

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.

This is quite a good research paper describing the factors that lead to nurses' job satisfaction at one of the hospitals in Ghana. There are a few things that should be considered by the authors to improve it. First, most citations dated more than five years old. The authors need to update the citations and references. Second, the underlying theory should be included and discussed that serves as the basis to determine the contributing factors to nurses' job satisfaction. Third, the rationale for deciding on the 233 sample size should be explained further. Fourth, the sampled items used in the questionnaire to collect the required data should be included. Fifth, in order to avoid common method bias, it is suggested to use different scales for the independent and dependent variables. Sixth, the managerial and research implications should be discussed before the conclusion. The implications must be related to the findings of the study. Lastly, avoid from having citations in the conclusion section. It should only highlights the gist of the study.