

**2007 Annual Employee Survey Results for
Defense Nuclear Facilities Safety Board
All Respondents**

Surveys Sent: 95

Surveys Returned: 75

Response Rate: 79%

Prescribed Questions: Personal Work Experiences								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree		Total
1. The people I work with cooperate to get the job done.	Frequencies	15	42	12	5	0		74
	Percentages	20.3%	56.8%	16.2%	6.8%	0.0%		100.0%
2. I am given a real opportunity to improve my skills in my organization.	Frequencies	22	32	11	8	0		73
	Percentages	30.1%	43.8%	15.1%	11.0%	0.0%		100.0%
3. My work gives me a feeling of personal accomplishment.	Frequencies	25	37	7	5	0		74
	Percentages	33.8%	50.0%	9.5%	6.8%	0.0%		100.0%
4. I like the kind of work I do.	Frequencies	25	37	6	5	0		73
	Percentages	34.2%	50.7%	8.2%	6.8%	0.0%		100.0%
5. I have trust and confidence in my supervisor.	Frequencies	35	23	8	7	1		74
	Percentages	47.3%	31.1%	10.8%	9.5%	1.4%		100.0%
Item Text		Very Good	Good	Fair	Poor	Very Poor		Total
6. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	Frequencies	29	26	13	4	1		73
	Percentages	39.7%	35.6%	17.8%	5.5%	1.4%		100.0%

Prescribed Questions: Recruitment, Development & Retention								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Frequencies	27	32	6	7	1	0	73
	Percentages	37.0%	43.8%	8.2%	9.6%	1.4%	0.0%	100.0%
8. My work unit is able to recruit people with the right skills.	Frequencies	15	27	11	12	4	4	73
	Percentages	20.5%	37.0%	15.1%	16.4%	5.5%	5.5%	100.0%
9. I know how my work relates to the agency's goals and priorities.	Frequencies	29	34	3	6	1	1	74
	Percentages	39.2%	45.9%	4.1%	8.1%	1.4%	1.4%	100.0%
10. The work I do is important.	Frequencies	40	27	5	1	0	1	74
	Percentages	54.1%	36.5%	6.8%	1.4%	0.0%	1.4%	100.0%
11. Physical conditions (for example, noise, temperature, lighting, cleanliness) allow employees to perform their jobs well.	Frequencies	35	31	2	2	2	2	74
	Percentages	47.3%	41.9%	2.7%	2.7%	2.7%	2.7%	100.0%
12. Supervisors/team leaders in my work unit support employee development.	Frequencies	32	32	7	3	0	0	74
	Percentages	43.2%	43.2%	9.5%	4.1%	0.0%	0.0%	100.0%
13. My talents are used well in the workplace.	Frequencies	19	32	14	4	4	1	74
	Percentages	25.7%	43.2%	18.9%	5.4%	5.4%	1.4%	100.0%
14. My training needs are assessed.	Frequencies	15	24	16	16	3	0	74
	Percentages	20.3%	32.4%	21.6%	21.6%	4.1%	0.0%	100.0%

Prescribed Questions: Performance Culture								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
15. Promotions in my work unit are based on merit.	Frequencies	10	26	10	13	5	10	74
	Percentages	13.5%	35.1%	13.5%	17.6%	6.8%	13.5%	100.0%
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Frequencies	6	13	15	14	12	13	73
	Percentages	8.2%	17.8%	20.5%	19.2%	16.4%	17.8%	100.0%
17. Creativity and innovation are rewarded.	Frequencies	14	28	14	8	3	6	73
	Percentages	19.2%	38.4%	19.2%	11.0%	4.1%	8.2%	100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	No Basis to Judge	Total
18. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	Frequencies	31	27	8	3	1	4	74
	Percentages	41.9%	36.5%	10.8%	4.1%	1.4%	5.4%	100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
19. In my work unit, differences in performance are recognized in a meaningful way.	Frequencies	7	31	13	5	7	10	73
	Percentages	9.6%	42.5%	17.8%	6.8%	9.6%	13.7%	100.0%
20. Pay raises depend on how well employees perform their jobs.	Frequencies	7	27	12	12	5	11	74
	Percentages	9.5%	36.5%	16.2%	16.2%	6.8%	14.9%	100.0%
21. My performance appraisal is a fair reflection of my performance.	Frequencies	25	38	3	5	0	3	74
	Percentages	33.8%	51.4%	4.1%	6.8%	0.0%	4.1%	100.0%
22. Discussions with my supervisor/ team leader	Frequencies	17	36	13	6	1	1	74

about my performance are worthwhile.	Percentages	23.0%	48.6%	17.6%	8.1%	1.4%	1.4%	100.0%
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	Frequencies	22	33	5	5	0	8	73
	Percentages	30.1%	45.2%	6.8%	6.8%	0.0%	11.0%	100.0%
24. My supervisor supports my need to balance work and family issues.	Frequencies	40	25	3	3	0	3	74
	Percentages	54.1%	33.8%	4.1%	4.1%	0.0%	4.1%	100.0%

Prescribed Questions: Leadership								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
25. I have a high level of respect for my organization's senior leaders.	Frequencies	26	33	5	8	2	0	74
	Percentages	35.1%	44.6%	6.8%	10.8%	2.7%	0.0%	100.0%
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Frequencies	14	25	14	14	6	1	74
	Percentages	18.9%	33.8%	18.9%	18.9%	8.1%	1.4%	100.0%
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Frequencies	15	34	7	11	4	3	74
	Percentages	20.3%	45.9%	9.5%	14.9%	5.4%	4.1%	100.0%
28. Employees are protected from health and safety hazards on the job.	Frequencies	46	24	2	1	0	1	74
	Percentages	62.2%	32.4%	2.7%	1.4%	0.0%	1.4%	100.0%
29. Employees have a feeling of personal empowerment and ownership of work processes.	Frequencies	12	35	10	13	2	1	73
	Percentages	16.4%	47.9%	13.7%	17.8%	2.7%	1.4%	100.0%
30. My workload is reasonable.	Frequencies	17	32	17	6	1	1	74
	Percentages	23.0%	43.2%	23.0%	8.1%	1.4%	1.4%	100.0%
31. Managers communicate the goals and priorities of	Frequencies	12	32	11	10	7	2	74

the organization.	Percentages	16.2%	43.2%	14.9%	13.5%	9.5%	2.7%	100.0%
32. My organization has prepared employees for potential security threats.	Frequencies	19	41	7	2	2	3	74
	Percentages	25.7%	55.4%	9.5%	2.7%	2.7%	4.1%	100.0%

Prescribed Questions: Job Satisfaction								
Item Text		Very Satisfied	Satisfied	Neither	Dis-satisfied	Very Dis-satisfied		Total
33. How satisfied are you with the information you receive from management on what's going on in your organization?	Frequencies	11	33	14	13	2		73
	Percentages	15.1%	45.2%	19.2%	17.8%	2.7%		100.0%
34. How satisfied are you with your involvement in decisions that affect your work?	Frequencies	9	31	22	8	3		73
	Percentages	12.3%	42.5%	30.1%	11.0%	4.1%		100.0%
35. How satisfied are you with your opportunity to get a better job in your organization?	Frequencies	5	21	32	11	5		74
	Percentages	6.8%	28.4%	43.2%	14.9%	6.8%		100.0%
36. How satisfied are you with the recognition you receive for doing a good job?	Frequencies	13	35	11	11	4		74
	Percentages	17.6%	47.3%	14.9%	14.9%	5.4%		100.0%
37. How satisfied are you with the policies and practices of your senior leaders?	Frequencies	10	30	17	8	8		73
	Percentages	13.7%	41.1%	23.3%	11.0%	11.0%		100.0%
38. How satisfied are you with the training you receive for your present job?	Frequencies	15	27	19	9	4		74
	Percentages	20.3%	36.5%	25.7%	12.2%	5.4%		100.0%
39. Considering everything, how satisfied are you with your job?	Frequencies	17	42	7	6	1		73
	Percentages	23.3%	57.5%	9.6%	8.2%	1.4%		100.0%

40. Considering everything, how satisfied are you with your pay?	Frequencies	21	33	10	8	2		74
	Percentages	28.4%	44.6%	13.5%	10.8%	2.7%		100.0%