

Dimension Summary Report



Facilities & Operations						
Plant Operations						
Utilities and Plant Engineering						
2010	2012	2014	Diff 2014 - 2012	Signif Diff	CFI Bench mark	
107	101	86				
126	124	132				
85%	81%	65%				
Dimensions						
Climate	58	58	64	6		69
Supervisor*	67	62	68	--		75
Autonomy/Involvement	60	60	67	7	▲	70
Workload	59	55	58	3		70
Resources/Environment	69	68	74	6	▲	70
Recognition	53	51	56	5		67
Co-workers	73	72	73	1		75
Communication*	54	50	56	--		63
Training and Development*	54	56	63	--		68
Task Significance	69	65	74	9	▲	77
Compensation*	58	51	56	--		57
Benefits*	71	68	67	--		77
Advancement*	55	52	55	--		68
Survey Perception*	43	39	41	--		62
Job Satisfaction	73	72	74	2		70
Outcomes						
Unit/Dept. Commitment	76	76	79	3		79
Unit/Dept. Loyalty	66	65	66	1		78
Unit/Dept. Recommend	69	72	75	3		73
U of M Commitment	81	81	81	0		79
U of M Loyalty	77	76	75	-1		78
U of M Recommendation	80	81	82	1		73
Customer Focus	77	79	81	2		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	

Dimensions	2014	Impact
	86 132 65%	
Climate	64	0.2
Supervisor	68	1.0
Autonomy/Involvement	67	1.0
Workload	58	0.3
Resources/Environment	74	0.0
Recognition	56	0.0
Co-workers	73	0.6
Communication	56	0.5
Training and Development	63	0.0
Task Significance	74	1.3
Compensation	56	0.0
Benefits	67	1.0
Advancement	55	0.0
Survey Perception	41	0.0
Outcomes		
Unit/Dept. Commitment	79	0.9
Unit/Dept. Loyalty	66	2.9
Unit/Dept. Recommend	75	1.5
U of M Commitment	81	0.0
U of M Loyalty	75	1.1
U of M Recommendation	82	1.1
Customer Focus	81	1.2

Priority Matrix - 2014

