Reviewer's report

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

Version: 0 Date: 08 Dec 2019

Reviewer: Edris Kakemam

Reviewer's report:

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Thank you for the opportunity to review this paper. In this study, the relationship between job satisfaction and the turnover intention the organization has been examined among nurses. Although this is an interesting study, it still needs some improvements. Although job satisfaction has been one of the main variables of the study, it has not been mentioned in the title, purpose and introduction of the study. Study tools have not been explained clearly.

-It is better to mention job satisfaction in the title. It is very confusing to write effective factors in the title.

-In the introduction, no explanation of job satisfaction has been provided.

-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).

-The prevalence of turnover intention among nurses in developing countries in general, and in a developing country of Ethiopia should be stated.

-The method of study needs a basic revision. The type of the study and the time period have not been determined.

-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.

-How the scores of turnover intention were divided two group? (Cite a reference)

- Has the Job Satisfaction Questionnaire already been developed or was it designed by the researchers? (Cite a reference.) How many items were in the questionnaire? How many items were there to assess each aspect? What was the basis in assessing nurses' satisfaction? The validity of the questionnaire is not clear.

Describe the method of data collection. Ethical considerations have not been mentioned.

Provide the mean variable scores of turnover intention and job satisfaction.

Demographic variables have not been included in the regression model. It is better to control their confounding effect. These variables may also have effects.

In the table title, what does it mean by 2010?

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. Isn't being cross-sectional considered a limitation?
Are the methods appropriate and well described?
If not, please specify what is required in your comments to the authors.

No

Does the work include the necessary controls?
If not, please specify which controls are required in your comments to the authors.

No

Are the conclusions drawn adequately supported by the data shown?
If not, please explain in your comments to the authors.

No

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.

Not relevant to this manuscript

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

Needs some language corrections before being published

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