

Dimension Summary Report



| Facilities & Operations | | | | | |
|---|------|------|------------------------|----------------|----------------------|
| Plant Operations | | | | | |
| Plant Building & Grounds Services | | | | | |
| Grounds, Waste Mgmt & Heavy Equipment | | | | | |
| Heavy Eq, Warehouse, Pest, Cust Resp AFSCME | | | | | |
| 2010 | 2012 | 2014 | Diff 2014 - 2012 | Signif Diff | CFI Bench mark |
| 0 | 19 | 20 | | | |
| | 22 | 24 | | | |
| -- | 86% | 83% | | | |
| Dimensions | | | | | |
| Climate | -- | 82 | 71 | -11 | 69 |
| Supervisor* | -- | -- | 79 | -- | 75 |
| Autonomy/Involvement | -- | 86 | 76 | -10 | 70 |
| Workload | -- | 77 | 80 | 3 | 70 |
| Resources/Environment | -- | 90 | 85 | -5 | 70 |
| Recognition | -- | 81 | 80 | -1 | 67 |
| Co-workers | -- | 83 | 69 | -14 | 75 |
| Communication* | -- | -- | 71 | -- | 63 |
| Training and Development* | -- | -- | 71 | -- | 68 |
| Task Significance | -- | 90 | 88 | -2 | 77 |
| Compensation* | -- | -- | 57 | -- | 57 |
| Benefits* | -- | -- | 71 | -- | 77 |
| Advancement* | -- | -- | 64 | -- | 68 |
| Survey Perception* | -- | -- | 61 | -- | 62 |
| Job Satisfaction | -- | 87 | 84 | -3 | 70 |
| Outcomes | | | | | |
| Unit/Dept. Commitment | -- | 85 | 82 | -3 | 79 |
| Unit/Dept. Loyalty | -- | 67 | 62 | -5 | 78 |
| Unit/Dept. Recommend | -- | 83 | 68 | -15 | 73 |
| U of M Commitment | -- | 91 | 90 | -1 | 79 |
| U of M Loyalty | -- | 81 | 75 | -6 | 78 |
| U of M Recommendation | -- | 92 | 80 | -12 | 73 |
| Customer Focus | -- | 94 | 95 | 1 | 83 |

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