



**Service Priorities and Programmes**  
**Electronic Presentations**

**Convention ID:** 1173

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**Style of Leadership Favored by the Health Care Professionals: A Quantitative Study on Leadership Perception in the Faith-Based Health Care Providers**

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**Keywords:**

Leadership

Faith-Based Health Care Provider

Healthcare Setting

Staff Engagement and Empowerment

**Introduction**

The health care setting is a place full of differences in preference, personality and thought of people. Leadership can be regarded as the skill of encouraging the followers to perform the job willingly. Leadership in the health care setting consists of a range of different approaches and action possibilities. Different leadership approaches may be suitable for different tasks, circumstances, social and political factors, etc.

A recent quantitative study was performed on leadership perception in the faith-based health care providers in Hong Kong, aiming at enhancing organisational success in the health care settings by staff engagement and empowerment.

**Objectives**

(1) To perform a quantitative study on leadership perception in the faith-based health care providers.

(2) To enhance organisational success in the health care settings by staff engagement and empowerment.

**Methodology**

(1) In the study, 66 questionnaires were replied from staffs of the faith-based health care providers for data collection. A quantitative, nonexperimental research methodology was used with the application of parametric statistical techniques. The PSPP and eZ ANOVA statistical analysis programs are used for statistical analysis.

(2) PSPP is a statistical analysis program well recognized to be a free and excellent alternative for the SPSS program for sampled data analysis and management.

Operating by means of spreadsheet like efficient utility; simple dialog box and menu selections, it can retrieve data from files of SPSS and run major of the SPSS's syntax. Analyzed results are then tabulated as a standard output, plots and reports of descriptive and complex statistics which can be saved as HTML and DOC formats.

(3) The eZ ANOVA statistical software package includes the ANOVA function, which provides an easy analysis for statistical data yielding ANOVA results for this study.

## **Result**

(1) Results showed that the health care professionals in faith-based health care providers favor Laissez-faire Style and Democratic Leadership Style of Leadership in terms of general style of leadership. Concerning the opinions on leadership related to conflict management, the Accommodation, Collaboration Styles are more favored. On the other hand, the Competition Leadership, Avoidance Leadership and Compromise Leadership in terms of conflict management are least favored.

(2) It is proclaimed that leadership is not just about leaders; it is also about followers. Follower's perception of the leader is important for successful leadership. The conclusion of this paper provide important insights for ensuring a harmonious leadership style that draws out the best for organisational success in the health care setting by staff engagement and empowerment.