

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Information & Technology Services
CIO & ITS AVP
AVP Lead Team

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	8	10	10			
Employees in Unit/Department		10	13			
% Survey Participation	0%	100%	77%			
Dimensions						
Upper Management*	--	--	--	--		69
Climate*	--	80	71	-9		67
Supervisor	76	79	74	-5		74
Autonomy/Involvement	65	83	72	-11		71
Workload	73	76	75	-1		70
Resources/Environment	83	74	79	5		70
Recognition*	--	68	76	8		65
Co-workers	75	78	75	-3		75
Communication*	--	81	72	-9		64
Training and Development*	--	84	80	-4		69
Task Significance	87	86	90	4		77
Compensation*	--	79	80	1		56
Benefits*	--	84	84	0		78
Advancement*	--	77	72	-5		65
Survey Perception*	--	53	57	4		63
Job Satisfaction	69	77	82	5		69
Outcomes						
Unit/Dept. Commitment*	--	85	81	-4		80
Unit/Dept. Loyalty	52	76	59	-17		77
Unit/Dept. Recommend	65	83	77	-6		74
Customer Focus	83	89	91	2		83
U of M Commitment	87	89	96	7		80
U of M Loyalty	82	82	83	1		77
U of M Recommendation	86	89	96	7		74
U of M Donation*	--	--	76	--		--

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