



FDIC 2016 Federal Employee Viewpoint Survey Results

Results for:
FDIC Overall

August 2016

U.S. Office of Personnel Management





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How to Use this Report

General

- ▶ This report outlines results for the FDIC 2016 Federal Employee Viewpoint Survey. Data is provided at the dimension and item (question) level. In addition, when available, comparisons are provided to previous survey results.
- ▶ Significant differences compared to previous survey results and FDIC overall results are highlighted in green (positive difference) and red (negative difference). Significance is determined based on the maximum margin of error.

Dimension Results

- ▶ This section summarizes your organization's scores on the FDIC dimensions. The statistics are the same as those in the Item Results sections, and are calculated as the average of item scores.
- ▶ The information in this section is useful for benchmarking and for identifying broad areas of strength and opportunity.

Top 10 and Bottom 10 Differences Compared to 2015 Survey Results

- ▶ This section shows the top 10 differences compared to 2015, and the bottom 10 differences compared to 2015.
- ▶ Use this section to quickly identify actionable strengths and challenges.

Item Results

- ▶ This section shows detailed results for each item on the survey. The report shows the percentage of respondents who chose each response option.
- ▶ The information in this section is useful for identifying specific strengths and targeting specific areas for improvement.

Interpreting the Results

- ▶ Survey Dates: June 6, 2016 through July 1, 2016
- ▶ Population: 6500
- ▶ Number of Surveys Completed: 4311
- ▶ Response Rate: 66.3%
- ▶ Maximum Margin of Error: +/- 0.9%

Determining Key Findings

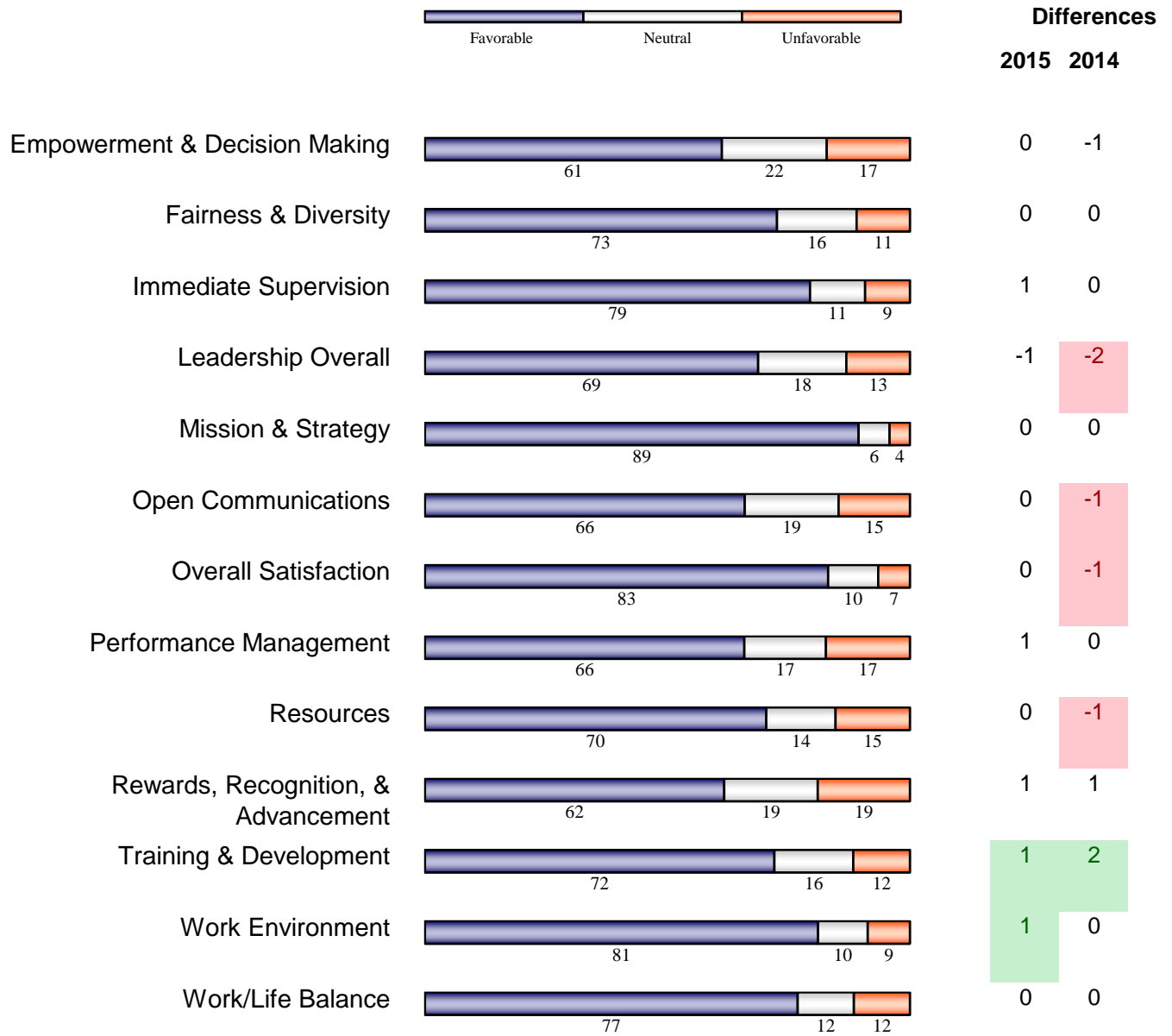
- ▶ To determine Strengths and Possible Opportunities to improve (or continue improving), take into account the percent favorable of each item and comparison of items to previous survey results (if available).
- ▶ Areas of strength can be identified by having a relatively high percent favorable rating, and at the same time, being significantly higher than the 2015 survey benchmark.
- ▶ Possible opportunities for improvement are the opposite; that is, they can be identified by having a relatively low percent favorable, and are below the 2015 survey benchmark.

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DIMENSION RESULTS

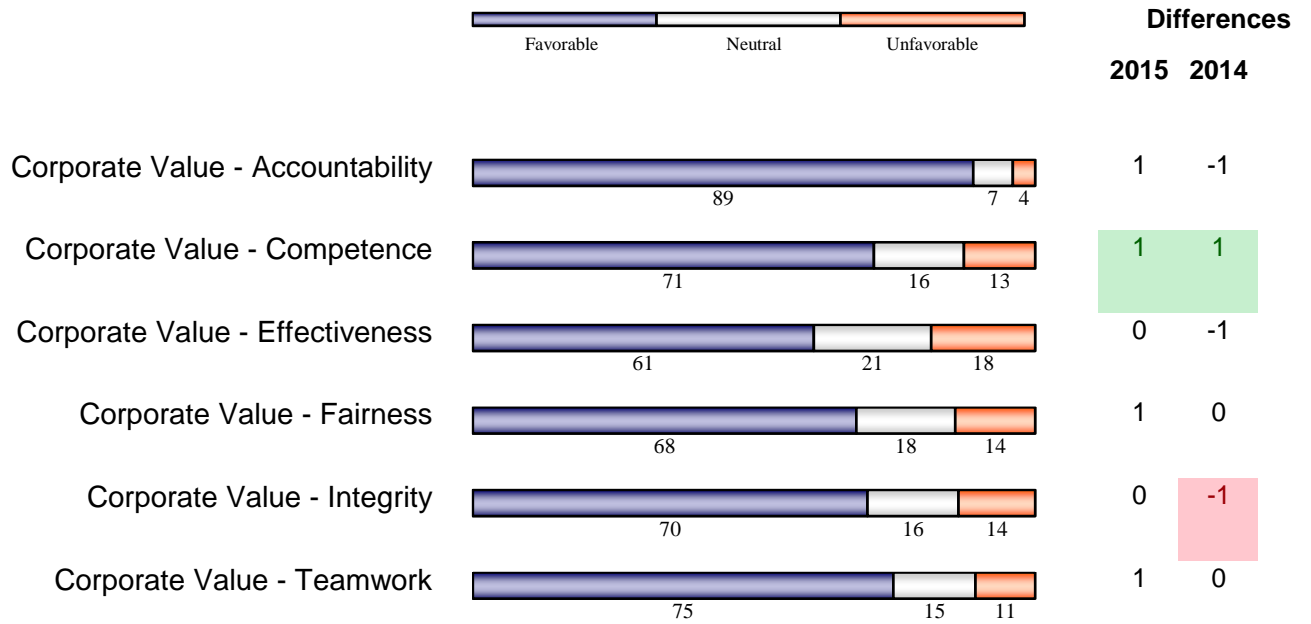


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DIMENSION RESULTS



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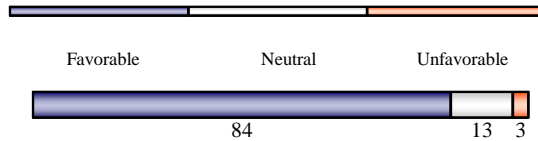
Results for: FDIC Overall, N=4311



Top 10 and Bottom 10 Differences Compared to 2015 Survey Results

Top 10

127. How would you rate: The training and support you have received to effectively manage people?



Differences
2015 2014 FDIC

4	4	0
3	3	0
3	2	0
3	5	0
2	2	0
2	3	0
2	1	0
2	2	0
2	3	0
2	3	0

126. I am allocated sufficient time to conduct bank examinations.



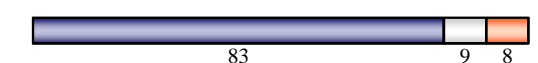
40. Policies and programs promote diversity in the workplace.



18. My training needs are assessed.



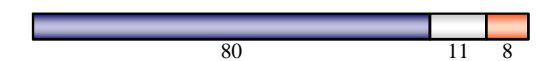
1. I am given a real opportunity to improve my skills in my organization.



85. How satisfied are you with the training you receive for your present job?



44. Prohibited Personnel Practices are not tolerated.



61. Supervisors in my work unit support employee development.



23. How would you rate: Training to help you qualify for a better job?



24. How would you rate: Your opportunities for career development other than promotions?



Bottom 10

71. My organization's senior leaders maintain high standards of honesty and integrity.



-2	-3	0
-1	-3	0
-1	-1	0
-1	-2	0
-1	-3	0
-1	-1	0
-1	-2	0
-1	-4	0
-1	-1	0
-1	-2	0

78. I have a high level of respect for my organization's senior leaders.



50. How would you rate FDIC on: Applying policies and rules consistently to all employees?



33. There are enough people to get the job done in my work unit.



48. How would you rate FDIC on: Communicating information downward to all levels of FDIC?



87. Considering everything, how satisfied are you with your pay?



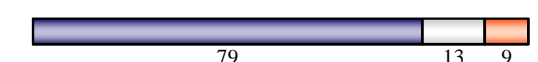
55. Decisions are made at the appropriate level of the organization.



52. How would you rate FDIC on: Informing employees about reasons behind decisions that affect them?



86. Considering everything, how satisfied are you with your job?



83. How satisfied are you with the policies and practices of your senior leaders?

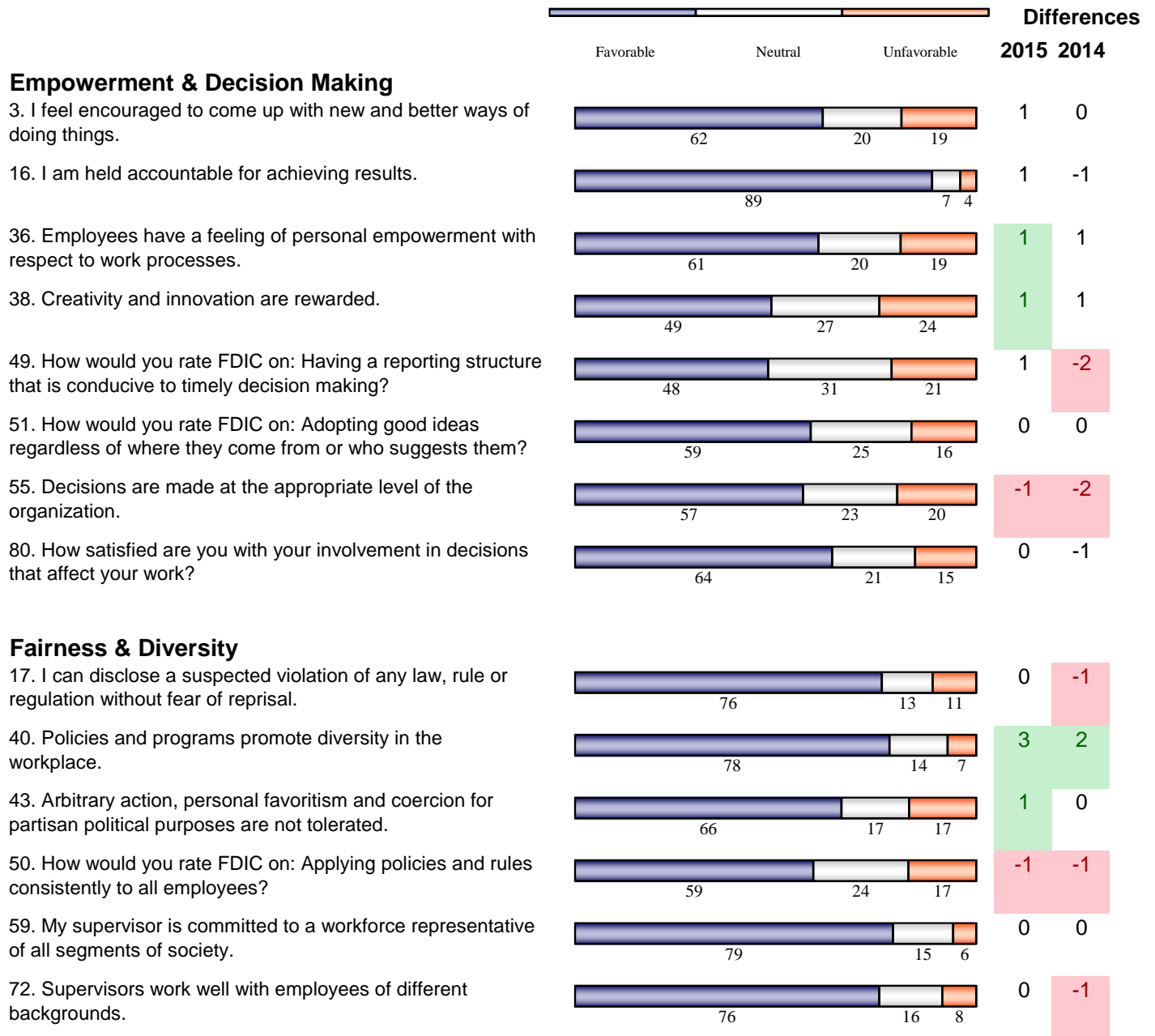


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DIMENSION ITEM RESULTS



FDIC 2016 Federal Employee Viewpoint Survey Results

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DIMENSION ITEM RESULTS

	Favorable Neutral Unfavorable			Differences	
				2015	2014
Immediate Supervision					
56. My supervisor supports my need to balance work and other life issues.	87	7	6	0	0
57. My supervisor provides me with opportunities to demonstrate my leadership skills.	77	12	11	0	0
61. Supervisors in my work unit support employee development.	81	10	9	2	2
62. My supervisor listens to what I have to say	83	9	8	0	0
63. My supervisor treats me with respect.	87	7	6	1	1
65. I have trust and confidence in my supervisor.	76	12	12	1	1
66. How would you rate your immediate supervisor on: Valuing individual skills, experience, and knowledge?	80	11	9	0	0
67. How would you rate your immediate supervisor on: Soliciting and using your input when making decisions?	74	15	11	1	0
68. How would you rate your immediate supervisor on: Providing you with clear and regular feedback about your job performance?	69	17	14	1	1
69. Overall, how good a job do you feel is being done by your immediate supervisor?	79	13	8	1	0
Leadership Overall					
70. In my organization, leaders generate high levels of motivation and commitment in the workforce.	56	23	21	0	-2
71. My organization's leaders maintain high standards of honesty and integrity.	70	17	13	-2	-3
74. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	77	15	8	-1	-2
76. Managers support collaboration across work units to accomplish work objectives.	70	17	13	0	-1
77. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	71	17	12	0	-2
78. I have a high level of respect for my organization's senior leaders.	69	18	14	-1	-3
79. Senior leaders demonstrate support for Work/Life programs.	76	15	9	-1	-1
83. How satisfied are you with the policies and practices of your senior leaders?	62	23	16	-1	-2

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DIMENSION ITEM RESULTS

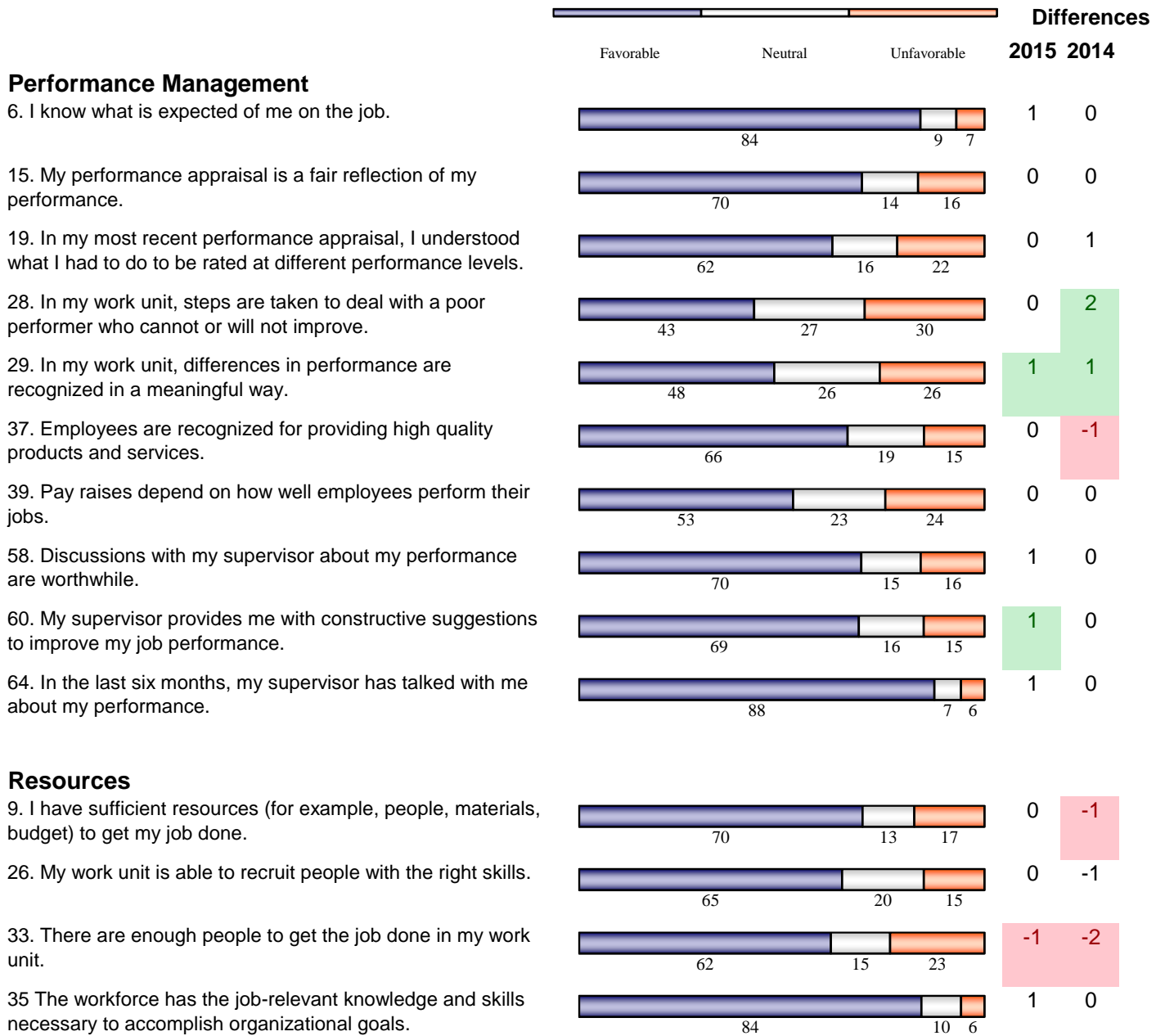
	Favorable Neutral Unfavorable			Differences	
				2015	2014
Mission & Strategy					
12. I know how my work relates to the agency's goals and priorities.	89	6	4	0	0
Open Communications					
20. I can freely express my views without fear of retribution.	64	16	20	1	0
21. Employees are encouraged to provide feedback and suggestions up the line (even if bad news).	63	16	21	0	-1
31. Employees in my work unit share job knowledge with each other.	83	9	8	1	1
48. How would you rate FDIC on: Communicating information downward to all levels of FDIC?	62	26	13	-1	-3
52. How would you rate FDIC on: Informing employees about reasons behind decisions that affect them?	47	31	22	-1	-4
53. How would you rate FDIC on: Communications between Headquarters and the field?	53	30	17	0	-2
54. When changes are made at the FDIC, communications are handled well.	58	26	17	1	0
62. My supervisor listens to what I have to say.	83	9	8	0	0
73. Managers communicate the goals and priorities of the organization.	75	15	10	-1	-2
75. Managers promote communication among different work units.	68	17	15	1	0
81. How satisfied are you with the information you receive from management on what's going on in your organization?	66	19	14	1	-2
Overall Satisfaction					
4. My work gives me a feeling of personal accomplishment.	79	12	9	0	-1
5. I like the kind of work I do.	86	9	5	1	-1
13. The work I do is important.	90	6	3	1	-1
46. I recommend my organization as a good place to work.	86	10	4	0	-2
86. Considering everything, how satisfied are you with your job?	79	13	9	-1	-1
88. Considering everything, how satisfied are you with your organization?	79	12	9	0	-2

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DIMENSION ITEM RESULTS

	Differences			2015 2014	
	Favorable	Neutral	Unfavorable		
Rewards, Recognition & Advancement					
27. Promotions in my work unit are based on merit.	55	24	21	1	2
30. Awards in my work unit depend on how well employees perform their jobs.	57	22	22	1	1
82. How satisfied are you with the recognition you receive for doing a good job?	64	18	18	1	1
84. How satisfied are you with your opportunity to get a better job in your organization?	53	23	24	1	2
87. Considering everything, how satisfied are you with your pay?	79	11	10	-1	-1
Training & Development					
1. I am given a real opportunity to improve my skills in my organization.	83	9	8	2	2
2. I have enough information to do my job well.	83	9	8	0	0
18. My training needs are assessed.	64	19	17	3	5
22. How would you rate: The training new employees receive to do their jobs?	67	23	10	0	0
23. How would you rate: Training to help you qualify for a better job?	58	24	17	2	3
24. How would you rate: Your opportunities for career development other than promotions?	60	21	19	2	3
32. The skill level in my work unit has improved in the past year.	64	24	12	0	-1
35. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84	10	6	1	0
61. Supervisors in my work unit support employee development.	81	10	9	2	2
85. How satisfied are you with the training you receive for your present job?	70	17	12	2	3
127. How would you rate: The training and support you have received to effectively manage people?	84	13	3	4	4

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DIMENSION ITEM RESULTS

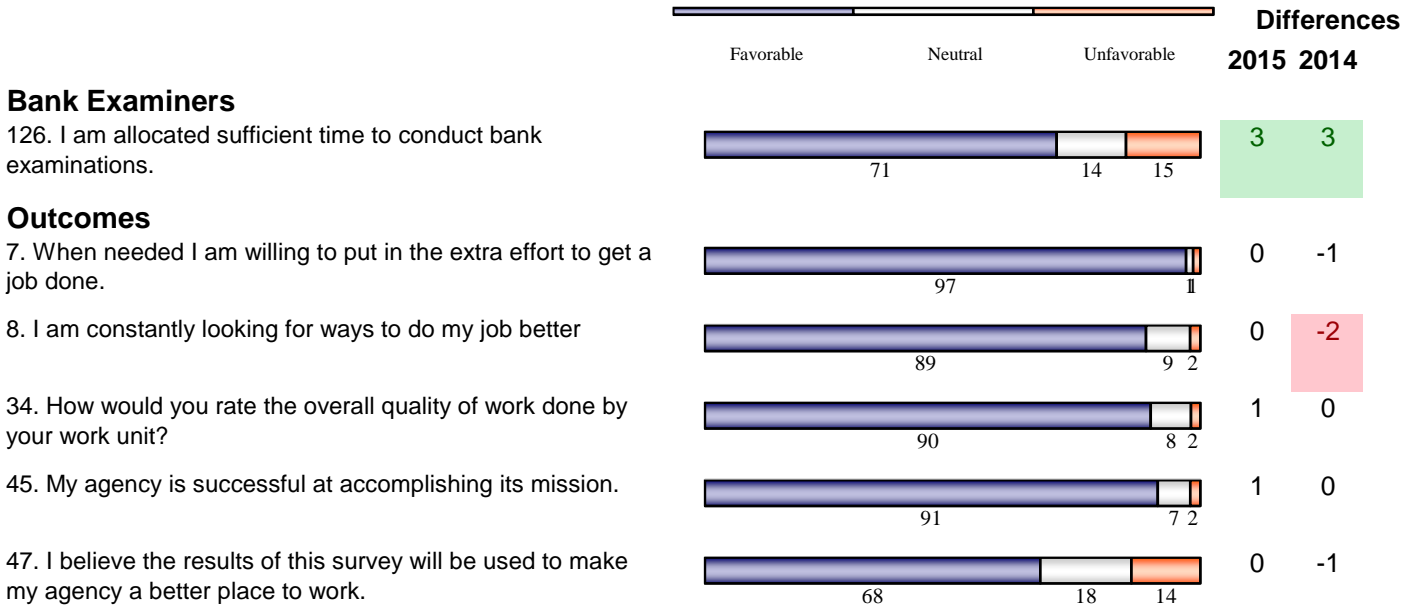


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ADDITIONAL ITEM RESULTS

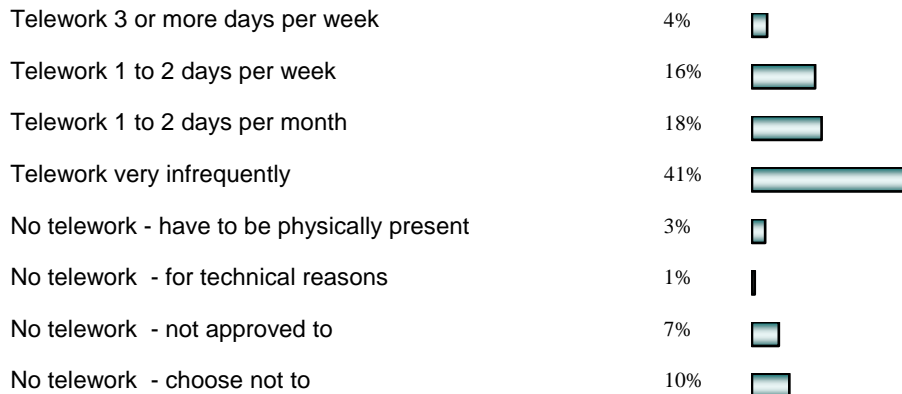


Participation in Work/Life Programs

89. Have you been notified that you are eligible to telework?



90. Please select the response below that BEST describes your teleworking situation.



91. Do you participate in: Alternate work schedules (AWS)



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ADDITIONAL ITEM RESULTS

Participation in Work/Life Programs (Continued)

92. Do you participate in: Health and Wellness Programs



93. Do you participate in: Employee Assistance Program (EAP)



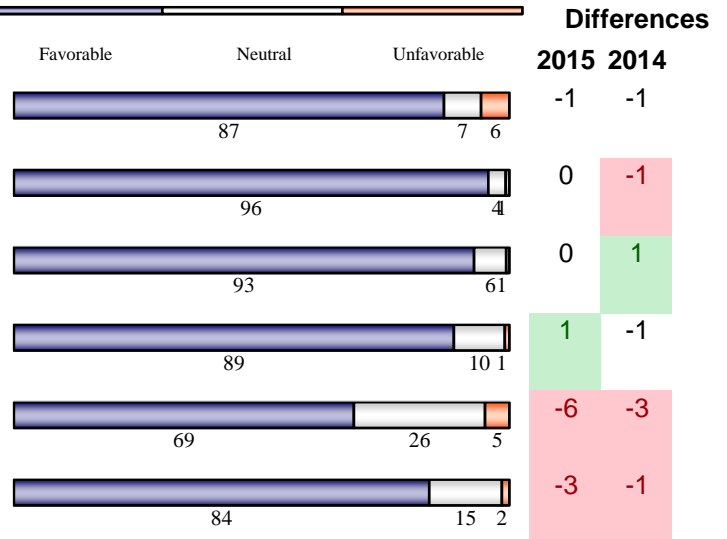
94. Do you participate in: Child care programs



95. Do you participate in: Elder care programs



96. How satisfied are you with the following Work/Life program: Telework



97. How satisfied are you with the following Work/Life program: Alternative work schedules (AWS)

98. How satisfied are you with the following Work/Life program: Health and Wellness Programs

99. How satisfied are you with the following Work/Life program: Employee Assistance Program (EAP)

100. How satisfied are you with the following Work/Life program: Child care programs

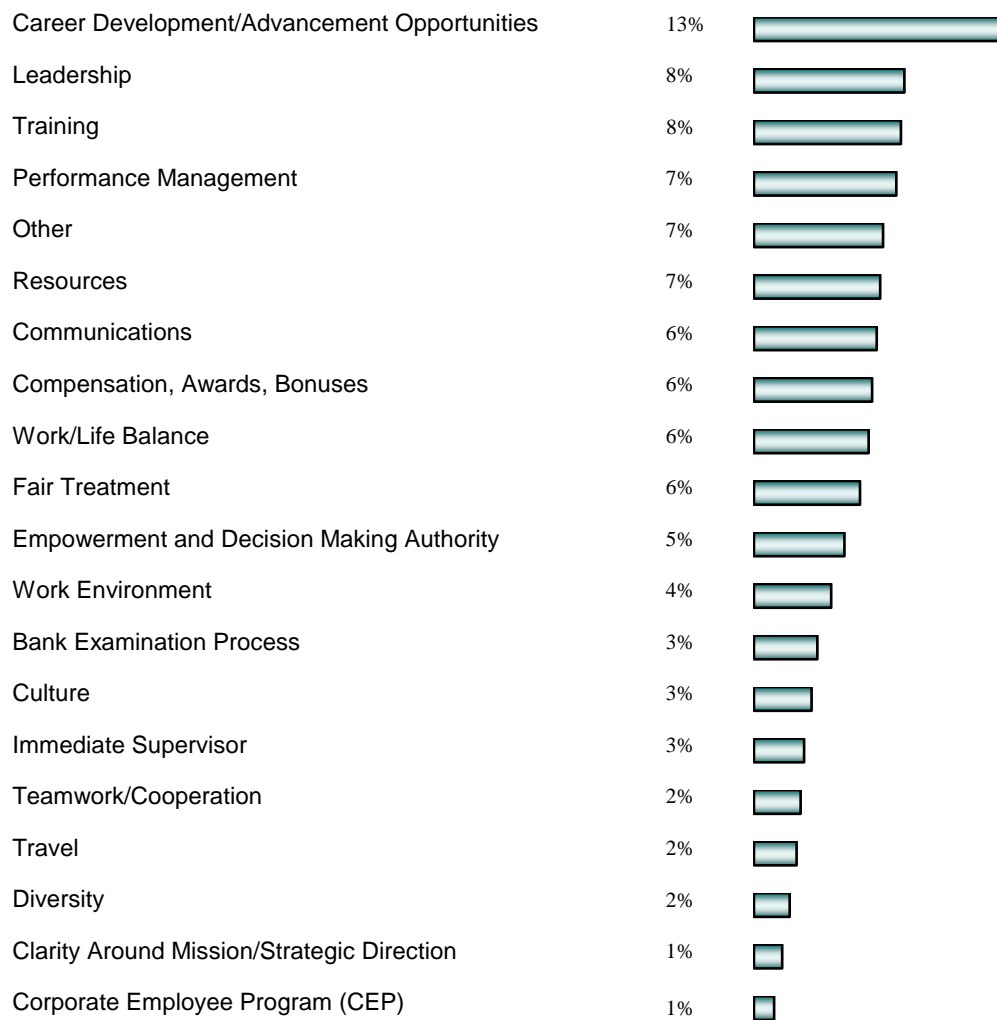
101. How satisfied are you with the following Work/Life program: Elder care programs

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COMMENT CATEGORIZATIONS



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RESPONDENT DEMOGRAPHICS

102. What is your supervisory status?



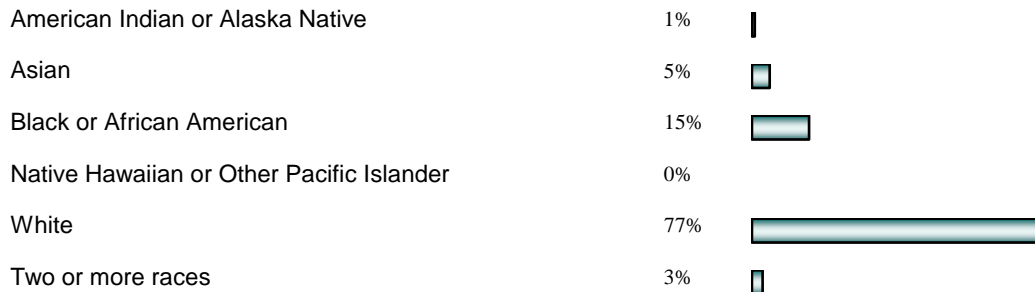
103. Are you (Gender):



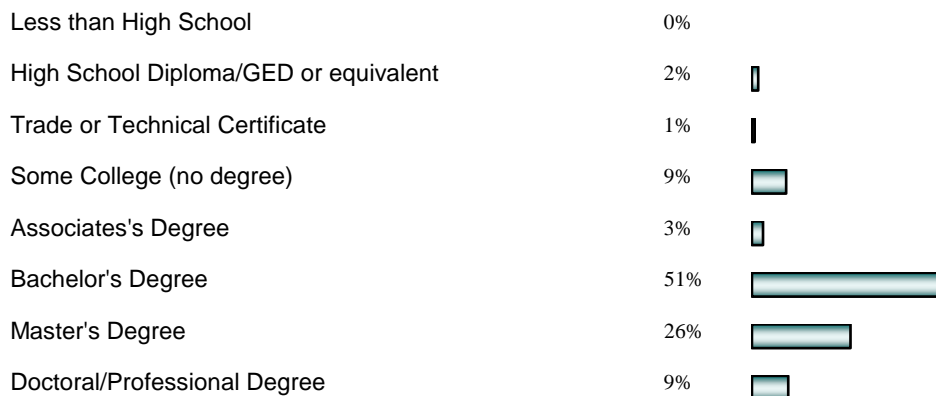
104. Are you Hispanic or Latino?



105. Please select the racial category or categories with which you most closely identify



106. What is the highest degree or level of education you have completed?



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RESPONDENT DEMOGRAPHICS

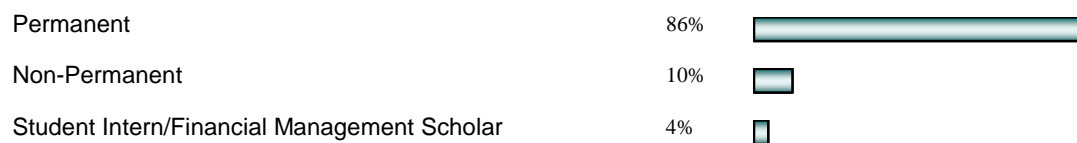
107. What is your age group?



108. What is your current grade level?



109. What type of appointment do you have?



110. Do you work (Full or Part Time):



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RESPONDENT DEMOGRAPHICS

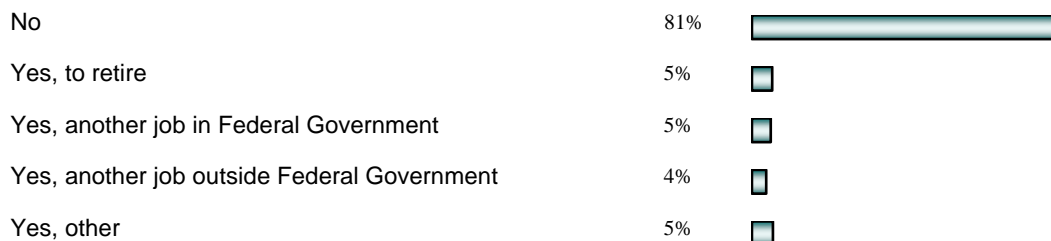
111. How long have you been with the Federal Government (excluding military service)?



112. How long have you been with FDIC?



113. Are you considering leaving your organization within the next year, and if so, why?



114. I am planning to retire:



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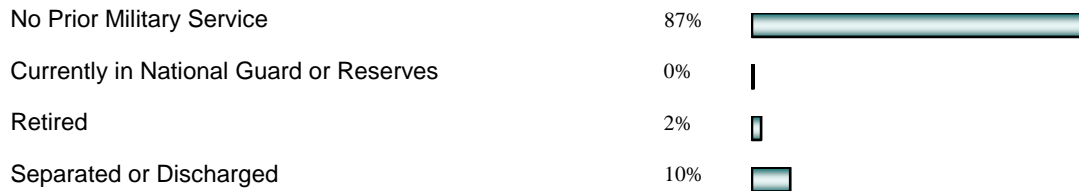


RESPONDENT DEMOGRAPHICS

115. Do you consider yourself to be one or more of the following?



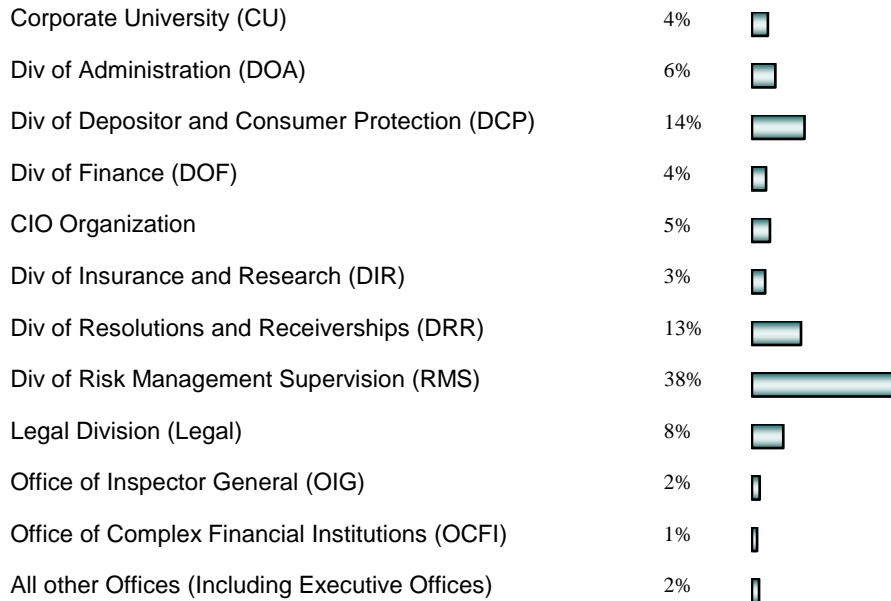
116. What is your US Military Service Status?



117. Are you an individual with a disability?



118. In Which Division/Office do you currently work?



119. Please select the appropriate Division/Office (CIO Only):



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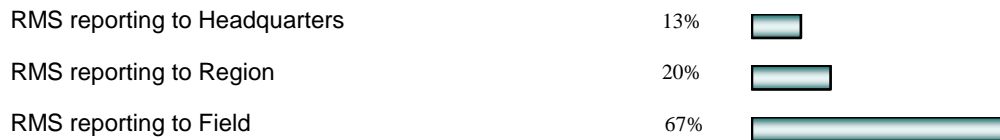


RESPONDENT DEMOGRAPHICS

120. Please select the appropriate Division/Office (DRR Only):



121. Please select the appropriate Division/Office (RMS Only):



122. What is your location



Regional or Area Office



Field Office



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RESPONDENT DEMOGRAPHICS

123. Are you in a Bargaining Unit position?



124. Do you work in Consumer Affairs or Community Affairs?



125. Are you currently in the 0570 Occupational Group?

