

2016

Federal Employee Viewpoint Survey



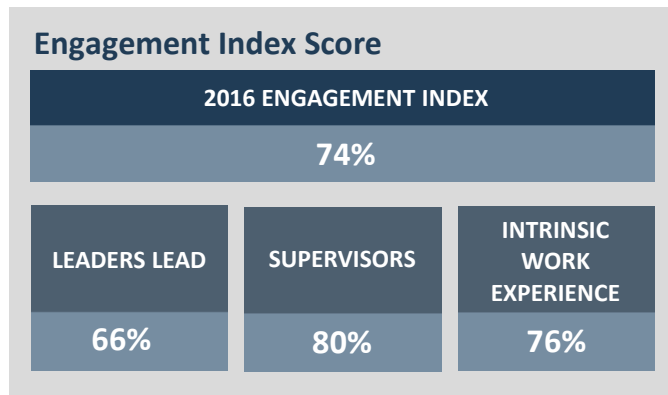
Annual Employee Survey (AES) Report

Nuclear Regulatory Commission

FIELD PERIOD	April 28 - June 9, 2016
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS	2,152
NUMBER OF SURVEYS	3,482
RESPONSE RATE	61.8%

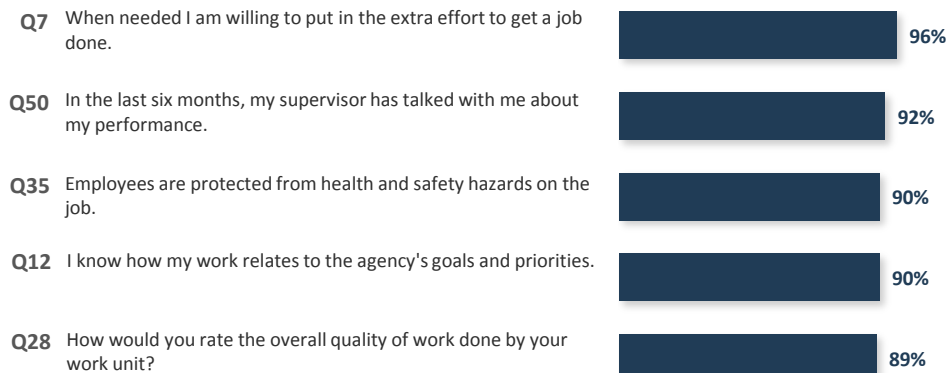
50 items identified as **strengths** (65% positive or higher)

3 items identified as **challenges** (35% negative or higher)



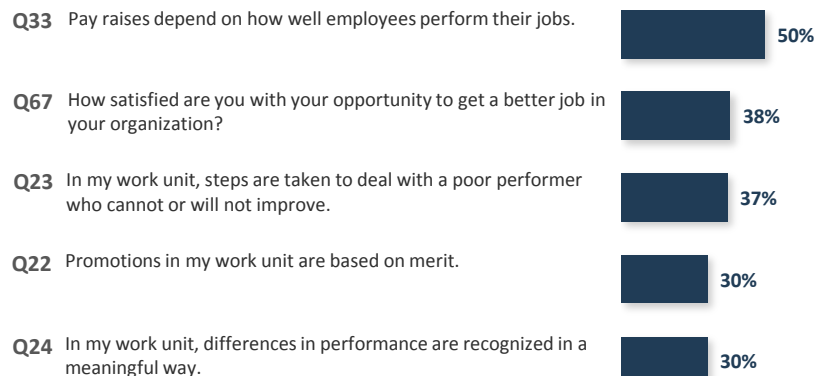
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative



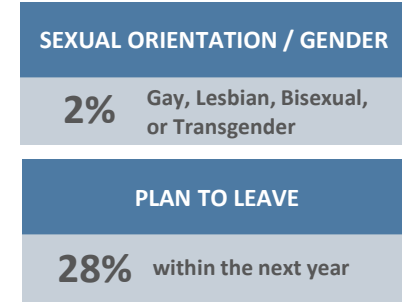
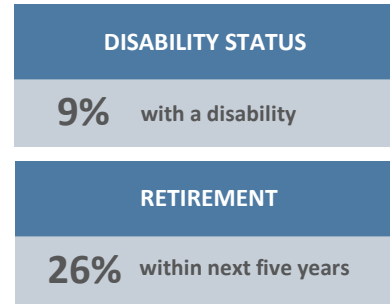
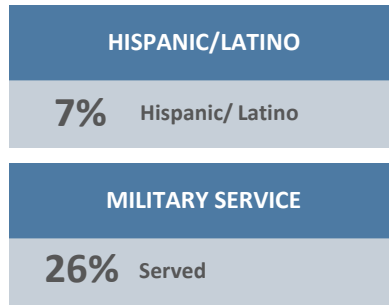
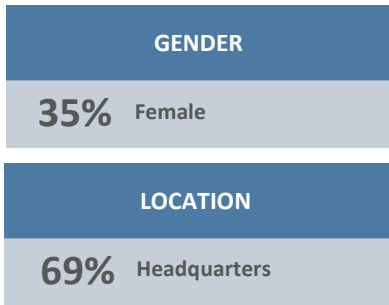
2016

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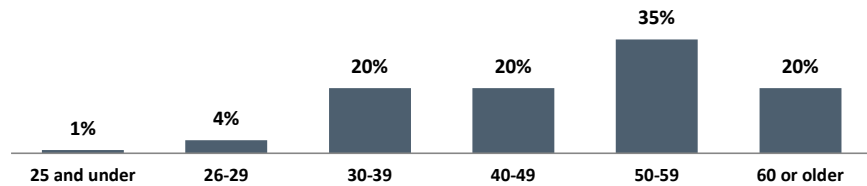
Annual Employee Survey (AES) Report

Nuclear Regulatory Commission



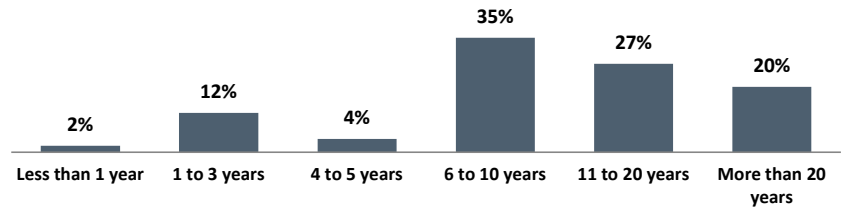
Age Group

- Age Group
- Racial Category
- Education



Agency Tenure

- Agency Tenure
- Federal Tenure
- Supervisory Status
- Pay Category/Grade



Core Survey

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	70.03%	26.02%	44.01%	12.78%	12.07%	5.12%	17.19%	556	951	272	259	110	2,148	N/A
Agree -disagree	2	I have enough information to do my job well.	81.57%	29.00%	52.58%	9.06%	7.16%	2.21%	9.36%	623	1,117	191	153	45	2,129	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	66.87%	27.90%	38.97%	13.52%	12.56%	7.04%	19.61%	593	830	290	272	148	2,133	N/A
Agree -disagree	4	*My work gives me a feeling of personal accomplishment.	75.26%	34.37%	40.89%	12.60%	7.31%	4.83%	12.14%	743	867	260	156	103	2,129	N/A
Agree -disagree	5	*I like the kind of work I do.	82.20%	39.78%	42.41%	10.41%	5.11%	2.28%	7.40%	854	906	212	107	48	2,127	N/A
Agree -disagree	6	I know what is expected of me on the job.	82.85%	35.90%	46.95%	9.30%	5.17%	2.68%	7.85%	770	1,001	195	110	56	2,132	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	95.77%	65.78%	30.00%	2.33%	0.99%	0.91%	1.90%	1,411	633	49	23	19	2,135	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	89.07%	46.07%	43.00%	8.19%	1.91%	0.82%	2.74%	988	918	175	40	19	2,140	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	61.17%	17.07%	44.09%	14.05%	16.02%	8.76%	24.78%	367	944	301	347	186	2,145	0
Agree -disagree	10	*My workload is reasonable.	70.89%	18.37%	52.52%	12.74%	11.10%	5.27%	16.37%	398	1,120	267	241	108	2,134	2
Agree -disagree	11	*My talents are used well in the workplace.	65.87%	21.43%	44.44%	13.90%	11.38%	8.85%	20.23%	455	935	287	238	186	2,101	8
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	89.76%	41.35%	48.41%	5.65%	2.54%	2.05%	4.59%	889	1,018	121	55	44	2,127	6
Agree -disagree	13	*The work I do is important.	88.37%	46.21%	42.16%	8.19%	2.18%	1.27%	3.44%	993	877	172	48	28	2,118	7
Agree -disagree	14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	74.31%	31.92%	42.39%	11.89%	8.81%	5.00%	13.80%	698	901	250	182	102	2,133	8
Agree -disagree	15	*My performance appraisal is a fair reflection of my performance.	74.08%	28.32%	45.76%	12.57%	7.81%	5.53%	13.35%	607	972	268	161	119	2,127	17
Agree -disagree	16	I am held accountable for achieving results.	84.07%	32.10%	51.98%	10.72%	3.13%	2.08%	5.20%	685	1,096	228	68	43	2,120	10
Agree -disagree	17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	72.86%	37.29%	35.57%	13.62%	7.10%	6.42%	13.51%	786	737	265	142	133	2,063	76
Agree -disagree	18	*My training needs are assessed.	54.91%	18.40%	36.51%	20.64%	15.81%	8.65%	24.45%	388	775	435	335	180	2,113	25
Agree -disagree	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).	66.06%	26.18%	39.88%	14.08%	12.41%	7.45%	19.86%	556	843	297	259	159	2,114	36
Agree -disagree	20	*The people I work with cooperate to get the job done.	81.03%	37.57%	43.45%	9.76%	6.47%	2.74%	9.21%	825	928	202	137	56	2,148	N/A
Agree -disagree	21	*My work unit is able to recruit people with the right skills.	52.86%	14.66%	38.20%	20.46%	16.97%	9.72%	26.68%	308	799	414	348	197	2,066	79
Agree -disagree	22	*Promotions in my work unit are based on merit.	43.14%	14.11%	29.03%	26.74%	15.95%	14.17%	30.12%	283	574	517	307	277	1,958	174
Agree -disagree	23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.09%	8.87%	25.22%	29.35%	18.27%	18.28%	36.56%	164	471	523	325	326	1,809	327
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	43.10%	11.52%	31.58%	26.94%	18.05%	11.92%	29.97%	232	630	541	349	234	1,986	150
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	52.27%	14.22%	38.05%	23.48%	13.38%	10.88%	24.25%	287	758	457	262	214	1,978	155
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	80.85%	33.80%	47.05%	9.25%	5.82%	4.07%	9.90%	739	998	188	115	83	2,123	12
Agree -disagree	27	The skill level in my work unit has improved in the past year.	56.86%	19.73%	37.13%	26.57%	10.89%	5.69%	16.57%	409	758	536	219	115	2,037	101
Good -poor	28	How would you rate the overall quality of work done by your work unit?	89.49%	52.46%	37.03%	8.20%	1.73%	0.58%	2.31%	1,136	783	179	37	12	2,147	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	79.03%	23.47%	55.56%	11.60%	6.45%	2.92%	9.37%	502	1,158	239	132	60	2,091	40
Agree -disagree	30	*Employees have a feeling of personal empowerment with respect to work processes.	54.04%	14.70%	39.34%	21.09%	16.51%	8.36%	24.87%	308	813	428	337	175	2,061	67
Agree -disagree	31	Employees are recognized for providing high quality products and services.	63.46%	18.19%	45.28%	18.69%	10.64%	7.21%	17.85%	386	943	380	221	151	2,081	42

Core Survey

Agree -disagree	32	*Creativity and innovation are rewarded.	47.12%	13.06%	34.06%	27.27%	16.06%	9.55%	25.61%	272	691	555	320	199	2,037	90
Agree -disagree	33	*Pay raises depend on how well employees perform their jobs.	22.96%	6.02%	16.93%	27.13%	26.17%	23.74%	49.91%	115	329	534	507	478	1,963	158
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	72.34%	26.71%	45.63%	18.38%	4.52%	4.76%	9.28%	550	912	354	88	90	1,994	130
Agree -disagree	35	*Employees are protected from health and safety hazards on the job.	89.87%	42.48%	47.39%	6.35%	2.50%	1.28%	3.78%	912	984	130	50	25	2,101	26
Agree -disagree	36	*My organization has prepared employees for potential security threats.	85.44%	32.14%	53.30%	10.04%	3.33%	1.18%	4.52%	676	1,116	211	69	25	2,097	28
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	62.00%	25.44%	36.55%	18.10%	10.30%	9.60%	19.90%	516	727	348	194	186	1,971	155
Agree -disagree	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.	75.83%	35.14%	40.68%	14.20%	4.92%	5.06%	9.98%	682	768	260	92	96	1,898	218
Agree -disagree	39	My agency is successful at accomplishing its mission.	87.63%	35.66%	51.97%	8.96%	2.25%	1.15%	3.41%	770	1,075	193	48	24	2,110	16
Agree -disagree	40	I recommend my organization as a good place to work.	74.11%	33.60%	40.51%	14.69%	7.77%	3.43%	11.20%	734	851	305	169	71	2,130	N/A
Agree -disagree	41	I believe the results of this survey will be used to make my agency a better place to work.	49.26%	17.60%	31.66%	23.29%	15.26%	12.19%	27.45%	364	645	471	313	252	2,045	89
Agree -disagree	42	*My supervisor supports my need to balance work and other life issues.	89.25%	56.87%	32.38%	5.50%	2.56%	2.69%	5.25%	1,219	678	114	54	54	2,119	9
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	76.22%	41.04%	35.18%	12.42%	6.78%	4.57%	11.36%	874	747	254	138	95	2,108	13
Agree -disagree	44	*Discussions with my supervisor about my performance are worthwhile.	71.42%	36.60%	34.81%	13.36%	9.19%	6.04%	15.23%	768	735	274	191	124	2,092	16
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	78.13%	43.07%	35.05%	14.99%	3.34%	3.54%	6.88%	825	675	279	61	65	1,905	213
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	72.34%	34.63%	37.71%	13.66%	8.47%	5.53%	14.00%	735	798	286	180	113	2,112	9
Agree -disagree	47	*Supervisors in my work unit support employee development.	77.67%	40.04%	37.64%	12.03%	5.57%	4.73%	10.29%	846	788	246	115	98	2,093	33
Agree -disagree	48	My supervisor listens to what I have to say.	83.55%	50.03%	33.53%	7.81%	5.02%	3.62%	8.64%	1,070	709	162	105	76	2,122	N/A
Agree -disagree	49	My supervisor treats me with respect.	86.90%	56.10%	30.81%	5.97%	3.96%	3.17%	7.13%	1,196	650	123	80	64	2,113	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	92.14%	51.69%	40.45%	3.98%	2.63%	1.24%	3.88%	1,102	849	85	56	24	2,116	N/A
Agree -disagree	51	*I have trust and confidence in my supervisor.	75.19%	46.71%	28.48%	11.91%	7.32%	5.58%	12.89%	1,004	610	242	151	117	2,124	N/A
Good -poor	52	*Overall, how good a job do you feel is being done by your immediate supervisor?	77.24%	49.42%	27.82%	14.40%	5.04%	3.32%	8.36%	1,067	590	291	109	69	2,126	N/A
Agree -disagree	53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	52.35%	16.01%	36.35%	22.23%	14.89%	10.52%	25.41%	339	758	459	306	224	2,086	33
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	67.19%	26.08%	41.12%	16.43%	8.19%	8.19%	16.38%	538	821	325	166	168	2,018	93
Agree -disagree	55	*Supervisors work well with employees of different backgrounds.	74.86%	27.15%	47.70%	13.40%	6.20%	5.54%	11.74%	552	957	254	122	108	1,993	110
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	72.25%	24.49%	47.76%	14.86%	7.19%	5.70%	12.89%	517	1,000	304	149	114	2,084	17
Agree -disagree	57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	72.72%	24.14%	48.57%	16.75%	5.69%	4.84%	10.53%	484	965	324	112	94	1,979	123
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	64.77%	22.25%	42.51%	17.60%	10.20%	7.43%	17.63%	465	884	348	213	151	2,061	52
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	68.06%	25.17%	42.89%	17.26%	7.82%	6.86%	14.68%	526	888	340	164	140	2,058	55
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	71.35%	33.22%	38.14%	17.88%	5.29%	5.48%	10.77%	691	779	361	108	109	2,048	70

Core Survey

Agree -disagree	61	*I have a high level of respect for my organization's senior leaders.	64.70%	25.54%	39.17%	18.06%	9.66%	7.57%	17.24%	539	812	370	207	160	2,088	29
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	77.62%	34.50%	43.13%	13.24%	5.66%	3.48%	9.14%	709	873	265	115	70	2,032	85
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	61.91%	20.71%	41.20%	18.32%	14.90%	4.88%	19.78%	447	866	376	315	103	2,107	N/A
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	64.36%	22.09%	42.27%	16.27%	14.60%	4.78%	19.37%	467	896	342	303	102	2,110	N/A
Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	60.07%	22.52%	37.55%	20.15%	12.62%	7.16%	19.78%	479	791	426	261	150	2,107	N/A
Satisfied -dissatisfied	66	*How satisfied are you with the policies and practices of your senior leaders?	55.49%	17.39%	38.10%	24.49%	13.34%	6.68%	20.01%	370	802	508	276	145	2,101	N/A
Satisfied -dissatisfied	67	*How satisfied are you with your opportunity to get a better job in your organization?	36.37%	12.40%	23.96%	25.36%	21.04%	17.24%	38.27%	265	511	530	440	359	2,105	N/A
Satisfied -dissatisfied	68	*How satisfied are you with the training you receive for your present job?	57.63%	19.22%	38.40%	22.31%	13.91%	6.15%	20.07%	406	809	463	291	130	2,099	N/A
Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	72.96%	27.23%	45.72%	14.38%	8.76%	3.91%	12.66%	587	961	294	182	82	2,106	N/A
Satisfied -dissatisfied	70	*Considering everything, how satisfied are you with your pay?	68.44%	23.77%	44.68%	14.94%	10.87%	5.75%	16.62%	507	929	317	232	122	2,107	N/A
Satisfied -dissatisfied	71	Considering everything, how satisfied are you with your organization?	68.40%	23.67%	44.74%	15.47%	11.23%	4.89%	16.12%	505	944	315	238	101	2,103	N/A
Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	84.51%	44.33%	40.18%	10.31%	3.83%	1.35%	5.18%	656	603	152	58	20	1,489	22
Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	94.38%	57.23%	37.15%	4.00%	1.09%	0.52%	1.62%	679	441	46	13	5	1,184	16
Satisfied -dissatisfied	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)	92.32%	49.39%	42.93%	5.97%	1.48%	0.24%	1.72%	404	354	52	12	2	824	36
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	91.38%	46.47%	44.91%	5.78%	2.62%	0.22%	2.84%	163	164	22	9	1	359	32
Satisfied -dissatisfied	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)	86.75%	51.74%	35.01%	13.25%	0.00%	0.00%	0.00%	32	22	9	0	0	63	24
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	85.31%	53.00%	32.32%	14.69%	0.00%	0.00%	0.00%	28	18	9	0	0	55	28

* AES prescribed items
 ** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'
 The Dashboard only includes items 1-71.
 Percentages are weighted to represent the Agency's population.

72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	1,747	83.19%
Yes, I was notified that I was not eligible to telework.	116	5.35%
No, I was not notified of my telework eligibility.	107	5.27%
Not sure if I was notified of my telework eligibility.	132	6.19%
Total	2,102	100.00%

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	87	4.13%
I telework 1 or 2 days per week.	671	33.06%
I telework, but no more than 1 or 2 days per month.	205	9.66%
I telework very infrequently.	547	25.51%
I do not telework because I have to be physically present on the job.	112	5.19%
I do not telework because I have technical issues.	32	1.40%
I do not telework because I did not receive approval to do so.	63	3.10%
I do not telework because I choose not to telework.	388	17.95%
Total	2,105	100.00%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules	N	%
Yes	1,211	57.24%
No	824	39.54%
Not available to me	68	3.23%
Total	2,103	100.00%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs	N	%
Yes	853	41.22%
No	1,191	56.41%
Not available to me	51	2.37%
Total	2,095	100.00%

76. Do you participate in the following Work/Life programs? Employee Assistance Program	N	%
Yes	372	18.19%
No	1,696	80.94%
Not available to me	20	0.87%
Total	2,088	100.00%

77. Do you participate in the following Work/Life programs? Child Care Programs	N	%
Yes	65	3.34%
No	1,849	88.41%
Not available to me	175	8.25%
Total	2,089	100.00%

78. Do you participate in the following Work/Life programs? Elder Care Programs	N	%
Yes	64	3.26%
No	1,894	90.45%
Not available to me	134	6.29%
Total	2,092	100.00%

Percentages are weighted to represent the Agency's population.

Demographics

Where do you work?	N	%
Headquarters	1,449	69.00%
Field	651	31.00%
Total	2,100	100.00%

*What is your supervisory status?	N	%
Non-Supervisor	1,621	77.67%
Team Leader	109	5.22%
Supervisor	220	10.54%
Manager	76	3.64%
Senior Leader	61	2.92%
Total	2,087	100.00%

*Are you:	N	%
Male	1,341	65.45%
Female	708	34.55%
Total	2,049	100.00%

*Are you Hispanic or Latino?	N	%
Yes	143	7.03%
No	1,891	92.97%
Total	2,034	100.00%

*Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	14	0.72%
Asian	164	8.38%
Black or African American	213	10.88%
Native Hawaiian or Other Pacific Islander	7	0.36%
White	1,471	75.13%
Two or more races	89	4.55%
Total	1,958	100.00%

What is the highest degree or level of education you have completed?	N	%
Less than High School	0	0.00%
High School Diploma/GED or equivalent	32	1.55%
Trade or Technical Certificate	8	0.39%
Some College (no degree)	106	5.15%
Associate's Degree (e.g., AA, AS)	43	2.09%
Bachelor's Degree (e.g., BA, BS)	815	39.58%
Master's Degree (e.g., MA, MS, MBA)	809	39.29%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	246	11.95%
Total	2,059	100.00%

What is your pay category/grade?	N	%
Federal Wage System	1	0.05%
GS 1-6	19	0.92%
GS 7-12	202	9.80%
GS 13-15	1,675	81.27%
Senior Executive Service	99	4.80%
Senior Level (SL) or Scientific or Professional (ST)	38	1.84%
Other	27	1.31%
Total	2,061	100.00%

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	32	1.56%
1 to 3 years	162	7.88%

Demographics

4 to 5 years	73	3.55%
6 to 10 years	616	29.98%
11 to 14 years	364	17.71%
15 to 20 years	224	10.90%
More than 20 years	584	28.42%
Total	2,055	100.00%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	38	1.84%
1 to 3 years	240	11.63%
4 to 5 years	89	4.31%
6 to 10 years	730	35.39%
11 to 20 years	551	26.71%
More than 20 years	415	20.12%
Total	2,063	100.00%

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	1,488	71.71%
Yes, to retire	121	5.83%
Yes, to take another job within the Federal Government	253	12.19%
Yes, to take another job outside the Federal Government	99	4.77%
Yes, other	114	5.49%
Total	2,075	100.00%

I am planning to retire:	N	%
Within one year	90	4.37%
Between one and three years	197	9.57%
Between three and five years	239	11.61%
Five or more years	1,532	74.44%
Total	2,058	100.00%

Self-Identify as:	N	%
Heterosexual or Straight	1,653	84.60%
Gay, Lesbian, Bisexual, or Transgender	41	2.10%
I prefer not to say	260	13.31%
Total	1,954	100.00%

What is your US military service status?	N	%
No Prior Military Service	1,504	73.80%
Currently in National Guard or Reserves	34	1.67%
Retired	150	7.36%
Separated or Discharged	350	17.17%
Total	2,038	100.00%

Are you an individual with a disability?	N	%
Yes	174	8.50%
No	1,873	91.50%
Total	2,047	100.00%

What is your age group?	N	%
25 and under	28	1.30%
26-29	77	3.58%
30-39	439	20.40%
40-49	425	19.75%
50-59	752	34.94%
60 or older	431	20.03%

Demographics

Total

2,152 100.00%

Percentages for demographic questions are unweighted.

* AES prescribed items