

# Dimension Summary Report



Facilities & Operations					
Architecture, Engineering & Construction					
Architecture & Engineering					
A&E Mechanical					
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark
0	14	10			
--	16	13			
--	88%	77%			
<b>Dimensions</b>					
Climate	--	56	63	7	69
Supervisor*	--	66	76	--	75
Autonomy/Involvement	--	62	75	13	70
Workload	--	54	50	-4	70
Resources/Environment	--	63	67	4	70
Recognition	--	49	62	13	67
Co-workers	--	67	68	1	75
Communication*	--	54	60	--	63
Training and Development*	--	53	61	--	68
Task Significance	--	72	78	6	77
Compensation*	--	48	50	--	57
Benefits*	--	75	80	--	77
Advancement*	--	49	52	--	68
Survey Perception*	--	55	64	--	62
<b>Job Satisfaction</b>	--	67	74	7	70
<b>Outcomes</b>					
Unit/Dept. Commitment	--	65	77	12	79
Unit/Dept. Loyalty	--	62	72	10	78
Unit/Dept. Recommend	--	60	74	14	73
U of M Commitment	--	79	85	6	79
U of M Loyalty	--	81	88	7	78
U of M Recommendation	--	78	89	11	73
Customer Focus	--	74	78	4	83

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