Author’s response to reviews

Title: The Relationship Between Job Satisfaction and turnover Intention Among Nurses in Axum Comprehensive and Specialized Hospital Tigray, Ethiopia

Authors:
eskedar Berhanie Gidey (eskedar23natidav@gmail.com)
Dawit Gebrezgiabher Abraha (dawit23natieku@gmail.com)
Hagos Berihu (ahagosberihu@gmail.com)
Addis Belstie (Belstieaddis@gmail.com)
Girmay Teklay (girmeat@gmail.com)

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Author’s response to reviews:

Dear Reviewers

Thanks for detail comments and rapid Response. We tried to address all comments Point by Point. Reviewer #1 Edris Kakemam:

Area / topic Academic Peer Reviewer commentResponse
Manuscript TitleThe Relationship Between Job Satisfaction and turnover Intention Among Nurses In Axum Comprehensive And Specialized Hospital Tigray, Ethiopia TitleComment: It is better to mention job satisfaction in the title. It is very confusing to write effective factors in the title. Thanks, We Accept the comment. We have incorporated job satisfaction in the title have more plausible title
Introduction Comment: In the introduction, no explanation of job satisfaction has been provided. Thanks, We Accept the comment. We have added a paragraph about job satisfaction. Please, Check on the introduction section of the document it is highlighted through red color on the main text.
Comment: There are many duplicate subjects in the introduction. For example, the negative effects of turnover intention have been mentioned in two paragraphs. (Paragraphs 3 and 7). Thanks, We Accept the comment. We have resolved the duplicate subjects in the introduction.
Comment: The prevalence of turnover intention among nurses in developing countries in general, and in a developing country of Ethiopia should be stated. We have added current prevalence developing countries and Ethiopia. Check on the document it is highlighted through red color on the main text.
MethodsComment: The method of study needs a basic revision. The type of the study and the time period have not been determined. Thanks, we Accept the comment. We have added study
design and study period. Please, Check on the document it is highlighted through red color on the main text.

Comment: It was better to use the two options of yes or no for assessing the turnover intention. Those who chose option three are unclear whether they would like to quit or not. Thanks, we Accept the comment. We have dichotomized the outcome of interest into two options (Yes, No) to assess turnover intention. Please, Check table 3 in the document it is highlighted through red color on the main text.

Comment: How the scores of turnover intention were divided two groups? (Cite a reference) Nurses turnover intention was measured using three statements: “I am actively searching for an alternative to this organization,” “As soon as it is possible, I will leave the organization” and “I often think about quitting my job” Each had three response options: (1) No; (2) Not sure; and (3) Yes. Overall turnover intention was an average of the three responses, when individual study participants scored above the overall mean, they will consider as having intention to leave (YES) the hospital and those below the overall mean was categorized not having intention to leave the hospital (NO) [Ali Shah I et al, 2010].

Comment: Has the Job Satisfaction Questionnaire already been developed or was it designed by the researchers? (Cite a reference.) Thanks, for the comment. The Job Satisfaction Questionnaire was adapted after review of relevant literatures and we have putted a references [33-39].

Comment: How many items were in the questionnaire? How many items were there to assess each aspect? What was the basis in assessing nurses’ satisfaction? Thanks, for the comment. Overall job satisfaction was rated on a single-item 5-point scale. Participants were asked statements about job satisfaction factors (autonomy, Professional opportunities, Scheduling, Support, Relationships and interaction and Pay and benefits) affecting nurses” turnover intention” each statement has five alternatives with five-point scale (1) Very dissatisfied; (2) Dissatisfied; (3) Neither satisfied nor dissatisfied; (4) Satisfied and (5) Very satisfied.

Comment: The validity of the questionnaire is not clear. Thanks, We Accept the comment. There are many validated scales that can be used in research. Finding the right one for a single study purpose is sometimes difficult. There fore, to ensure the validity of the scale used in this study, a pre-test was conducted in the hospital before the formal data collection. We selected 61 nurses from different service area and the pre-test participants included 29 male nurses and 31 female employees.

Comment: Describe the method of data collection. Thanks, We Accept the comment. “” We have added a statement about data collection method and procedure. Please, check in the document it is highlighted through red color on the main text.

Comment: Ethical considerations have not been mentioned. Thanks, We Accept the comment. “” We have added a statement about ethical consideration. Please, check in the document it is highlighted through red color on the main text.

Comment: Provide the mean variable scores of turnover intention and job satisfaction. Thanks, we Accept the comment. We have calculated mean score for both. Mean (+ SD) rating of Turnover intention was 2.48(+.760) (on a scale of 1 to 3). Mean job satisfaction was 8.76(+1.79). Mean job satisfaction ratings for autonomy, pay and benefits, scheduling, and professional opportunities were 3.34, 3.32, 3.38 and 2.91, respectively (on a scale of 1 to 5). Please, check in the document it is highlighted through red color on the main text.

Comment: Demographic variables have not been included in the regression model. It is better to control their confounding effect. These variables may also have effects.
Thanks, We Accept the comment. * A Multivariable logistic regression analysis was done after an adjustment for demographic variables such as age, marital status, educational level, work department, work experience and monthly income.

Comment: In the table title, what does it mean by 2010? Thanks, We Accept the comment. It was written in Ethiopian calendar and We have corrected it Gregorian calendar.

Comment: In the abstract, the authors have stated the study was conducted between January 2018 and June 2019. While in the caption of the chart it was written 2018.

Thanks, We Accept the comment. We have addressed the confusion.

Comment: Isn't being cross-sectional considered a limitation? Thanks, We Accept the comment. We have added a limitation of study including the design limitation.

Thank you for your comments.

Reviewer #2 (Johannes Wendsche, Dr.)

Academic Peer Reviewer commentResponse
Manuscript TitleThe Relationship Between Job Satisfaction and turnover Intention Among Nurses In Axum Comprehensive And Specialized Hospital Tigray, Ethiopia
Formal issuesComment: “... Please check the full text body for missing blanks and ask an English native speaker for proof reading.

Thanks, we accept the comment. we have proof read the whole document for missing blanks

IntroductionComment: Theory
Mobleys' theory has been now extended by several models.
I would suggest to refer to more current and more developed and complex models, e.g.,


Thanks, We Accept the comment. *” we have refered to more current and more developed model such as dynamic modeling of turnover processes with the consideration of time or changes in job satisfaction.

Check on the introduction section paragraph 7 of the document it is highlighted through red color on the main text

Comment: I would also suggest to cite some meta-analyses. There are many that refer to job satisfaction.
Thanks, We Accept the comment. *" we have added some meta-analysis conducted on turn over intention. Check on the document in reference section it is highlighted through red color on the main text

Comment: The rationale of the study is very simple. You have a cross-sectional design and examine a very established association: We have re write and rephrased the rationale of the study section. We believe that, the fact that internal motivation, emotional association of belongingness to the organization, regard for the organization’s goals are instrumental in fostering the construct of “turnover intention.” Therefore, despite these relationships, a relatively slight empirical study was conducted to investigate the association between job satisfaction, and turnover, particularly from the African context. Please Check on the document it is highlighted through red color on the main text.

Comment: job satisfaction - turnover intention. Is it possible to test more complex models (i.e., literature suggest that there might be moderating factors: e.e., age?) Thanks, We Accept the comment. After an adjustment for moderating or confounding factors such as age, marital status, educational level, work department, work experience and monthly income. A Multivariable logistic regression analysis was done by taking five variables in to account simultaneously to test relationship between nurses’ turnover intention and job satisfaction factors. Please, check in the document we have added a statement that shows the adjustment done to control confounding factors it is highlighted through red color on the main text.

Methods

Comment: "Main text" should be "Methods" Thanks, We Accept the comment. We have rephrased the statement. Please, check in the document, it is highlighted through red color on the main text.

Comment: How can you calculate Cronbachs Alpha of a 1-item measure?

Thanks, We Accept the comment. the degree to which the items that make up the scale are all measuring the same underlying attribute (i.e. the extent to which the items 'hang together') or Internal consistency can be measured in a number of ways.

The most commonly used statistic is Cronbach's coefficient alpha. This statistic provides an indication of the average correlation among all of the items that make up the scale. Values range from 0 to 1, with higher values indicating greater reliability.

While different levels of reliability are required, depending on the nature and purpose of the scale, Nunnally (1978) recommends a minimum level of .7. Cronbach alpha values are dependent on the number of items in the scale. When there are a small number of items in the scale (fewer than 10), Cronbach alpha values can be quite small.

Comment: Your measure of Job satisfaction is a bit "untypical". Please cite some literature that this approach is warranted. Thanks, We Accept the comment. We have added some literatures in favor of this approach and Single scale measure of job satisfaction was used in this study as previous research has demonstrated the validity of this approach Single-item measures of job satisfaction may be superior to multiple item scales as the single item allows each individual to rate their satisfaction based on job-related factors that are important to them.

Comment: Why you don't use established scales and questionnaires? Thanks, for your constractive comment. There are many validated scales that can be used in this type of research, but finding the right one for a single study purpose is sometimes difficult. There For, to make it work for our setting, a single item 5-point scale job satisfaction scale and questionnaire was adapted and modified the questions from previous researchers to suit the current research. Further effort was
done to ensure the validity of the scale used in this study, a pre-test was conducted in shire general hospital before the formal data collection.

Discussion
Comment: Please discuss more in relation to theory. What does your study add to the literature?
Thanks, for your constrictive comment. We have tried to discuss in relation to Mobley theory of job satisfaction.

Comment: Discuss the quality of your study. (1-item measures, cross-sectional design)
We have discussed quality of this study in terms design and scale and tool used. Please, check in method section and limitation section of the document it is highlighted through red color on the main text.

Thank you for your comments.

Reviewer #3 Kyoko Asakura:

Area / topic  Academic Peer Reviewer commentResponse
Manuscript Title The Relationship Between Job Satisfaction and turnover Intention Among Nurses In Axum Comprehensive And Specialized Hospital Tigray, Ethiopia
Method
Comment: Please mention and cite the name of job satisfaction scale, its reliability and validity in method section. Thanks, for your constrictive comment. We have added and cite the scale we have used. Job Satisfaction Survey developed by Spector was used based on nine job facets including pay, promotion, supervision, benefits, contingent rewards operating procedures, co-workers, nature of work and communication. Please, check in method section of the document, it is highlighted through red color on the main text.

Conclusion
Comment: Conclusion does not include all results. The author should mention unsatisfied on payment in conclusion.
Thanks for your comment. We have added a statement bout dissatisfaction with pay and benefits. Please, check in the conclusion section of the document, it is highlighted through red color on the main text.

Comment: I think the article does not need Figure 1. It is quite simple statistics. Thanks, for your constrictive comment. We have removed the figure.