n: 52,800			Adjusted HR (95% CI)
	Leadership quality score		1.23 (1.18 - 1.28)
Items	Q1 How often does your immediate manager explain the company's objectives so you understand what they mean for your work tasks?		1.12 (1.07 - 1.17)
	Q2 How often do you have sufficient authority in relation to your responsibilites at work?		1.20 (1.16 - 1.25)
	Q3 How often does your immediate manager take the time to engage in your professional development?		1.14 (1.10 - 1.19)
	Q4 How often does your immediate manager involve you in the planning of your work?		1.11 (1.07 - 1.16)
	Q5 How often does your immediate manager give you the necessary feedback (praise and criticism) for your work?		1.17 (1.13 - 1.22)
	Q6 How often is your work recognized and appreciated by the management?		1.22 (1.17 - 1.27)
	Q7 How often do you get the necessary help and support from your immediate manager?		1.21 (1.17 - 1.26)
	Q8 How often can you trust the information that comes from the management?		1.21 (1.16 - 1.26)
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