

**NUCLEAR REGULATORY COMMISSION
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		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		730	1,127	345	221	84	2,507	NA
	%	73.91	28.79	45.11	13.86	8.89	3.34	100.00	
2. I have enough information to do my job well.	N		748	1,314	241	147	38	2,488	NA
	%	82.71	29.78	52.93	9.78	5.97	1.54	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		708	935	425	309	114	2,491	NA
	%	65.90	28.28	37.62	17.19	12.36	4.55	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		866	1,061	308	180	85	2,500	NA
	%	76.85	34.39	42.46	12.51	7.22	3.41	100.00	
*5. I like the kind of work I do.	N		996	1,072	271	100	42	2,481	NA
	%	83.16	39.84	43.32	11.09	4.07	1.69	100.00	
6. I know what is expected of me on the job.	N		885	1,190	213	143	54	2,485	NA
	%	83.34	35.34	48.01	8.64	5.83	2.19	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		1,659	742	57	23	16	2,497	NA
	%	96.17	66.26	29.90	2.26	0.93	0.64	100.00	
8. I am constantly looking for ways to do my job better.	N		1,202	1,050	188	47	12	2,499	NA
	%	90.09	47.84	42.25	7.53	1.90	0.49	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		444	1,164	340	390	159	2,497	8
	%	64.47	17.77	46.70	13.61	15.46	6.46	100.00	
*10. My workload is reasonable.	N		464	1,288	330	289	123	2,494	1
	%	70.27	18.47	51.80	13.09	11.63	5.02	100.00	
*11. My talents are used well in the workplace.	N		543	1,046	365	336	159	2,449	12
	%	64.71	21.98	42.72	15.10	13.74	6.44	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		1,062	1,190	158	52	36	2,498	1
	%	90.06	42.22	47.84	6.39	2.09	1.45	100.00	
*13. The work I do is important.	N		1,255	954	195	44	29	2,477	2
	%	89.17	50.35	38.82	7.83	1.79	1.20	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		873	1,114	241	195	78	2,501	4
	%	79.43	34.66	44.77	9.67	7.78	3.13	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		707	1,098	323	199	154	2,481	24
	%	72.62	28.21	44.42	13.05	8.08	6.25	100.00	
16. I am held accountable for achieving results.	N		845	1,283	251	71	38	2,488	6
	%	85.50	33.88	51.62	10.17	2.82	1.51	100.00	

Survey Administration Period: April 30, 2013 to June 14, 2013

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* AES prescribed items

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 2,509

Number of surveys administered: 3,599

Response Rate: 69.7%

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		922	910	319	156	120	2,427	70
	%	75.08	37.22	37.87	13.40	6.48	5.04	100.00	
*18. My training needs are assessed.	N		457	960	559	347	151	2,474	22
	%	57.17	18.34	38.83	22.55	14.13	6.15	100.00	
*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		583	982	380	308	208	2,461	47
	%	63.55	23.73	39.81	15.45	12.55	8.45	100.00	
*20. The people I work with cooperate to get the job done.	N		948	1,134	237	141	43	2,503	NA
	%	83.05	37.49	45.56	9.59	5.61	1.74	100.00	
*21. My work unit is able to recruit people with the right skills.	N		416	1,026	492	371	125	2,430	75
	%	59.02	16.79	42.23	20.44	15.35	5.19	100.00	
*22. Promotions in my work unit are based on merit.	N		359	783	593	324	251	2,310	188
	%	48.99	15.13	33.86	25.98	14.12	10.91	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		172	567	652	434	326	2,151	347
	%	34.07	7.84	26.23	30.54	20.19	15.21	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		258	757	633	427	238	2,313	188
	%	43.71	11.01	32.70	27.32	18.63	10.34	100.00	
25. Awards in my work unit depend on how well employees perform their jobs.	N		328	895	505	348	263	2,339	160
	%	52.25	13.91	38.34	21.59	14.94	11.21	100.00	
26. Employees in my work unit share job knowledge with each other.	N		800	1,245	248	134	65	2,492	12
	%	81.59	31.59	50.00	10.17	5.52	2.71	100.00	
27. The skill level in my work unit has improved in the past year.	N		475	910	662	221	115	2,383	119
	%	57.98	19.62	38.36	27.85	9.29	4.88	100.00	
		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		1,324	939	190	34	12	2,499	NA
	%	90.48	52.78	37.71	7.62	1.40	0.50	100.00	
		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		623	1,380	275	123	50	2,451	30
	%	81.58	25.20	56.38	11.44	4.93	2.05	100.00	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N		392	1,016	525	353	130	2,416	68
	%	58.16	16.04	42.13	21.77	14.65	5.41	100.00	
31. Employees are recognized for providing high quality products and services.	N		478	1,110	443	279	125	2,435	38
	%	65.12	19.47	45.65	18.18	11.55	5.15	100.00	
*32. Creativity and innovation are rewarded.	N		338	835	623	380	203	2,379	96
	%	49.17	14.04	35.13	26.33	15.88	8.62	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		126	390	691	539	539	2,285	182
	%	22.76	5.57	17.19	30.46	23.55	23.23	100.00	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		649	1,125	422	111	74	2,381	98
	%	74.06	26.77	47.30	17.80	4.88	3.26	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		1,015	1,243	137	44	20	2,459	20
	%	91.61	40.96	50.65	5.68	1.86	0.85	100.00	
*36. My organization has prepared employees for potential security threats.	N		780	1,302	257	81	32	2,452	25
	%	84.73	31.50	53.23	10.59	3.34	1.34	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		565	882	421	264	188	2,320	162
	%	62.00	23.97	38.03	18.30	11.54	8.16	100.00	
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		805	918	316	105	89	2,233	236
	%	76.60	35.45	41.15	14.46	4.87	4.07	100.00	
39. My agency is successful at accomplishing its mission.	N		978	1,209	182	60	23	2,452	22
	%	89.14	39.68	49.45	7.51	2.39	0.96	100.00	
40. I recommend my organization as a good place to work.	N		1,046	955	287	145	46	2,479	NA
	%	80.51	41.88	38.63	11.74	5.85	1.90	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		631	736	522	286	170	2,345	136
	%	58.31	27.04	31.28	22.26	12.30	7.13	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		1,363	830	133	89	52	2,467	11
	%	88.73	54.88	33.85	5.43	3.70	2.14	100.00	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		966	900	320	176	96	2,458	13
	%	75.79	39.12	36.67	13.08	7.26	3.87	100.00	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		780	940	369	218	145	2,452	17
	%	70.07	31.73	38.34	15.13	8.92	5.88	100.00	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		852	840	399	68	60	2,219	247
	%	76.09	38.16	37.93	18.07	3.10	2.74	100.00	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		738	953	429	211	125	2,456	14
	%	68.71	29.95	38.76	17.56	8.62	5.11	100.00	
*47. Supervisors/team leaders in my work unit support employee development.	N		933	1,014	300	122	78	2,447	27
	%	79.44	37.99	41.44	12.34	5.02	3.20	100.00	
48. My supervisor/team leader listens to what I have to say.	N		1,145	929	198	130	70	2,472	NA
	%	83.64	45.94	37.70	8.19	5.31	2.86	100.00	
49. My supervisor/team leader treats me with respect.	N		1,304	845	174	88	62	2,473	NA
	%	86.71	52.20	34.51	7.16	3.62	2.51	100.00	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		1,169	1,088	118	67	23	2,465	NA
	%	91.46	47.12	44.33	4.85	2.80	0.90	100.00	
*51. I have trust and confidence in my supervisor.	N		1,067	799	321	160	121	2,468	NA
	%	75.13	42.86	32.28	13.33	6.61	4.93	100.00	
		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		1,184	755	317	117	95	2,468	NA
	%	78.38	47.76	30.63	12.97	4.77	3.89	100.00	
		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		423	963	556	335	160	2,437	21
	%	56.63	17.15	39.49	22.97	13.78	6.61	100.00	
54. My organization's leaders maintain high standards of honesty and integrity.	N		708	991	419	163	126	2,407	54
	%	70.03	28.84	41.19	17.77	6.82	5.39	100.00	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		691	1,117	340	121	83	2,352	101
	%	76.31	28.90	47.40	14.82	5.21	3.66	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		623	1,187	362	171	86	2,429	17
	%	74.13	25.39	48.74	15.09	7.23	3.55	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		595	1,123	398	147	62	2,325	117
	%	73.64	25.36	48.27	17.24	6.43	2.68	100.00	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		557	1,036	440	241	129	2,403	47
	%	66.16	23.02	43.15	18.45	10.05	5.34	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		625	1,072	395	208	117	2,417	35
	%	69.99	25.60	44.39	16.50	8.70	4.81	100.00	
		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		754	938	449	137	94	2,372	87
	%	71.26	31.62	39.64	18.95	5.80	3.99	100.00	
		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		732	906	445	231	131	2,445	11
	%	66.85	29.62	37.24	18.35	9.38	5.42	100.00	
62. Senior leaders demonstrate support for Work/Life programs.	N		906	1,000	311	100	66	2,383	72
	%	79.88	37.77	42.12	13.04	4.31	2.77	100.00	
		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		564	1,034	447	320	87	2,452	NA
	%	64.96	22.63	42.33	18.41	13.08	3.54	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		566	1,020	481	293	90	2,450	NA
	%	64.29	22.81	41.49	19.82	12.17	3.72	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		535	981	447	332	149	2,444	NA
	%	61.78	21.77	40.00	18.37	13.81	6.05	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		475	959	584	295	129	2,442	NA
	%	58.46	19.20	39.26	24.09	12.20	5.24	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		405	663	639	478	261	2,446	NA
	%	43.35	16.36	27.00	26.30	19.71	10.63	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		537	1,006	519	296	90	2,448	NA
	%	62.71	21.73	40.98	21.30	12.24	3.75	100.00	

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*69. Considering everything, how satisfied are you with your job?	N		757	1,067	360	190	73	2,447	NA
	%	74.37	30.58	43.79	14.88	7.76	2.99	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		530	990	391	376	159	2,446	NA
	%	62.42	21.90	40.52	15.85	15.27	6.46	100.00	
71. Considering everything, how satisfied are you with your organization?	N		665	1,089	400	209	84	2,447	NA
	%	71.44	26.84	44.60	16.54	8.60	3.42	100.00	

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	2,088	85.40
No	298	12.00
Not sure	64	2.61
Total	2,450	100.00

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
I telework 3 or more days per week.	74	3.03
I telework 1 or 2 days per week.	656	27.52
I telework, but no more than 1 or 2 days per month.	261	10.74
I telework very infrequently, on an unscheduled or short-term basis.	686	27.90
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	183	7.35
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	37	1.53
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.	98	3.98
I do not telework because I choose not to telework.	443	17.95
Total	2,438	100.00

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

	N	%
Yes	1,496	61.13
No	860	35.43
Not available to me	86	3.44
Total	2,442	100.00

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

	N	%
Yes	1,019	42.39
No	1,349	55.25
Not available to me	59	2.36
Total	2,427	100.00

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

	N	%
Yes	414	17.31
No	1,984	81.65
Not available to me	25	1.04
Total	2,423	100.00

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

	N	%
Yes	97	4.15
No	2,160	88.82
Not available to me	177	7.03
Total	2,434	100.00

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

	N	%
Yes	72	3.06
No	2,198	90.14
Not available to me	170	6.80
Total	2,440	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		754	644	149	72	26	1,645	42
	%	85.14	46.04	39.10	8.94	4.32	1.60	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		883	528	59	6	5	1,481	13
	%	95.27	59.48	35.79	3.92	0.45	0.36	100.00	
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		476	442	71	17	3	1,009	31
	%	91.09	47.19	43.90	6.97	1.63	0.31	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		183	173	37	6	4	403	41
	%	88.10	45.01	43.09	9.37	1.49	1.04	100.00	
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		36	23	15	2	1	77	38
	%	76.82	47.46	29.36	19.05	2.46	1.67	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		23	21	14	0	0	58	29
	%	75.32	39.14	36.18	24.68	0.00	0.00	100.00	

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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85. Where do you work?	N	%
Headquarters	1,706	69.95
Field	733	30.05
Total	2,439	100.00

*86. What is your supervisory status?	N	%
Non-Supervisor	1,847	76.07
Team Leader	170	7.00
Supervisor	248	10.21
Manager	46	1.89
Executive	117	4.82
Total	2,428	100.00

*87. Are you:	N	%
Male	1,510	63.21
Female	879	36.79
Total	2,389	100.00

*88. Are you Hispanic or Latino?	N	%
Yes	166	7.02
No	2,199	92.98
Total	2,365	100.00

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	17	0.74
Asian	180	7.87
Black or African American	271	11.84
Native Hawaiian or Other Pacific Islander	10	0.44
White	1,719	75.13
Two or more races	91	3.98
Total	2,288	100.00

Survey Administration Period: April 30, 2013 to June 14, 2013

Percentages are weighted to represent the Agency's population.

* AES prescribed items

Sample or Census: Census

Number of surveys completed: 2,509

Number of surveys administered: 3,599

Response Rate: 69.7%

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90. What is your age group?

	N	%
25 and under	29	1.24
26-29	113	4.81
30-39	453	19.30
40-49	495	21.09
50-59	862	36.73
60 or older	395	16.83
Total	2,347	100.00

91. What is your pay category/grade?

	N	%
Federal Wage System	0	0.00
GS 1-6	36	1.50
GS 7-12	275	11.43
GS 13-15	1,904	79.17
Senior Executive Service	113	4.70
Senior Level (SL) or Scientific or Professional (ST)	38	1.58
Other	39	1.62
Total	2,405	100.00

92. How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	12	0.50
1 to 3 years	174	7.25
4 to 5 years	302	12.58
6 to 10 years	677	28.21
11 to 14 years	296	12.33
15 to 20 years	175	7.29
More than 20 years	764	31.83
Total	2,400	100.00

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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	20	0.84
1 to 3 years	228	9.56
4 to 5 years	413	17.31
6 to 10 years	764	32.02
11 to 20 years	404	16.93
More than 20 years	557	23.34
Total	2,386	100.00

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

	N	%
No	1,884	78.17
Yes, to retire	122	5.06
Yes, to take another job within the Federal Government	207	8.59
Yes, to take another job outside the Federal Government	119	4.94
Yes, other	78	3.24
Total	2,410	100.00

95. I am planning to retire:

	N	%
Within one year	77	3.24
Between one and three years	227	9.54
Between three and five years	249	10.47
Five or more years	1,826	76.75
Total	2,379	100.00

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96. Self-Identify as:	N	%
Heterosexual or Straight	1,902	85.06
Gay, Lesbian, Bisexual, or Transgender	55	2.46
I prefer not to say	279	12.48
Total	2,236	100.00

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Yes	589	24.54
No	1,811	75.46
Total	2,400	100.00

98. Are you an individual with a disability?	N	%
Yes	190	7.92
No	2,209	92.08
Total	2,399	100.00