

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations

Architecture Engineering & Construction

AEC Lead Team Admin

AEC Managers and LT Admin

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	10	12	16			
Employees in Unit/Department	10	16	19			
% Survey Participation	100%	75%	84%			
Dimensions						
Upper Management*	--	--	67	--		69
Climate*	--	69	72	3		67
Supervisor	75	85	79	-6		74
Autonomy/Involvement	76	73	70	-3		71
Workload	68	65	74	9		70
Resources/Environment	83	78	75	-3		70
Recognition*	--	61	71	10		65
Co-workers	84	76	81	5		75
Communication*	--	51	66	15		64
Training and Development*	--	66	78	12		69
Task Significance	84	85	85	0		77
Compensation*	--	68	69	1		56
Benefits*	--	84	85	1		78
Advancement*	--	58	67	9		65
Survey Perception*	--	48	63	15		63
Job Satisfaction	81	67	76	9		69
Outcomes						
Unit/Dept. Commitment*	--	71	78	7		80
Unit/Dept. Loyalty	79	70	61	-9		77
Unit/Dept. Recommend	79	67	76	9		74
Customer Focus	89	85	87	2		83
U of M Commitment	92	79	89	10		80
U of M Loyalty	86	83	78	-5		77
U of M Recommendation	84	87	88	1		74
U of M Donation*	--	--	61	--		--

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