

# EMPLOYEE SATISFACTION SURVEY

## 2016 Survey - Dimension Summary Report

Finance
Procurement Services
Procurement Services Staff
Print Copy Mail, Property Control & Space Analysis and Property Disposition

Survey Respondents  
Employees in Unit/Department  
% Survey Participation

2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
24	30 33 91%	23 35 66%			

Dimensions	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Upper Management*	--	--	54	--		69
Climate*	--	66	66	0		67
Supervisor	79	73	72	-1		74
Autonomy/Involvement	79	69	69	0		71
Workload	79	67	67	0		70
Resources/Environment	91	76	73	-3		70
Recognition*	--	71	71	0		65
Co-workers	76	75	73	-2		75
Communication*	--	66	63	-3		64
Training and Development*	--	69	62	-7		69
Task Significance	91	84	84	0		77
Compensation*	--	59	55	-4		56
Benefits*	--	73	71	-2		78
Advancement*	--	59	56	-3		65
Survey Perception*	--	48	48	0		63
<b>Job Satisfaction</b>	<b>88</b>	<b>80</b>	<b>77</b>	<b>-3</b>		<b>69</b>
<b>Outcomes</b>						
Unit/Dept. Commitment*	--	81	82	1		80
Unit/Dept. Loyalty	82	69	68	-1		77
Unit/Dept. Recommend	83	71	76	5		74
Customer Focus	94	90	89	-1		83
U of M Commitment	93	83	84	1		80
U of M Loyalty	94	80	82	2		77
U of M Recommendation	93	84	77	-7		74
U of M Donation*	--	--	64	--		--

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