

### Appendix 1. List of Studies Included in Meta-Analysis

1. Kang KH, Kim JH. The relationship between the head nurses' leadership style and the autonomy perceived by nurses. *Journal of Korean Academy of Nursing Administration*. 2000;6(2):281-290.
2. Go ES. Psychological effect of transformational leadership on nurser's job behaviors [master's thesis]. Jin-Ju: Gyeongsang National University; 2003. p. 1-82.
3. Kim M. Effects of job stress, organizational commitment, job satisfaction and leadership style on turnover intention of hospital nurses. *Journal of Military Nursing Research*. 2015;33(1):95-115. [c, d]<sup>†</sup>
4. Kim MH. The relationship between leadership styles of nurse managers and staff job satisfaction [master's thesis]. Seoul: Yonsei University; 2006. p. 1-56. [c]<sup>†</sup>
5. Kim BM, Lee YM, Yoon SH, Choi EO. A study of the head nurse's leadership and the organizational effectiveness as perceived by staff nurses. *Journal of Korean Academy of Nursing Administration*. 2007;13(3):373-383. [c, d]<sup>†</sup>
6. Kim ES, Lee MH. A study of empowerment related factors of clinical nurses. *Journal of Korean Academy of Nursing Administration*. 2001;7(1):145-163. [a]<sup>†</sup>
7. Kim JH. The substitution effect of leadership substitutes for transformational leadership in nursing organization. *Journal of Korean Academy of Nursing*. 2006;36(2):361-372. [c]<sup>†</sup>
8. Kim JK. Determinants of organizational effectiveness on hospital nursing. *Journal of Korean Academy of Nursing Administration*. 2006;12(4):564-573. [c]<sup>†</sup>
9. Kim JY. The relationship between leadership and empowerment and organizational commitment [master's thesis]. Suwon: Ajou University; 2001. p. 1-66. [a, d]<sup>†</sup>
10. Kim JH. A study of the effects of nursing administrator's transformational leadership and member's maturity on organizational effectiveness [master's thesis]. Jeon-ju: Chonbuk National University; 2010. p. 1-90. [d]<sup>†</sup>
11. Na ES. A study on the relationship between head nurses' leadership and nurses' job satisfaction in long-term care hospital [master's thesis]. Seoul: Korea National Open University; 2013. p. 1-87. [c]<sup>†</sup>
12. Mun MY. A study on the relationship between nurse managers' leadership styles and staff nurses job satisfaction [master's thesis]. Seoul: Hanyang University; 2008. p. 1-54. [c]<sup>†</sup>
13. Park SH. A study on the nursing officers' leadership styles and their job satisfaction · organizational commitment in the armed forces hospitals. *Journal of Military Nursing Research*. 2006;24(2):49-104. [c, d]<sup>†</sup>
14. Park, YY. A study on the relationship between head nurse's transformational leadership and nurses' organizational commitments [dissertation]. Gyeong-san: Kyungil University; 2010. p. 1-109. [d]<sup>†</sup>
15. Park HK. The structural equation modeling on job performance of clinical nurses [dissertation]. Busan: Kosin University; 2013. p. 1-77. [a, b]<sup>†</sup>
16. Park HT. Transformational and transactional leadership styles of the nurse administrators and job satisfaction, organizational commitment in nursing service. *Journal of Korean Academy of Nursing*. 1997;27(1):228-241. [c, d]<sup>†</sup>
17. Bae KO. The influence of transformational leadership of nursing unit manager on job satisfaction and job performance of staff nurses [master's thesis]. Seoul: Ewha Womans University; 2007. p. 1-84. [b, c]<sup>†</sup>
18. Son BK. The relationship among nurses' empowerment, leadership style of head nurse, and organization climate [master's thesis]. Daegu: Catholic University; 2003. p. 1-54. [a]<sup>†</sup>
19. Shim MY. A study on the correlation among transformational and transactional leadership of head nurse, job satisfaction, organizational commitment, and job performance of nurse [master's thesis]. Gang-neung: Kwandong University; 2005. p. 1-64. [b, c, d]<sup>†</sup>
20. Ahn SH. The effect of leadership style on the job satisfaction and nursing performance [master's thesis]. Seoul: Catholic university; 2019. p. 1-66. [b, c]<sup>†</sup>
21. Ahn YS. A study on the effect of the leadership of hospital middle management on the staff nurse's job satisfaction and turnover intention [master's thesis]. Cheong-ju: Chungbuk National University; 2015. p. 1-66. [c]<sup>†</sup>
22. Yang SH. Transformational-transactional leadership style of the nurse manager's and job satisfaction, organization commitment in nursing service. *Hyecheon Daehak Nonmungib*. 2001;27:431-446. [c, d]<sup>†</sup>
23. Yoo MJ, Kim JK. A structural model of hospital nurses' turnover intention: Focusing on organizational characteristics, job satisfaction, and job embeddedness. *Journal of Korean Academy of Nursing Administration*. 2016;22(3):292-302. <https://doi.org/10.11111/jkana.2016.22.3.292> [c]<sup>†</sup>
24. Lee GA. The influence of hospital nurses' critical thinking disposition and nurse managers' perceived transformation & transactional

- leadership style on competency of evidence based practice [master's thesis]. Seoul: Kyung Hee University; 2017. p. 1-68.
25. Lee MS. The relationships among patient safety competence, leadership styles of head nurses, and willingness to report near miss on nurses working at hospitals [master's thesis]. Seoul: Hanyang University; 2016. p. 1-79.
  26. Lee MY, Kim KH. Influence of head nurses' transformational leadership on staff nurse's psychological well-being, stress and somatization -focused on the mediating effect of positive psychological capital- Journal of Korean Academy of Nursing Administration. 2012;18(2):166-175.
  27. Lee MJ. A study on leadership type of immediate senior officer and effectiveness of nursing system [master's thesis]. Seoul: Kyung Hee University; 1999. p. 1-82. [c, d]<sup>+</sup>
  28. Lee MJ. A study of factors related to clinical competency in nurses [master's thesis]. Seoul: Yonsei University; 2002. p. 1-68.
  29. Lee MH. Relationship between self-esteem, leadership and competency in operating room nurse. [master's thesis]. Seoul: Yonsei University; 2004. p. 1-58.
  30. Lee YM. A study of correlation between leadership styles of head nurses and the nursing performance -the regulation effect of nursing organizational culture- [master's thesis]. Suncheon: Suncheon National University; 2015. p. 1-79. [b]<sup>+</sup>
  31. Lee YS, Ryu SY, Park J, Choi SW. The association of safety climate and transformational leadership of head nurse with barrier to medication error reporting among nurses in a hospital. Journal of Health Informatics and Statistics. 2016;41(2):147-154. <https://doi.org/10.21032/jhis.2016.41.2.147>
  32. Lee YM, Kim BM. The mediator effect of empowerment in relationship between transformational leadership and organizational commitment. Journal of Korean Academy of Nursing. 2008;38(4):603-611. <https://doi.org/10.4040/jkan.2008.38.4.603> [a, d]<sup>+</sup>
  33. Lee EH. Leadership of nursing managers in small and medium hospitals resilience, intrinsic motivation and nursing performance of nurses [master's thesis]. Naju: Dongshin University; 2019. p. 1-75. [b]<sup>+</sup>
  34. Lee H. Related factor of organizational effectiveness in hospital -self-efficacy, faith in supervisor- [dissertation]. Seoul: Yonsei University; 2003. p. 1-139. [c, d]<sup>+</sup>
  35. Jang SO. A study on the improvement of head nurse's leadership in general hospital nursing system [master's thesis]. Cheong-ju: Chungbuk National University; 2006. p. 1-158. [c, d]<sup>+</sup>
  36. Chang YA, Jun JJ. A study on the relationship between leadership styles transformational and transactional leadership and nurses' empowerment in nursing unit. Hanyang Nursing Research. 2000;5(1):17-30. [a]<sup>+</sup>
  37. Cho HS. The relations between the leadership of nursing manager and general hospital nurses on future use of evidence-based practice -mediating effect of innovative behavior- [master's thesis]. Muan: Mokpo National University; 2018. p. 1-68.
  38. Choi MA. A study on relationship between leadership styles and job satisfaction· organization engagement in nursing organizations -focused on transformational·transactional leadership styles- [master's thesis]. Seoul: Kyung Hee University; 2006. p. 1-80. [c, d]<sup>+</sup>
  39. Choi BL. Influence of the nursing managers' leadership on the turnover intention in a general hospital [master's thesis]. Iksan: Wonkwang University; 2014. p. 1-49.
  40. Choi SJ. Job satisfaction of staff nurses by leadership types of head nurses [master's thesis]. Suwon: Ajou University; 2006. p. 1-69 [c]<sup>+</sup>
  41. Choi EY. A study on correlation between leadership style and job satisfaction in nurse organization of hospital [master's thesis]. Muan: Mokpo National University; 2011. p. 1-64. [c]<sup>+</sup>
  42. Ha HI. The influence of nursing manager's transformational leadership to the job satisfaction and turnover intentions of nurses -nursing unit characteristics- [master's thesis]. Seoul: Konkuk University; 2012. p. 1-81. [c]<sup>+</sup>
  43. Han J, Kim M. The impact of the followership style on the organizational effectiveness in nursing organization. Journal of Korean Academy of Nursing Administration. 2009;15(2):233-243. [b, c, d]<sup>+</sup>
  44. Han JY. Effects of the nursing organizational culture and head nurse's leadership on the job satisfaction. Korean Journal of Hospital Management. 2009;14(3):1-22. [c]<sup>+</sup>
  45. Huh GJ. A study of the HN's leadership styles for enhancement of the SN's job satisfaction and organizational commitment [master's thesis]. Chun-cheon: Kangwon National University; 1999. p. 1-69. [c, d]<sup>+</sup>
  46. Hong KM. A study on the degree of organizational commitment in accordance with recognition of the transformational leadership -centered on recognition of staff nurses working at general hospitals- [master's thesis]. Seoul: Hanyang University; 1998. p. 1-64. [d]<sup>+</sup>
  47. Hong MJ. A study on head nurses' leadership styles perceived by staff nurses and their job satisfaction [master's thesis]. Seoul: Hanyang University; 2002. p. 1-61. [c]<sup>+</sup>
  48. Hong EY. A study on transformational leadership and organizational commitment [master's thesis]. Seoul: Kyung Hee University; 2001. p. 1-71. [d]<sup>+</sup>

49. Hwang Y. Factors influencing nurses' job satisfaction –focused on the leadership and nursing performance– [master's thesis]. Gimhae: Kaya University; 2016. p. 1–63. [c]<sup>†</sup>

<sup>†</sup>This study was included in meta-analytic path analysis of transformational leadership and empowerment (a), transformational leadership and nursing performance (b), transformational leadership and job satisfaction (c), and transformational leadership and organizational commitment (d).