



NATIONAL MEDIATION BOARD

November 18, 2022

NMB Response to 2022 Federal Employee Viewpoint Survey (FEVS) Annual Employee Survey (AES) Results

The National Mediation Board has posted results of the Office of Personnel Management's (OPM) 2022 Federal Employee Viewpoint Survey (FEVS) Annual Employee Survey (AES). Overall, the agency experienced the highest levels of positive feedback around Agency work productivity and the ability to meet the needs of NMB customers. Employees think they are held accountable for services and products delivered, that customer needs are met through high-quality deliverables, and all work units contribute to the Agency's overall positive performance.

The FEVS also indicated that the Agency could improve interdepartmental collaboration and communication amongst work units. In looking forward the Agency, through the NMB Board and senior management, will foster more constructive engagement through initiatives that involve more frequent All-Staff communications and office activities and project updates.

The Board expresses its appreciation to our Staff Members for their participation and constructive feedback to the 2022 FEVS.

Linda Puchala, Chairman
National Mediation Board

2022

OFFICE OF PERSONNEL MANAGEMENT

Federal Employee Viewpoint Survey

Empowering employees. Inspiring change.



Annual Employee Survey (AES) Dashboard

National Mediation Board

The Dashboard's percent positive and negative results only include items 1-89, excluding items 12, 15, and 34.

FIELD PERIOD	Jun 7 - Jul 22, 2022
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS COMPLETED	6
NUMBER OF SURVEYS	25
RESPONSE RATE	24.0%

66 items identified as **strengths** (65% positive or higher)

11 items identified as **challenges** (35% negative or higher)

Engagement Index Score

2022 ENGAGEMENT INDEX		
64%		
LEADERS LEAD	SUPERVISORS	INTRINSIC WORK EXPERIENCE
54%	66%	73%

Highest % Positive Items

Select: Highest % Positive

Q11	I am held accountable for the quality of work I produce.	100%
Q19	Employees in my work unit meet the needs of our customers.	100%
Q20	Employees in my work unit contribute positively to my agency's performance.	100%
Q21	Employees in my work unit produce high-quality work.	100%
Q22	Employees in my work unit adapt to changing priorities.	100%

Highest % Negative Items

Select: Highest % Negative

Q57	Managers communicate the goals of the organization.	49%
Q64	Management involves employees in decisions that affect their work.	49%
Q66	How satisfied are you with the information you receive from management on what's going on in your organization?	49%
Q67	How satisfied are you with the recognition you receive for doing a good job?	49%
Q82	I can easily make a request of my organization to meet my accessibility needs.	48%

**National Mediation Board
OPM FEVS AES Report**

Agency Information

Field Period	Jun 7 - Jul 22, 2022
Sample or Census	Census
Number of Surveys Completed	6
Number of Surveys Administered	25
Response Rate	24.0%
Number of items identified as Strengths (65% positive or higher)	66
Number of items identified as challenges (35% negative or higher)	11
2022 Engagement Index	64%
Leaders Lead Subindex	54%
Supervisors Subindex	66%
Intrinsic Work Experience Subindex	73%

Notes: Number of items identified as strengths and challenges are based on items 1-89, excluding items 12, 15, and 34. Items 12 and 34 are negatively worded and while the results for these items are shown in the Core Q1-14, 16-89 tab, they should be interpreted with caution as these items have been flagged for review for 2023.

A "—" indicates that there were no responses to the item.

15. In my work unit poor performers usually (select all that apply):

	2022	2022
	N	%
Remain in the work unit and improve their performance over time	0	0.0%
Remain in the work unit and continue to underperform	1	16.7%
Leave the work unit - removed or transferred	0	0.0%
Leave the work unit - quit	0	0.0%
There are no poor performers in my work unit	4	66.0%
Do Not Know	1	17.3%
Total (percents will add to more than 100% because respondents could choose more than one response option)	6	N/A

Percentages are weighted to represent the Agency's population.

Source: **National Mediation Board AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Item	Item Text	2019 Percent Positive	2020 Percent Positive	2021 Percent Positive	2022 Percent Positive	Difference 2022-2019	Difference 2022-2020	Difference 2022-2021	Sort for Largest Differences 2022-2019	Sort for Largest Differences 2022-2020	Sort for Largest Differences 2022-2021
1	*I am given a real opportunity to improve my skills in my organization.	61%	76%	77%	66%	5%	-10%	-11%	20	18	18
2	I feel encouraged to come up with new and better ways of doing things.	77%	78%	74%	66%	-11%	-12%	-8%	35	19	11
3	My work gives me a feeling of personal accomplishment.	68%	90%	85%	66%	-2%	-24%	-19%	27	32	26
4	I know what is expected of me on the job.	77%	78%	78%	83%	6%	5%	5%	18	2	8
5	*My workload is reasonable.	59%	65%	80%	66%	7%	1%	-14%	16	4	23
6	*My talents are used well in the workplace.	58%	78%	77%	66%	8%	-12%	-11%	15	20	20
7	*I know how my work relates to the agency's goals.	84%	93%	93%	83%	-1%	-10%	-10%	24	16	15
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	58%	69%	78%	51%	-7%	-18%	-27%	31	28	31
14	*The people I work with cooperate to get the job done.	62%	85%	93%	83%	21%	-2%	-10%	7	9	16
16	*In my work unit, differences in performance are recognized in a meaningful way.	39%	78%	66%	80%	41%	2%	14%	1	3	3
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	77%	93%	93%	83%	6%	-10%	-10%	17	17	13
19	Employees in my work unit meet the needs of our customers.	— ^a	100%	93%	100%	— ^a	0%	7%	— ^a	5	5
20	Employees in my work unit contribute positively to my agency's performance.	— ^a	100%	93%	100%	— ^a	0%	7%	— ^a	6	7
21	Employees in my work unit produce high-quality work.	— ^a	100%	93%	100%	— ^a	0%	7%	— ^a	7	6
22	Employees in my work unit adapt to changing priorities.	— ^a	100%	85%	100%	— ^a	0%	15%	— ^a	8	2
35	Employees are recognized for providing high quality products and services.	58%	93%	85%	49%	-9%	-44%	-36%	33	40	40
36	Employees are protected from health and safety hazards on the job.	85%	93%	93%	69%	-16%	-24%	-24%	36	31	30
37	My organization is successful at accomplishing its mission.	84%	100%	93%	83%	-1%	-17%	-10%	26	27	12
43	*I recommend my organization as a good place to work.	45%	78%	80%	66%	21%	-12%	-14%	8	24	24
44	*I believe the results of this survey will be used to make my agency a better place to work.	34%	46%	52%	75%	41%	29%	23%	2	1	1
45	My supervisor is committed to a workforce representative of all segments of society.	67%	78%	93%	66%	-1%	-12%	-27%	25	21	32
46	Supervisors in my work unit support employee development.	62%	78%	93%	66%	4%	-12%	-27%	22	22	33
47	My supervisor supports my need to balance work and other life issues.	70%	85%	93%	83%	13%	-2%	-10%	12	10	17
48	My supervisor listens to what I have to say.	54%	70%	93%	66%	12%	-4%	-27%	14	11	34
49	My supervisor treats me with respect.	62%	70%	85%	66%	4%	-4%	-19%	23	12	27
50	I have trust and confidence in my supervisor.	46%	70%	85%	66%	20%	-4%	-19%	9	13	28
52	Overall, how good a job do you feel is being done by your immediate supervisor?	46%	70%	85%	66%	20%	-4%	-19%	10	14	29
55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	39%	71%	61%	51%	12%	-20%	-10%	13	30	14
56	My organization's senior leaders maintain high standards of honesty and integrity.	47%	78%	58%	51%	4%	-27%	-7%	21	33	10
57	*Managers communicate the goals of the organization.	54%	78%	81%	51%	-3%	-27%	-30%	29	34	35
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	39%	78%	51%	62%	23%	-16%	11%	6	26	4
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	46%	78%	82%	51%	5%	-27%	-31%	19	35	36
60	I have a high level of respect for my organization's senior leaders.	39%	78%	65%	66%	27%	-12%	1%	4	25	9
61	Senior leaders demonstrate support for Work-Life programs.	39%	78%	80%	69%	30%	-9%	-11%	3	15	19
65	*How satisfied are you with your involvement in decisions that affect your work?	42%	78%	78%	66%	24%	-12%	-12%	5	23	21
66	*How satisfied are you with the information you receive from management on what's going on in your organization?	33%	78%	85%	51%	18%	-27%	-34%	11	37	39
67	*How satisfied are you with the recognition you receive for doing a good job?	58%	78%	84%	51%	-7%	-27%	-33%	32	36	37
68	*Considering everything, how satisfied are you with your job?	61%	93%	84%	51%	-10%	-42%	-33%	34	39	38
69	Considering everything, how satisfied are you with your pay?	54%	70%	68%	51%	-3%	-19%	-17%	30	29	25
70	*Considering everything, how satisfied are you with your organization?	54%	78%	65%	51%	-3%	-27%	-14%	28	38	22

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

Percentages are weighted to represent the Agency's population.

Only items 1-8, 14, 16, 18-22, 35-37, 43-50, 52, 55-61, 65-70 that carried over from the 2021 OPM FEVS are included on this tab.

Q19-Q22 were not included in the 2019 OPM FEVS.

Item text for Q37 has changed from "My agency" to "My organization" in the 2022 OPM FEVS.

A "—^a" indicates that there are no trending results available for the year.

The "Sort for Largest Differences" columns are based on the rounded differences shown in the Difference columns, then sorted by differences based on unrounded percentages (not shown), and then by item order.

Source: **National Mediation Board AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Pandemic, Transition to the Worksite, Workplace Flexibilities

90. What percentage of your work time are you currently required to be physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?

	2022	2022
	N	%
100% of my work time	0	0.0%
At least 75% but less than 100%	0	0.0%
At least 50% but less than 75%	0	0.0%
At least 25% but less than 50%	3	49.0%
Less than 25%	2	34.0%
I am not currently required to be physically present at my agency worksite	1	17.0%
Total	6	100.0%

Percentages are weighted to represent the Agency's population.

Source: **National Mediation Board AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Telework/Remote Work

Telework: a work flexibility arrangement under which an employee performs the duties and responsibilities of such employee's position, and other authorized activities, from an approved worksite other than the location from which the employee would otherwise work. In practice, telework is a work arrangement that allows employees to have regularly scheduled days on which they telework and regularly scheduled days when they work in their agency worksite.

Remote work: an arrangement in which an employee, under a written remote work agreement, is scheduled to perform their work at an alternative worksite and is not expected to perform work at an agency worksite on a regular and recurring basis. A remote worker's official worksite may be within or outside the local commuting area of an agency worksite.

91. Please select the response that BEST describes your current remote work or teleworking schedule.

	2022		2021	
	N	%	N	%
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	1	17.0%	N/A	N/A
I telework 3 or more days per week	5	83.0%	N/A	N/A
I telework 1 or 2 days per week	0	0.0%	0	0.0%
I telework, but only about 1 or 2 days per month	0	0.0%	0	0.0%
I telework very infrequently, on an unscheduled or short-term basis	0	0.0%	0	0.0%
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	0	0.0%	0	0.0%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%	0	0.0%
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	0	0.0%	0	0.0%
I do not telework because I choose not to telework	0	0.0%	0	0.0%
Total	6	100.0%	N/A	N/A

Only those who answered "I have an approved remote work agreement" to the previous question received Question 91a.

91a. What is your current remote work status?

	2022	
	N	%
I have an approved remote work agreement and live <u>outside</u> the local commuting area (more than 50 miles away)	0	0.0%
I have an approved remote work agreement and live <u>within</u> the local commuting area (less than 50 miles away)	1	100.0%
Total	1	100.0%

92. Did you have an approved remote work agreement before the 2020 COVID-19 pandemic?

	2022	
	N	%
Yes	3	49.1%
No	3	50.9%
Total	6	100.0%

93. Based on your work unit's current telework or remote work options, are you considering leaving your organization, and if so, why?

	2022	
	N	%
No	5	85.5%
Yes, to retire	0	0.0%
Yes, to take another job within my Agency	0	0.0%
Yes, to take another job within the Federal Government	1	14.5%
Yes, to take another job outside the Federal Government	0	0.0%
Yes, other	0	0.0%
Total	6	100.0%

Re-entry" is a term used to describe the transition from the work environment that has existed during the pandemic to the agency's new work environment.

94. My agency's re-entry arrangements are fair in accounting for employees' diverse needs and situations.

	2022	
	N	%
Strongly Agree	2	34.4%
Agree	2	34.3%
Neither Agree nor Disagree	0	0.0%
Disagree	1	16.7%
Strongly Disagree	1	14.5%
Not Applicable	0	— ^a
Total	6	100.0%

95. Please select the response that BEST describes how employees in your work unit currently report to work:

	2022	
	N	%
All employees in my work unit are physically present on the worksite	1	17.3%
Some employees are physically present on the worksite and others telework or work remotely	4	65.4%
No employees in my work unit are physically present on the worksite, we all work remotely	0	0.0%
Other	1	17.3%
Total	6	100.0%

Percentages are weighted to represent the Agency's population.

—^a— indicates that there are no trending results available for the year.

—^b— indicates that the "Not Applicable" responses are not included in percentage calculations.

—^c— indicates that there were no responses to this item.

In 2022, the first two response options to Question 91 (Telework) changed from how it was provided in 2021. To facilitate trending, only results for the 2021 response options that were the same in 2022 are provided.

Questions 92-95 in the remote work/telework section are new for 2022. Therefore, trending is not possible for this year.

Source: National Mediation Board AES Report, 2022 OPM Federal Employee Viewpoint Survey

Senior Leaders and Support

96. My organization's senior leaders support policies and procedures to protect employee health and safety.

	2022		2021		2020	
	N	%	N	%	N	%
Strongly Agree	3	51.5%	10	74.7%	9	84.1%
Agree	1	17.3%	2	12.2%	2	15.9%
Neither Agree nor Disagree	0	0.0%	2	13.2%	0	0.0%
Disagree	1	16.7%	0	0.0%	0	0.0%
Strongly Disagree	1	14.5%	0	0.0%	0	0.0%
No Basis to Judge	0	— ^b	0	— ^b	1	— ^b
Total	6	100.0%	14	100.0%	12	100.0%

97. My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.

	2022		2021	
	N	%	N	%
Strongly Agree	2	34.4%	6	45.2%
Agree	2	34.3%	5	32.7%
Neither Agree nor Disagree	0	0.0%	1	9.0%
Disagree	0	0.0%	0	0.0%
Strongly Disagree	2	31.2%	2	13.2%
No Basis to Judge	0	— ^b	0	— ^b
Total	6	100.0%	14	100.0%

98. My supervisor supports my efforts to stay healthy and safe while working.

	2022		2021		2020	
	N	%	N	%	N	%
Strongly Agree	3	49.0%	8	59.9%	8	76.1%
Agree	2	34.3%	5	33.2%	2	15.9%
Neither Agree nor Disagree	0	0.0%	0	0.0%	0	0.0%
Disagree	0	0.0%	0	0.0%	0	0.0%
Strongly Disagree	1	16.7%	1	6.9%	1	8.0%
No Basis to Judge	0	— ^b	0	— ^b	1	— ^b
Total	6	100.0%	14	100.0%	12	100.0%

99. My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

	2022		2021		2020	
	N	%	N	%	N	%
Strongly Agree	3	49.0%	9	65.7%	8	70.4%
Agree	2	34.3%	3	21.2%	2	14.9%
Neither Agree nor Disagree	0	0.0%	1	6.3%	0	0.0%
Disagree	0	0.0%	0	0.0%	0	0.0%
Strongly Disagree	1	16.7%	1	6.9%	2	14.7%
No Basis to Judge	0	— ^b	0	— ^b	0	— ^b
Total	6	100.0%	14	100.0%	12	100.0%

Percentages are weighted to represent the Agency's population.

Note: Trending for Q96, Q98-Q99 are based on the "During the COVID-19 Pandemic" responses in 2020.

"—^a" indicates that there are no trending results available for the year.

"—^{bn}" indicates that the "No Basis to Judge" responses are not included in percentage calculations.

Source: National Mediation Board AES Report, 2022 OPM Federal Employee Viewpoint Survey