

Dimension Summary Report



Facilities & Operations						
Architecture, Engineering & Construction						
UAO/UPO/Planning & Design						
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark	
0	14	14				
	13	13				
--	108%	108%				
Dimensions						
Climate	--	65	75	10		69
Supervisor*	--	70	79	--		75
Autonomy/Involvement	--	68	70	2		70
Workload	--	66	66	0		70
Resources/Environment	--	66	79	13	▲	70
Recognition	--	73	76	3		67
Co-workers	--	78	84	6		75
Communication*	--	50	70	--		63
Training and Development*	--	52	66	--		68
Task Significance	--	76	86	10	▲	77
Compensation*	--	53	60	--		57
Benefits*	--	70	79	--		77
Advancement*	--	52	59	--		68
Survey Perception*	--	57	59	--		62
Job Satisfaction	--	75	77	2		70
Outcomes						
Unit/Dept. Commitment	--	82	83	1		79
Unit/Dept. Loyalty	--	73	73	0		78
Unit/Dept. Recommend	--	80	78	-2		73
U of M Commitment	--	92	92	0		79
U of M Loyalty	--	83	82	-1		78
U of M Recommendation	--	94	93	-1		73
Customer Focus	--	83	88	5		83

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