

# FEDERAL EMPLOYEE VIEWPOINT SURVEY Temporary, Term, Seasonal, Intermittent

## 2018 RESULTS

U.S. Geological Survey  
1st Level Subagency Report

*Empowering  
Employees.*

*Influencing  
Change.*

**United States Geological Survey (USGS)  
Federal Employee Viewpoint Survey -Temporary, Term, Seasonal, Intermittent Employees  
(FEVS-TTSI)**

**U.S. Geological Survey**

**Response Summary**

	<u>Surveys Completed</u>
USGS Temporary, Term, Seasonal, Intermittent Employees	661

FEVS results are reported as percent positive, percent neutral, and percent negative.

- Percent positive represents the proportion of people who selected Strongly Agree/Agree; Very Satisfied/Satisfied; Very Good/Good
- Percent Neutral represents the proportion of people who selected Neither Agree nor Disagree; Neither Satisfied nor Dissatisfied; Fair
- Percent Negative represents the proportion of people who selected Strongly Disagree/Disagree; Dissatisfied/Very Dissatisfied; Poor/Very Poor
- DNK/NBJ stands for “Do Not Know” and “No Basis to Judge” respectively

**My Work Experience**

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK/ NBJ</b>
1. I am given a real opportunity to improve my skills in my organization.	657	<b>76.7%</b>	<b>12.5%</b>	<b>10.8%</b>	0
2. I have enough information to do my job well.	659	<b>79.5%</b>	<b>10.6%</b>	<b>9.9%</b>	0
3. I feel encouraged to come up with new and better ways of doing things.	658	<b>75.4%</b>	<b>12.8%</b>	<b>11.9%</b>	0
4. My work gives me a feeling of personal accomplishment.	659	<b>79.7%</b>	<b>12.6%</b>	<b>7.7%</b>	0
5. I like the kind of work I do.	656	<b>86.9%</b>	<b>9.6%</b>	<b>3.5%</b>	0
6. I know what is expected of me on the job.	659	<b>79.7%</b>	<b>12.4%</b>	<b>7.9%</b>	0
7. When needed I am willing to put in the extra effort to get a job done.	657	<b>98.5%</b>	<b>0.5%</b>	<b>1.1%</b>	0
8. I am constantly looking for ways to do my job better.	659	<b>94.1%</b>	<b>4.9%</b>	<b>1.1%</b>	0
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	649	<b>56.5%</b>	<b>19.7%</b>	<b>23.7%</b>	3
10. My workload is reasonable.	648	<b>67.9%</b>	<b>16.4%</b>	<b>15.7%</b>	4
11. My talents are used well in the workplace.	646	<b>59.9%</b>	<b>20.7%</b>	<b>19.3%</b>	2
12. I know how my work relates to the agency's goals and priorities.	648	<b>79.9%</b>	<b>13.7%</b>	<b>6.3%</b>	4
13. The work I do is important.	650	<b>89.4%</b>	<b>8.2%</b>	<b>2.5%</b>	2
14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	648	<b>73.6%</b>	<b>13.4%</b>	<b>13.0%</b>	5

15. My performance appraisal is a fair reflection of my performance.	632	<b>78.0%</b>	<b>14.2%</b>	<b>7.8%</b>	20
16. I am held accountable for achieving results.	649	<b>88.0%</b>	<b>8.9%</b>	<b>3.1%</b>	2
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	614	<b>73.9%</b>	<b>15.1%</b>	<b>10.9%</b>	38
18. My training needs are assessed.	639	<b>59.2%</b>	<b>24.3%</b>	<b>16.6%</b>	12
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).	628	<b>74.0%</b>	<b>15.0%</b>	<b>11.0%</b>	25

## My Work Unit

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK/ NBJ</b>
20. The people I work with cooperate to get the job done.	654	<b>86.4%</b>	<b>9.2%</b>	<b>4.4%</b>	0
21. My work unit is able to recruit people with the right skills.	612	<b>58.7%</b>	<b>19.3%</b>	<b>22.1%</b>	33
22. Promotions in my work unit are based on merit.	558	<b>51.3%</b>	<b>26.7%</b>	<b>22.0%</b>	87
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	505	<b>39.4%</b>	<b>33.5%</b>	<b>27.1%</b>	140
24. In my work unit, differences in performance are recognized in a meaningful way.	560	<b>41.3%</b>	<b>35.9%</b>	<b>22.9%</b>	84
25. Awards in my work depend on how well employees perform their jobs.	557	<b>56.6%</b>	<b>27.6%</b>	<b>15.8%</b>	88
26. Employees in my work unit share job knowledge with each other.	639	<b>87.2%</b>	<b>7.4%</b>	<b>5.5%</b>	5
27. The skill level in my work unit has improved in the past year.	608	<b>70.9%</b>	<b>21.1%</b>	<b>8.1%</b>	37
28. How would you rate the overall quality of work done by your work unit?	644	<b>91.3%</b>	<b>7.8%</b>	<b>0.9%</b>	0

## My Agency

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK/ NBJ</b>
29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	618	<b>83.7%</b>	<b>10.2%</b>	<b>6.1%</b>	21
30. Employees have a feeling of personal empowerment with respect to work processes.	613	<b>58.9%</b>	<b>23.7%</b>	<b>17.5%</b>	26
31. Employees are recognized for providing high quality products and services.	617	<b>65.6%</b>	<b>19.6%</b>	<b>14.7%</b>	22
32. Creativity and innovation are rewarded.	604	<b>55.8%</b>	<b>27.5%</b>	<b>16.7%</b>	35
33. Pay raises depend on how well employees perform their jobs.	537	<b>36.5%</b>	<b>30.0%</b>	<b>33.5%</b>	101
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	567	<b>47.3%</b>	<b>32.6%</b>	<b>20.1%</b>	72

35. Employees are protected from health and safety hazards on the job.	631	<b>83.7%</b>	<b>10.9%</b>	<b>5.4%</b>	6
36. My organization has prepared employees for potential security threats.	625	<b>75.5%</b>	<b>16.0%</b>	<b>8.5%</b>	14
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	586	<b>68.8%</b>	<b>18.6%</b>	<b>12.6%</b>	53
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.	574	<b>82.9%</b>	<b>11.1%</b>	<b>5.9%</b>	64
39. My agency is successful at accomplishing its mission.	622	<b>87.9%</b>	<b>10.3%</b>	<b>1.8%</b>	17
40. I recommend my organization as a good place to work.	639	<b>78.4%</b>	<b>14.4%</b>	<b>7.2%</b>	0
41. I believe the results of this survey will be used to make my agency a better place to work.	569	<b>46.4%</b>	<b>31.3%</b>	<b>22.3%</b>	69

## My Supervisor

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK/ NBJ</b>
42. My supervisor supports my need to balance work and other life issues.	636	<b>90.7%</b>	<b>5.5%</b>	<b>3.8%</b>	2
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	633	<b>74.9%</b>	<b>14.7%</b>	<b>10.4%</b>	5
44. Discussions with my supervisor about my performance are worthwhile.	629	<b>74.6%</b>	<b>13.2%</b>	<b>12.2%</b>	8
45. My supervisor is committed to a workforce representative of all segments of society.	568	<b>76.4%</b>	<b>18.8%</b>	<b>4.8%</b>	70
46. My supervisor provides me with constructive suggestions to improve my job performance.	634	<b>70.0%</b>	<b>17.7%</b>	<b>12.3%</b>	4
47. Supervisors in my work unit support employee development.	629	<b>81.7%</b>	<b>10.0%</b>	<b>8.3%</b>	9
48. My supervisor listens to what I have to say.	638	<b>86.8%</b>	<b>8.3%</b>	<b>4.9%</b>	0
49. My supervisor treats me with respect.	638	<b>89.8%</b>	<b>6.6%</b>	<b>3.6%</b>	0
50. In the last six months, my supervisor has talked with me about my performance.	638	<b>86.4%</b>	<b>5.5%</b>	<b>8.2%</b>	0
51. I have trust and confidence in my supervisor.	638	<b>80.4%</b>	<b>12.4%</b>	<b>7.2%</b>	0
52. Overall, how good a job do you feel is being done by your immediate supervisor?	636	<b>81.6%</b>	<b>12.9%</b>	<b>5.5%</b>	0

## Leadership

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK/ NBJ</b>
53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	580	<b>46.2%</b>	<b>26.9%</b>	<b>26.9%</b>	44
54. My organization's senior leaders maintain high standards of honesty and integrity.	555	<b>64.0%</b>	<b>22.0%</b>	<b>14.1%</b>	69

55. Supervisors work well with employees of different backgrounds.	550	<b>74.9%</b>	<b>19.6%</b>	<b>5.5%</b>	74
56. Managers communicate the goals and priorities of the organization.	599	<b>67.3%</b>	<b>18.5%</b>	<b>14.2%</b>	27
57. Managers review and evaluate the organization's progress towards meeting its goals and objectives.	551	<b>69.5%</b>	<b>20.9%</b>	<b>9.6%</b>	76
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	575	<b>58.3%</b>	<b>20.9%</b>	<b>20.9%</b>	52
59. Managers support collaboration across work units to accomplish work objectives.	571	<b>63.9%</b>	<b>21.0%</b>	<b>15.1%</b>	55
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	569	<b>71.9%</b>	<b>19.5%</b>	<b>8.6%</b>	58
61. I have a high level of respect for my organization's senior leaders.	592	<b>62.5%</b>	<b>22.3%</b>	<b>15.2%</b>	33
62. Senior leaders demonstrate support for Work/Life programs.	470	<b>65.3%</b>	<b>24.7%</b>	<b>10.0%</b>	154

## **My Satisfaction**

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK/ NBJ</b>
63. How satisfied are you with your involvement in decisions that affect your work?	623	<b>57.0%</b>	<b>23.3%</b>	<b>19.7%</b>	0
64. How satisfied are you with the information you receive from management on what's going on in your organization?	623	<b>52.6%</b>	<b>24.7%</b>	<b>22.6%</b>	0
65. How satisfied are you with the recognition you receive for doing a good job?	620	<b>58.7%</b>	<b>21.8%</b>	<b>19.5%</b>	0
66. How satisfied are you with the policies and practices of your senior leaders?	623	<b>45.4%</b>	<b>33.9%</b>	<b>20.7%</b>	0
67. How satisfied are you with your opportunity to get a better job in your organization?	621	<b>26.1%</b>	<b>25.4%</b>	<b>48.5%</b>	0
68. How satisfied are you with the training you receive for your present job?	623	<b>57.6%</b>	<b>23.1%</b>	<b>19.3%</b>	0
69. Considering everything, how satisfied are you with your job?	620	<b>72.7%</b>	<b>15.5%</b>	<b>11.8%</b>	0
70. Considering everything, how satisfied are you with your pay?	623	<b>46.4%</b>	<b>19.6%</b>	<b>34.0%</b>	0
71. Considering everything, how satisfied are you with your organization?	623	<b>68.1%</b>	<b>19.7%</b>	<b>12.2%</b>	0

## Work/Life

	N	Eligible	Not Eligible	Not Sure Notified	Not Notified
72. Have you been notified whether or not you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel)	623	60.8%	11.6%	13.3%	14.3%

73. Please select the response below that BEST describes your current teleworking situation:

Telework				
N	3+ days per week	1-2 Days per week	No More than 1-2 Days per month	Infrequently
606	4.5%	12.7%	13.5%	28.1%

Do Not Telework			
Must Be Physically Present	Technical Issues	Not Allowed to Telework	Choose Not To Telework
17.7%	5.9%	0.0%	17.7%

	N	Yes	No	Not Available To Me	
74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	628	33.0%	55.4%	11.6%	
75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	628	17.5%	67.2%	15.3%	
76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	628	5.7%	88.1%	6.2%	
77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	627	0.0%	78.5%	21.5%	
78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	627	0.0%	82.3%	17.7%	
	N	Positive	Neutral	Negative	DNK/ NBJ
79. How satisfied are you with the following Work/Life programs in your agency? Telework*	462	66.2%	21.9%	11.9%	163
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*	206	91.7%	5.8%	2.4%	0
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)*	109	79.8%	15.6%	4.6%	1

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*	34	55.9%	23.5%	20.6%	2
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)*	0	---	---	---	0
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*	0	---	---	---	0

\*Questions were answered only by those who indicated they participated in that particular work/life program.

## Demographics

Where do you work?	N	%
Headquarters	234	37.8%
Field	385	62.2%
<b>Are you:</b>	<b>N</b>	<b>%</b>
Male	329	53.8%
Female	283	46.2%
<b>Are you Hispanic or Latino?</b>	<b>N</b>	<b>%</b>
Yes	30	4.9%
No	577	95.1%
<b>Race (select as many as apply):</b>	<b>N</b>	<b>%</b>
American Indian or Alaska Native	6	1.0%
Asian	13	2.2%
Black or African American	10	1.7%
Native Hawaiian or Other Pacific Islander	3	0.5%
White	547	90.6%
2 or more	25	4.1%
<b>Are you a:</b>	<b>N</b>	<b>%</b>
Pathways Temporary Intern	45	7.3%
Field Assistant	14	2.3%
Mendenhall	27	4.4%
None of the Above	530	86.0%
<b>What is your pay category/grade?</b>	<b>N</b>	<b>%</b>
Federal Wage System	5	0.8%
GS 1-6	162	26.2%
GS 7-12	428	69.1%
GS 13-15	22	3.6%
Senior Executive Service	0	0.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	2	0.3%

<b>How long have you been with the Federal Government (excluding military service)?</b>	<b>N</b>	<b>%</b>
Less than 1 year	42	6.8%
1 to 3 years	303	48.9%
4 to 5 years	106	17.1%
6 to 10 years	106	17.1%
11 to 14 years	20	3.2%
15 to 20 years	15	2.4%
More than 20 years	27	4.4%
<b>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</b>	<b>N</b>	<b>%</b>
Less than 1 year	45	7.3%
1 to 3 years	333	53.8%
4 to 5 years	93	15.0%
6 to 10 years	94	15.2%
11 to 20 years	32	5.2%
More than 20 years	22	3.6%
<b>Are you considering leaving your organization within the next year, and if so, why?</b>	<b>N</b>	<b>%</b>
No	289	46.7%
Yes, to retire	7	1.1%
Yes, to take another job within the Federal Government	30	4.8%
Yes, to take another job outside the Federal Government	55	8.9%
Yes, my appointment expires	72	11.6%
Yes, no Perm conversion opportunity	118	19.1%
Yes, other	48	7.8%
<b>Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?</b>	<b>N</b>	<b>%</b>
Currently in National Guard/Reserves	7	1.1%
No prior Military Service	543	87.9%
Retired	7	1.1%
Separated or Discharged	61	9.9%
<b>Are you an individual with a disability?</b>	<b>N</b>	<b>%</b>
Yes	45	7.3%
No	572	92.7%
<b>What is your age group?</b>	<b>N</b>	<b>%</b>
25 and under	62	10.1%
26-29	112	18.3%
30-39	271	44.2%
40-49	98	16.0%
50-59	42	6.9%
60 or older	28	4.6%



<b>What is your supervisory status?</b>	<b>N</b>	<b>%</b>
Non-Supervisor	507	81.4%
Supervisor	16	2.6%
Team Leader	99	15.9%
Manager	1	0.2%
Senior Leader	0	0.0%

  

<b>What is your level of education?</b>	<b>N</b>	<b>%</b>
Master's Degree	190	30.9%
Doctoral	137	22.3%
Bachelor's Degree	249	40.5%
Associate's Degree	9	1.5%
Some college (no degree)	24	3.9%
High School Diploma	4	0.7%
Trade/Technical School	2	0.3%

  

<b>How many term appointments have you held?</b>	<b>N</b>	<b>%</b>
1-3	534	87.1%
4-5	63	10.3%
6-10	15	2.4%
More than 10	1	0.2%