

**Table 1 Nurses' and physicians' perceptions of the 12 hospital health determinants**

Determinants (no. of items)	Total	Nurses	Physicians	<i>t</i> -value <sup>a</sup>	<i>P</i> -value
	Mean score (SD) (%)	Mean score (SD) (%)	Mean score (SD) (%)		
Goal/organizational clarity (6)	67.6 (10.0)	69.1 (10.4)	65.2 (8.9)	2.2	0.033
Performance feedback (7)	69.5 (8.9)	72.3 (7.2)	65.2 (9.7)	4.7	< 0.001
Participatory management (7)	69.7 (9.6)	72.0 (9.8)	66.2 (3.5)	8.2	< 0.001
Leadership (7)	66.2 (10.9)	70.3 (9.9)	59.9 (9.4)	5.8	< 0.001
Organizational efficacy (7)	68.7 (10.7)	70.9 (10.9)	65.3 (9.6)	2.9	0.004
Change motivation (7)	70.2 (10.4)	71.0 (10.6)	69.1 (10.0)	1.0	0.320
Competence development (4)	69.3 (11.8)	72.7 (10.1)	64.0 (12.3)	4.3	< 0.001
Teamwork (4)	70.5 (11.8)	71.7 (11.2)	68.8 (12.6)	1.3	0.181
Work climate (6)	68.4 (10.1)	70.4 (10.5)	65.2 (8.8)	2.9	0.005
Mental energy/emotional exhaustion (9)	53.5 (11.6)	50.3 (10.4)	58.3 (11.8)	3.9	< 0.001
Work intensity/tempo (7)	56.2 (12.9)	53.7 (12.1)	60.1 (13.4)	2.7	0.007
Internal communication (9)	69.6 (10.6)	72.0 (9.7)	65.9 (10.9)	3.3	0.002
Overall focus score enhancement index	65.3 (4.2)	66.5 (3.6)	63.4 (4.4)	4.4	< 0.001

<sup>a</sup>Independent samples *t*-test.

SD = standard deviation.