

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.

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

I appreciate the opportunity to review this paper on examining the influence of institutional factors on job satisfaction among nurses at a regional hospital in Ghana.

General comments

The paper addresses an important aspect of health and health care, which is the influence of institutional factors on job satisfaction among nurses at a regional hospital in Ghana.

Several studies have explored different aspects of health care and health personnel. This paper is an addition with contextual relevance to job satisfaction among nurses; hence, I consider it appropriate for publication. However, additional revision and proofreading are recommended to improve the content, formatting, and language of the paper.

Abstract

The abstract is well structured and descriptive, and the background of the abstract clearly indicates the need for job satisfaction among nurses to improve health care and prevent the attrition of nurses. Findings are specific to the topic under study, and recommendations were given to adequately align with findings. However, keywords were not written under the abstract.

Introduction/Background

The background was well written, and the need for the study was justified.

Objectives

The objectives of the study were explicitly stated.

Methods

The methodological orientation of the study was well described. Researchers vividly described the methodology for conducting the research.

Criteria for determining sample size and the formula for screening, extracting, and collecting data were explicitly

described.

Data Analysis

A description of the process of data analysis and the statistical tests used for the analysis was described; however, measures for ensuring validity and reliability of the research were not vividly stated.

Ethical consideration

Ethical considerations were NOT vividly spelt out by the researchers.

Findings

Participants' characteristics were described, and findings were well spelt out. The results showed that overall, there was low job satisfaction (2.9, SD=0.6). There was low satisfaction with regards to the policies (2.9, SD=0.7), promotion (2.8, SD=0.9), and motivation (2.7, SD=0.9), with remuneration (2.3, SD=0.8) recording the least. However, there was high satisfaction with teamwork (3.3, SD=0.7) and supervision (3.6, SD=0.5) concerning nurses.

Discussion

The discussion compared findings with other studies. The trend of discussion clarified factors that influence job satisfaction among nurses to establish the link between job satisfaction and institutional factors. They also provided thorough interpretation of findings, relating them to the topic under study to further enhance the discussion.

Limitations

The limitations and strengths of the study were outlined by the researchers.

Implications for policy and practice

Implications were well-articulated and properly aligned to findings.

Conclusions are drawn from the study data or findings.

References

References have been cited. It is recommended that the author(s) ensure compliance with the journal requirements.