



2022 Annual Employee Survey Results

Introduction

Public Law requires Federal agencies to administer an Annual Employee Survey (AES) every year and post the results for public access. This report includes summary ratings for the 16 federally mandated survey questions plus 41 additional questions that make up this year's NASA Federal Employee Viewpoint Survey (FEVS).

2022 Survey Details and Changes from 2021

In 2021, NASA leadership made the decision to administer the FEVS internally through the NASA Shared Services Center (NSSC) after many years of utilizing OPM's government-wide survey administration. By doing so, NASA is able to align FEVS reports with NASA's emerging organizational structure and speed up the reporting of results.

Historically FEVS has consisted of approximately 70 core survey items with additional questions for agency-specific topics as well as options for self-reported demographics. The survey was condensed in 2020 and 2021 due to the significant work disruptions caused by the COVID-19 pandemic. NASA's 2022 survey was 57 items, inclusive of both core and agency-specific questions.

All NASA civil servants with a start date on or before March 12, 2022 were eligible to participate in this year's survey.

Core Survey Results Summary

NASA employees received their first email invitation to participate from the NSSC on June 21, 2022, and the survey was closed on the morning of August 3, 2022. Email reminders were sent on a weekly basis to eligible employees who had not yet submitted a response. For 2022, 13,411 employees (76% of the 17,699 eligible workforce) responded to the survey, providing a high degree of confidence that results are representative of the workforce. Employee Engagement and Global Satisfaction Indices were generally rated favorably agency-wide, though with slight decreases from 2021, and are shown on the next page along with the survey items that make up each index. Other questions were also generally positive, but workload remains a potential concern, especially for supervisors. Supervisors as a group continued to receive high ratings and NASA had high ratings for new questions relating to diversity, equity, inclusion, and accessibility.

Employee Engagement Index Results

Employee Engagement Index [% Positive*]	85.1%
<i>Supervisors Sub-Index</i>	91.5%
My supervisor supports employee development for my work unit. (Item 23)	92.6%
My supervisor listens to what I have to say. (25)	91.3%
My supervisor treats me with respect. (26)	94.6%
I have trust and confidence in my supervisor. (28)	88.5%
Overall, how good a job do you feel is being done by your immediate supervisor? (29)	90.5%
<i>Leaders Lead Sub-Index</i>	77.4%
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (30)	68.2%
My organization's senior leaders maintain high standards of honesty and integrity. (31)	80.1%
Managers communicate the goals of the organization. (32)	79.2%
Overall, how good a job do you feel is being done by the manager directly above your immediate superior? (34)	81.5%
I have a high level of respect for my organization's senior leaders. (35)	77.8%
<i>Intrinsic Work Experience Sub-Index</i>	86.5%
I feel encouraged to come up with new and better ways of doing things. (2)	85.7%
My work gives me a feeling of personal accomplishment. (3)	86.5%
I know what is expected of me on the job. (4)	88.9%
My talents are used well in the workplace. (6)	78.9%
I know how my work relates to the agency's goals. (7)	92.4%

Global Satisfaction Index Results

Global Satisfaction Index [% Positive*]	80.7%
I recommend my organization as a good place to work. (20)	87.2%
Considering everything, how satisfied are you with your job? (40)	84.5%
Considering everything, how satisfied are you with your pay? (41)	69.8%
Considering everything, how satisfied are you with your organization? (42)	81.4%

* '% Positive' represents the percentage of respondents who selected the top two options on a five-point scale (e.g., Agree and Strongly Agree).

Complete survey results can be found in the appendices.

Appendix A – 2022 Survey Items

Item	Item Text	% Positive	% Neutral	% Negative
1	I am given a real opportunity to improve my skills in my organization.	87.9%	7.4%	4.6%
2	I feel encouraged to come up with new and better ways of doing things.	85.7%	8.4%	5.9%
3	My work gives me a feeling of personal accomplishment.	86.5%	8.3%	5.1%
4	I know what is expected of me on the job.	88.9%	6.9%	4.2%
5	My workload is reasonable.	66.3%	13.9%	19.8%
6	My talents are used well in the workplace.	78.9%	11.3%	9.7%
7	I know how my work relates to the agency's goals.	92.4%	5.4%	2.2%
8	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	85.7%	8.5%	5.8%
9	The people I work with cooperate to get the job done.	92.9%	4.8%	2.4%
10	Employees in my work unit share job knowledge.	90.9%	5.7%	3.3%
11	In my work unit, differences in performance are recognized in a meaningful way.	67.2%	21.0%	11.9%
12	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	89.2%	7.0%	3.7%
13	Employees in my work unit meet the needs of our customers.	95.0%	4.5%	0.5%
14	Employees in my work unit contribute positively to my agency's performance.	95.5%	3.9%	0.5%
15	Employees in my work unit produce high-quality work.	94.4%	5.0%	0.6%
16	Employees in my work unit adapt to changing priorities.	90.7%	7.8%	1.4%
17	Employees in my organization are recognized for providing high quality products and services.	83.4%	10.4%	6.2%
18	Employees in my organization are protected from health and safety hazards on the job.	91.9%	5.1%	3.1%
19	My organization is successful at accomplishing its mission.	92.8%	5.5%	1.7%
20	I recommend my organization as a good place to work.	87.2%	8.0%	4.8%
21	I believe the results of this survey will be used to make my agency a better place to work.	63.7%	23.1%	13.2%
22	My supervisor is committed to a workforce representative of all segments of society.	91.3%	6.5%	2.1%
23	My supervisor supports employee development for my work unit.	92.6%	5.0%	2.4%
24	My supervisor supports my need to balance work and other life issues.	93.0%	4.6%	2.5%
25	My supervisor listens to what I have to say.	91.3%	5.2%	3.6%
26	My supervisor treats me with respect.	94.6%	3.4%	2.0%
27	My supervisor provides me with constructive suggestions to improve my job performance.	86.1%	9.4%	4.5%
28	I have trust and confidence in my supervisor.	88.5%	7.1%	4.4%
29	Overall, how good a job do you feel is being done by your immediate supervisor?	90.5%	6.5%	2.9%
30	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	68.2%	19.0%	12.8%

31	My organization's senior leaders maintain high standards of honesty and integrity.	80.1%	13.3%	6.6%
32	Managers communicate the goals of the organization.	79.2%	13.5%	7.3%
33	Managers promote communication among different work units (for example, about projects, goals, needed resources).	76.1%	15.1%	8.7%
34	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	81.5%	13.0%	5.5%
35	I have a high level of respect for my organization's senior leaders.	77.8%	14.2%	8.0%
36	Senior leaders demonstrate support for Work/Life programs.	80.6%	12.6%	6.7%
37	How satisfied are you with your involvement in decisions that affect your work?	75.0%	15.0%	10.1%
38	How satisfied are you with the information you receive from management on what's going on in your organization?	75.9%	14.6%	9.4%
39	How satisfied are you with the recognition you receive for doing a good job?	75.3%	15.1%	9.6%
40	Considering everything, how satisfied are you with your job?	84.5%	9.4%	6.1%
41	Considering everything, how satisfied are you with your pay?	69.8%	14.7%	15.4%
42	Considering everything, how satisfied are you with your organization?	81.4%	11.5%	7.0%
43	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	84.6%	10.7%	4.7%
44	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	87.0%	9.8%	3.1%
45	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	82.1%	9.7%	8.2%
46	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	85.0%	9.4%	5.7%
47	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	80.6%	11.7%	7.7%
48	Employees in my work unit treat me as a valued member of the team.	92.4%	5.6%	2.0%
49	Employees in my work unit make me feel I belong.	89.3%	8.0%	2.6%
50	Employees in my work unit care about me as a person.	87.9%	9.9%	2.1%
51	I am comfortable expressing opinions that are different from other employees in my work unit.	85.0%	8.5%	6.6%
52	In my work unit, people's differences are respected.	89.3%	7.6%	3.1%
53	I can be myself and be successful within my organization.	85.7%	8.7%	5.5%
54	My organization has an effective process for meeting accessibility needs (e.g., reasonable accommodations)	87.5%	9.8%	2.7%
55	NASA has an effective government ethics program and I know how to contact a NASA ethics official	87.4%	9.2%	3.3%
56	NASA leaders take proactive steps to prevent harassment in the workplace (for example, senior leadership messages to the workforce, use of posters and other communication materials, training, dialogues, or similar activities)	85.1%	10.8%	4.1%

Note: Item 57 allowed multiple selections for respondents to select all that apply. As such, percentages do not sum to 100%.

57. My agency has proactive programs in place to:	% of Responses
Address workplace conflict in a timely and effective manner when it rises	53.1%
Develop a pipeline of diverse leaders	49.3%
Provide formal and informal mentoring opportunities for all employees	71.9%
Provide targeted development opportunities for diverse employees	49.1%
Recruit diverse candidates	61.9%
Do not know	19.0%
None of the above	2.6%

Appendix B – 2022 Survey Response Choices, Number of Responses

The number of respondents for each survey question and each response choice.

Item	Item Text	Strongly Agree / Very Satisfied / Very Good / Always	Agree / Satisfied / Good / Most of the Time	Neither Agree nor Disagree / Neither Satisfied nor Dissatisfied / Fair / Sometimes	Disagree / Dissatisfied / Poor / Rarely	Strongly Disagree / Very Dissatisfied / Very Poor / Never	N	Do Not Know / No Basis to Judge
1	I am given a real opportunity to improve my skills in my organization.	6562	5206	996	448	176	13388	N/A
2	I feel encouraged to come up with new and better ways of doing things.	6734	4713	1128	547	243	13365	N/A
3	My work gives me a feeling of personal accomplishment.	6637	4941	1111	474	211	13374	N/A
4	I know what is expected of me on the job.	6428	5445	916	402	161	13352	N/A
5	My workload is reasonable.	2815	6063	1855	1764	881	13378	14
6	My talents are used well in the workplace.	4561	5985	1509	910	391	13356	24
7	I know how my work relates to the agency's goals.	7034	5320	716	201	90	13361	15
8	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	6856	4314	1107	416	341	13034	328
9	The people I work with cooperate to get the job done.	7041	5025	622	233	79	13000	N/A
10	Employees in my work unit share job knowledge.	6749	5400	766	353	99	13367	23
11	In my work unit, differences in performance are recognized in a meaningful way.	3394	5026	2630	1032	465	12547	816
12	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	6120	5743	934	384	109	13290	74
13	Employees in my work unit meet the needs of our customers.	6655	5666	581	48	12	12962	417
14	Employees in my work unit contribute positively to my agency's performance.	8462	4075	518	59	13	13127	251
15	Employees in my work unit produce high-quality work.	7863	4507	661	62	13	13106	257
16	Employees in my work unit adapt to changing priorities.	7314	4510	1018	155	30	13027	303
17	Employees in my organization are recognized for providing high quality products and services.	5478	5424	1363	572	231	13068	299

18	Employees in my organization are protected from health and safety hazards on the job.	7823	4279	669	272	130	13173	178
19	My organization is successful at accomplishing its mission.	7249	5019	732	164	61	13225	131
20	I recommend my organization as a good place to work.	7237	4403	1070	433	211	13354	N/A
21	I believe the results of this survey will be used to make my agency a better place to work.	3307	4644	2890	1064	582	12487	873
22	My supervisor is committed to a workforce representative of all segments of society.	8000	3634	828	141	129	12732	578
23	My supervisor supports employee development for my work unit.	8571	3664	661	191	126	13213	108
24	My supervisor supports my need to balance work and other life issues.	9260	3144	609	205	128	13346	N/A
25	My supervisor listens to what I have to say.	8905	3262	694	303	170	13334	N/A
26	My supervisor treats me with respect.	9913	2687	454	164	109	13327	N/A
27	My supervisor provides me with constructive suggestions to improve my job performance.	7538	3922	1250	446	158	13314	N/A
28	I have trust and confidence in my supervisor.	8508	3244	937	344	244	13277	N/A
29	Overall, how good a job do you feel is being done by your immediate supervisor?	9073	2969	866	256	139	13303	N/A
30	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	3657	5259	2483	1103	574	13076	224
31	My organization's senior leaders maintain high standards of honesty and integrity.	5250	4912	1691	491	347	12691	591
32	Managers communicate the goals of the organization.	4710	5715	1772	683	275	13155	124
33	Managers promote communication among different work units (for example, about projects, goals, needed resources).	4527	5350	1956	796	343	12972	280
34	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	5391	4574	1595	437	230	12227	617
35	I have a high level of respect for my organization's senior leaders.	5410	4839	1869	680	370	13168	114

36	Senior leaders demonstrate support for Work/Life programs.	5612	4739	1613	531	339	12834	429
37	How satisfied are you with your involvement in decisions that affect your work?	4383	5551	1989	1037	301	13261	N/A
38	How satisfied are you with the information you receive from management on what's going on in your organization?	4458	5610	1942	984	271	13265	N/A
39	How satisfied are you with the recognition you receive for doing a good job?	5066	4915	1996	880	395	13252	N/A
40	Considering everything, how satisfied are you with your job?	6003	5214	1246	619	192	13274	N/A
41	Considering everything, how satisfied are you with your pay?	3864	5407	1951	1473	577	13272	N/A
42	Considering everything, how satisfied are you with your organization?	5332	5465	1525	675	257	13254	N/A
43	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	5821	4681	1323	378	207	12410	786
44	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	6697	4113	1221	236	150	12417	776
45	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	6166	4375	1252	615	439	12847	351
46	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	6522	4079	1178	431	270	12480	719
47	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	5713	4298	1460	627	332	12430	709
48	Employees in my work unit treat me as a valued member of the team.	7420	4715	741	181	79	13136	85
49	Employees in my work unit make me feel I belong.	7125	4598	1051	238	111	13123	93
50	Employees in my work unit care about me as a person.	6882	4486	1286	170	101	12925	286
51	I am comfortable expressing opinions that are different from	6486	4633	1108	548	309	13084	104

	other employees in my work unit.							
52	In my work unit, people's differences are respected.	6409	5131	987	274	133	12934	267
53	I can be myself and be successful within my organization.	6452	4771	1144	456	268	13091	107
54	My organization has an effective process for meeting accessibility needs (e.g., reasonable accommodations)	5589	4156	1089	187	110	11131	2056
55	NASA has an effective government ethics program and I know how to contact a NASA ethics official	5660	5235	1150	280	137	12462	539
56	NASA leaders take proactive steps to prevent harassment in the workplace (for example, senior leadership messages to the workforce, use of posters and other communication materials, training, dialogues, or similar activities)	5541	5027	1344	319	188	12419	542

	# of Responses (multiple selections possible)
57. My agency has proactive programs in place to:	
Address workplace conflict in a timely and effective manner when it rises	6932
Develop a pipeline of diverse leaders	6431
Provide formal and informal mentoring opportunities for all employees	9392
Provide targeted development opportunities for diverse employees	6413
Recruit diverse candidates	8083
Do not know	2474
None of the above	337