

2022 FEVS SNAPSHOT – IBC RESULTS

Survey Period	June 6-July 22, 2022
Type of Survey	Census
Number of Surveys Administered	774
Number of Surveys Completed	388
Response Rate	50%
Total Number of Core Questions	88

73	Items Identified as Strengths (65% or higher)
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1	Items Identified as Challenges (35% negative or higher) *
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IBC Highest % Positive Items		IBC Lowest % Positive Items	
Employees in my work unit meet the needs of our customers.	95%	Continually changing work priorities make it hard for me to produce high quality work. *	35%
My supervisor holds me accountable for achieving results.	94%	Employees in my work unit are typically under too much pressure to meet work goals. *	45%
I am held accountable for the quality of work I produce.	94%	I believe the results of this survey will be used to make my agency a better place to work.	53%
Employees in my work unit contribute positively to my agency's performance.	94%	Management involves employees in decisions that affect their work.	55%
My supervisor supports my need to balance work and other life issues.	92%	My job inspires me.	55%

IBC Engagement Index Score with Sub-Components Trend (percent responding favorably)								
	2020	2021	2022	2021-2022 Difference				
Overall Employee Engagement Rating	77%	78%	79%	+1%				
Overall Leaders Lead Rating	69%	70%	72%	+2%				
Overall Supervisors Rating	82%	85%	86%	+1%				
Overall Intrinsic Work Experience Rating	79%	78%	80%	+2%				
IBC Best Places to Work Trend (percent responding favorably)								
Questions Comprising Rating	2020	2021	2022	2021-2022 Difference				
<i>How satisfied are you with your job?</i>	74%	73%	72%	-1%				
<i>How satisfied are you with your organization?</i>	70%	72%	72%	-				
<i>I recommend my organization as a good place to work.</i>	76%	75%	73%	-2%				
IBC/OS/DOI Trend (percent responding favorably)								
	Employee Engagement Index				Global Satisfaction Index			
	2020	2021	2022	2021-2022 Difference	2020	2021	2022	Difference
IBC	77%	78%	79%	+1%	74%	73%	71%	-2%
OS	74%	75%	78%	+3%	73%	72%	73%	+1%
DOI	69%	70%	70%	-	67%	65%	63%	-2%

* Items worded in the negative. Percent negative responses used.

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Federal Employee Viewpoint Survey Indices

An index combines several items that refer to different facets of a broader area of consideration, providing a more consistent and robust metric for measuring progress toward objectives. The 2022 Federal Employee Viewpoint Survey encompasses two important index measures: the Engagement Index and Global Satisfaction Index.

Engagement Index

The FEVS Engagement Index is a measure of the conditions conducive to engagement, that is the engagement potential of an agency's work environment. This index includes three components:

Leaders Lead: Reflects the employees' perceptions of the integrity of leadership, as well as leadership behaviors such as communication and workforce motivation (Q. 55-60)

Supervisors: Reflects the interpersonal relationship between worker and supervisor, including trust, respect, and support (Q. 46, 48-50, 52)

Intrinsic Work Experience: Reflects the employees' feelings of motivation and competency relating to their role in the workplace (Q. 2-4, 6-7)

Global Satisfaction Index

The FEVS Global Satisfaction Index measures employee satisfaction about four aspects related to their work: their job, their pay, their organization, and whether they would recommend their organization as a good place to work. The index is comprised of the following survey items: Considering everything, how satisfied are you with your job? (Q. 68); Considering everything, how satisfied are you with your pay? (Q. 69); Considering everything, how satisfied are you with your organization? (Q. 70); I recommend my organization as a good place to work. (Q. 43).