

Defense Nuclear Facilities Safety Board 2007 Annual Employee Survey

Introduction

In the National Defense Authorization Act for Fiscal Year (FY) 2004, Congress established a requirement for agencies to conduct an annual survey of their employees. The requirement took effect January 1, 2007. The purpose of this survey is to assess employee satisfaction and management practices that contribute to agency performance. This year the Defense Nuclear Facilities Safety Board (Board) conducted an Annual Employee Survey (AES) consisting of 40 questions prescribed by the Office of Personnel Management. The survey was conducted on-line from September 4, 2007 through September 26, 2007. All 95 permanent, full-time employees were eligible to participate in the survey.

Summary of Results

Of the 95 surveys distributed on-line, 75 were completed by Board employees for a total response rate of 78.9%. The Board scored especially high (i.e. greater than 50% favorable – Strongly Agree/Agree or Very Satisfied/Satisfied) on a substantial number of questions (36 of 40 items). The lowest favorability ratings (i.e. more than 20% unfavorable – Strongly Disagree/Disagree or Very Dissatisfied/Dissatisfied) were obtained on items measuring leadership, performance culture, and job satisfaction.

For a copy of the survey results see the tables on the following pages.

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

All Respondents

Surveys Sent: 95

Surveys Returned: 75

Response Rate: 79%

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

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

Prescribed Questions: Performance Culture								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
15. Promotions in my work unit are based on merit.	Frequencies	10	26	10	13	5	10	74
	Percentages	13.5%	35.1%	13.5%	17.6%	6.8%	13.5%	100.0%
16. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Frequencies	6	13	15	14	12	13	73
	Percentages	8.2%	17.8%	20.5%	19.2%	16.4%	17.8%	100.0%
17. Creativity and innovation are rewarded.	Frequencies	14	28	14	8	3	6	73
	Percentages	19.2%	38.4%	19.2%	11.0%	4.1%	8.2%	100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	No Basis to Judge	Total
18. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully Successful, Outstanding).	Frequencies	31	27	8	3	1	4	74
	Percentages	41.9%	36.5%	10.8%	4.1%	1.4%	5.4%	100.0%
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
19. In my work unit, differences in performance are recognized in a meaningful way.	Frequencies	7	31	13	5	7	10	73
	Percentages	9.6%	42.5%	17.8%	6.8%	9.6%	13.7%	100.0%
20. Pay raises depend on how well employees perform their jobs.	Frequencies	7	27	12	12	5	11	74
	Percentages	9.5%	36.5%	16.2%	16.2%	6.8%	14.9%	100.0%
21. My performance appraisal is a fair reflection of my performance.	Frequencies	25	38	3	5	0	3	74
	Percentages	33.8%	51.4%	4.1%	6.8%	0.0%	4.1%	100.0%
22. Discussions with my supervisor/ team leader about my performance are worthwhile.	Frequencies	17	36	13	6	1	1	74
	Percentages	23.0%	48.6%	17.6%	8.1%	1.4%	1.4%	100.0%
23. Managers/supervisors/team leaders work well with employees of different backgrounds.	Frequencies	22	33	5	5	0	8	73
	Percentages	30.1%	45.2%	6.8%	6.8%	0.0%	11.0%	100.0%
24. My supervisor supports my need to balance work and family issues.	Frequencies	40	25	3	3	0	3	74
	Percentages	54.1%	33.8%	4.1%	4.1%	0.0%	4.1%	100.0%

Prescribed Questions: Leadership								
Item Text		Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	Do Not Know	Total
25. I have a high level of respect for my organization's senior leaders.	Frequencies	26	33	5	8	2	0	74
	Percentages	35.1%	44.6%	6.8%	10.8%	2.7%	0.0%	100.0%
26. In my organization, leaders generate high levels of motivation and commitment in the workforce.	Frequencies	14	25	14	14	6	1	74
	Percentages	18.9%	33.8%	18.9%	18.9%	8.1%	1.4%	100.0%
27. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	Frequencies	15	34	7	11	4	3	74
	Percentages	20.3%	45.9%	9.5%	14.9%	5.4%	4.1%	100.0%
28. Employees are protected from health and safety hazards on the job.	Frequencies	46	24	2	1	0	1	74
	Percentages	62.2%	32.4%	2.7%	1.4%	0.0%	1.4%	100.0%
29. Employees have a feeling of personal empowerment and ownership of work processes.	Frequencies	12	35	10	13	2	1	73
	Percentages	16.4%	47.9%	13.7%	17.8%	2.7%	1.4%	100.0%
30. My workload is reasonable.	Frequencies	17	32	17	6	1	1	74
	Percentages	23.0%	43.2%	23.0%	8.1%	1.4%	1.4%	100.0%
31. Managers communicate the goals and priorities of the organization.	Frequencies	12	32	11	10	7	2	74
	Percentages	16.2%	43.2%	14.9%	13.5%	9.5%	2.7%	100.0%
32. My organization has prepared employees for potential security threats.	Frequencies	19	41	7	2	2	3	74
	Percentages	25.7%	55.4%	9.5%	2.7%	2.7%	4.1%	100.0%

Prescribed Questions: Job Satisfaction								
Item Text		Very Satisfied	Satisfied	Neither	Dis-satisfied	Very Dis-satisfied		Total
33. How satisfied are you with the information you receive from management on what's going on in your organization?	Frequencies	11	33	14	13	2		73
	Percentages	15.1%	45.2%	19.2%	17.8%	2.7%		100.0%
34. How satisfied are you with your involvement in decisions that affect your work?	Frequencies	9	31	22	8	3		73
	Percentages	12.3%	42.5%	30.1%	11.0%	4.1%		100.0%
35. How satisfied are you with your opportunity to get a better job in your organization?	Frequencies	5	21	32	11	5		74
	Percentages	6.8%	28.4%	43.2%	14.9%	6.8%		100.0%
36. How satisfied are you with the recognition you receive for doing a good job?	Frequencies	13	35	11	11	4		74
	Percentages	17.6%	47.3%	14.9%	14.9%	5.4%		100.0%
37. How satisfied are you with the policies and practices of your senior leaders?	Frequencies	10	30	17	8	8		73
	Percentages	13.7%	41.1%	23.3%	11.0%	11.0%		100.0%
38. How satisfied are you with the training you receive for your present job?	Frequencies	15	27	19	9	4		74
	Percentages	20.3%	36.5%	25.7%	12.2%	5.4%		100.0%
39. Considering everything, how satisfied are you with your job?	Frequencies	17	42	7	6	1		73
	Percentages	23.3%	57.5%	9.6%	8.2%	1.4%		100.0%
40. Considering everything, how satisfied are you with your pay?	Frequencies	21	33	10	8	2		74
	Percentages	28.4%	44.6%	13.5%	10.8%	2.7%		100.0%