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

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The topic of this study is relevant and important, as it explores the factors that affect the job satisfaction of nurses in a low-resource setting. The authors aim to identify the institutional factors that influence the job satisfaction of nurses at a regional hospital in Ghana, and to provide recommendations for improving the working conditions and retention of nurses.

The strengths of the study are:

• The study uses a comprehensive and validated instrument to measure the job satisfaction of nurses, which covers various aspects.

• The study employs a robust sampling strategy, which ensures the representativeness and generalizability of the results.

The weaknesses of the study are:

• The study lacks a clear and specific research question and hypothesis, which makes it difficult to evaluate the purpose and direction of the study. The authors should state the research question and hypothesis in the introduction section, and link them to the literature review and the conceptual framework.

• The study does not provide a clear and logical explanation of the conceptual framework, which guides the analysis and interpretation of the data. The authors should explain how the institutional factors are related to the job satisfaction of nurses, and how they operationalize and measure these factors in the study.

• The study does not discuss the limitations and implications of the study, which limits the validity and applicability of the results. The authors should acknowledge the potential biases and errors that may affect the quality and reliability of the data, and suggest ways to address them in future research. The authors should also discuss the practical and theoretical implications of the study for the policy makers, managers, and researchers in the field of nursing and health care.

• The references of this study are mostly not up-to-date and they have not taken into account cases such as the spread of the Covid-19 disease and its effects on the treatment staff. In the current situation, there is a need for further research to investigate this issue in the context of nurses' satisfaction.

Overall, the study is well-written and organized, and provides valuable insights into the job satisfaction of nurses in a regional hospital in Ghana. However, the study could be improved by addressing the weaknesses mentioned above, and by providing a more clear and coherent argument and evidence for the research question and hypothesis.