

**2014 FedView Survey Results for the
Millennium Challenge Corporation
All Respondents**

1. **Interpretation of Results:** MCC conducted its 8th Employee Viewpoint Survey (EVS) in Fiscal Year 2014. Over the course of eight surveys, there have been more than 1,600 MCC responses to the EVS, providing valuable information on employee satisfaction with the many facets of MCC's work environment. For FY14, new and ongoing challenges provided the backdrop to employees' work experience: changes in leadership, a major reorganization, uncertainties and disruption in work caused by sequestration and the continued budget constraints affecting performance awards and salaries. Despite these challenges, MCC employees maintained their strong optimism towards work and the agency mission as evidenced by high EVS ratings on these questions. Employees' relationship with their supervisors and the value they place on their physical work environment did not suffer any changes from previous years and continued as major strengths for MCC. In addition, satisfaction increased with respect to training and development opportunities and employee opinion regarding workforce skills. FY14 results also showed declines. Employee opinion regarding senior leadership and managers has continued to erode, and employee concerns over rewards and recognition, opportunities for advancement and training remain weak (despite some increases in ratings). The survey also shows a major downturn in an area that, up until FY14, was considered a major strength: MCC employees' perception of the safety of their work environment. This question dropped precipitously and is lower than the FY13 government average. MCC is addressing these areas of concern through active development of agency-wide initiatives and departmental plans and continuing follow-through on longer-term initiatives, such as the performance management system, training assessment and offerings, and other HR-related activities. MCC also is ensuring regular monitoring and reporting on MCC and departmental progress, mid-course corrections, and regular communications with staff.

2. **How the survey was conducted:** The survey was conducted online from May 27 to June 18, 2014.

3. **Description of sample:** All 296 MCC employees were surveyed.

4. **Survey items and response choices:** See the tables on the following pages.

5. **Number of employees surveyed, number who responded, and representativeness of respondents:** Of the 296 employees surveyed, 242 responded, for a 82% response rate. These respondents are representative of the population.

Supervisory Status	Population	Respondents
Non-supervisor	72%	77%
Supervisor	19%	14%
Manager	7%	5%
Executive	2%	4%
Gender		
Male	46%	47%
Female	54%	53%
Are you: Hispanic or Latino		
Yes	4%	6%
No	96%	94%
Racial Category		
White	66%	75%

Black or African-American	21%	18%
Native Hawaiian or Other Pacific Islander	1%	0%
Asian	7%	3%
American Indian or Alaska Native	1%	2%
Two or more races (not Hispanic or Latino)	0%	3%
Sub-Agency		
DEPT ADMIN AND FINANCE	18%	16%
DEPT COMPACT OPERATIONS	50%	53%
DEPT CONG & PUBLIC AFF	5%	5%
DEPT POLICY & EVALUATION	16%	17%
OFF CHF EXECUTIVE OFFICER	5%	4%
OFF GEN COUNSEL & VC PRES	6%	6%

**2014 FedView Survey Results for the
Millennium Challenge Corporation
All Respondents**

Surveys Sent: 296

Surveys Returned: 242

Response Rate: 82%

Prescribed Questions: My Work Experience								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree		Total
1. I am given a real opportunity to improve my skills in my organization.	Frequencies	64	101	34	35	7		241
	Percentages	26.6%	41.9%	14.1%	14.5%	2.9%		100.0%
2. I have enough information to do my job well.	Frequencies	40	113	50	28	11		242
	Percentages	16.5%	46.7%	20.7%	11.6%	4.5%		100.0%
3. I feel encouraged to come up with new and better ways of doing things.	Frequencies	61	88	46	27	17		239
	Percentages	25.5%	36.8%	19.2%	11.3%	7.1%		100.0%
4. My work gives me a feeling of personal accomplishment.	Frequencies	89	97	27	16	12		241
	Percentages	36.9%	40.2%	11.2%	6.6%	5.0%		100.0%
5. I like the kind of work I do.	Frequencies	105	103	19	11	4		242
	Percentages	43.4%	42.6%	7.9%	4.5%	1.7%		100.0%
6. I know what is expected of me on the job.	Frequencies	52	108	42	24	12		238
	Percentages	21.8%	45.4%	17.6%	10.1%	5.0%		100.0%
7. When needed I am willing to put in the extra effort to get a job done.	Frequencies	170	66	3	0	2		241
	Percentages	70.5%	27.4%	1.2%	0.0%	0.8%		100.0%
8. I am constantly looking for ways to do my job better.	Frequencies	129	93	17	1	1		241
	Percentages	53.5%	38.6%	7.1%	0.4%	0.4%		100.0%

**2014 FedView Survey Results for the
Millennium Challenge Corporation
All Respondents**

Surveys Sent: 296

Surveys Returned: 242

Response Rate: 82%

Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	Frequencies	21	94	40	57	29	1	242
	Percentages	8.7%	39.0%	16.6%	23.7%	12.0%		100.0%
10. My workload is reasonable.	Frequencies	23	94	45	48	30	1	241
	Percentages	9.6%	39.2%	18.8%	20.0%	12.5%		100.0%
11. My talents are used well in the workplace.	Frequencies	46	92	37	43	22	1	241
	Percentages	19.2%	38.3%	15.4%	17.9%	9.2%		100.0%
12. I know how my work relates to the agency's goals and priorities.	Frequencies	92	103	21	17	9	0	242
	Percentages	38.0%	42.6%	8.7%	7.0%	3.7%		100.0%
13. The work I do is important.	Frequencies	116	90	23	5	6	0	240
	Percentages	48.3%	37.5%	9.6%	2.1%	2.5%		100.0%
14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	Frequencies	94	110	22	11	4	0	241
	Percentages	39.0%	45.6%	9.1%	4.6%	1.7%		100.0%
15. My performance appraisal is a fair reflection of my performance.	Frequencies	44	101	32	22	32	11	242
	Percentages	19.0%	43.7%	13.9%	9.5%	13.9%		100.0%
16. I am held accountable for achieving results.	Frequencies	56	120	40	16	8	2	242
	Percentages	23.3%	50.0%	16.7%	6.7%	3.3%		100.0%
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Frequencies	74	80	26	19	21	22	242
	Percentages	33.6%	36.4%	11.8%	8.6%	9.5%		100.0%
18. My training needs are assessed.	Frequencies	24	65	61	63	24	3	240
	Percentages	10.1%	27.4%	25.7%	26.6%	10.1%		100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	No Basis to Judge	Total
19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.	Frequencies	34	61	49	37	45	15	241
	Percentages	15.0%	27.0%	21.7%	16.4%	19.9%		100.0%

**2014 FedView Survey Results for the
Millennium Challenge Corporation
All Respondents**

Surveys Sent: 296

Surveys Returned: 242

Response Rate: 82%

Prescribed Questions: My Work Unit								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree		Total
20. The people I work with cooperate to get the job done.	Frequencies	51	135	24	18	11		239
	Percentages	21.3%	56.5%	10.0%	7.5%	4.6%		100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
21. My work unit is able to recruit people with the right skills.	Frequencies	34	100	53	32	19	3	241
	Percentages	14.3%	42.0%	22.3%	13.4%	8.0%		100.0%
22. Promotions in my work unit are based on merit.	Frequencies	25	72	50	32	40	23	242
	Percentages	11.4%	32.9%	22.8%	14.6%	18.3%		100.0%
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Frequencies	20	39	64	51	26	42	242
	Percentages	10.0%	19.5%	32.0%	25.5%	13.0%		100.0%
24. In my work unit, differences in performance are recognized in a meaningful way.	Frequencies	17	51	60	57	28	27	240
	Percentages	8.0%	23.9%	28.2%	26.8%	13.1%		100.0%
25. Awards in my work unit depend on how well employees perform their jobs.	Frequencies	23	58	54	32	34	40	241
	Percentages	11.4%	28.9%	26.9%	15.9%	16.9%		100.0%
26. Employees in my work unit share job knowledge with each other.	Frequencies	57	133	29	13	8	1	241
	Percentages	23.8%	55.4%	12.1%	5.4%	3.3%		100.0%
27. The skill level in my work unit has improved in the past year.	Frequencies	39	71	79	27	13	11	240
	Percentages	17.0%	31.0%	34.5%	11.8%	5.7%		100.0%
Item Text		Very Good	Good	Fair	Poor	Very Poor		Total
28. How would you rate the overall quality of work done by your work unit?	Frequencies	89	106	32	7	4		238
	Percentages	37.4%	44.5%	13.4%	2.9%	1.7%		100.0%

**2014 FedView Survey Results for the
Millennium Challenge Corporation
All Respondents**

Surveys Sent: 296

Surveys Returned: 242

Response Rate: 82%

Prescribed Questions: My Agency								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Frequencies	29	136	45	14	15	2	241
	Percentages	12.1%	56.9%	18.8%	5.9%	6.3%		100.0%
30. Employees have a feeling of personal empowerment with respect to work processes.	Frequencies	18	93	53	51	19	8	242
	Percentages	7.7%	39.7%	22.6%	21.8%	8.1%		100.0%
31. Employees are recognized for providing high quality products and services.	Frequencies	24	91	52	43	22	8	240
	Percentages	10.3%	39.2%	22.4%	18.5%	9.5%		100.0%
32. Creativity and innovation are rewarded.	Frequencies	23	66	65	58	23	7	242
	Percentages	9.8%	28.1%	27.7%	24.7%	9.8%		100.0%
33. Pay raises depend on how well employees perform their jobs.	Frequencies	12	34	71	46	39	37	239
	Percentages	5.9%	16.8%	35.1%	22.8%	19.3%		100.0%
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	Frequencies	34	86	62	15	11	33	241
	Percentages	16.3%	41.3%	29.8%	7.2%	5.3%		100.0%
35. Employees are protected from health and safety hazards on the job.	Frequencies	66	111	32	17	9	7	242
	Percentages	28.1%	47.2%	13.6%	7.2%	3.8%		100.0%
36. My organization has prepared employees for potential security threats.	Frequencies	39	102	42	36	16	6	241
	Percentages	16.6%	43.4%	17.9%	15.3%	6.8%		100.0%
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	Frequencies	36	85	45	24	26	25	241
	Percentages	16.7%	39.4%	20.8%	11.1%	12.0%		100.0%
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	Frequencies	57	90	37	8	17	32	241
	Percentages	27.3%	43.1%	17.7%	3.8%	8.1%		100.0%
39. My agency is successful at accomplishing its mission.	Frequencies	50	120	50	11	6	3	240
	Percentages	21.1%	50.6%	21.1%	4.6%	2.5%		100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree		Total
40. I recommend my organization as a good place to work.	Frequencies	50	91	55	28	15		239
	Percentages	20.9%	38.1%	23.0%	11.7%	6.3%		100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
41. I believe the results of this survey will be used to make my agency a better place to work.	Frequencies	36	69	51	31	32	18	237
	Percentages	16.4%	31.5%	23.3%	14.2%	14.6%		100.0%

**2014 FedView Survey Results for the
Millennium Challenge Corporation
All Respondents**

Surveys Sent: 296

Surveys Returned: 242

Response Rate: 82%

Prescribed Questions: My Supervisor/Team Leader								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
42. My supervisor supports my need to balance work and other life issues.	Frequencies	87	104	27	11	10	3	242
	Percentages	36.4%	43.5%	11.3%	4.6%	4.2%		100.0%
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	Frequencies	78	101	35	13	14	1	242
	Percentages	32.4%	41.9%	14.5%	5.4%	5.8%		100.0%
44. Discussions with my supervisor about my performance are worthwhile.	Frequencies	66	83	48	22	19	3	241
	Percentages	27.7%	34.9%	20.2%	9.2%	8.0%		100.0%
45. My supervisor is committed to a workforce representative of all segments of society.	Frequencies	66	72	52	1	9	41	241
	Percentages	33.0%	36.0%	26.0%	0.5%	4.5%		100.0%
46. My supervisor provides me with constructive suggestions to improve my job performance.	Frequencies	57	91	54	20	17	2	241
	Percentages	23.8%	38.1%	22.6%	8.4%	7.1%		100.0%
47. Supervisor in my work unit support employee development.	Frequencies	68	101	38	15	14	6	242
	Percentages	28.8%	42.8%	16.1%	6.4%	5.9%		100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree		Total
48. My supervisor listens to what I have to say.	Frequencies	98	102	18	17	7		242
	Percentages	40.5%	42.1%	7.4%	7.0%	2.9%		100.0%
49. My supervisor treats me with respect.	Frequencies	114	89	18	12	7		240
	Percentages	47.5%	37.1%	7.5%	5.0%	2.9%		100.0%
50. In the last six months, my supervisor has talked with me about my performance.	Frequencies	96	107	16	18	5		242
	Percentages	39.7%	44.2%	6.6%	7.4%	2.1%		100.0%
51. I have trust and confidence in my supervisor.	Frequencies	77	85	41	19	16		238
	Percentages	32.4%	35.7%	17.2%	8.0%	6.7%		100.0%
Item Text		Very Good	Good	Fair	Poor	Very Poor		Total
52. Overall, how good a job do you feel is being done by your immediate supervisor?	Frequencies	97	74	44	14	12		241
	Percentages	40.2%	30.7%	18.3%	5.8%	5.0%		100.0%

**2014 FedView Survey Results for the
Millennium Challenge Corporation
All Respondents**

Surveys Sent: 296

Surveys Returned: 242

Response Rate: 82%

Prescribed Questions: Leadership								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Frequencies	18	67	63	65	25	3	241
	Percentages	7.6%	28.2%	26.5%	27.3%	10.5%		100.0%
54. My organization's leaders maintain high standards of honesty and integrity.	Frequencies	34	86	63	27	21	11	242
	Percentages	14.7%	37.2%	27.3%	11.7%	9.1%		100.0%
55. Managers/supervisors/team leaders work well with employees of different backgrounds.	Frequencies	45	102	53	21	9	12	242
	Percentages	19.6%	44.3%	23.0%	9.1%	3.9%		100.0%
56. Managers communicate the goals and priorities of the organization.	Frequencies	28	99	49	44	18	3	241
	Percentages	11.8%	41.6%	20.6%	18.5%	7.6%		100.0%
57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Percentages	23	73	71	42	15	17	241
	Percentages	10.3%	32.6%	31.7%	18.8%	6.7%		100.0%
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	Frequencies	27	85	63	41	19	5	240
	Percentages	11.5%	36.2%	26.8%	17.4%	8.1%		100.0%
59. Managers support collaboration across work units to accomplish work objectives.	Frequencies	30	89	68	35	13	5	240
	Percentages	12.8%	37.9%	28.9%	14.9%	5.5%		100.0%
Item Text		Very Good	Good	Fair	Poor	Very Poor	Do Not Know	Total
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Frequencies	61	74	52	18	19	16	240
	Percentages	27.2%	33.0%	23.2%	8.0%	8.5%		100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
61. I have a high level of respect for my organization's senior leaders.	Frequencies	22	62	80	41	34	2	241
	Percentages	9.2%	25.9%	33.5%	17.2%	14.2%		100.0%
62. Senior leaders demonstrate support for Work/Life programs.	Frequencies	26	95	64	26	12	17	240
	Percentages	11.7%	42.6%	28.7%	11.7%	5.4%		100.0%

**2014 FedView Survey Results for the
Millennium Challenge Corporation
All Respondents**

Surveys Sent: 296

Surveys Returned: 242

Response Rate: 82%

Prescribed Questions: My Satisfaction								
Item Text		Very Satisfied	Satisfied	Neither	Dissatisfied	Very Dissatisfied		Total
63. How satisfied are you with your involvement in decisions that affect your work?	Frequencies	34	91	55	46	13		239
	Percentages	14.2%	38.1%	23.0%	19.2%	5.4%		100.0%
64. How satisfied are you with the information you receive from management on what's going on in your organization?	Frequencies	28	81	72	47	13		241
	Percentages	11.6%	33.6%	29.9%	19.5%	5.4%		100.0%
65. How satisfied are you with the recognition you receive for doing a good job?	Frequencies	37	88	43	46	26		240
	Percentages	15.4%	36.7%	17.9%	19.2%	10.8%		100.0%
66. How satisfied are you with the policies and practices of your senior leaders?	Frequencies	17	63	84	53	24		241
	Percentages	7.1%	26.1%	34.9%	22.0%	10.0%		100.0%
67. How satisfied are you with your opportunity to get a better job in your organization?	Frequencies	26	41	77	59	36		239
	Percentages	10.9%	17.2%	32.2%	24.7%	15.1%		100.0%
68. How satisfied are you with the training you receive for your present job?	Frequencies	32	73	75	40	19		239
	Percentages	13.4%	30.5%	31.4%	16.7%	7.9%		100.0%
69. Considering everything, how satisfied are you with your job?	Frequencies	55	94	40	35	16		240
	Percentages	22.9%	39.2%	16.7%	14.6%	6.7%		100.0%
70. Considering everything, how satisfied are you with your pay?	Frequencies	38	107	35	42	19		241
	Percentages	15.8%	44.4%	14.5%	17.4%	7.9%		100.0%
71. Considering everything, how satisfied are you with your organization?	Frequencies	33	99	58	28	22		240
	Percentages	13.8%	41.3%	24.2%	11.7%	9.2%		100.0%

**2014 FedView Survey Results for the
Millennium Challenge Corporation
All Respondents**

Surveys Sent: 296

Surveys Returned: 242

Response Rate: 82%

Prescribed Questions: Work/Life

72. Have you been notified that you are eligible to telework?

	N	%
Yes, I was notified that I was eligible to telework	210	87%
Yes, I was notified that I was not eligible to telework.	4	2%
No, I was not notified of my telework eligibility.	15	6%
Not sure if I was notified of my telework eligibility.	12	5%

73. Please select the response below that BEST describes your teleworking situation.

	N	%
I telework 3 or more days per week.	3	1%
I telework 1 or 2 work days per week.	44	18%
I telework, but no more than 1 or 2 days per month.	48	20%
I telework very infrequently, on an unscheduled or short-term basis.	91	38%
I do NOT telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	7	3%
I do NOT telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	3	1%
I do NOT telework because I because I did not receive approval to do so, even though I have the kind of job where I can telework.	15	6%
I do NOT telework because I choose not to telework.	28	12%

Do you participate in the following Work/Life programs?

74. Alternative work schedules (AWS)	N	%
Yes	41	17%
No	177	73%
Not available to me	23	10%

**2014 FedView Survey Results for the
Millennium Challenge Corporation
All Respondents**

Surveys Sent: 296

Surveys Returned: 242

Response Rate: 82%

75. Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	%
Yes	41	17%
No	164	69%
Not available to me	34	14%

76. Employee Assistance Program (EAP)

	N	%
Yes	22	9%
No	196	84%
Not available to me	16	7%

77. Child care programs (for example, daycare, parenting classes, parenting support groups)

	N	%
Yes	11	5%
No	191	81%
Not available to me	35	15%

78. Elder care programs (for example, support groups, speakers)

	N	%
Yes	1	0%
No	208	87%
Not available to me	30	13%

**2014 FedView Survey Results for the
Millennium Challenge Corporation
All Respondents**

Surveys Sent: 296

Surveys Returned: 242

Response Rate: 82%

Item Text		Very Satisfied	Satisfied	Neither	Dissatisfied	Very Dissatisfied	No Basis to Judge	Total
79. Telework	Frequencies	56	89	24	7	4	8	188
	Percentages	31.1%	49.4%	13.3%	3.9%	2.2%		100.0%
80. Alternative work schedules (AWS)	Frequencies	18	21	0	1	0	0	40
	Percentages	45.0%	52.5%	0.0%	2.5%	0.0%		100.0%
81. Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	Frequencies	13	17	6	1	2	4	43
	Percentages	33.3%	43.6%	15.4%	2.6%	5.1%		100.0%
82. Employee Assistance Program (EAP)	Frequencies	5	11	5	0	0	8	29
	Percentages	23.8%	52.4%	23.8%	0.0%	0.0%		100.0%
83. Child care programs (for example, daycare, parenting classes, parenting support groups)	Frequencies	2	7	1	0	0	4	14
	Percentages	20.0%	70.0%	10.0%	0.0%	0.0%		100.0%
84. Elder care programs (for example, support groups, speakers)	Frequencies	1	0	0	0	0	2	3
	Percentages	100.0%	0.0%	0.0%	0.0%	0.0%		100.0%

**2014 FedView Survey Results for the
Millennium Challenge Corporation
All Respondents**

Surveys Sent: 296

Surveys Returned: 242

Response Rate: 82%

Prescribed Questions: MCC-Specific Questions								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree		Total
85. MCC's CLEAR values are very important to me in how I do my work at MCC.	Frequencies	63	79	63	18	18		241
	Percentages	26.1%	32.8%	26.1%	7.5%	7.5%		100.0%
86. MCC's senior leaders consistently demonstrate MCC's CLEAR values.	Frequencies	12	66	83	48	32		241
	Percentages	5.0%	27.4%	34.4%	19.9%	13.3%		100.0%
87. My department's VP consistently demonstrates MCC's CLEAR values.	Frequencies	35	70	63	36	37		241
	Percentages	14.5%	29.0%	26.1%	14.9%	15.4%		100.0%
88. MCC's CLEAR values are positively changing MCC's corporate culture.	Frequencies	18	51	98	50	24		241
	Percentages	7.5%	21.2%	40.7%	20.7%	10.0%		100.0%
89. MCC attracts job candidates who have the right skills.	Frequencies	25	107	66	28	15		241
	Percentages	10.4%	44.4%	27.4%	11.6%	6.2%		100.0%
90. The candidate pool of "best qualified" applicants for MCC positions includes people with the right skills.	Frequencies	22	93	81	30	15		241
	Percentages	9.1%	38.6%	33.6%	12.4%	6.2%		100.0%
91. Hiring managers hire people with the right skills.	Frequencies	21	87	82	34	16		240
	Percentages	8.8%	36.3%	34.2%	14.2%	6.7%		100.0%
92. My work unit is able to fill open positions in a reasonable timeframe once they become vacant.	Frequencies	22	57	81	52	25		237
	Percentages	9.3%	24.1%	34.2%	21.9%	10.5%		100.0%
93. My work unit is appropriately staffed to meet the workload demands of the work unit.	Frequencies	20	68	42	70	39		239
	Percentages	8.4%	28.5%	17.6%	29.3%	16.3%		100.0%

94. Please choose the answer that best describes how you feel about your opportunities for advancement at MCC as compared to your co-workers.

	N	%
I have the same opportunities for advancement at MCC as my co-workers.	129	55%
I have more opportunities for advancement at MCC as my co-workers.	7	3%
I have fewer opportunities for advancement at MCC as my co-workers.	99	42%

**2014 FedView Survey Results for the
Millennium Challenge Corporation
All Respondents**

Surveys Sent: 296

Surveys Returned: 242

Response Rate: 82%

Demographics

96. Where do you work?		N	%
	Headquarters (Washington D.C.)	212	93%
	Field (Overseas)	16	7%

97. What is your supervisory status?		N	%
	Non-Supervisor	145	65%
	Team Leader	28	13%
	Supervisor	31	14%
	Manager	11	5%
	Executive	9	4%

98. What is your gender?		N	%
	Male	100	47%
	Female	114	53%

99. Are you Hispanic or Latino?		N	%
	Yes	12	6%
	No	192	94%

100. Please select the racial category or categories with which you most closely identify.		N	%
	American Indian or Alaska Native	3	2%
	Asian	5	3%
	Black or African American	33	18%
	Native Hawaiian or Other Pacific Islander	0	0%
	White	138	75%
	Two or more races	5	3%

101. What is your age group?		N	%
	25 and under	2	1%
	26-29	7	3%
	30-39	81	39%
	40-49	70	34%
	50-59	33	16%
	60 or older	15	7%

102. What is your pay category/grade?		N	%
	Pay Band 1 - 2(b)	15	8%
	Pay Band 2(c) - 2(d)	28	14%
	Pay Band 3(a) - 3(b)	98	50%
	Pay Band 4(a), 4(b), 4(c)	43	22%
	Pay Band 5	11	6%

**2014 FedView Survey Results for the
Millennium Challenge Corporation
All Respondents**

Surveys Sent: 296

Surveys Returned: 242

Response Rate: 82%

103. How long have you been with the Federal Government
(excluding military service)?

	N	%
Less than 1 year	9	4%
1 to 3 years	38	17%
4 to 5 years	30	14%
6 to 10 years	80	36%
11 to 14 years	30	14%
15 to 20 years	17	8%
More than 20 years	16	7%

104. How long have you been with MCC?

	N	%
Less than 1 year	16	8%
1 to 3 years	69	32%
4 to 5 years	38	18%
6 or more years	90	42%

105. Are you considering leaving MCC within the next year, and
if so, why?

	N	%
No	124	56%
Yes, to retire	4	2%
Yes, to take another job within the Federal Government	27	12%
Yes, to take another job outside the Federal Government	36	16%
Yes, other	31	14%

106. I am planning to retire:

	N	%
Within one year	2	1%
Between one and three years	7	3%
Between three and five years	7	3%
Five or more years	185	92%

107. Do you consider yourself to be one or more of the
following?

	N	%
Heterosexual or Straight	158	82%
Gay, Lesbian, Bisexual or Transgender	10	5%
I prefer not to say	25	13%

108. Have you ever served on Active Duty in the US Armed
Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?

	N	%
Yes	10	5%
No	207	95%

109. Are you an individual with a disability?

	N	%
Yes	3	1%
No	213	99%

**2014 FedView Survey Results for the
Millennium Challenge Corporation
All Respondents**

Surveys Sent: 296

Surveys Returned: 242

Response Rate: 82%

95. Where do you work at MCC?

	N	%
MCC Overall	242	100%
DEPT ADMIN AND FINANCE	38	16%
ADMIN SERVICES & HUMAN RESOURCES DIVI	8	3%
CONTRACTS & GRANTS MANAGEMENT	9	4%
OFFICE OF THE VP/DEPUTY VP	4	2%
FINANCIAL MANAGEMENT	8	3%
INFORMATION TECHNOLOGY	5	2%
SECURITY OFFICE SERVICES	4	2%
DEPT COMPACT OPERATIONS	128	53%
OFFICE OF THE VP/DEPUTY VP	9	4%
SECTOR OPERATIONS	21	9%
AGRICULTURE & LAND	7	3%
GENDER & SOCIAL ASSESSMENT	8	3%
EDUCATION, HEALTH, & COMNTY DEVLPMNT	2	1%
CONTRACTS	2	1%
FISCAL ACCOUNTABILITY & PROCUREMENT	16	7%
FISCAL ACCOUNTABILITY	8	3%
PROCUREMENT	8	3%
AFRICA	28	12%
PROGRAMS - OVERSEAS	11	5%
PROGRAMS - DC BASED	17	7%
EAPLA	14	6%
PROGRAMS - OVERSEAS	9	4%
PROGRAMS - DC BASED	5	2%
RASTRUCTURE, ENVIRONMENT & PRIVATE SECTOR	21	9%
ENVIRONMENTAL & SOCIAL ASSESSMENTS	13	5%
FINANCE, INCESTMENT & TRADE	6	2%
INFRASTRUCTURE	19	8%
ENERGY	7	3%
WATER	7	3%
TRANSPORTATION	5	2%
DEPT CONG & PUBLIC AFF	11	5%
CONGRESSIONAL AFFAIRS	3	1%
OFFICE OF THE VP/DEPUTY VP	0	0%
PUBLIC AFFAIRS	8	3%
DEPT POLICY & EVALUATION	42	17%
OFFICE OF THE VP/DEPUTY VP	5	2%
COOPERATION/DEVELOPMENT	3	1%
DEVELOPMENT POLICY	4	2%
ECONOMIC ANALYSIS	12	5%
MONITORING & EVALUATION	18	7%
OFF CHF EXECUTIVE OFFCR	9	4%
OFF CHF EXECUTIVE OFFCR	9	4%
OFFC GEN CONC & VC PRES	14	6%
ADMINISTRATION	3	1%
INTERNATIONAL OPERATIONS	11	5%

HCAAF Indices

Index	% Favorable
Leadership and Knowledge Management	52%
Results Oriented Performance Culture	53%
Talent Management	57%
Job Satisfaction	65%