



## NATIONAL MEDIATION BOARD

November 20, 2023

### **NMB Response to 2023 Federal Employee Viewpoint Survey (FEVS) Annual Employee Survey (AES) Results**

The National Mediation Board (NMB) has posted the results of the Office of Personnel Management's (OPM) 2023 Federal Employee Viewpoint Survey (FEVS) Annual Employee Survey (AES). The Agency scored highest overall in terms of job-related knowledge and skills, the ability to meet the needs of NMB customers, and staff work performance. Employees believe that all work units produced high-quality work and were adaptable to changing priorities. Employees also believe that they are held accountable for the services they provide and that customer needs are satisfied through high-quality deliverables, contributing to the Agency's overall successful performance.

The survey also indicated that the Agency could improve upon Agency-wide education and training on certain matters, including federal policies on whistleblowing, confidentiality, and privacy. Additionally, by working together, the Agency could encourage more positive engagement through initiatives that involve more frequent communications with all of its employees. Lastly, the survey revealed that the NMB enhance its educational outreach in promoting a model Equal Employment Opportunity (EEO) Program where employees feel appreciated, respected, and inspired to give their best work. In order to successfully uphold the Agency's strategic values and mission for the American people, NMB places a high priority on Diversity, Equity, and Inclusion (DEI) practices to recruit and support the best possible Federal workforce.

The Board expresses its appreciation to our Staff Members for their participation and constructive feedback to the 2023 FEVS.

National Mediation Board

2023 Office of Personnel Management

# Federal Employee Viewpoint Survey Results

*Empowering employees. Inspiring change.*

**Response Rate Report**  
**National Mediation Board**

## Response Rate Report for OVERALL

Agency & Subagency Name	Level Code	Reporting Level	Number of Completed Surveys	Number of Surveys Administered	Response Rate
<b>Governmentwide</b>	GOV	Governmentwide	625,568	1,610,165	38.85%
<b>Very Small Agencies (&lt; 100 employees)</b>	Very Small	Agency Size	528	795	66.42%
<b>National Mediation Board</b>	<b>NM</b>	<b>Agency</b>	<b>13</b>	<b>27</b>	<b>48.15%</b>

Note: A "--" indicates that the response rate has been suppressed as there were less than 10 completed surveys.

**National Mediation Board  
OPM FEVS AES Report**

**Agency Information**

**Field Period**

**May 16 - Jul 14, 2023**

Sample or Census	Census
Number of Surveys Completed	13
Number of Surveys Administered	27
Response Rate	48.1%
Number of items identified as Strengths (65% positive or higher)	57
Number of items identified as Challenges (35% negative or higher)	20
2023 Engagement Index	67%
Leaders Lead Subindex	61%
Supervisors Subindex	73%
Intrinsic Work Experience Subindex	68%

Notes: Number of items identified as strengths and challenges are based on items 1-90, excluding item 16.

A "-<sup>d</sup>" indicates that there were no responses to the item.

**2023 OPM FEVS CONTENT MAP: INDICES AND DIMENSIONS**

<b>Employee Engagement Index</b>	<b>Global Satisfaction Index</b>	<b>Performance Confidence Index</b>	<b>DEIA Index</b>	<b>Employee Experience Index</b>
Leaders Lead	Job Satisfaction	Meets Customer Needs	Diversity	Job Attachment
Supervisors	Pay Satisfaction	Contributes to Agency Performance	Equity	Organizational Attachment
Intrinsic Work Experience	Organizational Satisfaction	Produces High Quality Work	Inclusion	Public Service Motivation
(No additional)	Recommend Organization	Adapts to Changing Priorities	Accessibility	(No additional)
<b>Employee-Focused Performance Dimension</b>	<b>Agile Performance Dimension</b>	<b>Goal-Oriented Performance Dimension</b>	<b>Foundations Performance Dimension</b>	<b>(No additional Dimensions)</b>
Employee Development	Autonomy	Accountability	Communication	(No additional)
Employee Voice	Innovation	Goal Clarity	Cooperation	(No additional)
Employee Welfare	Resilience	Performance Feedback	Customer Responsiveness	(No additional)
Work-Life Support	(No additional)	Recognition	Merit Principles	(No additional)
(No additional)	(No additional)	(No additional)	Performance Resources	(No additional)

# 2023

OFFICE OF PERSONNEL MANAGEMENT

## Federal Employee Viewpoint Survey

Empowering employees. Inspiring change.



### Annual Employee Survey (AES) Dashboard

National Mediation Board

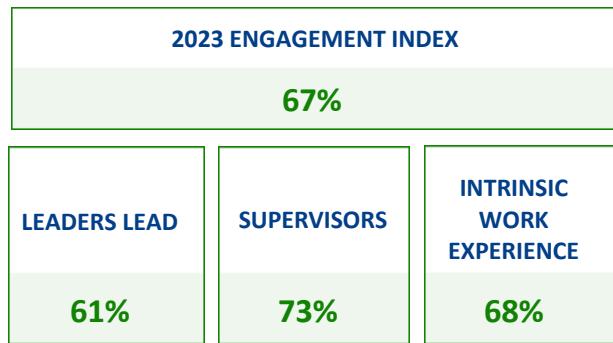
The Dashboard's percent positive and negative results only include items 1-90, excluding item 16.

<b>FIELD PERIOD</b>	May 16 - Jul 14, 2023
<b>SAMPLE OR CENSUS</b>	CENSUS
<b>NUMBER OF SURVEYS COMPLETED</b>	13
<b>NUMBER OF SURVEYS</b>	27
<b>RESPONSE RATE</b>	48.1%

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

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

### Engagement Index Score



### Highest % Positive Items

Item	Index/Dimension	Select:	Value
Q19 My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Foundations Performance Dimension: Performance Resources	Highest % Positive	100%
Q20 Employees in my work unit meet the needs of our customers.	Performance Confidence Index	Highest % Positive	100%
Q21 Employees in my work unit contribute positively to my agency's performance.	Performance Confidence Index	Highest % Positive	100%
Q23 Employees in my work unit adapt to changing priorities.	Performance Confidence Index	Highest % Positive	94%
Q22 Employees in my work unit produce high-quality work.	Performance Confidence Index	Highest % Positive	94%

### Highest % Strongly Disagree Items

Item	Index/Dimension	Select:	Value
Q8 I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	Foundations Performance Dimension: Merit Principles	Highest % Strongly Disagree	29%
Q45 In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Foundations Performance Dimension: Merit Principles	Highest % Strongly Disagree	29%
Q40 Information is openly shared in my organization.	Foundations Performance Dimension: Communication	Highest % Strongly Disagree	26%
Q46 I recommend my organization as a good place to work.	Global Satisfaction Index	Highest % Strongly Disagree	26%
Q57 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement Index: Leaders Lead	Highest % Strongly Disagree	26%