

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations

Architecture Engineering & Construction

AEC Lead Team Admin

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	18	19	26			
Employees in Unit/Department	21	28	29			
% Survey Participation	86%	68%	90%			
Dimensions						
Upper Management*	--	--	67	--		69
Climate*	--	76	76	0		67
Supervisor	76	84	80	-4		74
Autonomy/Involvement	77	75	77	2		71
Workload	71	64	74	10		70
Resources/Environment	81	80	80	0		70
Recognition*	--	66	73	7		65
Co-workers	85	78	82	4		75
Communication*	--	62	69	7		64
Training and Development*	--	69	78	9		69
Task Significance	85	88	87	-1		77
Compensation*	--	71	73	2		56
Benefits*	--	80	83	3		78
Advancement*	--	63	70	7		65
Survey Perception*	--	51	60	9		63
Job Satisfaction	82	74	81	7		69
Outcomes						
Unit/Dept. Commitment*	--	78	82	4		80
Unit/Dept. Loyalty	80	74	69	-5		77
Unit/Dept. Recommend	82	74	81	7		74
Customer Focus	88	86	88	2		83
U of M Commitment	93	84	90	6		80
U of M Loyalty	87	83	81	-2		77
U of M Recommendation	89	89	89	0		74
U of M Donation*	--	--	66	--		--

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