



Survey: 2019 TVA OIG OPM FEVS for Reporting
 Agency: Tennessee Valley Authority

View: All Responses

2019 TVA OIG OPM FEVS for Reporting

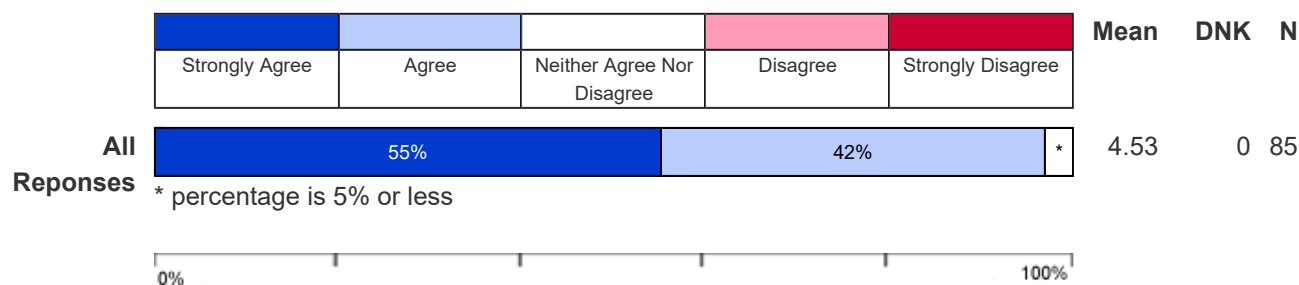
2019 TVA OIG OPM FEVS for Reporting
 Results for All Responses

Number of Forms Returned: 85

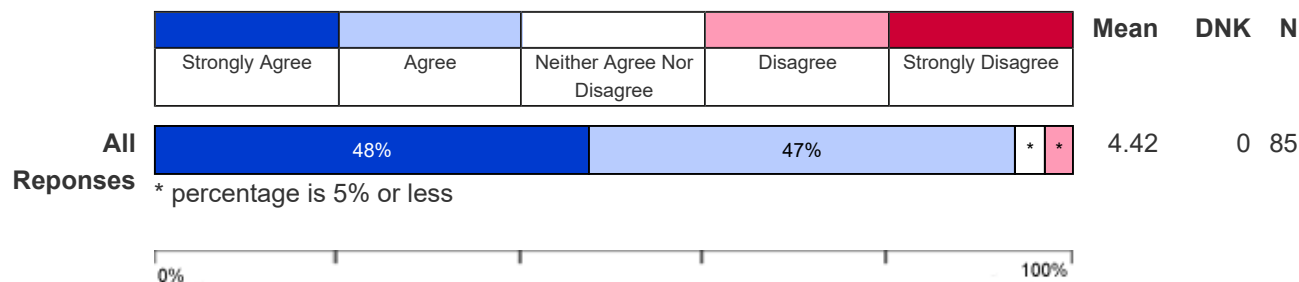
Part 1

All Items

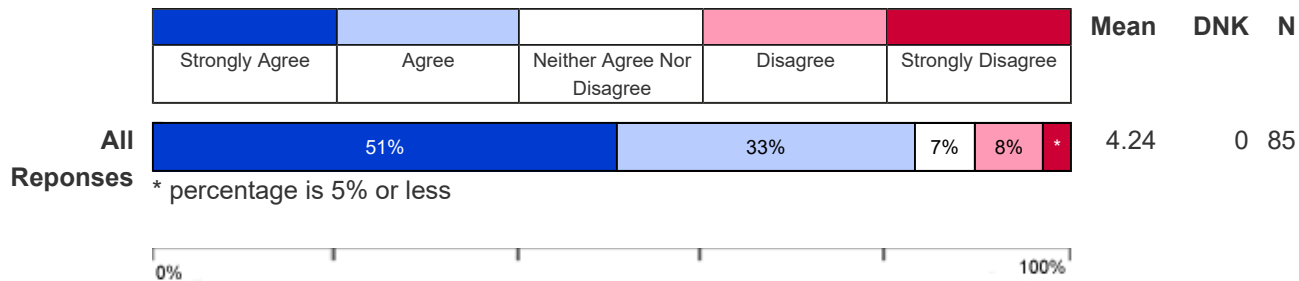
1. I am given a real opportunity to improve my skills in my organization.



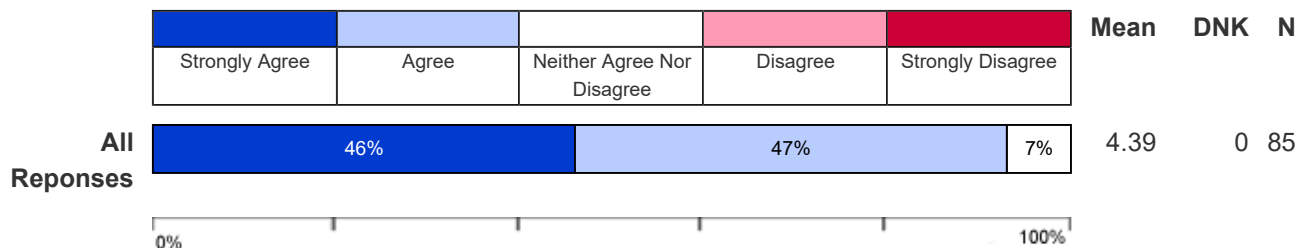
2. I have enough information to do my job well.



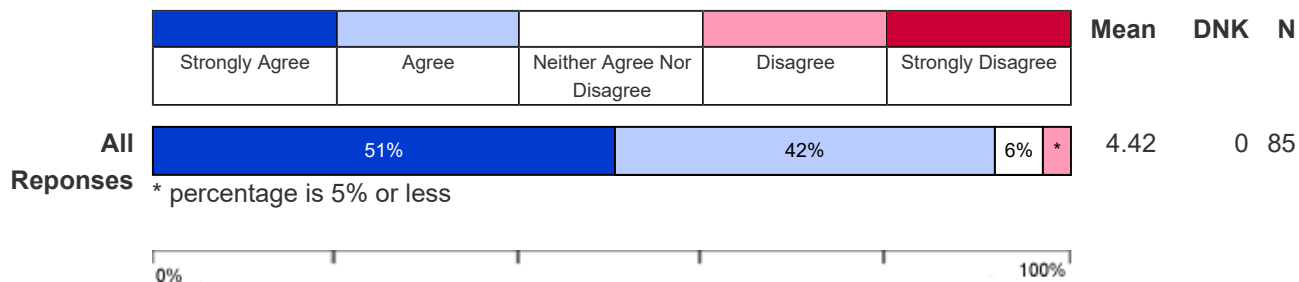
3. I feel encouraged to come up with new and better ways of doing things.



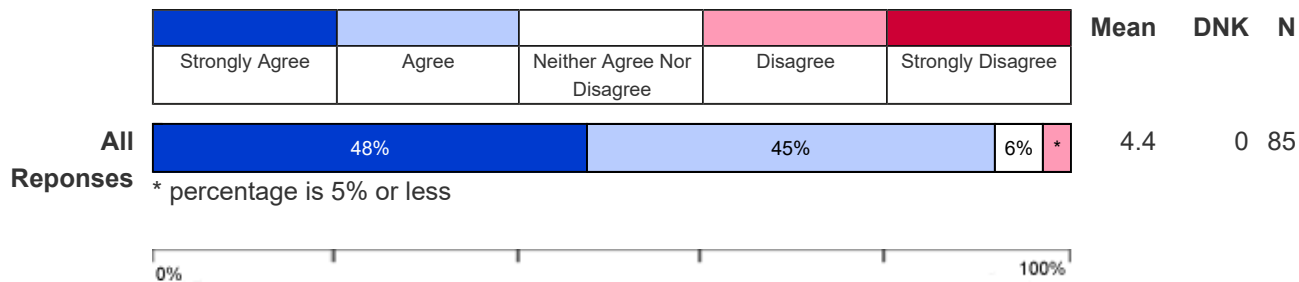
4. My work gives me a feeling of personal accomplishment.



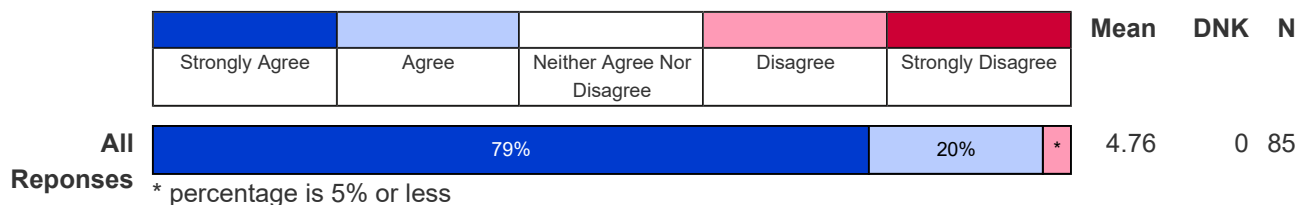
5. I like the kind of work I do.



6. I know what is expected of me on the job.

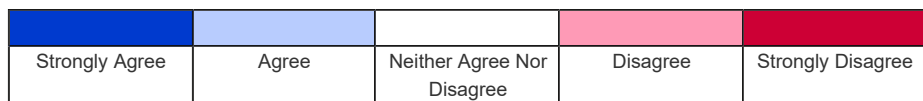


7. When needed I am willing to put in the extra effort to get a job done.





8. I am constantly looking for ways to do my job better.



Mean DNK N

All Responses

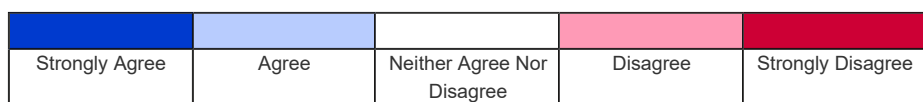


4.54 0 85

* percentage is 5% or less



9. I have sufficient resources (for example, people, materials, budget) to get my job done.



Mean DNK N

All Responses

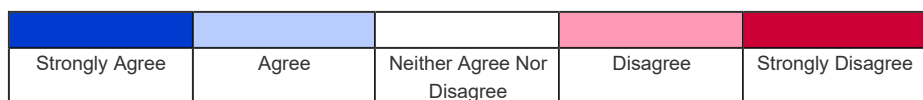


4.31 0 85

* percentage is 5% or less



10. My workload is reasonable.



Mean DNK N

All Responses

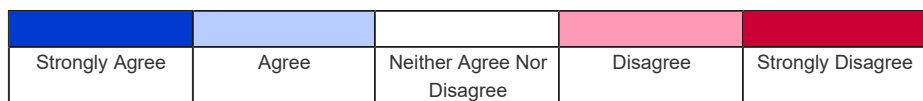


4.26 0 85

* percentage is 5% or less



11. My talents are used well in the workplace.



Mean DNK N

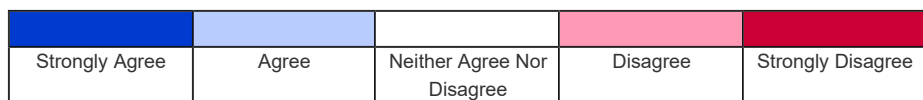
All Responses



4.12 0 84

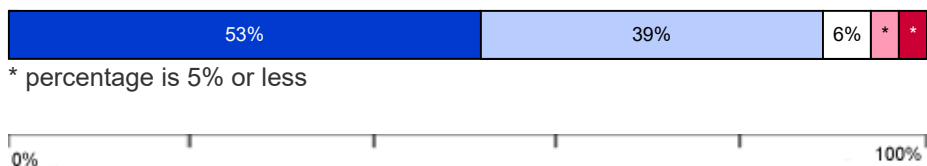


12. I know how my work relates to the OIG's goals and priorities.



Mean DNK N

All Responses 4.41 0 85
 * percentage is 5% or less



13. The work I do is important.

					Mean	DNK	N
Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree			

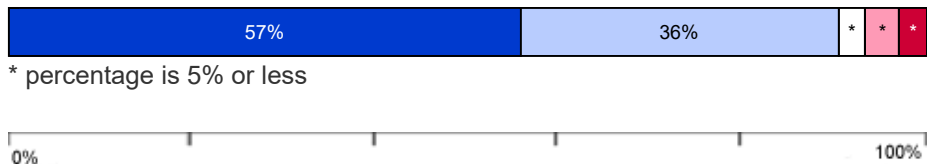
All Responses 4.48 1 83



14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow me to perform my job well.

					Mean	DNK	N
Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree			

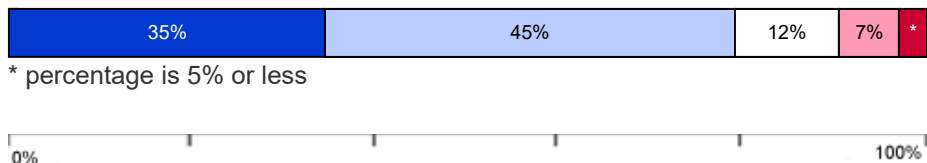
All Responses 4.43 0 84
 * percentage is 5% or less



15. The coaching I receive helps me perform my best work.

					Mean	DNK	N
Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree			

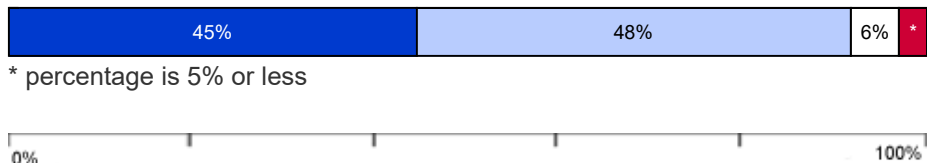
All Responses 4.06 0 85
 * percentage is 5% or less



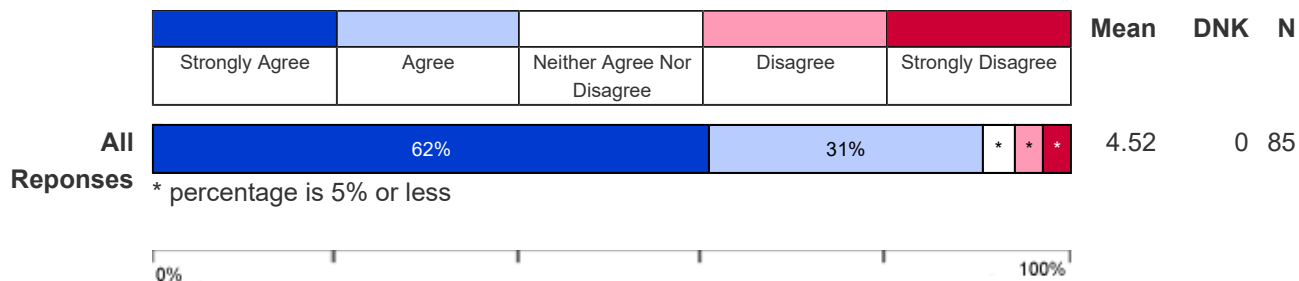
16. I am held accountable for achieving results.

					Mean	DNK	N
Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree			

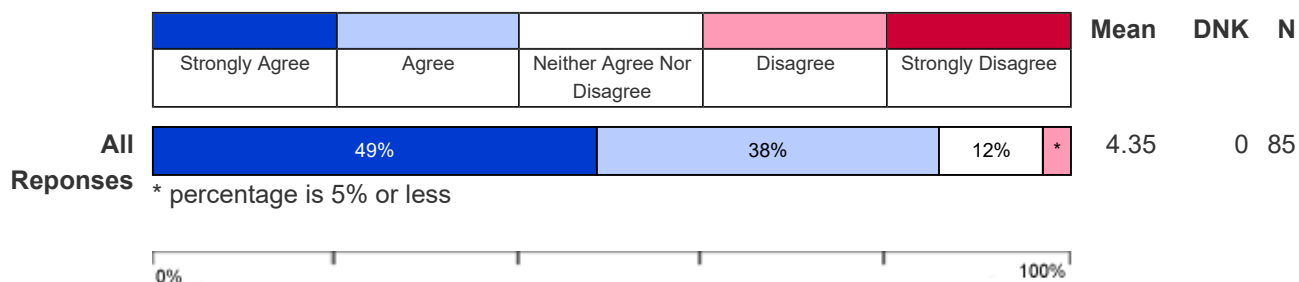
All Responses 4.36 0 84
 * percentage is 5% or less



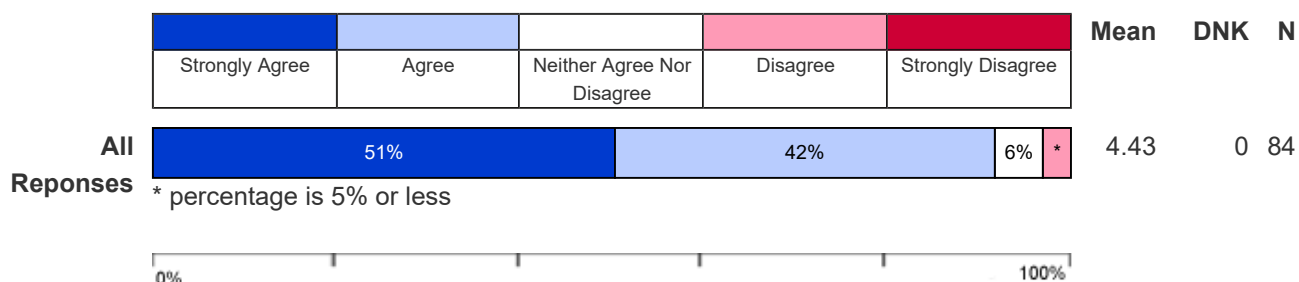
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.



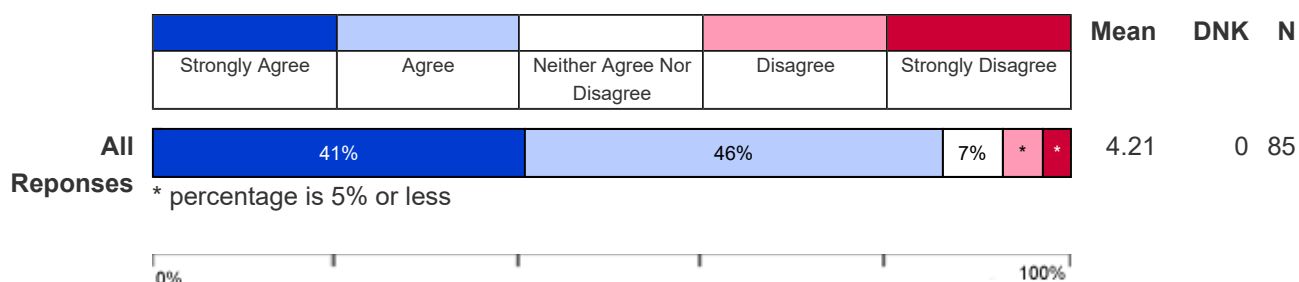
18. My training needs are assessed.



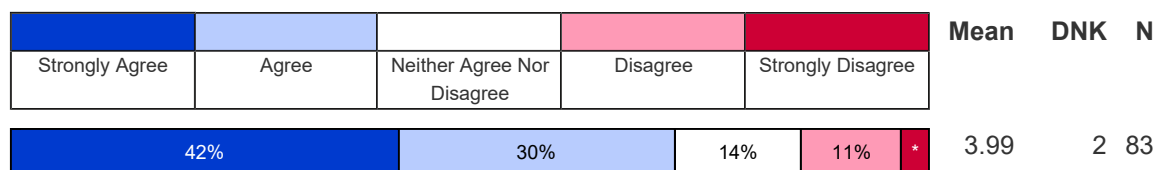
19. The people I work with cooperate to get the job done.



20. My work unit is able to recruit people with the right skills.



21. Promotions in my work unit are based on demonstrated competence and performance.

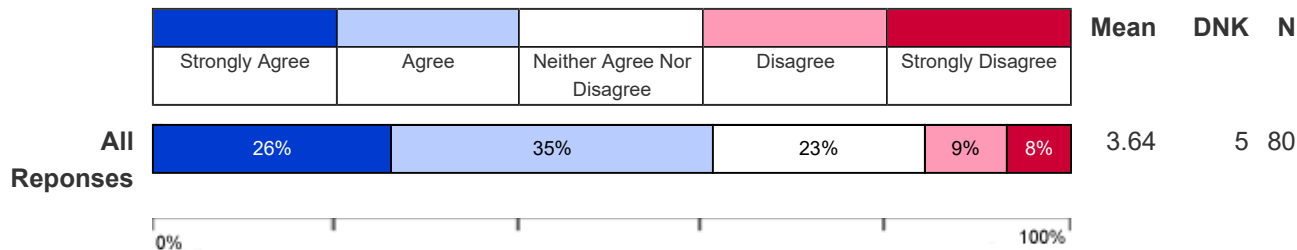


All * percentage is 5% or less

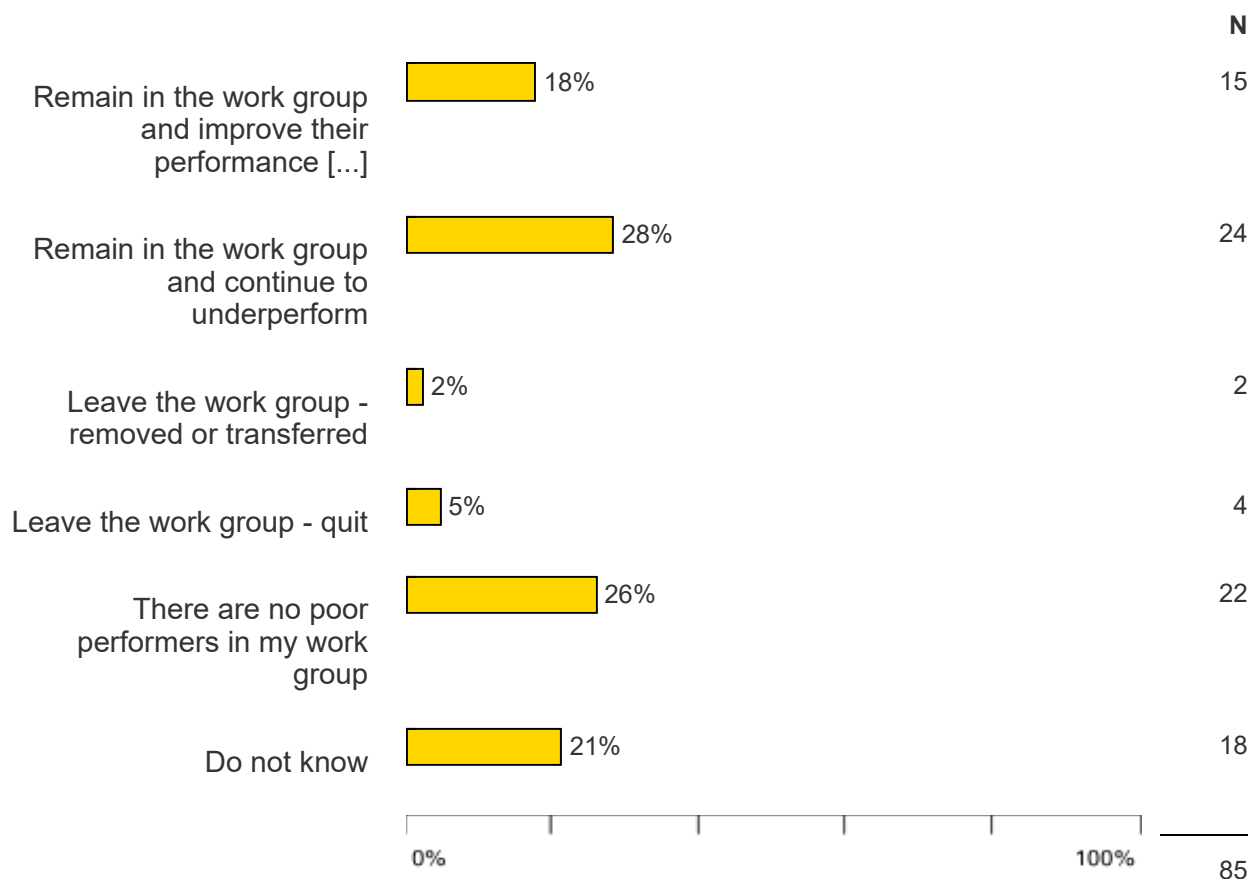
Reponses



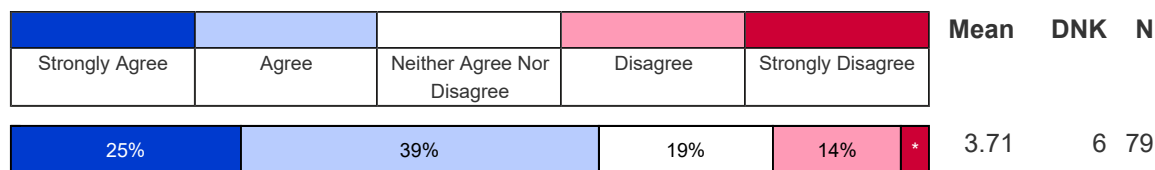
22. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.



23. Currently, in my work unit poor performers usually:



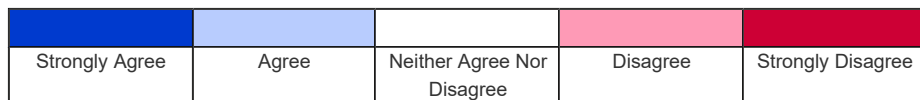
24. In my work unit, differences in performance are recognized in a meaningful way.



All * percentage is 5% or less
Reponses

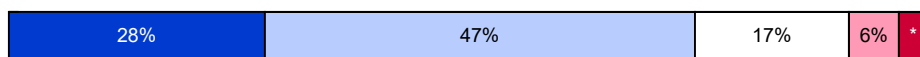


25. Awards in my work unit depend on how well employees perform their jobs.



Mean DNK N

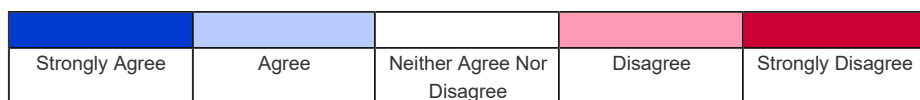
All Reponses * percentage is 5% or less



3.95 7 78



26. Employees in my work unit share job knowledge with each other.



Mean DNK N

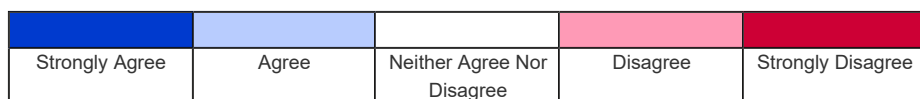
All Reponses * percentage is 5% or less



4.41 0 85



27. The knowledge and skill level in my work unit has improved in the past year.



Mean DNK N

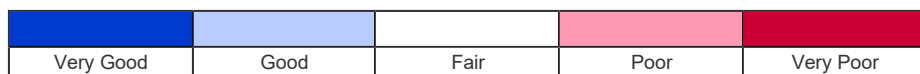
All Reponses * percentage is 5% or less



4.05 1 82



28. How would you rate the overall quality of work done by your work unit?



Mean DNK N

All Reponses



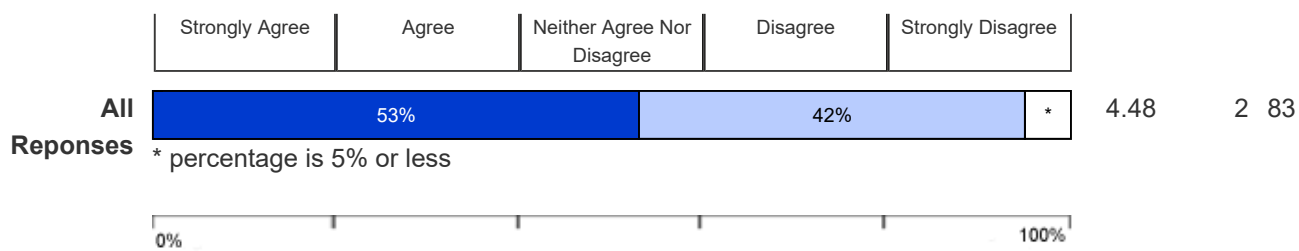
4.6 0 84



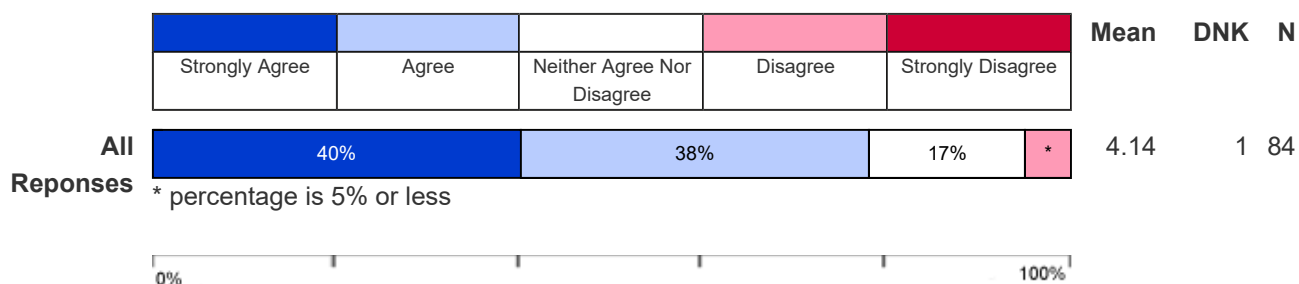
29. The workforce has the job-relevant knowledge and skills necessary to accomplish goals.



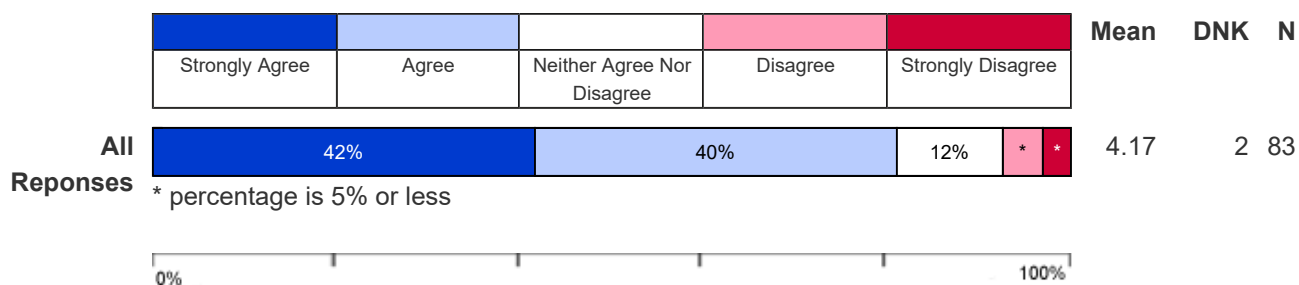
Mean DNK N



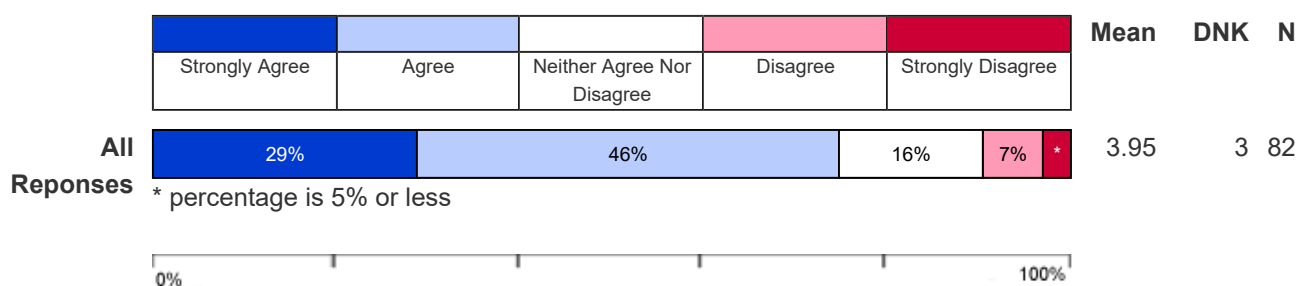
30. Employees have a feeling of personal empowerment with respect to work processes.



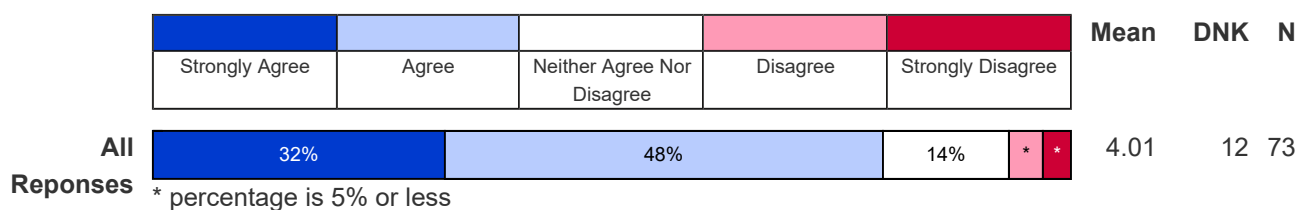
31. Employees are recognized for providing high quality products and services.



32. Creativity and innovation are rewarded.

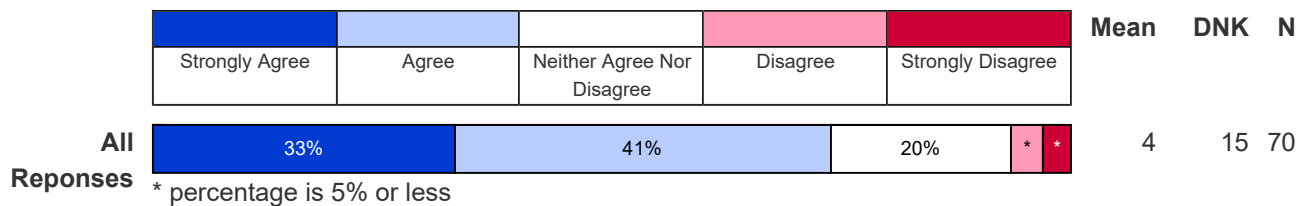


33. TVA OIG merit pay increases are determined by how well employees perform their jobs.

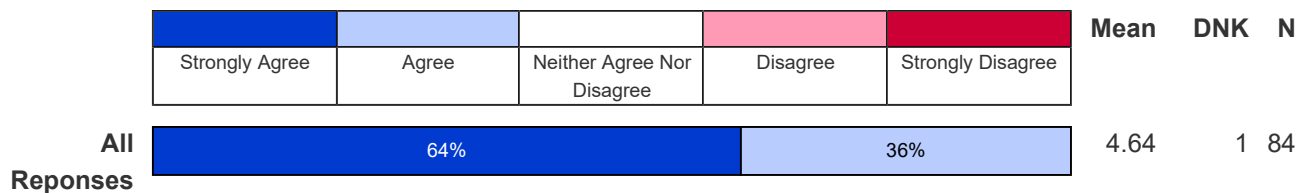




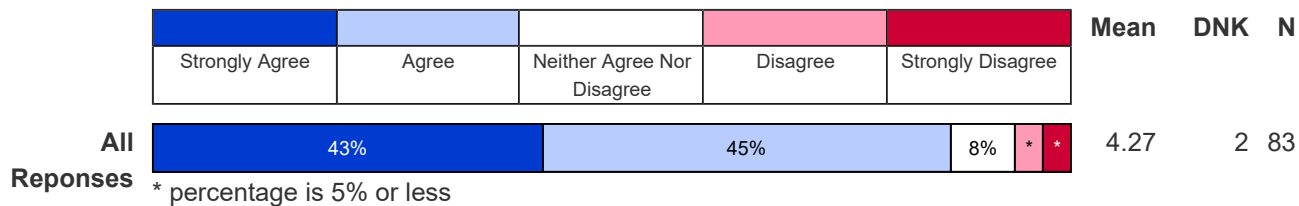
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).



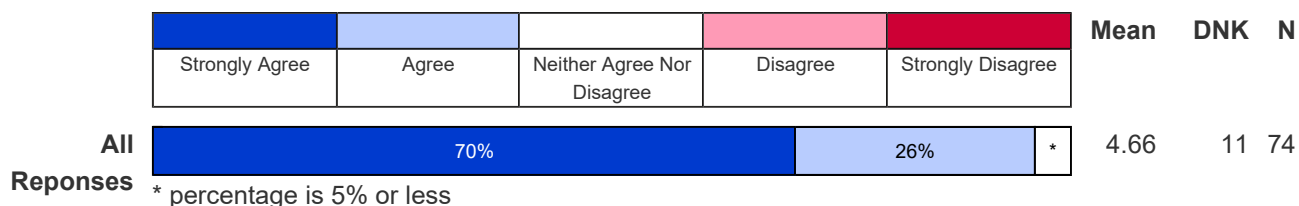
35. Employees are protected from health and safety hazards on the job.



36. My organization has prepared employees for potential security threats.

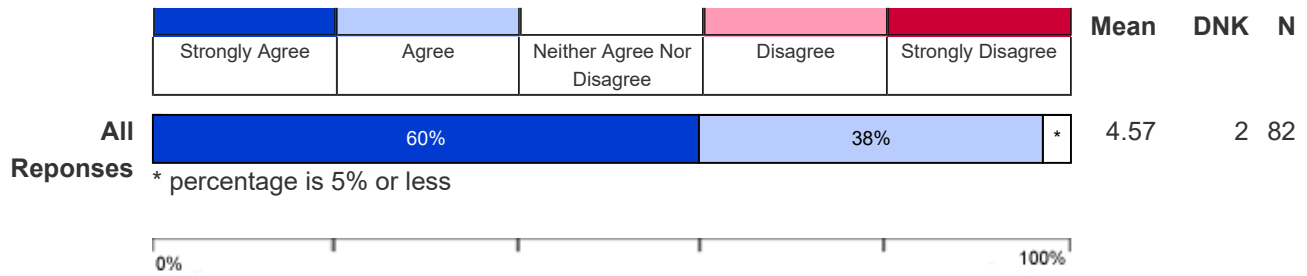


37. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

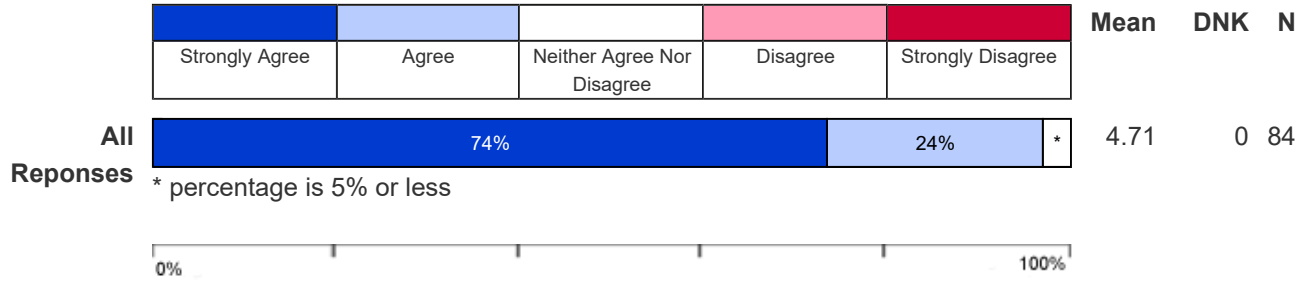


38. TVA OIG is successful at accomplishing its mission.

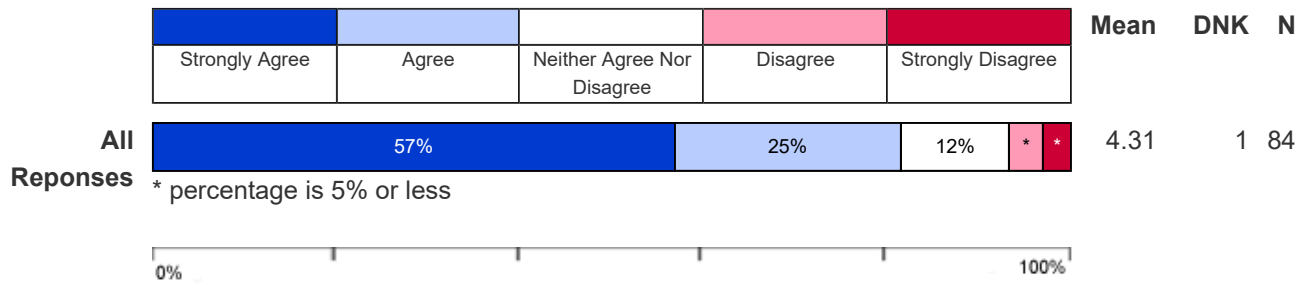




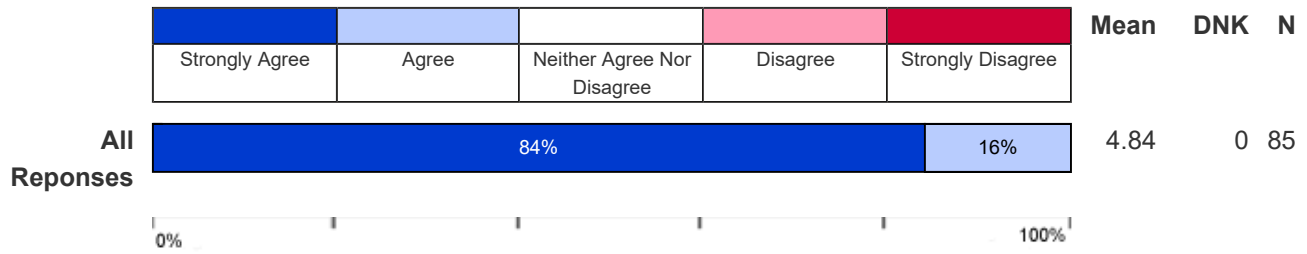
39. I recommend TVA OIG as a good place to work.



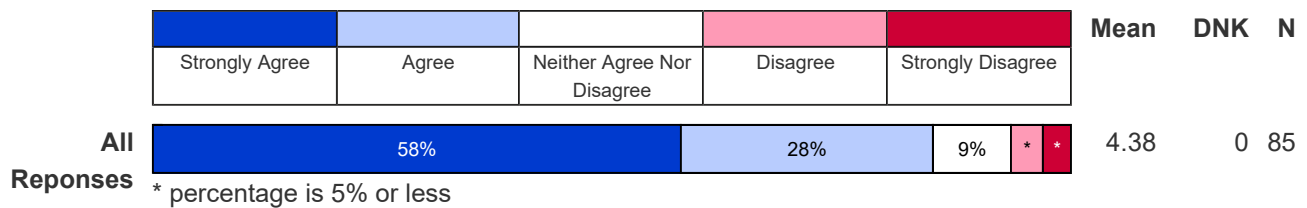
40. I believe the results of this survey will be used to make TVA OIG a better place to work.



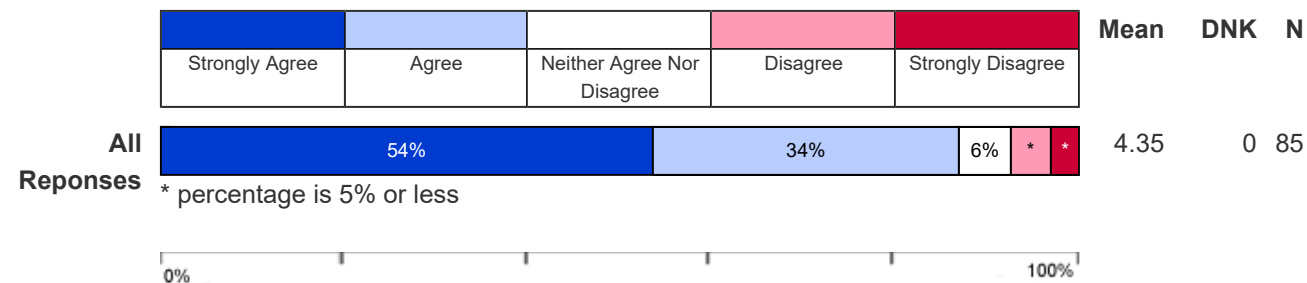
41. My supervisor supports my need to balance work and other life issues.



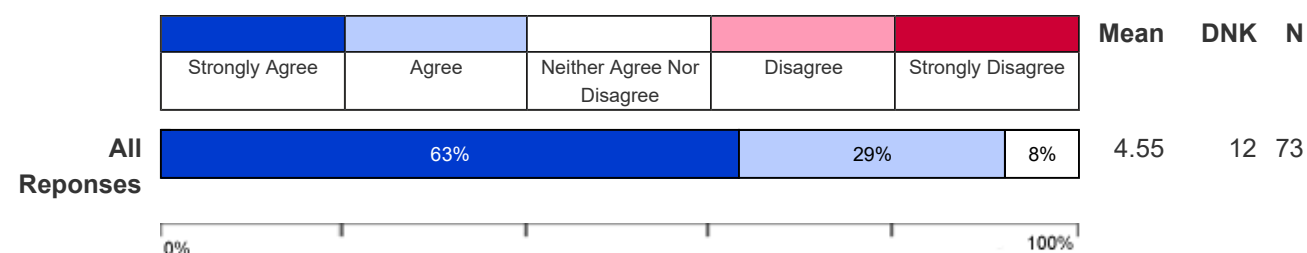
42. My supervisor provides me with opportunities to demonstrate my leadership skills.



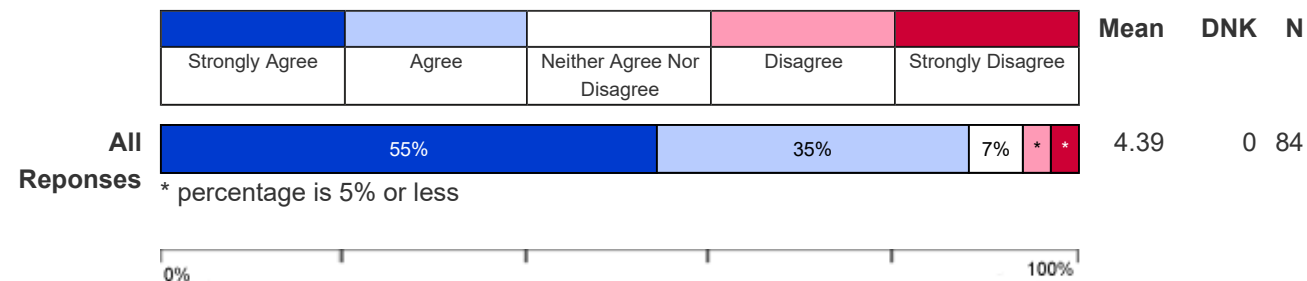
43. Discussions with my supervisor about my performance are worthwhile.



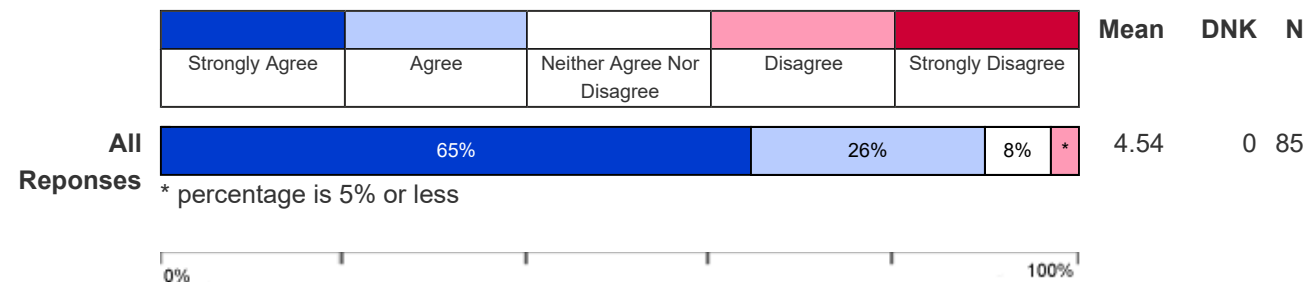
44. My supervisor is committed to a workforce representative of all segments of society.



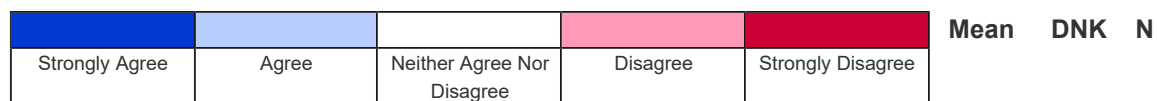
45. My supervisor provides me with constructive suggestions to improve my job performance.

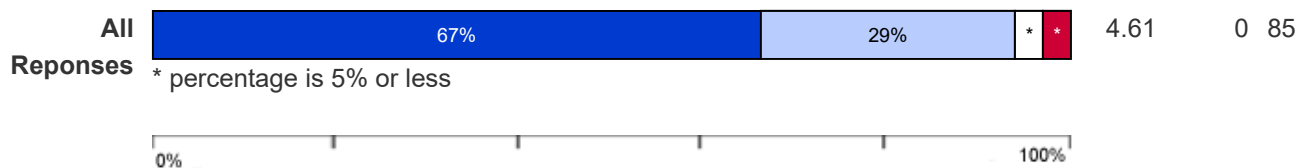


46. Supervisors in my work unit support employee development.

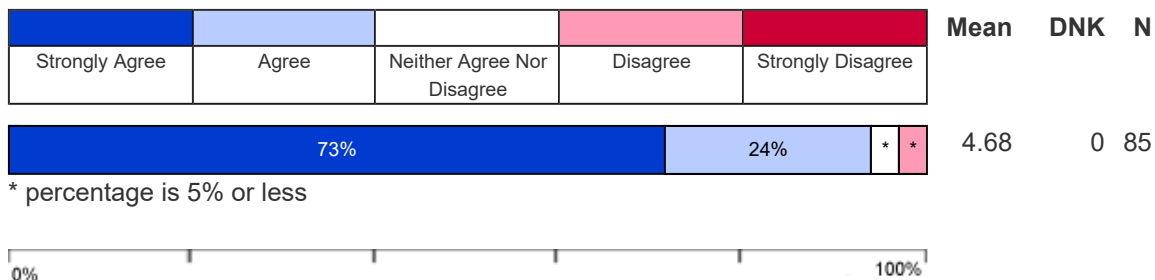


47. My supervisor listens to what I have to say.

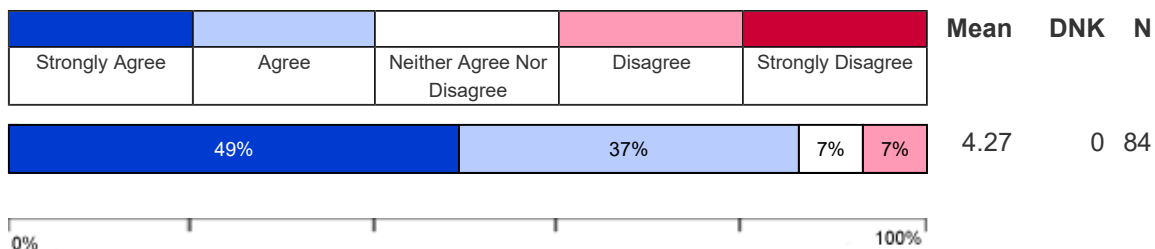




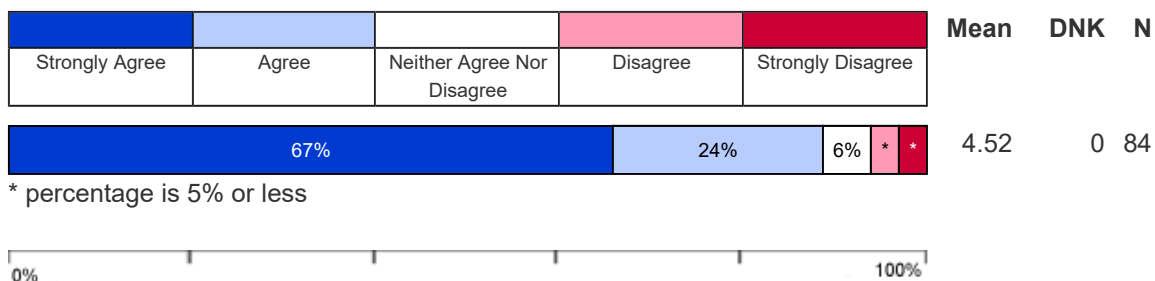
48. My supervisor treats me with respect.



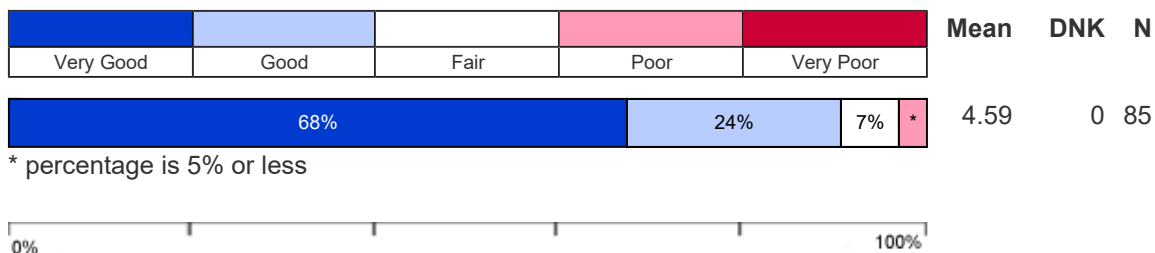
49. My supervisor gives me regular feedback on my performance.



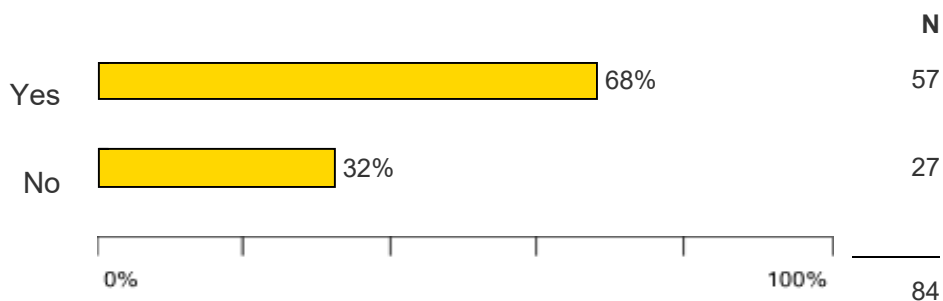
50. I have trust and confidence in my supervisor.



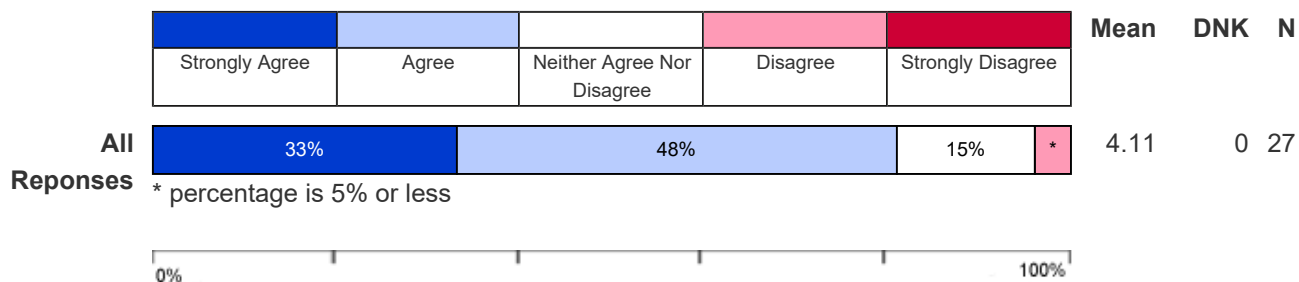
51. Overall, how good a job do you feel is being done by your immediate supervisor?



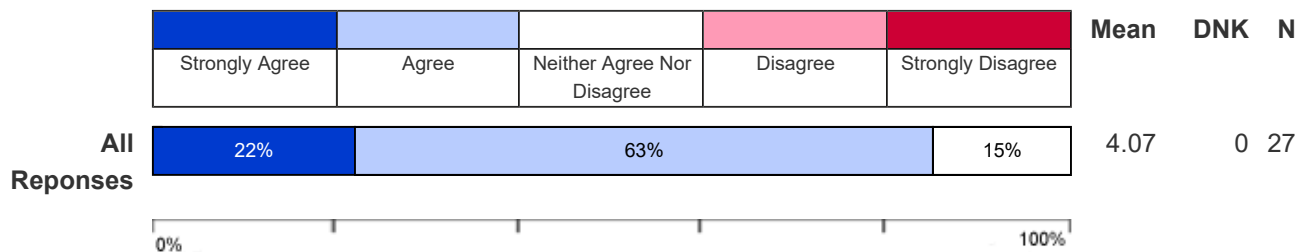
52. Is your immediate supervisor your coach?



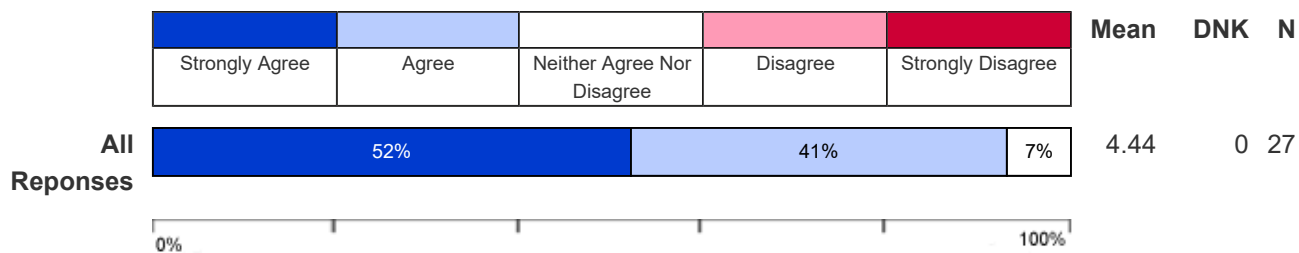
53. Discussions with my coach about my development are worthwhile.



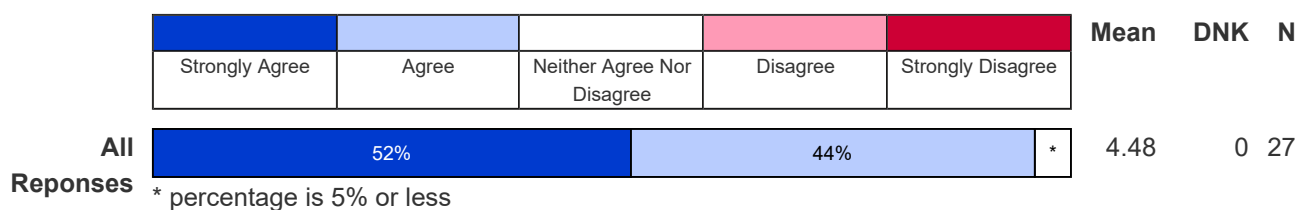
54. My coach provides me with constructive suggestions to improve my job performance and development.



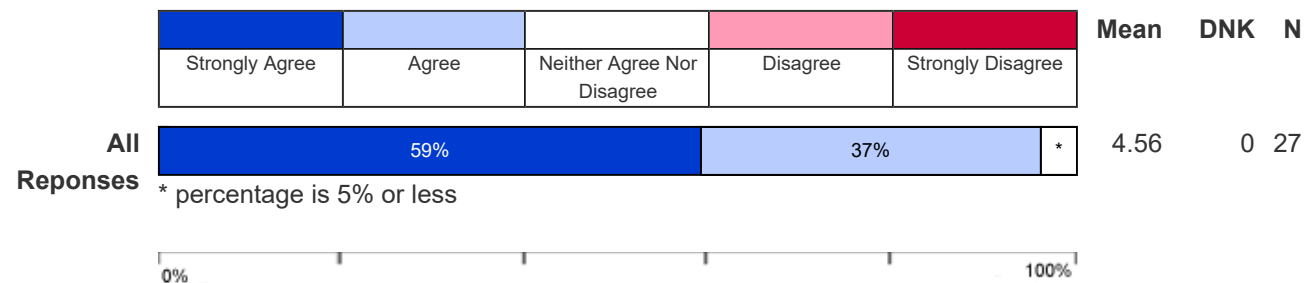
55. My coach supports my development.



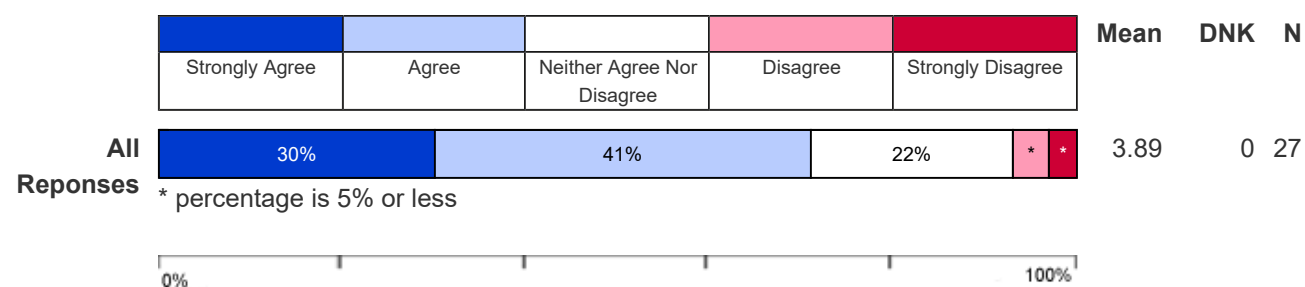
56. My coach listens to what I have to say.



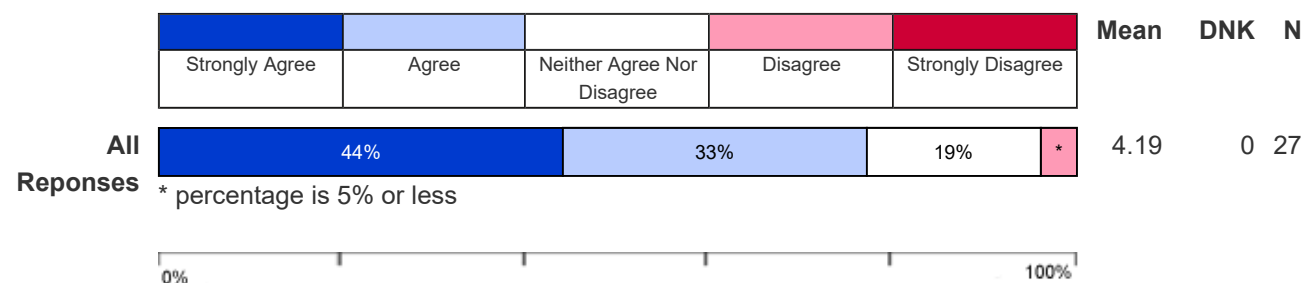
57. My coach treats me with respect.



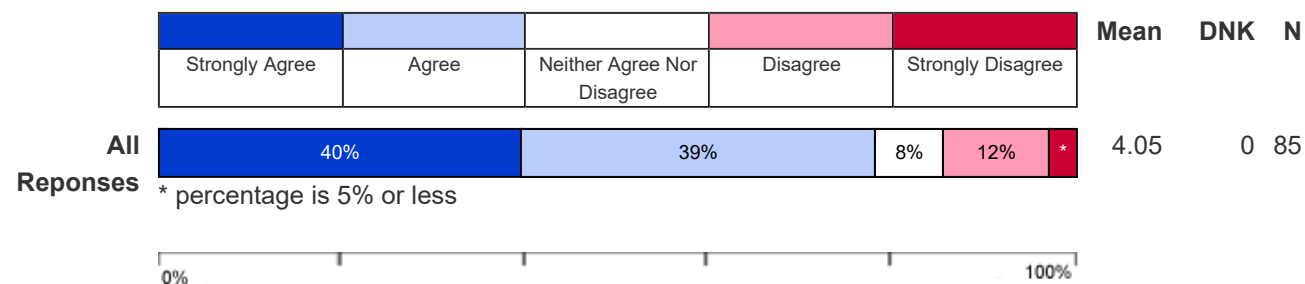
58. My coach gives me regular feedback on my performance and development.



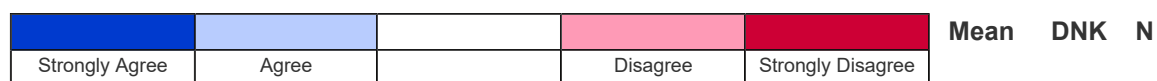
59. I have trust and confidence in my coach.

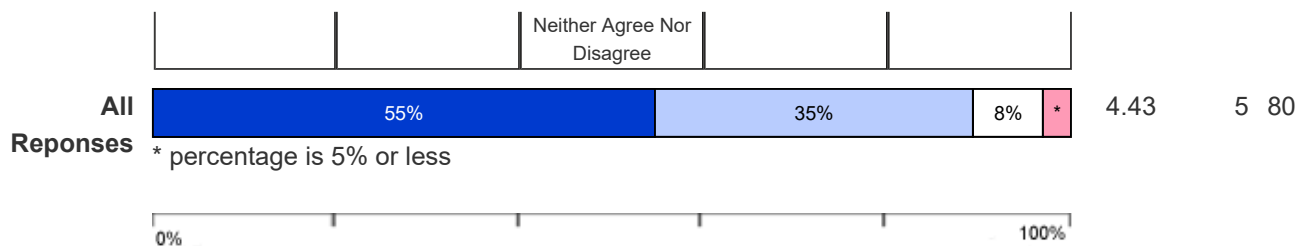


60. Senior leaders generate high levels of motivation and commitment in the workforce.

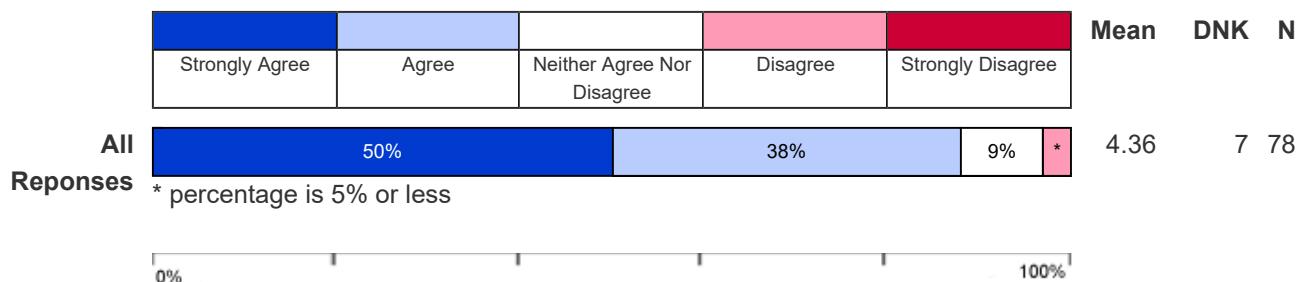


61. Senior leaders maintain high standards of honesty and integrity.

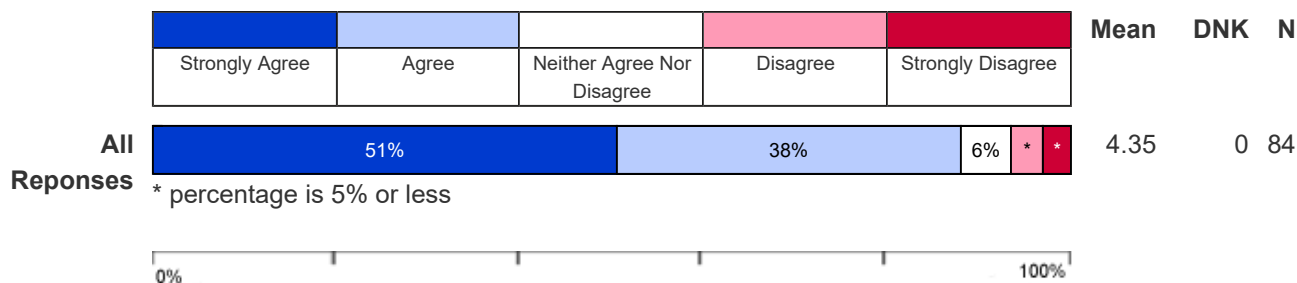




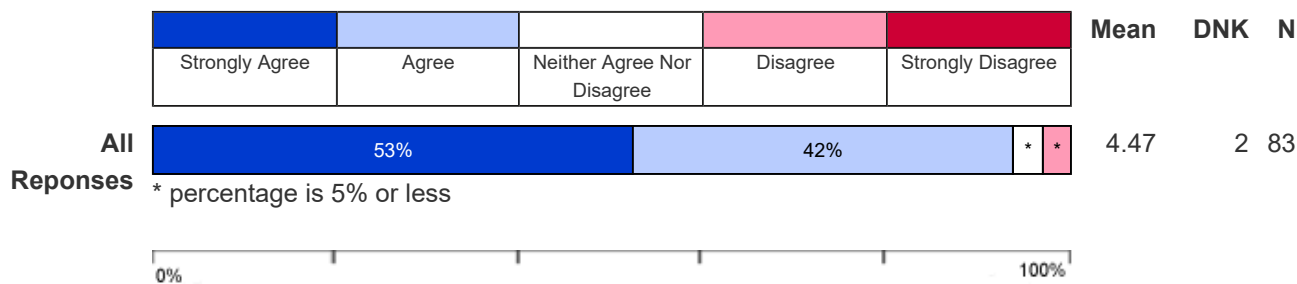
62. Senior leaders work well with employees of different backgrounds.



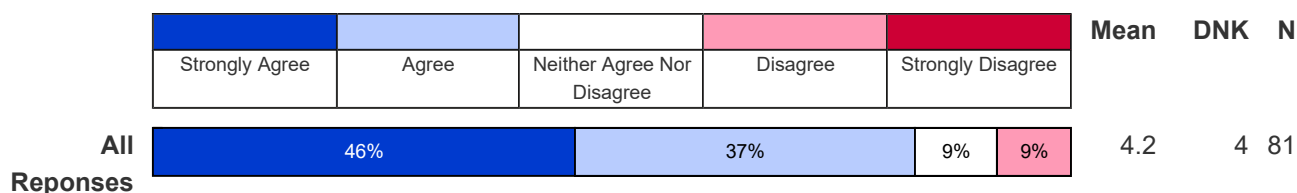
63. Senior leaders communicate the goals and priorities of the organization.



64. Senior leaders review, evaluate, and communicate the organization's progress toward meeting its goals and objectives.



65. Senior leaders promote communication among different work units (for example, about projects, goals, needed resources).





66. Senior leaders support collaboration across work units to accomplish work objectives.

Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
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Mean DNK N

All Reponses



* percentage is 5% or less

4.3 4 81



67. I believe OIG senior leaders do a good job.

Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
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Mean DNK N

All Reponses



4.3 1 84



68. I have a high level of respect for my organization's senior leaders.

Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
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Mean DNK N

All Reponses



* percentage is 5% or less

4.38 1 84



69. Senior leaders demonstrate support for Work/Life programs.

Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
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Mean DNK N

All Reponses



* percentage is 5% or less

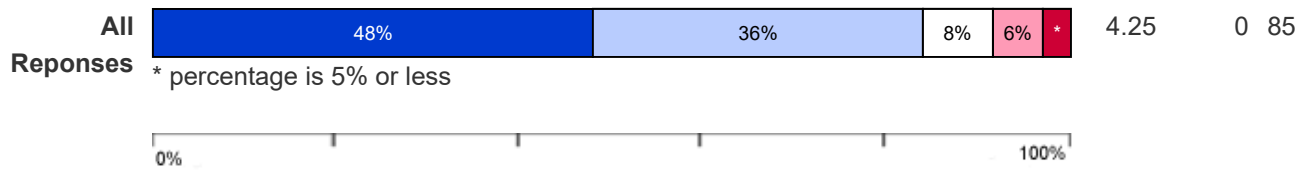
4.61 0 85



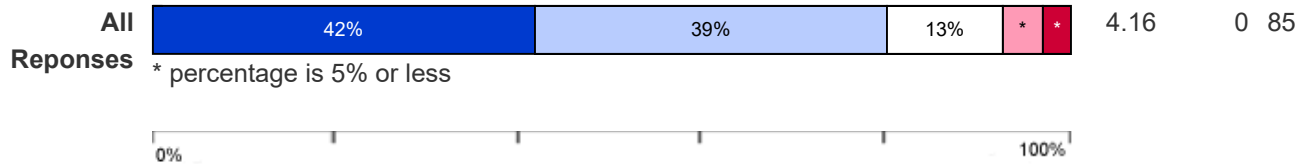
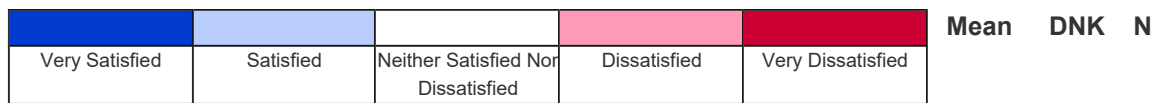
70. How satisfied are you with your involvement in decisions that affect your work?

Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied
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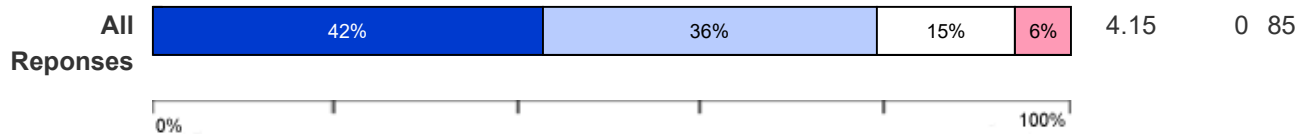
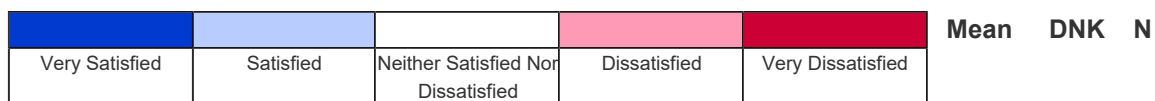
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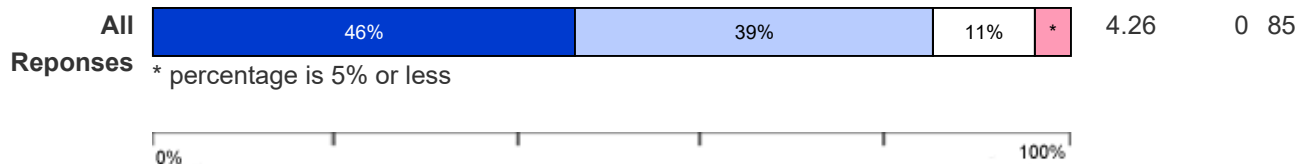
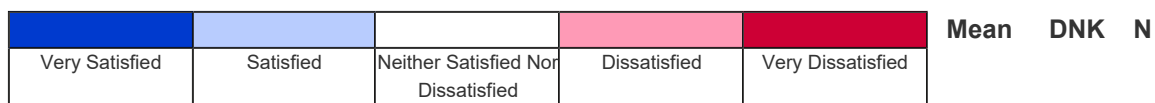
71. How satisfied are you with the information you receive from management on what's going on in the OIG?



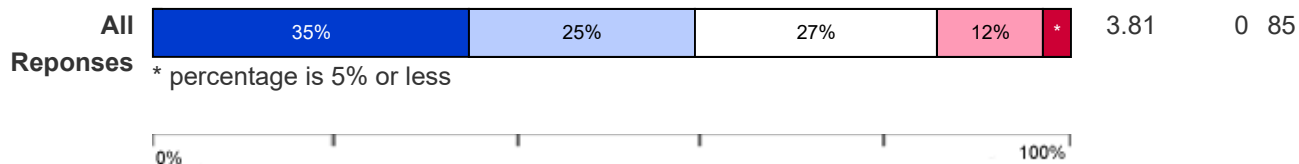
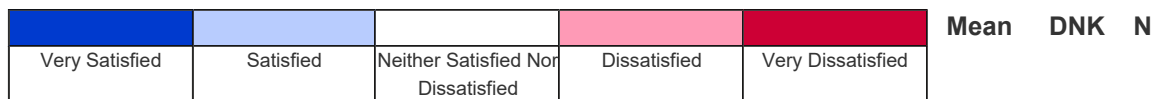
72. How satisfied are you with the recognition you receive for doing a good job?



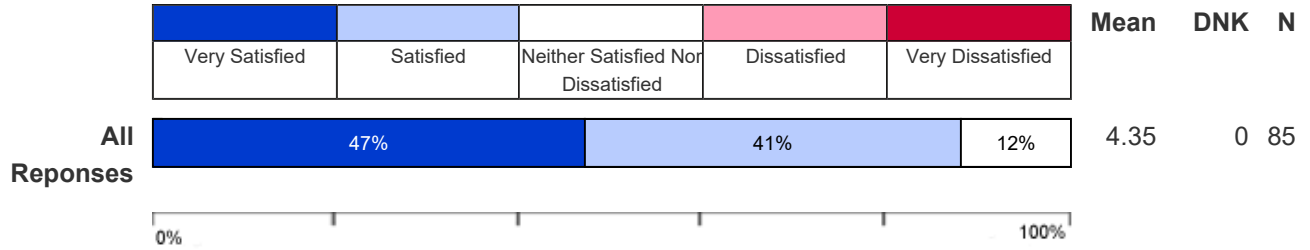
73. How satisfied are you with the policies and practices of the OIG?



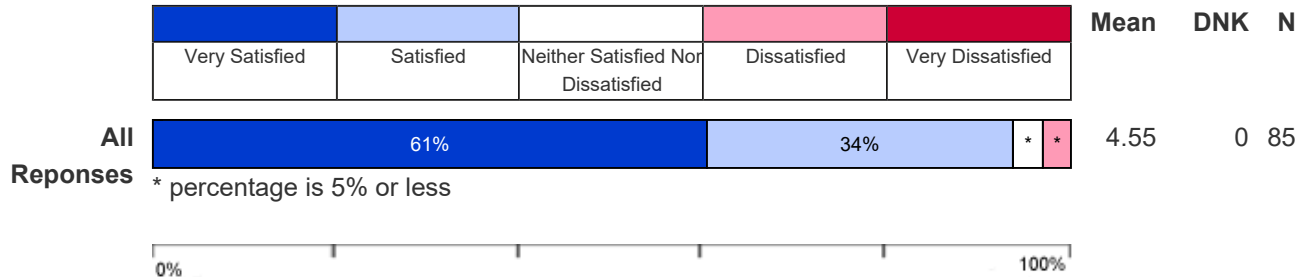
74. How satisfied are you with your opportunity to get a better job in your organization?



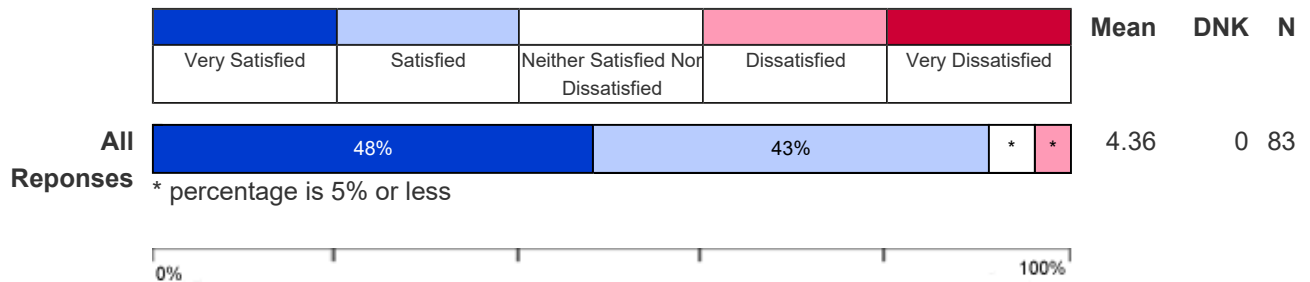
75. How satisfied are you with the training you receive for your present job?



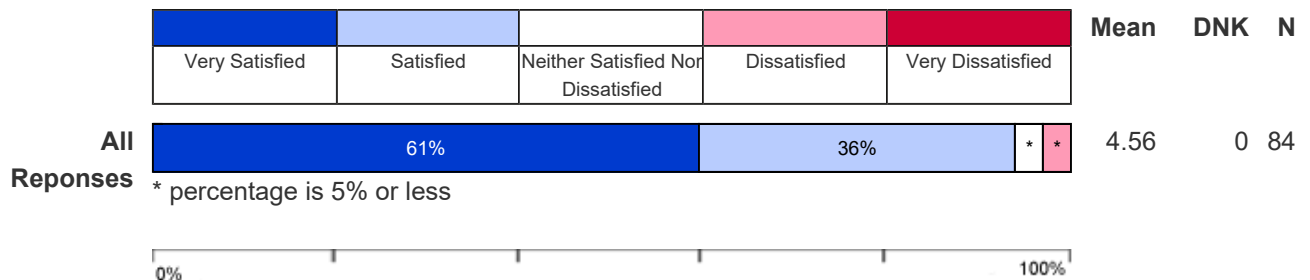
76. Considering everything, how satisfied are you with your job?



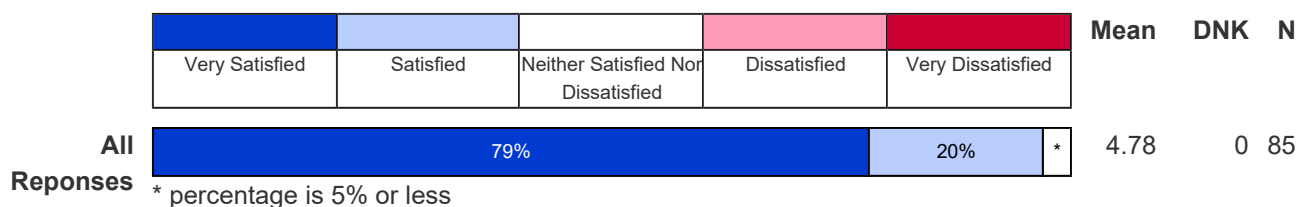
77. Considering everything, how satisfied are you with your pay?



78. Considering everything, how satisfied are you with TVA OIG?

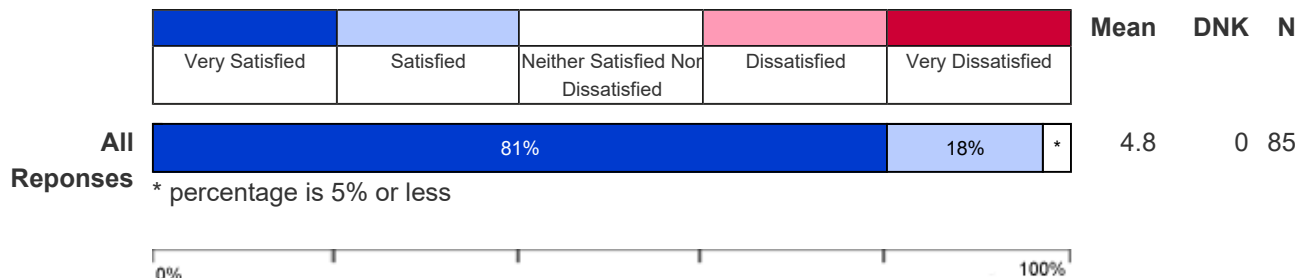


79. Telework





80. Alternate Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)



81. Please describe what TVA OIG is doing well.

-- This item asked for text responses and its results cannot be shown here --

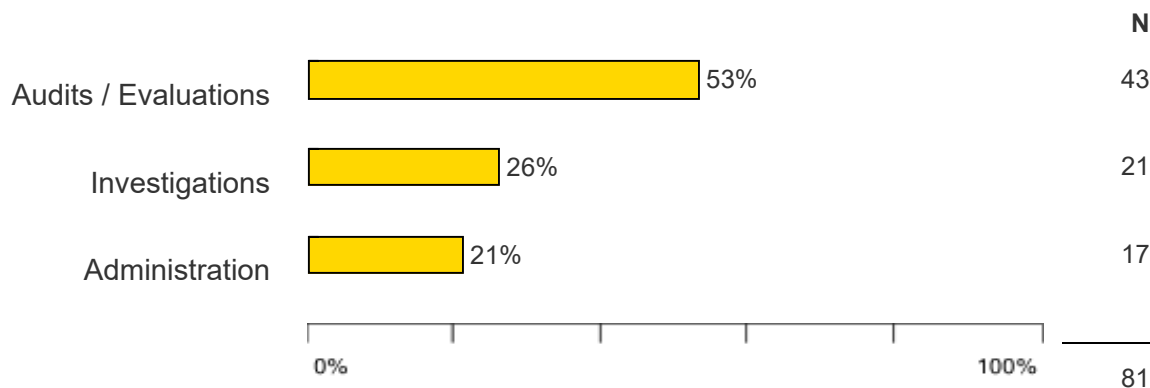
82. Share ideas that could help the OIG be a better place to work.

-- This item asked for text responses and its results cannot be shown here --

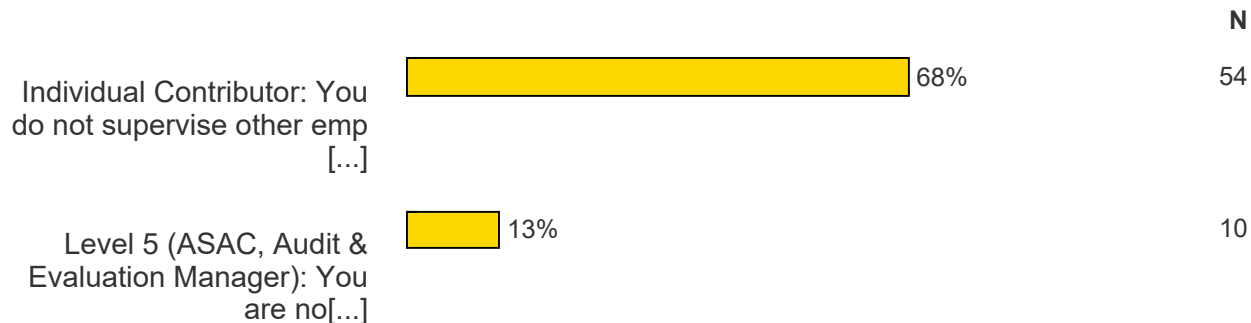
83. Please share anything else on your mind that has not been addressed.

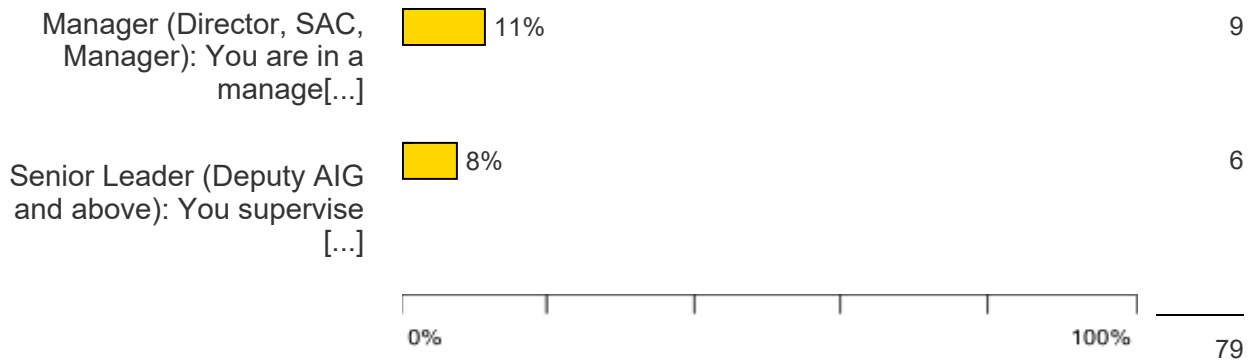
-- This item asked for text responses and its results cannot be shown here --

84. What is your work group?

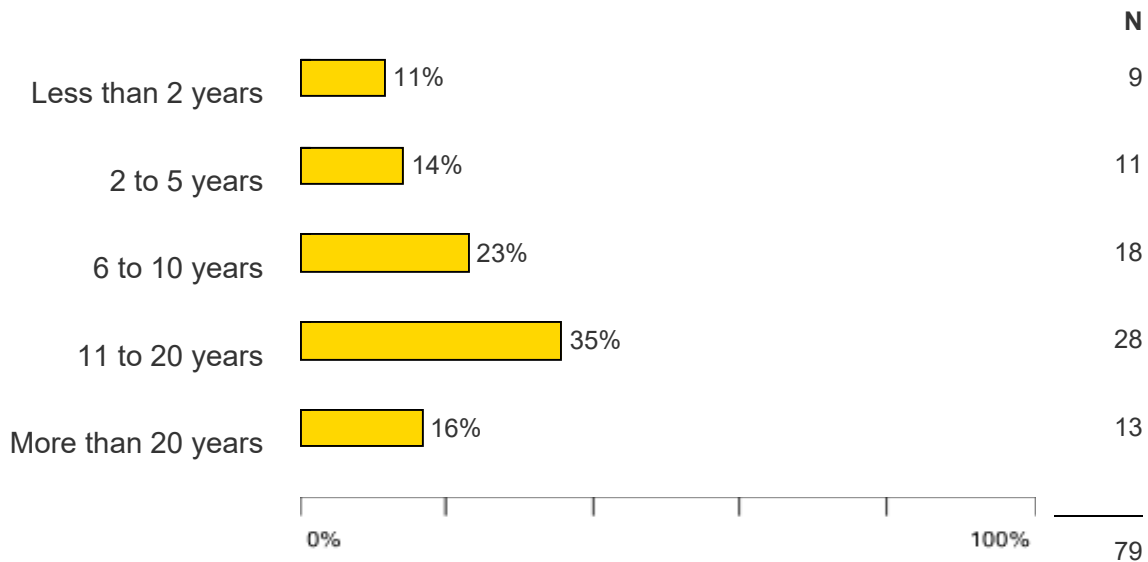


85. What is your supervisory status?

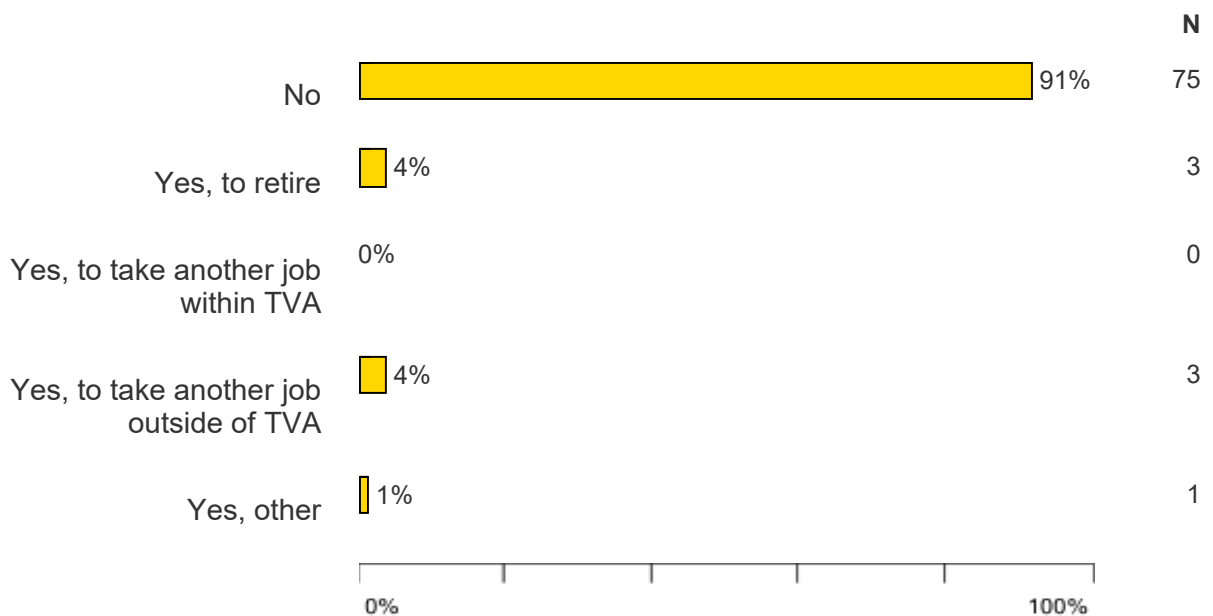




86. How long have you been with TVA OIG?



87. Are you considering leaving TVA OIG within the next year, and if so, why?



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