

Dimension Summary Report



Finance						
Office of AVP Finance/Finance HR/Tax/Fleming Shared Services						
Office of the AVP Finance, Finance HR, Tax - Non-supervisory						
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark	
0	7	12				
--	6	10				
--	117%	120%				
Dimensions						
Climate	--	90	67	-23	69	
Supervisor*	--	91	70	--	75	
Autonomy/Involvement	--	88	65	-23	70	
Workload	--	78	71	-7	70	
Resources/Environment	--	94	75	-19	70	
Recognition	--	90	67	-23	67	
Co-workers	--	90	79	-11	75	
Communication*	--	88	68	--	63	
Training and Development*	--	87	67	--	68	
Task Significance	--	90	79	-11	77	
Compensation*	--	81	69	--	57	
Benefits*	--	90	79	--	77	
Advancement*	--	77	53	--	68	
Survey Perception*	--	68	57	--	62	
Job Satisfaction	--	92	75	-17	70	
Outcomes						
Unit/Dept. Commitment	--	90	75	-15	79	
Unit/Dept. Loyalty	--	86	60	-26	78	
Unit/Dept. Recommend	--	87	67	-20	73	
U of M Commitment	--	89	82	-7	79	
U of M Loyalty	--	87	72	-15	78	
U of M Recommendation	--	92	86	-6	73	
Customer Focus	--	97	90	-7	83	

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