

# EMPLOYEE SATISFACTION SURVEY

## 2016 Survey - Dimension Summary Report

Finance						
Financial Operations						
Payroll Office						
Supervisors						
	2012	2014	2016	Diff	Signif	CFI
	0	8	11	2014 to	Diff	Bench
	--	8	9	2016		mark
	--	100%	122%			
<b>Dimensions</b>						
Upper Management*	--	--	69	--		69
Climate*	--	85	84	-1		67
Supervisor	--	89	72	-17	▼	74
Autonomy/Involvement	--	89	85	-4		71
Workload	--	82	85	3		70
Resources/Environment	--	96	91	-5		70
Recognition*	--	81	82	1		65
Co-workers	--	93	89	-4		75
Communication*	--	82	80	-2		64
Training and Development*	--	87	85	-2		69
Task Significance	--	95	89	-6		77
Compensation*	--	72	79	7		56
Benefits*	--	86	88	2		78
Advancement*	--	81	81	0		65
Survey Perception*	--	85	82	-3		63
<b>Job Satisfaction</b>	--	90	76	-14	▼	69
<b>Outcomes</b>						
Unit/Dept. Commitment*	--	97	90	-7		80
Unit/Dept. Loyalty	--	82	60	-22		77
Unit/Dept. Recommend	--	94	83	-11		74
Customer Focus	--	97	94	-3		83
U of M Commitment	--	94	93	-1		80
U of M Loyalty	--	92	84	-8		77
U of M Recommendation	--	97	94	-3		74
U of M Donation*	--	--	73	--		--

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