Reviewer’s report

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

Version: 0 Date: 28 Apr 2019

Reviewer: Virginia Plummer

Reviewer's report:

Thank you for the invitation to review this manuscript on the important topics of ethical climate and workplace satisfaction.

The paper is mostly very well written, nonetheless a further edit will address some outstanding grammar problems throughout. In txt citations do not require Author initials (Author, date), check guidelines.

The introduction is particularly well described.

However, P5 line 30, includes an odd line about epileptic patients!

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?

The differences in types of EC need explaining - law and code, rules, caring, independence and instrumental.

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.

The last 3 lines on page 13, how was this fact drawn from the results?

The term participant is preferred to 'subjects' in line with the participatory nature of research. Likewise, invited is preferred to 'selected' as participation is always voluntary.

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.

Are the methods appropriate and well described?
If not, please specify what is required in your comments to the authors.

Yes

Does the work include the necessary controls?
If not, please specify which controls are required in your comments to the authors.

Yes

Are the conclusions drawn adequately supported by the data shown?
If not, please explain in your comments to the authors.

Yes

Are you able to assess any statistics in the manuscript or would you recommend an additional statistical review?
If an additional statistical review is recommended, please specify what aspects require further assessment in your comments to the editors.

I am able to assess the statistics

Quality of written English
Please indicate the quality of language in the manuscript:

Needs some language corrections before being published

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