

Supplementary Material

Mohammed Ahmed Mohammed Shamlan

Supplementary S1: Full Regression Results

Table S1: Full hierarchical multiple regression results including all control variables (Model 2)

Variable	B (SE)	β	<i>p</i>
<i>Control Variables</i>			
Gender (Ref: Female)	0.111 (0.055)	0.073	.043*
Hospital (Ref: Private)	-0.058 (0.060)	-0.037	.336
Education (Ref: Diploma)			
PhD	0.183 (0.178)	0.044	.305
Board	0.155 (0.162)	0.046	.338
Master	0.063 (0.124)	0.020	.610
Bachelor	0.001 (0.061)	0.000	.992
Specialty (Ref: Radiology)			
GP	-0.166 (0.112)	-0.061	.141
Pharmacist	-0.140 (0.111)	-0.046	.206
Specialist	-0.158 (0.157)	-0.053	.313
Lab	0.008 (0.111)	0.003	.943
Nurse	-0.054 (0.116)	-0.016	.640
Admin	-0.043 (0.090)	-0.019	.629
Other	0.100 (0.122)	0.029	.410
Job Level (Ref: Mid-level)			
Top	0.009 (0.093)	0.004	.925
Operational	0.045 (0.076)	0.028	.551
Experience (Ref: 1–5 years)			
< 1 year	0.018 (0.104)	0.006	.862
6–10 years	0.095 (0.064)	0.058	.137
> 10 years	0.046 (0.071)	0.027	.515

Note: Ref = Reference category. **p* < 0.05.

Supplementary S2: Sensitivity Analysis

Table S2: Sensitivity Analysis: Comparison of unweighted and weighted

Predictor Variables	Unweighted β	Weighted β	p-value	Consistency
IT Management	0.272	0.273	< .001	Consistent
Patient & Public Involvement	0.184	0.179	.003	Consistent
Risk Management	0.146	0.145	.020	Consistent
Education & Training	0.113	0.109	.086	Consistent
Recruitment / HR	0.120	0.119	.072	Consistent
Clinical Audit	0.054	0.060	.289	Consistent
Clinical & Research Excellence	-0.021	-0.018	.798	Consistent

Note: Consistency indicates that the significance and direction of the coefficients remained unchanged between models.