

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Finance						
Office of the AVP Finance/Finance HR/Tax						
2012	2014	2016	Diff	Signif	CFI	
			2014 to	Diff	Bench	
Survey Respondents	21	24	14	2016	mark	
Employees in Unit/Department	23	23	19			
% Survey Participation	91%	104%	74%			
Dimensions						
Upper Management*	--	--	72	--		69
Climate*	--	67	76	9		67
Supervisor	79	67	81	14		74
Autonomy/Involvement	73	62	76	14		71
Workload	67	71	77	6		70
Resources/Environment	85	78	90	12	▲	70
Recognition*	--	70	76	6		65
Co-workers	83	84	82	-2		75
Communication*	--	67	82	15	▲	64
Training and Development*	--	65	78	13		69
Task Significance	84	80	87	7		77
Compensation*	--	62	80	18	▲	56
Benefits*	--	81	83	2		78
Advancement*	--	60	80	20	▲	65
Survey Perception*	--	55	52	-3		63
Job Satisfaction	82	74	86	12	▲	69
Outcomes						
Unit/Dept. Commitment*	--	75	83	8		80
Unit/Dept. Loyalty	78	52	74	22	▲	77
Unit/Dept. Recommend	80	62	79	17		74
Customer Focus	92	92	90	-2		83
U of M Commitment	90	86	86	0		80
U of M Loyalty	86	76	91	15	▲	77
U of M Recommendation	92	87	87	0		74
U of M Donation*	--	--	60	--		--

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