

Dimension Summary Report



Facilities & Operations						
Plant Operations						
Utilities and Plant Engineering						
UPE Non-Supervisory						
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark	
0	0	38				
--	--	44				
		86%				
Dimensions						
Climate	--	--	64	--		69
Supervisor*	--	--	70	--		75
Autonomy/Involvement	--	--	69	--		70
Workload	--	--	62	--		70
Resources/Environment	--	--	79	--		70
Recognition	--	--	60	--		67
Co-workers	--	--	74	--		75
Communication*	--	--	58	--		63
Training and Development*	--	--	71	--		68
Task Significance	--	--	75	--		77
Compensation*	--	--	49	--		57
Benefits*	--	--	70	--		77
Advancement*	--	--	52	--		68
Survey Perception*	--	--	48	--		62
Job Satisfaction	--	--	70	--		70
Outcomes						
Unit/Dept. Commitment	--	--	78	--		79
Unit/Dept. Loyalty	--	--	64	--		78
Unit/Dept. Recommend	--	--	73	--		73
U of M Commitment	--	--	84	--		79
U of M Loyalty	--	--	79	--		78
U of M Recommendation	--	--	85	--		73
Customer Focus	--	--	84	--		83

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

Impact Summary Report



Facilities & Operations
Plant Operations
Utilities and Plant Engineering
UPE Non-Supervisory

	2014	Impact
	38	
	44	
	86%	
Dimensions		
Climate	64	0.2
Supervisor	70	1.2
Autonomy/Involvement	69	0.9
Workload	62	0.6
Resources/Environment	79	0.0
Recognition	60	0.9
Co-workers	74	1.0
Communication	58	0.1
Training and Development	71	0.0
Task Significance	75	1.1
Compensation	49	0.0
Benefits	70	0.4
Advancement	52	0.0
Survey Perception	48	0.0
Outcomes		
Unit/Dept. Commitment	78	2.4
Unit/Dept. Loyalty	64	4.7
Unit/Dept. Recommend	73	3.5
U of M Commitment	84	0.1
U of M Loyalty	79	1.9
U of M Recommendation	85	1.8
Customer Focus	84	1.1

Priority Matrix - 2014

