

2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY

Social Security Administration



This document conveys the 2013 Federal Employee Viewpoint Survey (FEVS) results for the Social Security Administration (SSA). You will find the Governmentwide FEVS results on the Office of Personnel Management (OPM) website: [Federal Employee Viewpoint Survey](#).

Survey Administration

OPM administered the online survey to SSA employees from April 30, 2013 through June 14, 2013. SSA's participation in the 2013 FEVS fulfills the Federal requirement to administer employee surveys annually. See regulations at [5 CFR Part 250](#).

Survey Sample and Response Rate

OPM selected a random sample of full-time and part-time permanent Federal employees to participate in the FEVS. SSA achieved a response rate of 53.3 percent. Of the 15,647 SSA employees who OPM selected to participate, 8,345 of our employees voluntarily responded to the FEVS. Our response rate exceeded the Governmentwide rate of 48.2 percent.

Based on our analysis, we determined that SSA's survey respondents are representative of our employee population.

Survey Results

Our 2013 FEVS results revealed that questions with the highest positive responses cover employees willingness to exert extra effort on the job, knowing the importance of their work, searching for ways to do their jobs better, and knowing how their jobs support our agency's goals and priorities.

Our 2013 survey results indicate that performance management concerns continue to be a challenge. Questions concerning the linkage between performance and pay raises, dealing with poor performers, meaningful recognition based on various levels of employee performance, and fairness of promotions had the lowest percentage of positive responses.

The agency-level results for each 2013 FEVS question follow.

**SOCIAL SECURITY ADMINISTRATION
2013 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		1,439	3,587	1,541	1,220	544	8,331	NA
	%	59.58	16.87	42.71	18.66	14.88	6.88	100.00	
2. I have enough information to do my job well.	N		1,796	4,611	971	698	185	8,261	NA
	%	77.30	21.53	55.76	11.82	8.54	2.34	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		1,497	2,942	1,720	1,389	659	8,207	NA
	%	53.37	17.60	35.77	21.30	17.04	8.30	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		2,642	3,623	1,082	617	336	8,300	NA
	%	75.14	31.36	43.78	13.16	7.53	4.17	100.00	
*5. I like the kind of work I do.	N		3,097	3,588	955	347	202	8,189	NA
	%	81.35	37.51	43.84	11.83	4.28	2.53	100.00	
6. I know what is expected of me on the job.	N		2,897	4,131	669	393	158	8,248	NA
	%	85.07	34.86	50.21	8.17	4.78	1.97	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		5,416	2,625	178	32	38	8,289	NA
	%	96.87	64.87	32.00	2.22	0.41	0.50	100.00	
8. I am constantly looking for ways to do my job better.	N		4,134	3,396	663	70	40	8,303	NA
	%	90.60	49.55	41.05	8.04	0.85	0.51	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		1,129	3,220	1,195	1,731	1,019	8,294	22
	%	53.23	14.00	39.23	14.56	20.25	11.96	100.00	
*10. My workload is reasonable.	N		917	3,342	1,327	1,584	1,074	8,244	29
	%	51.58	11.27	40.31	16.21	19.02	13.19	100.00	
*11. My talents are used well in the workplace.	N		1,255	3,234	1,481	1,186	859	8,015	60
	%	55.32	15.32	40.01	18.68	14.92	11.08	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		2,794	4,529	644	185	113	8,265	22
	%	88.35	33.37	54.98	7.93	2.31	1.41	100.00	
*13. The work I do is important.	N		4,774	2,976	328	75	48	8,201	9
	%	94.57	58.10	36.47	3.97	0.88	0.58	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		2,069	3,449	1,053	1,127	592	8,290	22
	%	66.21	24.74	41.47	12.89	13.62	7.28	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		1,732	3,395	1,281	1,046	728	8,182	128
	%	61.85	20.48	41.37	15.98	12.93	9.23	100.00	
16. I am held accountable for achieving results.	N		2,501	4,502	863	235	144	8,245	28
	%	84.70	29.71	54.99	10.65	2.86	1.79	100.00	

Survey Administration Period: April 30, 2013 to June 14, 2013

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: Sample

Number of surveys completed: 8,345

Number of surveys administered: 15,647

Response Rate: 53.3%

**SOCIAL SECURITY ADMINISTRATION
2013 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
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		1,856	2,961	1,733	694	745	7,989	296
	%	59.52	22.34	37.18	22.05	8.77	9.66	100.00	
*18. My training needs are assessed.	N		1,092	3,256	2,054	1,220	581	8,203	99
	%	52.71	13.08	39.63	25.14	14.88	7.27	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		1,830	3,382	1,186	1,027	667	8,092	233
	%	64.03	22.15	41.87	14.80	12.72	8.45	100.00	
*20. The people I work with cooperate to get the job done.	N		1,781	3,999	1,287	940	318	8,325	NA
	%	68.82	20.89	47.93	15.93	11.30	3.95	100.00	
*21. My work unit is able to recruit people with the right skills.	N		492	2,044	2,397	1,867	1,082	7,882	438
	%	32.45	6.30	26.15	30.77	23.19	13.59	100.00	
*22. Promotions in my work unit are based on merit.	N		589	1,870	2,219	1,546	1,566	7,790	506
	%	30.41	6.97	23.44	28.89	19.93	20.77	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		422	1,728	2,046	1,773	1,698	7,667	639
	%	27.24	5.33	21.91	27.20	23.17	22.39	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		476	1,976	2,214	1,870	1,377	7,913	380
	%	30.19	5.77	24.42	28.41	23.56	17.84	100.00	
25. Awards in my work unit depend on how well employees perform their jobs.	N		738	2,311	1,864	1,488	1,420	7,821	472
	%	38.21	9.10	29.11	24.03	19.16	18.60	100.00	
26. Employees in my work unit share job knowledge with each other.	N		2,081	4,399	958	498	325	8,261	38
	%	77.92	24.78	53.15	11.88	6.14	4.06	100.00	
27. The skill level in my work unit has improved in the past year.	N		1,344	3,175	2,237	779	464	7,999	311
	%	56.09	16.72	39.37	28.29	9.67	5.95	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		2,878	3,876	1,332	169	42	8,297	NA
	%	80.80	33.97	46.82	16.59	2.07	0.55	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		1,011	4,541	1,482	719	234	7,987	124
	%	69.28	12.54	56.74	18.75	9.00	2.97	100.00	

Survey Administration Period: April 30, 2013 to June 14, 2013

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: Sample

Number of surveys completed: 8,345

Number of surveys administered: 15,647

Response Rate: 53.3%

**SOCIAL SECURITY ADMINISTRATION
2013 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
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		605	2,664	2,232	1,650	756	7,907	203
	%	40.98	7.60	33.39	28.39	20.92	9.71	100.00	
31. Employees are recognized for providing high quality products and services.	N		836	2,957	1,825	1,496	855	7,969	130
	%	46.72	10.16	36.56	23.32	18.93	11.03	100.00	
*32. Creativity and innovation are rewarded.	N		631	2,144	2,372	1,665	1,017	7,829	267
	%	34.67	7.80	26.88	30.58	21.39	13.36	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		271	935	2,058	2,260	2,041	7,565	509
	%	15.96	3.64	12.32	27.26	29.74	27.04	100.00	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		1,103	3,198	2,198	558	508	7,565	544
	%	56.27	14.27	42.00	29.24	7.51	6.98	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		1,740	4,228	1,124	554	362	8,008	92
	%	73.75	21.13	52.62	14.32	7.17	4.76	100.00	
*36. My organization has prepared employees for potential security threats.	N		2,051	4,719	765	326	183	8,044	47
	%	83.72	25.07	58.64	9.77	4.11	2.40	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		1,419	2,704	1,643	952	1,018	7,736	350
	%	52.35	17.52	34.84	21.65	12.41	13.59	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		1,827	3,114	1,522	412	550	7,425	650
	%	65.47	23.56	41.91	21.08	5.73	7.72	100.00	
39. My agency is successful at accomplishing its mission.	N		1,630	4,375	1,412	324	184	7,925	161
	%	75.16	19.94	55.22	18.23	4.17	2.44	100.00	
40. I recommend my organization as a good place to work.	N		2,005	3,564	1,532	645	335	8,081	NA
	%	68.47	24.39	44.08	19.25	8.03	4.26	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		1,308	2,389	2,049	937	617	7,300	798
	%	50.66	18.05	32.61	27.92	12.74	8.68	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		2,523	3,428	1,090	533	425	7,999	68
	%	73.66	30.94	42.72	14.03	6.75	5.56	100.00	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		1,870	3,099	1,511	918	609	8,007	41
	%	61.12	22.71	38.41	19.35	11.60	7.93	100.00	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		1,878	3,029	1,511	893	642	7,953	69
	%	61.12	23.19	37.93	19.15	11.33	8.40	100.00	

Survey Administration Period: April 30, 2013 to June 14, 2013

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: Sample

Number of surveys completed: 8,345

Number of surveys administered: 15,647

Response Rate: 53.3%

**SOCIAL SECURITY ADMINISTRATION
2013 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
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		1,764	2,905	1,964	361	409	7,403	636
	%	62.15	23.08	39.07	26.94	5.03	5.88	100.00	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		1,756	3,215	1,594	882	560	8,007	37
	%	61.63	21.56	40.07	19.99	11.11	7.27	100.00	
*47. Supervisors/team leaders in my work unit support employee development.	N		1,851	3,158	1,550	757	593	7,909	129
	%	62.48	22.81	39.67	19.88	9.79	7.85	100.00	
48. My supervisor/team leader listens to what I have to say.	N		2,506	3,407	1,074	696	333	8,016	NA
	%	73.20	30.54	42.67	13.67	8.79	4.33	100.00	
49. My supervisor/team leader treats me with respect.	N		3,045	3,417	867	394	285	8,008	NA
	%	80.38	37.46	42.92	10.97	5.00	3.65	100.00	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		2,822	4,211	522	326	130	8,011	NA
	%	87.57	34.62	52.95	6.67	4.12	1.64	100.00	
*51. I have trust and confidence in my supervisor.	N		2,417	2,706	1,519	796	577	8,015	NA
	%	63.21	29.55	33.67	19.31	10.04	7.44	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/team leader?	N		2,809	2,723	1,631	493	356	8,012	NA
	%	68.41	34.40	34.01	20.72	6.27	4.60	100.00	
		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		834	2,565	2,163	1,469	849	7,880	74
	%	42.40	10.32	32.08	27.73	18.76	11.12	100.00	
54. My organization's leaders maintain high standards of honesty and integrity.	N		1,369	3,038	1,794	800	709	7,710	232
	%	56.31	17.06	39.25	23.55	10.58	9.56	100.00	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		1,465	3,503	1,612	587	506	7,673	252
	%	63.75	18.46	45.28	21.48	7.89	6.89	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		1,662	4,287	1,111	467	351	7,878	36
	%	74.97	20.68	54.29	14.38	6.01	4.64	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		1,624	4,062	1,297	358	272	7,613	297
	%	74.24	20.88	53.37	17.29	4.72	3.74	100.00	

Survey Administration Period: April 30, 2013 to June 14, 2013

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: Sample

Number of surveys completed: 8,345

Number of surveys administered: 15,647

Response Rate: 53.3%

**SOCIAL SECURITY ADMINISTRATION
2013 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
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		1,271	3,214	1,560	977	703	7,725	186
	%	57.32	16.01	41.31	20.63	12.69	9.35	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		1,378	3,350	1,550	836	619	7,733	188
	%	60.34	17.28	43.05	20.52	10.91	8.24	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/team leader?	N		1,927	2,777	1,736	606	552	7,598	337
	%	61.20	24.70	36.50	23.22	8.07	7.51	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		1,734	2,844	1,779	806	644	7,807	121
	%	58.23	21.90	36.32	22.95	10.29	8.54	100.00	
62. Senior leaders demonstrate support for Work/Life programs.	N		1,329	2,507	2,196	580	483	7,095	812
	%	53.40	18.37	35.03	31.20	8.32	7.08	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		904	2,939	2,024	1,515	498	7,880	NA
	%	48.08	11.05	37.03	25.92	19.46	6.53	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		996	3,114	1,930	1,314	506	7,860	NA
	%	51.56	12.11	39.45	24.93	16.90	6.61	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		1,044	2,717	1,832	1,488	772	7,853	NA
	%	47.25	12.97	34.28	23.53	19.06	10.17	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		813	2,653	2,467	1,282	616	7,831	NA
	%	43.56	10.01	33.55	31.83	16.51	8.10	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		729	1,978	2,033	1,711	1,374	7,825	NA
	%	34.00	8.87	25.13	25.91	22.01	18.08	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		982	3,348	1,910	1,104	492	7,836	NA
	%	54.89	12.26	42.63	24.47	14.13	6.51	100.00	

Survey Administration Period: April 30, 2013 to June 14, 2013

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: Sample

Number of surveys completed: 8,345

Number of surveys administered: 15,647

Response Rate: 53.3%

**SOCIAL SECURITY ADMINISTRATION
2013 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
*69. Considering everything, how satisfied are you with your job?	N		1,606	3,774	1,297	767	384	7,828	NA
	%	68.19	20.15	48.05	16.90	9.86	5.05	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		1,309	3,363	1,329	1,282	578	7,861	NA
	%	58.83	16.33	42.50	17.21	16.34	7.62	100.00	
71. Considering everything, how satisfied are you with your organization?	N		1,261	3,752	1,603	843	397	7,856	NA
	%	63.29	15.69	47.60	20.60	10.90	5.22	100.00	

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	%
Yes	1,191	15.08
No	6,284	79.91
Not sure	388	5.01
Total	7,863	100.00

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

	N	%
I telework 3 or more days per week.	71	1.03
I telework 1 or 2 days per week.	432	6.15
I telework, but no more than 1 or 2 days per month.	71	0.99
I telework very infrequently, on an unscheduled or short-term basis.	155	2.10
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	2,300	31.69
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	799	11.17
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.	2,552	35.74
I do not telework because I choose not to telework.	796	11.15
Total	7,176	100.00

Survey Administration Period: April 30, 2013 to June 14, 2013

Percentages are weighted to represent the Agency's population.

* AES prescribed items

Sample or Census: Sample

Number of surveys completed: 8,345

Number of surveys administered: 15,647

Response Rate: 53.3%

**SOCIAL SECURITY ADMINISTRATION
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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

	N	%
Yes	1,368	17.98
No	5,431	69.83
Not available to me	957	12.19
Total	7,756	100.00

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

	N	%
Yes	1,778	22.88
No	5,179	66.77
Not available to me	797	10.35
Total	7,754	100.00

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

	N	%
Yes	1,576	20.78
No	5,963	76.95
Not available to me	170	2.27
Total	7,709	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	238	3.15
No	6,056	77.44
Not available to me	1,517	19.41
Total	7,811	100.00

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

	N	%
Yes	187	2.45
No	6,255	79.88
Not available to me	1,377	17.66
Total	7,819	100.00

Survey Administration Period: April 30, 2013 to June 14, 2013

Percentages are weighted to represent the Agency's population.

Sample or Census: Sample

Number of surveys completed: 8,345

Number of surveys administered: 15,647

Response Rate: 53.3%

**SOCIAL SECURITY ADMINISTRATION
2013 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		188	291	195	86	51	811	582
	%	59.47	23.37	36.10	23.76	10.66	6.11	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		548	592	144	38	13	1,335	120
	%	85.15	41.00	44.15	11.03	2.86	0.96	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		353	935	336	48	20	1,692	186
	%	75.40	20.89	54.51	20.37	2.95	1.28	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		392	818	271	51	25	1,557	173
	%	77.56	25.39	52.17	17.69	3.19	1.56	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		50	85	64	10	7	216	80
	%	62.35	23.46	38.90	29.97	4.18	3.50	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		46	64	50	5	2	167	70
	%	65.79	28.26	37.53	29.61	3.14	1.45	100.00	

Survey Administration Period: April 30, 2013 to June 14, 2013

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: Sample

Number of surveys completed: 8,345

Number of surveys administered: 15,647

Response Rate: 53.3%

**SOCIAL SECURITY ADMINISTRATION
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

85. Where do you work?	N	%
Headquarters	1,948	25.19
Field	5,785	74.81
Total	7,733	100.00

*86. What is your supervisory status?	N	%
Non-Supervisor	5,830	74.75
Team Leader	711	9.12
Supervisor	624	8.00
Manager	504	6.46
Executive	130	1.67
Total	7,799	100.00

*87. Are you:	N	%
Male	2,457	31.55
Female	5,331	68.45
Total	7,788	100.00

*88. Are you Hispanic or Latino?	N	%
Yes	1,103	14.27
No	6,627	85.73
Total	7,730	100.00

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	98	1.33
Asian	347	4.72
Black or African American	1,833	24.93
Native Hawaiian or Other Pacific Islander	44	0.60
White	4,761	64.75
Two or more races	270	3.67
Total	7,353	100.00

Survey Administration Period: April 30, 2013 to June 14, 2013

Percentages are weighted to represent the Agency's population.

* AES prescribed items

Sample or Census: Sample

Number of surveys completed: 8,345

Number of surveys administered: 15,647

Response Rate: 53.3%

**SOCIAL SECURITY ADMINISTRATION
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

90. What is your age group?	N	%
25 and under	48	0.62
26-29	416	5.37
30-39	1,904	24.57
40-49	2,084	26.90
50-59	2,221	28.67
60 or older	1,075	13.87
Total	7,748	100.00

91. What is your pay category/grade?	N	%
Federal Wage System	17	0.22
GS 1-6	273	3.49
GS 7-12	5,704	72.89
GS 13-15	1,601	20.46
Senior Executive Service	96	1.23
Senior Level (SL) or Scientific or Professional (ST)	12	0.15
Other	123	1.57
Total	7,826	100.00

92. How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	66	0.84
1 to 3 years	812	10.39
4 to 5 years	1,084	13.87
6 to 10 years	1,475	18.88
11 to 14 years	937	11.99
15 to 20 years	762	9.75
More than 20 years	2,677	34.26
Total	7,813	100.00

**SOCIAL SECURITY ADMINISTRATION
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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

	N	%
Less than 1 year	110	1.41
1 to 3 years	925	11.90
4 to 5 years	1,156	14.87
6 to 10 years	1,528	19.65
11 to 20 years	1,774	22.82
More than 20 years	2,282	29.35
Total	7,775	100.00

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

	N	%
No	5,742	73.87
Yes, to retire	565	7.27
Yes, to take another job within the Federal Government	928	11.94
Yes, to take another job outside the Federal Government	251	3.23
Yes, other	287	3.69
Total	7,773	100.00

95. I am planning to retire:

	N	%
Within one year	307	4.03
Between one and three years	817	10.72
Between three and five years	726	9.53
Five or more years	5,768	75.72
Total	7,618	100.00

**SOCIAL SECURITY ADMINISTRATION
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

96. Self-Identify as:	N	%
Heterosexual or Straight	6,581	87.66
Gay, Lesbian, Bisexual, or Transgender	194	2.58
I prefer not to say	732	9.75
Total	7,507	100.00

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Yes	1,040	13.36
No	6,744	86.64
Total	7,784	100.00

98. Are you an individual with a disability?	N	%
Yes	918	11.81
No	6,857	88.19
Total	7,775	100.00