

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations

Architecture Engineering & Construction

Project Controls

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	9	8	8			
Employees in Unit/Department	10	8	8			
% Survey Participation	90%	100%	100%			
Dimensions						
Upper Management*	--	--	69	--		69
Climate*	--	81	69	-12		67
Supervisor	86	86	74	-12		74
Autonomy/Involvement	79	63	64	1		71
Workload	74	83	75	-8		70
Resources/Environment	93	94	85	-9		70
Recognition*	--	72	69	-3		65
Co-workers	84	85	78	-7		75
Communication*	--	79	70	-9		64
Training and Development*	--	83	69	-14		69
Task Significance	91	87	83	-4		77
Compensation*	--	65	59	-6		56
Benefits*	--	79	80	1		78
Advancement*	--	71	67	-4		65
Survey Perception*	--	79	76	-3		63
Job Satisfaction	88	75	69	-6		69
Outcomes						
Unit/Dept. Commitment*	--	85	77	-8		80
Unit/Dept. Loyalty	86	78	61	-17		77
Unit/Dept. Recommend	88	82	75	-7		74
Customer Focus	93	86	81	-5		83
U of M Commitment	94	85	86	1		80
U of M Loyalty	94	84	78	-6		77
U of M Recommendation	96	83	86	3		74
U of M Donation*	--	--	69	--		--

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