

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

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