Reviewer's report

Title: Health worker motivation and quality healthcare in Ghana

Version: 1 Date: 12 March 2013

Reviewer: Nida P Harahap

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REVIEWER’S REPORT
by dr.Nida P.Harahap

1. Major Compulsory Revisions:
   No mayor compulsory revisions is needed

2. Minor Essential Revisions:

  # ABSTRACT
  Background:
  Since the title of this manuscript is HEALTH WORKER MOTIVATION AND QUALITY HEALTHCARE, so therefore the last sentence should be changed to: These efforts are however inadequate to attain the 2015 targets for the health related millennium development goals, partly due to inequity in health worker distribution, low quality in healthcare and low motivation

  # BACKGROUND
  • Brief profile of health sector human resource

  Paragraph 3:
  Please rewrite paragraph 2 and paragraph 3 in accordance with Table 1 and Figure 1.

  Figure1:
  This Figure is not clear. Does the Figure means e.g., that in 2006: 14, 733 doctors served more than 14.000 patient? If it does, what is the ratio between Doctors and Patient, and Nurse with Patient.

  Table 2:
  The title should be: Characteristic of staff
  Eliminate: Socio – Demographic Characteristic of staff
# METHODS

• Study design and data collection

Paragraph 1 and paragraph 4:
Please mention what area of work condition and perceived work motivational factors (19 work place motivational factors) that were measured.

Paragraph 2:
There is no explanation of ii # it should be as a footnote for ii.

• Ethical Consideration

Should be written: GHS and Ethical Review Board (ERD)

# RESULTS

• What do the authors want to know by testing hypothesis 2 (H2) #no explanation/clarification about the results of testing this hypothesis 2.

• Healthcare quality situation in Health Facilities

Paragraph 2:
There is no explanation of iii # it should be as a footnote for iii.

• Factors associated with health worker motivation

Paragraph 1:
Where does this description/explanation come from (which table shows this explanation)

Paragraph 5:
Health workers and and female staff were also ….etc.
# (OR= 1,5, p < 0,005 # where does this result come from (which Table shows this result)

• Table 4:
Title: Factors associated with quality care in Health Facilities.
Eliminate: Stepwise ordered logistic regression

• Table 5
Title: Determinants of staff motivation
Eliminate: Multivariate ordered logistic regression on

• Table 6:
Title: Association in between staff motivation and quality care.
Eliminate: Spearman Correlation test of

# DISCUSSION
• Paragraph 1:
Eliminate the sentence: This sections of the paper discussed the field result.

3. Discretionary Revisions:
1. Please change formal sector to public sector and so it will be consistent with the terminology in Table 2 (BACKGROUND # Brief profile of health sector human resource in Paragraph 1).
2. Please be consistent with the terminology:
# Health worker on clinical staff on Health work force # Please choose one and be consistent with it
3. Please use Human Resource for Health instead of Health Sector Human Resources
4. What are the concepts of several pioneer theorists such as Vroom, Herzberg et al., Skinner and Maslow which related to the employee motivation? (Background # Paragraph 5)#Please write one or 2 sentences about this theory which related to this research
5. Please write more about Table 2 such as the education (the condition in rural, urban and private public facilities). (Profile of Health Facilities and Staff # Paragraph 3)

Level of interest: An article of importance in its field

Quality of written English: Acceptable

Statistical review: No, the manuscript does not need to be seen by a statistician.

Declaration of competing interests:

I declare that I have no competing interests