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2016


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

Agency
Trend
Report

Nuclear Regulatory Commission



Nuclear Regulatory Commission *Trend Report*

This 2016 Federal Employee Viewpoint Survey Report provides trend results for your department or agency.

Response Summary

	Surveys Completed
2016 Governmentwide	407,789
2016 Nuclear Regulatory Commission	2,152
2015 Nuclear Regulatory Commission	2,675
2014 Nuclear Regulatory Commission	2,467
2013 Nuclear Regulatory Commission	2,509
2012 Nuclear Regulatory Commission	2,709
2011 Nuclear Regulatory Commission	2,612
2010 Nuclear Regulatory Commission	2,503

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

The last column indicates whether or not there was a statistically significant increase, decrease, or no change in positive percentages from the previous year. Statistical significance indicates that the differences from year to year are not due to random chance. Arrows slanting up indicate a statistically significant increase, and arrows slanting down indicate a statistically significant decrease. Horizontal arrows indicate the change was not statistically significant. For example, in the row with the 2016 results, if the arrow was slanting up ↗, there was a significant increase in positive percentages from 2015 to 2016. Please keep in mind that with large sample sizes, even small differences may show statistical significance.

Note: The report tables that follow do not include results for any year listed in the Response Summary table (above) that had fewer than 10 completed surveys. If there were fewer than 30 respondents for a given year, the column showing the 'Difference from previous year' will show '--' to signify that no test was performed due to small sample size. Items 72 to 78 are on a different response scale and are not included in the significance testing. 2010 response percentages are shown to provide context for the significance test from 2011.

Nuclear Regulatory Commission Trend Report

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,992	62.6%	16.3%	21.1%	
2016 Nuclear Regulatory Commission	2,148	70.0%	12.8%	17.2%	↘
2015 Nuclear Regulatory Commission	2,674	78.2%	11.0%	10.8%	↗
2014 Nuclear Regulatory Commission	2,465	74.7%	12.1%	13.2%	→
2013 Nuclear Regulatory Commission	2,507	73.9%	13.9%	12.2%	↘
2012 Nuclear Regulatory Commission	2,706	79.6%	9.7%	10.7%	↘
2011 Nuclear Regulatory Commission	2,608	84.2%	8.6%	7.1%	→
2010 Nuclear Regulatory Commission	2,499	84.9%	8.1%	6.9%	

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,152	70.2%	14.7%	15.1%	
2016 Nuclear Regulatory Commission	2,129	81.6%	9.1%	9.4%	↘
2015 Nuclear Regulatory Commission	2,653	83.8%	8.5%	7.8%	↗
2014 Nuclear Regulatory Commission	2,446	82.2%	8.7%	9.1%	→
2013 Nuclear Regulatory Commission	2,488	82.7%	9.8%	7.5%	→
2012 Nuclear Regulatory Commission	2,705	83.2%	8.9%	7.9%	↘
2011 Nuclear Regulatory Commission	2,609	86.0%	7.7%	6.4%	→
2010 Nuclear Regulatory Commission	2,499	86.2%	7.5%	6.3%	

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,408	57.7%	18.0%	24.3%	
2016 Nuclear Regulatory Commission	2,133	66.9%	13.5%	19.6%	→
2015 Nuclear Regulatory Commission	2,638	66.5%	16.6%	16.9%	→
2014 Nuclear Regulatory Commission	2,437	67.4%	14.5%	18.1%	→
2013 Nuclear Regulatory Commission	2,491	65.9%	17.2%	16.9%	↘
2012 Nuclear Regulatory Commission	2,700	68.2%	15.8%	16.0%	↘
2011 Nuclear Regulatory Commission	2,609	72.3%	14.1%	13.6%	↘
2010 Nuclear Regulatory Commission	2,491	74.6%	13.4%	11.9%	

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My Work Experience (continued)

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,402	71.6%	14.3%	14.1%	
2016 Nuclear Regulatory Commission	2,129	75.3%	12.6%	12.1%	↘
2015 Nuclear Regulatory Commission	2,662	77.2%	11.7%	11.1%	→
2014 Nuclear Regulatory Commission	2,444	77.3%	11.9%	10.8%	→
2013 Nuclear Regulatory Commission	2,500	76.9%	12.5%	10.6%	→
2012 Nuclear Regulatory Commission	2,702	77.4%	11.5%	11.1%	↘
2011 Nuclear Regulatory Commission	2,605	79.3%	12.1%	8.6%	↘
2010 Nuclear Regulatory Commission	2,497	81.2%	10.3%	8.5%	

5. I like the kind of work I do.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,675	83.2%	10.8%	6.1%	
2016 Nuclear Regulatory Commission	2,127	82.2%	10.4%	7.4%	↘
2015 Nuclear Regulatory Commission	2,639	83.6%	10.6%	5.8%	→
2014 Nuclear Regulatory Commission	2,442	83.1%	10.5%	6.5%	→
2013 Nuclear Regulatory Commission	2,481	83.2%	11.1%	5.8%	→
2012 Nuclear Regulatory Commission	2,700	83.8%	10.9%	5.3%	↘
2011 Nuclear Regulatory Commission	2,605	85.3%	9.8%	4.9%	→
2010 Nuclear Regulatory Commission	2,495	85.5%	9.3%	5.2%	

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	402,718	79.4%	11.0%	9.6%	
2016 Nuclear Regulatory Commission	2,132	82.9%	9.3%	7.8%	→
2015 Nuclear Regulatory Commission	2,656	83.0%	8.6%	8.4%	→
2014 Nuclear Regulatory Commission	2,444	83.0%	9.0%	8.0%	→
2013 Nuclear Regulatory Commission	2,485	83.3%	8.6%	8.0%	↗
2012 Nuclear Regulatory Commission	2,693	81.7%	9.4%	8.9%	↘
2011 Nuclear Regulatory Commission	2,597	83.7%	9.5%	6.8%	→
2010 Nuclear Regulatory Commission	2,487	84.6%	8.4%	7.0%	

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My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,739	95.7%	2.7%	1.6%	
2016 Nuclear Regulatory Commission	2,135	95.8%	2.3%	1.9%	→
2015 Nuclear Regulatory Commission	2,650	96.2%	2.5%	1.3%	→
2014 Nuclear Regulatory Commission	2,455	96.3%	2.2%	1.5%	→
2013 Nuclear Regulatory Commission	2,497	96.2%	2.3%	1.6%	↘
2012 Nuclear Regulatory Commission	2,701	97.3%	1.6%	1.1%	↘
2011 Nuclear Regulatory Commission	2,606	98.2%	1.3%	0.5%	→
2010 Nuclear Regulatory Commission	2,496	98.0%	1.4%	0.6%	

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	405,416	90.9%	7.2%	1.8%	
2016 Nuclear Regulatory Commission	2,140	89.1%	8.2%	2.7%	↘
2015 Nuclear Regulatory Commission	2,666	91.1%	7.2%	1.8%	↗
2014 Nuclear Regulatory Commission	2,455	89.4%	8.6%	2.1%	→
2013 Nuclear Regulatory Commission	2,499	90.1%	7.5%	2.4%	↘
2012 Nuclear Regulatory Commission	2,701	91.7%	6.3%	2.0%	→
2011 Nuclear Regulatory Commission	2,601	92.4%	6.4%	1.3%	→
2010 Nuclear Regulatory Commission	2,495	92.5%	6.0%	1.5%	

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	405,568	46.6%	16.0%	37.5%	922	
2016 Nuclear Regulatory Commission	2,145	61.2%	14.1%	24.8%	0	↘
2015 Nuclear Regulatory Commission	2,669	69.6%	11.6%	18.8%	3	↗
2014 Nuclear Regulatory Commission	2,460	66.7%	11.9%	21.3%	3	↗
2013 Nuclear Regulatory Commission	2,497	64.5%	13.6%	21.9%	8	↘
2012 Nuclear Regulatory Commission	2,703	70.6%	12.3%	17.0%	1	→
2011 Nuclear Regulatory Commission	2,599	70.7%	12.2%	17.0%	4	↘
2010 Nuclear Regulatory Commission	2,495	73.4%	10.8%	15.8%	5	

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,398	57.5%	16.2%	26.3%	693	
2016 Nuclear Regulatory Commission	2,134	70.9%	12.7%	16.4%	2	→
2015 Nuclear Regulatory Commission	2,658	72.3%	11.8%	15.9%	2	↗
2014 Nuclear Regulatory Commission	2,439	70.6%	12.4%	17.0%	2	→
2013 Nuclear Regulatory Commission	2,494	70.3%	13.1%	16.6%	1	↘
2012 Nuclear Regulatory Commission	2,703	72.2%	12.6%	15.2%	0	↘
2011 Nuclear Regulatory Commission	2,600	73.9%	11.6%	14.4%	4	↗
2010 Nuclear Regulatory Commission	2,493	71.7%	12.2%	16.1%	2	

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	394,751	58.4%	16.5%	25.1%	1,759	
2016 Nuclear Regulatory Commission	2,101	65.9%	13.9%	20.2%	8	→
2015 Nuclear Regulatory Commission	2,592	67.1%	13.4%	19.6%	12	↗
2014 Nuclear Regulatory Commission	2,396	64.8%	14.5%	20.7%	9	→
2013 Nuclear Regulatory Commission	2,449	64.7%	15.1%	20.2%	12	↘
2012 Nuclear Regulatory Commission	2,675	68.3%	12.7%	19.0%	7	→
2011 Nuclear Regulatory Commission	2,589	68.9%	14.5%	16.5%	13	↘
2010 Nuclear Regulatory Commission	2,478	70.4%	15.1%	14.5%	7	

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,835	83.1%	9.9%	7.0%	1,337	
2016 Nuclear Regulatory Commission	2,127	89.8%	5.6%	4.6%	6	→
2015 Nuclear Regulatory Commission	2,656	90.1%	5.9%	4.0%	4	→
2014 Nuclear Regulatory Commission	2,455	89.7%	6.2%	4.1%	5	→
2013 Nuclear Regulatory Commission	2,498	90.1%	6.4%	3.5%	1	→
2012 Nuclear Regulatory Commission	2,696	90.1%	5.6%	4.3%	3	→
2011 Nuclear Regulatory Commission	2,602	91.0%	5.6%	3.4%	1	↘
2010 Nuclear Regulatory Commission	2,485	92.3%	5.5%	2.2%	7	

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,340	90.3%	6.6%	3.2%	1,152	
2016 Nuclear Regulatory Commission	2,118	88.4%	8.2%	3.4%	7	→
2015 Nuclear Regulatory Commission	2,631	89.2%	7.3%	3.5%	6	→
2014 Nuclear Regulatory Commission	2,418	89.2%	7.6%	3.2%	6	→
2013 Nuclear Regulatory Commission	2,477	89.2%	7.8%	3.0%	2	→
2012 Nuclear Regulatory Commission	2,695	90.1%	7.4%	2.5%	3	→
2011 Nuclear Regulatory Commission	2,598	90.6%	7.0%	2.5%	5	↘
2010 Nuclear Regulatory Commission	2,477	92.2%	5.6%	2.2%	6	

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,735	65.7%	14.0%	20.3%	1,775	
2016 Nuclear Regulatory Commission	2,133	74.3%	11.9%	13.8%	8	→
2015 Nuclear Regulatory Commission	2,660	75.5%	10.2%	14.3%	7	↘
2014 Nuclear Regulatory Commission	2,458	78.6%	10.4%	11.0%	4	→
2013 Nuclear Regulatory Commission	2,501	79.4%	9.7%	10.9%	4	↘
2012 Nuclear Regulatory Commission	2,690	81.8%	9.8%	8.4%	7	↘
2011 Nuclear Regulatory Commission	2,594	83.4%	8.4%	8.1%	9	↗
2010 Nuclear Regulatory Commission	2,495	81.1%	10.5%	8.5%	1	

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,544	69.6%	14.3%	16.2%	6,003	
2016 Nuclear Regulatory Commission	2,127	74.1%	12.6%	13.3%	17	→
2015 Nuclear Regulatory Commission	2,635	75.5%	10.2%	14.4%	32	↗
2014 Nuclear Regulatory Commission	2,429	73.4%	12.1%	14.4%	32	→
2013 Nuclear Regulatory Commission	2,481	72.6%	13.0%	14.3%	24	→
2012 Nuclear Regulatory Commission	2,675	72.7%	12.3%	14.9%	27	↘
2011 Nuclear Regulatory Commission	2,580	75.9%	11.7%	12.4%	23	→
2010 Nuclear Regulatory Commission	2,471	76.7%	12.4%	10.9%	25	

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,229	81.6%	12.1%	6.3%	1,953	
2016 Nuclear Regulatory Commission	2,120	84.1%	10.7%	5.2%	10	→
2015 Nuclear Regulatory Commission	2,657	85.2%	9.5%	5.3%	11	→
2014 Nuclear Regulatory Commission	2,437	85.9%	9.7%	4.5%	17	→
2013 Nuclear Regulatory Commission	2,488	85.5%	10.2%	4.3%	6	↘
2012 Nuclear Regulatory Commission	2,687	87.6%	8.5%	4.0%	8	→
2011 Nuclear Regulatory Commission	2,587	88.6%	7.9%	3.4%	7	→
2010 Nuclear Regulatory Commission	2,477	89.2%	8.6%	2.2%	9	

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	386,924	62.1%	18.1%	19.8%	17,784	
2016 Nuclear Regulatory Commission	2,063	72.9%	13.6%	13.5%	76	↘
2015 Nuclear Regulatory Commission	2,557	74.8%	12.4%	12.8%	108	→
2014 Nuclear Regulatory Commission	2,383	75.1%	13.3%	11.6%	79	→
2013 Nuclear Regulatory Commission	2,427	75.1%	13.4%	11.5%	70	→
2012 Nuclear Regulatory Commission	2,624	76.1%	13.0%	10.9%	76	↘
2011 Nuclear Regulatory Commission	2,529	78.3%	12.7%	9.0%	70	↘
2010 Nuclear Regulatory Commission	2,409	80.2%	11.5%	8.3%	83	

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	401,073	52.9%	22.9%	24.2%	4,002	
2016 Nuclear Regulatory Commission	2,113	54.9%	20.6%	24.5%	25	↘
2015 Nuclear Regulatory Commission	2,639	65.0%	18.9%	16.0%	19	↗
2014 Nuclear Regulatory Commission	2,438	60.7%	20.4%	18.8%	15	↗
2013 Nuclear Regulatory Commission	2,474	57.2%	22.6%	20.3%	22	↘
2012 Nuclear Regulatory Commission	2,678	66.2%	18.6%	15.3%	23	↘
2011 Nuclear Regulatory Commission	2,571	69.2%	18.4%	12.4%	21	→
2010 Nuclear Regulatory Commission	2,462	69.4%	17.0%	13.6%	14	

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My Work Experience (continued)

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	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	396,712	69.0%	13.6%	17.3%	10,380	
2016 Nuclear Regulatory Commission	2,114	66.1%	14.1%	19.9%	36	→
2015 Nuclear Regulatory Commission	2,622	66.5%	14.7%	18.9%	49	↗
2014 Nuclear Regulatory Commission	2,420	64.8%	14.7%	20.6%	45	→
2013 Nuclear Regulatory Commission	2,461	63.5%	15.5%	21.0%	47	↘
2012 Nuclear Regulatory Commission	2,657	65.2%	15.4%	19.4%	48	↘
2011 Nuclear Regulatory Commission	2,578	70.1%	13.3%	16.6%	26	→
2010 Nuclear Regulatory Commission	2,484	69.4%	15.0%	15.6%	14	

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,886	73.3%	13.5%	13.2%	
2016 Nuclear Regulatory Commission	2,148	81.0%	9.8%	9.2%	↘
2015 Nuclear Regulatory Commission	2,670	82.5%	9.0%	8.5%	→
2014 Nuclear Regulatory Commission	2,465	82.0%	10.1%	7.9%	→
2013 Nuclear Regulatory Commission	2,503	83.1%	9.6%	7.4%	↘
2012 Nuclear Regulatory Commission	2,705	84.3%	8.7%	7.0%	→
2011 Nuclear Regulatory Commission	2,389	85.5%	8.4%	6.1%	→
2010 Nuclear Regulatory Commission	2,423	86.4%	8.1%	5.5%	

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,412	42.6%	25.2%	32.2%	14,370	
2016 Nuclear Regulatory Commission	2,066	52.9%	20.5%	26.7%	79	↘
2015 Nuclear Regulatory Commission	2,583	61.5%	18.8%	19.7%	91	↘
2014 Nuclear Regulatory Commission	2,394	63.1%	18.5%	18.4%	68	↗
2013 Nuclear Regulatory Commission	2,430	59.0%	20.4%	20.5%	75	→
2012 Nuclear Regulatory Commission	2,624	57.9%	20.8%	21.3%	82	↘
2011 Nuclear Regulatory Commission	2,525	65.2%	18.2%	16.6%	83	↘
2010 Nuclear Regulatory Commission	2,430	68.3%	18.4%	13.3%	64	

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My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,444	34.5%	27.6%	38.0%	27,943	
2016 Nuclear Regulatory Commission	1,958	43.1%	26.7%	30.1%	174	↘
2015 Nuclear Regulatory Commission	2,437	48.0%	25.4%	26.6%	216	↘
2014 Nuclear Regulatory Commission	2,252	49.5%	26.1%	24.3%	199	→
2013 Nuclear Regulatory Commission	2,310	49.0%	26.0%	25.0%	188	↘
2012 Nuclear Regulatory Commission	2,499	51.7%	24.8%	23.5%	198	↘
2011 Nuclear Regulatory Commission	2,433	57.9%	23.7%	18.4%	172	→
2010 Nuclear Regulatory Commission	2,341	58.4%	22.7%	18.8%	149	

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	363,758	29.3%	27.1%	43.6%	41,216	
2016 Nuclear Regulatory Commission	1,809	34.1%	29.4%	36.6%	327	→
2015 Nuclear Regulatory Commission	2,275	34.1%	28.8%	37.0%	387	→
2014 Nuclear Regulatory Commission	2,075	34.3%	30.0%	35.7%	380	→
2013 Nuclear Regulatory Commission	2,151	34.1%	30.5%	35.4%	347	↘
2012 Nuclear Regulatory Commission	2,338	36.5%	29.6%	33.8%	361	↘
2011 Nuclear Regulatory Commission	2,260	39.7%	30.3%	30.0%	347	→
2010 Nuclear Regulatory Commission	2,162	41.1%	29.2%	29.7%	334	

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,352	34.0%	27.9%	38.1%	25,041	
2016 Nuclear Regulatory Commission	1,986	43.1%	26.9%	30.0%	150	→
2015 Nuclear Regulatory Commission	2,460	43.4%	27.1%	29.5%	205	↗
2014 Nuclear Regulatory Commission	2,258	41.8%	29.7%	28.5%	200	↘
2013 Nuclear Regulatory Commission	2,313	43.7%	27.3%	29.0%	188	↘
2012 Nuclear Regulatory Commission	2,517	47.3%	25.7%	27.0%	183	↘
2011 Nuclear Regulatory Commission	2,442	54.4%	24.7%	20.9%	162	→
2010 Nuclear Regulatory Commission	2,354	54.6%	24.7%	20.7%	140	

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My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,070	41.4%	24.9%	33.8%	28,546	
2016 Nuclear Regulatory Commission	1,978	52.3%	23.5%	24.3%	155	→
2015 Nuclear Regulatory Commission	2,448	52.7%	22.4%	24.9%	201	↗
2014 Nuclear Regulatory Commission	2,249	50.1%	24.0%	25.9%	202	↘
2013 Nuclear Regulatory Commission	2,339	52.3%	21.6%	26.2%	160	↘
2012 Nuclear Regulatory Commission	2,547	54.6%	20.3%	25.1%	152	↘
2011 Nuclear Regulatory Commission	2,468	61.9%	19.1%	19.0%	138	↘
2010 Nuclear Regulatory Commission	2,393	63.3%	18.1%	18.6%	101	

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,664	73.3%	13.8%	12.9%	1,739	
2016 Nuclear Regulatory Commission	2,123	80.9%	9.3%	9.9%	12	→
2015 Nuclear Regulatory Commission	2,659	81.6%	9.1%	9.3%	7	→
2014 Nuclear Regulatory Commission	2,449	82.4%	9.4%	8.2%	10	→
2013 Nuclear Regulatory Commission	2,492	81.6%	10.2%	8.2%	12	→
2012 Nuclear Regulatory Commission	2,694	82.1%	9.8%	8.1%	7	→
2011 Nuclear Regulatory Commission	2,598	83.2%	9.9%	6.9%	8	→
2010 Nuclear Regulatory Commission	2,485	82.9%	10.1%	7.0%	9	

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,303	54.2%	28.2%	17.6%	16,713	
2016 Nuclear Regulatory Commission	2,037	56.9%	26.6%	16.6%	101	↘
2015 Nuclear Regulatory Commission	2,549	59.6%	26.0%	14.3%	117	↗
2014 Nuclear Regulatory Commission	2,338	57.3%	27.1%	15.6%	122	→
2013 Nuclear Regulatory Commission	2,383	58.0%	27.8%	14.2%	119	↘
2012 Nuclear Regulatory Commission	2,593	59.8%	26.3%	13.9%	109	↘
2011 Nuclear Regulatory Commission	2,509	66.3%	24.0%	9.7%	87	→
2010 Nuclear Regulatory Commission	2,403	66.8%	23.2%	10.0%	81	

Nuclear Regulatory Commission Trend Report

My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,077	82.3%	14.1%	3.6%	
2016 Nuclear Regulatory Commission	2,147	89.5%	8.2%	2.3%	→
2015 Nuclear Regulatory Commission	2,670	89.0%	9.3%	1.7%	→
2014 Nuclear Regulatory Commission	2,466	88.7%	9.5%	1.7%	↘
2013 Nuclear Regulatory Commission	2,499	90.5%	7.6%	1.9%	→
2012 Nuclear Regulatory Commission	2,698	89.9%	8.0%	2.0%	→
2011 Nuclear Regulatory Commission	2,599	90.3%	8.3%	1.4%	↘
2010 Nuclear Regulatory Commission	2,485	91.5%	7.4%	1.1%	

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,750	69.4%	17.3%	13.3%	6,753	
2016 Nuclear Regulatory Commission	2,091	79.0%	11.6%	9.4%	40	→
2015 Nuclear Regulatory Commission	2,601	80.1%	11.5%	8.4%	47	→
2014 Nuclear Regulatory Commission	2,415	80.7%	10.7%	8.6%	32	→
2013 Nuclear Regulatory Commission	2,451	81.6%	11.4%	7.0%	30	↘
2012 Nuclear Regulatory Commission	2,644	83.5%	9.6%	6.9%	36	↘
2011 Nuclear Regulatory Commission	2,557	85.0%	9.3%	5.6%	24	→
2010 Nuclear Regulatory Commission	2,451	86.1%	8.3%	5.6%	25	

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,805	44.8%	24.6%	30.6%	9,449	
2016 Nuclear Regulatory Commission	2,061	54.0%	21.1%	24.9%	67	↘
2015 Nuclear Regulatory Commission	2,565	57.6%	20.2%	22.2%	76	→
2014 Nuclear Regulatory Commission	2,372	57.6%	21.4%	21.1%	71	→
2013 Nuclear Regulatory Commission	2,416	58.2%	21.8%	20.1%	68	↘
2012 Nuclear Regulatory Commission	2,615	61.6%	18.6%	19.8%	62	↘
2011 Nuclear Regulatory Commission	2,525	67.3%	18.0%	14.8%	61	→
2010 Nuclear Regulatory Commission	2,426	68.8%	17.0%	14.2%	53	

Nuclear Regulatory Commission Trend Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,973	48.0%	23.1%	28.9%	8,551	
2016 Nuclear Regulatory Commission	2,081	63.5%	18.7%	17.8%	42	→
2015 Nuclear Regulatory Commission	2,602	64.5%	17.7%	17.8%	42	→
2014 Nuclear Regulatory Commission	2,399	63.9%	17.6%	18.5%	38	→
2013 Nuclear Regulatory Commission	2,435	65.1%	18.2%	16.7%	38	↘
2012 Nuclear Regulatory Commission	2,638	68.6%	15.5%	15.9%	35	↘
2011 Nuclear Regulatory Commission	2,559	75.2%	14.2%	10.6%	28	↘
2010 Nuclear Regulatory Commission	2,457	77.6%	12.5%	9.9%	26	

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	385,387	38.4%	28.3%	33.3%	13,365	
2016 Nuclear Regulatory Commission	2,037	47.1%	27.3%	25.6%	90	→
2015 Nuclear Regulatory Commission	2,544	48.4%	27.4%	24.2%	87	→
2014 Nuclear Regulatory Commission	2,339	47.7%	27.0%	25.2%	97	→
2013 Nuclear Regulatory Commission	2,379	49.2%	26.3%	24.5%	96	↘
2012 Nuclear Regulatory Commission	2,592	52.7%	25.0%	22.3%	84	↘
2011 Nuclear Regulatory Commission	2,511	59.8%	23.5%	16.7%	71	↘
2010 Nuclear Regulatory Commission	2,408	62.7%	22.3%	15.1%	67	

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,966	22.3%	26.9%	50.7%	29,028	
2016 Nuclear Regulatory Commission	1,963	23.0%	27.1%	49.9%	158	→
2015 Nuclear Regulatory Commission	2,426	23.8%	30.5%	45.7%	204	→
2014 Nuclear Regulatory Commission	2,241	24.5%	29.0%	46.6%	192	↗
2013 Nuclear Regulatory Commission	2,285	22.8%	30.5%	46.8%	182	↘
2012 Nuclear Regulatory Commission	2,475	27.5%	31.1%	41.4%	200	↘
2011 Nuclear Regulatory Commission	2,406	35.0%	31.3%	33.6%	182	↘
2010 Nuclear Regulatory Commission	2,310	40.5%	30.3%	29.2%	173	

Nuclear Regulatory Commission Trend Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	370,140	57.8%	27.4%	14.8%	29,591	
2016 Nuclear Regulatory Commission	1,994	72.3%	18.4%	9.3%	130	→
2015 Nuclear Regulatory Commission	2,521	74.0%	17.3%	8.7%	118	↘
2014 Nuclear Regulatory Commission	2,321	75.4%	15.9%	8.7%	117	→
2013 Nuclear Regulatory Commission	2,381	74.1%	17.8%	8.1%	98	↘
2012 Nuclear Regulatory Commission	2,535	77.1%	15.9%	7.0%	142	↘
2011 Nuclear Regulatory Commission	2,474	79.8%	14.3%	6.0%	107	→
2010 Nuclear Regulatory Commission	2,406	81.1%	13.6%	5.2%	72	

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,340	76.0%	13.3%	10.7%	6,278	
2016 Nuclear Regulatory Commission	2,101	89.9%	6.4%	3.8%	26	→
2015 Nuclear Regulatory Commission	2,602	90.3%	6.0%	3.8%	36	→
2014 Nuclear Regulatory Commission	2,415	90.7%	6.1%	3.2%	25	→
2013 Nuclear Regulatory Commission	2,459	91.6%	5.7%	2.7%	20	→
2012 Nuclear Regulatory Commission	2,642	92.0%	5.7%	2.3%	29	→
2011 Nuclear Regulatory Commission	2,562	92.7%	5.9%	1.4%	20	→
2010 Nuclear Regulatory Commission	2,460	92.7%	5.5%	1.8%	17	

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,948	77.2%	13.3%	9.5%	4,677	
2016 Nuclear Regulatory Commission	2,097	85.4%	10.0%	4.5%	28	→
2015 Nuclear Regulatory Commission	2,616	85.5%	10.3%	4.2%	19	↗
2014 Nuclear Regulatory Commission	2,405	84.1%	10.3%	5.6%	24	→
2013 Nuclear Regulatory Commission	2,452	84.7%	10.6%	4.7%	25	→
2012 Nuclear Regulatory Commission	2,633	84.9%	10.7%	4.3%	37	→
2011 Nuclear Regulatory Commission	2,551	85.9%	11.1%	3.1%	25	→
2010 Nuclear Regulatory Commission	2,452	85.3%	10.3%	4.4%	26	

Nuclear Regulatory Commission Trend Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	375,254	53.1%	21.8%	25.1%	23,720	
2016 Nuclear Regulatory Commission	1,971	62.0%	18.1%	19.9%	155	→
2015 Nuclear Regulatory Commission	2,439	61.5%	19.0%	19.5%	194	→
2014 Nuclear Regulatory Commission	2,254	60.5%	19.8%	19.7%	180	→
2013 Nuclear Regulatory Commission	2,320	62.0%	18.3%	19.7%	162	→
2012 Nuclear Regulatory Commission	2,511	62.0%	18.9%	19.1%	160	↘
2011 Nuclear Regulatory Commission	2,435	67.4%	17.6%	15.0%	139	↘
2010 Nuclear Regulatory Commission	2,333	70.0%	18.3%	11.7%	136	

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	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	361,746	66.7%	18.9%	14.4%	35,073	
2016 Nuclear Regulatory Commission	1,898	75.8%	14.2%	10.0%	218	→
2015 Nuclear Regulatory Commission	2,384	76.1%	14.0%	9.9%	241	→
2014 Nuclear Regulatory Commission	2,219	75.5%	14.8%	9.6%	207	→
2013 Nuclear Regulatory Commission	2,233	76.6%	14.5%	8.9%	236	→
2012 Nuclear Regulatory Commission	2,439	76.4%	14.8%	8.9%	227	↘
2011 Nuclear Regulatory Commission	2,412	80.4%	12.9%	6.7%	166	→
2010 Nuclear Regulatory Commission	2,310	81.5%	12.2%	6.3%	159	

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,488	74.0%	17.2%	8.8%	7,188	
2016 Nuclear Regulatory Commission	2,110	87.6%	9.0%	3.4%	16	↘
2015 Nuclear Regulatory Commission	2,619	88.9%	8.1%	3.0%	22	→
2014 Nuclear Regulatory Commission	2,424	88.7%	8.0%	3.3%	16	→
2013 Nuclear Regulatory Commission	2,452	89.1%	7.5%	3.4%	22	→
2012 Nuclear Regulatory Commission	2,652	89.3%	7.6%	3.0%	21	↘
2011 Nuclear Regulatory Commission	2,552	92.3%	5.5%	2.2%	13	→
2010 Nuclear Regulatory Commission	2,442	92.4%	5.9%	1.6%	12	

Nuclear Regulatory Commission Trend Report

My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	400,013	64.0%	20.1%	15.8%	
2016 Nuclear Regulatory Commission	2,130	74.1%	14.7%	11.2%	↘
2015 Nuclear Regulatory Commission	2,643	79.0%	12.4%	8.5%	→
2014 Nuclear Regulatory Commission	2,435	78.7%	13.3%	7.9%	↘
2013 Nuclear Regulatory Commission	2,479	80.5%	11.7%	7.8%	→
2012 Nuclear Regulatory Commission	2,674	81.0%	11.7%	7.3%	↘
2011 Nuclear Regulatory Commission	2,567	84.4%	9.8%	5.8%	↘
2010 Nuclear Regulatory Commission	2,469	86.7%	8.0%	5.3%	

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	370,195	40.9%	26.8%	32.3%	30,395	
2016 Nuclear Regulatory Commission	2,045	49.3%	23.3%	27.5%	89	↘
2015 Nuclear Regulatory Commission	2,569	56.4%	20.4%	23.2%	77	→
2014 Nuclear Regulatory Commission	2,351	57.5%	22.2%	20.3%	92	→
2013 Nuclear Regulatory Commission	2,345	58.3%	22.3%	19.4%	136	↘
2012 Nuclear Regulatory Commission	2,552	64.6%	20.0%	15.4%	126	↘
2011 Nuclear Regulatory Commission	2,464	69.4%	18.3%	12.3%	108	↘
2010 Nuclear Regulatory Commission	2,365	72.2%	16.8%	11.0%	112	

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	397,533	78.3%	10.8%	10.9%	2,147	
2016 Nuclear Regulatory Commission	2,119	89.2%	5.5%	5.3%	9	→
2015 Nuclear Regulatory Commission	2,639	89.7%	5.4%	5.0%	7	→
2014 Nuclear Regulatory Commission	2,433	89.3%	5.2%	5.5%	8	→
2013 Nuclear Regulatory Commission	2,467	88.7%	5.4%	5.8%	11	→
2012 Nuclear Regulatory Commission	2,661	88.8%	5.9%	5.3%	14	→
2011 Nuclear Regulatory Commission	2,562	88.5%	6.4%	5.0%	10	→
2010 Nuclear Regulatory Commission	2,475	89.6%	5.9%	4.5%	9	

Nuclear Regulatory Commission Trend Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	396,644	66.2%	16.9%	17.0%	2,033	
2016 Nuclear Regulatory Commission	2,108	76.2%	12.4%	11.4%	13	↘
2015 Nuclear Regulatory Commission	2,630	77.8%	11.5%	10.6%	10	→
2014 Nuclear Regulatory Commission	2,424	78.2%	11.2%	10.6%	10	↗
2013 Nuclear Regulatory Commission	2,458	75.8%	13.1%	11.1%	13	↘
2012 Nuclear Regulatory Commission	2,659	78.0%	11.5%	10.6%	11	→
2011 Nuclear Regulatory Commission	2,560	78.8%	12.0%	9.2%	6	→
2010 Nuclear Regulatory Commission	2,472	79.5%	11.3%	9.1%	8	

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	391,835	63.4%	18.2%	18.4%	4,496	
2016 Nuclear Regulatory Commission	2,092	71.4%	13.4%	15.2%	16	↘
2015 Nuclear Regulatory Commission	2,617	73.4%	12.6%	14.0%	20	↗
2014 Nuclear Regulatory Commission	2,407	71.6%	13.9%	14.4%	16	↗
2013 Nuclear Regulatory Commission	2,452	70.1%	15.1%	14.8%	17	→
2012 Nuclear Regulatory Commission	2,639	71.3%	14.1%	14.6%	29	↘
2011 Nuclear Regulatory Commission	2,560	74.0%	13.5%	12.5%	12	→
2010 Nuclear Regulatory Commission	2,450	75.2%	12.9%	11.9%	28	

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	365,376	67.8%	21.7%	10.5%	32,531	
2016 Nuclear Regulatory Commission	1,905	78.1%	15.0%	6.9%	213	→
2015 Nuclear Regulatory Commission	2,387	78.6%	15.8%	5.5%	251	→
2014 Nuclear Regulatory Commission	2,215	79.5%	15.0%	5.5%	216	↗
2013 Nuclear Regulatory Commission	2,219	76.1%	18.1%	5.8%	247	→
2012 Nuclear Regulatory Commission	2,419	75.8%	18.0%	6.2%	248	↘
2011 Nuclear Regulatory Commission	2,345	77.9%	17.0%	5.2%	221	→
2010 Nuclear Regulatory Commission	2,267	78.9%	17.0%	4.0%	212	

Nuclear Regulatory Commission Trend Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	395,581	62.5%	19.1%	18.5%	2,285	
2016 Nuclear Regulatory Commission	2,112	72.3%	13.7%	14.0%	9	→
2015 Nuclear Regulatory Commission	2,616	72.9%	15.0%	12.1%	10	→
2014 Nuclear Regulatory Commission	2,424	71.7%	14.4%	13.8%	7	↗
2013 Nuclear Regulatory Commission	2,456	68.7%	17.6%	13.7%	14	↘
2012 Nuclear Regulatory Commission	2,657	70.9%	16.3%	12.8%	11	↘
2011 Nuclear Regulatory Commission	2,553	74.1%	14.4%	11.5%	9	→
2010 Nuclear Regulatory Commission	2,460	73.0%	14.9%	12.0%	16	

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,465	65.6%	17.8%	16.6%	6,120	
2016 Nuclear Regulatory Commission	2,093	77.7%	12.0%	10.3%	33	↘
2015 Nuclear Regulatory Commission	2,605	81.8%	10.5%	7.7%	33	↗
2014 Nuclear Regulatory Commission	2,405	80.6%	11.2%	8.2%	30	→
2013 Nuclear Regulatory Commission	2,447	79.4%	12.3%	8.2%	27	→
2012 Nuclear Regulatory Commission	2,644	80.0%	11.4%	8.6%	23	↘
2011 Nuclear Regulatory Commission	2,545	83.7%	9.2%	7.1%	15	→
2010 Nuclear Regulatory Commission	2,451	83.5%	9.6%	6.9%	16	

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	398,731	76.1%	12.1%	11.8%		
2016 Nuclear Regulatory Commission	2,122	83.6%	7.8%	8.6%		→
2015 Nuclear Regulatory Commission	2,641	84.5%	7.3%	8.2%		→
2014 Nuclear Regulatory Commission	2,435	84.0%	8.2%	7.7%		→
2013 Nuclear Regulatory Commission	2,472	83.6%	8.2%	8.2%		→
2012 Nuclear Regulatory Commission	2,665	83.5%	7.7%	8.8%		→
2011 Nuclear Regulatory Commission	2,565	85.0%	8.0%	7.0%		→
2010 Nuclear Regulatory Commission	2,478	85.8%	7.8%	6.4%		

Nuclear Regulatory Commission Trend Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,483	81.3%	10.0%	8.7%	
2016 Nuclear Regulatory Commission	2,113	86.9%	6.0%	7.1%	→
2015 Nuclear Regulatory Commission	2,638	87.7%	6.5%	5.8%	→
2014 Nuclear Regulatory Commission	2,432	87.1%	6.8%	6.1%	→
2013 Nuclear Regulatory Commission	2,473	86.7%	7.2%	6.1%	→
2012 Nuclear Regulatory Commission	2,669	86.8%	6.7%	6.4%	→
2011 Nuclear Regulatory Commission	2,563	87.7%	7.0%	5.3%	↘
2010 Nuclear Regulatory Commission	2,475	89.2%	5.7%	5.1%	

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,581	77.6%	10.0%	12.4%	
2016 Nuclear Regulatory Commission	2,116	92.1%	4.0%	3.9%	→
2015 Nuclear Regulatory Commission	2,639	92.8%	4.3%	2.9%	→
2014 Nuclear Regulatory Commission	2,430	92.4%	4.7%	2.9%	↗
2013 Nuclear Regulatory Commission	2,465	91.5%	4.8%	3.7%	↗
2012 Nuclear Regulatory Commission	2,660	88.6%	5.8%	5.6%	↘
2011 Nuclear Regulatory Commission	2,559	92.4%	4.6%	3.0%	↗
2010 Nuclear Regulatory Commission	2,474	85.7%	6.3%	8.0%	

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,003	67.4%	16.0%	16.6%	
2016 Nuclear Regulatory Commission	2,124	75.2%	11.9%	12.9%	→
2015 Nuclear Regulatory Commission	2,640	76.7%	10.7%	12.6%	→
2014 Nuclear Regulatory Commission	2,432	76.7%	11.4%	11.9%	↗
2013 Nuclear Regulatory Commission	2,468	75.1%	13.3%	11.5%	→
2012 Nuclear Regulatory Commission	2,661	75.7%	12.3%	12.1%	↘
2011 Nuclear Regulatory Commission	2,556	78.4%	11.9%	9.7%	→
2010 Nuclear Regulatory Commission	2,469	78.1%	12.0%	9.9%	

Nuclear Regulatory Commission Trend Report

My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,213	70.5%	17.4%	12.1%	
2016 Nuclear Regulatory Commission	2,126	77.2%	14.4%	8.4%	↘
2015 Nuclear Regulatory Commission	2,640	79.3%	12.9%	7.7%	→
2014 Nuclear Regulatory Commission	2,434	79.1%	12.8%	8.1%	→
2013 Nuclear Regulatory Commission	2,468	78.4%	13.0%	8.7%	→
2012 Nuclear Regulatory Commission	2,661	77.8%	13.7%	8.5%	↘
2011 Nuclear Regulatory Commission	2,561	80.6%	11.7%	7.6%	→
2010 Nuclear Regulatory Commission	2,469	80.6%	12.7%	6.8%	

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	388,819	40.9%	24.1%	35.0%	7,594	
2016 Nuclear Regulatory Commission	2,086	52.4%	22.2%	25.4%	33	↘
2015 Nuclear Regulatory Commission	2,599	55.0%	21.6%	23.4%	30	→
2014 Nuclear Regulatory Commission	2,405	55.2%	21.9%	22.9%	22	→
2013 Nuclear Regulatory Commission	2,437	56.6%	23.0%	20.4%	21	↘
2012 Nuclear Regulatory Commission	2,636	59.6%	20.3%	20.1%	22	↘
2011 Nuclear Regulatory Commission	2,539	66.3%	19.4%	14.2%	23	→
2010 Nuclear Regulatory Commission	2,455	67.8%	17.6%	14.6%	20	

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	372,029	51.8%	24.0%	24.3%	23,730	
2016 Nuclear Regulatory Commission	2,018	67.2%	16.4%	16.4%	93	→
2015 Nuclear Regulatory Commission	2,531	66.5%	17.3%	16.2%	95	↘
2014 Nuclear Regulatory Commission	2,323	68.0%	17.3%	14.7%	103	↘
2013 Nuclear Regulatory Commission	2,407	70.0%	17.8%	12.2%	54	→
2012 Nuclear Regulatory Commission	2,592	70.4%	15.6%	14.0%	63	↘
2011 Nuclear Regulatory Commission	2,489	77.1%	12.8%	10.1%	64	→
2010 Nuclear Regulatory Commission	2,408	78.1%	12.9%	9.0%	64	

Nuclear Regulatory Commission Trend Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,225	64.0%	22.0%	13.9%	25,081	
2016 Nuclear Regulatory Commission	1,993	74.9%	13.4%	11.7%	110	→
2015 Nuclear Regulatory Commission	2,470	74.9%	15.9%	9.2%	143	→
2014 Nuclear Regulatory Commission	2,305	75.8%	14.9%	9.3%	101	→
2013 Nuclear Regulatory Commission	2,352	76.3%	14.8%	8.9%	101	→
2012 Nuclear Regulatory Commission	2,565	76.6%	13.6%	9.8%	88	↘
2011 Nuclear Regulatory Commission	2,480	79.9%	13.2%	6.8%	79	→
2010 Nuclear Regulatory Commission	2,411	80.2%	12.3%	7.5%	62	

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,027	60.3%	20.1%	19.6%	5,145	
2016 Nuclear Regulatory Commission	2,084	72.2%	14.9%	12.9%	17	→
2015 Nuclear Regulatory Commission	2,604	73.3%	14.3%	12.4%	20	→
2014 Nuclear Regulatory Commission	2,396	72.8%	14.7%	12.6%	17	→
2013 Nuclear Regulatory Commission	2,429	74.1%	15.1%	10.8%	17	→
2012 Nuclear Regulatory Commission	2,629	74.8%	13.0%	12.2%	15	↘
2011 Nuclear Regulatory Commission	2,538	79.2%	12.1%	8.6%	16	↘
2010 Nuclear Regulatory Commission	2,452	80.4%	11.5%	8.1%	14	

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	367,493	60.1%	23.5%	16.4%	26,319	
2016 Nuclear Regulatory Commission	1,979	72.7%	16.8%	10.5%	123	↘
2015 Nuclear Regulatory Commission	2,454	74.8%	16.2%	9.0%	159	↗
2014 Nuclear Regulatory Commission	2,284	71.7%	18.2%	10.1%	130	↘
2013 Nuclear Regulatory Commission	2,325	73.6%	17.2%	9.1%	117	↘
2012 Nuclear Regulatory Commission	2,549	77.0%	14.3%	8.8%	103	↘
2011 Nuclear Regulatory Commission	2,458	79.7%	14.2%	6.1%	98	↘
2010 Nuclear Regulatory Commission	2,384	82.3%	11.7%	6.1%	83	

Nuclear Regulatory Commission Trend Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	381,145	52.0%	22.5%	25.5%	13,697	
2016 Nuclear Regulatory Commission	2,061	64.8%	17.6%	17.6%	52	↘
2015 Nuclear Regulatory Commission	2,545	67.0%	18.0%	15.1%	71	→
2014 Nuclear Regulatory Commission	2,350	66.6%	16.4%	17.1%	66	→
2013 Nuclear Regulatory Commission	2,403	66.2%	18.4%	15.4%	47	↘
2012 Nuclear Regulatory Commission	2,602	69.0%	15.9%	15.1%	51	↘
2011 Nuclear Regulatory Commission	2,501	72.0%	15.4%	12.6%	50	↘
2010 Nuclear Regulatory Commission	2,421	73.8%	14.1%	12.0%	40	

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,902	55.7%	22.4%	21.8%	14,062	
2016 Nuclear Regulatory Commission	2,058	68.1%	17.3%	14.7%	55	↘
2015 Nuclear Regulatory Commission	2,561	70.8%	15.3%	13.9%	62	→
2014 Nuclear Regulatory Commission	2,362	71.0%	14.7%	14.3%	57	→
2013 Nuclear Regulatory Commission	2,417	70.0%	16.5%	13.5%	35	→
2012 Nuclear Regulatory Commission	2,597	71.6%	15.6%	12.8%	48	↘
2011 Nuclear Regulatory Commission	2,494	76.0%	12.8%	11.1%	45	→
2010 Nuclear Regulatory Commission	2,412	77.2%	13.0%	9.8%	45	

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	373,425	57.9%	23.3%	18.9%	21,965	
2016 Nuclear Regulatory Commission	2,048	71.4%	17.9%	10.8%	70	→
2015 Nuclear Regulatory Commission	2,547	71.0%	18.2%	10.8%	81	→
2014 Nuclear Regulatory Commission	2,352	69.7%	18.9%	11.3%	71	→
2013 Nuclear Regulatory Commission	2,372	71.3%	19.0%	9.8%	87	→
2012 Nuclear Regulatory Commission	2,573	71.2%	16.9%	11.9%	73	↘
2011 Nuclear Regulatory Commission	2,491	74.7%	16.3%	9.0%	56	→
2010 Nuclear Regulatory Commission	2,425	75.0%	15.2%	9.9%	40	

Nuclear Regulatory Commission Trend Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,254	53.1%	23.5%	23.4%	5,078	
2016 Nuclear Regulatory Commission	2,088	64.7%	18.1%	17.2%	29	→
2015 Nuclear Regulatory Commission	2,609	66.1%	16.9%	17.0%	17	→
2014 Nuclear Regulatory Commission	2,408	65.8%	18.1%	16.0%	13	→
2013 Nuclear Regulatory Commission	2,445	66.9%	18.3%	14.8%	11	→
2012 Nuclear Regulatory Commission	2,632	67.0%	16.7%	16.2%	11	↘
2011 Nuclear Regulatory Commission	2,540	75.0%	13.9%	11.1%	9	↘
2010 Nuclear Regulatory Commission	2,456	76.8%	12.7%	10.5%	9	

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	363,124	55.1%	25.8%	19.1%	32,433	
2016 Nuclear Regulatory Commission	2,032	77.6%	13.2%	9.1%	85	↘
2015 Nuclear Regulatory Commission	2,556	81.8%	11.3%	6.9%	70	↗
2014 Nuclear Regulatory Commission	2,362	80.5%	12.5%	6.9%	59	→
2013 Nuclear Regulatory Commission	2,383	79.9%	13.0%	7.1%	72	→
2012 Nuclear Regulatory Commission	2,569	80.4%	12.4%	7.2%	81	↘
2011 Nuclear Regulatory Commission	2,495	83.2%	11.0%	5.8%	51	→
2010 Nuclear Regulatory Commission	2,406	84.2%	10.2%	5.6%	58	

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	394,068	50.7%	22.7%	26.6%		
2016 Nuclear Regulatory Commission	2,107	61.9%	18.3%	19.8%		↘
2015 Nuclear Regulatory Commission	2,623	65.7%	16.7%	17.6%		→
2014 Nuclear Regulatory Commission	2,416	65.5%	16.7%	17.8%		→
2013 Nuclear Regulatory Commission	2,452	65.0%	18.4%	16.6%		↘
2012 Nuclear Regulatory Commission	2,649	66.6%	17.0%	16.5%		↘
2011 Nuclear Regulatory Commission	2,548	71.2%	15.9%	12.8%		→
2010 Nuclear Regulatory Commission	2,478	71.8%	15.3%	12.8%		

Nuclear Regulatory Commission Trend Report

My Satisfaction (continued)

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,156	48.0%	23.5%	28.5%	
2016 Nuclear Regulatory Commission	2,110	64.4%	16.3%	19.4%	↘
2015 Nuclear Regulatory Commission	2,618	67.3%	16.9%	15.8%	→
2014 Nuclear Regulatory Commission	2,410	66.4%	18.2%	15.4%	↗
2013 Nuclear Regulatory Commission	2,450	64.3%	19.8%	15.9%	↘
2012 Nuclear Regulatory Commission	2,645	66.5%	18.5%	15.1%	↘
2011 Nuclear Regulatory Commission	2,545	71.9%	16.1%	12.0%	→
2010 Nuclear Regulatory Commission	2,475	72.7%	15.3%	12.0%	

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,389	47.5%	23.8%	28.7%	
2016 Nuclear Regulatory Commission	2,107	60.1%	20.1%	19.8%	↘
2015 Nuclear Regulatory Commission	2,600	62.2%	18.0%	19.8%	→
2014 Nuclear Regulatory Commission	2,409	61.7%	18.2%	20.1%	→
2013 Nuclear Regulatory Commission	2,444	61.8%	18.4%	19.9%	↘
2012 Nuclear Regulatory Commission	2,644	64.0%	17.0%	19.0%	↘
2011 Nuclear Regulatory Commission	2,545	70.4%	15.0%	14.6%	→
2010 Nuclear Regulatory Commission	2,476	70.9%	15.6%	13.5%	

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,440	42.5%	29.3%	28.3%	
2016 Nuclear Regulatory Commission	2,101	55.5%	24.5%	20.0%	↘
2015 Nuclear Regulatory Commission	2,602	57.3%	23.4%	19.2%	→
2014 Nuclear Regulatory Commission	2,402	58.1%	24.4%	17.5%	→
2013 Nuclear Regulatory Commission	2,442	58.5%	24.1%	17.4%	→
2012 Nuclear Regulatory Commission	2,636	59.8%	20.8%	19.4%	↘
2011 Nuclear Regulatory Commission	2,548	67.6%	19.7%	12.7%	→
2010 Nuclear Regulatory Commission	2,469	68.2%	19.2%	12.7%	

Nuclear Regulatory Commission Trend Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,739	35.9%	27.3%	36.8%	
2016 Nuclear Regulatory Commission	2,105	36.4%	25.4%	38.3%	↘
2015 Nuclear Regulatory Commission	2,605	44.6%	25.3%	30.0%	→
2014 Nuclear Regulatory Commission	2,409	45.9%	24.3%	29.8%	↗
2013 Nuclear Regulatory Commission	2,446	43.4%	26.3%	30.3%	↘
2012 Nuclear Regulatory Commission	2,637	46.8%	25.6%	27.6%	↘
2011 Nuclear Regulatory Commission	2,544	54.7%	24.2%	21.1%	↘
2010 Nuclear Regulatory Commission	2,469	60.2%	21.9%	17.9%	

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,659	52.5%	23.5%	23.9%	
2016 Nuclear Regulatory Commission	2,099	57.6%	22.3%	20.1%	↘
2015 Nuclear Regulatory Commission	2,615	71.1%	18.4%	10.6%	↗
2014 Nuclear Regulatory Commission	2,410	67.7%	19.5%	12.8%	↗
2013 Nuclear Regulatory Commission	2,448	62.7%	21.3%	16.0%	↘
2012 Nuclear Regulatory Commission	2,629	71.3%	17.5%	11.1%	↘
2011 Nuclear Regulatory Commission	2,544	75.7%	15.8%	8.5%	→
2010 Nuclear Regulatory Commission	2,469	76.3%	14.8%	8.9%	

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,826	66.2%	17.4%	16.4%	
2016 Nuclear Regulatory Commission	2,106	73.0%	14.4%	12.7%	↘
2015 Nuclear Regulatory Commission	2,614	75.8%	13.2%	11.0%	→
2014 Nuclear Regulatory Commission	2,402	74.7%	14.4%	10.9%	→
2013 Nuclear Regulatory Commission	2,447	74.4%	14.9%	10.8%	↘
2012 Nuclear Regulatory Commission	2,642	77.4%	11.4%	11.1%	↘
2011 Nuclear Regulatory Commission	2,544	80.5%	11.4%	8.1%	→
2010 Nuclear Regulatory Commission	2,472	81.6%	10.0%	8.3%	

Nuclear Regulatory Commission Trend Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,242	58.2%	16.9%	24.9%	
2016 Nuclear Regulatory Commission	2,107	68.4%	14.9%	16.6%	→
2015 Nuclear Regulatory Commission	2,617	68.2%	15.3%	16.5%	↗
2014 Nuclear Regulatory Commission	2,411	66.6%	16.1%	17.3%	↗
2013 Nuclear Regulatory Commission	2,446	62.4%	15.9%	21.7%	↘
2012 Nuclear Regulatory Commission	2,640	68.9%	14.2%	16.8%	↘
2011 Nuclear Regulatory Commission	2,544	76.6%	11.8%	11.6%	↘
2010 Nuclear Regulatory Commission	2,476	81.7%	10.1%	8.2%	

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,451	56.9%	21.4%	21.7%	
2016 Nuclear Regulatory Commission	2,103	68.4%	15.5%	16.1%	↘
2015 Nuclear Regulatory Commission	2,619	71.0%	16.2%	12.8%	→
2014 Nuclear Regulatory Commission	2,407	70.6%	16.6%	12.8%	→
2013 Nuclear Regulatory Commission	2,447	71.4%	16.5%	12.0%	↘
2012 Nuclear Regulatory Commission	2,639	73.4%	13.8%	12.9%	↘
2011 Nuclear Regulatory Commission	2,543	78.3%	12.4%	9.2%	↘
2010 Nuclear Regulatory Commission	2,470	80.2%	11.2%	8.6%	

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
2016 Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
2016 Nuclear Regulatory Commission	2,102	83.2%	5.4%	5.3%	6.2%
2015 Nuclear Regulatory Commission	2,617	80.5%	5.8%	7.2%	6.5%
2014 Nuclear Regulatory Commission	2,407	77.8%	6.5%	8.6%	7.0%
2013 Nuclear Regulatory Commission	--	--	--	--	--
2012 Nuclear Regulatory Commission	--	--	--	--	--
2011 Nuclear Regulatory Commission	--	--	--	--	--
2010 Nuclear Regulatory Commission	--	--	--	--	--

*This item was added to the survey in 2014. It is on a different response scale and is not included in the significance testing.

Nuclear Regulatory Commission Trend Report

Work/Life (continued)

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

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2016 Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%
2016 Nuclear Regulatory Commission	2,105	4.1%	33.1%	9.7%	25.5%
2015 Nuclear Regulatory Commission	2,616	3.8%	29.5%	9.8%	28.2%
2014 Nuclear Regulatory Commission	2,410	3.2%	29.1%	9.4%	28.3%
2013 Nuclear Regulatory Commission	2,438	3.0%	27.5%	10.7%	27.9%
2012 Nuclear Regulatory Commission	2,635	2.6%	23.4%	11.2%	27.9%
2011 Nuclear Regulatory Commission	2,544	2.5%	21.2%	10.5%	29.3%
2010 Nuclear Regulatory Commission	--	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2016 Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
2016 Nuclear Regulatory Commission	2,105	5.2%	1.4%	3.1%	18.0%
2015 Nuclear Regulatory Commission	2,616	6.2%	1.3%	3.8%	17.3%
2014 Nuclear Regulatory Commission	2,410	6.5%	1.5%	4.5%	17.6%
2013 Nuclear Regulatory Commission	2,438	7.3%	1.5%	4.0%	17.9%
2012 Nuclear Regulatory Commission	2,635	7.8%	2.1%	4.8%	20.2%
2011 Nuclear Regulatory Commission	2,544	7.6%	2.9%	4.7%	21.5%
2010 Nuclear Regulatory Commission	--	--	--	--	--

**This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

Nuclear Regulatory Commission Trend Report

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	391,178	33.4%	45.8%	20.8%
2016 Nuclear Regulatory Commission	2,103	57.2%	39.5%	3.2%
2015 Nuclear Regulatory Commission	2,613	58.9%	38.2%	2.9%
2014 Nuclear Regulatory Commission	2,398	59.5%	37.3%	3.2%
2013 Nuclear Regulatory Commission	2,442	61.1%	35.4%	3.4%
2012 Nuclear Regulatory Commission	2,638	62.0%	34.2%	3.7%
2011 Nuclear Regulatory Commission	2,533	61.8%	35.5%	2.7%
2010 Nuclear Regulatory Commission	--	--	--	--

*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	390,233	26.8%	61.0%	12.1%
2016 Nuclear Regulatory Commission	2,095	41.2%	56.4%	2.4%
2015 Nuclear Regulatory Commission	2,599	44.6%	53.2%	2.2%
2014 Nuclear Regulatory Commission	2,381	42.4%	55.6%	2.0%
2013 Nuclear Regulatory Commission	2,427	42.4%	55.3%	2.4%
2012 Nuclear Regulatory Commission	2,630	43.9%	52.9%	3.1%
2011 Nuclear Regulatory Commission	2,517	42.1%	55.3%	2.6%
2010 Nuclear Regulatory Commission	--	--	--	--

*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	387,376	13.6%	81.0%	5.3%
2016 Nuclear Regulatory Commission	2,088	18.2%	80.9%	0.9%
2015 Nuclear Regulatory Commission	2,584	19.9%	79.1%	0.9%
2014 Nuclear Regulatory Commission	2,378	19.4%	80.0%	0.6%
2013 Nuclear Regulatory Commission	2,423	17.3%	81.6%	1.0%
2012 Nuclear Regulatory Commission	2,628	15.1%	83.6%	1.2%
2011 Nuclear Regulatory Commission	2,504	13.9%	85.0%	1.1%
2010 Nuclear Regulatory Commission	--	--	--	--

*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.

Nuclear Regulatory Commission Trend Report

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	390,848	3.7%	79.1%	17.2%
2016 Nuclear Regulatory Commission	2,089	3.3%	88.4%	8.2%
2015 Nuclear Regulatory Commission	2,599	3.8%	88.2%	8.0%
2014 Nuclear Regulatory Commission	2,394	4.3%	87.7%	8.0%
2013 Nuclear Regulatory Commission	2,434	4.2%	88.8%	7.0%
2012 Nuclear Regulatory Commission	2,628	3.8%	88.7%	7.5%
2011 Nuclear Regulatory Commission	2,499	3.0%	91.0%	6.0%
2010 Nuclear Regulatory Commission	--	--	--	--

*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.

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

	N	Yes	No	Not Available To Me
2016 Governmentwide	391,248	2.3%	80.4%	17.2%
2016 Nuclear Regulatory Commission	2,092	3.3%	90.5%	6.3%
2015 Nuclear Regulatory Commission	2,609	3.1%	90.4%	6.5%
2014 Nuclear Regulatory Commission	2,397	3.8%	89.5%	6.7%
2013 Nuclear Regulatory Commission	2,440	3.1%	90.1%	6.8%
2012 Nuclear Regulatory Commission	2,623	2.5%	90.3%	7.2%
2011 Nuclear Regulatory Commission	2,489	2.0%	91.2%	6.8%
2010 Nuclear Regulatory Commission	--	--	--	--

*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	204,775	78.9%	12.0%	9.1%	6,007	
2016 Nuclear Regulatory Commission	1,489	84.5%	10.3%	5.2%	22	↘
2015 Nuclear Regulatory Commission	1,843	87.7%	7.9%	4.4%	24	↗
2014 Nuclear Regulatory Commission	1,652	85.8%	8.8%	5.4%	23	→
2013 Nuclear Regulatory Commission	1,645	85.1%	8.9%	5.9%	42	↘
2012 Nuclear Regulatory Commission	1,699	86.7%	8.6%	4.7%	36	→
2011 Nuclear Regulatory Commission	1,605	86.2%	9.2%	4.6%	23	--
2010 Nuclear Regulatory Commission	--	--	--	--	--	--

*This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.

Nuclear Regulatory Commission Trend Report

Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	148,859	89.7%	7.0%	3.3%	3,222	
2016 Nuclear Regulatory Commission	1,184	94.4%	4.0%	1.6%	16	→
2015 Nuclear Regulatory Commission	1,528	95.3%	3.8%	0.9%	15	↘
2014 Nuclear Regulatory Commission	1,410	96.2%	2.7%	1.0%	18	↗
2013 Nuclear Regulatory Commission	1,481	95.3%	3.9%	0.8%	13	→
2012 Nuclear Regulatory Commission	1,610	95.4%	3.4%	1.2%	21	→
2011 Nuclear Regulatory Commission	1,568	96.4%	3.1%	0.6%	12	--
2010 Nuclear Regulatory Commission	--	--	--	--	--	

*This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.

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	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	102,282	80.5%	15.7%	3.8%	7,335	
2016 Nuclear Regulatory Commission	824	92.3%	6.0%	1.7%	36	→
2015 Nuclear Regulatory Commission	1,141	91.7%	6.6%	1.6%	35	→
2014 Nuclear Regulatory Commission	1,001	90.8%	6.7%	2.5%	38	→
2013 Nuclear Regulatory Commission	1,009	91.1%	7.0%	1.9%	31	↘
2012 Nuclear Regulatory Commission	1,112	92.6%	6.5%	0.9%	44	→
2011 Nuclear Regulatory Commission	1,049	93.6%	5.5%	0.9%	32	--
2010 Nuclear Regulatory Commission	--	--	--	--	--	

*This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	51,991	75.5%	20.1%	4.4%	8,067	
2016 Nuclear Regulatory Commission	359	91.4%	5.8%	2.8%	32	↗
2015 Nuclear Regulatory Commission	502	88.4%	9.5%	2.1%	39	→
2014 Nuclear Regulatory Commission	443	87.9%	9.1%	3.0%	48	→
2013 Nuclear Regulatory Commission	403	88.1%	9.4%	2.5%	41	→
2012 Nuclear Regulatory Commission	357	88.5%	9.3%	2.1%	52	↘
2011 Nuclear Regulatory Commission	354	92.2%	6.7%	1.1%	35	--
2010 Nuclear Regulatory Commission	--	--	--	--	--	

*This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.

Nuclear Regulatory Commission Trend Report

Work/Life (continued)

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	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	10,701	72.2%	23.5%	4.3%	4,380	
2016 Nuclear Regulatory Commission	63	86.8%	13.2%	0.0%	24	→
2015 Nuclear Regulatory Commission	81	81.7%	17.0%	1.2%	34	→
2014 Nuclear Regulatory Commission	78	75.9%	24.1%	0.0%	43	→
2013 Nuclear Regulatory Commission	77	76.8%	19.1%	4.1%	38	→
2012 Nuclear Regulatory Commission	71	82.1%	16.5%	1.3%	48	→
2011 Nuclear Regulatory Commission	78	82.0%	18.0%	0.0%	39	--
2010 Nuclear Regulatory Commission	--	--	--	--	--	

*This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	7,399	67.6%	30.2%	2.2%	3,730	
2016 Nuclear Regulatory Commission	55	85.3%	14.7%	0.0%	28	→
2015 Nuclear Regulatory Commission	72	83.7%	12.2%	4.1%	18	→
2014 Nuclear Regulatory Commission	68	77.4%	22.6%	0.0%	37	→
2013 Nuclear Regulatory Commission	58	75.3%	24.7%	0.0%	29	→
2012 Nuclear Regulatory Commission	47	70.8%	24.9%	4.3%	40	→
2011 Nuclear Regulatory Commission	59	68.5%	29.4%	2.1%	43	--
2010 Nuclear Regulatory Commission	--	--	--	--	--	

*This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.

Nuclear Regulatory Commission *Trend Report*

Demographic Questions

Where do you work?

	N	%
Headquarters	1,449	69.0%
Field	651	31.0%

What is your supervisory status?

	N	%
Non-Supervisor	1,621	77.7%
Team Leader	109	5.2%
Supervisor	220	10.5%
Manager	76	3.6%
Senior Leader	61	2.9%

Are you:

	N	%
Male	1,341	65.4%
Female	708	34.6%

Are you Hispanic or Latino?

	N	%
Yes	143	7.0%
No	1,891	93.0%

Race

	N	%
American Indian or Alaska Native	14	0.7%
Asian	164	8.4%
Black or African American	213	10.9%
Native Hawaiian or Other Pacific Islander	7	0.4%
White	1,471	75.1%
Two or more races	89	4.5%

Nuclear Regulatory Commission *Trend Report*

Demographic Questions (continued)

What is the highest degree or level of education you have completed?

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	32	1.6%
Trade or Technical Certificate	8	0.4%
Some College (no degree)	106	5.1%
Associate's Degree (e.g., AA, AS)	43	2.1%
Bachelor's Degree (e.g., BA, BS)	815	39.6%
Master's Degree (e.g., MA, MS, MBA)	809	39.3%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	246	11.9%

What is your pay category/grade?

	N	%
Federal Wage System	1	0.0%
GS 1-6	19	0.9%
GS 7-12	202	9.8%
GS 13-15	1,675	81.3%
Senior Executive Service	99	4.8%
Senior Level (SL) or Scientific or Professional (ST)	38	1.8%
Other	27	1.3%

How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	32	1.6%
1 to 3 years	162	7.9%
4 to 5 years	73	3.6%
6 to 10 years	616	30.0%
11 to 14 years	364	17.7%
15 to 20 years	224	10.9%
More than 20 years	584	28.4%

Nuclear Regulatory Commission Trend Report

Demographic Questions (continued)

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	38	1.8%
1 to 3 years	240	11.6%
4 to 5 years	89	4.3%
6 to 10 years	730	35.4%
11 to 20 years	551	26.7%
More than 20 years	415	20.1%

Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	1,488	71.7%
Yes, to retire	121	5.8%
Yes, to take another job within the Federal Government	253	12.2%
Yes, to take another job outside the Federal Government	99	4.8%
Yes, other	114	5.5%

I am planning to retire:

	N	%
Within one year	90	4.4%
Between one and three years	197	9.6%
Between three and five years	239	11.6%
Five or more years	1,532	74.4%

Self-Identify as:

	N	%
Heterosexual or Straight	1,653	84.6%
Gay, Lesbian, Bisexual, or Transgender	41	2.1%
I prefer not to say	260	13.3%

What is your US military service status?

	N	%
No Prior Military Service	1,504	73.8%
Currently in National Guard or Reserves	34	1.7%
Retired	150	7.4%
Separated or Discharged	350	17.2%

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	174	8.5%
No	1,873	91.5%

What is your age group?

	N	%
25 and under	28	1.3%
26-29	77	3.6%
30-39	439	20.4%
40-49	425	19.7%
50-59	752	34.9%
60 or older	431	20.0%