Dimension Summary Report

	Facilities & Operations Plant Operations Facilities Maintenance FM Non-Supervisory					
	2010 0 --	2012 0 --	2014 17 25 68%	Diff 2014 - 2012	Signif Diff	CFI Bench mark
Dimensions						
Climate	--	--	64	--		69
Supervisor*	--	--	77	--		75
Autonomy/Involvement	--	--	75	--		70
Workload	--	--	62	--		70
Resources/Environment	--	--	85	--		70
Recognition	--	--	69	--		67
Co-workers	--	--	79	--		75
Communication*	--	--	58	--		63
Training and Development*	--	--	75	--		68
Task Significance	--	--	80	--		77
Compensation*	--	--	56	--		57
Benefits*	--	--	78	--		77
Advancement*	--	--	55	--		68
Survey Perception*	--	--	49	--		62
Job Satisfaction	--	--	69	--		70
Outcomes						
Unit/Dept. Commitment	--	--	80	--		79
Unit/Dept. Loyalty	--	--	62	--		78
Unit/Dept. Recommend	--	--	76	--		73
U of M Commitment	--	--	80	--		79
U of M Loyalty	--	--	78	--		78
U of M Recommendation	--	--	78	--		73
Customer Focus	--	--	90	--		83

* Dimension questions were modified so a direct comparison is not possible.