

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations

Plant Operations

Building & Grounds Services

Grounds, Waste Management and Heavy Equipment

Grounds and Waste Management AFSCME

Heavy Equipment Operators AFSCME

Survey Respondents
Employees in Unit/Department
% Survey Participation

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Upper Management*	--	--	69	--		69
Climate*	--	--	88	--		67
Supervisor	77	--	98	--		74
Autonomy/Involvement	82	--	87	--		71
Workload	73	--	92	--		70
Resources/Environment	83	--	95	--		70
Recognition*	--	--	87	--		65
Co-workers	85	--	92	--		75
Communication*	--	--	93	--		64
Training and Development*	--	--	88	--		69
Task Significance	83	--	95	--		77
Compensation*	--	--	89	--		56
Benefits*	--	--	86	--		78
Advancement*	--	--	80	--		65
Survey Perception*	--	--	67	--		63
Job Satisfaction	92	--	94	--		69
Outcomes						
Unit/Dept. Commitment*	--	--	99	--		80
Unit/Dept. Loyalty	83	--	82	--		77
Unit/Dept. Recommend	87	--	100	--		74
Customer Focus	88	--	95	--		83
U of M Commitment	87	--	96	--		80
U of M Loyalty	91	--	97	--		77
U of M Recommendation	86	--	85	--		74
U of M Donation*	--	--	72	--		--

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