

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Finance						
Financial Analysis/Risk						
Management/Treasury/PMO/FSS						
Supervisors						
2012	2014	2016	Diff	Signif	CFI	
0	21	14	2014 to	Diff	Bench	
	18	13	2016		mark	
	117%	108%				
Dimensions						
Upper Management*	--	--	53	--		69
Climate*	--	73	71	-2		67
Supervisor	--	75	74	-1		74
Autonomy/Involvement	--	67	75	8		71
Workload	--	64	67	3		70
Resources/Environment	--	83	80	-3		70
Recognition*	--	72	74	2		65
Co-workers	--	77	89	12		75
Communication*	--	70	63	-7		64
Training and Development*	--	76	72	-4		69
Task Significance	--	81	79	-2		77
Compensation*	--	64	53	-11		56
Benefits*	--	81	75	-6		78
Advancement*	--	73	68	-5		65
Survey Perception*	--	59	47	-12		63
Job Satisfaction	--	73	79	6		69
Outcomes						
Unit/Dept. Commitment*	--	76	79	3		80
Unit/Dept. Loyalty	--	57	60	3		77
Unit/Dept. Recommend	--	69	64	-5		74
Customer Focus	--	89	90	1		83
U of M Commitment	--	84	87	3		80
U of M Loyalty	--	78	78	0		77
U of M Recommendation	--	81	89	8		74
U of M Donation*	--	--	67	--		--

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