

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Finance						
Financial Analysis/Risk						
Management/Treasury/PMO/FSS						
Non-Supervisory						
Treasurers Office Non-supervisory						
	2012	2014	2016	Diff	Signif	CFI
				2014 to	Diff	Bench
				2016		mark
Survey Respondents	9	13	12			
Employees in Unit/Department		15	15			
% Survey Participation		87%	80%			
Dimensions						
Upper Management*	--	--	71	--		69
Climate*	--	66	79	13		67
Supervisor	95	72	86	14		74
Autonomy/Involvement	85	67	73	6		71
Workload	88	64	73	9		70
Resources/Environment	94	79	77	-2		70
Recognition*	--	79	77	-2		65
Co-workers	89	75	84	9		75
Communication*	--	64	67	3		64
Training and Development*	--	65	78	13		69
Task Significance	95	84	83	-1		77
Compensation*	--	60	64	4		56
Benefits*	--	91	86	-5		78
Advancement*	--	57	70	13		65
Survey Perception*	--	60	60	0		63
Job Satisfaction	92	60	75	15		69
Outcomes						
Unit/Dept. Commitment*	--	70	82	12		80
Unit/Dept. Loyalty	81	47	76	29	▲	77
Unit/Dept. Recommend	91	58	80	22	▲	74
Customer Focus	96	93	89	-4		83
U of M Commitment	93	85	90	5		80
U of M Loyalty	91	73	88	15	▲	77
U of M Recommendation	96	80	91	11		74
U of M Donation*	--	--	58	--		--

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