

Dimension Summary Report



Facilities & Operations						
Architecture, Engineering & Construction						
Architecture & Engineering						
A&E Architecture						
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark	
0	24	23				
	25	22				
--	96%	105%				
Dimensions						
Climate	--	62	74	12		69
Supervisor*	--	71	79	--		75
Autonomy/Involvement	--	66	72	6		70
Workload	--	61	63	2		70
Resources/Environment	--	63	68	5		70
Recognition	--	61	73	12		67
Co-workers	--	78	83	5		75
Communication*	--	56	66	--		63
Training and Development*	--	67	73	--		68
Task Significance	--	78	85	7	▲	77
Compensation*	--	36	61	--		57
Benefits*	--	79	86	--		77
Advancement*	--	55	65	--		68
Survey Perception*	--	63	71	--		62
Job Satisfaction	--	66	80	14	▲	70
Outcomes						
Unit/Dept. Commitment	--	74	84	10		79
Unit/Dept. Loyalty	--	59	72	13	▲	78
Unit/Dept. Recommend	--	69	85	16	▲	73
U of M Commitment	--	84	91	7		79
U of M Loyalty	--	69	80	11		78
U of M Recommendation	--	81	91	10	▲	73
Customer Focus	--	84	89	5		83

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