

Dimension Summary Report



Facilities & Operations						
Plant Operations						
Utilities and Plant Engineering						
UPE Trades/AFSCME/IUOE						
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark	
0	63	37				
	90	78				
--	70%	47%				
Dimensions						
Climate	--	52	59	7		69
Supervisor*	--	--	62	--		75
Autonomy/Involvement	--	53	61	8		70
Workload	--	50	52	2		70
Resources/Environment	--	62	65	3		70
Recognition	--	44	49	5		67
Co-workers	--	68	68	0		75
Communication*	--	--	50	--		63
Training and Development*	--	--	49	--		68
Task Significance	--	59	69	10	▲	77
Compensation*	--	--	63	--		57
Benefits*	--	--	65	--		77
Advancement*	--	--	56	--		68
Survey Perception*	--	--	35	--		62
Job Satisfaction	--	71	74	3		70
Outcomes						
Unit/Dept. Commitment	--	73	77	4		79
Unit/Dept. Loyalty	--	64	63	-1		78
Unit/Dept. Recommend	--	67	73	6		73
U of M Commitment	--	79	76	-3		79
U of M Loyalty	--	74	69	-5		78
U of M Recommendation	--	79	78	-1		73
Customer Focus	--	74	75	1		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 Trades/AFSCME/IUOE

	2014	Impact
	37	
	78	
	47%	
Dimensions		
Climate	59	0.1
Supervisor	62	0.2
Autonomy/Involvement	61	0.3
Workload	52	0.0
Resources/Environment	65	0.2
Recognition	49	0.0
Co-workers	68	0.0
Communication	50	0.5
Training and Development	49	0.7
Task Significance	69	0.8
Compensation	63	0.5
Benefits	65	1.1
Advancement	56	0.0
Survey Perception	35	0.1
Outcomes		
Unit/Dept. Commitment	77	1.3
Unit/Dept. Loyalty	63	2.8
Unit/Dept. Recommend	73	1.9
U of M Commitment	76	0.2
U of M Loyalty	69	2.1
U of M Recommendation	78	1.3
Customer Focus	75	0.9

Priority Matrix - 2014

