

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations

Plant Operations

Facilities Maintenance

Non-Supervisory (exempt, & non-exempt, non-bargained for)

Survey Respondents
Employees in Unit/Department
% Survey Participation

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Upper Management*	--	--	53	--		69
Climate*	--	64	49	-15	▼	67
Supervisor	--	77	67	-10		74
Autonomy/Involvement	--	75	62	-13		71
Workload	--	62	51	-11		70
Resources/Environment	--	85	80	-5		70
Recognition*	--	69	59	-10		65
Co-workers	--	79	66	-13	▼	75
Communication*	--	58	47	-11		64
Training and Development*	--	75	64	-11		69
Task Significance	--	80	69	-11		77
Compensation*	--	56	53	-3		56
Benefits*	--	78	74	-4		78
Advancement*	--	55	45	-10		65
Survey Perception*	--	49	38	-11		63
Job Satisfaction	--	69	63	-6		69
Outcomes						
Unit/Dept. Commitment*	--	80	65	-15	▼	80
Unit/Dept. Loyalty	--	62	56	-6		77
Unit/Dept. Recommend	--	76	54	-22	▼	74
Customer Focus	--	90	81	-9		83
U of M Commitment	--	80	74	-6		80
U of M Loyalty	--	78	74	-4		77
U of M Recommendation	--	78	75	-3		74
U of M Donation*	--	--	43	--		--

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