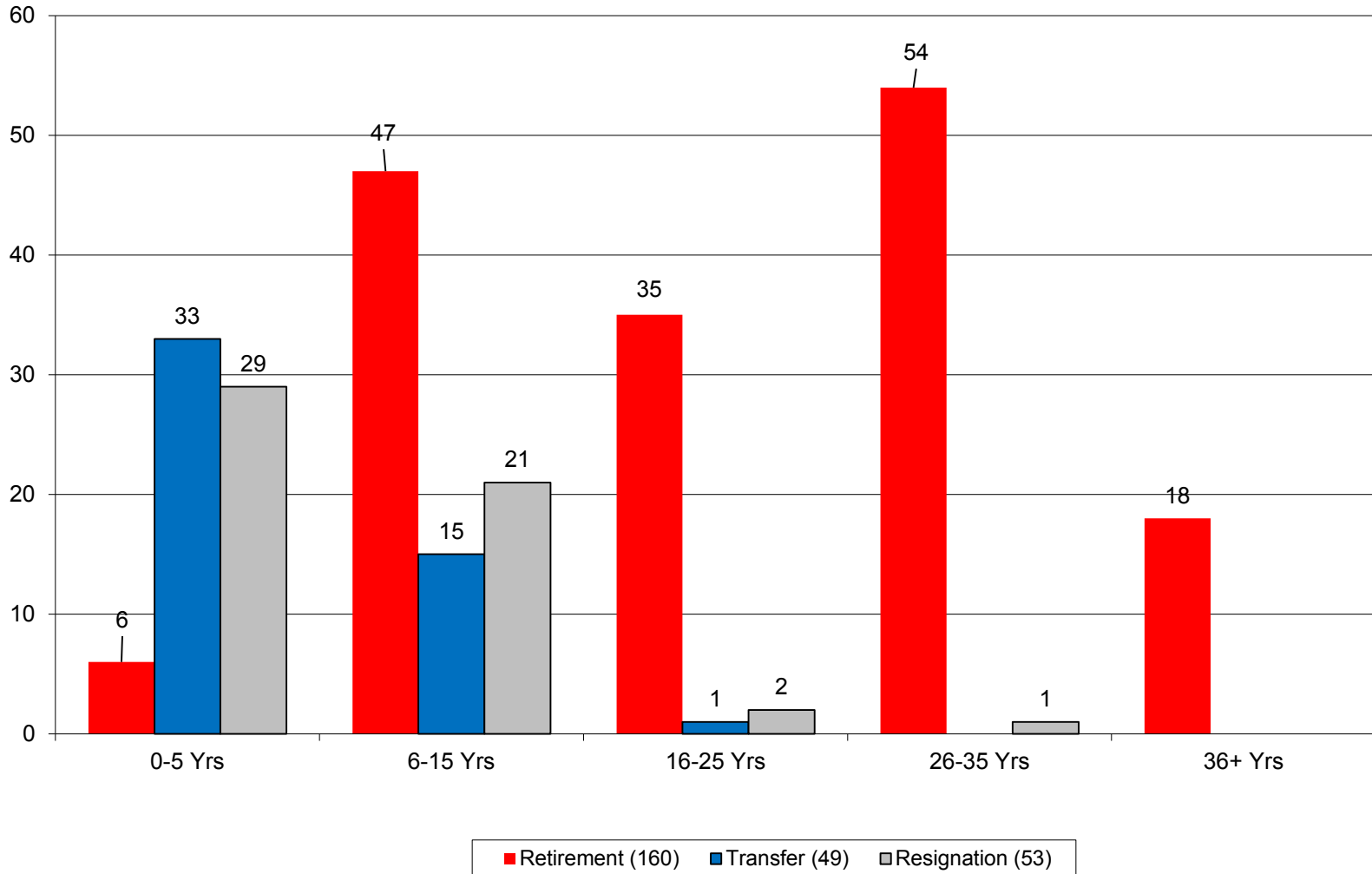


# Exit Survey

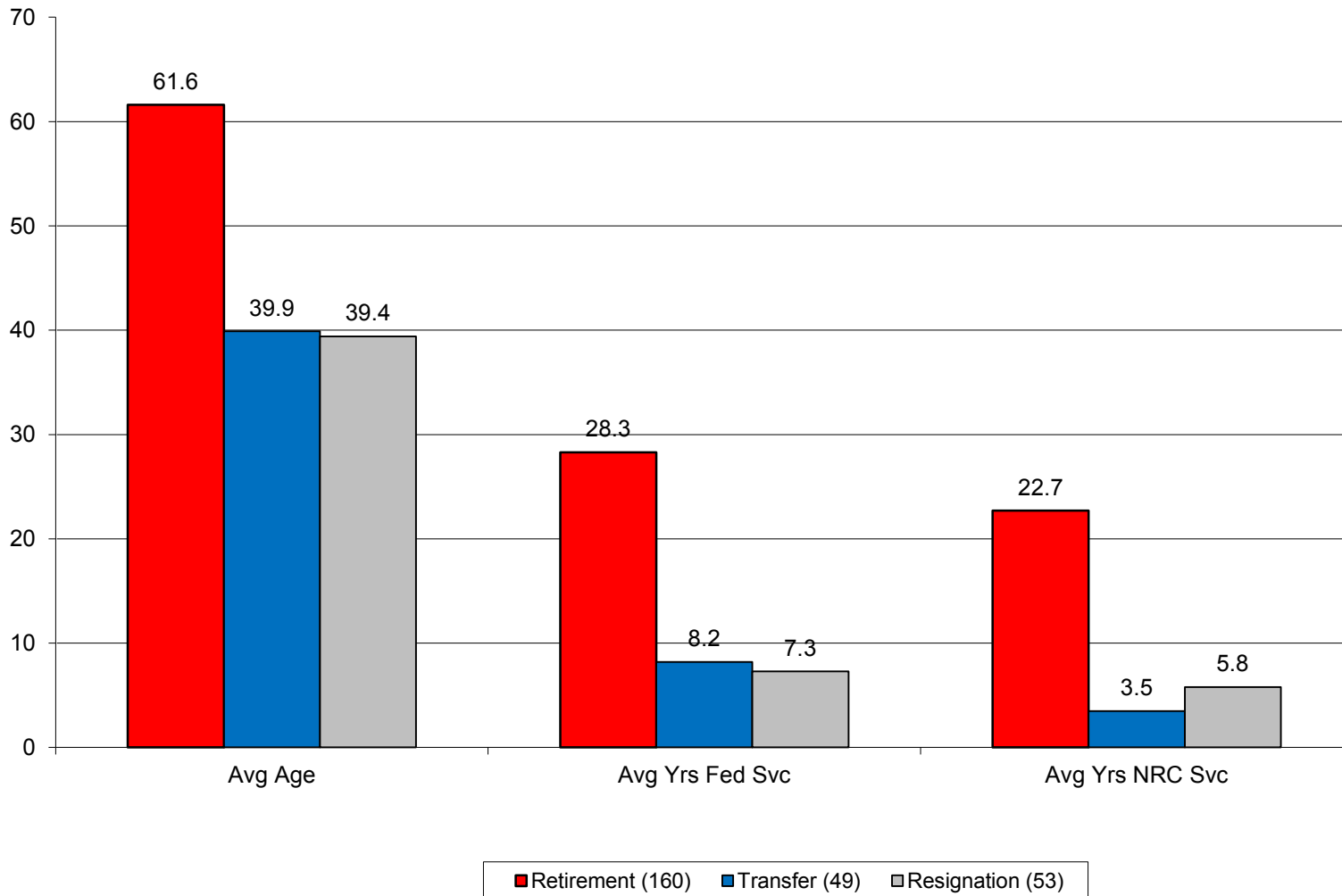
(April 2015 – March 2016)

- There were 262 voluntary separations of permanent employees as compared to 211 separations during the same period last year (19.5% increase)
- Type of separations during survey period as compared to prior year
  - 160 (61%) retirements (1% increase)
  - 49 (19%) transfers to other Federal agency (1% decrease)
  - 53 (20%) resignations (no change)
- Survey participation during survey period
  - 243 of 262 (93%) permanent employees separated were surveyed
  - 209 of 243 (86%) permanent employees responded to survey

### Separations by Years of NRC Service (Based on 262 Separations)



**Separations by Average  
Age, Years of Federal Service, and Years of NRC Service  
(Based on 262 Separations)**



# Factors Influencing Decision to Leave NRC (Based on 209 surveys)

- Most frequent response to factors influencing decision

## **Compensation Factors**

- Pay/cost of living (15%)
- Dissatisfaction with Incentives (8%)

## **Quality of Work life**

- Commute too long (16%)
- Stressful work environment (16%)

## **Management and Organization**

- Lack of opportunity for career advancement (22%)
- Dissatisfaction with supervisors/managers (17%)
- Work not valued/appreciated (16%)
- Poor management of resources (15%)
- Skills not utilized (13%)
- Inability to influence organizational decisions (12%)
- Favoritism (11%)
- Poor Communication (11%)
- Poor Morale (11%)

## **Personal/Family**

- Relocating out of area (15%)
- Health (10%)

## **Environment for Raising Concerns (added 20-Sep-2015)**

- Dissatisfaction with Inaction (6%)
- Fear of reprisal for raising a differing view (4%)

# Factors Influencing Decision to Leave NRC (Based on 209 surveys)

- Most important factors influencing decision to leave
  - **Management and Organization**
    - Lack of opportunity for career advancement (22%)
    - Dissatisfaction with Supervisors/Managers (17%)
  - **Personal/Family Factors**
    - Relocation out of area (15%)
    - Health (10%)
  - **Compensation**
    - Pay/cost of living (15%)
    - Dissatisfaction with Incentives (8%)
  - **Quality of Work life**
    - Commute Too Long (16%)
    - Stressful Work Environment (16%)
  - **Environment for Raising Concerns (added 20-Sep-2015)**
    - Dissatisfaction with inaction (6%)
    - Fear of Reprisal for raising a differing view (4%)
- Separating employees recommending NRC as an employer
  - 177 of 209 (85%) permanent employees that answered indicated that they would recommend NRC as an employer

# Trend increases in reasons employees are leaving

- **Compensation Factors**
  - No change from previous year
- **Quality of Work life**
  - Commute too long (-3%)
  - Stressful work environment (+3%)
- **Management and Organization**
  - Overall no change
- **Personal/Family**
  - Relocating out of area (+2%)
  - Health (-3%)

# Continued trends in reasons employees are leaving

- No real trends, negative or positive, from the previous year
- All the same leading factors

# Most Frequent Comments - Summarized

- Compensation Factors
  - Change the appraisal system
- Management and Organization
  - Lack of opportunity for promotions/advancement
  - Knowledge leaving the agency
- Quality of Work life
  - Enjoy flexible work schedules
- Environment for raising concerns
  - Lack of action in handling poor performers (supervisors and non-supervisors)



# FACTORS INFLUENCING DECISION TO LEAVE NRC

## A. COMPENSATION

- A0** NONE OF THE FOLLOWING FACTORS INFLUENCED MY DECISION TO LEAVE
- A1** PAY / COST OF LIVING
- A2** DISSATISFACTION WITH LEAVE PROGRAMS
- A3** DISSATISFACTION WITH BENEFITS
- A4** DISSATISFACTION WITH INCENTIVES  
(RETENTION, RELOCATION, AWARDS)

## B. QUALITY OF WORKLIFE

- B0** NONE OF THE FOLLOWING FACTORS INFLUENCED MY DECISION TO LEAVE
- B1** DISSATISFACTION WITH WORK SCHEDULE FLEXIBILITIES
- B2** COMMUTE TOO LONG
- B3** STRESSFUL WORK ENVIRONMENT
- B4** DISSATISFACTION WITH TELEWORK OPPORTUNITIES
- B5** DISSATISFACTION WITH OFFICE ENVIRONMENT  
(OFFICE SPACE, SAFETY, ETC.)

## C. MANAGEMENT AND ORGANIZATION

- C0** NONE OF THE FOLLOWING FACTORS INFLUENCED MY DECISION TO LEAVE
- C1** LACK OF OPPORTUNITY FOR CAREER ADVANCEMENT
- C2** LACK OF OPPORTUNITY FOR TRAINING AND DEVELOPMENT
- C3** LACK OF OPPORTUNITY FOR CONTINUING EDUCATION
- C4** LACK OF MEANINGFUL WORK
- C5** SKILLS NOT UTILITZED
- C6** POOR MANAGEMENT OF STAFF RESOURCES (too much staff – too little staff)
- C7** DISSATISFACTION WITH SUPERVISORS/MANAGERS
- C8** POOR MORALE
- C9** POOR COMMUNICATION
- C10** LACK OF DELEGATED AUTHORITY
- C11** INABILITY TO INFLUENCE ORGANIZATIONAL DECISIONS
- C12** DISSATISFACTION WITH ORGANIZATIONAL GOALS /VALUES
- C13** WORK NOT VALUED / APPRECIATED
- C14** FAVORITISM
- C15** DISCRIMINATION \*
- C15** MANagements LACK OF COMMITMENT TO SAFETY \*\*
- C16** FEAR OF REPRISAL \*
- C16** LACK OF OPPORTUNITIES TO LEARN ABOUT WAYS TO ENSURE SAFETY \*\*
- C17** DISSATISFACTION WITH EMPLOYEE ACCOUNTABILITY WHEN DELIBERATE VIOLATIONS OCCUR \*\*
- C18** MANagements LACK OF COMMITMENT TO SAFETY \*\*

## D. PERSONAL / FAMILY

- D0** NONE OF THE FOLLOWING FACTORS INFLUENCED MY DECISION TO LEAVE
- D1** RELOCATING OUT OF THE AREA
- D2** HEALTH
- D3** CHILD CARE
- D4** ELDER CARE
- D5** PURSUE EDUCATION
- D6** START BUSINESS

## E. ENVIRONMENT FOR RAISING CONCERNS

- E0** NONE OF THE FOLLOWING FACTORS INFLUENCED MY DECISION TO LEAVE
- E1** FEAR OF REPRISAL (Harassment, Intimidation, Retaliation or Discrimination) FOR RAISING A DIFFERING VIEW
- E2** DISSATISFACTION WITH INACTION
- E3** DISSATISFACTION WITH THE CORRECTIVE ACTION TAKEN TO ADDRESS THE CONCERN
- E4** DISSATISFACTION WITH PROCESS (Timeliness, Confidentiality, Available course of action)

\* Prior to September 20, 2015

\*\* Since September 20, 2015