

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations

Occupational Safety & Environmental Health

OSEH Lead Team

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	14	11	10			
Employees in Unit/Department	14	10	11			
% Survey Participation	100%	110%	91%			
Dimensions						
Upper Management*	--	--	--	--		69
Climate*	--	80	84	4		67
Supervisor	59	88	91	3		74
Autonomy/Involvement	64	87	85	-2		71
Workload	53	82	81	-1		70
Resources/Environment	69	86	91	5		70
Recognition*	--	81	81	0		65
Co-workers	65	85	86	1		75
Communication*	--	81	80	-1		64
Training and Development*	--	94	91	-3		69
Task Significance	76	95	93	-2		77
Compensation*	--	76	80	4		56
Benefits*	--	88	83	-5		78
Advancement*	--	80	88	8		65
Survey Perception*	--	56	62	6		63
Job Satisfaction	68	85	88	3		69
Outcomes						
Unit/Dept. Commitment*	--	88	94	6		80
Unit/Dept. Loyalty	68	87	84	-3		77
Unit/Dept. Recommend	60	87	92	5		74
Customer Focus	85	93	92	-1		83
U of M Commitment	80	91	89	-2		80
U of M Loyalty	68	93	86	-7		77
U of M Recommendation	76	93	89	-4		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