

Review Form 3

Journal Name:	Asian Journal of Research in Nursing and Health
Manuscript Number:	Ms_AJRNH_129227
Title of the Manuscript:	Factors Influencing Work Output or Performance among Nurses and Midwives in a Teaching Hospital in Ghana.
Type of the Article	

PART 1: Comments

	Reviewer's comment	Author's Feedback <i>(Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</i>
Please write a few sentences regarding the importance of this manuscript for the scientific community. A minimum of 3-4 sentences may be required for this part.	<p>This article addresses one of the real challenges in the health system, which is lack of employee motivation.</p> <p>It is generally well-structured and addresses important topics. However, given the limitations in the methodology and the need for deeper analyses, it may require revisions to provide stronger and more comprehensive conclusions.</p>	
Is the title of the article suitable? (If not please suggest an alternative title)	<p>The study primarily focuses on determining factors related to job satisfaction and motivation among nurses and midwives. since it does not directly measure nurses' performance, the title of the study needs revision. Given the descriptive nature of methodology and the study's results, a suggested alternative title is:</p> <ul style="list-style-type: none"> - Exploring Motivational, Organizational Factors, and Job Satisfaction Among Nurses and Midwives: A Descriptive Study at a Teaching Hospital in Ghana 	

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<p>Is the abstract of the article comprehensive? Do you suggest the addition (or deletion) of some points in this section? Please write your suggestions here.</p>	<p>The abstract has several weaknesses:</p> <ol style="list-style-type: none"> 1. Introduction: <ul style="list-style-type: none"> - The aim is unclear, as it mentions assessing "nurse performance" instead of focusing on job satisfaction and motivation. Considering the overall content, it would be more appropriate to clarify that the study's objective is to examine the factors influencing job satisfaction and motivation. 2. Method <ul style="list-style-type: none"> - The methodology lacks clarity, especially with the term "334 cross-sections" and the sampling method. It would be helpful to explain the type of questionnaire used, how it was validated, and the statistical tests employed. 3. Results: <ul style="list-style-type: none"> - The results are presented in general terms without deeper interpretation or connection to broader implications. 4. There is no mention of study limitations, which could provide a more balanced view of the study. 5. Conclusion <ul style="list-style-type: none"> - The conclusion offers recommendations but does not fully relate them to the specific findings of the study. 6. Keywords: job satisfaction has been repeated. 7. Writing: some sentences are incomplete or unclear (e.g., "career expectations were mixed"). 	
<p>Is the manuscript scientifically correct? Please write here.</p>	<p>Introduction:</p> <ul style="list-style-type: none"> - The introduction lacks focus on the study's main objective. It broadly discusses topics such as motivation, job satisfaction, and workforce shortages, but the specific aim of the study is not clearly stated, which may confuse the reader. The introduction should be more concise and focus on the main issue under investigation. - While the research gap is mentioned, it could be articulated more concisely. <p>To improve the structure of the introduction:</p> <ul style="list-style-type: none"> • begin by discussing the importance of motivation and job satisfaction in enhancing employee productivity and the healthcare quality. • Highlight how intrinsic motivators (like recognition and responsibility) and extrinsic factors (like salary and facilities) contribute to job satisfaction. • Address the link between low motivation and healthcare worker migration, drawing connections to previous research. • Emphasize why this topic is particularly relevant in low- and middle-income countries (LMICs). • Discuss the specific challenges faced by healthcare systems in Africa, focusing on staff shortages at Tamale Teaching Hospital. • Point out the lack of research on motivation and job satisfaction among nurses and midwives in Ghana. • Clearly state the study's purpose: to explore the factors affecting motivation and satisfaction and to suggest actionable solutions. • Conclude by highlighting how the study's findings could guide better workforce management and improve healthcare delivery. <p>Methodology:</p>	

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	<ul style="list-style-type: none"> - The sampling method is stated as "convenient sampling" which may lead to bias. This limitation should be more clearly addressed in the text. - Using a single hospital as a sample introduces geographic limitations and affects generalizability. This needs to be discussed further. - While the questionnaire was designed based on a literature review, no information is provided on the validity and reliability of the instruments. Detailing the validity and reliability testing, particularly for sections adapted from other studies, could strengthen the study's credibility. <p>Results:</p> <ul style="list-style-type: none"> <input type="checkbox"/> While the data are comprehensive, the analyses are largely descriptive and do not explore causal or correlational relationships between variables. It is recommended that future studies address the potential effects of demographic characteristics (such as age, gender, or job rank) on job satisfaction and motivation. <input type="checkbox"/> The lack of information on non-response rates raises concerns about the reliability of the findings. <input type="checkbox"/> Due to the absence of a standardized questionnaire, it is difficult to comment on the validity of the data and the accuracy of their measurement. 	
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	The references seem adequate.	
Is the language/English quality of the article suitable for scholarly communications?	The language in the article is generally clear and understandable, but there are a few areas where it could be improved for better flow and clarity. Some sentences could be reworded to make them more concise, and a few technical terms might benefit from clearer explanations. Overall, the article is suitable for scholarly communication, but careful review and some polishing could enhance its quality.	
Optional/General comments	The article addresses an important topic and is generally well-structured. However, its quality could be improved by addressing the points mentioned above. Using an appropriate sampling method, a standardized questionnaire, and conducting statistical analyses would strengthen the study and its findings.	

PART 2:

	Reviewer's comment	Author's comment (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
Are there ethical issues in this manuscript?	<i>(If yes, Kindly please write down the ethical issues here in details)</i>	

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