

# EMPLOYEE SATISFACTION SURVEY

## 2016 Survey - Dimension Summary Report

Office of the EVP CFO

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	8	7	13			
Employees in Unit/Department	10	10	13			
% Survey Participation	80%	70%	100%			
<b>Dimensions</b>						
Upper Management*	--	--	--	--		69
Climate*	--	91	86	-5		67
Supervisor	90	95	88	-7		74
Autonomy/Involvement	91	90	86	-4		71
Workload	83	82	82	0		70
Resources/Environment	88	85	88	3		70
Recognition*	--	89	86	-3		65
Co-workers	90	84	85	1		75
Communication*	--	92	85	-7		64
Training and Development*	--	95	88	-7		69
Task Significance	94	96	92	-4		77
Compensation*	--	84	75	-9		56
Benefits*	--	83	85	2		78
Advancement*	--	86	81	-5		65
Survey Perception*	--	89	62	-27	▼	63
<b>Job Satisfaction</b>	<b>86</b>	<b>92</b>	<b>86</b>	<b>-6</b>		<b>69</b>
<b>Outcomes</b>						
Unit/Dept. Commitment*	--	91	90	-1	▼	80
Unit/Dept. Loyalty	91	95	86	-9		77
Unit/Dept. Recommend	93	90	85	-5		74
Customer Focus	91	91	91	0		83
U of M Commitment	98	93	94	1		80
U of M Loyalty	93	92	89	-3		77
U of M Recommendation	100	94	91	-3		74
U of M Donation*	--	--	66	--		--

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