

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

Mobin Sokhanvar¹

¹ Urmia University of Medical Sciences

Potential competing interests: No potential competing interests to declare.

Dear authors,

Thank you for conducting this study, which deals with the interesting and necessary topic of nurses' job satisfaction and related factors.

My concerns and suggestions are presented below:

- My first and main concern is related to the study not being up to date. According to the authors, the data for this study was collected in 2018, and now we have entered the year 2024. Therefore, the issues in which the related organizational factors were examined may have been completely associated with the transformation as a result of the policies adopted in the health and treatment of Ghana, structural changes, and so on. . . . Based on this, the need to publish the findings of this study and its application to policy makers and decision makers is unclear.
- No attempt has been made to update the sources used, so the most recent reference used was from 2018, which is mentioned in the introduction.
- The dimensions of teamwork and supervision have averages above 3, which indicate a suitable situation based on the division presented in the method. However, in the abstract, no difference can be seen in the conclusion regarding the proposals for different dimensions (with an average lower or higher than 3).
- In the study sample part of the research, professional nurses who had worked continuously for more than two (2) years were included, while in the findings related to work experience, we have a range of 1 to 5 years, which seems to be wrong, and 1 year of work experience should not have been included in the study.