Author’s response to reviews

Title: Why newly graduated nurses in Korea leave their first job in a short time?: survival analysis

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Dear Editor James Buchan

I would like to submit a revised manuscript of a paper entitled “Why newly graduated nurses in Korea leave their first job in a short time?: survival analysis” by Eunhee Lee.

I have really appreciated comments by reviews. The review was really helpful for me. I revised the manuscript to address the reviewer’s comments, and the details are as follows. I checked grammar and word selection and received English proofreading once more. I highlighted (in red) all changes.

Reviewer 1

Comment 1

First, a brief illustration about typical career path of Korean nurse for getting active nurse position after graduation should be required. In the descriptive statistics, authors reported the range of subjects' age were 24.8±2.6, that is, from 22 to 27 years old were covered as subjects. Occurrence of such variation can be related to two probabilities; just the reflection of personal reason OR the reflection of difference in selection of educational background. If those nurses who intended to obtain further educational background such as Certified Nurse Specialists or nursing administration, at graduate school after undergraduate course, it would be natural she/he was around 27 years old at their first job. And if so, the fact of salary in job dissatisfaction might significantly impacted on turnover ratio.

=>Respond 1

I agree with your comment, so I added come explanation about Korean education system in Method part. In addition, as this study only includes new nurses as clinical nurses after
graduation from college or university, I revised some sentences about study subjects more accurately in method part. (page 6-7, “This study only included … the transfer system.”) 

Comment 2

This induces a second point for improvement. That is, exploring deeper cause of the impact of salary on turnover behavior in Cox analysis might be considerable. As mentioned above, in spite of the real terms of payment for nurses having a significant positive impact for continuing their job in their workplace, salary as a factor of dissatisfaction had no significant impact. The previous study reported that the salary as a factor of dissatisfaction had significant impact at the 10% level on encouraging nurses' turnover vulnerabilities of employment condition such as salary and benefit. In small-scale hospital as reasons of this result, and avoiding further interpret why this irrelevant result came across.

If author can try deeper analysis and improve understanding about what happened beyond the result, it might be beneficial for her to employ additional calculation by installing cross terms such as age × salary, gender × salary, and hospital size × salary into analytical model. If not, this paper just stays within the scope of the previous study.

Therefore, I would like author(s) to try additional description and analyses mentioned above, or, if it is difficult to do so, indicate the reason for that difficulty.

=>Respond 2

This comment was really big help for me. I also recognized how to show the effect of hospital size and salary. According to your comments, I re-analyzed using cross term, hospital size * salary. The other cross terms, such as gender * salary and age * salary were not included in the model, because there was no correlation between variables.

By conducting Cox regression using the cross terms, I can more clearly interpret the effects of hospital size and salary level on turnover in various angles. Thus, we generally revised the tables and the result section (page 10, page 11).

Reviewer 2

Comment

That is, the study results indicate that hospital size and labor union are positively correlated with salary level, which means salary may be the key factor that determines the newly graduated nurses' turnover.
Therefore, it is strongly recommended to show and discuss the correlation among hospital size, salary, labor union.

->Response

I agree with your comment, and also recognized the relation between hospital size and salary and union. According to your comment, I performed Cox regression again using cross term (hospital size* salary). Unfortunately, as there was no relation between union and salary unlike previous study, I could not include the cross terms in the model (union*salary or union*size).

But, I generally revised the relation of hospital size and salary and union in discussion part. (page 13, “In addition, small-scaled … level is high.”)