



Exploring the Associations Between Empowering Leadership, Work Environment and Moral Injury Among Nurses: A Cross-Sectional Study

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Table 4.

Zero-order correlations

Variable	1	2	3	4	5	6	7	8	9	10	11	12
1. ELQ-Total	1	0.917	0.935	0.982	0.905	0.974	0.133	0.469	-0.224	-0.169	-0.058	-0.312
2. ELQ-L	< 0.001	1	0.817	0.895	0.771	0.868	0.138	0.403	-0.181	-0.106	-0.026	-0.306
3. ELQ-P	< 0.001	< 0.001	1	0.904	0.845	0.893	0.126	0.475	-0.198	-0.159	-0.027	-0.302
4. ELQ-C	< 0.001	< 0.001	< 0.001	1	0.854	0.950	0.172	0.450	-0.210	-0.164	-0.065	-0.274
5. ELQ-I	< 0.001	< 0.001	< 0.001	< 0.001	1	0.847	0.003	0.392	-0.228	-0.187	-0.056	-0.310
6. ELQ-S	< 0.001	< 0.001	< 0.001	< 0.001	< 0.001	1	0.146	0.487	-0.232	-0.173	-0.072	-0.309
7. N2N-S	0.098	0.087	0.118	0.033	0.972	0.070	1	0.352	-0.035	0.072	-0.113	0.002
8. N2N-C	< 0.001	< 0.001	< 0.001	< 0.001	< 0.001	< 0.001	< 0.001	1	-0.238	-0.167	-0.143	-0.235
9. MIES-Total	0.005	0.024	0.013	0.009	0.004	0.004	0.661	0.003	1	0.767	0.817	0.651
10. MIES-O	0.035	0.188	0.048	0.042	0.019	0.031	0.376	0.037	< 0.001	1	0.491	0.326
11. MIES-S	0.474	0.747	0.741	0.421	0.488	0.370	0.163	0.077	< 0.001	< 0.001	1	0.208
12. MIES-B	< 0.001	< 0.001	< 0.001	< 0.001	< 0.001	< 0.001	0.976	0.003	< 0.001	< 0.001	0.009	1

ELQ = Empowering Leadership Questionnaire; ELQ-C = coaching; ELQ-I = informing; ELQ-L = leading by example; ELQ-P = participative decision making; ELQ-S = showing concern; ELQ-Total = ELQ total score; MIES = Moral Injury Events Scale; MIES-B = betrayal by others; MIES-O = transgressions by others; MIES-S = transgressions referring to self; MIES-Total = MIES total score; N2N-C = co-workers; N2N-S = self. Correlation coefficients are reported above the diagonal, while *p* values are reported under the diagonal.