Author’s response to reviews

Title: Influence of nurse and midwife managerial leadership styles on job satisfaction, intention to stay, and services provision in selected hospitals of Rwanda

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Author’s response to reviews:

Response to the review comments

Dear editor,

I am writing this letter in response to the comments made by the reviewer on the paper entitled “Influence of nurse and midwife managerial leadership styles on job satisfaction, intention to stay, and services provision in selected hospitals of Rwanda” (NURS-D-19-00423R2)

We would like to thank the reviewers and Editors for reading the revised version of the submitted paper and for offering these few additional comments, and we have provided our responses in this letter below. All changes made in the paper are highlighted with track changes and a cleaned version of the revised version is also provided.

I genuinely believe that all comments have been addressed and therefore hope that you will accept this revised manuscript for publication in BMC Nursing.

Also on behalf of the co-authors, yours sincerely,

NGABONZIMA Anaclet

Authors’ responses to editor

Please state in the cover letter whether the map depicted in figure 2 is your own or taken from another source.

Response:
This map is ours and this has been stated in the cover letter submitted on 3rd of March, 28th of March, and now resubmitted again. Please consider cross check these letters as this comment has been addressed a long time ago. To make sure that it is more visible, it is now bolded and underlined in the cover letter.
Authors’ responses to reviewer

#1: Line 8- ‘courses:
Response:
We are sorry that we can not find this comment from the manuscript. Line 8 is on the first page below affiliations and it does not correspond to anything. So, I am not sure whether the reviewer was referring to this line or a separate line. In addition, the word courses in the manuscript is on lines 42, 43, and 411 and is referring to leadership courses. To this end, we are not sure exactly what the reviewer was referring to with this line 8. I am more than willing to respond to the comment in case it is made clear.

#2: P9 line 150 should read.. a number of nurses and midwives:
Response:
This is addressed and it is on page 7, line 137 for the current version with track changes

#3: Line 153, should read .. nurses and midwives in five hospitals.
Response:
This has been addressed as proposed by the reviewer and it is on page 7, line 140.

#4: The response to use of the term 'subordinates' is noted, however it is no longer used in contemporary literature ( as opposed to local usage), suggest use ‘nurses and midwives’ or ‘staff’ throughout the manuscript
Response:
We have taken note of this comment and now the word subordinate is replaced throughout the manuscript by other appropriate words like team members or unit members as per the context. The word subordinate is no longer used in the current version.