



About MSPB

The U.S. Merit Systems Protection Board (MSPB or “Board”) 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.

What We Do

The Office of Policy and Evaluation (OPE) conducts data-driven studies of merit systems in the Federal civil service. The Board is authorized to perform these studies by civil service law (5 U.S.C. § 1204) and reports the results to Congress, the President, agency leaders, and other stakeholders. Study recommendations have influenced changes to laws, regulations, policies, and practices.

Data Sources

Data sources are determined by the topic under study. Examples of frequently used sources include—

- 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 the U.S. Office of Personnel Management.
- Workforce data from the Enterprise Human Resources Integration statistical data mart (EHRI-SDM) maintained by the U.S. Office of Personnel Management (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.
- Professional literature and research related to workforce and human resources management.

Who We Are

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

What We Study

The statute authorizes us to study matters “relating to the civil service and to other merit systems in the executive branch” of the Government. Study topics have included—

- Adverse Actions
- Applicant Assessment and Selection
- Employee Engagement and Motivation
- Fair and Equitable Treatment
- Favoritism
- Merit System Principles
- Nepotism
- Open Competition in Hiring
- Performance Management and Recognition
- Prohibited Personnel Practices
- Sexual Harassment
- Telework
- Veterans’ Employment
- Workplace Violence and Aggression

Publications

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

How to Reach Us

- Website: www.mspb.gov/studies
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