

DEFENSE NUCLEAR FACILITIES SAFETY BOARD
2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS
(Survey Administration Period 2/9/2010 to 3/19/2010)

		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		27	29	8	4	0	68	NA
	%	81.5	39.9	41.6	12.7	5.8	0.0	100.0	
2. I have enough information to do my job well.	N		22	35	8	2	1	68	NA
	%	84.6	32.6	52.0	11.0	3.2	1.2	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		14	31	9	11	3	68	NA
	%	62.7	18.7	44.0	17.2	15.8	4.3	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		26	29	9	2	2	68	NA
	%	80.7	35.9	44.8	13.5	3.3	2.6	100.0	
*5. I like the kind of work I do.	N		25	35	6	1	1	68	NA
	%	88.5	34.6	53.9	8.4	1.2	1.9	100.0	
6. I know what is expected of me on the job.	N		20	36	5	5	2	68	NA
	%	81.5	30.9	50.6	8.2	7.8	2.6	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		46	21	0	1	0	68	NA
	%	98.7	65.4	33.3	0.0	1.3	0.0	100.0	
8. I am constantly looking for ways to do my job better.	N		28	35	3	0	1	67	NA
	%	94.2	40.3	53.9	4.4	0.0	1.4	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		28	25	6	4	5	68	0
	%	79.1	40.6	38.4	9.2	5.1	6.6	100.0	
*10. My workload is reasonable.	N		19	30	10	5	3	67	1
	%	75.1	27.4	47.7	14.6	6.6	3.7	100.0	
*11. My talents are used well in the workplace.	N		13	36	11	5	2	67	0
	%	74.8	19.0	55.8	15.4	7.2	2.6	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		27	30	6	3	1	67	0
	%	83.8	41.0	42.8	10.4	4.6	1.2	100.0	
*13. The work I do is important.	N		36	26	3	1	1	67	0
	%	92.7	52.1	40.6	4.6	1.4	1.2	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		39	22	6	0	1	68	0
	%	89.7	55.8	33.8	9.0	0.0	1.3	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		31	23	7	3	1	65	1
	%	81.7	43.8	37.9	12.0	4.9	1.4	100.0	
16. I am held accountable for achieving results.	N		21	32	12	2	1	68	0
	%	74.0	27.4	46.6	20.3	4.4	1.3	100.0	

*AES prescribed items

** Sum of responses excluding DNK/NBJ

Sample or Census: Census

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	86.7	34 50.0	23 36.7	7 10.2	0 0.0	2 3.1	66 100.0	2
*18. My training needs are assessed.	N %	59.4	19 25.8	22 33.6	15 24.4	6 9.2	5 7.0	67 100.0	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 %	82.6	28 38.6	27 44.1	5 7.4	6 8.6	1 1.4	67 100.0	1
*20. The people I work with cooperate to get the job done.	N %	81.0	24 34.9	27 46.1	7 12.7	3 4.8	1 1.5	62 100.0	NA
*21. My work unit is able to recruit people with the right skills.	N %	70.9	17 23.0	31 47.9	11 15.9	5 7.8	4 5.3	68 100.0	0
*22. Promotions in my work unit are based on merit.	N %	59.1	16 22.9	24 36.2	13 20.9	9 17.3	2 2.6	64 100.0	4
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	37.3	7 11.3	16 26.0	14 24.7	11 23.2	8 14.8	56 100.0	12
*24. In my work unit, differences in performance are recognized in a meaningful way.	N %	44.4	10 14.4	21 30.0	18 28.1	14 24.5	2 3.0	65 100.0	3
25. Awards in my work unit depend on how well employees perform their jobs.	N %	60.3	14 18.6	29 41.7	13 17.7	7 12.7	5 9.3	68 100.0	0
26. Employees in my work unit share job knowledge with each other.	N %	80.8	16 21.8	38 59.0	6 10.8	3 4.0	3 4.4	66 100.0	0
27. The skill level in my work unit has improved in the past year.	N %	50.8	14 19.0	22 31.8	21 33.7	9 14.0	1 1.5	67 100.0	1
		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 %	85.8	32 45.4	26 40.4	9 14.2	0 0.0	0 0.0	67 100.0	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 %	83.9	22 30.0	35 54.0	9 14.8	1 1.2	0 0.0	67 100.0	1

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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 %	55.9	14 18.3	26 37.6	19 29.3	6 10.8	3 4.0	68 100.0	0
31. Employees are recognized for providing high quality products and services.	N %	62.4	15 20.3	29 42.2	13 19.9	7 13.1	3 4.5	67 100.0	1
*32. Creativity and innovation are rewarded.	N %	47.6	12 16.0	22 31.6	17 25.5	13 21.0	4 5.9	68 100.0	0
*33. Pay raises depend on how well employees perform their jobs.	N %	47.2	12 19.7	17 27.5	17 28.4	9 16.8	3 7.6	58 100.0	9
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N %	52.6	14 20.6	20 31.9	17 28.3	10 16.1	2 3.1	63 100.0	5
*35. Employees are protected from health and safety hazards on the job.	N %	98.7	40 57.0	27 41.7	1 1.3	0 0.0	0 0.0	68 100.0	0
*36. My organization has prepared employees for potential security threats.	N %	77.7	27 37.9	26 39.8	12 16.5	3 5.9	0 0.0	68 100.0	0
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N %	80.9	28 41.4	23 39.5	7 10.6	5 8.5	0 0.0	63 100.0	5
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 %	93.3	39 61.3	21 31.9	3 4.9	1 1.8	0 0.0	64 100.0	4
39. My agency is successful at accomplishing its mission.	N %	87.6	23 31.1	36 56.5	7 11.2	0 0.0	1 1.2	67 100.0	0
40. I recommend my organization as a good place to work.	N %	88.6	29 41.6	31 47.0	4 5.7	3 4.3	1 1.3	68 100.0	NA
41. I believe the results of this survey will be used to make my agency a better place to work.	N %	40.8	11 14.9	18 25.9	22 33.8	9 13.3	6 12.1	66 100.0	2
*42. My supervisor supports my need to balance work and other life issues.	N %	91.4	34 48.9	28 42.5	4 6.0	1 1.2	1 1.3	68 100.0	0
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N %	74.7	23 32.1	28 42.6	11 17.2	3 5.6	2 2.6	67 100.0	1
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N %	76.2	17 24.3	33 51.9	6 8.8	9 15.0	0 0.0	65 100.0	2

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		21	27	15	1	0	64	3
	%	73.5	29.7	43.7	24.7	1.8	0.0	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		19	29	12	7	1	68	0
	%	70.1	25.5	44.6	17.4	11.2	1.3	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		27	27	12	1	0	67	0
	%	79.5	37.5	42.0	18.8	1.7	0.0	100.0	
48. My supervisor/team leader listens to what I have to say.	N		37	22	6	3	0	68	NA
	%	87.0	54.2	32.7	8.9	4.1	0.0	100.0	
49. My supervisor/team leader treats me with respect.	N		42	20	3	2	1	68	NA
	%	91.5	62.5	29.1	4.7	2.5	1.3	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		32	29	3	2	1	67	NA
	%	91.9	46.9	45.0	3.8	3.0	1.4	100.0	
*51. I have trust and confidence in my supervisor.	N		27	24	8	4	2	65	NA
	%	80.5	38.8	41.7	11.0	5.3	3.2	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		29	25	11	2	1	68	NA
	%	81.0	40.0	41.0	15.0	2.7	1.3	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		15	24	17	9	2	67	0
	%	55.8	20.6	35.2	27.2	14.4	2.6	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		31	26	8	2	1	68	0
	%	84.2	43.0	41.2	12.2	2.5	1.2	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		24	30	10	2	1	67	1
	%	81.1	33.0	48.1	14.8	3.0	1.2	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		15	30	10	8	4	67	0
	%	69.3	20.6	48.7	14.4	10.9	5.4	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		14	28	11	7	3	63	4
	%	66.8	20.4	46.4	17.9	11.0	4.3	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 %	70.4	19 26.4	28 44.1	12 18.5	5 7.1	3 4.0	67 100.0	1
59. Managers support collaboration across work units to accomplish work objectives.	N %	73.2	23 31.7	26 41.4	13 18.6	5 7.0	1 1.2	68 100.0	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 %	67.3	25 34.2	19 33.1	17 23.5	5 6.6	2 2.6	68 100.0	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 %	78.9	25 33.8	28 45.1	10 14.1	4 5.7	1 1.2	68 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	72.2	22 33.4	26 38.8	10 15.4	5 7.2	4 5.2	67 100.0	1
		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 %	79.0	11 14.8	41 64.2	8 11.4	6 8.2	1 1.4	67 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	68.1	10 12.9	35 55.2	9 13.0	11 14.2	3 4.7	68 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	71.0	21 27.8	28 43.3	9 14.0	9 13.6	1 1.3	68 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	68.4	15 20.3	31 48.0	12 17.6	8 11.3	2 2.8	68 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	52.6	12 15.9	24 36.8	20 30.3	8 11.6	4 5.5	68 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	66.9	24 34.2	23 32.8	14 22.0	6 9.8	1 1.3	68 100.0	NA

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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 %	83.0	25 36.0	31 47.0	6 8.5	4 5.9	2 2.6	68 100.0	NA
*70. Considering everything, how satisfied are you with your pay?	N %	88.8	26 35.0	36 53.8	4 8.7	2 2.5	0 0.0	68 100	NA
71. Considering everything, how satisfied are you with your organization?	N %	79.7	20 27.5	34 52.3	8 12.5	5 6.4	1 1.3	68 100	NA
		Percent Positive	Telework on regular basis	Telework infrequently	No telework: physical presence required	No telework: technical issues	No telework: not allowed though ok for job type	No telework: personal choice	Item Response Total**
72. Please select the response below that BEST describes your teleworking situation.	N %	65.8	0 0.0	6 9.9	9 15.2	1 1.3	42 64.4	5 9.1	63
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
73. How satisfied are you with the following Work/Life programs in your agency... Telework?	N %	7.9	0 0.0	4 7.9	24 41.5	6 9.1	24 41.4	58 100.0	10
74. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?	N %	6.4	0 0.0	4 6.4	14 22.3	13 22.4	29 48.9	60 100.0	8
75. 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 %	74.9	26 37.1	26 37.8	11 20.5	2 3.4	1 1.3	66 100	2
76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?	N %	58.0	14 28.5	14 29.4	17 37.1	1 2.9	1 2.0	47 100	21
77. 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 %	4.6	0 0.0	1 4.6	17 80.1	2 9.8	1 5.5	21 100	46
78. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?	N %	18.1	1 4.6	3 13.4	15 72.1	2 9.8	0 0.0	21 100	46

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