

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Finance						
Procurement Services						
Procurement Services Staff						
Administration and Technology Non-Supervisory						
2012	2014	2016	Diff	Signif	CFI	
			2014 to	Diff	Bench	
			2016		mark	
Survey Respondents	11	14	13			
Employees in Unit/Department		27	22			
% Survey Participation		52%	59%			
Dimensions						
Upper Management*	--	--	51	--		69
Climate*	--	65	61	-4		67
Supervisor	59	71	75	4		74
Autonomy/Involvement	79	67	69	2		71
Workload	66	64	67	3		70
Resources/Environment	77	72	74	2		70
Recognition*	--	64	57	-7		65
Co-workers	80	71	71	0		75
Communication*	--	61	56	-5		64
Training and Development*	--	57	70	13		69
Task Significance	78	82	70	-12		77
Compensation*	--	69	53	-16	▼	56
Benefits*	--	74	69	-5		78
Advancement*	--	60	54	-6		65
Survey Perception*	--	62	54	-8		63
Job Satisfaction	79	73	63	-10		69
Outcomes						
Unit/Dept. Commitment*	--	76	69	-7		80
Unit/Dept. Loyalty	77	60	53	-7		77
Unit/Dept. Recommend	79	68	62	-6		74
Customer Focus	87	86	86	0		83
U of M Commitment	92	89	84	-5		80
U of M Loyalty	88	87	75	-12		77
U of M Recommendation	91	89	82	-7		74
U of M Donation*	--	--	53	--		--

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