

2012

Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

FEDERAL HOUSING FINANCE AGENCY

AGENCY RESULTS

This FEVS report contains content that is inconsistent with Executive Order (EO) 14151 Ending Radical and Wasteful Government DEI Programs and Preferencing, and EO 14168 Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government.

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT



Over
687,000
Federal
Employees'
Opinions

**FEDERAL HOUSING FINANCE AGENCY
2012 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		70	143	61	44	18	336	NA
	%	63.5	20.8	42.7	18.1	13.0	5.4	100.0	
2. I have enough information to do my job well.	N		42	159	49	55	32	337	NA
	%	60.8	12.1	48.6	13.7	16.3	9.3	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		62	109	65	60	40	336	NA
	%	51.6	18.7	32.9	19.3	17.3	11.9	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		64	144	57	41	29	335	NA
	%	62.4	19.2	43.1	17.2	11.9	8.6	100.0	
*5. I like the kind of work I do.	N		88	172	45	18	7	330	NA
	%	78.6	26.4	52.2	14.2	5.1	2.2	100.0	
6. I know what is expected of me on the job.	N		61	151	46	50	24	332	NA
	%	64.4	18.9	45.5	13.5	15.0	7.1	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		243	88	3	1	1	336	NA
	%	98.5	72.4	26.1	0.9	0.3	0.4	100.0	
8. I am constantly looking for ways to do my job better.	N		157	145	27	6	1	336	NA
	%	89.6	46.9	42.7	8.2	1.8	0.3	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		48	153	49	61	25	336	0
	%	59.5	14.4	45.1	14.9	17.9	7.6	100.0	
*10. My workload is reasonable.	N		48	168	61	34	21	332	3
	%	64.9	14.7	50.2	18.4	10.2	6.4	100.0	
*11. My talents are used well in the workplace.	N		37	123	51	62	53	326	2
	%	49.5	11.8	37.7	15.7	18.9	16.0	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		77	156	45	31	23	332	3
	%	70.8	23.4	47.4	13.4	9.0	6.8	100.0	
*13. The work I do is important.	N		108	143	50	20	12	333	2
	%	75.0	32.6	42.5	15.3	6.1	3.5	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		93	146	34	31	28	332	3
	%	72.8	27.7	45.1	9.6	9.1	8.5	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		77	143	44	34	32	330	3
	%	66.5	23.9	42.6	14.0	10.2	9.3	100.0	
16. I am held accountable for achieving results.	N		79	171	51	16	15	332	1
	%	76.2	24.2	52.0	14.8	4.6	4.4	100.0	

Survey Administration Period: May 23, 2012 to July 2, 2012

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* AES prescribed items

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

Sample or Census: Census

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		64	112	55	31	38	300	35
	%	59.2	22.6	36.7	17.8	10.3	12.6	100.0	
*18. My training needs are assessed.	N		41	119	85	50	34	329	7
	%	49.2	12.9	36.3	25.4	15.3	10.0	100.0	
*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		80	108	56	47	43	334	2
	%	56.7	24.3	32.4	16.6	13.7	13.0	100.0	
*20. The people I work with cooperate to get the job done.	N		59	176	46	31	25	337	NA
	%	70.6	17.9	52.7	13.0	9.0	7.4	100.0	
*21. My work unit is able to recruit people with the right skills.	N		47	143	65	42	21	318	19
	%	60.7	15.0	45.6	20.0	12.7	6.6	100.0	
*22. Promotions in my work unit are based on merit.	N		33	78	90	43	54	298	39
	%	37.8	11.1	26.8	29.9	14.5	17.9	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		9	53	100	63	50	275	59
	%	22.3	3.0	19.3	37.7	22.3	17.7	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		16	65	82	81	51	295	42
	%	28.4	5.6	22.7	27.6	26.8	17.3	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		22	81	89	52	46	290	46
	%	36.7	7.9	28.9	30.5	17.6	15.1	100.0	
26. Employees in my work unit share job knowledge with each other.	N		48	186	53	27	20	334	2
	%	71.3	14.7	56.6	15.3	7.7	5.7	100.0	
27. The skill level in my work unit has improved in the past year.	N		44	129	87	33	20	313	21
	%	55.9	14.3	41.7	27.7	10.0	6.3	100.0	
		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		121	142	59	10	5	337	NA
	%	78.8	36.2	42.6	16.7	3.1	1.4	100.0	
		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		41	165	55	49	15	325	9
	%	64.2	12.6	51.5	16.5	14.8	4.6	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		15	77	75	88	72	327	7
	%	28.8	4.8	24.1	22.9	26.5	21.8	100.0	
31. Employees are recognized for providing high quality products and services.	N		25	98	69	77	55	324	8
	%	38.7	8.1	30.5	20.5	24.1	16.7	100.0	
*32. Creativity and innovation are rewarded.	N		17	66	88	76	66	313	19
	%	27.3	5.6	21.7	28.0	24.2	20.5	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		8	47	75	77	91	298	33
	%	18.9	2.6	16.3	25.4	25.9	29.8	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		56	115	77	28	26	302	33
	%	56.1	18.3	37.7	25.5	9.4	9.0	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		97	172	33	13	13	328	6
	%	82.5	29.9	52.6	9.5	3.9	4.1	100.0	
*36. My organization has prepared employees for potential security threats.	N		72	193	35	15	11	326	4
	%	81.3	22.1	59.2	10.8	4.4	3.6	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		38	89	70	39	54	290	44
	%	43.7	13.6	30.1	24.4	13.8	18.2	100.0	
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		56	118	59	22	29	284	51
	%	61.0	20.1	41.0	20.9	8.2	9.9	100.0	
39. My agency is successful at accomplishing its mission.	N		34	137	79	45	28	323	10
	%	53.5	10.4	43.1	24.4	13.5	8.6	100.0	
40. I recommend my organization as a good place to work.	N		56	112	90	57	19	334	NA
	%	51.0	16.9	34.1	27.3	16.1	5.6	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		33	83	70	52	62	300	34
	%	39.1	10.9	28.2	23.5	17.0	20.4	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		138	141	33	12	7	331	3
	%	84.5	42.6	41.9	9.8	3.5	2.2	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		100	120	60	20	31	331	3
	%	68.0	30.9	37.1	16.8	6.2	9.0	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		76	110	68	34	33	321	8
	%	58.9	24.3	34.6	20.6	10.9	9.6	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		80	115	65	8	17	285	48
	%	68.8	28.3	40.5	22.3	3.0	6.0	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		69	119	75	36	33	332	2
	%	57.2	21.5	35.7	22.5	10.8	9.5	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		96	137	48	24	19	324	7
	%	72.7	30.4	42.3	14.6	7.0	5.8	100.0	
48. My supervisor/team leader listens to what I have to say.	N		118	136	39	24	15	332	NA
	%	77.2	35.9	41.3	11.6	6.9	4.3	100.0	
49. My supervisor/team leader treats me with respect.	N		131	135	30	20	14	330	NA
	%	81.0	40.1	40.9	8.9	6.3	3.8	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		103	155	22	38	13	331	NA
	%	78.9	31.4	47.5	6.4	11.2	3.5	100.0	
*51. I have trust and confidence in my supervisor.	N		111	102	51	39	28	331	NA
	%	65.0	34.0	31.1	15.3	11.5	8.2	100.0	
		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/team leader?	N		125	99	58	27	21	330	NA
	%	68.8	38.2	30.6	17.3	7.8	6.1	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		22	68	76	91	65	322	4
	%	28.7	7.1	21.6	23.4	28.0	19.9	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		42	111	60	51	42	306	22
	%	50.3	13.6	36.7	19.6	16.5	13.6	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		37	116	75	32	42	302	27
	%	51.0	12.2	38.8	24.4	10.8	13.8	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		31	126	54	63	48	322	5
	%	49.2	9.6	39.5	16.8	19.3	14.7	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		29	117	78	45	36	305	21
	%	48.6	9.5	39.1	25.0	15.1	11.2	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		24	90	78	62	66	320	9
	%	36.1	7.6	28.6	24.5	19.4	20.0	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		29	110	71	49	63	322	5
	%	44.2	9.3	34.9	21.6	15.5	18.8	100.0	
		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/team leader?	N		61	95	73	41	38	308	20
	%	51.1	19.7	31.5	23.4	12.9	12.5	100.0	
		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		39	95	71	68	51	324	4
	%	42.1	11.9	30.1	22.4	20.0	15.5	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		61	158	60	18	12	309	19
	%	71.0	19.7	51.3	19.3	5.9	3.9	100.0	
		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		36	97	76	84	33	326	NA
	%	40.8	11.1	29.6	23.9	25.8	9.6	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		28	100	69	90	37	324	NA
	%	39.7	8.7	31.0	21.9	27.2	11.2	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		38	114	84	47	42	325	NA
	%	47.4	11.8	35.5	25.8	14.3	12.6	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		25	66	87	96	51	325	NA
	%	28.1	7.7	20.4	27.3	28.9	15.7	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		24	62	110	71	57	324	NA
	%	27.2	7.5	19.7	33.2	22.4	17.2	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		47	123	100	33	19	322	NA
	%	52.5	14.8	37.8	31.5	10.1	5.9	100.0	

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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
*69. Considering everything, how satisfied are you with your job?	N		50	131	66	52	24	323	NA
	%	56.4	15.5	40.9	20.6	15.9	7.2	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		57	133	60	47	27	324	NA
	%	58.5	17.2	41.3	18.8	14.2	8.4	100.0	
71. Considering everything, how satisfied are you with your organization?	N		42	110	63	70	39	324	NA
	%	47.3	13.1	34.1	20.1	20.8	11.8	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
Yes	252	78.8
No	56	17.0
Not sure	13	4.2
Total	321	100.0

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

	N	%
I telework 3 or more days per week.	43	13.1
I telework 1 or 2 days per week.	80	24.8
I telework, but no more than 1 or 2 days per month.	22	6.9
I telework very infrequently, on an unscheduled or short-term basis.	89	27.6
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	13	4.1
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	0	0.0
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.	26	7.8
I do not telework because I choose not to telework.	49	15.5
Total	322	100.0

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74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	%
Yes	251	77.6
No	60	18.4
Not available to me	13	4.1
Total	324	100.0

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	%
Yes	213	65.9
No	103	31.1
Not available to me	9	2.9
Total	325	100.0

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	%
Yes	46	14.7
No	274	84.2
Not available to me	4	1.2
Total	324	100.0

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	%
Yes	5	1.8
No	262	81.2
Not available to me	56	17.0
Total	323	100.0

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	%
Yes	7	2.3
No	262	80.9
Not available to me	55	16.8
Total	324	100.0

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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 %	81.6	97 42.5	87 39.1	29 12.6	11 4.7	3 1.2	227 100.0	9
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	95.4	165 65.6	74 29.8	7 2.8	4 1.8	0 0.0	250 100.0	1
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 %	87.5	92 43.6	92 43.9	21 10.1	3 1.3	2 1.2	210 100.0	1
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	68.9	11 28.1	16 40.8	12 28.9	0 0.0	1 2.2	40 100.0	7
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 %	73.3	2 45.6	1 27.7	1 26.7	0 0.0	0 0.0	4 100.0	3
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	82.5	3 50.5	2 32.0	1 17.5	0 0.0	0 0.0	6 100.0	2

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

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