

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations

Plant Operations

Utilities and Plant Engineering

UPE Managers and Supervisors

	2012	2014	2016	Diff	Signif	CFI
	0	10	14	2014 to 2016	Diff	Bench mark
Survey Respondents						
Employees in Unit/Department	--	110%	86%			
% Survey Participation						
Dimensions						
Upper Management*	--	--	58	--		69
Climate*	--	78	68	-10		67
Supervisor	--	84	68	-16	▼	74
Autonomy/Involvement	--	83	69	-14	▼	71
Workload	--	61	64	3		70
Resources/Environment	--	84	64	-20	▼	70
Recognition*	--	67	70	3		65
Co-workers	--	86	79	-7		75
Communication*	--	71	64	-7		64
Training and Development*	--	85	74	-11	▼	69
Task Significance	--	86	73	-13	▼	77
Compensation*	--	55	53	-2		56
Benefits*	--	66	63	-3		78
Advancement*	--	61	55	-6		65
Survey Perception*	--	34	47	13		63
Job Satisfaction	--	84	76	-8		69
Outcomes						
Unit/Dept. Commitment*	--	91	85	-6		80
Unit/Dept. Loyalty	--	83	64	-19	▼	77
Unit/Dept. Recommend	--	90	84	-6		74
Customer Focus	--	87	86	-1		83
U of M Commitment	--	90	83	-7		80
U of M Loyalty	--	81	67	-14		77
U of M Recommendation	--	85	79	-6		74
U of M Donation*	--	--	48	--		--

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