



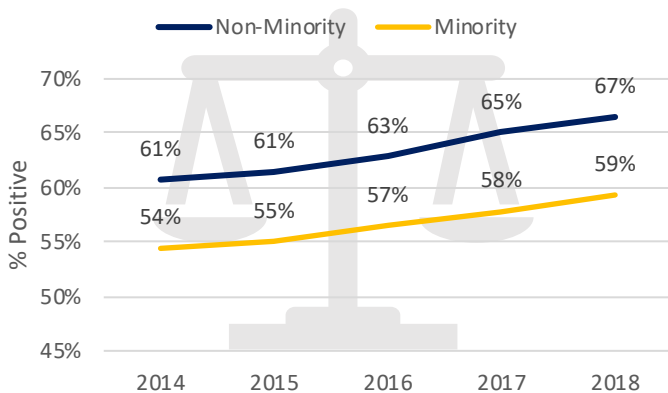
Perceptions of Merit System Principles in the Federal Workforce

FEVS Analysis: Merit System Principles

October 2019

Merit system principles are the standard for ensuring equal treatment and opportunity for all Federal employees. Agencies are required by law to observe and implement merit system principles without exception.

FEVS Merit System Principles By Minority Status



Federal employees' perceptions of merit system principles have improved over time. However, non-minority employee perceptions are improving at a faster rate than minority employee perceptions.

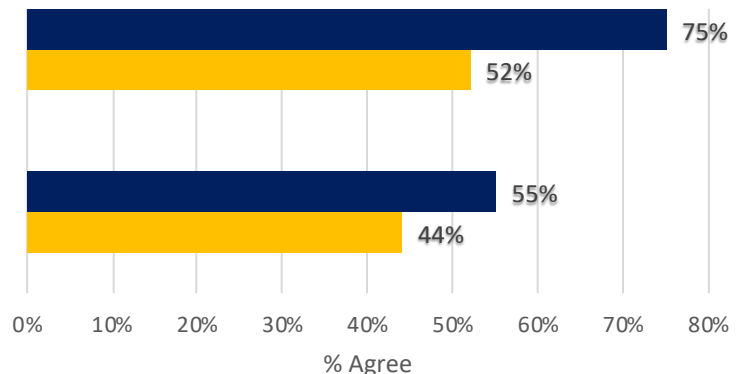
In particular, minority employees are significantly less likely to agree that misuse of authority and prohibited personal practices are not tolerated in Federal agencies. This suggests that employees feel that equal treatment in recruitment, hiring, and advancement require more attention within their agency.

FEVS Merit System Principles Questions (2018)

Q38. 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.

Q37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

■ Non-Minority ■ Minority



Key Takeaway: Differences in employee perceptions highlight opportunities for agencies to demonstrate their commitment to merit-based treatment. Regardless of employee demographic status, the application of merit system principles should ensure all Federal employees feel that they are treated equally in the workplace.

FedViews can support Federal leaders' commitment to merit system principles.

Merit system principles were created for the specific purpose of promoting merit-based values in the Federal workplace. Agency leadership has an important responsibility to uphold and apply these principles in all decision-making instances concerning hiring, pay, recognition, managing performance, training, and retention. With FedViews, agencies can uncover differences in employee perceptions of merit-based treatment and take steps to correct those differences.

