

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations						
Architecture Engineering & Construction						
Construction Mgmt, Code Inspection, Cx and Plan Review						
Code Inspection						
	2012	2014	2016	Diff	Signif	CFI
	7	8	8	2014 to	Diff	Bench
	8	8	8	2016		mark
	88%	100%	100%			
Dimensions						
Upper Management*	--	--	82	--		69
Climate*	--	80	81	1		67
Supervisor	82	92	93	1		74
Autonomy/Involvement	67	76	86	10		71
Workload	71	81	81	0		70
Resources/Environment	74	85	90	5		70
Recognition*	--	78	83	5		65
Co-workers	87	89	90	1		75
Communication*	--	80	89	9		64
Training and Development*	--	85	84	-1		69
Task Significance	75	88	90	2		77
Compensation*	--	61	74	13		56
Benefits*	--	66	77	11		78
Advancement*	--	73	76	3		65
Survey Perception*	--	72	67	-5		63
Job Satisfaction	82	88	87	-1		69
Outcomes						
Unit/Dept. Commitment*	--	88	89	1		80
Unit/Dept. Loyalty	82	81	83	2		77
Unit/Dept. Recommend	86	86	92	6		74
Customer Focus	84	87	85	-2		83
U of M Commitment	90	90	91	1		80
U of M Loyalty	91	89	89	0		77
U of M Recommendation	90	88	89	1		74
U of M Donation*	--	--	68	--		--

Survey Respondents
Employees in Unit/Department
% Survey Participation

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