

2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY

Social Security Administration



This document provides the 2015 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 4, 2015 through June 12, 2015. SSA's participation in the 2015 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 58.3 percent. Of the 18,066 SSA employees whom OPM selected to participate, 10,527 of our employees voluntarily responded to the FEVS. Our response rate exceeded the Government-wide rate of 49.7 percent.

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

Survey Results

Our 2015 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, knowing how their jobs support our agency's goals and priorities, discussions with supervisors concerning performance within the last six months, satisfaction with Alternative Work Schedules, and being held accountable for achieving results.

Our 2015 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, merit-based promotions, meaningful recognition based on various levels of employee performance, and rewarding employee's creativity and innovation had the lowest percentage of positive responses.

The agency-level results for each 2015 FEVS question follows.

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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
*1. I am given a real opportunity to improve my skills in my organization.	N		2,364	4,452	1,717	1,397	578	10,508	NA
	%	62.36	20.14	42.22	17.21	14.40	6.04	100.00	
2. I have enough information to do my job well.	N		2,480	5,574	1,270	892	231	10,447	NA
	%	76.64	22.67	53.97	12.71	8.35	2.30	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		2,282	3,730	1,995	1,595	758	10,360	NA
	%	55.99	19.70	36.29	20.13	15.93	7.95	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		3,601	4,413	1,322	720	419	10,475	NA
	%	76.44	33.87	42.57	12.62	6.88	4.07	100.00	
*5. I like the kind of work I do.	N		4,196	4,350	1,094	449	218	10,307	NA
	%	82.67	39.90	42.77	10.80	4.40	2.13	100.00	
6. I know what is expected of me on the job.	N		3,782	4,946	930	535	212	10,405	NA
	%	84.19	36.23	47.96	8.80	4.95	2.06	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		7,109	3,057	202	49	46	10,463	NA
	%	96.99	66.94	30.04	2.13	0.45	0.44	100.00	
8. I am constantly looking for ways to do my job better.	N		5,572	4,053	721	102	41	10,489	NA
	%	91.54	52.54	38.99	7.18	0.88	0.41	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		1,752	4,316	1,491	1,970	941	10,470	22
	%	58.38	17.10	41.28	14.42	18.15	9.06	100.00	
*10. My workload is reasonable.	N		1,440	4,279	1,558	1,925	1,205	10,407	22
	%	53.48	13.34	40.15	15.30	18.57	12.64	100.00	
*11. My talents are used well in the workplace.	N		1,888	3,996	1,736	1,461	961	10,042	53
	%	57.01	17.42	39.58	18.02	14.83	10.14	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		3,863	5,429	761	262	131	10,446	15
	%	89.01	35.55	53.46	7.29	2.49	1.21	100.00	

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Sample or Census: Sample
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*13. The work I do is important.	N		6,091	3,577	464	112	84	10,328	10
	%	94.60	60.36	34.23	3.80	0.89	0.71	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		2,841	4,305	1,309	1,310	692	10,457	33
	%	65.37	25.41	39.96	13.47	13.58	7.58	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		2,483	4,126	1,574	1,162	900	10,245	217
	%	61.99	21.88	40.11	16.16	12.13	9.72	100.00	
16. I am held accountable for achieving results.	N		3,487	5,505	966	276	175	10,409	49
	%	85.75	32.12	53.63	9.70	2.70	1.86	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		2,767	3,717	1,977	821	754	10,036	418
	%	63.82	25.64	38.18	20.21	8.17	7.80	100.00	
*18. My training needs are assessed.	N		1,725	4,088	2,426	1,442	682	10,363	110
	%	54.68	15.22	39.45	24.37	14.12	6.84	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		2,794	4,269	1,359	1,050	650	10,122	375
	%	69.14	25.96	43.18	13.93	10.24	6.69	100.00	
*20. The people I work with cooperate to get the job done.	N		2,666	4,927	1,515	1,072	316	10,496	NA
	%	70.17	22.86	47.32	15.59	10.89	3.35	100.00	
*21. My work unit is able to recruit people with the right skills.	N		1,065	3,342	2,762	1,829	972	9,970	533
	%	41.94	9.41	32.52	29.47	18.51	10.09	100.00	
*22. Promotions in my work unit are based on merit.	N		1,059	2,645	2,587	1,809	1,691	9,791	679
	%	34.84	8.90	25.94	27.75	19.06	18.34	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		691	2,162	2,568	2,068	1,963	9,452	998
	%	28.88	6.44	22.44	27.33	21.97	21.82	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		901	2,711	2,707	2,050	1,506	9,875	594
	%	34.46	8.01	26.45	28.24	21.26	16.03	100.00	

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25.	Awards in my work unit depend on how well employees perform their jobs.	N		1,294	3,226	2,224	1,504	1,412	9,660	792
		%	45.00	12.16	32.84	23.35	15.97	15.67	100.00	
26.	Employees in my work unit share job knowledge with each other.	N		3,007	5,320	1,122	641	340	10,430	47
		%	79.44	27.91	51.52	11.30	6.05	3.21	100.00	
27.	The skill level in my work unit has improved in the past year.	N		1,954	3,761	2,837	889	513	9,954	538
		%	56.42	18.44	37.98	28.90	9.30	5.38	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		3,967	4,733	1,500	199	63	10,462	NA
		%	81.54	34.59	46.95	15.72	2.07	0.67	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		1,615	5,703	1,638	854	254	10,064	184
		%	71.50	15.01	56.49	17.24	8.60	2.66	100.00	
*30.	Employees have a feeling of personal empowerment with respect to work processes.	N		1,024	3,531	2,655	1,957	802	9,969	290
		%	44.35	9.21	35.14	27.38	19.88	8.39	100.00	
31.	Employees are recognized for providing high quality products and services.	N		1,446	4,075	2,046	1,603	817	9,987	232
		%	53.06	12.89	40.17	21.27	16.76	8.91	100.00	
*32.	Creativity and innovation are rewarded.	N		1,136	3,012	2,804	1,842	1,028	9,822	403
		%	39.77	10.25	29.52	29.65	19.40	11.19	100.00	
*33.	Pay raises depend on how well employees perform their jobs.	N		545	1,516	2,710	2,591	2,082	9,444	761
		%	21.35	5.20	16.15	28.68	27.10	22.87	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		1,873	4,194	2,384	645	575	9,671	570
		%	61.19	17.73	43.47	25.35	6.97	6.49	100.00	
*35.	Employees are protected from health and safety hazards on the job.	N		2,764	5,170	1,227	597	345	10,103	124
		%	75.99	24.88	51.10	13.07	6.77	4.17	100.00	
*36.	My organization has prepared employees for potential security threats.	N		2,898	5,786	890	380	195	10,149	67
		%	84.99	27.51	57.48	9.10	3.79	2.12	100.00	
37.	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		2,098	3,355	2,025	1,097	1,126	9,701	510
		%	54.74	20.16	34.58	21.54	11.45	12.27	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		2,741	3,903	1,678	488	624	9,434	763
		%	68.92	27.27	41.65	18.77	5.24	7.07	100.00	
39.	My agency is successful at accomplishing its mission.	N		2,328	5,413	1,694	400	193	10,028	190
		%	75.02	21.26	53.76	18.44	4.34	2.20	100.00	
40.	I recommend my organization as a good place to work.	N		3,068	4,405	1,674	756	330	10,233	NA
		%	71.94	28.40	43.53	17.15	7.62	3.30	100.00	
41.	I believe the results of this survey will be used to make my agency a better place to work.	N		1,980	3,159	2,345	1,141	691	9,316	920
		%	54.49	20.65	33.84	25.77	12.13	7.62	100.00	
*42.	My supervisor supports my need to balance work and other life issues.	N		3,710	4,197	1,208	544	457	10,116	92
		%	76.16	33.35	42.81	13.05	5.80	4.99	100.00	
43.	My supervisor provides me with opportunities to demonstrate my leadership skills.	N		2,945	3,625	1,830	1,033	664	10,097	91
		%	63.20	26.36	36.84	19.30	10.50	7.00	100.00	
*44.	Discussions with my supervisor about my performance are worthwhile.	N		2,868	3,706	1,734	1,026	708	10,042	95
		%	64.37	26.41	37.96	18.01	10.27	7.35	100.00	

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45.	My supervisor is committed to a workforce representative of all segments of society.	N		2,811	3,572	2,114	417	430	9,344	812
		%	66.78	27.51	39.27	23.70	4.61	4.91	100.00	
46.	My supervisor provides me with constructive suggestions to improve my job performance.	N		2,708	3,898	1,871	969	659	10,105	58
		%	64.71	25.18	39.53	19.18	9.41	6.71	100.00	
*47.	Supervisors in my work unit support employee development.	N		2,853	3,861	1,776	831	653	9,974	198
		%	65.37	26.08	39.29	18.77	8.81	7.04	100.00	
48.	My supervisor listens to what I have to say.	N		3,697	4,249	1,148	742	338	10,174	NA
		%	77.25	33.93	43.32	11.94	7.35	3.46	100.00	
49.	My supervisor treats me with respect.	N		4,408	4,113	887	436	306	10,150	NA
		%	83.57	41.14	42.43	8.96	4.42	3.06	100.00	
50.	In the last six months, my supervisor has talked with me about my performance.	N		4,047	4,869	656	412	166	10,150	NA
		%	87.37	37.62	49.75	6.95	4.05	1.64	100.00	
*51.	I have trust and confidence in my supervisor.	N		3,529	3,301	1,768	885	673	10,156	NA
		%	66.02	32.66	33.35	18.37	8.88	6.73	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		4,078	3,290	1,812	576	397	10,153	NA
		%	71.62	38.14	33.48	18.51	5.83	4.04	100.00	

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*53.	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		1,379	3,227	2,450	1,704	1,060	9,820	250
		%	45.08	12.72	32.37	26.10	17.61	11.21	100.00	
54.	My organization's senior leaders maintain high standards of honesty and integrity.	N		1,846	3,563	2,280	874	822	9,385	675
		%	56.28	17.89	38.39	25.35	9.32	9.05	100.00	
*55.	Supervisors work well with employees of different backgrounds.	N		2,151	4,439	1,871	605	497	9,563	440
		%	67.78	20.97	46.82	20.19	6.54	5.49	100.00	
*56.	Managers communicate the goals and priorities of the organization.	N		2,268	5,298	1,347	602	439	9,954	77
		%	75.93	21.87	54.06	13.74	5.82	4.50	100.00	
*57.	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		2,191	4,923	1,580	496	336	9,526	487
		%	74.28	21.93	52.35	17.15	4.91	3.66	100.00	
58.	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		1,905	3,992	1,889	1,197	766	9,749	300
		%	59.76	18.48	41.28	20.28	12.06	7.90	100.00	
59.	Managers support collaboration across work units to accomplish work objectives.	N		1,988	4,071	1,957	1,014	669	9,699	328
		%	61.41	19.13	42.28	20.97	10.51	7.10	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		2,804	3,364	2,044	693	621	9,526	511
		%	63.52	27.64	35.88	22.17	7.54	6.77	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		2,501	3,411	2,268	995	709	9,884	153
		%	59.09	24.42	34.66	23.79	9.97	7.16	100.00	

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62.	Senior leaders demonstrate support for Work/Life programs.	N		2,185	3,358	2,364	734	491	9,132	912
		%	57.47	21.61	35.86	28.17	8.60	5.76	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		1,466	3,665	2,415	1,853	591	9,990	NA
		%	49.66	13.15	36.52	25.50	18.71	6.13	100.00	
*64.	How satisfied are you with the information you receive from management on what's going on in your organization?	N		1,533	4,045	2,194	1,594	608	9,974	NA
		%	54.48	14.08	40.40	23.19	16.13	6.20	100.00	
*65.	How satisfied are you with the recognition you receive for doing a good job?	N		1,881	3,647	2,035	1,594	785	9,942	NA
		%	53.60	17.04	36.56	21.21	16.87	8.32	100.00	
*66.	How satisfied are you with the policies and practices of your senior leaders?	N		1,332	3,503	2,824	1,574	713	9,946	NA
		%	46.84	12.15	34.69	29.77	15.90	7.48	100.00	
*67.	How satisfied are you with your opportunity to get a better job in your organization?	N		1,289	2,759	2,469	1,968	1,444	9,929	NA
		%	39.47	11.76	27.71	24.93	20.27	15.33	100.00	
*68.	How satisfied are you with the training you receive for your present job?	N		1,642	4,198	2,177	1,361	575	9,953	NA
		%	57.04	14.65	42.39	22.56	14.30	6.10	100.00	
*69.	Considering everything, how satisfied are you with your job?	N		2,539	4,582	1,520	904	401	9,946	NA
		%	70.85	24.20	46.65	15.85	9.20	4.10	100.00	
*70.	Considering everything, how satisfied are you with your pay?	N		2,262	4,513	1,380	1,286	524	9,965	NA
		%	65.68	20.78	44.90	14.84	13.47	6.01	100.00	
71.	Considering everything, how satisfied are you with your organization?	N		2,057	4,629	1,826	1,009	437	9,958	NA
		%	66.30	19.18	47.12	18.88	10.37	4.44	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.	3,925	28.94
Yes, I was notified that I was not eligible to telework.	1,853	19.52
No, I was not notified of my telework eligibility.	3,448	42.86
Not sure if I was notified of my telework eligibility.	725	8.68
Total	9,951	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	966	6.66
I telework 1 or 2 days per week.	1,337	8.82
I telework, but no more than 1 or 2 days per month.	268	2.39
I telework very infrequently, on an unscheduled or short-term basis.	228	1.69
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	1,059	12.85
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	681	7.69
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.	3,735	46.15
I do not telework because I choose not to telework.	1,276	13.75
Total	9,550	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	1,628	16.52
No	7,249	72.60
Not available to me	1,015	10.88
Total	9,892	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	2,090	20.89
No	6,945	69.66
Not available to me	820	9.45
Total	9,855	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	1,704	18.95
No	7,880	78.41
Not available to me	214	2.64
Total	9,798	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	259	2.60
No	8,011	79.27
Not available to me	1,626	18.13
Total	9,896	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	212	2.18
No	8,171	80.85
Not available to me	1,531	16.98
Total	9,914	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015
 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: 10,527
 Number of surveys administered: 18,066
 Response Rate: 58.3%

2014 Federal Employee Viewpoint Survey Results

Social Security Administration

			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		1,422	991	252	134	43	2,842	367
		%	79.86	43.97	35.89	12.10	5.80	2.24	100.00	
80.	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		777	624	132	27	11	1,571	110
		%	87.41	46.11	41.31	9.95	1.84	0.79	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		540	1,042	355	45	9	1,991	193
		%	76.92	24.64	52.28	19.98	2.56	0.54	100.00	
82.	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		491	854	263	55	23	1,686	173
		%	78.39	27.90	50.49	16.58	3.59	1.43	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		86	78	61	6	4	235	98
		%	64.67	35.79	28.88	30.12	3.32	1.89	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		64	62	48	2	4	180	86
		%	68.11	33.81	34.31	27.88	0.93	3.08	100.00	

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

2014 Federal Employee Viewpoint Survey Results

Social Security Administration

Where do you work?	N	%
Headquarters	2,953	30.09
Field	6,862	69.91
Total	9,815	100.00

*What is your supervisory status?	N	%
Non-Supervisor	7,375	74.59
Team Leader	958	9.69
Supervisor	761	7.70
Manager	629	6.36
Senior Leader	165	1.67
Total	9,888	100.00

*Are you:	N	%
Male	3,375	34.19
Female	6,497	65.81
Total	9,872	100.00

*Are you Hispanic or Latino?	N	%
Yes	1,343	13.73
No	8,435	86.27
Total	9,778	100.00

2014 Federal Employee Viewpoint Survey Results

Social Security Administration

*Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	90	0.96
Asian	504	5.39
Black or African American	2,214	23.66
Native Hawaiian or Other Pacific Islander	51	0.54
White	6,168	65.91
Two or more races	331	3.54
Total	9,358	100.00

What is the highest degree or level of education you have completed?	N	%
Less than High School	4	0.04
High School Diploma/GED or equivalent	547	5.54
Trade or Technical Certificate	151	1.53
Some College (no degree)	1,477	14.95
Associate's Degree (e.g., AA, AS)	720	7.29
Bachelor's Degree (e.g., BA, BS)	4,279	43.31
Master's Degree (e.g., MA, MS, MBA)	1,571	15.90
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	1,132	11.46
Total	9,881	100.00

2014 Federal Employee Viewpoint Survey Results

Social Security Administration

What is your pay category/grade?	N	%
Federal Wage System	24	0.24
GS 1-6	444	4.49
GS 7-12	6,176	62.42
GS 13-15	2,906	29.37
Senior Executive Service	142	1.44
Senior Level (SL) or Scientific or Professional (ST)	16	0.16
Other	187	1.89
Total	9,895	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	410	4.14
1 to 3 years	485	4.90
4 to 5 years	975	9.86
6 to 10 years	2,303	23.28
11 to 14 years	1,468	14.84
15 to 20 years	1,165	11.78
More than 20 years	3,086	31.20
Total	9,892	100.00

2014 Federal Employee Viewpoint Survey Results

Social Security Administration

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	561	5.69
1 to 3 years	600	6.09
4 to 5 years	1,055	10.70
6 to 10 years	2,443	24.78
11 to 20 years	2,623	26.61
More than 20 years	2,576	26.13
Total	9,858	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	7,363	74.65
Yes, to retire	671	6.80
Yes, to take another job within the Federal Government	1,214	12.31
Yes, to take another job outside the Federal Government	274	2.78
Yes, other	341	3.46
Total	9,863	100.00

I am planning to retire:	N	%
Within one year	375	3.86
Between one and three years	936	9.64
Between three and five years	831	8.56
Five or more years	7,568	77.94
Total	9,710	100.00

2014 Federal Employee Viewpoint Survey Results

Social Security Administration

Self-Identify as:	N	%
Heterosexual or Straight	8,128	85.11
Gay, Lesbian, Bisexual, or Transgender	297	3.11
I prefer not to say	1,125	11.78
Total	9,550	100.00

What is your US military service status?	N	%
No Prior Military Service	8,354	85.10
Currently in National Guard or Reserves	74	0.75
Retired	359	3.66
Separated or Discharged	1,030	10.49
Total	9,817	100.00

Are you an individual with a disability?	N	%
Yes	1,216	12.38
No	8,607	87.62
Total	9,823	100.00

What is your age group?	N	%
25 and under	76	0.72
26-29	409	3.89
30-39	2,737	26.00
40-49	2,915	27.69
50-59	2,845	27.03
60 or older	1,545	14.68
Total	10,527	100.00