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OFFICE OF THE INSPECTOR GENERAL - U.S. NUCLEAR REGULATORY COMMISSION

NRC SAFETY CULTURE AND CLIMATE SURVEY 1998

NRC 98: OGC REPORT

VOLUME 7

DATA COLLECTED FIRST QUARTER 1998

INTERNATIONAL SURVEY RESEARCH
CHICAGO LONDON TOKYO







INTERNATIONAL SURVEY RESEARCH
READING SURVEY DATA REPORTS

THE FIRST PAGES OF EACH DATA REPORT SUMMARIZE FAVORABLE RESPONSES TO ENTIRE CATEGORIES OF ITEMS. THESE CATEGORY SCORES ARE AVERAGES OF THE RESPONSES TO A NUMBER OF ITEMS ABOUT ASPECTS OF THE WORKING ENVIRONMENT SUCH AS COMMUNICATION OR SUPERVISION. THE CATEGORY AVERAGES GIVE A "BIRD'S EYE" VIEW OF THE HIGHER AND LOWER-SCORING AREAS IN THE SURVEY.

SOME DATA REPORTS ARE INTERNAL. E.G., A DEPARTMENT IS COMPARED TO THE COMPANY AS A WHOLE; OTHER DATA REPORTS USE EXTERNAL COMPARISONS SUCH AS OUTSIDE NORMS OR PRIOR YEAR COMPARISONS. BECAUSE SOME OF THE ITEMS INCLUDED IN THE QUESTIONNAIRE WERE DESIGNED SPECIFICALLY FOR YOUR COMPANY, THEY HAVE NO NORM COMPARISONS. LIKEWISE, IF ANY ITEMS IN THE CURRENT SURVEY WERE NOT ASKED IN A PRIOR SURVEY, THERE CAN BE NO COMPARISON FOR THOSE ITEMS.

THE CATEGORY AVERAGES ARE AVERAGES OF ONLY ITEMS THAT HAVE COMPARISON DATA. FOR EXAMPLE, IF THE COMMUNICATION CATEGORY HAS 8 ITEMS BUT ONLY 5 OF THESE ITEMS HAVE NORMS, ONLY 5 ITEMS WOULD BE AVERAGED IN A DATA REPORT COMPARING YOUR COMPANY TO A NORM. IN OTHER REPORT VOLUMES THAT CONTAIN INTERNAL COMPARISONS AMONG GROUPS WITHIN YOUR COMPANY, THE CATEGORY AVERAGES MAY DIFFER BECAUSE ALL ITEMS IN A CATEGORY CAN BE AVERAGED.

WHEN AN * APPEARS BY ANY NUMBER IN THE DATA REPORT, IT INDICATES THAT THERE IS A STATISTICALLY SIGNIFICANT DIFFERENCE BETWEEN A PARTICULAR GROUP'S RESPONSE AND THAT

OF A COMPARISON GROUP. THE STATISTICAL TEST THAT PRODUCES THE * INDICATES THAT THERE ARE ONLY FIVE CHANCES IN A HUNDRED THAT A DIFFERENCE THAT GREAT COULD OCCUR BY CHANCE.

FOLLOWING THE CATEGORY AVERAGES, EACH CATEGORY IS REPORTED ITEM BY ITEM. MOST ITEMS IN THE SURVEY ARE WORDED IN A POSITIVE MANNER, E.G. "MORALE IN MY GROUP IS HIGH." A CERTAIN PERCENTAGE OF QUESTIONNAIRE ITEMS WILL BE WORDED NEGATIVELY, E.G., "I AM OFTEN BOTHERED BY EXCESSIVE PRESSURE ON MY JOB." IN ALL DATA REPORTS, ISR GRAPHS THE FAVORABLE RESPONSE TO ITEMS REGARDLESS OF THE ITEM WORDING. TO REMIND THE READER OF THIS PRACTICE, THOSE ITEMS THAT HAVE A FAVORABLE RESPONSE OF "DISAGREE" WILL INDICATE THAT FACT IMMEDIATELY AFTER THE ITEM. IN EVERY CASE, THE HIGHER THE SCORE IN THE "TOTAL FAVORABLE" COLUMN IS, THE BETTER IT IS.

THE ITEM-LEVEL REPORTS SHOW RESPONSES IN DETAIL. WHEN YOU REVIEW YOUR ITEM DATA, EACH OF THE DETAILED RESPONSES SHOWN MAY HAVE VALUE. FOR INSTANCE, OCCASIONALLY A QUESTION WILL NOT BE APPLICABLE TO A PARTICULAR GROUP OR THEY DID NOT UNDERSTAND THE QUESTION. A HIGH "?" RESPONSE CAN DEPRESS THE TOTAL FAVORABLE COLUMN AND MAKE A GROUP APPEAR TO BE RESPONDING UNFAVORABLY WHEN THEY SIMPLY DID NOT ANSWER THE ITEM ONE WAY OR ANOTHER.

ON THE FOLLOWING PAGE, AN ITEM-LEVEL REPORT IS ILLUSTRATED.



THE FOLLOWING ILLUSTRATION SHOWS HOW TO READ EACH COLUMN IN THE ITEM PROFILE.

COLUMN 1 CONSISTS OF A STATEMENT OF EACH ITEM IN THE CATEGORY.

COLUMN 2 INDICATES THE EXACT NUMBER OF RESPONDENTS TO EACH ITEM.

COLUMN 3 IS A GRAPHIC REPRESENTATION OF THE "TOTAL FAVORABLE" RESPONSE TO EACH ITEM (% THAT "TENDED TO FAVOR" AND WERE ABSOLUTELY FAVORABLE).

COLUMN 4 SHOWS THE EXACT PERCENTAGE OF THE "TOTAL FAVORABLE" RESPONSE.

COLUMN 5 REPORTS THE DIFFERENCE BETWEEN THE GROUPS' PERCENTAGES OF FAVORABLE RESPONSE.

COLUMNS 6, 7, 8, AND 9 REPORT THE PERCENTAGE OF RESPONDENTS SELECTING EACH RESPONSE. THE ABSOLUTELY FAVORABLE RESPONSE IS OMITTED, BUT IT MAY BE DERIVED BY SUBTRACTING THE PERCENTAGE OF "TEND TO FAVOR" FROM THE "TOTAL FAVORABLE".

COLUMN 10 REPORTS THE "TOTAL UNFAVORABLE" RESPONSE -- THE SUM OF THOSE WHO "TENDED NOT TO FAVOR" AND "DID NOT FAVOR".

OCCASIONALLY, THE DIFFERENCE COLUMN WILL REPORT A SCORE THAT IS + OR - 1 FROM WHAT ARITHMETIC WOULD INDICATE. THIS DIFFERENCE IS THE RESULT OF ROUNDING.

ITEM PROFILE

GROUP

HOURLY OPERATIONS OVERALL CURRENT YEAR
HOURLY OPERATIONS OVERALL PREVIOUS YEAR

SYMBOL NUMBER
C 4156
X 2811

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
3. I UNDERSTAND HOW MY PERFORMANCE ON THE JOB IS EVALUATED.	4136		68	2	32	12	14	6	20
	2795		66		31	12	14	7	21
46. THE COMPANY IS TOO LENIENT WITH EMPLOYEES WHO PERFORM POORLY. (DISAGREE)	4126		46	-2	26	20	18	15	34
	2784		48		25	21	17	14	31*
58. MY PERFORMANCE APPRAISALS HAVE BEEN CONDUCTED ON A REGULAR AND TIMELY BASIS.	4125		52		25	13	17	18	35

0 20 40 60 80 100





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1696	AND NRC OVERALL 1998	

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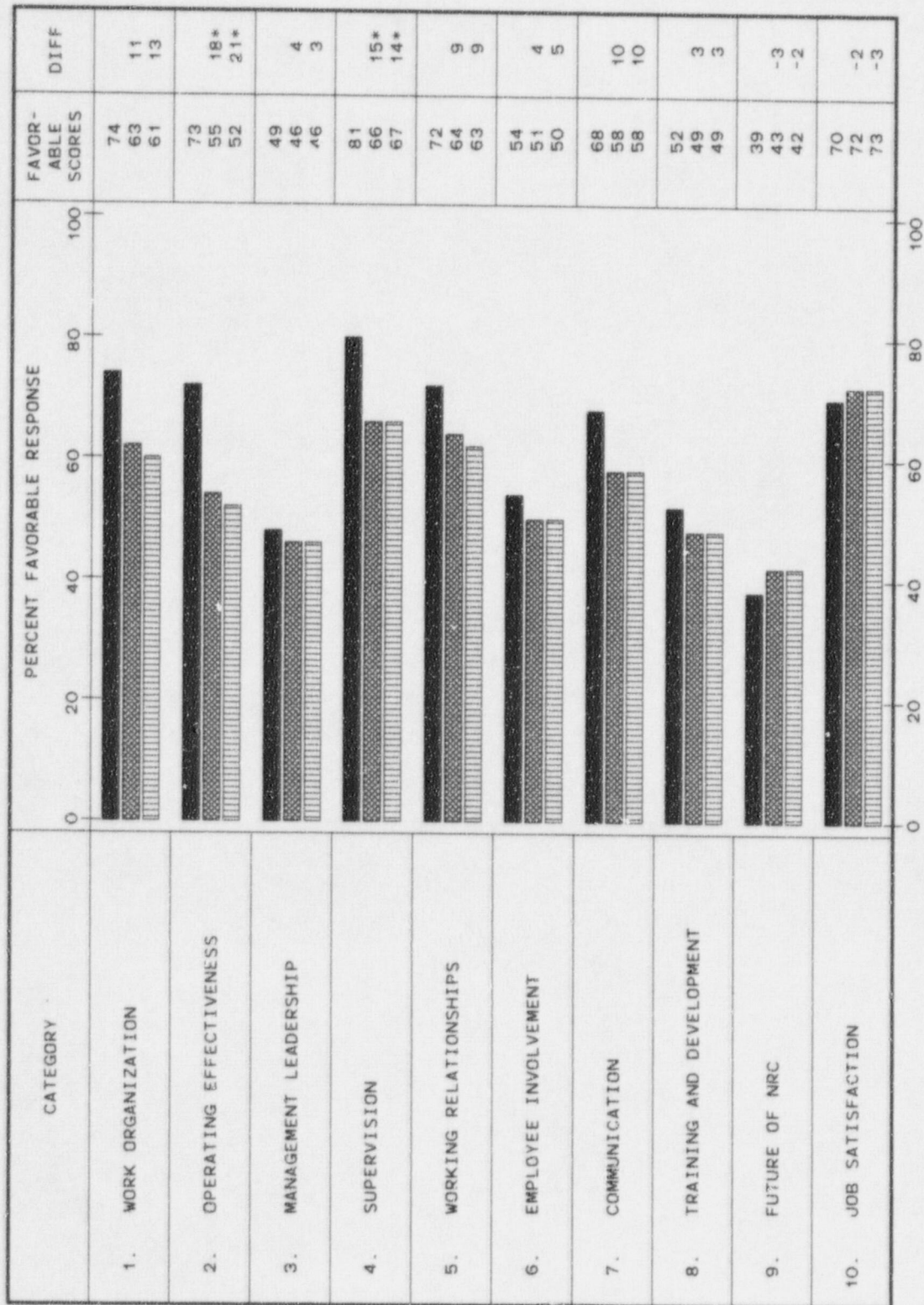


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SUMMARY PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696



*A STATISTICALLY SIGNIFICANT COMPARISON

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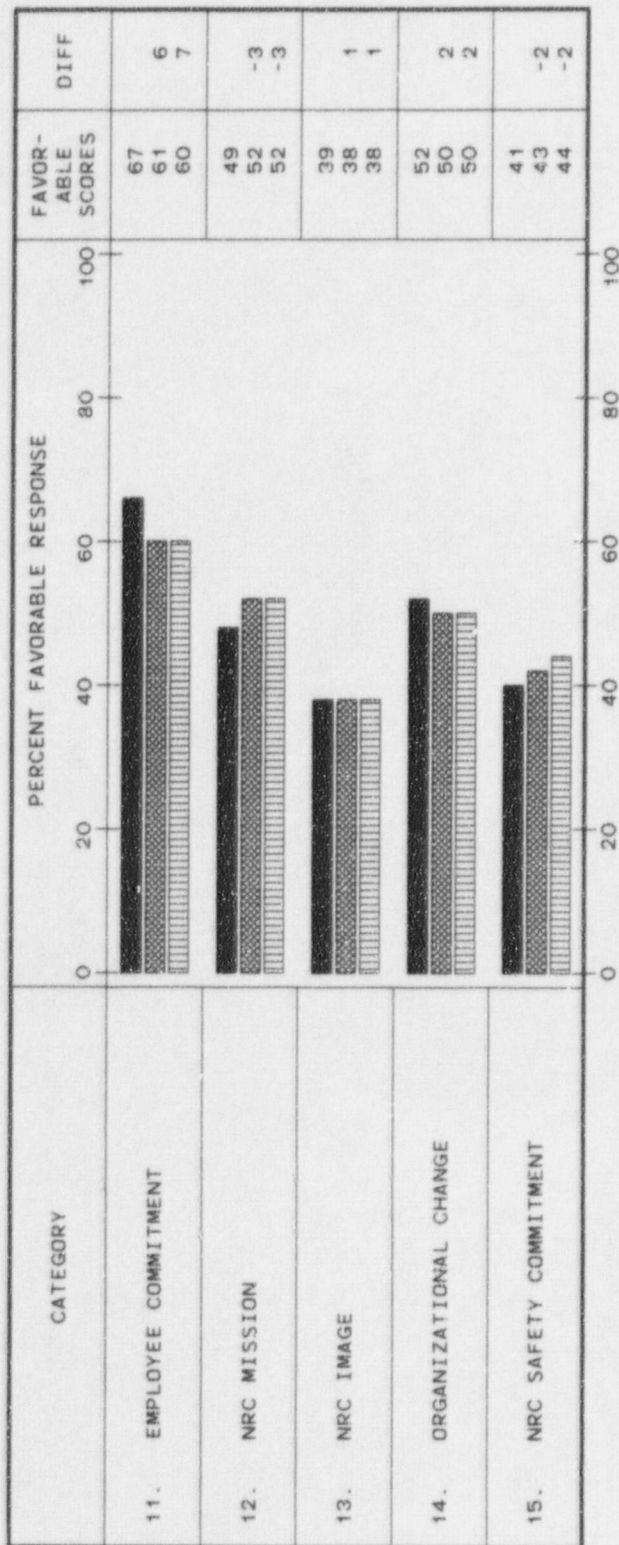


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SUMMARY PROFILE (CONTINUED)

GROUP	SYMBOL	NUMBER
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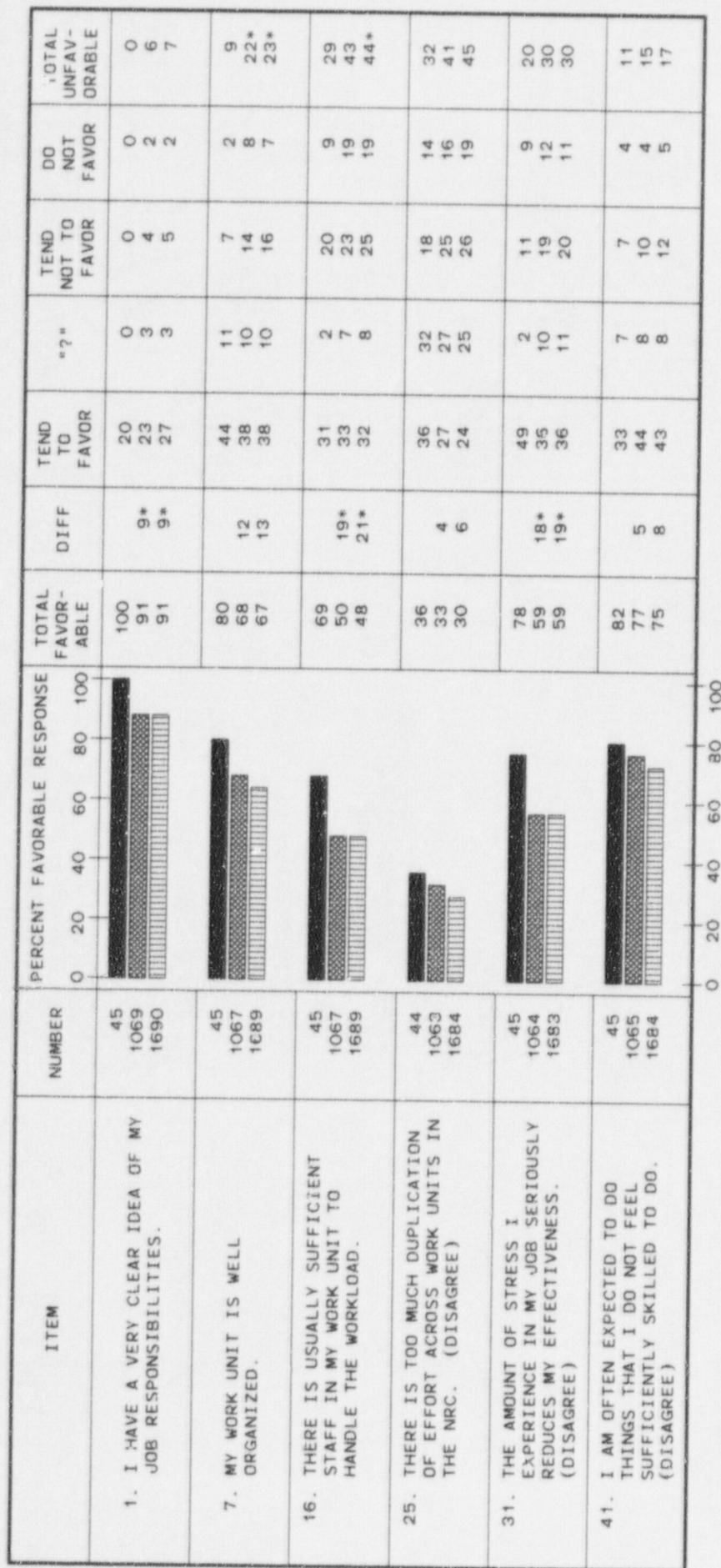
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ITEM PROFILE

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OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 1: WORK ORGANIZATION



*A STATISTICALLY SIGNIFICANT COMPARISON

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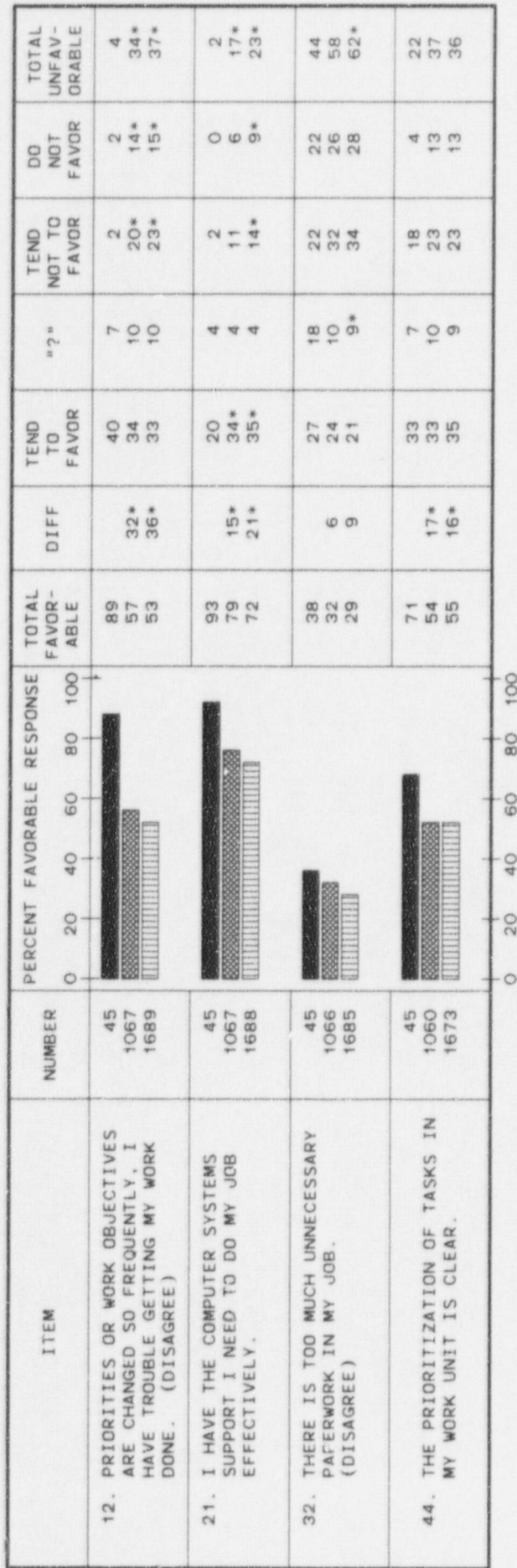
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GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 2: OPERATING EFFECTIVENESS



*A STATISTICALLY SIGNIFICANT COMPARISON



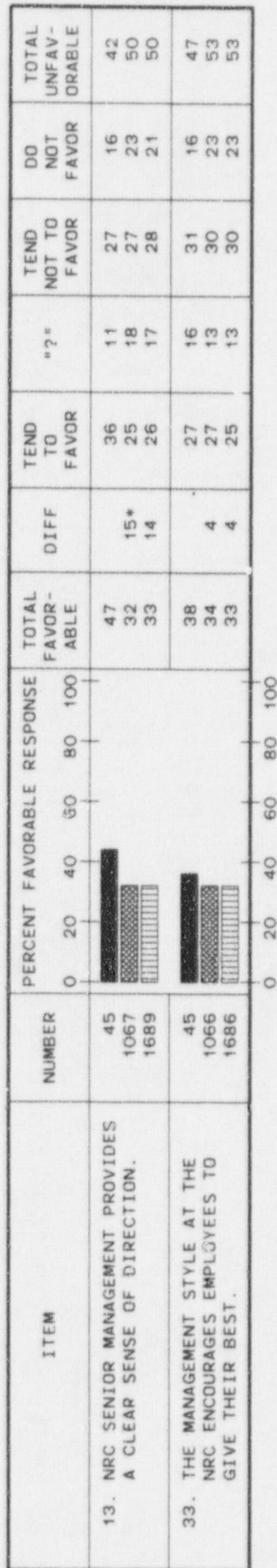
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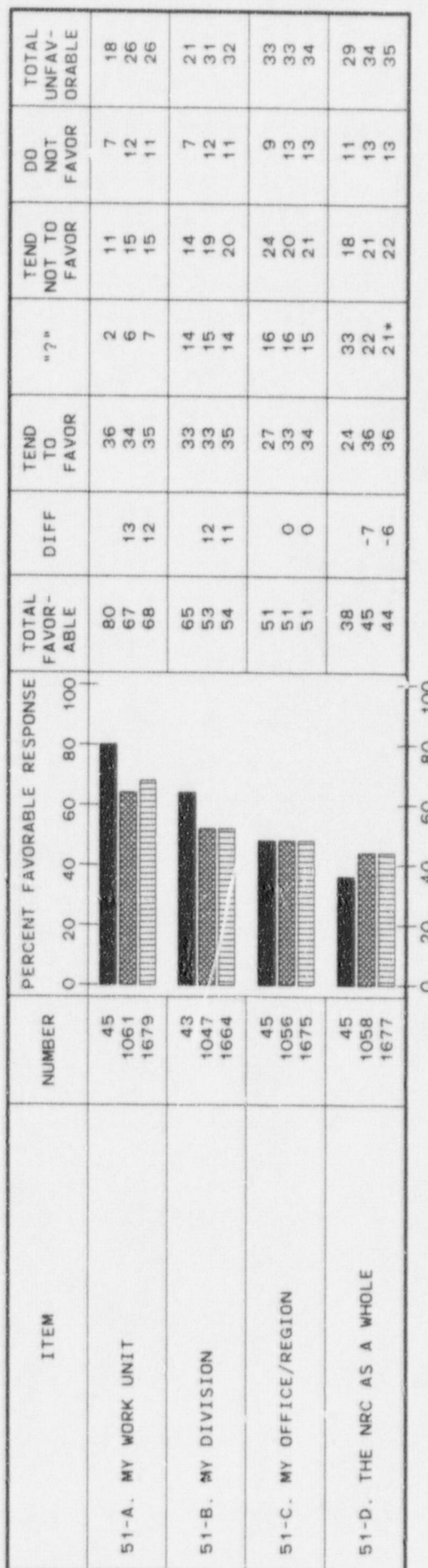
ITEM PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL	A	1696

CATEGORY 3: MANAGEMENT LEADERSHIP



51. IN MY JUDGMENT, THE FOLLOWING ARE WELL MANAGED:



*A STATISTICALLY SIGNIFICANT COMPARISON

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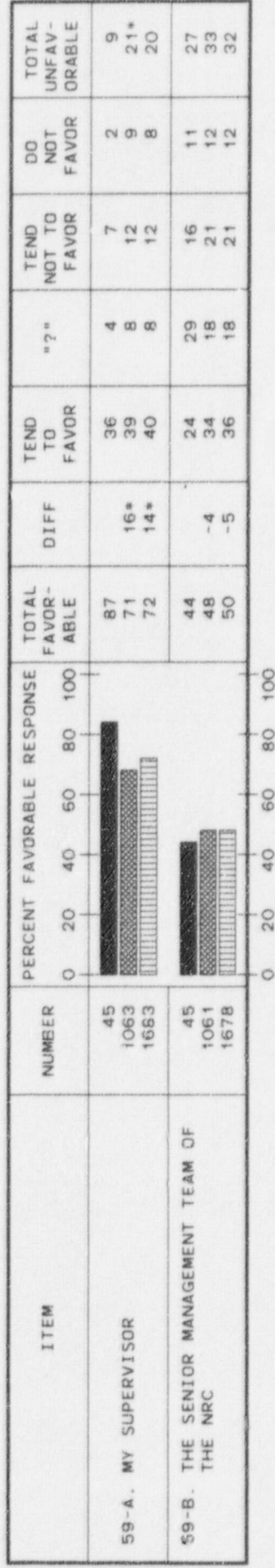


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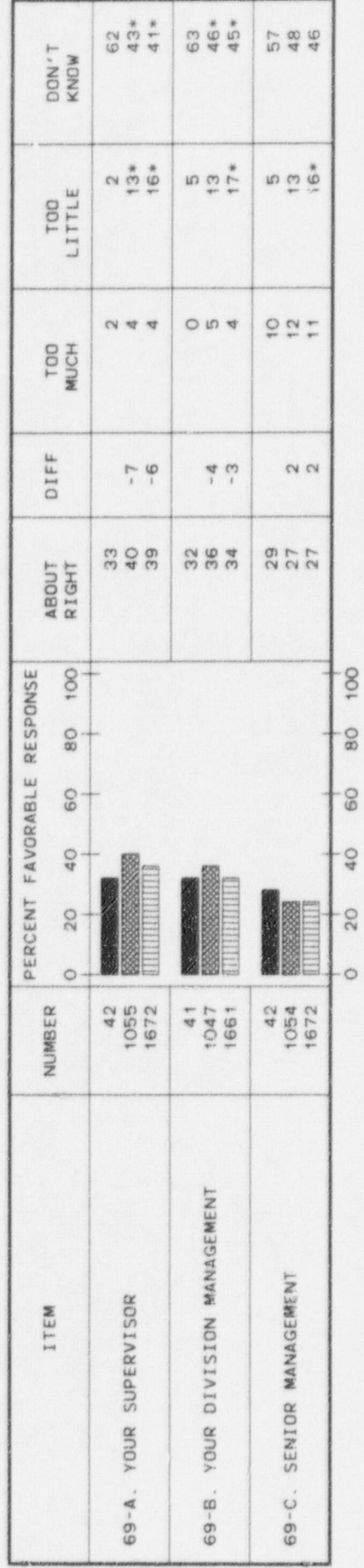
GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 3: MANAGEMENT LEADERSHIP (CONTINUED)

59. I HAVE CONFIDENCE IN THE DECISIONS MADE BY:



69. PLEASE RATE THE AMOUNT OF EFFORT THE FOLLOWING LEVELS OF MANAGEMENT ARE MAKING TO IMPLEMENT "RISK-INFORMED METHODOLOGIES" IN YOUR AREA:



* A STATISTICALLY SIGNIFICANT COMPARISON





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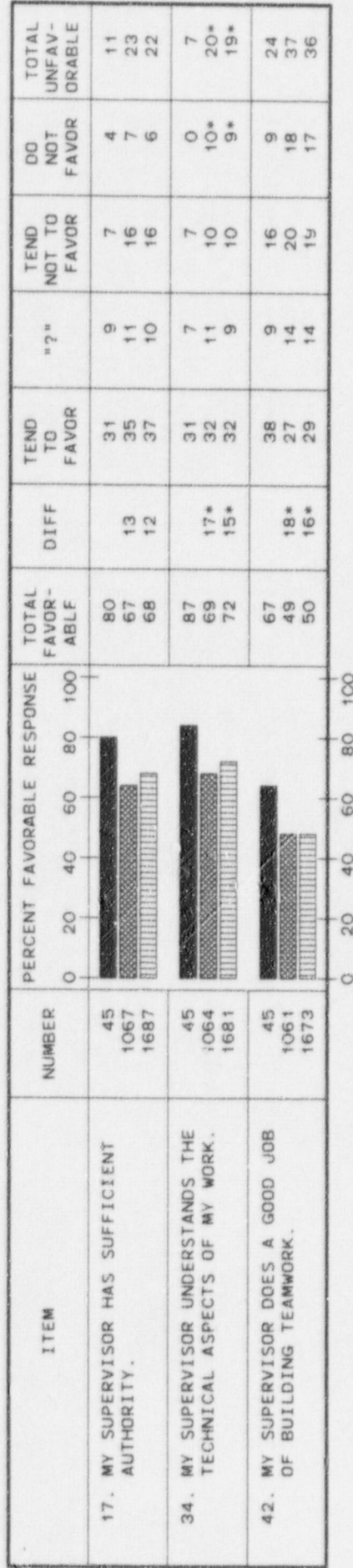
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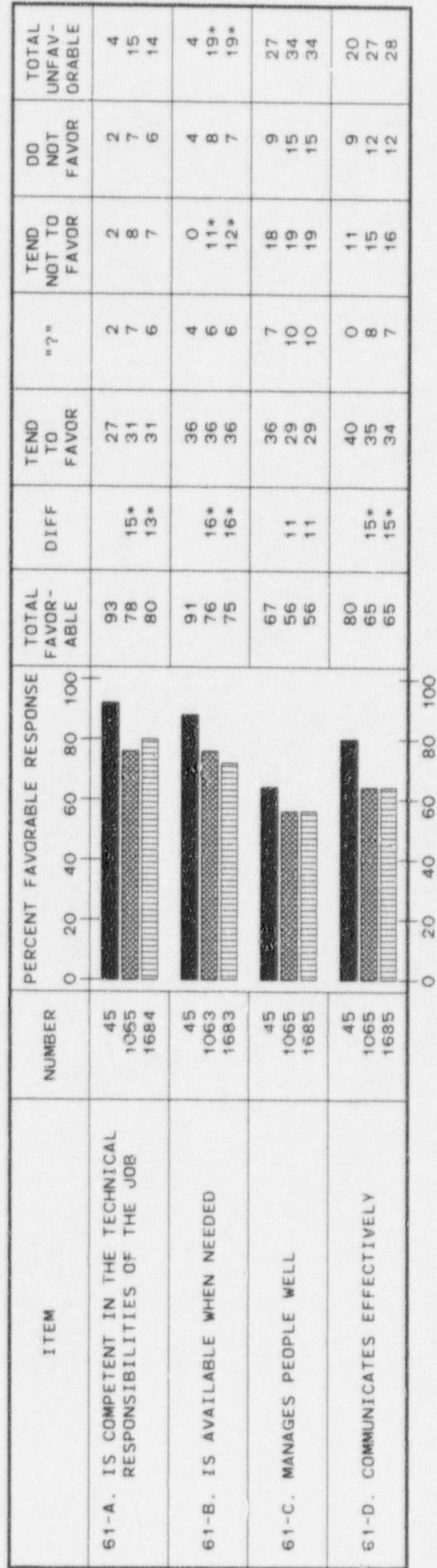
GROUP SYMBOL NUMBER

OGC 45
HEADQUARTERS B 1072
NRC OVERALL 1998 A 1696

CATEGORY 4: SUPERVISION



61. MY SUPERVISOR:



*A STATISTICALLY SIGNIFICANT COMPARISON



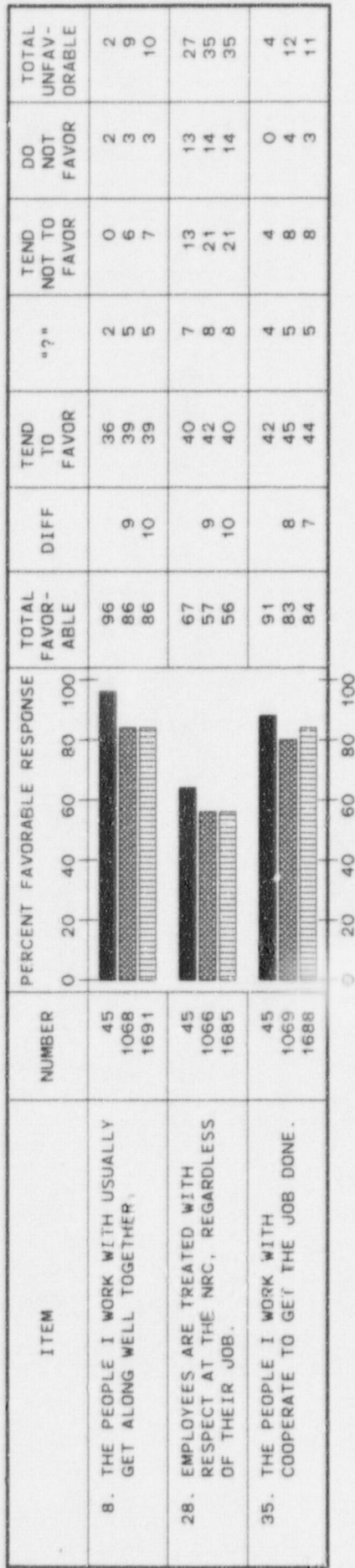
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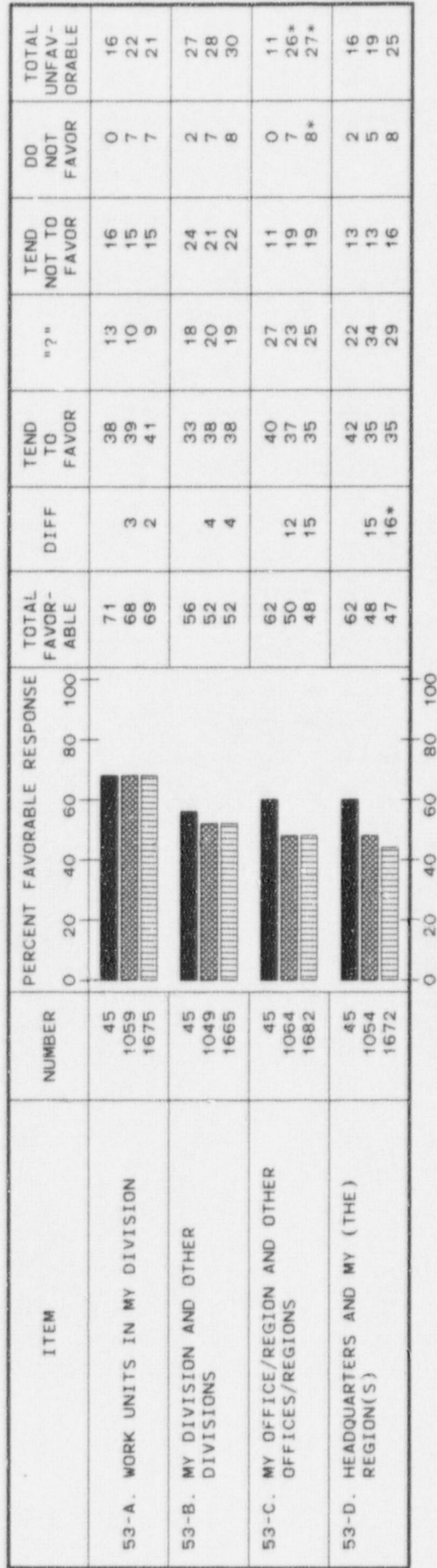
ITEM PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 5: WORKING RELATIONSHIPS



53. IN MY EXPERIENCE, THERE IS GOOD COOPERATION BETWEEN:



*A STATISTICALLY SIGNIFICANT COMPARISON



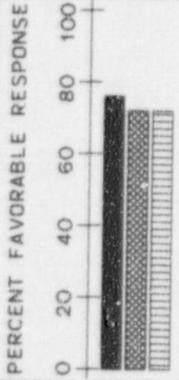
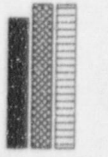
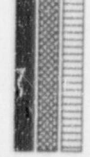
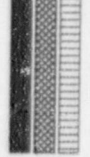
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ITEM PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 6: EMPLOYEE INVOLVEMENT

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
4. I HAVE SUFFICIENT AUTHORITY TO DO MY JOB WELL.	45 1065 1687		78 73 74	5 4	31 34 34	7 8 8	13 13 12	2 7 6	16 19 18
14. I BELIEVE HIGHER MANAGEMENT LEVELS TRUST THE JUDGMENT OF EMPLOYEES AT MY LEVEL IN THE ORGANIZATION.	45 1068 1691		38 40 40	-2 -2	20 28 28	11 13 12	36 24 24	16 23 24	51 47 48
23. DIFFERING OPINIONS ARE OPENLY DISCUSSED IN REACHING DECISIONS IN MY WORK UNIT.	45 1065 1688		71 59 59	12 12	29 34 34	18 14 14	7 15 16	4 12 11	11 27* 26*
36. I HAVE THE OPPORTUNITY FOR INPUT BEFORE CHANGES ARE MADE WHICH WILL AFFECT MY WORK.	45 1067 1685		64 58 57	7 7	22 34 35	7 8 9	16 20 20	13 14 14	29 34 34
43. IN THE CURRENT WORK CLIMATE, I AM FREQUENTLY AFRAID TO MAKE A MISTAKE, NO MATTER HOW INSIGNIFICANT. (DISAGREE)	45 1060 1673		62 61 58	1 5	27 34 33	9 8 8	18 19 21	11 12 13	29 31 34

*A STATISTICALLY SIGNIFICANT COMPARISON

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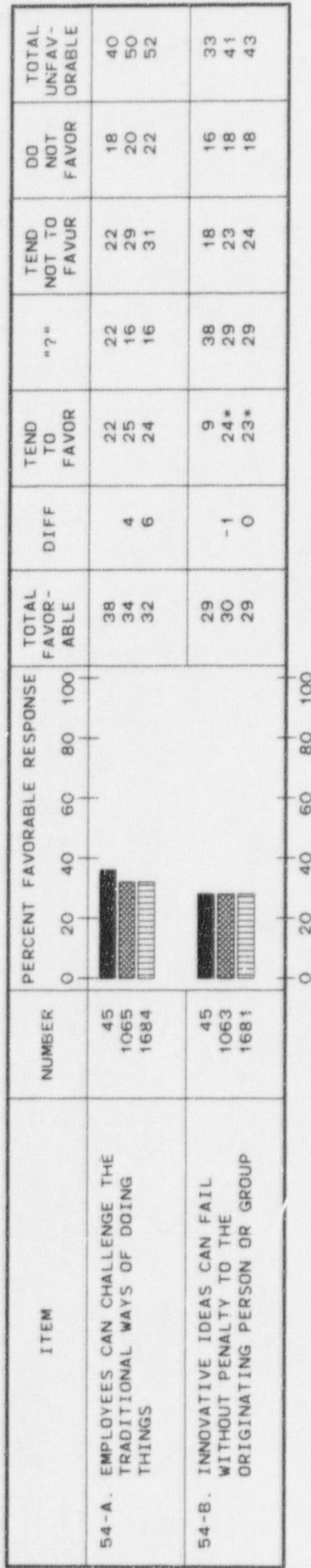


ITEM PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1596

CATEGORY 6: EMPLOYEE INVOLVEMENT (CONTINUED)

54. THE NRC HAS ESTABLISHED A CLIMATE WHERE:



*A STATISTICALLY SIGNIFICANT COMPARISON



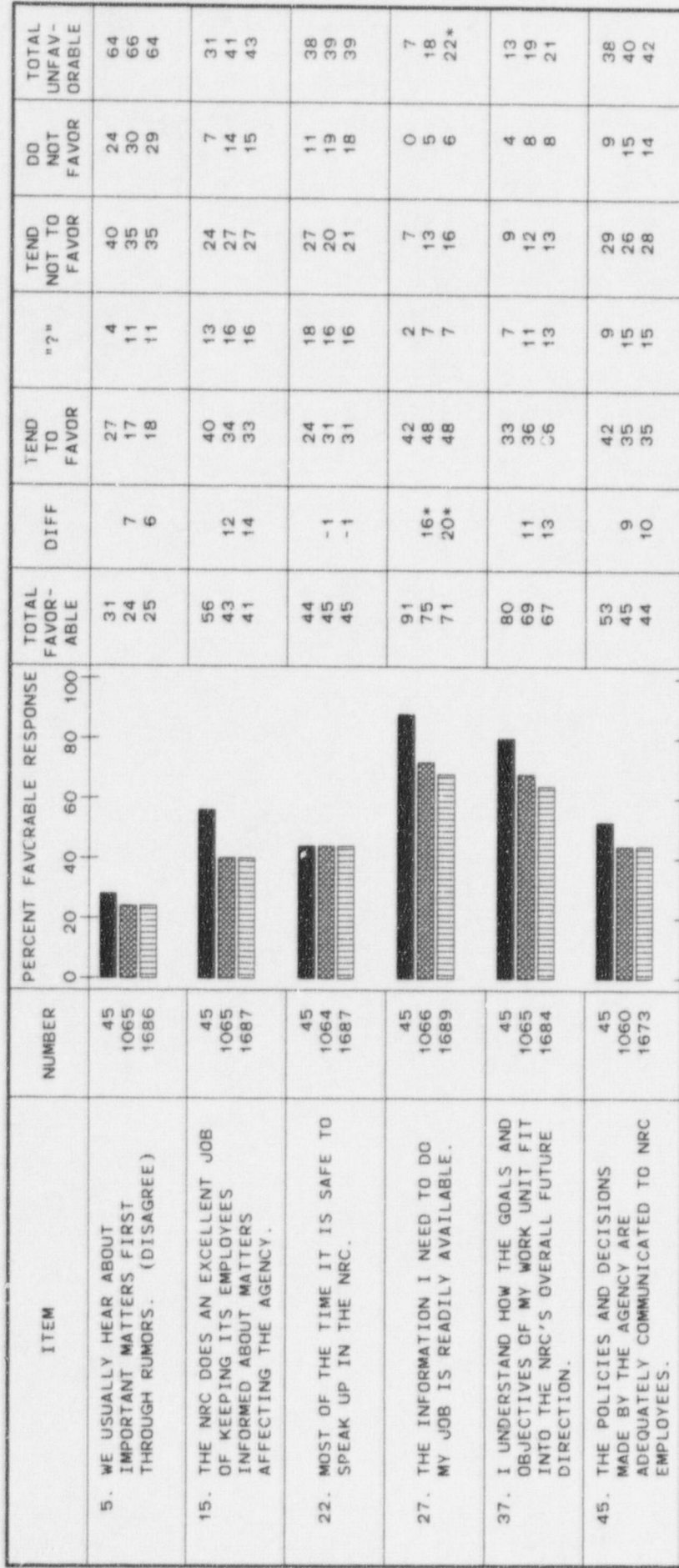
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GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
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CATEGORY 7: COMMUNICATION



*A STATISTICALLY SIGNIFICANT COMPARISON

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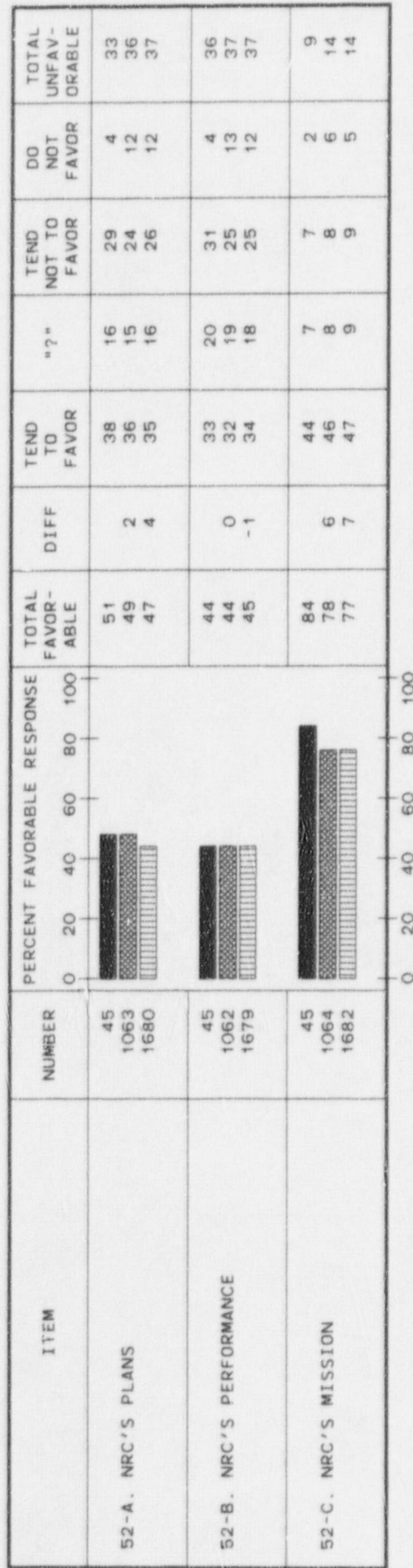


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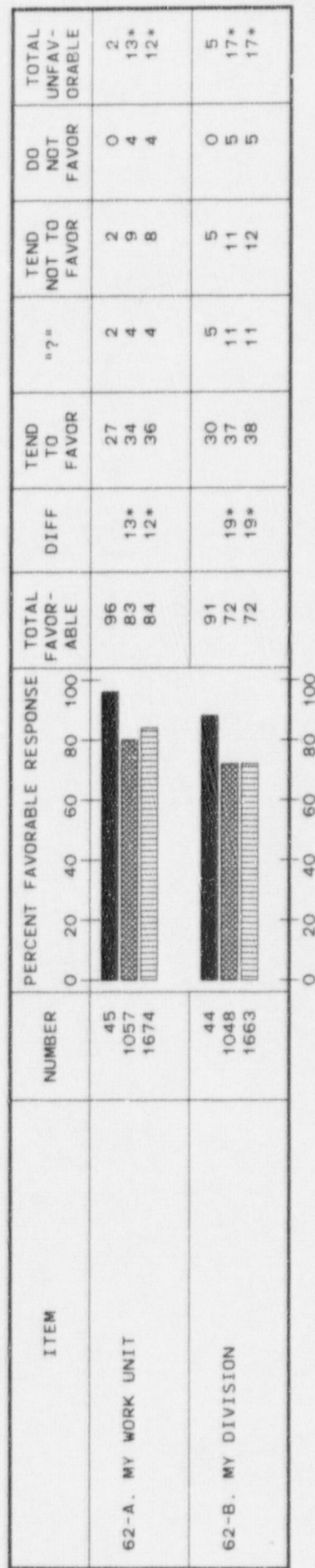
GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 7: COMMUNICATION (CONTINUED)

52. I AM SUFFICIENTLY INFORMED ABOUT:



62. I HAVE A CLEAR UNDERSTANDING OF THE GOALS AND OBJECTIVES OF:



*A STATISTICALLY SIGNIFICANT COMPARISON

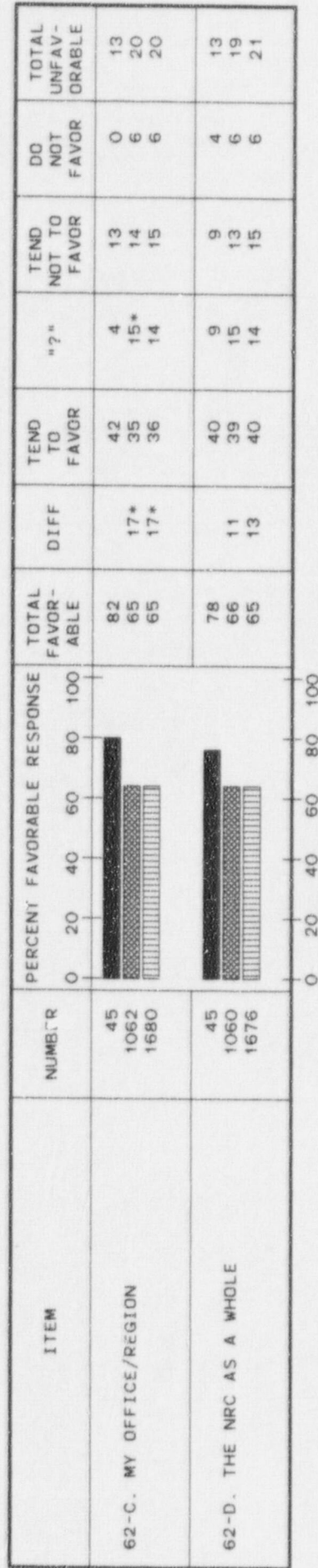


ITEM PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
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CATEGORY 7: COMMUNICATION (CONTINUED)

62. I HAVE A CLEAR UNDERSTANDING OF THE GOALS AND OBJECTIVES OF:



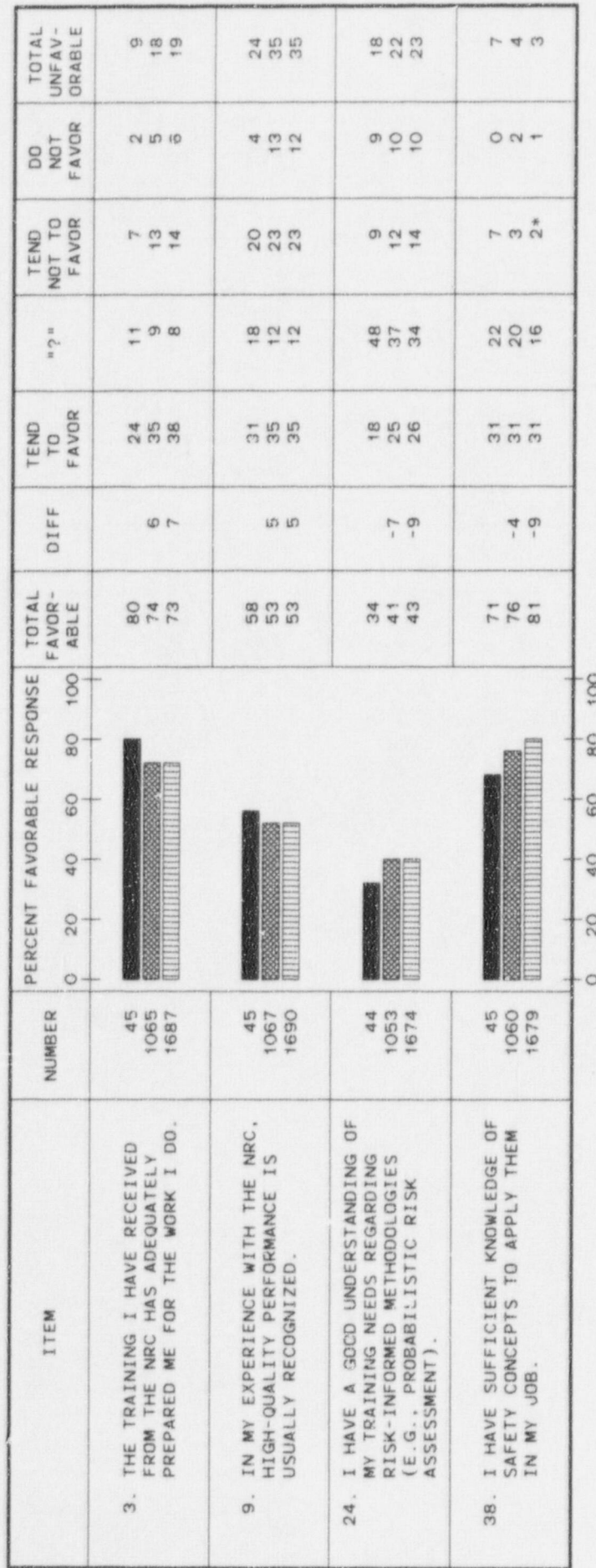
*A STATISTICALLY SIGNIFICANT COMPARISON



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GROUP	SYMBOL	NUMBER
OGC	D [Solid Black]	45
HEADQUARTERS	B [Diagonal Lines]	1072
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CATEGORY 8: TRAINING AND DEVELOPMENT



*A STATISTICALLY SIGNIFICANT COMPARISON

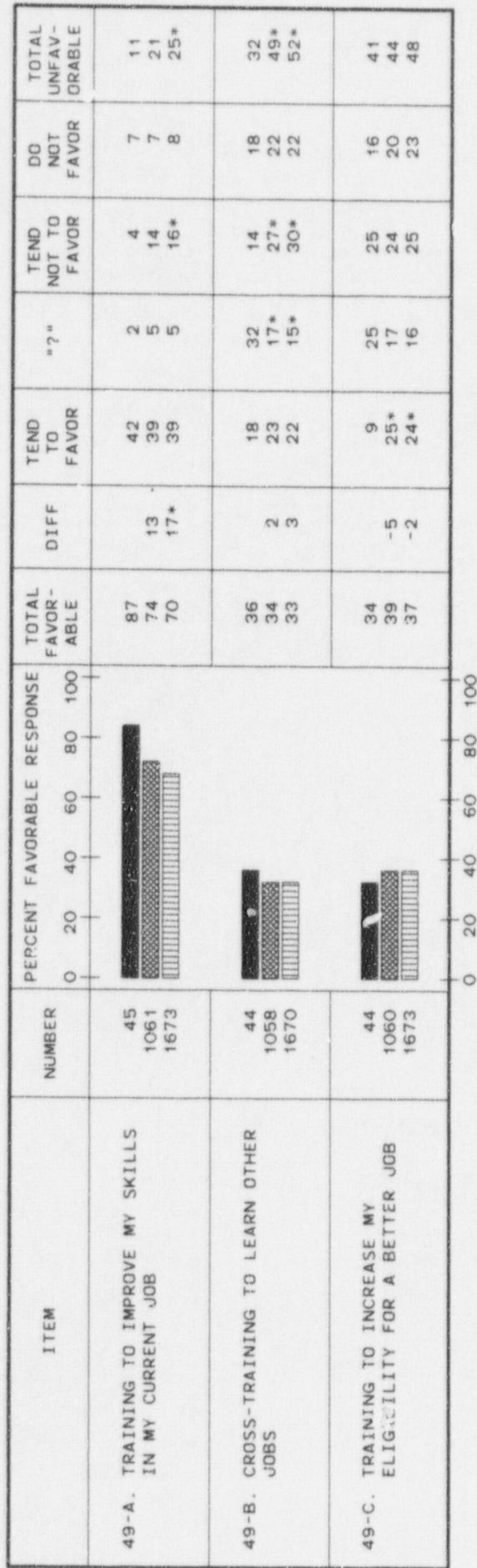


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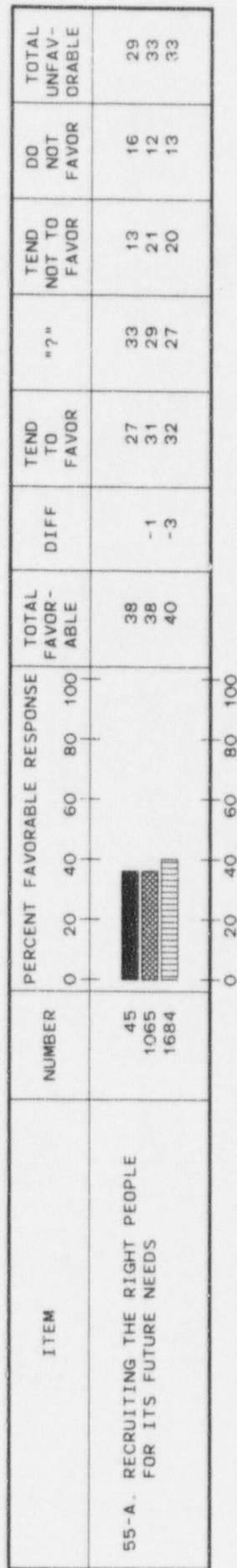
GROUP	SYMBOL	NUMBER
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CATEGORY 8: TRAINING AND DEVELOPMENT (CONTINUED)

49. THERE ARE SUFFICIENT OPPORTUNITIES FOR ME TO RECEIVE:



55. I THINK THE NRC IS DOING A GOOD JOB OF:



*A STATISTICALLY SIGNIFICANT COMPARISON

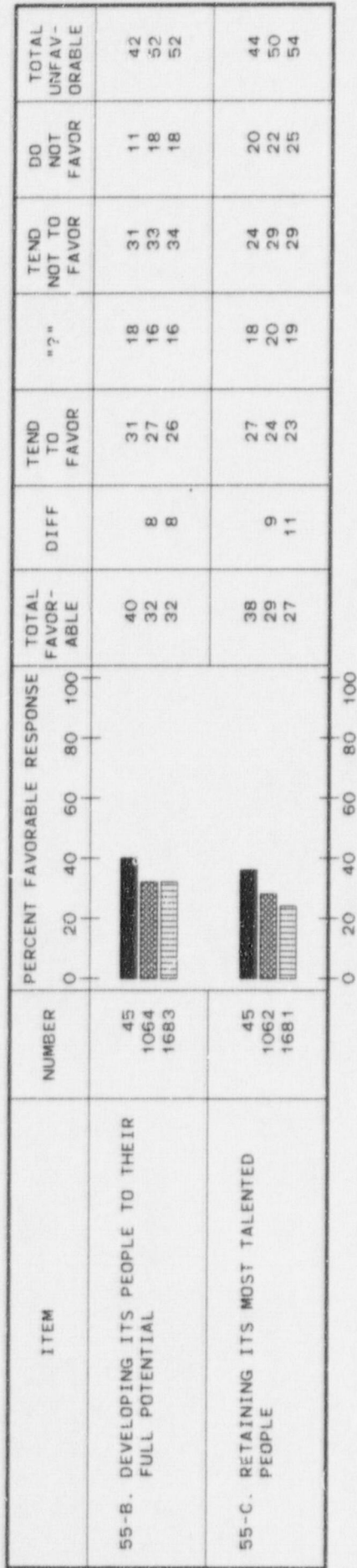


ITEM PROFILE

GROUP	SYMBOL	NUMBER
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CATEGORY 8: TRAINING AND DEVELOPMENT (CONTINUED)

55. I THINK THE NRC IS DOING A GOOD JOB OF:



PLEASE REFER TO THE FOLLOWING KEY FOR THE REPORT HEADINGS USED FOR QUESTION 65.

1. CHANGE FOR THE BETTER
2. STAY THE SAME, GENERALLY GOOD
3. STAY THE SAME, GENERALLY POOR
4. CHANGE FOR THE WORSE
5. NO OPINION

ITEM	NUMBER	1.	2.	3.	4.	5.
65. IN LIGHT OF NUCLEAR INDUSTRY AND GOVERNMENTAL TRENDS, OPPORTUNITIES FOR PERSONAL DEVELOPMENT AND GROWTH ARE LIKELY TO:	41 1027 1625	D O B 3 A 3	D 27 B 21 A 21	D 17 B 18 A 18	D 41 B 48 A 49	D 15 B 10 A 9



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OGC	D	45
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CATEGORY 8: TRAINING AND DEVELOPMENT (CONTINUED)

49. THERE ARE SUFFICIENT OPPORTUNITIES FOR ME TO RECEIVE:

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
49-A. TRAINING TO IMPROVE MY SKILLS IN MY CURRENT JOB	45 1061 1673		87 74 70	13 17*	42 39 39	2 5 5	4 14 16*	7 7 8	11 21 25*
49-B. CROSS-TRAINING TO LEARN OTHER JOBS	44 1058 1670		36 34 33	2 3	18 23 22	32 17* 15*	14 27* 30*	18 22 22	32 49* 52*
49-C. TRAINING TO INCREASE MY ELIGIBILITY FOR A BETTER JOB	44 1060 1673		34 39 37	-5 -2	9 25* 24*	25 17 16	25 24 25	16 20 23	41 44 48

55. I THINK THE NRC IS DOING A GOOD JOB OF:

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
55-A. RECRUITING THE RIGHT PEOPLE FOR ITS FUTURE NEEDS	45 1065 1684		38 38 40	-1 -3	27 31 32	33 29 27	13 21 20	16 12 13	29 33 33

*A STATISTICALLY SIGNIFICANT COMPARISON

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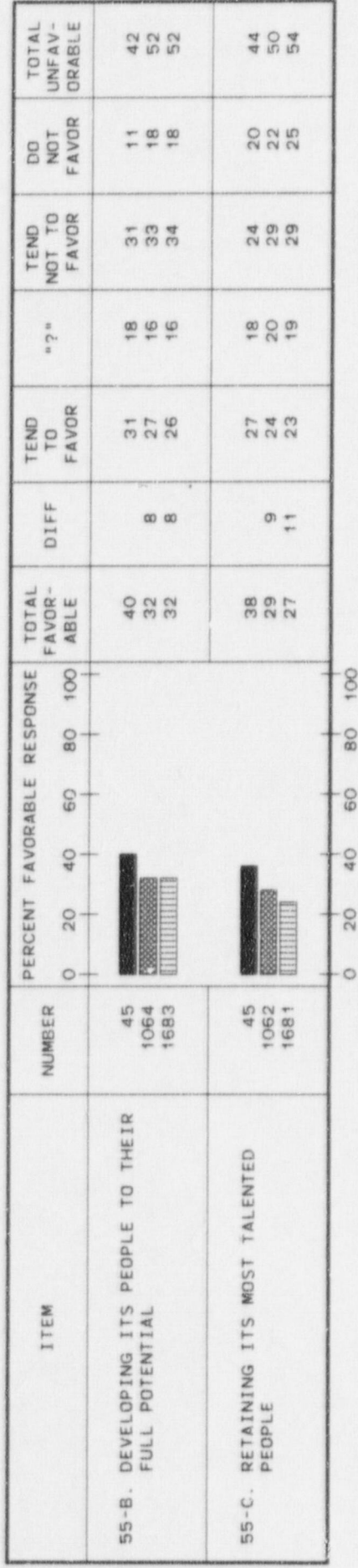


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OGC	D	45
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NRC OVERALL 1998	A	1696

CATEGORY 8: TRAINING AND DEVELOPMENT (CONTINUED)

55. I THINK THE NRC IS DOING A GOOD JOB OF:



PLEASE REFER TO THE FOLLOWING KEY FOR THE REPORT HEADINGS USED FOR QUESTION 65.

- 1. CHANGE FOR THE BETTER
- 2. STAY THE SAME, GENERALLY GOOD
- 3. STAY THE SAME, GENERALLY POOR
- 4. CHANGE FOR THE WORSE
- 5. NO OPINION

ITEM	NUMBER	1.	2.	3.	4.	5.
65. IN LIGHT OF NUCLEAR INDUSTRY AND GOVERNMENTAL TRENDS, OPPORTUNITIES FOR PERSONAL DEVELOPMENT AND GROWTH ARE LIKELY TO:	41 1027 1625	D B A	O 3 3	D B A	17 18 18	D B A
						15 10 9



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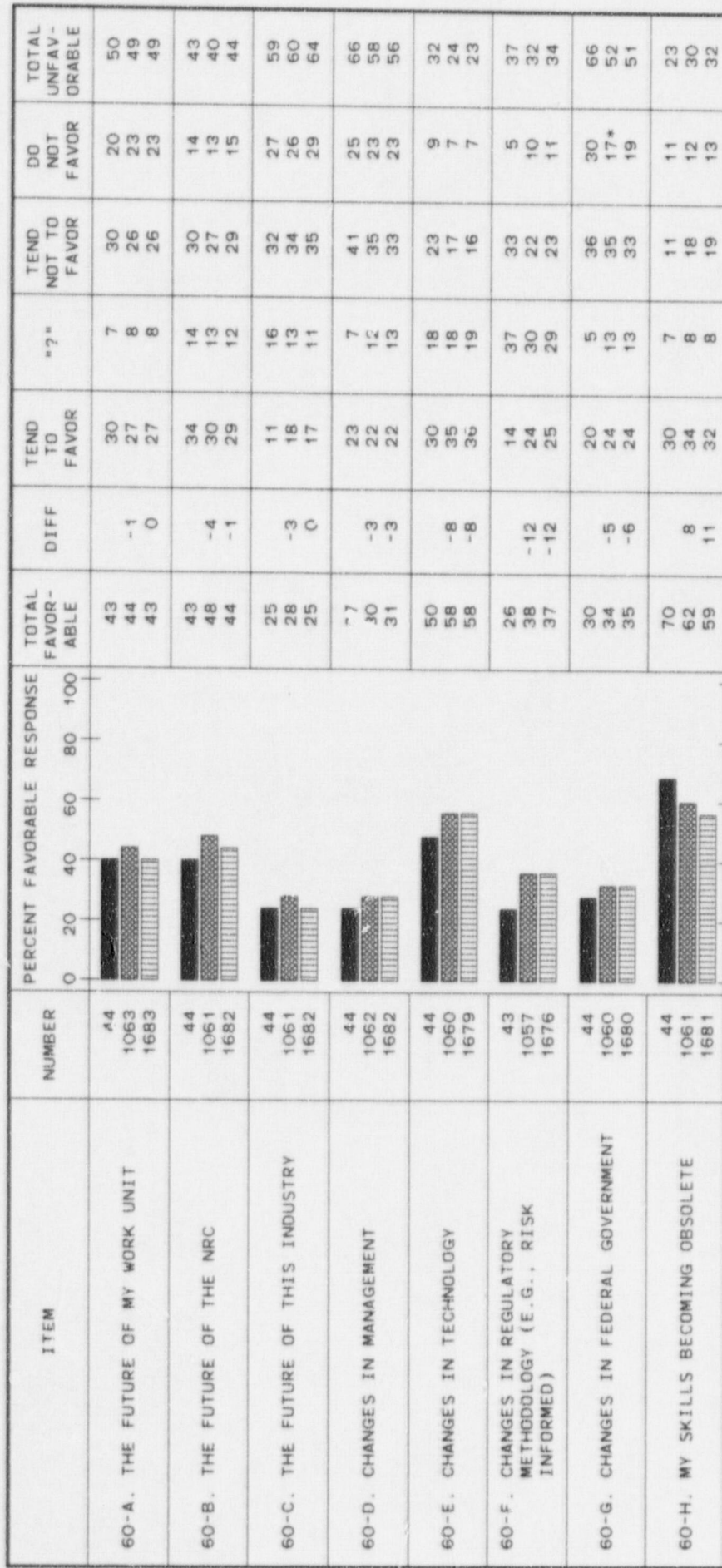
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ITEM PROFILE

GROUP	SYMBOL	NUMBER
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CATEGORY 9: FUTURE OF NRC

60. I AM FREQUENTLY CONCERNED ABOUT THE FOLLOWING: (DISAGREE)



*A STATISTICALLY SIGNIFICANT COMPARISON

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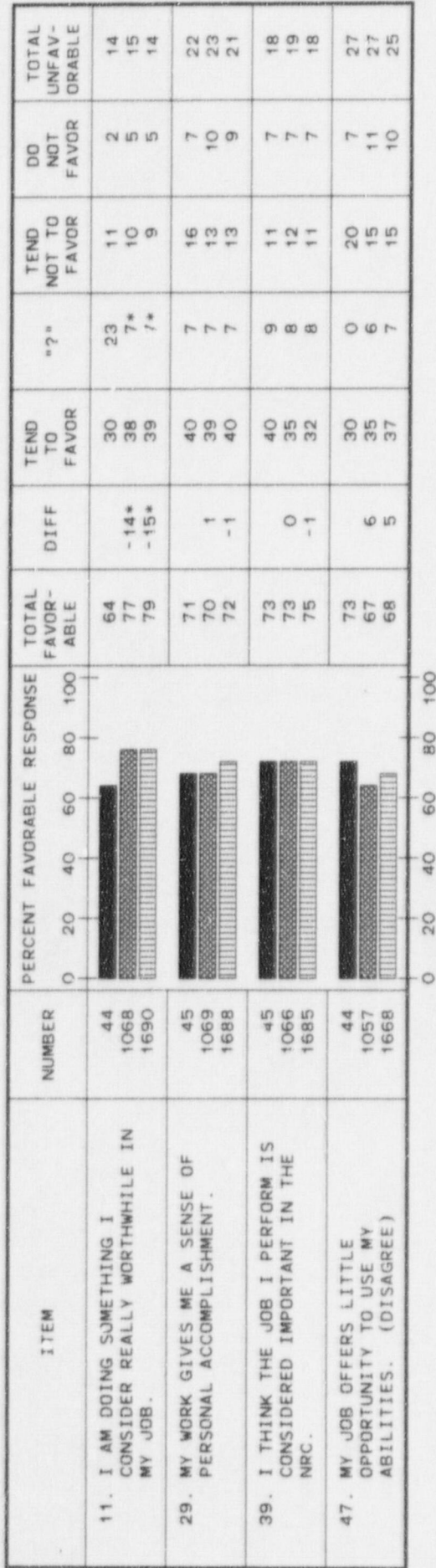
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CATEGORY 10: JOB SATISFACTION



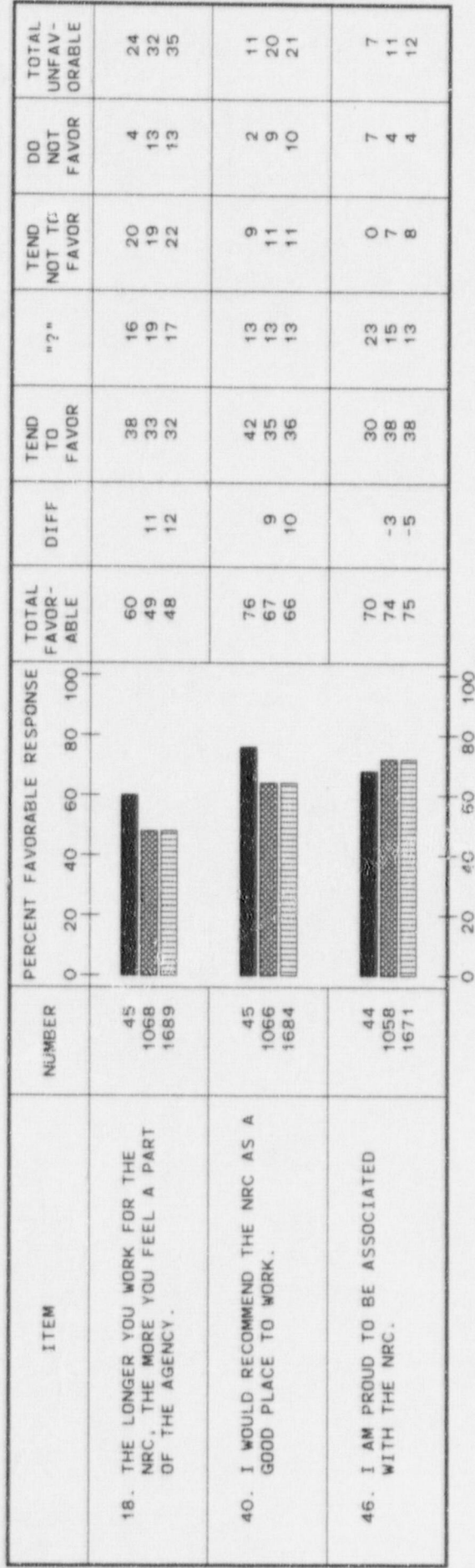
*A STATISTICALLY SIGNIFICANT COMPARISON



ITEM PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 11: EMPLOYEE COMMITMENT





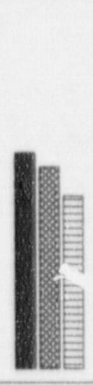
ITEM PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 11: EMPLOYEE COMMITMENT (CONTINUED)

PLEASE REFER TO THE FOLLOWING KEY FOR THE REPORT HEADINGS USED FOR QUESTION 66.

- 1. ONE OF THE BEST/ABOVE AVERAGE
- 2. ONE OF THE BEST
- 3. ABOVE AVERAGE
- 4. ABOUT AVERAGE
- 5. BELOW AVERAGE
- 6. ONE OF THE WORST
- 7. NO OPINION

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	1.	DIFF	2.	3.	4.	5.	6.	7.
66. HOW WOULD YOU RATE THE NRC OVERALL AS AN ORGANIZATION TO WORK FOR COMPARED WITH OTHER ORGANIZATIONS YOU KNOW OR HAVE HEARD ABOUT?	44 1063 1685		61 56 51		27 18 17	34 38 34	23 27 29	5 11 13	2 3 4	9 3* 2*

*A STATISTICALLY SIGNIFICANT COMPARISON





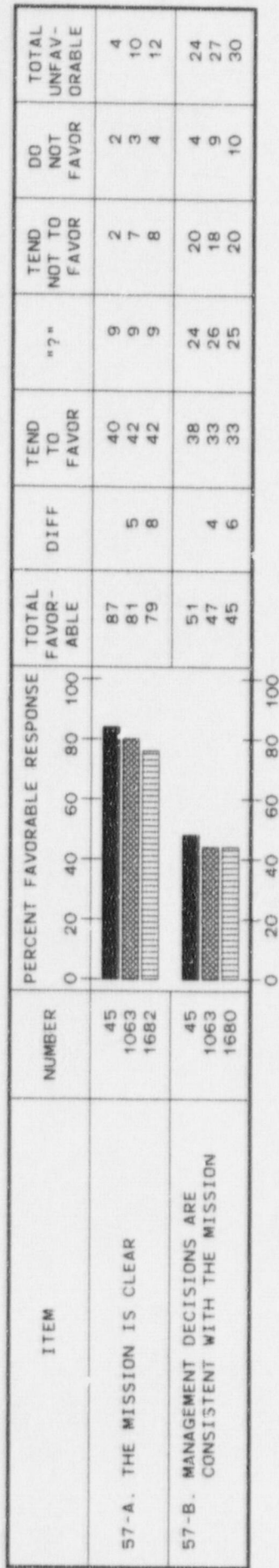
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REGULATORY COMMISSION - NRC 98: OGC REPORT

ITEM PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

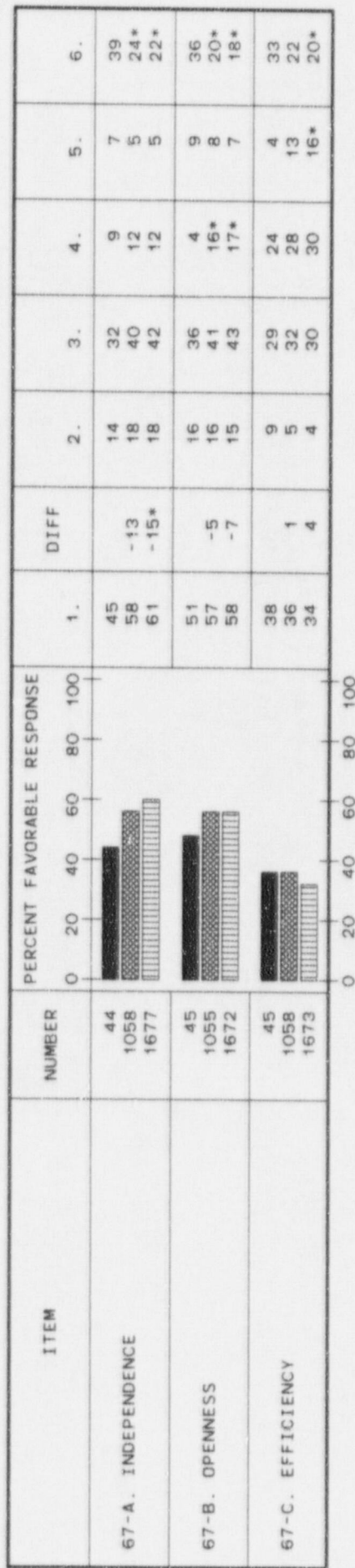
CATEGORY 12: NRC MISSION

57. REGARDING THE NRC'S MISSION, I BELIEVE:



67. OVERALL, HOW SUCCESSFUL HAS THE NRC BEEN IN PUTTING THE FOLLOWING "PRINCIPLES OF GOOD REGULATION" INTO PRACTICE:

1. VERY SUCCESSFUL/MORE SUCCESSFUL THAN UNSUCCESSFUL
2. VERY SUCCESSFUL
3. MORE SUCCESSFUL THAN UNSUCCESSFUL
4. MORE UNSUCCESSFUL THAN SUCCESSFUL
5. VERY UNSUCCESSFUL
6. DON'T KNOW



*A STATISTICALLY SIGNIFICANT COMPARISON

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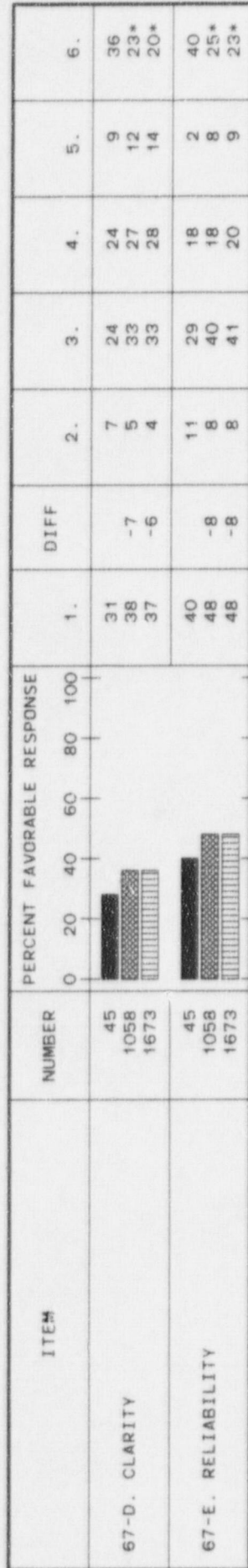
ITEM PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 12: NRC MISSION (CONTINUED)

67. OVERALL, HOW SUCCESSFUL HAS THE NRC BEEN IN PUTTING THE FOLLOWING "PRINCIPLES OF GOOD REGULATION" INTO PRACTICE:

1. VERY SUCCESSFUL/MORE SUCCESSFUL THAN UNSUCCESSFUL
2. VERY SUCCESSFUL
3. MORE SUCCESSFUL THAN UNSUCCESSFUL
4. MORE UNSUCCESSFUL THAN SUCCESSFUL
5. VERY UNSUCCESSFUL
6. DON'T KNOW



*A STATISTICALLY SIGNIFICANT COMPARISON



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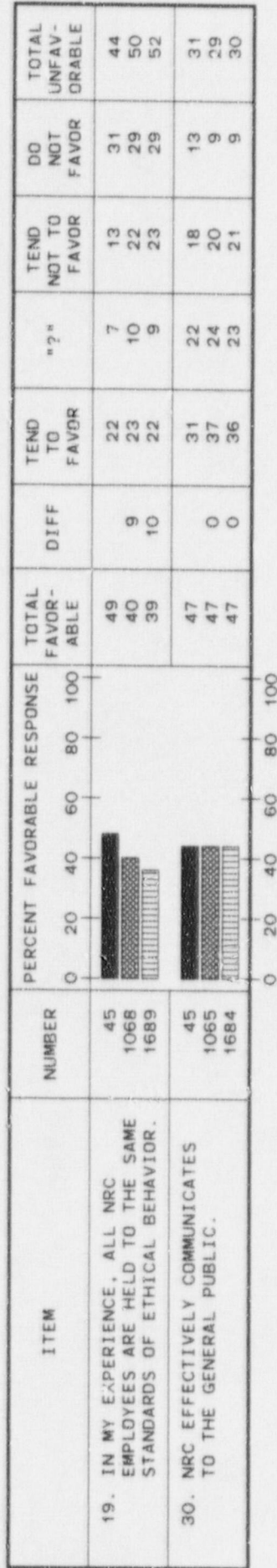
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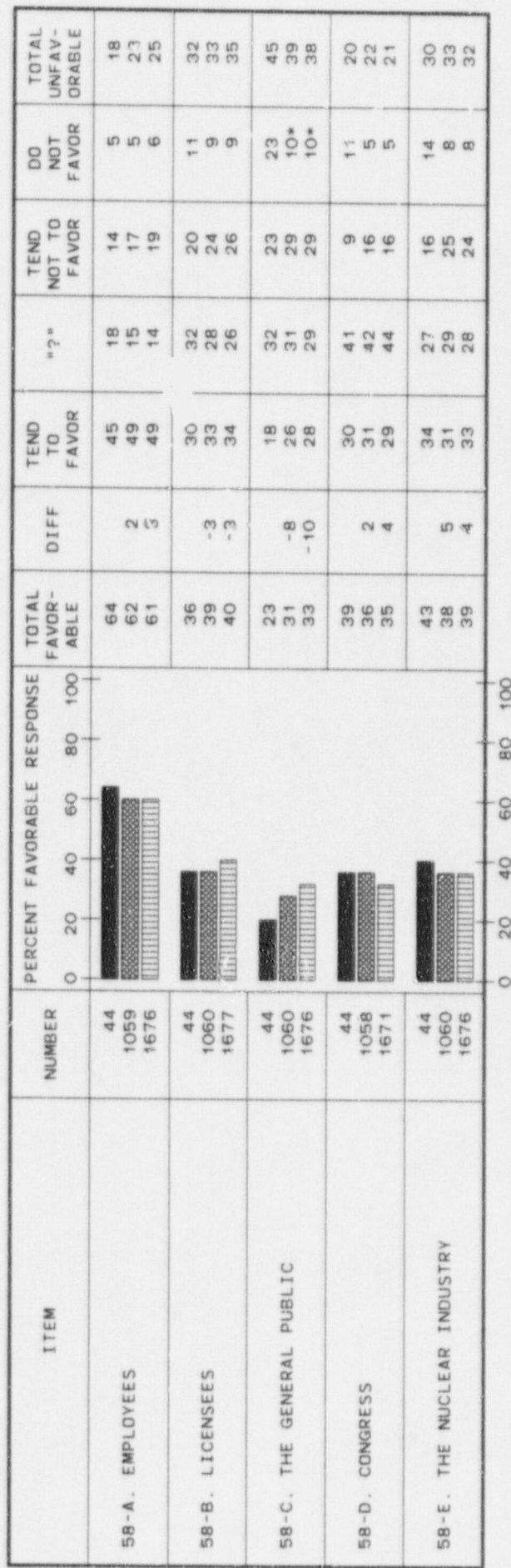
ITEM PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 13: NRC IMAGE



58. THE NRC IS HIGHLY REGARDED BY THE FOLLOWING STAKEHOLDERS:



*A STATISTICALLY SIGNIFICANT COMPARISON

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ITEM PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 13: NRC IMAGE (CONTINUED)

58. THE NRC IS HIGHLY REGARDED BY THE FOLLOWING STAKEHOLDERS:

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
58-F. INTERVENORS	44	100	14		9	30	25	32	57
	1057	100	13	1	10	32	31	24	55
	1672	100	12	2	10	33	31	23	55



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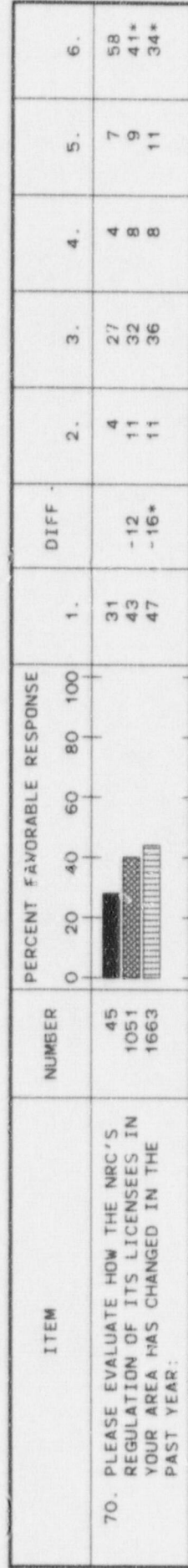
ITEM PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 14: ORGANIZATIONAL CHANGE

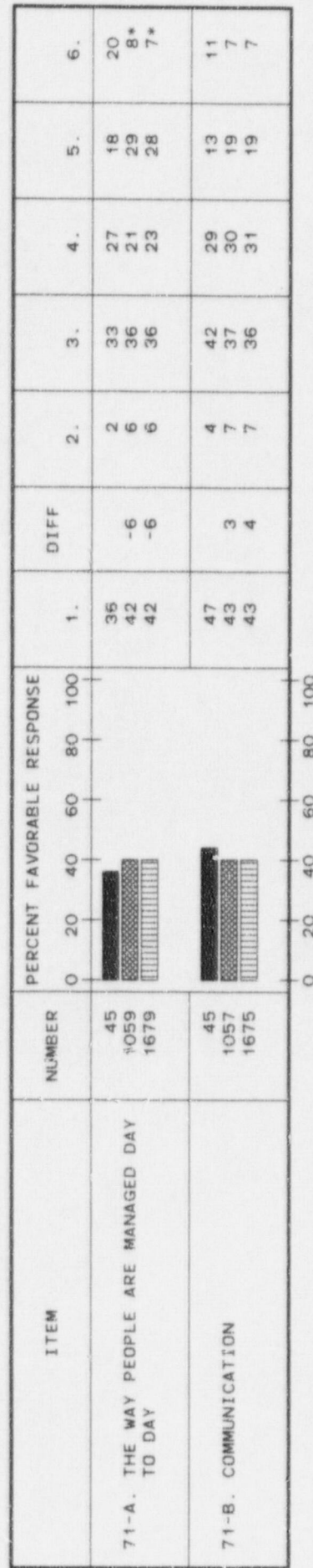
PLEASE REFER TO THE FOLLOWING KEY FOR THE REPORT HEADINGS USED FOR QUESTION 70.

1. CHANGED FOR THE BETTER/STAYED THE SAME, GENERALLY GOOD
2. CHANGED FOR THE BETTER
3. STAYED THE SAME, GENERALLY GOOD
4. STAYED THE SAME, GENERALLY POOR
5. CHANGED FOR THE WORSE
6. NO OPINION



71. IN YOUR EXPERIENCE, PLEASE CONSIDER EACH OF THE FOLLOWING LISTED BELOW FOR THE NRC AND INDICATE HOW YOU THINK THEY HAVE CHANGED IN THE PAST YEAR OR SO:

1. CHANGED FOR THE BETTER/STAYED THE SAME, GENERALLY GOOD
2. CHANGED FOR THE BETTER
3. STAYED THE SAME, GENERALLY GOOD
4. STAYED THE SAME, GENERALLY POOR
5. CHANGED FOR THE WORSE
6. NO OPINION



*A STATISTICALLY SIGNIFICANT COMPARISON



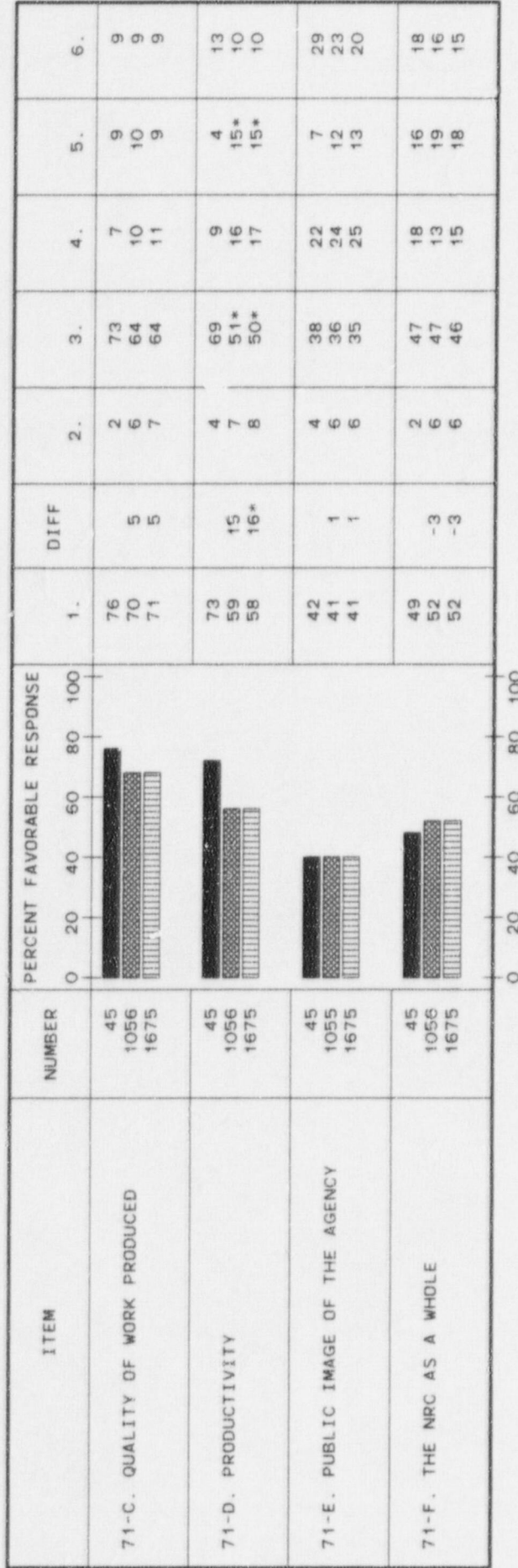
ITEM PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 14: ORGANIZATIONAL CHANGE (CONTINUED)

71. IN YOUR EXPERIENCE, PLEASE CONSIDER EACH OF THE FOLLOWING LISTED BELOW FOR THE NRC AND INDICATE HOW YOU THINK THEY HAVE CHANGED IN THE PAST YEAR OR SO:

1. CHANGED FOR THE BETTER/STAYED THE SAME, GENERALLY GOOD
2. CHANGED FOR THE BETTER
3. STAYED THE SAME, GENERALLY GOOD
4. STAYED THE SAME, GENERALLY POOR
5. CHANGED FOR THE WORSE
6. NO OPINION



*A STATISTICALLY SIGNIFICANT COMPARISON





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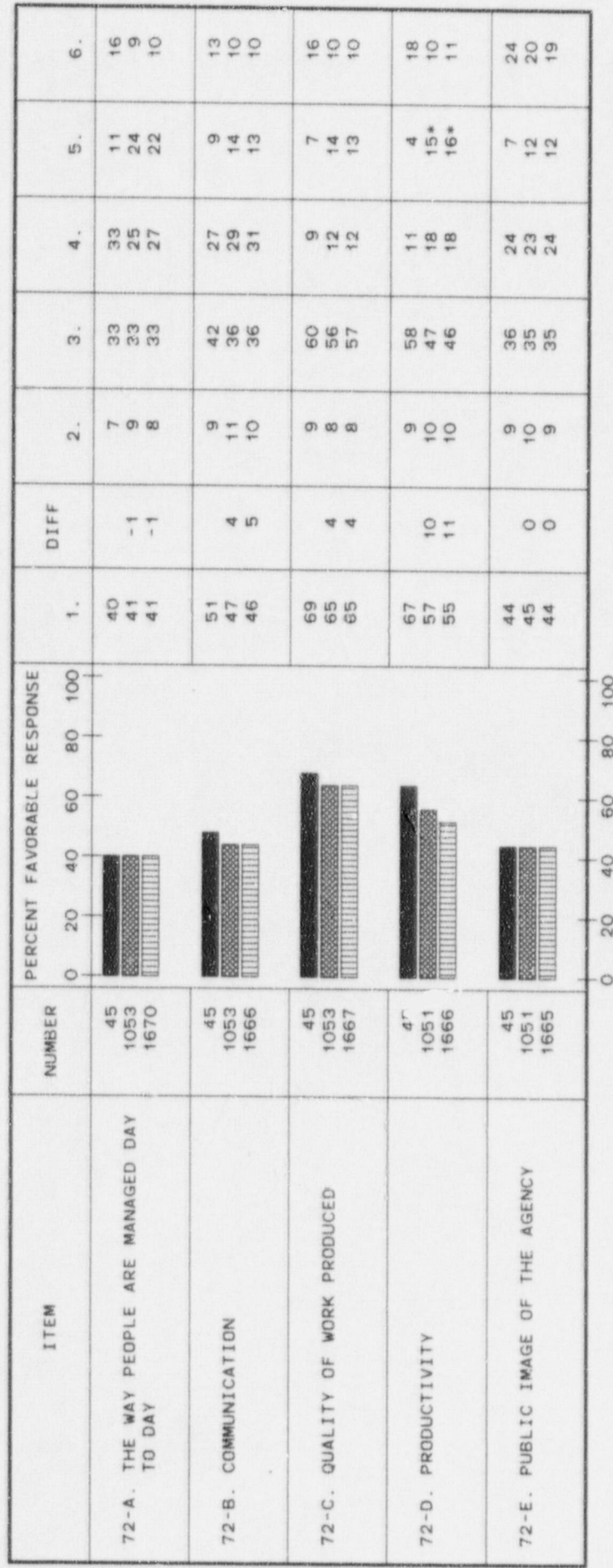
ITEM PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 14: ORGANIZATIONAL CHANGE (CONTINUED)

72. LOOKING AHEAD TO THE NEXT YEAR OR SO, PLEASE INDICATE HOW YOU THINK THE FOLLOWING WILL
CHANGE FOR THE NRC:

1. CHANGE FOR THE BETTER/STAY THE SAME, GENERALLY GOOD
2. CHANGE FOR THE BETTER
3. STAY THE SAME, GENERALLY GOOD
4. STAY THE SAME, GENERALLY POOR
5. CHANGE FOR THE WORSE
6. NO OPINION



*A STATISTICALLY SIGNIFICANT COMPARISON



ITEM PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 14: ORGANIZATIONAL CHANGE (CONTINUED)

ITEM	NUMBER	CHANGE FOR THE BETTER	STAY THE SAME	CHANGE FOR THE WORSE	NO OPINION
73. LOOKING AHEAD TO THE NEXT YEAR OR SO, I THINK THE NRC AS A WHOLE WILL:	44 1049 1662	D 5 B 13 A 14	D 73 B 58 A 58	D 16 B 23 A 23	D 7 B 6 A 6



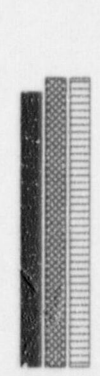
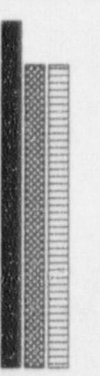
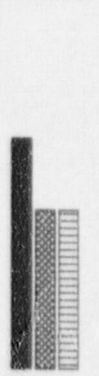
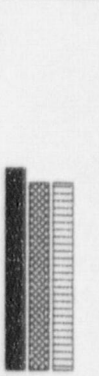
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ITEM PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 15: NRC SAFETY COMMITMENT

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
2. I BELIEVE NRC'S COMMITMENT TO PUBLIC SAFETY IS APPARENT IN WHAT WE DO ON A DAY-TO-DAY BASIS.	45 1061 1683		78 81 81	-4 -3	38 38 38	13 8 8	7 8 8	2 3 3	9 10 11
6. THE QUALITY OF WORK DONE IN MY WORK UNIT IS EXCELLENT.	45 1069 1688		98 86 85	12* 13*	49 44 45	0 6 6	2 7 7	0 2 2	2 9 9
10. TOO MUCH EMPHASIS IS PLACED UPON THE QUANTITY OF WORK PRODUCED RATHER THAN ITS QUALITY. (DISAGREE)	45 1066 1686		64 46 44	19* 20*	44 33 32	18 17 17	18 25 26	0 13* 13*	18 38* 39*
20. EMPLOYEES ARE ENCOURAGED TO COMMUNICATE IDEAS TO IMPROVE SAFETY/REGULATIONS/OPERATIONS.	45 1065 1688		56 52 53	3 2	36 36 36	24 18 17	13 19 19	7 11 11	20 30 30
26. I THINK THE INCREASED FOCUS ON RISK-INFORMED, PERFORMANCE-BASED REGULATION IS IMPROVING NRC'S REGULATORY EFFECTIVENESS.	44 1058 1678		20 29 32	-8 -12	14 20 24	55 46 42	14 15 15	11 10 10	25 25 25

*A STATISTICALLY SIGNIFICANT COMPARISON

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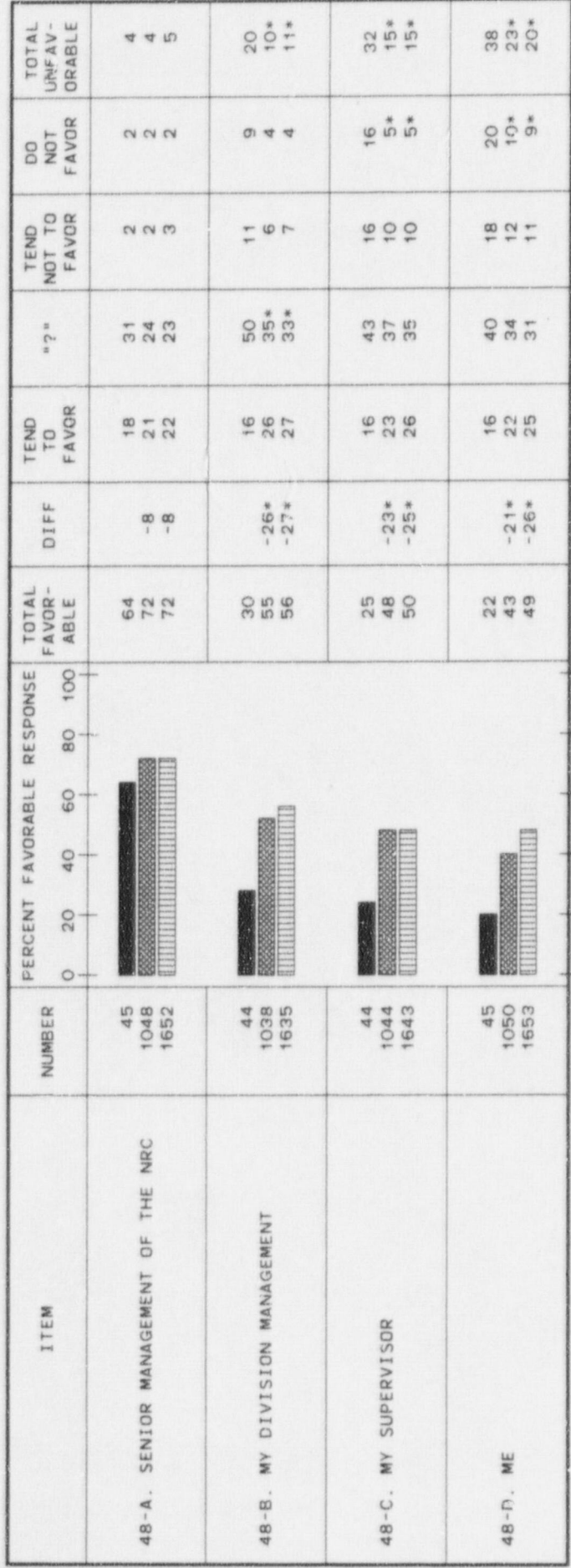
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ITEM PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)
48. THE MOVE TO RISK-INFORMED, PERFORMANCE-BASED REGULATION IS CONSIDERED AN IMPORTANT PRIORITY BY:



*A STATISTICALLY SIGNIFICANT COMPARISON





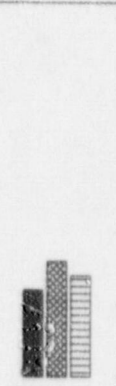
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ITEM PROFILE

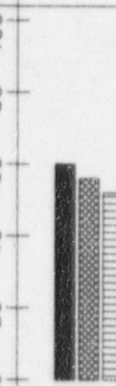
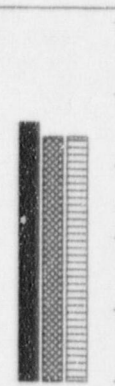
GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)

50. REGARDING THE DIFFERING PROFESSIONAL OPINION/DIFFERING PROFESSIONAL VIEW PROCESS:

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
50-A. I AM SATISFIED WITH IT	43		28	-10	12	53	12	7	19
	1056		38		21				18
	1672		39		22				19
50-B. IT FUNCTIONS PROPERLY	43		26	-6	16	53	12	9	21
	1052		32		20				19
	1667		31		19				21

56. PEOPLE IN MY WORK UNIT:

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
56-A. ARE ENCOURAGED TO COME UP WITH INNOVATIVE SOLUTIONS TO WORK-RELATED PROBLEMS	45		60	3	38	16	13	11	24
	1065		57		37				31
	1684		54		35				33
56-B. CONTINUALLY TRY TO IMPROVE OUR PERFORMANCE	45		73	6	51	11	11	4	16
	1060		68		44				21
	1678		68		45				21

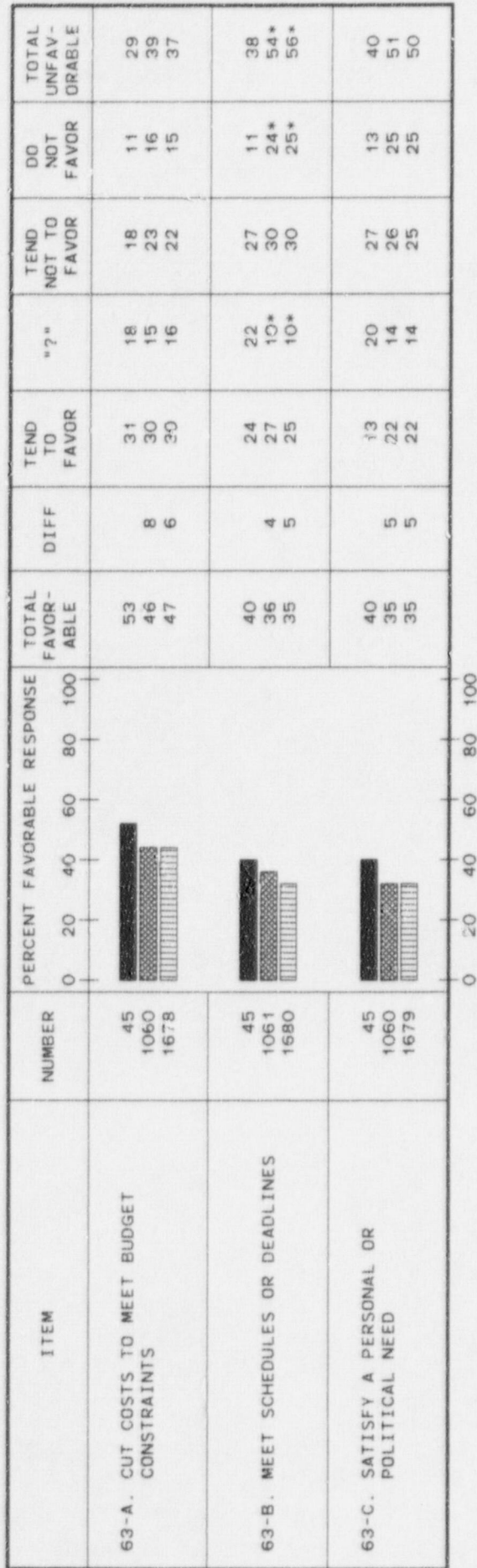


ITEM PROFILE

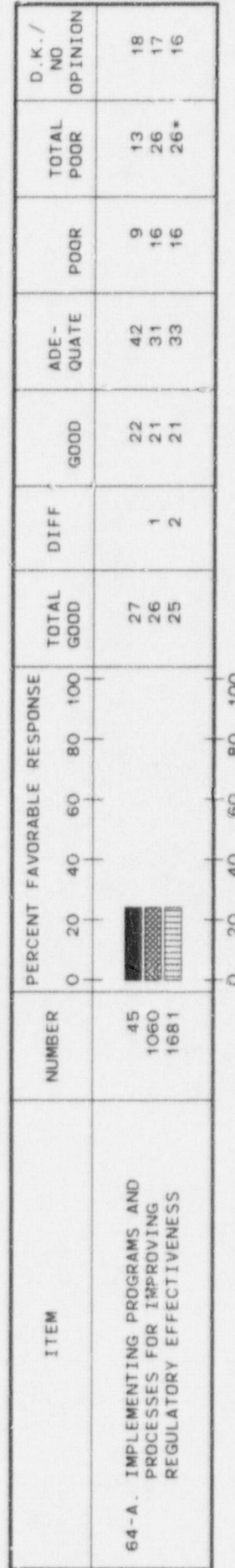
GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)

63. WE TOO OFTEN SACRIFICE THE QUALITY OF OUR WORK IN ORDER TO: (DISAGREE)



64. PLEASE INDICATE HOW GOOD A JOB YOU THINK NRC SENIOR MANAGEMENT IS DOING IN THE FOLLOWING AREAS:



*A STATISTICALLY SIGNIFICANT COMPARISON



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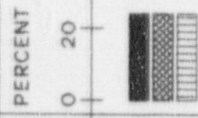
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ITEM PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)

64. PLEASE INDICATE HOW GOOD A JOB YOU THINK NRC SENIOR MANAGEMENT IS DOING IN THE FOLLOWING AREAS:

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL GOOD	DIFF	GOOD	ADE- QUATE	POOR	TOTAL POOR	D.K./ NO OPINION
64-B. PROVIDING THE TOOLS AND RESOURCES REQUIRED FOR IMPROVING REGULATORY EFFECTIVENESS	45 1059 1678		24 25 24	-1 0	20 21 20	31 31 32	13 18 20	16 27 29*	29 18 15*
64-C. INVESTING IN TRAINING TO IMPROVE REGULATORY EFFECTIVENESS	45 1061 1681		31 30 29	1 2	20 23 22	29 28 28	13 16 18	18 26 30	22 16 13
64-D. EFFECTIVELY USING EMPLOYEE INPUT TO IMPROVE REGULATORY EFFECTIVENESS	45 1057 1678		16 16 15	-1 0	13 13 12	27 25 26	13 21 23	31 39 42	27 20 17
64-E. COMMUNICATING OUR REGULATORY PHILOSOPHY AND OBJECTIVES	45 1058 1677		29 27 27	1 2	20 22 22	31 29 31	20 19 19	27 30 29	13 14 12
64-F. LEADING BY EXAMPLE IN THE AREA OF REGULATORY EFFECTIVENESS	45 1059 1680		20 21 20	-1 0	13 16 16	38 26 26	11 16 18	24 33 35	18 21 18

*A STATISTICALLY SIGNIFICANT COMPARISON

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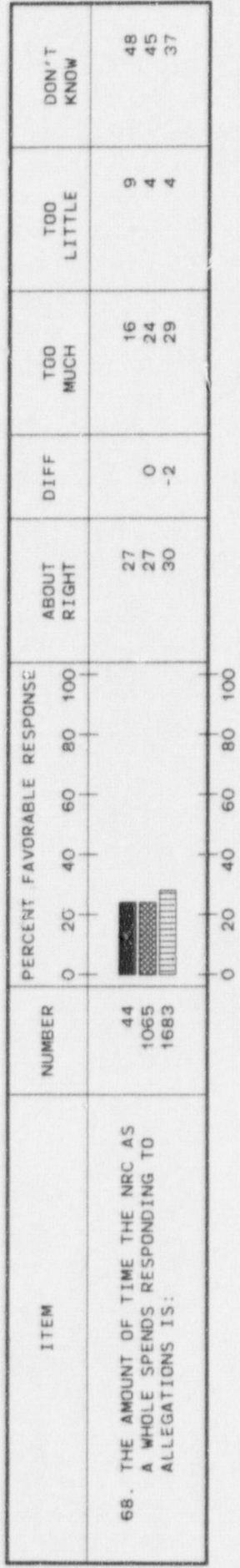
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ITEM PROFILE

GROUP	SYMBOL	NUMBER
OGC	D	45
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1596

CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)



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