

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations

Architecture Engineering & Construction

AEC Support & Technology

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	0	16	14			
Employees in Unit/Department	--	16	14			
% Survey Participation	--	100%	100%			
Dimensions						
Upper Management*	--	--	41	--		69
Climate*	--	56	60	4		67
Supervisor	--	59	62	3		74
Autonomy/Involvement	--	64	72	8		71
Workload	--	69	72	3		70
Resources/Environment	--	69	73	4		70
Recognition*	--	61	64	3		65
Co-workers	--	79	76	-3		75
Communication*	--	49	51	2		64
Training and Development*	--	35	44	9		69
Task Significance	--	71	71	0		77
Compensation*	--	59	55	-4		56
Benefits*	--	76	77	1		78
Advancement*	--	45	43	-2		65
Survey Perception*	--	65	63	-2		63
Job Satisfaction	--	69	73	4		69
Outcomes						
Unit/Dept. Commitment*	--	70	70	0		80
Unit/Dept. Loyalty	--	62	54	-8		77
Unit/Dept. Recommend	--	56	55	-1		74
Customer Focus	--	81	87	6		83
U of M Commitment	--	83	83	0		80
U of M Loyalty	--	76	75	-1		77
U of M Recommendation	--	81	83	2		74
U of M Donation*	--	--	57	--		--

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