

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations

Plant Operations

Plant Admin/Plant Academy/POLT Support

Plant Administrative Services

Non-Supervisory

Survey Respondents
Employees in Unit/Department
% Survey Participation

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
	0	18	20			
	--	26	20			
	--	69%	100%			
Dimensions						
Upper Management*	--	--	76	--		69
Climate*	--	74	73	-1		67
Supervisor	--	80	79	-1		74
Autonomy/Involvement	--	79	72	-7		71
Workload	--	65	67	2		70
Resources/Environment	--	81	78	-3		70
Recognition*	--	65	68	3		65
Co-workers	--	83	77	-6		75
Communication*	--	69	68	-1		64
Training and Development*	--	68	69	1		69
Task Significance	--	82	80	-2		77
Compensation*	--	60	61	1		56
Benefits*	--	76	84	8		78
Advancement*	--	67	62	-5		65
Survey Perception*	--	69	68	-1		63
Job Satisfaction	--	79	70	-9	▼	69
Outcomes						
Unit/Dept. Commitment*	--	82	78	-4		80
Unit/Dept. Loyalty	--	71	68	-3		77
Unit/Dept. Recommend	--	73	73	0		74
Customer Focus	--	90	88	-2		83
U of M Commitment	--	92	93	1		80
U of M Loyalty	--	83	83	0		77
U of M Recommendation	--	94	95	1		74
U of M Donation*	--	--	68	--		--

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