

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations						
Architecture Engineering & Construction						
Construction Mgmt, Code Inspection, Cx and Plan Review						
Construction Management						
	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	25	23	25			
Employees in Unit/Department	26	22	25			
% Survey Participation	96%	105%	100%			
Dimensions						
Upper Management*	--	--	59	--		69
Climate*	--	58	61	3		67
Supervisor	71	69	73	4		74
Autonomy/Involvement	61	61	67	6		71
Workload	58	56	58	2		70
Resources/Environment	63	61	70	9		70
Recognition*	--	55	60	5		65
Co-workers	71	67	72	5		75
Communication*	--	47	53	6		64
Training and Development*	--	51	60	9		69
Task Significance	76	73	74	1		77
Compensation*	--	53	47	-6		56
Benefits*	--	74	72	-2		78
Advancement*	--	48	50	2		65
Survey Perception*	--	53	57	4		63
Job Satisfaction	73	76	70	-6		69
Outcomes						
Unit/Dept. Commitment*	--	77	74	-3		80
Unit/Dept. Loyalty	65	72	65	-7		77
Unit/Dept. Recommend	75	71	72	1		74
Customer Focus	83	84	86	2		83
U of M Commitment	84	87	80	-7		80
U of M Loyalty	84	82	77	-5		77
U of M Recommendation	87	87	79	-8		74
U of M Donation*	--	--	51	--		--

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