

Dimension Summary Report



Facilities & Operations						
Architecture, Engineering & Construction						
AEC Lead Team Administration						
AEC Managers and LT Administration						
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark	
0	10	12				
	10	16				
--	100%	75%				
Dimensions						
Climate	--	73	69	-4		69
Supervisor*	--	75	85	--		75
Autonomy/Involvement	--	76	73	-3		70
Workload	--	68	65	-3		70
Resources/Environment	--	83	78	-5		70
Recognition	--	73	61	-12		67
Co-workers	--	84	76	-8		75
Communication*	--	60	51	--		63
Training and Development*	--	64	66	--		68
Task Significance	--	84	85	1		77
Compensation*	--	64	68	--		57
Benefits*	--	82	84	--		77
Advancement*	--	65	58	--		68
Survey Perception*	--	73	48	--		62
Job Satisfaction	--	81	67	-14		70
Outcomes						
Unit/Dept. Commitment	--	93	71	-22		79
Unit/Dept. Loyalty	--	79	70	-9		78
Unit/Dept. Recommend	--	79	67	-12		73
U of M Commitment	--	92	79	-13		79
U of M Loyalty	--	86	83	-3		78
U of M Recommendation	--	84	87	3		73
Customer Focus	--	89	85	-4		83

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