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

NRC SAFETY CULTURE AND CLIMATE SURVEY 1998

NRC 98: SECY/DIP/OPA/OCA/OCAA/DSP REPORT

VOLUME 14

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.

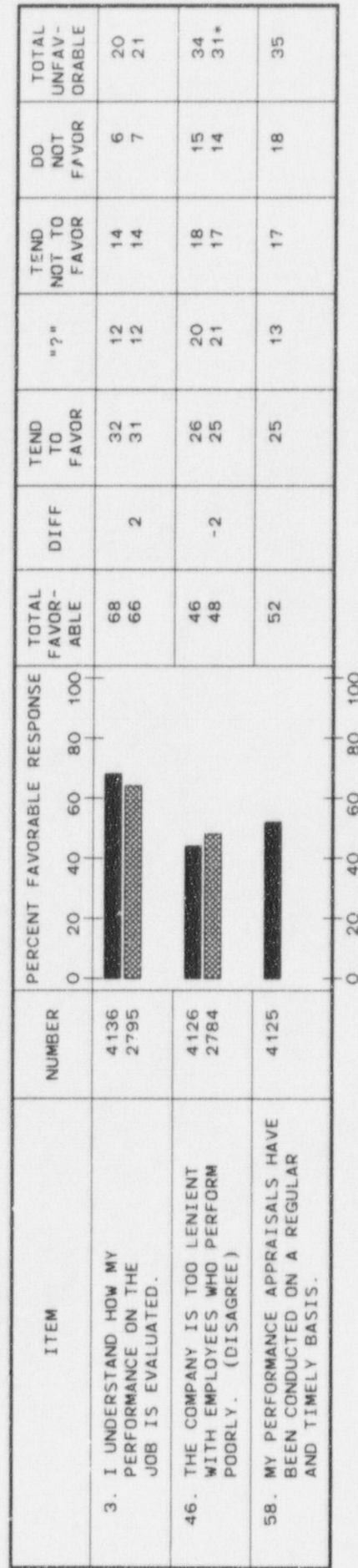
ITEM PROFILE

GROUP

HOURLY OPERATIONS OVERALL CURRENT YEAR
HOURLY OPERATIONS OVERALL PREVIOUS YEAR

SYMBOL NUMBER

C 4156
X 2811



DNIP



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1696	AND NRC OVERALL 1998	

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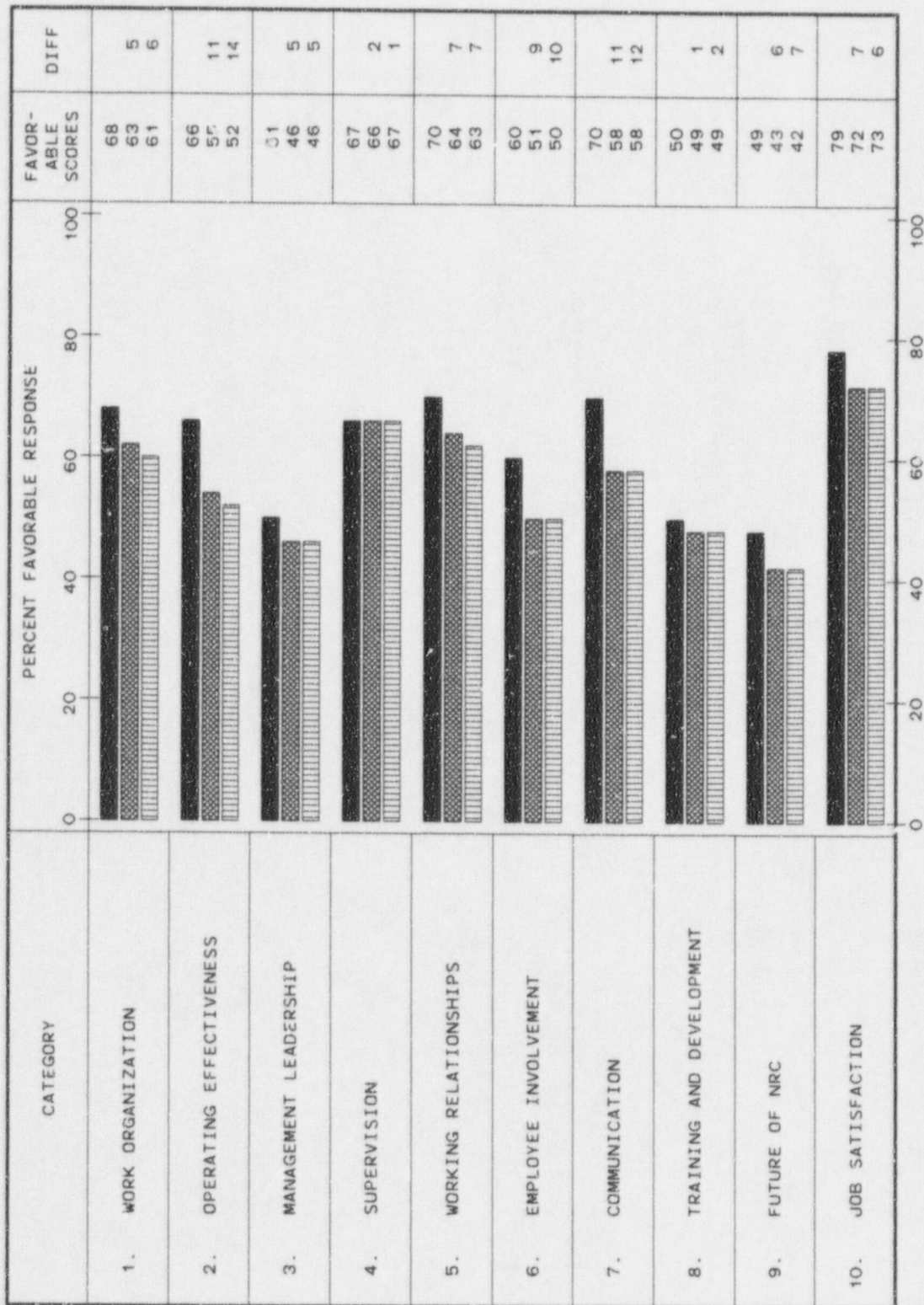
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SUMMARY PROFILE

GROUP SYMBOL NUMBER

SECY/OIP/OPA/OCA/OCAA/OSP 49
HEADQUARTERS 1072
NRC OVERALL 1998 1696



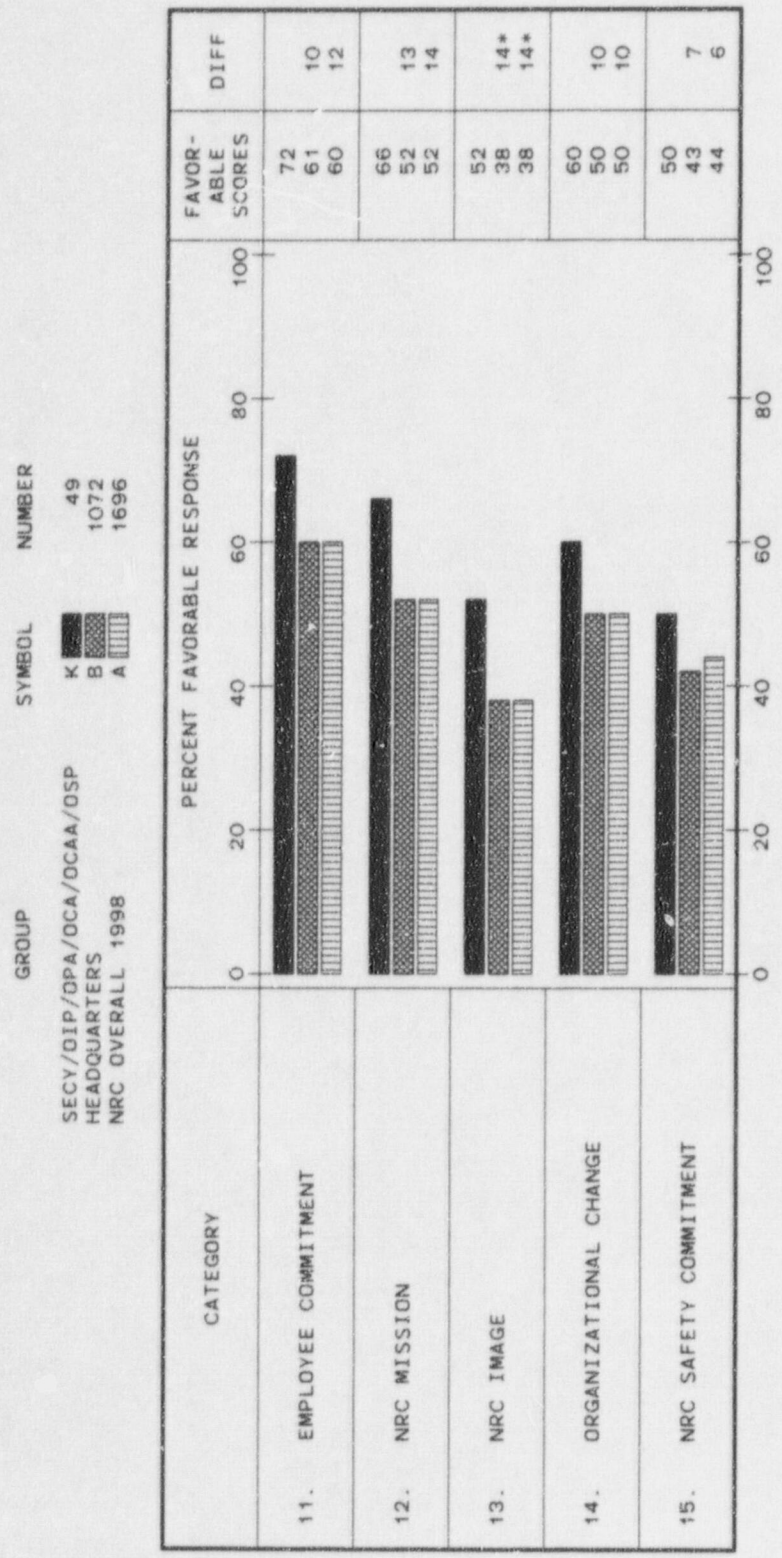
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SUMMARY PROFILE (CONTINUED)



*A TATISTICALLY SIGNIFICANT COMPARISON



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ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/OPA/OCA/OCAA/OSP	K	49
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 1: WORK ORGANIZATION

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
1. I HAVE A VERY CLEAR IDEA OF MY JOB RESPONSIBILITIES.	49 1069 1690		98 91 91	7 7	20 23 27	0 3 3	2 4 5	0 2 2	2 6 7
7. MY WORK UNIT IS WELL ORGANIZED.	49 1067 1689		78 68 67	10 11	27 38 38	10 10 10	8 14 16	4 8 7	12 22 23
16. THERE IS USUALLY SUFFICIENT STAFF IN MY WORK UNIT TO HANDLE THE WORKLOAD.	48 1067 1689		56 50 48	6 8	23 33 32	6 7 8	23 23 25	15 19 19	38 43 44
25. THERE IS TOO MUCH DUPLICATION OF EFFORT ACROSS WORK UNITS IN THE NRC. (DISAGREE)	48 1063 1684		33 33 30	1 3	23 27 24	29 27 25	25 25 26	13 16 19	38 41 45
31. THE AMOUNT OF STRESS I EXPERIENCE IN MY JOB SERIOUSLY REDUCES MY EFFECTIVENESS. (DISAGREE)	49 1064 1683		65 59 59	6 7	29 36 36	8 10 11	12 19 20	14 12 11	27 30 30
41. I AM OFTEN EXPECTED TO DO THINGS THAT I DO NOT FEEL SUFFICIENTLY SKILLED TO DO. (DISAGREE)	48 1065 1684		77 77 75	0 3	21 44* 43*	8 8 8	10 10 12	4 4 5	15 15 17

*A STATISTICALLY SIGNIFICANT COMPARISON



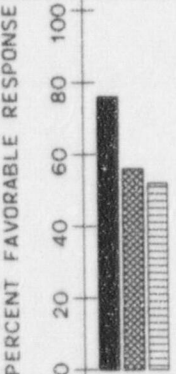
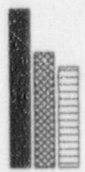
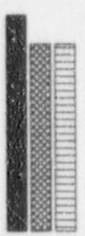
ITEM PROFILE

GROUP SYMBOL NUMBER

SECY/OIP/OPA/OCA/OCAA/OSP 49
HEADQUARTERS 1072
NRC OVERALL 1998 1696

K
B
A

CATEGORY 2: OPERATING EFFECTIVENESS

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
12. PRIORITIES OR WORK OBJECTIVES ARE CHANGED SO FREQUENTLY, I HAVE TROUBLE GETTING MY WORK DONE. (DISAGREE)	49 1067 1689		76 57 53	19* 23*	33 34 33	8 10 10	12 20 23	4 14 15*	16 34* 37*
21. I HAVE THE COMPUTER SYSTEMS SUPPORT I NEED TO DO MY JOB EFFECTIVELY.	49 1067 1688		80 79 72	1 7	37 34 35	8 4 4	12 11 14	0 6 9*	12 17 23
32. THERE IS TOO MUCH UNNECESSARY PAPERWORK IN MY JOB. (DISAGREE)	48 1066 1685		46 32 29	14* 17*	29 24 21	6 10 9	25 32 34	23 26 28	48 58 62*
44. THE PRIORITIZATION OF TASKS IN MY WORK UNIT IS CLEAR.	48 1060 1673		63 54 55	9 8	25 33 35	10 10 9	19 23 23	8 13 13	27 37 36

*A STATISTICALLY SIGNIFICANT COMPARISON



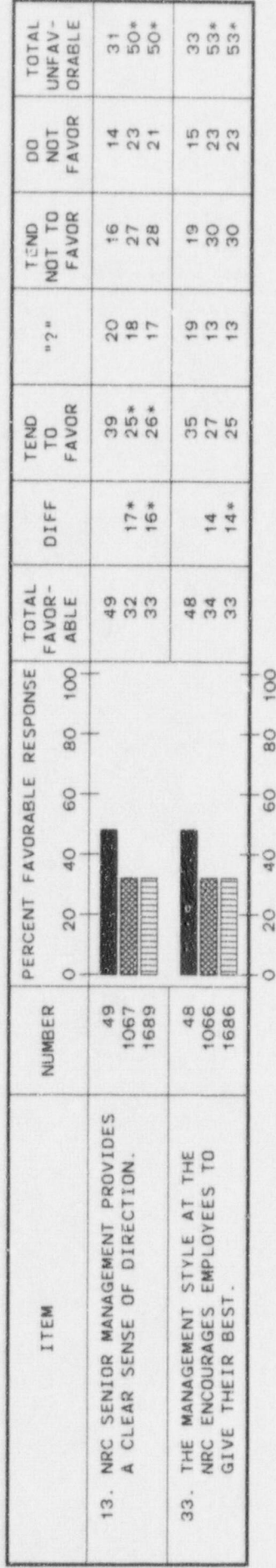


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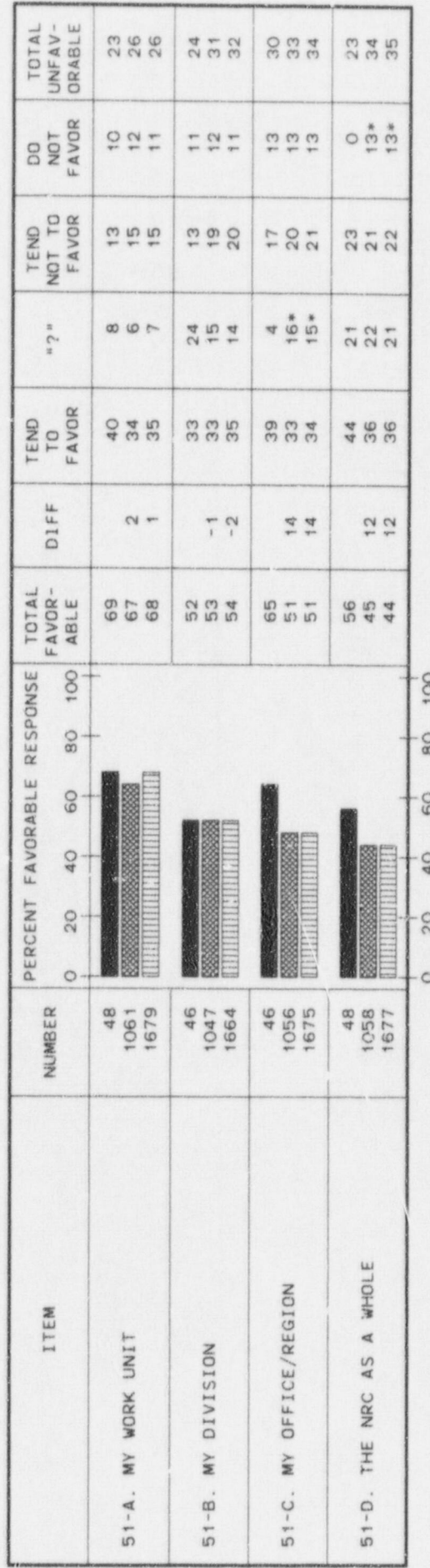
ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/OPA/OCA/OCAA/OSP	K	49
HEADQUARTERS	B	1072
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CATEGORY 3: MANAGEMENT LEADERSHIP



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



*A STATISTICALLY SIGNIFICANT COMPARISON

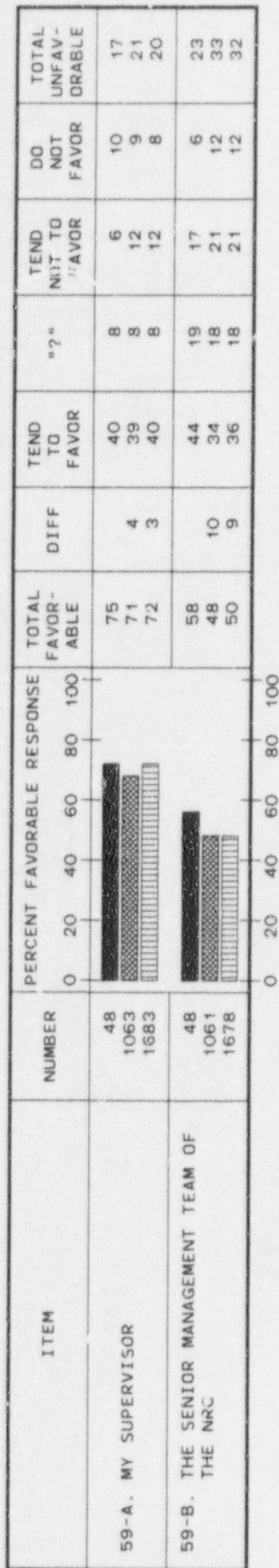


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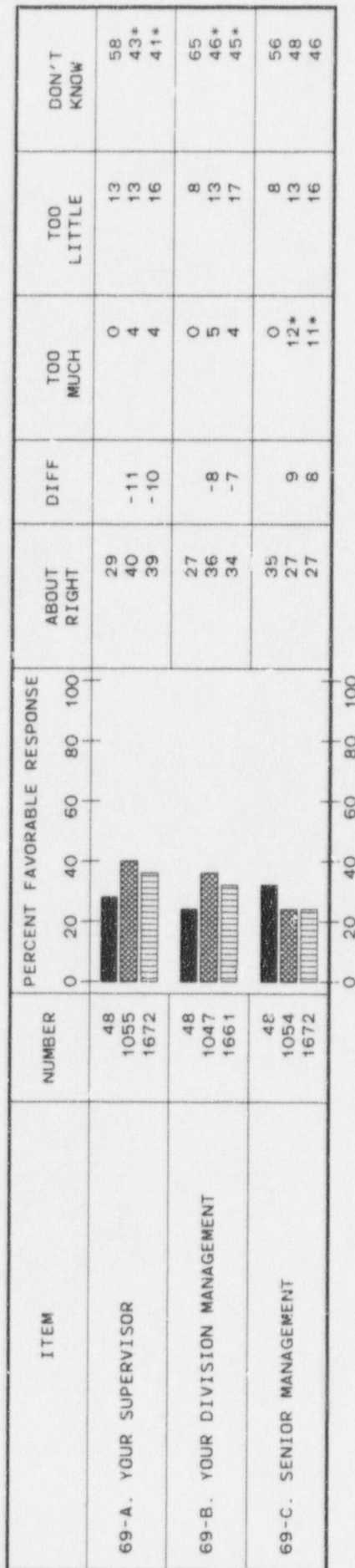
GROUP	SYMBOL	NUMBER
SECY/OIP/OPA/OCA/OCAA/OSP	K	49
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 3: MANAGEMENT LEADERSHIP (CONTINUED)

59. I HAVE COINCIDENCE 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

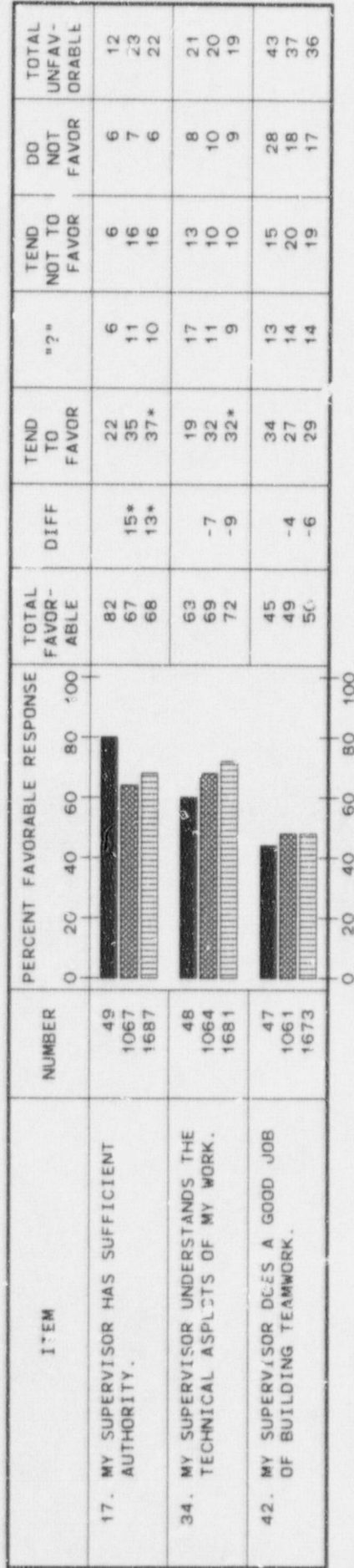


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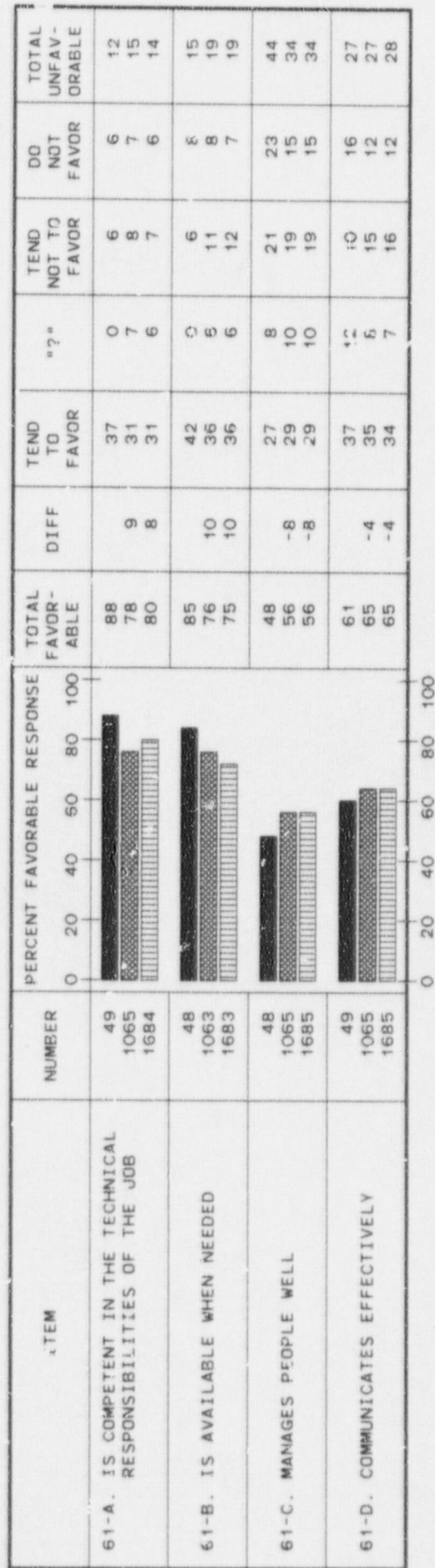
ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/DIP/DPA/OCA/CCAA/OSP	K	49
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 4: SUPERVISION



61. MY SUPERVISOR:



*A STATISTICALLY SIGNIFICANT COMPARISON

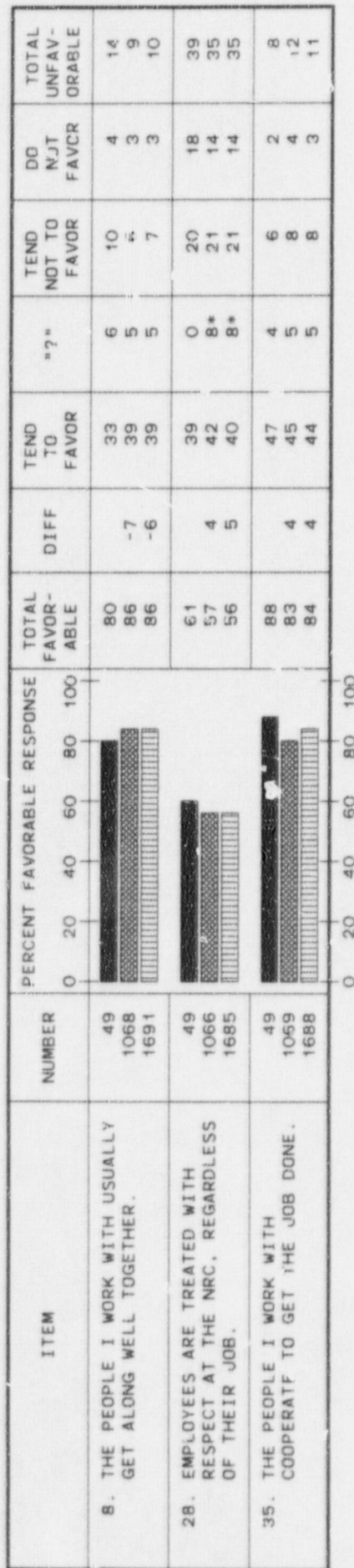




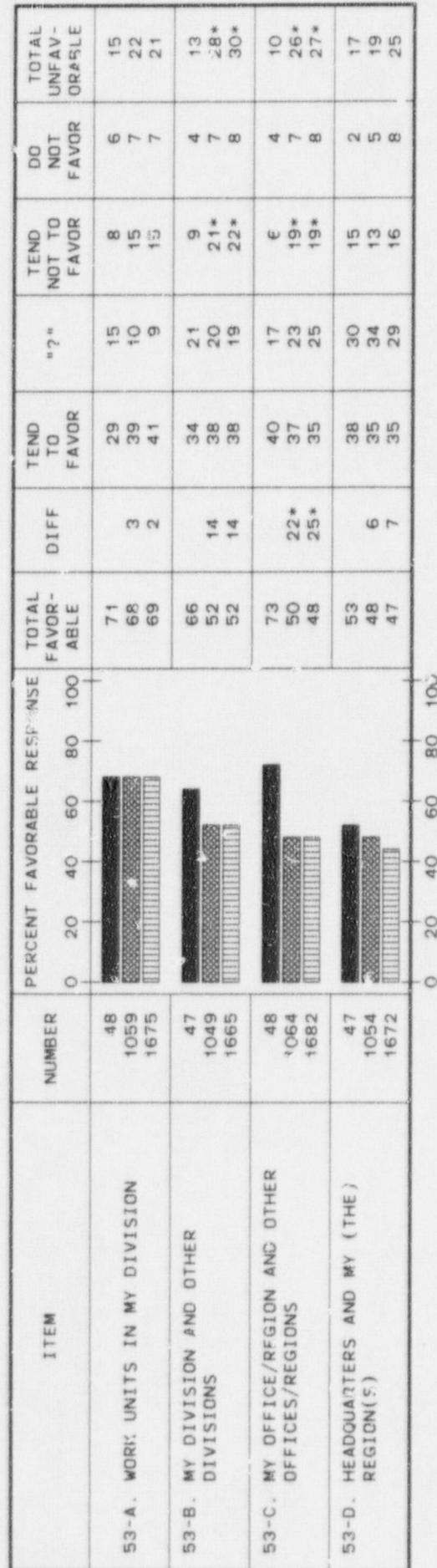
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GROUP	SYMBOL	NUMBER
SECY/OIP/OPA/OCA/DCAA/OSP	K	49
HEADQUARTERS	B	1072
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CATEGORY 5: WORKING RELATIONSHIPS



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



*A STATISTICALLY SIGNIFICANT COMPARISON

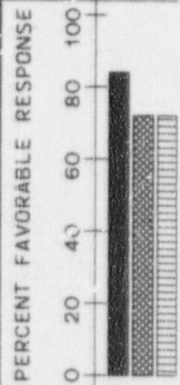
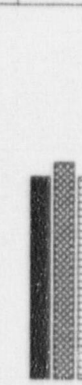


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ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/DPA/OCA/OCAA/OSP	K	49
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	TOTAL UNFAVORABLE
4. I HAVE SUFFICIENT AUTHORITY TO DO MY JOB WELL.	49 1065 1687		86 73 74	13* 12	24 34 34	10 8 8	2 13* 12*	4 19* 18*
14. I BELIEVE HIGHER MANAGEMENT LEVELS TRUST THE JUDGMENT OF EMPLOYEES AT MY LEVEL IN THE ORGANIZATION.	49 1068 1691		61 40 40	21* 21*	43 28* 28*	8 13 12	16 24 24	31 47* 48*
23. DIFFERING OPINIONS ARE OPENLY DISCUSSED IN REACHING DECISIONS IN MY WORK UNIT.	49 1065 1688		55 59 59	-4 -4	24 34 34	14 14 14	20 15 16	31 27 26
36. I HAVE THE OPPORTUNITY FOR INPUT BEFORE CHANGES ARE MADE WHICH WILL AFFECT MY WORK.	48 1067 1685		67 58 57	9 9	29 34 35	8 8 9	19 20 20	25 34 34
43. IN THE CURRENT WORK CLIMATE, I AM FREQUENTLY AFRAID TO MAKE A MISTAKE, NO MATTER HOW INSIGNIFICANT. (DISAGREE)	48 1060 1673		58 61 58	-3 1	29 34 33	2 8 8	27 19 21	40 31 34

*A STATISTICALLY SIGNIFICANT COMPARISON

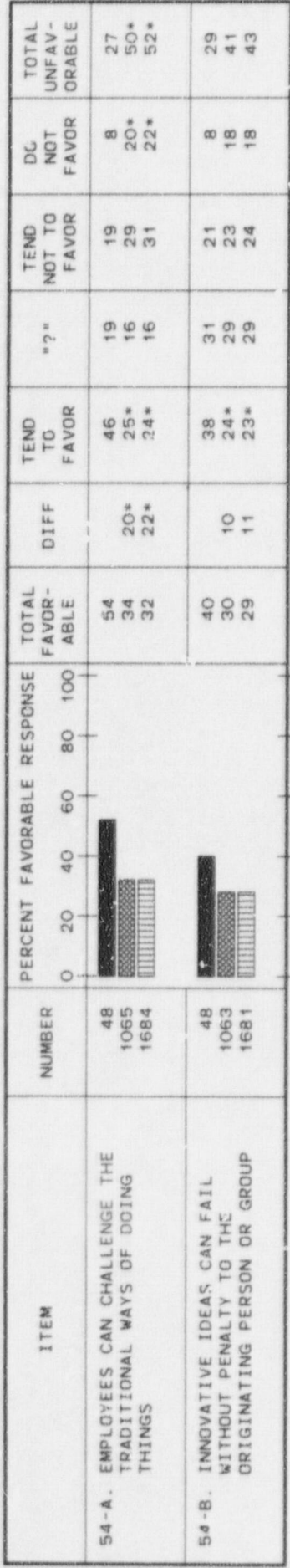


ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/DIP/OPA/OCA/AA/OSP	K	49
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1636

CATEGORY 6: EMPLOYEE INVOLVEMENT (CONTINUED)

54. THE NRC HAS ESTABLISHED A CLIMATE WHERE:



*A STATISTICALLY SIGNIFICANT COMPARISON





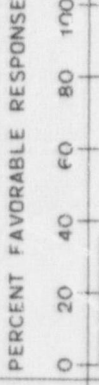
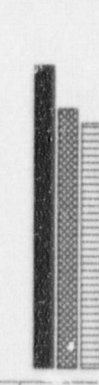
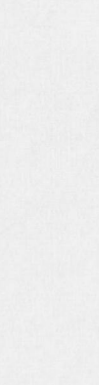
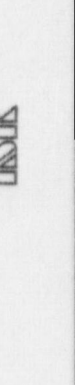
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SECY/OIP/DPA/OCA/OCAA/OSP	K	49
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 7: COMMUNICATION

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
5. WE USUALLY HEAR ABOUT IMPORTANT MATTERS FIRST THROUGH RUMORS. (DISAGREE)	49 1065 1686		37 24 25	13* 12	22 17 18	12 11 11	31 35 35	20 30 29	51 66* 64
15. THE NRC DOES AN EXCELLENT JOB OF KEEPING ITS EMPLOYEES INFORMED ABOUT MATTERS AFFECTING THE AGENCY.	49 1065 1687		43 43 41	0 1	29 34 33	18 16 16	29 27 27	10 14 15	39 41 43
22. MOST OF THE TIME IT IS SAFE TO SPEAK UP IN THE NRC.	48 1064 1687		58 45 45	13 13	40 31 31	15 16 16	15 20 21	13 19 18	27 39 39
27. THE INFORMATION I NEED TO DO MY JOB IS READILY AVAILABLE.	49 1066 1689		86 75 71	11 15*	43 48 48	2 7 7	8 13 16	4 5 6	12 18 22
37. I UNDERSTAND HOW THE GOALS AND OBJECTIVES OF MY WORK UNIT FIT INTO THE NRC'S OVERALL FUTURE DIRECTION.	48 1065 1684		77 69 67	8 11	31 36 36	8 11 13	8 12 13	6 8 8	15 19 21
45. THE POLICIES AND DECISIONS MADE BY THE AGENCY ARE ADEQUATELY COMMUNICATED TO NRC EMPLOYEES.	47 1060 1673		53 45 44	9 10	40 35 35	13 15 15	26 26 28	9 15 14	34 40 42

*A STATISTICALLY SIGNIFICANT COMPARISON

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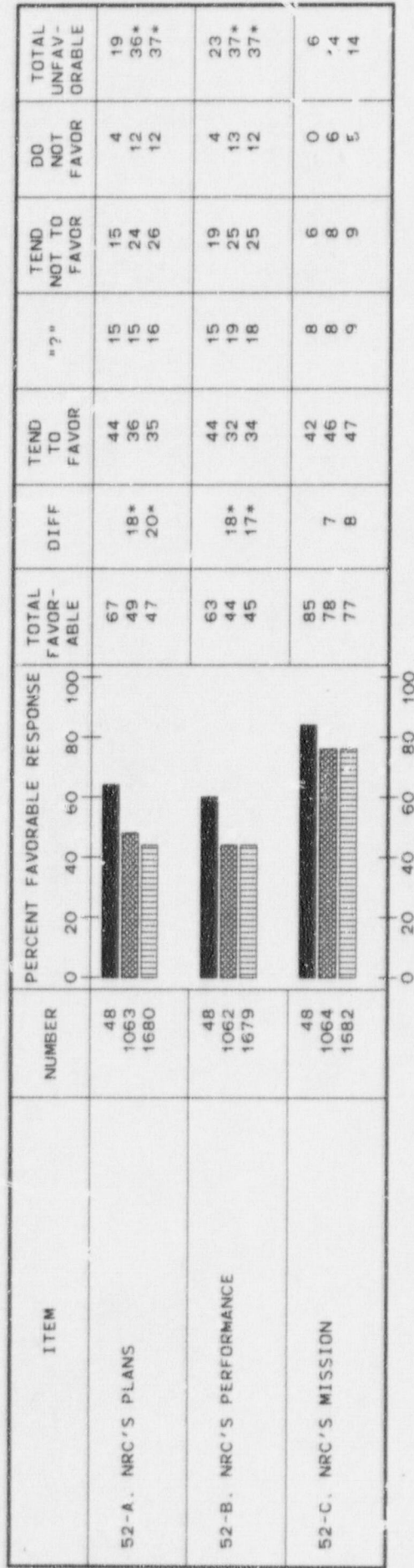


ITEM PROFILE

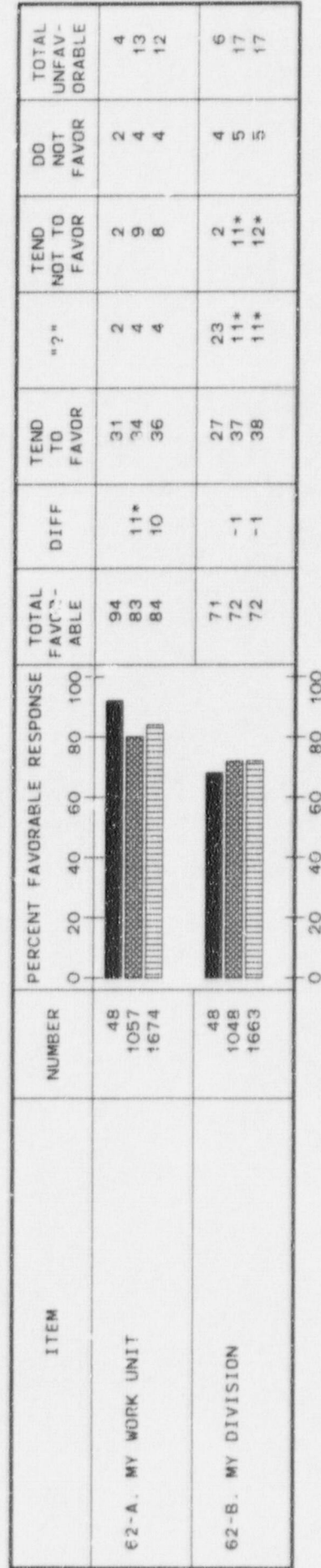
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SECY/OIP/OPA/OCA/DCAA/OSP	K	49
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

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



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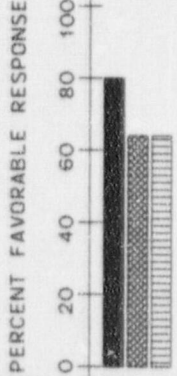
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ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/DPA/OCA/OCAA/OSP	K	49
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 7: COMMUNICATION (CONTINUED)

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

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
62-C. MY OFFICE/REGION	49 1062 1680		32 65 65	17* 16*	29 35 36	12 15 14	2 14* 15*	4 6 6	6 20* 20*
62-D. THE NRC AS A WHOLE	48 1060 1676		90 66 65	23* 25*	38 39 40	4 15* 14*	2 13* 15*	4 6 6	6 19* 21*

*A STATISTICALLY SIGNIFICANT COMPARISON

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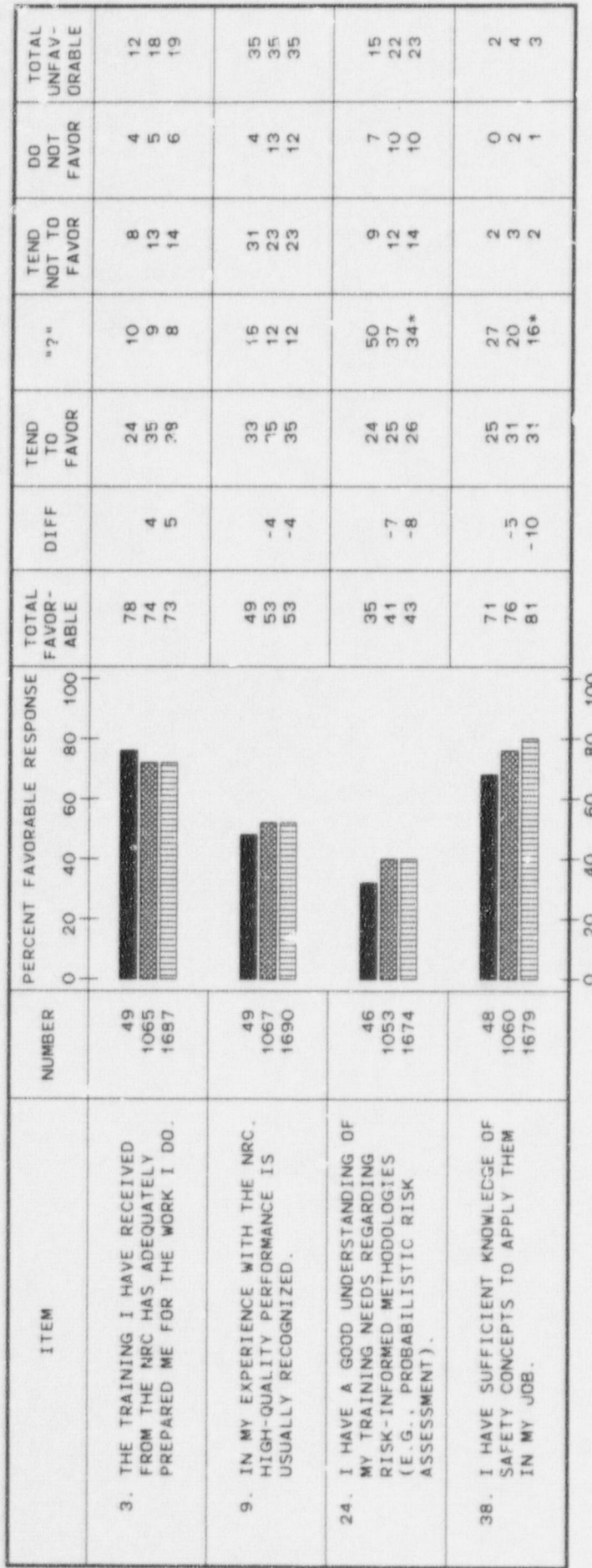
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ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/OPA/OCA/OCAA/OSP	K	49
HEADQUARTERS	S	1072
NRC OVERALL 1998	A	1696

CATEGORY 8: TRAINING AND DEVELOPMENT



*A STATISTICALLY SIGNIFICANT COMPARISON

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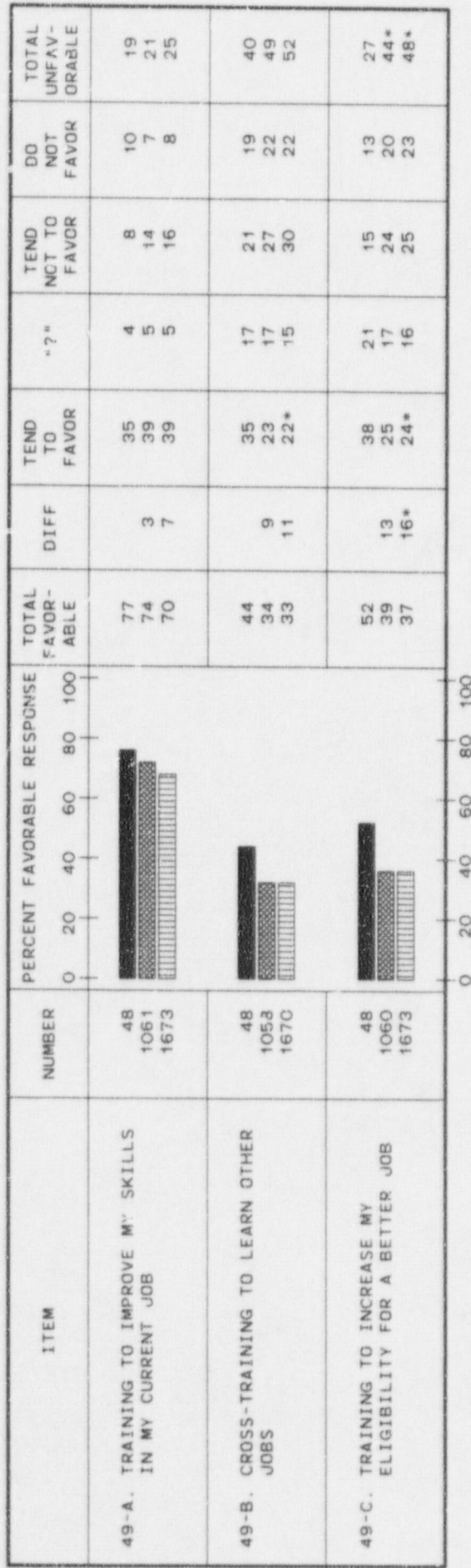
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ITEM PROFILE

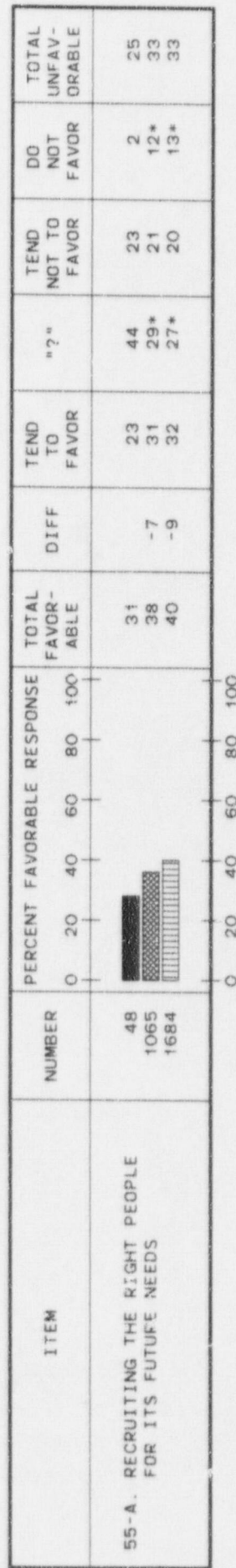
GROUP	SYMBOL	NUMBER
SECY/OIP/DPA/OCA/OCAA/OSP	K	49
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

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

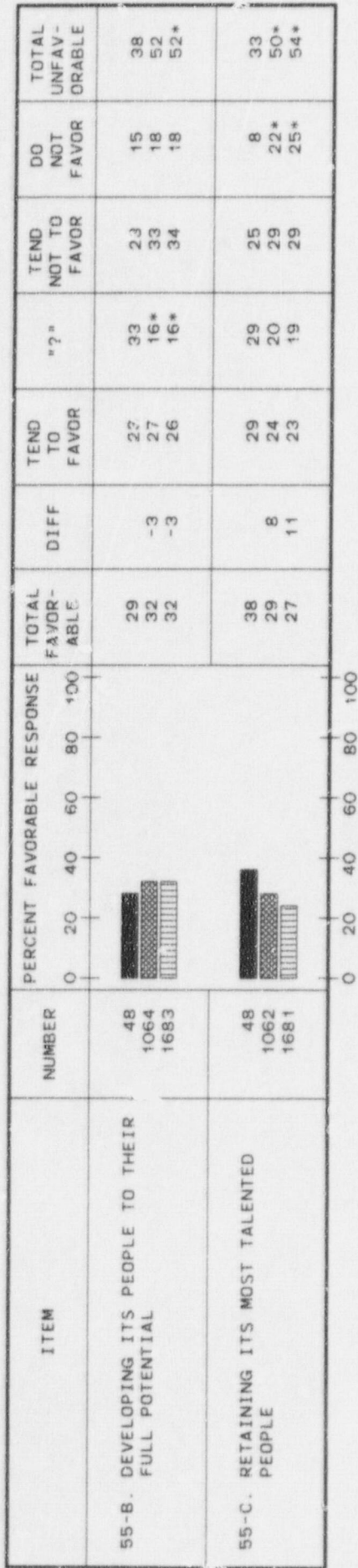


ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/DPA/OCA/DCAA/OSP	K	49
HEADQUARTERS	B	1072
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:	45 1027 1625	K O B A 3	K 31 B 21 A 21	K 18 B 18 A 18	K 29 B 48* A 49*	K 22 B 10* A 9*

*A STATISTICALLY SIGNIFICANT COMPARISON



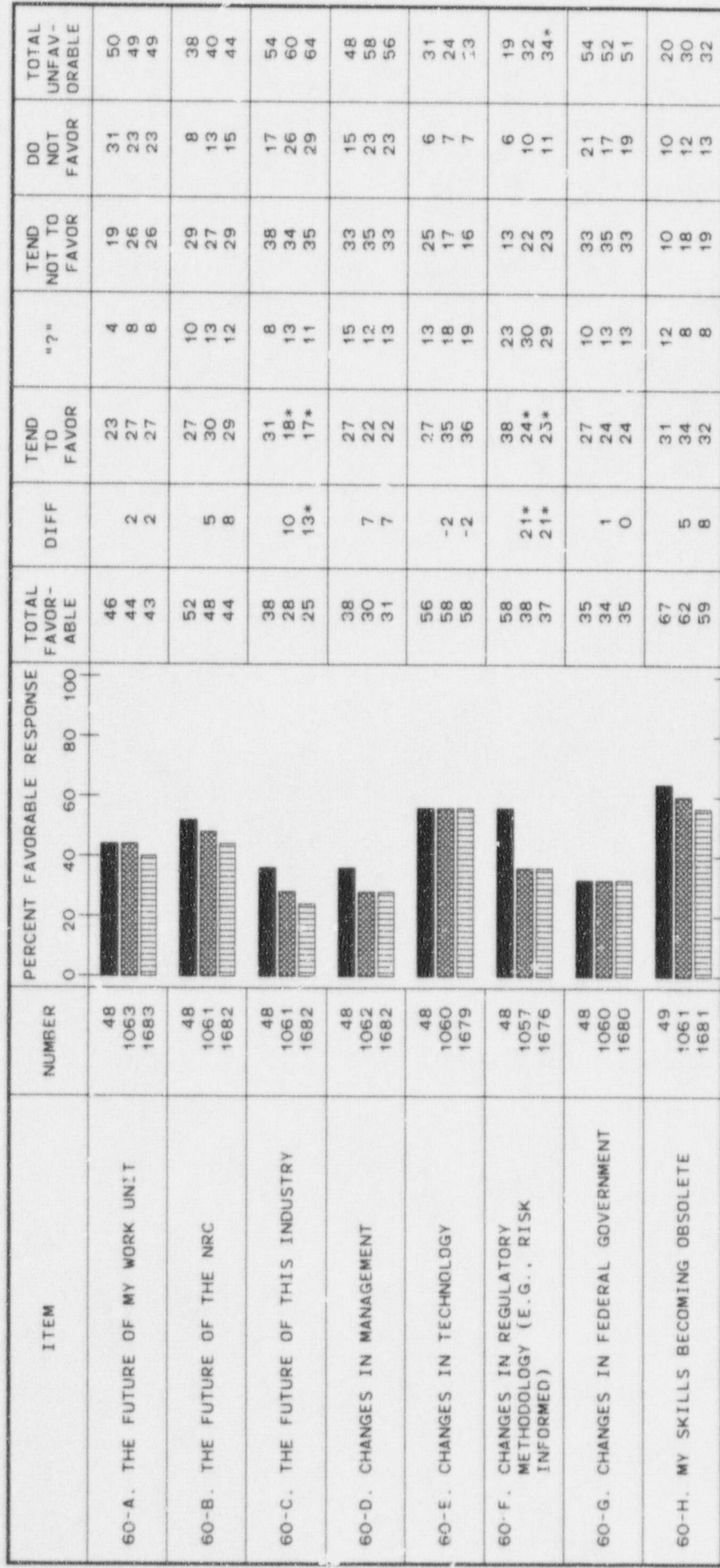
OFFICE OF THE INSPECTOR GENERAL - U.S. NUCLEAR REGULATORY COMMISSION - NRC 98: SECY/OIP/DPA/OCA/OCAA/CSP REPORT

ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/DPA/OCA/OCAA/OSP HEADQUARTERS	K	49
NRC OVERALL 1998	B	1072
	A	1696

CATEGORY 9: FUTURE OF NRC

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



*A STATISTICALLY SIGNIFICANT COMPARISON



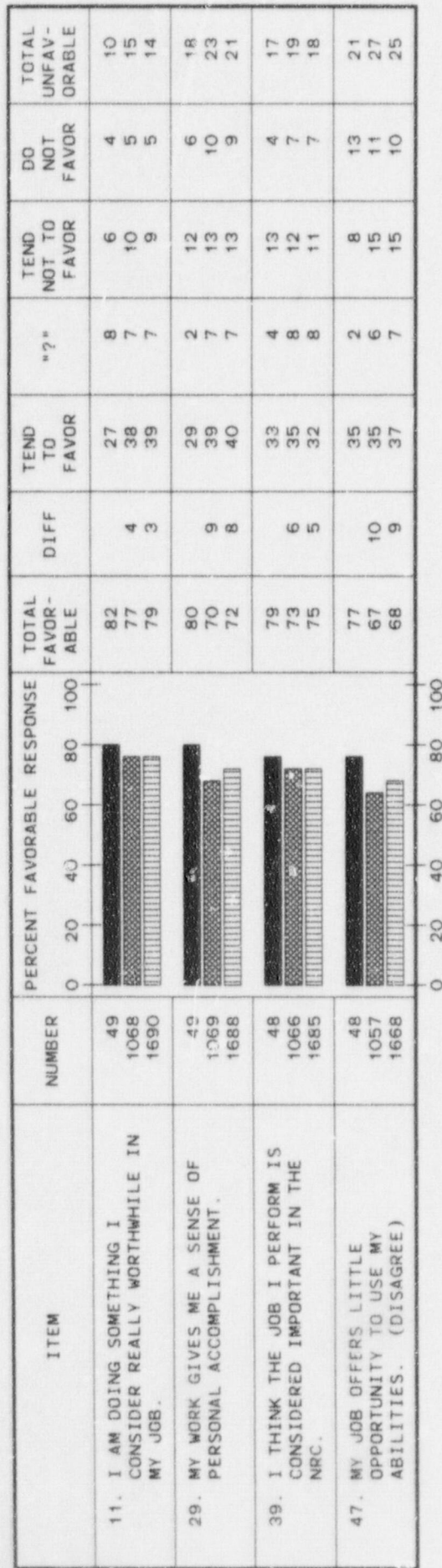
ITEM PROFILE

GROUP SYMBOL NUMBER

SECY/OIP/OPA/DCA/OCAA/OSP 49
HEADQUARTERS 1072
NRC OVERALL 1998 1696

K
B
A

CATEGORY 10: JOB SATISFACTION



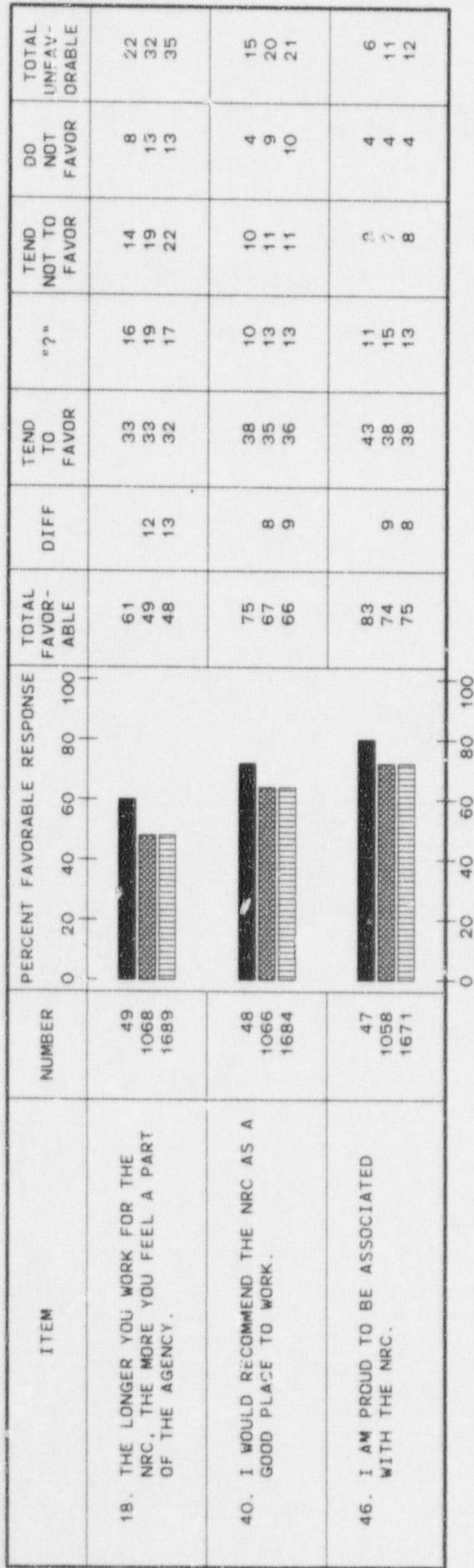


OFFICE OF THE INSPECTOR GENERAL - U.S. NUCLEAR REGULATORY
COMMISSION - NRC 98: SECY/OIP/OPA/OCA/OCAA/OSP REPORT

ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/OPA/OCA/OCAA/OSP	K	49
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 11: EMPLOYEE COMMITMENT





ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/DIP/OPA/OCA/OCAA/OSP	K	49
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1695

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?	49 1063 1685	<table><caption>Percent Favorable Response Data</caption><tr><th>Response Category</th><th>Count</th></tr><tr><td>One of the Best (1)</td><td>67</td></tr><tr><td>Above Average (2)</td><td>18</td></tr><tr><td>About Average (3)</td><td>34</td></tr><tr><td>Below Average (4)</td><td>24</td></tr><tr><td>One of the Worst (5)</td><td>11</td></tr><tr><td>No Opinion (6)</td><td>16</td></tr></table>	Response Category	Count	One of the Best (1)	67	Above Average (2)	18	About Average (3)	34	Below Average (4)	24	One of the Worst (5)	11	No Opinion (6)	16	67	11	22	45	24	4	4	0
Response Category	Count																							
One of the Best (1)	67																							
Above Average (2)	18																							
About Average (3)	34																							
Below Average (4)	24																							
One of the Worst (5)	11																							
No Opinion (6)	16																							
			56	11	18	38	27	11	3	3														
			51	16*	17	34	29	13	4	2														

*A STATISTICALLY SIGNIFICANT COMPARISON



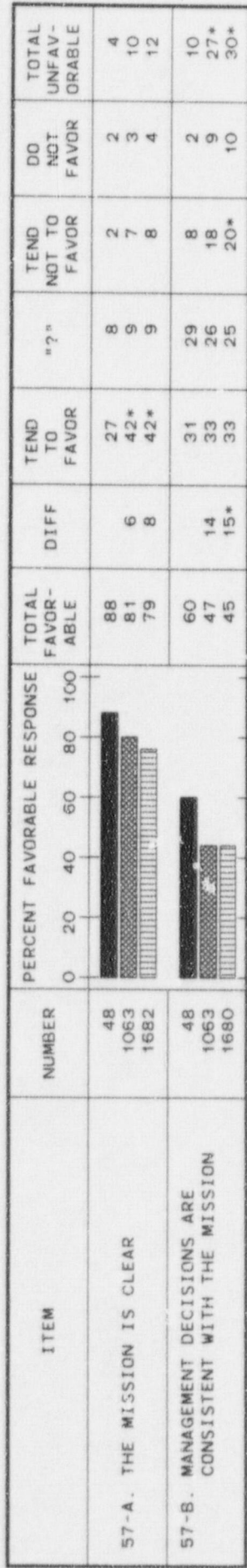
OFFICE OF THE INSPECTOR GENERAL - U.S. NUCLEAR REGULATORY
COMMISSION - NPC 98: SECY/OIP/OPA/OCA/OCAA/OSP REPORT

ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/OPA/OCA/OCAA/OSP	K	49
HEADQUARTERS	B	1072
NRC OVERALL, 1998	A	1696

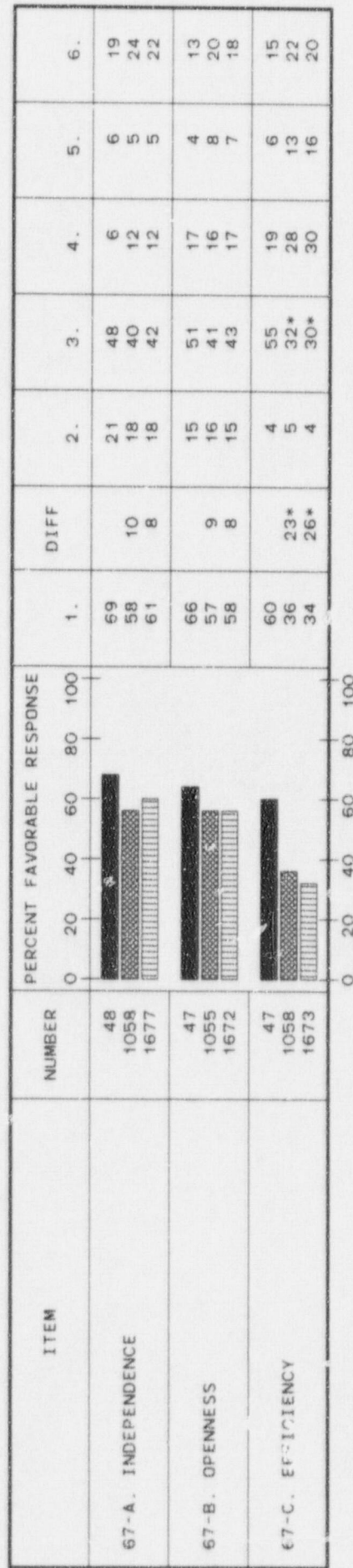
CATEGORY 12: NRC MISSION

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





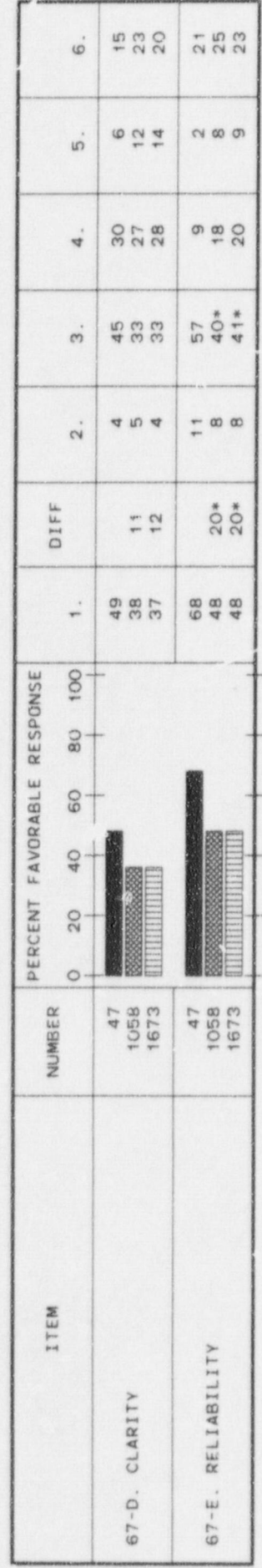
ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/OPA/GCA/OCAA/OSP	K	49
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



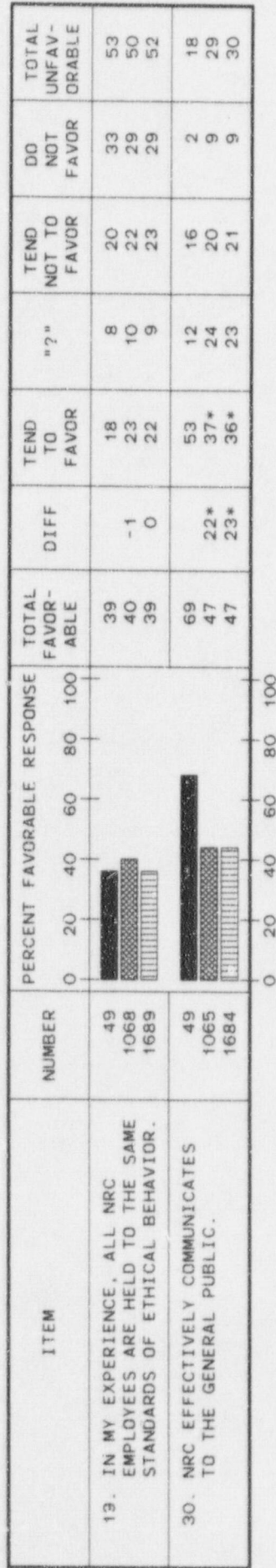
OFFICE OF THE INSPECTOR GENERAL - U.S. NUCLEAR REGULATORY
COMMISSION - NRC 98: SECY/OIP/DPA/OCA/OCAA/OSP REPORT

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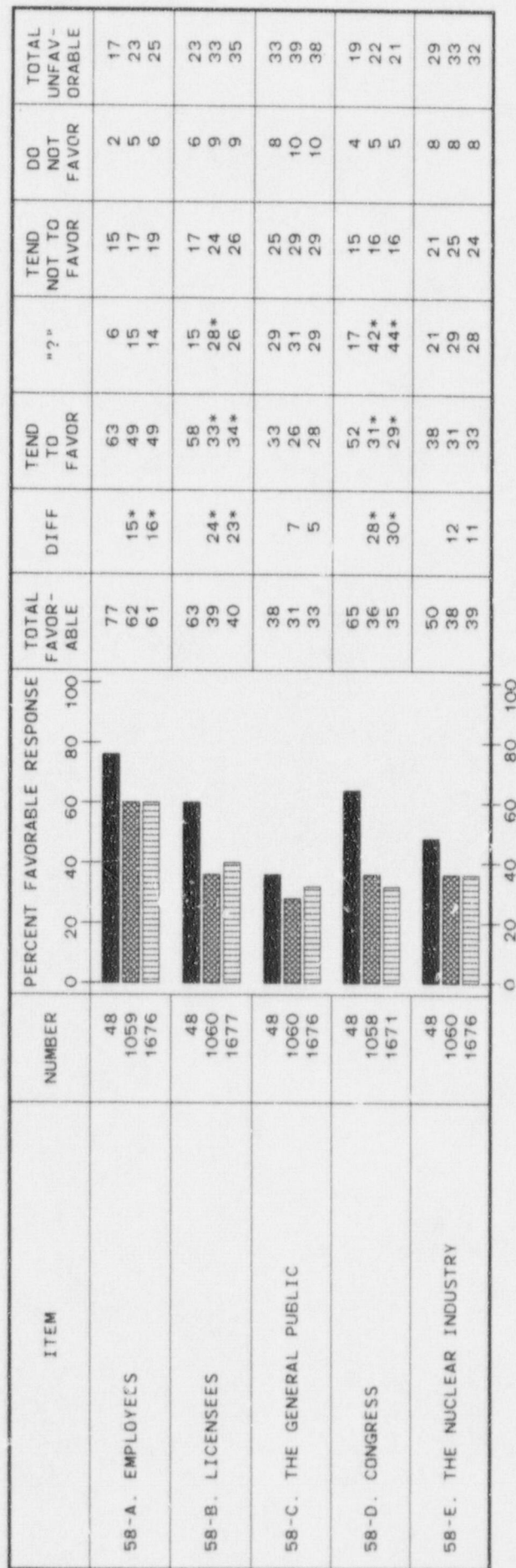
ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/DPA/OCA/OCAA/OSP	K	49
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

NRC

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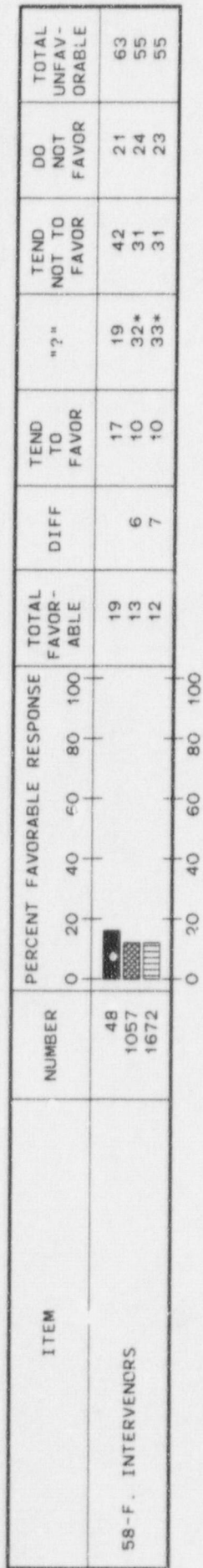


ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/OPA/OCA/OCAA/OSP	K	49
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 13: NRC IMAGE (CONTINUED)

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



*A STATISTICALLY SIGNIFICANT COMPARISON



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COMMISSION - NRC 98: SECY/OIP/DPA/OCA/OCAA/OSP REPORT

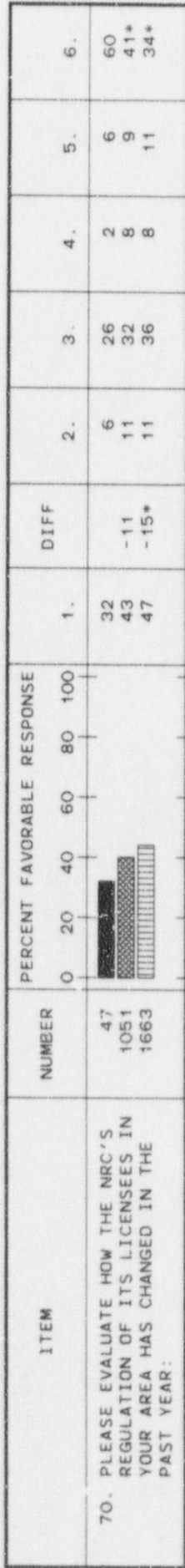
ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/DPA/OCA/OCAA/OSP	K	49
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 14: ORGANIZATIONAL CHANGE

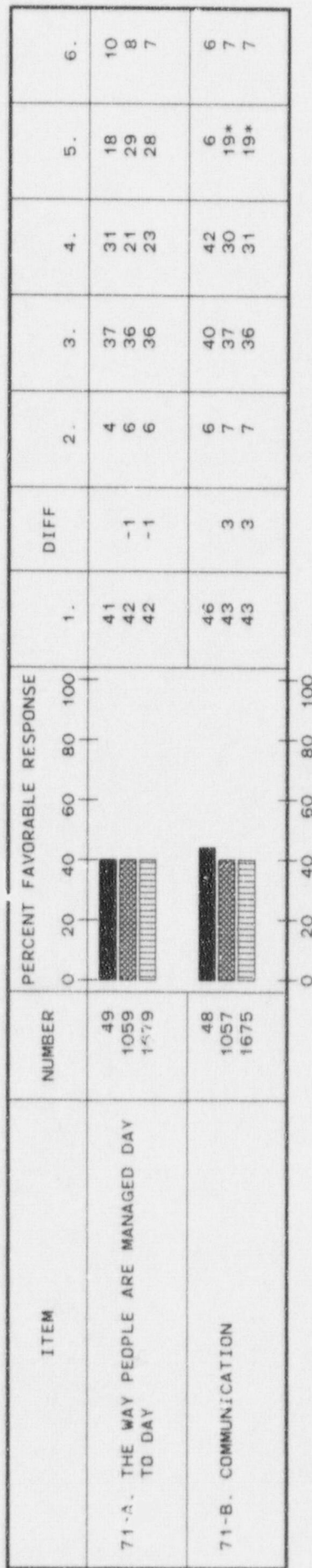
PLEASE REFER TO THE FOLLOWING KEY FOR THE REPORT HEADINGS USED FOR QUESTION 70.

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



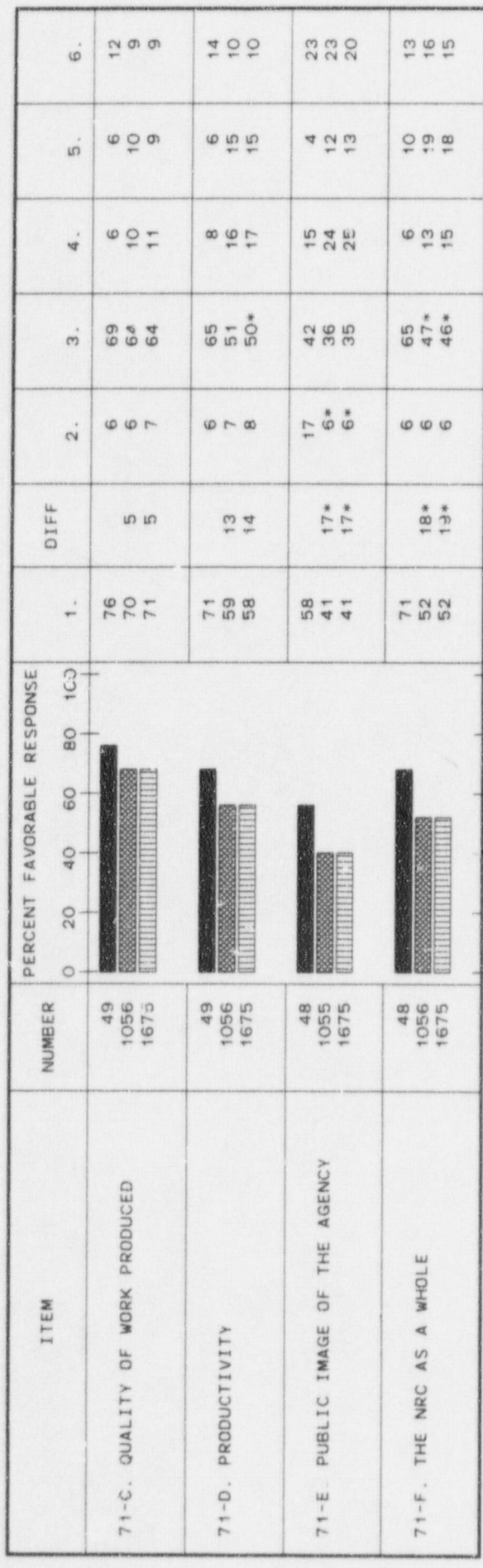
ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/OPA/OCA/OCAA/OSP	K	49
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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COMMISSION - NRC 98: SECY/OIP/OPA/OCA/OCAA/OSP REPORT

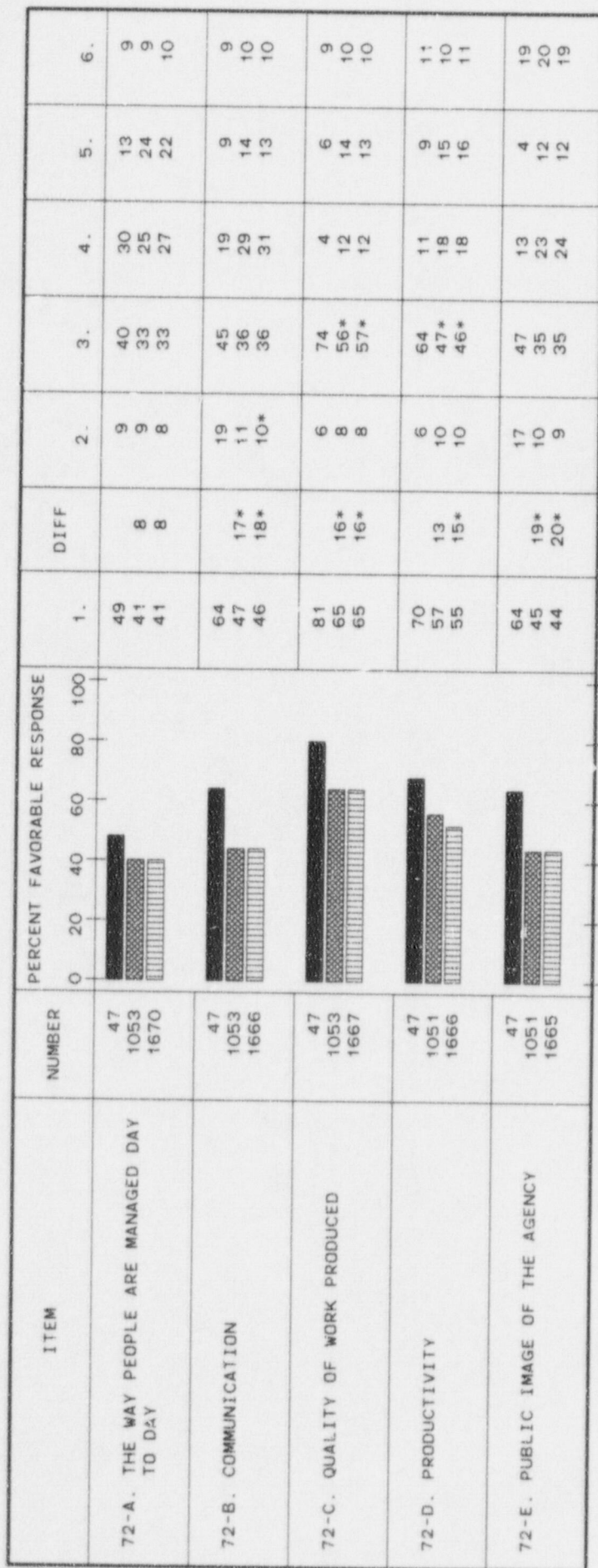
ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/OPA/OCA/OCAA/OSP	K	49
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

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ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/DPA/OCA/OCAA/OSP HEADQUARTERS	K	49
NRC OVERALL 1998	B	1072
	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:	45 1049 1662	K 16 B 13 A 14	K 78 B 58* A 58*	K 4 B 23* A 23*	K 2 B 6 A 6

*A STATISTICALLY SIGNIFICANT COMPARISON





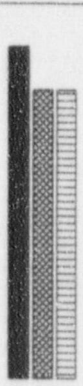
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ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/DPA/OCA/OCAA/OSP	K	49
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.	48 1061 1683		94 81 81	12* 13*	33 38 38	2 8 8	4 8 8	0 3 3	4 10 11
6. THE QUALITY OF WORK DONE IN MY WORK UNIT IS EXCELLENT.	49 1069 1688		92 86 85	6 7	31 44 45	4 6 6	4 7 7	0 2 2	4 9 9
10. TOO MUCH EMPHASIS IS PLACED UPON THE QUANTITY OF WORK PRODUCED RATHER THAN ITS QUALITY. (DISAGREE)	49 1066 1686		55 46 44	9 11	35 33 32	16 17 17	20 25 26	8 13 13	29 38 39
20. EMPLOYEES ARE ENCOURAGED TO COMMUNICATE IDEAS TO IMPROVE SAFETY/REGULATIONS/OPERATIONS.	47 1065 1688		60 52 53	7 6	40 36 36	19 18 17	17 19 19	4 11 11	21 30 30
26. I THINK THE INCREASED FOCUS ON RISK-INFORMED, PERFORMANCE-BASED REGULATION IS IMPROVING NRC'S REGULATORY EFFECTIVENESS.	47 1058 1678		30 29 32	1 -3	21 20 24	64 46* 42*	4 15* 15*	2 10 10	6 25* 25*

*A STATISTICALLY SIGNIFICANT COMPARISON

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ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/DPA/OCA/OCAA/OSP	K	49
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:

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
48-A. SENIOR MANAGEMENT OF THE NRC	47		72	0	21	26	0	2	2
	1048		72	0	21	24	2	2	4
	1652		72	0	22	23	3	2	5
48-B. MY DIVISION MANAGEMENT	47		49	-6	19	43	4	4	9
	1038		55	-7	26	35	6	4	10
	1635		56	-7	27	33	7	4	11
48-C. MY SUPERVISOR	47		51	3	17	45	2	2	4
	1044		48	1	23	37	10	5	15*
	1643		50	1	26	35	10	5	15*
48-D. ME	47		51	8	23	40	4	4	9
	1050		43	3	22	34	12	10	23*
	1653		49	3	25	31	11	9	20*

*A STATISTICALLY SIGNIFICANT COMPARISON



ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/DPA/OCA/OCAA/OSP	K	49
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	48		40	2	19	48	4	8	13
	1056		38		21	44	9	9	18
	1672		39		22	43	9	10	19
50-B. IT FUNCTIONS PROPERLY	48		31	0	13	54	2	13	15
	1052		32		20	50	9	10	19
	1667		31		19	49	10	11	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	48		60	3	29	15	17	8	25
	1065		57		37	11	18	13	31
	1684		54		35	12	20	13	33
56-B. CONTINUALLY TRY TO IMPROVE OUR PERFORMANCE	47		70	2	43	15	6	9	15
	1060		68		44	11	13	8	21
	1678		68		45	11	13	8	21



ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/OPA/OCA/OCAA/OSP HEADQUARTERS	K	49
NRC OVERALL 1998	B	1072
	A	1696

CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)

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

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
63-A. CUT COSTS TO MEET BUDGET CONSTRAINTS	48 1060 1678		58 46 47	13 11	31 30 30	8 15 16	17 23 22	17 16 15	33 39 37
63-B. MEET SCHEDULES OR DEADLINES	48 1061 1680		52 36 35	16* 18*	33 27 25	10 10 10	23 30 30	15 24 25	38 54* 56*
63-C. SATISFY A PERSONAL OR POLITICAL NEED	48 1060 1679		50 35 35	15* 15*	23 22 22	10 14 14	23 26 25	17 25 25	40 51 50

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	ADEQUATE	POOR	TOTAL POOR	D.K./NO OPINION
64-A. IMPLEMENTING PROGRAMS AND PROCESS'S FOR IMPROVING REGULATORY EFFECTIVENESS	48 1060 1681		40 26 25	14* 15*	35 21* 21*	38 31 33	2 16* 16*	4 26* 26*	19 17 16

*A STATISTICALLY SIGNIFICANT COMPARISON



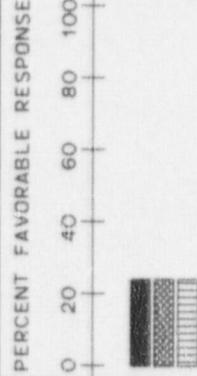
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ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/OIP/OPA/OCA/OCAA/OSP	K	49
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1596

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	48 1059 1678		27 25 24	2 3	23 21 20	44 31 32	8 18 20*	10 27* 29*	19 18 15
64-C. INVESTING IN TRAINING TO IMPROVE REGULATORY EFFECTIVENESS	48 1061 1681		35 30 29	5 6	31 23 22	33 28 28	13 16 18	17 26 30	15 16 13
64-D. EFFECTIVELY USING EMPLOYEE INPUT TO IMPROVE REGULATORY EFFECTIVENESS	48 1057 1678		25 16 15	9 10	23 13 12*	35 25 26	15 21 23	21 39* 42*	19 20 17
64-E. COMMUNICATING OUR REGULATORY PHILOSOPHY AND OBJECTIVES	48 1058 1677		38 27 27	10 10	35 22* 22*	42 29 31	8 19 19	10 30* 29*	10 14 12
64-F. LEADING BY EXAMPLE IN THE AREA OF REGULATORY EFFECTIVENESS	48 1059 1680		29 21 20	9 9	27 16* 16*	40 26* 26*	8 16 18	17 33* 35*	15 21 18

* A STATISTICALLY SIGNIFICANT COMPARISON



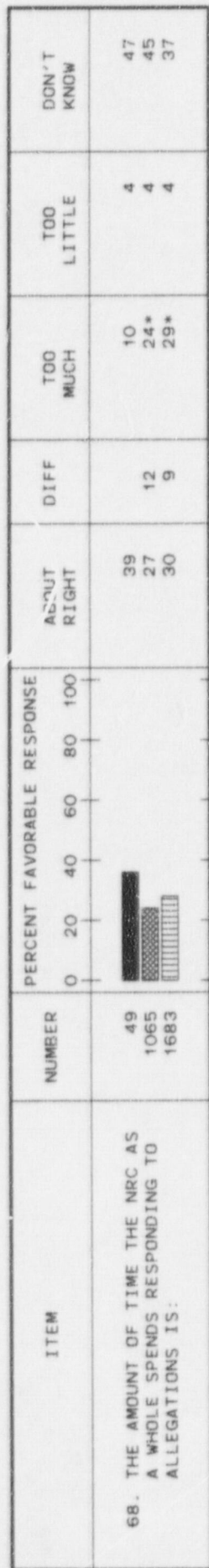
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ITEM PROFILE

GROUP	SYMBOL	NUMBER
SECY/DIP/OPA/OCA/OCAA/OSP	K	49
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1636

CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)



*A STATISTICALLY SIGNIFICANT COMPARISON

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