**Reviewer’s report**

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

**Version:** 2  **Date:** 31 Mar 2020

**Reviewer:** Johannes Wendsche

**Reviewer's report:**

Thank you very much for revising the manuscript.

However, there are still remaining problems:

1) **Language**

From my perspective, there are still many problems with English language (e.g., typos).

There are also some formal stylistic problems (e.g., missing blanks, sometimes words in bold) and grammar

(p.13 "The Job satisfaction of nurses is good in organization autonomy in the area of practice were kept").

But its up to the editor to ask for further proof reading.

2) In the abstract, the results section and Table 3 the authors report an AOR for pyment and benefits:

"Nurses who were unsatisfied on payment and benefit were also 1.26 times more likely to leave their job than nurses who reported as satisfied [AOR=1.26(95% CI, (1.565, 2.838)]."

The estimate of 1.26 is not within the 95%CI. This is not possible and should be corrected.

3) **Implications for practice**
It think this section is rather weak. You should cite intervention studies (in relation to theoretical models) showing how to improve and to change nurses' job satisfaction and job autonomy.

I think there are a lot of studies that have been published on these topics.

Realions to work engagement are not so important here. What the reader needs are best practice recommendations.

E.g. you might have a look here:


You might also consider to achknowledge other intervention that helpf to reduce nurses' turnover:


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.

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.
I am able to assess the statistics

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

Not suitable for publication unless extensively edited

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1-6. No

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