

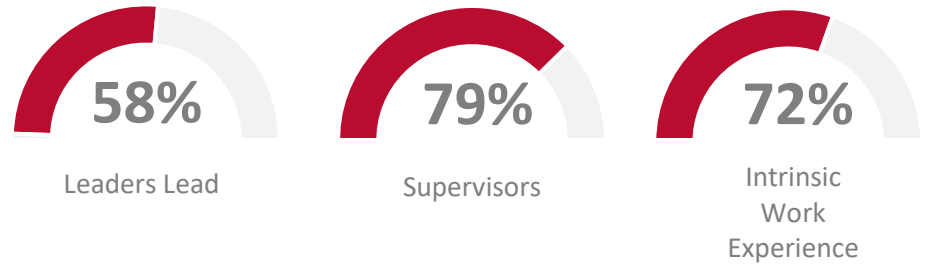
The Federal Employee Viewpoint Survey (FEVS) is an annual survey administered by OPM that measures Federal Government employees' perceptions about their work experiences, organizations, and leaders.

Selected Survey Year
2024

Field Period	May 14 – June 28, 2024
Sample or Census	Census
Response Rate	39.5%
Number of Surveys Administered	4,385
Number of Surveys Completed	1,731
Number of items identified as Strengths (65% positive or higher)	58
Number of items identified as Challenges (35% negative or higher)	2

Employee Engagement Index

70%



Employee Experience Index

78% ↑

Global Satisfaction Index

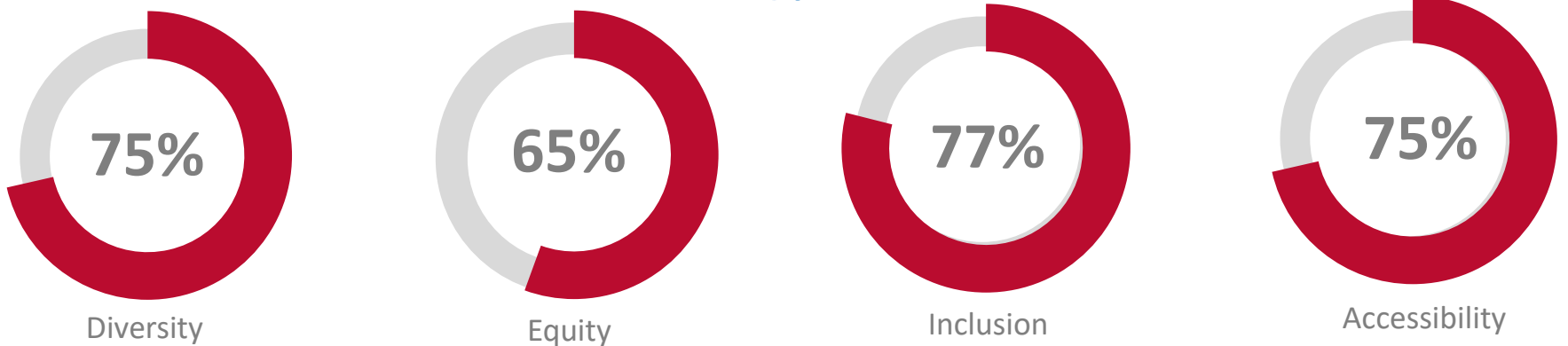
63% ↑

Performance Confidence Index

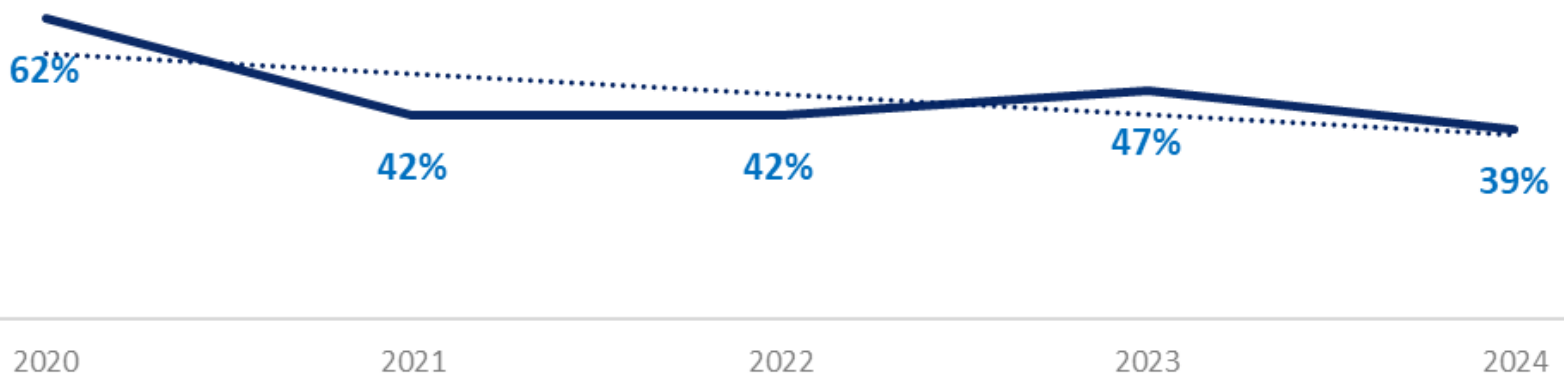
85% ↑

Diversity, Equity, Inclusion, and Accessibility Index

73% ↑



Direct-Hire Participation Rate Over Time





2024

Federal Employee Viewpoint Survey

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Item	Item Text	Index	Performance Dimension	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied	Agree/ Most of the time/ Good/ Satisfied	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied	Disagree/ Rarely/ Poor/ Dissatisfied	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs
1	I am given a real opportunity to improve my skills in my organization.	-	Employee-Focused: Employee Development	Agree-disagree	72%	27%	45%	13%	10%	4%	15%	460	782	232	177	75	1726	-
5	My workload is reasonable.	-	Employee-Focused: Work-Life Support	Agree-disagree	49%	12%	38%	15%	20%	15%	35%	205	648	262	347	252	1714	-
6	My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	-	Agree-disagree	59%	19%	40%	16%	15%	9%	24%	324	689	277	261	151	1702	-
7	I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	-	Agree-disagree	85%	40%	46%	9%	3%	2%	5%	683	782	159	60	36	1720	-
8	I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	-	Foundations: Merit Principles	Agree-disagree	74%	35%	39%	11%	9%	6%	15%	596	638	183	149	102	1668	55
15	The people I work with cooperate to get the job done.	-	Foundations: Cooperation	Agree-disagree	84%	40%	44%	8%	6%	2%	8%	707	757	132	97	37	1730	-
17	In my work unit, differences in performance are recognized in a meaningful way.	-	Goal-Oriented: Recognition	Agree-disagree	43%	9%	34%	28%	19%	10%	29%	150	542	451	315	147	1605	123
19	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	-	Foundations: Performance Resources	Agree-disagree	81%	29%	52%	11%	6%	2%	9%	500	886	187	106	41	1720	5
46	I recommend my organization as a good place to work.	Global Satisfaction	-	Agree-disagree	66%	24%	42%	18%	10%	5%	15%	410	692	307	176	86	1671	-
47	I believe the results of this survey will be used to make my agency a better place to work.	-	Other	Agree-disagree	47%	16%	31%	24%	17%	13%	29%	251	490	386	266	204	1597	77
59	Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	-	Agree-disagree	66%	21%	46%	19%	9%	6%	15%	343	748	312	151	95	1649	6
67	How satisfied are you with your involvement in decisions that affect your work?	-	Employee-Focused: Employee Voice	Satisfied-dissatisfied	50%	15%	35%	24%	19%	7%	26%	244	577	402	311	121	1655	-
68	How satisfied are you with the information you receive from management on what's going on in your organization?	-	Foundations: Communication	Satisfied-dissatisfied	57%	17%	41%	22%	16%	6%	21%	274	669	352	257	92	1644	-
69	How satisfied are you with the recognition you receive for doing a good job?	-	Goal-Oriented: Recognition	Satisfied-dissatisfied	52%	17%	35%	23%	16%	9%	25%	289	576	376	267	139	1647	-
70	Considering everything, how satisfied are you with your job?	Global Satisfaction	-	Satisfied-dissatisfied	62%	21%	41%	19%	14%	5%	19%	353	675	303	223	89	1643	-
72	Considering everything, how satisfied are you with your organization?	Global Satisfaction	-	Satisfied-dissatisfied	61%	18%	43%	20%	13%	6%	19%	292	708	339	212	103	1654	-

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

Unweighted count of responses excluding "Do Not Know", "No Basis to Judge", "There have been no recent hires in my work unit", or "I do not have any accessibility needs."

Percentages are weighted to represent the Agency's population.

For confidentiality purposes, a "-s" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Source: U.S. Agency for International Development AES Report, 2024 Federal Employee Viewpoint Survey