

Dimension Summary Report



Finance						
Procurement Services						
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench Mark	
119	121	120				
128	130	141				
93%	93%	85%				
Dimensions						
Climate	63	70	70	0		69
Supervisor*	65	73	74	--		75
Autonomy/Involvement	66	73	71	-2		70
Workload	62	66	68	2		70
Resources/Environment	76	79	77	-2		70
Recognition	64	72	70	-2		67
Co-workers	74	77	77	0		75
Communication*	60	64	65	--		63
Training and Development*	59	66	66	--		68
Task Significance	78	82	85	3		77
Compensation*	55	56	64	--		57
Benefits*	72	74	76	--		77
Advancement*	58	66	64	--		68
Survey Perception*	57	68	64	--		62
Job Satisfaction	71	77	77	0		70
Outcomes						
Unit/Dept. Commitment	77	82	83	1		79
Unit/Dept. Loyalty	64	70	71	1		78
Unit/Dept. Recommend	68	74	75	1		73
U of M Commitment	84	88	86	-2		79
U of M Loyalty	79	84	82	-2		78
U of M Recommendation	82	87	85	-2		73
Customer Focus	86	88	89	1		83

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

Impact Summary Report



Finance	
Procurement Services	

	2014	Impact
	120	
	141	
	85%	
Dimensions		
Climate	70	0.0
Supervisor	74	0.4
Autonomy/Involvement	71	0.0
Workload	68	0.1
Resources/Environment	77	0.0
Recognition	70	0.3
Co-workers	77	0.2
Communication	65	0.4
Training and Development	66	0.3
Task Significance	85	1.8
Compensation	64	0.4
Benefits	76	0.0
Advancement	64	1.1
Survey Perception	64	0.0
Outcomes		
Unit/Dept. Commitment	83	1.8
Unit/Dept. Loyalty	71	3.4
Unit/Dept. Recommend	75	3.0
U of M Commitment	86	1.0
U of M Loyalty	82	1.0
U of M Recommendation	85	1.3
Customer Focus	89	1.0

Priority Matrix - 2014

