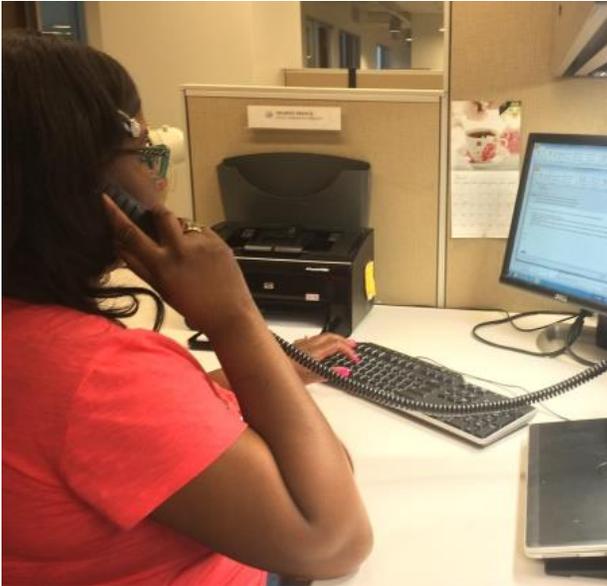




FACT SHEET

National Indian Gaming Commission Fact Sheet Federal Employee Viewpoint Survey Fact Sheet (FEVS)



The Federal Employee Viewpoint Survey (FEVS) was mandated by Congress through passage of the National Defense Authorization Act for Fiscal Year 2004. The FEVS focuses on employee perceptions regarding critical areas of their work life, areas which drive employee satisfaction, commitment and ultimately retention in the workforce. The U.S. Office of Personnel Management administers the survey each year.

The FEVS contains 84 basic questions and 14 demographic questions. The findings from the survey offer an indication of NIGC employees' perceptions of workforce management. By looking at trends across the different survey administrations, NIGC leadership also can determine how far the Commission has come in making improvements and what remains to be done.

Why is this survey administered?

By law, each executive agency, as defined by 5 U.S.C. 105, must conduct an annual survey of its employees containing each question prescribed by the Office of Personnel Management (OPM) in regulation. All executive branch agencies and employees are covered by the Annual Employee Survey (AES) requirement. OPM determines the target population for the survey.

What is the purpose of this survey?

The purpose of this survey is to measure employees' responses to questions that cover topic areas such as Talent Management, Leadership and Knowledge Management, Performance Culture, and Job Satisfaction. Overall, the survey is designed to measure the level of employee engagement. High degrees of employee engagement have been shown to lead to greater mission accomplishment. Agency leaders are to use the results of the survey to constantly improve the organization, particularly in areas where results are below average.

How will the survey be administered?

The FEVS is a web-based survey, and randomly selected employees will receive an e-mail invitation from the Office of Personnel Management (OPM) to participate. Employees who have not completed the survey will also receive weekly e-mail reminders.

Why is this survey important?

This survey is about hearing the voice of the employee and their opinions about leadership and management practices that contribute to agency performance, as well as the satisfaction of employees with its agency's work environment, rewards and recognition for professional accomplishment and personal contributions to achieving organizational mission, opportunity for professional development and growth, and opportunity to contribute to achieving organizational mission.

When is the survey administered?

The survey is typically administered by OPM sometime between April and June each year.

Who is eligible to take the survey?

OPM will send the survey to a randomly selected sample of full-time permanent and part-time permanent, non-seasonal employees on-board as of October 31 of each year.

How long does it take to complete the survey?

You should be able to complete the survey in approximately 20-30 minutes.

How do I know that my responses will remain confidential?

Results reported to the agency will not allow the identification of individual responses in any way, and no identifying information will be used to match individual responses to employees or personnel folders. Responses will not be used against any employee, and all information is treated confidentially. Any data that could be used to identify specific individuals within a group will not be reported.

Is anyone question more important than another on the survey?

No. All questions are important as they are employees' opinions on what is working well and what needs to be improved. The answers give agencies clear statistical fact of where they need to work and apply efforts to implement changes and improvements.

Is the survey voluntary?

Yes, the survey is voluntary.

May I pass/forward the survey on to someone else to take?

No, each link to the survey is unique and can only be used once. Please do not forward your link to any individuals or groups, because after the survey has been completed by one person, the link will no longer allow you to access the survey.

What will my agency do with the results?

USDA Agencies and Offices review the results, conduct trend analyses, and create action plans to implement positive change based on the results.

How can I find out the results from previous surveys?

The NIGC results can be found at online at www.nigc.gov. Results from 2010 onward are posted at this site.

Why does the survey include demographic questions?

The Federal government is committed to promoting a diverse and inclusive workplace. Given that policy, OPM is soliciting responses to the demographic items in the survey. Your responses to these items are voluntary, confidential, and will be used to enhance the Federal government's understanding of the diversity and inclusion of its workforce.