BUSINESS & FINANCE
UNIVERSITY OF MICHIGAN

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Finance

Sponsored Programs

Non-supervisory

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	46	44	43			
Employees in Unit/Department		44	41			
% Survey Participation		100%	105%			
Dimensions						
Upper Management*	--	--	71	--		69
Climate*	--	78	72	-6		67
Supervisor	80	83	79	-4		74
Autonomy/Involvement	72	70	72	2		71
Workload	75	69	72	3		70
Resources/Environment	84	87	87	0		70
Recognition*	--	72	66	-6		65
Co-workers	82	83	78	-5		75
Communication*	--	70	66	-4		64
Training and Development*	--	74	76	2		69
Task Significance	85	88	86	-2		77
Compensation*	--	66	62	-4		56
Benefits*	--	82	80	-2		78
Advancement*	--	65	69	4		65
Survey Perception*	--	70	64	-6		63
Job Satisfaction	77	73	69	-4		69
Outcomes						
Unit/Dept. Commitment*	--	84	77	-7		80
Unit/Dept. Loyalty	69	66	65	-1		77
Unit/Dept. Recommend	81	80	75	-5		74
Customer Focus	83	87	83	-4		83
U of M Commitment	89	86	87	1		80
U of M Loyalty	83	82	81	-1		77
U of M Recommendation	93	87	88	1		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