

2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY

Social Security Administration



This document provides the 2014 Federal Employee Viewpoint Survey (FEVS) results for the Social Security Administration (SSA). You will find the Government-wide 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 May 6, 2014 through June 13, 2014. SSA's participation in the 2014 FEVS fulfills the Federal requirement to administer employee surveys annually. See regulations at [5CFR 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 54.3 percent. Of the 17,569 SSA employees whom OPM selected to participate, 9,540 of our employees voluntarily responded to the FEVS. Our response rate exceeded the Government-wide rate of 46.8 percent.

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

Survey Results

Our 2014 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 2014 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 2014 FEVS question follow.

SOCIAL SECURITY ADMINISTRATION 2014 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		1,883	4,011	1,622	1,411	585	9,512	NA
	%	59.61	17.67	41.94	17.91	15.76	6.72	100.00	
2. I have enough information to do my job well.	N		2,110	5,180	1,119	799	202	9,410	NA
	%	76.92	21.57	55.35	12.24	8.60	2.24	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		1,894	3,371	1,882	1,484	724	9,355	NA
	%	53.85	18.03	35.82	21.12	16.72	8.31	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		3,039	4,016	1,282	748	380	9,465	NA
	%	73.99	31.04	42.95	14.00	7.86	4.14	100.00	
*5. I like the kind of work I do.	N		3,589	4,032	1,107	426	206	9,360	NA
	%	80.61	37.28	43.33	12.31	4.75	2.33	100.00	
6. I know what is expected of me on the job.	N		3,335	4,588	826	491	180	9,420	NA
	%	84.36	35.01	49.35	8.69	5.06	1.89	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		6,270	2,930	203	45	40	9,488	NA
	%	96.74	64.56	32.19	2.28	0.48	0.50	100.00	
8. I am constantly looking for ways to do my job better.	N		4,681	3,938	751	83	44	9,497	NA
	%	90.33	48.58	41.74	8.27	0.90	0.50	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		1,447	3,803	1,336	1,895	999	9,480	29
	%	55.44	15.39	40.05	14.12	19.59	10.84	100.00	
*10. My workload is reasonable.	N		1,181	3,864	1,479	1,825	1,082	9,431	13
	%	51.50	11.88	39.62	16.01	19.80	12.68	100.00	
*11. My talents are used well in the workplace.	N		1,505	3,683	1,630	1,426	905	9,149	57
	%	54.84	15.17	39.68	18.55	16.25	10.35	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		3,320	5,037	717	247	109	9,430	28
	%	88.28	33.68	54.60	7.92	2.64	1.16	100.00	

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*13. The work I do is important.	N		5,357	3,360	461	117	72	9,367	16
	%	93.86	58.30	35.56	4.49	1.00	0.64	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		2,495	3,953	1,246	1,180	590	9,464	37
	%	65.52	24.46	41.06	13.79	13.65	7.04	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		2,090	3,829	1,511	1,128	787	9,345	153
	%	60.61	19.76	40.85	16.97	13.06	9.36	100.00	
16. I am held accountable for achieving results.	N		2,972	5,082	924	291	159	9,428	31
	%	84.50	29.82	54.68	10.37	3.23	1.90	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		2,418	3,397	1,805	761	760	9,141	343
	%	62.67	24.60	38.07	20.27	8.47	8.59	100.00	
*18. My training needs are assessed.	N		1,373	3,712	2,338	1,289	656	9,368	108
	%	53.62	13.55	40.06	25.34	13.82	7.23	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		2,529	4,084	1,139	939	523	9,214	294
	%	71.58	26.38	45.19	12.75	10.12	5.55	100.00	
*20. The people I work with cooperate to get the job done.	N		2,203	4,608	1,411	981	309	9,512	NA
	%	69.31	20.74	48.58	15.95	11.20	3.53	100.00	
*21. My work unit is able to recruit people with the right skills.	N		728	2,802	2,702	1,794	980	9,006	496
	%	37.37	7.24	30.13	31.46	20.07	11.10	100.00	
*22. Promotions in my work unit are based on merit.	N		819	2,275	2,541	1,646	1,631	8,912	540
	%	32.14	7.68	24.46	29.43	18.99	19.43	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		481	1,966	2,383	2,003	1,829	8,662	795
	%	26.20	4.77	21.43	27.74	23.73	22.33	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		568	2,232	2,560	2,142	1,473	8,975	493
	%	28.92	5.46	23.46	29.35	24.46	17.27	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		822	2,524	2,387	1,555	1,450	8,738	738
	%	35.63	8.20	27.43	28.27	18.38	17.72	100.00	
26. Employees in my work unit share job knowledge with each other.	N		2,470	4,967	1,108	556	338	9,439	44
	%	78.44	25.09	53.35	11.85	6.06	3.65	100.00	
27. The skill level in my work unit has improved in the past year.	N		1,433	3,575	2,624	939	514	9,085	400
	%	54.53	15.38	39.15	29.01	10.56	5.89	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		3,561	4,293	1,370	190	54	9,468	NA
	%	81.30	34.09	47.22	15.82	2.28	0.60	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		1,297	5,242	1,590	789	226	9,144	163
	%	70.43	13.14	57.29	18.09	8.89	2.58	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		717	3,180	2,444	1,910	821	9,072	237
	%	41.59	7.07	34.52	27.51	21.36	9.54	100.00	
31. Employees are recognized for providing high quality products and services.	N		1,026	3,333	2,128	1,713	910	9,110	169
	%	45.06	9.67	35.38	24.10	19.99	10.85	100.00	
*32. Creativity and innovation are rewarded.	N		773	2,514	2,776	1,846	1,048	8,957	312
	%	33.92	7.49	26.43	32.14	21.55	12.39	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		294	1,140	2,502	2,609	2,105	8,650	583
	%	15.87	3.08	12.79	28.63	30.36	25.14	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		1,492	3,817	2,248	609	564	8,730	545
	%	59.41	15.85	43.56	26.26	7.42	6.92	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		2,226	4,849	1,144	584	347	9,150	117
	%	74.47	22.09	52.38	13.55	7.44	4.54	100.00	
*36. My organization has prepared employees for potential security threats.	N		2,424	5,420	847	334	159	9,184	65
	%	84.50	25.25	59.25	9.60	3.90	2.00	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		1,750	3,133	1,895	970	1,081	8,829	442
	%	53.87	18.25	35.62	22.07	11.14	12.93	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		2,274	3,544	1,634	447	606	8,505	728
	%	66.77	24.53	42.24	20.38	5.38	7.48	100.00	
39. My agency is successful at accomplishing its mission.	N		1,987	4,952	1,556	395	200	9,090	167
	%	74.26	19.56	54.70	18.59	4.68	2.46	100.00	
40. I recommend my organization as a good place to work.	N		2,475	4,048	1,619	777	367	9,286	NA
	%	69.12	24.62	44.50	18.21	8.55	4.12	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		1,565	2,716	2,309	1,129	692	8,411	875
	%	50.26	18.22	32.04	27.67	13.39	8.69	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		3,171	3,899	1,128	575	418	9,191	71
	%	75.13	31.89	43.23	12.97	6.89	5.02	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		2,404	3,483	1,690	970	630	9,177	61
	%	62.57	24.02	38.54	19.17	11.14	7.12	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		2,327	3,477	1,643	955	701	9,103	88
	%	62.79	24.20	38.59	18.38	10.75	8.08	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		2,323	3,361	2,000	419	401	8,504	718
	%	65.61	25.32	40.30	24.32	5.22	4.84	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		2,230	3,624	1,781	928	602	9,165	49
	%	62.97	23.22	39.74	20.03	10.23	6.77	100.00	
*47. Supervisors in my work unit support employee development.	N		2,300	3,639	1,628	835	646	9,048	166
	%	63.72	23.63	40.09	19.02	9.65	7.61	100.00	
48. My supervisor listens to what I have to say.	N		3,180	3,978	1,082	660	322	9,222	NA
	%	76.64	32.32	44.31	12.23	7.50	3.64	100.00	
49. My supervisor treats me with respect.	N		3,765	3,878	837	429	272	9,181	NA
	%	82.85	39.10	43.75	9.36	4.79	3.00	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		3,423	4,683	564	366	170	9,206	NA
	%	87.76	35.34	52.43	6.45	3.99	1.80	100.00	
*51. I have trust and confidence in my supervisor.	N		2,994	3,040	1,658	856	661	9,209	NA
	%	64.21	30.55	33.66	18.81	9.49	7.49	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		3,532	2,960	1,827	520	377	9,216	NA
	%	69.46	36.39	33.08	20.63	5.76	4.15	100.00	

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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
*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		1,024	2,747	2,347	1,698	1,096	8,912	244
	%	40.20	10.27	29.93	27.54	19.55	12.72	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		1,474	3,210	2,202	835	790	8,511	634
	%	53.22	15.54	37.68	27.41	9.81	9.56	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		1,806	4,131	1,712	614	459	8,722	362
	%	66.81	19.13	47.69	20.31	7.27	5.61	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		1,823	4,885	1,331	598	431	9,068	57
	%	73.70	19.15	54.55	14.98	6.42	4.90	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		1,752	4,505	1,594	483	329	8,663	435
	%	71.62	19.06	52.56	18.84	5.63	3.91	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		1,483	3,645	1,796	1,184	747	8,855	257
	%	56.74	15.78	40.95	21.22	13.33	8.71	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		1,560	3,858	1,752	974	667	8,811	299
	%	60.02	16.43	43.59	20.85	11.23	7.90	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		2,270	3,133	1,923	733	587	8,646	474
	%	61.05	24.28	36.77	23.29	8.76	6.90	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		1,942	3,170	2,148	991	712	8,963	158
	%	56.10	20.33	35.77	24.94	11.03	7.93	100.00	

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62.	Senior leaders demonstrate support for Work/Life programs.	N	1,621	3,035	2,348	697	483	8,184	923
		%	54.03	17.81	36.21	30.43	9.16	6.39	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	1,166	3,335	2,227	1,774	565	9,067	NA
		%	47.57	11.20	36.36	25.78	20.33	6.33	100.00
*64.	How satisfied are you with the information you receive from management on what's going on in your organization?	N	1,161	3,543	2,088	1,672	592	9,056	NA
		%	51.04	11.58	39.45	24.13	18.37	6.46	100.00
*65.	How satisfied are you with the recognition you receive for doing a good job?	N	1,260	3,186	2,034	1,708	834	9,022	NA
		%	46.86	12.09	34.78	23.04	20.07	10.03	100.00
*66.	How satisfied are you with the policies and practices of your senior leaders?	N	958	3,023	2,778	1,518	740	9,017	NA
		%	42.33	9.26	33.07	32.10	17.11	8.46	100.00
*67.	How satisfied are you with your opportunity to get a better job in your organization?	N	920	2,440	2,302	1,863	1,504	9,029	NA
		%	35.98	9.11	26.87	25.22	21.32	17.48	100.00
*68.	How satisfied are you with the training you receive for your present job?	N	1,229	4,114	1,974	1,224	499	9,040	NA
		%	57.86	12.26	45.59	22.37	13.97	5.80	100.00
*69.	Considering everything, how satisfied are you with your job?	N	1,966	4,308	1,457	903	406	9,040	NA
		%	68.29	20.10	48.20	16.76	10.37	4.58	100.00
*70.	Considering everything, how satisfied are you with your pay?	N	1,898	4,079	1,375	1,214	481	9,047	NA
		%	64.16	19.13	45.03	15.83	14.26	5.75	100.00
71.	Considering everything, how satisfied are you with your organization?	N	1,595	4,170	1,768	1,050	452	9,035	NA
		%	62.57	16.12	46.45	20.36	11.89	5.18	100.00

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	3,453	28.28
Yes, I was notified that I was not eligible to telework.	1,717	20.02
No, I was not notified of my telework eligibility.	3,132	42.11
Not sure if I was notified of my telework eligibility.	719	9.59
Total	9,021	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	285	2.17
I telework 1 or 2 days per week.	1,591	12.08
I telework, but no more than 1 or 2 days per month.	266	2.83
I telework very infrequently, on an unscheduled or short-term basis.	186	1.46
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	1,355	18.26
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	585	7.70
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.	2,903	39.46
I do not telework because I choose not to telework.	1,398	16.04
Total	8,569	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	1,484	16.08
No	6,539	73.24
Not available to me	934	10.68
Total	8,957	100.00

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)		N	%
Yes		2,087	22.74
No		6,125	68.08
Not available to me		732	9.18
Total		8,944	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)		N	%
Yes		1,636	20.04
No		7,075	77.82
Not available to me		167	2.14
Total		8,878	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		240	2.71
No		7,210	78.49
Not available to me		1,519	18.80
Total		8,969	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)		N	%
Yes		164	1.85
No		7,379	80.38
Not available to me		1,451	17.77
Total		8,994	100.00

Survey Administration Period: May 6, 2014 to June 13, 2014
Percentages are weighted to represent the Agency's population.

Sample or Census: Sample
Number of surveys completed: 9,540
Number of surveys administered: 17,569
Response Rate: 54.3%

**SOCIAL SECURITY ADMINISTRATION
2014 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		1,051	874	250	150	51	2,376	410
	%	74.54	36.96	37.58	14.89	7.80	2.77	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		683	582	127	33	12	1,437	109
	%	87.07	44.33	42.74	9.54	2.45	0.94	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		464	1,117	360	44	15	2,000	178
	%	77.23	21.38	55.86	19.45	2.48	0.83	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		467	803	253	64	18	1,605	183
	%	78.60	28.99	49.61	16.24	4.13	1.03	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		71	72	51	5	5	204	112
	%	69.24	33.47	35.77	24.26	3.44	3.06	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		42	59	45	0	4	150	76
	%	68.45	27.35	41.11	28.10	0.00	3.45	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

Sample or Census: Sample

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

Number of surveys completed: 9,540

Percentages are weighted to represent the Agency's population.

Number of surveys administered: 17,569

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

Response Rate: 54.3%

**SOCIAL SECURITY ADMINISTRATION
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Where do you work?	N	%
Headquarters	2,663	29.96
Field	6,227	70.04
Total	8,890	100.00

*What is your supervisory status?	N	%
Non-Supervisor	6,675	74.44
Team Leader	810	9.03
Supervisor	781	8.71
Manager	547	6.10
Senior Leader	154	1.72
Total	8,967	100.00

*Are you:	N	%
Male	3,047	34.04
Female	5,905	65.96
Total	8,952	100.00

*Are you Hispanic or Latino?	N	%
Yes	1,160	13.07
No	7,715	86.93
Total	8,875	100.00

Survey Administration Period: May 6, 2014 to June 13, 2014

Percentages are weighted to represent the Agency's population.

* AES prescribed items

Sample or Census: Sample

Number of surveys completed: 9,540

Number of surveys administered: 17,569

Response Rate: 54.3%

**SOCIAL SECURITY ADMINISTRATION
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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

	N	%
American Indian or Alaska Native	82	0.97
Asian	434	5.11
Black or African American	2,016	23.75
Native Hawaiian or Other Pacific Islander	60	0.71
White	5,614	66.12
Two or more races	284	3.35
Total	8,490	100.00

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

	N	%
Less than High School	6	0.07
High School Diploma/GED or equivalent	585	6.53
Trade or Technical Certificate	169	1.89
Some College (no degree)	1,472	16.43
Associate's Degree (e.g., AA, AS)	626	6.99
Bachelor's Degree (e.g., BA, BS)	3,809	42.51
Master's Degree (e.g., MA, MS, MBA)	1,272	14.19
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,022	11.40
Total	8,961	100.00

Survey Administration Period: May 6, 2014 to June 13, 2014

Percentages are weighted to represent the Agency's population.

* AES prescribed items

Sample or Census: Sample

Number of surveys completed: 9,540

Number of surveys administered: 17,569

Response Rate: 54.3%

**SOCIAL SECURITY ADMINISTRATION
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

What is your pay category/grade?	N	%
Federal Wage System	25	0.28
GS 1-6	214	2.38
GS 7-12	5,819	64.81
GS 13-15	2,604	29.00
Senior Executive Service	121	1.35
Senior Level (SL) or Scientific or Professional (ST)	16	0.18
Other	180	2.00
Total	8,979	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	6	0.07
1 to 3 years	447	4.98
4 to 5 years	1,303	14.51
6 to 10 years	1,819	20.26
11 to 14 years	1,265	14.09
15 to 20 years	991	11.04
More than 20 years	3,149	35.07
Total	8,980	100.00

Survey Administration Period: May 6, 2014 to June 13, 2014
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Sample or Census: Sample
Number of surveys completed: 9,540
Number of surveys administered: 17,569
Response Rate: 54.3%

SOCIAL SECURITY ADMINISTRATION 2014 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	36	0.40
1 to 3 years	594	6.65
4 to 5 years	1,450	16.22
6 to 10 years	1,911	21.38
11 to 20 years	2,357	26.37
More than 20 years	2,590	28.98
Total	8,938	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	6,585	73.54
Yes, to retire	698	7.80
Yes, to take another job within the Federal Government	1,069	11.94
Yes, to take another job outside the Federal Government	252	2.81
Yes, other	350	3.91
Total	8,954	100.00

I am planning to retire:	N	%
Within one year	409	4.64
Between one and three years	939	10.66
Between three and five years	871	9.89
Five or more years	6,587	74.80
Total	8,806	100.00

Survey Administration Period: May 6, 2014 to June 13, 2014

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Sample or Census: Sample

Number of surveys completed: 9,540

Number of surveys administered: 17,569

Response Rate: 54.3%

**SOCIAL SECURITY ADMINISTRATION
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Self-Identify as:	N	%
Heterosexual or Straight	7,451	86.31
Gay, Lesbian, Bisexual, or Transgender	289	3.35
I prefer not to say	893	10.34
Total	8,633	100.00

What is your US military service status?	N	%
No Prior Military Service	7,709	86.58
Currently in National Guard or Reserves	62	0.70
Retired	304	3.41
Separated or Discharged	829	9.31
Total	8,904	100.00

Are you an individual with a disability?	N	%
Yes	1,014	11.38
No	7,900	88.62
Total	8,914	100.00

What is your age group?	N	%
25 and under	17	0.18
26-29	388	4.07
30-39	2,241	23.49
40-49	2,531	26.53
50-59	2,834	29.71
60 or older	1,529	16.03
Total	9,540	100.00

Survey Administration Period: May 6, 2014 to June 13, 2014

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Sample or Census: Sample

Number of surveys completed: 9,540

Number of surveys administered: 17,569

Response Rate: 54.3%