

# THE 2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY SUMMARY

## Nuclear Regulatory Commission

### About this Summary

Becoming America's model employer depends on attracting, developing, and retaining talented employees and ensuring they have a direct line of sight between the work they do and one or more of your agency's missions.

The Federal Employee Viewpoint Survey, formerly the Federal Human Capital Survey, focuses on employee perceptions regarding critical areas of their work life, areas which drive employee satisfaction, commitment, and ultimately retention in the workforce. This is the fifth time the U.S. Office

of Personnel Management (OPM) has administered the survey, which was first conducted in 2002, then again in 2004, 2006, 2008, and 2010.

The findings from the 2010 survey offer an indication of Federal employees' perceptions of workforce management in their agencies. By looking at trends across the different survey administrations, agency leaders also will determine how far they have come and what remains to be done.

### HCAAF

#### Human Capital Assessment and Accountability Framework

The HCAAF indices provide consistent metrics for measuring progress toward HCAAF objectives. Here are your agency results compared with the Governmentwide results.



#### LEADERSHIP & KNOWLEDGE MANAGEMENT



#### RESULTS-ORIENTED PERFORMANCE CULTURE



#### TALENT MANAGEMENT



#### JOB SATISFACTION



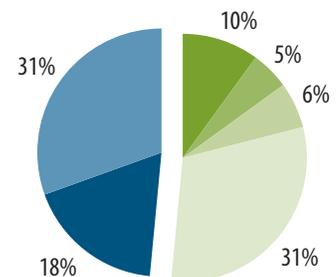
#### YOUR AGENCY RANKINGS (OUT OF 37 AGENCIES)

- 1st on Leadership & Knowledge Management
- 1st on Results-Oriented Performance Culture
- 1st on Talent Management
- 1st on Job Satisfaction

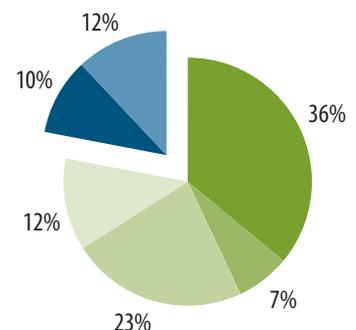
### Telework

- I telework on a regular basis (at least one entire work day a week).
- I telework infrequently (less than one entire work day a week).
- I do not telework because I have to be physically present on the job.
- I do not telework because I have technical issues.
- I do not telework because I am not allowed to, even though I have the kind of job where I can telework.
- I do not telework because I choose not to telework.

#### Nuclear Regulatory Commission



#### Governmentwide



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## Top 10 and Bottom 10 Items

Your agency's 10 highest percent positive responses and 10 lowest percent positive responses, including the 2010 Governmentwide percent positive for comparison.

Nuclear Regulatory Commission Governmentwide

### TOP 10 POSITIVE RESPONSE ITEMS

7. When needed I am willing to put in the extra effort to get a job done.	98%	97%
35. Employees are protected from health and safety hazards on the job.	93%	76%
8. I am constantly looking for ways to do my job better.	93%	92%
39. My agency is successful at accomplishing its mission.	92%	78%
12. I know how my work relates to the agency's goals and priorities.	92%	84%
13. The work I do is important.	92%	92%
28. How would you rate the overall quality of work done by your work unit?	91%	82%
42. My supervisor supports my need to balance work and other life issues.	90%	76%
49. My supervisor/team leader treats me with respect.	89%	80%
16. I am held accountable for achieving results.	89%	84%

### BOTTOM 10 POSITIVE RESPONSE ITEMS

78. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?	33%	20%
33. Pay raises depend on how well employees perform their jobs.	41%	26%
77. How satisfied are you with the following Work/Life programs in your agency... Child Care Programs (for example, daycare, parenting classes, parenting support groups)?	41%	23%
23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	41%	31%
24. In my work unit, differences in performance are recognized in a meaningful way.	55%	36%
22. Promotions in my work unit are based on merit.	58%	35%
67. How satisfied are you with your opportunity to get a better job in your organization?	60%	42%
32. Creativity and innovation are rewarded.	63%	41%
25. Awards in my work unit depend on how well employees perform their jobs.	63%	44%
76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?	67%	48%

## Increases and Decreases

### Agency items that increased and decreased the most from 2008

Up to 3 items with positive ratings that increased or decreased at least 5 percentage points from 2008 to 2010.

Percent Positive 2008 2010 Difference

### INCREASED THE MOST

30. Employees have a feeling of personal empowerment with respect to work processes.	60%	69%	+9
27. The skill level in my work unit has improved in the past year.	60%	67%	+7
44. Discussions with my supervisor/team leader about my performance are worthwhile.	69%	75%	+6

### DECREASED THE MOST

20. The people I work with cooperate to get the job done.	92%	86%	-6
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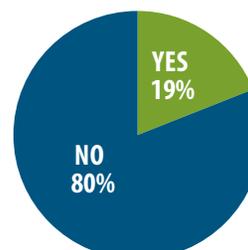
## Who Responded?

**Nuclear Regulatory Commission:** 68% response rate

**Governmentwide:** 52% response rate

## Leaving?

### Are you considering leaving your organization within the next year...?



### ... and if so, why?

- 5% Yes, to retire
- 9% Yes, to take another job within the Federal Gov't
- 2% Yes, to take another job outside the Federal Gov't
- 3% Yes, other

Note: Percentages may not add to 100 due to rounding.