



# HOTLINE

PRINCETON PLASMA PHYSICS LABORATORY

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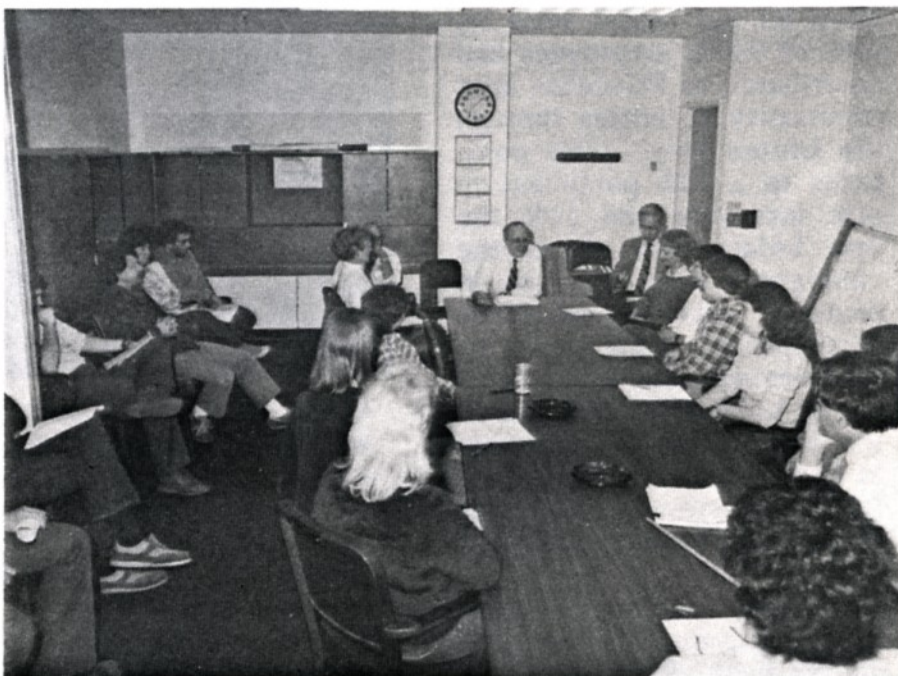
March 4, 1987

## MANAGERS DISCUSS ORC SURVEY RESULTS WITH STAFF

PPPL is now in the midst of an important follow-up process relating the results of the ORC employee opinion survey to a plan of action. Department, project, and division managers recently received results from the survey reflecting the concerns of their staff and how these results compared to those for the Laboratory as a whole. Managers are now discussing this information with their employees.

"The method managers use to share survey results with their staff will vary from unit to unit," said Bill Johnson, PPPL's Employee Relations Manager and participant in the Director's Follow-Up Task Force. "Some managers are meeting with their entire unit at one time, while others are meeting with smaller groups of employees."

"In a few cases, the survey responses may be ambiguous," Johnson continued. "Suppose, for example, that a division's ratings were lower than those for the Laboratory in the area of working conditions and equipment. Does this mean that the environmental conditions, such as noise levels, temperature, etc. are the problem, or does it mean that the equipment, such as tools, word processors, computers, etc. need improvement, or is it something else? We hope



*Managers and staff from Information and Administrative Services discuss ORC survey results with Administration Department Heads Dick Rossi and Bob Smart.*

that these discussions will help us to identify the specific problems."

In addition to sharing results and seeking clarification, managers are also encouraging employees to make suggestions or recommendations. Managers and employees can then work together to find mutually acceptable solutions. For example, according to Johnson, "one manager had his initial feedback session with his entire division and now has representatives of the various staffs working on specific areas of concern."

The Director's Follow-up Task Force is finishing its work, and its recommendations are now being discussed in the Laboratory Council. The Director's action on these recommendations will be announced to the Laboratory in his State of the Laboratory message now scheduled for March 13 (specific times for the three sessions to be announced). Other actions arising from the ORC survey, such as the Employee Development Program training and developmental courses at PPPL, are presently underway.

## PPPL EMPLOYEES SHOW THEY CARE

PPPL set a record when plasma temperatures of 200 million degrees Celsius were reached on TFTR, and Laboratory employees set another record--this one for generosity--when they contributed over \$21,100 in support of this year's United Way Fund Drive.

When all the tallies were in, 43% of PPPL employees had contributed to Princeton area community activities through the United Way. This compares to a 32% participation rate last year and 11% the year before, and places the Laboratory near the top in terms of improved employee participation rate -- an achievement that was singled out by United Way officials at the final Campaign meeting. In fact, the Laboratory's participation rate was twice that of the rest of the University.

Laboratory results were equally impressive in terms of dollars given. PPPL increased its 1985 total of \$15,000 to \$21,100 in 1986, or about 40%. In so doing, the average donation per contributor increased by 10%, which met our goal.



*Steve Iverson (left), Jack Joyce (center), and Rosemary Fuccello (right) represented PPPL at the 1986 United Way's Annual Meeting and Awards Presentation Ceremony. Jack is a member of the United Way's Board of Trustees and Rosemary was the PPPL United Way Representative.*

"Overall this represents an outstanding response to the United Way. We have clearly expressed our concern for people in need in our local communities, and PPPL employees can truly be proud of their accomplishment," said

Jim Clark, Deputy Director for Administrative Operations and PPPL's United Way Campaign chairman. "I wish to extend to all campaign workers and donors the sincere thanks of the United Way and the agencies it serves."

### NEWS BITS

PPPL Principal Research Physicist James Sinnis was selected to serve on the campus Advisory Committee on the Presidential Search. The Committee, which will work closely with the trustees in their search for Princeton's next president, is composed of eight faculty members, four students, two professional staff members and one alumnus.

The PPL HOTLINE is issued by the Princeton University Plasma Physics Laboratory, a research facility supported by the United States Department of Energy. Correspondence should be directed to PPPL Information Services, B380, C-Site, James Forrestal Campus, ext. 2754.