

Dimension Summary Report



Facilities & Operations					
Architecture, Engineering & Construction					
Architecture & Engineering					
A&E Interior Design					
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark
0	9	9			
--	7	9			
--	129%	100%			
Dimensions					
Climate	--	63	66	3	69
Supervisor*	--	53	70	--	75
Autonomy/Involvement	--	52	69	17	70
Workload	--	36	45	9	70
Resources/Environment	--	63	75	12	70
Recognition	--	56	71	15	67
Co-workers	--	72	81	9	75
Communication*	--	48	54	--	63
Training and Development*	--	47	65	--	68
Task Significance	--	64	74	10	77
Compensation*	--	35	48	--	57
Benefits*	--	69	81	--	77
Advancement*	--	51	53	--	68
Survey Perception*	--	64	69	--	62
Job Satisfaction	--	76	81	5	70
Outcomes					
Unit/Dept. Commitment	--	85	89	4	79
Unit/Dept. Loyalty	--	70	73	3	78
Unit/Dept. Recommend	--	73	73	0	73
U of M Commitment	--	90	88	-2	79
U of M Loyalty	--	80	81	1	78
U of M Recommendation	--	93	83	-10	73
Customer Focus	--	85	94	9	83

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