

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations

Plant Operations

Work Management

Non-Supervisory

Survey Respondents
Employees in Unit/Department
% Survey Participation

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
	0	24	21			
	--	30	32			
	--	80%	66%			
Dimensions						
Upper Management*	--	--	43	--		69
Climate*	--	47	42	-5		67
Supervisor	--	57	54	-3		74
Autonomy/Involvement	--	46	50	4		71
Workload	--	59	52	-7		70
Resources/Environment	--	64	63	-1		70
Recognition*	--	50	43	-7		65
Co-workers	--	67	54	-13	▼	75
Communication*	--	38	35	-3		64
Training and Development*	--	56	52	-4		69
Task Significance	--	72	56	-16	▼	77
Compensation*	--	43	37	-6		56
Benefits*	--	72	70	-2		78
Advancement*	--	53	45	-8		65
Survey Perception*	--	55	41	-14		63
Job Satisfaction	--	68	61	-7		69
Outcomes						
Unit/Dept. Commitment*	--	73	57	-16	▼	80
Unit/Dept. Loyalty	--	50	42	-8		77
Unit/Dept. Recommend	--	58	53	-5		74
Customer Focus	--	85	80	-5		83
U of M Commitment	--	87	80	-7		80
U of M Loyalty	--	83	77	-6		77
U of M Recommendation	--	86	84	-2		74
U of M Donation*	--	--	52	--		--

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