

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations						
Architecture Engineering & Construction						
Construction Mgmt, Code Inspection, Cx and Plan Review						
Construction Management						
Campus						
	2012	2014	2016	Diff	Signif	CFI
				2014 to	Diff	Bench
				2016		mark
Survey Respondents	0	17	15			
Employees in Unit/Department	--	16	19			
% Survey Participation	--	106%	79%			
Dimensions						
Upper Management*	--	--	62	--		69
Climate*	--	59	66	7		67
Supervisor	--	71	77	6		74
Autonomy/Involvement	--	60	68	8		71
Workload	--	55	62	7		70
Resources/Environment	--	64	75	11		70
Recognition*	--	53	62	9		65
Co-workers	--	66	71	5		75
Communication*	--	49	55	6		64
Training and Development*	--	54	63	9		69
Task Significance	--	75	76	1		77
Compensation*	--	56	50	-6		56
Benefits*	--	74	73	-1		78
Advancement*	--	52	56	4		65
Survey Perception*	--	52	62	10		63
Job Satisfaction	--	75	70	-5		69
Outcomes						
Unit/Dept. Commitment*	--	76	76	0		80
Unit/Dept. Loyalty	--	69	68	-1		77
Unit/Dept. Recommend	--	67	79	12		74
Customer Focus	--	83	85	2		83
U of M Commitment	--	90	83	-7		80
U of M Loyalty	--	83	80	-3		77
U of M Recommendation	--	90	84	-6		74
U of M Donation*	--	--	53	--		--

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