

# EMPLOYEE SATISFACTION SURVEY

## 2016 Survey - Dimension Summary Report

Finance						
Sponsored Programs						
	2012	2014	2016	Diff	Signif	CFI
				2014 to	Diff	Bench
				2016		mark
Survey Respondents	57	55	53			
Employees in Unit/Department	55	54	50			
% Survey Participation	104%	102%	106%			
<b>Dimensions</b>						
Upper Management*	--	--	69	--		69
Climate*	--	79	72	-7	▼	67
Supervisor	76	84	78	-6		74
Autonomy/Involvement	71	72	73	1		71
Workload	74	70	72	2		70
Resources/Environment	84	87	87	0		70
Recognition*	--	72	65	-7	▼	65
Co-workers	82	85	78	-7	▼	75
Communication*	--	73	67	-6		64
Training and Development*	--	76	74	-2		69
Task Significance	83	89	86	-3		77
Compensation*	--	67	62	-5		56
Benefits*	--	81	81	0		78
Advancement*	--	67	70	3		65
Survey Perception*	--	71	64	-7		63
<b>Job Satisfaction</b>	<b>76</b>	<b>75</b>	<b>69</b>	<b>-6</b>		<b>69</b>
<b>Outcomes</b>						
Unit/Dept. Commitment*	--	85	77	-8	▼	80
Unit/Dept. Loyalty	70	69	67	-2		77
Unit/Dept. Recommend	78	83	76	-7		74
Customer Focus	83	88	84	-4		83
U of M Commitment	88	87	86	-1		80
U of M Loyalty	84	82	82	0		77
U of M Recommendation	92	87	87	0		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

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## 2016 Survey - Impact Report

Finance
Sponsored Programs

Dimensions	Score	Impact
Upper Management	69	0.1
Climate	72	0.2
Supervisor	78	0.5
Autonomy/Involvement	73	0.7
Workload	72	0.4
Resources/Environment	87	0.7
Recognition	65	1.0
Co-workers	78	0.9
Communication	67	0.3
Training and Development	74	0.7
Task Significance	86	1.0
Compensation	62	0.5
Benefits	81	0.4
Advancement	70	0.6
Survey Perception	64	0.2

\* 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	77	1.2
Unit/Dept. Loyalty	67	2.4
Unit/Dept. Recommend	76	1.7
Customer Focus	84	1.1
U of M Commitment	86	0.3
U of M Loyalty	82	1.2
U of M Recommendation	87	0.2
U of M Donation	55	0.5

\* 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

