

Dimension Summary Report



Facilities & Operations						
Architecture, Engineering & Construction						
AEC Lead Team Administration						
AEC Lead Team/Project Directors						
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark	
0	8	7				
--	11 73%	12 58%				
Dimensions						
Climate	--	82	86	4		69
Supervisor*	--	78	84	--		75
Autonomy/Involvement	--	79	80	1		70
Workload	--	75	62	-13		70
Resources/Environment	--	77	83	6		70
Recognition	--	73	75	2		67
Co-workers	--	86	82	-4		75
Communication*	--	73	81	--		63
Training and Development*	--	70	74	--		68
Task Significance	--	87	93	6		77
Compensation*	--	73	75	--		57
Benefits*	--	83	74	--		77
Advancement*	--	72	72	--		68
Survey Perception*	--	68	56	--		62
Job Satisfaction	--	84	86	2		70
Outcomes						
Unit/Dept. Commitment	--	90	90	0		79
Unit/Dept. Loyalty	--	81	81	0		78
Unit/Dept. Recommend	--	87	87	0		73
U of M Commitment	--	93	91	-2		79
U of M Loyalty	--	88	83	-5		78
U of M Recommendation	--	94	92	-2		73
Customer Focus	--	86	88	2		83

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