Reviewer’s report

Title: Workplace Bullying and its Impact on the Quality of Healthcare and Patient Safety

Version: 0 Date: 08 May 2019

Reviewer: AH El Gilany

Reviewer's report:

*General comments: The topic is vague. what is the cultural meaning of concern of WPB? Which is important the concern or exposure to bullying? The concern itself does not reflect the actual situation which is more important. Also the tool that measure of concern lacks cultural adaptation even the cultural & Arabic meaning & term of bullying may not clear enough to most of participants. Also the multi nationality of health care providers in Saudi Arabia.

Needs statistical consultations

*Introduction: Long & over-referenced. Add study rationale (justification)

*Methods:

Why retrospective study study? It is cross-sectional descriptive study.

Delete aims from this section

English language is not appropriate for non-English speakers specially administrative

What is the meaning & operational definition of concern about WPB? Does it differs from negative level perception used for sample size calculation. What is the program/formula used for sample size calculation? What is the base of the cut off points of concern score? Why 3 categories of WPB concerns?

Nothing about operational definition & measurement of many terms (just a statement is not enough) e.g. work performance, stress level, level of thinking, etc.

*Results:

Long comments on tables

Merge tables 1 & 3 in a single table.
In non-parametric distribution we describe data using median (minimum-maximum) not mean (SD).

Add post hoc multiple comparison for significant Kruskall-Wallis tests.

Table 4 is vague. Why adjusted P-value. What is the reference category in all variables?

Why was the significance level set at 0.025?

Delete all figures as they do not add to results.

*Discussion: many irrelevant statements

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Please indicate the quality of language in the manuscript:

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