

**LEADERSHIP STYLES AND CONFLICT RESOLUTION STYLES AMONG  
MIDDLE LEVEL MANAGERS IN SELECTED DISTRICT HOSPITALS IN  
ILOILO PROVINCE**

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**ABSTRACT**

This study investigated the leadership styles and conflict resolutions styles of the middle level managers in the selected District Hospital in Iloilo Province for the school year 2017-2018. It attempted to find out if leadership styles and conflict resolution styles of the middle level managers were related according to their selected characteristics. This study also sought to determine if the leadership styles of these managers were connected as regards their conflict resolution styles. The descriptive-relational one shot survey was utilized modified and validated. And reliably tested and constructed questionnaire was used to gather data. The study population included the sixty one (61) purposively chosen middle level managers who were Nurse I, Nurse II, and Nurse III supervisors had come from selected District Hospitals in Iloilo Province. The data gathered were computer processed and analyzed. Statistical tools used in data analysis were frequency distribution, mean percentage, Cramer's V to study the association between two variables, and Gamma to assess the association between three or more variables. The result showed that a bigger percentage of the middle level managers were young with a mean age of 39.3, female, married, bachelor's degree holder in Nursing (BSN), assigned in the hospital wards, have a minimum length of service of 5 years and below with a mean of 9.8 years of service.

The leadership styles adopted by the middle level managers were predominantly “democratic”, followed by autocratic, and laissez-faire being the least preferred style of leadership. Majority of the middle level managers used the integrating conflict resolution style followed by accommodation, dominating and avoiding, while compromising being the least preferred style. The leadership styles of the middle level managers were associated with their selected characteristics.

Generally, middle level managers in the selected hospitals in Iloilo province were intellectually, psychologically, and emotionally stable. Their most preferred conflict resolution style was integrating. Majority of the middle level managers in the selected District Hospitals in Iloilo Province were intellectually and socially stable in dealing with their subordinates as well as in resolving interpersonal conflict. The leaderships styles of the middle level managers were related with their conflict resolution styles.