

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations

Occupational Safety & Environmental Health

OSEH Staff

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	65	67	68			
Employees in Unit/Department	65	69	71			
% Survey Participation	100%	97%	96%			
Dimensions						
Upper Management*	--	--	72	--		69
Climate*	--	68	76	8	▲	67
Supervisor	74	83	84	1		74
Autonomy/Involvement	70	75	78	3		71
Workload	59	67	70	3		70
Resources/Environment	78	78	83	5	▲	70
Recognition*	--	71	76	5	▲	65
Co-workers	76	78	81	3		75
Communication*	--	62	74	12	▲	64
Training and Development*	--	74	80	6	▲	69
Task Significance	79	81	86	5	▲	77
Compensation*	--	59	64	5		56
Benefits*	--	78	82	4	▲	78
Advancement*	--	57	67	10	▲	65
Survey Perception*	--	57	64	7	▲	63
Job Satisfaction	70	76	78	2		69
Outcomes						
Unit/Dept. Commitment*	--	78	86	8	▲	80
Unit/Dept. Loyalty	61	70	74	4		77
Unit/Dept. Recommend	67	76	85	9	▲	74
Customer Focus	88	89	90	1		83
U of M Commitment	87	85	87	2		80
U of M Loyalty	78	81	83	2		77
U of M Recommendation	86	85	87	2		74
U of M Donation*	--	--	54	--		--

*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

Occupational Safety & Environmental Health

OSEH Staff

Dimensions	Score	Impact
Upper Management	72	0.0
Climate	76	0.0
Supervisor	84	0.3
Autonomy/Involvement	78	0.0
Workload	70	0.2
Resources/Environment	83	0.0
Recognition	76	1.2
Co-workers	81	0.4
Communication	74	0.1
Training and Development	80	0.0
Task Significance	86	0.5
Compensation	64	0.2
Benefits	82	0.2
Advancement	67	1.0
Survey Perception	64	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	86	0.8
Unit/Dept. Loyalty	74	3.0
Unit/Dept. Recommend	85	1.4
Customer Focus	90	1.1
U of M Commitment	87	1.4
U of M Loyalty	83	2.8
U of M Recommendation	87	1.8
U of M Donation	54	2.3

* 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

