

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations

Architecture Engineering & Construction

Construction Mgmt, Code Inspection, Cx and Plan Review

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	0	38	41			
Employees in Unit/Department	--	39	41			
% Survey Participation	--	97%	100%			
Dimensions						
Upper Management*	--	--	64	--		69
Climate*	--	67	67	0		67
Supervisor	--	78	79	1		74
Autonomy/Involvement	--	68	73	5		71
Workload	--	63	65	2		70
Resources/Environment	--	71	76	5		70
Recognition*	--	63	67	4		65
Co-workers	--	75	77	2		75
Communication*	--	59	62	3		64
Training and Development*	--	63	65	2		69
Task Significance	--	78	79	1		77
Compensation*	--	59	57	-2		56
Benefits*	--	74	77	3		78
Advancement*	--	55	56	1		65
Survey Perception*	--	57	58	1		63
Job Satisfaction	--	80	77	-3		69
Outcomes						
Unit/Dept. Commitment*	--	82	80	-2		80
Unit/Dept. Loyalty	--	75	71	-4		77
Unit/Dept. Recommend	--	77	80	3		74
Customer Focus	--	85	86	1		83
U of M Commitment	--	87	84	-3		80
U of M Loyalty	--	84	81	-3		77
U of M Recommendation	--	87	83	-4		74
U of M Donation*	--	--	55	--		--

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

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Impact Report

Facilities & Operations

Architecture Engineering & Construction
Construction Mgmt, Code Inspection, Cx and Plan Review

Dimensions	Score	Impact
Upper Management	64	0.0
Climate	67	0.0
Supervisor	79	0.4
Autonomy/Involvement	73	0.5
Workload	65	0.0
Resources/Environment	76	0.0
Recognition	67	2.9
Co-workers	77	0.0
Communication	62	0.0
Training and Development	65	0.0
Task Significance	79	0.0
Compensation	57	0.1
Benefits	77	0.1
Advancement	56	0.0
Survey Perception	58	0.8

* Dimension Impact is a predictor of the change in Job Satisfaction score that would result from a 5-point increase in the Dimension score in the next survey.

Outcomes	Score	Impact
Unit/Dept. Commitment	80	4.3
Unit/Dept. Loyalty	71	2.3
Unit/Dept. Recommend	80	4.5
Customer Focus	86	1.6
U of M Commitment	84	4.0
U of M Loyalty	81	2.1
U of M Recommendation	83	4.4
U of M Donation	55	4.1

* Outcome Impact is a predictor of the change in the Outcome score that would result from a 5-point increase in the Job Satisfaction score in the next survey.

Priority Matrix - 2016

