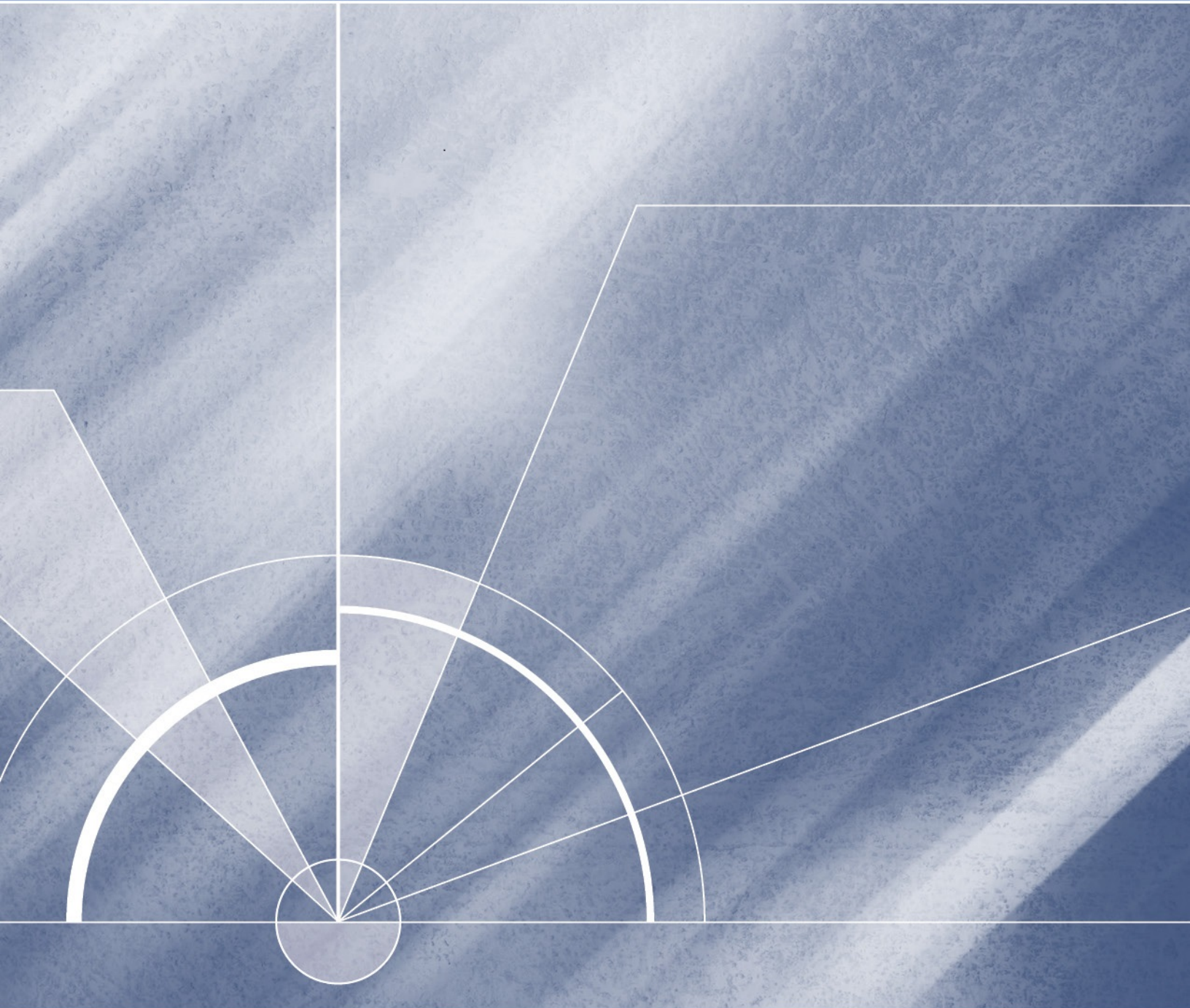


2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

Military
Service
Comparison
Report

Nuclear Regulatory Commission





Nuclear Regulatory Commission *Military Service 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
No Prior Military Service	1,770
Currently in National Guard or Reserves	30
Retired	154
Separated or Discharged	380

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%
No Prior Military Service	1,767	72.4%	13.6%	14.0%
Currently in National Guard or Reserves	29	89.4%	0.0%	10.6%
Retired	154	77.1%	11.8%	11.1%
Separated or Discharged	380	67.8%	14.3%	18.0%

Nuclear Regulatory Commission

Military Service Comparison Report

My Work Experience (continued)

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%
No Prior Military Service	1,767	82.0%	9.3%	8.7%
Currently in National Guard or Reserves	30	93.7%	6.3%	0.0%
Retired	154	86.0%	5.7%	8.4%
Separated or Discharged	379	78.8%	11.8%	9.4%

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%
No Prior Military Service	1,762	66.6%	16.1%	17.2%
Currently in National Guard or Reserves	29	76.2%	6.6%	17.2%
Retired	154	72.5%	13.8%	13.7%
Separated or Discharged	378	66.5%	15.7%	17.8%

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%
No Prior Military Service	1,765	76.5%	12.2%	11.3%
Currently in National Guard or Reserves	30	86.7%	3.1%	10.2%
Retired	154	79.2%	11.3%	9.5%
Separated or Discharged	379	71.9%	15.0%	13.1%

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%
No Prior Military Service	1,757	83.0%	10.6%	6.5%
Currently in National Guard or Reserves	30	79.8%	13.7%	6.5%
Retired	154	87.8%	6.7%	5.5%
Separated or Discharged	376	78.9%	13.5%	7.6%

Nuclear Regulatory Commission Military Service Comparison Report

My Work Experience (continued)

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%
No Prior Military Service	1,757	84.7%	7.5%	7.8%
Currently in National Guard or Reserves	30	93.5%	6.5%	0.0%
Retired	153	83.3%	7.6%	9.1%
Separated or Discharged	378	81.0%	10.1%	8.9%

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%
No Prior Military Service	1,761	95.9%	2.3%	1.8%
Currently in National Guard or Reserves	30	93.7%	3.1%	3.3%
Retired	150	97.5%	1.2%	1.3%
Separated or Discharged	377	96.6%	2.1%	1.4%

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%
No Prior Military Service	1,762	89.4%	8.1%	2.4%
Currently in National Guard or Reserves	30	92.9%	7.1%	0.0%
Retired	154	92.1%	6.1%	1.7%
Separated or Discharged	380	89.2%	6.9%	3.9%

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
No Prior Military Service	1,764	62.5%	14.0%	23.5%	1
Currently in National Guard or Reserves	30	80.4%	10.2%	9.4%	0
Retired	153	72.3%	9.8%	17.9%	0
Separated or Discharged	380	65.3%	9.3%	25.4%	0

Nuclear Regulatory Commission

Military Service 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
No Prior Military Service	1,764	70.1%	13.4%	16.5%	0
Currently in National Guard or Reserves	30	86.4%	13.6%	0.0%	0
Retired	154	69.5%	14.9%	15.6%	0
Separated or Discharged	379	72.6%	10.4%	17.0%	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
No Prior Military Service	1,746	66.2%	15.2%	18.6%	5
Currently in National Guard or Reserves	30	76.2%	10.5%	13.3%	0
Retired	153	69.8%	13.0%	17.2%	0
Separated or Discharged	378	60.7%	15.7%	23.6%	1

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
No Prior Military Service	1,756	91.9%	4.7%	3.4%	4
Currently in National Guard or Reserves	30	100.0%	0.0%	0.0%	0
Retired	153	91.2%	4.5%	4.3%	0
Separated or Discharged	378	86.5%	5.7%	7.8%	2

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
No Prior Military Service	1,750	89.8%	7.1%	3.1%	2
Currently in National Guard or Reserves	30	96.8%	0.0%	3.2%	0
Retired	153	94.5%	4.2%	1.3%	0
Separated or Discharged	375	84.6%	9.0%	6.4%	1

Nuclear Regulatory Commission

Military Service 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
No Prior Military Service	1,755	74.5%	11.5%	14.0%	7
Currently in National Guard or Reserves	30	86.5%	6.5%	7.0%	0
Retired	154	88.7%	4.0%	7.3%	0
Separated or Discharged	379	81.4%	8.9%	9.7%	0

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
No Prior Military Service	1,756	77.7%	10.9%	11.4%	13
Currently in National Guard or Reserves	30	83.4%	7.0%	9.6%	0
Retired	152	77.3%	11.4%	11.4%	0
Separated or Discharged	377	76.0%	9.9%	14.1%	2

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
No Prior Military Service	1,757	86.0%	9.7%	4.3%	4
Currently in National Guard or Reserves	30	93.2%	6.8%	0.0%	0
Retired	153	88.7%	8.2%	3.1%	0
Separated or Discharged	380	83.0%	11.0%	6.1%	0

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
No Prior Military Service	1,694	74.1%	14.5%	11.3%	69
Currently in National Guard or Reserves	30	84.2%	9.6%	6.3%	0
Retired	152	83.2%	7.7%	9.1%	2
Separated or Discharged	370	78.5%	6.5%	15.0%	8

Nuclear Regulatory Commission

Military Service Comparison Report

My Work Experience (continued)

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
No Prior Military Service	1,746	60.3%	19.8%	19.9%	12
Currently in National Guard or Reserves	28	65.6%	17.0%	17.4%	0
Retired	152	67.8%	13.3%	19.0%	1
Separated or Discharged	379	56.8%	17.2%	26.0%	0

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
No Prior Military Service	1,730	69.5%	13.6%	16.9%	36
Currently in National Guard or Reserves	30	77.0%	13.3%	9.7%	0
Retired	151	68.7%	16.8%	14.5%	3
Separated or Discharged	378	65.5%	16.2%	18.3%	1

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%
No Prior Military Service	1,767	83.5%	7.9%	8.7%
Currently in National Guard or Reserves	30	86.9%	9.4%	3.7%
Retired	154	86.4%	7.3%	6.2%
Separated or Discharged	380	80.4%	9.1%	10.5%

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
No Prior Military Service	1,701	48.4%	22.4%	29.2%	66
Currently in National Guard or Reserves	29	60.5%	25.7%	13.7%	1
Retired	148	57.2%	15.1%	27.7%	6
Separated or Discharged	366	50.1%	16.3%	33.5%	13

Nuclear Regulatory Commission Military Service 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
No Prior Military Service	1,611	43.2%	29.2%	27.7%	142
Currently in National Guard or Reserves	28	54.7%	20.4%	24.9%	2
Retired	144	52.5%	25.1%	22.4%	10
Separated or Discharged	361	43.6%	22.2%	34.2%	18

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
No Prior Military Service	1,509	35.5%	29.6%	34.9%	254
Currently in National Guard or Reserves	27	43.3%	28.2%	28.5%	3
Retired	137	43.5%	23.8%	32.7%	17
Separated or Discharged	334	34.3%	28.3%	37.4%	46

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
No Prior Military Service	1,638	46.6%	26.1%	27.3%	127
Currently in National Guard or Reserves	30	66.6%	23.2%	10.2%	0
Retired	147	54.3%	20.9%	24.7%	7
Separated or Discharged	360	43.8%	27.8%	28.4%	20

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
No Prior Military Service	1,638	55.2%	22.5%	22.3%	118
Currently in National Guard or Reserves	29	61.8%	27.4%	10.7%	0
Retired	147	60.8%	18.1%	21.2%	7
Separated or Discharged	357	52.5%	22.1%	25.4%	20

Nuclear Regulatory Commission Military Service Comparison Report

My Work Unit (continued)

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
No Prior Military Service	1,759	81.5%	9.5%	9.0%	4
Currently in National Guard or Reserves	30	93.2%	3.7%	3.1%	0
Retired	153	89.8%	6.5%	3.8%	1
Separated or Discharged	379	83.1%	7.1%	9.7%	0

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
No Prior Military Service	1,693	56.1%	28.5%	15.4%	73
Currently in National Guard or Reserves	29	70.1%	26.8%	3.2%	1
Retired	150	62.0%	26.6%	11.3%	4
Separated or Discharged	364	58.3%	22.4%	19.3%	16

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%
No Prior Military Service	1,769	89.8%	8.7%	1.5%
Currently in National Guard or Reserves	30	90.3%	9.7%	0.0%
Retired	154	93.3%	3.0%	3.7%
Separated or Discharged	380	86.0%	10.5%	3.5%

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
No Prior Military Service	1,731	77.8%	12.1%	10.2%	35
Currently in National Guard or Reserves	30	79.3%	13.8%	7.0%	0
Retired	152	82.9%	9.0%	8.1%	2
Separated or Discharged	370	79.0%	9.8%	11.3%	9

Nuclear Regulatory Commission

Military Service Comparison Report

My Agency (continued)

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
No Prior Military Service	1,705	54.9%	22.4%	22.6%	59
Currently in National Guard or Reserves	29	61.9%	27.5%	10.6%	0
Retired	153	66.1%	18.0%	15.9%	1
Separated or Discharged	372	53.5%	21.2%	25.3%	6

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
No Prior Military Service	1,734	66.5%	17.9%	15.5%	28
Currently in National Guard or Reserves	30	79.5%	17.2%	3.3%	0
Retired	150	70.7%	17.8%	11.5%	4
Separated or Discharged	372	63.0%	17.3%	19.8%	6

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
No Prior Military Service	1,696	50.2%	27.9%	21.9%	68
Currently in National Guard or Reserves	30	66.8%	23.0%	10.2%	0
Retired	146	58.2%	22.2%	19.6%	4
Separated or Discharged	364	47.5%	25.8%	26.8%	12

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
No Prior Military Service	1,610	24.4%	28.8%	46.7%	143
Currently in National Guard or Reserves	29	18.0%	37.3%	44.6%	1
Retired	145	22.1%	34.2%	43.7%	9
Separated or Discharged	358	18.9%	23.0%	58.2%	19

Nuclear Regulatory Commission Military Service 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
No Prior Military Service	1,665	70.8%	19.2%	9.9%	99
Currently in National Guard or Reserves	29	83.6%	13.3%	3.1%	0
Retired	144	83.1%	11.9%	4.9%	9
Separated or Discharged	356	75.3%	14.9%	9.7%	22

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
No Prior Military Service	1,745	91.8%	5.5%	2.7%	18
Currently in National Guard or Reserves	30	100.0%	0.0%	0.0%	0
Retired	151	93.2%	2.4%	4.5%	1
Separated or Discharged	375	90.7%	5.3%	4.0%	4

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
No Prior Military Service	1,741	86.1%	8.8%	5.1%	16
Currently in National Guard or Reserves	30	86.7%	7.2%	6.1%	0
Retired	152	86.5%	6.0%	7.5%	0
Separated or Discharged	374	81.6%	13.4%	5.0%	4

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
No Prior Military Service	1,645	64.1%	19.0%	16.9%	117
Currently in National Guard or Reserves	28	82.6%	6.8%	10.6%	2
Retired	145	71.5%	13.9%	14.6%	9
Separated or Discharged	347	61.1%	16.6%	22.3%	31

Nuclear Regulatory Commission Military Service Comparison Report

My Agency (continued)

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
No Prior Military Service	1,591	77.0%	15.3%	7.7%	164
Currently in National Guard or Reserves	29	93.3%	0.0%	6.7%	1
Retired	139	80.5%	10.8%	8.7%	13
Separated or Discharged	340	76.1%	13.5%	10.4%	37

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
No Prior Military Service	1,751	88.3%	8.2%	3.4%	13
Currently in National Guard or Reserves	30	97.0%	3.0%	0.0%	0
Retired	154	92.1%	5.4%	2.5%	0
Separated or Discharged	377	84.8%	10.6%	4.6%	1

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%
No Prior Military Service	1,767	74.5%	14.9%	10.6%
Currently in National Guard or Reserves	30	87.4%	9.3%	3.3%
Retired	154	84.2%	6.2%	9.6%
Separated or Discharged	379	72.7%	16.7%	10.6%

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
No Prior Military Service	1,708	53.2%	23.3%	23.5%	60
Currently in National Guard or Reserves	30	57.5%	29.7%	12.8%	0
Retired	149	54.7%	18.4%	26.8%	5
Separated or Discharged	367	49.9%	23.3%	26.8%	12

Nuclear Regulatory Commission

Military Service Comparison Report

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
No Prior Military Service	1,766	91.9%	4.6%	3.5%	4
Currently in National Guard or Reserves	30	93.5%	0.0%	6.5%	0
Retired	152	97.6%	1.2%	1.2%	1
Separated or Discharged	377	91.2%	3.9%	4.9%	1

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
No Prior Military Service	1,761	78.6%	11.8%	9.6%	5
Currently in National Guard or Reserves	30	90.4%	0.0%	9.6%	0
Retired	152	82.6%	9.0%	8.4%	0
Separated or Discharged	379	80.9%	9.3%	9.8%	0

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
No Prior Military Service	1,744	73.5%	14.8%	11.7%	14
Currently in National Guard or Reserves	30	83.1%	6.4%	10.4%	0
Retired	152	74.0%	15.4%	10.7%	0
Separated or Discharged	376	74.2%	12.8%	13.1%	2

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
No Prior Military Service	1,588	78.0%	16.6%	5.4%	172
Currently in National Guard or Reserves	29	90.1%	9.9%	0.0%	1
Retired	140	87.2%	9.5%	3.4%	14
Separated or Discharged	346	81.6%	13.5%	4.9%	32

Nuclear Regulatory Commission Military Service 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
No Prior Military Service	1,752	73.4%	15.3%	11.3%	12
Currently in National Guard or Reserves	30	86.3%	7.2%	6.5%	0
Retired	153	74.6%	13.7%	11.7%	0
Separated or Discharged	379	75.6%	12.6%	11.8%	0

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
No Prior Military Service	1,740	82.1%	10.3%	7.5%	25
Currently in National Guard or Reserves	30	93.5%	0.0%	6.5%	0
Retired	154	84.3%	8.8%	6.9%	0
Separated or Discharged	379	79.1%	10.7%	10.3%	0

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%
No Prior Military Service	1,768	86.4%	7.0%	6.7%
Currently in National Guard or Reserves	30	90.4%	0.0%	9.6%
Retired	154	91.3%	3.0%	5.7%
Separated or Discharged	380	88.1%	6.3%	5.6%

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%
No Prior Military Service	1,760	88.7%	6.3%	5.0%
Currently in National Guard or Reserves	30	90.4%	0.0%	9.6%
Retired	154	92.7%	2.9%	4.4%
Separated or Discharged	379	88.0%	7.1%	4.9%

Nuclear Regulatory Commission Military Service Comparison Report

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%
No Prior Military Service	1,762	93.5%	4.0%	2.5%
Currently in National Guard or Reserves	30	93.5%	3.2%	3.3%
Retired	154	93.8%	0.6%	5.6%
Separated or Discharged	380	93.9%	3.5%	2.5%

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%
No Prior Military Service	1,765	77.7%	12.0%	10.4%
Currently in National Guard or Reserves	29	90.0%	0.0%	10.0%
Retired	154	84.1%	6.0%	10.0%
Separated or Discharged	380	77.9%	12.4%	9.7%

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%
No Prior Military Service	1,768	80.2%	13.0%	6.7%
Currently in National Guard or Reserves	30	90.4%	0.0%	9.6%
Retired	154	81.7%	12.2%	6.1%
Separated or Discharged	380	80.1%	14.9%	5.1%

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
No Prior Military Service	1,734	52.7%	24.9%	22.3%	32
Currently in National Guard or Reserves	30	66.8%	26.2%	7.0%	0
Retired	153	54.6%	19.0%	26.4%	1
Separated or Discharged	376	50.8%	21.2%	28.0%	3

Nuclear Regulatory Commission

Military Service Comparison Report

Leadership (continued)

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
No Prior Military Service	1,673	66.5%	19.3%	14.2%	94
Currently in National Guard or Reserves	29	89.3%	7.3%	3.4%	1
Retired	148	69.6%	14.2%	16.1%	4
Separated or Discharged	360	68.2%	17.4%	14.4%	19

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
No Prior Military Service	1,688	77.8%	14.3%	7.9%	72
Currently in National Guard or Reserves	29	86.6%	3.5%	9.9%	1
Retired	147	86.8%	8.9%	4.3%	6
Separated or Discharged	362	80.6%	10.1%	9.3%	16

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
No Prior Military Service	1,745	76.0%	13.8%	10.2%	17
Currently in National Guard or Reserves	29	81.9%	14.0%	4.1%	0
Retired	154	72.6%	13.4%	14.0%	0
Separated or Discharged	374	75.5%	13.6%	10.9%	2

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
No Prior Military Service	1,654	75.6%	15.4%	9.0%	108
Currently in National Guard or Reserves	29	78.8%	13.3%	7.9%	1
Retired	146	75.8%	14.0%	10.2%	8
Separated or Discharged	365	73.7%	15.0%	11.3%	14

Nuclear Regulatory Commission

Military Service 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
No Prior Military Service	1,710	69.2%	16.3%	14.4%	49
Currently in National Guard or Reserves	30	79.4%	13.8%	6.8%	0
Retired	149	74.6%	10.7%	14.7%	4
Separated or Discharged	374	69.6%	15.5%	14.9%	5

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
No Prior Military Service	1,709	74.0%	13.8%	12.3%	52
Currently in National Guard or Reserves	30	76.2%	20.1%	3.7%	0
Retired	151	80.2%	7.8%	12.0%	2
Separated or Discharged	375	72.3%	14.3%	13.4%	3

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
No Prior Military Service	1,695	72.2%	18.5%	9.3%	69
Currently in National Guard or Reserves	30	73.0%	20.5%	6.5%	0
Retired	150	74.8%	12.0%	13.2%	3
Separated or Discharged	370	74.4%	15.9%	9.7%	8

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
No Prior Military Service	1,748	65.4%	19.7%	14.9%	15
Currently in National Guard or Reserves	30	82.6%	10.4%	7.0%	0
Retired	154	72.8%	10.6%	16.6%	0
Separated or Discharged	377	63.2%	16.8%	19.9%	3

Nuclear Regulatory Commission Military Service Comparison Report

Leadership (continued)

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
No Prior Military Service	1,702	79.1%	12.5%	8.4%	64
Currently in National Guard or Reserves	30	86.8%	10.2%	3.0%	0
Retired	148	80.6%	15.7%	3.7%	6
Separated or Discharged	374	77.9%	12.5%	9.6%	6

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%
No Prior Military Service	1,767	63.8%	18.9%	17.3%
Currently in National Guard or Reserves	30	76.2%	13.6%	10.2%
Retired	154	72.6%	14.9%	12.5%
Separated or Discharged	380	60.7%	19.2%	20.0%

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%
No Prior Military Service	1,763	66.5%	16.3%	17.2%
Currently in National Guard or Reserves	30	73.6%	23.2%	3.3%
Retired	154	70.2%	12.2%	17.6%
Separated or Discharged	380	68.3%	16.0%	15.7%

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%
No Prior Military Service	1,761	65.3%	19.0%	15.8%
Currently in National Guard or Reserves	30	90.3%	0.0%	9.7%
Retired	152	68.2%	18.8%	13.0%
Separated or Discharged	380	62.4%	17.3%	20.3%

Nuclear Regulatory Commission Military Service 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%
No Prior Military Service	1,763	57.3%	25.4%	17.3%
Currently in National Guard or Reserves	30	76.2%	16.6%	7.2%
Retired	154	64.9%	18.9%	16.1%
Separated or Discharged	379	56.0%	22.5%	21.5%

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%
No Prior Military Service	1,762	35.4%	25.0%	39.6%
Currently in National Guard or Reserves	30	43.6%	25.0%	31.4%
Retired	154	42.5%	22.2%	35.3%
Separated or Discharged	379	35.7%	22.4%	42.0%

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%
No Prior Military Service	1,767	61.6%	22.4%	16.0%
Currently in National Guard or Reserves	30	73.9%	23.3%	2.8%
Retired	153	74.5%	12.1%	13.4%
Separated or Discharged	378	59.6%	19.6%	20.8%

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%
No Prior Military Service	1,757	74.9%	14.5%	10.5%
Currently in National Guard or Reserves	30	87.2%	6.3%	6.5%
Retired	153	79.3%	12.1%	8.6%
Separated or Discharged	380	73.1%	14.8%	12.1%

Nuclear Regulatory Commission

Military Service 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%
No Prior Military Service	1,764	71.9%	14.1%	14.0%
Currently in National Guard or Reserves	30	76.6%	16.9%	6.5%
Retired	154	80.3%	10.2%	9.5%
Separated or Discharged	380	68.7%	14.1%	17.2%

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%
No Prior Military Service	1,768	70.3%	15.9%	13.8%
Currently in National Guard or Reserves	30	83.2%	9.9%	7.0%
Retired	151	74.5%	14.9%	10.5%
Separated or Discharged	380	68.8%	16.9%	14.3%

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%
No Prior Military Service	1,760	83.9%	5.1%	5.0%	5.9%
Currently in National Guard or Reserves	30	71.7%	18.6%	6.4%	3.3%
Retired	152	79.4%	11.8%	6.3%	2.4%
Separated or Discharged	380	84.8%	7.9%	3.7%	3.6%

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%
No Prior Military Service	1,767	6.1%	34.7%	8.2%	23.6%
Currently in National Guard or Reserves	30	3.0%	29.9%	6.0%	31.9%
Retired	154	1.4%	32.2%	13.3%	25.7%
Separated or Discharged	380	8.0%	31.4%	8.5%	21.5%

(continued)

Nuclear Regulatory Commission Military Service Comparison Report

Work/Life (continued)

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

	N	Must Be Physically Present	Do Not Telework		
			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%
No Prior Military Service	1,767	5.0%	1.6%	2.3%	18.5%
Currently in National Guard or Reserves	30	13.2%	0.0%	6.4%	9.5%
Retired	154	10.7%	0.0%	4.1%	12.6%
Separated or Discharged	380	8.9%	1.1%	3.1%	17.5%

74. Do you participate in the following Work/Life programs? 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%
No Prior Military Service	1,759	54.8%	41.6%	3.6%
Currently in National Guard or Reserves	30	51.8%	41.4%	6.8%
Retired	154	59.2%	37.1%	3.8%
Separated or Discharged	379	53.5%	43.6%	2.9%

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%
No Prior Military Service	1,751	43.5%	54.5%	2.0%
Currently in National Guard or Reserves	30	35.8%	61.0%	3.2%
Retired	150	42.7%	56.7%	0.6%
Separated or Discharged	379	37.9%	58.1%	4.0%

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%
No Prior Military Service	1,750	19.0%	79.9%	1.1%
Currently in National Guard or Reserves	30	16.9%	83.1%	0.0%
Retired	154	17.9%	81.5%	0.6%
Separated or Discharged	378	14.8%	84.3%	0.8%

Nuclear Regulatory Commission Military Service Comparison Report

Work/Life (continued)

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%
No Prior Military Service	1,758	4.0%	88.1%	7.9%
Currently in National Guard or Reserves	30	0.0%	86.5%	13.5%
Retired	153	0.7%	90.9%	8.5%
Separated or Discharged	376	1.7%	89.3%	9.0%

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%
No Prior Military Service	1,751	3.5%	90.0%	6.5%
Currently in National Guard or Reserves	30	0.0%	89.8%	10.2%
Retired	153	1.4%	89.2%	9.4%
Separated or Discharged	379	1.5%	90.6%	7.9%

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
No Prior Military Service	1,266	87.4%	8.0%	4.6%	16
Currently in National Guard or Reserves	21	100.0%	0.0%	0.0%	0
Retired	112	88.2%	8.6%	3.2%	1
Separated or Discharged	263	87.0%	8.4%	4.6%	1

**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
No Prior Military Service	962	95.3%	3.3%	1.4%	6
Currently in National Guard or Reserves	15	83.5%	16.5%	0.0%	0
Retired	92	97.8%	2.2%	0.0%	0
Separated or Discharged	202	94.9%	3.5%	1.6%	3

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

Nuclear Regulatory Commission Military Service 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
No Prior Military Service	750	91.3%	8.3%	0.4%	25
Currently in National Guard or Reserves	<10	--	--	--	--
Retired	69	91.4%	5.6%	3.0%	1
Separated or Discharged	142	93.9%	4.7%	1.4%	6

*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
No Prior Military Service	323	88.4%	8.0%	3.6%	19
Currently in National Guard or Reserves	<10	--	--	--	--
Retired	25	85.3%	14.7%	0.0%	1
Separated or Discharged	55	91.7%	6.5%	1.8%	3

*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
No Prior Military Service	58	89.9%	10.1%	0.0%	18
Currently in National Guard or Reserves	<10	--	--	--	--
Retired	<10	--	--	--	--
Separated or Discharged	<10	--	--	--	--

*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
No Prior Military Service	50	68.1%	27.7%	4.2%	26
Currently in National Guard or Reserves	<10	--	--	--	--
Retired	<10	--	--	--	--
Separated or Discharged	<10	--	--	--	--

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