FEDERAL LABOR RELATIONS AUTHORITY

As we strive for continuous improvement, feedback from the Federal Employee Viewpoint Survey (FEVS) continues to be critical in identifying our agency's strengths and challenges. Collectively, our voices provide a strong foundation with which change can and will occur.

This report highlights what employees have identified as our agency's areas of strengths and challenges, along with areas of progress and opportunities for improvement. Our 2012 results are compared with our 2011 results and the 2012 Governmentwide results. Your input allows our leaders to work towards a common goal of building a better workplace.

RESPONSE RATES: Federal Labor Relations Authority 75% Governmentwide 46%

Our agency's 5 highest percent positive ratings (strengths) and 5 highest percent negative ratings (challenges).

STRENGTHS	FLRA	G'wide
How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups) (Q. 83)	100	72
I am held accountable for achieving results. (Q. 16)	98	83
How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) (Q. 80)	97	89
When needed I am willing to put in the extra effort to get a job done. (Q. 7)	94	96
In the last six months, my supervisor/team leader has talked with me about my performance. (Q. 50)	94	77

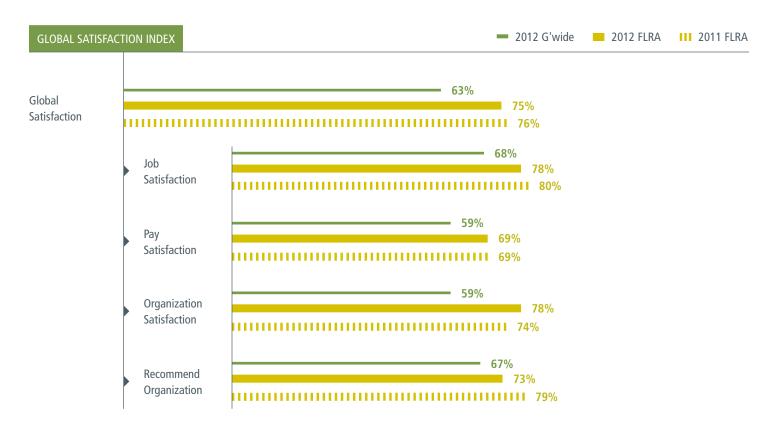
CHALLENGES	FLRA	G'wide
I have sufficient resources (for example, people, materials, budget) to get my job done. (Q. 9)	33	35
Pay raises depend on how well employees perform their jobs. (Q. 33)	29	50
How satisfied are you with your opportunity to get a better job in your organization? (Q. 67)	27	35
My workload is reasonable. (Q. 10)	23	25
My work unit is able to recruit people with the right skills. (Q. 21)	22	29

Below are the survey items that had the greatest changes in percent positive ratings for our agency since the 2011 survey administration.

INCREASES	2011	2012	Diff.
My training needs are assessed. (Q. 18)	44	63	+19
My organization has prepared employees for potential security threats. (Q. 36)	58	74	+16
In the last six months, my supervisor/team leader has talked with me about my performance. (Q. 50	87	94	+12
Employees are protected from health and safety hazards on the job. (Q. 35)	84	91	+7
My supervisor/team leader provides me with constructive suggestions to improve my job performance. (Q. 46)	72	79	+7

DECREASES	2011	2012	Diff.
I believe the results of this survey will be used to make my agency a better place to work. (Q. 41)	81	73	-8
Promotions in my work unit are based on merit. (Q. 22)	61	53	-8
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q. 23)	62	54	-8
Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q. 58)	77	69	-8
My organization's leaders maintain high standards of honesty and integrity. (Q. 54)	84	77	-7

The Global Satisfaction Index provides a more comprehensive indicator of employees' overall work satisfaction. Global satisfaction is a combination of employees' satisfaction with their job, their pay, and their organization, plus their willingness to recommend their organization as a good place to work.



Since the Telework Enhancement Act of 2010, more Federal employees than ever are teleworking. How is our agency doing?

I telework 3 or more days per week.	6%			TELEWORK SATISFAC	TION*
I telework 1 or 2 days per week.	20%	600/		Satisfied	87%
I telework, but no more than 1 or 2 days per month.	9%	69% TELEWORK		Neither	11%
I telework very infrequently, on an unscheduled or short-term basis	34%		_	Dissatisfied	2%
				* Telework satisfaction on from those who telework	, '
I do not telework because I have to be physically present on the job.	2%				
I do not telework because I have technical issues.	3%	32%			
I do not telework because I did not receive approval,	4%	DO NOT TELEWORK			
even though I have the kind of job where I can telework.				U.S. Office of Personn	ol Managomon
I do not telework because I choose not to telework.	23%			1900 E Street NW, Wash	