Author's response to reviews

Title: The Effects of Nationality Differences and Work Stressors on Work Adjustment for Foreign Nurse Aides

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Author's response to reviews: see over
Reviewer’s report

Title: The Effects of Nationality Differences and Work Stressors on Work Adjustment for Foreign Nurse Aides

Version: 1 Date: 8 April 2010

Reviewer: Henna Hasson

Reviewer’s report:

Discretionary Revisions
1. The first chapter in the introduction very detailed describes the issue of aging population in Taiwan. Since this is a common issue for many counties it is suggested that a shorter, less detailed statement of the situation is made. Perhaps the statistics of Taiwan could be compared to statistics of some other countries.

We have shortened the statement in the introduction. In addition, we have included the statistics of other countries to compare the ratio of the aging population.

2. Demographic characteristics of participants could be presented in a table

Demographic characteristics of participants have been presented in a table as interviewer indicated.

Minor Essential Revisions
3. Throughout the manuscript references are lacking. For instance, the sentences (in chapter two in the introduction) “The increasing of maturing population, the elder aged and the fewer children make the structure of the family changed. The younger will not be able to take care of their elder parents. They have to employ care giver or send their parents to long-term care facilities” and chapters regarding “nationality differences of foreign nurse” have no references. In addition, the text on p. 1 regarding Nationality differences of foreign nurse aides has no references. It is suggested that the authors check that all text have clear references.

We have included the reference for nationality differences of foreign nurse aide.

4. There are some misspellings and grammatical errors throughout the manuscript that preferably should be corrected.

We have corrected all the misspellings and grammatical errors.

5. Work adjustment measures should be presented in the method section.

Work adjustment measurement has been removed from introduction to method section.

6. Page 2, first sentence “revise some of the points to make it fit to our research”. The changes made needs to be described more detailed.

The changes have been described in the research. We have only changed the description of work environment and the term of the targeted foreign nurse aide.

7. The sentence “It means the questionnaire has good reliabilities” needs to be more specific.

We have revised the sentence as follows. “The average is more than 0.7 which means the questionnaire has good reliabilities.”

8. The result section of the manuscript should only present the results and not discuss these as it is done on p. 5, last chapter left hand side.

We have corrected accordingly.

9. For table 2, please report correlation coefficients and p-values.

We have updated table 3(previously table 2) by adding correlation coefficients and P values.
10. The questionnaire translation process and the possible problems of using questionnaires in three languages needs to be reported more detailed. For instance, was forward backward process used? How were the questionnaires tested in each of the languages? It is also unclear whether the Cronbach’s values are from the present study or from the original study using the questionnaire.

Forward backward translation process has been used. We invited the translators from the foreign nurse aides’ human resource to participate in translating the questionnaire in three different languages. The questionnaires were translated from English to Vietnamese and Indonesia and then were translated to English by other translators. Both English versions were reviewed to make sure the contents are the same. The Cronbach’s values are generated from the present study.

11. Many details in the methods section such as the setting (amount of long term facilities etc.), recruitment of the participants, the survey procedure, the questionnaire, needs to be described. It also needs to be described whether the participation to the study was voluntary and how the anonymity of the respondents was considered.

There are twenty-four long term care facilities. We have phone interviewed with the facilities that are willing to participate in this research. There are eleven out of the twenty-four participated. We recruited the volunteers at the facilities to complete the anonymous questionnaires.

12. The study has unclear aims. It is suggested that more realistic and detailed aims are created. For instance, one aim could be to investigate foreign nurse aides’ ratings of work stressors and work adjustment.

The aims were corrected accordingly.

13. The manuscript lacks review of prior research in the field. It is suggested that prior studies are presented for instance regarding the research fields of work stressors, work adjustment and foreign nurses. The introduction/background section should present the prior studies in the field and clarify the need for the present study. For instance, are there any prior studies investigating foreign nurses’ ratings of work stressors and work adjustment. Have any of these studies been conducted in Taiwan?

Reviews of prior research have been added to enrich the reference of work stressors and work adjustment.

14. The major limitation of the study, as it was pointed out by the authors, is the small sample size. This is a serious issue since all analyses are conducted for sample sub-groups. It is suggested that some type of power analyses is conducted. In addition, this significant limitation needs to be discussed more detailed in the discussion section.

Limitation section has been revised.
Level of interest: An article whose findings are important to those with closely related research interests

Quality of written English: Needs some language corrections before being published

Statistical review: Yes, but I do not feel adequately qualified to assess the statistics.

Declaration of competing interests:

I declare that I have no competing interests