

# EMPLOYEE SATISFACTION SURVEY

## 2016 Survey - Dimension Summary Report

Facilities & Operations

Plant Operations

Materials & Moving Services

MMS Trades/AFSCME/IUOE

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	0	19	18			
Employees in Unit/Department		23	32			
% Survey Participation	--	83%	56%			
<b>Dimensions</b>						
Upper Management*	--	--	52	--		69
Climate*	--	42	48	6		67
Supervisor	--	38	50	12		74
Autonomy/Involvement	--	45	60	15	▲	71
Workload	--	49	49	0		70
Resources/Environment	--	57	72	15	▲	70
Recognition*	--	59	63	4		65
Co-workers	--	77	80	3		75
Communication*	--	36	43	7		64
Training and Development*	--	49	52	3		69
Task Significance	--	57	71	14		77
Compensation*	--	52	40	-12		56
Benefits*	--	71	68	-3		78
Advancement*	--	51	47	-4		65
Survey Perception*	--	46	51	5		63
<b>Job Satisfaction</b>	--	61	70	9		69
<b>Outcomes</b>						
Unit/Dept. Commitment*	--	68	68	0		80
Unit/Dept. Loyalty	--	50	47	-3		77
Unit/Dept. Recommend	--	48	66	18		74
Customer Focus	--	82	85	3		83
U of M Commitment	--	75	86	11	▲	80
U of M Loyalty	--	65	74	9		77
U of M Recommendation	--	66	80	14		74
U of M Donation*	--	--	57	--		--

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