

## Supplementary Table 1

Demographic characteristics associated with infection control, coronavirus knowledge, and leadership and conflict management (at baseline)

	IC			CK			L&CM		
	Mean $\pm$ SD	Standard Error of Mean	<i>p</i> value*	Mean $\pm$ SD	Standard Error of Mean	<i>p</i> value*	Mean $\pm$ SD	Standard Error of Mean	<i>p</i> value*
Age									
20-29 years	31.55 $\pm$ 0.96	0.06	<b>0.026</b>	31.52 $\pm$ 1.13	0.08	<b>0.011</b>	31.49 $\pm$ 1.16	0.08	0.230
30-39 years	31.68 $\pm$ 0.85	0.12		31.59 $\pm$ 1.16	0.17		31.65 $\pm$ 0.80	0.12	
40+ years	30.50 $\pm$ 2.50	1.02		30.00 $\pm$ 3.34	1.36		30.83 $\pm$ 2.04	0.83	
Gender									
Female	31.55 $\pm$ 1.03	1.03	0.909	31.52 $\pm$ 1.22	0.10	0.688	31.47 $\pm$ 1.16	0.09	0.608
Male	31.54 $\pm$ 0.98	0.98		31.45 $\pm$ 1.28	0.13		31.55 $\pm$ 1.08	0.11	
Type of Contract									
Permanent	31.56 $\pm$ 0.97	0.07	0.800	31.57 $\pm$ 1.21	0.09	0.222	31.57 $\pm$ 1.04	0.08	0.190
Temporary	31.52 $\pm$ 1.07	0.11		31.36 $\pm$ 1.30	0.14		31.37 $\pm$ 1.27	0.13	
Years of Service									
> 6 years	31.60 $\pm$ 1.00	0.07	0.230	31.55 $\pm$ 1.19	0.09	0.255	31.53 $\pm$ 1.12	0.08	0.492
0-5 years	31.42 $\pm$ 1.03	0.12		31.34 $\pm$ 1.37	0.16		31.42 $\pm$ 1.15	0.14	
Monthly Income									
> PKR 59,000 / USD 383.7	31.66 $\pm$ 0.77	.09	0.276	31.73 $\pm$ 0.84	0.10	<b>0.049</b>	31.59 $\pm$ 1.03	0.12	0.451
< PKR 59,000/ USD 383.7	31.50 $\pm$ 1.09	.08		31.40 $\pm$ 1.37	0.10		31.47 $\pm$ 1.17	1.17	
Last Degree									
BSc or above	31.64 $\pm$ 0.88	0.08	0.170	31.68 0.97	0.09	<b>0.032</b>	31.56 1.10	0.10	0.439
Diploma	31.46 $\pm$ 1.10	0.09		31.33 1.42	0.12		31.45 1.16	0.10	
Marital Status									
Single	31.52 $\pm$ 1.02	0.08	0.591	31.44 $\pm$ 1.27	0.09	0.369	31.45 1.20	0.09	0.302
Currently Married	31.60 $\pm$ 0.98	0.11		31.60 $\pm$ 1.19	0.13		31.61 0.95	0.10	

\* Statistically significant relationship ( $p < 0.05$ ) for ANOVA results