



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE
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MEMORANDUM FOR: SEE DISTRIBUTION

Thank you to everyone who participated in the Federal Employee Viewpoint Survey (FEVS). Between April and June, 2015, almost 73,000 Department of Defense (DoD) civilian employees responded to this government-wide sample survey resulting in a 35.3 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. The 2015 results for DoD Employee Engagement and Global Satisfaction are 65 percent and 61 percent, respectively, both improved from last year's results.

I am pleased to point out that Employee Engagement increased 1.7 percentage points and Global Satisfaction (which includes Job Satisfaction, Organizational Satisfaction, Pay Satisfaction, and whether you would recommend your organization as a good place to work) increased 2.3 percentage points from 2014. DoD results show employees remain very positive about their work, jobs, and mission, and appreciate the work-life programs – especially alternative work schedules and 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 they believe they are engaged in high-quality work. They think their organizations have prepared them for potential security threats.

Challenges were found in performance management, training and development opportunities, and recruiting people with the right skills. Again, this year, more than 40 percent of the workforce plan to leave or retire within the next year, but the percentage is slightly lower than in 2014.

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 2015 FEVS, please go to the Employee Survey page at: http://www.cpms.osd.mil/Content/Documents/2015_EV_AMR_Department_of_Defense.pdf. This information can also be accessed via the Defense Civilian Personnel Advisory Service link on defense.gov.

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