

# 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY

## Social Security Administration



This document presents the 2012 Federal Employee Viewpoint Survey (FEVS) results for the Social Security Administration (SSA). For Governmentwide results, visit the Office of Personnel Management (OPM) website: [Federal Employee Viewpoint Survey](#).

### *Survey Administration*

OPM administered the online 2012 FEVS to SSA employees from April 17, 2012 through May 29, 2012. The 2012 FEVS met the requirement for Federal agencies to administer annual employee surveys (See [5 CFR Part 250](#) to view the regulations on the annual survey requirement.)

### *Survey Sample and Response Rate*

For the first time, OPM administered the survey to all full-time and part-time permanent employees. Previously, OPM administered the survey to a sample of full-time permanent employees. A total of 41,409 SSA employees voluntarily responded to the 2012 survey, yielding a response rate of 63.4 percent. Government-wide, over 687,000 Federal employees responded to the survey. This resulted in a government-wide response rate of 46.1 percent.

We reviewed the demographics of SSA's survey respondents and determined that they are representative of our employee population.

### *Survey Results*

Our 2012 survey results continue to show that our employees believe that they do important work and understand how their work supports the goals and mission of our agency. Employees responded most positively (strongly agree/agree or very satisfied/satisfied) to questions concerning the importance of their jobs, their willingness to put in the extra effort, and their commitment to excellence and continual improvement.

Survey results show challenges in the area of performance management. SSA had the highest number of negative answers (disagree/strongly disagree or dissatisfied/very dissatisfied) in the areas of performance management, promotional opportunities, and performance awards.

A summary of employee responses to each question are provided below.

## SOCIAL SECURITY ADMINISTRATION 2012 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		8,201	18,010	6,961	5,825	2,326	41,323	NA
	%	63.1	19.7	43.4	16.9	14.2	5.8	100.0	
2. I have enough information to do my job well.	N		9,639	22,543	4,831	3,443	809	41,265	NA
	%	77.9	23.4	54.5	11.8	8.4	2.0	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		8,009	15,394	8,379	6,319	2,919	41,020	NA
	%	56.6	19.3	37.3	20.6	15.5	7.3	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		13,343	18,066	5,419	2,883	1,558	41,269	NA
	%	75.8	32.1	43.7	13.3	7.1	3.9	100.0	
*5. I like the kind of work I do.	N		15,651	17,785	4,849	1,927	874	41,086	NA
	%	81.2	37.9	43.3	11.9	4.7	2.2	100.0	
6. I know what is expected of me on the job.	N		15,327	19,999	3,231	1,848	713	41,118	NA
	%	85.8	37.2	48.6	7.9	4.5	1.8	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		27,295	12,828	850	177	120	41,270	NA
	%	97.1	65.9	31.3	2.1	0.4	0.3	100.0	
8. I am constantly looking for ways to do my job better.	N		20,943	16,681	3,197	343	142	41,306	NA
	%	91.0	50.5	40.5	7.8	0.8	0.4	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		6,392	17,141	5,738	7,792	4,124	41,187	125
	%	57.6	15.7	41.9	14.0	18.6	9.8	100.0	
*10. My workload is reasonable.	N		5,114	17,475	6,305	7,507	4,718	41,119	96
	%	55.2	12.6	42.6	15.4	18.0	11.4	100.0	
*11. My talents are used well in the workplace.	N		6,920	16,801	7,201	5,904	3,628	40,454	219
	%	58.2	17.0	41.2	17.9	14.7	9.2	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		14,604	22,263	2,934	852	462	41,115	112
	%	89.5	35.4	54.2	7.2	2.1	1.2	100.0	
*13. The work I do is important.	N		24,804	14,180	1,523	317	226	41,050	55
	%	94.9	60.2	34.7	3.8	0.8	0.6	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		10,561	16,900	5,398	5,295	2,968	41,122	188
	%	66.8	25.7	41.2	13.1	12.8	7.2	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		8,376	16,993	6,484	5,219	3,571	40,643	574
	%	62.1	20.4	41.7	16.1	12.9	8.9	100.0	
16. I am held accountable for achieving results.	N		13,105	22,347	3,875	1,120	576	41,023	179
	%	86.2	31.8	54.5	9.6	2.7	1.4	100.0	

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\* AES prescribed items

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		9,496	15,233	8,401	3,318	3,157	39,605	1,524
	%	62.1	23.7	38.4	21.4	8.4	8.1	100.0	
*18. My training needs are assessed.	N		5,673	16,937	9,916	5,536	2,733	40,795	439
	%	55.2	13.8	41.4	24.4	13.6	6.8	100.0	
*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		8,889	17,342	5,906	5,137	3,035	40,309	989
	%	65.0	22.0	43.0	14.8	12.6	7.6	100.0	
*20. The people I work with cooperate to get the job done.	N		8,974	20,442	6,141	4,331	1,372	41,260	NA
	%	71.3	21.8	49.5	15.0	10.4	3.3	100.0	
*21. My work unit is able to recruit people with the right skills.	N		2,861	12,250	12,374	7,615	4,016	39,116	2,177
	%	38.8	7.4	31.4	31.7	19.3	10.2	100.0	
*22. Promotions in my work unit are based on merit.	N		3,075	10,275	11,135	7,541	6,821	38,847	2,387
	%	34.0	7.8	26.2	28.8	19.4	17.8	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		2,229	9,306	10,417	8,464	7,689	38,105	3,050
	%	30.2	5.8	24.3	27.6	22.0	20.2	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		2,485	10,651	11,291	8,929	6,060	39,416	1,768
	%	33.2	6.3	26.9	28.8	22.5	15.5	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		3,875	12,671	9,276	6,993	6,237	39,052	2,125
	%	42.1	9.8	32.2	23.9	17.8	16.1	100.0	
26. Employees in my work unit share job knowledge with each other.	N		10,964	21,716	4,520	2,359	1,497	41,056	182
	%	79.2	26.5	52.8	11.2	5.8	3.7	100.0	
27. The skill level in my work unit has improved in the past year.	N		7,501	16,405	10,425	3,373	1,954	39,658	1,557
	%	60.0	18.8	41.2	26.5	8.5	5.0	100.0	
		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		15,301	18,918	5,978	736	201	41,134	NA
	%	83.0	37.2	45.8	14.6	1.8	0.5	100.0	
		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		5,801	23,341	6,503	3,159	981	39,785	583
	%	73.2	14.7	58.5	16.4	7.9	2.5	100.0	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N		3,238	14,305	10,843	7,696	3,280	39,362	1,037
	%	44.5	8.3	36.2	27.6	19.5	8.4	100.0	
31. Employees are recognized for providing high quality products and services.	N		4,522	15,940	8,837	6,893	3,538	39,730	597
	%	51.3	11.4	39.9	22.4	17.3	9.0	100.0	
*32. Creativity and innovation are rewarded.	N		3,496	12,320	11,751	7,370	4,135	39,072	1,226
	%	40.3	8.9	31.3	30.2	18.8	10.7	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		1,529	6,130	11,300	10,688	8,160	37,807	2,451
	%	20.4	4.1	16.3	30.1	28.0	21.5	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		6,077	16,326	10,440	2,764	2,310	37,917	2,430
	%	58.9	15.9	42.9	27.5	7.4	6.2	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		9,198	20,632	5,467	2,876	1,727	39,900	440
	%	74.5	22.8	51.7	13.9	7.2	4.4	100.0	
*36. My organization has prepared employees for potential security threats.	N		10,355	22,812	4,272	1,720	847	40,006	317
	%	82.6	25.6	57.0	10.9	4.4	2.2	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		7,434	13,793	8,295	4,510	4,610	38,642	1,689
	%	54.5	18.9	35.6	21.7	11.7	12.1	100.0	
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		9,325	15,816	7,601	1,980	2,514	37,236	3,016
	%	67.0	24.6	42.4	20.7	5.4	6.9	100.0	
39. My agency is successful at accomplishing its mission.	N		9,288	22,019	6,094	1,385	805	39,591	689
	%	78.8	23.4	55.5	15.6	3.5	2.1	100.0	
40. I recommend my organization as a good place to work.	N		11,272	17,864	6,911	2,926	1,339	40,312	NA
	%	72.0	27.8	44.2	17.3	7.3	3.4	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		7,349	12,123	10,062	4,209	2,450	36,193	4,116
	%	53.8	20.3	33.5	27.8	11.5	6.9	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		12,310	17,031	5,495	2,776	2,164	39,776	340
	%	73.5	30.8	42.8	14.0	7.0	5.5	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		9,377	15,505	7,773	4,417	2,767	39,839	250
	%	62.0	23.3	38.7	19.8	11.1	7.1	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		9,343	15,528	7,346	4,365	3,019	39,601	369
	%	62.5	23.4	39.1	18.7	11.0	7.7	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		8,772	14,673	9,725	1,994	1,880	37,044	2,970
	%	62.9	23.5	39.4	26.5	5.5	5.2	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		8,915	16,144	7,872	4,230	2,676	39,837	191
	%	62.7	22.2	40.4	19.9	10.6	6.8	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		9,562	16,045	7,519	3,439	2,798	39,363	669
	%	64.7	24.1	40.6	19.3	8.8	7.2	100.0	
48. My supervisor/team leader listens to what I have to say.	N		12,417	17,526	5,209	3,259	1,548	39,959	NA
	%	74.8	30.9	43.9	13.1	8.2	3.9	100.0	
49. My supervisor/team leader treats me with respect.	N		14,965	17,479	4,075	2,104	1,305	39,928	NA
	%	81.2	37.3	43.9	10.3	5.3	3.3	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		13,033	20,734	2,976	2,327	827	39,897	NA
	%	84.4	32.4	52.0	7.6	5.9	2.1	100.0	
*51. I have trust and confidence in my supervisor.	N		12,076	13,679	7,437	3,881	2,864	39,937	NA
	%	64.2	30.0	34.2	18.8	9.7	7.3	100.0	
		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/team leader?	N		14,105	13,458	8,137	2,489	1,661	39,850	NA
	%	69.0	35.2	33.7	20.5	6.3	4.2	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		4,621	13,927	10,007	6,827	3,743	39,125	410
	%	47.1	11.7	35.4	25.7	17.5	9.7	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		7,369	15,563	8,480	3,818	3,076	38,306	1,195
	%	59.4	19.0	40.4	22.4	10.0	8.2	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		7,642	17,635	7,721	2,994	2,305	38,297	1,145
	%	65.5	19.7	45.8	20.4	7.9	6.2	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		9,085	21,707	4,968	2,051	1,438	39,249	213
	%	78.1	22.9	55.2	12.9	5.3	3.8	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		8,936	20,845	5,731	1,574	1,055	38,141	1,248
	%	77.7	23.2	54.5	15.3	4.2	2.8	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		6,929	16,502	7,545	4,616	2,984	38,576	880
	%	60.4	17.8	42.7	19.8	12.0	7.8	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		7,193	16,995	7,543	3,961	2,714	38,406	999
	%	62.6	18.5	44.1	19.9	10.3	7.1	100.0	
		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/team leader?	N		10,190	13,654	8,523	2,889	2,441	37,697	1,724
	%	63.0	26.9	36.1	22.7	7.7	6.5	100.0	
		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		9,453	14,283	8,637	3,747	2,728	38,848	562
	%	60.9	24.2	36.7	22.3	9.7	7.1	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		6,832	12,600	10,573	3,149	2,071	35,225	4,127
	%	55.0	19.3	35.7	30.1	9.0	6.0	100.0	
		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		4,898	15,201	9,820	7,161	2,152	39,232	NA
	%	50.9	12.4	38.5	25.2	18.3	5.6	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		5,254	16,852	8,987	6,044	2,059	39,196	NA
	%	56.0	13.3	42.8	23.1	15.5	5.3	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		5,713	14,572	8,424	7,102	3,332	39,143	NA
	%	51.6	14.5	37.1	21.7	18.1	8.6	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		4,420	14,451	11,305	6,104	2,816	39,096	NA
	%	48.0	11.2	36.7	29.0	15.7	7.3	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		4,235	11,380	10,107	7,790	5,568	39,080	NA
	%	39.6	10.7	28.9	26.0	20.0	14.5	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		5,388	17,473	8,419	5,611	2,213	39,104	NA
	%	58.3	13.8	44.5	21.6	14.3	5.7	100.0	

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		9,044	18,755	6,169	3,487	1,576	39,031	NA
	%	71.0	23.1	47.9	15.9	9.0	4.1	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		7,786	17,721	5,978	5,447	2,167	39,099	NA
	%	64.7	19.7	45.0	15.5	14.1	5.7	100.0	
71. Considering everything, how satisfied are you with your organization?	N		7,478	18,698	7,367	3,888	1,708	39,139	NA
	%	66.5	19.0	47.6	19.0	10.0	4.5	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
<b>Yes</b>	5,779	15.4
<b>No</b>	30,975	78.4
<b>Not sure</b>	2,429	6.3
<b>Total</b>	39,183	100.0

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
<b>I telework 3 or more days per week.</b>	455	1.3
<b>I telework 1 or 2 days per week.</b>	1,661	5.0
<b>I telework, but no more than 1 or 2 days per month.</b>	331	1.0
<b>I telework very infrequently, on an unscheduled or short-term basis.</b>	756	2.2
<b>I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).</b>	10,966	30.5
<b>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.</b>	4,353	12.3
<b>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.</b>	12,283	35.1
<b>I do not telework because I choose not to telework.</b>	4,312	12.6
<b>Total</b>	35,117	100.0

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74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	%
<b>Yes</b>	7,105	18.5
<b>No</b>	26,780	69.0
<b>Not available to me</b>	4,923	12.5
<b>Total</b>	38,808	100.0

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	%
<b>Yes</b>	9,029	23.3
<b>No</b>	25,678	66.1
<b>Not available to me</b>	4,153	10.6
<b>Total</b>	38,860	100.0

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	%
<b>Yes</b>	7,351	18.9
<b>No</b>	30,008	77.4
<b>Not available to me</b>	1,421	3.7
<b>Total</b>	38,780	100.0

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	%
<b>Yes</b>	1,115	2.9
<b>No</b>	30,259	78.1
<b>Not available to me</b>	7,541	19.0
<b>Total</b>	38,915	100.0

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	%
<b>Yes</b>	921	2.4
<b>No</b>	30,800	79.3
<b>Not available to me</b>	7,242	18.3
<b>Total</b>	38,963	100.0

**SOCIAL SECURITY ADMINISTRATION  
2012 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		810	1,198	1,049	405	236	3,698	3,451
	%	55.1	22.2	32.9	27.8	10.8	6.3	100.0	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		2,808	3,161	694	204	71	6,938	420
	%	85.9	40.3	45.6	10.1	2.9	1.1	100.0	
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		1,730	4,756	1,728	223	64	8,501	735
	%	76.4	20.6	55.9	20.2	2.6	0.8	100.0	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		1,969	3,784	1,088	203	81	7,125	528
	%	80.6	27.6	53.0	15.4	2.8	1.2	100.0	
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		277	445	213	20	17	972	375
	%	74.3	28.4	45.9	21.8	2.0	1.8	100.0	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		189	370	211	13	8	791	300
	%	70.7	23.9	46.9	26.6	1.6	1.0	100.0	

Survey Administration Period: April 17, 2012 to May 29, 2012

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

Percentages are weighted to represent the Agency's population.

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

Sample or Census: Census

Number of surveys completed: 41,409

Number of surveys administered: 65,282

Response Rate: 63.4%

**SOCIAL SECURITY ADMINISTRATION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

85. Where do you work?	N	%
Headquarters	9,463	24.6
Field	28,935	75.4
<b>Total</b>	<b>38,398</b>	<b>100.0</b>

  

*86. What is your supervisory status?	N	%
Non-Supervisor	29,950	77.2
Team Leader	3,348	8.6
Supervisor	2,845	7.3
Manager	2,308	5.9
Executive	342	0.9
<b>Total</b>	<b>38,793</b>	<b>100.0</b>

  

*87. Are you:	N	%
Male	11,781	30.4
Female	27,023	69.6
<b>Total</b>	<b>38,804</b>	<b>100.0</b>

  

*88. Are you Hispanic or Latino?	N	%
Yes	5,616	14.6
No	32,897	85.4
<b>Total</b>	<b>38,513</b>	<b>100.0</b>

  

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	446	1.2
Asian	1,793	4.9
Black or African American	9,303	25.5
Native Hawaiian or Other Pacific Islander	217	0.6
White	23,359	64.1
Two or more races	1,343	3.7
<b>Total</b>	<b>36,461</b>	<b>100.0</b>

**SOCIAL SECURITY ADMINISTRATION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

90. What is your age group?

	N	%
<b>25 and under</b>	652	1.7
<b>26-29</b>	2,546	6.6
<b>30-39</b>	9,017	23.4
<b>40-49</b>	9,669	25.1
<b>50-59</b>	11,597	30.1
<b>60 or older</b>	5,079	13.2
<b>Total</b>	38,560	100.0

91. What is your pay category/grade?

	N	%
<b>Federal Wage System</b>	127	0.3
<b>GS 1-6</b>	1,783	4.6
<b>GS 7-12</b>	29,210	75.2
<b>GS 13-15</b>	6,933	17.9
<b>Senior Executive Service</b>	148	0.4
<b>Senior Level (SL) or Scientific or Professional (ST)</b>	54	0.1
<b>Other</b>	581	1.5
<b>Total</b>	38,836	100.0

92. How long have you been with the Federal Government (excluding military service)?

	N	%
<b>Less than 1 year</b>	71	0.2
<b>1 to 3 years</b>	6,725	17.3
<b>4 to 5 years</b>	3,707	9.5
<b>6 to 10 years</b>	7,340	18.9
<b>11 to 14 years</b>	3,977	10.2
<b>15 to 20 years</b>	3,291	8.5
<b>More than 20 years</b>	13,726	35.3
<b>Total</b>	38,837	100.0

**SOCIAL SECURITY ADMINISTRATION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
<b>Less than 1 year</b>	178	0.5
<b>1 to 3 years</b>	7,477	19.4
<b>4 to 5 years</b>	3,968	10.3
<b>6 to 10 years</b>	7,656	19.8
<b>11 to 20 years</b>	7,772	20.1
<b>More than 20 years</b>	11,523	29.9
<b>Total</b>	38,574	100.0

94. Are you considering leaving your organization within the next year, and if so, why?

	N	%
<b>No</b>	29,382	75.9
<b>Yes, to retire</b>	2,771	7.2
<b>Yes, to take another job within the Federal Government</b>	4,381	11.3
<b>Yes, to take another job outside the Federal Government</b>	926	2.4
<b>Yes, other</b>	1,252	3.2
<b>Total</b>	38,712	100.0

95. I am planning to retire:

	N	%
<b>Within one year</b>	1,466	3.9
<b>Between one and three years</b>	3,973	10.6
<b>Between three and five years</b>	3,511	9.3
<b>Five or more years</b>	28,636	76.2
<b>Total</b>	37,586	100.0

**SOCIAL SECURITY ADMINISTRATION  
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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96. Self-Identify as:	N	%
Heterosexual or Straight	32,599	87.6
Gay, Lesbian, Bisexual, or Transgender	938	2.5
I prefer not to say	3,687	9.9
<b>Total</b>	<b>37,224</b>	<b>100.0</b>

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Yes	4,788	12.4
No	33,889	87.6
<b>Total</b>	<b>38,677</b>	<b>100.0</b>

98. Are you an individual with a disability?	N	%
Yes	4,203	10.9
No	34,427	89.1
<b>Total</b>	<b>38,630</b>	<b>100.0</b>