OMB CONTROL NUMBER:	None
ICR REFERENCE NUMBER:	202609-3206-001
TITLE:	Annual Employee Survey

current step:

1. Your comment/info
2. Preview/submit comment
3. Confirmation

Your comment/info

Please enter your comment information and click the Next button below to proceed. Enter comment text and/or upload file(s) below. Comments submitted online will not be publicly disclosed on www.reginfo.gov until OIRA concludes their review. Only comments that have been verified by OIRA will be publicly disclosed on www.reginfo.gov when OIRA's review is completed.

Comment Information

Comments:

OPM's Annual Employee Survey item # 5 states: "My supervisor holds my team accountable for achieving results." There are a few issues with this survey item as currently phrased that may pose a problem regarding the accuracy of survey reporting and consistency of the data due to the reasons listed below:

1. In consideration of data analysis within the survey process, the question would add more value by referring to "work unit." Not all federal employees work on a team, but all staff have an assigned "work unit" and supervisor. Additionally, when considering accountability, the question would add more value by focusing on an entire "work unit" rather than a team which is much smaller and does not consistently apply to the federal supervisor structure.

2. The question as phrased is limiting and could result in confusion or receiving incorrect responses. For example, an employee may work on a Team and have a Team Leader, even though their supervisor manages the entire work unit. In another instance, an employee may work on a team and have an immediate supervisor as their Team Leader.

3. OPM's survey dictionary does not include the phrase "team", but instead correctly includes "work unit."

4. This discrepancy could skew the data, and cause confusion since it is not in the dictionary and the word "team" is not utilized elsewhere within the survey.