

Comparison by Organization Size

In comparing Best Places to Work in the Federal Government® with the federal government, data shows that the size of the organization employees work for leads to variations in scores between federal and private sector employees.

Best Places to Work agencies are split into three sizes: large agencies with more than 15,000 employees; midsize agencies, which have between 1,000 to 14,999 employees; and small agencies, which have 100 to 999 employees. Data provided by global employee research firm Mercer enables direct question-by-question comparison to the private sector by organization size.

Overall, the comparison shows that the experience of employees in small and midsize agencies is more comparable to that of private sector employees than employees in large federal agencies. Within the federal government, small to midsize agencies were more comparable to one another with large agencies falling behind.

Across all agencies, federal employees answering the question on whether their supervisors hold them accountable for achieving results registered higher scores than private sector employees—by 26.6 points for small agencies, 30.5 points for midsize agencies and 6.6 points for large agencies.

Federal employees also registered higher scores than private sector employees, across all three organization sizes, responding to the statements, “I am comfortable expressing opinions that are different from other employees in my work unit” and “Supervisors in my work unit support employee development.”

On the other hand, federal employees’ responses to, “I recommend my organization as a good place to work” and “Considering everything, how satisfied are you with your organization?” were more negative than private sector employees’ responses, especially in midsize agencies.

Small Agency Comparison

Looking only at small agencies, the federal government had higher scores than the private sector on 11 out of 17 questions.

Federal Employee Viewpoint Survey question	2022 Small Federal Agencies	2022 Small Private Companies	Differences in Scores
My supervisor holds me accountable for achieving results.	91.6	65	26.6
I am held accountable for the quality of work I produce.	91.1	65	26.1
I am comfortable expressing opinions that are different from other employees in my work unit.	79.1	69	10.1

Supervisors in my work unit support employee development.	83.4	79	4.4
My supervisor listens to what I have to say.	86.8	83	3.8
My work gives me a feeling of personal accomplishment.	77.9	76	1.9
The work I do gives me a sense of accomplishment.	77.9	76	1.9
I know how my work relates to the agency's goals.	88.2	87	1.2
My supervisor provides me with constructive suggestions to improve my job performance.	75.7	75	0.7
My supervisor treats me with respect.	89.2	89	0.2
I am given a real opportunity to improve my skills in my organization.	75.1	75	0.1
I can be successful in my organization being myself.	78.2	80	-1.8
I recommend my organization as a good place to work.	71.9	76	-4.1
I feel encouraged to come up with new and better ways of doing things.	71.1	76	-4.9
My workload is reasonable.	64.3	70	-5.7
Considering everything, how satisfied are you with your organization?	69	77	-8
I believe the results of this survey will be used to make my agency a better place to work.	54.4	63	-8.6

Midsize Agency Comparison

For midsize agencies, the federal government had higher scores than the private sector in 12 out of 20 questions.

FEVS Text	2022 Midsize Federal Agencies	2022 Midsize Private Companies	Differences in Scores
My supervisor holds me accountable for achieving results.	91.5	61	30.5
I am held accountable for the quality of work I produce.	90.9	61	29.9
I am comfortable expressing opinions that are different from other employees in my work unit.	78.5	69	9.5
Supervisors in my work unit support employee development.	84	75	9
My supervisor listens to what I have to say.	87.2	83	4.2
My work gives me a feeling of personal accomplishment.	78.3	75	3.3
The work I do gives me a sense of accomplishment.	78.2	75	3.2
My supervisor treats me with respect.	89.8	88	1.8

I am given a real opportunity to improve my skills in my organization.	74.6	73	1.6
Employees are recognized for providing high quality products and services.	67.1	66	1.1
My supervisor provides me with constructive suggestions to improve my job performance.	77.1	76	1.1
I know how my work relates to the agency's goals.	88.2	88	0.2
I can be successful in my organization being myself.	77.8	79	-1.2
I recommend my organization as a good place to work.	72.5	74	-1.5
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	74.2	77	-2.8
How satisfied are you with the recognition you receive for doing a good job?	62.7	66	-3.3
My workload is reasonable.	63	67	-4
I believe the results of this survey will be used to make my agency a better place to work.	55	60	-5
Considering everything, how satisfied are you with your organization?	68.8	74	-5.2
I feel encouraged to come up with new and better ways of doing things.	69.1	76	-6.9

Large Agency Comparison

There were fewer questions available to compare with large agencies, but the federal government had higher scores than the private sector in two out of seven questions.

FEVS Text	2022 Large Federal Agencies	2022 Large Private Companies	Differences in Scores
Supervisors in my work unit support employee development.	78.6	72	6.6
I am comfortable expressing opinions that are different from other employees in my work unit.	74.4	68	6.4
I am given a real opportunity to improve my skills in my organization.	69.7	71	-1.3
My supervisor provides me with constructive suggestions to improve my job performance.	71.5	73	-1.5
I know how my work relates to the agency's goals.	85.4	88	-2.6
I recommend my organization as a good place to work.	67.2	75	-7.8
Considering everything, how satisfied are you with your organization?	62.4	77	-14.6