

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations						
Architecture Engineering & Construction						
Construction Mgmt, Code Inspection, Cx and Plan Review						
Construction Management						
Hospital						
	2012	2014	2016	Diff	Signif	CFI
	0	6	10	2014 to	Diff	Bench
	--	100%	167%	2016		mark
Dimensions						
Upper Management*	--	--	56	--		69
Climate*	--	55	52	-3		67
Supervisor	--	64	66	2		74
Autonomy/Involvement	--	63	65	2		71
Workload	--	59	52	-7		70
Resources/Environment	--	52	64	12		70
Recognition*	--	58	57	-1		65
Co-workers	--	68	72	4		75
Communication*	--	41	48	7		64
Training and Development*	--	43	55	12		69
Task Significance	--	68	70	2		77
Compensation*	--	45	42	-3		56
Benefits*	--	71	71	0		78
Advancement*	--	36	42	6		65
Survey Perception*	--	56	51	-5		63
Job Satisfaction	--	80	69	-11		69
Outcomes						
Unit/Dept. Commitment*	--	80	70	-10		80
Unit/Dept. Loyalty	--	78	60	-18		77
Unit/Dept. Recommend	--	81	62	-19		74
Customer Focus	--	86	87	1		83
U of M Commitment	--	79	74	-5		80
U of M Loyalty	--	79	73	-6		77
U of M Recommendation	--	80	71	-9		74
U of M Donation*	--	--	48	--		--

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