

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations

Architecture Engineering & Construction

AEC Design and UPO

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	14	14	9			
Employees in Unit/Department	13	13	9			
% Survey Participation	108%	108%	100%			
Dimensions						
Upper Management*	--	--	75	--		69
Climate*	--	75	76	1		67
Supervisor	70	79	80	1		74
Autonomy/Involvement	68	70	79	9		71
Workload	66	66	75	9		70
Resources/Environment	66	79	81	2		70
Recognition*	--	76	81	5		65
Co-workers	78	84	88	4		75
Communication*	--	70	74	4		64
Training and Development*	--	66	70	4		69
Task Significance	76	86	87	1		77
Compensation*	--	60	65	5		56
Benefits*	--	79	83	4		78
Advancement*	--	59	63	4		65
Survey Perception*	--	59	67	8		63
Job Satisfaction	75	77	86	9		69
Outcomes						
Unit/Dept. Commitment*	--	83	89	6		80
Unit/Dept. Loyalty	73	73	85	12		77
Unit/Dept. Recommend	80	78	89	11		74
Customer Focus	83	88	88	0		83
U of M Commitment	92	92	93	1		80
U of M Loyalty	83	82	84	2		77
U of M Recommendation	94	93	95	2		74
U of M Donation*	--	--	62	--		--

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