

2012

Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

DEFENSE NUCLEAR FACILITIES SAFETY BOARD
AGENCY RESULTS

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT



Over
687,000
Federal
Employees'
Opinions

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD
2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		41	32	8	4	0	85	NA
	%	86.3	48.8	37.4	8.7	5.1	0.0	100.0	
2. I have enough information to do my job well.	N		36	34	9	5	0	84	NA
	%	83.8	41.6	42.1	9.5	6.8	0.0	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		24	27	18	7	9	85	NA
	%	61.6	27.5	34.1	20.4	7.3	10.8	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		31	41	7	3	1	83	NA
	%	86.3	37.8	48.5	8.6	4.1	1.0	100.0	
*5. I like the kind of work I do.	N		38	40	4	2	1	85	NA
	%	90.2	43.4	46.9	5.9	2.2	1.7	100.0	
6. I know what is expected of me on the job.	N		31	31	16	4	3	85	NA
	%	73.0	35.4	37.5	18.5	5.4	3.1	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		59	24	2	0	0	85	NA
	%	97.8	68.9	28.9	2.2	0.0	0.0	100.0	
8. I am constantly looking for ways to do my job better.	N		38	41	5	0	0	84	NA
	%	94.0	45.3	48.8	6.0	0.0	0.0	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		29	38	10	6	1	84	0
	%	81.4	35.9	45.5	11.3	6.3	1.0	100.0	
*10. My workload is reasonable.	N		25	39	10	9	2	85	0
	%	77.2	31.4	45.8	11.7	9.2	1.9	100.0	
*11. My talents are used well in the workplace.	N		24	32	17	5	5	83	0
	%	68.9	28.1	40.8	20.0	5.3	5.9	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		38	30	9	5	2	84	0
	%	80.0	44.9	35.1	11.0	6.8	2.2	100.0	
*13. The work I do is important.	N		45	33	7	0	0	85	0
	%	91.7	52.9	38.8	8.3	0.0	0.0	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		40	28	8	8	1	85	0
	%	82.1	49.1	33.0	8.3	8.7	1.0	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		26	35	14	6	3	84	1
	%	73.7	31.6	42.1	15.1	7.2	4.1	100.0	
16. I am held accountable for achieving results.	N		24	37	17	5	1	84	1
	%	70.0	27.0	43.0	22.1	6.0	1.9	100.0	

Survey Administration Period: April 4, 2012 to May 16, 2012
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* AES prescribed items

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census
Number of surveys completed: 85
Number of surveys administered: 103
Response Rate: 82.5%

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2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		45	25	9	2	1	82	2
	%	86.4	57.6	28.7	10.6	2.0	1.0	100.0	
*18. My training needs are assessed.	N		22	32	12	13	6	85	0
	%	63.7	27.0	36.7	13.2	15.0	8.1	100.0	
*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		15	37	17	11	3	83	2
	%	62.9	19.9	43.0	19.7	13.2	4.1	100.0	
*20. The people I work with cooperate to get the job done.	N		32	39	10	3	1	85	NA
	%	82.2	37.9	44.2	12.8	3.2	1.9	100.0	
*21. My work unit is able to recruit people with the right skills.	N		22	36	13	12	1	84	1
	%	70.3	26.5	43.8	15.2	13.2	1.2	100.0	
*22. Promotions in my work unit are based on merit.	N		16	27	27	8	3	81	3
	%	51.4	18.4	33.0	35.2	9.2	4.3	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		7	22	23	13	12	77	8
	%	35.6	8.4	27.1	30.2	17.6	16.5	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		13	25	25	12	9	84	1
	%	44.2	14.0	30.2	30.5	13.4	12.0	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		18	33	18	6	10	85	0
	%	60.1	20.9	39.2	21.6	6.4	11.9	100.0	
26. Employees in my work unit share job knowledge with each other.	N		29	37	9	7	1	83	0
	%	79.3	34.3	45.0	10.2	9.2	1.2	100.0	
27. The skill level in my work unit has improved in the past year.	N		20	26	29	6	2	83	2
	%	57.3	23.2	34.1	33.5	7.0	2.1	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		38	36	9	2	0	85	NA
	%	86.8	45.3	41.5	10.4	2.8	0.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		32	39	7	5	1	84	0
	%	83.7	37.2	46.5	9.1	6.3	1.0	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		19	30	18	9	7	83	2
	%	60.4	24.4	36.0	19.9	11.3	8.5	100.0	
31. Employees are recognized for providing high quality products and services.	N		24	39	16	4	1	84	0
	%	73.7	28.8	44.9	20.1	4.4	1.9	100.0	
*32. Creativity and innovation are rewarded.	N		19	26	22	9	6	82	3
	%	55.0	23.9	31.1	27.8	10.0	7.2	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		12	19	25	15	5	76	9
	%	39.7	14.6	25.1	33.3	20.0	7.0	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		19	41	17	3	1	81	4
	%	75.2	22.5	52.7	19.3	4.2	1.3	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		48	35	2	0	0	85	0
	%	98.0	56.3	41.7	2.0	0.0	0.0	100.0	
*36. My organization has prepared employees for potential security threats.	N		32	40	5	3	3	83	2
	%	87.2	38.8	48.4	5.2	3.7	3.9	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		37	31	11	3	0	82	3
	%	84.2	47.4	36.8	12.5	3.3	0.0	100.0	
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		52	20	8	1	0	81	4
	%	90.0	65.5	24.6	8.7	1.3	0.0	100.0	
39. My agency is successful at accomplishing its mission.	N		36	37	7	4	0	84	0
	%	87.0	41.5	45.4	8.0	5.0	0.0	100.0	
40. I recommend my organization as a good place to work.	N		40	26	14	5	0	85	NA
	%	77.2	47.8	29.4	16.1	6.7	0.0	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		34	30	10	6	2	82	3
	%	79.1	41.2	37.9	10.5	7.2	3.2	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		45	30	4	4	1	84	1
	%	88.8	54.4	34.4	4.7	5.5	1.0	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		30	32	13	9	1	85	0
	%	73.6	35.5	38.1	14.6	10.9	1.0	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		21	29	16	11	7	84	1
	%	59.4	25.3	34.1	17.7	13.4	9.5	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		27	28	12	4	0	71	12
	%	77.7	38.3	39.4	16.5	5.7	0.0	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		20	24	22	15	4	85	0
	%	51.2	24.0	27.2	25.8	18.6	4.3	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		36	34	10	3	2	85	0
	%	82.8	43.6	39.3	12.0	3.3	1.9	100.0	
48. My supervisor/team leader listens to what I have to say.	N		37	29	10	7	2	85	NA
	%	80.2	43.2	37.1	10.3	7.3	2.2	100.0	
49. My supervisor/team leader treats me with respect.	N		41	32	7	3	2	85	NA
	%	87.6	49.0	38.6	7.2	3.1	2.1	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		45	34	5	1	0	85	NA
	%	92.8	54.1	38.7	6.2	1.0	0.0	100.0	
*51. I have trust and confidence in my supervisor.	N		32	28	11	12	2	85	NA
	%	72.5	38.4	34.0	12.5	12.8	2.2	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		28	31	15	7	3	84	NA
	%	72.0	34.1	37.8	16.8	8.1	3.2	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		21	26	16	15	5	83	1
	%	56.5	26.2	30.3	18.7	18.7	6.1	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		45	28	7	3	0	83	1
	%	88.1	54.4	33.7	8.8	3.1	0.0	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		29	37	8	3	1	78	5
	%	84.6	38.7	45.9	10.8	3.6	1.0	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		29	31	14	6	4	84	0
	%	72.0	34.4	37.6	16.2	7.4	4.4	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		25	32	14	6	3	80	3
	%	70.8	31.3	39.5	17.5	8.2	3.6	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		20	36	17	6	3	82	1
	%	69.3	25.7	43.6	20.5	7.0	3.1	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		27	35	13	4	4	83	1
	%	75.9	33.0	42.9	15.5	4.4	4.2	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		29	31	17	3	2	82	1
	%	73.6	35.6	38.0	20.9	3.5	2.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		35	31	9	6	3	84	0
	%	77.7	41.5	36.2	11.4	7.7	3.2	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		42	34	5	1	1	83	1
	%	90.9	50.6	40.3	6.4	1.0	1.7	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		24	30	17	11	2	84	NA
	%	66.0	29.1	36.8	19.8	11.4	2.8	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		28	32	12	10	2	84	NA
	%	72.2	34.1	38.0	14.0	11.9	2.0	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		23	27	20	13	1	84	NA
	%	61.0	28.0	33.0	22.8	15.1	1.1	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		23	36	18	5	2	84	NA
	%	71.0	28.2	42.8	20.6	6.3	2.2	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		18	23	30	10	3	84	NA
	%	51.4	22.3	29.1	33.7	11.5	3.4	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		28	33	14	8	1	84	NA
	%	72.6	33.0	39.5	16.6	9.0	1.9	100.0	

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		28	39	10	7	0	84	NA
	%	80.8	34.0	46.8	10.2	8.9	0.0	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		32	34	9	8	1	84	NA
	%	78.7	39.0	39.7	10.6	9.7	1.0	100.0	
71. Considering everything, how satisfied are you with your organization?	N		21	46	10	7	0	84	NA
	%	80.0	26.1	53.9	11.5	8.4	0.0	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
Yes	65	73.6
No	17	24.5
Not sure	1	1.9
Total	83	100.0

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

	N	%
I telework 3 or more days per week.	1	1.1
I telework 1 or 2 days per week.	16	16.2
I telework, but no more than 1 or 2 days per month.	10	11.1
I telework very infrequently, on an unscheduled or short-term basis.	27	30.9
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	13	20.0
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1	1.2
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	4	4.2
I do not telework because I choose not to telework.	12	15.3
Total	84	100.0

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

	N	%
Yes	8	9.6
No	19	23.2
Not available to me	56	67.3
Total	83	100.0

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

	N	%
Yes	27	32.1
No	49	58.4
Not available to me	8	9.4
Total	84	100.0

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

	N	%
Yes	7	7.3
No	70	85.0
Not available to me	7	7.7
Total	84	100.0

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

	N	%
Yes	0	0.0
No	51	60.6
Not available to me	33	39.4
Total	84	100.0

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

	N	%
Yes	1	1.2
No	51	60.7
Not available to me	31	38.2
Total	83	100.0

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	78.5	16 29.5	27 49.0	7 13.7	4 7.8	0 0.0	54 100.0	0
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	48.4	3 27.7	2 20.7	2 30.9	1 9.2	1 11.5	9 100.0	0
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 %	100.0	10 37.2	14 62.8	0 0.0	0 0.0	0 0.0	24 100.0	3
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	83.2	3 49.7	2 33.6	0 0.0	0 0.0	1 16.8	6 100.0	1
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 %	---	0 ---	0 ---	0 ---	0 ---	0 ---	0 ---	0
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	0.0	0 0.0	0 0.0	1 100.0	0 0.0	0 0.0	1 100.0	1

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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