

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

Daniel Ganu¹

¹ Adventist University of Africa

Potential competing interests: None

Strength of the Study

1. The manuscript addresses pertinent issues in public health (diabetes).
2. The abstract is written in a standard format.
3. The method chosen for data collection is appropriate, even though the study design was not stated.
4. The paper is well-written and should be published with some adjustments.
5. The analysis is adequate.
6. The findings were supported by other similar findings elsewhere.
7. **The manuscript has a logical flow.**

Weakness of the Manuscript

1. The interpretation of the result was not adequately handled.
2. Usually, abstracts, conclusions, and recommendations should not have citations.
3. The referencing style used is not recent or updated.

The authors can incorporate the following to improve the quality of the paper.

1. Since the authors are using the APA referencing format, they should have used the current and updated (th edition) format, especially for the in-text citations.
2. The introduction and literature review should be merged and shortened.
3. The authors listed several real factors contributing to the lack of job satisfaction for nurses in Ghana. Perhaps they could also consider the mere fact that they are going to the Western world; even if the working conditions are not far different from Ghana, they will go.
4. The authors should avoid composing paragraphs with one sentence.
5. They used the right method for selecting participants for the study, but how did they determine the sample size? What informed the choice of 233? Why not 234 or 232?
6. Where is your interpretation of your Likert scale result? How do we know 2.9 is a low score? Where does a low score begin, and where does it end? See the example of interpretation:

Interpretation of Mean Scores:

- Strongly Disagree = 1.00-1.79
- Disagree = 1.80-2.59
- Neutral = 2.60-3.39
- Agree = 3.40- 4.19
- Strongly Agree = 4.20-5.00

This is what time will allow me. Thank you.