

**SUPERVISOR'S LEADERSHIP STYLE, PERSONNEL EMPOWERMENT,
ENGAGEMENT, WORK-LIFE BALANCE, JOB SATISFACTION AND
INTENTION TO STAY IN THE CENTER FOR DISEASE CONTROL
AND PREVENTION IN HENAN PROVINCE, CHINA**

A Dissertation

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ABSTRACT

The study aimed to analyze the role of leadership style on medical laboratory personnel's empowerment, engagement, work-life balance, job satisfaction, and intention to stay in the Center for Disease Control and Prevention in Henan Province, China.

A causal-comparative with retrospective pre-posttest research design and a self-assessed questionnaire was used to gather primary data from 334 medical laboratory personnel at the Disease Control and Prevention Centers in seventeen (17) cities in Henan Province, China.

The level of empowerment, personnel engagement of medical laboratory is high, work-life balance is "not sure", job satisfaction is slightly dissatisfied/satisfied. These differ by age, status, education, number of children, and years in service. The perceived supervisor's leadership style of medical laboratory personnel is Transformational, before and after the training differs in age, education, and years of service. The strongest predictor of intention to stay of medical laboratory personnel is the level of engagement which is strongly correlated with the perceived leadership of the supervisors.