

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Finance						
Financial Operations						
Student Business Operations						
Supervisors						
	2012	2014	2016	Diff	Signif	CFI
	0	6	6	2014 to	Diff	Bench
	--	117%	117%	2016		mark
Dimensions						
Upper Management*	--	--	79	--		69
Climate*	--	81	85	4		67
Supervisor	--	90	89	-1		74
Autonomy/Involvement	--	84	93	9		71
Workload	--	78	88	10		70
Resources/Environment	--	88	93	5		70
Recognition*	--	71	81	10		65
Co-workers	--	85	85	0		75
Communication*	--	81	89	8		64
Training and Development*	--	81	78	-3		69
Task Significance	--	92	87	-5		77
Compensation*	--	69	74	5		56
Benefits*	--	90	83	-7		78
Advancement*	--	66	81	15		65
Survey Perception*	--	59	68	9		63
Job Satisfaction	--	86	83	-3		69
Outcomes						
Unit/Dept. Commitment*	--	91	94	3		80
Unit/Dept. Loyalty	--	79	87	8		77
Unit/Dept. Recommend	--	81	95	14		74
Customer Focus	--	93	95	2		83
U of M Commitment	--	82	94	12		80
U of M Loyalty	--	87	90	3		77
U of M Recommendation	--	83	95	12		74
U of M Donation*	--	--	62	--		--

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