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Feedback Report for the

# U.S. Election Assistance Commission 2023 Annual Employee Survey

March 2024



Results for:

## All Respondents



### ITEM RESULTS

This section shows detailed results for each item on the survey. The report shows the percentage of respondents who chose each response option and the total number (N) of valid responses. Where applicable, the report also shows the number of respondents who indicated they "Do Not Know" (DNK) the answer to a question, as well as the mean (M) and standard deviation (SD) of responses. Percentages may not sum to 100% due to rounding.

The information in this section is useful for identifying specific strengths and targeting specific areas for improvement. For items scored on a scale, the percentages show the distribution of responses.

#### Work Experiences

	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	N	DNK	M	SD
1. The people I work with cooperate to get the job done.	62	31	4	4		55		4.51	0.74
2. I am given a real opportunity to improve my skills in my organization.	45	36	15	4		55		4.24	0.84
3. My work gives me a feeling of personal accomplishment.	56	29	9	5		55		4.36	0.87
4. I like the kind of work I do.	60	36	4			55		4.56	0.57
5. My workload is reasonable.	36	42	7	13		55		3.98	1.06
6. The work I do is important.	72	24	4			54	1	4.69	0.54
7. Employees have a feeling of personal empowerment with respect to work processes.	40	36	21	4		53	2	4.11	0.87
8. I know how my work relates to the agency's goals and priorities.	64	31	4			55	0	4.56	0.66
9. I am comfortable expressing opinions that are different from other employees in my work unit.	53	33	5	9		55	0	4.29	0.94



ITEM RESULTS

Recruitment, Development, & Retention

	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	N	DNK	M	SD
10. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	57	30	9	4		54	1	4.41	0.81
11. My work unit is able to recruit people with the right skills.	44	29	21	6		52	3	4.12	0.94
12. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women; training in awareness of diversity issues; mentoring).	35	35	20	8	3	49	6	3.92	1.04
13. Supervisors in my work unit support employee development.	60	28	4	6		53	2	4.40	0.95
14. My talents are used well in the workplace.	42	40	9	7	3	55	0	4.13	0.98
15. My training needs are assessed.	34	36	13	11	6	53	2	3.81	1.19



ITEM RESULTS

Performance Culture

	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	N	DNK	M	SD
16. Promotions in my work unit are based on merit.	32	32	27	10		41	14	3.85	0.99
17. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	24	42	16	11	8	38	17	3.63	1.20
18. Creativity and innovation are rewarded.	33	44	17	4	3	52	3	4.02	0.92
19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	46	31	17	6		48	7	4.17	0.93
20. In my work unit, differences in performance are recognized in a meaningful way.	35	37	17	9	3	46	8	3.93	1.04
21. Pay raises depend on how well employees perform their jobs.	29	34	11	16	11	38	17	3.55	1.35
22. My performance appraisal is a fair reflection of my performance.	52	33	11	4		46	9	4.33	0.84
23. Discussions with my supervisor about my performance are worthwhile.	57	30	4	8	3	53	2	4.32	1.00
24. Managers/supervisors work well with employees of different backgrounds.	56	27	12	3	4	52	3	4.29	1.02
25. My supervisor supports my need to balance work and other life issues.	72	19	7	3		54	1	4.59	0.79



ITEM RESULTS

Leadership

	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	N	DNK	M	SD
26. My supervisor listens to what I have to say.	64	29	4	2	2	55		4.51	0.81
27. My supervisor treats me with respect.	67	25	5	2		55		4.58	0.69
28. In the last six months, my supervisor has talked with me about my performance.	58	29	7	2	4	55		4.36	0.97
29. I have trust and confidence in my supervisor.	65	15	13	5	2	55		4.36	1.02
	Very Good	Good	Fair	Poor	Very Poor	N	DNK	M	SD
30. Overall, how good a job do you feel is being done by your immediate supervisor?	67	16	11	4	2	55		4.44	0.96
	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	N	DNK	M	SD
31. I have a high level of respect for my organization's senior leaders (Commissioners, executive director, and legal counsel).	44	30	15	9	2	54	1	4.06	1.07
32. In my organization, senior leaders (Commissioners, executive director, and legal counsel) generate high levels of motivation and commitment in the workforce.	31	35	20	9	4	54	1	3.81	1.10
33. Managers (all EAC Directors) review and evaluate the organization's progress toward meeting its goals and objectives.	37	40	7	12	5	43	12	3.93	1.16
34. Managers (all EAC Directors) communicate the goals and priorities of the organization.	37	25	21	13	4	52	3	3.77	1.20



ITEM RESULTS

My Satisfaction

	Very Satisfied	Satisfied	Neither	Dissatisfied	Very Dissatisfied	N	DNK	M	SD
35. How satisfied are you with the information you receive from management on what's going on in your organization?	22	38	18	20	2	55		3.58	1.10
36. How satisfied are you with your involvement in decisions that affect your work?	35	22	20	24		55		3.67	1.19
37. How satisfied are you with your opportunity to get a better job in your organization?	15	29	44	9	4	55		3.42	0.98
38. How satisfied are you with the recognition you receive for doing a good job?	40	31	24	5		55		4.05	0.93
39. How satisfied are you with the policies and practices of your senior leaders (Commissioners, executive director, and legal counsel)?	26	30	28	13	4	54		3.61	1.12
40. How satisfied are you with the training you receive for your present job?	31	35	22	9	4	55		3.80	1.10
41. Considering everything, how satisfied are you with your job?	45	38	13	4		55		4.25	0.82
42. Considering everything, how satisfied are you with your pay?	20	53	13	11	4	55		3.75	1.02
43. Considering everything, how satisfied are you with your organization?	28	44	22	6		54		3.94	0.86



ITEM RESULTS

My Agency

	0%	25%	50%	75%	100%	N					
44. My organization meets my accessibility needs.						55					
Strongly Disagree	0%					0					
Disagree	0%					0					
Neither Agree nor Disagree	4%					2					
Agree	13%					7					
Strongly Agree	15%					8					
I do not have any accessibility needs	64%					35					
No Basis to Judge	5%					3					
							<b>N</b>	<b>DNK</b>	<b>M</b>	<b>SD</b>	
44. My organization meets my accessibility needs. (Note : DNK is the sum of "I do not have any accessibility needs" and "No Basis to Judge" responses.)						17	38	4.35	0.70		
45. I have sufficient resources (for example, people; materials; budget) to get my job done.						55	0	3.80	1.01		
46. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.						40	15	4.23	0.95		
47. Employees are protected from health and safety hazards on the job.						42	13	4.21	0.65		
48. My organization has prepared employees for potential security threats.						48	7	4.15	0.99		
49. I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.						46	9	4.46	0.62		
50. I recommend my organization as a good place to work.						54	0	4.22	0.84		
51. I believe the results of this survey will be used to make my agency a better place to work.						47	8	4.04	1.14		



ITEM RESULTS

Telework

	0%	25%	50%	75%	100%	N				
52. Please select the response that BEST describes your current remote work or teleworking schedule.						55				
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)						38				
I telework 3 or more days per week						14				
I telework 1 or 2 days per week						1				
I telework, but only about 1 or 2 days per month						0				
I telework very infrequently, on an unscheduled or short-term basis						2				
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)						0				
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking						0				
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						0				
I do not telework because I choose not to telework						0				
						N				
52a. What is your current remote work status? [shown only to those who select "I have an approved remote work agreement in 52"]						38				
I have an approved remote work agreement and live outside the local commuting area (more than 50 miles away)						31				
I have an approved remote work agreement and live within the local commuting area (less than 50 miles away)						7				
	Very Satisfied	Satisfied	Neither	Dissatisfied	Very Dissatisfied	N	DNK	M	SD	
53. How satisfied are you with the telework or remote options in your agency?						55		4.78	0.46	