

# Dimension Summary Report



Facilities & Operations						
Architecture, Engineering & Construction						
CM, Code Inspection, Cx and Plan Review						
Construction Management						
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark	
33	25	23				
33	26	22				
100%	96%	105%				
<b>Dimensions</b>						
Climate	63	58	58	0		69
Supervisor*	75	71	69	--		75
Autonomy/Involvement	63	61	61	0		70
Workload	67	58	56	-2		70
Resources/Environment	68	63	61	-2		70
Recognition	61	57	55	-2		67
Co-workers	72	71	67	-4		75
Communication*	53	47	47	--		63
Training and Development*	51	50	51	--		68
Task Significance	75	76	73	-3		77
Compensation*	51	45	53	--		57
Benefits*	71	70	74	--		77
Advancement*	53	49	48	--		68
Survey Perception*	54	53	53	--		62
<b>Job Satisfaction</b>	<b>76</b>	<b>73</b>	<b>76</b>	<b>3</b>		<b>70</b>
<b>Outcomes</b>						
Unit/Dept. Commitment	80	78	77	-1		79
Unit/Dept. Loyalty	74	65	72	7		78
Unit/Dept. Recommend	81	75	71	-4		73
U of M Commitment	86	84	87	3		79
U of M Loyalty	83	84	82	-2		78
U of M Recommendation	88	87	87	0		73
Customer Focus	82	83	84	1		83

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