

## FEDERAL HOUSING FINANCE AGENCY 2014 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		93	178	48	50	23	392	NA
	%	68.79	23.37	45.41	12.61	12.62	5.98	100.00	
2. I have enough information to do my job well.	N		66	178	62	55	30	391	NA
	%	61.91	16.74	45.17	16.39	14.04	7.67	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		91	137	47	71	44	390	NA
	%	58.32	22.99	35.33	11.99	18.61	11.08	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		94	168	49	50	30	391	NA
	%	66.71	23.96	42.75	12.69	13.00	7.60	100.00	
*5. I like the kind of work I do.	N		117	194	46	22	9	388	NA
	%	79.61	30.66	48.95	12.45	5.59	2.35	100.00	
6. I know what is expected of me on the job.	N		89	172	58	42	25	386	NA
	%	67.34	23.17	44.17	15.21	10.80	6.65	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		255	118	10	3	5	391	NA
	%	95.18	65.80	29.38	2.67	0.70	1.46	100.00	
8. I am constantly looking for ways to do my job better.	N		184	162	33	7	5	391	NA
	%	88.83	48.06	40.76	8.14	1.58	1.45	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		65	189	53	50	33	390	0
	%	65.25	16.93	48.32	13.31	13.02	8.42	100.00	
*10. My workload is reasonable.	N		60	204	53	52	21	390	0
	%	67.43	15.14	52.29	13.73	13.54	5.30	100.00	
*11. My talents are used well in the workplace.	N		45	151	58	61	61	376	2
	%	51.37	11.46	39.91	15.87	16.44	16.32	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		102	192	41	31	20	386	2
	%	76.07	26.41	49.66	11.03	8.00	4.90	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

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\* AES prescribed items

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

Sample or Census: Census

Number of surveys completed: 393

Number of surveys administered: 568

Response Rate: 69.2%

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*13. The work I do is important.	N		132	170	42	20	15	379	4
	%	80.03	35.56	44.48	10.93	5.22	3.82	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		148	154	38	25	21	386	1
	%	78.81	38.33	40.48	9.62	6.24	5.33	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		121	161	33	35	38	388	2
	%	72.34	31.15	41.19	8.55	9.13	9.98	100.00	
16. I am held accountable for achieving results.	N		128	192	40	14	12	386	2
	%	83.04	33.12	49.92	10.67	3.34	2.95	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		96	125	52	41	46	360	27
	%	59.70	25.45	34.25	15.12	11.99	13.20	100.00	
*18. My training needs are assessed.	N		61	147	86	65	29	388	2
	%	53.92	15.87	38.04	22.22	16.57	7.29	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		104	114	57	57	55	387	5
	%	56.33	27.02	29.31	14.85	14.76	14.06	100.00	
*20. The people I work with cooperate to get the job done.	N		107	184	44	38	19	392	NA
	%	74.10	26.83	47.26	10.99	9.87	5.05	100.00	
*21. My work unit is able to recruit people with the right skills.	N		66	142	71	52	40	371	20
	%	55.03	17.44	37.59	20.09	13.86	11.01	100.00	
*22. Promotions in my work unit are based on merit.	N		55	101	72	56	71	355	36
	%	42.37	14.85	27.52	21.10	15.73	20.80	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		29	76	80	75	66	326	64
	%	31.25	8.71	22.54	25.88	22.55	20.33	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		32	102	68	76	71	349	41
	%	37.44	9.03	28.42	20.40	21.36	20.79	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		45	115	65	56	68	349	40
	%	44.95	12.60	32.35	18.79	16.06	20.20	100.00	
26. Employees in my work unit share job knowledge with each other.	N		91	204	44	23	28	390	1
	%	74.82	22.63	52.19	11.36	6.37	7.45	100.00	
27. The skill level in my work unit has improved in the past year.	N		60	140	108	31	29	368	23
	%	53.47	15.87	37.60	29.99	8.39	8.15	100.00	
		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		176	138	56	13	7	390	NA
	%	80.10	44.93	35.17	14.50	3.66	1.74	100.00	
		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		63	217	48	30	21	379	14
	%	73.76	16.06	57.70	12.70	7.98	5.56	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		30	104	72	109	63	378	13
	%	34.68	7.55	27.13	19.57	28.94	16.81	100.00	
31. Employees are recognized for providing high quality products and services.	N		37	137	80	76	48	378	12
	%	44.56	9.54	35.02	22.15	20.51	12.78	100.00	
*32. Creativity and innovation are rewarded.	N		31	104	83	90	67	375	16
	%	34.99	7.96	27.03	22.60	24.56	17.85	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		31	101	78	78	74	362	26
	%	35.52	8.42	27.10	21.61	22.27	20.59	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		74	138	75	35	32	354	37
	%	58.53	20.09	38.44	21.37	10.52	9.58	100.00	
*35. Employees are protected from health and safety hazards on the job	N		142	185	33	10	11	381	10
	%	85.65	37.09	48.57	8.57	2.80	2.97	100.00	
*36. My organization has prepared employees for potential security threats.	N		98	196	51	27	13	385	6
	%	75.90	25.71	50.18	13.60	7.07	3.43	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		48	105	58	62	76	349	40
	%	42.68	12.99	29.69	16.71	18.26	22.36	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		79	118	48	43	45	333	57
	%	58.01	23.19	34.83	15.18	12.91	13.91	100.00	
39. My agency is successful at accomplishing its mission.	N		66	193	82	19	17	377	11
	%	68.56	17.65	50.91	22.48	4.65	4.32	100.00	
40. I recommend my organization as a good place to work.	N		79	149	86	46	29	389	NA
	%	58.04	20.08	37.95	22.42	12.19	7.35	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		50	120	73	66	58	367	21
	%	45.97	13.42	32.55	19.79	18.33	15.91	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		197	134	21	18	16	386	3
	%	85.42	50.92	34.50	5.89	4.67	4.02	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		149	111	55	39	34	388	1
	%	66.68	38.60	28.08	14.93	9.74	8.65	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		129	114	57	41	40	381	5
	%	63.77	34.07	29.70	15.29	10.32	10.62	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		144	113	50	18	15	340	48
	%	74.57	42.60	31.97	15.43	5.41	4.58	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		135	117	54	43	35	384	3
	%	65.34	35.17	30.17	14.38	11.11	9.16	100.00	
*47. Supervisors in my work unit support employee development.	N		146	131	38	46	21	382	6
	%	71.80	38.06	33.75	10.37	12.39	5.44	100.00	
48. My supervisor listens to what I have to say.	N		172	127	34	32	23	388	NA
	%	77.14	44.03	33.10	9.00	7.97	5.89	100.00	
49. My supervisor treats me with respect.	N		194	119	26	25	25	389	NA
	%	80.30	49.56	30.74	7.38	6.05	6.27	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		172	159	22	20	15	388	NA
	%	84.90	43.78	41.11	5.86	5.39	3.86	100.00	
*51. I have trust and confidence in my supervisor.	N		161	101	46	43	36	387	NA
	%	66.98	41.22	25.76	12.85	10.98	9.19	100.00	
		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?	N		166	103	58	33	29	389	NA
	%	68.78	42.37	26.40	15.30	8.47	7.45	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		23	97	95	90	78	383	5
	%	30.34	5.75	24.59	25.44	23.68	20.54	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		43	118	89	50	64	364	23
	%	43.04	11.18	31.86	24.86	13.63	18.46	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		49	142	85	39	36	351	34
	%	52.78	13.49	39.29	25.15	11.28	10.79	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		32	154	80	60	54	380	7
	%	47.79	8.11	39.68	21.45	15.98	14.78	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		35	143	91	50	32	351	35
	%	49.38	9.81	39.57	26.81	14.37	9.44	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		35	114	78	79	72	378	9
	%	38.26	9.10	29.16	21.51	20.93	19.30	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		37	131	73	72	65	378	10
	%	43.72	9.64	34.08	20.05	19.02	17.21	100.00	
		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?	N		85	114	75	38	54	366	22
	%	53.24	22.35	30.88	20.26	11.00	15.50	100.00	
		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		52	115	101	57	59	384	3
	%	42.49	13.31	29.19	27.11	14.95	15.44	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		78	163	81	16	20	358	30
	%	66.39	21.44	44.95	23.21	4.57	5.82	100.00	
		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		56	142	62	83	43	386	NA
	%	49.94	14.08	35.85	16.51	22.16	11.39	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		38	134	65	88	60	385	NA
	%	43.45	9.56	33.90	17.30	23.53	15.71	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		67	143	47	78	46	381	NA
	%	53.80	16.75	37.05	12.59	21.11	12.50	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		26	116	103	84	56	385	NA
	%	35.47	6.37	29.10	27.48	22.21	14.84	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		29	77	104	94	77	381	NA
	%	26.82	7.47	19.35	28.30	24.23	20.65	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		72	158	95	34	24	383	NA
	%	59.89	18.50	41.39	25.10	8.87	6.14	100.00	
*69. Considering everything, how satisfied are you with your job?	N		80	157	79	41	27	384	NA
	%	61.51	20.33	41.18	20.72	10.85	6.92	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		110	154	54	39	28	385	NA
	%	67.76	28.07	39.69	14.48	10.51	7.25	100.00	
71. Considering everything, how satisfied are you with your organization?	N		50	152	83	62	37	384	NA
	%	52.28	12.70	39.58	21.75	16.44	9.53	100.00	

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<b>72. Have you been notified whether or not you are eligible to telework?</b>	N	%
Yes, I was notified that I was eligible to telework.	291	75.27
Yes, I was notified that I was not eligible to telework.	17	4.72
No, I was not notified of my telework eligibility.	42	10.73
Not sure if I was notified of my telework eligibility.	34	9.28
<b>Total</b>	<b>384</b>	<b>100.00</b>

<b>73. Please select the response below that BEST describes your current teleworking situation.</b>	N	%
I telework 3 or more days per week.	38	9.05
I telework 1 or 2 days per week.	97	25.77
I telework, but no more than 1 or 2 days per month.	62	16.05
I telework very infrequently, on an unscheduled or short-term basis.	105	26.74
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	13	4.13
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1	0.27
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.	20	5.26
I do not telework because I choose not to telework.	49	12.73
<b>Total</b>	<b>385</b>	<b>100.00</b>

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)</b>	N	%
Yes	281	73.66
No	86	22.51
Not available to me	16	3.83
<b>Total</b>	<b>383</b>	<b>100.00</b>

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<b>75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</b>		N	%
<b>Yes</b>		213	55.98
<b>No</b>		156	39.77
<b>Not available to me</b>		17	4.25
<b>Total</b>		386	100.00

<b>76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)</b>		N	%
<b>Yes</b>		47	13.17
<b>No</b>		322	84.29
<b>Not available to me</b>		10	2.54
<b>Total</b>		379	100.00

<b>77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)</b>		N	%
<b>Yes</b>		6	1.69
<b>No</b>		317	82.26
<b>Not available to me</b>		60	16.05
<b>Total</b>		383	100.00

<b>78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)</b>		N	%
<b>Yes</b>		16	4.37
<b>No</b>		319	82.54
<b>Not available to me</b>		50	13.09
<b>Total</b>		385	100.00

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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
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		117	102	34	33	7	293	7
	%	74.70	39.73	34.97	11.75	11.14	2.41	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		156	104	11	4	3	278	1
	%	93.40	55.88	37.52	4.06	1.29	1.25	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		102	90	12	3	0	207	5
	%	92.04	48.31	43.73	6.55	1.41	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		13	22	5	2	1	43	12
	%	80.96	29.36	51.60	12.13	4.45	2.46	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		2	0	2	0	0	4	6
	%	53.91	53.91	0.00	46.09	0.00	0.00	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		5	4	2	0	0	11	7
	%	79.54	45.50	34.03	20.46	0.00	0.00	100.00	

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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