

Dimension Summary Report



Finance						
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark	
373	363	361				
399	384	390				
93%	95%	93%				
66	71	71	0		69	
73	76	75	--		75	
69	73	70	-3		70	
67	71	68	-3	▼	70	
80	82	81	-1		70	
68	72	70	-2		67	
78	80	78	-2		75	
63	67	65	--		63	
67	71	68	--		68	
81	83	84	1		77	
56	58	63	--		57	
76	78	80	--		77	
63	68	64	--		68	
60	65	63	--		62	
74	76	74	-2	▼	70	
79	81	80	-1		79	
65	69	65	-4	▼	78	
71	75	73	-2		73	
86	88	85	-3	▼	79	
80	82	82	0		78	
85	88	85	-3	▼	73	
87	89	89	0		83	

Dimensions
Climate
Supervisor*
Autonomy/Involvement
Workload
Resources/Environment
Recognition
Co-workers
Communication*
Training and Development*
Task Significance
Compensation*
Benefits*
Advancement*
Survey Perception*
Job Satisfaction
Outcomes
Unit/Dept. Commitment
Unit/Dept. Loyalty
Unit/Dept. Recommend
U of M Commitment
U of M Loyalty
U of M Recommendation
Customer Focus

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

Impact Summary Report



Finance	

	2014	Impact
	361	
	390	
	93%	
Dimensions		
Climate	71	0.5
Supervisor	75	0.9
Autonomy/Involvement	70	1.0
Workload	68	0.0
Resources/Environment	81	0.0
Recognition	70	0.4
Co-workers	78	0.1
Communication	65	0.5
Training and Development	68	0.4
Task Significance	84	1.8
Compensation	63	0.6
Benefits	80	0.0
Advancement	64	0.4
Survey Perception	63	0.0
Outcomes		
Unit/Dept. Commitment	80	2.1
Unit/Dept. Loyalty	65	3.4
Unit/Dept. Recommend	73	3.2
U of M Commitment	85	1.2
U of M Loyalty	82	1.3
U of M Recommendation	85	1.3
Customer Focus	89	0.7

Priority Matrix - 2014

