

MMAT Checklist – Version 2018

Title: Impact of Emotional Intelligence and Conflict Management on Workplace Dynamics in Hossana Health Centers, Central Ethiopia

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Part I: Qualitative Component (Semi-structured interviews with 12 managers)

Screening questions (for all types)	Yes	No	Can't Tell
S1. Are there clear research questions?	✓		
S2. Do the collected data allow addressing the research questions?	✓		
Qualitative criteria	Yes	No	Can't Tell
1.1. Is the qualitative approach appropriate to answer the research question?	✓		
1.2. Are the qualitative data collection methods adequate to address the research question?	✓		
1.3. Are the findings adequately derived from the data?	✓		
1.4. Is the interpretation of results sufficiently substantiated by data?	✓		
1.5. Is there coherence between qualitative data sources, collection, analysis, and interpretation?	✓		

Part II: Quantitative Descriptive Component (Cross-sectional survey, N = 213)

Screening questions (for all types)	Yes	No	Can't Tell
S1. Are there clear research questions?	✓		
S2. Do the collected data allow addressing the research questions?	✓		
Quantitative descriptive criteria	Yes	No	Can't Tell
4.1. Is the sampling strategy relevant to address the research question?	✓		
4.2. Is the sample representative of the target population?	✓		
4.3. Are the measurements appropriate?	✓		
4.4. Is the risk of non-response bias low?	✓		
4.5. Is the statistical analysis appropriate to answer the research question?	✓		

Part III: Mixed-Methods Component (Integration of quantitative survey and qualitative interviews)

Screening questions (for all types)	Yes	No	Can't Tell
S1. Are there clear research questions?	✓		
S2. Do the collected data allow addressing the research questions?	✓		
Mixed-methods criteria	Yes	No	Can't Tell
5.1. Is there an adequate rationale for using a mixed-methods design to address the research question?	✓		
5.2. Are the different components of the study effectively integrated to answer the research question?	✓		
5.3. Are the outputs of the integration of qualitative and quantitative components adequately interpreted?	✓		
5.4. Are divergences and inconsistencies between quantitative and qualitative results adequately addressed?	✓		
5.5. Do the different components of the study adhere to the quality criteria of each tradition (qualitative and quantitative) involved?	✓		