MEMORANDUM FOR: SEE DISTRIBUTION

Thank you to everyone who participated in the Federal Employee Viewpoint Survey (FEVS). Between April and June, 2014, more than 75,000 Department of Defense (DoD) civilian employees responded to this government-wide sample survey resulting in a 35 percent response rate. These responses provide important data for improving our workplace environment and productivity.

The survey focused on employee perceptions of how effectively their agency manages the workforce. Critical areas included employees' work-life, job and organizational satisfaction, commitment, engagement, performance management, communication, and, ultimately, how all of these contributed to the accomplishment of agency missions.

DoD results show employees remain very positive about their work, jobs, and mission, and appreciate the work-life programs – especially the Alternative Work Schedules and the Health and Wellness programs. Employees continue to put in extra effort and seek ways to do their jobs better. Their jobs are important to them and the quality of the work is high. Their organizations have prepared them for potential security threats. These ratings are essentially unchanged or very slightly declined over the past four years.

Challenges were found in performance management, training and development, and resource-related issues, such as people, material and budget. There were also declines from 2013 in trust, organizational satisfaction, and job satisfaction. A slightly higher percentage of respondents are considering leaving or retiring within the next year, as compared to those who considered doing so in the previous year's survey.

DoD leadership is committed to addressing these workforce concerns through action planning and ongoing process improvements. To view a report showing the aggregated DoD responses to each question on the 2014 FEVS, please go to the Employee Survey page at: http://www.cpms.osd.mil/Content/Documents/2014_EV_AMR_Department_of_Defense.pdf.

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