

# EMPLOYEE SATISFACTION SURVEY

## 2016 Survey - Dimension Summary Report

Information & Technology Services

Solution Design and Delivery

Project Management Pool

	2012	2014	2016	Diff	Signif	CFI
	0	11	13	2014 to	Diff	Bench
Survey Respondents		11	12	2016		mark
Employees in Unit/Department	--	100%	108%			
% Survey Participation						
<b>Dimensions</b>						
Upper Management*	--	--	71	--		69
Climate*	--	81	89	8	▲	67
Supervisor	--	94	96	2		74
Autonomy/Involvement	--	85	83	-2		71
Workload	--	73	81	8		70
Resources/Environment	--	84	76	-8		70
Recognition*	--	81	82	1		65
Co-workers	--	88	92	4		75
Communication*	--	79	82	3		64
Training and Development*	--	65	80	15	▲	69
Task Significance	--	86	93	7	▲	77
Compensation*	--	72	79	7		56
Benefits*	--	87	87	0		78
Advancement*	--	70	68	-2		65
Survey Perception*	--	72	70	-2		63
<b>Job Satisfaction</b>	--	81	81	0		69
<b>Outcomes</b>						
Unit/Dept. Commitment*	--	86	93	7		80
Unit/Dept. Loyalty	--	81	83	2		77
Unit/Dept. Recommend	--	87	92	5		74
Customer Focus	--	88	89	1		83
U of M Commitment	--	91	89	-2		80
U of M Loyalty	--	87	86	-1		77
U of M Recommendation	--	86	85	-1		74
U of M Donation*	--	--	69	--		--

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