	17	1.93
	Total	882	100.00
*What is your supervisory status?			
	Non-Supervisor	571	65.18
	Team Leader	141	16.10
	Supervisor	95	10.84
	Manager	34	3.88
	Senior Leader	35	4.00
	Total	876	100.00
*Are you:			
	Male	323	37.69
	Female	534	62.31
	Total	857	100.00
*Are you Hispanic or Latino?			
	Yes	43	5.06
	No	806	94.94
	Total	849	100.00
*Please select the racial category or categories with which you most closely identify.			
	American Indian or Alaska Native	1	0.12
	Asian	44	5.49
	Black or African American	180	22.44
	Native Hawaiian or Other Pacific Islander	2	0.25
	White	552	68.83
	Two or more races	23	2.87
	Total	802	100.00

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Demographics (2 of 3)

What is the highest degree or level of education you have completed?		N	%
	Less than High School	0	0.00
	High School Diploma/GED or equivalent	24	2.81
	Trade or Technical Certificate	8	0.94
	Some College (no degree)	87	10.20
	Associate's Degree (e.g., AA, AS)	37	4.34
	Bachelor's Degree (e.g., BA, BS)	210	24.62
	Master's Degree (e.g., MA, MS, MBA)	211	24.74
	Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	276	32.36
	Total	853	100.00
What is your pay category/grade?		N	%
	Federal Wage System	7	0.81
	GS 1-6	10	1.16
	GS 7-12	213	24.74
	GS 13-15	363	42.16
	Senior Executive Service	54	6.27
	Senior Level (SL) or Scientific or Professional (ST)	44	5.11
	Other	170	19.74
	Total	861	100.00
How long have you been with the Federal Government (excluding military service)?		N	%
	Less than 1 year	15	1.73
	1 to 3 years	60	6.90
	4 to 5 years	63	7.25
	6 to 10 years	165	18.99
	11 to 14 years	160	18.41
	15 to 20 years	112	12.89
	More than 20 years	294	33.83
	Total	869	100.00
How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?		N	%
	Less than 1 year	22	2.56
	1 to 3 years	124	14.40
	4 to 5 years	96	11.15
	6 to 10 years	203	23.58
	11 to 20 years	243	28.22
	More than 20 years	173	20.09
	Total	861	100.00

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Demographics (3 of 3)

Are you considering leaving your organization within the next year, and if so, why?		N	%
	No	562	64.90
	Yes, to retire	42	4.85
	Yes, to take another job within the Federal Government	180	20.79
	Yes, to take another job outside the Federal Government	43	4.97
	Yes, other	39	4.50
	Total	866	100.00
I am planning to retire:			
		N	%
	Within one year	29	3.40
	Between one and three years	99	11.61
	Between three and five years	109	12.78
	Five or more years	616	72.22
	Total	853	100.00
Self-Identify as:			
		N	%
	Heterosexual or Straight	661	80.81
	Gay, Lesbian, Bisexual, or Transgender	24	2.93
	I prefer not to say	133	16.26
	Total	818	100.00
What is your US military service status?			
		N	%
	No Prior Military Service	746	88.28
	Currently in National Guard or Reserves	7	0.83
	Retired	26	3.08
	Separated or Discharged	66	7.81
	Total	845	100.00
Are you an individual with a disability?			
		N	%
	Yes	67	7.84
	No	788	92.16
	Total	855	100.00
What is your age group?			
		N	%
	25 and under	8	0.89
	26-29	36	4.00
	30-39	124	13.78
	40-49	218	24.22
	50-59	305	33.89
	60 or older	209	23.22
	Total	900	100.00