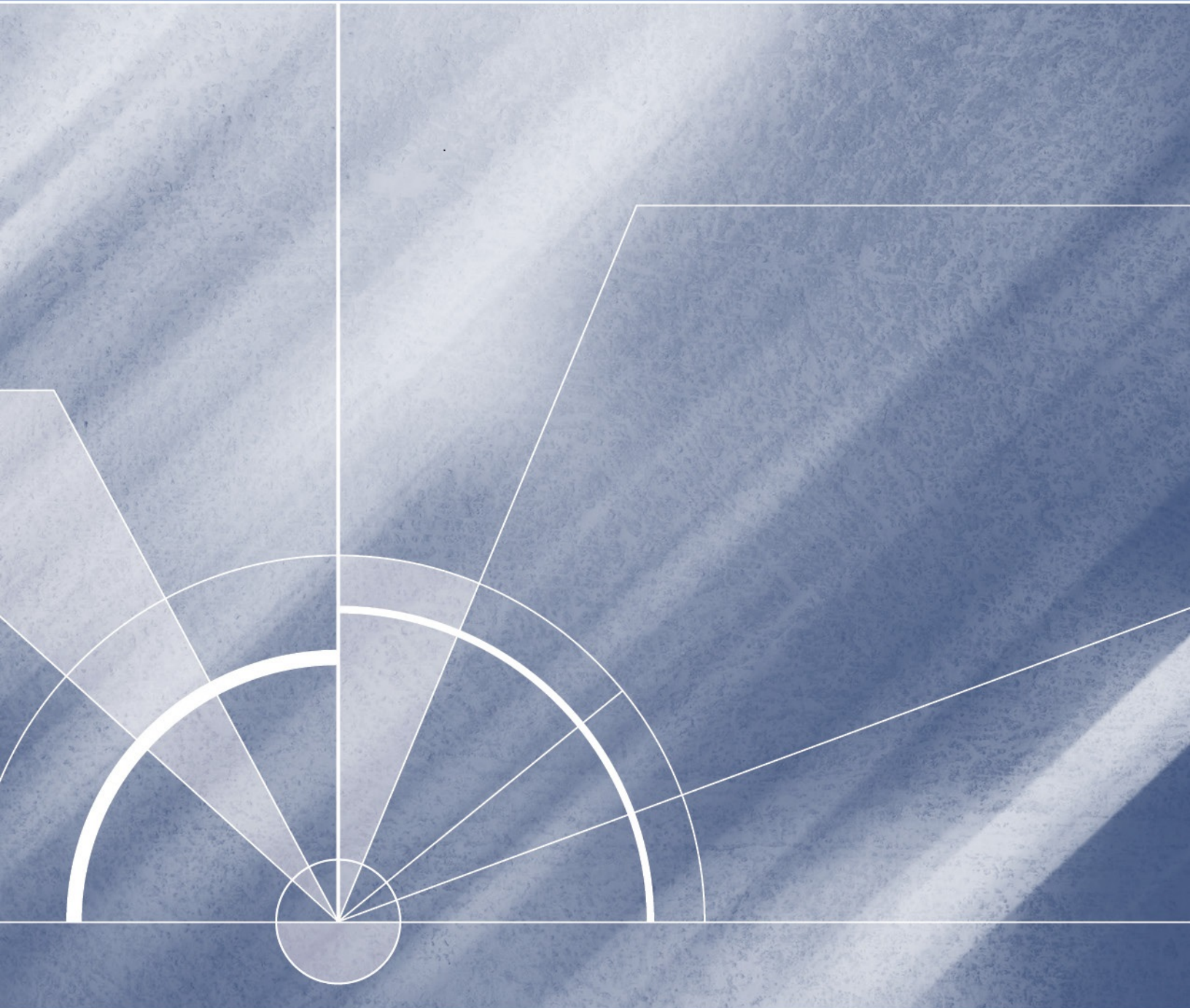


2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

Retirement
Plans
Comparison
Report

Nuclear Regulatory Commission





Nuclear Regulatory Commission *Retirement Plans 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
Within one year	90
Between one and three years	245
Between three and five years	264
Five or more years	1,749

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%
Within one year	90	71.5%	16.1%	12.4%
Between one and three years	244	68.8%	15.7%	15.4%
Between three and five years	264	74.1%	14.8%	11.1%
Five or more years	1,746	72.0%	13.0%	15.0%

Nuclear Regulatory Commission Retirement Plans 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%
Within one year	90	83.5%	4.6%	11.8%
Between one and three years	244	80.1%	11.7%	8.2%
Between three and five years	264	84.0%	8.6%	7.4%
Five or more years	1,746	81.5%	9.5%	9.0%

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%
Within one year	90	62.6%	14.8%	22.6%
Between one and three years	242	64.7%	20.7%	14.6%
Between three and five years	262	71.0%	15.2%	13.8%
Five or more years	1,744	66.4%	15.2%	18.4%

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%
Within one year	90	74.9%	11.4%	13.7%
Between one and three years	245	77.4%	14.2%	8.4%
Between three and five years	264	81.2%	9.5%	9.3%
Five or more years	1,744	74.9%	13.0%	12.1%

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%
Within one year	90	80.5%	7.0%	12.6%
Between one and three years	243	84.1%	9.3%	6.5%
Between three and five years	260	84.2%	12.6%	3.2%
Five or more years	1,738	82.3%	11.0%	6.6%

Nuclear Regulatory Commission Retirement Plans 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%
Within one year	90	84.4%	7.4%	8.2%
Between one and three years	244	85.6%	9.4%	4.9%
Between three and five years	263	87.2%	7.1%	5.7%
Five or more years	1,734	83.4%	7.7%	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%
Within one year	87	95.3%	1.3%	3.4%
Between one and three years	244	95.4%	3.0%	1.6%
Between three and five years	263	96.3%	3.0%	0.7%
Five or more years	1,738	95.9%	2.3%	1.8%

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%
Within one year	90	77.4%	17.1%	5.5%
Between one and three years	245	85.9%	11.0%	3.2%
Between three and five years	264	89.7%	9.2%	1.1%
Five or more years	1,741	90.7%	6.7%	2.6%

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
Within one year	89	67.6%	12.6%	19.8%	0
Between one and three years	245	63.8%	15.4%	20.8%	0
Between three and five years	262	69.0%	9.7%	21.3%	0
Five or more years	1,744	62.2%	13.2%	24.6%	1

Nuclear Regulatory Commission Retirement Plans 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
Within one year	89	69.8%	17.9%	12.3%	0
Between one and three years	243	69.2%	17.9%	12.9%	0
Between three and five years	264	74.3%	12.5%	13.2%	0
Five or more years	1,746	70.3%	12.3%	17.5%	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
Within one year	88	66.6%	13.6%	19.9%	2
Between one and three years	243	68.9%	11.1%	19.9%	0
Between three and five years	259	67.9%	10.4%	21.8%	1
Five or more years	1,731	64.5%	16.6%	18.9%	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
Within one year	89	88.2%	3.8%	7.9%	0
Between one and three years	245	88.5%	7.2%	4.4%	0
Between three and five years	260	90.2%	5.9%	3.9%	0
Five or more years	1,736	91.7%	4.3%	4.0%	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
Within one year	90	82.9%	10.4%	6.8%	0
Between one and three years	244	91.5%	6.5%	2.0%	0
Between three and five years	262	90.3%	7.3%	2.4%	0
Five or more years	1,725	89.4%	6.8%	3.8%	3

Nuclear Regulatory Commission

Retirement Plans 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
Within one year	89	76.1%	15.4%	8.5%	0
Between one and three years	242	78.2%	11.0%	10.8%	2
Between three and five years	263	75.9%	9.2%	14.9%	1
Five or more years	1,736	76.5%	10.3%	13.2%	5

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
Within one year	89	74.2%	11.2%	14.6%	1
Between one and three years	245	77.7%	10.8%	11.6%	0
Between three and five years	261	78.3%	9.7%	12.0%	2
Five or more years	1,734	77.4%	11.1%	11.5%	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
Within one year	90	85.8%	9.6%	4.6%	0
Between one and three years	242	87.1%	9.7%	3.2%	2
Between three and five years	263	87.3%	10.1%	2.6%	0
Five or more years	1,738	85.4%	9.8%	4.8%	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
Within one year	90	70.7%	13.6%	15.7%	0
Between one and three years	239	75.8%	13.1%	11.1%	6
Between three and five years	250	76.8%	10.9%	12.3%	13
Five or more years	1,677	75.2%	13.0%	11.8%	64

Nuclear Regulatory Commission Retirement Plans 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
Within one year	89	54.5%	26.1%	19.5%	0
Between one and three years	240	57.4%	23.7%	18.9%	2
Between three and five years	260	59.3%	22.7%	18.0%	3
Five or more years	1,731	60.4%	17.8%	21.8%	8

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
Within one year	87	72.9%	13.9%	13.2%	3
Between one and three years	239	69.9%	18.2%	11.9%	5
Between three and five years	255	68.7%	15.1%	16.1%	9
Five or more years	1,722	68.3%	13.4%	18.3%	23

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%
Within one year	89	87.4%	4.4%	8.3%
Between one and three years	245	81.1%	8.6%	10.3%
Between three and five years	264	85.9%	7.3%	6.9%
Five or more years	1,747	82.6%	8.2%	9.2%

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
Within one year	88	49.1%	20.6%	30.3%	2
Between one and three years	238	47.6%	23.4%	28.9%	5
Between three and five years	250	50.9%	19.7%	29.4%	13
Five or more years	1,681	48.9%	20.6%	30.4%	66

Nuclear Regulatory Commission Retirement Plans 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
Within one year	87	47.5%	24.7%	27.8%	3
Between one and three years	222	41.8%	33.1%	25.1%	19
Between three and five years	240	50.9%	25.3%	23.8%	21
Five or more years	1,606	42.9%	27.6%	29.5%	131

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
Within one year	78	38.3%	29.1%	32.6%	12
Between one and three years	215	37.3%	33.5%	29.2%	29
Between three and five years	227	41.0%	30.0%	29.0%	35
Five or more years	1,499	34.7%	27.7%	37.6%	245

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
Within one year	84	45.6%	32.8%	21.6%	6
Between one and three years	232	47.8%	33.6%	18.6%	13
Between three and five years	243	55.4%	20.9%	23.6%	18
Five or more years	1,625	45.4%	25.4%	29.2%	121

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
Within one year	86	54.3%	23.1%	22.6%	4
Between one and three years	226	59.1%	22.8%	18.1%	16
Between three and five years	246	60.3%	19.8%	19.9%	13
Five or more years	1,621	53.5%	22.8%	23.8%	116

Nuclear Regulatory Commission Retirement Plans 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
Within one year	90	79.6%	5.6%	14.8%	0
Between one and three years	245	81.2%	9.6%	9.2%	0
Between three and five years	263	84.1%	8.8%	7.1%	0
Five or more years	1,734	81.8%	9.1%	9.1%	7

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
Within one year	86	49.4%	32.8%	17.8%	4
Between one and three years	238	54.9%	29.5%	15.6%	7
Between three and five years	250	61.4%	25.2%	13.4%	10
Five or more years	1,673	56.8%	26.9%	16.2%	74

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%
Within one year	90	83.8%	12.7%	3.5%
Between one and three years	245	89.3%	8.8%	1.9%
Between three and five years	264	92.0%	6.4%	1.6%
Five or more years	1,748	89.2%	8.8%	2.0%

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
Within one year	89	77.0%	9.8%	13.2%	1
Between one and three years	236	73.6%	13.4%	12.9%	8
Between three and five years	258	81.0%	11.4%	7.6%	5
Five or more years	1,712	78.3%	11.7%	10.0%	33

Nuclear Regulatory Commission Retirement Plans 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
Within one year	88	52.7%	28.4%	18.9%	2
Between one and three years	236	56.6%	23.3%	20.1%	7
Between three and five years	255	59.5%	23.2%	17.2%	8
Five or more years	1,693	54.4%	21.3%	24.3%	49

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
Within one year	90	70.6%	13.6%	15.8%	0
Between one and three years	238	72.4%	12.9%	14.7%	7
Between three and five years	254	68.6%	17.5%	14.0%	7
Five or more years	1,716	64.6%	19.1%	16.4%	25

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
Within one year	87	52.8%	25.4%	21.8%	2
Between one and three years	233	50.2%	29.5%	20.3%	11
Between three and five years	246	55.5%	23.9%	20.6%	13
Five or more years	1,681	49.0%	27.6%	23.3%	61

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
Within one year	82	25.8%	25.3%	48.9%	8
Between one and three years	220	18.3%	32.4%	49.3%	23
Between three and five years	242	24.5%	31.4%	44.1%	18
Five or more years	1,608	23.4%	27.6%	49.0%	126

Nuclear Regulatory Commission

Retirement Plans 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
Within one year	84	77.0%	14.6%	8.4%	5
Between one and three years	227	74.8%	19.4%	5.9%	18
Between three and five years	244	75.0%	18.0%	6.9%	17
Five or more years	1,649	71.2%	18.2%	10.6%	93

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
Within one year	89	91.8%	6.0%	2.3%	1
Between one and three years	239	92.5%	5.4%	2.1%	4
Between three and five years	261	91.5%	5.5%	3.0%	0
Five or more years	1,726	91.6%	5.2%	3.1%	17

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
Within one year	89	81.0%	10.9%	8.1%	0
Between one and three years	242	84.1%	12.7%	3.2%	2
Between three and five years	260	86.0%	9.1%	5.0%	0
Five or more years	1,720	85.4%	9.0%	5.6%	18

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
Within one year	87	67.7%	15.7%	16.6%	3
Between one and three years	223	69.5%	19.0%	11.6%	21
Between three and five years	248	64.5%	17.1%	18.3%	14
Five or more years	1,619	63.2%	18.3%	18.5%	121

Nuclear Regulatory Commission

Retirement Plans 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
Within one year	83	84.1%	5.2%	10.7%	5
Between one and three years	220	80.2%	14.5%	5.3%	20
Between three and five years	235	76.5%	15.4%	8.1%	23
Five or more years	1,572	76.3%	15.1%	8.6%	169

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
Within one year	90	82.2%	9.5%	8.3%	0
Between one and three years	240	86.8%	9.5%	3.7%	4
Between three and five years	260	90.8%	6.7%	2.4%	1
Five or more years	1,735	88.2%	8.3%	3.5%	9

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%
Within one year	90	67.7%	18.5%	13.9%
Between one and three years	245	73.4%	17.6%	9.0%
Between three and five years	264	78.0%	10.4%	11.6%
Five or more years	1,745	74.7%	14.9%	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
Within one year	88	53.5%	23.1%	23.4%	2
Between one and three years	235	55.0%	26.1%	18.9%	10
Between three and five years	249	55.4%	20.9%	23.7%	13
Five or more years	1,695	51.8%	22.7%	25.5%	53

Nuclear Regulatory Commission Retirement Plans 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
Within one year	90	91.9%	6.0%	2.1%	0
Between one and three years	245	92.2%	4.1%	3.7%	0
Between three and five years	260	90.1%	6.2%	3.7%	2
Five or more years	1,745	92.0%	4.2%	3.8%	3

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
Within one year	89	72.5%	14.5%	13.0%	0
Between one and three years	243	77.5%	14.0%	8.6%	0
Between three and five years	263	80.0%	11.4%	8.7%	0
Five or more years	1,740	79.7%	10.7%	9.6%	4

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
Within one year	89	68.2%	18.9%	12.9%	1
Between one and three years	243	72.7%	16.2%	11.1%	0
Between three and five years	260	71.6%	16.0%	12.5%	3
Five or more years	1,725	74.3%	13.7%	11.9%	11

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
Within one year	80	72.6%	26.1%	1.3%	10
Between one and three years	228	80.0%	17.0%	2.9%	15
Between three and five years	232	76.8%	16.9%	6.3%	29
Five or more years	1,576	79.7%	14.9%	5.4%	165

Nuclear Regulatory Commission Retirement Plans 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
Within one year	89	68.4%	23.0%	8.7%	1
Between one and three years	243	73.8%	16.0%	10.2%	1
Between three and five years	261	72.6%	16.9%	10.5%	2
Five or more years	1,734	74.1%	13.9%	12.0%	8

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
Within one year	86	79.4%	14.6%	6.0%	2
Between one and three years	242	81.7%	10.2%	8.1%	3
Between three and five years	258	82.7%	10.3%	7.0%	4
Five or more years	1,728	81.4%	10.3%	8.3%	18

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%
Within one year	90	88.4%	3.3%	8.2%
Between one and three years	245	90.4%	5.8%	3.8%
Between three and five years	264	84.5%	9.2%	6.3%
Five or more years	1,747	86.3%	6.8%	6.9%

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%
Within one year	89	85.0%	9.0%	6.0%
Between one and three years	243	89.0%	7.2%	3.8%
Between three and five years	263	88.1%	7.0%	4.9%
Five or more years	1,742	89.2%	5.6%	5.2%

Nuclear Regulatory Commission Retirement Plans 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%
Within one year	90	87.6%	7.8%	4.7%
Between one and three years	243	94.4%	2.7%	2.9%
Between three and five years	264	91.9%	4.6%	3.5%
Five or more years	1,743	93.9%	3.4%	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%
Within one year	90	73.6%	14.7%	11.7%
Between one and three years	244	81.7%	8.8%	9.5%
Between three and five years	262	78.0%	11.3%	10.7%
Five or more years	1,746	77.7%	11.8%	10.5%

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%
Within one year	90	71.0%	24.2%	4.7%
Between one and three years	245	81.8%	11.6%	6.6%
Between three and five years	264	79.4%	12.6%	8.0%
Five or more years	1,747	80.5%	13.2%	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
Within one year	90	54.0%	23.6%	22.5%	0
Between one and three years	241	55.3%	20.5%	24.3%	3
Between three and five years	256	55.1%	24.7%	20.2%	7
Five or more years	1,719	51.4%	24.2%	24.4%	27

Nuclear Regulatory Commission Retirement Plans 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
Within one year	85	66.8%	20.1%	13.1%	4
Between one and three years	235	67.2%	19.2%	13.6%	10
Between three and five years	244	65.9%	21.9%	12.3%	18
Five or more years	1,657	67.2%	17.7%	15.1%	89

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
Within one year	87	80.0%	13.2%	6.8%	3
Between one and three years	237	80.7%	15.2%	4.1%	7
Between three and five years	246	81.2%	13.5%	5.2%	16
Five or more years	1,668	78.3%	12.7%	8.9%	71

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
Within one year	89	75.0%	13.2%	11.8%	1
Between one and three years	243	72.8%	17.7%	9.5%	2
Between three and five years	259	78.6%	13.7%	7.7%	4
Five or more years	1,725	75.3%	13.4%	11.3%	12

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
Within one year	86	69.6%	20.9%	9.5%	3
Between one and three years	233	76.9%	14.3%	8.8%	12
Between three and five years	250	75.9%	17.4%	6.7%	13
Five or more years	1,638	74.9%	15.1%	9.9%	103

Nuclear Regulatory Commission Retirement Plans 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
Within one year	89	71.2%	13.6%	15.2%	1
Between one and three years	235	63.6%	23.3%	13.1%	6
Between three and five years	250	68.6%	18.2%	13.2%	13
Five or more years	1,703	70.3%	14.7%	15.0%	38

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
Within one year	88	72.6%	12.1%	15.3%	2
Between one and three years	237	70.3%	18.2%	11.5%	7
Between three and five years	254	76.6%	13.9%	9.5%	8
Five or more years	1,700	73.8%	13.1%	13.0%	40

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
Within one year	83	66.5%	22.3%	11.2%	7
Between one and three years	231	72.0%	18.6%	9.4%	11
Between three and five years	258	74.2%	18.3%	7.5%	4
Five or more years	1,686	72.6%	17.3%	10.1%	58

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
Within one year	89	61.4%	19.5%	19.1%	0
Between one and three years	243	67.1%	17.4%	15.4%	2
Between three and five years	261	66.9%	17.4%	15.6%	1
Five or more years	1,727	65.6%	18.3%	16.1%	17

Nuclear Regulatory Commission Retirement Plans 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
Within one year	86	79.2%	11.6%	9.3%	3
Between one and three years	235	83.7%	11.9%	4.5%	9
Between three and five years	251	77.5%	13.0%	9.5%	11
Five or more years	1,695	78.2%	13.0%	8.8%	53

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%
Within one year	90	62.9%	20.7%	16.4%
Between one and three years	245	61.2%	22.1%	16.6%
Between three and five years	263	68.1%	15.6%	16.3%
Five or more years	1,746	63.5%	18.3%	18.2%

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%
Within one year	90	77.6%	7.4%	14.9%
Between one and three years	244	69.1%	16.3%	14.6%
Between three and five years	262	75.4%	15.1%	9.6%
Five or more years	1,744	64.6%	16.9%	18.6%

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%
Within one year	88	66.7%	17.4%	15.9%
Between one and three years	245	65.9%	19.7%	14.4%
Between three and five years	262	70.3%	14.6%	15.1%
Five or more years	1,742	64.1%	19.1%	16.8%

Nuclear Regulatory Commission Retirement Plans 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%
Within one year	89	57.1%	21.4%	21.6%
Between one and three years	245	58.7%	24.5%	16.9%
Between three and five years	262	61.8%	19.4%	18.8%
Five or more years	1,744	56.7%	25.4%	18.0%

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%
Within one year	90	35.7%	37.7%	26.5%
Between one and three years	245	36.4%	32.0%	31.6%
Between three and five years	261	39.0%	28.6%	32.4%
Five or more years	1,743	35.3%	21.8%	42.9%

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%
Within one year	90	64.3%	20.8%	14.9%
Between one and three years	244	64.7%	20.8%	14.5%
Between three and five years	262	63.5%	26.0%	10.4%
Five or more years	1,744	61.2%	20.7%	18.0%

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%
Within one year	90	72.7%	11.1%	16.2%
Between one and three years	242	76.5%	13.8%	9.7%
Between three and five years	262	78.9%	12.3%	8.8%
Five or more years	1,739	74.1%	15.1%	10.8%

Nuclear Regulatory Commission Retirement Plans 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%
Within one year	90	76.7%	6.5%	16.8%
Between one and three years	243	70.3%	13.3%	16.5%
Between three and five years	262	75.4%	11.7%	12.9%
Five or more years	1,746	71.3%	14.9%	13.8%

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%
Within one year	90	68.6%	14.9%	16.5%
Between one and three years	243	70.4%	15.3%	14.3%
Between three and five years	263	75.9%	12.1%	12.1%
Five or more years	1,746	69.2%	16.7%	14.1%

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%
Within one year	90	80.8%	4.9%	11.0%	3.3%
Between one and three years	243	82.2%	6.1%	6.1%	5.6%
Between three and five years	263	85.4%	4.9%	6.4%	3.2%
Five or more years	1,740	83.7%	6.4%	4.2%	5.7%

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%
Within one year	90	5.1%	32.4%	6.8%	18.7%
Between one and three years	245	4.1%	27.8%	8.0%	25.4%
Between three and five years	263	8.1%	32.2%	8.3%	23.3%
Five or more years	1,746	6.0%	35.5%	8.7%	23.4%

(continued)

Nuclear Regulatory Commission Retirement Plans 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%
Within one year	90	5.9%	2.4%	2.2%	26.5%
Between one and three years	245	6.3%	3.1%	1.6%	23.7%
Between three and five years	263	5.0%	0.8%	2.4%	20.0%
Five or more years	1,746	6.2%	1.2%	2.8%	16.1%

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%
Within one year	89	55.6%	40.1%	4.3%
Between one and three years	242	61.5%	36.5%	2.0%
Between three and five years	264	57.2%	38.6%	4.2%
Five or more years	1,741	53.3%	43.0%	3.7%

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%
Within one year	89	46.4%	52.4%	1.3%
Between one and three years	240	44.0%	53.1%	3.0%
Between three and five years	262	46.7%	51.4%	1.8%
Five or more years	1,732	41.3%	56.4%	2.3%

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%
Within one year	88	15.6%	83.1%	1.3%
Between one and three years	239	18.4%	81.1%	0.5%
Between three and five years	260	18.6%	80.7%	0.7%
Five or more years	1,737	18.3%	80.6%	1.2%

Nuclear Regulatory Commission Retirement Plans 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%
Within one year	88	1.1%	95.6%	3.2%
Between one and three years	241	1.3%	91.8%	6.9%
Between three and five years	261	2.5%	91.9%	5.6%
Five or more years	1,739	3.9%	87.0%	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%
Within one year	87	4.4%	90.0%	5.7%
Between one and three years	242	3.8%	88.5%	7.7%
Between three and five years	261	5.1%	88.6%	6.4%
Five or more years	1,735	2.6%	90.5%	6.9%

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
Within one year	57	89.8%	6.5%	3.6%	0
Between one and three years	160	85.8%	7.7%	6.5%	0
Between three and five years	187	87.9%	8.0%	4.1%	1
Five or more years	1,270	87.3%	8.3%	4.4%	16

**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
Within one year	50	88.5%	9.4%	2.1%	1
Between one and three years	151	96.8%	3.2%	0.0%	0
Between three and five years	146	94.0%	5.3%	0.7%	0
Five or more years	929	95.4%	2.9%	1.6%	7

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

Nuclear Regulatory Commission Retirement Plans 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
Within one year	40	93.0%	7.0%	0.0%	1
Between one and three years	105	93.4%	6.6%	0.0%	4
Between three and five years	119	89.7%	9.4%	0.9%	4
Five or more years	712	91.5%	7.5%	0.9%	22

*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
Within one year	14	71.9%	28.1%	0.0%	2
Between one and three years	45	88.2%	9.4%	2.4%	4
Between three and five years	48	83.5%	14.2%	2.3%	3
Five or more years	303	90.1%	6.4%	3.5%	14

*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
Within one year	<10	--	--	--	--
Between one and three years	<10	--	--	--	--
Between three and five years	<10	--	--	--	--
Five or more years	58	90.4%	9.6%	0.0%	14

*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
Within one year	<10	--	--	--	--
Between one and three years	<10	--	--	--	--
Between three and five years	13	85.2%	14.8%	0.0%	3
Five or more years	37	67.8%	26.3%	5.9%	18

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