



SDI Review Form 1.6

Journal Name:	Asian Journal of Research in Nursing and Health
Manuscript Number:	Ms_AJRNH_46229
Title of the Manuscript:	The impact of novice nurses' characteristics and personalities on work-related stress
Type of the Article	Original-research-article

General guideline for Peer Review process:

This journal's peer review policy states that **NO** manuscript should be rejected only on the basis of '**lack of Novelty**', provided the manuscript is scientifically robust and technically sound. To know the complete guideline for Peer Review process, reviewers are requested to visit this link:

(<http://www.sciencedomain.org/page.php?id=sdi-general-editorial-policy#Peer-Review-Guideline>)



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PART 1: Review Comments

General Comments	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)
Compulsory REVISION comments	<ul style="list-style-type: none"> The manuscript has an important subject, is well-written and interesting at the beginning, but starts to lose its charm as it begins to sound overly statistical towards the end. To make this paper publishable, the authors need to respond to a few substantive points: <ol style="list-style-type: none"> The first and second paragraphs of the "Introduction" present the issue and some rationale, however, I would really like to know in concise form what other researchers have done in line with the other variables mentioned such as basic characteristics, personality traits and work-related stress. You may mention opposing or supportive findings. I'm also looking for your critical analysis on the literature (i.e., your voice as researchers should also be included in this section. It would help readers to understand more if you will provide a brief explanation about cross-sectional study as your design. As this study examines the relationship between stress and other factors of novice nurses, it would be right to mention the "specific point in time" which you ought to emphasize and its justification. Page 4, Line 86 mentions Dr. Tsai. I do not see any year when he published or his study using the Scale. You might consider putting the "year" after his name The "Results" section is where readers may encounter challenges in getting through the essence of the study. For a more interesting presentation, I suggest you provide a brief introduction for every subheading so that readers would understand what it is they will read about. For instance, "This section presents how gender, age, education level, marital status, length of service and past experience known as basic characteristics relate to work-related stress. "Table 1. Shows that female nurses experienced more stress in terms of _____ than male nurses (t=.....). This suggests that....." Then you may mention literature that support or contradict your findings I'm suggesting you merge "Results and Discussion" instead of isolating the latter to prevent the reader from going back to the previous pages to look at the results. Hence, after stating the result briefly, the next sentence could explain the meaning in a concise but comprehensive manner. Find a way to present it in scholarly but friendly way, avoiding an overload of statistics. In the conclusion section I like the way you stated your limitations, however, this part may be placed somewhere in the middle part. The last sentence should be as strong as the first one in your paper so the implication might be moved at the last part to leave a lasting insight to the reader. The "Conclusion" is a statement of the overall contribution of your study and its implication in the practice of nursing. You may rewrite this part logically starting with the highlights leading to the implication 	<p>Thank you for your input and assistance in helping us to think in more detail about this article. We have made major revisions to the manuscript in order to improve the paper. The following are the revisions that we have made in response to the reviewers' comments.</p> <ol style="list-style-type: none"> See Page 1-3. See Page 4. See Page 4. See Page 8-9. See Page 15: There are very few studies on the gender and stress of new nursing staffs. This may be because male nursing staffs were not common in early days, and currently, female nursing staffs are still the majority. Result and discussion: Based on the opinions of other review committees, please approve that we still discuss separately. See Page 8-10. See Page 18 See Page 18
Minor REVISION comments		
Optional/General comments		

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>	