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| Book Name: | [**New Ideas Concerning Arts and Social Studies**](https://www.bookpi.org/bookstore/product/new-ideas-concerning-arts-and-social-studies-vol-1/) |
| Manuscript Number: | **Ms\_BPR\_5004** |
| Title of the Manuscript:  | **FACTORS INFLUENCING JOB SATISFACTION OF REGISTERED NURSES WORKING IN PUBLIC HOSPITALS IN WINDHOEK, NAMIBIA** |
| Type of the Article | **Book Chapter** |

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| PART 1: Comments |
|  | Reviewer’s comment**Artificial Intelligence (AI) generated or assisted review comments are strictly prohibited during peer review.** | Author’s Feedback *(Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)* |
| **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.** | This study is of significant importance to the scientific community, especially in nursing and healthcare workforce management. It offers valuable insights into the job satisfaction levels of registered nurses in Windhoek, Namibia. These insights can inform policy changes, improve hospital management practices, and develop strategies to enhance nurse retention and workplace conditions. Considering the global nursing shortage, understanding the factors influencing job satisfaction is essential for maintaining a motivated healthcare workforce and ensuring optimal patient care. |  |
| **Is the title of the article suitable?****(If not please suggest an alternative title)** | *"Factors Influencing Job Satisfaction Among Registered Nurses in Public Hospitals: A Study in Windhoek, Namibia"*This title makes it more succinct and avoids redundancy. |  |
| 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. | To enhance the clarity and impact of the study, the aim should be articulated more precisely. For instance, it could state, "This study examines the factors influencing job satisfaction among registered nurses in Windhoek, Namibia, focusing on salary, working conditions, and career advancement opportunities." Furthermore, when presenting the results, mentioning the statistical significance of key findings upfront is important to underscore their relevance. Finally, the conclusion should emphasize the study's practical implications by highlighting, "Findings underscore the urgent need for policy interventions to enhance nurses' job satisfaction and retention in public hospitals." |  |
| **Is the manuscript scientifically, correct? Please write here.**  | The manuscript demonstrates a solid scientific foundation underpinned by appropriate methodology. A notable strength is the incorporation of Herzberg’s Two-Factor Theory, which provides a robust theoretical framework for the research. The statistical analysis employed is suitable for the study, although the rationale for the chosen sample size of 53 could benefit from further clarification. Additionally, it is essential to address the potential limitations posed by the reliance on self-reported data, as this may introduce bias in the findings. Acknowledging this concern in the discussion would strengthen the overall analysis. |  |
| **Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.****-** | The references are mostly sufficient and recent, though a few key studies on job satisfaction and nursing retention in Africa could be added.Suggested additional references:1. Aiken, L. H., et al. (2020). "Nurse staffing and education and hospital mortality in nine European countries." The Lancet.
2. WHO (2023). "State of the World's Nursing Report: Workforce retention strategies."
3. Laschinger, H. K. S. (2016). "Workplace empowerment and job satisfaction in nursing: A systematic review." Journal of Nursing Management.

Ensure consistency in citation formatting. |  |
| Is the language/English quality of the article suitable for scholarly communications? | The manuscript is generally well-written, but it contains several grammatical errors and redundancies that must be addressed. For instance, correcting typographical errors such as "Perfomance" to "Performance," "therfore" to "therefore," and "excecute" to "execute" is essential for clarity. Additionally, some sentences are too long and complex; simplifying them would significantly enhance readability. It is advisable to seek professional proofreading to ensure the manuscript's overall quality and coherence. |  |
| Optional/General comments |  |  |

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| **PART 2:**  |
|  | Reviewer’s comment | Author’s comment *(if agreed with the 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?**  |  |  |

**Reviewers:**

**Jordan Llego, University of Luzon, Philippines**