

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Finance						
Procurement Services						
Procurement Services Staff						
	2012	2014	2016	Diff	Signif	CFI
	0	102	77	2014 to	Diff	Bench
Survey Respondents		119	98	2016		mark
Employees in Unit/Department	--	86%	79%			
% Survey Participation						
Dimensions						
Upper Management*	--	--	58	--		69
Climate*	--	68	63	-5		67
Supervisor	--	72	71	-1		74
Autonomy/Involvement	--	67	66	-1		71
Workload	--	65	63	-2		70
Resources/Environment	--	75	75	0		70
Recognition*	--	69	65	-4		65
Co-workers	--	75	72	-3		75
Communication*	--	63	58	-5		64
Training and Development*	--	63	64	1		69
Task Significance	--	83	79	-4		77
Compensation*	--	61	55	-6		56
Benefits*	--	76	72	-4		78
Advancement*	--	62	53	-9	▼	65
Survey Perception*	--	63	55	-8	▼	63
Job Satisfaction	--	76	68	-8	▼	69
Outcomes						
Unit/Dept. Commitment*	--	81	75	-6	▼	80
Unit/Dept. Loyalty	--	68	58	-10	▼	77
Unit/Dept. Recommend	--	72	70	-2		74
Customer Focus	--	89	87	-2		83
U of M Commitment	--	86	85	-1		80
U of M Loyalty	--	81	78	-3		77
U of M Recommendation	--	84	81	-3		74
U of M Donation*	--	--	61	--		--

*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

Finance
Procurement Services
Procurement Services Staff

Dimensions	Score	Impact
Upper Management	58	0.1
Climate	63	0.1
Supervisor	71	0.7
Autonomy/Involvement	66	0.5
Workload	63	0.6
Resources/Environment	75	0.0
Recognition	65	0.7
Co-workers	72	0.9
Communication	58	0.9
Training and Development	64	0.0
Task Significance	79	2.4
Compensation	55	0.4
Benefits	72	0.0
Advancement	53	0.2
Survey Perception	55	0.1

* 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	75	2.1
Unit/Dept. Loyalty	58	2.0
Unit/Dept. Recommend	70	2.7
Customer Focus	87	0.7
U of M Commitment	85	1.3
U of M Loyalty	78	1.1
U of M Recommendation	81	1.8
U of M Donation	61	2.6

* 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

