

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations

Architecture Engineering & Construction

AEC Support & Technology

AEC IT/AECtion

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	9	6	5			
Employees in Unit/Department	9	6	5			
% Survey Participation	100%	100%	100%			
Dimensions						
Upper Management*	--	--	47	--		69
Climate*	--	59	63	4		67
Supervisor	72	61	68	7		74
Autonomy/Involvement	70	72	79	7		71
Workload	66	74	68	-6		70
Resources/Environment	78	69	80	11		70
Recognition*	--	47	46	-1		65
Co-workers	70	68	76	8		75
Communication*	--	49	46	-3		64
Training and Development*	--	21	55	34		69
Task Significance	77	68	64	-4		77
Compensation*	--	66	55	-11		56
Benefits*	--	75	82	7		78
Advancement*	--	44	39	-5		65
Survey Perception*	--	35	42	7		63
Job Satisfaction	74	72	74	2		69
Outcomes						
Unit/Dept. Commitment*	--	62	78	16	▲	80
Unit/Dept. Loyalty	62	63	51	-12		77
Unit/Dept. Recommend	74	63	62	-1		74
Customer Focus	85	87	87	0		83
U of M Commitment	79	78	79	1		80
U of M Loyalty	80	68	75	7		77
U of M Recommendation	86	80	84	4		74
U of M Donation*	--	--	47	--		--

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