Federal Employee Viewpoint Survey (FY16-FY17)

FY17 FY16 ▲ Increase From Previous Year ▼ Decrease From Previous Year No Change From Previous Year **Overall Employee Engagement Index** Satisfaction with Dealing with Poor Satisfaction with Hiring People with the The Employee Engagement Index (EEI) is a measure of an agency's work Right Skills **Performance** environment — the conditions that lead to engagement. The index is "My work unit is able to recruit people with the right skills." "In my work unit, steps are taken to deal with a poor performer who cannot made up of three subfactors: Leaders Lead, Supervisors, and Intrinsic or will not improve." Work Experience. Change Indicator Agency Change Indicator Agency Agency Change Indicator EPA 35% DHS 4% 60% 6% 32% DHS 3% 76% 32% 57% **GSA** 4% HUD 4% NASA 2% 67% 44% 36% SBA 4% **GSA** 4% Treasury 1% HUD 3% lack69% NSF 4% 38% DOD 0% 42% 38% DOI 3% USAID 4% HUD 0% \mathbf{A} 72% DHS 26% NSF 61% 3% 3% **USAID** 0% 68% 40% USDA 2% DOI 3% 33% SBA 0% DOC 2% 71% SBA 3% 35% DOC 50% -1% 68% USDA 30% HHS 51% DOD 2% 2% -1% 70% DOE 2% \mathbf{A} DOC 2% \mathbf{A} 42% DOI -1% 40% HHS 2% A DOD 2% DOT -1% 42% DOT 2% 69% ED 2% 34% VA -1% 44% 69% **EPA** 2% DOE 2% 36% EPA -1% 43% NASA 2% 82% HHS 2% **USDA** -2% 36% 37% NSF 2% 75% 51% \mathbf{A} State 2% 36% GSA -2% 1% 70% DOL 50% \mathbf{A} DOT 2% OPM -2% 68% 1% 44% Treasury NASA 2% 46% DOE -3% 75% NRC 1% 36% 44% DOL 1% DOJ -3% ED 0% 36% 46% 67% Treasury 1% DOL -3% DOJ 0% 68% 35% 50% NRC 1% State -3% 62% VA 0% SSA 1% 30% NRC -4% 49% 71% OPM 0% 52% DOJ 0% USAID -5% 67% SSA 0% ۷A SSA 35% 0% -6% State -1% 0% -9% 0 10 20 30 40 50 60 70 80 90 0 10 20 30 40 50 60 70 80 90 0 10 20 30 40 50 60 70 80 90 **Government-Wide Average Government-Wide Average Government-Wide Average** Fiscal Year Fiscal Year **Fiscal Year** FY17 67% FY17 31% FY17 42% FY16 29% FY16 43% Note: Satisfaction was measured on a 5-point satisfaction scale. The percentages shown on the bar charts above correspond to the number of respondents indicating they were "satisfied" or "very satisfied" with the associated

statements divided by the total number of responses.

The change in these graphs is calculated by taking the current year's percentage value minus the previous year's percentage value.