

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.

Reviewer Report:

Manuscript Title: Influence of Institutional Factors on Job Satisfaction among Nurses at a Regional Hospital, Ghana.

In this paper, the researchers have tried to explore the magnitude of job satisfaction and influencing institutional factors among nurses at the Regional Hospital in Ghana.

This is very crucial and an eye-opener for policymakers to improve the quality of healthcare in low- and middle-income countries, especially in Africa.

Recommendation: Consider after major revision

General Comments section by section for authors:

Introduction:

The author has tried to show the research problem, literature, and arguments in the review of the literature. However, it is too long, full of redundancy, and couldn't indicate the research problem, gaps, or concise rationalizations.

Thus, the introduction has to start with defining the problem, stating the magnitude and severity in terms of government and community concerns of the research problem, coherently reviewing previous studies, and clearly showing the gaps that lead to research in this area, including the justification and purpose of the study.

Methods and materials:

1.Study population and sampling: As inclusion criteria, those serving two years and above in the study area were included, but as a result, nursing years of practice experience were categorized as 1-5, 6-10, ... so on, invalid data???

2.The author used a contextualized 5-point Likert scale instrument, which unacknowledged the initial sources and lacked detailed descriptions.

3.Data quality assurance:

The author measured the validity and reliability of the tool but doesn't show the results of the gold standard findings.

Results

In the descriptive results, all the findings in the table are repeated in the text. To avoid redundancy, the text has to show the most out-of-shine results and cite the respective table for detail.

Conclusion and contribution to policymakers:

There are concepts of overlapping.

