

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.

The goal of this study was to examine institutional factors associated with job satisfaction among nurses at a Regional Hospital in Ghana. A key strength is the use of a relatively large sample size from one hospital, allowing for an in-depth assessment. However, several areas could be improved.

Major issues:

- The literature review lacks current research from the past 5 years on nurse job satisfaction. Incorporating more recent studies would better contextualize findings.
- Details on sampling and participant response rate are needed to determine representativeness.
- Justify the use of linear regression analysis and assess assumptions.

Minor issues:

- Compare findings to previous studies more thoroughly in the discussion.
- Address generalizability limitations and suggest multi-site follow-up studies.
- Provide specific, actionable recommendations for hospital management.
- Consider adding a table to summarize dimensions of satisfaction.