

2011 Federal Employee Viewpoint Survey

Empowering Employees

inspiring change

Nuclear Regulatory Commission
AGENCY RESULTS

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



NUCLEAR REGULATORY COMMISSION
2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period April 25, 2011 to May 31, 2011)

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N	84.2	1,068	1,140	220	140	40	2,608	NA
	%		40.4	43.8	8.6	5.5	1.6	100.0	
2. I have enough information to do my job well.	N	86.0	910	1,336	200	139	24	2,609	NA
	%		34.7	51.2	7.7	5.4	0.9	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N	72.3	916	975	368	252	98	2,609	NA
	%		34.9	37.3	14.1	9.8	3.8	100.0	
*4. My work gives me a feeling of personal accomplishment.	N	79.3	1,026	1,044	315	162	58	2,605	NA
	%		39.2	40.1	12.1	6.4	2.3	100.0	
*5. I like the kind of work I do.	N	85.3	1,159	1,073	249	95	29	2,605	NA
	%		44.2	41.1	9.8	3.7	1.1	100.0	
6. I know what is expected of me on the job.	N	83.7	1,033	1,146	245	134	39	2,597	NA
	%		39.8	43.9	9.5	5.2	1.6	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N	98.2	1,885	675	34	8	4	2,606	NA
	%		72.0	26.2	1.3	0.3	0.2	100.0	
8. I am constantly looking for ways to do my job better.	N	92.4	1,369	1,037	163	28	4	2,601	NA
	%		52.2	40.2	6.4	1.1	0.2	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	70.7	635	1,203	318	330	113	2,599	4
	%		24.6	46.1	12.2	12.8	4.3	100.0	
*10. My workload is reasonable.	N	73.9	586	1,340	303	266	105	2,600	4
	%		22.5	51.4	11.6	10.4	4.1	100.0	
*11. My talents are used well in the workplace.	N	68.9	653	1,140	371	285	140	2,589	13
	%		25.1	43.8	14.5	11.1	5.4	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N	91.0	1,232	1,138	145	58	29	2,602	1
	%		47.2	43.8	5.6	2.3	1.1	100.0	
*13. The work I do is important.	N	90.6	1,370	986	178	37	27	2,598	5
	%		52.5	38.1	7.0	1.4	1.1	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	83.4	1,014	1,144	224	157	55	2,594	9
	%		39.2	44.2	8.4	6.1	2.1	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N	75.9	874	1,092	301	195	118	2,580	23
	%		33.7	42.1	11.7	7.7	4.7	100.0	
16. I am held accountable for achieving results.	N	88.6	1,013	1,281	206	67	20	2,587	7
	%		39.0	49.6	7.9	2.6	0.8	100.0	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 3,780

Percentages are weighted to represent the Agency's population.

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		1,091	905	314	128	91	2,529	70
	%	78.3	42.6	35.8	12.7	5.2	3.8	100.0	
*18. My training needs are assessed.	N		706	1,081	470	217	97	2,571	21
	%	69.2	27.2	42.1	18.4	8.5	3.9	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		773	1,038	346	265	156	2,578	26
	%	70.1	30.0	40.1	13.3	10.4	6.2	100.0	
*20. The people I work with cooperate to get the job done.	N		939	1,103	201	121	25	2,389	NA
	%	85.5	39.2	46.2	8.4	5.1	1.1	100.0	
*21. My work unit is able to recruit people with the right skills.	N		518	1,132	458	292	125	2,525	83
	%	65.2	20.4	44.8	18.2	11.6	5.0	100.0	
*22. Promotions in my work unit are based on merit.	N		503	918	573	259	180	2,433	172
	%	57.9	20.3	37.5	23.7	10.8	7.6	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		231	672	677	408	272	2,260	347
	%	39.7	10.1	29.6	30.3	17.9	12.1	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		391	943	604	315	189	2,442	162
	%	54.4	15.7	38.7	24.7	13.0	7.9	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		506	1,028	473	285	176	2,468	138
	%	61.9	20.2	41.7	19.1	11.7	7.3	100.0	
26. Employees in my work unit share job knowledge with each other.	N		968	1,204	250	125	51	2,598	8
	%	83.2	37.1	46.1	9.9	4.9	2.0	100.0	
27. The skill level in my work unit has improved in the past year.	N		679	1,002	592	170	66	2,509	87
	%	66.3	26.6	39.7	24.0	6.9	2.7	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		1,412	943	210	26	8	2,599	NA
	%	90.3	54.1	36.2	8.3	1.1	0.3	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		821	1,361	235	109	31	2,557	24
	%	85.0	31.7	53.3	9.3	4.4	1.3	100.0	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N	67.3	583	1,122	450	261	109	2,525	61
	%		22.8	44.5	18.0	10.4	4.4	100.0	
31. Employees are recognized for providing high quality products and services.	N	75.2	776	1,157	361	178	87	2,559	28
	%		30.0	45.1	14.2	7.1	3.5	100.0	
*32. Creativity and innovation are rewarded.	N	59.8	551	958	588	270	144	2,511	71
	%		21.6	38.2	23.5	10.8	5.9	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N	35.0	249	596	750	490	321	2,406	182
	%		10.3	24.8	31.3	20.3	13.3	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N	79.8	921	1,063	349	90	51	2,474	107
	%		36.8	43.0	14.3	3.8	2.1	100.0	
*35. Employees are protected from health and safety hazards on the job.	N	92.7	1,192	1,184	151	24	11	2,562	20
	%		46.2	46.6	5.9	0.9	0.5	100.0	
*36. My organization has prepared employees for potential security threats.	N	85.9	913	1,278	282	59	19	2,551	25
	%		35.7	50.1	11.1	2.3	0.7	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	67.4	743	914	420	187	171	2,435	139
	%		29.9	37.5	17.6	7.8	7.2	100.0	
38. 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.	N	80.4	1,015	939	301	79	78	2,412	166
	%		41.3	39.1	12.9	3.3	3.5	100.0	
39. My agency is successful at accomplishing its mission.	N	92.3	1,292	1,068	138	39	15	2,552	13
	%		50.1	42.2	5.5	1.6	0.6	100.0	
40. I recommend my organization as a good place to work.	N	84.4	1,394	783	245	104	41	2,567	NA
	%		53.7	30.7	9.8	4.1	1.7	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N	69.4	897	826	442	184	115	2,464	108
	%		36.0	33.4	18.3	7.6	4.7	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N	88.5	1,506	772	160	74	50	2,562	10
	%		58.3	30.2	6.4	3.0	2.1	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N	78.8	1,124	905	301	156	74	2,560	6
	%		43.6	35.2	12.0	6.2	3.1	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N	74.0	973	932	344	196	115	2,560	12
	%		37.8	36.2	13.5	7.8	4.8	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		990	852	391	67	45	2,345	221
	%	77.9	41.7	36.1	17.0	3.1	2.1	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		897	1,004	362	193	97	2,553	9
	%	74.1	35.0	39.2	14.4	7.4	4.1	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		1,185	956	231	111	62	2,545	15
	%	83.7	46.2	37.5	9.2	4.5	2.6	100.0	
48. My supervisor/team leader listens to what I have to say.	N		1,301	888	199	129	48	2,565	NA
	%	85.0	50.2	34.7	8.0	5.2	1.9	100.0	
49. My supervisor/team leader treats me with respect.	N		1,457	799	176	87	44	2,563	NA
	%	87.7	56.4	31.4	7.0	3.5	1.8	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		1,349	1,019	116	60	15	2,559	NA
	%	92.4	52.3	40.1	4.6	2.4	0.6	100.0	
*51. I have trust and confidence in my supervisor.	N		1,225	790	300	146	95	2,556	NA
	%	78.4	47.4	30.9	11.9	5.8	3.9	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		1,295	781	297	118	70	2,561	NA
	%	80.6	50.2	30.4	11.7	4.8	2.9	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		582	1,112	489	236	120	2,539	23
	%	66.3	22.7	43.6	19.4	9.4	4.8	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		916	1,016	314	137	106	2,489	64
	%	77.1	36.4	40.7	12.8	5.7	4.4	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		881	1,119	320	114	46	2,480	79
	%	79.9	35.0	44.9	13.2	4.9	2.0	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		791	1,225	306	157	59	2,538	16
	%	79.2	31.0	48.3	12.1	6.3	2.4	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		800	1,164	346	102	46	2,458	98
	%	79.7	32.4	47.3	14.2	4.2	1.9	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		740	1,068	383	210	100	2,501	50
	%	72.0	29.4	42.6	15.4	8.5	4.1	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		785	1,117	320	184	88	2,494	45
	%	76.0	31.2	44.9	12.8	7.5	3.6	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		888	987	396	125	95	2,491	56
	%	74.7	35.3	39.5	16.3	5.1	3.9	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		942	972	349	167	110	2,540	9
	%	75.0	36.5	38.5	13.9	6.6	4.5	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		1,135	949	270	86	55	2,495	51
	%	83.2	44.9	38.3	11.0	3.6	2.2	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		680	1,142	402	255	69	2,548	NA
	%	71.2	26.5	44.8	15.9	10.1	2.7	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		705	1,130	409	251	50	2,545	NA
	%	71.9	27.4	44.5	16.1	10.0	2.0	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		767	1,034	383	264	97	2,545	NA
	%	70.4	29.9	40.5	15.0	10.6	3.9	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		629	1,106	490	240	83	2,548	NA
	%	67.6	24.4	43.2	19.7	9.4	3.3	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		572	832	609	366	165	2,544	NA
	%	54.7	22.1	32.6	24.2	14.5	6.6	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		842	1,093	397	164	48	2,544	NA
	%	75.7	32.7	43.1	15.8	6.5	2.0	100.0	

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		967	1,089	283	149	56	2,544	NA
	%	80.5	37.5	43.0	11.4	5.9	2.3	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		808	1,141	302	214	79	2,544	NA
	%	76.6	31.9	44.7	11.8	8.4	3.1	100.0	
71. Considering everything, how satisfied are you with your organization?	N		949	1,049	314	168	63	2,543	NA
	%	78.3	36.8	41.5	12.4	6.7	2.5	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).		N	%
Yes		2,170	85.2
No		290	11.7
Not sure		80	3.1
Total		2,540	100.0

73. Please select the response below that BEST describes your current teleworking situation:		N	%
I telework 3 or more days per week.		61	2.5
I telework 1 or 2 days per week.		538	21.2
I telework, but no more than 1 or 2 days per month.		269	10.5
I telework very infrequently, on an unscheduled or short-term basis.		754	29.3
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).		193	7.6
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.		74	2.9
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.		116	4.7
I do not telework because I choose not to telework.		539	21.5
Total		2,544	100.0

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Surveys Completed: 2,612
Response Rate: 69.1%

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74. Do you participate in the following Work/Life programs?
Alternative Work Schedules (AWS)

	N	%
Yes	1,570	61.8
No	896	35.5
Not available to me	67	2.7
Total	2,533	100.0

75. Do you participate in the following Work/Life programs? Health
and Wellness Programs (for example, exercise, medical screening,
quit smoking programs)

	N	%
Yes	1,059	42.1
No	1,396	55.3
Not available to me	62	2.6
Total	2,517	100.0

76. Do you participate in the following Work/Life programs?
Employee Assistance Program (EAP)

	N	%
Yes	347	13.9
No	2,132	85.0
Not available to me	25	1.1
Total	2,504	100.0

77. Do you participate in the following Work/Life programs? Child
Care Programs (for example, daycare, parenting classes, parenting
support groups)

	N	%
Yes	76	3.0
No	2,280	91.0
Not available to me	143	6.0
Total	2,499	100.0

78. Do you participate in the following Work/Life programs? Elder
Care Programs (for example, support groups, speakers)

	N	%
Yes	49	2.0
No	2,279	91.2
Not available to me	161	6.8
Total	2,489	100.0

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		971	664	338	126	41	2,140	405
	%	76.1	45.0	31.1	15.9	6.0	2.0	100.0	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		1,174	606	222	21	9	2,032	504
	%	87.5	57.1	30.3	11.1	1.0	0.5	100.0	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		714	589	330	33	18	1,684	850
	%	77.4	42.4	35.0	19.5	2.0	1.1	100.0	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		308	340	364	13	11	1,036	1,500
	%	62.9	29.4	33.5	34.8	1.2	1.1	100.0	
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N		123	118	356	17	26	640	1,886
	%	37.6	19.0	18.6	55.5	2.7	4.3	100.0	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		85	93	364	7	7	556	1,957
	%	32.1	15.3	16.8	65.3	1.2	1.4	100.0	

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85. Where do you work?	N	%
Headquarters	1,878	74.3
Field	651	25.7
Total	2,529	100.0

*86. What is your supervisory status?	N	%
Non-Supervisor	1,906	75.0
Team Leader	172	6.8
Supervisor	272	10.7
Manager	57	2.2
Executive	134	5.3
Total	2,541	100.0

*87. Are you:	N	%
Male	1,575	62.6
Female	942	37.4
Total	2,517	100.0

*88. Are you Hispanic or Latino?	N	%
Yes	161	6.5
No	2,335	93.5
Total	2,496	100.0

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	20	0.8
Asian	203	8.4
Black or African American	299	12.3
Native Hawaiian or Other Pacific Islander	7	0.3
White	1,821	74.9
Two or more races	81	3.3
Total	2,431	100.0

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90. What is your age group?	N	%
25 and under	60	2.4
26-29	160	6.4
30-39	440	17.6
40-49	599	24.0
50-59	877	35.1
60 or older	364	14.6
Total	2,500	100.0

91. What is your pay category/grade?	N	%
Federal Wage System	0	0.0
GS 1-6	14	0.6
GS 7-12	378	15.0
GS 13-15	1,920	76.3
Senior Executive Service	127	5.0
Senior Level (SL) or Scientific or Professional (ST)	46	1.8
Other	33	1.3
Total	2,518	100.0

92. How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	58	2.3
1 to 3 years	379	15.1
4 to 5 years	359	14.3
6 to 10 years	534	21.2
11 to 14 years	204	8.1
15 to 20 years	226	9.0
More than 20 years	755	30.0
Total	2,515	100.0

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93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	72	2.9
1 to 3 years	530	21.0
4 to 5 years	489	19.4
6 to 10 years	531	21.1
11 to 20 years	341	13.5
More than 20 years	557	22.1
Total	2,520	100.0

94. Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	2,023	80.0
Yes, to retire	120	4.7
Yes, to take another job within the Federal Government	206	8.1
Yes, to take another job outside the Federal Government	87	3.4
Yes, other	93	3.7
Total	2,529	100.0

95. I am planning to retire:

	N	%
Within one year	74	3.0
Between one and three years	239	9.6
Between three and five years	251	10.1
Five or more years	1,926	77.3
Total	2,490	100.0



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