

Dimension Summary Report



Facilities & Operations						
Plant Operations						
Plant Work Management						
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark	
23	29	25	-7		69	
26	33	33	--		75	
88%	88%	76%				
Dimensions						
Climate	37	56	49	-7		69
Supervisor*	45	61	59	--		75
Autonomy/Involvement	40	53	48	-5		70
Workload	58	58	60	2		70
Resources/Environment	58	68	66	-2		70
Recognition	42	59	52	-7		67
Co-workers	53	63	68	5		75
Communication*	43	48	41	--		63
Training and Development*	46	61	58	--		68
Task Significance	68	76	73	-3		77
Compensation*	33	47	45	--		57
Benefits*	88	81	73	--		77
Advancement*	45	63	54	--		68
Survey Perception*	41	50	56	--		62
Job Satisfaction	50	68	69	1		70
Outcomes						
Unit/Dept. Commitment	59	71	74	3		79
Unit/Dept. Loyalty	46	56	51	-5		78
Unit/Dept. Recommend	44	60	60	0		73
U of M Commitment	90	84	87	3		79
U of M Loyalty	80	83	84	1		78
U of M Recommendation	89	85	87	2		73
Customer Focus	84	84	85	1		83

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