

FEDERAL HOUSING FINANCE AGENCY
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/9/2010 to 3/19/2010)

		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	66.1	59	136	38	46	12	291	NA
	%		20.0	46.2	13.6	15.9	4.3	100.0	
2. I have enough information to do my job well.	N	60.7	40	138	54	43	16	291	NA
	%		13.6	47.1	19.1	14.6	5.6	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N	52.1	60	92	53	55	29	289	NA
	%		20.0	32.1	18.3	19.3	10.3	100.0	
*4. My work gives me a feeling of personal accomplishment.	N	61.5	63	118	52	29	28	290	NA
	%		21.4	40.1	18.8	9.7	10.0	100.0	
*5. I like the kind of work I do.	N	76.8	83	142	47	14	5	291	NA
	%		28.1	48.7	16.6	4.9	1.8	100.0	
6. I know what is expected of me on the job.	N	64.5	55	131	48	39	16	289	NA
	%		18.8	45.7	16.4	13.1	6.0	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N	95.2	190	87	7	2	4	290	NA
	%		65.5	29.8	2.6	0.8	1.4	100.0	
8. I am constantly looking for ways to do my job better.	N	86.4	144	109	30	5	3	291	NA
	%		49.3	37.1	10.4	2.0	1.1	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	55.2	30	129	54	48	27	288	2
	%		10.6	44.6	18.3	16.7	9.8	100.0	
*10. My workload is reasonable.	N	60.3	26	150	48	44	22	290	1
	%		9.0	51.4	16.5	15.6	7.5	100.0	
*11. My talents are used well in the workplace.	N	48.9	42	100	49	56	42	289	1
	%		14.5	34.5	17.2	18.8	15.0	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N	71.3	72	133	33	28	21	287	3
	%		25.0	46.3	11.6	10.1	7.0	100.0	
*13. The work I do is important.	N	75.3	91	124	42	19	11	287	2
	%		31.7	43.6	14.4	6.6	3.6	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	69.1	87	115	37	28	22	289	0
	%		29.3	39.8	13.8	9.8	7.3	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N	64.6	63	124	39	33	30	289	1
	%		21.5	43.1	13.3	11.4	10.6	100.0	
16. I am held accountable for achieving results.	N	77.8	69	157	43	11	10	290	1
	%		23.3	54.5	14.7	3.9	3.6	100.0	

*AES prescribed items

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		54	97	42	30	35	258	31
	%	58.2	20.4	37.8	15.7	12.0	14.1	100.0	
*18. My training needs are assessed.	N		46	108	61	46	24	285	3
	%	54.1	16.4	37.6	20.8	16.4	8.8	100.0	
*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		57	92	48	59	32	288	3
	%	50.9	19.1	31.8	17.3	20.3	11.5	100.0	
*20. The people I work with cooperate to get the job done.	N		45	138	42	30	21	276	NA
	%	65.7	15.8	50.0	15.5	11.2	7.6	100.0	
*21. My work unit is able to recruit people with the right skills.	N		37	123	62	33	21	276	15
	%	57.2	12.9	44.3	22.7	11.9	8.2	100.0	
*22. Promotions in my work unit are based on merit.	N		32	90	56	46	41	265	26
	%	44.8	11.7	33.1	21.1	17.8	16.2	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		17	54	75	52	43	241	47
	%	28.9	6.9	22.0	31.3	21.3	18.5	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		22	82	61	53	41	259	32
	%	39.7	8.2	31.4	23.1	20.6	16.6	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		29	89	59	53	35	265	25
	%	43.3	10.6	32.7	22.6	20.1	14.0	100.0	
26. Employees in my work unit share job knowledge with each other.	N		54	138	50	26	22	290	1
	%	65.3	17.7	47.6	17.5	9.3	7.8	100.0	
27. The skill level in my work unit has improved in the past year.	N		41	114	72	25	18	270	18
	%	57.2	15.2	42.1	26.5	9.2	7.0	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		101	126	45	12	4	288	NA
	%	77.7	33.9	43.9	16.2	4.7	1.4	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		42	150	42	31	19	284	5
	%	67.3	14.6	52.7	14.8	10.9	7.0	100.0	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N	29.7	12	71	72	70	53	278	12
	%		4.4	25.3	26.4	24.9	19.0	100.0	
31. Employees are recognized for providing high quality products and services.	N	45.5	19	114	56	58	37	284	5
	%		6.4	39.1	20.3	20.6	13.6	100.0	
*32. Creativity and innovation are rewarded.	N	33.9	21	76	80	56	48	281	9
	%		7.3	26.6	28.0	20.5	17.6	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N	40.7	24	87	65	50	41	267	22
	%		9.0	31.7	24.8	18.5	16.1	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N	54.3	35	112	75	18	23	263	27
	%		13.4	40.9	29.3	7.0	9.4	100.0	
*35. Employees are protected from health and safety hazards on the job.	N	80.1	75	151	41	7	6	280	10
	%		25.8	54.3	15.4	2.3	2.1	100.0	
36. My organization has prepared employees for potential security threats.	N	64.7	41	140	65	24	7	277	13
	%		14.6	50.1	24.1	8.7	2.6	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	45.2	38	82	65	37	37	259	31
	%		14.1	31.1	25.6	14.2	15.0	100.0	
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	59.7	47	109	55	24	19	254	36
	%		18.0	41.7	22.3	10.2	7.8	100.0	
39. My agency is successful at accomplishing its mission.	N	49.4	30	108	75	42	24	279	9
	%		10.7	38.6	26.9	15.0	8.7	100.0	
40. I recommend my organization as a good place to work.	N	53.7	59	98	73	34	23	287	NA
	%		20.2	33.5	26.6	11.7	8.0	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N	44.5	29	91	52	53	40	265	25
	%		11.0	33.6	19.5	20.2	15.7	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N	82.8	106	132	34	5	9	286	2
	%		35.9	46.8	12.1	1.7	3.4	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N	66.2	78	116	39	37	18	288	0
	%		26.6	39.6	14.7	12.5	6.6	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N	61.3	77	99	54	30	26	286	1
	%		26.5	34.7	18.8	10.9	9.1	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		78	101	57	17	7	260	27
	%	67.9	29.4	38.5	21.9	7.1	3.1	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		64	100	59	42	19	284	2
	%	56.9	22.3	34.6	21.0	15.3	6.8	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		77	134	43	15	13	282	4
	%	74.0	27.2	46.8	15.4	5.7	4.9	100.0	
48. My supervisor/team leader listens to what I have to say.	N		105	114	35	23	10	287	NA
	%	75.4	35.4	40.1	13.0	8.1	3.5	100.0	
49. My supervisor/team leader treats me with respect.	N		120	106	34	16	11	287	NA
	%	78.2	40.9	37.3	12.2	5.9	3.7	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		101	139	28	13	6	287	NA
	%	82.8	34.3	48.4	10.1	5.1	2.1	100.0	
*51. I have trust and confidence in my supervisor.	N		99	96	43	26	22	286	NA
	%	67.7	33.7	34.0	15.0	9.5	7.8	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		109	87	50	27	12	285	NA
	%	68.3	37.5	30.7	17.8	9.6	4.4	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		22	61	86	54	61	284	2
	%	28.4	7.3	21.1	30.8	19.1	21.7	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		38	109	63	29	33	272	14
	%	52.8	13.4	39.4	23.8	10.5	12.8	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		24	119	59	36	26	264	21
	%	53.0	8.9	44.1	22.9	14.0	10.1	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		30	114	56	41	41	282	3
	%	49.8	10.6	39.1	20.6	15.1	14.6	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		29	118	59	34	32	272	11
	%	53.0	10.4	42.7	22.1	12.8	12.1	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	40.6	25 8.7	89 32.0	52 18.7	62 21.7	53 19.0	281 100.0	4
59. Managers support collaboration across work units to accomplish work objectives.	N %	44.4	31 10.8	90 33.6	58 21.3	49 17.5	46 16.8	274 100.0	6
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	45.2	46 16.0	80 29.2	77 28.6	26 9.7	44 16.6	273 100.0	11
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	48.1	42 14.6	91 33.5	50 18.3	49 17.3	44 16.3	276 100.0	4
62. Senior leaders demonstrate support for Work/Life programs.	N %	64.4	46 16.9	127 47.5	62 24.0	18 6.6	12 5.0	265 100.0	20
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	44.1	31 10.9	97 33.2	66 24.2	65 22.4	26 9.3	285 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	40.0	29 9.4	86 30.6	64 23.1	69 24.5	35 12.4	283 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	46.6	40 13.5	95 33.1	70 24.6	52 18.8	27 10.0	284 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	35.6	22 7.4	81 28.2	74 26.8	70 24.7	37 12.9	284 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	26.6	21 7.0	56 19.6	98 34.2	63 22.8	45 16.4	283 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	59.3	44 15.0	125 44.3	85 30.4	19 6.3	11 4.1	284 100.0	NA

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		46	120	64	36	19	285	NA
	%	57.4	15.9	41.5	23.2	12.6	6.9	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		64	125	44	36	16	285	NA
	%	64.7	21.7	43.0	15.5	13.5	6.3	100	
71. Considering everything, how satisfied are you with your organization?	N		36	112	55	53	28	284	NA
	%	51.9	12.4	39.5	19.5	18.4	10.2	100	
		Percent Positive	Telework on regular basis	Telework infrequently	No telework: physical presence required	No telework: technical issues	No telework: not allowed though ok for job type	No telework: personal choice	Item Response Total**
72. Please select the response below that BEST describes your teleworking situation.	N		55	92	17	5	25	74	268
	%	10.6	21.8	33.5	6.3	1.7	8.9	27.8	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
73. How satisfied are you with the following Work/Life programs in your agency... Telework?	N		67	84	59	27	9	246	35
	%	61.6	27.5	34.2	24.1	10.7	3.7	100.0	
74. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?	N		131	104	19	11	6	271	13
	%	87.7	49.0	38.7	6.4	3.7	2.2	100.0	
75. 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		117	121	30	6	2	276	7
	%	85.3	42.6	42.7	11.4	2.5	0.8	100	
76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?	N		36	43	56	2	3	140	144
	%	55.7	25.9	29.8	40.4	1.5	2.4	100	
77. 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		12	10	67	5	3	97	187
	%	24.2	13.5	10.6	67.3	5.3	3.2	100	
78. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?	N		9	11	69	7	4	100	183
	%	21.4	10.2	11.1	68.2	6.9	3.6	100	

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