

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Information & Technology Services

Teaching & Learning

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	15	15	14			
Employees in Unit/Department	16	14	14			
% Survey Participation	94%	107%	100%			
Dimensions						
Upper Management*	--	--	73	--		69
Climate*	--	79	77	-2		67
Supervisor	78	86	84	-2		74
Autonomy/Involvement	71	81	79	-2		71
Workload	61	64	71	7		70
Resources/Environment	76	79	76	-3		70
Recognition*	--	76	78	2		65
Co-workers	75	84	82	-2		75
Communication*	--	75	79	4		64
Training and Development*	--	68	74	6		69
Task Significance	78	83	83	0		77
Compensation*	--	73	73	0		56
Benefits*	--	84	81	-3		78
Advancement*	--	67	67	0		65
Survey Perception*	--	76	67	-9		63
Job Satisfaction	73	77	73	-4		69
Outcomes						
Unit/Dept. Commitment*	--	81	85	4		80
Unit/Dept. Loyalty	61	68	64	-4		77
Unit/Dept. Recommend	69	79	85	6		74
Customer Focus	73	83	88	5		83
U of M Commitment	87	89	86	-3		80
U of M Loyalty	75	78	74	-4		77
U of M Recommendation	87	95	87	-8	▼	74
U of M Donation*	--	--	63	--		--

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