

# EMPLOYEE SATISFACTION SURVEY

## 2016 Survey - Dimension Summary Report

Finance						
Procurement Services						
Procurement Services Lead Team Administration (Supervisors)						
2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark	
0	18	23				
	22	20				
--	82%	115%				
<b>Dimensions</b>						
Upper Management*	--	--	69	--		69
Climate*	--	81	74	-7		67
Supervisor	--	86	79	-7		74
Autonomy/Involvement	--	90	80	-10	▼	71
Workload	--	82	72	-10		70
Resources/Environment	--	87	80	-7		70
Recognition*	--	78	77	-1		65
Co-workers	--	88	82	-6		75
Communication*	--	79	67	-12	▼	64
Training and Development*	--	78	73	-5		69
Task Significance	--	92	84	-8	▼	77
Compensation*	--	76	70	-6		56
Benefits*	--	81	82	1		78
Advancement*	--	74	70	-4		65
Survey Perception*	--	70	64	-6		63
<b>Job Satisfaction</b>	--	84	83	-1		69
<b>Outcomes</b>						
Unit/Dept. Commitment*	--	92	83	-9	▼	80
Unit/Dept. Loyalty	--	87	74	-13	▼	77
Unit/Dept. Recommend	--	89	80	-9		74
Customer Focus	--	87	87	0		83
U of M Commitment	--	89	89	0		80
U of M Loyalty	--	89	85	-4		77
U of M Recommendation	--	90	90	0		74
U of M Donation*	--	--	65	--		--

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