

Dimension Summary Report



Finance						
Sponsored Programs						
Sponsored Programs Supervisors						
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark	
11	11	11 10 110%				
Climate	64	62	85	23		69
Supervisor*	--	--	89	--		75
Autonomy/Involvement	73	70	82	12	▲	70
Workload	57	71	75	4		70
Resources/Environment	77	86	88	2		70
Recognition	65	69	75	6		67
Co-workers	76	84	90	6		75
Communication*	--	--	85	--		63
Training and Development*	--	--	83	--		68
Task Significance	81	77	95	18	▲	77
Compensation*	--	--	68	--		57
Benefits*	--	--	77	--		77
Advancement*	--	--	75	--		68
Survey Perception*	--	--	74	--		62
Job Satisfaction	73	76	84	8		70
Outcomes						
Unit/Dept. Commitment	74	79	92	13		79
Unit/Dept. Loyalty	61	71	80	9		78
Unit/Dept. Recommend	62	68	93	25	▲	73
U of M Commitment	87	85	89	4		79
U of M Loyalty	86	84	83	-1		78
U of M Recommendation	85	88	87	-1		73
Customer Focus	84	84	92	8	▲	83

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