

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations						
Parking and Transportation Services						
Heavy Equip & Garage Services - Non-supervisory						
	2012	2014	2016	Diff	Signif	CFI
	2014 to	2016	2016	Diff	Bench	mark
	2016	2016	2016	2016	2016	2016
Survey Respondents	21	16	13	--		69
Employees in Unit/Department	22	20	21	--		67
% Survey Participation	95%	80%	62%	--		74
Dimensions						
Upper Management*	--	--	80	--		69
Climate*	--	56	79	23	▲	67
Supervisor	68	65	88	23	▲	74
Autonomy/Involvement	61	61	89	28	▲	71
Workload	60	57	79	22	▲	70
Resources/Environment	56	62	80	18	▲	70
Recognition*	--	57	82	25	▲	65
Co-workers	71	60	82	22	▲	75
Communication*	--	48	79	31	▲	64
Training and Development*	--	48	75	27	▲	69
Task Significance	72	75	91	16	▲	77
Compensation*	--	58	71	13		56
Benefits*	--	76	79	3		78
Advancement*	--	57	71	14		65
Survey Perception*	--	50	79	29	▲	63
Job Satisfaction	70	70	82	12		69
Outcomes						
Unit/Dept. Commitment*	--	80	87	7		80
Unit/Dept. Loyalty	76	64	71	7		77
Unit/Dept. Recommend	68	74	77	3		74
Customer Focus	85	85	94	9	▲	83
U of M Commitment	78	85	89	4		80
U of M Loyalty	85	79	83	4		77
U of M Recommendation	78	83	85	2		74
U of M Donation*	--	--	51	--		--

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