Reviewer’s report

Title: The effects of workplace respect and violence on nurses' job satisfaction in Ghana: a cross-sectional survey

Version: 0 Date: 04 Jul 2017

Reviewer: Stephanie Hastings

Reviewer's report:

I enjoyed reading this article and think it can be an important contribution to the field. There was a lot of interesting findings in the article that I think could be explored in greater detail to strengthen this article and the contribution it can make.

General writing quality and effectiveness of the article:

* This is an interesting article that has data that speaks to really interesting findings; however, some of the interesting findings were not highlighted or explored as much as they could be.

* While overall it was a well written article, the writing needs to be revised to fix some awkward sentences, typos, and other inconsistencies (e.g., referencing style, quotations, etc.)

Content value of the article:

* Interesting content - but it was a little light when really exploring the factors it was meant to be exploring, e.g., respect and violence. The background emphasizes that most research into nurses' job satisfaction in developing economies is largely focused on resource-related factors, and then half the paper focused on resource-related factors. Based on the data presented it seems like a more in-depth analysis could have been done on the respect and violence variables. At the bare minimum, these concepts could be addressed more in the discussion.

Abstract:

* The conclusion in the abstract falls flat.
Introduction and Literature Review:

* Intro would benefit from more information about this particular context. Why is it important to have a new study on this topic in Ghana, specifically? What factors might change the drivers of job satisfaction here vs. other countries mentioned?

* Clarify what is meant by "significant proportion" (p. 3, line 14).

* Some statements are left hanging, e.g., p. 3, line 35 - did the finding that nurses had dissatisfaction with the level of compensation affect their level of satisfaction?

* Some information on rates of violence would be helpful in the intro

* There is a massive amount of literature on the relations between interactional injustice and work outcomes, including job satisfaction - the authors allude to the possibility that this might be different for nurses but do not make a solid case for the need for yet another study of this. This section should be strengthened.

* The research questions could be introduced better to highlight the overarching goal of the paper. Based on the research questions it sounds the relationship between violence and job satisfaction is less central to the paper's hypothesis.

Methods:

* It is likely against ethics guidelines to name the hospitals involved in the study

* How were the participants recruited?

* I would like to see some justification for using single-item measures of violence

* Consistency in reporting on the measures

* The Work organization sub-scale description is confusing - it's using different terminology than the description of the questionnaire components in the questionnaire's intro.

Results:

* A correlation table would be helpful

* Why is marital status reported in table 1? It is not mentioned anywhere in the analysis.
* Split table 2. Put the more demographic questions in table 1 and the questions related to violence in the workplace in their own table. It's confusing how they are presented now.

* Consider using hierarchical regression to determine influence of violence over and above perceived respect, with demographic information on the first step.

* Why mention the four factors that make up the job satisfaction scale and then only use the global score in the regression? One might expect that the predictors would be more related to some factors than others.

* Table 3 - "other staff" has not been defined

* Incorrect table reference in text (p. 11, line 4)

Discussion:

* The discussion needs a substantial amount of revision to emphasize the importance of the results. It is no surprise that job satisfaction is influenced by respect and violence - what else might the authors conclude? What can be done about this issue? Is anything different about these results than other studies?

* Please report on project limitations.

* This statement seems contradictory (Page 13, line 6). One line says nurses are satisfied in another says nurses are neutral.

* Page 13, line 17 - reference 16 doesn't talk about pay.

* There were some interesting trends in the respect data that I would have liked to see explored a little more in the discussion vs reporting again on disappointing pay. E.g., table 3 - male nurses overall received high levels of respect than female nurses - except with doctors. Did they look at the differences in satisfaction levels between male and female nurses? These other factors?

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Please indicate how interesting you found the manuscript:

An article of importance in its field

**Quality of written English**
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