Author’s response to reviews

Title: RELATIONSHIP BETWEEN NURSES’ PERCEPTION OF ETHICAL CLIMATES AND JOB SATISFACTION IN JIMMA UNIVERSITY SPECIALIZED HOSPITAL, OROMIA REGION, SOUTH WEST ETHIOPIA.

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Author’s response to reviews:

Date: 16 /5/2019

To: Virginia Plummer, PhD
Scientific research Editor
BMC Nursing

Dear Virginia Plummer, PhD,

Subject: Submission of revised Manuscript “Relationship between hospital ethical climates and job satisfaction among nurses in Jimma University Specialized hospital, Oromia region, South west Ethiopia” (Manuscript id: NURS-D-19-00049)

Thank you very much for reviewing our manuscript. We also greatly appreciate the reviewers for their complimentary comments and suggestions. We have carried out the revisions that the reviewers suggested and revised the manuscript accordingly. Please, find attached a point-by-point response to reviewer’s concerns. We hope the revised version is now suitable for publication and look forward to hearing from you in due course. Point-by-point responses are attached hereafter this page.

Sincerely,

Muktar Abadiga
Corresponding author
Wollega University, Ethiopia
Beata Dobrowolska, PhD (Reviewer 1)

Comment 1: Introduction in the abstract includes several the same sentences - it should be re-written; - from my perspective, Introduction is too general, it is lacking of so called 'the state of art' analysis - more conceptual perspective, especially about ethical climate concept
Response: We accepted this comment and we re-wrote the introduction in the abstract part mainly focusing on the conceptual aspects of the concept of ethical climate.

Comment 2: Moreover, you try to justify your study by lack of such studies in Ethiopia - what about international literature? You should remember that you are writing to an international reader, so that the perspective should be also more international;
Response: This is also a very interesting comment and we received it. Accordingly, we justified our study in the perspective of an international literature.

Commented 3: In the sampling methodology you are writing: 'total of 266 epileptic patients were involved in the study' - this is probably mistake...
Response: This is a mistake we made during manuscript writing and we re-wrote it in the revised manuscript.

Comment 4: Regarding research tools - did you obtain consent from their authors for the use of these tools?
Response: Before using this tool, we tried to obtain the consent from the authors (Victor, B. and J. B. Cullen) sending them e-mails several times. Unfortunately, the authors were unable to respond to our request at that time. Therefore; since the tool is available on the internet, we took it from the internet and used it after making some modification. But we mentioned the authors in the reference to indicate as we used their tool.

Comment 5: Some sentences sound in awkward way e.g.: Response bias may be introduced when a respondent's responses are biased by the background characteristics of the respondents. (Limitation section);
Response: We mean that the study participant might gave us biased responses. However; we agree that this sentence is obstinate and it is better to be removed/delated.

Comment 6: I would recommend to combine some tables together - when possible - as there are too many of them.
Response: Since all the tables are independent tables, it is difficult to combine them together. Rather, we decided to remove some tables which are least important in our manuscript.

Virginia Plummer, PhD (Reviewer 2)

Comment 1: In txt citations do not require Author initials (Author, date), check guidelines
Response: Yes of course, but we hope that we didn’t used in-text citation in our manuscript. Rather, we put the authors and indicated its reference number immediately in front of it (in the discussion part of our manuscript). We made some modification in the revised version of our manuscript to omit this confusion and make it clear.
Comment 2: The introduction is particularly well described. However, P5 line 30, includes an odd line about epileptic patients!
Response: This is a mistake we made during manuscript writing and we re-wrote it in the revised manuscript. We made a mistake while we want to say “266 nurses”.

Comment 3: As this is a single site study, could the authors confirm that consent of the participants specifically included publication of the name of the employer? And also, Shenen Gibe hospital? This may impact on employer/employee relationships. If not, do the authors agree to de-identifying the employer throughout the manuscript and declarations?
Response: This study was a single site study conducted in JUSH (Jimma University specialized hospital) and the pre-test was done in another hospital (Shenen Gibe hospital) which is found far from the actual study setting. Prior to conducting this study, we obtained ethical approval from the Ethical Review Board (ERB) of Jimma University of Medical Sciences. Then, A formal letter, from college of Health sciences of Jimma University, was submitted to Jimma University Specialized Hospital (JUSH) and Shenen Gibe hospital. Finally, the employer of the two hospitals were clearly informed and they allowed us to conduct this study on their employees (nurses). The consent was also taken from the study participants after informing them the purpose of this study.

Comment 4: The differences in types of EC need explaining - law and code, rules, caring, independence and instrumental.
Response: We also accepted this comment and we tried to explain the difference between each dimension of ethical climate in the introduction part of our manuscript.

Commented 5: The socio-demographic variables which predict job satisfaction were very interesting, as was the correlation between ethical climate and job satisfaction, mediating variables are noted.
Response: Since the aim of this study was to examine the relationship between different ethical climate dimension and job satisfaction, other factors were adjusted for or controlled. In controlling for other variables, the relationship between ethical climate and job satisfaction decreased (β value decreased) indicating that variables other than ethical climate variables partially mediate the relationship between ethical climate and job satisfaction. To identify the unique contribution of ethical climate, we looked at what ethical climate uniquely contributes when controlling for all the other variables. By partialling out the effects of the socio-demographic data, we then determined how well the five subscales of the ethical climate predicted nurses’ job satisfaction levels. Finally, the result was interpreted after adjusting for all potential predictors of job satisfaction.

Comment 6: The last 3 lines on page 13, how was this fact drawn from the results?
Response: This fact was drawn from the measurements of ethical climate dimension scale. According to this measurement, caring climate dimension’s mean is 13.78 which is lower than the previously done studies. But this might not be the reason for low level of job satisfaction. Therefore, we decided that it is better if this statement is removed from the paragraph and we removed it.

Comment 7: The term participant is preferred to 'subjects' in lie with the participatory nature of research. Likewise, invited is preferred to 'selected' as participation is always voluntary.
Response: We accepted this comment and we changed a term ‘subject’ to participant and ‘selected’ to ‘invited’ in the revised version of our manuscript.

Comment 8: Limitations
A more positive view of this ground breaking research is suggested for inclusion - Since this is the first study of this type in Ethiopia, the findings have been compared and discussed with the international
evidence on the topic.
Response: This can be a limitation of our study. Therefore; we considered this as a limitation and we put it under limitation of the study in revised version of the manuscript.

Thank you very much!