

Table 2: Results of the confirmatory factor analysis for MLQ

| Code | Indicators | 1 | 2 | 3 |
|-------|---|--------|--------|--------|
| LFLS1 | Avoids getting involved when important issues arise | 0.919 | | |
| LFLS2 | Is absent when needed | 0.686 | | |
| LFLS3 | Avoids making decisions | 0.922 | | |
| LFLS4 | Delays responding to urgent questions. | 0.827 | | |
| TS1 | Provides with assistants an exchange for my effort | | 0.902 | |
| TS10 | Wait for things go to wrong before taking action | | 0.839 | |
| TS11 | hospital believes in not making changes unless necessary | | 0.853 | |
| TS12 | Takes action only when problem become serious | | 0.858 | |
| TS3 | Clarifies my expectation when meeting perform expectation goal | | 0.698 | |
| TS4 | Expresses satisfaction when meeting performance | | 0.774 | |
| TS5 | Focuses attention on irregularities /mistake deviation from standards | | 0.879 | |
| TS6 | Gives all attention in dealing with mistake/ complains/ failure | | 0.843 | |
| TS7 | Keeps track of all mistakes | | 0.738 | |
| TS8 | Directs my attention towards failures to meet standards | | 0.806 | |
| TS9 | Do not fail interfere until the problem is serious | | 0.870 | |
| TSL1 | Instills pride in me for being associated with her/him | | | 0.741 |
| TSL11 | Articulates a compelling vision | | | 0.903 |
| TSL12 | Expresses confidence on goal achievement | | | 0.631 |
| TSL14 | Seeking deferent perspective in problem solving | | | 0.914 |
| TSL16 | Suggests new ways to completing my work | | | 0.916 |
| TSL17 | Spends time on training and caching | | | 0.825 |
| TSL18 | Treats me as individual rather than member of group | | | 0.704 |
| TSL19 | Considers me as having different needs/ abilities / aspiration | | | 0.759 |
| TSL2 | Goes beyond self-interest for the good of staff | | | 0.919 |
| TSL20 | Helps me to develop my strength. | | | 0.915 |
| TSL4 | Displays sense of power and confidence in me | | | 0.818 |
| TSL6 | Specific importance of having a strong sense of purpose | | | 0.690 |
| TSL8 | Emphasizes important of group's mission | | | 0.891 |
| TSL9 | Talks optimistically about future | | | 0.920 |
| | Average Variance Extracted (AVE) | 0.7126 | 0.6818 | 0.6899 |
| | Composite Reliability (CR) | 0.9073 | 0.9591 | 0.9685 |

Multifactor Leadership Questionnaire Manual

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