

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Information & Technology Services

ITS Administration

HR & Communications

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	9	12	14			
Employees in Unit/Department	12	12	13			
% Survey Participation	75%	100%	108%			
Dimensions						
Upper Management*	--	--	61	--		69
Climate*	--	78	77	-1		67
Supervisor	72	85	84	-1		74
Autonomy/Involvement	67	79	76	-3		71
Workload	58	54	59	5		70
Resources/Environment	67	75	74	-1		70
Recognition*	--	69	70	1		65
Co-workers	76	80	81	1		75
Communication*	--	68	71	3		64
Training and Development*	--	67	72	5		69
Task Significance	70	78	78	0		77
Compensation*	--	69	73	4		56
Benefits*	--	80	87	7		78
Advancement*	--	63	66	3		65
Survey Perception*	--	74	64	-10		63
Job Satisfaction	70	75	75	0		69
Outcomes						
Unit/Dept. Commitment*	--	79	84	5		80
Unit/Dept. Loyalty	59	68	69	1		77
Unit/Dept. Recommend	65	79	84	5		74
Customer Focus	81	83	86	3		83
U of M Commitment	89	88	89	1		80
U of M Loyalty	67	80	86	6		77
U of M Recommendation	89	90	92	2		74
U of M Donation*	--	--	52	--		--

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