

# 2012 Federal Employee Viewpoint Survey

**BEA is One of the Best Places to Work!**



Dear BEA Staff,

Last spring BEA participated in the 2012 Federal Employee Viewpoint Survey (FEVS). The survey offers federal employees an opportunity to provide their perspectives on their work experience, job satisfaction, commitment, and what they see needs improvement.

For the first time, BEA ended the survey with a 75.3% response rate. We also achieved the second highest score within the Department of Commerce. The Partnership for Public Service scored BEA as one of the “Best Places to Work” with a rank of 48 out of 292 in the agency subcomponent category. Overall BEA employees remain dedicated to their jobs with 96.4% agreeing that when needed they were willing to put in the extra effort to get the job done.

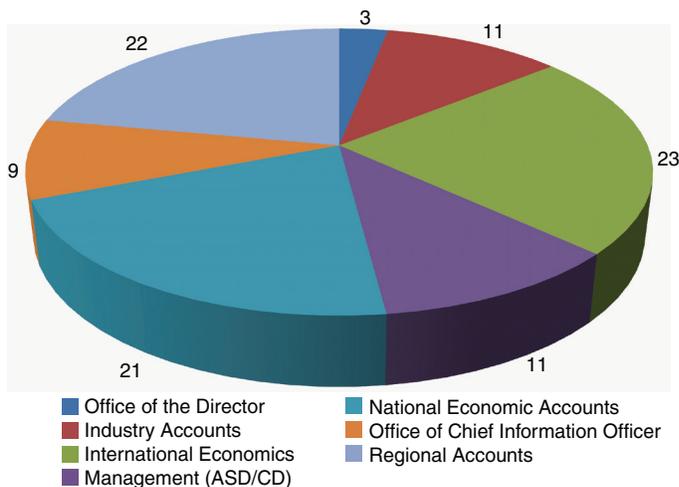
However, results across the Federal sector indicate that public servants have sent a clear message that all is not well. At this time, we are in the midst of a two-year pay freeze that was extended to March 2013, budget cuts, hiring freezes, and unpopular public opinion.

That said, BEA employees continue to remain dedicated with a 91.1% positive response to “my agency is successful at accomplishing its mission.” I want to encourage you to continue your efforts to make BEA one of the best places to work. The road ahead will not be smooth, but working together we can meet the challenges.

Keep Up the Great Work!

## Survey Participation by Office

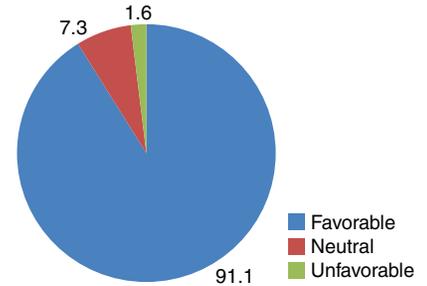
75% of all employees surveyed returned their questionnaires. The following chart shows the distribution of responding offices:



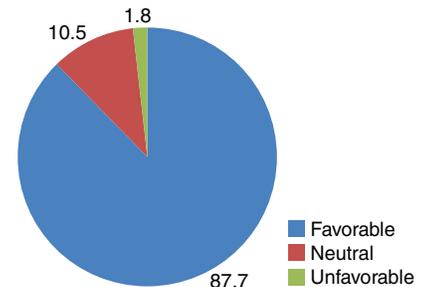
## BEA Improvement Efforts Continue...

Awards and recognition surfaced as a topic of interest in the 2012 FEVS as well as in earlier surveys. With the current one-percent cap on bonuses, cash-in-your-account awards, and special act awards, a committee from across the Bureau was charged with improving BEA’s awards and recognition program. The committee addressed three areas: Awareness of the Awards and Recognition Program, Clarification of the Policy and Guidelines, and Improving Merchandise Selection and Other Nonmonetary Awards. Over the coming months, you will see a sequence of changes that address the recommendations in these areas. Greater awareness will be given to the awards program, the awards process will be streamlined with added clarification to the current documentation, and a more appealing merchandise selection will be made available.

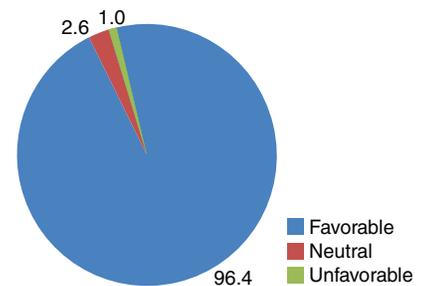
My agency is successful at accomplishing its mission.



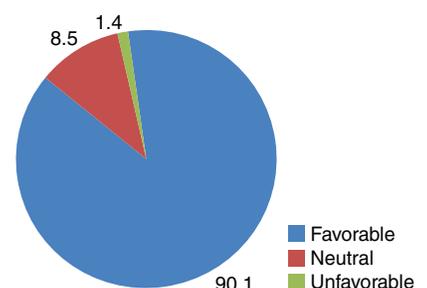
How would you rate the overall quality of work done by your work unit?



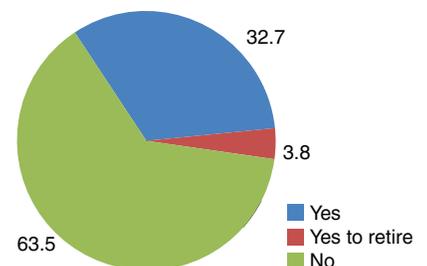
When needed I am willing to put in the extra effort to get a job done?



I am constantly looking for ways to do my job better.



Are you considering leaving your organization within the next year?



# Employee Engagement

## Leaders Lead — Positive Responses

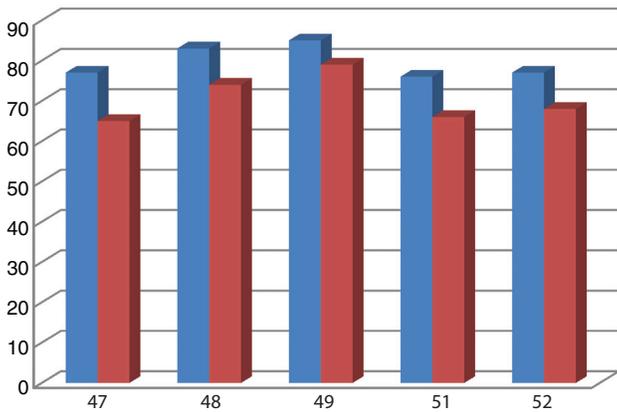
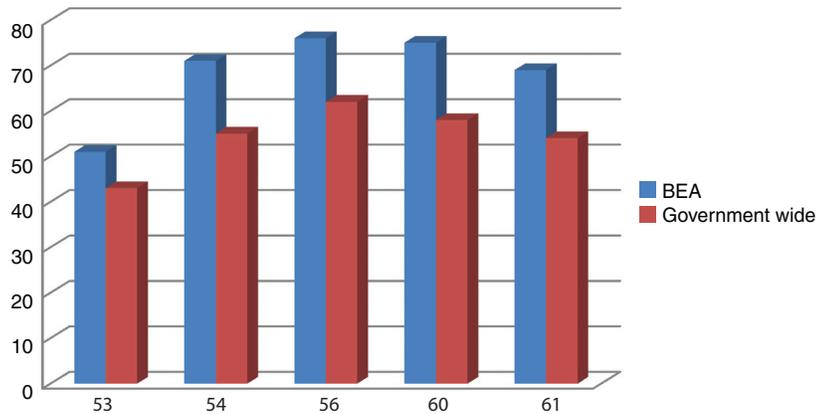
53. In my organization, leaders generate high levels of motivation and commitment in the workforce.

54. My organization's leaders maintain high standards of honesty and integrity.

56. Managers communicate the goals and priorities of the organization.

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

61. I have a high level of respect for my organization's senior leaders.



## Supervisors — Positive Responses

47. Supervisors/team leaders in my work unit support employee development.

48. My supervisor/team leader listens to what I have to say.

49. My supervisor/team leader treats me with respect.

51. I have trust and confidence in my supervisor.

52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

## Intrinsic Work Experience — Positive Responses

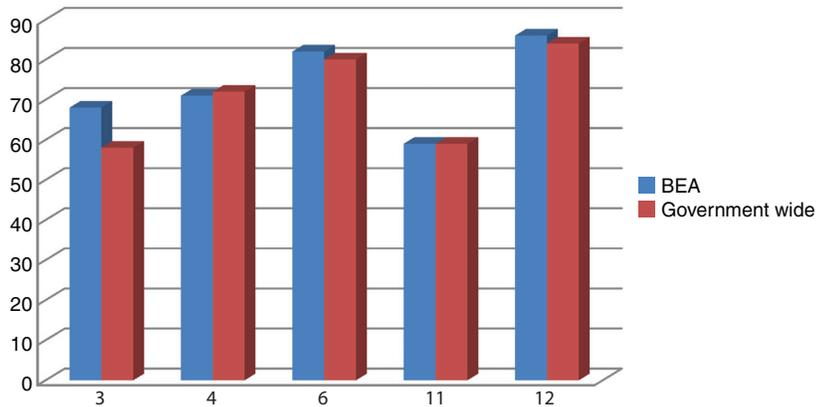
3. I feel encouraged to come up with new and better ways of doing things.

4. My work gives me a feeling of personal accomplishment.

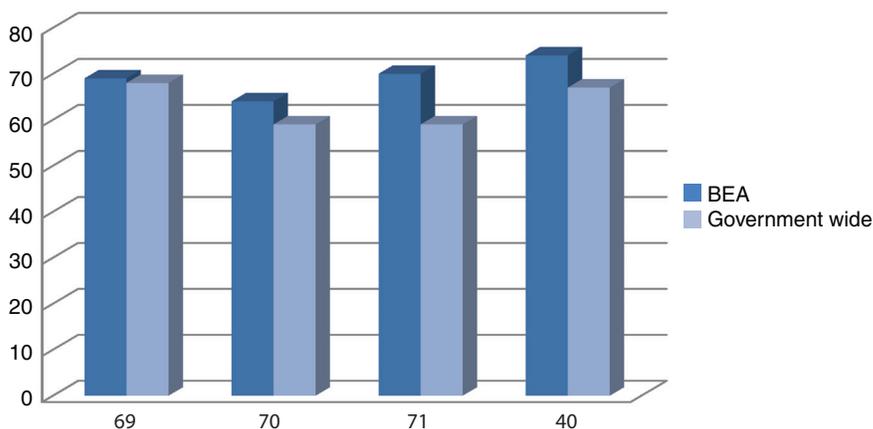
6. I know what is expected of me on the job.

11. My talents are used well in the workplace.

12. I know how my work relates to the agency's goals and priorities.



# Global Satisfaction



69. Considering everything, how satisfied are you with your job?

70. Considering everything, how satisfied are you with your pay?

71. Considering everything, how satisfied are you with your organization?

40. I recommend my organization as a good place to work.