

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

Dawit Yeshiwas<sup>1</sup>

<sup>1</sup> Debre Markos University

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The authors have tried to study "influence of institutional factors on job satisfaction among nurses at a regional hospital, Ghana".

The research issue is good enough to be explored by researchers. However, this work have a lot of weaknesses should be addressed very seriously. I have presented 10 issues to be addressed by the authors.

1. The language of the paper is very poor ,and difficult to understood.
2. I doubt the authors have good presentation of statistical methods/models. For instance;
  - the authors wrote in the abstract : "linear regression model was used to establish association...." which is not the function of linear regression.
  - They also wrote "quantitative methods was applied to collect data" wrong, there is no such data collection method.
3. the authors write recommendation in the introduction page, it is misplaced
4. almost all all of the references are old
5. the variable job satisfaction is not continuous, but the authors list it as a continuous variable and uses linear regression, I argue that this is likert scale.
6. the authors did not present, how their sample size is determined.
7. the authors have not discuss table III output in a correct way. Better to check it, if that is a correct interpretation of the output. Additionally , the table header is incorrect, it should present the model type, like; logistic reg, linear reg....
8. The discussion and conclusion of this paper is almost similar.
9. The authors have stated that, the limitation of their work is "the data is subject to bias" in that case all their result is bias and can not be trusted.

Thank you!!

