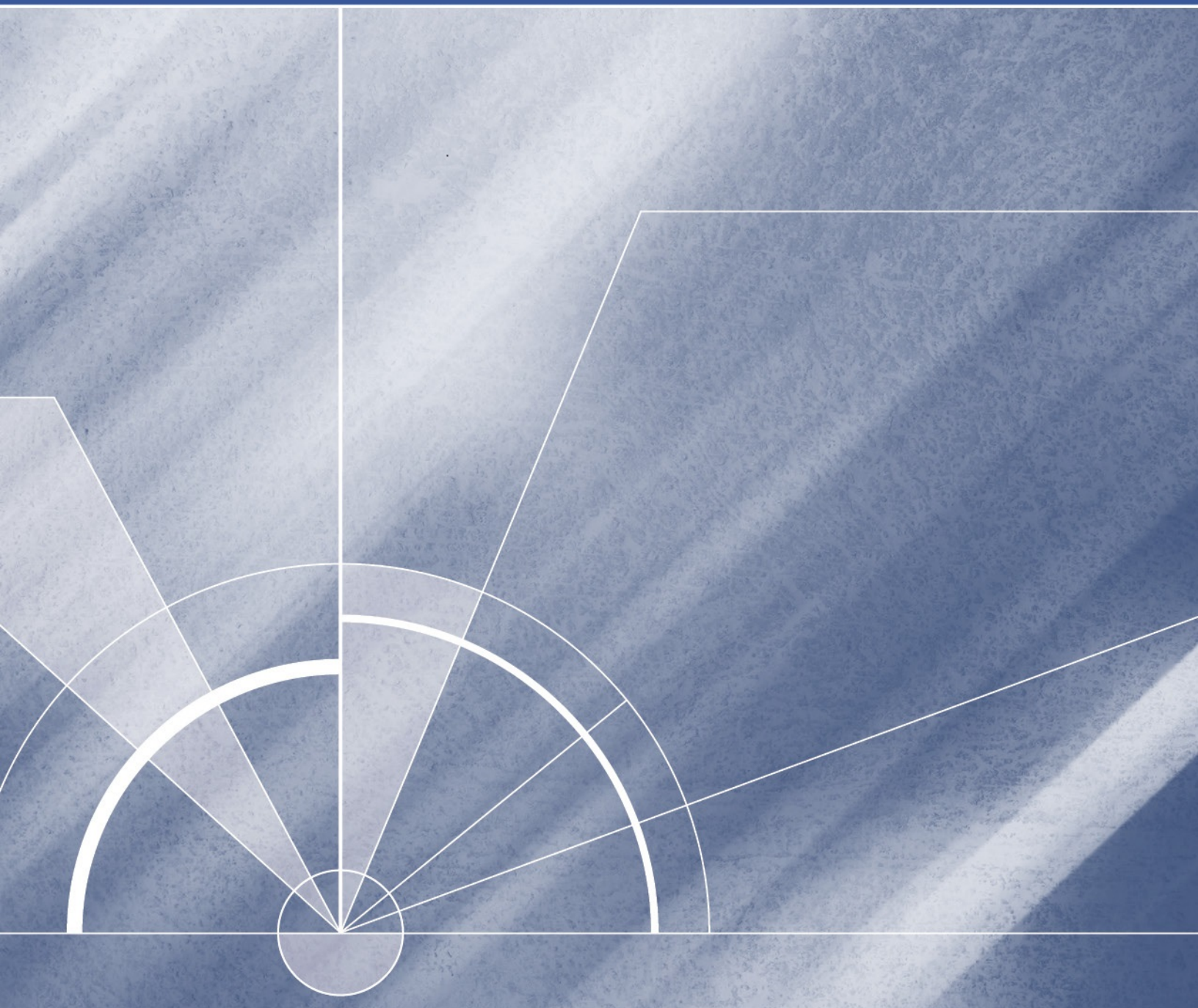


2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

Ethnicity
Comparison
Report

Nuclear Regulatory Commission





Nuclear Regulatory Commission

Ethnicity Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
Nuclear Regulatory Commission	2,442
Hispanic or Latino	170
Not Hispanic or Latino	2,135

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Nuclear Regulatory Commission	2,438	71.4%	13.7%	14.9%
Hispanic or Latino	169	72.4%	14.5%	13.1%
Not Hispanic or Latino	2,132	72.3%	13.4%	14.3%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Nuclear Regulatory Commission	2,438	81.5%	9.6%	8.9%
Hispanic or Latino	170	80.9%	11.6%	7.5%
Not Hispanic or Latino	2,131	82.3%	9.2%	8.5%

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My Work Experience (continued)

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Nuclear Regulatory Commission	2,431	66.5%	15.8%	17.7%
Hispanic or Latino	169	63.4%	16.9%	19.7%
Not Hispanic or Latino	2,125	67.5%	15.6%	16.9%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Nuclear Regulatory Commission	2,435	75.3%	13.0%	11.7%
Hispanic or Latino	170	70.7%	16.0%	13.3%
Not Hispanic or Latino	2,129	77.0%	11.9%	11.1%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Nuclear Regulatory Commission	2,424	82.1%	11.3%	6.5%
Hispanic or Latino	169	79.6%	15.1%	5.3%
Not Hispanic or Latino	2,121	83.2%	10.5%	6.3%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Nuclear Regulatory Commission	2,424	83.8%	8.0%	8.2%
Hispanic or Latino	170	83.3%	7.8%	8.9%
Not Hispanic or Latino	2,120	84.4%	7.8%	7.8%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Nuclear Regulatory Commission	2,425	95.8%	2.5%	1.7%
Hispanic or Latino	170	97.2%	1.6%	1.2%
Not Hispanic or Latino	2,119	95.8%	2.5%	1.7%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Nuclear Regulatory Commission	2,433	89.6%	7.9%	2.6%
Hispanic or Latino	170	89.6%	7.7%	2.7%
Not Hispanic or Latino	2,127	89.7%	7.9%	2.4%

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Ethnicity Comparison Report

My Work Experience (continued)

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Nuclear Regulatory Commission	2,432	63.2%	12.9%	23.9%	2
Hispanic or Latino	170	68.2%	8.1%	23.6%	0
Not Hispanic or Latino	2,128	63.7%	13.2%	23.1%	1

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Nuclear Regulatory Commission	2,435	70.4%	12.9%	16.6%	1
Hispanic or Latino	169	70.5%	12.2%	17.3%	0
Not Hispanic or Latino	2,129	70.5%	13.1%	16.3%	1

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Nuclear Regulatory Commission	2,412	65.1%	15.2%	19.8%	6
Hispanic or Latino	169	62.4%	14.1%	23.6%	0
Not Hispanic or Latino	2,108	66.3%	15.0%	18.7%	6

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Nuclear Regulatory Commission	2,424	90.7%	4.9%	4.4%	6
Hispanic or Latino	168	93.6%	4.8%	1.7%	0
Not Hispanic or Latino	2,119	91.0%	4.7%	4.3%	6

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Nuclear Regulatory Commission	2,415	89.0%	7.4%	3.6%	3
Hispanic or Latino	167	91.8%	5.0%	3.2%	1
Not Hispanic or Latino	2,113	89.2%	7.4%	3.4%	2

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Ethnicity Comparison Report

My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Nuclear Regulatory Commission	2,423	76.5%	10.3%	13.3%	9
Hispanic or Latino	170	76.9%	9.7%	13.4%	0
Not Hispanic or Latino	2,120	76.9%	10.4%	12.7%	6

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Nuclear Regulatory Commission	2,421	77.0%	10.9%	12.1%	16
Hispanic or Latino	169	77.5%	6.2%	16.3%	1
Not Hispanic or Latino	2,118	77.6%	11.1%	11.3%	12

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Nuclear Regulatory Commission	2,425	85.7%	9.9%	4.4%	7
Hispanic or Latino	169	85.8%	10.4%	3.9%	1
Not Hispanic or Latino	2,122	85.9%	9.8%	4.3%	3

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Nuclear Regulatory Commission	2,345	74.4%	13.3%	12.3%	87
Hispanic or Latino	163	76.0%	11.0%	13.0%	5
Not Hispanic or Latino	2,053	75.8%	12.7%	11.4%	76

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Nuclear Regulatory Commission	2,410	59.4%	19.4%	21.2%	15
Hispanic or Latino	165	61.7%	16.6%	21.6%	3
Not Hispanic or Latino	2,111	60.4%	19.3%	20.3%	10

Nuclear Regulatory Commission

Ethnicity Comparison Report

My Work Experience (continued)

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	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Nuclear Regulatory Commission	2,396	68.3%	14.2%	17.5%	41
Hispanic or Latino	169	71.6%	6.1%	22.3%	1
Not Hispanic or Latino	2,093	68.7%	15.0%	16.3%	37

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Nuclear Regulatory Commission	2,437	82.6%	8.2%	9.2%
Hispanic or Latino	170	78.4%	12.2%	9.5%
Not Hispanic or Latino	2,131	83.7%	7.7%	8.6%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Nuclear Regulatory Commission	2,347	48.8%	20.9%	30.3%	90
Hispanic or Latino	155	48.8%	21.1%	30.1%	14
Not Hispanic or Latino	2,061	49.5%	21.0%	29.6%	72

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Nuclear Regulatory Commission	2,241	43.2%	27.9%	28.9%	181
Hispanic or Latino	154	45.1%	24.3%	30.7%	15
Not Hispanic or Latino	1,962	44.2%	27.9%	27.9%	156

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Nuclear Regulatory Commission	2,096	35.4%	29.0%	35.7%	338
Hispanic or Latino	137	37.1%	27.4%	35.5%	33
Not Hispanic or Latino	1,845	36.0%	29.1%	34.9%	283

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Ethnicity Comparison Report

My Work Unit (continued)

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Nuclear Regulatory Commission	2,272	46.2%	26.3%	27.5%	164
Hispanic or Latino	157	49.1%	22.3%	28.6%	12
Not Hispanic or Latino	1,989	47.0%	26.5%	26.5%	143

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Nuclear Regulatory Commission	2,269	54.5%	22.5%	23.0%	153
Hispanic or Latino	158	56.1%	21.4%	22.5%	11
Not Hispanic or Latino	1,983	55.3%	22.5%	22.2%	135

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Nuclear Regulatory Commission	2,425	81.5%	9.1%	9.4%	7
Hispanic or Latino	169	81.1%	8.1%	10.8%	1
Not Hispanic or Latino	2,120	82.9%	8.7%	8.4%	6

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Nuclear Regulatory Commission	2,332	56.3%	27.4%	16.2%	104
Hispanic or Latino	161	60.0%	27.0%	13.0%	9
Not Hispanic or Latino	2,046	57.1%	27.4%	15.5%	84

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Nuclear Regulatory Commission	2,437	89.4%	8.7%	2.0%
Hispanic or Latino	169	84.4%	11.3%	4.4%
Not Hispanic or Latino	2,135	90.0%	8.3%	1.7%

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Ethnicity Comparison Report

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Nuclear Regulatory Commission	2,372	77.9%	11.7%	10.4%	51
Hispanic or Latino	164	78.5%	12.4%	9.1%	4
Not Hispanic or Latino	2,092	78.5%	11.4%	10.1%	40

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Nuclear Regulatory Commission	2,348	54.6%	22.1%	23.3%	70
Hispanic or Latino	164	57.7%	18.6%	23.7%	5
Not Hispanic or Latino	2,071	55.4%	22.3%	22.3%	57

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Nuclear Regulatory Commission	2,370	65.8%	17.9%	16.3%	45
Hispanic or Latino	170	67.1%	18.8%	14.0%	0
Not Hispanic or Latino	2,086	66.6%	17.4%	15.9%	38

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Nuclear Regulatory Commission	2,320	49.6%	27.4%	23.0%	93
Hispanic or Latino	166	50.6%	27.2%	22.3%	3
Not Hispanic or Latino	2,040	50.4%	27.3%	22.3%	83

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Nuclear Regulatory Commission	2,224	23.1%	28.4%	48.5%	184
Hispanic or Latino	149	28.8%	22.1%	49.1%	18
Not Hispanic or Latino	1,966	22.9%	29.0%	48.1%	152

Nuclear Regulatory Commission

Ethnicity Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Nuclear Regulatory Commission	2,275	71.9%	17.9%	10.2%	142
Hispanic or Latino	163	68.2%	19.2%	12.6%	7
Not Hispanic or Latino	2,007	73.1%	17.9%	9.1%	119

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Nuclear Regulatory Commission	2,393	91.2%	5.6%	3.1%	25
Hispanic or Latino	167	88.5%	7.8%	3.6%	2
Not Hispanic or Latino	2,108	92.0%	5.2%	2.8%	18

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Nuclear Regulatory Commission	2,387	84.9%	9.7%	5.4%	24
Hispanic or Latino	169	83.7%	12.3%	4.0%	1
Not Hispanic or Latino	2,099	85.8%	9.1%	5.2%	19

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Nuclear Regulatory Commission	2,244	63.6%	18.4%	18.1%	173
Hispanic or Latino	161	61.2%	18.9%	19.9%	7
Not Hispanic or Latino	1,977	64.6%	18.1%	17.3%	149

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	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Nuclear Regulatory Commission	2,177	76.5%	14.9%	8.6%	231
Hispanic or Latino	155	72.7%	19.0%	8.3%	15
Not Hispanic or Latino	1,919	77.8%	14.1%	8.0%	196

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Ethnicity Comparison Report

My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Nuclear Regulatory Commission	2,405	87.7%	8.6%	3.6%	15
Hispanic or Latino	170	89.0%	6.8%	4.2%	0
Not Hispanic or Latino	2,114	88.5%	8.3%	3.3%	13

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Nuclear Regulatory Commission	2,422	73.9%	15.2%	10.9%
Hispanic or Latino	169	74.8%	15.2%	10.0%
Not Hispanic or Latino	2,132	74.9%	14.7%	10.4%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Nuclear Regulatory Commission	2,341	51.8%	23.2%	25.0%	82
Hispanic or Latino	162	54.5%	22.3%	23.2%	8
Not Hispanic or Latino	2,065	53.2%	22.8%	23.9%	67

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Nuclear Regulatory Commission	2,413	91.4%	4.7%	3.8%	6
Hispanic or Latino	170	93.0%	1.2%	5.8%	0
Not Hispanic or Latino	2,127	92.0%	4.6%	3.4%	5

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Nuclear Regulatory Commission	2,408	78.7%	11.5%	9.8%	5
Hispanic or Latino	169	76.7%	10.6%	12.7%	0
Not Hispanic or Latino	2,124	79.8%	11.1%	9.1%	4

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Ethnicity Comparison Report

My Supervisor (continued)

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Nuclear Regulatory Commission	2,388	73.1%	14.5%	12.4%	17
Hispanic or Latino	169	76.3%	10.6%	13.1%	0
Not Hispanic or Latino	2,104	73.7%	14.6%	11.7%	15

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Nuclear Regulatory Commission	2,178	78.7%	15.9%	5.4%	231
Hispanic or Latino	156	76.9%	14.7%	8.3%	14
Not Hispanic or Latino	1,923	79.6%	15.7%	4.7%	199

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Nuclear Regulatory Commission	2,400	73.3%	14.9%	11.7%	13
Hispanic or Latino	170	76.6%	10.9%	12.6%	0
Not Hispanic or Latino	2,114	73.8%	15.1%	11.0%	12

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Nuclear Regulatory Commission	2,384	81.1%	10.6%	8.3%	30
Hispanic or Latino	168	84.4%	5.2%	10.4%	2
Not Hispanic or Latino	2,103	81.6%	10.6%	7.7%	25

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Nuclear Regulatory Commission	2,419	86.3%	7.0%	6.7%
Hispanic or Latino	170	85.8%	6.5%	7.7%
Not Hispanic or Latino	2,132	87.4%	6.4%	6.2%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Nuclear Regulatory Commission	2,409	88.5%	6.4%	5.1%
Hispanic or Latino	169	88.5%	3.8%	7.7%
Not Hispanic or Latino	2,124	89.0%	6.3%	4.6%

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My Supervisor (continued)

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Nuclear Regulatory Commission	2,413	93.4%	3.6%	3.0%
Hispanic or Latino	169	92.9%	4.5%	2.6%
Not Hispanic or Latino	2,127	93.8%	3.5%	2.7%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Nuclear Regulatory Commission	2,415	77.4%	11.8%	10.8%
Hispanic or Latino	170	77.1%	10.8%	12.0%
Not Hispanic or Latino	2,128	78.5%	11.7%	9.8%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Nuclear Regulatory Commission	2,417	79.9%	13.4%	6.7%
Hispanic or Latino	169	79.7%	11.9%	8.3%
Not Hispanic or Latino	2,133	80.5%	13.6%	5.9%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Nuclear Regulatory Commission	2,374	52.3%	23.8%	23.9%	39
Hispanic or Latino	167	51.3%	25.6%	23.0%	2
Not Hispanic or Latino	2,096	53.2%	23.7%	23.2%	35

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Nuclear Regulatory Commission	2,285	66.7%	18.4%	14.9%	127
Hispanic or Latino	165	62.3%	20.0%	17.7%	4
Not Hispanic or Latino	2,018	68.1%	18.2%	13.8%	112

Nuclear Regulatory Commission

Ethnicity Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Nuclear Regulatory Commission	2,300	78.4%	13.4%	8.1%	105
Hispanic or Latino	163	81.5%	12.2%	6.2%	6
Not Hispanic or Latino	2,036	79.2%	13.0%	7.7%	87

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Nuclear Regulatory Commission	2,386	75.1%	14.1%	10.8%	19
Hispanic or Latino	166	74.3%	13.8%	11.9%	2
Not Hispanic or Latino	2,107	76.3%	13.4%	10.3%	17

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Nuclear Regulatory Commission	2,268	74.8%	15.7%	9.6%	138
Hispanic or Latino	159	74.6%	15.5%	9.9%	8
Not Hispanic or Latino	2,005	75.8%	15.0%	9.2%	122

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Nuclear Regulatory Commission	2,343	69.0%	16.2%	14.8%	62
Hispanic or Latino	162	71.3%	16.8%	11.9%	6
Not Hispanic or Latino	2,074	69.8%	15.8%	14.4%	50

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Nuclear Regulatory Commission	2,345	73.4%	13.8%	12.8%	61
Hispanic or Latino	164	74.8%	15.1%	10.1%	5
Not Hispanic or Latino	2,075	74.3%	13.3%	12.4%	50

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Nuclear Regulatory Commission	2,322	72.0%	18.0%	10.0%	83
Hispanic or Latino	163	73.2%	17.2%	9.7%	6
Not Hispanic or Latino	2,055	72.9%	17.7%	9.4%	71

Nuclear Regulatory Commission

Ethnicity Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Nuclear Regulatory Commission	2,386	65.2%	18.5%	16.3%	21
Hispanic or Latino	169	65.0%	19.7%	15.3%	0
Not Hispanic or Latino	2,110	66.1%	18.1%	15.8%	18

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Nuclear Regulatory Commission	2,334	78.4%	12.9%	8.7%	78
Hispanic or Latino	165	72.6%	16.7%	10.7%	4
Not Hispanic or Latino	2,061	79.7%	12.2%	8.0%	70

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Nuclear Regulatory Commission	2,412	63.5%	18.7%	17.9%
Hispanic or Latino	170	60.8%	17.0%	22.2%
Not Hispanic or Latino	2,132	64.5%	18.7%	16.8%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Nuclear Regulatory Commission	2,409	66.4%	16.3%	17.3%
Hispanic or Latino	169	63.0%	16.2%	20.8%
Not Hispanic or Latino	2,130	67.7%	16.0%	16.4%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Nuclear Regulatory Commission	2,404	64.7%	18.6%	16.6%
Hispanic or Latino	170	64.8%	17.6%	17.6%
Not Hispanic or Latino	2,124	65.7%	18.3%	16.0%

Nuclear Regulatory Commission

Ethnicity Comparison Report

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Nuclear Regulatory Commission	2,407	57.1%	24.4%	18.5%
Hispanic or Latino	170	61.5%	16.7%	21.9%
Not Hispanic or Latino	2,128	57.6%	25.0%	17.5%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Nuclear Regulatory Commission	2,406	35.6%	24.2%	40.2%
Hispanic or Latino	169	32.9%	18.9%	48.2%
Not Hispanic or Latino	2,126	36.3%	25.0%	38.8%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Nuclear Regulatory Commission	2,409	61.7%	21.3%	17.0%
Hispanic or Latino	170	62.8%	21.0%	16.2%
Not Hispanic or Latino	2,129	62.5%	21.5%	16.0%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Nuclear Regulatory Commission	2,400	74.3%	14.7%	10.9%
Hispanic or Latino	170	72.0%	15.9%	12.1%
Not Hispanic or Latino	2,120	75.3%	14.2%	10.5%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Nuclear Regulatory Commission	2,410	71.7%	14.1%	14.2%
Hispanic or Latino	170	75.2%	18.6%	6.2%
Not Hispanic or Latino	2,130	71.9%	13.7%	14.4%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Nuclear Regulatory Commission	2,411	69.6%	16.3%	14.2%
Hispanic or Latino	170	68.1%	12.6%	19.3%
Not Hispanic or Latino	2,130	70.6%	16.2%	13.1%

Nuclear Regulatory Commission

Ethnicity Comparison Report

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Nuclear Regulatory Commission	2,403	83.4%	6.2%	5.0%	5.4%
Hispanic or Latino	167	82.8%	6.6%	5.1%	5.5%
Not Hispanic or Latino	2,126	83.5%	6.0%	5.1%	5.4%

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Nuclear Regulatory Commission	2,409	5.9%	33.9%	8.6%	23.4%
Hispanic or Latino	169	7.4%	36.6%	7.8%	23.0%
Not Hispanic or Latino	2,133	5.8%	33.8%	8.6%	23.6%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Nuclear Regulatory Commission	2,409	6.2%	1.5%	2.7%	17.8%
Hispanic or Latino	169	4.0%	0.0%	1.7%	19.5%
Not Hispanic or Latino	2,133	6.2%	1.4%	2.8%	17.7%

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

	N	Yes	No	Not Available To Me
Nuclear Regulatory Commission	2,401	54.8%	41.5%	3.7%
Hispanic or Latino	170	49.0%	44.7%	6.3%
Not Hispanic or Latino	2,124	55.0%	41.6%	3.3%

Nuclear Regulatory Commission

Ethnicity Comparison Report

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Nuclear Regulatory Commission	2,388	42.5%	55.2%	2.3%
Hispanic or Latino	167	47.6%	49.0%	3.5%
Not Hispanic or Latino	2,116	42.3%	55.7%	2.1%

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

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Nuclear Regulatory Commission	2,388	18.3%	80.7%	1.0%
Hispanic or Latino	169	19.5%	78.8%	1.7%
Not Hispanic or Latino	2,112	18.3%	80.8%	0.9%

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

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
Nuclear Regulatory Commission	2,395	3.4%	88.5%	8.1%
Hispanic or Latino	169	7.5%	82.4%	10.1%
Not Hispanic or Latino	2,118	3.0%	89.0%	8.0%

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

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Nuclear Regulatory Commission	2,391	3.1%	90.1%	6.9%
Hispanic or Latino	168	3.4%	88.2%	8.4%
Not Hispanic or Latino	2,117	3.0%	90.4%	6.6%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Nuclear Regulatory Commission	1,714	86.9%	8.4%	4.7%	18
Hispanic or Latino	126	84.2%	8.7%	7.1%	1
Not Hispanic or Latino	1,515	87.7%	8.3%	4.0%	16

*The results for this item only include employees who indicated that they participated in this program.

Nuclear Regulatory Commission

Ethnicity Comparison Report

Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Nuclear Regulatory Commission	1,311	95.2%	3.5%	1.3%	9
Hispanic or Latino	83	94.9%	5.1%	0.0%	0
Not Hispanic or Latino	1,167	95.5%	3.4%	1.1%	7

*The results for this item only include employees who indicated that they participated in this program.

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	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Nuclear Regulatory Commission	1,002	91.5%	7.7%	0.8%	34
Hispanic or Latino	77	87.8%	10.8%	1.3%	3
Not Hispanic or Latino	881	91.9%	7.4%	0.8%	30

*The results for this item only include employees who indicated that they participated in this program.

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Nuclear Regulatory Commission	421	88.6%	8.4%	3.0%	28
Hispanic or Latino	33	87.0%	6.5%	6.4%	0
Not Hispanic or Latino	371	88.8%	8.4%	2.9%	25

*The results for this item only include employees who indicated that they participated in this program.

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	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Nuclear Regulatory Commission	69	88.8%	11.2%	0.0%	24
Hispanic or Latino	10	90.3%	9.7%	0.0%	1
Not Hispanic or Latino	55	89.5%	10.5%	0.0%	22

*The results for this item only include employees who indicated that they participated in this program.

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Nuclear Regulatory Commission	64	69.0%	27.7%	3.3%	27
Hispanic or Latino	<10	--	--	--	--
Not Hispanic or Latino	51	69.3%	26.6%	4.1%	25

*The results for this item only include employees who indicated that they participated in this program.