

# EMPLOYEE SATISFACTION SURVEY

## 2016 Survey - Dimension Summary Report

	Finance					
	Sponsored Programs					
	Supervisors					
	2012	2014	2016	Diff	Signif	CFI
	11	11	10	2014 to	Diff	Bench
		10	9	2016		mark
		110%	111%			
	Survey Respondents Employees in Unit/Department % Survey Participation					
<b>Dimensions</b>						
Upper Management*	--	--	61	--		69
Climate*	--	85	74	-11		67
Supervisor	59	89	74	-15	▼	74
Autonomy/Involvement	70	82	79	-3		71
Workload	71	75	73	-2		70
Resources/Environment	86	88	91	3		70
Recognition*	--	75	63	-12		65
Co-workers	84	90	79	-11	▼	75
Communication*	--	85	70	-15	▼	64
Training and Development*	--	83	67	-16		69
Task Significance	77	95	83	-12	▼	77
Compensation*	--	68	62	-6		56
Benefits*	--	77	89	12	▲	78
Advancement*	--	75	74	-1		65
Survey Perception*	--	74	61	-13		63
<b>Job Satisfaction</b>	76	84	67	-17	▼	69
<b>Outcomes</b>						
Unit/Dept. Commitment*	--	92	80	-12		80
Unit/Dept. Loyalty	71	80	77	-3		77
Unit/Dept. Recommend	68	93	79	-14		74
Customer Focus	84	92	86	-6		83
U of M Commitment	85	89	82	-7		80
U of M Loyalty	84	83	86	3		77
U of M Recommendation	88	87	84	-3		74
U of M Donation*	--	--	32	--		--

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