Reviewer's report

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

Version: 1 Date: 15 Oct 2019

Reviewer: Emma Kay

Reviewer's report:

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?"

2. Seventh paragraph: What is the population size of the Amhara National Regional State?

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?

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

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.
Measures

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

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.

Table 5: Both rows are for public workers

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.

Yes

Are the conclusions drawn adequately supported by the data shown?
If not, please explain in your comments to the authors.

Yes

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

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Please indicate the quality of language in the manuscript:

Needs some language corrections before being published
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