Reviewer's report

Title: The Relationship among Organizational Culture, Leadership Behavior and Job Satisfaction

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Literature review:
The relationship between organizational culture and leadership behaviour needs further discussion. Literature review needs to be more coherent. Those variables in the questionnaires should be discussed further in this section. The gap in the literature review should be discussed further. It also needs language corrections.

Methods
Sampling method is not clear. It needs more information about the population. How many nurses were working at these two hospitals? Why 300 questionnaires were distributed? What was the sampling calculation formula? 199 out of 200 nurses were female. What was the proportion of gender distribution in the population? The results from two hospitals can not be generalised. In general, the higher the sample size, the higher the rigor and quality of the manuscript. The results of tests like reliability and factor analysis should be presented in the paper as well.

Instrument
Questionnaires are not enough valid for assessing the variables. It says that factor analysis has been used; however more detailed information is needed. Some items do not match with the dimension in the questionnaire. e.g., Encouraging innovation can not be included in Emphasizing responsibility dimension. Or what would be the differences between Encouraging cooperation and fertilizing cooperative spirit in organisational culture questionnaire. The wording of items in leadership questionnaire needs to be corrected. E.g., the leader will act accordingly with a certain “vision” that specifies a better future state. I think it should be the leader acts.... And who is the leader, is s/he a hospital CEO, manager, nursing director, supervisor or head nurse? It is not clear.

Results
More analytical tests should be used. Regression analysis can be also helpful in showing the relationship between variables.

Discussion
Discussion should be developed by comparing the results of this study with other similar studies and explaining them. The contribution of this study should be
clarified.