

Dimension Summary Report



Finance						
Financial Analysis/Risk Mgmt/Treasurers Office/Project Management Office						
Treasurer's Office - Non-supervisory						
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark	
10	9	13 15 87%				
Dimensions						
Climate	88	86	66	-20		69
Supervisor*	--	--	72	--		75
Autonomy/Involvement	79	85	67	-18	▼	70
Workload	87	88	64	-24	▼	70
Resources/Environment	90	94	79	-15	▼	70
Recognition	87	88	79	-9		67
Co-workers	89	89	75	-14		75
Communication*	--	--	64	--		63
Training and Development*	--	--	65	--		68
Task Significance	94	95	84	-11	▼	77
Compensation*	--	--	60	--		57
Benefits*	--	--	91	--		77
Advancement*	--	--	57	--		68
Survey Perception*	--	--	60	--		62
Job Satisfaction	86	92	60	-32	▼	70
Outcomes						
Unit/Dept. Commitment	92	92	70	-22		79
Unit/Dept. Loyalty	82	81	47	-34	▼	78
Unit/Dept. Recommend	84	91	58	-33	▼	73
U of M Commitment	94	93	85	-8		79
U of M Loyalty	86	91	73	-18	▼	78
U of M Recommendation	100	96	80	-16	▼	73
Customer Focus	98	96	93	-3		83

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