

# EMPLOYEE SATISFACTION SURVEY

## 2016 Survey - Dimension Summary Report

### Facilities & Operations

#### Architecture Engineering & Construction

#### Architecture & Engineering

#### A&E Architecture

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	24	23	23			
Employees in Unit/Department	25	22	22			
% Survey Participation	96%	105%	105%			
<b>Dimensions</b>						
Upper Management*	--	--	76	--		69
Climate*	--	74	79	5		67
Supervisor	71	79	86	7		74
Autonomy/Involvement	66	72	78	6		71
Workload	61	63	66	3		70
Resources/Environment	63	68	76	8		70
Recognition*	--	73	77	4		65
Co-workers	78	83	85	2		75
Communication*	--	66	72	6		64
Training and Development*	--	73	77	4		69
Task Significance	78	85	85	0		77
Compensation*	--	61	63	2		56
Benefits*	--	86	87	1		78
Advancement*	--	65	71	6		65
Survey Perception*	--	71	71	0		63
<b>Job Satisfaction</b>	<b>66</b>	<b>80</b>	<b>76</b>	<b>-4</b>		<b>69</b>
<b>Outcomes</b>						
Unit/Dept. Commitment*	--	84	87	3		80
Unit/Dept. Loyalty	59	72	72	0		77
Unit/Dept. Recommend	69	85	85	0		74
Customer Focus	84	89	87	-2		83
U of M Commitment	84	91	92	1		80
U of M Loyalty	69	80	76	-4		77
U of M Recommendation	81	91	90	-1		74
U of M Donation*	--	--	61	--		--

\*Attributes or Dimensions are new or have been modified, so a direct comparison to some past elements is not possible