Federal Employee Viewpoint Survey (FY16-FY17)
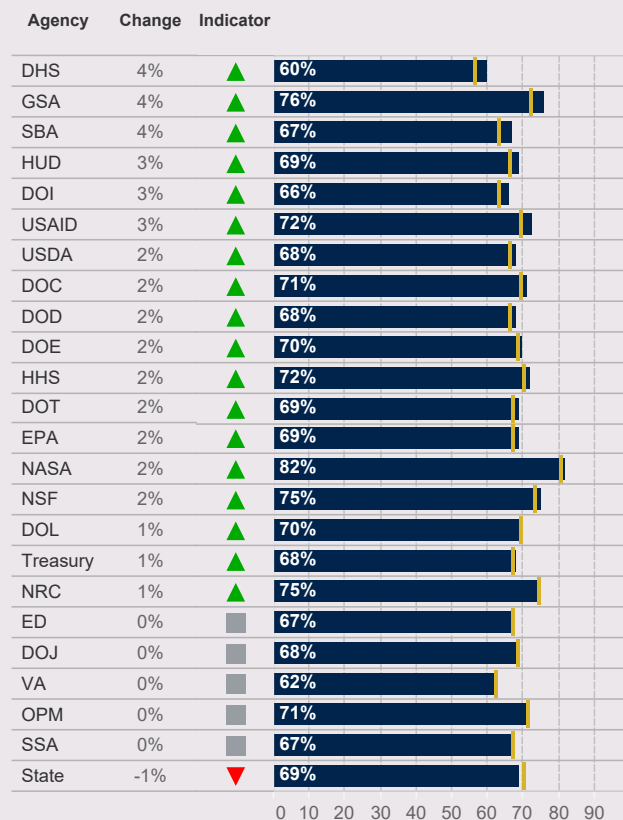
▲ Increase From Previous year ▼ Decrease From Previous year ■ No Change From Previous year   ■ FY17 ■ FY16

Overall Employee Engagement Index

The Employee Engagement Index (EEI) is a measure of an agency's work environment — the conditions that lead to engagement. The index is made up of three subfactors: Leaders Lead, Supervisors, and Intrinsic Work Experience.
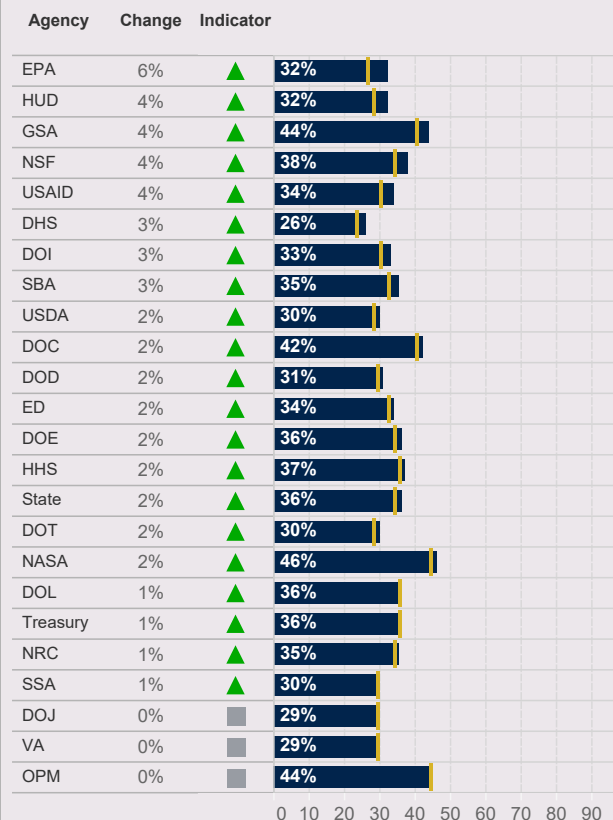
Agency	Change	Indicator	
DHS	4%	▲	60%
GSA	4%	▲	76%
SBA	4%	▲	67%
HUD	3%	▲	69%
DOI	3%	▲	66%
USAID	3%	▲	72%
USDA	2%	▲	68%
DOC	2%	▲	71%
DOD	2%	▲	68%
DOE	2%	▲	70%
HHS	2%	▲	72%
DOT	2%	▲	69%
EPA	2%	▲	69%
NASA	2%	▲	82%
NSF	2%	▲	75%
DOL	1%	▲	70%
Treasury	1%	▲	68%
NRC	1%	▲	75%
ED	0%	■	67%
DOJ	0%	■	68%
VA	0%	■	62%
OPM	0%	■	71%
SSA	0%	■	67%
State	-1%	▼	69%

0 10 20 30 40 50 60 70 80 90

Government-Wide Average

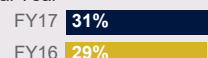| Fiscal Year	
FY17	67%
FY16	65%

Satisfaction with Dealing with Poor Performance

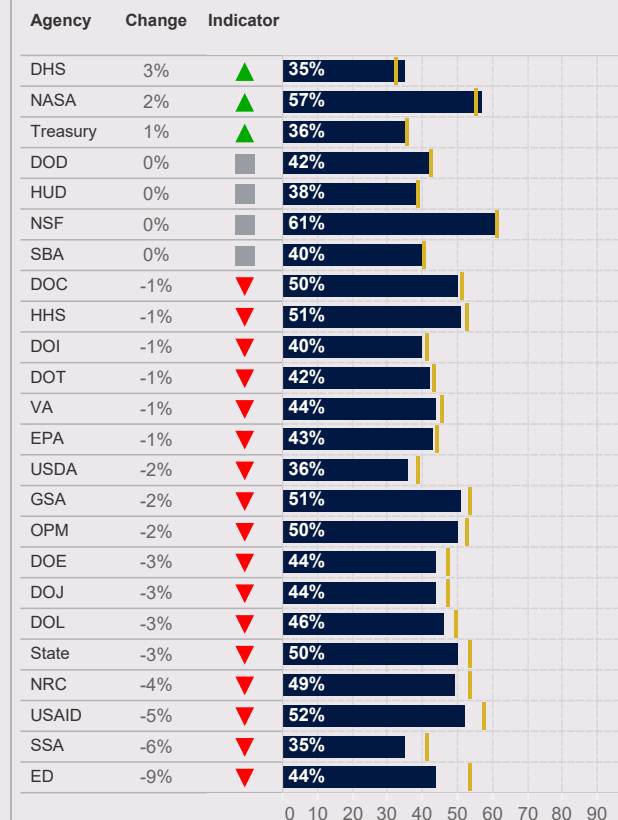"In my work unit, steps are taken to deal with a poor performer who cannot or will not improve."

Agency	Change	Indicator	
EPA	6%	▲	32%
HUD	4%	▲	32%
GSA	4%	▲	44%
NSF	4%	▲	38%
USAID	4%	▲	34%
DHS	3%	▲	26%
DOI	3%	▲	33%
SBA	3%	▲	35%
USDA	2%	▲	30%
DOC	2%	▲	42%
DOD	2%	▲	31%
ED	2%	▲	34%
DOE	2%	▲	36%
HHS	2%	▲	37%
State	2%	▲	36%
DOT	2%	▲	30%
NASA	2%	▲	46%
DOL	1%	▲	36%
Treasury	1%	▲	36%
NRC	1%	▲	35%
SSA	1%	▲	30%
DOJ	0%	■	29%
VA	0%	■	29%
OPM	0%	■	44%

0 10 20 30 40 50 60 70 80 90

Government-Wide Average

Fiscal Year	
FY17	31%
FY16	29%

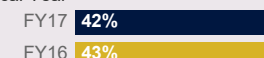## Satisfaction with Hiring People with the Right Skills

"My work unit is able to recruit people with the right skills."

Agency	Change	Indicator	
DHS	3%	▲	35%
NASA	2%	▲	57%
Treasury	1%	▲	36%
DOD	0%	■	42%
HUD	0%	■	38%
NSF	0%	■	61%
SBA	0%	■	40%
DOC	-1%	▼	50%
HHS	-1%	▼	51%
DOI	-1%	▼	40%
DOT	-1%	▼	42%
VA	-1%	▼	44%
EPA	-1%	▼	43%
USDA	-2%	▼	36%
GSA	-2%	▼	51%
OPM	-2%	▼	50%
DOE	-3%	▼	44%
DOJ	-3%	▼	44%
DOL	-3%	▼	46%
State	-3%	▼	50%
NRC	-4%	▼	49%
USAID	-5%	▼	52%
SSA	-6%	▼	35%
ED	-9%	▼	44%

0 10 20 30 40 50 60 70 80 90

Government-Wide Average

Fiscal Year	
FY17	42%
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.