Author's response to reviews

Title: Perceived Organizational Justice and Turnover Intention among Hospital Healthcare Workers

Authors:

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Author's response to reviews:

Response to Reviewer 1

Dear Dr. Kay,

Thank you very much for your constructive comments. The paper was edited by English language expert to correct language errors. Here under, kindly find my responses to each specific questions and comments. The changes I made are highlighted in yellow color.

Reviewer reports:

Emma Sophia Kay, Ph.D. (Reviewer 1): This manuscript provides important information about organizational justice and turnover in hospital workers. However, some comments are offered below to strengthen the manuscript. In addition, a through grammatical editing of the paper is recommended.

Specific Comments

Background:

1. Third paragraph, second sentence: Unclear what this means. What are "minimum key indicators of health interventions?"

Response: Dear Dr. Kay, the phrase “minimum key indicators of health interventions” is defined to be more clear to readers (See in the background, paragraph 6).
2. Seventh paragraph: What is the population size of the Amhara National Regional State?

Response: The total population size of the Amhara National Regional State is included (See in the background, Paragraph 8, first sentence).

3. First sentence of last paragraph: Is there really no interest to examine whether or not organizational justice perceptions influence turnover intentions of healthcare workers, or is just that there has been no published research on the topic to date?

Response: To date there is one published local study by Semela(2001). The main focus of the health sector seems expansion of infrastructure and the human recourse aspect has been overlooked. The question of justice seems secondary and very limited attention is given. This is why my study intended to fill this gap.

4. In general, the last paragraph seems unrelated to the overall theme of the manuscript and does not clearly state the study's purpose.

Response: The last paragraph of the background is rephrased to show the purpose of the study. Besides, research questions are stated to more clarify the aims of the study (See the last paragraph of the background and the research questions under it).

Methods

Participants and Sampling Techniques:

1. The last paragraph is confusing and seems overstated. Why does the author assume that the medical doctors felt guilty? Earlier in the paragraph, it is suggested that doctors did not want to be interviewed due to lack of time, rather than due to any guilt over salary.

Response: Yes I have realized that the paragraph is overstated and hence it is rephrased to avoid bold generalization (see the last paragraph).
Measures

1. It would be helpful to provide definitions of the 4 kinds of organizational justice measured in the study.

Response: The four kinds of organizational justice are defined in the measures section. A more detail definitions are given in the background paragraph 2 & 3).

Results

1. Did the author collect demographic data (e.g., race, age, sex) from participants who completed the questionnaires? If so, it would be helpful to create a table to show that information.

Response: Demographic data were collecte [corrected as] and the analysis is presented Table 2. (See the first paragraph of the result section).

Table 5: Both rows are for public workers

Response: it is corrected

Response to Reviewer 2

Dear Zammitti,

I would like to thank you for your constructive comments. Here under, kindly find my responses to your questions and suggestions. The changes I made are highlighted in yellow color.

Andrea Zammitti (Reviewer 2): 1) In the first part the author should deepen the bibliography. For example, it could explain better what organizational justice is and what are the dimensions with which it correlates. You can cite, for example, these articles:


Response: Thank you for suggesting these sources. I have included important ideas throughout the text from these sources (See the reference section to check inclusion of additional source).

(2) The references, within the text, should be written in a homogeneous way.

Response: It is corrected.

(3) The bibliographic reference to the scale developed by Harrington and colleagues is missing.

Response: It is corrected.

(4) There may be differences, if any, between male participants and female participants or by type of work.

Response: Independent samples t-test analysis is conducted to check the difference in organizational justice perception between male and female participants in the body and in Table 4.

(5) The author could report the significance levels in table number 2

Response: Significant levels are computed (See Table 3).

(6) In the paragraph "Turnover Intention among Participants" the mean must always be indicated in the same way (M = ...). The mean of private hospital participants it should be 15.81.

Response: It is corrected.