

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

	Finance					
	Financial Operations					
	Student Business Operations					
	Non-supervisory					
	2012	2014	2016	Diff	Signif	CFI
	2012	2014	2016	2014 to	Diff	Bench
Survey Respondents	21	18	19	2016		mark
Employees in Unit/Department		25	22			
% Survey Participation		72%	86%			
Dimensions						
Upper Management*	--	--	61	--		69
Climate*	--	64	60	-4		67
Supervisor	79	73	69	-4		74
Autonomy/Involvement	63	63	61	-2		71
Workload	66	54	57	3		70
Resources/Environment	71	79	77	-2		70
Recognition*	--	66	63	-3		65
Co-workers	74	75	70	-5		75
Communication*	--	53	58	5		64
Training and Development*	--	65	66	1		69
Task Significance	78	80	76	-4		77
Compensation*	--	59	55	-4		56
Benefits*	--	82	82	0		78
Advancement*	--	51	60	9		65
Survey Perception*	--	57	57	0		63
Job Satisfaction	69	71	67	-4		69
Outcomes						
Unit/Dept. Commitment*	--	73	74	1		80
Unit/Dept. Loyalty	64	68	61	-7		77
Unit/Dept. Recommend	69	65	71	6		74
Customer Focus	87	87	86	-1		83
U of M Commitment	79	78	84	6		80
U of M Loyalty	79	85	82	-3		77
U of M Recommendation	82	82	88	6		74
U of M Donation*	--	--	51	--		--

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