



# 2024 FEDERAL EMPLOYEE VIEWPOINT SURVEY

## Social Security Administration

This document provides the 2024 Federal Employee Viewpoint Survey (FEVS) results for the Social Security Administration (SSA). Government-wide FEVS results are available on the Office of Personnel Management (OPM) [Fed View Website](#).

### Survey Administration

OPM administered the online survey to SSA employees from May 21 through July 5, 2024. SSA's participation in the FEVS fulfills the Federal requirement to administer an Annual Employee Survey (AES). See regulations at [5 CFR Part 250, Subpart C](#).

### Survey Sample and Response Rate

OPM conducted a census of full-time and part-time permanent Federal employees to participate in the FEVS. SSA achieved a response rate of 69.7 percent. Of the 57,387 SSA employees whom OPM invited to participate, 40,016 of our employees voluntarily responded to the FEVS.

Based on our analysis, we determined that SSA's survey respondents are representative of our employee population.

### Survey Results

In 2024, SSA employees continue to demonstrate resilience and generally reported improvements in perceptions of leadership and overall employee engagement.

**Strengths:** Our 2024 FEVS results show that SSA employees are committed to contributing to the common good, held accountable for achieving results and producing quality work, have positive relationships with their first line supervisor, and that the organization has prepared them for potential cybersecurity threats.

**Opportunities:** Our 2024 survey results indicate that performance management concerns continue to be a challenge. Questions concerning meaningful performance recognition, employee empowerment and involvement in decisions, innovation, and workload management had the lowest percentage of positive responses.

The following sections provide agency-level 2024 FEVS results for SSA.

Social Security Administration  
2024 Federal Employee Viewpoint Survey Results

#	Item Text	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied N	Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied N	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs N
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	58%	19%	39%	18%	15%	8%	23%	7,798	15,791	7,172	6,020	2,966	39,747	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	54%	18%	35%	20%	16%	9%	26%	7,424	14,023	7,760	6,340	3,574	39,121	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	69%	26%	42%	15%	10%	6%	16%	10,422	16,677	6,016	3,694	2,393	39,202	N/A
4	I know what is expected of me on the job.	Agree-disagree	81%	32%	49%	10%	6%	4%	9%	12,418	19,297	3,759	2,240	1,339	39,053	N/A
5	*My workload is reasonable.	Agree-disagree	44%	13%	31%	15%	20%	21%	41%	5,353	12,329	5,876	7,833	8,210	39,601	N/A
6	*My talents are used well in the workplace.	Agree-disagree	55%	17%	37%	20%	14%	11%	25%	6,770	14,759	7,803	5,616	3,994	38,942	N/A
7	*I know how my work relates to the agency's goals.	Agree-disagree	85%	34%	51%	9%	3%	3%	6%	13,744	20,208	3,507	1,141	1,037	39,637	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	Agree-disagree	67%	31%	36%	18%	8%	7%	15%	12,027	13,887	6,663	2,811	2,585	37,973	1,773
9	I have enough information to do my job well.	Agree-disagree	67%	18%	49%	15%	13%	5%	18%	7,171	19,501	5,974	5,093	2,123	39,862	N/A
10	I receive the training I need to do my job well.	Agree-disagree	56%	16%	41%	19%	17%	8%	25%	6,274	16,180	7,273	6,490	3,143	39,360	N/A
11	I am held accountable for the quality of work I produce.	Agree-disagree	86%	32%	53%	9%	4%	2%	6%	12,778	21,158	3,356	1,394	850	39,536	N/A
12	I have a clear idea of how well I am doing my job.	Agree-disagree	73%	24%	49%	15%	8%	4%	12%	9,455	19,469	5,958	3,189	1,423	39,494	N/A

Survey Administration Period: May 21 through July 5, 2024

\*AES prescribed items as of 2017 (5 CFR Part 250, Subpart C).

\*\* Unweighted count of responses excluding "Do Not Know", "No Basis to Judge", "There have been no recent hires in my work unit", or "I do not have any accessibility needs.

Percentages are weighted to represent the Agency's population.

Respondents asked to share their work experiences since the last OPM FEVS administration (July 2023).

Sample or Census: Census

Number of surveys completed: 40,016

Number of surveys administered: 57,387

Response Rate: 69.7%

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13	I have the autonomy to decide how I do my job.	Agree-disagree	57%	18%	39%	20%	14%	9%	23%	7,104	15,718	7,715	5,610	3,606	39,753	N/A
14	I can make decisions about my work without getting permission first.	Agree-disagree	55%	15%	40%	22%	15%	9%	23%	5,935	16,086	8,666	5,867	3,321	39,875	N/A
15	*The people I work with cooperate to get the job done.	Agree-disagree	76%	32%	44%	12%	8%	4%	12%	13,016	17,526	4,801	3,182	1,347	39,872	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	37%	9%	28%	27%	21%	15%	36%	3,220	9,969	9,699	7,441	5,223	35,552	4,354
18	Employees in my work unit share job knowledge.	Agree-disagree	81%	33%	48%	10%	6%	3%	9%	13,107	19,113	3,965	2,262	1,176	39,623	305
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	74%	25%	49%	14%	8%	4%	12%	9,932	19,306	5,342	3,190	1,478	39,248	677
20	Employees in my work unit meet the needs of our customers.	Always-never	80%	31%	49%	17%	3%	1%	3%	11,657	18,309	6,192	935	196	37,289	2,444
21	Employees in my work unit contribute positively to my agency's performance.	Always-never	79%	37%	43%	17%	3%	1%	4%	13,907	15,857	5,964	1,144	260	37,132	2,151
22	Employees in my work unit produce high-quality work.	Always-never	73%	32%	41%	21%	4%	1%	5%	12,106	15,477	7,784	1,541	270	37,178	2,489
23	Employees in my work unit adapt to changing priorities.	Always-never	75%	37%	38%	19%	5%	1%	6%	14,049	14,136	7,035	1,714	392	37,326	2,210
24	New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.	Agree-disagree	46%	12%	34%	27%	15%	11%	27%	4,240	11,659	9,078	5,051	3,742	33,770	5,941
25	I can influence decisions in my work unit.	Agree-disagree	55%	16%	39%	26%	14%	6%	20%	6,702	15,485	9,902	5,369	2,280	39,738	N/A

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26	I know what my work unit's goals are.	Agree-disagree	84%	31%	53%	9%	4%	2%	6%	12,517	21,042	3,672	1,748	773	39,752	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	42%	13%	29%	28%	18%	11%	29%	4,916	10,999	10,251	6,530	4,023	36,719	3,042
28	My work unit successfully manages disruptions to our work.	Agree-disagree	62%	18%	44%	21%	10%	6%	17%	7,107	16,655	7,900	3,766	2,347	37,775	2,019
29	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	57%	18%	40%	24%	13%	5%	18%	6,720	14,870	8,888	4,857	1,842	37,177	2,384
30	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	57%	16%	40%	25%	13%	5%	18%	6,175	14,790	9,098	4,645	1,808	36,516	2,548
31	Employees in my work unit approach change as an opportunity.	Agree-disagree	50%	15%	35%	29%	15%	6%	21%	5,593	12,866	10,530	5,489	2,095	36,573	2,459
32	Employees in my work unit consider customer needs a top priority.	Agree-disagree	75%	30%	45%	15%	6%	4%	10%	11,524	16,924	5,553	2,306	1,293	37,600	1,539
33	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	61%	22%	39%	25%	10%	5%	14%	8,418	14,478	9,058	3,610	1,635	37,199	2,206
34	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	62%	24%	38%	21%	9%	8%	17%	9,399	14,674	7,810	3,388	3,054	38,325	1,219
35	Employees are recognized for providing high quality products and services.	Agree-disagree	54%	15%	39%	19%	16%	11%	28%	5,722	15,100	7,062	6,268	4,244	38,396	1,088
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	72%	28%	44%	14%	8%	6%	14%	11,099	16,876	5,232	2,941	2,149	38,297	1,212

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37	My organization is successful at accomplishing its mission.	Agree-disagree	66%	19%	47%	19%	9%	5%	15%	7,468	18,247	7,161	3,535	1,975	38,386	1,086
38	I have a good understanding of my organization's priorities.	Agree-disagree	78%	27%	50%	13%	7%	3%	10%	10,923	19,906	4,946	2,565	1,177	39,517	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	Agree-disagree	77%	27%	50%	14%	5%	3%	9%	10,123	18,739	5,189	1,937	1,222	37,210	2,016
40	Information is openly shared in my organization.	Agree-disagree	56%	17%	39%	21%	15%	8%	23%	6,263	14,690	7,880	5,410	3,107	37,350	757
41	The approval process in my organization allows timely delivery of my work.	Agree-disagree	50%	13%	37%	26%	15%	10%	25%	4,851	13,639	9,387	5,609	3,449	36,935	1,599
42	My organization effectively adapts to changing government priorities.	Agree-disagree	63%	18%	46%	22%	9%	6%	15%	6,670	17,112	8,029	3,304	2,124	37,239	1,197
43	My organization has prepared me for potential physical security threats.	Agree-disagree	78%	24%	53%	13%	5%	4%	9%	9,530	20,618	5,080	2,014	1,460	38,702	444
44	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	85%	28%	57%	10%	2%	2%	4%	10,864	22,040	3,808	917	753	38,382	314
45	In my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated.	Agree-disagree	51%	19%	32%	23%	12%	14%	26%	7,057	12,188	8,306	4,577	4,931	37,059	2,061
46	*I recommend my organization as a good place to work.	Agree-disagree	54%	19%	35%	21%	15%	11%	26%	7,603	13,690	8,133	5,687	4,221	39,334	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	51%	20%	31%	23%	13%	14%	26%	7,250	11,458	8,560	4,661	4,974	36,903	2,469

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48	Supervisors in my work unit support employee development.	Agree-disagree	72%	34%	38%	14%	8%	7%	14%	13,181	14,467	5,212	2,819	2,375	38,054	412
49	My supervisor supports my need to balance work and other life issues.	Agree-disagree	79%	45%	33%	11%	6%	5%	10%	18,122	13,044	4,096	2,173	1,777	39,212	N/A
50	My supervisor listens to what I have to say.	Agree-disagree	80%	45%	35%	10%	6%	4%	10%	17,772	13,616	3,776	2,167	1,674	39,005	N/A
51	My supervisor treats me with respect.	Agree-disagree	86%	51%	35%	8%	3%	3%	7%	20,196	13,596	2,914	1,241	1,255	39,202	N/A
52	I have trust and confidence in my supervisor.	Agree-disagree	73%	43%	29%	14%	7%	6%	13%	17,216	11,443	5,356	2,771	2,328	39,114	N/A
53	My supervisor holds me accountable for achieving results.	Agree-disagree	89%	49%	40%	8%	2%	1%	3%	19,360	15,671	3,033	583	549	39,196	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	75%	46%	30%	16%	5%	4%	8%	18,143	11,656	6,212	1,817	1,371	39,199	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	72%	37%	35%	16%	7%	4%	12%	14,625	13,905	6,241	2,909	1,546	39,226	N/A
56	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	80%	40%	41%	11%	5%	4%	9%	15,682	15,769	4,280	1,980	1,357	39,068	181
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	45%	16%	30%	23%	16%	16%	32%	6,017	11,259	8,673	5,908	6,040	37,897	1,135
58	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	56%	21%	35%	26%	8%	11%	19%	7,479	12,593	9,065	2,743	3,797	35,677	3,056
59	*Managers communicate the goals of the organization.	Agree-disagree	73%	23%	49%	15%	6%	6%	12%	9,090	19,113	5,627	2,355	2,340	38,525	389

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60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	60%	21%	39%	19%	11%	10%	21%	7,922	14,776	7,208	4,052	3,694	37,652	1,149
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	64%	32%	33%	20%	7%	8%	15%	11,853	12,244	7,453	2,592	2,894	37,036	1,937
62	I have a high level of respect for my organization's senior leaders.	Agree-disagree	59%	24%	35%	22%	9%	10%	18%	9,295	13,429	8,464	3,440	3,683	38,311	690
63	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	51%	20%	31%	26%	11%	12%	22%	7,321	11,519	9,398	3,920	4,259	36,417	2,382
64	Management encourages innovation.	Agree-disagree	51%	18%	33%	26%	13%	10%	23%	7,035	12,658	9,570	4,734	3,816	37,813	1,102
65	Management makes effective changes to address challenges facing our organization.	Agree-disagree	51%	18%	33%	24%	13%	12%	25%	6,846	12,608	8,802	4,997	4,348	37,601	1,241
66	Management involves employees in decisions that affect their work.	Agree-disagree	41%	15%	26%	23%	18%	18%	36%	5,713	10,005	8,582	6,930	6,624	37,854	1,069
67	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	42%	12%	30%	28%	21%	9%	31%	4,685	11,604	10,619	8,210	3,582	38,700	N/A
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	53%	15%	38%	25%	15%	7%	22%	5,799	14,695	9,447	5,851	2,739	38,531	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	50%	16%	34%	23%	17%	11%	28%	6,279	13,053	8,726	6,366	4,158	38,582	N/A
70	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	57%	18%	39%	19%	15%	9%	24%	7,040	15,046	7,193	5,685	3,531	38,495	N/A

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71	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	49%	14%	35%	18%	20%	13%	33%	5,536	13,737	6,966	7,701	4,777	38,717	N/A
72	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	51%	14%	37%	22%	16%	11%	27%	5,624	14,270	8,403	6,365	4,063	38,725	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	64%	25%	40%	22%	7%	7%	14%	8,962	14,180	7,512	2,461	2,307	35,422	3,474
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Agree-disagree	67%	29%	38%	22%	6%	6%	11%	10,468	13,329	7,689	1,848	1,858	35,192	3,723
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Agree-disagree	63%	22%	41%	18%	10%	10%	20%	8,346	15,367	6,502	3,527	3,567	37,309	1,488
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	65%	26%	39%	18%	8%	9%	17%	9,614	14,198	6,560	2,982	2,969	36,323	2,406
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Agree-disagree	56%	22%	35%	20%	12%	11%	24%	7,994	12,764	7,053	4,421	4,004	36,236	2,576
78	Employees in my work unit make me feel I belong.	Agree-disagree	75%	29%	46%	17%	4%	3%	8%	11,161	17,370	6,300	1,606	1,262	37,699	829
79	Employees in my work unit care about me as a person.	Agree-disagree	72%	28%	44%	20%	4%	4%	8%	10,518	16,235	7,241	1,570	1,245	36,809	1,511
80	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	70%	26%	45%	16%	8%	6%	13%	9,870	16,890	6,031	2,933	2,064	37,788	698
81	In my work unit, people's differences are respected.	Agree-disagree	74%	27%	47%	17%	5%	4%	9%	10,247	17,430	6,162	1,869	1,474	37,182	1,240

Survey Administration Period: May 21 through July 5, 2024

\*AES prescribed items as of 2017 (5 CFR Part 250, Subpart C).

\*\* Unweighted count of responses excluding "Do Not Know", "No Basis to Judge", "There have been no recent hires in my work unit", or "I do not have any accessibility needs.

Percentages are weighted to represent the Agency's population.

Respondents asked to share their work experiences since the last OPM FEVS administration (July 2023).

Sample or Census: Census

Number of surveys completed: 40,016

Number of surveys administered: 57,387

Response Rate: 69.7%



Social Security Administration  
2024 Federal Employee Viewpoint Survey Results

#	Item Text	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied N	Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied N	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs N
82	I can be successful in my organization being myself.	Agree-disagree	71%	26%	45%	16%	7%	6%	13%	10,126	16,982	6,093	2,559	2,204	37,964	512
83	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	66%	24%	42%	20%	7%	7%	14%	6,882	11,434	5,284	1,918	1,827	27,345	11,406
84	My organization responds to my accessibility needs in a timely manner.	Agree-disagree	61%	23%	38%	25%	7%	7%	14%	6,022	9,981	6,324	1,785	1,898	26,010	12,709
85	My organization meets my accessibility needs.	Agree-disagree	64%	23%	40%	24%	6%	6%	12%	6,270	10,607	6,166	1,491	1,626	26,160	12,549
86	My job inspires me.	Agree-disagree	53%	19%	34%	23%	15%	9%	24%	7,290	13,155	8,796	5,794	3,488	38,523	N/A
87	The work I do gives me a sense of accomplishment.	Agree-disagree	72%	27%	44%	14%	8%	6%	14%	10,508	17,043	5,444	3,167	2,304	38,466	N/A
88	I feel a strong personal attachment to my organization.	Agree-disagree	52%	20%	32%	25%	13%	10%	23%	7,958	12,331	9,468	5,176	3,652	38,585	N/A
89	I identify with the mission of my organization.	Agree-disagree	75%	28%	47%	17%	4%	4%	8%	10,894	18,134	6,618	1,461	1,390	38,497	N/A
90	It is important to me that my work contribute to the common good.	Agree-disagree	91%	47%	44%	7%	1%	1%	2%	18,147	17,154	2,500	337	507	38,645	N/A

Survey Administration Period: May 21 through July 5, 2024

\*AES prescribed items as of 2017 (5 CFR Part 250, Subpart C).

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Response Rate: 69.7%

Social Security Administration  
2024 Federal Employee Viewpoint Survey Results  
**Telework**

**91. Please select the response that BEST describes your current teleworking schedule.**

	2024 N	2024 %	2023 N	2023 %
I telework every work day (i.e., remote work agreement)	5,019	12.6%	8,200	29.2%
I telework 3 or 4 days per week	11,673	30.1%	5,981	26.0%
I telework 1 or 2 days per week	18,519	48.2%	8,209	36.3%
I telework, but only about 1 or 2 days per month	407	1.0%	233	0.9%
I telework very infrequently, on an unscheduled or short-term basis	500	1.2%	283	1.1%
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	228	0.6%	106	0.5%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	128	0.4%	87	0.4%
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	533	1.4%	271	1.2%
I do not telework because I choose not to telework	1,763	4.6%	1,041	4.5%
<b>Total</b>	<b>38,770</b>	<b>100.0%</b>	<b>24,411</b>	<b>100.0%</b>

**Only those who answered “I telework every work day (i.e., remote work agreement)” to the previous question received Question 91a.**

**91a. What is your current remote work status?**

	2024 N	2024 %	2023 N	2023 %
I do not have an approved remote work agreement	492	9.6%	1,013	11.8%
I have an approved remote work agreement and live <b>outside</b> the local commuting area (more than 50 miles away)	846	16.6%	701	9.0%
I have an approved remote work agreement and live <b>inside</b> the local commuting area (less than 50 miles away)	3,332	67.7%	5,839	71.8%
I do not know	301	6.1%	581	7.4%
<b>Total</b>	<b>4,971</b>	<b>100.0%</b>	<b>8,134</b>	<b>100.0%</b>

Survey Administration Period: May 21 through July 5, 2024

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Number of surveys administered: 57,387

Response Rate: 69.7%

Social Security Administration  
2024 Federal Employee Viewpoint Survey Results  
**Agency Specific Questions**

***1. I am familiar with the government ethics rules that apply to my conduct as a federal employee.***

	N	%
Strongly Agree	17,466	44.6%
Agree	19,021	49.4%
Neither Agree nor Disagree	1,672	4.5%
Disagree	372	1.0%
Strongly Disagree	174	0.5%
<b>Total</b>	<b>38,705</b>	<b>100.0%</b>

***2. I know how to contact a member of the ethics office at my agency for assistance in applying the government ethics rules.***

	N	%
Strongly Agree	11,641	29.3%
Agree	16,695	43.1%
Neither Agree nor Disagree	5,210	14.0%
Disagree	4,086	11.0%
Strongly Disagree	942	2.6%
<b>Total</b>	<b>38,574</b>	<b>100.0%</b>

***3. I know how to report safety concerns using the SSA Violence Evaluation and Reporting System (SSAvers) for the Workplace and Domestic Violence (WDV) Program.***

	N	%
Strongly Agree	9,705	24.5%
Agree	14,657	37.7%
Neither Agree nor Disagree	6,488	17.1%
Disagree	6,384	16.8%
Strongly Disagree	1,453	3.9%
<b>Total</b>	<b>38,687</b>	<b>100.0%</b>

***4. Using the agency's Insider Threat Program, I know how to report behaviors or indicators of insider threat activity.***

Survey Administration Period: May 21 through July 5, 2024

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Respondents asked to share their work experiences since the last OPM FEVS administration (July 2023).

Sample or Census: Census

Number of surveys completed: 40,016

Number of surveys administered: 57,387

Response Rate: 69.7%

Social Security Administration  
2024 Federal Employee Viewpoint Survey Results

	N	%
Strongly Agree	9,731	24.7%
Agree	15,429	39.9%
Neither Agree nor Disagree	6,448	17.0%
Disagree	5,698	15.0%
Strongly Disagree	1,297	3.5%
Total	38,603	100.0%

**5. I am familiar with the government whistleblower protection rules that apply to my role as a federal employee. I am aware of the following (check all that apply):**

	N	%
How to contact the Agency's Whistleblower Protection Coordinator.	27,296	82.4%
I may speak to any employee from the OIG about fraud, waste, abuse, or whistleblower protection without management involvement or approval.	27,620	83.3%
Total	32,955	N/A

**6. I am comfortable using agency communication and collaboration tools (i.e., M365, Outlook, Teams, SharePoint, etc.) while performing my daily duties.**

	N	%
Strongly Agree	17,438	44.6%
Agree	17,139	44.7%
Neither Agree nor Disagree	2,508	6.8%
Disagree	1,092	2.9%
Strongly Disagree	385	1.0%
Total	38,562	100.0%

**7. I know how to report suspected programmatic, administrative, and employee fraud using the Allegation Referral Intake System (ARIS).**

	N	%
Strongly Agree	12,355	32.0%
Agree	17,294	45.1%
Neither Agree nor Disagree	5,040	13.1%
Disagree	3,080	7.8%
Strongly Disagree	776	2.0%
Total	38,545	100.0%

Survey Administration Period: May 21 through July 5, 2024

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Respondents asked to share their work experiences since the last OPM FEVS administration (July 2023).

Sample or Census: Census

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Number of surveys administered: 57,387

Response Rate: 69.7%

Social Security Administration  
2024 Federal Employee Viewpoint Survey Results

**8. If you have filed or were to file an EEO complaint based on discrimination, would you use mediation to try to resolve your EEO complaint?**

	N	%
Yes, I would likely utilize mediation.	13,097	33.7%
No, I am not familiar with mediation.	2,998	8.1%
No, I think mediation favors the agency.	2,153	5.8%
No, I don't trust managers to mediate in good faith.	3,484	9.4%
Undecided or Unknown	16,743	43.0%
<b>Total</b>	<b>38,475</b>	<b>100.0%</b>

**9. When answering the survey questions about your "senior leaders," who were you primarily thinking of?**

	N	%
The Agency Commissioner	9,919	26.2%
The Deputy Commissioner, Chief Administrative Law Judge, or component head	6,968	17.4%
The Regional Commissioner or Regional Chief Administrative Law Judge	6,480	17.2%
Other Agency Senior Executives	14,678	39.2%
<b>Total</b>	<b>38,045</b>	<b>100.0%</b>

**10. When answering the survey questions about your "organization," which organization were you primarily thinking of?**

	N	%
SSA	20,744	54.6%
Your component	7,317	18.0%
Your region	2,115	5.6%
Your department or office	6,821	17.9%
Your work unit or team	1,515	4.0%
<b>Total</b>	<b>38,512</b>	<b>100.0%</b>

Survey Administration Period: May 21 through July 5, 2024

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Social Security Administration  
2024 Federal Employee Viewpoint Survey Results

**Employment Demographics**

***Where do you work?***

	%
Headquarters	21.5%
Field	57.8%
Full-time telework (e.g., home office, telecenter)	20.7%
Total	100.0%

***What is your supervisory status?***

	%
Senior Leader	0.8%
Manager	6.9%
Supervisor	8.5%
Team Leader	8.9%
Non-Supervisor	74.8%
Total	100.0%

***What is your pay category/grade?***

	%
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	0.2%
GS 1-6	4.5%
GS 7-12	69.3%
GS 13-15	23.5%
Senior Executive Service	0.5%
Senior Level (SL) or Scientific or Professional (ST)	0.2%
Other	1.9%
Total	100.0%

Survey Administration Period: May 21 through July 5, 2024  
Percentages for demographic questions are unweighted.

Sample or Census: Census  
Number of surveys completed: 40,016  
Number of surveys administered: 57,387  
Response Rate: 69.7%

## Social Security Administration 2024 Federal Employee Viewpoint Survey Results

### *What is your US military service status?*

	%
No Prior Military Service	85.0%
Currently in National Guard or Reserves	0.5%
Retired	3.8%
Separated or Discharged	10.6%
Total	100.0%

### *Are you the spouse...*

	%
of a current active-duty service member of the U.S. Armed Forces (to include active national guard and reserve duty).	0.7%
of a Veteran of the U.S. Armed Forces and married to them before or during their active service.	3.1%
of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent.	1.6%
who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious injury or illness.	0.3%
of a service member who died (i.e., widow or widower) as a result of their service to the U.S. Armed Forces.	0.1%
None of the spouse categories listed.	94.9%
Total (percents will add to more than 100% because respondents could choose more than one response option)	N/A

*If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.*

### *Have you been hired under the Military Spouse Non-Competitive Hiring Authority?*

	%
Yes	8.0%
No	92.0%
Total	100.0%

## Social Security Administration 2024 Federal Employee Viewpoint Survey Results

### *Are you the child, parent, or next of kin (excluding spouse)...*

	%
of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent.	4.3%
who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious injury or illness.	0.6%
of a service member who died as a result of their service to the U.S. Armed Forces.	0.6%
None of the child, parent, or next of kin categories listed.	94.8%
Total (percents will add to more than 100% because respondents could choose more than one response option)	N/A

### *How long have you been with the Federal Government (excluding military service)?*

	%
Less than 1 year	2.4%
1 to 3 years	12.6%
4 to 5 years	6.9%
6 to 10 years	16.0%
11 to 14 years	12.3%
15 to 20 years	23.6%
More than 20 years	26.1%
Total	100.0%

### *How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?*

	%
Less than 1 year	3.1%
1 to 3 years	15.0%
4 to 5 years	7.3%
6 to 10 years	17.6%
11 to 14 years	11.7%
15 to 20 years	22.5%
More than 20 years	22.9%
Total	100.0%



Social Security Administration  
2024 Federal Employee Viewpoint Survey Results

***Are you considering leaving your organization within the next year, and if so, why?***

	%
No	64.1%
Yes, to retire	5.8%
Yes, to take another job within the Federal Government	20.9%
Yes, to take another job outside the Federal Government	3.6%
Yes, other	5.6%
Total	100.0%

***If the response to the previous question on your intent to leave was "No," this item was skipped.***

***Has your work unit's telework or remote work options influenced your intent to leave?***

	%
Yes	54.7%
No	45.3%
Total	100.0%

***I am planning to retire:***

	%
Less than 1 year	2.5%
1 year	2.5%
2 years	4.4%
3 years	4.1%
4 years	2.6%
5 years	7.4%
More than 5 years	76.5%
Total	100.0%

Social Security Administration  
2024 Federal Employee Viewpoint Survey Results  
**Personal Demographics**

***Are you of Hispanic, Latino, or Spanish origin?***

	%
Yes	17.8%
No	82.2%
Total	100.0%

***Please select the racial category or categories with which you most closely identify.***

	%
White	59.6%
Black or African American	27.7%
All other races	12.7%
Total	100.0%

***What is your age group?***

	%
29 years and under	3.8%
30-39 years old	18.1%
40-49 years old	37.8%
50-59 years old	28.4%
60 years or older	11.9%
Total	100.0%

***What is the highest degree or level of education you have completed?***

	%
Less than High School/ High School Diploma/ GED	4.5%
Certification/ Some College/ Associate's Degree	22.3%
Bachelor's Degree	45.5%
Advanced Degrees (Post Bachelor's Degree)	27.6%
Total	100.0%

Survey Administration Period: May 21 through July 5, 2024  
Percentages for demographic questions are unweighted.

Sample or Census: Census  
Number of surveys completed: 40,016  
Number of surveys administered: 57,387  
Response Rate: 69.7%

## Social Security Administration 2024 Federal Employee Viewpoint Survey Results

### *Are you an individual with a disability?*

	%
Yes	19.5%
No	80.5%
Total	100.0%

### *What is your gender?*

	%
Male	33.6%
Female	65.5%
Non-binary	0.3%
I use a different term	0.5%
Total	100.0%

### *Are you transgender?*

	%
Yes	0.2%
No	99.8%
Total	100.0%

### *Which one of the following best represents how you think of yourself?*

	%
Lesbian or gay	2.5%
Straight, that is, not lesbian or gay	93.5%
Bisexual	1.7%
I use a different term	2.3%
Total	100.0%