

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 a well-planned and performed study on an important subject – factors that explain job (dis)satisfaction among nurses. There is, however, information that needs to be added to the manuscript.

The study sample is said to have been randomly selected from strata of the total population of nurses at the hospital under study. The “yes-no method” is difficult to grasp and needs further explanation.

A questionnaire was designed to cover the views of the respondents on different job satisfaction factors (called “institutional factors”). The selection of factors, i.e., questionnaire items, is well argued by referring to the literature on job satisfaction. One misses information on how the propositions to match a Likert scale were designed and how the validity of the propositions was assessed. The questionnaire should be added to the manuscript as an appendix.

The statistical associations between job satisfaction and the various factors were analysed by linear regression, first by univariate, then by multivariate analysis. The results of the latter are presented in the Results section. One would have expected beta values for each of the factors, but the table reports k values. This is confusing as k usually refers to the number of predictor terms. One also misses information on the model fit.