

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations

Architecture Engineering & Construction

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	170	150	152			
Employees in Unit/Department	173	161	155			
% Survey Participation	98%	93%	98%			
Dimensions						
Upper Management*	--	--	65	--		69
Climate*	--	69	71	2		67
Supervisor	70	76	78	2		74
Autonomy/Involvement	64	70	73	3		71
Workload	60	63	68	5	▲	70
Resources/Environment	68	73	76	3		70
Recognition*	--	67	71	4		65
Co-workers	76	79	79	0		75
Communication*	--	62	66	4		64
Training and Development*	--	65	68	3		69
Task Significance	76	81	81	0		77
Compensation*	--	60	62	2		56
Benefits*	--	79	80	1		78
Advancement*	--	58	61	3		65
Survey Perception*	--	64	63	-1		63
Job Satisfaction	74	77	76	-1		69
Outcomes						
Unit/Dept. Commitment*	--	81	81	0		80
Unit/Dept. Loyalty	67	72	69	-3		77
Unit/Dept. Recommend	71	75	78	3		74
Customer Focus	83	86	86	0		83
U of M Commitment	86	87	87	0		80
U of M Loyalty	81	81	79	-2		77
U of M Recommendation	85	87	87	0		74
U of M Donation*	--	--	59	--		--

*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

Dimensions	Score	Impact
Upper Management	65	0.0
Climate	71	0.0
Supervisor	78	0.0
Autonomy/Involvement	73	0.0
Workload	68	1.0
Resources/Environment	76	0.0
Recognition	71	0.8
Co-workers	79	2.1
Communication	66	0.0
Training and Development	68	0.0
Task Significance	81	0.0
Compensation	62	1.0
Benefits	80	0.0
Advancement	61	0.0
Survey Perception	63	0.5

* 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	81	2.4
Unit/Dept. Loyalty	69	2.4
Unit/Dept. Recommend	78	3.0
Customer Focus	86	1.4
U of M Commitment	87	1.9
U of M Loyalty	79	2.3
U of M Recommendation	87	2.0
U of M Donation	59	2.5

* 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

