

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.

Thank you for the opportunity to review the manuscript. I think that the manuscript needs changes to improve its quality. I would like to make suggestions to improve the quality.

Introduction

1. What are institutional factors? And what effect do they have on job satisfaction?
2. Why is the strike of nurses as the ultimate level of dissatisfaction in the beginning? Has this strike in the health system of your country caused a disruption in the provision of health services?
3. References related to the medical staff strike cannot be related to the recent strike, such as "the **recent trend** of strike actions among healthcare workers calls for an assessment of job satisfaction among nurses, since there is evidence that medical doctors are more satisfied than nurses, even though they all work in the hospital regardless of their educational background (Iliopoulos & Priporas, 2011)" more than 2 decades have passed since this issue.
4. The quality-of-care services and their evaluation could be a better indicator.
5. What is the purpose of this study?
6. It is suggested that the literature review be integrated with the introduction and create a coherent text. Currently, none of these two parts have the necessary comprehensiveness.

Methods

1. Please specify the type of study.)empirical data?(
2. How is the sample size determined?
3. If more than 500 nurses are working in the hospital, why did you choose less than half of them?
4. I don't understand why random sampling was done? At the beginning, there was a point about "empirical data"? The intervention was not done, so the sampling would not be better than the "Convenience" method?
5. Please mention the exact statistics of nurses and doctors.
6. What scale was used in this study? Designed by the research team? Or is it a standard scale that has already been used by other researchers?
7. Introduce the scale or scales and explain about its characteristics. (Who designed it? How many items does it have? What dimensions does it evaluate?)

Result

1. It is not necessary to explain all the details related to demographic information. Refer to Table 1.
2. Self-report or observation? (Table 2)

Discussion

1. The results should not be repeated in the discussion. Only the analysis of the results should be done.
2. In fact, no analysis has been done on the results of the study from the researchers' point of view.
3. The conclusion should be related to your study. It does not need a reference.