

# The 2022 Federal Employee Viewpoint Survey (FEVS): Results and Issues for Congress

January 19, 2023

## Background

The publication of the results of the [Federal Employee Viewpoint Survey \(FEVS\)](#) in the *2022 Office of Personnel Management Federal Employee Viewpoint Survey Results: Governmentwide Management Report* marks the 20<sup>th</sup> anniversary of the FEVS, an organizational climate survey administered annually by the [Office of Personnel Management \(OPM\)](#). The FEVS assesses how employees perceive the policies, practices, procedures, and leadership of their agencies. OPM first administered the FEVS, which was originally titled the Federal Human Capital Survey (FHCS), in 2002. It then administered the FHCS in 2004, 2006, and 2008. In 2010, the FHCS was revised and renamed the FEVS.

The [National Defense Authorization Act for Fiscal Year 2004](#) codified the requirement for all executive agencies to participate in an annual survey of its employees, which OPM refers to as the Annual Employee Survey (AES). The AES includes specific items that must be asked of each executive agency.

These provisions are currently located in [Title 5, Section 7101 note](#), of the *United States Code*. The implementing regulations, at [Title 5, Part 250, Subpart C](#), of the *Code of Federal Regulations*, list 16 AES-required employee questions, which OPM incorporates into the FEVS each year. Each agency may also include additional survey questions that are unique to the agency. When agencies participate in the FEVS, they fulfill their survey obligations as required by law and regulation.

## Administration of the FEVS

OPM administers the [FEVS](#) electronically to employees of executive agencies. It may also be administered to agencies outside of the executive branch that accept invitations to participate in the survey. OPM invites eligible employees to participate via email and sends reminder emails to encourage participation, though participation is voluntary for all employees. Full- and part-time permanent, non-seasonal employees are eligible to participate. Contractors are not eligible to participate. Participants must complete at least 25% of the survey's questions for their responses to count. Individual responses to the FEVS are kept [confidential](#). OPM publishes the results of the FEVS in its *Governmentwide Management Reports*, which "includes item results, index scores, trends, and information on who responded to the

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survey.” OPM sorts agencies into [five size categories](#) based on employee population. OPM also publishes [data reports](#), [technical reports](#), and [special reports](#).

## The 2022 FEVS

On November 30, 2022, OPM published the results of the 2022 FEVS in the [2022 Office of Personnel Management Federal Employee Viewpoint Survey Results: Governmentwide Management Report](#). The 2022 FEVS consisted of 100 individual items and item sets and an additional 20 demographic items. It included components of the FEVS that have traditionally been included, specifically:

- items required by the AES regulations;
- the [Employee Engagement Index \(EEI\)](#), which measures the conditions conducive to employee engagement;
- the [Global Satisfaction Index](#), which measures “employee satisfaction on four aspects related to their work: the job, pay, organization, and whether they would recommend their organization as a good place to work;” and
- [Performance Confidence Index](#), which measures employees’ perceptions of their agencies’ performance.

Pursuant to [Executive Order 14035](#), OPM developed a new component for the 2022 FEVS called the [Diversity, Equity, Inclusion, and Accessibility \(DEIA\) Index](#) to provide a “source of baseline DEIA data for agencies.” The FEVS has included sections addressing the COVID-19 pandemic since 2020. In the 2022 FEVS, the COVID-19 section was reduced in comparison to the [2020](#) and [2021 FEVS](#), and it was revised to add items focused on the return to the worksite.

## Results of the 2022 FEVS

For the 2022 FEVS, 1,582,112 full- and part-time permanent, non-seasonal employees who were onboard on or before November 19, 2021, were eligible to participate. The government-wide [response rate](#) was 35% with 557,778 employees participating, which was an increase of 1% from the [2021](#) response rate. Small agencies had the highest response rate of 70%. Very small agencies and medium agencies had response rates of 64% and 60%, respectively. Large agencies and very large agencies had the lowest response rates of 46% and 32%, respectively.

The EEI [“Overall Engagement”](#) score remained constant from 2021 to 2022 at 71%. This is a decrease from the 2020 Overall Engagement score of 72%. The Global Satisfaction [“Overall Satisfaction”](#) score was 62%, which is a decrease from the 2021 score of 64% and the 2020 score of 69%. The Performance Confidence [Index “Performance Confidence”](#) score remained constant from 2021 to 2022 at 84%. This is a decrease from the 2020 Performance Confidence score of 87%. The [DEIA Index](#) produced a government-wide score of 69%. Individual components of the DEIA Index scored as follows: (1) diversity, 69%; (2) equity, 65%; (3) inclusion, 75%; and (4) accessibility, 67%.

## Potential Issues for Congress

Congress has demonstrated a long-standing interest, reflected in the statutory requirement for the AES, in studying the perceptions of the employees comprising the federal workforce. Congress may wish to consider if OPM’s FEVS, which complies with the AES statutory requirements, is capturing the information that Congress is interested in. With a government-wide response rate of 35% in 2022, Congress may wish to explore methods of increasing participation in the survey in order to capture data from more of the federal workforce. In addition, Congress may consider revising or adding to the list of required survey items in statute to ensure the collection of data in areas of interest to Congress. With

regard to the results of the 2022 FEVS, Congress may wish to consider the Overall Engagement, Overall Satisfaction, and Performance Confidence scores, which have all declined in recent years. As the federal government competes with the private sector to recruit and retain employees, efforts to improve federal employees' perceptions of the policies, practices, procedures, and leadership of their agencies may be of interest.

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