

Dimension Summary Report



Facilities & Operations					
Architecture, Engineering & Construction					
Project Controls					
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark
0	9	8			
--	10	8			
--	90%	100%			
Dimensions					
Climate	--	78	81	3	69
Supervisor*	--	86	86	--	75
Autonomy/Involvement	--	79	63	-16	70
Workload	--	74	83	9	70
Resources/Environment	--	93	94	1	70
Recognition	--	77	72	-5	67
Co-workers	--	84	85	1	75
Communication*	--	76	79	--	63
Training and Development*	--	80	83	--	68
Task Significance	--	91	87	-4	77
Compensation*	--	78	65	--	57
Benefits*	--	83	79	--	77
Advancement*	--	88	71	--	68
Survey Perception*	--	81	79	--	62
Job Satisfaction	--	88	75	-13	70
Outcomes					
Unit/Dept. Commitment	--	92	85	-7	79
Unit/Dept. Loyalty	--	86	78	-8	78
Unit/Dept. Recommend	--	88	82	-6	73
U of M Commitment	--	94	85	-9	79
U of M Loyalty	--	94	84	-10	78
U of M Recommendation	--	96	83	-13	73
Customer Focus	--	93	86	-7	83

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