

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations

Plant Operations

Construction Services

Managers and Supervisors

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	24	23	22			
Employees in Unit/Department	22	18	18			
% Survey Participation	109%	128%	122%			
Dimensions						
Upper Management*	--	--	72	--		69
Climate*	--	72	76	4		67
Supervisor	71	78	81	3		74
Autonomy/Involvement	73	72	80	8		71
Workload	65	67	66	-1		70
Resources/Environment	82	82	79	-3		70
Recognition*	--	74	75	1		65
Co-workers	76	80	81	1		75
Communication*	--	71	74	3		64
Training and Development*	--	75	77	2		69
Task Significance	76	86	90	4		77
Compensation*	--	52	65	13		56
Benefits*	--	82	86	4		78
Advancement*	--	74	82	8		65
Survey Perception*	--	65	67	2		63
Job Satisfaction	77	80	83	3		69
Outcomes						
Unit/Dept. Commitment*	--	84	87	3		80
Unit/Dept. Loyalty	69	75	78	3		77
Unit/Dept. Recommend	79	81	88	7		74
Customer Focus	87	91	90	-1		83
U of M Commitment	90	89	92	3		80
U of M Loyalty	84	79	88	9	▲	77
U of M Recommendation	93	85	94	9	▲	74
U of M Donation*	--	--	73	--		--

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