

**NUCLEAR REGULATORY COMMISSION
2014 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		789	1,058	299	221	98	2,465	NA
	%	74.71	31.77	42.93	12.14	9.10	4.06	100.00	
2. I have enough information to do my job well.	N		718	1,300	211	170	47	2,446	NA
	%	82.21	28.89	53.33	8.67	7.08	2.04	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		715	928	356	309	129	2,437	NA
	%	67.36	28.87	38.49	14.49	12.88	5.27	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		876	1,018	288	184	78	2,444	NA
	%	77.33	35.35	41.98	11.89	7.61	3.17	100.00	
*5. I like the kind of work I do.	N		981	1,054	251	107	49	2,442	NA
	%	83.05	39.73	43.33	10.49	4.46	2.00	100.00	
6. I know what is expected of me on the job.	N		866	1,169	216	132	61	2,444	NA
	%	83.00	34.99	48.01	9.00	5.47	2.54	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		1,657	707	54	23	14	2,455	NA
	%	96.32	67.38	28.93	2.20	0.95	0.53	100.00	
8. I am constantly looking for ways to do my job better.	N		1,194	1,000	209	36	16	2,455	NA
	%	89.36	48.31	41.05	8.55	1.45	0.63	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		491	1,156	293	382	138	2,460	3
	%	66.74	19.71	47.03	11.94	15.73	5.59	100.00	
*10. My workload is reasonable.	N		469	1,258	299	287	126	2,439	2
	%	70.60	18.79	51.81	12.36	11.88	5.17	100.00	
*11. My talents are used well in the workplace.	N		516	1,043	348	302	187	2,396	9
	%	64.85	21.17	43.68	14.49	12.80	7.86	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		1,053	1,152	150	68	32	2,455	5
	%	89.66	42.43	47.23	6.21	2.78	1.34	100.00	

Survey Administration Period: April 29, 2014 to June 6, 2014
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Sample or Census: Census
Number of surveys completed: 2,467

**NUCLEAR REGULATORY COMMISSION
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

* AES prescribed items

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

Number of surveys administered: 3,624

Response Rate: 68.1%

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*13. The work I do is important.	N		1,161	998	180	47	32	2,418	6
	%	89.24	47.68	41.57	7.59	1.88	1.29	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		845	1,085	258	187	83	2,458	4
	%	78.57	33.76	44.81	10.44	7.64	3.34	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		724	1,062	294	206	143	2,429	32
	%	73.43	29.41	44.02	12.13	8.56	5.88	100.00	
16. I am held accountable for achieving results.	N		793	1,298	236	74	36	2,437	17
	%	85.85	32.14	53.72	9.66	3.05	1.43	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		916	886	308	129	144	2,383	79
	%	75.10	37.59	37.52	13.28	5.54	6.07	100.00	
*18. My training needs are assessed.	N		512	968	502	316	140	2,438	15
	%	60.74	20.67	40.07	20.41	13.05	5.80	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		603	965	354	294	204	2,420	45
	%	64.78	24.85	39.92	14.67	12.15	8.40	100.00	
*20. The people I work with cooperate to get the job done.	N		881	1,146	248	138	52	2,465	NA
	%	82.00	35.26	46.74	10.12	5.65	2.23	100.00	
*21. My work unit is able to recruit people with the right skills.	N		456	1,065	439	309	125	2,394	68
	%	63.12	18.50	44.62	18.48	13.11	5.29	100.00	
*22. Promotions in my work unit are based on merit.	N		389	740	583	287	253	2,252	199
	%	49.55	16.60	32.94	26.12	13.00	11.33	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		202	523	613	416	321	2,075	380
	%	34.29	9.40	24.89	29.98	20.28	15.45	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		287	667	662	408	234	2,258	200
	%	41.76	12.43	29.34	29.72	18.05	10.46	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N			335	797	539	350	228	2,249	202
	%		50.08	14.55	35.53	24.03	15.75	10.14	100.00	
26. Employees in my work unit share job knowledge with each other.	N			850	1,177	225	124	73	2,449	10
	%		82.45	34.10	48.34	9.35	5.08	3.12	100.00	
27. The skill level in my work unit has improved in the past year.	N			483	869	628	236	122	2,338	122
	%		57.29	20.17	37.12	27.12	10.21	5.38	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			1,286	909	228	34	9	2,466	NA
	%		88.75	51.92	36.83	9.53	1.35	0.36	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			625	1,330	254	156	50	2,415	32
	%		80.74	25.55	55.18	10.66	6.51	2.09	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N			399	974	504	340	155	2,372	71
	%		57.57	16.45	41.13	21.37	14.43	6.62	100.00	
31. Employees are recognized for providing high quality products and services.	N			496	1,042	421	279	161	2,399	38
	%		63.88	20.26	43.62	17.62	11.68	6.82	100.00	
*32. Creativity and innovation are rewarded.	N			363	759	631	371	215	2,339	97
	%		47.74	15.16	32.58	27.05	16.00	9.22	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N			149	397	645	549	501	2,241	192
	%		24.46	6.69	17.77	28.97	24.56	22.01	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		714	1,050	363	111	83	2,321	117
	%	75.41	29.94	45.47	15.86	5.05	3.69	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		1,006	1,187	143	54	25	2,415	25
	%	90.67	40.87	49.80	6.10	2.21	1.02	100.00	
*36. My organization has prepared employees for potential security threats.	N		744	1,279	248	95	39	2,405	24
	%	84.06	30.39	53.67	10.31	3.97	1.67	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		550	835	435	230	204	2,254	180
	%	60.53	23.59	36.93	19.77	10.45	9.26	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		793	898	317	96	115	2,219	207
	%	75.54	34.80	40.74	14.81	4.33	5.32	100.00	
39. My agency is successful at accomplishing its mission.	N		936	1,213	194	56	25	2,424	16
	%	88.70	38.07	50.63	8.03	2.27	1.00	100.00	
40. I recommend my organization as a good place to work.	N		1,008	916	320	139	52	2,435	NA
	%	78.74	40.59	38.15	13.33	5.81	2.12	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		585	771	521	292	182	2,351	92
	%	57.46	24.54	32.92	22.23	12.61	7.71	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		1,383	792	125	86	47	2,433	8
	%	89.26	56.36	32.90	5.22	3.54	1.98	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		1,027	880	261	156	100	2,424	10
	%	78.21	41.75	36.46	11.21	6.39	4.19	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		873	862	334	200	138	2,407	16
	%	71.64	35.79	35.84	13.95	8.49	5.93	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		921	847	330	60	57	2,215	216
	%	79.52	40.99	38.52	15.01	2.78	2.69	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		824	925	348	214	113	2,424	7
	%	71.74	33.41	38.33	14.44	8.95	4.86	100.00	
*47. Supervisors in my work unit support employee development.	N		987	960	264	99	95	2,405	30
	%	80.64	40.38	40.27	11.20	4.14	4.02	100.00	
48. My supervisor listens to what I have to say.	N		1,189	864	198	114	70	2,435	NA
	%	84.01	47.98	36.03	8.24	4.78	2.97	100.00	
49. My supervisor treats me with respect.	N		1,365	761	161	84	61	2,432	NA
	%	87.07	55.28	31.79	6.83	3.51	2.59	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		1,231	1,018	112	46	23	2,430	NA
	%	92.37	49.85	42.52	4.69	1.98	0.97	100.00	
*51. I have trust and confidence in my supervisor.	N		1,099	784	271	150	128	2,432	NA
	%	76.72	44.38	32.34	11.42	6.31	5.54	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?	N		1,223	718	302	110	81	2,434	NA
	%	79.11	49.49	29.62	12.77	4.67	3.45	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		437	896	528	351	193	2,405	22
	%	55.21	17.77	37.44	21.92	14.70	8.17	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		648	943	396	187	149	2,323	103
	%	68.02	27.13	40.89	17.29	8.18	6.51	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		674	1,087	336	122	86	2,305	101
	%	75.79	28.49	47.31	14.90	5.45	3.86	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		597	1,153	350	190	106	2,396	17
	%	72.75	24.34	48.41	14.70	8.07	4.48	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		558	1,090	408	132	96	2,284	130
	%	71.70	23.80	47.91	18.16	5.84	4.29	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		535	1,037	384	242	152	2,350	66
	%	66.59	22.24	44.35	16.35	10.52	6.54	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		589	1,096	343	196	138	2,362	57
	%	71.05	24.42	46.63	14.65	8.36	5.94	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?	N		753	893	442	157	107	2,352	71
	%	69.73	31.58	38.15	18.95	6.67	4.65	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		676	917	436	241	138	2,408	13
	%	65.84	27.52	38.33	18.14	10.26	5.75	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		873	1,033	295	92	69	2,362	59
	%	80.54	36.30	44.24	12.55	3.89	3.03	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		543	1,050	402	310	111	2,416	NA
	%	65.51	21.71	43.80	16.74	13.03	4.73	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		565	1,045	439	270	91	2,410	NA
	%	66.39	22.83	43.56	18.20	11.57	3.84	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		528	966	434	335	146	2,409	NA
	%	61.71	21.63	40.08	18.20	13.97	6.13	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		450	956	579	279	138	2,402	NA
	%	58.06	18.25	39.81	24.42	11.74	5.78	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		391	725	580	422	291	2,409	NA
	%	45.87	15.70	30.17	24.29	17.69	12.15	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		596	1,042	466	222	84	2,410	NA
	%	67.67	24.32	43.35	19.54	9.31	3.47	100.00	
*69. Considering everything, how satisfied are you with your job?	N		758	1,044	341	184	75	2,402	NA
	%	74.66	30.81	43.85	14.40	7.79	3.15	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		576	1,019	393	273	150	2,411	NA
	%	66.55	23.80	42.75	16.14	11.23	6.08	100.00	
71. Considering everything, how satisfied are you with your organization?	N		650	1,059	396	209	93	2,407	NA
	%	70.59	26.40	44.19	16.64	8.88	3.89	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	1,870	77.85
Yes, I was notified that I was not eligible to telework.	162	6.48
No, I was not notified of my telework eligibility.	206	8.65
Not sure if I was notified of my telework eligibility.	169	7.03
Total	2,407	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	77	3.15
I telework 1 or 2 days per week.	687	29.13
I telework, but no more than 1 or 2 days per month.	224	9.39
I telework very infrequently, on an unscheduled or short-term basis.	689	28.31
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	162	6.51
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	35	1.47
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.	106	4.47
I do not telework because I choose not to telework.	430	17.57
Total	2,410	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	1,425	59.52
No	898	37.30
Not available to me	75	3.18
Total	2,398	100.00

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N	%
Yes	1,009	42.44
No	1,325	55.61
Not available to me	47	1.95
Total	2,381	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	455	19.36
No	1,909	80.03
Not available to me	14	0.61
Total	2,378	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	99	4.30
No	2,103	87.69
Not available to me	192	8.01
Total	2,394	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	88	3.76
No	2,145	89.50
Not available to me	164	6.74
Total	2,397	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		775	642	145	73	17	1,652	23
	%	85.81	46.96	38.85	8.77	4.38	1.04	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		879	477	38	12	4	1,410	18
	%	96.24	62.14	34.10	2.72	0.77	0.27	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		469	440	67	19	6	1,001	38
	%	90.79	46.71	44.09	6.74	1.89	0.58	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		212	178	40	8	5	443	48
	%	87.91	47.28	40.63	9.12	1.89	1.08	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		32	28	18	0	0	78	43
	%	75.86	40.77	35.09	24.14	0.00	0.00	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		28	26	14	0	0	68	37
	%	77.40	40.53	36.87	22.60	0.00	0.00	100.00	

Survey Administration Period: April 29, 2014 to June 6, 2014

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

Sample or Census: Census

Number of surveys completed: 2,467

**NUCLEAR REGULATORY COMMISSION
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Percentages are weighted to represent the Agency's population.

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

Number of surveys administered: 3,624

Response Rate: 68.1%

**NUCLEAR REGULATORY COMMISSION
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Where do you work?	N	%
Headquarters	1,707	71.01
Field	697	28.99
Total	2,404	100.00

*What is your supervisory status?	N	%
Non-Supervisor	1,794	74.87
Team Leader	169	7.05
Supervisor	281	11.73
Manager	77	3.21
Senior Leader	75	3.13
Total	2,396	100.00

*Are you:	N	%
Male	1,503	63.52
Female	863	36.48
Total	2,366	100.00

*Are you Hispanic or Latino?	N	%
Yes	166	7.11
No	2,168	92.89
Total	2,334	100.00

**NUCLEAR REGULATORY COMMISSION
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

* AES prescribed items

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**NUCLEAR REGULATORY COMMISSION
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*Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	17	0.75
Asian	182	8.03
Black or African American	267	11.78
Native Hawaiian or Other Pacific Islander	7	0.31
White	1,698	74.93
Two or more races	95	4.19
Total	2,266	100.00

What is the highest degree or level of education you have completed?	N	%
Less than High School	1	0.04
High School Diploma/GED or equivalent	54	2.27
Trade or Technical Certificate	13	0.55
Some College (no degree)	135	5.68
Associate's Degree (e.g., AA, AS)	65	2.73
Bachelor's Degree (e.g., BA, BS)	942	39.63
Master's Degree (e.g., MA, MS, MBA)	872	36.68
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	295	12.41
Total	2,377	100.00

**NUCLEAR REGULATORY COMMISSION
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

* AES prescribed items

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**NUCLEAR REGULATORY COMMISSION
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

What is your pay category/grade?	N	%
Federal Wage System	1	0.04
GS 1-6	26	1.09
GS 7-12	248	10.42
GS 13-15	1,911	80.29
Senior Executive Service	109	4.58
Senior Level (SL) or Scientific or Professional (ST)	39	1.64
Other	46	1.93
Total	2,380	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	40	1.67
1 to 3 years	108	4.52
4 to 5 years	212	8.87
6 to 10 years	729	30.50
11 to 14 years	347	14.52
15 to 20 years	204	8.54
More than 20 years	750	31.38
Total	2,390	100.00

**NUCLEAR REGULATORY COMMISSION
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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**NUCLEAR REGULATORY COMMISSION
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	60	2.52
1 to 3 years	148	6.22
4 to 5 years	292	12.27
6 to 10 years	870	36.55
11 to 20 years	487	20.46
More than 20 years	523	21.97
Total	2,380	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	1,770	74.15
Yes, to retire	137	5.74
Yes, to take another job within the Federal Government	264	11.06
Yes, to take another job outside the Federal Government	109	4.57
Yes, other	107	4.48
Total	2,387	100.00

I am planning to retire:	N	%
Within one year	85	3.60
Between one and three years	238	10.07
Between three and five years	244	10.33
Five or more years	1,796	76.01
Total	2,363	100.00

**NUCLEAR REGULATORY COMMISSION
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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**NUCLEAR REGULATORY COMMISSION
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Self-Identify as:	N	%
Heterosexual or Straight	1,905	85.04
Gay, Lesbian, Bisexual, or Transgender	53	2.37
I prefer not to say	282	12.59
Total	2,240	100.00

What is your US military service status?	N	%
No Prior Military Service	1,777	75.36
Currently in National Guard or Reserves	37	1.57
Retired	159	6.74
Separated or Discharged	385	16.33
Total	2,358	100.00

Are you an individual with a disability?	N	%
Yes	191	8.12
No	2,162	91.88
Total	2,353	100.00

What is your age group?	N	%
25 and under	24	0.97
26-29	123	4.99
30-39	469	19.01
40-49	532	21.56
50-59	855	34.66
60 or older	464	18.81
Total	2,467	100.00

Survey Administration Period: April 29, 2014 to June 6, 2014
Percentages are weighted to represent the Agency's population.

Sample or Census: Census
Number of surveys completed: 2,467

**NUCLEAR REGULATORY COMMISSION
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Number of surveys administered: 3,624
Response Rate: 68.1%