



Department of the Treasury

2014 Federal Employee Viewpoint Survey

Results

- 1. Interpretation of Results:** The 2014 Federal Employee Viewpoint Survey (FEVS) offers unique insights into federal employees' perceptions of employee satisfaction, engagement and workforce management. Treasury's employees' views present leadership with a broad diversity of opinions from hiring and retention to organizational effectiveness. The results of the FEVS are reviewed and analyzed to determine patterns and themes to identify Treasury's strengths and challenges.

The 98-item survey includes 71 items that measure federal employees' perceptions about how effectively agencies manage their workforce, 13 items specific to work/life programs usage and 14 demographic items. The survey is grouped into eight topic areas:

- Personal Work Experiences
- Work Unit
- Agency
- Supervisor/Team Leader
- Leadership
- Satisfaction
- Work/Life Programs
- Demographics

The 2014 FEVS results reflect:

- 36 survey items had positive ratings of 65% or more (strengths)
- 9 survey items had negative ratings of 35% or more (weaknesses)
- 1 survey items increased by 5 positive percentage points or more since 2013
- 2 survey items decreased by 5 positive percentage points or more since 2013

(See attached results for the specific corresponding survey item numbers above.)

Recovering from the challenges of 2013 (furloughs, pay freezes and a government-wide shutdown), Treasury was able to maintain positive results on all but one of the questions receiving ratings of 65% positive or more. Treasury employees continue to remain committed to the mission, are willing to give extra to get the job done and are proud of the quality of their work as evidenced by the five items with the highest positive scores shown below:

- 95% Positive- When needed I am willing to put in the extra effort to get a job done. (Q. 7)
- 89% Positive- The work I do is important. (Q. 13)
- 88% Positive- I am constantly looking for ways to do my job better. (Q. 8)
- 86% Positive- How would you rate the overall quality of work done by your work unit? (Q. 28)
- 84% Positive- I am held accountable for achieving results. (Q. 16)

Treasury employees also had positive responses to questions regarding their immediate supervisors. The questions below indicate employees trust their supervisors and feel they are respected and supported by them.

- 84% Positive- My supervisor/team leader treats me with respect. (Q. 49)
- 79% Positive- My supervisor/team leader listens to what I have to say. (Q. 48)
- 76% Positive- Overall, how good a job do you feel is being done by your immediate supervisor/team leader? (Q. 52)
- 71% Positive- I have trust and confidence in my supervisor. (Q. 51)
- 70% Positive- Supervisors/team leaders in my work unit support employee development. (Q. 47)

Treasury - faces continued challenges in 2015. Employees provided high negative responses in the areas of pay, resources and empowerment demonstrating opportunities for Treasury to improve.

- 49% Negative- Pay raises depend on how well employees perform their jobs. (Q. 33)
- 42% Negative - I have sufficient resources (for example, people, materials, budget) to get my job done. (Q. 9)
- 40% Negative - How satisfied are you with your opportunity to get a better job in your organization? (Q. 67)
- 37% Negative - In my organization, leaders generate high levels of motivation and commitment in the workforce. (Q. 30)
- 37% Negative - Employees have a feeling of personal empowerment with respect to work processes. (Q. 53)

Treasury values its employees and respects workplace perceptions. The information given through the 2014 FEVS will be instrumental in determining a course of action for improvement.

- 2. How the survey was conducted:** The 2014 FEVS was administered within Treasury May 6 – June 14, 2014 by email by the Office of Personnel Management.
- 3. Description of sample:** The 2014 survey was a full census, administered to all eligible employees, defined as full- or part-time, permanent, nonpolitical, and non-seasonal employees onboard as of October 2013.
- 4. Survey items and response choices:** All survey items and response choices required by 5 CFR 250.302 are included in the 2014 Survey and are included in the 2014 Treasury Survey Results on pages 4-15 of this document.

5. **Number of employees surveyed, number responded, and representativeness of respondents:** The Department of the Treasury achieved a response rate of 59% with 51,038 out of 86,790 eligible employees responding. Treasury’s 2013 response rate was 56% with 50,010 out of 89,995 eligible employees responding. Table 1 below shows the representativeness of respondents.

Table 1- Representativeness of Respondents

Category	Respondents
Supervisory Status	
Non-Supervisor	74%
Team Leader	10%
Supervisor	11%
Manager	4%
Senior Leader	2%
Gender	
Male	41%
Female	59%
Are you: Hispanic or Latino	
Yes	9%
No	91%
Racial Category	
White	70%
Black or African American	20%
Native Hawaiian or Other Pacific Islander	1%
Asian	5%
American Indian or Alaska Native	1%
Two or more races (Not Hispanic or Latino)	3%