

# Dimension Summary Report



Office of the EVP CFO						
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark	
11	8	7				
12	10	10				
92%	80%	70%				
<b>Dimensions</b>						
Climate	85	90	91	1		69
Supervisor*	93	90	95	--		75
Autonomy/Involvement	86	91	90	-1		70
Workload	83	83	82	-1		70
Resources/Environment	88	88	85	-3		70
Recognition	86	89	89	0		67
Co-workers	83	90	84	-6		75
Communication*	82	85	92	--		63
Training and Development*	87	85	95	--		68
Task Significance	95	94	96	2		77
Compensation*	77	85	84	--		57
Benefits*	81	88	83	--		77
Advancement*	76	79	86	--		68
Survey Perception*	76	77	89	--		62
<b>Job Satisfaction</b>	<b>89</b>	<b>86</b>	<b>92</b>	<b>6</b>		<b>70</b>
<b>Outcomes</b>						
Unit/Dept. Commitment	--	--	91	--		79
Unit/Dept. Loyalty	92	91	95	4		78
Unit/Dept. Recommend	97	93	90	-3		73
U of M Commitment	96	98	93	-5		79
U of M Loyalty	94	93	92	-1		78
U of M Recommendation	93	100	94	-6	▼	73
Customer Focus	89	91	91	0		83

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