

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Finance						
Financial Operations						
Controllers Office/Fin Rprts & CRO/Invest Rec						
2012	2014	2016	Diff	Signif	CFI	
0	14	11	2014 to	Diff	Bench	
--	93%	79%	2016		mark	
Dimensions						
Upper Management*	--	--	72	--		69
Climate*	--	81	77	-4		67
Supervisor	--	81	81	0		74
Autonomy/Involvement	--	80	77	-3		71
Workload	--	73	73	0		70
Resources/Environment	--	85	87	2		70
Recognition*	--	71	74	3		65
Co-workers	--	84	86	2		75
Communication*	--	67	67	0		64
Training and Development*	--	71	72	1		69
Task Significance	--	82	78	-4		77
Compensation*	--	71	67	-4		56
Benefits*	--	89	83	-6		78
Advancement*	--	65	58	-7		65
Survey Perception*	--	69	64	-5		63
Job Satisfaction	--	77	72	-5		69
Outcomes						
Unit/Dept. Commitment*	--	83	81	-2		80
Unit/Dept. Loyalty	--	73	69	-4		77
Unit/Dept. Recommend	--	84	84	0		74
Customer Focus	--	88	89	1		83
U of M Commitment	--	88	87	-1		80
U of M Loyalty	--	89	85	-4		77
U of M Recommendation	--	86	91	5		74
U of M Donation*	--	--	51	--		--

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