

Dimension Summary Report



Facilities & Operations					
Architecture, Engineering & Construction					
AEC Support & Technology					
AEC IT/AECtion					
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark
0	9	6			
--	9	6			
--	100%	100%			
Dimensions					
Climate	--	66	59	-7	69
Supervisor*	--	72	61	--	75
Autonomy/Involvement	--	70	72	2	70
Workload	--	66	74	8	70
Resources/Environment	--	78	69	-9	70
Recognition	--	58	47	-11	67
Co-workers	--	70	68	-2	75
Communication*	--	57	49	--	63
Training and Development*	--	45	21	--	68
Task Significance	--	77	68	-9	77
Compensation*	--	57	66	--	57
Benefits*	--	80	75	--	77
Advancement*	--	58	44	--	68
Survey Perception*	--	49	35	--	62
Job Satisfaction	--	74	72	-2	70
Outcomes					
Unit/Dept. Commitment	--	78	62	-16	79
Unit/Dept. Loyalty	--	62	63	1	78
Unit/Dept. Recommend	--	74	63	-11	73
U of M Commitment	--	79	78	-1	79
U of M Loyalty	--	80	68	-12	78
U of M Recommendation	--	86	80	-6	73
Customer Focus	--	85	87	2	83

* Dimension questions were modified so a direct comparison is not possible.
6/5/2014