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

NRC SAFETY CULTURE AND CLIMATE SURVEY 1998

NRC 98: HEADQUARTERS OVERALL: SCIENTIFIC REPORT

VOLUME 59

DATA COLLECTED FIRST QUARTER 1998

INTERNATIONAL SURVEY RESEARCH
CHICAGO LONDON TOKYO

ISR





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 QUESTIONNAIRE 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.

ISR



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.

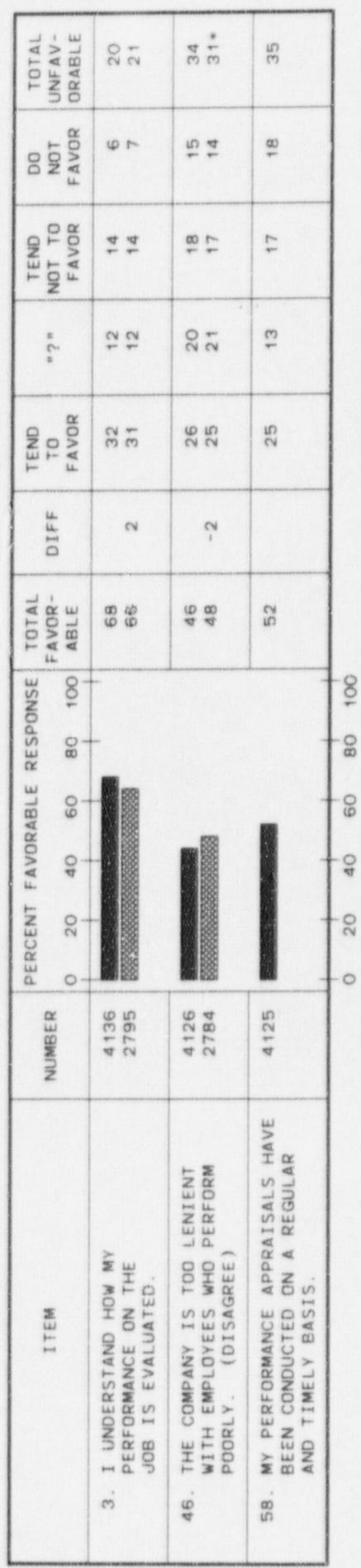
ITEM PROFILE

GROUP

HOURLY OPERATIONS OVERALL CURRENT YEAR
HOURLY OPERATIONS OVERALL PREVIOUS YEAR

SYMBOL NUMBER

C 4156
X 2811



UNITED STATES NUCLEAR REGULATORY COMMISSION



OFFICE OF THE INSPECTOR GENERAL - U.S. NUCLEAR REGULATORY COMMISSION - NRC 98: HEADQUARTERS OVERALL: SCIENTIFIC REPORT

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55	VS. HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC	67
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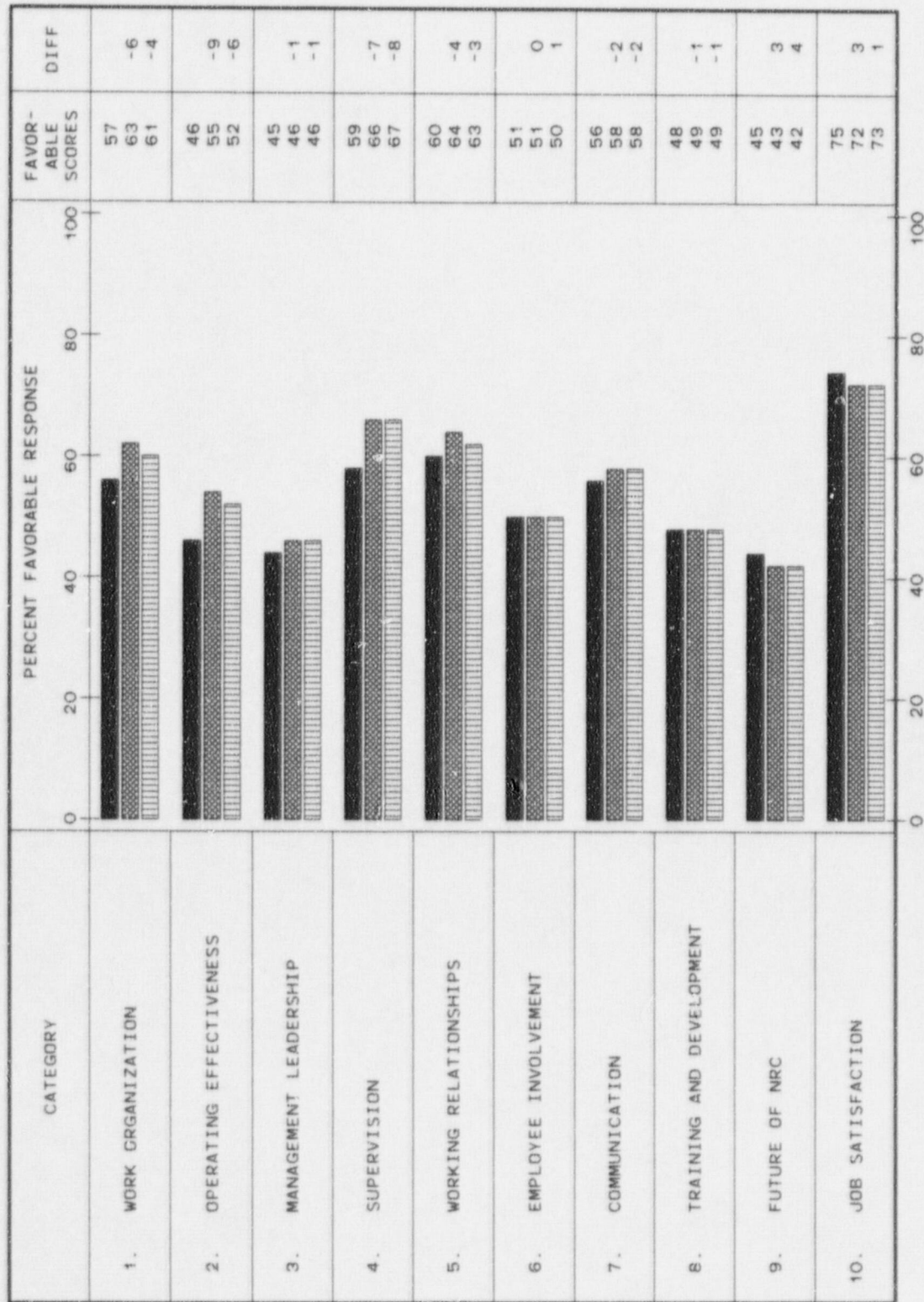


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SUMMARY PROFILE

GROUP	SYMBOL	NUMBER
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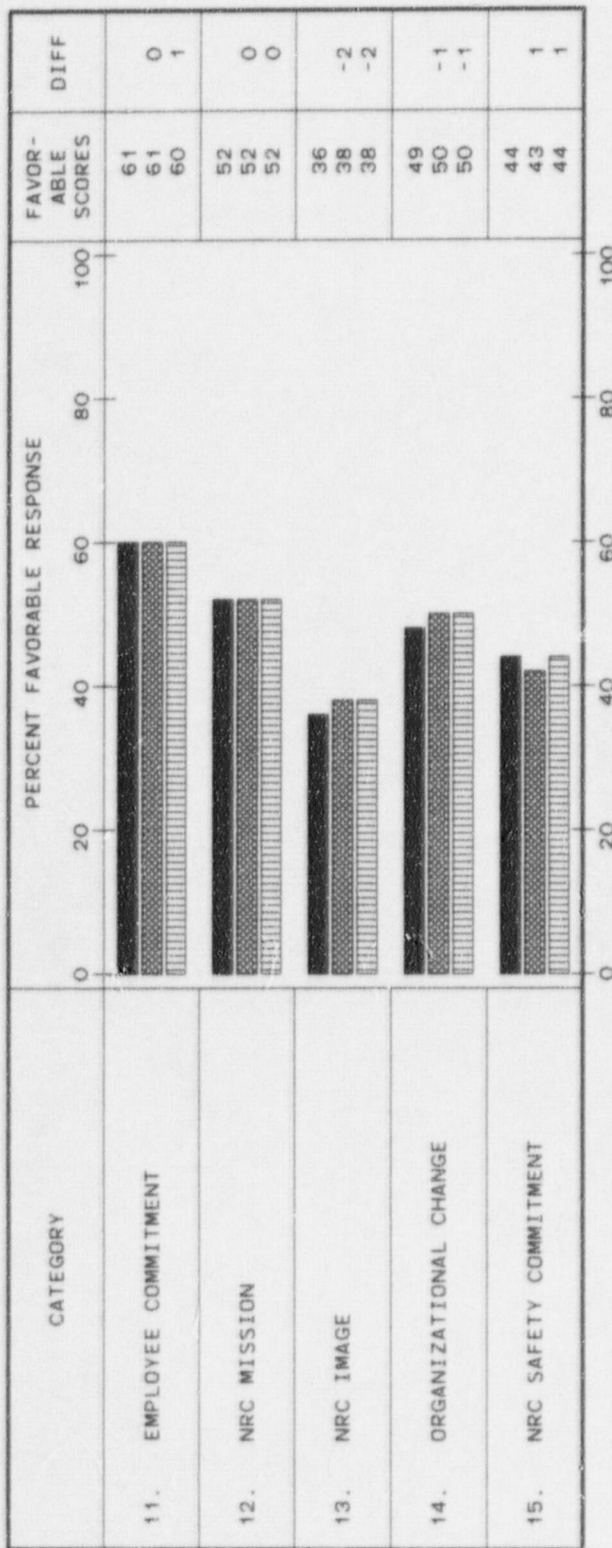


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SUMMARY PROFILE (CONTINUED)

GROUP SYMBOL NUMBER

HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS B 1072
NRC OVERALL 1998 A 1696





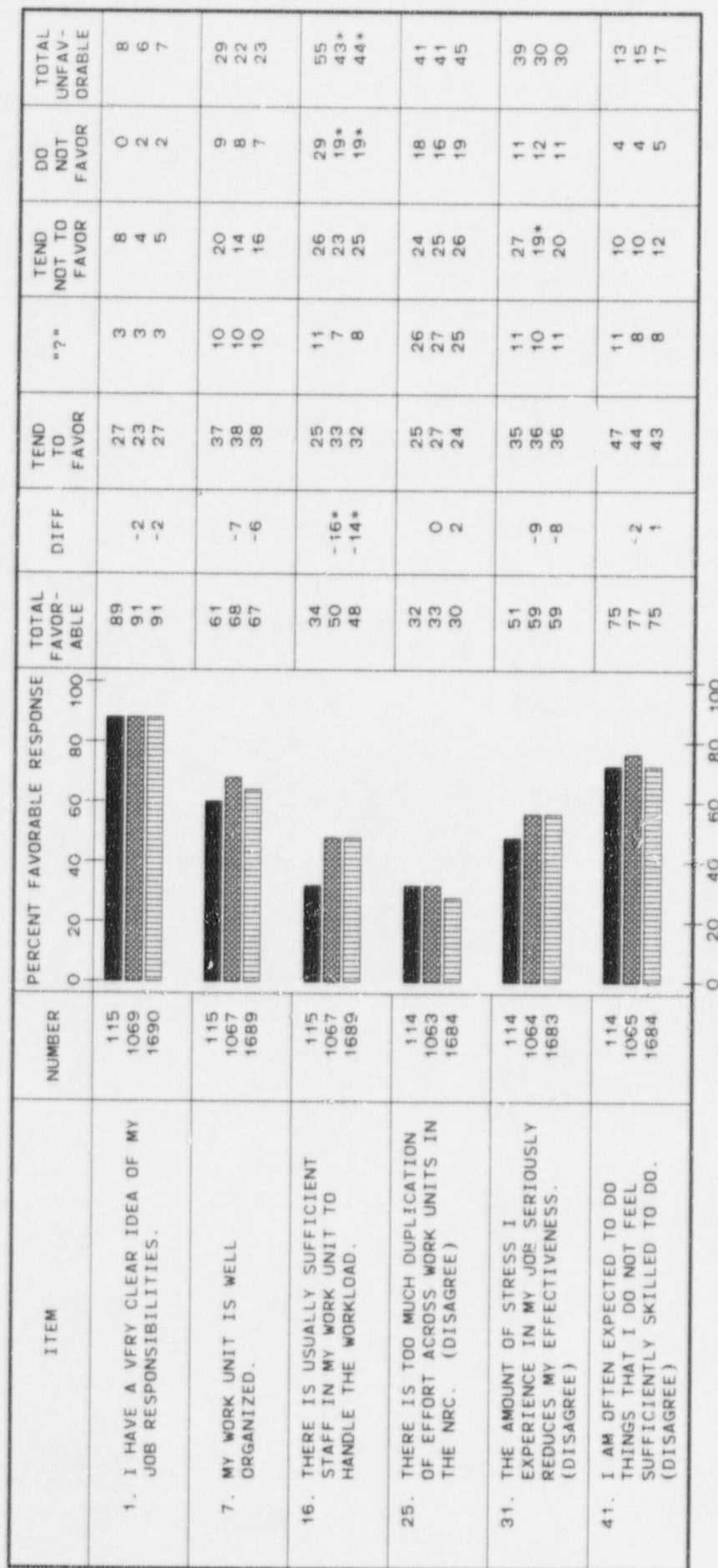
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CATEGORY 1: WORK ORGANIZATION



*A STATISTICALLY SIGNIFICANT COMPARISON

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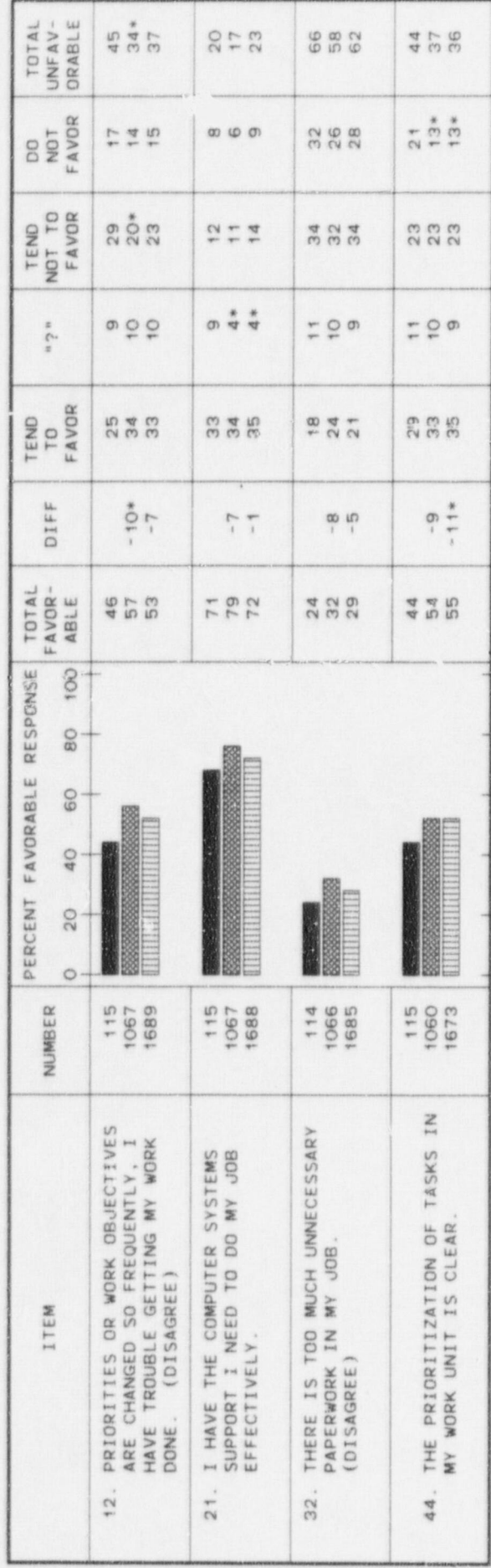
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CATEGORY 2: OPERATING EFFECTIVENESS



*A STATISTICALLY SIGNIFICANT COMPARISON



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CATEGORY 3: MANAGEMENT LEADERSHIP

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
13. NRC SENIOR MANAGEMENT PROVIDES A CLEAR SENSE OF DIRECTION.	114	28	28	-4	20	20	27	25	52
	1067	32	32	-5	25	18	27	23	50
	1689	33	33	-5	26	17	28	21	50
33. THE MANAGEMENT STYLE AT THE NRC ENCOURAGES EMPLOYEES TO GIVE THEIR BEST.	115	31	31	-3	25	13	30	25	56
	1066	34	34	-2	27	13	30	23	53
	1686	33	33	-2	25	13	30	23	53

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

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
51-A. MY WORK UNIT	113	65	65	-3	35	12	13	10	23
	1061	67	67	-3	34	6*	15	12	26
	1679	68	68	-3	35	7*	15	11	26
51-B. MY DIVISION	111	53	53	0	34	14	26	7	33
	1047	53	53	-1	33	15	19	12	31
	1664	54	54	-1	35	14	20	11	32
51-C. MY OFFICE/REGION	111	46	46	-5	31	22	23	10	32
	1056	51	51	-5	33	16	20	13	33
	1675	51	51	-5	34	15*	21	13	34
51-D. THE NRC AS A WHOLE	112	40	40	-5	36	19	29	12	41
	1058	45	45	-4	36	22	21*	13	34
	1677	44	44	-4	36	2*	22	13	35

*A STATISTICALLY SIGNIFICANT COMPARISON

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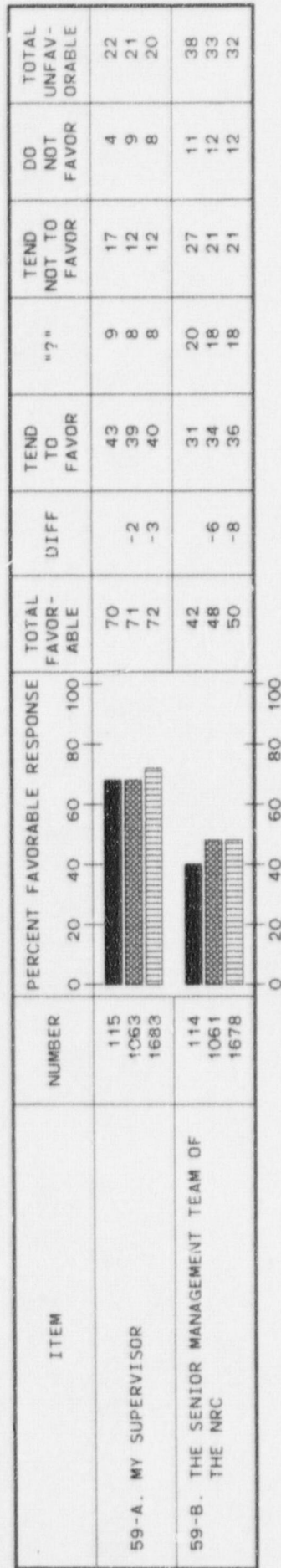


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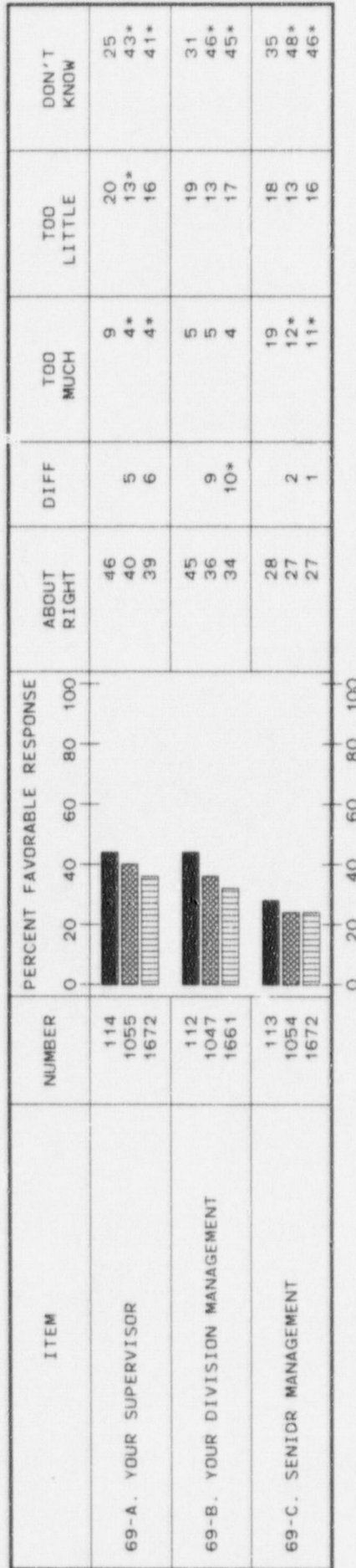
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CATEGORY 3: MANAGEMENT LEADERSHIP (CONTINUED)

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



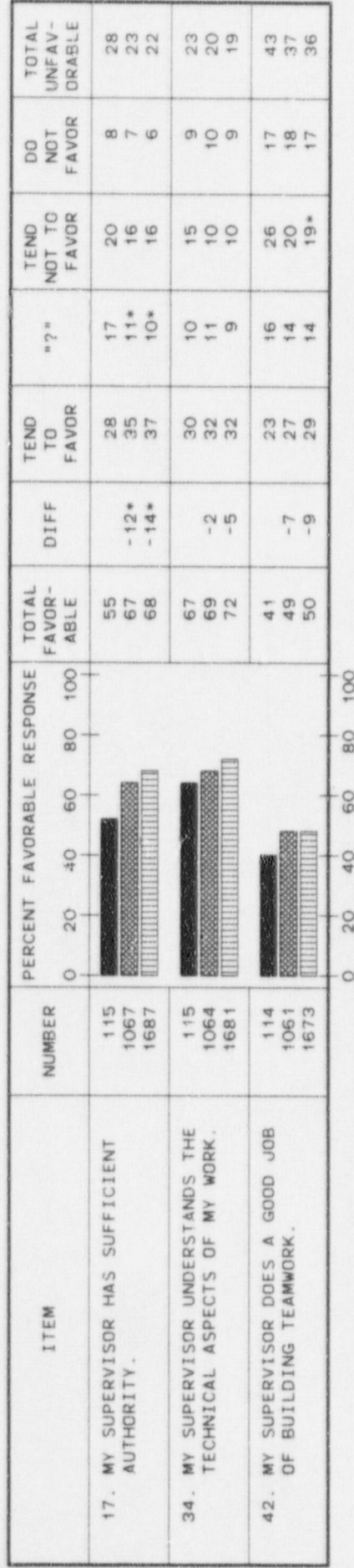
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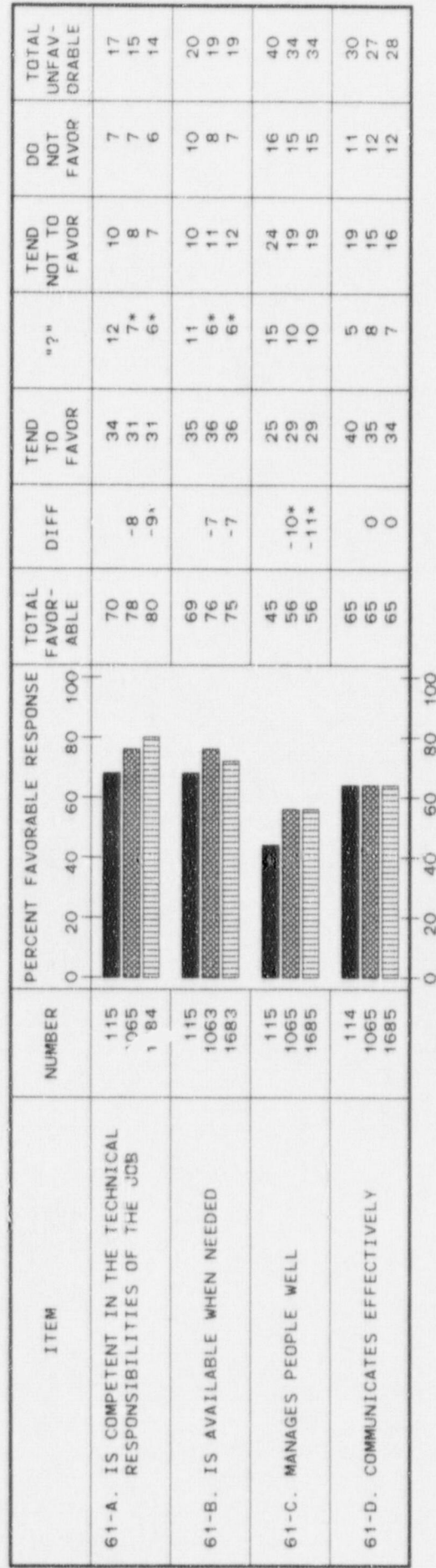
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CATEGORY 4: SUPERVISION



61. MY SUPERVISOR:



*A STATISTICALLY SIGNIFICANT COMPARISON

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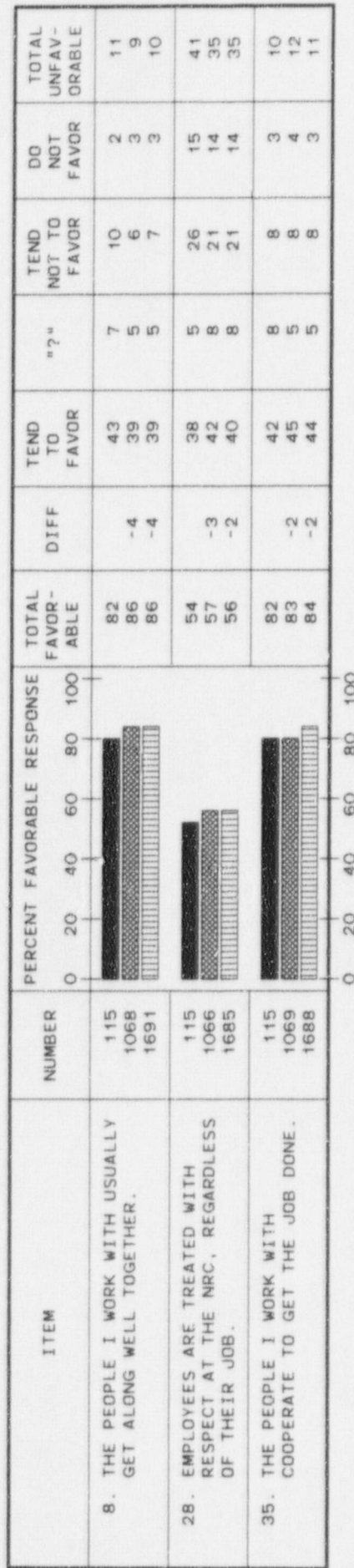
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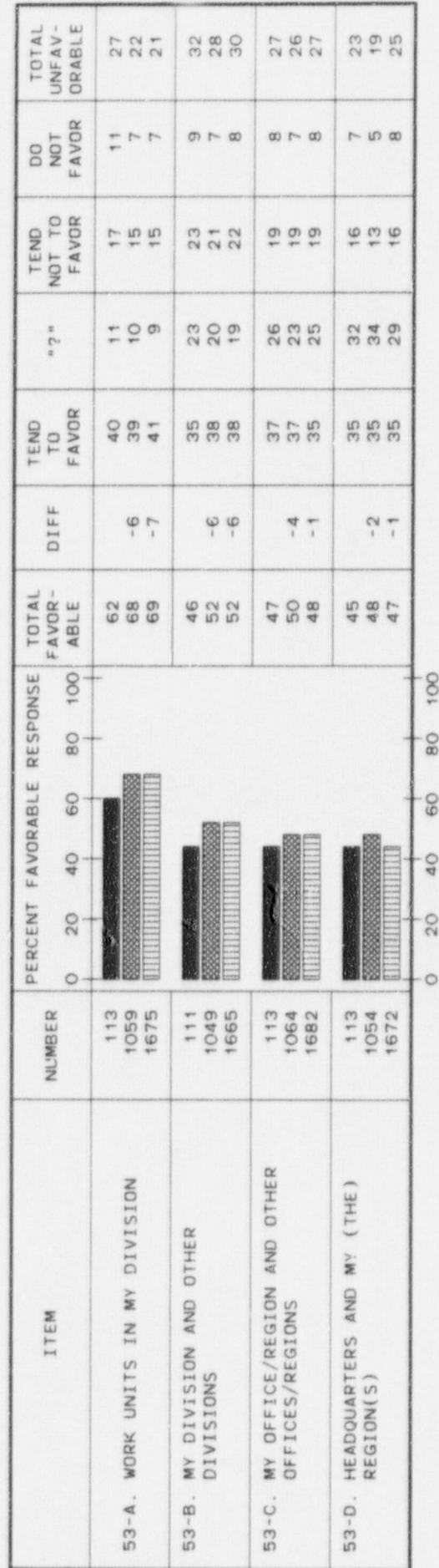
HEADQUARTERS: SCIENTIFIC
HEADQUARTERS
NRC OVERALL 1998

F 115
B 1072
A 1696

CATEGORY 5: WORKING RELATIONSHIPS



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





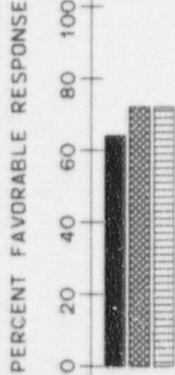
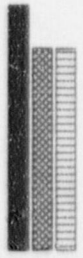
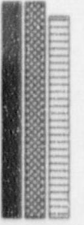
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CATEGORY 6: EMPLOYEE INVOLVEMENT

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.	113 1065 1687		64 73 74	-9* -10*	25 34 34*	11 8 8	18 13 12	8 7 6	26 19 18
14. I BELIEVE HIGHER MANAGEMENT LEVELS TRUST THE JUDGMENT OF EMPLOYEES AT MY LEVEL IN THE ORGANIZATION.	115 1068 1691		37 40 40	-2 -2	25 28 28	8 13 12	28 24 24	27 23 24	55 47 48
23. DIFFERING OPINIONS ARE OPENLY DISCUSSED IN REACHING DECISIONS IN MY WORK UNIT.	114 1065 1688		68 59 59	9 9	39 34 34	8 14 14	13 15 16	11 12 11	24 27 26
36. I HAVE THE OPPORTUNITY FOR INPUT BEFORE CHANGES ARE MADE WHICH WILL AFFECT MY WORK.	115 1067 1685		64 58 57	7 7	35 34 35	8 8 9	19 20 20	9 14 14	28 34 34
43. IN THE CURRENT WORK CLIMATE, I AM FREQUENTLY AFRAID TO MAKE A MISTAKE, NO MATTER HOW INSIGNIFICANT. (DISAGREE)	115 1060 1673		63 61 58	1 5	38 34 33	10 8 8	15 19 21	12 12 13	27 31 34

*A STATISTICALLY SIGNIFICANT COMPARISON

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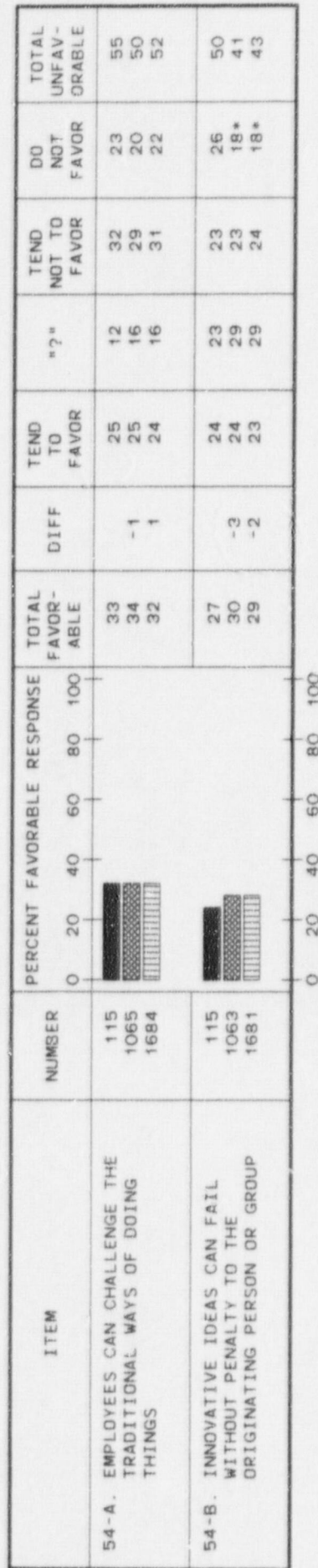


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CATEGORY 6: EMPLOYEE INVOLVEMENT (CONTINUED)

54. THE NRC HAS ESTABLISHED A CLIMATE WHERE:



*A STATISTICALLY SIGNIFICANT COMPARISON



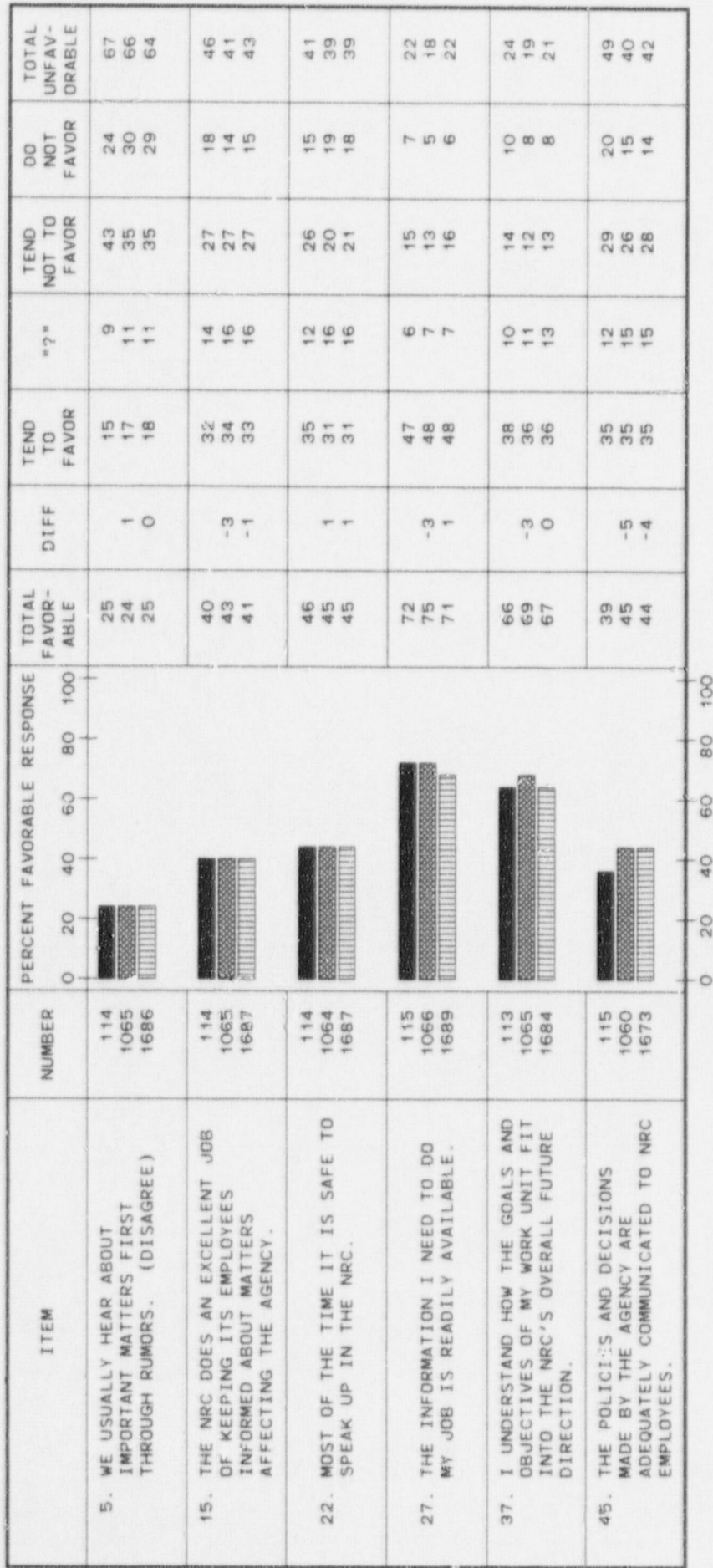
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CATEGORY 7: COMMUNICATION



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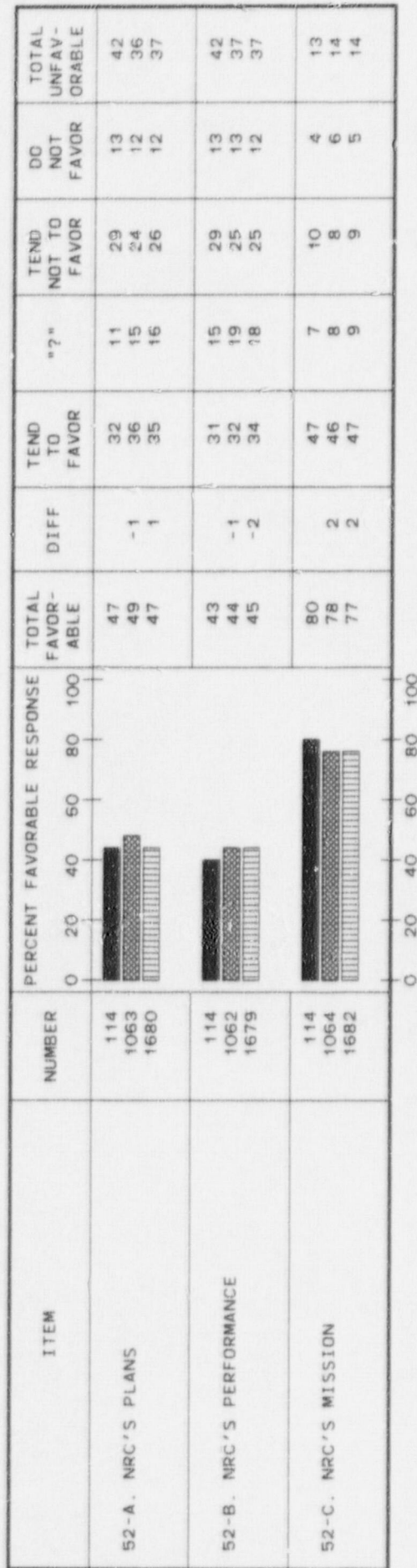


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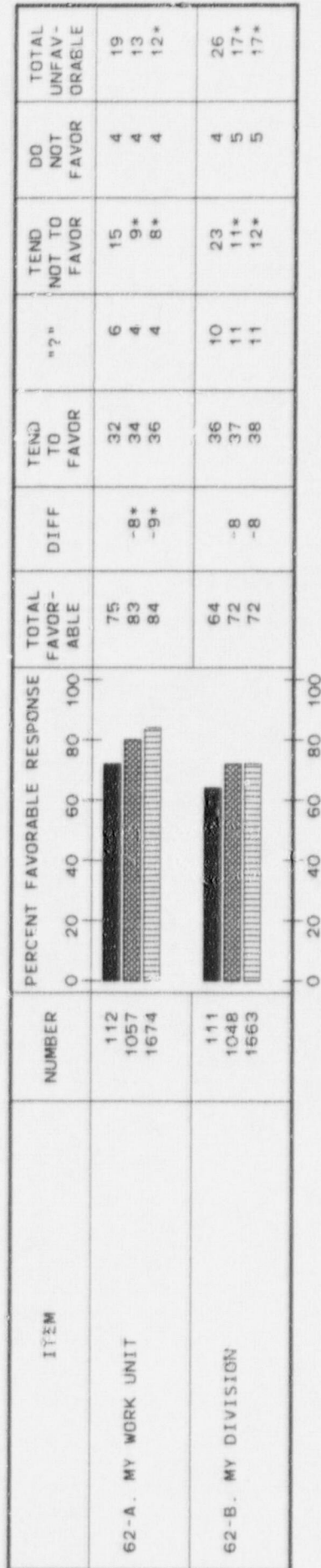
GROUP	SYMBOL	NUMBER
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CATEGORY 7: COMMUNICATION (CONTINUED)

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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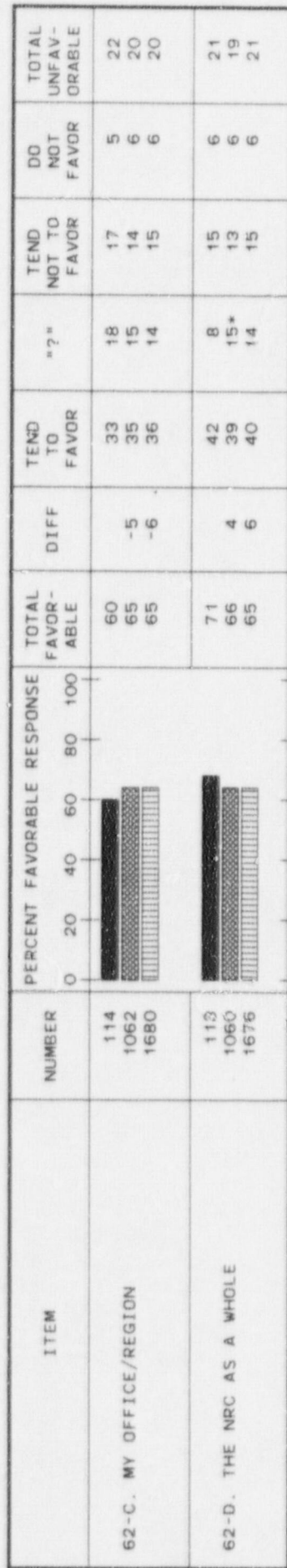
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CATEGORY 7: COMMUNICATION (CONTINUED)

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



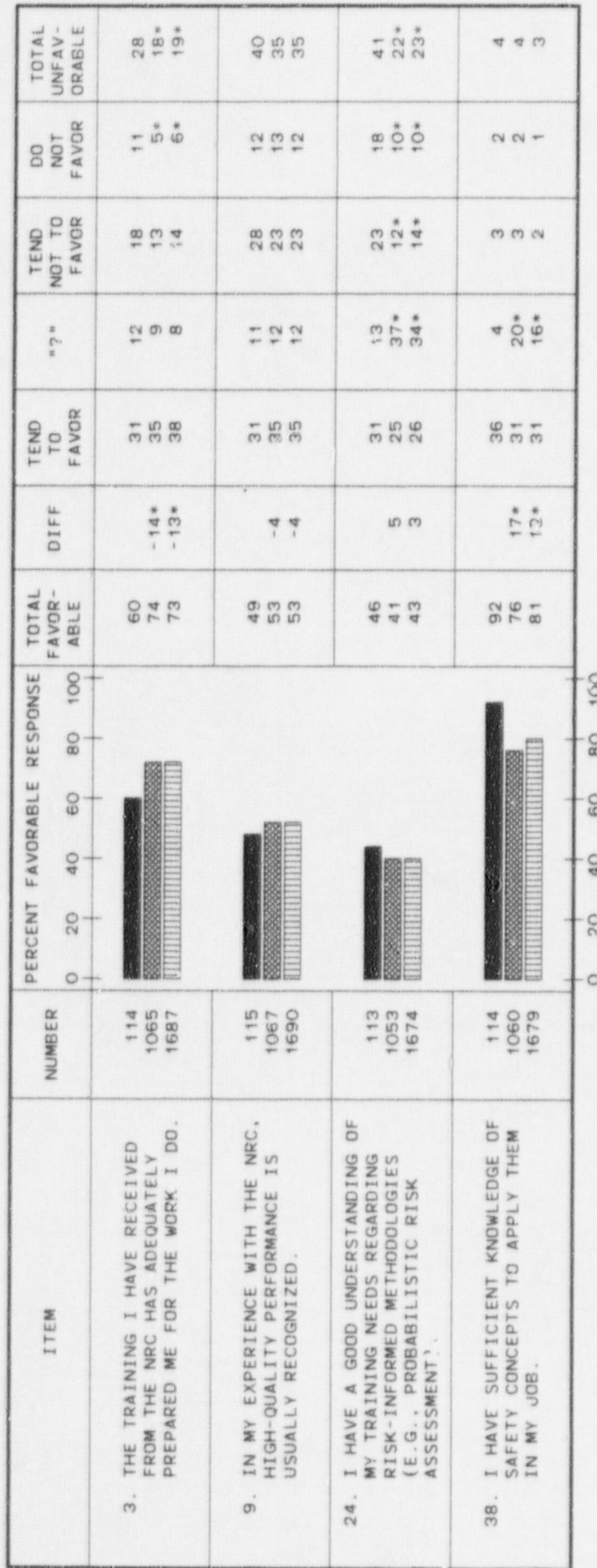
*A STATISTICALLY SIGNIFICANT COMPARISON



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CATEGORY 8: TRAINING AND DEVELOPMENT



*A STATISTICALLY SIGNIFICANT COMPARISON



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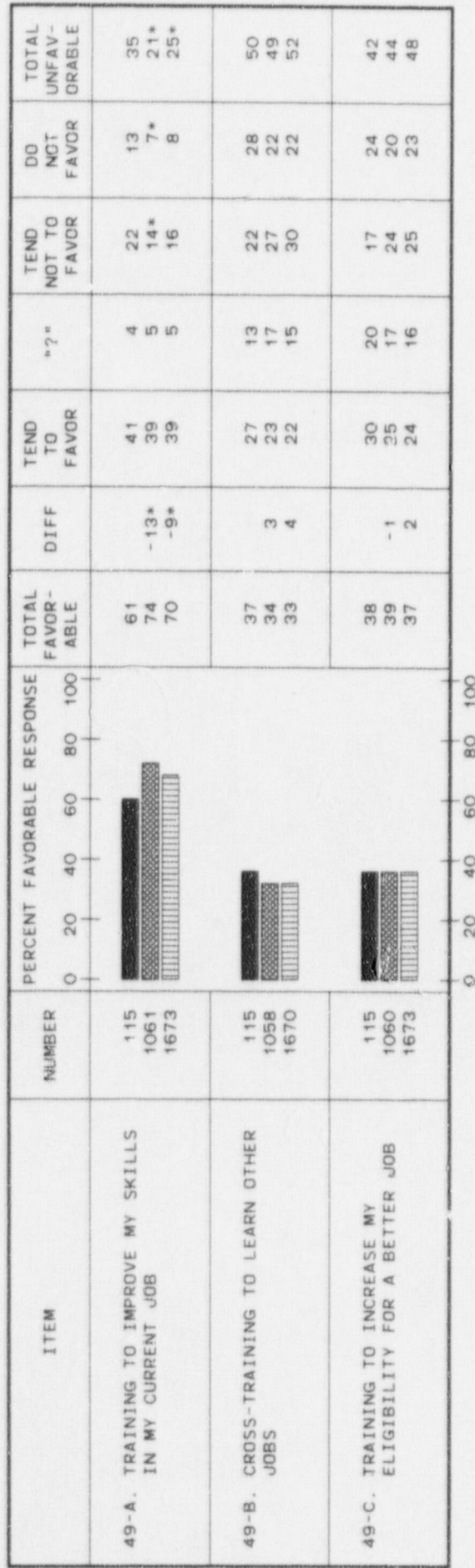
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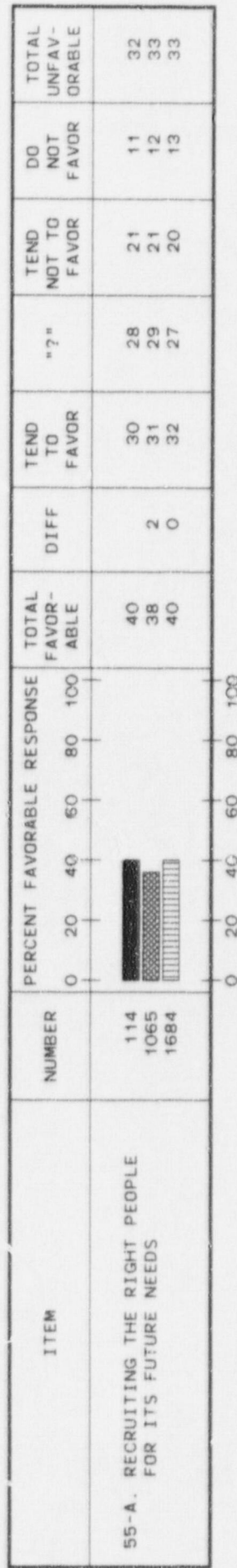
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CATEGORY 8: TRAINING AND DEVELOPMENT (CONTINUED)

49. THERE ARE SUFFICIENT OPPORTUNITIES FOR ME TO RECEIVE:



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



*A STATISTICALLY SIGNIFICANT COMPARISON

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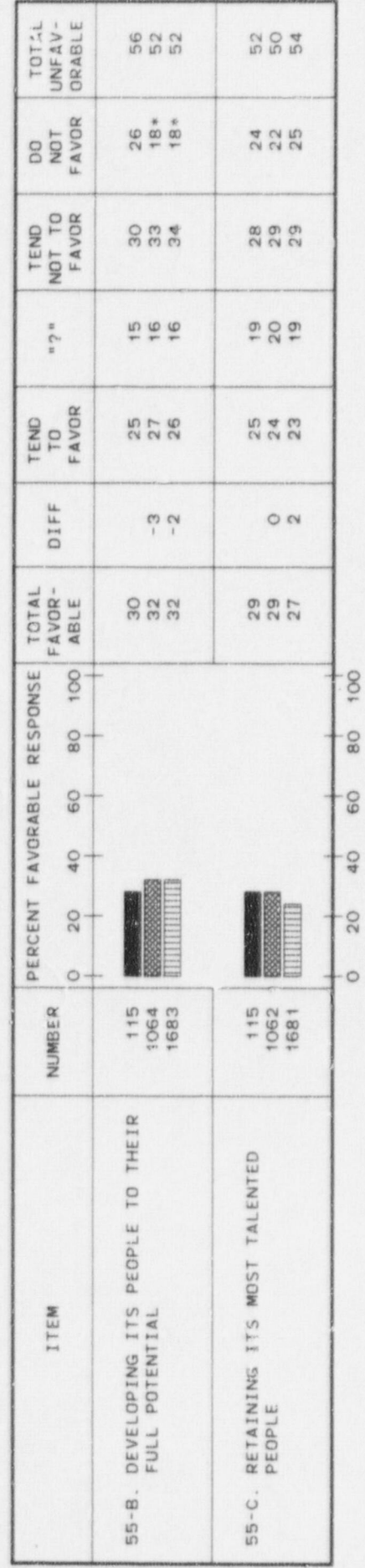


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CATEGORY 8: TRAINING AND DEVELOPMENT (CONTINUED)

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:	113	F	2	F	27	F	50	F	4
	1027	B	3	B	18*	B	48	B	10
	1625	A	3	A	18*	A	49	A	9

*A STATISTICALLY SIGNIFICANT COMPARISON



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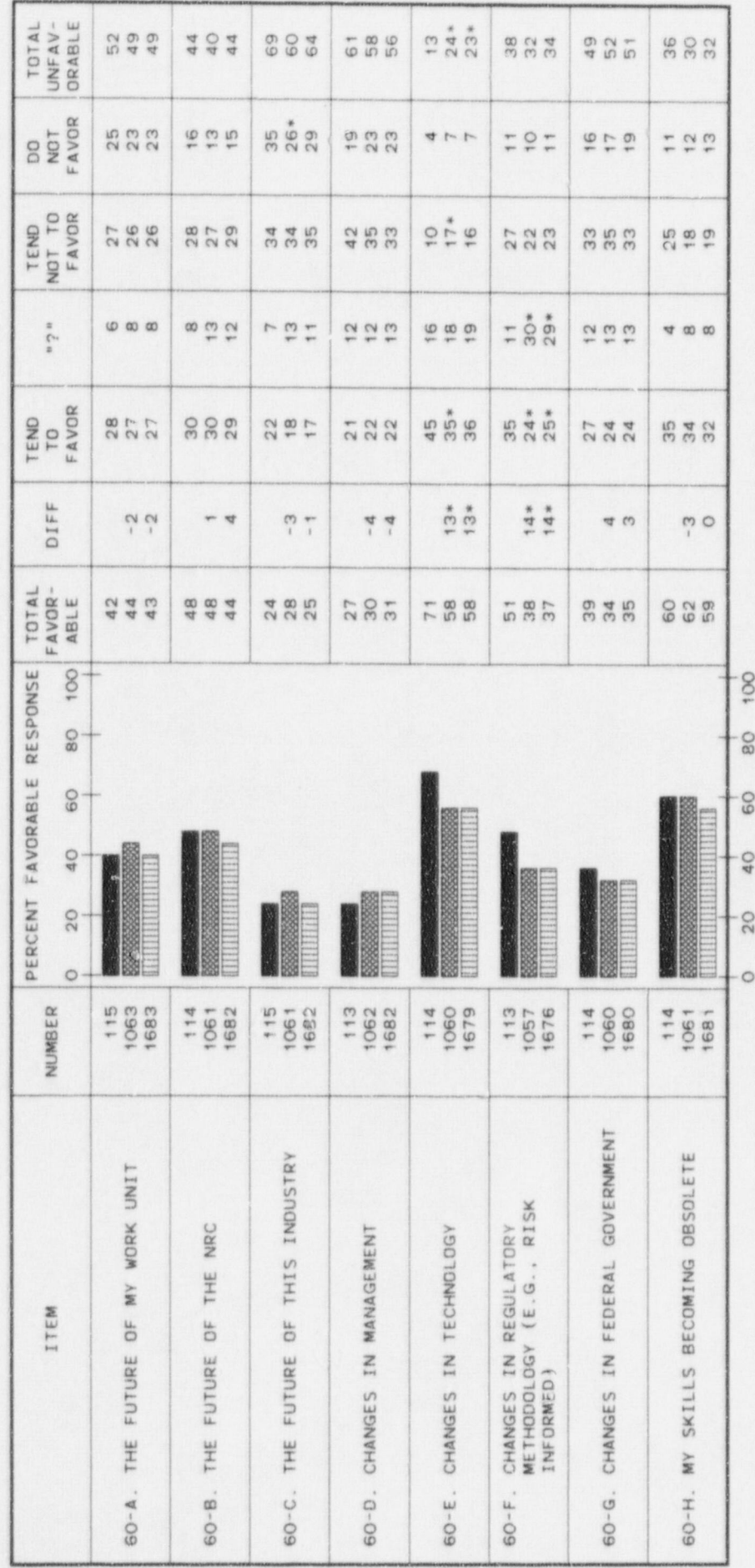
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CATEGORY 9: FUTURE OF NRC

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



*A STATISTICALLY SIGNIFICANT COMPARISON

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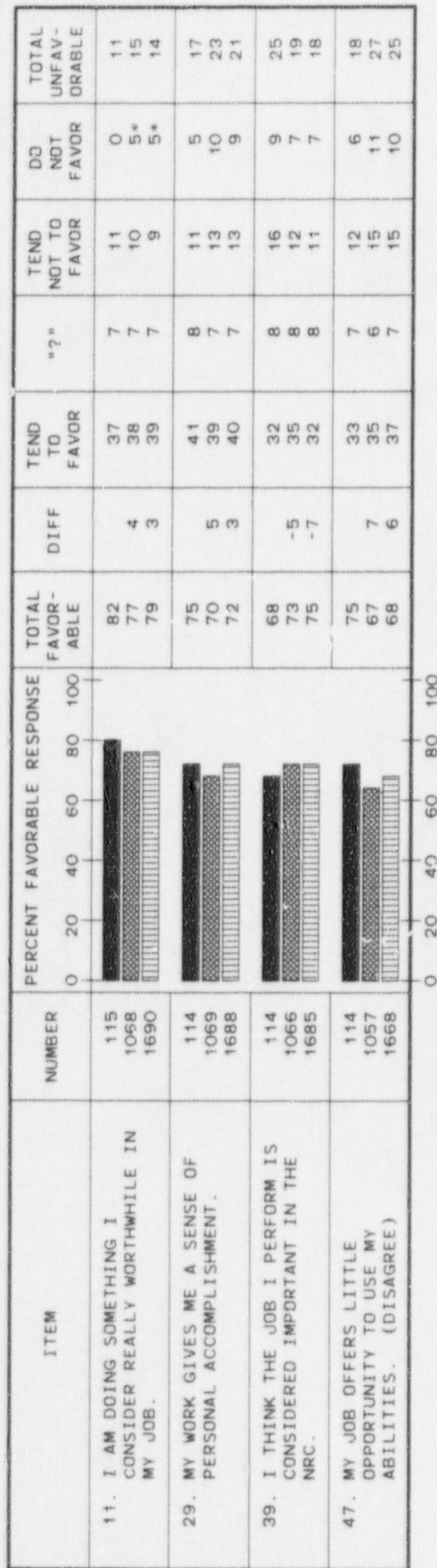
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CATEGORY 10: JOB SATISFACTION



*A STATISTICALLY SIGNIFICANT COMPARISON

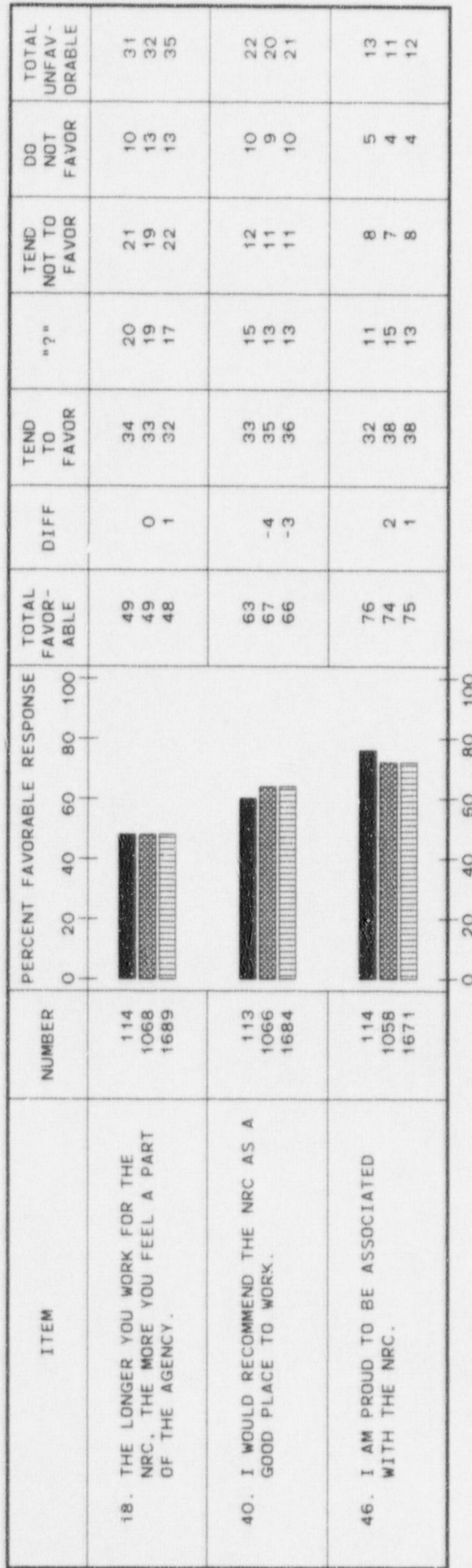


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CATEGORY 11: EMPLOYEE COMMITMENT





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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?	114 1063 1685		57 56 51	1 6	12 18 17	45 38 34*	25 27 29	14 11 13	4 3 4	0 3 2

*A STATISTICALLY SIGNIFICANT COMPARISON





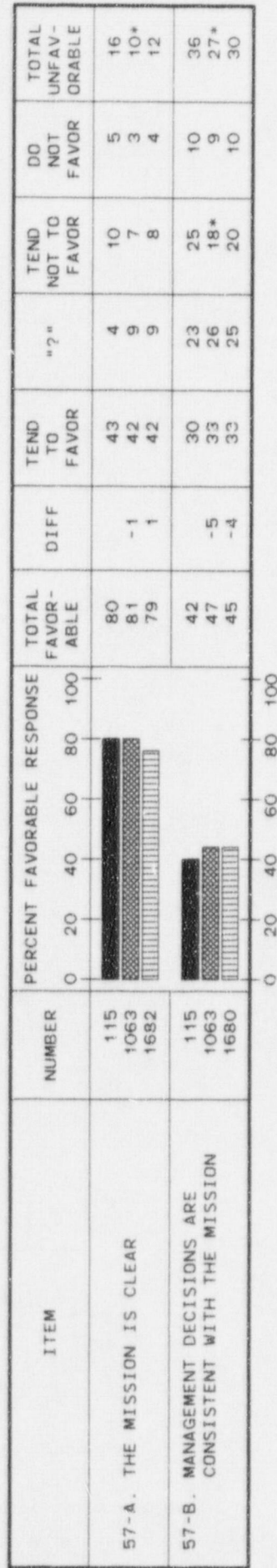
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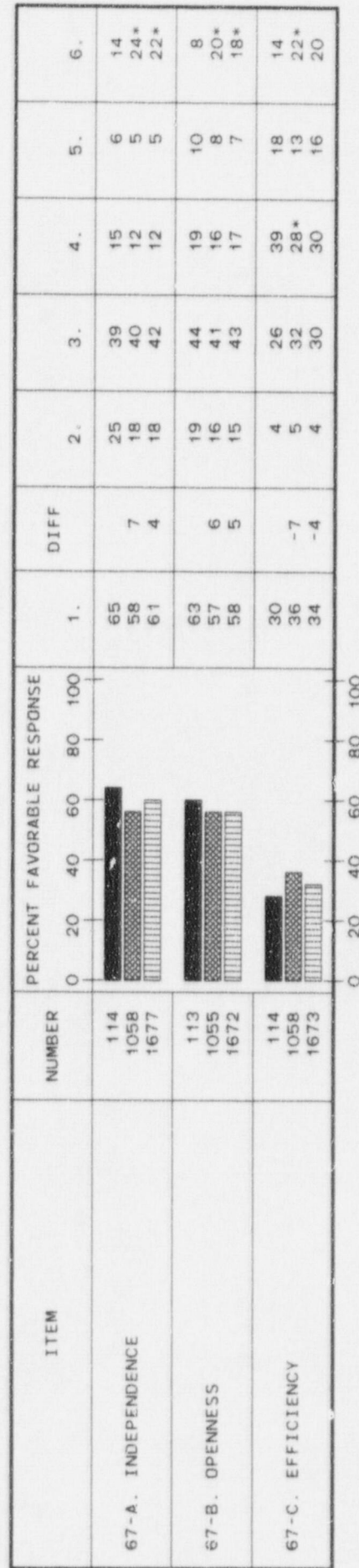
CATEGORY 12: NRC MISSION

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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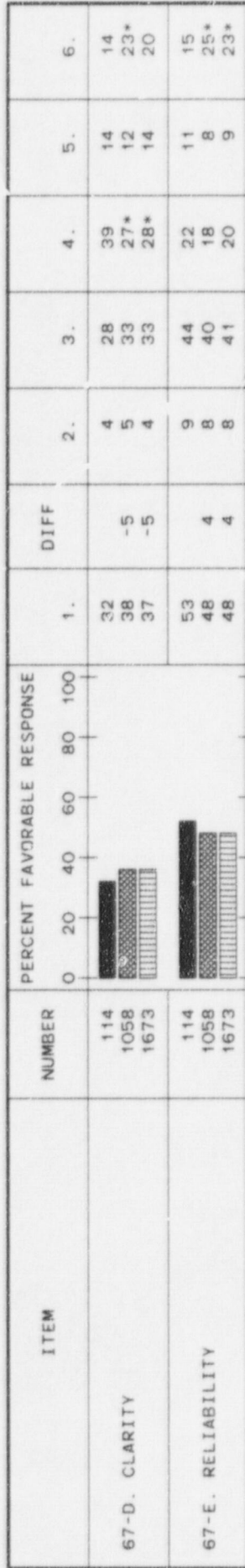
ITEM PROFILE

GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 12: NRC MISSION (CONTINUED)

57. 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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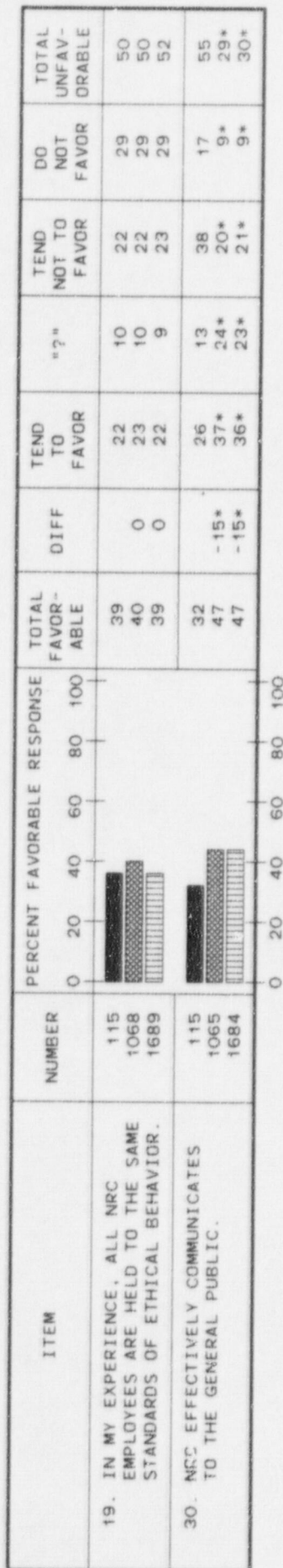
OFFICE OF THE INSPECTOR GENERAL - U.S. NUCLEAR REGULATORY COMMISSION
NRC 98: HEADQUARTERS OVERALL: SCIENTIFIC REPORT

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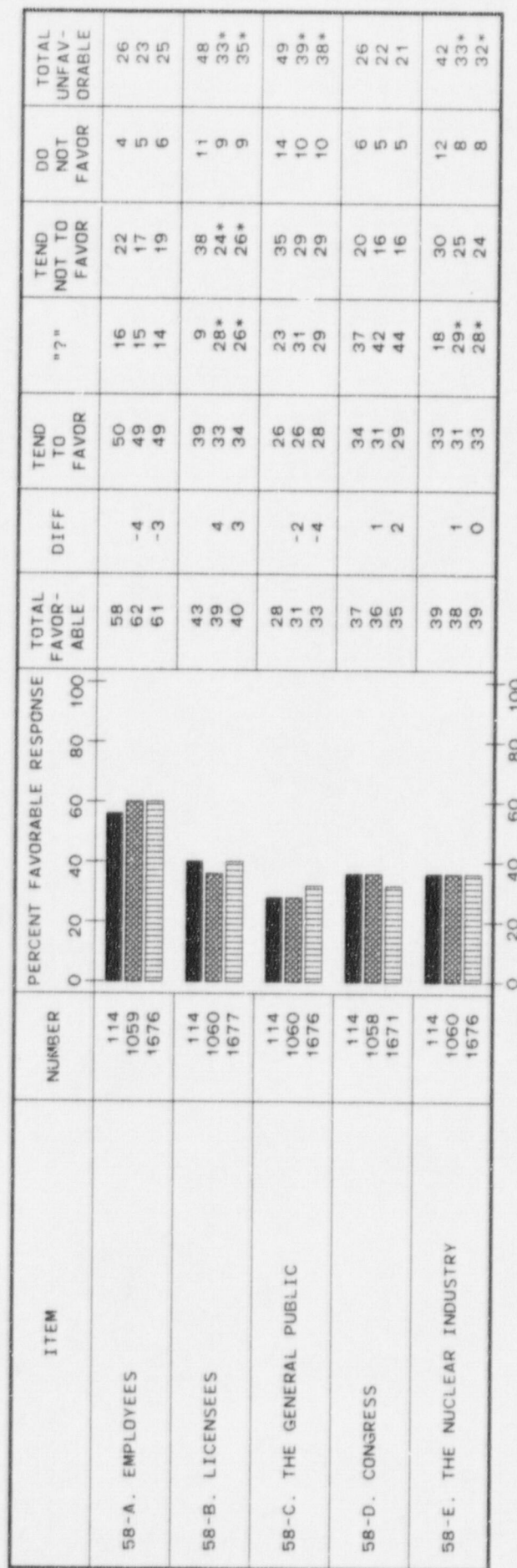
ITEM PROFILE

GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
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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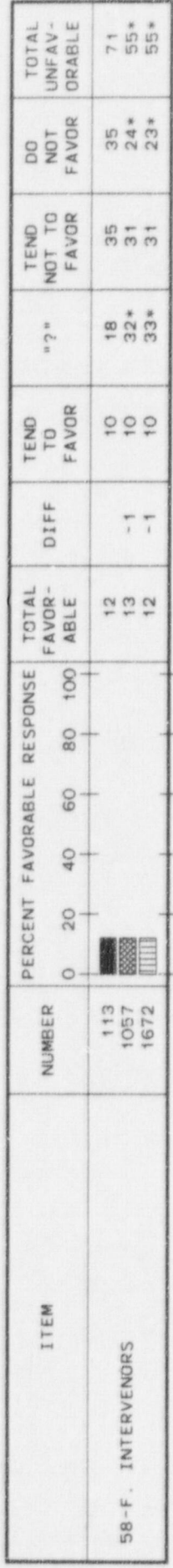
OFFICE OF THE INSPECTOR GENERAL - U.S. NUCLEAR REGULATORY COMMISSION
- NRC 98: HEADQUARTERS OVERALL: SCIENTIFIC REPORT

ITEM PROFILE

GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
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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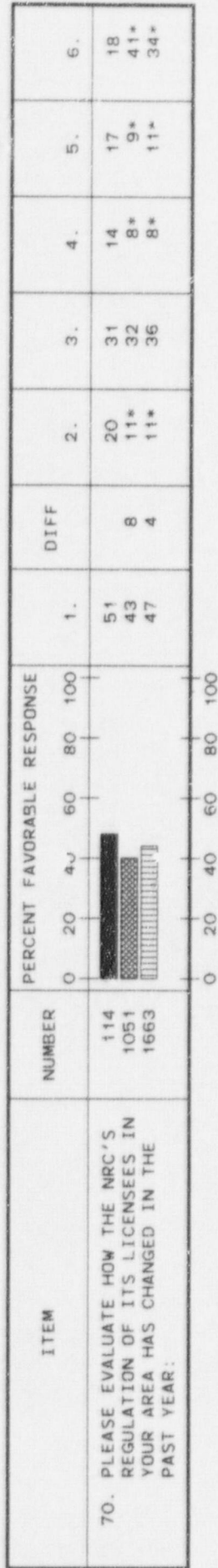
ITEM PROFILE

GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 14: ORGANIZATIONAL CHANGE

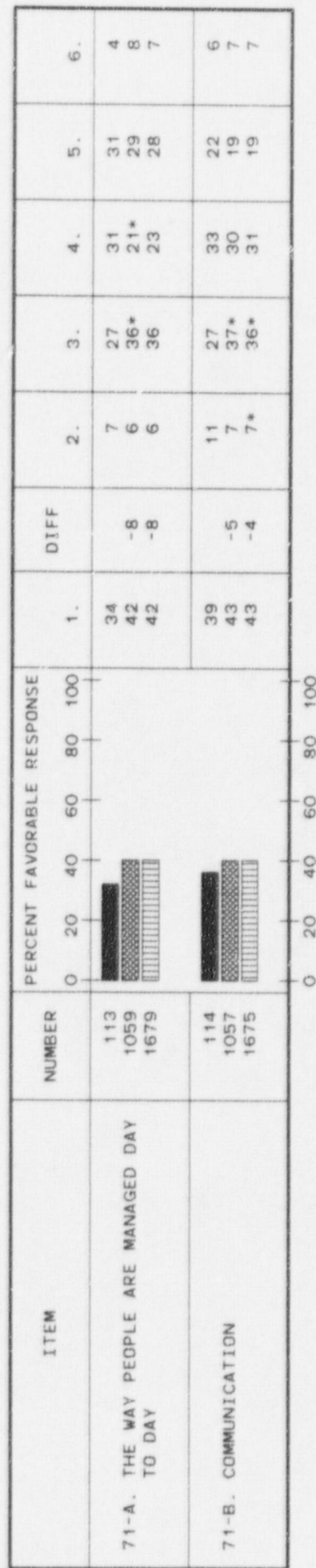
PLEASE REFER TO THE FOLLOWING KEY FOR THE REPORT HEADINGS USED FOR QUESTION 70.

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



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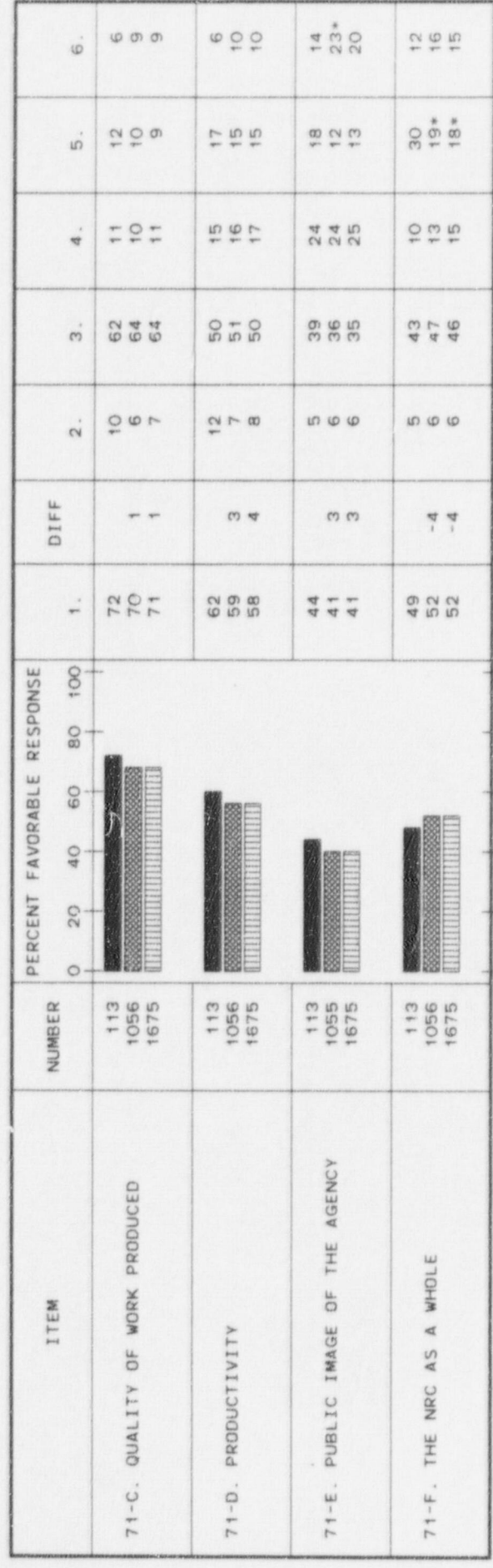
ITEM PROFILE

GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
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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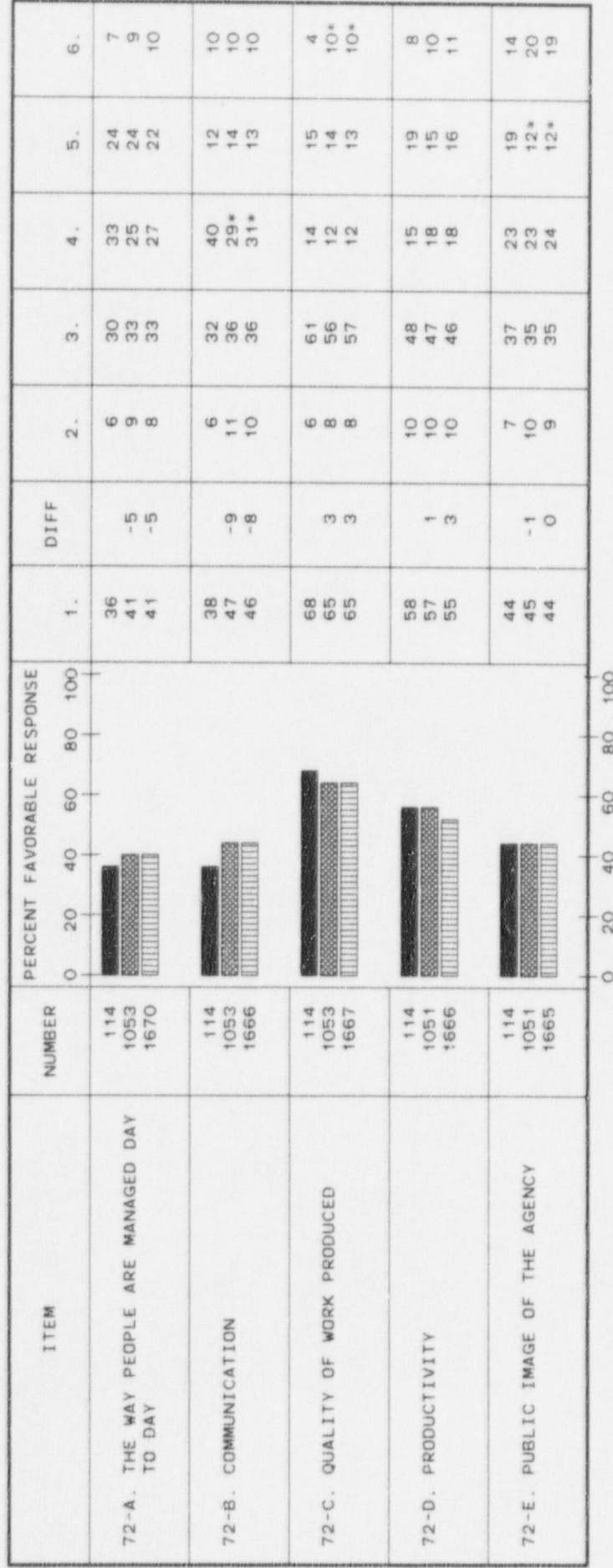
ITEM PROFILE

GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
HEADQUARTERS	B	1072
NRC OVERALL 998	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
HEADQUARTERS: SCIENTIFIC	F	115
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 14: ORGANIZATIONAL CHANGE (CON 'CD)

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:	114 F 1049 B 1662 A	8 F 12 B 14 A	58 F 58 B 58 A	29 F 23 B 23 A	5 F 6 B 6 A





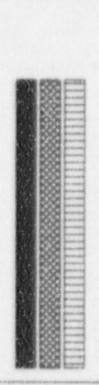
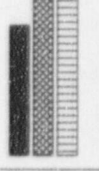
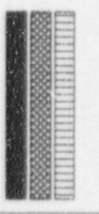
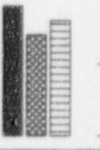
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ITEM PROFILE

GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
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.	113 1061 1683		80 81 81	-2 -1	31 38 38	4 8 8	14 8* 8*	3 3 3	17 10* 11
6. THE QUALITY OF WORK DONE IN MY WORK UNIT IS EXCELLENT.	115 1069 1688		83 86 85	-3 -2	41 44 45	7 6 6	10 7 7	0 2 2	10 9 9
10. TOO MUCH EMPHASIS IS PLACED UPON THE QUANTITY OF WORK PRODUCED RATHER THAN ITS QUALITY. (DISAGREE)	115 1066 1686		39 46 44	-7 -5	30 33 32	15 17 17	30 25 26	17 13 13	46 38 39
20. EMPLOYEES ARE ENCOURAGED TO COMMUNICATE IDEAS TO IMPROVE SAFETY/REGULATIONS/OPERATIONS.	114 1065 1688		52 52 53	0 -2	35 36 36	13 18 17	22 19 19	13 11 11	35 30 30
26. I THINK THE INCREASED FOCUS ON RISK-INFORMED, PERFORMANCE-BASED REGULATION IS IMPROVING NRC'S REGULATORY EFFECTIVENESS.	113 1058 1678		38 29 32	10* 6	32 20* 24*	29 46* 42*	19 15 15	13 10 10	33 25 25

*A STATISTICALLY SIGNIFICANT COMPARISON

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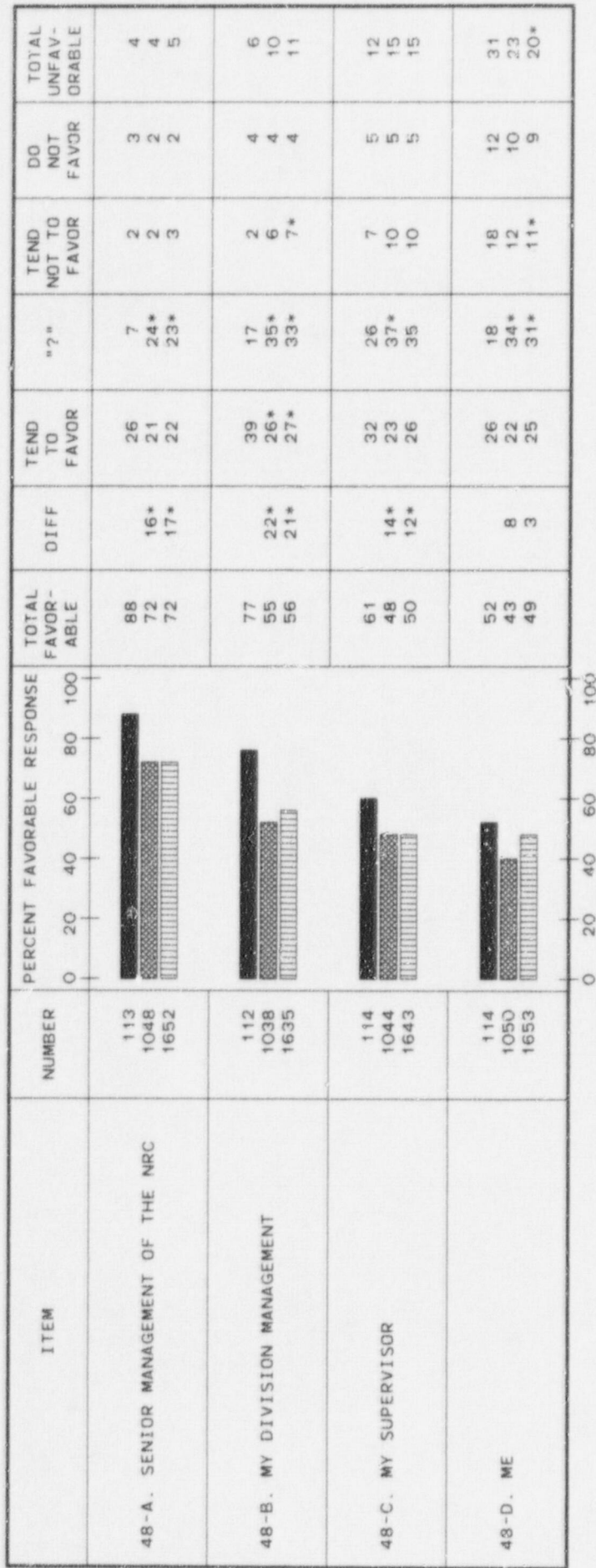


ITEM PROFILE

GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
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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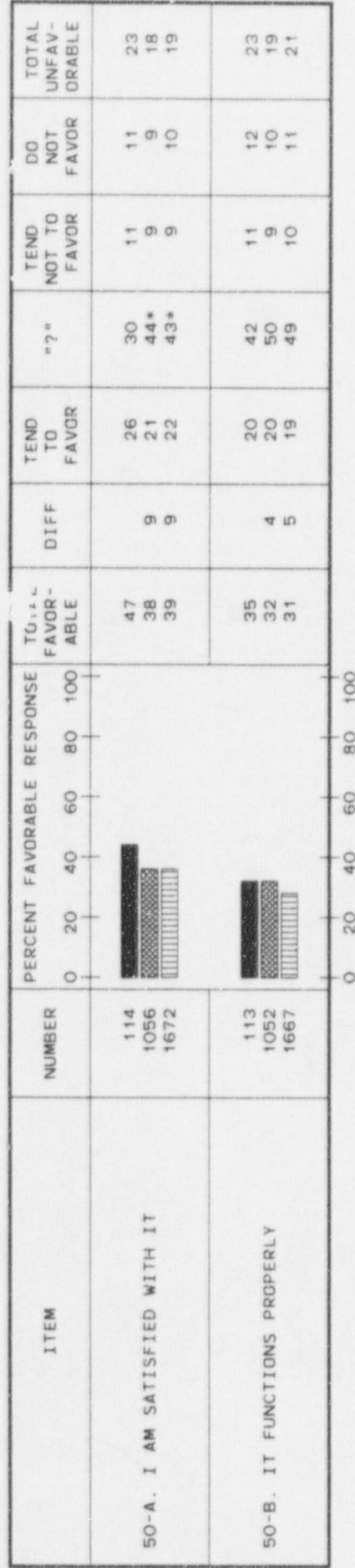
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ITEM PROFILE

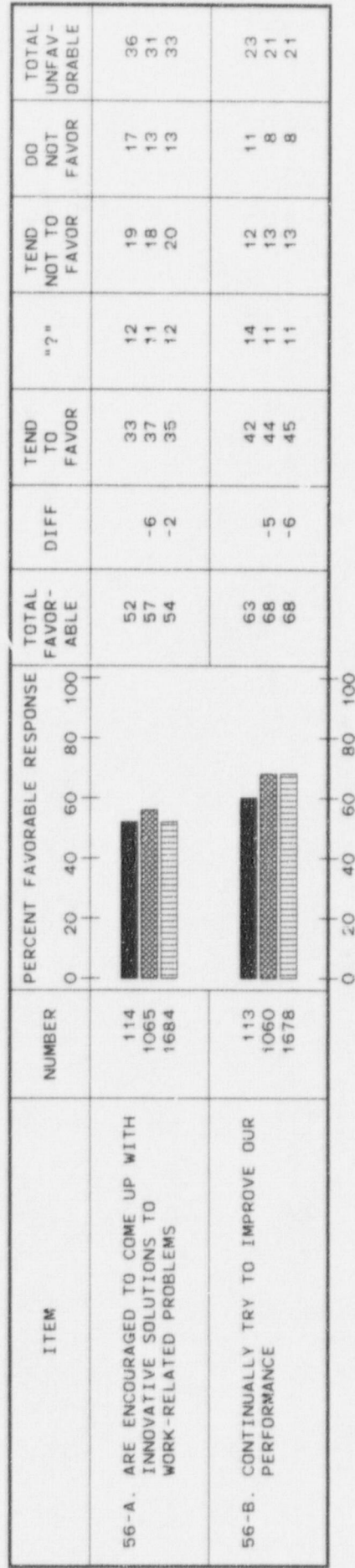
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HEADQUARTERS: SCIENTIFIC	F	115
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)

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



56. PEOPLE IN MY WORK UNIT:



*A STATISTICALLY SIGNIFICANT COMPARISON

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ITEM PROFILE

GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
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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	114 1060 1678		40 46 47	-5 -7	25 30 30	11 15 16	34 23* 22*	14 16 15	48 39 37*
63-B. MEET SCHEDULES OR DEADLINES	114 1061 1680		29 36 35	-7 -6	20 27 25	8 10 10	36 30 30	27 24 25	63 54 56
63-C. SATISFY A PERSONAL OR POLITICAL NEED	114 1060 1679		34 35 35	-1 -1	18 22 22	11 14 14	27 26 25	27 25 25	54 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	ADE-QUATE	POOR	TOTAL POOR	D.K./NO OPINION
64-A. IMPLEMENTING PROGRAMS AND PROCESSES FOR IMPROVING REGULATORY EFFECTIVENESS	113 1060 1681		15 26 25	-11* -10*	12 21* 21*	31 31 33	29 16* 16*	42 26* 26*	12 17 16

*A STATISTICALLY SIGNIFICANT COMPARISON



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ITEM PROFILE

GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
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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	113 1059 1678		19 25 24	-6 -5	16 21 20	24 31 32	37 18* 20*	47 27* 29*	10 18* 15
64-C. INVESTING IN TRAINING TO IMPROVE REGULATORY EFFECTIVENESS	114 1061 1681		21 30 29	-9* -8	15 23 22	30 28 28	27 16* 18*	40 26* 30*	9 16* 13
64-D. EFFECTIVELY USING EMPLOYEE INPUT TO IMPROVE REGULATORY EFFECTIVENESS	114 1057 1678		14 16 15	-2 -1	10 13 12	19 25 26	39 21* 23*	55 39* 42*	11 20* 17
64-E. COMMUNICATING OUR REGULATORY PHILOSOPHY AND OBJECTIVES	113 1058 1677		27 27 27	0 0	21 22 22	27 29 31	29 19* 19*	39 30* 29*	6 14* 12
64-F. LEADING BY EXAMPLE IN THE AREA OF REGULATORY EFFECTIVENESS	113 1059 1680		19 21 20	-2 -2	14 16 16	20 26 26	26 16* 18*	48 33* 35*	13 21 18

* A STATISTICALLY SIGNIFICANT COMPARISON

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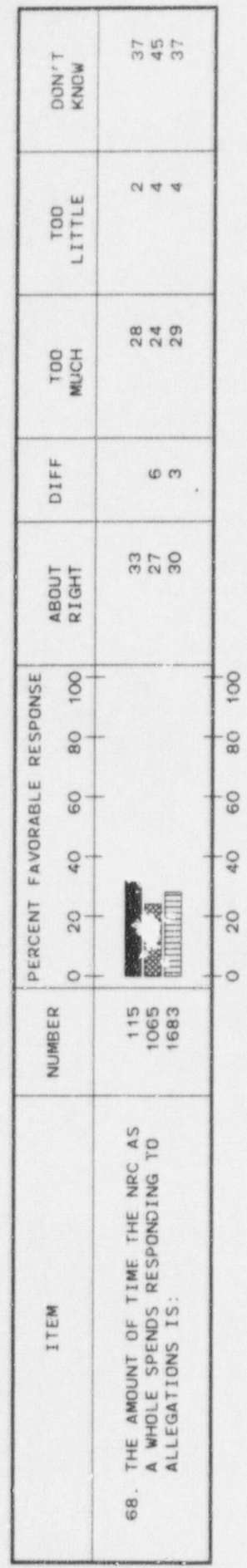
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ITEM PROFILE

GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
HEADQUARTERS	B	1072
NRC OVERALL 1998	A	1696

CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)



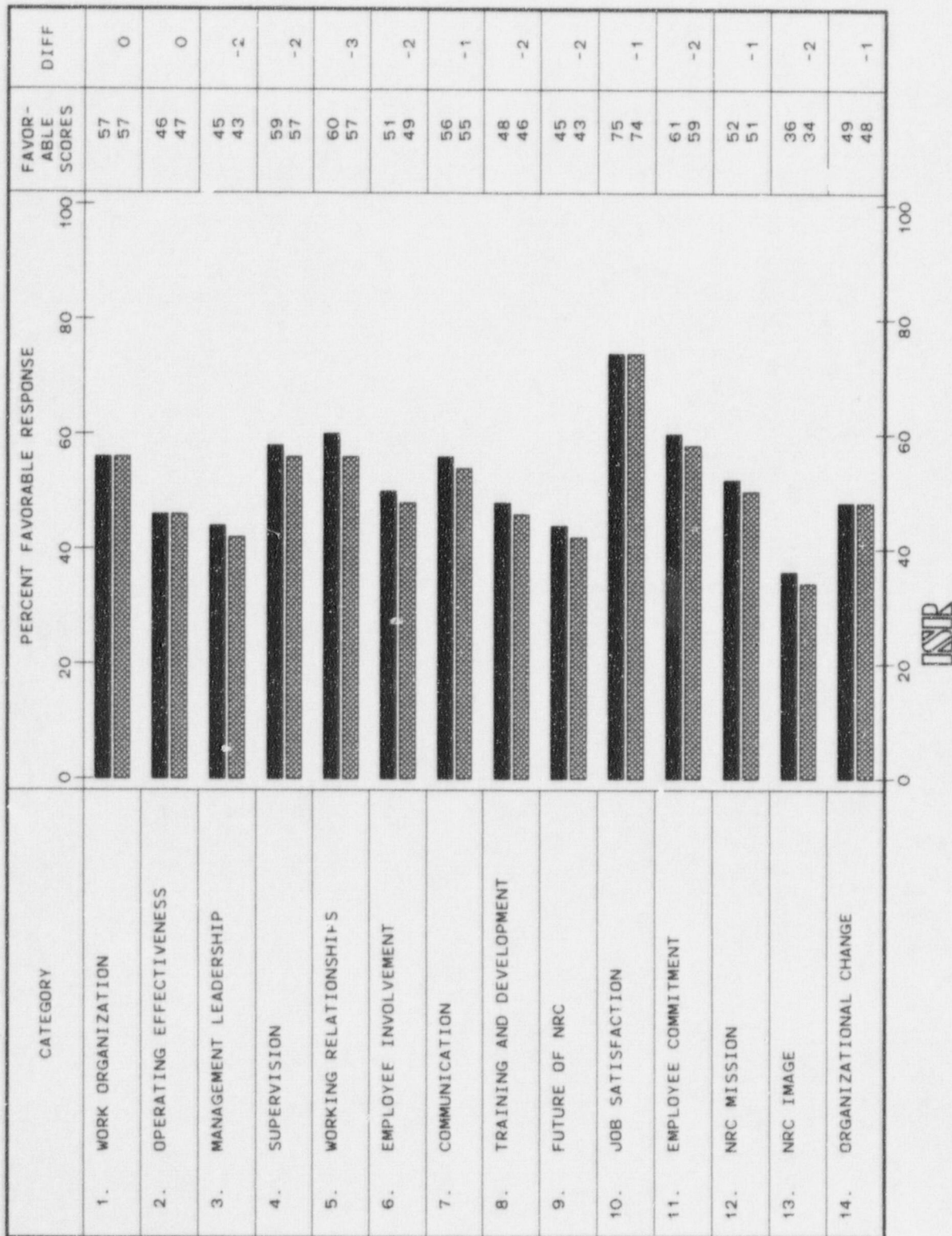


OFFICE OF THE INSPECTOR GENERAL - U.S. NUCLEAR REGULATORY COMMISSION
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SUMMARY PROFILE

GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR A 99



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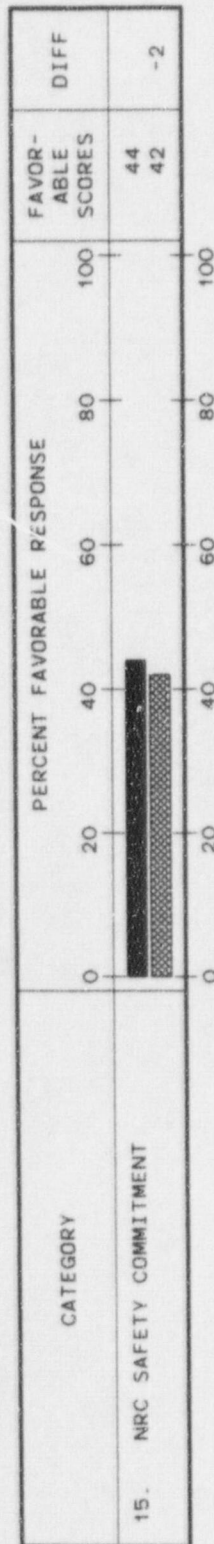


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SUMMARY PROFILE (CONTINUED)

GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR	A	99



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ITEM PROFILE

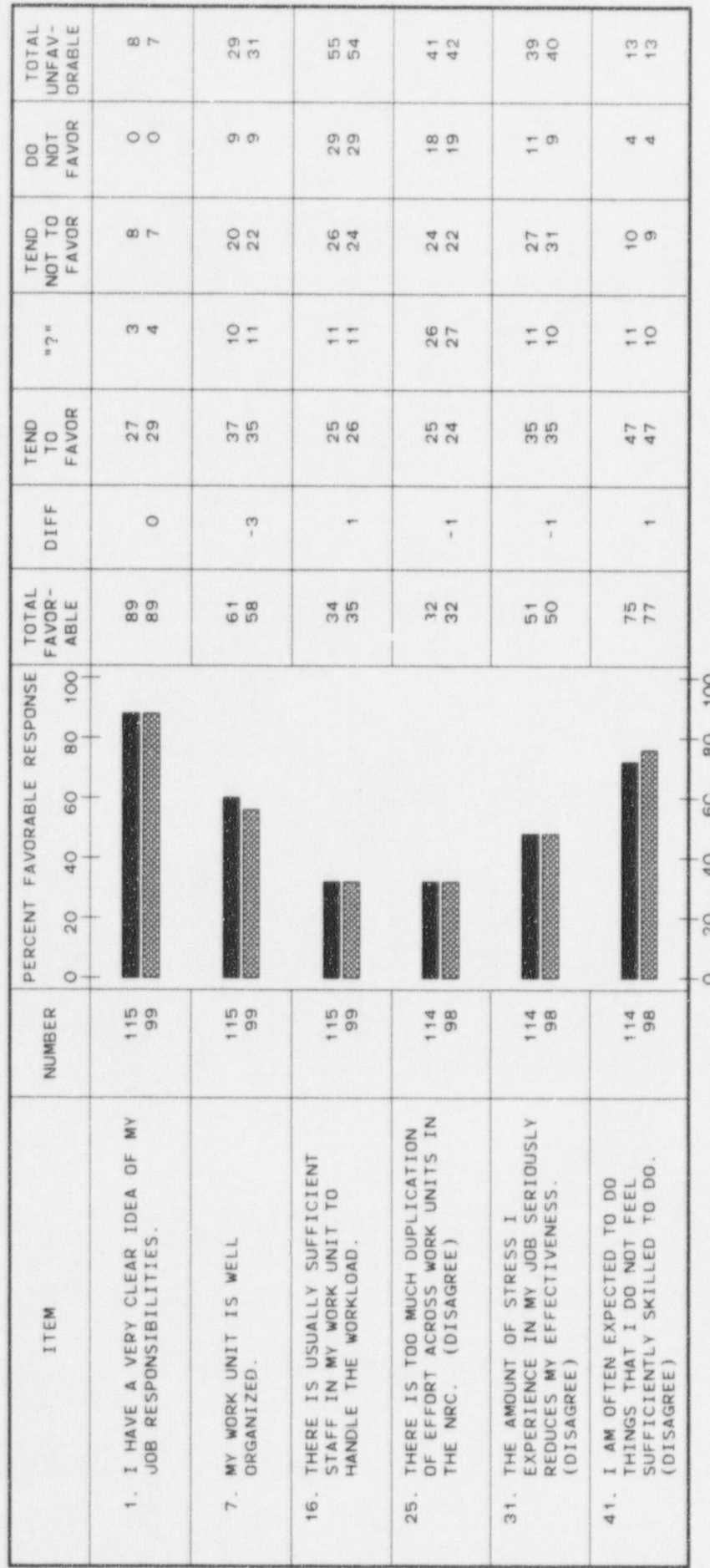
GROUP

SYMBOL NUMBER

HEADQUARTERS: SCIENTIFIC
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR

F 115
A 99

CATEGORY 1: WORK ORGANIZATION



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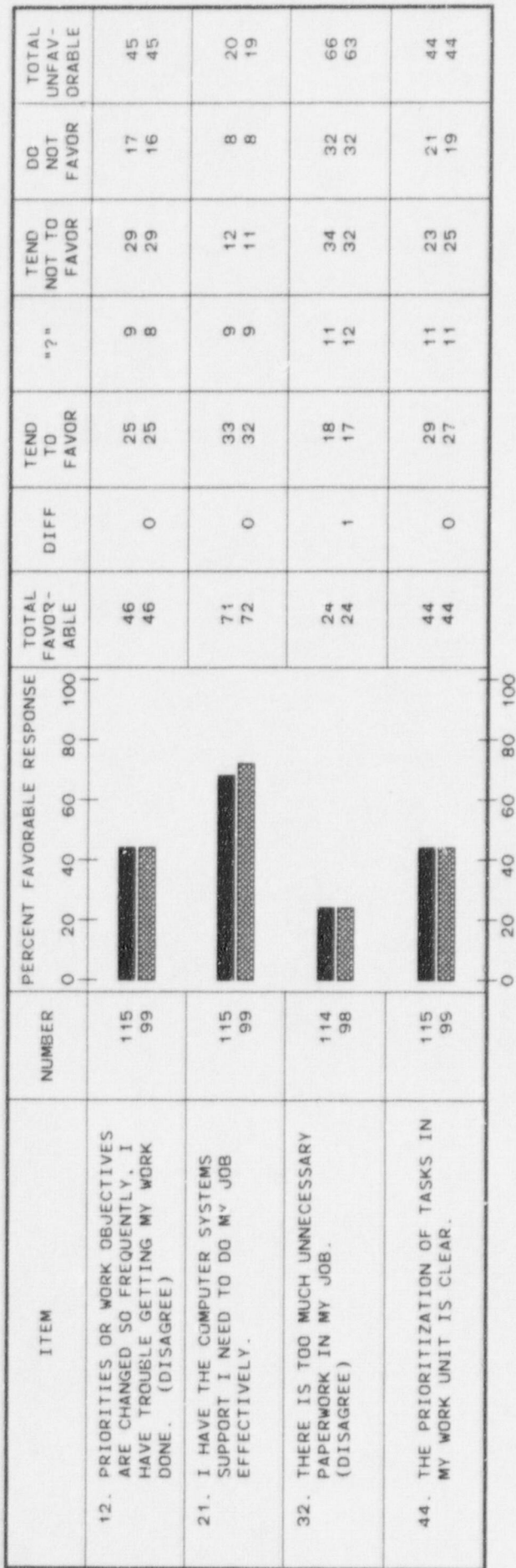
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ITEM PROFILE

GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR A 99

CATEGORY 2: OPERATING EFFECTIVENESS





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ITEM PROFILE

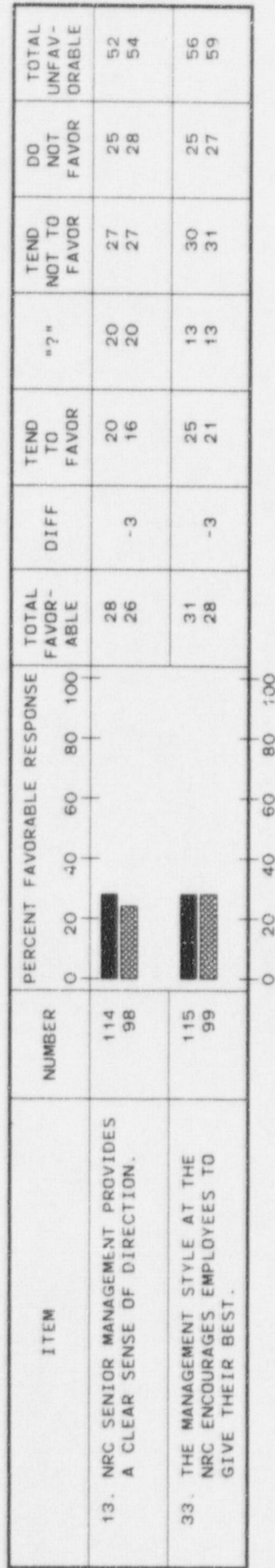
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SYMBOL NUMBER

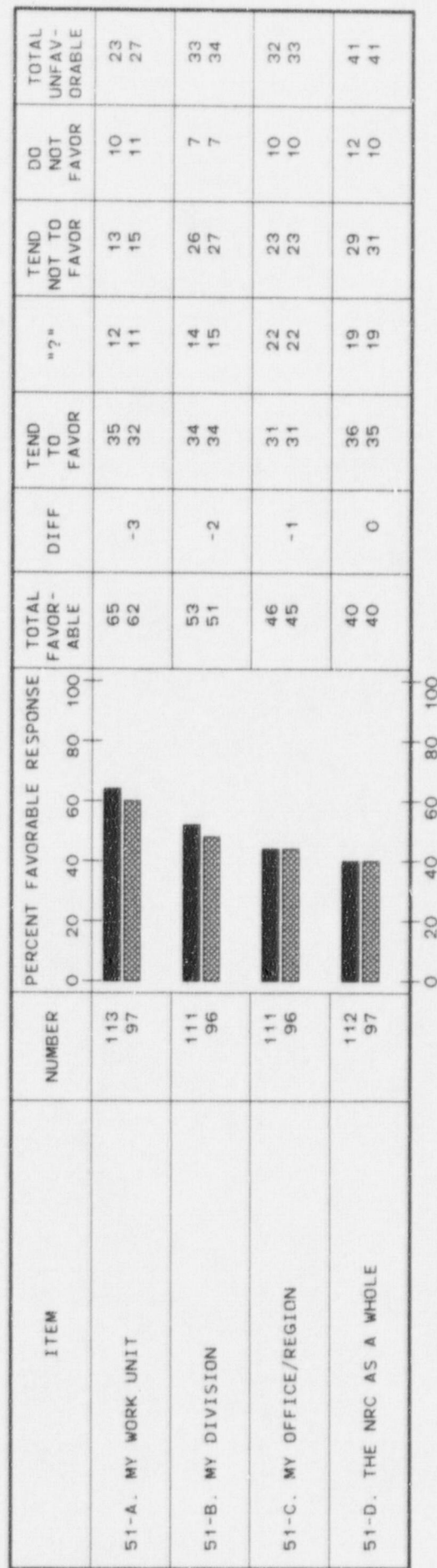
HEADQUARTERS: SCIENTIFIC
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR

F 115
A 99

CATEGORY 3: MANAGEMENT LEADERSHIP



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



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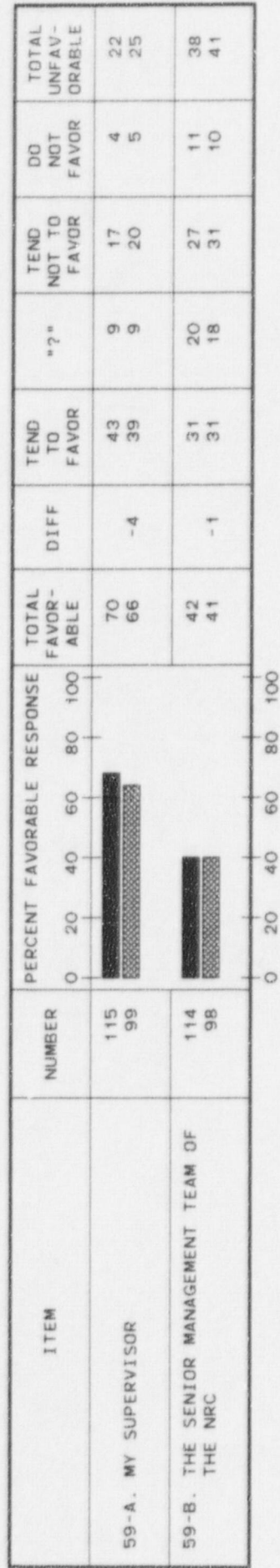
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ITEM PROFILE

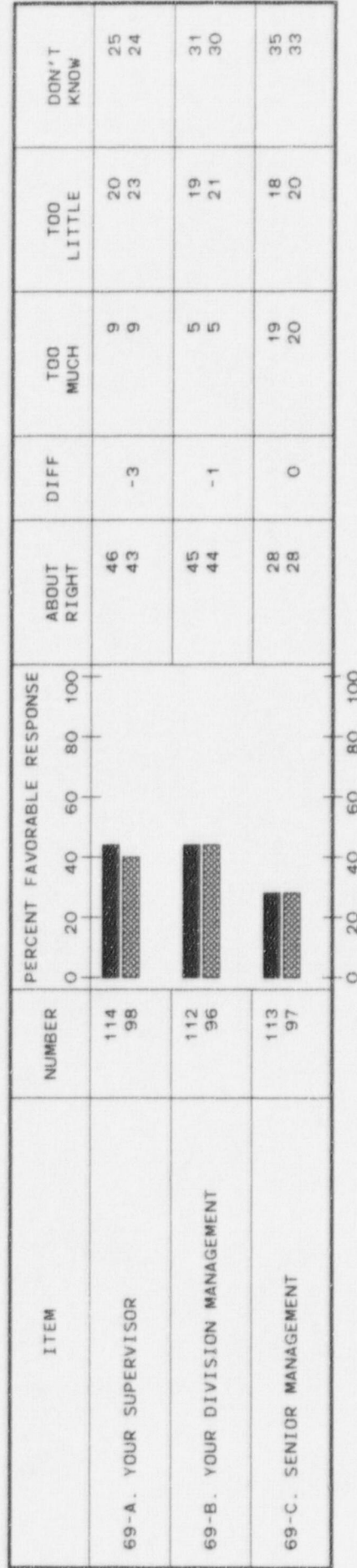
GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR A 99

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:



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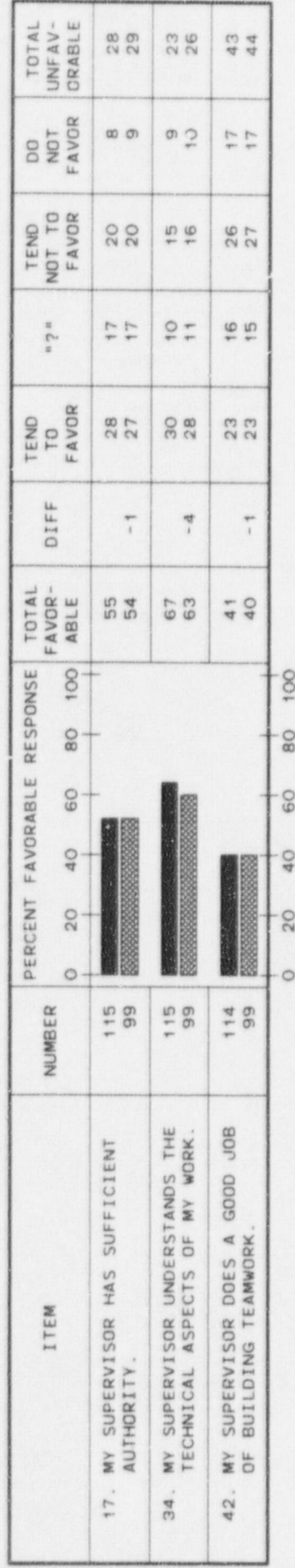


OFFICE OF THE INSPECTOR GENERAL - U.S. NUCLEAR REGULATORY COMMISSION
- NRC 98: HEADQUARTERS OVERALL: SCIENTIFIC REPORT

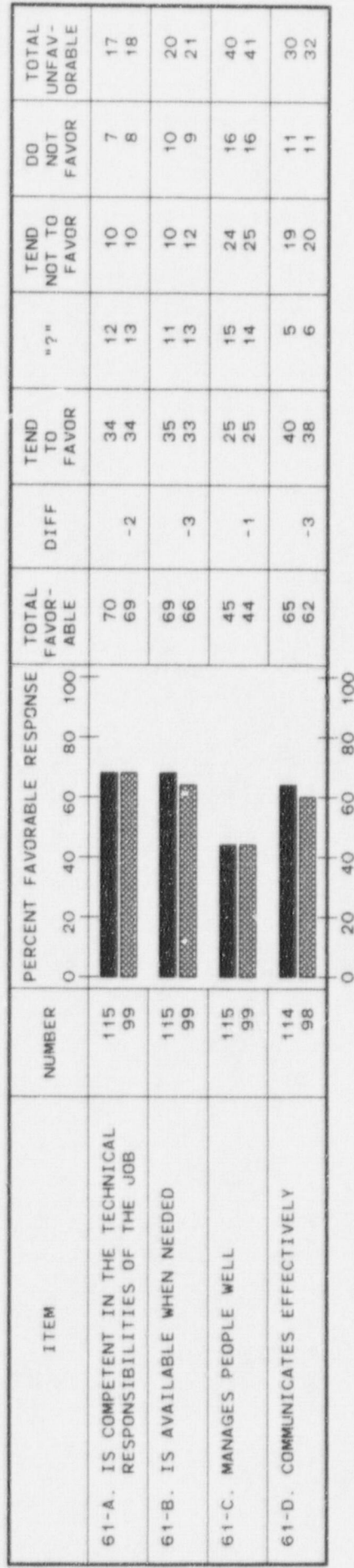
ITEM PROFILE

GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR A 99

CATEGORY 4: SUPERVISION



61. MY SUPERVISOR:

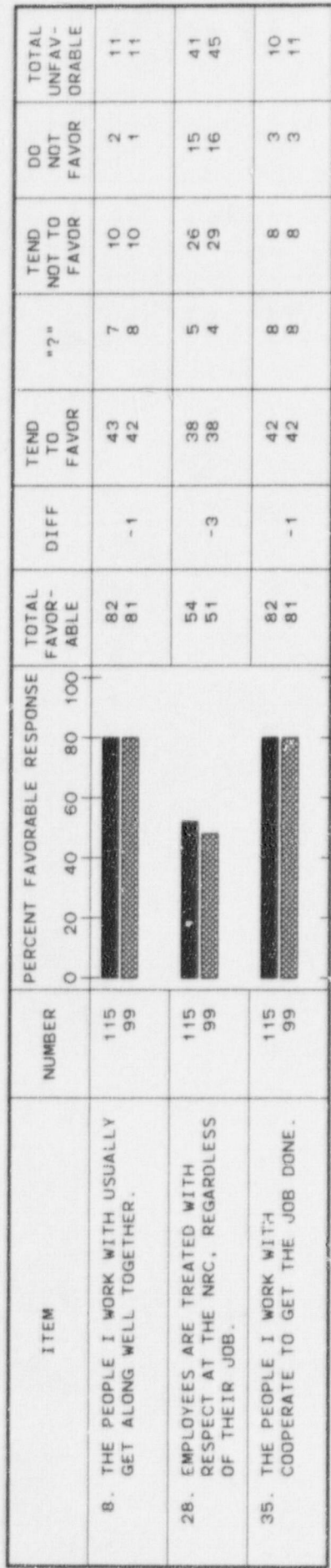




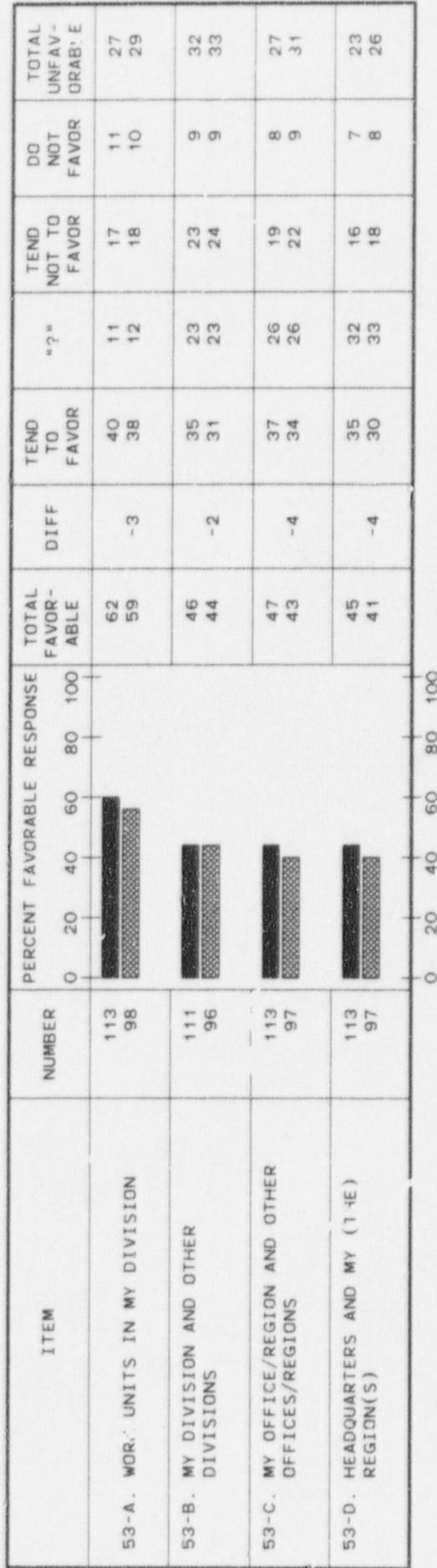
ITEM PROFILE

GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR A 99

CATEGORY 5: WORKING RELATIONSHIPS



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





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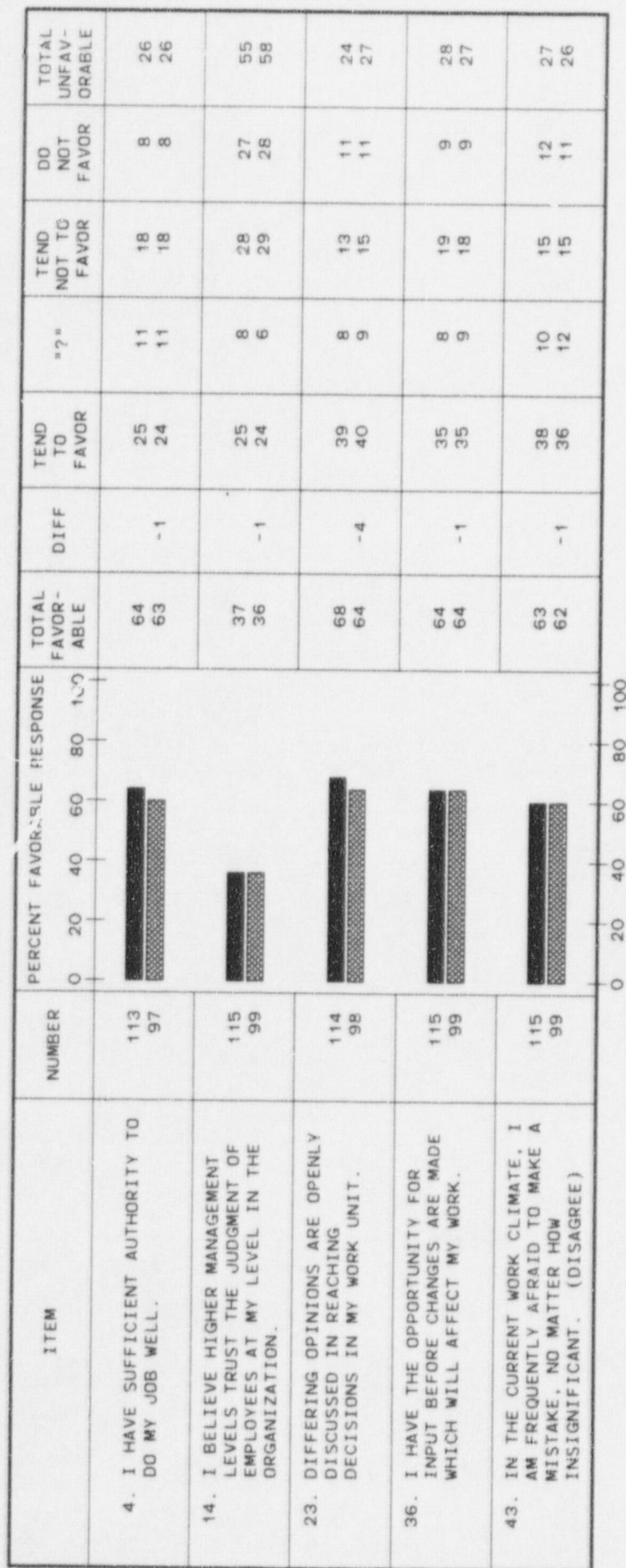
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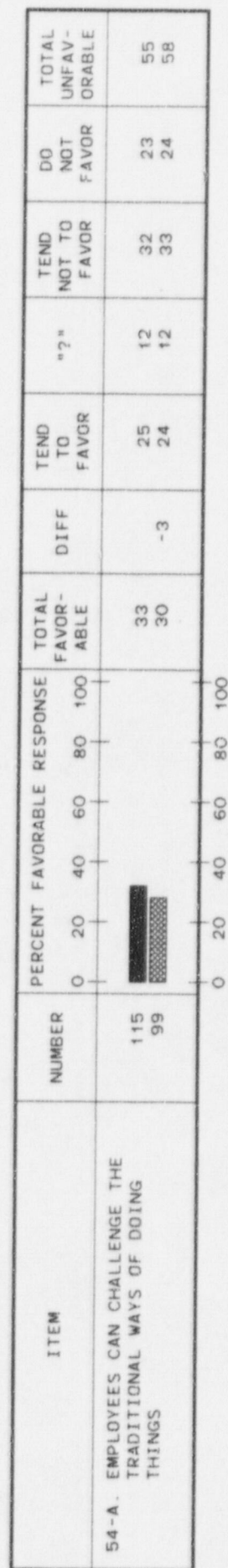
SYMBOL NUMBER

HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR A 99

CATEGORY 6: EMPLOYEE INVOLVEMENT



54. THE NRC HAS ESTABLISHED A CLIMATE WHERE:



NR

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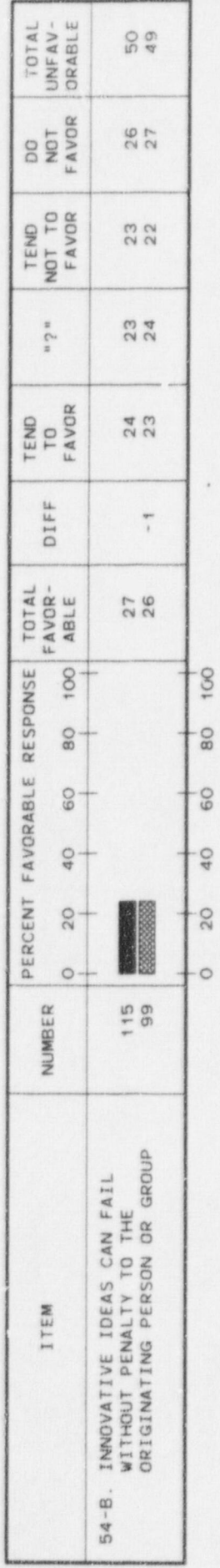


ITEM PROFILE

GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR A 99

CATEGORY 6: EMPLOYEE INVOLVEMENT (CONTINUED)

54. THE NRC HAS ESTABLISHED A CLIMATE WHERE:





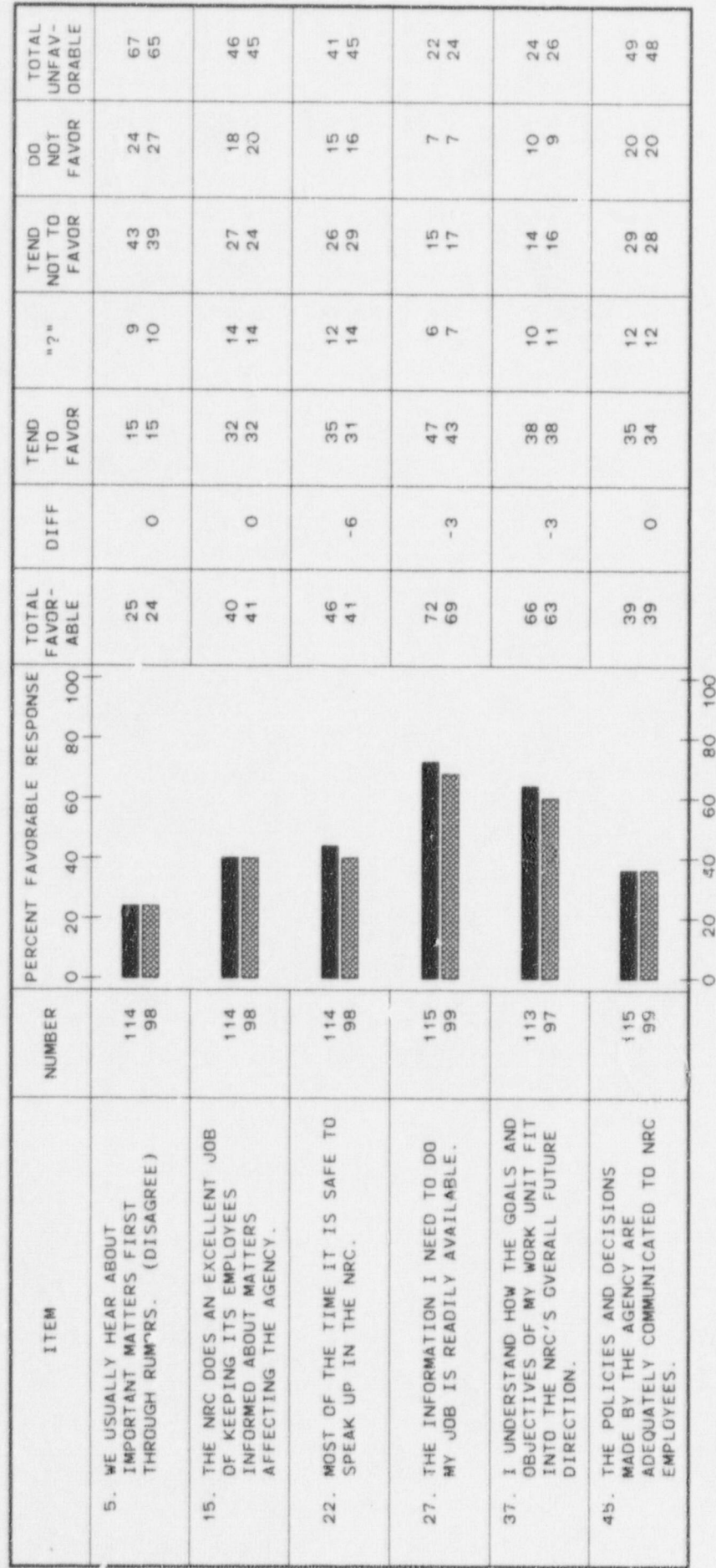
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ITEM PROFILE

GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR A 99

CATEGORY 7: COMMUNICATION



NR

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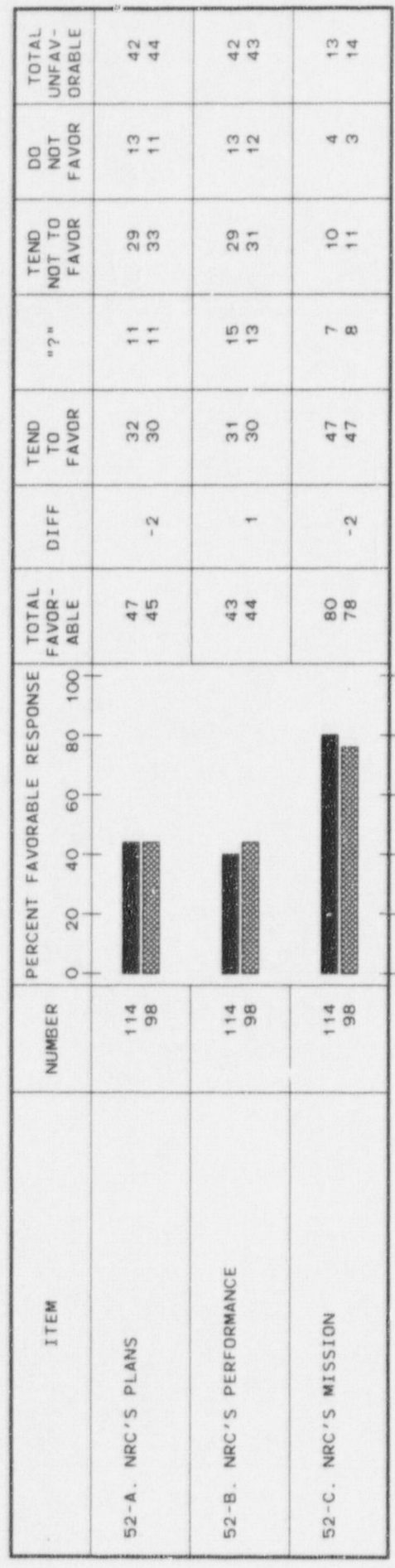


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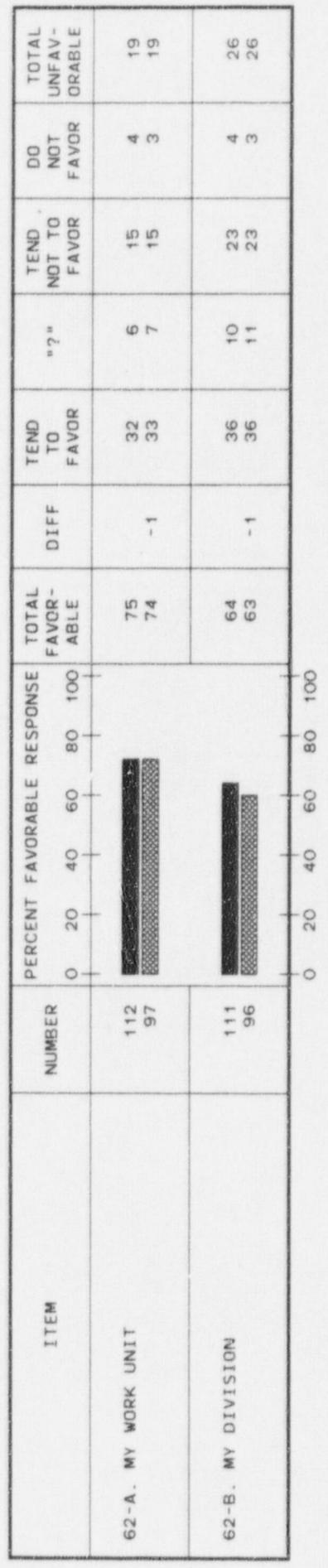
GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: A 99
NON-SUPERVISOR

CATEGORY 7: COMMUNICATION (CONTINUED)

52. I AM SUFFICIENTLY INFORMED ABOUT:



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





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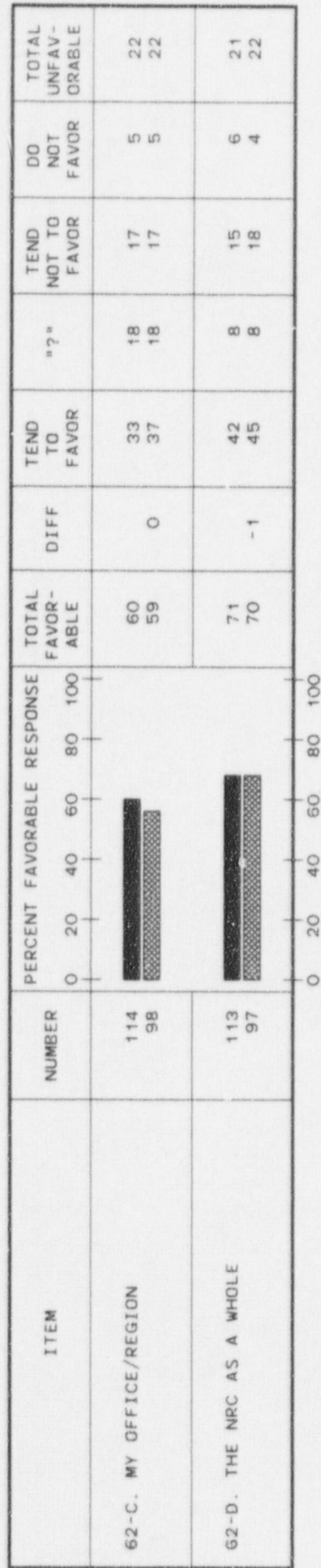
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ITEM PROFILE

GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR A 99

CATEGORY 7: COMMUNICATION (CONTINUED)

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



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ITEM PROFILE

GROUP

SYMBOL NUMBER

HEADQUARTERS: SCIENTIFIC
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR

F 115
A 99

CATEGORY 8: TRAINING AND DEVELOPMENT

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
3. THE TRAINING I HAVE RECEIVED FROM THE NRC HAS ADEQUATELY PREPARED ME FOR THE WORK I DO.	114 98		60 54	-6	31 28	12 13	18 20	11 12	28 33
9. IN MY EXPERIENCE WITH THE NRC, HIGH-QUALITY PERFORMANCE IS USUALLY RECOGNIZED.	115 99		49 47	-1	31 31	11 13	28 27	12 12	40 39
24. I HAVE A GOOD UNDERSTANDING OF MY TRAINING NEEDS REGARDING RISK-INFORMED METHODOLOGIES (E.G., PROBABILISTIC RISK ASSESSMENT).	113 97		46 44	-2	31 29	13 13	23 25	18 18	41 42
38. I HAVE SUFFICIENT KNOWLEDGE OF SAFETY CONCEPTS TO APPLY THEM IN MY JOB.	114 98		92 92	0	36 37	4 4	3 3	2 1	4 4

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	115 99		61 56	-5	41 38	4 5	22 24	13 15	35 39



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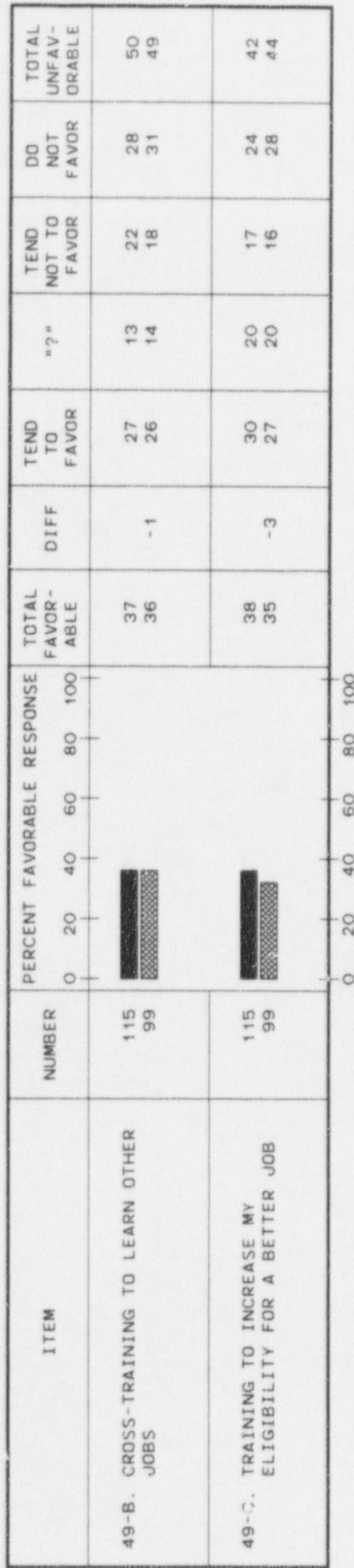
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GROUP SYMBOL NUMBER

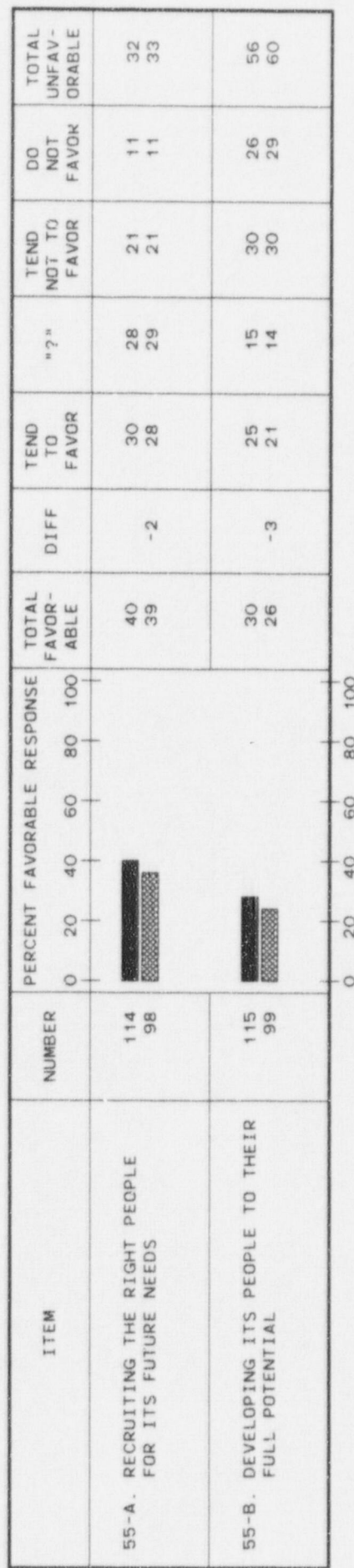
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR A 99

CATEGORY B: TRAINING AND DEVELOPMENT (CONTINUED)

49. THERE ARE SUFFICIENT OPPORTUNITIES FOR ME TO RECEIVE:



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



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- NRC 98: HEADQUARTERS OVERALL: SCIENTIFIC REPORT

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ITEM PROFILE

GROUP

SYMBOL NUMBER

HEADQUARTERS: SCIENTIFIC

F 115

HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR

A 99

CATEGORY 8: TRAINING AND DEVELOPMENT (CONTINUED)

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-C. RETAINING ITS MOST TALENTED PEOPLE	115 99		29 27	-1	25 23	19 17	28 28	24 27	52 56

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:	113 97	F 2 A 2	F 17 A 14	F 27 A 28	F 50 A 51	F 4 A 5

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ITEM PROFILE

GROUP

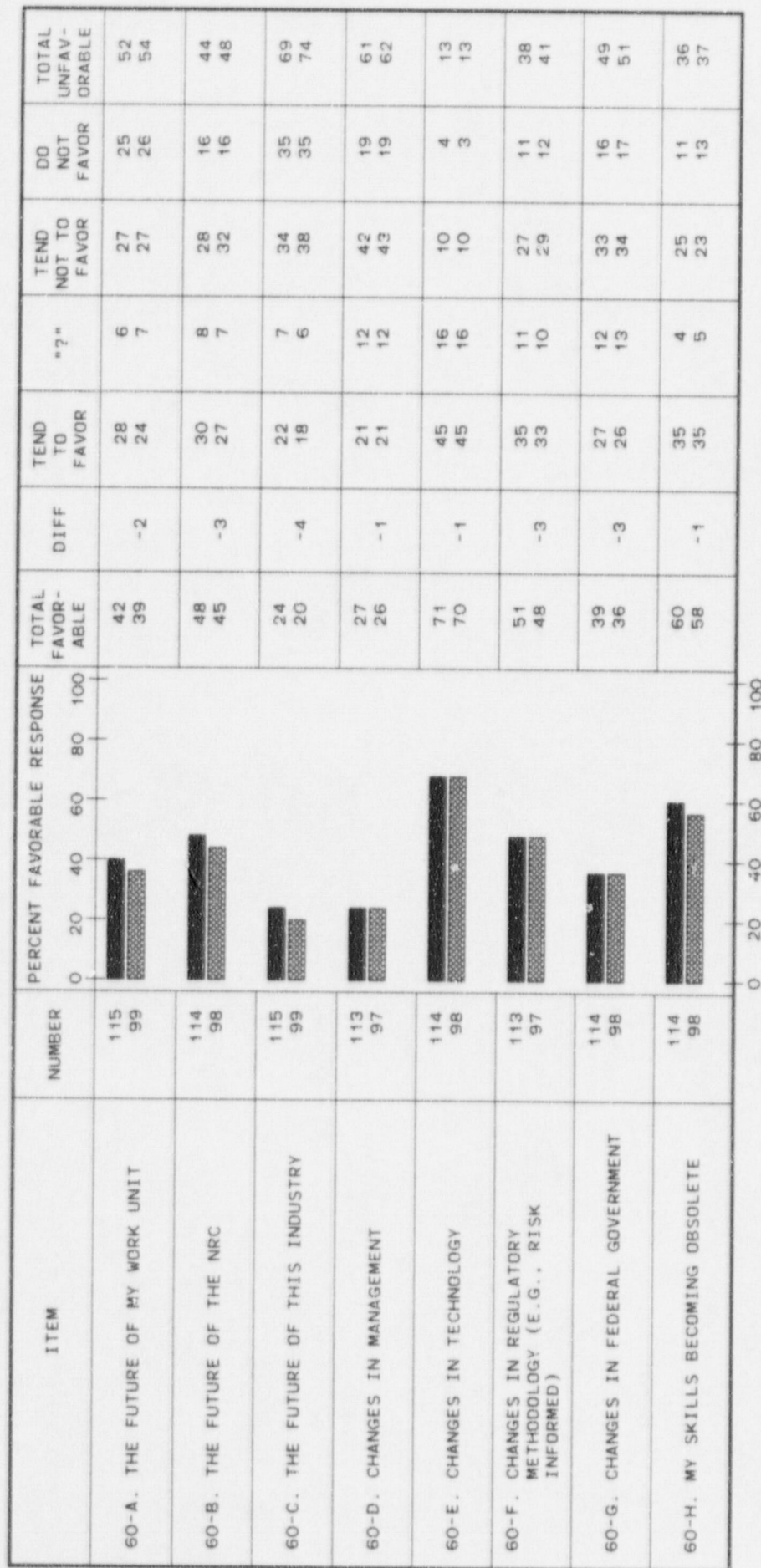
SYMBOL NUMBER

HEADQUARTERS: SCIENTIFIC
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR

F 115
A 99

CATEGORY 9: FUTURE OF NRC

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



INR

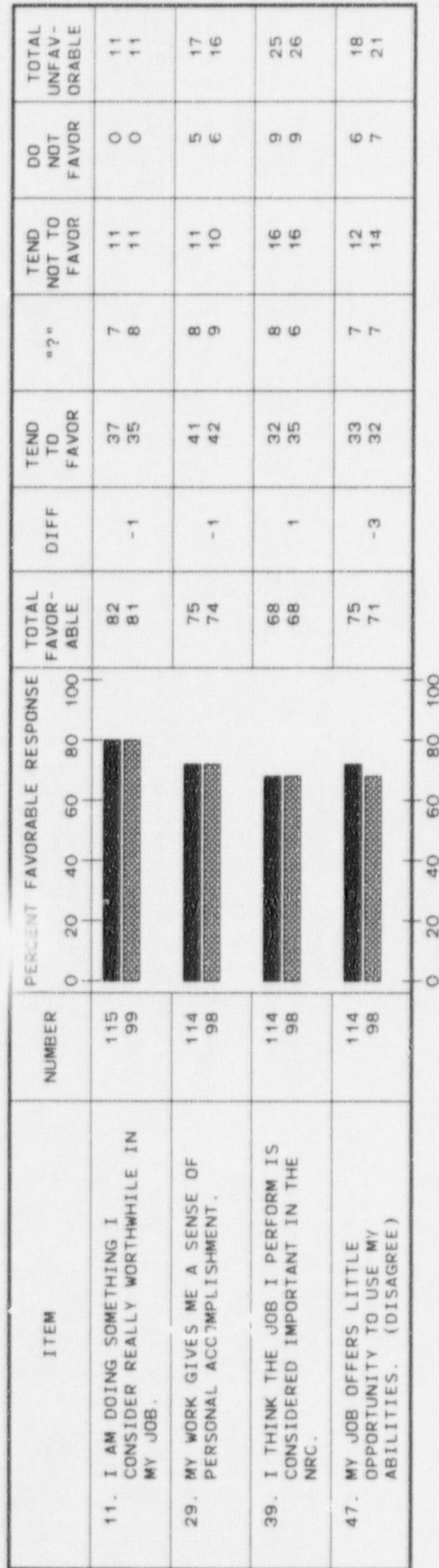
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ITEM PROFILE

GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR A 99

CATEGORY 10: JOB SATISFACTION





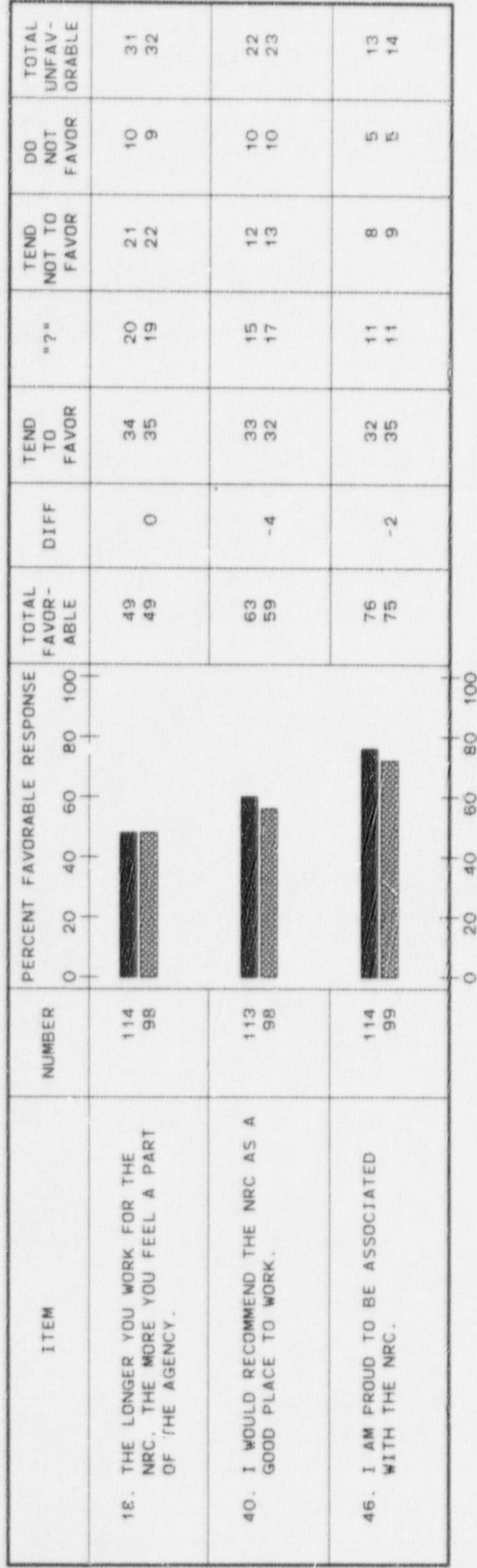
OFFICE OF THE INSPECTOR GENERAL - U.S. NUCLEAR REGULATORY COMMISSION
- NRC 98: HEADQUARTERS OVERALL: SCIENTIFIC REPORT

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ITEM PROFILE

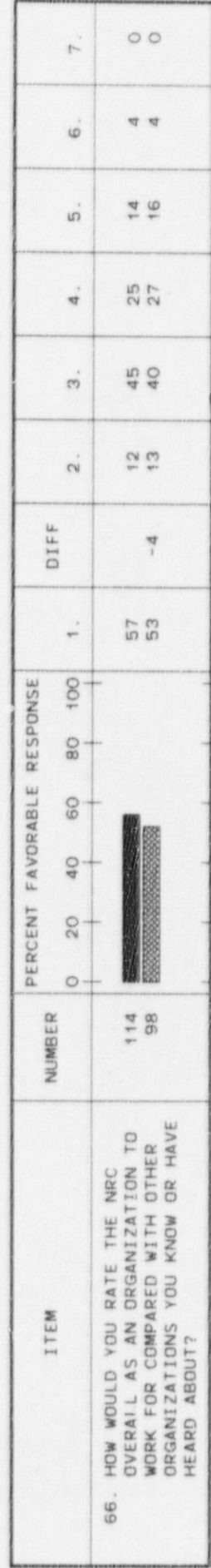
GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR A 99

CATEGORY 11: EMPLOYEE COMMITMENT



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



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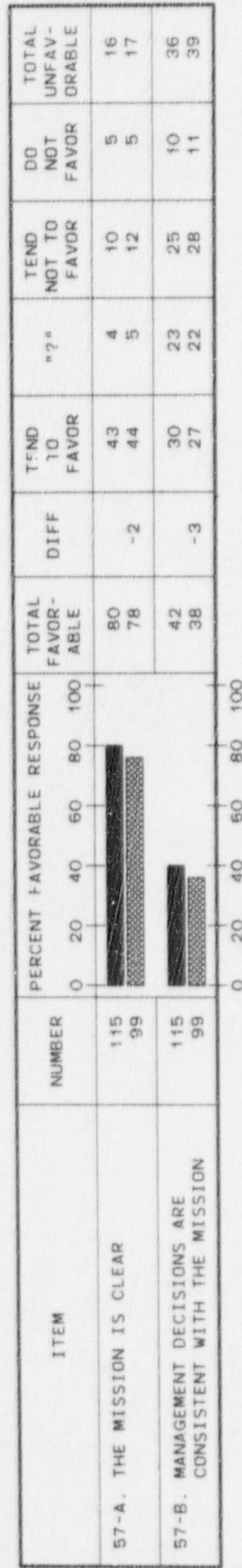


ITEM PROFILE

GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR A 99

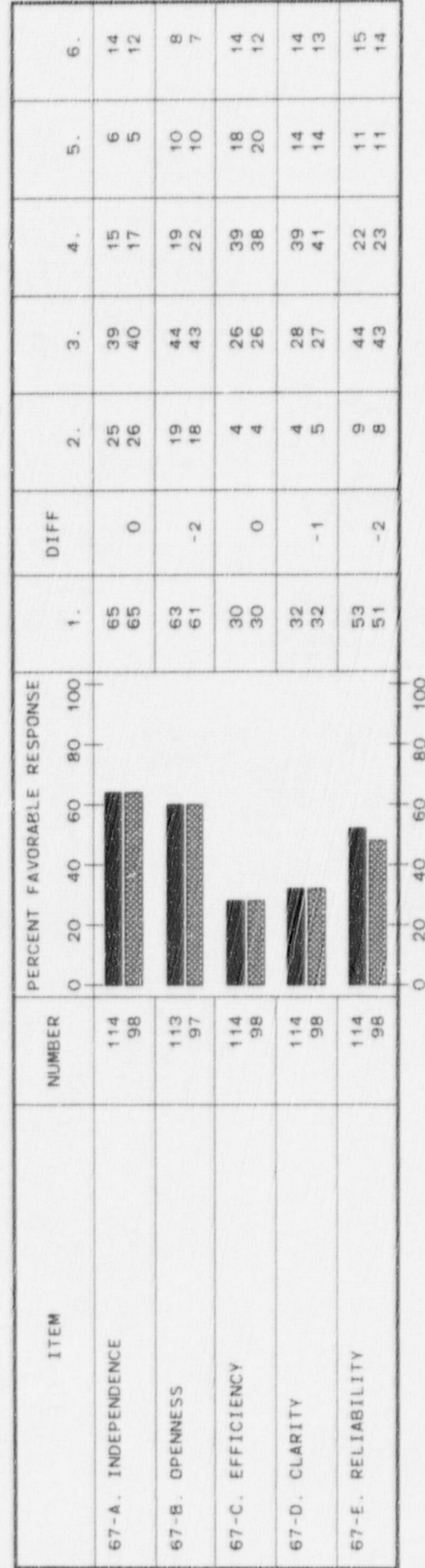
CATEGORY 12: NRC MISSION

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





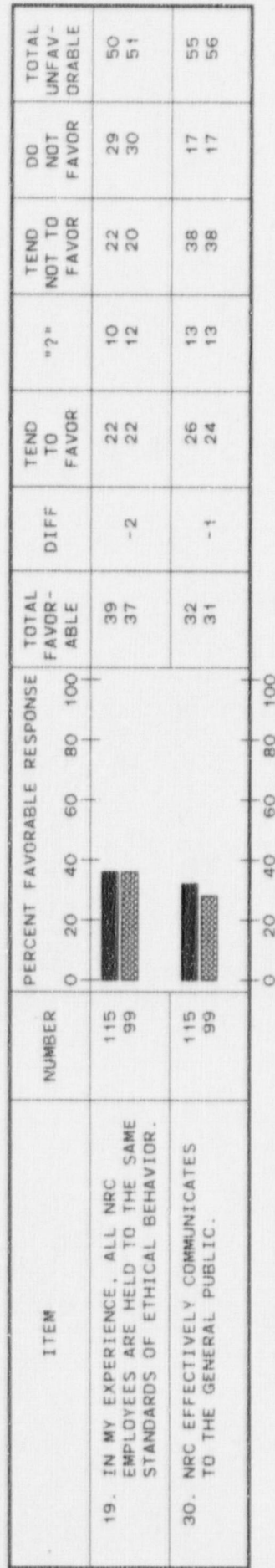
OFFICE OF THE INSPECTOR GENERAL - U.S. NUCLEAR REGULATORY COMMISSION
- NRC 98: HEADQUARTERS OVERALL: SCIENTIFIC REPORT

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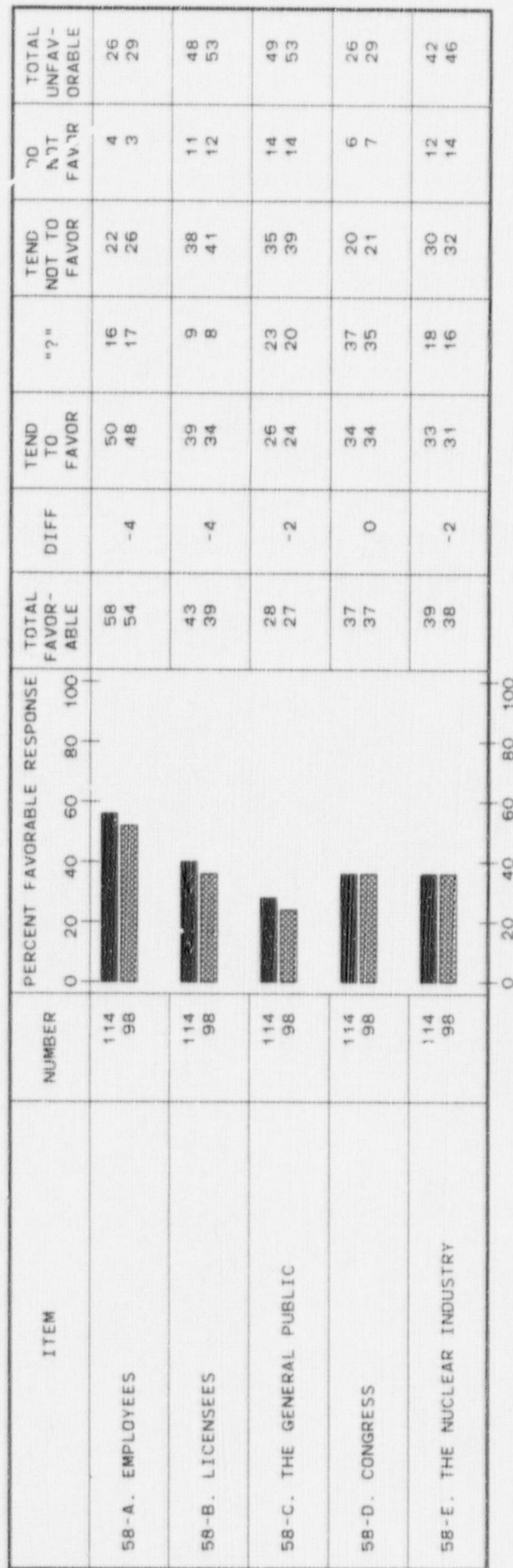
ITEM PROFILE

GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR A 99

CATEGORY 13: NRC IMAGE



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



NR

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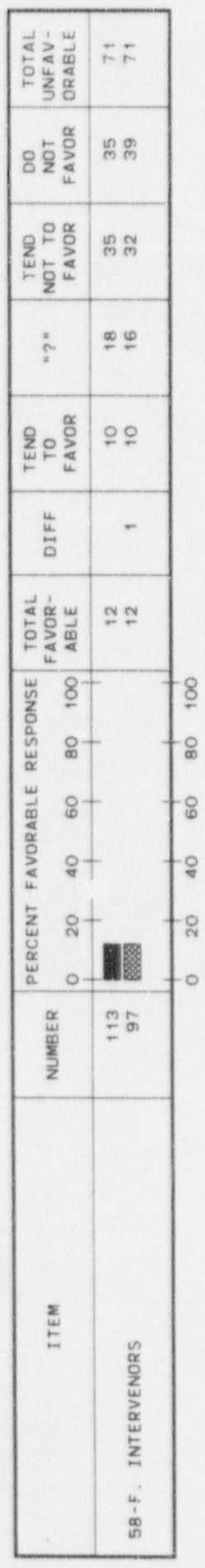


ITEM PROFILE

GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR	A	99

CATEGORY 13: NRC IMAGE (CONTINUED)

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





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ITEM PROFILE

GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR A 99

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

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	DIFF	1.	2.	3.	4.	5.	6.
70. PLEASE EVALUATE HOW THE NRC'S REGULATION OF ITS LICENSEES IN YOUR AREA HAS CHANGED IN THE PAST YEAR:	114 98		-3	51 48	20 16	31 32	14 15	17 17	18 19

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

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	DIFF	1.	2.	3.	4.	5.	6.
71-A. THE WAY PEOPLE ARE MANAGED DAY TO DAY	113 97		-3	34 31	7 6	27 25	31 35	31 30	4 4
71-B. COMMUNICATION	114 98		-1	39 38	11 10	27 28	33 36	22 20	6 6

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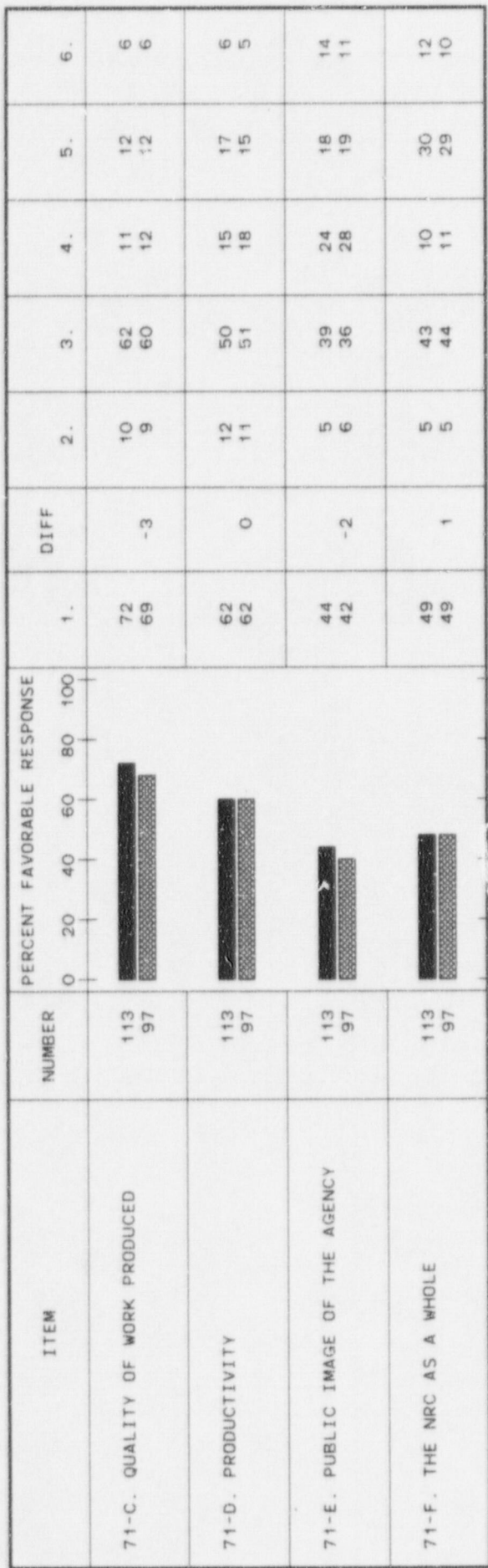
ITEM PROFILE

GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR A 99

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





OFFICE OF THE INSPECTOR GENERAL - U.S. NUCLEAR REGULATORY COMMISSION
- NRC 98: HEADQUARTERS OVERALL: SCIENTIFIC REPORT

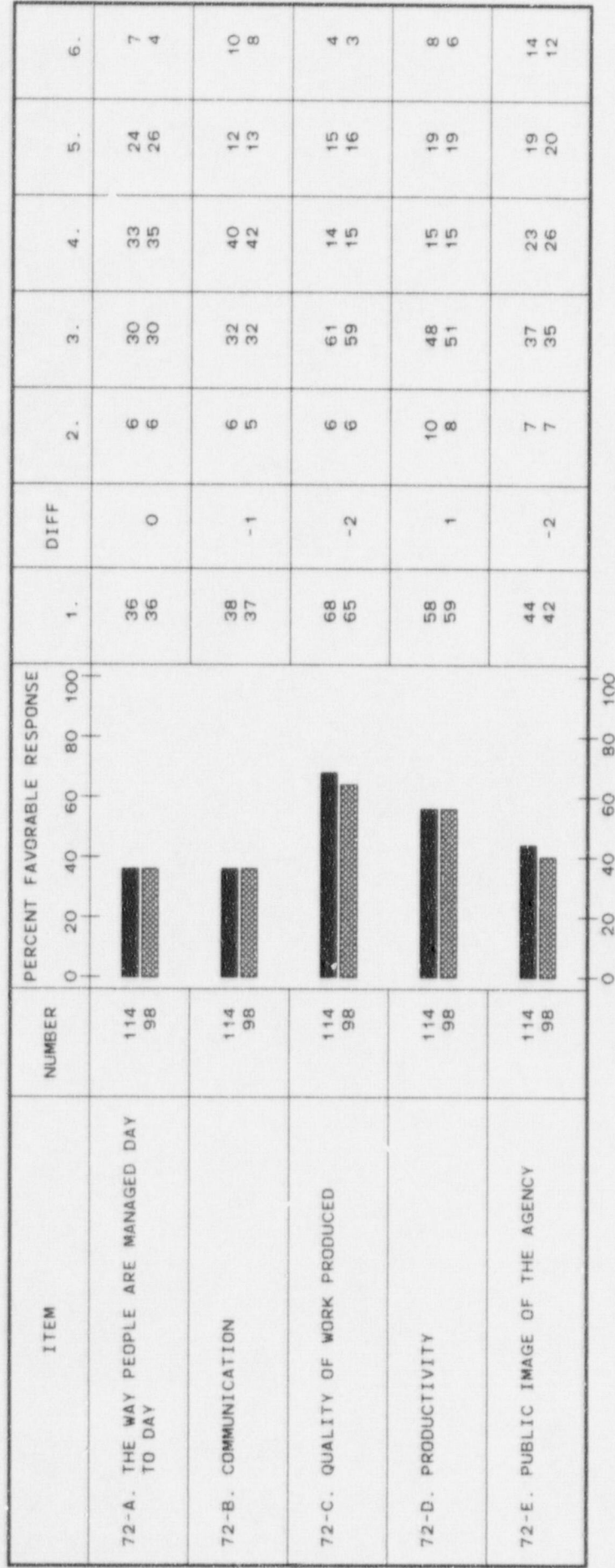
ITEM PROFILE

GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR A 99

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





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- NRC 98: HEADQUARTERS OVERALL: SCIENTIFIC REPORT

ITEM PROFILE

GROUP

SYMBOL NUMBER

HEADQUARTERS: SCIENTIFIC
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR

F
A

115
99

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:	114 98	F 8 A 7	F 58 A 59	F 29 A 30	F 5 A 4



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- NRC 98: HEADQUARTERS OVERALL: SCIENTIFIC REPORT

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ITEM PROFILE

GROUP

SYMBOL NUMBER

HEADQUARTERS: SCIENTIFIC
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR

F 115
A 99

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.	113 98		80 78	-2	31 32	4 4	14 16	3 -	17 18
6. THE QUALITY OF WORK DONE IN MY WORK UNIT IS EXCELLENT.	115 99		83 81	-2	41 41	7 8	10 11	0 0	10 11
10. TOO MUCH EMPHASIS IS PLACED UPON THE QUANTITY OF WORK PRODUCED RATHER THAN ITS QUALITY. (DISAGREE)	115 99		39 37	-2	30 27	15 17	30 27	17 18	46 45
20. EMPLOYEES ARE ENCOURAGED TO COMMUNICATE IDEAS TO IMPROVE SAFETY/REGULATIONS/OPERATIONS.	114 98		52 45	-7	35 30	13 15	22 26	13 14	35 40
26. I THINK THE INCREASED FOCUS ON RISK-INFORMED, PERFORMANCE-BASED REGULATION IS IMPROVING NRC'S REGULATORY EFFECTIVENESS.	113 97		38 36	-2	32 31	29 30	19 21	13 13	33 34

0 20 40 60 80 100

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ITEM PROFILE

GROUP

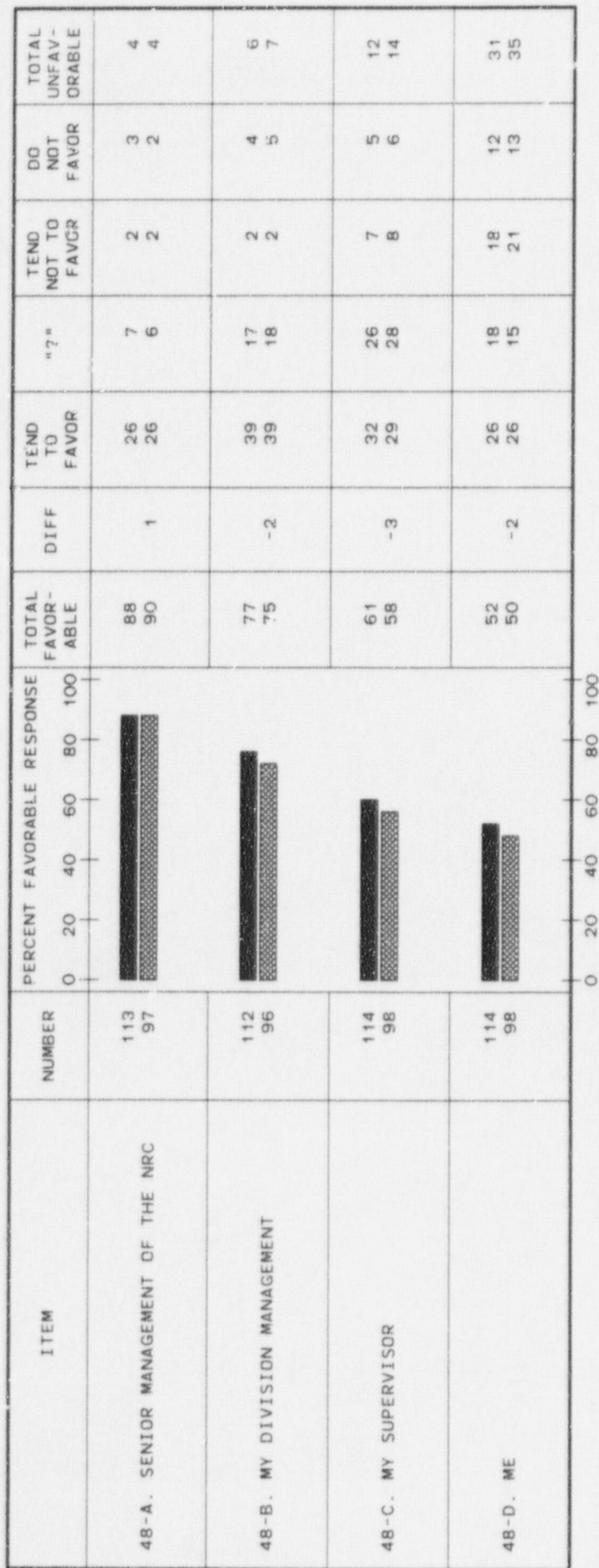
SYMBOL NUMBER

HEADQUARTERS: SCIENTIFIC
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR

F 115
A 99

CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)

48. THE MOVE TO RISK-INFORMED, PERFORMANCE-BASED REGULATION IS CONSIDERED AN IMPORTANT PRIORITY BY:



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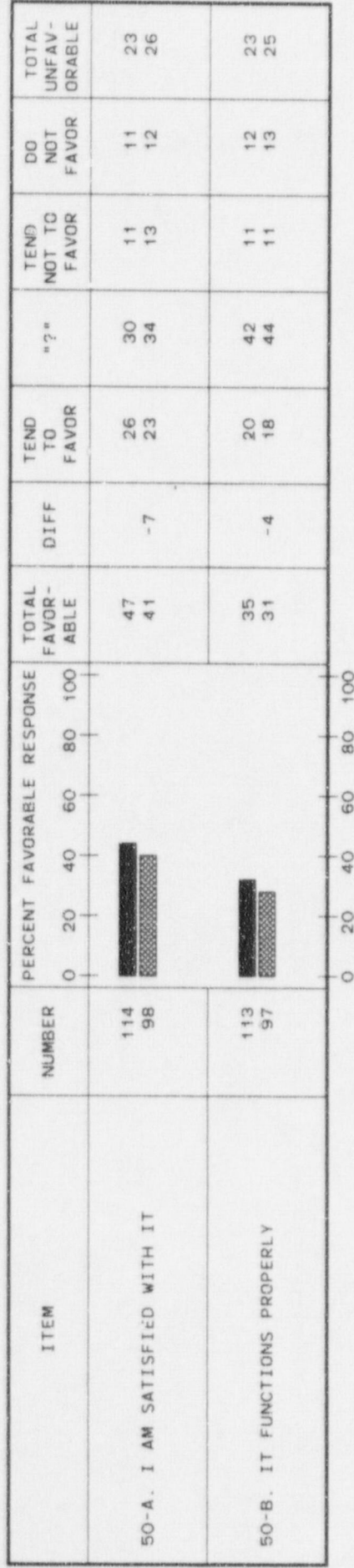


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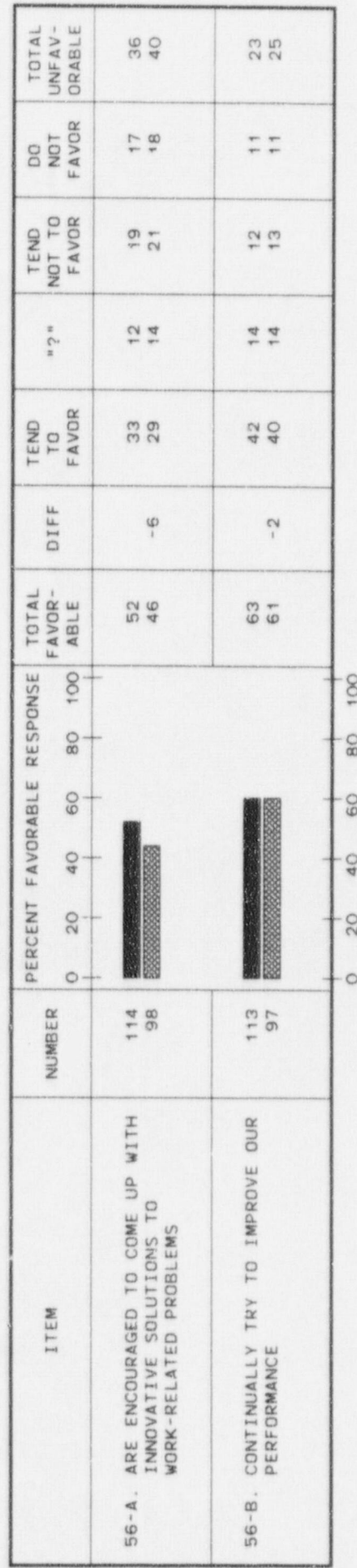
GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR A 99

CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)

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



56. PEOPLE IN MY WORK UNIT:





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ITEM PROFILE

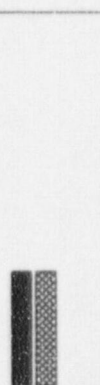
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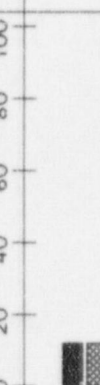
F 115
A 99

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	114 98		40 39	-2	25 22	11 12	34 35	14 14	48 49
63-B. MEET SCHEDULES OR DEADLINES	114 98		29 28	-1	20 18	8 7	36 37	27 29	63 65
63-C. SATISFY A PERSONAL OR POLITICAL NEED	114 98		34 32	-3	18 16	11 13	27 27	27 29	54 55

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-A. IMPLEMENTING PROGRAMS AND PROCESSES FOR IMPROVING REGULATORY EFFECTIVENESS	113 97		15 14	-1	12 13	31 31	29 30	42 42	12 12

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ITEM PROFILE

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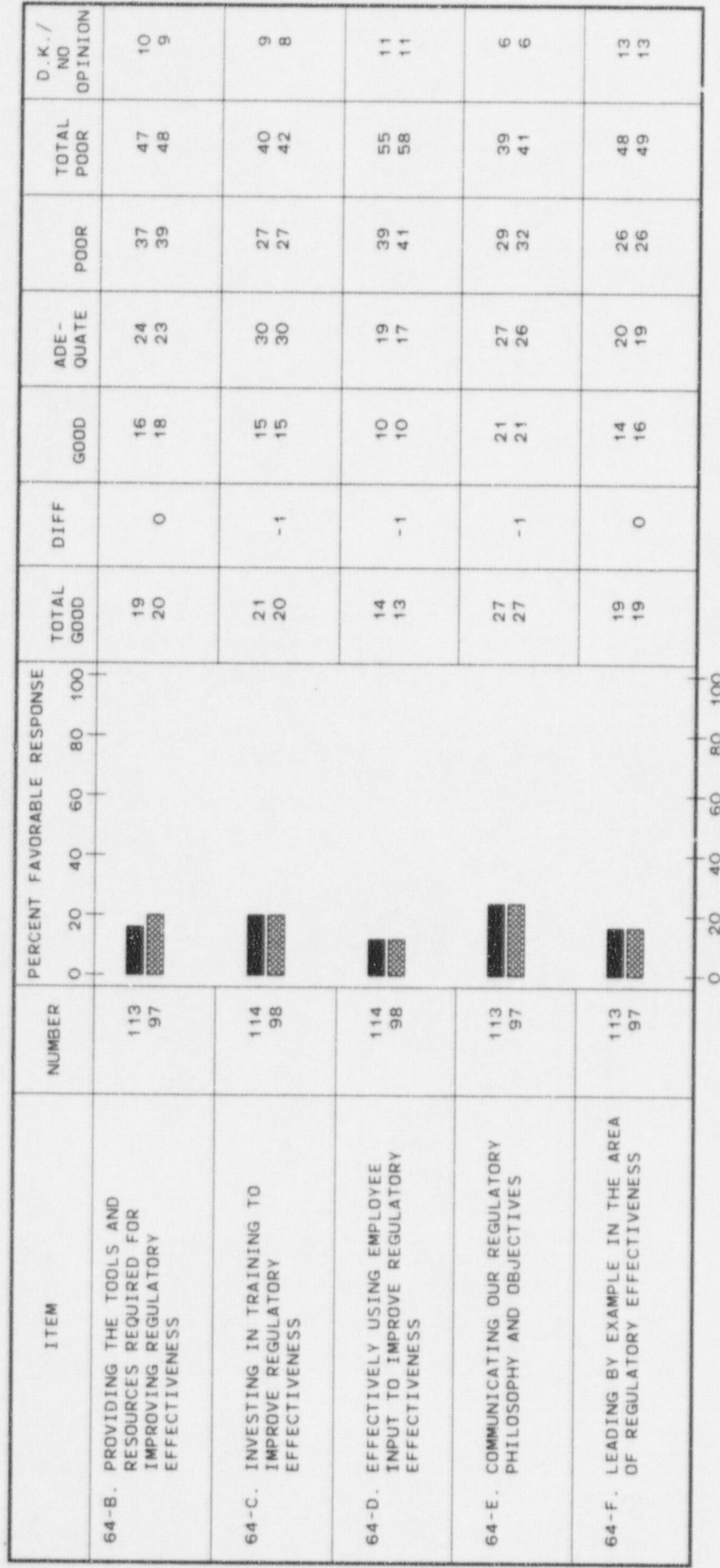
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F 115
A 99

CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)

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



INR

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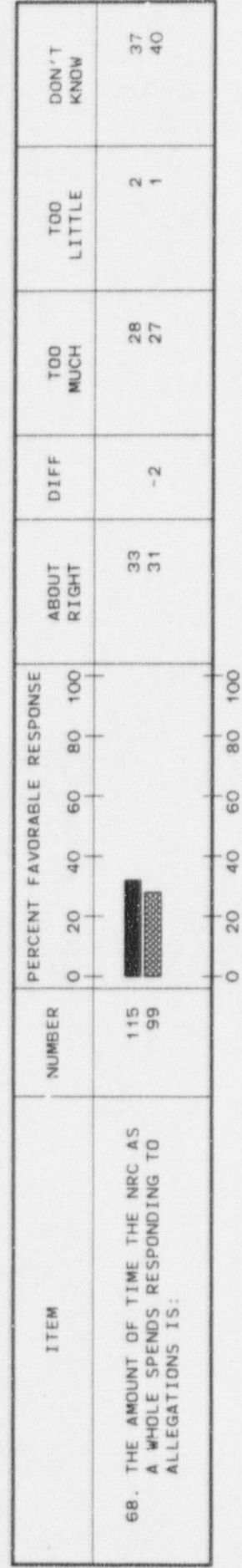
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GROUP SYMBOL NUMBER

HEADQUARTERS: SCIENTIFIC F 115

HEADQUARTERS: SCIENTIFIC: NON-SUPERVISOR A 99

CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)





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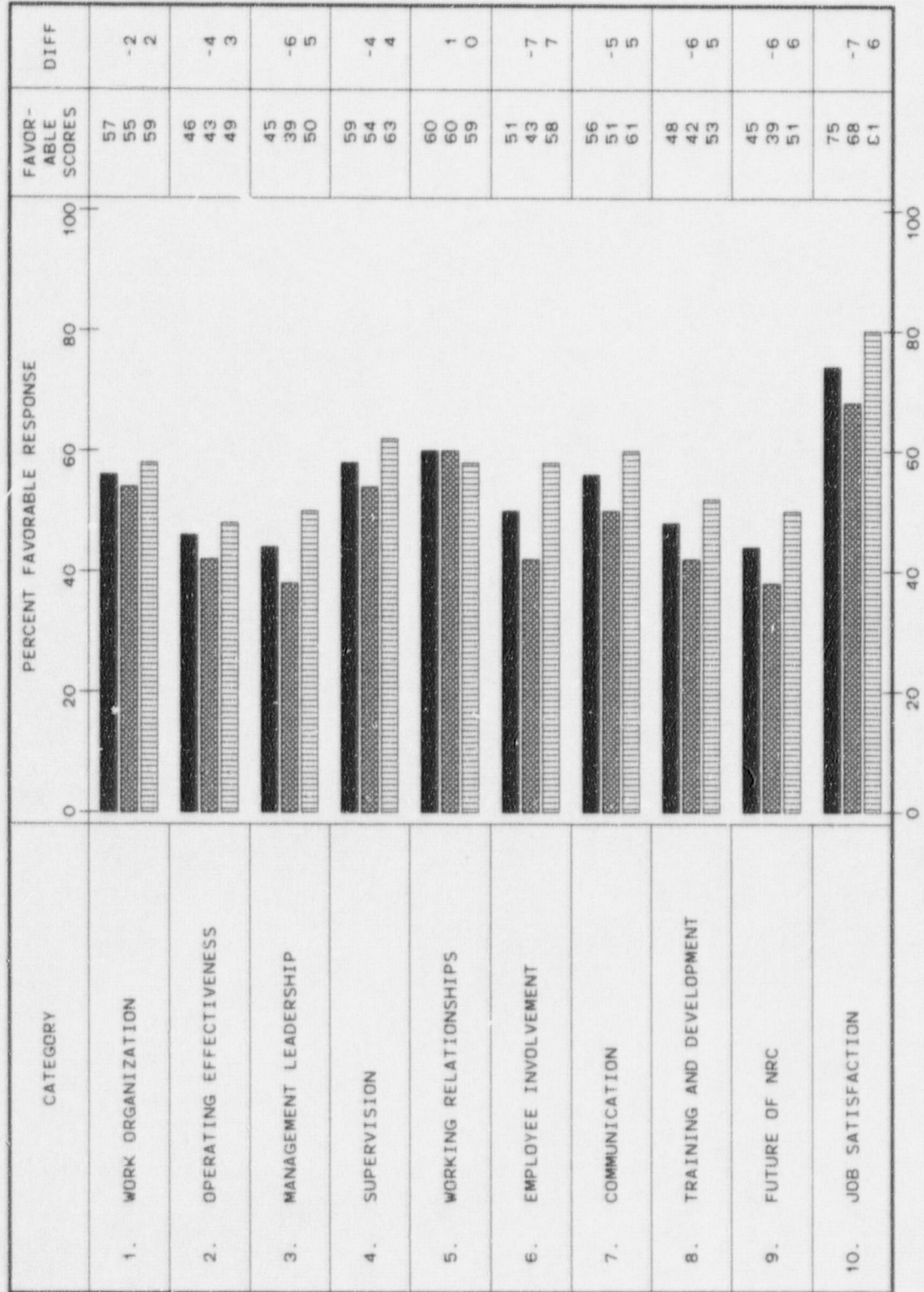
SUMMARY PROFILE

GROUP

SYMBOL NUMBER

HEADQUARTERS: SCIENTIFIC
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC

F 115
N 55
B 59



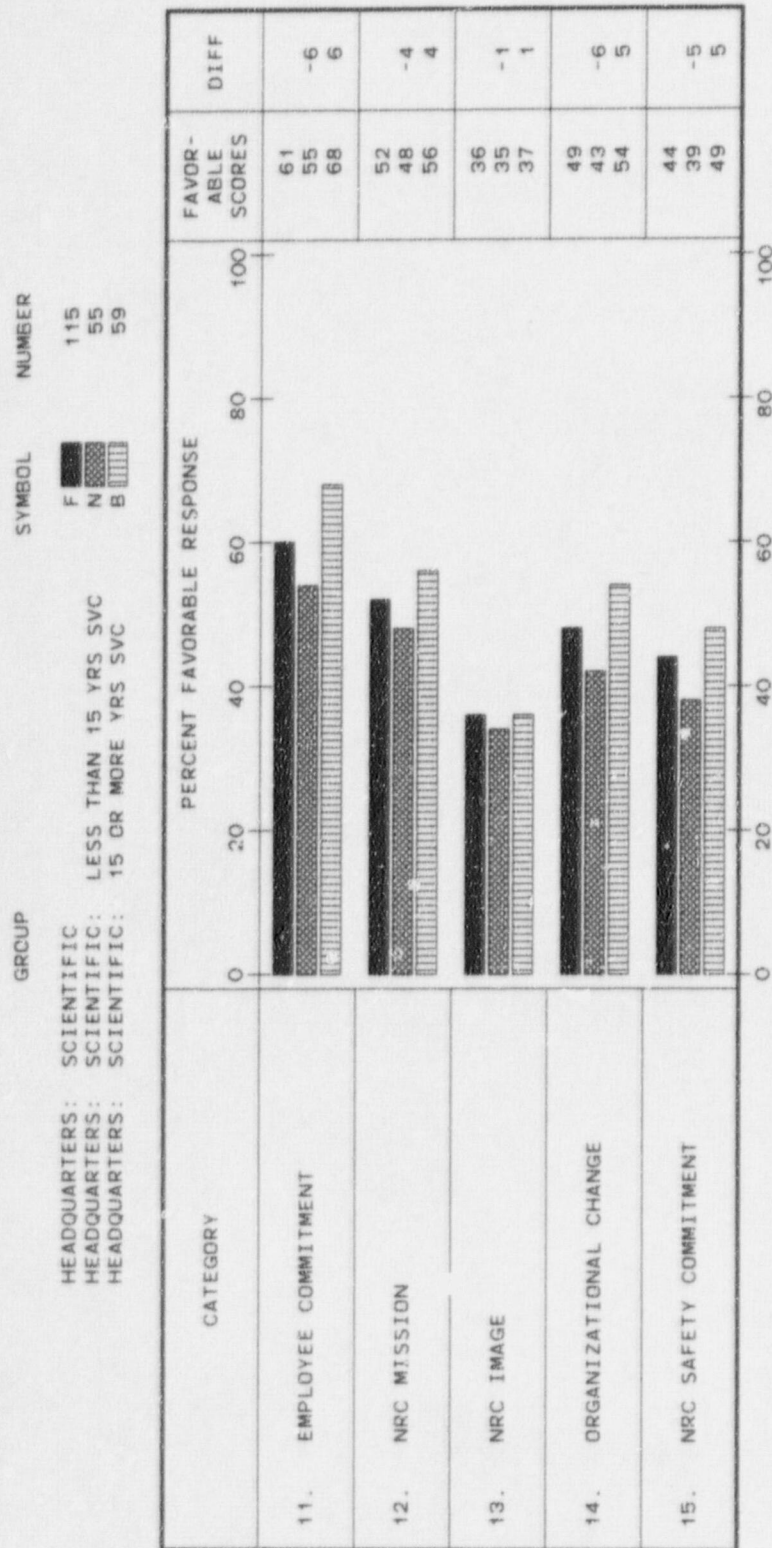
NRC

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SUMMARY PROFILE (CONTINUED)





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ITEM PROFILE

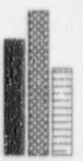
GROUP

SYMBOL NUMBER

HEADQUARTERS: SCIENTIFIC
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC

F 115
N 55
B 59

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.	115 55 59		89 87 90	-1 1	27 40 15	3 2 5	8 11 5	0 0 0	8 11 5
7. MY WORK UNIT IS WELL ORGANIZED.	115 55 59		61 55 66	-6 5	37 35 39	10 13 8	20 27 14	9 5 12	29 33 25
16. THERE IS USUALLY SUFFICIENT STAFF IN MY WORK UNIT TO HANDLE THE WORKLOAD.	115 55 59		34 42 27	8 -7	25 35 17	11 11 12	26 16 36	29 31 25	55 47 61
25. THERE IS TOO MUCH DUPLICATION OF EFFORT ACROSS WORK UNITS IN THE NRC. (DISAGREE)	114 54 59		32 26 39	-7 7	25 24 27	26 30 24	24 26 22	18 19 15	41 44 37
31. THE AMOUNT OF STRESS I EXPERIENCE IN MY JOB SERIOUSLY REDUCES MY EFFECTIVENESS. (DISAGREE)	114 55 58		51 49 52	-2 1	35 36 33	11 15 7	27 29 26	11 7 16	39 36 41
41. I AM OFTEN EXPECTED TO DO THINGS THAT I DO NOT FEEL SUFFICIENTLY SKILLED TO DO. (DISAGREE)	114 55 58		75 71 79	-5 4	47 45 48	11 11 12	10 15 5	4 4 3	13 18 9



ITEM PROFILE

GROUP SYMBOL NUMBER

HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC N 55
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC B 59

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)	115 55 59		46 44 47	-2 1	25 25 24	9 5 12	29 36 22	17 15 19	45 51 41
21. I HAVE THE COMPUTER SYSTEMS SUPPORT I NEED TO DO MY JOB EFFECTIVELY.	115 55 59		71 67 75	-4 3	33 27 39	9 7 10	12 16 8	8 9 7	20 25 15
32. THERE IS TOO MUCH UNNECESSARY PAPERWORK IN MY JOB. (DISAGREE)	114 54 59		24 20 25	-3 2	18 15 19	11 11 10	34 35 34	32 33 31	66 69 64
44. THE PRIORITIZATION OF TASKS IN MY WORK UNIT IS CLEAR.	115 55 59		44 40 49	-4 5	29 24 34	11 13 10	23 29 19	21 18 22	44 47 41





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ITEM PROFILE

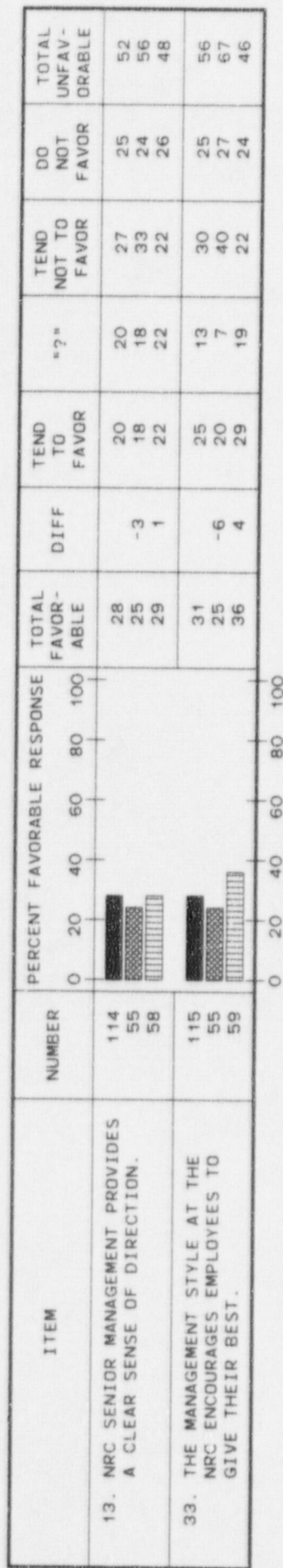
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SYMBOL NUMBER

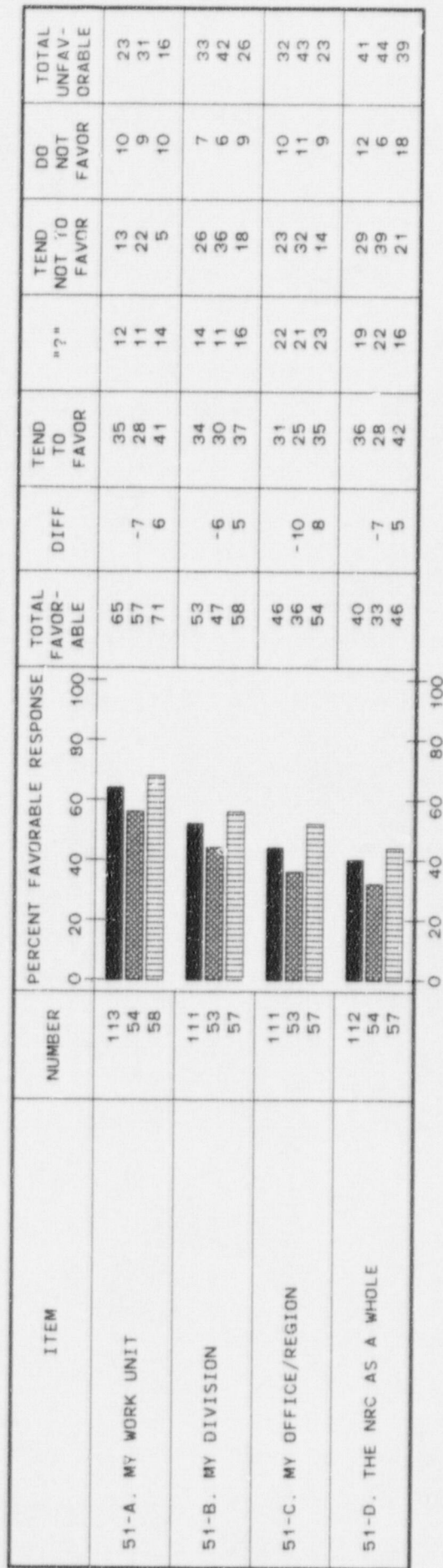
F 115
N 55
B 59

HEADQUARTERS: SCIENTIFIC
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC

CATEGORY 3: MANAGEMENT LEADERSHIP



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



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ITEM PROFILE

GROUP

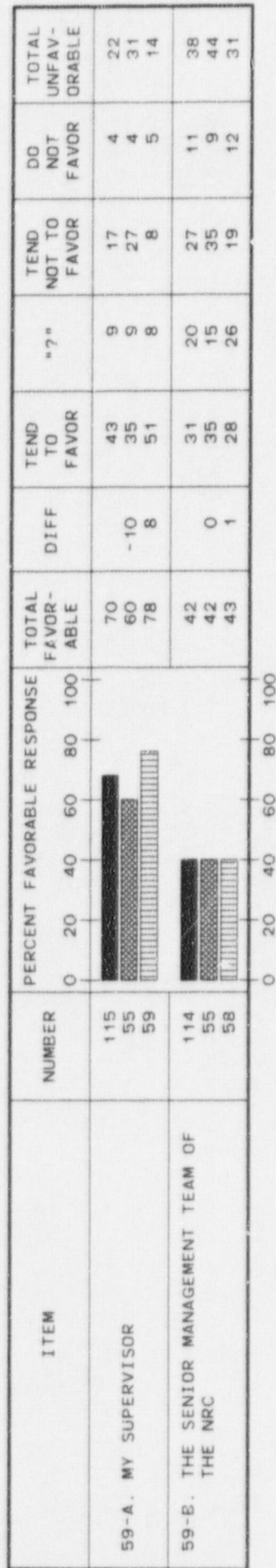
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HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC

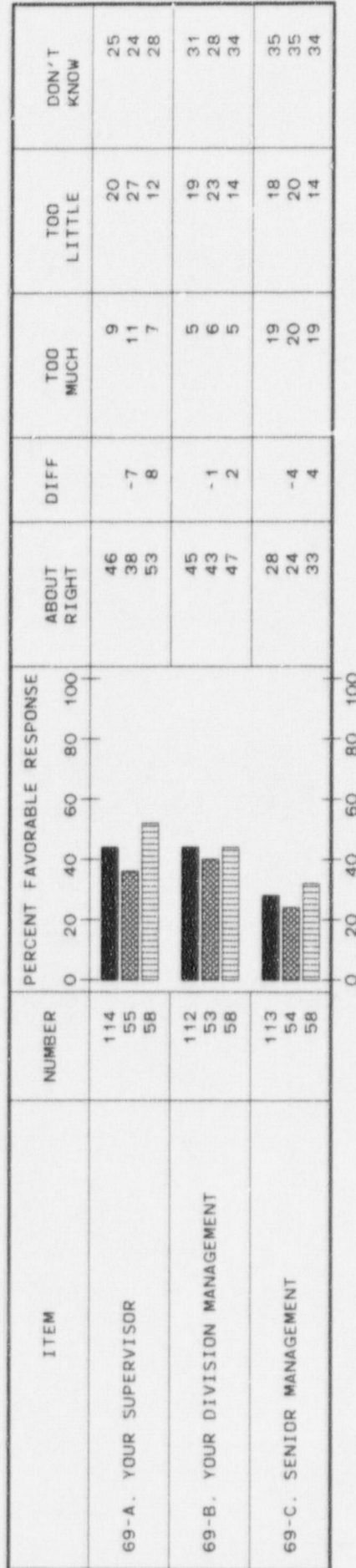
F 113
N 55
B 59

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:





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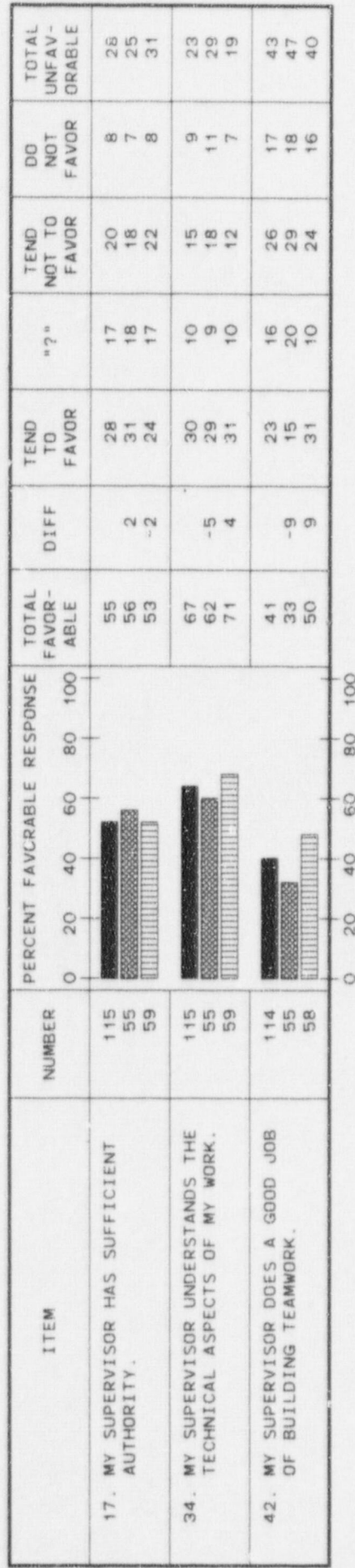
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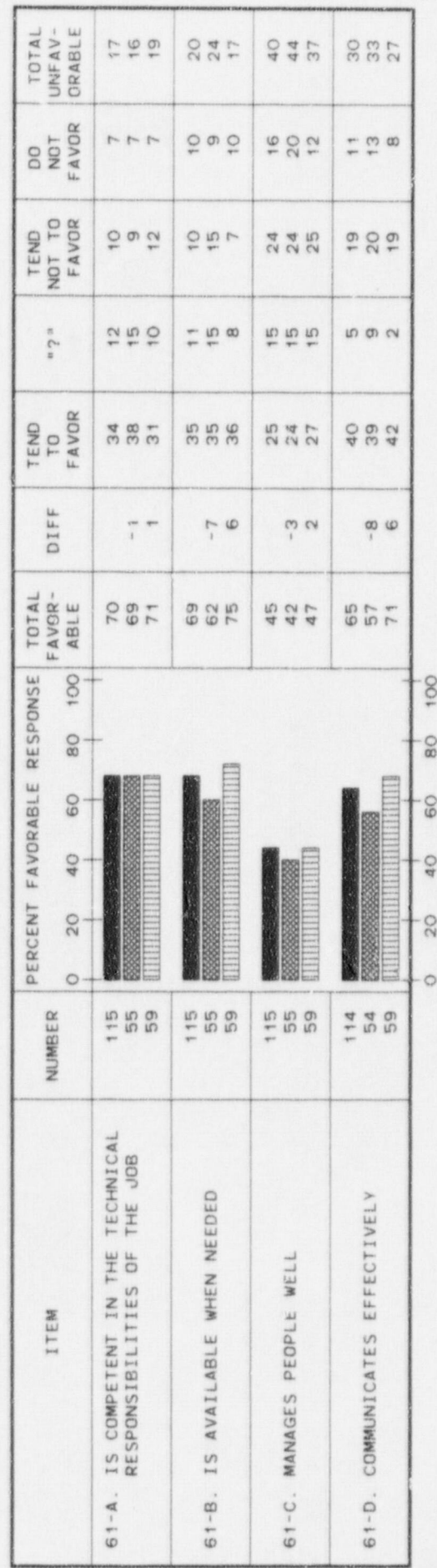
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HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC

F 115
N 55
B 59

CATEGORY 4: SUPERVISION



61. MY SUPERVISOR:



NR

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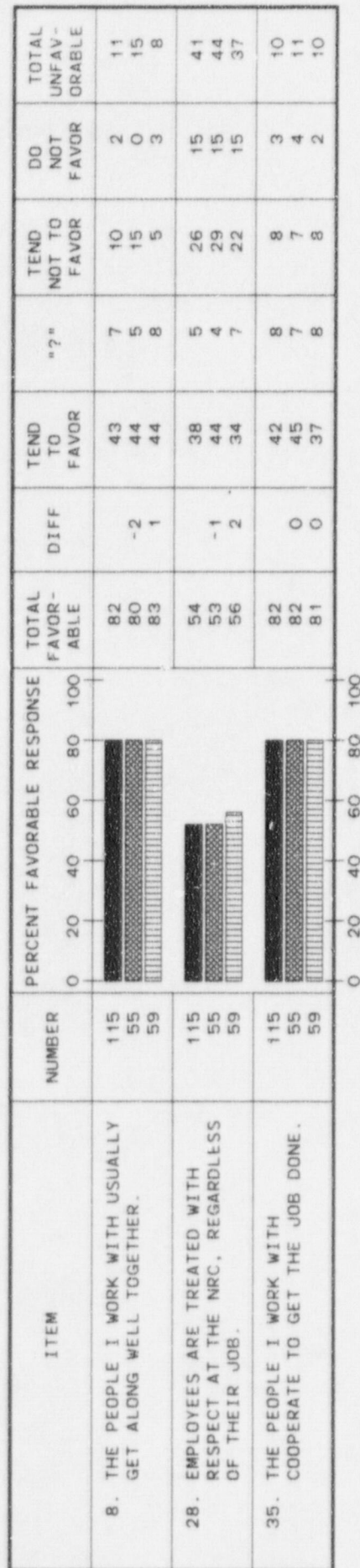
OFFICE OF THE INSPECTOR GENERAL - U.S. NUCLEAR REGULATORY COMMISSION
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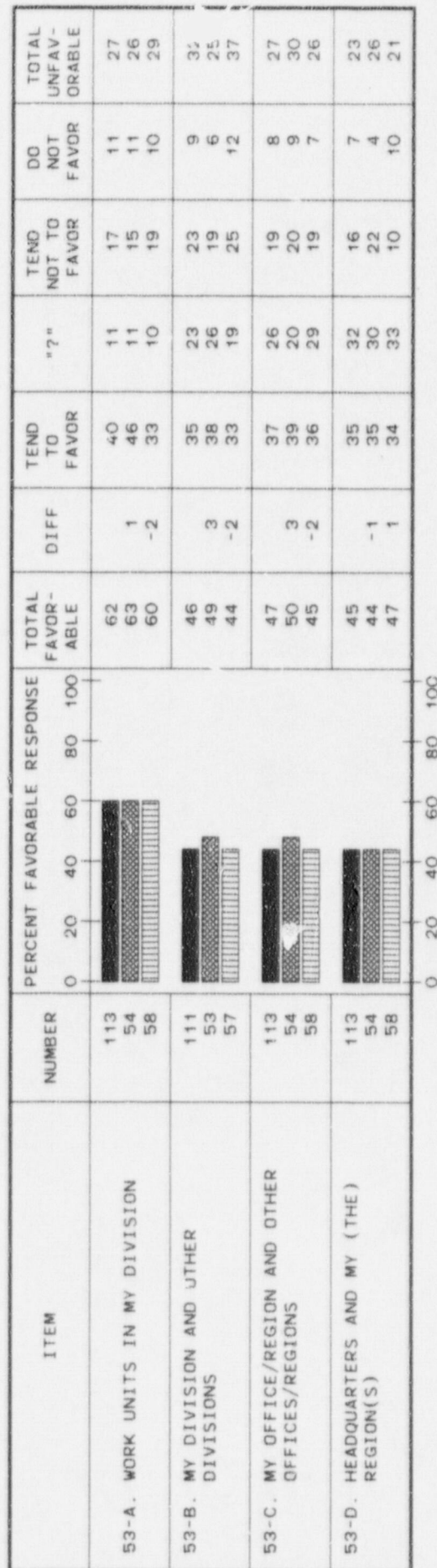
ITEM PROFILE

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HEADQUARTERS: SCIENTIFIC	F	115
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC	N	55
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC	B	59

CATEGORY 5: WORKING RELATIONSHIPS



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



INR

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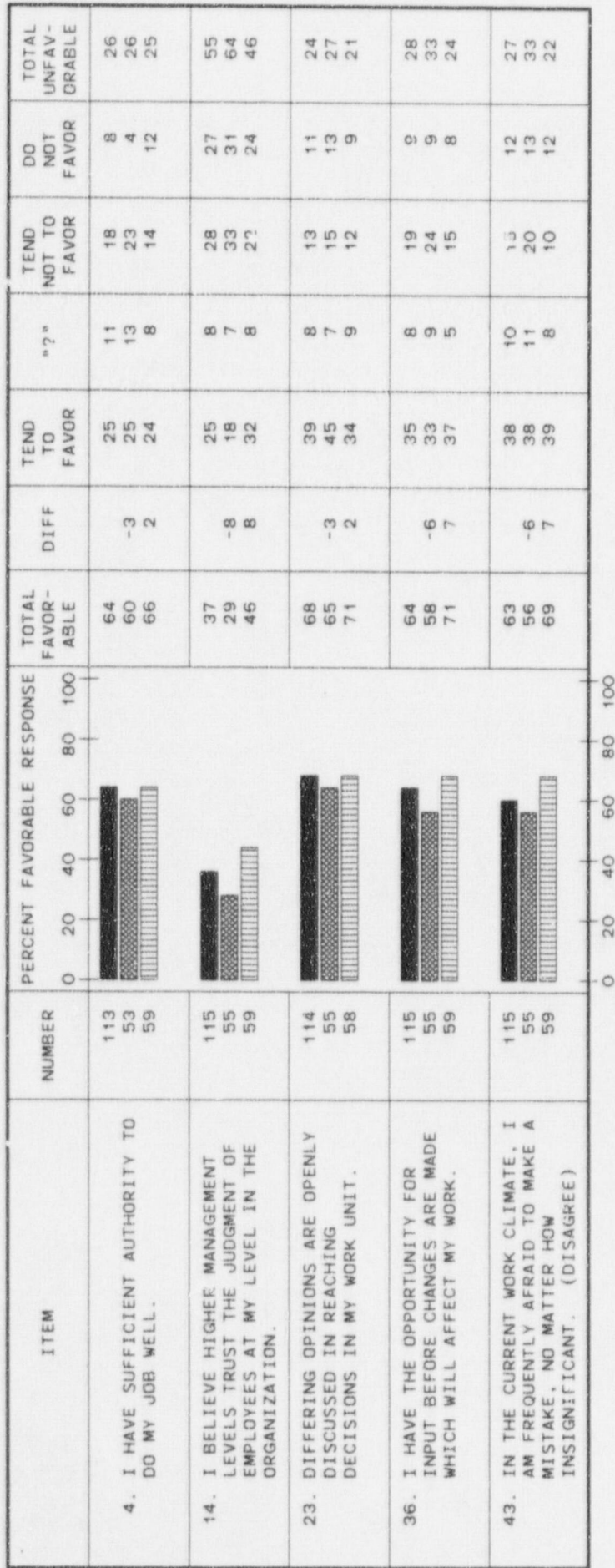
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SYMBOL NUMBER

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HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC

F 115
N 55
B 59

CATEGORY 6: EMPLOYEE INVOLVEMENT



NR

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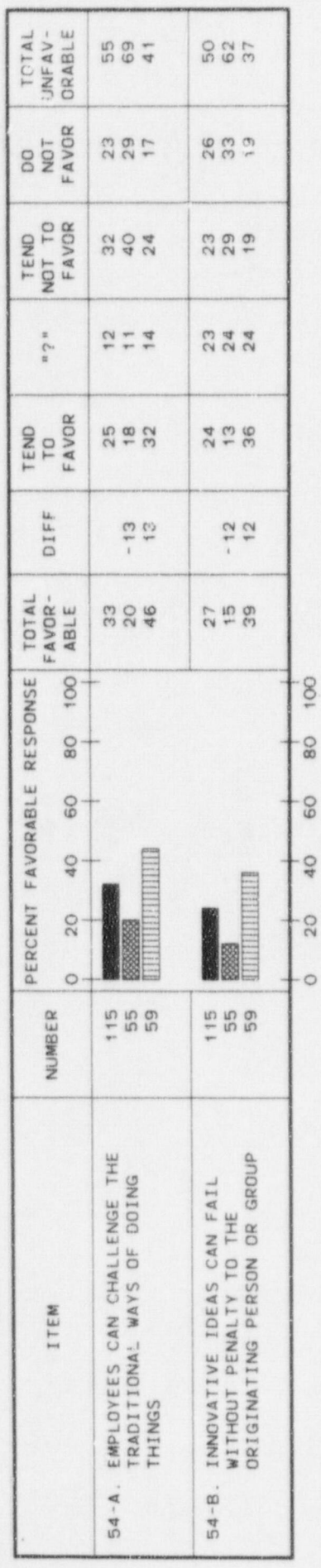


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HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC	N	55
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC	B	59

CATEGORY 6: EMPLOYEE INVOLVEMENT (CONTINUED)

54. THE NRC HAS ESTABLISHED A CLIMATE WHERE:





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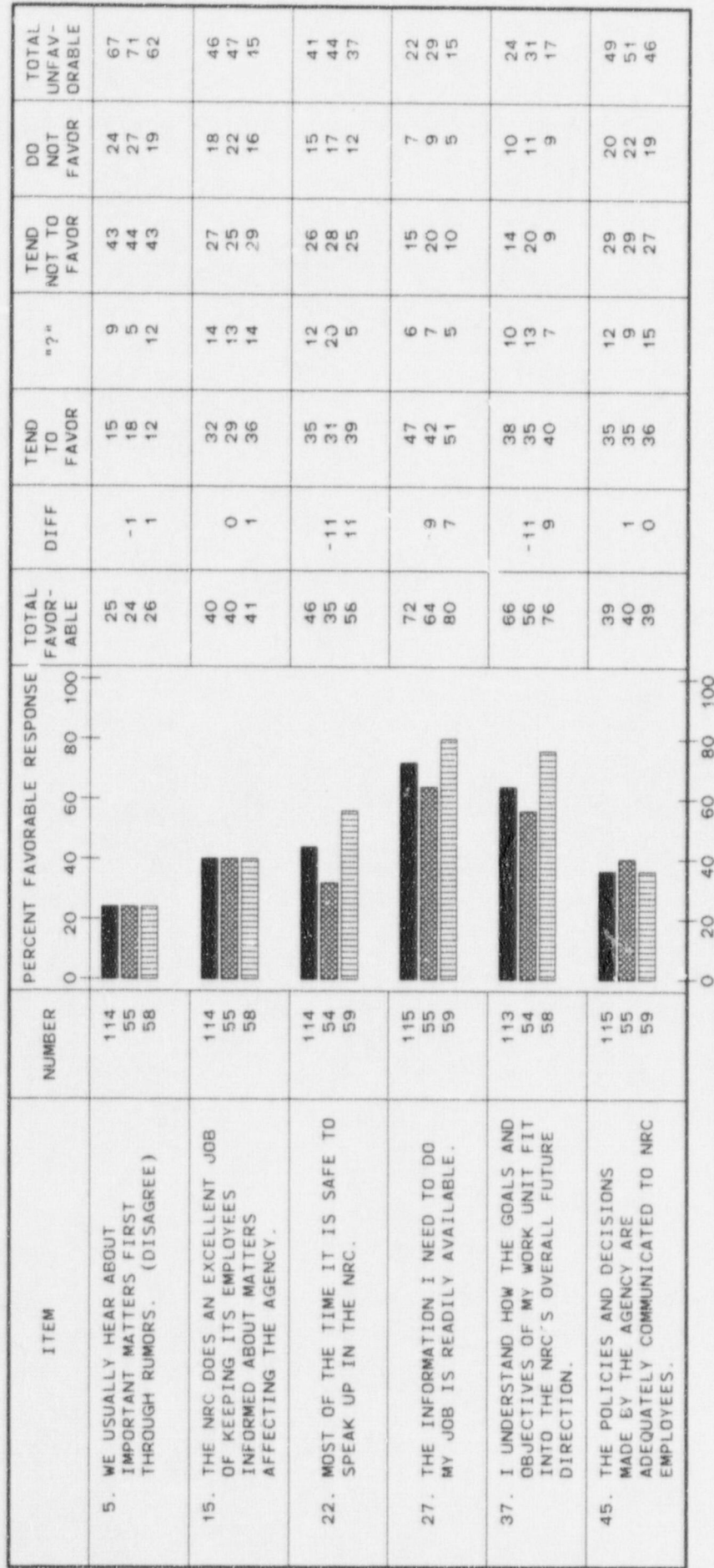
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ITEM PROFILE

GROUP SYMBOL NUMBER

HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC N 55
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC B 59

CATEGORY 7: COMMUNICATION



INR

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GROUP

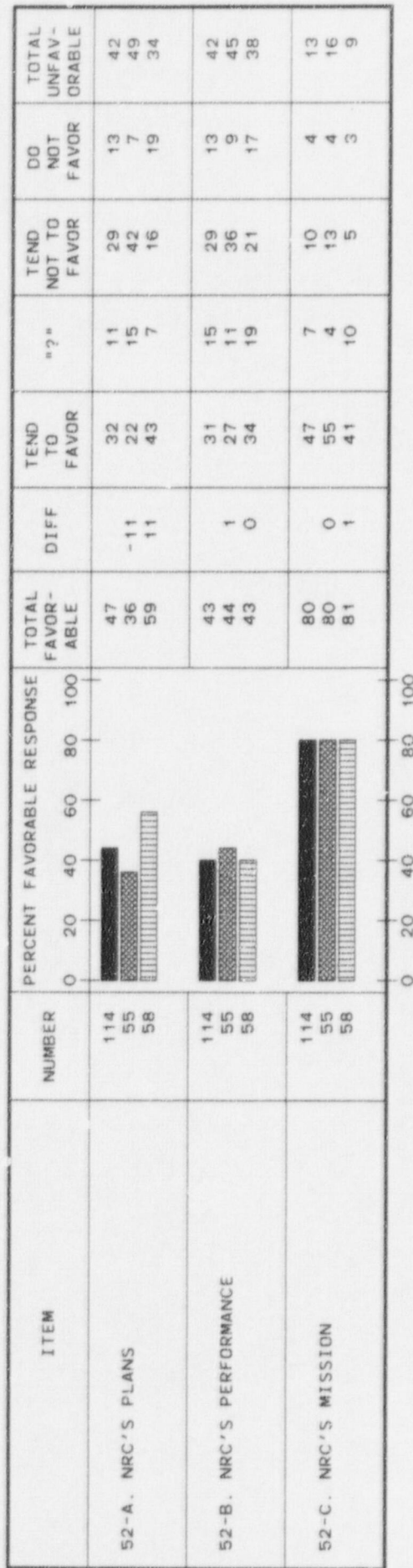
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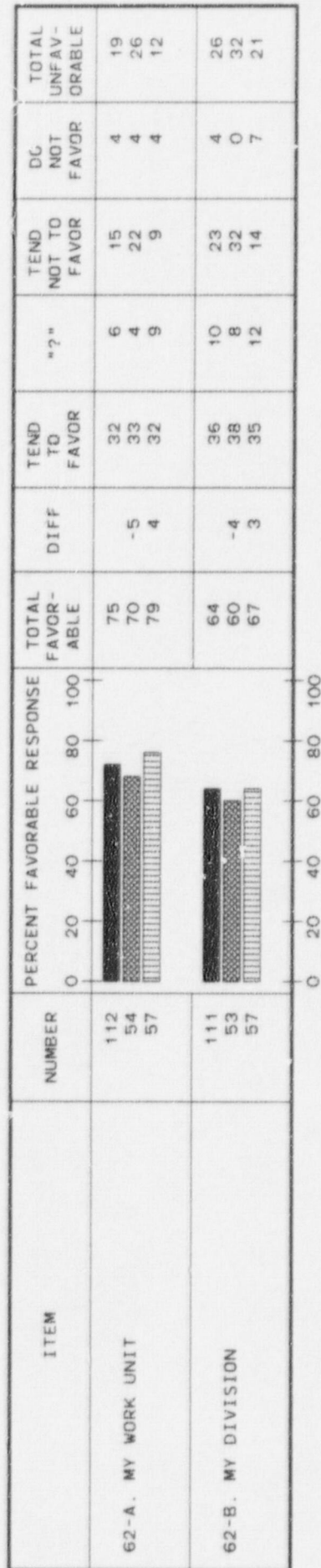
F 115
N 55
B 59

CATEGORY 7: COMMUNICATION (CONTINUED)

52. I AM SUFFICIENTLY INFORMED ABOUT:



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





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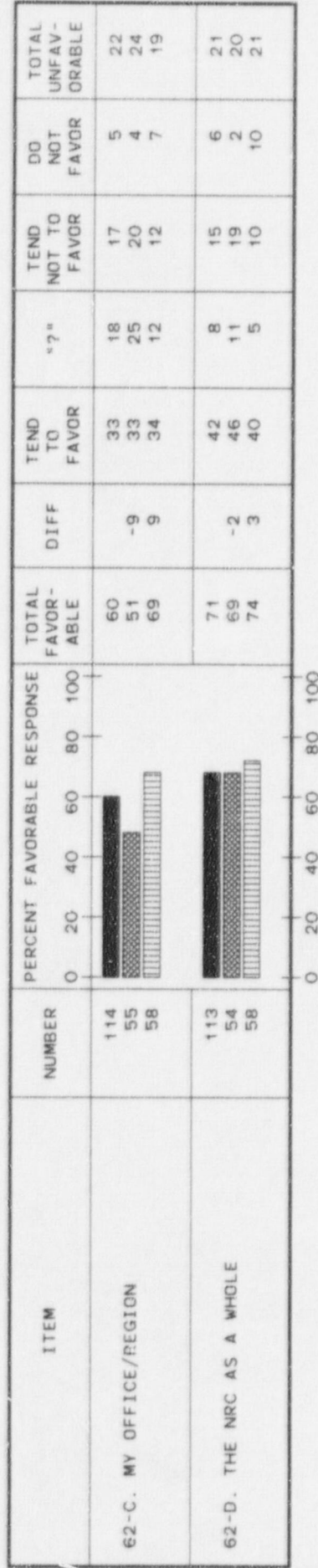
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ITEM PROFILE

GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC	N	55
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC	B	59

CATEGORY 7: COMMUNICATION (CONTINUED)

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



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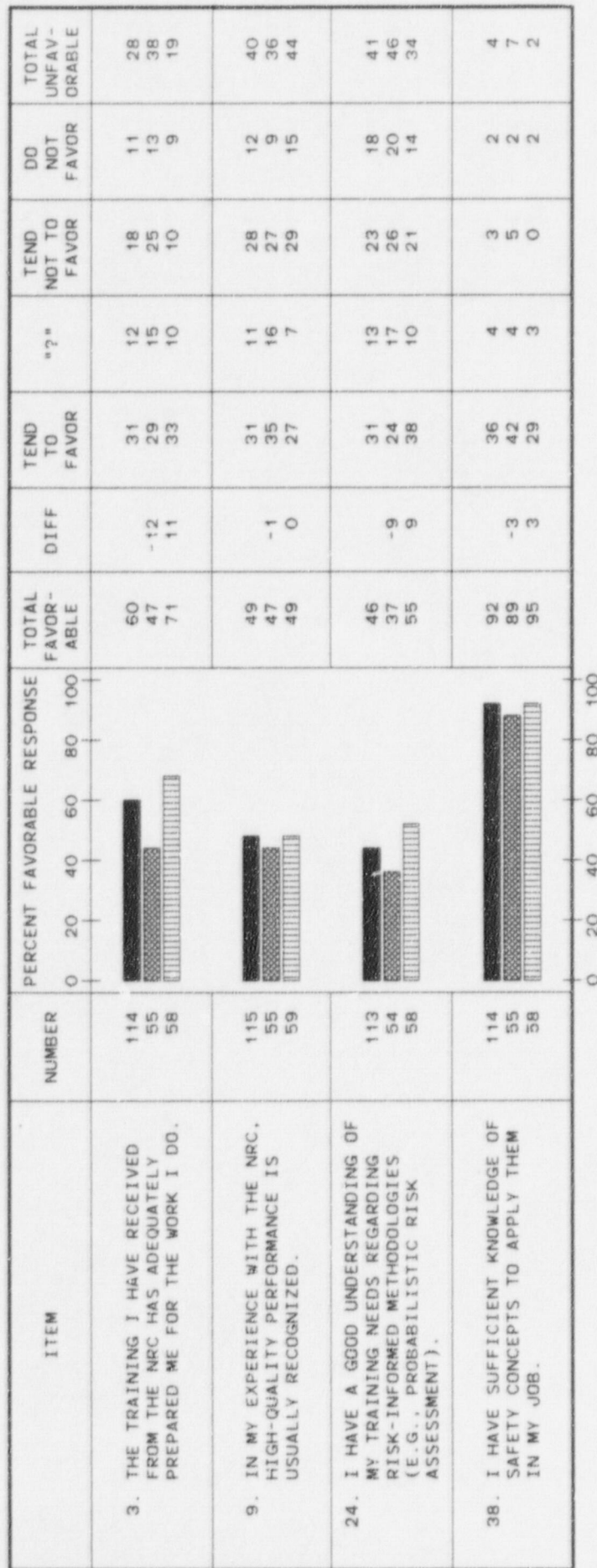
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SYMBOL NUMBER

HEADQUARTERS: SCIENTIFIC
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC

F 11E
N 55
B 59

CATEGORY 8: TRAINING AND DEVELOPMENT



INR

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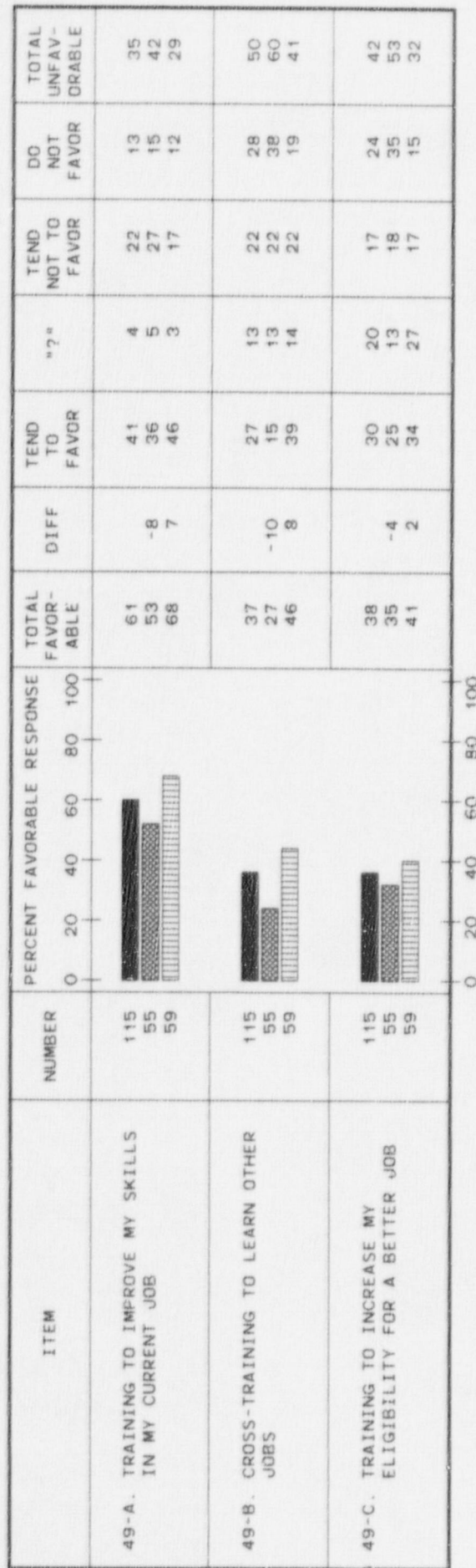
OFFICE OF THE INSPECTOR GENERAL - U.S. NUCLEAR REGULATORY COMMISSION
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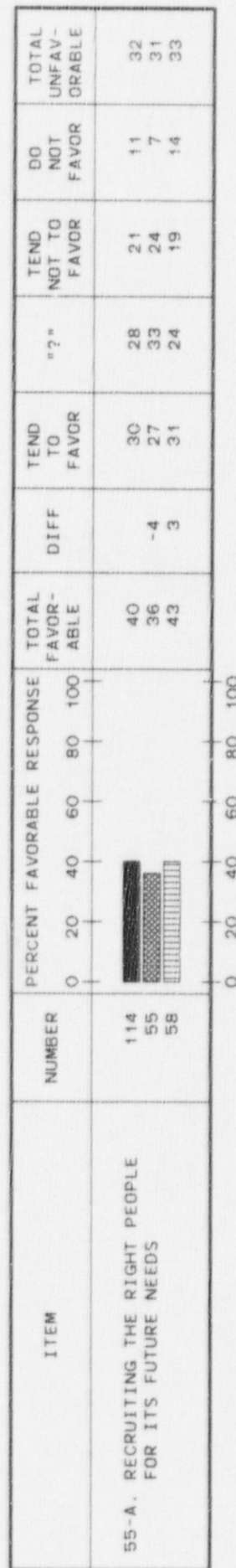
GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC	N	55
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC	B	59

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:



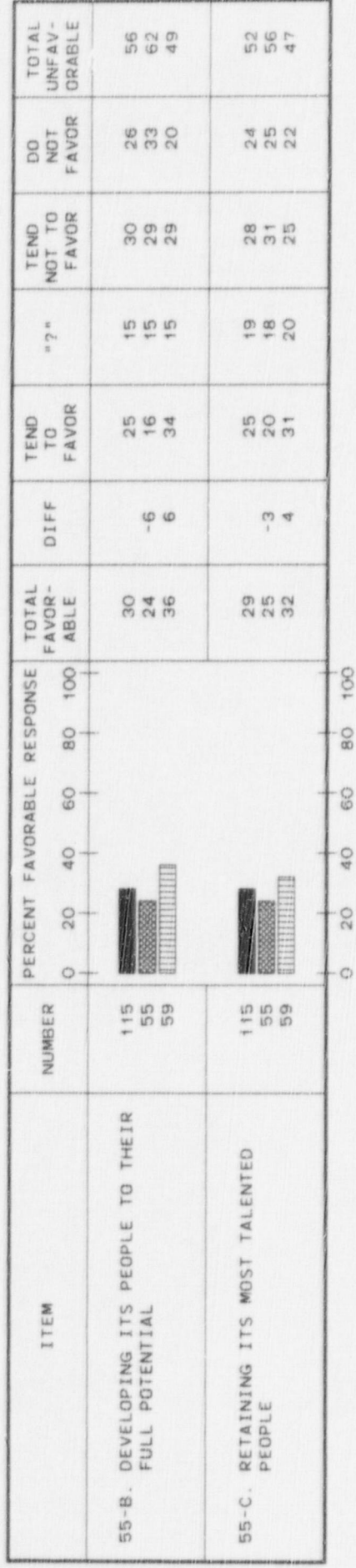


ITEM PROFILE

GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC N 55
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC B 59

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:	113 54 58	F N B	F 17 N 13 B 21	F 27 N 26 B 29	F 50 N 54 B 45	F 4 N 6 B 3





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GROUP

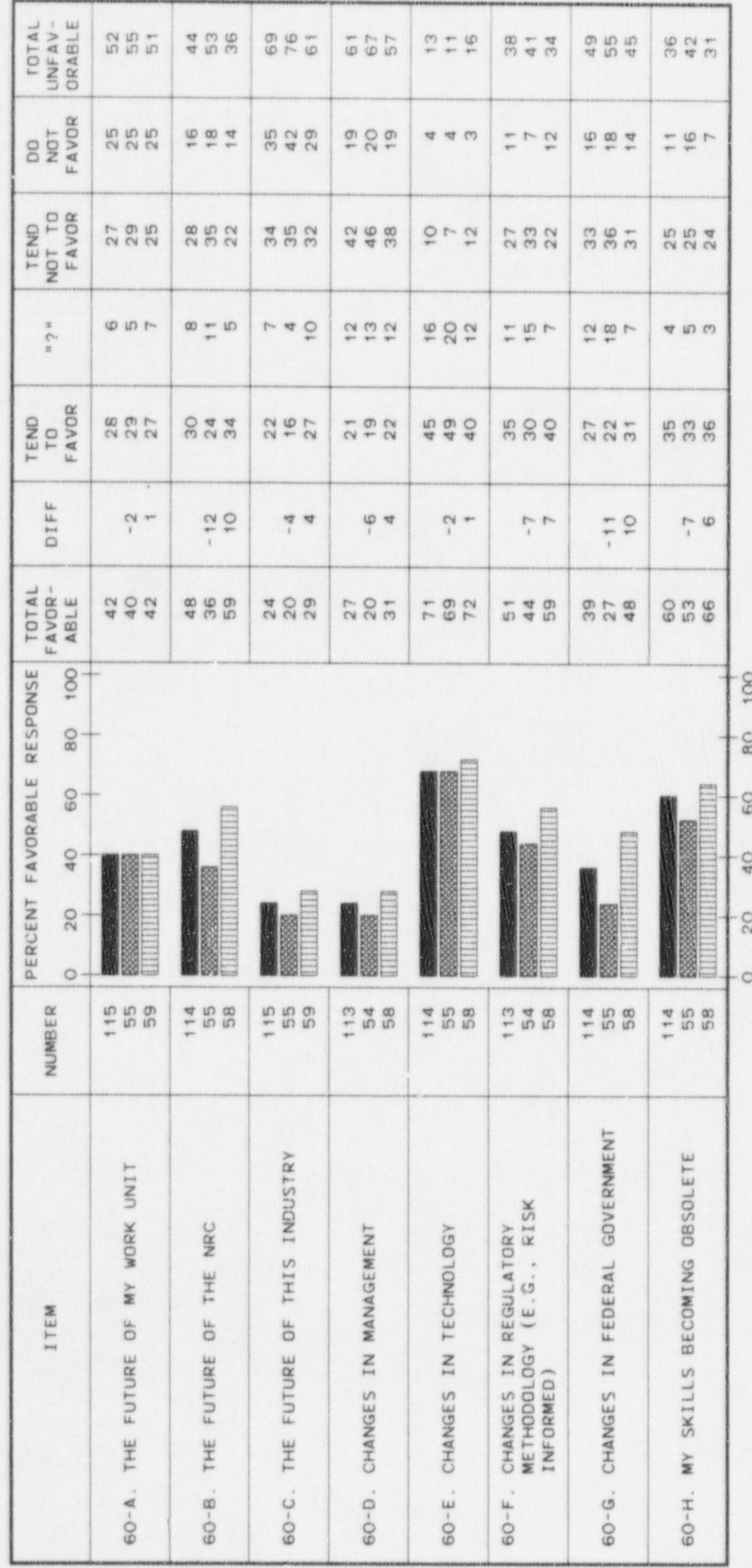
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HEADQUARTERS: SCIENTIFIC
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC

F 115
N 55
B 59

CATEGORY 9: FUTURE OF NRC

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



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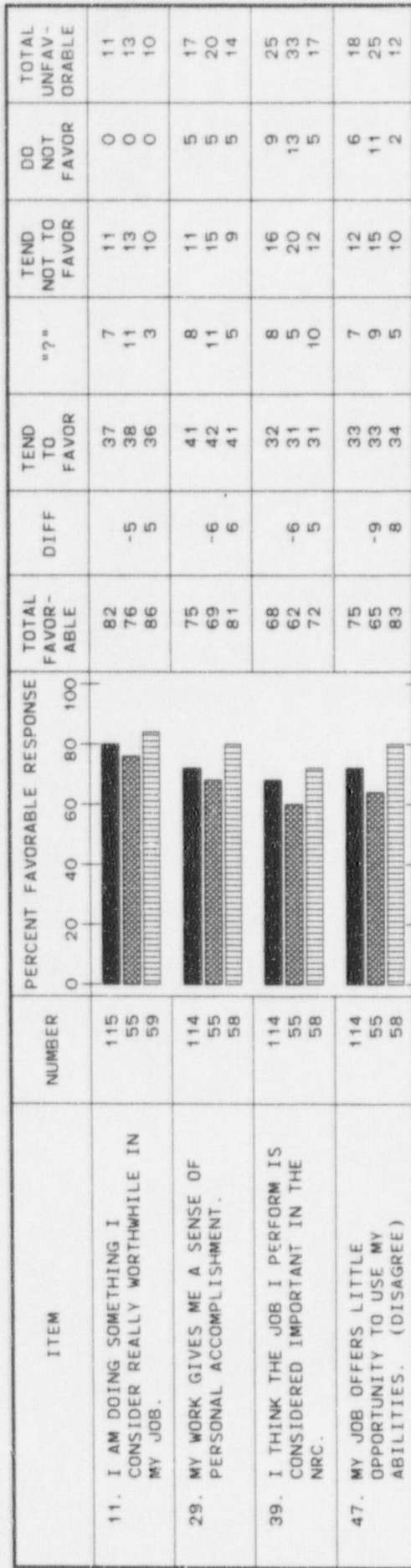
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GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC N 55
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC B 59

CATEGORY 10: JOB SATISFACTION





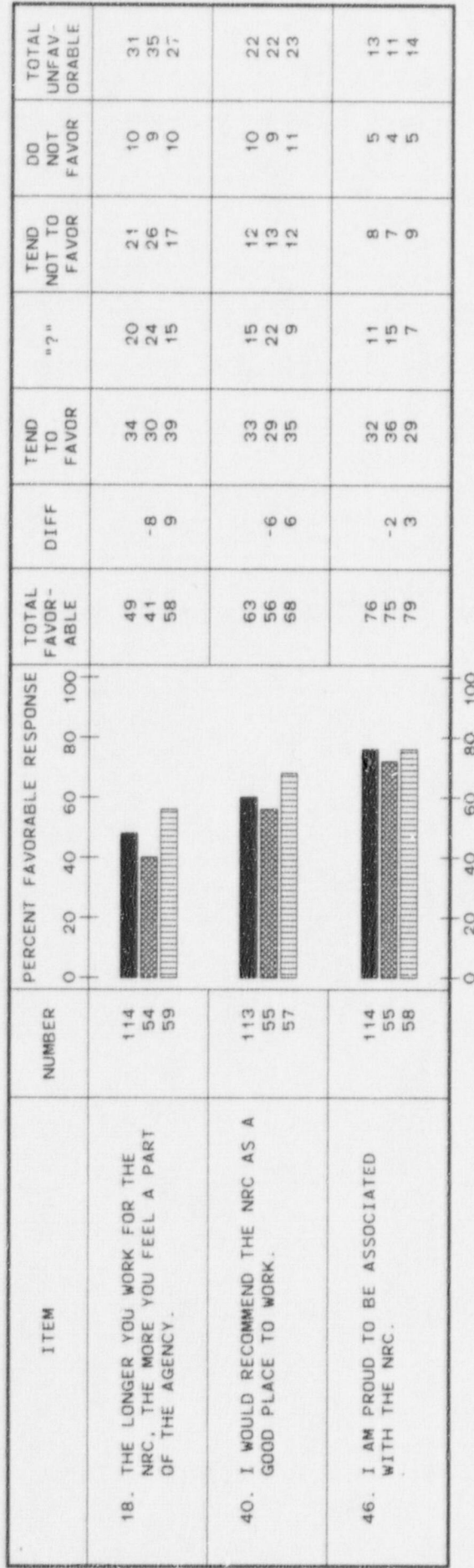
OFFICE OF THE INSPECTOR GENERAL - U.S. NUCLEAR REGULATORY COMMISSION
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GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC N 55
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC B 59

CATEGORY 11: EMPLOYEE COMMITMENT



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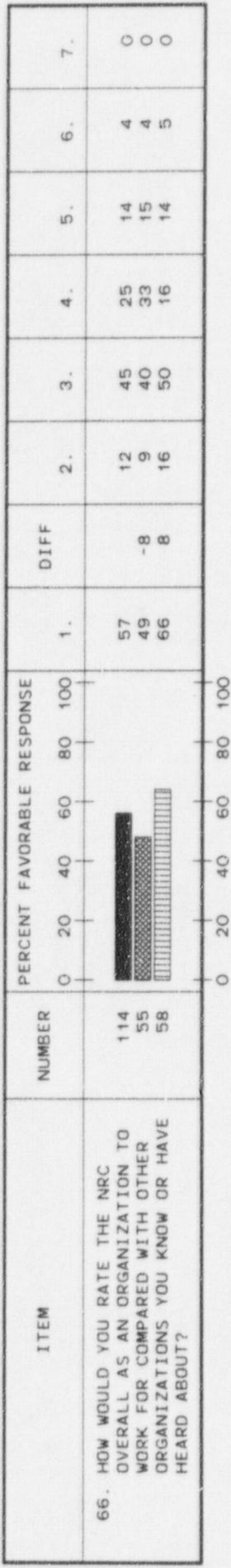
ITEM PROFILE

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HEADQUARTERS: SCIENTIFIC	F	115
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC	N	55
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC	B	59

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





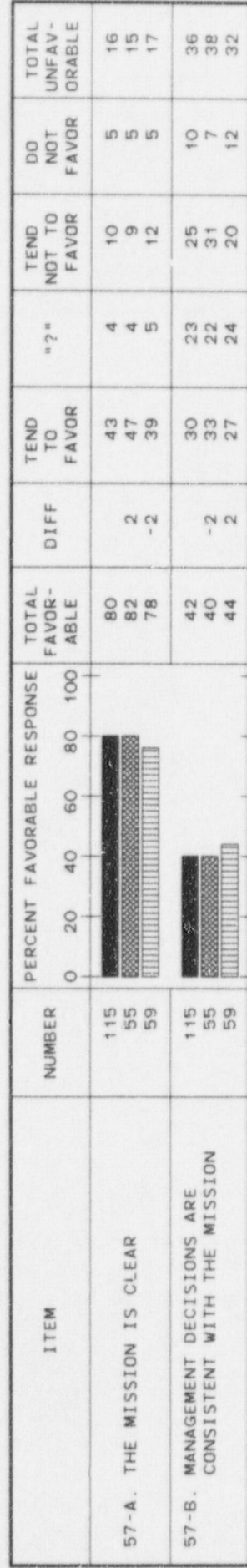
OFFICE OF THE INSPECTOR GENERAL - U.S. NUCLEAR REGULATORY COMMISSION
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ITEM PROFILE

GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC	N	55
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC	B	59

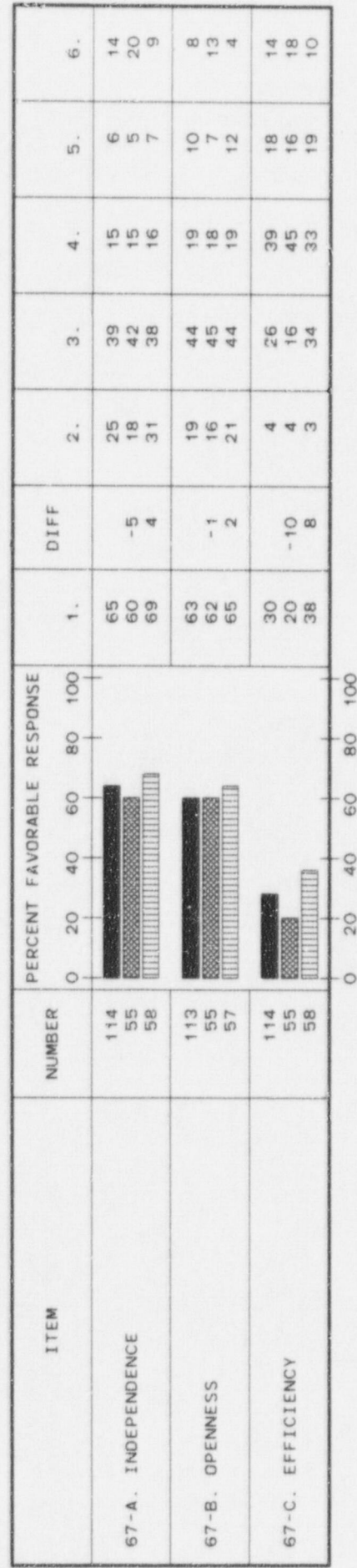
CATEGORY 12: NRC MISSION

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





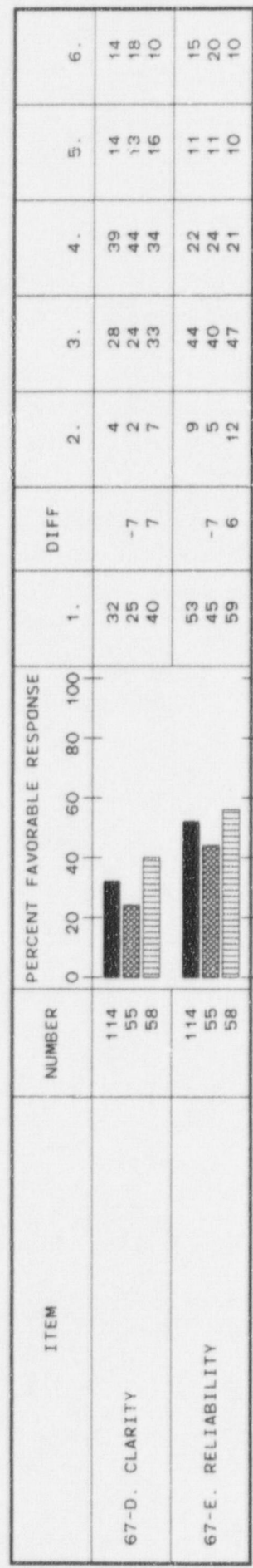
ITEM PROFILE

GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC	N	55
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC	B	59

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





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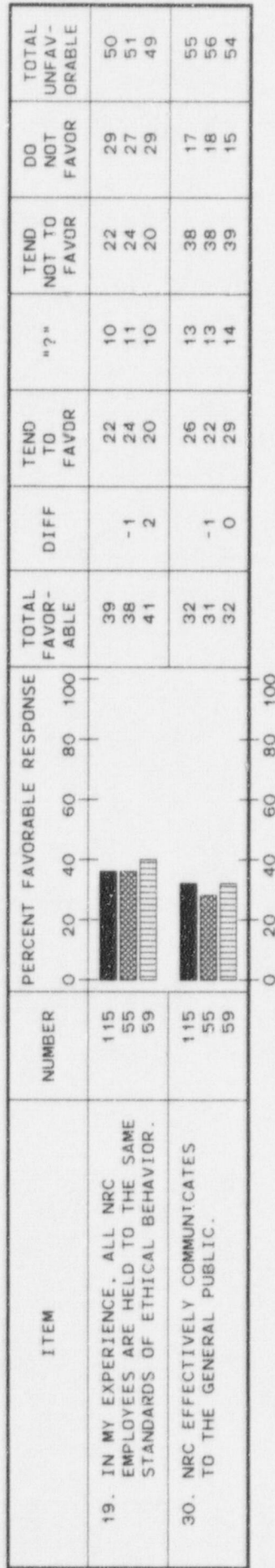
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SYMBOL NUMBER

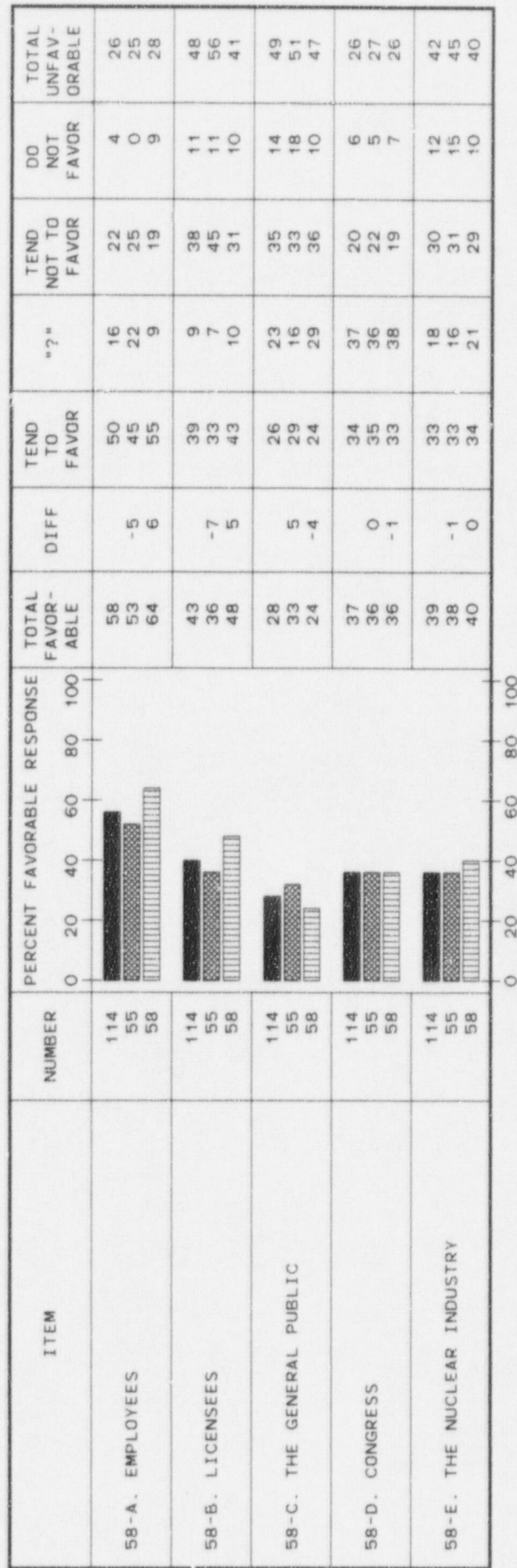
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HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC

F 115
N 55
B 59

CATEGORY 13: NRC IMAGE



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



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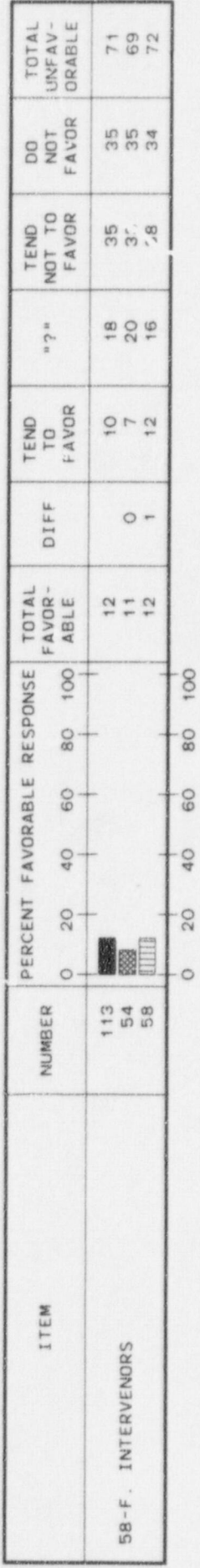
OFFICE OF THE INSPECTOR GENERAL - U.S. NUCLEAR REGULATORY COMMISSION
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GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC	N	55
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC	B	59

CATEGORY 13: NRC IMAGE (CONTINUED)

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





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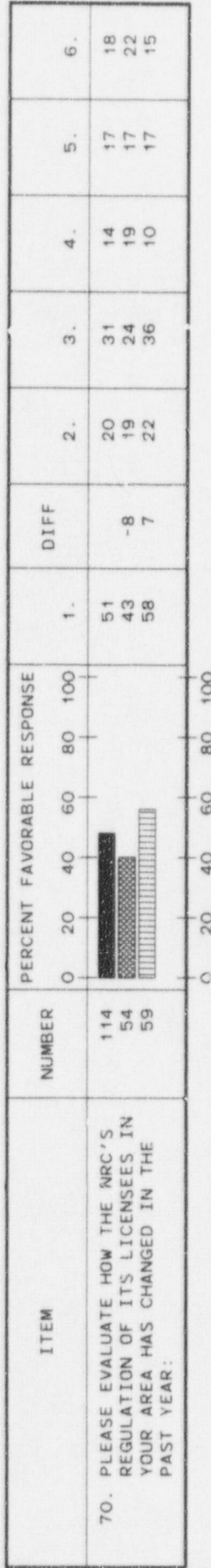
ITEM PROFILE

GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC	N	55
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC	B	59

CATEGORY 14: ORGANIZATIONAL CHANGE

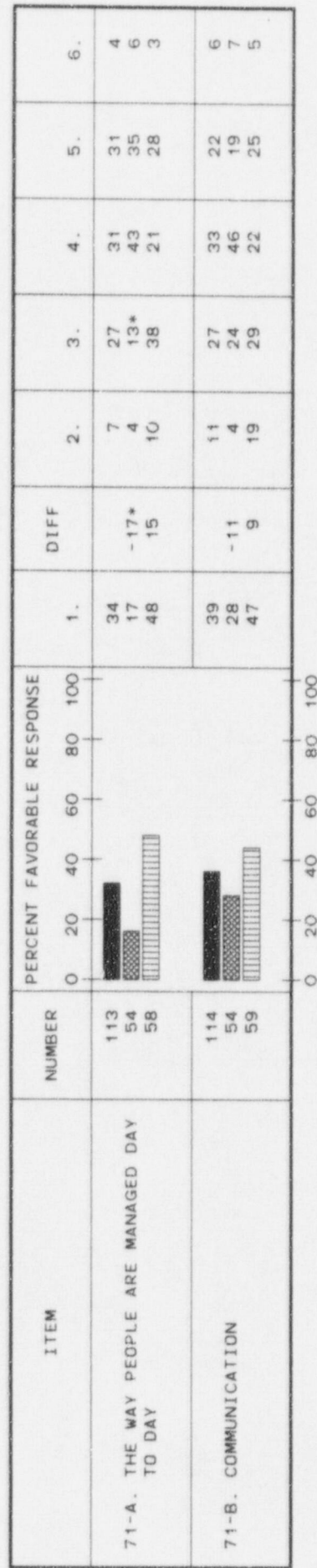
PLEASE REFER TO THE FOLLOWING KEY FOR THE REPORT HEADINGS USED FOR QUESTION 70.

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

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SYMBOL NUMBER

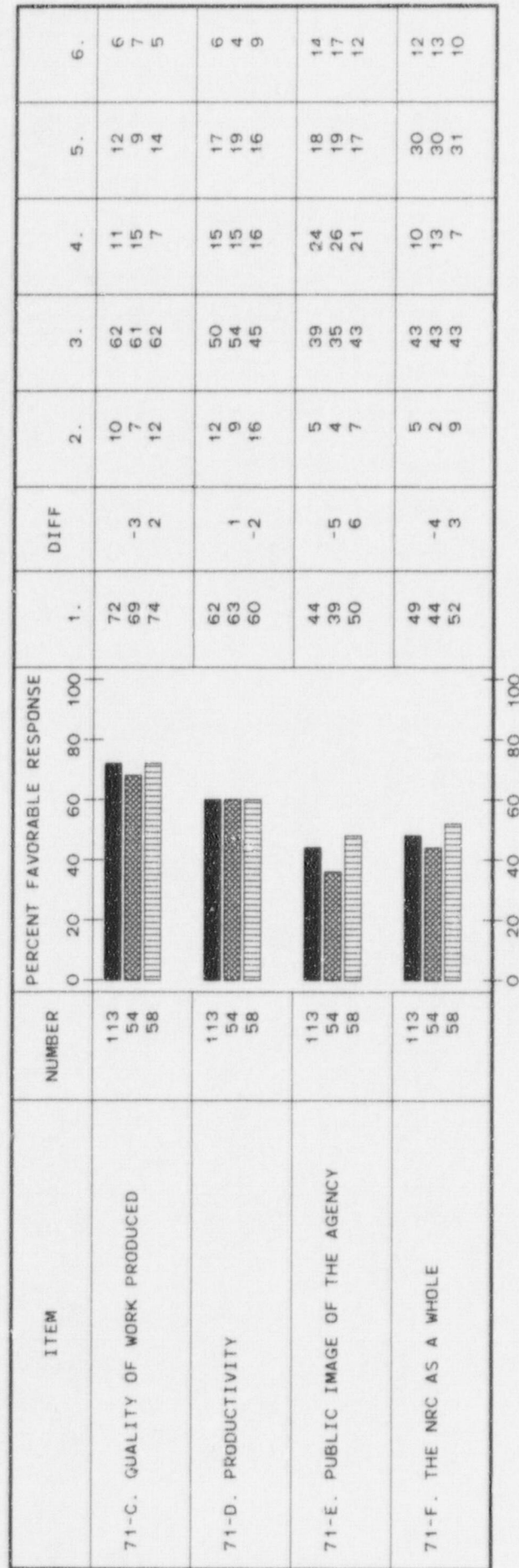
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HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC

F 115
N 55
B 59

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



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SYMBOL NUMBER

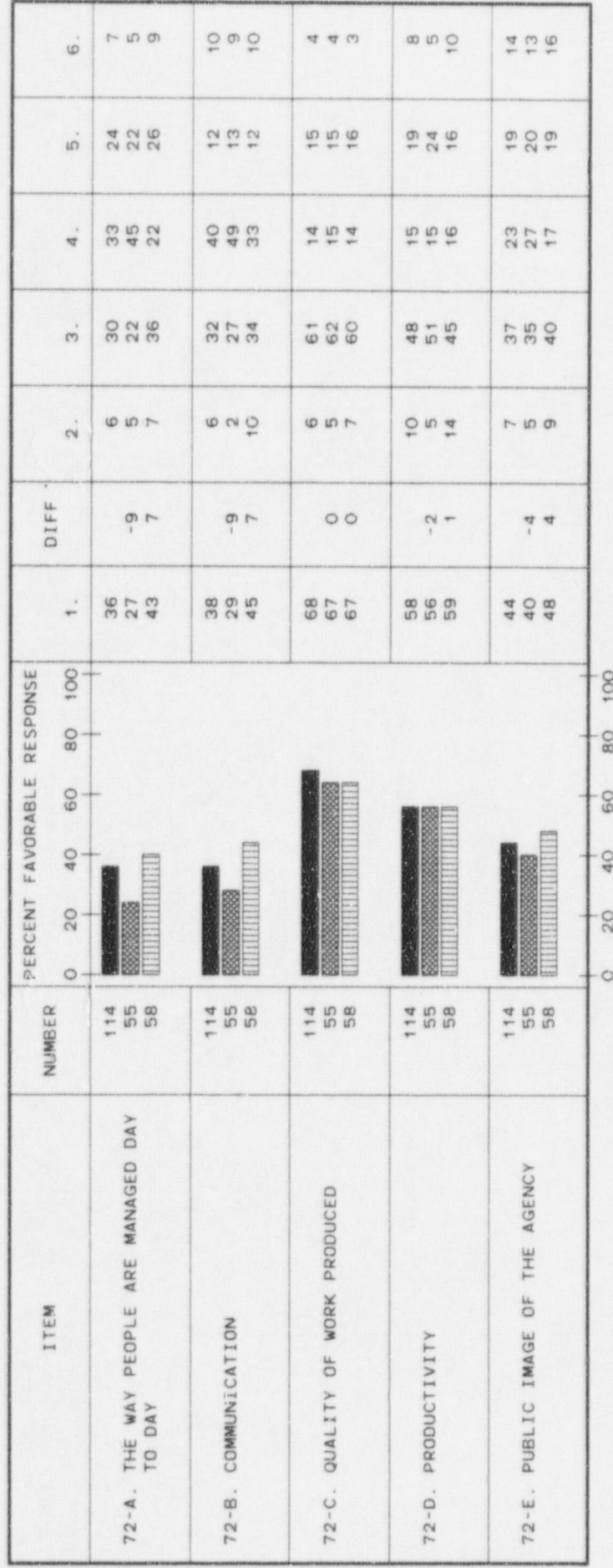
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HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC

F 115
N 55
B 59

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



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GROUP

HEADQUARTERS: SCIENTIFIC
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC

SYMBOL

NUMBER

F 115
N 55
B 59

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:	114 55 58	F 8 N 7 B 9	F 58 N 53 B 62	F 29 N 35 B 24	F 5 N 5 B 5

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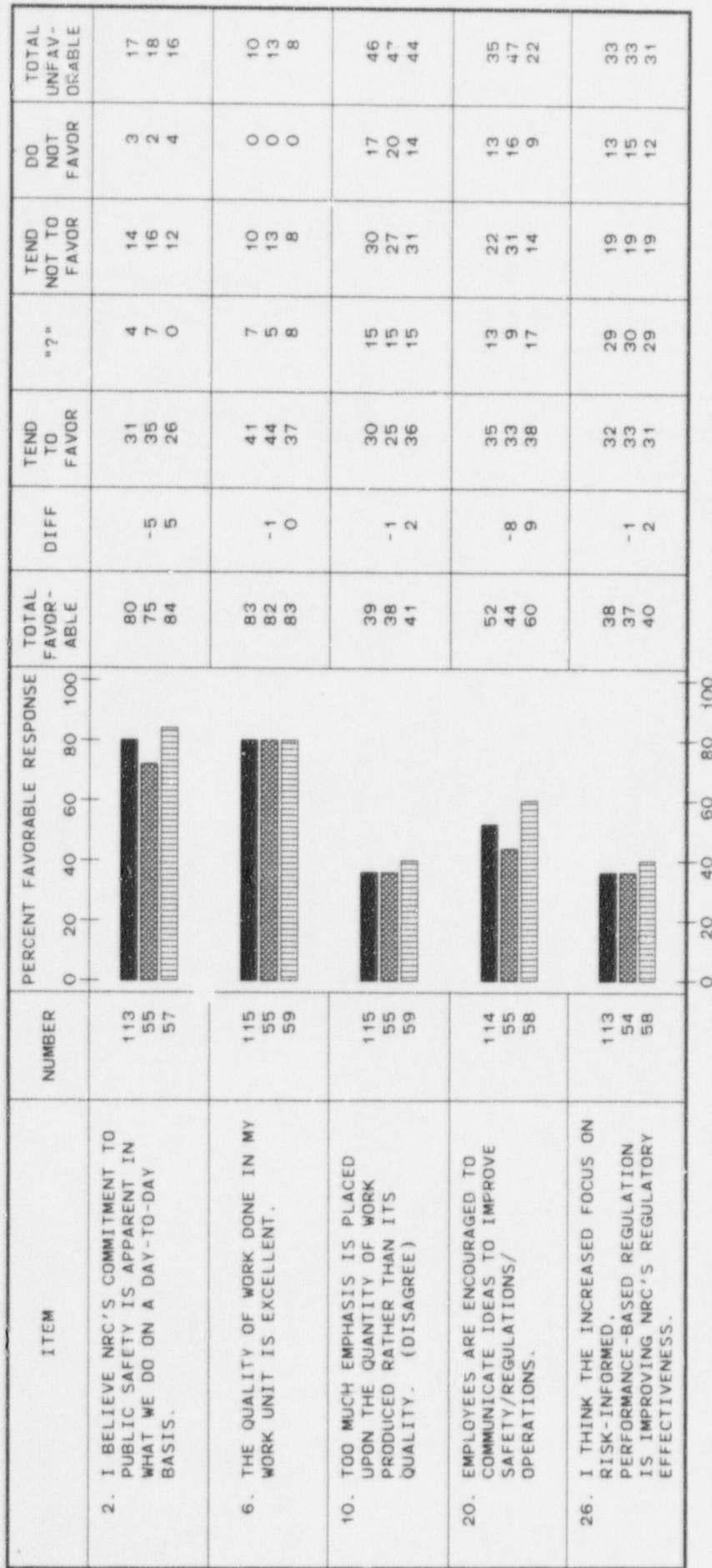
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SYMBOL NUMBER

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HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC

F 115
N 55
B 59

CATEGORY 15: NRC SAFETY COMMITMENT



NR

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GROUP

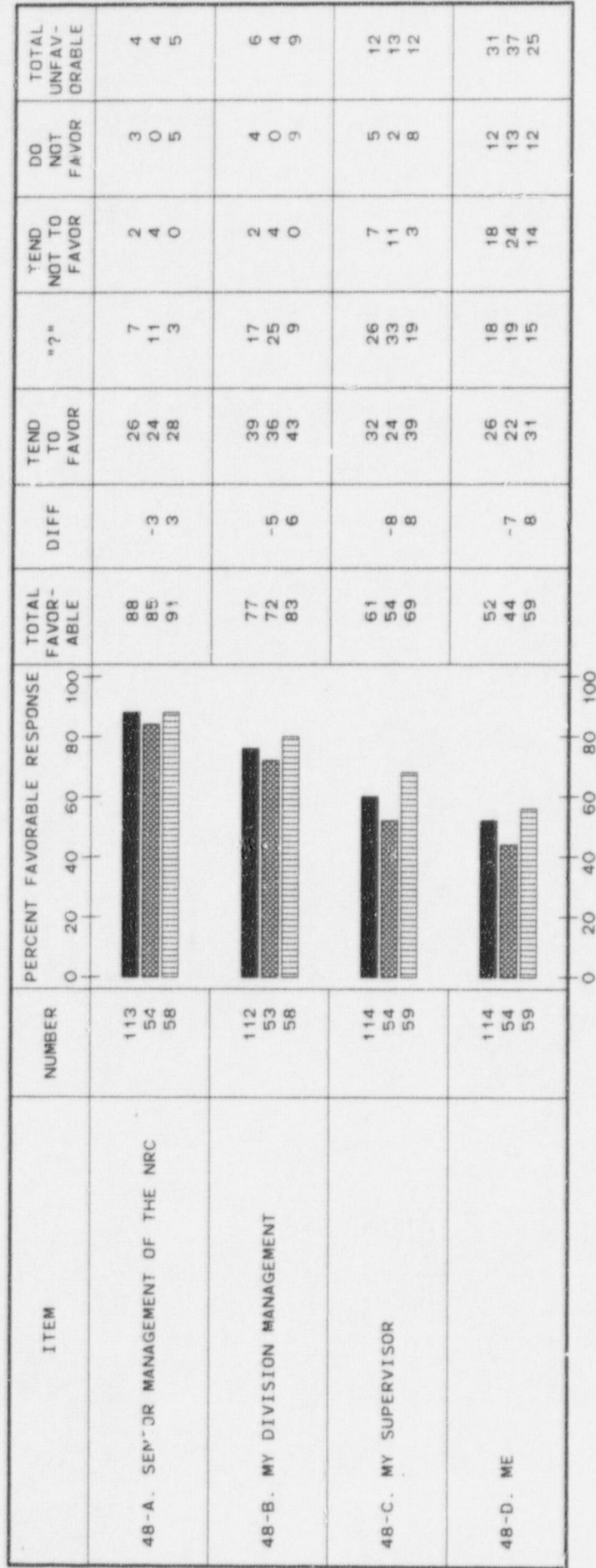
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HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC

F 115
N 55
B 59

CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)

48. THE MOVE TO RISK-INFORMED, PERFORMANCE-BASED REGULATION IS CONSIDERED AN IMPORTANT PRIORITY BY:





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GROUP

SYMBOL NUMBER

HEADQUARTERS: SCIENTIFIC
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC

F 115
N 55
B 59

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	114	47	47		26	30	11	11	23
	54	37	37	-10	24	41	13	9	22
	59	58	58	10	29	19	10	14	24
50-B. IT FUNCTIONS PROPERLY	113	35	35		20	42	11	12	23
	53	21	21	-15	15	55	13	11	25
	59	49	49	14	25	29	8	14	22

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	114	52	52		33	12	19	17	36
	55	36	36	-15	20	15	27	22	49
	58	66	66	14	45	10	12	12	24
56-B. CONTINUALLY TRY TO IMPROVE OUR PERFORMANCE	113	63	63		42	14	12	11	23
	55	55	55	-8	33	20	15	11	25
	57	72	72	9	53	9	11	9	19

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GROUP	SYMBOL	NUMBER
HEADQUARTERS: SCIENTIFIC	F	115
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC	N	55
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC	B	59

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	114 55 58		40 35 47	-6 6	25 20 31	11 15 9	34 35 33	14 16 12	48 51 45
63-B. MEET SCHEDULES OR DEADLINES	114 55 58		29 24 34	-5 5	20 16 24	8 11 5	36 36 34	27 29 26	63 65 60
63-C. SATISFY A PERSONAL OR POLITICAL NEED	114 55 58		34 29 40	-5 5	18 18 19	11 16 5	27 24 31	27 31 24	54 55 55

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-A. IMPLEMENTING PROGRAMS AND PROCESSES FOR IMPROVING REGULATORY EFFECTIVENESS	113 54 58		15 13 17	-2 2	12 13 10	31 26 36	29 35 22	42 44 38	12 17 9



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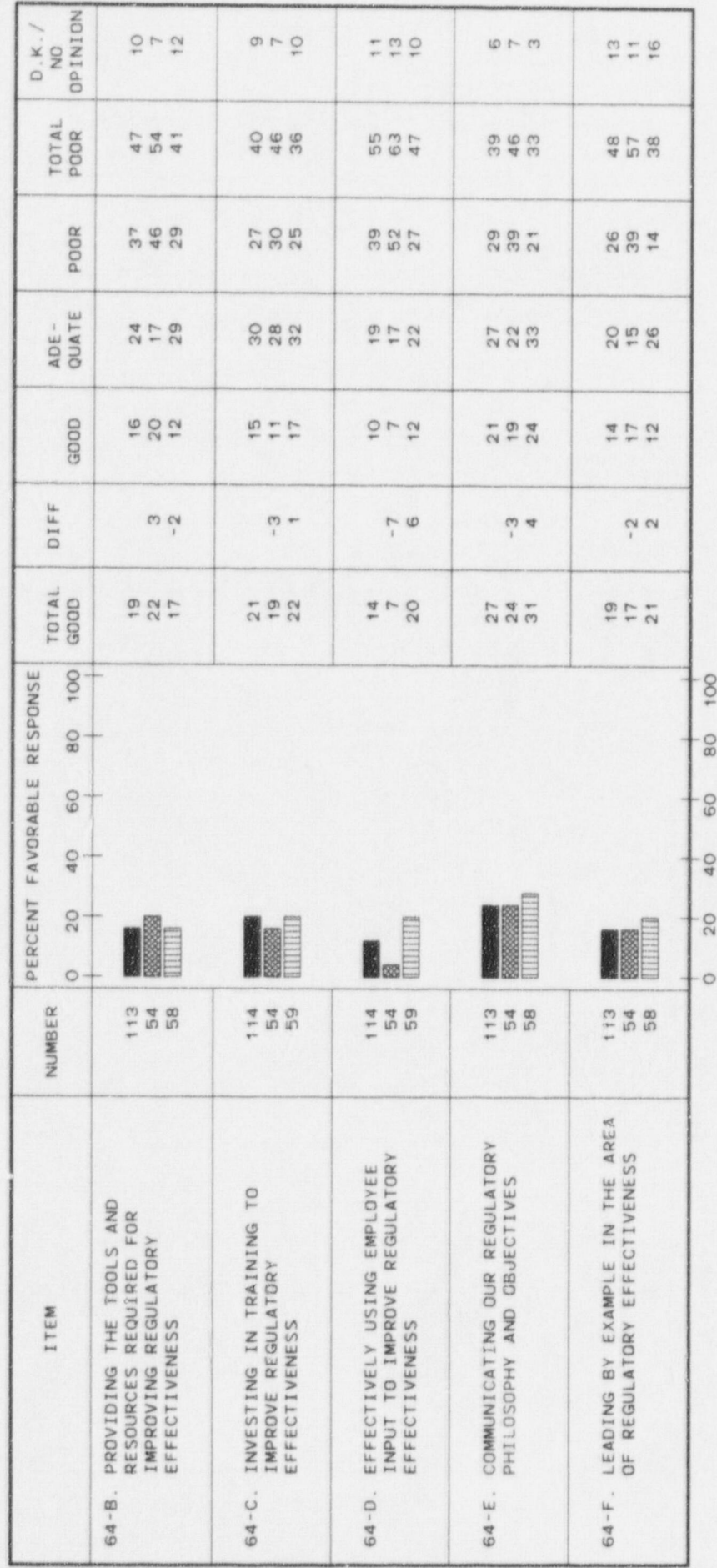
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ITEM PROFILE

GROUP SYMBOL NUMBER
HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC N 55
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC B 59

CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)

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



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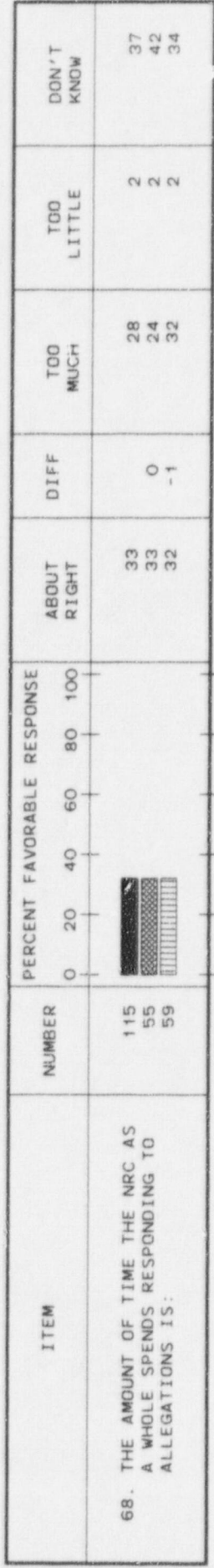


ITEM PROFILE

GROUP SYMBOL NUMBER

HEADQUARTERS: SCIENTIFIC F 115
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC N 55
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CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)



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NRC SAFETY CULTURE AND CLIMATE SURVEY 1998

NRC 98: HEADQUARTERS OVERALL: SCIENTIFIC TARGET REPORT

VOLUME 59T

DATA COLLECTED FIRST QUARTER 1998

INTERNATIONAL SURVEY RESEARCH
CHICAGO LONDON TOKYO

ISR







INTERPRETING TARGET REPORTS

PURPOSE OF TARGET REPORTS

TARGET REPORTS PROVIDE A COMPARATIVE OVERVIEW OF SURVEY RESULTS AT THE CATEGORY LEVEL FOR COMPANY SUBPOPULATIONS (GROUPS). THEY OFFER A QUICK WAY TO :

1. IDENTIFY GROUPS WHOSE DATA IS GENERALLY LOWER OR HIGHER THAN THE COMPANY OVERALL OR NORM SCORES.
2. IDENTIFY SURVEY CATEGORIES FOR EACH GROUP WHICH ARE PARTICULARLY LOW OR HIGH.

FORMAT OF A TARGET REPORT

THE EXAMPLE TARGET REPORT ON THE REVERSE SIDE IDENTIFIES THE SURVEY CATEGORIES BY THE NUMBERS 1 THROUGH 18 RUNNING ACROSS THE TOP OF THE PAGE. THE FIRST LINE OF DATA IS THE "XYZ" COMPANY OVERALL DATA, AND SHOWS THE AVERAGE FAVORABLE RESPONSE FOR EACH OF THE 18 CATEGORIES. (YOU CAN FIND THESE SAME SCORES ON THE SUMMARY PROFILE PAGES OF THE REPORT BOOKS.)

BENEATH THE "XYZ" COMPANY SCORES ARE SOME GROUPS WITHIN "XYZ" (E.G., PRODUCTION, MAINTENANCE AND WAREHOUSE, CLERICAL, SECRETARIAL EMPLOYEES, ETC.). THE LINE OF NUMBERS INDICATES EACH GROUP'S RESULTS FOR THE 18 SURVEY CATEGORIES COMPARED TO THE RESULTS FOR "XYZ" COMPANY OVERALL. THESE NUMBERS ARE SIMPLY THE "DIFFERENCES" FROM

THE "XYZ" CATEGORY SCORES AT THE TOP OF THE MATRIX. ASTERISKS INDICATE STATISTICAL SIGNIFICANCE.

THE FINAL COLUMN ON THE RIGHTHAND SIDE OF THE TARGET REPORT IS A GROSS INDICATOR OF A GROUP'S OVERALL SURVEY RESULTS RELATIVE TO "XYZ" OVERALL. IT IS THE "MEAN" OF THE STRING OF "DIFFERENCE" FIGURES RUNNING ACROSS THE PAGE. THIS FIGURE IS NOT A PRECISE NOR MEANINGFUL SUMMARY STATISTIC OF OVERALL EMPLOYEE ATTITUDE OR MORALE; IT IS PROVIDED SIMPLY AS A DEVICE FOR QUICKLY SCANNING A TARGET REPORT.

WHEN USING TARGET REPORTS TO INTERPRET SURVEY RESULTS, REMEMBER THE FOLLOWING:

1. TARGET REPORTS DO NOT ADDRESS FINDINGS FOR SPECIFIC ITEMS IN THE SURVEY SINCE THEY ARE BASED ON CATEGORY AVERAGES. AN ITEM THAT MAY BE IMPORTANT OR IS PARTICULARLY POSITIVE/NEGATIVE WILL BE OVERLOOKED IF ONLY TARGETS ARE CONSULTED.
2. TARGET SCORES DO NOT ALLOW YOU TO SEE IF "2" OR "DON'T KNOW" RESPONSES - RATHER THAN NEGATIVE RESPONSES - ARE LOWERING THE TOTAL FAVORABLE SCORE.

BY REVIEWING THE TARGET REPORTS, THE READER IS GUIDED TO THE MOST ATYPICAL OR PROBLEMATIC CATEGORY RESULTS AND CAN THEN EXAMINE THE ITEMS WITHIN THESE CATEGORIES. IN EFFECT, TARGET REPORTS SERVE AS A GUIDE FOR NAVIGATING THROUGH AN EXTENSIVE AMOUNT OF INFORMATION.



TARGET REPORTS

GROUP (NUMBER)	CATEGORY																		AVERAGE	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	DIFF	
XYZ COMPANY OVERALL (COMPOSITE)(9356)	67	59	61	67	65	51	55	56	42	47	77	77	66	62	66	71	53	76		
PRODUCTION, MAINTENANCE WAREHOUSE EMPLOYEES (610)	1	-1	-1	-3	-4*	0	1	0	-2	-4	-5*	1	-3	-4	-3	1	3	3	-1	
CLERICAL, SECRETARIAL EMPLOYEES (1169)	-1	3*	-1	-1	2	0	-3	2	-3*	-9*	-3*	0	-5*	-4*	-1	-2	2	3*	-1	
TECHNICIANS (1019)	0	-2	-5*	-2	-4*	-4*	-3*	-3	-3	-4*	-5*	-5*	-3	-3	-2	-3*	-4*	-1	-3	
FIRST LEVEL SUPERVISION, PROFESSIONALS, & ADMIN. (2705)	-1	-1	-1	0	-2	-2*	-1	-2*	0	-2	0	-2	-1	2	-1	0	0	0	-1	
HIGHER LEVEL SUPERVISION & PROFESSIONALS (2419)	-1	-2	1	1	0	-1	0	1	1	5*	3*	1	2	2	0	0	-3*	-1	1	
SENIOR MANAGEMENT (614)	7*	7*	14*	5*	12*	14*	11*	5*	11*	15*	9*	10*	12*	6*	11*	5*	7*	-7*	9	
ENGINEERING (1386)	0	0	-1	2	-1	-2	1	1	1	4*	2	2	1	5*	0	1	-1	1	1	
TECHNICAL (1137)	-1	-3*	-4*	-1	-3*	-2	-2	-3	-2	1	0	1	-3	-2	-2	-2	-3*	-2	-2	
HEALTH, SAFETY, ENVIRONMENTAL SCIENCES (178)	2	-2	0	4	1	4	-4	-2	-3	-6	-1	3	-1	-6*	-3	-3	-1	-2	-1	
MAINTENANCE (517)	2	-1	1	0	-2	1	2	1	1	1	0	3	2	1	1	4*	3	-1	1	
PRODUCTION (1501)	0	-1	-2	-4*	-4*	-2	-1	-3	-3*	-1	-2	3*	-2	-4*	-2	0	-1	0	-2	
MATERIAL MANAGEMENT (634)	-3	1	-1	-2	1	0	0	1	-3	-5*	-1	1	-1	0	-2	2	3	6*	0	
ADMINISTRATION (553)	5*	5*	7*	3	6*	8*	5*	6*	3	5*	4*	6*	5*	4*	5*	4	5*	-1	5	
FINANCIAL (687)	0	2	1	0	5*	0	-1	-2	-2	0	2	2	-2	-1	-2	-2	-1	-2	0	
HUMAN RESOURCES (257)	1	5	5	5	8*	5	4	6	9*	10*	9*	7*	6*	2	13*	1	1	-6*	5	
LEGAL (71)	-12*	-8	-11	-2	-8	-6	-12	-12*	-9	-15*	-3	1	-10	-3	-10	-16*	-10	-19*	-9	
INFORMATION SYSTEMS & SERVICES (534)	1	3	-3	0	-3	-2	-2	0	0	-3	-3	-1	-2	0	-3	-4*	0	2	-1	
SALES AND MARKETING (1493)	-1	-1	2	1	2	0	-1	1	2	-3*	-3*	-12*	2	1	1	0	0	0	-1	

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GROUP(NUMBER)

CATEGORY

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	AVERAGE DIFF
HEADQUARTERS: SCIENTIFIC(115)	57	46	45	59	60	51	56	48	45	75	61	52	36	49	44	
HEADQUARTERS: SCIENTIFIC: LESS THAN 15 YRS SVC(55)	-2	-4	-6	-4	1	-7	-5	-6	-6	-7	-6	-4	-1	-6	-5	-5
HEADQUARTERS: SCIENTIFIC: 15 OR MORE YRS SVC(59)	2	3	5	4	0	7	5	5	6	6	6	4	1	5	5	4

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