

**NUCLEAR REGULATORY COMMISSION
2015 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		878	1,225	288	208	75	2,674	NA
	%	78.24	32.18	46.06	11.00	7.87	2.88	100.00	
2. I have enough information to do my job well.	N		824	1,405	222	149	53	2,653	NA
	%	83.76	30.49	53.27	8.48	5.67	2.08	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		766	988	440	298	146	2,638	NA
	%	66.51	28.63	37.88	16.63	11.20	5.66	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		968	1,093	310	191	100	2,662	NA
	%	77.20	35.71	41.49	11.70	7.28	3.83	100.00	
*5. I like the kind of work I do.	N		1,093	1,121	274	113	38	2,639	NA
	%	83.62	40.81	42.81	10.59	4.32	1.47	100.00	
6. I know what is expected of me on the job.	N		978	1,231	228	156	63	2,656	NA
	%	82.97	36.28	46.69	8.63	5.92	2.47	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		1,836	714	65	25	10	2,650	NA
	%	96.16	68.81	27.36	2.52	0.93	0.39	100.00	
8. I am constantly looking for ways to do my job better.	N		1,323	1,104	191	32	16	2,666	NA
	%	91.08	49.22	41.85	7.17	1.15	0.61	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		561	1,302	306	354	146	2,669	3
	%	69.59	20.76	48.84	11.63	13.25	5.52	100.00	
*10. My workload is reasonable.	N		550	1,376	312	276	144	2,658	2
	%	72.29	20.36	51.93	11.83	10.40	5.48	100.00	
*11. My talents are used well in the workplace.	N		615	1,130	342	313	192	2,592	12
	%	67.05	23.22	43.83	13.35	12.06	7.53	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		1,183	1,210	156	70	37	2,656	4
	%	90.12	43.94	46.18	5.87	2.63	1.38	100.00	

Survey Administration Period: April 27, 2015 to June 5, 2015

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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: 2,675

Number of surveys administered: 3,590

Response Rate: 74.5%

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*13. The work I do is important.	N		1,310	1,038	191	60	32	2,631	6
	%	89.23	49.27	39.96	7.31	2.26	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		900	1,115	271	251	123	2,660	7
	%	75.46	33.09	42.37	10.23	9.56	4.75	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		813	1,179	267	215	161	2,635	32
	%	75.46	30.34	45.12	10.17	8.16	6.22	100.00	
16. I am held accountable for achieving results.	N		904	1,361	252	94	46	2,657	11
	%	85.21	33.59	51.62	9.49	3.58	1.72	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		1,008	918	310	163	158	2,557	108
	%	74.81	38.58	36.23	12.44	6.47	6.28	100.00	
*18. My training needs are assessed.	N		615	1,106	498	278	142	2,639	19
	%	65.04	22.82	42.22	18.92	10.61	5.44	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		696	1,050	381	293	202	2,622	49
	%	66.48	26.31	40.17	14.66	11.13	7.73	100.00	
*20. The people I work with cooperate to get the job done.	N		1,020	1,190	240	164	56	2,670	NA
	%	82.50	37.61	44.89	9.04	6.28	2.18	100.00	
*21. My work unit is able to recruit people with the right skills.	N		465	1,143	478	351	146	2,583	91
	%	61.52	17.40	44.12	18.79	13.88	5.82	100.00	
*22. Promotions in my work unit are based on merit.	N		435	753	611	346	292	2,437	216
	%	47.98	17.26	30.73	25.42	14.48	12.11	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		214	579	652	467	363	2,275	387
	%	34.15	9.05	25.10	28.81	20.87	16.16	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		309	771	663	452	265	2,460	205
	%	43.37	12.16	31.21	27.14	18.50	10.99	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		404	897	544	358	245	2,448	201
	%	52.70	15.97	36.73	22.39	14.73	10.18	100.00	
26. Employees in my work unit share job knowledge with each other.	N		967	1,217	238	152	85	2,659	7
	%	81.62	35.54	46.08	9.11	5.96	3.31	100.00	
27. The skill level in my work unit has improved in the past year.	N		575	959	653	247	115	2,549	117
	%	59.65	21.99	37.66	26.03	9.72	4.61	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		1,426	954	246	35	9	2,670	NA
	%	88.98	52.89	36.08	9.31	1.35	0.37	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		687	1,411	291	152	60	2,601	47
	%	80.13	25.74	54.40	11.49	5.98	2.39	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		411	1,074	514	405	161	2,565	76
	%	57.56	15.63	41.93	20.22	15.81	6.41	100.00	
31. Employees are recognized for providing high quality products and services.	N		548	1,141	455	286	172	2,602	42
	%	64.51	20.40	44.11	17.66	11.05	6.78	100.00	
*32. Creativity and innovation are rewarded.	N		372	863	695	375	239	2,544	87
	%	48.39	14.19	34.20	27.41	14.79	9.42	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		153	428	739	579	527	2,426	204
	%	23.81	6.18	17.63	30.50	24.13	21.57	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		774	1,111	426	114	96	2,521	118
	%	73.96	29.90	44.06	17.31	4.71	4.01	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		1,106	1,249	153	65	29	2,602	36
	%	90.26	41.71	48.55	5.98	2.60	1.16	100.00	
*36. My organization has prepared employees for potential security threats.	N		844	1,395	267	78	32	2,616	19
	%	85.51	31.95	53.56	10.27	2.95	1.27	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		632	886	455	244	222	2,439	194
	%	61.48	25.06	36.42	18.98	10.26	9.28	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		883	946	323	122	110	2,384	241
	%	76.10	35.92	40.17	13.99	5.21	4.70	100.00	
39. My agency is successful at accomplishing its mission.	N		1,052	1,281	208	59	19	2,619	22
	%	88.91	39.50	49.41	8.12	2.21	0.76	100.00	
40. I recommend my organization as a good place to work.	N		1,104	992	325	166	56	2,643	NA
	%	79.02	40.98	38.04	12.45	6.38	2.16	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		605	858	515	331	260	2,569	77
	%	56.40	23.01	33.38	20.37	13.02	10.21	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		1,548	822	140	67	62	2,639	7
	%	89.67	58.22	31.44	5.37	2.51	2.45	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		1,159	895	300	170	106	2,630	10
	%	77.82	43.60	34.22	11.53	6.46	4.19	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		978	946	328	215	150	2,617	20
	%	73.40	37.02	36.38	12.60	8.14	5.86	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		1,042	844	374	65	62	2,387	251
	%	78.64	43.02	35.62	15.82	2.79	2.75	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		910	1,001	390	184	131	2,616	10
	%	72.90	34.50	38.40	15.00	6.98	5.13	100.00	
*47. Supervisors in my work unit support employee development.	N		1,141	997	272	116	79	2,605	33
	%	81.84	43.23	38.61	10.50	4.53	3.13	100.00	
48. My supervisor listens to what I have to say.	N		1,319	915	192	140	75	2,641	NA
	%	84.52	49.44	35.08	7.29	5.28	2.91	100.00	
49. My supervisor treats me with respect.	N		1,492	824	170	87	65	2,638	NA
	%	87.71	56.17	31.54	6.50	3.33	2.46	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		1,399	1,050	113	50	27	2,639	NA
	%	92.80	52.68	40.13	4.29	1.89	1.02	100.00	
*51. I have trust and confidence in my supervisor.	N		1,278	757	276	191	138	2,640	NA
	%	76.70	48.01	28.69	10.66	7.26	5.38	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		1,380	721	337	122	80	2,640	NA
	%	79.34	51.84	27.50	12.91	4.62	3.12	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		465	974	557	359	244	2,599	30
	%	55.00	17.41	37.58	21.59	13.92	9.49	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		724	974	431	214	188	2,531	95
	%	66.55	27.65	38.90	17.30	8.60	7.56	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		727	1,139	381	129	94	2,470	143
	%	74.89	28.46	46.43	15.87	5.37	3.88	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		651	1,265	369	195	124	2,604	20
	%	73.29	24.29	49.00	14.29	7.56	4.86	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		636	1,209	391	118	100	2,454	159
	%	74.82	25.22	49.60	16.21	4.82	4.15	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		634	1,079	453	221	158	2,545	71
	%	66.98	24.14	42.84	17.96	8.80	6.25	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		692	1,129	388	208	144	2,561	62
	%	70.81	26.30	44.51	15.32	8.18	5.70	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		859	958	457	158	115	2,547	81
	%	71.01	33.16	37.85	18.18	6.16	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		748	981	439	258	183	2,609	17
	%	66.05	28.07	37.99	16.93	9.89	7.12	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		979	1,117	287	89	84	2,556	70
	%	81.80	37.72	44.08	11.32	3.53	3.36	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		618	1,114	435	346	110	2,623	NA
	%	65.69	22.98	42.71	16.70	13.34	4.27	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		623	1,149	436	306	104	2,618	NA
	%	67.30	23.23	44.07	16.95	11.70	4.06	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		631	997	463	345	164	2,600	NA
	%	62.19	23.96	38.23	17.97	13.43	6.41	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		478	1,026	603	322	173	2,602	NA
	%	57.33	17.83	39.50	23.45	12.41	6.81	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		448	726	659	447	325	2,605	NA
	%	44.63	16.75	27.88	25.34	17.36	12.66	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		706	1,163	473	189	84	2,615	NA
	%	71.06	26.34	44.72	18.38	7.24	3.32	100.00	
*69. Considering everything, how satisfied are you with your job?	N		832	1,154	346	210	72	2,614	NA
	%	75.80	31.15	44.65	13.22	8.12	2.86	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		636	1,143	402	299	137	2,617	NA
	%	68.24	24.16	44.08	15.28	11.30	5.17	100.00	
71. Considering everything, how satisfied are you with your organization?	N		723	1,146	419	238	93	2,619	NA
	%	70.99	26.89	44.10	16.25	9.16	3.60	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.	2,105	80.54
Yes, I was notified that I was not eligible to telework.	158	5.80
No, I was not notified of my telework eligibility.	186	7.17
Not sure if I was notified of my telework eligibility.	168	6.49
Total	2,617	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	98	3.84
I telework 1 or 2 days per week.	757	29.53
I telework, but no more than 1 or 2 days per month.	256	9.85
I telework very infrequently, on an unscheduled or short-term basis.	753	28.19
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	166	6.19
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	34	1.27
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	3.78
I do not telework because I choose not to telework.	454	17.34
Total	2,616	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	1,546	58.86
No	991	38.21
Not available to me	76	2.93
Total	2,613	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	1,158	44.64
No	1,383	53.18
Not available to me	58	2.17
Total	2,599	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	507	19.92
No	2,052	79.15
Not available to me	25	0.93
Total	2,584	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	92	3.76
No	2,293	88.24
Not available to me	214	8.00
Total	2,599	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	79	3.10
No	2,355	90.40
Not available to me	175	6.50
Total	2,609	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		861	753	147	60	22	1,843	24
	%	87.69	46.57	41.12	7.89	3.22	1.20	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		889	570	56	8	5	1,528	15
	%	95.30	57.59	37.71	3.77	0.58	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		562	484	76	13	6	1,141	35
	%	91.74	49.18	42.55	6.65	1.09	0.52	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		216	228	47	7	4	502	39
	%	88.36	42.42	45.94	9.54	1.26	0.83	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		33	33	14	0	1	81	34
	%	81.73	40.84	40.89	17.03	0.00	1.24	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		25	35	9	1	2	72	18
	%	83.72	34.98	48.74	12.22	1.33	2.73	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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Response Rate: 74.5%

**NUCLEAR REGULATORY COMMISSION
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Where do you work?	N	%
Headquarters	1,845	70.83
Field	760	29.17
Total	2,605	100.00

*What is your supervisory status?	N	%
Non-Supervisor	1,986	76.47
Team Leader	167	6.43
Supervisor	274	10.55
Manager	94	3.62
Senior Leader	76	2.93
Total	2,597	100.00

*Are you:	N	%
Male	1,620	63.41
Female	935	36.59
Total	2,555	100.00

*Are you Hispanic or Latino?	N	%
Yes	186	7.36
No	2,341	92.64
Total	2,527	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015

Percentages for demographic questions are unweighted.

* AES prescribed items

Sample or Census: Census

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*Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	16	0.66
Asian	197	8.10
Black or African American	310	12.74
Native Hawaiian or Other Pacific Islander	12	0.49
White	1,803	74.11
Two or more races	95	3.90
Total	2,433	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	51	1.99
Trade or Technical Certificate	17	0.66
Some College (no degree)	158	6.16
Associate's Degree (e.g., AA, AS)	62	2.42
Bachelor's Degree (e.g., BA, BS)	1,011	39.38
Master's Degree (e.g., MA, MS, MBA)	954	37.16
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	313	12.19
Total	2,567	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015

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* AES prescribed items

Sample or Census: Census

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**NUCLEAR REGULATORY COMMISSION
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What is your pay category/grade?	N	%
Federal Wage System	0	0.00
GS 1-6	40	1.55
GS 7-12	265	10.26
GS 13-15	2,082	80.60
Senior Executive Service	119	4.61
Senior Level (SL) or Scientific or Professional (ST)	40	1.55
Other	37	1.43
Total	2,583	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	56	2.18
1 to 3 years	140	5.44
4 to 5 years	164	6.37
6 to 10 years	772	29.99
11 to 14 years	424	16.47
15 to 20 years	253	9.83
More than 20 years	765	29.72
Total	2,574	100.00

Survey Administration Period: April 27, 2015 to June 5, 2015

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How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	75	2.93
1 to 3 years	219	8.54
4 to 5 years	189	7.37
6 to 10 years	922	35.96
11 to 20 years	630	24.57
More than 20 years	529	20.63
Total	2,564	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	1,919	74.61
Yes, to retire	149	5.79
Yes, to take another job within the Federal Government	267	10.38
Yes, to take another job outside the Federal Government	120	4.67
Yes, other	117	4.55
Total	2,572	100.00

I am planning to retire:	N	%
Within one year	98	3.84
Between one and three years	261	10.22
Between three and five years	262	10.26
Five or more years	1,933	75.69
Total	2,554	100.00

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Self-Identify as:	N	%
Heterosexual or Straight	2,046	83.99
Gay, Lesbian, Bisexual, or Transgender	60	2.46
I prefer not to say	330	13.55
Total	2,436	100.00

What is your US military service status?	N	%
No Prior Military Service	1,900	74.63
Currently in National Guard or Reserves	44	1.73
Retired	171	6.72
Separated or Discharged	431	16.93
Total	2,546	100.00

Are you an individual with a disability?	N	%
Yes	196	7.65
No	2,365	92.35
Total	2,561	100.00

What is your age group?	N	%
25 and under	31	1.16
26-29	102	3.81
30-39	552	20.64
40-49	551	20.60
50-59	926	34.62
60 or older	513	19.18
Total	2,675	100.00

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Sample or Census: Census
Number of surveys completed: 2,675
Number of surveys administered: 3,590
Response Rate: 74.5%