

**Table 3 Correlation between the nurses' and physicians' mean percentage scores of the 12 determinants of hospital health and 7 predictors of quality of patient care**

| Determinants of hospital health    | Predictors of quality of patient care |               |        |            |            |        |                 | Quality-of-care enhancement index |
|------------------------------------|---------------------------------------|---------------|--------|------------|------------|--------|-----------------|-----------------------------------|
|                                    | Patient-centred care                  | Effectiveness | Safety | Timeliness | Efficiency | Equity | Quality results |                                   |
| Goal/organizational clarity        | 0.19                                  | 0.27*         | -0.01  | 0.40**     | 0.12       | 0.19   | 0.34*           | 0.31**                            |
| Performance feedback               | -0.20                                 | -0.01         | -0.11  | 0.21       | 0.05       | 0.01   | 0.04            | -0.01                             |
| Participatory management           | 0.10                                  | 0.16          | -0.18  | 0.25*      | 0.25*      | 0.10   | 0.25*           | 0.18                              |
| Leadership                         | 0.05                                  | 0.27*         | -0.01  | 0.44**     | 0.13       | 0.21   | 0.22            | 0.26*                             |
| Efficacy                           | -0.06                                 | 0.18          | -0.11  | 0.31*      | 0.10       | 0.19   | 0.19            | 0.16                              |
| Change motivation                  | 0.09                                  | 0.32**        | -0.04  | 0.35**     | 0.07       | 0.20   | 0.18            | 0.23                              |
| Competence development             | 0.18                                  | 0.24*         | -0.06  | 0.42**     | 0.16       | 0.34** | 0.31**          | 0.32**                            |
| Teamwork                           | 0.10                                  | 0.17          | -0.15  | 0.20       | -0.02      | 0.20   | 0.18            | 0.13                              |
| Work climate                       | 0.08                                  | 0.26*         | 0.06   | 0.26*      | 0.12       | 0.21   | 0.20            | 0.24*                             |
| Mental energy/emotional exhaustion | 0.02                                  | 0.22          | 0.37** | -0.09      | -0.14      | 0.02   | -0.23           | 0.05                              |
| Work intensity/tempo               | 0.07                                  | 0.02          | 0.13   | -0.13      | -0.07      | 1.00** | -0.12           | -0.02                             |
| Internal communication             | 0.06                                  | 0.12          | -0.18  | 0.27*      | 0.19       | 0.30*  | 0.21            | 0.19                              |
| Focus score enhancement index      | 0.43**                                | 0.54**        | 0.28*  | 0.14       | 0.45**     | 0.51** | 0.21            | 0.26*                             |

Significant correlations (2-tailed): \* $P < 0.05$ ; \*\* $P < 0.01$ .