

# EMPLOYEE SATISFACTION SURVEY

## 2016 Survey - Dimension Summary Report

**Facilities & Operations**
**Architecture Engineering & Construction**
**AEC Lead Team Admin**
**AEC Lead Team/Project Directors**

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
<b>Survey Respondents</b>	8	7	10			
<b>Employees in Unit/Department</b>	11	12	10			
<b>% Survey Participation</b>	73%	58%	100%			
<b>Dimensions</b>						
Upper Management*	--	--	--	--		69
Climate*	--	86	83	-3		67
Supervisor	78	84	81	-3		74
Autonomy/Involvement	79	80	88	8		71
Workload	75	62	73	11		70
Resources/Environment	77	83	88	5		70
Recognition*	--	75	76	1		65
Co-workers	86	82	84	2		75
Communication*	--	81	73	-8		64
Training and Development*	--	74	78	4		69
Task Significance	87	93	91	-2		77
Compensation*	--	75	79	4		56
Benefits*	--	74	80	6		78
Advancement*	--	72	75	3		65
Survey Perception*	--	56	56	0		63
<b>Job Satisfaction</b>	<b>84</b>	<b>86</b>	<b>88</b>	<b>2</b>		<b>69</b>
<b>Outcomes</b>						
Unit/Dept. Commitment*	--	90	88	-2		80
Unit/Dept. Loyalty	81	81	82	1		77
Unit/Dept. Recommend	87	87	89	2		74
Customer Focus	86	88	90	2		83
U of M Commitment	93	91	92	1		80
U of M Loyalty	88	83	86	3		77
U of M Recommendation	94	92	91	-1		74
U of M Donation*	--	--	73	--		--

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