Reviewer’s report

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

Version: 0 Date: 18 Feb 2020

Reviewer: Virginia Plummer

Reviewer's report:

Thank you for the opportunity to review this interesting manuscript on managerial leadership in nursing and midwifery.

Introduction, line 75, it would be more correct to say nurses are the first to meet patients in all conditions with which they present.

The use of the term 'subordinates' is discouraged as it implies a power relationship, other terms which might be used are team members, those who report to them.

What did gatekeeping involve by the DoN?

The qualification details of nurses and midwives A0, A1, A2 and abbreviation meanings for IM could be added below Table 1

In table 4, 2 questions are reversed. Why was that? One seems to be neutrally worded and the other seems to be positively worded.

P23, the comparison with the Ethiopian study does not seem useful when varied levels of salary are likely to prompt 'shopping around', suggest remove this at it is quite a different environment and leadership is not the main determinant it would seem.

Limitation of underpower was not included. Recommend 20% add to the calculated sample size to account for non-response. What is meant by 'possible bias' in this context? P9

What is meant by there is a tendency of social desirability bias P26.

Implications for nursing management, the authors may like to consider the notion of succession planning and preparing future leaders for their role early in their career.

Management and leadership competencies is mentioned far too late on page 27. Either leave it out and stay with 'styles' or introduce the notion in the background.

A thorough edit by a native English speaker is required.
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 recommend additional statistical review

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

Needs some language corrections before being published

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