

2021 FEVS Core Results for NSF

Item	Item Text	Response Type	Percent Positive	Strongly Agree/Very Good/Very Satisfied %	Agree/Good/Satisfied %	Neither Agree nor Disagree/Fair/Neither Satisfied nor Dissatisfied %	Disagree/Poor/Dissatisfied %	Strongly Disagree/Very Poor/Very Dissatisfied %	Percent Negative	Strongly Agree/Very Good/Very Satisfied N	Agree/Good/Satisfied N	Neither Agree nor Disagree/Fair/Neither Satisfied nor Dissatisfied N	Disagree/Poor/Dissatisfied N	Strongly Disagree/Very Poor/Very Dissatisfied N	Item Response Total** N	Do Not Know/No Basis to Judge N
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	87.7%	50.1%	37.6%	7.0%	3.7%	1.7%	5.4%	451	343	62	32	15	903	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	83.4%	50.3%	33.1%	7.0%	6.6%	3.0%	9.6%	448	295	65	59	25	892	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	87.2%	51.9%	35.3%	6.7%	4.3%	1.8%	6.2%	465	318	62	40	16	901	N/A
4	I know what is expected of me on the job.	Agree-disagree	89.2%	50.4%	38.8%	5.9%	3.7%	1.3%	4.9%	450	355	53	33	11	902	N/A
5	*My workload is reasonable.	Agree-disagree	59.2%	21.5%	37.7%	12.5%	16.0%	12.2%	28.3%	188	344	111	144	110	897	1
6	*My talents are used well in the workplace.	Agree-disagree	74.9%	33.9%	41.0%	11.1%	10.1%	3.9%	14.0%	295	366	100	91	32	884	0
7	*I know how my work relates to the agency's goals.	Agree-disagree	94.1%	60.5%	33.6%	3.0%	2.0%	0.9%	2.9%	546	299	27	18	8	898	0
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	78.9%	49.3%	29.5%	11.9%	5.2%	4.0%	9.2%	432	257	101	44	34	868	34
9	*The people I work with cooperate to get the job done.	Agree-disagree	93.6%	61.5%	32.0%	3.3%	2.0%	1.2%	3.2%	559	290	29	17	10	905	N/A
10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Agree-disagree	52.1%	18.1%	34.0%	26.1%	13.1%	8.7%	21.8%	130	240	183	94	62	709	195
12	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	66.4%	22.9%	43.5%	19.6%	8.8%	5.2%	14.0%	178	345	156	72	41	792	112
13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	90.1%	51.0%	39.1%	4.5%	3.8%	1.6%	5.4%	462	351	40	33	14	900	3
14	Employees in my work unit meet the needs of our customers.	Always-never	95.4%	51.7%	43.7%	4.3%	0.2%	0.1%	0.3%	452	392	35	2	1	882	19
15	Employees in my work unit contribute positively to my agency's performance.	Always-never	95.1%	64.5%	30.7%	4.0%	0.7%	0.2%	0.9%	576	272	35	5	2	890	10
16	Employees in my work unit produce high-quality work.	Always-never	93.6%	58.4%	35.2%	5.7%	0.4%	0.3%	0.7%	519	316	51	3	3	892	7
17	Employees in my work unit adapt to changing priorities.	Always-never	87.1%	54.9%	32.1%	10.8%	1.6%	0.5%	2.1%	484	288	97	14	4	887	11
18	Employees in my work unit successfully collaborate.	Always-never	88.3%	53.6%	34.7%	9.0%	2.3%	0.4%	2.7%	480	314	81	19	4	898	5
19	Employees in my work unit achieve our goals.	Always-never	94.0%	56.6%	37.4%	4.8%	0.8%	0.4%	1.2%	501	337	44	7	3	892	9
20	Employees are recognized for providing high quality products and services.	Agree-disagree	81.5%	43.5%	38.0%	9.9%	6.1%	2.5%	8.5%	377	340	87	53	23	880	17
21	Employees are protected from health and safety hazards on the job.	Agree-disagree	92.7%	69.8%	22.9%	5.6%	0.9%	0.9%	1.8%	613	197	49	7	8	874	23
22	My agency is successful at accomplishing its mission.	Agree-disagree	95.2%	68.3%	26.9%	3.7%	0.8%	0.3%	1.1%	608	245	31	7	3	894	4
23	*I recommend my organization as a good place to work.	Agree-disagree	89.0%	63.2%	25.8%	6.2%	2.9%	1.8%	4.8%	569	233	56	26	15	899	N/A
24	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	71.7%	38.8%	32.9%	15.8%	7.2%	5.3%	12.5%	323	283	139	63	44	852	48
25	My supervisor supports my need to balance work and other life issues.	Agree-disagree	92.4%	67.2%	25.1%	3.9%	2.1%	1.7%	3.8%	599	228	36	19	15	897	2
26	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	90.8%	64.7%	26.1%	6.1%	2.0%	1.2%	3.1%	563	231	52	17	9	872	29
27	Supervisors in my work unit support employee development.	Agree-disagree	89.8%	65.2%	24.7%	6.7%	1.5%	2.0%	3.5%	581	224	60	13	17	895	3
28	My supervisor listens to what I have to say.	Agree-disagree	87.9%	64.5%	23.4%	6.0%	3.8%	2.3%	6.1%	574	215	54	34	19	896	N/A
29	My supervisor treats me with respect.	Agree-disagree	92.3%	72.3%	20.0%	3.3%	2.4%	2.0%	4.4%	642	184	31	21	16	894	N/A
30	I have trust and confidence in my supervisor.	Agree-disagree	84.5%	61.9%	22.6%	7.1%	4.7%	3.7%	8.3%	550	204	67	41	31	893	N/A
31	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	88.1%	65.9%	22.2%	7.7%	2.7%	1.4%	4.2%	587	205	69	24	12	897	N/A
32	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	73.9%	36.1%	37.8%	14.2%	7.5%	4.4%	11.9%	315	342	126	65	39	887	7
33	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	82.2%	48.1%	34.0%	10.3%	4.4%	3.2%	7.6%	417	294	85	36	26	858	36
34	*Managers communicate the goals of the organization.	Agree-disagree	79.6%	38.9%	40.6%	9.7%	7.3%	3.4%	10.7%	345	358	87	68	28	886	5
35	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	74.7%	34.7%	40.0%	11.5%	9.5%	4.3%	13.8%	301	356	103	84	38	882	9
36	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	81.5%	50.0%	31.5%	11.6%	3.9%	3.0%	6.9%	429	273	102	32	24	860	30
37	I have a high level of respect for my organization's senior leaders.	Agree-disagree	78.8%	46.6%	32.2%	12.9%	4.7%	3.6%	8.4%	405	290	115	42	31	883	7
38	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	85.0%	54.9%	30.0%	10.0%	2.7%	2.3%	5.0%	469	263	86	23	19	860	27
39	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	73.2%	31.5%	41.7%	13.3%	10.7%	2.7%	13.4%	277	372	121	95	24	889	N/A
40	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	71.4%	34.3%	37.1%	12.8%	12.4%	3.4%	15.8%	302	329	113	111	31	886	N/A
41	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	78.9%	42.4%	36.6%	11.7%	6.9%	2.5%	9.4%	369	326	103	61	23	882	N/A
42	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	83.4%	46.1%	37.2%	9.4%	5.3%	1.8%	7.2%	405	328	84	48	15	880	N/A
43	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	77.1%	36.7%	40.4%	11.4%	8.6%	3.0%	11.5%	328	356	101	76	27	888	N/A
44	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	85.3%	47.6%	37.7%	8.5%	5.0%	1.3%	6.3%	425	337	74	43	11	890	N/A

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

** Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge"

Percentages are weighted to represent the Agency's population.

Source: National Science Foundation AES Report, 2021 OPM Federal Employee Viewpoint Survey