



U.S. NUCLEAR REGULATORY COMMISSION  
2007 Annual Employee Survey Results

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**Interpretation of Results:**

**How the survey was conducted:**

The survey was conducted online from September 4 until November 2, 2007. An invitation to participate in the survey was sent via e-mail to permanent agency employees. The invitation included a link to the survey web site and a unique identification number and password to access the survey.

**Description of sample:**

All permanent NRC staff members were invited to participate in the survey.

**Survey items and response choices:**

See the tables on following pages.

**Number of employees surveyed, number responded, and representativeness of respondents:**

Of the 3,600 employees surveyed, 2,446 responded for an overall response rate of 68%. (*What should we say for "representativeness of respondents"?*)



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<b>Personal Work Experiences</b>							
Item	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree		Total Number of Responses
1. The people I work with cooperate to get the job done.	44%	46%	5%	3%	1%		2,443
	1075	1124	122	73	24		
2. I am given a real opportunity to improve my skills in my organization.	37%	42%	11%	7%	3%		2,443
	904	1026	269	171	73		
3. My work gives me a feeling of personal accomplishment.	35%	46%	11%	5%	3%		2,443
	855	1124	269	122	73		
4. I like the kind of work I do.	39%	45%	10%	4%	2%		2,441
	952	1098	244	98	49		
5. I have trust and confidence in my supervisor.	42%	35%	11%	7%	5%		2,442
	1026	855	269	171	122		
Item	Very Good	Good	Fair	Poor	Very Poor		Total Number of Responses
6. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	44%	34%	14%	5%	3%		2,440
	1074	830	342	122	73		

<b>Recruitment, Development, &amp; Retention</b>							
Item	Strongly Agree	Agree	Neither Disagree Nor Agree	Disagree	Strongly Disagree	Do Not Know	Total Number of Responses
7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	37%	45%	8%	6%	2%	2%	2,431
	899	1094	194	146	49	49	
8. My work unit is able to recruit people with the right skills.	24%	42%	16%	11%	3%	5%	2,431
	583	1021	389	267	73	122	
9. I know how my work relates to the agency's goals and priorities.	56%	34%	4%	2%	1%	3%	2,432
	1362	827	97	49	24	73	
10. The work I do is important.	59%	31%	5%	2%	1%	3%	2,430
	1434	753	122	49	24	73	



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11. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	32%	40%	11%	12%	4%	1%	2,425
	776	970	267	291	97	24	
12. Supervisors/team leaders in my work unit support employee development.	48%	36%	8%	4%	2%	1%	2,425
	1164	873	194	97	49	24	
13. My talents are used well in the workplace.	34%	40%	11%	10%	4%	1%	2,424
	824	970	267	242	97	24	
14. My training needs are assessed.	28%	41%	17%	10%	3%	1%	2,423
	678	993	412	242	73	24	

<b>Performance Culture</b>							
Item	Strongly Agree	Agree	Neither Disagree Nor Agree	Disagree	Strongly Disagree	Do Not Know	Total Number of Responses
15. Promotions in my work unit are based on merit.	20%	32%	17%	11%	7%	13%	2,429
	486	777	413	267	170	316	
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	8%	24%	21%	16%	8%	23%	2,428
	194	583	510	388	194	558	
17. Creativity and innovation are rewarded.	21%	37%	19%	11%	6%	5%	2,429
	510	899	462	267	146	121	
Item	Strongly Agree	Agree	Neither Disagree Nor Agree	Disagree	Strongly Disagree	No Basis to Judge	Total Number of Responses
18. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	32%	38%	10%	10%	6%	5%	2,428
	777	923	243	243	146	121	
Item	Strongly Agree	Agree	Neither Disagree Nor Agree	Disagree	Strongly Disagree	Do Not Know	Total Number of Responses
19. In my work unit, differences in performance are recognized in a meaningful way.	15%	34%	21%	15%	5%	12%	2,422
	363	823	509	363	121	291	
20. Pay raises depend on how well employees perform their jobs.	9%	21%	24%	22%	11%	14%	2,422



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	218	509	581	533	266	339	
21. My performance appraisal is a fair reflection of my performance.	31%	39%	12%	8%	5%	5%	2,423
	751	945	291	194	121	121	
22. Discussions with my supervisor/team leader about my performance are worthwhile.	30%	38%	15%	9%	4%	3%	2,424
	727	921	364	218	97	73	
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	34%	41%	13%	5%	4%	4%	2,425
	825	994	315	121	97	97	
24. My supervisor supports my need to balance work and family issues.	55%	31%	7%	3%	2%	2%	2,422
	1332	751	170	73	48	48	



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<b>Leadership</b>							
Item	Strongly Agree	Agree	Neither Disagree Nor Agree	Disagree	Strongly Disagree	Do Not Know	Total Number of Responses
25. I have a high level of respect for my organization's senior leaders.	33%	38%	15%	9%	5%	1%	2,421
	799	920	363	218	121	24	
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	22%	38%	20%	13%	6%	1%	2,421
	533	920	484	315	145	24	
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	27%	44%	16%	4%	3%	7%	2,418
	653	1064	387	97	73	169	
28. Employees are protected from health and safety hazards on the job.	44%	42%	8%	3%	2%	1%	2,422
	1066	1017	194	73	48	24	
29. Employees have a feeling of personal empowerment with respect to work processes.	18%	41%	20%	13%	5%	4%	2,406
	433	986	481	313	120	96	
30. My workload is reasonable.	19%	53%	12%	12%	5%	0%	2,404
	457	1274	288	288	120	0	
31. Managers communicate the goals and priorities of the organization.	25%	50%	14%	8%	3%	1%	2,405
	601	1203	337	192	72	24	
32. My organization has prepared employees for potential security threats.	23%	46%	17%	7%	2%	5%	2,402
	552	1105	408	168	48	120	

<b>Job Satisfaction</b>							
Item	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied		Total Number of Responses
33. How satisfied are you with the information you receive from management on what's going on in your organization?	19%	49%	17%	11%	4%		2,414
	459	1183	410	266	97		
34. How satisfied are you with your involvement in decisions that affect your work?	17%	44%	20%	14%	5%		2,417
	411	1063	483	338	121		
35. How satisfied are you with your opportunity to get a better job in your organization?	21%	36%	24%	12%	8%		2,411
	506	868	579	289	193		



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36. How satisfied are you with the recognition you receive for doing a good job?	26%	40%	17%	10%	7%		2,416
	628	966	411	242	169		
37. How satisfied are you with the policies and practices of your senior leaders?	15%	45%	23%	11%	6%		2,415
	362	1087	555	266	145		
38. How satisfied are you with the training you receive for your present job?	26%	46%	18%	7%	3%		2,413
	627	1110	434	169	72		
39. Considering everything, how satisfied are you with your job?	34%	45%	12%	6%	3%		2,413
	820	1086	290	145	72		
40. Considering everything, how satisfied are you with your pay?	27%	48%	13%	9%	3%		2,415
	652	1159	314	217	72		