

EMPLOYEE SATISFACTION SURVEY

2016 Survey - Dimension Summary Report

Facilities & Operations

Occupational Safety & Environmental Health

	2012	2014	2016	Diff 2014 to 2016	Signif Diff	CFI Bench mark
Survey Respondents	70	78	78			
Employees in Unit/Department	70	79	82			
% Survey Participation	100%	99%	95%			
Dimensions						
Upper Management*	--	--	72	--		69
Climate*	--	70	77	7	▲	67
Supervisor	71	84	85	1		74
Autonomy/Involvement	68	77	79	2		71
Workload	56	69	71	2		70
Resources/Environment	76	79	84	5	▲	70
Recognition*	--	72	77	5	▲	65
Co-workers	73	79	82	3		75
Communication*	--	65	75	10	▲	64
Training and Development*	--	77	82	5		69
Task Significance	79	83	87	4		77
Compensation*	--	61	66	5		56
Benefits*	--	80	83	3		78
Advancement*	--	60	70	10	▲	65
Survey Perception*	--	56	64	8	▲	63
Job Satisfaction	70	77	79	2		69
Outcomes						
Unit/Dept. Commitment*	--	79	87	8	▲	80
Unit/Dept. Loyalty	62	73	75	2		77
Unit/Dept. Recommend	64	77	86	9	▲	74
Customer Focus	88	90	90	0		83
U of M Commitment	85	86	87	1		80
U of M Loyalty	76	83	84	1		77
U of M Recommendation	83	86	87	1		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

Occupational Safety & Environmental Health

Dimensions	Score	Impact
Upper Management	72	0.0
Climate	77	0.0
Supervisor	85	0.3
Autonomy/Involvement	79	0.0
Workload	71	0.1
Resources/Environment	84	0.0
Recognition	77	1.2
Co-workers	82	0.3
Communication	75	0.1
Training and Development	82	0.0
Task Significance	87	0.6
Compensation	66	0.2
Benefits	83	0.0
Advancement	70	1.3
Survey Perception	64	0.3

* 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	87	0.8
Unit/Dept. Loyalty	75	3.2
Unit/Dept. Recommend	86	1.3
Customer Focus	90	1.2
U of M Commitment	87	1.4
U of M Loyalty	84	2.8
U of M Recommendation	87	1.9
U of M Donation	55	2.4

* 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

