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 Editor’s comments

Dear editor,

I am writing this letter in response to the comments made by the Editor on the manuscript 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-19-00423R3)

We would like to thank the Editor for reading the revised version of the submitted manuscript and for offering these few additional comments, and we have provided our responses in this letter below.

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 the editor

#1: Formatting changes: Please include a statement in the Authors' contributions section to the effect that “all authors have read and approved the manuscript”, and ensure that this is the case.

Response:
The sentence about “all authors have read and approved the manuscript” is now added in the manuscript (line 470). And this is correct.
#2: Overlap. We note that the current submission contains some textual overlap with other previously published works. Please re-phrase these sections to minimize overlap. Specifically: Lines 78-87, Lines 105-108, Lines 153-170, Lines 218-223, Tables 3 and 4, Lines 284-297.
Response:
Thank you for your observation. We have revised the manuscript to remove the overlap. Particularly lines: 75-84; Lines 96-105; Lines 143-161, Lines 207-218, Lines 267-292. As the study is about leadership styles and used a standardized questionnaire, definitely questionnaire items/statements were not changed rather references were included, for example, line 144.

#3: copyedit. Your manuscript needs to be copyedited. We recommend that you ask a native English speaking colleague to help you copyedit the paper. If this is not possible, you may need to use a professional language editing service. For authors who wish to have the language in their manuscript edited by a native-English speaker with scientific expertise, BioMed Central has a new in house editing service. The new editing tool can provide both scientific and language editing: http://authorservices.springernature.com/
Response:
The manuscript is fully revised by two authors and the other two native English speaking colleagues. The latter are now included in acknowledgment.

#4: Figure 2. Please state in the cover letter whether the map depicted in figure 2 is your own or taken from another source. If taken from another source please acknowledge the source in the figure legend, and if it is under copyright also state the written permission given to use and adapt it. If the map was created by yourself please include the name of the software used, whether a license was required and ensure it is correctly attributed.
Response:
The map depicted in Figure 2 in the manuscript is our own and was not taken from any other source. The map was produced using ESRI 2019. ArcGIS Desktop: Release 10.7. Redlands, CA: Environmental Systems Research Institute. This has been stated in the cover letter.

#5: Consent. Please clarify under 'ethics approval and consent to participate' that written consent was obtained.
Response:
This is revised and the sentence about written consent was added. Lines 455-456

#6: Clean Manuscript. At this stage, please upload your manuscript as a single, final, clean version that does not contain any tracked changes, comments, highlights, strikethroughs or text in different colours. All relevant tables/figures/additional files should also be clean versions. Figures (and additional files) should remain uploaded as separate files. Please ensure that all figures, tables, and additional/supplementary files are cited within the text.
Response:
A cleaned version is uploaded without track changes, highlights, or text in different colours.

#7: Cite. Please ensure that all figures/tables and supplementary files are cited within the text. Any items which are not cited may be deleted by our production department upon publication.
Response:
All figures and tables are cited within the text.