

## 2018 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

### Survey Item=I feel encouraged to come up with new and better ways of doing things

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Missing or Do not Know
All VA	8%	12%	17%	34%	29%	1%
NCA	7%	10%	14%	30%	38%	2%
VACO	7%	12%	17%	34%	30%	1%
VBA	10%	17%	23%	29%	20%	1%
VHA	8%	11%	16%	34%	30%	1%

### Survey Item=My work gives me a feeling of personal accomplishment

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Missing or Do not Know
All VA	5%	6%	13%	37%	38%	1%
NCA	4%	4%	9%	31%	51%	2%
VACO	6%	8%	15%	36%	34%	1%
VBA	5%	8%	15%	36%	35%	1%
VHA	5%	6%	13%	37%	39%	1%

### Survey Item=I know what is expected of me on the job

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Missing or Do not Know
All VA	3%	4%	9%	41%	42%	1%
NCA	3%	3%	7%	34%	49%	3%
VACO	4%	6%	12%	40%	37%	1%
VBA	3%	5%	11%	43%	38%	1%
VHA	3%	4%	9%	41%	42%	1%

## 2018 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

### Survey Item=My talents are used well in the workplace

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Missing or Do not Know
All VA	8%	11%	16%	35%	28%	1%
NCA	7%	9%	16%	36%	32%	1%
VACO	10%	13%	18%	34%	24%	1%
VBA	10%	14%	23%	33%	20%	1%
VHA	8%	11%	16%	35%	28%	1%

### Survey Item=I know how my work relates to the agency's goals

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Missing or Do not Know
All VA	2%	3%	10%	45%	39%	1%
NCA	2%	2%	7%	40%	49%	1%
VACO	3%	4%	10%	42%	40%	1%
VBA	2%	3%	9%	46%	39%	1%
VHA	2%	3%	10%	45%	39%	1%

### Survey Item=I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Missing or Do not Know
All VA	7%	8%	16%	35%	30%	3%
NCA	7%	8%	15%	32%	36%	3%
VACO	6%	8%	14%	33%	34%	5%
VBA	7%	8%	19%	35%	26%	5%
VHA	7%	8%	16%	35%	30%	3%

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## 2018 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

**Survey Item=The people I work with cooperate to get the job done**

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Missing or Do not Know</b>
All VA	5%	8%	15%	39%	33%	1%
NCA	4%	7%	13%	40%	34%	1%
VACO	3%	6%	12%	39%	38%	1%
VBA	4%	6%	15%	43%	31%	1%
VHA	5%	8%	15%	39%	32%	1%

**Survey Item=My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals**

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Missing or Do not Know</b>
All VA	4%	5%	14%	44%	32%	2%
NCA	3%	3%	12%	43%	38%	2%
VACO	4%	6%	13%	42%	32%	2%
VBA	3%	7%	16%	45%	28%	2%
VHA	4%	5%	14%	44%	32%	2%

**Survey Item=I believe the results of this survey will be used to make my agency a better place to work**

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Missing or Do not Know</b>
All VA	12%	13%	24%	28%	19%	5%
NCA	12%	11%	23%	27%	22%	6%
VACO	15%	16%	25%	23%	14%	7%
VBA	16%	15%	26%	24%	14%	5%
VHA	11%	13%	24%	28%	19%	5%

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## 2018 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

### Survey Item=Supervisors in my work unit support employee development

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Missing or Do not Know
All VA	7%	7%	15%	32%	38%	2%
NCA	7%	8%	15%	32%	37%	1%
VACO	4%	6%	14%	33%	40%	2%
VBA	5%	7%	17%	34%	35%	2%
VHA	7%	7%	15%	32%	38%	2%

### Survey Item=My supervisor listens to what I have to say

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Missing or Do not Know
All VA	6%	6%	12%	31%	43%	2%
NCA	6%	7%	13%	30%	42%	1%
VACO	4%	4%	11%	31%	48%	2%
VBA	4%	4%	12%	34%	44%	2%
VHA	7%	6%	12%	31%	43%	2%

### Survey Item=My supervisor treats me with respect

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Missing or Do not Know
All VA	5%	4%	10%	31%	49%	2%
NCA	6%	5%	12%	29%	47%	1%
VACO	4%	3%	9%	29%	55%	2%
VBA	3%	2%	10%	32%	52%	2%
VHA	5%	4%	10%	31%	48%	2%

## 2018 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

### Survey Item=I have trust and confidence in my supervisor

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Missing or Do not Know
All VA	7%	7%	14%	30%	41%	2%
NCA	7%	8%	15%	27%	41%	1%
VACO	5%	5%	13%	30%	45%	2%
VBA	5%	6%	14%	32%	42%	1%
VHA	7%	7%	14%	30%	41%	2%

### Survey Item=Overall, how good a job do you feel is being done by your immediate supervisor?

	Very Poor	Poor	Fair	Good	Very Good	Missing or Do not Know
All VA	5%	5%	14%	25%	47%	3%
NCA	7%	7%	14%	23%	47%	3%
VACO	4%	4%	12%	24%	52%	4%
VBA	3%	4%	13%	26%	51%	3%
VHA	6%	5%	14%	25%	46%	3%

### Survey Item=In my organization, senior leaders generate high levels of motivation and commitment in the workforce

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Missing or Do not Know
All VA	12%	14%	22%	28%	21%	3%
NCA	10%	11%	22%	30%	25%	2%
VACO	16%	16%	22%	25%	18%	3%
VBA	15%	16%	24%	26%	17%	3%
VHA	12%	14%	22%	28%	21%	3%

## 2018 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

**Survey Item=My organization's senior leaders maintain high standards of honesty and integrity**

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Missing or Do not Know</b>
All VA	10%	9%	22%	30%	24%	5%
NCA	7%	9%	21%	29%	30%	4%
VACO	11%	9%	23%	27%	23%	6%
VBA	12%	10%	24%	28%	20%	5%
VHA	10%	9%	22%	30%	24%	5%

**Survey Item=Managers communicate the goals of the organization**

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Missing or Do not Know</b>
All VA	7%	8%	19%	38%	25%	2%
NCA	5%	7%	16%	39%	32%	2%
VACO	8%	10%	19%	38%	23%	2%
VBA	6%	7%	18%	42%	24%	2%
VHA	7%	8%	19%	38%	26%	2%

**Survey Item=Workgroups collaborate to accomplish shared objectives**

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Missing or Do not Know</b>
All VA	7%	9%	22%	36%	22%	4%
NCA	5%	7%	20%	38%	27%	2%
VACO	6%	10%	21%	37%	22%	5%
VBA	7%	10%	24%	35%	18%	5%
VHA	7%	9%	22%	36%	22%	4%

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## 2018 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

**Survey Item=Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?**

	Very Poor	Poor	Fair	Good	Very Good	Missing or Do not Know
All VA	7%	7%	17%	26%	33%	10%
NCA	6%	7%	16%	25%	37%	8%
VACO	7%	7%	16%	26%	35%	10%
VBA	6%	7%	19%	27%	31%	11%
VHA	7%	7%	17%	26%	33%	10%

**Survey Item=I have a high level of respect for my organization's senior leaders**

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Missing or Do not Know
All VA	9%	9%	23%	30%	26%	3%
NCA	9%	9%	21%	28%	31%	2%
VACO	12%	11%	23%	28%	23%	3%
VBA	11%	10%	25%	29%	22%	2%
VHA	9%	9%	23%	30%	26%	3%

**Survey Item=How satisfied are you with your involvement in decisions that affect your work?**

	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	Missing or Not Applicable
All VA	8%	14%	22%	33%	20%	2%
NCA	6%	10%	22%	35%	26%	1%
VACO	8%	14%	22%	33%	20%	3%
VBA	10%	17%	27%	29%	14%	3%
VHA	8%	14%	22%	33%	21%	2%

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## 2018 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

**Survey Item=How satisfied are you with the information you receive from management on what's going on in your organization?**

	<b>Very Dissatisfied</b>	<b>Dissatisfied</b>	<b>Neutral</b>	<b>Satisfied</b>	<b>Very Satisfied</b>	<b>Missing or Not Applicable</b>
All VA	9%	14%	22%	33%	20%	2%
NCA	5%	10%	19%	37%	28%	1%
VACO	11%	16%	21%	31%	18%	2%
VBA	9%	16%	25%	33%	16%	1%
VHA	9%	13%	22%	34%	20%	2%

**Survey Item=How satisfied are you with the recognition you receive for doing a good job?**

	<b>Very Dissatisfied</b>	<b>Dissatisfied</b>	<b>Neutral</b>	<b>Satisfied</b>	<b>Very Satisfied</b>	<b>Missing or Not Applicable</b>
All VA	10%	13%	22%	31%	22%	2%
NCA	8%	10%	20%	33%	27%	2%
VACO	9%	12%	23%	33%	21%	2%
VBA	10%	13%	25%	31%	17%	2%
VHA	10%	13%	21%	31%	22%	2%

**Survey Item=Considering everything, how satisfied are you with your job?**

	<b>Very Dissatisfied</b>	<b>Dissatisfied</b>	<b>Neutral</b>	<b>Satisfied</b>	<b>Very Satisfied</b>	<b>Missing or Not Applicable</b>
All VA	5%	8%	18%	37%	30%	2%
NCA	3%	6%	15%	34%	39%	2%
VACO	7%	10%	18%	36%	27%	2%
VBA	7%	10%	20%	37%	24%	2%
VHA	5%	8%	17%	37%	30%	2%

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## 2018 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

**Survey Item=Considering everything, how satisfied are you with your organization?**

	<b>Very Dissatisfied</b>	<b>Dissatisfied</b>	<b>Neutral</b>	<b>Satisfied</b>	<b>Very Satisfied</b>	<b>Missing or Not Applicable</b>
All VA	7%	10%	21%	37%	23%	2%
NCA	5%	7%	18%	37%	33%	1%
VACO	9%	14%	21%	33%	20%	2%
VBA	10%	13%	23%	34%	19%	2%
VHA	7%	10%	21%	37%	23%	2%

**Survey Item=My workload is reasonable**

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Missing or Do not Know</b>
All VA	9%	13%	16%	38%	24%	1%
NCA	6%	13%	15%	37%	26%	2%
VACO	11%	14%	16%	37%	20%	1%
VBA	11%	16%	18%	35%	18%	1%
VHA	8%	12%	15%	39%	24%	1%

**Survey Item=I recommend my organization as a good place to work**

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Missing or Do not Know</b>
All VA	6%	7%	18%	35%	32%	2%
NCA	5%	6%	16%	32%	40%	1%
VACO	9%	9%	20%	32%	29%	1%
VBA	9%	10%	21%	33%	25%	1%
VHA	6%	7%	18%	36%	32%	2%

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## 2018 VA All Employee Survey Responses for Items from the OPM Federal Employee Viewpoint Survey

**Survey Item=I am given a real opportunity to improve my skills in my organization**

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Missing or Do not Know</b>
All VA	6%	11%	18%	37%	27%	1%
NCA	6%	8%	17%	34%	34%	2%
VACO	7%	11%	18%	37%	27%	1%
VBA	6%	12%	22%	37%	22%	1%
VHA	6%	11%	18%	37%	27%	1%

**Survey Item=My supervisor supports my need to balance work and other life issues**

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Missing or Do not Know</b>
All VA	6%	5%	12%	32%	43%	2%
NCA	6%	6%	13%	29%	45%	1%
VACO	4%	3%	10%	32%	50%	2%
VBA	4%	4%	12%	33%	46%	2%
VHA	6%	5%	12%	32%	43%	2%

**Survey Item=In my work unit, differences in performance are recognized in a meaningful way**

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Missing or Do not Know</b>
All VA	10%	15%	22%	30%	20%	4%
NCA	10%	14%	20%	32%	22%	3%
VACO	9%	13%	22%	30%	20%	6%
VBA	9%	16%	25%	28%	16%	6%
VHA	10%	15%	21%	30%	20%	4%

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