

2012

Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

OVERSEAS PRIVATE INVESTMENT CORPORATION
AGENCY RESULTS

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT



Over
687,000
Federal
Employees'
Opinions

**OVERSEAS PRIVATE INVESTMENT CORPORATION
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		54	67	23	8	2	154	NA
	%	78.6	34.9	43.7	14.9	5.4	1.1	100.0	
2. I have enough information to do my job well.	N		46	78	16	9	4	153	NA
	%	80.8	30.5	50.3	11.2	5.7	2.4	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		49	58	26	11	7	151	NA
	%	70.9	32.3	38.6	17.0	7.5	4.5	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		62	60	16	8	5	151	NA
	%	80.9	41.2	39.7	10.5	5.2	3.4	100.0	
*5. I like the kind of work I do.	N		70	65	12	4	2	153	NA
	%	88.5	46.3	42.2	7.8	2.6	1.1	100.0	
6. I know what is expected of me on the job.	N		63	60	16	9	5	153	NA
	%	80.2	41.2	39.0	10.9	5.7	3.2	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		111	41	2	0	0	154	NA
	%	98.6	72.1	26.5	1.4	0.0	0.0	100.0	
8. I am constantly looking for ways to do my job better.	N		80	61	10	3	0	154	NA
	%	90.7	52.8	37.9	6.9	2.4	0.0	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		21	67	24	26	15	153	0
	%	57.6	13.9	43.7	17.0	15.9	9.6	100.0	
*10. My workload is reasonable.	N		18	61	21	41	11	152	0
	%	52.3	11.9	40.4	14.0	26.5	7.2	100.0	
*11. My talents are used well in the workplace.	N		30	69	24	18	12	153	0
	%	64.2	20.2	44.1	15.3	12.6	7.8	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		60	69	15	5	4	153	1
	%	84.3	39.4	44.9	10.0	3.2	2.5	100.0	
*13. The work I do is important.	N		66	77	7	3	0	153	1
	%	93.4	43.0	50.4	4.8	1.8	0.0	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		97	48	7	1	0	153	0
	%	94.9	64.1	30.8	4.7	0.4	0.0	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		52	64	22	9	4	151	3
	%	76.4	34.5	41.8	14.3	6.2	3.1	100.0	
16. I am held accountable for achieving results.	N		55	70	23	3	2	153	1
	%	81.0	36.4	44.6	15.6	2.2	1.2	100.0	

Survey Administration Period: April 4, 2012 to May 16, 2012
Percentages are weighted to represent the Agency's population.

* AES prescribed items

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		54	52	20	12	6	144	9
	%	73.4	38.5	34.8	12.9	8.8	4.9	100.0	
*18. My training needs are assessed.	N		25	70	33	17	8	153	1
	%	62.4	17.0	45.4	21.2	11.1	5.3	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		42	61	31	13	6	153	1
	%	66.7	27.4	39.3	20.0	8.9	4.3	100.0	
*20. The people I work with cooperate to get the job done.	N		50	68	20	5	9	152	NA
	%	77.1	32.7	44.5	13.6	3.5	5.8	100.0	
*21. My work unit is able to recruit people with the right skills.	N		43	68	24	13	4	152	2
	%	73.5	29.3	44.2	15.9	8.2	2.5	100.0	
*22. Promotions in my work unit are based on merit.	N		21	53	48	13	9	144	10
	%	49.8	14.7	35.0	34.3	9.4	6.5	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		15	47	47	18	12	139	15
	%	43.3	11.2	32.1	34.3	13.4	9.0	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		13	49	47	24	15	148	6
	%	41.3	8.7	32.6	31.5	16.4	10.8	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		19	56	44	14	11	144	10
	%	51.0	13.5	37.5	31.2	9.9	7.8	100.0	
26. Employees in my work unit share job knowledge with each other.	N		44	81	16	8	4	153	1
	%	82.0	30.1	51.9	10.1	5.3	2.6	100.0	
27. The skill level in my work unit has improved in the past year.	N		38	58	36	9	5	146	8
	%	65.8	26.2	39.6	24.9	6.0	3.3	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		87	59	8	0	0	154	NA
	%	94.5	56.7	37.8	5.5	0.0	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		37	94	13	4	1	149	1
	%	88.0	25.0	63.0	8.5	2.8	0.7	100.0	

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** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 154

Number of surveys administered: 184

Response Rate: 83.7%

**OVERSEAS PRIVATE INVESTMENT CORPORATION
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		22	64	31	23	9	149	3
	%	57.6	15.4	42.2	20.1	16.2	6.1	100.0	
31. Employees are recognized for providing high quality products and services.	N		35	68	29	11	8	151	1
	%	67.6	23.7	44.0	19.3	7.5	5.6	100.0	
*32. Creativity and innovation are rewarded.	N		28	56	36	18	11	149	3
	%	55.4	19.1	36.3	24.3	12.5	7.7	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		11	29	49	25	21	135	15
	%	29.5	8.7	20.8	37.1	17.5	15.9	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		29	71	32	10	3	145	6
	%	68.6	20.5	48.1	21.5	7.3	2.6	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		71	72	8	1	0	152	0
	%	93.7	46.8	46.9	5.6	0.6	0.0	100.0	
*36. My organization has prepared employees for potential security threats.	N		55	76	10	7	0	148	4
	%	88.4	38.1	50.3	7.1	4.5	0.0	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		45	54	31	8	9	147	5
	%	66.6	30.4	36.1	21.2	5.6	6.6	100.0	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		55	60	18	3	2	138	14
	%	82.4	40.3	42.1	13.2	2.7	1.7	100.0	
39. My agency is successful at accomplishing its mission.	N		65	69	11	3	3	151	0
	%	88.3	42.9	45.4	7.5	1.9	2.2	100.0	
40. I recommend my organization as a good place to work.	N		68	60	20	4	1	153	NA
	%	83.1	44.4	38.7	13.7	2.4	0.9	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		43	50	30	12	7	142	10
	%	65.4	30.5	34.9	21.4	8.1	5.1	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		87	52	9	4	1	153	0
	%	90.6	56.9	33.7	6.0	2.6	0.9	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		56	61	25	5	5	152	1
	%	75.8	37.6	38.2	17.3	3.3	3.6	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		53	57	26	6	8	150	2
	%	72.7	35.7	37.0	17.0	4.6	5.7	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		51	61	22	6	0	140	12
	%	79.4	36.8	42.6	16.3	4.4	0.0	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		45	63	26	12	5	151	1
	%	71.1	30.3	40.9	16.7	8.7	3.5	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		60	64	17	6	3	150	1
	%	81.8	40.8	41.0	11.7	4.2	2.3	100.0	
48. My supervisor/team leader listens to what I have to say.	N		78	55	12	3	3	151	NA
	%	87.2	51.8	35.4	8.6	1.9	2.2	100.0	
49. My supervisor/team leader treats me with respect.	N		87	54	6	2	3	152	NA
	%	92.0	57.4	34.5	4.2	1.6	2.2	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		66	61	17	7	2	153	NA
	%	83.3	43.9	39.4	10.5	4.7	1.6	100.0	
*51. I have trust and confidence in my supervisor.	N		80	43	21	5	4	153	NA
	%	79.4	51.7	27.7	14.3	3.5	2.9	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		84	43	21	5	0	153	NA
	%	82.0	54.1	27.9	14.3	3.7	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		31	60	32	19	9	151	1
	%	60.7	20.8	39.9	20.8	12.6	6.0	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		48	57	26	9	7	147	5
	%	70.5	32.9	37.6	18.0	6.4	5.1	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		47	74	19	4	4	148	4
	%	81.0	32.0	49.1	13.6	2.8	2.6	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		55	69	18	6	4	152	0
	%	81.5	36.5	45.1	11.5	4.4	2.7	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		46	77	16	5	3	147	4
	%	83.2	31.8	51.4	11.1	3.7	2.0	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		42	65	23	14	6	150	2
	%	72.0	28.3	43.7	15.6	8.6	3.8	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		41	64	25	12	6	148	3
	%	71.7	28.7	43.0	16.9	7.6	3.8	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		47	57	35	5	3	147	6
	%	69.9	31.6	38.3	24.6	3.7	1.9	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		40	61	33	11	7	152	0
	%	66.5	26.5	40.0	21.2	7.6	4.8	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		61	62	17	5	2	147	3
	%	84.0	41.8	42.2	11.2	3.5	1.3	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		34	66	32	18	3	153	NA
	%	65.3	22.8	42.5	21.2	11.6	2.0	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		43	70	24	12	4	153	NA
	%	72.9	29.3	43.6	15.9	8.7	2.4	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		29	58	39	20	7	153	NA
	%	56.2	19.7	36.5	26.0	13.1	4.7	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		21	70	43	13	5	152	NA
	%	60.0	14.2	45.8	28.1	8.5	3.4	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		18	39	50	32	14	153	NA
	%	37.1	12.0	25.1	32.5	21.8	8.7	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		33	65	42	9	4	153	NA
	%	63.6	22.1	41.5	27.8	6.0	2.6	100.0	

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2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		42	71	27	12	1	153	NA
	%	73.6	27.1	46.5	18.2	7.4	0.9	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		13	44	32	40	24	153	NA
	%	37.4	9.0	28.4	20.0	26.6	16.1	100.0	
71. Considering everything, how satisfied are you with your organization?	N		46	69	23	13	2	153	NA
	%	74.9	30.6	44.3	15.5	8.1	1.4	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
Yes	140	91.7
No	10	6.9
Not sure	2	1.3
Total	152	100.0

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
I telework 3 or more days per week.	0	0.0
I telework 1 or 2 days per week.	28	17.7
I telework, but no more than 1 or 2 days per month.	23	15.1
I telework very infrequently, on an unscheduled or short-term basis.	53	33.9
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	2	1.3
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	5	3.5
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	5	3.7
I do not telework because I choose not to telework.	37	24.8
Total	153	100.0

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**OVERSEAS PRIVATE INVESTMENT CORPORATION
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74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	%
Yes	32	20.9
No	117	76.3
Not available to me	4	2.9
Total	153	100.0

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	%
Yes	102	66.8
No	50	33.2
Not available to me	0	0.0
Total	152	100.0

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	%
Yes	10	6.4
No	140	91.8
Not available to me	2	1.7
Total	152	100.0

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	%
Yes	12	8.0
No	134	87.2
Not available to me	7	4.8
Total	153	100.0

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	%
Yes	6	4.1
No	137	90.0
Not available to me	9	6.0
Total	152	100.0

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	83.2	40 40.3	45 42.8	15 15.8	1 1.1	0 0.0	101 100.0	3
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	97.0	17 52.9	14 44.0	0 0.0	1 3.0	0 0.0	32 100.0	0
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	96.2	48 48.5	48 47.7	4 3.8	0 0.0	0 0.0	100 100.0	2
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	87.9	5 63.1	2 24.8	1 12.1	0 0.0	0 0.0	8 100.0	3
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	89.3	2 19.9	7 69.4	0 0.0	0 0.0	1 10.7	10 100.0	2
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	100.0	0 0.0	2 100.0	0 0.0	0 0.0	0 0.0	2 100.0	5

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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United States
Office of Personnel Management
Planning and Policy Analysis

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