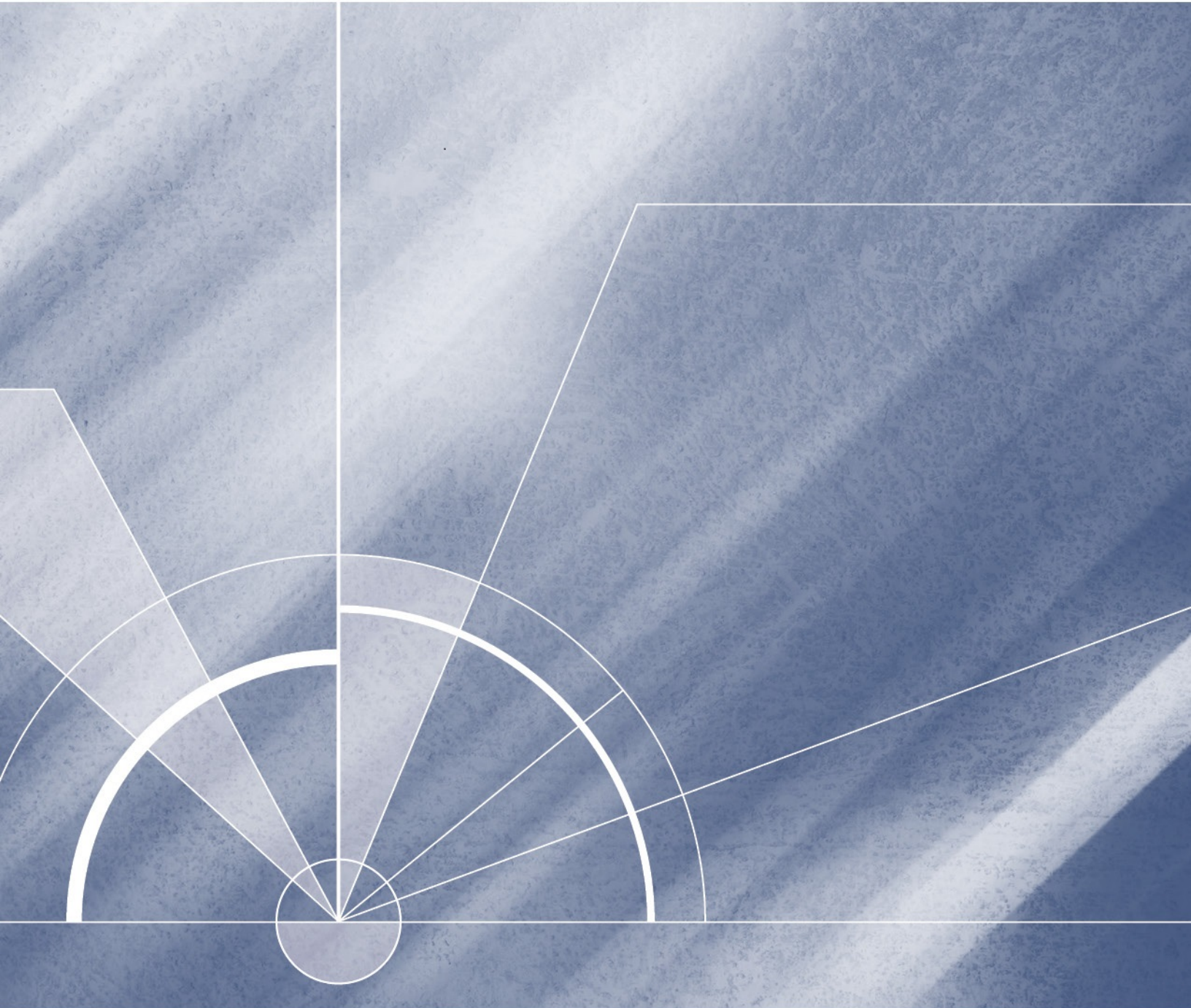


2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

Federal
Tenure
Comparison
Report

Nuclear Regulatory Commission





Nuclear Regulatory Commission *Federal Tenure 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
Less than 1 year	<10
1 to 3 years	159
4 to 5 years	94
6 to 10 years	593
11 to 14 years	510
15 to 20 years	342
More than 20 years	657

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.

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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%
Less than 1 year	<10	--	--	--
1 to 3 years	159	78.4%	9.3%	12.4%
4 to 5 years	93	78.0%	7.6%	14.3%
6 to 10 years	592	69.0%	15.9%	15.2%
11 to 14 years	510	71.6%	12.9%	15.5%
15 to 20 years	341	68.8%	14.4%	16.8%
More than 20 years	656	73.7%	13.5%	12.8%

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%
Less than 1 year	<10	--	--	--
1 to 3 years	159	82.2%	9.9%	7.9%
4 to 5 years	93	79.6%	9.3%	11.1%
6 to 10 years	592	81.6%	10.7%	7.7%
11 to 14 years	509	81.3%	9.1%	9.6%
15 to 20 years	342	80.7%	9.9%	9.4%
More than 20 years	656	83.5%	7.9%	8.6%

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%
Less than 1 year	<10	--	--	--
1 to 3 years	158	63.7%	17.2%	19.1%
4 to 5 years	93	66.3%	14.0%	19.7%
6 to 10 years	592	63.4%	17.8%	18.8%
11 to 14 years	510	66.1%	15.1%	18.8%
15 to 20 years	341	68.2%	16.6%	15.2%
More than 20 years	650	70.7%	14.3%	15.0%

Nuclear Regulatory Commission Federal Tenure Comparison Report

My Work Experience (continued)

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%
Less than 1 year	<10	--	--	--
1 to 3 years	159	74.6%	15.6%	9.8%
4 to 5 years	94	70.6%	16.3%	13.1%
6 to 10 years	591	71.7%	14.7%	13.6%
11 to 14 years	510	74.0%	14.1%	11.8%
15 to 20 years	340	79.2%	10.5%	10.3%
More than 20 years	655	80.4%	10.1%	9.6%

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%
Less than 1 year	<10	--	--	--
1 to 3 years	158	79.6%	14.5%	5.9%
4 to 5 years	94	81.9%	15.2%	2.9%
6 to 10 years	589	78.8%	14.5%	6.7%
11 to 14 years	504	82.1%	9.4%	8.5%
15 to 20 years	339	84.1%	10.9%	5.0%
More than 20 years	654	86.4%	7.6%	5.9%

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%
Less than 1 year	<10	--	--	--
1 to 3 years	157	85.7%	6.3%	8.0%
4 to 5 years	94	83.9%	5.1%	11.0%
6 to 10 years	588	83.4%	8.9%	7.6%
11 to 14 years	507	83.8%	8.8%	7.4%
15 to 20 years	338	83.6%	6.6%	9.8%
More than 20 years	654	84.7%	7.8%	7.5%

Nuclear Regulatory Commission Federal Tenure Comparison Report

My Work Experience (continued)

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%
Less than 1 year	<10	--	--	--
1 to 3 years	159	97.5%	1.8%	0.7%
4 to 5 years	94	94.8%	4.1%	1.1%
6 to 10 years	591	96.5%	1.8%	1.7%
11 to 14 years	504	95.3%	2.8%	1.9%
15 to 20 years	339	96.2%	2.6%	1.2%
More than 20 years	653	95.9%	2.1%	2.0%

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%
Less than 1 year	<10	--	--	--
1 to 3 years	159	92.7%	6.7%	0.6%
4 to 5 years	94	86.6%	10.4%	3.0%
6 to 10 years	590	90.4%	7.1%	2.5%
11 to 14 years	509	89.7%	7.1%	3.2%
15 to 20 years	340	90.9%	6.2%	2.9%
More than 20 years	655	87.7%	10.0%	2.3%

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	159	72.8%	14.0%	13.1%	0
4 to 5 years	93	68.4%	13.5%	18.1%	1
6 to 10 years	589	63.0%	14.2%	22.8%	0
11 to 14 years	509	60.3%	13.1%	26.5%	1
15 to 20 years	342	60.8%	11.6%	27.7%	0
More than 20 years	654	65.3%	11.9%	22.8%	0

Nuclear Regulatory Commission Federal Tenure Comparison Report

My Work Experience (continued)

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	159	81.7%	7.7%	10.6%	0
4 to 5 years	94	78.1%	10.1%	11.8%	0
6 to 10 years	592	69.7%	14.7%	15.7%	0
11 to 14 years	509	66.7%	11.7%	21.5%	1
15 to 20 years	340	68.2%	14.7%	17.0%	0
More than 20 years	654	71.8%	13.4%	14.8%	0

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	159	62.6%	21.2%	16.2%	0
4 to 5 years	94	69.2%	15.9%	14.9%	0
6 to 10 years	583	63.5%	17.3%	19.2%	2
11 to 14 years	505	62.4%	14.9%	22.7%	1
15 to 20 years	339	64.3%	14.0%	21.7%	0
More than 20 years	646	70.7%	12.0%	17.4%	3

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	159	94.3%	2.8%	2.9%	0
4 to 5 years	94	85.5%	11.4%	3.1%	0
6 to 10 years	590	91.7%	4.1%	4.1%	2
11 to 14 years	505	90.2%	5.0%	4.8%	2
15 to 20 years	339	90.7%	4.2%	5.0%	1
More than 20 years	651	91.6%	4.7%	3.7%	1

Nuclear Regulatory Commission Federal Tenure Comparison Report

My Work Experience (continued)

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	158	88.9%	5.2%	5.9%	1
4 to 5 years	92	86.0%	12.0%	1.9%	0
6 to 10 years	586	88.7%	8.0%	3.4%	1
11 to 14 years	503	88.0%	8.2%	3.8%	0
15 to 20 years	335	90.0%	6.6%	3.4%	1
More than 20 years	654	91.5%	5.7%	2.8%	0

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	159	78.2%	9.5%	12.2%	0
4 to 5 years	94	77.5%	12.5%	9.9%	0
6 to 10 years	588	75.5%	11.5%	13.0%	5
11 to 14 years	506	77.2%	10.5%	12.3%	1
15 to 20 years	341	71.9%	11.2%	16.8%	1
More than 20 years	648	79.2%	8.6%	12.2%	2

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	159	80.1%	11.2%	8.7%	0
4 to 5 years	93	79.4%	13.2%	7.4%	1
6 to 10 years	588	76.4%	10.5%	13.0%	3
11 to 14 years	506	76.8%	12.7%	10.6%	3
15 to 20 years	339	76.8%	10.1%	13.1%	3
More than 20 years	652	78.4%	9.3%	12.3%	3

Nuclear Regulatory Commission Federal Tenure Comparison Report

My Work Experience (continued)

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	157	84.3%	11.6%	4.0%	1
4 to 5 years	93	84.4%	11.4%	4.3%	1
6 to 10 years	587	81.7%	11.2%	7.1%	1
11 to 14 years	509	85.4%	9.3%	5.3%	0
15 to 20 years	340	89.4%	8.5%	2.1%	0
More than 20 years	653	89.2%	8.3%	2.5%	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
Less than 1 year	<10	--	--	--	--
1 to 3 years	149	83.1%	10.9%	6.1%	10
4 to 5 years	92	81.4%	13.7%	4.9%	1
6 to 10 years	566	76.7%	11.6%	11.7%	26
11 to 14 years	490	73.0%	12.9%	14.1%	19
15 to 20 years	330	72.7%	14.1%	13.3%	9
More than 20 years	636	73.9%	13.9%	12.2%	19

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	159	71.0%	9.9%	19.0%	0
4 to 5 years	94	67.1%	13.6%	19.3%	0
6 to 10 years	581	58.2%	21.7%	20.1%	8
11 to 14 years	502	55.8%	19.6%	24.5%	4
15 to 20 years	340	59.7%	16.2%	24.1%	0
More than 20 years	649	60.3%	21.3%	18.4%	2

Nuclear Regulatory Commission Federal Tenure 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
Less than 1 year	<10	--	--	--	--
1 to 3 years	158	72.5%	10.7%	16.7%	0
4 to 5 years	93	73.8%	12.4%	13.7%	1
6 to 10 years	584	66.9%	15.4%	17.7%	8
11 to 14 years	498	68.6%	13.9%	17.5%	12
15 to 20 years	335	67.1%	14.6%	18.3%	6
More than 20 years	645	69.8%	13.9%	16.3%	11

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%
Less than 1 year	<10	--	--	--
1 to 3 years	159	83.0%	6.8%	10.3%
4 to 5 years	94	86.8%	10.3%	3.0%
6 to 10 years	591	82.3%	8.4%	9.3%
11 to 14 years	510	83.5%	6.1%	10.4%
15 to 20 years	342	83.0%	8.2%	8.8%
More than 20 years	655	82.4%	9.2%	8.5%

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	146	51.7%	26.1%	22.2%	13
4 to 5 years	89	49.0%	31.1%	19.9%	4
6 to 10 years	571	47.4%	20.8%	31.8%	22
11 to 14 years	494	48.7%	18.0%	33.3%	15
15 to 20 years	331	49.5%	20.2%	30.3%	9
More than 20 years	632	49.8%	21.1%	29.0%	24

Nuclear Regulatory Commission Federal Tenure Comparison Report

My Work Unit (continued)

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	140	38.0%	33.5%	28.5%	19
4 to 5 years	87	42.1%	30.2%	27.7%	5
6 to 10 years	534	36.2%	30.1%	33.7%	53
11 to 14 years	476	41.7%	26.6%	31.7%	30
15 to 20 years	315	44.3%	27.4%	28.4%	26
More than 20 years	609	54.2%	24.5%	21.3%	41

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	121	26.7%	35.6%	37.7%	38
4 to 5 years	85	27.2%	34.4%	38.4%	9
6 to 10 years	486	28.1%	27.5%	44.4%	104
11 to 14 years	439	31.0%	29.8%	39.2%	70
15 to 20 years	301	41.0%	24.3%	34.7%	39
More than 20 years	593	46.5%	28.6%	24.8%	62

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	147	41.4%	33.5%	25.0%	12
4 to 5 years	90	42.3%	28.8%	29.0%	4
6 to 10 years	541	39.6%	26.8%	33.5%	51
11 to 14 years	479	44.7%	24.1%	31.2%	30
15 to 20 years	314	48.7%	24.5%	26.8%	26
More than 20 years	619	55.8%	25.7%	18.5%	36

Nuclear Regulatory Commission Federal Tenure Comparison Report

My Work Unit (continued)

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	145	57.5%	27.1%	15.4%	13
4 to 5 years	84	40.6%	35.3%	24.2%	8
6 to 10 years	544	50.6%	21.6%	27.8%	47
11 to 14 years	479	52.7%	23.7%	23.6%	29
15 to 20 years	320	54.3%	20.5%	25.2%	20
More than 20 years	613	62.9%	19.6%	17.5%	33

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	159	83.9%	9.7%	6.4%	0
4 to 5 years	94	78.6%	9.1%	12.3%	0
6 to 10 years	589	82.1%	7.5%	10.4%	1
11 to 14 years	503	85.0%	6.9%	8.1%	4
15 to 20 years	340	78.4%	12.6%	9.1%	0
More than 20 years	653	82.0%	9.3%	8.7%	2

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	148	63.5%	27.7%	8.8%	11
4 to 5 years	92	59.0%	23.4%	17.5%	2
6 to 10 years	564	53.9%	28.9%	17.2%	28
11 to 14 years	496	56.7%	25.0%	18.4%	14
15 to 20 years	327	54.1%	29.0%	16.8%	13
More than 20 years	627	58.5%	27.6%	13.9%	27

Nuclear Regulatory Commission Federal Tenure Comparison Report

My Work Unit (continued)

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%
Less than 1 year	<10	--	--	--
1 to 3 years	159	90.9%	7.8%	1.3%
4 to 5 years	94	90.7%	5.0%	4.3%
6 to 10 years	592	88.9%	8.9%	2.2%
11 to 14 years	510	87.9%	10.3%	1.9%
15 to 20 years	342	88.1%	9.4%	2.4%
More than 20 years	657	91.0%	7.8%	1.1%

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	155	83.8%	10.5%	5.7%	4
4 to 5 years	91	78.9%	11.6%	9.5%	3
6 to 10 years	585	77.2%	12.0%	10.8%	8
11 to 14 years	495	78.4%	11.5%	10.1%	13
15 to 20 years	335	78.5%	10.4%	11.1%	6
More than 20 years	643	76.3%	12.9%	10.9%	12

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	151	57.4%	27.3%	15.2%	8
4 to 5 years	90	54.6%	20.6%	24.8%	3
6 to 10 years	573	53.6%	22.8%	23.6%	16
11 to 14 years	492	52.4%	22.8%	24.8%	15
15 to 20 years	329	53.8%	23.1%	23.1%	13
More than 20 years	642	58.6%	19.7%	21.7%	13

Nuclear Regulatory Commission

Federal Tenure Comparison Report

My Agency (continued)

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	157	76.5%	13.7%	9.8%	2
4 to 5 years	94	69.5%	19.6%	10.9%	0
6 to 10 years	581	59.9%	22.0%	18.0%	9
11 to 14 years	498	63.2%	17.6%	19.2%	9
15 to 20 years	334	64.8%	19.4%	15.7%	5
More than 20 years	640	72.4%	14.2%	13.4%	14

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	151	48.2%	34.1%	17.6%	8
4 to 5 years	90	51.8%	25.9%	22.3%	2
6 to 10 years	565	47.6%	29.8%	22.6%	24
11 to 14 years	490	47.7%	27.0%	25.4%	16
15 to 20 years	326	47.7%	27.5%	24.8%	14
More than 20 years	631	56.0%	24.2%	19.8%	23

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	136	27.1%	24.5%	48.4%	23
4 to 5 years	87	20.5%	31.9%	47.6%	7
6 to 10 years	539	19.4%	26.2%	54.4%	49
11 to 14 years	472	20.7%	28.9%	50.5%	33
15 to 20 years	313	22.4%	25.9%	51.7%	24
More than 20 years	612	29.0%	31.5%	39.6%	39

Nuclear Regulatory Commission Federal Tenure 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
Less than 1 year	<10	--	--	--	--
1 to 3 years	148	75.2%	15.1%	9.6%	11
4 to 5 years	90	68.9%	17.0%	14.1%	3
6 to 10 years	551	72.3%	19.4%	8.3%	40
11 to 14 years	476	73.2%	18.7%	8.1%	30
15 to 20 years	329	70.7%	15.5%	13.8%	12
More than 20 years	617	71.6%	18.8%	9.7%	37

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	157	93.2%	3.8%	3.0%	2
4 to 5 years	93	93.6%	3.2%	3.1%	1
6 to 10 years	583	92.9%	3.9%	3.2%	7
11 to 14 years	503	91.1%	6.8%	2.2%	4
15 to 20 years	337	88.8%	6.7%	4.5%	2
More than 20 years	647	91.6%	5.8%	2.7%	8

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	157	87.2%	7.2%	5.5%	2
4 to 5 years	92	85.9%	13.1%	1.0%	0
6 to 10 years	589	86.0%	8.9%	5.1%	1
11 to 14 years	501	84.0%	9.7%	6.3%	6
15 to 20 years	338	83.8%	9.0%	7.2%	1
More than 20 years	638	85.7%	10.2%	4.1%	13

Nuclear Regulatory Commission Federal Tenure Comparison Report

My Agency (continued)

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	137	69.5%	17.2%	13.3%	22
4 to 5 years	85	70.7%	14.7%	14.6%	8
6 to 10 years	532	62.8%	18.1%	19.1%	56
11 to 14 years	477	58.5%	21.5%	20.1%	30
15 to 20 years	325	62.8%	17.6%	19.6%	16
More than 20 years	623	67.8%	17.1%	15.1%	32

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	133	85.7%	8.1%	6.2%	25
4 to 5 years	82	81.0%	12.8%	6.2%	11
6 to 10 years	514	75.2%	15.8%	9.0%	74
11 to 14 years	467	75.1%	16.7%	8.2%	40
15 to 20 years	314	74.7%	16.5%	8.7%	26
More than 20 years	601	78.7%	13.3%	8.0%	47

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	157	90.6%	7.5%	1.9%	2
4 to 5 years	94	86.9%	11.1%	2.0%	0
6 to 10 years	590	89.3%	7.1%	3.7%	1
11 to 14 years	505	86.9%	9.3%	3.8%	2
15 to 20 years	339	87.1%	9.1%	3.9%	2
More than 20 years	647	87.8%	8.4%	3.8%	7

Nuclear Regulatory Commission Federal Tenure Comparison Report

My Agency (continued)

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%
Less than 1 year	<10	--	--	--
1 to 3 years	159	83.3%	12.2%	4.6%
4 to 5 years	94	77.2%	10.4%	12.4%
6 to 10 years	592	73.3%	16.5%	10.2%
11 to 14 years	509	72.4%	16.3%	11.3%
15 to 20 years	341	72.4%	13.9%	13.6%
More than 20 years	656	75.5%	14.9%	9.7%

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	159	55.9%	21.3%	22.8%	0
4 to 5 years	91	42.2%	33.8%	24.0%	3
6 to 10 years	576	51.3%	22.0%	26.7%	17
11 to 14 years	483	50.0%	24.1%	25.9%	27
15 to 20 years	331	52.4%	20.2%	27.4%	11
More than 20 years	635	54.9%	24.7%	20.4%	19

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	159	92.6%	4.3%	3.1%	0
4 to 5 years	94	90.5%	6.4%	3.1%	0
6 to 10 years	590	92.0%	3.7%	4.3%	1
11 to 14 years	508	91.0%	4.9%	4.0%	2
15 to 20 years	340	92.3%	5.1%	2.6%	1
More than 20 years	655	92.0%	4.7%	3.4%	2

Nuclear Regulatory Commission Federal Tenure Comparison Report

My Supervisor (continued)

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	159	78.4%	11.0%	10.6%	0
4 to 5 years	94	77.6%	13.4%	8.9%	0
6 to 10 years	589	79.6%	10.1%	10.3%	0
11 to 14 years	509	77.3%	11.9%	10.8%	1
15 to 20 years	339	80.2%	11.8%	8.0%	2
More than 20 years	651	79.5%	11.6%	8.8%	2

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	156	81.3%	9.2%	9.5%	1
4 to 5 years	93	72.6%	18.0%	9.5%	0
6 to 10 years	590	72.6%	13.8%	13.6%	2
11 to 14 years	504	74.2%	14.6%	11.3%	3
15 to 20 years	335	74.8%	13.5%	11.7%	4
More than 20 years	644	71.5%	16.2%	12.2%	6

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	140	82.1%	14.1%	3.8%	18
4 to 5 years	85	83.7%	15.2%	1.1%	9
6 to 10 years	524	79.9%	14.9%	5.2%	67
11 to 14 years	460	77.7%	17.3%	5.0%	48
15 to 20 years	317	77.7%	15.0%	7.4%	23
More than 20 years	593	78.7%	16.0%	5.3%	58

Nuclear Regulatory Commission Federal Tenure Comparison Report

My Supervisor (continued)

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	159	81.5%	9.8%	8.7%	0
4 to 5 years	94	74.0%	14.8%	11.3%	0
6 to 10 years	590	73.6%	13.0%	13.4%	1
11 to 14 years	502	73.7%	15.7%	10.6%	4
15 to 20 years	338	75.4%	14.6%	10.0%	3
More than 20 years	651	71.6%	16.7%	11.8%	5

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	159	86.9%	7.9%	5.1%	0
4 to 5 years	94	79.1%	13.8%	7.1%	0
6 to 10 years	583	82.0%	9.0%	8.9%	7
11 to 14 years	505	79.3%	11.4%	9.2%	5
15 to 20 years	338	78.9%	12.9%	8.2%	3
More than 20 years	641	83.0%	9.6%	7.3%	13

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%
Less than 1 year	<10	--	--	--
1 to 3 years	159	89.4%	2.2%	8.4%
4 to 5 years	94	89.6%	5.2%	5.2%
6 to 10 years	592	86.3%	7.5%	6.2%
11 to 14 years	510	85.2%	7.2%	7.6%
15 to 20 years	341	85.7%	6.9%	7.4%
More than 20 years	657	88.2%	6.9%	5.0%

Nuclear Regulatory Commission Federal Tenure Comparison Report

My Supervisor (continued)

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%
Less than 1 year	<10	--	--	--
1 to 3 years	159	90.6%	4.1%	5.3%
4 to 5 years	93	89.1%	4.0%	6.9%
6 to 10 years	592	89.2%	6.3%	4.5%
11 to 14 years	507	89.0%	6.1%	5.0%
15 to 20 years	340	87.7%	6.6%	5.7%
More than 20 years	652	88.7%	6.8%	4.5%

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%
Less than 1 year	<10	--	--	--
1 to 3 years	159	94.9%	3.2%	1.9%
4 to 5 years	94	94.9%	3.1%	1.9%
6 to 10 years	589	94.3%	3.7%	2.0%
11 to 14 years	509	93.9%	3.0%	3.1%
15 to 20 years	341	93.9%	2.9%	3.1%
More than 20 years	655	91.8%	4.5%	3.7%

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%
Less than 1 year	<10	--	--	--
1 to 3 years	159	81.0%	7.6%	11.4%
4 to 5 years	93	81.9%	10.8%	7.3%
6 to 10 years	591	79.8%	10.7%	9.6%
11 to 14 years	510	76.6%	12.2%	11.3%
15 to 20 years	341	77.8%	11.4%	10.7%
More than 20 years	655	76.3%	13.1%	10.6%

Nuclear Regulatory Commission Federal Tenure Comparison Report

My Supervisor (continued)

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%
Less than 1 year	<10	--	--	--
1 to 3 years	159	80.1%	14.7%	5.2%
4 to 5 years	94	82.3%	10.3%	7.4%
6 to 10 years	591	80.9%	12.5%	6.6%
11 to 14 years	510	79.7%	14.1%	6.3%
15 to 20 years	342	80.3%	12.7%	7.0%
More than 20 years	657	79.9%	13.7%	6.3%

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	154	59.6%	26.1%	14.2%	5
4 to 5 years	93	55.9%	19.7%	24.4%	1
6 to 10 years	580	52.4%	24.9%	22.8%	11
11 to 14 years	500	51.1%	23.9%	24.9%	10
15 to 20 years	336	48.7%	24.6%	26.7%	5
More than 20 years	649	53.6%	22.4%	24.0%	6

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	151	81.6%	11.5%	6.9%	8
4 to 5 years	90	74.9%	17.0%	8.1%	4
6 to 10 years	555	66.6%	19.7%	13.7%	38
11 to 14 years	485	65.5%	19.2%	15.2%	23
15 to 20 years	321	62.5%	19.1%	18.5%	20
More than 20 years	624	66.6%	17.6%	15.8%	30

Nuclear Regulatory Commission Federal Tenure 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
Less than 1 year	<10	--	--	--	--
1 to 3 years	151	81.7%	11.5%	6.8%	7
4 to 5 years	90	79.8%	9.7%	10.5%	4
6 to 10 years	560	79.1%	13.4%	7.5%	28
11 to 14 years	483	79.5%	13.5%	7.0%	25
15 to 20 years	331	75.5%	15.2%	9.4%	10
More than 20 years	627	78.8%	13.3%	7.9%	26

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	156	80.6%	13.9%	5.5%	2
4 to 5 years	91	76.1%	15.6%	8.2%	0
6 to 10 years	584	75.1%	14.4%	10.6%	7
11 to 14 years	505	74.4%	13.0%	12.5%	5
15 to 20 years	338	72.0%	13.6%	14.4%	1
More than 20 years	649	77.0%	14.4%	8.6%	4

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	149	79.2%	14.4%	6.4%	10
4 to 5 years	88	79.2%	10.9%	9.8%	6
6 to 10 years	552	75.0%	15.0%	10.0%	38
11 to 14 years	472	76.1%	14.2%	9.7%	37
15 to 20 years	327	69.2%	19.6%	11.2%	13
More than 20 years	625	76.2%	15.4%	8.4%	28

Nuclear Regulatory Commission Federal Tenure Comparison Report

Leadership (continued)

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	153	79.4%	10.5%	10.1%	6
4 to 5 years	93	71.2%	16.7%	12.1%	1
6 to 10 years	572	68.6%	17.8%	13.6%	18
11 to 14 years	493	70.3%	14.6%	15.1%	14
15 to 20 years	336	64.3%	16.1%	19.6%	4
More than 20 years	635	70.0%	16.9%	13.1%	17

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	153	79.3%	13.0%	7.6%	6
4 to 5 years	92	71.9%	11.5%	16.6%	2
6 to 10 years	575	72.8%	15.4%	11.8%	15
11 to 14 years	497	74.4%	13.0%	12.6%	12
15 to 20 years	331	69.8%	14.4%	15.8%	7
More than 20 years	636	75.4%	12.9%	11.7%	17

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	151	78.1%	14.6%	7.3%	8
4 to 5 years	92	78.9%	11.9%	9.2%	2
6 to 10 years	571	73.2%	17.4%	9.4%	22
11 to 14 years	498	70.8%	18.7%	10.5%	12
15 to 20 years	328	70.8%	17.8%	11.4%	12
More than 20 years	627	71.9%	19.0%	9.0%	22

Nuclear Regulatory Commission Federal Tenure 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
Less than 1 year	<10	--	--	--	--
1 to 3 years	158	79.0%	10.0%	10.9%	1
4 to 5 years	94	70.5%	17.4%	12.1%	0
6 to 10 years	585	66.5%	19.3%	14.3%	6
11 to 14 years	501	64.5%	18.7%	16.8%	7
15 to 20 years	338	61.5%	20.1%	18.4%	4
More than 20 years	651	63.7%	18.7%	17.6%	2

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	150	85.6%	9.3%	5.2%	9
4 to 5 years	93	82.7%	8.2%	9.1%	1
6 to 10 years	571	78.9%	13.5%	7.7%	20
11 to 14 years	495	77.1%	14.0%	8.9%	15
15 to 20 years	332	75.8%	14.0%	10.2%	10
More than 20 years	634	79.0%	12.7%	8.2%	20

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%
Less than 1 year	<10	--	--	--
1 to 3 years	158	67.1%	18.9%	14.0%
4 to 5 years	94	69.7%	17.5%	12.8%
6 to 10 years	592	59.5%	20.3%	20.2%
11 to 14 years	510	63.1%	17.2%	19.7%
15 to 20 years	342	63.5%	19.1%	17.4%
More than 20 years	655	66.7%	18.1%	15.2%

Nuclear Regulatory Commission Federal Tenure Comparison Report

My Satisfaction (continued)

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%
Less than 1 year	<10	--	--	--
1 to 3 years	159	69.7%	15.7%	14.5%
4 to 5 years	93	67.5%	12.0%	20.5%
6 to 10 years	592	64.7%	17.4%	17.8%
11 to 14 years	510	65.5%	16.0%	18.5%
15 to 20 years	341	64.8%	18.2%	17.0%
More than 20 years	652	70.2%	14.8%	15.0%

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%
Less than 1 year	<10	--	--	--
1 to 3 years	159	69.6%	20.4%	10.0%
4 to 5 years	94	66.5%	19.8%	13.7%
6 to 10 years	589	62.0%	20.4%	17.6%
11 to 14 years	508	62.6%	20.8%	16.6%
15 to 20 years	342	67.9%	14.3%	17.8%
More than 20 years	650	67.4%	16.4%	16.2%

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%
Less than 1 year	<10	--	--	--
1 to 3 years	158	63.3%	25.8%	10.9%
4 to 5 years	94	64.5%	19.1%	16.4%
6 to 10 years	591	56.8%	25.1%	18.0%
11 to 14 years	509	54.8%	25.8%	19.4%
15 to 20 years	342	54.5%	24.9%	20.6%
More than 20 years	653	59.5%	22.6%	17.9%

Nuclear Regulatory Commission Federal Tenure Comparison Report

My Satisfaction (continued)

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%
Less than 1 year	<10	--	--	--
1 to 3 years	159	36.9%	24.7%	38.4%
4 to 5 years	94	32.1%	19.9%	48.0%
6 to 10 years	587	28.4%	21.4%	50.2%
11 to 14 years	509	34.9%	22.9%	42.2%
15 to 20 years	341	40.6%	23.9%	35.6%
More than 20 years	654	41.1%	28.7%	30.2%

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%
Less than 1 year	<10	--	--	--
1 to 3 years	158	69.4%	11.5%	19.1%
4 to 5 years	94	59.4%	20.9%	19.7%
6 to 10 years	591	61.1%	21.9%	17.0%
11 to 14 years	510	59.1%	23.1%	17.9%
15 to 20 years	340	61.8%	20.5%	17.8%
More than 20 years	654	63.7%	21.8%	14.5%

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%
Less than 1 year	<10	--	--	--
1 to 3 years	159	77.4%	14.8%	7.7%
4 to 5 years	94	76.8%	13.4%	9.8%
6 to 10 years	589	72.6%	15.5%	11.9%
11 to 14 years	506	71.5%	15.3%	13.2%
15 to 20 years	340	75.3%	15.0%	9.6%
More than 20 years	651	78.2%	13.2%	8.7%

Nuclear Regulatory Commission Federal Tenure Comparison Report

My Satisfaction (continued)

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%
Less than 1 year	<10	--	--	--
1 to 3 years	159	64.5%	20.6%	14.9%
4 to 5 years	94	57.5%	20.1%	22.3%
6 to 10 years	592	68.5%	15.7%	15.8%
11 to 14 years	509	72.6%	14.2%	13.3%
15 to 20 years	342	74.7%	11.3%	14.0%
More than 20 years	652	76.7%	11.1%	12.2%

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%
Less than 1 year	<10	--	--	--
1 to 3 years	159	75.7%	16.6%	7.7%
4 to 5 years	93	69.4%	19.0%	11.5%
6 to 10 years	592	67.9%	16.8%	15.3%
11 to 14 years	509	70.4%	14.1%	15.5%
15 to 20 years	342	69.4%	16.3%	14.3%
More than 20 years	654	70.6%	16.7%	12.7%

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%
Less than 1 year	<10	--	--	--	--
1 to 3 years	159	77.9%	5.6%	7.5%	9.0%
4 to 5 years	94	77.0%	9.5%	9.4%	4.1%
6 to 10 years	589	84.1%	6.5%	3.9%	5.5%
11 to 14 years	508	87.1%	5.1%	3.0%	4.8%
15 to 20 years	339	85.1%	5.7%	3.9%	5.3%
More than 20 years	654	81.5%	6.5%	7.0%	5.0%

Nuclear Regulatory Commission Federal Tenure Comparison Report

Work/Life (continued)

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

	Telework				
	N	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%
Less than 1 year	<10	--	--	--	--
1 to 3 years	159	2.9%	30.0%	6.8%	21.2%
4 to 5 years	94	5.8%	33.7%	10.6%	17.7%
6 to 10 years	593	6.7%	41.4%	7.5%	20.1%
11 to 14 years	509	8.5%	37.9%	10.0%	20.9%
15 to 20 years	342	4.9%	33.8%	10.1%	26.5%
More than 20 years	655	4.8%	25.7%	7.2%	28.2%

(continued)

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

	Do Not Telework				
	N	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%
Less than 1 year	<10	--	--	--	--
1 to 3 years	159	9.3%	1.3%	8.2%	20.3%
4 to 5 years	94	12.9%	0.0%	4.0%	15.3%
6 to 10 years	593	6.0%	1.7%	2.5%	14.0%
11 to 14 years	509	4.9%	0.4%	1.7%	15.8%
15 to 20 years	342	5.7%	3.1%	0.9%	15.0%
More than 20 years	655	6.0%	1.2%	3.0%	24.0%

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

	Alternative Work Schedules (AWS)			
	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Nuclear Regulatory Commission	2,401	54.8%	41.5%	3.7%
Less than 1 year	<10	--	--	--
1 to 3 years	156	51.7%	44.5%	3.8%
4 to 5 years	94	39.9%	54.3%	5.8%
6 to 10 years	593	50.8%	44.4%	4.8%
11 to 14 years	506	56.3%	40.7%	3.0%
15 to 20 years	342	49.2%	47.2%	3.7%
More than 20 years	651	63.8%	34.1%	2.2%

Nuclear Regulatory Commission Federal Tenure 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%
Less than 1 year	<10	--	--	--
1 to 3 years	156	35.7%	62.4%	1.9%
4 to 5 years	93	36.0%	58.8%	5.1%
6 to 10 years	589	39.7%	57.2%	3.1%
11 to 14 years	509	41.0%	57.0%	2.0%
15 to 20 years	338	46.1%	50.8%	3.1%
More than 20 years	645	46.5%	52.4%	1.1%

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%
Less than 1 year	<10	--	--	--
1 to 3 years	158	12.9%	86.5%	0.6%
4 to 5 years	94	6.2%	91.8%	2.0%
6 to 10 years	585	16.3%	81.7%	2.0%
11 to 14 years	508	20.4%	78.8%	0.8%
15 to 20 years	338	18.4%	80.6%	0.9%
More than 20 years	647	21.0%	78.7%	0.3%

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%
Less than 1 year	<10	--	--	--
1 to 3 years	156	1.7%	90.3%	8.0%
4 to 5 years	94	1.8%	86.0%	12.3%
6 to 10 years	591	3.6%	88.3%	8.1%
11 to 14 years	507	4.8%	85.7%	9.5%
15 to 20 years	340	4.3%	85.7%	9.9%
More than 20 years	649	2.1%	92.2%	5.7%

Nuclear Regulatory Commission Federal Tenure Comparison Report

Work/Life (continued)

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%
Less than 1 year	<10	--	--	--
1 to 3 years	157	2.1%	90.8%	7.1%
4 to 5 years	94	0.0%	88.6%	11.4%
6 to 10 years	589	1.6%	91.6%	6.8%
11 to 14 years	506	3.2%	90.6%	6.3%
15 to 20 years	337	2.7%	88.6%	8.7%
More than 20 years	651	5.1%	88.9%	6.0%

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	93	85.6%	9.3%	5.1%	4
4 to 5 years	64	86.9%	4.7%	8.4%	0
6 to 10 years	445	88.7%	7.5%	3.9%	1
11 to 14 years	385	87.6%	7.4%	5.0%	6
15 to 20 years	257	84.5%	11.4%	4.1%	3
More than 20 years	431	87.5%	8.3%	4.2%	4

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

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	79	96.4%	3.6%	0.0%	2
4 to 5 years	36	90.2%	2.5%	7.3%	0
6 to 10 years	293	94.5%	3.9%	1.7%	4
11 to 14 years	288	96.6%	1.8%	1.5%	1
15 to 20 years	171	96.7%	2.2%	1.1%	0
More than 20 years	415	94.3%	4.9%	0.7%	2

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

Nuclear Regulatory Commission Federal Tenure Comparison Report

Work/Life (continued)

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	56	91.2%	8.8%	0.0%	3
4 to 5 years	34	94.3%	5.7%	0.0%	2
6 to 10 years	228	91.4%	7.0%	1.7%	11
11 to 14 years	207	92.6%	7.4%	0.0%	4
15 to 20 years	152	87.7%	9.8%	2.5%	4
More than 20 years	300	92.9%	7.1%	0.0%	9

**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
Less than 1 year	<10	--	--	--	--
1 to 3 years	20	90.2%	4.7%	5.1%	1
4 to 5 years	<10	--	--	--	--
6 to 10 years	95	90.8%	8.1%	1.1%	5
11 to 14 years	89	89.7%	7.1%	3.2%	10
15 to 20 years	58	89.4%	3.2%	7.4%	4
More than 20 years	139	86.5%	11.9%	1.6%	7

**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
Less than 1 year	<10	--	--	--	--
1 to 3 years	<10	--	--	--	--
4 to 5 years	<10	--	--	--	--
6 to 10 years	17	89.1%	10.9%	0.0%	2
11 to 14 years	19	87.2%	12.8%	0.0%	7
15 to 20 years	11	100.0%	0.0%	0.0%	6
More than 20 years	15	84.5%	15.5%	0.0%	6

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

Nuclear Regulatory Commission Federal Tenure Comparison Report

Work/Life (continued)

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
Less than 1 year	<10	--	--	--	--
1 to 3 years	<10	--	--	--	--
4 to 5 years	<10	--	--	--	--
6 to 10 years	<10	--	--	--	--
11 to 14 years	12	63.0%	28.5%	8.5%	7
15 to 20 years	<10	--	--	--	--
More than 20 years	31	79.9%	20.1%	0.0%	8

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