

Dimension Summary Report



Facilities & Operations						
Architecture, Engineering & Construction						
AEC Lead Team Administration						
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark	
11	18	19				
17	21	28				
65%	86%	68%				
Dimensions						
Climate	68	77	76	-1		69
Supervisor*	61	76	84	--		75
Autonomy/Involvement	72	77	75	-2		70
Workload	66	71	64	-7		70
Resources/Environment	71	81	80	-1		70
Recognition	58	73	66	-7		67
Co-workers	75	85	78	-7		75
Communication*	59	66	62	--		63
Training and Development*	54	67	69	--		68
Task Significance	78	85	88	3		77
Compensation*	67	68	71	--		57
Benefits*	79	83	80	--		77
Advancement*	63	68	63	--		68
Survey Perception*	49	71	51	--		62
Job Satisfaction	73	82	74	-8		70
Outcomes						
Unit/Dept. Commitment	78	92	78	-14		79
Unit/Dept. Loyalty	80	80	74	-6		78
Unit/Dept. Recommend	75	82	74	-8		73
U of M Commitment	87	93	84	-9		79
U of M Loyalty	83	87	83	-4		78
U of M Recommendation	88	89	89	0		73
Customer Focus	79	88	86	-2		83

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