

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 manuscript was well organized, featuring an intriguing topic. However, the abstract is overly lengthy and would benefit from concise revision. The authors primarily present descriptive statistics; incorporating inferential findings before descriptive ones is advisable. The clarity of what statistical significance acceptance entails is unclear. The introduction is well-organized and supported by literature, though there are some issues with in-text citation order that need attention. The authors attribute a causal relationship to Aron (2015)'s study; a double-check of this reference is recommended. Despite this minor concern, the introduction is commendable. The literature review is well-structured, covering institutional factors with ample support from literature. The method section is well-framed, with scientifically conducted sampling, meticulous data collection, quality assurance, and ethical considerations. In the results section, the authors do not provide an explanation of whether regression assumptions were satisfied. Clarification on adjusted analysis and its significance is needed in the methods section. The results section, overall, is well-presented with meticulous analysis. The discussion is skillfully crafted, but the only suggestion is to incorporate inferential findings when comparing results to other studies. In the conclusion section, the practice of including literature for result comparison is not ideal. It is recommended to incorporate such comparisons within the discussion section and exclude them from the conclusion. Despite minor points, the study is rational, well-designed, and executed effectively.