



Annual Employee Survey Report
Udall Foundation Results

November 29, 2018

Introduction

This report provides the Udall Foundation's 2018 responses to the Annual Employee Survey (AES) compared to governmentwide results for the same questions within the 2018 Federal Employee Viewpoint Survey (FEVS). The Udall Foundation's 2017 responses to the AES are provided to highlight areas that improved as well as areas that require further attention.

The definitions for the Positive, Neutral, and Negative response percentages vary across the three primary response scales used in the survey:

- Positive: Strongly Agree and Agree / Very Satisfied and Satisfied / Very Good and Good
- Neutral: Neither Agree nor Disagree / Neither Satisfied nor Dissatisfied / Fair
- Negative: Disagree and Strongly Disagree / Dissatisfied and Very Dissatisfied / Poor and Very Poor

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of Do Not Know (DNK) responses, where applicable, is listed separately. Please note that responses may not add up to 100% due to rounding.

Summary

The current survey indicates high employee satisfaction with how their work relates to the Foundation's goals and priorities, and that their work is important and gives them a feeling of personal satisfaction. One hundred percent (100%) of staff answered positively that "I know how my work relates to the agency's goals and priorities." Ninety-six percent (96%) agreed that "The work I do is important," and 81% answered positively to the summary question -- "Considering everything, how satisfied are you with your job?" Overall, these are indications that the Udall Foundation's mission-driven staff find their work important and satisfying. 85% of the Foundation's responses to questions are more positive than the governmentwide average for those same questions. In addition, 92% of Foundation staff participated in the survey; governmentwide the response rate was 41%.

Highlights

Tables 1, 3, and 4 provide summary data on positive responses; Table 2 provides summary data on negative responses.

Table 1 shows questions with positive responses of 91% and greater. The high positive responses shown in this table are in areas critical to employee engagement, productivity, and happiness: believing one's work is important, seeing how it relates to the overall institutional goals, having a supervisor who cares, and working as a team. Table 3 indicates those areas with the greatest increases in positive responses versus last year, and, conversely, Table 4 shows the areas of greatest decreases in positive responses. Most of the increases in Table 3 are in the areas of Performance Culture and Leadership (categories established by OPM in their survey).

The areas with the highest percentage of negative responses are shown in Table 2 and range from 18% - 23%. (In 2017, negative percentages ranged from 19% - 29%.) The senior management team recommends that the three areas that recur from last year should be a priority for improvement. These include:

- Pay raises depend on how well employees perform their jobs.
- My training needs are assessed.
- Creativity and innovation are rewarded.

It should be noted that these three questions rate very negatively governmentwide and all three are more negative than the Foundation’s responses (from 4 to 22 percentage points more negative).

Governmentwide, the question about pay raises has the highest negative rating of these 40 questions (44.5% negative).

The senior management team will work with staff on each of the areas indicated.

Table 1:

Highest % Positive:

9. I know how my work relates to the agency’s goals and priorities.	100%
10. The work I do is important.	96%
22. Discussions with my supervisor/team leader about my performance are worthwhile.	96%
11. Physical conditions allow employees to perform their jobs well.	96%
3. My work gives me a feeling of personal accomplishment.	91%
5. I have trust and confidence in my supervisor.	91%
24. My supervisor supports my need to balance work and family issues.	91%
4. I like the kind of work I do.	91%
18. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.	91%

Table 2:

Highest % Negative:

20. Pay raises depend on how well employees perform their jobs.	23%
38. How satisfied are you with the training you receive for your present job?	19%
14. My training needs are assessed.	18%
17. Creativity and innovation are rewarded.	18%
2. I am given a real opportunity to improve my skills in my organization.	18%
13. My talents are used well in the workplace.	18%
19. In my work unit, differences in performance are recognized in a meaningful way.	18%

Table 3:
Largest Increases in Positive - 20 out of 40 increased

	2017	2018	Increase
18. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.	76%	91%	15%
21. My performance appraisal is a fair reflection of my performance.	71%	86%	15%
33. How satisfied are you with the information you receive from management on what's going on in your organization?	67%	81%	14%
20. Pay raises depend on how well employees perform their jobs.	24%	36%	13%

Tables 4:
Largest Decreases in Positive - 14 out of 40 decreased

	2017	2018	Decrease
28. Employees are protected from health and safety hazards on the job.	91%	72%	-19%
12. Supervisors/team leaders in my work unit support employee development.	91%	73%	-18%
29. Employees have a feeling of personal empowerment with respect to work processes.	67%	52%	-15%
34. How satisfied are you with your involvement in decisions that affect your work?	86%	71%	-15%

Response Summary

	Survey Completed	Response Rate
Governmentwide	598,003	40.6%
Udall Foundation	22	92%

Personal Work Experiences

1. *The people I work with cooperate to get the job done.*

	N	Positive	Neutral	Negative
Governmentwide	596,010	76.3%	12.5%	11.2%
Udall Foundation	22	86.4%	4.6%	9.1%
2017 Udall Foundation	21	90.5%	0%	9.5%

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

	N	Positive	Neutral	Negative
Governmentwide	593,452	66%	16%	18%
Udall Foundation	22	64%	18%	18%
2017 Udall Foundation	21	66.7%	23.8%	9.5%

3. *My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
Governmentwide	595,361	72%	14%	14%
Udall Foundation	22	91%	0%	9%
2017 Udall Foundation	21	90.5%	4.8%	4.8%

4. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
Governmentwide	594,820	83%	11%	6%
Udall Foundation	22	91%	0%	9%
2017 Udall Foundation	21	81%	19.1%	0%

5. *I have trust and confidence in my supervisor.*

	N	Positive	Neutral	Negative
Governmentwide	584,288	71%	15%	14%
Udall Foundation	22	91%	4.6%	4.6%
2017 Udall Foundation	21	90.5%	4.8%	4.8%

6. *Overall, how good a job do you feel is being done by your immediate supervisor/team leader?*

	N	Positive	Neutral	Negative
Governmentwide	583,956	73%	16%	11%
Udall Foundation	22	86	5%	9%
2017 Udall Foundation	21	90.5	9.5%	0%

Recruitment, Development, & Retention

7. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,167	80%	12%	8%	4,925
Udall Foundation	22	77%	18%	5%	0
2017 Udall Foundation	21	67%	14%	19%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	575,379	42%	26%	32%	20,045
Udall Foundation	21	66.7%	28.6%	0%	1
2017 Udall Foundation	21	66.7%	28.6%	0%	1

9. *I know how my work relates to the agency's goals and priorities.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,215	85%	9%	6%	1,706
Udall Foundation	22	100%	0%	0%	0
2017 Udall Foundation	21	100%	0%	0%	0

10. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,152	90%	7%	3%	1,432
Udall Foundation	22	95.5%	4.5%	0%	0
2017 Udall Foundation	21	100%	0%	0%	0

11. *Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,484	66%	14.2%	19.4%	2,668
Udall Foundation	22	95.5%	4.5%	0%	0
2017 Udall Foundation	21	90.5%	9.50%	0%	0

12. *Supervisors/team leaders in my work unit support employee development.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	577,503	70%	16%	14%	8,068
Udall Foundation	22	73%	18%	9%	0
2017 Udall Foundation	21	90.5%	9.5%	0%	0

13. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,043	60%	17%	23%	2,392
Udall Foundation	22	77%	5%	18%	0
2017 Udall Foundation	21	76.2%	9.5%	14.3%	0

14. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,634	55%	23%	22%	5,274
Udall Foundation	22	50%	32%	18%	0
2017 Udall Foundation	21	57%	24%	19%	0

Performance Culture

15. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	556,796	38%	28%	34%	37,646
Udall Foundation	22	50%	23%	9%	4
2017 Udall Foundation	21	57.2%	9.5%	19.1%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	538,448	32.4%	28.2%	3.49%	56,413
Udall Foundation	21	48%	24%	9%	4
2017 Udall Foundation	21	52.4%	14.3%	23.8%	2

17. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	567,767	43%	28%	29%	17,382
Udall Foundation	22	55%	27%	18%	0
2017 Udall Foundation	21	52.4%	28.6%	19.1%	0

18. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	584,495	71.2%	13.3%	15.5%	12,078
Udall Foundation	22	91%	5%	0%	1
2017 Udall Foundation	21	76.2%	14.29%	9.5%	0

19. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	561,187	38%	28.5%	34%	34,106
Udall Foundation	22	50%	23%	18%	2
2017 Udall Foundation	21	47.6%	28.6%	14.3%	2

20. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	546,809	26.5%	29%	44.5%	40,162
Udall Foundation	22	36.4%	27.3%	22.7	3
2017 Udall Foundation	21	23.8%	38.1%	23.8	3

21. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,120	71%	14%	15%	7,286
Udall Foundation	22	86%	5%	5%	1
2017 Udall Foundation	21	71.4%	23.8%	4.8%	0

22. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	579,577	67%	17%	16%	5,597
Udall Foundation	22	95.5%	0%	4.4%	0
2017 Udall Foundation	21	95.2%	0%	4.8%	0

23. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	550,669	69%	19%	12%	27,951
Udall Foundation	22	68%	19.1%	14%	2
2017 Udall Foundation	21	71.4%	19.1%	4.8%	1

24. My supervisor supports my need to balance work and family issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,867	81%	10%	9%	2,968
Udall Foundation	22	91%	0%	9%	0
2017 Udall Foundation	21	90.5%	4.8%	4.8%	0

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	571,532	56%	23%	21%	8,837
Udall Foundation	21	81%	5%	14%	0
2017 Udall Foundation	21	76.2%	19.1%	4.8%	0

26. In my organization, leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	567,230	44%	24 %	32%	13,636
Udall Foundation	21	67%	10%	14%	2
2017 Udall Foundation	21	57.1%	33.3%	9.5%	0

Job Satisfaction

33. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	577,134	51%	23%	26%
Udall Foundation	21	81%	14%	5%
2017 Udall Foundation	21	66.7%	19.1%	14.3%

34. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	577,168	54%	22%	24%
Udall Foundation	21	71%	19%	10%
2017 Udall Foundation	21	85.7%	4.8%	9.5%

35. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	576,188	38%	28%	34%
Udall Foundation	21	33%	43%	24%
2017 Udall Foundation	21	33.3%	38.1%	28.6%

36. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	576,832	52%	23%	25%
Udall Foundation	21	67%	19%	14%
2017 Udall Foundation	21	71.4%	23.8%	4.8%

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

	N	Positive	Neutral	Negative
Governmentwide	576,502	46%	29%	25%
Udall Foundation	21	71.4%	14.3%	14.3%
2017 Udall Foundation	21	71.4%	23.8%	4.8%

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

	N	Positive	Neutral	Negative
Governmentwide	576,705	56%	10	21%
Udall Foundation	21	71%	19.1%	19%
2017 Udall Foundation	21	71.4%	19.1%	9.5%

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

	N	Positive	Neutral	Negative
Governmentwide	576,744	68%	17%	15%
Udall Foundation	21	81%	5%	14%
2017 Udall Foundation	21	81%	14.3%	4.8%

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

	N	Positive	Neutral	Negative
Governmentwide	576,483	62%	17%	21%
Udall Foundation	21	76%	10%	14%
2017 Udall Foundation	21	66.7%	9.5%	23.8%