

Farm Credit Administration

2016 Federal Employee Viewpoint Survey

About the Survey

Each year the federal government conducts an employee viewpoint survey in which the Farm Credit Administration participates.

The 2016 survey was conducted online from May 3 to June 14, and 217 FCA employees responded, representing an 81.3 percent response rate.

The Results

The survey results show that, overall, FCA continues to provide a positive, mission-centered work experience for its employees. According to the survey, most employees

- are willing to put in extra effort to get a job done,
- think highly of their overall work unit,
- feel supported by their supervisors to balance work and life issues, and
- are protected from health and safety hazards on the job.

The survey identified areas for improvement as well. Some employees believe that leadership needs to

- do more to recognize good performers and deal with poor performers and
- recognize creativity and innovation.

During FY 2017, the agency will explore ways to address those areas in which employees expressed concern.

See the tables below for a breakdown of the responses to each survey question.

Farm Credit Administration 2016 Federal Employee Viewpoint Survey Results

Response Type	Item	Item Text	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
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	83.59%	35.64%	47.95%	5.94%	9.10%	1.38%	10.48%	77	104	13	20	3	217	N/A
Agree -disagree	2	I have enough information to do my job well.	81.14%	28.09%	53.05%	11.14%	4.03%	3.69%	7.72%	60	115	24	9	8	216	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	57.42%	22.88%	34.54%	16.32%	16.69%	9.56%	26.25%	48	74	35	38	21	216	N/A
Agree -disagree	4	*My work gives me a feeling of personal accomplishment.	71.05%	29.83%	41.22%	15.76%	9.43%	3.76%	13.19%	64	89	35	21	8	217	N/A
Agree -disagree	5	*I like the kind of work I do.	79.53%	34.42%	45.11%	11.66%	6.46%	2.36%	8.81%	73	97	25	14	5	214	N/A
Agree -disagree	6	I know what is expected of me on the job.	80.27%	32.91%	47.36%	11.41%	6.50%	1.82%	8.32%	70	102	25	14	4	215	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	94.03%	64.75%	29.28%	4.60%	0.43%	0.94%	1.37%	138	64	10	1	2	215	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	86.69%	41.98%	44.71%	10.54%	2.28%	0.49%	2.77%	89	97	23	5	1	215	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	61.85%	19.34%	42.51%	16.36%	14.07%	7.72%	21.78%	41	92	35	31	17	216	1
Agree -disagree	10	*My workload is reasonable.	70.26%	19.96%	50.30%	13.83%	11.80%	4.10%	15.90%	43	108	30	26	9	216	0
Agree -disagree	11	*My talents are used well in the workplace.	64.23%	21.58%	42.65%	18.88%	10.26%	6.63%	16.89%	46	90	41	22	14	213	1
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	85.07%	37.75%	47.31%	9.47%	2.19%	3.27%	5.46%	81	103	21	5	7	217	0
Agree -disagree	13	*The work I do is important.	85.38%	40.54%	44.84%	6.95%	4.39%	3.29%	7.67%	86	97	15	10	7	215	0
Agree -disagree	14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	87.31%	45.37%	41.94%	6.81%	3.61%	2.27%	5.88%	97	91	15	8	5	216	0
Agree -disagree	15	*My performance appraisal is a fair reflection of my performance.	77.39%	31.21%	46.18%	9.29%	7.88%	5.44%	13.32%	67	100	20	17	12	216	1
Agree -disagree	16	I am held accountable for achieving results.	83.73%	32.26%	51.48%	9.11%	3.49%	3.66%	7.16%	69	111	20	8	8	216	0
Agree -disagree	17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	72.11%	34.98%	37.13%	13.87%	7.32%	6.69%	14.02%	73	78	29	15	14	209	7

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Agree -disagree	18	*My training needs are assessed.	68.48%	24.80%	43.68%	14.44%	12.85%	4.23%	17.08%	53	94	31	28	9	215	1
Agree -disagree	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).	64.10%	27.23%	36.87%	16.22%	11.48%	8.20%	19.68%	58	79	35	25	18	215	2
Agree -disagree	20	*The people I work with cooperate to get the job done.	86.27%	32.43%	53.84%	10.52%	2.22%	0.99%	3.22%	69	117	23	5	2	216	N/A
Agree -disagree	21	*My work unit is able to recruit people with the right skills.	61.87%	17.94%	43.93%	18.26%	15.63%	4.25%	19.88%	37	92	39	34	9	211	4
Agree -disagree	22	*Promotions in my work unit are based on merit.	50.60%	17.08%	33.52%	21.10%	15.72%	12.58%	28.30%	35	70	44	33	26	208	5
Agree -disagree	23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	35.32%	10.97%	24.35%	25.40%	20.38%	18.90%	39.28%	21	48	51	41	39	200	17
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	45.43%	15.67%	29.77%	26.43%	15.42%	12.72%	28.14%	32	61	56	33	27	209	8
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	55.37%	22.17%	33.20%	23.40%	10.92%	10.30%	21.22%	46	69	50	23	22	210	7
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	84.59%	30.28%	54.30%	8.82%	4.70%	1.89%	6.60%	65	119	19	10	4	217	0
Agree -disagree	27	The skill level in my work unit has improved in the past year.	65.28%	24.16%	41.11%	23.07%	8.28%	3.37%	11.65%	50	86	50	18	7	211	5
Good -poor	28	How would you rate the overall quality of work done by your work unit?	90.97%	43.99%	46.98%	6.25%	1.79%	0.99%	2.78%	93	103	14	4	2	216	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	82.53%	24.22%	58.31%	12.66%	2.85%	1.96%	4.81%	50	123	27	6	4	210	2
Agree -disagree	30	*Employees have a feeling of personal empowerment with respect to work processes.	46.55%	13.52%	33.03%	24.52%	22.96%	5.96%	28.93%	27	66	51	48	12	204	5
Agree -disagree	31	Employees are recognized for providing high quality products and services.	64.15%	18.40%	45.76%	17.40%	13.13%	5.31%	18.44%	38	95	37	28	11	209	4
Agree -disagree	32	*Creativity and innovation are rewarded.	41.88%	12.53%	29.35%	24.05%	20.95%	13.12%	34.07%	26	60	51	45	28	210	2

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Agree -disagree	33	*Pay raises depend on how well employees perform their jobs.	48.44%	12.97%	35.47%	22.11%	17.14%	12.31%	29.45%	27	74	47	37	26	211	2
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	75.76%	28.64%	47.12%	14.07%	4.32%	5.85%	10.17%	61	100	30	9	12	212	0
Agree -disagree	35	*Employees are protected from health and safety hazards on the job.	88.65%	44.91%	43.74%	8.12%	2.73%	0.50%	3.23%	94	93	17	6	1	211	1
Agree -disagree	36	*My organization has prepared employees for potential security threats.	73.38%	28.01%	45.37%	15.51%	6.82%	4.29%	11.10%	58	96	33	15	9	211	2
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	60.70%	20.58%	40.12%	15.45%	14.26%	9.60%	23.86%	42	83	32	30	20	207	4
Agree -disagree	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.	72.41%	37.13%	35.28%	13.47%	7.64%	6.48%	14.12%	74	71	27	15	13	200	9
Agree -disagree	39	My agency is successful at accomplishing its mission.	86.86%	33.72%	53.14%	8.80%	2.41%	1.93%	4.34%	70	113	19	5	4	211	2
Agree -disagree	40	I recommend my organization as a good place to work.	76.87%	36.74%	40.13%	13.89%	6.87%	2.38%	9.25%	77	85	30	15	5	212	N/A
Agree -disagree	41	I believe the results of this survey will be used to make my agency a better place to work.	52.81%	20.30%	32.51%	17.05%	17.37%	12.77%	30.14%	40	65	35	36	26	202	11
Agree -disagree	42	*My supervisor supports my need to balance work and other life issues.	89.21%	56.78%	32.44%	5.05%	3.90%	1.84%	5.74%	120	69	11	8	4	212	0
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	82.63%	46.55%	36.08%	6.77%	8.65%	1.95%	10.60%	98	76	14	19	4	211	0
Agree -disagree	44	*Discussions with my supervisor about my performance are worthwhile.	73.77%	34.92%	38.85%	12.23%	8.35%	5.65%	14.00%	73	81	26	18	12	210	1

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Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	81.04%	44.75%	36.29%	12.68%	2.88%	3.40%	6.28%	90	73	26	6	7	202	10
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	74.30%	35.09%	39.21%	15.00%	6.95%	3.76%	10.71%	74	83	32	15	8	212	0
Agree -disagree	47	*Supervisors in my work unit support employee development.	84.36%	45.40%	38.96%	9.09%	2.24%	4.32%	6.56%	95	83	19	5	9	211	0
Agree -disagree	48	My supervisor listens to what I have to say.	85.47%	47.23%	38.24%	7.44%	4.28%	2.82%	7.10%	99	81	16	9	6	211	N/A
Agree -disagree	49	My supervisor treats me with respect.	88.24%	54.95%	33.29%	6.18%	3.64%	1.94%	5.58%	115	70	13	8	4	210	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	89.80%	47.83%	41.98%	3.34%	5.44%	1.42%	6.86%	101	88	7	12	3	211	N/A
Agree -disagree	51	*I have trust and confidence in my supervisor.	77.99%	42.71%	35.27%	12.51%	5.21%	4.30%	9.51%	90	74	27	11	9	211	N/A
Good -poor	52	*Overall, how good a job do you feel is being done by your immediate supervisor?	84.85%	47.42%	37.43%	8.62%	3.26%	3.27%	6.53%	100	79	19	7	7	212	N/A
Agree -disagree	53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	48.65%	8.63%	40.02%	21.83%	16.81%	12.71%	29.52%	18	82	46	36	27	209	1
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	64.56%	21.58%	42.98%	21.08%	7.13%	7.24%	14.36%	44	88	43	15	15	205	6
Agree -disagree	55	*Supervisors work well with employees of different backgrounds.	69.18%	25.31%	43.86%	19.78%	5.86%	5.19%	11.05%	50	87	40	12	10	199	12
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	71.60%	20.66%	50.94%	14.79%	8.86%	4.76%	13.61%	43	106	32	19	10	210	1
Agree -disagree	57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	72.07%	21.42%	50.66%	17.41%	6.49%	4.02%	10.52%	42	99	35	13	8	197	9
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	61.47%	15.34%	46.13%	14.28%	17.02%	7.22%	24.25%	31	95	30	36	15	207	4

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Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	65.19%	17.37%	47.82%	16.23%	9.96%	8.62%	18.58%	35	98	34	21	18	206	4
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64.08%	23.78%	40.31%	18.90%	10.58%	6.44%	17.02%	47	81	39	22	13	202	8
Agree -disagree	61	*I have a high level of respect for my organization's senior leaders.	57.64%	18.79%	38.85%	23.68%	12.07%	6.61%	18.68%	38	82	50	26	14	210	1
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	72.93%	31.16%	41.77%	13.17%	7.35%	6.55%	13.90%	65	88	28	16	14	211	0
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	63.37%	18.10%	45.27%	18.43%	12.95%	5.25%	18.20%	38	95	39	28	11	211	N/A
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	52.34%	18.71%	33.63%	20.82%	21.62%	5.22%	26.84%	39	69	44	46	11	209	N/A
Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	61.65%	23.11%	38.54%	16.33%	13.07%	8.95%	22.02%	48	81	35	28	19	211	N/A
Satisfied -dissatisfied	66	*How satisfied are you with the policies and practices of your senior leaders?	52.09%	14.66%	37.44%	28.79%	11.97%	7.15%	19.12%	30	78	60	26	15	209	N/A
Satisfied -dissatisfied	67	*How satisfied are you with your opportunity to get a better job in your organization?	47.21%	16.04%	31.17%	26.18%	16.42%	10.19%	26.61%	33	66	55	35	21	210	N/A
Satisfied -dissatisfied	68	*How satisfied are you with the training you receive for your present job?	75.08%	29.25%	45.83%	12.88%	6.40%	5.64%	12.04%	61	96	27	14	12	210	N/A
Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	74.44%	27.01%	47.43%	16.75%	5.51%	3.30%	8.81%	56	100	36	12	7	211	N/A
Satisfied -dissatisfied	70	*Considering everything, how satisfied are you with your pay?	71.88%	28.52%	43.36%	13.16%	12.59%	2.38%	14.96%	60	91	28	26	5	210	N/A
Satisfied -dissatisfied	71	Considering everything, how satisfied are you with your organization?	70.56%	26.05%	44.51%	18.29%	6.47%	4.68%	11.15%	54	94	39	14	10	211	N/A

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Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	67.59%	31.71%	35.88%	12.69%	15.78%	3.95%	19.73%	50	58	21	26	6	161	1
Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	94.24%	52.72%	41.52%	3.18%	1.87%	0.71%	2.58%	81	65	5	3	1	155	1
Satisfied -dissatisfied	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)	86.65%	55.27%	31.38%	11.01%	1.26%	1.09%	2.35%	45	26	9	1	1	82	1
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	82.17%	55.95%	26.22%	17.83%	0.00%	0.00%	0.00%	12	6	4	0	0	22	4
Satisfied -dissatisfied	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)	100.00%	64.86%	35.14%	0.00%	0.00%	0.00%	0.00%	4	2	0	0	0	6	4
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	85.98%	49.59%	36.39%	14.02%	0.00%	0.00%	0.00%	4	3	1	0	0	8	3

* AES prescribed items

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

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

Survey Administration Period: May 3- June 14, 2016
Sample or Census: Census
Number of surveys completed: 217
Number of surveys administered: 267
Response rate: 81.3%