

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations						
Architecture Engineering & Construction						
Construction Mgmt, Code Inspection, Cx and Plan Review						
Commissioning & Plan Revw						
	2012	2014	2016	Diff	Signif	CFI
	2014 to			2014 to	Diff	Bench
	2016			2016		mark
Survey Respondents	10	7	8			
Employees in Unit/Department	11	9	8			
% Survey Participation	91%	78%	100%			
Dimensions						
Upper Management*	--	--	59	--		69
Climate*	--	83	71	-12		67
Supervisor	71	89	83	-6		74
Autonomy/Involvement	66	84	82	-2		71
Workload	66	64	72	8		70
Resources/Environment	71	86	81	-5		70
Recognition*	--	72	71	-1		65
Co-workers	71	86	82	-4		75
Communication*	--	74	67	-7		64
Training and Development*	--	78	61	-17		69
Task Significance	75	85	83	-2		77
Compensation*	--	76	71	-5		56
Benefits*	--	86	91	5		78
Advancement*	--	61	58	-3		65
Survey Perception*	--	54	50	-4		63
Job Satisfaction	78	85	88	3		69
Outcomes						
Unit/Dept. Commitment*	--	89	92	3		80
Unit/Dept. Loyalty	72	79	80	1		77
Unit/Dept. Recommend	76	89	94	5		74
Customer Focus	83	88	88	0		83
U of M Commitment	86	83	92	9		80
U of M Loyalty	82	86	86	0		77
U of M Recommendation	83	87	92	5		74
U of M Donation*	--	--	54	--		--

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