Author’s response to reviews

**Title:** Understanding job satisfaction and motivation among nurses in public health facilities of Ethiopia: a cross-sectional study

**Authors:**  
Firew Ayalew (Firew.2000@gmail.com)  
Sharon Kibwana (Sharon.Kibwana@jhpiego.org)  
Shelemo Shawula (sshawula@msh.org)  
Equilinet Misganaw (Equilinet.Misganaw@jhpiego.org)  
Zeine Abosse (zabosse@msh.org)  
Jos van Roosmalen (J.J.M.van_Roosmalen@lumc.nl)  
Jelle Stekelenburg (jelle.stekelenburg@online.nl)  
Young Mi Kim (Young-Mi.Kim@jhpiego.org)  
Mihereteab Teshome (Mihereteab.Teshome@jhpiego.org)  
Damtew Wolde Mariam (Damtew.Woldemariam@jhpiego.org)

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Responses to Reviewer 1

Reviewer #1

Response

1. Methods:

Provide details of the questionnaire i.e. was it a self-administered questionnaire or what please explain

Thank you for the comment.
The study used structured questionnaire. We conducted face-to-face interviews from randomly selected nurses. It was not a self-administrative questionnaire.

We addressed this comment in the manuscript line number 28, 138

Result

2. Provide statistical evidence for 39, 40, 41

We addressed these comments in the manuscript line number 39-42

3. 71-72 check grammar and revise

We revised the manuscript accordingly in line number 71-72

4. 83 provide details of such evidence, at least four studies on nurse job satisfaction.

We revised and added evidences in the manuscript line number 83.

5. 90 provide and summarize the results of the study you are referred to in this section.

   We removed the whole paragraph and revised the manuscript accordingly

6. 90-93 it is not clear as to whose study you are referring to in this section. are you referring to your study or to the study by Ayalew? Please clarify this.

   We removed the paragraph in the manuscript accordingly.

7. 96 -99 please integrate this and provide the general aim of the study. Align the aim with the topic.

   We integrated the general aim and specific research questions in the manuscript line number 91-97

8. your sample is not clear. Provide details on the number of hospitals you selected for this study, provide a detailed methods you used to sample and a sample size. group similar ideas together rather than jumping from one idea to another as evident in 106-116. Organise this part into a specific manful statement i.e. group everything that has to do with nurses and do the same with health facilities.

   Thank you for your critical comments.
The whole method sections including sampling revised and rearranged paragraphs to connect similar ideas. Number of hospitals and health centers included in the method section from line number 103-104, 114

Data Collection

9. Why was the instrument not piloted if there is no evidence of its reliability.

   The study designed to provide nationally representative information for each of five cadre (nurse, medical doctor, health officer, midwife and anesthetists) using the same structured questionnaire. Before data collectors training, study team members including MOH representative conducted pilot study in one hospital. A total of ten health workers including nurses participated in the pilot. We found minor inconsistencies in flow of questions and revised the questionnaire accordingly. We included pilot test in the manuscript line number 128-132

10. 139 Provide detailed information about the 4 nurses, where did they come from.

   We randomly selected 4 nurses per health facility from lists of all nurses in the facility. Evidence/ program report indicated that at least 5 nurses were stationed at each public health facility during the study period. In order to increase the number of clusters/ facilities to obtain homogeneous information from randomly selected facilities, we decided to interview 4 nurses per facility.

   We addressed this comment in the manuscript line number 110-112.

data management and analysis

11. this needs to be clearly explained. this is now something and does not relate to your initial sample and population. please remove.

   Thank you for the comment.

   We revised data management and analysis section accordingly. We removed the paragraph from the manuscript.

12. 147 the sentence should read as follows; data was cleaned and entered into EPI INFO 7 AND THEN EXPORTED TO STAT 14.1 for statistical analysis.

   Thank you for the input.
We revised the manuscript line number 142-143

13. 204 CORRECT GRAMMAR Thank you for the comment.

We revised the ethics section, line number 195-198.

14. 208 The sentence should read as follow: Of the 424 nurses who participated in the study, 390 were from health centres and 34 from hospitals

   Thank you for the inputs.

We revised and indicated in the manuscript line number 201

15. Correct grammar throughout the document.

Thank you for reading the whole manuscript thoroughly.

We revised and check grammar in all sections of the manuscript.

Responses for editor

Editorial Policies

Response

In your “ethical approval and consent to participate” section of your declarations please confirm if an ethics committee approved the procedure for verbal consent, and why they felt the need for written consent was not necessary for this study. Please also detail how you documented the consent.

The study team members developed study plan and submitted to Johns Hopkins School of Public Health (JHSPH) and Ministry of health to obtain ethical approval and permissions to conduct the study.

Ethical approval was obtained from the JHSPH Institutional Review Board (reference number 0005303). The committee categorized the study in exempted determination category approved verbal consent. Therefore, we thought that the study had minimal risks for study participants and did not ask written consent. In addition, from experience we know that, Ethiopians are not comfortable to put their signature in any form; so we wanted to avoid any inconvenience on our study participants.

Attached please find the approved ethics form/statement by JHSPH. The Ministry of health and regional health bureaus granted permission to conduct the study. This was because the Ministry actively involved in the study from design stage to reporting phase.
We addressed the comments in the manuscript line number 195-198; 364-367

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We prepared the manuscript using the Journal instruction

For the 'Availability of data and materials' section, please provide information about where the data supporting your findings can be found. We encourage authors to deposit their datasets in publicly available repositories (where available and appropriate), or to be presented within the manuscript and/or additional supporting files. Please note that identifying/confidential patient data should not be shared. Authors who do not wish to share their data must state that data will not be shared, and provide reasons for this in the manuscript text. For further guidance on how to format this section, please refer to BioMed Central's editorial policies page - http://www.biomedcentral.com/submissions/editorial-policies#availability+of+data+and+materials.

We addressed this in line number 371-372
Declarations

- Ethics approval and consent to participate
- Consent to publish
- Availability of data and materials
- Competing interests
- Funding
- Authors' Contributions
- Acknowledgements
- Authors information

We addressed all declaration items in line number 362-403