

2011 Federal Employee Viewpoint Survey

Empowering Employees

inspiring change

**Defense Nuclear Facilities
Safety Board**
AGENCY RESULTS

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



DEFENSE NUCLEAR FACILITIES SAFETY BOARD
2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period April 4, 2011 to May 15, 2011)

| | | 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 | 88.2 | 42 | 33 | 4 | 5 | 0 | 84 | NA |
| | % | | 50.0 | 38.2 | 6.1 | 5.7 | 0.0 | 100.0 | |
| 2. I have enough information to do my job well. | N | 91.2 | 32 | 45 | 5 | 2 | 0 | 84 | NA |
| | % | | 38.4 | 52.8 | 6.9 | 2.0 | 0.0 | 100.0 | |
| 3. I feel encouraged to come up with new and better ways of doing things. | N | 67.7 | 25 | 31 | 18 | 8 | 2 | 84 | NA |
| | % | | 29.8 | 37.9 | 19.8 | 9.9 | 2.6 | 100.0 | |
| *4. My work gives me a feeling of personal accomplishment. | N | 86.9 | 34 | 39 | 7 | 4 | 0 | 84 | NA |
| | % | | 39.7 | 47.2 | 7.7 | 5.4 | 0.0 | 100.0 | |
| *5. I like the kind of work I do. | N | 91.0 | 36 | 41 | 6 | 1 | 0 | 84 | NA |
| | % | | 42.8 | 48.2 | 8.0 | 1.0 | 0.0 | 100.0 | |
| 6. I know what is expected of me on the job. | N | 82.1 | 33 | 37 | 7 | 6 | 1 | 84 | NA |
| | % | | 37.6 | 44.5 | 8.6 | 8.5 | 0.8 | 100.0 | |
| 7. When needed I am willing to put in the extra effort to get a job done. | N | 100.0 | 68 | 16 | 0 | 0 | 0 | 84 | NA |
| | % | | 80.7 | 19.3 | 0.0 | 0.0 | 0.0 | 100.0 | |
| 8. I am constantly looking for ways to do my job better. | N | 91.3 | 43 | 34 | 7 | 0 | 0 | 84 | NA |
| | % | | 51.8 | 39.4 | 8.7 | 0.0 | 0.0 | 100.0 | |
| 9. I have sufficient resources (for example, people, materials, budget) to get my job done. | N | 82.1 | 37 | 33 | 8 | 3 | 3 | 84 | 0 |
| | % | | 42.9 | 39.2 | 10.8 | 3.8 | 3.4 | 100.0 | |
| *10. My workload is reasonable. | N | 80.5 | 31 | 36 | 7 | 6 | 4 | 84 | 0 |
| | % | | 36.6 | 43.9 | 8.4 | 6.5 | 4.6 | 100.0 | |
| *11. My talents are used well in the workplace. | N | 75.5 | 22 | 41 | 12 | 7 | 2 | 84 | 0 |
| | % | | 26.4 | 49.1 | 15.2 | 6.8 | 2.5 | 100.0 | |
| *12. I know how my work relates to the agency's goals and priorities. | N | 86.0 | 42 | 31 | 6 | 5 | 0 | 84 | 0 |
| | % | | 51.9 | 34.1 | 7.5 | 6.4 | 0.0 | 100.0 | |
| *13. The work I do is important. | N | 92.1 | 43 | 33 | 6 | 0 | 0 | 82 | 0 |
| | % | | 51.6 | 40.5 | 7.9 | 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 | 93.7 | 46 | 32 | 3 | 3 | 0 | 84 | 0 |
| | % | | 52.6 | 41.1 | 3.2 | 3.1 | 0.0 | 100.0 | |
| *15. My performance appraisal is a fair reflection of my performance. | N | 85.9 | 36 | 35 | 10 | 2 | 0 | 83 | 1 |
| | % | | 44.6 | 41.4 | 12.1 | 1.9 | 0.0 | 100.0 | |
| 16. I am held accountable for achieving results. | N | 77.1 | 32 | 34 | 11 | 6 | 1 | 84 | 0 |
| | % | | 37.7 | 39.4 | 13.8 | 8.1 | 1.0 | 100.0 | |

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Census

Number of Employees Selected: 98

Percentages are weighted to represent the Agency's population.

DEFENSE NUCLEAR FACILITIES SAFETY BOARD
2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period April 4, 2011 to May 15, 2011)

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|---|--------|------------------|----------------|------------|----------------------------|------------|-------------------|-----------------------|--------------------------------|
| 17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | N % | 88.0 | 50 63.3 | 21 24.7 | 7 8.3 | 2 2.2 | 1 1.5 | 81 100.0 | 3 |
| *18. My training needs are assessed. | N % | 69.0 | 30 34.3 | 30 34.7 | 14 17.2 | 5 7.0 | 5 6.9 | 84 100.0 | 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 % | 74.3 | 28 33.5 | 33 40.8 | 12 12.8 | 6 8.9 | 4 3.9 | 83 100.0 | 1 |
| *20. The people I work with cooperate to get the job done. | N % | 89.2 | 26 30.0 | 47 59.2 | 6 7.7 | 1 1.7 | 1 1.5 | 81 100.0 | NA |
| *21. My work unit is able to recruit people with the right skills. | N % | 80.0 | 20 25.0 | 47 55.0 | 10 14.1 | 3 3.9 | 2 2.0 | 82 100.0 | 2 |
| *22. Promotions in my work unit are based on merit. | N % | 56.5 | 16 19.9 | 30 36.6 | 24 32.2 | 6 8.6 | 2 2.7 | 78 100.0 | 6 |
| *23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | N % | 42.2 | 11 15.3 | 22 26.9 | 18 24.5 | 14 17.4 | 11 15.9 | 76 100.0 | 8 |
| *24. In my work unit, differences in performance are recognized in a meaningful way. | N % | 51.7 | 15 17.1 | 28 34.6 | 17 20.9 | 17 21.7 | 4 5.7 | 81 100.0 | 3 |
| 25. Awards in my work unit depend on how well employees perform their jobs. | N % | 69.6 | 23 26.9 | 35 42.7 | 14 20.5 | 7 8.5 | 1 1.5 | 80 100.0 | 4 |
| 26. Employees in my work unit share job knowledge with each other. | N % | 88.9 | 30 32.9 | 44 55.9 | 5 5.4 | 4 4.6 | 1 1.1 | 84 100.0 | 0 |
| 27. The skill level in my work unit has improved in the past year. | N % | 65.3 | 30 36.0 | 25 29.3 | 25 32.6 | 1 1.0 | 1 1.1 | 82 100.0 | 2 |
| | | 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 % | 89.6 | 42 50.4 | 34 39.1 | 7 9.3 | 1 1.1 | 0 0.0 | 84 100.0 | NA |
| | | 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 % | 92.2 | 39 46.6 | 38 45.6 | 4 5.5 | 2 2.2 | 0 0.0 | 83 100.0 | 1 |

*AES prescribed items

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Sample or Census: Census

Number of Employees Selected: 98

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DEFENSE NUCLEAR FACILITIES SAFETY BOARD
2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period April 4, 2011 to May 15, 2011)

| | | 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 % | 66.2 | 24 27.6 | 32 38.6 | 17 21.8 | 7 9.3 | 2 2.6 | 82 100.0 | 2 |
| 31. Employees are recognized for providing high quality products and services. | N % | 82.4 | 35 39.1 | 36 43.3 | 10 14.4 | 3 3.2 | 0 0.0 | 84 100.0 | 0 |
| *32. Creativity and innovation are rewarded. | N % | 58.8 | 29 32.8 | 21 26.1 | 23 28.8 | 5 6.6 | 5 5.7 | 83 100.0 | 1 |
| *33. Pay raises depend on how well employees perform their jobs. | N % | 57.3 | 14 18.2 | 30 39.1 | 20 27.8 | 7 9.3 | 4 5.6 | 75 100.0 | 9 |
| 34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). | N % | 71.6 | 27 34.4 | 30 37.2 | 19 24.8 | 2 2.1 | 1 1.5 | 79 100.0 | 5 |
| *35. Employees are protected from health and safety hazards on the job. | N % | 96.6 | 53 63.3 | 28 33.3 | 2 3.4 | 0 0.0 | 0 0.0 | 83 100.0 | 0 |
| *36. My organization has prepared employees for potential security threats. | N % | 83.0 | 42 48.1 | 29 34.9 | 10 14.1 | 1 1.0 | 2 1.9 | 84 100.0 | 0 |
| 37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. | N % | 89.8 | 38 49.6 | 28 40.2 | 8 10.2 | 0 0.0 | 0 0.0 | 74 100.0 | 9 |
| 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 % | 88.0 | 44 57.7 | 23 30.3 | 9 10.4 | 0 0.0 | 1 1.6 | 77 100.0 | 6 |
| 39. My agency is successful at accomplishing its mission. | N % | 93.4 | 38 44.3 | 40 49.0 | 6 6.6 | 0 0.0 | 0 0.0 | 84 100.0 | 0 |
| 40. I recommend my organization as a good place to work. | N % | 94.3 | 49 57.2 | 30 37.2 | 2 2.2 | 3 3.4 | 0 0.0 | 84 100.0 | NA |
| 41. I believe the results of this survey will be used to make my agency a better place to work. | N % | 73.7 | 29 34.4 | 31 39.4 | 15 20.3 | 4 4.0 | 2 2.0 | 81 100.0 | 3 |
| *42. My supervisor supports my need to balance work and other life issues. | N % | 95.4 | 50 60.5 | 30 34.9 | 1 1.4 | 3 3.2 | 0 0.0 | 84 100.0 | 0 |
| 43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills. | N % | 80.4 | 34 39.3 | 34 41.1 | 13 16.0 | 2 2.2 | 1 1.4 | 84 100.0 | 0 |
| *44. Discussions with my supervisor/team leader about my performance are worthwhile. | N % | 74.3 | 26 29.9 | 36 44.3 | 9 10.9 | 11 12.4 | 2 2.4 | 84 100.0 | 0 |

*AES prescribed items

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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 | | 29 | 26 | 14 | 2 | 1 | 72 | 12 |
| | % | 77.6 | 41.5 | 36.1 | 17.5 | 3.2 | 1.7 | 100.0 | |
| 46. My supervisor/team leader provides me with constructive suggestions to improve my job performance. | N | | 26 | 29 | 20 | 6 | 3 | 84 | 0 |
| | % | 65.0 | 31.2 | 33.8 | 24.0 | 7.5 | 3.5 | 100.0 | |
| *47. Supervisors/team leaders in my work unit support employee development. | N | | 45 | 28 | 7 | 0 | 2 | 82 | 1 |
| | % | 88.1 | 53.6 | 34.4 | 9.4 | 0.0 | 2.5 | 100.0 | |
| 48. My supervisor/team leader listens to what I have to say. | N | | 48 | 27 | 6 | 2 | 1 | 84 | NA |
| | % | 87.9 | 56.2 | 31.7 | 8.6 | 2.1 | 1.4 | 100.0 | |
| 49. My supervisor/team leader treats me with respect. | N | | 48 | 31 | 3 | 1 | 1 | 84 | NA |
| | % | 94.3 | 57.4 | 36.9 | 3.3 | 1.0 | 1.4 | 100.0 | |
| 50. In the last six months, my supervisor/team leader has talked with me about my performance. | N | | 43 | 31 | 5 | 2 | 2 | 83 | NA |
| | % | 87.0 | 52.0 | 35.0 | 6.0 | 3.3 | 3.7 | 100.0 | |
| *51. I have trust and confidence in my supervisor. | N | | 37 | 32 | 9 | 3 | 2 | 83 | NA |
| | % | 83.0 | 45.8 | 37.3 | 11.2 | 3.3 | 2.4 | 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 | | 37 | 31 | 11 | 4 | 1 | 84 | NA |
| | % | 79.4 | 45.6 | 33.7 | 15.0 | 4.2 | 1.4 | 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 | | 23 | 33 | 16 | 8 | 3 | 83 | 1 |
| | % | 67.7 | 27.0 | 40.7 | 17.4 | 11.4 | 3.4 | 100.0 | |
| 54. My organization's leaders maintain high standards of honesty and integrity. | N | | 50 | 24 | 6 | 2 | 1 | 83 | 0 |
| | % | 89.3 | 59.2 | 30.1 | 7.1 | 2.2 | 1.5 | 100.0 | |
| *55. Managers/supervisors/team leaders work well with employees of different backgrounds. | N | | 39 | 27 | 9 | 1 | 0 | 76 | 8 |
| | % | 87.6 | 50.1 | 37.5 | 11.1 | 1.3 | 0.0 | 100.0 | |
| *56. Managers communicate the goals and priorities of the organization. | N | | 27 | 36 | 13 | 5 | 3 | 84 | 0 |
| | % | 74.9 | 32.9 | 42.1 | 14.7 | 6.9 | 3.4 | 100.0 | |
| *57. Managers review and evaluate the organization's progress toward meeting its goals and objectives. | N | | 26 | 29 | 16 | 6 | 3 | 80 | 4 |
| | % | 69.7 | 33.5 | 36.2 | 17.2 | 8.9 | 4.2 | 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 % | 68.7 | 26 32.2 | 32 36.4 | 13 16.4 | 10 12.4 | 2 2.5 | 83 100.0 | 1 |
| 59. Managers support collaboration across work units to accomplish work objectives. | N % | 81.4 | 31 37.3 | 37 44.1 | 10 11.9 | 5 5.3 | 1 1.4 | 84 100.0 | 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 % | 77.5 | 31 37.2 | 34 40.3 | 12 16.1 | 4 4.0 | 2 2.4 | 83 100.0 | 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 % | 85.3 | 40 48.1 | 33 37.2 | 4 6.6 | 6 6.7 | 1 1.4 | 84 100.0 | 0 |
| 62. Senior leaders demonstrate support for Work/Life programs. | N % | 95.2 | 40 50.2 | 36 45.0 | 2 2.2 | 1 1.0 | 1 1.5 | 80 100.0 | 4 |
| | | 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 % | 78.0 | 23 26.8 | 42 51.2 | 11 14.2 | 6 6.3 | 1 1.5 | 83 100.0 | NA |
| *64. How satisfied are you with the information you receive from management on what's going on in your organization? | N % | 77.2 | 28 32.9 | 34 44.3 | 13 15.5 | 5 5.3 | 2 2.0 | 82 100.0 | NA |
| *65. How satisfied are you with the recognition you receive for doing a good job? | N % | 70.9 | 31 35.9 | 29 35.0 | 17 20.9 | 4 4.5 | 2 3.7 | 83 100.0 | NA |
| *66. How satisfied are you with the policies and practices of your senior leaders? | N % | 81.3 | 27 31.6 | 40 49.7 | 9 10.1 | 6 7.2 | 1 1.5 | 83 100.0 | NA |
| *67. How satisfied are you with your opportunity to get a better job in your organization? | N % | 54.1 | 19 21.8 | 26 32.3 | 25 30.8 | 8 9.5 | 5 5.5 | 83 100.0 | NA |
| *68. How satisfied are you with the training you receive for your present job? | N % | 78.5 | 35 42.1 | 31 36.4 | 12 15.4 | 3 3.6 | 2 2.5 | 83 100.0 | NA |

*AES prescribed items

** Sum of responses excluding DNK/NBJ

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2011 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period April 4, 2011 to May 15, 2011)

| | | 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 | | 37 | 37 | 9 | 0 | 0 | 83 | NA |
| | % | 87.6 | 43.7 | 43.9 | 12.4 | 0.0 | 0.0 | 100.0 | |
| *70. Considering everything, how satisfied are you with your pay? | N | | 40 | 32 | 5 | 5 | 0 | 82 | NA |
| | % | 86.7 | 47.0 | 39.7 | 8.1 | 5.2 | 0.0 | 100.0 | |
| 71. Considering everything, how satisfied are you with your organization? | N | | 35 | 39 | 9 | 0 | 0 | 83 | NA |
| | % | 87.2 | 42.3 | 44.9 | 12.8 | 0.0 | 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 | | 69 | 79.2 |
| No | | 12 | 17.5 |
| Not sure | | 2 | 3.3 |
| 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. | | 0 | 0.0 |
| I telework 1 or 2 days per week. | | 12 | 15.4 |
| I telework, but no more than 1 or 2 days per month. | | 4 | 4.3 |
| I telework very infrequently, on an unscheduled or short-term basis. | | 33 | 37.1 |
| I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel). | | 8 | 15.9 |
| I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking. | | 1 | 1.0 |
| 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. | | 2 | 2.5 |
| I do not telework because I choose not to telework. | | 22 | 23.8 |
| Total | | 82 | 100.0 |

DEFENSE NUCLEAR FACILITIES SAFETY BOARD
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74. Do you participate in the following Work/Life programs?
Alternative Work Schedules (AWS)

| | N | % |
|----------------------------|----|-------|
| Yes | 4 | 5.6 |
| No | 21 | 22.9 |
| Not available to me | 58 | 71.6 |
| 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 | 26 | 30.8 |
| No | 50 | 59.6 |
| Not available to me | 6 | 9.6 |
| Total | 82 | 100.0 |

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

| | N | % |
|----------------------------|----|-------|
| Yes | 9 | 9.4 |
| No | 67 | 83.0 |
| Not available to me | 6 | 7.6 |
| Total | 82 | 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 | 64 | 76.7 |
| Not available to me | 19 | 23.3 |
| Total | 83 | 100.0 |

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

| | N | % |
|----------------------------|----|-------|
| Yes | 0 | 0.0 |
| No | 67 | 79.8 |
| Not available to me | 16 | 20.2 |
| Total | 83 | 100.0 |

DEFENSE NUCLEAR FACILITIES SAFETY BOARD
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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 | | 7 | 31 | 25 | 3 | 2 | 68 | 15 |
| | % | 55.3 | 9.1 | 46.2 | 37.3 | 4.1 | 3.3 | 100.0 | |
| 80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) | N | | 1 | 2 | 15 | 10 | 13 | 41 | 42 |
| | % | 7.0 | 2.4 | 4.7 | 36.4 | 24.1 | 32.4 | 100.0 | |
| 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 | | 13 | 19 | 17 | 2 | 0 | 51 | 31 |
| | % | 62.7 | 28.1 | 34.6 | 32.8 | 4.5 | 0.0 | 100.0 | |
| 82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) | N | | 6 | 10 | 21 | 0 | 0 | 37 | 46 |
| | % | 39.9 | 15.3 | 24.6 | 60.1 | 0.0 | 0.0 | 100.0 | |
| 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 | 3 | 19 | 1 | 0 | 23 | 60 |
| | % | 12.0 | 0.0 | 12.0 | 84.4 | 3.6 | 0.0 | 100.0 | |
| 84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) | N | | 0 | 3 | 18 | 0 | 0 | 21 | 62 |
| | % | 13.3 | 0.0 | 13.3 | 86.7 | 0.0 | 0.0 | 100.0 | |

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Surveys Completed: 84
Response Rate: 85.7%



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