

2020



Annual Employee Survey (AES) Report

U.S. International Trade Commission

The Dashboard's percent positive and negative results only include items 1-38, excluding item 11.

FIELD PERIOD	Sept 24 - Nov 5, 2020
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS COMPLETED	318
NUMBER OF SURVEYS ADMINISTERED	345
RESPONSE RATE	92.2%

**35** items identified as **strengths** (65% positive or higher)

**0** items identified as **challenges** (35% negative or higher)

Engagement Index Score

2020 ENGAGEMENT INDEX

87%

LEADERS LEAD

81%

SUPERVISORS

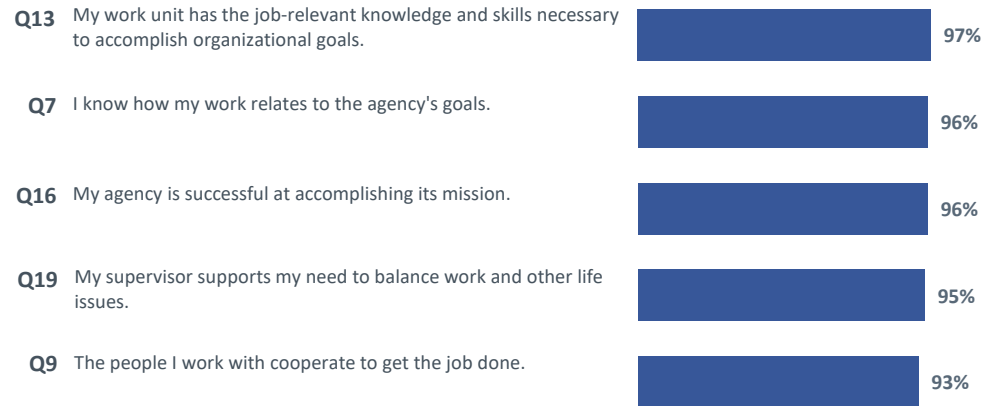
91%

INTRINSIC WORK EXPERIENCE

88%

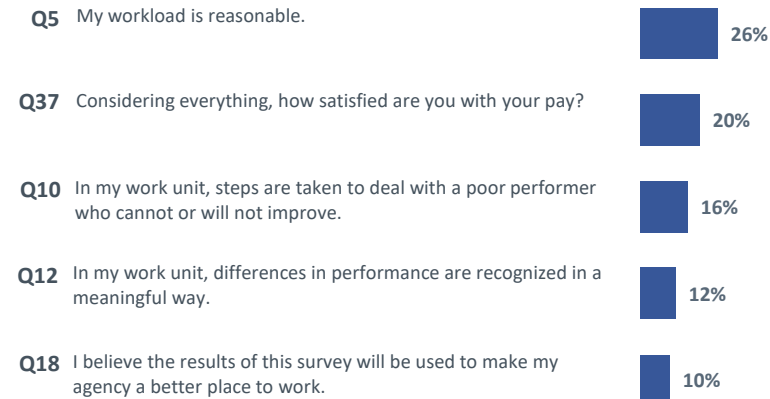
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative



Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know N
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	87.0%	47.5%	39.5%	8.2%	4.5%	0.3%	4.8%	149	125	26	14	1	315	N/A
Agree-disagree	2	I feel encouraged to come up with new and better ways of doing things.	83.7%	49.6%	34.1%	10.2%	5.2%	0.8%	6.0%	158	106	31	17	3	315	N/A
Agree-disagree	3	My work gives me a feeling of personal accomplishment.	87.6%	50.4%	37.2%	8.8%	2.8%	0.9%	3.6%	159	116	28	9	3	315	N/A
Agree-disagree	4	I know what is expected of me on the job.	93.2%	54.2%	39.0%	3.9%	1.9%	1.0%	2.9%	174	120	13	7	3	317	N/A
Agree-disagree	5	*My workload is reasonable.	65.1%	24.8%	40.2%	9.4%	16.3%	9.2%	25.5%	76	124	32	53	30	315	0
Agree-disagree	6	*My talents are used well in the workplace.	80.8%	37.9%	42.9%	11.7%	6.2%	1.3%	7.5%	119	134	38	21	4	316	0
Agree-disagree	7	*I know how my work relates to the agency's goals.	96.3%	57.8%	38.6%	2.9%	0.8%	0.0%	0.8%	185	121	9	3	0	318	0
Agree-disagree	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	76.4%	41.9%	34.5%	18.0%	3.5%	2.1%	5.6%	124	100	50	9	6	289	28
Agree-disagree	9	*The people I work with cooperate to get the job done.	93.5%	67.2%	26.3%	3.7%	1.5%	1.3%	2.8%	214	81	13	5	4	317	N/A
Agree-disagree	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	58.9%	26.5%	32.5%	25.2%	11.0%	4.8%	15.8%	67	80	63	30	12	252	65
Agree-disagree	12	*In my work unit, differences in performance are recognized in a meaningful way.	67.7%	24.0%	43.7%	20.0%	9.5%	2.8%	12.3%	67	119	52	28	8	274	44
Agree-disagree	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	97.5%	59.9%	37.6%	1.4%	0.5%	0.6%	1.1%	190	118	4	2	2	316	2
Agree-disagree	14	Employees are recognized for providing high quality products and services.	83.9%	40.2%	43.7%	8.0%	7.0%	1.1%	8.2%	128	136	25	22	3	314	3
Agree-disagree	15	Employees are protected from health and safety hazards on the job.	90.3%	59.3%	31.1%	7.2%	1.8%	0.6%	2.5%	188	95	22	5	2	312	6
Agree-disagree	16	My agency is successful at accomplishing its mission.	95.7%	64.4%	31.2%	3.9%	0.4%	0.0%	0.4%	205	96	12	1	0	314	3
Agree-disagree	17	*I recommend my organization as a good place to work.	88.8%	53.7%	35.1%	8.4%	2.1%	0.7%	2.8%	171	110	27	7	2	317	N/A
Agree-disagree	18	*I believe the results of this survey will be used to make my agency a better place to work.	69.2%	35.2%	34.0%	21.0%	5.8%	4.0%	9.8%	109	104	59	18	12	302	15
Agree-disagree	19	My supervisor supports my need to balance work and other life issues.	94.6%	67.3%	27.3%	2.9%	1.1%	1.4%	2.5%	213	86	9	4	4	316	1
Agree-disagree	20	My supervisor is committed to a workforce representative of all segments of society.	88.1%	57.9%	30.2%	9.0%	0.8%	2.1%	2.9%	173	92	26	3	6	300	18
Agree-disagree	21	Supervisors in my work unit support employee development.	93.1%	64.0%	29.0%	2.9%	2.3%	1.7%	4.0%	201	93	10	8	5	317	0
Agree-disagree	22	My supervisor listens to what I have to say.	90.9%	63.0%	27.9%	6.3%	1.0%	1.8%	2.9%	200	86	20	4	6	316	N/A
Agree-disagree	23	My supervisor treats me with respect.	92.7%	69.4%	23.3%	3.6%	1.5%	2.2%	3.7%	219	75	11	5	7	317	N/A
Agree-disagree	24	I have trust and confidence in my supervisor.	86.1%	62.3%	23.8%	8.7%	2.4%	2.8%	5.2%	197	75	28	8	9	317	N/A
Good-poor	25	Overall, how good a job do you feel is being done by your immediate supervisor?	89.9%	63.9%	26.1%	7.5%	0.7%	1.9%	2.5%	201	84	25	2	6	318	N/A
Agree-disagree	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	73.8%	30.5%	43.4%	16.6%	8.2%	1.4%	9.6%	95	136	53	26	4	314	4
Agree-disagree	27	My organization's senior leaders maintain high standards of honesty and integrity.	81.6%	39.9%	41.7%	13.9%	2.6%	1.9%	4.5%	122	123	42	8	5	300	18
Agree-disagree	28	*Managers communicate the goals of the organization.	82.6%	36.0%	46.7%	13.8%	1.7%	1.8%	3.5%	115	146	44	5	5	315	1
Agree-disagree	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	79.4%	35.8%	43.6%	11.1%	6.0%	3.4%	9.4%	114	137	35	19	10	315	3
Good-poor	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	84.6%	51.1%	33.5%	11.8%	2.6%	1.0%	3.6%	158	103	36	8	3	308	10

Agree-disagree	31	I have a high level of respect for my organization's senior leaders.	81.8%	40.4%	41.3%	12.5%	5.0%	0.7%	5.7%	128	128	41	16	2	315	3
Agree-disagree	32	Senior leaders demonstrate support for Work-Life programs.	83.6%	48.3%	35.3%	12.7%	3.0%	0.7%	3.7%	147	109	39	9	2	306	12
Satisfied-dissatisfied	33	*How satisfied are you with your involvement in decisions that affect your work?	75.9%	36.6%	39.3%	14.9%	8.0%	1.2%	9.2%	115	126	46	26	4	317	N/A
Satisfied-dissatisfied	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	79.2%	39.5%	39.7%	14.1%	6.1%	0.7%	6.7%	124	125	44	19	2	314	N/A
Satisfied-dissatisfied	35	*How satisfied are you with the recognition you receive for doing a good job?	73.5%	36.5%	37.0%	16.9%	7.9%	1.7%	9.6%	115	117	53	26	5	316	N/A
Satisfied-dissatisfied	36	*Considering everything, how satisfied are you with your job?	83.9%	44.0%	39.9%	9.2%	5.8%	1.2%	7.0%	137	124	32	20	3	316	N/A
Satisfied-dissatisfied	37	Considering everything, how satisfied are you with your pay?	62.3%	26.8%	35.5%	17.9%	13.7%	6.1%	19.8%	83	112	56	44	20	315	N/A
Satisfied-dissatisfied	38	*Considering everything, how satisfied are you with your organization?	86.1%	42.6%	43.5%	8.2%	4.6%	1.1%	5.7%	135	136	27	15	3	316	N/A

\* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

\*\* Unweighted count of responses excluding "Do Not Know"

The Dashboard only includes items 1-38, excluding item 11.

Percentages are weighted to represent the Agency's population.

When responding to the Core OPM FEVS questions 1 through 38, respondents were asked to share their work experiences since the last OPM FEVS administration (June 2019).

Source: 2020 OPM Federal Employee Viewpoint Survey

<b>11. In my work unit poor performers usually:</b>	<b>2020</b>		<b>2019</b>	
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Remain in the work unit and improve their performance over time	56	23.2%	51	22.5%
Remain in the work unit and continue to underperform	66	27.2%	71	31.6%
Leave the work unit - removed or transferred	11	4.8%	12	5.3%
Leave the work unit - quit	19	7.8%	10	4.6%
There are no poor performers in my work unit	84	37.0%	81	35.9%
<b>Item Response Total</b>	<b>236</b>	<b>100.0%</b>	<b>225</b>	<b>100.0%</b>
Do Not Know	82	--	88	--
<b>Total</b>	<b>318</b>	<b>100.0%</b>	<b>313</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.

"Do Not Know" responses are not included in percentage calculations.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

Source: 2020 OPM Federal Employee Viewpoint Survey