

2024 Federal Employee Viewpoint Survey Summary & Results

**Pension Benefit Guaranty Corporation
Federal Employee Viewpoint Survey 2024¹**

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 2024 FEVS was administered May 13, 2024 through June 28, 2024. The agency’s response rate was 67%, down from 77% of employees who completed the survey in 2023.

The results show how PBGC employees rated employee engagement, global satisfaction, diversity, equity, inclusion, and accessibility (DEIA), performance confidence, and employee experience.

PBGC’s employee engagement index score, which measures whether a workplace has the right environment to foster engaged employees, is 89%. The agency’s global satisfaction index score, which measures employee satisfaction with their jobs, pay, organization and if they would recommend PBGC as a good place to work is 87% and the agency’s DEIA index score is 88%. All three index scores increased from the previous year.

PBGC’s performance confidence index score, which measures employees’ perception of their work unit’s ability to achieve goals and produce work at a high level is 97%. The agency’s employee experience index score, which measures the extent to which employees are engaged by their work and their organization is 87%.

PBGC fared well as a *Top Agency* among small agencies, an OPM separate category which includes agencies, Boards, and Commissions based on the number of employees. PBGC ranked #1 in the employee engagement and DEIA indices.

The 2024 FEVS results will help the agency in its efforts towards 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 program results, and demographics. The scores have been rounded.²

My Work Experience

	Positive	Neutral	Negative
1. I am given a real opportunity to improve my skills in my organization.			
2024 FedView Results	89%	6%	5%
2023 FedView Results	87%	8%	8%
2. I feel encouraged to come up with new and better ways of doing things.			
	Positive	Neutral	Negative

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

² Below is a compilation of the 2024 Federal Employee Viewpoint Survey (FEVS) questions and responses. Also included are the 2023 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. The sum of percentages may not add to 100 due to rounding.

2024 FedView Results	85%	8%	7%
2023 FedView Results	84%	9%	7%
3. My work gives me a feeling of personal accomplishment.	Positive	Neutral	Negative
2024 FedView Results	87%	7%	5%
2023 FedView Results	86%	9%	5%
4. I know what is expected of me on the job.	Positive	Neutral	Negative
2024 FedView Results	94%	3%	3%
2023 FedView Results	95%	4%	1%
5. My workload is reasonable.	Positive	Neutral	Negative
2024 FedView Results	88%	5%	6%
2023 FedView Results	86%	8%	6%
6. My talents are used well in the workplace.	Positive	Neutral	Negative
2024 FedView Results	85%	7%	8%
2023 FedView Results	82%	10%	8%
7. I know how my work relates to the agency's goals.	Positive	Neutral	Negative
2024 FedView Results	97%	1%	1%
2023 FedView Results	96%	3%	1%
8. I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	Positive	Neutral	Negative
2024 FedView Results	85%	9%	6%
2023 FedView Results	82%	12%	7%
9. I have enough information to do my job well.	Positive	Neutral	Negative
2024 FedView Results	92%	5%	4%
2023 FedView Results	91%	6%	3%
10. I receive the training I need to do my job well.	Positive	Neutral	Negative
2024 FedView Results	90%	7%	3%
2023 FedView Results	87%	9%	4%
11. I am held accountable for the quality of work I produce.	Positive	Neutral	Negative
2024 FedView Results	97%	2%	0%
2023 FedView Results	97%	3%	1%
12. I have a clear idea of how well I am doing my job.	Positive	Neutral	Negative
2024 FedView Results	94%	4%	2%
2023 FedView Results	93%	5%	2%
13. I have the autonomy to decide how I do my job.	Positive	Neutral	Negative
2024 FedView Results	85%	8%	7%
2023 FedView Results	83%	10%	7%
14. I can make decisions about my work without getting permission first.	Positive	Neutral	Negative

2024 FedView Results	76%	13%	11%
2023 FedView Results	74%	15%	11%

My Work Unit

15. The people I work with cooperate to get the job done.	Positive	Neutral	Negative
2024 FedView Results	95%	2%	3%
2023 FedView Results	94%	4%	2%
16. In my work unit poor performers usually:	2024	2023	
Remain in the work unit and improve their performance over time.	19%	17%	
Remain in the work unit and continue to underperform	16%	20%	
Leave the work unit – removed or transferred	7%	8%	
Leave the work unit – quit	3%	5%	
There are no poor performers in my work unit	34%	34%	
Do not know	28%	24%	
17. In my work unit, differences in performance are recognized in a meaningful way.	Positive	Neutral	Negative
2024 FedView Results	67%	20%	13%
2023 FedView Results	63%	23%	14%
18. Employees in my work unit share job knowledge.	Positive	Neutral	Negative
2024 FedView Results	91%	5%	4%
2023 FedView Results	91%	5%	4%
19. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Positive	Neutral	Negative
2024 FedView Results	95%	3%	2%
2023 FedView Results	94%	4%	2%
20. Employees in my work unit meet the needs of our customers.	Positive	Neutral	Negative
2024 FedView Results	98%	2%	0%
2023 FedView Results	98%	2%	0%
21. Employees in my work unit contribute positively to my agency's performance.	Positive	Neutral	Negative
2024 FedView Results	98%	1%	1%
2023 FedView Results	97%	3%	0%
22. Employees in my work unit produce high-quality work.	Positive	Neutral	Negative
2024 FedView Results	96%	3%	0%
2023 FedView Results	96%	3%	0%
23. Employees in my work unit adapt to changing priorities.	Positive	Neutral	Negative
2024 FedView Results	96%	4%	1%

2023 FedView Results	95%	5%	1%
24. New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.	Positive	Neutral	Negative
2024 FedView Results	83%	13%	4%
2023 FedView Results	82%	14%	4%
25. I can influence decision in my work unit.	Positive	Neutral	Negative
2024 FedView Results	83%	13%	4%
2023 FedView Results	80%	14%	6%
26. I know what my work unit's goals are.	Positive	Neutral	Negative
2024 FedView Results	96%	2%	2%
2023 FedView Results	96%	3%	1%
27. My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Positive	Neutral	Negative
2024 FedView Results	84%	12%	4%
2023 FedView Results	79%	14%	7%
28. My work unit successfully manages disruptions to our work.	Positive	Neutral	Negative
2024 FedView Results	89%	9%	2%
2023 FedView Results	86%	11%	3%
29. Employees in my work unit consistently look for new ways to improve how they do their work.	Positive	Neutral	Negative
2024 FedView Results	87%	9%	4%
2023 FedView Results	83%	12%	5%
30. Employees in my work unit incorporate new ideas into their work.	Positive	Neutral	Negative
2024 FedView Results	86%	10%	4%
2023 FedView Results	84%	12%	4%
31. Employees in my work unit approach change as an opportunity.	Positive	Neutral	Negative
2024 FedView Results	81%	15%	4%
2023 FedView Results	79%	16%	5%
32. Employees in my work unit consider customer needs a top priority.	Positive	Neutral	Negative
2024 FedView Results	94%	4%	1%
2023 FedView Results	93%	6%	1%
33. Employees in my work unit consistently look for ways to improve customer service.	Positive	Neutral	Negative
2024 FedView Results	88%	10%	2%
2023 FedView Results	86%	12%	2%

34. Employees in my work unit support my need to balance my work and personal responsibilities.	Positive	Neutral	Negative
2024 FedView Results	94%	5%	2%
2023 FedView Results	91%	7%	2%

My Organization

35. Employees are recognized for providing high quality products and services.	Positive	Neutral	Negative
2024 FedView Results	84%	10%	6%
2023 FedView Results	82%	12%	6%

36. Employees are protected from health and safety hazards on the job.	Positive	Neutral	Negative
2024 FedView Results	91%	7%	2%
2023 FedView Results	90%	7%	3%

37. My organization is successful at accomplishing its mission.	Positive	Neutral	Negative
2024 FedView Results	96%	3%	1%
2023 FedView Results	95%	4%	1%

38. I have a good understanding of my organization's priorities.	Positive	Neutral	Negative
2024 FedView Results	92%	5%	3%
2023 FedView Results	93%	5%	2%

39. My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	Positive	Neutral	Negative
2024 FedView Results	93%	5%	3%
2023 FedView Results	89%	9%	2%

40. Information is openly shared in my organization.	Positive	Neutral	Negative
2024 FedView Results	83%	10%	8%
2023 FedView Results	78%	15%	7%

41. The approval process in my organization allows timely delivery of my work.	Positive	Neutral	Negative
2024 FedView Results	83%	8%	9%
2023 FedView Results	83%	11%	7%

42. My organization effectively adapts to changing government priorities.	Positive	Neutral	Negative
2024 FedView Results	86%	9%	2%
2023 FedView Results	86%	11%	3%

43. My organization has prepared me for potential physical security threats.	Positive	Neutral	Negative
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2024 FedView Results	89%	8%	2%
2023 FedView Results	82%	12%	5%
44. My organization has prepared me for potential cybersecurity threats.	Positive	Neutral	Negative
2024 FedView Results	97%	2%	1%
2023 FedView Results	92%	6%	2%
45. In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Positive	Neutral	Negative
2024 FedView Results	75%	14%	10%
2023 FedView Results	72%	18%	10%
46. I recommend my organization as a good place to work.	Positive	Neutral	Negative
2024 FedView Results	91%	6%	3%
2023 FedView Results	90%	7%	3%
47. I believe the results of this survey will be used to make my agency a better place to work.	Positive	Neutral	Negative
2024 FedView Results	78%	13%	9%
2023 FedView Results	77%	14%	9%

My Supervisor

48. Supervisors in my work unit support employee development.	Positive	Neutral	Negative
2024 FedView Results	93%	4%	2%
2023 FedView Results	91%	6%	3%
49. My supervisor supports my need to balance work and other life issues.	Positive	Neutral	Negative
2024 FedView Results	96%	3%	1%
2023 FedView Results	96%	2%	1%
50. My supervisor listens to what I have to say.	Positive	Neutral	Negative
2024 FedView Results	95%	4%	2%
2023 FedView Results	94%	4%	2%
51. My supervisor treats me with respect.	Positive	Neutral	Negative
2024 FedView Results	95%	3%	2%
2023 FedView Results	95%	3%	2%
52. I have trust and confidence in my supervisor.	Positive	Neutral	Negative
2024 FedView Results	90%	6%	4%
2023 FedView Results	92%	5%	3%
53. My supervisor holds me accountable for achieving results.	Positive	Neutral	Negative
2024 FedView Results	98%	1%	1%

2023 FedView Results	98%	2%	0%
54. Overall, how good a job do you feel is being done by your immediate supervisor?	Positive	Neutral	Negative
2024 FedView Results	91%	6%	2%
2023 FedView Results	92%	6%	2%
55. My supervisor provides me with constructive suggestions to improve my job performance.	Positive	Neutral	Negative
2024 FedView Results	88%	9%	3%
2023 FedView Results	89%	7%	4%
56. My supervisor provides me with performance feedback throughout the year.	Positive	Neutral	Negative
2024 FedView Results	94%	4%	2%
2023 FedView Results	93%	5%	2%

Leadership

57. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Positive	Neutral	Negative
2024 FedView Results	78%	13%	9%
2023 FedView Results	71%	19%	11%
58. My organization's senior leaders maintain high standards of honesty and integrity.	Positive	Neutral	Negative
2024 FedView Results	84%	10%	6%
2023 FedView Results	78%	17%	5%
59. Managers communicate the goals of the organization.	Positive	Neutral	Negative
2024 FedView Results	88%	8%	4%
2023 FedView Results	87%	9%	4%
60. Managers promote communication among different work units (for example, about projects, goals, needed resources).	Positive	Neutral	Negative
2024 FedView Results	84%	8%	8%
2023 FedView Results	83%	11%	7%
61. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Positive	Neutral	Negative
2024 FedView Results	87%	9%	4%
2023 FedView Results	88%	8%	4%
62. I have a high level of respect for my organization's senior leaders.	Positive	Neutral	Negative
2024 FedView Results	84%	10%	6%

2023 FedView Results	78%	15%	7%
63. Senior leaders demonstrate support for Work-Life programs.	Positive	Neutral	Negative
2024 FedView Results	90%	8%	3%
2023 FedView Results	85%	11%	4%
64. Management encourages innovation.	Positive	Neutral	Negative
2024 FedView Results	82%	13%	5%
2023 FedView Results	76%	17%	7%
65. Management makes effective changes to address challenges facing our organization.	Positive	Neutral	Negative
2024 FedView Results	83%	12%	5%
2023 FedView Results	78%	15%	7%
66. Management involves employees in decisions that affect their work.	Positive	Neutral	Negative
2024 FedView Results	72%	18%	10%
2023 FedView Results	69%	19%	12%

My Satisfaction

67. How satisfied are you with your involvement in decision that affect your work?	Positive	Neutral	Negative
2024 FedView Results	79%	14%	8%
2023 FedView Results	78%	13%	9%
68. How satisfied are you with the information you receive from management on what's going on in your organization?	Positive	Neutral	Negative
2024 FedView Results	83%	10%	6%
2023 FedView Results	78%	15%	7%
69. How satisfied are you with the recognition you receive for doing a good job?	Positive	Neutral	Negative
2024 FedView Results	82%	12%	6%
2023 FedView Results	81%	11%	8%
70. Considering everything, how satisfied are you with your job?	Positive	Neutral	Negative
2024 FedView Results	90%	6%	4%
2023 FedView Results	88%	8%	4%
71. Considering everything, how satisfied are you with your pay?	Positive	Neutral	Negative
2024 FedView Results	79%	11%	10%
2023 FedView Results	73%	15%	12%
72. Considering everything, how satisfied are you with your organization?	Positive	Neutral	Negative

2024 FedView Results	90%	6%	4%
2023 FedView Results	87%	10%	4%

Diversity, Equity, Inclusion, and Accessibility

73. My organization’s management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Positive	Neutral	Negative
2024 FedView Results	85%	10%	6%
2023 FedView Results	82%	12%	6%
74. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Positive	Neutral	Negative
2024 FedView Results	89%	8%	3%
2023 FedView Results	88%	9%	3%
75. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Positive	Neutral	Negative
2024 FedView Results	86%	7%	8%
2023 FedView Results	83%	10%	8%
76. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Positive	Neutral	Negative
2024 FedView Results	88%	7%	6%
2023 FedView Results	89%	7%	4%
77. In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Positive	Neutral	Negative
2024 FedView Results	87%	8%	6%
2023 FedView Results	85%	7%	7%
78. Employees in my work unit make me feel I belong.	Positive	Neutral	Negative
2024 FedView Results	91%	7%	2%
2023 FedView Results	89%	8%	3%
79. Employees in my work unit care about me as a person.	Positive	Neutral	Negative
2024 FedView Results	90%	8%	2%
2023 FedView Results	88%	10%	3%
80. I am comfortable expressing opinions that are different from other employees in my work unit.	Positive	Neutral	Negative
2024 FedView Results	88%	7%	5%
2023 FedView Results	87%	8%	5%
81. In my work unit, people’s differences are respected.	Positive	Neutral	Negative
2024 FedView Results	90%	8%	2%
2023 FedView Results	90%	7%	4%

82. I can be successful in my organization being myself.	Positive	Neutral	Negative
2024 FedView Results	89%	7%	5%
2023 FedView Results	88%	7%	5%
83. I can easily make a request of my organization to meet my accessibility needs.	Positive	Neutral	Negative
2024 FedView Results	90%	7%	3%
2023 FedView Results	85%	10%	5%
84. My organization responds to my accessibility needs in a timely manner.	Positive	Neutral	Negative
2024 FedView Results	87%	10%	3%
2023 FedView Results	81%	13%	6%
85. My organization meets my accessibility needs.	Positive	Neutral	Negative
2024 FedView Results	90%	8%	3%
2023 FedView Results	83%	12%	4%

Employee Experience

86. My job inspires me.	Positive	Neutral	Negative
2024 FedView Results	79%	14%	7%
2023 FedView Results	77%	15%	8%
87. The work I do gives me a sense of accomplishment.	Positive	Neutral	Neutral
2024 FedView Results	88%	7%	5%
2023 FedView Results	85%	10%	6%
88. I feel a strong personal attachment to my organization.	Positive	Neutral	Neutral
2024 FedView Results	81%	13%	6%
2023 FedView Results	77%	16%	7%
89. I identify with the mission of my organization.	Positive	Neutral	Neutral
2024 FedView Results	91%	7%	2%
2023 FedView Results	91%	7%	2%
90. It is important to me that my work contribute to the common good.	Positive	Neutral	Neutral
2024 FedView Results	94%	5%	1%
2023 FedView Results	95%	4%	1%