

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

Ana Rita Figueiredo¹

¹ Escola Superior de Enfermagem de Lisboa

Potential competing interests: No potential competing interests to declare.

Thank you for giving me the opportunity to review this article of significant importance.

The article discusses an important topic in the field of Nursing, which is the Influence of Institutional Factors on Job Satisfaction among Nurses at a Regional Hospital, Ghana. The authors mentioned that there is limited evidence on this topic in the specific context of Ghana, and therefore this study could contribute to filling these gaps.

I would like to offer some suggestions for improvement that I believe could benefit our paper.

The title is clear and coherent with the objective and content of the article. However, the review question is not described in the article.

- **Abstract**

In the abstract, it would be important to clearly identify the aim of the study, which questionnaire was used and the time period in which the study was carried out. This information gives readers an overview of the study.

- **Introduction / Literature review**

In the sentence "Many researchers have defined job satisfaction in their own style due to its critical and complex nature, but the most cited definition is 'the way people feel about their job and its various aspects' - it has to do with the extent to which people like or dislike their job (Spector, 1997). "

Which studies have been analyzed to mention that this is the most used quote? This may be an inconsistent statement. You might consider rewording this sentence.

Antón (2009) notes that job satisfaction is currently considered to be a measure that should be included in quality improvement programs in healthcare organizations.

He uses the expression currently, but the reference is to the year 2009. Perhaps it is enough to say that it is considered.

"Possibly, the recent trend of strike actions among healthcare workers calls for an assessment of job satisfaction among nurses"

To strengthen the argument regarding the correlation between strikes and nurses' satisfaction, it is recommended that

authors provide theoretical support. This will help to reinforce the validity of the argument by providing evidence to support the claims. Without this support, the argument could be perceived as weak and lacking in rigor. Therefore, by providing theoretical support, the article's reasoning would be enhanced and more effective in conveying its message.

To enhance the relevance of this study, it would be beneficial to include more recent references in the introduction to support the importance of the research and the current state of knowledge on the subject. Specifically, incorporating references published within the last 5 years would provide valuable support for the relevance of this study in the present day.

- **Methods**

Data collection - How was the anonymity and confidentiality of the data guaranteed?

Provide information on any exclusion criteria, if applicable, to help readers understand sample limitations.

Can you elaborate on the reasoning behind selecting a sample size of 233 nurses? Additionally, it would be helpful to understand if any calculations or considerations were taken into account with regards to precision and confidence of the size of the sample.

In addition to mentioning that the questionnaire was modified to suit the context of the study, it would be useful to provide some specific information about the modifications made.

- **Results / Discussion and conclusion**

The text has been well written with clear and well-structured reasoning, and the ideas have been expressed in a very articulate manner.

The acknowledgement of the study's limitations is relevant and is described clearly and transparently. It could be enriching to compare the data obtained with more recent studies, validating whether the conclusions obtained in 2018 are still current by comparing them with other studies. The recommendation to develop additional, more recent studies on the subject is very important, encouraging other researchers to continue studying the subject.

- **References**

The cited references may be more current, especially considering the evidence produced in the last 5 years.

I would like to congratulate the authors on this important paper.