

Dimension Summary Report



| Finance | | | | | |
|----------------------------------|------|-----------------|------------------------|----------------|----------------------|
| Financial Operations | | | | | |
| Fin Ops Staff | | | | | |
| Payroll Office - Non-supervisory | | | | | |
| 2010 | 2012 | 2014 | Diff 2014 - 2012 | Signif Diff | CFI Bench mark |
| 0 | 0 | 26 27 96% | | | |
| -- | -- | | | | |
| Dimensions | | | | | |
| Climate | -- | -- | 73 | -- | 69 |
| Supervisor* | -- | -- | 75 | -- | 75 |
| Autonomy/Involvement | -- | -- | 71 | -- | 70 |
| Workload | -- | -- | 81 | -- | 70 |
| Resources/Environment | -- | -- | 88 | -- | 70 |
| Recognition | -- | -- | 68 | -- | 67 |
| Co-workers | -- | -- | 78 | -- | 75 |
| Communication* | -- | -- | 64 | -- | 63 |
| Training and Development* | -- | -- | 67 | -- | 68 |
| Task Significance | -- | -- | 88 | -- | 77 |
| Compensation* | -- | -- | 69 | -- | 57 |
| Benefits* | -- | -- | 82 | -- | 77 |
| Advancement* | -- | -- | 67 | -- | 68 |
| Survey Perception* | -- | -- | 69 | -- | 62 |
| Job Satisfaction | -- | -- | 74 | -- | 70 |
| Outcomes | | | | | |
| Unit/Dept. Commitment | -- | -- | 84 | -- | 79 |
| Unit/Dept. Loyalty | -- | -- | 68 | -- | 78 |
| Unit/Dept. Recommend | -- | -- | 80 | -- | 73 |
| U of M Commitment | -- | -- | 84 | -- | 79 |
| U of M Loyalty | -- | -- | 86 | -- | 78 |
| U of M Recommendation | -- | -- | 85 | -- | 73 |
| Customer Focus | -- | -- | 91 | -- | 83 |

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