

# EMPLOYEE SATISFACTION SURVEY

## 2016 Survey - Dimension Summary Report

Finance						
Financial Analysis/Risk						
Management/Treasury/PMO/FSS						
Non-Supervisory						
Financial Analysis/PMO/FSS Non-Supervisory						
	2012	2014	2016	Diff	Signif	CFI
	0	25	12	2014 to	Diff	Bench
	--	25	14	2016		mark
	--	100%	86%			
<b>Dimensions</b>						
Upper Management*	--	--	63	--		69
Climate*	--	68	66	-2		67
Supervisor	--	74	74	0		74
Autonomy/Involvement	--	69	64	-5		71
Workload	--	70	68	-2		70
Resources/Environment	--	84	79	-5		70
Recognition*	--	72	66	-6		65
Co-workers	--	85	72	-13	▼	75
Communication*	--	64	65	1		64
Training and Development*	--	63	65	2		69
Task Significance	--	81	73	-8		77
Compensation*	--	63	59	-4		56
Benefits*	--	84	77	-7		78
Advancement*	--	66	60	-6		65
Survey Perception*	--	62	38	-24	▼	63
<b>Job Satisfaction</b>	--	69	64	-5		69
<b>Outcomes</b>						
Unit/Dept. Commitment*	--	76	67	-9		80
Unit/Dept. Loyalty	--	53	53	0		77
Unit/Dept. Recommend	--	66	69	3		74
Customer Focus	--	90	77	-13	▼	83
U of M Commitment	--	86	67	-19	▼	80
U of M Loyalty	--	77	70	-7		77
U of M Recommendation	--	90	69	-21	▼	74
U of M Donation*	--	--	35	--		--

Survey Respondents  
Employees in Unit/Department  
% Survey Participation

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