



About MSPB and OPE

The U.S. Merit Systems Protection Board (MSPB) is an independent, quasi-judicial agency whose mission is to protect the merit system principles and promote an effective Federal workforce free of prohibited personnel practices.

MSPB's Office of Policy and Evaluation (OPE) conducts data-driven studies of merit systems in the Federal civil service. Civil service law (5 U.S.C. § 1204) authorizes MSPB to conduct these studies and directs MSPB to report its findings to the President and Congress. Study recommendations have influenced changes to laws, regulations, policies, and practices.

What We Study

The statute authorizes MSPB to study matters "relating to the civil service and to other merit systems in the executive branch" of the Government and to review significant actions of U.S. Office of Personnel Management (OPM). Areas of study include—

- Merit system principles;
- OPM actions and initiatives;
- Pay, performance management, and employee relations;
- Prohibited personnel practices;
- Recruitment, assessment, and hiring;
- Supervision and leadership; and
- Workforce planning and management.

Who We Are

Our staff includes research psychologists, human resources (HR) specialists, and management analysts who have experience and expertise in workforce management, human resources policy and practice, civil service law, and social science research.

Information Sources

MSPB studies draw on information sources such as—

- Surveys of Federal employees, including supervisors, managers, and executives;
- One-on-one and group interviews with employees;
- Questionnaires completed by the Chief Human Capital Officers (CHCOs) or other agency representatives;
- Information provided by agencies with responsibility for Federal HR policy or practice, such as OPM;
- Workforce data from the Enterprise Human Resources Integration Statistical Data Mart (EHRI-SDM) maintained by OPM;
- Review of documents such as case files, vacancy announcements, and program evaluations;
- Review of civil service law, Federal HR regulations and policies, and case law; and
- Professional literature and research related to workforce and human resources management.

Publications

Our reports, research briefs, and newsletters are available to the public at no cost on our website.

For More Information

- Website: www.mspb.gov/studies
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