



## FEDERAL LABOR RELATIONS AUTHORITY 2023 Federal Employee Viewpoint Survey Interpretation of Results

November 2023

### **Organizational Response Rate**

The Office of Personnel Management's (OPM's) Federal Employee Viewpoint Survey (FEVS) provides employees an opportunity to share their opinions about what matters most to them and to influence leadership. Employee feedback provides managers with insights into where improvements have been made and where they are needed. FLRA's 2023 overall response rate was 54.5%.

### **Agency Strengths**

The FLRA as a whole has 83 items identified as strengths (defined as 65% or greater *positive* responses). The top five strengths:

- 98% *positive* – It is important to me that my work contribute to the common good.
- 97% *positive* – Employees in my work unit contribute positively to my agency's performance.
- 97% *positive* – Employees in my work unit meet the needs of our customers.
- 97% *positive* – I am held accountable for the quality of work I produce.
- 97% *positive* – Employees in my work unit produce high quality work.

### **Positive Increases in 2023 (since 2022)**

There were marked *increases* in job satisfaction and overall well-being reported as compared to 2022.

- 17% *Increase* – My organization's senior leaders maintain high standards of honesty and integrity.
- 15% *Increase* – I believe the results of this survey will be used to make my agency a better place to work.
- 14% *Increase* – I have a high level of respect for my organization's senior leaders.
- 13% *Increase* – Employees are recognized for providing high quality products and services.
- 12% *Increase* – My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).

### **Areas for Improvement**

Employees identified areas for improvement involving training, the mission of the agency, communication, innovation, management, and leadership. Questions with the highest percentage of *negative* scores:

- 25% – My workload is reasonable.
- 23% – Considering everything, how satisfied are you with your pay?
- 21% – My organization has prepared me for potential physical security threats.
- 18% – My job inspires me.
- 14% – My work unit commits resources to develop new ideas (e.g. budget, staff, time, expert support).

Chairman Grundmann remains committed to ensuring FLRA's workplace is a diverse, open, friendly, and supportive place, emphasizing employee engagement at every level.