

Dimension Summary Report



Facilities & Operations						
Plant Operations						
Construction Services						
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark	
108	71	89				
121	109	103				
89%	65%	86%				
Dimensions						
Climate	56	59	57	-2		69
Supervisor*	63	64	60	--		75
Autonomy/Involvement	66	70	65	-5		70
Workload	61	64	66	2		70
Resources/Environment	72	77	73	-4		70
Recognition	56	60	59	-1		67
Co-workers	72	75	72	-3		75
Communication*	50	49	51	--		63
Training and Development*	44	42	56	--		68
Task Significance	71	72	70	-2		77
Compensation*	60	64	66	--		57
Benefits*	68	68	77	--		77
Advancement*	49	56	57	--		68
Survey Perception*	47	47	50	--		62
Job Satisfaction	76	75	71	-4		70
Outcomes						
Unit/Dept. Commitment	75	76	74	-2		79
Unit/Dept. Loyalty	63	61	64	3		78
Unit/Dept. Recommend	70	71	70	-1		73
U of M Commitment	85	85	79	-6	▼	79
U of M Loyalty	80	78	75	-3		78
U of M Recommendation	84	86	77	-9	▼	73
Customer Focus	84	87	80	-7	▼	83

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

Impact Summary Report



Facilities & Operations	
Plant Operations	
Construction Services	

Dimensions	2014	Impact
Climate	57	0.0
Supervisor	60	0.5
Autonomy/Involvement	65	0.0
Workload	66	0.4
Resources/Environment	73	0.2
Recognition	59	0.4
Co-workers	72	1.1
Communication	51	0.2
Training and Development	56	0.3
Task Significance	70	1.0
Compensation	66	0.7
Benefits	77	0.1
Advancement	57	0.0
Survey Perception	50	0.4
Outcomes		
Unit/Dept. Commitment	74	3.0
Unit/Dept. Loyalty	64	3.0
Unit/Dept. Recommend	70	3.4
U of M Commitment	79	2.0
U of M Loyalty	75	2.3
U of M Recommendation	77	3.5
Customer Focus	80	2.8

Priority Matrix - 2014

