## Appendix A

**t-test**

We used a t-test to check whether the gender of the study participants (HCWs) affected their empowerment practices or performance.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Gender | N | Mean | Std. deviation | Std. error mean |
| Empowerment practices | Male | 49 | 4.2245 | 0.76418 | 0.10917 |
| Female | 51 | 3.9608 | 0.63909 | 0.08949 |
| Performance | Male | 49 | 4.2076 | 0.43643 | 0.06235 |
| Female | 51 | 4.0853 | 0.39725 | 0.05563 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Independent samples test** | | | | | | | | | | |
|  | | Levene’s test for equality  of variances | | t-test for equality of means | | | | | | |
| F | Sig. | t | df | Sig. (two-tailed) | Mean difference | Std. error difference | 95% confidence interval  of the difference | |
| Lower | Upper |
| Empowerment practices | Equal variances assumed | 1.133 | 0.290 | 1.875 | 98 | 0.064 | 0.26371 | 0.14066 | −0.01542 | 0.54283 |
| Equal variances not assumed |  |  | 1.868 | 93.607 | 0.065 | 0.26371 | 0.14116 | −0.01659 | 0.54400 |
| Performance | Equal variances assumed | 3.622 | 0.060 | 1.467 | 98 | 0.145 | 0.12238 | 0.08340 | −0.04312 | 0.28788 |
| Equal variances not assumed |  |  | 1.465 | 96.271 | 0.146 | 0.12238 | 0.08355 | −0.04347 | 0.28823 |