

2020 FEVS SNAPSHOT – IBC RESULTS

Survey Period	9/24/20-11/5/20
Type of Survey	Census
Number of Surveys Administered	805
Number of Surveys Completed	443
Response Rate	55%
Total Number of Core Questions	38

31	Items identified as strengths (65% positive or higher)
-----------	--

0	Items identified as challenges (35% negative or higher)
----------	---

IBC Highest % Positive Items		IBC Lowest % Positive Items	
My agency is successful at accomplishing its mission.	89%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	50%
My supervisor supports my need to balance work and other life issues.	89%	I believe the results of this survey will be used to make my agency a better place to work.	50%
I know how my work relates to the agency's goals.	89%	In my work unit, differences in performance are recognized in a meaningful way.	60%
I know what is expected of me on the job.	88%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	60%
The people I work with cooperate to get the job done.	87%	How satisfied are you with your involvement in decisions that affect your work?	64%

IBC Engagement Index Score with Sub-Components Trend (percent responding favorably)								
	2018	2019	2020	2019-2020 Difference				
Overall Employee Engagement Rating	75%	75%	77%	+2%				
Overall Leaders Lead Score	66%	66%	69%	+3%				
Overall Supervisors Rating	81%	82%	82%	-				
Overall Intrinsic Work Experience Rating	78%	78%	79%	+1%				
IBC Best Places to Work Trend (percent responding favorably)								
	2018	2019	2020	2019-2020 Difference				
Questions Comprising Rating								
<i>How satisfied are you with your job?</i>	72%	74%	74%	-				
<i>How satisfied are you with your organization?</i>	70%	69%	70%	+1%				
<i>I recommend my organization as a good place to work.</i>	74%	75%	76%	+1%				
IBC/OS/DOI Trend (percent responding favorably)								
	Employee Engagement Index Overall				Global Satisfaction Index			
	2018	2019	2020	2019-2020 Difference	2018	2019	2020	2019-2020 Difference
IBC	75%	75%	77%	+2%	72%	73%	74%	+1%
OS	69%	70%	74%	+4%	69%	69%	73%	+4%
DOI	65%	66%	69%	+3%	64%	64%	67%	+3%

2020 FEVS SNAPSHOT – IBC RESULTS

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 2020 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. 26, 27, 28, 30, 31)

Supervisors: Reflects the interpersonal relationship between worker and supervisor, including trust, respect, and support (Q. 21, 22, 23, 24, 25)

Intrinsic Work Experience: Reflects the employees' feelings of motivation and competency relating to their role in the workplace (Q. 2, 3, 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. 36) Considering everything, how satisfied are you with your pay? (Q. 37) Considering everything, how satisfied are you with your organization? (Q. 38) I recommend my organization as a good place to work. (Q. 17).