Author's response to reviews

Title: A modest start, but a steady rise in research use. A longitudinal study of nurses during the first five years in professional life.

Authors:

Lars Wallin (lars.wallin@karolinska.se)
Petter J Gustavsson (petter.gustavsson@ki.se)
Anna Ehrenberg (aeh@du.se)
Ann Rudman (ann.rudman@ki.se)

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Author's response to reviews: see over
Dear editorial team,

I am returning a clean version of the copy-edited version of manuscript 1986112794521001. I have sorted out the requests you had and accepted most editing suggestions. The few instances where I have revised your editing are described below. You will also find replies to your comments below.

Page 2, under results

Similar to editor Aarons I do not think that the plus sign (+) would cause problems in understanding.

Page 4, end of first paragraph

Agree on tense. With this change I think I am consistent in the manuscript.

Page 6, last paragraph

Dr Aarons: Can the authors explain how hospital beds can be occupied at more than 100%?

Reply: Patients are put in hallways, offices, and other spaces not designed to have patient beds. This is a frequently occurring phenomenon in Swedish hospitals, resulting in overcrowded patient units. Thus we have extended the sentence: This has resulted in an estimated number of occupied beds in medical wards of 100% to 105% [22], i.e., overcrowding due to limited hospital bed capacity.

Page 7, first paragraph

Dr Aarons: The authors should clarify the type of normative behaviours - e.g., are these aversive, confrontive, facilitative, supportive...etc...

Reply: We have changed the sentence to the following: According to the authors advocating the existence of a transition shock, new nurses are confronted with the hierarchical hospital system, characterized by dominant normative behaviours, described as prescriptive, intellectually oppressive, and cognitively restrictive [29].

Page 11, second paragraph

Dr Aarons: The authors need to clarify this. Full information maximum likelihood is an estimation procedure to handle missing data. Is this indeed how it was used in these analyses?

Reply: No. FIML was not used to estimate missing values. It was used to adequately estimate parameter values in the model in the presence of missing values. The sentences has been reformulated to the following: The latent growth curve model was estimated using the Mplus 6.0 software program [35]. In line with the current recommendations on the statistical treatment of
longitudinal data [36], all available research use ratings from the 1,501 respondents were included and full information maximum likelihood estimation was used to estimate parameters in the model in the presence of missing data.

Page 17, first sentence under Stability of results

We think this sentence reads best just saying: In order to evaluate the longitudinal results, ......

Page 20, First sentence, second paragraph

Your editing changed the meaning of the sentence. We suggest it should read: Additionally, these findings provide some food for thought on the issue of individual characteristics versus contextual factors related to evidence-based practice.