

# EMPLOYEE SATISFACTION SURVEY

## 2016 Survey - Dimension Summary Report

### Facilities & Operations

### Architecture Engineering & Construction

### AEC Support & Technology

### FIC & Space Information

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
<b>Survey Respondents</b>	12	7	6			
<b>Employees in Unit/Department</b>	10	7	6			
<b>% Survey Participation</b>	120%	100%	100%			
<b>Dimensions</b>						
Upper Management*	--	--	25	--		69
Climate*	--	39	44	5		67
Supervisor	31	42	41	-1		74
Autonomy/Involvement	40	46	53	7		71
Workload	43	55	67	12		70
Resources/Environment	47	63	62	-1		70
Recognition*	--	57	64	7		65
Co-workers	74	79	65	-14		75
Communication*	--	30	36	6		64
Training and Development*	--	27	23	-4		69
Task Significance	64	61	68	7		77
Compensation*	--	41	53	12		56
Benefits*	--	70	74	4		78
Advancement*	--	31	30	-1		65
Survey Perception*	--	87	78	-9		63
<b>Job Satisfaction</b>	<b>68</b>	<b>57</b>	<b>67</b>	<b>10</b>		<b>69</b>
<b>Outcomes</b>						
Unit/Dept. Commitment*	--	66	52	-14		80
Unit/Dept. Loyalty	43	49	42	-7		77
Unit/Dept. Recommend	33	32	30	-2		74
Customer Focus	82	70	83	13		83
U of M Commitment	88	81	81	0		80
U of M Loyalty	80	76	69	-7		77
U of M Recommendation	84	76	78	2		74
U of M Donation*	--	--	67	--		--

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