

# EMPLOYEE SATISFACTION SURVEY

## 2016 Survey - Dimension Summary Report

### Facilities & Operations

#### Architecture Engineering & Construction

#### Architecture & Engineering

#### A&E Mechanical

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	14	10	12			
Employees in Unit/Department	16	13	12			
% Survey Participation	88%	77%	100%			
<b>Dimensions</b>						
Upper Management*	--	--	62	--		69
Climate*	--	63	66	3		67
Supervisor	66	76	77	1		74
Autonomy/Involvement	62	75	70	-5		71
Workload	54	50	59	9		70
Resources/Environment	63	67	71	4		70
Recognition*	--	62	67	5		65
Co-workers	67	68	74	6		75
Communication*	--	60	65	5		64
Training and Development*	--	61	65	4		69
Task Significance	72	78	78	0		77
Compensation*	--	50	62	12		56
Benefits*	--	80	78	-2		78
Advancement*	--	52	59	7		65
Survey Perception*	--	64	53	-11		63
<b>Job Satisfaction</b>	<b>67</b>	<b>74</b>	<b>71</b>	<b>-3</b>		<b>69</b>
<b>Outcomes</b>						
Unit/Dept. Commitment*	--	77	78	1		80
Unit/Dept. Loyalty	62	72	71	-1		77
Unit/Dept. Recommend	60	74	74	0		74
Customer Focus	74	78	79	1		83
U of M Commitment	79	85	85	0		80
U of M Loyalty	81	88	78	-10		77
U of M Recommendation	78	89	87	-2		74
U of M Donation*	--	--	65	--		--

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