

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations

Plant Operations

POLT Managers and Supervisors

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	16	12	16			
Employees in Unit/Department	13	9	9			
% Survey Participation	123%	133%	178%			
Dimensions						
Upper Management*	--	--	--	--		69
Climate*	--	78	70	-8		67
Supervisor	82	79	66	-13		74
Autonomy/Involvement	81	82	68	-14		71
Workload	74	75	66	-9		70
Resources/Environment	82	73	68	-5		70
Recognition*	--	74	59	-15		65
Co-workers	87	82	71	-11		75
Communication*	--	77	64	-13	▼	64
Training and Development*	--	83	73	-10		69
Task Significance	86	88	83	-5		77
Compensation*	--	69	63	-6		56
Benefits*	--	72	70	-2		78
Advancement*	--	67	68	1		65
Survey Perception*	--	65	47	-18		63
Job Satisfaction	77	83	79	-4		69
Outcomes						
Unit/Dept. Commitment*	--	83	81	-2		80
Unit/Dept. Loyalty	66	70	62	-8		77
Unit/Dept. Recommend	88	80	76	-4		74
Customer Focus	83	87	88	1		83
U of M Commitment	92	85	90	5		80
U of M Loyalty	80	74	76	2		77
U of M Recommendation	92	78	88	10		74
U of M Donation*	--	--	74	--		--

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