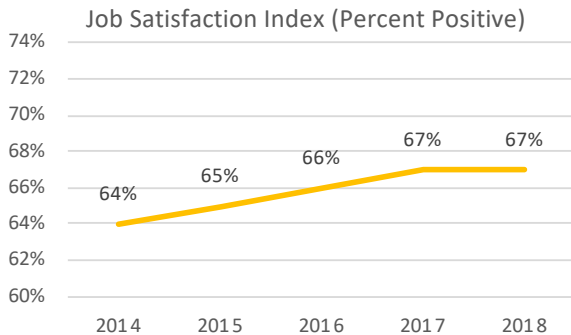
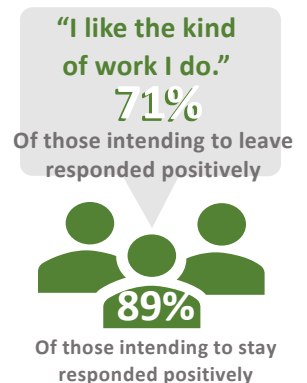


Job satisfaction is a critical indicator of “performance culture” in OPM’s Human Capital Framework. While FEVS responses to job satisfaction is relatively high, further improvement could lead to greater employee retention.

Job satisfaction scores have plateaued

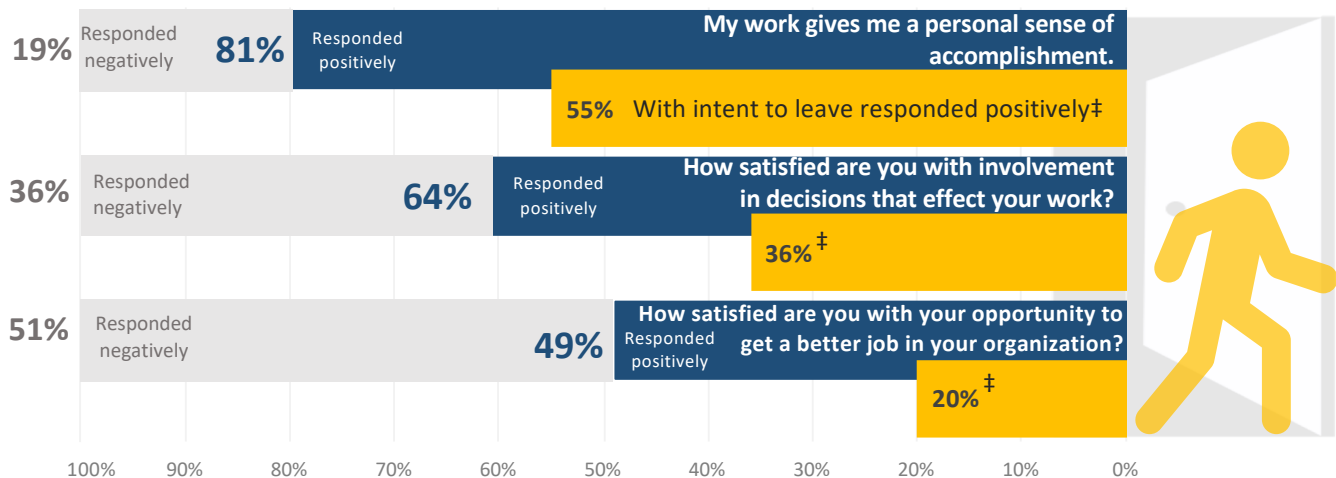


Some components are more important for retention than others. The majority of employees believe their **work is important** and **enjoyable**. However, employees who respond less positively to a **sense of personal accomplishment, involvement in decisions that effect their jobs and opportunity to get a better job within their organizations** are more likely to report intention to leave.



FEVS Job Satisfaction Questions Strongly Associated with Intent to Leave

■ Intending to stay in current Federal Position ■ Intending to take another job



KEY TAKEAWAY:

As part of other human capital management strategies, supervisors and managers can make a great impact on employee **job satisfaction** and, in turn, retention by implementing targeted initiatives aimed at **empowering** employees and **providing opportunities for growth**.

FedViews provides analysis to inform retention strategies.

Improving job satisfaction is a key component to measuring results within ‘Performance Culture’. Per OPM guidance, agencies should commit to improving FEVS scores [by a reasonable amount each year](#). Cultivating a work environment that supports and sustains a culture of superior performance drives organizational success and fosters job satisfaction and employee retention.

