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| --- | --- | --- | --- | --- | --- | --- | --- |
| Index | Number | Percent | Capabilities | Facilitators | Obstacles | Stimuli | Consequences |
| **academic rank** |  |  |  |  |  |  |  |
| Instructor | 34 | 11 | 52.0±19.2 | 60.0±13.2 | 57.0±79.1 | 58.0±05.2 | 45.0±19.2 |
| Assistant Professor | 170 | 8.54 | 62.0±42.2 | 71.0±46.2 | 60.0±12.2 | 61.0±15.2 | 60.0±32.2 |
| Associate Professor | 76 | 5.24 | 54.0±47.2 | 59.0±56.2 | 47.0±97.1 | 50.0±10.2 | 48.0±29.2 |
| Professor | 30 | 7.9 | 47.0±88.2 | 48.0±05.3 | 40.0±34.2 | 44.0±45.2 | 35.0±66.2 |
| **Years of Service** |  |  |  |  |  |  |  |
| 1 to 10 years | 152 | 49 | 56.0±42.2 | 63.0±47.2 | 52.0±99.1 | 53.0±08.2 | 49.0±28.2 |
| 11 to 20 years | 110 | 5.35 | 58.0±69.2 | 68.0±76.2 | 50.0±34.2 | 54.0±41.2 | 53.0±56.2 |
| 21 years and more | 48 | 5.15 | 54.0±07.2 | 59.0±11.2 | 55.0±75.1 | 56.0±86.1 | 54.0±99.1 |
| **Sex** |  |  |  |  |  |  |  |
| Female | 228 | 5.26 | 62.0±47.2 | 70.0±53.2 | 52.0±08.2 | 56.0±2.2 | 51.0±36.2 |
| Male | 82 | 5.73 | 59.0±46.2 | 67.0±52.2 | 57.0±07.2 | 58.0±15.2 | 56.0±33.2 |
| **Status** |  |  |  |  |  |  |  |
| Manager | 42 | 5.13 | 55.0±20.2 | 56.0±16.2 | 57.0±96.1 | 53.0±01.2 | 49.0±13.2 |
| Faculty Member | 268 | 5.86 | 59.0±50.2 | 68.0±57.2 | 56.0±09.2 | 58.0±18.2 | 55.0±37.2 |
| **Kind of University** |  |  |  |  |  |  |  |
| Medical | 152 | 49 | 65.0±61.2 | 75.0±66.2 | 60.0±20.2 | 61.0±34.2 | 62.0±44.2 |
| Non-medical | 158 | 51 | 52.0±32.2 | 58.0±38.2 | 50.0±95.1 | 47.0±99.1 | 44.0±35.2 |