

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

	Facilities & Operations					
	Plant Operations					
	Facilities Maintenance					
	FM Central Shops (Trades & AFSCME) and BAS (Trades & IUOE)					
	FM BAS (Trades and IUOE)					
	2012	2014	2016	Diff	Signif	CFI
				2014 to	Diff	Bench
				2016		mark
Survey Respondents	9	0	17			
Employees in Unit/Department	9		23			
% Survey Participation	100%	--	74%			
Dimensions						
Upper Management*	--	--	36	--		69
Climate*	--	--	55	--		67
Supervisor	56	--	76	--		74
Autonomy/Involvement	53	--	65	--		71
Workload	56	--	56	--		70
Resources/Environment	56	--	60	--		70
Recognition*	--	--	60	--		65
Co-workers	60	--	70	--		75
Communication*	--	--	51	--		64
Training and Development*	--	--	46	--		69
Task Significance	64	--	75	--		77
Compensation*	--	--	58	--		56
Benefits*	--	--	57	--		78
Advancement*	--	--	53	--		65
Survey Perception*	--	--	39	--		63
Job Satisfaction	63	--	71	--		69
Outcomes						
Unit/Dept. Commitment*	--	--	78	--		80
Unit/Dept. Loyalty	56	--	60	--		77
Unit/Dept. Recommend	62	--	75	--		74
Customer Focus	80	--	84	--		83
U of M Commitment	70	--	72	--		80
U of M Loyalty	71	--	71	--		77
U of M Recommendation	77	--	69	--		74
U of M Donation*	--	--	42	--		--

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