THE INFLUENCE OF SAFETY LEADERSHIP ON THE PATIENT SAFETY ATTITUDE IN A PUBLIC HOSPITAL

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ABSTRACT

Patient safety is a major concern for hospitals, today. For that reason, the present study investigated the influence between safety leadership dimensions on the patient safety attitude among healthcare workers in Public Hospital. The dimensions of safety leadership are safety coaching, safety caring and safety controlling. The self-administered questionnaire consisted of 26 items adapted from the previous studies. With response rate of 86.9 percent from 335 respondents, all the data were analysed using linear regression to determine the relationship between safety leadership dimensions (i.e. safety coaching, caring and controlling) and patient safety attitude. The findings showed that safety coaching and safety caring has significant and positive relationship with patient safety attitude, whereas safety controlling does not significantly influence patient safety attitude. Finally, implications are discussed and recommendations for future researchers.

Keywords: Patient Safety Attitude, Safety Leadership, Safety Coaching, Safety Caring, Safety Controlling, Healthcare Workers.

ABSTRAK

Keselamatan Pesakit merupakan suatu keutamaan bagi hospital, hari ini. Untuk itu, kajian ini menyiasat pengaruh antara dimensi Kepimpinan Keselamatan terhadap Sikap Keselamatan Pesakit dalam kalangan Pekerja Penjagaan Kesihatan di Hospital Awam. Dimensi Kepimpinan Keselamatan ialah Bimbingan Keselamatan, Prihatin Keselamatan Dan Kawalan Keselamatan. Soal selidik yang ditadbir sendiri terdiri daripada 26 item yang diadaptasi daripada kajian lepas. Dengan kadar makluam balas 86.9 peratus daripada 335 responden, kesemua data dianalisis menggunakan analisis regresi linear untuk menentukan perkaitan dan hubungan antara dimensi Kepimpinan Keselamatan (bimbingan, prihatin dan kawalan keselamatan) dan Sikap Keselamatan Pesakit. Dapatan kajian menunjukkan bahawa Bimbingan Keselamatan dan Prihatin Keselamatan mempunyai hubungan yang signifikan dan positif dengan Sikap Keselamatan Pesakit, manakala Kawalan Keselamatan tidak signifikan mempengaruhi Sikap Keselamatan Pesakit. Akhir sekali, implikasi dibincangkan dan cadangan untuk penyelidik akan datang.

Kata kunci: Sikap Keselamatan Pesakit, Kepimpinan Keselamatan, Bimbingan Keselamatan, Prihatin Keselamatan, Kawalan Keselamatan, Pekerja Penjagaan Kesihatan.

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LIST OF ABBREVIATIONS

DV	Dependent Variable
HCA	Health Care Assistant
HCW	Healthcare Worker
HRPZ II	Hospital Raja Perempuan Zainab II (Kota Bharu, Kelantan)
IV	Independent Variable
MOH	Ministry of Health (Malaysia)
MO	Medical Officer
MPSC	Malaysian Patient Safety Council
SPSS	Statistical Package for the Social Sciences
SV	(Research) Supervisor
WHO	World Health Organization

CHAPTER ONE

INTRODUCTION

1.10. Introduction to the Study

In this chapter outlines the background of the study conducted, problem statement is discussed in this study, highlighted the research questions involved, formulate research objectives, scope and significant of the study and the definition of key term used in this paper. On the last part of this chapter, a brief description on the arrangement for the rest of the chapters present in this project paper and the summary of chapter one.

1.11. Research Background

Patient safety is a worldwide public health topic. According to the World Health Organization, unsafe medical care leads to disabling injuries or deaths in millions of patients (Najar et al, 2013). But even though Hippocrates stated "first, do no harm" over 2000 years ago, it was not until the late 1980s that medical errors and the problem of patient injury in health care began to be discussed more openly (Öhrn, 2012). Patient safety is an absence of preventable harm during process of care and a critical aspect of healthcare delivery. It also ensuring the well-being and protection of patients is a priority for healthcare systems worldwide. Mainly the problem with patient safety consists of medical errors, healthcare-associated infections, and medication safety. According to the Organization for Economic Cooperation and Development report, the situation in low- and middle-income countries is direr, with approximately 2.6 million deaths occurring because of 134 million adverse events occurring in hospitals each year. (Auraaen et al, 2018)

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APPENDIX A

CONSENT FORM FOR SURVEY
[BORANG PERSETUJUAN UNTUK SOAL SELIDIK]

PRINCIPAL RESEARCHER NAME: KHAIRUL ANUAR BIN MOHAMED
(Nama Penyelidik Utama: Khairul Anuar bin Mohamed)

Participant Information Sheet and Informed Consent Form

About this Study
This study aims to explore the perception toward Patient Safety and the influence of Safety Leadership on Perceptions of Patient Safety (PS) in this Hospital. You must be an actively serve staff in any department in Kota Bharu Public Hospital.

Perihal Kajian ini
Kajian ini bertujuan untuk meneroka persepsi terhadap Keselamatan Pesakit dan pengaruh Kepimpinan Keselamatan terhadap Persepsi Keselamatan Pesakit (PS) di Hospital ini. Anda mestilah seorang kakitangan yang aktif berkhidmat di mana-mana jabatan di Hospital Awam Kota Bharu.

Study Procedure
If you decide to take part in this study, here is what will happen. This survey will take approximately 10 minutes to complete.

Prosedur Kajian
Jika anda memutuskan untuk mengambil bahagian dalam kajian ini, inilah yang akan berlaku. Tinjauan ini akan mengambil masa lebih kurang 10 minit untuk diselesaikan.

Risks or Discomfort Arising from Participation
Apart from possible minor fatigue, we anticipate no notable physiological or psychological stress arising from your participation in this study. The questionnaires contain no cognitively demanding or taxing questions.

Risiko atau Ketidakselesaan Yang Timbul daripada Penyertaan
Selain daripada kemungkinan keletihan kecil, kami menjangkakan tiada tekanan fisiologi atau psikologi yang ketara yang timbul daripada penyertaan anda dalam kajian ini. Soal selidik tidak mengandungi soalan yang menuntut secara kognitif atau membebankan.

Benefits of this Study
Your participation will greatly help in understanding the influence of safety leadership on patient safety in your workplace.

Faedah Kajian ini
Penyertaan anda akan sangat membantu dalam memahami pengaruh kepimpinan keselamatan terhadap keselamatan pesakit di tempat kerja anda

Confidentiality
Your responses will be completely anonymous and confidential; There will be no way to identify you from your questionnaire responses, the data be aggregated, and individual responses will not be seen by anyone except the research team.

Kerahsiaan
Jawapan anda akan adalah rahsia dan sulit sepenuhnya; Tiada cara untuk mengenal pasti respon anda daripada jawapan soal selidik ini, data akan diagregatkan dan respons individu tidak akan dilihat oleh sesiapa kecuali pasukan penyelidik.

Freedom to Withdraw from Study
The decision to take part in this study is up to you. You do not have to participate and can quit the study at any time, without giving a reason and without cost, by simply closing the survey page.

Kebebasan Menarik Diri daripada Kajian ini
Kajian ini adalah bersifat sukarela. Keputusan untuk mengambil bahagian dalam kajian ini terpulang kepada anda. Anda tidak perlu mengambil bahagian dan boleh berhenti kajian pada bila-bila masa, tanpa memberi alasan dan tanpa kos, dengan hanya menutup halaman tinjauan.

Rights and Complaints
If you are not satisfied with the way this study is conducted, you may discuss your complaints with the student researcher, Khairul Anuar bin Mohamed, Universiti Utara Malaysia at khairulanuarmd@gmail.com or the supervisor, Associate Professor Dr. Faizuniah Bt Pangil, Universiti Utara Malaysia at faizun@uum.edu.my

Hak dan Aduan
Sekiranya anda tidak berpuas hati dengan cara kajian ini dijalankan, anda boleh membincangkan aduan anda dengan pelajar penyelidik, Khairul Anuar bin Mohamed, Universiti Utara Malaysia di khairulanuarmd@gmail.com atau Penyelia Penyelidikan, Profesor Madya Dr Faizuniah Bt Pangil, Universiti Utara Malaysia di faizun@uum.edu.my

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If you volunteer to participate, please tick (√) each box provided below, and then sign and please fill in your name and date on this form. Thank you.
Jika anda dengan sukarela untuk mengambil bahagian, sila tanda (√) pada setiap kotak yang disediakan di bawah, dan kemudian tandatangani dan sila isikan nama dan tarikh pada borang ini. Terima kasih.

1. I confirm that I have read and understood the information for this study and have had the opportunity to ask questions ☐

   Saya mengesahkan bahawa saya telah membaca dan memahami maklumat untuk kajian ini dan telah berpeluang untuk bertanya soalan.

2. I understand that my participation is voluntary and that I am free to withdraw at any time, without giving any reason. ☐

   Saya faham bahawa penyertaan saya adalah secara sukarela dan saya bebas untuk menarik diri pada bila-bila masa, tanpa memberi sebarang sebab.

3. I agree to answer the questions contained in the survey ☐

   Saya bersetuju untuk menjawab soalan-soalan yang terkandung dalam soal selidik

4. I understand that the data collected during the study may be viewed by individuals from UUM and by regulatory authorities where it relates to my ☐

participation in this research. I give permission for this individual to have access to my records.
Saya faham bahawa data yang dikumpul semasa kajian boleh dilihat oleh individu dari UUM dan daripada pihak berkuasa kawal selia yang mana ia berkaitan dengan penyertaan saya dalam penyelidikan ini. Saya memberi kebenaran untuk individu ini mempunyai akses kepada rekod saya.

5. I agree to participate in the above study.
Saya bersetuju untuk mengambil bahagian dalam kajian di atas
. ☐

Respondent Initial Name Nama *Singkatan Responden*	Date *Tarikh*	Signature *Tandatangan*
Researcher Name *Nama Pengkaji*	Date *Tarikh*	Signature *Tandatangan*

SURVEY FORM
BORANG SOAL SELIDIK

INTRODUCTION
PENGENALAN

"Patient safety" is defined as the avoidance and prevention of patient injuries or adverse events resulting from the processes of healthcare delivery.
"Keselamatan pesakit" ditakrifkan sebagai pengelakan dan pencegahan kecederaan pesakit atau kejadian buruk akibat daripada proses penyampaian penjagaan kesihatan.

SECTION A: Demographic

Please tick (√) in the appropriate box or fill in the blanks.
Sila tandakan (√) di dalam kotak yang sesuai atau isikan tempat kosong.

1. Gender
Jantina

☐ Male (1) *Lelaki*
☐ Female (2) *Perempuan*

2. Age (Years) : _____
Umur (Tahun)

3. Higher Education:
Pendidikan Tertinggi:

☐ Certificate (1) *Sijil*
☐ Diploma (2) *Diploma*
☐ Bachelor's Degree (3) *Sarjana Muda*
☐ Master's Degree (4) *Sarjana*
☐ PhD (5) *PhD*

4. Year(s) of service : _____
Tempoh perkhidmatan (Tahun):

5. Position:
Jawatan:

☐ Nurses (1) *Jururawat*
☐ Medical Officers (2) *Pegawai Perubatan*
☐ Health Care Assistant (3) *Pembantu Perawatan Kesihatan*

6. Current Position Grade: _____
Gred Jawatan Terkini:

☐ 19 - 11 (1)
☐ 28 - 20 (2)
☐ 40 - 29 (3)
☐ 56 - 41 (4)
☐ JUSA (5)

7. Department:
Jabatan:

☐ General Medical / *Perubatan Am* (1)
☐ General Surgical / *Pembedahan Am* (2)
☐ Blood Bank / *Tranfusi Perubatan* (3)

☐ Psychiatry / *Psikiatri* (4)
☐ Emergency & Trauma / *Kecemasan dan Trauma* (5)
☐ Anaesthesia & Intensive Care / *Bius & Rawatan Rapi* (6)
☐ Orthopaedic / *Ortopedik* (7)
☐ Paediatric / *Pediatrik* (8)
☐ Nephrology / *Nefrologi* (9)
☐ Ophthalmology / *Oftalmologi* (10)
☐ Otorhinolaryngology / *Otorinolaringologi* (11)
☐ Dermatology / *Dermatologi* (12)
☐ Rehabilitation Medicine / *Perubatan Rehabilitasi* (13)
☐ Obstetrics and Gynaecology / *Obstetrik dan Gineakologi* (14)
☐ Forensic / *Forensik* (15)
☐ Radiology / *Radiologi* (16)
☐ Oral and Maxillofacial Surgery / *Bedah Mulut* (17)
☐ Pathology/ *Patologi* (18)
☐ Traditional & Complimentary Medicine
Unit Rawatan Tradisional dan Komplimentari (19)

8. Marital Status:
Status Perkahwinan

☐ Single (1) *Bujang*
☐ Married (2) *Berkahwin*
☐ Widowed/ Divorced (3) *Duda/ Janda/ Balu*

SECTION B: Perception on Patient Safety
Seksyen B: Persepsi terhadap Keselamatan Pesakit

The shared values, beliefs, and attitudes within a healthcare organization that contribute to the promotion of safe behaviors and practices in patient care.

	Item	Please Circle Your Answer				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
B1	I make patient safety my highest priority. *Saya menjadikan keselamatan pesakit sebagai keutamaan saya.*	①	②	③	④	⑤
B2	I think highly of anyone who volunteers for initiatives to improve patient safety. *Saya sangat menghargai sesiapa sahaja yang menawarkan inisiatif untuk meningkatkan keselamatan pesakit.*	①	②	③	④	⑤
B3	I always seek opportunities to make procedures safer for patients. *Saya sentiasa mencari peluang untuk membuat prosedur lebih selamat untuk pesakit.*	①	②	③	④	⑤
B4	I expected myself to take responsibility for improving patient safety. *Saya mengharapkan diri saya bertanggungjawab untuk meningkatkan keselamatan pesakit.*	①	②	③	④	⑤
B5	I do not value in correcting the root causes of patient safety problems. *Saya tidak menghargai sebarang usaha untuk membaiki punca kepada masalah keselamatan pesakit.*	①	②	③	④	⑤
B6	I valued people who continuously try to improve patient safety. *Saya menghargai orang yang sentiasa cuba meningkatkan keselamatan pesakit.*	①	②	③	④	⑤
B7	I care about improving patient safety only when a patient has been seriously harmed. *Saya mengambil berat tentang meningkatkan keselamatan pesakit hanya apabila pesakit telah dicederakan dengan serius.*	①	②	③	④	⑤
B8	If someone close to me needs medical help, I will confidently recommend treatment at this hospital. *Jika seseorang yang rapat dengan saya memerlukan bantuan perubatan, saya dengan yakin akan mengesyorkan rawatan di hospital ini.*	①	②	③	④	⑤

SECTION C: Safety Coaching

Safety Coaching is the degree to which leaders in hospitals are role models to subordinates in terms of patient safety and involve their subordinates in safety decision-making.

	Item	Please Circle Your Answer				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
C1	My supervisor coach me in handling safety business honestly. *Penyelia saya melatih saya dalam mengendalikan aspek keselamatan dengan jujur.*	①	②	③	④	⑤
C2	My supervisor demonstrates an example by obeying safety regulations *Penyelia saya menunjukkan tauladan dengan mematuhi peraturan keselamatan*	①	②	③	④	⑤
C3	My supervisor would help me to recognize the importance of safety. *Penyelia saya akan membantu saya menyedari kepentingan keselamatan.*	①	②	③	④	⑤
C4	My supervisor explains concept of safety clearly to me. *Penyelia saya menerangkan konsep keselamatan dengan jelas kepada saya.*	①	②	③	④	⑤
C5	My supervisor directly involves in safety decision-making. *Penyelia saya terlibat secara langsung dalam membuat keputusan berkaitan keselamatan.*	①	②	③	④	⑤
C6	My supervisor clearly describes safety vision. *Penyelia saya menerangkan dengan jelas visi keselamatan*	①	②	③	④	⑤

SECTION D: Safety Caring

Safety Caring is the degree to which healthcare workers are treated as family members by hospital leaders and are given the highest level of care regarding their safety needs.

	Item	Please Circle Your Answer				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
D1	My supervisor set up harmonious safety environment (climate) among the employees. *Penyelia saya menyediakan persekitaran keselamatan (iklim) yang harmoni di kalangan pekerja.*	①	②	③	④	⑤
D2	My supervisor can reasonably allocate safety resources. *Penyelia saya boleh memperuntukkan sumber keselamatan dengan munasabah.*	①	②	③	④	⑤
D3	My supervisor accepts my advice to improve safety. *Penyelia saya menerima nasihat saya untuk meningkatkan keselamatan.*	①	②	③	④	⑤
D4	My supervisor is confident of my safety performance. *Penyelia saya yakin dengan prestasi keselamatan saya.*	①	②	③	④	⑤
D5	My supervisor makes an effort to meet my need for safety. *Penyelia saya berusaha untuk memenuhi keperluan saya terhadap keselamatan.*	①	②	③	④	⑤
D6	My supervisor recognizes my safety achievements. *Penyelia saya mengiktiraf pencapaian keselamatan saya.*	①	②	③	④	⑤

SECTION E: Safety Controlling

Safety Controlling is the degree to which leaders in hospitals provide rules and regulations to set standards of behaviour for healthcare workers and exert authority to correct safety violations.

	Item	Please Circle Your Answer				
		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
E1	My supervisor makes it compulsory for employees to accomplish their safety goals. *Penyelia saya mewajibkan pekerja mencapai matlamat keselamatan mereka.*	①	②	③	④	⑤
E2	My supervisor rewards staff safety performance effectively. *Penyelia saya memberi ganjaran kepada prestasi keselamatan kakitangan dengan berkesan.*	①	②	③	④	⑤
E3	My supervisor support to establish regulations of safety management. *Penyelia saya menyokong untuk mewujudkan peraturan pengurusan keselamatan.*	①	②	③	④	⑤
E4	My supervisor requests every employee to obey the working rules regarding safety and health. *Penyelia saya meminta setiap pekerja mematuhi peraturan kerja berkenaan keselamatan dan kesihatan.*	①	②	③	④	⑤
E5	My supervisor makes it compulsory for employees to improve safety defects continuously. *Penyelia saya mewajibkan pekerja memperbaiki kepincangan keselamatan secara berterusan.*	①	②	③	④	⑤
E6	My supervisor evaluates the safety performance of the employees regularly. *Penyelia saya menilai prestasi keselamatan pekerja secara berkala.*	①	②	③	④	⑤

- END OF SURVEY –
- TAMAT -

APPENDIX B

SPSS OUTPUT DATA

1. Missing Data Analysis

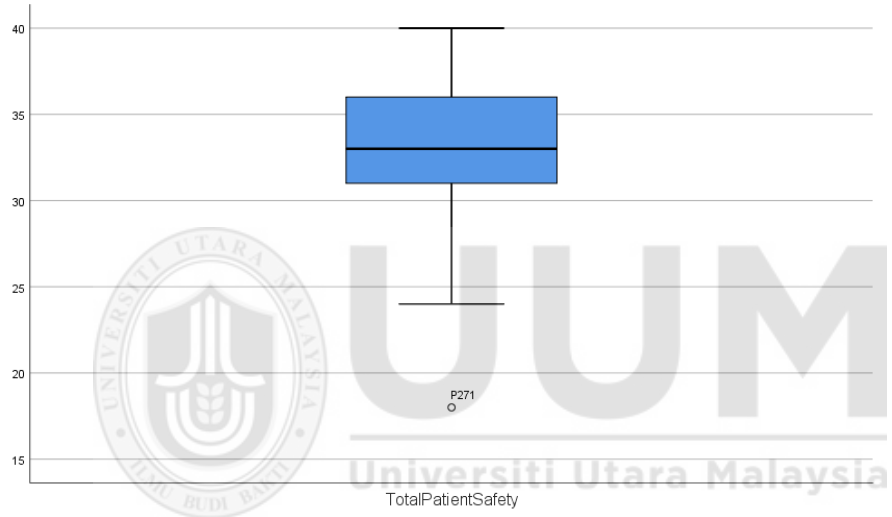
Univariate Statistics

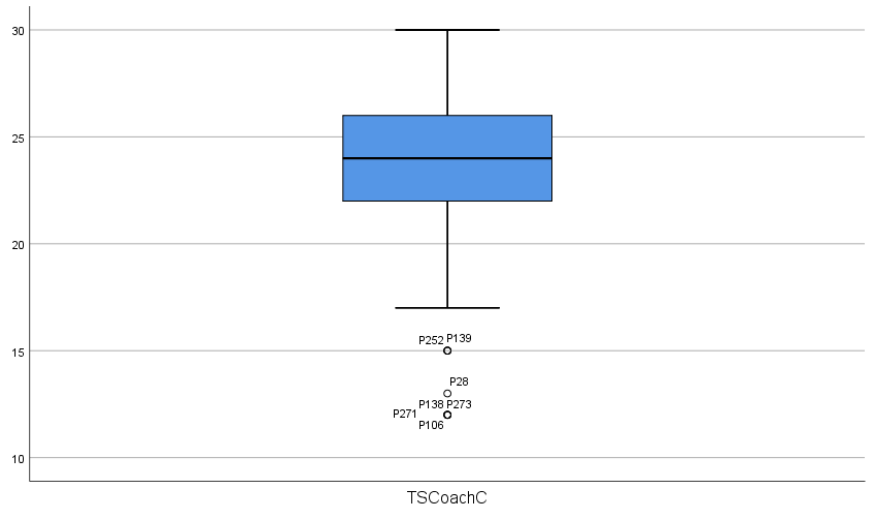
	N	Mean	Std. Deviation	Missing Count	Missing Percent	No. of Extremes[a] Low	No. of Extremes[a] High
A1	291	1.73	.447	0	.0	0	0
A2	291	42.26	8.809	0	.0	0	0
a2g	291	2.71	.943	0	.0	0	0
A3	291	2.23	.878	0	.0	0	0
A4	291	17.24	8.213	0	.0	0	0
A4g	291	2.22	.834	0	.0	0	0
A5	291	1.63	.771	0	.0	0	0
A6	291	2.90	1.019	0	.0	52	0
A7	291	6.68	4.306	0	.0	0	6
A8	291	1.95	.463	0	.0	.	.
B1	291	4.46	.582	0	.0	2	0
B2	291	4.21	.633	0	.0	1	0
B3	291	4.29	.627	0	.0	1	0
B4	291	4.14	.796	0	.0	5	0
B5	291	1.62	.781	0	.0	0	11
B6	291	4.08	.705	0	.0	2	0
B7	291	2.36	1.091	0	.0	0	14
B8	291	4.21	.731	0	.0	4	0
C1	291	4.07	.684	0	.0	5	0
C2	291	4.12	.664	0	.0	6	0
C3	291	4.03	.728	0	.0	.	.
C4	291	3.86	.808	0	.0	0	0
C5	291	3.89	.778	0	.0	2	0
C6	291	3.81	.819	0	.0	0	0
D1	291	3.74	.765	0	.0	0	0
D2	291	3.71	.800	0	.0	0	0
D3	291	3.90	.760	0	.0	.	.
D4	291	4.15	.618	0	.0	3	0
D5	291	3.92	.757	0	.0	1	0
D6	291	4.06	.712	0	.0	4	0
E1	291	4.14	.698	0	.0	6	0
E2	291	3.41	.880	0	.0	4	0
E3	291	4.01	.682	0	.0	.	.

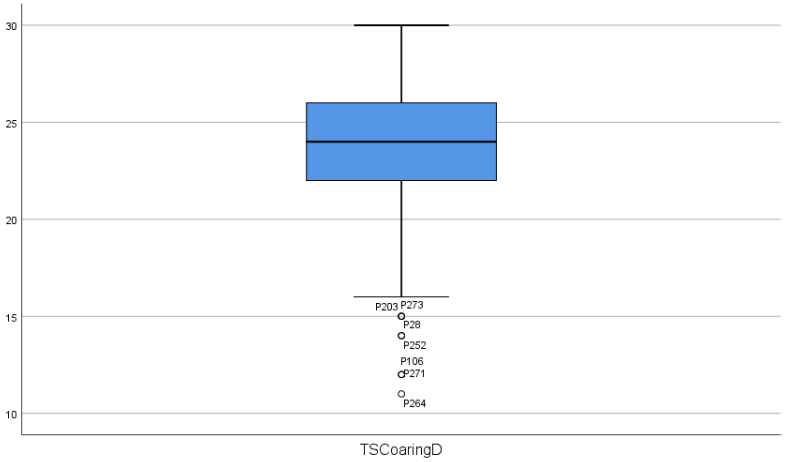
E4	291	4.20	.679	0	.0	4	0
E5	291	4.11	.728	0	.0	5	0
E6	291	3.80	.731	0	.0	0	0
B5n	291	4.38	.781	0	.0	11	0
B7n	291	3.64	1.091	0	.0	14	0
TotalPatientSafety	291	33.41	3.779	0	.0	1	0
TotalSafetyCoach	291	23.78	3.859	0	.0	8	0
TotalSafetyCaring	291	23.48	3.737	0	.0	14	0
TotalSafetyControl	291	23.66	3.614	0	.0	9	0

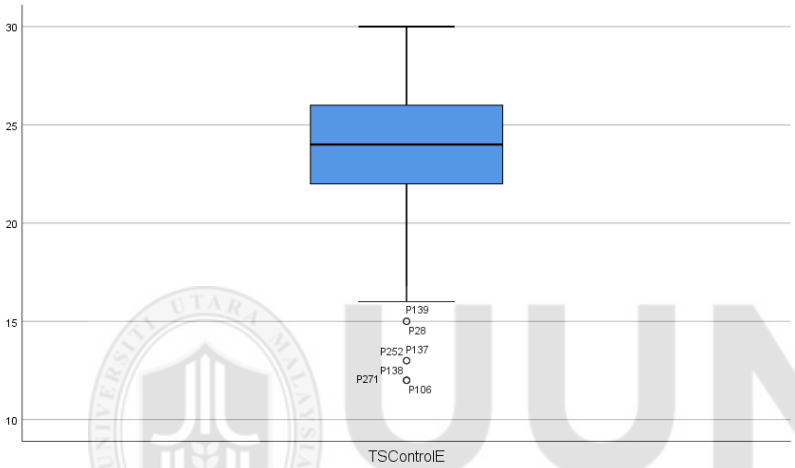
a. Number of cases outside the range (Q1 - 1.5*IQR, Q3 + 1.5*IQR).

2. Outliers









3. Reliability Test

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.758	.800	8

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.909	.910	6

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.898	.900	6

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.872	.882	6

4. Normality Test

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean		Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
MeanPS	280	1.86	3.14	5.00	1170.29	4.1796	.02782	.46559	.217	.180	.146	-.843	.290
MeansC	280	2.17	2.83	5.00	1126.50	4.0232	.03420	.57229	.328	.179	.146	-.565	.290
MeansD	280	2.33	2.67	5.00	1112.67	3.9738	.03297	.55170	.304	.168	.146	-.300	.290
MeansE	280	2.33	2.67	5.00	1120.67	4.0024	.03155	.52798	.279	.066	.146	-.243	.290
Valid N (listwise)	280												

5. Descriptive Analysis

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	76	27.1	27.1	27.1
	Female	204	72.9	72.9	100.0
	Total	280	100.0	100.0	

Age (group)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	36	12.9	12.9	12.9
	2	62	22.1	22.1	35.0
	3	124	44.3	44.3	79.3
	4	58	20.7	20.7	100.0
	Total	280	100.0	100.0	

Services (group)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	68	24.3	24.3	24.3
	2	84	30.0	30.0	54.3
	3	124	44.3	44.3	98.6
	4	4	1.4	1.4	100.0
	Total	280	100.0	100.0	

Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Certificate	54	19.3	19.3	19.3
	Diploma	136	48.6	48.6	67.9
	Bachelor	60	21.4	21.4	89.3
	Master	30	10.7	10.7	100.0
	Total	280	100.0	100.0	

Position

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Nurse	153	54.6	54.6	54.6
	Medical Officer	77	27.5	27.5	82.1
	Health Care Assistant	50	17.9	17.9	100.0
	Total	280	100.0	100.0	

Grade

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	11-19	50	17.9	17.9	17.9
	20-28	7	2.5	2.5	20.4
	29-40	144	51.4	51.4	71.8
	41-56	76	27.1	27.1	98.9
	JUSA	3	1.1	1.1	100.0
	Total	280	100.0	100.0	

Serve

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Medical	35	12.5	12.5	12.5
	Surgical	32	11.4	11.4	23.9
	Psychiatry	20	7.1	7.1	31.1
	Emergency	25	8.9	8.9	40.0
	Anaesthesia	50	17.9	17.9	57.9
	Orthopaedic	22	7.9	7.9	65.7
	Peadiatric	22	7.9	7.9	73.6
	Nephrology	8	2.9	2.9	76.4
	Ophthalmology	14	5.0	5.0	81.4

	Otorhinolaryngology	5	1.8	1.8	83.2
	Dermatology	5	1.8	1.8	85.0
	Rehabilitation	5	1.8	1.8	86.8
	Obs and Gyne	29	10.4	10.4	97.1
	Forensic	2	.7	.7	97.9
	Radiology	1	.4	.4	98.2
	Pathology	5	1.8	1.8	100.0
	Total	280	100.0	100.0	

Marital

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Single	36	12.9	12.9	12.9
	Married	220	78.6	78.6	91.4
	Divorced	24	8.6	8.6	100.0
	Total	280	100.0	100.0	

6. Pearson Correlation

Correlations

		MeanPS	MeansC	MeansD	MeansE
MeanPS	Pearson Correlation	1	.462**	.461**	.382**
	Sig. (2-tailed)		.000	.000	.000
	N	280	280	280	280
MeansC	Pearson Correlation	.462**	1	.727**	.683**
	Sig. (2-tailed)	.000		.000	.000
	N	280	280	280	280
MeansD	Pearson Correlation	.461**	.727**	1	.775**
	Sig. (2-tailed)	.000	.000		.000
	N	280	280	280	280
MeansE	Pearson Correlation	.382**	.683**	.775**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	280	280	280	280

**. Correlation is significant at the 0.01 level (2-tailed).

7. Regression Analysis

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	2.423	.198		12.248	.000		
	MeansC	.224	.064	.276	3.484	.001	.436	2.293
	MeansD	.234	.077	.277	3.029	.003	.327	3.061
	MeansE	-.018	.076	-.021	-.241	.810	.369	2.708

a. Dependent Variable: MeanPS