

Dimension Summary Report



Facilities & Operations						
Plant Operations						
Plant Material & Moving Services						
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark	
16	14	26				
15	17	29				
107%	82%	90%				
Dimensions						
Climate	49	71	51	-20		69
Supervisor*	41	74	50	--		75
Autonomy/Involvement	58	71	56	-15		70
Workload	61	72	56	-16		70
Resources/Environment	65	79	66	-13		70
Recognition	62	79	65	-14		67
Co-workers	72	84	80	-4		75
Communication*	48	72	45	--		63
Training and Development*	48	68	55	--		68
Task Significance	61	84	66	-18	▼	77
Compensation*	60	59	55	--		57
Benefits*	75	87	69	--		77
Advancement*	51	74	55	--		68
Survey Perception*	62	63	48	--		62
Job Satisfaction	63	82	65	-17	▼	70
Outcomes						
Unit/Dept. Commitment	76	79	72	-7		79
Unit/Dept. Loyalty	39	59	55	-4		78
Unit/Dept. Recommend	54	77	56	-21	▼	73
U of M Commitment	89	88	76	-12	▼	79
U of M Loyalty	78	82	67	-15	▼	78
U of M Recommendation	84	85	69	-16	▼	73
Customer Focus	90	94	85	-9	▼	83

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