

**2009 Annual Employee Survey Results for
Defense Nuclear Facilities Safety Board
Online Survey Conducted October 12-30, 2009
All Respondents**

Surveys Sent: **90**

Surveys Returned: **76**

Response Rate: **84%**

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.	Number	33	35	4	2	2		76
	Percentage	43.4%	46.1%	5.3%	2.6%	2.6%		100.0%
2. I am given a real opportunity to improve my skills in my organization.	Number	30	34	8	4	0		76
	Percentage	39.5%	44.7%	10.5%	5.3%	0.0%		100.0%
3. My work gives me a feeling of personal accomplishment.	Number	21	44	6	4	1		76
	Percentage	27.6%	57.9%	7.9%	5.3%	1.3%		100.0%
4. I like the kind of work I do.	Number	30	36	4	5	1		76
	Percentage	39.5%	47.4%	5.3%	6.6%	1.3%		100.0%
5. I have trust and confidence in my supervisor.	Number	27	29	13	5	2		76
	Percentage	35.5%	38.2%	17.1%	6.6%	2.6%		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?	Number	31	24	17	3	1		76
	Percentage	40.8%	31.6%	22.4%	3.9%	1.3%		100.0%

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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.	Number	33	34	5	3	0	1	76
	Percentage	43.4%	44.7%	6.6%	3.9%	0.0%	1.3%	100.0%
8. My work unit is able to recruit people with the right skills.	Number	24	31	15	2	2	2	76
	Percentage	31.6%	40.8%	19.7%	2.6%	2.6%	2.6%	100.0%
9. I know how my work relates to the agency's goals and priorities.	Number	35	33	5	3	0	0	76
	Percentage	46.1%	43.4%	6.6%	3.9%	0.0%	0.0%	100.0%
10. The work I do is important.	Number	42	28	4	1	0	1	76
	Percentage	55.3%	36.8%	5.3%	1.3%	0.0%	1.3%	100.0%
11. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	Number	35	24	12	3	2	0	76
	Percentage	46.1%	31.6%	15.8%	3.9%	2.6%	0.0%	100.0%
12. Supervisors/team leaders in my work unit support employee development.	Number	46	19	8	3	0	0	76
	Percentage	60.5%	25.0%	10.5%	3.9%	0.0%	0.0%	100.0%
13. My talents are used well in the workplace.	Number	22	31	13	9	1	0	76
	Percentage	28.9%	40.8%	17.1%	11.8%	1.3%	0.0%	100.0%
14. My training needs are assessed.	Number	21	28	14	11	1	1	76
	Percentage	27.6%	36.8%	18.4%	14.5%	1.3%	1.3%	100.0%

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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.	Number	16	26	15	6	5	8	76
	Percentage	21.1%	34.2%	19.7%	7.9%	6.6%	10.5%	100.0%
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Number	6	15	19	14	10	12	76
	Percentage	7.9%	19.7%	25.0%	18.4%	13.2%	15.8%	100.0%
17. Creativity and innovation are rewarded.	Number	16	28	20	8	4	0	76
	Percentage	21.1%	36.8%	26.3%	10.5%	5.3%	0.0%	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).	Number	27	33	6	5	1	4	76
	Percentage	35.5%	43.4%	7.9%	6.6%	1.3%	5.3%	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.	Number	13	23	21	5	6	8	76
	Percentage	17.1%	30.3%	27.6%	6.6%	7.9%	10.5%	100.0%
20. Pay raises depend on how well employees perform their jobs.	Number	12	24	16	7	5	12	76
	Percentage	15.8%	31.6%	21.1%	9.2%	6.6%	15.8%	100.0%
21. My performance appraisal is a fair reflection of my performance.	Number	21	34	11	3	2	5	76
	Percentage	27.6%	44.7%	14.5%	3.9%	2.6%	6.6%	100.0%
22. Discussions with my supervisor/ team leader about my performance are worthwhile.	Number	21	30	11	8	3	3	76
	Percentage	27.6%	39.5%	14.5%	10.5%	3.9%	3.9%	100.0%
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	Number	25	31	14	2	2	2	76
	Percentage	32.9%	40.8%	18.4%	2.6%	2.6%	2.6%	100.0%
24. My supervisor supports my need to balance work and family issues.	Number	38	31	2	1	3	1	76
	Percentage	50.0%	40.8%	2.6%	1.3%	3.9%	1.3%	100.0%

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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.	Number	27	31	12	3	3	0	76
	Percentage	35.5%	40.8%	15.8%	3.9%	3.9%	0.0%	100.0%
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Number	15	25	19	14	2	1	76
	Percentage	19.7%	32.9%	25.0%	18.4%	2.6%	1.3%	100.0%
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Number	15	30	15	8	4	4	76
	Percentage	19.7%	39.5%	19.7%	10.5%	5.3%	5.3%	100.0%
28. Employees are protected from health and safety hazards on the job.	Number	46	27	2	1	0	0	76
	Percentage	60.5%	35.5%	2.6%	1.3%	0.0%	0.0%	100.0%
29. Employees have a feeling of personal empowerment with respect to work processes.	Number	20	26	19	4	6	1	76
	Percentage	26.3%	34.2%	25.0%	5.3%	7.9%	1.3%	100.0%
30. My workload is reasonable.	Number	23	40	4	8	1	0	76
	Percentage	30.3%	52.6%	5.3%	10.5%	1.3%	0.0%	100.0%
31. Managers communicate the goals and priorities of the organization.	Number	16	27	14	15	4	0	76
	Percentage	21.1%	35.5%	18.4%	19.7%	5.3%	0.0%	100.0%
32. My organization has prepared employees for potential security threats.	Number	28	29	16	2	0	1	76
	Percentage	36.8%	38.2%	21.1%	2.6%	0.0%	1.3%	100.0%

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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?	Number	21	24	14	14	3		76
	Percentage	27.6%	31.6%	18.4%	18.4%	3.9%		100.0%
34. How satisfied are you with your involvement in decisions that affect your work?	Number	14	35	16	8	3		76
	Percentage	18.4%	46.1%	21.1%	10.5%	3.9%		100.0%
35. How satisfied are you with your opportunity to get a better job in your organization?	Number	15	21	22	14	4		76
	Percentage	19.7%	27.6%	28.9%	18.4%	5.3%		100.0%
36. How satisfied are you with the recognition you receive for doing a good job?	Number	19	37	10	7	3		76
	Percentage	25.0%	48.7%	13.2%	9.2%	3.9%		100.0%
37. How satisfied are you with the policies and practices of your senior leaders?	Number	16	33	20	5	2		76
	Percentage	21.1%	43.4%	26.3%	6.6%	2.6%		100.0%
38. How satisfied are you with the training you receive for your present job?	Number	26	30	14	6	0		76
	Percentage	34.2%	39.5%	18.4%	7.9%	0.0%		100.0%
39. Considering everything, how satisfied are you with your job?	Number	25	38	3	9	1		76
	Percentage	32.9%	50.0%	3.9%	11.8%	1.3%		100.0%
40. Considering everything, how satisfied are you with your pay?	Number	27	32	13	2	2		76
	Percentage	35.5%	42.1%	17.1%	2.6%	2.6%		100.0%

2009 Annual Employee Survey Results for Defense Nuclear Facilities Safety Board AES Categories - Positive, Neutral, Negative Responses			
Question	Positive	Neutral	Negative
Personal Work Experiences			
1. The people I work with cooperate to get the job done.	89.5%	5.3%	5.3%
2. I am given a real opportunity to improve my skills in the organization.	84.2%	10.5%	5.3%
3. My work gives me a feeling of personal accomplishment.	85.5%	7.9%	6.6%
4. I like the kind of work I do.	86.8%	5.3%	7.9%
5. I have trust and confidence in my supervisor.	73.7%	17.1%	9.2%
6. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	72.4%	22.4%	5.3%
Totals/Averages:	82.0%	11.4%	6.6%
Recruitment, Development and Retention			
7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	88.2%	7.9%	3.9%
8. My work unit is able to recruit people with the right skills.	72.4%	22.4%	5.3%
9. I know how my work relates to the agency's goals and priorities.	89.5%	6.6%	3.9%
10. The work I do is important.	92.1%	6.6%	1.3%
11. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	77.6%	15.8%	6.6%
12. Supervisors/team leaders in my work unit support employee development.	85.5%	10.5%	3.9%
13. My talents are used well in the workplace.	69.7%	17.1%	13.2%
14. My training needs are assessed.	64.5%	19.7%	15.8%
Totals/Averages:	79.9%	13.3%	6.7%
Performance Culture			
15. Promotions in my work unit are based on merit.	55.3%	30.3%	14.5%
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	27.6%	40.8%	31.6%
17. Creativity and innovation are rewarded.	57.9%	26.3%	15.8%
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).	78.9%	13.2%	7.9%
19. In my work unit, differences in performance are recognized in a meaningful way.	47.4%	38.2%	14.5%
20. Pay raises depend on how well employees perform their jobs.	47.4%	36.8%	15.8%
21. My performance appraisal is a fair reflection of my performance.	72.4%	21.1%	6.6%
22. Discussions with my supervisor/ team leader about my performance are worthwhile.	67.1%	18.4%	14.5%
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	73.7%	21.1%	5.3%
24. My supervisor supports my need to balance work and family issues.	90.8%	3.9%	5.3%
Totals/Averages:	61.8%	25.0%	13.2%

2009 Annual Employee Survey Results for Defense Nuclear Facilities Safety Board AES Categories - Positive, Neutral, Negative Responses			
Question	Positive	Neutral	Negative
Leadership			
25. I have a high level of respect for my organization's senior leaders.	76.3%	15.8%	7.9%
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	52.6%	26.3%	21.1%
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	59.2%	25.0%	15.8%
28. Employees are protected from health and safety hazards on the job.	96.1%	2.6%	1.3%
29. Employees have a feeling of personal empowerment with respect to work processes.	60.5%	26.3%	13.2%
30. My workload is reasonable.	82.9%	5.3%	11.8%
31. Managers communicate the goals and priorities of the organization.	56.6%	18.4%	25.0%
32. My organization has prepared employees for potential security threats.	75.0%	22.4%	2.6%
Totals/Averages:	69.9%	17.8%	12.3%
Job Satisfaction			
33. How satisfied are you with the information you receive from management on what's going on in your organization?	59.2%	18.4%	22.4%
34. How satisfied are you with your involvement in decisions that affect your work?	64.5%	21.1%	14.5%
35. How satisfied are you with your opportunity to get a better job in your organization?	47.4%	28.9%	23.7%
36. How satisfied are you with the recognition you receive for doing a good job?	73.7%	13.2%	13.2%
37. How satisfied are you with the policies and practices of your senior leaders?	64.5%	26.3%	9.2%
38. How satisfied are you with the training you receive for your present job?	73.7%	18.4%	7.9%
39. Considering everything, how satisfied are you with your job?	82.9%	3.9%	13.2%
40. Considering everything, how satisfied are you with your pay?	77.6%	17.1%	5.3%
Totals/Averages:	67.9%	18.4%	13.7%
AES Category Response Totals			
	Positive	Neutral	Negative
Personal Work Experiences	82.0%	11.4%	6.6%
Recruitment, Development and Retention	79.9%	13.3%	6.7%
Performance Culture	61.8%	25.0%	13.2%
Leadership	69.9%	17.8%	12.3%
Job Satisfaction	67.9%	18.4%	13.7%
Questions presented in blue font denote those that have been identified by OPM as having the strongest impact on employee satisfaction and intent to leave.			
Positive, Neutral and Negative columns include the following response categories:			
Positive: Strongly Agree, Agree, Very Satisfied, Satisfied, Very Good, Good			
Neutral: Neither Agree nor Disagree, Neither Satisfied nor Dissatisfied, Fair, Do Not Know, No Basis to Judge			
Negative: Strongly Disagree, Disagree, Very Dissatisfied, Dissatisfied, Very Poor, Poor			

2009 Annual Employee Survey Results for				
Defense Nuclear Facilities Safety Board				
HCAAF Indices - Positive, Neutral, Negative Responses				2008 Gov Wide
Question	Positive	Neutral	Negative	Positive
Leadership and Knowledge Management				
5. I have trust and confidence in my supervisor.	73.7%	17.1%	9.2%	64.2%
6. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	72.4%	22.4%	5.3%	66.2%
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	73.7%	21.1%	5.3%	65.2%
25. I have a high level of respect for my organization's senior leaders.	76.3%	15.8%	7.9%	51.8%
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	52.6%	26.3%	21.1%	39.9%
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	59.2%	25.0%	15.8%	57.5%
28. Employees are protected from health and safety hazards on the job.	96.1%	2.6%	1.3%	76.2%
30. My workload is reasonable.	82.9%	5.3%	11.8%	60.0%
31. Managers communicate the goals and priorities of the organization.	56.6%	18.4%	25.0%	59.7%
32. My organization has prepared employees for potential security threats.	75.0%	22.4%	2.6%	74.1%
33. How satisfied are you with the information you receive from management on what's going on in your organization?	59.2%	18.4%	22.4%	48.1%
37. How satisfied are you with the policies and practices of your senior leaders?	64.5%	26.3%	9.2%	42.0%
Totals/Averages:	70.2%	18.4%	11.4%	58.7%
Results-Oriented Performance Culture				
1. The people I work with cooperate to get the job done.	89.5%	5.3%	5.3%	83.9%
9. I know how my work relates to the agency's goals and priorities.	89.5%	6.6%	3.9%	83.9%
11. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	77.6%	15.8%	6.6%	67.2%
15. Promotions in my work unit are based on merit.	55.3%	30.3%	14.5%	35.2%
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	27.6%	40.8%	31.6%	29.6%
17. Creativity and innovation are rewarded.	57.9%	26.3%	15.8%	40.0%
18. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., full successful, outstanding).	78.9%	13.2%	7.9%	64.3%
19. In my work unit, differences in performance are recognized in a meaningful way.	47.4%	38.2%	14.5%	31.4%
20. Pay raises depend on how well employees perform their jobs.	47.4%	36.8%	15.8%	25.6%
21. My performance appraisal is a fair reflection of my performance.	72.4%	21.1%	6.6%	63.2%
22. Discussions with my supervisor/team leader about my performance are worthwhile.	67.1%	18.4%	14.5%	56.2%
24. My supervisor supports my need to balance work and family issues.	90.8%	3.9%	5.3%	75.3%

2009 Annual Employee Survey Results for Defense Nuclear Facilities Safety Board HCAAF Indices - Positive, Neutral, Negative Responses				2008 Gov Wide Positive
Question	Positive	Neutral	Negative	
29. Employees have a feeling of personal empowerment with respect to work processes.	60.5%	26.3%	13.2%	43.8%
36. How satisfied are you with the recognition you receive for doing a good job?	73.7%	13.2%	13.2%	50.3%
Totals/Averages:	66.8%	21.1%	12.0%	53.6%
Talent Management				
2. I am given a real opportunity to improve my skills in my organization.	84.2%	10.5%	5.3%	64.0%
7. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	88.2%	7.9%	3.9%	73.8%
8. My work unit is able to recruit people with the right skills.	72.4%	22.4%	5.3%	44.9%
12. Supervisors/team leaders in my work unit support employee development.	85.5%	10.5%	3.9%	64.5%
13. My talents are used well in the workplace.	69.7%	17.1%	13.2%	62.3%
14. My training needs are assessed.	64.5%	19.7%	15.8%	53.4%
38. How satisfied are you with the training you receive for your present job?	73.7%	18.4%	7.9%	55.0%
Totals/Averages:	76.9%	15.2%	7.9%	59.7%
Job Satisfaction				
3. My work gives me a feeling of personal accomplishment.	85.5%	7.9%	6.6%	73.4%
4. I like the kind of work I do.	86.8%	5.3%	7.9%	83.8%
10. The work I do is important.	92.1%	6.6%	1.3%	90.8%
34. How satisfied are you with your involvement in decisions that affect your work?	64.5%	21.1%	14.5%	53.4%
35. How satisfied are you with your opportunity to get a better job in your organization?	47.4%	28.9%	23.7%	39.0%
39. Considering everything, how satisfied are you with your job?	82.9%	3.9%	13.2%	68.5%
40. Considering everything, how satisfied are you with your pay?	77.6%	17.1%	5.3%	60.4%
Totals/Averages:	76.7%	13.0%	10.3%	67.0%
HCAAF Systems Response Totals				Totals
Index	Positive	Neutral	Negative	Positive
Leadership and Knowledge Management	70.2%	18.4%	11.4%	58.7%
Results-Oriented Performance Culture	66.8%	21.1%	12.0%	53.6%
Talent Management	76.9%	15.2%	7.9%	59.7%
Job Satisfaction	76.7%	13.0%	10.3%	67.0%
Questions presented in blue font denote those that have been identified by OPM as having the strongest impact on employee satisfaction and intent to leave.				
Positive, Neutral and Negative columns include the following response categories: Positive: Strongly Agree, Agree, Very Satisfied, Satisfied, Very Good, Good Neutral: Neither Agree nor Disagree, Neither Satisfied nor Dissatisfied, Fair, Do Not Know, No Basis to Judge Negative: Strongly Disagree, Disagree, Very Dissatisfied, Dissatisfied, Very Poor, Poor				