

# EMPLOYEE SATISFACTION SURVEY

## 2016 Survey - Dimension Summary Report

### Facilities & Operations

#### Architecture Engineering & Construction

#### Architecture & Engineering

#### Interior Design

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	9	9	8			
Employees in Unit/Department	7	9	8			
% Survey Participation	129%	100%	100%			
<b>Dimensions</b>						
Upper Management*	--	--	71	--		69
Climate*	--	66	76	10	▲	67
Supervisor	53	70	79	9		74
Autonomy/Involvement	52	69	71	2		71
Workload	36	45	74	29	▲	70
Resources/Environment	63	75	77	2		70
Recognition*	--	71	76	5		65
Co-workers	72	81	83	2		75
Communication*	--	54	67	13		64
Training and Development*	--	65	71	6		69
Task Significance	64	74	80	6		77
Compensation*	--	48	61	13		56
Benefits*	--	81	84	3		78
Advancement*	--	53	65	12		65
Survey Perception*	--	69	74	5		63
<b>Job Satisfaction</b>	<b>76</b>	<b>81</b>	<b>85</b>	<b>4</b>		<b>69</b>
<b>Outcomes</b>						
Unit/Dept. Commitment*	--	89	87	-2		80
Unit/Dept. Loyalty	70	73	72	-1		77
Unit/Dept. Recommend	73	73	85	12		74
Customer Focus	85	94	93	-1		83
U of M Commitment	90	88	89	1		80
U of M Loyalty	80	81	83	2		77
U of M Recommendation	93	83	92	9		74
U of M Donation*	--	--	47	--		--

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