



RESPONSE TO FREEDOM OF INFORMATION ACT (FOIA) REQUEST

2018-0029

1a (OIG)

RESPONSE
TYPE

☐

INTERIM

☒

FINAL

REQUESTER:

Michael Ravnitzky

DATE:

OCT 30 2017

DESCRIPTION OF REQUESTED RECORDS:

Copy of the 2017 FEVS (Federal Employee Viewpoint Survey) sub-agency management report for the NRC Office of Inspector General

PART I. -- INFORMATION RELEASED

- ☐ Agency records subject to the request are already available in public ADAMS or on microfiche in the NRC Public Document Room.
- ☒ Agency records subject to the request are enclosed.
- ☐ Records subject to the request that contain information originated by or of interest to another Federal agency have been referred to that agency (see comments section) for a disclosure determination and direct response to you.
- ☐ We are continuing to process your request.
- ☒ See Comments.

PART I.A -- FEES

AMOUNT*

\$

0.00

*See Comments for details

☐

You will be billed by NRC for the amount listed.

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None. Minimum fee threshold not met.

☐

You will receive a refund for the amount listed.

☐

Fees waived.

PART I.B -- INFORMATION NOT LOCATED OR WITHHELD FROM DISCLOSURE

- ☐ We did not locate any agency records responsive to your request. *Note:* Agencies may treat three discrete categories of law enforcement and national security records as not subject to the FOIA ("exclusions"). 5 U.S.C. 552(c). This is a standard notification given to all requesters; it should not be taken to mean that any excluded records do, or do not, exist.
- ☐ We have withheld certain information pursuant to the FOIA exemptions described, and for the reasons stated, in Part II.
- ☐ Because this is an interim response to your request, you may not appeal at this time. We will notify you of your right to appeal any of the responses we have issued in response to your request when we issue our final determination.
- ☐ You may appeal this final determination within 30 calendar days of the date of this response by sending a letter or email to the FOIA Officer, at U.S. Nuclear Regulatory Commission, Washington, D.C. 20555-0001, or FOIA.Resource@nrc.gov. Please be sure to include on your letter or email that it is a "FOIA Appeal."

PART I.C COMMENTS (Use attached Comments continuation page if required)

Please note:

The requested record is being provided in its entirety

SIGNATURE - ASSISTANT INSPECTOR GENERAL FOR INVESTIGATIONS, OIG

Joseph McMillan

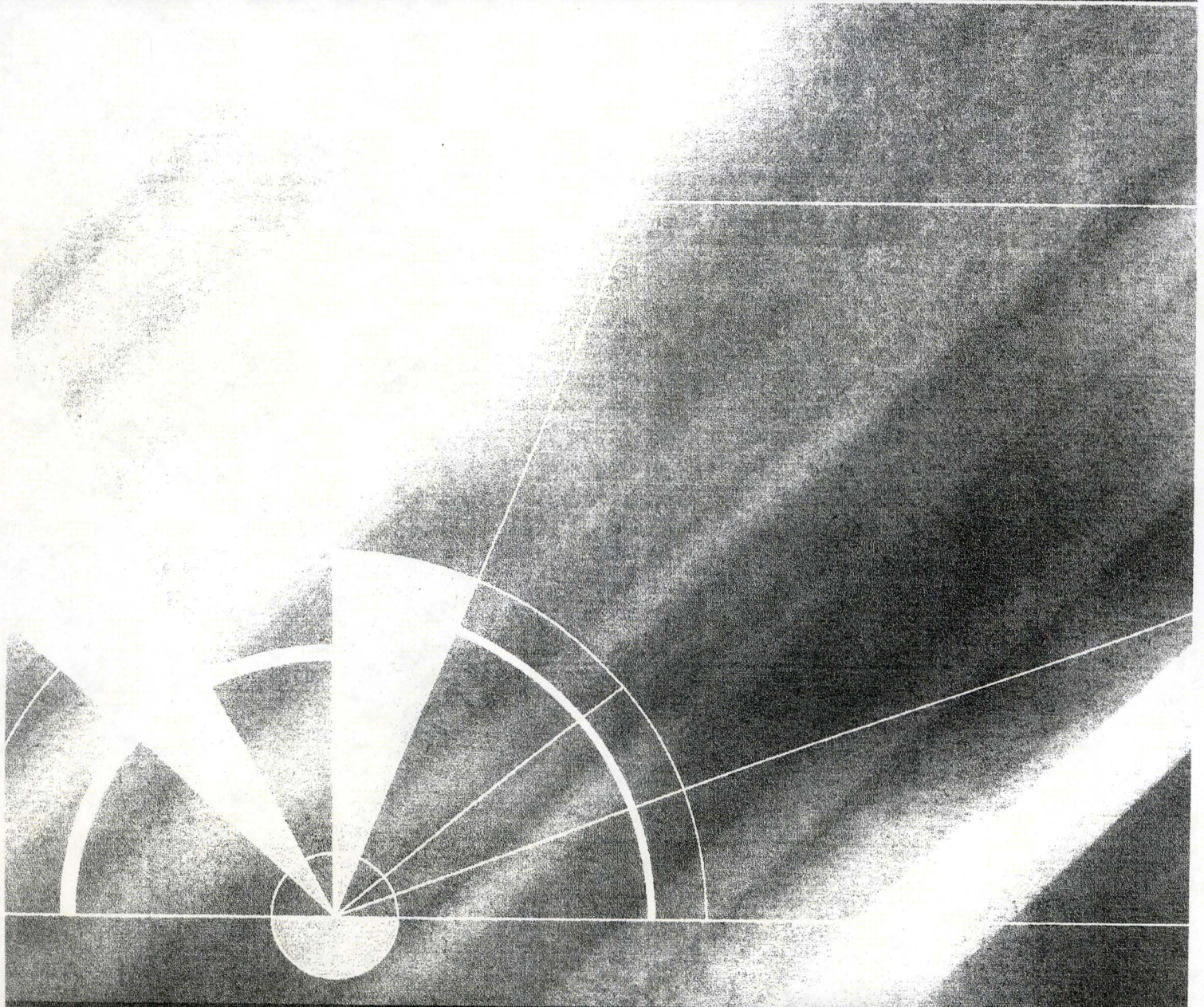
2017

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

1st Level
Subagency
Report

Nuclear Regulatory Commission
Office of the Inspector General



United States Office of Personnel Management

OPM.GOV/FEVS

#FEVS

Nuclear Regulatory Commission

Office of the Inspector General

1st Level Subagency Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Governmentwide	486,105	45.5%
Nuclear Regulatory Commission	2,442	75.8%
Office of the Inspector General	38	73.1%

Your Data

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group.

These sections provide high level information on how your subagency is doing.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Nuclear Regulatory Commission

Office of the Inspector General

1st Level Subagency Report

Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

Highest Percent Positive

100.0%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
100.0%	I know how my work relates to the agency's goals and priorities. (Q.12)
97.6%	I am constantly looking for ways to do my job better. (Q.8)
97.3%	I am held accountable for achieving results. (Q.16)
94.8%	Employees are protected from health and safety hazards on the job. (Q.35)
94.5%	My organization has prepared employees for potential security threats. (Q.36)
94.1%	I know what is expected of me on the job. (Q.6)
92.4%	The work I do is important. (Q.13)
91.9%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
89.0%	I have enough information to do my job well. (Q.2)

Highest Percent Negative

31.6%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
29.8%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
29.3%	I feel encouraged to come up with new and better ways of doing things. (Q.3)
28.5%	The skill level in my work unit has improved in the past year. (Q.27)
27.4%	I have trust and confidence in my supervisor. (Q.51)
24.8%	Creativity and innovation are rewarded. (Q.32)
24.5%	Discussions with my supervisor about my performance are worthwhile. (Q.44)
24.3%	My work unit is able to recruit people with the right skills. (Q.21)
24.3%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
23.8%	Employees have a feeling of personal empowerment with respect to work processes. (Q.30)


Nuclear Regulatory Commission











Office of the Inspector General

1st Level Subagency Report

Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (Nuclear Regulatory Commission) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown.

 Office of the Inspector General
Nuclear Regulatory Commission

Survey Item	% Positive Response	Difference
My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)	 86.7% 66.7%	+20.0
I have a high level of respect for my organization's senior leaders. (Q.61)	 82.0% 65.2%	+16.8
Considering everything, how satisfied are you with your organization? (Q.71)	 86.2% 69.6%	+16.6
How satisfied are you with the training you receive for your present job? (Q.68)	 77.8% 61.7%	+16.1
I am given a real opportunity to improve my skills in my organization. (Q.1)	 86.2% 71.4%	+14.8
My training needs are assessed. (Q.18)	 74.1% 59.4%	+14.7
Considering everything, how satisfied are you with your pay? (Q.70)	 86.1% 71.7%	+14.4
Managers communicate the goals and priorities of the organization. (Q.56)	 86.7% 75.1%	+11.6
I am held accountable for achieving results. (Q.16)	 97.3% 85.7%	+11.6
How satisfied are you with the policies and practices of your senior leaders? (Q.66)	 68.4% 57.1%	+11.3


Nuclear Regulatory Commission

Office of the Inspector General

1st Level Subagency Report

Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (Nuclear Regulatory Commission) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown.

 Office of the Inspector General
Nuclear Regulatory Commission

Survey Item	% Positive Response	Difference
My supervisor treats me with respect. (Q.49)	64.8% 88.5%	-23.7
Overall, how good a job do you feel is being done by your immediate supervisor? (Q.52)	57.1% 79.9%	-22.8
I have trust and confidence in my supervisor. (Q.51)	61.9% 77.4%	-15.5
My supervisor supports my need to balance work and other life issues. (Q.42)	77.5% 91.4%	-13.9
My supervisor listens to what I have to say. (Q.48)	72.8% 86.3%	-13.5
The skill level in my work unit has improved in the past year. (Q.27)	43.9% 56.3%	-12.4
Discussions with my supervisor about my performance are worthwhile. (Q.44)	65.0% 73.1%	-8.1
In my work unit, differences in performance are recognized in a meaningful way. (Q.24)	39.0% 46.2%	-7.2
Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (Q.60)	65.1% 72.0%	-6.9
My supervisor provides me with opportunities to demonstrate my leadership skills. (Q.43)	72.0% 78.7%	-6.7

Nuclear Regulatory Commission

Office of the Inspector General

1st Level Subagency Report

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Nuclear Regulatory Commission	2,438	71.4%	13.7%	14.9%
Office of the Inspector General	38	86.2%	0.0%	13.8%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Nuclear Regulatory Commission	2,438	81.5%	9.6%	8.9%
Office of the Inspector General	38	89.0%	2.6%	8.3%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Nuclear Regulatory Commission	2,431	66.5%	15.8%	17.7%
Office of the Inspector General	38	65.4%	5.2%	29.3%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Nuclear Regulatory Commission	2,435	75.3%	13.0%	11.7%
Office of the Inspector General	38	73.3%	16.2%	10.5%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Nuclear Regulatory Commission	2,424	82.1%	11.3%	6.5%
Office of the Inspector General	38	81.9%	13.1%	5.0%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Nuclear Regulatory Commission	2,424	83.8%	8.0%	8.2%
Office of the Inspector General	37	94.1%	0.0%	5.9%

**Nuclear Regulatory Commission
Office of the Inspector General
1st Level Subagency Report**

My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Nuclear Regulatory Commission	2,425	95.8%	2.5%	1.7%
Office of the Inspector General	37	100.0%	0.0%	0.0%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Nuclear Regulatory Commission	2,433	89.6%	7.9%	2.6%
Office of the Inspector General	38	97.6%	2.4%	0.0%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Nuclear Regulatory Commission	2,432	63.2%	12.9%	23.9%	2
Office of the Inspector General	38	64.5%	13.6%	21.9%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Nuclear Regulatory Commission	2,435	70.4%	12.9%	16.6%	1
Office of the Inspector General	38	73.1%	8.1%	18.8%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Nuclear Regulatory Commission	2,412	65.1%	15.2%	19.8%	6
Office of the Inspector General	37	69.7%	8.1%	22.3%	0

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Nuclear Regulatory Commission	2,424	90.7%	4.9%	4.4%	6
Office of the Inspector General	38	100.0%	0.0%	0.0%	0

**Nuclear Regulatory Commission
Office of the Inspector General
1st Level Subagency Report**

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Nuclear Regulatory Commission	2,415	89.0%	7.4%	3.6%	3
Office of the Inspector General	38	92.4%	5.0%	2.6%	0

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Nuclear Regulatory Commission	2,423	76.5%	10.3%	13.3%	9
Office of the Inspector General	38	81.2%	5.5%	13.3%	0

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Nuclear Regulatory Commission	2,421	77.0%	10.9%	12.1%	16
Office of the Inspector General	38	77.8%	8.6%	13.6%	0

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Nuclear Regulatory Commission	2,425	85.7%	9.9%	4.4%	7
Office of the Inspector General	37	97.3%	2.7%	0.0%	0

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Nuclear Regulatory Commission	2,345	74.4%	13.3%	12.3%	87
Office of the Inspector General	36	72.2%	13.5%	14.3%	2

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Nuclear Regulatory Commission	2,410	59.4%	19.4%	21.2%	15
Office of the Inspector General	36	74.1%	11.2%	14.7%	0

**Nuclear Regulatory Commission
Office of the Inspector General
1st Level Subagency Report**

My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	DNK
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Nuclear Regulatory Commission	2,396	68.3%	14.2%	17.5%	41
Office of the Inspector General	37	66.4%	11.2%	22.3%	0

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	484,728	74.6%	12.9%	12.5%	
Nuclear Regulatory Commission	2,437	82.6%	8.2%	9.2%	
Office of the Inspector General	38	76.1%	7.9%	16.0%	

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Nuclear Regulatory Commission	2,347	48.8%	20.9%	30.3%	90
Office of the Inspector General	38	55.3%	20.4%	24.3%	0

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Nuclear Regulatory Commission	2,241	43.2%	27.9%	28.9%	181
Office of the Inspector General	38	48.4%	30.0%	21.6%	0

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Nuclear Regulatory Commission	2,096	35.4%	29.0%	35.7%	338
Office of the Inspector General	37	39.1%	31.1%	29.8%	1

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Nuclear Regulatory Commission	2,272	46.2%	26.3%	27.5%	164
Office of the Inspector General	35	39.0%	29.4%	31.6%	3

**Nuclear Regulatory Commission
Office of the Inspector General
1st Level Subagency Report**

My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Nuclear Regulatory Commission	2,269	54.5%	22.5%	23.0%	153
Office of the Inspector General	36	65.3%	25.7%	9.1%	2

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Nuclear Regulatory Commission	2,425	81.5%	9.1%	9.4%	7
Office of the Inspector General	38	80.9%	8.1%	11.0%	0

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Nuclear Regulatory Commission	2,332	56.3%	27.4%	16.2%	104
Office of the Inspector General	36	43.9%	27.6%	28.5%	2

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Nuclear Regulatory Commission	2,437	89.4%	8.7%	2.0%
Office of the Inspector General	38	86.7%	7.8%	5.5%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Nuclear Regulatory Commission	2,372	77.9%	11.7%	10.4%	51
Office of the Inspector General	37	83.1%	5.6%	11.3%	1

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Nuclear Regulatory Commission	2,348	54.6%	22.1%	23.3%	70
Office of the Inspector General	35	59.2%	17.0%	23.8%	2

Nuclear Regulatory Commission
Office of the Inspector General
1st Level Subagency Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Nuclear Regulatory Commission	2,370	65.8%	17.9%	16.3%	45
Office of the Inspector General	37	71.6%	5.6%	22.8%	1

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Nuclear Regulatory Commission	2,320	49.6%	27.4%	23.0%	93
Office of the Inspector General	38	53.7%	21.5%	24.8%	0

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Nuclear Regulatory Commission	2,224	23.1%	28.4%	48.5%	184
Office of the Inspector General	37	31.4%	45.8%	22.8%	1

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Nuclear Regulatory Commission	2,275	71.9%	17.9%	10.2%	142
Office of the Inspector General	37	80.6%	10.9%	8.5%	0

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Nuclear Regulatory Commission	2,393	91.2%	5.6%	3.1%	25
Office of the Inspector General	38	94.8%	5.2%	0.0%	0

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Nuclear Regulatory Commission	2,387	84.9%	9.7%	5.4%	24
Office of the Inspector General	38	94.5%	0.0%	5.5%	0

Nuclear Regulatory Commission
Office of the Inspector General
1st Level Subagency Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Nuclear Regulatory Commission	2,244	63.6%	18.4%	18.1%	173
Office of the Inspector General	35	64.3%	17.9%	17.8%	2

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Nuclear Regulatory Commission	2,177	76.5%	14.9%	8.6%	231
Office of the Inspector General	36	82.1%	5.8%	12.1%	2

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Nuclear Regulatory Commission	2,405	87.7%	8.6%	3.6%	15
Office of the Inspector General	38	86.4%	5.5%	8.1%	0

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Nuclear Regulatory Commission	2,422	73.9%	15.2%	10.9%
Office of the Inspector General	38	78.1%	13.8%	8.1%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Nuclear Regulatory Commission	2,341	51.8%	23.2%	25.0%	82
Office of the Inspector General	37	61.8%	16.2%	22.0%	1

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Nuclear Regulatory Commission	2,413	91.4%	4.7%	3.8%	6
Office of the Inspector General	38	77.5%	11.5%	11.0%	0

**Nuclear Regulatory Commission
Office of the Inspector General
1st Level Subagency Report**

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Nuclear Regulatory Commission	2,408	78.7%	11.5%	9.8%	5
Office of the Inspector General	38	72.0%	11.5%	16.5%	0

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Nuclear Regulatory Commission	2,388	73.1%	14.5%	12.4%	17
Office of the Inspector General	38	65.0%	10.4%	24.5%	0

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Nuclear Regulatory Commission	2,178	78.7%	15.9%	5.4%	231
Office of the Inspector General	35	73.3%	14.5%	12.2%	3

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Nuclear Regulatory Commission	2,400	73.3%	14.9%	11.7%	13
Office of the Inspector General	38	70.0%	8.3%	21.7%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Nuclear Regulatory Commission	2,384	81.1%	10.6%	8.3%	30
Office of the Inspector General	38	78.1%	11.0%	11.0%	0

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Nuclear Regulatory Commission	2,419	86.3%	7.0%	6.7%
Office of the Inspector General	38	72.8%	7.6%	19.6%

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My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Nuclear Regulatory Commission	2,409	88.5%	6.4%	5.1%
Office of the Inspector General	38	64.8%	13.1%	22.2%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Nuclear Regulatory Commission	2,413	93.4%	3.6%	3.0%
Office of the Inspector General	38	91.9%	5.2%	2.9%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Nuclear Regulatory Commission	2,415	77.4%	11.8%	10.8%
Office of the Inspector General	38	61.9%	10.7%	27.4%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Nuclear Regulatory Commission	2,417	79.9%	13.4%	6.7%
Office of the Inspector General	38	57.1%	20.9%	21.9%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Nuclear Regulatory Commission	2,374	52.3%	23.8%	23.9%	39
Office of the Inspector General	38	60.7%	26.2%	13.1%	0

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Nuclear Regulatory Commission	2,285	66.7%	18.4%	14.9%	127
Office of the Inspector General	38	86.7%	5.7%	7.6%	0

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Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Nuclear Regulatory Commission	2,300	78.4%	13.4%	8.1%	105
Office of the Inspector General	38	72.8%	18.8%	8.3%	0

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Nuclear Regulatory Commission	2,386	75.1%	14.1%	10.8%	19
Office of the Inspector General	38	86.7%	2.9%	10.5%	0

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Nuclear Regulatory Commission	2,268	74.8%	15.7%	9.6%	138
Office of the Inspector General	37	81.0%	8.5%	10.4%	1

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Nuclear Regulatory Commission	2,343	69.0%	16.2%	14.8%	62
Office of the Inspector General	36	71.9%	8.2%	19.9%	1

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Nuclear Regulatory Commission	2,345	73.4%	13.8%	12.8%	61
Office of the Inspector General	38	73.8%	7.3%	18.8%	0

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Nuclear Regulatory Commission	2,322	72.0%	18.0%	10.0%	83
Office of the Inspector General	37	65.1%	18.8%	16.1%	0

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Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Nuclear Regulatory Commission	2,386	65.2%	18.5%	16.3%	21
Office of the Inspector General	38	82.0%	15.7%	2.4%	0

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Nuclear Regulatory Commission	2,334	78.4%	12.9%	8.7%	78
Office of the Inspector General	37	80.1%	14.2%	5.6%	0

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Nuclear Regulatory Commission	2,412	63.5%	18.7%	17.9%
Office of the Inspector General	38	70.3%	10.4%	19.3%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Nuclear Regulatory Commission	2,409	66.4%	16.3%	17.3%
Office of the Inspector General	38	62.8%	16.2%	21.0%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Nuclear Regulatory Commission	2,404	64.7%	18.6%	16.6%
Office of the Inspector General	38	64.5%	16.1%	19.3%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Nuclear Regulatory Commission	2,407	57.1%	24.4%	18.5%
Office of the Inspector General	38	68.4%	21.4%	10.2%

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My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Nuclear Regulatory Commission	2,406	35.6%	24.2%	40.2%
Office of the Inspector General	38	43.8%	31.9%	24.3%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Nuclear Regulatory Commission	2,409	61.7%	21.3%	17.0%
Office of the Inspector General	37	77.8%	8.2%	13.9%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Nuclear Regulatory Commission	2,400	74.3%	14.7%	10.9%
Office of the Inspector General	38	78.8%	10.8%	10.5%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Nuclear Regulatory Commission	2,410	71.7%	14.1%	14.2%
Office of the Inspector General	37	86.1%	8.3%	5.6%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Nuclear Regulatory Commission	2,411	69.6%	16.3%	14.2%
Office of the Inspector General	38	86.2%	5.5%	8.3%

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Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Nuclear Regulatory Commission	2,403	83.4%	6.2%	5.0%	5.4%
Office of the Inspector General	38	89.3%	5.4%	2.6%	2.6%

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

	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Nuclear Regulatory Commission	2,409	5.9%	33.9%	8.6%	23.4%
Office of the Inspector General	38	0.0%	24.2%	24.3%	37.0%

(continued)

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

	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Nuclear Regulatory Commission	2,409	6.2%	1.5%	2.7%	17.8%
Office of the Inspector General	38	4.0%	0.0%	2.6%	7.8%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Nuclear Regulatory Commission	2,401	54.8%	41.5%	3.7%
Office of the Inspector General	38	49.6%	26.3%	24.1%

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Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Nuclear Regulatory Commission	2,388	42.5%	55.2%	2.3%
Office of the Inspector General	38	51.9%	45.1%	2.9%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Nuclear Regulatory Commission	2,388	18.3%	80.7%	1.0%
Office of the Inspector General	38	13.5%	86.5%	0.0%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
Nuclear Regulatory Commission	2,395	3.4%	88.5%	8.1%
Office of the Inspector General	38	2.6%	91.8%	5.5%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Nuclear Regulatory Commission	2,391	3.1%	90.1%	6.9%
Office of the Inspector General	38	0.0%	94.5%	5.5%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Nuclear Regulatory Commission	1,714	86.9%	8.4%	4.7%	18
Office of the Inspector General	31	67.5%	16.2%	16.4%	1

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

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Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Nuclear Regulatory Commission	1,311	95.2%	3.5%	1.3%	9
Office of the Inspector General	19	89.4%	10.6%	0.0%	0

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

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Nuclear Regulatory Commission	1,002	91.5%	7.7%	0.8%	34
Office of the Inspector General	20	90.3%	9.7%	0.0%	0

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

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Nuclear Regulatory Commission	421	88.6%	8.4%	3.0%	28
Office of the Inspector General	5	80.6%	0.0%	19.4%	0

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

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Nuclear Regulatory Commission	69	88.8%	11.2%	0.0%	24
Office of the Inspector General	1	100.0%	0.0%	0.0%	0

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

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Nuclear Regulatory Commission	64	69.0%	27.7%	3.3%	27
Office of the Inspector General	0	—	—	—	0

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

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Demographic Questions

Where do you work?

	N	%
Headquarters	38	100.0%
Field	0	0.0%

What is your supervisory status?

	N	%
Non-Supervisor	21	56.8%
Team Leader	6	16.2%
Supervisor	6	16.2%
Manager	1	2.7%
Senior Leader	3	8.1%

Are you:

	N	%
Male	17	45.9%
Female	20	54.1%

Are you Hispanic or Latino?

	N	%
Yes	2	5.4%
No	35	94.6%

Race

	N	%
American Indian or Alaska Native	0	0.0%
Asian	1	3.0%
Black or African American	7	21.2%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	20	60.6%
Two or more races	5	15.2%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

What is the highest degree or level of education you have completed?

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	0	0.0%
Trade or Technical Certificate	0	0.0%
Some College (no degree)	2	5.4%
Associate's Degree (e.g., AA, AS)	0	0.0%
Bachelor's Degree (e.g., BA, BS)	15	40.5%
Master's Degree (e.g., MA, MS, MBA)	17	45.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	3	8.1%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	8	21.1%
GS 13-15	26	68.4%
Senior Executive Service	2	5.3%
Senior Level (SL) or Scientific or Professional (ST)	1	2.6%
Other	1	2.6%

How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	0	0.0%
1 to 3 years	6	16.7%
4 to 5 years	1	2.8%
6 to 10 years	8	22.2%
11 to 14 years	8	22.2%
15 to 20 years	1	2.8%
More than 20 years	12	33.3%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	0	0.0%
1 to 3 years	9	25.7%
4 to 5 years	3	8.6%
6 to 10 years	8	22.9%
11 to 20 years	11	31.4%
More than 20 years	4	11.4%

Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	22	57.9%
Yes, to retire	4	10.5%
Yes, to take another job within the Federal Government	10	26.3%
Yes, to take another job outside the Federal Government	1	2.6%
Yes, other	1	2.6%

I am planning to retire:

	N	%
Within one year	3	8.3%
Between one and three years	4	11.1%
Between three and five years	2	5.6%
Five or more years	27	75.0%

Self-Identify as:

	N	%
Heterosexual or Straight	27	81.8%
Gay, Lesbian, Bisexual, or Transgender	2	6.1%
I prefer not to say	4	12.1%

What is your US military service status?

	N	%
No Prior Military Service	29	80.6%
Currently in National Guard or Reserves	0	0.0%
Retired	5	13.9%
Separated or Discharged	2	5.6%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	2	5.4%
No	35	94.6%

What is your age group?

	N	%
25 and under	2	5.3%
26-29	2	5.3%
30-39	10	26.3%
40-49	9	23.7%
50-59	7	18.4%
60 or older	8	21.1%

Note: Percentages for demographic questions are unweighted.