

# Review of: "Influence of Institutional Factors on Job Satisfaction among Nurses at a Regional Hospital, Ghana"

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Potential competing interests: No potential competing interests to declare.

I appreciate the opportunity to review this manuscript.

Investigating this topic sounds great as nurses' job satisfaction impacts quality health care of patients. The manuscript is well-structured and the research language is well applied. To improve the quality of the manuscript I have the following to suggest.

1. The problem statement is not well captured and research gaps are not clearly stated.
2. The articles used for the manuscripts are outdated. It will be good to consider using recent articles to give a clear picture of the phenomenon under study.
3. Some of the statements or assertions in the manuscript are made loosely without any empirical evidence and even if with evidence, the articles are too old to validate the assertions. For instance, *"In the Ghanaian setting, where there is a high unemployment rate, some employees find it difficult to change their job and will remain and pretend to be working, which retards the progress of the organization as a result of job dissatisfaction (Agyepong et al., 2004)"* This statement may not be valid now. What is the current unemployment rate in the health sector and why are workers finding it difficult to change their jobs? Is it only a result of unemployment or are there other factors?

*"The most current research focused on the stress level and job satisfaction between nurses at the Ridge and Pantang Hospitals; and shift work, work-related stress, and hypertension among healthcare workers at the 37 Military Hospital (Assibi, Atindanbila, Prudence, & Abepuoring, 2013; Abubakari, 2018). Therefore, the general objective of this study was to examine institutional factors influencing job satisfaction among nurses at a Regional Hospital in Ghana"* Again what your operational definition for institutional factors is not clear, and why do you want to investigate the institutional factors and not other factors is also not well captured.

1. Also, considering the date the data was collected is concerning. I would appreciate new data could be collected to do some form of comparative analysis/study.
2. The discussion should also be looked at or reworded. The findings should be discussed or juxtaposed with current relevant articles and what the manuscript is implying by the findings.

But on the whole, I enjoyed reading the manuscript and I hope to read the final version as published taking cognizant of the various comments by the reviewers.

Well done. Keep up the good work

