



## AES-FEVS Crosswalk

### Connecting AES and FEVS Workforce Surveys

Each year, VA participates in two workforce surveys measuring employee perceptions of the VA work environment. These surveys provide unique, but also overlapping, insights on the VA workplace that together build a comprehensive picture of employees' experience with their job, supervisors, and work units.

#### AES-FEVS Surveys

- VA All Employee Survey (AES):** The AES is administered annually (Fall) by the VHA National Center for Organization Development (NCOD). This survey is specific to VA and is sent to all VA employees (a census survey). Data are reported at several levels, with national being the highest level and workgroup being the lowest level.
- Federal Employee Viewpoint Survey (FEVS):** The FEVS is administered annually (Spring) by the U.S. Office of Personnel Management (OPM). This survey is generic to all U.S. federal agencies and in VA is typically sent to a subset of employees (a sample survey). Data are reported from national-to-facility/office levels with agency-level results available through the OPM website ([www.fedview.opm.gov](http://www.fedview.opm.gov)).

AES Item	FEVS Item
<i>Direct Supervision:</i> How satisfied are you with quality of direct supervision you receive?	52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?
<i>Praise:</i> How satisfied are you with the amount of praise that you receive?	65. How satisfied are you with the recognition you receive for doing a good job?
<i>Senior Management:</i> How satisfied are you with the direction provided by senior managers at your facility?	66. How satisfied are you with the policies and practices of your senior leaders?
<i>Promotion Opportunity:</i> How satisfied are you with the number of opportunities for promotion?	67. How satisfied are you with your opportunity to get a better job in your organization?
<i>Overall Satisfaction:</i> Considering everything, how satisfied are you with your job?	69. Considering everything, how satisfied are you with your job?
<i>Organization Satisfaction:</i> Considering everything, how satisfied are you with your organization?	71. Considering everything, how satisfied are you with your organization?
<i>Organizational Commitment:</i> I recommend my facility as a good place to work.	40. I recommend my organization as a good place to work.
<i>Workload:</i> My workload is reasonable given my job.	10. My workload is reasonable.
<i>Performance Ratings:</i> My performance ratings are fair and accurate.	15. My performance appraisal is a fair reflection of my performance.
<i>Employee Development:</i> I am given a real opportunity to develop my skills in my work group.	1. I am given a real opportunity to improve my skills in my organization.
<i>Innovation:</i> New practices and ways of doing business are encouraged in my work group.	3. I feel encouraged to come up with new and better ways of doing things. 32. Creativity and innovation are rewarded.

AES Item	FEVS Item
<i>Work Resources:</i> I have the appropriate supplies, materials, and equipment to perform my job well.	9. I have sufficient resources (for example, people, materials, budget) to get my job done.
<i>Leadership (Performance Goals):</i> My supervisor reviews and evaluates the progress toward meeting goals and objectives of the organization.	57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.
<i>Competency:</i> Employees in my workgroup are competent to accomplish our tasks.	29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.
<i>Cooperation:</i> A spirit of cooperation and teamwork exists in my workgroup.	20. The people I work with cooperate to get the job done.
<i>Respect:</i> People treat each other with respect in my work group.	49. My supervisor/team leader treats me with respect.
<i>Safety Resources:</i> Employees in my work group are protected from health and safety hazards on the job.	35. Employees are protected from health and safety hazards on the job.
<i>Work/Family Balance:</i> Supervisors/team leaders understand and support employee family/personal life responsibilities in my work group.	42. My supervisor supports my need to balance work and other life issues.
<i>AES Data Use:</i> We have made changes in practices and ways of doing business in my work group based on the results of previous All Employee Surveys (AES).	41. I believe the results of this survey will be used to make my agency a better place to work.

### Best Places to Work

The *Best Places to Work* score is an annual ranking of U.S. government agencies using data from the FEVS. It is a composite score ranging from 0-100 points and is calculated by the Partnership for Public Service. This ranking also includes an annual private sector benchmark.

Both FEVS and AES *Best Places to Work* scores are measured using three items with the calculation based on the weighted percentage of positive responses (0-100%) of “Very Satisfied/Satisfied” or “Strongly Agree/Agree” to:

- **Overall Satisfaction:** Considering everything, how satisfied are you with your job?
- **Organization Satisfaction:** Considering everything, how satisfied are you with your organization?
- **Organizational Commitment:** I recommend my organization as a good place to work.

To find **FEVS** *Best Places to Work* scores for VA, other federal agencies, and the private sector, please visit: <http://bestplacestowork.org>.

### Questions?

Please contact the VHA National Center for Organization Development (NCOD) at 513-247-4680 or [vhancod@va.gov](mailto:vhancod@va.gov).

