

1. TVA EMPLOYEE OPINION SURVEYS

Periodically (approximately every 18 months) surveys are conducted within TVA to gather employee opinions on questions in the categories of quality commitment, quality improvement, change/reorganization, employee welfare, career development, communication, supervision, teamwork, training pay and benefits, job satisfaction, empowerment, leadership, company image, performance management/recognition, and overall satisfaction.

The information gathered in this process is used not only to identify strengths but to focus on opportunities for improvement and to develop action plans addressing these opportunities. All TVA employees are encouraged to participate in these surveys. The data is confidential (respecting individual privacy) and as such is compiled and analyzed by an outside company which provides the summary reports back to TVA for its organizations. The raw data is maintained by the contracting company, and no access to individual data is given to any TVA employee. The survey reports assist TVA managers in identifying areas for which actions need to be taken. Reports from prior years' surveys are used as baseline information for gauging improvements in employee responses to both specific questions and categories of questions in the survey.

DISPOSITION

A. Reports, 1991 and 1993

1. Overall summary reports for Communications and Employee Development; Customer Group; Diversity Information Services; Diversity Inspector General; Employee Relations; Employee Transition Program; Generating Group; Generating Group: Fossil Fuels; Generating Group: Nuclear; Generating Group Pres., Central, Employee Relations and Development Staff; Information Services; Inspector General; Diversity: Communications and Employee Development; Diversity: Customer Group; Diversity: Fossil and Hydro Generation; Diversity: Employee Relations; Diversity: Nuclear Generating; Diversity: Resource Group; Diversity: Generating; Generating: Fossil and Hydro; and Finance and Administration.

PERMANENT. Transfer to FRC in year 1998. Transfer to the National Archives in year 2003.

2. All other reports
Destroy when 5 years old.

B. Raw Data

Destroy when no longer needed for administrative purposes