

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations

Plant Operations

Utilities and Plant Engineering

UPE Trades/AFSCME/IUOE

UPE High Voltage and Primary Systems

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	23	0	7			
Employees in Unit/Department	33		30			
% Survey Participation	70%	--	23%			
Dimensions						
Upper Management*	--	--	34	--		69
Climate*	--	--	62	--		67
Supervisor	69	--	61	--		74
Autonomy/Involvement	53	--	66	--		71
Workload	49	--	51	--		70
Resources/Environment	64	--	83	--		70
Recognition*	--	--	51	--		65
Co-workers	69	--	77	--		75
Communication*	--	--	50	--		64
Training and Development*	--	--	55	--		69
Task Significance	54	--	73	--		77
Compensation*	--	--	54	--		56
Benefits*	--	--	54	--		78
Advancement*	--	--	45	--		65
Survey Perception*	--	--	32	--		63
Job Satisfaction	71	--	75	--		69
Outcomes						
Unit/Dept. Commitment*	--	--	78	--		80
Unit/Dept. Loyalty	70	--	61	--		77
Unit/Dept. Recommend	71	--	65	--		74
Customer Focus	72	--	88	--		83
U of M Commitment	83	--	73	--		80
U of M Loyalty	77	--	57	--		77
U of M Recommendation	84	--	65	--		74
U of M Donation*	--	--	38	--		--

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