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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Version: 3 Date: 15 Aug 2019

Author’s response to reviews:

Date: 15 /8/2019
To: BMC Nursing

Dear Research Editors,

Subject: Submission of revised Manuscript “RELATIONSHIP BETWEEN NURSES’ PERCEPTION OF ETHICAL CLIMATES AND JOB SATISFACTION IN JIMMA UNIVERSITY SPECIALIZED HOSPITAL, OROMIA REGION, SOUTH WEST ETHIOPIA”. Thank you very much for devotion of your time to edit our manuscript. We greatly appreciate the editors for their constructive comments and suggestions. We have carried out the revisions that the editors requested and revised the manuscript accordingly. 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
Requested revision
Comments: We note that the current submission contains some textual overlap with other previously published works. This overlap mainly exists in the Background sections. While we understand that you may wish to express some of the same ideas contained in these publications, please be aware that we cannot condone the use of text from previously published work. We would therefore be grateful if you could reformulate in your own words the overlap between your manuscript and other sources.
Response: This is a very interesting comment and we tried to reformulate ideas/informations in the background section in our own words in the revised version of this manuscript.

Comments: Please be sure to clearly indicate that this manuscript is about Nurse's perceptions in the title, Methods and Conclusions sections.
Response: We also accepted this comment and we indicated this manuscript as it is about nurses’ perception of ethical climate and job satisfaction in the title, methods and conclusion sections in the revised version of this manuscript.

Comments: The individual contributions of EACH author to the manuscript should be specified in this section. Please note that all authors should be named by using their initials rather than full names, and also include a statement clearly indicating that all authors read and approved the final version of the manuscript.
Response: We again accepted this comment and tried to incorporate the contribution of each author in the revised version of this manuscript. Accordingly, we rewrote as follows:
MA: Conceptualized and designed the study, analyzed the data and wrote the manuscript. GN: Participated in designing the study and revising the manuscript. EH: Revised and checked the proposal, and participated in drafting a manuscript. GM: Participated in data analysis and critically revised a manuscript. All authors read and approved the final manuscript.

Comments: Currently, the contributions of authors MA do not automatically qualify them for authorship. In the section “Authors’ contributions”, please provide further clarifications on their contributions
Response: As we tried to mention in the above comment, we incorporated the contribution of the authors MA and all other authors in the study.

Comments: Please include the full name of the university when referencing the JSS scale (Vocational Psychology Research, University of Minnesota)
Response: We also accepted this comment and included the full name of the university when referencing Job satisfaction scale as indicated in this revised version of the manuscript.

Comments: Please format your abstract to include the following subheadings: Background, Methods, Results, Conclusions. Therefore, please remove the Objectives sections and include text in one of the above sections.
Response: We accepted this comment and included objective section under background in the abstract part of this revised version of our manuscript.

Thank you very much