

# Dimension Summary Report



Business and Finance						
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark	
2673	2562	2662				
3170	3135	3129				
84%	82%	85%				
<b>Dimensions</b>						
Climate	61	63	66	3		69
Supervisor*	69	71	73	*		75
Autonomy/Involvement	65	65	67	2	▲	70
Workload	63	62	63	1		70
Resources/Environment	74	74	74	0		70
Recognition	61	63	65	2	▲	67
Co-workers	74	76	77	1	▲	75
Communication*	58	58	61	*		63
Training and Development*	59	61	65	*		68
Task Significance	75	76	79	3	▲	77
Compensation*	57	57	62	*		57
Benefits*	74	75	78	*		77
Advancement*	59	60	59	*		68
Survey Perception*	53	54	59	*		62
<b>Job Satisfaction</b>	<b>72</b>	<b>72</b>	<b>73</b>	<b>1</b>		<b>70</b>
<b>Outcomes</b>						
Unit/Dept. Commitment	76	77	78	1		79
Unit/Dept. Loyalty	64	64	64	0		78
Unit/Dept. Recommend	71	70	73	3	▲	73
U of M Commitment	84	85	84	-1		79
U of M Loyalty	78	77	77	0		78
U of M Recommendation	84	83	83	0		73
Customer Focus	84	85	86	1	▲	83

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

# Impact Summary Report



Business and Finance	

2014	Impact
2662	
3129	
85%	

Dimensions	2014	Impact
Climate	66	0.4
Supervisor	73	0.5
Autonomy/Involvement	67	0.8
Workload	63	0.2
Resources/Environment	74	0.1
Recognition	65	0.4
Co-workers	77	0.4
Communication	61	0.4
Training and Development	65	0.1
Task Significance	79	1.0
Compensation	62	0.5
Benefits	78	0.2
Advancement	59	0.5
Survey Perception	59	0.2
Outcomes		
Unit/Dept. Commitment	78	2.3
Unit/Dept. Loyalty	64	3.2
Unit/Dept. Recommend	73	3.2
U of M Commitment	84	1.3
U of M Loyalty	77	1.9
U of M Recommendation	83	1.7
Customer Focus	86	1.4

## Priority Matrix - 2014

