

# NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

## 2015 Annual Employee Survey Results

Public Law requires Federal agencies to administer an Annual Employee Survey (AES) every year and post the results for public access. NASA expands upon these requirements by extending the sample size and posting results on additional survey questions included in the 2015 Employee Viewpoint Survey (EVS). Following are NASA's 2015 results and analysis of AES and EVS items.

### **1. Interpretation and action on the results**

NASA continuously uses survey results to gauge the attitudes and impressions of employees in key areas of their work experience that drive satisfaction and commitment and ultimately boost morale, productivity and our capacity for mission success. This year, 9,936 NASA employees (59.2% of the workforce) responded to this survey, providing a high degree of confidence in the results for senior leaders and managers.

Overall, our Agency's 2015 results are extremely positive, with improvements in 66 of the 71 survey questions and small declines in positive ratings for only 4 items. An impressive 38 of the 66 survey items that showed improvement increased by a significant margin (at least 1%), while only 1 of the 4 items that decreased went down by more than 1%. NASA's 2015 survey scores represent an overall good news story for the Agency as it continues to further improve upon prior years' positive results. Furthermore, we have once again experienced decreases in only a small handful of areas, allowing NASA leadership to be able to hone in on a small subset of EVS topics in their Agency-wide efforts to continue improving employee morale, productivity and success.

We note that the 2015 Agency-wide results show progress in areas of focus for Agency leadership during 2014, such as performance assessments and employee recognition, in addition to continuous improvements in providing an innovative climate for employees and strengthening supervisor-employee relationships. The ongoing improvement in results for these topic areas demonstrates that Agency-level attention to a small number of important issues produces tangible results for employees.

Survey results below are presented as the percent of favorable responses on a five point scale (those responding with 'strongly agree' or 'agree' or their equivalent). A plus-or-minus 1 percentage point change is considered statistically significant.

Climate for Innovation: NASA uses an innovation index created by OPM, which measures the extent to which an individual employee feels encouraged and motivated to improve personal performance and deliver superior results. In 2014, NASA remained a top-performer in innovation among the Federal Government, and in 2015 once again improved upon its previous score with all index items increasing, as can be seen directly below.

<b><i>Innovation Index</i></b>	<b>Percent Positive 2014</b>	<b>Percent Positive 2015</b>	<b>Change</b>
I feel encouraged to come up with new and better ways of doing things (3).	77.6	78.6	+1.0
I am constantly looking for ways to do my job better (8).	93.5	93.7	+0.2
Creativity and innovation are rewarded (32).	62.8	66.3	+3.5

Supervisor-Employee Relationship: NASA ranked 1st on the Effective Leadership Index reported by the Partnership for Public Service in 2014 and has increased its high ratings during 2015 on every related survey item:

<b><i>Supervisory Practices</i></b>	<b>Percent Positive 2014</b>	<b>Percent Positive 2015</b>	<b>Change</b>
My supervisor supports my need to balance work and other life issues (42).	90.0	90.8	+0.8
My supervisor provides me with opportunities to demonstrate my leadership skills (43).	79.4	81.1	+1.7
Discussions with my supervisor/team leader about my performance are worthwhile (44).	74.5	76.3	+1.8
My supervisor/team leader is committed to a workforce representative of all segments of society (45).	80.1	81.1	+1.0
My supervisor/team leader provides me with constructive suggestions to improve my job performance (46).	71.9	73.4	+1.5
Supervisors/team leaders in my work unit support employee development (47).	81.6	83.3	+1.7
My supervisor/team leader listens to what I have to say (48).	86.2	87.2	+1.0
My supervisor/team leader treats me with respect (49).	89.3	90.2	+0.9
In the past six months, my supervisor/team leader has talked with me about my performance (50).	89.5	90.8	+1.3

I have trust and confidence in my supervisor (51).	79.3	79.9	+0.6
Overall, how good a job do you feel is being done by your immediate supervisor/team leader (52)?	81.9	83.2	+1.3

Agency offices and Centers have begun receiving more detailed survey results and reports (with still more to come over the next few months), allowing them to discuss their individual results, pinpoint areas of success, and raise any issues that need attention by their management and human resources staff.

## **2. How the survey was conducted**

The 2015 EVS was conducted in NASA from May 4 to June 12, 2015. An invitation to participate in the survey was sent via e-mail to all Agency employees. The invitation included a link to the survey web site and a unique identification number and password to access the survey. The required AES questions were interspersed with other questions in the EVS.

## **3. Description of sample**

The employees selected for survey participation included all full-time and part-time permanent employees who were employed by the Agency as of September 30, 2014.

## **4. Number of employees surveyed, number responded, and representativeness of respondents**

Of the 16,771 employees receiving an invitation, 9,936 responded for a response rate of 59.2%. This response rate provided survey results having a margin of error of plus or minus 1%.

The responses to all questions were weighted according to the number of respondents compared to the actual population proportions across selected demographics (that is, gender, race, supervisory status, age, and agency size) as provided in the Office of personnel Management's Central Personnel Data File. Weighting eliminates over or under representation of a group in the survey results that may be a consequence of the differential in response rates.

## **5. Responses**

Results by each response choice for all survey questions and demographic items are attached.

# NATIONAL AERONAUTICS AND SPACE ADMINISTRATION 2015 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		3,987	4,153	922	612	245	9,919	NA
	%	81.96	39.80	42.16	9.42	6.14	2.48	100.00	
2. I have enough information to do my job well.	N		3,257	4,980	940	542	160	9,879	NA
	%	83.29	32.50	50.78	9.61	5.48	1.62	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		4,084	3,630	1,114	685	301	9,814	NA
	%	78.59	41.25	37.35	11.36	6.93	3.11	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		4,266	3,858	997	499	267	9,887	NA
	%	82.05	42.79	39.26	10.16	5.05	2.73	100.00	
*5. I like the kind of work I do.	N		4,615	3,881	861	307	137	9,801	NA
	%	86.54	46.78	39.76	8.89	3.16	1.41	100.00	
6. I know what is expected of me on the job.	N		3,897	4,436	902	458	167	9,860	NA
	%	84.51	39.18	45.32	9.15	4.69	1.65	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		7,292	2,382	141	32	28	9,875	NA
	%	97.88	73.37	24.51	1.48	0.34	0.29	100.00	
8. I am constantly looking for ways to do my job better.	N		5,550	3,726	531	57	30	9,894	NA
	%	93.67	55.62	38.05	5.44	0.58	0.31	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		1,549	4,128	1,551	1,861	809	9,898	19
	%	56.88	15.40	41.48	15.96	18.92	8.24	100.00	
*10. My workload is reasonable.	N		1,713	4,847	1,479	1,325	513	9,877	12
	%	66.21	17.01	49.21	15.18	13.39	5.21	100.00	
*11. My talents are used well in the workplace.	N		2,601	4,303	1,292	942	508	9,646	23
	%	71.25	26.48	44.77	13.56	9.81	5.37	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		4,383	4,346	747	235	130	9,841	23
	%	88.55	43.86	44.69	7.69	2.43	1.33	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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'

Sample or Census: Census

Number of surveys completed: 9,936

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*13. The work I do is important.	N		4,861	3,856	725	197	98	9,737	34
	%	89.42	49.58	39.83	7.52	2.05	1.02	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		3,406	4,407	1,064	731	264	9,872	13
	%	78.75	33.82	44.94	10.93	7.56	2.76	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		3,496	4,239	1,141	552	318	9,746	140
	%	79.00	35.30	43.70	11.98	5.67	3.35	100.00	
16. I am held accountable for achieving results.	N		3,954	4,774	798	231	83	9,840	34
	%	88.51	39.56	48.95	8.27	2.40	0.83	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		4,043	3,414	1,165	457	431	9,510	354
	%	78.16	41.86	36.29	12.44	4.85	4.55	100.00	
*18. My training needs are assessed.	N		2,798	4,341	1,606	765	327	9,837	55
	%	72.35	27.81	44.54	16.47	7.81	3.36	100.00	
*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		3,502	3,997	1,161	741	373	9,774	144
	%	76.52	35.29	41.22	12.01	7.59	3.88	100.00	
*20. The people I work with cooperate to get the job done.	N		3,988	4,572	838	406	113	9,917	NA
	%	86.30	39.87	46.43	8.48	4.08	1.14	100.00	
*21. My work unit is able to recruit people with the right skills.	N		1,304	3,611	2,142	1,829	786	9,672	246
	%	50.42	13.06	37.37	22.44	18.95	8.19	100.00	
*22. Promotions in my work unit are based on merit.	N		1,620	3,301	2,277	1,150	889	9,237	640
	%	52.61	16.68	35.93	25.01	12.58	9.79	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		1,029	2,677	2,579	1,498	960	8,743	1,129
	%	41.49	11.04	30.45	30.18	17.32	11.01	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		1,292	3,341	2,553	1,357	712	9,255	631
	%	49.45	13.33	36.12	28.11	14.69	7.75	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		1,753	3,800	2,042	989	652	9,236	623
	%	59.60	18.22	41.38	22.51	10.79	7.10	100.00	
26. Employees in my work unit share job knowledge with each other.	N		3,439	4,764	1,016	432	224	9,875	22
	%	82.86	34.34	48.53	10.46	4.42	2.26	100.00	
27. The skill level in my work unit has improved in the past year.	N		2,287	3,663	2,561	722	308	9,541	358
	%	61.81	23.16	38.64	27.28	7.67	3.24	100.00	
		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		5,954	3,141	670	103	40	9,908	NA
	%	91.67	59.49	32.18	6.83	1.09	0.41	100.00	
		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		2,825	5,188	1,003	515	129	9,660	132
	%	82.71	28.77	53.94	10.51	5.39	1.39	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		2,121	4,295	1,724	1,080	382	9,602	190
	%	66.62	21.66	44.96	18.13	11.27	3.99	100.00	
31. Employees are recognized for providing high quality products and services.	N		2,555	4,465	1,551	723	318	9,612	148
	%	72.74	25.93	46.82	16.31	7.59	3.36	100.00	
*32. Creativity and innovation are rewarded.	N		2,455	3,896	1,954	814	415	9,534	230
	%	66.33	25.23	41.10	20.71	8.52	4.44	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		842	2,128	2,771	1,914	1,370	9,025	699
	%	32.41	8.93	23.48	30.68	21.41	15.50	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		3,195	4,116	1,433	350	244	9,338	438
	%	77.99	33.49	44.50	15.59	3.80	2.62	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		4,806	4,283	425	123	55	9,692	76
	%	93.63	48.93	44.70	4.50	1.30	0.56	100.00	
*36. My organization has prepared employees for potential security threats.	N		3,470	4,805	978	300	80	9,633	118
	%	85.61	35.27	50.34	10.42	3.13	0.84	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		3,049	3,534	1,535	628	525	9,271	482
	%	70.85	32.30	38.55	16.78	6.69	5.68	100.00	
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		3,945	3,573	980	288	275	9,061	690
	%	82.81	42.85	39.96	11.01	3.10	3.08	100.00	
39. My agency is successful at accomplishing its mission.	N		3,713	4,595	957	291	120	9,676	106
	%	85.60	37.73	47.87	10.06	3.03	1.31	100.00	
40. I recommend my organization as a good place to work.	N		4,718	3,438	1,007	436	193	9,792	NA
	%	83.17	47.56	35.62	10.37	4.48	1.98	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		2,361	3,144	2,113	1,000	611	9,229	569
	%	58.92	24.78	34.13	23.36	10.98	6.74	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		5,689	3,175	517	202	164	9,747	38
	%	90.77	57.73	33.04	5.41	2.08	1.73	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		4,546	3,366	1,066	446	320	9,744	31
	%	81.06	45.92	35.15	11.10	4.55	3.29	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		3,882	3,495	1,270	583	411	9,641	77
	%	76.28	39.73	36.54	13.36	6.08	4.28	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		4,065	3,224	1,303	180	181	8,953	805
	%	81.09	44.64	36.45	14.87	1.99	2.05	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		3,530	3,612	1,521	656	378	9,697	58
	%	73.37	35.77	37.60	15.88	6.84	3.91	100.00	
*47. Supervisors in my work unit support employee development.	N		4,363	3,721	987	339	269	9,679	99
	%	83.26	44.39	38.87	10.41	3.48	2.85	100.00	
48. My supervisor listens to what I have to say.	N		5,145	3,372	701	342	211	9,771	NA
	%	87.18	52.21	34.97	7.16	3.48	2.17	100.00	
49. My supervisor treats me with respect.	N		5,805	2,997	533	242	177	9,754	NA
	%	90.23	59.12	31.10	5.52	2.44	1.81	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		5,271	3,577	489	286	120	9,743	NA
	%	90.79	53.64	37.16	5.05	2.90	1.26	100.00	
*51. I have trust and confidence in my supervisor.	N		4,835	2,979	1,100	480	370	9,764	NA
	%	79.94	49.00	30.95	11.35	4.90	3.81	100.00	
		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?	N		5,254	2,874	1,070	333	232	9,763	NA
	%	83.19	53.45	29.74	10.99	3.45	2.38	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		1,996	3,665	2,075	1,238	626	9,600	122
	%	58.51	20.08	38.44	21.86	12.97	6.65	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		2,885	3,786	1,589	554	474	9,288	424
	%	71.66	30.31	41.35	17.26	5.97	5.11	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		3,111	4,229	1,222	343	239	9,144	506
	%	80.06	33.29	46.77	13.52	3.77	2.65	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		2,601	4,437	1,527	704	327	9,596	79
	%	72.94	26.37	46.58	16.19	7.36	3.51	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		2,428	4,126	1,684	566	271	9,075	584
	%	71.86	26.05	45.81	18.78	6.28	3.08	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		2,518	4,120	1,614	794	422	9,468	217
	%	69.85	25.94	43.91	17.31	8.30	4.54	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		2,869	4,252	1,451	575	335	9,482	210
	%	74.97	29.64	45.32	15.44	6.04	3.56	100.00	
		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?	N		3,365	3,481	1,585	489	342	9,262	436
	%	73.73	35.75	37.98	17.26	5.31	3.70	100.00	
		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		3,078	3,599	1,704	772	455	9,608	93
	%	69.03	31.30	37.73	18.06	8.06	4.85	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		3,502	3,879	1,266	320	192	9,159	540
	%	80.39	37.68	42.71	14.01	3.45	2.14	100.00	
		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		2,538	4,139	1,599	1,058	326	9,660	NA
	%	68.92	25.75	43.17	16.76	10.95	3.37	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		2,425	4,218	1,641	1,037	322	9,643	NA
	%	68.64	24.46	44.18	17.21	10.82	3.33	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		2,523	3,818	1,751	1,057	476	9,625	NA
	%	65.38	25.60	39.77	18.46	11.12	5.04	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		1,960	3,884	2,323	1,013	446	9,626	NA
	%	60.27	19.71	40.56	24.50	10.53	4.70	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		1,878	2,979	2,528	1,426	809	9,620	NA
	%	50.16	18.96	31.20	26.35	14.98	8.51	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		2,583	4,169	1,826	769	276	9,623	NA
	%	69.70	26.17	43.52	19.23	8.14	2.94	100.00	
*69. Considering everything, how satisfied are you with your job?	N		3,421	4,160	1,143	658	243	9,625	NA
	%	78.50	35.01	43.49	12.05	6.86	2.59	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		2,623	4,157	1,390	1,027	445	9,642	NA
	%	69.56	26.53	43.03	14.73	10.95	4.76	100.00	
71. Considering everything, how satisfied are you with your organization?	N		2,916	4,155	1,468	753	348	9,640	NA
	%	73.01	29.52	43.49	15.45	7.89	3.65	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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'

Sample or Census: Census

Number of surveys completed: 9,936

Number of surveys administered: 16,771

Response Rate: 59.2%

# NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

## 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	8,206	84.70
Yes, I was notified that I was not eligible to telework.	495	5.20
No, I was not notified of my telework eligibility.	398	4.31
Not sure if I was notified of my telework eligibility.	538	5.79
<b>Total</b>	<b>9,637</b>	<b>100.00</b>

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	194	2.04
I telework 1 or 2 days per week.	1,465	15.10
I telework, but no more than 1 or 2 days per month.	1,845	19.18
I telework very infrequently, on an unscheduled or short-term basis.	3,802	39.04
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	433	4.67
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	204	2.18
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.	429	4.48
I do not telework because I choose not to telework.	1,263	13.31
<b>Total</b>	<b>9,635</b>	<b>100.00</b>

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	3,047	31.87
No	6,085	63.30
Not available to me	463	4.83
<b>Total</b>	<b>9,595</b>	<b>100.00</b>

Survey Administration Period: May 4, 2015 to June 12, 2015  
Percentages are weighted to represent the Agency's population.

Sample or Census: Census  
Number of surveys completed: 9,936  
Number of surveys administered: 16,771  
Response Rate: 59.2%

# NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

## 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)		N	%
Yes		4,830	49.85
No		4,664	49.14
Not available to me		97	1.01
Total		9,591	100.00
76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)		N	%
Yes		1,470	15.68
No		7,955	83.53
Not available to me		74	0.79
Total		9,499	100.00
77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)		N	%
Yes		507	5.37
No		8,685	90.55
Not available to me		404	4.07
Total		9,596	100.00
78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)		N	%
Yes		309	3.21
No		8,793	91.59
Not available to me		508	5.20
Total		9,610	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015  
Percentages are weighted to represent the Agency's population.

Sample or Census: Census  
Number of surveys completed: 9,936  
Number of surveys administered: 16,771  
Response Rate: 59.2%

# NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

## 2015 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
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		3,574	2,732	580	227	64	7,177	121
	%	87.91	49.50	38.42	8.14	3.06	0.88	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		1,843	997	143	14	10	3,007	63
	%	94.38	60.64	33.74	4.80	0.47	0.35	100.00	
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		2,152	2,201	335	50	10	4,748	110
	%	91.41	44.36	47.05	7.30	1.07	0.22	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		716	592	133	24	2	1,467	147
	%	88.97	48.11	40.86	9.24	1.67	0.11	100.00	
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		243	153	62	6	0	464	100
	%	85.46	52.19	33.27	13.50	1.04	0.00	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		99	105	54	4	0	262	93
	%	78.18	37.67	40.51	20.47	1.35	0.00	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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

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

Sample or Census: Census

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Number of surveys administered: 16,771

Response Rate: 59.2%

# NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

## 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

Where do you work?		N	%
	Headquarters	989	10.31
	Field	8,606	89.69
	Total	9,595	100.00

*What is your supervisory status?		N	%
	Non-Supervisor	5,407	56.26
	Team Leader	2,574	26.78
	Supervisor	965	10.04
	Manager	367	3.82
	Senior Leader	297	3.09
	Total	9,610	100.00

*Are you:		N	%
	Male	6,020	63.63
	Female	3,441	36.37
	Total	9,461	100.00

*Are you Hispanic or Latino?		N	%
	Yes	614	6.56
	No	8,741	93.44
	Total	9,355	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

\* AES prescribed items

Sample or Census: Census

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Number of surveys administered: 16,771

Response Rate: 59.2%

# NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

## 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

\*Please select the racial category or categories with which you most closely identify.

	N	%
American Indian or Alaska Native	74	0.81
Asian	488	5.34
Black or African American	987	10.80
Native Hawaiian or Other Pacific Islander	40	0.44
White	7,240	79.26
Two or more races	306	3.35
<b>Total</b>	<b>9,135</b>	<b>100.00</b>

What is the highest degree or level of education you have completed?

	N	%
Less than High School	0	0.00
High School Diploma/GED or equivalent	126	1.32
Trade or Technical Certificate	58	0.61
Some College (no degree)	436	4.58
Associate's Degree (e.g., AA, AS)	438	4.60
Bachelor's Degree (e.g., BA, BS)	3,407	35.81
Master's Degree (e.g., MA, MS, MBA)	3,665	38.53
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,383	14.54
<b>Total</b>	<b>9,513</b>	<b>100.00</b>

Survey Administration Period: May 4, 2015 to June 12, 2015

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\* AES prescribed items

Sample or Census: Census

Number of surveys completed: 9,936

Number of surveys administered: 16,771

Response Rate: 59.2%

# NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

## 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

What is your pay category/grade?	N	%
Federal Wage System	0	0.00
GS 1-6	59	0.62
GS 7-12	1,446	15.20
GS 13-15	7,645	80.36
Senior Executive Service	284	2.99
Senior Level (SL) or Scientific or Professional (ST)	67	0.70
Other	13	0.14
<b>Total</b>	<b>9,514</b>	<b>100.00</b>

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	65	0.68
1 to 3 years	510	5.36
4 to 5 years	607	6.38
6 to 10 years	1,451	15.25
11 to 14 years	1,119	11.76
15 to 20 years	907	9.53
More than 20 years	4,856	51.04
<b>Total</b>	<b>9,515</b>	<b>100.00</b>

Survey Administration Period: May 4, 2015 to June 12, 2015

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Sample or Census: Census

Number of surveys completed: 9,936

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Response Rate: 59.2%



# NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

## 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	89	0.94
1 to 3 years	667	7.02
4 to 5 years	692	7.28
6 to 10 years	1,612	16.96
11 to 20 years	2,055	21.63
More than 20 years	4,387	46.17
<b>Total</b>	<b>9,502</b>	<b>100.00</b>

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	7,426	78.07
Yes, to retire	570	5.99
Yes, to take another job within the Federal Government	799	8.40
Yes, to take another job outside the Federal Government	357	3.75
Yes, other	360	3.78
<b>Total</b>	<b>9,512</b>	<b>100.00</b>

I am planning to retire:	N	%
Within one year	317	3.34
Between one and three years	965	10.18
Between three and five years	1,154	12.18
Five or more years	7,042	74.30
<b>Total</b>	<b>9,478</b>	<b>100.00</b>

Survey Administration Period: May 4, 2015 to June 12, 2015  
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Sample or Census: Census  
Number of surveys completed: 9,936  
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Response Rate: 59.2%

# NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

## 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

Self-Identify as:	N	%
Heterosexual or Straight	7,868	87.15
Gay, Lesbian, Bisexual, or Transgender	182	2.02
I prefer not to say	978	10.83
<b>Total</b>	<b>9,028</b>	<b>100.00</b>

What is your US military service status?	N	%
No Prior Military Service	8,082	85.85
Currently in National Guard or Reserves	66	0.70
Retired	392	4.16
Separated or Discharged	874	9.28
<b>Total</b>	<b>9,414</b>	<b>100.00</b>

Are you an individual with a disability?	N	%
Yes	646	6.85
No	8,783	93.15
<b>Total</b>	<b>9,429</b>	<b>100.00</b>

What is your age group?	N	%
25 and under	137	1.38
26-29	340	3.42
30-39	1,455	14.64
40-49	2,314	23.29
50-59	4,327	43.55
60 or older	1,363	13.72
<b>Total</b>	<b>9,936</b>	<b>100.00</b>

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

Sample or Census: Census

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