

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Finance						
Financial Analysis/Risk Management/Treasury/PMO/FSS						
Non-Supervisory						
Risk Management Non-supervisory						
	2012	2014	2016	Diff	Signif	CFI
Survey Respondents Employees in Unit/Department % Survey Participation	19	15 18 83%	15 18 83%	2014 to 2016	Diff	Bench mark
Dimensions						
Upper Management*	--	--	47	--		69
Climate*	--	47	50	3		67
Supervisor	75	43	52	9		74
Autonomy/Involvement	66	40	57	17		71
Workload	55	37	37	0		70
Resources/Environment	81	73	72	-1		70
Recognition*	--	60	64	4		65
Co-workers	81	53	63	10		75
Communication*	--	46	42	-4		64
Training and Development*	--	60	50	-10		69
Task Significance	80	66	73	7		77
Compensation*	--	38	35	-3		56
Benefits*	--	60	70	10		78
Advancement*	--	52	41	-11		65
Survey Perception*	--	30	44	14		63
Job Satisfaction	70	48	57	9		69
Outcomes						
Unit/Dept. Commitment*	--	53	65	12		80
Unit/Dept. Loyalty	69	41	44	3		77
Unit/Dept. Recommend	63	41	39	-2		74
Customer Focus	88	85	87	2		83
U of M Commitment	87	73	80	7		80
U of M Loyalty	79	73	69	-4		77
U of M Recommendation	85	71	76	5		74
U of M Donation*	--	--	42	--		--

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