

# EMPLOYEE SATISFACTION SURVEY

## 2016 Survey - Dimension Summary Report

### Facilities & Operations

#### Plant Operations

#### Facilities Maintenance

#### FM Central Shops (Trades & AFSCME) and BAS (Trades & IUOE)

#### FM Mech Systems

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	49	0	13			
Employees in Unit/Department	65		15			
% Survey Participation	75%	--	87%			
<b>Dimensions</b>						
Upper Management*	--	--	31	--		69
Climate*	--	--	52	--		67
Supervisor	69	--	57	--		74
Autonomy/Involvement	45	--	47	--		71
Workload	52	--	41	--		70
Resources/Environment	62	--	61	--		70
Recognition*	--	--	43	--		65
Co-workers	74	--	68	--		75
Communication*	--	--	42	--		64
Training and Development*	--	--	40	--		69
Task Significance	59	--	65	--		77
Compensation*	--	--	63	--		56
Benefits*	--	--	70	--		78
Advancement*	--	--	49	--		65
Survey Perception*	--	--	41	--		63
<b>Job Satisfaction</b>	<b>71</b>	<b>--</b>	<b>75</b>	<b>--</b>		<b>69</b>
<b>Outcomes</b>						
Unit/Dept. Commitment*	--	--	69	--		80
Unit/Dept. Loyalty	70	--	56	--		77
Unit/Dept. Recommend	61	--	61	--		74
Customer Focus	79	--	82	--		83
U of M Commitment	77	--	80	--		80
U of M Loyalty	77	--	68	--		77
U of M Recommendation	63	--	73	--		74
U of M Donation*	--	--	48	--		--

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