



Federal Employee Viewpoint Survey (FEVS) 2015



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- April – June 2015: The Office of Personnel Management (OPM) will begin administering the annual Federal Employee Viewpoint Survey
- Civilian employees may receive an email from OPM asking for participation (random sampling).
- *The survey's intent will be to gauge federal employees' perceptions and attitudes regarding their workplace, leadership, performance, and job satisfaction.*
- The survey takes approximately 20-30 minutes to complete.
- Responses are confidential.
- July: All FEVS results collected and OPM compiles the data.
- August – September: OPM disseminates results to agencies.
- September – October: Results reported by OPM to our agency
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Help influence change by participating in the Survey



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Why Participate

- ✓ To support DOD's efforts to strengthen an organizational culture of employee engagement IAW the President's Management Agenda goal on people and culture
- ✓ OPM Memo, subj: *Strengthening Employee Engagement and Organizational Performance*, 23 Dec 14. To further institutionalize a focus on improving employee engagement and mission performance, the guidance in this memo is integrated with existing human capital performance review requirements under 5 CFR Part 205, the Government Performance and Results Modernization Action of 2010 (GPRA), the President's Management Agenda benchmarking initiative, as well as OPM's HRStat initiative. The memorandum clarifies roles and responsibilities, as well as puts forth a series of management practices and routines that are important to fostering an organizational culture of employee engagement and performance. *Each agency will identify the Senior Accountable Official (SAO), and career deputy, if applicable, responsible for ensuring the agency's commitment to improving employee engagement.*
- The FEVS focuses on employee perceptions and that in turn reflect employee satisfaction, commitment, and engagement.
- The findings provide organizations a sense of their human capital climate to increase the ability of leaders, managers, and supervisors to use employee feedback to improve their organization.
- The NCR-MD is a new organization and current perceptions by the workforce reflect that we need to improve based **on 2014 results**
- **2014 Sampling survey for NCR-MD** – 1000 government civilians participated (29%)



Survey Items

Area of Interest	Number of Questions
1. My Work Experience	1-19
2. My Work Unit	20-28
3. My Agency	29-41
4. My Supervisor	42-52
5. Leadership	53-62
6. My Satisfaction	63-71
7. Work/Life	72-84

2015 Survey Questions are based on 2014 Survey

20-30 Minutes to complete



Annual Cycle for Administration and Use of FEVS Results

- **January:** Agencies send OPM final list of organizational breakouts.
- **February – March:** Agencies market FEVS
- **April – June:** OPM staffers the administration of the FEVS while agencies encourage employees to participate.
- **July:** All FEVS results collected and OPM compiles the data.
- **August – September:** OPM disseminates results to agencies.
- **September – October:** Agencies disseminate FEVS reports to managers, supervisors, *and unions*, facilitate data-driven reviews of engagement and performance.
- Before the beginning of performance appraisal cycle: Agencies identify appropriate strengthening employee engagement performance metrics to be incorporated into SES and manager performance plans (noting that identified activities and metrics should cascade from executives to mid-level managers and supervisors).
- **November:** Agencies *and unions* develop FEVS actions plans via labor management forums.
- **February:** Annual Performance Plans and Reports include goals related to employee engagement and other FEVS related improvements.



Annual Cycle for Administration and Use of FEBS Results (continued)

- On-going: Agencies use the HR Stat quarterly review to identify and baseline metrics and targets for driving, measuring, tracking and taking steps to strengthen engagement.
- On-going: Agencies use continuous feedback mechanisms such as focus groups, pulse surveys, etc., to learn what location actions are making a difference in employee morale and engagement.
- On-gong: Agencies should work with local labor management forums to discuss progress on improvement plans.
- Quarterly: Agencies conduct HRStat reviews to monitor progress on engagement actions, which may include measures such as attrition.
- Every six months: Component heads review progress on engagement efforts.
- Annually: OMB, OPM, and agency leadership review progress with agencies.