

Dimension Summary Report



Facilities & Operations					
Architecture, Engineering & Construction					
CM, Code Inspection, Cx and Plan Review					
Construction Management					
Commissioning and Plan Review					
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark
0	10	7			
--	11	9			
--	91%	78%			
Dimensions					
Climate	--	65	83	18	69
Supervisor*	--	71	89	--	75
Autonomy/Involvement	--	66	84	18	70
Workload	--	66	64	-2	70
Resources/Environment	--	71	86	15	70
Recognition	--	65	72	7	67
Co-workers	--	71	86	15	75
Communication*	--	59	74	--	63
Training and Development*	--	63	78	--	68
Task Significance	--	75	85	10	77
Compensation*	--	60	76	--	57
Benefits*	--	81	86	--	77
Advancement*	--	56	61	--	68
Survey Perception*	--	60	54	--	62
Job Satisfaction	--	78	85	7	70
Outcomes					
Unit/Dept. Commitment	--	83	89	6	79
Unit/Dept. Loyalty	--	72	79	7	78
Unit/Dept. Recommend	--	76	89	13	73
U of M Commitment	--	86	83	-3	79
U of M Loyalty	--	82	86	4	78
U of M Recommendation	--	83	87	4	73
Customer Focus	--	83	88	5	83

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