



Pension Benefit  
Guaranty Corporation

# **Federal Employee Viewpoint Survey Summary & Results 2022**

## Pension Benefit Guaranty Corporation Federal Employee Viewpoint Survey 2022<sup>1</sup>

The Pension Benefit Guaranty Corporation (PBGC) seeks feedback from employees every year through the Federal Employee Viewpoint Survey (FEVS). Administered by the Office of Personnel Management (OPM), the survey measures how employees feel about their work environment, leadership, work/life balance, and other aspects of the agency.

The 2022 FEVS was administered May 30, 2022, through July 15, 2022. The agency's response rate was 70%, up from 66% of employees who completed the survey in 2021.

The results show how PBGC employees rated employee engagement; global satisfaction (GS); and diversity, equity, inclusion, and accessibility (DEIA). PBGC's employee engagement index score, which measures areas including employee development, is 86%. The score for this index increased from previous years.

The agency's global satisfaction index score, which measures employee satisfaction with jobs, pay, organization and if they would recommend PBGC as a good place to work, is 83%, which also increased from the previous year. The agency's DEIA index score is 86%. PBGC ranked as *Top Agency* among small agencies in these categories.

The 2022 FEVS results will help the agency in its efforts toward a model work environment that supports effective human capital practices. PBGC values employees and recognizes the importance of providing a work environment that is safe, conducive to professional growth, and an overall great place to work.

The OPM results and Agency Management Report are included. The attached document includes the core survey trend responses, work/life programs results, COVID-19 results, and demographics. The scores have been rounded.<sup>2</sup>

### My Work Experience

1. I am given a real opportunity to improve my skills in my organization.	Positive	Neutral	Negative
2022 FedView Results	87%	9%	4%
2021 FedView Results	85%	8%	7%
2. I feel encouraged to come up with new and better ways of doing things.	Positive	Neutral	Negative
2022 FedView Results	83%	9%	8%
2021 FedView Results	80%	11%	9%

<sup>1</sup> The Office of Personnel Management (OPM) requires agencies to conduct an annual survey of their employees.

<sup>2</sup> Below is a compilation of the 2022 Federal Employee Viewpoint Survey (FEVS) questions and responses. Also included are the 2021 results for comparison. This summary displays responses by Positive, Neutral, Negative, and where applicable, Do Not Know or No Basis to Judge. For example, **Positive** represents responses of Strongly Agree and Agree and Very Satisfied and Satisfied. **Neutral** represents responses of Neither Agree nor Disagree and Neither Satisfied nor Dissatisfied. **Negative** represents responses of Disagree and Strongly Disagree and Dissatisfied and Very Dissatisfied. \* Denotes new questions added by the OPM; The sum of percentages may not add to 100 due to rounding.

<b>3. My work gives me a feeling of personal accomplishment.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	87%	8%	5%
2021 FedView Results	85%	8%	7%
<b>4. I know what is expected of me on the job.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	94%	3%	3%
2021 FedView Results	91%	5%	4%
<b>5. My workload is reasonable.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	83%	9%	8%
2021 FedView Results	79%	11%	11%
<b>6. My talents are used well in the workplace.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	80%	12%	9%
2021 FedView Results	79%	10%	11%
<b>7. I know how my work relates to the agency's goals.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	97%	2%	1%
2021 FedView Results	96%	3%	1%
<b>8. I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	82%	13%	6%
2021 FedView Results	78%	13%	8%
<b>9. I have enough information to do my job well.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	92%	6%	3%
<b>10. I receive the training I need to do my job well.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	88%	9%	3%
<b>11. I am held accountable for the quality of work I produce.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	97%	3%	1%
<b>12. Continually changing work priorities make it hard for me to produce high quality work.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	55%	24%	21%
<b>13. I have a clear idea of how well I am doing my job.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	92%	7%	1%

## My Work Unit

<b>14. The people I work with cooperate to get the job done.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	92%	5%	3%
2021 FedView Results	92%	5%	4%
<b>15. In my work unit poor performers usually:</b>		<b>2022</b>	<b>2021</b>
Remain in the work unit and improve their performance over time.		18%	24%
Remain in the work unit and continue to underperform		20%	29%
Leave the work unit – removed or transferred		9%	8%
Leave the work unit – quit		4%	3%
There are no poor performers in my work unit		33%	36%
Do not know		25%	--
<b>16. In my work unit, differences in performance are recognized in a meaningful way.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	60%	23%	17%
2021 FedView Results	63%	21%	16%
<b>17. Employees in my work unit share job knowledge.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	89%	7%	4%
<b>18. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	92%	5%	3%
2021 FedView Results	91%	5%	3%
<b>19. Employees in my work unit meet the needs of our customers.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	97%	3%	0%
2021 FedView Results	96%	4%	0%
<b>20. Employees in my work unit contribute positively to my agency's performance.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	97%	3%	1%
2021 FedView Results	96%	4%	1%
<b>21. Employees in my work unit produce high-quality work.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	95%	4%	1%
2021 FedView Results	92%	6%	1%
<b>22. Employees in my work unit adapt to changing priorities.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	92%	7%	1%
2021 FedView Results	91%	8%	2%

<b>23. New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.</b> 2022 FedView Results	<b>Positive</b> 77%	<b>Neutral</b> 18%	<b>Negative</b> 5%
<b>24. I can influence decisions in my work unit.</b> 2022 FedView Results	<b>Positive</b> 78%	<b>Neutral</b> 16%	<b>Negative</b> 6%
<b>25. I know what my work unit's goals are.</b> 2022 FedView Results	<b>Positive</b> 93%	<b>Neutral</b> 6%	<b>Negative</b> 1%
<b>26. My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).</b> 2022 FedView Results	<b>Positive</b> 77%	<b>Neutral</b> 15%	<b>Negative</b> 8%
<b>27. My work unit successfully manages disruptions to our work.</b> 2022 FedView Results	<b>Positive</b> 87%	<b>Neutral</b> 10%	<b>Negative</b> 3%
<b>28. Employees in my work unit consistently look for new ways to improve how they do their work.</b> 2022 FedView Results	<b>Positive</b> 79%	<b>Neutral</b> 15%	<b>Negative</b> 7%
<b>29. Employees in my work unit incorporate new ideas into their work.</b> 2022 FedView Results	<b>Positive</b> 81%	<b>Neutral</b> 13%	<b>Negative</b> 6%
<b>30. Employees in my work unit approach change as an opportunity.</b> 2022 FedView Results	<b>Positive</b> 74%	<b>Neutral</b> 19%	<b>Negative</b> 7%
<b>31. Employees in my work unit consider customer needs a top priority.</b> 2022 FedView Results	<b>Positive</b> 91%	<b>Neutral</b> 6%	<b>Negative</b> 3%
<b>32. Employees in my work unit consistently look for ways to improve customer service.</b> 2022 FedView Results	<b>Positive</b> 84%	<b>Neutral</b> 10%	<b>Negative</b> 5%
<b>33. Employees in my work unit support my need to balance my work and personal responsibilities.</b> 2022 FedView Results	<b>Positive</b> 90%	<b>Neutral</b> 7%	<b>Negative</b> 3%
<b>34. Employees in my work unit are typically under too much pressure to meet work goals.</b> 2022 FedView Results	<b>Positive</b> 61%	<b>Neutral</b> 22%	<b>Negative</b> 17%

## My Organization

<b>35. Employees are recognized for providing high quality products and services.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	80%	11%	9%
2021 FedView Results	79%	10%	11%
<b>36. Employees are protected from health and safety hazards on the job.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	93%	6%	2%
2021 FedView Results	93%	5%	2%
<b>37. My organization is successful at accomplishing its mission.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	96%	2%	1%
2021 FedView Results	96%	4%	1%
<b>38. I have a good understanding of my organization's priorities.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	93%	5%	2%
<b>39. My organization effectively adapts to changing government priorities.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	89%	10%	2%
<b>40. My organization has prepared me for potential physical security threats.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	79%	15%	6%
<b>41. My organization has prepared me for potential cybersecurity threats.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	94%	5%	1%
<b>42. In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	68%	20%	12%
<b>43. I recommend my organization as a good place to work.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	89%	8%	4%
2021 FedView Results	87%	9%	4%
<b>44. I believe the results of this survey will be used to make my agency a better place to work.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	69%	19%	12%
2021 FedView Results	67%	29%	13%

## My Supervisor

<b>45. My supervisor is committed to a workforce representative of all segments of society.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	89%	8%	3%
2021 FedView Results	87%	9%	4%
<b>46. Supervisors in my work unit support employee development.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	92%	5%	3%
2021 FedView Results	89%	5%	5%
<b>47. My supervisor supports my need to balance work and other life issues.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	96%	2%	2%
2021 FedView Results	93%	3%	4%
<b>48. My supervisor listens to what I have to say.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	92%	4%	4%
2021 FedView Results	90%	5%	5%
<b>49. My supervisor treats me with respect.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	94%	4%	3%
2021 FedView Results	91%	4%	5%
<b>50. I have trust and confidence in my supervisor.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	88%	8%	5%
2021 FedView Results	86%	7%	7%
<b>51. My supervisor holds me accountable for achieving results.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	98%	2%	0%
<b>52. Overall, how good a job do you feel is being done by your immediate supervisor?</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	91%	6%	3%
2021 FedView Results	88%	8%	4%
<b>53. My supervisor provides me with constructive suggestions to improve my job performance.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	86%	9%	5%
<b>54. My supervisor provides me with performance feedback throughout the year.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	91%	6%	3%

## Leadership

<b>55. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	70%	19%	11%
2021 FedView Results	71%	17%	12%
<b>56. My organization's senior leaders maintain high standards of honesty and integrity.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	78%	17%	5%
2021 FedView Results	78%	15%	8%
<b>57. Managers communicate the goals of the organization.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	85%	10%	6%
2021 FedView Results	85%	10%	5%
<b>58. Managers promote communication among different work units (for example, about projects, goals, needed resources).</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	81%	10%	9%
2021 FedView Results	80%	9%	11%
<b>59. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	85%	10%	5%
2021 FedView Results	83%	11%	6%
<b>60. I have a high level of respect for my organization's senior leaders.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	77%	17%	7%
2021 FedView Results	76%	15%	9%
<b>61. Senior leaders demonstrate support for Work-Life programs.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	85%	11%	4%
2021 FedView Results	84%	12%	4%
<b>62. Management encourages innovation.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	76%	16%	7%
<b>63. Management makes effective changes to address challenges facing our organization.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	79%	15%	7%
<b>64. Management involves employees in decisions that affect their work.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	65%	22%	13%



## My Satisfaction

<b>65. How satisfied are you with your involvement in decisions that affect your work?</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	77%	14%	10%
2021 FedView Results	77%	13%	10%
<b>66. How satisfied are you with the information you receive from management on what's going on in your organization?</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	78%	13%	9%
2021 FedView Results	79%	14%	8%
<b>67. How satisfied are you with the recognition you receive for doing a good job?</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	79%	13%	8%
2021 FedView Results	76%	11%	12%
<b>68. Considering everything, how satisfied are you with your job?</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	87%	8%	5%
2021 FedView Results	85%	8%	7%
<b>69. Considering everything, how satisfied are you with your pay?</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	70%	17%	14%
2021 FedView Results	71%	14%	15%
<b>70. Considering everything, how satisfied are you with your organization?</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	87%	8%	5%
2021 FedView Results	85%	9%	6%

## Diversity, Equity, Inclusion, and Accessibility

<b>71. My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	81%	12%	8%
<b>72. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	85%	10%	5%
<b>73. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
2022 FedView Results	82%	10%	8%

<b>74. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).</b> 2022 FedView Results	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
	83%	10%	7%
<b>75. In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).</b> 2022 FedView Results	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
	83%	10%	7%
<b>76. Employees in my work unit treat me as a valued member of the team.</b> 2022 FedView Results	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
	92%	5%	3%
<b>77. Employees in my work unit make me feel I belong.</b> 2022 FedView Results	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
	90%	6%	4%
<b>78. Employees in my work unit care about me as a person.</b> 2022 FedView Results	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
	87%	10%	3%
<b>79. I am comfortable expressing opinions that are different from other employees in my work unit.</b> 2022 FedView Results	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
	88%	7%	5%
<b>80. In my work unit, people’s differences are respected.</b> 2022 FedView Results	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
	85%	11%	5%
<b>81. I can be successful in my organization being myself.</b> 2022 FedView Results	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
	86%	9%	6%
<b>82. I can easily make a request of my organization to meet my accessibility needs.</b> 2022 FedView Results	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
	93%	5%	2%
<b>83. My organization responds to my accessibility needs in a timely manner.</b> 2022 FedView Results	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
	87%	10%	3%
<b>84. My organization meets my accessibility needs.</b> 2022 FedView Results	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
	90%	8%	2%

## Employee Experience

<b>85. My job inspires me.</b> 2022 FedView Results	<b>Positive</b> 74%	<b>Neutral</b> 18%	<b>Negative</b> 8%
<b>86. The work I do gives me a sense of accomplishment.</b> 2022 FedView Results	<b>Positive</b> 87%	<b>Neutral</b> 8%	<b>Neutral</b> 5%
<b>87. I feel a strong personal attachment to my organization.</b> 2022 FedView Results	<b>Positive</b> 74%	<b>Neutral</b> 18%	<b>Neutral</b> 8%
<b>88. I identify with the mission of my organization.</b> 2022 FedView Results	<b>Positive</b> 90%	<b>Neutral</b> 7%	<b>Neutral</b> 3%
<b>89. It is important to me that my work contribute to the common good.</b> 2022 FedView Results	<b>Positive</b> 95%	<b>Neutral</b> 4%	<b>Neutral</b> 1%