Reviewer’s report

Title: Organizational Factors associated with Readiness for Change in Residential Aged Care Settings

Version: 0 Date: 25 Jun 2017

Reviewer: Ping Yu

Reviewer’s report:

1. What is the definition of organisational climate? What are the factors to measure organisational climate?

2. Can you use a diagram to show the independent and dependent variables of the research model? Tell the reader what are your research hypotheses? What hypotheses were supported and what hypotheses were not supported by your empirical study.

3. Method section: Please tell the reader explicitly the statistical analysis conducted on the data. Page 9 Line 10 to 42. This section describes the statistical methods used for data analysis, should be presented in the Methods section. The analysis results should be presented at the Results section.

4. Page 7. Line 22-23. It is written 'The subscale reliability has good internal consistency.' However, you have not yet told the reader how the reliability was measured.

5. The introduction section that introduces the leadership style is not presented clearly. Please re-organise the sections. Need to provide the definition about transformational leadership and transactional leadership and the difference between the two concepts.

6. Page 8 Line 54 - 56. It is recommended to present a table to show the comparative results between two groups, management and non-management staff; the same for the comparison between the senior and junior staff.

7. Page 8 Line 56. A typo "for changed"

8. Page 10. Line 22-24 "The findings of this study in relation to work pressure are novel". Explain further why.

9. The causal relationship between the independent and dependent variables are not clear without a diagrammatic presentation that are often used to illustrate such relationships in this type of research.

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.

Unable to assess

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:

Needs some language corrections before being published

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