

**DEFENSE NUCLEAR FACILITIES SAFETY BOARD  
2015 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		21	45	6	7	1	80	NA
	%	82.45	26.12	56.33	7.55	8.86	1.14	100.00	
2. I have enough information to do my job well.	N		15	45	11	6	3	80	NA
	%	75.07	18.70	56.37	13.73	7.63	3.57	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		14	29	15	15	7	80	NA
	%	53.85	17.07	36.78	18.82	18.77	8.56	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		19	39	12	9	0	79	NA
	%	73.57	23.69	49.88	15.32	11.10	0.00	100.00	
*5. I like the kind of work I do.	N		22	47	6	3	1	79	NA
	%	87.52	27.60	59.91	7.50	3.72	1.25	100.00	
6. I know what is expected of me on the job.	N		12	38	11	14	4	79	NA
	%	63.43	14.99	48.44	14.09	17.45	5.03	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		44	33	2	0	0	79	NA
	%	97.37	55.06	42.31	2.63	0.00	0.00	100.00	
8. I am constantly looking for ways to do my job better.	N		25	48	6	1	0	80	NA
	%	91.39	31.04	60.34	7.38	1.24	0.00	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		16	37	8	11	8	80	1
	%	66.19	19.66	46.53	10.19	13.62	10.00	100.00	
*10. My workload is reasonable.	N		10	42	11	10	7	80	1
	%	64.68	12.35	52.33	14.14	12.76	8.41	100.00	
*11. My talents are used well in the workplace.	N		11	36	13	14	6	80	0
	%	58.93	13.59	45.33	16.07	17.72	7.28	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		19	42	6	10	4	81	0
	%	75.42	22.96	52.45	7.42	12.38	4.79	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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Sample or Census: Census

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*13. The work I do is important.	N		28	42	6	4	0	80	0
	%	87.55	34.59	52.96	7.43	5.02	0.00	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		30	40	5	4	1	80	1
	%	87.55	37.04	50.51	6.24	4.98	1.23	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		20	34	11	9	6	80	1
	%	67.40	24.75	42.65	13.80	11.33	7.47	100.00	
16. I am held accountable for achieving results.	N		24	36	12	6	2	80	1
	%	75.08	29.65	45.42	14.94	7.38	2.60	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		27	26	15	4	3	75	6
	%	70.56	35.64	34.92	20.01	5.46	3.98	100.00	
*18. My training needs are assessed.	N		13	33	12	15	7	80	1
	%	57.62	15.96	41.65	15.01	18.80	8.57	100.00	
*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		12	34	17	6	10	79	2
	%	58.36	15.46	42.90	21.49	7.67	12.48	100.00	
*20. The people I work with cooperate to get the job done.	N		29	42	3	6	1	81	NA
	%	87.41	35.42	51.99	3.91	7.37	1.31	100.00	
*21. My work unit is able to recruit people with the right skills.	N		10	25	19	14	10	78	3
	%	45.14	12.19	32.95	24.43	17.64	12.79	100.00	
*22. Promotions in my work unit are based on merit.	N		7	24	24	9	8	72	8
	%	42.77	9.23	33.54	33.63	12.60	11.00	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		6	28	22	10	7	73	7
	%	46.62	8.14	38.49	29.89	13.64	9.85	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		9	26	22	12	3	72	6
	%	48.23	12.32	35.91	31.23	16.52	4.01	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		10	27	17	13	10	77	4
	%	47.90	12.82	35.08	22.60	16.71	12.80	100.00	
26. Employees in my work unit share job knowledge with each other.	N		27	42	4	2	4	79	1
	%	87.11	33.86	53.26	5.31	2.50	5.08	100.00	
27. The skill level in my work unit has improved in the past year.	N		16	23	20	10	9	78	3
	%	49.89	20.09	29.80	25.80	12.86	11.45	100.00	
		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		34	42	4	1	0	81	NA
	%	93.77	41.89	51.88	4.89	1.35	0.00	100.00	
		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		15	42	10	8	2	77	2
	%	73.89	19.33	54.57	13.04	10.37	2.70	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		7	17	15	28	10	77	2
	%	30.92	8.76	22.16	19.41	36.96	12.71	100.00	
31. Employees are recognized for providing high quality products and services.	N		10	35	18	12	2	77	1
	%	58.44	12.78	45.66	23.45	15.65	2.47	100.00	
*32. Creativity and innovation are rewarded.	N		7	20	22	18	9	76	3
	%	35.14	8.78	26.36	29.73	23.52	11.61	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		8	18	21	17	9	73	6
	%	35.03	10.61	24.42	29.43	23.35	12.19	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		15	32	16	6	4	73	6
	%	63.80	20.10	43.69	22.44	8.32	5.45	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		39	33	5	0	1	78	0
	%	92.31	49.30	43.01	6.29	0.00	1.40	100.00	
*36. My organization has prepared employees for potential security threats.	N		19	41	14	3	0	77	0
	%	77.84	24.43	53.42	18.31	3.85	0.00	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		12	24	14	15	11	76	3
	%	47.50	15.48	32.02	18.51	19.74	14.24	100.00	
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		30	27	10	2	3	72	6
	%	78.96	41.18	37.78	13.98	2.80	4.26	100.00	
39. My agency is successful at accomplishing its mission.	N		9	37	19	9	3	77	2
	%	59.52	11.28	48.24	24.83	11.67	3.98	100.00	
40. I recommend my organization as a good place to work.	N		14	23	19	13	10	79	NA
	%	46.14	17.37	28.77	24.64	16.81	12.41	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		13	19	19	12	13	76	3
	%	41.55	16.58	24.97	25.55	15.98	16.91	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		49	24	6	0	0	79	0
	%	92.44	61.96	30.49	7.56	0.00	0.00	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		37	31	6	5	0	79	0
	%	85.82	46.61	39.20	7.75	6.43	0.00	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		31	24	12	5	3	75	3
	%	72.99	40.76	32.23	16.21	6.84	3.95	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		34	27	6	3	0	70	8
	%	87.07	47.63	39.45	8.45	4.47	0.00	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		31	30	9	7	2	79	0
	%	77.12	38.70	38.42	11.38	9.00	2.50	100.00	
*47. Supervisors in my work unit support employee development.	N		42	25	5	5	0	77	2
	%	86.93	53.91	33.02	6.54	6.53	0.00	100.00	
48. My supervisor listens to what I have to say.	N		45	24	7	2	1	79	NA
	%	87.23	56.84	30.39	9.11	2.40	1.25	100.00	
49. My supervisor treats me with respect.	N		52	22	4	1	0	79	NA
	%	93.59	65.93	27.66	5.03	1.38	0.00	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		47	29	1	2	0	79	NA
	%	96.20	58.92	37.28	1.21	2.59	0.00	100.00	
*51. I have trust and confidence in my supervisor.	N		43	23	5	6	2	79	NA
	%	83.31	54.22	29.09	6.56	7.62	2.50	100.00	
		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?	N		42	26	7	3	1	79	NA
	%	85.99	53.05	32.94	9.01	3.74	1.25	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		1	15	16	28	18	78	1
	%	20.41	1.26	19.15	20.77	36.06	22.76	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		6	17	25	15	15	78	0
	%	29.60	7.72	21.88	31.97	19.67	18.76	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		18	32	15	6	3	74	5
	%	67.45	24.03	43.42	20.44	8.00	4.11	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		13	32	12	16	6	79	0
	%	57.15	16.26	40.88	15.18	20.17	7.50	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		13	35	14	9	3	74	5
	%	64.94	17.39	47.55	18.86	12.09	4.11	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		10	25	17	20	5	77	1
	%	45.35	12.49	32.85	22.52	25.55	6.58	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		14	30	17	8	8	77	2
	%	57.13	17.59	39.54	22.31	10.42	10.15	100.00	
		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?	N		12	23	22	5	14	76	2
	%	46.07	15.70	30.37	29.22	6.35	18.37	100.00	
		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		5	16	24	16	18	79	0
	%	26.56	6.15	20.41	30.76	20.11	22.57	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		14	44	14	3	3	78	1
	%	74.91	17.46	57.46	17.58	3.80	3.70	100.00	
		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		10	27	18	20	4	79	NA
	%	46.93	12.32	34.61	22.93	25.24	4.91	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		14	24	17	16	8	79	NA
	%	48.11	17.52	30.60	21.76	20.12	10.00	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		9	33	17	14	6	79	NA
	%	53.01	11.16	41.85	21.68	17.93	7.37	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		4	20	14	22	19	79	NA
	%	30.52	4.99	25.53	17.72	28.20	23.56	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		8	18	30	12	10	78	NA
	%	33.26	10.01	23.25	38.78	15.38	12.58	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		18	34	19	5	1	77	NA
	%	67.41	22.99	44.42	25.10	6.31	1.18	100.00	
*69. Considering everything, how satisfied are you with your job?	N		13	32	13	15	6	79	NA
	%	56.91	16.02	40.89	16.75	19.07	7.27	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		20	37	7	6	9	79	NA
	%	72.24	24.96	47.28	9.01	7.41	11.33	100.00	
71. Considering everything, how satisfied are you with your organization?	N		10	25	17	18	9	79	NA
	%	43.96	12.28	31.68	22.12	22.89	11.03	100.00	

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<b>72. Have you been notified whether or not you are eligible to telework?</b>	N	%
Yes, I was notified that I was eligible to telework.	67	85.09
Yes, I was notified that I was not eligible to telework.	11	13.76
No, I was not notified of my telework eligibility.	1	1.15
Not sure if I was notified of my telework eligibility.	0	0.00
<b>Total</b>	<b>79</b>	<b>100.00</b>

<b>73. Please select the response below that BEST describes your current teleworking situation.</b>	N	%
I telework 3 or more days per week.	3	3.93
I telework 1 or 2 days per week.	15	19.14
I telework, but no more than 1 or 2 days per month.	17	21.48
I telework very infrequently, on an unscheduled or short-term basis.	30	37.60
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	5	6.53
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	0	0.00
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.	3	3.80
I do not telework because I choose not to telework.	6	7.52
<b>Total</b>	<b>79</b>	<b>100.00</b>

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)</b>	N	%
Yes	26	33.27
No	48	61.66
Not available to me	4	5.07
<b>Total</b>	<b>78</b>	<b>100.00</b>

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<b>75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</b>	N	%
Yes	17	21.74
No	61	77.01
Not available to me	1	1.25
<b>Total</b>	<b>79</b>	<b>100.00</b>

<b>76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)</b>	N	%
Yes	8	9.92
No	70	88.83
Not available to me	1	1.25
<b>Total</b>	<b>79</b>	<b>100.00</b>

<b>77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)</b>	N	%
Yes	0	0.00
No	62	79.36
Not available to me	16	20.64
<b>Total</b>	<b>78</b>	<b>100.00</b>

<b>78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)</b>	N	%
Yes	0	0.00
No	65	82.20
Not available to me	14	17.80
<b>Total</b>	<b>79</b>	<b>100.00</b>

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		27	32	4	1	1	65	0
	%	90.72	41.02	49.70	6.24	1.52	1.51	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		17	9	1	0	0	27	0
	%	96.33	62.08	34.25	3.67	0.00	0.00	100.00	
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		6	9	2	0	0	17	0
	%	88.49	35.33	53.16	11.51	0.00	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		3	4	0	0	0	7	1
	%	100.00	41.97	58.03	0.00	0.00	0.00	100.00	
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	1	0	0	1	0
	%	0.00	0.00	0.00	100.00	0.00	0.00	100.00	
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
	%	---	---	---	---	---	---	---	

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

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